



Gníomhaireacht na Lochanna
Factrie für Loughs

Annual Report

Covering the Period 1 January 2021
to 31 December 2021



LOUGHS AGENCY
Annual Report and Accounts
for the period ended 31 December 2021

Laid before the Northern Ireland Assembly and both Houses of the Oireachtas in accordance with the North/South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999, Schedule 1, Annex 2, Part 7, Paragraphs 1.3 and 2.6

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Chief Executive's Overview

Chief Executive's Overview

As I write the introduction to this Annual Report, there are signs that we are beginning to emerge from the worst impacts of COVID-19. While the pandemic is not yet over, I am hopeful that this will be a more normal year for our staff and stakeholders. This Annual Report reflects how we have navigated the challenges we have faced during this period, but also highlights our outstanding achievements and ambitious plans for the future.

This was another year in which the lives and the work of our staff and the communities that we serve were affected by COVID-19. Our response to the changing and changeable nature of working has included an unprecedented level of financial, digital, practical and wellbeing support for our staff and the forging and strengthening of partnerships and collaborations across the island of Ireland and the world in terms of our EU programmes.



One of the key challenges moving forward is climate change, a changing climate is becoming more evident and the issues caused by climate change will have a profound effect on the lives of everyone for many years or even decades. Loughs Agency as a key environmental organisation in Northern Ireland and Ireland are committed to taking action to address the causes of climate change across its catchments.

This Annual Report features highlights of the year and examples of projects, initiatives and collaborations – some completed this year, others underway or just launching. Our achievements would not have been possible without the expertise, commitment, professionalism, hard work and passion of our staff. I would like to thank them for making Loughs Agency such an outstanding place to work.

2021 has seen the end of a lengthy term for a number of Board Members, I would like to take this opportunity to thank them for their hard work, dedication and commitment in helping build a strong and prosperous Agency.

I would also like to welcome to the Board our new Members, along with re-elected Member Heather Mackey on her appointment as Chair, the first female chair of Loughs Agency. I am grateful and excited to have these new Members join the Board and bring their unique talents, expertise and perspectives to the work of the Agency in order to continue to deliver our Vision.

A handwritten signature in dark ink that reads "S. McMahon".

Sharon McMahon
Chief Executive Officer

Who We Are

Who We Are

Loughs Agency is an agency of the Foyle, Carlingford and Irish Lights Commission (FCILC), established as one of the North South Implementation Bodies under the Good Friday/Belfast Agreement, constituted under the North South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999 and the British Irish Agreement Acts 1999 and 2002.

The Board of Loughs Agency reports to the North South Ministerial Council (NSMC) and its government Sponsor Departments – the Department of Agriculture, Environment and Rural Affairs (DAERA) in the North, and the Department of the Environment, Climate and Communications (DECC) in the South. The Agency is funded on a 50/50 basis by DAERA in Northern Ireland and DECC in Ireland.

Our Headquarters are based in Derry~Londonderry, with a Regional Office in Carlingford, Co Louth and an operational depot in Omagh.

The Agency's Vision is:

"Through partnership and science, protecting and developing our fisheries and natural resources".

Our mission is to:

"Sustainably manage, promote and develop the fisheries and resources of the Foyle and Carlingford areas".

The Agency has responsibility for 4,070km² of catchment in the Foyle area and 480km² in Carlingford, with responsibility for the 2 sea loughs and an area extending 12 miles out to sea from Lough Foyle, which stretches to Downhill in Northern Ireland, and Malin Head in Donegal. Loughs Agency has been delivering transboundary fisheries management in these waters since the establishment of its predecessor in 1952, the Foyle Fisheries Commission, with the remit of overseeing the management and protection of Atlantic salmon and the inland fisheries of the Foyle catchment.

Loughs Agency aims to provide sustainable social, economic and environmental benefits through the effective conservation, management, promotion and development of the fisheries and marine resources of the Foyle and Carlingford Areas.

The Agency's statutory functions are:

- Promotion of development of Lough Foyle and Carlingford Lough for commercial and recreational purposes in respect of marine, fishery and aquaculture matters.
- Management, conservation, protection, improvement and development of the inland fisheries of the Foyle and Carlingford Areas.
- Development and licensing of Aquaculture and Shellfisheries.
- Development of Marine Tourism.

The high level Strategic Priorities identified in our [Strategic Direction for a New Decade 2020–30](#), enabling Loughs Agency to fulfil its statutory remit are:

- Our Remit: Raising the Standards
- Making Connections
- Just Transition
- Organisational Excellence

Our Goals are to:

- Sustainably deliver our conservation and protection statutory remit.
- Making connections through effective engagement and communication.
- Understanding and strategically promoting Just Transition.
- Valuing all staff, inspire our workforce and improve performance through innovation.

Equality, Diversity, Gender

Equality, Diversity, Gender

Loughs Agency is committed to creating and sustaining a positive and inclusive working environment for our employees. Our aim is to ensure that employees are equally valued and respected and that our organisation is representative of all members of society. We define diversity as valuing everyone as an individual – we value our employees, job applicants, students, associates and visitors as people. This is reflected within our values and behaviours and our leadership habits that:

- We treat everyone well and with empathy
- We lead with integrity and authenticity.

Commitment to Equality, Diversity and Inclusion

We believe that everyone stands to benefit when we embrace and value the diversity of thoughts, ideas and ways of working that people from different backgrounds, experiences and identities bring. It helps our employees to grow and learn, enables them to realise their potential, improves decision-making, boosts engagement and innovation, and enables us to better meet the needs of our diverse customer base.

To this end, we have made the following commitments:

- To create an environment in which individual differences and the contribution of all team members are recognised and valued.
- To not tolerate any form of unacceptable behaviour, harassment, discrimination, bullying (including cyber bullying) or victimisation in any area of employment or in the provision of our services to our customers.

- To provide guidance and training to the Board, employees and contractors on diversity, inclusion and equality of opportunity.
- To encourage anyone who feels they have been subject to or witnessed discrimination to raise their concerns with their Line Manager or Trade Union representative.
- To make every person aware of their personal responsibility for implementing and promoting equal opportunities in their day to day dealings with people and encourage employees to treat everyone with dignity and respect.
- To regularly review all our employment practices, policies and procedures to ensure compliance with the requirements of this statement.
- To monitor the effectiveness of our commitment to diversity and inclusion and the supporting policies and procedures and share with the consultative bodies at least annually.

We require all members of staff to recognise these commitments and act in accordance with them. In addition, we will comply with all relevant legislation and good practice.

No individual will be unjustly discriminated against. This includes, but is not limited to, discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Dealing with Discrimination

Unacceptable behaviour, harassment, discrimination, bullying (including cyber bullying) or victimisation of any individual is

perceived as contradictory to our aspirations for a supportive working environment and will not be tolerated. Any allegations of such behaviour will be investigated, and ultimately disciplined, in accordance with the Dignity at Work Policy and Procedure.

This statement is reviewed regularly and if necessary, revised in the light of legislative or organisational changes. It is made available to the public through Loughs Agency's website and other means.

Responsibility

- The Board has overall responsibility for ensuring that we operate within a framework of equality of opportunity.
- The Senior Management Team has overall management responsibility, delegated to all managers throughout the organisation.
- All employees have a duty to support and uphold the principles of our commitment to equality, diversity and inclusion and its supporting policies and procedures.
- Responsibility for the review of this statement lies with the Director of Corporate Services.



Board Members

Board Members

The FCILC Board comprises of 12 Members appointed by the NSMC. The Board exercises the functions of the Body in relation to the Foyle and Carlingford Areas through Loughs Agency. From 1st January 2021 to 12th December 2021 the Board was made up of 3 female and 8 male Board Members. From 1st April 2021 4 of these Board Members were inactive due to the ongoing political situation in Northern Ireland.

On 14th October 2021 the NSMC appointed 5 new Board Members to the Board of Loughs Agency to take up their appointment from 13th December 2021. On the same date Heather Mackey was appointed Loughs Agency Chair, for the period 13th December 2021 to 12th December 2026.

From 13th December 2021 the Board comprised of 3 female and 7 male Board Members. There are currently 2 vacancies on the Board, a Vice Chair and one Board Member.

Governance

The roles and responsibilities of Loughs Agency's Board are set out in the Financial Memorandum for the Agency, matters specifically considered by the Board include:

- Declaration of Interests;
- Setting Board Strategy, in agreement with the NSMC;
- Reports from Committees;
- Financial Reports / Management Accounts;
- Performance Reports, and;
- Reserved Matters.

Under the obligations set out in its Code of Conduct, the Board has corporate responsibility for ensuring that the Agency fulfils the aims and objectives set by its Sponsor Departments; DAERA and DECC, which are approved by the NSMC, and for promoting the efficient, economic and effective use of staff and other resources by the Agency.

The Board

The Board of Loughs Agency:

- establishes the overall strategic direction of the Agency within the policy and resources framework determined by the NSMC, relevant Ministers and Sponsor Departments;
- constructively challenges the Agency's Senior Management Team in their planning, target setting and delivery of performance;
- ensures that Sponsor Departments are kept informed of any changes which are likely to impact on the strategic direction of the Agency, or on the attainability of its targets, and determine the steps needed to deal with such changes;
- ensures that any statutory or administrative requirements for the use of public funds are complied with; that the Agency operates within the limits of its statutory authority and any delegated authority agreed with Sponsor Departments, and in accordance with any other conditions relating to the use of public funds; and that, in reaching decisions, the Board takes into account all relevant guidance issued by the NSMC, the Finance Departments and Sponsor Departments;
- ensures that it receives and reviews regular financial information concerning the management of the Agency; is informed in a timely manner of any concerns regarding the activities of the Agency; and provides positive assurance to Sponsor Departments that appropriate action has been taken on such concerns;
- demonstrates high standards of corporate governance at all times, including using the independent Audit and Risk Committee to assist the Board in addressing key financial and other risks facing the Agency.

There were 4 Board Meetings held in 2021. Due to the ongoing political situation in Northern Ireland the Agency was unable to achieve a quorum for 2 of its 6 required Board meetings during 2021.

Details of Board membership and attendance at meetings held during 2021 are as follows:

Board Member	Position	Attendance
Laurence Arbuckle (Board Chair until 12th December 2021)	Chair	4
Andrew Duncan (term ended on 12th December 2021)	Vice Chair	3
Phil Mahon (term ended on 12th December 2021)	Member	4
Michael McCormick (term ended on 12th December 2021)	Member	3
Terry McWilliams	Member	0
Allan Ewart (term ended on 12th December 2021)	Member	0
Alastair Patterson (term ended on 12th December 2021)	Member	0
Ian McCrea (term ended on 12th December 2021)	Member	1
Fiona Walsh (second term commenced 13th December 2021)	Member	3
Heather Mackey (Board Chair from 13th December 2021)	Member	4
Patrick Gibbons (term ended on 12th December 2021)	Member	4
Danny Kennedy (appointed 30th July 2021)	Member	2
Frances Lucy (appointed 13th December 2021)	Member	
Declan Little (appointed 13th December 2021)	Member	
Niall Greene (appointed 13th December 2021)	Member	
Jack Keyes (appointed 13th December 2021)	Member	
Conor Corr (appointed 13th December 2021)	Member	

No.	Date
125	23rd February 2021
126	15th June 2021
127	21st October 2021
128	8th December 2021

Minutes of the above meetings are available on the Agency's website:
www.loughs-agency.org

Audit and Risk Committee

Audit and Risk Committee

The FCILC Board established an Audit and Risk Committee to support them in their responsibilities for issues of risk, control and governance and associated assurance.

The Audit and Risk Committee advises the Accounting Officer and the Board on:

- the strategic processes for risk, control and governance and the Statement of Internal Control;
- the accounting policies and the Annual Report and Accounts of the Agency;
- the planned activity and results of both Internal and External Audit;
- adequacy of management response to issues identified by Internal and External audit reports;
- assurances relating to the management of risk and corporate governance requirements for the Agency;
- consider anti-fraud policies, whistleblowing processes and arrangement for special investigations;

- receive any relevant reports from the Comptroller and Auditor General's, and other organisations;
- consider the findings of any relevant internal and external reviews which have significant implications for the Agency.

There was 1 Audit and Risk Committee Meeting held in 2021. Due to the ongoing political situation in Northern Ireland the Agency was unable to achieve a quorum for 3 of its 4 required Audit and Risk Committee meetings during 2021. At the 127th Board Meeting on 15th June 2021 Phil Mahon was appointed to the Audit and Risk Committee.

Chair of the Audit and Risk Committee Patrick Gibbons resigned on 14th October 2021.

Details of Audit and Risk Committee membership and attendance at meetings held during 2021 are as follows:

Board Member	Position	Attendance
Patrick Gibbons (resigned 14th October 2021)	Chair	1
Fiona Walsh	Member	1
Allan Ewart	Member	0
Alastair Patterson	Member	0
Phil Mahon (appointed 15th June 2021)	Member	1
Andrew Walker	Co-Opted Member	1

Audit and Risk Committee Meetings

Date

15th September 2021

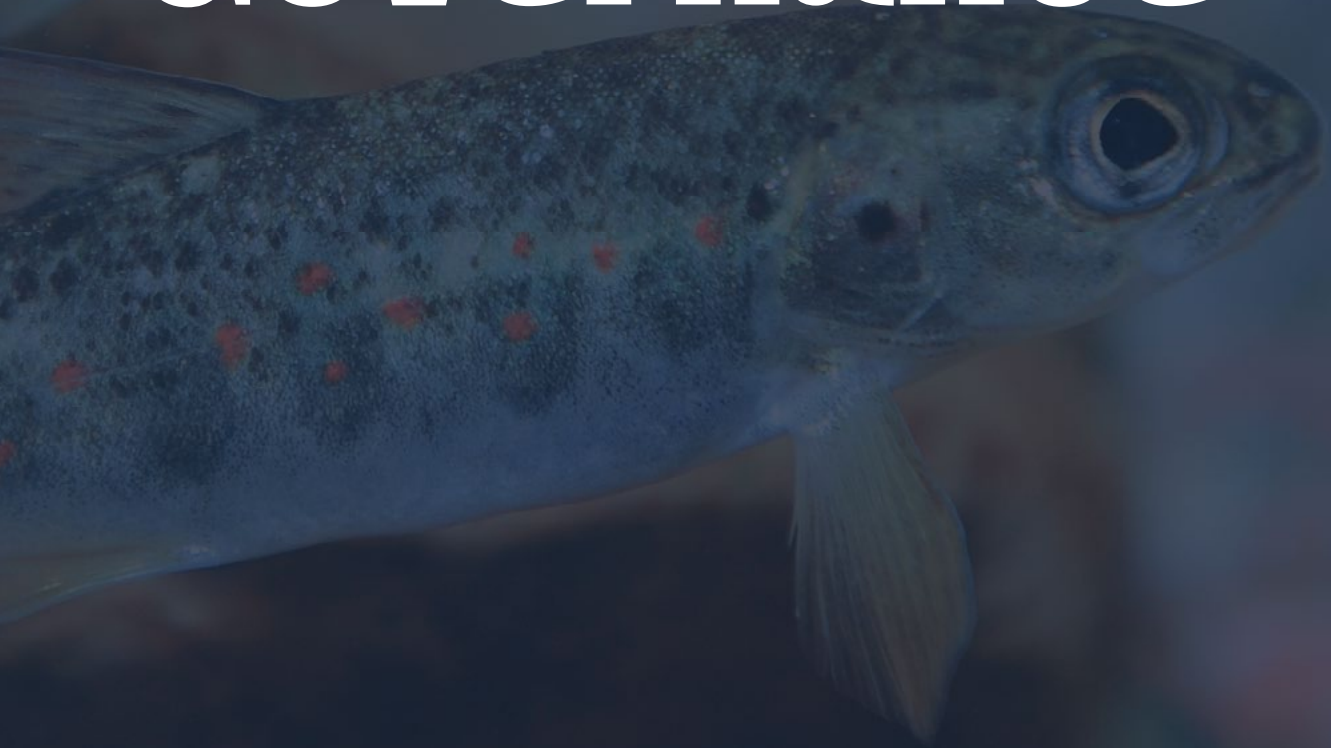
North South Ministerial Council

North South Ministerial Council

There were no Aquaculture and Marine Sectoral Meetings of the North South Ministerial Council held in 2021.



Corporate Governance



Corporate Governance

The Corporate Services Directorate is a key enabler for the delivery of the Agency's strategic goals. The Agency continued to meet its Corporate Governance responsibilities throughout 2021. This was evidenced through regular updates provided to the Board and Audit and Risk Committee, complying with risk management processes and ensuring an effective system of internal control.

The Agency monitored its expenditure against approved budgets and reported to its Sponsor Departments on a regular basis. Regular Governance and Accountability meetings with Sponsor Departments as well as day to day

engagement, continued throughout 2021 to ensure ongoing compliance with the Code of Practice for the Governance of State Bodies and Oversight Agreement (DECC) and the Sponsorship Manual (DAERA).

Internal Audit

Internal Audit is an important part of the overall Corporate Governance of the Agency. The Internal Audit tests systems, associated procedures and controls and reports upon their effectiveness. In 2021 the Agency received a satisfactory rating.

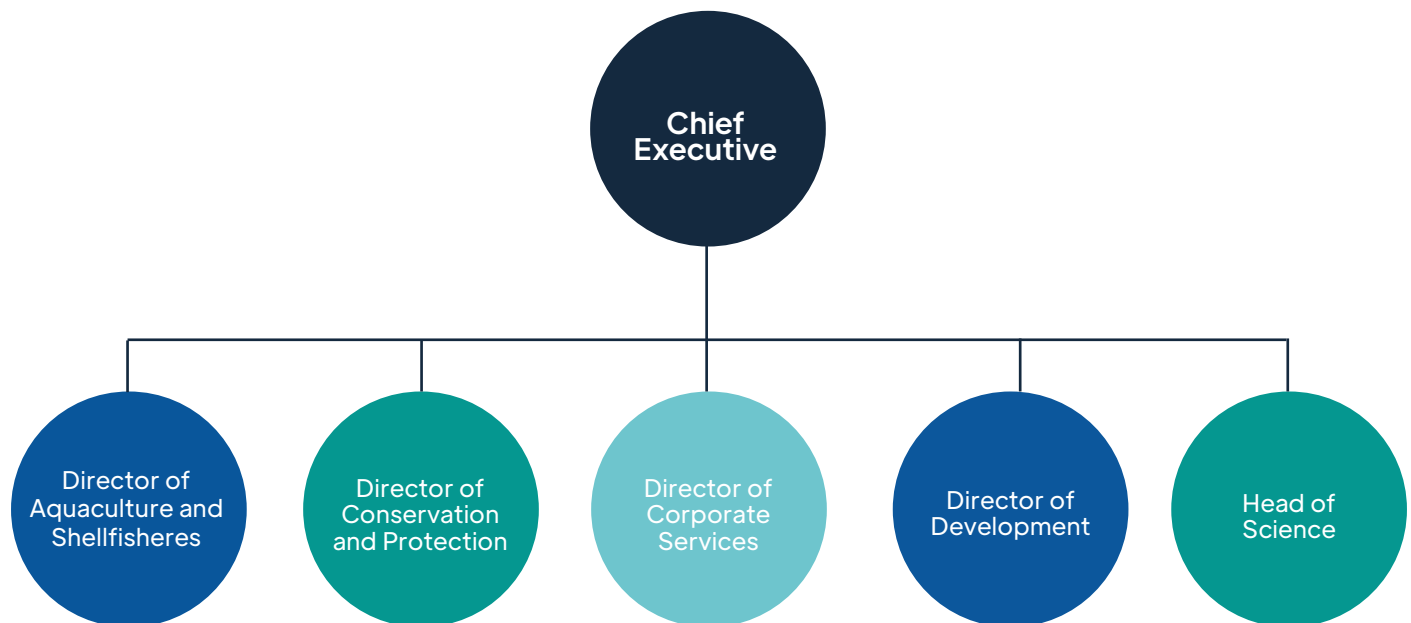


Staffing

Staffing

The Agency operates within a 4 Directorate structure (Development, Aquaculture & Shellfisheries, Conservation & Protection and Corporate Services) a Science section, with a current approved permanent core staffing complement of 53.

Senior Management Organisational Chart as at 31st December 2021



Staff Development

Staff Development

The Agency recognises the importance of staff development and the delivery of appropriate continuous personal development initiatives for all staff. Throughout the year, the Agency addressed the training and development needs of staff, focusing on knowledge and skills retention and motivation appropriate to the achievements of the Agency's objectives and individuals' needs.

Complaints Handling

The Agency has a complaints handling procedure. The procedure can be found [here](#). There were no complaints received in 2021.



Response to COVID-19

Response to COVID-19

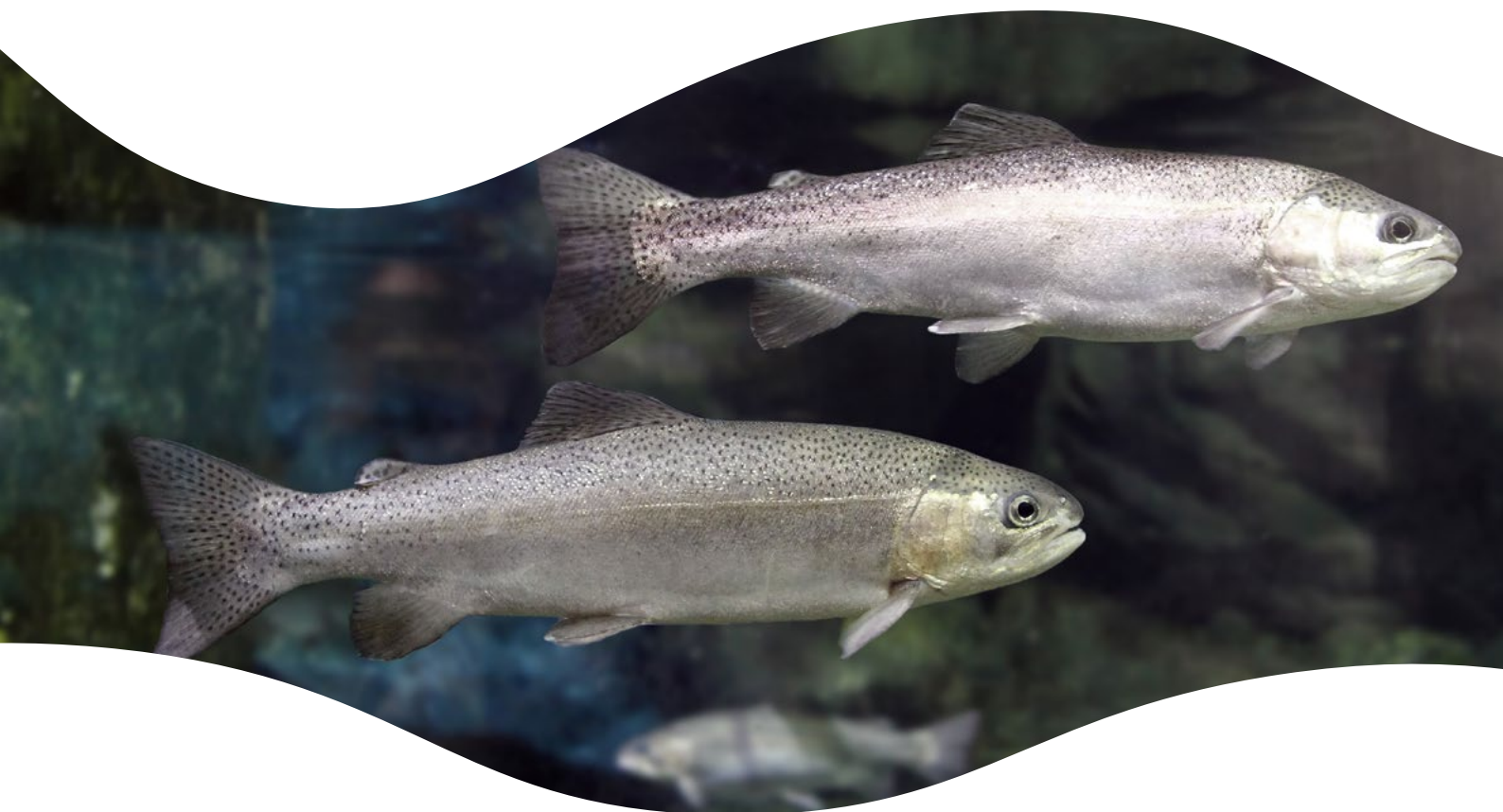
Throughout the COVID-19 pandemic Loughs Agency remained committed to providing a safe and healthy environment for employees, stakeholders and members of the public while ensuring business continuity.

Our offices and Riverwatch Visitor Centre remained closed to the public and all administration, technical and professional staff continued to work from home in line with government advice throughout 2021.

The Senior Management Team continued to review its COVID-19 response plan, including a range of secure working practices.

The Agency's Fisheries Protection and Scientific staff continued to deliver the Agency's statutory remit throughout 2021, in line with government guidelines in both jurisdictions.

It is hoped that the Agency can return to the office environment during 2022 following the easing of government restrictions. Due to the success of home working the Agency's Senior Management Team will consider a hybrid model of working, which facilitates a blend of home and office working with ongoing monitoring and adherence to public health guidance.



Key achievements for 2021

Key Achievements for 2021

Fisheries Protection

Despite issues relating to COVID-19, enforcement operations remained at full capacity throughout 2021. The protection crews continued to carry out shore and boat patrols across the Foyle and Carlingford Areas. These patrols led to a number of seizures of illegal fishing equipment.

The Agency is grateful for the continued support from the Police Service of Northern Ireland and An Garda Síochána.

Seizures

	2017	2018	2019	2020	2021
Boats and Cars	3	1	2	7	4
Net	78	41	31	37	40
Other	17	7	8	7	17
Fishing Rods	46	42	48	55	43
Salmonid	27	17	14	75	43
Other Fish	4	27	215	15	120
Bags of Oysters	4	8	1	2	0

Pollution Incidents

Throughout 2021 Loughs Agency dealt with water pollution related issues, mostly due to civil construction and agricultural slurry. In addition, Agency staff responded to oil spills, sewage discharges, unauthorised landfill sites and issues arising from the management of green energy projects. One of the more serious incidents was a major fish kill on the Aghlisk River in May 2021.

Over the year the Agency investigated 482 incidents.

	2017	2018	2019	2020	2021
Non-Agriculture Waste Discharge	14	13	11	24	23
Agriculture	87	57	82	107	81
Chemical	4	4	8	4	6
No Pollution Found	79	64	60	33	286
Oil	4	14	17	18	7
Other	41	24	54	68	37
Sewage	23	12	17	26	36
Fallen Animals	4	3	2	1	6

Scientific Fisheries Monitoring

The Agency continued to invest in development of its Fish Counter Programme to ensure its 4 statutory fish counters on the Rivers Finn, Roe, Mourne and Faughan met the domestic legislative requirements and international agreement standards, allowing the Agency to make robust returns to the International Council for the Exploration of the Seas and the North Atlantic Salmon Conservation Organisation.

The collection of key and statutory data including the information for Status Reports was completed successfully during 2021.

The smolt traps were successfully tested and deployed on the Rivers Roe and Faughan, allowing evaluation of the 2021 smolt run and enabling the SeaMonitor Project to tag smolts.

In 2021 the following data was derived from the legislative cited fish counters:

- The River Finn failed to meet its conservation limit.
- Using the data from the University of Glasgow's work on the weir at Sion Mills the River Mourne met its conservation limit and management target.
- The River Faughan met its conservation limit and management target.
- The River Roe met its conservation limit and management target.

	Conservation Limit	% Compliance	Management Target	% Compliance	2021 Count
River Finn	4,328	56	5,410	45	2,409
River Mourne	6,287	51	7,859	41	3,197
River Roe	1,466	301	1,833	240	4,415
River Faughan	640	371	800	297	2,373

Given the failure of the River Finn to meet its conservation limit in 2020 a Declaration was made in early 2021, in pursuance of Article 3 of the Foyle Area (Control of Fishing) Regulations 2010, Section 13(1) of the Foyle Fisheries Act 1952 and Section 13 (1) of the Foyle Fisheries Act (Northern Ireland) 1952.

This Declaration suspended netting in the River Foyle, Lough Foyle and seaward of Lough Foyle, and restricted angling in the River Finn to angling on a catch and release basis only for the entire 2021 season.

Fish Count Summary 2017 – 2021

	2017	2018	2019	2020	2021
River Finn	1,985	3,955	4,247	2,302	2,409
River Mourne	912	1,214	2,820	3,915	3,197
River Roe	2,371	4,305	1,573	3,696	4,415
River Faughan	1,763	1,046	3,976	6,300	2,373

Artificial Intelligence

Loughs Agency has made significant progress in development of technology-based enhancements in its scientific monitoring programme across fish species, habitats, water quality and climate change initiatives.

The use of Artificial intelligence (AI) within Loughs Agency's fish counter programme helps reduce the time and effort required in validating fish count data with their respective video files. Video validation is time consuming and laborious, so in using machine learning Loughs Agency can automate the entire process from data collection to scientific reporting.

The Agency ran a pilot programme in 2020 with successful outcomes, which included the identification of species and the development of a reporting portal for AI accuracy and video collation from VAKI counter data processed from the River Faughan fish counter site. In 2021 the project moved forward and is envisaged to expand the current machine learning by incorporating Loughs Agency's resistivity counters overhead video validation footage for analysis and data processing. Ultimately the project's end goal for future seasons would be to use AI across the entire Loughs Agency counting catchment as validation and data analysis of its fish counters and its generated scientific data.

Water Quality Programme

During 2021 the Agency continued to implement its Continuous Freshwater Monitoring and Telemetry Programme to enable real-time recording of water quality characteristics.

EXO Sondes are a premium water quality monitoring system with a dynamic range of digital smart sensors for multi-parameter applications and feature-rich software for managing water quality data. The latest model from Sondes and new weather stations have been deployed since January 2012 in the Rivers Roe, Finn and Mourne.

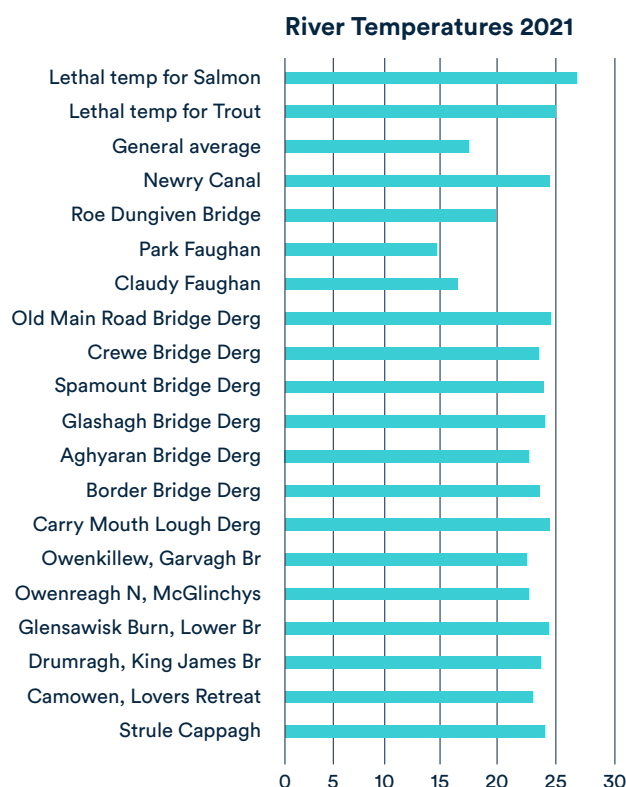
Two additional Sondes were deployed in September 2021 in the Camowen and Clanrye Rivers.

Eel Passes

In 2021 the Agency installed eel passes on the Rivers Roe and Strule. The Agency now has four eel passes on the Rivers Roe, Faughan, Strule and Finn, enabling the safe upstream passage of eels in our river systems.

In River Temperature

The biggest challenge to the Agency's wild fisheries in 2021 came from the long, hot spell of weather in late July.



Salmon require cold, clean, oxygenated water to survive. For salmon, water that is too warm can be lethal. Higher temperatures increase the demand for oxygen and decrease its supply. As temperatures rise, toxicity of the water may also increase as toxic substances become more soluble. In addition, warmer water temperatures can harm salmon's immune system and makes salmon an easy target for diseases.

During the period of extreme weather conditions Fishery Officers measured the water temperature in the rivers, the results are displayed below against lethal temperatures. The lethal temperatures are derived for clean water, and where dissolved oxygen is compromised, they can be much lower. The Rivers Roe and Faughan were not as badly

affected, this was most likely because of the inflow of natural ground water from sand and gravel deposits which helped maintain the river temperatures.

Mourne Beg Restoration

On 13th November 2020 a section of approximately 4.5 hectares of peat bog adjacent to a wind farm development site slipped into a feeder stream and subsequently into the Mourne Beg River.

Following the event two Inter-Agency Working Groups were formed, one for enforcement and one for restoration. During 2021 the groups met regularly to review the incident as it developed. The purpose / objective of the groups was primarily to allow the sharing of scientific data and information in so far as possible, including but not limited to that which identifies the habitats and species affected, as well as the extent of the impact on such habitats and species, and the most appropriate way to attain restoration for the habitats and species.

The groups, chaired by Loughs Agency include the following:

- Donegal County Council (Planning Enforcement, Environment Section and Engineers).
- Environmental Protection Agency Ireland (Biologists and Liability Directive Staff).
- National Parks and Wildlife Service.
- Northern Ireland Environment Agency (Environmental Liability Directive, Water Quality and Natural Designations Section).
- Derry City and Strabane District Council.
- Northern Ireland Water (Water Treatment staff).

Following additional funding from both Sponsor Departments the Agency commenced restoration works on the Mourne Beg River during 2021 following the completion of a number of surveys. For restoration purposes the team working on the Mourne Beg River has split the river into seven separate zones and an action plan has been drawn up for each zone.

Proposed work for each zone will vary depending on the level of intervention required. For example, zone one located at Croagh Bridge which extends approximately 550m downstream of the bridge included a mix of hard and soft engineering techniques to remediate spawning gravels affected by peat pollution and to protect the river from potential livestock poaching, whilst enhancing the riparian environment with biodiverse plant life. Fencing, tree planting, rock revetments, gravel cleaning and horseshoe groins will be included as part of the remediation plan for each zone.

Angling and Fisheries Development

TREES – Tree planting for River Enhancement through Environmental Solutions

During 2021 the Agency commenced the first year of a three-year innovative nature-based approach to proactively enhance and support fisheries management. Working in partnership with Woodland Trust, this is a proactive approach to address issues that could potentially have catastrophic effects on fisheries, which will embrace partnership working with landowners, farmers, and other like-minded organisations.

The project targeted four specific areas in 2021 and has established an approach that will be continued in the coming two years in other areas of the Foyle and Carlingford catchments.

Habitat and Reinstatement Schemes

Loughs Agency staff have undertaken significant habitat works during the year, these have included riparian fencing, tree-planting, and the development of instream salmonid habitat structures. The Agency has also undertaken erosion control schemes to protect juvenile salmonid habitat. For example:

Owenkillew

Flood waters had stripped the 160m riverbank area of vegetation, and trees became unstable resulting in subsidence and suspended solids entering the river at Beltrim Estate in Gortin, Co Tyrone. Loughs Agency reinforced the bank by driving vertical larch timber poles into the edge of the river and fixing layers of horizontal poles to protect the base of the riverbank. Brash was installed behind the poles to help catch silt and debris and naturalise the bank. The area behind the revetment was planted with native broadleaf trees including hazel, oak, alder and willow.

Camowen

A section of the river, known as Bertie Anderson's, suffered bank slippage due to a combination of public and livestock access over the years. The subsidence resulted in silt entering the river, impacting downstream spawning beds and a narrowing of the channel.

Soft engineering works were completed by installing 60m of root wads to help stabilise the bank. The locally sourced wads will help to catch and reduce silt in the river and revegetate the bank. 40m of vertical larch timber piles were also driven into the edge of the river along with horizontal poles to protect the base of the river bank. Brash was placed behind to help catch silt and debris.

River Finn

Each winter, Loughs Agency Fishery Officers survey the River Finn for salmon redds and in recent years have noticed a decline in several sites. Habitat surveys also identified shifts in large volumes of gravel at several locations along the river. The gravel has been washed downstream in some areas, stripping it of spawning habitat.

Clean glacier gravel has been installed in the river at two stretches near Annick Bridge. The location of the sites are within close proximity to holding pools where returning adults lie before spawning. Gravel banked by flood waters near Ivy Bridge was re-distributed, creating 2 new spawning beds.

Angling Development

The development of recreational angling continues to be a focus for the Agency. The Agency commenced a review of its permit waters during 2021. This review will focus on the quality of the angling experience on the Rivers Foyle and Finn, as well as the Greenbraes. Any recommendations will be included in the Angling and Fisheries Development Strategy.

Managing the Lough Foyle Native Oyster Fishery

Native Oyster Spawning Assessment

The native oyster spawning assessment took place between June and September 2021. Weekly samples were taken to determine gonad maturation within the oyster stock, variations in bivalve larval abundance and the prevailing environmental conditions within 5 oyster beds. Water temperature trends are a driver of spawning success and the trends in 2021 showed that it was an adequate summer spawning season. Larval quantities peaked in mid-summer which could signify a late settlement took place within the fishery. There was limited evidence of a new spatfall on the beds during the autumn stock assessment which would be in keeping with the trends observed during this spawning assessment. Evidence of any late settlement in October and November similar to 2014 will be investigated in the 2022 spring stock assessment.

Native Oyster Stock Assessment

Native oyster stock assessments were conducted from June–July (post-fishery) and August–September (pre-fishery) 2021. The 2018 cohort was very strongly represented once again and these 3-year-old oysters have begun to recruit into the fishery at 80mm, although a small minority will be lower than the desired market weight still. Biomass estimates were at record highs of over 1,000 tonnes for each survey and this increase in biomass will transfer into a more productive fishery over the next few seasons.

There was no unusually high mortality observed during either survey. Total biomass of the stock was estimated at 1,233 tonnes biomass in spring 2021. In autumn 2021 there were a total of 1665 tonnes of biomass reported. There were an estimated 224 tonnes in spring and 318 tonnes in autumn over 80mm which will offer a substantial fishing opportunity and an estimated 587 tonnes in spring and 775 tonnes in autumn of oysters above 70mm in size which indicates strong potential for the 2022/23 fishery. Numbers of slipper limpets and feral Pacific oysters remain low and not of significant levels.

Year	Survey	Total Biomass	Total (predicted) Fishable Biomass Spring >70mm	Total Fishable Biomass Autumn >80mm
2017	Spring	438	248	-
	Autumn	684	-	315
2018	Spring	509	372	-
	Autumn	724	-	269
2019	Spring	504	329	-
	Autumn	479	-	116
2020	Spring	378	66	-
	Autumn	1,055	-	69
2021	Spring	1,233	587	-
	Autumn	1,665	-	318

Native Oyster Fishery

The 2021/22 fishing schedule was increased in line with prevailing improvements in stock biomass, with the fishery opening on 5th October 2021. The fishery opened 2 days per week for 11 weeks. In total 38 licences were sold for the 2021/22 season. 30 of the registered licences have been used, however 8 of the boats have not fished so far this season. At the end of 2021, there was a total of 104,066kg of native oysters removed from the Lough.

Season	Number of Licences sold	Number of Days Fished	Total Landings (t)
2017/18	55	17	205
2018/19	79	14	119
2019/20	40	32	48
2020/21	39	38	42
2021/22	38	38	104*

*as at December 2021

On 8th November 2021 it was reported by vendors that there were increased levels of mortalities in the landings. Samples were collected and sent to Marine Institute's Laboratory, the results highlighted that there was a slight increase in the levels of Bonamia. Regular sampling previously reported that Bonamia levels were at 40%, these levels are in line with previous sampling with no increase. The extra sampling at the end of the year indicated that bacteria levels increased to 46%. Bacteria and mortality levels will continue to be monitored throughout 2022.

Native Oyster Habitat Enhancement Project

A tender was awarded in September 2021 for the delivery of shell cultch material to Lough Foyle for use in a native oyster enhancement project in Lough Foyle. This shell material will be weathered at a site on the shores of Lough Foyle for 6 months before being relayed on the seabed in 2022 to increase the quantity of suitable oyster habitats and encourage increased settlement of spat oysters in the coming years. The limitation of good quality shell habitats has been identified as a bottleneck for increasing production within the fishery for many years and this will be the first large scale project to address this issue.

Loughs Agency Accommodation

During 2021 the Agency continued to invest in its operational facilities. The construction of a replacement regional office in Omagh continued. Work is expected to finalise in quarter one of 2022 with a handover date planned for March 2022.

Phase one of development works at Loughs Agency Headquarters was completed in 2021.

The Agency agreed a long term lease (20 years) for a regional office in Carlingford in quarter one of 2021, with redevelopment works commencing in quarter four. It is anticipated that refurbishment works will complete in quarter four 2022.

Just Transition

During 2021 the Agency evaluated the requirements for an Agency wide Climate Action Plan which will ensure that the Agency is in a position to implement a plan which will produce strategic, meaningful actions. A Climate Action Plan will be fully developed in 2022. Throughout the year the Agency continued to integrate technology into our business processes, by doing so, we can ensure we have the knowledge needed to maintain our assets by using digital technologies which will decrease our carbon footprint.

Governance and Accountability

The Agency monitored its expenditure against approved budgets and reported to its Sponsor Departments on a regular basis. Regular Governance and Accountability meetings with Sponsor Departments, and day to day engagement, monitored ongoing compliance with the Code of Practice for the Governance of State Bodies and Oversight Agreement (DECC) and the Sponsorship Manual (DAERA).

