

North Eastern
Inshore Fisheries
and Conservation
Authority

ANNUAL REPORT

2015 / 16



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FOREWORD

This is the fifth annual report produced by North Eastern Inshore Fisheries and Conservation Authority. It covers the financial year ending March 31 2016 and provides a summary account and review of the Authority's main outputs and achievements during its fifth operational year.

The report highlights positive progression and development within a number of key areas including organisational, legislative and MPA management in a year that included the publication of the first statutory review into the conduct and operation of IFCAs.

It remains a particularly challenging time for IFCAs and all the Authority's officers, staff and members deserve to be congratulated on their efforts, achievements and continuing hard work, in a time of acute resource and funding pressures.



Nigel Pearson
Clerk of the Authority

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. ”



Nigel Pearson
Clerk of the Authority



Carrie Nicholson
Chairman



David McCandless
Chief Inshore Fisheries and Conservation Officer

EXECUTIVE SUMMARY

North Eastern Inshore Fisheries and Conservation Authority (NEIFCA) was formally established on 1 April 2011 under provision contained within the 2009 Marine and Coastal Access Act. The Authority replaced North Eastern Sea Fisheries Committee (NESFC), assuming new duties and responsibilities for managing the sustainable exploitation of sea fisheries resources within its district.

This fifth Annual Report produced by North Eastern Inshore Fisheries and Conservation Authority (NEIFCA) covers the period 1 April 2015 to 31 March 2016. It provides a comprehensive review of the Authority's fifth year of operations and charts its main outputs and achievements across key work areas including: Organisational, Legislative Enforcement; Environmental and Scientific Research; Staff training and development; Communications; Partnership working and the delivery of national work streams. The report also provides a summary of the Authority's performance and progress against both its national and local working objectives.

EXECUTIVE SUMMARY MAIN ACHIEVEMENTS

- 2015/2016 was a consolidating year for the Authority following the implementation of a comprehensive organisational review during 2014/2015. This period of consolidation included recruitment into a number of key operational posts. Main achievements and outputs included the following:
 - On 22 May 2015 the Authority was successfully re-assessed against the national Investors in People Criteria. This represented the fifth successful re-assessment and continued positive affirmation of the Authority's commitment to the training and development of its staff.
 - Agreement achieved on a sound and stable operational budget of £1,139,521 fixed until March 2017.
 - During November and December 2015 two new fisheries byelaw regulations were confirmed which significantly strengthened the management of scallop dredging activity and the exploitation of crab and lobster stocks within the Authority's district.
- During 2015-2016 officers continued to deliver a comprehensive fisheries patrol service throughout the region which included over 426 inspections and 1185 vessel observations resulting in the Authority issuing 15 informal warnings, 2 formal warnings and 5 Financial Administrative Penalties (FAPs). 5 further cases were successfully prosecuted in the Magistrates Court.
- Expansion and development in the areas of marine environmental monitoring and biological surveying continued throughout 2015-2016. Revised stock monitoring and assessment programmes were implemented including scallops for the first time and monthly potting surveys supported by local fishermen. Further work also continued on the deployment of underwater cameras and acoustical equipment including the completion of a dedicated survey of the Runswick Bay and Holderness Inshore pMCZ sites and the annual assessment of sea grass habitat in the Humber Estuary. These work areas were further supported by Defra funding which was used to employ a temporary Scientific Support Officer.
- Successful continuation of the Authority's public engagement programme with officers attending seven events throughout the Authority's jurisdiction and registering interest from over 5,000 people.

EXECUTIVE SUMMARY ACHIEVEMENTS

Finance

During March 2015, the Authority agreed an operational budget of £1,139,521 fixed for a further three financial years until March 2017.

High Level Objectives Success Criteria

Positive performance against national IFCA high level objectives and success criteria remains a key objective for the Authority. During its fifth operational year the Authority recorded positive achievement or progression of the associated national performance indicators.

NEIFCA Working Level Objectives

Each year the Authority agrees a set of working level objectives which support the positive achievement of both local and national priorities. These objectives are then incorporated within its annual plan. During the 2015/2016 year the Authority demonstrated positive achievement against all of the 24 working level objectives and associated local performance indicators set for the year ahead.

Legislative Review & Implementation

During November and December 2015 two new fisheries byelaw regulations were confirmed by Defra. These new regulations now provide a much stronger framework of options to more effectively manage the exploitation of scallop and crustacean stocks occurring within the Authority's district.

Legislative Enforcement

Throughout the reporting period Authority officers maintained a comprehensive legislative enforcement regime both onshore and offshore, completing 426 formal inspections, issuing 15 informal warnings for minor infringements and reporting 9 serious infringements for further consideration.

Staff Training & Development

Long established staff development and training programmes including annual appraisals and reviews were maintained throughout the reporting year. The appraisals continue to link personal objectives and training and development needs to organisational objectives and long-term strategic goals.

Environmental and Scientific Research

During the year notable achievements and outputs in this work area included the implementation of revised stock monitoring and assessment programmes including scallops for the first time. Further work also continued on the deployment of underwater cameras and acoustical equipment including the completion of dedicated surveys of the Runswick Bay and Holderness Inshore pMCZ sites and the annual assessment of sea grass habitat in the Humber Estuary.

Communications

The development and improvement of communications remains a core priority for the Authority and notable outputs included the publication and circulation of an annual newsletter and continuation of the Authority's formal public engagement programme where officers attended seven public events and actively engaged with over 2,000 people.

EXECUTIVE SUMMARY ACHIEVEMENTS

Partnership Working

The Authority retains a strong commitment to positive partnership working and throughout the year several joint meetings were held with partners and a number of joint working days were also achieved on the ground. Two meetings of the region's Joint Coastal Enforcement Group, involving a wide range of enforcement partners such as the police, the Marine Management Organisation, the Environment Agency, neighbouring IFCA's and Natural England were also held. Outside enforcement, officers also worked in close partnership with Natural England and the Yorkshire Wildlife Trust in delivering the annual survey of sea grass habitat within the Humber Estuary.

National IFCA Association

Since its inception NEIFCA has actively supported the establishment of a formal national IFCA Association. This work continued throughout the reporting period and included important revisions to the internal organisation and governance of the national Association. Achievements within the Association included the establishment of an interactive website and the publication of an annual plan and report outlining key goals and objectives.

Yorkshire Wildlife Trust

The Authority worked closely with the Yorkshire Wildlife Trust delivering the annual survey of sea grass habitat within the Humber Estuary. The Authority are also supporting the Trust's 'Fishing for litter Holderness' project which aims to reduce the amount of marine litter in the Holderness region.



INTRODUCTION 1.0

Introduction 1.0

This fifth Annual Report was developed in consultation with Authority members. It provides a summary of the main outputs and achievements across the Authority including: Central policy, encompassing strategic development and legislative review; Legislative Enforcement; Environmental and Scientific Research, encompassing fisheries stock assessment, marine survey and monitoring, data management, review of marine consents and licensing applications and marine habitat protection; Staff training and development; Communications and partnership working. The report complements the Authority's 2015/2016 Annual Plan and also provides a summary of progress against the national IFCA success criteria and high level objectives and the Authority's own local working level objectives and performance indicators.

