

Bord Iascaigh Mhara

# Shaping the Irish Seafood Sector







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# Chairman's Statement

**“Throughout 2019, my fellow Board members have worked closely with me in monitoring the progress of implementing BIM’s shared vision in the continued development of the Irish seafood sector”**

**The Irish seafood industry continued to strongly contribute to the nation’s economy throughout 2019 with the sector’s GDP estimated at €1.22 billion. In the context of considerable uncertainty posed by factors such as Brexit, trade disputes and the impacts of climate change, the performance and resilience of the sector remained firm.**

We must continuously underline the importance of the sixteen thousand people directly and indirectly employed in the seafood sector to the communities around the Irish coastline. Throughout the year a range of initiatives to encourage the continued development of the sector were delivered. These included supporting new entrants, increasing investments in seafood enterprises, schemes to support conservation measures and projects related to new product development and process efficiency.

In January 2019, the Minister for Agriculture, Food and the Marine, Michael Creed T.D., announced the launch of the Clean Oceans Initiative, an innovative new national programme to address the serious issue of marine waste. In so doing a challenge was set to the industry and BIM to demonstrate their commitment to sustainability. In response, almost all active trawlers working in Ireland’s twelve main fishing ports had registered to the Initiative by year-end. The importance of this Initiative and other developments demonstrate that sustainable food production is understood and embraced by our seafood sector.



**Kieran Calnan**  
Chairman

In pursuing our activities and programmes, particularly those that are provided through the European Maritime and Fisheries Fund (EMFF), I would like to express my gratitude for the support of the Minister, his officials in the Department of Agriculture, Food and the Marine, EU officials and the wide range of agencies throughout the civil and public service who collaborate with us and facilitate our work.

Throughout 2019, my fellow Board members have worked closely with me in monitoring the progress of implementing BIM's shared vision in the continued development of the Irish seafood sector. I would like to express my appreciation to them for their ongoing support and professionalism.

On behalf of the Board, I would like to recognise the ongoing commitment of the Chief Executive, his senior leadership colleagues and all the BIM staff, for their dedication in working to ensure Ireland's position as a leading producer of high-quality and sustainably sourced seafood. As we look to the future, BIM will continue to strive towards achieving standards of excellence with all sections of the industry.



**Kieran Calnan**  
Chairman

#### Some of our Key Highlights



**16,000**  
people employed  
in the seafood sector



**€1.22 billion**  
contributed to  
the economy



# Chief Executive's Statement

**“The past year brings us beyond the mid-point of delivering on our strategy. We are confident this work will benefit the seafood sector in overcoming future challenges”**

**Ireland's seafood industry continued to make a valuable contribution to the economy in 2019. Demand for sustainably sourced Irish seafood from European markets remained strong as evidenced by growth in unit values. Seafood exports were valued at €640 million in total, with significant increases in the value of farmed organic Irish salmon and mackerel.**

BIM completed a major study to further understand the socioeconomic impact of the industry in ten of Ireland's main fishing ports in 2019. The findings provide further evidence to support the importance of the sector to the economic health of our coastal communities. BIM is investing in its capability to undertake similar such analyses to provide and disseminate insights for the sector. Earlier in 2019, BIM developed an online version of the Fisheries Management chart in the form of a web-based app, detailing European and national fisheries legislation for Irish fishers to provide essential information in real-time to the sector.

Consistent with the Government's Food Wise 2025 targets, BIM's range of innovation supports helped the domestic seafood sector adapt, progress and keep pace with global competitors. In line with the BIM strategy *Enabling Sustainable Growth 2018-2020*, BIM's Seafood Innovation Hub (SIH) has built a framework for innovation. In 2019, expertise was provided to the sector through innovation projects that looked at new ways to use raw material, new handling techniques and the development of business growth projects for a number of species.



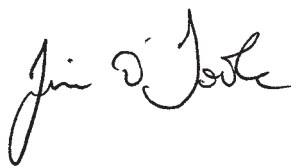
**Jim O'Toole**  
Chief Executive Officer

The focus on driving sustainability standards saw the significant achievement of Marine Stewardship Council (MSC) recognition for Irish rope grown mussels as well as the successful benchmarking of BIM's Certified Quality Aquaculture (CQA) assurance programme to the Global Sustainable Seafood Initiative in 2019.

In pursuing our goal of attracting talent into the sector and providing improved career pathways, our priority last year was on the development of new courses and successfully re-engaging with Quality and Qualifications Ireland (QQI) to ensure the provision of accredited training.

The past year brings us beyond the mid-point of delivering on our strategy. We are confident this work will benefit the seafood sector in overcoming future challenges and enabling the industry to avail of opportunities. BIM's commitment is fully focussed on helping Ireland become a world leader in safe, sustainably produced seafood.

The European Maritime and Fisheries Fund (EMFF) is utilised by BIM to fund the internal work programme and projects detailed in this report. This funding is in addition to the external funding provided to the seafood industry. This aid is co-funded by the Government and the European Union on a 50:50 basis and details are included in the financial statements appended to this report.



**Jim O'Toole**  
Chief Executive Officer

### Some of our Key Highlights



**€640 million**  
worth of Irish  
Seafood exports



**€190 million**  
'Horizon' programme  
combined turnover

# Highlights of 2019

BIM 'Aquamarine' underwater garden, telling the story of the Clean Oceans Initiative, wins gold at Bloom in the Park, June 2019. Pictured: Oliver Shurman, garden designer.



Opening of Firefighting and Commercial Diving facilities at BIM's National Fisheries College, Castletownbere, Co. Cork. Pictured: Minister for Agriculture, Food and the Marine, Michael Creed T.D.



Skipper Expo, Galway, March 2019. Pictured: Vera O'Donovan, BIM.





BIM Aquaculture Accelerator, Dublin, July 2019. Pictured L-R: Martin Tighe of Univiv, Stephen O'Sullivan of Catchatrade, India Boyer of HATCH, Jim O'Toole, CEO, BIM, Elena Piana of Seafresh Group, Kate Dempsey of Aqualicense & Irish Mussel Seed Co. and John Fitzgerald of Impact 9.



Young learners on board the Aquaculture Remote Classroom (ARC), Clarinbridge, Galway, September 2019.



BIM Clean Oceans Experience at Seafest, Cork city, June 2019. Pictured: Thomas Fitzpatrick, skipper MFV Shauna Anna and family.





BIM Notus Echo trial Rossaveal, Co. Galway, June 2019. Pictured L-R: Gerard McDonagh on board MFV Karen Mary with Matthew McHugh, BIM.



BIM named sustainable development champion. Pictured L-R: Catherine Barrett, BIM, Minister for Communications, Climate Change and Action, Richard Bruton T.D., and Catherine Morrisson, BIM, September 2019.



Participants from BIM's Horizon Leadership Programme, IMD Dubai, November 2019. Pictured L-R: Back row - Colman Keohane, Keohane's Seafood Ltd, John D O'Kane, Foyle Fishermen's Co-op, Ken Ecock, Ocean Path Ltd, Donagh Good, Goodfish Ltd, Liam Roche, Irish Seafood Producers Group, Ian Mannix, BIM. First row L-R: Steven Conneely, North Light Fishing Company Ltd, John McGuinness, Killybegs Seafood Ltd, Pat O'Leary, BIM, Mag Kirwan, Goatsbridge Trout Farm Ltd, Ciaran Doherty, Áine Fishing Company Ltd.







Safety training at National Fisheries College, Greencastle, Co. Donegal, February 2019. Pictured: Larry Kealey, BIM with students.



Natural Capital for Marine Sector Seminar, November 2019. Pictured L-R: Carl Obst, IDEEA; Gráinne Devine, BIM; Jane Stout, Chair of the Irish Forum on Natural Capital and Professor in Ecology in Trinity College Dublin; Jim O'Toole, CEO, BIM and Mark Eigenraam, IDEEA.



Launch of the Inshore Fisheries Sector Strategy, Skerries, Co. Dublin, March 2019. Pictured L-R: Trudy McIntyre, Chair of National Inshore Fisheries Forum, Minister for Agriculture, Food and the Marine, Michael Creed T.D., Jim O'Toole, CEO, BIM.





# Skills



‘In 2019, BIM continued to promote careers and upskilling across all sectors of Ireland’s seafood industry, providing over one thousand training places to the sector.’

## Career Path Strategy

The BIM Statement of *Strategy 2018 – 2020* highlighted the need to address challenges within the industry including attracting new entrants and upskilling the current industry workforce. The need to provide new learning options including accredited programmes with global recognition, online learning and bespoke on-site training was identified as a means of attracting more people to the seafood sector.

## New Programmes

During 2019, BIM developed a number of new programmes which were launched to industry, these included a Foundation Deckhand Programme and a Certified Fishmonger qualification.

## Foundation Deckhand Programme

BIM recognised the demand for a tailored course to provide skilled deckhand crew, who are in short supply, and for the opportunity for these trainees to progress their career within the industry. Accordingly, BIM developed and launched a new Foundation Deckhand Programme in November 2019. This provides training in a wide range of areas including essential safety skills, the operation of a Marine VHF Radio, working with ropes and nets, conditions affecting vessel stability, fish handling and food safety.

This programme will be held in BIM’s National Fisheries College, Greencastle, Co. Donegal and will run for six weeks from February 2020.

*‘This training is the first step for someone who is serious about a career in the fishing industry. This is an industry that’s built on skill, resilience and hard work. It’s highly rewarding and highly demanding work. You learn very quickly how to think on your feet, how to work as a team and how to safely respond to different scenarios that could affect you, the crew and the vessel. This training is happening at a critical time in the history of the industry. The sustainability and future of the seafood industry is dependent on having a skilled workforce. The deckhands of today are the skippers of tomorrow.’* – Brian Vaughan, Principal, BIM National Fisheries College of Ireland (NFCI), Greencastle, Co. Donegal.

## Certificate in Fishmonger Skills

Ireland’s first accredited training programme for fishmongers was developed and launched by BIM in October 2019. This new course, to commence in January 2020, will lead to the Quality and Qualifications Ireland (QQI) professional qualification of Level 5, Special Purpose Award in Fishmonger Skills, on the National Framework of Qualifications (NFQ). It is aimed at employees in the seafood retail sector and new entrants interested in pursuing a career as a professional fishmonger. The programme will equip the learner with the essential knowledge and skill to work competently in seafood retailing. This includes modules on food safety, seafood quality and practical fish filleting skills.

## Skills (continued)

### National Fisheries College of Ireland

The BIM National Fisheries Colleges of Ireland (NFCI), based in Greencastle, Co. Donegal and Castletownbere, Co. Cork, offer a range of training courses to learners within the Irish seafood sector. The Colleges are strategically located to support the fishing industry and are supported by the Coastal Training Units serving coastal regions.

A full list of Seafood Industry Training through BIM's National Fisheries Colleges of Ireland in 2019 can be viewed in Table 1 below.

### Online Learning

The geographical spread of the seafood industry provides a greater need for online learning. BIM continued to build on the development of online learning through its NFCIs and successfully piloted a number of courses using the *Canvas* platform. This system blends traditional face-to-face teaching with online content.

### Coastal Training Units

BIM operates two mobile training units whose purpose is to bring training to fishers, making it more accessible to them and to lessen the impact on their fishing schedule. These units are fitted with classrooms where programmes are delivered to learners and play a key role in the delivery of upskilling around the coast. In order to maintain the professional delivery of BIM courses the east coast unit underwent extensive renovations and returned to service in March with new branding and a complete re-fit of the interior.

### Commercial Diving Training

Divers are required to undertake a number of key roles working on aquaculture sites and vessel inspections. The NFCI in Castletownbere, Co. Cork is the only location to offer commercial scuba and surface supplied diving qualifications in Ireland. These qualifications are now recognised internationally. They offer greater mobility for workers who hold these qualifications allowing for the opportunity of progression within the industry.

The BIM vessel *MFV T Burke*, recently retired from survey duties, was refurbished for use as a dive support vessel. In addition, BIM has acquired a commercial barge which will be used as an essential support platform for the two diving programmes.

The Minister for Agriculture, Food and the Marine, Michael Creed T.D. visited the College in May 2019 to officially open the new BIM diving recompression chamber and firefighting facilities.

### Safety Supports

BIM is collaborating with a Safety Communications Group at the Irish Coast Guard Headquarters which includes representatives from Irish Water Safety, Irish Sailing Association and the RNLI. This group is working on a redevelopment of the Department of Transport, Tourism and Sport website [www.safetyonthewater.ie](http://www.safetyonthewater.ie), to include common safety messages for seafarers and important information for water users on new developments.

Vessel owners continue to upgrade their Personal Flotation Devices (PFD) with integrated Personal Locator Beacons (PLB). The cost of the PFD/PLB jacket is supported via BIM's Fleet Safety grant aid scheme.

### Migrant Fishers

It is essential that migrant fishers are provided with training to comply with Irish safety at sea regulations. Fifty migrant fishers completed basic safety training in order to take up berths as crew members on Irish registered fishing vessels. This figure represents 4.5% of the total learners on basic safety training leading to a BIM Safety Card. All of these applicants are registered under the Atypical Working Scheme (AWS) operated by the Department of Agriculture, Food & Marine (DAFM) and have contracts in place as required under national legislation.

### Food Safety, Seafood Quality and Technical Skills

Three regional seafood HACCP workshops took place with a total of 34 participants while a further 48 employees attended basic food safety training workshops delivered on-site in seafood businesses. Other short training courses took place on a range of topics including seafood quality assessment and fish filleting techniques.

### Foodservice Training

In collaboration with regional Institutes of Technology, BIM delivered five masterclasses in fish preparation and filleting techniques to culinary skills students. During these classes, a Master Fishmonger shared insights with students in order to build their knowledge, appreciation and understanding of Irish seafood.

### Leadership and Management Development

The second year of 'Horizon', BIM's senior leadership development programme, which is designed to deliver advanced business and leadership training to the seafood sector, commenced in September 2019. The programme had nine participants from the catching, processing and aquaculture sectors, representing a combined turnover of €190 million and a workforce of over 520 employees.

Participants attended the *Orchestrated Winning Performance Leadership Development Programme* at IMD, a leading international business school, to develop their skills, business insights and ambitions. Participants also completed coaching and mentoring to develop their professional leadership styles.

'Propel' is the BIM management development programme that provides a platform to develop and support industry management capability. The programme is specifically aimed at senior leaders and management teams. BIM partnered with Grant Thornton to offer participants a range of supports and business advice. Six seafood companies participated on the programme in 2019 which will conclude in April 2020.

### Quality Assurance

All training providers that deliver programmes leading to awards on the National Framework of Qualifications (NFQ) are required to undergo a one-off re-engagement process with QQI. This ensures that providers are in line with QQI's updated Statutory Quality Assurance guidelines and are in a position to deliver high quality, accredited training.

In preparation for this re-engagement process, BIM carried out an extensive review of its training resources, governance structures, quality assurance policies and procedures to ensure that they were in line with QQI guidelines.

