



Iascach Intíre Éireann
Inland Fisheries Ireland

BOARD OF INLAND FISHERIES IRELAND

Meeting Report - 30 June 2025

This report provides an outline of agenda items raised at this meeting.

BOARD MEETING – 30 June 2025

1. Administration and Monthly Reporting

1.1 Agenda Adoption /Conflicts of Interest Declaration/ Adherence to Confidentiality

The agenda was adopted and no conflicts in respect of matters on the agenda were declared by members. The confidential nature of matters to be raised was agreed.

1.2 Minutes of the meetings of April 30 and June 3 2025

Papers distributed: 1.2.1 DRAFT Board Meeting Minutes 30 April 2025_OpenSess_Chair Rv'd; 1.2.2 DRAFT Board Meeting Minutes 3 June 2025_PrivSess_Chair Rv'd; 1.2.3 DRAFT Board Meeting Minutes 3 June 2025

RESOLUTION: Approval of the draft minutes of the Board meetings of 30 April 2025 and 3 June 2025.

Matters Arising: No matters were raised.

1.3 Actions & Resolutions from previous meetings

Papers distributed: 1.3.1 Board Meetings Actns Arising_2025; 1.3.2 Board Meetings Resolutions_2025
These papers were taken as read and noted. The Deputy CEO updated members on actions arising.

1.4 CEO's Report/Main Board Report

Papers distributed: 1.4.1 Board Report June 2025

Presenting: Deputy CEO

This paper was taken as read. S. Campion highlighted a number of areas raised in the Board Report for June. These matters included: the proposal to make Inland Fisheries Ireland the Competent Authority for [Article 55](#) on Recreational Fisheries; the integration of the Barriers Mitigation Division in Board reporting; the IFI brand omnibus survey; legal costs in relation to the case taken against a local authority regarding unauthorised works; ongoing conveyancing requirements for the sale of the cottages at Aasleagh; and the submission of IFI's 'urgent requirements' for the July Miscellaneous Provisions Bill. The Head of Research & Development briefed members on the volume of increased activity anticipated following adoption of the role of competent authority for Article 55 and the implications of the new pollack regulations. The Deputy CEO noted the reduced number of bank accounts, a discount received for internal audit services and the completion of a staff survey on internal communication. She also responded to queries in relation to H&S incidents.

1.5 Governance & Risk Report – not due for this meeting.

2. Strategy and Planning

2.1 Strategic Plan 2026-2030 Update from EY

Papers distributed: 2.1.1 IFI Statement of Strategy Working Document; 2.1.2 IFI Statement of Strategy Status Update

Presenting: EY Representatives

The EY team joined the meeting. The Chair of the Corporate Strategy Steering Group provided a brief introduction. EY presented a timeline of project progress and delivery of the final working. A. Browne stated that the purpose of the session was to obtain feedback on: the draft vision, mission, and values; draft outcomes of the 4 priority areas and draft enablers, prior to further stakeholder consultation. Members considered these aspects of the working document, and their feedback was debated in significant detail.

2.2 Recommendations of the Working Group on the Development of an IFI Policy Paper on Salmon

Papers distributed: 3.6.2.1 WGIPPS-PART-A-CONTEXT-V1; 3.6.2.2 WGIPPS-PART-B-Recommendations-V2; 3.6.2.3 WGIPPS Report on Licencing and Permits - June 2025

Presenting: Head of Research & Development, Head of Operations

Chair of the WGIPPS P. Connolly introduced the papers and provided an outline of the work undertaken which resulted in 9 recommendations being made in the position paper. The Chair expressed the Board's deep appreciation of the achievements of the Working Group. He proposed that the Board focuses its consideration on the final recommendation, which provided two options for angling and commercial activities in an attempt to arrest stock declines.

A lengthy discussion ensued, referencing: the severity of decline in salmonid stocks; conservation limits; lethal and sub-lethal effects of catch and release angling; permits; commercial fisheries; Departmental perspectives; engagement with the Department of Agriculture Food and the Marine (DAFM); quota splitting; previous buyouts; heritage fishing; stakeholder expectations and rated fisheries. C. Gallagher informed members that a conservation report must be completed by year end demonstrating planning for urgent and transformative actions' in relation to pressures identified.

