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2022 at a Glance

€1.3
billion Estimated GDP of Irish
Seafood industry



5,825

Aquaculture Remote Classroom (ARC) delivered webinars to 5,825 students & visited 1,509 in schools



15,373

Total number of people employed
in the Irish seafood industry



1,993

Number of Registered
Irish Fishing Vessels



1,883

Grants provided - worth a
total €27.5M - under various
EU funded schemes



1,170

participants completed
BIM training courses
in 2022

“Bord Iascaigh Mhara has a unique responsibility to Irish seafood, and to the people who work in the Irish seafood sector. This strategy underscores our renewed promise to those who catch, farm and enjoy Irish seafood. We want to make sure that Irish seafood remains on the menu for generations to come.”

Statement of Strategy

Bord Iascaigh Mhara’s vision is that we will partner with the Irish seafood sector in every possible way, with intent and urgency, to identify and drive the changes needed to ensure its sustainable future’, as outlined in our ‘Turning the Tide Strategy 2022-2026’, which was completed and launched during the year under review.

Seafood from Ireland enjoys an enviable reputation for quality. The people who catch or farm the seafood that Ireland eats and exports have often done so for generations. At BIM, our aim has always been to help this community achieve more, and to be rewarded more for their efforts. We seek ways for the Irish seafood sector to protect what is unique and yet still look for growth and improvement. Now, more than ever, we need to fulfil this role.

Bord Iascaigh Mhara has a designated responsibility to Irish seafood, and to the people who work in the Irish seafood sector. This strategy underscores our renewed promise to those who catch, farm and enjoy Irish seafood. We want to make sure that Irish seafood remains on the menu for generations to come. We want to help the sector innovate and grow, so those who work with Irish seafood can sustain a living, and the next generation can have the same opportunity, if not better, if they wish.

In early 2021, BIM started to consider how best to respond to the long-term, existential threats that now face the Irish seafood sector. Alongside the immediate measures that were introduced at the time, we also started a process of planning for integral change. We knew this would be required across the sector and in our own organisation.

The foundation of this process was that our mission remains unchanged and is fundamental: to support and enable an increase in value creation of an Irish sustainable seafood sector, across the supply chain, from catch to consumer.

With the support of the Department of Agriculture, Food and the Marine, we have developed our new five-year ‘Turning the Tide’ strategy. It sets out four goals that aim to redefine what we do, and to positively reshape the sector as a result. These goals are supported by four new approaches to how we work which will change the culture and consequence of BIM as an organisation.

The goals are:



Lead and nurture leadership



Deliver results with solutions that effect change



Invest for long-term growth



Protect our environment and our sector

Chairperson's Statement

I am delighted on behalf of the Board to present the Bord Iascaigh Mhara (BIM) Annual Report for 2022.



2022 was a challenging one for the Irish seafood sector, as it had to navigate major hurdles such as the continued impact of the UK's withdrawal from the European Union on the industry, and hugely increased fuel and energy costs due to the economic impact of Russia's invasion of Ukraine.

During 2022, BIM published its new Turning the Tide strategy, which is an ambitious roadmap for how we will work with the sector over the next five years to invest for long-term growth, protect our environment and the wider sector, nurture leadership and demonstrate it ourselves, and deliver results with solutions that effect positive change across the industry.

Working collaboratively as a partner with industry and other stakeholders is at the cornerstone of our strategy. We are supporting and helping the seafood industry to innovate and to grow its overall value, with a clear focus on sustainability. As an organisation, we are fully committed to working with the seafood sector to help them to develop and grow their businesses in a socially, economically and environmentally sustainable manner.

Last year, the value of the Irish seafood industry increased by 4% to €1.3 billion in Gross Domestic Product (GDP). The increase was underpinned by factors such as higher prices, the full re-opening of Irish foodservice outlets after the final ending of Covid-19 restrictions and the increased consumption of seafood in the domestic market.

The sector remains a vital element of the State's coastal communities. A total of 15,373 people were employed in the seafood sector, through a combination of both direct and indirect employment. There were 1,993 registered vessels, 296 aquaculture sites, and 101 seafood processors.

The impact of the European Union/UK Trade and Cooperation Agreement (TCA) is having a significant effect upon the Irish seafood sector.

The report of the Seafood Task Force, established by the Minister for Agriculture, Food and the Marine, Charlie McConalogue, TD, and completed in the autumn of 2021 contained 16 recommendations that were designed to help mitigate the impact of the TCA agreement on the Irish fishing sector and on our coastal communities.

During the year, the first tranche of support schemes from the 16 recommendations - which have a total potential backing of just over €423 million - was launched by BIM, which is managing and administering the schemes.

In 2022, the range of schemes that were being implemented had a total value of €265 million under the Brexit Adjustment Reserve. The funding will help ensure that the Irish seafood sector can be restructured to ensure that it is profitable, innovative and sustainable.

The first scheme, designed to support the inshore fishing sector, went live in January. Under the scheme, grant aid of between €2,700 and €4,000 was available to vessel owners on completion of specific training programmes designed to help them adjust to the new post-Brexit market conditions.

In June, BIM launched the €25 million Brexit Blue Economy Enterprise Development Scheme to help coastal communities rejuvenate in the wake of Brexit. The scheme is supporting activities such as seafood coastal tourism, marine recreation, boat building, and renewable energy initiatives that support the blue economy.

During the year, a Voluntary Permanent Cessation Scheme was launched to support fishers who opted to voluntary decommission their vessels. This key recommendation of the report was agreed to fund the removal of up to 8,000 gross tonnes from the Irish prawn and whitefish fleet to ensure the future profitability of the sector given the long-term impact of Brexit.

The scheme achieved 84% of its target, as post year-end the owners of a total of 42 vessels had accepted €63 million in support payments to decommission their vessels, releasing approximately €30 million of quota for species such as prawns, hake, monkfish and haddock for those vessels remaining in the fleet, and re-balancing the available quota with fleet capacity.

The Brexit Processing Capital Support Scheme was also launched during the year. Its key aim is to assist the Irish seafood processing sector to move higher up the value chain and become more efficient by providing capital grants to assist investment plans.

The information contained in this report shows the considerable breadth of BIM's activities across a wide spectrum of the Irish seafood and marine sector.

Working in partnership with the industry and other stakeholders, we are continuing to make significant progress across a range of sustainability initiatives, for example:

We continued to support the Clean Oceans Initiative to educate the sector and other stakeholders about the impact of plastic on the marine environment, to ensure that old gear is repurposed in a sustainable manner and to help clean up marine litter in the fishing and aquaculture sectors.

Enhanced leadership development in the sector was also a focus during the year, with training programmes to assist emerging leaders, and those currently working at mid-management levels. We also provided a range of vital safety training courses during 2022, with almost 470 people completing the mandatory three-day basic safety training programme for example.

The Seafood Innovation Hub worked with 45 seafood industry clients on a range of projects. The core focus of the projects undertaken during the year was on adding value, while cost reduction was also a prominent feature.

Our Chief Executive Jim O'Toole departed BIM during the year, and on behalf of the Board and the entire organisation, I would like to thank Jim for his tireless work during his tenure as CEO and wish him well in his new role with Bord Bia.

Post year-end, Caroline Bocquel was appointed as BIM's new Chief Executive following a rigorous search process. Caroline is a strong leader with extensive knowledge of the seafood sector, and I look forward to working closely with her in the years ahead. It was a huge honour to be appointed Chairman of BIM last May, and I would like to thank my colleagues on the Board, the senior leadership team, and the entire staff across the organisation for the support that they have given me so far.

I would like to thank all of the BIM team for their efforts during the year. Like many organisations we have been adjusting to the new hybrid environment, and I'd like to thank the BIM team for the commitment and flexibility they have shown during the past 12 months. I would also like to thank the Minister for Agriculture, Food & the Marine, Charlie McConalogue, TD, and all of the officials in the Department, with whom we work on a regular basis.

Finally, on behalf of BIM I'd like to extend our appreciation to Ireland's fishers, processors and aquaculture operators. We will continue to work in partnership with them to support the sustainable long-term growth of the Irish seafood sector.

Aidan Cotter
Chairperson

CEO Statement

The resilience of the Irish seafood sector stood out in 2022 as it continued to seize opportunities in a challenging trading environment.



As we moved towards the latter part of 2022, it became clear that the challenges posed by the globalisation of the sector could also offer some significant opportunities.

In 2022, schemes with a value of €268 million were administered by BIM, funded through the Brexit Adjustment Reserve, the allocation of which is based on the recommendations of the Seafood Taskforce Report in late 2021. A significant number of Brexit Adjustment Reserve schemes are being implemented by BIM and during 2022, the agency implemented seven schemes through the Reserve with 1,146 grants approved, with funding of just over €22.36 million disseminated.

The Brexit Adjustment Reserve fund has been a vital mechanism to mitigate the most severe impacts of Brexit on the seafood sector. In addition to providing critical support to the catching sector it has enabled the processing and aquaculture sectors to invest in cutting edge technology and infrastructure to improve their competitiveness and to lay the foundations for them to scale and compete on global markets.

A new European Maritime Fisheries and Aquaculture Fund (EMFAF) also became operational in 2022, with €258 million of funding available to the seafood sector which will build on the investments made under the Brexit Adjustment Reserve. This scheme supports the entire sector and enables BIM to provide technical support, innovation services and to commission and undertake applied research, in partnership with both industry and other state agencies and stakeholders. The development of sectoral strategies are a key output of this fund as we seek to grow all parts of the sector in a new environment where is less raw material available and we assist, guide and support businesses, large and

2022 was a very demanding year for the seafood sector with the triple challenges of Brexit, the continued aftermath of COVID and a sustained fuel crisis which increased operating costs of businesses generally, but impacted fishing particularly badly.

BIM's new corporate strategy 'Turning the Tide' set out to address these challenges. The impacts of Brexit continue to be felt as the Irish fleet will lose 25% of its fishing quota in the period to 2025. Exports and imports of ingredients and supplies to and from the UK have also become disrupted, while the UK land-bridge, which had traditionally been the main route to Continental Europe for Irish seafood products, is more complex, particularly for the export of live shellfish.

BIM has always been committed in our work to support and develop the seafood sector. But the scale of the current context – in addition to the impacts of climate change – required fresh thinking, renewed energy, and an absolute focus on the new challenges ahead.

small, to add more value to their product, to become more cohesive as a sector and to ensure we are optimising the tremendous assets that we have with high quality, sustainable and innovative products. Our Fishery Improvement Projects are a key part of our sustainability programme and remain a key priority as we move into 2023 and strengthen the quality assurance of Irish seafood products.

In February, the Minister for Agriculture, Food and the Marine, Charlie McConalogue established the CFP (Common Fisheries Policy) Review Group to examine the issues that arose for Ireland in the context of the CFP Review. A final report was presented in October, and recommendations included the legislative change needed to address the impacts of Brexit, along with supports required for environmental sustainability and further development of the aquaculture sector.

BIM remained on course in its role of promoting, funding, training and providing expertise across the year and our regional teams worked closely with our clients to assist them in accessing funding support through our grant schemes.

The National Fishermen's Development Group inputted into BIM's training strategy and provided constructive input into the BIM Labour Force and Carbon Footprint studies during the year. The Fisheries Conservation team continued work with the fishing industry on reducing unwanted catches to improve fish stock sustainability and help protect marine biodiversity.

The BIM Skills Unit worked closely across the organisation to deliver online training and funding as part of the Brexit Inshore Business Model Adjustment Scheme. As part of this scheme digital training was delivered to 801 fishers with more than €2.66 million of grants paid and has proven to be an excellent model for the delivery of digital skills more widely across the sector. In 2022 BIM received approval for a modern, professional sea survival training facility in the BIM National Fisheries College of Ireland in Greencastle, Co Donegal which will create a modern, cost-effective maritime Centre of Excellence that will provide a professional sea survival training unit for students and instructors, on-site in the college, supporting a safe and professional sea fishing industry.

Innovation is critical to the development of the sector and the Seafood Innovation Hub worked with 45 individual seafood industry clients on a range of different innovation projects and services in 2022. The Aquatech sector continues to grow, with 62 Irish Aquatech companies now operating in Ireland employing over 800 people. The Aquaculture Accelerator Programme led by BIM and Hatch works with early-stage aquaculture innovation companies and provides an insight into the opportunity for Ireland to develop this sector on a global scale. Technology transfer from other sectors, coupled with emerging and novel technologies developed in Ireland are resulting in significant innovations in the way seafood is produced. Under this programme BIM is supporting annual Innovation Studios which have raised capital of €13 million to date with demand for this programme doubling annually.

2022 was an important year for both BIM and for our clients as we work to help them re-position after a hugely disruptive and difficult period. Our new strategy provides a clear path for BIM and we will continue to work in partnership with our stakeholders in the sector to help them to stabilise and grow in 2023.

I would like to thank Jim O'Toole for his significant contribution to BIM over the past five years as CEO as he guided the sector so ably through difficult times.

Finally, I would like to sincerely thank our tremendous staff right for their hard work and dedication. For many people our teams on the coast are the face of BIM and we are very proud of the work that they do. I also would like to thank the Board for their strong support and the Chair in particular for his guidance throughout the year.

I feel very privileged to lead an organisation that plays such a vital role in supporting our coastal communities and is a key part of the Irish economy.

Caroline Bocquel

Chief Executive Officer

Sustainability



Introduction

Ensuring the environmental, social and economic sustainability of the Irish seafood sector is a key mission which guides the work of BIM each year. Each of these three pillars of sustainability is important which is reflected by the range of projects and services carried out by BIM last year. Throughout the year, we continued to work closely with the seafood sector to address challenges and leverage opportunities around sustainability.

Efforts to reduce unwanted catches with innovative fishing methods, and to improve fish stock sustainability through mackerel tagging and lobster v-notching programmes helped protect and restore marine biodiversity. These initiatives also provide market opportunities through the Fisheries Improvement Projects and the Marine Stewardship Council sustainability certification.

Increasing fuel prices raised concerns about economic viability, but also provided momentum around work on improving and creating data-led insights on energy and carbon efficiency. Fisheries conservation trials demonstrated substantial improvements in energy efficiency and profitability by vessels. Major progress was made on capital investment in renewable energy and more efficient production lines which will reduce costs and carbon emissions in the pelagic sector.

Building on BIM's strategic aim to minimise and eliminate waste, the Clean Oceans Initiative continued to develop and implement smart waste management systems for fisheries and aquaculture producers while preparing them for the new Single Use Plastics Directive.

Fisheries Conservation

In 2022, the BIM Fisheries Conservation team continued work with the fishing industry on reducing unwanted catches to improve fish stock sustainability and help protect marine biodiversity. We issued an updated guide containing one-page summaries of 22 gear modifications, survival exemptions and technical tools developed in close collaboration with the fishing industry.

Ongoing research on underwater lights and modified rigging on bottom trawls demonstrated substantial reductions in low-quota cod and non-targeted skates and rays. We developed an innovative pop-up satellite tagging technique which delivered robust scientific results on cod survival in the commercially important demersal seine-net fishery, which has major potential applications for other fish species.

Working with industry to improve fuel and carbon efficiency in response to the energy crisis - and cognisant of the longer-term transition away from fossil fuels - we completed a biological and economic assessment of pair fishing. This demonstrated a 29% increase in catch rates, 40% reduction in fuel use, and 32% increase in profitability compared with solo-fishing operations. Major scope exists to scale up this technique in the whitefish sector.



BIM testing new off-bottom doors in collaboration with MLD from Denmark and Niall Connolly and crew, MFV Emerald Shore in Clogherhead, Co Louth.

Sustainable Development of Mesopelagic Resources

During 2022, BIM and the Marine Institute worked in collaboration on a 12-day mesopelagic research cruise on the new RV Tom Crean. Detailed acoustic data was collected, fishing gear performance was assessed, and samples were collected for subsequent eDNA analysis, biological analysis, and ingredient product development.

This was Ireland's first dedicated mesopelagic survey and has provided a robust baseline of information that can be further developed to understand the mesopelagic resources off our coast. These trials conducted during 2022 further builds on two ongoing large scale H2020 projects; namely MEESO (<https://www.meeso.org/about>) and SUMMER (<https://summerh2020.eu/>), which are assessing the sustainable development potential of mesopelagics.

Sustainable Lobster Stocks

The Lobster V-Notching Conservation Scheme aims to improve the sustainability of Ireland's lobster fishery by protecting female lobsters so they can successfully breed a number of times before being harvested. Commercial fishers bring female lobsters they encounter while fishing ashore for v-notching by BIM personnel. This involves cutting a small v-shaped notch in the tail which confers legal protection on the lobster.

They are then returned to the sea to breed with the v-notch, typically lasting three months or up to six years after v-notching. After the successful recovery of the programme post COVID-19 and disrupted markets in 2021, 2022 set new records for its success. Eighty-two projects involving v-notching of lobsters received support of €392,000. A total of 40,000 lobsters with a weight of 27.74 tonnes were marked and released to enhance the breeding stock.

The 2022 releases represent a spawning potential of 302 million lobster larvae, which would otherwise have been lost to the stock around the Irish coast.



CLAMS

Coordinated Local Aquaculture Management System (CLAMS) is a long-standing nationwide initiative to support the sustainable development of aquaculture in individual bays around the coast. At a national level, CLAMS is co-ordinated by a national executive composed of representatives from BIM, IFA (Irish Farmers Association) Aquaculture, the Marine Institute and Údarás na Gaeltachta. The group is also chaired by BIM.

Locally, it is a system by which aquaculture operators can come together and proactively formulate coordinated projects. CLAMS documents were produced for two new areas with active aquaculture production, Achill and Kenmare Bay. The National Overview was updated in light of the priorities identified in the 13 CLAMS addendums.

A review was completed of the alignment between the priorities of the 13 CLAMS groups and the actions described in the draft NSPSA (National Strategic Plan for Sustainable Aquaculture Development). Analysis of the alignment with the NSPSA will inform a development programme that the National CLAMS executive will pursue over the lifetime of the EMFAF (European Maritime Fisheries and Aquaculture Fund).

Clean Oceans Initiative

The Clean Oceans Initiative was launched in 2019, building on BIM's ongoing work in marine litter under the Fishing for Litter (FFL) project. To improve the management of onboard and onshore industry-generated waste streams, BIM has carried out several workstreams in recent years.

As part of the Clean Oceans Initiative, 12 ports take part in the programme, accepting marine litter from vessels landing in these ports. 97% of vessels landing in these ports have signed up to the Clean Oceans Initiative. The FFL programme has collected over 750 tonnes of marine litter, trialled onboard technologies to reduce fishing generated waste and carried out waste characterisation surveys. The aquaculture sector collected 84.88 tonnes of marine litter.

CLAMS groups collaborating with local communities and NGOs worked on 34 clean-ups across 14 bays nationwide, increasing awareness among seafood producers and heightening the profile of marine litter prevention and collection. During 2022, significant progress was made to ready the fishing industry and gear suppliers for the implementation of the new Single Use Plastics Directive.

Fishery Improvement Projects (FIPs)

FIPs are a science-based approach to making continual improvements in the sustainability of specific fisheries. They offer a mechanism to bring together an alliance of fishermen, seafood buyers and suppliers, to talk through the challenges faced in a specific fishery, identify data needs, agree on a set of priority actions to improve the fishery, and oversee an action plan. These stakeholders work together to improve a fishery by pressing for better policies and management, while voluntarily changing purchasing and fishing practices to reduce problems such as illegal fishing, bycatch, and habitat impacts.

There are nine BIM supported FIPs across a range of wild caught species, brown crab, Nephrops, hake, haddock, whiting, saithe, monkfish, megrim and albacore tuna. Five of these FIPs are registered on Fishery Progress, an independent NGO which tracks the progress of these FIPs against a series of benchmarks, generating an overall ranking.

The National Fisherman's Development Group (NFDG)

The National Fishermen's Development Group (NFDG) provides a platform for dialogue amongst fishers on issues impacting the day-to-day running of fishing vessels as businesses. Established in 2017, the membership of the group comes from all sectors of the Irish fleet. BIM facilitates the NFDG through the provision of technical and financial support through the EMFF Sustainable Fisheries Scheme.

During 2002, the NFDG continued to discuss and provide feedback to the Producer Organisations and the National Inshore Fisheries Forum (NIFF) and Regional Inshore Fisheries Forum (RIFF) on a range of topics. The group inputted into BIM's training strategy and provided constructive input into BIM Labour Force and Carbon Footprint studies. The group also progressed the development of a register of fishermen, that would help gather data to build a better picture of the catching sector, and a fishing handbook providing information on basic seamanship, rules of the road, navigation lights and buoys.

The NFDG participated in a pilot study aimed at developing a fishery for live caught prawns. Members of the group visited ports in Brittany to observe the French live prawn fishery and participated in trials at sea during the summer months.

Industry Working Groups

During 2022, the Irish Oyster Packers Group (IOPG) met on three occasions. The IOPG worked with ZV Fish Auctions in Belgium to look at new and innovative ways of dealing with Brexit challenges to logistics and accessing the EU market. A partnership has now been set up with ZV Fish Auctions to assist in direct sales to EU customers of Irish oysters.

Norovirus results and analyses were sent to all members of the IOPG on a weekly basis in a joint project with the Marine Institute in 2022. This norovirus study is part of another BIM EMFAF funded project and has proven to be extremely beneficial to the IOPG and their customers. A new working group of next generation oyster farmers was established and the first formal meeting was held over two days in June 2022.

Inshore Fisheries Forums

The Regional Inshore Fisheries Forums (RIFFs), established in 2014, provide a platform for the discussion and progression of issues that affect the sector, and channel discussions to the National Inshore Fisheries Forum (NIFF). Here, each of the six regional forums can interact with the Department of Agriculture, Food and the Marine and marine agencies.

Challenges in progressing a number of issues meant the six RIFFs met less frequently than in previous years. However, a very successful workshop on the most recent developments in Offshore Renewable Energy (ORE) was held in November attended by more than 50 participants. A complete gap analysis of the inshore sector's national seafood survey data was conducted, which is available to inform the design and commissioning of an inshore census. This will deliver a comprehensive profile of the inshore sector that can be used to support its interactions with state and non-state actors, particularly in the areas of marine spatial planning and funding in 2023.



