



This paper was provided to the Joint Committee for decision/discussion or information. Please refer to the minutes of the meeting for Committee's position on the paper.

To view other Joint Committee papers and minutes visit <http://www.jncc.gov.uk/page-2671>

To find out more about JNCC visit <http://www.jncc.gov.uk/page-1729>

JOINT NATURE CONSERVATION COMMITTEE

MANAGEMENT CHANGES WITHIN THE JNCC SUPPORT UNIT

Paper by Marcus Yeo

1. Background

- 1.1 In January 2004, senior management within the Support Unit was strengthened by the appointment of a new Director. The new post (Director of Resources and External Affairs) will work alongside the Director of Science, and will support the Managing Director in managing the work of the Support Unit. In line with this appointment, existing management structures will be revised from April 2004.
- 1.2 These changes will enable the Support Unit to deliver its business more effectively, and will be particularly important over the next 1-2 years, as the JNCC begins to implement its new strategy and the FMPR changes are made.

2. Management responsibilities within the Support Unit

- 2.1 The Director of Science and Director of Resources & External Affairs will report to the Managing Director. Team management responsibilities within the Support Unit will be divided between the two directors. These arrangements are illustrated in Annex A.
- 2.2 From April 2004, the existing Support Unit Management Team will be replaced by several smaller and more focused management groups.
- 2.3 There will be a small top-level *Management Board*, comprising the Managing Director and the two other directors. This will be responsible for managing the Support Unit efficiently and effectively, and assisting the Joint Committee in discharging its responsibilities. It will meet 10-12 times a year.
- 2.4 The Management Board will be supported by two *performance groups*, which will meet quarterly to develop the organisation's business plans, and monitor financial performance and target delivery during the course of the year.
- 2.5 There will also be two or three *policy groups*. These groups will advise on strategic priorities, ensure effective co-ordination across work areas, and develop policies and procedures. These groups will probably meet three times a year.

3. Committee is asked to note the Management changes within the Support Unit.

Annex A. Team management responsibilities within the Support Unit