3. Sub-Committee Presentations / Recommendations

3.1 Audit & Risk Committee (ARC)

Papers distributed: 3.1.1.1 Mins of Audit Risk Meeting 26 March 2025_APPRVD 20 May 2025; 3.1.1.2 Mins of Audit Risk Meeting 20 May 2025_APPRVD in principle; 3.1.2 Board Finance Report Q1 2025 - May_June 2025; 3.1.2.2 Board Finance Report 2025-June 2025; 3.1.3 DRAFT Internal Audit Review - Procurement 2024; 3.1.4 DRAFT Internal Audit Review - Vehicle Fleet 2023; 3.1.5 Internal Audit Charter IFI Draft v2; 3.1.6 Fixed Assets - Change in Accounting Policy & Practice; 3.1.7 DRAFT Anti-fraud Anti-corruption Policy V2; 3.1.8 DRAFT Protected Disclosures Policy V5

These papers were taken as read. The Chair of the Audit & Risk Committee, J. Maguire, presented the recommendations being made to the Board from the ARC meeting of 20 May 2025. She referenced the Finance Reports to June and the proposed budget updates. She briefed members on the internal audit reviews of Procurement and Vehicle Fleet, stating that the audit opinion was of limited assurance. She stated that the Committee discussed the findings and recommendations in detail and made a number of suggestions in relation to procurement which the ELT has taken on board. She added that that the ARC had been briefed on the additional resources within the Procurement Unit and sanction for a Procurement Officer to be appointed within the Barriers Mitigation Division. Ms. Maguire advised members that the purpose of the audit of IFI's vehicle fleet management, while providing assurance in relation to value for money and optimisation of fleet utilisation, was to assess the implementation of control measures following an incident in relation to fleet insurance. The Deputy CEO confirmed that the implementation of audit recommendations are tracked and reported to the ARC. She responded to a query in relation to staff assigned vehicles private mileage up to 12k km, adding that staff are liable for Benefit in Kind. The Deputy CEO provided a briefing on the draft updated Anti-Fraud and Anti-Corruption and Protected Disclosures Policies. She added that a confidential reporting portal would be launched and stated that management of anonymous disclosures was included in the policy.

RESOLUTION: Approval of the following matters:

Draft Internal Audit Review – Procurement 2024
Draft Internal Audit Review – Vehicle Fleet 2022
Updated draft Internal Audit Charter
Change of accounting policy in relation to Fixed Assets (Work in Progress)
Draft reviewed Anti-fraud and Anti-corruption Policy
Draft reviewed Protected Disclosures Policy

3.2 Human Resources Sub-Committee (HRSC)

Papers distributed: 3.2.1.1 Mins of HRSC Meeting 18 Nov 2024_APPRVD 3 June 2025; 3.2.1.2 Mins of HRSC Meeting 14 Mar2025_APPRVD 3 Jun2025; 3.2.1.3 Mins of HRSC Meeting 3 Jun 2025_APPRVD in principle; 3.2.2.1 Arrangement for Appointment of a Deputy CEO

Presenting: Chair of HRSC

These papers were taken as read and noted. The HR Sub-Committee Chair briefed members on the nature of activities undertaken by the Sub-Committee which included: recruitment, resourcing, job

specifications, policy review and acting-up arrangements. He anticipated work in relation to a forthcoming competition for the role of Head of Human Resources.

3.3 Property Sub-Committee (PSC)

Papers distributed: 3.3.1 Property Sub-Committee Meeting Minutes 17 02 25; 3.3.2 Terms of Reference Property Sub committee 2.2

Presenting: Chair of PSC, M. Graham

These papers were taken as read. The Chair of the Property Sub-committee provided a brief outline of the recent work of the Sub-Committee which comprised: the multi-annual capital plan and the property optimisation. She also presented the Sub-Committee's updated Terms of Reference.

RESOLUTION: Approval the **updated Property Sub-Committee ToR.**

3.4 Governance Review Steering Group (GRSG) – not raised at this meeting.

3.5 Corporate Plan (Strategy) Steering Group (CPSG)

Papers distributed: 3.5.1 Mins of CPSG Meeting 12 March 2025_APPRVD 7 May 2025

Presenting: Chair of the CPSG

This papers was taken as read with minutes noted. EY facilitated a workshop of the draft strategy working document under item 2.1 on the agenda.

3.6 Working Group on the development of an IFI Position Paper on Salmon (WGIPPS)

Papers distributed: 3.6.1.1 20250410_WGIPPS Mtg Mins; 3.6.1.2 20250515_ WGIPPS Mtg Mins; 3.6.1.3 20250612_WGIPPS Mtg Mins

Presenting: Chair of the WGIPPS

These minutes were taken as read and noted. The output of the work of the WGIPPS was taken under item 2.2.

4. Stakeholder Update – not raised at this meeting.

5. National Barriers Mitigation Programme

Paper distributed: 5.1.1 NBMP_01.03.05_002 Portlaw Construction_I03_June_2025; 5.2.1 NBMP_01.03.07_002 Dungloe Construction_I02_June_2025; 5.3.1 NBMP_01.03.11_001 SI Compensation_I01

Presenting: Head of Barrier Mitigation

These papers were taken as read. Queries on the papers distributed were addressed. The Board expressed its satisfaction with her presentation and responses.

