

# NORTH EASTERN INSHORE FISHERIES AND CONSERVATION AUTHORITY

## MEETING OF THE EXECUTIVE COMMITTEE

06 DECEMBER 2018

**Present**

Councillor Ron Allcock  
Dr Stephen Axford  
Kirsten Carter  
Councillor Chris Matthews  
Councillor Tony Randerson  
Mr Gary Redshaw

**Representing**

North Lincolnshire Council  
MMO appointee  
MMO appointee  
East Riding of Yorkshire Council  
North Yorkshire County Council  
MMO appointee

Chief Officer Mr David McCandless and the Clerk Caroline Lacey, East Riding of Yorkshire also attended the meeting.

The Committee met at the Double Tree by Hilton Monk Bar Hotel, York. The meeting started at 10:00.

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| <b>72.</b> | <b>APOLOGIES</b>  |
|            | Apologies for absence were received from Council Members Bell and MMO Appointee Elliot and Proctor.   |
| <b>73.</b> | <b>DECLARATION OF PERSONAL OR PREJUDICIAL INTERESTS</b>   |
|            | <b>Resolved</b> – The Clerk asked Members to declare any personal or prejudicial interests with respect to items on the Agenda and the nature of such interests. No such interests were declared.   |
| <b>74.</b> | <b>TO TAKE NOTES OF THE MEETING HELD ON 06 SEPTEMBER 2018 AS A CORRECT RECORD</b>   |
|            | The Clerk informed members that she was currently in the process of filing an official complaint to Unison, which will highlight the stress and unacceptable reputational damage their unfounded allegations had placed on staff and the Authority.   |
|            | <b>Resolved</b> – (a) That the minutes of the meeting held on 06 September 2018 be approved as a correct record and signed by the Chairman.<br>(b) The Clerk to obtain Legal advice if required following the outcome of the official complaint made to Unison.   |
| <b>75.</b> | <b>NEIFCA STANDING ORDERS AND FINACIAL REGULATIONS</b>  |
|            | The Clerk presented a report to seek members' approval to adopt amendments to the Standing Orders and Financial Regulations. The Standing Orders and Financial Regulations were reviewed on a periodic basis by the Clerk and the Treasurer through the Executive Committee. Following the most recent review a number of suggested amendments had been made to strengthen the governance and functioning surrounding membership of both the Authority and its sub-groups. Members discussed how the attendance records and apologies were noted at Authority meetings and agreed that apologies should only be detailed in the minutes from members who had actually |

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|            | provided them by telephone, email etc prior to the meeting.  |
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|            | <p><b>Resolved</b> – (a) Members noted the report.</p> <p>(b) The amendments to the Standing Orders and Financial Regulations were approved and adopted.</p> <p>(c) That Apologies are only detailed within the Authority meeting minutes from members who sent their actual apologies prior to the meeting date, non-attendance would not automatically be noted as an apology for the meeting.</p>   |
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| <b>76.</b> | <b>REPLACEMENT PATROL VESSEL PROJECT UPDATE</b>  |
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|            | The Chief Officer presented a report to update members on progress with the project to replace the Authority’s main patrol vessel.   |
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|            | <b>Resolved</b> – (a) Members noted the report.  |
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| <b>77.</b> | <b>EXCLUSION OF THE PUBLIC</b>   |
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|            | That the public be excluded from the meeting for consideration of the following item (Minutes 77) on the grounds that it involves the likely disclosure of exempt information defined in Paragraphs 8 and 9 of part 1 of Schedule 12A of the Local Government Act 1972.  |
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|            | <b>Resolved</b> – that the public be excluded from the meeting for consideration of the following item (minutes 78).   |
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| <b>78.</b> | <b>NEIFCA STAFFING &amp; OPERATIONAL POLICIES UPDATE</b>   |
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|            | The Chief Officer presented a report to update members on the implementation of three staffing policies, considered at the last meeting of the Executive Committee held on 6 September 2018 and to seek endorsement for the commencement of a wider organisational review. At the last meeting of the Executive Committee held on 6 September 2018, prior to endorsing the proposed Salary Supplement Policy, members requested that further information be provided on the extent of the potential salary gap between key Authority posts and equivalent external posts. Some members voiced concern regarding the potential divisive nature of the policy. Although no representation was received from the Trade Union organisations on the proposed Salary Supplement Policy it was recommended that the policy was not taken forward for the reasons expressed previously by members. It was recommended, however, that members support the commencement of a wider organisational review to examine the operational structure of the Authority and the roles, duties and responsibilities of the post holders within it. Such a review would include a comprehensive assessment of all associated pay scales including comparisons with other IFCAs and equivalent employers. It was proposed that such a review would be led by the Chief Officer. Members supported the commencement of a wider organisational review, and requested that a report is brought to a special meeting of the Executive Committee prior to the June Authority meeting. |
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|            | <p><b>Resolved</b> – (a) That members note the report and update</p> <p>(b) That the Salary Supplement Policy is not implemented.</p> <p>(c) That members endorse the commencement of a wider organisational review to be led by the Chief Officer in consultation with the Chair, Clerk and Human Resources.</p> <p>(d) That upon completion of the review members consider any recommendations.</p> <p>(e) The Chief Officer presents a report on the Organisational Review to a special meeting of the Executive Committee prior to the June Authority meeting.</p>   |
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| <b>79.</b> | <b>NEIFCA PERMITTED INTERTIDAL NETTING FISHERY 2018/2019</b>   |
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|            | The Chief Officer presented a report to update members on the current situation surrounding the issuing of intertidal fixed netting permits to target sea bass and ongoing legislative conflict with European Fisheries legislation. The Chief Officer informed members that he was in the process of reviewing the email in consultation with the Authority's legal team, the Chairman and Clerk and a response would be sent in due course. As part of that process, the Executive Committee would deal with any subsequent appeals. |
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|            | <b>Resolved</b> – (a) Members noted the report.  |
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| <b>80.</b> | <b>MEMBERSHIP OF NATIONAL ASSOCIATION OF IFCAS</b>   |
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|            | The Chief Officer provided a verbal report to advise members on ongoing concerns relating to the functioning and effectiveness of the National Association of IFCAs. The Chief Officer informed members that NEIFCA was one of several Authority's that had supported an independent review of the Association. That review had now been agreed and an organisation appointed to undertake it and was scheduled to commence in the New Year. The Chief Officer agreed to provide further updates to members.                           |
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|            | <b>Resolved</b> – Members noted the report.  |
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| <b>81.</b> | <b>ANY OTHER BUSINESS</b>  |
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|            | Nothing to report.   |
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|            | The meeting closed at 11:20am  |
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