



The one-hundred-and-first meeting of the Joint Nature Conservation Committee to be held at 0900 hours on 20 November 2014, at JNCC, Monkstone House, City Road, Peterborough, PE1 1JY

This paper was provided to the Joint Committee for decision. Please refer to the minutes of the meeting for Committee's position on the paper.

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## Joint Nature Conservation Committee

### Performance report for quarter 2 2014/15

Paper by Sarah Harrison, Tracey Quince and Marcus Yeo

#### 1. Summary of performance

- 1.1. A summary of overall performance for each of JNCC's strategic objectives is provided in the quarterly scorecard in Annex 1.

#### 2. Priority performance measures

- 2.1. JNCC's business plan for 2014/15 contains 21 priority performance measures (PPMs). A detailed summary of performance against PPMs is shown at Annex 2a.

- 2.2. In quarter 2:

- i. eleven PPMs are making good progress (nine in Q1) and delivery is where it is expected to be (Green). One of these PPMs is reporting an Amber outlook for the remainder of the year;
- ii. one PPM has critical issues affecting delivery (one was reported in Q1) (Red);
- iii. nine PPMs have some issues affecting delivery (11 in Q1) but these are being managed (Amber); two of these PPMs are forecast to continue experiencing problems during the remainder of the year.

- 2.3. Notable achievements during quarter 2 include:

- i. publication of annual updates of trend and status across the UK for a wide range of bird species;
- ii. completion of survey relevant to monitoring Marine Protected Areas in Scottish waters;
- iii. publication of research reports on a) the best use of aggregation methods in marine biodiversity assessments, and b) the development of biodiversity indicators for the Marine Strategy Framework Directive;
- iv. a review of advice for Marine Scotland on the adequacy of the Scottish marine protected areas (MPA) network following designation of nature conservation MPAs earlier in the year;
- v. revised organisational policies and guidance for data management and security;
- vi. completion of the formal handover of English renewables casework to Natural England (NE).

- 2.4. PPM 4.5 (SACs for harbour porpoise) is reporting Red for Q2 and for the remainder of the year. JNCC and the country conservation bodies are making good progress in identifying possible SACs for harbour porpoise but the original timetable for the work has not been tenable for JNCC or any of the other organisations involved, and there are significant risks involved in bringing the work to a satisfactory conclusion. This topic will be discussed under a separate agenda item at the November Joint Committee meeting.
- 2.5. PPM 2.5 (JNCC's evidence base) is reported as Green in Q2 but Amber for the remainder of the year. The risks are around the absence of a key member of staff.
- 2.6. Two PPMs are reported as Amber in Q2 and Amber for the remainder of the year:
  - i. PPM 2.1 (Implementation of the UK Biodiversity Framework). There has been slippage in agreeing common work packages for the Framework and in submitting recommendations from the review of Special Protection Areas;
  - ii. PPM 2.3 (Support for the National Biodiversity Network). Delays are being experienced for a number of reasons, including loss of key staff and uncertainty about the future direction of some aspects of the work.
- 2.7. Seven PPMs are reported as Amber in Q2 but Green for the remainder of the year. In all cases slippage against milestones is relatively minor, and it is anticipated that work will be brought back on track by the end of the year.
- 2.8. Annex 2b contains proposals for new milestones for PPMs 3.1 and 3.3 for quarters 3 and 4. It is proposed to amend a milestone under PPM 3.2 due to a change in government policy, and to delete two milestones under PPM 5.1 due to a commercial policy change.
- 2.9. Annex 2c contains details of new, emerging or reactive work in Q2.

### **3. Financial reporting**

- 3.1. A table showing spend to date including commitments and forecast against budget by programme is given at Annex 3a. A forecast of JNCC's overall position is provided at Annex 3b. The financial RAG statuses have been used to populate the RAG status in the quarterly scorecard at Annex 1.
- 3.2. The £500k Marine GIA held back by Defra at the start of the year has been included in the budget tables for this report, in line with the treatment requested by Defra in our management reports to them. The Executive Management Board has confirmed that these funds will be required following the Q2 outturn.
- 3.3. The £500k held back by Defra under the Cefas Partnership Agreement has not been included in the budget tables for this report, meaning that the total budget figure for JNCC is shown as £10,165k (£10,665k in the business plan for 2014/15).
- 3.4. The forecast spend indicates a total overspend of £133k by the end of the year. There are small projected overspends (each less than £25k) in

Reserved, UK Co-ordination and Governance and Corporate Services, and a projected underspend of £20k against Marine. A shortfall in income of £95k for salaries in the Offshore Industries Advice programme has been included in the total overspend figure.

- 3.5. There are risks around an additional £70k of income in Offshore Industries Advice (in addition to the £95k noted in 3.4) but a business case has been submitted to Defra and DECC for consideration. This potential shortfall in income has not been included in the overspend figure so this figure would rise if JNCC were required to cover these costs should the income not be made available by funding bodies (£193k overspend).
- 3.6. To ensure that there is no overspend in GIA by the end of the year, the Executive Management Board has decided to reduce some budgets where funds have not yet been committed. These changes are not reflected in Annexes 3a and 3b.

#### **4. Risk reporting**

- 4.1. The significant risks register for Q2 is contained in Annex 4. Good progress is being made in implementing management actions.
- 4.2. There have been some changes in risk scores, and a new risk has been added in relation to severe pressures on funding.

#### **5. HR reporting**

- 5.1. A table showing HR statistics for Q2 is contained in Annex 5. Staff turnover has increased since quarter 1 but is still considered to be running at an acceptable level.

#### **6. Other reporting**

- 6.1. Reports on other matters are included in Annex 6.
- 6.2. In Q2 there was one breach of data security and one near miss. Details are contained in Annex 6. Lessons have been learnt and procedures have been put in place to avoid further incidents.
- 6.3. There remain some gaps in reporting against evidence quality assurance. This issue will be addressed for Q3. A strategic approach to EQA for CITES licensing was put in place in Q2. An approach for Offshore Industries Advice is still under development.

**Annex 1. Quarterly scorecard – summary of PPM and financial performance for each strategic objective**

**Key to RAG assessments**

RAG assessment	Finance	PPMs
<b>R</b>	(highest of) 21-100% variance or more than £30k between forecast and revised budget	Critical issues have materialised that could affect delivery and intervention from EMB is necessary
<b>A</b>	(highest of) 6-20% variance or £10k - £30k between forecast and revised budget	Some issues that could affect delivery but they are being managed.
<b>G</b>	(highest of) 1-5% variance or less than £10k between forecast and revised budget	Good progress- delivery is where we expect it to be.

Financial risk calculated based on the higher value (either percentage or amount in £)

Strategic objective	Programme	PPM	PPM status for Q2	PPM outlook for remainder of the year	Finance
1- Maintain and develop biodiversity surveillance and monitoring programmes, sufficient to achieve policy and statutory obligations cost-effectively.	Surveillance and Monitoring	1.1 Publish updated trends and their likely causes for seabirds, breeding birds, wintering wetland birds, bats, butterflies and a range of invertebrates, and finalise survey design and mode of operation for a new long-term monitoring programme for vascular plants in preparation for a major launch in the 2015 field season. 1.2 Produce methods, tools and guidance that will help countries within the UK use remote sensing data to meet mapping requirements for terrestrial habitats and ecosystem services, detect change and measure condition.	GREEN ↑	GREEN ↔	AMBER ↓
	Marine Monitoring	1.3 Complete advice to Governments on options for monitoring seabirds and develop draft integrated wider environment and site monitoring options for a number of seabed habitats. Testing of monitoring options. 1.4 Develop prioritised plans for operational monitoring of marine protected sites in UK offshore waters, including testing of monitoring options.	AMBER ↔	GREEN ↔	AMBER ↓
2- 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.	Biodiversity Information and Advice	2.1 Support implementation of the UK Biodiversity Framework and country environment strategies within the UK, by making links with international and European commitments, and by facilitating and contributing to common country approaches and solutions. 2.2 Implement JNCC's science quality guidance.	AMBER ↓	AMBER ↓	GREEN ↔
	Access to Information	2.3 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 ↔	AMBER ↓	GREEN ↑
	Marine Ecosystem Assessment and Advice	2.4 Provide technical expertise and advice to Governments and the European Topic Centre for Inland, Coastal and Marine Waters (ETC/ICM) on marine ecosystem assessments.	AMBER ↔	GREEN ↔	GREEN ↔
	Marine Evidence	2.5 Ensure that JNCC's evidence base is well-described and classified (in terms of data security), and that priority elements are published externally to support key areas of business.	GREEN ↑	AMBER ↓	RED ↓