Internal Audit

Internal Audit is an important part of the overall Corporate Governance of the Agency. The Internal Audit tests systems, associated procedures and controls and reports upon their effectiveness. In 2021 the Agency received a satisfactory rating.

Environmental Education and Outreach

Our education and outreach programmes have been severely hampered by the COVID-19 pandemic. All our innovative and highly interactive education and engagement activities were curtailed until the latter part of the year.

Salmon Ambassadors

The Salmon Ambassadors Programme was delivered to 8 schools across the Foyle and Carlingford catchments in 2021. Due to COVID-19 restrictions Salmon Ambassadors was delivered online using pre-recorded Google Classroom lessons.

Three modular lessons covering content on salmon life cycles, migrations, threats, and conservation were created and supplemented with activity packs. The Salmon Ambassadors Team set up a live hatchery system and sent update videos to the schools. In addition to the online lessons a "Virtual Field Trip" video was produced which showcased salmon habitats in the Foyle and Carlingford areas.

A video entitled "Salmon Station" was also created which showcased all the children's work. The Salmon Ambassadors Web Conference was held on 9th June 2021 via Zoom, hosted by Barra Best. 7 of the 8 schools participated in the conference and presented on what they learned on the programme.

External Partnership Projects

Binevenagh & Coastal Lowlands Landscape Partnership Programme (Year 1)

2021 saw the commencement of the Binevenagh and Coastal Lowlands Landscape Partnership Programme, which is funded by the National Lottery Heritage Programme and includes contributions from the Agency and a range of partners. This project will be delivered over a five-year period, with 13 specific projects. Loughs Agency scientific and enhancement advice are key to the successful delivery of some of these projects, which will complement the efforts of the Agency in conserving, protecting, and enhancing the local area, part of the River Roe catchment.

Transnational River Access and Recreation

Since 2019 Loughs Agency has been a project partner of a river-based cooperation project with Donegal County Council and several LEADER funded Local Action Groups in Northern Ireland and Ireland. 2021 saw the completion of a series of small interventions that enhanced access to the rivers and Lough Foyle, making it easier for visitors and local users alike to enjoy outdoor activity and beautiful natural environment.

Strategic Engagements

Interagency Round Table Discussions

Round table discussions were convened by Loughs Agency in July 2021 for Lough Foyle with an event planned for Carlingford 2022, in the context of our Strategic Direction 2020-2030. These discussions were set in the context of our commitment to strategically engage with a range of agencies in the environmental, North/South and regional territorial cross border spaces, in order to optimise potential for collaborative working to benefit both Carlingford Lough and Lough Foyle and its systems, habitats and heritage.

The round table also highlighted the Agency's commitment to raising the profile of the organisation with key stakeholders, in order to communicate the full range of work which the Agency delivers and to raise awareness of potential areas for collaboration.

The objectives of the event included:

- Loughs Agency's Strategic Direction, context, and examples of the Agency's current strategic initiatives;
- Understanding the relationship of stakeholders to Lough Foyle and Carlingford Lough, the role they have and how a collaborative approach can help their organisation deliver on its objectives;
- Understanding the priorities of stakeholders;
- Identifying potential areas for further exploration in more detail and identify pathways for this.

Strategic Reviews

Review of Legislation

Due to a number of changes in the environment in which we operate, the Agency identified the necessity for a number of legislative and regulatory changes to be introduced in the Foyle and Carlingford areas, to ensure the statutory framework in which we operate is contemporary and fit for purpose moving forward.

The review set out the changes that are required in primary and secondary legislation to move the Agency's enforcement programme forward in a satisfactory manner. The initial Foyle Fisheries Acts in 1952 were focused on two principal objectives, the detection and prosecution of salmon poachers and the management of the commercial salmon fisheries. In time, the role of the Agency has changed, for example with the suspension of commercial salmon fisheries, the salmon management focus turned to recreational angling. In addition, Loughs Agency has been given the additional responsibilities in shellfisheries and control of riverbed materials. The Agency has also begun to acknowledge the value of coarse and other fisheries.

Discussions will take place during 2022 to identify and agree the next steps in the process to facilitate changes to the legislation.

Review of Communications

In January 2021, Loughs Agency commissioned a communications review to effectively evaluate our engagement output over recent years.

The review was a full and in-depth process which involved engagement across all levels of Loughs Agency to ascertain thoughts and experiences on internal and external communications to date and areas that could be improved.

As a parallel process, an external company liaised with key external stakeholders associated with Loughs Agency to fully understand their experiences of engagement with our organisation. There was also a full desktop research exercise on our recorded media output and activity.

The communications review completed in April 2021 following five months of extensive engagement. All findings and recommendations were implemented with immediate effect following Board approval.

Review of Angling and Fisheries Development

During 2021 this review continued to engage and consult with anglers, angling clubs, associations and governing bodies in the Foyle and Carlingford catchments. The engagement process included an online questionnaire and a number of meetings with clubs and associations, capturing a wide range of views and opinions across the angling community. Engagement was very informative and will help to shape the future direction of angling and fisheries development in the Foyle and Carlingford areas. A Draft Angling and Fisheries Development Strategy was developed based on the feedback from our stakeholders and staff. Implementation Plans will be developed in 2022 to help with the effective delivery of the Strategy.

Review of Marine Tourism

In exercising our statutory remit for the development of marine tourism, the Agency undertook a strategic review of the function.

The review will conclude in 2022. The findings and recommendations will be presented to the Board with a clearly defined Marine Tourism Strategy for the Agency and associated Action Plan will be developed and rolled out in the second half of 2022.

Review of Science

The Agency's newly appointed Head of Science took up post on 1st April 2021. An in-depth review of the science function was completed in 2021. The Review of Science considered the existing Science Function at Loughs Agency from both a strategic and an

operational viewpoint. The Review of Science:

- Objectively reviewed existing Science Strategic Plan 2016-2021;
- Reviewed current work areas delivered by the science function;
- Identified potential knowledge gaps / opportunities for additional work;
- Reviewed communication of scientific information generated by the Agency and made recommendations to improve communication and connectivity of science in the Agency as the cornerstone of the function;
- Conducted functional review through questionnaires both bottom up and top down approach;
- Made recommendations for new science strategy / plan / function which align to Strategic Direction.

Upon completion of the Review of Science, a Science Strategy and a Science Implementation Plan will be developed in 2022.

Externally Funded Programmes

Externally Funded Programmes

2021 saw the Agency continue to deliver EU-funded programmes as Lead Partner of SeaMonitor and as a partner in the CatchmentCARE and SWELL projects.

SeaMonitor – €4.7m EU-funded under the European Regional Development Fund and match-funded by Government Departments North and South.

SeaMonitor is a unique marine Research Project, the first of its kind in Europe, studying the seas around Ireland, Western Scotland and Northern Ireland. The Project aims to address three Programme Output Indicators and deliver the INTERREG VA objective of developing cross-border capacity for the monitoring and management of marine protected areas and species.

This Project has a partnership of nine, comprising of funded partners located in Northern Ireland, Ireland, Scotland, and non-funded partners located in Canada and the USA. The Project is led by Loughs Agency and supported by another eight leading marine research institutions, using innovative marine species tracking technology to better understand and protect vulnerable marine life in our oceans. The Project Partners are Queens University Belfast, University of Glasgow, University College Cork, Galway-Mayo Institute of Technology, Marine Institute, Agri-Food and Biosciences Institute (AFBI), Ocean Tracking Network Dalhousie University Canada and Davis University College California.

2021 saw the SeaMonitor Project resume activities as planned with the successful deployment of the main North Channel array and all coastal arrays. Salmon tagging was also successfully undertaken by the Agency in the Rivers Roe and Faughan. The Foyle Salmon Marine Management Plan Working Group continued to meet throughout the year, with a draft framework and structure agreed.

The second data harvests from arrays were completed in October 2021. Basking shark and skate tagging commenced, seal tagging was completed, and data analysis and modelling is underway.

CatchmentCARE – €13,792,432 EU-funded under the European Regional Development Fund and match-funded by Government Departments North and South.

CatchmentCARE (Community Actions for Resilient Eco-systems) is an EU-funded Project that aims to improve freshwater quality in cross-border river basins across three cross-border catchments. The aims of the project will be achieved through the development of three water quality improvement projects in the River Finn, River Blackwater and Arney River catchments, and installation of 50 boreholes across the region.

Local authorities, Donegal County Council (Lead Partner), Armagh City, Banbridge & Craigavon Borough Council, working with academia in Ulster University, as well as Loughs Agency, AFBI, British Geological Survey, Geological Survey Ireland and Inland Fisheries Ireland, bring a rich and diverse skill-set from which to bring the CatchmentCARE Project forward.

During 2021 works were completed on the Elatagh River. These works included the installation of approx. 3.4km of fencing to create a riparian buffer zone, installation of several instream measures including pinning of woody material, rubble mats, gravel regrading, and also the provision of off-line drinking solutions, stiles and uni-gates. During a site visit towards the end of 2021, an area of the river which was experiencing significant erosion was identified and it was agreed that additional erosion control measures would be implemented here using soft engineering measures. These works will be carried out

in 2022. Redd surveys conducted by Loughs Agency's Fisheries Officers on the Elatagh River revealed an increase in the number of redds recorded, compared to historical records, which is a great indication that the works package is successfully addressing the issues at the site.

SWELL – €35m EU-funded under the European Regional Development Fund and match-funded by Government Departments North and South.

The SWELL (Shared Waters Enhancement and Loughs Legacy) Project represents a cross-border partnership comprising NI Water, Irish Water, AFBI, Loughs Agency and East Border Region, working collaboratively to improve water quality within the shared waters of Carlingford Lough and Lough Foyle.

The partnership will utilise best practice, innovation and knowledge sharing to effectively achieve the outputs and results of the INTERREG VA Programme. Through engineering excellence, strategic catchment investigation and modelling, SWELL will deliver sustainable upgrades to wastewater assets on both sides of the border, and will make a positive contribution towards 'Good Ecological Status' under the EU Water Framework Directive.

During 2021 Loughs Agency assisted AFBI with the post-improvement works surveys for the catchment models in the Foyle and Carlingford catchments (marine and freshwater). These surveys commenced in September 2021 and are designed to show changes to the marine and freshwater environments as a result of the improved wastewater treatment works constructed by the SWELL Project. The results from the post improvement works survey will be compared to baselines established in the pre improvement works survey which was completed in 2019-2020.

Loughs Agency has also assisted AFBI with the collection of rainfall and flow data during extreme rainfall events as part of the Rainfall Reactive Survey. This data will help inform how the model reacts during periods of extreme rainfall. The model can then be used to predict how the wastewater treatment plans and discharges will perform during intense rainfall conditions.



Remuneration Report

Remuneration Policy

The Remuneration Policy addresses remuneration on an organisation-wide basis and is one of the key components of the HR Strategy, both of which fully support the overall business strategy. The main functions of the Remuneration Policy, are to:

- support Loughs Agency's strategy by helping to build a competitive and innovative business that attracts, retains and motivates employees;
- promote the achievement of strategic objectives within the Agency's risk appetite;
- promote / support positive outcomes across the economic and social context in which the Agency operates; and
- promote an ethical culture and responsible corporate citizenship.

Remuneration Philosophy and Key Principles

Remuneration Philosophy

The Agency's remuneration philosophy is to recruit, motivate, reward and retain employees who believe in, and live by, our culture and values. We endeavour to encourage entrepreneurship by creating a working environment that motivates staff so that all employees can positively contribute to the strategy, vision, goals and values of the Agency. Our philosophy strives to set our employees' total remuneration package at a competitive level. We believe the long term success of the Agency is directly linked to the calibre of employees that we employ and the working environment that we create. It is, therefore, imperative that we make a concerted attempt to align the best interests of our employees with that of our other stakeholders.

Key Remuneration Principles

The Agency's Remuneration Policy is based on the following principles:

- The Remuneration Policy is aligned to the overall business strategy, objectives

and values of the Agency, without being detrimental to the interests of its stakeholders.

- The Remuneration Policy, procedures and practises are consistent with, and supportive of, effective risk management.
- Salaried employees are rewarded on a total rewards basis, which includes fixed, variable, short and long term rewards applicable to the position.
- The fixed (guaranteed) component of the reward includes a base salary aligned with the Northern Ireland Civil Service (NICS) rates.
- Total remuneration may include other allowances applicable to the position.

Remuneration Policy Areas

Scope

The Remuneration Policy is applicable to all permanent employees of the Agency.

Remuneration Structure

The Agency's remuneration structure relating to salaried employees (including Directors) comprises the following categories/elements:

- guaranteed remuneration package (fixed and aligned to NICS pay grades and scales);
- variable remuneration (applicable only to Inspectors and Fishery Officers and dependant on the amount of unsocial hours worked);
- on call allowance (applicable to those on call for incidents relating to environmental pollution and illegal fishing response, building security and IT infrastructure – fixed and aligned to NICS on call allowance).

The fixed remuneration is guaranteed and paid irrespective of the Agency's performance, while the variable remuneration is not guaranteed, and directly linked to an individual recording a certain amount of unsocial hours in a specified time period.

Remuneration of Staff

Permanent Staff

Staff appointments are made in accordance with the Agency's Recruitment and Selection Policy. This Policy requires appointments to be made on merit on the basis of fair and open competition. Staff may be able to retire before state pension age with no diminution of earlier pension benefits, depending on the terms of their pension. Information relating to notice periods is contained in an individual's contract.

Minimum Pay Levels

Minimum pay levels are dependent on the grade at which individual starts and are aligned to the NICS pay scales (Northern Ireland) and the Inland Fisheries Ireland pay scales (Ireland).

Progression

At initial appointment, staff are normally placed on the bottom point of the appropriate scale relevant to the position. Thereafter, there is annual incremental progression up the scale until the maximum of the scale is reached. This commonly happens in August of each year for staff in Northern Ireland, and on the anniversary of the employee's appointment for staff in Ireland.

Performance Pay

There is no performance pay, related scheme or equivalent for staff.

Temporary Staff

The Agency can appoint temporary staff in one of two ways.

- By open recruitment, in which case the appointment is made in accordance with the Agency's Recruitment and Selection Policy. In this case minimum pay levels are dependent on the grade at which an individual starts and are aligned to the NICS pay scales (Northern Ireland) and the Inland Fisheries Ireland pay scales (Ireland).
- By the use of a recruitment agency. As a public body the Agency is obliged to use an assigned Agency from the Agency Worker User Protocol, depending on job role. The recruitment agency will be tasked with advertising the vacancy, sourcing suitable candidates, screening CV's, meeting

candidates to determine suitability and for supplying the CV's of the most suitable candidates to Loughs Agency. Workers obtained using this method are employed by the recruitment agency, therefore the contract lies between them.

An open recruitment competition will be carried out as the preferred option, however a recruitment agency would be the chosen method in the event of an urgent requirement.

Total Reward Package

All staff have access to the North South Pension Scheme (NSPS). CEO (or equivalent), Directors and permanent staff posts have contracts with varying hours. The hours contracted are dependent on the nature of the work that they do, and any special arrangements made for individuals to facilitate a good work life balance. All staff have access to Maternity Leave, Paternity Leave and Adoption Leave. Flexible working is available, however each case is assessed individually against the business needs and may be awarded at the discretion of the Agency.

All staff, upon appointment will be granted a 25 day leave entitlement, plus a further 12 statutory and public holidays as recognised by the sector. Temporary staff have their holiday allocation pro-rated for the year if applicable.

Service Contracts

Loughs Agency appointments are made on merit on the basis of fair and open competition. Unless otherwise stated, the officials covered by this report hold appointments, which are open ended. Early termination, other than for misconduct, would result in the individual being entitled to receive compensation.

Salary and Pension Entitlements

The following sections provide details of the remuneration and pension interests of the most Senior Management of the Agency.

Remuneration including salary and pension entitlements of Senior Management Staff

Senior Management / Directors	2021		2020	
	Gross	Benefits in Kind	Gross	Benefits in Kind
	£	£	£	£
Designated Officer	68,728	-	65,505	-
Director of Development	56,142	-	55,034	-
Director of Conservation and Protection	56,888	-	55,764	-
Director of Aquaculture and Shellfisheries	66,351	-	66,692	-
Interim Director of Corporate Services	57,412	-	54,572	-
Head of Science appointed 1 April 2021	40,133	-	-	-
	345,654	-	297,567	-

	2021	2020
	£	£
Highest Paid Director's salary at 31 Dec*	67,403	68,786
% change in Highest Paid Director salary**	(2%)	7.8%
Median Total Remuneration (all staff)	29,307	28,730
Ratio Highest Paid Director Midpoint to Median Salary	2.2	2.4
Ratio Highest Paid Director Midpoint to 25th Percentile Salary	2.4	2.4
Ratio Highest Paid Director Midpoint to 75th Percentile Salary	1.7	1.9
Average Salary (all staff)	33,039	32,180
% change in average salary from previous year (all staff)	2.7%	0.8%

(31 December stg to euro rate 2021: 1.19008 / 2020: 1.11231, average rate 2021: 1.16333 / 2020: 1.12397).

*Directors' salaries gross include total pay received between 1st January 2021 and 31st December 2021 whereas the highest paid Director rate is based on highest salary paid to any one Director on accounting date 31st December 2021, which will not

be the same, as a result of pay awards and annual increments within the year.

**% change is affected by the closing exchange rate from one year to another. Actual increment in the base currency salary paid, which in this case is euro, is more accurate.

Senior Management / Directors	2021		2020	
	Gross	Benefits in Kind	Gross	Benefits in Kind
	€	€	€	€
Designated Officer	79,953	-	73,626	-
Director of Development	65,312	-	61,857	-
Director of Conservation and Protection	66,180	-	62,677	-
Director of Aquaculture and Shellfisheries	77,188	-	74,960	-
Interim Director of Corporate Services	66,789	-	61,337	-
Head of Science appointed 1 April 2021	46,688	-		-
	402,110	-	334,457	-

	2021	2020
	€	€
Highest Paid Director's salary at 31 Dec*	80,215	76,511
% change in Highest Paid Director salary**	1.3%	2%
Median Total Remuneration (all staff)	34,094	32,292
Ratio Highest Paid Director Midpoint to Median Salary	2.2	2.4
Ratio Highest Paid Director Midpoint to 25th Percentile Salary	2.4	2.4
Ratio Highest Paid Director Midpoint to 75th Percentile Salary	1.7	1.9
Average Salary*** (all staff)	38,435	36,169

*Directors' salaries gross include total pay received between 1st January 2021 and 31st December 2021 whereas the highest paid Director rate is based on highest salary paid to any one Director on accounting date 31st December 2021, which will not be the same, as a result of pay awards and annual increments within the year.

**% change is affected by the closing exchange rate from one year to another. Actual increment in the base currency salary paid, which in this case is euro, is more accurate.

***Average salary in euro is the sterling average salary converted at average rate for the year.

Salary

Salary includes gross salary and an 'on call' allowance for two of the Directors. No other 'emoluments' are payable to Directors.

Bonuses

The Agency does not pay bonuses to any members of Senior Management or any members of staff.

Benefits in Kind

The monetary value of benefits in kind covers any benefit provided by the employer and treated by HM Revenue and Customs as a taxable emolument. None of the Senior Management Team had benefits in kind in 2021 or 2020.

Fair Pay (Audited Information)

Reporting bodies are required to disclose the relationship between the remuneration of the highest paid Director in their organisation and the median remuneration of the organisations workforce.

The banded remuneration of the highest paid Director in the Agency in the financial year 2021 was £61,742 to £67,403 / €73,478 to €80,215 (2020 was £59,932 to £73,069 / €66,663 to €81,275). The ratio in 2021 was 2.2 times (2020 was 2.4 times). The median remuneration of the workforce was 2021 £29,307 / €34,094 (2020 £28,730 / €32,292).

No employees received remuneration in excess of the highest paid Director in either year.

Remuneration ranged from £19,815 to £67,403 / €23,581 to €80,215 (2020 £19,425 to £68,786 / €21,607 to €76,511).

Total remuneration includes gross salary. These calculations have been based on the North/South Implementation Bodies Guidance 2017 and are calculated on the basis of annualised full-time equivalent remuneration of all staff as at the reporting date.



Pension Benefits

Pension Entitlements

Senior Manager	Accrued pension at pension age as at 31/12/2021 and related lump sum		Real increase in pension and related lump sum at pension age		CETV at 31/12/20	CETV at 31/12/2021	Real increase in CETV	Value of accrued pension benefits 2020	Value of accrued pension benefits 2021
	Pension	Lump Sum	Pension	Lump Sum					
Designated Officer**	£20,000	£38,000	£2,000	£2,000	£338,000	£382,000	£44,000	£42,000	£42,000
Director of Development**	£14,000	£16,000	£2,000	£0	£170,000	£191,000	£21,000	£21,000	£40,000
Director of Conservation & Protection*	£24,000	£72,000	£1,000	£4,000	£529,000	£542,000	£13,000	£23,000	£24,000
Director of Aquaculture & Shellfisheries**	£25,000	£46,000	£5,000	£10,000	£301,000	£393,000	£92,000	£65,000	£110,000
Interim Director of Corporate Services**	£9,000	£4,000	£1,000	£0	£80,000	£96,000	£16,000	£40,000	£20,000
Head of Science**	£8,000	£6,000	£1,000	£0	£66,000	£76,000	£10,000	£21,000	£20,000

The table opposite was provided by the North/South Pension scheme independent actuary, Deloitte Total Reward and Benefits Limited.

The Cash Equivalent Transfer Values ("CETVs") are not guaranteed and are for illustrative purposes only.

CETVs have been calculated based on estimated projected pension benefits as at 31 December 2020 and 31 December 2021.

For members over Normal Retirement Age there are no available CETV factors published. In such circumstances an estimated factor has been calculated using extrapolation.

For Alpha benefits, the accrued pension figures assume the salary provided by the Body is equal to Actual Pensionable Earnings over the year to 31 March 2021

*Final salary only benefits

**Final salary and alpha benefits.



Senior Manager	Accrued pension at pension age as at 31/12/2021 and related lump sum		Real increase in pension and related lump sum at pension age		CETV at 31/12/20	CETV at 31/12/2021	Real increase in CETV	Value of accrued pension benefits 2020	Value of accrued pension benefits 2021
	Pension	Lump Sum	Pension	Lump Sum					
Designated Officer	€23,802	€45,223	€2,380	€2,380	€402,247	€454,611	€52,364	€49,983	€49,983
Director of Development	€16,661	€19,041	€2,380	€0	€202,314	€227,305	€24,991	€44,492	€47,603
Director of Conservation & Protection	€28,562	€85,686	€1,190	€4,760	€629,552	€645,023	€15,471	€27,372	€28,562
Director of Aquaculture & Shellfisheries	€29,752	€54,744	€5,950	€11,901	€358,214	€467,701	€109,487	€77,355	€130,909
Interim Director of Corporate Services	€10,711	€4,760	€1,190	€0	€95,206	€114,248	€19,042	€47,603	€23,802
Head of Science	€9,521	€7,140	€1,190	€0	€78,545	€90,446	€11,901	€24,992	€23,802

Accrued pension at pension age as at 31 December 2021 and related lump sum

The accrued pension at pension age as at 31 December 2021 and related lump sum is the value of the annual pension and lump sum the person is entitled to on retirement, based on service to that date.

The real increase in pension and related lump sum at pension age

The real increase in pension and lump sum is the increase over and above inflation, as measured by Consumer Price Index. For 2020/21, a +1.7% adjustment (19/20, +2.4%) was made for Northern members and +0.9% (19/20 +0.9%) was applied to Southern members.

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 members' 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 CETV figures include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the Agency's pension arrangements. They also include any additional pension benefit accrued to the member as a result of their purchasing additional years of pension service in the scheme at their own cost. CETVs are calculated in accordance with The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations 2008 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.

Value of accrued pension benefits

The value of pension benefits accrued during the year is calculated as the real increase in pension multiplied by 20, plus the real increase in any lump sum, less contributions made by the individual. The real increases exclude increases due to inflation and any increase or decrease due to a transfer of pension rights.

Pension Arrangements

Loughs Agency employees are members of the North South Pension Scheme (NSPS). The NSPS was established by the North/South Implementation Bodies and Tourism Ireland Limited with effect from 29 April 2005. It is a defined benefit pension scheme which is funded annually on a pay as you go basis from monies provided by the UK and Irish Exchequers. Funding is provided to the Agency by the Department of Agriculture, Environment and Rural Affairs in the North and the Department of the Environment, Climate and Communications in the South. The scheme is administered by an external administrator.

The NSPS consists of a number of sections with different benefit structures.

The Core Final Salary section is a final salary pension arrangement with benefits modelled on the Classic section of the Principal Civil Service Pension Scheme in Northern Ireland. The scheme provides a pension (eightieths per year of service), a gratuity or lump sum (three eightieths per year of service) and spouse's and children's pensions. Normal Retirement Age is a member's 60th birthday. Pensions in payment (and deferment) increase in line with general price inflation.

The Core Alpha section is a Career Averaged Revalued Earnings (CARE) pension arrangement or scheme with benefits modelled on the Alpha Section of the Principal Civil Service Pension Scheme in Northern Ireland. The Scheme provides a pension based on a percentage (2.32%) of pensionable pay for each year of active membership (the pension

is increased at the start of each scheme year in line with general price inflation) and spouse's and children's pensions. Normal retirement age is a member's State pension age in the relevant jurisdiction. In the UK the State pension age is currently 66. The UK Government is planning further increases, which will raise the State pension age from 66 to 67 between 2026 and 2028 and from 67 to 68 between 2044 and 2046.

In Ireland, the State pension age is currently 66. An increase to age 67 in 2021 and to 68 in 2028 was planned, however the legislative provision which provided for these increases was repealed. As normal pension age for Alpha (CARE) benefits is linked to the Southern State Pension Age, this change affects when Southern alpha members are eligible to receive Scheme benefits.

Pensions in payment (and deferment) increase in line with general price inflation.

Most Core section members have benefits in both the Final Salary and Alpha Sections and new entrants who joined the Scheme after 1 April 2015 will, in most cases, become members of the Core Alpha section.

The valuation used for FRS 102 disclosures at 31 December 2021 has been carried out by a qualified independent actuary (Deloitte). The results this year have been prepared by carrying out a full valuation of the Scheme's liabilities incorporating market conditions and scheme data at 31 December 2021.

Board Members remuneration including social security costs (Audited Information)

Board Member	2021 £	2020 £	2021 €	2020 €
Mr Laurence Arbuckle	8,736	350	10,163	393
Mr Andrew Duncan	8,621	9,427	10,029	10,595
Mr Michael McCormick	6,748	7,381	7,850	8,296
Mrs Phil Mahon	5,248	5,556	6,105	6,245
Mr Terry McWilliams	1,419	5,476	1,651	6,156
Mr Allan Ewart	1,389	5,556	1,616	6,245
Mr Ian McCrea	1,389	5,556	1,616	6,245
Mr Alastair Patterson	1,389	5,556	1,616	6,245
Mrs Fiona Walsh	7,111	7,381	8,272	8,296
Mr Patrick Gibbons	6,748	7,381	7,850	8,296
Ms Heather Mackey	7,313	7,381	8,507	8,296
Mr Danny Kennedy	2,413	-	2,807	-
Mr Conor Corr	267	-	311	-
Mr Jack Keyes	335	-	390	-
Mr Niall Greene	335	-	390	-
Professor Frances Lucy*	-	-	-	-
Dr Declan Little*	-	-	-	-
	59,461	67,001	69,173	75,308

Board Members' salaries are not pensionable.

*The "One Person One Salary Principle" applies to those public servants who fall within the terms of the Letter to Personnel E109/247/74 of 17th October 2011 issued by the Irish Government's Department of Public Expenditure and Reform. This means that such personnel do not receive fees for their membership on Boards.

Salary Bands for all Employees

Number of employees (full time equivalents) whose emoluments for the twelve months ending 31 December 2021 fell within the following bands:

Salary Bands (£)	2021	2020
	No of employees	No of employees
Less than 20,000	1	1
20,000 – 29,999	24	25
30,000 – 39,999	15	17
40,000 – 49,999	2	1
50,000 – 59,999	4	3
60,000 – 69,999	2	2
	48	49

Appendix 1

Outturn Against Targets

Priorities, Objectives & Targets for 2021



Appendix 1 - Outturn Against Targets

Priorities, Objectives and Targets for 2021

Strategic Priority 1

To ensure that the priorities and values of Loughs Agency's Strategic Plan are progressed in the course of the Agency's business, with particular reference to staff, core operations and our relationships.

Corporate Priority 1 aims to build the capacity of the Agency to work strategically, efficiently and responsively to the policy and stakeholder environment it operates in, and to build the relationships and communications necessary for the Agency to discharge its functions to maximum impact.

Business Objective	Key Activities	Delivery Targets
1.1 Complete Strategic Reviews: <ul style="list-style-type: none"> • Legislation. • Angling and Fisheries Development. • Marine Tourism. • Science. • Communications. 	Engagement with all relevant stakeholders. Consultation exercises. Reports drafted and presented to Board and Sponsor Departments.	All engagement exercises completed by 31 March 2021. Public consultation exercises completed by 1 June 2021. Reports finalised by 30 June 2021.
1.2 Develop Organisational Capacity and Capability.	Review of organisational structures. Review of operational HR function.	Approval from Sponsor Departments to initiate full organisational review. Q3. Best practice HR structures, processes and procedures in place. Q4.

Delivery Outcome	Responsible Director/s	Update
<p>Reviews are carryover objectives from 2020.</p> <p>On completion of all reviews, reports, findings and recommendations will be presented for consideration to the Board and Sponsor Departments.</p> <p>Reviews will inform future legislative development, policy and management decisions, Business Plans and project development.</p>	All Directors and Head of Science	<p>Legislation: Review complete.</p> <p>Angling and Fisheries Development: Review complete.</p> <p>Marine Tourism: Initial Review complete.</p> <p>Review of Science: Review complete.</p> <p>Communications: Review complete.</p>
An organisation resourced and structured to deliver a high quality statutory remit.	Chief Executive Officer	<p>Not complete. This will continue to be included on our Corporate Risk Register as an ongoing risk. It will be carried over as an objective on the 2022 Business Plan. In line with other North South Bodies it is hoped that the review will have commenced before the next Corporate Planning period.</p> <p>Discussions at an informal level have taken place with Sponsor Department officials.</p> <p>Papers regarding Head Count and Resources will be submitted to Sponsor Departments.</p> <p>Paper to Sponsor Departments to be prepared to seek permission to draft ToR for a full organisational review.</p> <p>Approval to draft a ToR will then require NSMC approval.</p> <p>Review of operational HR Function has commenced</p>

Business Objective	Key Activities	Delivery Targets
1.3 Develop a Strategy for Stakeholder Engagement.	A Communication and Engagement Strategy is developed and implemented following completion of Review of Communication.	Communication Strategy developed and Action Plan initiated. Key personnel trained.
1.4 Asset needs: <ul style="list-style-type: none"> • Omagh Office. • Carlingford Office. • HQ Refurbishment. • Fleet update. • IT Infrastructure. 	Omagh Office fit out completed. Secure lease agreement and fit out Carlingford Office. Review existing fleet and replace where required. Review IT infrastructure and update as required.	Both offices complete and fully operational by June 2021. Review complete Q1 with orders placed Q2-4. Review complete Q1.
1.5 Review and revision of Health and Safety.	Review and update system of Health and Safety Management.	A revised Health and Safety Statement in place. Revised and updated policies and training programme approved by SMT. Staff engagement and communication sessions on revised policies completed.

Delivery Outcome	Responsible Director/s	Update
Ongoing proactive stakeholder engagement and communication is the cornerstone of fisheries and scientific policy and decision-making processes.	Director of Corporate Services	Communication and Engagement Strategy complete.
<p>Provide accommodation which is of good quality and environmentally friendly in terms of energy and water usage, with more efficient use of space resulting in a reduction of office accommodation portfolio and a consequent reduction in accommodation costs.</p> <p>Provide a fit for purpose fleet of vehicles that enables the Agency to undertake its statutory duties.</p> <p>Ensure the Agency is equipped with appropriate IT infrastructure.</p>	Director of Corporate Services	<p>Omagh Office: Handover date not yet complete, handover date not agreed.</p> <p>Carlingford Office: Planning application submitted.</p> <p>HQ Refurbishment: Complete.</p> <p>Fleet Update: Complete.</p> <p>IT infrastructure: Complete.</p>
A robust system of Health and Safety management and training programme is embedded in the culture of the Agency.	Health & Safety Committee	Partially Complete. The Agency has appointed a new Health and Safety Managed Service. The new service is currently carrying out a full review of the Health and Safety management system. To date a number of recommendations have been implemented. Given the scale of the task it is expected that this project will not complete until mid-2022.

Business Objective	Key Activities	Delivery Targets
<p>1.6 Prepare for post-EU Exit transition by maintaining a watching brief, identifying challenges and opportunities.</p>	<p>Conduct an analysis of potential challenges and opportunities which could impact on the work of the Agency.</p>	<p>Analysis detailing challenges and opportunities prepared by end of Q1 and reviewed quarterly.</p> <p>Engagement with relevant Government Departments and other Public Bodies on opportunities which will allow the Agency to deliver relevant themed programmes in the cross border region. Q4</p>

Delivery Outcome	Responsible Director/s	Update
The Agency is recognised as a possible conduit to deliver cross border environmental and fisheries management programmes post BREXIT.	CEO and all Directors	Round table strategic interagency discussion with senior leaders took place on 2nd July 2021 to explore potential opportunities for enhanced strategic interagency co-operation to create synergies in the future conservation, protection and stewardship of Lough Foyle as a unique shared cross-border environmental resource located in the North West City Region. Round table discussion led to a number of networking opportunities with regards to Climate Strategy.

Strategic Priority 2

Continue to maintain, develop and promote an accurate scientific evidence base providing data and information to support and inform the Agency's core and statutory operations, while also promoting its role as a steward of key scientific knowledge.

The Agency is only as strong as the legislation it has supporting it and the resources it has to enforce its legislation.

We will work with our Sponsor Departments to ensure that the Agency has a suite of fisheries and environmental legislation to deliver the statutory remit of the Agency.

Business Objective	Key Activities	Delivery Targets
2.1 Development of a Science Strategy.	Review current scientific activities based on Agency's remit and function.	Review completed and recommendations presented to the Board. Q2. Strategy developed and delivery plan in place and approved by Board. Q3 Delivery plan implementation commenced Q4.
2.2 Ongoing upgrade and maintenance of fish counters.	Relevant activities to ensure upgrade and maintenance. Continued upgrade of fish counters and related technology.	Assurances provided as to full range of upgrade and maintenance requirements across all fish counters managed by the Agency. Q1/2. Upgrade and maintenance initiated. Q4.
2.3 Investigate potential need for development of Finn Counter Station.	Prepare and evaluate options paper for location and planning for Finn counter.	Options paper on planning presented to Board Q2/3.

Delivery Outcome	Responsible Director/s	Update
Strategy in place to act in the context of an overarching guide for scientific programme in relation to Agency remit and function.	Head of Science	<p>Partially Complete. Due to the delay in recruitment of Head of Science this objective has been delayed.</p> <p>Review of Science has completed and will be presented to the Board with recommendations in Q2 2022.</p> <p>Strategy development will be formulated from the conclusions of the Review of Science by Q2 2022.</p>
Data quality is optimised through ensuring all fish counting equipment is operating to best effect and upgraded where required. This will allow the Agency the ability to make evidence-based policy decisions.	Director of Conservation & Protection	2021 counter budget fully committed, however due to COVID-19 restrictions some projects will not complete until Q1 2022.
<p>Approval to proceed to prepare Business Case by Sponsor Departments.</p> <p>Additional bid for capital funding submitted and secured to Departments.</p>	Director of Conservation & Protection and Director of Corporate Services	Investigation complete. Flood risk analysis has indicated that the garage area is above 1:100 flood plain.

Business Objective	Key Activities	Delivery Targets
2.4 Habitat surveys in line with abundance of juvenile fish.	<p>Analysis of levels of juvenile fish.</p> <p>Carry out habitat surveys and report on / analyse findings.</p> <p>Complete Asian clam survey River Foyle.</p>	<p>Produce overview of levels of juvenile fish across systems for which the Agency has responsibility. Q1/2.</p> <p>Agree and identify schedule of prioritised surveys. Q1/2.</p> <p>Complete survey on River Foyle Q1. Analyse and interpret findings Q3. Report on findings of surveys Q4.</p>
2.5 Utilise court awarded settlement for additional surveys, habitat improvement and pollution prevention on River Strule.	<p>Provide technical input / oversight for additional survey work.</p> <p>Agreed habitat improvement work and pollution prevention on the River Strule.</p>	<p>Habitat improvement works and pollution prevention on River Strule. Q2.</p> <p>Work commences and quarterly progress reports on Service Level Agreement are available. Q2.</p>
2.6 Stock Assessments on Lough Foyle native oysters, benthic and ecosystem monitoring, spawning/spatfall activity, landings data analysis.	<p>Routine stock assessments, monitoring activities and data analysis.</p> <p>Complete two stock assessments on native oysters in Lough Foyle.</p> <p>Complete annual benthic and ecosystem monitoring.</p> <p>Monitor oyster spawning activity and spatfall.</p> <p>Landings Data Analysis.</p>	<p>Schedule of assessments and monitoring arrangements in place. Q1. Assessments and monitoring arrangements in implementation. Q1/2.</p> <p>Data available on scheduled basis from all of the above activities.</p>

Delivery Outcome	Responsible Director/s	Update
Habitat survey information informs further Conservation and Protection work.	<p>Director of Conservation & Protection</p> <p>Head of Science</p>	<p>2021 juvenile electrofishing and habitat surveys complete and the data collated.</p> <p>Survey complete.</p> <p>Analysis, interpretation and report to be completed Q1 2022.</p>
Specific measures are taken to improve both habitat and prevention of pollution on the River Strule, directly based on evidence obtained as a result of surveys on the river.	Director of Conservation & Protection	Complete.
Provide high quality management data for the Lough Foyle native oyster stock that will inform Conservation and Development work.	Director of Aquaculture and Shellfisheries	<p>Spring, autumn and spawning surveys complete.</p> <p>Monitoring completed during spring and autumn surveys.</p> <p>Survey complete.</p> <p>Landing Data Analysis complete for 2021.</p>

Strategic Priority 3

To develop, promote and sustain the natural resources of the catchments under Loughs Agency's statutory care, through conservation, quality improvement, protection of species and habitats, education and awareness, partnership working, and sustainable access to our natural resources.

The Agency seeks to ensure that Lough Foyle and Carlingford Lough Areas are protected and conserved for this and future generations. We recognise the importance of education and outreach in highlighting the environmental challenges facing the unique natural resources under the remit of the Agency.

Business Objective	Key Activities	Delivery Targets
3.1 Mourne Beg River Restoration and Remediation.	Complete all survey and assessment work. Develop restoration plan. Seek additional funding from Sponsor Departments.	Complete status assessment of Mourne Beg River Q2. Restoration and Remediation Plan developed and work commenced Q3. Prepare and submit appropriate Business Cases to Sponsor Departments for any additional funding.
3.2 Environmental Enhancement Projects.	Identify and deliver Wet Woods Projects in partnership with the Woodland Trust and other relevant partners. Research and develop future project concepts. Implementation of relevant sections Landscape Action Plan in Binevenagh & Coastal Lowlands area.	Deliver at least 4 projects by end of Q4 – 2 in Carlingford and 2 in Foyle. Future project concepts developed. Q4.
3.3 Ongoing delivery of enforcement/protection functions.	Production of an annual Protection Plan.	Presented to Board. Q1. Protection Plan in place and updated regularly using local knowledge.

Delivery Outcome	Responsible Director/s	Update
Restoration of the habitat and riverbed of the Mourne Beg River for fisheries purposes.	Director of Conservation & Protection and Head of Science	Survey work and Restoration Plan complete. Business Case drafted, budget included in 2022 Business Plan.
Use of nature based solutions to protect rivers from potential pollution in association with landowners and the farming community.	Director of Conservation & Protection Director of Development Head of Science	Complete. 18 locations across 4 project sites have seen nature based solutions delivered, with 57,155 trees planted. Year 1 of 5 complete. Site surveys and specification for sites complete. Preparatory works undertaken for farm resilience programme and outdoor recreation projects.
80% of enforcement duties planned and targeted. Provision of high quality evidence to support statutory enforcement functions.	Director of Conservation & Protection	All routine enforcement actions within target. Some delay in courts as a result of COVID-19. Complex case files are within statutory targets.

