



# Appendices

This section includes details of the Joint Committee and the JNCC support company during the financial year 2008/2009, audited accounts, including profit and loss statement, balance sheet, cashflow statement, remuneration report and statement on the system of internal control

## Joint Committee and support company

The Joint 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 JNCC by a company limited by guarantee, JNCC Support Co, which was incorporated on 2 March 2005 (registration number 05380206). The company Board comprises Joint Committee Members and three executive directors.

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 is published in the accounts.

## 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](http://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

## Senior JNCC staff 2008/2009

Managing Director	Mr Deryck Steer
Director of Science	Dr Malcolm Vincent (to 30 September 2008) Dr Andrew Stott (on secondment from Defra from 1 December 2008)
Director of Policy and Resources	Mr Marcus Yeo
Director of Marine	Dr John Goold (from 1 October 2008)

## JNCC Support Co Information

<b>Company number:</b>	05380206 (England and Wales)
<b>Directors:</b>	Dr P Bridgewater (Chair) Mr PM Archdale (Appointed 1 March 2009) Mr P Casement Mr PA Christensen Mr DJ Crawley Dr JC Goold (Appointed 1 October 2008) Professor D Hill Dr IM Joyce Mr J Lloyd Jones OBE Mr DE Pritchard Mr D Steer Mr A Thin Professor MB Usher Professor LM Warren Judith Webb (Appointed 1 September 2008) Mr MJM Yeo Dr RA Brown (Resigned 17 February 2009) Professor P Doyle (Resigned 31 March 2009) Dr MA Vincent (Resigned 30 September 2008)
<b>Secretary:</b>	Mrs SE McQueen
<b>Registered Office:</b>	Monkstone House City Road Peterborough Cambridgeshire PE1 1JY
<b>Auditors:</b>	National Audit Office
<b>Bankers:</b>	Lloyds Bank Plc 30-31 Long Causeway Peterborough PE1 1YH

# Audited accounts

## Directors' report for the year ended 31 March 2009

### JNCC Support Co – 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 (CNCC), the Countryside Council for Wales (CCW), Natural England (NE), and Scottish Natural Heritage (SNH).

JNCC, originally established under the Environmental Protection Act 1990, was reconstituted by the Natural Environment and Rural Communities Act 2006.

The JNCC Support Co is a company limited by guarantee established in 2005 whose principal activity is the provision of support to the JNCC.

### 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.

### Review of business

During 2008/09 the company made a significant contribution to nature conservation on both the national and international level via an extensive and varied programme of work. 34 of the company's 38 Key Performance Indicators have been fully or substantially met with details of key achievements and performance against specific targets being detailed in the company's annual report.

As a company working entirely within the public sector the company is required by HM Treasury not to build up sizable reserves and to budget to break-even year on year. For the year-ending 31 March 2009 the company made a small loss of £28,662 (profit of £21,697 in 2007/08), which reduced total reserves to £397,749 (£403,083 for 2007/08). The company continues to demonstrate a high level of control over the management of public monies for which it has stewardship responsibilities.

The company allocates resources against existing income streams. The board assesses the potential impact of financial and non-financial risk on a continuing basis, through the company's system of internal controls and an overview from the Audit and Risk Management Committee which is chaired by a non-executive director and reports to the board. The directors are not aware of any significant risk which may have an impact on the ability of the company to continue to operate at the current level of activity.

### Future developments

The directors do not anticipate any significant changes in the turnover or the activities of the company. The principal strategic objectives of the company are changing slightly to reflect devolution and align the work of the JNCC with what it has identified as the major conservation issues it faces. The principal strategic objectives for 2009/10 are:

- contribute to the development of the UK, EU and global evidence base and identify future challenges to UK biodiversity and geodiversity by gathering intelligence and assessing risk and opportunity;
- provide advice and long-term thinking on solutions to biodiversity and geodiversity challenges, and engage in, commission and deliver initiatives to address these challenges:
  - a. outside territorial waters;
  - b. in the Overseas Territories and Crown Dependencies;
  - c. globally;
- act as an informed link between national, European and global decision-making and implementation bodies, and provide advice on policy and implementation and communicate best practice to stakeholders working across and at these scales.

### Donations

There were no political and charitable donations in the year.

### Personal data

There were no losses of personal data in 2008/09.

### Sickness absence

The average number of days of sickness absence per full-time employee equated to 5.64 days (7.73 days in 2007/08).

### Fixed assets

In 2008/09 the company spent £9,798 on improvements to leasehold premises (£6,629 in 2007/08), £65,422 on computer equipment (£10,224 in 2007/08) and £41,249 on software licences (£23,204 in 2007/08).

### 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 quickly. 95% of invoices were paid within the due date in 2008/2009, an improvement of 3% on the previous year. The JNCC has also taken the steps necessary to meet, where possible, the Treasury's target of paying invoices within 10 days of receipt to assist suppliers in the current demanding economic climate.

### Results and dividends

The company has no issued share capital and consequently the question of the payment of a dividend does not arise. Any surplus at the year-end is transferred to the following year and applied to meet the objectives of the company.

### Directors' interests

As the company has no share capital, directors have no rights to subscribe for additional shares or debentures.

The articles of association do not require any of the directors to retire by rotation, however directors have to retire if they are no longer Members of the company or cease to be Members of the Executive Management Board. A Member will cease to be a Member of the company if they cease to be a Member of the Joint Committee.

### Responsibilities of the directors

Company law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the profit and loss of the company for that period. In preparing those financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and maintained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 1985. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Where amounts are presented within items in the profit and loss account and balance sheet, the directors have had regard to the substance of the reported transactions or arrangement, in accordance with generally accepted accounting principles or practice. In the case of each of the persons who are directors at the time when the directors' report is approved:

- so far as the directors are aware, there is no relevant audit information (information needed by the company's auditors in connection with preparing the report) of which the company's auditors are unaware; and
- each director has taken all the steps that they ought to have taken as a director in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

### Auditors

Following the passing of The Government Resources and Accounts Act 2000 (Audit of Non-profit-making Companies) Order 2009 the Comptroller and Auditor General is empowered to audit the JNCC Support Co's financial statements and for 2008/09 and future years the auditors will be the National Audit Office.

On behalf of the Board.

### Mr Deryck Steer

Managing Director  
6 July 2009

# 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 policies, aims and objectives, whilst safeguarding the public funds and the assets for which I am personally responsible, 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.

The Joint Committee and company Board sets the strategy and programmes of work and monitors implementation respectively. Programmes, performance indicators and associated risks are agreed with Ministers following assessment by the JNCC Sponsors Group. This group comprises representatives from government departments, devolved administrations and the country conservation bodies. The JNCC Sponsors Group also monitors achievement of programmes.

## 2 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 policies, 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 2009 and up to the date of approval of the annual report and accounts, and accords with Treasury guidance.

## 3 Capacity to handle risk

### 3.1 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 embedding the principles of effective risk management into the culture of the organisation.

### 3.2 Embedding risk management

The risk management strategy entails embedding the risk management process into each part of the management, planning delivery and reporting process. All three Management Groups, as well as the Executive Management Board take a formal role in the risk management process and have responsibility for ensuring risk management processes remain effective and relevant to the organisation's needs. Programme Leaders are required to identify risks in their projects and programmes and attribute a rating in each of five specified areas. High risk/high cost projects are identified through the planning process and the Executive Directors have direct involvement in scrutinising project plans for these projects, ensuring they are satisfactory and are reviewed regularly with Programme Leaders. Staff are trained on how to identify risk through an annual risk workshop and an element of risk management is included in some corporate training courses.

## 4 The risk and control framework

### 4.1 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 are 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); and
- 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.

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 2008/09, some of 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 country agencies or sponsor bodies;
- mismatch between resources needed to implement JNCC's strategy over an appropriate timescale and funding provided by Government; and
- other Government bodies take on functions of national and international significance without agreement of Joint Committee.

### 4.2 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:

- an online, real-time Financial Management Information System;
- Financial Memorandum and Financial Regulations;
- comprehensive budgeting systems;
- regular reviews by the Executive Management Board of periodic and annual financial reports which indicate financial performance against the forecasts and Key Performance Indices; and
- anti-fraud and corruption policy.

### 4.3 Review of effectiveness

As Managing Director, I 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 Company, 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.

## 5 Corporate governance

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

### 5.1 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. The Joint Committee meets quarterly.

### 5.2 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. This includes maintaining effective systems of risk management and audit, financial management and planning and monitoring. The Board meets quarterly.

### 5.3 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 one external member. 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.

### 5.4 Executive Management Board

The Executive Management Board is a sub-committee of the Company Board. It comprises the Managing Director and three 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.

Some revisions have been made to the governance structure and procedures in 2008/09 to ensure they are effective in supporting delivery of JNCC's new strategy and meeting other internal and external requirements.

## 5.5 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 (GIAS). Internal audit activity is targeted at assessing the adequacy and effectiveness of the systems of internal control and governance in the areas reviewed. The areas for review are determined by reference to the levels of risk in the new risk register. Audit 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.

## 6 Strategy, planning and performance management

During 2008/09 the Joint Nature Conservation Committee (JNCC) reviewed its strategy and developed a new vision, mission and strategic objectives. These describe the specific contribution that JNCC can make to domestic and international nature conservation. 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.

## 7 Data security

During 2008/09 JNCC reviewed its data and information security risks and the measures in place for their mitigation in accordance with the data handling review. These have been strengthened where necessary. JNCC has in place a framework of policies and procedures and technical controls for information security and staff have undergone training. During 2008/09 there were no known breaches of the security of confidential data.

## 8 Significant control issues

In 2008/09 the following significant control issue was identified:

### Business continuity planning

A Business Continuity Plan (BCP) has been in place since 2004 and has been revised and updated. A recent audit identified two areas where further work was required:

- a Business Impact Analysis (BIA) of the JNCC should be completed in order to assess the potential impact of a major incident on the organisations key activities;
- deadlines should be set for testing the Plan.

A BIA was undertaken in May 2008, and a disaster recovery scenario was completed in the IT area in the same year. However, an annual plan exercise involving the building is yet to be devised, alongside a call out exercise to ensure key members of staff can be contacted in the event of an emergency. This work will be completed during 2009 and any issues that arise will be fed into a revised BCP.

### Mr Deryck Steer

Managing Director  
6 July 2009

# JNCC Support Co Remuneration Report

## Remuneration policy

The remuneration for the Chair 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 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 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 directors and officials covered by this report hold appointments which are open-ended. Early termination, other than for misconduct would result in the individual receiving compensation as set out in the Civil Service Compensation Scheme.

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

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

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

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

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

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Judith Webb was appointed on a three year contract commencing on 1 September 2008.

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Further information about the work of the Civil Service Commissioners can be found at [www.civilservicecommissioners.gov.uk](http://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 Chair 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 Chair and independent Committee Members by the Department for Environment, Food and Rural Affairs.