Strategic objective	Programme	PPM	PPM status for Q2	PPM outlook for remainder of the year	Finance
3- Provide advice to enable UK and devolved governments to meet their EU and international obligations for biodiversity and sustainable development.	European Intelligence and Advice	3.1 Provide coordinated input of UK expertise to the EU Biodiversity Strategy targets and other priority European issues, including the Habitats and Birds Directives, the Marine Strategy Framework Directive and the OSPAR Convention strategic plan.	AMBER↔	GREEN↔	GREEN ↔
	Global Advice and Overseas Territories	3.2 Provide advice to support implementation of the Overseas Territories Biodiversity Strategy and provide technical expertise to support the UK Overseas Territories in implementing environmental priorities identified through the Joint Ministerial Council and through mainstreaming initiatives. 3.3 Provide technical input to the 12th Conference of the Parties to the Convention of Biological Diversity, the 11th Conference of the Parties of the Convention on Migratory Species (CMS) and scientific meetings relating to the Convention on International Trade in Endangered Species and CMS daughter agreements, and provide advice to support the Darwin Initiative and Darwin Plus.	GREEN ↑	GREEN↔	GREEN ↔
4- Enable UK administrations to substantially complete the UK network of well-managed marine protected areas, sufficient to meet national, EU and international requirements.	Marine Protected Areas	4.1 Provide technical support to Marine Scotland in the designation of Nature Conservation MPAs in offshore waters. 4.2 Provide advice to Defra on a 2nd tranche of Marine Conservation Zones and support Defra with its public consultation in 2015. 4.3 Provide advice to Defra and devolved administrations on identifying MPAs (including support for MCZ projects in Wales and Northern Ireland) and implementing effective management to meet obligations with regard to the UK contribution to an ecologically coherent network in the north-east Atlantic.	GREEN ↑	GREEN ↑	GREEN ↔
	Marine SPAs	4.4 Provide scientific cases, conservation objectives and advice packages for offshore potential SPA locations to contribute to identifying and where possible classifying a UK series of marine SPAs by 2015. Support the application of marine bird evidence to help country programmes contribute to the UK SPA series.	AMBER↔	GREEN↔	AMBER ↓
5- Provide advice on marine biodiversity to enable sustainable management of the offshore environment.	Fisheries, Species and MPA Conservation Advice	4.5 Complete JNCC processes to support Governments in the consideration of SACs for harbour porpoise by the end of 2015. 5.2 Provide advice on management of fisheries and draft relevant sections of EU management requests for offshore Special Areas of Conservation (SACs) in accordance with timelines agreed with Governments.	RED ↑	AMBER↔	AMBER ↔
	Offshore Industries Advice	5.1 Respond fully to requests for JNCC advice on oil and gas, aggregates and marine renewables within the agreed consultation period, and support the country nature conservation bodies in the provision of industry advice through UK coordination and science leadership.	AMBER↔	GREEN ↑	AMBER ↓
6- 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.	Governance and Corporate Services	6.1 Review and implement an organisational design for 2015/16 and beyond, with the aim of enabling JNCC to deploy the key capabilities needed to achieve its most important work efficiently, effectively and flexibly. 6.2 Implement a new Governance and Corporate Services strategy to improve efficiency in the delivery of routine management and administrative responsibilities by aligning service provision with shared services principles and improve effectiveness in the planning, provision and management of resources.	GREEN↔	GREEN↔	GREEN ↑

**Annex 2a. Summary of PPM delivery and risks**

**Key to RAG assessments**

<b>R</b>	Critical issues have materialised that could affect delivery and intervention from EMB is necessary
<b>A</b>	Some issues that could affect delivery but they are being managed.
<b>G</b>	Good progress - delivery is where we expect it to be.

PPM description	Milestones by quarter	Cumulative summary of progress against milestones	PPM RAG status for current quarter	PPM outlook for remainder of the year
<b>1. Maintain and develop biodiversity surveillance and monitoring programmes, sufficient to achieve policy and statutory obligations cost-effectively.</b>				
<b>1.1</b> Publish updated trends and their likely causes for seabirds, breeding birds, wintering wetland birds, bats, butterflies and a range of invertebrates, and finalise survey design and mode of operation for a new long-term monitoring programme for vascular plants in preparation for a major launch in the 2015 field season.	a) Publish trends at UK, country and regional level for all UK bat species with sufficient data, and report ecological interpretation of the trends (Q1).  b) Provide the results of research on stratification, statistical design, and species selection to help stakeholders prepare for the new plant surveillance programme and develop with country conservation bodies a specification for contracting an operational scheme (Q1).  c) Provide online updates of national and regional trends for selected seabird species (Q2).  d) Publish 1) trends of non-breeding waterbird populations together with an examination of the likely underlying drivers of trends; 2) status and trends in population size and breeding success of non-breeding goose and swan populations; 3) a national report summarising submitted records of rare breeding birds; and 4) trends in terrestrial and freshwater breeding birds (Q2).  e) Provide trend statistics from biological recording sources for at least 10 species, providing a provisional analysis of pattern or cause of change (Q3).  f) Publish BirdTrends report, incorporating trend data and interpretation of results for breeding birds from the National Ringing Scheme, Constant Effort Sites, Breeding Bird Survey and Nest Record Scheme (Q3).  g) Put contracts and agreements in place to launch the	a) Milestone completed in Q1.  b) Milestone completed in Q2  c) Milestone completed in Q2.  d) Milestone completed in Q2.  e) Milestone due in Q3.  f) Milestone due in Q3.  g) Milestone due in Q3.	<b>GREEN↑</b>	<b>GREEN↔</b>

PPM description	Milestones by quarter	Cumulative summary of progress against milestones	PPM RAG status for current quarter	PPM outlook for remainder of the year
	<p>plant surveillance programme in 2015 (Q3).</p> <p>h) Publish online trends for selected butterfly species, including butterfly biodiversity indicator updates for England, Scotland and the UK (Q4).</p>	<p>h) Milestone due in Q4.</p>		
<p><b>1.2</b> Produce methods, tools and guidance that will help countries within the UK use remote sensing data to meet mapping requirements for terrestrial habitats and ecosystem services, detect change and measure condition.</p>	<p>a) Facilitate a workshop with Ordnance Survey for environment bodies to investigate how to improve the representation of land cover and use of change detection information for planning and managing landscape (Q1).</p> <p>b) Provide information on the cost and means of deploying new methods for countries, and support NIEA in their implementation of a Northern Ireland habitat map (Q2).</p> <p>c) Facilitate decision making so that stakeholders in Countryside Survey can agree the nature and scale of any shared solution to meeting their individual evidence requirements (Q3).</p> <p>d) Provide a major update covering uplands and aspects of habitat condition to the Crick Framework methods for detailed biodiversity and ecosystem service related habitat mapping (Q4).</p>	<p>a) Milestone completed in Q1.</p> <p>b) Milestone completed in Q2.</p> <p>c) Milestone due in Q3.</p> <p>d) Milestone due in Q4.</p>	<p><b>GREEN↔</b></p>	<p><b>GREEN↔</b></p>
<p><b>1.3</b> Complete advice to Governments on options for monitoring seabirds and develop draft integrated wider environment and site monitoring options for a number of seabed habitats.</p>	<p>a) Complete cruise report from survey testing monitoring options for burrowed mud habitats at Fladen Ground possible Scottish Marine Protected Area (Q1).</p> <p>b) Submit draft monitoring and surveillance options for seabirds to Chief Scientists Group and Marine Biodiversity Monitoring R&amp;D Programme Board (Q2).</p> <p>c) Complete survey testing seabed habitat monitoring options for sandy and coarse sediments at Dogger Bank Special Area of Conservation (Q2).</p> <p>d) Complete addition of summer 2014 International Bottom Trawl Survey validated seabird data to Seabirds at Sea database (Q3).</p> <p>e) Submit advice to Governments on options for monitoring seabirds (Q4).</p> <p>f) Submit draft first stage ('what to monitor') options for monitoring of deep sea habitats to Marine Biodiversity Monitoring R&amp;D Programme Board (Q4).</p>	<p>a) Milestone nearing completion. Fladen Ground survey completed April 2014, cruise report completed by Cefas, awaiting JNCC sign off in early Q3.</p> <p>b) Milestone nearing completion. Draft monitoring options for seabirds prepared, workshop with country conservation bodies held in September. Summary due for submission to Chief Scientists Group and Programme Board in October.</p> <p>c) Milestone completed. Dogger Bank survey completed in Q1, cruise report drafted and awaiting sign off in Q3.</p> <p>d) Milestone on track. Seabird data collected on Q2 International Bottom Trawl Surveys, data due to be validated and input during Q3.</p> <p>e) Milestone on track. Some risk of delay to production of final advice due to complexity of task and need for substantial input from country conservation bodies.</p> <p>f) Milestone on track. Draft document ready for internal review at the end of Q2.</p>	<p><b>AMBER↔</b></p>	<p><b>GREEN↑</b></p>

