

**Joint Nature Conservation Committee  
and JNCC Support Co**

Annual Report and Accounts for Year Ending  
31 March 2014



HC 318



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Annual Report and Accounts for year ending 31 March 2014**

Report presented to Parliament pursuant to paragraph 18 of Schedule 4 of the Natural Environment and Rural Communities Act 2006.

Accounts presented to Parliament pursuant to Article 6 of the Government Resources and Accounts Act 2000 (Audit of Non-profit-making Companies) Order 2009.

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**JNCC SUPPORT CO**  
**DIRECTORS' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2014**

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## Chair's and Chief Executive's Foreword

The report on JNCC's Triennial Review was published in June 2013. The Review concluded that "JNCC is very much valued for its record of delivering Government environmental priorities and is generally respected by its partners and customers. The functions JNCC carries out on behalf of Government are currently necessary and it is broadly the right body for delivering those functions." The report made a number of recommendations to further improve JNCC's efficient delivery of the UK's environmental priorities.

We were delighted with this outcome, which gives JNCC a strong mandate to continue providing evidence and advice relating to UK and international nature conservation to our funding and sponsoring bodies: the UK Government (chiefly the Department for Environment, Food and Rural Affairs), the Scottish Government, the Welsh Government, and the Northern Ireland Executive.

During 2013/14 we undertook a challenging and varied programme of work. Key achievements included the following:

- ◆ Through long-established partnerships with non-governmental organisations, utilising the efforts of volunteer recorders, we provided updated information on biodiversity status and trends across the UK.
- ◆ We released an improved version of the National Biodiversity Network Gateway, which provides access to over 90,000 species records in the UK.
- ◆ We submitted draft advice to governments on options for monitoring cetaceans in UK waters.
- ◆ We commissioned research to develop biodiversity indicators for the Marine Strategy Framework Directive.
- ◆ We held a workshop with participants from across the UK and other countries in north-west Europe to share knowledge on the impacts of nitrogen deposition on Natura 2000 sites and discuss mitigation measures.
- ◆ We submitted UK reports on implementation of the Birds and Habitats Directives to the European Commission, and completed the 5th national UK report to the Convention on Biological Diversity.
- ◆ We provided technical support to Marine Scotland during the public consultation on Nature Conservation Marine Protected Areas in offshore Scottish waters, and made information on potential sites available on the JNCC website.
- ◆ We provided scientific advice to Defra to support the designation of a first tranche of Marine Conservation Zones (including five offshore sites), and advised on the selection of sites for a second tranche of MCZs.
- ◆ To support completion of a UK series of marine Special Protection Areas by 2015, we finalised advice to the country conservation bodies on large terns, little terns, red-throated divers, shag and Balearic shearwater in inshore waters, and provided initial advice on the identification of offshore sites.
- ◆ We provided advice on oil and gas, aggregates and renewables throughout UK offshore waters.
- ◆ We put in place a new evidence quality assurance policy, to ensure that we can be confident about the quality of the evidence we use to underpin our advice to governments.

- ◆ We made excellent progress in implementing the conclusions of our Triennial Review, including enhancing arrangements for liaison with non-governmental organisations and delegating responsibility for advising on renewables in offshore English waters to Natural England.

These achievements reflect the commitment of JNCC staff, who applied their expertise with dedication and enthusiasm. Input from partner organisations has also contributed to our successes. Mutually supportive partnerships with the country nature conservation bodies in England, Scotland, Wales and Northern Ireland sit at the heart of JNCC, and those relationships have deepened and developed over the year. We have also benefited greatly from collaboration with a range of UK and devolved government bodies and have increased our interaction with non-governmental organisations.

Financial pressures, institutional changes in different parts of the UK, and initiatives for public sector reform will all pose significant challenges for JNCC, but following our Triennial Review we can face the future with confidence. Our business plan for 2014/15 describes our priorities for the coming year.

Dr P Bridgewater (Chair)

Mr MJM Yeo (Chief Executive)

## Note from the Chair

I will step down from the post of JNCC Chair on 31 May 2014, with Professor Chris Gilligan taking over on 1 June. Looking back over the last six and half years I am struck by how much has changed – and how little. I should first acknowledge the support and encouragement provided by the ministers I have had the honour to work with in the UK, Northern Irish, Scottish and Welsh governments. Without their support JNCC would not be where it is today.

A few months ago I found a piece I had written in the *New Scientist* magazine in 1990, on leaving the Nature Conservancy Council as its last appointed Chief Scientist. Three of the issues taking shape at that time were the role of nature conservation in adapting to climate change (before climate change became a general topic of conversation), the wider landscape approach to conservation (connecting our protected areas within the landscape matrix), and giving more attention to our marine realm.

In 2014 we are focussing more than ever on the interactions between climate change and nature conservation, the role of protected areas within the wider landscape has risen up the agenda (for example, through the *Making space for nature* report in England in 2010), and all UK governments are co-operating to develop a UK-wide coherent network of marine protected areas, as part of a wider approach to marine conservation. This shows important and consolidated progress in these three key areas – and JNCC is part of the reason for this progress. There are good reasons to celebrate UK-wide similarities in approaches to conservation, but also to accept where different approaches make sense – making the institutional differences across the UK reflect the actual land and seascapes of our complex country.

In 1990 there was much apprehension that the then nascent JNCC would falter and fail. In fact, due to the dedication of the staff, the organisation weathered considerable difficulty to become an important part of nature conservation delivery in the UK. Following passage and implementation of the Natural Environment and Rural Communities Act in 2006, JNCC as it is today came into being, and has well proven its worth since then.

The devolved delivery of nature conservation across the UK is undoubtedly a success, and JNCC's role in providing common standards and UK perspectives is key to that. Many will point to declines in biodiversity and habitat quality as indications that the system isn't working. But they are wrong, for while it is true biodiversity decline has not halted, and there do seem many negative effects on nature in the UK, there are also many positives resulting from actions of both the government and non-government sectors at all scales.

Key to ensuring continual improvements to nature conservation delivery is partnership and shared vision. Nature conservation often breeds controversy, and almost always confrontation, over "emblematic" issues. But confrontation will not, in the end, help any of us. We need to use traditional conservation approaches, but blended with visionary, creative, controversial even, conservation approaches.

I am confident that through its developing role in thought leadership JNCC is up to the task of providing national leadership in nature conservation, and I am equally confident Chris Gilligan will provide new and refreshed leadership into the future. I wish him and JNCC well for many years to come.

Dr Peter Bridgewater (Chair)



## Rhagair y Cadeirydd a'r Prif Weithredwr

Ym mis Mehefin 2013 fe gyhoeddwyd yr adroddiad ar Arolwg Tair Blynedd y Cydbwyllgor Cadwraeth Natur. Daeth yr Arolwg hwn i'r casgliad fod " Y Cydbwyllgor Cadwraeth yn cael ei werthfawrogi'n fawr oherwydd ei enw da am weithredu polisiau amgylcheddol y Llywodraeth ac yn gyffredinol caiff ei barchu gan ei bartneriaid a'i gwsmeriaid. Mae'r gwaith mae'r Cydbwyllgor Cadwraeth yn ei wneud ar ran y Llywodraeth yn waith hanfodol ar hyn o bryd, ac yn gyffredinol, ef yw'r corff cywir i wneud y gwaith hwn." Roedd yr adroddiad yn argymhell sawl ffordd o wneud gwelliannau pellach i'r ffordd effeithlon mae'r Cydbwyllgor yn gweithredu polisiau amgylcheddol y Deyrnas Unedig.

Rydym wrth ein boddau gyda'r casgliad hwn. Mae'n rhoi'r Cydbwyllgor mewn sefyllfa gref i barhau i ddarparu tystiolaeth a chynghor yn ymwneud a chadwraeth natur ar lefel Brydeinig a rhyngwladol i'r cyrff hynny sy'n ein hariannu a'n noddi: Llywodraeth y Deyrnas Unedig (Adran yr Amgylchedd, Bwyd a Materion Gwledig yn bennaf), Llywodraeth yr Alban, Llywodraeth Cymru a Phwyllgor Gweithredu Cynulliad Gogledd Iwerddon.

Yn ystod 2013/14 roedd gennym raglen waith heriol ac amrywiol. Dyma rai o'n prif lwyddiannau:

- ◆ Drwy fanteisio ar ein perthynas hirhoedlog gyda sawl mudiad anllywodraethol a chan ddefnyddio cofnodwyr gwirfoddol, bu i ni ddarparu gwybodaeth gyfoes ar statws a thueddiadau bioamrywiaeth ar draws Prydain.
- ◆ Bu i ni ryddhau fersiwn wedi'i wella o'r Porth Rhwydwaith Bioamrywiaeth Genedlaethol – teclyn y mae modd ei ddefnyddio i weld cofnodion am fwy na 90,000 o rywogaethau yn y DU.
- ◆ Bu i ni gyflwyno cynghor drafft i Lywodraethau ynghylch y dewisiadau posib o ran monitro morfilod yn nyfroedd y Deyrnas Unedig.
- ◆ Bu i ni gomisiynu ymchwil i ddatblygu mesuryddion bioamrywiaeth ar gyfer cyfarwyddyd y Fframwaith Strategaeth Forwrol.
- ◆ Bu i ni gynnal gweithdy gyda phobl o'r Deyrnas Unedig a gwledydd eraill gogledd orllewin Ewrop i rannu gwybodaeth am effaith dyddodion nitrogen ar safleoedd Natura 2000 ac i drafod mesurau lliniaru.
- ◆ Bu i ni gyflwyno adroddiadau i'r Comisiwn Ewropeaidd gan y Deyrnas Unedig ynglŷn â gweithredu'r Cyfeirebau Adar a Chynefinoedd ynghyd â chwblhau'r pumed adroddiad Prydeinig cenedlaethol i'r Confensiwn Amrywiaeth Biolegol.
- ◆ Bu i ni roi cymorth technegol i Marine Scotland yn ystod yr ymgynghoriad cyhoeddus i Ardaloedd Morol Gwarchoddedig Cadwraeth Natur ym moroedd yr Alban. Fe roesom wybodaeth am yr ardaloedd posib ar ein gwefan.
- ◆ Bu i ni roi gwybodaeth wyddonol i Defra er mwyn cefnogi'r gwaith o ddynodi'r gyfran gyntaf o Ardaloedd Cadwraeth Morol (gan gynnwys 5 o safleoedd morol). Bu i ni hefyd roi cynghor ynglŷn â dewis ail gyfran o Ardaloedd Cadwraeth Morol.
- ◆ Bu i ni gefnogi'r gwaith o ddynodi cyfres o Ardaloedd Gwarchod Arbennig ar gyfer Prydain erbyn 2015. Yn hyn o beth buom yn paratoi'r cynghor terfynol i gyrff cadwraeth cenedlaethol y Deyrnas Unedig ynglŷn â gwarchod y fôr-wennol fawr a'r fôr –wennol fach, y trochydd gyddf-goch, y fulfran a phâl y Balears yn nyfroedd y glannau. Bu i ni hefyd rhoi cynghor cychwynnol ar adnabod ardaloedd ymhellach allan ar y môr i'w dynodi.
- ◆ Bu i ni roi cynghor ar olew a nwy, clobynfeini ac ynni adnewyddol ym moroedd Prydain.

- ◆ Bu i ni fabwysiadu polisi sicrhau ansawdd tystiolaeth i ni allu fod yn sicr o ansawdd y dystiolaeth a ddefnyddiwn fel sail i gynghori llywodraethau.
- ◆ Bu i ni wneud cynnydd rhagorol o ran gweithredu canlyniadau'n Hadroddiad Tair blynedd, gan gynnwys gwella'r trefniadau cyfathrebu gyda mudiadau anllywodraethol a dirprwyo'r cyfrifoldeb am gynghori ynglŷn ag ynni adnewyddol yn y moroedd o amgylch Lloegr i Natural England.

Mae'r llwyddiannau hyn yn adlewyrchu ymrwymiad staff y Cydbwyllgor a gyfunodd eu harbenigedd gydag ymrwymiad a brwdfrydedd. Mae mewnbwn gan gyrff sy'n bartneriaid wedi cyfrannu at ein llwyddiannau hefyd. Mae cael perthynas dda gyda chyrff cadwraeth cenedlaethol Cymru, Lloegr, Yr Alban a Gogledd Iwerddon wrth galon gwaith y Cydbwyllgor. Mae'r perthnasau hyn wedi datblygu a dyfnhau dros y flwyddyn. Rydym hefyd wedi elwa drwy gydweithio ag amryw o gyrff llywodraethol Prydeinig a datganoledig. At hyn buom yn ymwneud fwyfwy â chyrff anllywodraethol.

Bydd pwysau ariannol, newidiadau cyfundrefnol mewn gwahanol rannau o Brydain a mentrau i ddiwygio'r sector gyhoeddus i gyd yn cynnig her sylweddol i'r Cydbwyllgor. Fodd bynnag, ar gyfrif ein Hadolygiad Tair Blynedd gallwn wynebu'r dyfodol yn hyderus. Mae ein cynllun busnes ar gyfer 2014/15 yn disgrifio'n blaenoriaethau ar gyfer y flwyddyn sydd i ddod.

Dr Peter Bridgewater (Cadeirydd)

Mr Marcus Yeo (Prif Weithredwr)

## Gair gan y Cadeirydd

Byddaf yn ymddiswyddo fel cadeirydd y Cydbwyllgor Cadwraeth Natur ar yr 31ain o Fai 2014 gyda'r Athro Chris Gilligna yn cymryd yr awenau ar y 1af o Fehefin. Wrth edrych yn ôl dros y chwe blynedd a hanner diwethaf rwy'n synnu at gymaint sydd wedi newid – ac at faint sydd wedi aros yr un fath hefyd. Fe ddylwn i gydnabod y gefnogaeth a'r anogaeth a gafwyd gan y gweinidogion y cefais y fraint o weithio gyda nhw yn Llywodraeth y Deyrnas Unedig, Cymru, Yr Alban a Gogledd Iwerddon. Heb eu cefnogaeth nhw ni fyddai'r Cydbwyllgor yn y sefyllfa y mae ynddo heddiw.

Rai misoedd yn ôl fe ddes i ar draws darn y bu i mi ei ysgrifennu i gylchgrawn y New Scientist ym 1990 pan adewais y Cyngor Gwarchodaeth Natur wedi cyfnod yn gweithio fel y Prif Wyddonydd olaf iddynt ei benodi. Tri mater oedd yn ymffurfio bryd hynny oedd swyddogaeth cadwraeth natur yn addasu i newid hinsawdd (cyn i newid hinsawdd ddod yn destun trafod cyffredinol), y dull mwy eang a chynhwysol o fynd i'r afael â chadwraeth (drwy weld yr ardaloedd cadwraeth fel rhan o'r dirwedd a'r amgylchedd ehangach) a rhoi mwy o sylw i'n moroedd.

Yn 2014 rydym yn canolbwyntio mwy nac erioed ar y berthynas rhwng newid hinsawdd a chadwraeth natur. Mae swyddogaeth ardaloedd gwarchodedig fel rhan o'r amgylchedd ehangach wedi dod yn fwyfwy pwysig (er enghraifft, drwy'r adroddiad *Making space for nature* yn Lloegr yn 2010). Mae pob un o lywodraethau gwledydd Prydain hefyd yn cydweithio i ddatblygu Rhwydwaith Prydeinig o ardaloedd morol gwarchodedig fel rhan o ddull mwy eang o fynd i'r afael â chadwraeth forol. Dyma ddangos y cynnydd pwysig a wnaed drwy gydweithio ar y tri maes allweddol hyn – ac mae'r Cydbwyllgor yn rhan o'r rheswm dros y cynnydd hwn. Mae rhesymau da dros ddathlu'r ffyrdd tebyg y mae gwledydd Prydain yn mynd i'r afael â chadwraeth. Ac mae rhesymau da dros gydnabod pam bod gwahaniaethau hefyd – gwneud i'r gwahaniaethau cyfundrefnol sy'n bodoli ym Mhrydain adlewyrchu gwir natur tiroedd a moroedd ein gwledydd.