Business Objective	Key Activities	Delivery Targets
3.4 Enhancement of environmental and socio-economic status of the Lough Foyle Native Oyster Fishery.	<p>Identify areas suitable for reinstatement / enhancement and conduct a shell cultch relay project.</p> <p>Investigate the potential to develop the domestic market and introduce a product traceability standard for the Lough Foyle native oyster.</p> <p>Continue to engage with the SAFER (Smart Atlantic Seafood Clusters) Project and any legacy working groups.</p>	<p>All project priorities for existing project plans implemented within timeframe.</p> <p>Progress product traceability standard, reported on throughout the year. Continue to input into initiatives directly related to the native oyster through the Strategic Food Group within the Derry City and Strabane District Council.</p>
3.5 Develop angling through instruction, coaching and participation.	<p>Maintain and enhance angling ponds at Headquarters.</p> <p>Develop training programme for Angling Instructors and Coaches.</p> <p>Deliver a series of 8-10 angling taster sessions.</p> <p>Investigate suitable facilities in the Carlingford area to establish an angling hub.</p>	<p>Maintenance plan developed. Q1. All maintenance work completed. Q2</p> <p>Delivery of at least 3 certified angling training programmes Q2 and Q3.</p> <p>Deliver a programme of CAST Awards to 250 people. Q4</p> <p>Research and produce an options appraisal for the establishment of angling hub facilities in the Carlingford area.</p>
3.6 Development of potential projects for inclusion in external funding application.	<p>Research and development of potential projects.</p> <p>Secure relevant partners.</p>	<p>Project concepts and partnership consortiums developed by end of Q1.</p> <p>PEACE PLUS application completed and submitted.</p>

Delivery Outcome	Responsible Director/s	Update
<p>Improve the age profile and quality of the native oyster.</p> <p>Add value to the native oyster through marketing initiatives.</p>	Director of Aquaculture and Shellfisheries	<p>Identification of suitable areas for habitats work completed during native oyster surveys.</p> <p>Shell cultch weathered at Foyle Port.</p> <p>Engagement with Strategic Food Group ongoing.</p>
Working in partnership with relevant stakeholders to enhance the sustainability of angling and provide more people with the opportunity to go fishing.	Director of Development	This objective did not progress in 2021 due to the delay in the Review of Marine Tourism.
Relevant projects that enhance and support delivery of the Agency's remit and functions funded by external means.	Director of Development	<p>Partially Complete. Project match process developed with ideas bank established and funding opportunities monitored.</p> <p>Preparatory project concepts developed as follow on from SeaMonitor and potential EU funding opportunities identified. This work is being led and driven by the Head of Science and SeaMonitor Project Manager.</p> <p>PEACE+ Programme has not begun yet.</p>

Business Objective	Key Activities	Delivery Targets
3.7 Education and outreach programmes supported by technical input across the Agency. Delivery of the International Year of the Salmon Youth Conference.	Develop and deliver a series of 4 school and community based engagement programmes. Deliver a programme of events online or by conference. Additional funding sought for Ambassador Programme. Progress reports quarterly on this process. Q1, ongoing throughout the year. Online delivery or Conference and compendium of conference contents published online. Q1/2.	Plans and schedule for each of the programmes in place by Q1 & 2. Programmes delivered by Q3.
3.8 Development of the Agency's permit waters.	Review of lease agreements. Accessibility audit. Develop improvement plans.	Review leases and report to SMT. Q4. Survey angling access and condition. Present report to SMT. Q2. Subject to available budget, repair or replace angling access infrastructure on a prioritised basis. Q2 & 3
3.9 Climate Change Strategy.	Develop a Policy Statement and Strategy to align with Government initiatives.	Policy and Strategy drafted and consulted on. Q2.

Delivery Outcome	Responsible Director/s	Update
<p>Ensure effective communication of Loughs Agency core functions.</p> <p>Local people better engaged with their local environment in Foyle and Carlingford.</p> <p>Successful delivery of the International Year of the Salmon Conference.</p>	<p>Director of Development</p> <p>Director of Aquaculture and Shellfisheries</p>	<p>Foyle and Carlingford Ambassadors Programme and StreamKeepers Project developed but not delivered due to COVID-19 restrictions. Programme funding extended into 2022 to facilitate delivery.</p> <p>Education outreach through schools not delivered throughout 2021.</p> <p>Complete.</p>
<p>Updated leases for Agency's permit waters.</p> <p>Maintenance plan for the Agency's permit waters angling infrastructure.</p> <p>Improvement in access for anglers and mitigation against potential claims for injury due to sub-standard angling access.</p>	<p>Director of Development</p>	<p>Not complete. Draft review and surveys informed by engagement across Directorates within the Agency underway and will complete Q1 2022.</p>
<p>Climate Change Strategy is embedded in project planning.</p>	<p>Head of Science</p>	<p>Work is continuing on the Agency's Climate Action Plan, however, this has been hampered due to the delayed recruitment of the Head of Science.</p>

Business Objective	Key Activities	Delivery Targets
3.10 Development of relevant access infrastructure and programme of habitat and reinstatement works.	<p>Develop and deliver a programme of river works to optimise maximum production of juvenile salmonids.</p> <p>Fulfil existing commitments from 2020 to support rural development river-based access infrastructure initiatives led by external partners.</p>	<p>Programme of works across the catchments identified and work commenced. Q1.</p> <p>At least 5 schemes will be completed by Q4.</p> <p>All project work with LEADER groups from 2020 completed. Q1.</p>
3.11 Development of marine and outdoor nature based leisure activities.	<p>Develop strategy and programme to engage more people in outdoor recreation and leisure activities.</p> <p>Working in collaboration with relevant partners seek funding to implement a programme of instruction, coaching and participation in outdoor recreational activities.</p>	<p>Strategy and Action Plan completed Q1. Plan should aim to have at least 8 outdoor recreational activity events completed each year.</p> <p>Establish partners and funding opportunities. Q1</p> <p>Develop and deliver training programme for instructors and coaches in water based sports and leisure activities. Q3</p>

Delivery Outcome	Responsible Director/s	Update
<p>Ongoing development of juvenile salmonid habitat.</p> <p>Programme of river works is managed to schedule with appropriate risk mitigation in place.</p>	<p>Director of Conservation and Protection</p> <p>Director of Development</p>	<p>Complete.</p> <p>Complete. All relevant works have been delivered and 2021 elements complete.</p>
<p>Establish effective working relationships and partnership approach with Councils within the Foyle and Carlingford areas, Sport NI, Sport Ireland and National Governing Bodies.</p> <p>Developing opportunities for increased participation, requirements for capacity building in existing clubs and identifying the gaps in provision.</p> <p>More people connected to the natural resources of the Foyle and Carlingford areas.</p>	<p>Director of Development</p>	<p>This objective did not progress in 2021 due to the delay in the Review of Marine Tourism.</p>

Strategic Priority 4

To transform Loughs Agency, by investing in our people through building the capability and effectiveness of our staff; by creating a digitally-enabled organisation through upgrading our systems; through strengthening our culture of evidence-informed decision-making and planning and through seeking new insights to create corporate resilience.

As an organisation we interact with a diverse range of stakeholders and other relevant Government Body's, local authorities and communities. In 2021, we will continue to establish our reputation as a respected and trusted partner that can deliver shared visions in terms of managing investment in people and places to optimal effect and in line with the Agency's Strategic Direction.

Business Objective	Key Activities	Delivery Targets
4.1 Technology automation across programmes to enhance the capacity of Agency resources in service delivery.	Development of Scientific Data Management Strategy and System. Development of a Project Management Strategy and System.	Review of current systems and recommendations completed. Q2. Strategies, Action Plans and system in place. Q4.
4.2 Market Research.	Develop and implement an annual programme of relevant market research.	Annual plan agreed and in place, commencement of plan. Q1. Programme completed by Q4.
4.3 Marketing Activities.	Develop a marketing and events programme which takes account of COVID-19 restrictions. Monitor and provide updates on relevant activities. Continuous research and development of new avenues of marketing.	Plan in place. Q1. Activities delivered. Q4. Report on new innovative marketing initiatives developed for immediate and future use completed and presented to Board Q2 and updated Q4.

Delivery Outcome	Responsible Director/s	Update
<p>Secure management systems in place. Data management and project management systems provide evidence based decision-making for projects and policies.</p> <p>All aspects of project management are integrated and embedded in Agency culture.</p>	Head of Science & Director of Corporate Services	<p>Partially Complete. Due to the delay in the recruitment of Head of Science this objective has been delayed.</p> <p>Project Management system under review.</p>
Up to date relevant actionable data available to inform project and organisational development.	Director of Development	Complete. Market research designed and delivered in association with Gray's Communications.
<p>Innovative marketing activities delivered to enable promotion of the Agency's activities.</p> <p>Future marketing initiatives will provide a platform for continuous promotional activities either by virtual or physical delivery.</p>	Director of Corporate Services	<p>Complete. Marketing activity programme designed and delivered in association with Gray's Communications.</p> <p>A managed service was appointed during 2021 following a Review of Communications driven and supported by the Board.</p>

Business Objective	Key Activities	Delivery Targets
4.4 Upgrade of visitor experience at Riverwatch to include new innovative features.	Develop a programme of innovation features to support outreach and education.	Project plan and finances confirmed by end Q1. Works commence in Q1 and complete by end Q2.
4.5 Provide a safe place to work, encouraging staff to engage in activities that promote health and wellbeing.	Develop a Health and Wellbeing Strategy, Policy and Action Plan. Engagement with staff to promote health and wellbeing to all.	Agree Strategy and Plan with employee representatives. Q1. Action Plan delivery commencement Q2-4. Staff engagement sessions to promote health and wellbeing ongoing throughout the year - completion. Q4.
4.6 Introduce Carbon Reduction Initiatives across all areas of responsibility which help address climate change challenges in the workplace.	Reduce emissions from our own activities in partnership with a range of other government agencies and stakeholders, across the catchments to take action that contributes to carbon neutrality and sustainable development within communities across the natural environment.	Audit of carbon emissions across the Agency completed by Q3. Develop a proposal of mitigation measures based on audit of carbon emissions. Target of at least 7% reduction during 2021. Q4. Develop a paperless strategy using cloud-based technology. Q4
4.7 Support the continued delivery of Loughs Agency business objectives through the development of a three year Learning and Development Strategy.	Staff training and development needs analysis. Learning and Development Strategy formulated. Initiation and implementation of staff training programme. Q1.	Learning and Development Strategy actions for 2020 confirmed. Q1. Initial programme of training in place and scheduled. Q1. Staff appraisal model agreed and implemented at all levels in the Agency. Q4.

Delivery Outcome	Responsible Director/s	Update
Enhanced visitor experience at Riverwatch through digital enhancement projects.	Director of Development	Not complete. Riverwatch remained closed during 2021 in line with government guidance. Following an assessment of the facilities on offer, the Senior Management Team requested that a full review of Riverwatch should be carried out in 2022.
Strive to reduce the average number of working days lost to sickness by improving the health and wellbeing of employees through relevant initiatives.	Director of Corporate Services	Wellbeing Strategy in place. Action Plan restricted due to COVID-19, however a suite of online training has been completed by the majority of staff.
Contributing to government initiatives by mitigating carbon emissions from our buildings and fleet of vehicles and boats.	Director of Corporate Services	Partially Complete. Cloud based technology implemented where possible. Proposal being drafted for mitigation measures. Building Energy Rating Assessments completed on Headquarters and Omagh Office.
An established culture of staff development and encouraging staff to take ownership of their personal and professional development, supported by management and with adequate resources in place to meet identified development needs that are consistent with business requirements.	Director of Corporate Services	Staff appraisal system in place and operational. Training matrix approved. A programme of statutory training requirements has taken place.

GNÍOMHAIREACHT NA LOCHANNA
Tuarascáil Bhliantúil agus Cuntais
don tréimhse dar críoch 31 Nollaig 2021

Arna chur faoi bhráid Thionól Thuaisceart Éireann agus dhá Theach an Oireachtais de réir an Oird um Chomhoibriú Thuaidh/Theas (Comhlachtaí Forfheidhmithe) (Tuaisceart Éireann), 1999, Sceideal 1, larscríbhinn 2, Cuid 7, Ailt 1.3 agus 2.6

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FORLÉARGAS AN PHRÍOMH- OIFIGIGH FHEIDHM- EANNAIGH

FORLÉARGAS AN PHRÍOM- HOIFIGIGH FHEIDH- MEANNAIGH



Tráth a bhfuil intreoir á scríobh agam ar an Tuarascáil Bhliantúil seo, tá comharthaí ann go bhfuilimid réidh leis an chuid is measa d'éifeachtaí COVID-19 a fhágáil inár ndiaidh. Cé nach bhfuil an phaindéim thart go fóill, tá mé dóchasach go mbeidh an bhliain seo níos normálta dár fhoireann agus dár bpáirtithe leasmhara. Léiríonn an Tuarascáil Bhliantúil seo mar a chuaigh muid i ngleic leis na dúshláin a bhí le sárú sa tréimhse seo, agus léirítear chomh maith na héachtaí iontacha a rinne muid agus na pleananna uaillmhianacha atá againn don todhchaí.

Bliain eile a bhí ann ina raibh tionchar ag COVID-19 ar shaol agus ar obair na foirne agus ar na pobail a bhfreastalaímid orthu. Mar fhreagairt ar nádúr athraitheach agus inathraithe na hoibre, bhí leibhéal na tacaíochta a thug muid don fhoireann níos airde ná riamh ó thaobh cúrsaí airgeadúla, digiteacha, praiticiúla agus folláine de. Chruthaigh muid agus neartaigh muid comhpháirtíochtaí agus comhoibriú ar fud na hÉireann agus ar fud an domhain maidir lenár gcláir AE.

Is é an t-athrú aeráide ceann de na príomhdhúshláin atá romhainn. Bíonn sé ag éirí níos soiléire i gcónaí go bhfuil an aeráid ag athrú agus go mbeidh tionchar suntasach ag na fadhbanna atá á gcruthú ag an athrú aeráide ar shaol gach duine go gceann na mblianta agus na scórtha bliain eile. Mar phríomheagras comhshaoil in Éirinn, tá Gníomhaireacht na Lochanna tiomanta gníomhú le dul i ngleic leis na cúiseanna atá leis an athrú aeráide sna dobharcheantair atá faoinár gcúram.

Tá cur síos ar bhuaicphointí le fáil sa Tuarascáil Bhliantúil seo, mar aon le samplaí de thionscadail, tionscnaimh agus comhoibriú: tugadh cuid acu chun críche i mbliana; tá roinnt eile idir lámha, agus tá an chuid eile acu díreach á seoladh as an nua. Ní fhéadfaimis na héachtaí atá déanta againn a bhaint amach murach saineolas, tiomantas, gairmiúlacht, obair chrua agus paisean ár bhfoirne. Ba mhaith liom buíochas a ghabháil leo as áit oibre chomh hiontach léi a dhéanamh de Ghníomhaireacht na Lochanna.

Tháinig deireadh in 2021 le téarmaí fada a bhí caite ag cuid de na Comhaltaí Boird agus is mian liom a deis seo a thapú buíochas a ghabháil leo as an obair chrua atá déanta acu, as a ndúthracht agus as a dtiomantas Gníomhaireacht láidir, rathúil a thógáil.

Cuirim fáilte roimh na Comhaltaí nua ar an Bhord agus roimh an Chomhalta atofa Heather Mackey, atá ceaptha mar Chathaoirleach: is í an chéad bhean í atá sa Chathaoir ag Gníomhaireacht na Lochanna. Tá mé buíoch agus tógtha na Comhaltaí nua seo a bheith ag teacht ar an Bhord agus a mbuanna, saineolas agus peirspictíochtaí féin a bheith á gcur acu le hobair na Gníomhaireachta d'fhonn ár bhFís a fhíorú go leanúnach.

S. McMahon

Sharon McMahon
Príomhoifigeach Feidhmeannach

CÉ MUID

Loughs
Agency
Gníomhaireacht na Lochanna
Factríe fúir Loughs

TUARASCÁIL BHLIANTÚIL

CÉ MUID

Is gníomhaireacht de chuid Choimisiún an Fheabhail, Chairlinn agus Shoilse na hÉireann (CFCSE) í Gníomhaireacht na Lochanna a bunaíodh mar Chomhlacht Forfheidhmithe Thuaidh Theas faoi Chomhaontú Aoine an Chéasta/Bhéal Feirste agus a corpraíodh faoin Ord um Chomhoibriú Thuaidh Theas (Comhlachtaí Forfheidhmithe) (Tuaisceart Éireann), 1999 agus faoi na hAchtanna um Chomhaontú idir an Bhreatain agus Éire, 1999 agus 2002.

Tá Bord Gníomhaireacht na Lochanna freagrach don Chomhairle Aireachta Thuaidh Theas (CATT) agus dá Ranna Rialtais Coimirice – an Roinn Talmhaíochta, Comhshaoil agus Gnóthaí Tuaithe (RTCGT) sa Tuaisceart, agus an Roinn Comhshaoil, Aeráide agus Cumarsáide (RCAC) sa Deisceart. Bíonn an Gníomhaireacht á maoiniú ar bhonn 50/50 ag RTCGT i dTuaisceart Éireann agus ag RCAC i bPoblacht na hÉireann.

Is i nDoire atá an Cheanncheathrú againn; tá Oifig Réigiúnach i gCairlinn, Contae Lú, agus tá stáisiún oibríochtúil ar an Ómaigh.

Is í fíis na Gníomhaireachta:

“Trí chomhpháirtíocht agus eolaíocht, ár n-iascaigh agus acmhainní nádúrtha a chosaint agus a fhorbairt.”

Is é ár misean:

“Na hiascaigh agus acmhainní i gceantair an Fheabhail agus Chairlinn a bhainistiú, a chur chun cinn agus a fhorbairt.”

Tá an Gníomhaireacht freagrach as achar 4,070km² de dhobharcheantar i gceantar an Fheabhail agus as achar 480km² de dhobharcheantar i gCairlinn; tá sí freagrach fosta as an dá loch mara agus as ceantar 12 mhíle amach san fharraige ó Loch Feabhail, a shíneann chomh fada le Dún Bó i dTuaisceart Éireann agus Cionn Mhálanna i nDún na nGall. Tá Gníomhaireacht na Lochanna ag bainistiú iascaigh trasteorann sna huiscí sin ó bunaíodh an t-eagras a tháinig roimhe in 1952, Coimisiún Iascaigh an Fheabhail, agus é mar dhualgas air maoirsiú a dhéanamh ar bhainistiú agus cosaint bradáin Atlantaigh agus iascaigh intíre dhobharcheantar an Fheabhail.

Is aidhm le Gníomhaireacht na Lochanna tairbhí inbhuanaithe sóisialta, eacnamaíochta agus comhshaoil a sholáthar trí chaomhnóireacht, bainistíocht, cur chun cinn agus forbairt éifeachtach i dtaca leis na hiascaigh agus na hacmhainní mara i gCeantair an Fheabhail agus Chairlinn.

Is iad feidhmeanna reachtúla na Gníomhaireachta:

- Loch Feabhail agus Loch Cairlinn a chur chun cinn agus a fhorbairt ar mhaithe le cuspóirí tráchtála agus áineasa i gcúrsaí muirí, iascach agus dobharshaothraithe.
- Iascaigh intíre Cheantair an Fheabhail agus Chairlinn a bhainistiú, a chaomhnú, a chosaint, a fheabhsú agus a fhorbairt.
- Dobharshaothrú agus Sliogiascaigh a fhorbairt agus a cheadúnú.
- Turasóireacht Mhuirí a fhorbairt.

Cuireann na Tosaíochtaí Straitéiseacha ardleibhéil seo a leanas, atá aitheanta in [Treoir Straitéiseach don Ré Nua 2020–30](#) ar a cumas do Gníomhaireacht na Lochanna a dualgas reachtúil a chomhlíonadh:

- Ár nDualgas: Caighdeán a Ardú
- Nascanna a Dhéanamh
- An tAistriú Cóir
- Scoth Eagraíochtúil

Is iad ár spriocanna:

- Ár ndualgas reachtúil maidir le caomhnóireacht agus cosaint a chomhlíonadh ar dhóigh inbhuanaithe.
- Nascanna a dhéanamh trí theagmháil agus cumarsáid éifeachtach.
- An tAistriú Cóir a thuiscint agus a chur chun cinn ar dhóigh straitéiseach.
- Meas a léiriú ar ár bhfoireann, inspioráid a thabhairt dóibh, agus feidhmíocht a fheabhsú trí nuálaíocht.

COMHIONAN- NAS, ÉAGSÚL- ACHT, INSCNE

COMHIONANNAS, ÉAGSÚLACHT, INSCNE

Tá Gníomhaireacht na Lochanna tiomanta timpeallacht oibre dhearfach, ionchuimsitheach a chruthú dár bhfostaithe. Is aidhm linn a chinntiú go léirítear go cothrom go bhfuil luach le gach fostaí agus meas orthu, agus go bhfuil ár n-eagras ionadaíoch ar gach cineál duine sa tsochaí. An sainmhíniú atá againn ar éagsúlacht ná an luach atá le gach duine mar dhuine aonair ann féin a thuiscint – tuigimid an luach atá le fostaithe, iarratasóirí poist, mic léinn, comhlaigh agus cuairteoirí mar dhaoine iontu féin. Léirítear an méid sin inár luachanna agus iompraíochtaí agus inár nósanna ceannaireachta:

- Caithimid go maith agus le comhbhá le gach duine
- Tá macántacht agus ionracas mar bhunchloch na ceannaireachta againn.

Tiomantas i dtaca le Comhionannas, Éagsúlacht agus Ionchuimsiú

Creidimid go dtéann sé chun sochair do chách ach an éagsúlacht smaointe agus cuir chuige i leith na hoibre ag daoine ó chúlraí difriúla, a bhfuil eispéiris agus féiniúlachtaí éagsúla acu, a ghlacadh chugainn féin agus an luach atá leo a thuiscint. Cuidíonn sé seo lenár bhfostaithe fás agus foghlaim agus cuireann sé ar a gcumas dóibh a lán-acmhainneacht a bhaint amach; tagann feabhas ar chinnteoireacht; treisítear teagmháil agus nuálaíocht, agus cuireann sé ar ár gcumas dúinn freastal níos fearr ar riachtanais ár gcustaiméirí éagsúla.

Chuige sin, tá na coimítmintí seo a leanas déanta againn:

- Timpeallacht a chruthú ina n-aithnítear agus ina bhfuil luach le difríochtaí indibhidiúla agus lena bhfuil le cur ag gach ball foirne lenár n-obair.
- Gan cur suas le hiompraíochtaí doghlactha, ciapadh, leithcheal, bulaíocht (cibearbhulaíocht san áireamh) ná íospairt

in aon réimse fostaíochta ná i soláthar seirbhísí dár gcustaiméirí.

- Treoir agus oiliúint a thabhairt don Bhord, d'fhostaithe agus do chonraitheoirí maidir le héagsúlacht, ionchuimsiú agus comhionannas deiseanna.
- Aon duine a mhothaíonn gur imríodh leithcheal orthu nó a chonaic a leithéid ag titim amach a spreagadh leis an cheist a ardú lena mBainisteoir Líne nó lena n-ionadaí Ceardchumainn.
- Gach duine a chur ar an eolas faoina bhfreagracht phearsanta maidir le comhdheiseanna a chur i bhfeidhm agus a chur chun cinn agus iad ag plé le daoine ó lá go lá, agus fostaithe a spreagadh le caitheamh le gach duine le dínit agus le meas.
- Athbhreithniú a dhéanamh go rialta ar ár gcleachtais, polasaithe agus gnáthaimh fostaíochta lena chinntiú go mbímid ag déanamh de réir mar a éilítear leis an ráiteas seo.
- Monatóireacht a dhéanamh ar éifeachtúlacht ár dtiomantas don éagsúlacht agus don ionchuimsiú agus do na polasaithe agus gnáthaimh a bhaineann leo, agus eolas a thabhairt don chomhlacht sainchomhairleoireachta uair sa bhliain ar a laghad.

Éilimid go n-aithníonn gach ball foirne na coimítmintí seo agus go ngníomhaíonn siad dá réir. Lena chois sin, déanfaimid de réir na reachtaíochta ábhartha uile agus de réir an dea-chleachtais.

Ní dhéanfar leithcheal san éagóir ar aon duine aonair. Áirítear leis sin, i measc nithe eile, leithcheal bunaithe ar aois, míchumas, athrú inscne, stádas pósta nó comhpháirtíochta sibhialta, toircheas nó saoire mháithreachais, cine, reiligiún nó creideamh, gnéas nó gnéaschlaonadh.

Ag Plé le Leithcheal

Níl iompraíocht dhoghlaigh, ciapadh, leithcheal, bulaíocht (cibearbhulaíocht san áireamh) agus íospairt i leith aon duine ag teacht lenár spriocanna timpeallacht thacúil oibre a chothú, agus ní chuirfear suas lena leithéid. Fiosrófar líomhaintí maidir le hiompar den chineál seo agus déanfar bearta smachta de réir an Pholasaí agus Gnáthamh um Dhínit san Obair.

Freagracht

- Tá an Bord freagrach go foriomlán as a chinntiú go mbímid ag oibriú de réir creat comhdheiseanna.
- Tá an Fhoireann Bhainistíochta Sinsearaí freagrach go foriomlán as bainistíocht, atá tarmligthe do gach bainisteoir ar fud an eagrais.

- Tá sé mar dhualgas ar gach fostaí tacú agus seasamh leis na prionsabail a bhaineann lenár gcoimítmint i dtaca le comhionannas, éagsúlacht agus ionchuimsiú agus leis na polasaithe agus gnáthaimh ghaolmhara.
- Tá an Stiúrthóir Seirbhísí Corporáideacha freagrach as an ráiteas seo a choinneáil faoi athbhreithniú.

Déantar an ráiteas seo a athbhreithniú go rialta agus, más gá, déantar é a athscríobh i bhfianaise athruithe reachtúla nó eagraíochtúla. Tá an ráiteas ar fáil don phobal trí shuíomh gréasáin Gníomhaireacht na Lochanna agus ar bhealaí eile.



NA COMHALTAÍ BOIRD

NA COMHALTAÍ BOIRD

Tá 12 Bhall ar Bhord Choimisiún an Fheabhail, Chairlinn agus Shoilse na hÉireann agus is í an Chomhairle Aireachta Thuaidh/Theas (CATT) a cheapann iad. Comhlíonann an Bord feidhmeanna na Comhlachta maidir le Ceantair an Fheabhail agus Chairlinn trí Ghníomhaireacht na Lochanna. Ón 1 Eanáir 2021 go dtí an 12 Nollaig 2021 bhí triúr ban agus ochtar fear ina gComhaltaí Boird. Ón 1 Aibreán 2021 ar aghaidh, bhí ceathrar acu as feidhm mar gheall ar staid leanúnach polaitíochta i dTuaisceart Éireann.

Ar an 14 Deireadh Fómhair 2021, cheap CATT cúigear Comhaltaí Boird nua ar Bhord Ghníomhaireacht na Lochanna agus thosaigh siad ina róil ar an 13 Nollaig 2021, an dáta céanna ar ceapadh Heather Mackey ina Cathaoirleach ar Ghníomhaireacht na Lochanna don tréimhse an 13 Nollaig 2021 go dtí an 12 Nollaig 2026.

Ón 13 Nollaig 2021 ar aghaidh bhí triúr ban agus seachtar fear ina gComhaltaí Boird. Tá dhá fholúntas ar an Bhord faoi láthair: Leas-Chathaoirleach agus Comhalta Boird amháin.

Rialú

Tá rólanna agus freagrachtaí Bhord Ghníomhaireacht na Lochanna leagtha amach i Meabhrán Airgeadais na Gníomhaireachta. I measc na gceisteanna a bpléann an Bord go sonrach leo tá:

- Dearbhú Coimhlint Leasa;
- Straitéis an Bhoird a shocrú, le comhaontú ó CATT;
- Tuarascálacha ó Choistí;
- Tuarascálacha Airgeadais / Cuntais Bhainistíochta;
- Tuarascálacha Feidhmíochta, agus;
- Ceisteanna Forchoimeáda.

De réir na ndualgas atá leagtha amach sa Chód Iompair, tá freagracht chorparáideach ar an Bhord as a chinntiú go mbíonn an Ghníomhaireacht ag comhlíonadh na n-aidhmeanna agus na gcuipóirí arna socrú ag na Ranna Coimircíochta, RTCGT agus RCAC, arna bhfaomhadh ag CATT, agus as úsáid éifeachtach, thíosach, éifeachtúil a bhaint as acmhainní foirne agus eile leis an

Ghníomhaireacht a chur chun cinn.

An Bord

Déanann Bord Ghníomhaireacht na Lochanna an méid seo a leanas:

- socraíonn sé treoir straitéiseach fhoriomlán na Gníomhaireachta de réir an chreat polasaí agus acmhainní arna shocrú ag CATT, ag na hAirí cuí agus ag na Ranna Coimircíochta;
- tugann sé dúshlán na Foirne Bainistíochta Sinsearaí ar dhóigh chuidiúil maidir le pleanáil, socrú spriocanna agus feidhmíocht;
- cinntíonn sé go gcoinnítear na Ranna Coimircíochta ar an eolas faoi aon athruithe ar dócha go mbeidh tionchar acu ar threoir straitéiseach na Gníomhaireachta nó ar inchomhlíontacht spriocanna an eagrais, agus socraíonn siad na céimeanna is gá a ghlacadh le plé lena leithéid d'athruithe;
- cinntíonn sé go ndéantar de réir na riachtanas reachtúil agus riaracháin a bhaineann le húsáid cistí poiblí; go n-oibríonn an Ghníomhaireacht taobh istigh de theorainneacha a dualgais reachtúil agus de réir aon údarás tarmligthe arna chomhaontú leis na Ranna Coimircíochta, agus de réir aon choinníollacha eile a bhaineann le húsáid cistí poiblí; agus, cinntíonn sé nuair a bhíonn cinntí á ndéanamh go nglacann an Bhord san áireamh an treoir ábhartha uile arna heisiúint ag CATT, na Ranna Airgeadais agus na Ranna Coimircíochta;
- cinntíonn sé go bhfaigheann sé faisnéis airgeadais faoi bhainistiú na Gníomhaireachta agus go scrúdaíonn sé í go rialta; go gcuirtear ar an eolas é go tráthúil maidir le haon cheisteanna buairimh i dtaca le gníomhartha na Gníomhaireachta; agus go dtugann sé dearbhú dearfach do na Ranna Coimircíochta go bhfuiltear ag déanamh na ngníomhartha cuí maidir le ceisteanna buairimh;
- bíonn ardchaighdeán rialú corparáideach

i bhfeidhm i gcónaí aige, lena n-áirítear úsáid a bhaint as an Choiste Iniúchóireachta agus Riosca le cuidiú leis an Bhord dul i ngleic le príomhrioscaí airgeadais agus eile atá roimh an Ghníomhaireacht.

Bhí ceithre Chruinniú Boird ann in 2021. Mar gheall ar an staid leanúnach polaitíochta i dTuaisceart Éireann, ní raibh an Ghníomhaireacht in ann córam a fháil i gcás dhá cheann den sé chruinniú Boird in 2021.

Comhalta Boird	Ról	Tinreamh
Laurence Arbuckle (Cathaoirleach an Bhoird go dtí an 12 Nollaig 2021)	Cathaoirleach	4
Andrew Duncan (tháinig deireadh lena théarma ar an 12 Nollaig 2021)	Leas-Chathaoirleach	3
Phil Mahon (tháinig deireadh lena téarma ar an 12 Nollaig 2021)	Comhalta	4
Michael McCormick (tháinig deireadh lena théarma ar an 12 Nollaig 2021)	Comhalta	3
Terry McWilliams	Comhalta	0
Allan Ewart (tháinig deireadh lena théarma ar an 12 Nollaig 2021)	Comhalta	0
Alastair Patterson (tháinig deireadh lena théarma ar an 12 Nollaig 2021)	Comhalta	0
Ian McCrea (tháinig deireadh lena théarma ar an 12 Nollaig 2021)	Comhalta	1
Fiona Walsh (thosaigh an dara téarma aici ar an 13 Nollaig 2021)	Comhalta	3
Heather Mackey (Cathaoirleach an Bhoird ón 13 Nollaig 2021 ar aghaidh)	Comhalta	4
Patrick Gibbons (tháinig deireadh lena théarma ar an 12 Nollaig 2021)	Comhalta	4
Danny Kennedy (ceapadh é ar an 30 Iúil 2021)	Comhalta	2
Frances Lucy (ceapadh í ar an 13 Nollaig 2021)	Comhalta	
Declan Little (ceaptha ar an 13 Nollaig 2021)	Comhalta	
Niall Greene (ceaptha ar an 13 Nollaig 2021)	Comhalta	
Jack Keyes (ceaptha ar an 13 Nollaig 2021)	Comhalta	
Conor Corr (ceaptha ar an 13 Nollaig 2021)	Comhalta	

Cruinnithe Boird

Uimh.	Dáta
125	23 Feabhra 2021
126	15 Meitheamh 2021
127	21 Deireadh Fómhair 2021
128	8 Nollaig 2021

Tá miontuairiscí na gcruinnithe thuasluaite le fáil ar shuíomh gréasáin na Gníomhaireachta: www.loughs-agency.org

AN COISTE INIÚCHÓIRE- ACHTA AGUS RIOSCA

AN COISTE INIÚCHÓIREACHTA AGUS RIOSCA

Bhunaigh Coimisiún an Fheabhail, Chairlinn agus Shoilse na hÉireann Coiste Iniúchóireachta agus Riosca chun tacú leis ina fhreagrachtaí riosca, smachta agus rialaithe, agus le dearbhú gaolmhar.

Cuireann an Coiste Iniúchóireachta agus Riosca comhairle ar an Oifigeach Cuntasaíochta agus ar an Bhord faoi na cúrsaí seo a leanas:

- na próisis straitéiseacha maidir le riosca, smacht agus rialú agus maidir leis an Ráiteas um Rialú Inmheánach;
- polasaithe cuntasaíochta agus Tuarascáil Bhliantúil agus Cuntais na Gníomhaireachta;
- gníomhaíochtaí atá beartaithe agus torthaí ar Iniúchta Inmheánacha agus Seachtracha araon;
- leordhóthaineacht freagairt an lucht bainistíochta maidir le ceisteanna a ardaítear i dtuarascálacha iniúchóireachta Inmheánacha agus Seachtracha;
- dearbhú a bhaineann le bainistiú riosca agus riachtanais rialaithe corparáidigh na Gníomhaireachta;

- polasaithe frithchalaoise, próisis sceitheoireachta agus socruithe i dtaca le fiosrúcháin speisialta a bhreithniú;
- tuarascálacha ábhartha ón Ard-Reachtair Cuntas agus Ciste agus ó eagrais eile a fháil;
- torthaí ar athbhreithnithe ábhartha inmheánacha nó seachtracha a bhfuil ciallachais shuntasacha acu don Gníomhaireacht a bhreithniú.

Bhí cruinniú amháin de Choiste Iniúchóireachta agus Riosca ann in 2021. Mar gheall ar an staid leanúnach polaitíochta i dTuaisceart Éireann ní raibh an Gníomhaireacht in ann córam a fháil i gcás trí cinn den cheithre chruinniú riachtanacha den Choiste Iniúchóireachta agus Riosca in 2021. Ag an 127ú Cruinniú Boird ar an 15 Meitheamh 2021, ceapadh Phil Mahon ar an Choiste Iniúchóireachta agus Riosca.

D'éirigh Cathaoirleach an Choiste Iniúchóireachta agus Riosca as ar an 14 Deireadh Fómhair 2021.

Is iad seo a leanas sonraí faoi chomhaltaí den Choiste Iniúchóireachta agus Riosca agus a dtinreamh ag cruinnithe in 2021:

Comhalta Boird	Ról	Tinreamh
Patrick Gibbons (d'éirigh sé as ar an 14 Deireadh Fómhair 2021)	Cathaoirleach	1
Fiona Walsh	Comhalta	1
Allan Ewart	Comhalta	0
Alastair Patterson	Comhalta	0
Phil Mahon (ceapadh í ar an 15 Meitheamh 2021)	Comhalta	1
Andrew Walker	Comhalta cothofa	1

Cruinnithe den Choiste Iniúchóireachta agus Riosca

Dáta

15 Meán Fómhair 2021

AN CHOMHAIRLE AIREACHTA THUAIDH/THEAS

AN CHOMHAIRLE AIREACHTA THUAIDH/THEAS

Ní raibh aon Chruinniú Earnála Dobharshaothraithe agus Muirí ag an Chomhairle Aireachta Thuaidh/Theas in 2021.



RIALÚ CORPARÁIDEACH



RIALÚ CORPARÁIDEACH

Tá ról lárnach ag an Stiúrthóireacht Seirbhísí Corparáideacha i mbaint amach spriocanna straitéiseacha na Gníomhaireachta. D'éirigh leis an Gníomhaireacht a dualgais a chomhlíonadh ar bhonn leanúnach in 2021. An fhianaise air sin ná uasdátuithe a bheith tugtha don Bhord agus don Choiste Iniúcháireachta agus Riosca; comhlíonadh próisis bainistithe riosca, agus córas éifeachtach rialaithe inmheánaigh a chur i bhfeidhm.

Rinne an Gníomhaireacht monatóireacht ar a caiteachas le hais buiséid fhaofa agus thug sí tuairiscí rialta dá Ranna Coimircíochta. Leanadh le cruinnithe rialta Rialaithe agus Cuntasachta leis na Ranna Coimircíochta agus le teagmháil

laethúil le linn 2021 lena chinntiú go raibh an Cód Cleachtais um Rialú Comhlachtaí Stáit agus an Comhaontú Maoirsithe (RCAC) agus an Lámhleabhar Coimircíochta (RTCGT) á gcomhlíonadh.

Iniúcháireacht Inmheánach

Is cuid thábhachtach de Rialú Corparáideach foriomlán na Gníomhaireachta í Iniúcháireacht Inmheánach. Leis an Iniúcháireacht Inmheánach, déantar córais, na gnáthaimh a bhaineann leo agus rialuithe a thástáil agus déantar tuairiscí faoina éifeachtaí atá siad. Fuair an Gníomhaireacht rátáil 'sásúil' in 2021.



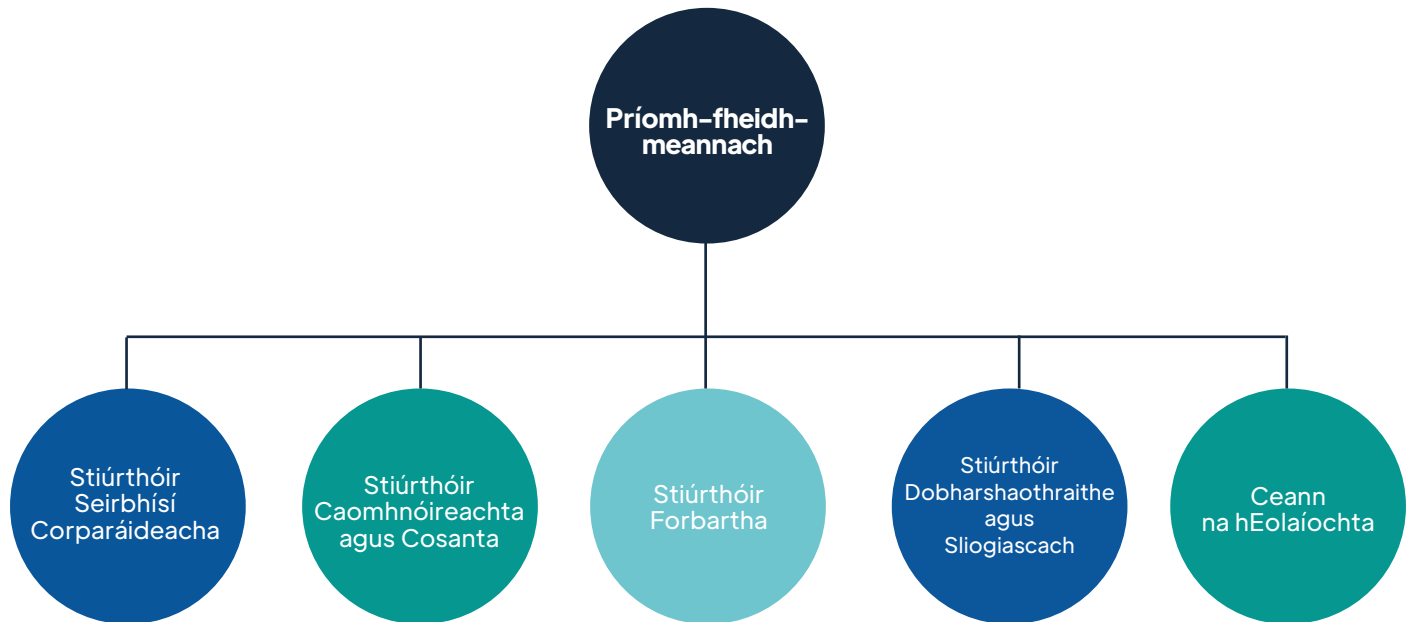
AN FHOIREANN



AN FHOIREANN

Is struchtúr ceithre Stiúrtóireacht atá i bhfeidhm sa Ghníomhaireacht (Forbairt, Dobharshaothrú agus Sliogiascaigh, Caomhnóireacht agus Cosaint, agus Seirbhísí Corparáideacha) agus tá rannóg Eolaíochta ann chomh maith. Tá croífhóireann bhuan fhaofa 53 duine ann faoi láthair.

Cairt Eagraíochtúil na Bainistíochta Sinsearaí amhail 31 Nollaig 2021



FORBAIRT FOIRNE

FORBAIRT FOIRNE

Aithníonn an Ghníomhaireacht an tábhacht atá le forbairt foirne agus le tionscnaimh forbartha pearsanta leanúnaí do gach ball foirne. Le linn na bliana, chuaigh an Ghníomhaireacht i ngleic le riachtanais oiliúna agus forbartha na foirne. Díríodh ar choinneáil eolais agus scileanna agus ar an fhoireann a spreagadh agus cuireadh an oiliúint in oiriúint le go dtiocfadh leis an Ghníomhaireacht a cuspóirí a bhaint amach agus le go bhféadfadh baill foirne aonair a riachtanais féin a chomhlíonadh.

LÁIMHSEÁIL GEARÁN

Tá gnáthamh ag an Ghníomhaireacht le gearáin a láimhseáil. Tá teacht air [anseo](#). Ní bhfuarthas aon ghearán in 2021.