Background 1.1

North Eastern Inshore Fisheries and Conservation Authority (NEIFCA) was 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 continues to draw professional service provision including legal, financial and human resource support from its lead local Authority member, East Riding of Yorkshire Council.

NEIFCA membership comprises of 13 elected Councillors representing eleven coastal Local Authorities 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 which is the maximum level permitted under statute.

Financial Overview 1.2

The Authority's total annual budget for the reporting period 2015/2016 was agreed by members during March and fixed for three years at £1,139,521. The budget is allocated across four main areas:

Corporate. Expenditure relating to corporate governance

Headquarters. The cost of management and administrative support

Operations. Direct expenditure incurred in the performance of the Authority's objectives comprising of offshore, land-based and environmental activities

Grant aided projects. Projects which are specific or time bound and wholly funded by external sources

See tables 1 & 2: Pages 10 - 11

TABLE 1

Comprehensive income and expenditure statement

2014/ 15 NET EXPENDITURE		2015 / 16 EXPENDITURE	2015 / 16 INCOME	2015 / 16 NET EXPENDITURE	APPROVED BUDGET	VARIANCE
£287,957	Central / Headquarters	£412,143	£48,591	£363,552	£333,870	£29,682 (-)
£118,349	Land based operations	£132,638	£0	£132,638	£151,290	£18,652
£366,672	Offshore operations	£437,463	£4,500	£432,963	£428,440	£4,523 (-)
£140,450	Environment	£123,770	£21,649	£102,121	£103,020	£899
£22,380	Grant Aided Projects	£42,623	£42,623	£0	£0	£0
£935,808		£1,148,637	£117,363	£1,031,275	£1,016,620	£14,655 (-)

In terms of the total budget the Authority over-spent by £14,655 due to a combination of factors.

TABLE 2

Comprehensive income and expenditure statement

2014 / 15 NET INCOME	SOURCES OF FINANCE	2015 / 16 EXPENDITURE	2015 / 16 INCOME	2015 / 16 NET INCOME	APPROVED BUDGET	VARIANCE
£1,139,521	Annual levy on Local Authorities	£0	£1,139,521	£1,139,521	£1,139,521	£0
£0	Contribution to / from Reserves	£0	£0	£0	£0	£0
£0	Contribution to Capital	£0	£0	£0	£0	£0
£203,713 (-)	Contribution to Earmarked Reserves	£145,724	£0	£145,724 (-)	£126,985	£18,739
£935,808		£145,724	£1,139,521	£993,797	£1,012,536	£18,739

The 2015/2016 revenue budget was reduced in year by £40,000 made up of a transfer of £20,000 for refurbishment of the Carnaby storage unit, plus a contribution of £20,000 to the General Reserve to provide grant funding to fishermen for equipment purchases to comply with the new AIS byelaw. During 2015/2016 new vehicles totalling £44,792 were purchased, £18,739 of which were funded through the Vehicle Replacement Reserve.

IFCAs have sound governance and staff are motivated and respected.

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

A fair, effective and proportionate enforcement regime is in place.

IFCAs work in partnership and are engaged with their stakeholders.

IFCAs make the best use of evidence to deliver their objectives.

IFCAs support and promote the sustainable management of the marine environment.

IFCAs are recognised and heard.

VISION, SUCCESS CRITERIA & HIGH LEVEL OBJECTIVES

NEIFCA work streams and organisational priorities are geared towards the positive achievement of the national vision: outlined on page 4.

To support the positive delivery of the above national vision, IFCAs have agreed a set of success criteria matched with corresponding high-level objectives (HLO's). The vision, success criteria and high level objectives are designed to assist in the creation of a shared understanding of the aims and objectives of IFCAs nationally, and focus positive service delivery towards achievement of the national vision.

Focus and Priorities for the Year - Annual Plan 2015 / 2016 2.0

Each year Authority members agree and set their objectives and priorities for the year ahead which are outlined within the annual plan. The 2015/2016 plan was adopted by members on 5th March 2015.

Delivery of Priorities 3.0

In order to measure progress towards achieving the HLO's, performance indicators were developed for the period 2011 – 2015 against which these objectives and targets have been measured. In addition to the HLO's, the Authority reviewed and adopted a set of working level strategic objectives (WLO's) for the 2015 - 2016 financial year, in order to ensure positive achievement of the HLO's and further the Authority's own progression and development.

HIGH LEVEL OBJECTIVES 3.1

The following tables provide a summary of the Authority's progress towards achieving High Level Objectives (HLO) & Working Level Objectives (WLO) during the 2015 / 2016 reporting period

Success Criterion 1

IFCAs have sound governance and staff are motivated and respected

Staff feel proud to work for their IFCA and have the training and skills to deliver their Authority's objectives in a professional, fair and consistent manner. They are supported by excellent leaders and managers, working alongside engaged and effective committees. These committees are representative of the communities they serve and wider stakeholder interests; they have the backing of constituent local authorities and provide the strategic direction to ensure the long-term sustainability of the marine environment in and around their districts.

Status March 31st 2016



Completed



Ongoing



Not started

HIGH LEVEL OBJECTIVE

By April each year, publish an annual plan that meets minimum standards as set out in Defra guidance, setting out the authority's main objectives and priorities for the year.

OUTCOME(S)

Each IFCA has an annual plan that clearly sets out, in a way that is easy to understand, what the Authority does and its main objectives and priorities for the coming year.

PERFORMANCE INDICATOR(S)

Annual plans to meet the requirements of the IFCA and Defra are prepared and published before the beginning of each financial year.

Copies of annual plans are sent to Defra's Secretary of State by 30 April each year.

As soon as is reasonably practicable after the end of each financial year, prepare a report on the IFCA's activities in that year, in line with Defra guidance.

Each IFCA has an annual report that clearly sets out, in a way that is easy to understand, the Authority's achievements in the last year.

Annual reports meeting the requirements of the IFCA and Defra are prepared and published as soon as reasonably practical after the end of each financial year.

Copies of annual reports are sent to Defra's Secretary of State by 30 November in the year in which they are published.

Demonstrate a long-term, strategic approach to sustainable marine management, in line with duties in the Marine and Coastal Access Act, clearly articulating how the IFCA will do this through annual plans and/or longer-term strategies. Delivery is ongoing, with the first formal review in 2015.

Report reviewing marine sustainability issues and fisheries management in the District and proposing new management measures to address concerns.

The issues impacting sea fisheries resources within the IFC District have been identified, prioritised and, where appropriate, suitable management plans for them put in place by April 2015; management plans and progress against them are reflected in annual plans and reports.

HIGH LEVEL OBJECTIVE

Staff management systems are in place that include an annual staff performance monitoring system, which sets clear work objectives for every member of staff that are linked to the organisational objectives described in the annual plan and monitors their performance against a set of agreed criteria and performance improvement.

OUTCOME(S)

Staff management systems are in place that include an annual staff performance monitoring system, which sets clear work objectives for every member of staff. These are linked to the organisational objectives described in the annual plan and aid monitoring performance against a set of agreed criteria.

PERFORMANCE INDICATOR(S)

A staff management system, including training and development plans, is in development and being tested during 2011 for approval by staff and Authority and implementation in 2012.

Develop and deliver a people capability strategy, which ensures that staff can deliver the organisational objectives as set out in annual plans, aided through training, mentoring and new skills development. The strategy should be developed by April 2012; IFCAs should demonstrate ongoing delivery, with the first formal review in 2015.

