

LOUGHS AGENCY

ANNUAL REPORT

Covering the Period 1 January 2020 to 31 December 2020

LOUGHS AGENCY
Annual Report and Accounts
for the period ended 31 December 2020

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

At the start of 2020 no one could have predicted what the coming months would bring. Throughout the year every aspect of life was impacted by a terrible global pandemic. In line with government restrictions and through the hard work and dedication of Loughs Agency staff, we continued to deliver a unique and valuable public service. Providing a safe and healthy environment for employees, stakeholders and the public while continuing to deliver our business, which was and continues to be our main priority.

2020 heralded the introduction of our Strategic Direction for a New Decade 2020 – 2030, which was co-designed in consultation with the employees and Board. In taking this forward the Agency will focus on our core purpose to oversee the necessary intergovernmental approach required to deliver our functions and statutory remit. It is dynamic, ambitious and realistic. A new suite of strategic priorities, goals and objectives have been developed which will enable development of future Corporate and Business Plans.

The plan sets out our new vision, revised values and key strategic development goals, objectives and outcomes. The plan recognises the impact of climate change and the importance of collaborative working to develop the work of the Agency, create better local environments that will enhance people's lives, and support sustainable green growth in the local economy.

Throughout the year our programme of digital and technology transformation continued to advance with the upgrade of our scientific fisheries monitoring infrastructure. New innovative monitoring techniques have been developed and will be introduced during 2021.

Our commitment to the reduction of carbon omissions saw the purchase of our first electric vehicle, which will be used to deliver our outreach and education programmes.

I was delighted when the Agency featured on two very successful local broadcast media programmes – Lough Foyle with Joe Mahon and Barra on the Foyle with Barra Best. Both programmes highlighted the important conservation work of the Agency while showcasing the amazing, rich, natural and built heritage of the Foyle catchment.

Our collaborative approach to working continued in 2020 delivering a range of projects including scientific fisheries research and climate change initiatives with local, national and international partners.

I am extremely proud of the resilience of our workforce during this difficult time. I would like to pay tribute to their commitment and dedication, ensuring business continuity and delivering our statutory obligations as a public service. I would also like to acknowledge the continued support of the Board and our Sponsor Departments.

Sharon McMahan
Designated Officer

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

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.

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.

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.

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. The Board is made up of 3 female and 8 male Board Members.

Throughout 2020 there were 2 vacancies within the Board. 1 vacancy, the Chairman was filled in December 2020 by Mr Laurence Arbuckle¹. 1 vacancy remains. Mr Terry McWilliams² was reappointed to the Board in December 2020 for a third term.

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

¹ Mr Laurence Arbuckle appointed as Chairman on 16th December 2020 and attended first Board Meeting on 23rd February 2021.

² Mr Terry McWilliams reappointed for a second term, for 5 years, on 16th December 2020.

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 6 Board Meetings held in 2020. Details of Board membership and attendance at meetings held during 2020 are as follows:

Board Member	Position	Attendance
Andrew Duncan	Vice Chair	6
Phil Mahon	Member	6
Michael McCormick	Member	4
Terry McWilliams	Member	5
Allan Ewart	Member	6
Alastair Patterson	Member	4
Ian McCrea	Member	1
Fiona Walsh	Member	5
Heather Mackey	Member	6
Patrick Gibbons	Member	6

Board Meetings

No.	Date
119	21 st February 2020
120	5 th May 2020
121	30 th June 2020
122	4 th September 2020
123	30 th October 2020
124	18 th December 2020

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

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 were 4 Audit and Risk Committee Meetings held in 2020. Details of Audit and Risk Committee membership and attendance at meetings held during 2020 are as follows:

Board Member	Position	Attendance
Patrick Gibbons	Chairman	4
Fiona Walsh	Member	3
Allan Ewart	Member	3
Alastair Patterson	Member	4
Andrew Walker	Co-Opted Member	4

Audit and Risk Committee Meetings

Date
25 th March 2020
22 nd June 2020
23 rd September 2020
3 rd December 2020

NORTH/SOUTH MINISTERIAL COUNCIL

There was one Aquaculture and Marine Sectoral Meeting of the North South Ministerial Council held in 2020. The thirtieth Aquaculture and Marine meeting was held in the NSMC Joint Secretariat Offices, Armagh and by videoconference on 21st October 2020. The meeting was attended by Minister for the Environment, Climate and Communications Eamon Ryan TD, Minister for Agriculture, Environment and Rural Affairs Edwin Poots MLA and Minister for Infrastructure Nichola Mallon MLA. Minister Ryan chaired the meeting.

Ministers welcomed the report on the activities of Loughs Agency including the ongoing conservation and protection efforts, and noted in particular Loughs Agency's response to COVID-19; Loughs Agency's Strategic Direction for a New Decade 2020-30; the collaborative work in delivery of a number of conservation, angling and marine tourism development projects; and the success of the Foyle and Carlingford Ambassador Programme. The Council also welcomed Loughs Agency's continued investment in its scientific fisheries monitoring programme.

Minutes of NSMC meetings are available on the NSMC website at: <https://www.northsouthministerialcouncil.org>

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 2020. This was evidenced through regular Board and Audit and Risk Committee meetings, 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 2020 to ensure ongoing compliance with the Code of Practice for the Governance of State Bodies and Oversight Agreement (DECC) and the Sponsorship Manual (DAERA).

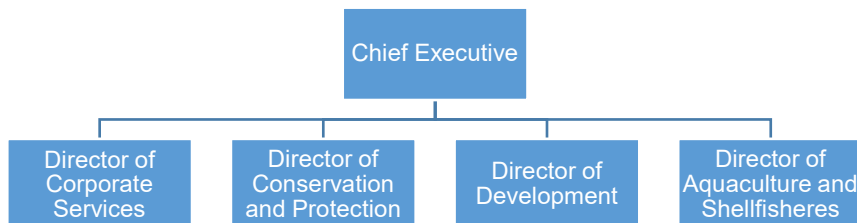
Internal Audit

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 2020 the Agency received a satisfactory rating.

STAFFING

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

Senior Management Organisational Chart as at 31st December 2020



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 at <https://www.loughs-agency.org/about-us/customer-service/> One complaint was received in 2020, which was successfully resolved.

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 office based staff moved to working from home in line with government advice in March 2020. Throughout the year all administration, technical and professional staff continued to work successfully and securely from home.

The Senior Management Team implemented, reviewed and updated a COVID-19 response plan, including a range of secure working practices.

Guidelines and communication plans were initiated to facilitate home working and connectivity with staff. The Agency's new intranet platform "RIPPLE" proved to be an effective method of communication between the various teams.

All internal and external meetings moved to a virtual platform and continued to be held in line with government guidelines.

Following the initial lockdown restrictions of March 2020, Fishery Protection staff returned to full operational duties on 18th May 2020. Our scientific and project staff also recommenced scientific surveys to meet our statutory obligations. As part of this return to work, relevant procedures, an induction and health declaration were introduced. Safe operating procedures were revised to comply with public health advice.

It is hoped that the Agency can return to the office environment during 2021 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 2020

Enforcement

Despite COVID-19 restrictions illegal fishing activity continued throughout 2020, with both illegal salmon netting and a variety of angling offences.

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

Seizures

	2016	2017	2018	2019	2020
Boats and Cars	8	3	1	2	7
Net	49	78	41	31	37
Other	20	17	7	8	7
Fishing Rods	57	46	42	48	55
Salmonid	27	27	17	14	75
Other Fish	26	4	27	215	15
Bags of Oysters	4	4	8	1	2

Pollution Incidents

Throughout 2020 Loughs Agency staff dealt with an increase in water pollution related issues and has instigated a significant number of prosecution cases stemming from these enforcement actions.

The Agency investigated 281 incidents in 2020. The nature of these investigations from 2017 to 2020 are detailed in the table below:

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

Meenbog

On the 13th November 2020 a section of approximately 4.5 hectares of peat bog adjacent to a wind farm development site in Co Donegal slipped into a feeder stream and subsequently into the Mourne Beg River. The volume of material was difficult to estimate, however is likely to run into hundreds of tons.

The incident continues to be investigated by Loughs Agency, Northern Ireland Environment Agency (NIEA), National Parks and Wildlife Service, Environmental Protection Agency, Donegal County Council and Derry City and Strabane District Council.

DAERA Minister Edwin Poots MLA and Minister for Agriculture, Food and the Marine Charlie McConalouge TD visited Meenbog, Co Donegal on the 20th November 2020. Minister Poots also visited Corgary Fish Farm which has been seriously impacted by the pollution incident.

The Rivers Mourne Beg and Derg all form part of a large river system flowing into the River Foyle and subsequently Lough Foyle. This river system is important for the species it contains and supports, notably Atlantic salmon and species of lamprey and otter, and also because of its range of river and associated habitats such as woodland.

The system is protected as an Area of Special Scientific Interest (ASSI) and also is recognised internationally as a Special Area of Conservation (SAC). It is not possible at the moment to quantify the impact of the landslide on the conservation status of the system, however staff continue to work to establish a joined response to achieve early restorative actions.

Two Inter-Agency Working Groups have been set up, one for enforcement and one for restoration. The groups are currently meeting weekly to review the incident as it develops. These groups are chaired by Loughs Agency and 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 and Strabane District Council.
- Northern Ireland Water (Water Treatment staff).

Scientific Fisheries Monitoring Programme

Loughs Agency's management of salmon fisheries is designed to comply with the fundamental principles of the North Atlantic Salmon Conservation Organization (NASCO). These principles and objectives are to promote the diversity and abundance of salmon stocks and maintain all stocks above their conservation limits.

Salmon numbers have declined globally. In the 1980s for every 100 smolts that left the rivers approximately 30 would return to the coast. This is now around 5, which equates to 95% mortality at sea (River Bush, ICES Index River).

With the support of its Sponsor Departments, the Agency has undertaken a significant investment in fish counter operations and telemetry river gauges. The Agency operates the only real-time management regime for Atlantic salmon internationally, with in-season targets to control exploitation based on numbers of fish crossing the key fish counter sites. There are currently seven fish counters operating in the Foyle and Carlingford system, four of which are statutory counters.

In overview for 2020, 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 there was an improvement on the 2019 count.
- 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	2020 Count
River Finn	4,328	53	5,410	43	2,302
River Mourne	6,287	62	7,859	49	3,915
River Roe	1,466	396	1,811	495	3,696
River Faughan	640	984	800	788	6,300

The 2020 salmon runs appear to have improved on previous years for most of the rivers, however, the River Finn remains a significant concern. Given the failure of the River Finn to meet its conservation limit in 2019 a Declaration was made in early 2020, 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 whole of the 2020 season.

Fish Count Summary 2016 – 2020

	2016	2017	2018	2019	2020
River Finn	2,589	1,985	3,955	4,247	2,302
River Mourne	1,350	912	1,214	2,820	3,915
River Roe	3,809	2,371	4,305	1,573	3,696
River Faughan	3,791	1,763	1,046	3,976	6,300

Salmonid Habitat

The Agency undertook significant habitat works during 2020, these included riparian fencing, tree planting schemes to prevent habitat encroachment and livestock trampling, the development of instream salmonid habitat structures and erosion control schemes to protect juvenile salmonid habitat.

