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JOINT NATURE CONSERVATION COMMITTEE

END OF YEAR PERFORMANCE MONITORING REPORT FOR 2001/02

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1. Introduction

- 1.1 This paper provides information on JNCC's performance during 2001/02. Progress in delivering the work plan for the year is summarised in section 2. Financial and staffing reports are provided in sections 3 and 4 respectively.

2. Delivery of work plan

- 2.1 Progress against key targets for 2001/02 is summarised in Annex A. Eight of the 13 key targets were achieved in full. There was some slippage against the remaining five targets (CITES licences; quinquennial review of the Wildlife and Countryside Act schedules; species status assessment; BAP habitat interpretation manual; Common Standards Monitoring guidance), although significant progress was made in each of these areas. This is comparable to the situation in 2000/01, when seven out of 12 key targets were achieved in full.
- 2.2 Progress against corporate targets for 2001/02 is summarised in Annex B. Of the 15 corporate targets, eight were achieved in full. Work on the remaining seven targets (GCR publication; ornithological information; marine biotope classification and MNCR publication; BAP surveillance and monitoring; cetacean atlas; environmental management; revision of JNCC strategy) has not progressed as far as had been anticipated at the start of the year. In 2000/01, 14 out of 20 corporate targets were fully met.
- 2.3 Slippage against key and corporate targets can be attributed to various factors. The Quinquennial Review (QQR) of JNCC required substantial input from JNCC staff during the year, and this inevitably caused disruption to other work. Staff shortages in key areas also impacted on the delivery of work plans, as did the increased demand from Government for advice (e.g. on CITES licenses and offshore conservation issues). Several targets were affected by the foot and mouth epidemic which led to the postponement or cancellation of fieldwork.
- 2.4 In response to these pressures, priorities were reassessed frequently during the year, and resources were deployed flexibly wherever possible to support the delivery of critical work areas. Nevertheless, slippage against some key and corporate targets could not be avoided.

- 2.5 Although only 16 of the 28 key and corporate targets were fully delivered, significant progress was made against most of the other 12 targets. In many cases, it is anticipated that work on these targets will be completed early in 2002/03. Two targets for which relatively little work was undertaken in 2001/02 have been identified as key targets for 2002/03 (BAP surveillance and monitoring; revision of JNCC strategy).

3. Financial report

- 3.1 Figures showing spend against budget for each parliamentary head are presented in Annex C. Overall, JNCC achieved a full spend for the year. We worked with a considerable over-allocation for much of the year, showing that this approach is necessary in order to fully utilise resources. Despite the full spend, it is necessary to carry forward a certain amount of money relating to specific projects funded by the Environment and Heritage Service. The adjustment for this may result in an overspend.
- 3.2 Brief comments on spend by parliamentary head are provided below:
- i. *A1 salaries*. The final spend was very close to budget.
 - ii. *A2 running costs*. The overspend in this area is due mainly to overspends by several teams on travel and subsistence, and higher than expected legal costs relating to the QQR.
 - iii. *D head (Publicity)*. The overspend here was due to higher than anticipated costs on the SPA review, and was anticipated at the third quarter out-turn.
 - iv. *E head (Conservation support)*. The overspend in this area was due to over-allocation in some teams' budgets and taking on new projects during the year.
 - v. *H head (Capital)*. The slight underspend in this area was caused by delays in the purchase of new vehicles and postponing the CCTV installation.
 - vi. *Y head (Income)*. Receipts were higher than anticipated. This was mainly due to receipts from EHS and others outside JNCC's grant-in-aid, which were not anticipated at the start of the year.
- 3.3 During 2001/02, 74% of payments were made on time, compared to 81% in 2000/01. The main factor contributing to delays in making payments was the turnover of admin staff within the organisation and the lack of admin support within the Seabirds team during the last quarter. It is hoped that delays will be reduced in 2002/03 by providing further finance training for staff and undertaking closer monitoring.

