

EASTERN SEA FISHERIES JOINT COMMITTEE

BUSINESS PLAN 2009-2010





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This is the third business plan that the Joint Committee has produced. The business plan identifies the key areas of work in the coming year to meet both the Joint Committee's statutory requirements and development programme. The business plan provides a detailed audit of current expenditure and financial forecasts for the following year.

The introduction of the Marine and Coastal Access Bill provides a great opportunity to change the way inshore fisheries management is carried out. Planning for this transition from Sea Fisheries Committees (SFCs) to Inshore Fisheries and Conservation Authorities (IFCAs) can not fully begin until it is known how extensive the possible merging of SFCs will be. It is Defra's intention to announce its decision following final consultation on this key issue in the New Year. SFCs as IFCAs will be expected to meet the new duties and the raised expectations of a wider range of stakeholders. There will be great pressure on the new organisations to balance the requirements of all the stakeholders and demonstrate how the budgets have been used to meet those key priorities. Under the Marine and Coastal Access Bill, the proposed network of Marine Conservation Zones and the consideration of conservation and socio-economic issues when managing the inshore fisheries will provide IFCAs with two of their greatest challenges.

Through the business plan the Joint Committee intends to communicate to its stakeholders how it is performing and demonstrate its adaptiveness and innovation to providing solutions to a vast range of challenges that face the inshore fisheries and marine environment. The Joint Committee can be pleased with its achievements against the main priorities that were identified during the previous year. Among the most notable achievements was the completion of the formal review of all lay consents granted under the Wash Fishery Order 1992 required under the Habitats Directive. Significant progress was made against other key issues including the introduction of a Vessel Monitoring System for vessels operating under Wash Fishery Order 1992 licences and the mapping of *Sabellaria spinulosa* reef within the Wash & North Norfolk European Marine Site.

Matthew Mander
Clerk and Chief Fishery Officer

ESFJC, formed in 1894, is currently one of 12 Sea Fisheries Committees with a remit to protect the marine inshore environment around the coast of England and Wales and to manage and develop its fisheries. The ESFJC district stretches from Donna Nook in Lincolnshire to Dovercourt in Essex and extends out to six nautical miles covering approximately 1000sq. miles. The district includes the important estuaries of the Wash, Stour and Orwell.

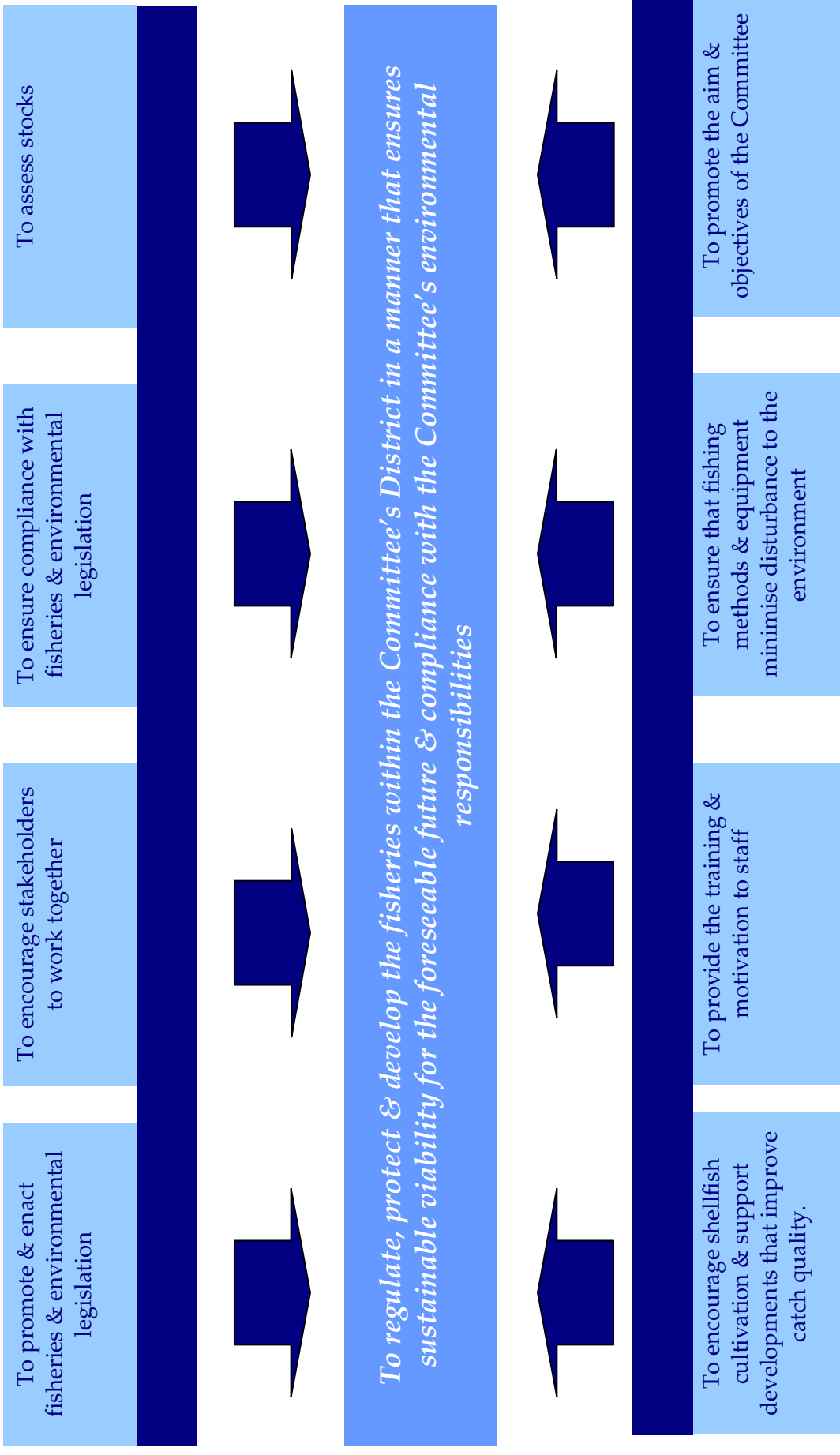
The Joint Committee is composed of 20 members consisting of four County Councillors from Norfolk and three from Lincolnshire and Suffolk respectively. Nine additional representatives are appointed by Defra for their knowledge and experience in either fisheries or environmental matters. The Environment Agency appoints the final member. The Joint Committee is an autonomous Local Authority in its own right but does not receive any funding from central government. Funding of the Joint Committee is provided by a direct levy upon its three constituent County Councils. The Joint Committee conducts its business at quarterly Statutory meetings and a number of specialised sub-committee meetings.

The Joint Committee employs 21 members of Staff, 16 of whom are warranted Fishery Officers. The majority of the Officers have dual roles. The Joint Committee operates a fast inshore patrol vessel, a dedicated research vessel and three RIBs in order to carry out its various duties.

137 full time and 27 part time commercially registered fishing vessels operate from the district's ports. These vessels primarily target the shellfish fisheries. They target the crustacean stocks of crab (brown and velvet), lobster, and shrimp (brown and pink). In addition the Wash and North Norfolk vessels fish the bivalve cockle and mussel stocks in the Wash and cultivate pacific oysters. The finfish stocks of cod, bass, sole, skate and herring are mainly targeted in the southern part of the district. The first sale value of fish caught and landed from the district in 2008 is likely to be in the order of £7.5 Million from the public fisheries.

AIM & OBJECTIVES

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OBJECTIVE ONE

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To promote and enact fisheries and environmental legislation.

ACTION:	INTENTION:	ACTIVITY:	Q1	Q2	Q3	Q4
Establishing the extent and quality of Sabellaria with W&NNSAC	Provision of baseline data to enhance understanding and provide informed management of this feature listed under the Wash & North Norfolk Coast SAC;	<ul style="list-style-type: none"> Mapping of key Sabellaria areas by surveys conducted by ESFJC staff Stakeholder workshops to identify areas not covered by current surveys Engagement with Natural England Development of a byelaw to prohibit fishing activity damaging to this feature 	↔	↔	↔	↔
Review of the Wash Fishery Order 1992 Entitlements	To provide transparency and accountability of administration and reallocation or reduction of Entitlements	<ul style="list-style-type: none"> Consult with local industry on proposed changes Make recommendations to the Committee Inform Defra on proposed changes 	↔	↔	↔	↔
COSTS:	£34,867	Projection 2008 - 2009				
	£36,368	Budget 2009 - 2010 (2.99% increase including inflation on 2008 – 2009 budget)				

OBJECTIVE TWO

To encourage the different stakeholders to work together and with the Committee to achieve the common goal of sustainable marine resource management.

ACTION:	INTENTION:	ACTIVITY:	Q1	Q2	Q3	Q4
Development of a RSA District Strategy	To provide a framework by which RSA activities are promoted and developed within the District	<ul style="list-style-type: none"> RSA activity mapping project. Develop terms of reference of RSA Strategy by RSA Sub-Committee Independent assessment of economic value of sector. 	↔	↔	↔	↔
To apply for MSC accreditation for the Wash cockle and mussel fisheries	Fisheries managed by the Committee obtain MSC accreditation reflecting sustainable stocks and sound management	<ul style="list-style-type: none"> Research and collate fisheries data relating to these fisheries within the district Apply for pre-assessment of the fisheries Implement identified requirements to meet MSC criteria, submit for full assessment 	↔	↔	↔	↔
Continuation of stakeholder involvement in management processes	To maintain the current open and equitable management process resulting in self compliance with legislation and agreed management measures	<ul style="list-style-type: none"> Fisheries data and proposed management measures provided to all relevant stakeholders Invitation to stakeholders to provide input to the management process via written response or attendance at arranged discussion meetings 	↔	↔	↔	↔
COSTS:	£50,497	Projection 2008 - 2009				
	£52,670	Budget 2009 - 2010 (2.99% increase including inflation on 2008 – 2009 budget)				

OBJECTIVE THREE

To monitor fishing activity and ensure compliance with fisheries and relevant environmental legislation.