BIM Clean Oceans Initiative pilot gear retirement scheme announced on World Oceans Day. Pictured from left to right: Jim Connolly, MFV Supreme II, Minister for Agriculture, Food and the Marine, Charlie McConalogue, TD, BIM CEO, Jim O'Toole, David Kirwain, MFV Ambitious, Howth Harbour Master, Harry McLoughlin, BIM Chair, Aidan Cotter, Tracy Floyd, Skippers Mate Pro, BIM Sustainability and Assurance Manager, Catherine Morrisson.

Marine Challenge

Increased occurrence of phytoplankton and zooplankton in coastal waters is a threat to the Irish aquaculture sector. Harmful plankton impacts range from suboptimal growth to increased mortalities. Previous projects demonstrated the efficacy of desalinated water treatments against gill infections. A snorkel that supported a reduced salinity lens to provide open access for salmon to freshwater in a test pen was trialed in a commercial setting in 2022. The snorkel worked effectively to maintain a salinity of less than five parts per thousand at a depth of four metres. However, the need for redesign to ensure stability on the exposed west coast was apparent, in 2023.

A “bubble curtain” barrier system was successfully deployed under commercial conditions in 2022. The curtain was deployed at 17 metres, and results indicated that it was successful in excluding plankton species with variable exclusion rates being noted at different stages of the tide. On the flood tide, the bubble curtain demonstrated 80% to 95% reductions in target species of phytoplankton at two metres with similar results at seven metres indicating that the bubble curtain had a significant impact on the plankton community encountering the stock.

However, at the end of a strong ebb tide the bubble curtain removed between 20% and 40% of the target species at two metres. This reduction was less pronounced at seven metres where the difference was generally less than 20% with further work required in 2023.

Cabfishman

Cabfishman is an INTERREG EU programme that involves fishery institutes from five countries. The main aim of the project is to promote the socio-economic growth of inshore fisheries, while preserving marine biodiversity. Significant work has been carried out across numerous workstreams concerning issues faced by the small-scale fishing fleets along the Atlantic Arc.

Data is the focus of one workstream with detailed databases analysed to extract the maximum amount of information on fleet activity to date. The cultural heritage of the small scale fisheries (SSF) has been assessed with valuation exercises completed, estimating the willingness to pay for cultural ecosystem services associated with the SSF.

In-depth statistical models have been created to estimate the relations between key quantitative and qualitative indicators concerning the SSF to garner information on the overall ecosystem services associated with SSF. All data and work carried out will be displayed on a web-GIS tool accessible by all SSF stakeholders.

Native Oyster Stock Enhancement

BIM's native oyster work has focused on the integration of aquaculture practices and fisheries management practices to enhance native oyster recruitment in oyster order areas. Work continues to optimise the use of spatting ponds through trialling different settlement materials and controlling environmental parameters.

The resulting spat (attached oyster larvae) on shell has been reared under different aquaculture nursery scenarios and broadcast onto protected beds where it is being monitored for growth and survival alongside weathered cultch, used for oyster beds, which was deployed into selected areas for habitat restoration and enhancement of natural recruitment. A workshop for all Irish native oyster stakeholders, under the umbrella of the Irish Native Oyster Fisheries Forum (INOFF), was held in July to share results of the various stock enhancement and restoration projects and to work towards a common approach to drafting management plans for the *Ostrea edulis* resources around the coast.

Invasive Alien Species

Invasive Alien Species (IAS) pose a significant threat to marine environments, native biodiversity and habitats, including those upon which aquaculture operations rely. Their association with aquaculture movements also presents a risk to the public perception and reputation of the sector and can also negatively affect aquaculture stock.

The IAS project continues to deliver important baseline data for the aquaculture sector. Shellfish Associated Species Inventory Surveys were conducted in 14 aquaculture bays and four additional mussel seedbeds to contribute to the baseline species register and ongoing monitoring. This helps to inform best practice in stock movements and ensures that the sector actively contributes to risk management.



At a wider level, the project helps to ensure that biosecurity measures are both proportionate to risk management, and workable for the aquaculture businesses. Education and awareness are important components in management and are supported via targeted training, conference presentations, and direct support in the development of farm scale biosecurity plans.

Depuration/Water Quality - Aquaculture Industry Services

Depuration and water quality actively reduce risks to the reputation of Irish seafood and support the continued reliance on the food service markets. An intensive water sampling programme was targeted in Bannow Bay to identify the source of E.coli and inform pollution preventions strategies which will protect shellfish production.

Water quality results were disseminated to oyster producers and relevant agencies and local authorities to inform actions to protect Shellfish Production Areas.

Archaeological Assessments - Aquaculture Industry Services

Following concerns that there may be physical structures of archaeological heritage value in areas where aquaculture licences have been applied for, the Department of Agriculture, Food and the Marine has requested that reviews of the spatial overlap of aquaculture in these areas - regarded as being important - should be inspected. This will allow aquaculture operators to comply with national legislation, while also informing marine spatial planning. Marine archaeology specialists were appointed under a multi-party framework. Two supplementary Requests for Tender were completed for dive surveys in Sneem and Kilmackilloge and for desktop and geophysical surveys in Kinsale Harbour with an underwater archaeological impact assessment.

Competitiveness



Introduction

BIM is focused on driving competitive advantage for all sectors of the industry through targeted services based on driving efficiency, integration of digital services, and providing business insight services. The Brexit Processing Capital Support Scheme was also launched during the year. This scheme was pivotal in providing much needed financial assistance, in the form of capital grants, to support the processing sector in an increasing competitive global marketplace.

Brexit Adjustment Reserve (BAR)

Funding under the Brexit Adjustment Reserve (BAR) came on stream during 2022. The BAR is funded by the EU and provides financial support to the Member States, regions and sectors most affected by Brexit. Ireland, as the Member State most impacted, has received a significant allocation of over €1 billion, or just over 20% of the entire reserve.

Several schemes established as a result of recommendations of the Seafood Taskforce that reported to Government in 2021 opened in 2022. These included support for the whitefish sector in the form of a Temporary Cessation Scheme, inshore vessels through the Inshore Business Model Adjustment Scheme and Blue Economy Enterprise Development Scheme, as well as capital funding schemes for the processing and aquaculture sectors.

The aim of all of these schemes is to develop and restructure the sector, ensuring a profitable and sustainable fishing fleet and to identify opportunities for jobs and economic activity in coastal communities dependent on fishing.

Based on the significant interest level in the processing and aquaculture BAR schemes, it is anticipated the level of private investment will increase in 2023, given funding under these schemes requires significant levels of matched funding.

One of the most important schemes launched in 2022 under the Brexit Adjustment Reserve was a voluntary decommissioning scheme. The purpose of this is to restore balance between fleet capacity and available quotas following the quota reductions arising from Brexit and ensuring the future profitability of the fleet.

The impact of Britain leaving the EU has been profound for the Irish fisheries sector. The Decommissioning Scheme is seeking to rebalance the vessels in the fleet with the quota available, helping those who remain to have a sustainable, viable livelihood

It is targeted at whitefish and beam trawl vessels and opened for applications in September 2022. The Seafood Taskforce, which recommended this scheme, agreed a target of approximately 60 whitefish and beam trawl vessels with total capacity of 8,000 gross tonnes to ensure the future profitability of the Irish whitefish fleet, with approximately 170 vessels remaining.

Applications to the scheme closed in November 2022 with 57 vessels with total gross tonnes of 8,700 GTs applying to decommission. Letters of offer were issued to these vessels and the process of decommissioning vessels accepting these offers has begun. The scheme is due to be completed by the end of 2023.

Common Fisheries Policy (CFP) Review Group

In February 2022, the Minister for Agriculture, Food and the Marine, Charlie Mc Conalogue T.D., established the CFP Review Group to examine the issues that arose for Ireland in the context of the CFP Review, to advise the Minister on priorities for the negotiations, and to identify strategies most likely to influence the outcome of the review.

Chaired by John Malone, former Secretary General of the Department of Agriculture and assisted by a steering committee, the group included representatives of producer organisations, the NIFF, the aquaculture industry, co-ops, the seafood processing industry and representatives of environmental NGOs. As part of the process, a public consultation was opened in April 2022, inviting written submissions or observations from the public, resulting in a total of 108 submissions.

In making its recommendations, the Minister asked the Review Group to focus on four strategic areas:

- 1 **Supporting the social and economic health of Ireland's fisheries dependent coastal communities**
- 2 **The economic development of the seafood sector**
- 3 **Delivering long term sustainability of fish stocks**
- 4 **Maximising protection of habitats and the marine environment**

The group met six times before delivering a final report to the Minister. Overall, the committee made 35 recommendations under the key headings of: Brexit and the Trade and Cooperation Agreement (TCA), the Environment, and Aquaculture.

Enabling the Pelagic Strategy

BIM identified a variety of development projects for 2022 aligned with the pelagic strategy roadmap. In collaboration with the Marine Institute and Killybegs Fishermen's Organisation, scanners were deployed at three pelagic processing plants to detect tagged mackerel. The collection and analysis of recapture data is part of a European project that seeks to enhance understanding of stock biomass, distribution and migratory patterns of mackerel. The data will feed into ICES annual stock assessments for mackerel and improve overall management decisions, and longer-term stock sustainability.

BIM also sought to enhance the value of blue whiting through air-dried product development trials. A variety of higher value products were market tested and best-fit processes were identified, including the use of renewable energy. BIM worked closely with pelagic processors to assist in accessing funding support through the Brexit Processing Capital Support Scheme.

The majority of pelagic processors are submitting projects to become greener, more efficient and to extract more value from available raw material. It is anticipated that the overall capital spend for the pelagic sector will be in excess of €30 million.

Whitefish Strategy Development

Following engagement with industry a demersal strategy and implementation plan has been developed to identify value creation opportunities across the supply chain. As part of this, industry stakeholders were interviewed, enablers and barriers to sector development were identified, and a vision and goals were detailed. The goals are in line with BIM strategy and Foodwise 2025, in terms of reducing 70% of the volume of the demersal catch being exported in commodity format. BIM will liaise with industry stakeholders in 2023 in identifying and implementing value creation projects.

Labour Study

The labour force analysis of the Irish fishing industry provides a detailed analysis of the employment characteristics of the sector. Key findings show that the share fishing model dominates all fleet segments except for the pelagic sector where the majority of crew are employed on a PAYE basis.

Crew typically view the share fishing model as advantageous to maximise income. Access to social welfare and certainty of income are seen as key advantages of PAYE employment.

Employers prefer share fishing arrangements citing flexibility of doing business and low administrative burden. Higher costs of PAYE employment due to employers' PRSI, rights of PAYE workers to paid holidays and other costs were cited.

Recruitment barriers include the negative perception of the industry as one in decline, competition for low-skilled labour in other sectors, lower earnings in whitefish sector, access to social welfare, administrative burden of tax compliance for share fishers.

Data and Insights Working Group

Given the large volumes of data that BIM manages on behalf of the seafood sector, it is of the utmost importance to protect these data assets and to manage seafood data in a way that maximises benefits to the sector.

In 2022, the Data and Insights Working Group conducted monthly workshops across the organisation to achieve an effective implementation of our data strategy. This strategy aims to consolidate strategic data to facilitate the production of insight, writing of key reports and the development of applications that use different data sets.

Key actions include setting up the BIM Data Steering Committee, creation of a BIM data catalogue and the appointment of internal data champions within BIM's business units.

Shellfish Survey Programme Mussel Seed Survey

In order to optimise shellfish production, the collection and communication of field data is essential in support of the seed mussel fishery, so as to minimise consumption of fossil fuel by the sector and to generate data in support of sustainable management measures.

In 2022, six weeks in total were spent at sea searching and assessing seed mussel beds. Five settlements were found on the east coast (mainly off Wexford and Wicklow), representing around 11,250 tonnes. A further settlement was found in Cromane, representing 2,122 tonnes.

Identified tonnages supported an opening of the fishery in early September on the east coast and early October for Cromane. Two rounds of genetic screening (600 individual mussel approximately) were also carried out on test plots to assess survival of different strains of relayed mussels.

Seaweed Development

The strategic guidelines for a more sustainable and competitive EU aquaculture stress the need to promote the farming of algae as a way of contributing to achieving several objectives of the European Green Deal. The farming of algae

can contribute to achieving the national and EU objectives in terms of decarbonisation, zero pollution, circularity, the protection of ecosystems, restoration of biodiversity and the development of environmental services.

The EMFAF funded seaweed development programme supported the Irish seaweed industry through a number of projects. A programme of mentoring in hatchery and seeding techniques was provided to industry members. BIM supported the deployment and an early batch of seeded string to combat sub-optimal deployment conditions in late autumn/winter on an exposed site.

Results to date indicate that this initiative was successful and early deployment may be advisable to avoid the winter storms. A new seeding method, known as direct seeding, was trialled to reduce costs and manpower, with a new strategy to be launched in 2023.

Certification Services

BIM holds Marine Stewardship Council (MSC) certification for both the rope and bottom grown mussel sector in Ireland. This centralised certification represents an innovative approach to the certification process and provides best value for money for the whole industry.

During 2022, Ireland's bottom grown mussels and rope grown mussels continued to retain (MSC) certification. There are currently 37 MSC certified rope mussel members and 47 bottom mussel members (combined ROI & NI).

For aquaculture products, organic certification has been a significant success and these products command premium prices. Organic products remain a key market segment for Irish aquaculture, with BIM assisting companies to achieve and retain accreditation to EU organic standards.

Food Safety

The testing of oysters is critical to demonstrating compliance with quality control procedures and to provide quality assurance to customers. The presence of Norovirus is a potential threat, particularly in the winter months, and can cause a health risk for consumers. The examination of up

to 40 industry provided samples per week - with a higher sampling frequency over the winter months has allowed the development of best practice for Norovirus monitoring of Irish oysters for export.

This time-series has also developed a baseline model for use by Ireland to establish national Norovirus trends and develop a study that will help establish the ratio of infectious & non-infectious virus, at key points in the oyster production chain.

Fish Health and Welfare

Fish health and welfare workshops are designed to equip industry with the knowledge and competence in fish welfare practice, and handling techniques to meet regulatory and third-party standards requirements for best practices for the aquaculture industry.

Three full curriculum class-based workshops (recognised for third party standards certification) were delivered during May and November, which included two workshops for the marine sector and one workshop for the freshwater sector. These workshops were targeted at individuals who wished to enhance their knowledge of fish welfare in the finfish aquaculture sector and were of particular interest to new entrants.

They were also aimed as a refresher for freshwater and marine site staff working directly with, and

involved in the handling, transferring and harvesting of fish. A further two modularised practical sessions were delivered, focused on impacts of harmful plankton species on fish health and welfare, and sampling for disease diagnostics. In total there were 115 attendees across the five workshops.

Collecting Seafood Data

A key service provided by BIM is the collection, analysis and reporting of national socioeconomic data on the catching and aquaculture sectors to the European Commission. Data is collected annually through BIM's suite of National Seafood Surveys (NSS). The scope and type of information collected is set out in various EU regulations, collectively known as the EU MAP - a multiannual European Union programme for the collection, management, and use of data in the fisheries and aquaculture sectors, funded through (EMFAF).

In 2022, the findings of the NSS for fisheries and aquaculture were published as separate national reports and disseminated to industry. These reports provide insights and trends for the financial and operational performance of the sectors, and the drivers behind these trends. In addition, a series of NSS information meetings hosted by BIM for vessel owners took place at various ports to discuss the importance of completing the annual survey and included demonstrations on how to register for and complete the new online survey.



Fish handling being demonstrated to students of BIM Certificate in Fishmonger Skills programme.

Skills



Introduction

BIM provides the skills required to support a modern, safe, professional, sustainable and profitable Irish seafood sector.

Each year, BIM delivers more than 1,000 formal training places to students in the seafood industry. These are delivered through a wide range of training programmes in locations around Ireland to the fishing, aquaculture, seafood processing and retail industries.

These courses provide a wide range of skills that are required across the whole seafood supply chain, from catch to consumer. This includes programmes in safety at sea, radio communications, certificates of competency, navigation, commercial diving, fishmonger skills and leadership.

BIM training facilities and staff are a well-placed and a recognised form of support for the sector. Many students return to BIM to further build on their skills and progress their careers. This creates strong links and lasting relationships between BIM and the industry.

In addition, BIM continue to promote the diversity of careers in the sector such as attending School Summits in Munster and Connaught and supporting career counsellors in secondary schools.

In upskilling the people for the industry, it enables client companies to attract, retain and develop talent and helps them to grow their businesses.

Leadership and Management Development Programme 2022

To grow and develop, companies must continue to adapt how they do business to meet the ever-changing needs of customers and consumers. This requires a diverse professional and personal skillsets. To assist seafood companies to meet this challenge, BIM has developed three key programmes - Emerging Leaders Programme, Elevate and the Mid-Management Development Programme.

Emerging Leaders Programme

The BIM Emerging Leaders Programme is designed to deliver business and leadership training to

professionals transitioning into leadership positions in the catching, aquaculture and processing seafood sectors at all levels of scale. The programme offers participants the opportunity to transform into effective leaders, providing clear direction and avoiding the pitfalls new leaders commonly encounter early in their leadership journey.

This includes how to develop an understanding of leadership styles and understand your own strengths and weaknesses as a leader in an economic environment of change, developing the capabilities to lead and provide direction for key employees. Many owners and CEOs from SMEs in the catching, aquaculture and processing sectors have not undertaken upskilling in leading teams or providing leadership within their companies. There are also individuals transitioning into leadership positions within the industry that would benefit from refining their skillset.

The two-day Emerging Talent Programme was launched in February and was delivered remotely in May and June. Day 1 focused on Understanding Leadership and Leadership Styles and Day 2 on Developing Management Capability in a Change Management Environment. Four participants from the whitefish, shellfish and aquaculture sectors completed the programme.

Elevate Programme

One of the major challenges facing employers in the industry today is attraction and retention of talent. Elevate is BIM's talent integration programme, designed to equip seafood businesses with the skills, knowledge and tools needed to nurture talent in the seafood industry. The programme is targeted at progressive seafood companies and aims to give them a talent management development toolkit, backed by five days consultancy support from human resources experts.

It offers upskilling in the recruitment and induction process, professional staff development process, and employee engagement practices. This project supports the seafood sector to compete for talent and to be seen as a rewarding, exciting sector with opportunities to build a career in an increasingly challenging environment. Four seafood companies completed the programme that involves a four-month upskilling programme.

BIM Mid-Management Programme

BIM's Mid-Management Programme, in partnership with Ibec, was launched in January 2022. The programme offers a range of short courses and accredited programmes to build the skillset and capabilities at mid-management level in the seafood industry. Content is fully online, offering peer-to-peer learning and the opportunity to benefit from expert tutors and the experiences of other sectors. Five participants from seafood processing companies took part in the programme during 2022.

BIM National Fisheries Colleges of Ireland's (NFCI)

The BIM colleges and the Coastal Training Unit (CTU) are approved by the Department of Transport Marine Survey Office (MSO) to deliver Standards of Training and Certification of Watchkeeper (STCW) courses, and to issue certification on their behalf.

BIM Coastal Training Units

BIM deliver geographically targeted training to fishers around the coast using two mobile Coastal Training Units (CTUs). The units operate on the east and west coasts of the country and are outreach training centres that deliver essential mandatory training to the fishing industry. These vehicles ensure that fishers can complete their training with minimum impact to their fishing schedules. The coastal training units are completely self-contained, consisting of a classroom area, office, and a practical workshop area with radio simulation equipment and chart tables.

Capital Investment Projects

The BIM Skills Unit undertook several significant capital investments during 2022 to support programme delivery and professional training facilities. This included the commissioning of a new radio training suite and navigation simulators. These investments are specifically developed for the maritime education and training industry.

The simulators deliver a modern simulation experience and provide functionalities specific to the fishing sector.

The simulators are designed to replicate real-life navigational conditions for helm and ship control training and practice, and for vessel routine and distress alert training. It is the most modern ship simulation equipment in the country for mandatory Electronic Navigation System and Navigation Command and Control Training. The simulators replace the old simulators which were working on an older platform, had limited processing power and slower graphics. The new equipment includes the latest Electronic Chart Display and Information System (ECDIS), equipment complying with SOLAS requirements and can be used as an alternative to paper charts on board vessels.

Sea Survival Training Facility

BIM has received approval and funding for a modern, professional sea survival training facility in the BIM NFCI Greencastle, Co. Donegal.

Significant work was undertaken on this project during 2022. This included Stage 1 enabling works which included the initial preparation of the building and purchase of the pool equipment.

This project, will create a cost-effective Maritime Centre of Excellence that provides a modern sea survival training unit for students and instructors, on-site at the NFCI Greencastle, supporting a safe and professional sea fishing industry.

A number of additional capital investment projects were undertaken to increase the sustainable energy efficiency credentials of BIM's properties. Work was completed on a new freshwater heating system at NFCI Greencastle, and new LED lighting was installed at NFCI Castletownbere to improve energy efficiency and reduce costs.

Promoting Careers in the Seafood Sector

Recent research informed BIM of the lack of awareness of careers available to young people in the seafood sector. Indeed, there can be that negative perception of careers in the industry. In 2022, the Skills Unit launched a project to promote a wide variety of careers in seafood for all levels of education. In addition, BIM used a range of platforms to reach young people and those who influence them, to change the current negative perception around careers in seafood. These included:

- The Skills Unit collaborated with colleagues across BIM to promote careers in seafood using the Aquaculture Remote Classroom (ARC). This educational vehicle visits schools to teach children including Transition Year students about aquaculture and other careers in seafood. In April, the ARC attended the Connacht School Summit hosted in the Connacht GAA Air Dome, Began, Co. Mayo where thousands of students attended the event from Transition Year, 5th and 6th year classes in the Connacht region. There was a very positive response to the remote classroom and the information shared with the students on careers in the seafood sector.
- The BIM Skills Unit continues to advertise on www.careersportal.ie, Ireland's leading career guidance website and feedback at the Schools Summit highlighted that students use this portal as a go-to website for careers information.
- The Skills Unit will build on a strong interactive presence at career fairs in 2023.