A new BIM Quality Assurance System for delivery of training services was developed and submitted to QQI for approval. An independent panel of experts appointed by QQI subsequently carried out a site visit to BIM in September and made recommendations for further improvements to the Quality Assurance System.

BIM is undertaking a number of improvements and recommendations in this regard, including the formation of a Training and Development Committee to oversee academic decision-making. Other recommendations included the development of a centralised electronic student record system and the appointment of a dedicated Quality Assurance Officer. BIM will continue to offer its validated programmes while the re-engagement process is ongoing, with an expected completion date in mid-2020.

### Seafood Training Scheme

The objective of the BIM Seafood Training Scheme is to promote and fund the development of professional training, new professional skills and lifelong learning across the Irish fisheries, aquaculture and seafood processing sectors. In addition to training courses delivered by BIM, funding is also provided for training undertaken by recognised training providers. During 2019, 65 applications were successfully grant aided to the total value of €0.1 million.



Firefighting safety training, BIM National Fisheries College, Greencastle, Co. Donegal, February 2019.

## Skills (continued)

**Table 1: Seafood Industry Training through BIM's Skills Development Services Unit in 2019**

Summary of BIM Seafood Industry Training delivered in 2019	Number of Learners
<b>Department of Transport, Tourism and Sport (DTTAS) Certificates</b>	<b>All centres</b>
DTTAS Deck Officer (Fishing Vessel) Skipper Full	8
DTTAS Deck Officer (Fishing Vessel) Second-Hand Full	24
DTTAS Engineer Officer (Fishing Vessel) Class 3	5
DTTAS Engineer Officer (Fishing Vessel) Class 2	5
DTTAS Engineer Officer (Fishing Vessel) Class 1	1
DTTAS Passenger Boat Proficiency & Commercial Endorsements	22
DTTAS Passenger Boat Proficiency re-issues and revalidation	21
Navigation Control Course (NCC) (Fishing)	12
Electronic Navigation Systems (ENS) (Fishing)	23
<b>Sub-total</b>	<b>121</b>
<b>Safety at Sea</b>	
Enhanced Safety Training (EST) for grant-aided PFD with PLB	39
Mandatory 3 day Basic Safety Training including EFA, PST and FP & SA including re-issues of BIM Safety Training Cards	423
Mandatory Fire Prevention and Safety Awareness ONLY	38
Mandatory Safety Awareness ONLY	11
IMO STCW Elementary First-Aid On-Board Ship (EFA ONLY)	51
IMO STCW Personal Survival Techniques (PST ONLY)	91
IMO STCW Marine Fire Fighting	49
IMO STCW Advanced Fire Fighting	31
IMO STCW Medical First Aid	32
<b>Sub-total</b>	<b>765</b>
<b>Radio Communications</b>	
GMDSS Short Range Module 1 & 2, GMDSS Restricted Operators Certificate (ROC)	41
GMDSS Long Range Certificate (LRC)	2
GMDSS General Operators Certificate (GOC)	30
<b>Sub-total</b>	<b>73</b>
<b>Quality and Qualifications Ireland (QQI) Awards for Accredited Skills Training</b>	
NFQ Level 5 Certificate in Engineering Technology (Major Award)	5
NFQ Level 5 Marine Engineering Processes (MEP)	25
NFQ Special Purpose Level 6 Commercial SCUBA Diving Operations	11
NFQ Special Purpose Level 6 Commercial Surface Supplied (SSDE) Diving Operations	9
<b>Sub-total</b>	<b>50</b>
<b>Seafood Processing, Retail and Leadership upskilling</b>	
Horizon Management Development Programme	9
Propel Leadership Development Programme	6
Seafood HACCP Workshops	34
An Introduction to Fish Handling and Filleting Workshops	18
<b>Sub-total</b>	<b>67</b>
<b>Total Training Provision</b>	<b>1,076</b>





Irish rope grown mussels achieve blue label from Marine Stewardship Council, Blackshell farm, Westport, Co. Mayo, August 2019.

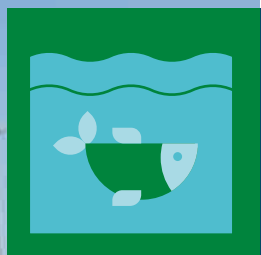




BIM staggered fishing line gear trials, Dunmore East, Waterford, March 2019.



# Sustainability



‘BIM has a leading role in supporting the seafood sector in delivering economic growth while ensuring that natural resources are preserved and protected for present and future generations.’

BIM has embedded the concept of sustainability with its three pillars of economic, environmental and social interests into its strategic and operational programmes. During 2019, BIM delivered tangible results for local communities and has supported measures to achieve local empowerment through stakeholder involvement and collaboration. Economically, BIM has supported the sustainable development of aquaculture, fishing and processing operations while also supporting the development of additional income sources. This has been achieved while maintaining a key focus on the maintenance of biodiversity and ecosystem services on which the sector depends.

BIM is also committed to an extensive collaborative work programme funded under the European Maritime and Fisheries Fund (EMFF) with the Department of Agriculture, Food and the Marine (DAFM), our sister agencies Bord Bia and the Marine Institute of Ireland, to collectively deliver on the national commitments set out in the Food Wise 2025 and the Harnessing Our Ocean Wealth plans.

## Environmental Sustainability

BIM continues to support environmental sustainability within the Irish seafood sector through the employment of technical expertise to develop innovative initiatives.

### Clean Oceans Initiative

In January 2019, Minister for Agriculture, Food and Marine, Michael Creed, T.D., launched the Clean Oceans Initiative, an innovative programme to address the issue of marine litter, with particular emphasis on plastic. BIM was tasked with engaging the fishing

industry to participate. A target was set to register all Irish fishing trawlers to the Initiative. Participation involved collecting the marine litter caught in nets and disposing of this material and other waste streams in an approved and sustainable manner. The project was successful in signing up 96% of the total sector in the 12 participating ports.

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‘I must commend all those currently involved in the Clean Oceans Initiative being run by BIM and the longstanding commitment many in the fishing industry have to bringing ashore plastic waste from the sea.’

**Michael Creed, Minister for Agriculture, Food and the Marine, in October 2019.**

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In addition, BIM also worked with the wider marine community around the coast to develop innovative solutions for the prevention and removal of marine litter. BIM showcased the Clean Oceans Initiative as part of its campaign at the National Maritime Festival, Seafest 2019 in Cork.

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‘More than 330 tonnes of marine litter have been collected by fishers taking part in the BIM Fishing for Litter scheme. A further 180 tonnes of mainly plastic waste has been collected by oyster, mussel and salmon farmers in shore and pier clean ups and 600 tonnes of used or damaged fishing nets have been recycled in the BIM net recycling programme. Our fishing communities and other members of our seafood sector often live and work in some of Ireland’s most remote communities. The focus on sustainability and that of the Clean Oceans Initiative is born out of a necessity to protect and sustain our marine environment and, moreover, to protect the local economies of these communities for future generations.’

**Jim O’Toole, CEO BIM**

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## Sustainability (continued)

### Sustainable Lobster Stocks

The aim of the lobster V-notching Scheme is to improve the sustainability of Ireland's lobster stocks by protecting female lobsters so that they can successfully breed a number of times before being harvested.

Commercial fishers make a v-notch in the tails of egg-bearing female lobsters they encounter while fishing. This marking protects the female and enables her to spawn every second year for six years after v-notching. It is illegal to possess any female lobster in which the v-notch mark is evident.

In 2019, 61 projects concerning v-notching of lobsters received support of €0.2 million. A total of 23,500 lobsters, weighing some 21,000kg were marked and released to enhance the breeding stock. The 2019 releases represent a spawning potential of 176 million lobster larvae which would otherwise have been lost to the stock around the Irish coast.

### Invasive Species Detection and Mitigation

Invasive alien species (IAS) can have devastating impacts on native biota, causing decline or extinction of native species, and negatively affecting ecosystems. The introduction of alien species is closely linked to the increasing globalisation of trade and travel. This threat is further compounded by climate change which facilitates the spread and establishment of such species.

BIM continues to coordinate the National Aquaculture IAS working group, drawing members from all Departments and State agencies with responsibility in this field. In 2019 BIM assessed the existing information on aquaculture bays in Ireland pertaining to invasive species, compiled a survey plan and a list of the species of concern to aquaculture.

BIM developed an invasive species identification and reporting app for mobile devices, called 'FAIRE', for aquaculture producers. The app has information on the potential threat species and a facility for reporting sightings for further follow up.

### Landing Obligation

In 2019, the Common Fisheries Policy (CFP) Landing Obligation was applied to all species managed under quotas. The Landing Obligation requires that all catches of regulated commercial species be landed and counted. This action was intended to halt the practice of discarding unwanted fish overboard.

BIM works closely with the Irish fishing industry to develop technical solutions that reduce the level of these unwanted catches. This boosts sustainability by decreasing the catches of small (juvenile), over-quota and non-target species. By doing so the juveniles saved go on to grow to maturity, breed and increase the overall stock.

The Landing Obligation is primarily implemented through regulated annual discard plans and species-specific management measures. BIM solutions, developed in 2019, have been incorporated into these management measures, and have improved the environmental impact of the fishery and encouraged fishers to participate and change behaviour.

These new measures include the introduction and trialling of such innovations as the 'Staggered Fishing Line', a gear type which substantially reduces unwanted cod catches for which there is little or no quota. This gear type was included in new remedial management measures and because of its adoption a fishery closure in the Celtic Sea was avoided.

Further work in 2019 included a study on using increased mesh sizes to reduce catches of juvenile haddock. The gear was added as an option under the discard plan for vessels targeting fish species in the Celtic Sea.

Another addition to the Irish discard plan arising from BIM's 2019 work is the 'Dual Codend', which successfully separates finfish from the shellfish *Nephrops norvegicus* (Dublin Bay prawns) into two separate codends attached to the one net, resulting in major reductions in juvenile fish being caught.

If it can be demonstrated that unwanted species show high survival rates following capture and return to sea, then this can lead to exemptions under the Landing Obligation regulations, as two examinations carried out in 2019 by BIM have shown.



One study on sole demonstrated a fifty per cent survival rate which fed into an application for a survivability exemption in Irish waters. An assessment of post-capture condition of cuckoo rays also contributed towards an extension of a survivability exemption to permit further research on this species.

Finally, BIM successfully tested a new catch sensor in the Irish *Nephrops norvegicus* fishery. The sensor incentivises avoidance of unwanted catches and improves operational efficiency with potential applications for climate change mitigation.

### **Fishery Improvement Projects**

BIM continued to work with the seafood sector to develop Fishery Improvement Projects (FIPs) for the important brown crab, *Nephrops*, whitefish and albacore tuna fisheries. The FIPs were formed in 2017 and are a globally recognised means of identifying and communicating measurable actions to improve the management and sustainability of fisheries.

During 2019, the Irish FIPs continued to act as platforms for the demonstration of the sustainability credentials of Irish fisheries and based on feedback from processors involved have helped to maintain access to key markets for Irish seafood. Additionally, a review of digital technologies and cloud-based technologies was completed in 2019. Such technologies provide a means to increase the traceability and provenance of Irish seafood caught and processed by FIP members. This information potentially can be used to enhance the sustainability credentials of FIP caught product. A pilot project testing the most appropriate digital solutions including block-chain technology will be carried out during 2020.

### **Freshwater Aquaculture in Marginalised Land**

BIM in partnership with Bord na Móna are investigating the use of marginalised land and cutaway peatland for aquaculture production. This project is designed to create sustainable production systems, increased biodiversity through the creation of different open habitats and to support a rural community where historical job opportunities are no longer available. Multitrophic freshwater aquaculture systems, using duckweed and algae to remove nutrients, have been successful in the production of perch and trout. Ten tonnes of trout and three tonnes of perch were harvested from the trial site in 2019.

### **Native Oyster Stock Enhancement**

The native European flat oyster is depleted throughout its former European range. Ireland still has several surviving populations some of which are commercially fished. However, production is much reduced compared to historic levels. The species is listed by OSPAR (the Convention for the Protection of the Marine Environment of the North-East Atlantic) as threatened or declining and several pressures from coastal development, disease and alien species continue in many areas. To support the restoration of this species BIM undertook an investigation into the use of different settlement substrates for native oyster larvae. This yielded more than 12 million juvenile native oysters. The spat has since been put into different nursery culture systems for on-growing before deployment to licensed oyster beds.

### **Genetic Screening for Bivalve and Crustacean Species in Plankton**

Climate change is expected to have profound effects on the status and distribution of shellfish and crustacean species in Irish territorial waters. In response to this emerging issue, BIM contracted Galway-Mayo Institute of Technology (GMIT) in 2019 to screen plankton samples taken from selected coastal locations for the presence of commercially exploited bivalve and crustacean larvae. This will enhance understanding of the spawning patterns of these key species and the potential impacts of climate change. The work complements that carried out in relation to seed mussel beds and will help to inform best practice husbandry in shellfish aquaculture.

### **Economic Sustainability**

BIM recognises the opportunities to develop aquaculture, fishing and processing operations while reducing reliance on fossil fuels and other natural resources and further supports the development of additional income sources.

## Sustainability (continued)

### Food Safety Management Programme

Consumer safety and aquatic animal health and welfare are of critical importance for the sustainable development of the sector. The dedicated BIM Food Safety Management Team work with seafood businesses to ensure compliance with EU and Irish legislation and to support the implementation of best practice across the sector. The team has established strong links with National and European regulators, advisory bodies, and certification providers. The team leverage these relationships to ensure that seafood consumed, distributed, marketed, or produced in the State meets the highest standards of food safety and certification, and enjoys a positive reputation in the marketplace. This programme also provides ongoing training and any other required assistance to food business operators.

In 2019, the Food Safety Management Team delivered training and certification services to all segments of the sector. More than fifty food businesses received certification support services which covered the diverse range of sustainability, organic, quality, welfare, and combined schemes demanded by seafood retailers.

### Green Seafood Business Programme

BIM's Green Seafood Business Programme provides Irish seafood processing companies with resource efficiency management support. This reduces their operating costs and by so doing also improves their competitiveness as well as contributing to a reduction in their environmental footprint.

In 2018, the Green Programme commenced a pilot Water Stewardship Project and this was successfully continued into 2019. In 2019, phase two of the project was launched to assist businesses to accurately map their water use and to make further improvements in their water management practices.

BIM's Green Programme is a partner in two European Interreg projects. One of the projects, Food Heroes is aimed at reducing food waste and the other project, Smart Cluster Energy System (piSCES) aims to reduce the costs and carbon footprint of the fish processing industry by developing and testing a new 'Smart Grid' electricity network. Both of these projects are scheduled to run until the end of 2020.

### EU Organic Standards and Other Assurance Schemes

The strategy of differentiating Irish seafood through the use of internationally recognised sustainability credentials has been a key objective for BIM in recent years.