### Salary

'Salary' includes gross salary, performance pay or bonuses, and any allowance, such as London Weighting Allowances, 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 the Inland Revenue as a taxable emolument. At the present time no employees of the JNCC Support Co are in receipt of taxable benefits.

### Civil Service Pensions

The Pension benefits for the Chair are provided broadly by analogy with the Civil Service Pension scheme. This is because the Chair 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. Staff in post prior to 30 July 2007 may be in one of four defined benefit schemes; either a 'final salary' defined benefit 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 on or after 1 October 2002 and before 30 July 2007 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). New entrants joining on or after 30 July 2007 are eligible for membership of the **nuvos** arrangement or they can opt for a partnership pension account. **Nuvos** is an 'earned pension' arrangement in which members accrue pension benefits at a percentage rate of annual pensionable earnings throughout the period of scheme membership. The current rate is 2.3%. Earned pension benefits are initially increased annually in line with increases in the RPI and attract annual pension increase.

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](http://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 in accordance with the Occupational Pensions Schemes (Transfer Values) (Amendment) Regulations and do not take account of any actual or potential benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

#### 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.

**Mr Deryck Steer**  
Managing Director  
6 July 2009

### JNCC Support Co – Remuneration (audited information)

	Salary 2008/09, including performance pay	Benefits in kind 2008/09 (rounded to nearest £100)	Salary 2007/08, including performance pay	Benefits in kind 2007/08 (rounded to nearest £100)	Total accrued pension age 60 at 31/03/09 and related lump sum	Real increase in pension and related lump sum at age 60	CETV at 31/03/09	CETV at 31/03/08	Real increase in CETV	Time commitment days per year
	£ 000s	£ 000s	£ 000s	£ 000s	£ 000s	£ 000s	£ 000s	£ 000s	£ 000s	
<b>Council Members:</b>										
<b>Chair</b>										
<b>Dr P Bridgewater</b>										
01.10.07 to 30.09.10	35–40	n/a	15–20	n/a	n/a	n/a	n/a	n/a	n/a	104
<b>Independent Members</b>										
<b>Prof P Doyle</b>										
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
<b>Prof L Warren</b>										
01.04.06 to 31.03.12	5–10	n/a	5–10	n/a	n/a	n/a	n/a	n/a	n/a	30
<b>Mr D Pritchard</b>										
07.12.06 to 30.11.09	5–10	n/a	5–10	n/a	n/a	n/a	n/a	n/a	n/a	30
<b>Prof M Usher</b>										
01.12.06 to 30.11.09	5–10	n/a	5–10	n/a	n/a	n/a	n/a	n/a	n/a	30
<b>Judith Webb <sup>(1)</sup></b>										
01.09.08 to 31.08.11	5–10	n/a	0	n/a	n/a	n/a	n/a	n/a	n/a	30
<b>Senior Staff:</b>										
<b>Managing Director</b>										
<b>Mr D Steer</b>										
90–95	n/a	85–90	n/a	40–45 plus lump sum of 125–130	0–2.5 plus lump sum of 0–2.5	974	901 <sup>(3)</sup>	0	n/a	
<b>Other Directors</b>										
<b>Dr M Vincent <sup>(2)</sup></b>										
retired 30.09.2008	25–30	n/a	55–60	n/a	25–30 plus lump sum of 85–90	0–2.5 plus lump sum of 0–2.5	672	649 <sup>(3)</sup>	-2	n/a
<b>Mr M Yeo</b>										
50–55	n/a	45–50	n/a	15–20	0–2.5	190	167 <sup>(3)</sup>	6	n/a	
<b>Dr J Goold <sup>(4)</sup></b>										
started 01.10.2008	25–30	n/a	n/a	n/a	0–5	0–2.5	5	0	4	n/a
<b>Other Senior Staff</b>										
<b>Dr A Stott <sup>(5)</sup></b>										
started 01.12.2008	15–20	n/a	n/a	n/a	15–20 plus lump sum of 35–40	0–2.5 plus lump sum of 0–(2.5)	290	276	2	n/a

<sup>(1)</sup> Judith Webb's salary expressed as a full year equivalent falls in the band 5–10.

<sup>(2)</sup> Dr M Vincent's salary expressed as a full year equivalent falls in the band 55–60.

<sup>(3)</sup> Due to certain factors being incorrect in last year's CETV calculator there may be a slight difference between the final period CETV for 2007/08 and the start of period CETV for 2008/09.

<sup>(4)</sup> Dr J Goold's salary expressed as a full year equivalent falls in the band 50–55.

<sup>(5)</sup> Dr A Stott is on secondment from Defra and his figures are based on his Defra salary. As an existing member of the pension scheme his pension figures reflect a full year's pensions contributions, whereas his salary figures reflect only the proportion of salary paid during his period in post at JNCC Support Co. The secondment charge to JNCC attracts VAT and the actual cost charged to the profit and loss account was £19,563.42. Dr Stott's salary expressed as a full year equivalent falls in the band 50–55.

# The certificate and report of the comptroller and auditor general to the Members of the Joint Nature Conservation Committee Support Co

I certify that I have audited the financial statements of the Joint Nature Conservation Committee Support Co for the year ended 31 March 2009 under the Government Resources and Accounts Act 2000. These comprise the Profit and Loss Account, the Balance Sheet, the Cash Flow Statement and Statement of Total Recognised Gains and Losses and the related notes. These financial statements have been prepared under the accounting policies set out within them. I have also audited the information in the Remuneration Report that is described in that report as having been audited.

## Respective responsibilities of the Directors and auditor

The Directors are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and for ensuring the regularity of financial transactions. These responsibilities are set out in the Statement of Directors' Responsibilities.

My responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements, and with International Standards on Auditing (UK and Ireland).

I report to you my opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985. I report to you whether, in my opinion, the information given in the Directors' Report is consistent with the financial statements. I also report whether in all material respects the expenditure and income have been applied to the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

In addition, I report to you if, in my opinion, the Joint Nature Conservation Committee Support Co has not kept proper accounting records, if I have not received all the information and explanations I require for my audit, or if information specified by law regarding Directors' remuneration and other transactions is not disclosed.

I read the Directors' Report and consider the implications for my opinion if I become aware of any apparent misstatements within it.

## Basis of audit opinions

I conducted my audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. My audit includes examination, on a test basis, of evidence relevant to the amounts, disclosures and regularity of financial transactions included in the financial statements. It also includes an assessment of the significant estimates and judgments made by the directors in the preparation of the financial statements, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

I planned and performed my audit so as to obtain all the information and explanations which I considered necessary in order to provide me with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error, and that in all material respects the expenditure and income have been applied to the purposes intended by Parliament and the financial transactions conform to the authorities which govern them. In forming my opinion I also evaluated the overall adequacy of the presentation of information in the financial statements.

## Opinions

In my opinion:

- the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice, of the state of the company's affairs as at 31 March 2009 and of its deficit for the year then ended;
- the financial statements have been properly prepared in accordance with the Companies Act 1985 and the part of the remuneration report to be audited has been properly prepared in accordance with the Government Financial Reporting Manual; and
- the information given in the Directors' Report is consistent with the financial statements.

## Opinion on Regularity

In my opinion, in all material respects the expenditure and income have been applied to the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

## Report

I have no observations to make on these financial statements.

Amyas CE Morse  
Comptroller and Auditor General  
National Audit Office  
151 Buckingham Palace Road  
Victoria  
London  
SW1W 9SS

7 July 2009

## JNCC financial statements

### Profit and Loss account for the year ended 31 March 2009

	Note	2008/09 £	2007/08 £
<b>Turnover</b>		9,127,023	9,540,146
Cost of sales		(7,427,643)	(7,820,415)
<b>Gross profit</b>		<b>1,699,380</b>	<b>1,719,731</b>
Administrative expenses		(1,847,262)	(1,821,357)
<b>Operating loss</b>	2	<b>(147,882)</b>	<b>(101,626)</b>
Transfer from Government Grant reserve		101,214	98,153
<b>Loss on ordinary activities before interest</b>		<b>(46,668)</b>	<b>(3,473)</b>
Other interest receivable & similar income		18,006	25,173
Interest payable	5	0	(3)
<b>Profit/(loss) on ordinary activities before taxation</b>		<b>(28,662)</b>	<b>21,697</b>
Tax on profit on ordinary activities		0	0
<b>Profit/(loss) for the year</b>		<b>(28,662)</b>	<b>21,697</b>

The company has made no acquisitions nor discontinued any operations within the meaning of Financial Reporting Standard 3 during 2008/09 therefore turnover and operating profit derive entirely from continued operations.

The accounting policies and notes on pages 71 to 77 form part of these financial statements.

### Statement of Total Recognised Gains and Losses for the Year Ended 31 March 2009

	2008/09 £	2007/08 £
Profit/(loss) for the financial year	(28,662)	21,697
Capital grant for the purchase of assets	116,469	40,057
Gain/(loss) on the revaluation of assets	8,074	9,360
Transfer from the Government grant reserve	(101,214)	(98,153)
<b>Total gains and losses relating to and recognised in the year</b>	<b>(5,333)</b>	<b>(27,039)</b>

## Note of Historical Profits and Losses for the Year Ended 31 March 2009

	2008/09	2007/08
	£	£
Profit/(loss) on ordinary activities before taxation	(28,662)	21,697
Difference – historical and actual depreciation	50,743	22,289
Difference – historical and actual amortisation	1,505	(6,094)
<b>Historical cost profit/(loss) on ordinary activities before taxation</b>	<b>23,586</b>	<b>37,892</b>
<b>Historical cost profit/(loss) for the year retained after taxation and dividends</b>	<b>23,586</b>	<b>37,892</b>

## Balance Sheet as at 31 March 2009

	Note	2008/09	2008/09	2007/08	2007/08
		£	£	£	£
<b>Fixed assets</b>					
Intangible assets	6	101,270		84,498	
Tangible assets	7	255,519		249,761	
		<b>356,789</b>		<b>334,259</b>	
<b>Current assets</b>					
Stocks	8	55,775		61,539	
Debtors	9	298,345		945,480	
Cash at bank and in hand		635,624		272,015	
		<b>989,744</b>		<b>1,279,034</b>	
<b>Creditors</b>					
Amounts falling due within one year	10	(876,643)		(1,148,036)	
<b>Net current assets</b>		<b>113,101</b>		<b>130,998</b>	
<b>Total assets less current liabilities</b>		<b>469,890</b>		<b>465,257</b>	
<b>Provisions for liabilities</b>	11	<b>(72,141)</b>		<b>(62,174)</b>	
<b>Net assets</b>		<b>397,749</b>		<b>403,083</b>	
<b>Capital and reserves</b>					
Government grant reserve	12	357,588		334,259	
Profit and loss account	13	40,161		68,824	
<b>Total reserves</b>		<b>397,749</b>		<b>403,083</b>	

Approved by the Board of Directors on 22 June 2009 and signed on its behalf.