Basic Safety Training

The Skills Unit worked closely with industry and the BIM Investment Services to ensure that all applicants for the scheme had BIM Safety Cards and were offered BIM training where appropriate. From May to October 2022, CTU 2 delivered Basic Safety Training for 67 crew members along the east coast, from Clogherhead to Kilmore Quay to meet demand from the scheme.

Commercial Diver Programmes

Commercial diving operations in Ireland require a commercial diving qualification. BIM are the sole providers of two QQI (Quality & Qualifications Ireland) commercial diving programmes in Ireland – Commercial SCUBA Diving Operations and Surface Supplied Inshore Diving Operations. Courses are delivered at the BIM National Fisheries and Diving College, Castletownbere, Co. Cork.

The International Diving Schools Association (IDSA) annual general meeting was hosted by BIM at the National Fisheries and Diving College, Castletownbere during May. A total of 28 delegates attended representing schools from the Netherlands, Norway, United Kingdom, Ireland, Spain, Argentina and online by schools from other countries.

The role of IDSA is to establish and maintain training standards for commercial diving schools that represent best international practice and current requirements for divers entering industry. The collective experience and knowledge shared by IDSA members helps to ensure training standards are realistic and safe.

Commercial SCUBA Diver QQI Level 6

The Commercial SCUBA Diver course is the foundation programme for all commercial diver training. The programme addresses the requisite dive theory and practices that are fundamental to commercial diving operations. Students are instructed in the principles of basic SCUBA equipment and how it is applied in a commercial setting, in addition to simple communication systems and safety protocol.

Divers master the ability of working underwater in a range of environments using a range of core tools to complete their underwater tasks. In 2022, 11 students qualified in commercial SCUBA diving operations.

Surface Supplied Diver QQI Level 6

Divers with a Surface Supplied qualification can operate in commercial diving operations in the aquaculture industry. Surface Supplied Diving (SSD) is the preferred method of diving in the aquaculture industry. It has many health and safety advantages providing greater protection for the diver, unlimited air supply in addition to a fully independent back-up supply. In 2022, nine students qualified in Surface Supply Diving Operations.

Divers are crucial to the successful operation and maintenance of fish farms and most aquaculture activities. Daily duties include removal of mortalities from the bottom of cages/nets, net inspection and repair, net changing and weight placement, mooring system inspection, survey, cleaning, benthos survey/sampling, livestock monitoring (underwater video/photography), search and recovery.

The refurbished dive barge is also used by two European projects, STREAM (Sensor Technologies for Remote Environment Aquatic Monitoring) and STEPS (Storage of Power and Energy Systems), as a test bed for the development of systems that will be of benefit to the aquaculture industry.

Digital Learning

BIM continues to evolve its online offering to support and complement the wide range of in-person training. This includes the use of the Canvas learning platform, as well as a number of short courses that were delivered fully online to clients.

In addition, the BIM Skills Unit worked closely with BIM Grants Unit to deliver online training and funding as part of the Brexit Inshore Business Model Adjustment Scheme.

This short-term scheme was designed to help the sector navigate the difficult trading conditions facing them as a result of Brexit. It was devised to support the inshore sector to adjust to the new market realities post-Brexit and provides real and practical benefit through a range of easily accessible courses. These will help the industry strengthen their skills and find new opportunities for their businesses.

To receive a grant, applicants must have completed at least one of five online training courses to equip

them with the skills to adapt to the new market realities post-Brexit. These courses can enable vessel owners to explore finding new market opportunities for their catch; adjust their business plans to account for the new market conditions; use digital technology to reach customers directly; help maximise the value of their catch and show how they can access alternative markets.

As part of this scheme, training was delivered to 801 fishers, and funding worth €2,661,900 was funded via grants.

Certificate in Fishmonger Skills

In 2022, this programme was presented on three occasions, in BIM's head office in Dún Laoghaire, in Howth and in BIM's Seafood Innovation Hub, Clonakilty, Co. Cork. The programme is designed to equip learners with essential knowledge and skills to work competently in seafood retailing. Participants studied a wide range of topics including food hygiene, seafood quality assessment and customer service. They also had the opportunity to develop their culinary and technical fish filleting skills.

Graduates of this programme receive a QQI Level 5 special purpose award Certificate in Fishmonger Skills, which is a professional qualification that is recognised nationally and internationally.



Foodservice Training

Working with the technological universities and catering colleges countrywide, BIM offered seafood masterclasses in fish preparation and filleting techniques to culinary skills students. During these events a master fishmonger shares his expertise with them to build their knowledge, appreciation and understanding of Irish seafood. During 2022, there were three seafood masterclasses delivered.

Taste The Atlantic

Taste The Atlantic (TTA) is a joint initiative with Fáilte Ireland that promotes a seafood trail along the Wild Atlantic Way with visitor attractions to highlight Ireland's seafood and coastal heritage. A full review of the 21 producers involved in this programme was conducted in early 2022 with results indicating the need for further awareness through social media of the TTA trail. This was put into action with the Taste the Atlantic Young Chef programme.

The Young Chef Ambassador programme was further developed in 2022 on the success of the initial programme in 2021. Five young chefs were selected by programme partners Chef Network, from around Ireland. Development works were carried out on a wide range of the facilities of the 21 producers along the TTA route in consultation with Fáilte Ireland. A target of 10 producers for the development of tours were set out in 2022. This target was met and developments were undertaken in eight of these locations during the year.



Diarmuid Kelly, Kelly Oysters with Roann Byrne, one of five 2022 BIM Taste the Atlantic Young Chef Ambassadors.

A significant amount of media coverage was achieved from a range of activities associated with the TTA from the Young Chef Ambassadors to the launch of new tours. This is a significant support to the social licence objective that this activity supports. Media (not including social media) coverage reach in 2022 was estimated at 500,000 people throughout Ireland with a wide regional spread. In addition to this, sentiment from this media coverage was exclusively positive.

Food Safety, Seafood Quality & Technical Skills

During 2022, BIM developed its capacity to integrate blended learning, such as e-learning and virtual classroom, into its food safety programmes. BIM piloted the delivery of several online non-accredited bearing programmes. This means the agency can continue to offer food safety training and advice to clients despite geographical challenges. A successful Seafood Hygiene Induction pilot training course was delivered in 2022. This gave BIM good insights and feedback to develop further online courses in food safety.

Other short training courses, such as Seafood Labelling and Seafood Nutrition were offered to clients remotely in 2022 and were very successful with positive feedback from industry.

Seafood HACCP Workshops

The BIM Food Safety team delivered two HACCP (Hazard Analysis Critical Control Point) workshops in Cork and Sligo in 2022. It is a legal requirement that seafood is produced in a safe manner, adhering to all food safety legislative requirements.

This practical two-day workshop is designed to equip industry with the knowledge and competence to develop and update a food safety management system-based HACCP, principles in a seafood business. Participants are given an overview of food safety legislation and the importance of good hygiene practices. This is followed by an introduction to seafood HACCP and a step-by-step guide to implementing the HACCP principles. The workshop is open to individuals who wish to enhance their knowledge of food safety management in a seafood business. It is of particular interest to quality managers, production managers and supervisors, HACCP team leaders and HACCP team members working across all sectors of the seafood industry.

Quality Assurance

BIM is approved by Quality and Qualifications Ireland (QQI) to deliver training programmes leading to awards on the National Framework of Qualifications (NFQ). In 2022, BIM delivered programmes leading to NFQ awards in commercial scuba diving, surface supplied inshore diving, marine engineering processes and fishmonger skills.

During 2022, BIM continued to develop the Quality Assurance (QA) system, including the formation of an academic council. The academic council's membership includes independent experts in education and training and its remit includes the monitoring of quality, teaching, learning and assessment. In December, the annual Quality Assurance report was produced which captures quality enhancements made during 2022 and makes recommendations for further improving the quality assurance system.

BIM has evolved its existing Training and Development Committee. The committee is tasked with supporting the development of BIM's Training and Development Strategy for the colleges and Coastal Training Units and the setting of appropriate strategic priorities. Changes within the committee included the appointment of a new chair and two new members. The committee met twice in late 2022 and has commenced the development of a skills strategy to address challenges and opportunities facing the seafood sector.

The Quality Management System (QMS) for delivery of maritime training and education in the National Fisheries College of Ireland (NFCI) Greencastle, Co Donegal and Castletownbere, Co. Cork was audited by an independent certification body in January and July 2022. The QMS was deemed to continue to comply with the requirements of ISO 9001:2015, with no non-conformances identified. All BIM training programmes that are approved by the Marine Survey Office (MSO) in the Department of Transport are included in the scope of the QMS and the ISO 9001:2015 certification.

The QMS brings a consistent approach to learning, ensuring that students receive the same high standard of instruction across all BIM training sites.



Seafood Training Scheme

The European Maritime and Fisheries Fund (EMFF), one of the European Structural and Investments Funds (ESIF), supports the implementation of the reformed Common Fisheries Policy (CFP) and the EU Integrated Maritime Policy. The purpose of the fund is to support the sustainable growth of fisheries and aquaculture by developing professional training, new skills and lifelong learning.

Learners undertaking BIM training are supported by EMFF funding. In addition, a number of externally delivered courses are also supported, to enable individuals to develop their professional skills for the seafood sector.

During 2022, 248 learners received grant aid with a total value of €148,545. This was an increase of 143 beneficiaries of the scheme year-on-year and an increase of €37,545 in funding.

In 2022, the Skills Unit worked on improvements to make the application for funding under the scheme simpler for users and to make the process more mobile responsive. BIM continues to promote and evolve the scheme for industry and expand the eligibility for the scheme within the parameters of the of the EMFF Implementation Plan.

Migrant Workers in the Seafood Industry

The permits system is designed to accommodate the arrival of non-EEA nationals to fill skills and labour gaps for the benefit of the Irish economy in the short to medium term.

Some 46 non-EEA migrant fishers (3.51% of the total BIM training provision in 2022) completed Basic Safety Training to take up employment as crew members on Irish registered fishing vessels. BIM continues to work closely with the Workplace Relations Commission (WRC) to provide training for their Fisheries Inspection team, promote awareness of the scheme with industry and to ensure that non-EEA fishers are accommodated on BIM training courses as required.

Four WRC inspectors completed training in 2022 for deployment on fisheries inspections. This facilitates engagement with industry to ensure compliance, deliver an awareness and educational campaign with the whitefish sector, undertake inspections of the whitefish fleet to detect contraventions, and, where necessary, initiate prosecutions.

Contraventions of employment law detected by the WRC could include failure to produce or to keep records leave, public holiday and Sunday entitlements working without permission and a failure to issue payslips.



Seafood Industry Training

BIM's Seafood Industry Training attendances through all training centres in 2022	
Course Description	Total
Department of Transport (DoT) Certificates	All Centres
DoT Deck Officer (Fishing Vessel) Second-Hand Full	38
DoT Deck Officer (Fishing Vessel) Second-Hand Limited	1
DoT Engineer Officer (Fishing Vessel) Class 2	1
DoT Passenger Boat Proficiency Certificate	50
Navigation Control Course (NCC) (Fishing)	21
Electronic Navigation Systems (ENS) (Fishing)	30
Sub total	141
Safety at Sea	
Mandatory 3 Day Basic Safety Training leading to a BIM Safety Training Card	462
Foundation Deckhand Programme	9
IMO (International Maritime Organisation) STCW Personal Survival Techniques	124
IMO (International Maritime Organisation) Elementary First Aid On-Board Ship (EFA Only)	4
IMO (International Maritime Organisation) STCW Marine Fire Fighting (3 Day)	98
IMO (International Maritime Organisation) STCW Advanced Fire Fighting (5 Day)	39
IMO (International Maritime Organisation) STCW Medical First Aid (3 Day)	49
IMO (International Maritime Organisation) STCW Medical Care Aboard Ship (5 Day)	50
Sub total	835

Radio Communications	
GMDSS (Global Maritime Distress and Safety System) Short Range Certificate	63
GMDSS (Global Maritime Distress and Safety System) General Operators Certificate (GOC)	44
Sub total	107
Quality and Qualifications Ireland (QQI) validated training programmes	
QQI Certificate in Fishmonger Skills	18
QQI Commercial SCUBA Diving Operations	11
QQI Surface Supplied Diving Operations	9
QQI Marine Engineering Processes (MEP	12
Sub total	50
Seafood Processing, Retail and Distribution (Non-accredited upskilling)	
Two Day Seafood HACCP Workshop	16
An Introduction to Fish Handling and Filleting	21
Sub total	37
Total Training Provision	
1170	

Innovation



Introduction

As a catalyst for innovation, BIM supports Irish seafood operators' need to identify, trial, measure and implement new practices and new thinking. In 2022, BIM's Seafood Innovation Hub (SIH) worked with over 45 individual seafood industry clients providing support on the latest technologies to drive the processing sector forward. The Aquaculture Accelerator Programme continued to attract investment and new companies to the aquatech industry in Ireland with a total of €14 million in private funding raised and a total of 145 jobs created by the end of 2022.

Seafood Innovation Hub

The Seafood Innovation Hub (SIH) applies an innovation design process to provide seafood specific supports that can add value. This includes facilitating discussions on technical feasibility, market desirability and commercial viability, interpreting findings and arriving at an action plan through a business specific outcome.

The SIH has worked with 45 individual seafood clients on a range of different innovation projects and services. There were 149 formal interactions between the various innovation projects and services resulting in 88 client services and 17 projects. The SIH delivered its services through the 'three lenses' of innovation to include technical capability, financial viability and market insights. The innovation services were delivered over a wide range of seafood species including, 15 whitefish, 11 salmonids, 15 pelagic, and 55 multiple species. Some 78 of these services were focused on adding value within the sector, while 27 were focused on cost reductions.

Developing Formed Bait - Commercial Whelk Fishery

BIM, the Marine and Freshwater Research Centre at ATU (Atlantic Technological University) Galway, and inshore fishers and processors (Inshore Reference Group-IRG) are working together to identify a cost effective, reliable, and sustainable source of bait for the Irish whelk pot fishery.

Candidate baits have been produced and live holding tank trials have been conducted at the ATU. In addition to the performance of the bait (movement of whelk towards the bait), the availability of the raw materials, costs and sustainability are also critical considerations. The chemical formulations of the odour plumes from these baits are also being assessed to gauge whether it is possible to synthesise the attractants.

In total, four IRG meetings have been held and ATU have communicated progress to industry stakeholders. The project will be completed during 2023 and the candidate baits will be tested in detail.

Seafood Industry Trading Supports

In 2022, BIM supported 10 processing companies through the Seafood Industry Trading Supports project. This support consisted of individual processing companies working with an approved BIM mentor, analysing the company's trading situation and interpreting and explaining how new custom requirements will impact the company's trading situation. This included supporting the company to implement actions to satisfy the new requirements and allow for trade to continue to and through the UK. The project also supported processors in areas such as logistics and supply chain, food safety and financial planning, to capitalise on opportunities as a result of Brexit.

As well as direct support to individual seafood processors, a Brexit guide was developed for the Irish Skipper Expo 2022 and information notes on new custom requirements and developments were communicated to industry.

As an emerging sector, blue biotechnology will benefit from an already strongly established base of pharmaceutical companies (including multi-nationals), biomedical companies, food supplementation and food ingredient companies and others already located here and actively innovating in this space. Blue biotech SMEs are located in the coastal counties of Donegal, Sligo, Galway, Cork and Kerry.

The overall long term objective of the Aquaculture Accelerator is to make Ireland a global centre for aquaculture innovation and provide an environment for companies to grow and develop in this area.

Challenge Focused Innovation System

Comprehensive benchmarking to identify international best practice in innovative ways of working with a cross industry perspective was completed during the year. A full report with learnings for the sector was obtained and will be used to inform further development of the project for 2023.

The testing and deployment of project management initiatives to support new innovation practices were carried out within BIM to facilitate innovation services to our clients. This occurred alongside the testing and deployment of facilitated idea generation and innovation process workshops to this stakeholder group.

Innovation Process 2022

The Innovation Process is implemented through BIM's Seafood Innovation Hub to help build and evolve a business case for investment and for a successful commercial launch of innovative projects.

This innovation culture will be achieved by embedding the widespread use of methodologies developed specifically for seafood by BIM to drive commercial growth across the sector in the most efficient way possible.



Lee Hunter, Founder and CEO, The Oyster Pitch who took part in the 2022 BIM Innovation Studio.

The specific projects throughout the year included:

- **Research on new and upcoming innovation skills that benefit the industry**
- **Innovation tools to support seafood processors to meet the sustainability requirements of their key buyers in retail and hospitality sectors**
- **Identification of innovative sustainable retail packaging formats and technologies as part of the sustainability agenda**
- **Economic assessment of the seafood processing sector that enables development of targeted supports**
- **Development of functional seafood concepts for fishmongers and retail outlets to build on consumer demands for health and wellbeing as part of the sustainability agenda**
- **Research on innovative digital technologies aligned to seafood quality to build seafood processors' digital transformation requirements**

Innovation Advisory Programme

The Seafood Innovation Hub works in partnership with other agencies including Bord Bia, Teagasc, third level institutions, industry groups and specific technology providers to ensure that the latest technology, IP and market insights are available to the sector. The Innovation Advisory Programme is a collaboration between BIM and Irish third level institutions that provides a wealth of expertise, with the latest thinking on innovation application from different sectors and industries applied to the seafood sector.

The innovation advisory service provided during 2022 included food sciences, financial, commerce and sustainability marketing support. This programme specifically supported sustainability as a market driver for seafood products, applications of functional seafood, sustainable packaging for seafood processing, digital quality systems, and an economics assessment of seafood processors.

Innovative Processing Technologies

The first project undertaken investigated monkfish as a prime seafood, which has a value of €14 million in Ireland and is sold predominately as frozen commodity. The research determined the potential development into value-add options for the international market in France and Spain. A market scoping assessment was undertaken and identified the monkfish supply chain and potential value-add options.

A report on the processing supply chain for monkfish added-value into an export retail option, including an assessment of international competitors was communicated to industry stakeholders. The market demands identified potential for more hospitality and consumer ready retail packs, particularly in the French market.

The second project involved assessing innovative processing technologies that can transform whiting and haddock into the value-add options through automated systems to meet specifications in the marketplace. An evaluation of technologies was undertaken, with one specific processing technology demonstrated to industry at the Seafood Innovation Hub.

Digital Skills Training

The low level of digital skills in the inshore sector has been identified as a constraint for the sector. Digital skills training material was developed by BIM to equip fishers with the skills to access and utilise BIM's Grants Electronic Management System (GEMS) effectively. This also serves as a tool to develop general digital skills. Two three-hour training modules have been created as part of this training, required by the Department of Agriculture, Food and the Marine.

These two modules are designed to complement the prescribed content and structure of the 10-hour digital literacy course delivered nationally by the Education and Training Boards (ETBs). They can also be used as standalone modules in informal settings such as one-to-one training in community resource centres.

Special Unified Marking System (SUMS)

Special Unified Marking Schemes (SUMS) provide improved navigation and safety for all users of the marine environment in areas where aquaculture coexists with other users. The SUMS marking schemes mark the boundaries of aquaculture production areas with fewer, higher quality marks with a long lifespan, achieving efficiencies for the producers. It reduces the visual impact of marks while also creating a system that is easily interpreted by mariners.

During 2022, regular inspections were performed on all Special Unified Marking Schemes (SUMS) to ensure safe navigation while maintenance and mark replacement was undertaken as required. Maintenance was completed for inner Bantry, Roaringwater and Mulroy Bay while Carlingford and Killary were inspected and maintained. Three new SUMS were designed, and statutory sanction sought. Muckinish Phase 1 was completed.

Ballylongford was partially deployed and is expected to be finalised in early 2023. Ardbear was fully deployed and is operational.

Department of Transport Marine Safety Working Group Communications Sub-Group

BIM participates on a Marine Safety Working Group Communications sub-group coordinated by the Irish Coast Guard, which includes a range of representatives tasked with supporting safety on

the water and at sea. BIM is an active member and works with the Irish Coast Guard, Royal National Lifeboat Institution (RNLI), Water Safety Ireland (WSI), Met Éireann, Irish Sailing Association (ISA) and Commissioners of Irish Lights (CIL) to ensure consistent messaging for all stakeholders on all communications issued by the group and through the hub www.safetyonthewater.ie.

The group has completed an evaluation of a proposed safety on the water mobile application which is going to tender through the Department of Transport. BIM submitted its response to a public consultation on the Code of Practice for the Safe Operation of Recreational Craft. Statistics on drownings, fatalities and incidents are reviewed by the group and emerging trends are reviewed.

Aquaculture Remote Classroom (ARC)

In 2022, the online ARC programme delivered eight individual webinars delivered to a total of 5,825 students. There were 59 individual schools' visits to 1,509 pupils. Ten public outreach events took place with a total of 7,885 participants. In total, 15,219 participants were involved with the ARC project overall in 2022. The ARC now offers content for primary schools (5th and 6th class) secondary schools (aquaculture and careers for transition Year, 5th & 6th year) online videos and quizzes, live webinars and attendance at large educational events (Schools Summit 2022) and industry events. In addition to the work of the ARC in Ireland, two presentations have been made to the European Commission and the Committee of the Regions in Brussels.



BIM Aquaculture Remote Classroom facilitator, Áine Lisa Shannon with pupils from Realt na Mara, Kilkee, Co. Clare.