In 2019, BIM continued to maintain the Certified Quality Aquaculture (CQA) assurance programme, which is accredited to ISO 17065, on behalf of the Irish aquaculture sector. Irish fish farming companies were also assisted to achieve and retain accreditation to EU Organic Standards for salmon and mussels. The use of organic certification has been a great success story for Irish farmed salmon and their products command premium prices within the farmed Atlantic salmon sector globally.

The BIM CQA standard also gained equivalence with the Global Sustainable Seafood Initiative (GSSI) standard during 2019 following a formal benchmarking exercise. This significant endorsement not only futureproofs CQA, it also places it, and by extension the Irish seafood products it covers, on a par with the very best competing standards around the world.

Another important achievement in 2019 was that Marine Stewardship Certification (MSC) was achieved for Irish rope mussels, to add to the existing MSC certification for bottom grown mussels. MSC certification is a highly prized standard and is a recognised sustainability mark worldwide. These achievements allow the Irish aquaculture industry to enjoy continued access to key high-value premium markets.

### MV T.Burke II

In Spring 2019, BIM launched its new inshore survey vessel MV T.Burke II. This state-of-the-art vessel is deployed to undertake inshore surveys with a focus on shellfish species and is equipped with remote and physical surveying equipment, coupled with geo-referenced mapping systems. This facilitates the collection of high-quality data which can be quickly collated and transmitted to support fishers. In its first season, the vessel detected and reported on 8,000 tonnes of mussel seed which supported the 2019 mussel seed fishing season.

## Salmon Treatments and Equipment Innovation

BIM in conjunction with the salmon farming industry in Ireland have developed pioneering non-invasive, natural, organic treatment systems for farm stocks. These systems support fish health and maintain a high-quality culture environment. Extensive trials to test the efficacy of nano filtered water treatment techniques for the removal of parasites and to combat gill disease caused by naturally occurring planktonic species were carried out in 2019. These trials have clearly demonstrated that such treatments are efficacious in combatting these production challenges, thus minimising the requirement for medicinal interventions.

A key challenge arising from the trials was the need to transport freshwater to the offshore farm stocks. BIM developed a closed bag system with a capacity to move 500m<sup>3</sup> of freshwater across large distances at a speed of six knots. These closed bags (or tow-bags) can be moved in a train of up to five and can be stored on-site enabling more efficient freshwater treatment scheduling.

BIM also developed a hybrid power system for use on or near salmon cages. This provides a clean energy source to cages thus improving the carbon footprint.

## Seaweed Development Programme

The Irish seaweed-farming sector is supported through BIM's Seaweed Development Programme. BIM has continued the highly innovative anti-methanogenic seaweed project, analysing the potential for red seaweed inclusion in ruminant diets to reduce methane production in cattle and sheep. The Department of Agriculture, Food and the Marine and Teagasc are also collaborating on this project.

In 2019, BIM hosted the 'Farming Seaweed in Ireland' Conference which attracted 120 delegates. This conference focused on the production of seaweed for human food, cosmetics, pharma products and animal supplements. BIM funded the production of 15,000 metres of seeded *Alaria esculenta* collector string and nets containing *Porphyra umbilicalis* for deployment on marine culture sites.

## Social Sustainability

BIM seeks to foster prosperous coastal communities and achieve local empowerment through stakeholder involvement and collaboration.

## Inshore Fisheries

The inshore sector comprising vessels of less than 12 metres in length, makes a significant contribution to the fabric of coastal communities. There are nearly 1,200 vessels registered in this category and they are mostly fish lobsters, brown crabs, whelks, razor clams as well as a number of other shellfish species.

The six Regional Inshore Fisheries Forums (RIFFs) that have been created provide platforms for the discussion and progression of issues that affect the sector. Minister for Agriculture, Food and the Marine, Michael Creed, T.D. launched the Irish Inshore Fisheries Sector Strategy 2019-2023 early in 2019, marking a major milestone for the RIFFs and their work towards safeguarding the future of a sector that is critical to the sustainability of Irish coastal communities. This was followed by the establishment of an Implementation Group to drive the Strategy.



New inshore survey boat, MV T.Burke II, launched to monitor mussel bed stocks, Kinsale, Co. Cork, April 2019. Pictured L-R: Olivia Moylan Burke, Lorcan Burke, Minister for Agriculture, Food and the Marine, Michael Creed, T.D., Jim O'Toole, CEO, BIM, Kieran Calnan, Chairman, BIM.

## Sustainability (continued)

### Fisheries Local Action Groups

The Fisheries Local Area Action Groups (FLAGs) Programme is a coastal community development initiative with a fund of €12 million from the European Maritime and Fisheries Fund (EMFF) to be distributed, with support from BIM, across seven designated Irish coastal communities.

The seven FLAGs initiated their third year of project calls in early 2019 and received over 320 project applications. A total of 274 were selected for grant approval. In addition to the 2019 projects that were completed, some projects from 2018 ran into 2019 and contributed to the 2019 spend.

In total, public aid of more than €2.7 million across 229 projects was disbursed under the FLAGs programme in 2019, supporting a total investment of over €4.5 million. As in previous years, the economic development of coastal areas has accounted for nearly sixty per cent of the grant aid distributed.

Community projects that develop skills and local knowledge and the promotion of social wellbeing and cultural heritage comprised a further 25% of the funds distributed in 2019, while a small number of other projects focused on protecting and promoting the environment were also assisted.

### Coordinated Local Aquaculture Management System

The BIM Coordinated Local Aquaculture Management System (CLAMS) process, unique to Ireland, has enjoyed success since its inception, through the promotion of co-ordination, communication, and a localised approach to area management.

In 2019 projects relating to marine litter, water quality and biosecurity were undertaken by the aquaculture industry supported by BIM regional team members.

In recognising the importance of maintaining the high health status of farmed stocks, BIM funded an internationally benchmarked biosecurity project during 2019. The Clew Bay CLAMS group, in a world first, achieved the Global Aquaculture Alliance (GAA) Best Aquaculture Practices (BAP) area Management Biosecurity Certification.

### Supporting Aquaculture Licensing

BIM has a key role in supporting the Department of Agriculture, Food and Marine and the aquaculture industry, in data collection and compilation to support the aquaculture licensing system. Priorities for 2019 were mapping and submission of site layouts and access routes.

BIM, in consultation with the National Monuments Service plays a role in ensuring the preservation of marine heritage sites and features. During 2019, marine archaeological surveys were completed in seven areas: Castletownbere, Lough Swilly, Valentia, Wexford Harbour, Crookhaven, Carlingford, and Ballylongford. Features identified by the Wexford survey required additional investigation. New surveys were also commissioned in Killmackilloge and Kenmare.

### Taste the Atlantic

Taste the Atlantic is a dedicated seafood trail developed by BIM in association with Fáilte Ireland. This trail showcases the seafood being cultivated and harvested in the clean, clear waters of Ireland's Atlantic coast.

Products available along the trail include Irish rock oysters, rope-grown mussels, organic salmon and abalone. Visitor experiences are designed to highlight the contribution of these producers, not only to their local communities but also to Ireland's seafood and coastal heritage. The seafood journey is supported by local restaurants and cafés, where fresh, locally caught and farmed produce can be sampled.

In 2019, the trail was expanded and now includes 23 seafood producers from Kinsale in County Cork to Malin Head in County Donegal. This initiative creates better understanding, acceptance, and public support of aquaculture along the western seaboard. The successful coexistence of aquaculture and tourism is promoted to the public to ensure social license for aquaculture endures and that it is clear that aquaculture and leisure activities are complementary.

Taste the Atlantic attracted over 50,000 visitors to the 23 producers of the route in 2019. More than forty per cent of participants reported an increase in revenue compared with 2018.



## Farmed in the EU

*Farmed in the EU* is an EU-wide educational programme initiated by the European Commission. The aim of the programme is to 'raise student awareness of the sector particularly in their community and help them explore issues related to food production, the environment and the different business and career opportunities aquaculture offers'.

Ireland is the second country to engage with this programme and BIM has developed the unique *Farmed in the EU* - Aquaculture Remote Classroom (ARC).

The mobile classroom has been designed to accommodate up to thirty young learners for a day-long interactive learning experience. The focus of the ARC is to positively engage young people about aquaculture and to show how it relates to them and their community.

During 2019, the ARC welcomed over five thousand visitors on board. Three hundred and sixty three requests for school visits were received and it attended 11 seafood related festivals.

## Special Unified Marking Schemes

BIM, in conjunction with the aquaculture industry, the Marine Survey Office and the Commissioners of Irish Lights, has installed simplified navigation marking systems around the coast that provide an effective visual guide for anyone navigating Ireland's inshore waters. This Scheme also reduces the overall visual impact of the sector.

In 2019, inspections were performed on all Special Unified Marking Schemes (SUMS) to ensure safe navigation. Essential maintenance was undertaken, and a new scheme was installed in inner Bantry Bay. Four additional schemes were initiated in the west of Ireland.

In association with the Commissioners of Irish Lights, BIM also developed a standard operating procedure for marking aquaculture sites to be launched in 2020.



Gear trial on board MFV Ocean Pioneer to assess the dual codend in the Celtic Sea mixed demersal fishery, Union Hall, Co. Cork, November 2019.





Irish salmon celebrated in new Taste the Atlantic visitor experience, Lisdoonvarna, Co. Clare, October 2019.



# Innovation



‘Innovation is key to developing Ireland’s seafood economy and with the help of BIM’s innovation supports, it has expanded in range and sophistication, which it must do to keep pace with our competitors in the global marketplace. BIM works closely with the domestic seafood sector to commercialise innovation opportunities to deliver growth for our client companies.’

BIM’s range of innovation supports helped the sector to find new and more effective ways of adding value to Irish seafood products in 2019. Consistent with Food Wise 2025, the overall goal is to reduce the existing and relatively high level of commodity production while seeking to drive out costs and to create additional value at every stage of the supply chain.

## Innovation Strategic Plan

In line with BIM strategy, a framework for innovation has been built, adopting new ways of operating to enhance the global competitiveness of the Irish seafood sector. This seafood-specific framework will allow companies to act more strategically and to create extra value.

A virtual seafood innovation Centre of Excellence, led by BIM in partnership with research and third-level institutions, is being established to encourage investment in innovation and applied research. BIM is also developing a new client engagement model based on a partnership approach and is making sources of market-led insight available to the industry to inform and drive the sector’s expansion in the global market.

Through this approach, BIM will promote the widespread use of leading seafood-specific innovation methodologies to drive commercial growth across the sector in the most efficient way possible.

## Seafood Innovation Hub

BIM’s Seafood Innovation Hub (SIH), located in Clonakilty, uses a bespoke seafood innovation framework. The methodology provides expertise and technology to help the Irish seafood industry to develop and test new value-added business opportunities with low risk to themselves.

BIM undertook a range of innovation projects on behalf of the sector in 2019. The work allowed BIM to provide expert support to identify client needs, to assess business model feasibility and to improve the commercial viability of a range of projects.

This portfolio included projects such as finding new ways of treating underutilised blue whiting raw material to make it more palatable for human consumption and to also test its derivatives, to explore whether they have value to the rapidly growing nutraceutical sector. Various means of adding-value to whiting were assessed in an attempt to lift it out of the commodity or supply to fishmeal production. New techniques were also evaluated in the handling of prawns to improve their quality offering. In addition, a number of clients received bespoke support in developing business growth projects they wished to pursue for species including mackerel, whitefish, and shellfish.

## Innovation (continued)

### Innovation Centre of Excellence

The BIM Innovation Centre of Excellence (I-CoE) is set to become the industry gateway to access commercially relevant seafood innovation, new technologies and research and development. The I-CoE will allow clients to link with relevant expertise within BIM to apply innovation tools, access a global network of research, development and innovation (RDI) expertise with a portfolio of projects aimed at increasing value, decreasing costs, increasing raw material productivity, transferring new innovative knowledge to the sector and increasing environmental mitigation. This initiative strengthens the approach to developing projects with commercial impact and aligns industry needs with the most relevant solution providers globally.

### Seafood Processing Research Development and Innovation (RDI) Programme

BIM's Seafood Processing RDI Programme supports research and development projects aimed at developing new or improved products and processes for the sector. These will be market-led, in collaboration with industry and carried out with recognised Research Performing Organisations (RPOs) as partners. This programme provides a means for industry to submit relevant RDI project proposals to be undertaken by BIM for the benefit of the sector as a whole.

A wide range of seafood projects were assisted by BIM under this programme in 2019. On the catching side, research was carried out into the development of a new bait type for fishing brown crab. In an effort to transform seafood waste streams into sources of revenue, a project was carried out to investigate potential valuable compounds to extract from mussels contaminated with naturally occurring biotoxins. Work was also undertaken to examine the potential for new 'super-chilling' technologies on board vessels to extend whitefish shelf-life and leverage market advantage for Irish caught fish. Considerable attention focused on the nutraceutical potential from derivatives of blue whiting. Powders, protein extracts and other product forms were also tested for a wide range of attributes, including bioavailability of vitamins and minerals and their potential use to enhance other aspects of human nutrition.

Further projects, funded under this Scheme commenced in late 2019 and will run into 2020. These include the examination of deploying automated detection technologies for naturally occurring whitefish parasitic worms that cause quality problems and the exploration of mitigation procedures to deal with naturally occurring, but higher than desirable, levels of bioaccumulated Cadmium in certain species of crustaceans.

### Seafood Innovation and Business Planning

The Seafood Innovation and Business Planning Scheme supports innovation and new product development through industry and public projects. In 2019, 17 innovation and business planning projects received total EMFF supported public aid of some €1.2 million.

Funding under the scheme included nine projects from processing enterprises that were supported with grant aid of €0.1 million representing a total investment of some €0.2 million. The projects covered a broad range of new product development and enhancement activities related to fish, seaweed and seafood derivative products; consumer and market testing; market feasibility studies and business planning.

A further eight projects undertaken by BIM for the benefit of the sector amounted to a spend of €1.1 million in 2019.

BIM provided an expert panel of professional mentors to work with new and existing seafood businesses. Supports included the development of company growth plans, the development of company strategy, creating business partnerships and financial restructuring.

The team offered clients a conduit to the full range of BIM's services and led to a deeper understanding of client needs. In addition, the creation of an *Innovation Advisory Programme* allowed graduate and masters students to upskill in technical and seafood business-related areas in the SIH.

### **Seafood Scaling and New Market Development Scheme**

This scheme supports industry-led projects that promote economies of scale through industry cooperation, joint ventures, and shared route-to-market structures. It actively helps and incentivises companies to combine operations and build collective sales under a single market-facing structure. In 2019, six seafood scaling and new market development projects received total EMFF supported public aid of some €0.4 million.

Two projects ran in 2019 and both involved collectives – made up of individual processing enterprises that combined their resources to invest in developing their expansion into the Asian marketplace. These two projects accounted for €0.2 million in support, which at a grant rate of fifty per cent leveraged a total investment of some €0.3 million by the two collectives.

BIM undertook four scaling and new market development projects for the benefit of the sector at a cost of €0.2 million.