Ym 1990 roedd pryder mawr y byddai'r Cydbwyllgor Cadwraeth Natur, oedd prin wedi bwrw gwreiddiau, yn gwywo ac yn methu. Fodd bynnag, oherwydd ymroddiad y staff, bu i'r mudiad oroesi drwy amseroedd tymhestlog iawn a thyfu i fod yn rhan bwysig o roi cadwraeth natur ar waith ym Mhrydain. Yn dilyn pasio a gweithredu Deddf Amgylchedd Naturiol a Chymunedau Gwledig 2006 fe luniwyd y Cydbwyllgor ar ei ffurf bresennol, ac mae wedi profi ei werth ers hynny.

Mae'r ffaith fod cadwraeth natur wedi ei ddatganoli i lywodraethau unigol gwledydd Prydain yn llwyddiant heb amheuaeth, ac mae swyddogaeth y Cydbwyllgor yn darparu safonau cyffredin a throsolwg Prydeinig yn allweddol i hynny. Bydd llawer yn cyfeirio at leihad mewn bioamrywiaeth a dirywiad mewn ansawdd cynefinoedd fel arwyddion nad yw'r system yn gweithio. Ond maent yn anghywir. Er ei bod hi'n wir fod bioamrywiaeth yn dal i leihau, a'i bod yn ymddangos fod llawer o effeithiau negyddol ar fyd natur ym Mhrydain, mae llawer o effeithiau cadarnhaol yn deillio o waith sectorau llywodraethol ac anllywodraethol ar bob lefel.

Yr allwedd i sicrhau bod gwaith cadwraeth natur yn dal ati i wella yw meithrin perthynas a rhannu gweledigaeth. Mae cadwraeth natur yn bwnc dadleuol iawn a bron yn ddiethriad mae'n arwain at wrthdaro ar faterion 'symbolaidd.' Ond ar ddiwedd y dydd, ni fydd gwrthdaro o fudd i neb. Mae'n rhaid i ni ymgymryd â gwaith cadwraeth yn y ffyrdd traddodiadol, ond gan gydblythu hynny ag agwedd greadigol, arloesol a dadleuol hyd yn oed.

Yn rhinwedd ei swyddogaeth ddatblygol fel mudiad sy'n arwain, llunio a llywio barn, rwy'n hyderus y gall y Cydbwyllgor roi arweiniad cenedlaethol ar y maes cadwraeth natur. Rwyf yr un mor hyderus y bydd Chris Gilligan yn arwain y mudiad i'r dyfodol mewn modd ffres a newydd. Rwy'n dymuno'n dda iddo yntau ac i'r Cydbwyllgor am flynyddoedd maith i ddod.

Dr Peter Bridgewater (Cadeirydd)

## Ro-ràdh an Neach-cathrach is an Àrd-Oifigeir

Chaidh Ath-sgrùdadh trì-bliadhna an JNCC fhoillseachadh san t-Ògmhios 2013. Cho-dhùin an sgrùdadh gu bheil “an JNCC air mheas gu mòr airson mar a tha e a libhrigeadh prìomhachasan an Riaghaltas a thaobh na h-àrainneachd agus gu bheil spèis aig com-pàirtichean agus luchd-dèiligidh annta. Tha an dreuchd a tha an JNCC a’ coileanadh as leth an Riaghaltais an-dràsta riatanach agus ’s iad, san fharsaingeachd, am buidheann ceart airson an dreuchd sin a libhrigeadh.” Rinn an aithisg grunn mholaidhean airson piseach a thoirt air an dòigh san tèid prìomhachasan na h-àrainneachd aig an RA a chuir an gnìomh.

Tha sinn air ar dòigh leis an toradh seo a tha toirt ùghdarras dhan JNCC leantainn air a’ toirt fianais agus comhairle a tha buntainn ri glèidhteachais nàdar san RA agus gu h-eadar-nàiseanta gu na buidhnean sin a tha toirt taic-airgid dhuinn agus gar maoinneachadh: Riaghaltas na RA (gu sònraichte Roinn na h-Àrainneachd, a’ Bhidhe is Chùisean Dùthchail), Riaghaltas na h-Alba, Riaghaltas na Cuimrigh, agus Riaghaltas Èireann a Tuath.

Tro 2012/14 ghabh sinne os làimh prògram-obrach a bha measgaichte agus dùbhlach. Seo cuid de na h-eileamaidean a chaidh a choileanadh:

- ◆ Tro chom-pàirteachas seasmhach le buidhnean neo-riaghaltais agus le bhith cleachdadh luchd-clàraidh saor-thoileach, thug sinn fios ùraichte seachad air inbhe agus claonadh bith-iomadachd air feadh na RA.
- ◆ Dh’fhoillsich sinn dreach leasaichte de Gateway Lìonra Nàiseanta na Bith-iomadachd, a tha a’ toirt cothrom do dhaoine sùil a thoirt air còrr is 90,000 cunntas gnè.
- ◆ Thug sinn deach chomhairle to Riaghaltasan airson diofar dhòighean air mucan-mara a sgrùdadh ann an uisgeachan na RA.
- ◆ Chuir sinn rannsachadh air bhonn airson taisbeanairan bith-iomadachd a leasachadh airson Òrdugh Frèam Ro-innleachd na Mara.
- ◆ Libhrig sinn bùth-obrach airson com-pàirtichean bho fheadh na RA agus dùthchannan eile ann an Iar-thuath na h-Eòrpa airson ’s gun dèanadh iad roinn air an eòlas a th’ aca air a’ bhuidhe a’ th’ aig tasgadh nitrogen air làraichean agus gum beachdaich iad air ìrean lasachaidh.
- ◆ Chuir sinn aithisgean na RA a-steach dhan Choimisean Eòrpach air Òrdugh nan Eun agus Àrainnean agus chuir sin crìoch air a’ chòigeamh aithisg nàiseanta dhan RA den a’ Cho-chruinneachadh air iomadachd Bhith-eòlasach.
- ◆ Thug sinn taic theicnigeach do Mharine Scotland tron cho-chomhairleachadh phoblach air Glèidhteachas Nàdair Raointean Glèidhteachas Mara ann an uisgeachan bho-thìr Alba agus thug sinn fios seachad air làraichean a dh’fhaodar a stèidheachadh air làrach-lìn JNCC.
- ◆ Tha sinn a’ toirt comhairle shaidheansail dha Defra airson taic a chuir ris a’ chiad roinn de làraichean Raointean Glèidhteachas Mara (MCZ) a chaidh ainmeachadh (nam measg 5 làraichean thar-tìre), agus chomhairlich sinn air na làraichean a bu chòir a bhith ann san dàrna bhadan de MCZ.
- ◆ A’ cur taic ri comharrachadh de Raointean Sònraichte Dìon Mara ro 2015, chuir sin crìoch air comhairle gu buidhnean glèidhteachais dùthchail air steàrnan-beaga is mòra, leargan-ruadha, sgràilean agus cailleachan-dubha ann an uisgeachan a-staigh agus thug sinn a’ chiad chomhairle air làraichean thar-tìre a chomharrachadh.
- ◆ Thug sinn comhairle air gnìomhachasan an ola, gas, togail agus ath-nuadhachail air feadh uisgeachan thar-tìre na RA.

- ◆ Chuir sinn poileasaidh ìre fianais ùr an gnìomh, airson's gum bi sinn cinnteach as an ìre fianais a thathas a' cleachdadh airson ar comhairle a dhearbhadh ri riaghaltasan.
- ◆ Rinn sinn adhartas ionmholta ann a bhith toirt gu buil co-dhùnaidhean ar n-Aithisg trì-bhliadhnail, a' gabhail a-steach modhan conaltraidh a dhaingneachadh le buidhnean neo-riaghaltais agus a bhith roinn dhleastanasan airson a bhith a' comhairleachadh air gnìomhachasan ath-nuadhachail do Nàdar Shasainn ann an uisgeachan thar-tìre Shasainn.

Tha ar coileanas a' nochdadh an dealais a th' aig luchd-obrach JNCC a chuir an gnìomh an fhiosrachaidh a th' aca agus a dhearbhadh an dìcheall. Tha na tha ar com-pàirtichean air a chur a-steach dhan ghnòthaich air ar cuideachadh gu mòr. Tha luchd-com-pàirteachais taiceil bho bhuidhnean glèidhteachais nàdar dùthchail ann an Sasainn, Alba, sa Chuimrigh agus ann an Èirinn a Tuath aig bun-stèidh an JNCC agus tha an càirdeas sin air a dhol am meud bho bhliadhna gu bliadhna. A thuilleadh air a sin, bha e na bhuannachd dhuinne cuideachd a bhith a' co-obrachadh le grunn riaghaltasan fèin-riaghlaidh agus buidhnean neo-riaghaltais.

Bheir cuingealachadh a thaobh ionmhais, atharraichean oifigeil ann an diofar phàirtean den RA, agus iomairtean airson ath-leasachadh san roinn phoblach uile dùbhlàn dhan JNCC ach a' leantainn ar n-Ath-sgrùdadh trì-bhliadhnail faodaidh sinn a bhith coimhead romhainn gu misneachail. Tha ar plana-gnòthaich airson 2014/15 a mìneachadh na prìomhachasan a bhios fainear dhuinn thairis air a' bhliadhna a tha romhainn.

Dr Peadar Bridgewater (Cathraiche)

Mgr Marcus Yeo (Àrd-Oifigear)

## Beachd bhon Chathraiche

Leigidh mise dhìom mo dhreuchd mar Chathraiche an JNCC air 31 Cèitean 2014 agus gabhaidh am Proifeasair Chris Gilligan thairis air 1 Ògmhios. A' coimhead air ais air na sia bliadhna gu leth a chaidh seachad tha e a' cur iongantas orm na tha air atharrachadh agus na h-uimhir nach eil air atharrachadh idir. Sa chiad dol-a-mach bu mhath leam iomradh a thoirt air na fhuair mi de thaic agus de mhisneachd bho na ministearan a bha ag obair còmhla rium ann an riaghaltasan na RA, Èireann a Tuath, Alba agus na Cuimrigh. Às aonais an taic, cha bhiodh an JNCC far a bheil e an-diugh.

O chionn mìos no dhà lorg mi pìos a bha mi air a sgrìobhadh san iris an New Scientist ann an 1990 an dèidh dhomh Comhairle Glèidhteachas Nàdar fhàgail mar Phrìomh Neach-Saidheans. B' iad na trì nithean a bha tighinn gu aire dhaoine aig an àm, an àite a th' aig glèidhteachas nàdair ann a bhith freagarrachadh air atharrachadh na sìde (mus robh e na chuspair aithnichte a-measg a' mhòr-shluaigh), beachd nas fharsainghe air glèidhteachas (a' ceangal ar n-àiteachan dìon ri ar cruth-tìre) agus a' toirt an tuilleadh aire do ar cuid-maraichean.

Ann an 2014 tha sinn a' toirt an tuilleadh aire do na h-eadar-obraichean, eadar atharrachadh na sìde agus glèidhteachas nàdar, tha an inbhe a th' aig àitean dìon ann an cruth-tìre nas fharsainghe air meudachadh ann am prìomhachas (mar eisimpleir, tron aithisg *Making space for nature* ann an Sasainn 2010) agus tha riaghaltasan air feadh na RA a' co-obrachadh airson eadar-cheanglaichean rianail a leasachadh airson àitean-dìon na mara mar phàirt de ghlèidhteachas mara san fharsaingeachd. Tha seo a' sealltainn neartachadh san adhartas a chaidh a dhèanamh anns na trì prìomh roinnean – agus 's e an JNCC as coireach ri trealach mhath dhan adhartas sin. Tha deagh adhbhar ann airson dòighean glèidhteachas a bhith co-ionnan san RA ach feumar gabhail ri dòighean eadar-dhealaichte cuideachd – a tha a' freagairt air na caochladh cruthan-tìre agus cruthan-mara a tha rim faotainn san dùthaich ioma-fhillte a th' againn.

Ann an 1990 bha iomagain ann gur ann gu math cugallach a bhiodh an companaidh JNCC a bha air ùr-thòiseachadh. Gu dearbh, ri linn dealasachd an luchd-obrach, shaothraich leotha gus a bhith aithnichte airson glèidhteachas nàdar a libhrigeadh air feadh na RA. Às dèidh do dh'Àchd Coimhearsnachdan Dùthchasail agus Àrainneachd Nàdair a bhith air a chur troimhe agus air a chuir an gnìomh thàinig an JNCC gu bith agus tha e air e fhèin a dhearbhadh bhon uairsin.

Tha fèin-riaghladh a thaobh glèidhteachas nàdair air feadh na RA air a bhith soirbheachail gun cheist sam bith agus tha pàirt chudromach air a bhith aig an JNCC ann a bhith a' cruthachadh bun-tomhais chumanta agus beachdan nas fharsainghe san RA. Canaidh cuid gun do lughdaich a' bhith-iomadachd agus inbhe na h-àrainn agus ri linn sin nach eil an siostam ag obrachadh. Ach chan eil firinn sam bith an sin, oir ged a tha a' bhith-iomadachd air lughdachadh chan eil iad air stad uile gu lèir, agus ged a tha droch bhuaidh air a thighinn air nàdar san RA tha buaidh mhath air a bhith aig riaghaltasan agus aig buidhnean neo-riaghailteach air na h-àireamhan sin.

Tha an aon seòrsa feallsanachd mu na tha ri dhèanamh air leth cudromach ma tha sùil aig daoine ri piseach a thaobh glèidhteachas nàdair. Tha glèidhteachas nàdair connspaideach gu tric agus dualtach buaireadh adhbharachadh a thaobh cùisean riochdachaidh. Ach, cha chuidich buaireadh duine sam bith againn. Feumaidh sinn dòighean-obrach thraidiseanta a chur an gnìomh a thaobh glèidhteachais ach measgaichte le dòighean nas ùire agus nas adhartaiche ged a bhiodh iad connspaideach.

Tha a h-uile earbsa agam gu bheil an JNCC tuilleadh is iomchaidh airson na h-obrach a thaobh ceannas smuain agus ceannas nàiseanta a thaobh glèidhteachas nàdair agus tha mi

a cheart cho cinnteach gum bi Chris Gilligan comasach air a' bhuidheann a stiùireadh ann an dòighean ùra. Tha mi a' guidhe a h-uile beannachd dha fhèin agus do JNCC airson iomadh bliadhna ri thighinn.

Dr Peadar Bridgewater (Cathraiche)



## **DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2014**

### **Joint Committee and Support Company**

The Joint Nature Conservation Committee, originally established under the Environmental Protection Act 1990 and starting operations on 1 April 1991, was reconstituted by the Natural Environment and Rural Communities Act 2006.

The Joint Committee comprises 14 members: a Chair and five independent members appointed by the Secretary of State for Environment, Food and Rural Affairs; the Chair of the Council for Nature Conservation and the Countryside (Northern Ireland); the Chair or Deputy Chair of Natural Resources Wales, Natural England and Scottish Natural Heritage; and one other member from each of these bodies. The term of appointments for the Chair and independent members is initially for three years. The Chair and independent members may be considered for re-appointment for one further term. Members from the UK nature conservation bodies may continue as members of the Committee as long as they retain their membership of the Councils or Boards of their respective bodies.

Support is provided to the Joint Committee by JNCC Support Co, a company limited by guarantee. The company was established with the consent of the Secretary of State for Environment, Food and Rural Affairs under the provisions of Schedule 4 Para 13 (1) of the Natural Environment and Rural Communities Act 2006. The members of the company are the Joint Committee members. When a member ceases to be a member of the Joint Committee he or she is no longer eligible to be a member of the company. The Company Board comprises all members of JNCC Support Co together with the Chief Executive.

The Committee has adopted the Guidance on Codes of Practice for Board Members of Public Bodies issued by the Cabinet Office, for the purposes of corporate governance.