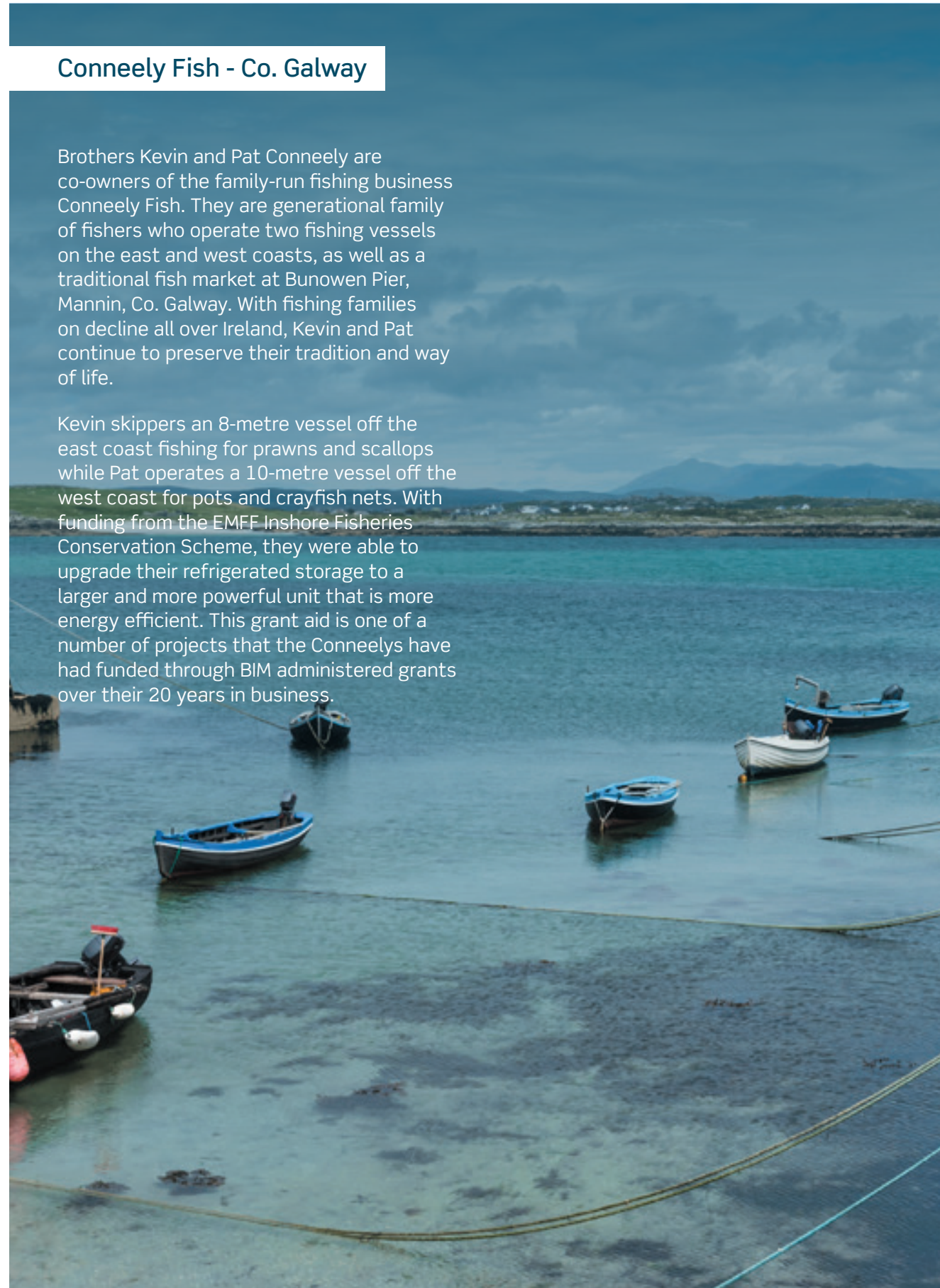
Case Studies



Conneely Fish - Co. Galway

Brothers Kevin and Pat Conneely are co-owners of the family-run fishing business Conneely Fish. They are generational family of fishers who operate two fishing vessels on the east and west coasts, as well as a traditional fish market at Bunowen Pier, Mannin, Co. Galway. With fishing families on decline all over Ireland, Kevin and Pat continue to preserve their tradition and way of life.

Kevin skippers an 8-metre vessel off the east coast fishing for prawns and scallops while Pat operates a 10-metre vessel off the west coast for pots and crayfish nets. With funding from the EMFF Inshore Fisheries Conservation Scheme, they were able to upgrade their refrigerated storage to a larger and more powerful unit that is more energy efficient. This grant aid is one of a number of projects that the Conneelys have had funded through BIM administered grants over their 20 years in business.



V-notching – Irish Southwest Lobster Association - Co. Cork

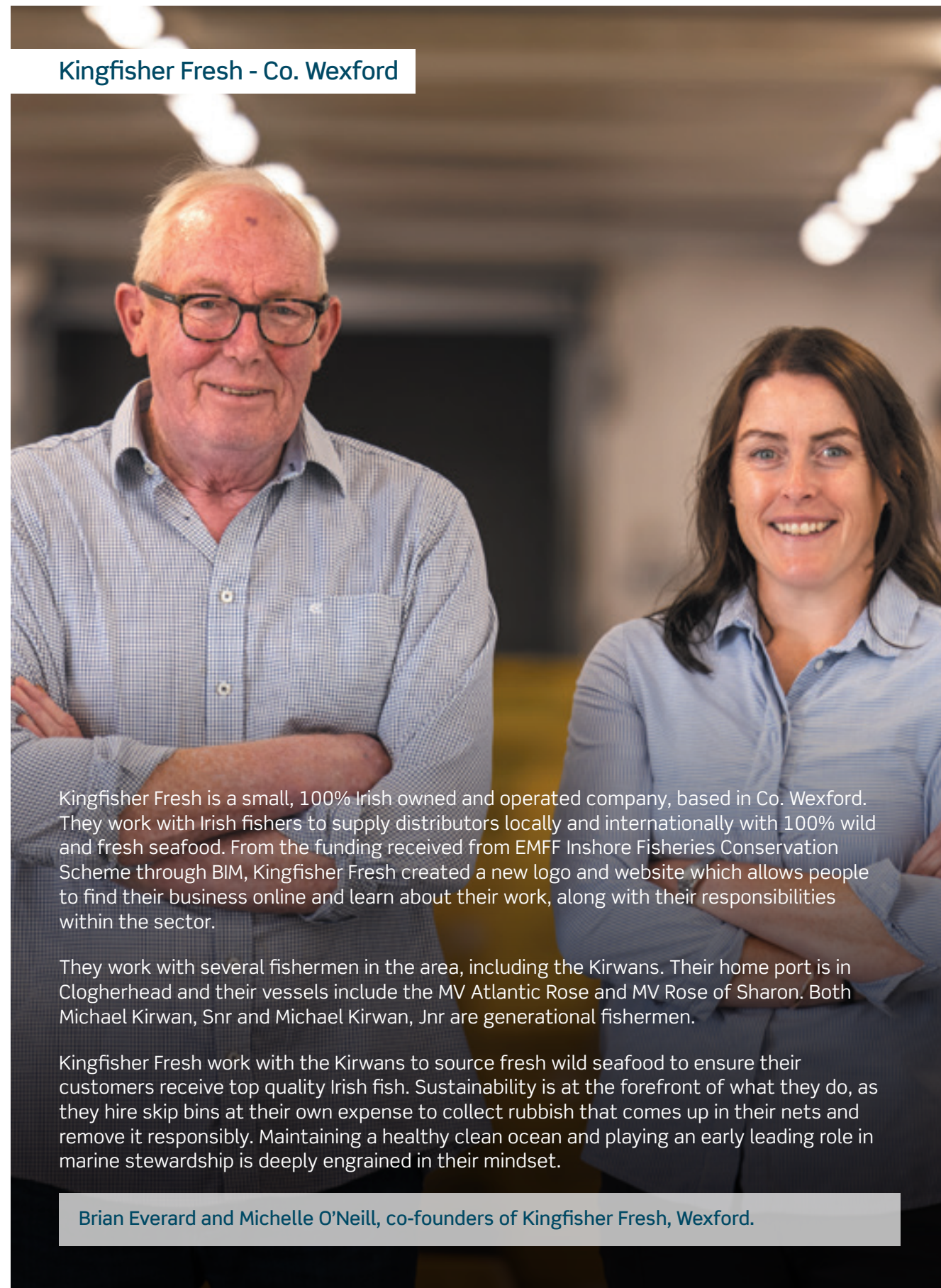


Each year, up to 35,000 adult female lobsters carrying eggs caught by Irish inshore fishers have a v-shaped notch removed from their tail by trained BIM staff. Known as v-notching, this signals to other fishers that the lobster caught is a breeding female that should be returned to sea. V-notching allows breeding lobsters to continue to reproduce on up to three more occasions before the notch is repaired, helping maintain Ireland's lobster fishery.

A part of the Irish Lobster Association, the Irish Southwest Lobster Association was formed for the conservation of lobsters and the livelihood of the fishers. The Irish Southwest Lobster Association is among 22 such groups who received financial support from the EMFF Inshore Fisheries V-Notching Scheme in 2022 for a proportion of the value of the v-notched lobsters returned to the sea.

Established around 30 years ago, the Irish Southwest Lobster Association covers an area from Courtmacsherry to Mizen Head in Co. Cork. The work of v-notching lobsters is carried out by twelve of the association's members. The association decided to initiate this important work after noticing that the amount of lobsters in their area was in decline and conservation measures were needed to prevent lobsters from extinction.

Kingfisher Fresh - Co. Wexford



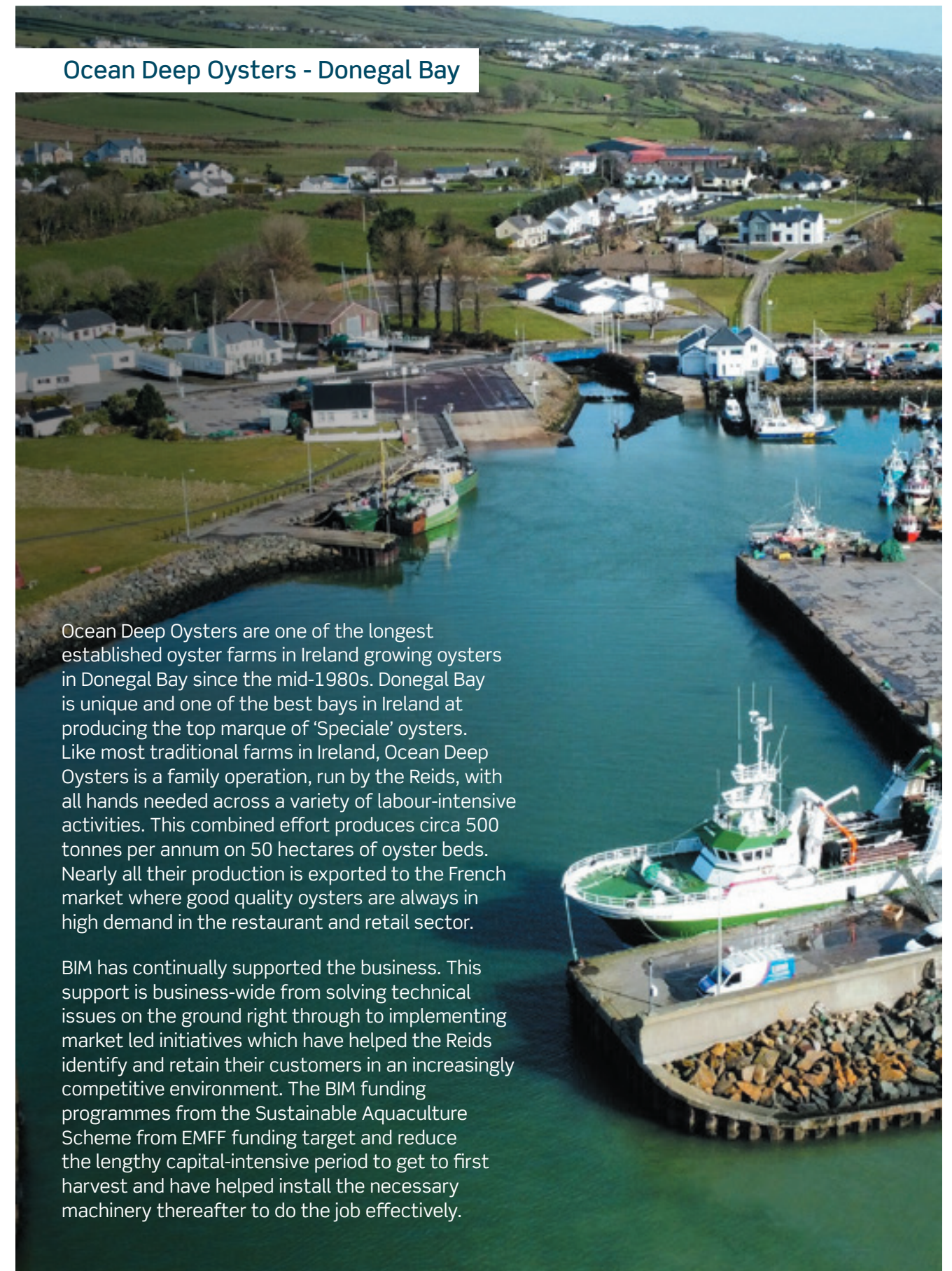
Kingfisher Fresh is a small, 100% Irish owned and operated company, based in Co. Wexford. They work with Irish fishers to supply distributors locally and internationally with 100% wild and fresh seafood. From the funding received from EMFF Inshore Fisheries Conservation Scheme through BIM, Kingfisher Fresh created a new logo and website which allows people to find their business online and learn about their work, along with their responsibilities within the sector.

They work with several fishermen in the area, including the Kirwans. Their home port is in Clogherhead and their vessels include the MV Atlantic Rose and MV Rose of Sharon. Both Michael Kirwan, Snr and Michael Kirwan, Jnr are generational fishermen.

Kingfisher Fresh work with the Kirwans to source fresh wild seafood to ensure their customers receive top quality Irish fish. Sustainability is at the forefront of what they do, as they hire skip bins at their own expense to collect rubbish that comes up in their nets and remove it responsibly. Maintaining a healthy clean ocean and playing an early leading role in marine stewardship is deeply engrained in their mindset.

Brian Everard and Michelle O'Neill, co-founders of Kingfisher Fresh, Wexford.

Ocean Deep Oysters - Donegal Bay



Ocean Deep Oysters are one of the longest established oyster farms in Ireland growing oysters in Donegal Bay since the mid-1980s. Donegal Bay is unique and one of the best bays in Ireland at producing the top marque of 'Speciale' oysters. Like most traditional farms in Ireland, Ocean Deep Oysters is a family operation, run by the Reids, with all hands needed across a variety of labour-intensive activities. This combined effort produces circa 500 tonnes per annum on 50 hectares of oyster beds. Nearly all their production is exported to the French market where good quality oysters are always in high demand in the restaurant and retail sector.

BIM has continually supported the business. This support is business-wide from solving technical issues on the ground right through to implementing market led initiatives which have helped the Reids identify and retain their customers in an increasingly competitive environment. The BIM funding programmes from the Sustainable Aquaculture Scheme from EMFF funding target and reduce the lengthy capital-intensive period to get to first harvest and have helped install the necessary machinery thereafter to do the job effectively.

Atlantic Rose Fishing Company Clogherhead, Co. Louth

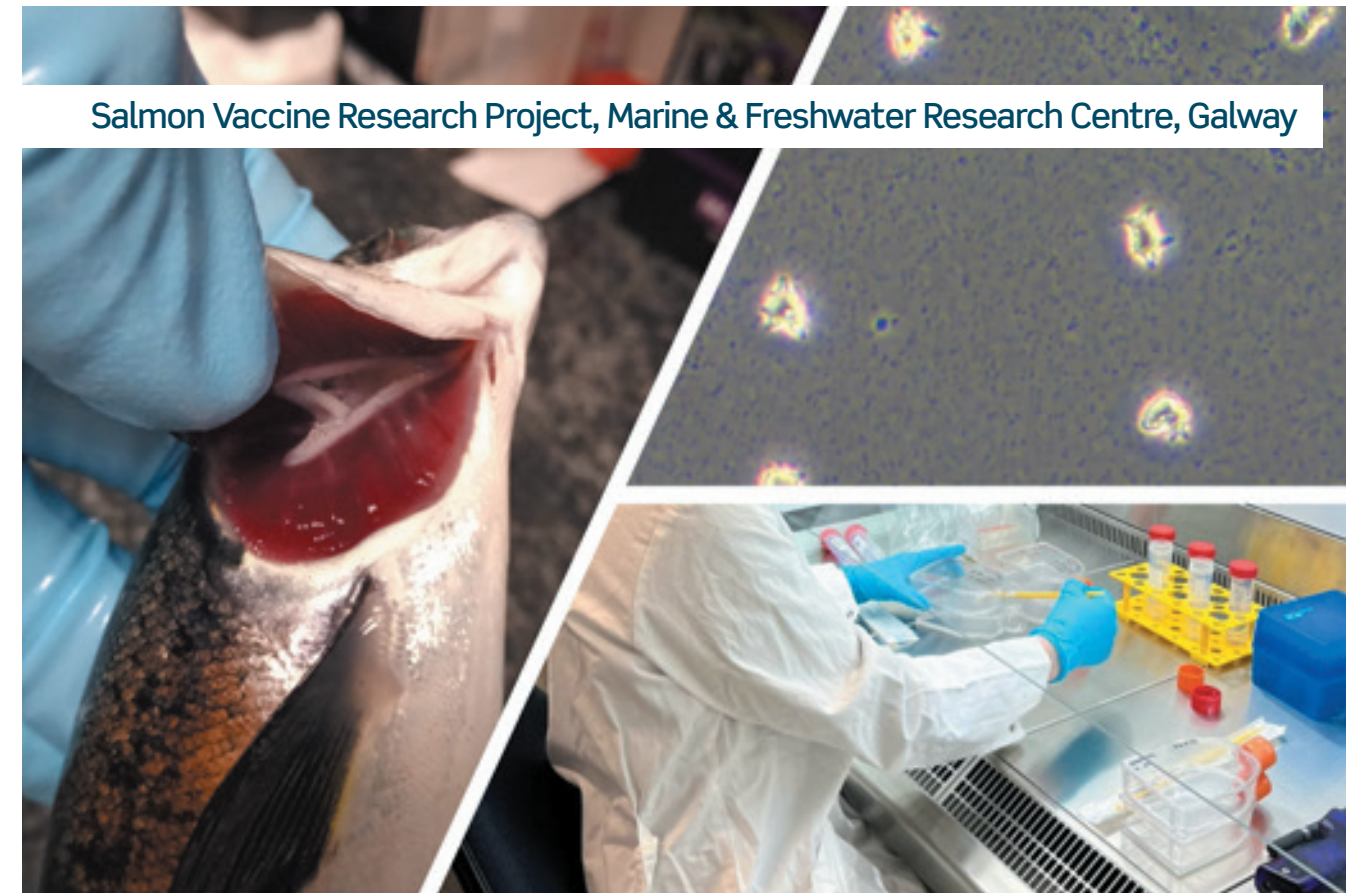
Atlantic Rose Fishing Company Limited received a grant of some €150,000 from the Sustainable Fisheries Scheme through the EMFF from BIM to support their sustainable fishing practices. The company, led by Michael Kirwan Jr., used the grant to implement a new fish handling system. This included a sea water supply system, fish holds, freezers, and a towed gear monitoring system. The objective was to enhance the quality of their catch, improve energy efficiency, and address climate change impacts.

The installation of the new fish handling system enabled Atlantic Rose to freeze prawns at sea, preserving their freshness and appeal to potential buyers. Additionally, the towed gear monitoring system optimised fishing practices by adjusting equipment in real-time, reducing energy consumption and minimising environmental impact.

According to Michael, adopting the freeze-at-sea technology improved the quality of their product, resulting in higher market value. These advancements strengthened Atlantic Rose's position in the market, offering a sustainable and appealing product while minimising environmental impact.



Salmon Vaccine Research Project, Marine & Freshwater Research Centre, Galway



Dr. Orla Slattery, a researcher at Atlantic Technological University, was awarded a grant of €102,000 from the Knowledge Gateway Scheme from BIM through the EMFF to support her research project. The project aimed to develop a potential vaccine for Amoebic Gill Disease (AGD) in salmon, caused by the *Neoparamoeba perurans* parasite. The grant played a crucial role in facilitating the initial stages of the research.

The main objective of the project was to explore the development of a vaccine that could effectively target the *Neoparamoeba perurans* parasite, addressing the challenges associated with AGD in salmon, such as gill damage and impaired oxygen absorption.

The project team focused formulating a vaccine consisting primarily of membrane protein antigens. The grant facilitated employment of a postdoctoral researcher, Dr Michelle McCormack, and a research assistant, Erin Molloy, to carry out the research. In addition, the necessary resources and materials for their research could be obtained via the funding.

The funding was instrumental in supporting the early stages of Dr. Slattery's research project. While the project had not yet progressed to the testing stage, it remains a promising avenue of research which may yet yield successful results.

Cara na nOilean Teo - County Donegal

Cara na nOilean Teo, a ferry service company based in the offshore Islands of Donegal, recently undertook an ambitious project to modernise their esteemed vessel, the M.V. Coll. With the generous support of a €48,000 Fisheries Local Development Areas Group Scheme grant from BIM through the EMFF, the company successfully revitalised their ageing ferry, securing the future of their business and ensuring the continuation of their essential services to the local communities.

Operating a scheduled ferry service to Arranmore Island every day of the year, as well as cargo sailings to all the islands off the coast of Donegal, Cara na nOilean Teo faced the challenge of maintaining their high standards of service while keeping their vessel up-to-date. Recognising the need for a comprehensive overhaul, the company decided to give the M.V. Coll a new lease of life.

The modernisation process began by completely stripping down the engine room and installing new engines, gearboxes, main shafts and propellers. The engine room was also rewired and equipped with a new generator, exhaust system and keel cooling system. In addition, the wheelhouse underwent a remarkable transformation, with state-of-the-art equipment including an auto-pilot, radar, and plotters.

Cara na nOilean Teo do not receive any other subsidies for their services to Arranmore Island or any of the Donegal Islands. Without the grant aid from BIM, this ambitious modernisation project would not have been possible. The financial assistance provided by BIM allowed the company to enhance the M.V. Coll's capabilities, ensuring the vessel could continue to meet the demands of their loyal customers.

As a result of the modernisation efforts, the M.V. Coll has been rejuvenated, securing the jobs of the dedicated crew members and office staff at Cara na nOilean Teo. With a renewed sense of purpose and improved performance, the company is committed to providing the best possible service to their customers.