4. Staffing report

- 4.1 The number of permanent and FTA posts has risen by eight this year. There are now 103 posts within the Support Unit, compared to 95 at the start of 2001/02.
- 4.2 During the year, 29 recruitment exercises were commenced, compared to 15 last year. Of the 29 recruitments, 16 were for permanent posts, 10 for FTAs and three for casual appointments. Some recruitment exercises were for more than one vacancy. Three exercises were unsuccessful, and four staff were employed without formal recruitment.
- 4.3 The number of new starters was significantly higher than in the previous year: 43 staff compared to 21. Twenty-three of the new starters were permanent, 10 were FTA, and 10 were casual. There were 22 leavers: four permanent, seven FTA and 11 casual. Turnover of permanent and FTA staff has been reduced from 16% to 11%.
- 4.4 579½ days were lost due to sickness during 2001/02. This figure is slightly lower than the previous year (594 sickness days). Two members of staff on long-term certificated sick leave comprise a high proportion of the total. An additional 2,016 days were lost to vacancies during the year (the equivalent of 8.7 years in staff time). The majority of this relates to newly established posts rather than replacement of leavers. The average staffing level by the end of the year was 96%.
- 4.5 A total of 289 training days were funded in 2001/02 from the budget held by Personnel team, compared to 71 in 2000/01. Of these, 120 training days were provided by seven workshops held as part of the Management Training Programme.

Annex A. Performance against key targets in 2001/02

Programme	Key target	Progress	Commentary
Global conservation advice	Provide scientific and technical support to UK negotiators for the Convention on Biological Diversity (CBD), the Bonn Convention on Migratory Species of Wild Animals (CMS), the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), the Ramsar Convention on the Conservation of Wetlands of International Importance, the World Heritage Convention, the Bern Convention on the Conservation of European Natural Habitats and Species and any subsidiary Agreements, and the Oslo and Paris Convention for the Protection of the Marine Environment of the north-east Atlantic (OSPAR), sufficient to maintain the effectiveness of negotiations and the reputation of the UK for high-quality scientific input to international conventions.	Target achieved	<p>Top-level scientific support has been provided throughout the year to UK Government departments. In particular:</p> <ul style="list-style-type: none"> • We supported DEFRA at the annual Bern Convention Standing Committee meeting in Strasbourg. • We supported DEFRA at the CBD Subsidiary Body on Scientific, Technical and Technological Advice in Montreal. • We provided scientific support for the implementation of the CITES Convention, including representing the UK at the 17th CITES Animals Committee, and contributing to meetings on Caribbean hawksbill turtles and the international coral trade. • We supported implementation of CMS and subsidiary Agreements, including chairing the Agreement on Small Cetaceans of the Baltic and North Seas (ASCOBANS) advisory committee meeting, and drafting the UK implementation plan for the African-Eurasian Waterbird Agreement (AEWA). • We provided support to UK implementation of the OSPAR Convention, particularly in relation to the work of its Biodiversity Commission. • We made presentations on UK implementation of the Ramsar Convention at the pan-European Ramsar meeting in Slovenia, supported DEFRA at the Standing Committee meeting, and continued to