ACTION:	INTENTION:	ACTIVITY:	Q1	Q2	Q3	Q4
Introduction of remote vessel monitoring systems within the Wash	Greater use of technology to better inform management and enforcement decisions	<ul style="list-style-type: none"> To gain approval from Committee for introduction of the system Invitation of Tender Installation of VMS equipment on fishing vessels licensed under the Wash Fishery Order Training and utilisation of system by Fishery Officers 	↔	↔	↔	↔
Quota management of the mussel and cockle fisheries	Fisheries resources are not over exploited	<ul style="list-style-type: none"> 100% use of weekly catch return sheets by fishermen 95% of cockle landings from the dredge fishery inspected 	↔	↔	↔	↔
Effective patrols of fishing activity is maintained at sea and on shore throughout the District.	Ensure compliance with fisheries and relevant environmental legislation.	<ul style="list-style-type: none"> Planned / intelligence led inspections both at sea and ashore by Fishery Officers Regular Liaison with other relevant maritime and environmental organisations Review of available assets. Assess and introduce where appropriate new technology 	↔	↔	↔	↔
COSTS:						
	£613,182	Projection 2008 - 2009				
	£639,568	Budget 2009 - 2010 (2.99% increase including inflation on 2008 – 2009 budget)				

OBJECTIVE FOUR

To assess fish stocks in order to balance fishing effort with stock availability and environmental requirements.

ACTION:	INTENTION:	ACTIVITY:	Q1	Q2	Q3	Q4
To open Cockle and Mussel fisheries, if appropriate	To open sustainable managed Cockle and Mussel fisheries under the Wash Fishery Order	<ul style="list-style-type: none"> Conduct regular cockle and mussel surveys to provide shellfish data and enable informed decisions to be made Consult with the industry and Natural England of management proposals Agree Management measures at Wash Management Sub-Committee Submit Appropriate Assessment Inform all Wash Fishery Order Entitlement holders regarding fisheries management decisions Enforce closure if required 	↔	↔	↔	↔
Crustacea bio-sampling	Greater understanding of the crustacea population dynamics, stock levels and fishing effort	<ul style="list-style-type: none"> Regular bio-sampling at sea Monthly bio-sampling of landed catch by Fishery Officers 	↔	↔	↔	↔
To open Native Oyster fishery, if appropriate	To open sustainable Native Oyster fishery within the Stour	<ul style="list-style-type: none"> Annual surveys of Oyster stocks and joint working with KESFC Enforce closure if required 	↔	↔	↔	↔
COSTS:	£247,677	Projection 2008 - 2009				
	£258,335	Budget 2009 - 2010 (2.99% increase including inflation on 2008 – 2009 budget)				

OBJECTIVE FIVE

To provide the training and motivation to ensure that the Committee's staff are able to carry out their tasks efficiently and achieve best value in support of the aim.

ACTION:	INTENTION:	ACTIVITY:	Q1	Q2	Q3	Q4
All staff operate in a safe manner	Joint Committee provide a safe working environment	• Mandatory safety training identified for each staff member	←	↔	↔	→
		• Support and training provided to individuals to enhance self development	←	↔	↔	→
		• Existing Risk Assessments reviewed and developed for new activities.	←	↔	↔	→
		• Centralised record keeping of safety drills	←	↔	↔	→
		• Assets maintained to high standards	←	↔	↔	→
		• Introduce new appraisal system	←	↔	↔	→
Continuation of Staff appraisal programme	Identification of training needs and assess individual and group performance	• Training needs identified for individual employees	←	↔	↔	→
		• Performance of staff evaluated against Committee's core values and objectives	←	↔	↔	→
			←	↔	↔	→
All staff consider budget implications of their actions	Ensure that the budget is utilised effectively	• Vessel Skippers/Mates/Engineers assist with forecasting expenditure	←	↔	↔	→
		• Adherence to ESFJC Financial Regulations	←	↔	↔	→
		• Complete financial year within budget	←	↔	↔	→
		• Review Internal Audit arrangements	←	↔	↔	→

ACTION:	INTENTION:	ACTIVITY:	Q1	Q2	Q3	Q4
Enforcement training	Fisheries and environmental legislation is enforced consistently and to a high standard by all Fishery Officers	<ul style="list-style-type: none"> Regular enforcement training in groups and individuals. Records of competency in legislation application introduced and monitored One to one coaching of Fishery Officers in fisheries and environmental legislation by Senior Fishery Officers Development and use of enforcement case studies, scenarios and Officer completed training revision sheets Review and update standard boarding forms in use Boardings input into the RNSS system Senior Fishery Officers develop standard enforcement instructions 	→	→	→	→
Disseminating information to all members of staff	Motivated, effective and informed staff working in a safe manner	<ul style="list-style-type: none"> Regular staff meetings Staff informed via memos / emails updating on relevant issues 	→	→	→	→
COSTS:						
		Projection 2008 - 2009				
		£52,902				
		£55,178				
		Budget 2009 - 2010 (2.99% increase including inflation on 2008 – 2009 budget)				

OBJECTIVE SIX

To promote and encourage shellfish cultivation as an alternative to reliance upon wild fisheries and support developments that improve catch quality.

ACTION:	INTENTION:	ACTIVITY:	Q1	Q2	Q3	Q4
To open intertidal /sub-littoral mussel fisheries, if appropriate	To open intertidal / sub-littoral mussel fisheries within the District to provide seed resources for relaying	<ul style="list-style-type: none"> Conduct regular intertidal / sub-littoral mussel surveys to provide shellfish data and enable informed decisions to be made Consult with the industry and Natural England of management proposals Agree Management measures at Wash Management Sub-Committee Submit Appropriate Assessment Inform all fishermen's associations of fisheries management decisions Enforce closure if required 	↔	↔	↔	↔
Biotoxin and bacteriological sampling of shellfish in the Wash	Maintain water classification for shellfish harvesting areas.	<ul style="list-style-type: none"> Collect monthly shellfish and water samples for FSA and Cefas Quarterly samples collected for CEFAS Restocking of sampling stations 	↔	↔	↔	↔
Promotion of grants available to the fishing industry	To assist in the identification and development of fisheries infrastructure throughout the district	<ul style="list-style-type: none"> Assist in the development of EFF grant applications 	↔	↔	↔	↔
COSTS:	£56,509	Projection 2008 - 2009				
	£58,941	Budget 2009 - 2010 (2.99% increase including inflation on 2008 – 2009 budget)				

OBJECTIVE SEVEN

To ensure that fishing methods and equipment minimise disturbance to the environment.

ACTION:	INTENTION:	ACTIVITY:	Q1	Q2	Q3	Q4
Determination of appropriate gear	Ensure compliance with agreed gear restrictions for the cockle and mussel fisheries	<ul style="list-style-type: none"> Smash rates of vessels participating in the Wash cockle fishery are assessed by Research Officers Cockle riddles and dredge heads measured and tagged (i.e. approved) prior to the cockle dredge fishery opening Regular inspections of gear at sea and ashore 				
Appropriate Assessments are conducted for all fisheries activities managed by the Committee within the European Marine Sites	To protect sensitive area from inappropriate fishing activity	<ul style="list-style-type: none"> Pre and post fisheries survey conducted Appropriate Assessments for proposed activities submitted Consultation with relevant stakeholders Sensitive areas closed to fishing 				
To ensure fisheries management approach is inline with new research and understanding	To ensure the Joint Committee continues to meet its environmental obligations, particularly within the EMS	<ul style="list-style-type: none"> Regular review of fisheries management policies Regular meetings with Natural England and RSPB 				
COSTS:	£26,451	Projection 2008 - 2009				
	£27,589	Budget 2009 - 2010 (2.99% increase including inflation on 2008 – 2009 budget)				

OBJECTIVE EIGHT

To promote the aim and objectives of the Committee to improve the understanding of the marine environment and to encourage others to take them fully into account when developing/implementing their own plans, strategies or codes of practice.

ACTION:	INTENTION:	ACTIVITY:	Q1	Q2	Q3	Q4
Provide accurate information and advice on external consultations potentially impacting the District	To ensure developments/activities do not adversely effect the fisheries and the marine environment within the District	<ul style="list-style-type: none"> Complete commercial and RSA fishing mapping projects Develop Committee's Environmental Strategy including consultation response 	↔	↔	↔	↔
Development and maintaining liaison with other relevant organisations	Improved dialogue between the various fisheries and environmental enforcement organisations along the UK's Eastern coastline	<ul style="list-style-type: none"> Joint operations conducted Cross Warranting of SFC FOs ESFJC FOs obtain EA SAFFA Warrants Joint training of FOs in enforcement matters Consistent fisheries enforcement approach across organisations Regular meetings with relevant organisations 	↔	↔	↔	↔
Continue as Lead Authority for the Wash and North Norfolk European Site Management Scheme	Maintain and improve the site features and wider ecosystem of the EMS	<ul style="list-style-type: none"> Project Manager employed by ESFJC ESFJC Chair the EMS Management Group To work with other organisations to meet the reviewed conservation objectives for the EMS 	↔	↔	↔	↔
COSTS:	£120,232	Projection 2008 - 2009				
	£125,406	Budget 2009 - 2010 (2.99% increase including inflation on 2008 – 2009 budget)				

The rules governing the Joint Committee's financial management procedures are set out in the Joint Committee's Financial Regulations adopted in 1999. A full time Finance Officer is employed by the Joint Committee to oversee the day to day financial running of the Joint Committee and to produce budgets, forecasts and the annual statement of accounts which is signed off by the Clerk and Chief Fishery Officer.