Gaps in the capability of the IFCA to meet its duties and objectives are assessed; proposals for addressing problems are in place.

Staff resources and capability are assessed against IFCA objectives and duties with a gap analysis by April 2012; plans for addressing problems and progress against them are reflected in annual plans and reports.

By September 2012, demonstrate that staff are engaged with the objectives of the organisation, can influence the direction and development of the organisation and are free to constructively challenge decisions without reproach.

Happy staff and members.

Systems are developed and implemented that enable all staff and members to contribute to, and comment on all IFCA policies and business by September 2012; systems follow best practice/principles in investing in people.

Staff and members are content that they can influence the development of policy for the IFCA through annual feedback.

HIGH LEVEL OBJECTIVE

By April 2015 demonstrate that:
Key issues likely to impact on the sustainable management of the marine environment in the IFC District are identified and evaluated using the best available evidence and a range of management options is considered;

OUTCOME(S)

Agreed policies and processes in place to review and amend byelaws and make new ones as required.

PERFORMANCE INDICATOR(S)

Issues impacting sea fisheries resources within the IFC District have been identified, prioritised and, where appropriate, suitable management plans for them put in place by April 2015; management plans and progress against them are reflected in annual plans and reports.

The impacts that different courses of action might have in managing those key issues are thoroughly evaluated;

Proportionate regulation (for example introducing a legal mechanism such as a byelaw) is used as a last resort;

The effectiveness of interventions to improve the delivery of beneficial outcomes is continuously monitored; and

There is a clear IFCA Committee process for dealing with agreed interventions quickly, efficiently and effectively, particularly for emergency byelaws.

Process to decide on the most appropriate management measure to apply to address fisheries and wider sustainability concerns as they arise, including the making of emergency byelaws.

Process to assess the effectiveness of management measures in the District.

All byelaws made after April 2011 meet the requirements of Defra guidance.

IFCAs have necessary records and database systems in place to inform decision-making.

HIGH LEVEL OBJECTIVE

By April 2015, all legacy byelaws have been reviewed and evaluated against current evidence base; redundant and duplicate byelaws have been removed and gaps covered.

OUTCOME(S)

By April 2015, all legacy byelaws have been reviewed and evaluated against current evidence base; redundant and duplicate byelaws have been removed and gaps covered.

Byelaws meet the management and enforcement goals of IFCA at all times.

PERFORMANCE INDICATOR(S)

The byelaw review and changes are on schedule to meet objectives.

All byelaws made after April 2011 meet the requirements of Defra guidance.

Annual enforcement risk register published on each IFCA's website and available for viewing at each IFCA's office by 30 April each year.

The IFCA's enforcement risk register is peer reviewed annually by a national panel.

The peer review comments are forwarded to the Chief IFC Officer and Chairman of the IFCA.

The enforcement risk register is compiled in a standard format approved by all IFCA's and provided to the national peer review panel by 28 February each year.

Demonstrate the use of a transparent, risk-based enforcement framework that meets the minimum standard set out in government guidance and is continuously reviewed and improved.

Develop and review annually an enforcement framework that is compliant with government best practice.

HIGH LEVEL OBJECTIVE

Develop and apply a code of conduct for inspections that aligns IFCA activity and procedures with national standards.

OUTCOME(S)

IFCA officers conduct professional inspections in a manner consistent with inspections conducted by other enforcing authorities throughout England.

PERFORMANCE INDICATOR(S)

A code of conduct for inspections both ashore and at sea is created by 30 October 2011 and reviewed annually. The code of conduct is published on each IFCA's website and available from each IFCA's office by 30 April each year.

Establish a national IFCA/Marine Management Organisation (MMO) team by 30 October 2011 to independently assess the overall quality of enforcement inspections conducted by each IFCA on an annual basis with the results reported back to the Chief IFC Officer and Chairman of the inspected IFCA by 30 April each year.

Development of a Service Level Agreement between IFCA's, Marine Management Organisation, Natural England and Environment Agency regarding the provision of standardised enforcement training and the secondment process for officers of each signatory by 30 April 2012.

IFC Officers enforcement knowledge and performance is assessed (to nationally determined standards, developed by 30 April 2012) bi-annually whilst attending the national enforcement training course.

HIGH LEVEL OBJECTIVE

By April 2011, develop Memoranda of Understanding (MoU's) or Service Level Agreements with key partners, including Cefas, Marine Management Organisation, Natural England and the Environment Agency, that outline agreed ways of working and sharing information and, by April 2012, demonstrate that they are being utilised. Consideration should be given to having a Service Level Agreement with a lead local authority within the IFC District.

OUTCOME(S)

IFCAs and key partners have a clear understanding of their roles and joint responsibilities.

The production of a comprehensive package of national and local Memoranda of Understanding and/or service level agreements (Service Level Agreements).

Efficient and effective partnership working between all relevant parties and each IFCa.

PERFORMANCE INDICATOR(S)

Initial Memorandum of Understandings are agreed and adopted by end of April 2011.

Discussions have been held with partner organisations with regard to Service Level Agreements; Service Level Agreements (if required) are agreed and adopted by April 2012.

Identify and discuss with lead local authority requirement for Service Level Agreement by October 2011.

Each Memoranda of Understanding and Service Level Agreement is reviewed annually to ensure effective delivery of objectives as defined in the annual plan; progress against Memoranda of Understanding action plans is reflected in annual reports.

HIGH LEVEL OBJECTIVE

OUTCOME(S)

PERFORMANCE INDICATOR(S)

By April 2012, develop a stakeholder engagement and communication strategy with corresponding plans that:

Develop a strategy for engagement with the wider public. Work with other agencies.

Set-up database of stakeholders from current list by April 2011. Update list every 6 months. Review contacts list annually.



Demonstrate transparency and a balanced approach to dealing with key stakeholders; and

Develop website to allow proper engagement with identified and agreed stakeholder groups.

Engagement strategy developed by April 2012.



Enable consideration of stakeholder views when making decisions.

Develop database of identified and agreed stakeholder groups that would find it difficult to engage via the website.

By April 2012 each IFCA to create a website to give access to current information; all regular forms and documents to be provided electronically by April 2013. Website is reviewed and updated monthly.

Develop interpretation boards and presentations to allow greater interaction with stakeholders.



By April 2014, review stakeholder engagement and communication strategy/plans and implement any necessary improvements by April 2015.

Stakeholder and communication strategy/plans are kept up to date.

Reviewed stakeholder and communication strategy/plans and stakeholder database completed by April 2014.



HIGH LEVEL OBJECTIVE

By April 2012, put procedures, plans and appropriate records systems in place that demonstrate that the best available, quality-assured evidence, whether acquired in-house or externally, is used appropriately in decision-making at all levels. These procedures, plans and records systems must meet minimum standards as set out in government guidance and EU legislation.

OUTCOME(S)

IFCAs are provided with accurate and timely evidence-based information upon which to base their management decisions and the reasons for decisions are clear, transparent and communicated effectively.

PERFORMANCE INDICATOR(S)

By April 2012, committee to sign off strategic research plan, which has undergone consultation, covering the period until April 2015.



Research plan is published each year.



Previous year's research report published each year.



