

# Countryside Council for Wales

Annual Report and Accounts 2010-2011



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**Lywodraeth Cymru**  
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Cyngor Cefn Gwlad Cymru  
Countryside Council for Wales

# Annual Report and Accounts 2010-2011

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# Preface



If we needed a reminder of the challenges ahead, it came in June 2011 from the United Nations' Environment Programme. Resource consumption is on course to triple by 2050 as global population heads for 9 billion, and UNEP warns that the world cannot sustain the ever-increasing use of minerals, fossil fuels and bioenergy. At the same time, the Foresight report from the UK Government Office for Science concludes that the global food system needs completely redesigning if we are to avoid environmental crises and food scarcity.

These issues matter for CCW, because we, and our colleagues in the Environment Agency and Forestry Commission, will be advising our government on these issues, a government with increased powers and autonomy. Wales has come of age as a nation, and that means taking responsibility for our own resources and our share of the global commons. There is no higher authority now, so we bear an unprecedented responsibility.

CCW's record as an environmental advisor, an enabler, a protector and an implementer is exemplary, and this Annual Report shows our progress over the past year. There have been some major achievements in access provision, in conservation, case work and partnership working. But we are now poised to step onto a much bigger stage.

The people of Wales have some hard choices to make, not least about our high-consuming lifestyles and the impact they have on the planet's resources. But we also have hard choices about how we use and manage our own natural resources. Do we grow more food or do we plant more trees? Do we protect against floods or do we retreat in the face of rising sea levels?. Do we conserve our biodiversity or do we manage our land and sea for economic benefit? Can we do all these things together?

This is the central challenge of the Welsh Government's Living Wales programme, and its One Wales One Planet scheme. As CCW aligns its work with sustainable development, and contemplates the creating of a single environment body to achieve it, our staff are well placed to play their part. Our view matters, our knowledge and skills are needed.

Duck the challenge, the UNEP and Foresight scenarios of scarcity and crisis will become reality. Scale up our efforts, and our environmental resources will sustain us into the future.

Morgan Parry  
Chairman

# ANNUAL REPORT AND AUDITED FINANCIAL ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2011

## Introduction and background

### History of the Body and Statutory Background

The Countryside Council for Wales (CCW) was established in 1991<sup>1</sup> and is primarily funded by the Welsh Government. Our purpose is to:

- promote the conservation of the natural environment and the enhancement of natural beauty
- encourage recreation and enjoyment of the Welsh countryside
- advise Government on all matters relating to the countryside and nature conservation issues

## Management commentary

### Our vision

CCW strives for a Wales that has a wealth of wildlife and geology, distinctive landscapes and plentiful opportunities for all people to appreciate and benefit from the natural environment. Our vision is for a country where everyone acts in ways that safeguard the natural environment, both on land and at sea, because they understand its importance in providing:

- sources of food energy, water and other raw materials
- opportunities for employment and recreation
- habitats that support a diverse and abundant wildlife and a source of geological riches
- a means of accommodating and adjusting to the impacts of climate change

## Principal activities

The Countryside Council for Wales is the Welsh Government's statutory advisor on sustaining natural beauty, wildlife and the opportunity for outdoor enjoyment in Wales and its inshore waters. We champion the environment and landscapes of Wales and our coastal waters as sources of natural and cultural riches, as a foundation for economic and social activity and as a place for leisure and learning opportunities. We aim to make the environment a valued part of everyone's life in Wales.

We strive to achieve our aim by:

- Advising government and its agencies as well as other groups, communities and individuals to ensure our land, seas and inland waters are used widely in a way

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<sup>1</sup>CCW was established in accordance with the provisions of the Environmental Protection Act 1990. Its statutory responsibilities are set out in Part VII Section 130 of the Act.

that respects both the needs of people and the environment

- Enabling individuals, organizations and authorities to learn more about our environment, to use it with care and to help manage it for the benefit of people and its natural features
- Enthusing different audiences about the wonder and importance of our environment, the work that takes place in caring for it and the opportunities it provides for us.
- Regulating activities which are critical to maintaining a healthy and rich environment

## **Our strategic aims for 2008-12**

Because of its broad remit, its responsibilities, and the powers it has to experiment to find new solutions, CCW is ideally placed to help tackle some of the major challenges, such as climate change. As well as dealing with nature and landscape, both rural and urban, CCW is also concerned with people and their communities because of their connection to the natural environment.

Our strategic aims for 2008-12 are:

- To safeguard and improve the quality of our wildlife habitats, our species, geology and landscapes and the natural systems that support them and ourselves.
- To ensure the value of the environment and the opportunities it provides are better understood and that these are taken into account more fully when making decisions that affect our lives.
- To enable more people to have direct experience of the outdoor environment and to play an active part in its management.
- To refine and strengthen our own systems of governance and internal control, streamlining systems and collaborations with others to achieve shared outcomes effectively and efficiently.

CCW's strategic aims for the period 2008-12 reflects our commitment to delivering the outcomes identified in the Environment Strategy for Wales and also to deliver the Welsh Government's priorities, as set out in the 'One Wales' programme. These aims are supported by a range of objectives that reflect CCW's role in managing the Welsh environment and in ensuring delivery of the Welsh Government's policy agenda and sustainable development duty.

In its current Corporate Plan (2008-12) the following areas were identified by CCW as being key to the successful delivery of these aims during the lifetime of the current corporate plan

## **Ecosystem Services – the building blocks of sustainable development**

Key activities for CCW 2008-12:

- Improve methods of gathering and sharing information.
- Improve understanding about the state and resilience of environmental assets, pressures and future trends.
- Map environmental assets and increase understanding about the benefits they provide to society.
- Use evidence to provide advice that can help policy development such as spatial planning, sustainable development and land and marine use.

## **Integrated action for sustainable development**

Key activities for CCW 2008-12:

- Work with others to integrate actions in a way that recognises the linkages between environmental, economic and social outcomes at different scales.
- Use our experimental powers to pilot new approaches to managing the environment in a way that delivers multiple benefits for the environment and society.

## **The marine environment**

Key activities for CCW 2008-12:

- Work with others to ensure the Marine Bill is an effective piece of legislation.
- Help develop a Wales Marine Spatial Plan that can be integrated with terrestrial spatial plans.
- Develop the evidence base for the sustainable management of the sea.
- Provide advice on the development of a fisheries strategy, including work in mapping seabed sensitivity.

## **Biodiversity and geodiversity**

Key activities for CCW 2008-12:

- Work towards achieving BAP targets for which CCW is a lead and support others to do the same.
- Help develop a biodiversity action support scheme to complement agri-environment schemes.
- Support the development and implementation of geodiversity action plans.

## **Special sites**

Key activities for CCW 2008-12:

- Work to ensure 95% of Wales' statutory sites are being managed favourably by 2012 and that the fabric of the countryside around and between them is more favourable to wildlife and geological features.

- Work with others to ensure NNR and LNR become examples of best practice in conservation management and offer greater opportunities for communities to be involved in their use and management.
- Develop high quality information about NNR and help other promote reserves effectively and sensitively.

### **Access, participation and learning**

Key activities for CCW 2008-12

- Help partners develop sensitive access provision around the Welsh coast by 2012.
- Increase quality and quantity of urban greenspace and explore possibilities of piloting urban initiatives to strengthen ecological networks and increase people's use and enjoyment of their local environments.
- Work with other to help all children in Wales enjoy direct, outdoor experiences of the natural environment within or in the vicinity of their school ground.
- Help develop and promote skill development and skill sharing within the environment sector.
- Grow and expand the Welsh student sponsorship scheme.

These areas were reflected in the remit letter issued to CCW by the Welsh Government in 2010-11.



# How we organise our work

Through its research work, CCW is playing an important role in gathering evidence about our natural environment and impacts upon it. Its databases and information technology will help improve the timeliness and accuracy of future monitoring, thereby helping to increase the effectiveness of actions taken.

CCW uses its knowledge to inform the policies of a wide range of other bodies and organizations and to advise on spatial plans and strategies so that future economic development protects and enhances the natural environment. As an enabling and proactive organization CCW can help deliver major conservation, recreation and learning initiatives and is working to set an example in becoming a carbon-neutral organization by 2012. It is increasingly focused on supporting ways of managing whole landscapes and their underpinning ecosystems for the protection and enhancement of our natural environment, and for the delivery of vital services to human communities.

## Delivering long term outcomes

Our work, which is organised under three programmes, contributes to delivering Government priorities and the following outcomes, which are identified in the Environment Strategy for Wales :

- People in Wales recognise and understand that there is a relationship between the quality of the environment, the provision of jobs and business opportunities and overall quality of life;
- Environmental considerations are fully integrated within all policies, programmes and service delivery. Decisions are based on high quality, consistent evidence and on sustainable development principles;
- Developments and the use of resources in urban, rural and marine areas are appropriate and sensitive, respecting ecological limits and landscape distinctiveness and taking account of climate change and quality of life challenges;
- Wales successfully demonstrates the contribution that a small developed nation can make to global sustainable development;
- Soil and water resources are able to support diverse, productive ecosystems and a healthy population;
- Loss of biodiversity has been halted and we can see a definite recovery in the quality and extent of our key habitats and species populations;
- Important sites and the wider environment are better able to support biodiversity and are managed in a way that recognises ecological limits and provides for greater connectivity between habitats;
- The character, quality and diversity of Wales' natural and historic landscapes and seascapes, including their geological and earth science interest, is maintained and enhanced;

- More people from all sectors of society regularly using and benefiting from widespread and equitable access to countryside, coast and urban green space;
- Wales' key sites, species and landscapes are highly valued by its citizens and visitors;
- More people in Wales are actively involved in managing their local environments;
- The role and responsibility of public organizations in delivering joint action is clear and well understood, leading to better integration for the delivery of environmental protection and enhancement.

# CCW's work programmes

## CCW's three work programmes are:

### i. Action for Wildlife

The main aim of the work delivered under the Action for Wildlife programme is to help safeguard and enhance our natural environment. Activities include undertaking research into the state of our natural environment as well as providing advice and delivering practical action that directly conserves and improves the condition of our habitats, our species populations, our most important geological sites and the distinctive, special qualities of our landscapes.

The network of designated sites is a key tool for protecting Wales' wildlife and geology, both on land and in the marine environment. Our notification programme has continued with a strong focus on lowland grasslands and geological sites. A total of 23 sites were notified in 2010-11, of which 18 were new sites, 2 were enlargements and 1 involved a variation. They included 12 grassland sites, 2 species sites (bats and freshwater pearl mussel), 1 raised bog site, 1 woodland site, one mixed heathland and geology site and 6 geological sites. We have also been working to provide advice to Government on the designation of Highly Protected Marine reserves. Our aim is to ensure that all designated sites are managed in a way that helps to safeguard their natural qualities. This requires joint working between many organizations and individuals and we have continued to coordinate this activity through the development of the shared Actions Database. This identifies the range of actions that are required to bring designated sites into favourable condition and enables organizations to prioritise and plan their management activities. Actions include providing evidence and advice on policies relating to areas such as agriculture and fisheries management, supporting landowners and partner organizations delivering conservation action on the ground and also providing



Newport Wetlands NNR

information to help land managers, decision makers and the public understand and appreciate the special qualities of these places. Providing advice on development proposals that could affect special sites continues to be an important aspect of our work and we responded to 5,433 consultations on such proposals in 2010-11. Through early discussion with developers and planners and through careful design of proposals it possible, more often than not, for development to proceed without causing unacceptable harm to the natural environment. We objected to fewer than 1% development proposals in 2010-11.

National Nature Reserves (NNR) are important places for nature and geology, as well as for people. During 2010-11 we undertook 2465 projects across our 72 NNR to learn more about these special sites, improve their management and to provide better access for people to visit and appreciate some of Wales' most stunning natural areas. Local Nature Reserves are equally important for a large part of the Welsh population as they provide an opportunity to enjoy nature close to people's homes. We supported Local Authorities to designate 4 additional Local Nature Reserves (LNR) in Wales during 2010-11, bringing the total to 84 (covering an area of 5,824 hectares). Through our grant aid we provide ongoing support to help our partners manage many of these for wildlife and local communities.



Given the dynamic nature of the natural environment and the scale of pressures upon it we recognise the need to work at a landscape scale and beyond the boundaries of designated sites. Across Wales we have developed many landscape scale initiatives, in partnership with others, to help conserve our natural environment and strengthen its resilience to climate change and other influences. Sources of additional funding, such as the European 'Life' fund have been critical in helping us deliver work in new ways and often through new and different partnerships. Although nature conservation may be the prime reason for developing initiatives such as the Anglesey and Llŷn Fens project and the Million Ponds initiative it is exciting to see how they can also deliver a range of other benefits for people and local communities - such as learning and volunteering opportunities,



employment for local contractors, improved water quality and flood control and new, improved access for enjoyment and health. Developing our understanding about how we can best prioritise and plan our work for the natural environment requires us to work continually with others to gather and share information effectively. During 2010-11 we continued to work on developing habitat network maps with other members of the Wales Biodiversity Partnership, further refined the piece of work to map greenspace assets as part of the Networked Environment Regions initiative, launched our remote sensing partnership initiative, improved our ways of sharing data with other organizations and produced guidance for staff to help them deal with developments such as windfarms on peatland sites and hydropower projects.