**Mr Deryck Steer**  
Managing Director

## Cashflow Statement for the Year Ended 31 March 2009

	Note	2008/09	2007/08
		£	£
Net cash (outflow)/inflow from operating activities	14	229,134	(228,737)
Capital expenditure		116,469	40,057
Returns from investments and servicing of finance	15	18,006	25,170
<b>Increase/(Decrease) in cash</b>		<b>363,609</b>	<b>(163,510)</b>

The accounting policies and notes on pages 71–77 form part of these financial statements.

## Notes to the financial statements

### 1 Accounting policies

#### Basis of accounting

The financial statements are intended, without limiting the information given, to conform with 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. In certain instances information beyond these requirements has been presented utilising guidance provided by the 2008/09 Government Financial Reporting Manual [FRM].

These financial statements have been prepared under the historical cost convention, modified to account for the revaluation of fixed assets. Revaluations are taken to a government grant reserve.

#### Turnover

The principal form of income is grant-in-aid received from Defra, the GB Conservation Bodies and the Department of the Environment in Northern Ireland. This is treated as income in the accounts as it is provided to enable the JNCC Support Co to provide the services necessary to support the Joint Nature Conservation Committee in the delivery of its objectives.

The bulk of remaining turnover is in the form of contributions to project work, plus further income comprising Grants from European Union sources, income for the provision of advice, royalties and amounts generated by sales of publications.

Turnover is stated net of VAT and trade discounts.

#### Going concern

Grant-in-aid for 2009/10, taking into account the amounts required for JNCC Support Co's liabilities falling due in that year, has already been approved by Parliament, the Scottish Parliament and the Welsh Assembly. It is therefore considered appropriate that these financial statements have been prepared on a going concern basis.

#### Depreciation of fixed assets

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:

Leasehold premises	over the period of individual leases
Computer equipment	5 years
Other equipment	5 to 10 years
Software licences	5 years

Depreciation is charged on a monthly basis from the date of purchase.

Tangible and intangible assets 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.

Fixed assets costing less than £2,000 are charged to the profit and loss account in the year of purchase.

#### Stocks

Stocks are valued at the lower of cost and net realisable value. The stock valuation is adjusted for obsolete stock via a write down of stock where current sales indicate specific stock items are unlikely to generate future income flows.

#### Research and development

The company writes off all expenditure on research and development in the year it occurs.

#### Foreign exchange

Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate ruling at the date of the transaction. Exchange differences are recognised in the profit and loss account.

#### Financial instruments

##### Trade debtors

Trade debtors do not carry any interest and are recognised and carried at the lower of their original invoiced value or recoverable amount. Provision is made when there is objective evidence that the asset is impaired. Balances are written off to the profit and loss account when the probability of recovery is assessed as being remote, or the cost of recovery is considered uneconomic.

## Trade creditors

Trade creditors are not interest bearing and are stated at their nominal value.

## Leasing

Rental costs arising in respect of operating leases are charged to the profit and loss account over the life of each lease.

## Pension costs

Pension benefits are provided through the Principal Civil Service Pension Scheme (PCSPS), a defined benefit scheme, further details of which can be found in the Remuneration Report. The current rate of the employer contributions is based on the employee's Full Time Equivalent salary according to the bands listed below.

Band 1	£19,500 and under	17.1%
Band 2	£19,501 to £40,500	19.5%
Band 3	£40,501 to £69,000	23.2%
Band 4	£69,001 and over	25.5%

The Chair is entitled to a pension scheme but is prohibited from joining the Principal Civil Service Pension Scheme (PCSPS). An individual scheme has been set up described as "by analogy to the PCSPS". Any ongoing liability arising from this arrangement will be borne by JNCC Support Co. The cost of the by analogy pension scheme is not deemed to be material and the cost of the pension will be charged to the profit and loss account in the years that it is paid.

## Grants received

Grant-in-aid received for capital expenditure is credited to a government grant reserve and is released to revenue over the useful expected life of the relevant asset. Grant-in-aid received to support revenue expenditure is credited to income in the profit and loss account for the year to which it relates. Grants received outside of grant-in-aid, including from European Union sources, are matched to the corresponding project expenditure in the year in which it is incurred.

## Notional costs

The financing structure of the company does not include specific interest bearing debt, but to ensure that the profit and loss account bears an appropriate charge for the use of capital in the annual financial statements, a notional interest charge is added. In accordance with Treasury guidance, the calculation is based on a 3.5% cost of capital on average net assets.

## Taxation

JNCC Support Co is not trading with a view to profit and is currently seeking clarification with HM Revenue and Customs to confirm that it has no liability to Corporation Tax. Notwithstanding this, any liability arising would be limited to that due on the receipt of bank interest payable, the tax liability upon which has been estimated at a maximum of £16,000 for the period April 2005 to April 2009, an amount considered to be below the level of materiality applied to these accounts.

The company is registered for VAT and completes returns on a quarterly basis.

## 2 Operating loss

	2008/09	2007/08
This is stated after charging	£	£
Total directors' emoluments	331,168	320,895
Auditors' remuneration	12,000	28,967
Depreciation and amortisation of owned assets	101,214	98,153
Pension costs	717,080	695,232
Operating lease rentals – land & buildings	252,101	277,040

## 3 Directors' emoluments

	2008/09	2007/08
	£	£
Directors' emoluments	283,955	274,610
Company contributions to defined benefit schemes in relation to directors' pensions	47,213	46,285

Four directors accrued retirement benefits in respect of qualifying service for the defined benefit scheme during the year.

The above details include the following amounts in respect of the highest paid director:

	2008/09	2007/08
	£	£
Highest paid director's emoluments	93,820	89,881
Company contributions to defined benefit schemes in relation to the highest paid director's pension	22,609	22,111

At 31 March 2009 the highest paid director had accrued a pension of £43,843 with a related lump sum of £128,358.

In addition to the directors' emoluments, a charge of £19,563 was made to the profit and loss account for 2008/09 in respect of consideration payable to Defra for the secondment of Dr Andrew Stott.

## 4 Staff costs

The average number of persons employed by the company, including directors, during the year was as follows:

	2008/09	2007/08
	No	No
Executive directors	4	3
Chairman and non-executive directors	5	5
Management	11	13
Operational	82	80
Administration	29	29
IT	3	3
	<b>134</b>	<b>133</b>

The aggregate payroll costs of these persons were as follows:

	2008/09	2007/08
	£	£
Wages and salaries	3,756,748	3,618,979
Social security costs	283,210	276,370
Other pension costs	717,080	695,232
	<b>4,757,038</b>	<b>4,590,581</b>

## 5 Interest payable

	2008/09	2007/08
	£	£
Interest payable – bank loans and overdraft and other loans repayable within five years	0	3

## 6 Intangible fixed assets

	Software licences
<b>Cost</b>	£
At 1 April 2008	163,757
Additions during year	41,249
Revaluations	8,032
<b>At 31 March 2009</b>	<b>213,038</b>
<b>Amortisation</b>	£
At 1 April 2008	79,259
Charge for the year	31,003
Depreciation on revaluations	1,506
<b>At 31 March 2009</b>	<b>111,768</b>
<b>Net Book Value</b>	£
At 31 March 2009	101,270
At 31 March 2008	84,498

Intangible assets represent the value of the software licences held. These are valued using current cost accounting where any fall in value has been treated as a permanent diminution in value.

## Historical cost note

At 31 March 2009	£
Historic cost	252,468
Accumulated historic depreciation	(150,169)
Historic net book value	<b>102,299</b>
<b>Cumulative provision for impairment at 31 March 2009</b>	£
<b>At 31 March 2009</b>	<b>42,075</b>
At 31 March 2008	42,075

## 7 Tangible fixed assets

	Land and buildings	Computer equipment	Other equipment	Total
Cost:	£	£	£	£
At 1 April 2008	423,946	185,745	282,663	892,354
Additions during year	9,798	65,422	0	75,220
Disposals	0	(84,638)	(43,595)	(128,233)
Revaluation	0	45,932	6,340	52,272
<b>At 31 March 2009</b>	<b>433,744</b>	<b>212,461</b>	<b>245,408</b>	<b>891,613</b>

### Depreciation

At 1 April 2008	320,880	126,830	194,883	642,593
Charge for the year	17,122	24,840	28,250	70,212
Depreciation on disposals	0	(84,617)	(42,838)	(127,455)
Depreciation on revaluation	0	45,394	5,350	50,744
<b>At 31 March 2009</b>	<b>338,002</b>	<b>112,447</b>	<b>185,645</b>	<b>636,094</b>

### Net Book Value

At 31 March 2009	95,742	100,014	59,763	255,519
At 31 March 2008	103,066	58,915	87,780	249,761

## Historical cost note

<b>At 31 March 2009</b>	£	£	£	£
Historic cost	334,353	323,060	216,904	874,317
Accumulated historic depreciation	(267,157)	(217,642)	(163,507)	(648,306)
Historic net book value	67,196	105,418	53,397	226,011

### Cumulative provision for impairment at 31 March 2009

	£	£	£	£
At 31 March 2009	0	(12,012)	(3,719)	(15,731)
At 31 March 2008	0	(12,012)	(3,719)	(15,731)

## 8 Stocks

	2008/09	2007/08
	£	£
Finished goods	55,775	61,539

## 9 Debtors

	2008/09	2007/08
	£	£
Due within one year:		
Trade debtors	142,662	811,626
Other debtors	13,140	12,010
Prepayments	142,543	121,844
	<b>298,345</b>	<b>945,480</b>

## 10 Creditors – amounts falling due within one year

	2008/09	2007/08 (restated)
	£	£
Due within one year:		
Trade creditors	301,807	639,582
Other creditors	70,564	104,268
Other taxes and social security	115,668	101,813
Accruals and deferred income	388,604	302,373
	<b>876,643</b>	<b>1,148,036</b>

Other creditors for 2007/08 has been restated to reflect the amount now shown in note 11 under the heading "Other provisions" relating to refurbishment of the lifts.

## 11 Provisions for liabilities

	Pensions and similar obligations	Other provisions	Total Provisions	Pensions and similar obligations	Other provisions (restated)	Total Provisions (restated)
	2008/09	2008/09	2008/09	2007/08	2007/08	2007/08
	£	£	£	£	£	£
Balance at 1 April	(674)	(61,500)	<b>(62,174)</b>	(3,192)	0	<b>(3,192)</b>
Provision for year	(1,367)	(8,600)	<b>(9,967)</b>	(674)	(61,500)	<b>(62,174)</b>
Utilised in the profit and loss account	0	0	<b>0</b>	3,192	0	<b>3,192</b>
<b>Balance at 31 March</b>	<b>(2,041)</b>	<b>(70,100)</b>	<b>(72,141)</b>	<b>(674)</b>	<b>(61,500)</b>	<b>(62,174)</b>

The pension provision brought forward 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 JNCC.