A system of internal financial control is in place, which includes:

- A comprehensive budgeting system incorporating a zero based budget.
- Regular reviews of periodic and annual reports which indicate financial performance against forecasts.
- Preparation of management accounts that indicate actual expenditure against budgets and forecasts.
- Clearly defined capital expenditure guidelines and as appropriate formal project management disciplines.

The effectiveness of financial management and procedures is examined and reviewed by:


- The Internal Auditor appointed by the Joint Committee periodically inspects the financial records, documents and vouchers certifying the Joint Committee's Financial Regulations are being correctly operated in respect of purchases from suppliers, payment of salaries and expenses and petty cash purchases.
- The Joint Committee's External Auditors annually examine the Joint Committee's ledger and accounts records and the Statement of Accounts. The External Auditors also certify that the Statement of Accounts presented by the Clerk and Chief Fishery Officer present fairly the financial position of the Joint Committee and its income and expenditure for the year whilst complying with CIPFA Regulations 2000, Accounts and Audit Regulations 2003, and the 2006 Statement of Recommended Practice (CIPFA).
- The Joint Committee has to approve the accounts by the 30th of June each year. All financial papers are sent to the constituent Councils treasury departments for review.
- The general public has a right to scrutinise the Joint Committee's accounts and documents. The Notice of Public Rights is advertised annually.



OUR MAIN PRIORITIES & CHALLENGES AHEAD

SHORT TERM 1 – 3 YEARS	MEDIUM TERM 3 – 7 YEARS	LONG TERM 7 – 15 YEARS
<ul style="list-style-type: none"> • Manage transition of Joint Committee to an Inshore Fisheries and Conservation Authority (IFCA) • Meeting raised stakeholders’ expectations • Managing increased budgets and personnel • Develop management approach for new duties under the Marine Bill • Direct enforcement of environmental legislation including any additional regulations • Development of the Joint Committee’s Environmental Strategy • Development and implementation of local RSA strategy • Commissioning of vessel monitoring system for vessels licensed under the WFO 1992 • Establish a new licensing administration system for the WFO 1992 • Wash Cockle and Mussel Fisheries gain MSC accreditation and investigate potential for the brown shrimp, crab and lobster fisheries. • Design and commission replacement for Suffolk RIB • Commissioning new Sutton Bridge moorings • Developing skills set of existing staff • Staff retention 	<ul style="list-style-type: none"> • Meeting Parliamentary reporting requirements for IFCA’s • Meeting raised stakeholders’ expectations • Design and commissioning of a new offshore patrol vessel • Management of RSA activities • Management of currently unlicensed marine activities • Managing potential conflict as a result and displacement of fishing effort resulting from Marine Spatial Planning implementation • Re-negotiation of office lease or identification and relocation of ESFJC HQ • Development and implementation of finfish management policies • Expansion of the research programme to incorporate finfish • Strategic Environmental Assessment of fisheries management in District 	<ul style="list-style-type: none"> • Design and commissioning of a replacement research vessel • Preparation for legislation to replace the WFO 1992 (Exp. 2022) • Identification of potential new fisheries resulting from changes in fish migration patterns • All fisheries within ESFJC district are certified as being caught from sustainable stocks



GOVERNMENT DEPARTMENTS & EXECUTIVE AGENCIES	LOCAL GOVERNMENT	INDUSTRY	NON-GOVERNMENTAL ORGANISATIONS/ACADEMIA
<p>Natural England</p> <p>Marine and Fisheries Agency</p> <p>Environment Agency</p> <p>Food Standards Agency</p> <p>Centre for Ecology and Hydrology</p> <p>MoD (Defence Estates)</p> <p>Centre for Environment, Fisheries and Aquaculture Science</p> <p>Defra</p> <p>BERR – Offshore Renewables Consents</p> <p>Strategic Environmental Assessment Steering Group</p> <p>Royal Navy - Fisheries Protection Squadron</p> <p>Maritime & Coastguard Agency</p> <p>Norfolk, Suffolk and Lincolnshire Constabularies</p>	<p>Norfolk County Council</p> <p>Lincolnshire County Council</p> <p>Suffolk County Council</p> <p>Sea Fisheries Committees</p> <p>Environmental Health Departments</p>	<p>Fishermen</p> <p>Fishermen’s Associations</p> <p>Shellfish processors</p> <p>Offshore aggregate developers</p> <p>Offshore wind energy developers</p> <p>Marine environmental consultants</p> <p>Ports</p> <p>Harwich Haven Regulators Group</p>	<p>British Trust for Ornithology</p> <p>European Marine Site Management Group</p> <p>Recreational Sea Anglers</p> <p>Wash Estuary Strategy Group</p> <p>Abberton Stakeholders Group</p> <p>Royal Society for the Protection of Birds</p> <p>Orford Town Trust</p> <p>Stour & Orwell Estuaries Management Group</p> <p>Humber Estuary Relevant Authorities Group</p> <p>Wash & North Norfolk Coast</p> <p>European Marine Site – Local Advisory Groups</p> <p>Wash & North Norfolk Coast Waterbird Study Group (Wash & North Norfolk Coast)</p> <p>Alde/Ore Estuary Planning Partnership</p> <p>Association of Sea Fisheries Committees</p> <p>Universities</p>
			

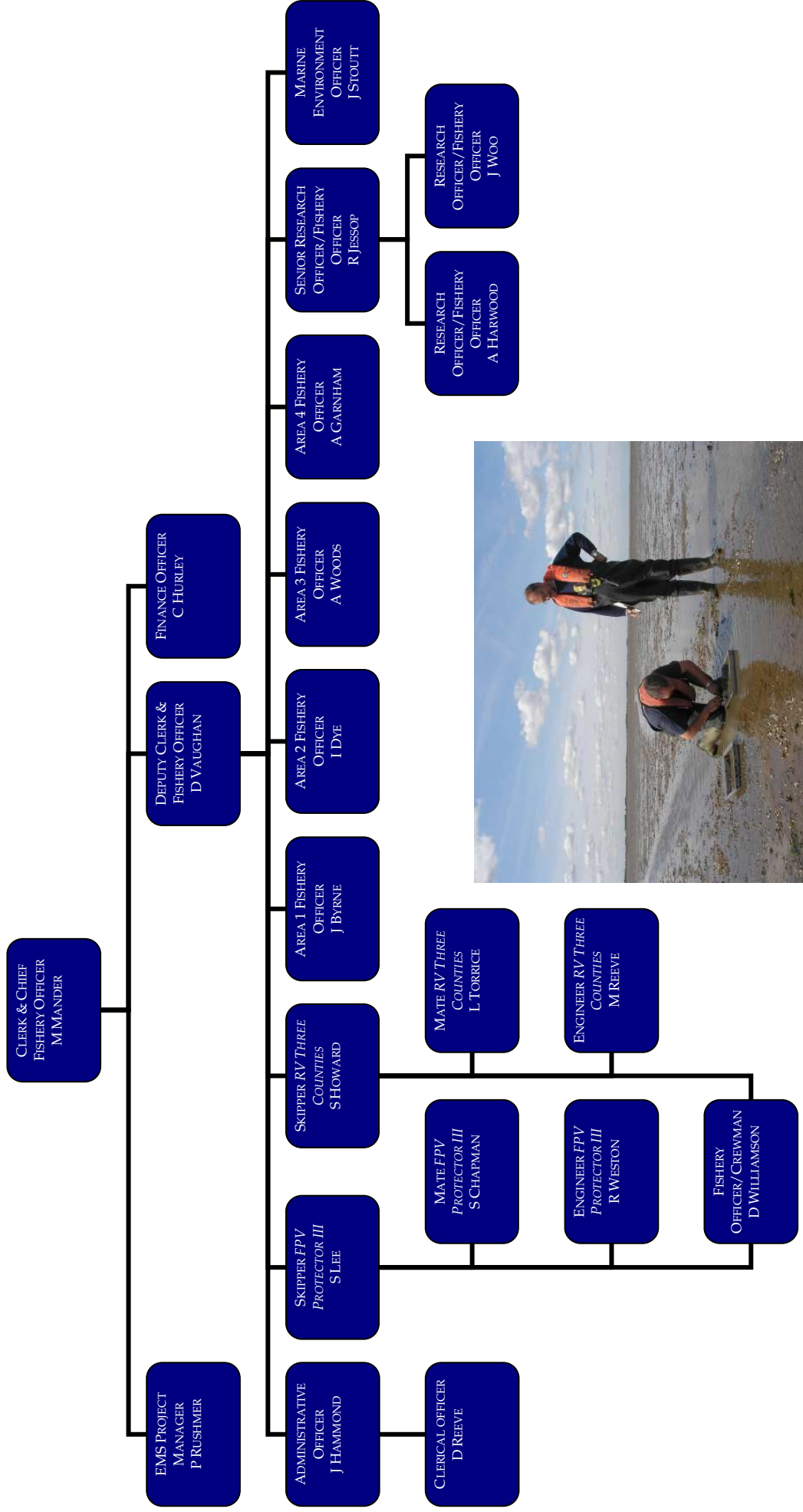
APPENDIX A: ORGANISATION & RESOURCES

VESSEL DETAILS	HP	MCA WORK BOAT CODE	LENGTH	CREW	COMMISSIONED	LIFE REMAINING	REPLACEMENT COST
FPV ESF Protector III	2400	Cat. 2 (60 nm offshore)	24m	5	1994	3-8	£2.5 - 3.5M
FPV Sea Spray	260	Cat. 3 (20 nm offshore)	6.8m	3	2004	5	£80,000
FPV Pisces III	100	Cat. 3 (20 nm offshore)	5.5m	2	1998	2-3	£40,000
RV Three Counties	1050	Cat. 2 (60 nm offshore)	18m	3	2002	9-13	£1,400,000
RV Runner	50	N/A	3.5m	2	2004	3	£13,000