RESOLUTION: Approval of the following matters:

Appointment of successful tenderer(s) to construct fish passage project at Portlaw, Co. Waterford
Expenditure for tender and appointment of contractor for design and construction of fish pass improvements at Dungloe fish counter and weirs
Establishment of a compensation procedure for site investigation works

6. Items for Approval

6.1 Additional Allocation of Non-pay Budgets Report

Papers distributed: 6.1.1 Add Alloc Non-Pay Budgets 2025 V3 - June '25

Presenting: Deputy CEO

This paper was taken as read. The Board was satisfied with the paper presented.

RESOLUTION: Approval of additional allocation **of Non-Pay Budgets and the release of funds from Reserves.**

6.2 Funding/ Resources Submission to DCEE and Article 55 Request

Papers distributed: 6.2.1 IFI to DCEE Estimates campaign submission - ARC feedback applied; 6.2.2 Article 55 June 2025 - ARC feedback applied

Presenting: Deputy CEO

These papers were taken as read. The Deputy CEO presented on the submission papers which had been reviewed by the ARC. She briefed members on the significant consequences of the assignment of IFI's 'competent authority' status on staffing/IR, angler registration, and reporting requirements/ frequency. The Chair confirmed that he had raised the matter with the new Assistant Secretary in the Department, Martina Hennessy. The Board suggested that a collaborative approach to coastal zone management might be beneficial. S. Campion informed members that she met with CEO of the Marine Institute (MI), Rick Officer, last week and that B. Fox had met with representatives of the National Parks and Wildlife Services (NPWS), the Sea Fisheries Protection Authority (SFPA) and Waterways Ireland (WI) recently. She asserted that in the first instance it was important to clearly establish responsibilities and that integration would be necessary.

The Board noted the submission of the summary request for 20 additional headcount and associated funding of €1.134m, with non-pay funding of €977k. The Board also noted the submission of the request to DCEE for staff and funding for IFI to support mandatory reporting and compliance with angling restrictions per EU Regulation – estimated costs of management €3.075million including 30 additional staff.

6.3 Capital Request – Shed Brackwansha

Papers distributed: 6.3.1 Capital Request Shed Brackwansha - June 2025

Presenting: Deputy CEO, S. Campion

These papers were taken as read. S. Campion outlined the reason for the delay in closing out these capital works, which had been scheduled for completion in 2023, indicating that costs have increased since commissioning.

Resolution: The Board of IFI approves **capital funding of ~€18k for 2025 and €45.5k for 2026 to procure the construction of a shed at IFI's base in Brackwansha, L. Conn.** Additionally, approval for ELT to approve an increase of 10% without recourse to Board should tendering exceed expected costs.

6.4 Capital Request – Electrofishing Equipment Purchasing Tender

Papers distributed: 6.4.1 Electrofishing Equip Tender

Presenting: Deputy CEO

These papers were taken as read. Members were satisfied with presentation by S. Campion.

Resolution: The Board of IFI **approves the contract award to Electrofishing Services Ltd to establish a framework for electrofishing equipment purchases ~€700k over 4 years.**

6.5 Recommendation – Change to composition of Development Oversight Group

Papers distributed: 6.5.1 Review of Dev Oversight Group

Presenting: Head of Operations

These papers were taken as read. The Board noted the change in composition of the Development Funding Oversight Group to provide additional assurance that funds are being administered in line with the funding scheme rules.

6.6 Recommendation – Cong Hatchery Smolt Production Cessation

Papers distributed: 6.6.1 Cong Hatchery Salmon Smolt Production 2026

Presenting: Head of Operations

These papers were taken as read. A detailed discussion ensued on the options in relation to smolt production at this site: 1) cease production and release of smolts, 2) continued production and release into Corrib and Erriff catchments subject to compliance with environmental legislation. A series of environmental, reputational and financial risks were outlined in the paper distributed. The Head of Research & Development clarified that there is no requirement for production from a research position. With regard to the possibility for research on smolt migration, which the hatchery might facilitate. C. Gallagher observed that ranch fish survival at sea is 1% compared to wild stock at 4-5%. He stated that IFI has not used the Cong stock for research since 2018 and added that accepted advice now is not to ranch fish. The cost of running the Cong Hatchery is almost €270k per year and it was asserted that it remained in operation primarily due to legacy management issues. The Head of Operations continued that its closure forms part of the consolidation of IFI's fish farm operations. It was noted that to remain open further capital investment of €325k and further environmental assessments would be required as well as an abstraction licence and appropriate assessments regarding impacts to other qualifying

interests in the SAC. C. Gallagher stated that geneticists and ecologists nationally and internationally are in agreement that ranching is detrimental to wild stock. While there was general agreement that the science and conservation considerations required the closure of the hatchery, R. O'Dwyer requested his dissent is recorded and cautioned that there would be significant stakeholder reaction.