### **JNCC Support Co information**

**Company number:** 05380206 (England and Wales)

#### ***Headquarters and registered office***

Joint Nature Conservation Committee  
Monkstone House, City Road, Peterborough, PE1 1JY  
Tel: +44 (0)1733 562626 Fax: +44 (0)1733 555948  
Web: [www.jncc.defra.gov.uk](http://www.jncc.defra.gov.uk)

#### ***Aberdeen office***

Joint Nature Conservation Committee  
Inverdee House, Baxter Street, Aberdeen, AB11 9QA  
Tel: +44 (0)1224 266564 Fax: +44 (0)1224 896170

### **Senior JNCC staff in 2013/14**

Chief Executive	Mr MJM Yeo
Director of Evidence and Advice	Mr PM Rose
Director of Corporate Services	Mrs SE McQueen
Director of Marine Advice	Dr JC Goold
Director of Marine Evidence	Dr SD Gibson

### **Company directors in 2013/14**

Mr PM Archdale  
Dr P Bridgewater (Chair)  
Dr R Brown  
Mr P Casement (until 28 February 2014)  
Mr PA Christensen (until 7 January 2014)  
Mr GRJ Duke  
Dr JC Goold (until 22 November 2013) \*  
Professor DA Hill  
Professor MJ Kaiser  
Dr HA Kirkpatrick (from 3 March 2014)  
Professor PJ Matthews (from 1 April 2013)  
Mrs SE McQueen (until 22 November 2013) \* \*\*  
Mr M Parry (until 4 January 2014)  
Mr PM Rose (until 22 November 2013) \*  
Mr JW Ross (from 1 March 2014)  
Mr A Thin (until 28 February 2014)  
Dr S Walker  
Professor LM Warren (from 22 January 2014)  
J Webb  
Mr MJM Yeo \*

\* Executive director

\*\* Company secretary - Mrs SE McQueen is no longer a company director but retains the role of company secretary

### **Donations**

There were no political or charitable donations made in the financial year ending 31 March 2014.

### **Personal data**

There were no losses of personal data in the financial year ending 31 March 2014.

## **Financial instruments**

JNCC is not exposed to significant liquidity, interest rate or exchange rate risk.

## **Events since the end of the financial year**

There are no events that have happened since the end of the financial year to materially affect the contents of these financial statements. The Annual Report and Accounts were authorised for issue on 12 June 2014.

## **Results and dividends**

The company has no issued share capital and consequently the question of the payment of a dividend does not arise. Any surplus at the year end is transferred to the forthcoming year and applied to meet the objectives of the company.

## **Directors' interests**

As the company has no share capital, directors have no rights to subscribe for additional shares or debentures.

The articles of association do not require any of the directors to retire by rotation. However, directors have to retire if they are no longer members of the company. A member will cease to be a member of the company if they cease to be a member of the Joint Committee.

A register of the interests of all Company Board members is held by the Company Secretary and may be viewed during office hours at the company's registered office or by request to Ms K Meadows, Monkstone House, City Road, Peterborough, PE1 1JY or [communications@jncc.gov.uk](mailto:communications@jncc.gov.uk).

## **Pension liabilities**

Full details of pension liabilities and their accounting treatment are given in the accounting policies note, on page 41 and the pensions costs note on page 47 of this report.

## **Responsibilities of the Chief Executive**

The Chief Executive of JNCC (Mr MJM Yeo) is the Accounting Officer for JNCC, appointed by the Permanent Secretary of the Department for Environment, Food and Rural Affairs.

The responsibilities of an Accounting Officer, including responsibility for the propriety and regularity of the public finances for which the Accounting Officer is answerable, for keeping proper records, and for safekeeping JNCC Support Co's assets, are set out in *Managing Public Money* published by the Treasury.

## **Auditors**

Following the passing of the Government Resources and Accounts Act 2000 (Audit of Non-profit-making Companies) Order 2009 the Comptroller and Auditor General (C&AG) is empowered to audit JNCC Support Co's financial statements. The C&AG's certificate and report is on page 35. The audit fee for 2013/14 was £18,500 (£19,500 in 2012/13). The auditor received no fees for non-audit services in 2013/14 or 2012/13.

The directors confirm that:

- ◆ there is no relevant audit information of which the auditor is unaware; and
- ◆ they have taken all the steps they ought to have taken to make themselves aware of any relevant audit information and to establish that the JNCC's auditor is aware of that information.

Mr MJM Yeo  
Chief Executive  
On behalf of the board of directors  
12 June 2014

## **STRATEGIC REPORT FOR THE YEAR ENDED 31 MARCH 2014**

The directors present their report and the financial statements for the year ended 31 March 2014. This report should be read in conjunction with the Governance Statement shown on pages 21 to 28 and the Directors' report on page 11.

### **JNCC Support Co – history and objectives**

The Joint Nature Conservation Committee (JNCC) is the statutory adviser to the UK Government and devolved administrations on UK and international nature conservation. Its work contributes to maintaining and enriching biological diversity, conserving geological features and sustaining natural systems.

JNCC delivers the UK and international responsibilities of the Council for Nature Conservation and the Countryside, Natural Resources Wales, Natural England and Scottish Natural Heritage.

Guided by our vision and mission, through the provision of evidence, information and advice JNCC makes a distinctive contribution to three inter-related strategic goals:

- i. decisions affecting the natural environment are informed by a sound UK, EU and global evidence base;
- ii. the UK government and devolved administrations meet their international obligations and achieve favourable outcomes for biodiversity in the UK, its Overseas Territories and internationally;
- iii. the UK's offshore marine waters are healthy, clean and biologically diverse.

### **Business model**

JNCC, originally established under the Environmental Protection Act 1990, was reconstituted by the Natural Environment and Rural Communities Act 2006. JNCC Support Co is a company limited by guarantee established in 2005 whose principal activity is the provision of support to the JNCC.

JNCC Support Co is funded primarily by grant-in-aid.

The total budget for JNCC is set each year by ministers of the Department for Environment, Food and Rural Affairs (Defra) after consultation and in agreement with their Scottish, Welsh and Northern Irish counterparts.

The budget for 2013/14 comprised three parts:

- ◆ UK co-ordination work funded through Natural England, Scottish Natural Heritage and Natural Resources Wales (the GB conservation bodies) and the Department of the Environment in Northern Ireland;
- ◆ reserved work funded by Defra; and
- ◆ marine work, also funded by Defra.

Under the provisions of the Government's alignment process all JNCC's grant-in-aid, including that funded by devolved administrations through the UK conservation bodies, is channelled through Defra and therefore counts towards Defra's Departmental Expenditure Limit.

JNCC's funding arrangements were reviewed following the Triennial Review of JNCC in the summer of 2013 and a new funding formula was agreed which more accurately reflects the benefits received from JNCC's work. The new arrangements for grant-in-aid will come into effect in 2014/15.

Funding from other sources, which is usually linked to specific projects, is detailed in the accounts.

## **Risks**

Any significant risks identified by management considered likely to affect the performance of the business have been reported as part of the Governance Statement commencing on page 21 of this report.

## **Review of business**

During the financial year ending 31 March 2014 the company made a significant contribution to nature conservation on both the national and international level through an extensive and varied programme of work. Twenty-four of the company's 25 priority performance measures were fully or substantially met. Further details of performance against priority performance measures are given on pages 57-65.

For the year-ending 31 March 2014 the company made an operating surplus of £83,994 (deficit of £263,227 in 2012/13). The surplus contributed towards an increase in total reserves which stand at £246,238 as at 31 March 2014 (£23,340 as at 31 March 2013).

The surplus represents approximately 1% of the overall budget for the year and relates mainly to contracts slipping towards the end of the year and completing in early 2014/15.

The grant-in-aid figure for 2013/14 appears considerably higher than in 2012/13. This increase is due in part to an uplift in the amount of funding allocated for marine work but also takes into account the fact that the full amount of grant-in-aid was drawn down in 2013/14 whereas in 2012/13 less than the full amount was drawn down in order to manage the company's cash balances.

The NAO audit completion report for 2012/13 recommended that the liability relating to the JNCC Chairs' "by analogy" pensions schemes should be estimated, and if significant, included in the accounts. This was done and as a result a provision of £136,035 was created to cover the future cost of Chairs' pensions.

Following the Triennial Review, a decision was made to delegate the responsibility for advice on renewable energy projects in English offshore waters to Natural England. This led to a reduction in JNCC grant-in-aid for the year of £70k. When combined with the addition of £500k marine funding held back by Defra until it was needed, this accounts for the £430k increase in grant-in-aid receivable for the year.

The company continues to receive contributions to projects from other organisations in addition to its grant-in-aid. These vary from year to year and show a decrease in the year ended 31 March 2014 compared to the previous year. This is mainly due to a reduction in contributions from the Foreign and Commonwealth Office to projects in the Overseas Territories and Crown Dependencies.

The amount transferred to reserves for the year is £223k, some £139k higher than the operating surplus disclosed above. This is because the final grant-in-aid draw down of the year included the allocated amount for depreciation, which should not have been drawn

down as cash, but which is part of the total grant-in-aid figure supplied by Defra. This amount will be deducted from the first cash draw down in 2014/15.

### Comparison of outturn against budget

The company continues to demonstrate a high level of control over the management of public monies for which it has stewardship responsibilities, and this is shown when the actual spend is compared to the budget for the year. The table below shows that spend was £84k less than the original budget, representing a variance of just 1% for the year.

All figures in £,000	Original budget*	Outturn	Variance between outturn and original budget	Revised budget*
Revenue expenditure	11,383	11,404	21	11,749
Capital expenditure	19	58	39	79
Total expenditure	11,402	11,462	60	11,828
Less: Non-grant-in-aid income	(1,222)	(1,072)	150	(1,218)
Total spend to be met from grant-in-aid	10,180	10,390	210	10,610
Grant-in-aid received (excluding capital adjustments)	10,180	(10,610)	(430)	(10,610)
Surplus	0	(220)	(220)	0
Net movement to provisions	0	136	136	0
Surplus	0	(84)	(84)	0

\* The original budget is based on the JNCC business plan for 2013/14 as approved by Defra and devolved administrations. The revised budget is a final variation of the original budget, adjusted over the course of the year, which is reported to Defra.

### Future developments

JNCC's work in 2014/15 will be focused on six objectives:

- i. maintain and develop biodiversity surveillance and monitoring programmes, sufficient to achieve policy and statutory obligations cost-effectively;
- ii. provide access to, and reporting of, information, evidence and knowledge on UK and international biodiversity and ecosystem services to support decision-making at local to international scales;
- iii. provide advice to enable UK and devolved governments to meet their EU and international obligations for biodiversity and sustainable development;
- iv. enable UK administrations to substantially complete the UK network of well-managed marine protected areas, sufficient to meet national, EU and international requirements;
- v. provide advice on marine biodiversity to enable sustainable management of the offshore environment;
- vi. manage and develop the organisation to identify and meet changing demands and opportunities, maximise its effectiveness in achieving our strategic goals and improve operational efficiency.

In 2014/15, our performance will be measured primarily in terms of delivering outputs of advice, information and services, described in terms of 21 priority performance measures set out in JNCC's business plan, which is approved by Defra and the devolved administrations and is accessible at <http://jncc.defra.gov.uk>.

The work described in the business plan for 2014/15 will contribute to the achievement of the national and international obligations of the UK Government, the Scottish Government, the Welsh Government and the Northern Ireland Executive. Our aim is to continue to be trusted by the four administrations to provide impartial advice based on robust science and evidence.

The work programme described in the business plan has been drawn up to ensure that effort is focused on the highest priorities and to make the best use of available resources. We have aimed to:

- ◆ meet statutory requirements and government policy priorities;
- ◆ implement the conclusions arising from JNCC's Triennial Review;
- ◆ consolidate some of our core roles with regard to UK-scale evidence provision so that we can provide long-term, cost-effective solutions to problems across the UK and wider;
- ◆ provide high-quality evidence and associated products that can be used in many different ways at many different scales;
- ◆ maintain and enhance collaboration with a wide range of partners to develop a more integrated and joined-up approach to dealing with environmental issues;
- ◆ support individual country priorities within a framework of UK standards and co-ordination;
- ◆ maintain longstanding core activities while developing new areas to meet new demands;
- ◆ develop our capacity to advise on strategic nature conservation issues.

Over the period of the business plan JNCC will continue to be flexible and responsive to changes to policies relating to nature conservation and the associated institutional landscape in different parts of the UK, and will adjust work programmes as necessary in consultation with government sponsors.

### **Going concern**

The balance sheet at 31 March 2014 shows the reserves of the company as £246,238. The future financing of the JNCC is to be met by grant-in-aid from Defra and the devolved administrations. Grant-in-aid for the year ending 31 March 2015, taking into account the amounts required to meet JNCC's liabilities falling due in that year, has already been included in Defra's and the devolved administrations' estimates for that year, which have been approved by the relevant parliament. It has accordingly been considered appropriate to adopt the going concern basis for the preparation of these financial statements.

The directors are not aware of any significant risk which may have an impact on the ability of the company to continue to operate at the current level of activity.



## Our staff

During the year ending 31 March 2014 JNCC Support Co employed, on average, 161 full-time equivalent staff, based in offices in Peterborough and Aberdeen, with an out-posted member of staff in the Falkland Islands. Our staff bring together scientific and technical expertise, extensive knowledge of policy at global, European and national levels, and skills in working with other organisations.

Appointments are made in line with the Civil Service Commissioners' Recruitment Code, which requires appointment to be on merit on the basis of fair and open competition. We promote equality of opportunity for all staff, irrespective of their gender, sexual orientation, marital status, age, disability, race, religion or belief. We seek to provide learning and development opportunities for all staff to maximise effectiveness, increase performance and develop staff for the future. Further details regarding JNCC's remuneration policies can be found in the remuneration report on page 29.

Conditions of employment, policies and procedures are available on the JNCC website, [www.jncc.defra.gov.uk](http://www.jncc.defra.gov.uk). A revised performance management system was implemented and was in operation during the year ending 31 March 2014.

We set out to be a socially responsible organisation, providing flexibility to enable our staff to combine work with family responsibilities and to contribute to the communities they live in.

JNCC employees are covered by the provisions of the Principal Civil Service Pension Scheme (PCSPS). Details of the scheme and the company's liabilities in this regard can be found in the remuneration report and account policies note.

The breakdown of staffing and Joint Committee members by gender for the year was as follows:

	Male	Female
Directors of the company (Joint Committee members and Chief Executive)	9	4
Executive directors	3	1
Remaining staff	64	107

In 2013/14 the average sickness absence per full-time employee was 3.3 days (5.2 days in 2012/13). This compares favourably with the latest published average level of absence for the civil service which is 7.4 days per staff year<sup>1</sup>.

Mr MJM Yeo  
Chief Executive  
On behalf of the board of directors  
12 June 2014

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<sup>1</sup> <http://www.civilservice.gov.uk/about/improving/health-and-wellbeing/sickness-absence>.

# Annual Governance Statement for the Joint Nature Conservation Committee for the year ending 31 March 2014

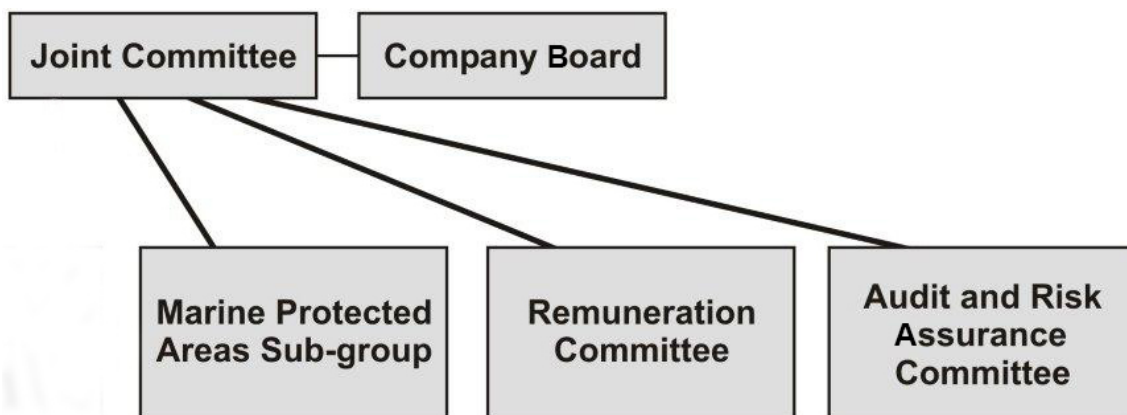
## 1. Scope of responsibility

As Accounting Officer I have responsibility for maintaining a sound system of risk management, governance and control that supports the achievement of the policies, aims and objectives of the JNCC, whilst safeguarding the public funds and the assets for which I am personally responsible, in accordance with the responsibilities assigned to me in *Managing Public Money*. I am required to provide assurances of operating sound systems of internal control and to set out how these duties have been discharged.

