



Marine Management Organisation

Board Meeting Minutes: 26th January 2022

Location- Via MS Teams

MMO Board

Hilary Florek (HF) – Chair
Belinda Howell (BH)
Bill Dickson (BD)
David Lyall (DL)
Peter Judge (PJ)
Robert Wilson (RW) – Remuneration Committee Chair
Terence Jagger (TJ)
Tony Delahunty (TD)
William Roberts (WR) -Audit * Risk Assurance Committee Chair

MMO Executive Leadership Team

Tom McCormack (TMc) – Chief Executive Officer
Stephanie Campbell (SC) – Director of Digital and Analysis
Jenny Stewart (JS) –Director of Planning and Change
Michelle Willis (MW) – Director of Finance and Resources
Michael Coyle (MC) – Director of Operations
Selina Stead (SS) – Chief Scientific Advisor
Trudi Wakelin (TW) – Director of Licensing, Marine Planning and Blue Belt

Defra

Mike Rowe (MR) - Director, Marine and Fisheries
Rachel Muckle (RM) – Deputy Director Marine and Fisheries

Apologies

None

Board Secretariat

Danielle Lee-Moulding (DLM)

Governance

1. Welcome and Introductory Remarks

1.1 HF welcomes all. Rachel Muckle (RM) standing in for MR until 11.00am. HF Expressed thanks to the organisation on the positive progress that was being made, indicating that with SR21 being settled, from 2022/23 onwards was looking to be more stable and a chance to move forward with our strategic ambitions and goals. A real focus is needed on BAU with clear expectations to staff.

2. Declaration of Interests

2.1 PJ advised as Turks & Caicos become more involved in Blue Belt, one of his other roles is researching in this area currently. No conflict but a declaration made to reflect good governance

3. Minutes and actions of previous meeting.

3.1 Feedback on meeting requested via email. Actions/Decisions log to be implemented with realistic timescales and regular updates.

Operational & Financial

4. CEO Update

4.1 Closed Session update was provided by CEO.

4.2 Legal update on ongoing JWFL case.

4.3 Return to the office is to recommence in line with our November commitment (ie blended working at 40-60%). This will be tracked in line with advice from Permanent Secretary and Defra. No date as to when this will be revisited at present.

5. MMO Finance, Performance, Change, Risk and Assurance – Mid-Year Summary

5.1 Papers taken as read . MW updated on timings for the Risk workshop which had been delayed due to finalising the draft strategic risks which would inform the detailed discussion at the workshop, as she wanted to ensure successful session with the correct attendees.

5.2 Discussion on the rate of attrition, how this was impacting delivery and whether resource available to MMO is currently adequate. MW advised this is covered in more detail under the slides supporting the Resource Action Plan.

6. MMO Framework Document

6.1 MMOB have contributed inputs to MMO Framework Document which has been updated accordingly. MMOB were in full agreement to approve, acknowledging some amendments may be made by MMO and Defra, as the document cleared through HMT.

6.2 MW updated there would now be new reporting and accountability arrangements that would support the implementation of the framework document with MMO providing quarterly performance returns to Private Office. It will be looked at to see if future MMOB meetings can be

choreographed better to prevent duplication or repetitiveness but this may not be possible at present.

Decision- MMOB approved Framework Document.

7. Organisational Capability and Capacity

7.1 MW Updated 55 of 86 affected fixed term appointment roles have been confirmed with 58 TARA roles being resolved in the coming weeks.

7.2 External expert support was being procured to undertake a review which would report four key areas, previously discussed by the MMOB. The Review would consider four areas or work packages as follows:

- Attrition and Movement
- Recruitment
- Employee Lifecycle
- Culture

The MMOB confirmed that this review would include ex staff be contacted anonymously for input and data gathering, to inform the analysis on attrition and movement. Timescale for delivery would be ambitious, but work would be expected to be completed by 30th April 2022.

Strategic Developments

8. Defra view from bridge

8.1 MR updated that as we had a busy end of 2021 due to fisheries negotiations, and was hopeful for a calmer 2022. The second pillar of the Seafood Innovation Fund has launched successfully

8.2 Updated on wider ALB reform work , extensive work ongoing regards external policy and the continued unpacking and distribution of the SR21 settlement.

9. Spending Review Update

9.1 MW Updated on current SR Position. Business planning for the SR period will focus on the delivery of priorities within MMOs core services, the delivery of SR priorities for which additional funds have been received and delivery of agreed corporate priorities.

10. Strategy Update/ Performance Measures Progress Update

10.1 This paper has been deferred to next meeting

Closing Matters

11. AOB

11.1 No items to discuss. Chair closed meeting.

12. Actions/Decision Log

Meeting	Item Number	Decision
Jan-22	6	MMOB approved framework Document amendments.