Other provisions brought forward relate to costs associated with the refurbishment of the lifts in Monkstone House which were classified under other creditors in the accounts for 2007/08. The increased provision for 2008/09 relates to service charge arrears for Monkstone House arising following a change in Managing Agent for the property. This cost has been provided for rather than accrued as the amount is under negotiation.

## 12 Government grant reserve

	2008/09
	£
Balance at 1 April 2008	334,259
Capital grant received in the period	116,469
Gain/(loss) on revaluation of assets	8,074
Depreciation for the year	(101,214)
<b>Balance at 31 March 2009</b>	<b>357,588</b>

## 13 Profit and loss account

	2008/09
	£
Transferred from JNCC at 1 April 2005	138,428
Movement between 1 April 2005 to 31 March 2008	(69,604)
<b>Balance at 1 April 2008</b>	<b>68,824</b>
Loss for the year	(28,662)
<b>Balance at 31 March 2009</b>	<b>40,161</b>

In the accounts for 2007/08 the balance transferred from JNCC was shown as a separate reserve. This has been combined with the profit and loss reserve in the balance sheet for 2008/09.

The above note contains an apparent miscasting of the balance at 31 March 2009. This is an unavoidable consequence of the rounding of the figures.

## 14 Reconciliation of operating (loss) to net cash inflow/(outflow) from operating activities

	2008/09	2007/08
	£	£
Operating loss	(147,882)	(101,626)
Depreciation charges	70,212	71,906
Amortisation	31,003	26,247
Transfer from Government Grant Reserve re capital expenditure	(116,469)	(40,057)
(Profit)/loss of disposal of assets	797	0
Decrease in stocks	5,764	16,787
Decrease in debtors	647,135	118,703
(Decrease) in creditors	(271,393)	(379,679)
Increase in provisions	9,967	58,982
<b>Net cash flow from operating activities</b>	<b>229,134</b>	<b>(228,737)</b>

## 15 Gross cash flows

	2008/09	2007/08
	£	£
<b>Returns on investments and servicing of finance</b>		
Interest received	18,006	25,173
Interest paid	0	(3)
	<b>18,006</b>	<b>25,170</b>
<b>Capital expenditure</b>		
Payments to acquire tangible fixed assets	(75,220)	(16,853)
Payments to acquire intangible fixed assets	(41,249)	(23,204)
Capital grant in aid received	116,469	40,057
	<b>0</b>	<b>0</b>

## 16 Reconciliation of net cash flow to movement in net debt

	2008/09	2007/08
	£	£
Increase/(Decrease) in cash in the year	363,609	(163,510)
Change in net funds resulting from cash flows	363,609	(163,510)
	<b>363,609</b>	<b>(163,510)</b>
Net funds at 1 April 2008	272,015	435,525
<b>Net funds at 31 March 2009</b>	<b>635,624</b>	<b>272,015</b>

## 17 Analysis of net fund

	Opening balance	Cash flows	Closing balance
	£	£	£
<b>Net cash</b>			
Cash at bank	271,365	364,104	635,469
Cash in hand	650	(495)	155
<b>Net fund</b>	<b>272,015</b>	<b>363,609</b>	<b>635,624</b>

## 18 Leasing commitments

	Land and buildings	Land and buildings
	2008/09	2007/08
	£	£
<b>Operating leases which expire:</b>		
Within one year	0	0
Within 2 to 5 years	236,313	236,313
<b>Net fund</b>	<b>236,313</b>	<b>236,313</b>

## 19 Pension costs

The pension cost charge in the profit and loss account represents contributions payable by the company to the PCSPS fund and amounted to £717,080 (2007/08: £695,232).

## 20 Legal Status

The Company is limited by guarantee. In the event of a liquidation, the liability of each member does not exceed £1 if they are a member at the date of the liquidation, or if they cease to be a member within one year of the date of the liquidation.

## 21 Contingent liability

There are no contingent liabilities to be declared for the current year.

## 22 Ultimate controlling party

14 of the 17 current directors are Members of the Joint Nature Conservation Committee which administers the grant-in-aid funding from the four country nature conservation agencies and directs the nature of the Company's activities for the benefit of the country agencies. For these reasons the directors consider the Joint Nature Conservation Committee to be the ultimate controlling party.

## 23 Related party transactions

The company 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 of 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 considered to be related parties. During the year the company has carried out a number of material transactions with these bodies in the normal course of business. The quantum of the transactions between the company and these bodies was as follows:

	Grant-in-aid		Specific project funding		Services purchased by the company	
	2008/09	2007/08	2008/09	2007/08	2008/09	2007/08
	£	£	£	£	£	£
Natural England	2,834,870	2,952,000	211,344	229,017	72,540	92,631
Defra	1,891,221	1,920,000	611,903	359,594	35,884	0
Scottish Natural Heritage	1,669,591	1,738,000	26,000	105,532	103,451	100,393
The Countryside Council for Wales	834,302	869,000	0	51,503	21,853	30,809
Department of the Environment Northern Ireland	416,658	434,000	74,053	10,000	0	0

The net revenue expenditure incurred by the Joint Nature Conservation Committee on behalf of the GB conservation bodies and the Department of the Environment Northern Ireland during the year was as follows:

	2008/09	2007/08
	£	£
Natural England	3,439,000	3,598,000
Defra	2,294,000	2,117,000
Scottish Natural Heritage	2,025,000	2,339,000
The Countryside Council for Wales	1,012,000	1,059,000
Department of the Environment Northern Ireland	505,000	529,000

### Related party transactions

Individual staff/Council Member	Corporate related body	Paid by JNCC		Paid to JNCC	
		2008/09	2007/08	2008/09	2007/08
		£	£	£	£
Mr D Steer	National Biodiversity Network Trust (Trustee & Treasurer)	75,000	74,000	(86,735)	(78,955)
Prof L Warren	British Geological Survey (NERC)	365,152	413,279	0	(509)

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.

The directors consider a financial interest to be the ability to influence the company in placing a contract with a party with whom they have a position of influence, or the ability to influence the performance of that contract by the contractor.

## 24 Intra-government balances

Balances with other central government bodies at 31 March 2009	Debtors: amounts falling due within one year	Debtors: amounts falling due after more than one year	Creditors: amounts falling due within one year	Creditors: amounts falling due after more than one year
	£	£	£	£
Totals as at 31 March 2008	318,078	0	87,787	0

There were no balances outstanding with local authorities, public corporations and trading funds or NHS trusts in 2008/09 or 2007/08.

## Board Members' interests

The following is a summary of Board Members' Interests for 2008/09:

**Mr Peter Archdale (Board Member and Joint Committee Member appointed as a member of the Council for Nature Conservation and the Countryside by the Department of the Environment Northern Ireland)**

Appointed from 1 March 2009

- Trustee, Ulster Wildlife Trust
- Trustee, Camphill Communities (NI)
- Director, Belfast Tall Ships 2008
- Member, Advisory Forum, Loughs Agency
- Community Representative, Western Health Trust
- Deputy Chairman, Council for Nature Conservation and the Countryside
- PM and C Archdale – Farm Business Partnership

**Dr Peter Bridgewater (Board Chair and Joint Committee Chair appointed by the Secretary of State)**

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

**Dr Robert Brown (Board Member and Joint Committee Member appointed as a Member of the Council for Nature Conservation and the Countryside by the Department of the Environment Northern Ireland)**

Appointed to 17 February 2009

- 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, Lecale Historical Society

**Mr Patrick Casement (Board Member and Joint Committee Member appointed as Chairman of the Council for Nature Conservation and the Countryside)**

- Self-employed farmer
- Chair, Council for Nature Conservation and the Countryside
- Member of the Board of Trustees of the National Trust
- Chairman of the National Trust Committee for Northern Ireland
- Member of Council of the National Trust (appointed by the Secretary of State for Northern Ireland)
- Member, National Trust, Ulster Wildlife Trust, British Trust for Ornithology, Butterfly Conservation, Woodland Trust

**Mr Poul Christensen (Board Member and Joint Committee Member appointed by Natural England)**

- Acting Chair, Natural England
- Board Member, South East England Development Agency
- Board Member, Agricultural Central Trading
- Management Board Member, Defra
- Self-employed farmer, Kingston Hill Farm
- Member, National Trust

**Mr David Crawley (Board Member and Joint Committee Member appointed by Scottish Natural Heritage)**

- Non-executive Director, the Wales Office
- Board Member, Scottish Natural Heritage
- Commissioner, Queen Victoria School, Dunblane
- Director and Chair, Central Scotland Forest Trust
- Chair, Mixed Stock Salmon Fisheries Working Group
- Member, National Trust, National Trust for Scotland

**Professor Peter Doyle (Board Member and Joint Committee Member appointed by the Secretary of State)**

Appointed to 31 March 2009

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
- Pew Marine Conservation Fellow, Pew Institute for Ocean Science

**Dr John Goold (Director of Marine)**

Appointed from 1 October 2008

None listed.

**Professor David Hill (Board Member and Joint Committee Member appointed by Natural England)**

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

**Dr Ieuan Joyce (Board Member and Joint Committee Member appointed by the Countryside Council for Wales)**

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

**Mr John Lloyd Jones (Board Member and Joint Committee Member appointed by the Countryside Council for Wales)**

- Chair, Countryside Council for Wales
- Director, Cambrian Mountains Initiative
- Member, Rural Economy and Land Use Strategic Advisory Committee, Rural Economy and Land Use programme
- Member, National Trust Estates Panel and National Trust Council
- Member, Woodland Strategy Advisory Panel for Wales
- Lay representative, Disciplinary Hearings Council for the Inns of Court
- Self-employed farmer
- Hendy Farm in Tir Gofal Scheme
- Member, National Farmers Union, Royal Society for the Protection of Birds

**Mr David Pritchard (Board Member and Joint Committee Member appointed by the Secretary of State)**

- Self-employed consultant in environmental policy
- Self-employed consultant in contemporary arts and cultural heritage
- Delegate, Wetlands International Association of Members
- Vice Chair, Bedford Creative Arts
- Chair, Chartered Institution of Water and Environmental Management Arts and Environment Network
- Member, Ecoart Network
- Member, Panel of Judges, 'World of Difference' environmental innovation award
- Member, Steering Group of Forestry Commission Grizedale Forest arts programme
- International Policy Adviser, 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
- Chair, Working Group 3, Ramsar Convention Scientific & Technical Review Panel
- Member, Northumberland Wildlife Trust, Woodland Trust, Royal Society for the Protection of Birds, Research in Art, Nature & Environment Group University College Falmouth, Landscape and Arts Network

**Mr Deryck Steer (Managing Director)**

- Trustee and Treasurer, National Biodiversity Network
- Director, BioD Services
- Board Member, European Centre for Nature Conservation