### **Seafood Processing Capital Investment Scheme**

The Seafood Processing Capital Investment Scheme supports projects aimed at the following: reducing energy costs; improving safety, health, quality, hygiene, traceability, adding value through processing, presentation, and packaging. In 2019, 21 capital investment projects, implemented by 17 seafood companies, were supported with public aid of some €2.5 million. This support leveraged an estimated overall investment of over €10 million in the seafood processing sector.

### **Pelagic Sector Study**

The pelagic sector faced a challenging year in 2019, with twenty per cent quota cuts for mackerel and blue whiting, while herring quotas were reduced by 25%. Some of these catching constraints were offset by processors attracting non-Irish vessels to land into Killybegs.

BIM carried out an intensive processing trial on the under-utilised blue whiting species and verified that added-value products could be produced at scale in response to market demand. Although the predicted return on investment ratios looked attractive, the main challenges faced by fishers and processors were landing blue whiting of appropriate quality coupled with the cost of investing in the processing equipment.

The potential risk of being precluded from UK fishing waters at the end of the year due to the uncertainty of Brexit outcomes resulted in Irish fishers landing their 2019 mackerel quota in January and February almost in its entirety. This put significant pressure and costs on the processors to hold large volumes of stock in their own and in third-party cold stores, largely located in the Netherlands. BIM commissioned a logistics consultancy to scope out means to mitigate these added costs and a report was produced detailing the various options.

In late 2019, BIM began procuring external expertise to undertake a strategic appraisal of the pelagic sector to assess current activities and how complementary value-add opportunities could be developed.

### **Project Atlantic**

Project Atlantic is a BIM-led project with a joint industry and State steering group. It aims to create an additional development opportunity for the Irish seafood sector to add value by increasing landings into Irish fishery ports.

Ireland has a quota of approximately twenty per cent of the 1.2 million tonnes of seafood caught annually off the Irish Atlantic coast. The rest of these fish are caught off our coast, but currently not landed here. There is an opportunity to significantly increase landings into Ireland, thus generating additional value and employment in processing and in ancillary port services. This outcome is set out as an objective in FoodWise 2025.

Specific deliverables from Project Atlantic include the following: the development of an inventory of port services; the installation of a state-of-the-art sales system with advanced landing; and price information and the establishment of a sales and distribution centre.



## Innovation (continued)

In January 2019, a review of the business plan and financial model was conducted by the Project Steering Group. It was agreed that Project Atlantic would progress to the 'proof of concept phase'. This phase of the project was further developed to include detailed costings and targets. During the course of 2019, the project team held a series of meetings with industry parties to present the Project Atlantic business concept and to assess their interest in the proposition. This work is ongoing and is scheduled to run on into 2020.

### Domestic Council

The Domestic Council comprises representatives from a number of Irish seafood processing companies. It was formed to allow collective examination of new technologies, that might add value to the sector overall, at a precompetitive stage. The objective being to minimise the risk to individual companies in undertaking technology transfer trials and to make the process more efficient and so speed up the introduction of beneficial methodologies to the Irish sector. As part of this approach, Council members travelled on a study tour, organised by BIM, to Bremerhaven, Germany in September 2019 to learn about innovative technologies for seafood processing. The food research centre, TTZ Bremerhaven, which is part of the University of Bremen, hosted a seminar for the delegation, concentrating on new freeze-thaw technology being developed there.

### Whiting and Haddock Value-Adding

Whiting and haddock form a significant part of Ireland's whitefish quota. There is a significant opportunity to deliver greater added value from this raw material resource to the industry. In 2019, BIM started an initiative to build alignment through the catching sector via the processors and on to the export markets. The purpose was to increase the amount of both species being processed in Ireland as opposed to the current practice of shipping the product abroad in the 'as-landed' state. This project is ongoing and is scheduled to continue into 2020.

### Aquaculture Accelerator Programme

The concept behind an aquaculture accelerator programme is to fast track the development and growth of companies with an innovative business idea. In 2018, eight international start-ups participated in an aquaculture accelerator programme, supported by BIM in partnership with a private company, Hatch Ltd.

Following the success of this initiative, a further BIM supported intensive two-week programme was undertaken in 2019. A total of 13 companies participated, with the majority of these from Ireland. This proved to be a successful batch of start-ups and three of the participating companies received private equity funding to further develop their concepts. These three companies also participated in the greater '*Hatch Global Accelerator Programme*'. BIM is continuing to work with these fledgling aquaculture start-up companies.



Trial begins of new app, FAIRE, to help aquaculture sector in Ireland respond to invasive alien species, Mulroy Bay Mussels, Co. Donegal, July 2019.



Innovative white fish technology event,  
BIM Seafood Innovation Hub, Clonakilty,  
Co. Cork, September 2019.





Launch of Clean Oceans Initiative, Union Hall, Co. Cork, January 2019. Pictured L-R: Adrian Bendon, MFV Hannah J and Minister for Agriculture, Food and the Marine, Michael Creed, T.D.





# Competitiveness



‘As a leading producer of high-quality, sustainably sourced seafood, Ireland’s competitiveness in the global marketplace is key to its success.’

## Competitiveness

Throughout 2019, BIM worked with seafood businesses across the catching, aquaculture and processing sectors to address issues of supply and scale. This was achieved through the provision of business insights, analysis of the socio-economic impacts of key issues facing the sector (e.g. Brexit), as well as provision of support to the industry to understand complex regulations. A range of specific projects and services were provided to help maintain the competitiveness of the sector.

## Data Collection Multiannual Programme (DC-MAP)

Underpinning the delivery of the projects and services under the competitiveness pillar is economic data collected and analysed from the catching, processing, and aquaculture sectors. This data is collected annually through BIM’s National Seafood Survey. The scope and type of information collected is set out in various EU regulations, collectively known as the Data Collection Multiannual Programme, or EU MAP – a multiannual Union programme for the collection, management and use of data in the fisheries and aquaculture sectors for the period 2017-2020. During 2019, as part of the data collection programme, BIM participated at Expert Working Group meetings of the European Commission’s Scientific, Technical and Economic Committee for Fisheries (STECF) where analysis of economic data was completed for the seafood sector at European level. Additionally, BIM represented Ireland at meetings of the European Commission’s Planning Group on Economic issues (PGECON), and International Council for the Exploration of the Sea (ICES) working groups on Social and Economic Indicators for fisheries and aquaculture.

## Seafood Data Centre

As the volume of economic data collected has grown, BIM commenced development of a single data repository to support mandatory reporting under the DC-MAP. This repository will also help BIM to interrogate and disseminate information emanating from this data back to the seafood industry. The first phase of this project was completed in 2019 with the generation of a project specification required for the software development and implementation of the new Data Collection Framework (DCF) system. Development and population with the Data Centre will be completed in 2020.

## The Business of Seafood Report

In March 2019, BIM published its annual snapshot of Ireland’s seafood sector, The Business of Seafood report. This publication, which uses the data collected under the DC-MAP as well as trade data taken from KANTAR and the CSO, provides a summary of the key economic statistics and indicators for Ireland’s seafood sector across a range of areas, including production, employment, and the value of the seafood industry to the wider Irish economy. The Business of Seafood report for 2019 showed the sector remained resilient, weathering the wider global economic challenges of Brexit and volatility in world trade markets.

## Competitiveness (continued)

### Impact of the Seafood Sector at Ireland's Main Ports

Recognising the importance of the seafood sector as a primary driver of rural economies around the coastline of Ireland, BIM completed a major study of the economic importance of the seafood sector both nationally and at a local level. This study followed from the Business of Seafood report and provided a deeper assessment of the economic importance of the seafood sector. It highlighted how the sector acts as an anchor regionally, around which other supporting service sectors have developed over time.

The study evaluated the economic impact of the seafood sector at ten of Ireland's most prominent ports, ranging from Howth—the largest of these port economies—down to Union Hall. Significant levels of aquaculture and fish processing activity are captured in these areas (35% and 45% respectively) while three quarters of the volume and value of Irish fleet landings are landed in these ports.

The study estimated the economic impact of the seafood sector at the direct, indirect, and induced activity of the sector around the coast of Ireland. The analysis highlighted there are 8,445 full-time equivalent jobs in the ten ports studied, paying €267 million in wages and salaries, a large part of which is spent locally on goods and services. Seafood related activity in these ports contributes €646 million to Ireland's GDP and generates €56 million in taxes for the Exchequer annually.

### Fleet Study

In addition to the port study, BIM also commenced an analysis of the operational and technical efficiency of the Irish fishing fleet. The Irish fleet has undergone significant change over the last two decades. In addition to re-structuring measures (i.e. new build programmes and decommissioning schemes), it has experienced peaks and troughs in the price of fuel, fluctuating fishing opportunities and increased pressure from markets to provide consistent, high quality seafood. This study aimed to capture how the fleet has adapted to maintain efficiency and profitability as well as how it can adapt and react to future challenges.

The study draws together existing economic information collected as part of the DC-MAP and grant aid funded under the EMFF with detailed technical and operational vessel data. It aims to provide a deeper understanding of the current state of the fleet and its ability to adapt to challenges ahead such as climate change, new regulations, potential market shifts and increases in fuel prices and interest rates. It is due to be completed in 2020.

### Dissemination of Fisheries Information

In tandem with specific studies commissioned during 2019, BIM also developed a range of tools to give industry enhanced access to data and information. These included the development of interactive dashboards, user friendly guides, regular reports and information notes.

The main objective of these dissemination tools is to provide real-time, segmented, analysed information. Such insights are designed to assist the seafood sector in areas such as pricing, business performance and understanding of legislation.

The first of these insight tools, developed during 2019, was the production of a Fisheries Management Web-based App, which details European and national fisheries legislation relevant to Irish fishers. This app complements the paper-based Fisheries Management Chart BIM has published annually since 2006. It provides the seafood sector with an interactive guide to fisheries legislation, including information relating to quotas, fishing gear, restrictions on fishing areas and minimum fish sizes.

Additionally, BIM has continued to provide a bespoke, independent, and neutral information service to the seafood sector and internally within BIM. Information is collected on political and legislative developments relating to EU and international fisheries policy, the Integrated Maritime Policy (IMP) and environmental policies, which have a primary focus on marine and fisheries issues. The information collected is relevant to the catching and aquaculture sectors to inform on proposals and enacted legislation that may impact their operations.

## Industry Groups

In addition to the data collection and data dissemination activities outlined, there are two stakeholder groups that fall under the competitiveness pillar. These are the National Fishermen's Development Group (NFDG) and the Irish Oyster Packers Group.

The NFDG was set up in 2017 and allows for the transfer of best-practice and dissemination of knowledge about issues impacting the day-to-day running of fishing vessels as businesses. It comprises fishers from all sectors of the Irish fleet and provides a platform for dialogue amongst practicing fishers. BIM facilitates the NFDG through the provision of technical and financial support.

During 2019, the NFDG focused on a range of issues. These included the recruitment, retention and training of crew, seen as one of the most significant issues impacting on economic viability of the industry currently. The NFDG also discussed measures to improve working and employment conditions for crew (e.g. pay and taxation, provision of health insurance) as well as participating in BIM's training strategy steering group to provide input on training needs for the catching sector.

The Group met with the Marine Survey Office (MSO) on several occasions during 2019 to discuss the requirements for reporting of Working Time on board fishing vessels. This has emerged as a major issue for fishers and if not addressed threatens their continued viability as it has the potential to worsen the crew shortages being experienced.

Other topics discussed during 2019 included meetings with the SFPA on technical measures legislation on the use of fishing gears. Members of the Group also participated in trialling the Fisheries Management app developed by BIM.

BIM has brought together a group of oyster producers, all of whom are packing and exporting Irish oysters. These producers have been certified to the Bord Bia *Origin Green* programme and have been working together for the last three years as an informal industry grouping. They have now adopted the name of the '*Irish Oyster Packers Group*' and they plan to continue and expand their cooperation, as they have found it to be very valuable.

BIM acts as secretariat for the group and assists in coordinating its activities and needs with other State organisations relevant to the oyster export trade, such as Bord Bia, SFPA, FSAI and the Marine Institute. The group, through formal and informal meetings, exchange key technical and trade information. These companies have had considerable success in Asian markets, which now account for over a quarter of all Irish oyster exports. The group met four times in 2019.



The Global Sustainable Seafood Initiative (GSSI) formally recognise the BIM Certified Quality Aquaculture (CQA) scheme, BIM Dun Laoghaire, February, 2019.





# Corporate Governance



In compliance with the Code of Practice for Governance of State Bodies (2016), BIM has a suite of policies and procedures to ensure a strong culture of Corporate Governance is in place and being adhered to across the agency.

Policy and procedures were developed in order to assist in improving efficiency and enhancing openness and transparency. Strong and effective corporate governance provides guidance for the organisation in conducting Board business, strategic planning, operational processes, risk management, financial control, and standards of behaviour. During 2019, BIM ensured and maintained compliance with the Code of Practice for the Governance of State Bodies (2016).

## The Board

The key functions of the Board include reviewing and guiding strategic direction and major plans of action, risk management policies and procedures, annual budgets and business plans; setting performance objectives; monitoring implementation of the strategy and business plans; and overseeing major revenue and capital expenditure and investment decisions. The Board has a formal schedule of matters specifically reserved for its consideration. The Board commences each meeting with a private session where no members of the Executive are present.

## Board Audit and Risk Committee

BIM has a fully functioning Board Audit and Risk Committee (ARC) which undertook the following audits during 2019: internal controls, taxes review, strategic KPI's, financial management maturity model and a value for money review of the 2018 National Seafood Awards. During 2019, the ARC completed a review of its effectiveness and is planning to have an independent review completed in 2020.

The Financial Statements, as approved by the ARC and the Board, were subject to audit by the Office of the Comptroller and Auditor General. Six ARC meetings were held in 2019. The ARC has an independent role in providing the Board with assurance on internal control, risk management, audit, and assurance matters, as part of the systematic review of the control environment and governance procedures of BIM. The ARC operates under an agreed charter and prepares a formal annual report for the Board.

<b>Number of meetings:</b>	Six
<b>Chairperson:</b>	Ms Lisa Vaughan
<b>Membership:</b>	Mr Kieran Calnan, Mr Seán O'Donoghue, Mr Gearóid Breathnach, Mr Stephen McGovern (appointed June 2019)

## The Nominations and Remunerations Committee

The Nominations and Remunerations Committee is appointed as an independent subcommittee of the Board to manage the Chief Executive Officer or senior management recruitment process. As required, the Committee agrees remuneration with Government Departments, develops the job description, identifies the relevant competencies and ideal candidate profile for the post, agrees the recruitment and search process, and sets a specific timetable.



## Corporate Governance (continued)

The Nominations and Remunerations Committee convenes as required by the Board. No meetings were held in 2019.

<b>Chairperson:</b>	Mr Kieran Calnan
<b>Membership:</b>	Prof. Damien McLoughlin

### Statutory and Other Notices

The Ethics in Public Office Act, 1995 and the Standards in Public Office Act, 2001.