Programme	Key target	Progress	Commentary
			<p>act as the UK focal point for the Scientific and Technical Review Panel.</p> <ul style="list-style-type: none"> • We supported the UK delegation to the World Heritage Committee bureau meeting. • We supported the Foreign and Commonwealth Office at the Specially Protected Areas and Wildlife (SPA) Protocol Conference of the Parties to the Cartagena Convention.
Global conservation advice	Further the conservation of species threatened by international trade, as UK CITES Scientific Authority for Animals, by providing on-line advice to DETR on c. 21,000 CITES licence consultations to agreed service standards (95% response within 3 days).	Target achieved in part (number of consultations exceeded, but service standards only achieved for 50%)	Demand for this service continues to rise. The JNCC responded to requests for advice on more than 24,000 import and (re-)export licences and Article 10 certificates in the year, not including re-referrals. However, under-resourcing in terms of both staff and computer equipment, together with persistent software problems, has meant that the service standard was achievable for only 50% of enquiries. DEFRA has now provided additional resources and hardware, and is investigating how it can resolve the software problems, with JNCC advice, by 2004.
Conservation advice - sites	<p>Under the EC Habitats and Birds Directives, assist the conservation of European habitats and species of conservation importance by continuing the process of selecting, documenting and submitting to the CEC the list of Natura 2000 sites in the UK; specifically:</p> <ul style="list-style-type: none"> • identify possible marine SACs between 12 and 200 nautical miles from UK shores and advise government; • prepare draft selection guidelines and identify possible marine SPAs out to the 200 nautical mile limit; 	<p>Target achieved (as revised)</p> <p>At DEFRA's request the target was revised, replacing the first two bullet points with the following:</p> <p>“Provide information to enable the identification of marine SACs and SPAs between 12 and 200 nautical miles from UK shores.”</p>	<p>In relation to offshore SACs and SPAs, we identified habitats and species occurring in the UK offshore area, agreed interpretations for relevant Annex I habitats, considered site selection criteria and advised on further work needed to refine them, and collated biological data on relevant habitats and species.</p> <p>We published the review of the UK SPA list, helped establish the SPA Scientific Group, which has held two meetings with extensive JNCC support, and carried out at-sea surveys at six sites to help assessment of seabird use of waters adjacent to colonies.</p> <p>We substantially completed submission of the UK candidate SAC list to the CEC for discussion at the next</p>

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	<ul style="list-style-type: none"> • publish a review of the proposed UK list of terrestrial, freshwater and intertidal SPAs and supporting research; • co-ordinate amendments to the UK SAC list as part of the moderation process and publish an account of the revised UK SAC series. 		<p>Atlantic Biogeographical Region meeting, collated summary data on the UK site list, including assessments of the representation of each Annex I habitat and Annex II species within the site series, worked closely with the country agencies to prepare further advice to Government on degraded raised bog sites, and prepared a draft of a 2nd (revised) edition of the report detailing the UK SAC selection process.</p>
<p>Conservation advice - species</p>	<p>Ensure that the Wildlife and Countryside Act 1981 safeguards the UK plant and animal species whose effective conservation depends on statutory protection by working with the country agencies to review existing protected animals and plants on Schedules 5 and 8 of the Act, to determine whether they should be retained there and whether further species should be included, and submit the review to Government by autumn 2001.</p>	<p>Target 80% achieved</p>	<p>Externally-imposed delays at the start of the year proved impossible to correct. However, the review completed its JNCC and external consultation stages by the end of the year, for submission to Government early in 2002/03.</p>
<p>Conservation advice - species</p>	<p>To allow accurate conclusions to be reached about the condition of the UK nature conservation resource and to inform environmental decision making, establish, publish and bring into operation a single agreed process to assess the conservation status of UK species, ensuring that the process is both efficient and transparent.</p>	<p>Target 90% achieved</p>	<p>Preliminary work has been undertaken to develop a single agreed process for assessing species conservation status, and this will be published on the JNCC website in April 2002. JNCC has adopted the IUCN red data criteria published in 2001 and will adapt them for use in GB or the UK. Criteria to select species of conservation concern (SoCC) are already established and will be applied consistently to all taxa.</p> <p>Two expert groups (covering vascular plants and birds) have been set up to trial the various parts of the species status assessment process. Groups representing other taxa have been invited to participate in the assessment programme, and preparatory meetings have taken place.</p>
<p>Conservation advice - the wider</p>	<p>Improve safeguards to marine habitats and species in UK waters that are threatened by unsustainable fisheries activities by influencing the 2002 review</p>	<p>Target achieved</p>	<p>A joint response to the CEC's Green Paper was submitted on behalf of JNCC and the country agencies. We conducted a workshop in Brussels in May that brought</p>