IFCA annual report to demonstrate how evidence has been used in decision-making processes.



By April 2012, have an agreed action plan of how key, mutually beneficial information will be shared between IFCAs and with key delivery partners to improve efficiency and the delivery of beneficial outcomes.

IFCAs provide relevant information to and have access to relevant information from key delivery partners.

By April 2012 develop and agree Memoranda of Understanding's with delivery partners and review annually.



IFCA representative to take part in annual IFCA scientific conference.



IFCA representative to proactively be involved in relevant evidence networks to share best practice, e.g. Technical Advisory Group.



HIGH LEVEL OBJECTIVE

By April 2013, demonstrate that there is the in-house capability to collect, analyse and interpret evidence to inform management policy decisions and meet the minimum requirements laid out in government guidance on evaluation and monitoring.

OUTCOME(S)

IFCAs have the technical capability to collect, analyse, interpret and manage evidence.

IFCAs have personnel within the organisation with appropriate skills to ensure that management decisions make the best use of available evidence.

PERFORMANCE INDICATOR(S)

IFCA annual plan and report demonstrate use of evidence, resources and capability as per strategic research plan.

Seek appropriate peer review of research reports (prior to publication).

IFCA annual plans and reports, including research plans and reports, are published online on the IFCA and Technical Advisory Group websites.

By April 2014, review evidence and knowledge sharing procedures and implement any necessary improvements by April 2015.

Knowledge sharing plans and procedures are effective and appropriate.

Develop knowledge sharing plans and procedures by April 2014.

Knowledge sharing plans are reviewed and amended annually.

HIGH LEVEL OBJECTIVE

By April 2012, with partner organisations (such as the Marine Management Organisation, Environment Agency and Natural England) develop shared objectives for the sustainable management of the Districts marine environment and ensure that they are reflected in annual plans.

OUTCOME(S)

Shared objectives for management of the marine environment have been identified with partner organisations and IFCA's meet their own objectives in conjunction with others, where possible.

PERFORMANCE INDICATOR(S)

Identify where there are shared objectives in managing the marine environment with partner organisations by April 2012 and identify how these impact on IFCA's objectives.

Shared objectives are set out in annual plans.

Progress of shared objectives reported on, in annual reports.

By April 2013, develop and implement action plans for communicating and educating coastal communities about sustainable management of the marine environment.

Raised awareness of IFCA's work allows marine and coastal users to be better able to engage with the sustainable management of the marine environment.

Plans and processes for raising awareness of IFCA's work in place by April 2013.

Examples of engagement set out in annual reports.

Feedback from relevant stakeholders regarding the effectiveness of engagement is routinely sought.

HIGH LEVEL OBJECTIVE

By April 2015, demonstrate adoption of the principles of best practice in sustainable management of marine environment for the District, as exemplified using tools such as Strategic Environmental Assessments.

OUTCOME(S)

IFCAs are aware of and adopt the principles of best practice in sustainable management of the marine environment for the District.

PERFORMANCE INDICATOR(S)

The issues impacting sea fisheries resources within the IFC District have been identified, prioritised and, where appropriate, suitable management plans for them put in place by April 2015; management plans and progress against them are reflected in annual plans and reports.

IFCA's are adopting the principles of the UK's Marine Policy Statement and marine plans.

Examples of proactive involvement in relevant networks to share best practice are reported in annual reports.

The impact of the Marine Policy Statement and the process of marine planning on IFCA's work are assessed and addressed annually from April 2011.

HIGH LEVEL OBJECTIVE

By April 2015 at the latest, but showing progress from April 2011, demonstrate adoption of minimum standards (for example in line with government guidance on sustainable development) and a precautionary approach for the management and protection of sites of Special Scientific Interest, National Nature Reserves and European Marine Sites within the IFCA District.

OUTCOME(S)

IFCAs are working in partnership with key delivery bodies to enable marine protected areas within their Districts to be managed sustainably.

IFCAs are delivering the principles of sustainable development, as set out in Government guidance.

PERFORMANCE INDICATOR(S)

Assessment of the condition of marine protected areas by statutory bodies, where available, have been taken into account when developing suitable management plans.

IFCAs can demonstrate effective representation on relevant management boards/steering groups.

IFCAs can demonstrate delivery of the principles outlined in Government guidance on sustainable development.

By April 2013, develop a strategy and corresponding action plan for promotion of the work of IFCAs and the benefits that they offer to the local community, and demonstrate implementation of the action plan by April 2015.

A strategy and corresponding action plan for the work of IFCAs is delivered by 2013.

By April 2013 a strategy for the promotion of IFCAs work is developed, including the development of promotional / communication plans which are to be reviewed annually.

Promotional/Communications plans developed by each IFCA as a part of a "listening and learning policy".

By April 2013 annual reports by IFCAs to include a specific element, which has data on 'Compliments, Comments and Complaints' from stakeholders and general public and significant events which have demonstrated the IFCAs PR strategy.

HIGH LEVEL OBJECTIVE

By April 2012, demonstrate ability to effectively engage with Local and Central Government and key partner organisations at a national level, to the benefit of IFCA's as a whole.

OUTCOME(S)

The IFCA's create an Association to represent their interests on a national and collective basis.

PERFORMANCE INDICATOR(S)

By April 2012, each IFCA is actively involved, through membership, in the direction, good governance and running of the Association.

The production of a comprehensive package of national and local Memoranda of Understanding and/or service level agreements.

Initial Memoranda of Understandings are agreed and adopted by end of April 2011; Service Level Agreements (if required) are agreed and adopted by April 2012. Each Memoranda of Understandings and Service Level Agreement to be reviewed annually to ensure effective delivery of objectives as defined in the annual plan.

Efficient and effective partnership working between all relevant parties and each IFCA.

By April 2012 partnership working is embedded in each IFCA (and partner organisation), evidenced on an annual basis by regular liaison meetings and joint or collaborative activities as defined in the annual plan.

HIGH LEVEL OBJECTIVE

By April 2013, develop a strategy and corresponding action plan for promotion of the work of IFCA's and the benefits that they offer to the local community, and demonstrate implementation of the action plan by April 2015.

OUTCOME(S)

Each IFCA annual report contains evidence and information on progress of the IFCA in delivering the promotions strategy.

IFCA staff fully trained to promote the aims and objectives of the authority.

PERFORMANCE INDICATOR(S)

By April 2013, as a minimum, each IFCA to hold proactive biennial stakeholder meetings and events to inform and consult with all interested parties in the IFCA District.

By April 2012 each IFCA to create a website to give access to current information; all regular forms and documents to be provided electronically by April 2013. Website is reviewed and updated monthly.

By April 2011 all IFCA staff to be badged so as to be recognised as IFCA officers who following internal training, can speak with authority on the IFCA aims and objectives.

By April 2012 annual staff appraisals will be undertaken to measure the standard of behaviour toward, and interaction with, stakeholders, general public and officers/staff of partner organisations.

WORKING LEVEL OBJECTIVES 3.2

The following tables detail the working level objectives and associated performance indicators adopted by NEIFCA for the 2014/2015 financial year and includes associated goals and outcomes and linkage to national success criteria. They were developed to support the positive achievement of the national high level objectives, success criteria and ultimately the national vision and were fully endorsed by all the members.