Allihies Seafood Ltd - County Cork

BIM's grant funding scheme has played a significant role in the success and expansion of Allihies Seafood Ltd., an SME located in Lickbarrahan, Cahermore, Beara, Co. Cork. Established in October 2011, Allihies Seafood Ltd. specialises in the large-scale cultivation of seaweed at sea in their licensed farm and the enhancement of biomass in tank culture at their hatchery. With the support of EU funding, the seaweed farming business sought assistance to develop their farm by purchasing and installing 19 cultivation lines and mooring blocks, for which they received a grant of over €58,000.

According to company Director Michael O'Neill, thanks to the grant provided the Sustainable Aquaculture Scheme from BIM through EMFAF, Allihies Seafood Ltd. was able to more than double their seaweed production capacity, leading to a host of positive business and economic benefits. The increased capacity allowed the business to meet the growing demand for seaweed products both domestically and internationally. As a result, they were able to expand their customer base and secure new contracts, driving revenue growth and enhancing their market position.

The expansion of the seaweed farm also had a number of positive ripple effects in the local economy, by creating new employment opportunities. Beyond the immediate business benefits, the cultivation of seaweed has several environmental advantages. Seaweed plays a crucial role in carbon sequestration, improving water quality, and providing habitat for marine life. By expanding their seaweed farm, Allihies Seafood Ltd. has contributed to the conservation and restoration of marine ecosystems, aligning with BIM's commitment to sustainable aquaculture practices.



Malahide Charter Boat Fish & Trips, Co. Dublin



Eamon McGrattan is the skipper of a vessel that runs nature, seascape and walking tours in Lambay Island, off Malahide village in north county Dublin.

Marketed as “Fish & Trips” the guided tours on both sea and land give overseas and domestic visitors the chance to see and learn about marine and plant life that is native to Ireland, along with the history of the locality.

Eamon availed of a Marine Tourism Safety Grant for electronic safety equipment for his chartered boat, which he feels has really bolstered safety standards and gives him more “peace of mind.”

“I do some surveying as well with the boat, and once I was out with my son in a thick fog with no radar working and we came right up against the back of another boat. This grant allowed me to upgrade the chart plotter and we now have AIS radar. This gives me peace of mind and confidence in terms of the safety of passengers.”

Automatic Identification System (AIS) is a short-range coastal tracking system currently used on some boats and ships. It was developed to provide identification and positioning information to both vessels and shore stations.

Ocean Farms Limited, Killybegs, Co. Donegal



Ocean Farms Limited (OFL) is a salmon farming company that has been operating in Donegal Bay for over 30 years. Exporting its well-known organic salmon worldwide, OFL is a year-round business that provides much-needed permanent employment, in an area heavily reliant on seasonal fishing and ancillary support industries. Limited investment in alternative year-round industries makes OFL an essential contributor to the local economy.

OFL approached Bord Iascaigh Mhara (BIM) with a specific issue regarding the age and capacity of the crane on their main vessel. OFL sought grant funding from BIM to purchase a new crane. The grant provided a game-changing opportunity for OFL, enhancing the capability and efficiency of their operations.

Thanks to the grant-funded crane, OFL can now lift larger quantities of salmon feed onto the vessel and transfer it to their feeding barges. Previously, adverse weather conditions would sometimes prevent these transfers, leading to disruptions in feeding the fish.

The crane has resolved this issue, while also significantly improving the harvesting process for OFL. The ability to lift fish bins from boat to shore, regardless of the tide, has increased operational efficiency and staff safety, while also ensuring the quality of the product.

The grant has not only solved existing challenges but has also positioned OFL for continued growth in the organic salmon farming industry. The funding provided to OFL by BIM exemplifies the positive impact that grant aid can have on businesses, fostering innovation and driving local economic development.

Corporate Governance



Corporate Governance

The Board of BIM is committed to a strong corporate governance framework in BIM, cultivating a culture of integrity and providing high levels of assurance to our stakeholders. During 2022, BIM maintained and strengthened compliance with the Code of Practice for the Governance of State Bodies 2016. Effective corporate governance provides an essential foundation for the organisation in conducting all aspects of our business from strategic planning to risk management, financial control and standards of behaviour. BIM's commitment to the highest levels of corporate governance was recognised by Transparency Ireland International who awarded BIM first place in their review of transparency practices of 39 public bodies in 2022.

The Board

The Board convened twelve meetings during 2022. The key functions of the Board include the setting of the strategy and the provision of strategic direction to the Executive; the production of the annual report and the financial statements; the approval of risk management policies; agreeing annual budgets and overseeing significant expenditure and investment decisions.

During 2022, in addition to these items the Board discussed the organisation's response to Brexit at each meeting. Meetings during the year also addressed board procedures and governance; organisational policies; the implementation of grant schemes under the Brexit Adjustment Reserve; collaboration with other state agencies and the development of the sector generally.

Audit and Risk Committee

The Audit and Risk Committee (ARC) advises the Board of BIM in relation to adequacy of systems of internal financial control, risk management, the internal audit function, and the codes of business conduct. The ARC is independent of the executive and reports directly to the Board. The ARC reviewed four internal audits that were carried out in 2022 by the internal auditors:

- Review of the effectiveness of the system of Internal Control
- Review of Cybersecurity
- Review of compliance with the Code of Practice for the Governance of State Bodies
- Review of Grants Management (Brexit Temporary Fleet Tie-Up Scheme)

The Executive Risk Committee is responsible for the oversight of risks and controls within BIM and works closely with the ARC. The corporate risk register together with a report were provided to the ARC each quarter by the Chief Risk Officer. In accordance with the 2016 Code, the ARC carried out a self-assessment of the effectiveness of the Committee in December 2022. The responses included several recommendations, all of which are being addressed. The Committee also reviewed the effectiveness of the internal auditors and confirmed their satisfaction with their performance and the service provided to BIM.

Members of BIM Executive presented to the ARC on specific aspects of their remit. During 2022, the ARC received presentations from BIM Executive on the implementation of the recommendations of the Seafood Taskforce, Brexit and Data Protection. The ARC found these presentations to be of significant benefit in aiding a better understanding of the issues/risks facing BIM, and for facilitating a two-way communication of issues between management and the ARC.

The ARC sought specific reports from the Director of Corporate Services to provide assurances to the Committee in respect of Fraud, Corruption and Bribery; Procurement Compliance; GDPR and Taxation Compliance. Additionally, the ARC reviewed, and recommended updated fixed assets, debt management, banking, T&S (Travel & Subsistence), anti-fraud, and protected disclosures policies to the Board for approval in 2022.

Training and Development Committee

The Training and Development Committee was established in 2020 as a subcommittee of the Board to advise on BIM's strategic direction in respect of training, and to provide guidance and oversight of BIM's training and development services for the sectors BIM serves. In 2022 the Board updated the terms of reference for the Committee and established an independent Academic Council. Two meetings were held in 2022. The committee commenced the development of a skills strategy for BIM which will be published in 2023.

Nominations and Remunerations Committee

The Nominations and Remunerations Committee is appointed as an independent subcommittee of the Board to manage the processes relating to the recruitment of a Chief Executive Officer or senior management roles. The committee convenes as required by the Board. The committee was convened in 2022 and oversaw the recruitment and appointment of the new CEO.

Statutory and Other Notices

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

All persons holding a designated position within BIM complied with the requirements of the Public Office Commission in accordance with Sections 18 and 20 of the Ethics in Public Office Act, 1995.

Protected Disclosures Act 2014

BIM has a procedure in place for the making of protected disclosures in accordance with section 21(1) of the Protected Disclosures Act 2014. There were no protected disclosures made during 2022.

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.

Information Access Requests

The 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 received a total of seven requests under the Freedom of Information Acts in 2021, of which four were granted and two were part-granted. One request was refused. The requests sought access to a diverse range of information including finance, procurement, systems, internal decision-making processes, human resources, and scientific information.

European Communities (Access to Information on the Environment) Regulations 2007 to 2018 (AIE)

The AIE Regulations provide for the right to access environmental information, and also oblige BIM as a public authority to be proactive in disseminating environmental information to the public. BIM received one request for information under AIE in 2022 and this request was granted.

General Data Protection Regulation (GDPR)

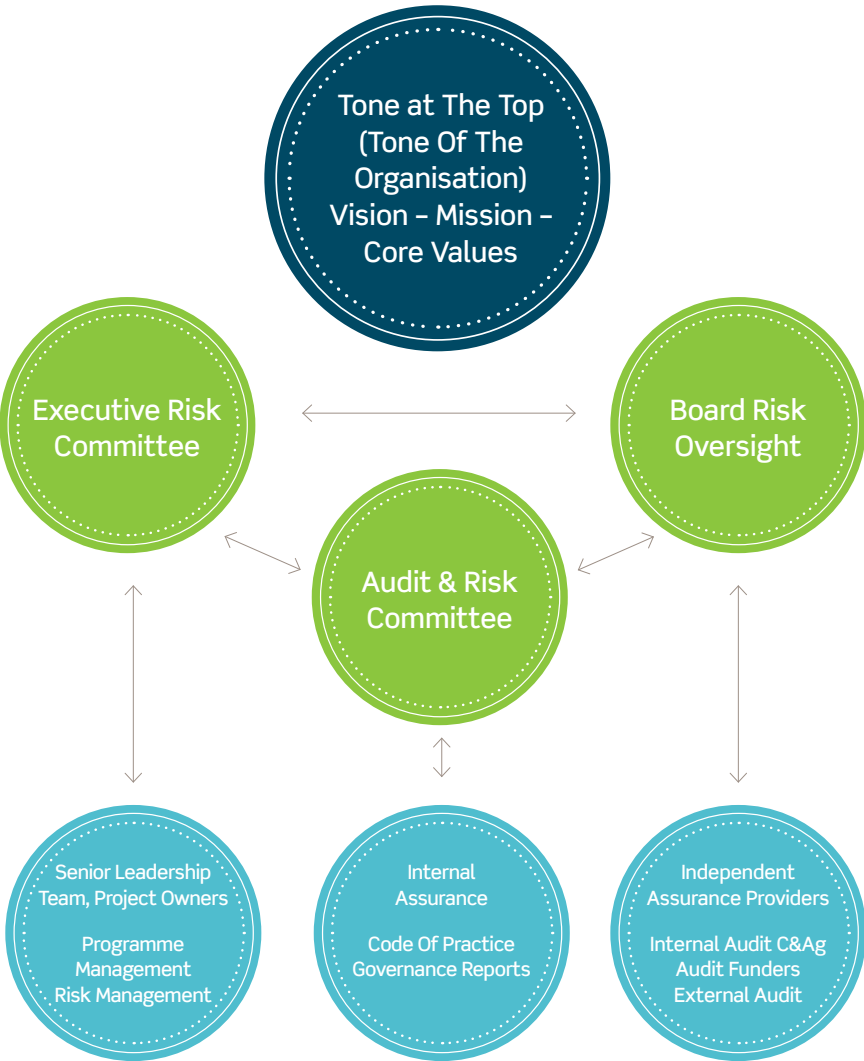
BIM received no requests for information under the GDPR Regulations in 2022. BIM experienced no breaches that required reporting to the Data Protection Commissioner (DPC) in 2022

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 and is available in the reception area of BIM's main offices and online.

Risk Management

A strong risk management framework is in place at BIM which identifies the key risks facing the organisation and set outs the mitigations in place to manage those risk.



The Corporate Risk Register is reviewed and updated by the Executive Risk Committee and is reported to both the Audit and Risk Committee and the Board quarterly. BIM has carried out an assessment of the organisation’s risks and the following principal risks were identified in 2022.

Risk	Mitigations
Volatile and rapidly changing market and economic conditions for clients	BIM liaises closely with the Department of Agriculture, Food, and the Marine (DAFM) on impacts related to the turbulent economic climate. BIM is also in regular contact with industry stakeholders to monitor the situation and provides assistance via targeted grant schemes.
Brexit	A Brexit team is in place which provides support to industry and liaises closely with DAFM and other agencies providing analysis and information.
Risk of failure or loss of significant infrastructure	Implementation of maintenance and safety policies and procedures with appropriate technical support as needed. In the event of a loss, significant assets are covered by insurance; training for staff including sea survival training.

Procurement and the Public Spending Code

BIM has a robust and responsive public procurement process that is fully compliant with the Public Spending Code and all EU and national procurement rules and reflects best practice procurement. BIM advertised 32 tenders on etenders.gov.ie in 2022, in addition to procuring through the Office of Government Procurement’s framework agreements. A comprehensive review of the organisation’s compliance with the Public Spending Code for 2022 was undertaken at the year-end. This confirmed that BIM is in full compliance with the Code.

Health and Safety

BIM has a Health and Safety Policy that underpins our commitment to drive continuous improvement in line with all the applicable compliance obligations, including the Safety, Health and Welfare at Work Act 2005. The BIM Safety Statement is based on risk assessments of risks at the workplace and appropriate control measures are implemented to protect the health and safety of staff, contractors and visitors to our place of work. In 2022, one minor road traffic accident was reported to BIM involving a BIM contractor. There were no injuries and only minor damage to the vehicle.

Equality, Diversity and Inclusion

In 2022, BIM progressed its Equality, Diversity, and Inclusion (EDI) policy and Action Plan during the year which led to the Irish Centre for Diversity awarding BIM the Investors in Diversity bronze accreditation. This demonstrates our commitment to further embedding diversity and inclusion into the wider organisational systems throughout BIM. BIM’s achievement of the standard gives a positive message to all stakeholders, internal and external, and is a result of the input and success of the EDI Working Group.

Just over one-in-ten (11%) of staff in the organisation reported having a disability in 2022. Our vision is to continue to build a working environment that recognises and values diversity among its staff, clients, and stakeholders, where people are treated with respect and understanding and where diversity, equality and inclusion are part of our culture and practices. BIM employees comprise 53% men and 47% women. At 31 December 2022, the Board had three (50%) female and three (50%) male members. The Board therefore meets the Government target of a minimum of 40% representation of each gender in the membership of State Boards.

Provision of Information to Members of the Oireachtas

BIM responded clearly and promptly to all queries from Members of the Oireachtas in 2022.

Energy Efficiency and Conservation

BIM is committed to continuing to reduce our carbon footprint through improved efficiency of energy performance, water consumption and waste reduction, all of which are supported by staff awareness campaigns. In 2022, BIM implemented several energy projects, including the upgrading of all failed lighting to LED fittings with occupancy and LUX sensors, and the implementation of a 30kVA Solar PV system at BIM’s National Fisheries College in Greencastle, Co. Donegal.

Reduction in BIM’s overall Energy Usage & GHG Emissions in 2022

BIM has reduced energy consumption significantly year-on-year, exceeding the Government’s 2030 CAP targets of a 50% reduction in energy usage - with a 53% reduction in energy use compared to the 2009 baseline. Similarly, BIM has reduced its CO2 emissions year-on-year with a 44% reduction versus the 2016-2018 baseline.

BIM Energy Usage	Baseline (2009)	2021	2022
Total Final Consumption [kWh]	4,109,369	2,575,398	1,941,940
Savings [kWh]	2,167,429	37%	53%

BIM GHG Emissions	Baseline (2016-2018)	2021	2022
Total Emissions [kgCO2]	1,051,023	705,398	589,437
Savings [kgCO2]	461,586	33%	44%

BIM performed very well in the Eco Merit recertification audit in 2022 for implementing an Environmental Management System in its head office in Dún Laoghaire, Co. Dublin. As part of this plan, BIM monitor its electrical and gas usage, water consumption and waste disposal on site. BIM intends to extend these monitoring controls to our other operations and buildings in the future, with scope to introduce bio-diversity measures on some sites. A BMS system is planned for 2023 which will further reduce energy consumption in our head office. Smart monitoring and control devices are being tested in our colleges with a view to rolling these energy-saving devices out, in all facilities.

An SI426 energy audit is underway with support from the Sustainable Energy Authority of Ireland (SEAI) to identify new opportunities to improve

energy performance, reduce CO2 emissions and protect the environment. Further projects are underway to reduce energy use, including the installation of a new energy efficiency sea survival pool at the National Fisheries College at Greencastle, Co. Donegal. BIM is also investigating the potential for installing PV solar panels across more sites and reducing water consumption through sensor controls on taps. Fossil fuel heating sources in our colleges are being examined with a view to replacing them with renewable sources.

The installation of charging points for electrical vehicles is planned and BIM will be gradually replacing its fleet of vans with electrical vehicles, with the first EV vehicle due to be delivered in 2023.

BIM Grant Schemes

EMFF Operational Programme

European Maritime and Fisheries Fund /
Brexit Adjustment Reserve 2022 Schemes

BIM Industry External Grant Schemes

During 2022, BIM implemented 15 grant schemes for the seafood sector. This resulted in 1,882 payments totalling €27.5 million in grant aid. The three funding sources were:

- The European Maritime Fisheries Fund (EMFF) Operational Programme (50% EU and 50% National Exchequer funded)
- The Brexit Adjustment Reserve (BAR) Fund (100% funded through the EU)
- The National Exchequer (100% funded by the Irish Government)

EMFF Operational Programme

The EMFF and the Irish Government co-fund the EMFF Operational Programme (OP) for Ireland on a 50:50 ratio. BIM is committed to collaborative work programmes funded under the EMFF with the Department of Agriculture, Food and the Marine (DAFM), our sister agencies Bord Bia and the Marine Institute. These collectively deliver on the national commitments set out in Food Wise 2025 (10-year plan for the agri-food sector) and the Harnessing Our Ocean Wealth integrated marine plan.

The EMFF funds actions that support the EU Common Fisheries Policy (CFP) and Integrated Maritime Policy through the implementation of an Operational Programme in the period 2014-2020.

This OP is currently being finalised and will be closed off by the end of 2023. In Ireland, the EMFF OP was approximately €239.2 million, of which approximately €100 million is allocated to schemes operated by BIM for the following objectives:

- ➔ **To help fishers in the transition to sustainable fishing**
- ➔ **To support coastal communities in diversifying their economies**
- ➔ **To finance projects that create new jobs and improve quality of life along European coasts**
- ➔ **To support sustainable aquaculture developments**
- ➔ **To make it easier for applicants to access financing. Under EMFF, BIM implemented nine schemes and these were co-funded at a rate of 50% by the European Maritime Fisheries Fund (EMFF). This accounted for grant payments of €4.5 million. Four Brexit Adjustment Reserve (BAR) funded schemes accounted for grant payments of €22.4 million**

These BAR schemes are funded at a rate of 100% by the EU. The Fleet and Marine Tourism Safety scheme grants accounted for the balance of €583,380.79. These two safety schemes are 100% funded through the National Exchequer.

EMFF OP Grant Schemes 2022

The EMFF OP is organised around six Union Priorities (UP's), with the grant aid schemes operated by BIM supporting four of those priorities: UP1 Sustainable Development of Fisheries; UP2 Sustainable Development of Aquaculture; UP4 Sustainable Development of Fisheries & Aquaculture Areas and UP5 Marketing and Processing.

EMFF OP funded (50% EU, 50% National Exchequer)

Scheme	Number of Grants	Grant Value	Exchequer	EMFF
Sustainable Fisheries Scheme Part B	38	€1,667,682.15	€833,841.08	€833,841.08
Inshore Fisheries Conservation Scheme	25	€127,058.93	€63,529.465	€63,529.465
Inshore Fisheries Conservation Scheme - V-Notching	235	€397,829.88	€198,914.94	€198,914.94
Knowledge Gateway Scheme	11	€1,215,748.79	€607, 874.395	€607, 874.395
Producer Organisation Scheme	4	€291,922.25	€145,961.13	€145,961.13
Sustainable Aquaculture Scheme	12	€525,459.48	€262,729.74	€262,729.74
Seafood Training Scheme	182	€123,776.49	€61,888.25	€61,888.25
Fisheries Local Area Development Scheme FLAGS	2	€490.16	€245.08	€245.08
Seafood Scaling & New Marketing Development Scheme	4	€179,826.65	€89,913.33	€89,913.33
EMFF Total	513	€4,529,794.78	€2,264,897.39	€2,264,897.39

The Brexit Adjustment Reserve (BAR) Fund

The Brexit Adjustment Reserve (BAR) fund aims to provide financial support to the Member States, regions and sectors most affected by Brexit to deal with the adverse economic, social, territorial and, where appropriate, environmental consequences. Ireland, as the Member State most affected, has received a significant allocation of over €1 billion, or just over 20% of the entire reserve.

In its report in October 2021, the Seafood Taskforce made 16 recommendations to leverage BAR funding to support the seafood sector and coastal communities in responding to the challenges posed by Brexit.

Report of the Seafood Taskforce

Based on these recommendations, under the oversight of the Department of Agriculture, Food and Marine (DAFM) a number of support schemes are being implemented by BIM. These are in line with Department of Public Expenditure & Reform and EU eligibility requirements. Projects funded under BAR support schemes must be completed and paid before the end of 2023.

During 2022 BIM implemented four schemes under the BAR fund. As a result, these were 100% funded by the EU.



BIM Grant Schemes

BAR funded (100% EU)		
Scheme	Number of Grants	Grant Value
Brexit Inshore Fisheries Business Model Adjustment Scheme	801	€2,661,900.00
Brexit Temporary Fleet Tie-up Scheme 2022	340	€18,876,100.00
Brexit Fisheries Co-operatives Transition Scheme	4	€643,839.91
Brexit Sustainable Aquaculture Growth Scheme	1	€182,762.00
BAR Total	1146	€22,364,601.91

During 2022 BIM continued to operate two Safety Schemes. These were funded 100% by the National Exchequer. Fisheries ‘de minimis’ rules apply to these schemes.