**Mr Andrew Thin (Board Member and Joint Committee Member appointed by Scottish Natural Heritage)**

- Chair, Scottish Natural Heritage
- Vice Chair, Munlochy Parent Council
- Trustee, Munlochy Educational Trust/James Thin Charitable Trust
- Life Member, Scottish Youth Hostel Association
- Member, John Muir Trust/The Scottish Wildlife Trust

**Professor Michael Usher (Board Member and Joint Committee Member appointed by the Secretary of State)**

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

**Dr Malcolm Vincent (Director of Science)**

Appointed to 30 September 2008

- Member, British Sub-Aqua Club, Nottinghamshire Wildlife Trust, Prospect Union

**Professor Lynda Warren (Board Member and Joint Committee Member appointed by the Secretary of State)**

- Board Member, British Geological Survey (NERC)
- Board Member, Environment Agency
- Member, Committee of Radioactive Waste Management
- Trustee, Field Studies Council
- Trustee, West and South Wales Wildlife Trust
- Associate Consultant, Integrated Decision Management
- British Institute for Geological Conservation, husband is treasurer

**Judith Webb (Board Member and Joint Committee Member appointed by the Secretary of State)**

- Self-employed environmental consultant – trading as J.W. Associates
- Non-executive Commissioner for Wales, the Forestry Commission
- Non-executive Director, the National Forest Company
- Secretary of State Appointee, Cotswolds Area of Outstanding Natural Beauty Conservation Board
- Member, Woodland Trust, British Association for Shooting and Conservation, British Deer Society, Royal Forestry Society

**Mr Marcus Yeo (Director of Policy and Resources)**

- Member, British Bryological Society, Prospect Union

## Detailed Trading Profit and Loss Account for the year to 31 March 2009

	2008/09	2008/09	2007/08	2007/08
	£	£	(restated)	(restated)
<b>Turnover</b>				
JNCC grant-in-aid		7,646,643		7,872,946
European Union funding		37,146		463,979
Contributions to projects		1,215,775		956,176
Royalties		3,037		3,282
Scientific advice and information		12,967		18,119
Publication sales		35,543		55,630
Other receipts		175,912		170,014
		<b>9,127,023</b>		<b>9,540,146</b>
<b>Cost of sales</b>				
Conservation support	2,838,014		3,338,144	
Publicity and information	156,392		212,801	
Notional cost of capital	14,014		14,581	
Direct staff costs	4,419,223		4,254,889	
		<b>(7,427,643)</b>		<b>(7,820,415)</b>
<b>Gross profit</b>		<b>1,699,380</b>		<b>1,719,731</b>
<b>Miscellaneous other income</b>				
Interest received		18,006		25,173
		<b>1,717,386</b>		<b>1,744,904</b>
<b>Overheads</b>				
Directors' emoluments	331,168		320,895	
Other administrative costs	1,530,108		1,515,043	
Notional cost of capital	(14,014)		(14,581)	
Interest payable and similar charges	0		3	
Transfer from Government				
Grant reserve	(101,214)		(98,153)	
		<b>(1,746,048)</b>		<b>(1,723,207)</b>
<b>Profit/(loss) on ordinary activities</b>		<b>(28,662)</b>		<b>21,697</b>

The amounts in other administrative costs have been restated to separately disclose the reversal of the notional cost of capital charge on the face of the detailed profit and loss account.

## JNCC Support Co – Schedule of overhead expenses for the year ended 31 March 2009

	2008/09	2008/09	2007/08	2007/08
	£	£	(restated)	(restated)
<b>Directors' emoluments</b>				
Directors' remuneration	283,955		274,610	
Directors' pension	47,213		46,285	
		<b>331,168</b>		<b>320,895</b>
<b>Other administrative costs</b>				
Temporary staff	6,647		14,797	
Depreciation and amortisation	101,214		98,153	
(Profit)/loss on disposal of assets	797		0	
Auditor's remuneration	12,000		28,967	
Reversal of notional cost of capital	(14,014)		(14,581)	
Training	63,892		39,100	
Recruitment	88,282		29,883	
Other audit fees	25,843		40,084	
Rent	252,101		277,040	
Rates	60,225		58,428	
Light and heat	16,962		16,082	
Repairs and renewals	100,025		140,390	
Protective clothing	1,165		1,744	
Computer maintenance	52,386		25,992	
Computer equipment	64,440		96,945	
Cleaning	25,872		22,411	
Sundry expenses, less recoveries	3,720		4,082	
Telephone	74,577		73,230	
Printing postage and stationery	40,175		44,382	
Subscriptions	18,923		18,255	
General insurance	6,728		6,722	
Motor expenses	3,626		7,315	
Travel and subsistence	419,931		404,279	
Entertainment	20,154		17,022	
Legal and professional fees	4,939		5,514	
Consultancy	62,950		42,860	
Bank charges	1,729		1,366	
Exchange rate losses & gains	805		0	
		<b>1,516,094</b>		<b>1,500,462</b>
<b>Interest payable and similar charges</b>				
Bank interest	0		3	
			0	3
Transfer from Government				
Grant reserve	(101,214)		(98,153)	
		<b>(101,214)</b>		<b>(98,153)</b>
<b>Total overhead expenses</b>		<b>1,746,048</b>		<b>1,723,207</b>

The amounts above include adjustments to the 2007/08 comparatives figures to reflect the reclassification of expenditure under the headings of Repairs and renewals, Computer maintenance, Computer equipment, Printing postage and stationery, Travel and subsistence and Consultancy.







# JNCC performance against key performance indicators (KPIs) for 2008/09

- ▲ Target achieved or exceeded
- ▶ Substantial progress made, with full achievement of target anticipated early in 2009/10
- ▼ Limited progress against target
- D Target deferred or dropped as no longer appropriate for 2008/09

Key performance indicator	Year end rating	Comments relating to performance
<b>Global Advice</b>		
Contribute to achievement of the 2010 biodiversity target and relevant parts of the Government's Public Service Agreement ( ) relating to the Millennium Development Goals by providing support to the Inter-Departmental Ministerial Group on Biodiversity.	▼	No meetings of the Inter-Departmental Ministerial Group on Biodiversity (IDMGB) took place during the year, and so limited progress was made against this target. Meetings of officials in support of the IDMGB took place in September and December and set a way forward for a future series of official level meetings. Progress is most likely to be achieved by this route but requires action to ensure official engagement continues.
Provide high-quality scientific input at key meetings of MEAs, in particular Conferences of the Parties for the Convention on Biological Diversity and the Bonn Convention in 2008, and the Convention on International Trade in Endangered Species in 2010, and associated preparatory meetings.	▲	In a concentrated year of Multilateral Environmental Agreement meetings, JNCC supported the UK delegations to the following meetings and helped to achieve successful outcomes: <ul style="list-style-type: none"> <li>• 9th Conference of the Parties to the Convention on Biological Diversity</li> <li>• 10th Conference of the Parties to the Ramsar Convention</li> <li>• 9th Conference of the Parties to the Convention on Migratory Species</li> <li>• 4th Meeting of the Parties to the African-Eurasian Waterbird Agreement</li> <li>• Meetings on the African-Eurasian migratory raptor agreement and migratory sharks</li> <li>• Animals Committee of the Convention on the International Trade in Endangered Species</li> </ul>
Provide, to agreed service standards, high-quality advice to Animal Health on approximately 20,000 CITES licence consultations per annum.	▲	Approximately 20,000 applications were advised upon this year, roughly the same as the previous year. Cumulative totals for priority 1 applications came to approximately 5.5% of the total – marginally over what is agreed in the service level agreement with Animal Health. Service standards slipped at times during the year due to staff changes but overall service standards were met.
<b>Overseas Territories</b>		
Take forward recommendations from the costed assessment of priorities for nature conservation in the Overseas Territories prepared for the Inter-Departmental Ministerial Group on Biodiversity.	▶	Defra provided JNCC with an additional £150k for work in the Overseas Territories in 2008/09 and this was spent on various priorities, including a pilot habitat mapping project in Turks and Caicos and studentships for undergraduates in the Overseas Territories.  A database has been compiled of potential funding sources to support nature conservation in the Overseas Territories and Crown Dependencies, and this will be made available through a web-based search tool.
Facilitate collaboration between the UK science community and the Overseas Territories and Crown Dependencies, to establish research priorities to meet their needs, building on the 2007 assessment of terrestrial and marine research priorities undertaken by JNCC.	▲	A partnership arrangement with Reading University has been established. An Overseas Territories research prospectus is being developed, and Overseas Territories research leaflets have been produced.
Provide ongoing advice and support to UK Government departments and the Governments of the Overseas Territories and Crown Dependencies on the implementation of Multilateral Environmental Agreements. By March 2009: <ul style="list-style-type: none"> <li>• produce an overview of Multilateral Environmental Agreements in the Overseas Territories;</li> <li>• working with the relevant Overseas Territory Governments and UK Government departments, prepare (and subsequently help to deliver) an implementation plan to meet commitments under the Agreement on the Conservation of Albatrosses and Petrels (ACAP).</li> </ul>	▲	An overview of Multilateral Environmental Agreements (MEAs) in the Overseas Territories has been produced. Systems for including Overseas Territories in consultation processes for MEA meetings are being trialled with the Ramsar Convention and the Convention on Migratory Species.  Good progress has been made in supporting implementation of ACAP, including measures to reduce bycatch and participation in international meetings.

Key performance indicator	Year end rating	Comments relating to performance
<b>UK's Global Impact</b>		
<p>Produce up-to-date country analyses, tailored for both external use and internal policy development, in terms of UK foreign investment impacts, trends in food production that may influence biodiversity, and bioenergy policy developments and production patterns:</p> <ul style="list-style-type: none"> <li>• by June 2008, develop an evidence-based JNCC policy framework on the relationship between global bioenergy and biodiversity, including the influence of the UK and EU in other countries;</li> <li>• by October 2008, prepare a report analysing the global distribution of UK overseas investment in terms of priority countries, industry sectors and ecosystems.</li> </ul>	▲	<p>Reports on the biodiversity footprint of UK overseas investment and bioenergy production were produced during the year.</p>
<p>By March 2009 (and periodically thereafter), update the global influence website to include a range of content covering trade, UK investment and biofuels data and analysis to support Defra's Sustainable Development Dialogues, the Export Credits Guarantee Department and JNCC's international work.</p>	▲	<p>Information held on the global influence website has been updated throughout the year, and a redesign of the website has been completed. A launch event was successfully held in January 2009.</p>
<b>European Advice</b>		
<p>Provide advice to the UK Government, devolved administrations and others to support the development and implementation of EU environmental legislation and policy, and to encourage the integration of sustainable development principles, the ecosystem approach and the protection of biodiversity, within the development of EU policies. By March 2009:</p> <ul style="list-style-type: none"> <li>• develop an understanding of the implications of overlap, synergy and conflicts across the Habitats, Birds, Marine Strategy Framework and Environmental Liability Directives (and other EU directives that impact on nature conservation);</li> <li>• influence implementation of the Marine Strategy Framework Directive, to take account of nature conservation requirements by promoting existing marine work to relevant European stakeholders and trying to ensure synergy with other marine policy commitments (such as OSPAR);</li> <li>• work to ensure that sustainability and environmental dimensions are fully incorporated into proposals for the future of the EU's cohesion policy.</li> </ul>	▶	<p>The interplay between the nature Directives and their relationship with other EU legislation has been examined, and this issue was discussed by the Joint Committee in June 2008. Work has commenced on integrating the Marine Strategy Framework Directive (MSFD) into this process and improving understanding of how to link the Common Fisheries Policy and MSFD, although this work has progressed more slowly than expected because of staff changes.</p> <p>Advice and briefings have been provided for attendance at the EU Coordination Group for Biodiversity and Nature and advice on harmonisation of directives, reporting is continuing through representation on the Expert Reporting Group and sub-groups.</p> <p>The inter-agency European Regional Policy Group has contributed to the Commission Green Paper on EU Cohesion Policy.</p>
<p>Support the European work of the UK conservation bodies by providing regular briefings on the development of EU policy and legislation affecting the environment, supplemented by analyses of the implications for nature conservation.</p>	▲	<p>Intelligence on EU policy developments has been provided on a regular basis through the UK Nature and Landscape Office and a contract with the Institute for European Environmental Policy (IEEP). Following a tendering exercise, IEEP have been offered a new six-year contract to provide intelligence to JNCC and the country conservation bodies. The development of a website for improved delivery of intelligence is underway.</p>

