



'The Giant's Organ'

Co. Antrim, Northern Ireland

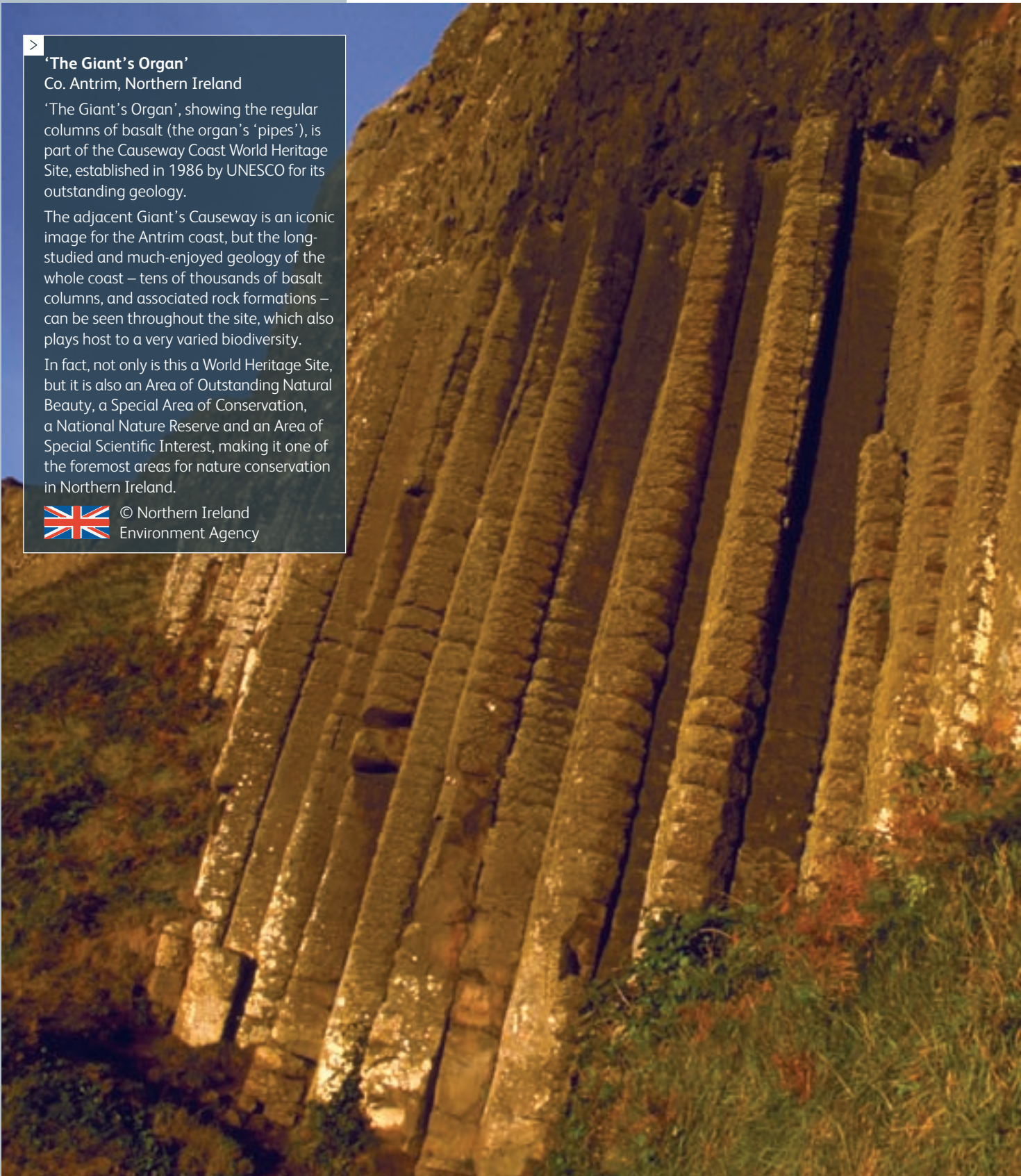
'The Giant's Organ', showing the regular columns of basalt (the organ's 'pipes'), is part of the Causeway Coast World Heritage Site, established in 1986 by UNESCO for its outstanding geology.

The adjacent Giant's Causeway is an iconic image for the Antrim coast, but the long-studied and much-enjoyed geology of the whole coast – tens of thousands of basalt columns, and associated rock formations – can be seen throughout the site, which also plays host to a very varied biodiversity.

In fact, not only is this a World Heritage Site, but it is also an Area of Outstanding Natural Beauty, a Special Area of Conservation, a National Nature Reserve and an Area of Special Scientific Interest, making it one of the foremost areas for nature conservation in Northern Ireland.



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> Appendices

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Details of JNCC's Committee, staff and offices during the financial year 2007/2008, audited accounts, statement on the system of internal control, operating cost statement, balance sheet and cashflow statement

> Committee, staff and offices

Joint Nature Conservation Committee members April 2007–March 2008

Dr P Bridgewater	Chair (from October 2007)
Mr A Darby	Chairman (to September 2007)
Professor D Ingram	Independent, Deputy Chairman (to March 2008)
Dr L Blakiston Houston	Council for Nature Conservation and the Countryside (to February 2008)
Dr R Brown	Council for Nature Conservation and the Countryside
Mr P Casement	Council for Nature Conservation and the Countryside (from March 2008)
Mr P Christensen	Natural England
Mr D Crawley	Scottish Natural Heritage (from April 2007)
Professor P Doyle	Independent
Professor D Hill	Natural England
Dr I Joyce	Countryside Council for Wales (from January 2008)
Mr J Lloyd Jones	Countryside Council for Wales
Mr D Pritchard	Independent
Mr B Riddleston	Countryside Council for Wales (to December 2007)
Mr A Thin	Scottish National Heritage
Professor M Usher	Independent
Professor L Warren	Independent, Deputy Chair

The Committee comprises 14 members: a Chairman and five independent members appointed by the Secretary of State; the Chairman of the Council for Nature Conservation and the Countryside; the Chairmen or Deputy Chairmen of the Countryside Council for Wales, Natural England and Scottish Natural Heritage; and one other member from each of these bodies. The term of appointments for the Chairman and independent members is initially for three years and members may be considered for re-appointment for one further term.

Support is provided to the Joint Committee by a company limited by guarantee, JNCC Support Co, which was incorporated on 2 March 2005 (registration number 05380206).

The Committee has adopted the Guidance on Codes of Practice for Board Members of Public Bodies issued by the Cabinet Office, for the purposes of corporate governance. A Register of Interests is maintained for Joint Committee members and directors of JNCC Support Co which can be seen below.

JNCC Support Co – Members and Directors April 2007–March 2008

The members of the company are the Committee members, who are also non-executive Directors of the company. There are three executive Directors.

Mr A Darby	Chairman (to September 2007)
Dr P Bridgewater	Chairman (from October 2007)
Mr D Steer	Managing Director
Dr M Vincent	Director of Science
Mr M Yeo	Director of Resources and External Affairs
Professor D Ingram	Non-executive Director (to March 2008)
Dr L Blakiston Houston	Non-executive Director (to February 2008)
Mr P Casement	Non-executive Director (from March 2008)
Dr R Brown	Non-executive Director
Mr P Christensen	Non-executive Director
Professor P Doyle	Non-executive Director
Professor D Hill	Non-executive Director
Dr I Joyce	Non-executive Director (from January 2008)
Mr J Lloyd Jones	Non-executive Director
Mr D Pritchard	Non-executive Director
Mr B Riddleston	Non-executive Director (to December 2007)
Mr A Thin	Non-executive Director (from July 2007)
Professor M Usher	Non-executive Director
Professor L Warren	Non-executive Director

Declaration of interests

Dr L Blakiston Houston

- Chair, Council for Nature Conservation and the Countryside
- Director, Blakiston Houston Estate Co
- Director (non-executive), Sustrans
- Director, Malta Charities Ireland and Northern Ireland
- Director, Share Holiday Village
- Shareholder, Morton Hall Estate Private School, Heritage Building
- Member, National Trust
- Member, Royal Society for the Protection of Birds
- Member, Ulster Wildlife Trust
- Family interest in Loughs Agency, Londonderry

Dr P Bridgewater

- Director, Global Garden Consulting
- Fellow, Linnaean Society of London
- Fellow, Institute of Ecology and Environmental Management
- Chartered Environmentalist, Institute of Environmental Management & Assessment

Dr R Brown

- Council Member, Council for Nature Conservation and the Countryside
- Employed by the Department of the Environment Northern Ireland as Chairman of the Northern Ireland Biodiversity Group
- Self-employed in media/broadcasting work, giving talks/lectures, wildlife guiding at home and abroad, and occasional consultancy work
- Member, British Trust for Ornithology, National Trust, Ulster Wildlife Trust, Butterfly Conservation, Marine Conservation Society, Lcale Historical Society
- Ulster Wildlife Trust, wife is on Council

Mr P Casement

- Chair, Council for Nature Conservation and the Countryside
- Self-employed farmer
- Member, Board of Trustees of the National Trust
- Chairman, National Trust Committee for Northern Ireland
- Member, Council of the National Trust

Mr D Crawley

- Board Member, Scottish Natural Heritage
- Member, National Trust
- Member, National Trust for Scotland
- Member, John Muir Trust
- Chair of Audit Committee and Member of Management Board, Wales Office
- Her Majesty's Commissioner, Queen Victoria School, Dunblane
- Director and Chairman, Central Scotland Forest Trust

Mr P Christensen

- Deputy Chairman, Natural England
- Board Member and Chair of Rural Committee, South East England Development Agency
- Board Member, Agricultural Central Trading
- Chair of Programme Committee, Defra Sustainable Livestock Production LINK
- Self-employed farmer, Kingston Hill Farm, Abingdon, Oxfordshire
- Member, National Farmers Union, Tenant Farmers Association, Royal Society for the Protection of Birds and Berks, Bucks and Oxon Wildlife Trust

Mr A Darby

- Self-employed farmer, Kemerton Court, Tewkesbury, GL20 7HY
- Lloyds of London Underwriter through Nameco (No 222) Ltd. Membership No 54432Z

- Chairman, Fieldfare International Ecological Development plc
- District Councillor with Wychavon District Council
- Self-employed print dealer trading as Darby Bird Art
- Adviser to Esmee Fairbairn Charitable Trust for its UK Biodiversity Programme
- All farmed land under Countryside Stewardship: 65 acres at Upton Ham, Upton upon Severn, part of Upton Ham SSSI; 55 acres on Bredon Hill, part of Bredon Hill SSSI
- Trustee of the Kemerton Conservation Trust (KCT) in receipt of funds from Natural England under Aggregates Levy Sustainability Fund Grant Scheme for the management of the Kemerton Lake Nature Reserve which the KCT leases from son
- Governor of Howick Trustees Ltd, which owns an SSSI in Northumberland
- Life Fellow and Vice President, Royal Society for the Protection of Birds
- Life Member and President, Plantlife International
- Member and former regional committee member, National Trust
- Member, Herpetological Conservation Trust
- Member of the following Wildlife Trusts – Brecknock, Gloucestershire, and Worcestershire
- Member, Wildfowl and Wetlands Trust, the British Trust for Ornithology and BirdLife International
- Member, Country Land and Business Association
- Member, Game Conservancy and the Campaign to Protect Rural England
- Member, Farming and Wildlife Advisory Group, the Royal Agricultural Society of England, the Red Poll Cattle Society and the Rare Breeds Survival Trust
- Member, National Farmers Union
- Member, Friends of Westonbirt Arboretum