Instream works, once completed can only be successful if they are protected from both environmental damage and water pollution. Loughs Agency staff continued to focus on protection of all juvenile habitat throughout 2020.

River Faughan Special Area of Conservation Enhancement Projects

In partnership with the Woodland Trust Northern Ireland and Northern Ireland Water, the Agency has delivered native tree planting projects, associated stock proof fencing and improved access on the River Faughan.

The Agency's first ever wet woods development has been constructed on a 4.8 acre field along the banks of the River Faughan, in association and agreement with the landowner. The wet woods includes the construction of several leaky dams and ponds with adjoining lands, planted with 2,000 native trees, which will improve water quality, provide new havens for wildlife and allow farmers and landowners to actively engage in connecting biodiversity and business gains.

Glenelly Flood Relief Project

Throughout 2020 the Agency continued to progress the delivery of fisheries management measures in the Glenelly Valley, following the aftermath of the August 2017 flood. Following a tender exercise facilitated by the Construction and Procurement Delivery (CPD) of the Department of Finance NI, a contract was awarded through CPDs Dynamic Tender Assessment process. The £500,000 funding provided by DAERA, between 2018 and 2020, was predominantly used for riparian fencing. Approximately 38km of riparian fencing and 118 access gates have been erected along the Owenkillew and Glenelly rivers. A number of bankside revetment schemes have also been completed. During 2021 the remaining budget will be expended on round boulder rock revetment works on the Owenreagh River. Loughs Agency continues to monitor all the rivers in the flood affected areas, and restore habitat degradation using its core Conservation and Protection budget, where applicable.

Native Oyster Fishery Lough Foyle

The 2019/20 fishery closed on 23rd March 2020. The final catch for the 2019/2020 fishery was 48,628kg.

The 2020/21 native oyster fishery opened on 6th October 2020. In total 39 licences were sold. The fishery was closed for the month of November 2020 and reopened for 6 days in December 2020.

The total catch from log returns received up to end of December 2020 was 32,732kg.

Season	Number of Licence sold	Number of Days Fished	Total Landings (t)
2016/17	57	33	185
2017/18	55	17	205
2018/19	79	14	119
2019/20	40	32	48
2020/21	39	14*	33*

* as at December 2020

Native Oyster Stock Assessments

Native oyster stock assessments were conducted from April to May (post fishery) and August to September (pre fishery) 2020. There was no unusually high mortality observed during either survey. Total biomass of the stock was estimated to be 378 tonnes in spring and 1,055 tonnes in autumn. The large increase in biomass during 2020 was attributed to the good survival and growth in the large cohort of oysters that settled in large numbers during summer 2018. The majority of this cohort of oysters is now in the 45-65mm size classes.

There was evidence of a limited spatfall in summer 2020 with 21% of the stations sampled yielding spat with a spat density of 0.12m². Total fishable tonnage was estimated to be 69 tonnes in autumn 2020. It was recommended that only partial removal of the fishable stock take place to help maintain an effective spawning stock biomass within the fishery.

Year	Survey	Total Biomass	Total (predicted) Fishable Biomass Spring >70mm	Total Fishable Biomass Autumn >80mm
2016	Spring	366	155	
	Autumn	616		174
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

Native Oyster Larval Assessment

The presence of bivalve larvae was monitored within the Lough Foyle native oyster fishery in summer 2020 for the tenth successive year. Monitoring took place between June and September 2020, with sampling of plankton and environmental parameters being carried out weekly on five oyster beds until 1st September 2020.

Mean water temperature (16.4°C ± 1.99) and salinity (30.8 psu ± 1.49) were both slightly higher than in 2019 and variation amongst the beds was minimal. Mean water temperature at all sites peaked at 18.5°C ± 0.27 in week 9 (18th August 2020).

Peak mean numbers of bivalve larvae (27,666/m²) were almost half what they were in 2019, suggesting that the reproductive output during the sampling period was less intensive. Peak numbers of larvae were detected on the same week in mid-August as they were during the 2019 survey. Spat settlement appears to have been very limited to a few oyster beds with the highest adult density.

Unregulated Aquaculture Surveys

This unregulated activity remained an ongoing concern for the Agency during 2020. By way of monitoring this growing activity the Agency conducted an aerial drone survey of the Pacific oyster trestle arrays in September 2020. This information was used to estimate the quantity of trestles and to record the location of the arrays. The total number of trestles was estimated to be 74,095, covering an area of 210 hectares. This is an increase of 8.1% in the number of trestles since 2019. The oyster trestles cover approximately 34% of the total intertidal area from Culmore to Moville in Lough Foyle.

The Agency will continue to monitor the growth of this unregulated activity during 2021.

Native Oyster Growth Trials 2020

Growth trial experiments were initiated on 3 oyster beds in January 2020 and continued throughout the year. Approximately 150 oysters were tagged and deployed in specially

adapted lobster pots which had Ortac oyster growing boxes installed inside them. Unfortunately quite high mortality levels were observed during these growth trials and regular measurements for growth was interrupted by the COVID-19 pandemic restrictions.

Mean growth for the oysters that were recorded during the period was between 5-17mm. Hourly water temperature trends were also recorded as part of these experimental deployments and this data has been used in the 2020 bivalve larval monitoring assessment.

Angling and Marine Tourism

Following the reopening of angling and other marine tourism based activities in quarter 2 of 2020, the Agency witnessed a continued increase in demand for outdoor activities, driven by the domestic staycation market and the need for outdoor activities that complied with government guidelines.

These activities assisted health and wellbeing while also helping stimulate economic activity. Existing providers diversified and new water based recreational and tourism ventures opened across the Foyle and Carlingford areas.

The Agency will continue to work with the angling and marine tourism sectors to help develop and promote a sustainable approach to providing great outdoor experiences.

Marketing and Promotion

The Agency's social media channels, which have over 10,000 followers, are utilised to showcase what the catchments have to offer locals and visitors, typically through video and striking photography.

In 2020 the Agency secured broadcast media both in television and radio news and programmes series such as Lough Foyle with Joe Mahon.

The Agency in partnership with Derry City and Strabane District Council supported the development of a cross border access improvement project, funded by the EU LEADER programme. This included works at Strabane Canal and Gribben Quay, which enabled local people and visitors to enjoy the countryside and appreciate its beauty, natural and cultural assets, along the rivers and coasts.

Omagh Office

Throughout 2020 the Agency continued to invest in its operational facilities. The construction of a replacement regional office in Omagh was delayed due to COVID-19 restrictions, with a handover date of mid 2021 now anticipated. This significant development will be of strategic importance to the Agency. The central location will allow stakeholders and members of the public to avail of services and engage with Fishery Protection personnel. The inclusion of a large function room also provides the Agency with the ability to hold Board and other strategic meetings.

Just Transition

Given its remit, implementing *Just Transition* is an organisation-wide process for the Agency that plans emission reductions, promotes energy sustainability, insulates and

future proofs its assets, works with stakeholders and supports workforce resilience, skills development and new career opportunities.

In a bid to achieve this, during 2020 the Agency purchased its first electric vehicle and is currently embracing low risk pilot programmes, e.g. the development of Artificial Intelligence in relation to the validation of fish counter data.

EXTERNALLY FUNDED PROGRAMMES

2020 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.

During 2020 SeaMonitor staff were recruited and despite restrictions due to COVID-19, limited fieldwork was undertaken with useful data collected. Work packages and revised plans for 2021 have been agreed. 2021 will see the full deployment of the telemetric arrays and animal tagging across the partnership.

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 2020, Loughs Agency identified and scored 267kms of potential riparian fencing and tree planting, as well as instream works. The first site for riparian fencing and instream works commenced in 2020. Works at the site include the installation of two instream green engineering solutions, 1.8kms of fencing to create a 5m riparian buffer zone and the installation of off-line drinking water solutions for livestock.

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 2020 Loughs Agency assisted AFBI with the pre-improvement works baseline surveys for the catchment models in the Foyle and Carlingford catchments (marine and freshwater). These surveys were completed in March 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 plants 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 pollution, poaching, 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	2020		2019	
	Gross	Benefits in Kind	Gross	Benefits in Kind
	£	£	£	£
Designated Officer appointed 1 March 2017	65,505	-	62,213	-
Director of Development	55,034	-	54,275	-
Director of Conservation and Protection	55,764	-	54,575	-
Director of Aquaculture and Shellfisheries	66,692	-	63,436	-
Interim Director of Corporate Services appointed 9 May 2017	54,572	-	52,979	-
	297,567		287,478	-
	2020		2019	
	£		£	
Highest Paid Director's salary at 31 Dec*	68,786		63,823	
Median Total Remuneration	28,730		28,167	
Ratio	2.4		2.3	

(31 December stg to euro rate 2020: 1.11231 / 2019: 1.1753, average rate 2020: 1.12397 / 2019: 1.1392)

Senior Management / Directors	2020		2019	
	Gross	Benefits in Kind	Gross	Benefits in Kind
	€	€	€	€
Designated Officer appointed 1 March 2017	73,626	-	70,873	-
Director of Development	61,857	-	61,830	-
Director of Conservation and Protection	62,677	-	62,172	-
Director of Aquaculture and Shellfisheries	74,960	-	72,266	-
Interim Director of Corporate Services appointed 9 May 2017	61,337	-	60,354	-
	334,457	-	327,495	-
	2020		2019	
	€		€	
Highest Paid Director's salary at 31 Dec*	76,511		75,011	
Median Total Remuneration	32,292		32,088	
Ratio	2.4		2.3	

*Directors salaries gross include total pay received between 01/01/20 and 31/12/20 whereas the highest paid Director rate is based on highest salary paid to any one Director on accounting date 31/12/20, which will not be the same, as a result of pay awards and annual increments within 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 2020 or 2019.

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 2020 was £59,932 to £73,069 / €66,663 to €81,275 (2019 was £55,608 to £67,796 / €65,356 to €79,681). The ratio in 2020 was 2.4 times (2019 was 2.3 times). The median remuneration of the workforce was £28,730 / €32,292 (2019 £28,167 / €32,088).

No employees received remuneration in excess of the highest paid Director in either year. Remuneration ranged from £19,425 to £68,786 / €21,607 to €76,511 in 2020 (2019 £18,513 to £63,823 / €21,758 to €75,011).

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 31/12/2020 and related lump sum		Real increase in pension and related lump sum at pension age		CETV at 31/12/19	CETV at 31/12/2020	Real increase in CETV	Value of accrued pension benefits 2019	Value of accrued pension benefits 2020
	Pension	Lump Sum	Pension	Lump Sum					
Designated Officer **	£18,000	£36,000	£2,000	£2,000	£300,000	£338,000	£38,000	£41,000	£42,000
Director of Development **	£12,000	£16,000	£1,000	£1,000	£148,000	£170,000	£22,000	£40,000	£21,000
Director of Conservation & Protection *	£23,000	£68,000	£1,000	£3,000	£517,000	£529,000	£12,000	£22,000	£23,000
Director of Aquaculture & Shellfisheries **	£20,000	£36,000	£3,000	£5,000	£244,000	£301,000	£57,000	£19,000	£65,000
Interim Director of Corporate Services **	£8,000	£4,000	£2,000	£0	£65,000	£80,000	£15,000	£20,000	£40,000

The above table 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 2019 and 31 December 2020.