Key performance indicator	Year end rating	Comments relating to performance
<b>Sustainability Advice</b>		
<p>Provide advice to UK Government and others on energy policy:</p> <ul style="list-style-type: none"> <li>by December 2008, produce a position statement on energy issues affecting nature conservation in the UK and internationally;</li> <li>by March 2009, provide advice on the development of sustainability criteria for biofuels under the EU Renewable Energy Directive and other legislation/policies.</li> </ul>	▶	<p>During the year, JNCC continued to provide expert advice on biofuels and, in particular, sustainability criteria. We worked closely with Defra, the Department of Energy and Climate Change and the Department for Transport to find environmentally sound solutions, and responded to EU consultations on the Renewable Energy Directive and biomass.</p> <p>Following discussions with the country conservation bodies it was agreed not to produce an energy position statement, but to share information and collaborate on developing the evidence base for policy advice. A report on the nature conservation impacts of different energy mixes to 2050 was completed during the year.</p>
<p>Develop advice on priority climate change issues and contribute to relevant UK and international agreements:</p> <ul style="list-style-type: none"> <li>by December 2008, work with Defra to provide briefs focusing on the interdependencies between climate change and biodiversity for the 14th Conference of the Parties to the UN Framework Convention on Climate Change;</li> <li>by March 2009, provide input to the development of the EU White Paper on adaptation to climate change.</li> </ul>	▶	<p>Input to the UN Framework Convention on Climate Change was provided to Defra through participation in the Convention on Biological Diversity's ad hoc technical expert group on Biodiversity and Climate Change. Publication of the EU White Paper on adaptation to climate change was delayed and few opportunities arose to influence its development.</p>
<p>Develop a range of tools to support application of the ecosystem approach targeted at UK, Overseas Territory and international audiences beyond the nature conservation sector:</p> <ul style="list-style-type: none"> <li>by April 2009, produce a guide for policy makers on application of the ecosystem approach;</li> <li>by November 2009, work with government partners and others to develop tools which allow better valuation of ecosystem services and relate these to ecosystem function.</li> </ul>	▶	<p>Work on the guidance document for policy makers on application of the ecosystem approach will be completed in the first quarter of 2009/10. Funding from Defra has been used to create a DVD of the Overseas Territories economic valuation tool kit.</p>
<b>Conservation Advice</b>		
<p>Produce guidance on good practice for nature conservation management, and by December 2008, develop a web-based system providing access to guidance on good nature conservation practice.</p>	▶	<p>A web-based search engine, targeted at appropriate on-line management material, is operational. Testing is underway, prior to the upload of a final version onto the JNCC website later in 2009.</p>
<p>By March 2009, complete the preparation of written text for 98% of all Geological Conservation Review (GCR) sites.</p>	▲	<p>Text has been completed for 98% of all GCR sites. One new volume, <i>Lewisian, Torridonian and Moine Rocks of Scotland</i>, was published during the year.</p>
<p>By July 2009, collaborate with Defra to publish UK indicators measuring progress towards the 2010 biodiversity loss target.</p>	▲	<p>JNCC has provided scientific and technical input to meetings of both the Biodiversity Indicators Steering Group and the project group mandated to take the detailed work forward. An updated overview of the 2010 indicators (<i>UK Biodiversity Indicators in Your Pocket 2009</i>) was published in May 2009.</p>
<p>Continue to report on the implementation of Common Standards Monitoring, and facilitate easier, more efficient or more consistent implementation of the standards to ensure that robust information is obtained on the status of interest features on protected nature conservation sites across the UK:</p> <ul style="list-style-type: none"> <li>by December 2008, undertake an initial review of the UK conservation bodies' quality assurance procedures for site monitoring;</li> <li>by June 2009, work with the UK conservation bodies to establish and implement a UK-wide quality assurance programme.</li> </ul>	D	<p>Because of staff changes and the strategy review, the Executive Management Board and the company board agreed that this target would be dropped in 2008/09. In 2009, this area of work will be reviewed as part of a wider review of UK conservation standards.</p>
<p>Establish a secretariat for the UK Geodiversity Action Plan (UKGAP) and support its implementation by publishing a strategy by December 2008 and establishing a website by March 2009.</p>	▲	<p>The UK Geodiversity Action Plan (UKGAP) has been finalised, following a consultation exercise initiated by Natural England, and a UKGAP website has been established. JNCC has been invited to provide a secretariat, caretaking and reporting role for the UKGAP.</p>

Key performance indicator	Year end rating	Comments relating to performance
<b>Marine Management Advice</b>		
Ensure that 95% of requests for statutory advice on offshore industries are responded fully to within the relevant consultation period.		Consultations to which JNCC responded increased in both number and scope through the year. This trend is likely to continue in 2009/10 with the establishment of the new Marine Management Organisation.
By June 2008, report to Defra on the first public consultation on offshore SACs. In 2009, conduct a consultation and report on a second tranche of offshore sites, including Impact Assessment for each site. Develop and communicate Operations Advice on offshore SACs as they are recommended to Government.		A consultation report on the first seven offshore SACs was delivered on time to Defra. The second tranche of two offshore sites has been advised to Government. Impact Assessment work has been completed, and pre-consultation meetings held with major stakeholders. The start of formal consultation has been delayed awaiting Cabinet clearance. Work on Operations Advice is in hand, but at a slower pace than planned due to the co-ordination effort required for consultation for inshore SACs.
By 2009, develop an influencing strategy for the 2012 review of the Common Fisheries Policy and start to implement it.		The inter-agency Marine Fisheries Working Group agreed an approach to influencing the Common Fisheries Policy review which was discussed by the Joint Committee in December 2008. Following revision, it will be discussed again by the Committee in June 2009. It is likely that the influencing strategy will continue to develop throughout 2009/10.
<b>Marine Mapping and Area Protection</b>		
<p>Recommend to Government a series of SACs in offshore waters, in conjunction with parallel work by the UK conservation bodies in inshore waters, to fulfil Habitats Directive obligations:</p> <ul style="list-style-type: none"> <li>• by December 2008, recommend to Government two further offshore SACs for Annex I habitats in UK waters, based on existing data;</li> <li>• by March 2009, complete an assessment of the potential for identifying SACs for marine Annex II species away from the coast.</li> </ul>		<p>SAC recommendations for Dogger Bank and North West Rockall Bank were endorsed by the Joint Committee in April 2008. The Dogger Bank proposal was revised in November 2008 to incorporate results of new survey. Two offshore SACs at Bassurelle Sandbank and Hatton Bank were endorsed by Joint Committee in December 2008, and two joint inshore/offshore sites in the outer Wash in March 2009. All recommendations have subsequently been formally advised to Defra and other government departments.</p> <p>Because of the volume of work required on habitat SACs, work on species has been deferred until 2009/10.</p>
<p>Advise Government on the identification of a series of SPAs in offshore waters, in conjunction with parallel work by the UK conservation bodies in inshore waters (based upon survey and analyses by JNCC), to fulfil Birds Directive obligations:</p> <ul style="list-style-type: none"> <li>• complete analyses in respect of possible offshore SPAs (by March 2009, complete report on analyses of offshore seabird distribution data);</li> <li>• complete analyses of a further 15 inshore potential SPAs (by March 2009, conduct aerial surveys in 15 inshore SPA areas of search (weather permitting) and report on the waterbird interest in five of these inshore areas);</li> <li>• complete work aimed at identifying marine SPAs for breeding terns by March 2011;</li> <li>• deliver advice on possible marine SPAs for breeding red-throated divers (by October 2008, complete report).</li> </ul>		<p>Analyses for offshore SPAs are complete. A report has been written, and is being modified following peer review. A full inshore aerial survey programme was carried out in the winter. Four reports covering several areas of search are 'in press' and further reporting and analyses were carried out for the Thames Estuary and Liverpool Bay SPAs.</p> <p>After disappointing fieldwork results in 2007, a workshop involving tern experts from the UK and Europe was organised in December 2008 to plan future work to identify possible tern SPAs. Fieldwork is planned for 2009, but the overall schedule of work has now slipped to 2012. A report on possible marine SPAs for breeding red-throated divers has been completed. Advice is being considered in association with SNH in the first instance.</p>
By December 2008, complete maps for UK waters of habitats of conservation importance (including Habitats Directive Annex I, OSPAR and UK Biodiversity Action Plan listed habitats), to the extent possible using available data, modelling techniques and resources.		Maps for Habitats Directive Annex I and OSPAR habitats have been created, but have not yet been delivered online. Maps of UK BAP habitats will be available in the first half of 2009/10.