National Exchequer funded 100%		
Scheme	Number of Grants	Grant Value
Fleet Safety Scheme	210	€541,092.27
Marine Tourism Grant Schemes	14	€42,288.52
Exchequer Total	224	€583,380.79

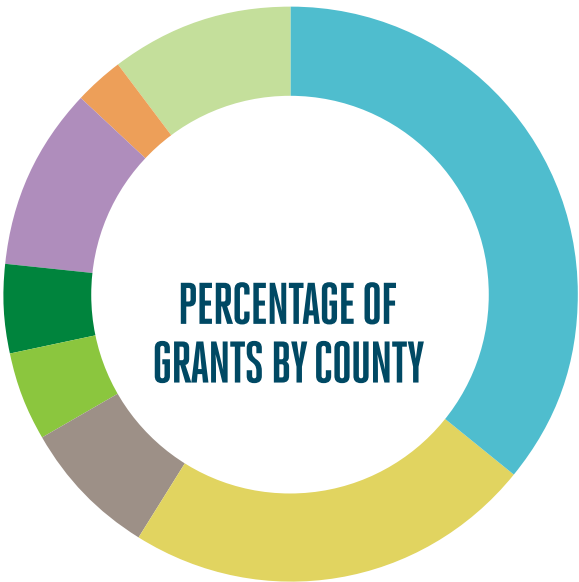
All Schemes (EMFF, BAR and National Exchequer)	Number of Grants	Grant Value
Total	1883	€27,477,777.48

European Maritime and Fisheries Fund 2022 Schemes The Irish Operational Programme is organised around six Union Priorities (UPs), with the programmes operated by BIM supporting four of those priorities UP1 Sustainable Development of Fisheries; UP2 Sustainable Development of Aquaculture; UP4 Sustainable Development of Fisheries & Aquaculture Areas and UP5 Marketing and Processing

Sustainable Fisheries Scheme Part B

This scheme provides grant aid for on-board capital investment in marine fishing vessels, with the objective of improving the energy efficiency of the vessel, reducing impact on the environment, improving conditions around the storage of fishing catch and improving fuel or energy efficiency for the vessel. During 2022, under this scheme 38 projects were completed and paid grant aid totalling €1,667,682.15.

County	Number of Grants	Grant Value	Exchequer	EMFF
Cork	14	€497,178.57	€248,589.29	€248,589.28
Donegal	9	€439,817.96	€219,908.98	€219,908.98
Dublin	3	€157,988.80	€78,994.40	€78,994.40
Galway	2	€117,900.00	€58,950.00	€58,950.00
Kerry	2	€118,749.00	€59,374.50	€59,374.50
Louth	3	€256,255.36	€128,127.68	€128,127.68
Mayo	1	€883.80	€441.90	€441.90
Wexford	4	€78,908.66	€39,454.33	€39,454.33
Grand Total	38	€1,667,682.15	€833,841.08	€833,841.08

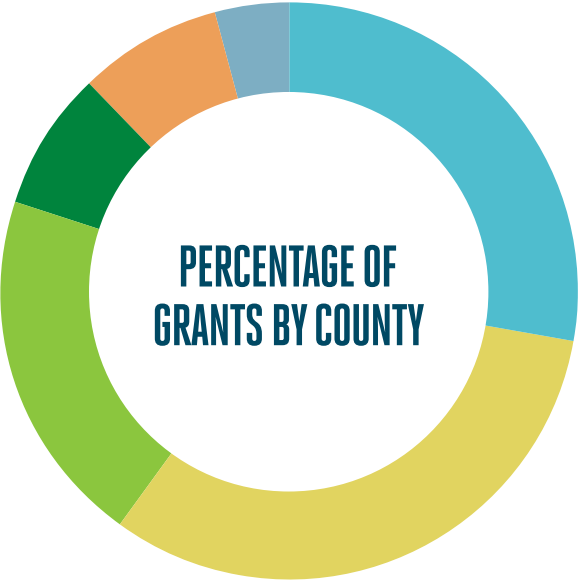


CORK	14.37%	KERRY	2.5%
DONEGAL	9.24%	LOUTH	3.8%
DUBLIN	3.8%	MAYO	1.3%
GALWAY	2.5%	WEXFORD	4.1%

Inshore Fisheries Conservation Scheme

The objective of the Inshore Fisheries Scheme is to provide a dedicated funding stream to support the inshore fisheries sector. The scheme supports measures for enhanced management and conservation of inshore stocks as well as the preparation and implementation of management plans for inshore stocks. The scheme has resulted in increased storage and security along with fresher and better quality produce. During 2022, 25 projects were completed under this scheme and grant aid totalling €127,058.93 was paid.

County	Number of Grants	Grant Value	Exchequer	EMFF
Cork	7	€31,942.00	€15,971.00	€15,971.00
Donegal	8	€35,253.66	€17,626.83	€17,626.83
Galway	5	€25,605.01	€12,802.51	€12,802.51
Kerry	2	€8,640.00	€4,320.00	€4,320.00
Mayo	2	€24,183.26	€12,091.63	€12,091.63
Wexford	1	€1,435.00	€717.50	€717.50
Grand Total	25	€127,058.93	€63,529.465	€63,529.465

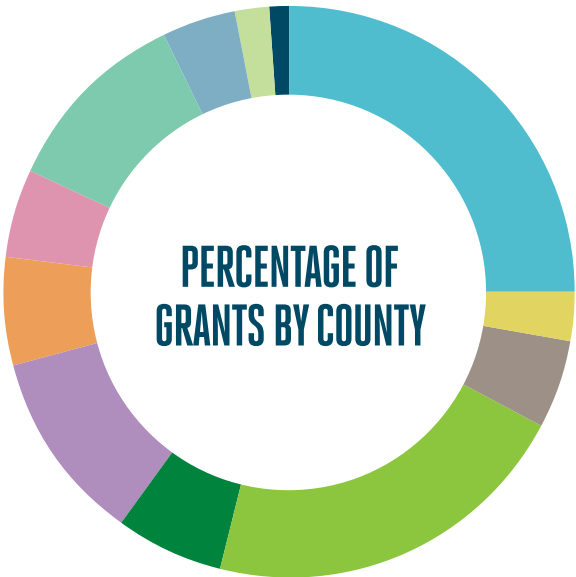


CORK	28%	KERRY	8%
DONEGAL	32%	MAYO	8%
GALWAY	20%	WEXFORD	4%

Inshore Fisheries Conservation Scheme - V-Notching

This scheme provides for grant aid to approved groups (and in exceptional cases, individuals) to implement local lobster v-notching programmes. The scheme helps improve the sustainability of Ireland's lobster fisheries, by protecting female lobsters so that they can successfully breed several times before being harvested. The scheme ensures that young female breeding lobsters are given a better chance of survival, which in turn produces a more sustainable lobster population. During 2022, 235 projects were completed under this scheme and grant aid totalling €397,829.98 was paid.

County	Number of Grants	Grant Value	Exchequer	EMFF
Clare	2	€9,523.91	€4,761.96	€4,761.96
Cork	58	€62,231.56	€31,115.78	€31,115.78
Donegal	8	€8,366.29	€4,183.15	€4,183.15
Dublin	12	€18,203.40	€9,101.70	€9,101.70
Galway	50	€63,826.13	€31,913.07	€31,913.07
Kerry	13	€47,420.24	€23,710.12	€23,710.12
Louth	27	€65,773.30	€32,886.65	€32,886.65
Mayo	14	€34,804.28	€17,402.14	€17,402.14
Sligo	12	€31,336.31	€15,668.16	€15,668.16
Waterford	26	€31,753.81	€15,876.91	€15,876.91
Wexford	9	€18,129.65	€9,064.83	€9,064.83
Wicklow	4	€6,461.00	€3,230.50	€3,230.50
Grand Total	235	€397,829.88	€198,914.94	€198,914.94

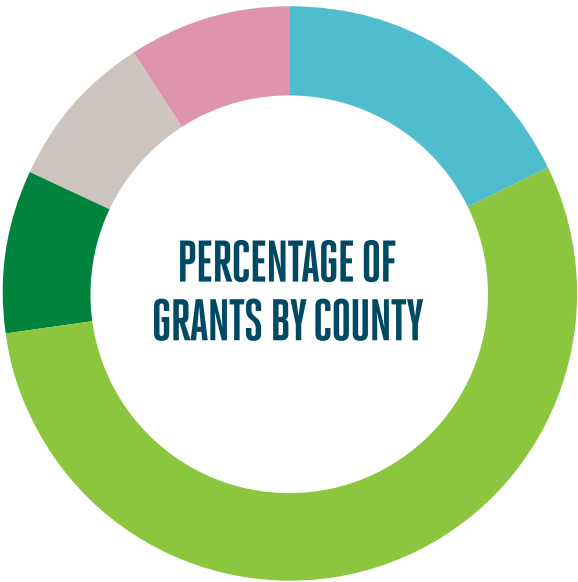


CLARE	1%	LOUTH	11%
CORK	25%	MAYO	6%
DONEGAL	3%	SLIGO	5%
DUBLIN	5%	WATERFORD	11%
GALWAY	21%	WEXFORD	4%
KERRY	6%	WICKLOW	2%

Knowledge Gateway Scheme

The Knowledge Gateway Scheme supports applied research, new species development and commercialisation, research into managing diseases and parasites, the provision of environmental and business planning advice as well as training and networking opportunities for the aquaculture sector. During 2022, 11 projects were completed under this scheme with grant aid totalling €1,215,748.79.

County	Number of Grants	Grant Value	Exchequer	EMFF
Cork	2	€224,386.29	€112,193.15	€112,193.15
Galway	6	€633,441.46	€316,720.73	€316,720.73
Kerry	1	€115,377.04	€57,688.52	€57,688.52
Limerick	1	€231,044.00	€115,522.00	€115,522.00
Sligo	1	€11,500.00	€5,750.00	€5,750.00
Grand Total	11	€121,5748.79	€60,7874.395	€60,2124.4



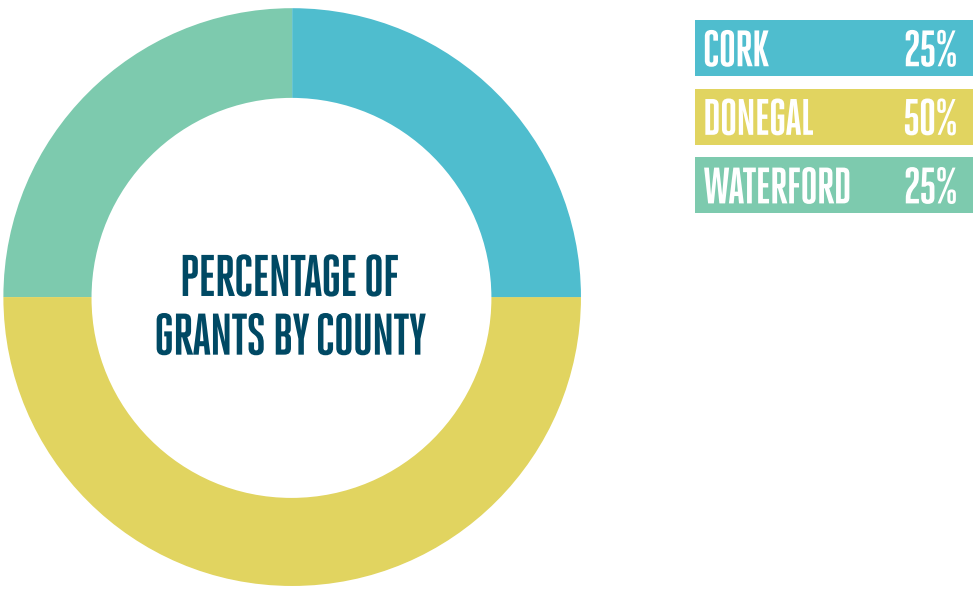
CORK	18%	LIMERICK	9%
GALWAY	55%	SLIGO	9%
KERRY	9%		

Producer Organisation Scheme

This scheme provides support to registered producer organisations (POs). This is achieved through assisting them in the preparation and implementation of production and marketing plans; supporting attendance at certain meetings; dissemination of knowledge and advisory services and support for specified capital and administrative costs.

The scheme enables communication, co-operation and dissemination of knowledge to the POs and their stakeholders as well as assisting with enabling representation by primary producers at high level policy meetings. During 2022, four projects were completed under this scheme with grant aid totalling €291,922.25

County	Number of Grants	Grant Value	Exchequer	EMFF
Cork	1	€89,073.98	€44,536.99	€44,536.99
Donegal	2	€169,400.16	€84,700.08	€84,700.08
Waterford	1	€33,448.11	€16,724.06	€16,724.06
Grand Total	4	€291,922.25	€145,961.13	€145,961.13

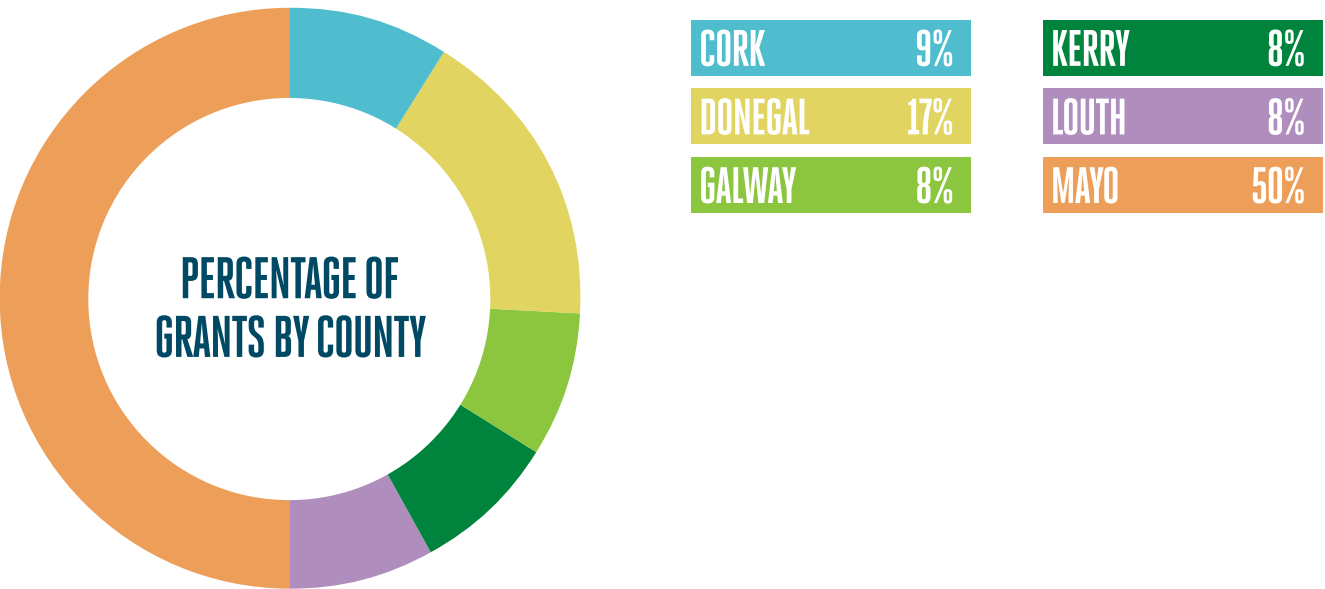


Sustainable Aquaculture Scheme

The objective of the Sustainable Aquaculture Scheme is to promote the sustainable growth of output, value and employment in the aquaculture sector. It focuses on providing supports for sustainably increasing the productive output of aquaculture enterprises and supporting new aquaculture enterprises entering the sector. It also aims to assist aquaculture enterprises in scaling up to improve their competitiveness and efficiency, diversifying into new species and increasing farming of underutilised species. It also promotes and supports organic aquaculture.

The scheme has resulted in adding value to aquaculture businesses through assisting the expansion of new and existing businesses and their production capacities, better growing methods and the development of new sites. During 2022, 12 projects were completed and paid grant aid totalling €525,459.48.

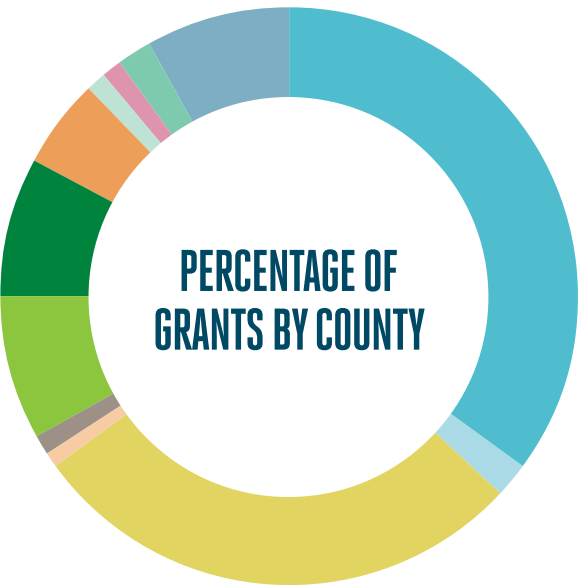
County	Number of Grants	Grant Value	Exchequer	EMFF
Cork	1	€27,752.20	€13,876.10	€13,876.10
Donegal	2	€37,453.80	€18,726.90	€18,726.90
Galway	1	€5,877.69	€2,938.85	€2,938.85
Kerry	1	€31,454.80	€15,727.40	€15,727.40
Louth	1	€9,485.16	€4,742.58	€4,742.58
Mayo	6	€413,435.83	€206,717.92	€206,717.92
Grand Total	12	€525,459.48	€262,729.74	€262,729.74



Seafood Training Scheme

This scheme provides grant aid for training to the Irish catching, fish farming and seafood processing sectors. These accredited training programmes are available to all sectors of the seafood industry including those looking to explore a new career path in the fishing, aquaculture or retail and processing sectors. The aquaculture industry is now the largest employer of commercial divers in Ireland. During 2022, 182 projects were completed and paid grant aid totalling €123,776.49.

County	Number of Grants	Grant Value	Exchequer	EMFF
Cork	63	€39,898.92	€19,949.46	€19,949.46
Derry	4	€873.87	€436.94	€436.94
Donegal	51	€32,893.70	€16,446.85	€16,446.85
Down	2	€774.58	€387.29	€387.29
Dublin	1	€375.42	€187.71	€187.71
Galway	15	€19,774.34	€9,887.17	€9,887.17
Kerry	14	€9,334.61	€4,667.31	€4,667.31
Mayo	10	€4,697.79	€2,348.90	€2,348.90
Offaly	2	€1,065.56	€532.78	€532.78
Sligo	2	€3,773.45	€1,886.73	€1,886.73
Waterford	4	€2,269.47	€1,134.74	€1,134.74
Wexford	14	€8,044.78	€4,022.39	€4,022.39
Grand Total	182	€123,776.49	€61,888.25	€61,888.25



Fisheries Local Area Development Scheme FLAGS

The Fisheries Local Action Groups (FLAGS) is established under Union Priority 4 (Sustainable Development of Fisheries and Aquaculture Areas) of Ireland’s Operational Programme, under the European Maritime COVID-19 Aquaculture Support Scheme and Fisheries Fund 2014-2020 and is co-funded by the Government of Ireland and the European Commission.

FLAG, Fisheries Local Area Action Group (2014 – 2020) is a coastal community development strategy with a fund of €12 million for seven designated Irish coastal communities. The seven FLAGS are South FLAG (Cork), Southwest (Kerry, Limerick), Southeast (Waterford, Wexford, Wicklow) West, (Galway, Clare), Northwest (Mayo, Sligo, Leitrim), North (Donegal), and Northeast (Dublin, Louth, Meath).

BIM assists FLAGS to deliver this scheme through administering supports via grant aid, training and on the ground facilitation, with dedicated FLAG coordinators in each region fact check with work area has been closed to applications in 2021 as its budget was exhausted. During 2022, two final projects were completed and paid grant aid of €490.16.

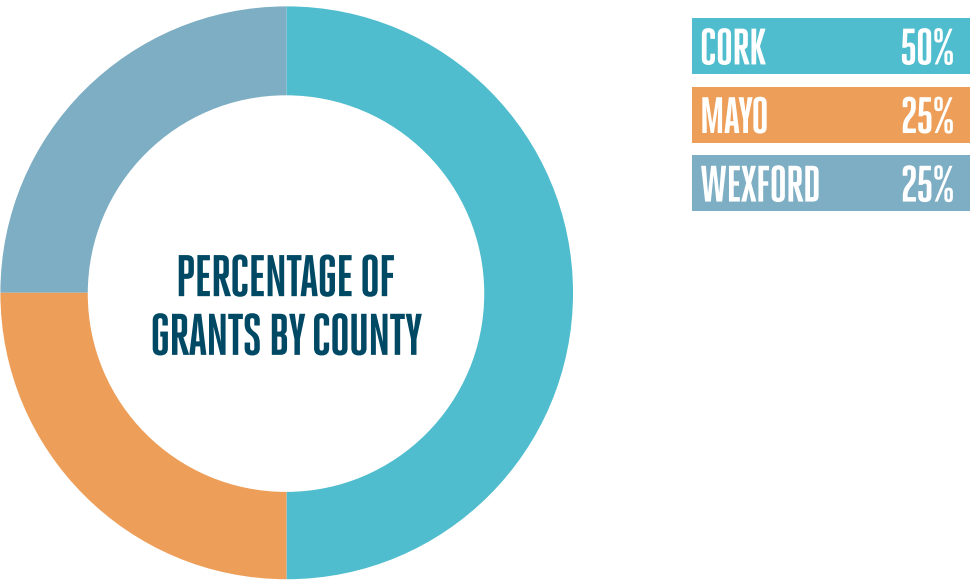
County	Number of Grants	Grant Value	Exchequer	EMFF
Clare	1	€429.96	€214.98	€214.98
Galway	1	€60.20	€30.10	€30.10
Grand Total	2	€490.16	€245.08	€245.08

Seafood Scaling & New Marketing Development Scheme

The Seafood Scaling & New Marketing Development Scheme is established under Union Priority 5 (Marketing and Processing) of Ireland’s Operational Programme under the European Maritime and Fisheries Fund 2014-2020, which is co-funded by the Government of Ireland and the European Commission.

This Scheme supports investment to promote scale and collaboration in the sector and to fund projects which address key sectoral issues. Supports are focused on industry collaboration forums, joint ventures between companies, producers and processors and projects which address common sectoral issues. During 2022, three projects were completed and paid grant aid of €179,826.65.