In accordance with the Ethics in Public Office Act, 1995 and the Standards in Public Office Act, 2001, members of BIM's Board, Audit and Risk Committee, and designated executive staff are required to submit a declaration of interests annually. These are in turn submitted by BIM to the Minister for Agriculture, Food and the Marine, and/or the Standards in Public Office Commission, as appropriate.

### Protected Disclosures Act 2014

There were no protected disclosures made in 2019.

### Prompt Payment of Accounts Act 1997

It is BIM policy to ensure that all payments are made promptly. Every effort, consistent with proper financial procedures, is being made to ensure that all suppliers are paid within the required time frame, in accordance with best practice. Quarterly reports of compliance are published on the BIM website.

### Freedom of Information Act 2014

The Freedom of Information Act 2014 asserts the right of members of the public to access official information to the greatest extent possible consistent with the public interest and the right to privacy of individuals. BIM complies with the Freedom of Information Act 2014 and during 2019, there were six Freedom of Information requests received covering areas such as EMFF, GDPR, Foreign Currency transactions and Aquaculture.

### European Communities (Access to Information on the Environment) Regulations 2007

The European Communities (Access to Information on the Environment) Regulations 2007 (S.I. No. 133 of 2007) gives legal rights to those seeking access to information on the environment from public authorities. During 2019, there were two requests under Access to Information on the Environment legislation in the area of foreshore licences and cleaner fish.

### Customer Charter

BIM has published a Customer Charter detailing its full commitment to providing customers with an efficient, timely, professional and courteous service. The Charter sets out the standards of service customers can expect to receive from the Authority.

### The General Data Protection Regulation 2016/679

During 2018, BIM assessed the impact of the General Data Protection Regulation (GDPR) with a view to identifying what actions were necessary and commenced the implementation of the required action in order to ensure compliance. This work continued in 2019 with all employees receiving the requisite training and further enhancement of our compliance in this area.



# Investment Services - External Grant Schemes to Industry

The European Maritime and Fisheries Fund (EMFF) supports the Department of Agriculture, Food and the Marine (DAFM) Operational Programme which aims at achieving key national development priorities. BIM currently administers fourteen EMFF Grant Schemes. The aspects of the internal BIM work programme supported by EMFF funding are detailed in the body of this report, here we detail the seafood industry projects (external) funded by the schemes.

The **Sustainable Fisheries Scheme** is divided into three sub-schemes (A, B and C) as follows:

## Part A – Public Projects

These are implemented as part of BIM's internal work programmes and are dealt with elsewhere in the report.

## Part B – On Board Investments

This scheme supports on-board capital investment in Marine Fishing Vessels (MFVs). In 2019, 122 Part B projects were supported with public aid of €2.9 million. Projects supported in 2019 included:

- Selective gears.
- Equipment to improve hygiene, health and working conditions on board.
- Equipment to improve fuel efficiency.
- Gear monitoring equipment and fuel-efficient fishing gears.
- Investments that improve fish quality and add value to fishery products.
- Engine Replacement.

Demand under this scheme was exceptionally strong in 2019. While 122 projects were completed and paid, a further 98 projects were approved for grants totalling over €3.2 million.

## Part C – Promoting Quality and Added Value Onshore

In 2019, three projects received public aid of €1.2 million based on eligible expenditure of circa €1.9 million. These projects were onshore infrastructure improvement projects which aim to assist fishers to meet the challenges of the landing obligation. The main elements of projects comprise the provision of cold storage facilities and associated handling equipment in respect of unwanted catches.

## New Fishermen Scheme

There were 11 projects completed during 2019 under the New Fishermen Scheme with public aid of €0.5 million. There was improved interest in the scheme during the year and in addition to the projects completed and paid, a further three projects were approved for completion in 2020.

## Fisheries Local Development Scheme

There are seven FLAG boards established under the Fisheries Local Development Scheme to oversee the projects in the regional areas. The FLAG scheme made payments of €2.7 million to 229 projects. FLAG projects implemented in 2019 included the following:

- Capital investments in micro seafood enterprises.
- Marine tourism and marine leisure projects.
- Heritage projects.
- Small harbour facilities and environmental projects.
- Environmental and training projects.

## Inshore Fisheries Conservation Scheme

Through the Inshore Fisheries Conservation Scheme five industry projects relating to onshore refrigeration facilities were supported with grant aid of €0.025 million and a further 61 projects concerning v-notching of lobsters received support of €0.2 million.

## Seafood Innovation and Business Planning Scheme

This scheme promotes new innovation and new product development and nine projects related to new product development and process efficiency were supported under the scheme.

## Investment Services - External Grant Schemes to Industry (continued)

### Seafood Scaling and New Market Development Scheme

In 2019 two industry projects were supported accounting for €0.2 million of EMFF grants which leveraged a total investment of €0.3 million at a grant rate of fifty per cent. Both projects involved collectives, each comprising three unrelated processing enterprises, combining to invest in marketing costs to develop markets in Asia, including retention of the services of a native in-market consultant.

### Seafood Processing Capital Investment Scheme

In 2019, 21 seafood capital investment projects were implemented by 17 seafood companies and were supported with public aid of €2.5 million which leveraged investment of circa €10 million into the seafood processing sector. The scheme supports capital investment by seafood processors with the objective of adding value, increasing efficiency and lowering environmental impact. The projects related to fresh whitefish/salmon/shellfish processing and typically involved expenditure on state-of-the-art seafood processing equipment including fish filleting, portioning and packing lines.

### Seafood Skills and Training Scheme

This scheme provides grant aid to people involved in the Irish seafood industry to participate in defined training courses. In 2019, 65 applications were approved and paid. These projects drew down grant aid amounting to €0.1 million.

### Producer Organisation Scheme

In 2019, five projects were supported with public aid of €0.4 million. Claims were received from Producer Organisations in relation to expenditure incurred and eligible under the scheme. The grant aid rates involved a mixture of capped maximum assistance at a grant aid rate of up to 65%. Expenditure related to direct staff costs, with other typical costs incurred involving the engagement of consultants to assist in the preparation of the Marketing Plans and Activity Reports. Capital items mainly involved upgrading of computer software and equipment.

### Sustainable Aquaculture Development Scheme

The Sustainable Aquaculture Development Scheme supports building capacity and scale in production, supports new entrants to the sector, promotes organic aquaculture practices and certification and provides aid to shellfish producers affected by major biotoxin episodes.

During 2019, 31 projects were supported under the Sustainable Aquaculture Development Scheme with the total investment implemented amounting to €5.5 million on which grant aid of €2.2 million was paid. Projects supported related to building capacity in the aquaculture sector and a small number of projects were related to organic aquaculture certification.

### Knowledge Gateway Scheme

The objective of the Knowledge Gateway Scheme is to promote knowledge, innovation and technology with focus on research, new species development, managing diseases, business planning advisory, training, networking and knowledge transfer. Eleven research projects from the aquaculture sector and research institutions were supported under the Knowledge Gateway Scheme with the total investment implemented amounting to just under €1 million on which grant aid of over €0.9 million was paid. These projects included research in:

- Structural and functional characterisation of high value, bioactive compounds from *Alaria esculenta* cultivated in longlines in Bantry Bay.
- Development of autonomous finfish vaccine.
- The feasibility of upscaling Irish mussel production through development of offshore sites using innovative culture systems.
- Testing thermal treatments for the removal of sea lice from Atlantic Salmon.

### Seafood Capacity Building Scheme

Eight external projects were supported under the Seafood Capacity Building Scheme with grant aid of €0.7 million. Two projects were for the 'public good' led by public bodies and so were 100% funded. The projects were related to the running of 'European Maritime Day' and 'Seafest'. Grant aid for the above amounted to €0.4 million and €0.3 million. The balance of six projects provided support to eligible entities to attend networking events.



## **Ard Reachtaire Cuntas agus Ciste** **Comptroller and Auditor General**

### **Report for presentation to the Houses of the Oireachtas**

#### **An Bord Iascaigh Mhara**

##### **Opinion on financial statements**

I have audited the financial statements of An Bord Iascaigh Mhara for the year ended 31 December 2019 as required under the provisions of section 5 of the Comptroller and Auditor General (Amendment) Act 1993. 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 An Bord Iascaigh Mhara at 31 December 2019 and of its income and expenditure for 2019 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 An Bord Iascaigh Mhara 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**

An Bord Iascaigh Mhara has presented certain other information together with the financial statements. This comprises the annual report including 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.

I have nothing to report in that regard.

**Andrew Harkness**  
**For and on behalf of the**  
**Comptroller and Auditor General**  
**16 November 2020**



## 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 financial statements in the form prescribed under paragraph 9 of the First Schedule to the Sea Fisheries Act 1952 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 the Comptroller and Auditor General (Amendment) Act 1993 to audit the financial statements of An Bord Iascaigh Mhara 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 An Bord Iascaigh Mhara'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 An Bord Iascaigh Mhara 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.

### 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 find 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 find there is 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.

I also 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.



# Financial Statements

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# Governance Statement and Board Members' Report

## Governance

The Board of BIM was established under the Sea Fisheries Act 1952. The functions of the Board are set out in section 15 of this Act. The Board is accountable to the Minister for Agriculture, Food and the Marine. The Board is responsible for ensuring good governance and performs this task by setting strategic objectives and targets and taking strategic decisions on all key business issues. The regular day-to-day management, control and direction of BIM is the responsibility of the Chief Executive Officer (CEO) and the senior management team. The CEO and the senior management team must follow the broad strategic direction set by the Board, and must ensure 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 BIM.

## Board Responsibilities

The work and responsibilities of the Board are set out in the Oversight and Performance Delivery Agreement, which also contains the matters specifically reserved for Board decision. Standing items considered by the Board include:

- declaration of interests,
- reports from committees,
- financial reports/management accounts,
- performance reports, and
- reserved matters.

Section 15 of the Sea Fisheries Act 1952 requires the Board of BIM to keep, in such form as may be approved by the Minister for Agriculture, Food and the Marine with consent of the Minister for Public Expenditure and Reform, all proper and usual accounts of money received and expended by it.

In preparing these financial statements, the Board of BIM 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 the 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 9 of the first schedule of the Sea Fisheries Act 1952. The maintenance and integrity of the corporate and financial information on BIM's website is the responsibility of the Board.

The Board is responsible for approving the annual plan and budget. An evaluation of the performance of BIM by reference to the annual plan and budget has been carried out.

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

The Board considers that the financial statements of BIM give a true and fair view of the financial performance and the financial position of BIM at 31 December 2019.



## Board Structure

The Board consists of a Chairperson and four ordinary members, all of whom are appointed by the Minister for Agriculture, Food and the Marine. The members of the Board were appointed for a period of three years and meet on a monthly basis. The table below details the appointment period for current members:

Board Member	Role	Date Appointed
Kieran Calnan	Chairperson	13 June 2018
Lisa Vaughan	Director	19 June 2019
William Deasy	Director	26 July 2017
Raymond Harty	Director	26 July 2017 (resigned 2019)
Damien McLoughlin	Director	26 July 2017
Seán O'Donoghue	Director	26 July 2017

The Board has established the following committee:

**Audit and Risk Committee:** comprises three Board members and two independent members. The role of the 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 Committee ensures that the internal control systems including audit activities are monitored actively and independently. The ARC reports to the Board after each meeting, and formally in writing annually.

The members of the Audit and Risk Committee are:

- Lisa Vaughan (Chairperson)
- Kieran Calnan
- Seán O'Donoghue
- Gearóid Breathnach
- Stephen McGovern (appointed June 2019)

There were six meetings of the ARC in 2019.

	Board	Audit & Risk Committee	Fees 2019 €'000	Expenses 2019 €'000
Kieran Calnan	11	6	-	4
Lisa Vaughan	11	6	8	1
William Deasy	11	-	8	5
Raymond Harty	6	-	5	2
Damien McLoughlin	7	-	-	-
Seán O'Donoghue	11	6	8	5
Gearóid Breathnach	-	6	-	-
Stephen McGovern (appointed June 2019)	-	4	1	1
			<b>30</b>	<b>18</b>

The Chairperson, Kieran Calnan, has waived his entitlement to a Board fee in relation to his appointment.

There was one director, Damien McLoughlin, who did not receive a Board fee under the One Person One Salary (OPOS) principle.

## Key Personnel Changes

Lisa Vaughan was re-appointed by the Minister to serve as director for a further three-year term (19 June 2019 to 18 June 2022).

Ray Harty resigned from the Board on 15 August 2019.

## Governance Statement and Board Members' Report (continued)

### Disclosures Required by Code of Practice for the Governance of State Bodies (2016)

The Board is responsible for ensuring that BIM has complied with the requirements of the Code of Practice for the Governance of State Bodies (2016) ("the Code"), as published by the Department of Public Expenditure and Reform. The following disclosures are required by the Code:

### Employee Short-Term Benefits Breakdown

Employees' short-term benefits in excess of €60,000 are categorised in Note 9(c) to the Financial Statements.

### Consultancy Costs

Consultancy costs include the cost of external advice to management and exclude outsourced 'business-as-usual' functions.

	2019 €'000	2018 €'000
Legal advice	157	80
Financial/actuarial advice	-	51
Human Resources	-	87
Business improvement	130	53
Other	-	-
Total consultancy costs	287	271
Consultancy costs capitalised	-	-
Consultancy costs charged to the Income and Expenditure and Retained Revenue Reserves	287	271
<b>Total</b>	<b>287</b>	<b>271</b>

### Legal Costs and Settlements

The table below provides a breakdown of amounts recognised as expenditure in the reporting period in relation to legal costs, settlements and conciliation and arbitration proceedings relating to contracts with third parties. This does not include expenditure incurred in relation to general legal advice received by BIM which is disclosed in consultancy costs above.

	2019 €'000	2018 €'000
Legal fees - legal proceedings	-	-
Conciliation and arbitration payments	-	-
Settlements	-	-
<b>Total</b>	<b>-</b>	<b>-</b>

### Travel and Subsistence Expenditure

Travel and subsistence expenditure is categorised as follows:

	2019 €'000	2018 €'000
Domestic		
- Board*	19	20
- Employees	809	578
International		
- Board*	-	1
- Employees	110	150
<b>Total</b>	<b>938</b>	<b>749</b>

\*Includes travel and subsistence of €17,000 paid directly to Board members in 2019 (2018: €15,000). The balance of €2,000 (2018: €6,000) relates to expenditure paid by BIM on behalf of the Board members.

### Hospitality Expenditure

The Income and Expenditure Account includes the following hospitality expenditure:

	2019 €	2018 €
Staff hospitality	-	-
Client hospitality	-	-
<b>Total</b>	<b>-</b>	<b>-</b>

### Statement of Compliance

The Board has adopted the Code of Practice for the Governance of State Bodies (2016) and has put procedures in place to ensure compliance with the Code. BIM was in full compliance with the Code of Practice for the Governance of State Bodies (2016) for 2019.