FREAGAIRT AR COVID-19



FREAGAIRT AR COVID-19

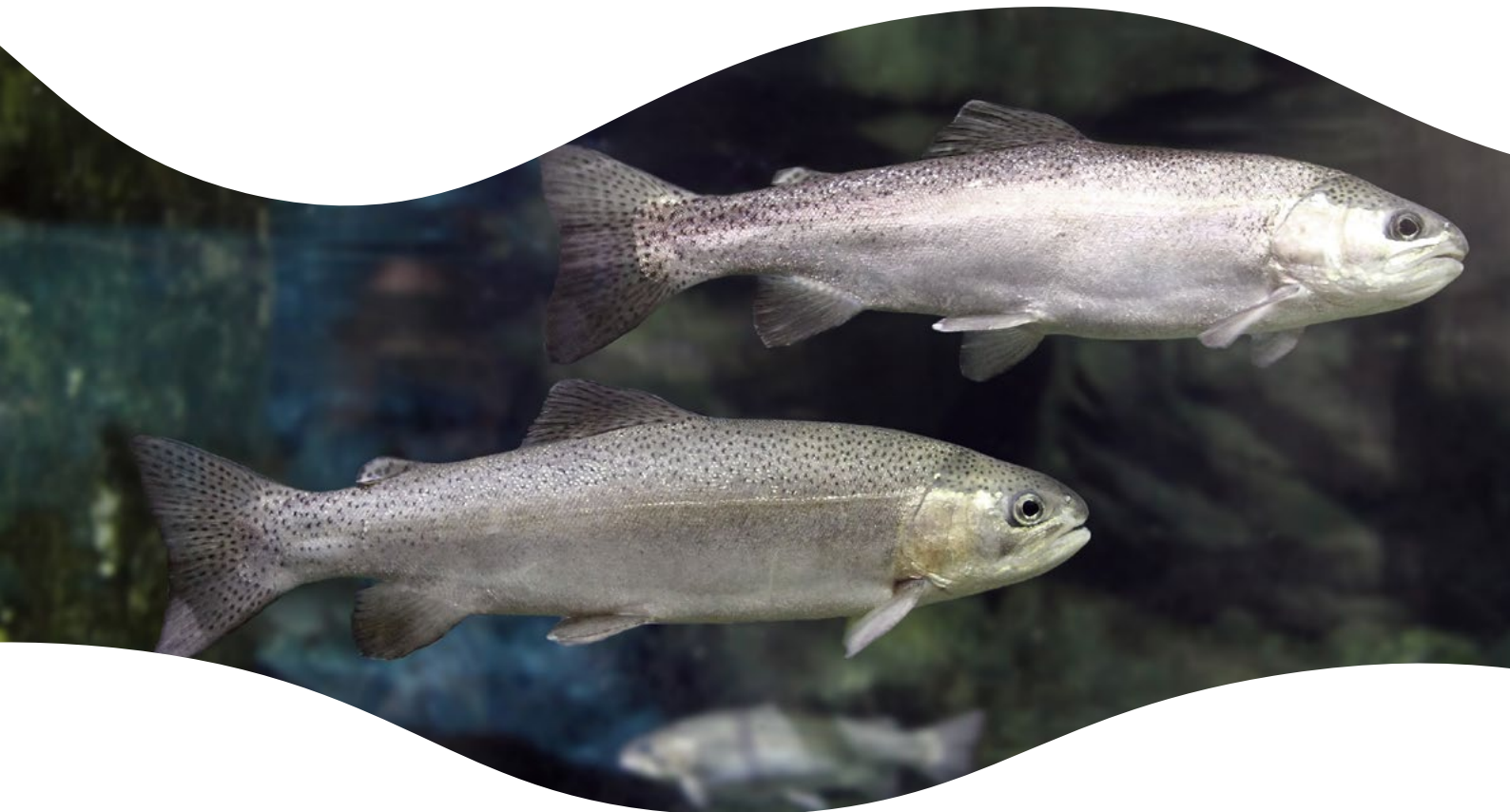
Bhí Gníomhaireacht na Lochanna tiomanta i gcónaí i rith na paindéime COVID-19 timpeallacht shábháilte, shláintiúil a chur ar fáil d'fhostaithe, do pháirtithe leasmhara agus don phobal agus a chinntiú san am céanna go raibh a cuid gnó ag dul ar aghaidh go leanúnach.

Ní raibh cead isteach ag an phobal inár n-oifigí ná in Ionad Cuartaíochta Riverwatch, agus d'aistrigh baill foirne oifige ón oifig go dtí an baile de réir chomhairle an rialtais i rith 2021.

Lean an Fhoireann Bhainistíochta Sinsearaí le hathbhreithniú ar an phlean freagartha COVID-19, a raibh réimse cleachtais shlána oibre mar chuid de.

Lean an Fhoireann Cosanta lascach agus an Fhoireann Eolaíochta le comhlíonadh dhualgais reachtúla na Gníomhaireachta i rith 2021, de réir threoirlínte rialtais sa dá dhlínse.

Tá súil againn gur féidir leis an Ghníomhaireacht filleadh ar thimpeallacht na hoifige in 2022 nuair a bheidh srianta an rialtais scaoilte. Mar gheall ar a rathúla atá an obair ón bhaile, breithneoidh Foireann Bhainistíochta Sinsearaí na Gníomhaireachta samhail hibrideach oibre a éascaíonn meascán den obair sa bhaile agus san oifig, agus déanfar monatóireacht leanúnach ar chomhairle shláinte phoiblí agus déanfar dá réir.



PRÍOMHÉACHTAÍ IN 2021

PRÍOMHÉACHTAÍ IN 2021

Cosaint Iascach

In ainneoin srianta COVID-19, bhí oibríochtaí forfheidhmithe ag dul ar aghaidh de réir ár lánacmhainneachta i rith 2021. Lean na criúnna cosanta le patróil chladaí agus patróil bháid ar fud Cheantair an Fheabhail agus Chairlinn. Gabhadh roinnt trealamh mídhleathach iascaireachta mar thoradh ar na patróil sin.

Tá an Ghníomhaireacht buíoch as an tacaíocht ó Sheirbhís Phóilíneachta Thuaisceart Éireann agus ón Gharda Síochána.

Urghabháil

	2017	2018	2019	2020	2021
Báid agus Gluaisteáin	3	1	2	7	4
Líonta	78	41	31	37	40
Eile	17	7	8	7	17
Slait Iascaireachta	46	42	48	55	43
Salmanaidí	27	17	14	75	43
Éisc Eile	4	27	215	15	120
Málaí Oisrí	4	8	1	2	0

Eachtraí Truailithe

Le linn 2021 phléigh Gníomhaireacht na Lochanna le truailliú uisce mar gheall ar fhoirgníocht shibhialta agus sciodar talmhaíochta. Chomh maith leis sin, dhéileáil an fhoireann le sileadh ola, scaoileadh séarachais, láithreáin líonta talún neamhúdaraíthe agus ceisteanna a d'éascair as bainistiú tionscadail fuinnimh ghlais. I measc na n-eachtraí ba thromchúisí bhí marú líon mór iasc in Abhainn Aghlisk i mí na Bealtaine 2021.

D'fhiosraigh an Ghníomhaireacht breis agus 482 eachtra i rith na bliana.

	2017	2018	2019	2020	2021
Sceitheadh Dramhaíola Neamh-Thalmhaíochta	14	13	11	24	23
Talmhaíocht	87	57	82	107	81
Ceimiceach	4	4	8	4	6
Truailliú Ar Bith Aimsithe	79	64	60	33	286
Ola	4	14	17	18	7
Eile	41	24	54	68	37
Séarachas	23	12	17	26	36
Ainmhithe Marbha	4	3	2	1	6

Clár Monatóireachta

Eolaíochta na nIascach

Lean an Ghníomhaireacht le hinfheistíocht a dhéanamh i bhforbairt a Cláir Áiritheoirí Iasc lena chinntiú go raibh an ceithre áiritheoir iasc reachtúla san Fhinn, sa Ró, sa Mhorn agus san Fhochaine ag teacht le ceanglais reachtúla intíre agus le caighdeáin i gcomhaontuithe idirnáisiúnta, ionas go dtiocfadh leis an Ghníomhaireacht tuairisceáin dhaingne a chur chuig an Chomhairle Idirnáisiúnta um Thaiscéaladh na bhFarraigí agus chuig an Eagras um Chaomhnú Bradáin Atlantaigh Thuaidh.

Bailíodh sonraí tábhachtacha agus reachtúla in 2021, eolas do Thuairiscí Stádais san áireamh.

Tástáladh na gaistí brainlín agus cuireadh iad sa Ró agus san Fhochaine, rud a d'fhág go rabhthas in ann measúnú a dhéanamh ar aistriú na mbrainlín in 2021 agus clibeanna a chur orthu mar chuid de Thionscadal SeaMonitor.

In 2021 díorthaíodh na sonraí a leanas ó na háiritheoirí iasc atá luaite i reachtaíocht:

- Níor baineadh amach an teorainn chaomhnóireachta in abhainn na Finne.
- Bunaithe ar na sonraí ón obair a rinne Ollscoil Ghlaschú ar an chora i Muileann an tSiáin, baineadh amach an teorainn chaomhnóireachta agus an sprioc bhainistíochta.
- Baineadh amach an teorainn chaomhnóireachta agus an sprioc bhainistíochta san Fhochaine.
- Baineadh amach an teorainn chaomhnóireachta agus an sprioc bhainistíochta in Abhainn na Ró.

	Teorainn Chaomhnóireachta	% Comhlíonta	Sprioc Bhainistíochta	% Comhlíonta	Comhaireamh 2021
An Fhinn	4,328	56	5,410	45	2,409
An Mhorn	6,287	51	7,859	41	3,197
Abhainn na Ró	1,466	301	1,833	240	4,415
An Fhochaine	640	371	800	297	2,373

Siocair nár baineadh amach an teorainn chaomhnóireachta san Fhinn in 2020, rinneadh Dearbhú go luath in 2021, de bhun Alt 4 de na Rialacháin um Cheantar an Fheabhail (Rialú lascaireachta) 2010, de bhun Chuid 13(1) de Acht lascaigh an Fheabhail 1952 agus de bhun Chuid 13 (1) de Acht lascaigh an Fheabhail (Tuaisceart Éireann) 1952.

Leis an Dearbhú sin, cuireadh líontóireacht ar fionraí san Fheabhal, i Loch Feabhail agus sa cheantar chun farraige i Loch Feabhail agus cuireadh srianta ar an tslatiascaireacht san Fhinn: is ar bhonn gabhála agus scaoilte amháin a ceadaíodh slatiascaireacht san Fhinn le linn shéasúr iomlán 2021.

Achoimre ar Áireamh na nIasc 2017 – 2021

	2017	2018	2019	2020	2021
An Fhinn	1,985	3,955	4,247	2,302	2,409
An Mhorn	912	1,214	2,820	3,915	3,197
Abhainn na Ró	2,371	4,305	1,573	3,696	4,415
An Fhochaine	1,763	1,046	3,976	6,300	2,373

Intleacht Shaorga

Tá dul chun cinn suntasach déanta ag Gníomhaireacht na Lochanna maidir le feabhsúcháin bunaithe ar an teicneolaíocht sa chlár monatóireachta eolaíochta agus i dtionscnaimh a bhaineann le speicis d'éisc, le cáilíocht an uisce agus leis an athrú aeráide.

Agus an Intleacht Shaorga (IS) in úsáid i gclár áirimh iasc Gníomhaireacht na Lochanna, laghdaítear an méid ama agus an dua a bhíonn le caitheamh d'fhonn sonraí áirimh iasc a dhearbhu le hais na bhfíschomhad gaolmhar. Tá dearbhú físeán fadálach, malltriallach, ach nuair a bhíonn meaisínfhoghlaím i gceist, is féidir le Gníomhaireacht na Lochanna an próiseas iomlán, ó bhailiú sonraí go tuairisciú eolaíochta, a dhéanamh go huathoibríoch.

Bhí clár píolótach ag an Gníomhaireacht in 2020 agus d'éirigh leis. Ar na torthaí bhí sainaithint speiceas, forbairt tairseach thuairiscithe maidir le cruinneas IS, agus forbairt comhthiomsú físeán bunaithe ar shonraí ó áiritheoirí VAKI arna bpróiseáil ó láthair áirimh iasc na Fochaine. In 2021 leanadh leis an tionscadal agus tá sé beartaithe cur leis an mheaisínfhoghlaím atá déanta go dtí seo ach físiú dearbhaithe lasnairde ó áiritheoirí friotachais Gníomhaireacht na Lochanna a thabhairt isteach ar mhaithe le hanailís agus próiseáil sonraí a dhéanamh. I ndeireadh an lae, is é sprioc fhoriomlán an tionscadail sna séasúir atá le theacht IS a úsáid ar fud dhobharcheantar áirimh Gníomhaireacht na Lochanna le dearbhú agus anailís sonraí a dhéanamh i dtaca leis na háiritheoirí iasc agus na sonraí eolaíochta a ghintear.

Clár Cáilíochta Uisce

Lean an Gníomhaireacht in 2021 le cur i bhfeidhm an Chlár Monatóireachta Leanúnaí Fionnuisce agus Teiliméadrachta d'fhonn taifead fíor-ama a dhéanamh ar thréithe cáilíochta uisce.

Tá an tsamhail is deireanaí de chuid Sondas agus stáisiúin nua aimsire in úsáid ó bhí Eanáir 2021 ann sa Ró, san Fhinn agus sa Mhór.

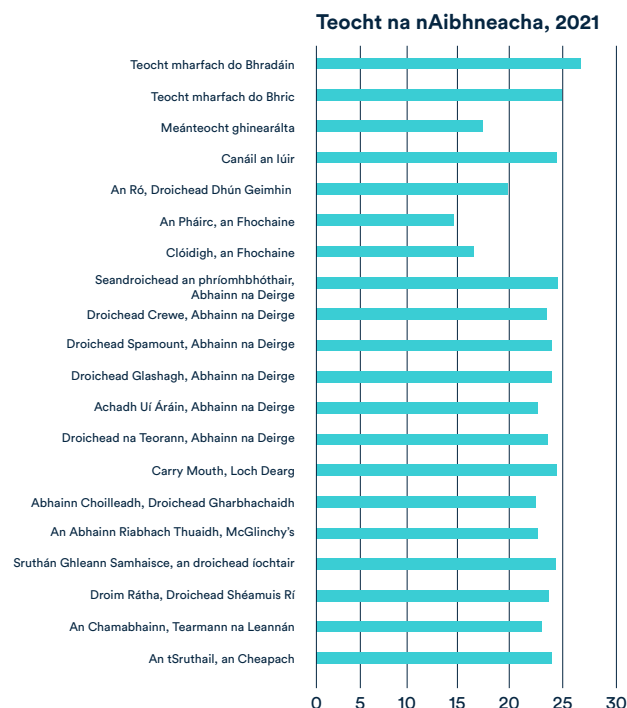
Cuireadh dhá ghléas Sondas eile sa Chamabhainn agus sa Rí i mí Mheán Fómhair 2021.

Ritheoga d'Eascanna

Chuir an Gníomhaireacht ritheoga d'eascanna sa Ró agus sa tSruthail in 2021. Tá ceithre ritheoga d'eascanna anois ag an Gníomhaireacht sa Ró, san Fhochaine, sa tSruthail agus san Fhinn, a éascaíonn turas na n-eascann slán sábháilte suas na habhainnchórais.

An Teocht sna hAibhneacha

Ba í an tréimhse fhada d'aimsir the go mall i mí Iúil an dúshlán ba mhó ag an Gníomhaireacht ó thaobh na n-iascach fiáin de.



Le go mairfidh bradáin, bíonn uisce fuar, glan, ocsaiginithe de dhíth orthu. D'fhéadfadh uisce atá róthe a bheith marfach do bhradáin. Nuair a bhíonn an teocht ard, bíonn éileamh níos mó ar ocsaigin ach bíonn an soláthar ocsaigine níos ísle. Nuair a ardaíonn an teocht, féadfaidh tocsaineacht an uisce ardú fosta de réir mar a éiríonn substaintí tocsaineacha níos intuaslagtha. Lena chois sin, féadfaidh uisce te dochar a dhéanamh do chóras imdhíonach na mbradáin agus féadfaidh galair theacht orthu níos éasca.

Nuair a bhí an adhaimsir ann, thomhais Oifigigh na nIascach teocht an uisce sna aibhneacha. Tá na torthaí le fáil thíos taobh le teochtaí marfacha do speicis ar leith. Baineann na teochtaí marfacha le huisce glan; sa chás ina mbíonn ocsaigin tuaslagtha san uisce, bíonn sé

marfach ag teocht níos ísle. Ní raibh an Ró ná an Fhochaine go ró-olc. Is dócha gur insreabhadh screamhuisce nádúrtha ó shil-leagáin ghainimh agus ghairbhéil ba chúis le teocht na n-aibhneacha seo a choinneáil mar a bhíonn de ghnáth.

Athchóiriú na Moirne Bige

Ar an 13 Samhain 2020, sciort achar tuairim is 4.5 heicteár de phortach móna in aice le suíomh forbartha feirme gaoithe isteach i sruthán friothálach agus as sin isteach sa Mhorn Bheag.

Bunaíodh dhá Ghrúpa Oibre Idir-Ghníomhaireachta ina dhiaidh sin, ceann a bhaineann le forfheidhmiú agus ceann eile a bhaineann le hathchóiriú. Tháinig na grúpaí le chéile go rialta in 2021 le forbairtí i dtaca leis an eachtra a athbhreithniú. Ba é príomhchuspóir na ngrúpaí sonraí eolaíochta agus eolas a chomhroinnt oiread agus a thiocfadh leo, lenár áiríodh, i measc nithe eile, eolas lenár aithníodh na gnáthóga agus speicis ar imir an eachtra tionchar orthu, méid an tionchair ar na gnáthóga agus ar na speicis, agus an dóigh ba fhóirsteanaí leis na gnáthóga agus speicis a athchóiriú agus a athshlánú. Bhí Gníomhaireacht na Lochanna mar Chathaoirleach ar na grúpaí agus seo a leanas liosta de na heagrais eile a bhí iontu:

- Comhairle Chontae Dhún na nGall (Forfheidhmiú Pleanála, an Rannóg Chomhshaoil agus Innealtóirí).
- An Gníomhaireacht um Chaomhnú Comhshaoil (Bitheolaithe agus Baill Foirne na Treorach um Dhliteanas).
- An tSeirbhís Páirceanna Náisiúnta agus Fiadhúlra.
- Gníomhaireacht Chomhshaoil Thuaisceart Éireann (an Treoir um Dhliteanas Comhshaoil, Cáilíocht Uisce agus an Rannóg um Ainmniú Nádúrtha).
- Comhairle Chathair Dhoire agus Cheantar an tSratha Báin.
- Uisce Thuaisceart Éireann (Baill Foirne Cóireála Uisce).

Fuarthas maoiniú breise ón dá Roinn Coimircíochta agus thosaigh an Gníomhaireacht ar oibreacha athchóirithe ar

Abhainn na Moirne Bige in 2021 i ndiaidh do shuirbhéireacht a bheith tugtha chun críche. Tá an Mhorn Bheag rannata ina seacht limistéar ar leith ag an fhoireann atá ag déanamh obair athchóirithe uirthi agus tá plean gnímh déanta faoi choinne gach limistéir.

Tá an obair atá molta faoi choinne gach limistéir difriúil ag brath ar an mhéid idirghabhála atá de dhíth. Mar shampla, bhí meascán de theicnící crua-innealtóireachta agus bog-innealtóireachta in úsáid i limistéar a haon ag Droichead na Cruaiche, a shíneann tuairim is 550m síos ón droichead: feabhsúcháin ar ghairbhéal sceathraí a raibh truailliú móna déanta air; an abhainn a chosaint ar phóitseáil ionchasach beostoic, agus an timpeallacht bhrúachánach a fheabhsú le plandaí bithéagsúla. Tá fálú, cur plandaí, sraodbhallaí carraige, glanadh gairbhéil agus crú-bhléinte sa phlean feabhsúcháin do gach limistéar.

Forbairt na Slatiascáir-achta agus Iascach

Cur plandaí ar son Feabhsú Aibhneacha trí Réitigh Chomhshaoil
In 2021 chuir an Gníomhaireacht tús leis an chéad bhliain de chur chuige nuálach dúlraibhunaithe trí bliana d'fhonn bainistiú iascach a fheabhsú agus tacú leis sin go réamhghníomhach. Táimid ag obair i gcomhpháirt le Woodland Trust agus tá cur chuige forghníomhach ann le dul i ngleic le ceisteanna a mbeadh tionchar tubaisteach acu ar iascaigh. Beimid ag obair i gcomhpháirtíocht le húinéirí talún, feirmeoirí agus eagrais eile atá ag teacht lenár gcur chuige.

Dhírigh an tionscadal ar cheithre limistéar ar leith in 2021 agus bunaíodh cur chuige a leanfar

leis sa dá bhliain atá amach romhainn i limistéir eile i ndobharcheantair an Fheabhail agus Chairlinn.

Scéimeanna Gnáthóg agus Athchuir

Rinne an Ghníomhaireacht oibreacha suntasacha ar ghnáthóga i rith na bliana, lenár áiríodh: fálú bruachánach; cur crann agus forbairt struchtúir ghnáthóige salmainide ionsrutha. Tá scéimeanna rialaithe creimthe déanta ag an Ghníomhaireacht fosta le gnáthóga salmainidí óga a chosaint. Mar shampla:

Abhainn Choilleadh

Stoitheadh fad 160m d'fhásra ar bhruach na habhann mar gheall ar thuilte. Mar thoradh air sin ní raibh na crainn seasta ná daingean agus bhí turnamh ann agus soladaigh ar fuaidreamh san abhainn ag Eastát Beltrim sa Ghoirtín i gContae Thír Eoghain. D'athneartaigh Gníomhaireacht na Lochanna an bruach trí chuaillí adhmaid learóige a bhrú go hingearach isteach in imeall na habhann agus sraitheanna de chuaillí a fheistiú go cothrománach d'fhonn bonn bhruach na habhann a chosaint. Cuireadh bruscán isteach taobh thiar de na cuaillí le siolta agus smionagar a cheapadh agus leis an bhruach a nádúrú. Cuireadh crainn dhúchasacha leathanduilleacha taobh thiar den sraodbhalla, lenár áiríodh coll, dair, fearnóg agus saileach.

An Chamabhainn

Bhí sciorradh bruaigh sa chuid sin den abhainn a dtugtar cuid Bertie Anderson air mar gheall ar rochtain a bheith ag an phobal agus ag beostoc araon uirthi. Mar thoradh ar an turnamh, chuaigh siolta isteach san abhainn: bhí tionchar aige sin ar chlaiseanna sceathraí síos an abhainn agus d'éirigh an sruth níos cúinge.

Rinneadh oibreacha boginnealtóireachta:

cuireadh fad 60m de bhuilcíní fréimhe isteach le cuidiú le cobhsú an bhruaigh. Cuideoidh na builcíní, a fuarthas sa cheantar áitiúil, le ceapadh agus laghdú siolta san abhainn, rud a chuirfidh le hathfhás ar an bhruach. Brúdh fad 40m de chuaillí adhmaid learóige go hingearach isteach in imeall na habhann fosta agus cuireadh síos cuaillí go cothrománach le bonn bhruach na habhann a chosaint. Cuireadh bruscán ar an taobh thiar le siolta agus smionagar a cheapadh.

An Fhinn

Gach geimhreadh déanann Oifigigh lascach Ghníomhaireacht na Lochanna suirbhéireacht ar an Fhinn le claiseanna bradán a aimsiú. Le blianta beaga anuas tá sé tugtha faoi deara acu go bhfuil laghdú tagtha orthu i roinnt láithreacha éagsúla. Aithníodh trí shuirbhéireacht ar ghnáthóga fosta go raibh toilleadh mór gairbhéil i ndiaidh bogadh in áiteanna éagsúla feadh na habhann. I gceantair áirithe, bhí an gairbhéal bogtha síos an abhainn, rud a d'fhág nach raibh gnáthóg sceathraí ann níos mó.

Cuireadh gairbhéal glan oighearshrutha isteach in dhá stráice den abhainn in aice le Droichead Annick. Tá siad seo gar do linnte coinneála, áit a luíonn bradáin fhásta fhillte sula sceitheann siad cinn óga. Athdháileadh gairbhéal a bhí i ndiaidh carnadh suas mar gheall ar uiscí tuile gar do Dhroichead Eidhneáin agus cruthaíodh dhá chlais sceathraí nua.

Forbairt na Slatiascaireachta

Tá forbairt na slatiascaireachta áineasa mar sprioc i gcónaí ag an Ghníomhaireacht. Chuir an Ghníomhaireacht tús le hathbhreithniú ar na huiscí ceada atá faoina smacht in 2021. Díreoidh an t-athbhreithniú seo ar cháilíocht an eispéireas slatiascaireachta ar an Fheabhal, ar an Fhinn agus sna Greenbraes. Beidh moltaí a dhéanfar san áireamh sa Straitéis Forbartha Slatiascaireachta agus lascach.

Iascach Oisrí Dúchasacha Loch Feabhail a Bhainistiú

Measúnú ar Sceathrach Oisrí Dúchasacha Is idir Meitheamh agus Meán Fómhair 2021 a rinneadh measúnú ar sceathrach oisrí dúchasacha. Tógadh samplaí ar bhonn seachtainiúil le dearbhú a dhéanamh maidir le: aibiú gónad sa stoc oisrí; éagsúlú i líonmhaireacht iarbhaí débhlascach, agus

dálaí thart timpeall ar chúig bheirtreach oisrí. Bíonn rath na sceathraí ag brath ar threochtaí teocht uisce agus léirigh na treochtaí in 2021 go raibh an sceathrach i séasúr an tsamhraidh leordhóthanach. Bhí buaic i líon na larbhaí i lár an tsamhraidh, rud a d'fhéadfadh a bheith mar fhianaise gur tharla socrú mall san iascach. Ní raibh mórán fianaise i measúnú an fhómhair gur shocraigh agus gur cheangail débhlaoiscaigh óga leis an tsubstráit sna beirtreacha: bhí sé sin ag teacht leis na treochtaí a chonacthas le linn na measúnachta sceathraí. Déanfar aon fhianaise ar shocrú mall i mí Dheireadh Fómhair agus i mí na Samhna, cosúil lena tharla in 2014, a fhiosrú sa mheasúnacht stoic in earrach 2022.

Measúnacht ar an Stoc Oisrí Dúchasacha

Rinneadh measúnachtaí ar stoic oisrí dúchasacha ó Mheitheamh–Iúil (iar–iascach) agus ó Lúnasa–Meán Fómhair (réamhiascach) 2021. Arís eile, bhí cóhort 2018 ann go tréan agus bhí na hoisrí seo, a bhí 3 bliana d'aois, i ndiaidh tosú ar dhul isteach san iascach agus méid 80mm iontu, cé go raibh mionlach beag acu go fóill níos lú ná an mheáchan a theastaíonn don mhargadh. Bhí na meastacháin bithmhaise níos airde ná riamh, 1,000 tonna i ngach suirbhé a rinneadh. An toradh a bheidh ar an mhéadú seo ar bithmhais ná iascach níos táirgiúla sna séasúir atá amach romhainn.

Níor tugadh faoi deara mortlaíocht ard as an ghnách i gceachtar den dá shuirbhé. Measadh gur 1,233 bithmhais iomlán an stoic in earrach 2021. Tuairiscíodh go raibh 1,665 tonna bithmhaise ann i bhfómhar 2021. Measadh go raibh 224 tonna san earrach agus 318 tonna san fhómhar níos mó ná 80mm, rud a chiallaíonn go mbeidh deiseanna suntasacha iascaireachta ann. Measadh go raibh 587 tonna d'oisrí san earrach agus 775 tonna san fhómhar níos mó ná 70mm, rud a léiríonn go bhféadfadh iascach 2022/23 a bheith láidir. Bhí líon na slipéar mara agus an líon oisrí fiáine Aigéin Chiúin íseal i gcónaí agus ní méid suntasach acu a bhí ann ar chor ar bith

Bliain	Suirbhé	Bithmhais iomlán	Bithmhais (réamh–mheasta) Arbh Fhéidir lascaireacht a Dhéanamh air Earrach >70mm	Bithmhais (réamh–mheasta) Arbh Fhéidir lascaireacht a Dhéanamh air Earrach >80mm
2017	Earrach	438	248	–
	Fómhar	684	–	315
2018	Earrach	509	372	–
	Fómhar	724	–	269
2019	Earrach	504	329	–
	Fómhar	479	–	116
2020	Earrach	378	66	–
	Fómhar	1,055	–	69
2021	Earrach	1,233	587	–
	Fómhar	1,665	–	318

An tIascach Oisrí Dúchasacha

Cuireadh le sceideal iascaireachta 2021/22 de réir an mhéadú ar bhithmhais stoic agus osclaíodh an t-iascach ar an 5 Deireadh Fómhair 2021. Bhí an t-iascach ar oscailt dhá lá sa tseachtain ar feadh 11 sheachtain. Díoladh 38 ceadúnas san iomlán do shéasúr 2021/22. Tá úsáid bainte as 30 ceann de na ceadúnais chláráithe go dtí seo, ach níl aon iascaireacht déanta ag ocht gcinn de na báid go dtí seo an séasúr seo. Ag deireadh 2021, bhí 104,066kg d'oisrí dúchasacha bainte as an Loch.

Séasúr	Líon na gCeadúnas a Díoladh	Líon na Laethanta Iascaireachta	Urghabháil Iomlán
2017/18	55	17	205
2018/19	79	14	119
2019/20	40	32	48
2020/21	39	38	42
2021/22	38	38	104*

* amhail i mí na Nollag 2021

Ar an 8 Samhain 2021, thuairiscigh díoltóirí go raibh mortlaíocht le fáil i measc na n-oisrí a gabhadh ard. Bailíodh samplaí agus cuireadh chuig Saotharlann Institiúid na Mara iad. Léirigh na torthaí go raibh méadú beag tagtha ar na leibhéil Bonamia. Roimhe sin, tuairiscíodh i ndiaidh do shampláil rialta a bheith déanta gur tuairim is 40% na leibhéil Bonamia; tá na leibhéil seo ag teacht le sampláil roimhe seo gan aon ardú. Léirigh an tsampláil bhreise ag deireadh na bliana go raibh leibhéil na mbaictéar ardaithe go 46%. Déanfar monatóireacht ar leibhéil na mbaictéar agus ar mhortlaíocht i rith 2022.

Tionscadal Feabhsaithe Gnáthóige Oisrí Dúchasacha

Bronnadh conradh i mí Mheán Fómhair 2021 le sliogábhar beirtrí a sheachadadh go Loch Feabhail lena úsáid i dtionscadal feabhsúcháin i dtaca le hoisrí dúchasacha i Loch Feabhail. Déanfar an sliogábhar seo a shíonchaitheamh ar láthair ar chladaí Loch Feabhail ar feadh 6 mhí agus ansin athleagfar é ar an ghrinneall in 2022 le líon na ngnáthóg fóirsteanach d'oisrí a mhéadú agus le socrú oisrí óga sna blianta atá amach romhainn a mhéadú. Tá laghad na sliog-ghnáthóg ardcháilíochta aitheanta le blianta fada mar shrian ar mhéadú táirgthe san iascach agus is é seo an chéad tionscadal mór a rachaidh i ngleic leis an fhadhb seo.

Cóiríocht Ghníomhaireacht na Lochanna

Lean an Ghníomhaireacht in 2021 le hinfheistiúocht in áiseanna oibríochta. Leanadh leis an obair thógála ar oifig nua réigiúnach ar an Ómaigh. Táthar ag súil go mbeidh an obair críochnaithe i Ráithe 1 in 2022 agus go nglacfaidh an Ghníomhaireacht seilbh uirthi i mí an Mhárta 2022.

Tugadh céim a haon de na hoibreacha forbartha i gCeanncheathrú Ghníomhaireacht na Lochanna chun críche in 2021.

D'aontaigh an Ghníomhaireacht léas fadtréimhseach (20 bliain) maidir le hoifig réigiúnach i gCairlinn i Ráithe 1 2022, agus cuireadh tús le hoibreacha athfhorbartha i Ráithe 4. Táthar ag tnúth go dtabharfar na hoibreacha athchóirithe chun críche i Ráithe 4 2022.

An tAistriú Cóir

In 2021 rinne an Ghníomhaireacht measúnacht ar fud an eagrais maidir le Plean Gníomhaithe ar son na hAeráide a chinnteoidh go bhfuilimid in ann plean a chur i bhfeidhm a dtiocfaidh bearta straitéiseacha, fiúntacha as. Forbrófar Plean Gníomhaithe ar son na hAeráide ina iomláine in 2022. Lean an Ghníomhaireacht le linn na bliana le himeascadh na teicneolaíochta inár bpróisis ghnó: ach an méid sin a dhéanamh, beimid cinnte go mbeidh an t-eolas cuí againn lenár sócmhainní a chothabháil trí theicneolaíochtaí digiteacha a úsáid, rud a laghdóidh ár lorg carbóin

Rialú agus Cuntasacht

Rinne an Gníomhaireacht monatóireacht ar a caiteachas le hais na mbuiséad faofa agus thug sí tuairiscí do na Ranna Coimircíochta ar bhonn rialta. Trí chruinnithe rialta Rialaithe agus Cuntasachta leis na Ranna Coimircíochta agus teagmháil ó lá go lá, rinneadh monatóireacht ar chomhlíonadh leanúnach an Chód Cleachtais um Rialú Comhlachtaí Stáit agus an Chomhaontaithe Maoirsithe (RCAC) agus an Lámhleabhair Choimircíochta (RTCGT).

Iniúcháireacht Inmheánach

Is cuid thábhachtach de Rialú Corparáideach foriomlán na Gníomhaireachta í Iniúcháireacht Inmheánach. Leis an Iniúcháireacht Inmheánach, déantar córais, na gnáthaimh a bhaineann leo agus rialuithe a thástáil agus déantar tuairiscí faoina éifeachtaí atá siad. Fuair an Gníomhaireacht rátáil 'sásúil' in 2021.

Oideachas agus For-Rochtain Chomhshaoil

Chuir paidéim COVID-19 isteach go mór ar ár gclár oideachais agus for-rochtana. Cuireadh bac ar ár ngníomhaíochtaí uile oideachais agus teagmhála, a bhí nuálach agus idirghníomhach go mór, go dtí an chuid dheireanach den bhliain.

Ambasadóirí Bradán

Seachadadh an Clár Ambasadóirí Bradán d'ocht scoil ar fud dhobharcheantair an Fheabhail agus Chairlinn in 2021. Mar gheall ar shrianta COVID-19, seachadadh an Clár Ambasadóirí Bradán ar líne trí cheachtanna réamhthaifeadta ar Google Classroom.

Cruthaíodh trí cheacht mhodúlacha ina raibh ábhar ar shaolré an bhradáin, aistriú, bagairtí agus caomhnú, agus rinneadh pacáiste gníomhaíochta mar fhorlíonadh dóibh. Bhunaigh Foireann na nAmbasadóirí Bradán córas beo gorlainne agus chuir siad físeáin faoin scéal is deireanaí chuig na scoileanna. Le cois na gceachtanna ar líne, léiríodh físeán 'Turas Fíorúil Allamuigh' inar taispeánadh gnáthóga bradán i gceantair an Fheabhail agus Chairlinn.

Rinneadh físeán fosta dar teideal "Stáisiún na mBradán" inar taispeánadh obair uile na bpáistí. Bhí Comhdháil Ghréasáin na nAmbasadóirí Bradán ar Zoom ar an 9 Meitheamh 2021 agus bhí Barra Best mar óstach air. Ghlac seacht as ocht gcinn de na scoileanna páirt sa chomhdháil agus rinne siad cuir i láthair faoin mhéid a bhí foghlamtha acu tríd an chlár.

Tionscadail Sheachtracha Comhpháirtíochta

Clár Comhpháirtíochta Thírdhreach Bhinn Fhoibhne agus Ísealchríocha le Cósta (Bliain 1) Cuireadh tús in 2021 le Clár Comhpháirtíochta Thírdhreach Bhinn Fhoibhne agus Ísealchríocha le Cósta, atá maoinithe ag Ciste Oidhreachta an Chrannchuir Náisiúnta agus a bhfuil an Gníomhaireacht agus réimse comhpháirtithe eile ag cur leis. Déanfar an tionscadal a sheachadadh thar thréimhse cúig bliana agus beidh 13 tionscadal ar leith ann. Tá comhairle eolaíochta agus feabhsúcháin ó Gníomhaireacht na Lochanna an-tábhachtach i seachadadh rathúil cuid de na tionscadail sin agus comhlánóidh na tionscadail iarrachtaí na Gníomhaireachta an ceantar áitiúil, cuid de dhobharcheantar Abhainn na Ró, a chaomhnú, a chosaint agus a fheabhsú.

Rochtain ar Aibhneacha agus Áineas Trasnáisiúnta

Ó bhí 2019 ann tá Gníomhaireacht na Lochanna mar chomhpháirtí i gcomhthionscadal abhainnbhunaithe le Comhairle Chontae Dhún na nGall agus le roinnt Grúpaí Áitiúla Gnímh i dTuaisceart Éireann agus i bPoblacht na hÉireann. In 2021 tugadh sraith idirghabhálacha chun críche a d'fheabhsaigh rochtain ar na haibhneacha agus ar Loch Feabhail, rud a fhágann go bhfuil sé níos fusa ag cuairteoirí agus úsáideoirí áitiúla araon taitneamh a bhaint as gníomhaíochtaí faoin aer agus as an timpeallacht nádúrtha álainn.

Teagmháil Straitéiseach

Comhphlé Comhstádais Idirghníomhaireachta

Ghair Gníomhaireacht na Lochanna comhphlé comhstádais maidir le Loch Feabhail i mí Iúil 2021 agus tá imeacht eile beartaithe maidir le Cairlinn in 2022, i gcomhthéacs Threoir Straitéiseach 2020–2030 na Gníomhaireachta. An comhthéacs a bhí leis an chomhphlé seo ná ár gcoimítmint teagmháil straitéiseach a dhéanamh le réimse eagrais a bhíonn ag plé leis an chomhshaol, le cúrsaí Thuaidh/Theas agus le spásanna réigiúnacha, críochacha trasteorann, d'fhonn lánacmhainneacht a bhaint amach i dtaca le comhoibriú a rachaidh chun sochair do Loch Cairlinn, do Loch Feabhail agus do chórais, gnáthóga agus oidhreacht na gceantar sin.

Léiríodh mar chuid den chomhphlé tiomantas na Gníomhaireachta maidir le próifíl an eagrais a ardú i measc páirtithe leasmhara, d'fhonn réimse iomlán na hoibre a dhéanann an Gníomhaireacht a chur in iúl agus feachtas ar réimsí comhoibrithe féideartha a ardú.

Áiríodh le cuspóirí an imeachta:

- Treoir Straitéiseach Gníomhaireacht na Lochanna, comhthéacs agus samplaí de thionscnaimh reatha straitéiseacha na Gníomhaireachta;
- Tuiscint a fháil ar an chaidreamh atá ag páirtithe leasmhara le Loch Feabhail agus le Loch Cairlinn, ar an ról atá acu agus ar an dóigh ar féidir le cur chuige comhoibríoch cuidiú leis na heagrais a guspóirí a bhaint amach;
- Tuiscint a fháil ar thosaíochtaí páirtithe leasmhara;
- Réimsí ionchasacha a bhféadfaí iad a fhiosrú ar dhóigh níos sonraí, agus bealaí leis sin a dhéanamh, a aithint.

Athbhreithnithe Straitéiseacha

Athbhreithniú ar Reachtaíocht

Mar gheall ar roinnt athruithe sa timpeallacht ina mbímid ag feidhmiú, d'aithin an Gníomhaireacht an gá le hathruithe éagsúla reachtúla agus rialála i gceantair an Fheabhail agus Chairlinn, lena chinntiú go mbeidh an creat reachtaíochta ina bhfuilimid ag feidhmiú comhaimseartha agus fóirsteanach dár bhfeidhm sna blianta atá amach romhainn.

Leagadh amach san athbhreithniú na hathruithe atá de dhíth i reachtaíocht phríomha agus i reachtaíocht thánaisteach le clár forfheidhmithe na Gníomhaireachta a chur ar aghaidh go sásúil. Bhí na céad Achtanna um lascaigh an Fheabhail in 1952 dírithe ar dhá phríomhchuspóir: aimsiú agus ionchúiseamh póitseálaithe bradán agus bainistiú na n-iascach tráchtála bradán. Le himeacht ama, tá athrú tagtha ar ról na Gníomhaireachta: mar shampla, nuair a cuireadh na hiascaigh thráchtála bradán ar fionraí, díriodh ar an tsliogiascaireacht áineasa seachas ar bhainistiú bradán. Lena chois sin, tá freagrachtaí breise ag Gníomhaireacht na Lochanna maidir le sliogiascaigh agus rialú ábhar ar leaba aibhneacha. Aithníonn an Gníomhaireacht le tamall gearr fosta an luach atá le garbhiascaigh agus iascaigh eile.

Déanfar plé in 2022 d'fhonn na céad chéimeanna eile sa phróiseas le hathruithe reachtaíochta a éascú a aithint agus a chomhaontú.

Athbhreithniú ar Chumarsáid

I mí Eanáir 2021 choimisiúnaigh Gníomhaireacht na Lochanna athbhreithniú cumarsáide le measúnú a dhéanamh ar ár n-aschur teagmhála le blianta beaga anuas.