County	Number of Grants	Grant Value	Exchequer	EMFF
Cork	2	€82,833.15	€41,416.58	€41,416.58
Mayo	1	€47,393.50	€23,696.75	€23,696.75
Wexford	1	€49,600.00	€24,800.00	€24,800.00
Grand Total	4	€179,826.65	€89,913.33	€89,913.33



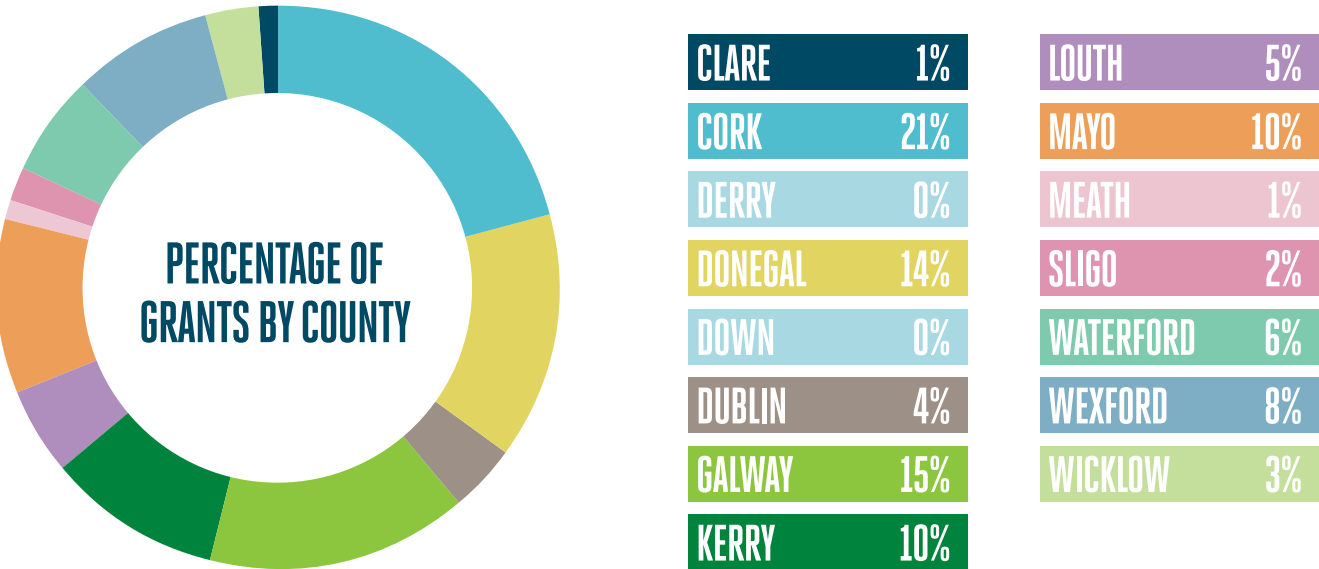
Brexit Adjustment Reserve (BAR) Funded Schemes

Brexit Inshore Fisheries Business Model Adjustment Scheme

Under this scheme, fishing vessel owners with boats up to 8 metres in length may apply for grant aid of up to €2,700, while those with fishing vessels up to 18 metres in length can apply for grant aid of up to €4,000. For vessel owners to be eligible, they must demonstrate that they were actively fishing between January and June 2021.

To receive their grant, applicants must have completed at least one of five online training courses that are designed to provide the sector with the skills to adapt to the new market realities post-Brexit. These courses are designed to enable vessel owners to explore finding new market opportunities for their catch, adjust their business plans to account for the new market conditions, use digital technology to reach customers directly, help maximise the value of their catch and show how they can access alternative markets. During 2022, under this scheme 801 projects were completed and paid grant aid of €2,661,900.

County	Number of Grants	Grant Value
Clare	11	€41,400.00
Cork	169	€523,900.00
Derry	1	€2,700.00
Donegal	116	€373,000.00
Down	1	€4,000.00
Dublin	35	€127,000.00
Galway	118	€364,100.00
Kerry	83	€277,400.00
Louth	38	€149,400.00
Mayo	84	€280,100.00
Meath	4	€16,000.00
Sligo	15	€50,900.00
Waterford	45	€148,800.00
Wexford	61	€224,500.00
Wicklow	20	€78,700.00
Grand Total	801	€2,661,900.00

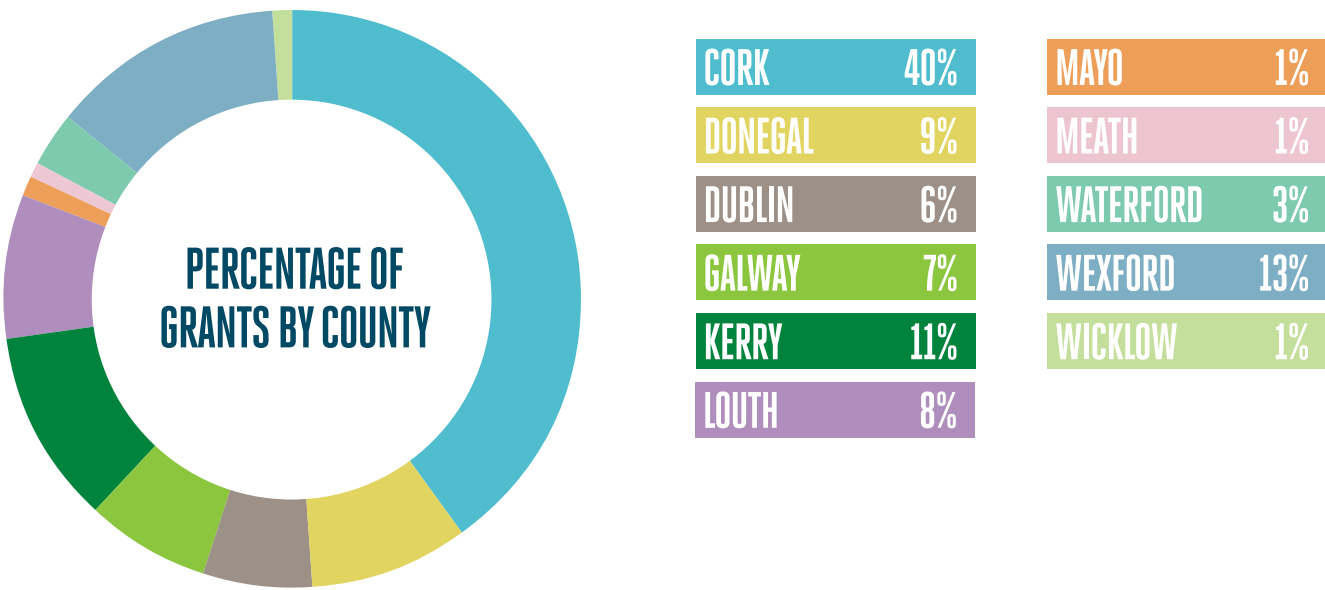


Brexit Temporary Fleet Tie-up Scheme 2022

The scheme was established on foot of the Seafood Taskforce Report to temporarily mitigate the negative impacts on the white fish sector from the reduction in quotas arising from the Trade and Cooperation Agreement (TCA) by mitigating the losses associated with certain stocks as well as difficulties in accessing UK waters or third country waters.

The scheme supported white fish vessels in the polyvalent and beam trawl segment segments to temporarily cease all fishing activity in a particular calendar month, thus increasing the quota available for remaining vessels. During 2022, under this scheme 340 projects were completed and paid grant aid of €18,876,100.

County	Number of Grants	Grant Value
Cork	137	€6,846,800.00
Donegal	31	€2,070,600.00
Dublin	21	€1,380,400.00
Galway	24	€1,308,000.00
Kerry	36	€1,073,000.00
Louth	28	€2,243,700.00
Mayo	3	€94,400.00
Meath	4	€295,400.00
Waterford	9	€266,300.00
Wexford	45	€3,179,500.00
Wicklow	2	€118,000.00
Grand Total	340	€18,876,100.00



Brexit Fisheries Co-operatives Transition Scheme

This scheme aims to mitigate the adverse economic and social consequences of the withdrawal of the United Kingdom from the European Union on Fisheries Cooperatives that are primarily focused on Trade and Cooperation Agreement (TCA) quota stocks (hereinafter ‘the cooperatives’).

The scheme aims to provided short-term aid to offset the reductions in turnover experienced by the cooperatives, directly due to reductions in raw material arising from the TCA-induced quota transfers. The support is design to stabilise cashflow in the short-term, allowing the cooperatives to re-configure and re-structure their businesses in the longer-term - to adapt to the changed trading environment under the TCA. During 2022, under this scheme four projects were completed and paid grant aid of €643,839.91.

County	Number of Grants	Grant Value
Cork	1	€239,813.11
Donegal	1	€171,241.00
Galway	1	€69,682.61
Louth	1	€163,103.19
Grand Total	4	€643,839.91

Brexit Sustainable Aquaculture Growth Scheme

The purpose of the scheme is to mitigate the adverse economic and social consequences of the withdrawal of the United Kingdom from the Union on:

- (1) Seafood processors adversely affected by loss of raw material supply arising from the TCA quota reductions,
- (2) Aquaculture enterprises directly impacted by the UK withdrawal, and
- (3) Coastal communities adversely affected by a broad range of impacts arising from the TCA quota reductions and wider Brexit impacts.

During 2022, under this new scheme, one project was completed and paid grant aid of €182,762.00.

Several BAR funded schemes also launched in 2022 that will begin to draw down funding in 2023.

County	Number of Grants	Grant Value
Kilkenny	1	€182,762.00

In addition to those BAR schemes listed above, three additional BAR schemes were launched in 2022. Though several projects were approved under these, they have not yet drawn down funds.

Brexit Voluntary Permanent Cessation Scheme

The purpose of the scheme is to restore balance between fleet capacity and available quotas following the quota reductions arising from the Trade and Cooperation Agreement (TCA), ensuring the profitability of the fleet.

The scheme aims to support fleet segment impacted by:

- The reduction in quotas for 2021 to 2026 arising from the Trade and Cooperation Agreement. The Scheme aims to mitigate losses associated with certain stocks included in Annex FISH.1 and FISH.2 of the TCA.
- Difficulties in accessing UK waters or third country waters due to Brexit.

The scheme will support vessels in the polyvalent and beam trawl segments to permanently cease all fishing activity, thus increasing the quota available for remaining vessels.

While vessels in the polyvalent and beam trawl fleets may fish quota species impacted by the TCA quota reductions and are thus negatively impacted by the TCA, the scheme prioritises applications by vessels most active in fishing such quota species as their voluntarily removal from the fleet will most contribute to restoring fleet balance and to increasing the amount of quota available to vessels remaining in the fleet.

Brexit Blue Economy Enterprise Development Scheme

The purpose of the scheme is to counter the adverse economic and social consequences of the withdrawal of the United Kingdom from the European Union on businesses operating in the blue economy and located in communities within 10km of the coastline.

Three types of projects are considered for funding:

Project Type 1
Capital Investment

Project Type 2
Business Mentoring and Capacity Development

Project Type 3
Upskilling and Training

Brexit Processing Capital Support Scheme

Apply for grant funding targeted at projects which are deemed as transformational capital investment, in the seafood processing sector.

The scheme supports the Irish processing sector to engage in transformational change, mitigating the effects of the TCA/Brexit while also building more environmentally friendly, sustainable and competitive enterprises which serve the EU and wider global markets, create higher levels of employment more locally, and make better and more sustainable use of Irish landed or imported raw material.

It is aimed at supporting industry-led transformative capital investments that enable the sector to focus on “creating more from less,” in the wake of reduced supply of raw material and move enterprises in the sector further up the supply chain. Its objective is to produce higher value product and shift the industry to a focus on secondary processing and beyond, to products targeting end-user markets.

BIM National Exchequer Funded Schemes

Two safety related schemes are funded via the National Exchequer (100%).

Fleet Safety and Marine Tourism Grant Schemes

The Fleet Safety Scheme’s objective is to improve the safety standard on board Irish fishing vessels. The scheme provides grant aid in support of the purchase and installation of safety items including statutory lifesaving, firefighting, navigation, and communication equipment.

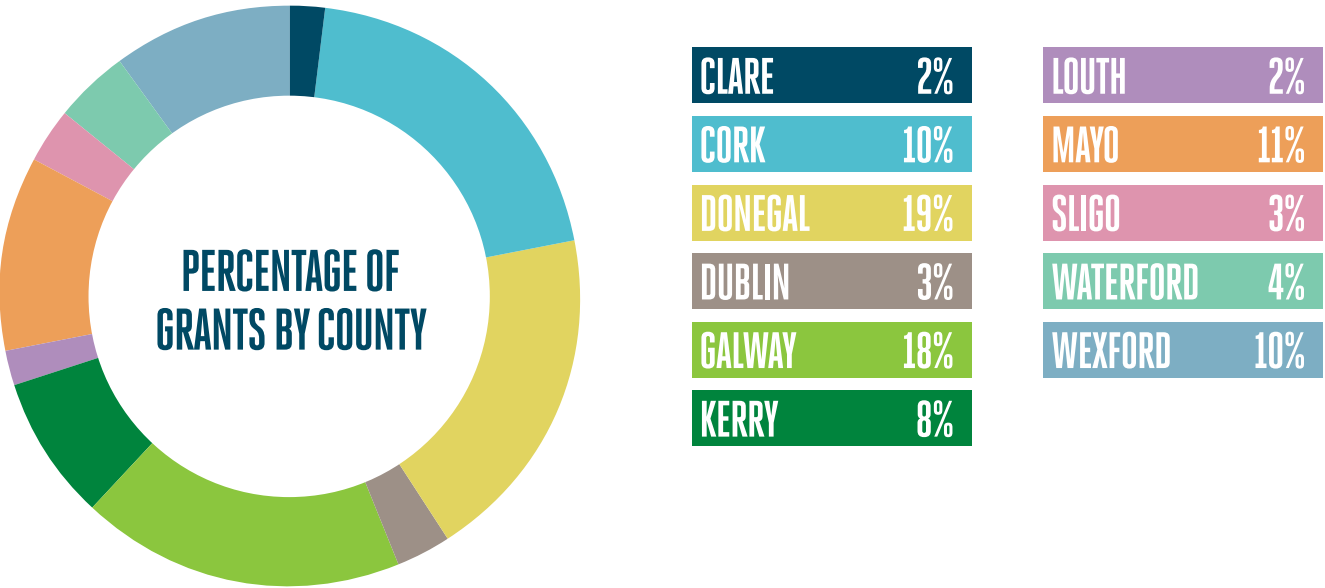
The Marine Tourism Scheme aims to improve the overall safety standard on-board Irish marine tourism vessels. The scheme provides support for the purchase and installation of safety items including statutory lifesaving, firefighting, navigation, and communication equipment for licensed marine tourism vessels up to 15 metres overall.

Both the Fleet Safety and Marine Tourism Schemes allow for the purchase and installation of safety equipment. Items which may be considered for funding include:

- Survival items such as lifejackets, flares and life rafts
- Navigation equipment such as GPS or autopilot
- Electronics such as CCTV cameras
- Fire safety items such as breathing apparatus and fire pumps
- Structural safety items such as gangways and access ladders, windows
- Survey Fees for Code of Practice for vessels engaged in sea-fishing

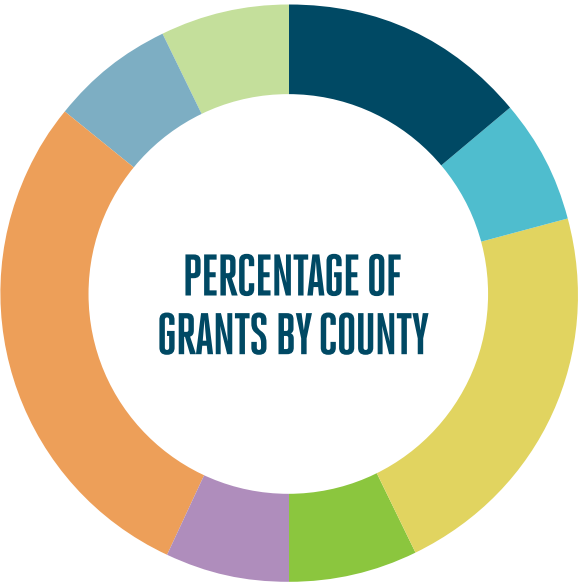
Fleet Safety

County	Number of Grants	Grant Value
Clare	4	€7,219.69
Cork	42	€142,228.42
Donegal	39	€87,724.61
Dublin	6	€7,571.51
Galway	38	€29,692.86
Kerry	17	€83,982.04
Louth	5	€51,082.29
Mayo	22	€31,463.91
Sligo	6	€4,554.13
Waterford	9	€37,869.08
Wexford	22	€57,703.73
Grand Total	210	€541,092.27



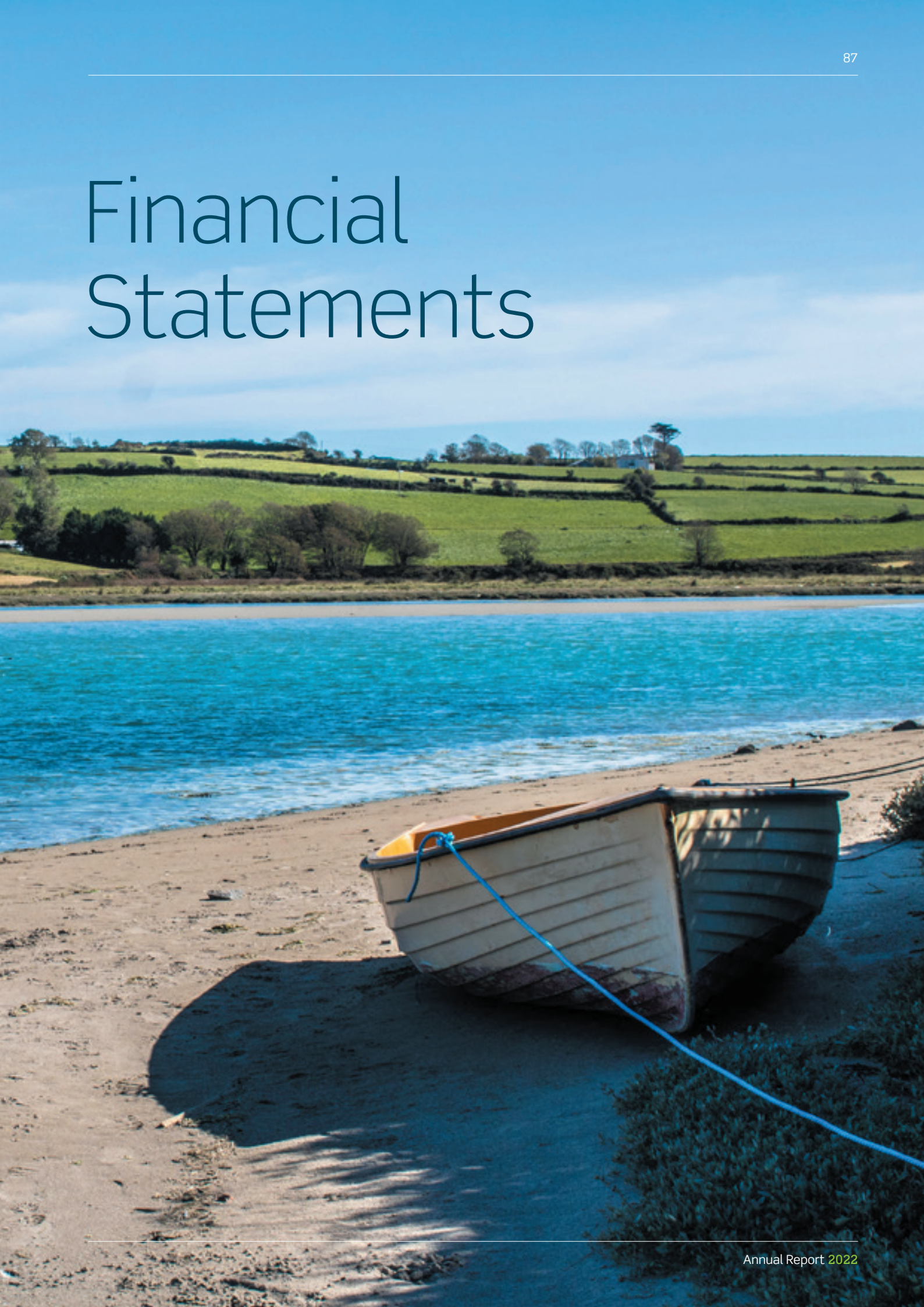
Marine Tourism Safety Scheme

County	Number of Grants	Grant Value
Clare	2	€3,761.66
Cork	1	€336.00
Donegal	3	€8,360.80
Galway	1	€3,065.20
Louth	1	€2,215.94
Mayo	4	€2,941.52
Wexford	1	€21,400.40
Wicklow	1	€207.00
Grand Total	14	€42,288.52



CLARE	14%	LOUTH	7%
CORK	7%	MAYO	29%
DONEGAL	22%	WEXFORD	7%
GALWAY	7%	WICKLOW	7%

Financial Statements



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Financial Statements
for the year ended 31st December 2022



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 2022 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 2022 and of its income and expenditure for 2022 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
Comptroller and Auditor General

23 June 2023

Appendix to the report

Responsibilities of Board members

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

- the preparation of annual financial statements in the form prescribed under 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.

I report by exception if, in my opinion,

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

Information other than the financial statements

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

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

Reporting on other matters

My audit is conducted by reference to the special considerations which attach to State bodies in relation to their management and operation. I report if I 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.

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 2022.

Board Structure

The Board consists of a Chairperson and five 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
Aidan Cotter	Chairperson	17 May 2022
Lisa Vaughan	Director	Term completed 18 June 2022, reappointed 19 June 2022
William Deasy	Director	19 November 2020
Jean Callanan	Director	19 November 2020
Marie Gleeson	Director	19 November 2020
George Golden	Director	29 September 2021

The Board has established the following committees:

Audit and Risk Committee: comprises two Board members and three 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)
- George Golden
- Gearóid Breathnach
- Stephen McGovern
- Aidan Dunning

There were five meetings of the ARC in 2022.

Training and Development Committee: comprises two Board members and three independent members. The role of the Training and Development Committee (TADC) is to provide oversight and review of the operation of the BIM Training Unit. The TADC reports to the Board after each meeting and formally in writing annually.

