



Iascach Intíre Éireann
Inland Fisheries Ireland

BOARD OF INLAND FISHERIES IRELAND

Meeting Report - 28 October 2025

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

MINUTES OF BOARD MEETING – 28 October 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. Apologies were noted.

1.2 Minutes of previous meetings – Matters arising

Paper(s) distributed: 1.2.1.1 DRAFT Board Meeting Minutes_Closed_17 Sept 2025; 1.2.1.2 DRAFT Board Meeting Minutes_Open_17 Sept 2025

RESOLUTION: Approval of the draft **minutes of the Board meeting of 17 September.**

Matters Arising: In response to a request from a member for an update on eel and native oyster protection, the Deputy CEO and the Acting Head of Operations updated the Board.

1.3 Actions & Resolutions from previous meetings

Paper(s) distributed: 1.3.1 Board Meetings Actns Arising_2025@16 Oct 2025; 1.3.2 Board Meetings Resolutions_2025 @17 Sept 2025

These papers were taken as read and noted.

1.4 Board Report October (Deputy CEO)

Papers distributed: 1.4.1 Deputy CEO's Report September 2025

Presenting: Heads of Function

This paper was taken as read. The Deputy CEO, Acting Head of Operations, and Heads of the Barrier Mitigation and the Finance & Corporate Services Divisions provided verbal updates on the matters within the Board Report. Matters included; IFI's recent appearance before the Oireachtas Committee on Climate, Environment and Energy in relation to the Blackwater fish kill; the appointment of acting up positions within the Operations Division; notification of an appeal to an aquaculture licence decision; the staff newsletter; IFI's invitation to address the Public Accounts Committee (PAC) on 4 December; communications highlights and activities in relation to byelaw consultation; IFI's presence at the 2025 ploughing championships; a recent wildlife crime multi-agency cooperation initiative; the appointment of a single provider for water testing services; research survey dashboard reports and finalisation of the TEGOS advice. The Head of Finance & Corporate Services Division responded to queries in relation to fleet insurance. She also confirmed that she has taken on the role of Energy Performance Officer, reporting that relevant climate action submissions had been made to the Department.

11.1 Slaney River Trust - Clohamon

Paper distributed: 11.1.1 20250728_Letter to C. White, SRT Chair; 20251023_SRT IFI Prof T Collins Clohamon Options 22Oct25; 20251023_Clohamon SRT Options Paper

Presenting: Deputy CEO

This item was taken at this point in the meeting. The Chair clarified that the papers distributed were for information purposes, and he understood that the executive is progressing matters. The Board agreed that both staff and public awareness campaigns on the effects of environmental damage are critical.

2. Strategy and Planning

2.1 IFI Salmon Policy Paper - Update

Presenting: Chair/Deputy CEO

The Chair acknowledged the amendments applied to the paper following feedback from the Board in September, on the introduction of a moratorium on the killing of wild Atlantic salmon. The Board noted that in the event the Minister is satisfied with the proposal, a significant communications campaign would be engaged.

2.2 Blackwater Fish Kill – Review for Minister

Papers distributed: 2.2.1 Letter to IFI Chair re Blackwater Fish Kill Independent Review 10 Oct 2025; 20251024_Lett A. Zampieri Joint Research Centre (JRC)_R. Blackwater (on screen)

Presenting: Chair/Deputy CEO

The Chair provided an update to the members on the actions taken in respect of the Minister Dooley's request for 'an independent incident review on behalf of the Inter-Agency Group. The purpose of the review would be to consider the actions taken during the Blackwater incident, assess their effectiveness and make recommendations on how future prevention and response can be improved'.

2.4 Update on Cong Hatchery Closure

Presenting: Chair/Deputy CEO

The Deputy CEO provided a verbal update on activities since the last Board meeting.

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

Presenting: Deputy CEO, B. Fox, Acting Head of Operations, M. Matthews

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

2.6 Communications – Internal / External

Presenting: Deputy CEO

The Deputy CEO stated that a report was in development.

3. Sub-Committee Presentations / Recommendations

3.1 Audit & Risk Committee (ARC) – not raised at this meeting

3.2 Human Resources Sub-Committee (HRSC)

Presenting: Chair of HRSC

The Chair of the HRSC provided a verbal update on; the appointment of a HR consultant s to perform the function of the Head of HR pending the filling of the permanent post and the re-advertisement of the post as Head of People & Culture, removing the ICT element. With reference to the forthcoming HRSC meeting, he requested the 2026 estimates that were submitted to IFI's parent Department. The anticipated approval of the post of Head of ICT, Data Management and Digitisation was also discussed.

