



Iascach Intíre Éireann
Inland Fisheries Ireland

BOARD OF INLAND FISHERIES IRELAND

Meeting Report - 17 September 2025

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

BOARD MEETING – 17 September 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. The resignation of Dr Paul L. Connolly on 11 September was noted by members, and good wishes were extended for the future.

1.2 Minutes of previous meetings – Matters arising

Paper(s) distributed: 1.2.1.1 DRAFT Board Meeting Minutes_Open_30 June 2025; 1.2.1.2 DRAFT Board Meeting Minutes_Closed_22 August 2025; 1.2.1.3 DRAFT Board Meeting Minutes Open_29 August 2025; 1.2.1.4 DRAFT Board Meeting Minutes_Open_5 Sept 2025

RESOLUTION: Approval of the draft **minutes of the Board meetings of 30 June, 22 August 2025, 29 August 2025 and 5 September 2025.**

Matters Arising: No matters were raised.

1.3 Actions & Resolutions from previous meetings

Paper(s) distributed: 1.3.1 Board Meetings Actns Arising_2025@9SepT2025; 1.3.2 Board Meetings Resolutions_2025 @22Aug2025

These papers were taken as read and noted.

1.4 Board Report September (Deputy CEO)

Papers distributed: 1.4.1 Deputy CEO's Report September 2025

Presenting: Deputy CEO

This paper was taken as read. The Deputy CEO provided a verbal update on the matters within the Board Report including queries in relation to the National Barrier Mitigation Programme funding commitment by the Department of Housing, Local Government and Heritage (DHLGH); and a contract of service for an interim Head of HR. The Board cautioned that the contract should be managed closely.

The Deputy CEO reported on: the submission to the Department for resources to deliver on obligations under Article 55; stakeholder sentiment; a letter from Salmon Watch Ireland to the DHLGH; staff events and the importance of culture; and nitrate test kits available for citizen science. The Board requested an assessment of the capacity to deliver on the obligations of Article 55. On behalf of the Board, Prof. Collins thanked the DCEO for her Board report and for all her work during her term as Deputy CEO which comes to an end today.

2. Strategy and Planning

2.1 Strategic Plan 2026-2030 Update

Papers distributed: 2.1.1 IFI Statement of Strategy 2026-2030_for consultation; 2.1.2 IFI Statement of Strategy - Consultation is open

Presenting: Deputy CEO

These papers were taken as read. The DCEO provided an update on the progress of activity on the development of IFI's Statement of Strategy. She responded to queries about the consultation process; the role of EY in the remaining project activities; and the anticipated finalisation date. Due to the vacancy arising from P. Connolly's resignation, it was agreed to appoint J. Derham as Chair of the Corporate Plan Steering Group (CPSG) for the final stage of the project.

2.2 IFI Salmon Policy Paper – Update

Papers distributed: 2.2.1 Salmon - Sept 2025

Presenting: Head of Operations

This paper was taken as read. The Head of Operations provided a briefing on the outputs presented in the paper. He reported on and responded to queries in relation to: the possibility of national versus individual river measures; the [TEGOS](#) advice on Conservation Limits; anecdotal versus recorded data; and the variation in fisheries returns; the urgent and transformative measures being undertaken by the organisation to address the pressures of pollution, habitat degradation and aquaculture; the actions being taken in countries where 'returners' and 'spawners' results significantly exceed conservation limits; and the need for a protocol for catch and release.

With reference to the management of Special Areas of Conservation (SAC) where Atlantic salmon have a qualifying interest, the Board noted that no dedicated management roles are appointed. The Board requested an authoritative approach within the report without impacting the scientific facts.

RESOLUTION: Adoption of the **actions needed to safeguard wild Atlantic salmon for submission to the Minister for Climate, Energy & the Environment (DCEE) for approval.**

2.3 Blackwater Fish Kill – Update

The Deputy CEO provided a verbal update on this matter, stating that data was awaited from Cork County Council. She stated that IFI will attend a session of the Joint Oireachtas Committee on Climate, Environment and Energy. The DCEO reported on the meeting of the multi-agency group and the press release issuing today and the series of parliamentary questions being responded to.