## ii. Environment, People and Economy

The main aim of the work delivered under the Environment, People and Economy programme is to help deliver a range of socio-economic benefits for people, based upon the sound stewardship of the natural environment. Activities include undertaking research into how society uses, manages and values the natural environment, providing advice on policies and strategies that help ensure sustainable management of our environment at local, regional and national levels and delivering practical action that enable people to access, enjoy and use the natural environment for a range of different purposes



We have worked across Wales to develop and deliver integrated and sustainable approaches to managing our natural environment. We have supported initiatives to develop marine and terrestrial spatial plans and have provided advice and support for other local and regional frameworks such as Community Strategies and Development Plans. Our involvement with Strategic Environmental Assessments of major plans provides an opportunity to ensure that sustaining the natural environment is embedded at their core and underpins social and economic development. Our contribution to major regeneration projects, such as the Heads of the Valleys initiative and the Valleys Regional Park, provides an opportunity to ensure that the natural environment is central to delivering socio-economic benefits for local people. In part we achieve this through providing



advice and information on environmental assets, identifying opportunities to enhance and increase local people's use of green space, helping to develop skills and opportunities that will help people back into employment and expanding opportunities for tourism.

Our work on the 'Come Outside' initiative, which aims to work with community development organizations to encourage a wider range of people to use and explore the outdoor environment, has continued and the approach is now ready to be rolled out more widely across Wales. A novel joint project between CCW, The National Trust and Snowdonia National Park has been developed to improve the provision of interpretive and educational opportunities for visitors to Cwm Idwal National Nature Reserve and to encourage, in particular, local schools to make more use of this iconic site. Our grants for small environmental education projects, such as Keep Wales Tidy's 'Young Environmental Reporters' continue to grow in popularity.

The bold project to create a coast path around the whole of the Welsh coast is on track for completion by Spring 2012. We are working in partnership with Local Authorities to deliver this project and a number of other landscape scale initiatives, such as the Heritage Lottery Funded project on the Llŷn peninsula, will further enhance access opportunities by creating new and improved circular walks incorporating sections of the coast path.

The 'Communities and Nature Project', jointly funded by ERDF and the Welsh Government, is being led and managed by CCW. It is currently funding 24 projects (4 of which are led by CCW) that aim to create new environmental assets that will provide long term social and economic benefit for local communities. Examples of CAN projects that have been approved to date include the development of a new interpretive centre and café by CCW at the foot of Cader Idris, the development of improved visitor facilities as part of Montgomeryshire Wildlife Trust's Dyfi Osprey Project, the construction of a straw bale visitor centre by Mencap at Stackpole and the enhancement of a historic stepping stone path across Ewenny Moors by Bridgend Council to enable year-round access and to link two communities.

### **iii. Managing for the future**

The main aim of the work delivered under the Managing for the Future programme is to ensure the organization is governed and managed effectively and efficiently, is highly skilled and adaptable, that it delivers its work in collaborative and citizen-focused ways and demonstrates clear commitment and leadership in the way it embraces sustainable development and social justice principles and addresses the challenge of climate change.

We improved internal efficiencies through rationalising and refurbishing offices at Newtown and Bangor and set in motion a project to share offices with the Environment Agency at Llandarcy. We continued to manage our fleet efficiently and our Fleet manager was nominated for the national Fleet Management awards for the second year in succession. A high proportion of our staff undertook eco-defensive driving to improve the efficiency of their driving and to lower the organization's overall carbon footprint.

CCW has continued to work towards achieving a 24% reduction in carbon use by 2012 (based on a 2007/8 baseline and reached the 10% milestone in 2010-11. We have maintained the ISO14001 standard, along with the Green Dragon Level 5 Environmental Standard and achieved Carbon Trust Certification.

Achieving the Gold Corporate Health Standard was a significant achievement in 2010-11. Our enquiry service was improved, aided by the refurbishment of our Headquarters building and the relocation of our library has made it easier for staff and the public to access this excellent facility. We have continued with the successful Welsh student sponsorship scheme and in 2010-11 developed a new Welsh-language traineeship which provides post-graduate students with 9 months of real work experience in CCW whilst helping us grow the Welsh-language environmental workforce. Mainstreaming Welsh within CCW continues to be a challenge and for the first time in many years we did not achieve the planned increase in the percentage of Welsh speaking staff during 2010-11 – partly as a result of staff losses resulting from two early severance schemes.

Management of information and data continues to improve; we have developed a strategy for records and information services and have worked with Welsh Government and other partners to ensure CCW meets the requirements of the INSPIRE directive. We continue to increase the publication of our datasets through the web and have been working with the Natural History Museum to publish information on habitats and species in Welsh on their own, authoritative biodiversity website.

### **Looking ahead to 2011-12**

During the final year of this current Corporate Plan period, we will be working with others to complete major projects such as the Wales Coastal Path. We will continue to make progress with piloting new approaches, such as the seabed sensitivity mapping work, the application of remote sensing activity, data sharing and the restoration of wildlife habitats on NNRs, that have been developed in partnership with others over the last three years.

Our advisory work will be as important as ever in the coming year and we will continue to support the Welsh Government and others in areas such as the emerging Natural Environment Framework, the Marine Spatial Plan, energy and land use policy and the recreational use of the outdoors.

Through our involvement with the Communities and Nature Project (CAN), with regional regeneration initiatives such as the Heads of the Valleys Programme and through a range of other local partnership projects, we will be aiming to ensure and to demonstrate that the natural environment is central to the economic and social well being of Wales.

# Highlights 2010-2011

## Biodiversity and geodiversity

CCW works on several levels, from whole ecosystems to individual species and habitats

### Natural networks - connectivity in action

*How connecting species and habitats can strengthen the links with local communities too.*

CCW is grant aiding a local council to run a new five-year connectivity project in three former industrial valleys. It could be a model for the rest of Wales.

Natural Networks – the Neath and Port Talbot Connectivity Project - is the first of its kind in Wales. It has been developed during the year, and is based on the emerging thinking on connectivity that is being developed by CCW and its partners.

Working primarily in the Upper Amman Valley and the Dulais and Afan Valleys, the project areas were drawn up using the CCW remote sensing habitat data – one of the first trial uses of the new resource.

Volunteering and community involvement is seen as vital in improving the environment through a series of relatively small, strategically located projects guided by a clear set of principles. These could then be applied and replicated in other areas.

The aim is that projects to improve biodiversity will also support the development of community facilities, health and well-being improvements, tourism and training opportunities – making the valleys more attractive in several different ways.

In turn, communities will be encouraged to learn about their environment and celebrate it.





## Bats and wind turbines – new research

### *Responding to a new potential impact on important species*

Research into the effect of wind turbines on bats is an example of the continuing work on particular species, as new issues arise.

Picking up on reports from the USA, Australia and other parts of Europe, CCW is part of a partnership of agencies that has commissioned specific work on British bat species by Exeter University.

Sites in Wales were selected during the first year for the research which could influence planning decisions on wind turbines or lead to modifying the way they work.

Some bats may be attracted to turbines and can be killed by the sudden drop in air pressure close to them.

The three-year research project even involves search dogs – trained to find bat casualties below wind turbines.

## Battling the balsam - combating invasive species

### *The other side of species and habitat work is tackling invasive alien species*

The banks of the river Ystwyth in mid Wales were the scene of one of the ongoing battles waged with the support of CCW against alien species that harm native wildlife.

Himalayan Balsam, that grows up to two metres tall, produces up to 800 seeds a year and can smother other wildlife on river banks, is threatening Sites of Special Scientific Interest in the catchment area.

Having already invaded the neighbouring Rheidol, the work was aimed at stopping the plant from establishing itself on the Ystwyth. A contractor was employed to clear them before they set seed.

By shading out other plants, Himalayan Balsam leaves the ground bare during autumn and winter, making the soil more susceptible to erosion.



## Dyfed-Powys makes three

### *Working with police officers to fight wildlife crime.*

A third Welsh police force has seconded an officer to combat wildlife crime. Dyfed-Powys joins the North and South Wales police forces in a successful arrangement that saw 50 cases of wildlife crime being reported during the year. Two, affecting European Special Areas of Conservation, were expected to lead to prosecutions.

## Ecosystem services

### Sharing information – making the most of knowledge

*Gathering, analysing and sharing information and data is the foundation for much of CCW's work*

CCW has been working on a local, national and international level to make more and more data and information available, to other experts and to the public at large.

The publicly available National Biodiversity Network now holds more than 1.5 million of the Council's species records and Welsh species terminology is now available through the Network's species directory.

A new section on the Council's website brings together a range of environmental maps and data and makes them available to everyone.

A new project, being trialled on Special Site Reports, will create a direct feed from CCW's internal databases to automatically provide the latest information on the website.

On a professional level, CCW has been updating the way it holds and catalogues information in

order to meet international standards and making the data more accessible to a wider audience.

For instance, new Marine Data Standards are used in the Council's work and in its contracts, ensuring greater consistency and making it easier to gather and share information, and the locations of CCSW's Marine Monitoring sites have been published to improve partnership working and to reduce duplication and costs.

Formal Data Exchange Agreements have been made with key partners, such as the Environment Agency, RSPB and Butterfly Conservation.

### Making the links – The South-east Wales Networked Environmental Region

*The importance of ecological connectivity has long been recognized; the next step is to integrate that approach with sustainable development for regeneration and quality of life.*

CCW is one of the partners in this pioneering programme that works on two levels – an



integrated approach to managing the environment that interweaves with policies on use of land and economic and social development.

Within the overall programme, there are seven individual projects: Ebbw Fach, Bridgend Green Infrastructure Project, Heads of the Valleys, Gwent Levels, Cynon Catchment, Monmouth & Brecon Canal and Connections Corridor (north of the M4). The aim is to base these initiatives on the ecosystem approach, which recognizes the need to manage our natural environment in a way that promotes conservation and allows people to use it sustainably for economic, social and cultural benefits.

For example, work to improve the condition of wildlife habitats and species populations can also mean better accessibility to green spaces, better health, more activity tourism and better protection for communities against threats such as flooding.

## Information from space – using the latest technology

*New technology is constantly improving the ways in which CCW gathers information.*

Using satellite imagery, the work of creating a new habitat map for Wales is now almost complete and draft versions were presented at a national event in Cardiff.

Key staff are being trained to use the maps as they are trialled for quality control, before sharing them with partners. Combining the old and new maps will make it possible to track habitat change.

CCW has also been working at the UK and European level to improve the use of remote sensing, to gain access to more satellite data and to develop cooperation.

One project - BIOSOS (Biodiversity Multi-Source Monitoring System: From Space To Species)- could lead to regular satellite monitoring of two Welsh NATURA 2000 sites, Cors Fochno and Cors Caron. Tools and models are being developed for monitoring several times a year and BIOSOS will pay for satellite images, analysis and ground observations on the two sites.

## Building the baseline - LANDMAP

*Another example of pioneering use of technology to improve monitoring and planning.*

The natural environment provides the people of Wales with many benefits – from clean drinking water to climate control, crop pollination and green spaces for enjoyment. These benefits are called ecosystem services. Using the layered LANDMAP technique, the ecosystem services map was completed and linked to the landscape character map. Testing continued to use LANDMAP as a baseline for assessing changes to the landscape and the approach will be rolled out across Wales. In partnership with other agencies, preparations were also put in place for a new method of assessing the character of seascapes.

## Better knowledge, better policies – the Wales Outdoor Recreation Survey

*Detailed information, and the ability to identify trends, can help policy makers in their decisions.*

Through detailed analysis of the results of the last Welsh Outdoor Recreation Survey, CCW now has comprehensive information on how the people of Wales enjoy the outdoors and take part in recreation.

The headline figures had shown that 94% of Welsh people visited the outdoors at least once a year. The main activity is walking, followed by sightseeing, picnicking and visiting playgrounds.

Deeper analysis shows how these activities vary according to age, social background and other factors, whilst pointing out latent demand and some of the barriers to greater activity.

Whilst the information is being used to develop a series of policy briefings, much has already been shared through presentations to policy makers, partners and other stakeholders.

During the year, the next round of the Survey was commissioned and the 12 months of field work started in January 2011. This will provide CCW with the information to recognise trends and changes and further improve its advice and policies.

# Integrated action for sustainable development

## Working with farmers - Anglesey LIFE project

*Sharing information and open discussion can lead to support*

Local farmers have been getting increasingly involved in Wales's biggest wetland restoration project and one of the biggest conservation projects in Europe.

With £3.5 million of European funding, the main aim is to restore or improve 751 hectares of very rare fens that are fed by limestone springs.

Maintaining a delicate water balance will involve innovative and large restoration works so cooperation with the local farming community is vital.

A very successful open day was held on the largest fen, Cors Erddreiniog, to inform local farmers and gather their views on the how to use the waste

from the mown vegetation. It was an opportunity for open discussion on the relationship between conservation and farming.

This was one of only six LIFE projects given the go-ahead during the year in the UK.



## Landscape and much more – Llŷn Landscape Partnership

*The deeper landscape involves history,  
language and culture.*

The work of conserving and restoring the Llŷn Peninsula's rare heaths is now part of a much wider project, where landscape, culture and heritage are intimately linked.

During the year, preparations were completed for the launch of the Llŷn Landscape Partnership, with the support of a £700,000 grant from the Heritage Lottery Fund and a further £1 million from a range of other partners, including CCW.

Following on from the Llyn Heaths project, it involves an even wider range of partners and local communities within an Area of Outstanding Natural Beauty.

The aim is to strengthen the link between celebrating landscape and the special cultural heritage of the area – increasing community pride, offering more opportunities to enjoy the cultural landscape and maintaining habitats and historical assets.

Individual projects include restoring traditional cottages, organizing cultural festivals and walks, accredited rural skills courses and more opportunities for Welsh language learners.

## Special sites and landscapes

There was a total of 23 new notifications during the year including Liverpool Bay Special Protection Area, which straddles the border between England and Wales. Most other sites were grassland, a CCW priority.

