

JNCC Business Plan 2024 to 2025



JNCC Business Plan 2024/2025

- Introduction 2
- Our strategic priorities 2
- Implementing our strategy 2
- Measuring performance 5
- Resources 10
 - Overall funding..... 10
 - Resources by programme 10

Introduction

In May 2023 JNCC launched its new strategy – *Together for Nature: 2023 to 2030*. This strategy sets out the challenges we all face in responding to the intertwined crises of ecological collapse and climate breakdown and describes a shared vision for the work that JNCC will undertake to help nature to recover. The strategy focuses on our role in terrestrial and marine nature conservation and recovery, at the UK level, working with the UK Overseas Territories and inputting evidence and advice to global nature issues.

Our strategic priorities

These priorities set a high-level structure for the broad areas of focus that will direct us towards our intended outcomes:

1. Use our scientific expertise to facilitate a collective response to the global biodiversity crisis.
2. Use our trusted expertise and judgement to evaluate effectiveness of existing policies, and advise on the design of new policies and action, to progress nature recovery.
3. Lead the discussion to align action for nature and climate change, to deliver outcomes that tackle climate breakdown and accelerate nature recovery.
4. Continue to innovate and advance our learning on nature recovery, so that science, technology and new digital knowledge are applied to drive positive environmental outcome.
5. Work collaboratively to support the transition to sustainable blue/green economies, linking nature recovery to societal prosperity and wellbeing.
6. Seek opportunities to integrate the value of nature into decision-making by mainstreaming nature recovery into social and economic policy areas.
7. Invest in our people and culture to ensure an inclusive, collaborative and innovative learning organisation, where staff wellbeing is prioritised, and our partners are engaged and respected.

Implementing our strategy

Following the launch of our strategy we have been developing roadmaps to describe in more detail how each of our programmes will contribute towards the delivery of our strategy. Table 1 below set out the objectives for each of our programmes with Table 2 covering corporate service objective.

Tables 3-6 sets out our key milestones for each quarter this year and how these link to our strategic priorities. One of these milestones sets out our plans to establish a portfolio management office which will be a crucial step in developing our capability to manage our

performance again in relation to these milestones and to develop a range of other reporting tools including key performance indicators (KPIs)

Table 1 Programme Objectives

Programme	Objective
UK Coordination	To provide co-ordination across the four countries to facilitate a shared UK response to international commitments including beginning to evolve the indicators to assess implementation
	To maintain the existing picture of biodiversity state and change across the UK provided through the species surveillance schemes
	To begin to evolve how protected areas are monitored to make better use of technologies and emerging protocols to enable scaling to cover a broader area of the countryside
	Work across the four countries to share experiences on how decisions on land use change can better integrate biodiversity
	To continue to build an understanding of the impact of policies and interventions on UK nature recovery
	Work across the four countries to improve the evidence and processes to address the impacts of pollution on biodiversity
	Work with the four countries to enable the development of a coherent UK network of protected areas
Marine	Provide evidence, advice and services to facilitate marine habitat and species protection in the context of energy security.
	Provide advice to competent authorities and industry facilitates sustainable management of licensed offshore industry activities.
	Deliver designations advice to governments across the UK to further develop the offshore protected area network and conservation advice actively supports the furtherment of conservation objectives across the offshore network.
	Provide support and advice to governments and regulators on the implementation of fisheries management and the broader ecosystem approach to fisheries
	Work with partners, lead biodiversity and environmental data collection, research and development and reporting for offshore Marine Protected Areas and the wider seas.
	Enhance datasets for UK waters and associated products, with improved internal data management and streamlining of processes allowing for better and faster access to data for stakeholders and partners.

Programme	Objective
	Build natural capital evidence to support the management and recovery of marine ecosystems for a sustainable blue economy.
	Support the public consultation and publication of the UK Marine Strategy part 1 assessments and environmental target development.
International	Implement the JNCC International Roadmap setting out how the International Directorate will achieve JNCC’s Strategy to 2030, prioritising activities across MEAs, countries, funding sources and themes.
	Provide policy and operational advice on CITES (the Convention on International Trade in Endangered Species of Wild Fauna and Flora) and illegal wildlife trade, ensuring ongoing compliance and reductions in pressures on biodiversity from illegal and unsustainable trade.
	Lead the development of a new HMG (His Majesty’s Government) Overseas Territories Biodiversity Strategy, in partnership with Overseas Territories (OTs) and Defra.
	Continue to develop a robust evidence base to inform and shape international policy.
	Continue to support UK government with implementation of key biodiversity, pollution and climate change Multilateral Environmental Agreements (MEAs), informing UK negotiating positions and fulfilling reporting obligations with evidence-based advice.
	Influence and make best use of ODA (Official Development Assistance) funding to supporting eligible countries in overcoming challenges that threaten the environment and the livelihoods that depend on them.

