



Iascach Intíre Éireann
Inland Fisheries Ireland

fisheriesireland.ie

2024 Annual Report and Financial Statements



Mission statement

To protect, manage, and conserve Ireland's inland fisheries and sea angling resources, and to maximise their sustainability and natural biodiversity.

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**Iascach Intíre Éireann
Inland Fisheries Ireland**

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Chairman's Introduction

It is a pleasure to introduce Inland Fisheries Ireland's annual report for 2024.

IFI is legislatively mandated to conserve, manage and protect the Irish fresh water fishery resource.

In a period of biodiversity loss, global warming and extreme weather events, the challenge of this mandate becomes ever more demanding, complex and urgent. Freshwater fish species such as eel and the iconic salmon now face the real threat of extinction in Irish waters. Invasive species, both fauna and flora, become ever more insidious and pervasive and water quality problems persist.

The work programme of IFI, captured in this Annual Report, consists of a comprehensive strategy to address this multifaceted spectrum of challenges. Apart from its traditional protection work described here, there is a growing agenda of habitat restoration

in projects such as the repair of salmon spawning grounds or fish barrier removal in the work of the organisation.

I would like to thank the staff of IFI for the commitment, expertise and courage which they bring to their work on a daily basis. I would also like to thank the management of the organisation for their leadership and service to IFI. From a personal perspective, I want to express my deepest thanks to my colleagues on the board of IFI, to the board secretariat and to the officials in the Department of the Environment, Climate and Communication for their unceasing support.



Prof. Tom Collins
Chairman



Chief Executive Officer's Foreword

As Acting CEO I am pleased to have the opportunity to welcome you to the 2024 Annual Report of Inland Fisheries Ireland (IFI). It sets out a comprehensive overview of the work, success, and achievements of IFI during the year on behalf of the end users of Ireland's rivers, lakes and coastlines. I gratefully acknowledge here the very hard work and commitment of our expert staff. I also thank my fellow Heads of Function for their dedication and assistance in delivering our strategic objectives.

Fish and their habitats are our unwavering focus. We strongly deliver in the field through our Operations, Research & Development, and our new Barriers Mitigation Divisions. The organisation is also very well supported via the Finance & Corporate Services and HR divisions.

We face many challenges. Climate is changing rapidly and is impacting our precious inland fisheries and sea angling resources. Elevated temperatures, low water levels and flooding events, along with land use practices, are putting fish and fisheries under increasing pressure. However, a range of Inland Fisheries Ireland programmes and projects aim to combat this through our continued conservation, protection and restoration of the fisheries resource – multiple examples of which are set out in this report.

As a key State environmental agency, Inland Fisheries Ireland is committed to leading by example in the area of climate action. The agency has the necessary ambition and capacity to deliver and excel on our national obligations in this space.



In 2024, there were many highlights at Inland Fisheries Ireland. Included here was the creation of the Barriers Mitigation Division. It will deliver barrier mitigation across the State, and is funded by the Department of Housing, Local Government and Heritage with a capital commitment of €104m in the period 2024 to 2027. A Head of Barriers and skilled staff have been recruited to deliver this ambitious programme. Work has already commenced and a number of projects are underway.

In 2024, Inland Fisheries Ireland significantly expanded the resources of the Habitats Specialisation Unit (HSU), enhancing its capacity to provide expert guidance on restoring river habitats impacted by natural disasters and human activity. With these new resources, the agency is poised to significantly increase the quantity and quality of river habitat restoration projects.

In June, on behalf of the European Union, IFI, with the Department of the Environment, Climate and Communications was delighted

to co-host the 41st annual meeting of the North Atlantic Salmon Conservation Organisation (NASCO). NASCO's principal objective is to conserve, restore, enhance and rationally manage Atlantic salmon through international co-operation. IFI is acutely aware of the decline in salmon stocks and actively works to conserve this iconic species as part of NASCO.

In January 2024, a new Board of Inland Fisheries Ireland was appointed following the departure of the Section 18 appointees, Mr Tom Barry and Mr Seamus Neely. I sincerely thank the S18's for their help and guidance throughout 2023 and into 2024.

Governance is a key priority for Inland Fisheries Ireland. The organisation implemented the recommendations of the EY Governance report, addressing 10 of the 11 recommendations fully. The remaining recommendation relates to the development of a Corporate Strategy and work is underway to deliver this element by the end of 2025.

In conclusion, I would like to thank former Minister Eamon Ryan, the Department of the Environment, Climate and Communications, and the Board of Inland Fisheries Ireland for the firm support they have given to us in 2024. This partnership has enabled the leadership team and staff to deliver on all of the many and diverse activities outlined in this annual report.

Inland Fisheries Ireland and its staff are devoted to caring for Ireland's fish and habitats. We will, as always, continue to focus our collective efforts on ensuring we protect, conserve, manage and develop the nation's fisheries resources in the most efficient and effective manner possible into the future.



Suzanne Campion,
Acting CEO



Board members

Séamus Neely	Appointed 14/02/2023, Term ceased 15/01/2024
Tom Barry	Appointed 14/02/2023, Term ceased 15/01/2024
Prof. Thomas Collins (Chairman)	Appointed 16/01/2024
Jackie Maguire	Appointed 16/01/2024
Maria Graham	Appointed 16/01/2024
Dr Jonathan Derham	Appointed 16/01/2024
Dr Paul Connolly	Appointed 16/01/2024
Raymond O'Dwyer	Appointed 16/01/2024
Aebhín Cawley	Appointed 16/01/2024
Karin Dubsky	Appointed 16/01/2024
Lorraine O'Donnell (Staff Representative)	Appointed 16/01/2024
Francis O'Donnell (Ex-officio Board member)	Appointed 02/11/2020
Dr Cathal Gallagher (Deputy CEO)	06/03/2024–05/09/2024
Barry Fox (Deputy CEO)	06/09/2024–05/03/2025
Suzanne Campion (Deputy CEO)	06/03/2025–

Image: Prof. Tom Collins, Minister Eamon Ryan and Dr Cathal Gallagher (Deputy CEO) at Inland Fisheries Ireland Headquarters in Citywest on 12 June 2024.



Inland Fisheries Ireland Management Teams

Heads of Function

Mr Francis O'Donnell	Chief Executive Officer (and ex officio Board member)
Ms Suzanne Campion	Head of Finance & Corporate Services
Ms Paula Byrne	Head of Human Resources
Mr Barry Fox	Head of Operations
Dr Cathal Gallagher	Head of Research & Development

River Basin Directors

Dr Ronan Matson	IFI Dublin, Eastern River Basin District – ERBD
Ms Lynda Connor	IFI Clonmel, South Eastern River Basin District – SERBD
Mr Seán Long	IFI Macroom, South Western River Basin District – SWRBD
Mr David McNerney	IFI Limerick, Shannon River Basin District – SRBD
Dr Rachel Cooper	IFI Galway, Western River Basin District – WRBD
Ms Mary Walsh	IFI Ballina, Western River Basin District – WRBD
Dr Milton Matthews	IFI Ballyshannon, North Western River Basin District – NWRBD



Who We Are and What We Do

Inland Fisheries Ireland is the statutory body responsible for inland fisheries in Ireland. It operates under the aegis of the Department of the Environment, Climate and Communications (DECC).

The principal function of Inland Fisheries Ireland is set out under Section 7 (2) of the Inland Fisheries Act of 2010. The Act refers to the protection, management and conservation of the inland fisheries resource. The general objectives of Inland Fisheries Ireland are:

- To promote, support, facilitate and advise the Minister on the conservation, protection, management, marketing, development and improvement of inland fisheries, including sea angling.
- To develop and advise the Minister on policy and national strategies relating to inland fisheries and sea angling.
- To ensure the implementation and delivery of policy and strategies as agreed with the Minister.

Vision



To place the inland fisheries resource in the best sustainable position possible for the benefit of future generations.

Mission

To protect, manage, and conserve Ireland's inland fisheries and sea angling resources, and to maximize their sustainability and natural biodiversity.



Values



We work collaboratively with professionalism.



We are open, transparent and accountable.



We are committed to stewardship and sustainability.



We act with respect and integrity.



Overview

Ireland has more than 70,000 km of rivers and streams and 144,000 hectares (ha) of lakes - all of which fall under the jurisdiction of Inland Fisheries Ireland. Many of these watercourses discharge directly to the sea, supporting species that use the marine environment for their life cycle (e.g. salmon, sea trout, eel, lamprey species).

As part of Inland Fisheries Ireland's mandate, the organisation is responsible for carrying out protection, conservation and development works relating to all inland waters of the State. This includes the sea, up to 12 nautical miles from baselines. In recent years, Inland Fisheries Ireland has taken on responsibility for protecting sea bass, which is solely a recreational angling species in Ireland (no commercial fishing) as well as the pilot angling Bluefin Tuna Research Programme.

Inland Fisheries Ireland protects all aspects of the aquatic environment and all factors that influence the biotic communities within waters. This includes any influences that may relate to the propagation of fish populations.

The organisation promotes and administers a number of funding schemes through which it delivers sustainable fisheries projects from development through to implementation using a standard approach from planning to execution. These projects are delivered in

compliance with relevant statutory legislation, and adhere to appropriate public service governance, policies and procedures.

Inland Fisheries Ireland also delivers applied research and monitoring programmes, focused on the conservation of fish species and habitats that support them. These Research and Development (R&D) programmes strive to provide an evidence base to support policy makers, legislators, managers, and stakeholders to deliver a sustainable inland fisheries resource for future generations. These programmes also provide scientific advice to the Department of the Environment, Climate and Communications.

The organisation aims to deliver on its strategic business goals, responding and adapting as necessary to challenges. A number of cross-functional working groups such as Innovation, Irish Language and Green Teams operate to deliver on specific initiatives. The organisation support units consist of Finance, Corporate Services, Human Resources and ICT.



High Level Objectives

Inland Fisheries Ireland has three core functions, they are the protection, management, and conservation of the inland fisheries resource. In line with the Corporate Plan 2021-2025 the High Level Objectives (HLOs), under the areas of Habitats, Fish, Stakeholders, Sustainability, Our People, Corporate Management and Innovation, are reviewed and measured.



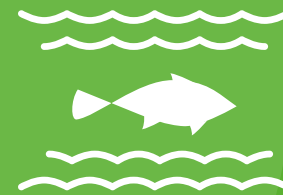
	HABITATS	To sustainably develop and improve fish habitats
	FISH	To protect, maintain and enhance Ireland's wild fish populations
	STAKEHOLDERS	To actively engage with stakeholders in the continued stewardship of our shared resource
	SUSTAINABILITY	To play a leadership role in achieving our climate action and biodiversity goals
	OUR PEOPLE	To value our people and support their development and performance
	CORPORATE MANAGEMENT	To foster a culture of value for money and evaluation of performance in a measurable, transparent and accountable manner
	INNOVATION	Harness the power of innovation to continue to deliver a modern fisheries service

Many of Inland Fisheries Ireland's areas/projects/programmes of work fulfil a number of HLO actions which are highlighted throughout this report by the unique HLO icons above.

This report is broken down into chapter headings to represent each of the organisations High Level Objectives as per our Corporate Plan, and further broken down into sub headings to reflect the work undertaken by each division to accomplish the High Level Objective actions.



1



High Level Objective: Habitats

TO SUSTAINABLY DEVELOP AND
IMPROVE FISH HABITATS



Habitats



Fish



Stakeholders



Sustainability



Our People

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1. Habitats

TO SUSTAINABLY DEVELOP AND IMPROVE FISH HABITATS

HLO Habitats specifies the following actions and expected outcomes:

Action	Outcome
1.1 Focus on maintaining and restoring fish habitats by creating appropriate organisational structures and resourcing. Will use and comply with all relevant legislative power to facilitate this.	An increase in the amount of optimal fish habitat conserved and maintained over the lifetime of the Corporate Plan.
1.2 Further develop an evidence base to support this work, taking account of environmental factors such as water quality, urbanisation, intensive farming, afforestation and the possible long-term impact of climate change.	An increase in the amount of optimal fish habitat conserved and maintained over the lifetime of the Corporate Plan.
1.3 Connect and collaborate with other relevant agencies to capture and share insights, knowledge and lessons learned. This will enable the protection and improvement of fish habitats and access through the removal of barriers in conjunction with other stakeholders.	An increase in the amount of optimal fish habitat conserved, accessed, and maintained over the lifetime of the Corporate Plan.



Habitats



Fish



Stakeholders



Sustainability



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Introduction

To sustainably develop and improve fish Habitats, Inland Fisheries Ireland's staff across the River Basin Districts successfully deliver transformative projects. The Agency leverages extensive in-house expertise in fisheries management, project oversight, river habitat restoration, development, engineering, administration, and environmental assessment. Inland Fisheries Ireland ensures every project meets statutory requirements, aligns with strategic objectives, and adheres to the highest standards of public service governance and policy.

All of Inland Fisheries Ireland's operational work in protecting and conserving Ireland's fisheries resource is underpinned and supported by evidence-informed research that helps us build accurate knowledge about our fisheries and their habitats. Our research effort ensures that we have a thorough understanding of the challenges we face and that we can develop appropriate responses, whether these are operational guidelines, infrastructural works, or measures to mitigate known environmental pressures. A high level range of outputs from the Research and Development Division can be found on page 95.

In 2024, Inland Fisheries Ireland established the Barriers Mitigation Division supported and also significantly expanded the resources of the Habitats Specialisation Unit (HSU), enhancing

its capacity to provide expert guidance on restoring river habitats impacted by natural disasters and human activity. With these new resources, the Agency is poised to significantly increase the quantity and quality of river habitat restoration projects.

Inland Fisheries Ireland operates several influential funding schemes driving the success of vital initiatives such as the Midland Fisheries Fund, the Salmon and Sea Trout Restoration, Conservation and Protection Fund, and the Go Fishing Fund. These funds have been instrumental in supporting stakeholders in delivering impactful river habitat restoration, barrier mitigation, and outreach projects.

Through these achievements, Inland Fisheries Ireland is advancing environmental sustainability and fostering inclusive access to nature, ensuring that the work has a lasting and positive impact on the environment and society.

Water quality is the single most important factor in ensuring that fish have a habitat in which they can thrive, and we carry out routine water quality inspections to assess levels of pollution in different habitats. It is our policy to prosecute organisations and individuals in relation to environmental offences where significant habitat damage or pollution have occurred, in particular where fish kills are involved.





Habitats



Fish



Stakeholders



Sustainability



Our People



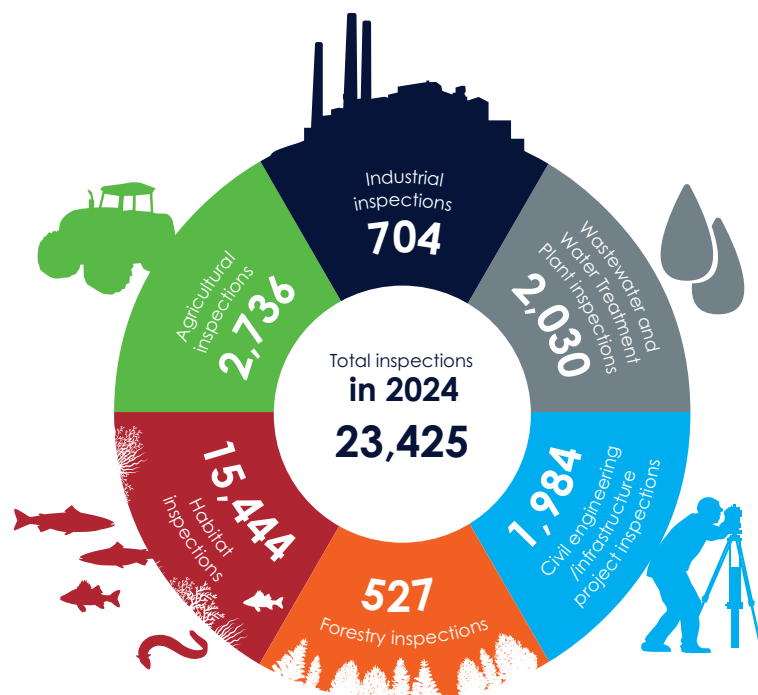
Corporate Management



Innovation

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Image: Number of water quality and habitat inspections



Key outputs

In 2024, Inland Fisheries Ireland carried out habitat and conservation works with the following key outputs

30 environmental reports

17 design plans

10 km in-stream rehabilitation

27 km in-stream maintenance



25 km spawning habitat opened up



Habitats



Fish



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The following case studies demonstrate works and projects undertaken by IFI in 2024.

Case study: Habitat restoration on the Knightsbrook River County Meath

Historical drainage issues in the River Boyne means habitat enhancements are critical to improving spawning sites and overall salmonid numbers in County Meath.

Following on from previous year's works, Inland Fisheries Ireland carried out significant habitat enhancement activities on the Knightsbrook River - a tributary of the River

Boyne. Improved weather and drier ground conditions allowed for the levelling and re-sowing of rutted areas with grass seed. In addition to planting saplings, fencing was installed, which saw the recovery of riparian vegetation.

An application for additional funding was made through the Salmon Conservation Fund, and an Appropriate Assessment (AA) screening report was prepared. Preparatory walkovers were carried out with the Office of Public Works (OPW) to mark out the positions of gravel beds, which were subsequently installed during the summer in-stream works period.



In November, fencing was installed to protect the riparian zone from livestock access, and to allow the newly established vegetation to bed in. Likewise, solar powered livestock drinking systems were put in place to facilitate the local farmers.

The entire restored site has now been protected from livestock access, which should result in a significant improvement in salmon spawning beds along a 2 km stretch of the river.

In December, the Inland Ireland Fisheries board, and members of the Senior Management Team visited the newly restored site and planted a stand of native tree saplings along the riverbank.

The Habitats Office conducted a walkover survey of all sites that undergo habitat restoration works within the Boyne catchment area. Consequently, under a new plan, habitat restoration planning and individual AA screenings should be significantly reduced, allowing Inland Fisheries Ireland to plan several years work in advance.

Image: Improved riparian vegetation along the banks of the Knightsbrook River.



Habitats



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Case study: Habitat development projects, Galway

In 2024, multiple habitat development projects were undertaken in the Western River Basin District. Projects were undertaken and completed at Rosshill, Togher, Keel, Magherabeg, and Ballynew sites in the Corrib, Mask and Carra catchments.

The necessary screenings, assessments and planning permissions were obtained before work commenced. In-stream works at these sites included the installation of paired and alternating deflectors, gravel redistribution, and the introduction of 96 tonnes of gravel.

Projects also included weir realignment, fencing, and the closing of drinking slips. In addition to the planned works for 2024, screening was received early for a partnership project with the East Corrib Alliance on the Cross River.

Inland Fisheries Ireland staff undertook landowner engagement and added 60 tonnes of gravel to the river in September. Remaining work on the Cross River project, which includes fencing and installation of solar drinkers, is set to continue into 2025. Projects were also undertaken on the Clare River catchment.

Annual maintenance of Corrib, Mask and Carra catchment streams was also undertaken. Over 7,090 metres of channels were cleaned, including the removal of aquatic weed from spawning gravel. Likewise, selective bank maintenance, the removal of blockages, and 264 tonnes of gravel was added as part of annual maintenance activities.

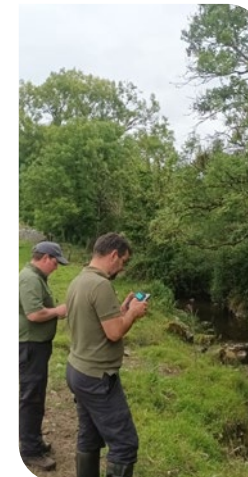
Image: Staff record the location for gravel introduction (left), and an example of uncontrolled livestock access to the watercourse (right).



Image: Inland Fisheries Ireland staff install livestock proof fencing.



Image: Base for solar-powered pump and livestock drink unit before installation.





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Case study: Togher and Keel Rivers restoration projects

The Togher River is a severely drainage-impacted channel in the Corrib catchment. At the project site, the riverbed had been lowered by over 10 metres, with five-to-ten metres of dredge spoil mounded to both sides. The natural cobble rock and gravel had been replaced by fine sediments, unsuitable for in-stream biota.

A habitat restoration project was undertaken to improve bankside protection and improve the habitat for white-clawed crayfish (*Austropotamobius pallipes*), sea lamprey (*Petromyzon marinus*), brook lamprey (*Lampetra planeri*), Atlantic salmon (*Salmo salar*), and otters (*Lutra lutra*).

The project helped achieve the conservation objectives for the Lough Corrib Special Area of Conservation. The project also enhanced spawning sites for Atlantic Salmon, brook lamprey, and sea lamprey.



Image: Delivery of rock for building deflectors on the Togher River.

Inland Fisheries Ireland staff undertook habitat restoration of the Togher River at Caherlistrane with the support of the Office of Public Works. Activities included the building of paired and alternative deflectors, the digging of pools, the addition of boulders, and the introduction of 54 tonnes of spawning gravel.

This helped to restore the river to a more natural state, creating deep pools for adult and juvenile salmon to take cover. The cleaning of gravel beds also helped serve as substrate for adult salmon and lamprey spawning.

Image: Restoration of the Togher River site included introducing in-stream features such as deflectors.

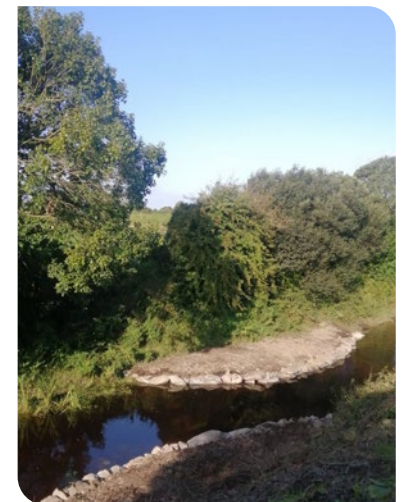


Image: Spawning gravel introduction.





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There are three locations on the Keel River that have sufficient flow and depth to provide sizeable gravel beds for trout spawning. Over time, the gravel beds have become dispersed and heavily calcified, which makes it difficult for trout to spawn.

The habitat enhancement project sought to rake, decompact, and augment the gravel beds to improve their suitability for salmonid spawning. The activities will also encourage biodiversity by improving habitat quality for species like otter and white-clawed crayfish.

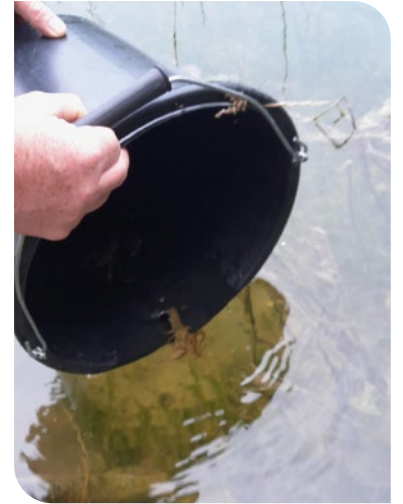


Image: Capture and relocation of crayfish from work zone on the Keel River.



Image: Stone weir reshaped into upstream facing arc with spawning gravel to be redistributed up stream.





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Case study: Invasive weed (*Lagarosiphon major*) management

Lagarosiphon major is an invasive species that was first identified in Lough Corrib in 2005. If left unmanaged, it has the potential to impact natural habitats, angling resources, and boat navigation. This fast-growing plant has the ability to outcompete native aquatic plants, resulting in fish and invertebrates losing vital food sources and habitats.



Image:
Mechanical
Lagarosiphon major weed
cutting
operations in
Lough Corrib.

Inland Fisheries Ireland, in collaboration with Galway County Council, have been working to stop the spread of *Lagarosiphon major* since 2008. Current methods to control and remove the invasive weed from the lake include removal by specialised weed cutting boats, and the deployment of biodegradable jute matting by divers to prevent regrowth (through smothering).

A total of 131,600 m² treated by mechanical cutting, a further 43,800 m² was treated with jute matting, totalling 175,400 m² of treatments.



Image: Jute matting laid on the lake bottom visible from drone footage.



Image: Divers deploy
jute matting from
boats.



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Case study: Newtown River habitat restoration project

The Newtown River is a spring fed channel that enters the River Moy on the eastern side of the estuary. This channel has been modified and deeply incised for land drainage purposes, which was the main rationale for the restoration plan.

Drainage works and associated livestock access have left the river exposed to nutrient and sediment flows from adjacent lands.

This has resulted in the loss of natural habitat structure, diminished biodiversity, and weakened fishery potential.

On 24 August 2024, Inland Fisheries Ireland staff oversaw the construction of paired and alternating deflectors. They managed the deepening of pools and the placement of boulders, alongside the construction of additional spawning gravel beds.

Stock proof fencing was erected to negate the release of sediment due to livestock poaching, and two solar powered pumps and associated drinking troughs were installed to provide a water source for livestock. Additionally, native Irish Alder trees were planted to provide shading to pools.



Image: Alternating deflectors and placement of random boulders in the Newtown River.



Image: Paired deflectors, placement of random boulders and spawning gravels.



Image: Stock proof fencing erected and solar powered pumps installed.





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Collaborative case study: Habitat protection and restoration on the Bulluba River



Inland Fisheries Ireland collaborated with the National Parks and Wildlife Service (NPWS), to secure funding for a habitat protection and restoration project on the Bulluba River.

The work package included installing around 2.8 km of riparian fencing and establishing a riparian buffer zone of 5 metres on both banks of the river. The package also included the planting of native broadleaf trees in the riparian zone and the installation of a small section of soft engineering erosion control works.

Given the size of the work package, additional funding had to be secured outside of Inland Fisheries Ireland's Salmon and Sea Trout Rehabilitation Conservation and Protection Fund (SSTRCPF). As the rivers being targeted are part of the Leannon River SAC (Site Code 002176), any works implemented were also eligible for potential funding from the NPWS Conservation Funding Scheme.

Due to the presence of several highly sensitive Qualifying Interests (e.g. Freshwater

Pearl Mussel) the work package had to be supported by an Appropriate Assessment and NPWS approval. Consequently, a series of joint meetings were held in Glenveagh National Park to discuss the project.

Match-funding was awarded at the end of 2024 for commencement of works in early 2025. The work package demonstrates a successful collaboration between all agencies and a template for delivery of similar habitat restoration projects in Natura 2000 areas into the future.





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Restoring the River Vartry in County Wicklow

The River Vartry restoration works (SCF-24-0252) at the Devil's Glen, Ballymaghroe was completed this autumn by Inland Fisheries Ireland in partnership with commercial forestry business, Coillte. The collaboration was made possible through €23,000 funding, provided by the Salmon and Sea Trout Rehabilitation, Conservation and Protection Fund, in addition to €8,000 from Coillte.

The Devil's Glen section of the River Vartry was failing to meet its Water Framework Directive objective of "good" fish status. The river needed restoration because a reservoir and dam upstream of the site had impacted the river flow and natural channel dynamics. This had caused a simplified river habitat and resulted in a lack of suitable spawning material for Atlantic salmon and trout at the site.

The works carried out will simulate a more natural habitat, support more resilient fish communities, and support the delivery of higher water quality status in future. The restoration involved felling selected trees (non-native species) from the riverbank and the placement of large wood habitat and coarse gravels in the river.

Inland Fisheries Ireland will monitor work at the sites to ensure that benefits are sustained to the river ecosystem, and to report on the impact of the restoration on habitat and species.

The collaboration is an example of a partnership project boosting Ireland's natural habitat through the application of technical expertise, knowledge, and learning. Moving forward, this project paves the way for future restoration proposals that benefit biodiversity, water quality, and climate change mitigation.





Habitats



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Case study: Large wood river restoration and management

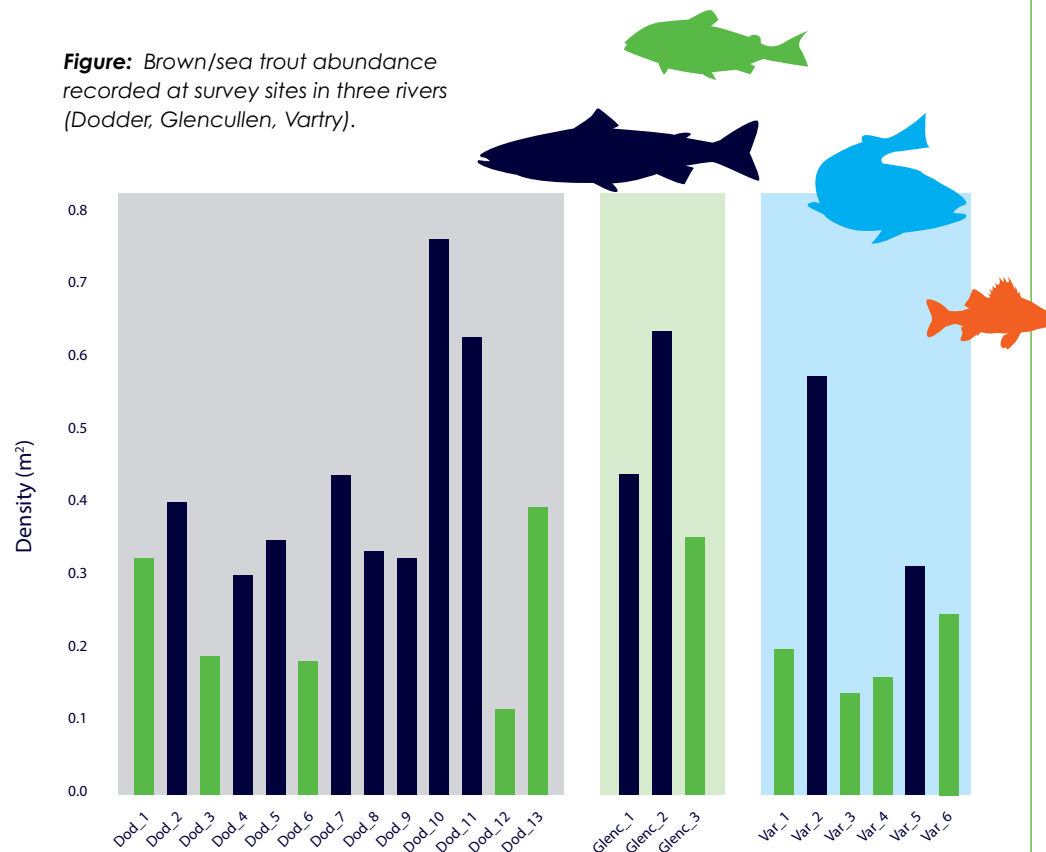
Large wood (LW) is a naturally occurring component of healthy river ecosystems and provides a range of ecological and geomorphic functions. LW re-introduction is widely used in river restoration projects to restore habitat and recover fish populations. However, in Ireland, there is an absence of these projects and a lack of monitoring to document the assumed biodiversity gains.

There is a significant gap in the understanding of large wood habitat creation, its effectiveness, and potential in restoration practice in Ireland. To address this deficit, funding was secured from the Small Scale Coastal Fisheries (SSCF) in 2024 to investigate:

- The efficacy of large wood re-introduction as part of salmonid habitat management.
- Temporal scales (i.e. 1 ≥ 5 years) on the success of habitat restoration approaches that use LW structures, and any maintenance required to maintain their ecological function.

In year one, extensive baseline surveying was completed in three rivers: Dodder; Glencullen; and Vartry, where naturally occurring large wood habitat was present (13 sites) and absent (10 sites). Preliminary results indicate that in-stream LW presence was associated with substantially higher fish abundance and diversity of different life stages.

Figure: Brown/sea trout abundance recorded at survey sites in three rivers (Dodder, Glencullen, Vartry).





Habitats



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Spatio-temporal modelling of stream temperatures

Inland Fisheries Ireland developed a quantitative Bayesian Hierarchical spatio-temporal model with INLA (Integrated Nested Laplace Approximation) to identify climate resilient habitats.

The objective is to appropriately model temperature data from the Climate Change Mitigation Research Programme (CCMRP) and the Office of Public Works Climate Resilience Project (OPWCRP) national monitoring network.

The data will provide fine-scale daily temperature predictions across the entire river networks within the study catchments, while accounting for spatial and temporal autocorrelation.

The first step involved modelling the groundwater influence (a key variable affecting stream temperature) across the catchment areas.