### The year in facts and figures

- Work was started or completed on 78% of the actions needed on Sites of Special Scientific Interest – the target was 50%.
- A total of 46 new management agreements were put in place covering 3,010 hectares of SSSI land.
- There were 67 renewed management agreements, covering 4,900 hectares – this included funding for capital works to improve the conditions of SSSIs.
- There are now 300 SSSI pages on the CCW website.
- CCW received 5,433 separate consultations, including novel and challenging developments such as a tidal stream turbine in Ramsey Sound which is famous for its cetaceans.
- Dealing with hydropower is now part of the continually updated guidance developed for staff to ensure consistent and proportionate advice on all casework throughout Wales.

### Wildlife on your doorstep – new LNRs

*Local Nature Reserves safeguard places that are treasured by communities and can provide wildlife sites within easy reach of towns and cities.*

Four new LNRs were declared in 2010-11.

Lake Park, Llandrindod Wells – After 25 year's work, Radnorshire has its first LNR. It includes the ancient semi-natural woodland of Lake Wood SSSI and a Victorian boating lake.

Cwm Woods, Aberystwyth – there was good local support for designating this woodland which is within walking distance of both town and university.

Nant Fawr, Cardiff – Nant Fawr Trail runs through the site, down from the M4 motorway to one of the city's major recreation areas at Roath Park. It has a network of paths, is close to several bus routes and within walking distance of 11 schools.

Traeth Lafan, Bangor and Llanfairfechan – an important winter feeding ground for waders and wildfowl. The 9.5km of mud and sand flats are already designated as an SSSI and Special Protection Area and are part of a Special Area of Conservation.

... and an AONB extension proposed

After lengthy investigation and dialogue with local communities, formal consultation in early 2011 led to the Clwydian Range and Dee Valley AONB (Designation) Order 2011 being sent to the Welsh Government for consideration and decision. If approved, it will extend the existing Area of Outstanding Natural Beauty to include the area southern parts of the Clwydian Range, the Vale of Llangollen and parts of the Dee Valley.



## Cors and rhos – restoring habitats

*As well as working to improve the condition of special sites, other important habitats are being restored and re-created on Wales' National Nature Reserves (NNR).*

Cors Fochno NNR – Work has included clearing invasive scrub and blocking a main drainage ditch to raise water levels and encourage new peat growth. Welsh mountain ponies and Highland cattle have been re-introduced for grazing. Encouraging butterfly food plants has paid off – the small pearl-bordered fritillary was seen on the site for the second year running. The rare hornet robber-fly was seen here for the first time, as was the red-tipped clearwing moth.

Glandwr – next to Cors Fochno, re-wetting of about 11 hectares of peat has paid off. Water levels have been raised, soft rush growth controlled and traditional grazing introduced. Some of the wetland birds attracted here include breeding lapwing and redshank, teal snipe, oystercatcher, shelduck, shoveler and gadwall. Preparations for more re-wetting works showed there are water vole on the site – the first record in the Dyfi Estuary for 20 years.

Rhos Llawrcwrt NNR – About 6 hectares of ploughed and reseeded grassland are being reverted to rhos pasture. This includes removing

biomass and planting devil's bit scabious, the foodplant of the marsh fritillary butterfly. In May 2010, less than ten years after starting the project, the first female fritillary was seen laying eggs here.

## Improving facilities – enjoyment and education

*As well as protection and conservation, many NNRs offer people a special chance to enjoy wildlife.*

A new bird hide, Oxwich NNR – Work on the building is complete and sightings have already included flocks of teal and gadwall, male and female hen harrier and bittern.

Better access, Crymlyn Bog NNR – Work is underway to develop better local access, with an improved towpath route along a local canal and boardwalks out on to the bog.

... and the environment

Rhos Lawr Cwrt NNR is part of a pioneering project to use waste vegetation as a bio-fuel. With less grazing by ponies and cattle, excess growth needs to be cleared to create suitable habitats for wildlife such as barn owls and butterfly orchids. The project is part of an international initiative involving Estonia and Germany and six sites in Wales.

## The marine environment

Over the years, there has been a growing appreciation of the need to offer our seas the same kind of protection and holistic approach to management that exists on land

### A national plan for Welsh waters

*Working to guide new policies to protect sea and coast*

There has been a growing recognition of the importance of the marine environment and the goods and services the seas provide.

As pressures on this environment increase, the Welsh Government is aiming to build on the 2009 Marine and Coastal Access Act to develop a national plan for Welsh waters by 2012-13.

One aspect of CCW's contribution is the advice it provides. During the year the Council contributed to the formulation of high level policy documents that will set the framework for the marine planning process.

The other role involves providing environmental data to inform that process, building on a wide range of existing marine datasets, such as CCW's

seascape assessment, HABMAP and the sea fishing atlas.

Further work has involved the creation of maps describing the natural heritage resources that are most likely to be affected by marine renewable energy technologies - diving birds, marine mammals, seabed habitats and Wales' seascapes and coastal landscapes.

Baseline maps provide information on the distribution of marine species and habitats; others show how sensitive some of these species and habitats are to the impacts of marine renewable energy.

These maps help planners in finding suitable sites and sites to be avoided; they can also remove some of the uncertainties faced by developers. They will also help guide the Welsh Government's policy decisions to make the most of marine energy, whilst avoiding significant environmental impacts





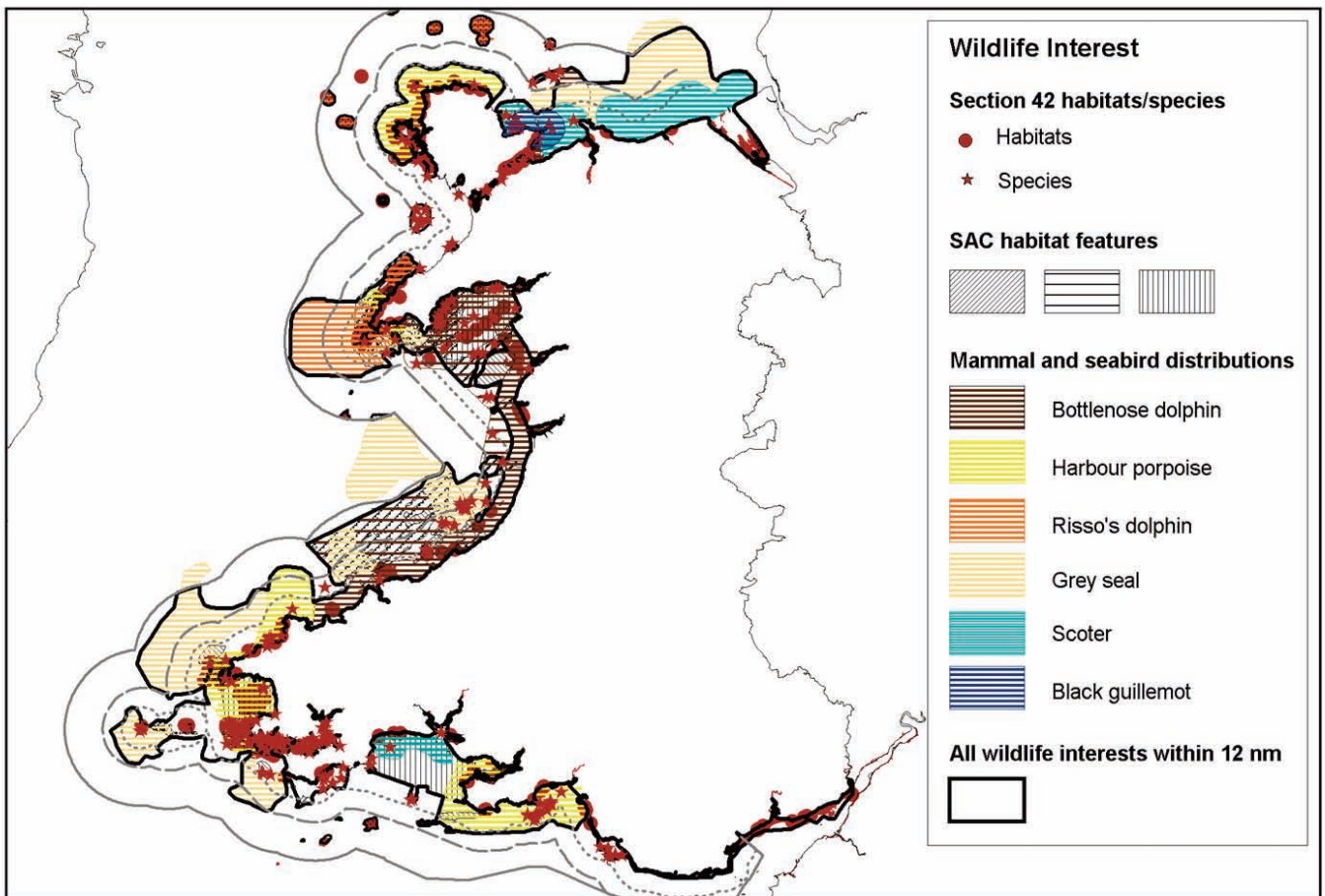
## Fisheries sensitivity mapping

In order to advise on how to achieve environmentally sustainable fisheries, it is important to recognise that some habitats and species are more sensitive to some fishing activities than to others. [For instance, a reef will be more sensitive to towed gear than to static gear – such as pots, whereas mobile species may be more susceptible to being caught in nets than in dredges.]

CCW has previously undertaken surveys of intertidal and subtidal habitats and consequently have comprehensive maps of seabed habitats - of high confidence in the intertidal and varying confidence (as supplemented by modelled data) subtidally (see HAMAP derived predicted subtidal habitats with confidence scores attached). It was therefore considered viable to develop an approach for mapping seabed sensitivities to the various fishing activities practised in Welsh waters. To this end CCW has developed a method with experts that will benefit fishers, fishery and marine wildlife managers.

A matrix of sensitivities of habitats against fishing activity types (including access across the shore) at different fishing intensities has been compiled based on the scientific literature and expert opinion (main contractors Liverpool University). Low, medium and high sensitivity scores are represented by progressively darker shades of purple (with deep purple indicating high sensitivity). These have been drawn up as GIS mapping layers. A sample area of seabed, matrix and sensitivity layers for one type of fishing is shown in the accompanying illustration.

Methods to assess the sensitivity of mobile species to fishing activities and combined gear (cumulative) effects are also being developed. European Fisheries Funding has been secured with fisher partners around Anglesey to pilot how to sensitivity maps will apply in practice. It will also help trial a tool particularly to help inform managers and Marine Spatial Planning. The pilot project runs until the end of 2012.



## Access, participation and learning

Improving access, participation and understanding of wildlife and landscape increases support for their protection and conservation.

*Coastal access – a new path on the way  
Wales will soon be the first country in Europe  
to have a path all around its coastline.*

Good progress was made toward opening the all-Wales coastal path by May 2012 and a number of major sections were opened.

North Wales coast - 43 km of path from Gronant Dunes near Prestatyn to Llandudno – the first official opening.

The Gower - 25 km of path from Llanmadoc to Port Eynon, the first stage around the Gower.

Ceredigion - 3 km of path between Cardigan and St Dogmaels – the short missing link between Pembrokeshire Coast National Trail and the Ceredigion Coast Path. allowing walkers access to 250 miles of continuous coastal path.

Other smaller events included the opening of short stretches between Amroth and Pendine, at Castlemartin Range and Laugharne and a new stretch of boardwalk in Porthcawl.

### Access and education – working with local people

*Involving local communities is vital in increasing access and understanding*

Communities and Nature – Darganfod Dyfi - Throughout the year the 'Darganfod Dyfi- Explore Dyfi' team worked with local communities to develop safe routes by foot, bike or horse at Wales's only UNESCO Biosphere Reserve. Community events were held to canvas local opinion on which routes to select and also local communities were invited to share their photographs and stories to help interpret the footpaths. Over the next two years, £250,000 will be invested in these routes, contributing to the local economy and the Biosphere Partnership's aim of balancing people's needs with those of nature.





CCW worked closely with Nantglo Communities First team and grant aided the Friends of Parc Nant y Waun to create a wild flower bed in the Locan Nature Reserve with Nantglo Communities First and many other partners. The project has been successful in bringing people together from a wide variety of backgrounds and ages

The good sites guide – Anglesey outdoor directory - A guide book produced on Anglesey could be a model for the rest of North Wales. ‘Get Out There!’ is a directory of outdoor sites for schools, produced by CCW’s North Region Partnership Team, the local authority and voluntary sector. It describes 19 sites – including eight local NNRs – that schools can use for outdoor learning. There will be hard copies and an on-line version.

**For the future - training and education**  
*By supporting professional training, CCW helps develop bilingual staff for the future, whilst educational resources can inspire a new generation.*

CCW traineeship - we employed a total of 12 Welsh environmental graduates in 6 month posts in our conservation and reserve management teams. This enabled them to gain invaluable experience whilst also enabling CCW to increase the Welsh speaking capacity of our teams as part of our bilingual skills strategy. Of the 12, four have obtained work with CCW and six have

extended their training periods for a further 6 months.

Countryside Explorer publications – the latest in the popular series was published – ‘Rocks’ which describes the geology of Wales. The books are designed to encourage children and families to enjoy the countryside on their doorstep, whether in rural areas or urban greenspaces.