Progress against Working Level Objectives (WLO) during the 2015 - 2016 reporting period

Status March 31st 2016



Completed



Ongoing



Not started

WORKING LEVEL OBJECTIVES

To further internal organisational development in line with statutory objectives.

PERFORMANCE TARGETS

As an indicator, during 2015, officer's work time is proportioned as follows within the following key areas:

70% legislative enforcement
20% Environmental monitoring
5% Partnership working
5% Outreach and public engagement

Implement recommendations emanating from the 2014 NEIFCA Organisational Review during 2015/2016.

OUTCOME(S) & NATIONAL LINKS

To ensure that the Authority its officers and staff are working collaboratively and contributing efficiently and effectively towards the positive delivery of its statutory objectives.

Links to national success criteria 1,3 and 4

REVIEW 2015 / 16

48% Enforcement (70% target),
39% Environmental monitoring (20% target)
0.54% Partnership working (5% target)
0.56% Outreach and public engagement (5%)
13% Travel, organisational, training

On 22 May 2015 the Authority was successfully re-assessed against the Investors in People Standard for a fifth time. Positive recognition of the Authority's overall commitment to staff development and training.

During the 2015/2016 reporting year five new staff members were recruited to key positions including Senior IFCO, IFCO, environmental and science and operational support.

WORKING LEVEL OBJECTIVES

To develop formal strategies and long-term ecosystem driven management plans for major species occurring within the Authority's jurisdiction including: lobster, crab species, cockle, sea bass.

PERFORMANCE TARGETS

To continue the implementation of recommendations contained within the legacy byelaw reviews completed during 2011 through the Authority's internal Science and Governance Working Group.

OUTCOME(S) & NATIONAL LINKS

To strengthen the Authority's strategic approach to fisheries management.

Links to national success criteria 1, 2, 5 and 6.

REVIEW 2015 / 16

During November and December 2015 two new fisheries byelaw regulations were confirmed by Defra relating to the management of scallop dredging and the exploitation of shellfish within the Authority's district. Informal consultation commenced on a further five byelaw regulations relating to catch returns, AIS, the management of fixed nets, shellfish exploitation and the management of trawling within the Humber Estuary.

To further the shellfish strategic environmental assessment process and recommendations during 2015.

To strengthen the Authority's strategic approach to fisheries management.

Links to national success criteria 1, 2, 5 and 6.

A new shellfish management byelaw regulation was confirmed by Defra during November 2015 setting a new minimum landing size for edible crab of 140 mm and a mandatory requirement that all pots worked within the Authority's district carry escape gaps. The new regulation also rationalised a number of legacy conservation measures.

WORKING LEVEL OBJECTIVES

To develop formal strategies and long-term ecosystem driven management plans for major species occurring within the Authority's jurisdiction including: lobster, crab species, cockle, sea bass.

PERFORMANCE TARGETS

To further the shellfish strategic environmental assessment process and recommendations during 2015.

OUTCOME(S) & NATIONAL LINKS

To strengthen the Authority's strategic approach to fisheries management.

Links to national success criteria 1, 2, 5 and 6

REVIEW 2015 / 16

Consultation with stakeholders also continued on options to manage expanding potting effort within the Authority's district.

To commence implementation of the recommendations contained within the environmental report delivered through the whitefish strategic environmental assessment process.

To strengthen the Authority's strategic approach to fisheries management.

Links to national success criteria 1, 2, 5 and 6.

During the year informal consultation commenced on development of 5 new byelaw regulations to support and strengthen finfish management within the Authority's district. This work included measures to improve the monitoring of activity including mandatory catch and effort returns and mandatory AIS.

WORKING LEVEL OBJECTIVES

To develop and implement formal Authority objectives for the improved protection of the marine environment including greater integration between environmental and fisheries strategies.

PERFORMANCE TARGETS

Commence a broad scale baseline 'multi beam' mapping survey throughout the Authority's district during 2015/2016.

OUTCOME(S) & NATIONAL LINKS

Delivery of the Authority's statutory functions in relation to the protection and conservation of the marine environment.

REVIEW 2015 / 16

During the year broad scale baseline 'multi beam' mapping was completed within a number of priority sites including the Runswick Bay MCZ site, the Holderness inshore p MCZ site. Programme remains ongoing.

To maintain active engagement and a pro-active management strategy in all European Marine Sites, particularly in relation to fisheries related activities throughout 2015/2016

Delivery of the Authority's statutory functions in relation to the protection and conservation of the marine environment.

During 2015/2016 officers continued work to strengthen the management of fishing activities throughout the MPA network occurring within the Authority's district. Officers also maintained active and participative engagement in management strategies across all the European Marine Sites located within the Authority's jurisdiction.

WORKING LEVEL OBJECTIVES

To develop and implement formal Authority objectives for the improved protection of the marine environment including greater integration between environmental and fisheries strategies.

PERFORMANCE TARGETS

To deliver appropriate management of fishing activities in line with revised national policy guidelines within all European Marine Sites occurring within the NEIFCA district. Formal management of 'Amber risk' areas to be in place by December 2016.

OUTCOME(S) & NATIONAL LINKS

Delivery of the Authority's statutory functions in relation to the protection and conservation of the marine environment.

REVIEW 2015 / 16

Work to deliver appropriate management in 'Amber risk' areas remains on track to meet the December 2016 deadline.



WORKING LEVEL OBJECTIVES

To develop co-working strategies with all key partner agencies.

PERFORMANCE TARGETS

To maintain close contact with all partner agencies, ensuring that at least four joint enforcement exercises are undertaken per annum, (joint enforcement exercises must include active participation with partner agencies) and a minimum of two inter-agency meetings are held per annum.

OUTCOME(S) & NATIONAL LINKS

Effective and active partnership working with key organisations such as the MMO, EA and NE.

Links to national success criterion 4.

REVIEW 2015 / 16

During the reporting year Authority officers completed five formal joint enforcement operations with partner agencies: MMO, Environment Agency and the Police.

A joint fisheries intelligence gathering pilot commenced during the year involving North Western, Northumberland, North Eastern IFCA and the Marine Management Organisation. The pilot has now established a joint approach to gathering, assessing and disseminating fisheries intelligence.

Two formal joint inter-agency meetings were held during the year in March and October.

Officers also completed a comprehensive annual survey of sea grass habitat within the Humber Estuary with NE and the Yorkshire Wildlife Trust.

WORKING LEVEL OBJECTIVES

To improve understanding of the needs and issues associated with the region's coastal communities and support development opportunities.

PERFORMANCE TARGETS

To continue engagement and participation within the region's Fisheries Local Action Group.

OUTCOME(S) & NATIONAL LINKS

Strengthens policy and operational linkage to local coastal communities and the socio-economics of the region.

Links to national success criterion 4.

REVIEW 2015 / 16

Throughout 2015 Officers actively participated in the regions FLAG supporting the commissioning and delivery of a wide range of local projects and the development of a new business strategy to support the delivery of the new European Maritime and Fisheries Fund.

Through the Science and Governance Working Group and further development of Regulatory Impact Assessment (RIA) methodology to improve assessment and monitoring of socio economic issues.

Strengthens policy and operational linkage to local coastal communities and the socio-economics of the region.

Links to national success criterion 4.

