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## **JOINT NATURE CONSERVATION COMMITTEE**

### **FMPR UPDATE**

#### **Paper by Sue McQueen**

#### **1. Regulatory Reform Order**

- 1.1 In December 2003, the Department for Environment, Food and Rural Affairs (Defra) issued a consultation on proposals for changes to the Environmental Protection Act 1990. A draft JNCC response was circulated to Committee members in February 2004. A revised draft, incorporating comments received from Committee, was endorsed by the FMPR sub-group on 25 February. This response, attached at Annex A, has now been submitted to Defra.
- 1.2 Responses to the consultation will be incorporated by Defra into an explanatory document that will be considered alongside the draft order by parliamentary scrutiny committees in both houses of Parliament.
- 1.3 Defra is arranging a meeting of the FMPR Steering Group in March to allow consideration of any issues arising from the consultation.

#### **2. Corporate governance arrangements**

- 2.1 Two possible models have been developed for the company limited by guarantee that will be established in conjunction with changes to the Environmental Protection Act. The sub-group indicated its preference for one of the two models, which will be presented for comment to the FMPR Steering Group.
- 2.2 A Management Statement and Financial Memorandum for the JNCC are being developed in discussion with the country agencies. These are based on the broad underpinning principles that have been agreed with the agencies, Defra and the devolved administrations.
- 2.3 All of the key corporate governance documents (including the preferred company model) will be presented as a package to Committee in June.

#### **3. Staffing arrangements**

- 3.1 Work is progressing well on establishing a single set of terms and conditions for JNCC staff. A provisional pay structure, other aspects of remuneration, and associated long-term costings have been considered

by the country agency resource directors and the FMPR sub-group. Informal discussions have also taken place with Defra's pay unit and the Trade Union Side.

- 3.2 A pay remit will be developed during the next few weeks with the intention of submitting this to Defra by the end of April. It is proposed that Committee delegates endorsement of this pay remit to the FMPR sub-group prior to its submission to Defra.
- 3.3 The country agencies and the JNCC have collaborated to determine a common approach to managing the transfer of staff between employers and this will be discussed with each Trade Union branch during the next few weeks.
- 3.4 Good progress has also been made on developing personnel policies and a HR information system has been purchased.