

**Home worker**  
JNCC staff

Home-based working is one of a number of flexible working options available to staff, offering many advantages for the organisation as well as the individual. Good electronic systems allow staff to accomplish tasks and remain in contact with the office.



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## > Governance and support services

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The work of JNCC's specialists is supported by a suite of services that includes corporate governance, information technology, finance, human resources, communications and office facilities

The Joint Committee provides strategic leadership for the work of JNCC. An important contribution was made in 2004, when the Committee agreed a vision and high-level objectives for nature conservation.

During the reporting year we continued to develop this vision by attempting to identify long-term targets for nature conservation that would look to 2035 and beyond. Rather than focussing on individual species, long-term targets would focus on the legislative and policy changes that could deliver a robust and healthy landscape in which wildlife could thrive.

Within the support company a range of 'back-office' activities were undertaken to underpin delivery of JNCC's functions and ensure that statutory obligations were met.

During the year JNCC finalised a new external communications strategy for the organisation, which identifies priority audiences and more proactive ways of working. The strategy was just beginning to be rolled out as the reporting year came to a close.

### > The Intelli plug, now used in JNCC offices

Greening the organisation is very much a team effort at JNCC. Staff contribute vigorously and highly effectively to greening the office. Many energy and waste-saving ideas adopted have come from staff members.

One example during the reporting year was the Intelli Plug, seen here with our Managing Director, Deryck Steer. This is a simple plug block that saves electricity by allowing all PC peripherals to be shut down when the computer they serve is switched off. A staff member who bought one for his home computer brought it into the office and now Intelli Plugs are fitted to JNCC desktop computers.



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JNCC





### Green by role – green by nature

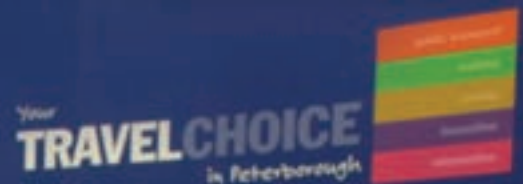
Double award winning performance from JNCC

During the reporting year JNCC worked hard in managing its environmental performance. This year we focused on managing energy efficiency, waste reduction, recycling initiatives and working towards the Peterborough office's environmental management system. Our efforts were rewarded as JNCC received a Cambridgeshire and Peterborough workplace travel plan award.

Pictured receiving the Travel Choice Travel Plan Award from Councillor Shona Johnstone, Cambridgeshire County Council, is Amanda Gregory (right), JNCC's Environmental Manager. JNCC was also runner up in the BETI+ (Business and Environmental Training Initiative) Awards in the Best Cambridgeshire Small and Medium Enterprises category.



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> **The new Aberdeen office, Torry (Artist's impression)**

In 2009, JNCC's Aberdeen office will be on the move to new purpose-built accommodation that will be built to the highest environmental performance standards. The building on Aberdeen's harbour front, at Torry, is to be shared with staff from the Scottish Environment Protection Agency and Scottish Natural Heritage. As the year ended the building design was making its way through the planning process.



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In the area of human resources, the key outcome for the year was the completion of a thorough updating of personnel policies, while in the finance area we consolidated the new JNCC financial management system. The new system was introduced during the previous reporting year and has been tailored to better meet our needs.

Given the nature of JNCC's work, effective information technology is vital. During the year a priority for the IT team was to improve mobile communications both for staff on the move and for home working. Offering a home working option is beneficial for the staff involved and also reduces work-related travel. The installation of a new circuit on the JNCC computer system has boosted connection times for remote computers.

During the year, JNCC put in place a Sustainable Development Action Plan, which addresses the environmental, social and economic impacts the organisation has on the wider world. As a result, environmental management continues to be a high priority.

We continued to make efforts to reduce our ecological footprint by addressing energy use, transport use and recycling. We worked towards embedding sustainability objectives into JNCC's procurement process and have explored the possibility of offsetting carbon emissions relating to our air travel.