3.3 Property Sub-Committee (PSC)

Papers distributed: 3.3.1 PSC Mtg Mins- 9 Sep 2025_APPRVD 21 Oct 2025; 3.3.2 PSC Licence & Permit Mgmt System - Bradan Project; 3.3.3 PSC Cap Ex Conferencing Equipment; 3.3.4 PSC Cap Ex Electrofishing Equipment; 3.3.5 PSC Cap Ex Spotting Scope; 3.3.6 PSC Cap Ex Tractor; 3.3.7 PSC Cap Ex Two 4x4 Vehicles; 3.3.8 Cap Ex Water Monitoring equipment October 2025_revised; 3.3.9 PSC Framework & Cap Ex Drones; 3.3.10 PSC Cap Ex New weed cutting boat; 3.3.11 PSC Cap Ex Office Partitioning; 3.3.12 PSC Cap Ex WRBD Lighting Project Galway; 3.3.13 PSC Review of Effectiveness 2025 V1; 3.3.14 Property Sub committee TOR V2.3

Presenting: Chair of PSC

These papers were taken as read. The Chair of the Property Sub-committee (PSC) presented the Sub-Committee's updated Terms of reference; the PSC minutes; and review of effectiveness were noted. She invited Head of Finance & Corporate Services to provide an outline of the approvals required. The Deputy CEO responded to queries in relation to; spotting scopes, drones, drone pilot certification, and the purchase of a weed cutting boat.

Approval to proceed with the Licensing/ Permit Management System (LPMS-An Bradán Project); seeking to facilitate this system through IFI's existing website architecture; the capital expenditure of >€50k incl VAT; and the delegation of authority to the Deputy CEO to sign the contract arising.
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Approval of the purchase and installation of conferencing equipment from capital funding in 2025 >€50k incl VAT

Approval of the purchase of electrofishing equipment >€50k incl VAT.
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Approval of the capital expenditure >€50k incl VAT for 2025 for the purchase vision equipment.
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Approval of capital funding of >€50k incl VAT to purchase a new tractor and associated attachments to replace the existing tractor based at IFI's Lough Conn base at Brackwansha, Co Mayo. And approval an additional 10% without reverting to Board should tendering result in increased cost, to be approved by the ELT.
Approval of the purchase of two 4x4 vehicles >€50k and allows 10% variation in contract price and signing of contract delegated to the CEO.
Approval of purchase of essential operations and research equipment for 2025 and delegate to the ELT to approve additional expenditure of up to 10% contingency. The Board of IFI approves the prioritised list of further water monitoring equipment (multi annual capital plan) for 2026 to 2029 to the projected value of >€50k and delegate to the ELT to approve the additional spend up to 10% contingency within year, subject to capital budget being available
Approval of the setting up of a framework to purchase drones over the next two years - €250,000 total amount incl VAT and delegates signing of framework agreement to the DCEO. Approval up to a maximum drawdown from the Drones framework in 2025 of capital expenditure of >€50k incl VAT.
Approval of the purchase and installation of glass partitioning at Citywest to the value of >€50 incl VAT
Approval of the Galway Lighting Project with expenditure >€50k
Approval of the reviewed, updated Property Sub-Committee Terms of Reference.

3.4 Governance Review Steering Group (GRSG)

Paper distributed: 3.4.1 GRSG Mtg Mins - 8 September 2025_APPRVD 20 Oct 2025

Presenting: Chair of GRSG

These minutes were taken as read and noted. The Chair of the GRSG briefed members on the current activity of the group with a view to having sufficient governance assurance for signing off the Statement of Internal Control for 2025.

3.5 Corporate Plan (Strategy) Steering Group (CPSG)

A dedicated meeting of the Board was scheduled for 14 November to review the draft Strategic Plan 2026-2030. Meeting arrangements were discussed.

4. Stakeholder Update

4.1 National Inland Fisheries Forum

Presenting: Deputy CEO

The Deputy CEO advised that draft updated Terms of Reference and Member Code of Conduct would be presented at the December Board meeting with a schedule of meeting dates. The Deputy CEO confirmed the nomination of a new Chair of the NIFF.

Resolution: The Board of IFI approves the appointment of Ger O'Leary as Chair of the National Inland Fisheries Forum for the next 3 year period.