The next phase will involve using this groundwater data to build models for each catchment, starting with the Moy River.

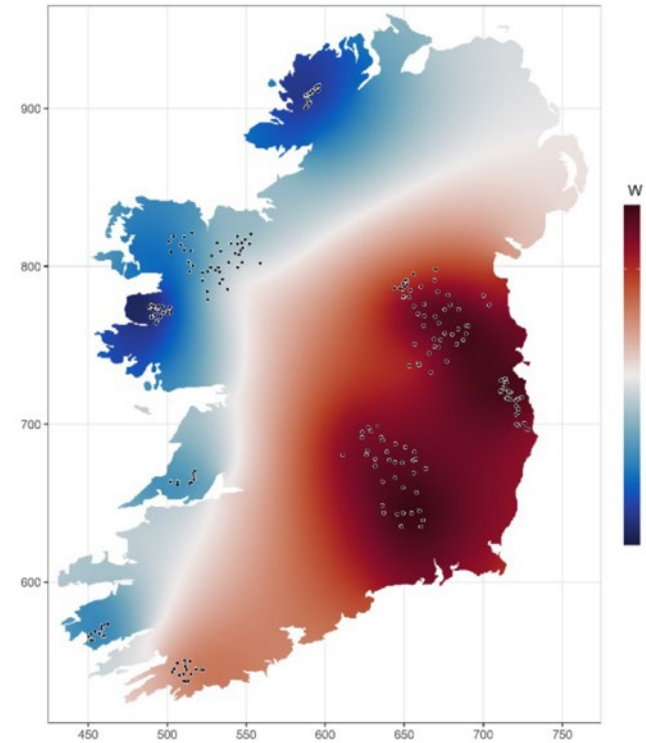


Image: Residual spatial effect for the ground water Binomial model. Red indicates sites influenced by groundwater and blue indicates air-coupled sites.

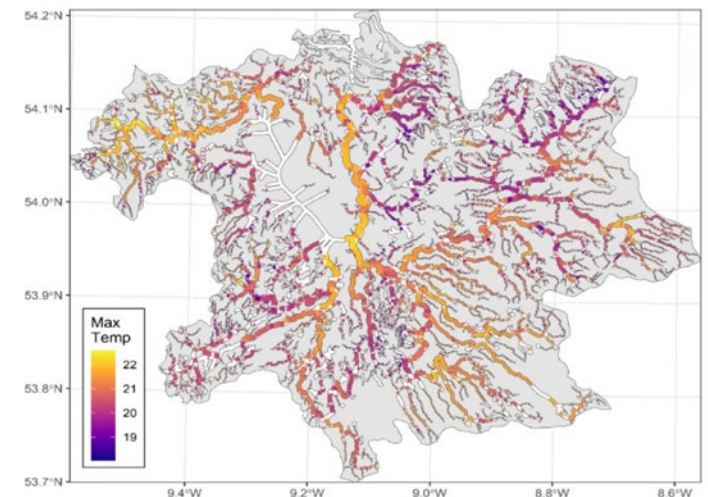


Image: Fine-scale predicted Moy River temperatures for 23 July 2022, during a heatwave.





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Case study: Research to enhance catchment monitoring

Clean healthy waters are essential for our environment and wellbeing. One of the most notable trends observed through monitoring programmes in Ireland has been the decline of the most pristine (High Status) river water bodies since the late 1980s.

In September 2023, the Environmental Protection Agency (EPA) awarded funding to Inland Fisheries Ireland and a research team from University College Dublin to undertake a suitable monitoring programme to assess the state of objective river water bodies.

The 55-month project will use a pressure-stressor response framework to detect change in high status objective river waterbodies and to assess the effectiveness of measures to protect and restore them.

The project will build on current state-of-the-art scientific approaches to catchment monitoring and will use extant data on catchment and stream conditions. It will also use a desk-based initial assessment, and field sampling methods to assess the status of selected biological and supporting elements.

Baseline monitoring began in May 2024, where a total of 118 sites were assessed for both macroinvertebrate ecological quality status, and functional analysis. Nutrients were measured under high flow conditions at 62 sites and low flow conditions at 85 sites. Dissolved Organic Carbon (DOC) was also measured at 10 sites.

Table 1: Number of site surveys in six High Status Objective Catchments during baseline monitoring, 2024 (Restore Project):

Catchment	Risk Category	Macroinvertebrate	Sediment	Nutrient (high)	Nutrient (low)	DOC
Avonmore	At risk	47	47	-	19	10
Awbeg (Kilbrin)	At Risk	13	13	24	20	-
Graney	At risk	21	21	-	-	-
Islands	At Risk	17	17	-	20	-
Sheen	Not at Risk	6	6	-	-	-
Shournagh	At Risk	14	14	38	26	-
Total		118	118	62	85	10



Image: Brown trout caught during electrofishing on the HSO Avonmore catchment, July 2024.



Image: Dairy and Beef cattle observed in proximity to HSO waterbodies, Awbeg and Islands respectively.



Image: A stonefly (*Perla bipunctata*, sensitive taxa of the Order Plecoptera) observed in the HSO Graney catchment, Co. Clare.



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Maintenance Research Programme

The Office of Public Works (OPW) provided funding to the Environmental Drainage Maintenance Research Programme (EDMRP) team to carry out a catchment-wide assessment of key catchments in the OPW Drainage Scheme.

For 2024, the catchment was the Maigue, where electrofishing and habitat surveys were undertaken along with barrier assessments to identify pressures in the system. The Maigue consisted of 2,077 potential barriers, so the EDMRP team worked in collaboration with the National Barriers Programme team to assess the catchment.

In total 1,677 structures were assessed and 102 were identified as obstructing fish passages, which is a proportion of 6.08%. The majority of these are small culverts or bridge aprons with passage issues such as jump or swim barriers. There are also 20 weirs present on the main Maigue channel, which is a significant density over a relatively short distance.

At least 40 of the identified structures are within OPW ownership and fall within the classification of culvert/bridge apron (n=39) and weir/sediment trap (n=1). The OPW are the key stakeholder for the programme. The data they receive from this monitoring programme is used to deliver actions in their own Biodiversity Action Strategy 2022-2026 and Strategic Environmental Assessment Report for Arterial Drainage Maintenance Activities.



Image: (Top) Weir and sediment trap identified on the main stem of the Loobagh (C1/34). (Right) OPW weirs (3 visible) upstream of Castleroberts bridge on the main Maigue Channel, looking upstream to Croom.





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Case study: Long-term surveying of sea lamprey spawning intensity at 'hotspot' locations

Sea lamprey (*Petromyzon marinus*) is an Annex II listed species under the EU Habitats Directive. The species undertakes spawning migrations each year from the marine environment into freshwater habitats.

They excavate substantial nests which were readily visible at several notable locations countrywide during the months of May and June 2024. Prime spawning locations include the Mulkear River at Annacotty, the Shannon at Plassey, the Fergus in Ennis town, the Suir in Clonmel, and the Barrow at St Mullins.

Since 2013, the Habitats Directive team has undertaken annual 'hotspot' surveying at these (and other) locations with the aim of recording timing, extent, and annual consistency of breeding efforts.

Inland Fisheries Ireland's long-term surveying scheme for sea lamprey is set against a backdrop of dwindling adult populations in several other European countries. The Habitats Directive team liaises with counterparts in Portugal, France, UK, and Sweden, where concerns have been raised over the low numbers of returning spawners

and the deteriorating environmental conditions that they encounter.

Over the period 2013-2023, monitoring at Irish hotspots revealed a generally stable picture of annual spawning records.

In 2024, however, an uncharacteristic and worrying dearth of sea lamprey nests was noted at several locations across the Lower Shannon SAC.

At Annacotty, a total of 14 nests were recorded where typically 80 to 100 would be noted on this short 120 metre section of the Mulkear River. No nests were recorded on the River Shannon at Plassey where there would typically be an aggregation of up to 20 underneath the Living Bridge in the grounds of the University of Limerick.

Spawning activity was noted along the Ennis town centre stretch of the River Fergus (n=14 nests). Numbers here, however, were much reduced (less than 50%) when compared to previous years. Meanwhile, spawning



Image: Sea lamprey spawning hotspot on the Mulkear River at Annacotty, County Limerick.

occurred at expected levels in other locations such as Clonmel and St Mullins.

Hotspot surveying will continue in 2025 and beyond. It will take another year or two of observations to determine if the reduction in activity in 2024 merely represents a temporary fluctuation, or if it is an indication of something more ominous.

The long-term data set of nest records from sea lamprey spawning hotspots has demonstrated the value of consistent annual monitoring to provide population information and identify potentially negative trends.





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National Barriers Programme

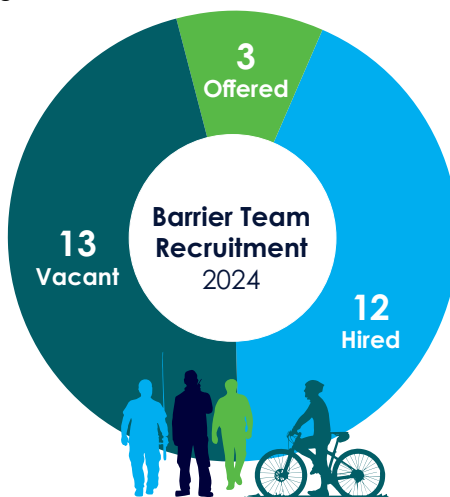
National Barrier Division

Throughout 2024, work continued on the National Barrier Mitigation Programme (NBMP), which is funded by the Department of Housing, Local Government and Heritage. The funding consists of a €104 million capital commitment for the period 2024-2027.

A new division of Inland Fisheries Ireland was established, which saw the recruitment of the Head of the Barrier Mitigation Division. Recruitment for the new team progressed throughout the year with the employment of experienced construction professionals, and property and legal advisors, as well as administrative staff.

Upon completion of the recruitment phase, a total of 28 Inland Fisheries Ireland staff members will be dedicated to barrier mitigation nationally.

Image: Barrier team recruitment.



Aims of the Barrier Mitigation Division

The aim of the NBMP is to improve river hydromorphology and connectivity in Irish catchments. This is achieved by strategically targeting barriers to fish passage, and structures that degrade river form, flow and function.

The Barrier Mitigation Division will support the delivery of commitments outlined in The Water Action Plan 2024: A River Basin Management Plan for Ireland. The programme will also will help address requirements under the Water Framework Directive to alleviate hydro-morphological pressure on river channels.

Governance

In 2024, the new Barrier Mitigation Division established the internal governance structures necessary to appropriately manage the planned capital infrastructure investment of €104 million over the four-year funding cycle. Project management procedures, IT resources, procurement processes, and contract management will be fundamental to the successful delivery of the programme.

The Barrier Mitigation Fund was also progressed in late 2024 and is designed to disseminate 'Barrier' funding based on best scientific evidence. The Fund will launch in 2025 and will be complemented by the establishment of Technical Services Frameworks, which will support and upscale Inland Fisheries Ireland's capacity and expertise to deliver barrier mitigation projects nationally.



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Stakeholder engagement

The Barrier Mitigation team has engaged extensively with key stakeholders to influence policy makers across the sector. Collaborative engagement took place with the following organisations:



The Inland Fisheries Ireland Barrier team also actively engaged with developers as a statutory consultee under the Planning and Development Act 2024, to ensure that legislative requirements regarding fish passage are adhered to during the planning and construction of waterside development projects.

Barrier prioritisation modelling

To date, the National Barriers Programme (NBP) team has physically assessed around 33,000 of the ~73,500 potential fish migration barriers in Ireland.

This is a time and resource consuming process that will take several years to finish; therefore, a predictive spatial model is being built to speed up the process.

The model will use data from the 33,000 barriers that have already been assessed to make predictions on the probability of the remaining ~40,500 barriers. The spatial model will identify which barriers have a “high” and “low” probability of being a fish barrier, greatly improving the efficiency of the current barrier assessment programme.

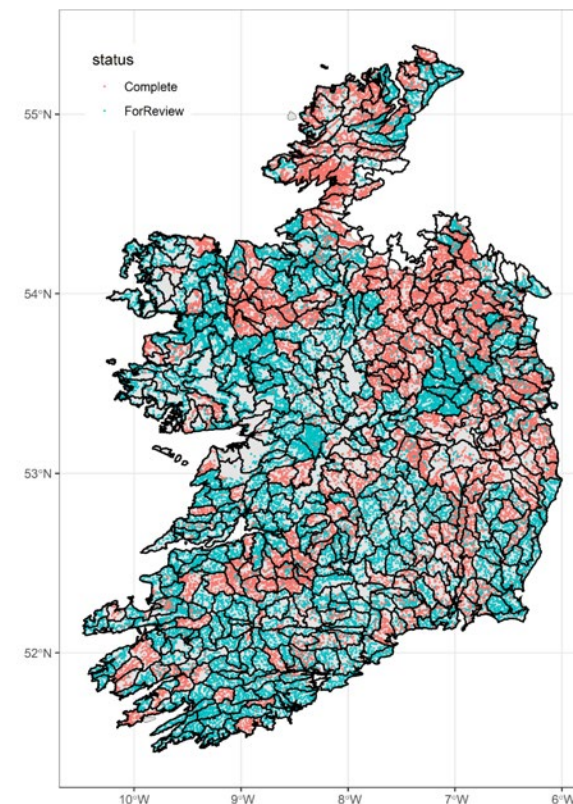


Image: Status of the identified river barriers in Ireland. The barrier model will make predictions for the blue sites.



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National Barrier Mitigation Programme logo

The new Barrier Mitigation division established a programme logo during 2024, which will be used to promote the work of the team. The logo will be a key branding tool and will aim to raise awareness of programme objectives.



The Water Action Plan

The hydro-morphological objectives of the Water Action Plan 2024 provide strategic direction to the work of the Barrier Mitigation Division. The following 'Hymo' objectives were identified for progression by the Barriers team during its cycle:

Hymo 3	Inland Fisheries Ireland will establish a restoration programme to mitigate the negative impact of past construction in, or near water bodies.
Hymo 4	A Sectoral Action Work Plan for Hydromorphology will be developed, which will include measures and plans to address the 448 water bodies at risk from pressures from hydromorphology. This includes barriers, channelisation, drainage, sediment and flood protection.
Hymo 5	It is proposed that Inland Fisheries Ireland will lead a multi-agency catchment pilot project on the River Dodder from source to sea. The aim of the project is to examine the feasibility of opening up this heavily urbanised catchment to migratory fish species by mitigating the five most significant barriers in the lower reaches.
Hymo 6	Inland Fisheries Ireland will lead a pilot project to be undertaken for the Annacotty Weir in County Limerick. The project will provide an opportunity to test a collaborative and ecology-focused design approach. It will also test enhanced community engagement opportunities.
Hymo 8	A proposed pilot project on the Slaney River at Clohamon aims to improve fish passage at a medium scale hydroelectric scheme through a state and community collaborative initiative. The pilot project will initially examine the feasibility of mitigation and will progress to the next stages, as appropriate.





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Barrier mitigation at Ballinglen Bridge

In 2012, Inland Fisheries Ireland carried out the Wicklow Bridges project, which studied 103 structures in the county and classified them in terms of the risk they posed to fish passage for various species of fish. IFI worked with the East Wicklow Rivers Trust, Wicklow County Council, and the Local Authority Waters Programme to improve habitat and biodiversity for migratory fish in the rivers and streams of Wicklow. Additional support came from local landowners and the National Parks and Wildlife Service.

Ballinglen Bridge on the Derry River is situated on the road L3205 and dates to the late 1700's. The 2012 report indicated that this bridge was at high risk of being a barrier to fish passage. Consequently, in 2020, Inland Fisheries Ireland carried out a Scotland and Northern Ireland Forum for Environmental Research (SNIFFER) assessment at the structure.

The assessment concluded that the depth of water on the outlet of the bridge apron and the downstream drop off the apron significantly impacts passage for all fish species. Adult salmonids may be able to jump onto the bridge apron, but the shallow water depth does not allow them to swim over the apron.

The project was initiated in 2021 when the East Wicklow River Trust (EWRT) was conditionally awarded €50,000 from the Salmon, Sea Trout Conservation and Protection Fund. This project funded the detailed rock ramp design, the associated construction method statement, the ecological impact assessment (EclA) and the Screening for Appropriate Assessment.

Following confirmation that the project did not require planning permission, the EWRT was granted a further €114,855.40 from the Salmon, Sea Trout Conservation and Protection Fund to construct the rock ramp. The rock ramp was then constructed in accordance with the agreed plan and method statement to facilitate the volitional migration of the full range of fish species (and year classes) indigenous to the Derry Water River.

Following completion of the works, the fish passage is now passable by all species of migrating fish native to the Derry River, including salmon, sea trout, lamprey, and eel. In addition, 10 km of spawning habitat that was previously inaccessible to migrating fish is now available.



Image: Bridge apron before (left) and after (right) at Ballinglen, County Wicklow.



Image: Rock Ramp Design.

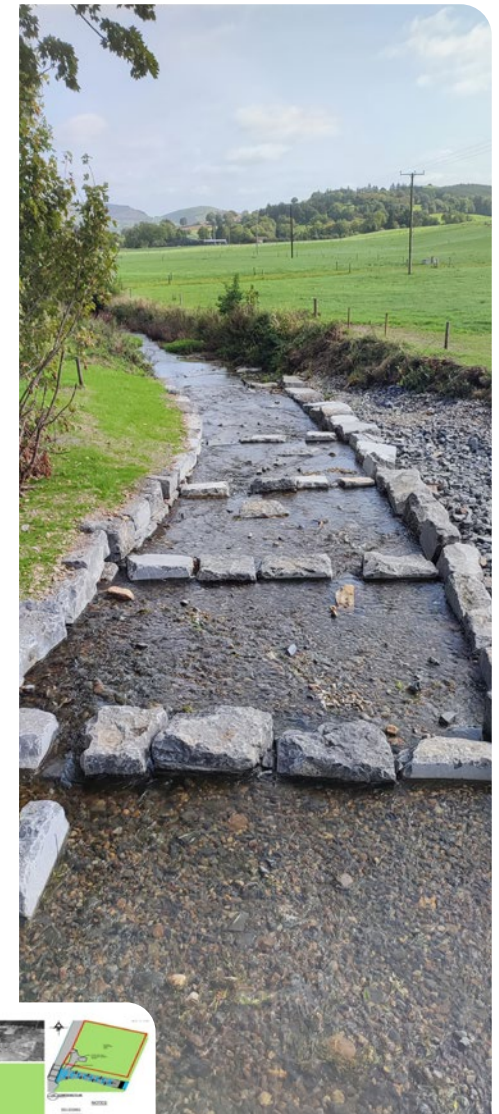


Image: The new rock ramp on the Derrywater/Ballinglen River.





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Case study: Annacotty Weir, County Limerick

Annacotty Weir has been identified as a significant barrier to the free movement of fish, including Atlantic salmon, sea lamprey, brook lamprey, trout and eels.

The Annacotty Fish Passage Project, involves an interagency group that aims to address this barrier by restoring the Mulkear River to a natural free flowing form.

In 2024, the Barriers Team progressed the Option Appraisal phase of the project, and a Public Consultation is scheduled to take place on 29 January 2025. It is hoped that construction works could take place in summer 2026, subject to planning.



Image: Annacotty Weir - Barrier Mitigation project. Photograph of existing weir.

Collaborative case study: Templederry, County Tipperary

In 2024, Inland Fisheries Ireland worked in partnership with engineers in Tipperary County Council to incorporate barrier mitigation into a bridge rehabilitation project at Templederry.

A rock ramp fish pass solution was installed on the Nenagh River to mitigate a deep concrete bridge apron, which was impassable to migratory fish species under low flow conditions.

The project highlighted the important role that the Local Authority's Roads division can play in collaborating with Inland Fisheries Ireland to mitigate barriers across the country.



Image: Concrete Bridge Apron at Templederry, County Tipperary, pre-works photograph.

Image: Bridge at Templederry, County Tipperary, post-works photograph of new rock ramp fish pass.





2



High Level Objective: Fish

TO PROTECT, MAINTAIN AND
ENHANCE IRELAND'S WILD FISH
POPULATIONS



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2. Fish

TO PROTECT, MAINTAIN AND ENHANCE IRELAND'S WILD FISH POPULATIONS

HLO Fish specifies the following actions and expected outcomes:

Action	Outcome
2.1 Develop resourced 5-year plans and annual risk-based fisheries protection programme, including protection and conservation for protected, vulnerable and endangered species.	Resources are targeted based on risk assessment leading to increased fish stocks in improved fresh water and marine environments.
2.2 Implement evidence-based species protection policies and programmes with a focus on mitigation and adaptation in an era of climate change.	Maintained, and where possible, improved current populations of native, threatened, or vulnerable species (in both freshwater and marine environments).
2.3 Develop fishery management plans in light of best evidence-based research and modelling available. In the first instance to assist in the management of wild brown trout fisheries.	Science-based policy supporting the rationale for managing 'managed' wild brown trout fisheries in a sustainable manner.
2.4 Improve existing aquaculture facilities, and investigate the feasibility of developing new facilities.	To supply (non-wild) fish for Stakeholders, in addition to facilities responding to ecological disasters, or intervening where fish are in danger of localised extinction.



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Introduction

What follows are the key achievements for Inland Fisheries Ireland in 2024 for Fish. These achievements outline key fisheries statistics and case studies, highlighting the excellent work undertaken throughout Ireland.

Fisheries Protection Review – key statistics for 2024:

IFI patrol staff dedicated 179,419 hours to patrolling activities, as set out in Table 2.

The number and breakdown of different types of patrol is shown in Table 3:

Table 2: Hours spent on anti-poaching patrols:

Hours spent on anti-poaching patrols		2023	2024
	Lake patrols	30,852	30,151
	River patrols	64,903	67,494
	Sea patrols	6,977	7,090
	Coastal/estuary patrols	29,791	30,183
	Bass patrols	10,418	10,640
	BFT patrols	1,396	1,452
	Foot patrols	40,224	32,409
Total number of hours		184,561	179,419



Table 3:
Patrol type:

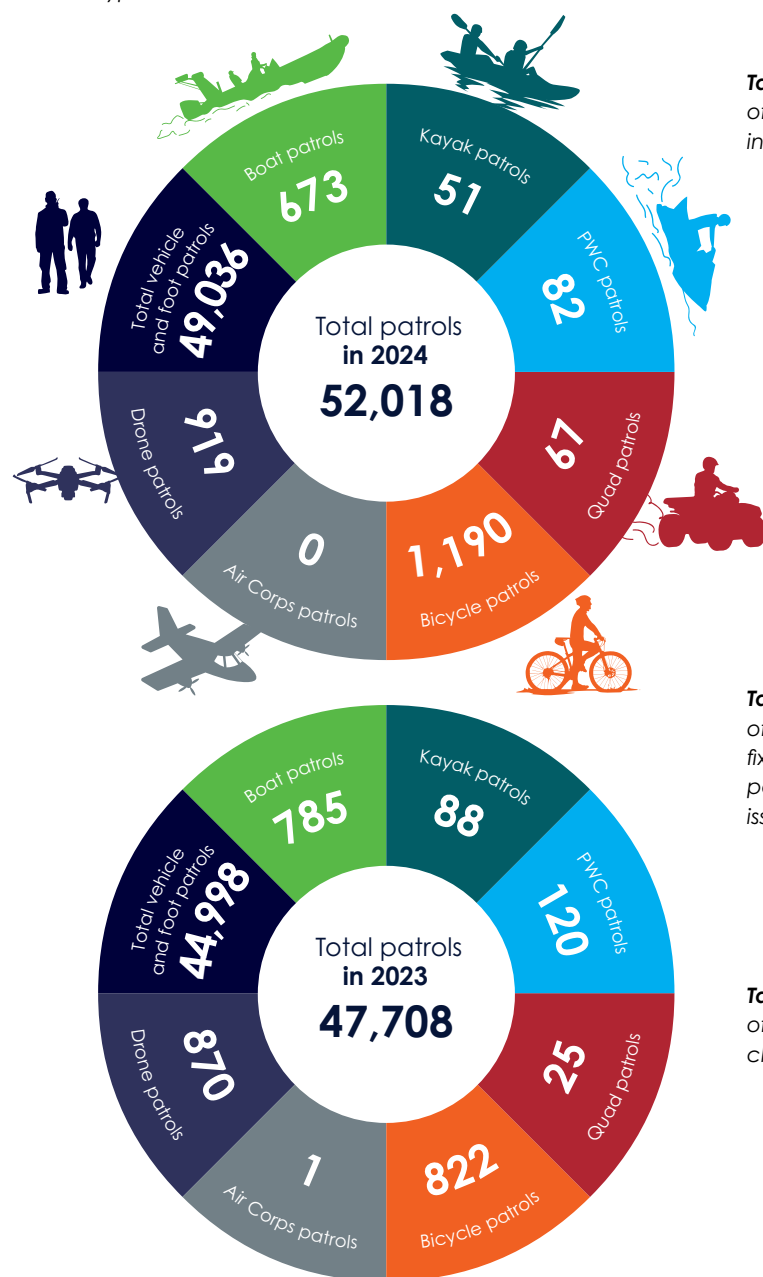


Table 4: Number of fisheries inspections:

Inland Fisheries Ireland fisheries enforcement, inspections and compliance checks:

Inspections of licence holders and anglers		2023	2024
	Inspections of commercial salmon and sea trout licence holders	503	407
	Inspections of recreational anglers for licence and/or permit	15,387	16,860
	Inspections of other anglers	15,322	18,655
	Number of bass anglers checked for compliance with fisheries legislation and regulations	2,110	2,815
Total number of fisheries inspections		33,322	38,737

Table 5: Number of cautions and fixed charge penalty notices issued:

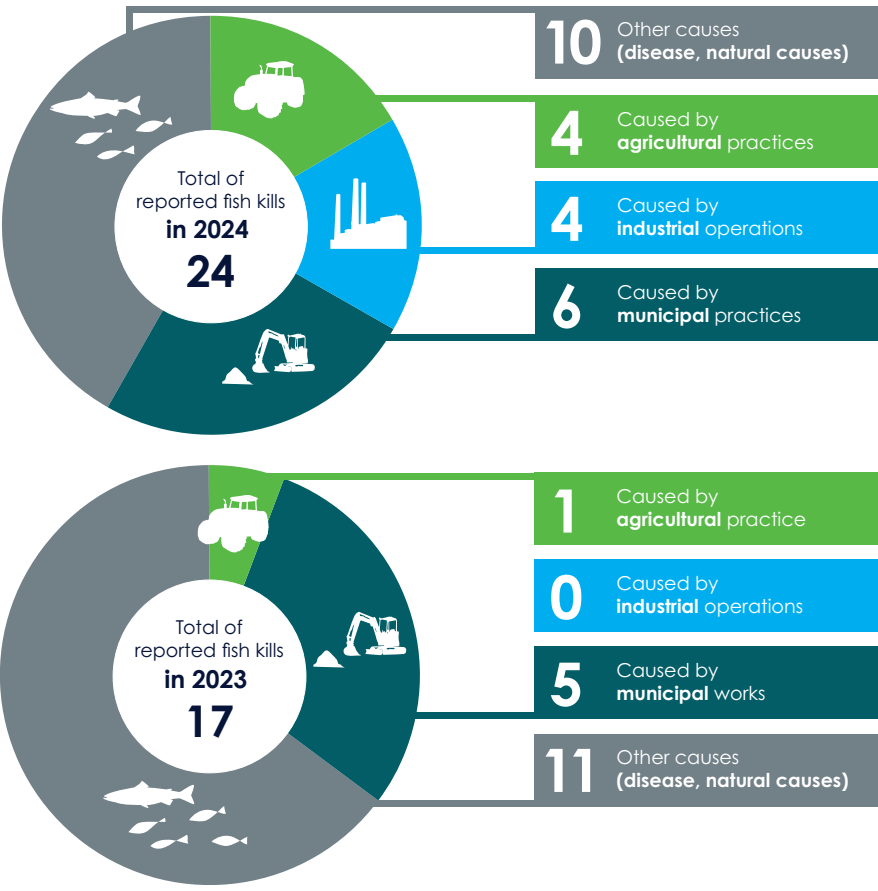
Cautions and fixed charge penalty notices		2023	2024
	Cautions issued to anglers	504	402
	Fixed charge penalty notices issued	297	292

Table 6: Number of compliance checks

Compliance checks		2023	2024
	Fish dealers checked	181	158
	Restaurants/hotels/guesthouses checked	58	112
Total number of compliance checks		239	270

Fish kills

Table 7: Fish kills by origin:



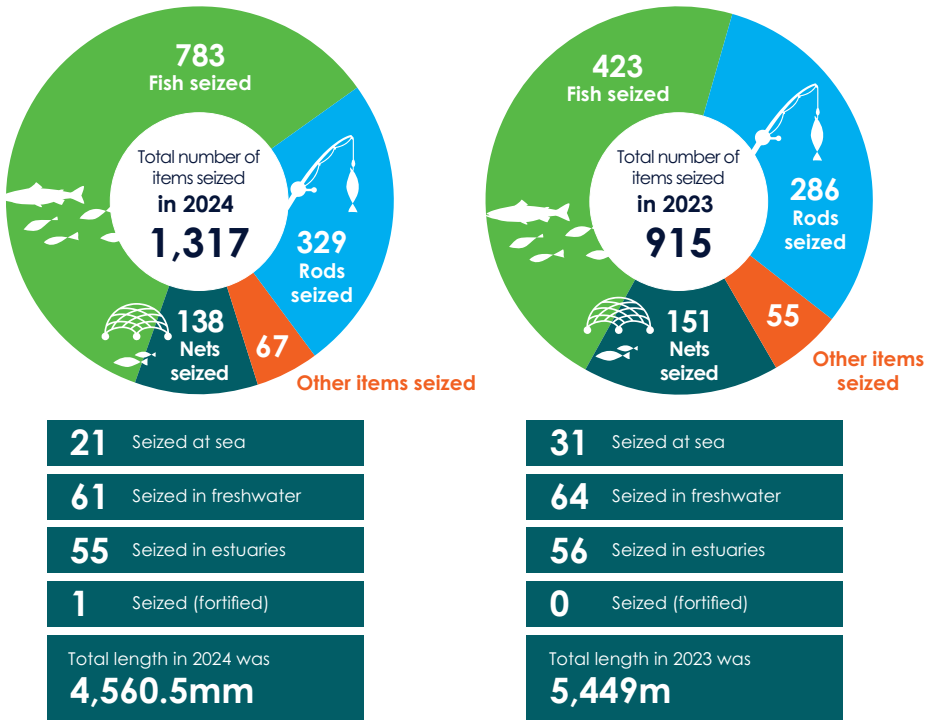
Prosecutions initiated and concluded

Table 8: Number of prosecutions initiated and concluded:

Prosecutions	2023	2024
Prosecutions initiated for fisheries offences	77	99
Prosecutions concluded for fisheries offences	81	64
Prosecutions initiated for environmental offences	24	39
Prosecutions concluded for environmental offences	21	27

Illegal items seized in 2024

Table 9: Illegal items seized:





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Fisheries Protection Patrols in Summer 2024:

223



river sites
surveyed in 11
river catchments

26



lakes
surveyed

9

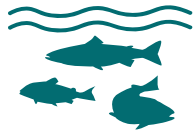


transitional
waterbodies
surveyed

Number of fish recorded in 2024:

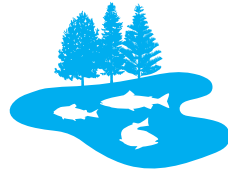
11,585

in rivers

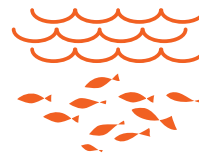


16,460+

in lakes



11,782

in transitional
waters

Fish in Rivers ecological status

for 2023 was reported to the Environmental Protection Agency (EPA) and the Department of Housing, Local Government and Heritage (DEHLGH) throughout 2024:

170 river sites surveyed in 2023 and were assigned 'fish ecological status' in 2024 (17: High, 53: Good, 73: Moderate, 23: Poor, and 4: Bad). Of the 41 repeat surveys in 2023, 4 improved, 17 deteriorated, and 20 were stable.