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 2020.

*Final salary only benefits

**Final salary and alpha benefits.

	Accrued pension at pension age as at 31/12/2020 and related lump sum		Real increase in pension and related lump sum at pension age		CETV at 31/12/19	CETV at 31/12/20	Real increase in CETV	Value of accrued pension benefits 2019	Value of accrued pension benefits 2020
	Pension	Lump Sum	Pension	Lump Sum					
Senior Manager									
Designated Officer	€20,022	€40,043	€2,225	€2,225	€333,693	€375,961	€42,268	€45,605	€46,717
Director of Development	€13,348	€17,797	€1,112	€1,112	€164,622	€189,093	€24,471	€44,492	€23,359
Director of Conservation & Protection	€25,583	€75,637	€1,112	€3,337	€575,064	€588,412	€13,348	€24,471	€25,583
Director of Aquaculture & Shellfisheries	€22,246	€40,043	€3,337	€5,562	€271,404	€334,805	€63,402	€21,134	€72,300
Interim Director of Corporate Services	€8,898	€4,449	€2,225	€0	€72,300	€88,985	€16,685	€22,246	€44,492

Accrued pension at pension age as at 31 December 2020 and related lump sum

The accrued pension at pension age as at 31 December 2020 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 2019/20, a +2.4% adjustment (18/19, +3%) was made for Northern members and +0.9% (18/19 +0.2%) 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 member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme, or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies. The 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 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 to 68 from 1 January 2028 however, the government has deferred this change and a Pensions Commission has been established to consider the change to the State pension age, among other issues such as sustainability and intergenerational fairness.

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.

Board Members remuneration including social security costs (Audited Information)

Board Member	2020	2019	2020	2019
	£	£	€	€
Mr Laurence Arbuckle (Chairperson appointed 16 Dec 2020)	350	-	393	-
Mr Andrew Duncan (Vice Chairperson)	9,427	9,397	10,595	10,706
Mr Michael McCormick	7,381	7,356	8,296	8,380
Mrs Phil Mahon	5,556	5,563	6,245	6,337
Mr Terry McWilliams (Term ended 12 Dec 2020, reappointed 16 Dec 20)	5,476	5,563	6,156	6,337
Mr Allan Ewart	5,556	5,563	6,245	6,337
Mr Ian McCrea	5,556	5,563	6,245	6,337
Mr Alastair Patterson	5,556	5,563	6,245	6,337
Mrs Fiona Walsh	7,381	7,355	8,296	8,379
Mr Patrick Gibbons	7,381	7,355	8,296	8,379
Ms Heather Mackey	7,381	7,355	8,296	8,379
	67,001	66,633	75,308	75,908

Board Members' salaries are not pensionable.

Salary Bands for all Employees

Number of employees (full time equivalents) whose emoluments for the twelve months ending 31 December 2020 fell within the following bands:

Salary Bands (£)	2020	2019
	No of employees	No of employees
Less than 20,000	1	1
20,000 – 29,999	25	26
30,000 – 39,999	17	17
40,000 – 49,999	1	1
50,000 – 59,999	3	3
60,000 – 69,999	2	2
	49	50

APPENDIX 1 – OUTTURN AGAINST TARGETS

PRIORITIES, OBJECTIVES AND TARGETS FOR 2020

Strategic Priority 1

To ensure that the priorities and values of the Loughs Agency 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	Delivery Outcome	Responsible Director/s	Update
1.1 Development of a performance framework linked to implementation of the Corporate Plan and annual Business Plan.	Development of a suite of corporate and reporting templates to support performance framework.	Key indicators for delivery of the Strategic Direction incorporated into monitoring arrangements for Corporate and Business Plan implementation. Q2. Risk management and mitigation is embedded in the implementation of Corporate and Business Plans.	Monitoring and evaluation framework using quantitative and qualitative information developed and embedded across core business, staff supervision, and all stakeholder engagement activities. Staff have been trained, understand how they can contribute, and are supported to contribute within their sphere of work to the overall	CEO and all Directors.	A Performance Framework has been successfully embedded across all Directorates. The Reports are being used to inform the CEO and Board on progress against business objectives. All relevant staff have completed training on the new framework.

			Strategic Direction of the Agency.		
1.2 Implementation of a structure for monitoring risk and management integrating with governance, line management and staff development processes.	Orientation and training for staff in risk management as a business tool / smart management tool. Structured agendas are put in place across all levels of governance to reflect risk reporting, mitigation and review.	All staff receive orientation in risk management as a business tool. Q4. All team agendas reflect structured approach to recording and reviewing risks to corporate business activities and projects.	Effective risk management processes in place to underpin the delivery of the Corporate and Business Plans, and to allow for early identification and mitigation of risks to progress.	CEO and all Directors.	An effective system of risk management was maintained throughout the year. A complete review of the corporate Risk Register is scheduled for Q1 of 2021.
1.3 Prepare for BREXIT by maintaining a watching brief, identifying challenges and opportunities.	Conduct an analysis of potential challenges and opportunities which could impact on the work of the Agency.	Analysis detailing challenges and opportunities prepared by end of Q4. 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	The Agency is recognised as a possible conduit to deliver cross border environmental and fisheries management programmes post BREXIT. The Agency continues to seek and avail of EU Funding opportunities with partners across Europe once the UK has withdrawn from the EU.	CEO and all Directors	The Agency has engaged with the consultation process in relation to the next Peace Plus funding programme due for release in 2021. Engagement with current project partners is ongoing to establish further research opportunities post INTERREG V.

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	Delivery Outcome	Responsible Director/s	Update
2.1 Upgrade of evidence management system.	Procurement of evidence management system and integration of data capture arrangements.	Procurement initiated and scheduled. Q1. Project delivery arrangements and progress reporting commenced. Q1. Go live date scheduled and met for new system to be fully operational and integrated. Q4.	Data is captured on a real-time basis and collated in compliance with data protection legislation.	Director of Conservation & Protection	New digital system for recording seizures introduced integrating new barcode tagging system. New physical equipment for storing and logging evidence purchased and ready for use. New digital system for the recording and managements of video and photographic evidence introduced.
2.2 Embed usage of migrated mobile software ensuring	Training and support to staff using mobile software.	Usage fully embedded in practice within the Agency. Q4.	Data is captured on a real-time basis, collated and managed to ensure	Director of Conservation & Protection	The Agency migrated from using Trimble GPS units

compliance with data security and protection requirements.			data quality and security.		for field data collection to using ESRI software as an app on the Agency phones and mobile web apps giving staff access to the data.
2.3 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. Q2. Upgrade and maintenance initiated. Q4.	Data quality is optimised through ensuring all fish counting equipment is operating to best effect and upgraded where required.	Director of Conservation & Protection	Partially implemented, however a small number of projects have been carried over into 2021 due to travel restrictions on suppliers as a result of COVID-19 protocols.
2.4 Development options including location and planning for Finn Counter station. Investigate a sustainable water supply for angling ponds at Headquarters	Prepare and evaluate options paper for location and planning for Finn counter station in line with relevant area planning policies and environmental protection legislation. Prepare briefing on sustainable water supply for angling	Options paper on planning presented to Board Q4. Briefing on sustainable water supply for angling ponds. Briefing takes account of any	Potential activities relating to development of a station on the Finn, and angling ponds at HQ are scoped in relation to feasibility as regards all relevant planning, environmental and corporate requirements.	Director of Conservation & Protection, Director of Development and Director of Corporate Services	Flood risk assessment completed in line with environmental protection legislation Investigations undertaken, in-house assessment and options

	ponds at Headquarters.	key issues relevant in context of Strategic Review of Angling (Priority 3). Q4.			appraisal completed. Options will be assessed by SMT and preferred options will be taken forward in 2021.
2.5 Habitat surveys in line with abundance of juvenile fish.	Analysis of levels of juvenile fish. Carry out habitat surveys and report on / analyse findings.	Produce overview of levels of juvenile fish across systems for which the Agency has responsibility. Q2. Agree and identify schedule of prioritised surveys. Q1. Commence / complete / report on findings of surveys. Q4.	Habitat survey information informs further Conservation and Protection work.	Director of Conservation & Protection	Analysis of levels of juvenile fish and habitat surveys completed. Data has enabled the Agency to make fisheries management policy decisions.
2.6 Utilise court awarded resource for additional surveys, habitat improvement and pollution prevention on River Strule.	Facilitate local partnership working and provide technical input / oversight for additional survey work, agreed habitat improvement work and pollution prevention on the River Strule.	Partnership Agreement in place for additional surveys, habitat improvement works and pollution prevention on River Strule. Q2. Work commences and quarterly progress reports on SLA are available. Q4.	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	Multi annual project, ongoing and on target. Two successful projects have been completed this year on the River Strule.

<p>2.7 Review science / research function with strategic approach going forward.</p>	<p>Conduct a review of the scientific function to develop a strategy which oversees scientific fisheries research analysis and evaluation, to build an evidence informed Fishery Management Policy fit to deliver on future environmental local and global issues.</p>	<p>Review of science and research function and key priorities presented and implemented. Q4.</p>	<p>The Agency has a renewed and well-tuned approach to both the role of its science function in informing its other activities, and the role of the Agency as a facilitator body for praxis-based (applied) primary and secondary research.</p>	<p>CEO</p>	<p>Science function transformation will commence in 2021. Head of Science post due to be filled in March 2021 following an extended recruitment exercise which commenced in December 2020.</p>
<p>2.8 Stock Assessments on Lough Foyle native oysters, benthic and ecosystem monitoring, spawning / spatfall activity, landings data analysis.</p>	<p>Routine stock assessments, monitoring activities, and data analysis. 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 Landings Data Analysis.</p>	<p>Schedule of assessments and monitoring arrangements in place. Q1.</p> <p>Assessments and monitoring arrangements in implementation. Q1 and Q2.</p> <p>Data available on scheduled basis from all of the above activities.</p>	<p>Continue to collect quality data on the Lough Foyle native oysters which can inform conservation, protection and development work.</p>	<p>Director of Aquaculture and Shellfisheries</p>	<p>Spring and autumn native oyster surveys complete.</p> <p>Benthic monitoring and identification of suitable areas for habitats work completed during native oyster surveys.</p> <p>Spawning assessment completed in June 2020.</p> <p>Landing data analysis to be completed when</p>