Professor P Doyle

Self-employed:

- Geologist consultant, contracted to HM Revenue & Customs for aggregates work
- Editor for Blackwells Ltd, Oxford, editing 'Geology Today' magazine
- Freelance TV consultant, working on geological projects
- Education consultant, working for University of Greenwich and London South Bank University
- Author of books and articles
- Chairman, Geoconservation Commission, Geological Society of London
- Chair, Greater London Regionally Important Geological/geomorphological Sites Group

Professor D Hill

- Board Member, Natural England
- Chief Executive, David Hill Ecology & Environment
- Chairman, Environment Bank
- Non-executive Director, Thomson Ecology
- Director, Yorkshire Dales Rivers Trust
- Member, British Trust for Ornithology
- Member, National Trust
- Member, Royal Society for the Protection of Birds

Professor D Ingram

- Honorary Professor and Adviser on the Public Understanding of Science, University of Edinburgh
- Honorary Professor, Glasgow University
- Self-employed author of biological and horticultural books (Blackwell Scientific, Harper-Collins, Cambridge University Press, Kluwer, Royal Horticultural Society, etc.)
- Member, Economic and Social Research Council Genomics Forum Advisory Committee
- Visiting Professor and Chair, Research Advisory Committee, Myerscough College
- Programme Convenor, Royal Society of Edinburgh
- Chairman, Science and Society Steering Group, Royal Society of Edinburgh

- Fellow, Royal Society of Edinburgh
- Fellow, Royal College of Physicians, Edinburgh
- Honorary Fellow, Royal Scottish Geographical Society
- Honorary Fellow, Royal Botanic Garden, Edinburgh
- Honorary Fellow, Downing College, Cambridge
- Honorary Fellow, Worcester College, Oxford
- Honorary Fellow, Myerscough College, Preston
- Honorary Member, British Society of Plant Pathology
- Honorary Professor, Institute of Biomedical and Life Sciences, University of Glasgow
- Honorary Fellow, St Catherine's College, Cambridge
- Advisory Board Member and Senior-Visiting Fellow, SERC / University of Edinburgh Genomics Forum

Dr I Joyce

- Council Member, Countryside Council for Wales
- Self-employed farmer
- 70 acres of agricultural land subject to Tir Cynnal agri-environment agreement

Mr J Lloyd Jones

- Chair, Countryside Council for Wales
- Member, Strategic Advisory Committee, Rural Economy and Land Use programme
- Member, National Trust Land Use Panel
- Member, Wales Woodland Strategy Advisory Panel
- Board Member and Chair of Finance, Audit and General Purposes Committee, Institute of Grassland and Environmental Research
- Lay representative, Disciplinary Hearings Council for the Inns of Court
- Member, Royal Society for the Protection of Birds
- Farmer
- Hendy Farm in Tir Gofal Scheme
- Member, National Farmers Union

Mr D Pritchard

- Self-employed consultant in environmental policy and contemporary arts and cultural heritage
- Director, Wetlands International Association of Members
- Vice Chair, Bedford Creative Arts
- International Policy Adviser (part-time), Royal Society for the Protection of Birds
- Member, IUCN Task Force on Cultural and Spiritual Values of Protected Areas
- Member, Ramsar Convention Culture Working Group and Scientific and Technical Review Panel
- Member, Northumberland Wildlife Trust
- Member, Woodland Trust
- Member, University College Falmouth, Research in Art, Nature and Environment Group
- Member, Landscape and Arts Network
- Member, Steering Group of Chartered Institution of Water and Environmental Management Arts and Environment programme
- Member, Steering Group of Forestry Commission Grizedale Forest arts programme

Mr B Riddleston

- Council Member, Countryside Council for Wales
- Trustee, Royal Society for the Protection of Birds
- Member, Glas Cymru
- Director, RSPB Trading Co
- Member, Gwent Wildlife Trust
- Shareholder, Centrica plc

Mr A Thin

- Chair, Scottish Natural Heritage
- Vice Chair, Munloch Parent Council

- Trustee, Munloch Educational Trust and James Thin Charitable Trust
- Life Member, Scottish Youth Hostel Association
- Member, John Muir Trust and Scottish Wildlife Trust

Professor M Usher

- Principal Editor, "Ecology, Biodiversity and Conservation" series of books, Cambridge University Press
- International Fellow, Durrell Wildlife Conservation Trust, Jersey
- Fellow and Chartered Biologist, Institute of Biology
- Expert, Council of Europe
- Trustee, Royal Botanic Garden, Edinburgh
- Trustee, Woodland Trust
- Fellow, Royal Society of Edinburgh
- External Adviser, Irish Environmental Protection Agency
- Chairman of Programme 3 Group, Scottish Government Environment & Rural Affairs Department
- Member, Botanical Society of the British Isles
- Member, British Arachnological Society
- Member, British Ecological Society
- Fellow, Royal Entomological Society
- Member, Scottish Wildlife Trust
- Member, CADW (Heritage in Wales)
- Member, National Trust
- Honorary Professor, Universities of Aberdeen, Edinburgh and Stirling

Professor L Warren

- Member, Royal Commission on Environmental Pollution
- Board Member, British Geological Survey (NERC)
- Board Member, Environment Agency
- Member, Committee on Radioactive Waste Management
- Trustee, Field Studies Council
- Trustee, Association of River Trusts
- Trustee, West and South Wales Wildlife Trust
- Consultant on marine nature conservation
- Associate Consultant, Integrated Decision Management
- British Institute for Geological Conservation, husband is treasurer
- Part-time teaching at Aberystwyth University

JNCC offices

Headquarters

Joint Nature Conservation Committee,
 Monkstone House, City Road, Peterborough PE1 1JY
 Tel: +44 (0)1733 562626 Fax: +44 (0)1733 555948
 Web: www.jncc.gov.uk

Aberdeen office

Joint Nature Conservation Committee, Dunnet House,
 7 Thistle Place, Aberdeen AB10 1UZ
 Tel: +44 (0)1224 655704 Fax: +44 (0)1224 621488

Brussels office

UK Nature & Landscape Office,
 Quai au Foin 55 / Hooikaai 55, B 1000 Bruxelles, Belgium
 Tel: +32 (0) 27 38 74 80/81 Fax: +32 (0) 27 38 74 87

Staff employed by JNCC Support Co 2007/2008

The number of staff working at the JNCC Support Co at 31 March 2008 was 135. This comprised 118 permanent staff, 16 fixed-term staff and 1 casual member of staff. Included in the total of fixed-term staff are the Chairman and five independent members of the Committee who are employed by Defra and paid through JNCC payroll.

Senior JNCC staff 2007/2008

Executive Management Board

Managing Director	Mr D Steer
Director of Science	Dr M Vincent
Director of Resources and External Affairs	Mr M Yeo

Programme Leaders

Global Advice	Dr V Fleming
Overseas Territories and Crown Dependencies	Mr W Jones
UK's Global Impacts	Dr A Weighell
European Advice	Dr S Gibson
Sustainability Advice	Dr D Mortimer
Conservation Advice	Dr I McLean
Marine Management Advice	Mr M Tasker
Marine Mapping and Area Protection	Mr D Connor
Standard and Target Setting	Dr I McLean
Surveillance and Monitoring	Mr L Way
Access to Information	Dr S Wilkinson
Policy-Relevant Information and Reporting	Mr P Rose
Support Services	Mr B Lawrence

Freedom of Information Act and Environmental Information Regulations

General

JNCC always endeavours to provide information in a timely, accurate and helpful manner. In keeping with this ethos we embrace the conventions laid down in the Freedom of Information Act 2000, the Environmental Information Regulations 2004 and the Data Protection Act 1998. This legislation has created a new system of fully enforceable rights of access to information held by public authorities. These rights apply to all information no matter how recent or old, or who the information is held by. They signal recognition of, and commitment to, the public interest in openness about government. The purpose of the Acts is to make public bodies, such as JNCC, more transparent and accountable and to show how they perform their duties.

How we comply

JNCC aims to make information available on request unless there is a compelling reason not to. That is to say we will make every effort to comply unless doing so would involve us breaching another legal obligation, based on confidentiality or commercial prejudice. To this end JNCC is committed to:

- proactively disseminate information;
- provide advice and assistance to persons making requests for information;
- make information available to any person who requests it within 20 working days. If a request is both voluminous and complex the deadline may be extended to within 40 working days, in which case we will inform the requestor of complications; and
- refuse only in accordance with the limited exceptions available, giving reasons and details of the mechanisms available for reconsideration and appeal.

One request for information was received during the year specifically citing the Environmental Information Regulations. Two requests were answered under the Freedom of Information Act. Three requests were answered under the Data Protection Act. All requests received were responded to in accordance with our service standards (see below).

JNCC publishes a range of information as research reports, books and leaflets. A publications catalogue is available from Communications Team, JNCC, Monkstone House, City Road, Peterborough PE1 1JY, tel: 01733 562626, fax: 01733 555948, email: communications@jncc.gov.uk.

Our book distributor is NHBS Ltd, 2–3 Wills Road, Totnes, Devon TQ9 5XN, tel: 01803 865913, fax: 01803 865280, www.nhbs.com or www.nhbs.co.uk.

In addition, much information can be freely accessed on our website (www.jncc.gov.uk), and those that we host for other bodies, for example the UK Biodiversity Partnership (www.ukbap.org.uk), the Convention on Biological Diversity Clearing House Mechanism (www.chm-cbd.net.uk), Mapping European Seabed Habitats (www.searchMESH.net) and the Land Use Policy Group (www.lupg.org.uk).

Prompt payment code

JNCC implements the CBI's 'Prompt Payers' guidelines and our policy is to ensure, as far as possible, that all payments are made by the due date. (Further details can be found under the heading "Payment of creditors" on page 65.)

Service standards

General

Staff will provide an efficient and friendly service. The operating language will normally be English.

Office hours

Monkstone House and Dunnet House will be open from 9am–5pm Monday–Thursday and 9am–4.30pm on Friday. Outside these hours and on public holidays an answering machine service will operate.

Telephone calls

Telephone calls will be answered promptly and courteously. Staff will answer with their name and endeavour to respond to the call satisfactorily or take prompt action to achieve this.

Correspondence and information

A full reply to correspondence will be provided within requested deadlines and, otherwise, within 20 working days. If more time is needed before a full response can be made, a date for this will be agreed with the correspondent. JNCC is committed to the policy of open government, and to facilitating access to our information as required by law.

Convention on International Trade in Endangered Species

We will provide on-line advice to Defra on approximately 20,000 licence applications per annum to agreed service standards (90% within five working days, 95% of priority applications within three working days) seeking to ensure that no species of wild fauna becomes or remains subject to unsustainable exploitation because of international trade involving the UK.

Publications

Reports of commissioned work will be disseminated in a publicly available form within six months of acceptance of the texts from the authors. Proceedings of seminars and conferences will be published within nine months of the event. Book volumes will be published within one year of acceptance of the text. Leaflets and research reports will be despatched as soon as possible and, in any event, within ten working days of receipt of a request.