5. National Barriers Mitigation Programme

5.1 Barriers Mitigation Fund | 5.2 eDNA Analysis | 5.3 Bretts Weir Fish Pass Improvement Scheme

Papers distributed: 5.1.1 NBMP_01.03.04.004 Barrier Mitigation Fund - Scheme 2 Launch_D01; 5.2.1 NBMP_01.02.033.002.RP_Board Paper eDNA_D01; 5.3.1 'NBMP_01.03.15_001.RP_ Bretts Weir Consultancy Contract_I01; 5.3.2 'NBMP_0814005.01.00.01.001.RP_ Business Case_I01

The Head of Barriers Mitigation Division provided an outline of the submissions for approval and responded to queries in relation to the benefits of the eDNA analysis. The Board noted the positive communications around barriers, and the opportunity to incorporate citizen science with sample collection for eDNA analysis.

Approval of the establishment and launch of Scheme No.2 of the Barrier Mitigation Fund, with a total fund value up to €25m incl VAT

Approval of the **establishment of a framework for Environmental DNA extraction, metabarcoding and qPCR analysis, with an award of contract to the MEAT - estimated value of €200k** with delegated authority to enter into contract delegated to the CEO.

Approval of the **appointment of a successful tenderer, with delegated authority to enter into contracts assigned to the CEO for Brett's Weir Fish Pass Improvement scheme up to the estimated expenditure value of >€200k incl VAT**

6. Items for Approval

6.1 Habitats & Conservation Funding 2026

Papers distributed: 6.1.1 Habitats and Conservation 2025 funding - October 2025

Presenting: Acting Head of Operations

This paper was taken as read. The Board emphasised the importance of the transparency of evaluation and award. The Deputy CEO indicated that assessments were scheduled and development staff are deployed. The Board welcomed the Deputy CEO proposal for an options paper for the delivery of focussed support to the Blackwater fishery informed by the outcome of the JRC incident review.

RESOLUTION: Approval of **the opening of the Salmon and Sea Trout Rehabilitation, Conservation & Protection and Midland Fisheries Funds for 2026.**

6.2 Boat Maintenance Service Procurement

Papers distributed: 6.2.1 Boat Maintenance Services Procurement

Presenting: Head of Finance & Corporate Services

These papers were taken as read. Members were satisfied with the Head of Finance & Corporate Services' presentation.

RESOLUTION: Approval of the **award of contracts to Inland Inflatables and Nautic Inflatables for boat maintenance services. The estimated combined value of contracts is >€200k incl. VAT over a maximum period of 4 years and approves the CEO to sign the contract to the successful vendors.**

7. Items for Noting

7.1 Development Projects Progress Report Q3 2025

Paper distributed: 7.1.1 Development Projects Progress Report for Q3

Presenting: Acting Head of Operations

This paper was taken as read and noted. The executive responded to queries in relation to the figures presented and the level of activity was commended.

7.2 Board Finance Reports

Paper distributed: 7.2.1 Board Finance Report 2025 - August 2025; 7.2.2 Board Finance Report Detailed Management Accounts at 31 Jul 25

Presenting: Head of Finance & Corporate Services

This papers were taken as read and noted.

8. Key Reporting

8.1 IFI Risk Management Framework – Not raised in this meeting

8.2 IFI Business Plan Q3 2025

Paper distributed: 8.2.1 2025 Business Plan Q3 update

Presenting: Deputy CEO

This paper was taken as read and noted.

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

Paper distributed: 8.3.1 OA PDA 2023- 2025 Q3 Outturns

Presenting: Deputy CEO

These papers were taken as read and noted. The Head of Finance & Corporate Services responded to a query on delivery against target. The Board proposed the addition of a cumulative column.

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 IFI Scheme of Delegation

Paper distributed: None

Presenting: Head of Finance & Corporate Services

An update on the review of the scheme by Beauchamps LLS was provided. The Chair reiterated the very significant importance of appropriate delegations, and assuring the Board that they are in order.

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 Board Gov Workplan October 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

11.1 Slaney River Trust - Clohamon

This was raised earlier in the meeting.

Private Session

The Chair of the Human Resources Sub-Committee briefed members on the advertisement and recruitment arrangements for the post of CEO. On behalf of the Board the Chair expressed deep appreciation to Dr Derham for his significant efforts and excellent oversight of this process. It was advised that the nature of candidate validation is to be clarified.