					2020/21 fishery closes on March 31 st 2021.
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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	Delivery Outcome	Responsible Director/s	Update
3.1 Comprehensive review of legislation to ensure that the Agency has legislation that is fit to deliver its' remit in a changing environment.	Production of a regulatory review position paper. Engage with Sponsor Departments and other statutory stakeholders to initiate a comprehensive review of legislation.	Position paper produced and presented to Sponsor Departments and Board. Q4.	Present and communicate a comprehensive overview of the legislative reform required to enable the Agency to discharge its' statutory functions.	Director of Conservation & Protection	Draft position paper completed following a lengthy internal consultation process. Sponsor Departments and Stakeholder engagement will take place in 2021/22.
3.2 Ongoing delivery of enforcement functions.	Production of an annual enforcement plan.	Enforcement Plan in place and updated regularly using local knowledge. Q4.	80% of enforcement duties targeted and planned enforcement. The Agency has gathered and provided high quality evidence from Fishery Officers to	Director of Conservation & Protection and Director of Corporate Services	Conservation and Protection staff continued to deliver their enforcement duties throughout 2020 in line with government restrictions and

			support statutory enforcement functions.		Health and Safety guidelines. The Agency has successfully delivered against its annual Enforcement Plan.
3.3 Strategic review of Angling and Fisheries Development.	Carry out a strategic review including positioning the Agency's role and strategic priorities and identifying operational priorities.	Terms of Reference drafted. Q1. Review Commenced. Q4.	A strategic review of angling and fisheries development has been conducted. This review will inform future Business Plans and help direct and focus the Agency's development work in relation to angling.	Director of Aquaculture and Shellfisheries	Terms of Reference drafted, desk research and engagement with stakeholders to commence in Q1 2021.
3.4 Enhancement of environmental and socio-economic status of the Lough Foyle Native Oyster Fishery.	Continue to identify areas suitable for reinstatement / enhancement and the potential of spatting ponds. Investigate the potential to develop the domestic market and introduce a product traceability standard for the Lough Foyle native oyster.	All project priorities for existing project plans implemented within timeframe. Progress on product traceability standard reported on throughout the year. Presentation to Board on product traceability standard and overall oyster fishery. Q4.	Deliver all outcomes relating to each project within the agreed timeframes.	Director of Aquaculture and Shellfisheries	Identification of suitable areas for habitat work completed during native oyster surveys. Barcode tags were successfully trialled in the Native Oyster Fishery in the 2019/2020 season. A report was completed by the

	Continue to engage with the SAFER (Smart Atlantic Seafood Clusters) Project.				SAFER Project team from within Derry City and Strabane District Council, Food NI and Loughs Agency on a market research project for the native oyster.
3.5 Education and outreach programmes supported by technical input across the Agency.	<p>Deliver Foyle and Carlingford Ambassador Programme.</p> <p>Development of modelling river processes.</p>	<p>Plans and schedule for Foyle and Carlingford Ambassador programme in place. Q2.</p> <p>Trainee Ambassadors commence activities. Q2.</p> <p>Additional funding sought- progress reports quarterly on this process. Q1, ongoing. Model designed and built. Q4.</p>	<p>Deliver all programmes within agreed timeframes.</p> <p>80 new Ambassadors have successfully completed the programme.</p> <p>Model used to enhance educational programmes.</p>	Director of Development	<p>Foyle and Carlingford Ambassador Programme was developed and commenced, however, did not complete due to COVID-19 restrictions.</p> <p>River model developed and equipment delivered. The model will be used as part of the Agency's outreach and education programmes.</p>
3.6 Development of relevant access infrastructure.	Develop and deliver a programme of river works to optimise	Programme of works identified and work commenced. Q1.	Programme of river works is managed to schedule and with	Director of Development, Director of Conservation	Access incorporated into habitat schemes where appropriate.

	<p>maximum production of juvenile salmonids. Identify and deliver a programme of river access works.</p> <p>Fulfil existing commitments to support rural development river-based initiatives led by external partners.</p>	<p>Quarterly progress reports are provided on projects led by external partners, to which the Agency has an existing commitment and which are led by external partners. Ongoing beginning Q1.</p>	<p>appropriate risk mitigation in place.</p>	<p>and Protection and Director of Aquaculture and Shellfisheries</p>	<p>Access enhancement works completed on Strabane Canal and Gribben Quay in partnership with Derry City and Strabane District Council.</p>
<p>3.7 Review the Agency's statutory remit in the development of marine tourism.</p>	<p>Establish Terms of Reference for a strategic review of the role of the Agency in the context of the wider cross-border and North/South marine tourism sector. Review commenced in line with Terms of Reference.</p>	<p>Terms of Reference / methodology agreed. Q1.</p> <p>Review commenced by end Q2.</p> <p>Review preliminary findings. Q4.</p>	<p>A comprehensive review of the Agency's statutory obligations in development of marine tourism has been completed.</p> <p>Implementation of agreed findings will be developed into a strategy and delivery plan within the Corporate Plan 2020 – 2022.</p>	<p>Director of Development</p>	<p>Terms of Reference for review completed and initial desk top research and information gathering undertaken.</p>
<p>3.8 Upgrade of visitor experience at Riverwatch to include</p>	<p>Detailed costing of works proposed to support innovation at Riverwatch.</p>	<p>Project plan and finances confirmed by end Q1.</p>	<p>Enhanced visitor experience at Riverwatch and the learning impact of the</p>	<p>Director of Development</p>	<p>Following an unsuccessful bid for a tourism grant the project will be</p>

new innovative features.		Works commence and completed by end Q4.	installations at Riverwatch. Increase in visitor numbers.		assessed during 2021 to ensure that all aspects of innovation are considered. Project work will recommence in 2022.
3.9 Marketing the Agency.	Develop and present a marketing and events programme for the year including budgetary requirements. Monitor and provide updates on relevant activities.	Plans and budget agreed for marketing and events activities. Q1. All marketing activities undertaken are the subject of regular progress reporting. Q4.	Supported and planned marketing of the Loughs which highlights the work of the Agency and also complements the work of agencies whose formal remit is tourism or outdoor recreation.	Director of Development	Delivery of marketing activities concentrated on digital media delivery, with the majority of planned events cancelled due to COVID-19 restrictions.
3.10 Delivery of the International Year of the Salmon Youth Conference.	Agree plan, budget, venue and delegate list. Agree educational content and deliver education outreach programmes. Design and deliver the programme of events for conference.	All planning and implementation arrangements presented, agreed and implemented within agreed timeframe. Project plan in place. Q1. Communications relating to the event are planned and implemented. Q2.	Salmon Conference will have delivered meaningful engagement with 6 schools in the Carlingford and Foyle Areas.	Director of Aquaculture and Shellfisheries and Director of Development	This project was refocused in March 2020 due to the COVID-19 pandemic as it was not possible to run the live conference. The team worked on a programme throughout 2020 to deliver Salmon Ambassadors in 2021 as an online

		160 students attend Conference and compendium of conference contents published online. Q4.			resource using google classroom.
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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 2020, 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	Delivery Outcome	Responsible Director/s	Update
4.1 Develop and implement a Corporate Communications Plan for 2020–22, co-ordinated through the Chief Executive's Office, and supported by actions across all Directorates	<p>Develop an internal and external Communications Strategy and Plan and implement arrangements to allow for its effective delivery.</p> <p>Develop a renewed set of procedures and protocols matched to various modes.</p> <p>Develop a programme of external engagement based on promotion and participation in activities related to the</p>	<p>Review of existing communications arrangements and mapping of additional opportunities. Q2.</p> <p>New Corporate Communications Strategic Plan developed. Q4.</p>	<p>Combine strategic communications, audience building and operational promotional activities within a connected communications framework.</p> <p>The Agency raises its profile as a key steward of crucial shared environmental resources.</p> <p>It responds proactively on an integrated basis and on a timely basis to strategic communications</p>	Director of Corporate Services	<p>An internal Review of Communications was undertaken which highlighted the need for an external Review of Communications, supported by the Board.</p> <p>Tender exercise completed in November 2020 with complete external review to commence in January 2021.</p>

	Agency's core functions.		opportunities and deploys up to date approaches to social media presence and traditional media profiling.		
4.2 Enhance and maintain existing accommodation facilities, IT infrastructure and assets through adequate maintenance, rehabilitation and replacement as appropriate.	<p>Initiate the incremental introduction of electric vehicles: reducing carbon emissions, noise levels and whole-life costs of fleet vehicles.</p> <p>Initiate and implement the first year of a programme of HQ accommodation refurbishment.</p> <p>Include sustainability statement in relation to each project undertaken involving materials, energy and waste management.</p>	<p>Plan for introduction of electric vehicles agreed and in implementation. Q2.</p> <p>Activities underway relating to programme of accommodation refurbishment using existing, unused space. Q3.</p>	A comprehensive programme of ongoing maintenance, rehabilitation and replacement has been established. This has effectively enhanced and maintained existing facilities, IT infrastructure and assets and takes account of projected future and emerging needs with regard to all of these areas.	Director of Corporate Services.	<p>The Agency purchased its first electric vehicle in March 2020.</p> <p>Initial programme of refurbishment works at Headquarters identified. Extensive building works to create additional office accommodation partially completed.</p> <p>All works undertaken by the Agency is done so in a sustainable manner.</p>
4.3 Support the delivery of Loughs Agency business objectives through the	Staff training and development needs analysis.	Learning and Development Strategy actions for 2020 confirmed. Q1.	An established culture of staff development and encouraging staff to take ownership of their	Director of Corporate Services	Staff training and development needs analysis complete.

<p>development of a three year Learning and Development Strategy.</p>	<p>Learning and Development Strategy formulated. Initiation and implementation of staff training programme. Q1</p> <p>Development of staff appraisal model incorporating personal and professional development and staff wellbeing.</p>	<p>Initial programme of training in place and scheduled. Q1.</p> <p>Staff appraisal model agreed and implemented at all levels in the Agency. Q4.</p>	<p>personal and professional development, supported by management and with adequate resources in place to meet identified development needs that are consistent with business requirements.</p>		<p>Draft Learning and Development Strategy formulated. Staff training programme drafted, however due to COVID-19 pandemic the full programme could not be implemented.</p> <p>Staff appraisal model agreed and implemented, however due to remote working full implementation postponed until 2021.</p>
<p>4.4 Develop and implement a Wellbeing Action Plan and Wellbeing Strategy.</p>	<p>Further engagement to develop a staff Wellbeing Strategy with identified actions.</p> <p>Review / development of corporate templates for health and safety risks to staff including stress.</p>	<p>Staff Wellbeing Strategy outline developed in Q2 in partnership with staff and representative organisations.</p> <p>Programme of general wellbeing-related activities planned and to begin implementation in Q2.</p>	<p>Staff are supported to maintain their own health and wellbeing and support that of their colleagues, including staff who are engaged in higher risk / lone working.</p>	<p>Director of Corporate Services</p> <p>All Directors</p>	<p>A Wellbeing Action Plan and Strategy was developed and implemented, with events taking place in January, February and March 2020.</p> <p>The Agency provided constant tips and videos to staff in relation to stress, wellbeing</p>

	<p>Implement staff stress risk assessments, put individual risk management plans in place where necessary, and review general patterns emerging from a baseline analysis of risks identified.</p>	<p>All relevant templates reviewed. Staff stress risk assessments carried out as appropriate and individual plans in place where necessary. Q4.</p>	<p>Stress risk assessments are carried out with staff as appropriate, as a participative one to one exercise with a designated person.</p>	<p>Line Managers throughout the Agency</p>	<p>and working from home / remotely throughout 2020.</p> <p>With the majority of staff working remotely, undertaking staff risk assessment on all staff was not possible, however one individual plan was implemented, incorporating reasonable adjustments and a phased return to work.</p>
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2020

LOUGHS AGENCY ANNUAL FINANCIAL STATEMENTS



Year ended 31 December 2020

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Foreword to the Accounts

The Board presents the financial accounts for the year ended 31 December 2020.