Fish in Lakes ecological status

for 2023 was reported to the EPA and DEHLGH throughout 2024:

27 lakes were surveyed in 2023 and were assigned 'fish ecological status' in 2024 (5: High, 10: Good, 5: Moderate, 3: Poor, and 4: Bad). Of the repeat surveys in 2023, 8 were improved, 7 deteriorated, and 12 remained stable.

Fish in Transitional Waters ecological status

for 2023 was reported to the EPA and DEHLGH throughout 2024:

5 transitional waterbodies were surveyed in 2023 and assigned 'fish ecological status' (1: Good, 3: Moderate, 1: Bad). Of the repeat surveys in 2023, 1 was improved, and 4 deteriorated.

9



**Fish in Rivers
catchment
survey factsheets**
were completed in
2024, describing the
status of fish stocks
in rivers surveyed
throughout 2023.

27



**lake reports
were completed**
in 2024, describing the
status of fish stocks in
lakes surveyed during
2023.

Inland Fisheries Ireland provided the EPA with tissue from fish samples (from 16 lakes and 3 rivers surveyed from 2021-2023) for **priority hazardous substance testing**.

1



**Water
Framework
Directive
Summary report**
was completed,
describing the fish
ecological status of
waterbodies surveyed
in 2023.



The fish ecological status from 33 river waterbodies, 27 lakes, and 5 transitional waterbodies were surveyed in 2023 and **reported to the European Environment Agency's Water Information System for Europe (WISE) Database** in 2024.



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The following case studies demonstrate work undertaken by IFI under the High Level Objective Fish.

Conviction secured for offences at River Barrow, County Carlow

Image: Boat and nets seized on River Barrow.

Inland Fisheries Ireland secured convictions against three men for illegal salmon netting offences with fines and expenses of almost €2,000 levied. The Defendants were accused of attempting to unlawfully capture salmon, and using a boat as an aid to the commission of an offence. The incident happened at Bauck, Drummin, on the River Barrow, County Carlow on 8 September 2024.



Four nets and a boat were seized on the Barrow, and three men were apprehended. This was a commercial poaching effort that was being covertly monitored by staff. Covert cameras were used to watch the area with staff familiarising themselves with the ground during the summer. Four officers responded to a callout of the incident and the three men were apprehended while using the net.

The case was heard at Kilkenny District Court on 26 November 2024. The Defendants entered a plea of guilty to using a fixed engine for the capture of salmon contrary to Section 97(1). They also pled guilty to using a net to capture fish contrary to Section 96(1)(a), and using a boat as an aid to the commission of the offence contrary to Section 285A (1) of the 1959 Fisheries Consolidation Act.

Having heard the evidence, Judge Carthy imposed a fine of €250 on each of the Defendants on Count 1 on the Summons, namely for making use of a fixed engine for the capture of salmon, contrary to Section 97(1) of the 1959 Act. A contribution of €400 each was also issued to cover the costs of the prosecution. The judge allowed the men 120 days to pay these amounts and took the remaining counts into consideration. Judge Carthy also declared the boat used by the Defendants to be forfeit.

Illegal salmon netting intercepted, West Cork

On 2 and 10 July 2024, Fisheries Officers intercepted an illegally caught salmon being landed at two piers on the Beara Peninsula, West Cork.

A total of 49 salmon, an illegal net, and two vehicles that were used in the transportation of the fish were seized. The salmon, valued at €2,556, were disposed of on Order to two local smokeries.

The vehicles were seized under Section 285A, Part XVII of the Fisheries (Consolidation) Act 1959, as amended. The cases are being prosecuted by the Office of the Director of Public Prosecutions - one through the Circuit Criminal Court, and one through the District Court.



Image: 36 Wild Atlantic Salmon seized 2 July 2024.



Image: 13 Wild Atlantic Salmon seized 10 July 2024.



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Case study: Clare Lake fish kill at Claremorris

At the end of April, a significant fish kill took place over two weeks at Clare Lake, Claremorris in County Mayo. An environmental investigation was undertaken, including testing and analysis of water samples, following a report to local Fishery Officers.

Discharge from a wastewater pumping station caused at least 945 fish mortalities over a two-week period.

Clare Lake is an important local angling amenity, featuring floating fishing stands, wheelchair access, looped walks, seating areas and shelter. These amenities were installed by Inland Fisheries Ireland in 2016, in conjunction with the local Community Employment Scheme.

It is estimated that more than 3,500 people use the park for recreational purposes each week.

Image: A sample of dead coarse fish recovered in April from Clare Lake downstream of the effluent discharge.



Collaborative case study: Operation Aranmore

As part of Inland Fisheries Ireland's conservation and protection activities combatting illegal netting of Atlantic Salmon at sea, Operation Aranmore was established, to tackle illegal activity off the northwest coast of Donegal.

A number of sea patrols were undertaken using IFI's Delta ribs between the 6th to the 8th July in west Donegal. On the 8th July on route to Owey Island, just inside Torneady Point, a boat was identified fishing along the banks at 00.20 hours.

On intercepting the vessel, it was identified that they were drifting a salmon net. Inland Fisheries Ireland staff escorted the vessel back to Pollawaddy Pier where the drift net was seized along with two salmon. The net measured 371 yards in length.

Image: Drift net and two salmon seized off Aranmore Island.





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Case study: Surveillance operation at the Shannon Estuary

In July, a report from a local angler alerted Inland Fisheries Ireland to a net set at Moyne point, near Kilrush on the Shannon Estuary. The team were quick to respond and upon locating the net, the decision was made to mount a surveillance operation to apprehend the individuals responsible.

Two officers were hidden downstream of the net, and one was upstream. At dusk, around half an hour after high tide, two individuals approached the site. They began to retrieve the net and place fish into a bag. At this point, the officers revealed themselves and demanded the individuals remain in place.

Both individuals ran, but one was successfully detained. The detained male was cautioned and his details were recorded. The fish and the net were seized and prosecution was brought

against the individual. Twenty-one Atlantic salmon and one European bass were found to have been caught. The net was measured at 120m in length. The case had its first mention in Kilrush District Court but the individual did not appear and a bench warrant was issued for his arrest.



Image: Salmon seized at Moyne Point on the Shannon Estuary.

Image: Net seized at Moyne Point on the Shannon Estuary.





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Atlantic Salmon

National Salmonid Index Catchment (NSIC) River Erriff

The upstream trap to monitor returning adult salmon and sea trout completed its operations for 2024 with associated routine sampling. The trap also monitored Passive Integrated Transponder (PIT) tagged fish, other tagged salmonids, ranched fish removal and diseased fish. In total, 1,203 wild salmon, and 1,356 sea trout returned to the system in 2024.

Monitoring of the smolt and kelt runs for salmon and sea trout was undertaken in 2024. Overall, 404 salmon smolts, 408 sea trout smolts, 18 sea trout kelts, and 5 salmon kelts were recorded. Associated PIT, NANO Data Storage Tagging (DST), and acoustic tagging of smolts were completed. This work is designed to monitor marine survival and track migration.

In addition, returning PIT-tagged salmon were monitored in Galway Weir (the number of returning adult salmon detected from the juvenile cohorts tagged in 2022 and 2023). Overall, 1,100 wild salmon smolts were PIT-tagged in Galway Weir in 2024.



Pink salmon programme

In 2024, coordinated field and laboratory assessments of various eDNA filter types was undertaken in Ireland (and elsewhere in Europe) as part of the first phase of the EU-funded PINKTrack project.

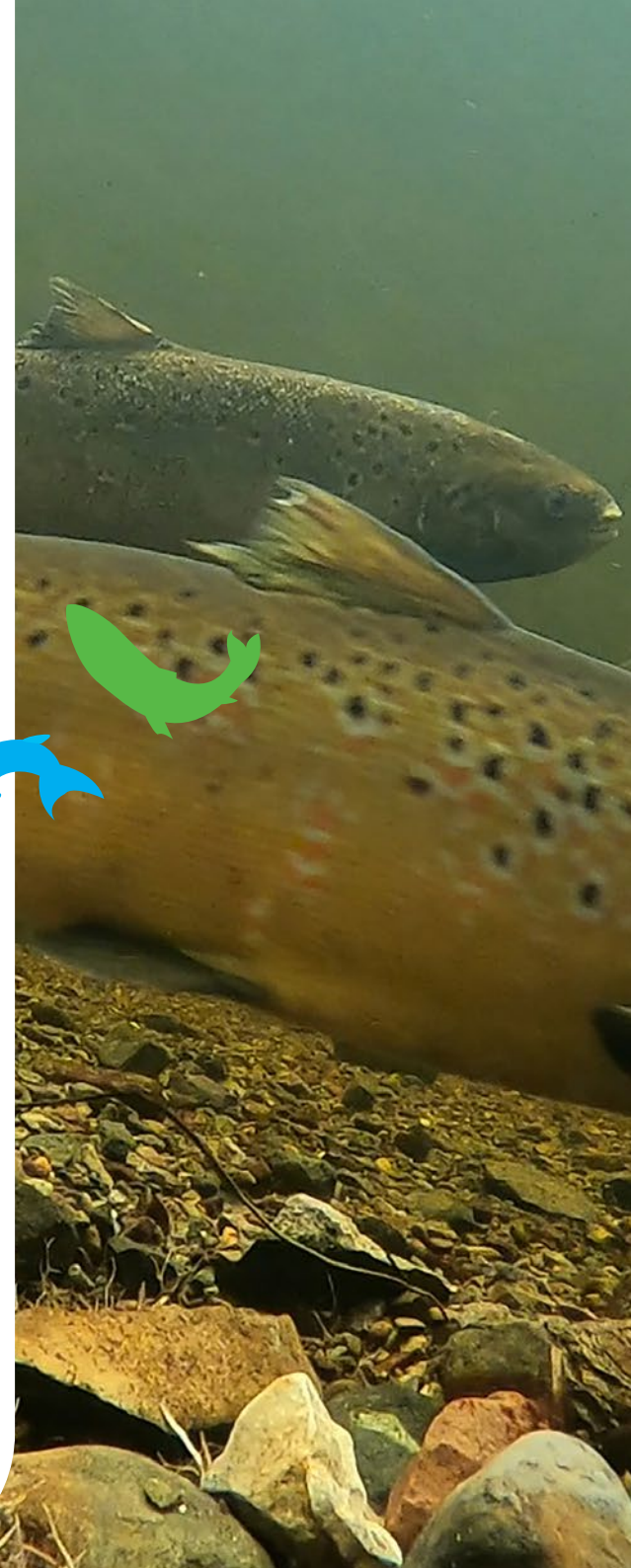
This project aims to monitor the presence of pink salmon in the EU, standardise sample collection, and standardise analytical approaches.

GeneFlow project

The GeneFlow project continued in 2024 with a total of 1,411 samples taken across 55 rivers.

The project aims to determine the level of genetic introgression in up to 200 Irish wild salmon stocks from farmed escaped salmon over the three-year project term.

The GeneFlow project is a partnership between Inland Fisheries Ireland, University College Cork (UCC) and Teagasc - the Agriculture and Food Development Authority. It is supported by Inland Fisheries Ireland, European Maritime, and the Fisheries and Aquaculture Fund through the Marine Institute.





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Catchment-Wide Electrofishing Programme

Nationwide fieldwork was completed for the annual Catchment-Wide Electrofishing Programme.

The Programme assesses juvenile salmon production in Irish rivers, and sampled a total of 41 catchments and sub-catchments in 2024.



Scientific representations and advice provision

Inland Fisheries Ireland provided three scientific representatives for the Technical Expert Group on Salmon. The Group assessed the status of salmon stocks in Ireland in 2024 and provided associated scientific catch advice for the 2025 fishing season. This work was further supported by numerous Inland Fisheries Ireland Operations staff.

Inland Fisheries Ireland also provided scientific representation for the Northern Irish Standing Scientific Committee on Salmon. The representations were provided at meetings with several stakeholders, including the National Inland Fisheries Forum; the Ballisodare Fishing Club; the owners of the Owenmore, Owenduff, and Carrowmore fisheries; and River Moy angling stakeholders.

Inland Fisheries Ireland hosted the International Council for the Exploration of the Sea (ICES) Working Group on North Atlantic Salmon in Galway in March 2024. Likewise, it co-hosted the meeting of the North Atlantic Salmon Conservation Organisation (NASCO) in Westport in June 2024 with the Department of the Environment, Climate and Communications (DECC).

Image: Inland Fisheries Ireland hosted the ICES Working Group on North Atlantic Salmon in Galway in March 2024.





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National Eel Monitoring Programme

The year 2024 was a reporting year under the EU Eel Regulation (1100/2007) with an International Council for the Exploration of the Sea (ICES) data call issued in July 2024. The Eel Monitoring Programme (EMP) team attended the Working Group on Eel (WGEEL) meeting in Albania to produce advice and recommendations for the conservation of the European Eel across its home range.

The resulting advice states that when the precautionary approach is applied, there should be zero catches in all habitats in 2025. This applies to both recreational and commercial catches (and includes catches of glass eels for restocking and aquaculture).

As in previous years, recruitment of glass eel and elver remains low. Glass eel recruitment in the "North Sea" index area was 1.1% in 2024 (provisional) and 0.5% in 2023 (updated). In the "Elsewhere Europe" index series, recruitment was 7.2% in 2024 (provisional) and 7.4% in 2023 (updated). The yellow eel recruitment index for 2023 was 11.4% (updated) of the 1960–1979 geometric mean. Time-series from 1980 to 2024 show that eel recruitment remains at a very low level (ICES, 2024).

The European eel remains critically endangered, with recruitment at less than 10% of historic levels, therefore the monitoring of glass eel and elver coming into Ireland is vitally important. This monitoring helps to capture any changes due to the management measures implemented under the EU Eel Regulation.

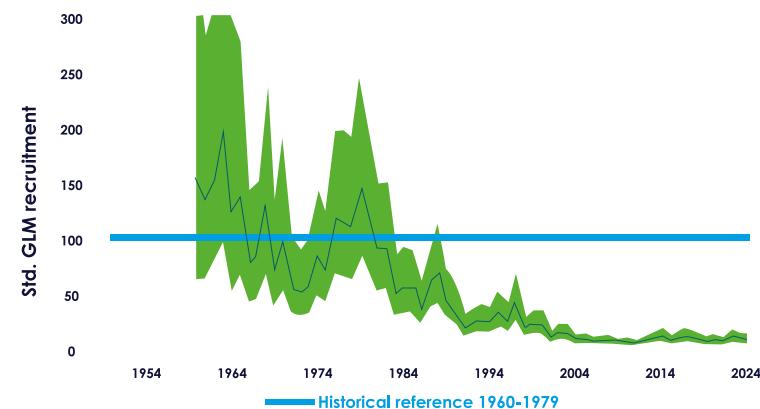
The EMP, in collaboration with local Inland Fisheries Ireland staff monitors glass eel and elver recruitment in several key locations across Ireland (Inagh, Feale, Maigue, Corrib, Boyne). The EMP has generated valuable time-series data which contributes to the international results and conservation advice.



Image: Glass eel recruits from a refuge trap on the Boyne Estuary

Image: Glass eel Elsewhere Europe recruitment index graph reproduced from ICES, 2024.

Glass eel elsewhere Europe recruitment index





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Case study: 2016 Eel Density Analysis update

In 2016, the Marine Institute (MI) and Inland Fisheries Ireland conducted an analyses of yellow eel abundance, covering the years 2002 to 2011. The analysis made predictions of annual silver eel production.

This work was re-iterated in 2024, for the years 2012 to 2022. Consequently, eel was found to decrease in the years from 2013 to

2017, which was followed by a return to high abundance at the end of the time series in 2022.

Annual predictions of yellow eel density were also made for every river reach in Ireland on the coarse resolution CCM (Catchment Characterisation and Modelling) river network.

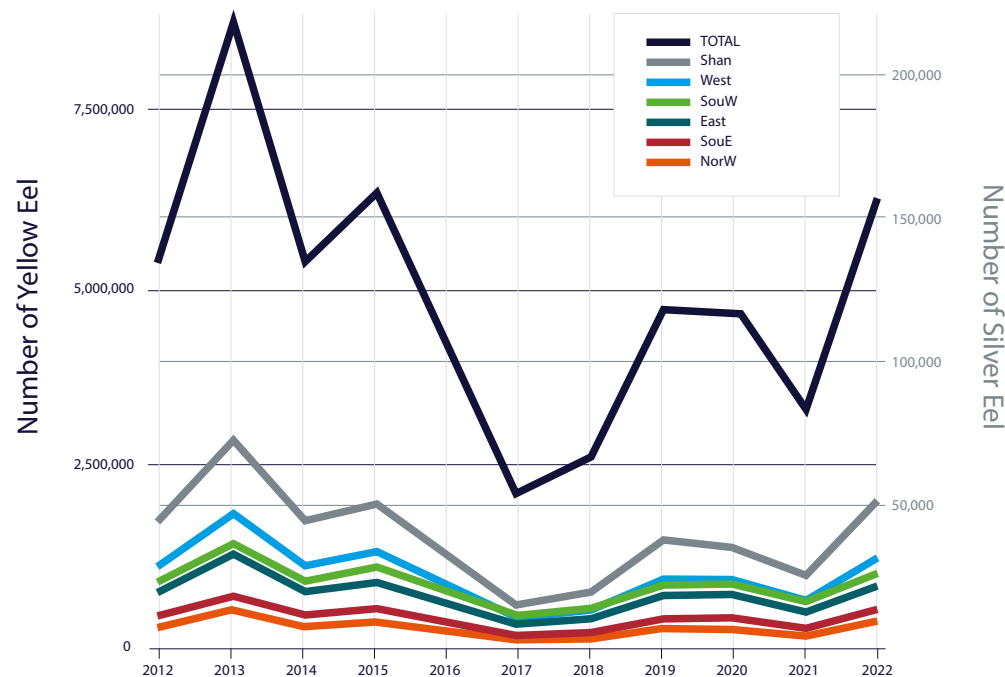


Image: Timeseries of total yellow eel abundance and silver eel production by eel management unit (EMU).

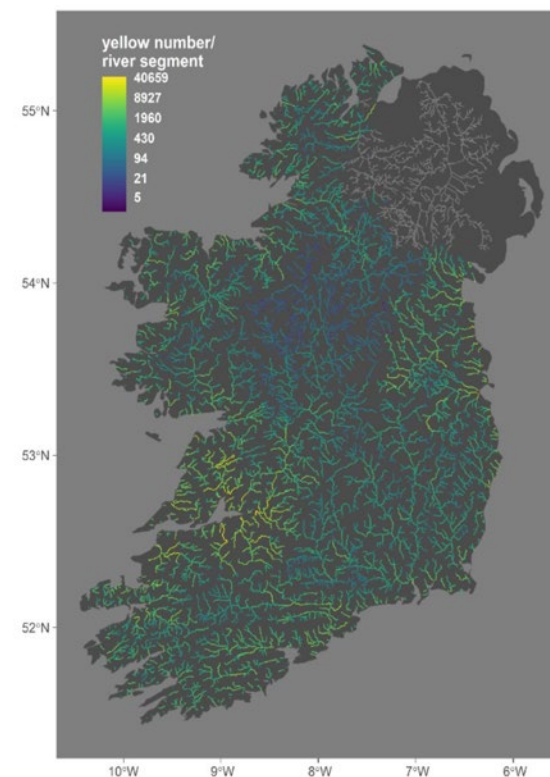


Image: Abundance of yellow eel predicted in each river segment in 2022





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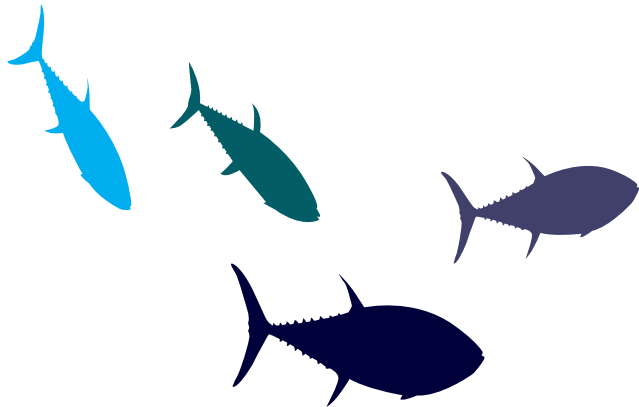
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Tuna Catch and Release Tagging (CHART)

This citizen science-based data collection programme has been operating since 2019 and facilitates top quality angling for an iconic sports fish species on authorised vessels. The programme also provides a collection of important scientific data about tuna ecology.

A total of 294 angler-caught Atlantic bluefin tuna were measured, tagged, and released from a total of 22 specially authorised charter skipper vessels in 2024. The average catch rate per day of 1.25 bluefin tuna per boat was somewhat lower than the average for the past three years.

All scientific data is reported to the International Commission for the Conservation of Atlantic Tunas (ICCAT) which is the international inter-governmental fishery organization responsible for the conservation of tunas.



Sea angling: recreational catch data

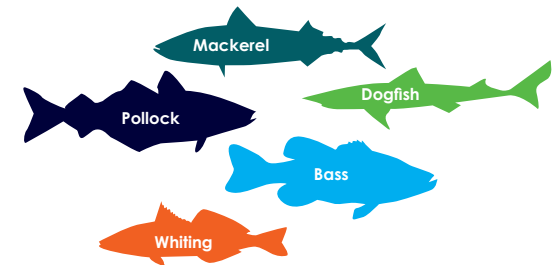
The Irish Marine Recreational Angling Survey is undertaken by Inland Fisheries Ireland to estimate recreational angling catches in Irish waters. The focus is on cod, pollack, bass, elasmobranchs, and highly migratory species. As the Agency responsible for marine angling, Inland Fisheries Ireland is tasked with surveying and reporting rod catch and length data to the European Commission (EC) from around the 3,000 km coastline of Ireland.

Angler catches and releases of all species was collected from face-to-face onsite surveys, angler and charter skipper voluntary catch reporting diaries. These diaries were reported from the shore, small boats, and the charter angling sector. The data was scaled up to represent the national catch by applying angler population estimates.

Mackerel, pollack, dogfish, bass and whiting are the most-widely caught fish species by Ireland's 250,000 sea anglers.

The highest total economic contribution to angling in Ireland is from sea angling, at 29% of the total economic contribution of the entire angling sector.

Pollack, bass and whiting recreational catch data for Ireland is being contributed to the ongoing ICES benchmark process for each species.





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Fish telemetry studies

Fish movement patterns, habitat usage and survival can be tracked using electronic fish tags. Tagging and monitoring of migratory salmon smolts was undertaken at the River Erriff in 2024 with miniature temperature tags. The tagging took place under the SMOLTRACK project with the aim of monitoring the freshwater and marine thermal experience of salmon smolts.

Survival from smolt to adult is about 5% nationally – in that scenario a small number of salmon tagged in 2024 should return as adults in Summer 2025. More than 100 tags were deployed in 2024.

Despite sustained intensive sampling in many rivers, very few smolts (sea trout or salmon) were encountered. Sampling will be repeated in 2025 to evaluate this unexpected 2024 sampling result.

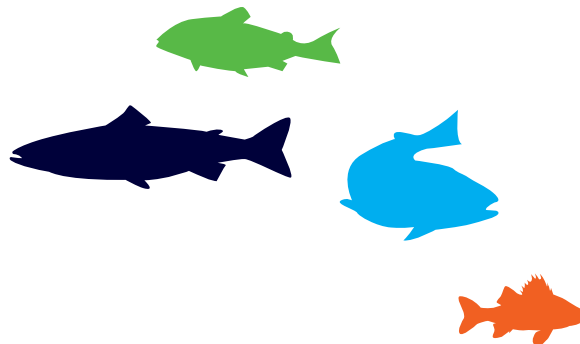
Under the Cetacean, Elasmobranch, Turtle, and Seabird (CETUS) project, in which Inland Fisheries Ireland is a partner, tope continue to be tagged with acoustic and satellite tags. The tags help monitor the tope's use of local habitat, site fidelity, and migration patterns. A key objective of CETUS, which is funded by the Sustainable Energy Authority of Ireland (SEAI), is to close knowledge gaps on selected at-risk species.

Marine sportfish management and conservation studies

The tagging of shark species, skates, and rays, using conventional plastic tags, continues under Inland Fisheries Ireland's Marine Sportfish Tagging Programme. This long-running citizen science programme has been delivered on the ground since the 1970s.

Tagging is undertaken by trained anglers and charter skippers who tag fish on a citizen science basis, at different marine areas around the Irish coast. Species-specific data (i.e. tope and flapper skate) are being analysed with a view to producing scientific publications.

Publications based on these historical datasets will contribute to increasing knowledge about the biology and ecology of these species, and assist in identifying priority habitat areas for consideration under the EU Nature Restoration Law.



Shark Island

Shark Island is a multidisciplinary project linking biologists, policy makers and the general public to enhance the sustainable exploitation of Ireland's unique shark resources. Simultaneously, the project aims to improve welfare outcomes for these animals in Ireland's waters.

To those ends, Trinity College Dublin and Inland Fisheries Ireland published a review paper on 'elasmobranch catch-and-release science'. An in-depth study has been prepared into the movements, growth rates, and sexual segregation in critically endangered tope in the Northeast Atlantic.

The study is based on an analysis of the long-term Inland Fisheries Ireland tagging dataset.

National Bass Programme

Ireland enjoys a reputation as an important bass angling location. This iconic species is highly regarded by sea anglers.

Inland Fisheries Ireland continued to monitor bass stocks in 2024, which is managed solely for angling. The commercial fishery was closed in 1990 to aid stock recovery.

Data collected on juvenile, pre-adult and adult bass status are being analysed to provide annual updates on stock status at different life stages. Fish scales provide full life histories and growth rates of bass for this programme which is essential for management.



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DiadSea Project

In 2024, an identification booklet was created as a deliverable for the DiadSea project to aid in fish identification, particularly for diadromous fish (DF) species in tidal and coastal waters. DF species are known to migrate between freshwater and marine environments throughout their lifecycles. The species mentioned in the booklet have historically been poorly recorded at sea and often discarded or ignored as bycatch.

These fish species are hugely important ecologically, culturally, and economically (in some countries) as well as being useful indicators of changing climate related processes. Accurate identification of DF presence in the marine environment is essential to fill the knowledge gaps that exist in their distribution at sea.

The booklets were distributed to the Irish Groundfish survey and Iceco surveys with the aim of increasing DF reporting at sea and increasing the accuracy of species identification. This booklet was presented to the Fisheries Ecosystem Advisory Services (FEAS) quarterly meeting in September 2024.

In 2025, the booklets will be used to improve occurrence reporting of DF on research vessels, among recreational coastal anglers and various other stakeholder groups around Ireland. The booklet was created in collaboration with Russell Poole of the Marine Institute.



Image: Cover page of the Identification booklet for diadromous fish.





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Warm Water Protocol Scientific Working Group

The Warm Water Protocol Scientific Working Group (WWPSWG) provides scientific evidence to support Inland Fisheries Ireland's Warm Water Protocol in key salmon and sea trout state fisheries.

Climate change has been identified by Inland Fisheries Ireland as one of the greatest current and future threats facing the wider aquatic environment and fish populations.

Periods of low rainfall, coupled with settled, sunny weather can lead to water temperatures in lakes and rivers exceeding the thermal tolerances of many fish species with salmonids (Atlantic salmon, brown trout, and sea trout) amongst the most vulnerable.

Prolonged dry spells cause river water levels to drop which results in an overall decrease in the total volume of wetted habitat and slow, sluggish river flows. Likewise, high daytime solar radiation causes high river temperatures that peak in late afternoon yet may remain elevated above the thermal tolerance of salmonids overnight.

In tandem, these conditions, combined with low dissolved oxygen conditions, can lead to sublethal and ultimately lethal conditions for salmonids, and as such, angling practices must be modified to safeguard fish welfare.

As such, the WWPSWG developed a traffic light system for closing and reopening fisheries due to adverse water temperatures. The traffic light system was developed based on a review of scientific literature and protocols.

Regular water temperature monitoring at key angling sites is recommended during periods of warm weather conditions using real-time monitoring systems, or three-daily spot checks every 6 hours at 6:00, 12:00 and 18:00.

It is recommended that fishery managers initiate a fishery closure when two individual spot checks record water temperature at, or more than, 20 °C in a single 24-hour period. When water temperatures are warmer than 18 °C, management should advise that angling be performed with extra care. Once a fishery has been closed, re-opening should be conditional on at least two successive water temperature readings.

Further work is currently being undertaken by the WWPSWG to investigate dissolved oxygen trends in salmon holding pools. Two dissolved oxygen data loggers (Rivers Nore and Moy) were deployed as part of this monitoring in 2024.





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Image: Schematic showing the water temperature bands for which angling practices should be amended.

Traffic light system recommendations



<18°C - GREEN

(Fishing ok)

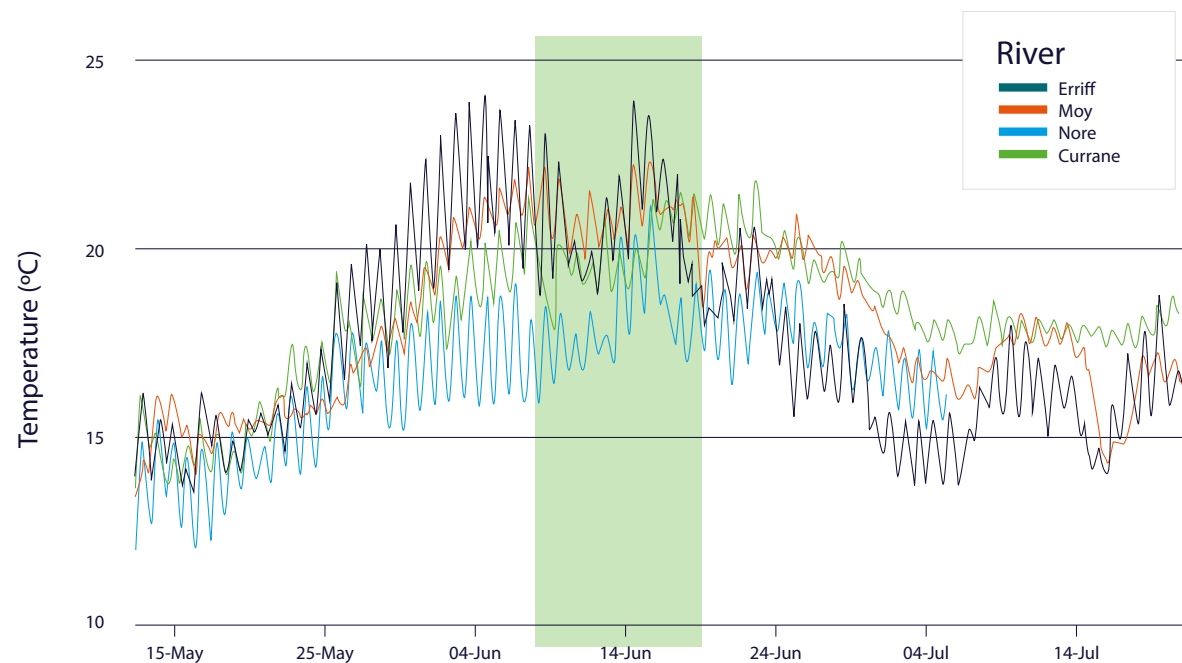
18-20°C - AMBER

Warnings to be issued that
fisheries may close if
weather continues to warm

>20°C - RED

(fishing closure recommended)

Image: Water temperature data from four salmon and sea trout fisheries during spring/summer 2023. Dashed line denotes 20°C threshold. Each river shows variable temperatures. As shown in previous data, temperatures can vary significantly between rivers, underscoring the importance of site-specific management. Green shaded area is June heatwave 2023 when Moy (Ballina), Erriff and Galway fisheries were closed for 10 days.