Resolution: The Board of IFI **approves cessation of the production of ranched salmon smolts at Cong Hatchery and their release into the Erriff and Corrib catchments.** Returning adult ranched salmon should continue to be removed and recorded for several more years until returns cease for the Erriff and Corrib catchments.

6.7 Recommendation - Re-allocation of Dormant Account Funding

Papers distributed: 6.7.1 Re-allocation Dormant Account Funding

Presenting: Head of Operations

These papers were taken as read. The Board was satisfied with the presentation by the Head of Operations.

Resolution: Approval to seek reallocation of **€201,584 of funding from the Go Fishing Fund measure to the Targeted Anglers measure.**

6.8 Recommendation - Angling & Commercial Licence Prices 2026

Papers distributed: 6.8.1 Angling and Commercial Licence Prices 2026

Presenting: Head of Operations

These papers were taken as read. The Board notes that licence prices will not change in 2026.

6.9 Recommendation - Enter into Public Consultation for review of Bye-law 806 & 809 2006

Papers distributed: 6.9.1 Bye-law 806 and 809, 2006

Presenting: Head of Operations

These papers were taken as read. The Head of Operations responded to queries on the recommendation and informed members that it was proposed to attach a schedule of coarse fish. The Chair stated that the consultation process should ideally happen before the completion of the management plan for the western lakes is decided upon as he expected it would inform the approach taken in the management plan.

RESOLUTION: Approval to go to public consultation on a review of **Bye-law 806 and 809, 2006**

6.10 Grant Approval - RiverWood 2025

Papers distributed: 6.10.1 RiverWood 2025 - grant approval

Presenting: Head of Operations

These papers were taken as read. Members were satisfied with the supporting paper.

RESOLUTION: Approval for sign-off of the funding grant agreement **with EPA for the RiverWood project**

6.10 Recommendation - Judicial Review

Papers distributed: 6.11.1 SWRBD-2024-2KENVR JR

Presenting: Head of Operations

These papers were taken as read. Insights were provided into the matters raised in a recent court hearing where the presiding judge found 'no order' in relation to 3 fisheries cases in the District Court in Killarney on 30 May 2025. Following legal advice and Board deliberation an action was agreed unanimously.

RESOLUTION: Approval to progress **Judicial Review**

7. Items for Noting

7.1 Doohoma Jet ski Incident Bangor District Report

Paper distributed: 7.1.1 Doohoma Jet ski Incident Report June 2025

Presenting: Head of Operations

This paper was taken as read and noted. The Head of Operations responded to queries on the matter and confirmed that the standard operating procedure for jet skis will be updated to include a review of PPE.

7.2 Terms of Reference Executive Leadership Team (ELT)

Paper distributed: 7.2.1 Terms of Reference - ELT; 7.2.2 Terms of Reference - SLT

Presenting: Deputy CEO

These papers were taken as read and noted.

8. Key Reporting

8.1 IFI Risk Management Framework

Paper distributed: 8.1.1 Corporate Risk Register V12.0; 8.1.2 2025 06 16 Board Key risks

Presenting: Deputy CEO

The Chief Risk Officer (CRO) provided an outline of progress being made on the risk registers. He responded to queries in relation to the Board Key Risks Report.

8.2 Business Plan Q2 2025 – Incl. PDA Statistics 2025 - Not raised in this meeting.

8.3 Oversight Agreement / PDA Statistics 2025 - Not raised in this meeting.

8.4 Annual Report & Accounts - Not raised in this meeting.

8.5 Heads of Function Statements of Assurance - Not raised in this meeting.

8.6 Delegation of Authority Register - Not raised in this meeting.

8.7 Self-Assessment - Not raised in this meeting.

9. Policies

9.1 Annual Policy Review - Not raised in this meeting.

9.2 Changes/Updates – in line with delegation scheme - Not raised in this meeting.

10. Governance Plans

10.1 Review of Governance Year Planner – Board

Papers Distributed: 10.1.1 Review of Board Governance Year Planner - June 2025

This paper was taken as read and noted.

10.2 Review of Governance Year Planner – Executive - Not raised in this meeting.

10.3 Board Effectiveness Review- Not raised in this meeting.

11. AOB

The Chair acknowledged the work of both Head of Research and Development Dr Cathal Gallagher and the Head of HR, Paula Byrne's last meeting. The Board expressed its sincere gratitude and extended its good wishes to them both for the future.

Western Lake Management Plan

Paper distributed: Copy of Declan Cooke (Habitats Unit) presentation was distributed at the meeting. Dr Milton Matthews provided a presentation on the historical context of the Western Lakes Management Plan.

Session without the Executive