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environment	of the EC Common Fisheries Policy (CFP) by submitting a joint country conservation agency response to the CFP Green Paper and holding a workshop to influence wider views in Europe.		<p>together advisors and researchers on nature conservation/environment and fisheries from across Europe. An agreed statement from this meeting was presented to the CEC at a wide public meeting, held by the Commission, in July.</p> <p>We co-sponsored a workshop organised by the Institute for European Environmental Policy (IEEP) in Brussels on environmental aspects of the CFP, allowing discussion of fisheries issues with both DG Environment and DG Fisheries.</p> <p>We continued to work within ICES, OSPAR and the North Sea conference process to establish Ecosystem Quality Objectives.</p>
Conservation advice - the wider environment	<p>Help to conserve UK biodiversity by publishing interpretative material on BAP habitats; specifically:</p> <ul style="list-style-type: none"> • publish the interpretation manual for BAP broad habitats, including descriptions of coastal and marine BAP broad habitats, agreed working definitions of all BAP priority habitats and correspondences with other habitat classifications, for use by country agencies and other BAP partners. 	Target 75% achieved	<p>Definitions of all BAP priority habitats (including correspondence with other habitat classifications) were discussed with key stakeholders, and draft habitat accounts were issued for consultation. Detailed accounts of terrestrial, freshwater and coastal broad habitats were prepared for publication in the interpretation manual; preparation of marine habitat accounts was delayed because of staff vacancies.</p> <p>Publication of the interpretation manual will take place during the first half of 2002/03.</p>
Survey and monitoring	Assist site management and protection for the benefit of nature conservation by producing UK-wide guidance for country conservation agencies on setting and assessing conservation objectives for habitat, species and earth science interest features on statutory sites (SSSIs, ASSIs, SPAs, SACs and Ramsar sites). (Assessment will be limited by the extent to which on-site testing can be arranged, in view of the foot and mouth outbreak).	Target 90% achieved	Fourteen inter-agency working groups have made substantial progress towards preparing UK monitoring guidance for the full range of interest features on designated sites. The work was co-ordinated by the Inter-Agency Monitoring Group, which met several times over the year, and agreed approaches to the monitoring of species interest features on statutory sites, and the incorporation of local distinctiveness into conservation objectives.

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			Completion of the guidance was delayed by the complexity of the task, and the need to discuss and resolve different perspectives between agencies and between specialist groups. Field testing of the guidance was severely constrained by the foot and mouth outbreak.
Survey and monitoring	<p>Further the conservation of British terrestrial mammals by enabling changes in their distribution and population status to be detected, highlighting the need for action; specifically:</p> <ul style="list-style-type: none"> • maintain a national surveillance network for British bats, in partnership with the Bat Conservation Trust (BCT); • set up pilot scheme(s) for a national surveillance network for other British mammals, in partnership with the People's Trust for Endangered Species (PTES) and others. (Fieldwork may be suspended or reduced by the foot and mouth outbreak). 	Target achieved	<p>During 2001/02 we established a partnership with the BCT to manage the National Bat Monitoring Programme, which has proceeded very successfully, despite the problems caused by the foot and mouth epidemic.</p> <p>JNCC established a Mammal Surveillance and Monitoring Interim Working Group, which includes representatives from the majority of the mammal community, and which has the remit of steering the setting-up of the UK mammal surveillance network. We prepared a five-year draft plan for setting up the network, including the introduction of new pilot surveys to cover different species. We also provided advice to DEFRA on the pilot of a Winter Sightings and Sign Transect Survey, and established a pilot survey looking at the relationship between mammal road kills and abundance in the wild.</p>
Survey and monitoring	<p>Provide information to underpin the conservation of seabirds and their breeding colonies in the UK and in Ireland; specifically:</p> <ul style="list-style-type: none"> • complete (as far as possible, given the foot and mouth outbreak) the Seabird 2000 census of all breeding seabirds in Britain and Ireland; • complete inputting of data to the database and commence analysis. 	Target achieved (allowing for delays imposed by foot and mouth)	The foot and mouth outbreak caused the postponement of some census work. This will be completed in 2002/03, with external funding. Data entry has been completed and analysis commenced.
Knowledge management	Publicise and disseminate nature conservation advice and information to environmental policy makers and practitioners efficiently and effectively for the benefit of nature conservation by developing	Target achieved	JNCC updated the UK CITES website monthly. It receives thousands of visits every month, mainly from Europe and North America.