**Greenspaces – working in partnership**  
*Working with partners can make wildlife and nature part of wider schemes.*

Urban Greenspaces - Through secondments with the Heads of the Valleys programme and the Valleys Regional Park, CCW has convinced many partners of the importance of green spaces in regeneration. Notable examples of transformed green spaces include TARRAGAN community garden in Greater Bargoed, Caerphilly; Capel Newydd Early Fields in Torfaen, and St Joseph’s Community Garden in Cwmaman, as well as walking trails, visitor centres, missing links and the

huge Valleys Cycle network. In North Wales our support for Groundwork has supported training for unemployed people whilst creating new community gardens and nature resources in schools in some of the most disadvantaged areas in the region.

### Access for all – mobility

*A scheme in South-east Wales is an example of CCW's ongoing investment in making nature accessible to as many people as possible.*

More people than ever can now enjoy the natural wonders of Newport Wetlands National Nature Reserve, thanks to three new

mobility scooters purchased as part of a joint project between CCW and the RSPB.

It means that people with mobility problems can see more of the reserve and explore independently.

The reserve has more than 7.5km of well surfaced footpaths around the reedbeds at Uskmouth, including viewing points and a floating pontoon to the light-house. There is also a raised viewing mound and a new raised bird-hide.



# Developing CCW as an efficient, effective and exemplar organization

CCW has constantly aimed at setting a benchmark for sustainability and efficiency. Doing as we say.

## Carbon Reduction

*Reducing our own carbon footprint is a major target.*

### What we've done

The year ending March 2011 was the culmination of a four-year period of work to improve our own sustainability.

Some of the main achievements over the period include:

- A 5% reduction in CO2 energy emissions.
- A 14% reduction in CO2 emissions from travel.
- A 27% reduction in water use.
- A 6% reduction in waste going to landfill.
- A 30% reduction in the amount of paper bought.

### How we've done it

The work starts with staff awareness and regular energy efficiency campaigns.

So one strand of practical work is about the way we do our work.

Developments include more use of the pool fleet, eco-driver training for CCW drivers, a no desk-bin policy, more use of audio and video conferencing and use of electronic records systems.

Another strand involves adapting CCW's own estate and equipment.

This has included refurbishment of the organization's headquarters, installing photovoltaic cells at Maes y Ffynnon, providing more efficient gas boilers, waterless urinals and more low carbon vehicles for the pool fleet.



## Equality and fairness - social justice

*Reaching minority and disadvantaged groups is increasingly important*

As a result of the new equality legislation introduced in 2010 we have reviewed and updated a number of our policies and identified areas where we can make a difference.

We have carried out or supported specific projects including offering maps and tailored information on disabled access routes on six NNRs, arranging volunteering and work placements and outdoor health and well-being activities for people from minority groups.

Our staff volunteering scheme has enabled staff to take part in activities in the community and with disadvantaged groups, such as accompanying visually impaired and mobility impaired people on countryside walks

Our Lesbian, Gay and Bisexual focus group worked with Stonewall Cymru to help promote equality for LGB staff and one Council member has been delegated to champion LGB and equality.

## Looking after our staff – a Gold Award

*The wellbeing of staff is vital to the success of the organization.*

Gaining the Corporate Health Standard Gold Award in March 2011 shows how CCW has been building on existing policies and procedures and implementing new initiatives to improve staff health and well-being.

The year saw notable work on stress management, assistance to staff, general health promotion and absence management. The average number of working days lost per employee has reduced from 9.2 to 6.8 a year.

The Gold Award assessors were fully satisfied that our policies and interventions were truly embedded within the organization, were working well and were supported by management.

# **CCW financial statements 2010/11- Management Commentary**

## **Employee Involvement**

The Countryside Council for Wales involves employees through the Countryside Council for Wales Whitley Council, which brings together representatives of the management and trade unions in a working environment. There have been 6 Whitley Committee Meetings during the year and the discussions have been wide-ranging and productive.

## **Equality**

CCW is committed to promoting equality through our policies and services for our staff and all people we work with. The Council has published an Equality Scheme and Action Plan, which set out how we intend to meet our duties under all legislation in relation to race, gender, disability, Welsh language, age, religion and belief, and sexual orientation. The plan also includes Social Justice and states how we intend to engage with disadvantaged groups in society.

## **Sickness Absence**

During 2010-2011, Countryside Council for Wales' employees incurred an average of 6.8 days sick leave (9.2 days 2009-2010). This remains below the overall public sector average in Wales of around 10 days per employee.

## **Payment of Creditors Policy**

The timing of payments is stipulated in all the Council's contracts and goods and service orders, the standard being payment within 30 days of receipt of goods or services or a valid invoice, whichever is the later. However, following a pledge by the Welsh Assembly Government in October 2008 to ease the current economic difficulties by minimising the turn-around times for payment of invoices for goods and services provided to the Assembly Government and Local Authorities, the Council moved to immediate payment terms for all suppliers.

During 2010-11, the Council paid 98.7% of invoices within the 30-day terms and the Council was not charged any interest on late payments.

## **Audit**

The Accounts of the CCW are audited by the Auditor General for Wales as required under paragraph 21 of schedule 6 to the Environment Protection Act 1990. External Audit fees in respect of this and other audit work are shown in Note 5.5 to the Annual Accounts.

So far as the Accounting Officer is aware, there is no relevant audit information which the Council's auditors are unaware. The Accounting Officer has taken all the steps that he ought to have taken to make him aware of any relevant audit information and to establish that the Council's auditors are aware of that information.

## **Council Members for 2010/11**

Dr I D Elis-Gruffydd  
Dr S Gubbay  
Dr I Joyce  
Dr R Jarvis (to 28 February 2011)  
Mr A J Middleton  
Mr M Parry (Chairman)  
Mr W.P O'Reilly  
Ms L Thomas  
Mr A J Underwood  
Mr R A Williams

## **Financial and Accounting Arrangements**

The Countryside Council for Wales (CCW) was established in accordance with the provisions of the Environmental Protection Act 1990. The National Assembly for Wales provides cash Grant in Aid (GIA) to CCW to finance the excess of its expenditure over its income. Cash Grant in Aid is recognised in the accounts when received, rather than when earned. The arrangements for financial management and control and the conditions attached to the payment of cash GIA are set out in a Financial Memorandum between the Assembly and CCW, and in Managing Welsh Public Money. Under Part VII Section 132(2) (a) of the Act the Council is empowered to accept gifts and contributions for the purposes of its functions, which are defined in Section 132(2).

CCW has no authority to borrow, or to hold cash balances above two percent of cash grant in aid from one financial year to the next, without the Assembly's prior written consent as determined in the Financial Memorandum. In accordance with International Financial Reporting Standards CCW manages its finances and prepares the annual statement of accounts on a resource accounting and budgeting basis.

The Accounts are prepared under paragraph 21(1), schedule 6, of the Act in a form directed by Welsh Ministers with the approval of the Treasury. A copy of the Accounts Direction can be obtained from the CCW.

## **Financial Review**

The 2010-11 Expenditure Statement records Comprehensive Net Expenditure of £42.9 million (£42.1m 2009/10), with income of £2.3 million (£1.2m 2009/10). The Comprehensive Net Expenditure for the year has been taken to the Income and Expenditure Reserve. Grant in Aid received for the year was £43.1 million and has also been taken to the Income and Expenditure Reserve. As at 31<sup>st</sup> March 2011 the Total Taxpayers Equity stands at £11.8 million, a reduction of £0.6 million on the previous year.

The Council's expenditure is planned on the basis of the funds available to it through its annual receipts of cash grant in aid, other income and cash balances. The financial statements may record a surplus or deficit as a result of planned activity or as a result of the change in net current assets from year to year. Activities are planned to ensure the cash carry forward remains within the two percent of total grant in aid for the year plus any additional carry forwards agreed with the National Assembly for Wales. The year end carry forward was £0.99 million which was within the agreed amount.

In 2010-11 the Council purchased £3.0 million of non current assets as detailed in Note 7 and 8.

## **Risk and uncertainties**

Director's Team regularly reviews the CCW's corporate key risk register to ensure actions being taken to reduce risks identified are effective and fit for purpose. CCW's Audit Committee also reviews the key risk register and risk management policy on an annual basis as well as Internal Audit plans and findings. During 2010/11 new risk registers were used at the quarterly reviews and team meetings that has further embedded CCW's risk management processes. The Statement on Internal Control provides further explanation of the risk management approach that is operational at CCW.

The Welsh Government is considering the feasibility of merging CCW, Forestry Commission (Wales) and the Environment Agency (Wales) into a new single Welsh Environmental Body. No firm decision has yet been taken.



# REMUNERATION REPORT

## Remuneration Policy

The Welsh Government sets the remuneration of the Chairman, Chief Executive and Council of the Countryside Council for Wales.

The remuneration of senior employees is based on the same conditions as all employees of the Countryside Council for Wales. It is negotiated annually between the executive of the Countryside Council for Wales, The Public and Commercial Services and Prospect Unions. The Welsh Government approves the pre negotiation remit and is informed of the settlement reached. Progression is subject to satisfactory performance and is assessed through an annual performance appraisal.

In reaching its recommendations the negotiation team has regard to the following considerations:

- the need to recruit, retain and motivate suitably able and qualified people to exercise their different responsibilities;
- regional/local variations in labour markets and their effects on the recruitment and retention of staff;
- Government policies for improving the services including the requirement to meet the output targets for the delivery of services;
- the funds available through GIA; and
- the Government's inflation targets.

The negotiation team takes account of the evidence it receives about wider economic considerations and the affordability of its recommendations.

## Service Contracts

Service appointments are made in accordance with a recruitment policy, which normally requires appointment to be on merit on the basis of fair and open competition but also includes circumstances when appointments may otherwise be made.

Unless otherwise stated below, the officers covered by this report hold appointments, which are open-ended until they reach pension age. These officers are required to give three months notice if they were to resign from the organization and would be given six months notice if they were retired compulsorily. The policy relating to notice periods and termination payments is contained in the Countryside Council for Wales Staff Handbook.

## Salary and Pension Entitlements

The following sections provide details of the remuneration and pension interests of Council Members and the most senior employees of CCW.

## Remuneration

Council Members	Service Contract	2010/11 Salary £000	2010/11 Benefits in Kind £	2009/10 Salary £000	2009/10 Benefits in Kind £
Dr I D Elis-Gruffydd	01-03-2007 to 28-02-2013	5-10	0	5-10	0
Dr S Gubbay	02-01-2008 to 01-01-2014	5-10	0	5-10	0
Dr R Jarvis	01-03-2001 to 28-02-2011	5-10	0	5-10	0
Dr I Joyce	01-10-2005 to 30-09-2011	10-15	0	10-15	0
Mr A J Middleton	02-01-2008 to 01-01-2014	5-10	0	5-10	0
Mr M Parry (Chairman)	01-03-2010 to 28-02-2013	40-45	0	0-5 <sup>1</sup>	0
Mr W P O'Reilly	01-10-2005 to 30-09-2011	5-10	0	5-10	0
Ms L Thomas	02-01-2008 to 01-01-2014	5-10	0	5-10	0
Mr A J Underwood	01-10-2004 to 30-09-2011	5-10	0	5-10	0
Mr R A Williams	01-01-2003 to 31-12-2011	5-10	0	5-10	0
Mr G D George (deceased)	02-01-2008 to 30-03-2010	-	-	5-10	0
Dr G S Harris	01-03-2007 to 28-02-2010	-	-	5-10	0
Mr JL Jones (Chairman)	01-03-2000 to 28-02-2010	-	-	40-45	0

1. Individual appointed from 01-03-2010

Senior Staff	2010/11 Salary £000	2010/11 Bonus £000	2010/11 Total Cash Emoluments £000	2010/11 Benefits in Kind (nearest £100) £	2009/10 Salary £000	2009/10 Bonus £000	2009/10 Total Cash Emoluments £000	2009/10 Benefits in Kind (nearest £100) £
DR Thomas (Chief Executive)	90-95	5-10 <sup>2</sup>	100-105	5400	90-95	5-10	95-100	5700
M I Hill	60-65	0	60-65	0	65-70	0	65-70	800
T W Jones	60-65	0	60-65	3400	60-65	0	60-65	3200
D Parker	60-65	0	60-65	2500	60-65	0	60-65	2500
J Taylor <sup>1</sup>	25-30	0	25-30	0	60-65	0	60-65	0
A Williams	60-65	0	60-65	0	30-35	0	30-35	0
D Worrall	60-65	0	60-65	1500	60-65	0	60-65	1600
L Warmington (retd. 3/7/2009)	-	-	-	-	15-20	0	15-20	0

1. Dr J Taylor took compulsory retirement on 15 September 2010. The salary shown is the amount paid up to that date. The full year equivalent is £60k - £65k. Further details shown on page 35 under 'Compensation for loss of office'.

2. This is the amount paid in 2010/11, awarded on the basis of the Chief Executive's performance during 2009/10.

## Salary

Salary covers both pensionable and non-pensionable amounts and includes gross salary, overtime and any allowances or payments that are subject to UK taxation.

Only the Chief Executive is eligible for a performance bonus. It is based on targets set for the Council by the Welsh Government. Council determine whether the targets have been met and whether the performance bonus is payable. The bonus figures shown in the table above are based on performance in the previous financial year. Other senior staff receives a gross salary only. None of the Council Members or senior staff received any remuneration other than shown above.

## Benefits in kind

The monetary value of benefits in kind covers any benefits provided by the employer and treated by the Inland Revenue as a taxable emolument.