PPM description	Milestones by quarter	Cumulative summary of progress against milestones	PPM RAG status for current quarter	PPM outlook for remainder of the year
<p><b>1.4</b> Develop prioritised plans for operational monitoring of marine protected sites in UK offshore waters, including testing of monitoring options.</p>	<p>a) Complete survey relevant to monitoring Marine Protected Areas in Scottish waters on RV Scotia (Q3).</p> <p>b) Submit prioritised plan for monitoring offshore Marine Protected Areas to Governments (Q4).</p>	<p>a) Milestone completed in Q2.</p> <p>b) Milestone on track. Order of priority for monitoring offshore MPAs drafted and internally reviewed, to be shared with Governments, Marine Scotland Science and Cefas in October.</p>	<p><b>GREEN↔</b></p>	<p><b>GREEN↔</b></p>
<p><b>2. 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.</b></p>				
<p><b>2.1</b> Support implementation of the UK Biodiversity Framework and country environment strategies within the UK, by making links with international and European commitments, and by facilitating and contributing to common country approaches and solutions.</p>	<p>a) Consolidate links with country strategies, reconfirm country priorities and agree common work packages for the UK Biodiversity Framework following completion of the Convention on Biological Diversity National Report (Q2).</p> <p>b) Prepare second annual report on the UK Biodiversity Framework (Q3).</p> <p>c) Publish UK Biodiversity Indicators (Q3).</p> <p>d) Publish report on techniques for monitoring and measuring the flow of biomass through the UK economy and its component countries and identify the potential for such techniques to be used as sustainability measurements or indicators of overseas impacts of biomass use (Q3).</p> <p>e) Submit recommendations of Phase 1 of the Special Protection Area Review to the Joint Committee (Q3).</p> <p>f) Provide report to Chief Scientists Group with recommendations for the approach to attribute nitrogen impacts on site condition and actions to address these impacts (Q4).</p>	<p>a) Milestone not completed. Talks held with partners in Scotland and Wales, and information gathered about their strategies and plans; slight slippage on work packages, but in hand.</p> <p>b) Milestone due in Q3. Planning for annual report started.</p> <p>c) Milestone due in Q3.</p> <p>d) Milestone due in Q3. JNCC report on biomass flows through Scottish economy held back pending Scottish referendum but now finished and circulated along with results of a mid-year seminar looking at options for indicator development in the future.</p> <p>e) Milestone due in Q3. Work is delayed. The target date for submission of the SPA review is now early 2015.</p> <p>f) Milestone due in Q4. Outline framework for attributing nitrogen impacts as a cause of unfavourable condition produced and agreed by Task and Finish Group. Further development of the framework will be contracted out.</p>	<p><b>AMBER↓</b></p>	<p><b>AMBER↓</b></p>

PPM description	Milestones by quarter	Cumulative summary of progress against milestones	PPM RAG status for current quarter	PPM outlook for remainder of the year
<p><b>2.2</b> Implement JNCC's science quality guidance.</p>	<p>a) Publish evidence quality policy and guidance notes on JNCC website. Deliver staff training across the organisation on generic use of the policy and thematic training on specific elements of the policy (Q1).</p> <p>b) Contribute to an internal audit of implementation of the evidence quality policy (Q3).</p> <p>c) Review and make necessary changes to the evidence quality policy and guidance notes, and re-publish any new versions (Q4).</p>	<p>a) Milestone delayed. Documents will be published on the JNCC website in November. Core training for nearly all relevant staff was delivered in Q1 and bespoke training for administrative staff. A training session for new starters has been organised for early in Q3. No demand for thematic training to date.</p> <p>b) Milestone due in Q3.</p> <p>c) Milestone due in Q4.</p>	<p><b>AMBER↓</b></p>	<p><b>GREEN↔</b></p>
<p><b>2.3</b> 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.</p>	<p>a) Review the status of, and investment in, technical solutions for online data capture and management within the broader needs of JNCC and the country conservation bodies, and develop a strategy for how this can be most efficiently and effectively taken forward (Q2).</p> <p>b) Work with users of the NBN Gateway to maximise the use of new mechanisms to integrate data into existing systems and applications (Q3).</p> <p>c) Consolidate the functionality available as part of the new NBN Gateway, in particular to allow self-service data updates and facilities to assess data quality (Q4).</p>	<p>a) Milestone not completed. Discussions with the Biological Records Centre have sketched out a strategy around iRecord which will be completed over the next quarter. In addition JNCC are exploring the potential use of iRecord for some internal requirements which will also be developed further over the next quarter. However, some concerns from the country conservation bodies remain.</p> <p>b) Milestone due in Q3. The primary focus of application of NBN data has been in reviewing the work done around the Breckland Biodiversity Audit and exploring the extent to which this can be "industrialised" to allow application across other regions and what additional processing and data would be needed. This is progressing well.</p> <p>c) Milestone due in Q4. The work on the Gateway has been delayed as a result of staff loss and problems in agreeing budgets with partners. The work is progressing and should still be completed on schedule.</p>	<p><b>AMBER↔</b></p>	<p><b>AMBER↓</b></p>

PPM description	Milestones by quarter	Cumulative summary of progress against milestones	PPM RAG status for current quarter	PPM outlook for remainder of the year
<p><b>2.4</b> Provide technical expertise and advice to Governments and the European Topic Centre for Inland, Coastal and Marine Waters (ETC/ICM) on marine ecosystem assessments.</p>	<p>a) Publish as a JNCC research report the methods and results for the assessment of structure and function of Habitats Directive Annex I Reefs and Annex I Sandbanks in UK offshore waters (Q1).</p> <p>b) Publish a JNCC research report on the best use of aggregation methods in marine biodiversity assessments to enable streamlining between MSFD, OSPAR and Habitats Directive (Q2).</p> <p>c) Contribute to the drafting of an ETC/ICM report on marine ecosystem typology options, which can be used in marine ecosystem service assessments (Q2).</p> <p>d) In collaboration with ETC/ICM partners, and the European Environment Agency, draft the European Marine Baseline Assessment 2014 report (Q3).</p> <p>e) Contribute expertise, as required, to support the preparation of a Marine Climate Change Impacts Partnership Special Topic Report Card on the MSFD and MPAs (Q4).</p> <p>f) Identify options for undertaking assessments of features in offshore MPAs and ensure streamlining with other assessment and reporting requirements (Q4).</p>	<p>a) Milestone not completed. Report has been delayed pending decision on whether maps should be included in the final report. Publication is now likely to be in Q3.</p> <p>b) Milestone completed in Q2.</p> <p>c) Milestone not completed. Initial draft chapters on ecosystem typologies submitted to ETC/ICM, and revisions made following feedback. However, final contributions are now expected in Q3.</p> <p>d) Further draft submissions for the Marine Baseline Assessment provided in Q2 and on track for delivery in Q3.</p> <p>e) Contributions to MCCIP provided and delivery on track for report card publication in Q4.</p> <p>f) During Q2 a draft plan of action for delivery of this milestone has been finalised and initial steps undertaken so delivery in Q4 is currently on track.</p>	<p><b>AMBER↔</b></p>	<p><b>GREEN↔</b></p>
<p><b>2.5</b> Ensure that JNCC's evidence base is well-described and classified (in terms of data security), and that priority elements are published externally to support key areas of business.</p>	<p>a) Revise organisational policies and guidance around data management and security, and develop a plan for implementation (Q2).</p> <p>b) Determine seabird evidence needs and potential opportunities, and make recommendations for improved co-ordination of evidence activities (Q3).</p> <p>c) Review the implementation of revised internal policies, guidance and processes, and make recommendations on any further action required (Q4).</p>	<p>a) Milestone completed in Q2.</p> <p>b) This milestone is not on track for completion at the end of Q3.</p> <p>c) Work relies on a) and was planned to start in Q3. Recommendations on next steps have already been made and will be discussed internally in early Q3. There is a risk that the review will be delayed due to absence of a key staff member.</p>	<p><b>GREEN↑</b></p>	<p><b>AMBER↓</b></p>
<p><b>3. Provide advice to enable UK and devolved governments to meet their EU and international obligations for biodiversity and sustainable development.</b></p>				