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 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, the 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 the 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 Departments). Loughs Agency had a surplus of £86,703/€97,451 for the year ended 31 December 2020 (2019 (restated) deficit of £393,109/€447,830).

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 2020 was £NIL (2019 - £NIL).

Charitable Donations

The Agency made no charitable donations during the year.

Business Plan 2020

Loughs Agency's Business Plan for 2020 (including budget allocation) was approved by the North South Ministerial Council on 21st October 2020.

Prior to formal approval contingency arrangements were put in place by the Department of Finance in 2017 to ensure the continuation of service delivery by all the North South Bodies, while avoiding illegal spend by Sponsor Departments. These contingency arrangements provided approval of the allocation of grants payments by Sponsor Departments to Bodies, and in the absence of a Finance Minister in Northern Ireland these grants were approved by Department of Finance officials, as permitted under the 1999 Order.

On an ongoing basis, the Agency continues to monitor its performance against the objectives and targets as set out in its 2020 Business Plan.

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 North South Ministerial Council.

The following served as Board Members during the period:

Mr Laurence Arbuckle	Chair	Appointed 16/12/20
Mr Andrew Duncan	Vice Chairperson	
Mr Michael McCormick	Member	
Mrs Phil Mahon	Member	
Mr Terry McWilliams	Member	Term ended 12/12/20, reappointed 16/12/20
Mr Allan Ewart	Member	
Mrs Fiona Walsh	Member	
Mr Ian McCrea	Member	
Mr Patrick Gibbons	Member	
Mr Alastair Patterson	Member	
Ms Heather Mackey	Member	

In the absence of an Executive, the North South Ministerial Council was unable to meet to take a decision on outstanding Board appointments, and therefore on the appointment of a new Chair for the Loughs Agency Board. During this time Mr Andrew Duncan who is Vice Chair, took on the role of Chair, however he officially remained as Vice Chairperson.

On 16th December 2020 Mr Laurence Arbuckle was appointed as Chair and Mr Terry McWilliams was reappointed to the Board, both terms run until December 2025. The

Agency is awaiting the appointment of one Board Member by the North South Ministerial Council to fulfil the full complement of 12 Members.

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 2020 89.8%, (2019: 86%) of bills were paid within 15 days, and 97.4% (2019: 97.8%) 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.

Carlingford Regional Office

2021 will see the Agency move into new premises in Carlingford. These new premises will provide 'fit for purpose' office accommodation and operational space for Loughs Agency staff located in the Carlingford catchment. Ancillary facilities such as a boatyard, cold room, storage and slipway / pontoon will allow the Agency to carry out its operational requirements throughout the catchment. A foreshore licence attached to the premises will allow the Agency to develop facilities which will provide access to recreational water activities on the Lough, supporting delivery of our marine tourism remit.

The Agency will use the premises to raise local and national awareness of the environmental benefits of the catchment, develop marine tourism and facilitate the delivery of outreach programmes, encouraging conservation and protection of Carlingford's natural resources.

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 Exit from the

EU is unlikely to see fundamental changes to the core work of the Agency. We will 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 Comptrollers and Auditors General. The Certificate and Report of the Comptrollers and Auditors General to the Northern Ireland Assembly and the Oireachtas are included at pages 59 to 61.

S. Mc Mahon

Sharon McMahon
Accounting Officer
14th December 2021

Statement of Accountable Person's Responsibilities

DAERA and DECC 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 92. 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 Chairman, 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 2020 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, which currently consists of four Members of the Agency's Board and one co-opted Member, met four times in 2020 and reported to the Board at subsequent Board Meetings. 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 each of its meetings the Audit and Risk Committee review the Corporate and Operational Risk Registers to assess if risks are being managed effectively, reviewing and challenging 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 2020 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 2020. 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 2020:

- 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 which meets on a quarterly basis and Risk Management is included as a standing agenda item; and
- The Risk Management Policy continued to be implemented during 2020. 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 Senior Management Team 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 and the Board with quarterly 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;
- Four meetings of the Audit and Risk Committee took place in 2020, 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 Chairman of its work during 2020 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

Delivery of the Business Plan 2020 and the first year of the Corporate Plan 2020-2022 was disrupted by the global coronavirus COVID-19 pandemic. A small number of activities, targets and delivery outcomes could not be achieved in 2020 as planned. Statutory Conservation and Protection functions continued to be delivered successfully throughout the year with additional Health and Safety measures in place, following government guidance.

The Corporate Risk Register was updated to include COVID-19.

Due to the unexpected pressure on budget performance caused by COVID-19 an impact assessment on delivery of the Business Plan 2020 was carried out to enable the Agency to manage budget performance during the ongoing government restrictions.

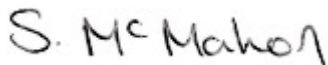
Internal Audit Report

The 2020 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.

Business Plans

The NSMC, which has strategic oversight of Loughs Agency, determines the policy and framework within which the Agency operates. The NSMC is solely responsible for approving the Agency's three year Corporate Plan, Annual Business Plan, including key performance targets, and budget, through Sectoral Meetings of the NSMC. No such meetings took place in 2017, 2018 or 2019 due to the breakdown of the Northern Ireland Assembly.

Loughs Agency's Corporate Plans 2017-2019 and 2020-22, the 2017, 2018, 2019 and 2020 Business Plans, and budgets, were approved by NSMC on the 21st October 2020. Prior to the formal approval, Finance Departments had put in place contingency arrangements in relation to business planning therefore ensuring the Agency spends were not deemed irregular.



Sharon McMahon
Accounting Officer
14th December 2021

THE CERTIFICATE 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 2020 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 2020 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

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.

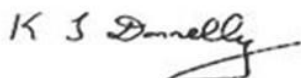
Our objective in carrying out the audit is to obtain reasonable assurance about whether the accounts as a whole are free from material misstatement, whether caused by fraud or error. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs 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.



Kieran Donnelly
Comptroller and Auditor General for
Northern Ireland
Northern Ireland Audit Office
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21st December 2021

Income Statement

		2020	2019 restated	2020	2019 restated
Income	Note	£Stg	£Stg	€	€
Revenue grants from Departments	3	4,200,461	3,455,212	4,721,192	3,936,177
Net Deferred Funding for Pensions	14c	1,043,394	807,514	1,172,744	919,920
Other Revenue Grants	4	1,313,730	315,708	1,476,593	359,655
Ordinary income	5	142,721	189,016	160,414	215,327
Capital grants released	13	557,565	415,772	626,686	473,647
Profit on disposal of grant assets		13,015	8,030	14,628	9,148
DAERA Area Enforcement		9,000	7,216	10,115	8,220
		7,279,886	5,198,468	8,182,372	5,922,094
Expenditure					
Staff costs	6	3,335,608	2,886,452	3,749,123	3,288,246
Other Revenue Grant Expenses	4	1,313,730	315,969	1,476,593	359,952
Programme expenses	7	518,791	383,869	583,105	437,303
Administrative expenses	8	961,104	1,055,717	1,080,252	1,202,673
Currency exchange		27,570	8,025	30,988	9,142
(Profit) / loss on sale of fixed assets		(6,182)	(14,106)	(6,948)	(16,069)
Depreciation	10	634,543	496,115	713,207	565,174
Interest payable	9	408,019	459,536	458,601	523,503
		7,193,183	5,591,577	8,084,921	6,369,924
Operating surplus / (deficit) taken to reserves.		86,703	(393,109)	97,451	(447,830)

All amounts relate to continuing activities.

The notes on pages 67 to 91 and Appendix 1 form part of these Accounts.

Statement of Comprehensive Income

	2020	2019 restated	2020	2019 restated
	£Stg	£Stg	€	€
Surplus/(Deficit) on continuing operations after depreciation	86,703	(393,109)	97,451	(447,830)
Actuarial (loss)/gain in respect of pension scheme	(5,161,176)	(2,026,126)	(5,801,007)	(2,308,163)
Adjustment for Deferred pension asset	5,161,176	2,026,126	5,801,007	2,308,163
Unrealised surplus on revaluation of boats	-	260,000	-	296,192
Total recognised gain/(loss) relating to the year	86,703	(133,109)	97,451	(151,638)
Reconciliation				
Opening Reserves	1,962,026	2,095,135	2,305,969	2,342,151
Total recognised gain/ (loss) relating to the year	86,703	(133,109)	97,451	(151,638)
Difference on currency translation			(124,598)	115,456
Closing Reserves	2,048,729	1,962,026	2,278,822	2,305,969

The notes on pages 67 to 91 and Appendix 1 form part of these Accounts.

Statement of Financial Position as at 31st December 2020

		2020	2019 restated	2020	2019 restated
	Note	£Stg	£Stg	€	€
Tangible fixed assets	10	5,702,259	5,570,347	6,342,679	6,546,829
Current Assets					
Receivables	11	419,071	834,567	466,137	980,866
Cash at bank and in hand		879,096	442,562	977,827	520,143
		1,298,167	1,277,129	1,443,964	1,501,009
Current Liabilities					
Payables	12	971,117	1,113,759	1,080,183	1,309,001
Net Current Assets		327,050	163,370	363,781	192,008
Total Assets less Current Liabilities		6,029,309	5,733,717	6,706,460	6,738,837
Pension Liability	14	(26,107,212)	(19,874,798)	(29,039,313)	(23,358,850)
Deferred pension funding asset	14	26,107,212	19,874,798	29,039,313	23,358,850
Total Long Term Liabilities					
Net Assets		6,029,309	5,733,717	6,706,460	6,738,837
Represented By					
Deferred capital grants	13	3,980,580	3,771,691	4,427,638	4,432,868
Reserves					
General reserve	15	339,589	175,906	377,728	206,742
Revaluation reserve	16	1,709,140	1,786,120	1,901,094	2,099,227
Total reserves		2,048,729	1,962,026	2,278,822	2,305,969
Total		6,029,309	5,733,717	6,706,460	6,738,837

The notes on pages 67 to 91 and Appendix 1 form part of these Accounts.

S. Mc Mahon

Sharon McMahon
Accounting Officer
14th December 2021

Statement of Changes in Equity

				2020	2020	2019	2019
		General Fund	Revaluation Reserve	Total Reserves	Total Reserves	restated	restated
	Note	£Stg	£Stg	£Stg	€	£Stg	€
Balance at 1 January		175,906	1,786,120	1,962,026	2,305,969	2,095,135	2,342,151
Surplus/ (Deficit) for the year		86,703	-	86,703	97,451	(393,109)	(447,830)
Increase in revaluation reserve	16	-	-	-		260,000	296,192
Non Cash Adjustments							
Actuarial (loss)/ gain on pension scheme	14b	(5,161,176)	-	(5,161,176)	(5,801,007)	(2,026,126)	(2,308,163)
Adjustment for deferred pension asset		5,161,176	-	5,161,176	5,801,007	2,026,126	2,308,163
Movement in reserves							
Transfer between reserves		76,980	(76,980)	-	-	-	-
Difference in currency translation					(124,598)		115,456
Balance at 31 December		339,589	1,709,140	2,048,729	2,278,822	1,962,026	2,305,969

The notes on pages 67 to 91 and Appendix 1 form part of these Accounts.