Invoices

All invoices from suppliers of accepted goods and services will be paid within any discount period and, in any event, by the due date.

Complaints

If you feel you have not received the promised level of service from JNCC, please raise the matter in the first instance with the person who provided the service, who will respond within ten working days. If your complaint is not resolved satisfactorily please contact the Business Unit, who will respond within ten working days. In the last resort a complainant can seek redress through their Member of Parliament and the Parliamentary Commissioner for Administration (Ombudsman).

> Audited accounts

Foreword

History and statutory background

The Joint Nature Conservation Committee (JNCC) is the statutory adviser to Government on UK and international nature conservation. Its work contributes to maintaining and enriching biological diversity, conserving geological features and sustaining natural systems.

JNCC delivers the UK and international responsibilities of the Council for Nature Conservation and the Countryside, the Countryside Council for Wales, Natural England, and Scottish Natural Heritage.

JNCC, originally established under the Environmental Protection Act 1990, was reconstituted by the Natural Environment and Rural Communities Act 2006. Support is provided to the JNCC by a company limited by guarantee (JNCC Support Co) that the Committee established in 2005.

Funding

The total budget for JNCC is set each year by Ministers of the Department for Environment, Food and Rural Affairs after consultation and in agreement with their Scottish, Welsh and Northern Irish colleagues.

The budget comprises two parts: those 'reserved' matters funded by the Department for Environment, Food and Rural Affairs; and all other work funded through the Countryside Council for Wales, Natural England and Scottish Natural Heritage (the GB conservation bodies) and the Department of the Environment in Northern Ireland.

The Department for Environment, Food and Rural Affairs and devolved administrations ring-fence the relevant element of grant in aid to their respective funding bodies. Any grant in aid provided by a Department/administration for the year in question will be voted in the Department's/administration's Estimate and will be subject to Parliamentary control.

Funding from other sources, which is usually linked to specific projects, is detailed in the accounts.

Results and appropriations

In conducting its activities the Committee complies with the guidance laid down in its Financial Memorandum which came into effect on 1 April 2005. These financial statements relate to the year ended 31 March 2008 during which the revenue expenditure of the Committee totalled £9,641,000. For the same period income amounted to £1,667,000, resulting in an operating deficit for the year of £7,974,000. Following adjustment for interest receivable of £25,000, the deficit for the financial year transferred to the retained earnings reserve was £7,851,000. This was funded by revenue grant in aid of £7,873,000 which combined with a retained earnings reserve of £47,000 brought forward from the previous financial year, gives a retained earnings reserve carried forward of £69,000.

Included in the gross income and expenditure within the operating cost statement are transfers which were made to and from provisions and reserves. A total of £98,000 was transferred from the deferred government grant account to the operating cost account in 2007/08 to cover in-year depreciation and the release of unexpended depreciation.

Fixed assets

In 2007/08 the Committee spent £7,000 on improvements to leasehold premises, £10,000 on computer equipment and £23,000 on software licences.

Payment of creditors

JNCC follows the principles of the Better Payment Practice Code, and the policy is to ensure that all payments are made by the due date. This policy is known throughout the organisation and there is a formal complaints procedure to enable suppliers' complaints to be dealt with very quickly.

92% of invoices were paid within the due date in 2007/2008; this figure is unchanged from the previous year.

Review of activities

During 2007/08 the JNCC undertook a wide-ranging programme of work resulting in considerable contributions in the area of national and international conservation. The main body of the Annual Report details key achievements realised in 2007/08, whilst measures of performance against specific targets can be seen immediately following the Financial Statements.

Corporate governance

The governance arrangements of the JNCC Support Co are incorporated within the Statement on Internal Control.

Audit

The information contained within these accounts is in accordance with the statutory financial statements of the JNCC Support Company. The External Auditors of the Company (Moore Stephens) have reviewed these accounts and they confirm that they are consistent with the appropriate entries in the statutory financial statement which they have audited.

JNCC Support Co remuneration report

Remuneration policy

The remuneration for the Chairman and independent members is set centrally by Defra.

The remuneration of the Managing Director is reviewed regularly against the advice issued by the Review Body on Senior Salaries. Any proposed changes are then subject to the approval of Defra.

All pay awards for staff below Grade 5 (i.e. all staff except for the Managing Director) have to conform to the annual Civil Service Pay Guidance document issued by HM Treasury. This guidance document forms part of the pay remit process, and is intended to ensure that pay awards are affordable, offer value for money, and meet the needs of individual businesses. As part of this process the JNCC has to submit its recommended pay award to Defra, who have delegated authority to approve pay remits that conform to the Treasury guidance. Pay remits that do not conform to the guidance require HM Treasury approval.

The JNCC applies a number of reward principles which aim to:

- meet business needs of the organisation;
- be affordable for the organisation in the short and long-term;
- provide a pay structure which is sustainable in the longer-term;
- reward, retain and motivate staff;
- support equal pay;
- be fair and transparent;
- ensure that appropriately skilled and experienced staff can be recruited;
- recognise and reward good performance;
- offer comparable salary levels with other relative workforce groups.

Contracts of employment

Appointments are made in line with the Civil Service Commissioners Recruitment Code, which requires appointment to be on merit on the basis of fair and open competition but also includes the circumstances when appointments may otherwise be made.

Unless otherwise stated below, the officials covered by this report hold appointments which are open-ended until they reach the normal retiring age of 65. Early termination, other than for misconduct, would result in the individual receiving compensation as set out in the Civil Service Compensation Scheme.

Mr A Darby was appointed on a three-year contract commencing on 1 October 2004.

Prof D Ingram was re-appointed on a three-year contract commencing on 1 April 2005.

Prof P Doyle was re-appointed on a three-year contract commencing on 1 April 2006.

Prof L Warren was appointed on a three-year contract commencing on 1 April 2006.

Mr D Pritchard was appointed on a three-year contract commencing on 1 October 2006.

Prof M Usher was appointed on a three-year contract commencing on 1 October 2006.

Dr P Bridgewater was appointed on a three-year contract commencing on 1 October 2007.

Further information about the work of the Civil Service Commissioners can be found at www.civilservicecommissioners.gov.uk.

Salary and pension entitlements

The following sections provide details of the remuneration and pension interests of the most senior JNCC staff, and those of the Chairman and independent members of the Committee. Members sponsored by the country conservation bodies are remunerated directly by those bodies. JNCC is advised of the salaries of the Committee members by the Department for Environment, Food and Rural Affairs.

Salary

'Salary' includes gross salary; performance pay or bonuses, and any allowance, to the extent that it is subject to UK taxation. This report is based on payments made by the JNCC Support Co and thus recorded in these accounts.

Benefits in kind

The monetary value of benefits in kind covers any benefits provided by the employer and treated by HM Revenue & Customs as a taxable emolument. At the present time no employees of the JNCC Support Co are in receipt of taxable benefits.

	Salary 2007-08, including performance pay	Benefits in kind 2007-08 (rounded to nearest £100)	Salary 2006-07, including performance pay	Benefits in kind 2006-07 (rounded to nearest £100)	Total accrued pension at age 60 at 31/03/07 and related lump sum	Real increase in pension and related lump sum at age 60	CETV at 31/03/08	CETV at 31/03/07*	Real increase in CETV	Time commitment (days per year)
	£000	£000	£000	£000	£000	£000	£000	£000	£000	
Committee Members:										
Chairman										
Mr A Darby 01.10.04 to 30.09.07	15-20	n/a	35-40	n/a	n/a	n/a	n/a	n/a	n/a	52
Dr P Bridgewater 01.10.07 to 30.09.10	15-20	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	52
Independent members										
Prof D Ingram 01.04.02 to 31.03.08	5-10	n/a	5-10	n/a	n/a	n/a	n/a	n/a	n/a	30
Prof P Doyle 01.04.03 to 31.03.09	5-10	n/a	5-10	n/a	n/a	n/a	n/a	n/a	n/a	30
Prof L Warren 01.04.06 to 31.03.09	5-10	n/a	5-10	n/a	n/a	n/a	n/a	n/a	n/a	30
Mr D Pritchard 07.12.06 to 30.11.09	5-10	n/a	0-5	n/a	n/a	n/a	n/a	n/a	n/a	30
Prof M Usher 01.12.06 to 30.11.09	5-10	n/a	0-5	n/a	n/a	n/a	n/a	n/a	n/a	30
Senior Staff:										
Managing Director										
Mr D Steer	85-90	n/a	70-75	n/a	40-45 plus lump sum of 120-125	5-7.5 plus lump sum of 15-17.5	949	723	127	n/a
Other Directors										
Dr M Vincent	55-60	n/a	55-60	n/a	25-30 plus lump sum of 80-85	0-2.5 plus lump sum of 0-2.5	693	607	3	n/a
Mr M Yeo	45-50	n/a	45-50	n/a	10-15	0-2.5	181	146	9	n/a

* Due to certain factors being incorrect in last year's CETV calculator there may be a slight difference between the final period CETV for 2006/07 and the start of period CETV for 2007/08.

Civil service pensions

The pension benefits for the Chairman are provided broadly by analogy with the Civil Service Pension scheme. This is because the Chairman cannot be pensioned in the same scheme as staff but may have access to similar types of benefits. The independent members do not receive pension benefits.

Pension benefits for staff are provided through the Civil Service pension arrangements. From 30 July 2007, civil servants may be in one of four defined benefit schemes; either a 'final salary' scheme (classic, premium or classic plus); or a 'whole career' scheme (nuvos). These statutory arrangements are unfunded with the cost of benefits met by monies voted by Parliament each year. Pensions payable under classic, premium, classic plus and nuvos are increased annually in line with changes in the Retail Prices Index (RPI). Members joining from October 2002 may opt for either the appropriate defined benefit arrangement or a good quality 'money purchase' stakeholder pension with a significant employer contribution (partnership pension account).

Employee contributions are set at the rate of 1.5% of pensionable earnings for classic and 3.5% for premium, classic plus and nuvos. Benefits in classic accrue at the rate of 1/80th of final pensionable earnings for each year of service. In addition, a lump sum equivalent to three years' pension is payable on retirement. For premium, benefits accrue at the rate of 1/60th of final pensionable earnings for each year of service. Unlike classic, there is no automatic lump sum. Classic plus is essentially a hybrid with benefits in respect of service before 1 October 2002 calculated broadly as per classic and benefits for service from October 2002 calculated as in premium. In nuvos a member builds up a pension based on his pensionable earnings during their period of scheme membership. At the end of the scheme year (31 March) the member's earned pension account is credited with 2.3% of their pensionable earnings in that scheme year and the accrued pension is uprated in line with RPI. In all cases members may opt to give up (commute) pension for lump sum up to the limits set by the Finance Act 2004.

The partnership pension account is a stakeholder pension arrangement. The employer makes a basic contribution of between 3% and 12.5% (depending on the age of the member) into a stakeholder pension product chosen by the employee from a panel of three providers. The employee does not have to contribute but where they do make contributions, the employer will match these up to a limit of 3% of pensionable salary (in addition to the employer's basic contribution). Employers also contribute a further 0.8% of pensionable salary to cover the cost of centrally-provided risk benefit cover (death in service and ill health retirement).

