



Ness District Salmon Fishery Board

The Way Forward

2013 Onwards

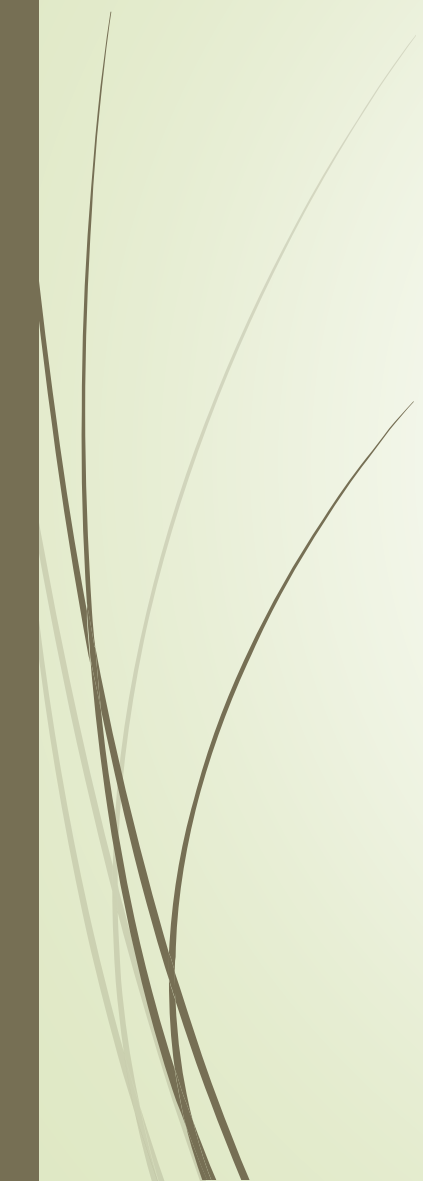


How have we got to where we are?

- ▶ Board developed a sense of frustration at talking a lot and achieving little
- ▶ Upper system report forced change by, in effect, redirecting funds
- ▶ Two strategy meetings gave ARD / MM a brief and direction
- ▶ This is our distillation of your thoughts from those meetings



Key Elements Going Forward

- Efficiently and effectively manage the Board
 - Deliver the Upper System strategy
 - Develop a habitat improvement strategy
 - Develop a strategy to reduce predation
 - Develop a strategy to remove non-native invasive species from the system
 - Deliver a more efficient and cost effective way of protecting the system
 - Appoint a full time CEO / River Director to be responsible for delivering the above strategic objectives
- 



Efficiently and Effectively Manage the Board

- Comply with all Statutes
- Comply with ASFB/RAFTS Code of Governance
- Provide efficient administration
- Ensure sound financial control
- Be a good employer



Deliver the Upper System Strategy

- ▶ Commit to the project for 10 to 15 years
- ▶ Objective to deliver a reasonable run of genetically equivalent fish
- ▶ Work with SSE, NBFT, SEPA, UHI and MH on delivery
- ▶ Provide legal consent to any proposed stocking programme
- ▶ Ensure all stocking requirements comply with ASFB Code of Good Practice
- ▶ Provide such management and financial control as may be required



Develop a Strategy for River Ness

- Continue to monitor catch statistic trends
- Commission a scoping study to collate existing data and assess; detail and carry out further research and recommend a restoration strategy
- Implement the findings of scoping study
- Examine, in conjunction with RLI of UHI the feasibility of establishing a research facility to better understand the life cycle of salmon and their introduction to the wild
- Monitor the effectiveness and cost effectiveness of other stocking programmes on their river systems