VEHICLE DETAILS	ALLOCATED TO	ENTERED SERVICE	REPLACEMENT DATE	REPLACEMENT COST
Peugeot 207 sw	Area 1 FO	2007	2012	£11,000
Peugeot 207 sw	Area 2 FO	2007	2012	£11,000
Citroen Berlingo	Area 3 FO	2005	2010	£9,000
Nissan Navara 4x4	Area 4 FO	2004	2009	£16,000
Peugeot 308 sw	ESFJC Office	2009	2013	£13,500
Nissan Navara 4x4	RV Three Counties	2005	2010	£16,000
Ford Tourneo bus	FPV Protector III	2008	2013	£14,500
Renault Clio	ESFJC Office	2007	2012	£9,000

STAFF STRUCTURE AS AT JANUARY 2009



APPENDIX B: COMMITTEE STRUCTURES

COMMITTEE	DEFRA APPOINTEES	AFFILIATION	COUNCILLORS	AFFILIATION
Statutory Committee	J Abbott (JA)	Recreational Sea Angler	S Bakewell (SB)	Lincolnshire County Council
	R Brewster (RBr)	Commercial Fisherman	S F Williams (SWi)**	Lincolnshire County Council
	R Garnet (RG)	Commercial Fisherman	A Turner JP (AT)	Lincolnshire County Council
	N Lake (NL)	Commercial Fisherman	D Baxter (DB)*	Norfolk County Council
	I Large (IL)	Commercial Fisherman	D Callaby (DC)	Norfolk County Council
	T Pinborough (TP)	Recreational Sea Angler	G Nobbs (GN)	Norfolk County Council
	C Southerland (CS)	Commercial Fisherman	D Rye (DR)	Norfolk County Council
	N Tomlinson (NT)	Environment Agency	R Bellham (RB)	Suffolk County Council
	S Williamson (SW)	Commercial Fisherman	R Ward (RW)	Suffolk County Council
	M Yates (MY)	Centre for Ecology and Hydrology	D Woods (DW)	Suffolk County Council

SUB COMMITTEE

MEMBERSHIP

Byelaw Sub-Committee	DB, SWi, DR, DW, TP, IL, RBr, NT, NL, JA
Finance and General Purpose Sub-Committee	DB, SWi, AT, DR, SB, RW, DW, DC, RB, IL, RBr
Personnel Sub-Committee	DB, SWi, AT, CS, DW, DR, SW
Recreational Sea Angling Sub-Committee	DB, SWi, AT, DR, RW, GN, SB, IL, TP, MY, NT, NL, JA
Vessel Sub-Committee	DB, SWi, RW, AT, DC, DR, SW, RBr, NL
Wash Management Sub-Committee	DB, SWi, AT, DR, SB, BG, RW, CS, SW, NL, RBr, MY

* Chairman **Vice Chairman

APPENDIX C: RISK MANAGEMENT

The management of risk is considered in all activities conducted by Joint Committee Officers. All employees are familiar with the management of risk through developing risk assessments covering safe working practices through to scrutinising invoices and purchase orders to identify financial risks. Risk assessments are reviewed on an annual basis at a minimum. The risk matrix below is reviewed on regular basis by the senior management team comprising the Clerk & Chief Fishery Officer, Deputy Clerk & Fishery Officer and the Finance Officer. The matrix below highlights those risks identified for the financial years 2009-2011.

Description	Owner	Risk High 4 - 3 - 2 - 1 Low				Mitigation	Residual Risk
		Impact	Likelihood	Financial	Reputation		
Transition to IFCA	CFO	4 Change to organisation structure and duties	4 Marine & Coastal Access Bill timetable for 2010	4 New duties under Marine & Coastal Access Bill will need to be financed	3 Loss of identity with stakeholders. Increased expectation to deliver to a wider stakeholder group	<ul style="list-style-type: none"> • Current structure and performance of Joint Committee • Joint Committee's willingness to change if necessary • Raise awareness of change • Receive new burden money • Involved in Defra consultations 	4 Issues affecting IFCAs still to be resolved
High turnover of staff	CFO	3 Reduced efficiency and effectiveness. Low morale and disruption for remaining staff	3 Uncertainties over futures due to the Marine Bill	3 High financial investment required to train and provide PPE	2 Joint Committee no longer considered a good employer staff look for alternative employment	<ul style="list-style-type: none"> • Joint Committee maintain IIP accreditation • High level of training provided to staff • Induction programme for new recruits • Staff appraisals • Competitive salaries (benchmarking) • Provide safe and professional working environment • Flexible working arrangements 	3 Uncertainties remain over job security due to proposed transition from SFCs to IFCAs

Description	Owner	Risk High 4 - 3 - 2 - 1 Low				Mitigation	Residual Risk
		Impact	Likelihood	Financial	Reputation		
Fisheries in the District impacted by the activities of developers/ in industry Insufficient time to fully consider environmental impact assessments for offshore developments	CFO MEO	3 Shellfish fisheries close due to contamination Significant shellfish mortality. Temporary or permanent loss of, or damage to, fish stocks, fishery habitats or fishing grounds	3 Lack of fishing activity data Lack of baseline data. Limited understanding of impacts of developments on the marine environment	3 Reduced catches and income for fishermen. Displacement of fishing effort	3 High expectation that Joint Committee will represent fishing and environmental interests even though activities may be occurring outside of the District	<ul style="list-style-type: none"> • Consultations responded to by MEO • Liaison with consenting agencies • Developer meetings attended by ESFJC representatives • Database to be created holding information on current and historical fishing activities within the Committee's district • Development of a Strategic Environmental Policy • Development proposals scrutinized by Defra and Natural England • Consents required for developments 	3 Increased wind farm development, dredging and number of MCZs. High reliance on modelling to determine impact of developments. Lack of baseline data
Injury to staff due to unsafe working practices	CFO SFOs	4 Death or injury of staff	2 Well trained staff. Provision of high standard safety equipment. Well maintained vessels	4 Injury claims, tribunals. HSE/MCA investigations	3 Poor morale of staff leading to problems with retention	<ul style="list-style-type: none"> • Mandatory safety training register maintained • Adequate training budget to cover all training requirements • Well trained staff • Risk assessments available and regularly reviewed for each task • High quality PPE issued to all staff • PAT testing conducted in house • Scheduled safety drills conducted on vessels • Boarding Standing Order developed • Lone Working Policy developed • Conflict Resolution Policy developed • Designated Duty Officer with capability of tracking vehicle from home 	3 Regularly working in hazardous environments. Difficult to mitigate for unforeseen circumstances

Description	Owner	Risk High 4 - 3 - 2 - 1 Low				Mitigation	Residual Risk
		Impact	Likelihood	Financial	Reputation		
Failure to fully engage with stakeholders	CFO	<p>4</p> <p>Conflict between differing stakeholders.</p> <p>Non compliance with fisheries and environmental legislation</p>	<p>3</p> <p>Difficult to identify and consult with all relevant stakeholders</p>	<p>4</p> <p>Stakeholder requirements are not considered in the management of fisheries</p>	<p>4</p> <p>Lack of trust in the Committee's management processes.</p> <p>Misunderstanding of the Committee's role</p>	<ul style="list-style-type: none"> Adaptive co-management approach Regular contact with commercial fishermen and Natural England Dissemination of all survey data and management proposals Respond to all relevant Government /developer consultations/ proposals Improve website and provide interactive services Sub Committees established to consider specific issues Regular/structured liaison with other enforcement bodies Annual & research reports published Publication of business plan Regular P.R. releases including radio interviews by Joint Committee Officers 	<p>3</p> <p>Further improvement to contact with NGOs and other stakeholders needs to be achieved</p>
Injury to staff due to unsafe working practices	CFO SFOs	<p>4</p> <p>Death or injury of staff</p>	<p>2</p> <p>Well trained staff.</p> <p>Provision of high standard safety equipment.</p> <p>Well maintained vessels</p>	<p>4</p> <p>Injury claims, tribunals.</p> <p>HSE/MCA investigations</p>	<p>3</p> <p>Poor morale of staff leading to problems with retention</p>	<ul style="list-style-type: none"> Mandatory safety training register Adequate training budget to cover all training requirements Well trained staff Risk assessments available and regularly reviewed for each task High quality PPE issued to all staff PAT testing conducted in house Safety drills conducted on vessels Boarding Standing Order developed Lone Working Policy developed Conflict Resolution Policy developed Designated Duty Officer capable of tracking vehicles from home 	<p>3</p> <p>Regularly working in hazardous environments.</p> <p>Difficult to mitigate for unforeseen circumstances</p>