**Kieran Calnan**

Chairperson

4 November 2020



# Statement on Internal Control

## Scope of Responsibility

On behalf of BIM I 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).

The key procedures which the Board Members have established with a view to providing effective internal control are as follows:

- A clear focus on business objectives as determined by the Board in the light of the statutory responsibilities.
- A defined organisational structure with clear lines of responsibility, delegation of authority and segregation of duties designed to provide an appropriate control environment.
- A risk management process which considers the strategy and business plans in the context of the annual budget process when financial plans and targets are set and reviewed by the Board in the light of determined objectives.
- A reporting and control system which includes review of the annual budget by the Board and regular review of actual results against budget.
- Control procedures – comprehensive procedures manuals are maintained by the Board in respect of all of its main activities. In particular there are clearly defined limits and procedures for financial expenditure, including procurement and capital expenditure.
- Monitoring systems – compliance with control procedures is monitored by the internal audit function that operates in accordance with the framework for the application of best practice as set out in the Code of Practice for the Governance of State Bodies (2016). The work of internal audit is informed by analysis of the risk to which BIM is exposed. The Audit and Risk Committee (ARC) has received the report of internal audit for 2019, which included the Internal Auditor's opinion on the adequacy and effectiveness of the system of internal control, and this was presented to the Board. The internal audit and monitoring systems are supplemented by audit work performed annually on the various grant aid measures by external auditors as required under the governing EU legislation of the measures. A three-year internal audit plan from June 2017 to May 2020 was approved by the Board in May 2017.
- The ARC, established by the Board in 2009 consists of non-executive Board Members and two independent external members. It is chaired by a Board Member other than the Chairperson of the Board. The Board's monitoring and review of the effectiveness of internal control is informed by reports to the Audit & Risk Committee by management, the external auditors who carry out work on EU Grant Measures and comments made by the Comptroller & Auditor General in his Management Letter or other reports. In addition, the Board has as required, commissioned independent reviews of specific internal control systems in the organisation.

## 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 Department of Public Expenditure and Reform has been in place in BIM for the year ended 31 December 2019 and up to the date of approval of the financial statements.

## Capacity to Handle Risk

BIM has an ARC comprising three Board members, one of whom is the Chair, and two independent external members, with financial and audit expertise. The ARC met six times in 2019.

BIM has outsourced its internal audit function; it is adequately resourced and conducts a programme of work agreed with the ARC.

The ARC has developed a risk management policy which sets out its risk appetite, the risk management processes in place and details the roles and responsibilities of staff in relation to risk. The policy has been issued to all staff who are expected to work within BIM's risk management policies, to alert management on emerging risks and control weaknesses and assume responsibility for risks and controls within their own area of work.

## Risk and Control Framework

BIM 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.

A risk register is in place which identifies the key risks facing BIM and these have been identified, evaluated and graded according to their significance. The register is reviewed and updated by the ARC on a quarterly basis, and is a standing item for the Board. 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. I confirm 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 with corresponding accountability,
- 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 the assets, and
- control procedures over grant funding to outside agencies ensure adequate control over approval of grants and monitoring and review of grantees to ensure grant funding has been applied for the purpose intended.

## Ongoing Monitoring and Review

Formal procedures have been established for monitoring control processes and control deficiencies are communicated to those responsible for taking corrective action and to management and the Board, where relevant, in a timely way. I confirm 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 deficiencies,
- 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.

## Procurement

I confirm that BIM has procedures in place to ensure compliance with current procurement rules and guidelines and that during 2019 BIM complied with those procedures. BIM is in compliance with current procurement rules and guidelines as set out by the Office of Government Procurement.

## Review of Effectiveness

I confirm that BIM has procedures to monitor the effectiveness of its risk management and control procedures. BIM'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 ARC which oversees their work, and the senior management within BIM responsible for the development and maintenance of the internal financial control framework.

I confirm that the Board conducted an annual review of the effectiveness of the internal controls for 2019 in January 2020.

## Internal Control Issues

No weaknesses in internal control were identified in relation to 2019 that require disclosure in the financial statements.

## Statement on Internal Control (continued)

### Alleged Fraud In 2020:

BIM was made aware of one case of alleged fraud in 2020 in relation to a supplier payment which is currently under investigation by An Garda Síochána. Information regarding the incident will not be categorised while investigations are ongoing. BIM will continue to make every effort to recover exchequer funds where fraud or irregularities may have occurred. The estimated value is in the region of €20,000.

### Approval by the Board

The statement on internal control has been reviewed by the Audit and Risk Committee and the Board to ensure it accurately reflects the control system in operation during the reporting period.

Signed on behalf of BIM,



**Kieran Calnan**

Chairperson

4 November 2020



# Statement of Income and Expenditure and Retained Revenue Reserves


## For the year ended 31 December 2019

	Note	2019 €'000	2018 €'000
<b>Income</b>			
Oireachtas Grants	3	38,195	31,134
Net Deferred Funding for Retirement Benefit Obligations	19(c)	957	1,428
Net Transfer to Capital Reserve	15	(24)	222
		<b>39,128</b>	<b>32,784</b>
E.U. Grants	4	294	894
Turnover Ice Plants	5	516	572
Other Income	6	981	627
		<b>41,919</b>	<b>34,877</b>
<b>Expenditure</b>			
EU Current Development	4	381	1,237
Industry Capital Development	7	12,271	11,210
Industry Current Development	8(a)	18,064	17,508
Industry Current Administration	8(b)	5,017	4,618
Depreciation Charged During the Year	8(c)	1,192	1,595
Retirement Benefit Obligations	19(a)	3,093	3,325
Expenditure on Ice Plants	5	772	1,005
		<b>40,790</b>	<b>40,498</b>
<b>Surplus/(Deficit) for the year</b>		<b>129</b>	<b>(5,621)</b>
Balance brought forward at 1 January		<b>(2,015)</b>	<b>3,606</b>
<b>Balance carried forward at 31 December</b>		<b>(1,886)</b>	<b>(2,015)</b>

All income and expenditure for the year relates to continuing activities at the reporting date.

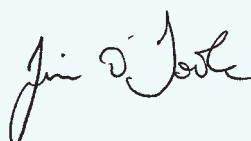
Notes 1–22 form part of these Financial Statements.

The Financial Statements were approved by the Board on the 21 April 2020 and signed on its behalf by:



**Kieran Calnan**  
Chairperson

4 November 2020



**Jim O'Toole**  
Chief Executive

4 November 2020

# Statement of Comprehensive Income

For the year ended 31 December 2019

	2019 €'000	2018 €'000
<b>Surplus/(Deficit) for the year</b>	129	(5,621)
Experience gains on retirement benefit obligations	980	1,317
Changes in assumptions	(7,560)	2,635
Adjustment to deferred retirement benefit funding	6,580	(3,952)
<b>Total Comprehensive Income for the year</b>	<b>129</b>	<b>(5,621)</b>

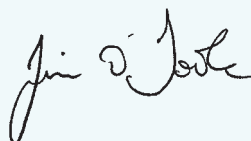
**Notes 1-22 form part of these Financial Statements.**

The Financial Statements were approved by the Board on the 21 April 2020 and signed on its behalf by:



**Kieran Calnan**  
Chairperson

4 November 2020



**Jim O'Toole**  
Chief Executive

4 November 2020

# Statement of Financial Position

As at 31 December 2019

	Note	2019 €'000	2018 €'000
<b>Fixed Assets</b>			
Property, Plant and Equipment	11	3,386	3,362
<b>Current Assets</b>			
Receivables	12	309	201
Inventory		38	30
Cash and Cash equivalents		341	549
		688	780
<b>Current Liabilities</b>			
Payables (amounts falling due within one year)	13	(2,574)	(2,795)
<b>Net Current Assets/(Liabilities)</b>		(1,886)	(2,015)
<b>Total Assets less Current Liabilities before Pensions</b>		1,500	1,347
Retirement Benefit Obligation	19(b)	(78,619)	(71,082)
Deferred Retirement Benefit Funding Asset	19(c)	78,619	71,082
<b>Total Net Assets</b>		<b>1,500</b>	<b>1,347</b>
<b>Representing</b>			
Retained Revenue Reserves		(1,886)	(2,015)
Capital Reserves	15	3,386	3,362
		<b>1,500</b>	<b>1,347</b>

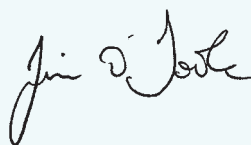
**Notes 1-22 form part of these Financial Statements.**

The Financial Statements were approved by the Board on the 21 April 2020 and signed on its behalf by:



**Kieran Calnan**  
Chairperson

4 November 2020



**Jim O'Toole**  
Chief Executive

4 November 2020



# Statement of Cash Flows

For the year ended 31 December 2019

	2019 €'000	2018 €'000
<b>Reconciliation of Operating Surplus/(Deficit) to Net Cash flow From Operating/Development Activities</b>		
Surplus/(Deficit) for the Year	129	(5,621)
Bank Interest	-	-
Depreciation Charge	1,192	1,595
Transfer from Capital Account	24	(222)
Income from sale of Fixed Assets	-	(25)
(Increase)/Decrease in Inventory	(8)	(8)
Decrease/(Increase) in Receivables	(108)	88
Increase/(Decrease) in Payables	(221)	(1,532)
<b>Net Cash Inflow from Operating/Development Activities</b>	<b>1,008</b>	<b>(5,725)</b>
<b>Statement of Cash Flows</b>		
Net Cash Inflow from Operating/Development Activities	1,008	(5,725)
<b>Cash Flows from Financing Activities</b>		
Interest Received	-	-
<b>Cash Flows from Investing Activities</b>		
Payments to Acquire Tangible Fixed Assets	(1,216)	(1,373)
Receipt from sale of assets	-	25
<b>Increase/(Decrease) in Cash and Cash Equivalents</b>	<b>(208)</b>	<b>(7,073)</b>
Cash and cash equivalents at the beginning of the year	549	7,622
<b>Cash and cash equivalents at the end of the year</b>	<b>341</b>	<b>549</b>

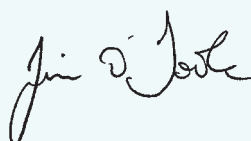
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**Kieran Calnan**  
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4 November 2020



**Jim O'Toole**  
Chief Executive

4 November 2020

# Notes to the Financial Statements

## For the year ended 31 December 2019

### 1. Accounting Policies

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

#### General Information

BIM was set up under the Sea Fisheries Act, 1952, and has a head office at Dún Laoghaire, County Dublin.

The primary objectives of BIM as set out in the Sea Fisheries Act, 1952 are as follows: to develop the seafood industry both at sea and ashore, to enable it to make its full contribution to the economy of the coastal regions and the country as a whole. It is the State Agency with primary responsibility for the sustainable development of the Irish seafood industry and the diversification of the coastal economy.

BIM is a Public Benefit Entity (PBE).

#### Statement of Compliance

The financial statements of BIM for the year ended 31 December 2019 have been prepared in accordance with FRS 102, the financial reporting standard applicable in the UK and Ireland issued by the Financial Reporting Council (FRC), as promulgated by Chartered Accountants Ireland.

#### 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 Agriculture, Food and the Marine with the consent of the Minister for Public Expenditure and Reform under the Sea Fisheries Act, 1952. The following accounting policies have been applied consistently in dealing with items which are considered material in relation to BIM's financial statements.

#### Revenue

##### Oireachtas Grants

Revenue is generally recognised on an accruals basis; the exception to this is in the case of Oireachtas Grants which are recognised on a cash receipts basis including Aquaculture scheme NDP.

##### 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 BIM 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.

##### Other Revenue

Other revenue is recognised on an accruals basis.

##### Deferred Income

Deferred income comprises European funding and Salmon Hardship funding that has been deferred pending expenditure on delivery of services.

##### Grant Schemes

Payments made under the various grant schemes operated by the Board are accounted for on an accruals basis.

Grants payable by BIM are recognised as expenditure when the grantee has complied with the conditions stipulated in the grant agreement and supplied the documentation necessary to confirm compliance.

Commitments arising on foot of approvals under the various Grant Schemes operated by the Board are shown in Note 16.

## Notes to the Financial Statements (Continued)

### 1. Accounting Policies (continued)

#### Bad Debts

Provision is made for debts considered to be doubtful of collection and against any losses anticipated on foot of guarantees. Bad debts are written-off in the year in which the relevant loan agreement is terminated.

#### 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.

#### 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 BIM 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.

#### 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.

#### 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:

— Land and Premises	
a. Land	Nil
b. Premises: Navigational Stations – Original	2%
Navigational Stations – Additions	10%
Other Premises	10%
— Plant and Machinery	
a. Training Equipment	16.6%
b. Other Plant and Machinery	10%
c. Technical Equipment	20%
— Motor Vehicles	20%
— Gear and Equipment	
a. Fishing Gear	50%
b. Vessels	10%
c. Office Equipment	20%
d. Computer Equipment	33.3%

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.



## 1. Accounting Policies (continued)

### Capital Reserves

Capital Reserves comprise the unamortised value of capital grants used to fund fixed assets.

### Cash and Cash Equivalents

Cash consists of cash on hand and demand deposits. Cash equivalents consist of short term highly liquid investments that are readily convertible to known amounts of cash that are subject to an insignificant risk of change in value.

### Foreign Currencies

Monetary assets and liabilities denominated in foreign currencies are translated at the exchange rates ruling at the reporting date. Revenues and costs are translated at the exchange rates ruling at the dates of the underlying transactions.

Profits and losses arising from foreign currency translations and on settlement of amounts receivable and payable are dealt with in the Statement of Income and Expenditure and Retained Revenue Reserves.

### 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

BIM previously established its own defined benefit pension scheme, funded annually on a pay-as-you-go basis from monies provided by the Department of Agriculture, Food and the Marine and from contributions deducted from staff and members' salaries. BIM 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 Scheme members' contributions are paid over to the Department of Public Expenditure and Reform (DPER).

The Public Service Pensions (Single Scheme and Other Provisions) Act, 2012 became law on 28 July 2012 and introduced the new Single Public Service Pension Scheme ("Single Scheme") which commenced with effect from 1 January 2013. All new entrants to the Public Sector, on or after 1 January 2013 are members of the Single Scheme.

Pension costs reflect pension benefits earned by employees in the period and are shown net of staff pension contributions which are retained by BIM. 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 Agriculture, Food and the Marine.

The financial statements reflect, at fair value, the assets and liabilities arising from BIM'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.

### Provisions

Provisions are recognised when the Board has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation, and the amount of the obligation can be estimated reliably.

### Contingencies

Contingent liabilities arising as a result of past events, are not recognised when (i) it is not probable that there will be an outflow of resources or that the amount cannot be reliably measured at the reporting date or (ii) when the existence will be confirmed by the occurrence or non-occurrence of uncertain future events not wholly within the Board's control. Contingent liabilities are disclosed in the financial statements unless the probability of an outflow is remote.

Contingent assets are not recognised. Contingent assets are disclosed in the financial statements when an inflow of economic benefits is probable.