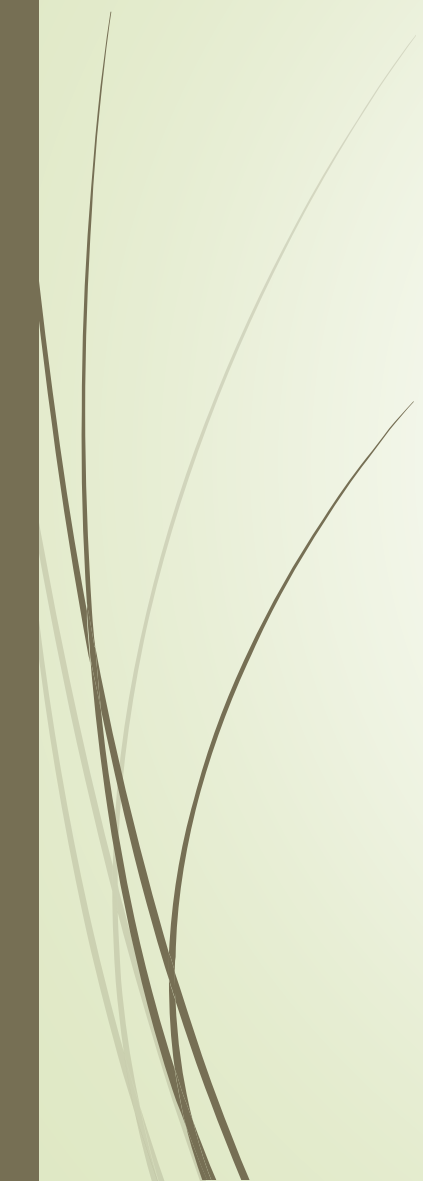
Develop a Habitat Improvement Strategy

- Good habitat quality is vital to the system
- Ness System Habitat Survey gives information required to improve habitat
- Two strategies required
 - (i) for man made obstructions – Requires help from SEPA, SNH and HC and considerable time persuading these organisations to act



Develop a Habitat Improvement Strategy

****FIRST 4 PHOTOS****





Develop a Habitat Improvement Strategy

- Good habitat quality is vital to the system
- Ness System Habitat Survey gives information required to improve habitat
- Two strategies required
 - (i) for man made obstructions – Requires help from SEPA, SNH and HC and considerable time persuading these organisations to act
 - (ii) for natural made obstructions – Can be done by Bailiffs, CEO and volunteers and just requires planning and organisation



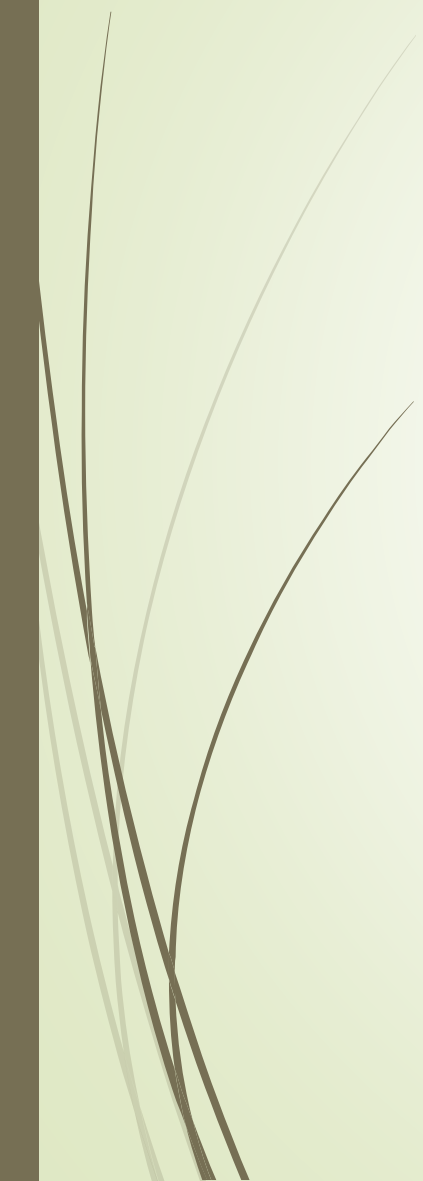
Develop a Habitat Improvement Strategy


****LAST TWO PHOTOS****





Develop a Strategy to Reduce Predation

- A largely badly understood area
 - Establish a working party to collate information on predation reduction strategies
 - Implement the recommendations of the working party
- 



Deliver a Strategy to Remove Non-Native Invasive Species from the System

- Hopeful of getting funding to carry out a complete survey of the system
- However many problems are known and can be addressed
- Need to ascertain a methodology to cover most species – task predation working party
- Needs organisation and volunteers to carry out the work