Description	Owner	Risk High 4 - 3 - 2 - 1 Low				Mitigation	Residual Risk
		Impact	Likelihood	Financial	Reputation		
Failure to effectively monitor and enforce legislation	CFO	<p>4</p> <p>Unregulated fishery.</p> <p>Increased non compliance with legislation</p>	<p>2</p> <p>Monitoring of fishing activity is high but complete coverage is not achievable</p>	<p>4</p> <p>Unregulated fisheries are unprofitable.</p> <p>Illegal landings reduce demand and price</p>	<p>4</p> <p>Joint Committee's performance is judged on its ability to prevent illegal activity from occurring</p>	<ul style="list-style-type: none"> Adaptive co-management approach to fisheries improves understanding and compliance with management measures Planned introduction of Vessel Monitoring System for vessel operating in the Wash bivalve fisheries. 16 warranted Fishery Officers regularly monitoring landings and fishing activity throughout the District Intelligence led enforcement planning 24m Patrol vessel 18m Research vessel 3 RIBs including a 6.7 m RIB with radar fitted 	<p>2</p> <p>Large district means that full coverage is not possible to achieve.</p> <p>Small minority of fishermen will continue to breach legislation due to short term gain.</p> <p>Lack of financial deterrent at present.</p> <p>Some legislation difficult to enforce effectively</p>
Failure of vessel assets	CFO SFOs	<p>3</p> <p>Limits enforcement and research capabilities</p>	<p>2</p> <p>Committee has four main vessel assets to cover breakdowns</p>	<p>3</p> <p>Hiring of other vessels expensive</p> <p>Significant mechanical failures expensive to rectify</p>	<p>2</p> <p>Significant local taxpayer money provided to commission vessels high expectation that the vessels provide value for money</p>	<ul style="list-style-type: none"> Highly maintained vessels Extensive annual refits of main vessels Annual Workboat Code survey Highly trained staff Engineers on both main vessels 7 additional FOs mechanically trained 	<p>2</p> <p>Unforeseen events may still cause disruption to activities</p> <p>Main Patrol vessel is operating beyond initial service life</p>

Description	Owner	Risk High 4 - 3 - 2 - 1 Low				Mitigation	Residual Risk
		Impact	Likelihood	Financial	Reputation		
Failure to maintain survey/sampling programme	CFO SRO	4 Lack of accurate data leading to poor management of shellfisheries. Collapse of stocks. Decline in bird numbers. Degradation of wider environment	2 Well trained and qualified staff. Dedicated 18m research vessel	4 Closure of fishery due to over exploitation of stock or loss of shellfish water classification. Shellfish fisheries not opened to fishing as insufficient information available to gain consent through appropriate Assessment procedure	4 High expectation that shellfisheries are well managed by Joint Committee	<ul style="list-style-type: none"> Dedicated research vessel Work plans developed for research staff and vessel Research staff well qualified and experienced with local fisheries Good communication with fishermen and other relevant organisations RO assigned to co-ordinate bio-toxin and bacteriological sampling routines Contingency plans developed 	2 Planned surveys lost due to poor weather or vessel breakdown. Tighter timing restrictions on sampling
Enforcement activities conducted in an unprofessional and uncoordinated manner	CFO	4 Inconsistent approach to fisheries enforcement. Enforcement problems and non compliance with legislation. Poor morale amongst other FOs	2 Misinformation may be given by FOs or information may be misinterpreted by fishermen	3 Wrong interpretation of legislation may lead to loss of earnings of fishermen or breaches in legislation going unnoticed	4 Failure to carry out enforcement efficiently and effectively reflects poorly on the Joint Committee	<ul style="list-style-type: none"> Regular staff meetings combined with enforcement training Staff appraisals All FOs receive comprehensive in house and external PACE training Issue of Warrants delayed (normally six months) until Senior Enforcement Officers are convinced the FO is capable of carrying out the enforcement role Code of Conduct for inspections at sea and ashore developed Standard boarding forms created Standard legislation cribs provided to all FOs 	2 Considerable resources are directed towards FO enforcement training but frequent changes to legislation and human error may lead to mistakes being made

Description	Owner	Risk High 4 - 3 - 2 - 1 Low				Mitigation	Residual Risk
		Impact	Likelihood	Financial	Reputation		
Degradation of environmentally sensitive/ designated areas due to fishing activity	CFO SRO MFO	4 Loss of important habitat and species	2 Joint Committee's management takes in to consideration environmental issue	3 Fisheries directly responsible closed Increased pressure by conservation groups to stop other fishing activity	4 Committee not meeting statutory duties under EU & UK conservation legislation	<ul style="list-style-type: none"> • Agreed Wash Cockle & Mussel Policies • Proposed fishing activity requires Appropriate Assessment • Effective enforcement • Adaptive co-management approach to fishing 	2 Illegal fishing can damage habitat and stocks
Shellfish stocks collapse	CFO	4 Collapse of fishing industry	4 Bivalve stocks have high natural variation. Crustacean stocks not subject to effort control	4 Local economy reliant on direct and indirect employment associated with shellfisheries	4 Loss in confidence of the Joint Committee's ability to manage fisheries	<ul style="list-style-type: none"> • Annual stock assessments of bivalve stocks in Wash • Fisheries management policies agreed for cockle and mussels stocks in the Wash • Surveys at sea to assess lobster and crab stocks • Ability to allocate sufficient resources to monitoring of landings and effective enforcement • Consultation with industry on possible management measures 	2 Stocks will naturally fluctuate. Fisheries impacts may occur outside the control of the Joint Committee, including climate change and over exploitation of stocks outside the district

Description	Owner	Risk High 4 - 3 - 2 - 1 Low				Mitigation	Residual Risk
		Impact	Likelihood	Financial	Reputation		
Failure to maintain effective financial management and control	CFO FinO	4 Fraudulent activity leading to misuse and/or misappropriation of funds Unforeseen expenditure, major mechanical failure or loss of large vessel assets	2 Limited staff access to financial information and authority to spend money. Vessel contingency funds maintained	4 Lack of financial resources to carry out statutory obligations	4 Joint Committee is funded through local taxpayer money, expectation to provide a best value for money service	<ul style="list-style-type: none"> External audit of accounts Finance sub-committee in place to review budgetary spend Restricted use for company credit cards Fuel cards allocated to specific organisation vehicles ESFJC Financial Regulations Trackers fitted to all Joint Committee vehicles Restricted authority to sign cheques Business Plan Anti Fraud and Corruption Policy Yearly reviews of inventories Production of detailed accounts Maintenance of contingency funds 	1 Very limited potential for large scale fraud or corruption. Small scale misuse of consumable items is still possible Well maintained vessels

APPENDIX D: ESFJC & APPROPRIATE ASSESSMENTS

BACKGROUND

The ESFJC District contains designated conservation sites incorporating habitats and species that are protected under European and UK legislation. These sites include The Wash and North Norfolk Coast, and the Stour and Orwell Estuaries. Relevant authorities such as the Joint Committee that conduct and consent activities within these sites are required to manage those activities to ensure they do not adversely affect the conservation features. Significant activities are referred to as “plans or projects” under the UK Habitats Regulations 1994 and require special consideration through the appropriate assessment process. The cockle and mussel fisheries in the Wash are examples of such plans or projects; their management is routinely developed according to detailed advice from the government’s statutory nature conservation advisor, Natural England (NE) (formerly English Nature). Having agreed the management policies for the cockle and mussel fisheries in the Wash, the Appropriate Assessment process is much more straightforward and responses from Natural England to proposed activities are quicker, allowing the Committee to manage these fisheries more effectively.

This process must be followed for “plans or projects”, e.g. licensed fisheries, authorised by the Joint Committee within designated European Marine Sites, i.e. Special Areas of Conservation and/or Special Protection Areas that extend below mean high water. Within the District, these sites are:

- Humber Estuary SPA (a small area of this site lies with the ESFJC District, although the majority is within the North Eastern SFC District).
- Gibraltar Point SPA
- The Wash and North Norfolk Coast SAC
- The Wash SPA
- The North Norfolk Coast SPA
- Stour and Orwell Estuaries SPA.

To date the only fisheries activities that have been identified as “plans or projects” are the Regulated cockle and mussel fisheries authorised by the Joint Committee under the Wash Fishery Order. The issue of lay leases in the Wash Several Fishery is also regarded as a “plan or project”. In addition to assessing new lease applications, the Habitats Regulations required the Joint Committee to retrospectively assess the impact of existing lay leases within the site (the “review of consents”). This process was completed in 2008 and resulted in Natural England’s agreement that existing lay leases were not having an adverse effect on conservation features.