During the reporting year seven detailed Regulatory Impact Assessments were produced in consultation with both the Science and Governance Working Group and the main Authority. Work focused specifically on the development of a much more comprehensive assessment of associated socio economic impacts.

WORKING LEVEL OBJECTIVES

To develop the Authority's strategy of consultation and dialogue with all sectors of the fishing industry including the establishment of regional working/advisory groups.

PERFORMANCE TARGETS

Continue an annual consultative programme with representatives of all sectors of the fishing industry both recreational and commercial including external working groups

OUTCOME(S) & NATIONAL LINKS

Ensures that the Authority is heard and fully engaged with stakeholders.

Links to national success criterion 7.

REVIEW 2015 / 16

One annual newsletter circulated during spring 2016, quayside sampling, attendance at HCFIG, membership of HFLAG and ten consultation meetings held with industry on a wide range of issues.

To raise the local and national profile of the Authority through the media, the Authority's website and representation on local and national organisations.

Promotion of the Authority's activities at local events throughout the year.

Development of one specific public engagement initiative with a key partner during 2015/2016.

Ensures that the Authority is heard and fully engaged with local communities, members of the wider public and stakeholders.

Links to national success criterion 7.

Four public events attended during the reporting period, engaging with over 5,000 people.

Joint events held with the Wildlife Trust.

Participation in the regions Fisheries Local Action Group.

Ensures that the Authority is heard and fully engaged with local communities, members of the wider public and stakeholders.

Links to national success criterion 7.

During 2015/2016 officers played an active supporting role in the development of a new regional FLAG and associated business case under the new European Maritime and Fisheries Fund.

WORKING LEVEL OBJECTIVES

To raise the local and national profile of the Authority through the media, the Authority's website and representation on local and national organisations.

PERFORMANCE TARGETS

Active participation and positive engagement in the national Association of IFCA's and the Chief Officers Group (COG).

OUTCOME(S) & NATIONAL LINKS

Ensures that the Authority is heard and fully engaged with local communities, members of the wider public and stakeholders.

Links to national success criterion 7.

REVIEW 2015 / 16

NEIFCA representation at all national Association and COG meetings held during the reporting period.

To maximise external funding opportunities for the improved protection of the marine environment.

To seek external funding opportunities to purchase equipment and resources to strengthen the Authority's marine environmental research capabilities.

Ensures that the Authority is maximising all opportunities to 'add value' and strengthen its service delivery.

During 2015/2016 funding support was secured from Defra via the national Association of IFCA's to recruit a temporary Scientific Support Officer to strengthen environmental service delivery.

To develop the use of new technologies to improve and strengthen efficiencies in service deliveries.

To further develop and implement the Authority's Information Communications and Technology Strategy (ICT).

Supports improved service delivery to stakeholders and members of the public.

Links to national success criteria 4 and 7.

Revised ICT strategy adopted June 2015. New 'smart' phones supplied to all operational staff during the year enabling remote access to electronic services.

WORKING LEVEL OBJECTIVES

To take measures within the scope of the Authority's duties and responsibilities to protect the marine environment, with a view to minimising the impact on the socio-economic wellbeing of the Authority's area.

PERFORMANCE TARGETS

To continue the implementation of recommendations contained within the legacy byelaw reviews completed during 2011, through the Authority's internal Science and Governance Working Group.

OUTCOME(S) & NATIONAL LINKS

Delivery of the Authority's statutory functions in relation to the protection and conservation of the marine environment and 'striking the right balance' between interests.

Links to national success criteria 2,5 and 6.

REVIEW 2015 / 16

Two new fisheries byelaw regulations were confirmed by Defra during November and December 2015 strengthening the management of scallop dredging and the exploitation of shellfish stocks within the Authority's district. Informal consultation also commenced on five additional regulations supporting, amongst other things, the improved monitoring of fishing activities.

To further develop the RIA process during 2015/2016.

During the reporting year seven detailed Regulatory Impact Assessments were produced in consultation with both the Science and Governance Working Group and the main Authority. Work focused specifically on the development of a much more comprehensive assessment of associated socio economic impacts.

WORKING LEVEL OBJECTIVES

To take measures within the scope of the Authority's duties and responsibilities to protect the marine environment, with a view to minimising the impact on the socio-economic wellbeing of the Authority's area.

PERFORMANCE TARGETS

To further the shellfish strategic environmental assessment process and recommendations during 2015/2016.

OUTCOME(S) & NATIONAL LINKS

Delivery of the Authority's statutory functions in relation to the protection and conservation of the marine environment and 'striking the right balance' between interests.

Links to national success criteria 2,5 and 6.

REVIEW 2015 / 16

A new shellfish management byelaw regulation was confirmed by Defra during November 2015 setting a new minimum landing size for edible crab of 140 mm and a mandatory requirement that all pots worked within the Authority's district carry escape gaps. The new regulation also rationalised a number of legacy conservation measures.

Consultation with stakeholders also continued on options to manage expanding potting effort within the Authority's district.

WORKING LEVEL OBJECTIVES

To take measures within the scope of the Authority's duties and responsibilities to protect the marine environment, with a view to minimising the impact on the socio-economic wellbeing of the Authority's area.

PERFORMANCE TARGETS

To commence a whitefish strategic environmental assessment process during 2015/2016.

To actively engage in the second tranche of the national MCZ consultation and designation processes.

OUTCOME(S) & NATIONAL LINKS

Delivery of the Authority's statutory functions in relation to the protection and conservation of the marine environment and 'striking the right balance' between interests.

REVIEW 2015 / 16

During March 2014 the first stage 'Environmental Report' relating to the Finfish Strategic Environmental Assessment process was released for formal consultation.

During 2015 the Authority submitted a supportive response to formal consultation on proposed second tranche MCZ sites within its area.

To develop the role of Authority members.

To actively encourage and develop members' understanding of the operational practices of the Authority and the local industry through annual seminars and open days.

Ensures that members are fully briefed on the role and work of the Authority and feel fully included.

Links to national success criterion 1.

Two 'open' events held on the Authority's main patrol vessel during the reporting period. One introductory training seminar held for new Authority members. Several members participated in offshore patrol work during the year.

NORTH EASTERN GUARDIAN III

Fisheries Patrol



REVIEW 2015 / 16

Main Achievements 4.1

2015 / 2016 included a significant period of internal review and organisational re-structuring, further advancement in areas of scientific and marine environmental research and continued positive delivery of the revised national approach to fisheries management within European Marine Sites (EMSs).

- During March 2015 the Authority endorsed and fixed an operational budget of £1,139, 521 for a further three financial years providing a stable funding base.
- On 22 May 2015 the Authority was successfully re-assessed against the national Investors in People Criteria. This represented the fifth successful re-assessment and continued positive affirmation of the Authority's commitment to the training and development of its staff.
- During November and December 2015 two new fisheries byelaw regulations were confirmed which significantly strengthened the management of scallop dredging activity and the exploitation of crab and lobster stocks within the Authority's district. Informal consultation commenced on a further five fisheries byelaw regulations focused on strengthening the monitoring of fishing activities within the Authority's area.
- Successful continuation of the Authority's public engagement programme with officers attending four events throughout the Authority's jurisdiction and registering interest from over 5,000 people.