Deliver a More Efficient and Cost Effective Way of Protecting the System

- Statutory obligations to protect the system
- Presently fulfilled by employment of 2 full time bailiffs, a summer bailiff, 3 vehicles and considerable other equipment
- Cost circa £80K in 2012, this cost now unaffordable
- One full time, one summer bailiff and 2 vehicles
- Much more use of volunteer bailiffs
- Greater focus on bailiff strategy and management

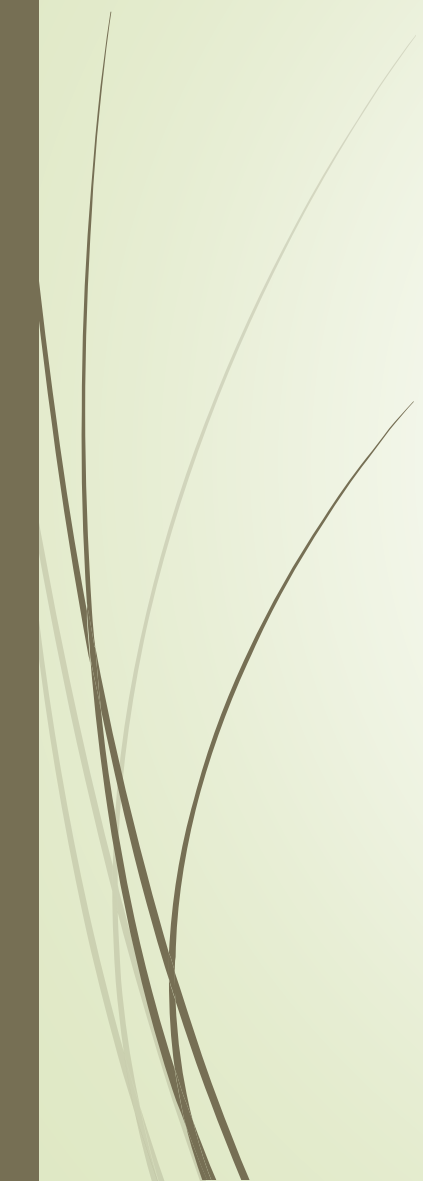


Appoint a Full Time CEO / River Director

- Responsibilities
 - Admin and Governance
 - Consultations
 - Management
 - Implementation of Strategy
- Home Based
- May not be easy to find suitable candidate
- Alternatively somebody 3 or 4 days per week
- May be more difficult to find



Key elements going forward

- Efficiently and effectively manage the Board
 - Deliver the Upper System strategy
 - Develop a habitat improvement strategy
 - Develop a strategy to resolve predation
 - Develop a strategy to remove non-native invasive species from the system
 - Deliver a more efficient and cost effective way of protecting the system
 - Appoint a full time CEO / River Director to be responsible for delivering the above strategic objectives
- 

Outline Budget to Year 15 May 2014

	£	Comentary
Income		
Assessments on Proprietors	103500	as is
Scottish & Southern Energy Plc	68000	as previous plus inflation
	171500	
Administrative expenses		
Chief executive/clerk salary	36000	Sal £30k NI £4k Pension £2k
CEO office costs	1500	Homeworking costs
Bookkeeping	3000	
Secretarial support	3000	
		1 ft, 1 pt J McC £33k WO
Bailiff salaries	38000	part time £5000
Motor expenses	6000	2 vans to go
Insurance	1500	
Telephone	1500	
Bailiff other costs	1500	
Staff Training	500	
Meeting costs	1000	
General insurance/Health & Safety	1500	
Stationery and advertising	1000	
Subscriptions	2500	
Accountant's fees	2000	Audit now required
Website costs	1000	
General expenses	2000	
Boat Patrol	1600	
Catch and release	100	
NBFT	30000	
Bank charges	400	
Depreciation	7000	
Loss/(gain) on disposals of tangible assets	0	
Legal fees	500	
Habitat improvement	2000	
Repairs and renewals	500	
Upper system project	25000	
Ness strategy report	8000	
Contingency	<u>2000</u>	
	180600	
Operating profit/(loss)	-9100	
Interest receivable		
Interest on late payments	200	
Interest payable		
Hire purchase interest	500	
Net profit/(loss) for the period	-9400	
WO redundancy cost	13000	