As Chief Executive I am responsible for all executive matters carried out by the JNCC support company. In my Accounting Officer role I have responsibilities (and associated powers) to advise the Joint Committee and to take action if I feel that the Committee makes any decisions that would infringe their governance or statutory responsibilities.

## 2. Governance framework

Governance arrangements for the JNCC, and the relationship between the JNCC, UK government departments, devolved administrations and the country nature conservation bodies, are described in an Accountability Framework (revised in November 2013), Management Statement and Financial Memorandum (revised in April 2011). These are available to download from <http://jncc.defra.gov.uk>. A diagram of the governance structure is presented below.



## 3. Joint Committee

The Joint Committee has overall responsibility for fulfilling the statutory functions of the JNCC, maintaining an effective framework of corporate governance, and promoting the efficient and effective use of resources. The Joint Committee sets the strategic direction for the JNCC and endorses the organisation's corporate and business plans for final approval by Defra and devolved ministers.

The Joint Committee consists of 14 non-executive members and is chaired by Professor Peter Bridgewater. The membership of the Committee is defined in Schedule 4 of the Natural Environment and Communities Act 2006. One of the positions on the Joint Committee remained unfilled throughout 2013/14.

In 2013/14, the Joint Committee met three times. Key items of business during the year included:

- ◆ overseeing delivery of the 2013/14 business plan and endorsing JNCC's 2014/15 business plan;
- ◆ discussing JNCC's Triennial Review and overseeing subsequent implementation;
- ◆ discussing strategic scientific issues relating to nature conservation, including protected areas and wildlife disease;
- ◆ approving significant policies (e.g. evidence quality assurance policy) and making key decisions (e.g. delegation of renewables advice to Natural England);
- ◆ reviewing reports from Committee sub-committees.

Ten members attended the Committee meetings in June and November 2013, and nine members attended the meeting in March 2014.

The Joint Committee undertake an assessment of their performance at least once every three years. The last assessment was undertaken in October 2012, and the outcomes were detailed in the 2013 Annual Report and Accounts.

Support is provided to the Joint Committee by a company limited by guarantee, JNCC Support Co, which was incorporated on 2 March 2005. During 2013/14 JNCC reviewed its governance arrangements in order to rationalise the relationship between the Joint Committee and the Company Board, clarify accountability, and ensure a stronger role in overseeing organisational performance. Changes were implemented in November 2013.

The Joint Committee has three sub-committees.

- ◆ The Audit and Risk Assurance Committee (ARAC) (previously the Audit and Risk Management Committee) became a sub-committee of the Joint Committee (formerly a sub-committee of the Company Board) in November 2013. ARAC's purpose is to support me as the Chief Executive and the Joint Committee in their responsibilities for issues of risk management, control and governance. It reviews work plans for, and reports from, internal and external audit, and advises on the identification and management of risks. It meets quarterly. The Audit and Risk Assurance Committee undertakes assessments of its performance triennially; the next review is due in October 2015.
- ◆ The Remuneration Committee sets the overall pay remit for staff employed by the company on the Joint Committee's behalf (with the approval of Defra and Treasury as required) and sets and reviews the terms and conditions and performance objectives for the Chief Executive.
- ◆ The Marine Protected Areas Sub-Group advises the Joint Committee, and in some cases makes decisions on the Joint Committee's behalf, on matters relating to the identification of marine protected areas (primarily in offshore waters) and the achievement of an ecologically coherent site network in UK waters.

In addition, a time-limited Triennial Review sub-group of the Committee was in place until July 2013, when it held its final meeting.

#### **4. Company Board**

The Joint Committee has delegated the operational delivery of JNCC's functions and duties to the Company through me as Chief Executive. From April to October 2013, the Company Board comprised Joint Committee members and four executive Directors. Following the changes to governance arrangements in November 2013, the Board now comprises Joint Committee members and me as Chief Executive.

The Company Board meets annually in June to approve the annual accounts. From April to October 2013 the Board received quarterly performance reports for JNCC and quarterly reports from the Audit and Risk Management Committee. From November 2013 these responsibilities were performed by the Joint Committee.

#### **5. Executive governance**

The Executive Management Board (EMB) comprises me as Chief Executive and four executive directors. It is responsible for supporting me, in my role as Accounting Officer and company director, for directing and managing the affairs of the company to deliver the Joint Committee's corporate and annual business plans within a framework of effective controls.

During 2013/14, EMB met at least once a month. Attendance at meetings was very good with only four apologies during the year.

In November 2013, EMB reviewed its terms of reference to align with the changes to non-executive governance arrangements. EMB also reviewed its performance through a self-assessment during the year. As a result of the self-assessment, action is being taken to improve JNCC's approach to risk management, how EMB works together as a team, the amount of time dedicated to strategic thinking, and reporting arrangements.

EMB is supported by a number of internal management groups. Comprehensive schedules of delegation are in place.

The JNCC's system of internal financial control is based on a framework of regular management information, administration procedures including the segregation of duties, and a system of delegation and accountability.

In 2013/14, internal audit of the JNCC and JNCC Support Co was carried out by Baker Tilly, under the provisions of their framework agreement with Defra. They submitted regular reports in accordance with the requirements of Government Internal Audit Standards. Internal audit activity is targeted at assessing the adequacy and effectiveness of the systems of internal control and governance in the areas reviewed. The areas for review were determined by reference to the levels of risk in the corporate risk register and through discussion with executive directors, senior managers and members of the ARAC. For 2013/14 the Head of Internal Audit's opinion was that JNCC had adequate and effective governance, risk management and control processes in place, and that both the Executive Management Board and the Joint Committee can take substantial assurance that the controls upon which the organisation relies were suitably designed, consistently applied and effective.

Internal audit for 2014/15 to 2016/17 will be provided through a "Defra Shared Audit Service" by a new contractor, KPMG LLP.

## **6. Information management**

JNCC is an information-rich organisation, and during 2013/14 several actions were taken to improve our capability to manage information effectively and mitigate risks.

- ◆ Additional capacity was deployed into JNCC's network infrastructure to manage storage and backup for an increased volume of data gathered from marine survey work. The solution will deliver capacity and performance to deal with changing work requirements over the next three years.
- ◆ Measures were taken to improve the efficiency of working for home-based, remote and Aberdeen staff, including increasing the bandwidth between the Peterborough and Aberdeen offices.
- ◆ Work to increase JNCC's capacity to deal with a disruption to business activities continued in 2013/14 with the design of a technical disaster recovery system that will allow JNCC to replicate critical data between Peterborough and Aberdeen, thus creating an efficient and effective contingency process. A deployment plan has been produced and will be implemented by early 2014/15.
- ◆ Work began to establish a new metadata catalogue and ensure that this is populated with data sources being actively used, managed and published by JNCC. Good progress has been made, and full release of the system is planned for the second quarter of 2014/15.

JNCC does not use any business critical models. All science-based models (i.e. those used to understand and describe complex natural systems) developed and used by JNCC, and the data used in these models, are quality assured in accordance with JNCC's Evidence Quality Assurance Policy. Our policy requires that good scientific practice is followed, including peer review at appropriate stages in model development and testing, and that third party models are of fit-for-purpose quality before use.

No significant lapses of protective security (for example data losses) occurred in 2013/14.

## **7. Performance management**

The JNCC maintains a sound performance management system. Corporate Priority Performance Measures (PPMs) are set annually through JNCC's business planning process and are endorsed by the Joint Committee and the ministers of the UK and devolved governments. Quarterly milestones are defined for each PPM and are used to assess performance in-year.

During the year, EMB undertakes quarterly reviews of the JNCC's performance against its priority performance measures and its financial position, and reports to the Joint Committee. JNCC also submits performance reports to its government sponsors and performance review meetings are held each quarter with representatives of Defra, devolved administrations and country conservation bodies. The JNCC Chair and I have a performance review every six months with the Defra minister responsible for JNCC, and the Chair meets environment ministers from each of the devolved administrations at least once a year.

In 2013/14 JNCC put in place a series of enhancements to increase the timeliness of performance information and to provide clearer reports. This work extends into 2014/15 with work being undertaken to augment reporting for Defra, devolved administrations and country conservation bodies.

## **8. Compliance with the NDPB Corporate Governance Code**

As part of the Triennial Review an assessment of JNCC's corporate governance arrangements was carried out in accordance with Cabinet Office Triennial Review Guidelines. The assessment considered the controls, processes and safeguards that JNCC has in place as an executive Non-Departmental Public Body (NDPB). The report can be found at:

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/209392/principles-corporate-governance-jncc.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/209392/principles-corporate-governance-jncc.pdf).

In 2013/14 JNCC complied with the NDPB Corporate Governance Code in so far as it applies to the organisation with the following exceptions.

- ◆ JNCC does not currently undertake an annual evaluation of Committee and Board performance. The Joint Committee and ARAC evaluate their performance at least once every three years; this is commensurate with the size of the Committees and number of meetings each year. Professor Bridgewater undertakes an annual performance review for each of the independent members of the Joint Committee.
- ◆ JNCC monitors performance in handling Freedom of Information and Environmental Information Regulations requests and reports this information on the JNCC website. Significant resources would be required to develop and implement systems to monitor and report on other correspondence, and there are currently no plans to do this. JNCC has a complaints procedure documented on its website which explains who is responsible for investigating and adjudicating on any complaints. All correspondence is handled on a need to know basis and held in a confidential file with restricted access.

## **9. Risk management**

JNCC takes a balanced approach to risk and is committed to managing risks effectively at all levels in the organisation. We focus our effort on addressing the significant risks affecting our ability to achieve the targets and performance measures set out in our annual business plan and our longer-term strategic goals, but accept that exposure to some risk is necessary to enable the effective delivery of objectives. We will take the action needed to safeguard our assets and resources, meet legal requirements and comply with our governance arrangements, but given current financial restraints we accept that we will not always be able to meet 'best practice'. We will take appropriate action to ensure that back-office activities are undertaken at the most cost-effective level, commensurate with the risk to the public purse, employees' safety and data security. We will always apply high standards in providing evidence and advice to government, recognising that lowering standards in this area could potentially have serious political and reputational consequences. Political and institutional changes, both in Whitehall and the devolved administrations, will present JNCC with particular challenges, for example in leading the development of new areas of work, building new partnerships and adopting new working practices. We recognise that these developments will often involve a high degree of risk, and we will manage them accordingly.

Leadership of the risk management process within the JNCC is provided by me as Chief Executive and Accounting Officer. JNCC's risk management strategy has been drawn up and implemented in line with Treasury guidance, and ensures that risks are identified and managed effectively. The risk management strategy entails embedding the risk management process into each part of the work planning, delivery and reporting process.

JNCC operates a structured risk and control framework which enables identification, prioritisation and escalation of key strategic risks. All significant risks are described in a

single corporate risk register and each risk is owned by an executive director. Risks to delivery of JNCC's Priority Performance Measures are considered and where necessary intervention is agreed and mitigation undertaken. Responsibility for risk ultimately lies with the Joint Committee. However, regular consideration and reporting of new or fast-evolving risks is undertaken by EMB (monthly) and ARAC (quarterly). ARAC also monitor the significant risks identified in the previous year's Governance Statement. The ARAC Chair refers to the Joint Committee all issues that pose a major risk or threat to the business integrity of JNCC and those that in his judgement require disclosure to the full Committee or need immediate action. In addition, the Chair of ARAC informs the Joint Committee of any fraud, misappropriation or malpractice immediately that it is discovered or suspected. During the year no issues were escalated to the Joint Committee.

In 2013/14 JNCC received no ministerial directions.

## 10. Significant risks and internal control issues in 2013/14

The following table details significant risks and internal control issues in 2013/14 and summarises the management action taken or to be taken. The extent to which these actions have successfully addressed the control issues will be kept under review during 2014/15 by EMB and ARAC.

Significant issue	Management action
<p>The operating environment within which JNCC operates is becoming increasingly complex and challenging. Senior management capacity and competence have not kept pace with these challenges.</p>	<ul style="list-style-type: none"> <li>• JNCC has introduced the civil service performance management system and competency framework, which has helped to clarify management competency requirements. A recent review has indicated implementation needs to be improved, and this will be addressed in 2014/15.</li> <li>• An additional senior management post has been created to increase capacity.</li> <li>• EMB is undertaking a review of organisational structure. Recommendations for change will be agreed in summer 2014 and implementation will take place over the remainder of the financial year.</li> <li>• A business partnering approach will be developed as part of a new Governance and Corporate Services Strategy which will result in senior managers being provided with better information and expert advice.</li> </ul>
<p>Workforce management has been very problematic through the year. A significant factor has been a very high rate of internal staff turnover, caused in part by government restrictions on external recruitment. This has caused a high level of vacancies (approximately 9% of staff complement was unfilled throughout the year) and additional management input to staff recruitment, induction and training. The end result has been slippage against several priority performance measures, underspend against budgets, and increased staff workloads.</p>	<ul style="list-style-type: none"> <li>• We will continue to apply day to day management measures in relation to scheduling and prioritisation of work, monitoring spend and identifying contingency projects.</li> <li>• We will discuss with Defra whether changes to implementation of the restrictions on external recruitment are possible.</li> </ul>

Significant issue	Management action
<p>Prioritisation of effort and assessment of risk are becoming increasingly challenging as JNCC is expected to deliver demanding work programmes with reduced resources. There is also an increasing tension between short-term requirements and longer-term strategic priorities.</p>	<ul style="list-style-type: none"> <li>• A more rigorous approach is being taken to prioritisation in business planning, with a smaller number of priority performance measures in the 2014/15 business plan.</li> <li>• We will review our corporate approach to risk assessment, management and reporting during 2014/15.</li> <li>• We are starting to review strategic priorities in some parts of JNCC's work (e.g. Overseas Territories) and will consider initiating a wider strategic review in 2014/15.</li> </ul>
<p>JNCC's role is becoming increasingly complex as devolution and changes in legislation and other Government priorities lead to divergence in approaches and institutional arrangements in different parts of the UK.</p>	<ul style="list-style-type: none"> <li>• We are making additional effort to provide funding bodies with the information they need to understand JNCC's work and make decisions on priorities.</li> <li>• We are taking measures to support country-specific priorities (within a UK context), e.g. by locating a member of staff in Wales.</li> <li>• We will be flexible and responsive to future change, e.g. as a result of the independence referendum in Scotland.</li> </ul>
<p>Turnover in Joint Committee membership has been substantial in the latter part of 2013/14 and will continue into 2014/15. A new JNCC Chair will be appointed in June 2014. By September 2014, roughly half of Committee members will have been in place for less than a year. The lack of continuity in membership presents risks to the effectiveness of the Committee and its sub-groups and to relationships with the devolved administrations and country conservation bodies.</p>	<ul style="list-style-type: none"> <li>• An induction programme will be provided for new Committee members.</li> <li>• Chief Executive and directors will work with the new Chair to help them lead Committee effectively.</li> </ul>
<p>The evidence underpinning JNCC's advice to government is coming under increasing scrutiny. Evidence requirements are also evolving (e.g. in relation to ecosystem services and natural capital), and changes are being made to arrangements for prioritising, collecting, communicating and funding evidence (e.g. through Defra's One Network Evidence project).</p>	<ul style="list-style-type: none"> <li>• During 2013/14 Joint Committee approved a new evidence quality policy for JNCC. This will be implemented in early 2014/15.</li> <li>• JNCC will continue to engage fully with Defra's One Network Evidence project that guides strategic alignment of the Defra network evidence function. We will assess the implications of new ways of working in the context of JNCC's UK remit.</li> <li>• We will increasingly align our evidence activities with requirements for information and advice on ecosystem services.</li> <li>• As far as possible, we will shift resources into fulfilling strategic priorities for marine evidence.</li> </ul>



Significant issue	Management action
<p>Data management risks, largely around inappropriate data exposure (either intentional or accidental) and general inefficiencies within data use caused by inadequacies in data management practice.</p>	<ul style="list-style-type: none"> <li>• Good progress has been made during 2013/14 and an action plan has been developed to address residual issues in 2014/15. Priorities include: <ul style="list-style-type: none"> <li>finalising a data management protocol;</li> <li>updating the Data Security and IT Usage Policy;</li> <li>introducing a sensitive data policy;</li> <li>running periodic audits to ensure sound data management is maintained;</li> <li>emphasising data management in staff performance agreements, and identifying training priorities;</li> <li>considering secure offsite storage of backup media.</li> </ul> </li> </ul>
<p>Risks in relation to business continuity were highlighted by an incident in December 2013. Storm damage to the air conditioning unit on the roof of the Peterborough office led to major failure of IT systems. Swift action was taken to minimise damage to hardware and prevent loss of data, but the incident highlighted some problems in handling incidents out of office hours.</p>	<ul style="list-style-type: none"> <li>• An exercise to review the lessons learnt from the incident in December 2013 has been completed.</li> <li>• A business continuity table-top exercise was held on 2 April to test current arrangements.</li> <li>• During 2014/15 the business continuity recovery plan will be reviewed and amended as necessary.</li> </ul>

## 11. Conclusion

During 2013/14 JNCC's governance arrangements were generally robust. In December 2013, internal auditors reviewed JNCC's governance control framework. They concluded that management and the Joint Committee can take assurance that the controls upon which the organisation relies to manage the area of governance were suitably designed, consistently applied and effective.