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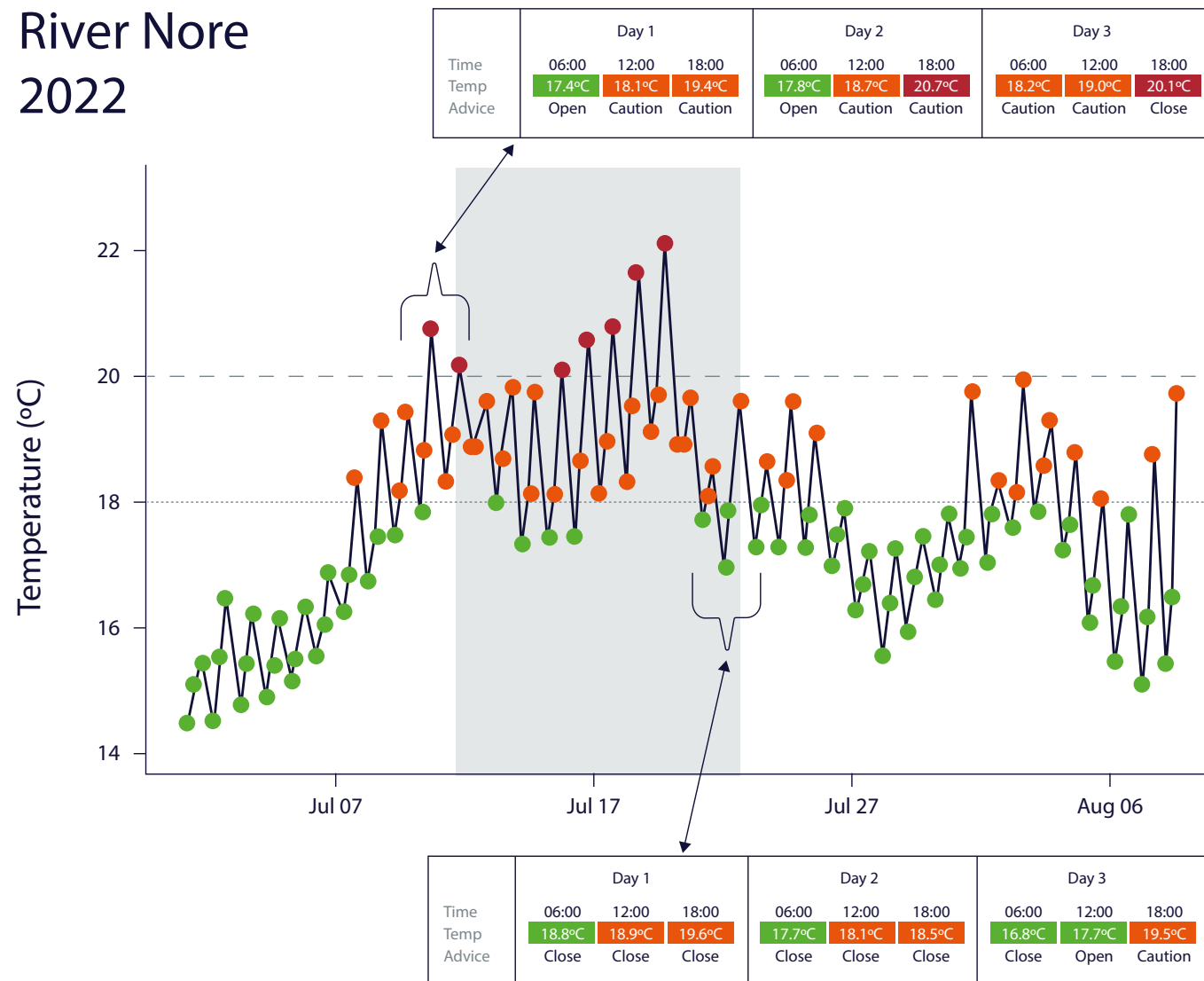


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Image: Practical example – following the Warm Water Protocol (WWP) on July 11 the site would close due to two consecutive red readings within a 24-hour period. The closure would remain in effect until July 22, 2022, when two successive green readings allow for reopening.

River Nore 2022





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Freshwater Research

Brown Trout Research

Key outcomes under the National Brown Trout Programme, for 2024, included the continuation of the Brown Trout Fry Index programme involving the Lough Ennell, Lough Carra and River Clodiagh River subcatchment of the Suir system. A total of 53 sites were surveyed, 21 sites across Lough Ennell, 16 sites across Lough Carra and 16 sites on the Clodiagh River. As part of the Croneen Trout survey of the Camcor River (Little Brosna, mid Shannon system), 15 sites were surveyed. Two lake surveys were completed, these included Islandeady lake (Castlebar) and Lough Melvin. Other survey work included a brown trout smolt trap pilot study along with an underwater camera pilot study, initiated on a Lough Ennell tributary.

The Lough Melvin Catchment Electrofishing Survey report was published, and the Lough Melvin Trout Genetic Study initiated. A database of brown trout electrofishing surveys was conducted in rivers for operational requests and research projects. Phase one consisted of data entry, data cleaning and a quality audit using Excel and R. Phase two is currently underway to develop an extract, transform, and load (ETL) option for data into a geodatabase/SQL database for upload to Inland Fisheries Ireland's Open Data Portal.



The Inland Fisheries Ireland Data and Stats team assisted in the maintenance of the salmon assessment via an SQL database. R scripts were developed for aging fish (e.g., perch, salmon, trout). A repeatable and scalable R script was developed for the DiadSea project to extract, summarise and map target data from millions of datapoints in the ICES database, from which an interactive map can be created to aid researchers during data exploration stage.



Image: Aluminium fish trap and underwater camera, Dysart River, Lough Ennell.

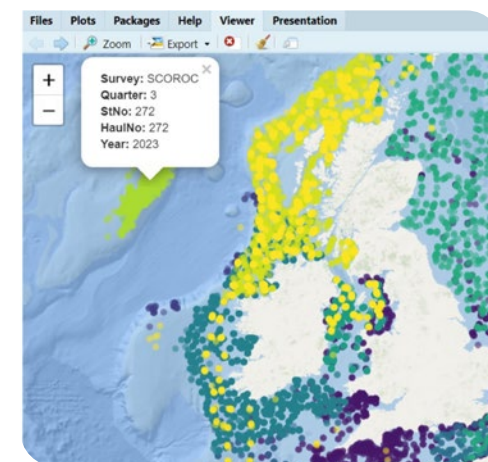


Image: R solution for exploring the Database of Trawl Surveys (DATRAS) data on diadromous species.



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Case study:

Using Arctic char data to estimate overfishing

A length-based fish stock assessment model used in marine fisheries was applied to Arctic char data from Lough Eske to estimate the species' vulnerability to overfishing and other anthropogenic disturbances.

The model (i.e., the Length Based Spawning Potential Ratio LB-SPR) compares the reproductive capacity of fish in an exploited or impacted population to that in an unfished population, or one that is not impacted by anthropogenic factors.

Although the uncertainty in the model is high, there were changes in population length in 2012 and 2022, compared to 2006.

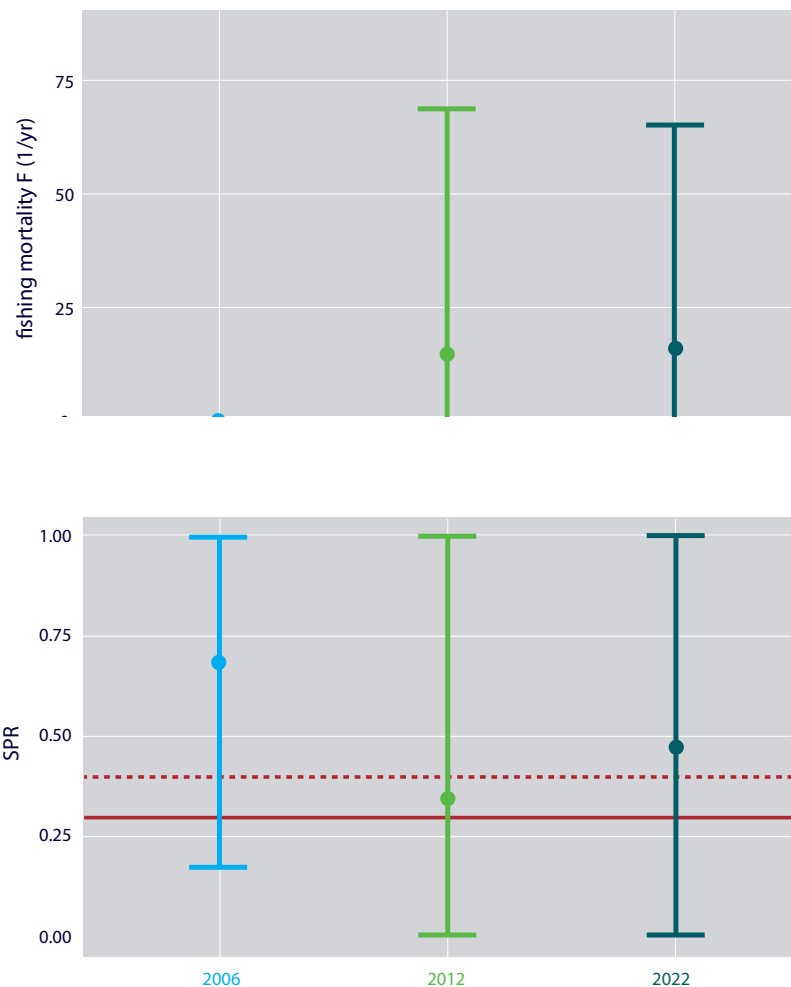


Image: LB-SPR estimated excess mortality (i.e. measure of excess mortality, above that which might be expected naturally) at full selectivity for 2006, 2012, 2022 survey length compositions excluding fish below 15 cm.

Image: Spawning potential ratio (SPR) estimates from the LB-SPR model based on survey length compositions for Arctic char on Lough Eske 2006, 2012 and 2022. The dashed red line denotes a typical target reference point of SPR = 0.4 (40%) and the solid red lines denotes the limit reference point of SPR = 0.3 (30%).





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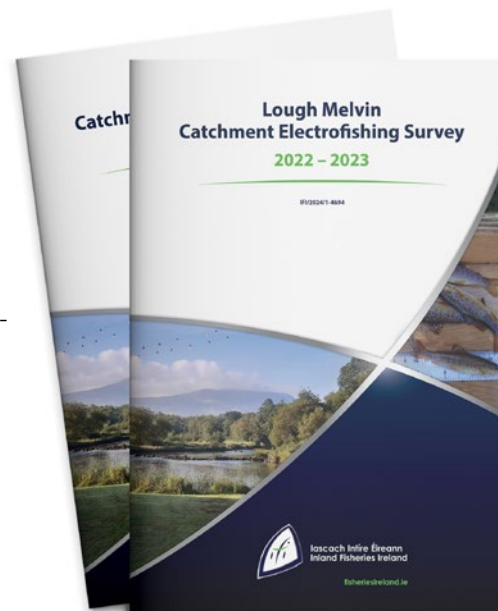
Case study:

Lough Melvin Catchment Survey

Lough Melvin is a cross-border lake system designated as a Special Area of Conservation (SAC) where three sympatric species of trout are found (sonaghan, gillaroo and ferox trout). In the updated Red List (2022/23) all three Melvin trout species have been assigned the status of 'vulnerable'. These species urgently require more comprehensive monitoring and baseline biological information to inform conservation efforts.

An overall assessment of the status of the fish stocks in the Melvin catchment was obtained by sampling sites in five main sub-catchments, and 15 smaller systems.

Within the Northern Ireland section of the catchment, the sites were surveyed by the Department of Agriculture, Environment, and Rural Affairs (DAERA), the Agri-Food and Biosciences Institute (AFBI), or by Inland Fisheries Ireland staff.



Key findings:

- All inflowing lake tributaries that were sampled are contributing to the adult salmonid populations of the Lough.
- Trout were present in every surveyed tributary, whereas salmon were only recorded in the larger rivers.
- Since the early 1990s, there has been a decline in juvenile trout stocks in the Ballagh River.
- The proportion of salmon relative to trout in the County River has increased significantly from below 30% to above 80% from 2001 to 2022.
- Salmon numbers have improved on the County River since remedial works were carried out on the fish pass. However, there has been a decline in trout numbers since the 2001 survey.
- Survey results suggest there is moderate-to-good salmon and trout spawning, and nursey productivity within the Glenaniff and Ballagh rivers.

Image: Cover of the Lough Melvin Catchment Electrofishing Survey.



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Case study:

New publication - *Fish Kills in Ireland: History, Current Status and Recovery*



Image: Inland Fisheries Ireland's Publication IFISH – Fish Kills in Ireland: History, Current Status and Recovery.

In August 2024, the Inland Fisheries Ireland Research and Development Division released a [report](#) describing trends on fish kills in Ireland from 1969 to 2022. The study gathered and digitised data from 2,107 fish kill events. Spatial data was available for 1,738 fish kills, which allowed the project team to develop a feature service layer for sharing with the public. This was also published on the Inland Fisheries Ireland Open Data Portal in August 2024 - [here](#). A dashboard and Survey 123 application have also been developed for internal reporting.

The number of reported fish kill events has decreased since reporting began in 1969, especially when compared to the high levels of the 1980s. The peak in fish kill reports in the 1980s coincided with an intensification of agriculture in Ireland. Despite the downward trend since around 2012, there have been several relatively high numbers recorded, mainly coinciding with the occurrence of heatwaves and droughts.

Fish kills were more prevalent during the summer months, occurring in every county since 1969. The counties of Cork and Cavan had the highest proportion of fish kills, while County Roscommon and County Westmeath had the lowest.

Seventeen fish kills were reported in 2023, and twenty four were recorded in 2024. Three significant fish kills occurred in 2024 on the Allow (Cork), Aughrim (Wicklow) and Ballisodare (Sligo) rivers. Thousands of fish were killed in these incidents, including salmon, trout, sea trout, eel and lamprey.





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Case study:

Fish in lakes monitoring programme

The lakes monitoring programme provides support to various research programmes within Inland Fisheries Ireland. These programmes include the Water Framework Directive (WFD), the National Coarse Fish and Pike programme, Eel research, and the Conservation of Fish and Habitats Directive programme.

Throughout 2023, Inland Fisheries Ireland assessed the status of fish stocks across 27 lakes. Surveys provide information on fish species of conservation importance, and those which are valuable to angling fisheries. The surveys provide information on the status of stocks in specific lakes, and also on a broader, national level.

Fish status metrics are calculated for all lakes to support lake quality designation for WFD purposes. More than 12,300 fish were recorded and processed during 2023.

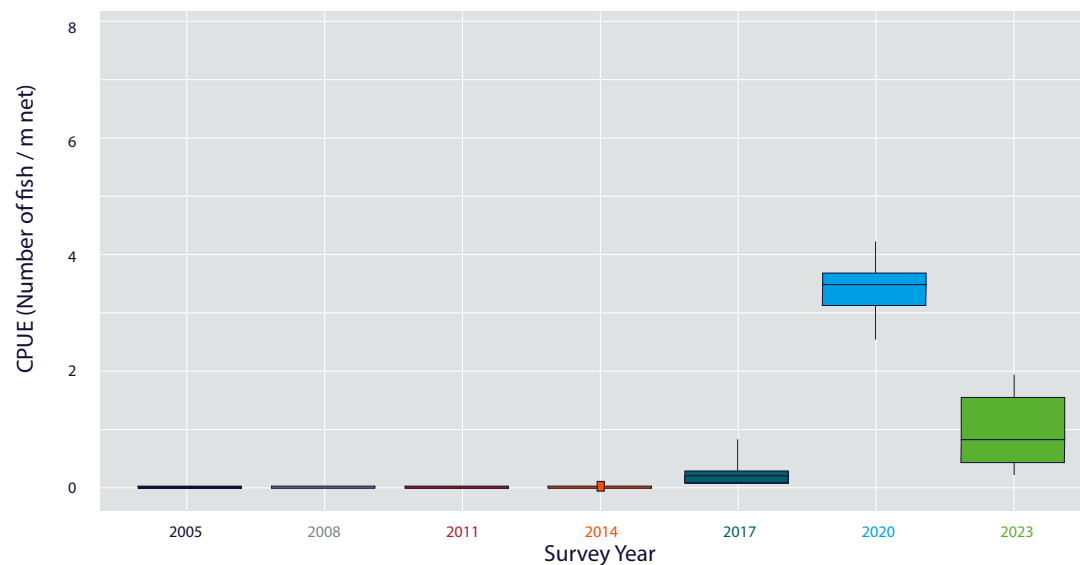


Image: Surveys provide insight into relative population size over time. This example shows relative abundance (catch per unit effort) of perch captured in surveys of Lough Fern, County Donegal between 2007 and 2023. Perch were first recorded in surveys on the lake in 2014.





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Case study:

Confirmation of bream and hybrids at Lough Leane, County Kerry

Lough Leane sits within the Killarney National Park, Macgillycuddy's Reeks, and Caragh River (SAC). Protected fish species include Killarney shad and Atlantic salmon. Lough Leane also supports a small population of Arctic char, whose populations are threatened by deteriorating water quality, climate change, and the colonisation of non-native fish populations. The population of Killarney shad is unique to the lake and is not recorded in lakes elsewhere.

Fish stocks in Lough Leane have been surveyed on five occasions by Inland Fisheries Ireland since 2008. Rudd were first recorded in the 2008 fish stock survey and have been captured in all surveys of

the lake since. The most recent survey was conducted by staff from Inland Fisheries Ireland's Research and Operations (SWRBD) divisions on Lough Leane, County Kerry from 3 to 6 September 2024.

A total of six bream were recorded. They ranged in length from 15 cm to 16.8 cm. Thirteen rudd-bream hybrids were also captured. They ranged in length from 12.3 cm to 17.6 cm. Hybridisation requires that populations of both parent species be present in the lake. The presence of bream hybrids would suggest that a spawning population of bream is now present in the lake.

The age of these fish remains to be determined. However, the size range of both bream and its hybrid are consistent with younger fish. It is possible that these fish may represent spawning between recently introduced bream and the established rudd population.

While the potential long-term impacts of bream are unclear, the rapid expansion of bream and roach-bream hybrid populations have occurred following the recent colonisation of bream in Lough Mask. Newly introduced bream has been shown to impact the ecology of shallow lakes following colonisation.





3



High Level Objective: Stakeholders

TO ACTIVELY ENGAGE
WITH STAKEHOLDERS IN THE
CONTINUED STEWARDSHIP OF
OUR SHARED RESOURCE



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3. Stakeholders

TO ACTIVELY ENGAGE WITH STAKEHOLDERS IN THE CONTINUED STEWARDSHIP OF OUR SHARED RESOURCE

HLO Stakeholders specifies the following actions and expected outcomes:

Action	Outcome
3.1 Focus on maintaining and restoring fish habitats by creating appropriate organisational structures and resourcing. Will use and comply with all relevant legislative power to facilitate this.	An increase in the amount of optimal fish habitat conserved and maintained over the lifetime of the Corporate Plan.
3.2 Manage Inland Fisheries Ireland-owned fisheries sustainably for the benefit of all stakeholders.	Efficiently and sustainably managed state fisheries.
3.3 Upgrade and modernise Inland Fisheries Ireland's angling infrastructure and collateral in line with angling demand.	Ensure angling access infrastructure is safe and fit for purpose, and that information is up to date.
3.4 Support the management, development and restoration of other (non-Inland Fisheries Ireland owned) private/public fisheries.	Efficiently and sustainably managed private/public/ other fisheries.

Introduction

Inland Fisheries Ireland's remit involves the protection, management, conservation, development, and promotion of freshwater fisheries in Ireland. Inland Fisheries Ireland has a diverse stakeholder group, and uses a range of different platforms and methods to engage with those stakeholders. This enables the organisation facilitate the joint stewardship of our shared resource.

Inland Fisheries Ireland manages angling structures throughout the regions. This comprises angling stands, stiles, boardwalks and footbridges. Inland Fisheries Ireland uses an ARC GIS (Geographic Information System) Field maps application called Asset Tracker to audit and record the structure type, location and condition of each asset on a live mapping database.

Inland Fisheries Ireland staff conduct annual audits of each individual structure to confirm its condition and to identify any repairs and maintenance that may be required. Where necessary, audits also identify the need for removals, repairs, and replacements, and arrange new installations.

In recent years, Inland Fisheries Ireland has increasingly been using low maintenance materials such as plastic wood, glass reinforced plastic (GRP) and aluminium stiles as a replacement for timber structures which were used in previous years.



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Key Achievements in 2024:



Inland Fisheries Ireland presented an overview of the recent **River Liffey catchment electrofishing survey** to the Liffey Stakeholder Group.

Engaged with **Lough Carra Life Project** in relation to brown trout fish stocks and juvenile population surveys.



Engaged with LAWPRO and LETPA (Lough Ennell Trout Preservation Association) on discussions around plans for a **Lough Ennell Catchment Management Plan**.



Liaised with **8 brown trout angling clubs** in relation to collecting their angling competition results (including Lough's Melvin, Conn & Cullin, Carra, Mask and Corrib).

Gave an online lecture to Finnish Rivers Restoration Course run by Finnish Fishery colleagues.



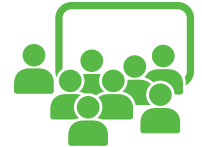
Inland Fisheries Ireland Data and Stats team assisted in the publication of the **Research and Development (R&D) newsletter** to bring research news and updates to Inland Fisheries Ireland colleagues and the public.

The Data and Stats team created the **R workshop** for Inland Fisheries Ireland research colleagues to build research and development capacity.



Hosted a talk on the Research Center in Agri-Food Economy and Development (CREDA) Project

– a collaboration between Queens University Belfast (QUB) and Dublin City University (DCU) with support from Inland Fisheries Ireland.



Provided support to the CREDA section of an episode on '10 Things to Know About' RTÉ series.



Image: Inland Fisheries Ireland staff participating in the RTÉ series '10 Things to Know About', Lough Melvin, (source 10 Things to Know About Facebook Page).



Inland Fisheries Ireland Infrastructure

Throughout the year, Inland Fisheries Ireland continued to manage the existing stock of angling infrastructure, ensuring that recreational angling opportunities continue to exist for our stakeholders.

In 2024, over 2,906 angling assets were audited for safety and maintenance to ensure recreational anglers were not at risk of harm.

Angling Assets		New structures	Repaired Structures	Replaced Structures
	Access stiles	12	34	20
	Angling stands	14	201	40
	Footbridges	3	41	0
	Improved trails	2.7 km		

In addition to the angling structures, an improved slipway was constructed at Kilnahard in Lough Sheelin to enable anglers to launch and recover their boats from the lake.

Case study: Native Species event, Dublin Zoo



Inland Fisheries Ireland participated in Dublin Zoo's native species event, which attracted approximately 10,000 visitors. The event provided a great opportunity for Inland Fisheries Ireland to showcase its role, Ireland's native fish species, and aquatic invertebrates.

The highlight for visitors was Inland Fisheries Ireland's fishtank with live specimens, including brown trout and salmon parr. The Inland Fisheries Ireland stand also had quizzes and colouring competitions for young people and their families.

On the final day, more than 2,000 students visited from various secondary schools around the country. Inland Fisheries Ireland received very positive feedback reflecting the energy and enthusiasm that staff brought to this event.

Image: Inland Fisheries Ireland staff at their stand at the Native Species event in Dublin Zoo.



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Case study: Roscrea and Cullion fish farms

2024 was a busy year for Inland Fisheries Ireland Fish Farms at Roscrea and Cullion (Mullingar). Roscrea stocked out almost 100,000 catchable trout for angling purposes.

Table 11: Approximate fish numbers at Roscrea & Cullion

Roscrea Fish Farm		2024
	Brown Trout	25,125
	Rainbow Trout	73,400
Cullion Fish Farm (Mullingar)		2024
	Brown Trout (wild unfed fry - Lough Owel)	280,000
	Rainbow Trout	1,500

These fish farms supplied fish all over the country, enabling thousands of people to take part in angling.

Inland Fisheries Ireland invested in fish farms with new equipment which included a gator vehicle, trout egg sorter, and new automatic feeders.

Moving forward into 2025, both fish farms strive to work in the most efficient and economical way possible, while continuing to provide value for money.

Case study: Exploring collaboration opportunities with An Garda Síochána

In December 2024, Inland Fisheries Ireland met with An Garda Síochána (AGS) to discuss items of mutual interest. The aim of the meeting was to explore the potential for collaborations between both organisations.



Image: Inland Fisheries Ireland meeting with An Garda Síochána.

Inland Fisheries Ireland and AGS already work closely together, as Inland Fisheries Ireland require their assistance on occasion. The meeting provided an opportunity to present Inland Fisheries Ireland's work to AGS and discuss various concerns from both parties.

Inland Fisheries Ireland provided a briefing on protection operations, legislation, activities, and current hotspots in the area of operation that overlap with those of the Crime Prevention Unit. The meeting was effective and raised awareness of illegal fishing activities.

The Scanning, Analysis, Response, Assessment (SARA) model was outlined by AGS, a problem-solving orientated policing process that is used across the full spectrum of crime. It has been used worldwide to successfully intervene and manage a wide variety of wildlife related crime.

Attendees appreciated the information provided and the contacts that were established. The meeting was very positive and both parties agreed to continue raising awareness and cooperation.





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Case study: Improved infrastructure for visitors and anglers on permitted fisheries

The Galway Fishery on the banks of the River Corrib is a permitted Inland Fisheries Ireland fishery. Following a safety audit at the site, staff undertook works in February and early March on the handrail to improve safety for anglers and visitors.

Around 1,200 metres of handrail was installed, which has improved safety standards and visitor experience at the site, giving anglers peace of mind.

Development works were also undertaken on the Erriff fishery at Beat 2, to improve angler access. A metal foot bridge was installed, and essential maintenance works to stiles and fencing in the area were also carried out.



Image: Angler access bridge installed at Beat 2, Erriff Fishery.

Case study: Fly-tying at Ballinrobe Secondary School



Image: Demonstration of materials and equipment.

In November, Inland Fisheries Ireland staff carried out an educational visit at Ballinrobe Secondary School to demonstrate fly-tying to transition year students.

Twenty students took part in an introductory session, teaching them about angling and cultivating an interest in angling, fish, and their environment.

Students were introduced to the equipment and the initial skills of attaching materials to a hook.



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Education and Outreach

Inland Fisheries Ireland staff throughout Ireland are actively involved in the annual delivery of our Something Fishy Educational Programme delivered in primary schools. In 2024 Inland Fisheries Ireland staff worked with 103 primary schools in 2024, an increase of 129% compared with the previous year.

Over 2,000 students were supported and encouraged to learn about aquatic ecosystems, including different aspects of fish and their life cycles, conservation, water quality, invasive species, and sustainable angling.

In the NWRBD, the Something Fishy programme is typically delivered by 'bringing the river into the classroom'. Juvenile salmon and trout are sourced from local rivers and streams for the children to examine and learn about their biology and distinguishing characteristics. Kick samples of invertebrates taken from local streams and rivers are also brought in for children to examine under microscopes.

At the end of the school term, any schools that took part in the Something Fishy programme were asked to submit a project to the Donegal Education Centre. Gartan National School was awarded first prize in Donegal in 2024. The project then went forward to the national competition which they also won.

Given that the North Atlantic Salmon Conservation Organisation (NASCO) was holding its 2024 conference in County Mayo, Gartan National School was invited to attend. The school received its prize as the winners of the National Something Fishy Competition.

The prize was presented by Kim Daman-Randau (President NASCO), Emma Hatfield (Secretary NASCO), Ignacio Granell (EU Head of Delegation) and Cathal Gallagher (Acting CEO Inland Fisheries Ireland). Fishery Officer Tommy Mooney and Siobhán Martin from the Donegal Education Centre also attended the prize giving.



Image: Claire Murray (centre) accepting the prize on behalf of Gartan National School from NASCO delegates

Inland Fisheries Ireland has very limited capacity for engaging in outreach work. Angling advisors on the Angling Community Engagement Team (ACET) are all qualified assistant coaches, with one qualified coach trainer.

With limited resources, the team assist with ad hoc coaching requests as time and staff support permits, with a priority given to events that focus on the communities previously serviced under the Dormant Accounts funding – economically and educationally disadvantaged and disabled persons.

In 2024, the team facilitated 13 days of coaching, working with groups from Cavan, Longford, Westmeath, Cork, Tipperary, Waterford, and Roscommon. Some of the groups we worked with included young people from disadvantaged areas, special needs adults, and inmates in Castlerea Prison.

Image: Education & Outreach event to introduce new participants to angling.





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Media engagement

Inland Fisheries Ireland handled almost 250 media queries from January to December 2024, compared to 178 in 2023. This represented a near 40% jump. The increase in media enquiries included associated growth in media coverage volumes from online, press and broadcast sources.

This reflected the strong proactive work undertaken by the Communications team and subsequent increased interest in what Inland Fisheries Ireland does from the media. In 2024, the team issued 68 media releases and 97 statements disseminating key messages for public consumption.

The team also earned media coverage with Inland Fisheries Ireland as the main focus or driver of the news story. This amounted to 1,635 articles. Media sentiment in the vast majority of items was overwhelmingly positive.

Prime time national radio and television coverage was frequently generated on RTÉ news and magazine programmes. Coverage included Morning Ireland, alongside frequent coverage in The Irish Times, TheJournal.ie, Irish Independent, and Irish Examiner. This high-profile exposure enabled key messages to reach a very large audience, raising awareness of Inland Fisheries Ireland's strategic objective of caring for Ireland's fish and habitats.

68 
press releases

 **97**
media statements

246 
**media queries
answered**

 **1,635**
**news media
articles mentioning IFI**





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Digital and social media engagement

The expansion of Inland Fisheries Ireland's social media community continued in 2024 as the organisation sought to build bigger audiences and seek new ways to communicate with the public. Compelling video and photographic content were published across X, LinkedIn, Facebook, Instagram, and YouTube channels.

In 2024, Inland Fisheries Ireland attracted nearly **35,500 followers across its social media channels**, up almost 10% from 2023. Organic Inland Fisheries Ireland-owned news and information was published on a near daily basis. There was very strong engagement and reactions via likes, shares, comments, views, mentions, queries, and link clicks.

Overall, audience interaction was very favourable to Inland Fisheries Ireland. A number of stories were subsequently picked up by media outlets and reported as news items.



Follower numbers on LinkedIn rose to 5,505 – an additional 1,090 from 2023. Posts published had 377,553 impressions – and attracted more than 8,000 reactions.



Inland Fisheries Ireland's **Facebook channel had 23,102 followers** in 2024 – an increase of more than 1,400 on the previous year. There were 788,000 views of content, more than 24,000 interactions, 8,700 link clicks – and a huge reach of 1.1 million people. The most-viewed post was a short video of baby eels being monitored by Inland Fisheries Ireland. It attracted 363,100 views and 493 user interactions.

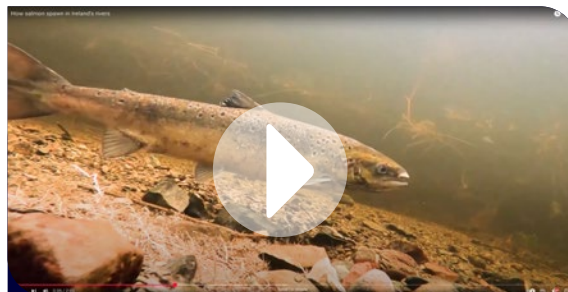


On Instagram, **audiences rose by 53%** from 672 in 2023 to 1,030 in 2024. The platform performed very well for Inland Fisheries Ireland, generating 86,294 views of content, reaching an audience of 8,300. Engagement was also high with 4,100 content interactions. The most popular story was that of a slow-motion video capturing a wild Atlantic salmon leaping over a waterfall in Mayo.



Inland Fisheries Ireland's **YouTube channel attracted 1,502 subscribers and recorded 70,000 video views**. The second most watched video in 2024 was an original production by Inland Fisheries Ireland staff of how salmon spawn in Ireland's rivers. It attracted more than 4,130 views during the year.

A promotional video of the Inland Fisheries Ireland Chair outlining the agency's multiple public service roles also attracted significant audiences. The video was produced, edited, and directed at the North Atlantic Salmon Conservation Organisation meeting in Westport in June by Inland Fisheries Ireland.