The accrued pension quoted is the pension the member is entitled to receive when they reach pension age, or immediately on ceasing to be an active member of the scheme if they are already at or over pension age. Pension age is 60 for members of classic, premium and classic plus and 65 for members of nuvos.

Further details about the Civil Service pension arrangements can be found at the website www.civilservice-pensions.gov.uk.

Cash Equivalent Transfer Values

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme.

A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies.

The figures include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the Civil Service pension arrangements. They also include any additional pension benefit accrued to the member as a result of their purchasing additional pension benefits at their own cost. CETVs are calculated within the guidelines and framework prescribed by the Institute and Faculty of Actuaries and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are drawn.

Real increase in CETV

This reflects the increase in CETV effectively funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.

> Statement on Internal Control

1 Scope of responsibility

As Managing Director, I have responsibility for maintaining a sound system of internal control for the JNCC and its support company that supports the achievement of the JNCC's aims and objectives whilst safeguarding the public funds and assets for which I am responsible. This is in accordance with the statement of accounting responsibilities placed upon me by the Chief Executive of Natural England on her own behalf and that of the Accounting Officers of Scottish Natural Heritage, the Countryside Council for Wales and the Department of the Environment (Northern Ireland) in accordance with the responsibilities assigned to them in Managing Public Money.

2 Review of effectiveness

As Managing Director, I also have responsibility for reviewing the effectiveness of the system of internal control. My review of the effectiveness of the system of internal control is informed by the work of the internal auditors and the executive directors within the JNCC Support Co, all of whom have responsibility for the development and maintenance of the internal control framework, and comments made by the external auditors in their management letter and other reports. I have been advised on the implications of the result of my review of the effectiveness of the system of internal control by the Company Board and the Audit and Risk Management Committee. A plan to address weaknesses and ensure continuous improvement of the system is in place.

3 The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of the JNCC's policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in the JNCC for the year ended 31 March 2008 and up to the date of approval of the annual report and accounts, and accords with Treasury guidance.

4 Capacity to handle risk

4.1 Leadership

Responsibilities relate to me as analogous Accounting Officer. A risk management strategy is in place, which outlines how I and my Executive Management Board colleagues require the organisation to manage risk. The Executive Management Board is committed to the practice and principles of effective risk management throughout the organisation.

4.2 Embedding risk management

The risk management strategy entails embedding the risk management process into each part of the management, planning, delivery and reporting process. New guidance relating to high-risk/high-cost projects has been produced and this together with a proposed training programme will help towards meeting the organisation's requirements on project and risk management.

4.3 Strategy

JNCC's risk management strategy has been drawn up and implemented in line with Treasury guidance. Key elements of the strategy include:

- maintenance of organisation-wide risk registers, comprising high-level corporate risks, high inherent risks and medium/low risks, that is comprehensively reviewed on an annual basis;
- assignment of risk owners to each risk (members of the Executive Management Board for corporate risks, appropriate senior managers for high inherent and medium/low risks);
- quarterly reports from managers on the steps they are taking to manage risks in their areas of responsibility, including reports on the effectiveness of controls in place to manage the risks, and progress reports on implementing future controls;
- monthly discussion by the Executive Management Board to identify and keep up to date the record of risks facing the organisation;
- continual recognition of risk management in high-risk/high-cost projects, through the development of project-specific risk registers and control measures;
- consideration of risk at the project proposal stage.

The JNCC takes a balanced approach to determining its risk appetite, by accepting that major risks affecting the organisation must be controlled, but that exposure to some risks is necessary to enable the effective delivery of its objectives. The risk register specifically addresses the risk of delays to decision-making and missed opportunities through excessive caution. During 2007/08, the main risk priorities for the JNCC related to:

- a change in the functions, composition or resourcing arrangements of JNCC and/or company arising from statutory/political changes in the UK conservation bodies or sponsor bodies;
- a mismatch between Corporate Plan and funding provided by Government;
- inappropriate decisions, missed opportunities and failure to meet legal obligations through inability to retrieve information easily;
- lack of staff/stakeholder understanding, support and commitment to JNCC's strategy;
- other Government bodies taking on functions of national and international significance without agreement of the Joint Committee;
- staff number, structure and competencies do not allow JNCC to fulfil its role;
- not being aligned to existing/developing Government priorities; and
- significant loss of co-operation between JNCC and one or more partner organisations.

5 Financial control

The JNCC's system of internal financial control is based on a framework of regular management information, administration procedures including the segregation of duties, and a system of delegation and accountability. In particular, it includes:

- a Financial Management Information System;
- comprehensive budgeting systems with an annual budget which is reviewed each quarter and any amendments are agreed by the Executive Management Board;
- regular reviews by the Executive Management Board of periodic and annual financial reports which indicate financial performance against the forecasts;
- anti-fraud and corruption policy.

6 Corporate governance

Control of the process for maintaining and reviewing the effectiveness of the system of internal control is exercised by the following:

6.1 The Joint Nature Conservation Committee

Members of the Joint Committee have overall responsibility for fulfilling its statutory functions and promoting the efficient and effective use of resources by the JNCC. The Joint Committee reviews annual reports from the Audit and Risk Management Committee on the JNCC's and company's control and risk management. It also has responsibility for submitting to the Secretary of State and Ministers in Scotland, Wales and Northern Ireland, corporate and business plans and JNCC's annual report and accounts. All Committee papers are placed within a risk context.

The appointment and conduct of Joint Committee Members are in accordance with relevant codes of practice. The Joint Committee meets quarterly. An Accountability Framework Document, Management Statement and Financial Memorandum set out the respective roles, responsibilities, duties and powers relevant to the exercise of the functions of the JNCC, Defra, the devolved administrations, the Department of the Environment in Northern Ireland and the UK conservation bodies (Natural England, Scottish Natural Heritage, the Countryside Council for Wales and the Council for Nature Conservation and the Countryside).

6.2 The Company Board

The Board has overall responsibility for discharging the Joint Committee's corporate and business plans and for maintaining an effective framework of corporate governance to ensure that the Joint Committee fulfils its responsibilities for promoting the efficient and effective use of staff and other resources by the JNCC. This includes maintaining effective systems of risk management and audit, financial management and planning and monitoring.

Members of the Board comprise the members of the Joint Committee plus the three Executive Directors. The Board meets quarterly.

6.3 The Audit and Risk Management Committee

The Audit and Risk Management Committee is a sub-committee of the Company Board and has an exclusively non-executive membership, with two external members. The Audit and Risk Management Committee is accountable to the Board and to the Joint Committee. Its role is to support the Board in their responsibilities for issues of risk, control and governance and associated issues. The Committee meets quarterly.

6.4 Executive Management Board

The Executive Management Board is a sub-committee of the Company Board. It comprises the Managing Director and two executive directors, and meets monthly. The Executive Management Board has responsibility for directing and managing the affairs of the company to deliver corporate and business plans within a framework of effective controls. The Executive Management Board has responsibility for managing, reviewing and assessing the corporate risks of the organisation.

A schedule of delegations sets out the way in which the Joint Committee's responsibilities have been delegated to the above groups and, where appropriate, further delegated to other management groups and staff.

6.5 Internal Audit

Internal Audit of the JNCC and JNCC Support Co is carried out by Deloitte & Touche Public Sector Internal Audit Limited. They submit regular reports in accordance with the requirements of Government Internal Audit Standards. The reports include the assurance levels for each system on the adequacy and effectiveness of the JNCC Support Company's system of internal control together with recommendations for improvement.

7 Strategy, planning and performance management

JNCC is the statutory adviser to Government on UK and international nature conservation. Its work contributes to maintaining and enriching biological diversity, conserving geological features and sustaining natural systems.

In 2004, the Joint Committee established a vision and strategy, comprising a mission and strategic objectives.

Biennially the JNCC produces a corporate plan covering three years ahead which sets out its targets and associated budgets (indicative for years two and three). The corporate plan is produced in consultation with Defra, the devolved administrations, the Department of the Environment (Northern Ireland) and the UK conservation bodies. For the second year of the corporate plan a business plan amplifying the relevant year of the corporate plan is developed in the same way. Corporate and business plans seek to enable the JNCC to deliver its strategy. The vision, strategy and corporate plans are published on JNCC's website.

Performance against targets and budgets is monitored throughout the organisation and by the Executive Management Board. Quarterly reports are made to the company Board.

8 Project management

The JNCC has had no projects of a scale requiring the Office of Government Commerce mandatory programme and project management controls to be in place. However, projects that are considered to carry significant risks in relation to JNCC's budget, objectives and wider obligations are subject to relevant project management methodology.

9 Change management

Each year JNCC establishes a corporate change programme to tune the amount of developmental work to JNCC's capacity for change. Risk registers and audit reports are used to inform prioritisation of potential projects and resource availability informs scheduling. The following projects were undertaken under the 2007-08 programme: high-level programme reviews, external communications strategy, Aberdeen and Brussels office relocations, review of administrative support, and environmental management. The change programme is regularly updated, approved and overseen by the Executive Management Board.

10 Data security

Due to the nature of JNCC's business it processes minimal personal data as defined by the Data Protection Act apart from that relating to its role as an employer. JNCC has in place an IT Security and Privacy Policy setting out the organisation's and individuals' responsibilities for the security of data and also has a range of measures in place to protect physical records. During 2007-08 there were no known breaches of the policy or losses of personal data.

Mr Deryck Steer

Managing Director, June 2008



> JNCC financial statements

Operating cost statement for the year to 31 March 2008

	Notes	07/08 £000	07/08 £000	06/07 £000
Gross income				
European Union funds		464		722
Income from activities	3	1,203		1,219
		1,667		1,941
Expenditure				
Staff costs	4.1	4,591		4,196
Conservation support	5	3,338		3,190
Other operating costs	6	1,401		1,242
Information and publicity	7	213		214
Depreciation	8.1, 8.2	98		123
Impairment of asset values	8.1, 8.2	0		(10)
		9,641		8,955
Surplus/(deficit) on operating activities			(7,974)	(7,014)
Profit/(loss) on sale of fixed assets			0	2
Interest receivable			25	19
Notional costs	9		(15)	(15)
Surplus/(deficit) on operating activities			(7,964)	(7,008)
Add back notional costs	9		15	15
Transfer from government grant reserve	10		98	117
Retained surplus/(deficit) for the year			(7,851)	(6,876)

All income and expenditure is derived solely from continuing operations. There have been no material acquisitions or disposals in the year.

Statement of total recognised gains and losses

	Notes	07/08 £000	06/07 £000
Operating activities			
Surplus/(deficit) for the financial year		(7,851)	(6,876)
Grant for capital assets	10	40	140
Net (loss)/gain on revaluation of assets	10	9	0
Transfer from government grant reserve	10	(98)	(117)
Net cash inflow/(outflow) from operating activities (see note 1)		(7,900)	(6,853)

The accounting policies and notes on pages 72–76 form part of these financial statements.