JNCC continues to face a number of significant risks and internal control issues, especially in relation to the complex and continually evolving environment in which it operates. These are detailed in section 10 of this Governance Statement. Actions have been identified to manage these risks effectively and will be monitored closely during 2014/15.

Mr MJM Yeo  
Chief Executive  
12 June 2014

## **JNCC Support Co Remuneration Report**

### **Remuneration policy**

The remuneration for the JNCC Chair and independent Committee members is set by the Department for Environment, Food and Rural Affairs (Defra).

The remuneration of the Chief Executive is reviewed regularly against the advice issued by the Review Body on Senior Salaries. Any proposed changes are then subject to the approval of Defra.

All pay awards for staff other than the Chief Executive have to conform to the annual Civil Service Pay Guidance document issued by Treasury. This guidance document forms part of the pay remit process, and is intended to ensure that pay awards are affordable, offer value for money, and meet the needs of individual businesses. As part of this process the JNCC has to submit its recommended pay award to Defra, who have delegated authority to approve pay remits that conform to Treasury guidance. Pay remits that do not conform to the guidance require Treasury approval.

The JNCC applies a number of reward principles which aim to:

- ◆ meet business needs of the organisation;
- ◆ be affordable for the organisation in the short and long-term;
- ◆ provide a pay structure which is sustainable in the longer-term;
- ◆ reward, retain and motivate staff;
- ◆ support equal pay;
- ◆ be fair and transparent;
- ◆ ensure that appropriately skilled and experienced staff can be recruited;
- ◆ recognise and reward good performance;
- ◆ offer comparable salary levels with other relative workforce groups;
- ◆ aim to maintain the total staff remuneration package at a level which is appropriate given the financial environment and reflects competitiveness in the appropriate market.

### **Contracts of employment**

Appointments are made in line with the Civil Service Commissioners' Recruitment Code, which requires appointment to be on merit on the basis of fair and open competition but also includes the circumstances when appointments may otherwise be made.

Unless otherwise stated below, the directors and other staff covered by this report hold appointments which are open-ended. Early termination for all staff, other than for misconduct, would result in the individual receiving compensation as set out in the Civil Service Compensation Scheme. However, independent members of the Committee who are appointed by Defra under an instrument of appointment would not be eligible for compensation under the Civil Service Compensation Scheme.

The periods of appointment for independent Committee members are detailed below.

Dr P Bridgewater was re-appointed for a three-year term commencing on 1 October 2010, subsequently extended to 31 May 2014

Dr R Brown was re-appointed for a three-year term commencing on 1 December 2012

Mr G Duke was re-appointed for a three-year term commencing on 1 December 2012

Judith Webb was re-appointed for a three-year term commencing on 1 September 2011

Prof. M Kaiser was appointed for a three-year term commencing on 1 April 2012

Further information about the work of the Civil Service Commissioners can be found at <http://civilservicecommission.independent.gov.uk/>

### **Remuneration (including salary) and pension entitlements**

The following sections provide details of the remuneration and pension interests of the most senior JNCC staff, and those of the Chair and independent members of the Committee. JNCC is advised of the salaries of the Chair and independent Committee members by the Department for Environment, Food and Rural Affairs. Members appointed by the country conservation bodies are remunerated directly by those bodies. This information is subject to audit.

#### **Salary**

'Salary' includes gross salary and any allowances, such as recruitment and retention allowances, to the extent that it is subject to UK taxation. This report is based on payments made by JNCC Support Co and thus recorded in these accounts.

#### **Benefits in kind**

The monetary value of benefits in kind covers any benefits provided by the employer and treated by Her Majesty's Revenue and Customs as a taxable emolument. At the present time, no senior member of staff of JNCC Support Co is in receipt of taxable benefits.

#### **Bonuses**

Bonuses are based on performance levels and are made as part of the formal staff appraisal process. The bonuses awarded in 2013/14 relate to performance in 2012/13.

JNCC also operates a reward and recognition scheme whereby individuals can receive bonuses of up to £250. These are paid on a quarterly basis.

## Single total figure of remuneration (subject to audit)

Committee members:	Period of appointment	Days Service 2013/14	Salary £ 000s	
			2013/14	2012/13
<b>Chair</b>				
Dr P Bridgewater	01.10.2007 to 31.05.2014	104	40 - 45	40 - 45
<b>Independent members</b>				
Mr DE Pritchard	01.12.2006 to 30.11.2012	0	0	5 - 10
Judith Webb	01.09.2008 to 31.08.2014	30	5 - 10	5 - 10
Dr R Brown	01.12.2009 to 31.11.2015	30	5 - 10	5 - 10
Mr G Duke	01.12.2009 to 30.11.2015	42	15 - 20	5 - 10
Prof M Kaiser	01.04.2012 to 31.03.2015	30	5 - 10	5 - 10

No Committee members received bonus payments or pension benefits in either 2012/13 or 2013/14.

Executive Directors:	Salary £ 000s		Bonus payments £ 000s		Pension benefits £ s <sup>1</sup>		Total £ 000s	
	2013/14	2012/13	2013/14	2012/13	2013/14	2012/13	2013/14	2012/13
<b>Chief Executive</b>								
Mr MJM Yeo	85 - 90	80 - 85	5 - 10	0	20,000	42,000	110-115	125-130
<b>Other Directors</b>								
Dr JC Goold	50 - 55	50 - 55	0	0	21,000	19,000	70 - 75	70 - 75
Mrs SE McQueen <sup>2</sup>	45 - 50	30 - 35	0 - 5	0	5,000	1,000	50 - 55	35 - 40
Mr PM Rose	55 - 60	50 - 55	0	0	8,000	7,000	60 - 65	60 - 65
Dr SD Gibson	50 - 55	50 - 55	0	0	6,000	20,000	55 - 60	70 - 75

1. The value of benefits accrued during the year is calculated as (the real increase in pension multiplied by 20) plus (the real increase in any lump sum) less (the contributions made by the individual). The real increases exclude increases due to inflation or any increases or decreases due to transfers of pension rights.
2. Mrs SE McQueen was employed on a part-time basis for part of 2013/14. Her salary for 2013/14 expressed as a full year equivalent falls in the band £50 - 55,000 (unchanged from 2012/13).

## Pay multiples

Reporting bodies are required to disclose the relationship between the remuneration of the highest-paid director in their organisation and the median remuneration of the organisation's workforce.

The banded remuneration of the highest-paid director in JNCC Support Co for 2013/14 was £90 - 95,000 (£80 - £85,000 in 2012/13). This was 3.4 times the median remuneration of the workforce (3.1 times in 2012/13), which was £26,865 (£26,533 in 2012/13).

No employees received remuneration in excess of the highest paid director in either 2013/14 or 2012/13.

Total remuneration includes salary, non-consolidated performance related pay, benefits-in-kind. It does not include severance payments, employer pension contributions and the cash equivalent value of pensions.

### Pension benefits (subject to audit)

Executive Directors	Total accrued pension at pension age at 31/03/14 and related lump sum £ 000s	Real increase in pension and related lump sum at pension age £ 000s	CETV at 31/03/14 £ 000s	CETV at 31/03/13 £ 000s	Real Increase in CETV £ 000s
<b>Chief Executive</b>					
Mr MJM Yeo <sup>1</sup>	30 - 35	0 – 2.5	497	452	12
<b>Other Directors</b>					
Dr JC Goold <sup>1</sup>	5 - 10	0 - 2.5	79	62	10
Mrs SE McQueen	15 – 20 plus lump sum of 45 - 50	0 - 2.5 plus lump sum of LS 0 - 2.5	251	233	2
Mr PM Rose	10 – 15 plus lump sum of LS 40 - 45	0 - 2.5 plus lump sum of LS 0 - 2.5	273	251	6
Dr SD Gibson	10 – 15 plus lump sum of LS 40 - 45	0 - 2.5 plus lump sum of LS 2.5 - 5	226	208	4

1. Mr MJM Yeo and Mr JC Goold are members of pension schemes that do not include a lump sum payment.

### Civil Service pensions

Pension benefits are provided through the Civil Service pension arrangements. Civil servants may be in one of four defined benefit schemes; either a final salary scheme (classic, premium or classic plus); or a whole career scheme (nuvos). These statutory arrangements are unfunded with the cost of benefits met by monies voted by Parliament each year. Pensions payable under classic, premium, classic plus and nuvos are increased annually in line with Pensions Increase legislation. Members joining from October 2002 may opt for either the appropriate defined benefit arrangement or a 'money purchase' stakeholder pension with an employer contribution (partnership pension account).

Employee contributions are salary-related and range between 1.5% and 6.25% of pensionable earnings for classic and 3.5% and 8.25% for premium, classic plus and nuvos. Increases to employee contributions will apply from 1 April 2014. Benefits in classic accrue at the rate of 1/80th of final pensionable earnings for each year of service. In addition, a lump sum equivalent to three years initial pension is payable on retirement. For premium, benefits accrue at the rate of 1/60th of final pensionable earnings for each year of service. Unlike classic, there is no automatic lump sum. Classic plus is essentially a hybrid with benefits for service before 1 October 2002 calculated broadly as per classic and benefits for service from October 2002 worked out as in premium. In nuvos a member builds up a pension based on his pensionable earnings during their period of scheme membership. At the end of the scheme year (31 March) the member's earned pension account is credited with 2.3% of their pensionable earnings in that scheme year and the accrued pension is

updated in line with Pensions Increase legislation. In all cases members may opt to give up (commute) pension for a lump sum up to the limits set by the Finance Act 2004.

The partnership pension account is a stakeholder pension arrangement. The employer makes a basic contribution of between 3% and 12.5% (depending on the age of the member) into a stakeholder pension product chosen by the employee from a panel of three providers. The employee does not have to contribute, but where they do make contributions, the employer will match these up to a limit of 3% of pensionable salary (in addition to the employer's basic contribution). Employers also contribute a further 0.8% of pensionable salary to cover the cost of centrally-provided risk benefit cover (death in service and ill health retirement).

The accrued pension quoted is the pension the member is entitled to receive when they reach pension age, or immediately on ceasing to be an active member of the scheme if they are already at or over pension age. Pension age is 60 for members of classic, premium and classic plus and 65 for members of nuvos.

Further details about the Civil Service pension arrangements can be found at the website <http://www.civilservice.gov.uk/pensions>

### **Cash Equivalent Transfer Values**

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies.

The figures include the value of any pension benefit in another scheme or arrangement which the member has transferred to the Civil Service pension arrangements. They also include any additional pension benefit accrued to the member as a result of their buying additional pension benefits at their own cost. CETVs are worked out in accordance with The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations 2008 and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

### **Real increase in CETV**

This reflects the increase in CETV that is funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.

### **Compensation for loss of office**

No compensation was paid for loss of office to any JNCC employees in the 12 months to 31 March 2014.

Mr MJM Yeo  
Chief Executive  
12 June 2014

## Statement of Directors' Responsibilities

Under Section 393 of the Companies Act 2006 directors of a company must not approve accounts unless they are satisfied that they give a true and fair view of the assets, liabilities, financial position and profit or loss of the company.

Section 394 of the Companies Act 2006 requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the profit and loss of the company for that period. In preparing those financial statements, the directors are required to:

- ◆ select suitable accounting policies and then apply them consistently;
- ◆ make judgements and estimates that are reasonable and prudent;
- ◆ state whether applicable accounting standards have been followed, subject to any material departures disclosed and maintained in the financial statements;
- ◆ prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Where amounts are presented within items in the profit and loss account and balance sheet, the directors have had regard to the substance of the reported transactions or arrangement, in accordance with generally accepted accounting principles or practice. In the case of each of the persons who are directors at the time when the directors' report is approved:

- ◆ so far as the directors are aware, there is no relevant audit information (information needed by the company's auditors in connection with preparing the report) of which the company's auditors are unaware; and
- ◆ each director has taken all the steps that they ought to have taken as a director in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

## **THE CERTIFICATE AND REPORT OF THE COMPTROLLER AND AUDITOR GENERAL TO THE MEMBERS OF THE JOINT NATURE CONSERVATION COMMITTEE SUPPORT CO**

I certify that I have audited the financial statements of the Joint Nature Conservation Committee Support Co for the year ended 31 March 2014 under the Government Resources and Accounts Act 2000. The financial statements comprise the Profit and Loss Account, Balance Sheet, Cash Flow Statement, Statement of Total Recognised Gains and Losses, and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). I have also audited the information in the Remuneration Report that is described in that report as having been audited.

### **Respective responsibilities of the directors and the auditor**

As explained more fully in the Directors' Responsibilities Statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. My responsibility is to audit, certify and report on the financial statements in accordance with the Government Resources and Accounts Act 2000. I conducted my audit in accordance with International Standards on Auditing (UK and Ireland). Those standards require me and my staff to comply with the Auditing Practices Board's Ethical Standards for Auditors.

### **Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition I read all the financial and non-financial information in the Directors' Report and Strategic Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by me in the course of performing the audit. If I become aware of any apparent material misstatements or inconsistencies I consider the implications for my certificate.

I am required to obtain evidence sufficient to give reasonable assurance that the expenditure and income recorded in the financial statements have been applied to the purposes intended by Parliament and the financial transactions recorded in the financial statements conform to the authorities which govern them.

### **Opinion on regularity**

In my opinion, in all material respects the expenditure and income recorded in the financial statements have been applied to the purposes intended by Parliament and the financial transactions recorded in the financial statements conform to the authorities which govern them.



## **Opinion on financial statements**

In my opinion:

- the financial statements give a true and fair view of the state of the company's affairs as at 31 March 2014 and of its gain for the year then ended;
- the financial statements have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- the financial statements have been prepared in accordance with the Companies Act 2006.

## **Opinion on other matters**

In my opinion:

- the part of the Remuneration Report to be audited has been properly prepared in accordance with the Government Financial Reporting Manual; and
- the information given in the Directors' Report and Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

## **Matters on which I report by exception**

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- adequate accounting records have not been kept or returns adequate for my audit have not been received from branches not visited by my staff; or
- the financial statements and the part of the Remuneration Report to be audited are not in agreement with the accounting records and returns; or
- I have not received all of the information and explanations I require for my audit; or
- the Governance Statement does not reflect compliance with HM Treasury's guidance.

## **Report**

I have no observations to make on these financial statements.