Central Policy & Strategic Development 4.2

Central policy and strategic development is supported by two key internal sub-groups, the Executive Committee and the Science and Governance Working Group. The Science and Governance Working Group comprises of Marine Management Organisation (MMO) appointees and representatives from Natural England, the Environment Agency and the MMO and is responsible for overseeing regulatory review, development and implementation, scientific and survey work, projects and licensing applications and consents. The Executive Committee comprises of elected and appointed MMO members and provides a smaller more focused decision making group to undertake any work delegated by the full Authority, including ratifying emergency byelaw provisions and considering appeals against process. These groups work in tandem with recommendations passing through the Executive Committee for final endorsement by the full Authority.

During November 2014 the Executive Committee endorsed a number of recommendations emanating from a detailed organisational review which included a fundamental re-structuring and revisions to all operational staffing positions. Led by a Chief and singular Deputy Chief Officer, four new senior management positions were created supporting, administration, land-based enforcement operations, scientific and environmental work and offshore operations. These new roles were filled through a combination of internal promotion and external recruitment. Whilst the organisational review caused a significant level of organisational and staffing upheaval the changes implemented should support the development of a much more efficient and effective organisation going forward.

REVIEW 2015 / 16

Risk Management 4.2.1

The effective management of risk remains a key priority for officers and members of the Authority. A formal strategy supporting the identification and management of risk was first agreed and adopted by members of the shadow Authority on 25 January 2011. The strategy and its provisions are reviewed on an annual basis to ensure that it remains 'fit for purpose'. Alongside the strategy the identification and management of risk is supported through a number of risk registers covering both strategic and operational risk, including a risk based enforcement matrix. All risk registers are subject to six-monthly review with updates reported to Authority members and posted on the Authority's website. During the reporting year these reviews and updates were completed during October 2015 and March 2016.

Information Technology Strategy 4.2.2

The importance of positively utilising developments in information technology to develop and strengthen service delivery is also recognised by the Authority's members as a key priority and is supported by an ICT strategy. The strategy is reviewed annually. During 2015/2016 the strategy supported the 'roll out' of 'smart' phones to all operational staff.

Legacy IFCA Byelaws 4.3.1

A key performance indicator linked to the national high level objectives and success criteria derived for IFCA's is the review and

evaluation of all legacy byelaw regulations by April 2015. On 1 April 2011 NEIFCA inherited twenty two legacy byelaw regulations from its predecessor organisation some of which date back to the 1900's. During year one all twenty two legacy byelaw regulations were subject to preliminary review and assessment by the Science and Governance Working Group.

Since 2011 six legacy byelaws have now been formally reviewed, updated and confirmed by Defra. In addition to this legacy work one new byelaw relating to the management of fishing activities within the Humber Estuary has also been confirmed. Further related work remains ongoing particularly in relation to the management of shellfish stocks. The NEIFCA legacy byelaw review process is subject to a prioritised plan.

Emergency IFCA Byelaws 4.3.2

Section 157 of the Marine and Coastal Access Act 2009 provides a mechanism for IFCA's to introduce emergency byelaw regulations to deal with unforeseen issues requiring urgent action. Emergency byelaws are time limited to a maximum period of eighteen months.

Since its inception in 2011 the Authority has effectively utilised its emergency byelaw making powers on three separate occasions most recently on 2 February 2015 to control a rapidly emerging scallop fishery off the North Yorkshire coast.

EUROPEAN MARINE SITE REVIEW 4.3.3

European Marine Site Review 4.3.3

During 2012 Defra commenced a process of revising the national approach to managing fishing activities within European Marine Sites. The process categorised fishing activities as red (high risk), through amber, green and blue (no risk), depending on the level of risk they presented to certain types of habitat or species. For fishing activities designated as red, occurring within sensitive sites, Defra set an expectation that IFCAs' would develop and implement formal management by December 2013, which has now been completed.

In terms of supporting the delivery of the revised national approach the Authority has now implemented two priority byelaw regulations to strengthen the management of fishing activities within both the Flamborough Head and Humber Estuary European Marine Sites and work is continuing on the assessment of other gear feature interactions.



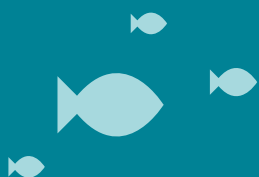
LEGISLATIVE ENFORCEMENT 4.4

Legislative enforcement forms a key element of the Authority's drive to achieve the sustainable management of sea fisheries resources within its district. Enforcement is undertaken by fourteen warranted Inshore Fisheries and Conservation Officers (IFCOs) who are responsible for monitoring and inspecting fisheries activities both offshore and along the coast. Enforcement work is supported by a dedicated 26 m patrol vessel, North Eastern Guardian III, which carries a 6.4 m rigid inflatable boat (RIB) that is utilised to board and inspect fishing vessels at sea. A smaller 4.7 m RIB is also retained onshore and can be launched throughout the Authority's district when required.

Since its inception NEIFCA has been developing a more targeted approach to its enforcement activities led increasingly by intelligence. Enforcement outputs are collated on a monthly basis.

ENFORCEMENT OUTPUTS 2015/16

Enforcement Output	Frequency
Vessel Inspections	232
Vessel observations	1185
Inspection Reports completed	426
Verbal Warnings	15
Offences Reported	12
Formal Cautions	2
Financial Administrative Penalties	5
Formal prosecutions	5



ENVIRONMENTAL AND SCIENTIFIC RESEARCH 4.5

Marine environmental and scientific research functions continue to develop and expand in line with the developing role and remit of the Authority.

The environmental and science team undertake fisheries stock assessment work, collate and analyse seabed habitat and water column data generated by NEG III, review marine licensing applications and consents, support marine habitat conservation and management through engagement with European Marine Site (EMS) management schemes and Marine Conservation Zone (MCZ) programmes and oversee the internal management of data.

Fisheries Stock

Assessment work 4.5.1

The majority of species exploited within the NEIFCA district are a component of wider stock units which extend beyond the 6 mile limit. During 2011/2012 officers proposed and presented multiple indicator

frameworks, a combination of specific reference points and proxies for measuring progress towards achieving sustainable fisheries. Alongside and at the request of Authority members, officers have incorporated a broader overview, detailing information on gear types, additional species, economic and socio-economic factors. This analytical work is supported, in the main, by a comprehensive stock assessment programme which includes quayside sampling at four main ports including Hartlepool, Whitby, Scarborough and Bridlington and an offshore monitoring programme covering each of the five main ICES areas located within and surrounding the Authority's district. Long-standing monitoring programmes including the annual assessment of cockle stocks within the Tees and Humber Estuaries, the Authority's 'No Take Zone' at Flamborough Head and the seasonal permitted sea bass fisheries were maintained throughout the reporting period.

Seabed Habitat Assessment

& Mapping Work 4.5.2

The development of the Authority's capabilities to assess and map seabed habitats has been one of the main areas of focus for both the offshore and environmental teams. Ongoing work in this area has included the full commissioning of an onboard WASSP multi-beam system and the development of underwater camera technologies. These systems were used extensively during the reporting period at priority sites and locations throughout the Authority's district.

Marine Licensing and Consents 4.5.3

During the reporting period Authority officers were involved in licensing and consents work relating to seven 'major infrastructure' projects. A further thirty-six licensing and consent applications were reviewed and considered by officers covering a wide range of small scale projects from maintenance dredging, through to discharge consents and minor harbour infrastructure projects.