Ba phróiseas iomlán, doimhin é an t-athbhreithniú a raibh teagmháil le daoine ar

gach leibhéal de Ghníomhaireacht na Lochanna i gceist leis d'fhonn eolas a bhailiú faoi smaointe agus eispéiris i dtaca le cumarsáid inmheánach agus sheachtrach araon go dtí seo agus faoi réimsí a bhféadfaí iad a fheabhsú.

Bhí próiseas comhthreomhar ann fosta ina ndearna comhlacht seachtrach teagmháil leis na príomhpháirtithe leasmhara seachtracha a bhaineann le Gníomhaireacht na Lochanna d'fhonn tuiscint cheart a fháil ar na heispéiris a bhíonn acu agus iad i dteagmháil linn. Rinneadh taighde cuimsitheach deisce chomh maith faoinár n-aschur agus gníomhaíochtaí taifeadta sna meáin chumarsáide.

Tugadh an t-athbhreithniú cumarsáide chun críche i mí Aibreáin 2021 i ndiaidh tréimhse teagmhála forleithne a mhair cúig mhí. Cuireadh na tátail agus na moltaí uile i bhfeidhm láithreach i ndiaidh don Bhord iad a fhaomhadh.

Athbhreithniú ar Fhorbairt na Slatiascaireachta agus Iascach

In 2021 leanadh leis an teagmháil agus leis an chomhairliúchán le slatiascairí, clubanna slatiascaireachta agus eagrais rialaithe i ndobharcheantair an Fheabhail agus Chairlinn mar chuid den athbhreithniú seo. San áireamh sa phróiseas teagmhála bhí ceistneoir ar líne agus roinnt cruinnithe le clubanna agus cumainn agus cláraíodh réimse leathan tuairimí agus barúlacha as fud fad an phobal slatiascaireachta. Bailíodh cuid mhór eolais lena múnlófar treo forbartha na slatiascaireachta agus na n-iascach i gceantair an Fheabhail agus Chairlinn amach anseo. Forbraíodh Dréacht-Straitéis Slatiascaireachta agus Iascach bunaithe ar an aiseolas a fuair muid ó pháirtithe leasmhara agus ón fhoireann. Forbrófar Pleananna Forfheidhmithe in 2022 a éascóidh seachadadh éifeachtach na Straitéise.

Athbhreithniú ar Thurasóireacht Mhuirí

Tá forbairt turasóireachta muirí mar dhualgas reachtúil ar an Ghníomhaireacht agus leis an dualgas seo a chomhlíonadh, rinne muid athbhreithniú ar an fheidhm seo.

Críochnófar an t-athbhreithniú in 2022. Cuirfear na torthaí agus na moltaí faoi bhráid an Bhoird, agus forbrófar Straitéis Turasóireachta Muirí don Ghníomhaireacht atá soiléir, sainiúil, mar aon le Plean Gnímh gaolmhar sa dara leath de 2022.

Athbhreithniú Eolaíochta

Thosaigh Ceann Eolaíochta nuacheaptha na Gníomhaireachta sa ról ar an 1 Aibreán 2021. Tugadh athbhreithniú doimhin ar an fheidhm eolaíochta chun críche in 2021. Breithníodh san Athbhreithniú Eolaíochta an Fheidhm Eolaíochta reatha i nGníomhaireacht na Lochanna ó thaobh straitéise agus oibríochta de. Bhí an méid seo a leanas i gceist leis an Athbhreithniú Eolaíochta:

- Rinneadh athbhreithniú oibiachtúil ar Phlean Straitéiseach Eolaíochta 2016–2021;
- Rinneadh athbhreithniú ar na réimsí oibre reatha a bhíonn á seachadadh trí fheidhm na heolaíochta;
- Aithníodh bearnaí ionchasacha eolais / deiseanna i dtaca le hobair bhreise;
- Rinneadh athbhreithniú ar chumarsáid faoin eolas eolaíochta a ghineann an Ghníomhaireacht agus rinneadh moltaí le cumarsáid agus nascthaict na heolaíochta sa Ghníomhaireacht a fheabhsú mar bhunchloch na feidhme eolaíochta;
- Rinneadh athbhreithniú feidhmiúlachta trí cheistneoirí le cur chuige ón bhonn aníos agus ón bharr anuas araon;
- Rinneadh moltaí i dtaca le straitéis / plean / feidhm nua eolaíochta atá ag teacht leis an Treoir Straitéiseach.

Nuair a bheidh an tAthbhreithniú Eolaíochta curtha i gcrích, forbrófar Straitéis Eolaíochta agus Plean Feidhmithe Eolaíochta in 2022.

CLÁIR ATÁ MAOINITHE GO SEACHTRACH

CLÁIR ATÁ MAOINITHE GO SEACHTRACH

In 2021, lean an Gníomhaireacht le cláir maoinithe ag an AE: bhí sí mar Cheannpháirtí in SeaMonitor agus mar chomhpháirtí sna tionscadail CatchmentCARE agus SWELL.

SeaMonitor – €4.7m maoinithe ag an AE ó Chiste Forbraíochta Réigiúnaí na hEorpa, le cistiú meaitseála ó Ranna Rialtais Thuaidh agus Theas.

Is Tionscadal Taighde uathúil muirí é SeaMonitor, nach ndearnadh a leithéid riamh cheana san Eoraip, ina ndéantar staidéar ar na farraigí timpeall na hÉireann agus Iarthar Alban. Is é is aidhm leis an Tionscadal dul i ngleic le trí Tháscaire a bhaineann le hAschuir an Chláir, agus cuspóir INTERREG VA a fhíorú, mar atá iniúilacht trasteorann a fhorbairt i dtaca le monatóireacht agus bainistíocht ar cheantair agus speicis chosanta mhuirí.

Tá naonúr comhpháirtithe sa Tionscadal seo: tá comhpháirtithe maoinithe i dTuaisceart Éireann, i bPoblacht na hÉireann agus in Albain, agus tá comhpháirtithe neamh-mhaoinithe i gCeanada agus sna Stáit Aontaithe. Tá Gníomhaireacht na Lochanna mar Cheannpháirtí ar an Tionscadal agus tá tacaíocht aici ó ocht bpríomhinstitiúid taighde muirí a úsáideann teicneolaíocht nuálach rianaithe speiceas le tuiscint níos fearr a fháil ar ainmhithe agus plandaí muirí sna haigéin agus lena gcosaint. Is iad seo a leanas na Comhpháirtithe Tionscadail: Ollscoil na Ríona, Béal Feirste; Ollscoil Ghlaschú; Coláiste na hOllscoile, Corcaigh; Institiúid Teicneolaíochta na Gaillimhe–Maigh Eo, Foras na Mara, an Institiúid Agraibhia agus Eolaíochtaí Bitheacha, an Lónra Rianaithe Aigéan, Ollscoil Dalhousie, Ceanada, agus Coláiste Ollscoile Davis, California.

In 2021 cuireadh atús le gníomhaíochtaí sa Tionscadal SeaMonitor de réir mar a bhí beartaithe: cuireadh in úsáid go rathúil príomheagar Shruth na Maoile agus eagair uile an chósta. D'éirigh leis an Gníomhaireacht bradáin a chlibeáil sa Ró agus san Fhochaine.

Lean an Grúpa Oibre um Plean Bainistíochta Muirí do Bhradáin san Fheabhal lena gcruinnithe le linn na bliana agus d'aontaigh siad creat agus struchtúr dréachta.

Críochnaíodh an dara bailiú sonraí ó eagair i mí Dheireadh Fómhair 2021. Cuireadh tús le clibeáil liamhán gréine agus sciataí, tugadh clibeáil róna chun críche, agus tá anailísiú agus samhaltú sonraí idir lámha.

CatchmentCARE – €13,792,432 maoinithe ag an AE ó Chiste Forbraíochta Réigiúnaí na hEorpa, le cistiú meaitseála ó Ranna Rialtais Thuaidh agus Theas.

Is Tionscadal maoinithe ag an AE é CatchmentCARE (Gníomhaíochtaí Pobail ar mhaithe le hÉiceachórais Athléimneacha) arb é is aidhm leis cáilíocht an úriscé in abhantracha trasteorann i dtrí dhobharcheantar trasteorann a fheabhsú. Bainfear aidhmeanna an tionscadail amach trí thrí thionscadal feabhasaithe cáilíocht an uisce a fhorbairt i ndobharcheantair na Finne, na hAibhne Móire agus an Arney, agus trí 50 poll tóraíochta a shuiteáil ar fud an réigiúin.

Is saibhir agus is ilghnéitheach na sainscileanna atá sna heagrais sin atá ag obair ar Thionscadal CatchmentCARE, mar atá údarais áitiúla – Comhairle Chontae Dhún na nGall (arb í an Ceannpháirtí í), Comhairle Chathair Ard Mhacha, Dhroichead na Banna agus Craigavon, atá ag obair le lucht acadúil ó Ollscoil Uladh – agus Gníomhaireacht na Lochanna, an Institiúid Agraibhia agus Eolaíochtaí Bitheacha, Suirbhéireacht Gheolaíochta na Breataine, Suirbhéireacht Gheolaíochta na hÉireann agus lascaigh Intíre na hÉireann.

Críochnaíodh oibreacha ar an Éalaiteach in 2021. San áireamh cuireadh fad tuairim is 3.4km d'fhálú isteach le crios maolánach bruachánach a chruthú. Rinneadh bearta ionsrutha chomh maith, lena áiríodh pionnáil ábhar adhmaid,

mataí armúr carraige, athghrádú gairbhéil, agus soláthar réitigh óil as líne, dreapaí agus aongheataí. Le linn cuairt ar an suíomh i ndeireadh 2021, aimsíodh limistéar den abhainn a raibh creimeadh suntasach ann agus aontaíodh bearta breise rialaithe creimthe a dhéanamh san áit sin le boginnealtóireacht. Déanfar na hoibreacha seo in 2022. Nochtaíodh trí shuirbhéireacht a rinne Oifigigh Iascach Gníomhaireacht na Lochanna ar chlaiseanna in Abhainn na hÉalaití go raibh méadú tagtha ar líon na gclaiseanna, le hais taifid stairiúla, rud a thugann le fios go maith go bhfuil ag éirí leis an tacar oibreacha dul i ngleic leis na fadhbanna sa láthair seo.

SWELL – €35m maoinithe ag an AE ó Chiste Forbraíochta Réigiúnaí na hEorpa, le cistiú meaitseála ó Ranna Rialtais Thuaidh agus Theas.

Is comhpháirtíocht trasteorann atá in SWELL (Feabhsú Comhuiscí agus Oidhreacht Lochanna) ina bhfuil Uisce Thuaisceart Éireann, Uisce Éireann, an Institiúid Agraibhia agus Eolaíochtaí Bitheacha, Gníomhaireacht na Lochanna agus Réigiún na Teorann Thoir páirteach, iad uile ag obair i gcomhar lena chéile le cáilíocht an uisce i gcomhuiscí Loch Cairlinn agus Loch Feabhail a fheabhsú.

Beidh an cleachtas is fearr, nuálacht agus malartú eolais mar bhunús le hobair na comhpháirtíochta d'fhonn aschuir agus torthaí Chlár INTERREG VA a bhaint amach go héifeachtúil. Trí scoth na hinnealtóireachta, fiosrú straitéiseach ar dhobharcheantair agus samhltú, is uasghráduithe inbhuanaithe ar shócmhainní dramhuisce ar dhá thaobh na teorann an toradh an bheidh le SWELL agus cuirfidh sé ar bhealach dearfach leis na hiarrachtaí 'Stádas Maith Éiceolaíochta' a bhaint amach de réir Chreat-treorach Uisce an AE.

In 2021 chuidigh Gníomhaireacht na Lochanna leis an Institiúid Agraibhia agus Eolaíochtaí Bitheacha suirbhéanna iar-oibreacha feabhsúcháin a dhéanamh ar shamhlacha dobharcheantair (muirí agus úruisce) i ndobharcheantair an Fheabhail agus Chairlinn. Cuireadh tús leis na suirbhéanna i mí Mheán Fómhair 2021 agus ceapadh iad le hathruithe a léiriú sna timpeallachtaí muirí agus úruisce mar thoradh ar oibreacha feabhsúcháin cóireála

dramhuisce a tógadh trí Thionscadal SWELL. Cuirfear torthaí ón suirbhé iar-oibreacha feabhsúcháin i gcomparáid le bonnlínte a bunaíodh sa suirbhé réamhoibreacha feabhsúcháin a rinneadh in 2019–2020.

Chuidigh Gníomhaireacht na Lochanna chomh maith leis an Institiúid Agraibhia agus Eolaíochtaí Bitheacha sonraí báistí agus sruthaithe a bhailiú le linn imeachtaí báistí foircní mar chuid den Suirbhé Frithghníomhach Báistí. Leis na sonraí sin, múnlófar an dóigh a n-oibríonn an tsamhail le linn tréimhsí báistí foircní. Is féidir an tsamhail a úsáid ansin lena réamhinsint cén dóigh a n-oibreoidh na pleananna cóireála dramhuisce agus sceitheadh dramhuisce nuair a bhíonn báisteach fhoircneach ann.



TUARASCÁIL LUACH SAOTHAIR



TUARASCÁIL LUACH SAOTHAIR

An Polasaí Luach Saothair

Pléann an Polasaí Luach Saothair le luach saothair ar bhonn uile-eagrais agus tá sé ar cheann de na príomhghnéithe den Straitéis Acmhainní Daonna – is dlúthchodanna den straitéis fhoriomlán ghnó iad an dá rud. Is iad seo a leanas príomhfheidhmeanna an Pholasaí Luach Saothair:

- a bheith mar thaca le straitéis Ghníomhaireacht na Lochanna trína bheith ag cur leis na hiarrachtaí gnó iomaíoch, nuálach a thógáil a mheallfaidh, a choinneoidh agus a spreagfaidh fostaithe;
- baint amach cuspóirí straitéiseacha a chur chun cinn de réir theorainn riosca na Gníomhaireachta;
- torthaí dearfacha a chur chun cinn / tacú lena mbaint amach sa chomhthéacs eacnamaíochta agus sóisialta ina n-oibríonn an Ghníomhaireacht; agus
- cultúr eiticiúil agus saoránacht chorpáraideach fhreagrach a chur chun cinn.

Fealsúnacht agus Príomhphrionsabail maidir le Luach Saothair

Fealsúnacht i dtaca le Luach Saothair

Is é fealsúnacht na Gníomhaireachta i dtaca le luach saothair, fostaithe a chreideann sa chultúr agus sna luachanna againn, agus a chaitheann a saol dá réir, a earcú agus a spreagadh, aitheantas a thabhairt dóibh agus iad a choinneáil. Déanaimid ár ndícheall an fhiontraíocht a chur chun cinn trí thimpeallacht oibre a chruthú a spreagann an fhoireann ionas gur féidir le gach fostaí cur le straitéis, fíis, spriocanna agus luachanna na Gníomhaireachta ar dhóigh dhearfach. De réir na fealsúnachta atá againn, déanaimid ár ndícheall pacáiste iomlán luach saothair ár bhfostaithe a shocrú ar leibhéal atá iomaíoch. Creidimid go bhfuil rath fadtéarmach na Gníomhaireachta ceangailte go díreach le cáilíocht na bhfostaithe a fhostaímid

agus leis an timpeallacht oibre a chruthaímid. Tá sé riachtanach, mar sin, go ndéanaimid iarracht mhór leas ár bhfostaithe a ailíniú le leas ár bpáirtithe leasmhara eile.

Príomhphrionsabail i dtaca le Luach Saothair

Tá Polasaí Luach Saothair na Gníomhaireachta bunaithe ar na prionsabail seo a leanas:

- Tá an Polasaí Luach Saothair ag teacht le straitéis ghnó fhoriomlán, cuspóirí agus luachanna na Gníomhaireachta, gan a bheith ag déanamh dochair do leas na bpáirtithe leasmhara.
- Tá an Polasaí Luach Saothair, gnáthaimh agus cleachtais ag teacht le bainistiú riosca éifeachtach agus tá siad mar thaca leis sin.
- Is ar bhonn luach saothair iomláin a fhaigheann fostaithe atá ar tuarastal a luach saothair; cuimsíonn sé sin an luach saothair seasta, athraitheach, gearrthéarmach agus fadtéarmach a bhaineann lena bpost.
- San áireamh sa chuid sheasta (ráthaithe) den luach saothair tá bonntuarastal atá ag teacht le rátaí Státseirbhís Thuaisceart Éireann.
- Féadfaidh sé go bhfuil liúntais eile a bhaineann leis an phost san áireamh sa luach saothair iomlán.

Réimsí den Pholasaí Luach Saothair

Raon

Baineann an Polasaí Luach Saothair le gach fostaí buan sa Ghníomhaireacht.

Struchtúr Luach Saothair

Tá na catagóirí/gnéithe seo a leanas mar chuid de struchtúr luach saothair na Gníomhaireachta (Stiúrthóirí san áireamh):

- pacáiste ráthaithe luach saothair (seasta agus ag teacht le gráid agus scálaí pá Státseirbhís Thuaisceart Éireann);
- luach saothair athraitheach (a bhaineann le Cigirí agus Oifigigh lascach amháin agus

a bhíonn ag brath ar líon na n-uaireanta neamhshóisialta a oibríonn siad);

- liúntas dóibh siúd ar glao-dhualgas (a bhaineann leo siúd a bhíonn ar glao-dhualgas maidir le heachtraí truaillithe comhshaoil agus freagairt ar iascaireacht mhídhleathach, le slándáil foirgneamh agus leis an bhonneagar TF – seasta agus ag teacht le liúntas glao-dhualgais Státseirbhís Thuaisceart Éireann).

Tá an luach saothair seasta ráthaithe agus íoctar é beag beann ar fheidhmíocht na Gníomhaireachta; níl an luach saothair athraitheach ráthaithe agus tá sé ceangailte go díreach leis an fhostaí aonair líon áirithe uaireanta neamhshóisialta a chlárú taobh istigh de thréimhse shonraithe ama.

Luach Saothair na Foirne

Baill Foirne Bhuana

Ceaptar baill foirne de réir Pholasaí Earcaíochta agus Roghnaithe na Gníomhaireachta. Éilíonn an Polasaí seo go ndéantar ceapacháin bunaithe ar fhiúntas agus ar chomórtas cothrom, oscailte. Féadfaidh sé go mbeidh baill foirne in ann dul ar scor roimh aois an phinsean stáit gan aon laghdú theacht ar shochair phinsin a fuair siad níos luaithe, ag brath ar théarmaí a bpinsin. Tá eolas faoi thréimhsí fógra scoir le fáil i gconradh gach fostaí aonair.

Leibhéil Íosta Pá

Bíonn leibhéil íosta pá ag brath ar an ghrád ar a dtosaíonn duine agus bíonn siad ag teacht le scálaí pá Státseirbhís Thuaisceart Éireann (Tuaisceart Éireann) agus le scálaí pá lascaigh Intíre Éireann (Poblacht na hÉireann).

Dul Chun Cinn

Nuair a cheaptar ar dtús iad, cuirtear baill foirne de ghnáth ar an phointe is ísle ar an scála cuí don phost. Ina dhiaidh sin, téann siad suas an scála uair sa bhliain go hincriminteach go dtí go mbaintear an barrphointe amach. De ghnáth, is i mí Lúnasa a tharlaíonn sé seo i gcás baill foirne i dTuaisceart Éireann; i bPoblacht na hÉireann tarlaíonn sé cothrom an lae a ceapadh an fostaí.

Pá Feidhmíochta

Níl aon phá feidhmíochta ann don fhoireann ná aon scéim ghaolmhar ná a comhionann de scéim.

Baill Foirne Shealadacha

Is féidir leis an Gníomhaireacht baill foirne shealadacha a cheapadh ar dhá bhealach.

- Trí phróiseas earcaíochta oscailte: déantar an ceapachán de réir Pholasaí Earcaíochta agus Roghnaithe na Gníomhaireachta. Sa chás seo, bíonn leibhéil íosta pá ag brath ar an ghrád ar a dtosaíonn an duine agus bíonn siad ag teacht le scálaí pá Státseirbhís Thuaisceart Éireann (Tuaisceart Éireann) agus le scálaí pá lascaigh Intíre Éireann (Poblacht na hÉireann).
- Trí ghníomhaireacht earcaíochta. Mar chomhlacht poiblí tá ceanglas ar an Gníomhaireacht seirbhísí a fháil ó Gníomhaireacht atá sannta sa Phrótacal Úsáideoirí um Oibrithe Gníomhaireachta, ag brath ar an ról. Beidh sé de dhualgas ar an ghníomhaireacht earcaíochta an folúntas a fhógairt, iarrthóirí fóirsteanacha a aimsiú, CVanna a scagadh, bualadh le hiarrthóirí lena fháil amach an bhfuil siad fóirsteanach don ról, agus CVanna na n-iarrthóirí is fóirsteanáí a thabhairt do Gníomhaireacht na Lochanna. Is í an ghníomhaireacht earcaíochta a fhostaíonn oibrithe a aimsítear ar an dóigh seo, mar sin is idir an dá pháirtí sin atá an conradh.

Is fearr comórtas oscailte earcaíochta mar rogha, ach roghnófaí bealach na gníomhaireachta earcaíochta i gcás práinneach.

Pacáiste Iomlán Luach Saothair

Tá rochtain ag gach ball foirne ar an Scéim Pinsin Thuaidh/Theas. Bíonn uaireanta éagsúla i gceist leis na conarthaí a bhaineann le poist POFanna (nó a gcomhionann), le poist Stiúrtóirí agus le poist bhuana foirne. Bíonn líon na n-uaireanta sa chonradh ag brath ar nádúr na hoibre a dhéanann an fostaí agus ar aon socruithe sainiúla a dhéantar le gur féidir leis an duine aonair cothromaíocht idir an obair agus an gnáthshaol a bhaint amach. Tá rochtain ag gach ball foirne ar Shaoire Mháithreachais, Saoire Atharthachta agus Saoire Uchtála. Tá fleisc-am ar fáil, ach déantar gach cás aonair a mheas le hais riachtanais ghnó agus is faoi rogha na Gníomhaireachta atá é a cheadú nó gan é a cheadú.

Nuair a cheaptar iad, beidh gach ball foirne i dteideal 25 lá saoire móide an 12 lá saoire reachtúla agus poiblí atá aitheanta ag an earnáil. Is ar bhonn pro rata a shocraítear saoire na mball foirne sealadach de réir mar is cuí.

Conarthaí Seirbhíse

Is ar bhonn fiúntais agus ar bhonn comórtas cothrom, oscailte a dhéantar ceapacháin i nGníomhaireacht na Lochanna. Mura bhfuil a mhalairt ráite, is ar bhonn neamhiata a cheaptar na hoifigigh atá clúdaithe ag an tuairisc seo. I gcás luathfhoircinn, seachas i gcás mí-iompraíochta, bheadh an fostaí i dteideal cúiteamh airgid.

Teidlíochtaí Tuarastail agus Pinsin

Tá sonraí le fáil thíos faoi luach saothair agus sochair phinsin na mbainisteoirí is sinsearaí sa Gníomhaireacht.

Luach saothair na Foirne Bainistíochta Sinsearaí, tuarastal agus teidlíochtaí pinsin san áireamh.

Bainisteoirí Sinsearacha / Stiúrthóirí	2021	Sochair chomh-chineáil	2020	Sochair chomh-chineáil
	Comhlán		Comhlán	
	£		£	
Oifigeach Ainmnithe	68,728	-	65,505	-
Stiúrthóir Forbartha	56,142	-	55,034	-
Stiúrthóir Caomhnóireachta agus Cosanta	56,888	-	55,764	-
Stiúrthóir Dobharshaothraithe agus Sliogiascach	66,351	-	66,692	-
Stiúrthóir Eatramhach Seirbhísí Corparáideacha	57,412	-	54,572	-
Ceann na hEolaíochta a ceapadh ar an 1 Aibreán 2021	40,133	-	-	-
	345,654	-	297,567	-

	2021	2020
	£	£
Tuarastal an Stiúrthóra Is Airde Pá amhail 31 Nol*	67,403	68,786
Athrú % ar thuarastal an Stiúrthóra Is Airde Pá**	(2%)	7.8%
Meánlíne an Luacha Saothair Iomláin (an fhoireann uile)	29,307	28,730
Cóimheas Meánphointe an Stiúrthóra Is Airde Pá leis an Tuarastal Meánlíne	2.2	2.4
Cóimheas Meánphointe an Stiúrthóra Is Airde Pá le Tuarastal na 25ú Peircintíle	2.4	2.4
Cóimheas Meánphointe an Stiúrthóra Is Airde Pá le Tuarastal na 75ú Peircintíle	1.7	1.9
Meántuarastal (an fhoireann uile)	33,039	32,180
Athrú % sa mheántuarastal le hais na bliana roimhe sin (an fhoireann uile)	2.7%	0.8%

(Ráta steirling le euro ar an 31 Nollaig 2021: 1.19008 / 2020: 1.11231, meánráta 2021: 1.16333 / 2020: 1.12397).

*Áirítear i dtuarastail chomhlána na Stiúrthóirí an pá iomlán a fuair siad idir an 1 Eanáir 2021 agus an 31 Nollaig 2021, agus tá ráta an Stiúrthóra ab airde pá bunaithe ar an tuarastal ab airde a íocadh le haon Stiúrthóir ar leith ar

an dáta cuntasaíochta, an 31 Nollaig 2021 – ní hionann an dá rud mar gheall ar íocaíochtaí agus incrimintí bliantúla a íocadh sa bhliain.

**Bíonn tionchar ag an ráta druidte ó bhliain go bliain ar an athrú %. Is cruinne an incrimint ar an tuarastal a íocadh sa bhonn-airgeadra, euro sa chás seo.

Bainisteoirí Sinsearacha / Stiúrthóirí	2021		2020	
	Comhlán	Sochair chomh-chineáil	Comhlán	Sochair chomh-chineáil
	€	€	€	€
Oifigeach Ainmnithe	79,953	-	73,626	-
Stiúrthóir Forbartha	65,312	-	61,857	-
Stiúrthóir Caomhnóireachta agus Cosanta	66,180	-	62,677	-
Stiúrthóir Dobharshaothraithe agus Sliogiascach	77,188	-	74,960	-
Stiúrthóir Eatramhach Seirbhísí Corparáideacha	66,789	-	61,337	-
Ceann na hEolaíochta a ceapadh ar an 1 Aibreán 2021	46,688	-	-	-
	402,110	-	334,457	-

	2021	2020
	€	€
Tuarastal an Stiúrthóra Is Airde Pá amhail 31 Nol*	80,215	76,511
Athrú % ar thuarastal an Stiúrthóra Is Airde Pá**	1.3%	2%
Meánlíne an Luacha Saothair Iomláin (an fhoireann uile)	34,094	32,292
Cóimheas Meánphointe an Stiúrthóra Is Airde Pá le Tuarastal Meánlíne	2.2	2.4
Cóimheas Meánphointe an Stiúrthóra Is Airde Pá le Tuarastal na 25ú Peircintíle	2.4	2.4
Cóimheas Meánphointe an Stiúrthóra Is Airde Pá le Tuarastal na 75ú Peircintíle	1.7	1.9
Meántuarastal (an fhoireann uile)***	38,435	36,169

*Áirítear i dtuarastail chomhlána na Stiúrthóirí an pá iomlán a fuair siad idir an 1 Eanáir 2021 agus an 31 Nollaig 2021, agus tá ráta an Stiúrthóra ab airde pá bunaithe ar an tuarastal ab airde a íocadh le haon Stiúrthóir ar leith ar an dáta cuntasáíochta, an 31 Nollaig 2021 – ní hionann an dá rud mar gheall ar íocaíochtaí agus incrimintí bliantúla a íocadh sa bhliain.

**Bíonn tionchar ag an ráta druidte ó bhliain go bliain ar an athrú %. Is cruinne an incrimint ar an tuarastal a íocadh sa bhonn-airgeadra, euro sa chás seo.

***Is ionann an meántuarastal in euro agus an meántuarastal steirling aistrithe de réir an mheánráta don bhliain.

Tuarastal

Áirítear sa tuarastal, tuarastal comhlán móide liúntas 'ar glao-dhualgas' do bheirt de na Stiúrthóirí. Níl aon luach saothair eile iníoctha le Stiúrthóirí.

Bónais

Ní íocann an Ghníomhaireacht bónais le haon Bhainisteoir Sinsearach ná le haon bhall foirne.

Sochair Chomhchineáil

Clúdaíonn luach airgeadaíoch na sochar comhchineáil, aon sochar curtha ar fáil ag an fhostóir a gcaitheann HM Revenue and Customs leis mar luach saothair inchánach. Ní bhfuair aon bhall den Fhoireann Bhainistíochta Sinsearaí sochar comhchineáil in 2021 ná in 2020.

Pá Cothrom (Eolas Iniúchta)

Tá ceangal ar chomhlachtaí tuairiscithe an ghaolmhaireacht idir luach saothair an Stiúrthóra is airde pá san eagrais agus luach saothair meánlíne lucht oibre an eagrais a nochtadh.

Ba é £61,742 go £67,403 / €73,478 go €80,215 (2020: £59,932 go £73,069 / €66,663 go €81,275) luach saothair bandáilte an Stiúrthóra ab airde pá sa Ghníomhaireacht sa bhliain airgeadais 2021. 2.2 an cóimheas in 2021 (2.4 in 2020). Ba é 2021 £29,307 / €34,094 (2020 £28,730 / €32,292) luach saothair meánlíne an lucht oibre.

Ní bhfuair aon fhostaí luach saothair a bhí níos airde ná luach saothair an Stiúrthóra ab airde pá i gceachtar den dá bhliain.

Ba é £19,815 go £67,403 / €23,581 go €80,215 (2020 £19,425 go £68,786 / €21,607 go €76,511) an raon luach saothair.

Áirítear le luach saothair iomlán tuarastal comhlán. Tá na háirimh seo bunaithe ar Threoir do Chomhlachtaí Forfheidhmithe Thuaidh/Theas 2017 agus áirítear iad bunaithe ar luach saothair bliantúlaithe cóibhéise lánaimseartha gach ball foirne amhail an dáta tuairiscithe.



Bainisteoir Sinsearach	Pinsean fabhráithe ag aois an phinsin amhail 31/12/2021 agus an chnapshuim ghaolmhar			Fíormhéadú ar an phinsean agus ar an chnapshuim ghaolmhar ag aois an phinsin			LACAT 31/12/20	LACAT 31/12/2021	Fíormhéadú LACAT	Luach na sochar pinsin fabhráithe 20	Luach na sochar pinsin fabhráithe 2021
	Pinsean	Cnapshuim	Pinsean	Cnapshuim	Pinsean	Cnapshuim	LACAT 31/12/20	LACAT 31/12/2021	Fíormhéadú LACAT	Luach na sochar pinsin fabhráithe 20	Luach na sochar pinsin fabhráithe 2021
Oifigeach Ainmnithe **	£20,000	£38,000	£2,000	£2,000	£2,000	£2,000	£338,000	£382,000	£44,000	£42,000	£42,000
Stiúrthóir Forbartha **	£14,000	£16,000	£2,000	£2,000	£0	£0	£170,000	£191,000	£21,000	£21,000	£40,000
Stiúrthóir Caomhnóireachta agus Cosanta *	£24,000	£72,000	£1,000	£4,000	£1,000	£4,000	£529,000	£542,000	£13,000	£23,000	£24,000
Stiúrthóir Dobharshaothraithe agus Sliogiascach **	£25,000	£46,000	£5,000	£10,000	£5,000	£10,000	£301,000	£393,000	£92,000	£65,000	£110,000
Stiúrthóir Eatramhach Seirbhísí Corparáideacha**	£9,000	£4,000	£1,000	£0	£1,000	£0	£80,000	£96,000	£16,000	£40,000	£20,000
Ceann na hEolaíochta**	£8,000	£6,000	£1,000	£0	£1,000	£0	£66,000	£76,000	£10,000	£21,000	£20,000

Is é achtuire neamhspleách na Scéime Pinsin Thuaidh/Theas, Deloitte Total Reward and Benefits Limited, a chuir an greille thuas ar fáil.

Níl Luachanna Aistrithe Cóibhéis Airgid Thirim (“LACATanna”) ráthaithe agus is ar chúiseanna léirithe amháin atá siad á dtaispeáint anseo.

Ríomhadh LACATanna bunaithe ar mheastacháin i dtaca le sochair réamh-mheasta pinsin amhail 31 Nollaig 2020 agus 31 Nollaig 2021.

Maidir le baill atá thar an Ghnáthaois Scoir, níl aon fhachtóirí LACAT foilsithe ar fáil. Ina leithéid de chás, ríomhadh fachtóir measta trí eachtarshuí.

Maidir le sochair Alpha, tá na figiúirí i dtaca le pinsean fabhraithe bunaithe ar an bhonn tuisceana go bhfuil an tuarastal atá curtha ar fáil ag an Chomhlacht comhionann le Tuilleamh Iarbhír Inphinsin sa tréimhse bhliana suas go 31 Márta 2021.

*Sochair thuarastal deiridh amháin

**Sochair thuarastal deiridh agus sochair alpha



Bainisteoir Sinsearach	Pinsean fabhraithe ag aois an phinsin amhail 31/12/2021 agus an chnapshuim ghaolmhar		Fíormhéadú ar an phinsean agus ar an chnapshuim ghaolmhar ag aois an phinsin		LACAT 31/12/20	LACAT 31/12/21	Fíormhéadú LACAT	Luach na sochar pinsin fabhraithe 2020	Luach na sochar pinsin fabhraithe 2021
	Pinsean	Cnapshuim	Pinsean	Cnapshuim					
Oifigeach Ainmnithe	€23,802	€45,223	€2,380	€2,380	€402,247	€454,611	€52,364	€49,983	€49,983
Stiúrthóir Forbartha	€16,661	€19,041	€2,380	€0	€202,314	€227,305	€24,991	€44,492	€47,603
Stiúrthóir Caomhnóireachta agus Cosanta	€28,562	€85,686	€1,190	€4,760	€629,552	€645,023	€15,471	€27,372	€28,562
Stiúrthóir Dobharshaothraithe agus Sliogiascach	€29,752	€54,744	€5,950	€11,901	€358,214	€467,701	€109,487	€77,355	€130,909
Stiúrthóir Eatramhach Seirbhísí Corparáideacha	€10,711	€4,760	€1,190	€0	€95,206	€114,248	€19,042	€47,603	€23,802
Ceann na hEolaíochta	€9,521	€7,140	€1,190	€0	€78,545	€90,446	€11,901	€24,992	€23,802

Pinsean fabhraithe ag aois an phinsin amhail an 31 Nollaig 2021 agus an chnapshuim ghaolmhar

Is ionann an pinsean fabhraithe ag aois an phinsin amhail 31 Nollaig 2021 agus an chnapshuim ghaolmhar, agus luach an phinsin bhliantúil agus na cnapshuime atá ag dul don duine ar dhul ar scor dóibh, bunaithe ar a seirbhís suas go dtí an dáta sin.

Fíormhéadú ar an phinsean agus ar an chnapshuim ghaolmhar ag aois an phinsin

Is ionann an fíormhéadú ar an phinsean agus ar an chnapshuim, agus an méadú os cionn boilscithe, tomhaiste de réir an Phraghasinnéacs Tomhaltóirí. Maidir le 2020/21, rinneadh coigeartú +1.7% (19/20, +2.4%) i dtaca le baill sa Tuaisceart, agus cuireadh coigeartú +0.9% (19/20 +0.9%) i bhfeidhm maidir le baill sa Deisceart.

Luachanna Aistrithe Cóibhéis Airgid Thirim

Is ionann Luach Aistrithe Cóibhéis Airgid Thirim (LACAT) agus an luach caipitlithe measúnaithe go hachtúireach atá ar shochair ón scéim pinsin atá fabhraithe ag ball ag am ar leith. Is iad na sochair a ndéantar iad a luacháil sochair fhabhraithe na mball agus aon phinsean teagmhasach céile ba iníoctha tríd an scéim. Is é is LACAT ann íocaíocht a dhéantar trí scéim nó socrú pinsin d'fhonn sochair phinsin a fháil trí scéim nó socrú pinsin eile nuair a fhágann ball scéim ar leith agus roghnaíonn siad na sochair a d'fhabhraigh siad tríd an iarscém a aistriú. Baineann na figiúirí pinsin atá thuasluaite leis na sochair atá fabhraithe ag an duine aonair mar thoradh ar iomlán a bhallraíochta sa scéim pinsin, agus ní hamháin lena sheirbhís i bpost sinsearach ar gá nochtheadh a dhéanamh ina leith. Áirítear sna figiúirí LACAT an luach atá ar aon phinsean i scéim nó socrú eile atá an duine aonair i ndiaidh a aistriú go socruithe pinsin na Gníomhaireachta. Áirítear iontu fosta aon sochair bhreise pinsin atá fabhraithe i dtaca leis an bhall mar thoradh ar iad blianta breise seirbhíse pinsin a cheannach as a bpóca féin. Ríomhtar LACATanna de réir na Rialachán um Scéimeanna Pinsin Oibre (Luachanna Aistrithe) (Leasú), 2008, agus ní ghlactar san áireamh aon sochair iarbhír ná féideartha as Cáin Liúntas Saoil ba dhlite nuair a ghlacfaí sochair phinsin.

Fíormhéadú ar LACAT

Léiríonn sé seo an t-ardú ar LACAT atá cistithe, le fírinne, ag an fhóistoir. Ní áirítear ann an méadú ar phinsean fabhraithe mar gheall ar bhoilsciú ná ranníocaíochtaí íoctha ag an fhóstaí (luach na sochar aistrithe ó aon scéim pinsin nó socrú eile san áireamh) agus baintear úsáid as fachtóirí luachála an chómhargaidh do thús agus deireadh na tréimhse.

Luach na sochar pinsin a fabhraíodh

Déantar luach na sochar pinsin a fabhraíodh le linn na bliana a ríomh mar an fíormhéadú ar an phinsean iolraithe ar 20, móide an fíormhéadú ar aon chnapshuim a bheadh i gceist, lúide ranníocaíocht a bheadh déanta ag an duine aonair. Fágtar as an áireamh sna fíormhéaduithe méaduithe mar gheall ar bhoilsciú agus aon mhéadú nó laghdú mar thoradh ar aistriú cearta pinsin.

Socruithe Pinsin

Is baill den Scéim Pinsin Thuaidh/Theas iad fostaithe de chuid Gníomhaireacht na Lochanna. Is iad na Comhlachtaí Forfheidhmithe Thuaidh/Theas agus Turasóireacht Éireann Teoranta a bhunaigh an Scéim Pinsin Thuaidh/Theas le héifeacht ón 29 Aibreán 2005 ar aghaidh. Is scéim pinsin le sochar sainithe í a bhíonn á cistiú go bliantúil ar bhonn íoc mar a thuillir as airgead a fhaightear ó Stáitchistí na Ríochta Aontaithe agus na hÉireann. Cuireann an Roinn Talmhaíochta, Comhshaoil agus Gnóthaí Tuaithe sa Tuaisceart agus an Roinn Comhshaoil, Aeráide agus Cumarsáide sa Deisceart maoiniú ar fáil don Gníomhaireacht. Bíonn an scéim á riar ag riarthóir seachtrach.

Tá an Scéim Pinsin Thuaidh/Theas comhdhéanta de roinnt rannóg a mbaineann struchtúir éagsúla sochar leo.

Is socrú pinsin tuarastal deiridh í Core Final Salary a bhfuil sochair i gceist leis atá bunaithe ar an rannóg Classic i Scéim Pinsin Principal na Státseirbhíse i dTuaisceart Éireann. Soláthraítear pinsean tríd an scéim (ochtóduithe in aghaidh na bliana seirbhíse), chomh maith le haisce nó cnapshuim (3 ochtóid in aghaidh na bliana seirbhíse) agus pinsean céile agus pinsean leanaí. Is é 60ú breithlá an bhaill an Ghnáthaois Scoir. Bíonn pinsin atá á n-íoc (agus iad siúd atá iarchurtha)

ag méadú de réir bhoilsciú praghasanna ginearálta.

Is socrú nó scéim pinsin í an rannóg Core Alpha atá bunaithe ar Mheántuilleamh Gairmréime Athluacháilte (CARE) le sochair atá bunaithe ar Rannóg Alpha Scéim Pinsin Principal na Státseirbhíse i dTuaisceart Éireann. Soláthraítear pinsean tríd an Scéim, chomh maith le pinsean céile agus pinsean leanaí, bunaithe ar chéatadán (2.32%) den phá inphinsin i dtaca le gach bliain de bhallraíocht ghníomhach (méadaítear an pinsean ag tús gach bliana den scéim de réir bhoilsciú praghasanna ginearálta). Is ionann an Ghnáthaois Phinsin agus aois an phinsin stáit sa dlínse cuí. Is é 66 bliain aois an phinsin stáit faoi láthair sa Ríocht Aontaithe. Tá arduithe eile beartaithe ag Rialtas na Ríochta Aontaithe lena gcuirfear aois an phinsin stáit suas ó 66 bliain go 67 bliain idir 2026 agus 2028 agus ó 67 go 68 idir 2044 agus 2046.

I bPoblacht na hÉireann, is é 66 bliain aois an phinsin stáit faoi láthair. Bhí ardú go 67 bliain in 2021 agus ansin go 68 bliain in 2028 beartaithe,

ach aisghaireadh an soláthar reachtaíochta a d'fhoráil do na harduithe sin. Siocair go bhfuil an ghnáthaois phinsin faoi choinne sochair Alpha (CARE) nasctha le hAois Phinsin an Stáit Ó Dheas, tá tionchar ag an athrú seo ar cá huair a bheidh baill alpha ó dheas i dteideal sochair Scéime a fháil.