How salmon spawn in Ireland's rivers



IFI's role in supporting Ireland's Atlantic salmon



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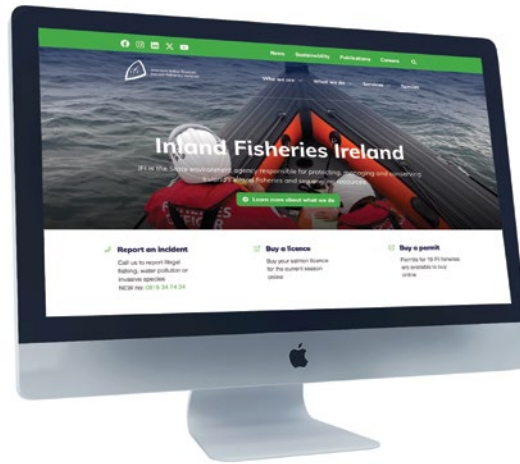
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Fisheriesireland.ie

Inland Fisheries Ireland's corporate website fisheriesireland.ie is a key digital asset for providing news, information, and resources to our customers. In 2024, almost **178,000 people visited the site**, compared to 135,446 in 2023 - an increase of 30%.

Other key achievements:

- The most popular pages for visitors were the publications, research, careers and species sections.
- An average of **507 people used the website daily** in 2024.
- Inland Fisheries Ireland social media channels brought large traffic volumes to the site, arising from the practice of posting a web link with every social media post — with Facebook being particularly influential.
- Irish visitors formed the bulk of the audience base, followed by visitors from the UK and the USA.
- The most popular Inland Fisheries Ireland news item accessed via the website related to information on a major fish kill on the River Allow in County Cork in June.
- Almost **1,500 pdf files were downloaded 34,400 times** by users from the Inland Fisheries Ireland website in 2024.



Irish language engagement

Inland Fisheries Ireland was compliant in its communications in Irish with its customers, with 5% of all advertising expenditure spent on Irish language media outlets. One in five adverts were published in Irish, in line with statutory requirements.

Public information and notices were published bilingually on our corporate website, while our Communications team posted bilingual content on social media platforms. A national recruitment campaign to source seasonal fisheries officers was broadcast on radio in English and in Irish. Likewise, staff appeared on Irish language media channels such as Raidió na Gaeltachta to discuss news and information as Gaeilge.

A dedicated Irish language working group is active in promoting the language across the organisation, ensuring that we meet our obligations under the Official Languages (Amendment) Act 2021. Communications staff also participated in seminars organised by State bodies, including the Government Information Service.

Inland Fisheries Ireland liaised with the newly-formed Gréasán Gaeilge na hEarnála Poiblí, a network established to bring together people who work in the public sector and interested in using, practicing or developing their Irish at regular events.

Inland Fisheries Ireland was also active in translating documents and materials into Irish throughout 2024.



4



High Level Objective: Sustainability

TO PLAY A LEADERSHIP ROLE
IN ACHIEVING OUR CLIMATE
ACTION & BIODIVERSITY GOALS



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4. Sustainability

TO PLAY A LEADERSHIP ROLE IN ACHIEVING OUR CLIMATE ACTION & BIODIVERSITY GOALS

HLO Sustainability specifies the following actions and expected outcomes:

Action	Outcome
4.1 Achieve current CO ₂ reduction and energy efficiency targets in line with legislation: 7% year on year (50% by 2030). Maximise energy efficiency and minimise the ecological footprint of Inland Fisheries Ireland activity.	A minimum of 7% overall reduction in energy consumption and emissions (CO ₂) year on year. A maximum contribution to Ireland's Climate Action Plan 2021.
4.2 Ensure the sustainability of native fish and maintaining biodiversity through the introduction of a climate change adaptation and mitigation programme.	Evidence based strategies will have been developed and implemented to mitigate the impact of climate change on fish habitat and populations.
4.3 Promote sustainable stewardship of fisheries in line with legislation.	Sustainable management of fisheries in line with current legislation.

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Introduction

The Public Sector Climate Action Mandate requires public sector bodies to report on their climate actions. The Mandate supports public sector bodies that lead by example, demonstrating the necessary climate action required to reduce Ireland's greenhouse gas emissions by 51% by 2030.

Inland Fisheries Ireland updated its previous roadmap from April 2019 to meet its obligations in 2024. The first version of the updated roadmap was delivered in early 2023, with the second draft produced in October 2023. The current draft was produced in August 2024.

As one of Ireland's core environmental agencies, Inland Fisheries Ireland has the ambition and capacity to deliver on its national climate action obligations. There is a particular onus on Inland Fisheries Ireland to take a leadership role in addressing climate change given the inextricable relationship between climate breakdown and the biodiversity crisis.

There follows samples of Inland Fisheries Ireland key achievements in the sustainability area.

Key Achievements in 2024:

An 8% increase in electric vehicle travel in 2024 vs 2023

Inland Fisheries Ireland staff continued to make significant progress in the decarbonisation of the organisation's fleet activity, covering a total distance of 924,259 km in 2024 in EVs (electric vehicles). This is an 8% increase from 2023, (852,922 km) and demonstrates an enduring commitment to reducing Inland Fisheries Ireland's carbon footprint.

Monthly EV Distance Travelled (km) 2022 - 2024

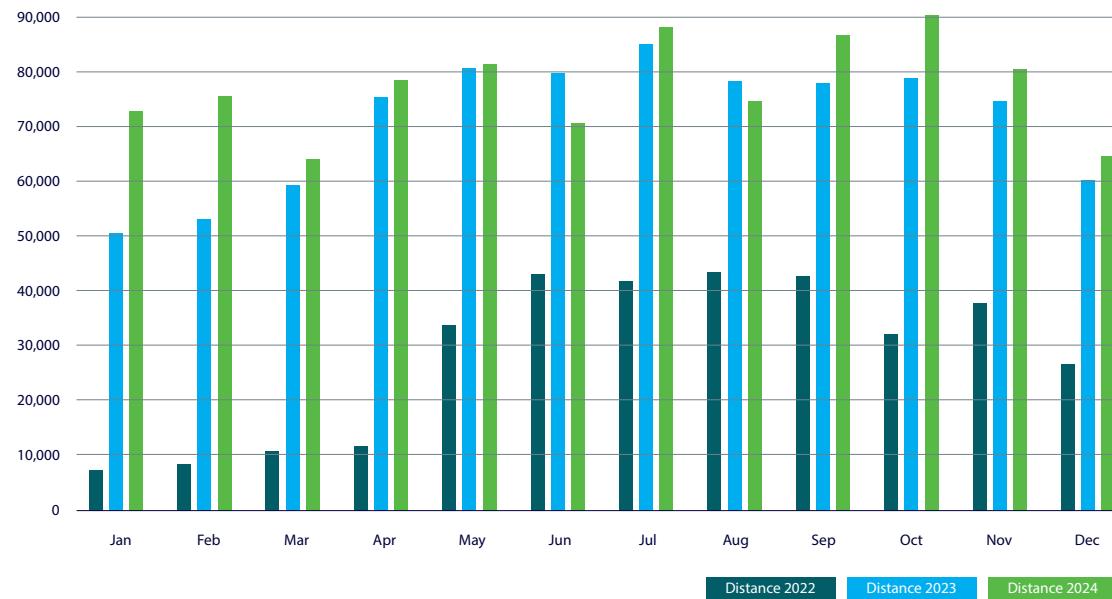


Image: Inland Fisheries Ireland electric vehicle distance travelled (Km) 2022 to 2024.

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A 3.6% decrease in fuel consumption in 2024 vs 2023

Inland Fisheries Ireland decreased its fuel consumption by 3.6% (10,355 litres of fuel) in 2024 compared to 2023 figures. This signifies the positive impact of decarbonisation on both operational cost and environmental sustainability.

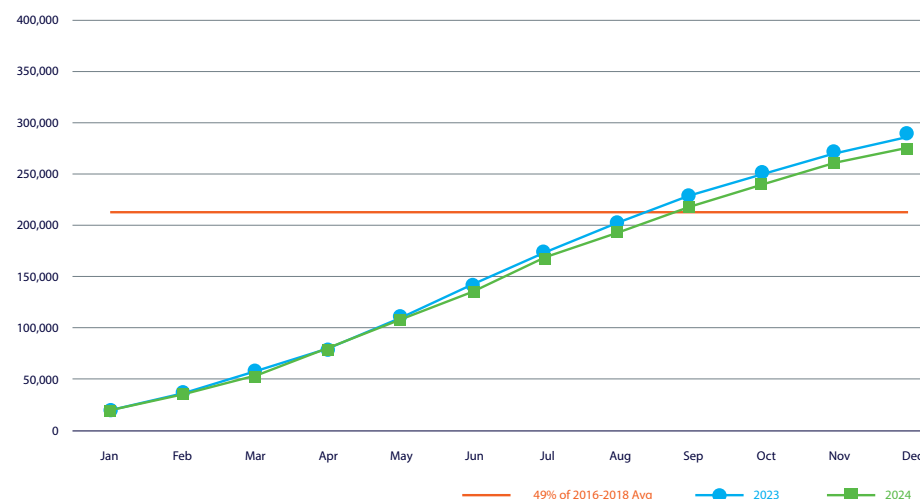
This decrease represents a cumulative total reduction of 27,914 kg of carbon dioxide equivalent (28 tonnes CO₂e) for transport in 2024.

The transition to electric vehicles and the associated reduction in fuel consumption contributes significantly to lowering greenhouse gas emissions. Inland Fisheries Ireland's efforts align with the organisation's broader fisheries environmental goals. The decrease in fuel consumption directly translates into cost savings for the organisation, showcasing the economic viability of adopting electric vehicles and investing in charging infrastructure.

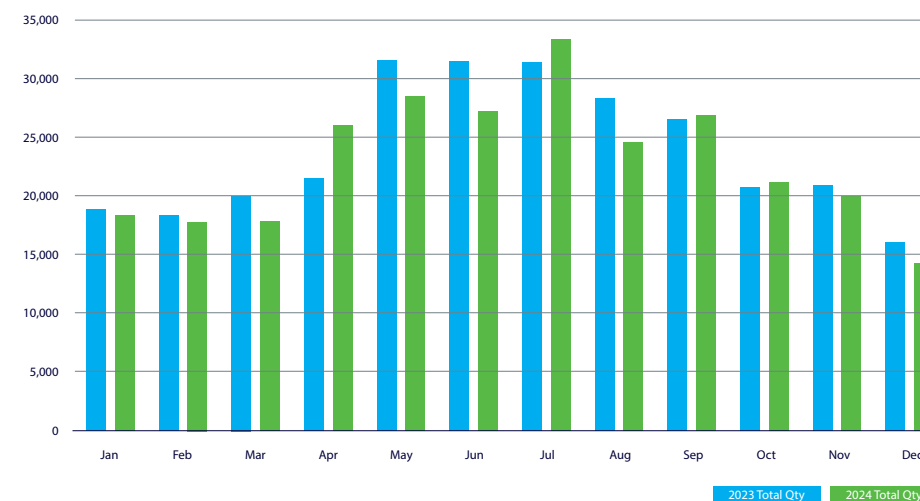
Image: Inland Fisheries Ireland monthly fuel usage 2023 vs 2024.

Image: Inland Fisheries Ireland fuel usage 2023 vs 2024.

Monthly Cumulative Fuel Consumption 2023 - 2024



IFI Monthly Transport Fuel Usage 2023 v 2024



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A total of 224,576 kWh generated by solar PV systems in 2024

Twenty solar photovoltaic (PV) systems produced a total of 672,559 kWh since 2018, with 224,576 kWh generated in 2024 alone.

This demonstrates a substantial contribution to renewable energy generation.

The 20 Inland Fisheries Ireland solar PV systems have resulted in the removal of 198,338 kg of CO₂ equivalent (CO₂e) from the atmosphere.

IFI PV Generated

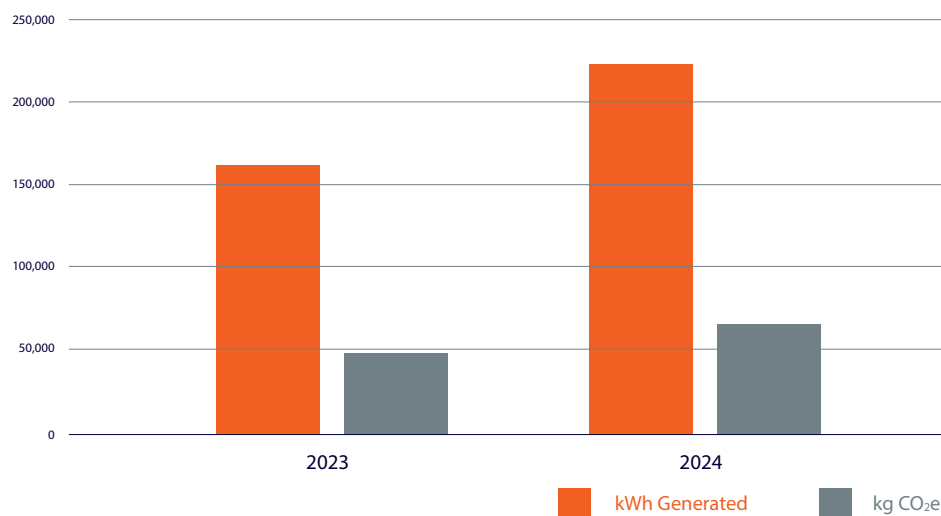
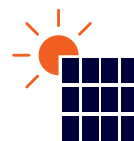


Image: Inland Fisheries Ireland PV generated.

Image: Roof panels



The introduction of hydrotreated vegetable oil to vehicle fleet

Hydrotreated vegetable oil (HVO) is a low-carbon biofuel that works as a direct replacement for regular diesel.

One of the most significant advantages of HVO renewable biodiesel is its potential to dramatically reduce greenhouse gas emissions for fleets. Following a successful trial, HVO is now in use in the Inland Fisheries Ireland diesel fleet.

The organisation currently has 63 electric vehicles in its fleet, which equates to approximately 30% of all vehicles. A total of 67 vehicles in the fleet are HVO approved, and will transition to HVO incrementally as electric vehicle technology advances to meet Inland Fisheries Ireland's requirements to power towing vehicles.

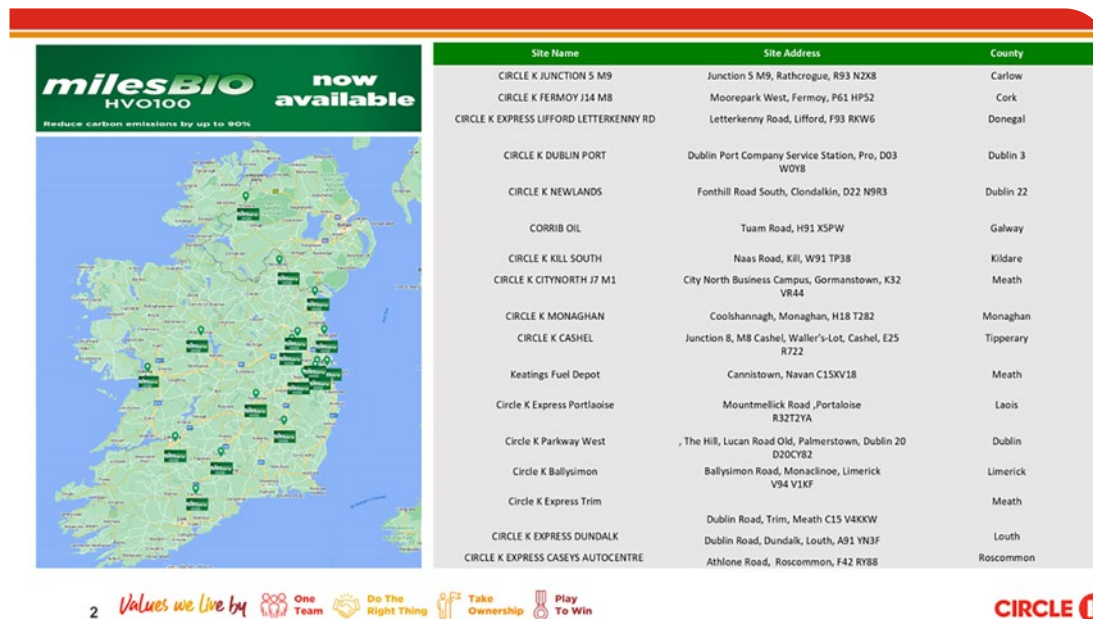


Image: IFI HVO Network.

Transition to carbon neutrality

Inland Fisheries Ireland's transition to carbon neutrality continues with the addition of more electric vehicles. The total number of EVs in the fleet now stands at 63, accounting for 30% of all vehicles. While the electric fleet will continue to grow, it has become more challenging. Electric vehicles are not yet suited to heavy towing and off-road work.

The organisation has therefore changed its strategy, by adopting Hydrotreated Vegetable Oil (HVO) as a diesel substitute to reduce emissions in internal combustion engine (ICE) vehicles.

In 2024, the Field Services manager completed a tender process to enable Inland Fisheries Ireland to access a supply of sustainable HVO at public forecourts. Currently, 67 fleet vehicles are HVO ready, providing the organisation with the opportunity to further reduce emissions in approximately 30% of the fleet.

HVO reduces emissions by up to 90%, and should enable Inland Fisheries Ireland to track its journey to meeting its 2030 target of a 51% reduction in greenhouse gas emissions under the Climate Action and Low Carbon Development (Amendment) Act 2021.



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Inland Fisheries Ireland Green Teams

Energy policy, action plan, and building stock plan

The primary energy sources at Inland Fisheries Ireland are electricity and natural gas. Electricity is used for lighting, power, and air conditioning. Natural gas, liquid petroleum gas (LPG), and kerosene are used for space heating. Energy consumption monitoring and reporting takes place across various sites.

The organisation's energy policy, action plan, and associated energy auditing programme underpin all energy improvement projects in Inland Fisheries Ireland. As such, the organisation is undertaking an ongoing data gathering exercise (primarily energy auditing) to consider the long term (until 2050) retrofit

key performance indicators. This is with a view to upgrading all building stock to Nearly Zero Energy Buildings (NZEB), or Zero Energy Buildings (ZEB) as detailed in the recast EPBD (Energy Performance Building Directive).

To date, Inland Fisheries Ireland has implemented a series of energy efficiency measures, including integrating smart technologies, and upgrading equipment such as LED lighting, energy-efficient Heating, Ventilation and Air Conditioning (HVAC) systems, smart thermostats, and insulation to target its climate energy goals.

The organisation is developing a building stock plan, aligned with the Climate Action Plan 2024. The plan will provide Inland Fisheries Ireland with a robust baseline and roadmap to deliver near zero and zero emission developments across its property portfolio.

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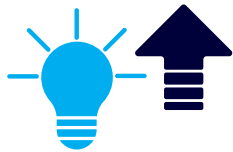
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Key Achievements in 2024:

Reaffirming commitment to sustainability by signing up to the Sustainable Energy Authority of Ireland's (SEAI) **partnership approach**. This will lead to more structured, long-term options for sustainability.



Completing lighting upgrade works at eleven properties. This will result in savings of 10,600 KgCO₂e annually. This brings the **total properties retrofitted with lighting upgrades to 27**



A power upgrade was completed at the Kilcoole Base to facilitate the install of a dual 22 kW vehicle charger.



An additional 22 kW charger was installed at Ardnaree House Ballina.

Mandatory sustainability and climate action **reporting to SEAI** was completed throughout the year.



Completed **3 heating replacement projects** across bases to improve energy efficiency and environmental impact. These projects are aligned with broader goals on sustainability.

Expanded the Energy Management System to **capture annual waste data**. Managing waste alongside energy consumption allows for more comprehensive reporting and more sustainable operations.



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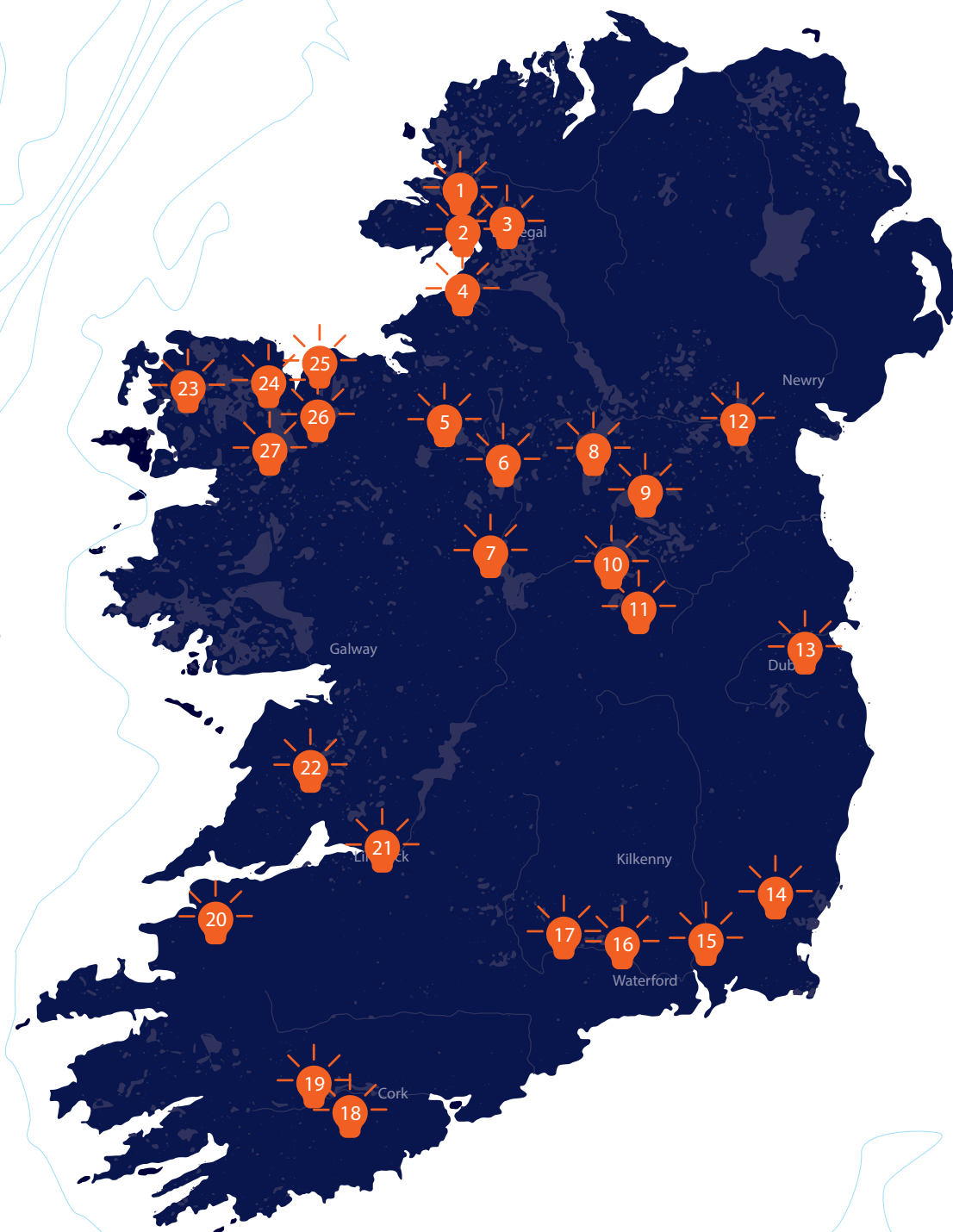
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Completed Lighting Upgrades

- | | |
|--|-----------------------------------|
| 1. Glenties | 15. New Ross |
| 2. Eany Angling Centre | 16. Carrick On Suir |
| 3. Eske Angling Centre | 17. IFI CLONMEL |
| 4. IFI BALLYSHANNON | 18. Farnanes Fishery Centre |
| 5. Lough Arrow Base | 19. IFI MACROOM |
| 6. Drumsna Store | 20. Listowel Store |
| 7. Ballymurray Store | 21. IFI LIMERICK |
| 8. Cavan | 22. Clare Store |
| 9. Lough Sheelin Store | 23. Bangor Base |
| 10. Lough Owel Angling Centre | 24. Cathedral Beat Angling Centre |
| 11. Tudenham Base | 25. Ridge Pool Angling Centre |
| 12. Creevy Base | 26. IFI BALLINA |
| 13. National Logistics & Research Centre | 27. Lough Conn Base |
| 14. Enniscorthy | |

Image: IFI completed lighting upgrade 2024



National Green Teams 2024 Campaigns

Inland Fisheries Ireland's 2024 sustainability programme included campaigns focused on the Sustainable Development Goals (SDGs) Week. The programme continued to target increased staff engagement through positive information campaigns, highlighting how far Inland Fisheries Ireland has come. The programme also encouraged staff to maximise their impact and contribution in their work and personal lives.

Our National Green Team annual end of year review was addressed by representatives of the Irish Museum of Modern Art (IMMA), and the Environmental Protection Agency (EPA) who joined the meeting to speak about their organisation's sustainability journey.

Other achievements by regional Green Teams include:

A **waste management education** session hosted by REPAK.



The innovative **Re-Turn scheme** implemented and managed by Citywest Green Teams.

All money collected was used to purchase food for the annual food drive for the Hidden Homeless.

Piloting of a **zero-waste car refill station** to support colleagues on the road to avoid single use plastics.



Image: Zero waste car refill station.



Image: Waste management Castle House.



Inland Fisheries Ireland Green Teams **built and installed many different wildlife habitats**, including owl boxes, swift boxes, wren boxes, bat boxes, and bug hotels.



Where possible, our RBD bases are installing, and **expanding biodiversity areas**.

Inland Fisheries Ireland Smart Travel Mark Application

Inland Fisheries Ireland are in the process of applying for The Smart Travel Mark. This is a three-tier certification that recognises and celebrates organisations that support active and sustainable travel on the commute and beyond for their workforce, and visitors.



5



High Level Objective: Our People

TO VALUE OUR PEOPLE AND
SUPPORT THEIR DEVELOPMENT
AND PERFORMANCE





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5. Our People

TO VALUE OUR PEOPLE AND SUPPORT THEIR DEVELOPMENT AND PERFORMANCE

HLO Corporate Management specifies the following actions and expected outcomes:

Action	Outcome
5.1 Develop and implement an HR strategy to support Inland Fisheries Ireland's Corporate Plan 2021 to 2025.	A fit for purpose organisational structure and a motivated, skilled, adaptable, and productive workforce. An organisation that is capable of successfully delivering its Corporate Plan in line with its mission, vision, and values. All the while using efficient and innovative internal communications, and being aware of staff wellbeing.

Introduction

Inland Fisheries Ireland recognises that responsible stewardship and sustainable management is grounded in the people who deliver the work every day.

The organisation's commitment to the wellbeing of staff remains central to how it operates. As such, Inland Fisheries Ireland continues to invest in creating a safe, supportive, and inclusive workplace.

This section outlines how we have supported and developed our people throughout the year, highlighting key initiatives, training, and our ongoing efforts to foster a positive and inclusive working environment.

Key achievements in 2024:

94
Jobs
Advertised



2,312
Candidates



2,885
Evaluations



527
Interviews



53
days
Time
to Hire



130
Hires



Breakdown of Hires:

	Support	9
	Research	27
	Operations	24
	Seasonal Fisheries Assistants	19
	Seasonal Fisheries Officers	36
	Barriers	15
		130

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KeepWell accreditation

Inland Fisheries Ireland was delighted to retain the Irish Business and Employers' Confederation (IBEC) KeepWell accreditation, reflecting the organisation's commitment to wellbeing.

Inland Fisheries Ireland also introduced a Mental Health First Aid Course which was launched in late 2024, with 27 staff having completed the course.

The aim is to ensure that all line managers have completed the training by the end of 2025, so they feel empowered to assist their staff.



Equality, diversity, and inclusion

Inland Fisheries Ireland recognises the importance of equality, diversity, and inclusion (ED&I) in the workplace.

As part of the organisation's commitment to implementing focused strategies to support initiatives and best practice, IFI has appointed an ED&I Officer.

Learning and development

There was a large recruitment drive in Research and Development in 2024, with new staff employed across several projects.

These include the Barrier Mitigation Research Programme, National Barriers Programme, Eel Monitoring Programme, Habitats Directive Monitoring Programme, DiadSea and Environmental Drainage Maintenance Research Programme.

Extensive training was undertaken to ensure all staff members were brought up to speed on the project surveys and the equipment required to perform daily tasks. Training included electrofishing, River Hydromorphology Assessment Technique (RHAT) training, barrier assessment, drone training, and introduction to hydromorphology to name a few.

Health and safety

The Inland Fisheries Ireland safety management system was updated in 2024 with the development of a new safety statement.

The Health and Safety Executive issued the statement alongside an accompanying staff webinar. The webinar aims to inform staff of the new developments in safe work practices, hazard identification, risk assessment and control.

Throughout the year, 64 staff completed the Health and Safety induction, and the Driving for Work induction. A total of 63 incidents were reported (including hazard observations) using the online reporting app. The Health and Safety Authority (HAS) was notified on 7 occasions for reportable incidents.



6



High Level Objective: Corporate Management

TO FOSTER A CULTURE OF VALUE
FOR MONEY AND EVALUATION
OF PERFORMANCE IN A
MEASURABLE, TRANSPARENT
AND ACCOUNTABLE MANNER



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6. Corporate Management

TO FOSTER A CULTURE OF VALUE FOR MONEY AND EVALUATION OF PERFORMANCE IN A MEASURABLE, TRANSPARENT AND ACCOUNTABLE MANNER

HLO Corporate Management specifies the following actions and expected outcomes:

	Action	Outcome
6.1	Ensure business process excellence through the development of appropriate strategies and processes, incorporating value for money and sustainability.	Improved business processes to deliver consistency, efficiency, and improved quality of service delivery.
6.2	Seek to ensure that best practice, and Corporate and Environmental Governance is adopted across the organisation.	All governance guidelines and circulars are implemented in a timely manner and monitored on an ongoing basis to ensure high levels of Corporate and Environmental Governance.

Introduction

In line with our Corporate Management high level objective, we seek to foster a culture of value for money and sustainability while evaluating our performance in a measurable, transparent and accountable manner, in line with the Public Spending Code. While doing so, Inland Fisheries Ireland adheres to all financial statutory and government rules and

regulations as prescribed in relevant legislation and the Code of practice for the Governance of State Bodies and Government circulars.

Inland Fisheries Ireland is funded by an exchequer grant from the Department of the Environment, Climate and Communication. In addition, other income is generated by way of contract work, fish farm sales, sale of permits and licences, and is used to fund operations of Inland Fisheries Ireland. IFI also receives significant funding from the Department of Housing, Local Government and Heritage for the Barriers Mitigation Programme.

The Board approved a balanced budget based on an exchequer grant, projected other income and opening revenue reserves at the beginning of the year. Monthly management accounts based on this budget are prepared and presented to the Board and the Senior Leadership Team.

Up to date budgetary information and details of spend are available to all managers by way of a dashboard and reports from the Financial Management System. This ensures that information is provided to budget holders promptly to assist with the monitoring of spend.

Capital appraisals and capital effectiveness of capital items is carried out pre- and post-purchase respectively. The use of business cases and adherence to Inland Fisheries Ireland's procurement policy throughout the tender process are the key drivers in attaining value for money in a transparent manner. Procedures are in place to ensure approval is evidenced on file and signed off appropriately.

Throughout 2024, training sessions and roadshows on financial policies and procedures were provided to staff to help them stay up to date with financial requirements. The benefits of these sessions will be evidenced by way of an increased level of compliance with policy and procedure, and a shared understanding of the importance of achieving value for money from public funds across the organisation.



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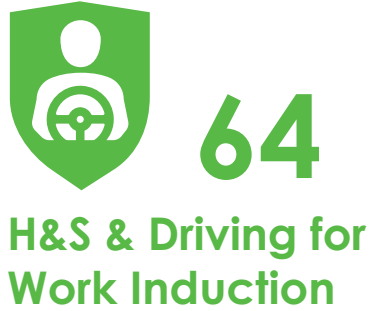
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Key safety figures in Inland Fisheries Ireland during 2024:

These are details of all incidents reported to the H&S Executive in 2024, (67), with a breakdown of the incidents by type.



(includes seasonal staff inducted at training college, Mullingar, April 2024)



Other key milestones for 2024 were:

The **Health and Safety Statement review** was completed, and soft copies were made available to all staff. In addition, a hard copy of the H&S Statement was issued to all IFI bases.