Balance sheet as at 31 March 2008

	Notes	07/08 £000	07/08 £000	06/07 £000
Fixed assets				
Intangible assets	8.1		85	87
Tangible assets	8.2		249	296
			334	383
Current assets				
Stocks	12	62		78
Debtors	13	945		1,064
Cash at bank and in hand		272		436
		1,279		1,578
Creditors				
Amounts falling due within one year	14	(1,209)		(1,528)
Net current assets			70	50
Total assets less current liabilities			404	433
Provision for liabilities				
Provision for pension costs	15		(1)	(3)
Total assets less all liabilities			403	430
Capital and reserves				
Government grant reserve	10		334	383
Retained earnings	11		69	47
			403	430

Cashflow statement for the year ended 31 March 2008

Notes	07/08	06/07
	£000	£000
Operating activities		
Grant in aid received	7,873	6,837
Receipts	1,784	2,642
Payments	(9,846)	(9,100)
Net cash inflow/(outflow) from operating activities (see note 1)	(189)	379
Returns on investment		
Interest received	25	19
Capital expenditure		
Payments to acquire fixed assets	(40)	(140)
Proceeds from the sale of fixed assets	0	6
Net cash inflow/(outflow) before financing	(204)	264
Financing		
Government grants received and applied to the purchase of fixed assets	40	140
Increase/(decrease) in cash and cash equivalents (see note 2)	(164)	404

Note 1 to the cashflow statement

Reconciliation of operating surplus to net cash inflow/(outflow) from operating activities

	07/08	06/07
	£000	£000
Operating surplus/(deficit)	(7,974)	(7,014)
Grant in aid received	7,873	6,837
Depreciation charge	98	123
Impairment of asset values	0	(10)
(Increase)/decrease in stocks	16	11
(Increase)/decrease in debtors	119	700
Increase/(decrease) in creditors	(319)	(269)
Increase in pension provision	(2)	1
Net cash inflow/(outflow) from operating activities	(189)	379

Note 2 to the cashflow statement

Reconciliation of net cashflow to movement in net funds

	At 1 April 2007	Cashflows £000	At 1 April 2008 £000
Cash at bank and in hand	436	(164)	272

> Notes to the financial statements

1 Statement of accounting policies

Basis of accounting

1.1

- i) The financial statements are intended, without limiting the information given, to meet the requirements of the Companies Act 1985 and 1989 and the Statements of Standard Accounting Practice and Financial Reporting Standards issued or approved by the Accounting Standards Board, insofar as these requirements are appropriate. These accounts have been assembled in accordance with guidance provided by the 2007/08 Government Financial Reporting Manual (FRoM).
- ii) The financial statements have been prepared under the historical cost convention, modified to account for the revaluation of fixed assets. Revaluations of fixed assets are taken to a government grant reserve.

1.2 The Joint Nature Conservation Committee is not a body corporate and cannot enter into any contracts or liabilities in its own right. All such commitments are entered into by the JNCC Support Co on its behalf. Grant in aid funding is provided by the three GB conservation bodies, the Department for Environment, Food and Rural Affairs and the Department of the Environment in Northern Ireland.

Fixed assets and depreciation

1.3 Depreciation is provided on all tangible and intangible fixed assets at rates calculated to write off the cost or valuation of each asset evenly over its expected useful life as follows:

- Improvement to leasehold properties: depreciated over life of individual leases
 - Computer equipment: 5 years
 - Other equipment: 5 to 10 years
 - Software licences: 5 years
- i) Improvements to leasehold properties have been valued at depreciated historical cost and, where material, values are updated annually using indices for buildings and works contained within the Price Index Numbers for Current Cost Accounting published by the Office for National Statistics.
 - ii) Computer equipment and furniture have been valued at depreciated historical cost and, where material, values are updated annually using Price Index Numbers for Current Cost Accounting published by the Office for National Statistics.
 - iii) Other equipment has been valued at depreciated historical cost and, where material, values are updated annually using Price Index Numbers for Current Cost Accounting published by the Office for National Statistics.
 - iv) Intangible assets in the form of software licences have been valued at depreciated historical cost and, where material, values are updated annually using Price Index Numbers for Current Cost Accounting published by the Office for National Statistics.
 - v) Fixed assets costing less than £2,000 are charged to the operating cost statement in the year of purchase.

Stock valuation

1.4 Stocks are valued using the lower of cost or net realisable value. The stock valuation is adjusted for obsolete stock, which is considered to be those stocks with levels of over five years worth of sales remaining and where it is considered unlikely that there will be any future income flow.

Bad debts

1.5 Bad debts are written off to the operating cost statement when they are at least 12 months old and they are considered uneconomic to recover. There were no bad debts in either 2006/07 or 2007/08.

Value added taxation (VAT)

1.6 As from 1 April 2005 the JNCC Support Co has been registered for VAT purposes and VAT returns are completed on a quarterly basis.

Grants receivable

1.7 Government grants received of a revenue nature are treated as financing and therefore credited to the retained earnings reserve in the year to which they relate and offset against the retained deficit for the year. Grants for depreciable capital expenditure are credited to a government grant reserve and are released to revenue over the expected useful life of a relevant asset by equal annual amounts. Funding received from the European Union is treated as income and is matched to project expenditure during the year it is incurred.

Research and development

1.8 JNCC writes off all expenditure on research and development in the year it occurs.

Notional costs

1.9 In line with HM Treasury guidance, the Financial Reporting Manual (FRoM), JNCC recognises notional costs with respect to cost of capital.

Cost of capital – The financing structure of JNCC does not include specific interest-bearing debt, but to ensure that the operating cost statement bears an appropriate charge for the use of capital in the business in the year, a notional interest charge is included. In accordance with Treasury guidance, the calculation is based on a 3.5 per cent cost of capital on average net assets.

Operating leases

1.10 Rentals are charged to the operating cost statement as incurred over the life of each lease.

Treatment of foreign exchange differences

1.11 Transactions that are denominated in a foreign currency are translated into sterling at the exchange rate on the date of the transaction. Any gains or losses on exchange are taken to the operating cost statement in the year in which they are incurred.

Pension arrangements

1.12 The Chairman is entitled to a pension scheme but is prohibited from joining the Principal Civil Service Pension Scheme (PCSPS). A personal scheme may be set up which is described as "by analogy to the PCSPS". An evaluation of the liabilities arising under this arrangement in accordance with FRS retirement benefits has not been made and is not considered material to these accounts.

Under the arrangements of PCSPS an employer would pay Accruing Superannuation Liability Charges (ASLC) to the Cabinet Office based on the following ASLC bands and rates:

Band 1	£19,000 and under	17.1 per cent
Band 2	£19,001 to £39,000	19.5 per cent
Band 3	£39,001 to £66,500	23.2 per cent
Band 4	£66,501 and over	25.5 per cent

The scheme's actuary reviews employer contributions every four years following a full scheme valuation by the Government Actuary.

The contribution rates reflect benefits as they are accrued, not when the costs are actually incurred, and reflect past experience of the scheme.

Managing risk in financial instruments

1.13 As with other Non-Departmental Public Bodies, JNCC limits its drawings from the sponsor department so as to keep cash balances at a minimum level consistent with the efficient operation of the Committee. The JNCC Support Co holds all surplus funds in an interest-bearing current account. All foreign currency received is converted to sterling on receipt and therefore there is no exposure to interest rate risk.

Payment transactions that are denominated in a foreign currency are translated into sterling at the exchange rate on the date of the transaction.

2 Government grant in aid

	07/08	06/07
	£000	£000
Grant in aid receivable in respect of:		
Grant in aid entitled to receive in cash terms	7,913	6,977
Capital expenditure	(40)	(140)
Transferred to the retained earnings statement	7,873	6,837

3 Income from activities

	07/08	06/07
	£000	£000
Advice and other services	977	1,056
Other receipts	170	113
Sales of publications	56	50
Transferred to the retained earnings statement	1,203	1,219

Income from sales is stated net of VAT and trade discounts.

4.1 Staff costs

	07/08	06/07
	£000	£000
Direct cost of salaries excluding National Insurance:		
Staff	3,551	3,236
Accruing Superannuation Liability Charge (ASLC) payment	695	640
Social security costs	276	255
Chair	39	35
Independent Committee members	30	30
	4,591	4,196

4.2 Staff numbers

The average number of staff during the year was 133. These were employed as follows:

	07/08	06/07
	No	No
Permanent staff:		
Chair and independent Committee members	5	4
Management	16	15
Operational	65	57
Administration	28	28
IT	3	3
	117	107
Temporary and contract staff:		
Operational	15	15
Administration	1	1
	16	16
Total	133	123

5 Conservation support

	07/08	06/07
	£000	£000
Contracted out survey and research	2,563	2,528
Other costs	775	662
	3,338	3,190

6 Other operating costs

	07/08	06/07
	£000	£000
Accommodation costs	453	368
Staff travel and subsistence costs	355	294
Other support costs	158	130
Equipment and consumables	178	191
Postage and telephones	85	72
Staff support costs	66	100
Hospitality	17	25
Audit fee	69	50
Library	11	3
Committee members' travel and subsistence costs	9	9
	1,401	1,242

	07/08	06/07
	£000	£000
The above costs include		
Operating lease rentals	236	225
	236	225

Interest charges of £3.26 were paid in 2007/2008, no interest charges were payable in 2007/08. There were no bad debts in 2006/2007 or 2007/2008.

7 Information and publicity

	07/08	06/07
	£000	£000
Publications	147	149
Other publicity costs	66	65
	213	214

8.1 Intangible fixed assets at cost or revaluation

	Software licences £000
As at 1 April 2007	146
Additions during year	23
Revaluation	(5)
As at 31 March 2008	164
Less depreciation as at 1 April 2007	59
Charge for the year	26
Less depreciation on impairment	(6)
As at 31 March 2008	79
Written down value as at 31 March 2008	85
Written down value as at 31 March 2007	87
Cumulative provision for impairment at 31 March 2008	(18)
Cumulative provision for impairment at 31 March 2007	(19)
Historic cost at 31 March 2008	211
Accumulated historic depreciation	(119)
Net historic cost at 31 March 2008	92

Leasing commitments

As at 31 March 2008 the company had annual commitments under non-cancellable operating leases as detailed below:

	Buildings £000
Operating leases which expire:	
Within 1 year	0
Within 2 to 5 years	236

All leasehold buildings are short-term leases as defined in accounting policy note 1.3 (Fixed assets and depreciation).