MARINE PROTECTED AREAS 4.5.4

European Marine Sites (EMS)

The NEIFCA district contains three European Marine Sites (EMSs); Humber, Teesmouth and Cleveland, and Flamborough Head. Each EMS is supported by a Management Group comprising statutory authorities and other relevant bodies. NEIFCA plays an active role within all of the management groups.

NEIFCA workstreams within the EMSs focus on four main areas; active participation in the EMS Management Schemes and associated projects; the provision of guidance to developers and input into the licensing conditions of development consent orders within and adjacent to EMSs; stock assessments of commercially important finfish and crustacea; and the appropriate assessment and management of fisheries within EMS boundaries through both voluntary and regulatory measures. The last work stream in particular has developed and expanded through the reporting period and remains a significant organisational priority.

During 2012 the Department for Environment, Food and Rural Affairs (Defra) announced a revised national approach to the management of commercial fishing activities within European Marine Sites (EMSs) in England. In order to implement this new approach, current fishing activities within EMSs require appropriate assessment, for potential impacts on the conservation features of the EMS, in order that management can be implemented to ensure site integrity is maintained.

The assessments will consider whether the fishing activity in question may adversely affect the integrity of the site or inhibit the achievement of the conservation objectives. Every fishing activity that takes place, or could take place, within EMSs must be assessed against each designated conservation feature and sub-feature. This will continue to form an extremely large area of work for the Authority through to the end of 2016. As part of this work stream two new byelaws were confirmed by Defra strengthening the management of fishing activities and improving protection for the sensitive

features occurring within both the Flamborough Head and Humber Estuary European Marine Sites

Marine Conservation Zones

During the reporting period formal consultation commenced on proposed tranche 2 Marine Conservation Zone (MCZ) sites including Runswick Bay and Holderness Inshore located within the Authority's district. The Authority provided a supportive response to the proposed designation of both sites.

Data Management 4.5.5

All raw data gathered from the Authority's district is stored electronically in spreadsheet and database format enabling ease of manipulation, import into other programmes and statistical analysis. Spatial data is stored in shape file format for presentation and analysis in the GIS platform MapInfo. This is a developing work stream that aims to generate key data layers that present information related to the Authority's district, such as management regimes, fishing effort, habitat types and commercial species ranges.

FISHERIES LOCAL ACTION GROUP (FLAG) 4.5.6

Escape Gaps

Officers secured funding through the Holderness FLAG for 42,000 units which were distributed free to the industry, promoting use and anecdotal feedback. Some operators have indicated significant fuel and labour savings which have made their businesses more economical. A final project report to the Holderness FLAG board was produced.

Bridlington ISC pot bases

Through the Scientific Officer role in an advisory capacity to the Holderness FLAG, support was provided to the ISC in business case development, securing several thousand rubber pot bases at a discounted price. These units reduce limb loss and in-direct fishing mortality, whilst improving catch and therefore end value.

Finfish Strategic Environmental Assessment

During 2012 officers secured funding to implement a Finfish Strategic Environmental Assessment through the Holderness FLAG. A tender was commissioned and contractor secured to support the project. During March 2014 the first key stage 'Environmental Report' was delivered and opened for formal consultation and review by stakeholders.

The 'Deep' Information Display Project

During the reporting year officers secured funding through the FLAG for the development and installation of a permanent display within the internationally recognised 'The Deep' aquarium in Hull. The display was installed during March 2014 and showcases the work and role that the Authority plays in both fisheries management and marine conservation. During 2013 over 350,000 people visited 'The Deep'.

'Banana Pingers' (Acoustic Deterrent Devices)

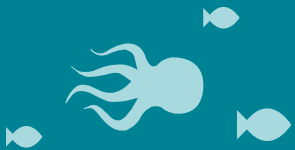
During the reporting period officers secured funding through the FLAG for the purchase and supply to the fishing industry of a number of 'Banana pingers'. These small acoustic devices alert and deter cetaceans to the dangers posed by fixed fishing nets.



STAFF TRAINING & DEVELOPMENT 4.5.6

Throughout 2015 long-standing and established staff training and development systems were maintained across the Authority. These systems included annual appraisals for all staff which link personal objectives and training and development needs to organisational objectives and long-term strategic goals. All staff training is recorded and monitored centrally in a database and is subject to staff feedback and evaluation.

During December 2015 all the Authority's staff participated in an annual two day internal training and reflection event which aims to encourage greater empowerment of staff, providing an opportunity to influence and take some ownership of service delivery. This represented the fourth year that such an event was held.



COMMUNICATION 4.7

During 2015 the Authority utilised a range of media to communicate with stakeholders and the wider public through its dedicated website, annual newsletters, open meetings, focused 'drop in' sessions, attendance at local events, press releases and more traditional media such as public notices, advertisements and notice boards.

NEIFCA Website 4.7.1

The Authority's website remains at the forefront of its drive to improve overall communications, accessibility to information and associated services. The website includes an 'ask the chief' function where questions, queries and comments can be emailed directly to the Chief Officer. Stakeholders can also apply for a wide range of fishing permits online which are then emailed directly to them. The website also provides direct links to tidal and weather information and other partner organisations. During the last three years the Authority has noted a significant increase in the numbers of fishermen and stakeholders accessing information electronically.



PUBLIC ENGAGEMENT PROGRAMME 4.7.2

During 2015/2016 officers attended four public events held throughout the Authority's jurisdiction to provide information on the Authority's work, role and remit. During the course of these events officers actively engaged with over 5,000 people.

Feedback System 4.7.3

Throughout 2015 the Authority continued to utilise a formal electronic feedback system supported by East Riding of Yorkshire Council. All feedback is captured and recorded on a database via a dedicated feedback officer. Any complaints are subject to a fixed response time with systems to deal with any vexatious issues. All recorded feedback is then reported back to Authority members on an annual basis.

Partnership Working 4.8

During April 2011 the Authority signed a number of 'High Level' Memoranda of Understanding (MOUs) with key partner organisations. These endorsed the principles of communication and positive partnership engagement and continued to support positive working relationships throughout 2015. In addition to the MOUs the Authority played an active role in the local 'Joint Coastal Enforcement Group', which includes partner IFCAs, MMO, EA, Local police and Natural England representatives. This group met twice during 2015 providing a medium for the exchange of information and the planning of joint operational work.

During 2015 the Authority has been actively engaged with the MMO and colleagues from both North Western and Northumberland IFCAs in a joint fisheries intelligence gathering pilot. The pilot has delivered a unified approach to the gathering, collation and dissemination of fisheries intelligence.

Active operational partnership working took place throughout 2015 including joint enforcement work with both the MMO and EA on four occasions.

National IFCA Association 4.9

A national Association was established on 24 March 2011 to represent and support the work of IFCAs. NEIFCA continues to play an active role in this Association through the Chairman, Clerk and Chief Officer which included supporting important revisions to its internal organisation and governance. Achievements during 2015 included the further development of its interactive website and secure members area, the publication of an annual plan outlining key goals and objectives and the provision of positive support to IFCAs through the ongoing delivery of the revised approach to EMS management.



North Eastern

IFCA

North Eastern Inshore Fisheries
and Conservation Authority

2015 / 16
Annual Report