2.4 Update on Cong Hatchery Closure

The Deputy CEO provided a verbal update on this matter.

2.5 Update on Great Western Lakes Management Plan including Bye Laws 806 & 809

The Head of Operations provided a verbal update on the status of the bye laws following consultation.

2.6 Appointment of CEO

This matter was considered within the closed session of the meeting.

3. Sub-Committee Presentations / Recommendations

3.1 Audit & Risk Committee (ARC)

Papers distributed: 3.1.1 Finance Report Management Accs at 30 June 25 and Q2 Financials; 3.1.2 Governance & Risk Report Q2 2025; 3.1.3 IAU - Grant Mgt Review Report; 3.1.4 IAU - Learning & Development Review Report; 3.1.5 Governance, Internal Control and VFM issues in IFI; 3.1.6.1 NBMP_01.03.04.002 Barrier Mitigation Fund - Scheme 1 Approval_I02; 3.1.6.2 NBMP_ 01.03.13_001 .RP_Expenditure 9no BM Projects_I03; 3.1.7 Review of Effectiveness - ARC 2025

Presenting: Chair of ARC, J. Maguire

These papers were taken as read. The ARC Chair confirmed that the Financial Management Software (FMS) detailed procurement process was continuing. It was noted that the Department of Housing, Local Government and Heritage confirmed its satisfaction with the BMP governance arrangements.

Adoption of the draft Internal Audit Review – Grant Management
Adoption of the draft Internal Audit Review – Learning & Development 2025
Approval of the award of funding from the Barrier Mitigation Fund Scheme No.1 to the successful applicants with a fund value of up to €13,655,332.90 incl. VAT.
Approval of the estimated total expenditure of >€5m for the 9 no on-going projects; Annacotty Fish Passage Project; Bakery Weir; Brett's Weir; Castlecree Weir; Cloghane Culvert at N22, Co. Kerry; Clohamon Weir; Dalligan Weir; River Dodder Fish Passage Project; Pallas Weir.

3.2 Human Resources Sub-Committee (HRSC)

Papers distributed: 3.2.1 HRSC Meeting Mins 1 September 2025_Aproved in Principle; 3.2.2 DRAFT Reviewed ToR HRSC 2025 v1.1; 3.2.3 Review of Effectiveness - HRSC 2025

Presenting: Chair of HRSC

These papers were taken as read and noted. The HR Sub-Committee Chair briefed members on the ongoing work by PwC on HR policy and also outlined revisions to the HRSC workplan. Due to Board resignations in 2025 the HRSC has lost two members and it was agreed to ensure the continuing work of the Sub-Committee.

RESOLUTION: The Board of IFI approves the draft **HR Sub-Committee ToR to include an amendment such that the Sub-Committee may co-opt members.**

3.3 Property Sub-Committee (PSC)

Papers distributed: 3.3.1 PSC Meeting Mins 19 May 2025; 3.3.2 PSC IFI Property Optimisation Strategy 2025 - Sept 2025; 3.3.3 PSC-Property Disposal Proposal Sept 2025; 3.3.4 PSC Fish Counter Upgrade Programme-Sept 2025; 3.3.5 Oversight of Gov & Int Controls for PSC Sept 2025; 3.3.6 DRAFT ToR PSC 2025

Presenting: Chair of PSC, M. Graham

These papers were taken as read and noted. The Chair thanked J. Derham for temporarily taking L. O'Donnell's position on the Sub-Committee.

Approval of the disposal of 'The Bunker', Lee Road, Cork City in line with IFI's strategy and business plan HLO 06
Approval of the purchase of four resistivity counters and one Vaki Riverwatcher optical counter to safeguard the medium-term future of the Fish Counter Programme to a value €50k
Approval of the updated Terms of Reference for the Property Sub-Committee
Approval of the allocation of capital funding for the water monitoring equipment prioritised for 2025 to a value €50k

3.4 Governance Review Steering Group (GRSG)

Paper distributed: 3.4.1 GRSG Mtg Mins - 13 May 2025_APPRVD 8 Sept 2025

These minutes were taken as read and noted. The Chair of the GRSG briefed members on the current activity of the group in seeking necessary organisational assurances.