## Pension Benefits

Pension Benefits	Total accrued pension at pension age as at 31/03/11 and related lump sum £000		Real increase in pension and related lump sum at pension age £000		CETV at 31/03/11	CETV at 31/03/10 *	Real increase in CETV
	Pension	Lump Sum	Pension	Lump Sum	£000	£000	£000
D R Thomas (Chief Executive)	50-55	0	0-2.5	0	940	873	(3)**
M I Hill	15-20	45-50	0-2.5	2.5-5	288	251	9
T W Jones	15-20	55-60	0-2.5	0-2.5	304	276	2
D Parker	15-20	0	0-2.5	0	255	221	8
J Taylor (retired 15-09-2010)	10-15 (at 15-09-10)	10-15 (at 15-09-10)	0-2.5 (at 15-09-10)	(0-2.5)** (at 15-09-10)	197 (at 15-09-10)	180	4
A Williams	0-5	0	0-2.5	0	24	8	13
D Worrall	20-25	65-70	0-2.5	0-2.5	451	414	2

\* The actuarial factors used to calculate CETVs were changed in 2010/11, mainly to account for the change from the use of RPI to CPI to calculate future pensions increase. The CETVs at 31/3/10 and 31/3/11 have both been calculated using the new factors, for consistency. The CETV at 31/3/10 therefore differs from the corresponding figure in last year's report which was calculated using the previous factors.

\*\* Taking account of inflation, the CETV funded by the employer has decreased in real terms.

## Civil Service Pensions

Pension benefits are provided through the Civil Service pension arrangements. From 30 July 2007, civil servants may be in one of four defined benefit schemes; either a final salary scheme (classic, premium or classic plus); or a whole career scheme (nuvos). These statutory arrangements are unfunded with the cost of benefits met by monies voted by Parliament each year. Pensions payable under classic, premium, classic plus and nuvos are increased annually in line with Pensions Increase legislation. Members joining from October 2002 may opt for either the appropriate defined benefit arrangement or a 'money purchase' stakeholder pension with an employer contribution (partnership pension account).

Employee contributions are set at the rate of 1.5% of pensionable earnings for classic and 3.5% for premium, classic plus and nuvos. Benefits in classic accrue at the rate of 1/80th of final pensionable earnings for each year of service. In addition, a lump sum equivalent to three years initial pension is payable on retirement. For premium, benefits accrue at the rate of 1/60th of final pensionable earnings for each year of service. Unlike classic, there is no automatic lump sum. classic plus is essentially a hybrid with benefits for service before 1 October 2002 calculated broadly as per classic and benefits for service from October 2002 worked out as in premium. In nuvos a member builds up a pension based on his pensionable earnings during their period of scheme membership. At the end of the scheme year (31 March) the member's earned pension account is credited with 2.3% of their pensionable earnings in that scheme year and the accrued pension is uprated in line with Pensions Increase legislation. In all cases members may opt to give up (commute)

pension for a lump sum up to the limits set by the Finance Act 2004.

The partnership pension account is a stakeholder pension arrangement. The employer makes a basic contribution of between 3% and 12.5% (depending on the age of the member) into a stakeholder pension product chosen by the employee from a panel of three providers. The employee does not have to contribute, but where they do make contributions, the employer will match these up to a limit of 3% of pensionable salary (in addition to the employer's basic contribution). Employers also contribute a further 0.8% of pensionable salary to cover the cost of centrally-provided risk benefit cover (death in service and ill health retirement).

The accrued pension quoted is the pension the member is entitled to receive when they reach pension age, or immediately on ceasing to be an active member of the scheme if they are already at or over pension age. Pension age is 60 for members of classic, premium and classic plus and 65 for members of nuvos.

Further details about the Civil Service pension arrangements can be found at the website <http://www.civilservice.gov.uk/my-civil-service/pensions/index.aspx>

### **Cash Equivalent Transfer Values**

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies.

The figures include the value of any pension benefit in another scheme or arrangement which the member has transferred to the Civil Service pension arrangements. They also include any additional pension benefit accrued to the member as a result of their buying additional pension benefits at their own cost. CETVs are worked out within the guidelines and framework prescribed by the Institute and Faculty of Actuaries and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

### **Real increase in CETV**

This reflects the increase in CETV that is funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.

### **Compensation for loss of office**

One Director left under Compulsory Early Retirement terms in October 2010. The lump sum and annual compensation payments amount to £146k.

Roger Thomas  
Accounting Officer and Chief Executive

Date: 28 July 2011

## STATEMENT OF COUNCIL'S AND CHIEF EXECUTIVE'S RESPONSIBILITIES

Under paragraph 21 of schedule 6 to the Environmental Protection Act 1990 the Countryside Council for Wales is required to prepare for each financial year, a statement of resource accounts detailing the resources acquired, held or disposed of during the year and the use of resources by the Countryside Council for Wales in the form and on the basis determined by Welsh Ministers, in compliance with the accounting principles and disclosure requirements of the Government Financial Reporting Manual ("the FReM") issued by HM Treasury. The accounts are prepared on an accruals basis and must give a true and fair view of the state of affairs of the department and of its net resource outturn, resources applied to objectives, recognised gains and losses and cash flows for the financial year.

In preparing the accounts, the principal Accounting Officer is required to comply with the requirements of the Managing Welsh Public Money and in particular to:

- observe the Accounts Direction issued by the Welsh Ministers, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- make judgements and estimates on a reasonable basis;
- state whether applicable accounting standards as set out in the FReM have been followed, and disclose and explain any material departures in the accounts; and
- prepare the Financial Resource Statements on a going concern basis.

The Principal Accounting Officer for Welsh Ministers has designated the Chief Executive of the Countryside Council for Wales as the Accounting Officer for the Council. His relevant responsibilities as Accounting Officer, including his responsibility for the propriety and regularity of the public finances and for the keeping of proper records, are set out in the Accounting Officers' Memorandum, issued by the Treasury.

## **STATEMENT ON INTERNAL CONTROL**

### **Scope of responsibility**

As Accounting Officer, I have responsibility for maintaining a sound system of internal control that supports the achievement of the Countryside Council for Wales (CCW) policies, aims and objectives, set by the Welsh Government. I am also responsible for safeguarding the public funds and Council assets for which I am personally responsible, in accordance with the responsibilities assigned to me in the document Managing Welsh Public Money.

CCW is a Welsh Government Sponsored Body and, through the publication of the Annual Report, a Corporate Plan looking at a four year period and an Operational Plan looking at the current financial year, the CCW reports progress made and sets out how we propose to allocate the resources made available to us. The Welsh Government approves the Corporate Plan and the annual Operational Plan.

At a strategic level, the Chair and Chief Executive of CCW meet regularly with the Minister which includes an annual meeting to review full year performance and discuss ongoing future plans. To ensure the timely delivery of work, CCW senior officers meet on a monthly basis with Welsh Government officers to discuss the issues, risks and opportunities. These monthly meetings follow a structured agenda looking at all facets of the organisation's work including finance, performance and risk management.

### **The purpose of the system on internal control**

The system of internal control is designed to manage risk to a reasonable level rather than completely eliminate all risk of failure to achieve policies, aims and objectives. Internal control can only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to:

- identify and prioritise the risks to the achievement of CCW's policies, aims and objectives;
- evaluate the likelihood of those risks being realised and the impact should they be realised; and
- manage them efficiently, effectively and economically.

The system of internal control has been in place for the whole of the year ended 31 March 2011 and up to the date of approval of the annual report and accounts, and accords with guidance.

### **Capacity to handle risk**

CCW has a risk management policy endorsed by Council and the Audit Committee. Leadership is given to the risk management process through it being embedded into each part of the management, planning and reporting process. Responsibilities thus clearly relate to me as Accounting Officer and, in addition, the recognition of risk management as an integral part of management and delivery is reinforced.

During the course of the year the risk management process has been further embedded within the organisation. In May 2010 senior officers within the organisation participated in a development session that formalised the risk management process which has led to the creation of a stronger coherent approach which has been communicated throughout the organisation.

## **Risk and control framework**

CCW's risk management policy has been drawn up and implemented in accordance with Treasury guidance. CCW's approach to risk management has been in place for several years and following the identification of a corporate champion the risk process has strengthened in 2010/11 and is integrated within the organisation's management systems and quarterly review process to ensure that risks are managed effectively, proportionately and consistently.

### **Risk Registers**

A standard format for risk registers and enhanced scoring matrix has been developed and exist at three levels within the organisation:

- *Local Risk Registers*: These are compiled for the groups in headquarter directorates and many teams also hold their own risk registers that ensure that risks and opportunities can be fed into the relevant group/directorate registers.
- *Regional and Directorate Risk Registers*: Each region and directorate will maintain their own risk registers that cover all operations and are formed from the relevant Local Risk Registers. These risk registers enable the Quarterly Review meetings to consider all risks and opportunities, and also allows higher level risks to be considered and escalated if needed within the Directors Team / Corporate Risk Register.
- *Directors Team / Corporate Risk Register*: This register is created to provide the organisation with a high level summary of the key risks and opportunities that can be considered and monitored by the Audit Committee.

The risk registers enable risks to be identified, assessed and evaluated on a consistent basis. CCW has embedded a framework that encouraged upward identification and reporting of risk and this ensures that the risk management process is relevant and accessible to all staff within the organisation.

### **Reporting, Monitoring and Review**

A structured and planned approach has been developed by management to ensure that the risk register reports are created and reviewed at least quarterly. Management has also established a timetable to ensure that the Quarterly Review meetings and the Audit Committee meetings receive the respective Regional/Directorate Risk Registers and Corporate Risk Register on a timely basis.

The Audit Committee will consider and review the full Corporate Risk Register on an annual basis and at each other meeting, and will receive a brief report of five key corporate risks for consideration and assurance.

### **Accountability**

The CCW is led by a Council whose members are responsible, individually and collectively, to the Welsh Government for providing effective leadership for the organisation. They are also responsible for setting CCW's policy and for making sure it meets its objectives within the statutory, policy and financial framework laid down for it. The Chief Executive attends Council meetings. The Council has set up a Risk and Audit Committee to provide an oversight on matters of corporate governance and internal control.

### **Review of Effectiveness**

As Accounting Officer, I have the responsibility for reviewing the effectiveness of the systems of internal control. My review of the effectiveness of the system of internal control is informed by the work of the Internal Auditors, the Audit and Risk Management Committee which oversees the work of the Internal Auditor, the executive managers within the CCW who have responsibility for the development and maintenance of the internal control framework, and comments made by the external auditors in their management letter and other reports.

CCW's Audit and Risk Management Committee comprises 6 non-executive members from our Council and 1 independent member. It raises issues and concerns as necessary with me as Accounting Officer. Its Terms of Reference ensure that risk management and internal control are regularly considered within the year. The Audit Committee members and officers have received training on governance and audit committee best practice.

The Council receives regular reports from the chairman of the Audit and Risk Management Committee concerning internal control. Each Director, Regional Director and Group Head has provided the Chief Executive with a written statement of assurance that all systems of management and financial control are effective. The majority of the issues that have been raised are strategic and do not lessen the adequacy of internal control. The issues raised in the written statements are noted, reviewed by the Audit Committee and their resolution is monitored through an action plan.

CCW's Internal Audit is provided by Denbighshire County Council and operates to standards defined in the Government Internal Audit Manual and has direct access to the Chief Executive and the Chair of the Audit Committee. Annual audit plans, which are risk based, are approved by the Audit Committee, to whom Internal Audit make regular reports. For each assignment, Internal Audit provide an opinion on the adequacy and effectiveness of the system of internal control and identify issues arising for management to address. Issues arising from audits are followed up as quickly as possible to ensure that appropriate action is taken and improvements in the risk management, governance and internal control processes are achieved where necessary. Senior management regularly review progress achieved in implementing audit action plan. During 2010/11 there were no additional internal audit reviews undertaken in addition to the planned audits.

Following completion of the annual plan, Internal Audit produces an annual report which is presented to the Audit Committee. This report summarises the work completed during the year and identifies any significant issues which may have impacted upon the effectiveness of CCW's control environment and which should be incorporated into this statement. An opinion on the adequacy and effectiveness of CCW's system of internal control is also provided.

In light of the audits undertaken in 2010/11, the overall opinion of the Head of Internal Audit is that the Accounting Officer can have assurance in the overall adequacy and effectiveness of its internal control and governance environment.

The CCW risk and control framework described in this section has not identified any significant internal control issues in 2010/11. However, the areas identified as being subject to ongoing improvement and review, relate to the following:

- Implementation of new financial ledger system – A structured programme for the implementation of the new ledger system is being followed that incorporates a thorough testing environment.
- Develop of Partnership Strategy – Following an internal audit review, CCW have been addressing areas that could be improved concerning working with partners.
- Improving the Timeliness of Reporting – The timeliness of reporting and preparation of accounts were significantly improved in 2010/11. The finance team are transferring some of the mechanisms that led to the improved performance into other areas of work.

Roger Thomas  
Accounting Officer and Chief Executive

Date 28 July 2011



## **The Certificate and Report of the Auditor General for Wales to the National Assembly for Wales**

I certify that I have audited the financial statements of the Countryside Council for Wales for the year ended 31 March 2011 under paragraph 21 of Schedule 6 to the Environmental Protection Act 1990. These comprise the Statement of Comprehensive Net Expenditure, the Statement of Financial Position, the Cash Flow Statement and the Statement of Changes in Taxpayers Equity and the related notes which include a remuneration report. These financial statements have been prepared under the accounting policies set out within them. I have also audited the Remuneration Report that is described in that report as having being audited.

### **Respective responsibilities of the Chief Executive as Accounting Officer and auditor**

As explained more fully in the Statement of Council's and Chief Executive's Responsibilities, the Chief Executive as Accounting Officer is responsible for preparing the Annual Report, the Remuneration Report and the financial statements in accordance with paragraph 21 of Schedule 6 to the Environmental Protection Act 1990 and Welsh Ministers' directions made thereunder and for ensuring the regularity of financial transactions.