8.2 Tangible fixed assets at cost or revaluation

	<i>Improvements to leasehold properties</i> £000	<i>Computer equipment</i> £000	<i>Other equipment</i> £000	<i>Vehicles</i> £000	<i>Total</i> £000
As at 1 April 2007	418	192	259	1	870
Additions during year	7	10	0	0	17
Less disposals	0	(25)	0	0	(25)
Revaluation	0	9	22	0	31
Impairment	0	0	0	0	0
As at 31 March 2008	425	186	281	1	893
Less depreciation as at 1 April 2007	304	119	151	0	574
Charge for the year	18	24	30	0	72
Less depreciation on disposals	0	(25)	0	0	(25)
Depreciation on revaluation	0	8	15	0	22
Less depreciation on impairment	0	0	0	0	0
As at 31 March 2008	322	126	196	0	643
Written down value as at 31 March 2008	103	60	85	1	249
Written down value as at 31 March 2007	114	73	108	1	296
Cumulative provision for impairment					
as at 31 March 2008	0	(12)	(4)	0	(16)
as at 31 March 2007	0	(12)	(4)	0	(16)
Historic cost at 31 March 2008	325	342	260	0	927
Accumulated historic depreciation	(250)	(277)	(178)	0	(706)
Net historic cost at 31 March 2008	75	65	82	0	221

9 Notional costs

	07/08 £000	06/07 £000
Cost of capital	15	15

10 Government grant reserve

	07/08	06/07
	£000	£000
Balance brought forward at 1 April	383	360
Arising on valuations in the year	9	0
Capital grant received in the year and applied to the purchase of capital assets	40	140
	432	500
Transfer to operating cost statement		
Depreciation for the year	98	123
Release of unexpended depreciation on assets disposed of in year	0	4
Impairment of asset values	0	(10)
	98	117
Transfer from Income and Expenditure Account		
Balance carried forward at 31 March	334	383

11 Retained earnings

	07/08	06/07
	£000	£000
Retained surplus brought forward	47	86
Grant in aid receivable		
Grant in aid receivable from Natural England	2,937	3,843
Grant in aid receivable from Scottish Natural Heritage	1,729	1,769
Grant in aid receivable from Defra	1,910	0
Grant in aid receivable from Countryside Council for Wales	865	885
Grant in aid receivable from Department of the Environment in Northern Ireland	432	340
Total grant in aid receivable	7,873	6,837
(Surplus)/deficit from operating cost statement	(7,851)	(6,876)
Balance as at 31 March 2008	69	47

All income and expenditure is derived solely from continuing operations. There have been no material acquisitions or disposals in the year.

12 Stocks

	07/08	06/07
	£000	£000
Publications	62	78

13 Debtors

	07/08	06/07
	£000	£000
Trade debtors	821	945
Prepayments	122	109
Other debtors	2	10
	945	1,064

14 Creditors

	07/08	06/07
	£000	£000
Trade creditors	674	1,023
Deferred income	302	267
Other creditors	224	231
VAT creditor	9	7
	1,209	1,528

15 Pensions provision

	07/08	06/07
	£000	£000
Balance brought forward at 1 April	(3)	0
Provision for year	(1)	(3)
Transfers out	3	0
Balance carried forward at 31 March	(1)	(3)

This provision represents future liabilities under a separate pension scheme described as "by analogy to the main scheme" which was set up by Defra for Dr P Bridgewater, Chair of the JNCC. In accordance with Accountancy Policy note 1.12 the full requirements of FRS17 "Retirement Benefits" have not been applied to this arrangement.

16 Reconciliation of movements in public funds

	07/08	06/07
	£000	£000
Opening public funds	430	446
Retained surplus/(deficit) in the financial year	(7,851)	(6,876)
Grant in aid received	7,873	6,837
Movement on government grant reserve	(49)	23
Closing public funds	403	430

17 Grant in aid income

Breakdown of grant in aid income (excluding capital) attributable to the three GB conservation bodies, the Department of the Environment in Northern Ireland and the Department for Environment, Food and Rural Affairs (Defra):

	07/08	07/08	06/07
	%	£000	£000
Natural England	37.31	2,937	3,843
Scottish Natural Heritage	21.96	1,729	1,769
Defra	24.26	1,910	0
Countryside Council for Wales	10.98	865	885
Department for the Environment in Northern Ireland	5.48	432	340
	100	7,873	6,837

18 Net revenue expenditure

Breakdown of the net revenue expenditure incurred by the three GB conservation bodies, the Department of the Environment in Northern Ireland and the Department for Environment, Food and Rural Affairs (Defra):

	07/08 %	07/08 £000	06/07 £000
Natural England	37.31	3,597	5,042
Scottish Natural Heritage	21.96	2,117	2,320
Defra	24.26	2,339	0
Countryside Council for Wales	10.98	1,059	1,161
Department for the Environment in Northern Ireland	5.48	529	446
	100	9,641	8,970

19 Contingent liabilities

There is no requirement for a contingent liability for 2007/2008, nor was there for 2006/07.

20 Losses and special payments

During the year there were two losses totalling £1,783 and one special payment in the amount of £46,000. There were no losses or special payments in 2006/07.

21 Intra-government balances

	Debtors: amounts falling due within one year £000	Debtors: amounts falling due after more than one year £000	Creditors: amounts falling due within one year £000	Creditors: amounts falling due after more than one year £000
Balances with other central government bodies	318	0	88	0
Total as at 31 March 2008	318	0	88	0
Total as at 31 March 2007	494	0	109	0

There were no balances outstanding with local authorities, public corporations and trading funds or NHS trusts in 2007/08 or 2006/07.

22 Related party transactions

The Joint Nature Conservation Committee is the statutory adviser to the Government on UK and international nature conservation, on behalf of the Council for Nature Conservation and the Countryside, the Countryside Council for Wales, Natural England and Scottish Natural Heritage.

JNCC receives its grant in aid funding from Natural England, Scottish Natural Heritage, the Countryside Council for Wales (the GB conservation bodies), the Department of the Environment in Northern Ireland and the Department for Environment, Food and Rural Affairs (Defra). The GB conservation bodies are regarded as Non-Departmental Public Bodies respectively sponsored by Defra, the Scottish Government and the Welsh Assembly Government.

The GB conservation bodies, the Department of the Environment in Northern Ireland and Defra are related parties. During the year the company has carried out a number of material transactions with these bodies in the normal course of business.

During the year the company, in the normal course of its business, entered into of material transactions with the following organisations in which Committee members, key management staff or other related parties have a financial interest.

Table of transactions between JNCC and related bodies

Individual staff / Committee Member	Corporate related body	Paid by JNCC 07/08 (06/07) £000	Paid to JNCC 07/08 (06/07) £000	Nature of transactions
Mr D Steer	National Biodiversity Network Trust (Trustee & Treasurer)	74 (47)	79 (63)	MoA*
Prof L Warren	British Geological Survey (NERC)	413 (21)	1 (32)	MoA*
	Environment Agency (Board Member)	10 (24)	25 (3)	MoA*

* Memorandum of Agreement








The above information relates to contracts in excess of £25,000. Any contract for a lesser sum is not considered to be material in the context of these financial statements.

> JNCC performance against targets for 2007/2008

>	☺	Target achieved or exceeded
	☹	Substantial progress made, with full achievement of target anticipated early in 2008/09
	☹	Limited progress against target
	Ⓚ	Target deferred or dropped as no longer appropriate for 2007/08
	Ⓜ	Target revised in-year

Key performance indicator	Year end rating	Comments relating to performance
Strategic Vision		
By March 2008, develop ideas on desired long-term outcomes for biodiversity and geodiversity at each level in the UK Nature Conservation Framework.	Ⓚ	The programme was reassessed in the fourth quarter and new key performance indicators will be set for 2008/09.
By March 2008, determine whether and how the Framework can be applied to the Overseas Territories and developing countries.	Ⓚ	The programme was reassessed in the fourth quarter and new key performance indicators will be set for 2008/09.
Global Advice		
Contribute to achievement of the World Summit on Sustainable Development 2010 biodiversity target by providing ongoing support to the Inter-Departmental Ministerial Group on Biodiversity.	☺	JNCC has prepared a paper on Overseas Territories and has undertaken other follow-up work arising from the Inter-Departmental Ministerial Group on Biodiversity meeting held in March 2007. An officials' meeting was held in December 2007. JNCC has contributed to the process as much as we can but the outcome is determined by events beyond our influence.
Provide high-quality scientific input at key meetings of multilateral environmental agreements (MEAs), in particular Conferences of the Parties for the Convention on International Trade in Endangered Species (CITES) in 2007 and for the Convention on Biological Diversity, the Ramsar Convention and the Bonn Convention in 2008, and associated preparatory meetings.	☺	JNCC participated in the UK delegation to the 14th Conference of the Parties (CoP) to CITES in the Netherlands in June. Recently, the focus has been on the EC Scientific Review Group meeting and implementation of eel listing in UK/EC. JNCC had significant input before and during the UK-hosted meeting to initiate a Convention on Migratory Species (CMS) agreement on the conservation of migratory raptors, contributing to a successful outcome to the meeting. JNCC also participated in a CMS meeting on the conservation of migratory sharks in the Seychelles. JNCC staff have worked closely with Defra in preparation for the Convention on Biological Diversity CoP in May 2008, in particular through input to two meetings of the Subsidiary Body on Scientific, Technical and Technological Advice. JNCC have led on HPAI H5N1 working groups for Ramsar, including contributing to a meeting of the Scientific and Technical Review Panel in Korea, and the African-Eurasian Waterbird Agreement (AEWA), and have supported Defra on Ramsar sites for Northern Ireland and Guernsey. We have inputted to the AEWA technical committee and prepared papers for the 4th Meeting of Parties. JNCC contributed to a Department of Culture, Media and Sport review of World Heritage Convention sites.
Prepare thematic action plans across multilateral environmental agreements by 31 December 2007.	☹	A review of JNCC's support for multilateral environmental agreements (MEAs) has been undertaken and was discussed by the Joint Committee in June. Committee endorsed the preparation of action plans for thematic priorities to apply across MEAs. Three action plans have been completed in draft: over-exploitation, sustainable consumption and strengthening the evidence base. Action plans on climate change and invasive alien species will be prepared in 2008/09.
Provide, to agreed service standards, high-quality advice to Animal Health on the issue of approximately 25,000 CITES licences per annum.	☹	By the end of the year we had dealt with over 20,000 licence consultations, representing more than a 25% increase since 2000. Approximately 6% of all licence applications were referred to the JNCC as priority 1 – significantly in excess of the 2% agreed in the service level agreement. As a result, service standards have not always been maintained, particularly with the introduction of the fast-track service and Article 60 review, despite drawing on staff time from other areas of our core work. A bid for an additional CITES licensing assistant for next financial year has been agreed in principle and should enable us to better meet targets.