Statement of Cash Flows

		2020	2019 restated	2020	2019 restated
	Note	£Stg	£Stg	€	€
Net cash (outflow)/inflow from operating activities	17a	417,338	(135,526)	436,108	(126,676)
Cash flows from investing activities:					
Payments to acquire fixed assets	17b	(760,274)	(771,009)	(854,525)	(878,334)
Cash flows from financing activities:					
Capital grants received	17c	779,470	798,057	876,101	909,146
Net (decrease)/increase in cash and cash equivalents		436,534	(108,478)	457,684	(95,864)
Cash and cash equivalents at the beginning of the year		442,562	551,040	520,143	616,007
Cash and cash equivalents at the end of the year		879,096	442,562	977,827	520,143

The notes on pages 67 to 91 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 2020 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 2016 boats were revalued by consulting Marine Engineers and Surveyors John H MacIlwaine & Son. A number of boats had a Net Book Value lower than the valuation given, and as such these have been re-lifted in line with the valuation given.

Land and buildings in Northern Ireland were revalued by Land & Property Services (LPS) on 31 December 2016 (previously revalued on 31 December 2011), 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) Change in Accounting Estimate

In accordance with its policy, Loughs Agency reviews the estimated useful lives of its fixed assets on an ongoing basis. This review indicated that the actual lives of certain boats and motor vehicles were longer than the estimated useful lives used for depreciation purposes, in the Financial Statements. As a result, effective 1 January 2017, Loughs Agency changed its depreciation of these assets from straight line to reducing balance, to better reflect the estimated periods during which these assets will remain in service.

1.f) 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 2020 is £stg: €1.11231 (2019 £stg: €1.1753). The average rate for 2020 is £stg: €1.12397 (2019 £stg: €1.1392).

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.g) 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.h) 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.i) Employee Benefits

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

1.j) Leases

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

1.k) 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.l) 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.m) 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

On 1 January 2015, the Foyle Fisheries Commission Pension (Amendment) Scheme 1979 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 government has deferred this change and a Pensions Commission has been established to consider the change to the State pension age, among other issues such as sustainability and intergenerational fairness.

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 2020 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 2020. Comparative figures for 2019 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

		2020	2019 restated	2020	2019 restated
Grants received in year	Note	£Stg	£Stg	€	€
Department of the Environment, Climate and Communications (Grant in Aid)		2,238,188	2,134,688	2,515,656	2,431,836
Department of Agriculture, Environment and Rural Affairs (Grant in Aid)		2,608,188	2,214,688	2,931,525	2,522,973
Total		4,846,376	4,349,376	5,447,181	4,954,809
Appropriation of grants received in year					
Capitalised against fixed assets	13	482,915	409,307	542,782	466,283
Deferred grant income	12	163,000	484,857	183,207	552,349
Released to revenue		4,200,461	3,455,212	4,721,192	3,936,177
		4,846,376	4,349,376	5,447,181	4,954,809

The deviation from the 50:50 funding ratio in 2020 and 2019 is due to the fact that DAERA provided £370,000 (2019: £80,000) to assist farmers affected by the floods of August 2017. 2019 figures have been restated to defer grant income received and committed but not spent at 31st December (see note 12).

4. Other Revenue Grants

					2020	2020					2019	2019
	INTERREG VA SWELL	INTERREG VA CATCHMENT CARE	INTERREG VA SEAMONITOR	SEA MONITOR OCEAN TRACKING NETWORK AND EUROPEAN TRACKING NETWORK	Total	Total	INTERREG VA SWELL	INTERREG VA CATCHMENT CARE	INTERREG VA SEAMONITOR	Total	Total	
Revenue Grant Income	£Stg	£Stg	£Stg	£Stg	£Stg	€	£Stg	£Stg	£Stg	£Stg	€	
Grant received in year relating to LA	3,619	121,464	365,562	8,000	498,645	560,462	690	35,900	82,446	119,036	135,606	
Grant received in year relating to other partners	-		802,824	-	802,824	902,350						
Grant receivable current year	-	160,783	89,491	149	250,423	281,468	2,956	98,315	136,891	238,162	271,314	
Grant receivable prior year	(2,956)	(98,315)	(136,891)	-	(238,162)	(267,687)	(494)	(37,982)	(3,014)	(41,490)	(47,265)	
	663	183,932	1,120,986	8,149	1,313,730	1,476,593	3,152	96,233	216,323	315,708	359,655	
Revenue Grant Expenditure												
Expenditure current year LA	663	183,932	318,162	8,149	510,906	574,243	3,152	96,233	216,584	315,969	359,952	
Expenditure prior year	-	-	-	-	-	-	-	-	-	-	-	
Grant reimbursed to other partners	-		802,824	-	802,824	902,350	-	-	-	-	-	
	663	183,932	1,120,986	8,149	1,313,730	1,476,593	3,152	96,233	216,584	315,969	359,952	

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 Agency is also involved as a Partner in a project CatchmentCARE 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.

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 2020 Ocean Tracking Network (OTN) who are funded by the Canada Foundation for Innovation provided a loan of equipment to SeaMonitor. When goods were received, customs required a payment of £7,999.83 prior to release of goods. An agreement was reached with OTN that SeaMonitor would pay customs and reclaim charges back from OTN. Equipment is due to be returned to OTN prior to project end.

Also in 2020, flights had been booked for a member of SeaMonitor staff to attend European Tracking Network (ETN) annual conference which was subsequently cancelled due to COVID-19. Fortunately ETN has approved a refund of these costs of £149.

5. Ordinary Income

	2020	2019	2020	2019
Normal activities	£Stg	£Stg	€	€
Licence duties	73,744	71,000	82,886	80,883
Fishery rent	2,556	2,556	2,873	2,912
	76,300	73,556	85,759	83,795
Other activities				
Fines and costs recovered	11,736	55,463	13,191	63,183
Sundry receipts	54,685	59,997	61,464	68,349
	66,421	115,460	74,655	131,532
Total	142,721	189,016	160,414	215,327

Sundry receipts includes an amount of £7,148/€8,034 (2019 £4,802 /€5,470) 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)	2020	2019
Senior Management	5	5
Administrative	18	18
Field staff and inspectorate	26	27
Total	49	50

6.b) Staff and Board Costs

	2020	2019	2020	2019
	£Stg	£Stg	€	€
Gross Salaries	1,985,539	1,950,241	2,231,686	2,221,715
Social security costs	197,103	192,854	221,538	219,699
Employers pension costs	1,019,567	703,362	1,145,962	801,270
Pension Transfer Out	93,036	-	104,569	-
Less Recoupments for Seconded staff	(26,638)	(26,638)	(29,940)	(30,346)
Total staff costs	3,268,607	2,819,819	3,673,815	3,212,338
Board remuneration	62,283	61,884	70,005	70,498
Social security costs	4,718	4,749	5,303	5,410
Total Board costs	67,001	66,633	75,308	75,908
Total Board and staff costs	3,335,608	2,886,452	3,749,123	3,288,246

Pension interest costs are now included separately under interest payable costs, see Notes 9 and 14. In 2020 there was a significant pension transfer out request which was a cost to the Agency, (Nil in prior years).

2020 gross salaries include amounts which were recouped for bailiffing services amounting to £26,638/€29,940 (2019: £26,638/€30,346).

6.c) Seconded and Temporary Staff

	2020	2019	2020	2019
Staff costs above include the following	£Stg	£Stg	€	€
Temporary staff	49,441	32,771	55,570	37,333
Total temporary staff costs	49,441	32,771	55,570	37,333
Salaries included under Revenue Grants	2020	2019	2020	2019
	£Stg	£Stg	€	€
Gross salaries (Full Time) under INTERREG VA expenditure (Note 4) CatchmentCARE	67,614	72,358	75,996	82,430
Social security costs (Full Time) under INTERREG VA expenditure (Note 4) CatchmentCARE	6,357	6,910	7,145	7,872
Gross salaries (Full Time) under INTERREG VA expenditure (Note 4) SeaMonitor	185,669	130,089	208,686	148,197
Social security costs (Full Time) under INTERREG VA expenditure (Note 4) SeaMonitor	19,621	13,760	22,054	15,675
	279,261	223,117	313,881	254,174

Salaries included in Programme Costs	2020	2019	2020	2019
	£	£	€	€
Gross Salaries included in programme costs (Note 7)	8,818	-	9,911	-
Social Security costs included in programme costs (Note 7)	813	-	914	-
	9,631	-	10,825	-

All salary costs in 2019 are shown in Note 6b.

6.d) Chief Executive's Costs

	2020	2019	2020	2019
Designated Officer	£Stg	£Stg	€	€
Gross	65,505	62,213	73,626	70,873
Social security costs	7,833	7,401	8,804	8,431
	73,338	69,614	82,430	79,304

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.

£Stg		2020		2019	
Senior Management / Directors	Gross	Social Security Costs	Gross	Social Security Costs	
	£Stg	£Stg	£Stg	£Stg	£Stg
Designated Officer appointed 1 March 2017	65,505	7,833	62,213	7,401	
Director of Development	55,034	6,387	54,275	6,305	
Director of Conservation and Protection	55,764	6,487	54,575	6,347	
Director of Aquaculture & Shellfisheries	66,692	7,126	63,436	7,062	
Interim Director of Corporate Services appointed 9 May 2017	54,572	6,323	52,979	6,126	
	297,567	34,156	287,478	33,241	

€Euro		2020		2019	
Senior Management / Directors	Gross	Social Security Costs	Gross	Social Security Costs	
	€	€	€	€	€
Designated Officer appointed 1 March 2017	73,626	8,804	70,873	8,431	
Director of Development	61,857	7,179	61,830	7,183	
Director of Conservation and Protection	62,677	7,291	62,172	7,231	
Director of Aquaculture & Shellfisheries	74,960	8,009	72,266	8,045	
Interim Director of Corporate Services appointed 9 May 2017	61,337	7,107	60,354	6,979	
	334,457	38,390	327,495	37,869	

6. f) Board Members remuneration including social security costs

Board Member	2020	2019	2020	2019
	£Stg	£Stg	€	€
Mr Laurence Arbuckle (Chairperson appointed 16 Dec 2020)	350	-	393	-
Mr Andrew Duncan (Vice Chairperson) *	9,427	9,397	10,595	10,706
Mr Michael McCormick *	7,381	7,356	8,296	8,380
Mrs Phil Mahon	5,556	5,563	6,245	6,337
Mr Terry McWilliams (Term ended 12 Dec 2020, reappointed 16 Dec 2020)	5,476	5,563	6,156	6,337
Mr Allan Ewart	5,556	5,563	6,245	6,337
Mr Ian McCrea	5,556	5,563	6,245	6,337
Mr Alastair Patterson	5,556	5,563	6,245	6,337
Mrs Fiona Walsh*	7,381	7,355	8,296	8,379
Mr Patrick Gibbons*	7,381	7,355	8,296	8,379
Ms Heather Mackey*	7,381	7,355	8,296	8,379
	67,001	66,633	75,308	75,908

*Southern Board Members were paid in Euro at the agreed Euro amounts.