Bíonn pinsin atá á n-íoc (agus atá curtha siar) ag méadú de réir bhoilsciú praghasanna ginearálta.

Bíonn sochair ag formhór na mball den rannóg Core sna rannóga Final Salary agus Alpha araon, agus maidir le hiontrálaithe nua a tháinig isteach sa scéim i ndiaidh an 1 Aibreán 2015, téann an chuid is mó acu isteach sa rannóg Core Alpha.

Is achtúire cáilithe neamhspleách (Deloitte) a rinne an luacháil atá in úsáid i dtaca le nochtuithe FRS 102 amhail 31 Nollaig 2021. Ullmhaíodh na torthaí i mbliana trí luacháil iomlán a dhéanamh ar dhliteanais na Scéime, dálaí margaidh agus sonraí scéime amhail 31 Nollaig 2021 san áireamh.

Luach saothair na gComhaltaí Boird, costais slándála sóisialta san áireamh (Eolas Iniúchta)

Comhalta Boird	2021 £	2020 £	2021 €	2020 €
Laurence Arbuckle	8,736	350	10,163	393
Andrew Duncan	8,621	9,427	10,029	10,595
Michael McCormick	6,748	7,381	7,850	8,296
Phil Mahon	5,248	5,556	6,105	6,245
Terry McWilliams	1,419	5,476	1,651	6,156
Allan Ewart	1,389	5,556	1,616	6,245
Ian McCrea	1,389	5,556	1,616	6,245
Alastair Patterson	1,389	5,556	1,616	6,245
Fiona Walsh	7,111	7,381	8,272	8,296
Patrick Gibbons	6,748	7,381	7,850	8,296
Heather Mackey	7,313	7,381	8,507	8,296
Danny Kennedy	2,413	-	2,807	-
Conor Corr	267	-	311	-
Jack Keyes	335	-	390	-
Niall Greene	335	-	390	-
An tOllamh Frances Lucy*	-	-	-	-
Dr Declan Little*	-	-	-	-
	59,461	67,001	69,173	75,308

Ní tuarastail inphinsin iad tuarastail na gComhaltaí Boird.

*Baineann "an Prionsabal Tuarastal Amháin do Dhuine Amháin" le státseirbhísigh lena mbaineann téarmaí Litir chuig Pearsanra E109/247/74 den 17 Deireadh Fómhair a d'eisigh Roinn Caiteachais Phoiblí agus Athchóirithe Rialtas na hÉireann. Ciallaíonn sé nach bhfaigheann na daoine sin táille as a mballraíocht ar Bhoird.

Bandaí Tuarastail do na Fostaithe Uile

Líon na bhfostaithe (coibhéis lánaimseartha) a raibh a luach saothair don dhá mhí dhéag dar críoch 31 Nollaig 2021 sna bandaí seo a leanas:

Bandaí Tuarastail (£)	2021	2010
	Líon fostaithe	Líon fostaithe
Níos lú ná 20,000	1	1
20,000 – 29,999	24	25
30,000 – 39,999	15	17
40,000 – 49,999	2	1
50,000 – 59,999	4	3
60,000 – 69,999	2	2
	48	49

AGUISÍN 1 – TÁIRGEACHT LE hAIS SPRIOCANNA

TOSAÍOCHTAÍ, CUSPÓIRÍ AGUS SPRIOCANNA IN 2021

AGUISÍN 1 – TÁIRGEACHT LE hAIS SPRIOCANNA

TOSAÍOCHTAÍ, CUSPÓIRÍ AGUS SPRIOCANNA IN 2021

Tosaíocht Straitéiseach 1

A chinntiú go gcuirtear na tosaíochtaí agus luachanna atá i bPlean Straitéiseach Ghníomhaireacht na Lochanna chun cinn mar chuid de ghnáthchúrsa gnó na Gníomhaireachta, go háirithe chomh fada agus a bhaineann sé le baill foirne, croí-oibríochtaí agus leis na caidrimh atá againn.

Is aidhm le Tosaíocht Chorparáideach 1 inniúlacht na Gníomhaireachta bheith ag obair go straitéiseach, go héifeachtúil agus go sofhreagrach a mhéadú maidir le polasaithe agus páirtithe leasmhara, agus na caidrimh agus an chumarsáid is gá a threisiú le go mbeidh an Ghníomhaireacht in ann a feidhmeanna a chomhlíonadh agus an oiread tionchair agus is féidir a imirt.

Cuspóir Gnó	Príomhghníomhaíochtaí	Spriocanna Seachadta
1.1 Straitéiseacha a Dhéanamh: <ul style="list-style-type: none"> • Reachtaíocht. • Forbairt na Slatiascaireachta agus lascach. • Turasóireacht Mhuirí. • Eolaíocht. • Cumarsáid. 	Teagmháil leis na páirtithe leasmhara uile cuí. Bearta comhairliúcháin. Tuairiscí a dhréachtú agus a chur faoi bhráid an Bhoird agus na Ranna Coimircíochta.	Na bearta comhairliúcháin uile a bheith déanta faoin 31 Márta 2021. . Bearta comhairliúcháin poiblí a bheith déanta faoin 1 Meitheamh 2021. Tuairiscí a bheith déanta faoin 30 Meitheamh 2021.
1.2 Acmhainneacht agus Cumas Eagraíochtúil a Fhorbairt.	Athbhreithniú ar struchtúir eagraíochtúla. Athbhreithniú ar an fheidhm oibríochtúil Acmhainní Daonna.	Cead ó na Ranna Coimircíochta athbhreithniú iomlán eagraíochtúil a thionscnamh. R3. Struchtúir, próisis agus gnáthaimh Acmhainní Daonna i bhfeidhm de réir na gcleachtas is fearr. R4.

Is cuspóirí anonn ó 2020 iad na hathbhreithnithe.

Nuair a bheidh na hathbhreithnithe uile déanta, cuirfear tuairiscí, torthaí agus moltaí faoi bhráid an Bhoird agus na Ranna Coimircíochta le gur féidir leo iad a bhreithniú.

Beidh na hathbhreithnithe mar bhunús amach anseo le forbairt reachtaíochta, cinntí polasaí agus bainistíochta, Pleananna Gnó agus forbairt tionscadal.

Na Stiúrthóirí uile agus Ceann na hEolaíochta

Reachtaíocht: Athbhreithniú déanta.

Forbairt na Slatiascaireachta agus lasach: Athbhreithniú déanta.

Turasóireacht Mhuirí: Athbhreithniú déanta.

Athbhreithniú Eolaíochta: Athbhreithniú déanta.

Cumarsáid: Athbhreithniú déanta.

Eagras a bhfuil dóthain acmhainní aige agus na struchtúir chuí d'fhonn dualgais reachtaíochta a sheachadadh ar ardchaighdeán.

An Príomhfheidhmeannach

Níl sé déanta. Beidh sé seo ar an Chlár Rioscaí Corparáideacha mar riosca leanúnach. Tabharfar anonn mar chuspóir é go Plean Gnó 2022. Mar atá á dhéanamh ag Comhlachtaí eile Thuaidh/Theas, táthar ag súil go mbeidh tús curtha leis an athbhreithniú roimh an chéad tréimhse eile Pleanála Corparáidí.

Tá plé neamhfhoirmiúil déanta le hoifigigh ó na Ranna Coimircíochta.

Cuirfear páipéir faoi Líon na mBall Foirne agus Acmhainní chuig na Ranna Coimircíochta.

Tá páipéar le hullmhú do na Ranna Coimircíochta le cead a iarraidh téarmaí tagartha a dhréachtú maidir le hathbhreithniú iomlán eagraíochtúil.

Beidh cead de dhíth ó CATT ansin maidir le cead téarmaí tagartha a dhréachtú.

Tá tús curtha le hathbhreithniú ar an Fheidhm Acmhainní Daonna.

Cuspóir Gnó	Príomhghníomhaíochtaí	Spriocanna Seachadta
1.3 Straitéis um Theagmháil le Páirtithe Leasmhara a Fhorbairt.	Straitéis um Chumarsáid agus Teagmháil a fhorbairt agus í a chur i bhfeidhm i ndiaidh go mbeidh Athbhreithniú Cumarsáide déanta.	Straitéis Chumarsáide a bheith forbartha agus tús a bheith curtha le Plean Gnímh. Oiliúint a bheith faighte ag na baill foirne chuí.
1.4 Riachtanais sócmhainní: <ul style="list-style-type: none"> • An oifig ar an Ómaigh. • An oifig i gCairlinn. • Athchóiriú na Ceanncheathrún. • Uasdátú an fhlít. • Bonneagar TF. 	Tá athchóiriú na hoifige ar an Ómaigh déanta. Léas a chomhaontú agus an oifig i gCairlinn a fheistiú. An flít reatha a athbhreithniú agus athsholáthar a dhéanamh de réir mar is gá. Athbhreithniú a dhéanamh ar an bhonneagar TF agus é a uasdátú de réir mar is gá.	An dá oifig a bheith réidh agus ag feidhmiú go hiomlán faoi Mheitheamh 2021. An t-athbhreithniú a bheith déanta in R1 agus orduithe a bheith déanta in R2-4. An t-athbhreithniú a bheith déanta in R1
1.5 Athbhreithniú agus athscríobh ar Shláinte agus Sábháilteacht.	An córas Bainistíochta Sláinte agus Sábháilteachta a athbhreithniú agus a uasdátú.	Ráiteas athscríofa Sláinte agus Sábháilteachta a bheith i bhfeidhm. An clár athbhreithnithe agus uasdátaithe polasaithe agus an clár oiliúna a bheith faofa ag an Fhoireann Bhainistíochta Sinsearaí. Seisiúin teagmhála agus chumarsáide leis an fhoireann faoi pholasaithe athscríofa a bheith déanta.

Aschur mar thoradh ar sheachadadh na spriocanna	Stiúrthóirí Freagracha	Uasdátú
<p>Tá teagmháil agus cumarsáid leanúnach, réamhghníomhach le páirtithe leasmhara mar bhunchloch na bpolasaithe iascach agus eolaíochta agus na bpróiseas cinnteoireachta a bhaineann leo.</p>	<p>An Stiúrthóir Seirbhísí Corparáideacha</p>	<p>Tá an Straitéis um Chumarsáid agus Teagmháil déanta.</p>
<p>Cóiríocht ardchaighdeán a chur ar fáil atá neamhdhíobhálach don chomhshaol ó thaobh úsáid fuinnimh agus uisce, ina mbaintear úsáid níos éifeachtaí as an spás, a mbeidh laghdú ar an phunann chóiríochta oifige mar thoradh air, agus laghdú ar chostais chóiríochta dá réir.</p> <p>Flít feithiclí atá fóirsteanach dá fheidhm a chur ar fáil a chuireann an Gníomhaireacht ar a cumas a dualgais reachtúla a chomhlíonadh.</p> <p>A chinntiú go bhfuil an bonneagar cuí TF ag an Gníomhaireacht.</p>	<p>An Stiúrthóir Seirbhísí Corparáideacha</p>	<p>An oifig ar an Ómaigh: Níl an dáta aistrithe socraithe ná comhaonaithe fós.</p> <p>An oifig i gCairlinn: Tá iarratas pleanála curtha isteach.</p> <p>Athchóiriú na Ceanncheathrún: Déanta.</p> <p>Uasdátú an fhlíit: Déanta.</p> <p>Bonneagar TF: Déanta.</p>
<p>Tá córas daingean bainistíochta Sláinte agus Sábháilteachta agus clár oiliúna neadaithe i gcultúr na Gníomhaireachta.</p>	<p>An Coiste Sláinte agus Sábháilteachta</p>	<p>Déanta i bpáirt. Tá Seirbhís Bhainistíochta nua Sláinte agus Sábháilteachta ceaptha ag an Gníomhaireacht. Tá an tseirbhís nua ag déanamh athbhreithniú iomlán faoi láthair ar an chóras bainistíochta Sláinte agus Sábháilteachta. Tá roinnt moltaí curtha i bhfeidhm go dtí seo. Bunaithe ar mhéid an tasc seo, is dócha gur lár 2022 a bheidh ann sula dtabharfar an tionscadal seo chun críche.</p>

1.6

Ullmhú don aistriú iar-imeachta ón AE trí shúil a choinneáil d'fhonn dúshláin agus deiseanna a aithint.

Anailís a dhéanamh ar dhúshláin agus deiseanna ionchasacha a mbeadh tionchar acu ar obair na Gníomhaireachta.

Anailís ina mionsonraítear dúshláin agus deiseanna a bheith ullmhaithe faoi dheireadh R1 agus athbhreithniú ráithiúil.

Teagmháil leis na Ranna Rialtais cuí agus le Comhlachtaí Poiblí eile faoi na deiseanna a chuirfidh ar a cumas don Gníomhaireacht cláir théamúla ábhartha a sheachadadh i réigiún na teorann. R4

Aschur mar thoradh ar sheachadadh na spriocanna

Stiúrthóirí Freagracha

Uasdátú

Tá an Gníomhaireacht aitheanta mar bhealach ionchasach le cláir bhainistíochta trasteorann comhshaoil agus iascach a sheachadadh i ndiaidh na Breatimeachta.

Príomhoifigeach Feidhmeannach agus na Stiúrthóirí uile.

Bhí na ceannairí sinsearacha páirteach i gcomhphlé straitéiseach comhstádais idirghníomhaireachta ar an 2 Iúil 2021 le deiseanna ionchasacha maidir le comhoibriú feabhsaithe straitéiseach idirghníomhaireachta a fhiosrú d'fhonn sinéirgí a chruthú maidir le Loch Feabhail a chaomhnú, a chosaint agus a mhaoirsiú mar áis uathúil chomhroinnte trasteorann chomhshaoil i Réigiún Cathrach an Iarthuaiscirt. Tháinig roinnt deiseanna líonraithe maidir le Straitéis Aeráide as an chomhphlé comhstádais.

Tosaíocht Straitéiseach 2

Leanacht lena bheith ag coinneáil, ag forbairt agus ag cur chun cinn bonn fianaise cruinn eolaíochta a sholáthraíonn sonraí agus eolas atá mar thaca agus mar fhoinsé eolais do chroí-oibríochtaí agus oibríochtaí reachtúla na Gníomhaireachta, agus san am céanna ról na Gníomhaireachta mar chaomhnóir eolas tábhachtach eolaíochta a chur chun cinn.

Bíonn láidreacht na Gníomhaireachta ag brath ar láidreacht na reachtaíochta atá mar thaca léi agus ar láidreacht na n-acmhainní atá aici leis an reachtaíocht a fhorfheidhmiú.

Oibreoidimid i gcomhar lenár Ranna Coimircíochta lena chinntiú go bhfuil reachtaíocht iascach agus chomhshaoil ann a ligfidh don Gníomhaireacht a dualgais reachtúla a chomhlíonadh.

Cuspóir Gnó	Príomhghníomhaíochtaí	Spriocanna Seachadta
2.1 Straitéis Eolaíochta a forbairt.	Athbhreithniú ar na gníomhaíochtaí reatha eolaíochta bunaithe ar dhualgais agus feidhm na Gníomhaireachta.	An t-athbhreithniú a bheith déanta agus moltaí a bheith curtha faoi bhráid an Bhoird. R2. Straitéis a bheith forbartha agus plan seachadta a bheith i bhfeidhm agus faofa ag an Bhord. R3 Tús a bheith curtha le cur i bhfeidhm an phlean seachadta. R4.
2.2 Uasghrádú agus cothabháil leanúnach ar áiritheoirí iasc.	Na gníomhaíochtaí cuí a chinnteoidh go ndéanfar uasghrádú agus cothabháil. Uasghrádú leanúnach ar áiritheoirí iasc agus ar an teicneolaíocht ghaolmhar.	Dearbhú a bheith tugtha maidir le réimse iomlán na riachtanas uasghrádaithe agus cothabhála sna háiritheoirí iasc uile a bhainistíonn an Gníomhaireacht. R1/2. Tús a bheith curtha leis an uasghrádú agus leis an chothabháil. R4.
2.3 An gá a d'fhéadfadh a bheith le forbairt ar Stáisiún Comhairimh na Finne a fhiosrú	Roghpháipéar a ullmhú agus a mheasúnú i dtaca le suíomh agus planáil maidir le háiritheoir na Finne.	Roghpháipéar maidir le planáil a bheith curtha faoi bhráid an Bhoird R2/3.

Aschur mar thoradh ar sheachadadh na spriocanna	Stiúrthóirí Freagracha	Uasdátú
Straitéis i bhfeidhm mar threoir uileghabhálach don chlár eolaíochta maidir le dualgais agus feidhm na Gníomhaireachta.	Ceann na hEolaíochta	<p>Déanta i bpáirt. Tá moill ar an chuspóir seo mar gheall ar an mhoill Ceann na hEolaíochta a earcú.</p> <p>Tá athbhreithniú Eolaíochta déanta agus cuirfear faoi bhráid an Bhoird é, moltaí san áireamh, in R2 2022.</p> <p>Ceapfar forbairt straitéise bunaithe ar thátail an Athbhreithniú Eolaíochta faoi R2 2022.</p>
Tá cáilíocht na sonraí barmhaith ach a chinntiú go bhfuil an trealamh uile áirithe iasc ag feidhmiú chomh maith agus is féidir agus go ndéantar uasghrádú air de réir mar is gá. Cuirfidh sé seo ar a cumas don Gníomhaireacht cinntí polasaí a dhéanamh bunaithe ar fhianaise.	An Stiúrthóir Caomhnóireachta agus Cosanta	Tá buiséad iomlán 2021 i dtaca le háiritheoirí sannta ach ní chríochnófar cuid de na tionscadail go dtí R1 2022 mar gheall ar shrianta COVID-19.
<p>Cead faighte ó na Ranna Coimircíochta Cás Gnó a ullmhú.</p> <p>Iarratas breise ar mhaoiniú caipitil curtha chuig na Ranna agus an maoiniú faighte.</p>	An Stiúrthóir Caomhnóireachta agus Cosanta agus an Stiúrthóir Seirbhísí Corparáideacha	Tá an fiosrúchán déanta. Léirigh anailís ar riosca tuile go bhfuil limistéar an gharáiste os cionn tuilemhá 1:100.

2.4

Suirbhéireachtaí gnáthóige de réir líonmhaireacht na n-iasc óg.

Anailís ar leibhéil na n-iasc óg.

Suirbhéireachtaí gnáthóige a dhéanamh agus tuairisc / anailís a dhéanamh ar na torthaí.

Suirbhéireacht ar bhreallaigh Áiseacha san Fheabhal a dhéanamh.

Léargas a bheith curtha ar fáil ar leibhéil na n-iasc óg sna córais a bhfuil an Ghníomhaireacht freagrach astu. R1/2.

Sceideal suirbhéireachtaí tosaíochta a bheith comhaontaithe agus aitheanta. R1/2.

Suirbhéireacht ar an Fheabhal a bheith déanta R1. Anailís a bheith déanta ar na torthaí agus léirmhíniú a bheith bainte astu R3. Tuairisc ar thorthaí na suirbhéireachtaí R4.

2.5

Úsáid a bhaint as ar bronnadh mar chuid de shocrú cúirte faoi choinne suirbhéanna breise, feabhsú gnáthóg agus cosc ar thruailliú ar an tSruthail.

Ionchur / maoirsiú teicniúil a chur ar fáil faoi choinne obair bhreise shuirbhéireachta.

Obair chomhaontaithe feabhsaithe gnáthóg agus cosc ar thruailliú ar an tSruthail.

Oibreacha feabhsaithe gnáthóg agus cosc ar thruailliú ar an tSruthail. R2.

Tús a bheith curtha leis an obair agus tuairiscí ráithiúla ar dhul chun cinn maidir leis an chomhaontú seirbhíse a bheith ar fáil. R2

2.6

Measúnú stoic maidir le hoisrí dúchasacha Loch Feabhail, monatóireacht bheantach agus monatóireacht ar éiceachórais, gníomhaíochtaí sceathraí / gníomhaíochtaí socraithe na ndébhlaoscach óg ar an tsubstráit, anailís ar shonraí i dtaca le hurghabháil iasc.

Gnáthmheasúnuithe stoic, gníomhaíochtaí monatóireachta, agus anailís ar shonraí.

Dhá mheasúnú stoic a dhéanamh ar oisrí dúchasacha i Loch Feabhail.

Monatóireacht bhliantúil bheantach agus ar éiceachórais a chur i gcrích.

Monatóireacht ar ghníomhaíocht sceathraí oisrí agus ar shocrú débhlascach óg ar an tsubstráit.

Anailís ar shonraí i dtaca le hurghabháil iasc.

Sceideal measúnuithe agus socruithe monatóireachta a bheith déanta. R1.

Measúnuithe agus monatóireacht a bheith á gcur i bhfeidhm. R1/2.

Sonraí a bheith ar fáil ar bhonn sceidealaithe as na gníomhaíochtaí uile thuas.

Aschur mar thoradh ar sheachadadh na spriocanna	Stiúrthóirí Freagracha	Uasdátú
<p>Tá eolas ó na suirbhéireachtaí gnáthóige mar bhunús le hobair Chaomhnóireachta agus Chosanta.</p>	<p>An Stiúrthóir Caomhnóireachta agus Cosanta</p> <p>Ceann na hEolaíochta</p>	<p>Tá suirbhéireachtaí 2021 leictriascaireachta déanta ar éisc óga agus ar ghnáthóga agus tá na sonraí tugtha le chéile.</p> <p>Tá na suirbhéireachtaí déanta.</p> <p>Tá anailísiú, léirmhíniú agus tuairisciú le críochnú in R1 2022.</p>
<p>Déantar bearta ar leith le feabhas a chur ar ghnáthóga agus ar chosc ar thruailliú sa tSruthail, bunaithe go díreach ar fhianaise faighte mar thoradh ar na suirbhéanna ar an abhainn.</p>	<p>An Stiúrthóir Caomhnóireachta agus Cosanta</p>	<p>Déanta.</p>
<p>Sonraí bainistíochta ardcháilíochta i dtaca le hoisrí dúchasacha Loch Feabhail a chur ar fáil, a bheidh mar bhunús le hobair chaomhnóireachta, chosanta agus forbartha.</p>	<p>Stiúrthóir Dobhar-shaothraithe agus Sliogiascach</p>	<p>Tá suirbhéanna sceathraí an earraigh agus an fhómhair déanta.</p> <p>Cuireadh monatóireacht i gcrích le linn na suirbhéanna san earrach agus san fhómhar.</p> <p>Críochnófar an anailís ar shonraí faoi éisc a tugadh i dtír nuair a dhruidfídh iascaith 2020/21 ar an 31ú Márta 2021.</p> <p>Tá an Anailís ar Shonraí Urghabhála 2021 déanta.</p>

Tosaíocht Straitéiseach 3

Acmhainní nádúrtha na ndobharcheantar atá faoi chúram reachtúil Gníomhaireacht na Lochanna a fhorbairt, a chur chun cinn agus a chothabháil trí chaomhnóireacht, feabhsú cáilíochta, cosaint speiceas agus gnáthóg, oideachas agus feasacht, obair chomhpháirtíochta agus rochtain inbhuanaithe ar ár n-acmhainní nádúrtha.

Féachann an Gníomhaireacht lena chinntiú go gcosnófar agus go gcaomhnófar Ceantair Loch Feabhail agus Loch Cairlinn ar mhaithe leis an ghlúin seo agus leis na glúine a thiocfaidh inár ndiaidh. Aithnímid an tábhacht atá le hoideachas agus obair for-rochtana le haird a tharraingt ar na dúshláin chomhshaoil a bhaineann leis na hacmhainní nádúrtha uathúla atá faoi chúram na Gníomhaireachta.

Cuspóir Gnó	Príomhghníomhaíochtaí	Spriocanna Seachadta
3.1 Athchóiriú agus feabhsú Abhainn na Moirne Bige.	An obair uile shuirbhéireachta agus mheasúnaithe a chríochnú. Plean athchóirithe a fhorbairt. Maoiniú breise a lorg ó na Ranna Coimircíochta.	Measúnú stádais ar an Mhoirn Bheag a bheith críochnaithe. R2. Plean Athchóirithe agus Feabhsaithe a bheith forbartha agus tús a bheith curtha leis an obair. R3. Cásanna Gnó fóirsteanacha faoi choinne maoiniú breise a bheith ullmhaithe agus curtha isteach chuig na Ranna Coimircíochta
3.2 Tionscadail Feabhsaithe Comhshaoil	Tionscadail Choillte Fliucha a aithint agus a sheachadadh i gcomhpháirtíocht leis an Woodland Trust agus comhpháirtithe ábhartha eile. Taighde agus forbairt a dhéanamh ar choincheapa do thionscadail sa todhchaí. Na codanna cuí den Phlean Gnímh Tírdhreacha a chur i bhfeidhm i mBinn Fhoibhne agus Ísealchríocha le cósta.	4 thionscadal ar a laghad a bheith seachadta faoi dheireadh Q4 – dhá cheann i gCairlinn agus dhá cheann i gceantar an Fheabhail. Coincheapa do thionscadail sa todhchaí a bheith forbartha. Q4.
3.3 Seachadadh leanúnach maidir leis na feidhmeanna forfheidhmithe / cosanta.	Plean Cosanta bliantúil a dhéanamh.	É a bheith curtha faoi bhráid an Bhoird. R1. An Plean Cosanta a bheith i bhfeidhm agus uasdátaithe go rialta bunaithe ar eolas ón mhuintir áitiúla.

**Aschur mar thoradh
ar sheachadadh na
sprioceanna**

Stiúrthóirí Freagrach

Uasdátú

<p>Athchóiriú gnáthóg agus leaba abhann na Moirne Bige ar mhaithe leis na hiascaigh.</p>	<p>An Stiúrthóir Caomhnóireachta agus Cosanta agus Ceann na hEolaíochta.</p>	<p>Tá an obair shuirbhéireachta agus an Plean Athchóirithe déanta.</p> <p>Tá dréacht den Chás Gnó déanta agus tá buiséad san áireamh i bPlean Gnó 2022.</p>
<p>Réitigh i gcomhar le húinéirí talún agus leis an phobal feirmeoireachta bunaithe ar an dúlra a úsáid le haibhneacha a chosaint ar thruailliú ionchasach.</p>	<p>An Stiúrthóir Caomhnóireachta agus Cosanta</p> <p>An Stiúrthóir Forbartha</p> <p>Ceann na hEolaíochta</p>	<p>Déanta. Tá réitigh bunaithe ar an dúlra seachadta in 18 láthair i gceithre shuíomh tionscadail, áit a bhfuil 57,133 crann curtha.</p> <p>Tá Bliain 1 as cúig bliana i gcrích.</p> <p>Tá suirbhéanna suímh agus sonraíochtaí do shuíomhanna déanta. Tá oibreacha ullmhúcháin déanta do chlár athléimneachta feirmeacha agus tionscadail áineasa faoin aer.</p>
<p>80% de dhualgais forfheidhmithe pleanálte agus dírithe ar spriocanna ar leith.</p> <p>Soláthar fianaise ardcháilíochta mar thaca le feidhmeanna reachtúla forfheidhmithe.</p>	<p>An Stiúrthóir Caomhnóireachta agus Cosanta</p>	<p>Tá na gnáthghníomhaíochtaí uile forfheidhmithe ag dul ar aghaidh de réir na sprice. Tá moill ar chúirteanna mar gheall ar COVID-19. Tá cáschomhaid chasta ag teacht le spriocanna reachtúla.</p>

3.4

Feabhsú ar stádas comhshaoil agus soch-eacnamaíochta lascach Oisrí Dúchasacha Loch Feabhail.

Limistéir atá fóirsteanach faoi choinne athchuir / feabhsúcháin a aithint agus tionscadal athleagtha sliogábhar beirtrí a dhéanamh.

Fiosrú a dhéanamh maidir leis na féidearthachtaí an margadh intíre a fhorbairt agus caighdeán um inrianaitheacht táirgí a thabhairt isteach i dtaca le hoisrí dúchasacha Loch Feabhail. Leanúint le teagmháil le Tionscadal SAFER (Cnuasaigh Chliste Bia Mara Atlantaigh) agus le grúpaí oibre oidhreachta.

Na tosaíochtaí tionscadail uile sna pleananna reatha tionscadail a bheith curtha i bhfeidhm de réir sceidil.

Tuairiscí a bheith tugtha i rith na bliana faoin chaighdeán um inrianaitheacht táirgí.

A bheith ag cur go leanúnach le tionscnaimh a bhaineann go díreach le hoisrí dúchasacha tríd an Ghrúpa Straitéiseach Bia i gComhairle Chathair Dhoire agus Cheantar an tSraitha Báin.

3.5

An tslatiascaireacht a fhorbairt trí theagasc, cóitseáil agus rannpháirtíocht.

Na linnte slatiascaireachta ag an Cheanncheathrú a chothabháil agus a fheabhsú.

Clár oiliúna a fhorbairt do Theagascóirí agus Cóitseálaithe Slatiascaireachta. Sraith de 8-10 mbunseisiún slatiascaireachta a sheachadadh. Áiseanna fóirsteanacha i gceantar Chairlinn a fhiosrú d'fhonn mol slatiascaireachta a bhunú.

Plean cothabhála a bheith forbartha. R1. An obair uile cothabhála a bheith déanta. R2

Ar a laghad 3 chlár oiliúna deimhnithe slatiascaireachta a bheith seachadta R2 agus R3.

Clár Ghradaim CAST a bheith seachadta do 250 duine. R4

Taighde a bheith déanta maidir le measúnú roghanna i dtaca le bunú áiseanna do mhol slatiascaireachta i gceantar Chairlinn agus an measúnú roghanna a bheith curtha le chéile.

Aschur mar thoradh ar sheachadadh na spriocanna	Stiúrthóirí Freagracha	Uasdátú
<p>Próifíl aoise agus cáilíocht na n-oisrí dúchasacha a fheabhsú.</p> <p>Luach a chur leis an oisre dúchasach trí thionscnaimh mhargaíochta.</p>	<p>An Stiúrthóir Dobharshaothraithe agus Sliogiascach</p>	<p>Rinneadh an obair le limistéir fhóirsteanacha faoi choinne gnáthóg a aithint le linn na suirbhéanna ar oisrí dúchasacha.</p> <p>Rinneadh síonchaitheamh ar an sliogábhar beirtrí ag Calafort an Fheabhail.</p> <p>Tá teagmháil leanúnach ann leis an Ghrúpa Straitéiseach Bia.</p>
<p>Ag obair i gcomhpháirtíocht leis na páirtithe leasmhara cuí le hinbhuanaitheacht na slatiascaireachta a fheabhsú agus an deis a thabhairt do thuilleadh daoine dul ag iascaireacht.</p>	<p>An Stiúrthóir Forbartha</p>	<p>Ní dearnadh dul chun cinn maidir leis an chuspóir seo in 2021 mar gheall ar mhoill ar an Athbhreithniú ar Thurasóireacht Mhuirí.</p>

3.6

Tionscadail ionchasacha a fhorbairt lena gcur isteach in iarratais ar mhaoiniú seachtrach.

Taighde agus forbairt a dhéanamh ar thionscadail ionchasacha.

Na comhpháirtithe cuí a fháil ar bord.

Coincheapa tionscadail agus cuibhreannais chomhpháirtíochta a bheith forbartha faoi dheireadh R1.

Iarratas PEACE PLUS a bheith déanta agus curtha isteach.

3.7

Cláir oideachais agus for-rochtana le tacaíocht ionchuir theicniúil ar fud na Gníomhaireachta.

Seachadadh Comhdháil Óige Bhliain Idirnáisiúnta an Bhradáin.

Sraith de 4 chlár teagmhála scoile agus pobalbhunaithe a fhorbairt agus a sheachadadh.

Clár imeachtaí a sheachadadh ar líne nó ag comhdháil. Maoiniú breise a lorg don Chlár Ambasadóirí. Tuairiscí ráithiúla faoin phróiseas seo. R1 agus i gcaitheamh na bliana.

Seachadadh ar líne nó Comhdháil, agus coimre ar ábhair chomhdhála foilsithe ar líne. R1/2.

Pleananna agus sceideal do gach ceann de na cláir a bheith i bhfeidhm faoi R1 agus R2.

Cláir a bheith seachadta faoi R3.

3.8

Uiscí ceada na Gníomhaireachta a fhorbairt.

Athbhreithniú ar shocruithe léasa.

Iniúchadh inrochtaineachta.

Pleananna feabhsúcháin a fhorbairt.

Léasanna a bheith athbhreithnithe agus tuairisc a bheith curtha chuig an Fhoireann Bhainistíochta Sinsearaí. R4.

Suirbhéireacht a bheith déanta ar inrochtaineacht ar an tslatiascaireacht agus ar dhálaí slatiascaireachta. Tuairisc a bheith curtha faoi bhráid na Foirne Bainistíochta Sinsearaí. R2.

Ach an buiséad a bheith ann faoina choinne, an bonneagar rochtaineachta ar an tslatiascaireacht a bheith deisithe nó athsholáthartha de réir ord tosaíochta. R2 agus R3.

<p>Aschur mar thoradh ar sheachadadh na spriocanna</p>	<p>Stiúrthóirí Freagracha</p>	<p>Uasdátú</p>
<p>Tá tionscadail ábhartha a fheabhsaíonn seachadadh dualgais agus feidhmeanna na Gníomhaireachta agus a thacaíonn leis maoinithe go seachtrach.</p>	<p>An Stiúrthóir Forbartha</p>	<p>Déanta i bpáirt. Tá próiseas meaitseála tionscadal forbartha, tá taisce smaointe bunaithe agus tá monatóireacht déanta ar dheiseanna maoinithe.</p> <p>Tá réamh-choincheapa tionscadail forbartha le theacht sna sála ar SeaMonitor, agus tá deiseanna maoinithe ón AE aitheanta. Tá Ceann na hEolaíochta agus Bainisteoir Tionscadail SeaMonitor ag stiúradh na hoibre seo agus á tabhairt chun críche.</p> <p>Níor cuireadh tús le Clár PEACE+ go fóill.</p>
<p>Cinnte déanta de go mbíonn cumarsáid éifeachtach ann faoi chroífheidhmeanna Gníomhaireacht na Lochanna.</p> <p>Mothaíonn daoine i gceantair an Fheabhail agus Chairlinn go bhfuil teagmháil níos fearr acu leis an timpeallacht áitiúil. Comhdháil Bhliain Idirnáisiúnta an Bhradáin seachadta go rathúil.</p>	<p>An Stiúrthóir Forbartha</p> <p>An Stiúrthóir Dobhar-shaothraithe agus Sliogiascach</p>	<p>Forbraíodh Clár Ambasadóirí an Fheabhail agus Chairlinn agus Tionscadal Choimeádaithe na Sruthán ach níor seachadadh iad mar gheall ar shrianta COVID-19. Síníodh an maoiniú don chlár go 2022 lena sheachadadh a éascú.</p> <p>Níor seachadadh obair for-rochtana tríd na scoileanna in 2021.</p> <p>Déanta.</p>
<p>Léasanna uasdátaithe d’uiscí ceada na Gníomhaireachta.</p> <p>Plean cothabhála do bhonneagar slatiascaireachta in uiscí ceada na Gníomhaireachta.</p> <p>Feabhas ar rochtain ag slatiascairí, agus maolú ar an fhéidearthacht go mbeadh éilimh i dtaca le gortú ann mar gheall ar rochtain fhochaighdeáin ar an tslatiascaireacht.</p>	<p>An Stiúrthóir Forbartha</p>	<p>Níl sé déanta. Tá athbhreithniú dréachta agus suirbhéanna bunaithe ar theagmháil idir na Stiúrthóireachtaí sa Gníomhaireacht idir lámha agus cuirfear i gcrích iad in R2 2022.</p>

3.9

Straitéis um Athrú Aeráide

Ráiteas Polasaí agus Straitéis a fhorbairt atá ag teacht le tionscnaimh Rialtais.

Polasaí agus Straitéis a bheith dréachtaithe agus comhairliúchán a bheith déanta ina leith. R2.

3.10

An bonneagar cuí inrochtaineachta agus clár oibreacha gnáthóige agus athchuir a fhorbairt.

Clár oibreacha ar aibhneacha a fhorbairt agus a sheachadadh le huastáirgeadh salmanaidí óga a optamú.

Coimítmintí reatha ó 2020 tacú le tionscnaimh stiúrtha ag comhpháirtithe seachtracha maidir le bonneagar inrochtaineachta abhainnbhunaithe mar chuid den fhorbairt tuaithe a chomhlíonadh.

Clár oibreacha ar fud na ndobharcheantar a bheith aitheanta agus tús a bheith curtha leis. R1.

5 scéim ar a laghad a bheith tugtha chun críche faoi R4.

An obair thionscadail le grúpaí LEADER ó 2020 a bheith déanta. R1.

3.11

Gníomhaíochtaí áineasa mairí agus nádúir faoin aer a fhorbairt.

Straitéis agus clár a fhorbairt le tuilleadh daoine a mhealladh le bheith páirteach i ngníomhaíochtaí áineasa agus fóillíochta faoin aer.

I gcomhpháirtíocht leis na páirtithe cuí, maoiniú a lorg le clár teagaisc, cóitseála agus rannpháirtíochta i ngníomhaíochtaí áineasa faoin aer a chur i bhfeidhm.

An Straitéis agus an Plean Gnímh a bheith déanta in R1. Ba chóir go mbeadh sé mar aidhm sa Phlean 8 n-imeacht gníomhaíochta áineasa faoin aer a dhéanamh in aghaidh na bliana.

Comhpháirtithe agus deiseanna maoinithe a bheith aimsithe. R1.

Clár oiliúna a bheith forbartha agus seachadta do theagascóirí agus cóitseálaithe i spóirt agus gníomhaíochtaí áineasa uiscebhunaithe. R3.

Aschur mar thoradh ar sheachadadh na spriocanna	Stiúrthóirí Freagracha	Uasdátú
Tá an Straitéis um Athrú Aeráide neadaithe i bpleanáil tionscadal.	Ceann na hEolaíochta	Tá obair idir lámha ar Phlean Gníomhaithe na Gníomhaireachta ar son na hAeráide; bhí an mhoill ar earcú Ceann na hEolaíochta ina bhac ar an obair seo, áfach.
<p>Forbairt leanúnach ar ghnáthóga salmainidí óga.</p> <p>An clár oibreacha aibhneacha á bhainistiú de réir sceidil agus bearta cuí maolaithe riosca i bhfeidhm.</p>	<p>An Stiúrthóir Caomhnóireachta agus Cosanta</p> <p>An Stiúrthóir Forbartha</p>	<p>Déanta.</p> <p>Déanta. Tá na hoibreacha ábhartha uile déanta agus tá gnéithe 2021 déanta.</p>
<p>Caidrimh éifeachtacha oibre agus cur chuige na comhpháirtíochta bunaithe le Comhairlí i gceantair an Fheabhail agus Chairlinn, le Spórt TÉ, le Spórt Éireann agus leis na Comhlachtaí Náisiúnta Rialaithe.</p> <p>Deiseanna ar rannpháirtíocht mhéadaithe a fhorbairt; riachtanais le hacmhainn a fhorbairt i gclubanna atá ann cheana féin, agus bearnaí sa soláthar aimsiú.</p> <p>Nasc idir níos mó daoine agus na hacmhainní nádúrtha i gceantair an Fheabhail agus Chairlinn.</p>	An Stiúrthóir Forbartha	Ní dearnadh dul chun cinn maidir leis an chuspóir seo in 2021 mar gheall ar mhoill ar an Athbhreithniú ar Thurasóireacht Mhuirí.

Tosaíocht Straitéiseach 4

Gníomhaireacht na Lochanna a athrú ó bhonn trí infheistíocht sna daoine atá linn trí chumas agus éifeachtúlacht ár bhfoirne a ardú; trí eagrais atá cumasaithe go digiteach a chruthú trínár gcórais a uasghrádú; trínár gcultúr maidir le cinntí fianaisebhunaithe a dhéanamh agus a phleanáil a neartú trí léargais nua a lorg le hathléimneacht chorparáideach a chruthú.

Cuspóir Gnó	Príomhghníomhaíochtaí	Spriocanna seachadta
4.1 Uathoibriú teicneolaíochta sna cláir uile d'fhonn acmhainn áiseanna na Gníomhaireachta maidir le seachadadh seirbhísí a mhéadú.	Straitéis agus Córas um Bainistiú Sonraí Eolaíochta a fhorbairt. Straitéis agus Córas Bainistíochta Tionscadal a fhorbairt.	Athbhreithniú ar na córais agus moltaí reatha a bheith déanta. R2. Straitéisí, Pleananna Gnímh agus córas a bheith i bhfeidhm. R4.
4.2 Taighde ar an mhargadh.	Clár bliantúil i dtaca le taighde ábhartha ar an mhargadh a fhorbairt agus a chur i bhfeidhm.	Plean bliantúil a bheith comhaonaithe agus tugtha chun críche; tús a bheith curtha leis an phlean. R1. An clár a bheith críochnaithe faoi R4.
4.3 Gníomhaíochtaí Margaíochta.	Clár margaíochta agus imeachtaí a fhorbairt a thugann san áireamh srianta COVID-19. Uasdátuithe agus monatóireacht a dhéanamh ar na gníomhaíochtaí ábhartha. Taighde agus forbairt leanúnach ar bhealaí nua margaíochta.	Plean a bheith i bhfeidhm. R1. Gníomhaíochtaí seachadta. R4. Tuairisc a bheith déanta ar thionscnaimh nua, nuálacha margaíochta atá forbartha le húsáid láithreach agus sa todhchaí agus í a bheith curtha faoi bhráid an Bhoird. R2 agus le bheith uasdátaithe in R4.