## Notes to the Financial Statements (Continued)

### 2. Critical Accounting Judgements and Estimates

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The Board makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below:

#### (a) Establishing lives for depreciation purposes of property, plant and equipment

Long lived assets, consisting primarily of property, plant and equipment, comprise a significant portion of the total assets. The annual depreciation charge depends primarily on the estimated lives of each type of asset and estimates of residual values. The Board regularly review these asset lives and change them as necessary to reflect current thinking on remaining lives in light of prospective economic utilisation and physical condition of the assets concerned. Changes in asset lives can have a significant impact on depreciation charges for the period. Detail of the useful lives is included in the accounting policies.

#### (b) Provision for doubtful debts

The Board makes an estimate of the recoverable value of trade debtors and other debtors. The Board uses estimates based on historical experience in determining the level of debts, which may not be collected. These estimates include such factors as the current rating of the debtor, the ageing profile of debtors and historical experience. The level of provision required is reviewed on an on-going basis.

#### (c) Retirement Benefit

The Board recognises amounts owing from the State for the unfunded deferred liability for pensions on the basis of a number of past events. These events include the statutory backing for the superannuation scheme, and the policy and practice in relation to funding public service pensions including the annual estimates process. While there is no formal agreement and therefore no guarantee regarding these specific amounts with the Department of Agriculture, Food and the Marine, the Board has no evidence that this funding policy will not continue to progressively meet this amount in accordance with current practice.

#### (d) Retirement Benefit Obligations

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.
- (iii) Health care cost trend rates, the rate of medical cost inflation in the relevant regions.

### 3. Oireachtas Grants: Department of Agriculture, Food and the Marine

	2019 €'000	2018 €'000
<b>Vote 30 - Subhead D5</b>		
Current Development		
Pay	8,010	7,630
Superannuation	2,335	2,245
Non-pay	15,750	10,804
Total Current Development	26,095	20,679
Capital Development	12,100	10,455
	<b>38,195</b>	<b>31,134</b>

### 4. Grants received:

Project	2019 €'000	2018 €'000
EU Acrunet Project	-	-
EU Erasmus Project Aquaculture	-	-
BG 11 Columbus Project	-	651
Interreg	294	243
	<b>294</b>	<b>894</b>

### Grants expended:

Project	2019 €'000				2018 €'000 Total
	Salaries	Non-pay	Grants	Total	
EU Acrunet Project	-	-	-	-	1
EU Erasmus Project Aquaculture	-	-	-	-	1
BG 11 Columbus Project	-	-	-	-	782
Interreg	152	229	-	381	453
	<b>152</b>	<b>229</b>	<b>-</b>	<b>381</b>	<b>1,237</b>

All EU receipts were applied in the year and related to industry current development expenditure. The difference between grants received and grants expended of €87,000 is due to timing differences in the administration of claims for scheme funding.



## Notes to the Financial Statements (Continued)

### 5. Ice Supply Operating results were as follows:

	<b>2019 €'000</b>	<b>2018 €'000</b>
Turnover	516	572
Less: Wages	(398)	(373)
Operating costs	(370)	(560)
Administration costs	(4)	(72)
Total Expenditure on Ice Plants*	<b>(772)</b>	<b>(1,005)</b>
(Deficit)/Surplus on Operations	<b>(256)</b>	<b>(433)</b>

\*Total expenditure does not include depreciation charges on ice plants fixed assets in the year of €14,000 (2018: €14,000).

Note: BIM commenced in the final quarter of 2016 a capital investment of €0.6m in Castletownbere and Dunmore East Ice Plant with the approval of Department of the Agriculture Food and the Marine. The Board of Directors evaluated a business plan/strategy for future ice plant operations. This business case was finalised in February 2018 and is currently a proposal under consideration with the Department of Agriculture, Food, and the Marine.

### 6. Other Income

	<b>2019 €'000</b>	<b>2018 €'000</b>
Admin Income/Rent Receivable	306	123
Admin Income/Aquaculture Initiative	112	76
Fisheries Income	178	127
Fisheries Income - North Western Waters Council	20	16
Business Development & Innovation Income	-	64
Training Income	348	149
Sea Fisheries Grant Refunds	12	47
Profit Receipt from Sale of Assets	5	25
	<b>981</b>	<b>627</b>

### 7. Industry Capital Development Expenditure

	<b>2019 €'000</b>	<b>2018 €'000</b>
<b>Project</b>		
Sea Fisheries	7,585	7,067
Aquaculture	2,476	1,924
Business Development & Innovation	2,210	2,319
Enhanced Safety Scheme - PFD-PLB*	-	(100)
	<b>12,271</b>	<b>11,210</b>

## 8. Industry Current Development Expenditure

### (a) Development

Project	2019 €'000				2018 €'000
	Salaries	Non-pay	Grants	Total	Total
Sea Fisheries	1,380	2,448	1,438	5,266	4,138
Aquaculture	1,965	2,114	550	4,629	4,984
Business Development & Innovation	1,164	2,317	338	3,819	5,030
Technical assistance costs EMFF	571	124	-	695	887
Training section	1,053	1,146	104	2,303	1,733
Information & Planning	252	1,100	-	1,352	736
	<b>6,385</b>	<b>9,249</b>	<b>2,430</b>	<b>18,064</b>	<b>17,508</b>

### (b) Administration

	2019 €'000	2018 €'000
Salary Costs	1,665	1,481
Travel Administrative Staff	77	93
Board Members' Fees and Travel Expenses	55	52
Rent, Rates and Repairs	407	892
Telephone, Postage and Stationery	174	181
Data Processing	798	857
Power, Light and Cleaning	185	82
Legal, Professional and Consultants' Fees	589	227
Audit Fee	27	27
Annual Report	15	18
Insurance	74	62
Advertising & Sponsorship	87	-
Staff Development and Training Costs	272	312
Sundries, General Expenses and Trade Subscriptions	592	334
	<b>5,017</b>	<b>4,618</b>

As disclosed in the 2018 Annual Financial Statements BIM made an unprompted voluntary disclosure settlement with the Revenue Commissioners in respect of VAT and RCT in the amount of €104,000 (including interest of €33,000). The amount of €104,000 is included in the charge for Sundries, General Expenses and Trade Subscriptions above.

### (c) Depreciation

Depreciation during the year	<b>1,192</b>	<b>1,595</b>
<b>Total</b>	<b>24,273</b>	<b>23,721</b>

## Notes to the Financial Statements (Continued)

### 9. Staff Costs

Staff salaries in the year are charged to the Statement of Income and Expenditure Account and Retained Revenue Reserves under the following headings. Ice Plant Operators wages are charged to Ice Plant running costs (See Note 5).

#### (a) Staff Salaries by Division

	Staff Numbers at 31 Dec 2019	2019 € '000	Staff Numbers at 31 Dec 2018	2018 €'000
Business Development & Innovation Salaries - Note 8(a)	18	1,206	17	1,122
Training Services Salaries - Note 8 (a)	16	1,053	17	995
Fisheries Development Salaries - Note 8(a)	19	1,380	23	1,490
Aquaculture Development Salaries - Note 8(a)	26	2,075	26	1,889
Corporate Services - Note 8(b)	35	2,236	36	2,212
Information and Planning Salaries - Note 8(a)	5	252	9	239
Ice Plant Operators - Note 5	9	398	9	373
	<b>128</b>	<b>8,600</b>	<b>137</b>	<b>8,320</b>

Salaries of €571,000 relating to staff retained under the Technical Assistance Scheme (2018: €731,000) funded by EMFF grant aid, have been included in the Corporate Services unit for 2019. Salaries of €152,000 relating to staff retained under Interreg Schemes have been included in Aquaculture Development (€130,000) and Business Development & Innovation (€22,000) for 2019. Overtime of €21,000 (2018: €27,000) and on-board allowances of €4,000 (2018: €6,000) are included in the above.

#### (b) Pensions Paid in the Year

Pensioners are pension payments to retired BIM staff (See Note 19)

	2019 €'000	2018 €'000
Pensioners	124	116
Lump Sum Payments	307	117
	<b>124</b>	<b>116</b>
	<b>2,397</b>	<b>2,233</b>

€317,000 of pension levy has been deducted from staff and paid over to the Department of Agriculture, Food and the Marine. Following an EU ruling in 2008 all contract staff who qualified for a contract of indefinite duration became a permanent member of staff. These staff are included in BIM's authorised numbers as agreed with Department of Agriculture, Food and the Marine.

#### (c) Employee benefits breakdown

Range of total employees		Number of Employees	
From	To	2019	2018
€60,000	- €69,999	35	39
€70,000	- €79,999	6	5
€80,000	- €89,999	11	12
€90,000	- €99,999	1	1
€100,000	- €109,999	1	1
€110,000	- €119,999	2	2
€120,000	- €129,999	-	1
€130,000	- €139,999	1	-



## 9. Staff Costs (continued)

### (d) Board Members' Emoluments

	<b>Fees 2019 €'000</b>	<b>Travel Expenses 2019 €'000</b>	<b>Meetings Attended 2019</b>
Kieran Calnan	-	4	17
Lisa Vaughan	8	1	17
William Deasy	8	5	11
Raymond Harty	5	2	6
Damien McLoughlin	-	-	7
Seán O'Donoghue	8	5	17
Jim O'Toole (CEO)	-	15	17
	<b>29</b>	<b>32</b>	

The CEO remuneration package for 2019: annual basic salary of €133,928 and is a member of the BIM defined benefit scheme. Expenses of €15,000 were also paid to the CEO for 2019.

## 10. Directors' and CEO Salary

		<b>Fees 2019 €'000</b>	<b>Fees 2018 €'000</b>	<b>Travel Expenses 2019 €'000</b>	<b>Travel Expenses 2018 €'000</b>
Kieran Calnan (Term 13 June 2018 to 12 June 2021)	Chairperson	-	-	4	6
Lisa Vaughan (Term 19 June 2019 to 18 June 2022)	Director	8	8	1	1
William Deasy (Term 26 July 2017 to 26 July 2020)	Director	8	8	5	5
Raymond Harty (Term 26 July 2017 to 15 August 2019)	Director	5	8	2	4
Damien McLoughlin (Term 26 July 2017 to 26 July 2020)	Director	-	-	-	-
Seán O'Donoghue (Term 26 July 2017 to 26 July 2020)	Director	8	8	5	4
		<b>29</b>	<b>32</b>	<b>17</b>	<b>20</b>

The Board held 11 full meetings in 2019. Board Members attended other meetings and events on behalf of BIM in addition to Board and Audit Meetings.

	<b>Board Attendance 2019</b>	<b>Other Meetings 2019</b>
Kieran Calnan	11	6
Lisa Vaughan	11	6
William Deasy	11	-
Raymond Harty	6	-
Damien McLoughlin	7	-
Seán O'Donoghue	11	6

## Notes to the Financial Statements (Continued)

### 10. Directors' and CEO Salary (continued)

	Salary 2019 €'000	Salary 2018 €'000
CEO (Jim O'Toole)	134	126
	<b>134</b>	<b>126</b>

The CEO is a member of the BIM defined benefit scheme.

### 11. Property, Plant and Equipment

	Total €'000	Land and Premises €'000	Plant and Machinery €'000	Assets in the course of construction €'000	Motor Vehicles €'000	Gear and Equipment €'000
<b>Cost</b>						
Balance as at 1 January	29,086	6,580	5,038	581	366	16,521
Additions	1,216	43	6	-	-	1,167
Transfer*	-	-	-	(581)	-	581
Disposals	-	-	-	-	-	-
<b>Balance as at 31 December</b>	<b>30,302</b>	<b>6,623</b>	<b>5,044</b>	<b>-</b>	<b>366</b>	<b>18,269</b>
<b>Depreciation</b>						
Balance as at 1 January	25,724	5,462	4,204	-	290	15,768
Charge for Year	1,192	213	76	-	29	874
Disposals	-	-	-	-	-	-
<b>Balance as at 31 December</b>	<b>26,916</b>	<b>5,675</b>	<b>4,280</b>	<b>-</b>	<b>319</b>	<b>16,642</b>
<b>Net Book Value</b>						
<b>At 31 December 2019</b>	<b>3,386</b>	<b>948</b>	<b>764</b>	<b>-</b>	<b>47</b>	<b>1,626</b>
<b>At 31 December 2018</b>	<b>3,362</b>	<b>1,118</b>	<b>834</b>	<b>581</b>	<b>76</b>	<b>753</b>

\*The asset in the course of construction at 31 December 2018 was completed in 2019 and is included in additions to Gear and Equipment.

### 12. Receivables

	2019 €'000	2018 €'000
Other Receivables	140	178
Prepayments	258	107
	398	285
Less: Provision for Doubtful Debts	(89)	(84)
	<b>309</b>	<b>201</b>

### 13. Payables (amounts falling due within one year)

	2019 €'000	2018 €'000
Deferred Income	55	55
Trade payables and accruals	2,434	1,868
Grant Accruals	85	872
	<b>2,574</b>	<b>2,795</b>

Tax and social insurance are subject to the terms of the relevant legislation. Interest accrues on late payment. No interest was due at the financial year end date. The terms of accruals are based on the underlying contracts. Other amounts included within creditors not covered by specific note disclosures are unsecured, interest free and repayable on demand.

### 14. Lease Commitments

At 31 December 2019 BIM had the following future minimum lease payments under non-cancellable operating leases for each of the following periods:

	2019 €'000	2018 €'000
Payable within one year	17	17
Payable within two to five years	67	67
Payable after five years	33	50
	<b>117</b>	<b>134</b>

The current lease on BIM Head Office in Dún Laoghaire expired in September 2016 and in 2018 negotiations with the Office of Public Works concluded resulting in BIM entering into an occupancy agreement from 1 July 2018.

### 15. Capital Reserves

	2019 €'000	2018 €'000
Balance as at 1 January	3,362	3,584
Transfer (to)/from Income and Expenditure Account:		
Funding of Asset Additions	1,216	1,373
Amortisation in line with Asset Depreciation	(1,192)	(1,595)
<b>Transfer to Statement of Income and Expenditure Account and Retained Revenue Reserves</b>	<b>24</b>	<b>(222)</b>
<b>Balance as at 31 December</b>	<b>3,386</b>	<b>3,362</b>



## Notes to the Financial Statements (Continued)

### 16. Contingent Liabilities and Commitments

There were no contingent liabilities and commitments at 31 December 2019 arising from:

(a) At the year-end there were grant applications that had been fully approved, against which no claim had been received.

Balances outstanding in respect of these financial facilities approved but not taken up at 31 December were as follows:

	2019 €'000	2018 €'000
Fisheries	9,773	2,223

(b) BIM are involved in two legal cases which are ongoing. No provision has been made in the financial statements.

### 17. Cross Border Aquaculture Initiative

The Cross-Border Aquaculture Initiative which is supported by the Special Programme for Peace and Reconciliation was incorporated in 1998 as a European Economic Interest Grouping (EEIG) and registered in the Companies Office. It is jointly owned by BIM and Northern Ireland Seafood Limited.