The National **Health and Safety Committee was re-constituted** during 2024 with candidates selected from each RBD, Citywest, Environmental Officers together with new Management appointments.





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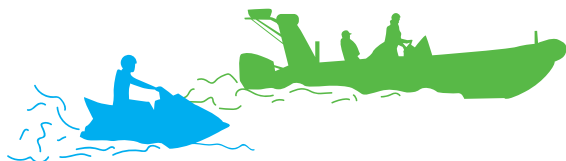
Boat and watercraft

A full review of Inland Fisheries Ireland's boat and trailer fleet was conducted by Field Services in consultation with regional management. Twenty-two pieces were disposed of via public auction with a total value of €65,480.

Standard operating procedures have been developed for Inland Fisheries Ireland's P2 licenced boats operating in sheltered bays and estuaries. A webinar was delivered to staff operating vessels to ensure the adoption of the procedure is fully implemented.

The annual Delta fleet planned preventative maintenance and service was completed in the first quarter of the year. A review of the Delta standard operating procedures (SOPs) was completed in the last quarter, with an updated version of the procedures to be adopted for the 2025 patrolling season.

A total of 24 full-term passenger boat licences comprising of P2 & P6 licences were issued by the Marine Survey Office. Likewise, a total of 247 trailers were serviced as part of the planned preventative maintenance and service programme.



Procurement

In 2024, Inland Fisheries Ireland published 25 tenders using the designated eTenders portal with a combined value of approximately €4.5m. The use of internal national frameworks gives the organisation the freedom to award contracts without the need to re-advertise, and to efficiently purchase goods and services as and when required.

Inland Fisheries Ireland put five new internal Frameworks in place during 2024, including Trout Fee, Environmental Assessor Services, Servicing and Maintenance of Trailers, and Resistivity Fish Counters. A key feature of government policy is that contracting authorities are required to make use of collaborative procurement arrangements established by the Office of Government Procurement (OGP) and Local Government Sector.

Inland Fisheries Ireland activated 13 OGP Frameworks and Dynamic Purchasing Systems (DPS) on a national basis throughout 2024. These included Legal Services, audit and accounting Services, the Employee Assistance Programme, office paper supplies, and stationery and office supplies. Staff training began in Q4 2024 with Phase 1 of a three-phase training regime completed.

In 2024, the Logistics Department made over 600 individual purchases for goods and services in support of the Inland Fisheries Ireland operations. Purchases included varied items such as footwear, fire alarm servicing, conferencing equipment, and additional workwear for staff. Nearly 2,000 pieces of workwear and footwear were delivered directly to Inland Fisheries Ireland full-time and seasonal staff. Some additional items added to the workwear allocation during the year included a branded bodywarmer and additional safety equipment.



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Governance

EY Governance Review

The EY Governance Review made 11 recommendations to strengthen governance in Inland Fisheries Ireland. These recommendations have been implemented with a new Corporate Strategy due to be finalised in late 2025. Implementation of the recommendations has resulted in a Governance Framework for the organisation. This comprehensive framework sets out how IFI manages and demonstrates governance. While positive progress has been made, Inland Fisheries Ireland is committed to ongoing monitoring, reinforcing governance requirements via training and at all times adopting best practice.

Code of Practice for the Governance of State Bodies

Following Inland Fisheries Ireland's annual compliance audit with the Code of Practice for the Governance of State Bodies, no issues were raised.

Oversight Agreement and Performance Delivery Agreement 2023 - 2025

The Code of Practice for the Governance of State Bodies requires that an Oversight Agreement is drawn up between government departments and the state bodies under their aegis. It outlines the responsibility and accountability within allocated budgets and other resources.

This three-year Oversight Agreement is reviewed annually and updated as required.

The Performance Delivery Agreement is a contract between the Department of the Environment, Climate and Communications and Inland Fisheries Ireland. A level of service and performance is formalised, resulting in improved efficiency.

Accessing information held by Inland Fisheries Ireland

Inland Fisheries Ireland is subject to the Freedom of Information Act (FOI) 2014 and the European Communities' Access to Information on the Environment (AIE) Regulations 2007 to 2018.

In 2024, the following requests were received and responded to:

Freedom of Information requests

64

65

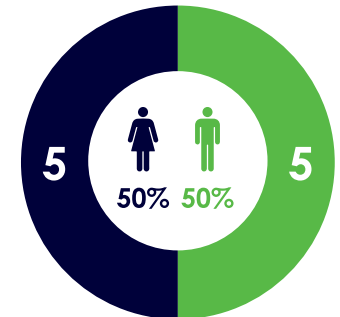
Access to Information on the Environment requests

Gender balance in Board membership

As of 31 December 2024, the Board had five (50%) female and five (50%) male members, with no positions vacant.

The Board therefore meets the Government target of a minimum of 40% representation of each gender in the membership of State Boards.

Annex to Code.





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General Data Protection Regulation (GDPR)

The development of Data Protection Impact Assessments (DPIAs) is an important mechanism for IFI to demonstrate accountability and enables the organisation to understand and manage personal data processing risks. DPIAs also facilitate adherence to the fundamental concepts of data protection by design and data protection by default (Article 25 GDPR). The projects for which DPIAs were conducted in 2024 included Body Worn Cameras, Covert Cameras, IFI's Garda Vetting process, Board Portal and the Lobby Act Process. In line with Article 36 of the Data Protection Act IFI started collaboration with the Data Protection Commission (DPC) in relation to the Body Worn Camera DPIA.

IFI continued the rollout of online data protection training to new recruits throughout 2024. The Data Protection Officer (DPO) delivered training to key staff members at the Finance and Corporate Services Roadshow which took place in November.

Updates and advice regarding data protection were issued via the Data Protection Newsletter throughout the year.

IFI received 12 Data Subject Access Requests in 2024 in line with Article 15 of GDPR, this is an increase on previous years. There were 17 data breaches reported to the DPO during the reporting period, 7 of which were evaluated as near-misses, and one of the 10 evaluated as a data breach was escalated to mandatory reporting to the Data Protection Commission (DPC). The causes of breach ranged from accidental disclosure/ human error, loss of work mobile phone, loss of notebooks to saving information containing personal data to an incorrect location.

Protected disclosures

Inland Fisheries Ireland reported receipt of 12 disclosures in the Section 22 annual report during the reporting period.

Of these disclosures, 9 were received directly by the organisation, and 3 were transferred from DECC.



Image: Cover of IFI Data Protection Newsletter





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Customer charter

Communication with stakeholders is essential to the functions of the organisation. Building on Inland Fisheries Ireland's previous customer charter, updates were made to current processes and nationwide remit.

The updates focused on key issues that were important to the public, and the internal processes necessary to achieving the service standards they expect. In 2024, this comprised the production of an A2 poster showcasing the Customer Charter in English and in Irish. The poster was distributed to the different river basing district (RBD) offices countrywide for display in public areas.

These activities highlight our core values of working collaboratively with professionalism, acting with respect and integrity, and our commitment to stewardship and sustainability.



Inland Fisheries Ireland Customer Charter 2023-2025

Our Role

The protection, management and conservation of Ireland's inland fisheries and sea angling resource.

Our Mission

To place the inland fisheries resource in the best sustainable position possible for the benefit of future generations.

Our Customers

Are you an angler, fishery owner, staff member of IFI, or a member of the public with an interest in protection, conservation and development of inland waters and sea angling?

What to expect when you contact us

By phone

- Answer promptly during office hours
- Identify ourselves and our area of work
- Convey promptly to relevant members of staff
- Respond to all voicemails promptly
- Calls from withheld numbers will only be responded to if a message is left detailing callers name and number.

Public Offices

- Please call ahead and make an appointment
- No appointment? We will endeavour to accommodate you where possible
- We will facilitate access for those with impaired mobility and/or specific needs
- Visits to our Laboratory and Fish Farm are by appointment only.

Social Media

- Inland Fisheries Ireland is not in a position to respond to every comment or direct message (where enabled) on its social media platforms. Therefore, social media isn't suitable for making a report to Inland Fisheries Ireland, such as alleged illegal fishing, a pollution incident or presence of invasive species
- To make a report to IFI, customers are strongly encouraged to telephone IFI's 24 hour confidential hotline number, which is 0818 34 74 24.

By website, email and letter

- Acknowledge within 5 working days of receipt
- Transferred to relevant area of Inland Fisheries Ireland to be dealt with by relevant staff member
- Where possible, to issue full correspondence within 20 working days, or where not possible, explaining delay and advising when to expect a full response.

Public Consultations

- Stakeholders will be informed of proposed consultations by the most appropriate means
- Stakeholders will be involved at the earliest possible stage
- Consultations will take place over a reasonable time period
- Relevant documentation relating to the consultation will be provided.



We work collaboratively with professionalism

- Being professional and courteous when engaging with colleagues and stakeholders
- Encouraging open pathways to stakeholders
- Dealing with FCPN (fixed charge penalty notices) and prosecutions in line with the Inland Fisheries Ireland's prosecution procedure
- Enforcing fisheries law equally and fairly to all
- Ensure all stakeholders receive the same high quality of service.



We act with respect and integrity

- Using our emotional intelligence when communicating with staff and stakeholders
- Being articulate, proportional, respectful, and fair in dealing with colleagues and stakeholders. The highest standards of integrity will always be maintained.
- We acknowledge the diversity of our stakeholders, treating all with equity and respect
- Endeavouring to understand people and their actions or motives.



We are committed to stewardship and sustainability

- We focus on the greater good for our fish and aquatic environment
- Embracing and demonstrating a passion for fisheries management. Taking ownership of how we can make a difference in improving fish habitat.
- Demonstrating our commitment of stewardship and sustainability by keeping it at the centre of all our decisions
- Thinking about the power of one – what changes can be made to make an impact.



We are open, transparent, and accountable

- Identify ourselves and our areas of work
- Being honest and truthful when dealing with our colleagues and stakeholders
- Ensuring all prosecutions taken are executed to the highest standards of honesty, integrity, fairness, professionalism, and consistency
- Being able to justify our decisions based on a sound rationale and keeping accurate and relevant records





7



High Level Objective: Innovation

HARNESS THE POWER OF INNOVATION TO CONTINUE TO DELIVER A MODERN FISHERIES SERVICE



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7. Innovation

HARNESS THE POWER OF INNOVATION TO CONTINUE TO DELIVER A MODERN FISHERIES SERVICE

HLO Innovation specifies the following actions and expected outcomes:

Action	Outcome
7.1 Develop an innovation strategy to increase organisational agility, improve efficiency, communication, and public service delivery. While sustainably developing, improving, and protecting fish habitats.	Implementation of the innovation Strategy.
7.2 Develop and implement an ICT strategy to support the implementation of the Corporate Plan.	Implementation of the Inland Fisheries Ireland strategy.

Introduction

Inland Fisheries Ireland is committed to practical innovation that is informed by those we serve. The organisation's approach to innovation puts citizens and service users at the centre, with an emphasis on listening, engaging, and designing services that are integrated and accessible.

Internally, the organisation continues to build a culture where innovation is embedded in how we operate. Staff are encouraged to lead with vision, challenge assumptions, and bring forward ideas that improve outcomes.

Inland Fisheries Ireland also recognises the value of working beyond organisational boundaries. By connecting with partners across the wider ecosystem, the organisation is better placed to scale successful innovations and capture insights that inform future activity.

What follows is an outline of how innovation is driving improvements across the organisation's work.



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Innovation, Collaboration and Partnerships

Inland Fisheries Ireland, Atlantic Technological University (ATU), and the EU GREEN European Alliance hosted the IFI Sustainable Transport World Cafe workshop on 13 June 2024. The event comprised a mix of short introductions, workshop sessions, and discussions, addressing successful initiatives and the challenges of implementing sustainable transport in Inland Fisheries Ireland.

Outputs from the workshops included participant notes, a table facilitator's summary, and a short feedback report. This generated insights, patterns, and themes relating to sustainable transport in Inland Fisheries Ireland.

The event also generated ideas and concepts that could support strategies, or help develop resolutions to existing (possibly currently unseen) challenges that Inland Fisheries Ireland is facing. Likewise, the event helped expand the organisation's professional network, and facilitate collaboration opportunities.



Image: Sustainable transport workshop.





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Case study: Rainwater harvesting units installed

A rainwater harvesting unit (RWH) has been fitted in the Inland Fisheries Ireland depot at Carrick-on-Suir to the satisfaction of the local RBD Inspectorate.

The Inspector at Carrick-on-Suir is satisfied with the RWH system and has procured a plumber to install a pipe from the RWH unit to the plumbing for the depots toilet cisterns and hand washing taps.



Image: Pipework from the 2,600-litre tank to the fine filtering system.

Image: Watchman Flo meter – cloud-based software that measures flow, level, leak detection, overflow detection, and pump control. The software also measures nozzle control, and features alarms for high and low levels in the tank.



RBD staff have used the system and have defined an approximate water usage for each of the items requiring power-washing (Ref: Lonan and Robert):

Table 12 - approximate amount of water used per item of equipment:

Equipment type	Water Used (Litres)
 Delta RIB	160 litres
 Small Boat	130 litres
 Cars	100 litres

The RWH unit will be used as a priority at the depot until the water runs low, at which point the Uisce Éireann supplies of water will be used, and then reverted when water supplies are topped up again. This can be achieved easily by turning a handle.

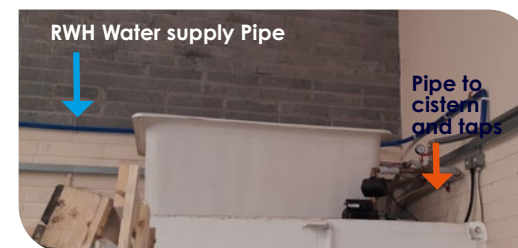


Image: Arrow showing location of ball valve lever to switch from mains water supply to RWH water supply, and vice versa.

The RWH unit has been successfully installed in the New Ross store and is being used for washing boats and cars, as well as in-house cisterns and taps.



Image: Storage tank.





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Case study: Mapping river habitat with Small Unmanned Aircraft (SUA) LiDAR technology

The National Barriers and Hydromorphology Research Programmes are investigating the impact of reservoir altered flows on the creation, maintenance, and future development of instream habitat in the Dodder River.

Historically, the Dodder at this location was subject to significant river modification and channelisation. Reduced instream and bankside river maintenance has resulted in a recovery of instream river form and flow types, and the development of a mature riparian corridor. This project will track the recovery trajectory of the river ecosystem with state-of-the-art technology.

State of the art habitat/hydraulic modelling requires spatial expansive and accurate digital elevation models (DEM) to predict water flows, erosion/deposition processes, and changes to instream

habitats. Historically, this data has been time consuming to capture and process. With the development of SUA-based Light Detection and Ranging (LiDAR) technology, data capture times have decreased significantly, allowing larger areas to be surveyed with greater accuracy.

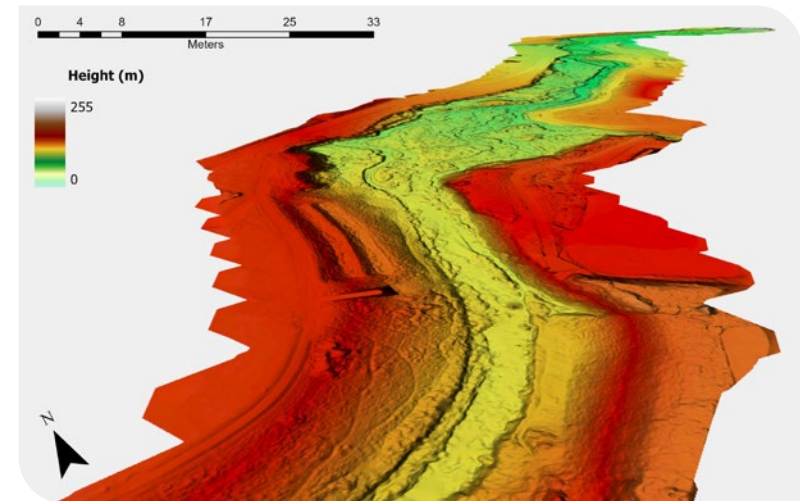


Image: Left, 3D LiDAR Point Cloud Model of the "Red Bridge" crossing the Dodder River in Dodder Valley Park. The River Dodder is flowing bottom to top through dense riparian canopy. Right, Digital Elevation Model (DEM) of the Dodder River valley at the site of the "Red Bridge" (Blue Arrow). Showing the river corridor topography and river features with the surface features stripped away producing a bare earth model.



Scientific Publications

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Matson, R. and Kelly, F. (2024) Fish Kills in Ireland – History, Current Status and Recovery. *Fish and habitats: Science and Management*, Volume 3. Inland Fisheries Ireland.

Matson, R. and Kelly, F.L. (2024) Fish Kills in Ireland – History, Current Status and recovery. IFISH: *Fish and Habitats: Science and Management* Volume 3, 73pp. ISSN: 2565-6244 (online). Inland Fisheries Ireland, 3044 Lake Drive, Citywest Business Campus, Dublin 24, Ireland.

Millane, M., Kelly, S. and Gallagher, C. (2024). Introduction to Pink Salmon in the North Atlantic and Arctic (Why Are They Here and Where?). In: (Eds. C. Bean, et al.), *Management of Pink Salmon in the North Atlantic and Their Potential Threats to Wild Atlantic Salmon. A Theme-based Special Session of the Council of NASCO 5 June 2024*, CNL (24)52rev¹. NASCO, pp. 10-23.

Ó Briain, R., Corenblit, D., Garofano-Gomez, V. and **O'Leary, C.** (2024) Towards biogeomorphic river restoration: Vegetation as a critical driver of physical habitat. *River res. Application*. doi.org/10.1002/rra.4288.

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Watson, J.W., Radford, Z., Bannister, H., Bradley, R., Brown, M., Ciotti, B.J., Goodwin, D., Graham, J.A., Nash, R.D.M., **Roche, W.K., Wogerbauer, C.** and Hyder, K. (2024) Assessing the coherence in biological and environmental drivers of young sea bass abundance across important estuarine nursery areas of the northern European sea bass stock. *Front. Mar. Sci.* 10:1209311. doi: 10.3389/fmars.2023.1209311.





Glossary

Term	Description
AA	Appropriate Assessment
ACET	Angling Community Engagement Team
Acoustic Telemetry	Tagging fish with sound-emitting devices that are detected by listening stations.
AFBI	Agri-Food and Biosciences Institute
AIE	Access to Information on the Environment
Algal bloom	The overgrowth of microscopic algae or algae-like bacteria in fresh, salt, or brackish waters.
ATU	Atlantic Technological University
ARC	Audit and Risk Committee
BFT	Blue Fin Tuna
CAP 24	Climate Action Plan 2024
CCMRP	Climate Change Mitigation Research Programme
CETUS	Cetacean, Elasmobranch, Turtle, and Seabird project
C&R	Catch-and-release
Citizen science	The collection of data relating to the natural world by members of the general public, typically as part of a collaborative project with professional scientists.
Coarse fishing	Any freshwater fish other than salmon and trout.

CREDA	Research Center in Agri-Food Economy and Development
CSCS	Construction skills Certification Scheme
DAERA	Department of Agriculture, Environment, and Rural Affairs
DAF	Dormant Accounts Fund
DATRAS	Database of Trawl Surveys
DiadES	Project to raise awareness of and assess the ecological services provided by diadromous fish species.
DCU	Dublin City University
DCC	Donegal County Council
DECC	Department of the Environment, Climate and Communications
DF	Diadromous Fish
DHLGH	Department of Housing, Local Government and Heritage
DOC	Dissolved Organic Carbon
DPIA	Data Protection Impact Assessments
DPO	Data Protection Officer
DPP	Office of the Director of Public Prosecutions
DPS	Dynamic Purchasing System

DST	Data Storage Tag
EC	European Commission
EDMRP	Environmental Drainage Maintenance Research Programme
EIFAAC	European Inland Fisheries and Aquaculture Advisory Commission
Elasmobranchs	A group of marine fish that have cartilage-based skeletons e.g. sharks, rays, and skates.
Electrofishing	A fishing technique that uses direct electricity to affect the movements of nearby fish. The fish swim toward the current, where they can be caught. This technique is commonly used by scientists to survey rivers and assess what fish are present.
EMP	Eel Monitoring Programme
EPA	Environmental Protection Agency
ERBD	Eastern River Basin District
EV	Electric vehicle
FAO	Food and Agriculture Organisation of the United Nations
FCA	Fisheries Consolidation Act 1959
FEAS	Fisheries Ecosystem Advisory Services
Finfish aquaculture	Farming of fish with fins (fish farming)



Finnock	Sea trout that migrates to sea between April and June, and returns to freshwater to spawn after the summer migration.
Fish stocks	The living resources in a particular fish species community or population that are self-sustaining.
Great Western Lakes	The seven lakes within the 'western lakes' groupings are: Loughs Corrib, Mask, Carra, Cullin, Conn, Sheelin and Arrow.
Grilse	A salmon that has returned to fresh water after a single winter at sea.
Hydroacoustics	The study and use of sound in water. Hydroacoustics also describes the use of sound (sonar) to monitor fish and other underwater features. An array of hydroacoustic receivers is a series of listening stations, listening for fish tagged with an acoustic (sound transmitting) tag.
HSA	Health and Safety Authority
HLO	High Level Objective
IBEC	Irish Business and Employers' Confederation
ICCAT	International Commission for the Conservation of Atlantic Tunas
ICES	The International Council for the Exploration of the Sea
IMMA	The Irish Museum of Modern Art
IPC	Integrated Pollution Control
IFI	Inland Fisheries Ireland

Kelt	A salmon that has recently spawned and is usually in poor condition.
LAWPRO	Local Authority Waters Programme
LW	Large wood
MDP	Management Development Programme
MI	The Marine Institute
MPA	Marine Protected Area
MSU	Mobile Support Unit
NASCO	North Atlantic Salmon Conservation Organisation
NIEA	Northern Ireland Environment Agency
NIECE SC	Network for Ireland's Environmental Compliance and Enforcement Steering Committee
NIS	Natura Impact Statements are reports comprising the scientific examination of a plan or project and the relevant European site(s). The reports identify and characterise any possible implications of the plan in view of the conservation objectives of the site(s). The reports also include any information including, but not limited to, plans, maps or drawings, scientific information or data required to enable the carrying out of an Appropriate Assessment.
NBMP	National Barrier Mitigation Programme
NPWS	National Parks and Wildlife Service
NRSP	National Coarse Fish and Pike Research Programme



NSAD	National Strategy for Angling Development (NSAD) scheme
NSIC	National Salmonid Index Catchment
NSSSCIF	North South Standing Scientific Committee on Inland Fish
NWRBD	North Western River Basin District
OCAG	Office of the Comptroller and Auditor General
ORIS	Outdoor Recreation Infrastructure Scheme
OPW	Office of Public Works
OPWCRP	Office of Public Works Climate Resilience Project
Parr	A young salmon (or trout) between the stages of fry and smolt, distinguished by dark rounded patches evenly spaced along its sides.
PDR	Performance and Development Review
PIT	Passive Integrated Transponder
PMDS	Performance Management Development System
PMO	Projects Management Office
PPE	Personal protective equipment, commonly associated with COVID-19 safety measurements.
PV	Photovoltaic - The direct conversion of light into electric power using semiconducting materials such as silicon; used in panels to generate electricity for lighting etc.

PWC	Personal Water Craft such as a kayak or jet ski.
QUB	Queens University Belfast
Ramsar	A wetland site that has been identified as having international importance. The Convention on Wetlands was adopted in the Iranian city of Ramsar in 1971 and came into force in 1975.
R&D	Research and development
RBD	River Basin District
RIB	Rigid Inflatable Boat
River hydromorphology	The physical characteristics of a river, e.g. flow regime, sediment transport. Examples of alterations to natural hydromorphology are channelisation and man-made weirs.
RHAT	River Hydromorphology Assessment Technique
SAC	Special Area of Conservation
SARA	Scanning, Analysis, Response, Assessment
SAR	Subject Access Request
Section 14	Permission to conduct fisheries research/fishing/ surveys outside of the closed fishing season: https://www.irishstatutebook.ie/eli/1959/act/14/section/14/enacted/en/html .
SEAI	Sustainable Energy Authority of Ireland
SERBD	South Eastern River Basin District



SFPA	Sea Fisheries Protection Authority
Smolt	A young salmon (or trout) after the parr stage, when it becomes silvery and migrates to the sea for the first time.
SNIFFER	Scotland and Northern Ireland Forum for Environmental Research
Spring salmon river	A river that receives salmon between January and May. These salmon are generally larger as they spend more than one winter at sea.
ShRBD	Shannon River Basin District
SSTRCPF	Salmon and Sea Trout Rehabilitation Conservation and Protection Fund
SSTCF	Small Scale Coastal Fishers
State fisheries	Inland Fisheries Ireland owns a wide variety of fisheries in locations all across Ireland. Where there is a fishery, there is a right to fish, and Inland Fisheries Ireland owns the fishing rights to these fisheries.
SWRBD	South Western River Basin District
TRaC	Transitional and coastal waters
Transitional waters	Waters that are influenced by both tidal and freshwater flows e.g. estuaries, fjords and lagoons.

Tuna CHART	Tuna Catch and Release Tagging
UCD	University College Dublin
WISE	Water Information System for Europe
WFD	Water Framework Directive: an important piece of environmental legislation which aims to improve water quality. It was given legal effect in Ireland by the European Communities Regulations 2003.
WRBD	Western River Basin District
WWTP	Waste Water Treatment Plant
0+	Young of the year
1+	Previous year's young.





Iascach Iníre Éireann
Inland Fisheries Ireland

Financial Statements

Year End to 31st
December 2024



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1. General Information

Address

3044 Lake Drive
Citywest Business Campus
Dublin 24
D24 CK66

Bank

Bank of Ireland

College Green
Dublin 2
D02 VR66

Auditor

The Comptroller and Auditor General

3A Mayor Street Upper
Spencer Dock
Dublin 1
D01 PF72

Solicitors

George Maloney & Co Solicitors

6 Farnham Street
Co. Cavan
H12 V658

Arthur Cox

10 Earlsfort Terrace
Dublin 2
D02 T380

Liam Keane & Partners Solicitors

The Old Toll House
Dunshaughlin
Co. Meath
A85 DR68

Patrick J. Durcan & Co. Solicitors

James Street
Westport
Co. Mayo
F28 KC52

MacHale Solicitors

Pearse Street
Ballina
Co. Mayo
F26 K7C7

V. P. McMullin & Son Solicitors

Donegal Street
Ballybofey
Co. Donegal
F93 DE63

D. G. O'Donovan & Co.

5th Floor, Riverpoint
Lower Mallow Street
Limerick
V94 WC6A

Tormeys Solicitors LLP

Castle Street
Athlone
Co. Westmeath
N37 D960

Eversheds Sutherland LLP

One Earlsfort Terrace
Dublin 2
D02 X288

James Reilly & Sons

4 Brighton Place
Clonmel
Co. Tipperary
E91 X9V2

Byrne Wallace LLP

88 Harcourt Street
Dublin 2
D02 DK18

Coakley Moriarty Solicitors

New Road
Kenmare
Co. Kerry
V93 N880

Kevin Quirke & Co.

72 South Mall
Cork
T12 VX9A

Fieldfisher Ireland LLP

45 Mespil Road
Dublin 4
D04 W2F1





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2. Governance Statement and Board Members' Report

The Board of Inland Fisheries Ireland was established under Section 6 of the Inland Fisheries Act 2010. The functions of the Board are set out in Section 7 of this Act. The Board is accountable to the Minister for Climate, Energy and the Environment and is responsible for ensuring good governance and that the principal functions of the agency as set out under Section 7, are performed. The Board performs this task by setting strategic objectives and taking strategic decisions on all key business issues. The regular day-to-day management, control and operation of Inland Fisheries Ireland are the responsibility of the Chief Executive Officer (CEO) and the senior management team. Their focus is on delivering on the broad strategic direction set out by the Board, ensuring that all Board members have a clear understanding of the key activities and decisions related to the entity, and of any significant risks likely to arise. The CEO acts as a direct liaison between the Board and management of Inland Fisheries Ireland.

2.1 Governance

The work and responsibilities of the Board are set out in the 'Code of Business Conduct for the Board of IFI'. Matters specifically reserved for Board decision are set out in 'Matters for Decision for the Board'.

Standing items considered by the Board include:

- Declaration of interests
- Climate Action
- Setting Board Strategy
- Reports from committees
- Financial reports/management accounts
- Performance reports
- Reserved matters, and
- Risk

Section 46 of the Inland Fisheries Act 2010 requires the Board of Inland Fisheries Ireland to keep, in such form as may be approved by the Minister for Climate, Energy and the Environment (DCEE) with consent of the Minister for Public Expenditure, Infrastructure, Public Service Reform and Digitalisation, all proper and usual accounts of money received and expended by it.

In preparing these financial statements, the Board of Inland Fisheries Ireland is required to:

- Select suitable accounting policies and apply them consistently,
- Make judgements and estimates that are reasonable and prudent,

- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that it will continue in operation, and
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.

The Board is responsible for keeping adequate accounting records which disclose, with reasonable accuracy at any time, its financial position and enables it to ensure that the financial statements comply with **Section 46** of the Inland Fisheries Act 2010. The maintenance and integrity of the corporate and financial information on Inland Fisheries Ireland's website is the responsibility of the Board.

The Board is responsible for approving the annual business plan and budget, which was completed for 2024 at the meetings of 23 April and 27 February 2024 respectively.

The Board is also responsible for safeguarding its assets and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

A budgetary review was undertaken by the Head of Finance and Corporate Services for the first six months.

The Board considers that the financial statements of Inland Fisheries Ireland give a true and fair view of the financial performance and the financial position of Inland Fisheries Ireland at 31 December 2024.



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2.2 Board Structure

The Inland Fisheries Act 2010 provides that the Board of Inland Fisheries Ireland consists of 10 members, 8 ordinary non-executive members, the staff nominee, and the CEO as an ex-officio executive member with full participation and voting rights. The staff nominee is appointed by the Minister under **Section 13** of the Inland Fisheries Act 2010. The Chairman, ordinary non-executive members of the Board and the staff representative are appointed up to an initial period of five years. The Board meets no less than six times a year and there were 16 (Board) meetings in 2024.

Under Section 18(5) of the Inland Fisheries Act 2010, Minister Eamon Ryan TD appointed two persons, on 14 February 2023, to perform the functions of IFI for a period of up to 6 months, pending the reconstitution of the IFI Board (the remaining members of which had been removed on the same date on a 'no fault' basis). These appointees were also tasked with progressing protected disclosures received by the organisation during 2022 and initiating an external review of governance within IFI. The term of appointment for the Section 18 Appointees was extended to 15 January 2024. Following the end of their term, Seamus Neely and Tom Barry were contracted to support the implementation of the EY (Ernst & Young) Governance Review recommendations for a period of 12 months. This contract commenced on 16 January 2024 and concluded on 15 January 2025.

Under Section 12 (Chairperson and ordinary non-executive Board members) and Section 13 (Staff Representative) of the Inland Fisheries Act 2010, a new Board was appointed by Minister Ryan TD and took office on 16 January 2024.

2.3 Board Member Listing

Position	Name	Appointed	Term End
S.18 Appointee	Seamus Neely	14/02/2023	15/01/2024
S.18 Appointee	Tom Barry	14/02/2023	15/01/2024
Chair	Tom Collins	16/01/2024	15/01/2029
Staff	Lorraine O'Donnell	16/01/2024	15/01/2029
Ordinary	Jackie Maguire	16/01/2024	15/01/2029
Ordinary	Maria Graham	16/01/2024	15/01/2029
Ordinary	Jonathan Derham	16/01/2024	15/01/2029
Ordinary	Aebh��n Cawley	16/01/2024	15/01/2027
Ordinary	Raymond O'Dwyer	16/01/2024	15/01/2027
Ordinary	Karin Dubsky	16/01/2024	15/01/2027
Ordinary	Paul Connolly	16/01/2024	15/01/2027
Ex-officio	Francis O'Donnell ¹	29/11/2020	28/11/2025

¹ Due to the extended absence of the Chief Executive Officer (CEO), Francis O'Donnell, during 2024, the Board approved two terms of office of 6 months for the position of acting CEO during the reporting period. From 6 March to 5 September, Dr Cathal Gallagher (Head of Research and Development), and from 6 September to 5 March 2025, Barry Fox (Head of Operations), performed the role of Deputy CEO.