Mar eagrais, bímid ag idirghníomhú le réimse leathan páirtithe leasmhara, le Comhlachtaí Rialtais gaolmhara eile, le húdaráis áitiúla agus le pobail áitiúla. In 2021, lean muid de bheith ag cur lenár gclú mar chomhpháirtí a bhfuil meas orainn agus iontaobh asainn agus ar féidir leis comhfhíseanna a fhíorú maidir le bainistiú na hinfheistíochta i ndaoine agus in áiteanna le héifeacht barmhaith agus de réir Threoir Straitéiseach na Gníomhaireachta.

Aschur mar thoradh ar sheachadadh na spriocanna	Stiúrthóirí Freagracha	Uasdátú
<p>Córais shlána bainistíochta i bhfeidhm. Déantar cinntí maidir le tionscadail agus polasaithe bunaithe ar fhianaise ó na córais bainistíochta sonraí agus tionscadal.</p> <p>Tá gach gné de bhainistíocht tionscadal imeasctha agus neadaithe i gcultúr na Gníomhaireachta.</p>	Ceann na hEolaíochta agus an Stiúrthóir Seirbhísí Corparáideacha	<p>Déanta i bpáirt. Tá moill ar chomhlíonadh an chuspóra seo mar gheall ar an mhoill ar earcú Ceann na hEolaíochta.</p> <p>Tá an córas Bainistíochta Tionscadal á athbhreithniú.</p>
Sonraí ábhartha, tráthúla, inghníomhaithe ar fáil agus iad mar bhunús le forbairt tionscadal agus le forbairt eagraíochtúil.	An Stiúrthóir Forbartha	Déanta. Rinneadh taighde ar an mhargadh a cheapadh agus a sheachadadh i gcomhar le Gray's Communications.
<p>Gníomhaíochtaí nuálacha margaíochta seachadta le gur féidir gníomhaíochtaí na Gníomhaireachta a phoibliú.</p> <p>Soláthróidh tionscnaimh mhargaíochta sa todhchaí ardán faoi choinne gníomhaíochtaí leanúnacha poiblíochta a sheachadfar go fíorúil nó go fisiciúil.</p>	An Stiúrthóir Seirbhísí Corparáideacha	<p>Déanta. Rinneadh clár gnímh margaíochta a cheapadh agus a sheachadadh i gcomhar le Gray's Communications.</p> <p>Ceapadh seirbhís bhainistíochta in 2021 i ndiaidh do Athbhreithniú Cumarsáide a bheith déanta – bíonn an Bord á tiomáint agus ag tabhairt tacaíochta di.</p>

4.4

Uasghrádú ar Riverwatch, eispéireas do chuairteoirí, d'fhonn gnéithe nua, nuálacha a thabhairt isteach.

Clár le gnéithe nuálacha a fhorbairt mar thaca le for-rochtain agus oideachas.

Plean tionscadail agus cúrsaí airgeadais a bheith dearbhaithe faoi dheireadh R1.

Tús a bheith curtha leis na hoibreacha in R1 agus a bheith críochnaithe faoi dheireadh R2.

4.5

Áit oibre atá sábháilte a chur ar fáil agus an fhoireann a spreagadh le bheith páirteach i ngníomhaíochtaí a chuireann an tsláinte agus an fholláine chun cinn.

Straitéis, Polasaí agus Plean Gnímh Sláinte agus Sábháilteachta a fhorbairt.

Teagmháil leis an fhoireann leis an tsláinte agus an fholláine a chur chun cinn do chách.

Straitéis agus Plean a bheith comhaontaithe le hionadaithe na bhfostaithe. R1.

Tús a bheith curtha le seachadadh an Phlean Gnímh R2-4.

Seisiúin teagmhála leis an fhoireann leis an tsláinte agus an fholláine a chur chun cinn a bheith ar siúl i gcaitheamh na bliana – é seo a bheith curtha i gcrích. R4.

4.6

Tionscnaimh Laghdaithe Carbóin a thabhairt isteach i ngach réimse freagrachta a chuidíonn dul i ngleic le dúshlán a bhaineann leis an athrú aeráide san áit oibre.

Astuithe ónár ngníomhaíochtaí féin a laghdú i gcomhpháirtíocht le réimse de ghníomhaireachtaí rialtais agus páirtithe leasmhara eile; gníomh a dhéanamh ar fud na ndobharcheantar a chuireann le neodracht ó thaobh carbóin de, agus forbairt inbhuanaithe i bpobail ar fud na timpeallachta nádúrtha.

Iníúchadh ar astuithe carbóin ar fud na Gníomhaireachta a bheith déanta faoin R3.

Moladh maidir le bearta maolaithe a bheith forbartha bunaithe ar an iniúchadh ar astuithe carbóin. Sprioc a bheith ann laghdú 7% ar a laghad a bhaint amach in 2021. R4.

Straitéis gan pháipéar ag úsáid na néalteicneolaíochta. R4.

4.7

Tacú le seachadadh leanúnach cuspóirí gnó Gníomhaireacht na Lochanna trí Straitéis Foghlama agus Forbartha trí bliana a fhorbairt.

Anailís ar riachtanais oiliúna agus forbartha foirne.

Straitéis Foghlama agus Forbartha a cheapadh.


Clár oiliúna foirne a thionscnamh agus a chur i bhfeidhm. R1.

Gníomhartha 2020 bunaithe ar an Straitéis Foghlama a bheith dearbhaithe. R1.

Bunchlár oiliúna a bheith i bhfeidhm agus sceidealaithe. R1.

Samhail mheasúnachta foirne a bheith comhaontaithe agus curtha i bhfeidhm ag gach leibhéal sa Gníomhaireacht. R4.

Aschur mar thoradh ar sheachadadh na spriocanna	Stiúrthóirí Freagracha	Uasdátú
Eispéireas feabhsaithe do chuairoteoirí ar Riverwatch trí thionscadail feabhsúcháin dhigiteacha.	An Stiúrthóir Forbartha	Níl sé déanta. Bhí Riverwatch druidte i gcaitheamh 2021 de réir threoir rialtais. I ndiaidh go ndearnadh measúnú ar na háiseanna atá ar fáil, d'iarr an Fhoireann Bhainistíochta Sinsearaí athbhreithniú iomlan ar Riverwatch in 2022.
Iarracht á dhéanamh líon meánach na laethanta a chailltear mar gheall ar thinneas a laghdú trí shláinte agus folláine na bhfostaithe a fheabhsú trí thionscnaimh ábhartha.	An Stiúrthóir Seirbhísí Corparáideacha	Tá Straitéis Folláine i bhfeidhm. Bhí an Plean Gnímh srianta mar gheall ar COVID-19, ach tá oiliúint ar líne déanta ag formhór na mball foirne.
Cur le tionscnaimh rialtais trí astuithe carbóin ónár bhfoirgnimh agus ón fhlít feithiclí agus bád a mhaolú.	An Stiúrthóir Seirbhísí Corparáideacha	<p>Deanta i bpáirt. Bíonn néalteicneolaíocht á cur i bhfeidhm nuair is féidir.</p> <p>Tá moladh á dhréachtú maidir le bearta maolaithe.</p> <p>Tá Measúnuithe Rátála Fuinnimh Foirgneamh déanta sa Cheanncheathrú agus san oifig ar an Ómaigh.</p>
Cultúr bunaithe i dtaca le forbairt foirne agus an fhoireann spreagtha lena bhforbairt phearsanta agus ghairmiúil féin a fhorbairt le tacaíocht ón fhoireann bhainistíochta, agus dóthain áiseanna a bheith ar fáil le freastal ar riachtanais forbartha aitheanta atá ag teacht le riachtanais ghnó.	An Stiúrthóir Seirbhísí Corparáideacha	<p>Tá córas measúnachta foirne i bhfeidhm agus á fheidhmiú. Tá maitris oiliúna faofa.</p> <p>Tá clár oiliúna maidir le riachtanais reachtúla déanta.</p>



Loughs Agency Annual Financial Statements **2021**

Year ended 31 December 2021

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Foreword to the Accounts

The Board presents the financial accounts for the year ended 31 December 2021.

Statutory Background

Loughs Agency (the Agency) of the Foyle, Carlingford and Irish Lights Commission (FCILC), a North South Implementation Body, inherited the functions and responsibilities of the Foyle Fisheries Commission with regard to the conservation, protection, management and improvement of the fisheries of the cross border Foyle Area. The FCILC became operational on 2 December 1999 at which time the assets and liabilities of the Foyle Fisheries Commission were transferred to Loughs Agency.

The FCILC is legislated by the North South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999 and the British Irish Agreement Acts 1999 and 2002. The Board of the FCILC reports to the North South Ministerial Council (NSMC) and its government Sponsor Departments both North and South – the Department of Agriculture, Environment and Rural Affairs in the North (DAERA), and the Department of the Environment, Climate and Communications in the South (DECC).

The FCILC was to be composed of two agencies, Loughs Agency and the Lights Agency. It was intended that the Lights Agency, when established, would replace the Commissioners of Irish Lights as the General Lighthouse Authority for Ireland. However, given the complexities that have arisen in terms of pursuing such a transfer of functions, the transfer has not taken place. These accounts deal with Loughs Agency of the FCILC. The Lights Agency is not in operational existence

The accounts have been prepared in accordance with:

- A form directed and approved by the Department of Finance and the Department of Public Expenditure and Reform, as provided for in the Body's Financial Memorandum; and
- The North South Annual Reports and

Accounts Guidance provided by the Department of Finance and the Department of Public Expenditure and Reform.

Business Review

A full review of the Agency's activities is given in the Annual Report.

Results for the Year

The Agency is jointly funded by DAERA in the North and DECC in the South (the Sponsor Departments). Loughs Agency had a deficit of £107,669/€125,255 for the year ended 31 December 2021 (2020: surplus of £86,703/€97,451).

Fixed Assets

Details of the movement in fixed assets are set out in Note 10 to the Accounts.

Research and Development

Total expenditure on Research and Development in 2021 was £NIL (2020 – £NIL).

Charitable Donations

The Agency made no charitable donations during the year.

Business Plan 2021

The NSMC approved the Agency's 2021 Business Plan (including budget allocation) at the Twenty-Sixth Plenary Meeting held on the 30 July 2021. The Business Plan was completed in accordance with agreed guidance issued by the Department of Finance and the Department of Public Expenditure and Reform, and agreed by Sponsor Departments and Finance Ministers.

Prior to formal approval contingency arrangements were put in place by Sponsor Departments.

Board Members

The functions of the Agency are exercised by the Board. The Board monitors and directs the work of the Agency towards the achievement of objectives set out in the Corporate and Business Plans, which are approved by the NSMC.

The following served as Board Members during the period:

Mr Laurence Arbuckle	Chair / Member	Chair term ended 12/12/21. Appointed Member from 13/12/21.
Ms Heather Mackey	Member / Chair	Member term ended 12/12/21. Appointed Chair from 13/12/21.
Mr Andrew Duncan	Vice Chair	Term ended 12/12/21
Mr Michael McCormick	Member	Term ended 12/12/21
Mrs Phil Mahon	Member	Term ended 12/12/21
Mr Allan Ewart	Member	Term ended 12/12/21
Mr Ian McCrea	Member	Term ended 12/12/21
Mr Patrick Gibbons	Member	Term ended 12/12/21
Mr Alastair Patterson	Member	Term ended 12/12/21
Mrs Fiona Walsh	Member	Term ended 12/12/21 re-appointed 13/12/21
Mr Terry McWilliams	Member	Appointed 16/12/20
Mr Danny Kennedy	Member	Appointed 30/07/21
Mr Conor Corr	Member	Appointed 13/12/21
Mr Niall Greene	Member	Appointed 13/12/21
Mr Jack Keyes	Member	Appointed 13/12/21
Dr Declan Little	Member	Appointed 13/12/21
Professor Frances Lucy	Member	Appointed 13/12/21

Equal Opportunities

The Agency has continued to promote an Equal Opportunities Policy which sets out our commitment to provide employment equality to all, irrespective of:

- Gender, marital or family status;
- Religious belief or political opinion;
- Disability;
- Race or ethnic origin;
- Nationality;
- Age; and
- Sexual orientation.

Loughs Agency is opposed to all forms of unlawful and unfair discrimination. The Agency is committed to treating all staff, or applicants for employment with dignity and respect, and will provide a working environment free from unlawful discrimination, victimisation or harassment on the grounds of disability. Our Headquarters is fully compliant with the requirements of the Disability Discrimination Act 1995.

Equality Scheme

The Agency has an Equality Scheme approved by the Equality Commission, which meets the requirements of Section 75 of the Northern Ireland Act 1998, and is fully committed to meeting the equality requirements of both jurisdictions.

Employee Involvement

The core strength and a key resource of the Agency is its people. The strategic objectives of the Corporate Plan and Business Plan are delivered successfully each year through employee engagement and involvement in planning and decision-making processes. The Agency strongly promotes and supports staff at a professional and personal development level, to enable them to meet the responsibility of their individual roles and deliver Agency wide strategic objectives.

The Agency recognises NIPSA, SIPTU and UNITE unions for negotiation and consultation on employee related matters.

Payment to Suppliers

The Agency is committed to the prompt payment of bills for goods and services received in accordance with the UK Late Payment of Commercial Debts (Interest) Act 1998, as amended and supplemented by the Late Payment of Commercial Debts Regulations 2002 and the Irish Late Payments in Commercial Transactions Regulations 2002. As appropriate Loughs Agency will also be bound by any EU Directives on late payment. Unless otherwise stated in the contract, payment is due within 30 days of the receipt of the goods or services, or upon presentation of a valid invoice or similar demand, whichever is later. During 2021 85.7%, (2020: 89.8%) of bills were paid within 15 days, and 96.3% (2020: 97.4%) within 30 days.

Health and Safety

The Agency is committed to complying with the Health & Safety at Work (NI) Order 1978, the Safety, Health and Welfare at Work Act 1989 and to all relevant Health and Safety legislation. It will continue to strive to provide and maintain a working environment that is safe, without undue risk to health and with adequate facilities and arrangements for welfare of staff at work. A Health and Safety Committee has been in place in the Agency since 2006.

Freedom of Information and Data Protection

The Agency is currently exempt from the Freedom of Information Acts in UK and Ireland. However, a Code of Practice has been developed and implemented for all the North South Implementation Bodies.

The Agency is registered under the Data Protection Act 1998 with the Office of the Information Commissioners, and will fully comply with its obligations under this Act and its equivalent in Ireland.

The Agency continues to ensure compliance with the General Data Protection Regulations (GDPR), implemented in May 2018.

Environmental Regulations

The Agency also follows its obligations under the UK Environmental Regulations 2004 and the legislation governing Access to Information on the Environment in Ireland.

Future Developments

The Strategic Direction for a New Decade 2020–2030 will continue to act as the overarching context and reference point for future organisational development. In taking this Strategic Direction forward the Agency will focus on our core purpose to oversee the necessary intergovernmental approach required to deliver our functions and statutory remit.

During 2021 the Agency completed a number of strategic reviews of functional areas. These reviews will be used to inform development of the Corporate Plan 2023–2025 and future Business Plans, leading delivery of our core functions and driving positive results and sustainability for the Agency over the next decade.

To complement the reviews a new Science Strategy and Climate Action Plan will be completed in early 2022 which will strengthen and underpin the statutory work of the Agency and enable realisation of our Vision and Strategic Direction.

Brexit

Loughs Agency has de facto been operating on a successful North South basis since 1952, under the former Foyle Fisheries Commission. Therefore the UK's withdrawal from the EU is unlikely to see fundamental changes to the core work of the Agency. We will continue to ensure constructive engagement with our Sponsor Departments and other agencies on any emerging, diverging legislative provisions which may impact on the work of the Agency. We will continue to adopt a "business as usual" approach, while continuing to monitor the situation closely over the coming months.

External Audit

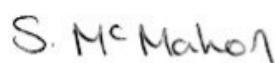
The Financial Statements are audited by the Comptroller and Auditor General for Northern

Ireland and the Comptroller and Auditor General in Ireland (C&AGs) in accordance with the provisions of the North South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999, and the British–Irish Agreement Act 1999.

The C&AGs and the staff of their offices are wholly independent of the Agency. They report their findings to the Northern Ireland Assembly and the Oireachtas.

As Accounting Officer I am required to ensure that all relevant audit information is provided to the auditors. I have taken all reasonable steps to make myself aware of any relevant audit information and have ensured that all such information is made available. I confirm that there is no relevant audit information, of which I am aware, that the auditors have not been informed of.

These Accounts have been subject to a formal audit by the C&AG. The Certificate and Report of the Comptrollers and Auditors General to the Northern Ireland Assembly and the Oireachtas are included at pages 163 to 165.



Sharon McMahon
Accounting Officer
27th March 2023

Statement of Accountable Person's Responsibilities

DAERA in the North and DECC in the South have directed Loughs Agency to prepare a Statement of Accounts for each financial year, ended 31 December, in the form and on the basis set out in the accounts direction on page 95. The Accounts are prepared on an accruals basis and must give a true and fair view of the Agency's state of affairs at its year end, and of its income and expenditure, changes in equity and cash flows for the calendar year.

In preparing the accounts, the Agency is required to:

- Observe the accounts direction issued by the Sponsor Departments, including the relevant accounting disclosure requirements, and apply accounting policies on a consistent basis;
- Make judgements and estimates on a reasonable basis;
- State whether applicable accounting standards have been followed and disclose and explain any material departures in the Financial Statements; and
- Prepare the Financial Statements on a going concern basis, unless it is inappropriate to presume that the Agency will continue in operation.

The Designated Officer's responsibilities as the Accounting Officer of Loughs Agency, includes responsibility for the propriety and regularity of the public finances, and for the keeping of proper records, as set out in the Financial Memorandum of the Agency.



Statement on Internal Control /Governance Statement

Scope of Responsibility

As the Accounting Officer, I have responsibility for maintaining a sound system of internal control, that supports the achievement of Loughs Agency's policies, aims and objectives, whilst safeguarding the public funds and assets for which I am personally responsible, in accordance with the responsibilities assigned to me in Managing Public Money Northern Ireland, North South Implementation Bodies Annual Report & Accounts Guidance 2017 and Public Financial Procedures.

A Policy and Resource Framework is in place which sets out the role and aims of Loughs Agency, its duties and powers, the responsibilities of the Chair, Board and Chief Executive, and the relationship with Ministers and Sponsor Departments. This framework also includes an Oversight and Governance Agreement with DECC and a North South Implementation Body Sponsorship Manual with DAERA. The Agency also operates within its Financial Memorandum guidelines, which have been under review since 2010 by the Finance Departments North and South. In the interim, since March 2013, Sponsor Departments have agreed that the Agency should follow the tendering thresholds used by Construction and Procurement Delivery (CPD).

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 Agency'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, which accords with the Finance Departments' guidance, has been in place in the Agency for the year ended 31 December 2021 and up to the date of approval of the Annual Report and Accounts.

Capacity to Handle Risk

The Accounting Officer and Loughs Agency Board are ultimately accountable for the effective management of the Agency's business, and in particular for ensuring that there are adequate risk management arrangements and a sound system of internal control.

The Agency has developed a Risk Management Policy, approved by the Board. The Policy provides a clear framework on how the Agency will identify, assess, manage and report on risk.

The Agency's Risk Management Committee meet four times during the year. The Committee, which consists of the Senior Management Team, is responsible for directing and implementing the process of managing risk within the Agency. Appropriate procedures are in place to ensure the Agency's objectives and risks are identified. As a result risks have been allocated to the appropriate Risk Owner and the Agency has defined its risk appetite.

The Agency's Audit and Risk Committee, consists of four Members of the Agency's Board and one co-opted Member. There was 1 Audit and Risk Committee Meeting held in 2021. Due to the ongoing political situation in Northern Ireland the Agency was unable to achieve a quorum for 3 of its 4 required Audit and Risk Committee meetings during 2021.

The Committee provides support, advice and assurance to the Accounting Officer and the Board on the strategic processes for monitoring and managing risk, internal control and governance systems. At its meeting the Audit and Risk Committee reviewed the Corporate Risk Register to assess if risks were being managed effectively and reviewed and challenged the adequacy and effectiveness of the Agency's internal controls and risk management processes.

The staff of the Agency manage risk through a range of embedded procedures. These include budgetary and financial controls, documented systems and procedures around processes and activities, delegated authority limits and appropriate training in areas such as fraud awareness. The Agency actively encourages and facilitates cross-directorate working and training, with the objective of reducing risk through awareness.

All staff have been issued with Loughs Agency's Risk Management Policy. This document clearly explains the Risk Management processes in place, and details the roles and responsibilities of all staff. All staff are expected to work within Loughs Agency's policies on Risk Management, alert management to emerging risks or control weaknesses, participate fully in the Risk Management process and assume responsibility for risks and controls within their own area of work. The Agency has completed a review of the Risk Management Policy, and implemented the recommendations made by Internal Audit.

The Risk and Control Framework

Loughs Agency's Risk Management Committee continued to update the Risk Register during 2021 and quarterly reviews and ownership of risks by Directorates have been ongoing. The Register identifies the key risks facing Loughs Agency and these have been identified, evaluated and graded in relation to their significance. The grading exercise uses a combination of impact and likelihood assessments and was reviewed at each Risk Management Meeting during 2021. The outcome of these assessments is used to plan

and allocate resources in order to ensure that risks are managed to an acceptable level. The Risk Register further details management's associated controls and actions required to mitigate any risks.

The Agency recognises that Risk Management is an evolving process within the Agency and has continued to embed the following in 2021:

- Quarterly reviews of objectives and assessment of risks undertaken by each Directorate. The Risk Register is distributed to the key owners of risks within the Agency and action points are delivered from this process;
- Completion of standard Risk Assessment forms to ensure risks are recorded in a structured way and the use of defined criteria to ensure that risks are evaluated consistently;
- Inclusion of Risk Management as an agenda item at each Senior Management Team (SMT) meeting, to enable the reporting and review of new risks; the effectiveness of controls over risks identified; the progress of action plans; and to facilitate early corrective action;
- The Agency's Board operates an Audit and Risk Committee and Risk Management is included as a standing agenda item; and
- The Risk Management Policy continued to be implemented during 2021. Operational Risk Registers for each Directorate will remain in place.

Review of Effectiveness

As Accounting Officer, 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 Audit units of the Sponsor Departments; the SMT within the Agency, who has responsibility for the development and maintenance of the internal control framework; and through comments made by the External Auditors in their management letter and other reports. I have

been advised of the implications of the result of my review of the effectiveness of the system of internal control by the Board and the Audit and Risk Committee. A process to address any weaknesses and ensure continuous improvement of the system is in place.

The following processes have been established and are in place for maintaining and reviewing the effectiveness of the system of governance and internal control:

- Regular reviews by management of financial reports;
- A comprehensive budgeting system, which provides SMT with monthly and the Board with bi-monthly reports;
- The Agency has co-opted a qualified Accountant to sit on its Audit and Risk Committee, with the ability and knowledge required to challenge the Financial Statements and accounts;
- Clearly defined capital investment control guidelines;
- Improved procurement procedures and guidelines and appropriate formal project management disciplines in place;
- Formal Business Cases in place for expenditure over £5,000 and continued use of the Agency's Business Case template;
- Implementing policies on Risk Management and control;
- The Risk Management Committee identifies, evaluates, mitigates and escalates significant risks faced by the Agency, and documents these through the Corporate Risk Register;
- Operational Risk Registers are reviewed and updated on an ongoing basis. New and emerging risks are included and existing risks previously identified are reviewed and updated as necessary;

- Senior Managers have been given a timetable in support of the performance of the respective reviews of effectiveness;
- One meeting of the Audit and Risk Committee took place in 2021, at which the progress of the Risk Management process was reviewed;
- An Annual Report of the Audit and Risk Committee to inform the Accounting Officer and Chair of its work during 2021 was provided and considered by the Board;
- The application of a risk-based three year internal audit programme; and
- In addition, all Internal Audit reports and Northern Ireland Audit Office Management Letter comments were addressed.

Following the reviews of effectiveness, I am provided with annual Stewardship Certificates for all four Directorate areas within the Agency. These Certificates provide me with a number of assurances that I require to support the comments I make in the Statement on Internal Control. These Statements provide assurance over the systems that make up the operating environment of Loughs Agency.

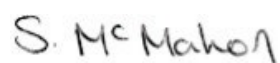
Key Issues

Impact of COVID-19

Similar to 2020, a very small number of activities, targets and delivery outcomes could not be achieved as planned. However, the Agency continued to successfully deliver all statutory Conservation and Protection functions with additional Health and Safety measures in place, in line with government guidance.

Throughout 2021 the Agency resumed delivery of our EU-funded programmes, as Lead Partner of SeaMonitor and as a Partner in the CatchmentCARE and SWELL projects.

The Corporate Risk Register continued to be updated to include COVID-19.



Sharon McMahon
Accounting Officer
27th March 2023

Omagh Office

The completion of the Omagh Office was considerably delayed, mainly due to issues surrounding construction. The office was handed over to the Agency in May 2022.

Fraud

The Agency conducted an investigation into timesheet fraud in the summer of 2022. Due to the nature of the fraud a complete review of all systems and processes in relation to time management has commenced.

Internal Audit Report

The 2021 Annual Internal Audit Report gave a satisfactory opinion as to the adequacy of the internal control environment operating within the Agency. No significant issues were found and a number of recommendations are being addressed by the Agency.

THE CERTIFICATE AND REPORT OF THE COMPTROLLERS AND AUDITORS GENERAL TO THE NORTHERN IRELAND ASSEMBLY AND HOUSES OF THE OIREACHTAS

Opinion on the accounts

We certify that we have audited the accounts of the Foyle, Carlingford and Irish Lights Commission (also known as the Loughs Agency) (the Body) for the year ended 31 December 2021 pursuant to the provisions of the North/South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999 and the British/Irish Agreement Act 1999 which require us to audit and certify, in co-operation, the accounts presented to us by the Body. The accounts comprise:

- the income statement;
- the statement of comprehensive income;
- the statement of financial position;
- the statement of cash flows; and,
- the statement of changes in equity; and
- the related notes including significant accounting policies.

These accounts have been prepared under the accounting policies set out within them.

In our opinion, the accounts:

- give a true and fair view of the state of the Body's affairs as at 31 December 2021 and of its income and expenditure for the year then ended; and
- have been properly prepared in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) and the accounts direction in the appendix to the accounts.

Opinion on regularity

In our opinion, the expenditure and income recorded in the accounts have in all material respects been applied to the purposes intended by the Northern Ireland Assembly and the Houses of the Oireachtas and the financial transactions reported in the accounts conform to the authorities which govern them.

Basis for opinions

The Loughs Agency were unable to obtain formal approval of the revised 2021 Business plan by the North South Ministerial Council (NSMC) as required under the North/South Cooperation (Implementation Bodies) (Northern Ireland) Order 1999. Approval had been sought and given for additional funding totalling £422,840 by both government sponsoring Departments. These monies whilst legal were deemed irregular until approved by the NSMC. Whilst the amount is considered material in the context of the financial statements, we have not qualified our opinion of regularity as the Loughs Agency complied with all relevant guidance within its scope of control.

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the responsibilities of the auditors section of this certificate. We are independent of the Body in accordance with the ethical requirements of the Financial Reporting Council's Revised Ethical Standard 2019 and of the Code of Ethics issued by the International Organisation of Supreme Audit Institutions and have fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Information other than the accounts

The Body has presented certain other information together with the accounts. This comprises the annual report, the foreword to the accounts, the statement on the system of internal control/governance statement and the remuneration report. Our opinion on the accounts does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained during the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we report by exception

We have nothing to report in respect of the following matters which we report if, in our opinion:

- we have not received all the information and explanations we required for our audit, or
- the accounting records were not sufficient to permit the accounts to be readily and properly audited, or
- the accounts are not in agreement with the accounting records, or
- the statement on the system of internal control/governance statement does not reflect compliance with applicable guidance on corporate governance.

Responsibilities of the Body and the Accounting Officer for the accounts

As explained more fully in the Statement of Responsibilities, the Body is responsible for the preparation of the accounts on the basis of the accounts direction included in the appendix to the accounts and for being satisfied that they give a true and fair view. The Chief Executive, as Accounting Officer, is responsible for the propriety and regularity in relation to the use of public funds.

Responsibilities of the auditors

Our responsibility is to audit the accounts in accordance with the provisions of the North/

South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999 and the British-Irish Agreement Act 1999 and to report thereon to the Northern Ireland Assembly and the Houses of the Oireachtas.

Our objective in carrying out the audit is to obtain reasonable assurance about whether the accounts as a whole are free from material misstatement, whether caused by fraud or error. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these accounts.

As part of an audit in accordance with the ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. In doing so

- We identify and assess the risks of material misstatement of the accounts whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- We obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal controls.
- We evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures.

- We conclude on the appropriateness of the use of the going concern basis of accounting and, based on the audit evidence obtained, on whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Body's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our report to the related disclosures in the accounts or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our report. However, future events or conditions may cause the Body to cease to continue as a going concern.
- We evaluate the overall presentation, structure and content of the accounts, including the disclosures, and whether the accounts represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

In addition, we are required to obtain evidence sufficient to give reasonable assurance that expenditure and income recorded in the financial accounts have been applied to the purposes intended by the Northern Ireland Assembly and Houses of the Oireachtas and that the financial transactions recorded in the accounts conform to the authorities which

govern them.

Report

The North/South Cooperation (Implementation Bodies) (Northern Ireland) Order 1999 requires the approval of annual Corporate Plans of North South Bodies by the North South Ministerial Council (NSMC). The Loughs Agency bid for additional monies totalling £422,840 in the October 2021 monitoring round was funded on a 50:50 basis by both Sponsoring Departments, i.e. the Department of Agriculture, Environment and Rural Affairs (DAERA) in the North, and the Department of the Environment, Climate and Communications (DECC) in the South.

The Loughs Agency received an amount of £211,420 from DAERA but were advised that whilst the grant, following Department of Finance approval, was legal, it was considered irregular until such times as an updated Loughs Agency Business Plan 2021 could be approved by the NSMC. The Loughs Agency also received £211,420 from DECC which also required NSMC approval.

The NSMC is not currently sitting because of political issues surrounding the Northern Ireland Protocol. Therefore, there has been no opportunity for the NSMC to approve the updated Loughs Agency Business Plan for 2021. The total amount deemed irregular is £422,840. We have not qualified our audit opinion on this matter, as the Loughs Agency has complied with all relevant guidance in so far as it is within its scope of control.

We have no other observations to make on these financial statements.



Dorinnia Carville
Comptroller and Auditor General for Northern Ireland
Northern Ireland
Northern Ireland Audit Office
106 University Street
Belfast
BT7 1EU

27th March 2023



Seamus McCarthy
Comptroller and Auditor General, Ireland
3A Mayor Street Upper
Dublin 1
Ireland
DO1 PF72



Income Statement

Income	Note	2021	2020	2021	2020
		£Stg	£Stg	€	€
Revenue grants from Departments	3	4,568,937	4,200,461	5,315,181	4,721,192
Net Deferred Funding for Pensions	14c	1,774,777	1,043,394	2,064,652	1,172,744
Other Revenue Grants	4	786,561	1,313,730	915,030	1,476,593
Ordinary income	5	129,481	142,721	150,629	160,414
Capital grants released	13	601,450	557,565	699,685	626,686
Profit on disposal of grant assets		9,029	13,015	10,503	14,628
DAERA Area Enforcement		9,000	9,000	10,469	10,115
		7,879,235	7,279,886	9,166,149	8,182,372

Expenditure					
Staff costs	6	4,401,836	3,335,608	5,120,788	3,749,123
Other Revenue Grant Expenses	4	786,561	1,313,730	915,030	1,476,593
Programme expenses	7	479,719	518,791	558,071	583,105
Administrative expenses	8	1,276,764	961,104	1,485,297	1,080,252
Currency exchange		23,887	27,570	27,788	30,988
(Profit) / loss on sale of fixed assets		3,224	(6,182)	3,751	(6,948)
Depreciation	10	667,826	634,543	776,902	713,207
Interest payable	9	347,087	408,019	403,777	458,601
		7,986,904	7,193,183	9,291,404	8,084,921
Operating surplus / (deficit) taken to reserves.		(107,669)	86,703	(125,255)	97,451

All amounts relate to continuing activities.

The notes on pages 172 to 204 and Appendix 1 form part of these Accounts.

Statement of Comprehensive Income

	2021	2020	2021	2020
	£Stg	£Stg	€	€
Surplus/(Deficit) on continuing operations after depreciation	(107,669)	86,703	(125,255)	97,451
Actuarial (loss)/gain in respect of pension scheme	42,140	(5,161,176)	49,023	(5,801,007)
Adjustment for Deferred pension asset	(42,140)	5,161,176	(49,023)	5,801,007
Unrealised surplus on revaluation of boats	698,251	-	812,296	-
Total recognised gain/(loss) relating to the year	590,582	86,703	687,041	97,451
Reconciliation				
Opening Reserves	2,048,729	1,962,026	2,278,822	2,305,969
Total recognised gain/ (loss) relating to the year	590,582	86,703	687,041	97,451
Difference on currency translation			175,128	(124,598)
Closing Reserves	2,639,311	2,048,729	3,140,991	2,278,822

The notes on pages 172 to 204 and Appendix 1 form part of these Accounts.

Statement of Financial Position as at 31st December 2021

	Note	2021 £Stg	2020 £Stg	2021 €	2020 €
Tangible fixed assets	10	6,462,222	5,702,259	7,690,561	6,342,679
Current Assets					
Receivables	11	780,224	419,071	928,529	466,137
Cash at bank and in hand		413,580	879,096	492,193	977,827
		1,193,804	1,298,167	1,420,722	1,443,964
Current Liabilities					
Payables	12	906,551	971,117	1,078,868	1,080,183
Net Current Assets		287,253	327,050	341,854	363,781
Total Assets less Current Liabilities		6,749,475	6,029,309	8,032,415	6,706,460
Pension Liability	14	(27,751,051)	(26,107,212)	(33,025,971)	(29,039,313)
Deferred pension funding asset	14	27,751,051	26,107,212	33,025,971)	29,039,313
Total Long Term Liabilities					
Net Assets		6,749,475	6,029,309	8,032,415	6,706,460
Represented By					
Deferred capital grants	13	4,110,164	3,980,580	4,891,424	4,427,638
Reserves					
General reserve	15	299,792	339,589	356,776	377,728
Revaluation reserve	16	2,339,519	1,709,140	2,784,215	1,901,094
Total reserves		2,639,311	2,048,729	3,140,991	2,278,822
Total		6,749,475	6,029,309	8,032,415	6,706,460

The notes on pages 172 to 204 and Appendix 1 form part of these Accounts.

S. McMahon

Sharon McMahon
Accounting Officer
27th March 2023

Statement of Changes in Equity

				2021	2021	2020	2020
		General	Revaluation	Total	Total	Total	Total
	Note	Fund	Reserve	Reserves	Reserves	Reserves	Reserves
		£Stg	£Stg	£Stg	€	£Stg	€
Balance at 1 January		339,589	1,709,140	2,048,729	2,278,822	1,962,026	2,305,969
Surplus/ (Deficit) for the year		(107,669)	-	(107,669)	(125,255)	86,703	97,451
Increase in revaluation reserve	16	-	698,251	698,251	812,296	-	

Non Cash Adjustments

Actuarial (loss)/ gain on pension scheme	14b	42,140	-	42,140	49,023	(5,161,176)	(5,801,007)
Adjustment for deferred pension asset		(42,140)	-	(42,140)	(49,023)	5,161,176	5,801,007

Movement in reserves

Transfer between reserves		67,872	(67,872)	-	-	-	-
Difference in currency translation					175,128		(124,598)
Balance at 31 December		299,792	2,339,519	2,639,311	3,140,991	2,048,729	2,278,822

The notes on pages 172 to 204 and Appendix 1 form part of these Accounts.

Statement of Cash Flows

		2021	2020	2021	2020
	Note	£Stg	£Stg	€	€
Net cash (outflow)/Inflow from operating activities	17a	(472,817)	417,338	(494,128)	436,108
Cash flows from investing activities:					
Payments to acquire fixed assets	17b	(732,762)	(760,274)	(852,443)	(854,525)
Cash flows from financing activities:					
Capital grants received	17c	740,063	779,470	860,937	876,101
Net (decrease)/increase in cash and cash equivalents		(465,516)	436,534	(485,634)	457,684
Cash and cash equivalents at the beginning of the year		879,096	442,562	977,827	520,143
Cash and cash equivalents at the end of the year		413,580	879,096	492,193	977,827

The notes on pages 172 to 204 and Appendix 1 form part of these Accounts.

Notes to the Accounts

1. Accounting Policies

1.a) Basis of Accounting

The Accounts have been prepared in accordance with the historical cost convention as modified by the revaluation of land and buildings fixed assets.

1.b) Statement of Compliance

The Financial Statements of Loughs Agency for the year ended 31 December 2021 have been prepared in accordance with Financial Reporting Standard (FRS) 102, the financial reporting standard applicable in the UK and Ireland issued by the Financial Reporting Council (FRC), as promulgated by Chartered Accountants Ireland, and are in compliance with the requirements of the North South Implementation Bodies Annual Reports and Accounts Guidance issued by the Department of Finance and the Department of Public Expenditure and Reform.

1.c) Significant Judgements and Estimates

The preparation of the Financial Statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities, as at the year-end date and the amounts reported for revenues and expenses during the year.

- **Depreciation and residual values**

Asset lives and associated residual values of all fixed asset classes have been reviewed, in particular the useful economic life and residual values of boats and motor vehicles, and it has been concluded that asset lives and residual values are appropriate.

- **Retirement benefit obligation**

The assumptions underlying the actuarial valuations for which the amounts recognised in the Financial Statements are determined (including discount rates, inflation rates, rates of increase in future compensation levels, mortality rates) are updated annually based on current economic conditions, and for any relevant changes to the terms and conditions of the pension and post-retirement plans.

The assumptions can be affected by:

- i. The discount rate, changes in the rate of return on high quality corporate bonds.
- ii. Future compensation levels.

1.d) Fixed Assets and Depreciation

From 1 January 2003 a policy was put in place whereby only assets (or groups of assets where appropriate) with costs greater than £1,000/€1,172 have been capitalised. Prior to this all items of a capital nature were capitalised regardless of cost.

Fixed assets (other than land, buildings and boats) are stated on the Statement of Financial Position at cost, less depreciation, at annual rates calculated to write off the cost of the assets over their estimated useful lives.

On 31 December 2021 boats were revalued by consulting Marine Engineer and Surveyor, MMM Surveys (previously revalued on 31 December 2016). A number of boats had a Net Book Value lower than the valuation given, and as such these have been re-lived in line with the valuation given.

Land and buildings in Northern Ireland were revalued by Land & Property Services (LPS) on 31 December 2021 (previously revalued on 31 December 2016), and have now been included in the Financial Statements at the revalued amounts. LPS collect, process and manage land and property information, which underpins the collection of rates, in support of the Executive's commitment to economic and social development in Northern Ireland. LPS provides asset valuations for all Northern Ireland departments and their executive agencies, all district councils and for a wide range of non-departmental and statutory bodies. Valuations of property assets are included in Financial Statements and used for resource accounting and budgeting. The valuations have been carried out in accordance with accounting guidance issued by the Department of Finance and the Department of Public Expenditure and Reform, International Valuation Standards and the Royal Institution of Chartered Surveyors (RICS) Professional - Valuation Standards.

Fixed asset additions are depreciated from the month of purchase and depreciation is charged in year of disposal.

The current rates applied to fixed asset additions are:

Straight line basis:

Land & Buildings, Interpretive centre, Weirs	Various
Plant & Equipment / Computer Equipment	25%
Office Equipment / Fixtures & fittings	10%

Reducing balance:

Motor vehicles	Approx. 33%
Boats & boating equipment	21%
Assets under construction	NIL until complete

1.e) Currency

The Agency's transactions are effected in both Sterling and Euro. Sterling is effectively the Agency's working currency. Transactions in other currencies are converted to Sterling at an average of the previous month exchange rate. Monetary assets and liabilities denominated in other currencies are converted to Sterling at the rates of exchange prevailing at the year-end date (closing rate). Realised gains and losses are taken to the Income and Expenditure Account.

At year end the Financial Statements are converted into Euro. The Income and Expenditure is converted using the average exchange rate for the year, while the Statement of Financial Position is converted using the closing exchange rate. The closing rate for 2021 is £stg: €1.19008 (2020 £stg: €1.11231). The average rate for 2021 is £stg: €1.16333 (2020 £stg: €1.12397).

Currency adjustments arising from this conversion of the Financial Statements are reflected in all Statement of Financial Position items and accordingly are disclosed in Fixed Assets (Note 10), Capital Grants (Note 13), Pension Scheme (Note 14), General Reserve (Note 15) and the Revaluation Reserve (Note 16). Central Bank of Europe rates are used. It should be noted that the results for the year

would be impacted by the changes in foreign exchange rates since the accounts were signed which impacts on the translated values.

1.f) Grants from Sponsor Departments

The Agency receives its revenue grant from monies voted by the Northern Ireland Assembly and the Houses of the Oireachtas. The grant is drawn down from its Sponsor Departments on an equal 50:50 basis, which funded the principal activities of Loughs Agency as noted in the Annual Report in the current period. Capital expenditure incurred to acquire fixed assets and investments is credited to the government grant reserve from grant in aid received. On disposal of a tangible fixed asset, or redemption of a fixed investment, where applicable, the profit or loss arising is credited or charged to the Income and Expenditure Account. The balance remaining on the grant reserve in relation to the asset disposed of is then transferred to the Income and Expenditure Account.