Key performance indicator	Year end rating	Comments relating to performance
<b>Marine Mapping and Area Protection (ctd)</b>		
<p>By Easter 2011, recommend to Government a set of Marine Conservation Zones (MCZs), identified through a stakeholder engagement process, as the offshore component of an ecologically-coherent suite of MPAs, which, together with SACs and SPAs, will meet the UK's obligations in relation to OSPAR, the Convention on Biological Diversity and the World Summit on Sustainable Development:</p> <ul style="list-style-type: none"> <li>by March 2009, develop with government national guidelines for MCZ networks and for the operation of projects to identify MCZs in offshore waters.</li> </ul>	▶	<p>Progress has been hampered by delays in agreeing funding, recruitment problems for some new posts, and delays regarding the establishment of the Scottish Project Office. However, detailed project plans have been drawn up and slow progress to date can be rectified over the course of the project period.</p>
<p>By March 2009, provide UK information for the status assessment of the species and habitats on the Initial OSPAR List as a contribution to the 2010 OSPAR Quality Status Report, and develop the evidence base as a contribution to Charting Progress 2 and the UK Marine Monitoring and Assessment Strategy.</p>	▲	<p>Assessments for the three habitats for which JNCC leads on behalf of OSPAR were approved for publication by the Biodiversity Committee in February 2009. Advice was provided on the remaining species and habitat assessments being prepared by other Contracting Parties.</p> <p>A regional assessment methodology was rolled out at the Charting Progress 2 habitats workshop in November 2008. However, because of other priorities, assessments of the OSPAR habitats could not be undertaken. A more restricted reporting of UK BAP habitats has been included in Charting Progress 2, rather than a full structured assessment which will be developed in due course.</p>
<b>Surveillance and Monitoring</b>		
<p>Develop and implement a terrestrial biodiversity surveillance strategy, and by March 2009, determine how to implement the surveillance strategy and improve its linkage with research and reporting strategies.</p>	▲	<p>Terms of reference for a biodiversity surveillance strategy implementation group have been agreed. The group will comprise representatives from government, country conservation bodies, NGOs and research bodies, and will report to the UK Biodiversity Partnership Standing Committee.</p>
<p>By June 2009, finalise proposals for marine biodiversity surveillance as a contribution to the UK Marine Monitoring and Assessment Strategy, and formulate an implementation plan.</p>	▶	<p>Defra funding of a joint project with Natural England has been agreed that will deliver over the next three years implementation options for surveillance/monitoring of marine biodiversity.</p>
<p>By June 2009, support the Policy-relevant Information programme's application of evidence with a thematic analysis of the impact of wide-scale pressures on biodiversity.</p>	▲	<p>The main area of activity has been to support Defra's Biodiversity Impact of Climate Change Observation Network (BICCONET) project, an initiative which provides an opportunity to collate evidence on biodiversity changes due to climate change. Thematic work has also started on air pollution and the evidence gaps around landscape-level policy.</p>
<p>By end of December 2009, advise Defra, devolved administrations and country conservation bodies on the implications of proposed revisions to regulations implementing the Habitats Directive surveillance and monitoring articles. Ensure advice helps implement marine and terrestrial surveillance and monitoring strategies.</p>	▲	<p>JNCC provided advice on the implications of the proposed revisions to regulations, as required. We also organised an inter-agency review of the implications of the revised regulations, provided guidance on who should undertake the new analyses that the country conservation bodies are responsible for, and advised Defra on the level of co-ordination needed to avoid future infraction risk.</p>
<b>Access to Information</b>		
<p>Support the development and use of the National Biodiversity Network (NBN), and by March 2009, work with data providers to implement the software tools developed to improve the flow of data to the NBN Gateway and increase the volume of data available through the Gateway to 35 million records.</p>	▲	<p>The target of 35 million records has been achieved. In addition, there has been a very good uptake of Recorder across Local Records Centres, and substantial progress has been made with the development of a data validation tool which should significantly improve the quality and flow of data in future.</p>
<p>By March 2009, complete the restructuring of the JNCC website to better reflect the JNCC's strategy, and establish a reliable on-going editorial process to maintain its currency.</p>	D	<p>Because of recruitment problems and the strategy review, the Executive Management Board and the company board agreed during the year to postpone restructuring of the website to 2009/10.</p>

Key performance indicator	Year end rating	Comments relating to performance
<b>Policy-Relevant Information and Reporting</b>		
By March 2009, establish a clear understanding of JNCC and country agency research needs, and identify means for undertaking this research cost-effectively.	▶	An analysis of research needs has been substantially completed. The outcomes from this work have been used to influence priority spend within Defra research and development programmes, and the nature of calls within the EU Seventh Framework Programme's environment theme and the EU BiodivERsA research programme.
By March 2009, ensure that devolved implementation of the UK Biodiversity Action Plan (BAP) reviews is fully supported and that JNCC's role is clearly defined and understood.	▶	This challenging piece of work has been nearly completed and will facilitate more efficient delivery of JNCC's contribution to the UK BAP from 2009/10 onwards.
By March 2010, through development of the UK Nature Barometer produce evidence on changes in UK biodiversity and the environmental pressures driving change, and by June 2009 produce a report on the State of UK Nature.	▲	The 2007 State of Nature report has been updated and contributed to a substantial chapter on the state of UK nature in the 4th National Report to the Convention on Biological Diversity (CBD), which focuses on achievement of the 2010 target. The CBD report also included an update of the UK 2010 biodiversity indicators.
<b>Governance and Corporate Services</b>		
Ensure corporate services are provided in a cost-effective manner that meets the needs of internal and external stakeholders, and by March 2009, undertake a full service review to set the required level of service and to define options for providing this for costs that range from plus 5% to minus 5%.	▼	Because of other priorities, the Executive Management Board agreed to postpone the service review to 2009/10, and to focus the review on internal service provision.
By March 2009, after consultation with stakeholders, update JNCC's strategy to reflect current internal and external factors, including the Joint Committee's vision.	▲	The Joint Committee endorsed a new vision and mission in March 2009, following consultation with UK Government, devolved administrations and country conservation bodies. Where possible, the new strategic direction is reflected in the business plan for 2009/10.
By March 2010, migrate JNCC's historical electronic information into a shared filing system to improve data retrieval and working practices.	▶	Successful implementation of Office 2007 has given a good foundation to migrating electronic data into a new shared filing system.

## Research contracts 2008/09

Title	Contractor	£
Bird and cetacean species observed during ship surveys off SW England	Adam Batty	5,582
National Bat Monitoring Programme	Bat Conservation Trust	93,194
Geological data interpretation reef east of Shetland	British Geological Survey	11,945
JNCC offshore programme 2009/10	British Geological Survey	13,067
Shore-based counts of seaduck, divers and grebes	British Trust for Ornithology	331 *
Services in ornithology	British Trust for Ornithology	623,615
Annual statistical analysis of mammal data from the Breeding Bird Survey, 2007–2010	British Trust for Ornithology	9,711
Non-breeding waterbirds analysis for Charting Progress 2	British Trust for Ornithology	8,206
Dogger Bank offshore draft SAC	Centre for Environment, Fisheries & Aquaculture Science	94,283
JNCC offshore programme 2008/09	Centre for Environment, Fisheries & Aquaculture Science	338,044
Isle of May seabird studies 2008	Centre for Ecology and Hydrology	14,196
Extending the use of butterfly recording data in the UK	Centre for Ecology and Hydrology	40,000
Biological Records Centre	Centre for Ecology and Hydrology	169,792
Development and service of the NBN Gateway 2008/09	Centre for Ecology and Hydrology	63,655
An analysis of methodologies for defining ecosystem services	Centre for Environmental Management, University of Nottingham	22,367
Monitoring of seabird breeding success on Orkney mainland	Dennis Paice	3,300
Using Marxan to test Marine Conservation Zone network design criteria and ecological objectives	Dr Bob Smith	3,788
A review of methodologies that could be used to formulate a Marine Protected Area network	Dr Carlo Rondinin	14,935
<i>Modiolus</i> beds – OSPAR habitat assessment	Dr Ivor Rees	2,250
<i>Lophelia pertusa</i> – OSPAR habitat assessment	Dr J Hall-Spencer	6,410
Offshore Special Areas of Conservation – preparation of impact assessments	Economics for the Environment Consultancy Ltd	17,881
Reef east of Shetland – biological data analysis	Envision Mapping Ltd	32,929
Fair Isle seabird studies 2008	Fair Isle Bird Observatory Trust	8,401
National Gamebag Census mammal analysis	Game Conservancy Trust	11,314
Canna seabird studies 2008	Highland Ringing Group	2,300
Provision of evidence of the conservation impacts of energy production	Institute for European Environmental Policy	10,211
Provision of advice to the Land Use Policy Group on EU agriculture and environment policies	Institute for European Environmental Policy	8,769
European intelligence contract	Institute for European Environmental Policy	89,400
Identification of methods, permanent and unique marking of juvenile turtles	International Zoo Veterinary Group	25,988
Provision of updated information on non-native species in the UK's Overseas Territories and Crown Dependencies	Karen Varnham	5,000
Provision of secretariat services to the Rare Breeding Birds Panel	Mark Holling	11,000
Developing a mechanism for filling knowledge gaps in UK BAP species	Peakecology	15,000
Seabird observation work on board the fisheries research vessel 'Endeavour', 16–25 March 2009	Ray Eades	3,003
Biofuel/bioenergy sustainability indicators project – a case study	Scott Wilson	3,762
Shore-based counts of seaduck, divers and grebes in inshore waters of the inner Clyde	Starling Learning	989
Analysis of methodologies for defining ecosystem services	Steve Duffield	2,408
Monitoring of severe weather	The Meteorological Office	4,038
Marine assessment and monitoring framework for application by the UK Marine Monitoring and Assessment Strategy and OSPAR (including Phase III)	University of Liverpool	28,605
Skomer seabird monitoring (seabird survival studies) 2008	University of Oxford – Edward Grey Institute	6,824
Goose and swan monitoring programme	Wildfowl & Wetlands Trust	19,578
Seabird survival monitoring on Skomer 2008	Wildlife Trust of South & West Wales	7,461

\* Contract value reflects early termination, due to unforeseen circumstances

## Reports, papers and publications

### April 2008 – March 2009

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

### Books published by JNCC

#### Annual Report 2007/2008

JNCC, Peterborough. 2008. ISBN: 978 0 10 295532 3  
[www.jncc.gov.uk/page-4434](http://www.jncc.gov.uk/page-4434)

[JR Mendum, AJ Barber, RWH Butler, D Flinn, KM Goodenough, M Krabbendam, RG Park, AD Stewart]

#### Lewisian, Torridonian and Moine Rocks of Scotland

GCR Series No 34. JNCC, Peterborough. 2008. ISBN: 978 1 86107 483 6

T Weighell

#### The biodiversity footprint of UK Foreign Direct Investment

JNCC, Peterborough. 2009. ISBN: 978 1 86107 610 6

### JNCC report series

[N Dawson], I Sohle, LJ Wilson, BJ Dean, A Webb, JB Reid

#### The numbers of inshore waterbirds using the Firth of Forth during the non-breeding season, and an assessment of the area's potential for qualification as a marine SPA.

