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JNCC SUPPORT CO.
BOARD MEETING

REPORT FROM EXECUTIVE MANAGEMENT BOARD

Paper by Marcus Yeo

1. Since the last report to the company board, the Executive Management Board (EMB) has met five times: on 21 December, 24, 26 and 30 January and 23 February. Full minutes of these meetings are available on request. The main items discussed by EMB and other significant issues relating to the running of the company are summarised below.
2. Negotiations on pay for 2006/07 have taken place under difficult conditions because of Government's financial constraints on public sector pay. JNCC's pay remit was finally approved by Defra in January. However, the pay offer was subsequently rejected by the trade unions. Further discussion by EMB confirmed that there was no flexibility to enhance the offer without breaching the thresholds set by Government, and so the decision was made to impose the pay deal without union agreement. Despite these problems, good working relationships have been maintained with the unions.
3. EMB has approved a programme of change projects for 2007/08. Seven core projects have been identified, because of their high priority and need for significant resources (especially staff time). These are:
 - i. High-level programme reviews (to refine the strategic direction for programmes)
 - ii. External communications strategy (to implement the strategy, which will be completed in April)
 - iii. Development of the content of JNCC's website
 - iv. Environmental management (to implement the Sustainable Development Action Plan)
 - v. Aberdeen office relocation
 - vi. Brussels office relocation
 - vii. Electronic filing management (to improve management of electronic information)
3. Discussions on the relocation of JNCC's Aberdeen office are continuing. EMB discussed two options for co-locating the office with other organisations: with the Scottish Environment Protection Agency and SNH in a new building in Torry, and with Macaulay Land Use Research Institute in Craigiebuckler. The Torry site was confirmed as the preferred option, but further information on costs and other issues is needed before a final decision can be made.

4. EMB has endorsed a Sustainable Development Action Plan for the organisation. This describes the contribution that JNCC will make to Government's UK Sustainable Development Strategy and focuses on six priorities: travel; waste; energy; procurement; staff awareness; and policy advice. The Action Plan will be discussed by the Audit and Risk Management Committee in March.
5. Three new teams will be created to replace the existing Habitats, Species and Geological Conservation Review teams (the names of the teams may change):
 - *Surveillance and Monitoring* – responsible for co-ordinating JNCC's work on terrestrial surveillance and developing a strategic approach to JNCC's overall surveillance programme
 - *Targets and Standards* – responsible for delivering JNCC's work on nature conservation standards and targets, and (with support from other teams) for developing strategic advice on the management of terrestrial and freshwater ecosystems
 - *Environmental Pressures* – responsible for advising on human impacts on the environment, such as air pollution and climate change, and for promoting the sustainable use of natural resources

These changes will come into effect on 1 April.