**Sir Amyas C E Morse**  
**Comptroller and Auditor General**

National Audit Office  
157-197 Buckingham Palace Road  
Victoria  
London  
SW1W 9SP

17 June 2014

## Profit and Loss Account for the year ended 31 March 2014

	Note	2013/14 £	2012/13 (reclassified) £
<b>Turnover</b>	2	11,752,057	11,009,335
Cost of activities	2	(9,460,313)	(9,198,442)
<b>Gross profit</b>		<b>2,291,744</b>	<b>1,810,893</b>
Administrative expenditure	3	(2,207,750)	(2,074,120)
<b>Operating gain or (loss)</b>	2	<b>83,994</b>	<b>(263,227)</b>
Transfer from deferred income relating to capital assets depreciation and disposals	15	138,435	73,222
<b>Gain or (loss) on ordinary activities before interest</b>		<b>222,429</b>	<b>(190,005)</b>
Other interest receivable and similar income		586	541
<b>Gain or (loss) on ordinary activities before taxation</b>		<b>223,015</b>	<b>(189,464)</b>
Tax on interest receivable		(117)	(108)
<b>Gain or (loss) for the financial year</b>		<b>222,898</b>	<b>(189,572)</b>

The figures for 2012/13 have been reclassified reflecting that the definition of executive director has been revised to include Executive Management Board members that are not members of the company board. This has resulted in the cost of one director moving from the “cost of activities” to “administrative expenditure”. This has had no impact on the operating gain or loss for either year.

The notes commencing on page 41 form part of these accounts.

## Statement of Total Recognised Gains and Losses for the year ended 31 March 2014

	Note	2013/14	2012/13
		£	£
Gain or (loss) for the financial year		222,898	(189,572)
Capital grant for the purchase of assets	18	58,274	163,310
Total gain or (loss) relating to and recognised in the year		<b><u>281,172</u></b>	<b><u>(26,262)</u></b>

The notes commencing on page 41 form part of these accounts.

## Balance Sheet as at 31 March 2014

	Note	As at 31 March 2014		As at 31 March 2013	
		£	£	£	£
<b>Fixed assets</b>					
Intangible assets	9		79,408		93,458
Tangible assets	10		286,978		353,089
			<b>366,386</b>		<b>446,547</b>
<b>Current assets</b>					
Cash at bank and in hand	11	963,279		786,743	
Debtors	12a	375,542		331,496	
		<b>1,338,821</b>		<b>1,118,239</b>	
<b>Creditors</b>					
Amounts falling due within one year	13a	(791,548)		(919,899)	
<b>Net current assets</b>			<b>547,273</b>		<b>198,340</b>
<b>Total assets less current liabilities</b>			<b>913,659</b>		<b>644,887</b>
<b>Provisions for liabilities</b>	16		<b>(436,035)</b>		<b>(300,000)</b>
<b>Deferred income to be utilised after more than one year</b>	14		<b>(231,386)</b>		<b>(321,547)</b>
<b>Net assets</b>			<b>246,238</b>		<b>23,340</b>
<b>Capital and reserves</b>					
Profit and loss account	17		246,238		23,340
<b>Total reserves</b>			<b>246,238</b>		<b>23,340</b>

The Financial Statements on pages 37 to 40 were approved by the board of directors on 12 June 2014 and signed on its behalf.

Mr MJM Yeo  
Chief Executive

The notes commencing on page 41 form part of these accounts.

## Cashflow Statement for the year ended 31 March 2014

	Note	2013/14	2012/13
		£	£
Net cash inflow from operating activities	18	234,341	341,659
Taxation			
Corporation Tax	2	(117)	(108)
Capital expenditure			
Purchase of fixed assets	9, 10	(58,274)	(163,310)
Returns from investments and servicing of finance			
Interest received	2	586	541
<b>Increase in cash</b>	11	<b>176,536</b>	<b>178,782</b>
<b>Reconciliation of net cash flow to movement in net funds</b>			
Net funds at the beginning of the period	11	786,743	607,961
<b>Net funds at the end of the period</b>	11	<b>963,279</b>	<b>786,743</b>

The notes commencing on page 41 form part of these accounts.

## **JNCC Support Co notes to the Financial Statements for the year ended 31 March 2014**

### **1. Accounting policies**

#### **Statement of accounting policies**

The financial statements are intended, without limiting the information given, to conform to the requirements of the Companies Act 2006 and the Statements of Standard Accounting Practice and Financial Reporting Standards issued or approved by the Accounting Standards Board insofar as these requirements are appropriate. Where the requirements of the Government Financial Reporting Manual (FRoM) do not conflict with UK Generally Accepted Accounting Practice (UK GAAP), information has been presented utilising the FRoM requirements.

Where the requirements of the Companies Acts or the FRoM permits a choice of accounting policy, the accounting policy which is judged to be most appropriate to the particular circumstances of the JNCC Support Co, for the purpose of giving a true and fair view, has been selected.

The financial statements conform to the provisions of the Companies Act 2006 and the UK GAAP which does not require adoption of the International Financial Reporting Standard (IFRS). The Executive Management Board considers that the adoption of IFRS would not improve the understanding of the Financial Statements and have therefore decided not to adopt IFRS within these statements.

#### **Accounting convention**

These financial statements have been prepared under the historical cost convention.

#### **Estimation**

In the view of the Executive Management Board no estimation techniques have been adopted in the preparation of these financial statements which are significant for the purposes of paragraph 57 of the FRS 18.

#### **Turnover**

The principal form of income is grant-in-aid received from the Department for Environment, Food and Rural Affairs. This is treated as income in the accounts as it is provided to enable JNCC Support Co to provide the services necessary to support the Joint Nature Conservation Committee in the delivery of its objectives.

The bulk of the remaining turnover is in the form of contributions to project work, plus further income comprising grants from European Union sources, income for the provision of advice, and royalties generated by sales of publications.

Expenditure is stated gross of VAT because as a public sector organisation JNCC is only able to reclaim a fraction of the VAT paid on expenses incurred as part of its normal business. However, all income is stated net of VAT and trade discounts.

#### **Going concern**

Grant-in-aid for 2014/15, taking into account the amounts required for JNCC Support Co's liabilities falling due in that year, has already been approved by UK Parliament, the Scottish

Parliament, the National Assembly for Wales and the Northern Ireland Assembly. It is therefore considered appropriate that these financial statements have been prepared on a going concern basis.

### **Fixed assets**

JNCC has elected to value fixed assets at depreciated historic cost as a proxy for fair value on the basis that the assets are low value and/or have short useful economic lives. This approach is permitted under paragraph 6.2.7 (h) of the FReM 2013/14.

Individual assets costing £2,000 or more including VAT are capitalised as tangible or intangible assets, assuming they are intended to be used on a continuing basis. These assets are valued at depreciated historical cost. Assets costing less than £2,000 are charged to the profit and loss account in the year of purchase.

### **Depreciation**

Depreciation is provided on all tangible and intangible fixed assets at rates calculated to write off the cost or valuation of each asset evenly over its expected useful life. Standard write-off periods, shown below, are normally used, although alternative lives may be used where relevant information is available to ascribe a more accurate expected useful life:

Leasehold property improvements	over the period of individual leases
Computer equipment	5 years
Other equipment	5 to 10 years
Software licences	5 years

Where an asset is still being used as at the end of the original write-off period, the write-off period is extended, where material, to reflect the asset's revised economic life, and previous depreciation is recalculated.

Depreciation is charged on a monthly basis from the date of purchase.

### **Research and development**

The company writes off all expenditure on research and development in the year it occurs.

### **Foreign exchange**

Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Receipts received in foreign currencies are normally converted to sterling on the day of receipt unless JNCC will be making payments to third parties in the currency received.

Transactions in foreign currencies are translated into sterling at the rate ruling at the date of the transaction. Exchange differences are recognised in the profit and loss account.

### **Leases**

Rental costs arising in respect of operating leases are charged to the profit and loss account over the life of each lease. JNCC Support Co is making no payments in respect of assets acquired by means of finance leases.

## **Pension costs**

Pension benefits are provided through the Principal Civil Service Pension Scheme (PCSPS), full details of which are described within the remuneration report.

Although the PCSPS is a defined benefit scheme, entities such as JNCC Support Co covered by the scheme recognise the cost of the elements on a systematic and rational basis over the period during which it benefits from employees' services, by payment to the PCSPS of amounts calculated on an accruing basis. Liability for payment of future benefits is a charge on the PCSPS.

Note 6 provides details of JNCC Support Co's pension costs.

The current and previous JNCC Chairs were entitled to a pension scheme but were not eligible to join the PCSPS, under its prevailing rules. Individual "by analogy to the PCSPS" schemes have been established to provide pensions for the Chairs and any ongoing liability arising from these arrangements will be borne by JNCC Support Co. The policy previously was to charge the cost of paying the pensions to the profit and loss account in the years that they were paid. Following an exercise undertaken in 2013/14, to estimate the cumulative expense of these pensions in future years, a provision of £136,035 was established to provide for these costs in line with the requirements of FRS12 (Provisions, Contingent Liabilities and Contingent Assets).

## **Grants received**

Grant-in-aid received of a revenue nature is credited to income for the year to which it relates. Grants received from sources other than Government grants, including from European Union sources, are matched to the corresponding project expenditure in the year in which it is incurred.

Grant-in-aid received for the purchase of capital assets is treated as deferred income and released to the profit and loss account over the useful life of the asset concerned.

In respect of European Union funding, where JNCC Support Co was acting as the lead partner in respect of joint projects and where income for this work has been channelled to the individual partners through the lead partner, only income and expenditure related to JNCC's own work is shown in the financial statements. Any cash received by JNCC Support Co, but not distributed to the partners as at the date of the balance sheet, is shown as a third party asset in the balance sheet.

## **Taxation**

### ***Corporation Tax***

JNCC Support Co does not trade with a view to profit and therefore its Corporation Tax liability is limited to that arising from investment income and capital gains.

### ***Value Added Tax***

Most of the activities of JNCC Support Co are outside the scope of VAT so in general output tax does not apply and input tax on purchases is not recoverable. Expenditure is therefore charged gross to the relevant expense category or included in the capitalised purchase cost of non-current assets. Where output tax is charged the amounts are stated net of VAT. As JNCC makes exempt supplies for VAT it has partially exempt status. JNCC uses an agreed



formula to enable the quarterly calculation of the amount of reclaimable input tax, which is credited to the profit and loss account.

The amount of reclaimable input tax is small and is therefore shown as a credit to the profit and loss account. During 2013/14 the amount of reclaimed input tax was £17,060 (£7,383 in 2012/13).

JNCC Support Co receives grant-in-aid from the Department for Environment, Food and Rural Affairs and the devolved administrations, and this is treated as non-business income for the purposes of VAT.

### **Provisions**

In accordance with FRS12, JNCC provides for obligations arising from past events where it is probable that it will be required to settle the obligation and a reliable estimate of it can be made. Future costs are not discounted unless this would significantly affect the valuation of an obligation.

## 2. Detailed trading profit and loss account for the year to 31 March 2014

	2013/14		2012/13 (reclassified)	
	£	£	£	£
<b>Turnover</b>				
JNCC grant-in-aid		10,680,726		9,425,691
European Union funding		113,087		71,067
Contributions to projects		797,535		1,307,786
Royalties		6,215		3,335
Scientific advice and information		154,490		150,869
Publication sales		-		6,895
Other receipts		4		43,692
		<b>11,752,057</b>		<b>11,009,335</b>
<b>Cost of activities</b>				
Conservation support	3,295,093		3,274,258	
Publicity and information	131,869		113,628	
Direct staff costs	<u>6,033,351</u>		<u>5,810,556</u>	
		<b>(9,460,313)</b>		<b>(9,198,442)</b>
<b>Gross profit</b>		<b>2,291,744</b>		<b>1,810,893</b>
<b>Administrative expenditure</b>				
Directors' emoluments	451,809		430,254	
Other administrative costs	<u>1,755,941</u>		<u>1,643,866</u>	
		<b>(2,207,750)</b>		<b>(2,074,120)</b>
<b>Operating gain or loss</b>		<b>83,994</b>		<b>(263,227)</b>
Transfer from deferred income		138,435		73,222
<b>Gain or loss on ordinary activities before interest</b>		<b>222,429</b>		<b>(190,005)</b>
Other interest receivable and similar income		586		541
<b>Gain or loss on ordinary activities</b>		<b>223,015</b>		<b>(189,464)</b>
Less tax on profit on investment activities		(117)		(108)
<b>Gain or loss after tax</b>		<b>222,898</b>		<b>(189,572)</b>

The figures for 2012/13 have been reclassified reflecting that the definition of executive director has been revised to include Executive Management Board members that are not members of the company board. This has resulted in the cost of one director moving from the "cost of activities" to "administrative expenditure". This has had no impact on the operating gain or loss for either year.

### Operating gain/loss

	2013/14	2012/13 (reclassified)
	£	£
This is stated after charging		
Total directors' emoluments	451,809	430,254
Auditors' remuneration	18,500	19,500
Depreciation and amortisation of owned assets	138,435	126,304
Pension costs	913,661	861,394
Operating lease rentals	<u>283,283</u>	<u>302,128</u>

Total directors' emoluments have been reclassified for 2012/13 reflecting that the definition of executive director has been revised to include all members of the Executive Management Board.

### 3. Schedule of overhead expenses for the year ended 31 March 2014

	2013/14		2012/13 (reclassified)	
	£	£	£	£
<b>Directors' emoluments</b>				
Directors' remuneration	385,626		367,357	
Contributions to directors' pensions	66,183		62,897	
		<b>451,809</b>		<b>430,254</b>
<b>Other administrative costs</b>				
<b>Cash items</b>				
Auditors' remuneration	18,500		19,500	
Rental costs under operating leases	283,283		302,128	
Accommodation costs	251,955		285,505	
Information technology	230,225		223,270	
Human resources	122,129		124,804	
Travel and subsistence	470,933		477,314	
Printing, postage, stationery and subscriptions	30,445		40,885	
Other expenses	20,240		26,927	
Less reclaimed VAT	(17,060)		(7,383)	
Legal and professional fees	31,255		31,009	
Consultancy	36,942		43,663	
Bank charges	2,218		2,077	
Exchange rate losses	406		945	
		<b>1,481,471</b>		<b>1,570,644</b>
<b>Non-cash items</b>				
Depreciation and amortisation for the year	138,435		126,304	
Asset life and reinstated asset adjustments	-		(58,408)	
Additions to provisions	136,035		-	
Profit or loss on disposal of assets	-		5,326	
		<b>274,470</b>		<b>73,222</b>
<b>Total administrative expenditure</b>		<b>2,207,750</b>		<b>2,074,120</b>

The figures for 2012/13 have been reclassified to reflect a small amount of consultancy expenditure that has been reclassified as conservation support, and because the definition of executive director has been revised to include all members of the Executive Management Board.

#### 4. Director's emoluments

	2013/14	2012/13 (reclassified)
	£	£
Directors' emoluments	385,626	367,357
Company contributions to defined benefit schemes in relation to directors' pensions	66,183	62,897
	<b>451,809</b>	<b>430,254</b>

The five executive directors accrued retirement benefits in respect of qualifying service for the defined benefit scheme during the year.

The figures for 2012/13 have been reclassified reflecting that the definition of executive director has been revised to include Executive Management Board members that are not members of the company board.

#### 5. Staff costs

The aggregate payroll costs were as follows:

	2013/14	2012/13
	£	£
Directors' emoluments	385,626	367,357
Other wages and salaries	4,784,638	4,621,024
Social security costs	401,235	391,035
Other pension costs	913,661	861,394
	<b>6,485,160</b>	<b>6,240,810</b>

#### 6. Pension costs

The Principal Civil Service Pension Scheme (PCSPS) is an unfunded multi-employer defined benefit scheme but the Joint Nature Conservation Committee is unable to identify its share of the underlying assets and liabilities. The scheme actuary valued the scheme as at 31 March 2007. Details can be found in the resource accounts of the Cabinet Office: Civil Superannuation [www.civilservice-pensions.gov.uk](http://www.civilservice-pensions.gov.uk).

For 2013/14, employers' contributions of £894,517 (£841,387 in 2012/13) were payable to the PCSPS at one of four rates in the range 16.7% to 24.3% of pensionable pay, based on salary bands. The scheme's actuary reviews employer contributions usually every four years following a full scheme valuation. For 2014/15, the rates will remain in the range 16.7% to 24.3%. The contribution rates are set to meet the cost of the benefits accruing during 2014/15 to be paid when the member retires and not the benefits paid during this period to existing pensioners.