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	<p>the websites that JNCC hosts on its own behalf or for others as effective and attractive communication tools; specifically:</p> <ul style="list-style-type: none"> • manage the UK CITES website; • develop the UK Biodiversity Group website; • host the UK CBD Clearing House Mechanism (CHM) website; • upgrade the JNCC website as a communications tool. 		<p>The UK Biodiversity Group Website was updated regularly, and underwent development as a resource for the new country biodiversity groups and for on-line biodiversity reporting; it too it receives thousands of visits every month.</p> <p>The UK CBD CHM website was revised, to facilitate linkage to the NBN and UK Biodiversity Group websites, and additional content was commissioned.</p> <p>Upgrading of the JNCC website was commenced, with the aim of delivering a phased programme of improvements.</p>
Knowledge management	<p>As partners in the National Biodiversity Network (NBN) Trust, which enables the collection, collation and dissemination of biodiversity information to members to common standards through an internet gateway, contribute to the development of the NBN overall so that it meets the biodiversity information needs of the country agencies, government and NBN data contributors and users (priorities for data access may be reviewed as the year progresses in the light of the effects of the foot and mouth outbreak on long-term surveillance and monitoring contracts):</p> <ul style="list-style-type: none"> • provide access to JNCC's Cetaceans, Seabird 2000 and Seabirds at Sea datasets; • provide access to selected datasets co-owned by the JNCC, including WeBS; • provide access to selected habitat datasets, including the JNCC's standing waters database and rivers database; • develop software to enable searches of NBN 	<p>Target achieved (as revised)</p> <p>Targets for providing access to habitat and species datasets were amended during the course of the year to reflect the changing priorities of JNCC and partner organisations.</p>	<p>Access to Seabird 2000 data was provided through the NBN gateway, and web-based mapping was prepared for cetaceans data.</p> <p>We provided project management and quality assurance support to WeBs to allow them to make a consolidated database available for NBN gateway access in 2002/03; the Biological Records Centre delivered access to GB dragonfly and butterfly data through the gateway (datasets co-owned by JNCC).</p> <p>Access was provided to all-Wales Phase I habitat data and SW England trial BAP priority habitat data. We commenced a review of the status of other habitat databases, including rivers and standing waters.</p> <p>We scoped how the gateway will deliver geographical services to the Multi-Agency Geographic Information for the Countryside (MAGIC) and CCW internal systems, which will be a model for many others, and produced an operational prototype.</p> <p>Considerable JNCC input of effort has resulted in an increasing number of key bodies using the NBN and providing access to their own datasets; in particular,</p>

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	<p>datasets to be undertaken on a geographical area basis;</p> <ul style="list-style-type: none"> • supervise access to key DETR biodiversity datasets in collaboration with the Centre for Ecology and Hydrology (CEH); • continue to advise on and promote the NBN with key partners. 		<p>JNCC support enabled launches of the NBN in Scotland, Wales and Northern Ireland; JNCC support to EHS will facilitate the future use of Ordnance Survey Northern Ireland map data.</p>
<p>Services</p>	<p>Strengthen the efficiency and effectiveness of UK and international nature conservation by providing full, accurate and timely information to the DETR Review Officer to facilitate Stage 2 of the Quinquennial Review (QQR) of the JNCC's role, finances and management.</p>	<p>Target achieved</p>	<p>The final Stage 2 QQR report was published on both the JNCC and DEFRA websites in January 2002. The report included submissions from the Support Unit management and from the Support Unit Staff Association, and the reviewer thanked and complimented the JNCC for these submissions.</p> <p>The Joint Committee have discussed the report and forwarded their formal response for consideration as part of the next phase of implementation.</p> <p>The Support Unit have prepared a draft action plan for the implementation phase, at the request of the Steering Group.</p>