PPM description	Milestones by quarter	Cumulative summary of progress against milestones	PPM RAG status for current quarter	PPM outlook for remainder of the year
<p><b>3.1</b> Provide coordinated input of UK expertise to the EU Biodiversity Strategy targets and other priority European issues, including the Habitats and Birds Directives, the Marine Strategy Framework Directive and the OSPAR Convention strategic plan.</p>	<p>a) Agree with country nature conservation bodies priority actions to strengthen the evidence base and improve the reporting process for the next round of reporting under Article 17 of the Habitats Directive and Article 12 of the Birds Directive (Q1).</p> <p>b) Assist Defra in understanding the implications of the Plant Health Regulation negotiations for the natural environment, and ensure that opportunities and risks for the natural environment are explored (Q1).</p> <p>c) Publish as JNCC research reports the results of commissioned research to develop MSFD indicators on seabirds, benthic habitats and cetaceans (Q1).</p> <p>d) Provide advice to Government to enable them to respond to the public consultation on biodiversity monitoring for MSFD Article 11 (Q1).</p> <p>e) Consider how JNCC could assist government and country conservation bodies to coordinate UK bids for EU LIFE funding, and set milestones for Q2, 3 and 4 (Q1).</p> <p>f) Complete MSFD biodiversity reporting forms as required by Defra (Q2).</p> <p>g) Support the MSFD Indicators Funders Group to commission research to continue the development of MSFD biodiversity indicators (Q2).</p> <p>h) Working through a UK country conservation body Task and Finish Group, agree an approach to updating the Standard Data Forms for Natura 2000 sites, and assess and inform government of the implications and risks (Q2).</p> <p>hh) Working with Defra, country nature conservation bodies and other relevant organisations define JNCC role in coordinating UK LIFE bids and implement (Q2).</p> <p>hhh) Assess feasibility of LIFE bids for the Overseas Territories and appropriateness of UK coordination (Q2)</p> <p>i) Compile a list of challenges and risks in relation to the Nature Directives, including areas of difference between UK implementation and European Commission interpretation/expectation. Identify implications for government and country conservation bodies, and support countries and the UK with evidence in their response to the Commission (Q3).</p>	<p>a) Significant progress made with this milestone, but will not be completed until Q4.</p> <p>b) Milestone completed, but the work is ongoing. Advice has been provided to ensure UK lines supported with sufficient evidence.</p> <p>c) Milestone completed in Q2.</p> <p>d) Milestone completed in Q1.</p> <p>e) Milestone completed in Q1.</p> <p>f) Milestone completed in Q2</p> <p>g) Milestone completed in Q2.</p> <p>h) Milestone completed in Q2.</p> <p>hh) Milestone completed in Q2</p> <p>hhh) Milestone completed in Q2.</p> <p>i) Milestone due in Q3. Work is underway to identify challenges and risks across marine and terrestrial areas.</p>	<p><b>AMBER↔</b></p>	<p><b>GREEN↔</b></p>

PPM description	Milestones by quarter	Cumulative summary of progress against milestones	PPM RAG status for current quarter	PPM outlook for remainder of the year
	<p>j) Provide advice on the development of technical specifications for MSFD biodiversity indicators based on previously published research reports (Q3).</p> <p>jj) Identify LIFE priorities from the UK Prioritised Action Framework and other relevant sources to assist country nature conservation bodies and other agencies in deciding where to focus efforts on LIFE bids in the 2014-2017 Multi Annual Work Programme (Q3).</p> <p>k) Contribute technical advice to help Governments to develop a data strategy which supports the delivery of operational marine biodiversity indicators and assessments across all reporting requirements (Q4).</p> <p>l) Provide a progress report to OSPAR's Biological Diversity Committee 2015 on the development of candidate and common indicators that are being led by JNCC on behalf the UK, including a protocol for at least one operational MSFD common biodiversity indicator for which the UK (via JNCC) is the lead country (Q4).</p> <p>m) As part of UK implementation of the MSFD, produce a noise register for the UK that manages data in a form suitable for policy implementation and development and is accessible to users (Q4).</p>	<p>j) Milestone due in Q3.</p> <p>jj) Milestone due in Q3.</p> <p>k) Milestone due in Q4. Defra has been provided with a proposal for a draft Terms of Reference for a Data Strategy Group.</p> <p>l) Milestone due in Q4. Good progress is being made with the development of specifications for OSPAR common indicators.</p> <p>m) Milestone due in Q4. Some delays have been experienced; currently still on track to deliver but will be reassessed at Q3.</p>		
<p><b>3.2</b> Provide advice to support implementation of the Overseas Territories Biodiversity Strategy and provide technical expertise to support the UK Overseas Territories in implementing environmental priorities identified through the Joint Ministerial Council and through mainstreaming initiatives.</p>	<p>a) Facilitate a South Atlantic regional workshop to develop a medium term strategy for JNCC support for Overseas Territories conservation work in the region (Q1).</p> <p>b) Contribute to the development of a UK Government strategic approach to working with the Overseas Territories on environment matters (Q1).</p> <p>c) Manage Green Economy projects in the Turks and Caicos and Bermuda on behalf of the FCO (Q1).</p> <p>d) Support the Anguillan Government National Ecosystem Assessment project by co-ordinating UK and European expert input to the first phase of the project (Q3).</p> <p>e) Agree, through discussion with partners, a framework to enable more effective collaboration between JNCC and UK-based organisations interested in the UK Overseas Territories (Q3).</p>	<p>a) Milestone completed in Q1. South Atlantic regional workshop focussed on sustainable fisheries, marine protected areas, biodiversity action planning and fisheries.</p> <p>b) Milestone not completed. Discussions with Defra have been delayed.</p> <p>c) Milestone completed. Turks and Caicos Islands on target with contracts let and work in progress. Bermuda project abandoned after delays imposed by Bermuda Government made it impossible to implement the work this financial year (see Annex 2b).</p> <p>d) Milestone due in Q3. JNCC hosted final planning meeting for Anguillan Government at Nottingham University.</p> <p>e) Milestone due in Q3. NGO meeting held in early September made significant progress in establishing collaboration with NGOs.</p>	<p><b>GREEN↑</b></p>	<p><b>GREEN↔</b></p>

PPM description	Milestones by quarter	Cumulative summary of progress against milestones	PPM RAG status for current quarter	PPM outlook for remainder of the year
<p><b>3.3</b> Provide technical input to the 12th Conference of the Parties to the Convention of Biological Diversity, the 11th Conference of the Parties of the Convention on Migratory Species (CMS) and scientific meetings relating to the Convention on International Trade in Endangered Species and CMS daughter agreements, and provide advice to support the Darwin Initiative and Darwin Plus.</p>	<p>a) Lead the UK delegation to the 27th meeting of the Animals Committee of the Convention on International Trade in Endangered Species (Q1).</p> <p>b) Contribute to the UK delegation to the 18th meeting of the Convention on Biological Diversity's Subsidiary Body on Scientific, Technical and Technological Advice (Q1).</p> <p>c) Contribute to the UK delegation to the Scientific Council of the Convention on Migratory Species and the 65th meeting of the Standing Committee to the Convention on International Trade in Endangered Species (Q2).</p> <p>d) Contribute to the first sift of projects for the 20th round of applications to the Darwin Initiative and the 3rd round of applications to Darwin Plus (Q2).</p> <p>e) Contribute to the UK delegation to the 12th Conference of the Parties to the Convention on Biological Diversity (Q3).</p> <p>f) Contribute to the UK delegation to the 12th meeting of the Technical Committee to the African-Eurasian Waterbird Agreement (Q3).</p> <p>g) Contribute to the final sift of projects for the 20th round of applications to the Darwin Initiative, and to its scoping and challenge awards (Q4).</p>	<p>a) Milestone completed in Q1.</p> <p>b) Milestone completed in Q1.</p> <p>c) Milestone completed in Q2.</p> <p>d) Milestone completed in Q2.</p> <p>e) Milestone due in Q3</p> <p>f) Milestone due in Q3</p> <p>g) Milestone due in Q4</p>	<p><b>GREEN↔</b></p>	<p><b>GREEN↔</b></p>
<p><b>4. Enable UK administrations to substantially complete the UK network of well-managed marine protected areas, sufficient to meet national, EU and international requirements.</b></p>				
<p><b>4.1</b> Provide technical support to Marine Scotland in the designation of Nature Conservation MPAs in offshore waters.</p>	<p>a) Deliver to Marine Scotland the supporting documents and online information that will accompany any Nature Conservation MPA in offshore waters (Q1).</p> <p>b) Complete review of advice for Marine Scotland on the adequacy of the Scottish MPA network for the protection of MPA search features following designation of nature conservation MPAs (Q3).</p>	<p>a) Milestone completed in Q1.</p> <p>b) Milestone for Q3 completed in Q2.</p>	<p><b>GREEN↔</b></p>	<p><b>GREEN↔</b></p>
<p><b>4.2</b> Provide advice to Defra on a 2nd tranche of Marine Conservation Zones and support Defra with its public consultation in 2015.</p>	<p>a) Deliver final draft advice on 2nd tranche of MCZs to the JNCC MPA Sub-Group by mid-May (Q1).</p> <p>b) Provide formal advice to Defra on 2nd tranche of MCZs by early July (Q2).</p> <p>c) Support Defra in their public consultation on 2nd tranche of MCZs (Q4).</p> <p>d) Provide technical support to Defra for planning 3rd tranche of MCZs (Q4).</p>	<p>a) Milestone completed in Q1</p> <p>b) Milestone for Q2 completed in Q1.</p> <p>c) Milestone due in Q4.</p> <p>d) Milestone due in Q4.</p>	<p><b>GREEN↔</b></p>	<p><b>GREEN↔</b></p>