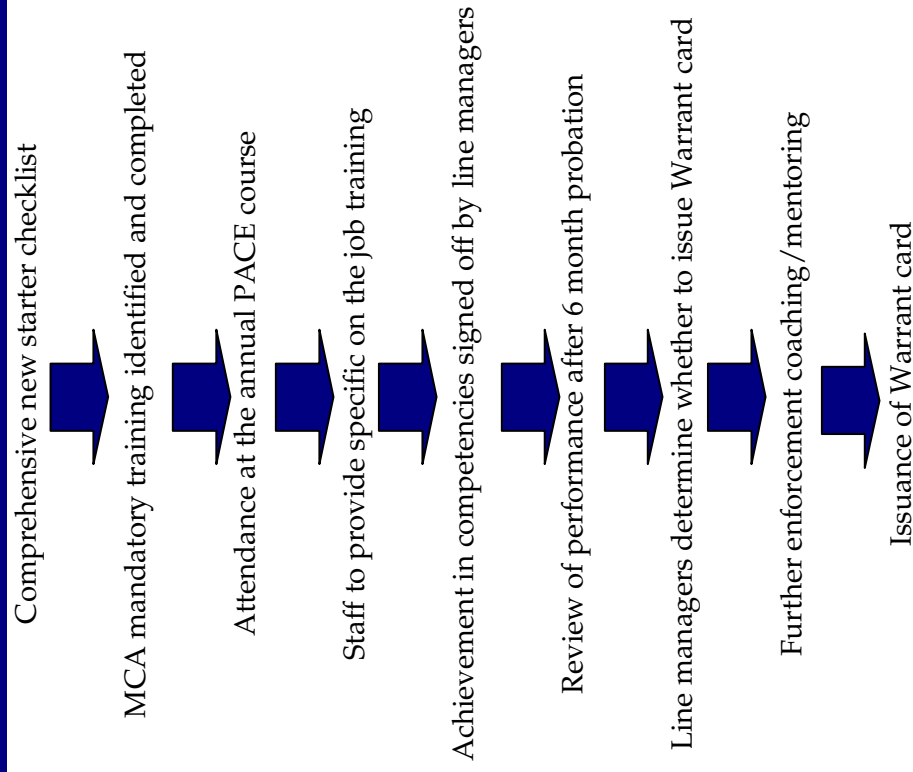
APPROPRIATE ASSESSMENTS CONDUCTED DURING 2008

SUBMITTED	PROPOSED FISHERY	APPROPRIATE ASSESSMENT CONCLUSION		OPENING DATE
		ESFJC	NE	
8/5/08	Clearance of oyster bags and trays from disused oyster farm in The Wash	No adverse effects	No adverse effects	n/a
29/5/08	Handworked cockle fishery on Regulated beds in The Wash	No adverse effects	No adverse effects	1/6/08
29/5/08	Dredged cockle fishery on Regulated beds in The Wash	No adverse effects	No adverse effects	3/8/08
15/7/08	Review of Wash Fishery Order consents	No adverse effects	Initial concerns, but removed after further information supplied by ESFJC	n/a
16/7/08	Cockle dredge head trials	No adverse effects	No adverse effects	1/8/08
4/11/08	Wash Fishery Order lease: Scotsman's Sled mussel lay	No adverse effects	No adverse effects	n/a
10/11/08	Wash Fishery Order lease: Toft mussel lay	No adverse effects	Adverse effects	n/a
24/11/08	Wash Fishery Order lease: Roger Sand mussel lay	No adverse effects	Adverse effects	ESFJC to provide further advice within the statutory 21 day period
25/11/08	Wash Fishery Order lease: Roger Sand mussel lay	No adverse effects	Adverse effects	ESFJC to provide further advice within the statutory 21 day period
4/12/08	Handworked mussel fishery on Regulated beds in The Wash	No adverse effects	No adverse effects	15/12/08

APPENDIX E: PERSONNEL RETENTION & DEVELOPMENT

NEW STARTER DEVELOPMENT PROGRAMME (FISHERY OFFICER)

ALL EMPLOYEES



- Comprehensive new starter checklist
- Investor in People programme in place
- Six month performance review
- Annual appraisal
- Identified mandatory training for staff
- Bi-monthly staff meetings with an open forum
- One to one coaching where a need is identified
- Employees encouraged to be involved in recruitment of new staff
- In house enforcement training through workshops
- Personal development through the use of Learn Direct encouraged
- High standard of working environment provided
- Expenses paid for attendance at interviews
- Professional development supported (engineers working towards professional qualifications)
- Good salary and pension provisions
- Flexible working arrangements
- Unison membership encouraged

APPENDIX F: ENFORCEMENT STRATEGY

OVERALL APPROACH

Fisheries management only succeeds with an integrated approach encompassing enforcement, communication and research. Without an effective enforcement deterrent (deterrent being the key) in place, then unlicensed, unregulated illegal fishing will become prevalent with a resultant impact on: fish stocks, the environment and the livelihoods of those that rely upon the sea to make a living.

High compliance with EU, UK and local fisheries and environmental legislation which ESFJC Fishery Officers are warranted to enforce is the overall aim. Achievement of this aim is through providing Fishery Officers with the necessary skills, knowledge, guidance and equipment. Through a fair but robust approach to enforcement and through the development of fishery management measures, which have fully considered the fishing industry's concerns whilst balancing the environmental impacts of fishing activities, it is hoped that a consensus approach to fisheries management can be achieved. Achieving this results in a high level of self-compliance with legislation and licence requirements.

PREVENTION OF ILLEGAL ACTIVITY

Those fishing activities that have been identified as high priority enforcement areas are allocated significant personnel and asset time to achieve a high coverage. Enforcement is achieved by utilising both the Area Fishery Officers and the Fishery Protection Vessels that the Joint Committee operates. The vessels provide an ideal platform from which to mount surveillance and interdiction activities. The effectiveness of the patrol vessels has significantly been increased through the installation of the Royal Navy Surveillance System which utilises satellite tracking information through the national (MFA Vessel Monitoring System). Boardings conducted from the Joint Committee vessels are entered into the RNSS system. Fishery Officers regularly inspect fishing gear and catches of marine product both on the shore and at sea to ensure that there is compliance with EU, UK and local legislation.

A significant amount of Officer time is used to ensure that management measures put in place to control those fisheries managed by the Joint Committee are robust and transparent. This is achieved through stakeholder consultation and widespread dissemination of the management proposals prior to a fishery opening. Management of quotas is conducted through a comprehensive inspection regime, which annually results in approximately 95% of all landings from the dredged cockle fishery being inspected. In those instances where a prosecution is taken against an individual then the individual is invited to a taped interview with Senior Fishery Officers in order to put forward their version of events. Prosecutions are publicised on the Joint Committee's website along with the details of the case.

WORKING WITH OTHER ORGANISATIONS

A close working relationship is maintained with other enforcement agencies operating in the maritime and terrestrial environments. This is carried out to achieve the maximum enforcement coverage within the District whilst effectively targeting those areas of priority. Close links are maintained with the Marine Fisheries Agency, Environment Agency, Natural England, Her Majesties Revenue and Customs and the Police forces of Norfolk, Lincolnshire and Suffolk and in particular the Marine Branch of Suffolk Constabulary. ESFJC is a member of the Eastern Regional Liaison Group which was established to encourage better linkages and greater dissemination of intelligence amongst those agencies and organisations responsible for fisheries protection along the eastern coast of the England. Work is ongoing to arrange regular exchanges of Fishery Officers with other Sea Fisheries Committees in order to broaden the fisheries enforcement knowledge of ESFJC Fishery Officers. The Joint Committee is will bring joint prosecutions with other agencies against individuals that commit fishery or environmental offences within the Joint Committee's district where appropriate.

TRAINING AND DEVELOPMENT

The Joint Committee deems it imperative to have highly trained, effective personnel to implement fishery enforcement activities in a professional and timely manner. All Warranted Fishery Officers receive one week of intensive residential training preparing the individual for the role of Fishery Officer. Existing Warranted Fishery Officers are sent on refresher courses on an individual basis when a need has been identified. New Fishery Officers receive extensive coaching from a Senior Fishery Officer in the practical aspects of fishery enforcement. All Fishery Officers receive bimonthly enforcement training covering aspects of investigation, enforcement powers, inspection procedures and case file preparation. All Fishery Officers receive regular training in the Police and Criminal Evidence Act. Senior Fishery Officers receive training in Regulatory Investigatory Powers Act, the Data Protection Act, the Freedom of Information Act, and the Environmental Information Act. The Senior Boarding Officer at Sea aids in the identification of training needs on an individual basis. This Officer is responsible for ensuring that all boardings of fishing vessels are carried out to a high standard and a consistent approach is maintained regardless of the Fishery Officers involved in the boarding.

ENFORCEMENT ACTION TAKEN WHEN INFRINGEMENTS ARE DETECTED

VERBAL WARNINGS

A verbal warning is issued to a fisherman when a Fishery Officer detects a minor infringement in legislation. This approach is used to educate fishermen and is recorded. If the fisherman commits a similar offence, the fisherman may be formally cautioned. A decision on how to proceed is determined by the investigating officer and other senior enforcement personnel. A verbal warning is usually issued where no financial gain has been made by the fisherman and the fisherman can rectify the matter there and then i.e. return live undersized marine organisms back to the sea in the presence of the Fishery Officer.

WRITTEN WARNINGS

Following a formal caution and subsequent investigation a written warning may be issued where there is strong mitigating evidence or it is evident that a genuine mistake was made and this is backed by no apparent reason to deceive.

HOME OFFICE CAUTIONS

Following a formal caution and subsequent investigation the option to accept a Home Office Caution may be offered. A Home Office Caution may be deemed to be the most appropriate means to deal with minor offences. A Home Office Caution is only issued where the Joint Committee is prepared to instigate legal proceedings and prosecute if the fisherman decides to decline the Home Office Caution.

FIXED ADMINISTRATIVE PENALTIES (FAP)

When Fishery Officers detect offences in contravention of certain European fishery legislation, evidence and statements will be taken in the usual manner and the offence will be reported to the Marine & Fisheries Agency whom may determine that a FAP may be offered to the offender if they admit guilt. Usually if a FAP is offered and declined then a conventional prosecution will be instigated.

PROSECUTIONS

A prosecution is undertaken where there is a realistic prospect of conviction and where it is in the public interest to do so. A decision to prosecute is taken jointly by the Clerk and Chief Fishery Officer, the Chair and Vice Chair of the Joint Committee. Home Office Cautions and previous convictions for fishery offences are raised during prosecutions. Where a fisherman has previous convictions but not for fisheries offences these will only be brought to the attention on the court in cases where they are relevant i.e. in a case of obstruction where a fisherman has previous convictions for obstruction, ABH, GBH etc. All successful prosecutions are placed on the Police National Computer in relation to recordable offences.