My responsibility is to audit the financial statements and the part of the remuneration report to be audited in accordance with applicable law and with International Standards on Auditing (UK and Ireland). These standards require me to comply with the Auditing Practice Board's Ethical Standards for Auditors.

### **Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of:

- whether the accounting policies are appropriate to the Countryside Council for Wales' circumstances and have been consistently applied and adequately disclosed;
  - the reasonableness of significant accounting estimates made by the Countryside Council for Wales; and
  - the overall presentation of the financial statements.
- In addition, I am required to obtain evidence sufficient to give reasonable assurance that the expenditure and income have been applied to the purposes intended by the National Assembly for Wales and the financial transactions conform to the authorities which govern them.

In addition I read all the financial and non-financial information in the Annual Report to identify material inconsistencies with the audited financial statements. If I become aware of any apparent material misstatements or inconsistencies I consider the implications for my report.

### **Opinion on Financial Statements**

In my opinion the financial statements:

- give a true and fair view of the state of the Countryside Council for Wales' affairs as at 31 March 2011 and of its net expenditure, recognised gains and losses and cash flows for the year then ended; and
- have been properly prepared in accordance with Welsh Ministers' directions issued under paragraph 21 of Schedule 6 to the Environmental Protection Act 1990.

### **Opinion on regularity**

In my opinion, in all material respects, the expenditure and income have been applied to the purposes intended by the National Assembly for Wales and the financial transactions conform to the authorities which govern them.

## **Opinion on other matters**

In my opinion:

- the part of the Remuneration Report to be audited has been properly prepared in accordance with Welsh Ministers' directions made under paragraph 21 of Schedule 6 to the Environmental Protection Act 1990; and
- the information included within the Annual Report is consistent with the financial statements.

## **Matters on which I report by exception**

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- the Statement on Internal Control does not reflect compliance with HM Treasury guidance;
- proper accounting records have not been kept;
- information specified by HM Treasury regarding the remuneration and other transactions is not disclosed; or
- I have not received all of the information and explanations I require for my audit.
- 

## **Report**

I have no observations to make on these financial statements.

Huw Vaughan Thomas  
Auditor General for Wales  
24 Cathedral Road  
Cardiff  
CF11 9LJ

23 August 2011

COUNTRYSIDE COUNCIL FOR WALES

FINANCIAL STATEMENTS

for year ending  
31 MARCH 2011

## Statement of Comprehensive Net Expenditure for the Year Ended 31 March 2011

		2010/11 £000	2009/10 £000
	Note		
<b>Expenditure</b>			
Staff Costs and Council Members' Remuneration	4	20,353	19,492
Other Operating Charges	5.5	4,834	4,292
Depreciation and Amortisation	7 & 8	1,732	1,520
Programme expenditure:			
National Nature Reserves and Site Protection	5.1	4,046	3,955
Scientific and Technical Support	5.2	1,876	2,012
Operational Support	5.3	1,815	2,105
Grants Payable	5.4	10,566	9,841
		<u>45,222</u>	<u>43,217</u>
<b>Income</b>			
Income from Activities	6	(502)	(536)
European Income	6	(1,791)	(647)
Surplus on disposal of non-current assets during year		(35)	(29)
Surplus on disposal of current assets held for sale		0	(5)
		<u>(2,328)</u>	<u>(1,217)</u>
<b>Net Expenditure</b>		<u>42,894</u>	<u>42,000</u>
Annual Compensation Payments: Changes in Discount	15	(5)	14
Interest receivable		(17)	(17)
<b>Net Expenditure after Interest</b>		<u>42,872</u>	<u>41,997</u>
<b>Net Gain/(Loss) on Revaluation</b>	7.1	12	60
Release from Donated Asset Reserve	20.2	(2)	(1)
<b>Comprehensive Net Expenditure</b>		<u><b>42,882</b></u>	<u><b>42,056</b></u>

Accounting for notional costs of capital is no longer required under the current FReM. The comparative figures for 2009/11 have been amended, as shown in Note 2.

To comply with the FReM Publicity Costs are now shown under Operational Support, not as Other Operating Charges. Comparative figures for 2009/10 have been restated as shown in Note 2.

The accounting policies and notes on pages 47 to 67 form part of these financial statements.

**Statement of Financial Position**  
as at 31 March 2011

		31 March 2011 £000	31 March 2010 £000
	Note		
<b>Non-current assets</b>			
Property plant & equipment	7	5,003	4,710
Heritage Assets	7	5,185	4,597
Intangible assets	8	931	714
<b>Total non-current assets</b>		<u>11,119</u>	<u>10,021</u>
<b>Current Assets</b>			
Assets held for sale	10	0	0
Inventories	11	7	9
Trade and other receivables	12	2,233	2,497
Cash and cash equivalents	13	990	1,830
<b>Total current assets</b>		<u>3,230</u>	<u>4,336</u>
<b>Total assets</b>		<u><b>14,349</b></u>	<u><b>14,357</b></u>
<b>Current liabilities</b>			
Trade and other payables	14	(1,193)	(1,121)
Provisions	15	(315)	(217)
<b>Assets less current liabilities</b>		<u><b>12,841</b></u>	<u><b>13,019</b></u>
<b>Non-current liabilities</b>			
Provisions	15	(1,031)	(614)
Other Payables	14	0	(3)
<b>Total non-current liabilities</b>		<u>(1,031)</u>	<u>(617)</u>
<b>Assets less liabilities</b>		<u><b>11,810</b></u>	<u><b>12,402</b></u>
<b>Taxpayers' Equity</b>			
<b>Reserves</b>			
Government Grant Reserve		592	85
Donated Assets Reserve		24	26
Revaluation Reserve		720	778
Income and Expenditure Reserve		10,474	11,513
		<u><b>11,810</b></u>	<u><b>12,402</b></u>

The accounting policies and notes on pages 47 to 67 form part of these financial statements.

(Signed) ..... (Accounting Officer and Chief Executive)  
28 July 2011

**Statement of Cash Flows**  
for the year ended 31 March 2011

	Note	2010/11 £000	2009/10 £000
<b>Cash flows from operating activities</b>			
Comprehensive Net Expenditure		(42,882)	(42,056)
Adjustment for Transfer from Reserves		(2)	(1)
Adjustment for Surplus on Disposal of Assets		(35)	(34)
Adjustment for Depreciation		1,732	1,520
Adjustment for Loss on Revaluation		12	60
(Increase)/Decrease in trade and other receivables		264	(903)
(Increase)/Decrease in inventories		2	1
Increase/(Decrease) in trade and other payables		72	328
Increase/(Decrease) in long term accrual		(3)	(1)
Increase/(Decrease) in provisions		515	347
<b>Net cash flow from operating activities</b>		<b><u>(40,325)</u></b>	<b><u>(40,739)</u></b>
<b>Cash flows from investing activities</b>			
Purchase of property, plant and equipment	7	(2,327)	(1,326)
Purchase of intangible assets	8	(671)	(422)
Proceeds on disposal of property, plant and equipment		161	12
Proceeds on disposal of Assets Held for Sale		0	115
<b>Net cash outflow from investing activities</b>		<b><u>(2,837)</u></b>	<b><u>(1,621)</u></b>
<b>Cash flows from financing activities</b>			
Revenue Grant in Aid from WAG		41,389	42,675
Capital Grant in Aid from WAG		1,759	1,959
Transfer to JNCC		(826)	(847)
<b>Net Financing</b>		<b><u>42,322</u></b>	<b><u>43,787</u></b>
<b>Net increase in cash and cash equivalents in the period</b>		<b>(840)</b>	<b>1,427</b>
<b>Cash and cash equivalents at the beginning of the period</b>		<b><u>1,830</u></b>	<b><u>403</u></b>
<b>Cash and cash equivalents at the end of the period</b>		<b><u>990</u></b>	<b><u>1,830</u></b>

The accounting policies and notes on pages 47 to 67 form part of these financial statements.

**Statement of Changes in Taxpayers Equity  
for the year ended 31 March 2011**

	Government Grant Reserve £000	Donated Asset Reserve £000	Revaluation Reserve £000	Income and Expenditure Reserve £000	Total Taxpayers equity £000
Note					
<b>Changes in taxpayers' equity for 2010-11</b>					
<b>Balance at 31 March 2010</b>	<b>85</b>	<b>26</b>	<b>778</b>	<b>11,513</b>	<b>12,402</b>
Correction to balance brought forward				(7)	(7)
Net loss on revaluation of property, plant and equipment			(23)		(23)
Transfer of reserves to the Statement of Net Expenditure		(2)			(2)
Transfers between reserves	507		(35)	(472)	0
Comprehensive Net Expenditure for year				(42,882)	(42,882)
Revenue Grant in Aid from WAG				41,389	41,389
Capital Grant in Aid from WAG				1,759	1,759
Grant in Aid transferred to JNCC *				(826)	(826)
<b>Balance at 31 March 2011</b>	<b>592</b>	<b>24</b>	<b>720</b>	<b>10,474</b>	<b>11,810</b>
<b>Changes in taxpayers' equity for 2009-10</b>					
<b>Balance at 31 March 2009</b>	<b>7</b>	<b>27</b>	<b>971</b>	<b>9,822</b>	<b>10,827</b>
Net gain/(loss) on revaluation of property, plant and equipment			(155)		(155)
Transfer of reserves from /(to) the Statement of Net Expenditure		(1)			(1)
Transfers between reserves	78		(38)	(40)	0
Net surplus after interest				(42,056)	(42,056)
Revenue Grant in Aid from WAG				42,675	42,675
Capital Grant in Aid from WAG				1,959	1,959
Grant in Aid transferred to JNCC *				(847)	(847)
<b>Balance at 31 March 2010</b>	<b>85</b>	<b>26</b>	<b>778</b>	<b>11,513</b>	<b>12,402</b>

Accounting for notional costs of capital is no longer required under the current FRM. The comparative figure has been amended as shown in Note 2.

\* Our Grant in Aid from WAG for 2010-11 included £826k to finance JNCC as detailed in our remit letter.

The accounting policies and notes on pages 47 to 67 form part of these financial statements.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011

### 1 STATEMENT OF ACCOUNTING POLICIES

#### 1.1 Basis of Accounting

The financial statements have been prepared in compliance with the accounting principles and disclosure requirements of the 2010-11 Government Financial Reporting Manual (the FReM) issued by HM Treasury and the Accounts Direction issued by the Welsh Government in accordance with Schedule 6, Paragraph 21(1) of the Environmental Protection Act 1990. The Direction states that financial statements shall be prepared to give a true and fair view and provide disclosure of any material expenditure or income that has not been applied to the purpose intended by the Welsh Government or material transactions that have not conformed to the authorities which govern them.

The accounting policies contained in the FReM apply International Financial Reporting Standards (IFRS) adapted and interpreted for the public sector context. Compliance with the FReM is necessary for the financial statements to give a true and fair view. Departures should only be in exceptional circumstances where compliance with the FReM is inconsistent with the requirement to give a true and fair view.

These accounts have been prepared under the historical cost convention modified to account for the revaluation of property, plant and equipment, and intangible assets.

#### 1.2 NON-CURRENT ASSETS

##### 1.2a Capitalisation

The threshold for capitalising assets is £5,000. (This was previously £1,000). Assets costing less than £5,000 are charged to the Statement of Comprehensive Net Expenditure in the year of purchase.

##### 1.2b Valuation policy

Non current assets are carried at fair value which represents the amount for which an asset could be exchanged or a liability settled, between knowledgeable, willing parties in an arm's length transaction.

Freehold and Leasehold Buildings are valued at fair value, and are revalued every five years by professionally qualified valuers, on the basis of open market valuation for existing use or depreciated replacement cost in the case of specialised buildings. The last revaluation was in March 2007 conducted by King Sturge Independent Property Valuers and Knight Frank Property Consultants. In between professional revaluations, values are updated annually using appropriate indices under the Modified Historical Cost convention.

Adjustments arising from revaluations are taken to the revaluation reserve until the balance in respect of that non current asset is used up, after which the movement is recognised in the Statement of Comprehensive Net Expenditure. Any permanent reductions in value are transferred to the Statement of Comprehensive Net Expenditure.

Assets classified as Heritage Assets are land in designated conservation areas and are held in support of one of the primary aims of increasing knowledge, understanding and appreciation of the Welsh natural environment. Because of the diverse nature of the land held and the lack of comparable market values, CCW considers that obtaining external valuations would involve disproportionate cost. Heritage Assets are therefore held at cost. Acquisitions are normally made by purchase or donation. Purchases are recorded at cost and donations are recorded at a current valuation ascertained by a CCW Land Agent. Preservation costs (expenditure which is required to preserve the heritage land) are recognised in the Statement of Comprehensive Net Expenditure when they are incurred. Further information on Heritage Land can be found in note 7.2.

Non current assets are subject to annual impairment reviews. Any adjustment in value to the net recoverable amount is charged to the Statement of Comprehensive Net Expenditure as an impairment charge.

All other assets are carried at fair value at depreciated historical cost

##### 1.2c Non current assets under construction

All tangible non current assets being developed and not in operation at the year-end are capitalised as a non current asset under construction. They are carried at cost and transferred to the appropriate non current asset category when completed and ready for use. No depreciation is recognised until the non current asset is brought into use.

##### 1.2d Leasehold improvements

Expenditure in respect of major capital refurbishment and improvement of properties occupied but not owned by CCW is capitalised because the expenditure provides a long-term benefit to the organisation.