PPM description	Milestones by quarter	Cumulative summary of progress against milestones	PPM RAG status for current quarter	PPM outlook for remainder of the year
<p><b>4.3</b> Provide advice to Defra and devolved administrations on identifying MPAs (including support for MCZ projects in Wales and Northern Ireland) and implementing effective management to meet obligations with regard to the UK contribution to an ecologically coherent network in the north-east Atlantic.</p>	<p>a) Agree a list of UK MPA Network Features with the country conservation bodies for use in future MPA network assessment and reporting (Q1).</p> <p>b) Complete review of advice on the creation of a network of MPAs for Defra (Q3).</p>	<p>a) Milestone completed in Q2.</p> <p>b) Milestone due in Q3.</p>	<p><b>GREEN</b> ↑</p>	<p><b>GREEN</b> ↑</p>
<p><b>4.4</b> Provide scientific cases, conservation objectives and advice packages for offshore potential SPA locations to contribute to identifying and where possible classifying a UK series of marine SPAs by 2015. Support the application of marine bird evidence to help country programmes contribute to the UK SPA series.</p>	<p>a) Provide cases and advice packages for offshore pSPAs in Scottish waters to Scottish Government by end of June (Q1).</p> <p>b) Provide information to help Scottish Government prepare for impact assessment of SPA proposals in April (Q1).</p> <p>c) Produce non-technical summaries of inshore survey and analysis and provide advice to SNH and NE to help them undertake informal consultation on their potential SPA proposals (Q1).</p> <p>d) Confirm with NIEA and NRW the information and support they will need in order to use the completed inshore analyses in their SPA identification programmes (Q1).</p> <p>e) Complete external peer review and agree final publication dates of inshore evidence reports so that these are available as an evidence base for formal consultation by countries on possible SPAs (Q2).</p> <p>f) Subject to Scottish Government approval, start consultation on offshore possible SPAs in Scotland (Q3).</p> <p>g) Prepare post-consultation responses for offshore possible SPAs in Scotland (Q4).</p> <p>h) Complete cases and advice packages for possible SPAs in offshore waters around England and Wales and agree how impact assessments will be undertaken (Q4).</p>	<p>a) Milestone completed in Q1.</p> <p>b) Milestone completed in Q1 (interim sensitivity information supplied).</p> <p>c) Milestone completed for non-technical summaries which are all available in advanced draft. Q3 publication timescale agreed with all countries, NE informal consultation delayed so Q3 timescale for information is acceptable. Advice in support of informal consultation is a service required periodically across all quarters.</p> <p>d) Milestone completed for NRW in Q1 with more detailed planning now scheduled for early Q3. Dialogue with NI undertaken and clarification of publications needed.</p> <p>e) Milestone almost completed. Publication timetable agreed with all countries for all evidence relating to their inshore work. Peer review substantially complete. Milestone will easily be completed in Q3.</p> <p>f) Q3 milestone and its timing still to be confirmed by Scottish minister but the indication is that it will be next financial year.</p> <p>g) Milestone due in Q4.</p> <p>h) Planning due to start in Q3.</p>	<p><b>AMBER</b> ↔</p>	<p><b>GREEN</b> ↔</p>

PPM description	Milestones by quarter	Cumulative summary of progress against milestones	PPM RAG status for current quarter	PPM outlook for remainder of the year
<p><b>4.5</b> Complete JNCC processes to support Governments in the consideration of SACs for harbour porpoise by the end of 2015.</p>	<p>a) Submit harbour porpoise SAC documentation to Joint Committee (Q1).</p> <p>b) Subject to outcome of consideration of evidence, complete public consultation on draft harbour porpoise SACs (Q2).</p> <p>c) Subject to outcome of consideration of evidence, submit final harbour porpoise SAC recommendations to Governments (Q3).</p>	<p>a) Milestone not completed. Identification of possible SACs has been delayed. The specification for the conservation plan contract has been initiated and tender applications received at the end of Q2. Contract award expected early in Q3. Work continues to define possible Conservation Objectives for any potential sites in the future.</p> <p>b) Milestone not completed due to delays in Q1. The timetable has therefore been changed. Options on Areas of Search were submitted to Programme Board as requested. These are currently being refined and considered against sufficiency options.</p> <p>c) Milestone due in Q3.</p>	<p><b>RED ↔</b></p>	<p><b>RED ↓</b></p>
<p><b>5. Provide advice on marine biodiversity to enable sustainable management of the offshore environment.</b></p>				
<p><b>5.1</b> Respond fully to requests for JNCC advice on oil and gas, aggregates and marine renewables within the agreed consultation period, and support the country nature conservation bodies in the provision of industry advice through UK coordination and science leadership.</p>	<p>a) Respond fully to 95% of requests for advice on oil and gas within the relevant consultation period (Q1).</p> <p>b) Meet all agreed deadlines for advice on aggregate licence applications (Q1).</p> <p>c) Complete formal handover of English renewables casework to Natural England and establish post-delegation working arrangements to ensure NE has access to JNCC expertise (Q1).</p> <p>d) Respond to consultation on draft Environmental Statement for Rhiannon offshore wind farm (Q1).</p> <p>e) Develop work programme for strategic advice on offshore industries and set milestones for Q2, 3 and 4 (Q1).</p> <p>ee) Facilitate inter-agency work on strategic issues by reconfiguring the Marine Industries Working Group (and sub-groups as appropriate) and setting up programme of meetings for remainder of year (Q2)</p> <p>f) Respond fully to 95% of requests for advice on oil and gas within the relevant consultation period (Q2).</p> <p>g) Publish reports on impacts of seismic activities on cetaceans, compliance with JNCC guidelines and recommendations for revision of guidelines (Q2).</p> <p>h) Meet all agreed deadlines for advice on aggregate</p>	<p>a) Milestone completed in Q1.</p> <p>b) Milestone completed in Q1.</p> <p>c) Milestone completed in Q2.</p> <p>d) Milestone completed in Q1.</p> <p>e) Milestone almost completed in Q2. New milestones were set in Q1 and the strategic work programme is finalised for all but the ornithology aspects.</p> <p>ee) Milestone almost achieved. Reconfigured structure has been sent to country conservation bodies for comment and is expected to be finalised early in Q3.</p> <p>f) Milestone completed in Q2.</p> <p>g) Milestone almost completed in Q2. Reports completed or almost completed but not yet published. Expect completion in Q3.</p> <p>h) Milestone almost completed in Q2. Two responses</p>	<p><b>AMBER ↔</b></p>	<p><b>GREEN ↔</b></p>