Board Members' salaries are not pensionable. Board Members expenses in 2020 were £699/€786 (2019: £13,184/€15,019).

7. Programme Expenses

	2020	2019	2020	2019
	£Stg	£Stg	€	€
Programme expenditure				
Conservation & Protection	129,413	150,139	145,456	171,038
Marine Tourism & Angling Development	21,014	132,711	23,619	151,184
Aquaculture	19,096	24,396	21,463	27,792
Glenelly Flood Relief Project	349,268	76,623	392,567	87,289
	518,791	383,869	583,105	437,303

8. Administrative Expenses

	2020	2019	2020	2019
	£Stg	£Stg	€	€
Training and development	9,060	23,947	10,183	27,280
Bank charges	5,000	3,980	5,620	4,534
Postage	3,258	3,308	3,662	3,769
Marketing and Promotion	19,527	27,429	21,948	31,247
Light and heat	43,159	56,939	48,509	64,865
Telephone	72,126	71,080	81,067	80,974
Rent	43,962	44,544	49,412	50,744
Insurance	180,058	161,580	202,380	184,072
Audit fees	26,000	24,000	29,223	27,341
Motor vehicle expenses	115,993	85,736	130,373	97,671
Boat maintenance	21,313	29,721	23,955	33,858
Printing and stationery	10,688	27,972	12,013	31,866
Licence dealers commission	2,518	2,543	2,830	2,897
Maintenance and repairs	64,044	90,130	71,984	102,676
VAT	-	(2,725)	-	(3,104)
Travelling and conference expenses	21,873	73,095	24,585	83,270
Health and Safety	68,298	30,558	76,765	34,812
Cleaning	14,255	13,995	16,022	15,943
Computer consumables and maintenance	115,041	77,833	129,303	88,667
Other equipment costs	30,620	30,302	34,416	34,520
Subscriptions	24,457	24,437	27,489	27,838
Legal and professional fees	104,787	178,154	117,777	202,953
Licence Fees	4,225	7,060	4,748	8,043
Overheads reclaimable from EU projects	(39,158)	(29,901)	(44,012)	(34,063)
	961,104	1,055,717	1,080,252	1,202,673

9. Interest Payable

	2020	2019	2020	2019
	£Stg	£Stg	€	€
Pension Interest Cost (Note 14e)	408,019	459,536	458,601	523,503
	408,019	459,536	458,601	523,503

10. Tangible Fixed Assets – Loughs Agency

	Land & buildings	Weirs	Interpretive centre	Boats & boating equipment	Fixtures & fittings	Plant	Office equipment	Computer equipment	Motor vehicles	Assets under construction	Total
Cost	£Stg	£Stg	£Stg	£Stg	£Stg	£Stg	£Stg	£Stg	£Stg	£Stg	£Stg
At 1 January 2020	3,540,957	1,445,130	558,281	704,087	123,438	1,561,648	43,725	418,449	473,248	121,860	8,990,823
Additions	-	-	-	16,450	5,916	43,307	5,400	76,934	47,969	583,494	779,470
Re-categorised	-	-	-	-	-	-	5,754	17,220	-	(22,974)	-
Disposals	-	-	-	-	-	-	-	-	(24,537)	-	(24,537)
At 31 December 2020	3,540,957	1,445,130	558,281	720,537	129,354	1,604,955	54,879	512,603	496,680	682,380	9,745,756
Depreciation											
At 1 January 2020	377,029	979,473	316,720	382,069	68,155	949,442	23,662	357,535	363,051	-	3,817,136
Charge for year	122,747	57,805	22,331	68,766	7,962	144,946	5,888	30,415	40,921	-	501,781
Depreciation on disposal	-	-	-	-	-	-	-	-	(11,522)	-	(11,522)
At 31 December 2020	499,776	1,037,278	339,051	450,835	76,117	1,094,388	29,550	387,950	392,450	-	4,307,395
Net Book Value Stg £											
At 31 December 2020	3,041,181	407,852	219,230	269,702	53,237	510,567	25,329	124,653	104,230	682,380	5,438,361
At 31 December 2019	3,163,928	465,657	241,561	322,018	55,283	612,206	20,063	60,914	110,197	121,860	5,173,687
Net Book Value Euro €											
At 31 December 2020	3,382,736	453,658	243,852	299,992	59,216	567,909	28,174	138,653	115,936	759,017	6,049,143
Currency Translation Adjustment	(197,865)	(28,658)	(14,956)	(19,674)	(3,458)	(37,378)	(1,325)	(4,580)	(6,872)	(14,211)	(328,977)
At 31 December 2019	3,718,565	547,287	283,907	378,468	64,974	719,526	23,580	71,592	129,515	143,220	6,080,634

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.

In 2019, 2 boats were transferred from DAERA to Loughs Agency at nil cost, and 1 boat was transferred from the Department of Communities at nil cost. Insurance value at date of transfer has been taken as valuation of these assets and boats have been entered into Loughs Agency asset register at those values.

Tangible Fixed Assets belonging to and funded by CatchmentCARE EU Project

	Computer equipment	Motor vehicles	Plant & Equipment	Total
Cost	£Stg	£Stg	£Stg	£Stg
At 1 January 2020	1,106	29,945	18,609	49,660
Additions	-	-	-	-
Disposals	-	-	-	-
At 31 December 2019	1,106	29,945	18,609	49,660
Depreciation				
At 1 January 2020	276	9,712	2,674	12,662
Charge for year	277	4,654	4,652	9,583
Depreciation on disposal	-	-	-	-
At 31 December 2020	553	14,366	7,326	22,245
Net Book Value Stg £				
At 31 December 2020	553	15,579	11,283	27,415
At 31 December 2019	830	20,233	15,935	36,998
Net Book Value Euro €				
At 31 December 2020	615	17,329	12,550	30,494
Currency Translation Adjustment	(49)	(1,220)	(950)	(2,219)
At 31 December 2019	976	23,780	18,728	43,484

Tangible Fixed Assets belonging to and funded by SeaMonitor EU Project

	Computer equipment	Plant & Equipment	Total
Cost	£Stg	£Stg	£Stg
At 1 January 2020	2,290	367,854	370,144
Additions	-	-	-
Disposals	-	-	-
At 31 December 2020	2,290	367,854	370,144
Depreciation			
At 1 January 2020	265	10,217	10,482
Charge for year	573	122,606	123,179
Depreciation on disposal	-	-	-
At 31 December 2020	838	132,823	133,661
Net Book Value Stg £			
At 31 December 2020	1,452	235,031	236,483
At 31 December 2019	2,025	357,637	359,662
Net Book Value Euro €			
At 31 December 2020	1,615	261,427	263,042
Currency Translation Adjustment	(121)	(21,098)	(21,219)
At 31 December 2019	2,380	420,331	422,711

11. Receivables

	2020	2019	2020	2019
	£Stg	£Stg	€	€
Trade debtors	847	236	942	277
Prepayments	158,238	146,300	176,010	171,946
DAERA Area Enforcement	9,000	7,217	10,011	8,482
Other debtors	563	56,190	626	66,040
Grants receivable	250,423	624,624	278,548	734,121
	419,071	834,567	466,137	980,866

12. Payables

	2020	2019 restated	2020	2019 restated
	£Stg	£Stg	€	€
Trade creditors	105,600	60,594	117,460	71,216
Accruals	146,923	219,496	163,424	257,974
Other creditors	43,741	68,032	48,654	79,958
Grant payable	296,680	280,780	330,000	330,000
Deferred Income	353,000	484,857	392,645	569,853
Deferred grant	25,173	-	28,000	-
	971,117	1,113,759	1,080,183	1,309,001

Other debtors and creditors in 2019 includes an amount of £55,125 relating to a settlement, in lieu of an ongoing pollution case. The funds of £55,125 were being held by the Agency's solicitors at 31 December 2019. These funds were transferred to Loughs Agency on 16 January 2020, to be utilised on habitat reinstatement schemes.

2019 figures have been restated in relation to a deferred income figure relating to money unspent at 31st December but earmarked for the completion of the Omagh build. A similar deferred income figure existed at 31st December 2020 in relation to unspent money drawn down that also related to capital commitments.

13. Capital Grants

		DAERA / DECC	Local Gov't	EU Funds	INTERREG CCARE	INTERREG SEA MONITOR	Court Award	Total	Total
	Note	£Stg	£Stg	£Stg	£Stg	£Stg	£Stg	£Stg	€
Gross capital grant									
At 1 January		4,511,243	897,578	2,525,543	49,660	370,144	-	8,354,168	9,818,654
Additions		777,772	-	-	-	-	1,698	779,470	876,100
Disposals		(24,537)	-	-	-	-	-	(24,537)	(27,578)
At 31 December 2020		5,264,478	897,578	2,525,543	49,660	370,144	1,698	9,109,101	10,667,176
Grant amortisation									
At 1 January		2,658,279	724,848	1,176,206	12,663	10,482	-	4,582,478	5,385,786
Amortised in year		335,123	35,903	53,636	9,582	123,179	142	557,565	626,686
Eliminated on disposal		(11,522)	-	-	-	-	-	(11,522)	(12,950)
At 31 December 2020		2,981,880	760,751	1,229,842	22,245	133,661	142	5,128,521	5,999,522
Unamortised capital grants									
At 31 December 2020		2,282,598	136,827	1,295,701	27,415	236,483	1,556	3,980,580	4,667,653
Currency Translation Adjustment									(240,015)
									4,427,638
At 1 January		1,852,964	172,730	1,349,337	36,997	359,662	-	3,771,690	4,224,344
Currency Translation Adjustment									208,524
									4,432,868

Capital grant additions above are made up of £294,857 released from deferred income and £482,915 in year grant as per note 3.