1.g) Other Revenue Grants

The Agency incurs expenditure in relation to a number of programmes and projects which are eligible for grant aid. This expenditure includes amounts paid directly by the Agency and grants disbursed to Agencies. Grant income is recognised in the Financial Statements when the related expenditure is incurred on the basis

that there is reasonable assurance that Loughs Agency will comply with conditions attached to the payment of grants.

1.h) Employee Benefits

The cost of any unused holiday entitlement is recognised in the period in which the employees' services are received.

1.i) Leases

Rentals paid under operating leases are charged to administrative costs on a straight line basis over the terms of the lease.

1.j) VAT

Loughs Agency is not in a position to reclaim VAT. VAT is therefore included as expenditure and where appropriate capitalised in the value of fixed assets.

1.k) Provisions and Contingent Liabilities

A provision is made in the accounts which represents a reliable estimate of probable settlements, e.g. for legal cases against the Agency. A contingent liability arises for claims where there is a possible but not probable obligation to settle, or a reliable monetary estimate of the obligation cannot be made. Contingent liabilities are not recognised in the Statement of Financial Position but disclosed in a note to the accounts.

1.l) Capital Grants

Grants for capital purposes are credited to a capital grant reserve and released to the income statement over the expected useful lives of the assets. Where grant for capital purposes is carried over at year end it shall be recognised as deferred income and only credited to the capital grant reserve upon purchase of assets.

2. North/South Pension Scheme

closed and members were transferred to the North South Pension Scheme (NSPS).

The NSPS was established by the North South Implementation Bodies and Tourism Ireland Limited with effect from 29 April 2005. It is a defined benefit pension scheme which

is funded annually on a pay as you go basis from monies provided by the UK and Irish Exchequers. Funding is provided to the Agency by DAERA in the North and DECC in the South. The scheme is administered by an external administrator.

The NSPS consists of a number of sections with different benefit structures.

The Core Final Salary section is a final salary pension arrangement with benefits modelled on the Classic section of the Principal Civil Service Pension Scheme in Northern Ireland. The scheme provides a pension (eightieths per year of service), a gratuity or lump sum (three eightieths per year of service) and spouse's and children's pensions. Normal Retirement Age is a member's 60th birthday. Pensions in payment (and deferment) increase in line with general price inflation.

The Core Alpha section is a Career Averaged Revalued Earnings (CARE) pension arrangement or scheme with benefits modelled on the Alpha Section of the Principal Civil Service Pension Scheme in Northern Ireland. The Scheme provides a pension based on a percentage (2.32%) of pensionable pay for each year of active membership (the pension is increased at the start of each scheme year in line with general price inflation) and spouse's and children's pensions. Normal retirement age is a member's State pension age in the relevant jurisdiction.

In the UK the State pension age is currently 66. The UK Government is planning further increases, which will raise the State pension age from 66 to 67 between 2026 and 2028 and from 67 to 68 between 2044 and 2046.

In Ireland, the State pension age is currently 66. This was due to rise to 67 from 1 January 2021 and then 68 from 1 January 2028 however, the legislative provision which provided for these increases was repealed.

Pensions in payment (and deferment) increase in line with general price inflation.

Most Core section members have benefits

in both the Final Salary and Alpha Sections and new entrants who joined the Scheme after 1 April 2015 will, in most cases, become members of the Core Alpha section.

The liability at 31 December 2021 has been included in the Financial Statements and a disclosure note has been included (Note 14) detailing the actuarial review calculations, which were carried out by Deloitte Total Reward and Benefits Limited (appointed 1 July 2016). This includes the results of the calculations of the pension liabilities and costs of employees (and ex-employees) of Loughs Agency for the purposes of the accounts for the year ended 31 December 2021. Comparative figures for 2020 are also shown.

Pension costs reflect pension benefits earned by employees in the period. An amount corresponding to the pension charge is recognised as income to the extent that it is recoverable, and offset by grants received in the year to discharge pension payments. Pension liabilities represent the present value

of future pension payments earned by staff to date. Deferred pension funding represents a corresponding asset, being resources to be made available in future periods from the UK and Irish Exchequers in the manner described above.

Actuarial gains and losses arising from changes in actuarial assumptions and from experience surpluses and deficits are recognised in the Statement of Comprehensive Income.

The Statement of Financial Position recognises the cumulative liability for pensions earned by employees as at the year end, together with a corresponding asset.



3. Revenue and Capital Grants from Sponsor Departments

Grants received in year	Note	2021	2020	2021	2020
		£Stg	£Stg	€	€
Department of the Environment, Climate and Communications (Grant in Aid)		2,598,500	2,238,188	3,022,913	2,515,656
Department of Agriculture, Environment and Rural Affairs (Grant in Aid)		2,598,500	2,608,188	3,022,913	2,931,525
Total		5,197,000	4,846,376	6,045,826	5,447,181

Appropriation of grants received in year					
Capitalised against fixed assets	13	387,063	482,915	450,282	542,782
Deferred grant income	12	241,000	163,000	280,363	183,207
Released to revenue		4,568,937	4,200,461	5,315,181	4,721,192
		5,197,000	4,846,376	6,045,826	5,447,181

The deviation from the 50:50 funding ratio in 2020 is due to the fact that DAERA provided £370,000 to assist farmers affected by the floods of August 2017.



4. Other Revenue Grants

	INTERREG VA SWELL	INTERREG VA CATCHMENT CARE	INTERREG VA SEAMONITOR	SEA MONITOR EUROPEAN TRACKING NETWORK
Revenue Grant Income	£Stg	£Stg	£Stg	£Stg
Grant received in year relating to LA	-	142,174	171,490	-
Grant received in year relating to other partners	-	-	258,581	-
Grant receivable current year end	2,182	258,898	203,659	-
Grant receivable prior year end	-	(160,783)	(89,491)	(149)
Prior year ETN re-categorised & receivable current year end	-	-	(149)	149
	2,182	240,289	544,090	-
Revenue Grant Expenditure				
Expenditure current year LA				
Expenditure prior year	2,182	240,289	285,509	-
Grant reimbursed to other partners			258,581	-
	2,182	240,289	544,090	-

2021	2021					2020	2020
Total	Total	INTERREG VA SWELL	INTERREG VA CATCHMENT CARE	INTERREG VA SEAMONITOR	SEA MONITOR OCEAN TRACKING NETWORK AND EUROPEAN TRACKING NETWORK	Total	Total
£Stg	€	£Stg	£Stg	£Stg	£Stg	£Stg	€
313,664	364,895	3,619	121,464	365,562	8,000	498,645	560,462
258,581	300,815	-		802,824	-	802,824	902,350
464,739	540,645	-	160,783	89,491	149	250,423	281,468
(250,423)	(291,325)	(2,956)	(98,315)	(136,891)	-	(238,162)	(267,687)
-	-						
786,561	915,030	663	183,932	1,120,986	8,149	1,313,730	1,476,593
527,980	614,215	663	183,932	318,162	8,149	510,906	574,243
258,581	300,815	-		802,824	-	802,824	902,350
786,561	915,030	663	183,932	1,120,986	8,149	1,313,730	1,476,593

In 2017, the Agency gained approval of funding under INTERREG VA for its portion of the SWELL programme which is a project aimed at improving water quality in shared transitional waters, over a 5 year period. The total funding allocated to this project is €35 million. NI Water is Lead Partner on this project and the Agency's portion of funding is approximately €84,000 over the period. The project was extended to July 2023.

The Agency is also involved as a Partner in the CatchmentCARE Project which in late 2017 secured INTERREG VA funding of approximately €13.8 million over a 5 year period. This project aims to improve freshwater quality in cross border river basins. Lead Partner on this project is Donegal County Council and the Agency's portion of this funding is approximately €1.4million over the period. In June 2021 the CatchmentCARE Project was granted approval of a no cost extension for eight months up to 30 April 2023.

A third project, SeaMonitor, in which Loughs Agency

is Lead Partner secured funding in December 2018 under INTERREG VA of approximately €4.7 million, over a 4 year period. This project aims to develop cross border capacity for the monitoring and management of marine protected areas and species within the region. Loughs Agency's portion of this funding is approximately €1.7 million over the 4 year period. In October 2021 a request was agreed to extend the end date of this project to 31 March 2023, to allow project activities to be completed.

As lead partner on the Sea Monitor Project, SEUPB pays Loughs Agency all monies claimed by other partners, as well as itself. Amounts due to other partners are immediately reimbursed to the other partners by Loughs Agency, when received from SEUPB. The table above only records income and expenditure relating to other partners as and when it is received from SEUPB, since Loughs Agency only carries out the banking function re this as lead partner. At 31 December 2021 there are claims totally approximately €652,000 submitted by other partners to SEUPB that were outstanding.

5. Ordinary Income

Normal activities	2021 £Stg	2020 £Stg	2021 €	2020 €
Licence duties	75,267	73,744	87,560	82,886
Fishery rent	2,556	2,556	2,973	2,873
	77,823	76,300	90,533	85,759
Other activities				
Fines and costs recovered	43,947	11,736	51,125	13,191
Sundry receipts	7,711	54,685	8,971	61,464
	51,658	66,421	60,096	74,655
Total	129,481	142,721	150,629	160,414

Sundry receipts includes an amount of £4,789/€5,572 (2020: £7,148/€8,034) in relation to amounts charged to EU Project SeaMonitor regarding depreciation of a vehicle used in the SeaMonitor Project, which is claimable via the Project.

6. Staff Costs and Board Remuneration

6.a) Staff Numbers

Average monthly employees (full time equivalent)	2021	2020
Senior Management	6	5
Administrative	16	18
Field staff and inspectorate	26	26
Total	48	49

6.b) Staff and Board Costs

	2021 £Stg	2020 £Stg	2021 €	2020 €
Gross Salaries	2,167,814	1,985,539	2,521,883	2,231,686
Social security costs	216,680	197,103	252,071	221,538
Employers pension costs	1,768,524	1,019,567	2,057,377	1,145,962
Pension Transfer Out	217,194	93,036	252,668	104,569
Less Recoupments for Seconded staff	(27,837)	(26,638)	(32,384)	(29,940)
Total staff costs	4,342,375	3,268,607	5,051,615	3,673,815
Board remuneration	54,924	62,283	63,895	70,005
Social security costs	4,537	4,718	5,278	5,303
Total Board costs	59,461	67,001	69,173	75,308
Total Board and staff costs	4,401,836	3,335,608	5,120,788	3,749,123

Pension interest costs are now included separately under interest payable costs, see Notes 9 and 14.

2021 gross salaries include amounts which were recouped for bailiffing services amounting to £27,837/€32,384 (2020: £26,638/€29,940).

6.c) Seconded and Temporary Staff

Staff costs above include the following	2021 £Stg	2020 £Stg	2021 €	2020 €
Temporary staff	41,005	49,441	47,702	55,570
Total temporary staff costs	41,005	49,441	47,702	55,570

Salaries included under Revenue Grants	2021 £Stg	2020 £Stg	2021 €	2020 €
Gross salaries (Full Time) under INTERREG VA expenditure (Note 4) CatchmentCARE	75,318	67,614	87,620	75,996
Social security costs (Full Time) under INTERREG VA expenditure (Note 4) CatchmentCARE	7,112	6,357	8,274	7,145
Gross salaries (Full Time) under INTERREG VA expenditure (Note 4) SeaMonitor	165,796	185,669	192,875	208,686
Social security costs (Full Time) under INTERREG VA expenditure (Note 4) SeaMonitor	17,439	19,621	20,287	22,054
	265,665	279,261	309,056	313,881

Staff costs included in Programme Costs	2021 £	2020 £	2021 €	2020 €
Gross salaries included in programme costs (Note 7)	42,225	8,818	49,122	9,911
Temporary staff costs included in programme costs (Note 7)	8,265	7,833	9,615	8,804
Social Security costs included in programme costs (Note 7)	4,160	813	4,840	914
	96,552	9,631	112,322	10,825

6.d) Chief Executive's Costs

	2021	2020	2021	2020
	£Stg	£Stg	€	€
Designated Officer				
Gross	68,728	65,505	79,953	73,626
Social security costs	8,265	7,833	9,615	8,804
	76,993	73,338	89,568	82,430

The Designated Officer is an ordinary member of the North South Pension Scheme.

6.e) Senior Management Costs

No Senior Management staff received any Benefits in Kind.

Senior Management / Directors	2021 Gross £Stg	2021 Social Security Costs £Stg	2020 Gross £Stg	2020 Social Security Costs £Stg
Designated Officer	68,728	8,265	65,505	7,833
Director of Development	56,142	6,529	55,034	6,387
Director of Conservation and Protection	56,888	6,631	55,764	6,487
Director of Aquaculture and Shellfisheries	66,351	7,332	66,692	7,126
Interim Director of Corporate Services	57,412	6,704	54,572	6,323
Head of Science appointed 1 April 2021	49,637	5,632	-	-
	355,158	41,093	297,567	34,156



Senior Management / Directors	2021		2020	
	Gross	Social Security Costs	Gross	Social Security Costs
	€	€	€	€
Designated Officer	79,953	9,615	73,626	8,804
Director of Development	65,312	7,595	61,857	7,179
Director of Conservation and Protection	66,180	7,714	62,677	7,291
Director of Aquaculture & Shellfisheries	77,188	8,530	74,960	8,009
Interim Director of Corporate Services	66,789	7,799	61,337	7,107
Head of Science appointed 1 April 2021	57,744	6,552	-	-
	413,166	47,805	334,457	38,390

6.f) Board Members remuneration including social security costs

Board Member	2021	2020	2021	2020
	£Stg	£Stg	€	€
Mr Laurence Arbuckle	8,736	350	10,163	393
Mr Andrew Duncan*	8,621	9,427	10,029	10,595
Mr Michael McCormick*	6,748	7,381	7,850	8,296
Mrs Phil Mahon	5,248	5,556	6,105	6,245
Mr Terry McWilliams	1,419	5,476	1,651	6,156
Mr Allan Ewart	1,389	5,556	1,616	6,245
Mr Ian McCrea	1,389	5,556	1,616	6,245
Mr Alastair Patterson	1,389	5,556	1,616	6,245
Mrs Fiona Walsh*	7,111	7,381	8,272	8,296
Mr Patrick Gibbons*	6,748	7,381	7,850	8,296
Ms Heather Mackey*	7,313	7,381	8,507	8,296
Mr Danny Kennedy	2,413	-	2,807	-
Mr Conor Corr	267	-	311	-
Mr Jack Keyes*	335	-	390	-
Mr Niall Greene*	335	-	390	-
Professor Frances Lucy**	-	-	-	-
Dr Declan Little**	-	-	-	-

*Southern Board Members were paid in Euro at the agreed Euro amounts. **59,461** **67,001** **69,173** **75,308**

**The "One Person One Salary Principle" applies to those public servants who fall within the terms of the Letter to Personnel E109/247/74 of 17th October 2011 issued by the Irish Government's Department of Public Expenditure and Reform. This means that such personnel do not receive fees for their membership on Boards.

Board Members' salaries are not pensionable. Board Members expenses in 2021 were £319/€371 (2020: £699/€786).

7. Programme Expenses

Programme expenditure	2021 £Stg	2020 £Stg	2021 €	2020 €
Conservation & Protection	252,662	129,413	293,929	145,456
Marine Tourism & Angling Development	112,628	21,014	131,024	23,619
Aquaculture	93,933	19,096	109,275	21,463
Glenelly Flood Relief Project	20,496	349,268	23,843	392,567
	479,719	518,791	558,071	583,105



8. Administrative Expenses

	2021	2020	2021	2020
	£Stg	£Stg	€	€
Training and development	30,365	9,060	35,325	10,183
Bank charges	5,334	5,000	6,205	5,620
Postage	406	3,258	472	3,662
Marketing and Promotion	4,542	19,527	5,284	21,948
Light and heat	42,034	43,159	48,899	48,509
Telephone	77,043	72,126	89,626	81,067
Rent	71,259	43,962	82,898	49,412
Insurance	201,071	180,058	233,912	202,380
Audit fees	27,000	26,000	31,410	29,223
Motor vehicle expenses	85,900	115,993	99,930	130,373
Boat maintenance	26,227	21,313	30,511	23,955
Printing and stationery	12,408	10,688	14,435	12,013
Licence dealers commission	2,228	2,518	2,592	2,830
Maintenance and repairs	70,891	64,044	82,470	71,984
Travelling and conference expenses	29,183	21,873	33,949	24,585
Health and Safety	100,640	68,298	117,078	76,765
Cleaning	11,891	14,255	13,833	16,022
Computer consumables and maintenance	100,123	115,041	116,476	129,303
Other equipment costs	106,971	30,620	124,443	34,416
Subscriptions	24,155	24,457	28,100	27,489
Legal and professional fees	282,864	104,787	329,064	117,777
Licence Fees	1,698	4,225	1,975	4,748
Overheads reclaimable from EU projects	(37,469)	(39,158)	(43,590)	(44,012)
	1,276,764	961,104	1,485,297	1,080,252

9. Interest Payable

	2021	2020	2021	2020
	£Stg	£Stg	€	€
Pension Interest Cost (Note 14e)	347,087	408,019	403,777	458,601
	347,087	408,019	403,777	458,601



10. a) Tangible Fixed Assets – Loughs Agency

Cost	Land & buildings £Stg	Weirs £Stg	Interpretive centre £Stg	Boats & boating equipment £Stg	Fixtures & fittings £Stg
At 1 January 2021	3,540,957	1,445,130	558,281	720,537	129,354
Additions	180,736	-	-	9,570	5,488
Re-categorised	174,537	-	-	-	-
Disposals	(4,176)	-	-	-	-
Revaluation	127,438	-	-	11,774	-
At 31 December 2021	4,019,492	1,445,130	558,281	741,881	134,842

Depreciation					
At 1 January 2021	499,776	1,037,278	339,051	450,835	76,117
Charge for year	128,956	57,805	22,332	57,867	8,787
Depreciation on disposal	(2,053)	-	-	-	-
Revaluation	(470,589)	-	-	(88,450)	-
At 31 December 2021	156,090	1,095,083	361,383	420,252	84,904

Net Book Value Stg £					
At 31 December 2021	3,863,402	350,047	196,898	321,629	49,938
At 31 December 2020	3,041,181	407,852	219,230	269,702	53,237

Net Book Value Euro €					
At 31 December 2021	4,597,757	416,584	234,324	382,764	59,430
Currency Translation Adjustment	258,507	30,172	16,452	22,364	4,052
At 31 December 2020	3,382,736	453,658	243,852	299,992	59,216

The currency translation adjustment is the difference between the net book value of PPE calculated using year-end exchange rates and their net book value stated at historic rates of exchange.

Plant	Office equipment	Computer equipment	Motor vehicles	Assets under construction	Total
£Stg	£Stg	£Stg	£Stg	£Stg	£Stg
1,604,955	54,879	512,603	496,680	682,380	9,745,756
146,066	-	33,616	50,422	314,165	740,063
35,940	-	-	-	(210,477)	-
-	-	-	(23,066)	-	(27,242)
-	-	-	-	-	139,212
1,786,961	54,879	546,219	524,036	786,068	10,597,789
1,094,388	29,550	387,950	392,450	-	4,307,395
159,742	6,537	47,437	48,473	-	537,936
-	-	-	(23,066)	-	(25,119)
-	-	-	-	-	(559,039)
1,254,130	36,087	435,387	417,857	-	4,261,173
532,831	18,792	110,832	106,179	786,068	6,336,616
510,567	25,329	124,653	104,230	682,380	5,438,361
634,112	22,364	131,899	126,362	935,484	7,541,080
40,302	1,795	9,325	8,158	55,842	446,969
567,909	28,174	138,653	115,936	759,017	6,049,143

10. b) Tangible Fixed Assets belonging to and funded by CatchmentCARE EU Project

Cost	Computer equipment £Stg	Motor vehicles £Stg	Plant & Equipment £Stg	Total £Stg
At 1 January 2021	1,106	29,945	18,609	49,660
Additions	-	-	-	-
Disposals	-	-	-	-
At 31 December 2021	1,106	29,945	18,609	49,660

Depreciation				
At 1 January 2021	553	14,366	7,326	22,245
Charge for year	276	3,583	4,652	8,511
Depreciation on disposal	-	-	-	-
At 31 December 2021	829	17,949	11,978	30,756

Net Book Value Stg £				
At 31 December 2021	277	11,996	6,631	18,904
At 31 December 2020	553	15,579	11,283	27,415

Net Book Value Euro €				
At 31 December 2021	330	14,276	7,891	22,497
Currency Translation Adjustment	36	1,116	753	1,904
At 31 December 2020	615	17,329	12,550	30,494

10. c) Tangible Fixed Assets belonging to and funded by SeaMonitor EU Project

Cost	Computer equipment £Stg	Plant & Equipment £Stg	Total £Stg
At 1 January 2021	2,290	367,854	370,144
Additions	-	-	-
Disposals	-	(21,600)	(21,600)
At 31 December 2021	2,290	346,254	348,544

Depreciation			
At 1 January 2021	838	132,823	133,661
Charge for year	573	120,806	121,379
Depreciation on disposal	-	(13,198)	(13,198)
At 31 December 2021	1,411	240,431	241,842

Net Book Value Stg £			
At 31 December 2021	879	105,823	106,702
At 31 December 2020	1,452	235,031	236,483

Net Book Value Euro €			
At 31 December 2021	1,046	125,938	126,984
Currency Translation Adjustment	98	14,822	14,920
At 31 December 2020	1,615	261,427	263,042

11. Receivables

	2021 £Stg	2020 £Stg	2021 €	2020 €
Trade debtors	-	847	-	942
Prepayments	173,061	158,238	205,956	176,010
DAERA Area Enforcement	9,000	9,000	10,711	10,011
Other debtors	16,263	563	19,354	626
Grants receivable	581,900	250,423	692,508	278,548
	780,224	419,071	928,529	466,137

12. Payables

	2021 £Stg	2020 £Stg	2021 €	2020 €
Trade creditors	98,646	105,600	117,396	117,460
Accruals	355,487	146,923	423,058	163,424
Other creditors	57,353	43,741	68,255	48,654
Grant payable	130,537	296,680	155,350	330,000
Deferred Income	241,000	353,000	286,809	392,645
Deferred grant	23,528	25,173	28,000	28,000
	906,551	971,117	1,078,868	1,080,183

Other debtors and creditors in 2020 includes an amount of £42,858 relating to a settlement received in lieu of a pollution case. This money was to be utilised on habitat reinstatement schemes. The spend on these schemes was completed in 2021.



13. Capital Grants

		DAERA /DECC	Local Gov't	EU Funds
Gross capital grant	Note	£Stg	£Stg	£Stg
At 1 January 2021		5,264,478	897,578	2,525,543
Additions		740,063	-	-
Disposals		(27,242)	-	-
At 31 December 2021		5,977,299	897,578	2,525,543

Grant amortisation				
At 1 January 2021		2,981,880	760,751	1,229,842
Amortised in year		381,597	35,903	53,636
Eliminated on disposal		(26,615)	-	-
At 31 December 2021		3,336,862	796,654	1,283,478

Unamortised capital grants				
At 31 December 2021		2,640,437	100,924	1,242,065
Currency Translation Adjustment				
At 1 January 2021		2,282,598	136,827	1,295,701
Currency Translation Adjustment				

Capital grant additions above are made up of £353,000 released from deferred income and £387,063 in year grant as per note 3.

INTERREG CCARE	INTERREG SEA MONITOR	Court Award	Total	Total
£Stg	£Stg	£Stg	£Stg	€
49,660	370,144	1,698	9,109,101	10,132,144
-	-	-	740,063	860,937
-	(21,600)	-	(48,842)	(56,819)
49,660	348,544	1,698	9,800,322	10,936,262
22,245	133,661	142	5,128,521	5,704,505
8,511	121,378	425	601,450	699,685
-	(13,198)	-	(39,813)	(46,316)
30,756	241,841	567	5,690,158	6,357,874
18,904	106,703	1,131	4,110,164	4,578,388
				313,036
				4,891,424
27,415	236,483	1,556	3,980,580	4,667,653
				(240,015)
				4,427,638

14. Pension Scheme

Loughs Agency employees are members of the NSPS. This Scheme consists of a number of sections with different benefit structures. For further details see Note 2.

Sponsor Departments will meet pension liabilities as they fall due on a yearly basis and within agreed limits. Pension payments were also made to individuals who retired in previous years.

FRS 102 requires Financial Statements to reflect, at fair value, the assets and liabilities arising from an employer's retirement benefit obligations. It requires the operating costs of providing retirement benefits to employees, to be recognised in the accounting period in

which benefits are earned by the employees, and the related finance costs and any other changes in the value of the liabilities to be recognised in the accounting periods in which they arise. FRS 102 also requires the Financial Statements to contain adequate disclosure of the cost of providing retirement benefits and the related gains, losses and liabilities.

The valuation used for FRS 102 disclosures at 31 December 2021 has been carried out by a qualified independent actuary (Deloitte Total Reward and Benefits Limited). The principal actuarial assumptions used to calculate scheme liabilities under FRS 102 at 31 December 2021 are:

Assumptions			2021	2020
Discount rate – North			1.85%	1.35%
Discount rate – South			1.40%	0.80%
Rate of inflation – North			2.70%	2.20%
Rate of inflation – South			1.85%	1.05%
Rate of increase in salaries – North			2.70%	2.20%
Rate of increase in salaries – South			2.70%	2.20%
Rate of increase in pensions – North			2.70%	2.20%
Rate of increase in pensions – South (Core members)			1.85%	1.05%
Rate of increase in pensions – South (all other members)			2.70%	2.20%
	2021	2021	2020	2020
	Male	Female	Male	Female
Average expected future life at age 65 for	Years	Years	Years	Years
Members currently aged 65	22.3	24.6	22.3	24.6
Members currently aged 45	23.6	26.1	23.6	26.0

14.a) Movement in Net Pension Liability during the financial year

	2021 £Stg	2020 £Stg	2021 €	2020 €
(Deficit) in the plan at the beginning of the year	(26,107,212)	(19,874,798)	(29,039,313)	(23,358,850)
Benefits paid during the year	340,834	384,192	396,502	431,820
Member contributions	(128,396)	(120,880)	(149,367)	(135,865)
Net transfers out of/(into) the scheme	217,194	93,036	252,668	104,570
Current Service costs	(1,768,524)	(1,019,567)	(2,057,377)	(1,145,963)
Interest on Scheme Liabilities	(347,087)	(408,019)	(403,777)	(458,601)
Actuarial (loss)/gain	42,140	(5,161,176)	49,023	(5,801,007)
Currency translation adjustment			(2,074,330)	1,324,583
(Deficit) in the plan at the end of the year	(27,751,051)	(26,107,212)	(33,025,971)	(29,039,313)

The currency translation adjustment reflects the amount of the movement in the value of the pension scheme liability which is attributable to the change in exchange rates over the year.

14.b) Analysis of movement in (deficit) in the plan over the period

	2021 £Stg	2020 £Stg	2021 €	2020 €
Experience (loss)/gain	(163,074)	183,542	(189,709)	206,295
(Loss)/gain due to change in demographic assumptions	33,698	(129,324)	39,202	(145,356)
(Loss)/gain from exchange rate movements	197,263	(138,791)	229,482	(155,997)
(Loss)/gain on change to assumptions	(25,747)	(5,076,603)	(29,952)	(5,705,949)
Actuarial (loss)/gain	42,140	(5,161,176)	49,023	(5,801,007)

The main elements of the actuarial gain of £42,140 for 2021 are outlined below.

The increase in the value of the liabilities is mainly as a result of:

- The change in financial assumptions in calculating the year-end liabilities, specifically an increase in the inflation assumptions partially offset by an increase in the discount rate assumptions over the year to 31 December 2021. The net impact results in an overall increase in the liabilities, as shown in the "Gain / (loss) due to change in financial assumptions" item in the disclosures;
- The increase in the service cost for Financial Year 2021 which is calculated using the discount rate at the start of the year when gilt yields had fallen significantly (i.e. as at 31 December 2020); and
- Experience losses on the liabilities which arise due to membership movements,

inflationary experience and changes to reflect the updated SPA (State Pension Age) for Southern alpha members, as shown in the "Experience gain / (loss)" item in the disclosures.

These have been partially offset by:

- The change in demographic assumptions including an update to the mortality assumption, which results in a small decrease in the value of the liabilities, as shown in the "Gain / (loss) due to change in demographic assumptions" item in the disclosures; and
- Favourable currency movements over the year to 31 December 2021 leading to an increase in the liabilities, as shown in the "Gain/(loss) due to currency movements" item in the disclosures.

14.c) Analysis of current pension service costs

Loughs Agency recognises as an asset a deferred funding asset of £27,751,051/€33,025,971 as at 31 December 2021 (2020: £26,107,212 / €29,039,313). The net deferred funding for pensions recognised in Income and Expenditure in 2021 includes:

Deferred Funding for Pensions	2021 £Stg	2020 £Stg	2021 €	2020 €
Current service cost	1,768,524	1,019,567	2,057,377	1,145,963
Other finance cost	347,087	408,019	403,777	458,601
Benefits paid during the year	(340,834)	(384,192)	(396,502)	(431,820)
	1,774,777	1,043,394	2,064,652	1,172,744

14.d) Analysis of current pension service costs

	2021 £Stg	2020 £Stg	2021 €	2020 €
Service cost (Note 6b)	1,768,524	1,019,567	2,057,377	1,145,963
Interest on pension liabilities (note 9)	347,087	408,019	403,777	458,601
Total operating charge	2,115,611	1,427,586	2,461,154	1,604,564

14.e) History of Defined Benefit liabilities

	2021 £Stg	2020 £Stg	2021 €	2020 €
(Deficit) as at 31 December	(27,751,051)	(26,107,212)	(33,025,971)	(29,039,313)
Experience (loss)/gain	(163,074)	183,542	(189,709)	206,295
Percentage of scheme liabilities	0.6%	(0.7%)	0.6%	(0.7%)

14.f) Deferred Asset for Pensions

	2021 £Stg	2020 £Stg	2021 €	2020 €
Balance at 1 January	26,107,212	19,874,798	29,039,313	23,358,850
Increase/(decrease) in deferred funding for pension assets	1,643,839	6,232,414	1,912,328	7,005,046
Currency translation adjustment			2,074,330	(1,324,583)
Balance at 31 December	27,751,051	26,107,212	33,025,971	29,039,313

The currency translation adjustment reflects the amount of the movement in the value of deferred pension funding which is attributable to the change in exchange rates over the year.

15. General Reserve

	2021 £Stg	2020 £Stg	2021 €	2020 €
At 1 January	339,589	175,906	377,728	206,742
(Deficit)/surplus for the year	(107,669)	86,703	(125,255)	97,451
Transfer from revaluation reserve	67,872	76,980	79,933	85,734
Actuarial (loss) / gain on pension scheme	42,140	(5,161,176)	49,023	(5,801,007)
Adjustment for deferred pension asset	(42,140)	5,161,176	(49,023)	5,801,007
Currency translation adjustment Note 17a			24,370	(12,199)
At 31 December	299,792	339,589	356,776	377,728

16. Revaluation Reserve

	2021 £Stg	2020 £Stg	2021 €	2020 €
At 1 January	1,709,140	1,786,120	1,901,094	2,099,227
Increase in revaluation reserve	698,251	-	812,296	-
Transfer from/ (to) Income and Expenditure Account	(66,376)	(76,980)	(78,171)	(85,734)
Release on disposal	(1,496)	-	(1,762)	-
Difference on currency translation			150,758	(112,399)
At 31 December	2,339,519	1,709,140	2,784,215	1,901,094

17. Notes to the Cashflow Statement

17.a) Net cashflow from operating activities

	Note	2021 £Stg	2020 £Stg	2021 €	2020 €
Operating (deficit)/surplus		(107,669)	86,703	(125,255)	97,451
Loss / (profit) on disposal of fixed assets		3,224	(6,182)	3,751	(6,948)
Depreciation	10	667,826	634,543	776,902	713,207
Capital grant release	13	(601,450)	(557,565)	(699,685)	(626,686)
Net deferred pension funding	14	(1,774,777)	(1,043,394)	(2,064,652)	(1,172,744)
(Profit) on disposal of capital grant assets		(9,029)	(13,015)	(10,504)	(14,628)
(Increase)/decrease in debtors	11	(361,153)	415,496	(462,392)	514,729
Increase/(decrease) in creditors	12	(64,566)	(142,642)	(1,315)	(228,818)
Pension service cost	14	2,115,611	1,427,586	2,461,154	1,604,564
Pension benefits paid	14	(340,834)	(384,192)	(396,502)	(431,820)
Difference on currency translation				24,370	(12,199)
Net cash (outflow)/inflow from operating activities		(472,817)	417,338	(494,128)	436,108

The currency translation adjustment reflects the amount of the movement in the value of current assets and liabilities which is attributable to the change in exchange rates over the year.

17.b) Net cash outflow from capital expenditure and financial investment

	Note	2021 £Stg	2020 £Stg	2021 €	2020 €
Purchase of tangible fixed assets	10	(740,063)	(779,470)	(860,937)	(876,101)
Proceeds from disposal of tangible fixed assets		7,301	19,196	8,494	21,576
Net cash outflow from capital expenditure and financial investment		(732,762)	(760,274)	(852,443)	(854,525)

17.c) Net cash inflow from financing

	Note	2021 £Stg	2020 £Stg	2021 €	2020 €
Capital grants received	13	740,063	779,470	860,937	876,101
Net cash inflow from financing		740,063	779,470	860,937	876,101

18. Commitments

There were capital commitments at 31 December 2021 of £241,000/€286,809 made up of £60,000/€71,405 in relation to Fish Counter projects, £141,000/€167,801 in relation to Meenbog project and £40,000/€47,603 in relation to office refurbishment. (2020 £353,000/ €392,645).

See note 21 for commitments relating to operating leases.

19. Contingent Liabilities

- As at 31 December 2021 the Agency has a number of potential civil cases, however none of these have been initiated as the Agency is currently reviewing all of its protocols and procedures for taking these forward. There is currently one historic civil case, initiated some time ago, however this has not progressed in recent years. The Agency would become liable for legal costs regarding these in the event that any

of these cases were progressed and the proceedings were unsuccessful.

- As at 31 December 2021, due to breaches of legislation in the oyster fishery on Lough Foyle, summons have been issued to 24 individuals. These cases are currently being held at the District Court and another 3 cases, which have already been heard by the District Court, are being held under appeal at the Circuit Court. All of these cases are being held pending the outcome of a case in the High Court in Dublin in which the Agency is a Co-Defendant. In 2021 an accrual has been included for legal work carried out in relation to the District and Circuit court cases. It is however difficult to estimate the costs of the case being heard before the High Court, not knowing the outcome at this stage. It is estimated to discharge this case could potentially cost £84,028/ €100,000.

- An arbitration process in relation to the alleged removal of the pension augmentation between Loughs Agency and one of its employees concluded in 2021. Loughs Agency is now in discussions with its Sponsor Departments and Trade Unions in relation to the outcome of this case and any potential liability.
- Two employment tribunal cases in the cases of McCloud and Sargeant were brought against the UK Government in relation to possible discrimination in the implementation of transitional protection following changes made to public service pension scheme legislation in the UK in 2015.

In December 2018, the Court of Appeal ruled that the transitional protections gave rise to unlawful discrimination on the basis of age. The UK Government requested leave to appeal this decision to the Supreme Court, however the request was denied on 27 June 2019.

Following consultation by the Department of Finance (NI), relevant legislation confirming Prospective Remedy Changes was introduced for the Northern Ireland Civil Service Pension Scheme. The CEO Pension Committee also consulted on applying similar changes to NSPS members, following which the Committee agreed with officials in the Department of Finance (NI) and the Department of Public Expenditure and Reform (Ire) to amend the NSPS rules accordingly for approval by the NSMC.

No provision has been made in the accounts for the McCloud/Sargeant judgment. We estimate that any compensation payable by Loughs Agency will be up to £370,000 as at 31 December 2021. (2020 - £350,000).

20. Events After the Reporting Period

There have been no significant events outside the year end which affect these accounts.

21. Operating Lease

At 31 December 2021 the Agency had a number

of non-cancellable operating leases as follows:

- A business letting agreement for the 1st and 2nd floors of the D'Arcy Magee Court, Dundalk Street, Carlingford of €16,800 per annum. The lease agreement was discontinued in February 2022.
- A lease agreement for rental of an external storage unit in Carlingford of £12,000 per annum. The lease agreement is due to be discontinued in June 2022.
- A lease for land at Castlefinn for launching boats into the river of €2,200 per annum, renewed annually.
- A lease agreement for a disaster recovery site at Pennyburn Industrial Estate of £4,680 per annum was discontinued in December 2020.
- A lease agreement commencing on 1st February 2021 has been entered into with Carlingford Sailing Club at a rent of €50,000, plus VAT, per annum for a term of 20 years.

The total future minimum lease payments under these lease are as follows:

Operating Leases Expiry	2021 £Stg	2020 £Stg	2021 €	2020 €
Not later than 1 year	61,879	68,396	73,640	76,078
Later than 1 year and not later than 5 years	206,709	221,161	246,000	246,000
Later than 5 years	727,787	833,963	866,125	927,625

22. Related Party Transactions

The Foyle, Carlingford and Irish Lights Commission (Loughs Agency) is a North South Implementation Body sponsored by DAERA in the North and DECC in the South. The Departments are regarded as related parties. During the period Loughs Agency has had various transactions with these Departments.

In 2017, the Agency gained approval of funding under INTERREG VA for its portion of the SWELL programme and also a portion under the CatchmentCARE project. The partners for INTERREG VA SWELL are: Northern Ireland Water (Lead), Irish Water, Agri-Food and Biosciences Institute (AFBI), Loughs Agency and East Border Region.

The partners for INTERREG VA CatchmentCARE are: Donegal County Council (Lead), AFBI, Inland Fisheries Ireland, Loughs Agency, University of Ulster, Armagh City, Banbridge & Craigavon Borough Council, British Geological Survey and Geological Survey Ireland.

In 2018, the Agency again received approval of funding under INTERREG VA to act as Lead Partner on another project SeaMonitor. The partners involved in INTERREG VA SeaMonitor are: Loughs Agency (Lead), Marine Institute, University of Glasgow, Queen's University Belfast, AFBI, University College Cork, Galway Mayo Institute of Technology, Ocean Tracking Network Dalhousie University and University of California.

None of the members of key management staff, Board Members or other related parties have undertaken any material transactions with Loughs Agency during the period.

On 22 October 2018, the Agency, acting in partnership with fishery owners, received a High Court settlement for damages to a fishery of £100,000, in relation to a significant fish kill case. Solicitor's fees of £44,875 were deducted from this leaving a balance of £55,125. In early 2020 this amount was transferred by the Agency's solicitors to Loughs Agency bank account. In 2020 approximately £13,000 of this was spent with the remainder included as a creditor in Loughs Agency's Financial Statements at 31 December 2020. This was fully spent in 2021.

23. Losses and Special Payments

There were no losses or special payments in 2021.

24. Financial Instruments

24.a) Financial Instruments

Due to the non-trading nature of its activities, and the way in which Loughs Agency is financed, it is not exposed to the degree of financial risk faced by business entities. Loughs Agency has very limited powers to borrow or invest surplus funds and financial assets, and liabilities are generated by day-to-day operational activities and are not held to change the risks facing the Agency in undertaking its activities.

The Agency's financial instruments mainly consist of cash, trade debtors and trade creditors.

24. b) Liquidity, Interest Rate and Foreign Currency Risk

The Agency's net revenue resource requirements are financed by resources voted annually by the Northern Ireland Assembly and Dáil Éireann, as is its capital expenditure. It is not therefore exposed to significant liquidity risks. The Agency does not access funds from commercial sources and therefore is not exposed to significant interest rate risk. The Agency's transactions are effected in the currencies of each part of the island, with realised gains and losses being taken to the Income and Expenditure account. The Agency's exposure to foreign currency risk is not significant as it receives agreed levels of funding from its Sponsor Departments in Sterling and does not engage in trading activities.



Appendix 1 Accounts Direction

ACCOUNTS DIRECTION GIVEN BY THE DEPARTMENT OF AGRICULTURAL, ENVIRONMENT AND RURAL AFFAIRS, NORTHERN IRELAND AND THE DEPARTMENT OF COMMUNICATIONS, CLIMATE ACTION AND ENVIRONMENT, IRELAND, WITH THE APPROVAL OF THE FINANCE DEPARTMENTS, NORTH AND SOUTH (THE DEPARTMENT OF FINANCE AND THE DEPARTMENT OF PUBLIC EXPENDITURE AND REFORM), IN ACCORDANCE WITH THE NORTH/SOUTH CO-OPERATION (IMPLEMENTATION BODIES) (NORTHERN IRELAND) ORDER 1999 AND THE BRITISH-IRISH AGREEMENT ACT 1999.

The annual accounts shall give a true and fair view of the income and expenditure and cash flows for the calendar year, and the state of affairs as at the year end. Subject to this requirement, the Loughs Agency shall prepare accounts for the calendar year ended 31 December 2018 and subsequent calendar years in accordance with:

- a. The North South Implementation Bodies Annual Reports and Accounts Guidance;
- b. Other guidance which the Finance Departments may issue from time to time in respect of accounts which are required to give a true and fair view; and
- c. Any other specific disclosures required by the Sponsor Departments.

Except where agreed otherwise with both Finance Departments, in which case the exception shall be described in the notes to the accounts.

Signed by authority of the:

**Department of Agriculture, Environment
and Rural Affairs (Northern Ireland)**

John Speers

Date 22nd March 2019

**Department of Communications,
Climate
Action and Environment (Ireland)**

Matthew Collins

Date 22nd March 2019



Loughs Agency

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