PPM description	Milestones by quarter	Cumulative summary of progress against milestones	PPM RAG status for current quarter	PPM outlook for remainder of the year
	<p>licence applications (Q2).</p> <p>i) Engage in the establishment by Marine Scotland of post-consent work programmes for east coast wind farms (Q2).</p> <p>j) Respond fully to 95% of requests for advice on oil and gas within the relevant consultation period (Q3).</p> <p>k) Meet all agreed deadlines for advice on aggregate licence applications (Q3).</p> <p><del>l) Submit Relevant Representation to the Planning Inspectorate for Rhiannon offshore wind farm (Q3).</del></p> <p>m) Respond fully to 95% of requests for advice on oil and gas within the relevant consultation period (Q4).</p> <p>n) Meet all agreed deadlines for advice on aggregate licence applications (Q4).</p> <p><del>o) Participate in PINS examination process for Rhiannon offshore wind farm (Q4).</del></p> <p>p) Review post-delegation working arrangements with Natural England and revise as appropriate (Q4).</p>	<p>were one day late due to complexity and staff availability.</p> <p>i) Milestone completed in Q2.</p> <p>j) Milestone due in Q3.</p> <p>k) Milestone due in Q3.</p> <p>l) Milestone removed in Q2 as the project was not submitted to the planning inspectorate (the developers withdrew it at the pre-application stage); see Annex 2b.</p> <p>m) Milestone due in Q4.</p> <p>n) Milestone due in Q4.</p> <p>o) Milestone removed in Q2 as the project was not submitted to the planning inspectorate (the developers withdrew it at the pre-application stage); see Annex 2b.</p> <p>p) Milestone due in Q4.</p>		
<p><b>5.2</b> Provide advice on management of fisheries and draft relevant sections of EU management requests for offshore Special Areas of Conservation (SACs) in accordance with timelines agreed with Governments.</p>	<p>a) Submit fisheries management options papers to Government for all offshore SACs (Q1).</p> <p>b) Hold stakeholder fisheries management workshops for all offshore SACs (Q2).</p> <p>c) Complete JNCC input to Common Fisheries Policy management requests (Q4).</p>	<p>a) Milestone not completed. Options papers submitted for all Scottish, Irish Sea and southern North Sea sites. English Channel sites not yet submitted, awaiting UK/French government agreement on progressing a joint site.</p> <p>b) Milestone completed in Q2.</p> <p>c) Milestone due in Q4.</p>	<p><b>AMBER ↔</b></p>	<p><b>GREEN ↑</b></p>

**6. 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.**

PPM description	Milestones by quarter	Cumulative summary of progress against milestones	PPM RAG status for current quarter	PPM outlook for remainder of the year
<p><b>6.1</b> Review and implement an organisational design for 2015/16 and beyond, with the aim of enabling JNCC to deploy the key capabilities needed to achieve its most important work efficiently, effectively and flexibly.</p>	<p>a) Define problems with current organisational design and produce design criteria (Q1).</p> <p>b) Develop and evaluate options and agree any changes to be made to organisational structure (Q2).</p> <p>c) Conclude consultation and implementation (Q4).</p>	<p>a) Issues identified and design criteria agreed by Executive Management Board. Workshop held with consultant and possible structural options discussed. Consultant provided detailed report in July.</p> <p>b) Options have been considered and work to refine the preferred option is expected to conclude in October.</p> <p>c) Milestone due in Q4.</p>	<p><b>GREEN↔</b></p>	<p><b>GREEN↔</b></p>
<p><b>6.2</b> Implement a new Governance and Corporate Services strategy to improve efficiency in the delivery of routine management and administrative responsibilities by aligning service provision with shared services principles and improve effectiveness in the planning, provision and management of resources.</p>	<p>a) Put in place implementation plan and associated resources (Q1).</p> <p>b) Undertake initial evaluation of the effectiveness of business partnering approach and first streamlining changes (Q4).</p>	<p>a) Milestone completed in Q1.</p> <p>b) Milestone due in Q4.</p>	<p><b>GREEN↔</b></p>	<p><b>GREEN↔</b></p>

## Annex 2b. Proposed changes to PPM milestones

PPM no	PPM description	Proposed changes to milestones	Proposed additional milestones
3.1	Provide coordinated input of UK expertise to the EU Biodiversity Strategy targets and other priority European issues, including the Habitats and Birds Directives, the Marine Strategy Framework Directive and the OSPAR Convention strategic plan.		<ul style="list-style-type: none"> <li>• Provide advice to Defra on the biodiversity aspects of the MSFD Programme of Measures for public consultation (Q3).</li> <li>• Provide advice on the revision of the MSFD Commission Decision (Q4).</li> </ul>
3.2	Provide advice to support implementation of the Overseas Territories Biodiversity Strategy and provide technical expertise to support the UK Overseas Territories in implementing environmental priorities identified through the Joint Ministerial Council and through mainstreaming initiatives.	<p>Delete reference to Bermuda in milestone c.</p> <p><i>The Bermuda Green Economy project has been abandoned after the Bermuda Government requested further delays. After discussion with FCO (project funders) JNCC advised the Bermuda Government that we could not undertake the work this year.</i></p>	
3.3	Provide technical input to the 12th Conference of the Parties to the Convention of Biological Diversity, the 11th Conference of the Parties of the Convention on Migratory Species (CMS) and scientific meetings relating to the Convention on International Trade in Endangered Species and CMS daughter agreements, and provide advice to support the Darwin Initiative and Darwin Plus.		<ul style="list-style-type: none"> <li>• Contribute to the UK delegation to the 11th Conference of the Parties to the Convention on Migratory Species (Q3).</li> </ul>
5.1	Respond fully to requests for JNCC advice on oil and gas, aggregates and marine renewables within the agreed consultation period, and support the country nature conservation bodies in the provision of industry advice through UK coordination and science leadership.	<p>Delete milestones l and o.</p> <p><i>The Rhiannon offshore windfarm was not submitted to the planning inspectorate (the developers withdrew it at the pre-application stage).</i></p>	

## Annex 2c. New, emerging or reactive work

**Offshore Industries Advice.** RSPB challenge to Scottish offshore windfarm casework advice required unplanned work, including discussion at the September Joint Committee meeting. This diverted resources away from PPM milestones as the Offshore Industries Advice programme has no spare capacity for major reactive challenges.

**Annex 3a. Financial summary by programme Q2**

**Key to RAG assessments**

<b>R</b>	(highest of) 21-100% variance or more than £30k between forecast and revised budget
<b>A</b>	(highest of) 6-20% variance or £10k - £30k between forecast and revised budget
<b>G</b>	(highest of) 1-5% variance or less than £10k between forecast and revised budget

Programme			Reserved	UK Coordination	Defra Marine	Governance & Corporate Services	Total GIA	Percentage variance between GIA forecast and original budget	Income	RAG for each programme based on variance of GIA forecast compared to original GIA budget ( <i>Programme costs only</i> )
			£'000	£'000	£'000	£'000	£'000		£'000	
<b>Objective 1. Maintain and develop biodiversity surveillance programmes, sufficient to achieve policy and statutory obligations cost-effectively</b>										
Surveillance and Monitoring	Original Full Year Budget	Programme	0	1,135	0	0	1,135		40	
		Salaries	0	293	0	0	293		0	
	Forecast	Programme	0	1,162	0	0	1,162		40	
		Salaries	0	266	0	0	266		0	
	Variance between Forecast and Original Budget	Programme	0	27	0	0	27	2.0%	0	<b>A</b>
		Salaries	0	-28	0	0	-28	9.4%	0	
Total		0	0	0	0	0	0.0%	0		
Marine Monitoring	Original Full Year Budget	Programme	0	400	0	63	463		6	
		Salaries	1	434	41	63	539		10	
	Forecast	Programme	0	414	0	62	476		6	
		Salaries	1	458	49	48	556		0	
	Variance between Forecast and Original Budget	Programme	0	13	0	-1	13	2.8%	0	<b>A</b>
		Salaries	0	24	8	-15	16	3.0%	-10	
Total		0	37	8	-15	29	2.9%	-10		

Programme			Reserved	UK Coordination	Defra Marine	Governance & Corporate Services	Total GIA	Percentage variance between GIA forecast and original budget	Income	RAG for each programme based on variance of GIA forecast compared to original GIA budget ( <i>Programme costs only</i> )
			£'000	£'000	£'000	£'000	£'000		£'000	
<b>Objective 2. Provide access to, and reporting of, information, evidence and knowledge on UK and international biodiversity to support decision-making at local to international scales</b>										
Biodiversity Information and Advice	Original Full Year Budget	Programme	8	144	0	0	152		0	
		Salaries	108	391	0	18	517		28	
	Forecast	Programme	8	143	0	0	151		0	
		Salaries	49	419	0	0	469		28	
	Variance between Forecast and Original Budget	Programme	0	-1	0	0	-1	0.8%	0	<b>G</b>
		Salaries	-59	28	0	-18	-48	9.2%	0	
Total		-59	27	0	-18	-49	7.3%	0		
Access to Information	Original Full Year Budget	Programme	17	77	9	204	306		100	
		Salaries	18	334	0	233	585		87	
	Forecast	Programme	17	77	9	174	276		100	
		Salaries	19	310	0	231	560		107	
	Variance between Forecast and Original Budget	Programme	0	0	0	-30	-30	9.8%	0	<b>G</b>
		Salaries	1	-24	0	-2	-25	4.3%	20	
Total		1	-24	0	-32	-55	6.2%	20		
Marine Ecosystem Assessment and Advice	Original Full Year Budget	Programme	34	68	0	0	102		9	
		Salaries	303	166	0	0	469		40	
	Forecast	Programme	34	68	0	0	102		9	
		Salaries	307	143	0	0	450		40	
	Variance between Forecast and Original Budget	Programme	0	0	0	0	0	0.0%	0	<b>G</b>
		Salaries	4	-23	0	0	-19	3.9%	0	
Total		4	-23	0	0	-19	3.2%	0		
Marine Evidence	Original Full Year Budget	Programme	0	100	341	0	441		41	
		Salaries	0	300	270	0	570		35	
	Forecast	Programme	0	62	320	0	382		41	
		Salaries	0	364	252	28	644		34	
	Variance between Forecast and Original Budget	Programme	0	-38	-21	0	-59	13.3%	0	<b>R</b>
		Salaries	0	64	-18	28	73	12.9%	-1	
Total		0	26	-39	28	15	1.5%	-1		

