

NORTH EASTERN INSHORE FISHERIES AND CONSERVATION AUTHORITY

MEETING OF THE EXECUTIVE COMMITTEE

06 SEPTEMBER 2018

Present

Dr Stephen Axford
Councillor Chris Matthews
Councillor Tony Randerson
Mr Gary Redshaw

Representing

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

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

The Committee met at the Authority's Offices in the Green Lane Centre, Whitby. The meeting started at 10:30.

59.	APOLOGIES
	Apologies for absence were received from Council Members Allcock and Bell and MMO Appointee Carter and Elliot.
60.	DECLARATION OF PERSONAL OR PREJUDICIAL INTERESTS
	Resolved – The Clerk asked Members to declare any personal or prejudicial interests in items on the Agenda and the nature of such interests. No such interests were declared.
61.	TO TAKE NOTES OF THE MEETING HELD ON 23 MAY 2018 AS A CORRENT RECORD
	The Clerk provided an update to members on the concerns raised by Unison. Members were informed that a letter had been written to the Unison representative requesting any supporting evidence to substantiate the concerns raised by Unison be submitted by the 30 June, no evidence was provided by the deadline, the Clerk had engaged in further communication with the Manager of the Unison Representative, and members were informed that to date, no evidence had been provided. Members expressed concerns that the manner in which Unison were behaving was unacceptable and placing unjustified and unprecedented stresses on the Authority's Officers. The Chief Officer advised members that the issues had been ongoing on and off now for a period of four to five years and were having a significant impact on all senior staff. The Executive Committee instructed the Clerk to seek legal advice on how the matter can be brought to a close.
	Resolved – (a) That the minutes of the meeting held on 23 May 2018 be approved as a correct record and signed by the Chairman. (b) The Clerk to obtain Legal advice on bringing the concerns raised by Unison to a close.
62.	STRATEGIC AND OPERATIONAL RISK REGISTER REVIEW
	In accordance with the Risk Management Strategy an annual review had been undertaken. The Clerk and Chief Officer presented the revised Strategy to Members for their consideration and approval. The risks had been reviewed and the changes were highlighted in bold within the attached registers. An updated position for each of the key indicators was also included in the

	<p>Register. The identified risks had also been ranked in order of significance (highest residual risk score).</p> <p>The Clerk highlighted the main, identified changes in strategic and operational risk relate to the Authority's anticipated role in supporting the implementation of the national IVMS project, accessing adequate funding to support the building and commissioning of a new patrol vessel and non-compliance with the new egg bearing lobster legislation.</p>
	<p>Resolved – (a) That the revised Risk Management Strategy be approved and reviewed within twelve months' time.</p> <p>(b) That the revised Strategic and Operational Risk Registers be approved and reviewed in six months' time.</p> <p>(c) That the Chief Officer drafts and circulates a response to the new licensing proposals for submission to the Environment Agency.</p>
63.	YORKSHIRE COAST MARINE PROTECTED AREA PROPOSAL
	<p>The Chief Officer presented a report to inform members of a proposal to establish a Yorkshire coast Marine Protected Area Management Partnership. Although assessment and monitoring of fishing activities occurring across all of the Marine Protected Areas in the Authority's district was well coordinated nationally, only the Flamborough Head site had a dedicated scheme of management, a supporting management group and a coordinating Project Officer. It was now proposed that the scope of the established management group overseeing the Flamborough Head site was widened to include all the other MPAs located in Yorkshire under a new Yorkshire coast Marine Protected Area Management Partnership. This would ensure a much more coordinated approach to MPA management across the Yorkshire region involving a much wider range of organisations including both statutory and non-governmental. Such a partnership would be unique nationally, demonstrate a strong and innovative vision.</p>
	<p>Resolved – (a) Members noted the report and endorsed the proposal.</p>
64.	DEFRA WHITE PAPER – SUSTAINABLE FISHERIES FOR FUTURE GENERATIONS
	<p>The Chief Officer presented a report to provide members with a draft response for consideration and submission to the Defra led consultation on the EU exit fisheries White Paper titled, 'Sustainable Fisheries for Future Generations'. The Defra White Paper outlining the governments' plans and ambitions for UK fisheries, post exit from the EU, was published for consultation on 4 July 2018. The broad ambitions outlined within the paper indicated a positive intent and were generally welcomed within the draft response attached to the report. The lack of reference to IFCAs within the paper or their future role in supporting and delivering UK fisheries management was, however, disappointing. An updated draft response was circulated at the meeting. Members were supportive of the response, but made a recommendation that extending the effective management out to 12 Nautical Miles should be included in the response, along with concerns raised over the potential future funding for IFCA's.</p>
	<p>Resolved – (a) Members noted the report.</p> <p>(b) Members endorsed the response and authorised the Chief Officer to submit it to Defra on behalf of NEIFCA.</p>
65.	NEIFCA STAFFING & OPERATIONAL POLICIES
	<p>The Chief Officer presented a report to seek members' approval to adopt the following policies:</p>