Annex B. Performance against corporate targets in 2001/02

Programme	Corporate target	Progress	Commentary
Global conservation advice	<p>Develop the scope and effectiveness of UK influence on EU nature conservation policy, legislation and practice, and spread information about the EU and nature conservation to the country agencies and others by cultivating links and developing dialogue with the European Environment Agency and its topic centres (especially the European Topic Centre for Nature Protection and Biodiversity (ETC/NPB)), CEC Directorates General and other EU Member States; specifically:</p> <ul style="list-style-type: none"> • act as UK National Reference Centre for the ETC/NPB; • promote UK views on Natura 2000 site monitoring and favourable conservation status assessment with the ETC/NPB, CEC DG Environment and other Member States' governments. 	Target achieved	<p>JNCC Brussels Office was opened during the year to facilitate European liaison and influencing. The opportunity to second a staff member to DG Environment to work on monitoring was finalised with the Commission, and recruitment has been initiated.</p> <p>JNCC attended the EIONET seminar in Brussels in its role as National Reference Centre. This focussed on meeting the EEA target of establishing a set of indicators for biodiversity by the end of the year.</p>
Global conservation advice	Help to secure integrated international effort for the conservation of albatross and petrels by advising the DETR on a new agreement on the species' conservation, under the Bonn Convention.	Target achieved	The agreement was signed by Australia, Brazil, Chile, France, New Zealand, Peru and the UK at a ceremony in Canberra on 19 June 2001. The first meeting of Parties will occur shortly after ratification by five Parties; this is expected in late 2002.
Conservation advice - sites	Further the conservation of nationally and internationally important earth science sites by providing a full justification for their selection as Sites of Special Scientific Interest (SSSIs), through publishing eight volumes of the Geological Conservation Review (GCR) series (if the foot and mouth outbreak permits site access to enable text	Target 65% achieved	<p>Three volumes were published within the year, and another three are in press. Three further volumes have been placed with referees.</p> <p>Writing work for volumes 33 to 42 is well in hand, with several of the titles due for completion during spring/summer 2002.</p>

Programme	Corporate target	Progress	Commentary
<p>Conservation advice - species</p>	<p>Further the conservation of Britain's important populations of wintering waterfowl and breeding birds; specifically:</p> <ul style="list-style-type: none"> • through our contract with the Wildfowl and Wetlands Trust (WWT), substantially complete the rationalisation of waterfowl surveillance areas with designated site boundaries; • in collaboration with the British Trust for Ornithology (BTO), commence publication of an annual statement of trends in British breeding bird populations and their probable causes; • with the BTO, set up a website giving a summary of current knowledge of the effects of land use and climate change on common breeding bird populations; • update and publish definitive lists of population sizes for British birds, co-ordinating the work of the Avian Population Estimates Panel. 	<p>Target 90% achieved</p>	<p>There is an agreed process for rationalising waterfowl surveillance areas with designated site boundaries. An appraisal has been completed comparing WeBS boundaries with the boundaries of the SPA network.</p> <p>The Breeding Bird Survey report includes a summary of the trends in breeding birds and a short commentary on their probable causes.</p> <p>The website account summarising the effects of land use and climate change on common breeding bird populations will be published in April 2002.</p> <p>Although the work updating the lists of population sizes of British Birds has been completed, publication in a refereed journal has been delayed until approximately autumn 2002.</p>
<p>Conservation advice - the wider environment</p>	<p>Further the conservation of marine habitats and species through statutory consultation processes and informally by advising government departments, the hydrocarbons industry and others on the impacts of existing and proposed non-fisheries industrial activities in UK waters, specifically in relation to:</p> <ul style="list-style-type: none"> • c. 35 Environmental Impact Assessments (EIAs); • c. 300 EIA dispensations; 	<p>Target exceeded</p>	<p>There was more activity than expected during the year. Much of this was caused by new regulations to implement the Habitats and the Birds Directives in offshore waters that came into effect early in 2001/02.</p> <p>In relation to shipping, further input was provided to the MEHRAs process through co-ordination of country agency input to help define boundaries. A consultation document is expected from Government in the early part of 2002/03.</p>