Key performance indicator	Year end rating	Comments relating to performance
Overseas Territories		
By September 2007, develop, through consultation with key stakeholders, a costed action plan (including sources of funding), to guide the JNCC's future support to the UK's Overseas Territories and Crown Dependencies.	☺	The scope of this work has been widened at the request of the Inter-Departmental Ministerial Group on Biodiversity (IDMGB). A report on costed priorities for nature conservation in the Overseas Territories, based on responses from Overseas Territories governments, has been produced, consulted on and considered by the IDMGB officials group. A shortened version of the paper is to be prepared for consideration by ministers. A costed JNCC action plan has been prepared.
By March 2008, in association with Defra, FCO, south Atlantic Overseas Territory governments and others, prepare an implementation plan to meet commitments under the Agreement on the Conservation of Albatrosses and Petrels.	☹	Recruitment of the new support post required to undertake this work was delayed because of delays in securing funding. However the officer has now been recruited and commenced work in the Falklands in quarter 4. The production of an implementation plan has therefore been delayed until 2008/09.
By March 2008, publish the results of the JNCC-commissioned review of the impacts of climate change on biodiversity conservation in the Overseas Territories and identify priorities for further action through a workshop.	☺	Significant progress has been made in preparing a synopsis of the JNCC-commissioned PhD on climate change impacts in the Overseas Territories. Additional work on climate change in the Overseas Territories was undertaken during the year in response to stakeholder priorities. With funding from the Overseas Territories Environment Programme work is underway to develop outreach materials for the Overseas Territories and guidance on managing ecosystem goods and services in a changing climate. Work has continued with DFID, in collaboration with the Caribbean Community Climate Change Centre, to enhance the Caribbean Territories' capacity to adapt to climate change.
UK's Global Impacts		
By June 2007, develop a strategy for developing the JNCC's policy advice in respect of key food and biofuel commodities.	☺	The strategy is now in place. In respect of biofuels, global analysis is in progress with the intention of developing policy advice; an initial assessment report is now available with an additional report due in late April. For forestry and fisheries, access to evidence is available on request for use by relevant JNCC staff.
By November 2007, in collaboration with the World Conservation Monitoring Centre, develop datasets based on national biodiversity profiles and the Millennium Ecosystem Assessment for dissemination through a web-based application.	☺	The work programme for 2007/08 has been completed with a wide range of material available on the website.
By November 2007, in collaboration with Defra, develop web content providing biodiversity support for the departmental strategy for sustainable consumption and production, Sustainable Development Dialogues with developing major global economies, and corporate responsibility projects.	☺	Revised web content is now in place, including information on biodiversity action plans, multilateral environmental agreements and sustainable consumption and production. This has been made available to users within Defra to support departmental priorities.
European Advice		
By March 2008, develop and begin to implement a system for targeting the JNCC's advice at European Commission impact assessments relevant to our goals.	☹	Progress has been severely hampered by the prolonged absence of a key member of staff. An assessment of the Commission's work programme for 2008 and of the opportunities for contributing to impact assessments has been completed. The success of the objective depends on input from JNCC and country conservation body specialists at this early stage in the policy-making process.
Over timescales that will be determined by the European Community, promote the concepts of sustainable development, the ecosystem approach and biodiversity valuation in the development of Community policies on economic growth, jobs and society, and marine and maritime issues.	☺	Good progress has been made with the inclusion of sustainable development, ecosystem approach and biodiversity valuation principles in work on European maritime, biodiversity and energy (including biofuel) policies.

Key performance indicator	Year end rating	Comments relating to performance
Sustainability Advice		
By March 2008, develop advice on priority issues identified by the Inter-Agency Climate Change Forum, focusing on the interdependencies between climate change and biodiversity.		The Inter-Agency Climate Change Forum is now well established. During the year, the Forum prepared a draft discussion paper on climate change adaptation, submitted a response to the European Commission's consultation on the Green Paper on adaptation to climate change, and agreed a framework for assessing the impacts of mitigation measures on biodiversity.
By March 2008, develop a strategy for using the ecosystem approach to support sustainability beyond the nature conservation sector, focusing on priorities identified in the UK Sustainable Development Strategy and other Government strategies.		The main mechanism for achieving this target in the UK is through participation in Defra's ecosystems approach project. JNCC engaged fully with this project, contributing to the development of an action plan to embed an ecosystems approach in policy-making and delivery, which was published in December. The <i>Environmental Economics with the Overseas Territories in the Caribbean</i> project has increased the use of sustainability methods across sectors, especially in small island developing states – the key output from this work was the publication <i>Valuing the Environment in Small Islands – an Environmental Economics Toolkit</i> . Further work with IUCN and the Convention on Biological Diversity is seeking to develop communication tools for using the ecosystem approach beyond the nature conservation sector.
Conservation Advice		
By March 2008, develop an approach for delivering strategic, proactive advice on UK nature conservation.		The ongoing review of inter-agency work undertaken for the Joint Committee has recommended a general framework for delivering statutory functions jointly, including proactive advice. Additional consultation and discussion with the country conservation bodies and others will be required before the approach is finalised.
Marine Management Advice		
Ensure that 95% of requests for statutory advice are responded fully to within the relevant consultation period.		All applications received during the year were responded to within the required timescales. These were Environmental Statements (30), Petroleum Operation Notices (294) and other consents (154).
By March 2008, on behalf of Defra conduct and report on the first tranche of public consultation on offshore Special Areas of Conservation (SACs) and Special Protection Areas (SPAs), including Regulatory Impact Assessment for each site. Develop and communicate Operations Advice on offshore SACs and SPAs as they are recommended to Government.		The original target could not be met this year as the consultation was delayed by Government. Following the loss of a key staff member, staff time was reallocated internally to keep the work on track, sacrificing some lower priority work as a consequence.
Marine Mapping and Area Protection		
By December 2008, recommend to Government a network of SACs based on existing data for Annex I habitats in UK waters, and complete assessment of the potential for identifying SACs for marine Annex II species away from the coast.		Substantial new survey to support the identification of offshore SACs has been undertaken following Defra's boost in funding for 2007/08. One new offshore survey has been completed and one is planned to be conducted in early 2008. Data collation and interpretation from previous collaborative surveys has progressed more slowly. Various factors have affected progress on the project: recruitment and embedding of replacement and new staff; pressures to complete work in support of the Marine Bill; and difficulties resulting from annual confirmation of funding and consequent very short planning timescales resulting in surveys having to be carried out during winter. For these reasons, some of the planned work will not be completed until the next financial year.
By March 2008, conduct aerial surveys in 28 inshore SPA areas of search (weather permitting), report on the waterbird interest in five of these inshore areas, complete initial analyses of offshore seabird distribution data, and complete fieldwork aimed at identifying possible extensions to SPA breeding sites for red-throated divers.		This has progressed satisfactorily, though there were some delays due to late confirmation of funding and weather limitations. The 2007/08 component of the inshore SPA fieldwork programme (red-throated divers, terns and waterbirds) has been completed and reports of analyses on five new inshore areas produced. Initial analyses of offshore data have also been completed.



Key performance indicator	Year end rating	Comments relating to performance
Marine Mapping and Area Protection (continued)		
By March 2008, establish mechanisms for the update and improvement of marine habitat and landscape maps emanating from the Mapping European Seabed Habitats (MESH) and UKSeaMap projects, including their dissemination via the MESH web-GIS application.	☹	Staff resources at JNCC have been secured to maintain and enhance the MESH systems beyond the Interreg-funding period (i.e. after January 2008). Technical mechanisms are in place to receive and upload new data as they become available (data were refreshed in April 2008). Further development is embraced within the next corporate plan, and is also tied to Defra proposals for further mapping work in support of the selection of marine protected areas.
Standard and Target Setting		
By March 2008, publish four Geological Conservation Review volumes.	☹	During the year, the Mass Movements volume was published, the Lewisian volume was presented to printers for printing work, and the Arthropods volume reached the proof stage. Three further volumes are ready to go into production when staff availability permits.
Produce an annual GB Red List for all plant and animal taxa.	☺	The Red List was produced and published on JNCC's website.
Surveillance and Monitoring		
By March 2008, finalise the surveillance component of the JNCC's proposed strategy for surveillance, monitoring and research in the UK.	☹	Work started late once staff returned from work on favourable conservation status. The draft surveillance strategy will be considered by the UK Biodiversity Partnership Standing Committee in April. Consultations have been carried out with Natural England and SNH/Scottish Government, and a workshop to develop the strategy rationale will be held in early April.
Access to Information		
By March 2008, complete the consolidation of <i>Recorder</i> version 6 and the National Biodiversity Network data validation software to streamline the mobilisation of biodiversity data.	☺	Significant progress has been made with <i>Recorder</i> with the release of version 6.10 (this represents the first stable version of <i>Recorder 6</i>). Two additional contracts have been specified and let to rectify outstanding bugs and improve some of the associated documentation. An export tool for <i>Recorder</i> to the NBN Gateway has been released.
Policy-relevant Information and Reporting		
By March 2008, finalise the reporting and research components of the JNCC's proposed strategy for surveillance, monitoring and research in the UK, and develop work plans for its implementation.	☹	The strategy for research was presented to the Joint Committee in June 2007. The reporting components will be fed in at the appropriate time. Healthy links are being developed with the Environment Research Funders' Forum-led development of an environmental monitoring strategy which includes research and reporting. Work has started to define JNCC and country conservation body research requirements.
Produce annual reports on the status and trends of UK wildlife, including the causes of these trends.	☹	In June, the Joint Committee was presented with an information paper on the state of UK nature. Further work will be needed to raise the profile of the work and to promote its use in decision making. In particular, it will be necessary to break the results down to country level and facilitate country use of the information. The next updated state of nature report will be presented to the Joint Committee in June 2009.
Support Services		
By March 2008, fully implement an external communications strategy to ensure that the JNCC's work programmes are properly informed by the interests of its stakeholders and its resulting advice and information products support positive decisions for nature conservation.	☹	The external communications strategy and associated implementation plan was endorsed by the Executive Management Board in August. Implementation has progressed very slowly owing to a lack of resources in 2007/08.
By March 2008, ensure that all of the JNCC's programmes have been reviewed against the strategy, and synergies between programmes have been identified.	☹	The majority of reviews have been completed or will be finalised early in 2008/09. The main area requiring attention is the review of the Support Services programme, which was deliberately scheduled to be undertaken when the recommendations from the other programme reviews were available.