For corporate and cross-cutting services, our focus for the year ahead will be to continue to provide high-quality services in support of our delivery teams (UK, Marine and International) whilst identifying and implementing ways to simplify and improve systems and processes. The roll out of our new corporate finance and Human Resources (HR) system this year will provide an opportunity to significantly improve the quality, consistency and timeliness of our core management information.

Table 2 Corporate service objectives

Area	Objective
Communications	Review our communications and stakeholder engagement activities, approaches and resources to further develop our external profile so that we can increase the impact of our work in influencing decision makers and wider society.

Area	Objective
Human Resources (HR)	Develop our workforce planning capability while continuing to support managers to recruit and retain a high quality, motivated and productive workforce which is fairly rewarded and supported in its ambitions to learn and develop.
	Review, update and simplify key HR (Human Resources) and other corporate policies and processes to make it easier for staff and managers to comply with requirements.
Finance	Maintain our robust financial control framework while developing more responsive management accounting information and advice to support budget holders to manage within their delegated limits, and flex and prioritise resources while securing good value for our funders.
Digital and data services	Maintain a robust and responsive service around IT (information technology) support provision, data management and cyber security.
	Provide technical assistance to develop improved management information and support integration of this within our new corporate system.
	Develop the procedures and processes to ensure JNCC can re-establish its technical infrastructure following a serious incident such as a significant cyber security attack.
Governance and Operational Services	Maintain delivery of high quality, timely services to support our customers.
	Maintain effective corporate governance arrangements, managing processes for risk management and internal control, ensuring compliance with the corporate governance framework, to achieve a full statement of internal control at the end of the financial year.
	Embed awareness of sustainable practices within JNCC, refreshing our environmental management system and solidifying environmental responsibility through our ISO 14001:2015 certification process.

Measuring performance

Table 3 - Critical milestones for Quarter 1 of 2024/25.

Strategic Priority	Milestone	Programme
SP1 - Global Biodiversity crisis	Publish the UK Biodiversity Framework and National Biodiversity Strategies and Action Plans (NBSAP) setting out the UK's commitments to the Global Biodiversity Framework	UK Coordination
SP2 - Policy Advice	Publish National Plant Monitoring Scheme (NPMS) annual report and first version of experimental change statistics	UK Coordination

Strategic Priority	Milestone	Programme
	providing a valuable expansion to JNCC's species surveillance suite	
	Publish Phase 2 report of the Third SPA Review	UK Coordination
SP5 - Blue/Green Economies	Facilitate procurement and operationalisation of a mobile laboratory to support the Environmental Pollution Programme Projects and ongoing environmental research work in South Africa.	International
	Define and agree with FCDO JNCC's contribution to the Sustainable Blue Economies programme.	International
SP6 - Integrate Nature	Deliver formal pre-consultation advice to Defra on Tranche 2 Highly Protected Marine Areas.	Marine
SP7 - Invest in People	Establish a Portfolio Management Office	Corporate Services

Table 4 - Critical milestones for Quarter 2 of 2024/25.

Strategic Priority	Milestone	Programme
SP1 - Global Biodiversity crisis	Update the JNCC International Roadmap including prioritisation of JNCC's contribution to Multilateral Environmental Agreements.	International
	Submit Overseas Territories Biodiversity Strategy to Defra, for approval by Ministers in UK Government and Overseas Territories.	International
SP2 - Policy Advice	Support the coordination of biodiversity thematic summaries for the public consultation, and support the UKMS Tasks and Finish group.	Marine
SP5 - Blue/Green Economies	Complete advice and review work in support of implementation of MPA fisheries measures in offshore sites.	Marine
SP7 - Invest in People	Publish JNCC's Annual Report	Corporate Services
	Implement integrated finance and HR corporate system	Corporate Services

Table 5 - Critical milestones for Quarter 3 of 2024/25.

Strategic Priority	Milestone	Programme
SP2 - Policy Advice	Provide expert advice to inform the UK's negotiating position at CBD COP16 in October 2024	International

Strategic Priority	Milestone	Programme
	Collaborate with national and international scientific experts and policy leads to develop and implement UK-led tasks (e.g. regional action plans) under the OSPAR North East Atlantic Strategy.	International
	Provide advice on the revision of GES targets and indicators thresholds, and align with OSPAR	Marine
	Publish the 2024 update of the UK Biodiversity Indicators to highlight progress towards UK nature recovery	UK Coordination
SP4 - Innovate	Continue the development of 25YEP Indicators, including analysis and preparation of Outputs for framework analysis	Marine
SP5 - Blue/Green Economies	Complete 12 deployments to 9 OCPP countries in 2024/25, providing technical assistance in capacity building, stakeholder engagement workshops and technical implementation	International
SP6 - Integrate Nature	Support Welsh Government, in collaboration with NRW, in the public consultation on possible Marine Conservation Zones in Welsh waters	Marine

Table 6 - Critical milestones for Quarter 4 of 2024/25.