ACTIONS 2008	LEGISLATION CONTRAVENTION	DESCRIPTION	ACTION
1	Sea Fisheries Regulation Act 1966 Section 11(1)	Obstruction of a Fishery Officer	Successful prosecution
1	Wash Fishery Order 1992 Regulation 2	Exceeding daily cockle quota	Prosecution underway
2	ESFJC Byelaw 8	Fishing an area closed to fishing	Prosecutions underway
6	ESFJC Byelaw 8	Fishing an area closed to fishing	Verbal Warnings
1	Article 19(1) Council Regulation (EC) 850/98	Landing undersize sole	Verbal Warning
1	ESFJC Byelaw 7	Removal of crab claws	Verbal Warning
1	Article 19(1) Council Regulation (EC) 850/98	Landing undersize cod	Verbal Warning

APPENDIX G: ACHIEVING OBJECTIVES

COSTING OF STRATEGIC OBJECTIVES : 2007 – 2008 ACTUAL (FIGURES IN BRACKETS REFLECT 2006 - 2007)

OBJECTIVE	SALARIES				GENERAL ESTABLISHMENT				VESSELS			VEHICLES	TOTAL
	MANAGEMENT	VESSEL FOS	AREA FOS	RESEARCH	ADMINISTRATION	GENERAL EXPENDITURE AND ACCOMMODATION	FO / MEMBERS EXPENSES	TRAINING AND FISHERIES MANAGEMENT	RV THREE COUNTIES	FPV ESF PROTECTOR III	FPV PISCES III		
1	£9,763	£1,289	£6,708	£3,338	£2,064	£6,469	£947	£242	£1,753	£0	£0	£773	£33,346 2.9% (2.6)
2	£21,132	£0	£6,708	£11,009	£2,989	£3,472	£1,520	£350	£0	£0	£0	£1,309	£48,219 4.2% (4.0)
3	£22,869	£143,833	£89,446	£13,334	£36,293	£59,535	£15,478	£5,929	£126,215	£58,718	£4,066	£9,126	£584,842 51.0% (46.4)
4	£5,973	£67,685	£6,708	£34,160	£14,660	£17,029	£6,701	£1,719	£5,259	£73,397	£1,016	£1,778	£236,085 20.6% (28.2)
5	£22,868	£1,289	£2,237	£12,168	£3,130	£3,637	£1,624	£367	£1,753	£0	£0	£1,017	£50,090 4.4% (4.0)
6	£13,551	£11,500	£0	£6,298	£3,345	£3,885	£1,431	£392	£1,753	£11,744	£0	£561	£54,460 4.7% (2.2)
7	£9,763	£0	£0	£10,718	£1,566	£1,820	£705	£184	£0	£0	£0	£282	£25,038 2.2% (2.5)
8	£13,551	£30,900	£0	£9,261	£7,116	£8,267	£2,685	£834	£38,566	£2,935	£0	£750	£114,865 10.0% (10.1)
07-08	£119,470	£256,496	£111,807	£100,286	£71,163	£104,114	£31,091	£10,017	£175,299	£146,794	£5,082	£15,326	£1146945
06-07	£126,799	£253,175	£105,094	£112,833	£71,187	£102,722	£34,200	£10,369	£167,329	£131,393	£6,413	£16,299	£1,137,813

APPENDIX H: FISHING EFFORT & CAPABILITY

Key:

AN	Angling	CD	Cockle Dredge	CH	Cockle Handraking	DN	Drift Nets
DR	Dredging	LL	Longlines	M	Multiple gear	MD	Mussel Dredge
MH	Mussel Handraking	MR	Mussel Relaying	N	Nets	P	Pots
S	Shrimping	ST	Stern Trawl	ST (D)	Double Rig	ST (T)	Triple Rig
SB	Single Beam (Shrimps)	TB	Twin Beam (Shrimps)	TN	Trammel Nets	T	Trawl

PORT	KW	LENGTH	TONNAGE	FISHING ABILITY	MAIN FISHING	FULL/PART TIME	NUMBER OF FISHERMEN
Aldeburgh	15	5.7	1.9	LL, N, P	DN	PT	1
Aldeburgh	29	6.3	3.1	LL, P, N	M	FT	2
Aldeburgh	35	7.0	2.7	LL	DN	PT	1
Aldeburgh	38	6.8	4.1	LL, DN, P	N	FT	2
Aldeburgh	51	6.1	0.7	DN, LL	M	FT	2
Aldeburgh	150	7.9	2.3	LL, P, N	M	FT	2
Bacton	15	6.2	1.2	DN, N, LL, P	P	FT	1
Blakeney	11	5.0	0.7	P	P	FT	2
Blakeney	90	10.6	7.9	P	P	FT	3
Blakeney	112	8.5	3.0	N, P	P	FT	1
Blakeney	205	8.7	8.0	N, P	P	FT	2
Blakeney	239	10.3	3.9	P	P	FT	2
Blakeney	280	9.8	7.1	P	P	FT	2
Boston	-	14.0	-	TB, MD, CD	TB	FT	2
Boston	111	9.3	9.0	TB	TB	FT	3
Boston	112	12.0	15.7	TB, MD, CD	TB	FT	3
Boston	115	9.5	9.1	TB, MD, CD	TB	FT	2
Boston	119	9.5	10.0	TB, CD, MD	TB	FT	2
Boston	119	10.0	18.0	TB, MD, CD	TB	FT	3
Boston	119	10.0	7.0	TB, MD, CD	TB	FT	2
Boston	134	13.5	16.2	TB, MD, CD	TB	FT	3
Boston	134	11.8	13.7	TB, MD, CD	TB	FT	3
Boston	162	10.0	10.7	A	A	PT	2
Boston	164	11.8	18.2	TB, MD	TB	FT	3
Boston	170	11.4	12.7	TB, MD, CD	TB	FT	2
Boston	180	11.0	11.5	TB, MD, CD	TB	FT	2
Boston	186	10.0	9.4	TB, MD, CD	TB	FT	2
Boston	186	13.5	11.5	TB, MD, CD	TB	FT	2
Boston	189	12.8	23.1	TB, MD, CD	TB	FT	3

PORT	KW	LENGTH	TONNAGE	FISHING ABILITY	MAIN FISHING	FULL/PART TIME	NUMBER OF FISHERMEN
Boston	194	13.7	18.7	TB, MD, CD	TB	FT	3
Boston	201	13.9	17.5	SB, MD, CD	TB	FT	3
Boston	221	11.0	19.0	TB, MD, CD, P	TB	FT	3
Boston	250	13.2	20.0	TB, MD, CD	MD	FT	2
Boston	63	9.8	5.8	TB, MD	TB	FT	2
Boston	75	9.9	4.3	TB, HD HC	TB	FT	2
Boston	85	9.6	8.0	TB, MD, CD	TB	FT	2
Boston	89	9.2	8.0	TB, MD, CD	TB	FT	2
Boston	89	9.2	8.0	TB, MD, CD, P	TB	FT	2
Boston	93	9.7	11.8	TB, MD, CD, TN	TB	FT	3
Boston	95	8.8	8.0	TB, MD, CD	TB	FT	2
Boston	95	9.9	16.0	TB, MD, CD	TB	FT	2
Boston	95	9.8	18.8	TB, MD, CD	TB	FT	3
Boston	96	11.2	11.0	TB, MD, CD	TB	FT	3
Brancaster	25	6.7	3.2	MD, P	P	FT	1
Brancaster	34	7.6	3.9	MH, P	P	FT	1
Brancaster	34	9.4	7.0	MH	HW	FT	2
Brancaster	67	9.0	5.6	MD, P	P	FT	2
Brancaster	89	10.9	7.2	MD, P	P	FT	2
Brancaster	89	9.9	7.9	N, P	P	FT	2
Brancaster	134	12.0	0.5	CD, MD	DR	PT	3
Burnham	26	6.8	3.5	P	P	FT	2
Caister	11	4.6	0.9	DN, N, LL, P	DN	PT	2
Caister	22	5.8	1.2	DN, N, LL, P	DN	FT	2
Caister	29	5.7	1.1	DN, N, LL, P	DN	FT	2
Caister	30	5.7	1.3	DN, N, LL, P	DN	FT	2
Caister	41	6.4	1.7	DN, N, LL, P	DN, P	FT	3
Chapel Point	7	4.6	0.6	P, LL, TN, ST	P	FT	1
Cley Next Sea	144	9.8	13.5	DN, N, LL, P	P	FT	1
Cromer	19	5.9	1.4	DN, N, LL, P	P	FT	1
Cromer	22	6.4	1.8	DN, N, LL, P	P	FT	1
Cromer	23	6.2	2.7	DN, N, LL, P	P	FT	2
Cromer	29	5.8	2.2	DN, N, LL, P	P	FT	1
Cromer	29	5.8	1.5	DN, N, LL, P	P	FT	1
Cromer	30	5.8	1.5	DN, N, LL, P	N, P	FT	1
Cromer	37	6.1	1.5	DN, N, LL, P	P	FT	1
Cromer	37	5.8	1.2	DN, N, LL, P	P	FT	1
Cromer	45	6.4	1.8	DN, N, LL, P	P	FT	2