An annual statement is filed with the CRO (IG8) signed by the membership of the EEIG, the accounts for Aquaculture Initiative are audited by Bluett Conran.

### 18. Bantry Equity Fund

This fund was established by the government to promote the development of the aquaculture industry in the Bantry region following the closure of the Whiddy Oil Terminal. All shares are held in the name of the Minister for Finance. It is not possible to assess accurately the value of these shares, as this is dependent on the performance of the enterprises.

The following investments were held at 31 December 2019:	2019 €'000	2018 €'000
Kush Seafarms Limited	19	19
Fastnet Mussels Limited	19	19
	<b>38</b>	<b>38</b>

### 19. Retirement Benefits Costs

#### (a) Retirement Costs

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

	2019 €'000	2018 €'000
Current Service Cost	2,031	2,189
Interest on Pension Scheme Liabilities	1,453	1,472
Employee Contributions	(391)	(336)
	<b>3,093</b>	<b>3,325</b>

## 19. Retirement Benefits Costs (continued)

### (b) Movement in net Retirement Benefit Obligations

	2019 €'000	2018 €'000
Net Pension Liability at 1 January	71,082	73,606
Net Current Service Cost	1,640	1,853
Employees Contributions	391	336
Interest on Pension Scheme Liabilities	1,453	1,472
Actuarial Loss/(Gain)	6,580	(3,952)
Pensions paid in the year	(2,397)	(2,233)
Payment in respect of transfer of service to third party*	(130)	-
	<b>78,619</b>	<b>71,082</b>

\*In 2019, BIM transferred €130,000 to another pension scheme in relation to service of a former BIM staff member. This transfer removes any future liability from BIM in relation to this person's pension.

### Financial Assumptions

The principal actuarial assumptions were as follows:

	2019	2018
Rate of increase in salaries	2.90%	3.15%
Rate of increase in pensions in payment	2.40%	2.65%
Discount Rate	1.25%	2.05%
Inflation Rate	1.40%	1.65%

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 weighted average life expectancy for members used to determine benefit obligations.

Year of attaining age 65	2019	2039
Life expectancy - male	21.70	24.00
Life expectancy - female	24.10	26.10

### (c) Deferred Funding Asset for Pensions

The Board recognises these amounts as an asset corresponding to the unfunded deferred liability for pensions on the basis of the set of assumptions described below and a number of past events. These events include the statutory basis for the establishment of the superannuation schemes, and the policy and practice currently in place in relation to funding public service pensions including contributions by employees and the annual estimates process. While there is no formal agreement regarding these specific amounts with the Department of Agriculture, Food and the Marine, the Board has no evidence that this funding policy will not continue to meet such sums in accordance with current practice.

### Net Deferred Funding for Pensions in the year

	2019 €'000	2018 €'000
Funding recoverable in respect of current year pension costs	3,484	3,661
State Grant applied to pay pensioners and transfers of service	(2,527)	(2,233)
	<b>957</b>	<b>1,428</b>

## Notes to the Financial Statements (Continued)

### 19. Retirement Benefits Costs (continued)

#### (d) History of scheme liabilities and experience (gains)/losses

	Financial year ending in				
	2019 €'000	2018 €'000	2017 €'000	2016 €'000	2015 €'000
Defined benefit obligations	78,619	71,082	73,606	74,179	65,873
Experience gains on plan liabilities	(980)	(1,317)	(768)	(1,950)	(2,048)
Experience gains as percentage of plan liabilities	1.2%	1.9%	1.0%	2.6%	3.1%

#### (e) Pension Scheme

BIM operates unfunded defined benefit superannuation scheme for staff. Superannuation entitlements arising under the schemes are paid out of current income and are charged to the Statement of Income and Expenditure and Retained Revenue Reserves, net of employee superannuation contributions, in the year in which they become payable. The results are set out above on an actuarial valuation of the pension liabilities in respect of serving, retired, and deceased staff of BIM as at 31 December 2019. This valuation was carried out by a qualified independent actuary.

#### (f) Single Scheme

The Single Scheme is the occupational pension scheme for public servants hired since 2013. It is a defined benefit scheme, with retirement benefits based on career-average pay. The scheme generates pension credits and retirement lump sum credits for each scheme member. These money credit, known as “referable amounts”, accrue as percentages of pay on an ongoing basis. The referable amounts accrued each year are valued annually until retirement in line with inflation increases (Consumer Price Index). The annual pension awarded on retirement is the cumulative total of a scheme member’s pension referable amounts, and the lump sum awarded is, similarly, the total of the scheme member’s lump sum referable amounts.

### 20. Board Members’ Interests

The Board adopted procedures in accordance with guidelines issued by the Department of Public Expenditure and Reform in relation to the disclosure of interests by Board Members and those procedures have been adhered to in the year. There were eleven instances where board members declared interests in 2019.

### 21. Related Party Disclosures

Key management personnel in BIM consist of the CEO and members of the Board of Directors. Total compensation paid to key management personnel, including Board members’ fees and expenses and total CEO remuneration, amounted to €184,000 (2018: €158,000).

For a breakdown of the remuneration and benefits paid to key management personnel, please refer to Note 9(d).

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

## **22. Approval of financial statements**

The financial statements were approved by the Board at its meeting on 21 April 2020.



## De Minimis Grant Aid

### Fleet Safety

County	Number of Grants	Grant aid
Clare	1	€4,870
Cork	51	€170,326
Donegal	26	€46,347
Dublin	6	€25,014
Galway	27	€56,320
Kerry	33	€59,884
Louth	8	€36,494
Meath	1	€4,844
Mayo	13	€18,829
Sligo	3	€1,339
Waterford	9	€11,423
Wexford	16	€44,303
Wicklow	2	€8,166
<b>TOTAL</b>	<b>196</b>	<b>€488,159</b>

### Marine Tourism

County	Number of Grants	Grant aid
Clare	1	€1,417
Cork	8	€7,515
Donegal	2	€589
Dublin	1	€400
Galway	2	€3,765
Kerry	4	€3,729
Mayo	1	€842
Sligo	3	€6,683
Wexford	2	€1,213
Wicklow	1	€444
<b>TOTAL</b>	<b>25</b>	<b>€26,597</b>

## Grant Aid supported by the European Maritime and Fisheries Fund (EMFF) and the Exchequer

### New Fishermen Scheme

County	Number of Grants	Grant aid	Exchequer	EMFF
Cork	1	€75,000	€37,500	€37,500
Donegal	2	€116,182	€58,091	€58,091
Galway	1	€42,500	€21,250	€21,250
Kerry	1	€28,750	€14,375	€14,375
Louth	1	€60,000	€30,000	€30,000
Mayo	1	€64,350	€32,175	€32,175
Waterford	2	€105,000	€52,500	€52,500
Wexford	2	€70,750	€35,375	€35,375
<b>TOTAL</b>	<b>11</b>	<b>€562,532</b>	<b>€281,266</b>	<b>€281,266</b>

### Sustainable Fisheries Scheme Part B (Fleet)

County	Number of Grants	Grant aid	Exchequer	EMFF
Cork	49	€1,392,331	€696,166	€696,166
Donegal	17	€604,529	€302,265	€302,265
Dublin	5	€131,603	€65,802	€65,802
Galway	7	€99,218	€49,609	€49,609
Kerry	11	€199,581	€99,791	€99,791
Louth	12	€246,144	€123,072	€123,072
Mayo	12	€86,423	€43,212	€43,212
Meath	1	€32,590	€16,295	€16,295
Waterford	1	€41,176	€20,588	€20,588
Wexford	7	€104,048	€52,024	€52,024
<b>TOTAL</b>	<b>122</b>	<b>€2,937,643</b>	<b>€1,468,822</b>	<b>€1,468,822</b>

### Sustainable Fisheries Scheme Part C (Quality)

County	Number of Grants	Grant aid	Exchequer	EMFF
Donegal	1	€1,076,427	€538,214	€538,214
Galway	1	€64,307	€32,153	€32,153
Louth	1	€27,596	€13,798	€13,798
<b>TOTAL</b>	<b>3</b>	<b>€1,168,330</b>	<b>€584,165</b>	<b>€584,165</b>



Grant Aid supported by the European Maritime and Fisheries Fund (EMFF) and the Exchequer (Continued)

### Inshore Fisheries V-Notch

County	Number of Grants	Grant aid	Exchequer	EMFF
Clare	1	€7,081	€3,541	€3,541
Cork	13	€45,088	€22,544	€22,544
Donegal	2	€10,735	€5,367	€5,367
Dublin	7	€25,054	€12,527	€12,527
Galway	8	€43,118	€21,559	€21,559
Kerry	5	€20,869	€10,435	€10,435
Louth	2	€7,644	€3,822	€3,822
Mayo	8	€21,134	€10,567	€10,567
Sligo	5	€27,811	€13,906	€13,906
Waterford	6	€10,108	€5,054	€5,054
Wexford	1	€12,244	€6,122	€6,122
Wicklow	3	€4,055	€2,027	€2,027
<b>TOTAL</b>	<b>61</b>	<b>€234,941</b>	<b>€117,470</b>	<b>€117,470</b>

### Inshore Fisheries Conservation Scheme

County	Number of Grants	Grant aid	Exchequer	EMFF
Clare	2	€12,796	€6,398	€6,398
Cork	2	€8,673	€4,337	€4,337
Galway	1	€3,554	€1,777	€1,777
<b>TOTAL</b>	<b>5</b>	<b>€25,024</b>	<b>€12,512</b>	<b>€12,512</b>

### Producers Organisation Scheme

County	Number of Grants	Grant aid	Exchequer	EMFF
Cork	1	€90,643	€45,322	€45,322
Donegal	2	€188,719	€94,359	€94,359
Galway	1	€56,596	€28,298	€28,298
Waterford	1	€46,442	€23,221	€23,221
<b>TOTAL</b>	<b>5</b>	<b>€382,400</b>	<b>€191,200</b>	<b>€191,200</b>

### FLAG

Region	Number of Grants	Grant aid	Exchequer	EMFF
North	49	€484,631	€242,315	€242,315
North-East	27	€523,592	€261,796	€261,796
North-West	30	€223,938	€111,969	€111,969
South	30	€447,095	€223,547	€223,547
South-West	13	€127,581	€63,791	€63,791
South-East	40	€512,662	€256,331	€256,331
West	40	€392,050	€196,025	€196,025
<b>TOTAL</b>	<b>229</b>	<b>€2,711,548</b>	<b>€1,355,774</b>	<b>€1,355,774</b>



## Knowledge Gateway Scheme

County	Number of Grants	Grant aid	Exchequer	EMFF
Cork	3	€305,754	€152,877	€152,877
Donegal	1	€24,229	€12,114	€12,114
Galway	4	€415,773	€207,887	€207,887
Kerry	1	€46,508	€23,254	€23,254
Offaly	1	€56,594	€28,297	€28,297
Sligo	1	€9,000	€4,500	€4,500
<b>TOTAL</b>	<b>11</b>	<b>€857,858</b>	<b>€428,929</b>	<b>€428,929</b>

## Sustainable Aquaculture Scheme

County	Number of Grants	Grant aid	Exchequer	EMFF
Cork	6	€426,253	€213,126	€213,126
Donegal	13	€964,141	€482,070	€482,070
Galway	1	€18,040	€9,020	€9,020
Kerry	3	€111,238	€55,619	€55,619
Mayo	4	€129,666	€64,833	€64,833
Sligo	1	€51,513	€25,756	€25,756
Waterford	2	€373,681	€186,841	€186,841
Wexford	1	€107,853	€53,926	€53,926
<b>TOTAL</b>	<b>31</b>	<b>€2,182,384</b>	<b>€1,091,192</b>	<b>€1,091,192</b>

## Seafood Innovation & Business Planning Scheme

County	Number of Grants	Grant aid	Exchequer	EMFF
Cork	6	€82,731	€41,366	€41,366
Galway	1	€1,615	€808	€808
Kilkenny	1	€15,841	€7,921	€7,921
Wexford	1	€10,826	€5,413	€5,413
<b>TOTAL</b>	<b>9</b>	<b>€111,013</b>	<b>€55,507</b>	<b>€55,507</b>

## Seafood Scaling Scheme

County	Number of Grants	Grant aid	Exchequer	EMFF
Wexford	1	€78,417	€39,209	€39,209
Mayo	1	€77,209	€38,605	€38,605
<b>TOTAL</b>	<b>2</b>	<b>€155,626</b>	<b>€77,813</b>	<b>€77,813</b>



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This measure is part-financed  
by the European Maritime  
and Fisheries Fund



Grant Aid supported by the European Maritime and Fisheries Fund (EMFF) and the Exchequer (Continued)

### Seafood Capital Investment Scheme

County	Number of Grants	Grant aid	Exchequer	EMFF
Cork	4	€1,104,591	€552,296	€552,296
Donegal	6	€951,637	€475,818	€475,818
Dublin	3	€360,532	€180,266	€180,266
Galway	1	€3,594	€1,797	€1,797
Kilkenny	3	€21,938	€10,969	€10,969
Louth	2	€21,631	€10,815	€10,815
Wexford	2	€41,502	€20,751	€20,751
<b>TOTAL</b>	<b>21</b>	<b>€2,505,424</b>	<b>€1,252,712</b>	<b>€1,252,712</b>

### Seafood Training Scheme

County	Number of Grants	Grant aid	Exchequer	EMFF
Cork	13	€23,434	€11,717	€11,717
Donegal	24	€27,673	€13,836	€13,836
Dublin	2	€801	€401	€401
Galway	6	€16,145	€8,073	€8,073
Kerry	3	€4,064	€2,032	€2,032
Louth	2	€5,773	€2,887	€2,887
Mayo	4	€6,854	€3,427	€3,427
Sligo	3	€6,642	€3,321	€3,321
Wexford	8	€12,618	€6,309	€6,309
<b>TOTAL</b>	<b>65</b>	<b>€104,005</b>	<b>€52,002</b>	<b>€52,002</b>

### Seafood Capacity Building Scheme

County	Number of Grants	Grant aid	Exchequer	EMFF
Cork	2	€401,818	€200,909	€200,909
Donegal	4	€4,945	€2,473	€2,473
Galway	1	€250,000	€125,000	€125,000
Wexford	1	€3,534	€1,767	€1,767
<b>TOTAL</b>	<b>8</b>	<b>€660,297</b>	<b>€330,149</b>	<b>€330,149</b>





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**Bord Iascaigh Mhara**

**An Cheannoifig**

Bóthar Crofton,  
Dún Laoghaire,  
Co. Bhaile Átha Cliath  
A96 E5A0

**Irish Sea Fisheries Board**

**Head Office**

Crofton Road,  
Dun Laoghaire,  
Co. Dublin  
A96 E5A0

**T** +353 1 214 4100 | **E** [info@bim.ie](mailto:info@bim.ie) | **www.bim.ie**