Employees can opt to open a partnership pension account, a stakeholder pension with an employer contribution. Employer's contributions of £17,291 (£17,946 in 2012/13) were paid to one or more of the panel of three appointed stakeholder pension providers. Employer

contributions are age-related and range from 3% to 12.5% of pensionable pay. Employers also match employee contributions up to 3% of pensionable pay. In addition, employer contributions of £1,300, 0.8% of pensionable pay, were payable to the PCSPS to cover the cost of the future provision of lump sum benefits on death in service and ill health retirement of these employees (£1,360 in 2012/13).

Contributions due to the partnership pension providers at the balance sheet date were £1,176 (£1,439 at 31 March 2013). There were no prepaid contributions at this date.

## 7. Civil service compensation schemes

Redundancy and other departure costs have been paid in accordance with the provision of the Civil Service Compensation Scheme, a statutory scheme made under the Superannuation Act 1972. Exit costs are accounted for in the year of departure.

No exit packages were paid under the Civil Service Compensations Scheme in the year ended 31 March 2014, (one compulsory package was paid in 2012/13 with a total value of £100,453).

## 8. Staff numbers

The average number of full-time equivalent (FTE) persons employed by the company, including directors, during the year was as follows:

	2013/14 FTEs	2012/13 FTEs
Executive directors	4	4
Chairman and non-executive directors	1	1
Management	7	7
Operational	117	110
Administration	29	28
IT	3	3
<b>Total</b>	<b>161</b>	<b>153</b>

## 9. Intangible fixed assets

	2013/14
	£
<b>Cost</b>	
At 1 April 2013 (opening balance)	228,352
Additions during year	20,459
Disposals	-
At 31 March 2014 (closing balance)	<b>248,811</b>
<b>Amortisation</b>	
At 1 April 2013 (opening balance)	134,894
Charge for the year	34,509
Amortisation on disposals	-
At 31 March 2014 (closing balance)	<b>169,403</b>
<b>Net Book Value</b>	
At 1 April 2013 (opening balance)	<b>93,458</b>
At 31 March 2014 (closing balance)	<b>79,408</b>
	2012/13
	£
<b>Cost</b>	
At 1 April 2012 (opening balance)	215,212
Additions during year	24,594
Disposals	(11,454)
At 31 March 2013 (closing balance)	<b>228,352</b>
<b>Amortisation</b>	
At 1 April 2012 (opening balance)	138,384
Charge for the year	37,204
Amortisation on disposals	(11,454)
Asset life adjustments	(29,240)
At 31 March 2013 (closing balance)	<b>134,894</b>
<b>Net Book Value</b>	
At 1 April 2012 (opening balance)	<b>76,828</b>
At 31 March 2014 (closing balance)	<b>93,458</b>

Intangible assets represent the value of the software licences held. Intangible assets are disposed of when no longer used or when superseded by an upgrade, in which case a new asset is created, reflecting the cost of the upgrade.

Asset life adjustments represent the reversal of accumulated depreciation on assets that have had their useful economic lives extended to reflect their continued use by JNCC.

## 10. Tangible fixed assets

	Leasehold property improvements	Computer equipment	Other equipment	Total
<b>2013/14</b>				
<b>Cost</b>	£	£	£	£
At 1 April 2013 (opening balance)	109,926	416,211	161,900	688,037
Additions during year	-	22,544	15,271	37,815
Disposals	-	(2,990)	-	(2,990)
At 31 March 2014 (closing balance)	<b>109,926</b>	<b>435,765</b>	<b>177,171</b>	<b>722,862</b>
<b>Depreciation</b>				
At 1 April 2013 (opening balance)	95,293	194,172	45,483	334,948
Charge for the year	7,316	66,672	29,938	103,926
Depreciation on disposals	-	(2,990)	-	(2,990)
At 31 March 2014 (closing balance)	<b>102,609</b>	<b>257,854</b>	<b>75,421</b>	<b>435,884</b>
<b>Net Book Value</b>				
At 1 April 2013 (opening balance)	<b>14,633</b>	<b>222,039</b>	<b>116,417</b>	<b>353,089</b>
At 31 March 2014 (closing balance)	<b>7,317</b>	<b>177,911</b>	<b>101,750</b>	<b>286,978</b>
<b>2012/13</b>				
<b>Cost</b>	£	£	£	£
At 1 April 2012 (opening balance)	109,926	309,398	217,648	636,972
Additions during year	-	111,763	26,953	138,716
Disposals	-	(4,950)	(82,701)	(87,651)
At 31 March 2013 (closing balance)	<b>109,926</b>	<b>416,211</b>	<b>161,900</b>	<b>688,037</b>
<b>Depreciation</b>				
At 1 April 2012 (opening balance)	98,076	165,662	93,604	357,342
Charge for the year	6,502	51,485	31,112	89,099
Depreciation on disposals	-	(4,950)	(77,375)	(82,325)
Asset life adjustments	(9,285)	(18,025)	(1,858)	(29,168)
At 31 March 2013 (closing balance)	<b>95,293</b>	<b>194,172</b>	<b>45,483</b>	<b>334,948</b>
<b>Net Book Value</b>				
At 1 April 2012	<b>11,850</b>	<b>143,736</b>	<b>124,044</b>	<b>279,630</b>
At 31 March 2013	<b>14,633</b>	<b>222,039</b>	<b>116,417</b>	<b>353,089</b>

Asset life adjustments represent the reversal of accumulated depreciation on assets that have had their useful economic lives extended to reflect their continued use by JNCC.

## 11. Cash at bank and in hand

	1 April 2013	Cash flows	31 March 2014
	£	£	£
<b>Analysis of changes in net funds</b>			
Cash at bank	786,559	176,647	963,206
Cash in hand	184	(111)	73
<b>Total cash</b>	<b>786,743</b>	<b>176,536</b>	<b>963,279</b>

## 12a. Debtors - amounts falling due within one year

	2013/14	2012/13
	£	£
Trade debtors	138,161	108,583
Other debtors	2,776	4,250
Prepayments and accrued income	234,605	218,663
	<b>375,542</b>	<b>331,496</b>

The balance relating to trade debtors was reviewed at year end and no provision for bad debts was deemed necessary.

## 12b. Intra-government balances

	2013/14	2012/13
	£	£
Balances with other central government bodies	197,722	143,294
Balances external to government at 31 March	177,820	188,202
Total debtors as at 31 March	<b>375,542</b>	<b>331,496</b>

## 13a. Creditors - amounts falling due within one year

	2013/14	2012/13
	£	£
Trade creditors	-	117,923
Other creditors	116,089	103,578
Taxation and social security	155,195	172,171
Accruals	214,516	179,699
Deferred income	170,748	221,528
Deferred income relating to capital grants to be utilised within one year	135,000	125,000
	<b>791,548</b>	<b>919,899</b>



### 13b. Intra-government balances

	2013/14	2012/13
	£	£
Balances with other central government bodies	383,653	332,491
Balances external to government at 31 March	407,895	587,408
Total creditors as at 31 March	<b>791,548</b>	<b>919,899</b>

### 14. Deferred income relating to capital grants to be utilised after more than one year

	2013/14	2012/13
	£	£
Total deferred income relating to capital grants	366,386	446,547
Less deferred income relating to capital grants to be utilised within one year	(135,000)	(125,000)
Deferred income relating to capital grants to be utilised after more than one year	<b>231,386</b>	<b>321,547</b>

### 15. Movement on deferred income relating to capital grants

	2013/14	2012/13
	£	£
Capital grant for the purchase of intangible assets	20,459	24,594
Capital grant for the purchase of tangible assets	37,815	138,716
Transfer to profit and loss (P&L) of amortisation for the year	(34,509)	(37,204)
Transfer to P&L of depreciation for the year	(103,926)	(89,099)
Tangible asset disposals at cost for the year	(2,990)	(87,651)
Depreciation on disposal for the year	2990	82,324
Transfer from P&L of amortisation arising on extending Useful Economic Life of assets	-	29,240
Transfer from P&L of depreciation arising on extending Useful Economic Life of assets	-	29,168
Movement in year	<b>(80,161)</b>	<b>90,088</b>

## 16. Provisions for liabilities

	Pensions and similar obligations	Dilapidations provision	Total provisions
<b>2013/14</b>	£	£	£
Balance at 1 April	-	300,000	<b>300,000</b>
Provision for year	136,035	-	<b>136,035</b>
Utilised in the profit and loss account	-	-	-
Released to the profit and loss account	-	-	-
Balance at 31 March	<u>136,035</u>	<u>300,000</u>	<u><b>436,035</b></u>
<b>2012/13</b>	£	£	£
Balance at 1 April	-	300,000	<b>300,000</b>
Provision for year	-	-	-
Utilised in the profit and loss account	-	-	-
Released to the profit and loss account	-	-	-
Balance at 31 March	<u>-</u>	<u>300,000</u>	<u><b>300,000</b></u>

The provision of £300,000 created in 2011/12 and represents the expected cost of dilapidations that will be required when JNCC ceases to occupy Monkstone House. This is expected to happen either at the end of the Monkstone House lease or on exercise of the lease's break clause. The provision of £136,035 created in 2013/14 represents the estimated cost of future pension payments to JNCC Chairs entitled to a pension "by analogy to the Principle Civil Service Pension Scheme".

## 17. Profit and loss account

	<b>2013/14</b>	<b>2012/13</b>
	£	£
Balance at 1 April	23,340	212,912
Gain or loss for the year	222,898	(189,572)
Balance at 31 March	<u><b>246,238</b></u>	<u><b>23,340</b></u>

## 18. Reconciliation of operating loss to net cash inflow from operating activities

	2013/14	2012/13
	£	£
Operating gain or loss	83,994	(263,227)
Depreciation charges	103,926	89,099
Amortisation	34,509	37,204
Reversal of amortisation arising on extending useful economic life of assets	-	(29,240)
Reversal of depreciation arising on extending useful economic life of assets	-	(29,168)
Transfer to deferred income relating to capital expenditure	58,274	163,310
Profit or loss of disposal of assets	-	5,326
Decrease or increase in debtors	(44,046)	232,094
Increase or decrease in creditors	(128,351)	136,261
Increase in deferred income relating to capital grants to be utilised after more than one year	(10,000)	-
Increase in provisions	136,035	-
Net cash flow from operating activities	<u>234,341</u>	<u>341,659</u>

## 19. Leasing commitments

	Land and buildings	Others	Land and buildings	Others
	2013/14	2013/14	2012/13	2012/13
	£	£	£	£
<b>Operating leases which expire:</b>				
Within one year	218,000	16,000	-	16,000
Within 2 to 5 years	-	-	224,000	-
<b>Total</b>	<u>218,000</u>	<u>16,000</u>	<u>224,000</u>	<u>16,000</u>

## 20. Legal status

The Company is limited by guarantee. In the event of liquidation, the liability of each member does not exceed £1 if they are a member at the date of the liquidation, or if they cease to be a member within one year of the date of the liquidation.

## 21. Contingent liability

There are no contingent liabilities to declare for the current year.

## 22. Losses and special payments

JNCC reported no losses during the year of 31 March 2014 (none reported in the year to 31 March 2013). Eighteen fruitless payments were recorded in 2013/14 with a total value of £3,240.93 (19 totalling £5,996 were reported in 2012/13).

### 23. Ultimate controlling party

Fourteen of the fifteen directors are members of the Joint Nature Conservation Committee. The committee sets the overall direction and priorities for the work of the support company. For these reasons the directors consider the Joint Nature Conservation Committee to be the ultimate controlling party.

### 24. Related party transactions

In order to ensure accuracy in the consolidation of Whole of Government Accounts, the Clear Line of Site initiative requires that Arms Length Bodies (ALBs) such as the JNCC receive their grant-in-aid funding from a single source. As a result, from 1 April 2011 the JNCC Support Co received its grant-in-aid funding solely via the Department of Environment, Food and Rural Affairs (Defra), whereas prior to this date, grant-in-aid was received from Natural England, Scottish Natural Heritage and the Countryside Council for Wales – since superseded by Natural Resources Wales (the GB conservation bodies), the Department of the Environment in Northern Ireland and Defra. The GB conservation bodies are regarded as Non-Departmental Public Bodies respectively sponsored by Defra, the Scottish Government and the Welsh Government. Because the grant-in-aid now received from Defra still originates from the GB conservation bodies, the Department of the Environment in Northern Ireland and Defra, these remain considered to be related parties. During the year the Company has carried out a number of material transactions with these bodies in the normal course of business. The quantum of the transactions between the company and these bodies was as follows:

	Grant-in-aid		Specific project funding		Services purchased by the company	
	2013/14	2012/13	2013/14	2012/13	2013/14	2012/13
	£	£	£	£	£	£
Natural England	-	-	<b>265,500</b>	251,551	-	9,000
Defra	<b>10,739,000</b>	9,589,000	<b>101,038</b>	269,607	<b>43,650</b>	27,865
Scottish Natural Heritage	-	-	<b>48,744</b>	84,531	-	526
Natural Resources Wales*	-	-	<b>23,747</b>	54,851	-	-
Department for the Environment Northern Ireland	-	-	<b>20,000</b>	13,561	-	-
<b>Total</b>	<b>10,739,000</b>	<b>9,589,000</b>	<b>459,029</b>	<b>674,101</b>	<b>43,650</b>	<b>37,391</b>

\*Prior to 1 April 2013 Natural Resources Wales did not exist and in 2012/13 grant-in-aid was received from the Countryside Council for Wales.

The previous figures reflect the cash grant-in-aid received by JNCC. Amounts received and utilised for capital expenditure are transferred to deferred income in accordance with UK GAAP. For 2013/14 this amounted to £58,274 so the amount reflected in the detailed profit and loss account (note 2) is £10,680,726).

		Paid by JNCC		Paid to JNCC	
		2013/14	2012/13	2013/14	2012/13
Director	Corporate related body	£	£	£	£
Mr P Rose (Trustee of NBN Trust)	National Biodiversity Network Trust	25,000	25,000	-	-

The information for individual directors relates to contracts in excess of £25,000. Any contract for a lesser sum is not considered to be material in the context of these financial statements.

The directors consider a financial interest to be the ability to influence the company in placing a contract with a party with whom they have a position of influence, or the ability to influence the performance of that contract by the contractor.