> Research contracts 2007/08

Title	Contractor	Cost £
National Biodiversity Profile Datasets	World Conservation Monitoring Centre	9,045
Development of Offshore SAC Site Impact Assessment	Economics for the Environment Consultancy Ltd	55,283
Orkney Survey	Dennis Paice	3,300
Dogger Bank Boundary Definition and Selection Assessment Document	Emu Ltd	56,597
Provision of Assistance with Seabird Survey – Outer Hebrides	David Douglas	4,365
Model Distribution and Abundance Data of Various Seabird Species	Highland Statistics Ltd	41,360
Collect Distribution and Abundance Data on Inshore Waterbirds	Wildfowl and Wetlands Trust (Consulting) Ltd	91,285
Capture and Ringing of Red Throated Divers – Outer Hebrides	David Okill	1,670
Production Of Digitized Bathymetric Data for Dogger Bank	SeaZone Solutions Ltd	4,112
Air Pollution Impacts – SSSI Condition Assessment	The Open University	19,638
Marine Assessment	University of Liverpool	18,901
Wildlife and Pollution Contract 2007/08	Centre for Ecology and Hydrology	62,000
Intertidal Sediment Habitats – Review of Indicators and Identification of Gaps	Institute of Estuarine Coastal Studies	20,856
Subtidal Sediment Habitats – Review of Indicators and Identification of Gaps	Centre for Environment, Fisheries & Aquaculture Science	20,853
Deep Sea Habitats – Review of Indicators and Identification of Gaps	Natural Environment Research Council	20,853
Rock and Biogenic Reef Habitats – Review of Indicators and Identification of Gaps	Marine Biological Society	19,998
Climate Change: Adaptation, Mitigation and Ecosystem Services in UK Overseas Territories	Caribbean Natural Resources Institute	50,000
Collect Distribution and Abundance Data on Divers, Grebes and Seaduck around Shetland	Shetland Amenities Trust	2,992
Marine Recorder Developments 2007	Exegesis Spatial Data Management Ltd	9,887
Monitoring of Environmental Conditions at Meteorological Stations, Winter 2007/08	The Meteorological Office	2,689
Monitoring of UK Goose and Swan Populations During the Non-Breeding Season 2007/08	Wildfowl and Wetlands Trust (Consulting) Ltd	38,500
Counts – Seaduck, Divers and Grebes – Inshore Waters, Outer Hebrides	S Duffield	2,743
Counts – Seaduck, Divers and Grebes – Inshore Waters, Orkney	EJ Williams	3,221
Counts – Seaduck, Divers and Grebes – Inshore Waters, Isle Of Bute	Ian Hopkins	1,550
Counts – Seaduck, Divers and Grebes – Inshore Waters, Isle Of Arran	John Rhead	170
Counts – Seaduck, Divers and Grebes – Inshore Waters, Inner Clyde	Starling Learning	1,057
Expanding the Site Relevant to Critical Loads and Source Attribution Database	Centre for Ecology and Hydrology	14,631
Tracking UK Overseas Investment According to Country and Sector	GHK Consulting Ltd	6,227
Annual Statistical Analysis of Mammal Data from BBS 2007–2010	British Trust for Ornithology	29,765
Data Collection – Inshore Waterbirds in England – Aerial Surveys	Wildfowl and Wetlands Trust (Consulting) Ltd	37,450
Collect Distribution and Abundance Data on Inshore Waterbirds in Northern Ireland	Wildfowl and Wetlands Trust (Consulting) Ltd	19,880
Offshore Natura Survey Management 2008–2009	Metoc Plc	12,690
Biofuel/Bioenergy Sustainability Indicators Project	Scott Wilson	3,701
Dogger Bank Offshore Draft SAC	Centre for Environment, Fisheries & Aquaculture Science	407,229
Identify Individual Monitoring Components Within SACs and Assess	British Oceanographic Data Centre	8,000
Data Entry for New Seabird Monitoring Programme Database	Ailsa Reid	1,700
Trend Analysis of European Breeding Seabird Data	Biomathematics and Statistics Scotland	5,817
Piloting a National Small Mammal Surveillance Programme – UK	The Mammal Society	25,000
UK Butterfly Monitoring Scheme	Centre For Ecology and Hydrology	41,000
Biological Records Centre Agreement	Centre for Ecology and Hydrology	166,464
Ornithological Services	British Trust for Ornithology	611,270
Marine Assessment and Monitoring Framework for Application by UKMMAS and OSPAR	British Trust for Ornithology	11,662
National Bat Monitoring Programme	Bat Conservation Trust	87,000
Provision of advice to the Land Use Policy Group on EC Agriculture and Environment Policies	Institute for European Environmental Policy	11,989
European Intelligence	Institute for European Environmental Policy	91,427
Monitoring of Seabirds on the Isle of May	Centre for Ecology and Hydrology	14,194
Canna Seabirds Studies	Highland Ringing Group	2,300
Population Monitoring of Seabirds on Skomer	Wildlife Trust of South and West Wales	7,520
Seabird survival monitoring on Skomer	University of Oxford	7,769
Fair Isle Seabird Studies	Fair Isle Bird Observatory Trust	8,401
Provision of Secretariat Services to the Rare Breeding Birds Panel	Mark Holling	10,000
Development and Service of the NBN Gateway During 2007/08	Centre for Ecology and Hydrology	60,145
National Gamebag Census Mammal Analysis	Game Conservancy Trust	11,807

> Reports, papers and publications

April 2007 – March 2008

Authors who are not JNCC Support Co staff are shown in square brackets.

Books published by JNCC

RA Mavor, [M Heubeck, S Schmitt], M Parsons
Seabird numbers and breeding success in Britain and Ireland, 2006
JNCC, Peterborough. 2008.

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**Marine Nature Conservation Review Sector 13.
Sealochs in west Scotland: area summaries.**
JNCC, Peterborough. 2008.

[P van Beukering, L Brander, E Tompkins], E McKenzie
**Valuing the Environment in Small Islands:
An Environmental Economic Toolkit**
Joint publication: OTEP, JNCC. 2007.

Annual Report 2006/2007
JNCC, Peterborough. 2007.

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[British Trust for Ornithology]
Services in ornithology: annual report 2005/06
JNCC report 395, Peterborough. 2007. www.jncc.gov.uk/page-4108

[LA Walker, LJ Lister, SM Long, MG Pereira, A Turk, J Townsend, CL Wienburg, JA Wright, RF Shore]
Wildlife and pollution: 2005/06 annual report
JNCC report 399, Peterborough. 2007. www.jncc.gov.uk/page-4178

[RF Shore, LA Walker, GO Thomas, JL Barber, FR Martin, KC Jones, NA Beresford, P Rowland, RW Pickup]
Review of the Predatory Bird Monitoring Scheme (PBMS) 2006
JNCC report 400, Peterborough. 2007. www.jncc.gov.uk/page-4179

I Söhle, C McSorley, BJ Dean, A Webb, JB Reid
The numbers of inshore waterbirds using Tay Bay during the non-breeding season, and an assessment of the area's potential for qualification as a marine SPA
JNCC report 401, Peterborough. 2007. www.jncc.gov.uk/page-3770

N Dawson, I Söhle, BJ Dean, A Webb, JB Reid
Surveillance of winter and spring aggregations of seabirds, divers and grebes in UK inshore areas: Aerial surveys and shore-based counts 2006/07
JNCC report 414, Peterborough. 2007. www.jncc.gov.uk/page-4300

[T Morrissey, MR Ashmore, LD Emberson, S Cinderby, P Buker]
The impacts of ozone on nature conservation
JNCC report 403, Peterborough. 2007. www.jncc.gov.uk/page-4126

[S Gubbay]
**Defining and managing *Sabellaria spinulosa* reefs:
Report of an inter-agency workshop 1–2 May, 2007**
JNCC Report 405, Peterborough. 2008. www.jncc.gov.uk/page-4097

[G Rondeau, M Moussa Condeé, B Ahon, O Diallo, D Pouakouyou]
Survey of the occurrence and relative abundance of raptors in Guinea subject to international trade
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M Lewis, LJ Wilson, I Söhle, BJ Dean, A Webb, JB Reid
Surveillance of winter and spring aggregations of seabirds, divers and grebes in UK inshore areas: Aerial surveys and shore-based counts 2006/07
JNCC Report 414, Peterborough. 2008. www.jncc.gov.uk/page-4300

Web publications 2007–2008

LUPG website – Website redesigned and re-launched 14 September 2007. The website is now easily updated and managed internally using content management system.
www.lupg.org.uk

MESH – Redesigned and restructured site launched 25 September 2007.
www.searchMESH.net

Online mapping system and metadata catalogue updated for improved performance and facility to download data layers added.
www.searchMESH.net/webGIS

MESH Guide to Marine Habitat Mapping – Innovative online guide to mapping marine habitats catering for policy-makers, planners and specialists.
www.searchMESH.net/mappingguide
CD-ROM version produced for MESH conference.

Geological Conservation Review – GCR database updated to include individual downloadable site accounts for GCR sites in the UK
www.jncc.gov.uk/page-2949

Biodiversity Indicators in Your Pocket (BIYP) – Online companion to the Defra publication on behalf of the UK Biodiversity Partnership. Provides additional in-depth information to support the trends in the UK indicators.
www.jncc.gov.uk/biyp

UK SeaMap – Added GIS data download facility to the online mapping system.
www.jncc.gov.uk/ukseamap

Seabird Monitoring Programme – Online data capture system for entering whole-colony counts of breeding seabirds in the UK and Republic of Ireland.
www.jncc.gov.uk/smp

2nd UK Report on Implementation of the Habitats Directive (Article 17) – Online consultation on report and publication of results post-consultation.
www.jncc.gov.uk/page-4060

Species status assessments – Updates to the lists of species status for the UK.
www.jncc.gov.uk/page-3408

Avian influenza position statement – Updated January 2008.
www.jncc.gov.uk/page-3519

Other JNCC publications / publications involving JNCC staff

Nature News
Issue 15 – Summer 2007 – www.jncc.gov.uk/page-4137
Issue 16 – Winter 2008 – www.jncc.gov.uk/page-4189

JNCC position statements
Transport Biofuels and Biodiversity.
Peterborough. 2007. www.jncc.gov.uk/page-4201

Working together for nature and landscape conservation in the UK and beyond
12-page booklet
JNCC for UKNLO. 2008.

R Ferris (ed)

Research needs for UK biodiversity: a summary of the important knowledge gaps, identified by the UK Biodiversity Research Advisory Group, 2003–2006

Defra. 2007.

[RT Barrett, G Chapdelaine, T Anker-Nilssen, A Mosbech, WA Montevecchi], JB Reid, [RR Veit]

Seabird numbers and prey consumption in the North Atlantic

ICES Journal of Marine Science: 63: 1145–1158. 2006.

J Davies, S Young (eds)

MESH guide to marine habitat mapping

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SW Approaches MESH survey

IR/V Celtick Explorer Cruise CE0705, BGS Project 07/06, Operations Report. *British Geological Survey Commissioned Report*, CR/07/123. 2007.

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MESH maps come online: a framework to support seabed habitat mapping

Hydro International: 11 (7): 6–8. 2007.

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Mapping European Seabed Habitats – MESH project initiative

Coastline: 16 (3/4): 16–18. 2007.

[M Frederiksen, M Edwards], RA Mavor, [S Wanless]

Regional and annual variation in black-legged kittiwake breeding productivity is related to sea surface temperature

Marine Ecology Progress Series 350: 137–143. 2007.

[M Frederiksen], RA Mavor, [S Wanless]

Seabirds as environmental indicators: the advantages of combining data sets

Marine Ecology Progress Series 352: 205–211. 2008.

[M Frederiksen, H Jensen, F Daunt], RA Mavor, [S Wanless]

Differential effects of a local industrial sandlance fishery on seabird breeding performance

Ecological Applications 18: 701–710. 2008.

[JM Baxter, PJ Buckley, CJ Wallace] (eds)

Marine climate change impacts annual report card 2007–2008

Summary report, MCCIP, Lowestoft. 2008.

[M Sims, S Wanless, MP Harris], PI Mitchell, [D Elston]

Evaluating the power of monitoring plot designs for detecting long-term trends in the numbers of common guillemots

Journal of Applied Ecology 43: 537–546. 2006.

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Hvanneyri – framtíðar Ramsarsvæði?

Congress of Applied Biology, Reykjavik, Iceland. 2007.

[M Holling], the Rare Breeding Birds Panel

Rare breeding birds in the United Kingdom in 2003 and 2004

British Birds 100: 321–367. 2007.

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Rare non-native breeding birds in the United Kingdom in 2003, 2004 and 2005

British Birds 100: 638–649. 2007.

EH Pinn, [RC Thompson, SJ Hawkins]

Piddock (Mollusca: Bivalvia: Pholadidae) increase topographical complexity and species diversity in the intertidal

Marine Ecology Progress Series 355: 173–182. 2008

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The National Bat Monitoring Programme annual report, 2006

Bat Conservation Trust, London. 2007.

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State of UK bats 2006

Bat Conservation Trust, London. 2008.

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The condition of lowland heathland: results from a sample survey of non-SSSI stands in England

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Natural England Research Report 010. 2008.

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Participation of the National Gamebag Census in the mammal surveillance network

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[A Chatterjee, B Phillips], DA Stroud (eds)

Wetland management planning. A guide for site managers

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UNEP/CMS, Bonn. 2007.

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