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Under Section 21(1) of the Inland Fisheries Act 2010, the Board of Inland Fisheries Ireland established the following Sub-Committees in 2024:

- **Audit and Risk Committee (standing) (ARC)**
- **Human Resources Sub-Committee (HRSC)**
- **Property Sub-Committee (PSC)**
- **ICT Sub-Committee (ICTSC)** [*This Sub-Committee is currently progressing its Terms of Reference*]. Due to small numbers on the Board and the number of sub-committees and working groups this sub-committee was subsumed into the Property Sub-Committee in early 2026.

A series of specific purpose steering/working groups were established with membership drawn from both the Board and staff.

- Governance Review Steering Group (GRSG)
- Corporate Plan (Strategy) Steering Group (CPSG)
- **Working Group on the development of an IFI Position Paper on Salmon (WGIPPS)**. This Sub-Committee completed its work in 2025

Two further structures existed during the reporting period brought forward from 2023:

- **Joint Fish Farm Working Group**
- **Fish Farm Working Group**

Audit and Risk Committee:

This Sub-Committee comprises four Board members. One Co-opted Member was appointed on 28 March 2025:

Position	Name	Appointed	Term End
Chair	Jackie Maguire	16/01/2024	15/01/2027
Deputy Chair	Maria Graham	16/01/2024	15/01/2027
Ordinary	Raymond O'Dwyer	16/01/2024	15/01/2027
Ordinary	Jonathan Derham	16/01/2024	15/01/2027
Co-opted	Patrick Kivlehan	28/03/2025	27/03/2028

The role of the IFI Audit and Risk Committee (ARC) is to support the Board in relation to its responsibilities for issues of risk, control and governance and associated assurance. The ARC is independent from the financial management of the organisation. In particular, the ARC ensures that the internal control systems including audit activities are monitored actively and independently. The CEO, Head of Finance & Corporate Services, and Financial Controller are standing invitees. The Chair of the ARC reports to the Board, presenting the Sub-Committee's recommendations following each of its meetings. There were 6 ARC meetings in 2024.





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Human Resources Sub-Committee:

This Sub-Committee comprises five Board members.

Position	Name	Appointed	Term End
Chair	Jonathan Derham	26/06/2024	25/06/2027
Deputy Chair	Maria Graham	26/06/2024	25/06/2027
Ordinary	Paul Connolly	26/06/2024	15/01/2027 ¹
Ordinary	Aebh��n Cawley	26/06/2024	15/01/2027 ¹
Ordinary	Jackie Maguire	26/06/2024	25/06/2027

¹ 3-year term on Board ceases

The Human Resources Sub-Committee shall investigate and make recommendations to the Board of IFI on any aspect of policy affecting staff in the organisation with regard to the following areas: HR policy; oversight and advisory, and staff development. There were two meetings of this Sub-Committee during 2024.

Property Sub-committee:

This committee comprises four members:

Position	Name	Appointed	Term End
Chair	Maria Graham	26/06/2024	25/06/2027
Ordinary	Lorraine O'Donnell	26/06/2024	25/06/2027
Ordinary	Karin Dubsy	26/06/2024	15/01/2027 ¹
Ordinary	Raymond O'Dwyer	26/06/2024	15/01/2027 ¹

¹ 3-year term on Board ceases

The functions of the Property Sub-Committee are to oversee the delivery of the IFI's annual Property Optimisation Plan as part of the annual Business Plan in alignment with the Corporate Plan. Its remit encompasses all fixed asset property, i.e. Land & Buildings, Fisheries & Hatcheries, Vehicles, Boats & Engines, ICT, Field & Lab Equipment and Fixtures & Fittings. There was one meeting of this sub-committee during 2024.





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Governance Review Steering Group:

This Steering Group comprises five Board members, two contractors and two members of the Executive.

Position	Name	Appointed	Term End
Chair	Tom Collins	16/01/2024	31/12/2025
Ordinary	Maria Graham	16/01/2024	31/12/2025
Ordinary	Jackie Maguire	16/01/2024	31/12/2025
Ordinary	Paul Connolly	16/01/2024	31/12/2025
Contractor	Seamus Neely	16/01/2024	15/01/2025 ¹
Contractor	Tom Barry	16/01/2024	15/01/2025 ¹
Executive	Francis O'Donnell	16/01/2024	28/11/2025 ²
Executive	Suzanne Champion	16/01/2024	31/12/2025
Executive	Emma Fortune	16/01/2024	31/12/2025

¹ 12-month contract for service ended 15/01/2025

² 5-year contract of service ceases 28/11/2025

The express function of the Governance Review Steering Group is to oversee the development and implementation of the recommendations of the EY Governance Review Action Plan.

These high-level recommendations are:

- 1 Clear definition and agreement of the strategic remit of Inland Fisheries Ireland
- 2 Realignment of Board & Committee Structures and Membership
- 3 Refresh of Supporting Governance Documents and Provision of Training
- 4 Training and Induction of Board
- 5 Relationship between CEO and Board Chair
- 6 Function and Effectiveness of the Senior Management Team
- 7 Function and Effectiveness of Senior Leadership Team
- 8 Board Operations and Delivery
- 9 Independent Assurance
- 10 Risk Management
- 11 Governance Assessment

There were 11 meetings of this Steering Group during 2024.





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Corporate Plan Steering Group:

This Steering Group comprises five Board members.

Position	Name	Appointed	Term End
Chair	Paul Connolly	31/01/2024	30/09/2025
Ordinary	Jonathan Derham	31/01/2024	30/09/2025
Ordinary	Raymond O'Dwyer	31/01/2024	30/09/2025
Ordinary	Lorraine O'Donnell	31/01/2024	30/09/2025
Ordinary	Aebh��n Cawley	31/01/2024	30/09/2025

There were four meetings of this Steering Group during 2024.

Fish Farm Project Steering Group:

This Steering Group was formed in July 2022 for the purpose of supporting IFI with expertise and advice in the development of a modern Fish Farm facility at its current fish farm in Roscrea, Co. Tipperary.

Members of the **Fish Farm Project Steering Group during 2024** were:

Position	Name	Appointed	Term End
Executive	Francis O'Donnell	July 2022	
Executive	Dr Cathal Gallagher (Head of R&D)	July 2022	
Executive	Ms Suzanne Campion	July 2022	
BIM*	Mr Damien Toner	July 2022	

* Bord Iascaigh Mhara

There were no meetings of the Fish Farm Project Steering Group in 2024. This steering group was formally dissolved by the Board on 26 February 2025.

Joint Fish Farm Working Group:

Formed in September 2016, this Working Group was established following a joint meeting between the Board of Inland Fisheries Ireland, the Trout Anglers Federation of Ireland (TAFI) and the National Anglers Representative Association (NARA) in relation to the organisation's trout production facilities.

Members of the **Joint Fish Farm Working Group during 2024** were:

Position	Name	Appointed	Term End
Executive	Francis O'Donnell	29/11/2020	28/11/2025 ¹
Executive	Dr Cathal Gallagher (Head of R&D)	29/09/2016	
TAFI* Rep	Martin Kinneavy	29/09/2016	
TAFI* Rep	Eamonn Moore	29/09/2016	
NARA** Rep	Michael Callaghan	29/09/2016	
NARA** Rep	Pat Foley	29/09/2016	

* Trout Anglers Federation of Ireland

** National Anglers Representative Association

¹ 5-year contract of service ceases 28/11/2025

There was one meeting of the Fish Farm Working Group in 2024.





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2.4 Schedule of Attendance, Fees and Expenses

A schedule of attendance at the Board and committee meetings for 2024 is set out in [Note 7](#) of the Financial Statements for 2024. This includes the fees and expenses received by each member: one Board member, Lorraine O'Donnell, did not receive a Board fee under the One Person One Salary (OPOS) principle. Paul Connolly decided to waive his Board fee for 2024.

2.5 Key Personnel Changes in 2024

Ms Paula Byrne was appointed Interim Head of Human Resources in February 2024, following a two-month vacancy in the role. She succeeded in being appointed to the role on a permanent basis in October 2024, following an open competition.

2.6 Disclosures Required by the Code of Practice for the Governance of State Bodies 2016

The Board is responsible for ensuring that IFI has complied with the requirements of the Code of Practice for the Governance of State Bodies ('the Code'), as published by the Minister for Public Expenditure, Infrastructure, Public Service Reform and Digitalisation in August 2016. The following disclosures are required by the Code.

Employee Short-term Benefits

There were 101 employee short-term benefits in excess of €60,000. See [Note 6](#) of the Financial Statements.

Consultancy Costs

Consultancy costs include the cost of external advice to management and outsourced 'business-as-usual' functions. One incidence of external consultancy (€29,028) that is not business as usual is included in Consultancy Costs also. See [Note 5a](#) of the Financial Statements.

Travel and Subsistence Expenditure

Travel and subsistence expenditure is categorised as follows:

Remuneration and Other Pay Costs	2024	2023
	€	€
Travel & subsistence – Domestic		
• Board	11,482	6,722
• Staff	1,020,168	865,293
Travel & subsistence – International		
• Board	Nil	Nil
• Staff	34,691	44,066
	1,066,341	916,081

Legal Costs and Settlements

Legal Fees are for prosecution cases under fisheries legislation and corporate legal advice. Total legal costs in 2024 for prosecution cases were €376,275. IFI instigated a Judicial Review of the Granting of an Aquaculture Licence - Shot Head, Bantry Bay, Co. Cork, costs for this process during 2024 were €27,610. The cost of corporate legal advice was €185,487.



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Hospitality Expenditure

Hospitality Expenditure	2024	2023
	€	€
Staff hospitality	3,721	10,513
Client hospitality	105,578*	-
	109,299	10,513

*€104,100 of this amount relates to costs incurred for hosting the NASCO (North Atlantic Salmon Conservation Organisation) Annual Meeting. Funding was provided to IFI by NASCO and DCEE to fund this event.

Statement of Compliance

The Board has adopted the Code of Practice for the Governance of State Bodies (2016) as updated and has put procedures in place to ensure compliance with the Code. Inland Fisheries Ireland was in full compliance with the Code of Practice for the Governance of State Bodies for the period 2024.

On Behalf of IFI



Professor Tom Collins
Chairman

23rd March 2026

Date





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3. Statement on Internal Control

3.1 Scope of Responsibility

On behalf of IFI, we acknowledge the Board's responsibility for ensuring that an effective system of internal control is maintained and operated. This responsibility takes account of the requirements of the Code of Practice for the Governance of State Bodies (2016) as updated.

3.2 Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a tolerable level rather than to eliminate it. The system can therefore only provide reasonable and not absolute assurance that assets are safeguarded, transactions authorised and properly recorded, and that material errors or irregularities are either prevented or detected in a timely way.

The system of internal control, which accords with guidance issued by the Minister for Public Expenditure, Infrastructure, Public Service Reform and Digitalisation, has been in place in IFI for the year ended 31 December 2024 and up to the date of approval of the financial statements.

3.3 Capacity to Handle Risk

During 2024, the Audit & Risk Committee met on six occasions. IFI has outsourced its internal audit function, and the Internal Auditor conducts a programme of work agreed with the ARC and approved by the Board.

IFI has developed a Risk Management Policy which sets out the risk management processes in place and details the roles and responsibilities of staff in relation to risk. All senior staff, with their teams, are expected to work within this policy, to ensure that emerging risks and control weaknesses are notified and addressed accordingly, and to assume responsibility for risks and controls within their own area of work.

3.4 Risk and Control Framework

Inland Fisheries Ireland has implemented a risk management system which identifies and reports key risks and the management actions being taken to address and, to the extent possible, to mitigate those risks. During 2024 IFI reviewed its risk management framework, policy, appetite and tolerance, creating and updating risk registers.

A risk register is in place which identifies the key risks facing Inland Fisheries Ireland and these have been identified, evaluated and graded

according to their significance against the updated key risks identified. The outcome of these assessments is used to plan and allocate resources to ensure risks are managed to an acceptable level.

The risk register details the controls and actions needed to mitigate risks and responsibility for operation of controls assigned to specific staff. It is confirmed that a control environment containing the following elements is in place.

- Procedures for all key business processes have been documented.
- Financial responsibilities have been assigned at management level.
- There is an appropriate budgeting system with an annual budget which is kept under review by senior management.
- There are systems aimed at ensuring the security of the information and communication technology systems.
- There are systems in place to safeguard assets, and
- Control procedures over grant funding to applicants have been implemented. These ensure adequate approval of grants and monitoring and review of grantees to ensure grant funding has been applied for the purpose intended.



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3.5 Ongoing Monitoring and Review

Formal procedures have been established for monitoring control processes. Control deficiencies are communicated to those responsible for taking corrective action and to management and the Board. It is confirmed that the following ongoing monitoring systems are in place:

- Key risks and related controls have been identified and processes have been put in place to monitor the operation of those key controls and report any identified,
- Reporting arrangements have been established at all levels where responsibility for financial management has been assigned, and
- There are regular reviews by senior management of periodic and annual performance and financial reports which indicate performance against budgets/forecasts.

3.6 Procurement

It is confirmed that IFI has procedures in place to ensure compliance with current procurement rules and guidelines. Inland Fisheries Ireland complied with those procedures with the following exceptions: 9 instances totalling €716,539.

These instances were with regard to non-compliance with procurement rules for which a formal tender process was not undertaken. The main contributor to the non-compliance is the contract for weed control that expired. IFI had to continue engaging with the company to ensure weeds did not get out of control and have a negative impact on the habitats. A tender was carried out in 2024 and contract is in place since October 2024. Total value of non compliance for this contract was €253,745 for the 9 months of the year where IFI were out of contract.

The manager responsible for purchase was contacted in each case to advise of non-compliance and to emphasise the importance of adhering to rules.

Please note, during 2025 Management has increased the level of checking of invoices and procurement back up prior to payment and has increased the level of awareness of what is considered non-compliant. As a result, this has led to the increased level of non-compliance being detected and reported. In addition, an internal audit report on procurement was received in 2025 and there is ongoing implementation of recommendations.

IFI are currently tendering for a new Financial Management System. It is planned that this new system will strengthen controls to ensure greater compliance and enhance reporting capabilities within the procurement process of IFI.

Details as follows, all costs exclude VAT.





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Non Compliance in Tender Process

Goods / Services Provided	Non Compliant Spend Excl VAT €	Comment
Weed Control	253,745	Out of contract for part of the year. In order to ensure weeds did not get out of control and have a negative impact on habitats engagement with the company had to continue. A tender was carried out and contract awarded in October 2024 and this is now compliant.
Mobile Phone Services	145,371	No contract in place or recent tender carried out. In process of regulating.
IT Sub Contracted Services	126,016	Out of contract with current service provider. IFI will no longer engage with this supplier from mid 2026 onwards.
Legal Services	58,537	Tender carried out for legal services. However this company was engaged for legal advice outside of this tender process. IFI are no longer engaging with this company after Q1 2026.
AV Equipment	55,477	Separate quotes sought however, cumulatively the value was greater than €50k and therefore a tender should have been carried out. A framework is now in place.
Recruitment Agents	40,650	3 suppliers in total. Formal tender process not carried out. A formal tender process will be planned if there is an ongoing need for this service identified.
Fixed line / Internet Connectivity between bases	36,743	No contract in place or recent tender carried out. In process of regularising.
	716,539	





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3.7 Review of Effectiveness

It is confirmed that Inland Fisheries Ireland has procedures to monitor the effectiveness of its risk management and control procedures. Inland Fisheries Ireland's monitoring and review of the effectiveness of the system of internal financial control is informed by the work of the internal and external auditors, the Audit and Risk Committee which oversees their work, and the senior management within IFI responsible for the development and maintenance of the internal financial control framework.

It is confirmed that the Board concluded an annual review of the effectiveness of the internal controls for 2024 on 28th March 2025.

3.8 Internal Control Issues

IFI Governance Review

IFI has implemented the recommendations of the EY review. IFI's Statement of Strategy 2026 to 2030 was approved by the Minister and laid before the Oireachtas in December 2025. The Strategy is available on IFI's website. IFI considers this matter to be closed.

Aasleagh Lodge and Cottages

This matter was disclosed in the 2021, 2022 and 2023 SIC. The process of splitting the folio at Aasleagh Lodge is complete and arrangements are being made to sell the cottages in line with appropriate protocols and approvals. IFI considers this matter to be closed.

Uninsured Vehicles

The matter of IFI having 15 uninsured vehicles on fleet during 2021 was disclosed in the 2021, 2022 and 2023 SIC. As of January 2026, the total costs incurred by IFI in relation to this incident, excluding vehicle repair costs are €204,945. IFI considers this matter to be closed.

Protection function of IFI

In October 2023, having regard to legal advice obtained in relation to a technical issue relating to authorisation to prosecute, 61 prosecution

cases initiated by IFI were recommended for withdrawal. Legal costs of €276,511 were incurred. IFI are awaiting a ruling from the court regarding costs for 3 RBD's for 5 other cases. This matter was disclosed in the 2022 and 2023 SIC.

3rd Party Salmon Research Programme

Following receipt of a Protected Disclosure in 2023, IFI investigated a matter relating to a Salmon Research Programme operated by another State Agency.

The Programme was established in 1979 and ran from 1980 until 2023. The Programme involved the tagging of smolts (young salmon) who would then be released to go to sea with the expectation that a percentage of them would return as adults. On return the tags could be harvested from the adult salmon and a finder's fee was payable to anyone finding a tag and returning it to the State Agency. This was open to all members of the public. In the course of the IFI carrying out its work, adult salmon were routinely trapped at its facilities which meant that staff could facilitate the return of tags.

IFI had no agreement in place with the State Agency concerning the operation of the Programme, nor was there any financial or standard operating procedure in IFI relating to the Programme.

It is understood, from records provided by the State Agency, that IFI was in receipt of funds for the return of tags up to and including 2014.



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IFI receipted €13,470.95 for the programme. A further €40 in out of date uncashed cheques were also found.

IFI did ascertain that certain staff members collected tags from IFI facilities and from anglers, and returned the tags to the Stage Agency on their own behalf and on behalf of anglers. The funds were paid directly to the staff members as individuals. The anglers were reimbursed by the staff. IFI has not been able to determine the breakdown between angler and other tag payments. Staff members stated that they did not personally retain these payments.

The investigation examined information provided by the State Agency related to payments the Agency made to individuals and private accounts during the period 2010 to 2023. IFI had no record of these payments, was not party to related bank accounts and does not know the ownership of same. The State Agency declined to provide further information to IFI for GDPR reasons. The amount of the funds under question is €28,254 for the 14 year period.

The State Agency ceased the Programme in 2024.

The investigation found that the details of the protected disclosure were substantiated, in that IFI staff were in receipt of payments for the return of tags. However, given the lack of any agreement between IFI and the State Agency or any internal IFI process or procedure regarding the operation of the Programme, as well as a lack of supporting evidence, IFI did not find that an employee was not permitted

to collect a fee for tags recovered or that there has been any wrongdoing by staff involved.

IFI has reinforced its financial procedures and code of conduct with staff.

IFI considers this matter closed and that no further action is required.

Records Management

An internal audit review of records management was conducted in 2023 and 2024. The Internal Audit Report for Records Management was adopted by the Board. A Records Management company is working with IFI and their work is complete. Records management is an ongoing process and will benefit from the policies, procedure and governance framework developed as part of this process. IFI considers the matter to be closed.

Deployment of the RIB fleet

This matter was disclosed in the 2021, 2022 and 2023 SIC. An internal audit of the RIB fleet commenced in 2023 which covered the period 1/1/2019 to 31/10/2022 and the report was adopted by the Board on 28 March 2025. The review consisted of an assessment of the design and operational effectiveness of the policies, processes and controls within IFI in respect of the RIBs used for protection operations and examined health and safety and fleet management. The report found there are a number of weaknesses in the framework

of governance, risk management and control which require management action. One matter was classified as high risk: the utilisation of RIBs in relation to the non-achievement of patrol targets.

All recommendations from this report have been implemented. IFI considers this matter closed.

Vehicle Fleet

An internal audit of vehicle fleet was carried out in 2023 and 2024. The audit provided an assessment of the design and operational effectiveness of the policies, procedures, processes and controls within IFI related to the vehicle fleet and included a review of the previous insurance issue. The report found there are a number of weaknesses in the framework of governance, risk management and control which require management action. The report has been adopted by the Board at its June 2025 meeting and recommendations are being implemented and tracked.

Matters identified which were classified high risk are IFI's Overarching Strategy for Fleet management, insurance, monitoring and staff drivers licences. IFI's Strategy for Fleet is currently in the approval process. IFI has submitted its application to be covered by the State Indemnity Scheme. Ongoing monitoring continues.

IFI considers this matter to be closed.





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Procurement

A procurement internal audit was carried out in 2024 in respect of the process of operation over the period 1/4/2024 to 31/12/24. It reviewed the policies, procedures and controls in place, their effectiveness and compliance with relevant external requirements. The report found there are a number of weaknesses in the framework of governance, risk management and control which require management action. The report has been adopted by the Board at its June 2025 meeting and recommendations are being implemented. Outstanding recommendations are on track with completions dates in March and June 2026.

Matters identified which were classified as high risk are reliance on procurement exemptions, non-compliant/non-competitive spend, contractual arrangements, contract/performance management and sole source procurement.

IFI considers this matter to be closed.

An Garda Síochána investigation

A report of alleged fraud was reported to An Garda Síochána by the CEO. IFI has been advised that the DPP has decided against proceeding with a case. This matter was disclosed in the 2022 and 2023 SIC.

IFI continues to raise awareness of fraud in recent staff training roadshows and is including specific training for staff in its programmes. IFI has updated its anti-fraud policy. The Garda investigation is closed.

Protected Disclosures

IFI publishes its Protected Disclosures report on its website annually where details on disclosures made to IFI can be found.

IFI is subject to specific obligations under the Protected Disclosures Act 2014, including obligations relating to confidentiality, the protection of reporting persons, and restrictions

on the disclosures of information arising from protected disclosures. These statutory obligations necessarily limit the extent to which certain matters or information may be disclosed.

IFI understands that DCEE has completed the processing of 22 protected disclosures submitted to it regarding IFI since 2022. Four remain to be finalised. Between 2022 and 2025 DCEE has initiated seven investigations by independent external investigators into protected disclosures relating to IFI. Six investigation reports have been concluded with one remaining in progress. Where allegations have been upheld or matters transferred to IFI for follow up, IFI is addressing same.

IFI understands that DCEE has referred an investigation report relating to uninsured vehicles to An Garda Síochána for investigation. IFI contests the findings of this DCEE report. IFI is not aware of the current status of the An Garda Síochána's investigation.

On Behalf of IFI

Professor Tom Collins

Chairman

23rd March 2026

Date





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4. Comptroller and Auditor General Report



Ard Reachtaire Cuntas agus Ciste Comptroller and Auditor General

Report for presentation to the Houses of the Oireachtas

Inland Fisheries Ireland

Opinion on the financial statements

I have audited the financial statements of Inland Fisheries Ireland for the year ended 31 December 2024 as required under the provisions of section 46 of the Inland Fisheries Act 2010. The financial statements comprise

- the statement of income and expenditure and retained revenue reserves
- the statement of comprehensive income
- the statement of financial position
- the statement of cash flows, and
- the related notes, including a summary of significant accounting policies.

In my opinion, the financial statements give a true and fair view of the assets, liabilities and financial position of Inland Fisheries Ireland at 31 December 2024 and of its income and expenditure for 2024 in accordance with Financial Reporting Standard (FRS) 102 *The Financial Reporting Standard applicable in the UK and the Republic of Ireland*.

Basis of opinion

I conducted my audit of the financial statements in accordance with the International Standards on Auditing (ISAs) as promulgated by the International Organisation of Supreme Audit Institutions. My responsibilities under those standards are described in the appendix to this report. I am independent of Inland Fisheries Ireland and have fulfilled my other ethical responsibilities in accordance with the standards.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Report on information other than the financial statements, and on other matters

Inland Fisheries Ireland has presented certain other information together with the financial statements. This comprises the annual report, the governance statement and Board members' report, and the statement on internal control. My responsibilities to report in relation to such information, and on certain other matters upon which I report by exception, are described in the appendix to this report.



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Payments to former Chief Executive Officer

Note 6f to the financial statements discloses salary payments totaling €155,000 made in 2024 to the former Chief Executive Officer, who was on leave from March 2024 until his employment ceased on 4 June 2025. Salary payments totaling €77,000 were made in respect of the period January 2025 to June 2025. In addition, the former Chief Executive received payments totaling €145,000 in lieu of the remainder of his contract (to November 2025) and for accrued leave untaken.

A Workplace Relations Commission case taken by the former Chief Executive Officer against Inland Fisheries Ireland is ongoing.

Lack of control of receipts in respect of salmon research programme

Over many years, the Marine Institute operated a bounty scheme which was open to the public for tags returned under a salmon tracking research programme. The bounty scheme ceased in 2024.

The statement on internal control discloses that certain Inland Fisheries Ireland staff participated in the scheme in some locations and that the Marine Institute made bounty payments totalling €41,500 in respect of this participation.

Bounty payments received in the period 2010 to 2014 totaling €13,500 were lodged to bank accounts within the ownership of Inland Fisheries Ireland and were recognised as income in the financial statements for this period. From 2010 to 2023, further bounty payments totaling €28,000 were made to individual staff members and into bank accounts not in the ownership of Inland Fisheries Ireland.

The statement on internal control discloses that, arising from a protected disclosure, Inland Fisheries Ireland has investigated this matter and has reinforced its financial procedures and code of conduct with staff.

Uninsured vehicles

The statement on internal control discloses that costs of €205,000 have been incurred to date by Inland Fisheries Ireland in respect of a collision that occurred in 2021 involving one of 15 vehicles in its fleet that were uninsured for a period due to an administrative oversight. There is an ongoing Workplace Relations Commission case related to this matter.

Non-compliant procurement

The statement on internal controls discloses a material level of non-compliant procurement in 2024 totalling €717,000.

The manner in which the contracts register operated did not identify a significant number of the non-compliant procurement contracts. Inland Fisheries Ireland has stated that new processes were introduced in 2025 to monitor procurement and that the process of procuring a new financial management system which includes a contract management system is underway.

Seamus McCarthy
Comptroller and Auditor General

24 March 2026





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Appendix to the report

Responsibilities of Board members

As detailed in the governance statement and Board members' report, the Board members are responsible for

- the preparation of annual financial statements in the form prescribed under section 46 of the Inland Fisheries Act 2010
- ensuring that the financial statements give a true and fair view in accordance with FRS102
- ensuring the regularity of transactions
- assessing whether the use of the going concern basis of accounting is appropriate, and
- such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Responsibilities of the Comptroller and Auditor General

I am required under section 46 of the Inland Fisheries Act 2010 to audit the financial statements of Inland Fisheries Ireland and to report thereon to the Houses of the Oireachtas.

My objective in carrying out the audit is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement due to fraud or error. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with the ISAs, I exercise professional judgment and maintain professional scepticism throughout the audit. In doing so,

- I identify and assess the risks of material misstatement of the financial statements whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- I obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal controls.
- I evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures.

- I conclude on the appropriateness of the use of the going concern basis of accounting and, based on the audit evidence obtained, on whether a material uncertainty exists related to events or conditions that may cast significant doubt on Inland Fisheries Ireland's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my report. However, future events or conditions may cause Inland Fisheries Ireland to cease to continue as a going concern.
- I evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I report by exception if, in my opinion,

- I have not received all the information and explanations I required for my audit, or
- the accounting records were not sufficient to permit the financial statements to be readily and properly audited, or
- the financial statements are not in agreement with the accounting records.

Information other than the financial statements

My opinion on the financial statements does not cover the other information presented with those statements, and I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, I am required under the ISAs to read the other information presented and, in doing so, consider whether the other information is materially inconsistent with the financial statements or with knowledge obtained during the audit, or if it otherwise appears to be materially misstated. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

Reporting on other matters

My audit is conducted by reference to the special considerations which attach to State bodies in relation to their management and operation. I report if I identify material matters relating to the manner in which public business has been conducted.

I seek to obtain evidence about the regularity of financial transactions in the course of audit. I report if I identify any material instance where public money has not been applied for the purposes intended or where transactions did not conform to the authorities governing them.





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Statement of Income and Expenditure and Retained Revenue Reserves for the 12 months to 31 December 2024

	Notes	€000's	2024 €000's	€000's	2023 €000's
Income					
State and EU Funding					
Oireachtas Grants	2	33,417		33,429	
Less Single Pension Scheme contributions remitted	14a	(338)		(278)	
Net deferred funding for pensions	14c	4,336	37,415	4,156	37,307
Other Income					
Other	3		5,305		3,180
			42,720		40,487
Total Income					
Expenditure					
Administration	4		7,780		6,832
Operations	5		34,096		34,398
			41,876		41,230
Surplus / (Deficit) for the Year before Appropriations					
			844		(743)
Transfer from / (to) Capital Account					
	12		(318)		544
Surplus / (Deficit) for the Year after Appropriations					
			526		(199)
Balance Brought Forward at 01 January					
			5,246		5,445
Balance Carried Forward at 31 December					
			5,772		5,246

The Statement of Cash Flows and notes 1 to 21 form part of these financial statements.

On Behalf of the Board of Inland Fisheries Ireland

23/03/2026

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Statement of Comprehensive Income for the 12 months to 31 December 2024

	Notes	2024 €000's	2023 €000's
Surplus / (Deficit) for the Year after Appropriations		526	(199)
Experience gains/(losses) on retirement benefit obligations		759	(4,333)
Change in assumptions underlying the present value of retirement benefit obligations		6,381	27
Total actuarial gain/(loss) in the year	14b	7,140	(4,306)
Adjustment to deferred retirement benefits funding		(7,140)	4,306
Other Comprehensive Income for the year		526	(199)

The Statement of Cash Flows and notes 1 to 21 form part of these financial statements.

On Behalf of the Board of Inland Fisheries Ireland

23/03/2026

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Statement of financial
position as at 31
December 2024

	Notes	2024 €000's	2023 €000's
Fixed Assets			
Property, plant and equipment	9	21,874	21,556
Current Assets			
Inventory	16	1,524	1,601
Cash and cash equivalents	17	10,472	9,608
Receivables	10	828	1,266
		12,824	12,475
Current liabilities (amounts falling due within one year)			
Payables	11	7,052	7,229
		7,052	7,229
NET CURRENT ASSETS /(LIABILITIES)		5,772	5,246
TOTAL ASSETS LESS CURRENT LIABILITIES BEFORE PENSIONS		27,646	26,802
Deferred retirement benefit funding asset	14c	129,051	131,855
Retirement benefit obligations	14b	(129,051)	(131,855)
		-	-
TOTAL ASSETS LESS CURRENT LIABILITIES		27,646	26,802
NET ASSETS/(LIABILITIES)		27,646	26,802
Reserves			
Capital account	12	21,874	21,556
Surplus on Income and Expenditure and retained Revenue Reserves		5,772	5,246
		27,646	26,802

The Statement of Cash Flows and notes 1 to 21 form part of these financial statements.

On Behalf of the Board of Inland Fisheries Ireland

23/03/2026

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Statement of cashflows for the 12 months to 31 December 2024

	2024 €000's	2023 €000's
Net Cash Flows from Operating Activities		
Excess of Expenditure over Income	844	(743)
Depreciation and Impairment of Fixed Assets	2,625	2,679
(Increase)/Decrease in Receivables	438	892
Increase/(Decrease) in Payables	(177)	680
(Profit) / Loss on disposal of fixed assets	(386)	(299)
Net interest / Bank Charges	26	25
(Increase)/Decrease in Inventory	76	97
Net Cash Inflow/(Outflow) from Operating Activities	3,446	3,331
Cash Flows from Investing Activities		
Payments to acquire Property, Plant & Equipment	(2,953)	(2,151)
Proceeds from the disposals of Property Plant & Equipment	397	315
Net Cash Inflow/(Outflow) from Investing Activities	(2,556)	(1,836)
Cash Flows from Financing Activities		
Net interest / Bank Charges	(26)	(25)
Net Cash Inflow/(Outflow) from Financing Activities	(26)	(25)
Net Increase / (Decrease) in cash and cash equivalents	864	1,470
Reconciliation of net Cash Inflow/(Outflow) to movement in net funds		
Increase / (Decrease) in cash	864	1,470
Cash and cash equivalents at the beginning of the year	9,608	8,138
Cash and cash equivalents at the end of the year	10,472	9,608

The Statement of Cash Flows and notes 1 to 21 form part of these financial statements.