Programme			Reserved	UK Coordination	Defra Marine	Governance & Corporate Services	Total GIA	Percentage variance between GIA forecast and original budget	Income	RAG for each programme based on variance of GIA forecast compared to original GIA budget ( <i>Programme costs only</i> )
			£'000	£'000	£'000	£'000	£'000		£'000	
<b>Objective 3. Provide advice to enable UK and devolved governments to meet their EU and international obligations for biodiversity and sustainable development</b>										
European Intelligence and Advice	Original Full Year Budget	Programme	0	53	0	0	53		5	
		Salaries	17	161	0	0	178		16	
	Forecast	Programme	3	50	0	0	53		5	
		Salaries	18	193	0	0	211		7	
	Variance between Forecast and Original Budget	Programme	2	-2	0	0	0	0.0%	0	<b>G</b>
		Salaries	1	33	0	0	34	19.0%	-9	
Total		3	31	0	0	34	14.7%	-9		
Global Advice and Overseas Territories	Original Full Year Budget	Programme	115	10	0	0	125		100	
		Salaries	209	0	0	0	209		152	
	Forecast	Programme	120	10	0	0	130		100	
		Salaries	267	2	0	0	269		147	
	Variance between Forecast and Original Budget	Programme	5	0	0	0	5	4.0%	0	<b>G</b>
		Salaries	58	2	0	0	60	28.8%	-5	
Total		63	2	0	0	65	19.5%	-5		
<b>Objective 4. Enable UK administrations to substantially complete the UK network of well-managed marine protected areas, sufficient to meet national, EU and international requirements</b>										
Marine Protected Areas	Original Full Year Budget	Programme	0	12	35	0	47		0	
		Salaries	17	66	535	9	627		0	
	Forecast	Programme	0	12	37	0	49		0	
		Salaries	6	67	534	32	639		0	
	Variance between Forecast and Original Budget	Programme	0	0	2	0	2	4.0%	0	<b>G</b>
		Salaries	-11	1	-1	23	12	1.9%	0	
Total		-11	1	1	23	14	2.1%	0		
Marine SPAs	Original Full Year Budget	Programme	0	5	7	0	12		13	
		Salaries	0	192	20	0	211		32	
	Forecast	Programme	0	8	6	0	14		13	
		Salaries	0	117	27	0	143		32	
	Variance between Forecast and Original Budget	Programme	0	3	-1	0	2	14.2%	0	<b>A</b>
		Salaries	0	-75	7	0	-68	32.2%	0	
Total		0	-72	6	0	-66	29.7%	0		

Programme			Reserved	UK Coordination	Defra Marine	Governance & Corporate Services	Total GIA	Percentage variance between GIA forecast and original budget	Income	RAG for each programme based on variance of GIA forecast compared to original GIA budget ( <i>Programme costs only</i> )	
			£'000	£'000	£'000	£'000	£'000		£'000		
<b>Objective 5. Provide advice on marine biodiversity to enable sustainable management of the offshore environment</b>											
Fisheries, Species and MPA Conservation Advice	Original Full Year Budget	Programme	4	61	83	0	148		0		
		Salaries	14	114	324	0	452		0		
	Forecast	Programme	4	61	55	0	119		0		
		Salaries	26	110	324	0	459		0		
	Variance between Forecast and Original Budget	Programme	0	0	-29	0	-29	19.3%	0		<b>A</b>
		Salaries	12	-4	0	0	7	1.6%	0		
Total		12	-4	-29	0	-21	3.5%	0			
Offshore Industries Advice	Original Full Year Budget	Programme	0	49	6	0	55		23		
		Salaries	21	103	237	42	402		116		
	Forecast	Programme	0	59	6	0	65		23		
		Salaries	19	108	235	47	409		216		
	Variance between Forecast and Original Budget	Programme	0	10	0	0	10	18.2%	0		<b>A</b>
		Salaries	-2	6	-1	5	8	2.0%	101		
Total		-2	16	-1	5	18	3.9%	101			
<b>Objective 6. 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</b>											
Governance and Corporate Services	Original Full Year Budget	Programme	0	0	0	841	841		5		
		Salaries	38	103	93	1,046	1,280		0		
	Forecast	Programme	0	0	0	835	835		5		
		Salaries	43	106	82	1,086	1,316		0		
	Variance between Forecast and Original Budget	Programme	0	0	0	-6	-6	0.8%	0		<b>G</b>
		Salaries	5	3	-11	40	36	2.8%	0		
Total		5	3	-11	33	30	1.4%	0			

Non-cash budget adjustments	-46.2
Unallocated budget	1.0

**Annex 3b. Summary financial position**

		Reserved	UK coordination	Defra Marine	Governance & Corporate Services	Total GIA	Percentage Variance GIA forecast compared to budget	Income	RAG based on variance of forecast GIA compared to original GIA budget (%)  More than 2% variance – R 2% variance or less – G
		£'000	£'000	£'000	£'000	£'000		£'000	
Original Full Year Budget	Programme	178	2,113	436	1,108	3,835		342	
	Salaries	745	2,656	1,519	1,410	6,330		515	
	Total	923	4,769	1,955	2,518	10,165		857	
Forecast	Programme	185	2,125	433	1,071	3,813		342	
	Salaries	754	2,661	1,502	1,473	6,390		611	
	Total	939	4,786	1,935	2,543	10,203		953	
Variance between Forecast and Full Year Budget	Programme	7	12	-3	-37	-21	-0.6%	0	<b>G</b>
	Salaries	9	5	-17	63	59	0.9%	95	<b>G</b>
	Total	16	17	-20	25	38	0.4%	95	<b>G</b>
GIA Receivable		919	4,714	1,993	2,539	10,165			
Total variance as a percentage of GIA Receivable (%)		1.7%	0.4%	-1.0%	1.0%				

Annex 4. Significant risks register

Risk no	Significant risks (from 2013/14 Governance Statement)	Risk owner	Risk score			Cross-reference to corporate risk register	Action planned by management	Progress against planned management action	Effect of management action and other factors on this risk	Other comments (including any change to planned management action or other factors affecting this risk)
			Residual likelihood	Residual impact	Residual score (and change since last quarter)					
1	Senior management capacity and competence do not keep pace with the challenges of an increasingly complex operating environment	Sue McQueen	4	3	12 ↔	RA2, RA3	<ul style="list-style-type: none"> <li>Implementation of the civil service performance management system needs to be improved, and this will be addressed in 2014/15.</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>	<ul style="list-style-type: none"> <li>Changes have been made to performance management forms and guidance.</li> <li>Progress on the structure review has been made according to schedule and changes will be implemented in April 2015. This will address use of senior management resource across JNCC as a whole.</li> <li>Business partnering approach has begun.</li> </ul>	Business partnering is beginning to prove beneficial in terms of identifying and beginning to remove barriers to efficient and effective management. However benefits have largely been offset by a continuing growth in demand for senior managers' time.	The operating environment continues to place substantial demands on senior management. Some of these are internally driven and necessary to increase the resilience of the organisation (e.g. new responsibilities for managing data risks and review of JNCC's strategy). Others are externally driven (e.g. short-term funding and planning horizons). The business partnering approach is expected to yield benefits in terms of better policies and procedures (e.g. financial delegations, flexible working policy).
2	A high rate of internal staff turnover causes a high level of vacancies and additional management input to staff recruitment, induction and training.	Sue McQueen	5	3	15 ↔	RA2, RA3, RA7, RR6	<ul style="list-style-type: none"> <li>We will discuss with Defra whether changes to implementation of the restrictions on external recruitment are possible.</li> </ul>	<ul style="list-style-type: none"> <li>Initial discussions have taken place. Cabinet Office constraints prevent Defra from removing restrictions but delegation to the Chief Executive to grant exemptions has been requested. In the meantime, exemptions to conduct concurrent internal and external recruitment have been sought and agreed.</li> </ul>	No response has yet been received from Defra to the delegation request.	
3	Ineffective prioritisation of effort and assessment of risk as JNCC is expected to deliver	Marcus Yeo	3	4	12 ↔	RA2, RA3, RR6	<ul style="list-style-type: none"> <li>We will review our corporate approach to risk assessment, management and reporting during 2014/15.</li> </ul>	<ul style="list-style-type: none"> <li>New risk assessment, management and reporting arrangements are in place.</li> <li>A review of JNCC's strategy, led by the Joint Committee,</li> </ul>	Limited impact to date.	Severe pressures on government budgets for 2015/16 increase this risk.