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	<ul style="list-style-type: none"> • c. 30 oil spill contingency plans; • c. 40 solid waste disposal licences; • c. 120 seismic survey applications; • c. 30 other consultations. 		<p>We also helped DTI produce a strategic environmental assessment of licensing some blocks in the ‘mature’ area of the North Sea.</p>
<p>Conservation advice - the wider environment</p>	<p>Inform land use policy development in the UK to ensure that the needs of nature conservation are given due consideration by drawing up an integrated list of rural targets and indicators, in partnership with the statutory conservation, environment and countryside agencies, and having regard to the longer-term implications of the foot and mouth disease outbreak and the public response to it.</p>	<p>Target achieved (as revised)</p>	<p>A detailed report on existing rural targets and indicators was completed by IEEP in August. The Land Use Policy Group decided that the conclusions and implications of the report required further consideration before deciding what additional work should be undertaken.</p>
<p>Conservation advice - the wider environment</p>	<p>Contribute to wider knowledge and understanding of the UK’s marine nature conservation resource and help secure its long-term future; specifically:</p> <ul style="list-style-type: none"> • publish the marine biotope classification for inshore waters of Britain and Ireland, by end 2001/02; • complete publication of the 15-volume Marine Nature Conservation Review area summary series, with the production of three volumes relating to Scottish sealochs. 	<p>Target 75% achieved</p>	<p>Staff shortages caused delays in the delivery of this target.</p> <p>Data analysis and revision of the biotope classification has been completed, and external consultation is underway. A web-based module has been developed to deliver electronic publication of the classification, including a search engine and photographs. Publication will take place in early 2002/03.</p> <p>Publication of the remaining MNCR area summaries will be completed in early 2002/03.</p>
<p>Conservation advice - the wider environment</p>	<p>Aid management and protection of UK statutory sites for nature conservation by producing a revised edition of the Air Pollution Handbook as an interactive database for the statutory country conservation agencies, detailing the effects of air pollution on the natural environment, describing monitoring protocols, and including case studies relating to the Integrated Pollution Prevention and</p>	<p>Target achieved</p>	<p>CEH have completed development of a working database which is now ready for roll out to local/area teams in the statutory conservation agencies. The database has full NBN functionality, and has been redesigned to run on a web-based platform. Discussions for the next financial year have been held with partners to secure funding to develop the database further.</p>

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	Control (IPPC) Directive and the Natura 2000 Review of Consents.		
Conservation advice - the wider environment	<p>Contribute to safeguarding the aquatic environment in the UK and its associated habitats and biodiversity by providing advice on technical issues relating to the EC Water Framework Directive, and contributing to the work of inter-agency groups covering freshwaters and estuarine/coastal waters; specifically:</p> <ul style="list-style-type: none"> • organise a workshop on tools available in the UK for defining reference conditions, developing typologies and defining levels of ecological status for freshwaters; • contribute to the work of the UK Technical Advisory Group as required. 	Target achieved	<p>The workshop on tools available in the UK for defining reference conditions, developing typologies and defining levels of ecological status for freshwaters was successfully held in April 2001, and involved all of the UK conservation and environment agencies.</p> <p>The Freshwater Lead Co-ordination Network continues to provide the chair and secretariat for the inter-agency freshwater Technical Group, and has contributed to the work of the UK Technical Advisory Group. JNCC has also contributed significantly to the work of the maritime Technical Group, in particular leading a EU-wide project on the characterisation of water body types.</p> <p>A new p/t Water Framework Directive officer took up post in October, and has helped to ensure better liaison between the different groups involved in implementation of the Directive.</p>
Survey and monitoring	<p>Assist biodiversity conservation in the UK, especially under the UK Biodiversity Action Plan (UK BAP), by formulating common standards and developing and testing practical surveillance and monitoring methodologies (as far as practicable, given the limitations on fieldwork consequent on the foot and mouth disease outbreak); specifically:</p> <ul style="list-style-type: none"> • develop methodologies for monitoring BAP priority habitats across the UK, using lowland grasslands as a pilot study; • work with the country agencies and other relevant organisations to develop common standards for habitat inventories, focusing on BAP priority habitats; 	Target 50% achieved	<p>JNCC has been working with the other agencies to develop an agreed approach to the development of habitat inventories and the monitoring/surveillance of BAP priority habitats. The Biodiversity Information Group has approved the establishment of a sub-group to progress the work. Close links have been developed with the NBN SW pilot, which will be very useful in establishing 'best practice' for habitat inventories. The pilot study on monitoring lowland grasslands has been postponed until summer 2002 because the outbreak of foot and mouth has made the fieldwork impossible.</p> <p>The pilot project on threatened plant information has ended its first phase of work and is developing a future work programme aimed specifically at using the</p>