On Behalf of the Board of Inland Fisheries Ireland

23/03/2026

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Notes to the Financial Statements

For the year ended
31 December 2024

1. Accounting Policies

The basis of accounting and significant accounting policies adopted by Inland Fisheries Ireland are set out below. They have all been applied consistently throughout the year and for the preceding year.

a) General Information

Inland Fisheries Ireland was set up under the Fisheries Act 2010 with a head office at 3044 Lake Drive, Citywest Business Campus, Dublin 24, D24 CK66.

Inland Fisheries Ireland primary objectives are to protect, manage and conserve Ireland's inland fisheries resource.

Inland Fisheries Ireland is a Public Benefit Entity (PBE).

b) Statement of Compliance

The financial statements of Inland Fisheries Ireland for the year ended 31 December 2024 have been prepared in compliance with the applicable legislation, and with FRS 102 The Financial Reporting Standard applicable in the UK and the Republic of Ireland issued by the Financial Reporting Council in the UK.

c) Basis of Preparation

The financial statements have been prepared under the historical cost convention, except for certain assets and liabilities that are measured

at fair values as explained in the accounting policies below. The financial statements are in the form approved by the Minister for Climate, Energy and the Environment with the concurrence of the Minister for Public Expenditure, Infrastructure Public Service Reform and Digitisation under the Inland Fisheries Act 2010. The following accounting policies have been applied consistently in dealing with items which are considered material in relation to Inland Fisheries Ireland's financial statements.

d) Revenue

Oireachtas Grants

Income from Oireachtas Grants is accounted for on a cash receipts basis.

All other income received is accounted for on an accruals basis.

Refunds of grants paid

Grants paid become refundable in certain circumstances, such as liquidation/dissolution of the recipient company, or if the conditions of the grant are not met. Grant refunds are recognised when it is probable that the money will be received by Inland Fisheries Ireland and the amount can be estimated reliably; therefore they are accounted for on an accruals basis.

Interest income

Interest income is recognised on an accruals basis using the effective interest rate method.





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Other Revenue

Other revenue is recognised on an accruals basis except for Conservation fund, fines & forfeitures, sale of publications and Freedom of Information request fees which are reported on a cash received basis.

e) Capital Account

The Capital Account represents the unamortised amount of income used to purchase fixed assets.

f) Property, Plant and Equipment

Property, plant and equipment are stated at cost less accumulated depreciation, adjusted for any provision for impairment. Depreciation is provided on all property, plant and equipment, other than freehold land and artwork, at rates estimated to write off the cost less the estimated residual value of each asset on a straight line basis over their estimated useful lives, as follows:

(i) Buildings and Hatcheries	2%
(ii) Motor Vehicles	20%
(iii) Field Equipment	25%
(iv) Laboratory Equipment	33⅓%
(v) Boats	10%
(vi) Trailers	10%
(vii) Engines	20%
(viii) Furniture and Office Equipment	20%
(ix) Computers	33⅓%

Residual value represents the estimated amount which would currently be obtained from disposal of an asset, after deducting estimated costs of disposal, if the asset were already of an age and in the condition expected at the end of its useful life.

If there is objective evidence of impairment of the value of an asset, an impairment loss is recognised in the Statement of Income and Expenditure and Retained Revenue Reserves in the year.

g) Inventory

Inventory consists of goods for resale, and is recognised in the financial statements at the lower of Cost and Net Realisable Value (NRV). Cost is calculated on a first-in-first-out (FIFO) basis and includes all purchase costs. NRV is the selling price (actual or estimated) less all necessary completion costs. Stock in the fish farm is calculated with an assumed mortality rate of 60%.

h) Receivables

Receivables are recognised at fair value, less a provision for doubtful debts. The provision for doubtful debts is a specific provision, and is established when there is objective evidence that Inland Fisheries Ireland will not be able to collect all amounts owed to it. All movements in the provision for doubtful debts are recognised in the Statement of Income and Expenditure and Retained Revenue Reserves.

i) Operating Leases

Rental expenditure under operating leases is recognised in the Statement of Income and Expenditure and Retained Revenue Reserves over the life of the lease. Expenditure is recognised on a straight-line basis over the lease period, except where there are rental increases linked to the expected rate of inflation, in which case these increases are recognised when incurred. Any lease incentives received are recognised over the life of the lease.

j) Employee Benefits

Short-term Benefits

Short term benefits such as holiday pay are recognised as an expense in the year, and benefits that are accrued at year-end are included in the Payables figure in the Statement of Financial Position.

Retirement Benefits

Inland Fisheries Ireland previously established its own defined benefit pension scheme, funded annually on a pay-as-you-go basis from monies provided by the Department of Climate, Energy and the Environment and from contributions deducted from staff members' salaries which are retained. Inland Fisheries Ireland also operates the Single Public Services Pension Scheme ("Single Scheme"), which is a defined benefit scheme for pensionable public servants appointed on or after 1 January 2013. Single





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Scheme members' contributions are paid over to the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitisation.

Pension costs reflect pension benefits earned by employees, and are shown net of staff pension contributions. An amount corresponding to the pension charge is recognised as income to the extent that it is recoverable, and offset by grants received in the year to discharge pension payments.

Actuarial gains or losses arising on scheme liabilities are reflected in the Statement of Comprehensive Income, and a corresponding adjustment is recognised in the amount recoverable from the Department of Climate, Energy and the Environment.

The financial statements reflect, at fair value, the assets and liabilities arising from Inland Fisheries Ireland's pension obligations and any related funding, and recognises the costs of providing pension benefits in the accounting periods in which they are earned by employees. Retirement benefit scheme liabilities are measured on an actuarial basis using the projected unit credit method.

k) Critical Accounting Judgements and Estimates

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts

reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The following judgements have had the most significant effect on amounts recognised in the financial statements.

Impairment of Property, Plant and Equipment

Assets that are subject to amortisation are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less cost to sell and value in use. For the purpose of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows (cash generating units). Non-financial assets that suffered impairment are reviewed for possible reversal of the impairment at each reporting date.

Depreciation and Residual Values

Managers have reviewed the asset lives and associated residual values of all fixed asset classes, and in particular, the useful economic life and residual values of fixtures and fittings, and have concluded that asset lives and residual values are appropriate.

Provisions

Inland Fisheries Ireland makes provisions for legal and constructive obligations, which it knows to be outstanding at the period end date. These provisions are generally made based on historical or other pertinent information, adjusted for recent trends where relevant. However, they are estimates of the financial costs of events that may not occur for some years. As a result of this and the level of uncertainty attaching to the final outcomes, the actual out-turn may differ significantly from that estimated.

Retirement Benefit Obligation

The assumptions underlying the actuarial valuations for which the amounts recognised in the financial statements are determined (including discount rates, rates of increase in future compensation levels, mortality rates and healthcare cost trend rates) are updated annually based on current economic conditions, and for any relevant changes to the terms and conditions of the pension and post-retirement plans.

The assumptions can be affected by:

- (i) the discount rate, changes in the rate of return on high-quality corporate bonds
- (ii) future compensation levels, future labour market conditions



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2. Oireachtas Grants

The Oireachtas Grants voted to IFI from Vote 29 Climate, Energy and the Environment, Sub Head C5 Inland Fisheries as shown in the financial statements consist of:

	2024 €000's	2023 €000's
Inland Fisheries Ireland		
Current Expenditure Grant	30,623	30,698
Current Expenditure Grant - National Strategy for Angling Development	8	155
Capital Expenditure Grant	2,786	2,576
	33,417	33,429

3. Other Income

	2024 €000's	2023 €000's
Contract work - General	1,048	798
Contract work - Barriers Mitigation Programme	967	0
Fish Farm income	332	337
Permit Income	663	613
Licence Income		
Rod	508	
Commercial Fishing	35	
Part X Dealers	33	
State Fisheries	69	684
Salmon and Sea Trout Rehabilitation, Conservation and Protection Fund (SSTRCPF)	730	108
Fines & Forfeitures (a)	177	94
Fishery Rates	231	226
Profit (Loss) on Disposal of Fixed Assets	386	299
Rural Recreation Fund	77	0
Miscellaneous	49	21
	5,305	3,180

(a) During 2024 amounts, totalling €47,103 were paid from the Climate, Energy and the Environment Vote under Section 315(3) of the Fisheries (Consolidation) Act 1959. These are included in Fines and Forfeitures (2023: € 34,018).





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4. Administration

	Notes	2024 €000's	2023 €000's
Staff costs and Board Members' fees	6	5,258	4,697
Office expenses	8e	270	319
Bank Charges		26	25
Advertising & public information		58	82
Publicity & promotion		180	82
Professional fees		437	369
Audit fee		53	48
Board expenses		12	7
Legal Fees		190	151
Insurance		70	61
Depreciation	9	742	477
Computer Expenditure	8d	350	335
Miscellaneous	8b	102	116
Bad debt provision	8b	32	63
		7,780	6,832





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5. Operations

	Notes	2024 €000's	2023 €000's
Staff costs	6	25,435	24,620
Office expenses	8e	968	975
Safety		334	468
Training		320	270
Legal Fees		400	767
Professional fees		502	621
Repairs & maintenance	8e	69	69
Field supplies		334	316
Development Works	8c	723	732
Development Supplies	8c	409	579
Running & upkeep of vehicles & boats	8a	1,331	1,480
Laboratory expenses		45	37
Purchase of fish & fish food		178	189
Insurance		371	363
Depreciation	9	1,883	2,202
Miscellaneous	8b	360	377
Computer Expenditure	8d	387	280
Licence and permit commission		47	53
		34,096	34,398
Total expenditure		41,876	41,230





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5a. Consultancy Costs - Detail

	2024 €000's	2023 €000's
Business Improvement	113	128
Financial	218	105
HR/Pension	82	121
Legal Fees	589	918
Consultant Engineers	50	159
Eel Survey	18	26
Environmental Consultancy	271	262
Medical Services	27	23
Veterinary Services	25	24
Other Capital	104	97
PR / Marketing	53	76
Property/Planning	58	47
Total	1,608	1,986





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6. Remuneration and Other Pay Costs

6a.

	Notes	2024 €000's	2023 €000's
Salaries & wages *		22,195	20,982
Board Members fees	7	130	72
Board Members Travel & Subsistence	7	11	7
Travel & subsistence - Domestic		1,020	865
Travel & subsistence - International		35	44
Pension costs	14a	7,313	7,353
		30,704	29,323

* IFI does not have any performance related pay schemes.

Included in salaries and wages are:

- Amounts totalling €1.419m paid to 257 staff (2023: €1.407m paid to 279 staff) in relation to unsocial hours payments
- There was 1 settlement to staff in 2024 €79,142 in respect of a WRC conciliation. (2023: 2 Settlements totalling € 88,400)
- These figures include two agency staff and 33 externally funded staff members.

	2024	2023
Number of employees	Number	Number
Managerial & clerical	79	65
Research / technical	260	255
Other	1	1
Total Staff	340	321





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6b.

Range of salary short term employee benefits		Number of Employees	
From	To	2024	2023
€ 60,000 -	€ 69,999	44	41
€ 70,000 -	€ 79,999	34	24
€ 80,000 -	€ 89,999	9	7
€ 90,000 -	€ 99,999	3	5
€ 100,000 -	€ 109,999	7	4
€ 110,000 -	€ 119,999	1	3
€ 120,000 -	€ 129,999	2	-
€ 130,000 -	€ 139,999	-	-
€ 140,000 -	€ 149,999	-	-
€ 150,000 -	€ 159,999	1	-
€ 160,000 -	€ 169,999	-	1
€ 170,000 -	€ 179,999	-	-

Note: for the purposes of this disclosure, short term employee benefits in relation to services rendered during the reporting period include salary, overtime, allowances and other payments made on behalf of the employee, but exclude employer's PRSI.

6c. Aggregate Employee Benefits

	2024 €000's	2023 €000's
Staff salary and short-term benefits Permanent Staff	19,285	18,011
Staff salary and short-term benefits Contract Staff	917	1,185
Retirement benefit costs	7,313	7,353
Employer contribution to social welfare	2,021	1,883
	29,536	28,432



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6d. Staff Short-Term Benefits

	2024 €000's	2023 €000's
Basic Pay	17,807	16,532
Overtime	6	8
Allowances	1,426	1,416
	19,239	17,956

6e. Key Management Personnel

Key management personnel in Inland Fisheries Ireland consists of the members of the Board, the Chief Executive Officer, Head of Finance & Corporate Services, Head of Operations, Head of Research & Development, Head of Human Resources and Board Member Stipend (Details Note 7). The total value of employee benefits for key management personnel is set out below:

	2024 €	2023 €
Salary	633,700	801,836
Allowances	-	-
Termination Benefits	-	-
Health Insurance	-	-
	633,700	801,836

This does not include the value of retirement benefits earned in the period. The key management personnel with the exception of the Board Members are members of Inland Fisheries Ireland pension scheme and their entitlements in that regard do not extend beyond the terms of the model public service pension scheme.





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6f. Chief Executive Officer's Remuneration

The former Chief Executive's remuneration comprised of:

	2024 €	2023 €
Basic Annual Salary	155,288	169,807
Total	155,288	169,807

The former CEO was a member of the Single Public Service Pension Scheme and his entitlements did not extend beyond the standard entitlement in the model public sector defined benefit superannuation scheme. The value of retirement benefits earned in the period is not included here.

The former CEO received Nil recoupment of travel and subsistence in 2024 (2023: €10,797).

Annual Salary for the former Chief Executive Officer @ 31st December 2024 was point 3 of the CEO scale being €186,701. He also had use of an IFI Vehicle.

The CEO commenced leave in March 2024 and left IFI on 4th June 2025. The CEOs pay for 2024 is set out above and his pay for 2025 was €222,296 and covered his contractual entitlements up to the end of his contract on November 28th, 2025.

Deputy CEOs were in place for the duration of the CEO's absence.

No additional payment for remuneration was paid to the Deputy CEOs however there is a possibility that a back payment will be sanctioned by DCEE and DPEIPRD





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7.

The following amounts were paid to Board members for the 12 months ended 31 December 2024

Board	Board	Audit & Risk Committee	HR Sub-Committee	Property Sub-committee	Governance Review Steering Group	Corporate Plan Steering Group	Mileage & Subsistence	Fees & Remuneration
	2024	2024	2024	2024	2024	2024	2024	2024
Number of Meetings							€	€
Prof Thomas Collins (Chair) ^{D, F, G}	15				11		3,031	11,497
Jackie Maguire ^{A, B, D, G}	14	6	1		9		802	7,391
Maria Graham ^{A, B, C, D, G}	14	6	2	1	11		1,346	7,391
Dr Jonathan Derham ^{A, B, E}	15	6	2			4	3,409	7,391
Dr Paul Connolly ^{B, D, E, G}	15		2		3	3	853	-
Raymond O'Dwyer ^{A, C, E}	14	5				4	-	7,391
Aebhin Cawley ^{B, E}	13		1				-	7,391
Karin Dubsky ^C	12			1			664	7,391
Lorraine O'Donnell ^{C, E}	15					4	507	-
Francis O'Donnell Ex-officio ^{D, G}	3				2		-	-
Seamus Neely ^{D, H, G}	1				11		508	37,072
Tom Barry ^{D, H, G}	1				11		362	37,072
Total Meetings	16	6	2	1	11	4	11,482	129,987



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The following amounts were paid to Board members for the 12 months ended 31 December 2023

Board	Mileage & Subsistence	Fees & Remuneration	Meetings Attended
	2023	2023	2023
	€	€	
Patrick Gibbons		949	
Bernadette Orbinski Burke		401	
Michael McGreal		949	
Fiona Walsh		949	
Seamus Neely	3,748	34,456	17
Tom Barry	2,974	34,456	17
	6,722	72,160	

The total number of meetings held in 2024 was 40 (2023: 17 meetings)

Lorraine O'Donnell (Board Staff Representative) did not receive a Board fee under the One Person One Salary principle (OPOS)

Dr Paul Connolly chose to waive his Board stipend deeming his work on the Board a 'public service'

Members serving on Board Subcommittees and Working Groups during the reporting period:

^A denotes Audit & Risk Committee

^B denotes Human Resources Sub-Committee

^C denotes Property Sub-Committee membership

^D denotes Governance Review Steering Group membership

^E denotes Corporate Plan Steering Group

^F denotes Joint Fish Farm Working Group

^G denotes Invitee to Governance Review Steering Group

^H denotes Term as S. 18 Appointees concluded 15th January 2024 - commenced contract for service 16th January 2024 as Implementation Support Team (IST) member

The Mileage, subsistence and remuneration for the CEO is reported in Note 6f.





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8a. Running & upkeep of vehicles & boats

	2024 €000's	2023 €000's
Vehicle Insurance	117	237
Vehicle repairs & maintenance	319	342
Vehicle fuel	411	421
Boat Insurance	65	64
Boat repairs & maintenance	122	117
Boat fuel	42	48
Storage of Boats & Vehicles	3	7
General Car hire	145	149
Other running costs	107	96
	1,331	1,481

8b. Miscellaneous

	2024 €000's	2023 €000's
Magazines / periodicals	0	1
Meeting Expenses	31	30
Courier	13	14
Facilities Expenditure	91	99
Fish Vaccines	4	7
Hatchery Costs	50	63
Domestic supplies	19	17
Cleaning	58	73
Security	81	82
Equipment repairs & maintenance	89	82
Bad Debts Provision	32	63
Bad Debts Write Off	0	0
Equipment under €500	24	19
Sundry	3	7
	495	557





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8c. Development Expenditure

	2024 €000's	2023 €000's
Sub-contract / plant hire	638	672
Development supplies	409	579
Rehabilitation Works	86	60
	1,133	1,311

8d. Computer Expenditure

	2024 €000's	2023 €000's
Computer consumables	28	37
Computer software	35	26
Computer Maintenance & Licencing	624	489
Application Development	9	-
Managed & Cloud Services	41	62
	737	614

8e. Office expenses

	2024 €000's	2023 €000's
Printing & stationery	84	76
Postage & telephone	94	102
Mobile phones & Broadband & Antennae Masts & Off-Site Communication	413	384
Rent & rates	95	100
Heat & light	406	466
Repairs & maintenance	214	235
	1,306	1,363





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9. Property, Plant & Equipment

	Land, buildings, fisheries & hatcheries	Motor vehicles	Boats & engines	Field & lab equip. incl Trailers	Furniture, office equip. & computers	Total
	€000's	€000's	€000's	€000's	€000's	€000's
Cost or valuation						
At 1 Jan 2024	23,579	7,287	6,076	7,396	4,060	48,398
Additions for year	779	1,421	20	312	421	2,953
Disposals for year	(33)	(1,086)	(238)	(98)	(27)	(1,482)
Re-Classification	-	-	(1)	1	-	-
At 31 December 2024	24,325	7,622	5,857	7,611	4,454	49,869
Depreciation						
At 1 Jan 2024	6,953	5,371	4,417	6,629	3,472	26,842
Charge for year	484	946	409	471	315	2,625
Disposals for year	(27)	(1,086)	(238)	(94)	(27)	(1,472)
Reclassifications	-	-	(0)	0	-	0
At 31 December 2024	7,410	5,231	4,588	7,006	3,760	27,995
Net Book Value						
At 1 January 2024	16,626	1,917	1,660	768	585	21,556
Net Movement for the year	289	475	(389)	(163)	106	318
At 31 December 2024	16,915	2,392	1,271	605	691	21,874





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In Respect of Prior Year

	Land, buildings, fisheries & hatcheries €000's	Motor vehicles €000's	Boats & engines €000's	Field & lab equip. incl Trailers €000's	Furniture, office equip. & computers €000's	Total €000's
Cost or valuation						
At 1 Jan 2023	23,237	7,047	6,641	7,149	3,684	47,758
Additions for year	342	936	102	385	386	2,151
Disposals for year	0	(696)	(667)	(125)	(24)	(1,512)
Re-Classification	0	0	0	(12)	12	0
At 31 December 2023	23,579	7,287	6,076	7,397	4,058	48,397
Depreciation						
At 1 Jan 2023	6,479	5,025	4,651	6,290	3,214	25,659
Charge for year	474	1,032	432	461	280	2,679
Disposals for year	0	(687)	(667)	(119)	(24)	(1,497)
Re-Classification	-	-	0	(3)	3	0
At 31 December 2023	6,953	5,370	4,416	6,629	3,473	26,841
Net Book Value						
31 December 2022	16,759	2,022	1,991	859	470	22,100
Net Book Value						
31 December 2023	16,626	1,917	1,660	768	585	21,556





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10. Analysis of receivables

	2024 €000's	2023 €000's
Trade debtors etc.	1,252	1,104
Accrued Income	80	843
Bad debt provision	(852)	(820)
Other prepayments	348	139
	828	1,266

11. Analysis of payables

11a. Deferred Income

	2024 €000's	2023 €000's
Deferred Income		
Deferred Contract income	587	390
Department of Rural and Community Development - Rural Recreation Fund	0	77
National Strategy for Angling Development	0	11
Scientific Eels	105	105
Total Deferred Income	692	583
Funds held in trust		
Salmon and Sea Trout Rehabilitation, Conservation and Protection Fund (SSTRCPF)	3,628	4,012
Trade creditors and accruals	2,732	2,634
	7,052	7,229

Salmon and Sea Trout Rehabilitation, Conservation and Protection Fund (SSTRCPF) are generated from the sale of salmon angling and commercial fishing licences. The revenue generated from the SSTRCPF is reinvested to promote the recovery of our salmon stocks and habitats taking into account project feasibility, funding availability and value for money considerations.

The Fund is being managed by Inland Fisheries Ireland and is accounted for as a Creditor on

the statement of financial position. Where Inland Fisheries Ireland incurs direct expenditure on projects related to Fund activities it is reimbursed from the Fund. IFI's direct expenditure is charged to the Income and Expenditure and retained revenue reserves. Reimbursement from the Fund is accounted for by Inland Fisheries Ireland as Other Income (Note 3) on a cash receipts basis. All other transactions in relation to the Fund, including payments to third parties, are accounted for as movements in the Creditors figure.



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11b.

Transactions in relation to the Salmon and Sea Trout Rehabilitation, Conservation and Protection Fund (SSTRCPF) in 2024 are disclosed below.

	2024 €000's	2023 €000's
Opening Balance	4,012	3,682
Receipts	522	556
Interest earned	1	0
Expenditure		
Insurance SCF Employer and Public Liability	(9)	(12)
To third parties	(167)	(74)
To IFI*	(730)	(140)
Closing Balance	3,629	4,012

*Accounted for by IFI as Other Income.

	Deferred Contract Income A €000's	Rural Recreation Fund B €000's	NSAD C €000's	Scientific Eels D €000's	Total €000's
Opening Balance	390	77	11	105	583
Receipts in year	314	-		-	314
Rounding adjustment					-
Released to Income and Expenditure	(117)	(77)	(11)	0	(205)
Closing Balance	587	-	-	105	692

- A** Licence Income, Genetic Trout Study in the case of contract income
- B** The Department of Rural and Community Development provides funding from the Rural Recreation Fund to develop key angling projects in rural areas
- C** The Department of Climate, Energy and the Environment provides funding for any individual, angling club etc. with an interest in the development and improvement in Irish angling and/or fisheries under the National Strategy for Angling Development (NSAD).
- D** Scientific Eels is a collaborative research initiative involving IFI scientists and a number of former eel fishermen to further develop national knowledge of the species and its medium to longer term potential for recovery





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12. Capital account

	2024 €000's	2023 €000's
Balance at 1 Jan	21,556	22,100
Transfer (to) / from Income and Expenditure and retained revenue reserves		
To fund fixed asset purchases	2,953	2,150
Amount Released on Disposal of Fixed Assets	(10)	(15)
Amortisation in line with asset depreciation	(2,625)	(2,679)
	318	(544)
Balance	21,874	21,556

13. Related Party Disclosures

Inland Fisheries Ireland adopts procedures in accordance with the guidelines issued by the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitisation covering the personal interests of Board members. In the normal course of business, Inland Fisheries Ireland may approve grants or enter into other contractual arrangements with entities in which Inland Fisheries Ireland Board members are employed or are otherwise interested.

In cases of potential conflict of interest, Board members do not receive Board documentation or otherwise participate in or attend discussions regarding these transactions. A register is maintained and available on request of all such instances.

On two occasions board members raised a query in respect of 'perceived or potential' conflicts of interest in relation to matters before the Board. On both occasions it was confirmed that there was no conflict of interest relating to approving grants or entering into contractual arrangements.





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14. Retirement Benefit Costs

14a.

Analysis of total Retirement benefit costs charged to the Statement of Income and Expenditure and Retained Revenue Reserves

	2024 €000's	2023 €000's
Current service costs	3,801	3,620
Interest on retirement benefit scheme liabilities	4,350	4,498
Employee contributions - Non Single Pension Scheme	(500)	(487)
Employee contributions - Single Pension Scheme	(338)	(278)
	7,313	7,353

14b.

Movement in Net retirement benefit obligations during the financial year

	2024 €000's	2023 €000's
Net retirement benefit obligation at 1 January	(131,855)	(123,393)
Current Service Cost	(3,801)	(3,620)
Interest Costs	(4,350)	(4,498)
Experience gains/(losses) on retirement benefit obligations	759	(4,333)
Change in assumptions underlying the present value of retirement benefit obligations	6,381	27
Total actuarial gain/(loss) in the year	7,140	(4,306)
Pensions paid in the period	3,815	3,962
Net retirement benefit obligation at 31 December	(129,051)	(131,855)



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14c. Deferred Funding for Pensions

Inland Fisheries Ireland recognises these amounts as an asset corresponding to the unfunded deferred liability for retirement benefits on the basis of the set of assumptions described above and a number of past events. These events include the statutory basis for the establishment of the pension scheme, and the policy and practice currently in place in relation to funding public service pensions including contributions by employees and the annual estimates process. Inland Fisheries Ireland has no evidence that this funding policy will not continue to meet such sums in accordance with current practice.

The Net Deferred Funding for retirement benefits recognised in the statement of Income and Expenditure and retained revenue reserves was as follows:

	2024 €000's	2023 €000's
Funding Recoverable in respect of current year Retirement benefit costs	(8,151)	(8,118)
State Grant applied to pay retirement benefits	3,815	3,962
	(4,336)	(4,156)

The deferred funding asset for retirement benefits as at 31 December 2024 amounted to € 129,051,000 (31 December 2023: €131,854,618)

14d. History of defined benefit obligations

	2024 €000's	2023 €000's	2022 €000's	2021 €000's	2020 €000's
Defined benefit obligations	(129,051)	(131,855)	(123,393)	(158,591)	(155,979)
Experience gains / (losses) on defined benefit scheme liabilities	759	(4,333)	(4,763)	1,501	(245)
Percentage of Scheme Liabilities	0.6%	-3.3%	-3.9%	0.9%	-0.2%





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14e.

The total amount recognised in the Statement of Comprehensive Income amounts to (€7,140,000) (Experience gains/(losses) €759,000 and changes in assumptions €6,381,000)

14f. General Description of the Scheme

The pension scheme is a defined benefit final salary pension arrangement with benefits and contributions defined by reference to current "model" public sector scheme regulations. The scheme provides a pension (one eightieths per year of service), a gratuity or lump sum (three eightieths per year of service) and spouse's and children's pensions. Normal Retirement Age is a member's 65th birthday and pre 2004 members have an entitlement to retire without actuarial reduction from age 60. Pensions in payment (and deferment) normally increase in line with general public sector salary inflation.

Section 50 of the Inland Fisheries Act states - "The pension payments and other superannuation liabilities of Inland Fisheries Ireland in respect of their former employees become on the establishment day the liabilities of IFI"

The valuation used for FRS102 disclosures has been based on a full actuarial valuation 31 December 2024 by a qualified independent actuary taking account of the requirements of the FRS in order to assess the scheme liabilities at 31 December 2024 of IFI.

The principal actuarial assumptions were as follows:	31.12.24	31.12.23
Rate of increase in salaries	3.60%	3.80%
Rate of increase in pensions in payment	2.10%	2.30%
Rate of pensions increases - Superannuation Scheme	2.60%	2.80%
Rate of pensions increases - SPSPS	2.10%	2.30%
Discount Rate	3.40%	3.30%
Inflation Rate	2.10%	2.30%

The mortality basis adopted allows for improvements in life expectancy over time, so that life expectancy at retirement will depend on the year in which a member attains retirement age (age 65.) The table below shows the life expectancy for members attaining age 65 in 2024, 2044.

Year of attaining age 65	2024	2044
Life expectancy - male	22.1	24.3
Life expectancy - female	24.4	26.4



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15. Lease Commitments

15a.

Lease commitment payable after five years relates to a warehouse on Ballysimon Road, Limerick.

At 31 December 2024 Inland Fisheries Ireland had the following future minimum lease payments under non-cancellable operating leases for each of the following periods:

	€000's
Payable within one year	52
Payable within two and five years	156
Payable after five years	1
	209

Operating lease payments recognised as an expense were € 51,276 (2023: € 49,109).

15b. Capital Commitments

Future tangible non-current assets purchase commitments:	Boats & Engines	Field & lab equip. incl Trailers	Furniture, office equip. & computers	Land, buildings, fisheries & hatcheries	Motor Vehicles	Total 2024	Total 2023
	€000's	€000's	€000's	€000's	€000's	€000's	€000's
Within one year	1	252	209	442	326	1,230	1,117
After one year but within five years	-	-	-	355	-	355	-
After five years	-	-	-	-	-	-	-
	1	252	209	797	326	1,585	1,117





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	Workwear	Development Materials	Fish	Fish Food	Total
	€000's	€000's	€000's	€000's	€000's
Opening Balance of Stock in hand	1,070	334	165	32	1,601
Purchases	102	409	-	192	703
Less Written off					-
Less Utilised during 2024	(137)	(480)	35	(198)	(780)
Closing Balance	1,035	263	200	26	1,524

Inventory includes Stock of Work Wear which will satisfy workwear requirements for the next 2-3 years.

17. Cash and cash equivalents

Included in IFI's year end bank balances of € 10.47 million are amounts of € 3.7 million being moneys received but deferred at year end in respect of the Salmon and Sea Trout Rehabilitation, Conservation and Protection Fund (SSTRCPF) and Scientific Eels . These moneys are restricted for use on these projects.

The following funds are held by IFI and will be distributed when projects are complete - Salmon and Sea Trout Rehabilitation, Conservation and Protection Fund (SSTRCPF) €3.6 million and Scientific Eels €105K. In addition there is deferred income of €587K. The balance relates to working capital and matured liabilities.

18. Contingent Asset

In 2022, Galway City Council made a Compulsory Purchase Order (CPO) for land owned by IFI for development work. IFI has engaged with auctioneers to identify an appropriate valuation for this CPO and details of this valuation have been sent to Galway City Council. To date an agreed figure has not been reached by IFI and Galway City Council.



Habitats



Fish



Stakeholders



Sustainability



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19. Contingent Liability

There is a possible liability with a value of €734,341 relating to historical Time Off in Lieu (TOIL) due to staff.

There is a possible liability relating to 5 prosecution cases which IFI cannot progress due to a technical issue relating to authorisation to prosecute. The value of this will be ascertained following court rulings.

There is a possible liability arising from 10 ongoing live Workplace Relations Commission cases, or from appeals to the labour court. The value of these will be ascertained following rulings.

20. Events after the reporting date

Going concern

The Board considers that, as the entity provides a public service that is funded by moneys provided by the Exchequer, via its parent department Department of Climate, Energy and the Environment, it is appropriate to prepare these financial statements on a going concern basis.

21. Approval of Financial Statements

The financial Statements were approved by the IFI Board on 28 March 2025

Prepared by Inland Fisheries Ireland
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