### **1.2e Depreciation**

Depreciation / amortisation is provided on all non-current assets, other than Heritage Land, non-current assets under construction and Other Licences, from the date of acquisition. For transport equipment the depreciation is calculated using the reducing balance method at an annual rate of 25% calculated monthly. For all other non current assets depreciation is calculated to write off the cost or valuation of each asset evenly by month, including a full month's depreciation in the month of acquisition, over its expected useful life as follows:

Freehold/Leasehold Buildings & Dwellings:	50 years or professionally estimated useful life
Leasehold Improvements :	Shorter of the remaining lease term and assessed life of improvement
Plant and Machinery	5 – 10 years
Networked Assets	5 - 20 years
Information Technology	3 – 10 years
Software Licenses	3 – 10 years

The depreciation is charged to the Statement of Comprehensive Net Expenditure.

### **1.2f Revaluation Reserve**

An amount representing the difference between the depreciation charged on the revalued assets and that which would have been charged if the assets were shown at cost is either added to or deducted from the revaluation reserve and either debited or credited to the Income and Expenditure Reserve.

### **1.2g Intangible Assets**

Purchased computer software licences and development costs of internally generated computer software are capitalised as intangible non-current assets and are amortised over 3 to 10 years reflecting their useful expected life. They are valued at amortised historical cost. Internally generated computer software development costs and external software costs are charged to the Statement of Comprehensive Net Expenditure as incurred, unless future economic benefit will accrue directly from the investment.

### **1.2h Sale of Non-current Assets**

The proceeds from the sale of non current assets are surrendered to the Welsh Government, except where the proceeds are used for like-for-like replacement. Non current assets authorised by management to be sold but still owned by Countryside Council for Wales on 31st March are reclassified as Assets Held for Sale under current assets.

### **1.2i Donated Assets**

The value of donated assets, or donations used for the purchase of non current assets are credited to the donated assets reserve. An amount representing the depreciation on these assets is deducted from the donated assets reserve and credited to the Income and Expenditure Reserve.

### **1.2j Government Grant Reserve**

The government grant reserve reflects that proportion of the net book value of an asset financed by a government grant, including EU funding. Grants for specific non current assets are credited to the government capital grant reserve, and released over the expected useful life of the relevant assets. Note 20 to the accounts provides detailed analysis of the movements in the reserve and distinguishes between UK grants and EU grants.

### **1.3 Inventory Valuation**

Inventory is valued at the lower of cost and net realisable value.

### **1.4 Operating Leases**

All leases are assessed using the criteria as laid down in IAS 17. Costs relating to operating leases are charged to the Statement of Comprehensive Net Expenditure in the year in which they are incurred.

### **1.5 Taxation**

CCW is not liable to corporation tax or capital transfer tax on gifts and bequests received. Income is shown net of VAT. Expenditure and non current asset purchases are shown inclusive of VAT, which is not recovered.

### **1.6 Grant in Aid**

Government grant in aid is credited to the Income and Expenditure Reserve in the year to which it relates.

### 1.7 Grants, Research Contracts and Management Agreements

Research expenditure, grants awarded and management agreements payments are charged to the Statement of Comprehensive Net Expenditure when incurred.

### 1.8 Pension Values

Employers' contributions are payable to the Principal Civil Service Pension Scheme (which the Countryside Council for Wales joined on 1st October 2002) at one of four rates as set out below, based on salary bands.

2010/11 Salary Band £	2010/11 Percentage	2009/10 Salary Band £	2009/10 Percentage
21,000 and under	16.7	20,500 and under	16.7
21,001 to 43,000	18.8	20,501 to 42,000	18.8
43,001 to 74,000	21.8	42,001 to 72,000	21.8
74,001 and over	24.3	72,001 and over	24.3

### 1.9 Financial Instruments

In accordance with IFRS 7 and IAS 32 the Council has to provide information about the role that derivatives and other financial instruments play in creating or changing the risks that it faces in its activities. The Council has no borrowings and relies primarily on departmental grants for its cash requirements, and is therefore not exposed to liquidity risks. It also has no material deposits, and all material assets and liabilities are in denominated sterling, so it is not exposed to interest risk or currency risk at 1st April 2011. CCW has undertaken the EU LIFE+ Anglesey and Llyn Fens project. From 2011 to 2013 this project will accrue receivables denominated in Euros. This will expose CCW to currency risk. Details in Note 8.

### 1.10 Segmental Reporting

In accordance with IFRS 8 the Council has to disclose information to enable users of its financial statements to evaluate the nature and financial effects of the business activities in which it engages and the economic environment in which it operates. The operating results and segments disclosed in the accounts are regularly reviewed by the Council's Directors Team to make decisions about allocation of resources to those segments and to assess their performance.

### 1.11 Short Term Employee Benefits

Employees earn annual leave entitlements as they provide services to the organisation. The entitlement accrues evenly throughout the year as employees are entitled to carry forward limited leave not taken within their individual leave cycle into the following year's entitlement. Employees who leave CCW's employment are entitled to cash payment in respect of any unused entitlement.

The cost of providing this benefit is recognised in the period in which the employee earns the benefit, rather than when it is paid or payable and value of untaken leave is shown as a liability in the Statement of Financial Position.

### 1.12 Provisions

Provisions for Annual Compensation Payments to staff who have left under the early retirement scheme are stated at discounted amounts. The discount rate used was 2.9% per annum as issued by the Treasury.

### 1.13 Change in Accounting Policy

In line with HM Treasury guidance in the Financial Reporting Manual [FReM], the Countryside Council for Wales has historically accounted for notional costs of capital in its accounts. This is no longer required under the current FReM. To accommodate this technical change in accounting policy, the comparative figures for 2009/10 exclude the notional cost of capital.

In line with HM Treasury guidance in the Financial Reporting Manual [FReM] the commitments shown in Note 18 are discounted to present value, The discount rate used is 2.9% per annum, the same rate as for Provisions (1.12 above). Comparative figures have been amended accordingly.

### 1.14 Prior Year Correction

One heritage asset recognised under IFRS in 2009/10 at a cost of £7k had been disposed of in 2002. The amount is not material and under IAS 8 a previous year adjustment is not required. The correction is shown in Note 7.1 (Property Plant and Equipment), and in the Statement of Changes to Taxpayers' Equity.

## 2. Prior period adjustment

### 2.1 Statement of Comprehensive Net Expenditure [SoCNE]

In line with HM Treasury guidance in the Financial Reporting Manual the programme and administration costs are shown separately. This means that Publicity Costs are now shown under Operational Support, not as Other Operating Charges.

Accounting for notional costs of capital is no longer required under the current FReM.

To comply with the FReM the release of the Donated Asset Reserve is now shown in the SoCNE, whilst the release of the Government Grant Reserve is taken directly to the Statement of Taxpayers' Equity.

The comparative figures have been amended as shown below.

	<b>2009/10 Audited Accounts £000</b>	<b>Reclassification £000</b>	<b>Restated 2009/10 Comparative Figures £000</b>
Other Operating Charges	5,180	(888)	4,292
Operational Support	1,217	888	2,105
Cost of Capital	308	(308)	-
Release from Donated Asset Reserve	-	(2)	(2)
Release from Government Grant Reserve	(1)	1	-

### 2.2 Statement of Changes in Taxpayers' Equity

Accounting for notional costs of capital is no longer required under the current FReM. The comparative figure has been amended as shown below.

To comply with the FReM the release of the Donated Asset Reserve is now shown in the SoCNE, whilst the release of the Government Grant Reserve is taken directly to the Statement of Taxpayers' Equity.

	<b>2009/10 Audited Accounts £000</b>	<b>Reclassification £000</b>	<b>Restated 2009/10 Comparative Figures £000</b>
Cost of Capital	(308)	308	-
Transfer of reserves to the Statement of Net Expenditure	(2)	2 + (1)	(1)

### 2.3 Staff Costs

The costs of salary sacrifice schemes (Cycle to Work and Childcare Vouchers) are now shown separately as 'Other staff costs' in Note 4.1. The 2009/10 comparative figures have been amended, as shown below.

	<b>2009/10 Audited Accounts</b>	<b>Reclassification</b>	<b>Restated 2009/10 Comparative Figures</b>
Wages and salaries	15,359	(71)	15,288
Other Staff Costs	0	71	71

### 3. Analysis of net expenditure by segment

IFRS 8 requires operating segments to be identified on the basis of internal reports reflecting components of the organisation that are regularly reviewed by the chief operating decision maker in order to allocate resources to the segment and to assess its performance.

In CCW the components for 2010/11 were the four streams of expenditure as used for planning and reporting to the Welsh Government; - Green Environment [GE], Managing for the Future [MF], Natural Wales [NW], People and the Environment [PE]. Some expenditure, including most of salary costs, is not allocated to a single stream as it is regarded as "cross cutting".

This new methodology of planning and reporting expenditure will be further developed during 2011-12.

	<b>GE</b>	<b>MF</b>	<b>NW</b>	<b>PE</b>	<b>Cross Cutting</b>	<b>Total</b>
<b>Expenditure</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>
Staff Costs and Council Members' Remuneration	10	7	4	38	20,294	20,353
Other Operating Charges	18	1,592	55	157	3,012	4,834
Depreciation and Amortisation	0	0	0	0	1,732	1,732
Programme expenditure:						
National Nature Reserves and Site Protection	0	1	3,991	44	10	4,046
Scientific and Technical Support	819	0	887	166	4	1,876
Operational Support	235	165	490	921	4	1,815
Grants Payable	417	37	987	6,937	2,188	10,566
	<b>1,499</b>	<b>1,802</b>	<b>6,414</b>	<b>8,263</b>	<b>27,244</b>	<b>45,222</b>
<b>Income</b>						
Income from Activities	(103)	(9)	(112)	(78)	(200)	(502)
European Income	0	0	(542)	(1,249)	0	(1,791)
Surplus on disposal of non-current assets during year	0	0	(2)	0	(33)	(35)
	<b>(103)</b>	<b>(9)</b>	<b>(656)</b>	<b>(1,327)</b>	<b>(233)</b>	<b>(2,328)</b>
<b>Net Expenditure</b>	<b>1,396</b>	<b>1,793</b>	<b>5,758</b>	<b>6,936</b>	<b>27,011</b>	<b>42,894</b>

#### 4. Staff numbers and related costs

##### 4.1 Staff costs comprise:

	2010/11			2009/10
	£000	£000	£000	£000
		<b>Permanently</b>	<b>Other</b>	
	<b>Total</b>	<b>Employed</b>	<b>Staff</b>	<b>Total</b>
Wages and salaries	15,244	14,870	374	15,288
Social security costs	1,116	1,106	10	1,115
Other pension costs	2,733	2,724	9	2,802
Sub Total	19,093	18,700	393	19,205
Less Recoveries in respect of Outwards Secondments	(245)	(245)	0	(213)
<b>Net Salary costs</b>	18,848	18,455	393	18,992
Lump Sum Compensation Payments and Early Severance Costs	498	498	0	132
Movement in Accrued Holiday Pay	142	142	0	(169)
Transfer to Provision for Annual Compensation Payments	768	768	0	466
Other Staff Costs	97	97	0	71
<b>Total Staff Costs</b>	<b>20,353</b>	<b>19,960</b>	<b>393</b>	<b>19,492</b>

Details of the Pension Scheme are given on pages 34 and 35 of these Accounts

Employers' contributions are payable to the Principal Civil Service Pension Scheme (which the Countryside Council for Wales joined on 1st October 2002) at one of four rates, details given in Note 1.8 (page 49) of these accounts.

The costs of salary sacrifice schemes are now shown separately as 'Other staff costs'. The 2009/10 comparative figures have been amended accordingly, as shown in Note 2.

<b>Council Members Costs (included above)</b>	2010/11	2009/10
	£000	£000
Council Members' Remuneration including National Insurance	82	98
Chairman's Remuneration including National Insurance	49	56
<b>Total</b>	<b>131</b>	<b>154</b>

The Chairman is appointed by the Principal Accounting Officer for the Welsh Ministers. It is a part-time appointment equivalent to 130 days a year. Council members are appointed by Welsh Ministers on a part-time basis equivalent to 30 days a year. Council members appointed to the board of JNCC work additional days equivalent to 12 days a year. These appointments are non-pensionable.

##### 4.2 Average number of persons employed

The average number of whole-time equivalent persons employed during the year was as follows:

	2010/11			2009/10
	Number	Number	Number	Number
		<b>Permanently</b>		
	<b>Total</b>	<b>Employed</b>	<b>Others</b>	<b>Total</b>
Directly Employed	478	464	14	492
Other	10	0	10	7
<b>Total</b>	<b>488</b>	<b>464</b>	<b>24</b>	<b>499</b>

### 4.3 Reporting of Civil Service and other compensation schemes - exit packages

Exit package cost band	Number of compulsory early retirements	Number of other departures agreed	Total number of exit packages by cost band
<£10,000	-	2 (2)	2 (2)
£10,000 -£ 25,000	-	9 (2)	9 (2)
£25,000 -£ 50,000	-	7 (2)	7 (2)
£50,000 -£100,000	-	4 (3)	4 (3)
£100,000-£150,000	1 (0)	3 (0)	4 (0)
£150,000-£200,000	-	0 (1)	0 (1)
Total number of exit packages	1 (0)	25 (10)	26 (10)
Total resource cost	£146k (£0k)	£1,096k (£510k)	£1,242k (£510k)

Comparative figures for 2009/10 in brackets.

Exit package costs consist of one-off lump sums and Annual Compensation Payments until retirement age.

Redundancy and other departure costs have been paid in accordance with the provisions of the Civil Service Compensation Scheme, a statutory scheme made under the Superannuation Act 1972. Exit package costs are accounted for in full in the year of departure. Where CCW has agreed early retirements, the additional costs are met by CCW and not by the Civil Service pension scheme.