14. Pension Scheme

Loughs Agency employees are members of the North/South Pension Scheme. 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 2020 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 2020 are:

Assumptions			2020	2019
Discount rate - North			1.35%	2.10%
Discount rate - South			0.80%	1.30%
Rate of inflation - North			2.20%	2.00%
Rate of inflation - South			1.05%	1.15%
Rate of increase in salaries - North			2.20%	2.00%
Rate of increase in salaries - South			2.20%	2.00%
Rate of increase in pensions - North			2.20%	2.00%
Rate of increase in pensions – South (Core members)			1.05%	1.15%
Rate of increase in pensions – South (all other members)			2.20%	2.00%
	2020	2020	2019	2019
	Male	Female	Male	Female
Average expected future life at age 65 for	Years	Years	Years	Years
Members currently aged 65	22.3	24.6	22.0	23.9
Members currently aged 45	23.6	26.0	23.4	25.4

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

	2020	2019	2020	2019
	£Stg	£Stg	€	€
(Deficit) in the plan at the beginning of the year	(19,874,798)	(16,928,964)	(23,358,850)	(18,924,889)
Benefits paid during the year	384,192	355,384	431,820	404,853
Member contributions	(120,880)	(112,194)	(135,865)	(127,811)
Net transfers out of/ (into) the scheme	93,036	-	104,570	-
Current Service costs	(1,019,567)	(703,362)	(1,145,963)	(801,270)
Interest on Scheme Liabilities	(408,019)	(459,536)	(458,601)	(523,503)
Actuarial (loss) /gains	(5,161,176)	(2,026,126)	(5,801,007)	(2,308,163)
Currency translation adjustment			1,324,583	(1,078,067)
(Deficit) in the plan at the end of the year	(26,107,212)	(19,874,798)	(29,039,313)	(23,358,850)

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

	2020	2019	2020	2019
	£Stg	£Stg	€	€
Experience (loss)/ gain	183,542	34,509	206,295	39,312
(Loss)/ gain due to change in demographic	(129,324)	-	(145,356)	-
(Loss)/ gain from exchange rate movements	(138,791)	107,359	(155,997)	122,303
(Loss)/ gain on change to assumptions	(5,076,603)	(2,167,994)	(5,705,949)	(2,469,778)
Actuarial (loss)/ gain	(5,161,176)	(2,026,126)	(5,801,007)	(2,308,163)

The main elements of the actuarial loss of £5,161,176 for 2020 are outlined below.

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

- the change in financial assumptions including a fall in the Northern and Southern discount rates, which results in an increase in the value of the liabilities, as shown in the “gain / (loss) due to change in financial assumptions” item in the disclosures;
- the change in demographic assumptions including an update to the mortality assumption, which results in a small increase in the value of the liabilities, as shown in the “gain / (loss) due to change in demographic assumptions” item in the disclosures;
- an increase in the liabilities due to unfavourable currency movements, as shown in the “gain / (loss) due to currency movements” item in the disclosures.

These have been partially offset by:

- an experience gain on the liabilities which arises due to membership movements, as shown in the “experience gain / (loss)” item in the disclosures.

14.c) Analysis of current pension service costs

Loughs Agency recognises as an asset a deferred funding asset of £26,107,212 / €29,039,313 as at 31 December 2020 (2019: £19,874,798/€23,358,850). The net deferred funding for pensions recognised in Income and Expenditure in 2020 includes:

	2020	2019	2020	2019
	£Stg	£Stg	€	€
Deferred Funding for Pensions				
Current service cost	1,019,567	703,362	1,145,963	801,270
Other finance cost	408,019	459,536	458,601	523,503
Benefits paid during the year	(384,192)	(355,384)	(431,820)	(404,853)
	1,043,394	807,514	1,172,744	919,920

14.d) Analysis of current pension service costs

	2020	2019	2020	2019
	£Stg	£Stg	€	€
Service cost (Note 6b)	1,019,567	703,362	1,145,963	801,270
Interest on pension liabilities (note 9)	408,019	459,536	458,601	523,503
Total operating charge	1,427,586	1,162,898	1,604,564	1,324,773

14.e) History of Defined Benefit liabilities

	2020	2019	2020	2019
	£Stg	£Stg	€	€
(Deficit) as at 31 December	(26,107,212)	(19,874,798)	(29,039,313)	(23,358,850)
Experience (loss) / gain	183,542	34,509	206,295	39,312
Percentage of scheme liabilities	(0.7%)	(0.2%)	(0.7%)	(0.2%)

14.f) Deferred Asset for Pensions

	2020	2019	2020	2019
	£Stg	£Stg	€	€
Balance at 1 January	19,874,798	16,928,964	23,358,850	18,924,889
Increase/ (decrease) in deferred funding for pension assets	6,232,414	2,945,834	7,005,046	3,355,893
Currency translation adjustment			(1,324,583)	1,078,068
Balance at 31 December	26,107,212	19,874,798	29,039,313	23,358,850

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

	2020	2019 restated	2020	2019 restated
	£Stg	£Stg	€	€
At 1 January	175,906	483,760	206,742	540,795
(Deficit)/surplus for the year	86,703	(393,109)	97,451	(447,830)
Transfer from revaluation reserve	76,980	85,255	85,734	97,843
Actuarial (loss) / gain on pension scheme	(5,161,176)	(2,026,126)	(5,801,007)	(2,308,163)
Adjustment for deferred pension asset	5,161,176	2,026,126	5,801,007	2,308,163
Currency translation adjustment Note 17a			(12,199)	15,934
At 31 December	339,589	175,906	377,728	206,742

16. Revaluation Reserve

	2020	2019	2020	2019
	£Stg	£Stg	€	€
At 1 January	1,786,120	1,611,375	2,099,227	1,801,356
Increase in revaluation reserve	-	260,000	-	296,192
Transfer from/ (to) Income and Expenditure Account	(76,980)	(85,255)	(85,734)	(97,843)
Currency translation adjustment			(112,399)	99,522
At 31 December	1,709,140	1,786,120	1,901,094	2,099,227

17. Notes to the Cashflow Statement

17.a) Net cashflow from operating activities

		2020	2019 restated	2020	2019 restated
	Note	£Stg	£Stg	€	€
Operating (deficit)/surplus		86,703	(393,109)	97,451	(447,830)
Loss / (profit) on disposal of fixed assets		(6,182)	(14,106)	(6,948)	(16,069)
Depreciation	10	634,543	496,115	713,207	565,174
Capital grant release	13	(557,565)	(415,772)	(626,686)	(473,647)
Net Deferred Pension funding	14	(1,043,394)	(807,514)	(1,172,744)	(919,920)
(Profit) on disposal of capital grant assets		(13,015)	(8,030)	(14,628)	(9,148)
(Increase)/ decrease in debtors	11	415,496	(547,567)	514,729	(660,028)
Increase/(decrease) in creditors	12	(142,642)	746,943	(228,818)	898,938
Pension service cost	14	1,427,586	1,162,898	1,604,564	1,324,773
Pension benefits paid	14	(384,192)	(355,384)	(431,820)	(404,853)
Currency translation adjustment				(12,199)	15,934
Net cash (outflow)/inflow from operating activities		417,338	(135,526)	436,108	(126,676)

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

		2020	2019	2020	2019
	Note	£Stg	£Stg	€	€
Purchase of tangible fixed assets	10	(779,470)	(798,060)	(876,101)	(909,150)
Proceeds from disposal of tangible fixed assets		19,196	27,051	21,576	30,816
Net cash outflow from capital expenditure and financial investment		(760,274)	(771,009)	(854,525)	(878,334)

17.c) Net cash inflow from financing

		2020	2019	2020	2019
	Note	£Stg	£Stg	€	€
Capital grants received	13	779,470	798,057	876,101	909,146
Net cash inflow from financing		779,470	798,057	876,101	909,146

18. Commitments

There were capital commitments at 31 December 2020 of £353,000/€392,645, made up of £190,000/€211,339 in relation to Omagh office rebuild, £99,000/€110,118 in relation to Fish Counter projects and £64,000/€71,188 in relation to office refurbishment. (2019 £574,857/€675,629 all of which related to Omagh office rebuild).

See note 21 for commitments relating to operating leases.

19. Contingent Liabilities

- As at 31 December 2020 the Agency was engaged in bringing a number of civil legal cases relating to pollution incidents. These remain ongoing and the Agency would only become liable for legal costs (estimated £50,000/€55,615) in the event that the proceedings were unsuccessful. In the event that the proceedings are successful the estimated settlement costs outlined above will be discharged by the Defendants.
- As at 31 December 2020, 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 2 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. It is difficult to estimate the costs of the case being heard before the High Court, not knowing what way the outcome will go at this stage. Summons have been issued in the cases being held at the District Court. It is estimated to discharge potential cases and the cases under appeal at the Circuit Court could potentially cost £53,942/ €60,000.
- The 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.
- Furthermore, 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.

The Department of Finance (Northern Ireland) continues to liaise with HM Treasury for proposals to address age discrimination in the wider public service schemes, as a consequence of the McCloud ruling. The Departments' public service pension's consultation to remove the discrimination identified by the courts in the 2015 pension reforms closed in November 2020 and the outcome of the consultation was published on 25 February 2021. Details of the consultation response are available at

<https://www.finance-ni.gov.uk/publications/response-consultation-proposed-changes-transitional-arrangements-2015-schemes>

The rectification process is expected to be long and time-consuming, and will need to address fairly the issue of pension accruals since 2015 and where individuals may have been better off in new schemes. In this regard certain staff of Loughs Agency, who are scheme members of the North/South Pension Scheme, may need to be compensated for any discrimination suffered as a result of the transitional protections.

Quantifying the impact of the judgement at this stage is difficult as it will depend on the compensation awarded, members' future salary increases, length of service and retirement age, and whether (and when) members withdraw from active service. The terms of any possible settlement will require further consideration which will need approval by both the Department of Finance (Northern Ireland) and the Department of Public Expenditure and Reform (Ireland).

On this basis, no provision has been made in the accounts for the McCloud/Sargeant judgment. The North/South Pension Scheme actuary estimates that any compensation payable by Loughs Agency will be up to £350,000 as at 31 December 2020 (2019 £250,000).

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 2020 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 is due to be discontinued in July 2021.
- 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 July 2021.
- 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, due to commence on 1st February 2021 has been entered into with Carlingford Sailing Club at a rate 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	2020	2019	2020	2019
Expiry	£Stg	£Stg	€	€
Not later than 1 year	68,396	18,500	76,078	21,743
Later than 1 year and not later than 5 years	221,161	-	246,000	-
Later than 5 years	833,963	-	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.

None of the members of key management staff or other related parties has undertaken any material transactions with Loughs Agency during the period.

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 or other related parties has undertaken any material transactions with Loughs Agency during the period.

On 22 October 2018, the Agency, acting in partnership with the fishery owners, received a high court settlement for damages to the 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, due to be spent in 2021.

23. Losses and Special Payments

There were no losses or special payments in 2020.

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 so 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.

25. Prior period Adjustment

	At 31 Dec 2019	At 31 Dec 2019
Reconciliation of reserves	£Stg	€
Reserves (as previously stated)	660,763	776,595
Deferred Income Adjustment 2019	(484,857)	(569,853)
Reserves (as re-stated)	175,906	206,742

	At 31 Dec 2019	At 31 Dec 2019
Reconciliation of surplus for the year	£Stg	€
Surplus for the year (as previously stated)	91,748	104,519
Deferred Income Adjustment 2019	(484,857)	(552,349)
Deficit for the year (as re-stated)	(393,109)	(447,830)

At 31 December 2019 an amount of £484,857 in relation to capital money drawn down from Sponsor Departments was carried into 2020 relating to the Omagh office rebuild. This grant was treated as income in the Income and Expenditure. It is felt prudent that this now be restated as deferred income in note 12.

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)

Department of Communications,
Climate Action and Environment
(Ireland)

John Speers

Matthew Collins

Date 22nd March 2019

Date 22nd March 2019