Strategic Priority	Milestone	Programme
SP1 - Global Biodiversity crisis	Advise Defra on development of deep-sea mining exploitation regulations within agreed timelines and attend November International Seabed Authority Council Session as part of UK delegation.	Marine
SP2 - Policy Advice	Support Marine Directorate with Nature Positive policy and development of compensatory / wider measures.	Marine
	Plan, deliver and report on Marine Protected Area monitoring surveys for England	Marine
	Plan, deliver and report on Marine Protected Area monitoring surveys for Scotland	Marine
	Deliver HPMA baseline surveys and research and development for tranche 1 HPMA's.	Marine
	Demonstrate the potential of methods to detect finer scale environmental change in response to interventions and recommend how methods and approaches could be scaled.	UK Coordination
	Collate country reporting pro-formas for Habitat Regulations Reporting across the four countries	UK Coordination

Strategic Priority	Milestone	Programme
	Build resources for policymakers to understand possible nature positive scenarios, policy options available within those scenarios, and how models can be used to quantify policy options.	UK Coordination
SP3 - Climate Change	Manage CITES licensing Advisory Service to APHA advising on up to 25,000 CITES licence applications annually, with at least 90% returned within 5 working days.	International
SP4 - Innovate	Support the publication of the final results, including data products in MOAT.	Marine
SP5 - Blue/Green Economies	Advise competent authorities and offshore industry within agreed timelines to facilitate sustainable development.	Marine
	Deliver conservation advice to Defra and devolved administrations in support of Fisheries Management Plan drafting programmes and support the production and review of Environmental reports as part of FMP Strategic Environmental Assessment process.	Marine
	Support the implementation of strategic compensatory measures for offshore wind and the development of further measures.	Marine
SP6 - Integrate Nature	Deliver the Offshore Wind Environmental Evidence Register (OWEER) #6 for The Crown Estate.	Marine
	Deliver the Marine Noise Registry Phase 3.	Marine
	Deliver the Marine Recorder Online system, a modern marine benthic data management system for use by governments, CNCBs, government agencies and NGOs. Soft launch in Q1, with final product launch in Q4.	Marine
	Report on potential approaches to assessing displaced environmental impacts associated with domestic land use change and make recommendations for the assessment of sustainable consumption into the future.	UK Coordination
	Create and publish at least four fully documented ecosystem service demand maps to support spatial prioritisation of land use within Defra's Environmental Land Management framework	UK Coordination
	Release an operating version of the UK Air Pollution Assessment Service tool with a Customer Contact Service to	UK Coordination

Strategic Priority	Milestone	Programme
	streamline risk assessment and facilitate permissions for emission reducing activity.	
	Deliver three JNCC-led Year 3 mNCEA projects on time, to specification and on budget.	Marine
	Support the implementation of British Energy Security Strategy and Environmental Improvement Package.	Marine

Resources

Overall funding

Table 7 Funding forecast for 2024/25

Funding (£'000)	2024/25
Baseline GiA Total	8,098
Other GiA allocations and adjustments at start of year	2,545
Delegated Authority Document total	10,643
In year GiA transfers (forecast)	10,485
Total GiA	21,128
Ocean Country Partnership Programme	3,802
Other income (forecast)	2,721
Total funding	27,652

Resources by programme

Table 8 Resources by programme – Budget and headcount

Programme	Budget (£'000)	FTE
International	7,565	75
Marine	7,936	99
UK Coordination	6,757	65
Corporate Services	5,394	66
Total	27,652	305

JNCC is the only statutory nature advisor to all four countries of the UK. We provide robust scientific evidence and advice to help decision makers turn science into action for nature to guide the UK on a sustainable path. We work across land, sea and air with partners throughout the UK, the UK Overseas Territories, the Crown Dependencies and around the world. For over 30 years our trusted expertise, dedication and skills have underpinned nature conservation and recovery. We know that a thriving natural world is essential for humanity's prosperity and wellbeing. We use our convening power to bring stakeholders together to drive innovative action in the interests of local and global nature conservation and recovery.

JNCC. 2024. JNCC Business Plan 2024 to 2025.
<https://hub.jncc.gov.uk/assets/1cff7410-6f1b-4f00-8ea9-d87900e724e5>

-  jncc.gov.uk
-  twitter.com/JNCC_UK
-  linkedin.com/company/jncc
-  facebook.com/JNCCUK
-  youtube.com/JNCC_UKvideo