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	<ul style="list-style-type: none"> • formulate future monitoring and surveillance strategies for BAP plants; • explore ways to fill one of the many gaps in the current provision of species surveillance by making best use of existing information and guiding future biological recording practice, the chosen methodology to serve as a 'best practice' example for filling other surveillance gaps for which this approach is appropriate. 		<p>information from phase 1 as a basis for future surveillance and monitoring activities.</p> <p>Further development of moth surveillance has been undertaken to fill the gap in monitoring.</p>
Knowledge management	<p>Help to ensure effective implementation in the UK of international nature conservation Conventions, Directives and Agreements by contributing to statutory nature conservation reporting obligations; especially:</p> <ul style="list-style-type: none"> • edit the EC Habitats Directive Report (by September 2001); • contribute to the CBD implementation report (by May 2001); • edit the Ramsar Convention Triennial Implementation Report (by February 2002). 	Target achieved	<p>Reports on the Habitats Directive, CBD and the Ramsar Convention were completed. In addition, work commenced on the Bonn Convention implementation report, due in April 2002.</p>
Knowledge management	<p>Inform policy and decision-making about the offshore marine environment and thereby secure the conservation of marine mammals using UK waters by publishing an atlas of cetacean distribution for the seas around north-west Europe.</p>	Target 95% achieved	<p>Work on the atlas is substantially complete and it will be published in 2002/03.</p>
Services	<p>To enable the JNCC to meet its business needs and the employment-related needs of its staff, ensure sound management of JNCC's human resources; specifically:</p> <ul style="list-style-type: none"> • develop and implement approaches to reduce 	Target achieved	<p>Turnover of permanent and FTA staff was reduced to 11% by year end. This was achieved through implementation of a series of measures relating to terms and conditions, job re-design and support to management and staff.</p>

Programme	Corporate target	Progress	Commentary
	<p>the level of staff turnover and its adverse effects on business delivery;</p> <ul style="list-style-type: none"> • initiate action to address issues arising from the 2nd staff satisfaction survey. 		<p>Issues arising from the staff satisfaction survey were addressed by a working group.</p>
Services	<p>Implement greener working practices in both of the JNCC's offices, in accordance with the guidelines given by DETR; specifically:</p> <ul style="list-style-type: none"> • benchmark the organisation in terms of environmental management; • devise an environmental management policy. 	Target 40% achieved	<p>The Peterborough and Aberdeen offices have been subjected to an environmental audit. An environmental management system, and benchmarking, will be developed in 2002/03 using the results of this audit.</p>
Services	<p>Achieve an effective focus for JNCC's work on nature conservation over the next 10 years by completing the strategic review, and finalise and publish the JNCC's strategy for 2001-2012 by December 2001.</p>	Target postponed	<p>The Quinquennial Review of JNCC's role, finances and management has taken priority. The target will be pursued in 2002/03.</p>

Annex C. Summary of spend against budget

Parliamentary head	Budget (£)	Spend (£)	% spend
A1 (salaries)	2,143,047	2,171,894	101
A2 (running costs)	912,441	982,998	108
D (publicity)	125,500	158,791	126
E (conservation support)	1,843,532	1,937,287	105
H (capital)	113,432	103,696	91
Total expenditure	5,053,653	5,354,666	106
Y (income)	-556,900	-676,208	121
Total	4,581,053	4,678,458	102