	<ul style="list-style-type: none"> (i) Salary Supplement Policy (ii) Learning and Development Fees and Expenses Policy (iii) Staff Privacy Notice <p>Members were informed that the Staff Privacy Notice was to ensure compliance with changes relating to GDPR. The Salary Supplement Policy was to support recruitment into specialist posts. The Authority had often faced problems when trying to recruit into specialist posts which required a specific set of skills as the salaries advertised had often been lower than the market average, restricting the applicant pool. In an attempt to address this issue and in consultation with Human Resources and the Clerk, the Chief Officer sought members approval to adopt a discretionary policy, which would be in line with East Riding of Yorkshire Council, providing a temporary mechanism to supplement the salaries of certain specialist posts which were proving difficult to recruit into, typically, Skipper, First Mate, First and Second Engineers and hopefully attracting a much wider pool of applicants with a stronger skill set. The Learning and Development Policy facilitated and encouraged investment in the personal development of all staff, and also provided a mechanism to recoup the costs of certain training provision where the officer left the employment of the Authority within two years. The Chief Officer informed members that the 3 policies had been sent to the representatives of the three main trade unions for comment.</p> <p>Members raised concerns that the Salary Supplement Policy could cause staff resentment amongst existing staff members and requested that the policy should include more detail on the maximum salary supplement that could be awarded to a post. They requested that the Chief Officer provide more information on comparative salaries for these specialist posts, and that a special meeting of the Executive Committee should be arranged prior to the December Authority meeting to discuss the revised policy. Members were happy that any minor changes recommended by the Unions regarding the Learning and Development Policy and the Staff Privacy Notice should be accepted, but any significant changes should be brought back to the Special meeting in December.</p>
	<p>Resolved – (a) That subject to any additional consultation required with Trade Union representatives the following policies be approved and adopted:</p> <ul style="list-style-type: none"> (ii) Learning and Development Fees and Expenses Policy (iii) Staff Privacy Policy <p>(b) That the Chief Officer provide further detail on comparative salaries for the specialist posts and the policy be brought back to a special meeting of the Executive Committee in December.</p>
66.	<p style="text-align: center;">4 YEARLY REPORT TO PARLIAMENT – CONDUCT AND OPERATION OF IFCAS</p>
	<p>The Chief Officer provided a report to advise members of a ‘call for evidence’ to support the statutory 4 yearly review into the conduct and operation of IFCAs. On 24 July 2018 Defra launched a ‘call for evidence’ to support the review. Alongside the public ‘call for evidence’ IFCAs Chief Officers received a separate request to complete and submit a questionnaire summarising operational outputs against the 5 national IFCAs Success Criteria during the last four years. The NEIFCA submission was attached to the report for information. Members supported the response, but suggested a second written response should be submitted on behalf of the Authority by the Chairman, highlighting the issues surrounding funding, the limitations IFCAs face as they have no power to borrow money and the management of larger capital assets.</p>
	<p>Resolved – (a) Members noted the report.</p> <p>(b) The Chief Officer and Clerk draft a letter on behalf of the Chairman highlighting the issues surrounding funding and the management of larger capital assets.</p>

67.	NEIFCA HEALTH & SAFETY POLICY & SAFE WORKING PRACTICES 2017/2018
	The Chief Officer provided a report to inform members of the completion of the six monthly review of the Authority's Health & Safety provisions. Members were informed that since the last review in March 2018 there had been no notable incidents to report and as part of the standard six-monthly review, all the Safe Working Practices and supporting risk assessments had been fully reviewed and updated. Members questioned whether the Health and Safety Policy should include a provision surrounding the appropriateness of wearing jewellery in the work place, and the potential risks involved. The Chief officer agreed to assess the associated risks and potential outcomes and to report to Members at the March Executive meeting.
	Resolved – Members noted the report.
68.	BUDGET MONITORING 2018/2019
	The Treasurer of the Authority presented a report detailing the budget position at the end of month 4 (July) in 2018/19. At the end of July 2018, the Authority has net expenditure of £278,739 against an expected £293,036, underspending by £14,297. The projected outturn shows a balanced budget. The main area of underspend to date relates to employee expenses of £20,648, reflecting vacancies in the early months, however this would be largely offset by recruiting to vacant posts and an additional two temporary posts on a fixed term of 12 months.
	Resolved – Members noted the report.
69.	CHIEF OFFICERS UPDATE
	The Chief Officer presented a detailed overview of all operational activity covering the period March 2018 to July 2018. The Chief Officer highlighted that applications for the three available scallop dredging permits closed on 16 July 2018. A total of 7 applications were received and provisional notification had been sent to all applicants on 23 July 2018. This year no formal appeals were received from the unsuccessful applicants. Subject to receipt of the permit fee the three permits will be issued in accordance with the published process. A number of breaches of legislation protecting egg bearing lobsters had occurred during the reporting period and compliance remained a significant problem for the Authority's Officers, a testing protocol for detecting the illegal scrubbing or stripping of eggs in partnership with Hull University had been established but required further development and testing. Members were also informed that on the 31 August 2018 the Authority's first apprentice successfully completed her one year attachment.
	Resolved – Members noted the report.
70.	REPLACEMENT PATROL VESSEL UPDATE
	The Chief Officer presented a report to update members on progress with the project to replace the Authority's main patrol vessel. A full history, dating back to 2014 was included in the report. During 2017 and 2018 officers had continued to monitor trends, developments and innovations within the maritime ship building industry. More recently, however, most of the direct officer time invested in the project, had involved working with the University of Hull to produce a bespoke business case to support their considerations to match fund the project. To date whilst the University of Hull remained positive towards the project but no indications had yet been received with regard to the provision of match funding. Based on the extensive research completed to date, officers had previously estimated that a maximum budget of £4.2 million would be required to

	support the project. Given the lack of progress in securing any match funding officers had engaged a naval architect and were now in the process of re-examining needs and requirements and assessing options to establish as accurate a projected budget as possible to support progressing the build and commission of a new vessel.
	Resolved – Members noted the report.
71	ANY OTHER BUSINESS
	Members highlighted that it was disappointing that the Environment Agency representative had not attended the meeting to provide an update on the Wheatcroft Outfall. A written update had been provided and was circulated at the meeting for member's information. Members requested that the Environment Agency be contacted and a presentation update be requested for the December Authority meeting.
	The meeting closed at 12:15pm