PORT	KW	LENGTH	TONNAGE	FISHING ABILITY	MAIN FISHING	FULL/PART TIME	NUMBER OF FISHERMEN
Cromer	46	6.9	3.5	DN, N, LL, P	P	FT	1
Cromer	194	8.9	6.0	DN, N, LL, P	P	FT	3
Dunwich	22	6.1	2.8	ST	ST	FT	1
East Runton	19	5.8	1.3	DN, N, LL, P	P	FT	1
East Runton	22	5.2	1.3	DN, N, LL, P	P	FT	1
East Runton	29	6.4	1.8	DN, N, LL, P	P	FT	1
Felixstowe Ferry	7	3.3	0.3	LL, P, DN	N	PT	1
Felixstowe Ferry	26	6.7	3.2	LL, P, DN	LL	FT	1
Felixstowe Ferry	55	7.3	4.6	LL, P, DN, ST	ST	FT	2
Felixstowe Ferry	56	7.4	5.5	P, ST, LL	P	PT	1
Felixstowe Ferry	64	6.8	10.3	ST, P, LL, N	ST	PT	2
Felixstowe Ferry	65	7.9	4.6	ST, P, LL, N	ST	PT	2
Felixstowe Ferry	67	6.4	1.8	LL, P, N	N	PT	2
Felixstowe Ferry	72	9.3	5.8	ST, P, LL	ST	PT	2
Felixstowe Ferry	74	7.3	2.1	LL, P, N	T	PT	2
Felixstowe Ferry	90	8.0	2.3	LL, P, N	N	FT	2
Gibraltar Point	103	10.7	10.4	P, LL, TN	P	FT	1
Gorleston	143	17.3	39.0	DN, N, LL, P	DN, N, LL, P	FT	2
Gt Yarmouth	26	5.1	1.2	DN, N, LL, P	AN, DN	FT	2
Harwich	47	7.4	3.5	ST, P, LL	P	FT	1
Harwich	157	9.9	17.0	N, LL	GN	FT	3
Ipswich	25	7.4	2.0	BT, LL	LL	FT	1
Ipswich	73	8.0	6.1	N	N	PT	1
Kings Lynn	60	8.6	3.9	TB	S	FT	1
Kings Lynn	71	9.4	7.2	TS	S	FT	2
Kings Lynn	88	12.0	11.9	CD, MD, TB	S	FT	3
Kings Lynn	89	10.4	9.9	CD, MD, SB	S	PT	1
Kings Lynn	90	10.0	6.7	CH, MH, TB	S	FT	1
Kings Lynn	106	9.9	7.8	TB	S	FT	1
Kings Lynn	112	12.2	13.0	CD, MD, TB	S	FT	3
Kings Lynn	134	11.9	17.0	CD, MD, TB	S	FT	2
Kings Lynn	134	15.6	17.0	CD, TB	S	FT	2
Kings Lynn	143	17.4	35.0	TB	S	FT	3
Kings Lynn	177	14.7	28.0	TB	S	FT	2
Kings Lynn	179	13.5	19.0	CD, MD, TB	S	FT	3
Kings Lynn	186	14.2	20.3	CD, TB	S	FT	2
Kings Lynn	187	17.8	8.5	CD, TB	S	FT	3
Kings Lynn	194	14.0	16.5	CD, MD, TB	S	FT	2

PORT	KW	LENGTH	TONNAGE	FISHING ABILITY	MAIN FISHING	FULL/PART TIME	NUMBER OF FISHERMEN
Kings Lynn	203	13.1	17.0	CD, TB	S	FT	2
Kings Lynn	216	11.7	18.0	CD, MD	DR	FT	2
Kings Lynn	220	11.9	15.0	CD, MD, TB	S	FT	2
Kings Lynn	220	14.0	17.0	CD, MD, TB	S	FT	3
Kings Lynn	221	16.4	38.0	TB	S	FT	3
Kings Lynn	221	13.8	16.1	CD, MD, TB	S	FT	2
Kings Lynn	221	11.9	16.0	CD, MD, TB	S	FT	2
Kings Lynn	221	14.0	13.7	CD, MD, TB	S	FT	2
Kings Lynn	221	13.9	22.9	CD, MD, TB	S	FT	2
Kings Lynn	223	16.3	26.0	TB	S	FT	3
Levington	90	9.9	3.4	N, LL	N	FT	2
Lowestoft	3	4.0	0.4	LL, N	N	FT	1
Lowestoft	4	4.6	0.9	DN	N	PT	1
Lowestoft	11	5.0	1.1	DN	DN	PT	2
Lowestoft	26	7.3	6.5	LL, P, DN, ST	T	PT	1
Lowestoft	48	9.5	5.5	DN, N, LL	DN	PT	2
Lowestoft	82	9.5	4.7	LL, N	N	FT	2
Lowestoft	89	10.0	12.9	ST, LL, N	N	FT	2
Lowestoft	102	11.6	12.1	BT, ST	ST	FT	2
Lowestoft	154	14.7	24.1	ST	T	FT	2
Lowestoft	165	9.8	5.1	LL, N, P	LL	FT	3
Lowestoft	277	14.3	29.7	ST	ST	FT	3
Mundesley	30	6.3	1.0	DN, N, LL, P	N, P	FT	1
Mundesley	36	5.8	1.5	DN, N, LL, P	P	FT	1
Mundesley	40	6.4	1.6	DN, N, LL, P	P	FT	1
Orford	158	8.3	4.2	P, LL, N	DN	FT	2
Orford	160	7.8	4.2	P, LL, N	DN	FT	2
Overstrand	24	6.6	3.3	DN, N, LL, P	P	FT	2
Overstrand	30	6.4	2.0	DN, N, LL, P	P	FT	1
Overstrand	38	6.0	1.0	DN, N, LL, P	P	FT	1
Sheringham	15	6.2	5.7	DN, N, LL, P	P	FT	1
Sheringham	15	6.5	2.2	DN, N, LL, P	P	FT	1
Sheringham	18	5.7	1.5	DN, N, LL, P	P	FT	1
Sheringham	19	5.7	1.2	DN, N, LL, P	P	FT	1
Sheringham	29	5.7	1.2	DN, N, LL, P	P	FT	1
Sheringham	30	5.7	1.4	DN, N, LL, P	P	FT	1
Skegness	67	7.9	0.8	SB	SB	FT	2
Skegness	7	5.0	1.2	P, LL, TN	SB	FT	2

PORT	KW	LENGTH	TONNAGE	FISHING ABILITY	MAIN FISHING	FULL/PART TIME	NUMBER OF FISHERMEN
Southwold	7	5.5	1.7	ST, LL, DN	ST	PT	1
Southwold	11	5.8	2.1	ST, DN	ST	PT	1
Southwold	15	6.5	2.6	ST, LL, DN	DN	PT	1
Southwold	32	6.2	2.3	ST, LL, DN	DN	PT	1
Southwold	38	6.8	4.6	ST, LL, DN, N	DN	PT	1
Thornham	26	7.1	3.8	AN	AN	PT	1
Thornham	33	6.8	3.0	AN	AN	PT	1
Wells	5	7.3	2.3	DN, N, P	DN	PT	1
Wells	33	6.8	3.2	DN, N, P	DN	PT	1
Wells	53	7.8	5.0	P	P	FT	2
Wells	89	10.4	5.8	MD, P	P	FT	2
Wells	89	9.4	7.0	N, P	P	FT	2
Wells	93	9.2	10.0	P	P	FT	3
Wells	96	9.9	7.9	N, P	P	FT	3
Wells	112	11.0	7.1	P	P	FT	2
Wells	170	9.5	5.0	P	P	FT	2
Wells	195	9.8	7.3	P	P	FT	3
Wells	236	9.8	4.0	P	P	FT	2
West Runton	3	5.5	0.9	DN, N, LL, P	P	FT	1
Weybourne	31	7.0	3.8	DN, N, LL, P	P	FT	2
Weybourne	37	6.6	2.5	DN, N, LL, P	P	FT	2

APPENDIX I: GLOSSARY

AA	Appropriate Assessment	MPA	Marine Protected Area
AGM	Annual General Meeting	MSC	Marine Stewardship Council
AIS	Automatic Identification System	NE	Natural England
ASFC	Association of Sea Fisheries Committees	PACE	Police and Criminal Evidence Act
CEFAS	Centre for Environment, Fisheries and Aquaculture Science	PAT	Portable Appliance Testing
CEH	Centre for Ecology and Hydrology	PPE	Personal Protective Equipment
CCFO/CFO	Clerk and Chief Fishery Officer	RIB	Rigid Inflatable Boat
DCFO	Deputy Clerk and Fishery Officer	RNSS	Royal Navy Surveillance System
DEFRA	Department of Environment Food and Rural Affairs	ROV	Remotely Operated Vehicle
DSP	Diarrhetic Shellfish Poisoning	RSA	Recreational Sea Angling
EA	Environment Agency	RV	Research Vessel
EHO	Environmental Health Office	SAC	Special Area of Conservation
EIA	Environmental Impact Assessment	SFC	Sea Fisheries Committee(s)
EMS	European Marine Site	SAFFA	Salmon and Freshwater Fisheries Act
ESFJC	Eastern Sea Fisheries Joint Committee	S/FO	Skipper/Fishery Officer
EFF	European Fisheries Fund	SPA	Special Protected Area
FAP	Fixed Administrative Penalty	SRO	Senior Research Officer
FinO	Finance Officer	SSSI	Site of Special Scientific Interest
FO	Fishery Officer	TAC	Total Allowable Catch
FPV	Fisheries Patrol Vessel	TLS	Test of Likely Significance
ICZM	Integrated Coastal Zone Management	VMS	Vessel Management System
IFCA	Inshore Fisheries and Conservation Authorities		
KESFC	Kent and Essex Sea Fisheries Committee		
LBSFO	Limited British Sea Fishery Officer		
MCA	Maritime and Coastguard Agency		
MCZ	Marine Conservation Zone		
MEO	Marine Environment Officer		
MFA	Marine and Fisheries Agency		
MLS	Minimum Landing Size		
MMO	Marine Management Organisation		