## Performance against Priority Performance Measures (PPMs) for 2013/14

PPM ratings	Description
Green	Target achieved or exceeded
Amber	Substantial progress made, with full achievement of target anticipated in early 2014/15
Red	Limited progress against target

PPM No	Programme	Main funding stream	Priority Performance Measure (PPM)	Year end rating
1.1	Surveillance and Monitoring	UK co-ordination	Publish updated trends and their likely causes for seabirds, breeding birds, wintering wetland birds, bats, butterflies and a range of invertebrates	Green
<b>Key achievements</b>				
<ul style="list-style-type: none"> <li>◆ Provided online updates of national and regional trends for selected seabird species</li> <li>◆ Published trends at UK, country and regional level for all UK bat species with sufficient data, and reported ecological interpretation of the trends</li> <li>◆ Published trends of non-breeding waterbird populations together with an examination of the likely underlying drivers of trend</li> <li>◆ Published Bird Trends report, incorporating trend data and interpretation of results for breeding birds</li> <li>◆ Published on-line trends for selected butterfly species, including butterfly biodiversity indicator updates for England, Scotland and the UK</li> </ul>				
PPM No	Programme	Main funding stream	Priority Performance Measure (PPM)	Year end rating
1.2	Surveillance and Monitoring	UK co-ordination	Produce frameworks that will help countries within the UK use remote sensing data to meet mapping requirements for habitats and ecosystem services, detect change and measure condition	Amber
<b>Key achievements</b>				
<ul style="list-style-type: none"> <li>◆ Developed options to implement monitoring strategies for linking species to broad and priority habitats</li> <li>◆ Published a report on a joint Defra and JNCC project assessing the use of Earth Observation methods in habitat mapping and condition assessment</li> <li>◆ Published an assessment of possible countryside change detection methods using remote sensing data</li> <li>◆ Made progress in producing a feasibility assessment of utilising high-resolution satellite data to measure change in ecological land cover</li> </ul>				

PPM No	Programme	Main funding stream	Priority Performance Measure (PPM)	Year end rating
1.3	Marine Monitoring and Mapping	Marine	Complete advice to governments for options for monitoring cetaceans and seabirds and make significant progress towards fit-for-purpose site and wider environment monitoring options	Red
<b>Key achievements</b>				
<ul style="list-style-type: none"> <li>◆ Submitted draft advice to Governments on options for monitoring cetaceans in UK waters</li> <li>◆ Made progress in developing survey protocols for monitoring the abundance and distribution of seabirds in inshore and offshore UK waters</li> <li>◆ With the country conservation bodies, substantially completed a review of current inshore monitoring of Special Areas of Conservation</li> </ul>				
PPM No	Programme	Main funding stream	Priority Performance Measure (PPM)	Year end rating
1.4	Marine Monitoring and Mapping	Marine	Produce consolidated UK seabed habitat maps from survey data and updated predictive models, in partnership data providers and map users	Amber
<b>Key achievements</b>				
<ul style="list-style-type: none"> <li>◆ Published an updated combined seabed habitat map for the English inshore and offshore area (using data from survey and modelled data)</li> <li>◆ Substantially completed a revision of the deep-sea habitats classification for Britain and Ireland</li> </ul>				
PPM No	Programme	Main funding stream	Priority Performance Measure (PPM)	Year end rating
1.5	Marine Monitoring and Mapping	Marine	Update habitat sensitivity matrix and produce integrated priority pressure data layers needed to develop effective monitoring	Amber
<b>Key achievements</b>				
<ul style="list-style-type: none"> <li>◆ Substantially completed sensitivity assessments for new habitat features, and updated and improved a sensitivity matrix for marine habitats</li> <li>◆ Worked towards publishing priority pressure data layers for UK-wide abrasion and extraction pressures</li> </ul>				

PPM No	Programme	Main funding stream	Priority Performance Measure (PPM)	Year end rating
2.1	Biodiversity Information and Advice	UK co-ordination	Support Defra to achieve a pragmatic evidence-based approach to the Intergovernmental Platform for Biodiversity and Ecosystem Services (IPBES), facilitate efficient engagement by the UK biodiversity science and policy communities, and provide information and advice to support implementation of the ecosystem approach across the UK	Green
<b>Key achievements</b>				
<ul style="list-style-type: none"> <li>◆ Established a Biodiversity and Ecosystem Services Task Force under the Living With Environmental Change programme</li> <li>◆ Contributed to the conclusions of UK National Ecosystem Assessment follow-on projects</li> <li>◆ Contributed to work led by the European Commission on mapping and assessment of ecosystems and services</li> <li>◆ Supported Defra at the second Plenary of the Intergovernmental Platform for Biodiversity and Ecosystem Services (IPBES)</li> </ul>				
PPM No	Programme	Main funding stream	Priority Performance Measure (PPM)	Year end rating
2.2	Biodiversity Information and Advice	UK co-ordination	Support implementation of the UK Biodiversity Framework and country environment strategies within the UK, by making links with international and European commitments (including EU Directives, the EU Biodiversity Strategy and the global Aichi targets), facilitating and contributing to common country approaches and solutions, and publishing UK Biodiversity Indicators	Amber
<b>Key achievements</b>				
<ul style="list-style-type: none"> <li>◆ Published a revision of Part 1 of the Guidelines for Selection of Sites of Special Scientific Interest and started to implement a prioritised revision of Part 2 of the Guidelines</li> <li>◆ Quality assured species red lists for molluscs, some fungi groups and some beetle families</li> <li>◆ Submitted recommendations to Defra and devolved administrations for the 6<sup>th</sup> Quinquennial Review of Schedules 5 and 8 of the Wildlife and Countryside Act.</li> <li>◆ Published an annual update of the UK Biodiversity Indicators on the JNCC website</li> </ul>				



PPM No	Programme	Main funding stream	Priority Performance Measure (PPM)	Year end rating
2.3	Access to Information	UK co-ordination	Provide support and advice to facilitate the population and use of the National Biodiversity Network (NBN), undertake technical development of the NBN Gateway, and develop interpretation tools for the analysis of biological recording data	Amber
<b>Key achievements</b>				
<ul style="list-style-type: none"> <li>◆ Released a new version of the National Biodiversity Network Gateway, with accompanying documentation for the web services</li> <li>◆ Developed a package to provide access to modelling species distributions</li> </ul>				
PPM No	Programme	Main funding stream	Priority Performance Measure (PPM)	Year end rating
2.4	Marine Ecosystem Assessment and Advice	Marine	Provide technical expertise and advice to support implementation of the biodiversity and noise aspects of the Marine Strategy Framework Directive and the OSPAR Convention strategic plan, including through research and development to fill gaps in the targets and indicators, and the provision of advice during the development of, and consultation on, the monitoring programme and Programmes of Measures	Amber
<b>Key achievements</b>				
<ul style="list-style-type: none"> <li>◆ Provided UK input to EU guidance on the two Marine Strategy Framework Directive (MSFD) noise indicators</li> <li>◆ Commissioned research to develop indicators on seabirds, benthic habitats and cetaceans</li> <li>◆ Advised Defra on the public consultation on monitoring programmes under Article 11 of the MSFD</li> <li>◆ Played a key role in developing technical specifications for the operationalisation of OSPAR common biodiversity indicators on benthic habitats, marine mammals and seabirds</li> </ul>				
PPM No	Programme	Main funding stream	Priority Performance Measure (PPM)	Year end rating
2.5	Marine Ecosystem Assessment and Advice	Marine	Provide technical expertise and advice and undertake the research and development required to deliver methods for robust and streamlined marine biodiversity assessments.	Amber
<b>Key achievements</b>				
<ul style="list-style-type: none"> <li>◆ Delivered a recommendation report for undertaking marine baseline assessments to the European Topic Centre on Inland, Coastal and Marine Waters</li> <li>◆ Prepared a JNCC research report on methods and results for the assessment of structure and function of reefs and sandbanks in UK offshore waters (to be published early in 2014/15)</li> <li>◆ Undertook work to examine how aggregation methods can help to streamline marine biodiversity assessments between different obligations and requirements, and to identify data system requirements for making operational assessments of biodiversity indicators</li> </ul>				

PPM No	Programme	Main funding stream	Priority Performance Measure (PPM)	Year end rating
3.1	European Intelligence and Advice	UK co-ordination	Provide coordinated input of UK expertise to the EU Common Implementation Framework, dealing with reporting on directives, indicators, ecosystems, non-native species, plant health, and other priority European issues	Green
<b>Key achievements</b>				
<ul style="list-style-type: none"> <li>◆ Organised an EU workshop to share knowledge on the impacts of nitrogen deposition on Natura 2000 sites and discuss mitigation measures</li> <li>◆ Provided scientific briefing for government attendees at EU meetings relating to the Habitats and Birds Directives</li> <li>◆ Summarised evidence requirements for a range of EU initiatives including a risk-based approach for UK native plant species that is compatible with EU Plant Health Regimes; measuring biodiversity loss relating to air pollution under the National Emissions Ceilings Directive, assessing population trends for relevant Habitats Directive species, and assessing surveillance needs in the new Invasive Alien Species Regulation</li> </ul>				
PPM No	Programme	Main funding stream	Priority Performance Measure (PPM)	Year end rating
3.2	European Intelligence and Advice	UK co-ordination	Take forward the relevant recommendations from the Habitats and Wild Birds Directives Implementation Review Report	Green
<b>Key achievements</b>				
<ul style="list-style-type: none"> <li>◆ Assisted Natural England to finalise high-level generic evidence standards and receptor-specific guidance relevant to JNCC operational requirements</li> </ul>				
PPM No	Programme	Main funding stream	Priority Performance Measure (PPM)	Year end rating
3.3	European Intelligence and Advice	UK co-ordination Reserved	In support of Habitats Directive reporting, produce conservation status assessments of 77 habitats and 91 species, and a general report; in support of Birds Directive reporting, coordinate production of the UK report	Green
<b>Key achievements</b>				
<ul style="list-style-type: none"> <li>◆ Co-ordinated production of the Birds Directive Article 12 Report for the UK and submitted the report to the European Commission</li> <li>◆ Submitted the Habitats Directive Article 17 report for the UK to the European Commission</li> <li>◆ Initiated a process to evaluate the latest Habitats and Birds Directives reporting rounds, highlighting lessons learned and identifying potential solutions</li> </ul>				

PPM No	Programme	Main funding stream	Priority Performance Measure (PPM)	Year end rating
3.4	Overseas Territories & Crown Dependencies	Reserved	Support implementation of the UK Overseas Territories Biodiversity Strategy by helping Territories to develop approaches to environmental mainstreaming and green economy	Amber
<b>Key achievements</b>				
<ul style="list-style-type: none"> <li>◆ Provided financial support for three small environmental projects in the Overseas Territories</li> <li>◆ Completed reports on the environmental impacts of lionfish in the Caribbean Overseas Territories</li> <li>◆ Planned for Green Economy projects in Turks and Caicos and Bermuda</li> </ul>				
PPM No	Programme	Main funding stream	Priority Performance Measure (PPM)	Year end rating
3.5	Global Advice	Reserved	Provide technical input to meetings of the subsidiary bodies to the Convention of Biological Diversity, the Convention on Migratory Species and relevant daughter agreements and the Convention on International Trade in Endangered Species, and provide advice to support the Darwin Initiative	Green
<b>Key achievements</b>				
<ul style="list-style-type: none"> <li>◆ Participated in UK delegations to meetings of the Convention on Biological Diversity's Subsidiary Body on Scientific, Technical and Technological Advice and the Convention on Migratory Species Scientific Council</li> <li>◆ Contributed to the final sift of projects for the 20th round of applications to the Darwin Initiative</li> <li>◆ Led for the UK, with RBG Kew, at four meetings of the EU Scientific Review Group under the Convention on International Trade in Endangered Species</li> </ul>				
PPM No	Programme	Main funding stream	Priority Performance Measure (PPM)	Year end rating
3.6	Global Advice	Reserved	Coordinate the production of the 5th national report under the Convention for Biological Diversity, to review progress towards the implementation of the Strategic Plan for Biodiversity 2011-2020 and progress towards the Aichi Biodiversity	Amber
<b>Key achievements</b>				
<ul style="list-style-type: none"> <li>◆ Co-ordinated production of the 5th national report under the Convention for Biological Diversity, reviewing progress towards the implementation of the Strategic Plan for Biodiversity 2011-2020 and progress towards the Aichi Biodiversity Targets</li> </ul>				

PPM No	Programme	Main funding stream	Priority Performance Measure (PPM)	Year end rating
4.1	Marine Protected Areas	Marine	Provide technical support to Marine Scotland in public consultation and designation of Nature Conservation MPAs	Green
<b>Key achievements</b>				
<ul style="list-style-type: none"> <li>◆ Delivered offshore Nature Conservation MPA proposal packages to Marine Scotland to support sustainability appraisal, impact assessment and public consultation</li> <li>◆ Provided technical support to Marine Scotland during the consultation on offshore Nature Conservation MPAs, and updated documentation to take account of consultation responses</li> <li>◆ Provided technical support to Marine Scotland to progress discussions with stakeholders on the management measures required for Nature Conservation MPAs</li> </ul>				
PPM No	Programme	Main funding stream	Priority Performance Measure (PPM)	Year end rating
4.2	Marine Protected Areas	Marine	Provide technical support to Defra in designation of a first tranche of Marine Conservation Zones, and selection of sites for a second tranche	Green
<b>Key achievements</b>				
<ul style="list-style-type: none"> <li>◆ Provided scientific support to Defra in their designation of a first tranche of MCZs</li> <li>◆ Completed a comprehensive review of the existing Marine Protected Area network so that “big” gaps in the Defra MPA network can be identified</li> <li>◆ Provided technical support to Defra to assist with the selection of sites for a second tranche of MCZs</li> </ul>				
PPM No	Programme	Main funding stream	Priority Performance Measure (PPM)	Year end rating
4.3	Marine Protected Areas	Marine	Improve the evidence base for offshore Marine Protected Areas (SACs, Marine Conservation Zones and nature conservation MPAs in Scottish waters), making evidence available through public portals	Amber
<b>Key achievements</b>				
<ul style="list-style-type: none"> <li>◆ Commissioned and participated in a programme of seabed survey to gather evidence to support the identification and designation of MCZs and Scottish MPAs and to inform management measures for offshore SACs</li> <li>◆ Ingested, quality assured and archived significant volumes of data (17 MCZ surveys and four Scottish MPA/SAC surveys from 2012/13 and 2013/14)</li> <li>◆ Developed a structure for a marine SAC information system, including a web-mapping element, and completed upload of information for five SACs</li> </ul>				

PPM No	Programme	Main funding stream	Priority Performance Measure (PPM)	Year end rating
4.4	Marine Protected Areas	Marine	To contribute to the objectives of the Birds Directive, including the aim of identifying and where possible classifying the UK series of marine SPAs by 2015, undertake data analysis to support identification of potential sites	Amber
<b>Key achievements</b>				
<ul style="list-style-type: none"> <li>◆ Provided analysis and technical reports for a range of seabirds and potential sites, to support identification of inshore marine SPAs by the country conservation bodies</li> <li>◆ Delivered initial advice on offshore SPA identification to Scottish Government and Defra</li> </ul>				
PPM No	Programme	Main funding stream	Priority Performance Measure (PPM)	Year end rating
5.1	Offshore Industries Advice	Reserved	Respond fully to requests for advice on oil and gas, aggregates and marine renewables within the agreed consultation period	Amber
<b>Key achievements</b>				
<ul style="list-style-type: none"> <li>◆ Responded fully to nearly 95% of requests for advice on oil and gas within the relevant consultation period</li> <li>◆ Made representation of relevant issues at the public examination for the East Anglia One offshore windfarm application, and jointly with Scottish Natural Heritage submitted advice on applications within Moray Firth and Firth of Forth Round Three offshore windfarm zones</li> <li>◆ Completed the transfer of English offshore renewables casework to Natural England, as recommended by JNCC's Triennial Review</li> <li>◆ Responded fully and in a timely fashion to requests for advice on aggregate licence applications</li> </ul>				
PPM No	Programme	Main funding stream	Priority Performance Measure (PPM)	Year end rating
5.2	Fisheries and Species Advice	Reserved	Provide conservation advice on offshore Marine Conservation Zones and Scottish Nature Conservation MPAs to meet the requirements of Marine Acts within timetables agreed by relevant administrations	Green
<b>Key achievements</b>				
<ul style="list-style-type: none"> <li>◆ Provided conservation advice to support the designation of a first tranche of Marine Conservation Zones, English renewables casework, and the development of fisheries measures in offshore Special Areas of Conservation</li> </ul>				

PPM No	Programme	Main funding stream	Priority Performance Measure (PPM)	Year end rating
5.3	Fisheries and Species Advice	Reserved	Provide advice on fisheries measures for offshore Special Areas of Conservation	Amber
<b>Key achievements</b>				
<ul style="list-style-type: none"> <li>◆ Supported regulators in exploring solutions for stakeholder engagement in the development of fisheries measures for offshore Special Areas of Conservation, including producing proposals for regional workshops</li> </ul>				
PPM No	Programme	Main funding stream	Priority Performance Measure (PPM)	Year end rating
6.1	Governance and Corporate Services	UK Co-ordination	Consolidate the organisation after a period of rapid growth, focusing on development of staff, HR strategy, and information management	Amber
<b>Key achievements</b>				
<ul style="list-style-type: none"> <li>◆ Provided a leadership course for senior managers</li> <li>◆ Implemented a core training plan for all new staff with additional core modules for new line managers and new project managers</li> </ul>				
PPM No	Programme	Main funding stream	Priority Performance Measure (PPM)	Year end rating
6.2	Governance and Corporate Services	UK co-ordination	Take forward any agreed actions arising from JNCC's Triennial Review, the Civil Service Reform Plan and other Government policy decisions	Green
<b>Key achievements</b>				
<ul style="list-style-type: none"> <li>◆ Developed and delivered an action plan to implement the conclusions from JNCC's Triennial Review</li> <li>◆ Put in place a structured approach to stakeholder management</li> <li>◆ Undertook preparatory work to enable shared services options to be compared to in-house provision</li> </ul>				