Report 402, Peterborough. 2008. [www.jncc.gov.uk/page-4484](http://www.jncc.gov.uk/page-4484)

CA McSorley, LJ Wilson, TE Dunn, [C Gray], BJ Dean, A Webb, JB Reid

#### Manx shearwater evening rafting behaviour around colonies on Skomer, Rum and Bardsey.

Report 406, Peterborough. 2008. [www.jncc.gov.uk/page-4516](http://www.jncc.gov.uk/page-4516)

[A Mitchell, A Mellor, J Strong, M Service]

#### Broad-scale seabed habitat survey of a sandbank to the east of the Isle of Man

Report 409, Peterborough. 2008. [www.jncc.gov.uk/page-4449](http://www.jncc.gov.uk/page-4449)

[A Mellor, A Mitchell, J Strong, L Rooney, M Service]

#### North West Irish Sea mounds: hard and soft substrata habitats

Report 410, Peterborough. 2008. [www.jncc.gov.uk/page-4493](http://www.jncc.gov.uk/page-4493)

[M Dalkin]

#### Mid Irish Sea reefs habitat mapping report

Report 411, Peterborough. 2008. [www.jncc.gov.uk/page-4518](http://www.jncc.gov.uk/page-4518)

[ER Lovell], C McLardy

#### Annotated checklist of the CITES-listed corals of Fiji with reference to Vanuatu, Tonga, Samoa and American Samoa

Report 415, Peterborough. 2008. [www.jncc.gov.uk/page-4476](http://www.jncc.gov.uk/page-4476)

[KL Howell, JS Davies, C Jacobs, BE Narayanaswamy]

#### Broad-scale survey of the habitats of Rockall Bank and mapping of Annex I 'reef' habitat

Report 422, Peterborough. 2009. [www.jncc.gov.uk/page-4653](http://www.jncc.gov.uk/page-4653)

V Blyth-Skyrme, [CJ Lindenbaum], E Verling, [K Van Landeghem, K Robinson, A Mackie, T Darbyshire]

#### Broad-scale biotope mapping of potential reefs in the Irish Sea (north-west of Anglesey)

Report 423, Peterborough. 2008. [www.jncc.gov.uk/page-4542](http://www.jncc.gov.uk/page-4542)

[A Mitchell]

#### Broad-scale subtidal biotope mapping to the west of the Outer Hebrides, Scotland, UK

Report 424, Peterborough. 2009. [www.jncc.gov.uk/page-4591](http://www.jncc.gov.uk/page-4591)

[A Mitchell, M Service, R Bates]

#### Blackstone Bank and Stanton Banks habitat mapping

Report 425, Peterborough. 2009. [www.jncc.gov.uk/page-4654](http://www.jncc.gov.uk/page-4654)

[JP McWilliams]

#### Implications of climate change for biodiversity in the UK Overseas Territories,

Report 427, Peterborough. 2009. [www.jncc.gov.uk/page-4602](http://www.jncc.gov.uk/page-4602)

[I Lutchman, K van den Bossche, F Zino]

#### Implementation of the CFP – an evaluation of progress made since 2002

Report 428, Peterborough. 2008. [www.jncc.gov.uk/page-4765](http://www.jncc.gov.uk/page-4765)

### Web publications 2008–2009

T Weighell

#### Tracking biofuels policy development in selected overseas economies.

##### Phase I: data sources, global trends and overview of biodiversity impacts

JNCC, Peterborough. 2008.

[www.jncc.gov.uk/pdf/global\\_BiofuelsandBiodiversity1.pdf](http://www.jncc.gov.uk/pdf/global_BiofuelsandBiodiversity1.pdf)

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#### Tracking UK Foreign Direct Investment (FDI) into selected overseas economies.

##### Phase I report

JNCC, Peterborough. 2008.

[www.jncc.gov.uk/pdf/global\\_trackingUKForeignDirectInvestmentSummary1.pdf](http://www.jncc.gov.uk/pdf/global_trackingUKForeignDirectInvestmentSummary1.pdf)

EH Pinn

#### Formal review of research and development of contract CRO 364 –

##### cetacean strandings around the UK coast. 2008.

[http://science.defra.gov.uk/Document.aspx?Document=WC0601\\_7415\\_GEN.pdf](http://science.defra.gov.uk/Document.aspx?Document=WC0601_7415_GEN.pdf)

EH Pinn

#### Thresholds for the designation of Special Areas of Conservation for harbour

##### porpoise and other highly mobile, wide ranging marine species

[www.jncc.gov.uk/pdf/JNCC\\_P10Sept08Annex1\\_amendedFeb09.pdf](http://www.jncc.gov.uk/pdf/JNCC_P10Sept08Annex1_amendedFeb09.pdf)

[SJ Dolman, RJ Reid, JP Barley, R Deaville, PD Jepson, M O'Connell, S Berrow, RS Penrose], EH Pinn, [PT Stevick, S Calderan, KP Robinson, TK Doyle, RL Brownell Jr, MP Simmonds]

#### A preliminary note on the unprecedented strandings of 45 deep-diving

##### odontocetes along the UK and Irish coast between January and April 2008.

#### Report to the Scientific Committee No. SC-60-E5

[www.iwcoffice.org/\\_documents/sci\\_com/SC60docs/SC-60-E5.pdf](http://www.iwcoffice.org/_documents/sci_com/SC60docs/SC-60-E5.pdf)

M Parsons, I Mitchell, [A Butler, N Ratcliffe, M Frederiksen]

#### Summary of analysis of trends in UK seabird abundance and breeding success 1969–2007 – latest analysis of Seabird Monitoring Programme data.

[www.jncc.gov.uk/page-4467](http://www.jncc.gov.uk/page-4467)

[L Thomas, CREEM, St Andrews University]

#### Potential use of Joint Cetacean Protocol data for determining changes in species' range and abundance: exploratory analysis of southern Irish Sea Data

[www.creem.st-and.ac.uk/len/papers/ThomasJNCC2008.pdf](http://www.creem.st-and.ac.uk/len/papers/ThomasJNCC2008.pdf)

[This work was funded by CCW and NPWS with the contract managed by JNCC.

This work is part of the Joint Cetacean Protocol project.]

#### Global Environmental Change Committee (GECC)

#### Global Biodiversity Sub-Committee (GBSC) website

[www.jncc.gov.uk/page-4628](http://www.jncc.gov.uk/page-4628)

#### Climate change in the UK Overseas Territories: an overview of the science,

#### policy and you

[www.jncc.gov.uk/pdf/ot\\_A1ClimatechangeintheukKOTsanoverviewofthescience,policyandyou.pdf](http://www.jncc.gov.uk/pdf/ot_A1ClimatechangeintheukKOTsanoverviewofthescience,policyandyou.pdf)

#### Climate change: a practical guide for your organisation

[www.jncc.gov.uk/pdf/ot\\_Capacticalguideforyourorganisation.pdf](http://www.jncc.gov.uk/pdf/ot_Capacticalguideforyourorganisation.pdf)

#### Climate change: a practical guide for you

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#### Guidance for biodiversity conservation and management in a changing climate

#### in the UK Overseas Territories

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#### Climate change in the UK Overseas Territories (DVDs): Part 1: Impacts and Part 2:

#### Adaptation and mitigation

[www.jncc.gov.uk/page-4362](http://www.jncc.gov.uk/page-4362)

**Surveillance strategy web pages** – UK terrestrial biodiversity surveillance strategy and supporting products launched online  
[www.jncc.gov.uk/page-3713](http://www.jncc.gov.uk/page-3713)

**Vegetation sampling workshop report**  
[www.jncc.gov.uk/page-4424](http://www.jncc.gov.uk/page-4424)

**Air pollution and climate change paper – initial analysis of data needs for understanding air pollution and climate change impacts and the potential role of the Environmental Change Biodiversity Network**  
[www.jncc.gov.uk/page-4424](http://www.jncc.gov.uk/page-4424)

**Online database of national terrestrial biodiversity surveillance schemes and a summary of their results**  
[www.jncc.gov.uk/page-3721](http://www.jncc.gov.uk/page-3721)

**Seabirds and seaduck webpages** – revamped to allow online submission and downloading of data  
[www.jncc.gov.uk/page-1530](http://www.jncc.gov.uk/page-1530)

**Species conservation designations** – update to the lists of species' conservation designations  
[www.jncc.gov.uk/page-3408](http://www.jncc.gov.uk/page-3408)

## Other JNCC publications/publications involving JNCC staff

### Nature News

Issue 17 – Spring 2008 – [www.jncc.gov.uk/page-4323](http://www.jncc.gov.uk/page-4323)

Issue 18 – Summer 2008 – [www.jncc.gov.uk/page-4442](http://www.jncc.gov.uk/page-4442)

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*Global Change Biology* 14: 1455–1463. 2008.

M Parsons, I Mitchell, [A Butler, N Ratcliffe, M Frederiksen, S Foster], JB Reid  
**Seabirds as indicators of the marine environment**  
*ICES Journal of Marine Science*, 65: 1520–1526. 2008.

**Wetland management planning – a guide for site managers**  
Ramsar-CEPA-Eng. 2008.

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**Hidden patterns of colony size variation in seabirds: a logarithmic point of view**  
*Oikos*, Volume 117. 2008.

[S Murray, S Money, A Griffin], PI Mitchell  
**A survey of Leach's *Oceanodroma leucorhoa* and European storm petrel *Hydrobates pelagicus* populations on North Rona and Sula Sgeir, Western Isles, Scotland**  
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[SE Newson], PI Mitchell, M Parsons, SH O'Brien, [GE Austin, S Benn, J Black, J Blackburn, B Brodie, E Humphreys, D Leech, M Prior, M Webster]  
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**Report of the workshop on seabird ecological quality indicator, 8–9 March 2008, Lisbon, Portugal**  
*ICES*, CM 2008/LRC:06. 2008.

**5.5% du territoire maritime, L'aire marine**  
Carnet de bord, Decembre 2008, numero 3  
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NV Ellis

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In *The history of geoconservation* (eds CV Burek and CD Prosser)  
The Geological Society, London, Special Publication, 300, pp 123–135. 2008.

[RA Robinson, HQP Crick, JA Learmonth], IMD Maclean, [CD Thomas, F Bairlein, MC Forchhammer, CM Francis, JA Gill, BJ Godley, J Harwood, GC Hays, B Huntley, AM Hutson, GJ Pierce, MM Rehfish, DW Sims, MB Santos, TH Sparks], DA Stroud, [ME Visser]

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*British Birds* 101: 276–316. 2008.

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and common dolphins around the United Kingdom and Republic of Ireland**

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JNCC also provides extensive information through  
its website: [www.jncc.gov.uk](http://www.jncc.gov.uk)

**Joint Nature Conservation Committee  
Annual Report 2008/09**

Cover printed on Cocoon Gloss

Text Printed on Cocoon silk and Cyclus offset.

Cocoon is 100% recycled made from de-inked post  
consumer waste with FSC accreditation. All the raw  
materials used in its manufacture are collected from  
within 100km of the mill.

Cyclus is 100% recycled made from de-inked post  
consumer waste. The Cyclus mill has a commitment  
to the environment – as well as the use of 100%  
de-inked post-consumer waste fibre, all waste  
materials created during the manufacturing process  
are recycled, and used in products such as cement,  
asphalt, wall panelling and even fertiliser.



Designed and printed by CDS,  
[www.cds.co.uk](http://www.cds.co.uk), 2M

ISBN: 978-0-10-296013-6

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Registered in England and Wales,  
company no. 05380206.

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