3.5 Corporate Plan (Strategy) Steering Group (CPSG)

This item was taken 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 WGIPPS Mtg Mins 17 June 2025_Approved

These minutes were taken as read and noted. It was agreed to formally stand down the working group and the Chair thanked those on the group for their valuable time and energy.

4. Stakeholder Update

4.1 National Inland Fisheries Forum

Papers distributed: 4.1.1 NIFF Meeting Minutes_23 January 2025

The Deputy CEO indicated that an updated draft updated NIFF Terms of Reference and meeting code of conduct would be presented at the October Board meeting.

5. National Barriers Mitigation Programme

5.1 Presentation by Department of Housing, Local Government and Heritage (DHLGH)

Papers distributed: 5.2.1 Sept 2025_ DHLGH Letter to IFI re BMP Funding; 5.2.2 IFI Board Meeting 17 Sept 2025 (slide deck)

Staff from the Water Advisory Unit of DHLGH joined the meeting. They responded to queries on: the risk of cashflow issues on a project of this scale; project cost forecasting; and on river basin management planning. They stated that IFI have put in place the technical and programme management experience to implement the BMP and that the DHLGH is happy with the processes and governance in place.

RESOLUTION: Agreement to the **terms of the letter dated 16 September from DHLGH as outlined.**

6. Items for Approval

6.1 Updated Matters Reserved to the Board

Papers distributed: 6.1.1 Matters for Decision of the Board V3.7_Apptmnt of DCEO_DRAFT
This paper was taken as read. The Board was satisfied with the proposed amendments.

RESOLUTION: Approval of the updated **Matters Reserved to the Board**.

6.2 Dormant Accounts Construction

Papers distributed: 6.2.1 Dormant Accounts Construction - Sept 2025

Presenting: Head of Operations, B. Fox

These papers were taken as read. Members were satisfied with the Deputy CEO's presentation.

RESOLUTION: Pre-approval of **capital works and the awarding of contracts over €200,000** for the **Dargan and Shepperton Lakes** works.

7. Items for Noting

7.1 Development Projects Progress Report Q2 2025

Paper distributed: 7.1.1 Development Projects Progress Report for Q2 - Sept 2025

Presenting: Head of Operations, B. Fox

This paper was taken as read and noted.

7.2 Internal Audit – RIB Fleet Review 2022 Report

Paper distributed: 7.2.1 RIB Fleet Review 2022 - Sept 2025

Presenting: Head of Operations, B. Fox

This paper was taken as read and noted. The Board discussed: patrol numbers; Article 55; KPIs; and joint patrols with the Sea Fisheries Protection Authority (SFPA).

8. Key Reporting

8.1 IFI Risk Management Framework

The Deputy CEO informed members that the interim Chief Risk Officer had been appointed and had completed work with the Executive Risk Committee on risk registers.

8.2 IFI Business Plan Q2 2025

Paper distributed: 8.2.1 IFI Business Plan 2025 Q2 Update - Sept 2025

Presenting: Deputy CEO

This paper was taken as read and noted. The Deputy CEO provided a brief update on progress on the IFI Business Plan 2025.

8.3 Oversight Agreement (OA)/ Performance Delivery Agreement (PDA) Statistics 2025

Paper distributed: 8.3.1 OA PDA 2023- 2025 Q2 outturns

Presenting: Deputy CEO

These papers were taken as read. The Deputy CEO provided a verbal update on the PDA results.

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

The Board sought assurance that the new positions taken up by heads of function are captured in IFI's Scheme of Delegation and the necessary orders of delegation are recorded.

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 2025 Board Gov Workplan_Sept 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

A member raised the issue of dredging for oysters in an SAC and the action that can be taken by IFI. The Head of Operations stated that its legislative powers did not extend to prevent commercial fishers accessing an area of sea during the open season. A discussion ensued on the vulnerability of habitats damaged as a consequence of oyster harvesting.