Risk no	Significant risks (from 2013/14 Governance Statement)	Risk owner	Risk score			Cross-reference to corporate risk register	Action planned by management	Progress against planned management action	Effect of management action and other factors on this risk	Other comments (including any change to planned management action or other factors affecting this risk)
			Residual likelihood	Residual impact	Residual score (and change since last quarter)					
	demanding work programmes with reduced resources.						<ul style="list-style-type: none"> <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>	will be completed by March 2015.		
4	Devolution and changes in legislation and other Government priorities lead to a divergence in approaches and institutional arrangements in different parts of the UK.	Marcus Yeo	5	4	20 ↑	RR1, RR2, RR3	<ul style="list-style-type: none"> <li>We will be flexible and responsive to future change, e.g. as a result of the independence referendum in Scotland.</li> </ul>	<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> </ul>	Relationships with devolved administrations are generally good.	
5	High turnover in Joint Committee membership and the appointment of a new Chair result in reduced effectiveness of the Joint Committee and its sub-groups.	Marcus Yeo	4	2	8 ↓	GC1, RR4	<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 him lead Committee effectively.</li> </ul>	<ul style="list-style-type: none"> <li>Approach to Committee member induction under development.</li> <li>New Chair has rapidly got up to speed.</li> </ul>	Despite the changes in membership, Joint Committee is continuing to operate effectively.	
6	Greater scrutiny of JNCC's advice to government, evolving evidence requirements, and government changes to arrangements for prioritising, collecting, communicating and funding evidence.	Paul Rose	4	4	16 ↔	Q1, Q2, Q3	<ul style="list-style-type: none"> <li>Evidence Quality Policy to 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</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of evidence quality policy is ongoing. The guidance has been signed off and staff training has taken place. The guidance is being promoted as an example of best practice within the Defra network.</li> <li>JNCC staff continue to engage actively with the One Network Evidence work, including through the par-time secondment of a staff member. JNCC is also getting involved in proposals for network-wide centres of expertise for remote-sensed</li> </ul>	The actions are holding the residual risk level despite increasing attention by governments. The actions are consequently taking more internal resources to implement.	

Risk no	Significant risks (from 2013/14 Governance Statement)	Risk owner	Risk score			Cross-reference to corporate risk register	Action planned by management	Progress against planned management action	Effect of management action and other factors on this risk	Other comments (including any change to planned management action or other factors affecting this risk)
			Residual likelihood	Residual impact	Residual score (and change since last quarter)					
							<p>services.</p> <ul style="list-style-type: none"> <li>As far as possible, we will shift resources into fulfilling strategic priorities for marine evidence.</li> </ul>	<p>data and volunteer-collected data.</p> <ul style="list-style-type: none"> <li>JNCC is continually looking at new ways of supporting requirements for evidence on ecosystem services, most notably through our leadership of the Ecosystems Task Force under the Living with Environmental Change programme.</li> </ul>		
7	Inappropriate data exposure (either intentional or accidental) and general inefficiencies within data use caused by inadequacies in data management practice.	Sue McQueen	3	3	9 ↓	IN1, IN2, IN4	<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 and sound data management is maintained;</li> <li>emphasising data management in staff performance agreements, and identifying training priorities;</li> <li>consider secure offsite storage of backup media.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>The suite of information management and IT usage policies have been revised and roll out has begun. This has included raising senior managers' awareness of responsibilities and action required and cataloguing sensitive information assets.</li> </ul>	The actions taken to date are expected to lead to a material reduction in this risk once the full action plan is completed by the end of the year, including removing many unnecessary restrictions on access to information by staff.	
8	Ineffective processes and procedures in relation to business continuity.	Sue McQueen	3	3	9 ↔	RR6	<ul style="list-style-type: none"> <li>During 2014/15 the business continuity recovery plan will be reviewed and amended as necessary.</li> </ul>	<ul style="list-style-type: none"> <li>Lessons learnt from recent incidents and a table-top exercise of procedures have been undertaken and the plan is being revised to</li> </ul>	Technical measures have reduced some aspects of the risk.	

Risk no	Significant risks (from 2013/14 Governance Statement)	Risk owner	Risk score			Cross-reference to corporate risk register	Action planned by management	Progress against planned management action	Effect of management action and other factors on this risk	Other comments (including any change to planned management action or other factors affecting this risk)
			Residual likelihood	Residual impact	Residual score (and change since last quarter)					
							<p>reflect results</p> <ul style="list-style-type: none"> <li>Additional technical measures have been established, e.g. data are now replicated across Peterborough and Aberdeen. Other measures to address risk 7 will also mitigate this risk.</li> </ul>			
9	[NEW] Insufficient funding to remain effective in fulfilling JNCC's role and meeting customer's expectations.	Marcus Yeo	4	4	16 (new)		<ul style="list-style-type: none"> <li>Review of JNCC's strategy as a vehicle to secure agreement on JNCC's future role and functions and to improve resilience to continuing budget pressures.</li> </ul>			

**Annex 5. HR data for Q2 2014/15**

	<b>As at 31 December 2013</b>	<b>As at 31 March 2014</b>	<b>As at 30 June 2014</b>	<b>As at 30 September 2014</b>
Complement (full-time equivalent)	161.1	167.2	166.6	166.8
Vacancies (% of complement)	9.9	9.0	7.8	6.9
Turnover over rolling 12-month period (%)	10.7	7.2	6.5	10.3

## Annex 6. Other reporting

### 1. Health and safety

1.1. There have been no non-compliance issues during the quarter.

### 2. Evidence Quality Assurance

2.1 A formal Evidence Quality Assurance (EQA) compliance monitoring approach was agreed by EMB in September, which includes quarterly surveys of practices by project managers and assessment of other relevant material by the EQA project team.

2.2 A questionnaire was circulated to all project managers to collect information on EQA compliance in Q2. Information was provided for 37 projects, covering 55 evidence activities. Reports for 28 possibly relevant projects were not received, with two programmes in particular giving poor reporting rates. Those staff reporting on EQA compliance appeared to be implementing the policy well. Risk assessment and consideration of peer-review needs were being effectively incorporated into project management. The majority of evidence provision activities were considered by project managers to fall into the low or medium risk category, with nine being considered high risk. Peer-review choices appeared consistent with the level of identified risk. Project Audit Documents had been created for 13 activities, but several staff commented that this is difficult to use and have requested a review; the EQA Project team will consider a response to this in Q3.

2.3 A strategic approach to EQA in CITES was put in place in Q2. The approach for Offshore Industries Advice is still under development. The survey specifically asked about engagement with partners, and staff have begun discussing EQA and sharing the JNCC EQA Policy where this is applicable. Reports on partner reactions to JNCC EQA practices in joint working were positive, with no difficulties identified.

2.4 To support compliance, the EQA project team has continued to deal with a number of queries, some significant. Demand has so far been manageable. Training for new staff is planned for Q3.

### 3. Environmental performance

3.1. There have been no non-compliance issues during the quarter.

### 4. Equality and diversity

4.1. There have been no non-compliance issues during the quarter.

### 5. Fraud, presumptive fraud, significant losses, fruitless payments and special payments (significant means anything over £1,000)

5.1. No instances of fraud or presumptive fraud have been detected during Q2. Eight fruitless payments were made during Q2 totalling £957. There have been no instances of losses or special payments.

**6. Data security**

6.1. There has been one breach and one near miss during Q2:

- i. a confidential Committee paper was placed on the JNCC website in error. A new control measure has been introduced, with the Governance and Communications Team Manager now undertaking a check before papers are put on the website;
- ii. a Freedom of Information request requiring emails to be provided highlighted that some of these contained criticism of a partner organisation. This was treated as a near miss as criticism could have been of individuals at the partner organisation and potentially in breach of the Data Protection Act (DPA). Feedback has been given to the team concerned. Revised information management policies and guidance highlight the DPA and the need to be careful when writing emails.