The members of the Training and Development Committee are:

- Jean Callanan (Chairperson)
- Marie Gleeson
- Cormac Gebruers
- John Lynch
- Mark Skinner

There were two meetings of the TADC in 2022.

	Board	Audit and Risk Committee	Fees 2022 €'000	Expenses 2022 €'000
Aidan Cotter	(7/7)	-	7	-
Lisa Vaughan	(11/12)	(5/5)	8	1
William Deasy	(12/12)	-	8	4
Jean Callanan	(12/12)	-	8	1
Marie Gleeson	(11/12)	-	8	2
George Golden	(11/12)	(4/5)	8	3
Gearóid Breathnach	-	(5/5)	1	-
Stephen McGovern	-	(5/5)	1	-
Aidan Dunning	-	(5/5)	1	-
Total			50	11

Board Member Changes

The Chairperson, Aidan Cotter, was appointed on 17 May 2022.

Lisa Vaughan was reappointed on 19 June 2022.

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.

	2022 €'000	2021 €'000
Legal advice	50	111
Financial/actuarial advice	-	-
Human Resources	-	-
Business improvement	-	-
Other	-	-
Total consultancy costs	50	111
Consultancy costs capitalised	-	-
Consultancy costs charged to the Income and Expenditure and Retained Revenue Reserves	50	111
Total	50	111

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.

	2022 €'000	2021 €'000
Legal fees - legal proceedings	-	51
Conciliation and arbitration payments	-	-
Settlements*	-	95
Total	-	146

* The 2021 settlements figure of €95,000 is made up of settlements paid of €62,000 and associated legal costs of €33,000.

Travel and Subsistence Expenditure

Travel and subsistence expenditure is categorised as follows:

	2022 €'000	2021 €'000
Domestic		
- Board*	13	3
- Employees	473	307
International		
- Board*	-	-
- Employees	78	5
Total	564	315

*Includes travel and subsistence of €10,000 paid directly to Board members in 2022 (2021: €3,000). The balance of €3,000 (2021: €1,000) relates to expenditure paid by BIM on behalf of the Board members.

Hospitality Expenditure

The Income and Expenditure Account includes the following hospitality expenditure::

	2022 €	2021 €
Staff hospitality	1	1
Client hospitality	-	-
Total	1	1

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 2022.



Aidan Cotter
Chairperson
21st June, 2023

Statement on Internal Control

Scope of Responsibility

On behalf of BIM I acknowledge the Board's collective responsibility for ensuring that an effective system of internal control is maintained and operated, for preparing the accounts of BIM and for complying with all statutory obligations applicable to BIM. This responsibility takes account of the requirements of the Code of Practice for the Governance of State Bodies (2016).

Key Control Procedures to Provide Effective Internal Control

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

- The Board conducted an annual review of the effectiveness of the internal controls which concluded in March 2023. In undertaking this review the Directors considered the following:
 - A report on the system of internal controls in 2022 including Risk Management, Internal Audits, External Audit and the work of the Audit and Risk Committee in 2022;
 - An annual review of compliance with the Public Spending Code;
 - A Code of Practice compliance report; and
 - The Internal Auditors report on the Systems of Internal Financial Control.
- 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 a review of the annual capital and current budgets by the Board and regular review of actual results against budget.
- Control procedures – comprehensive policies 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 2022, 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.
- The Audit and Risk Committee, established by the Board in 2009 consists of non-executive Board Members and three independent external members. 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. While the effectiveness of an internal control system can change over time, BIM reviews and updates such systems as required.

This 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 2022 and up to the date of approval of the financial statements.

Review of Statement on Internal Control

This Statement on Internal Control 2022 was reviewed by the BIM Audit & Risk Committee (ARC) and the Board in March 2023 to ensure that it accurately reflects the control system in place during 2022.

Impact of COVID-19 pandemic on the Control Environment

The onset of the COVID-19 pandemic in early 2020, and the resulting public health advice and safety measures, rapidly and fundamentally changed the working practices of BIM, with remote working becoming the norm for staff.

In 2020, BIM completed the OC&AG's COVID-19 Risk Assessment, this assessment was reviewed and updated in 2021 and again in 2022. BIM has continued to monitor developments closely and follows all Government guidance, looking to mitigate the risks that may affect business operations, staff, and stakeholders.

Actions taken by BIM include:

- Transitioning BIM's business operations to a remote working environment where most business processes can continue as normal.
- Continual assessment of significant risks pertaining to the COVID-19 pandemic and the agility of BIM to respond effectively.
- Ensuring robust segregation of duties are retained with remote working and adequate cover is in place.
- Ensuring all existing data protection and records management policies and procedures continue to apply in the remote working environment and are monitored and reported on as normal.
- Ensuring that staff members access BIM's network using BIM approved ICT equipment, and that all staff members working remotely have been equipped with the necessary ICT equipment.
- Assessing potential for weaknesses in internal controls resulting from COVID-19 and taking measures to monitor and update internal controls where necessary.

BIM has an ARC comprising two Board members and three independent external members, with financial and audit expertise. The ARC met five times in 2022.

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

The Board 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 can 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.

Breaches in Control

There were no reported instances of breaches in control in 2022.

Material Losses or Frauds

There were no reported material losses or frauds in 2022.

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.

Procedures for addressing financial implications of major business risks

The financial implications of business risks have been considered through the formal business risk assessment process and in the preparation of the BIM Internal Audit Plans. These are further assessed and evaluated through the phased implementation of the BIM's Internal Audit Plan.

Financial & Budgetary Information

The system of internal controls is based on a framework of regular management information, a system of delegation and accountability, a set of financial and administrative procedures including segregation of duties. In particular it includes:

- A comprehensive budgeting system with an annual budget, which is reviewed and approved by the Board.
- The assignment of budgets and budgetary authority and responsibility for specific functions to selected managers.
- Arrangements for all purchasing to be conducted and controlled through BIM's financial management system and procedures.
- Monthly reviews by the Board of financial management reports.
- Adoption of an annual Corporate Procurement Plan and the appointment of a Procurement Officer.

The inbuilt controls in the Financial Systems have continued to operate as normal during 2022 with no procedures or key controls being overridden in order to maintain business-as-usual.

Procurement

I confirm that BIM has procedures in place to ensure compliance with current procurement rules and guidelines and that during 2022 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 2022 in January 2023.

Internal Control Issues

No breaches to internal controls were identified in relation to 2022 that require disclosure in the financial statements

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 the Board of BIM;



Aidan Cotter
Chairperson
21st June, 2022

Statement of Income and Expenditure and Retained Revenue Reserves

For the year ended 31st December 2022

	Note	2022 €'000	2021 €'000
Income			
Oireachtas Grants	3	51,065	45,900
Net Deferred Funding for Retirement Benefit Obligations	19(c)	1,168	665
		52,233	46,565
E.U. Grants	4	35	334
Turnover Ice Plants	5	306	341
Other Income	6	822	596
		53,396	47,836
Expenditure			
EU Current Development	4	1	45
Industry Capital Development	7	2,819	9,272
Industry Current Development	8(a)	38,906	26,308
Industry Current Administration	8(b)	6,028	5,261
Depreciation Charged During the Year	8(c)	1,079	1,244
Retirement Benefit Obligations	19(a)	3,257	2,840
Expenditure on Ice Plants	5	1,144	1,115
		53,234	46,085
Surplus/(Deficit) for the year		162	1,751
Net Transfer to Capital Reserve	15	(680)	(647)
Balance brought forward at 1st January		(268)	(1,372)
Balance carried forward at 31st December		(786)	(268)

All income and expenditure for the year relates to continuing activities at the reporting date.
Notes 1-23 form part of these Financial Statements.

The Financial Statements were approved by the Board on the 21st June 2023 and signed on its behalf by:



Aidan Cotter
Chairperson
21st June, 2023



Caroline Bocquel
Chief Executive
21st June, 2023

Statement of Comprehensive Income

For the year ended 31st December 2022

	2022 €'000	2021 €'000
Surplus/(Deficit) for the year	162	1,751
Experience gains/(losses) on retirement benefit obligations	(499)	(653)
Changes in assumptions	24,154	(3,940)
Adjustment to deferred retirement benefit funding	(23,655)	4,593
Total Comprehensive Income for the year	162	1,751

Notes 1-23 form part of these Financial Statements.

The Financial Statements were approved by the Board on the 21st June 2023 and signed on its behalf by:



Aidan Cotter
Chairperson
21st June, 2023



Caroline Bocquel
Chief Executive
21st June, 2023

Statement of Financial Position

As at 31st December 2022

	Note	2022 €'000	2021 €'000
Fixed Assets			
Property, Plant and Equipment	11	4,849	4,169
Current Assets			
Receivables	12	666	825
Inventory		9	10
Cash and Cash equivalents		835	8,988
		1,510	9,823
Current Liabilities			
Payables (amounts falling due within one year)	13	(2,296)	(10,091)
Net Current Assets/(Liabilities)		(786)	(268)
Total Assets less Current Liabilities before Pensions		4,063	3,901
Retirement Benefit Obligation	19(b)	(66,903)	(89,390)
Deferred Retirement Benefit Funding Asset	19(c)	66,903	89,390
Total Net Assets		4,063	3,901
Representing			
Retained Revenue Reserves		(786)	(268)
Capital Reserves	15	4,849	4,169
Total Net Assets		4,063	3,901

Notes 1–23 form part of these Financial Statements.

The Financial Statements were approved by the Board on the 21st June 2023 and signed on its behalf by:



Aidan Cotter
Chairperson
21st June, 2023



Caroline Bocquel
Chief Executive
21st June, 2023

Statement of Cash Flows

For the year ended 31st December 2022

	2022 €'000	2021 €'000
Reconciliation of Operating Surplus/(Deficit) to Net Cash flow from Operating/Development Activities	162	1,751
Surplus/(Deficit) for the Year	162	1,751
Bank Interest		-
Depreciation Charge	1,079	1,244
Income from sale of Fixed Assets	1	1
(Increase)/Decrease in Inventory	1	29
Decrease/(Increase) in Receivables	159	93
Increase/(Decrease) in Payables	(7,796)	6,989
Net Cash (Outflow)/Inflow from Operating/Development Activities	(6,394)	10,107
Statement of Cash Flows		
Net Cash Inflow from Operating/Development Activities	(6,394)	10,107
Cash Flows from Financing Activities		
Interest Received	-	-
Cash Flows from Investing Activities		
Payments to Acquire Tangible Fixed Assets	(1,759)	(1,891)
Receipt from sale of assets	-	-
Increase/(Decrease) in Cash and Cash Equivalents	(8,153)	8,216
Cash and cash equivalents at the beginning of the year	8,988	772
Cash and cash equivalents at the end of the year	835	8,988

Notes 1–23 form part of these Financial Statements.

The Financial Statements were approved by the Board on the 21st June 2023 and signed on its behalf by:



Aidan Cotter
Chairperson
21st June, 2023



Caroline Bocquel
Chief Executive
21st June, 2023

Notes to the Financial Statements

For the year ended 31st December 2022

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 2022 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).

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.

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.

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 (ICT)	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.

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 28th July 2012 and introduced the new Single Public Service Pension Scheme (“Single Scheme”) which commenced with effect from 1st January 2013. All new entrants to the Public Sector, on or after 1st 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.

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

	2022 €'000	2021 €'000
Vote 30 - Subhead D5 Current Development		
Pay	8,250	7,700
Superannuation	2,450	2,600
Non-pay	35,865	23,850
Total Current Development	46,565	34,150
Capital Development	4,500	11,750
	51,065	45,900

4. Grants

Grants received

Project	2022 €'000	2021 €'000
Interreg	35	334
	35	334

Grants expended

				2022 €'000	2021€'000
Project	Salaries	Non-pay	Grants	Total	Total
Interreg	-	1	-	1	45
	-	1	-	1	45

All EU receipts were applied in the year and related to industry current development expenditure. The difference between grants received and grants expended of €34,000 is due to timing differences in the administration of claims for scheme funding.

5. Ice Supply Operating results

	2021 €'000	2020 €'000
Turnover	306	341
Less: Wages	(507)	(486)
Less: Operating costs	(526)	(482)
Less: Administration costs	(111)	(147)
Total Expenditure on Ice Plants*	(1,144)	(1,115)
(Deficit)/Surplus on Operations	(838)	(774)

*Total expenditure does not include depreciation charges on ice plants fixed assets in the year of €14,000 (2021: €16,000).

Note: The Board of BIM evaluated an updated business case for future ice plant operations in 2022. This is currently being progressed with the Department of Agriculture, Food and the Marine.

6. Other income

	2022 €'000	2021 €'000
Admin Income – incl. Rent Receivable	30	32
Sea Fisheries Income	247	210
North Western Waters Council	16	16
Training Income	439	294
Sea Fisheries Grant Refunds	89	43
Receipts from Sale of Assets	1	1
	822	596

7. Industry Capital Development Expenditure

	2022 €'000	2021 €'000
Project		
Seafood Technical Services	2,819	6,631
Development & Innovation Services	-	2,641
	2,819	9,272

STS includes aquaculture of €577k in 2022 (2021: €2,821k)

8. Industry Current Development Expenditure

(a) Development

				2022 €'000	2021 €'000
Project	Salaries	Non-pay	Grants	Total	Total
Seafood Technical Services	2,244	3,127	24,214	29,585	16,641
Economic & Strategic Services	499	471	-	970	1,455
Development & Innovation Services	1,183	2,516	90	3,789	4,337
Technical Assistance (EMFF)	458	507	-	965	862
Skills Development Services	1,388	1,163	124	2,675	2,470
Communications	343	579	-	922	543
	6,115	8,363	24,428	38,906	26,308

(b) Administration

	2022 €'000	2021 €'000
Salary Costs	1,871	1,675
Travel Administrative Staff	48	24
Board Members' Fees and Travel Expenses	71	60
Rent, Rates, and Repairs	138	185
Telephone, Postage, and Stationery	209	215
Data Processing (ICT)	1,807	1,319
Power, Light, and Cleaning	236	112
Legal, Professional, and Consultants' Fees	848	946
Audit Fee	32	32
Annual Report	15	15
Insurance	109	88
Advertising & Sponsorship	3	3
Staff Development and Training Costs	320	333
Sundries, General Expenses and Trade Subscriptions	321	254
	6,028	5,261

(c) Depreciation

	2022 €'000	2021 €'000
Depreciation during the year	1,079	1,244
	46,013	32,813

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 2022	2022 € '000	Staff Numbers at 31 Dec 2021	2021 €'000
Seafood Technical Services Salaries – Note 8(a)	32	2,244	32	2,294
Economic & Strategic Services – Note 8(a)	6	499	6	403
Business Development & Innovation Salaries – Note 8(a)	16	1,183	20	1,179
Skills Development Services Salaries – Note 8 (a)	20	1,388	22	1,264
Communications Salaries – Note 8(a)	5	343	5	320
Corporate Services – Note 8(b)	35	2,035	28	2,129
Ice Plant Salaries – Note 5	12	507	9	486
	126	8,199	122	8,075

Salaries of €458,000 relating to staff retained under Technical Assistance (2021: €498,000) funded by EMFF grant aid, have been included in the Corporate Services unit for 2022. Overtime of €42,000 (2021: €44,000) is included in the above. There were no on-board allowances paid in the year (2021: €1,000).

(b) Pensions Paid in the Year

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

	2022 € '000	2021 €'000
Pensioners	128	2,377
Lump Sum Payments	124	217
	128	2,501
	129	2,574

€273,000 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	2022	2021
€60,000	€69,999	23	35
€70,000	€79,999	23	7
€80,000	€89,999	9	11
€90,000	€99,999	8	5
€100,000	€109,999	2	-
€110,000	€119,999	2	-
€120,000	€129,999	-	-
€130,000	€139,999	-	1

10. Directors' and CEO Salary

		Fees 2022 €'000	Fees 2021 €'000	Travel Expenses 2022 €'000	Travel Expenses 2021 €'000
Aidan Cotter (Term 17 May 2022 to 16 May 2025)	Chairperson	7	-	-	-
Lisa Vaughan (Term 19 June 2020 to 18 June 2022) (reappointed 19 June 2022 to 18 June 2025)	Director	8	8	1	1
William Deasy (Term 26 July 2017 to 25 July 2020) (Term 19 November 2020 to 18 November 2023)	Director	8	8	4	1
Jean Callanan (Term 19 November 2020 to 18 November 2023)	Director	8	8	1	1
Aaron Forde (Term 19 November 2020 to 17 February 2021)	Director	-	1	-	-
Marie Gleeson (Term 19 November 2020 to 18 November 2023)	Director	8	8	2	1
George Golden (Term 29 September 2021 to 28 September 2024)	Director	8	2	3	1
		47	35	11	5

The Board held 12 TBC full meetings in 2022. Board Members attended other meetings and events on behalf of BIM in addition to Board and Audit Meetings.

	Board Attendance 2022	Other Meetings 2022
Aidan Cotter	(7/7)	-
Lisa Vaughan	(11/12)	6
William Deasy	(12/12)	-
Jean Callanan	(12/12)	2
Marie Gleeson	(11/12)	2
George Golden	(11/12)	4

	Salary 2022 € '000	Salary 2021 €'000
CEO (Jim O'Toole)	117	136
Interim CEO (Caroline Bocquel)	20	-
	137	136

The CEO is a member of the BIM defined benefit scheme and expenses of €7,000 were also paid to the CEO for 2022. The CEO resigned on 31st October 2022.

Caroline Bocquel was appointed Interim CEO on 1st November 2022. Expenses of €2,139 were paid to the Interim CEO for 2022.

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
Cost						
Balance as at 1 January	33,352	6,762	5,965	-	382	20,243
Additions	1,759	121	758	621	2	257
Transfer*						
Disposals	(4)		(4)	-		
Balance as at 31 December	35,107	6,883	6,719	621	384	20,500
Depreciation						
Balance as at 1 January	29,183	6,010	4,532	-	293	18,348
Charge for Year	1,079	160	318	-	34	567
Disposals	(4)	-	(4)	-		
Balance as at 31 December	30,258	6,170	4,846	-	327	18,915
Net Book Value						
At 31 December 2022	4,849	713	1,873	621	57	1,585
At 31 December 2021	4,169	752	1,433	-	89	1,895

*Assets under construction related to a capital commitment at the 31st December 2022.

12. Receivables

	2022 € '000	2021 €'000
Other Receivables	313	406
Prepayments	369	434
	682	840
Less: Provision for Doubtful Debts	(16)	(15)
	666	825

13. Payables (amounts falling due within one year)

	2022 € '000	2021 €'000
Deferred Income	54	54
Trade payables and accruals	1,917	1,388
Grant Accruals	325	8,649
	2,296	10,091

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 2022 BIM had the following future minimum lease payments under non-cancellable operating leases for each of the following periods:

	2022 € '000	2021 €'000
Payable within one year	17	17
Payable within two to five years	41	53
Payable after five years	9	19
	67	89

15. Capital Reserves

	2022 € '000	2021 €'000
Balance as at 1st January	4,169	3,522
Transfer (to)/from Income and Expenditure Account		
Funding of Asset Additions	1,759	1,891
Amortisation in line with Asset Depreciation	(1,079)	(1,244)
Transfer to Statement of Income and Expenditure Account and Retained Revenue Reserves	680	647
Balance as at 31st December	4,849	4,169

16. Contingent Liabilities and Commitments

There were no contingent liabilities and commitments at 31 December 2022 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 31st December were as follows:

	2022 € '000	2021 €'000
Fisheries	15,378	5,454

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.

The Cross-Border Aquaculture Initiative finished operations at 31 December 2020 and the process of liquidation via a High Court application commenced in 2021 and is still ongoing.

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 2022:

	2022 € '000	2021 €'000
Kush Seafarms Limited	19	19
Fastnet Mussels Limited	19	19
	38	38

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:

	2022 € '000	2021 €'000
Current Service Cost	2,418	2,439
Interest on Pension Scheme Liabilities	1,251	799
Employee Contributions	(412)	(398)
	3,257	2,840

(b) Movement in net Retirement Benefit Obligations

	2022 € '000	2021 €'000
Net Pension Liability at 1 January	89,390	84,132
Net Current Service Cost	2,006	2,041
Employees Contributions	412	398
Interest on Pension Scheme Liabilities	1,251	799
Actuarial Loss/(Gain)	(23,655)	4,593
Pensions paid in the year	(2,501)	(2,573)
Payment in respect of transfer of service to third party*	-	-
	66,903	89,390

Financial Assumptions

The principal actuarial assumptions were as follows:

	2022	2021
Rate of increase in salaries	4.15%	3.60%
Rate of increase in pensions in payment	3.65%	3.10%
Discount Rate	3.65%	1.40%
Inflation Rate	2.65%	2.10%

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	2022	2042
Life expectancy - male	24.3	22.1
Life expectancy - female	26.4	24.4

(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	2022 € '000	2021 €'000
Funding recoverable in respect of current year pension costs	3,669	3,238
State Grant applied to pay pensioners and transfers of service	(2,501)	(2,573)
	1,168	665

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

Net Deferred Funding for Pensions in the year	2022 € '000	2021 € '000	2020 € '000	2019 € '000	2018 €'000
Defined benefit obligations	66,903	89,390	84,132	78,619	71,082
Experience gains on plan liabilities	499	653	338	(980)	(1,317)
Experience gains as percentage of plan liabilities	0.7%	0.7%	0.4%	(1.2%)	(1.9%)

(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 31st December 2022. 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 no instances where board members declared interests in 2022.

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 €204,000 (2021: €184,000).

For a breakdown of the remuneration and benefits paid to key management personnel, please refer to Note 10.

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.

BIM own 100% of the ordinary share capital of St. George Fishery Company Limited, a company incorporated in Ireland, which is dormant and did not trade during the period. The company has net assets of €1,270.

22. Going Concern - COVID-19

BIM continues to manage the evolving circumstances around the COVID-19 pandemic. This process involves following the latest Government protocols and ensuring appropriate mitigations are in place via BIM’s Risk Management Framework. A COVID-19 contingency plan is place and this is managed and updated by the senior leadership team.

23. Approval of financial statements

The financial statements were approved by the Board at its meeting on 21st June 2023.