Ill-health retirement costs are met by the pension scheme and are not included in the table.

## 5. Expenditure

### 5.1 National Nature Reserves

The cost of leasing, managing and maintaining National Nature Reserves and the cost of payments to Landowners of Sites of Special Scientific Interest for the environmentally beneficial management of their land.

	<b>2010/11</b>	<b>2009/10</b>
	<b>£000</b>	<b>£000</b>
Reserve Maintenance	1,480	1,367
Reserve Building rents	83	77
Reserve Leases	58	84
Reserve Section 16 Management Agreements	220	345
<b>Section 15 Management Agreement Costs</b>		
Annual payments including Arrears to owners and occupiers	1,526	1,464
Annual & Works Costs	455	397
<b>Monitoring and Management Planning</b>		
Monitoring	4	26
Site Protection	76	90
<b>Associated Legal Costs</b>		
Public Enquiries	25	30
Legal Costs Relating to Management Agreements	110	66
<b>Other Costs</b>		
Other Activities [Wayleaves, Licences etc]	4	6
Land Agency Consultancies	5	3
<b>Total</b>	<b><u>4,046</u></b>	<b><u>3,955</u></b>

### 5.2 Scientific and Technical Support

The cost of contracts and agreements to support CCW's scientific and technical programmes and the development of environmental policies for Wales.

	<b>2010/11</b>	<b>2009/10</b>
	<b>£000</b>	<b>£000</b>
Natural Science Resource Base	673	834
Cultural Resource Base	41	18
Environmental Monitoring	357	438
Science / Policy Impact Studies	29	10
Research to Develop Policy	540	538
Experiments in Sustainability	236	174
<b>Total</b>	<b><u>1,876</u></b>	<b><u>2,012</u></b>

### 5.3 Operational Support

	<b>2010/11</b>	<b>2009/10</b>
	<b>£000</b>	<b>£000</b>
Operational Projects (non Research)	645	606
Cartography Costs	16	68
Data Systems	62	80
Library Costs	85	103
Running Cost of Operational Equipment	132	76
Publicity, Information & Education	598	888
Misc Operational Costs	277	284
<b>Total</b>	<b><u>1,815</u></b>	<b><u>2,105</u></b>

## 5. Expenditure (cont.)

	2010/11			2009/10
	£000	£000	£000	£000
<b>5.4 Grants Payable</b>				
	<b>Total</b>	<b>Public Sector</b>	<b>Private &amp; Third Sector</b>	<b>Total</b>
Capital	57	0	57	0
Biodiversity	1,800	794	1,006	1,759
Landscape	256	175	81	222
Awareness	826	101	725	1,144
Access	542	503	39	686
External Training	37	23	14	52
Education	313	0	313	137
Environment for All / Community Strategy	771	474	297	1,767
Special Initiatives	3,442	3,442	0	2,933
Sustainable Development	102	0	102	160
European Development Fund & Review of Consents	429	429	0	407
European Funding to Partners	956	956	0	344
Partnership Agreements	1,035	474	561	230
<b>Total</b>	<b>10,566</b>	<b>7,371</b>	<b>3,195</b>	<b>9,841</b>

## 5.5 Other Operating Charges

	2010/11 £000	2009/10 £000
Accommodation Costs	1,182	977
Operating Lease rentals	911	725
Transport Costs	213	214
General Office Costs	327	335
Purchase of Equipment and Consumables	152	183
Hire & Maintenance of Equipment	15	18
Training	292	356
Travel and Subsistence	291	333
Information Systems Development	1,084	675
Corporate Services General	276	315
Miscellaneous Legal Costs	22	56
Operational Legal Costs	2	1
Audit Fee - Statutory	44	42
Audit Fee- non statutory	9	8
Repayment of Bank Interest	11	12
Movement in stock	2	1
Write offs and Movement on Bad Debt Provision	1	41
<b>Total</b>	<b>4,834</b>	<b>4,292</b>

Note 2.1 details how Publicity Costs are now shown under Operational Support, not as Other Operating Charges.



## 6. Income

	2010/11 £000	2009/10 £000
<b>6.1 Income and grants from UK</b>		
Income from National Nature Reserves	77	68
Refunds - Services Provided	18	61
Salary Deductions	10	12
Electricity generation	4	0
Rent and Sale of Goods	7	7
Income from activities	<u>116</u>	<u>148</u>
Grants and collaborative projects	<u>386</u>	<u>388</u>
<b>Total</b>	<b><u><u>502</u></u></b>	<b><u><u>536</u></u></b>
<b>6.2 Grants from the European Community</b>		
Grants from the EDRF Convergence Fund	1,246	277
Grant from the European Fisheries Fund	3	0
LIFE Programme Grants	542	370
<b>Total</b>	<b><u><u>1,791</u></u></b>	<b><u><u>647</u></u></b>

## 7. Tangible Non-current Assets

### 7.1 Property plant and equipment

		Freehold		Leasehold	Leasehold		Information	Transport	Plant &	Networked	SUBTOTAL	Heritage	TOTAL
	Note	Buildings	Buildings Under	Buildings	Improvements	Dwellings	Technology	Equipment	Machinery	Assets	PPE	Assets	£000
		£000	Construction	£000	£000	£000	£000	£000	£000	£000	£000	£000	£000
<b>Cost or valuation</b>													
<b>At 1 April 2010</b>		1,009	0	1,042	258	198	3,833	1,690	2,929	51	11,010	4,597	15,607
Prior year correction	1.14										0	(7)	(7)
Additions			19		173		536	307	500	197	1,732	595	2,327
Disposals					(47)		(684)	(397)	(122)		(1,250)		(1,250)
Revaluations (Reserve)		(12)		(12)		(5)					(29)		(29)
Revaluation charge to SoCNE		(11)			36						25		25
<b>At 31 March 2011</b>		<b>986</b>	<b>19</b>	<b>1,030</b>	<b>420</b>	<b>193</b>	<b>3,685</b>	<b>1,600</b>	<b>3,307</b>	<b>248</b>	<b>11,488</b>	<b>5,185</b>	<b>16,673</b>
<b>Depreciation</b>													
<b>At 1 April 2010</b>		172	0	249	80	8	3,011	779	2,001	0	6,300	0	6,300
Charged in year		28		9	113		520	210	383	15	1,278		1,278
Disposals					(47)		(684)	(271)	(122)		(1,124)		(1,124)
Revaluations (Reserve)		(3)		(3)							(6)		(6)
Revaluation credit to SoCNE		7		18	5	7					37		37
<b>At 31 March 2011</b>		<b>204</b>	<b>0</b>	<b>273</b>	<b>151</b>	<b>15</b>	<b>2,847</b>	<b>718</b>	<b>2,262</b>	<b>15</b>	<b>6,485</b>	<b>0</b>	<b>6,485</b>
<b>Net book value at 31 March 2011</b>		<b>782</b>	<b>19</b>	<b>757</b>	<b>269</b>	<b>178</b>	<b>838</b>	<b>882</b>	<b>1,045</b>	<b>233</b>	<b>5,003</b>	<b>5,185</b>	<b>10,188</b>
<b>Net book value at 31 March 2010</b>		<b>837</b>	<b>0</b>	<b>793</b>	<b>178</b>	<b>190</b>	<b>822</b>	<b>911</b>	<b>928</b>	<b>51</b>	<b>4,710</b>	<b>4,597</b>	<b>9,307</b>
<b>Asset Financing</b>													
Owned		782	19	757	269	178	838	882	1,045	233	5,003	5,185	10,188
<b>Net book value at 31 March 2011</b>		<b>782</b>	<b>19</b>	<b>757</b>	<b>269</b>	<b>178</b>	<b>838</b>	<b>882</b>	<b>1,045</b>	<b>233</b>	<b>5,003</b>	<b>5,185</b>	<b>10,188</b>
<b>At 1 April 2009</b>													
		1,044	0	1,154	233	220	3,713	1,486	2,556	0	10,406	4,511	14,917
Additions		79			34		430	223	423	51	1,240	86	1,326
Disposals							(310)	(19)	(50)		(379)		(379)
Revaluations (Reserve)		(57)		(110)		(22)					(189)		(189)
Revaluation charge to Income Statement		(57)		(2)	(9)						(68)		(68)
<b>At 31 March 2010</b>		<b>1,009</b>	<b>0</b>	<b>1,042</b>	<b>258</b>	<b>198</b>	<b>3,833</b>	<b>1,690</b>	<b>2,929</b>	<b>51</b>	<b>11,010</b>	<b>4,597</b>	<b>15,607</b>
<b>Depreciation</b>													
<b>At 1 April 2009</b>		153	0	251	61	4	2,809	586	1,790	0	5,654	0	5,654
Charged in year		35		23	20	4	508	209	261		1,060		1,060
Disposals							(306)	(16)	(50)		(372)		(372)
Revaluations (Reserve)		(11)		(23)							(34)		(34)
Revaluation credit to Income Statement		(5)		(2)	(1)						(8)		(8)
<b>At 31 March 2010</b>		<b>172</b>	<b>0</b>	<b>249</b>	<b>80</b>	<b>8</b>	<b>3,011</b>	<b>779</b>	<b>2,001</b>	<b>0</b>	<b>6,300</b>	<b>0</b>	<b>6,300</b>
<b>Net book value at 31 March 2010</b>		<b>837</b>	<b>0</b>	<b>793</b>	<b>178</b>	<b>190</b>	<b>822</b>	<b>911</b>	<b>928</b>	<b>51</b>	<b>4,710</b>	<b>4,597</b>	<b>9,307</b>
<b>Net book value at 1 April 2009</b>		<b>891</b>	<b>0</b>	<b>903</b>	<b>172</b>	<b>216</b>	<b>904</b>	<b>900</b>	<b>766</b>	<b>0</b>	<b>4,752</b>	<b>4,511</b>	<b>9,263</b>

## 7.2 Non operational Heritage Assets

Land owned by CCW has been classified as non-operational Heritage Assets. Under IFRS these assets have been capitalised at cost.

As at March 2011 CCW has 72 NNRs and 1 Marine Nature Reserve (MNR) declared under several categories: 38 NNRs are managed by CCW; 16 are managed by CCW in partnership; a further 18 are managed by 3rd parties. CCW also has 14 non-NNR landholdings (some pending declaration).

	<b>31 March 2011</b>
	<b>Hectares</b>
<b>Declared NNR/MNRs:</b>	
Owned by CCW	9,428
Leased by CCW	6,905
S16 agreements	8,275
S35 agreements	1,002
<b>Total</b>	<b>25,610</b>
<b>Undeclared landholdings/non NNR sites:</b>	
Owned by CCW	378
Leased by CCW	32
	<b>410</b>

### CCW's policy for the acquisition, preservation, management and disposal of heritage assets

#### Acquisition

If and when, whole or sections of, declared NNRs become available for land purchase CCW's Directors Team will consider the merits of purchase and/or may encourage partners/other approved bodies to do so, and may offer assistance through grants in aid.

#### Preservation/management

All NNRs are managed in accordance with an approved management plan, which include conservation objectives from all recognized features of interest and identifies necessary projects and work programmes. The plans are reviewed periodically and the necessary implementation of the work identified in plans checked by CCW's Conservation Management Team through a rolling programme of reviews/environmental audits.

#### Disposal

A full review of the NNR series in Wales is carried out at least every five years to ensure that all reserves continue to contribute significantly to CCW's Corporate Vision for the NNR suite. Where they fail to do so necessary remedies will be identified and/or a recommendation made to management that a given NNR be de-declared.

#### Access

CCW have an agreed access policy for NNRs which in summary aims to encourage sustainable public use. (see below)

CCW Access Policy [ref. Annex 1 of CCW's NNR Strategy – February 2006 (Council Paper CCW P 06 05)].

The following policies will be applied to all the NNRs that CCW manage:

CCW will declare all land in CCW ownership and, whenever possible, land in CCW's control, as 'dedicated land' under the CRoW Act.

- In all cases CCW will consult with local communities and other stakeholders before proceeding with dedication.
- For land under CCW control, for example, lease or agreements, CCW will consult with and seek the full agreement of all owners and occupiers before proceeding with dedication.
- Whenever necessary, access restrictions will be applied to sites, or parts of sites, where such restrictions are essential for the protection of the conservation features.

CCW will encourage the sustainable public use of National Nature Reserves in Wales in so far as such use:

- Is consistent with CCW's duty to maintain or restore the nature conservation and geological features to Favourable Conservation Status
- Does not expose visitors or staff, including contractors, to any significant hazards

All legitimate and lawful activities will be permitted in so far as these activities:

- Are consistent with CCW's duty to maintain or restore the nature conservation and geological features to Favourable Conservation Status
- Do not expose visitors or staff, including contractors, to any significant hazards
- Do not diminish the enjoyment of other visitors to the site

## 8. Intangible assets

Intangible Assets comprise Software Licences, Other Licences and Development of Software

	Software Licences £000	Other Licences £000	Information Technology £000	TOTAL £000
<b>Cost or valuation</b>				
<b>At 1 April 2010</b>	1,584	7	1,778	3,369
Additions	425	210	36	671
Disposals				0
<b>At 31 March 2011</b>	<b>2,009</b>	<b>217</b>	<b>1,814</b>	<b>4,040</b>
<b>Amortisation</b>				
<b>At 1 April 2010</b>	1,287	0	1,368	2,655
Charged in year	173	0	281	454
Disposals				0
<b>At 31 March 2011</b>	<b>1,460</b>	<b>0</b>	<b>1,649</b>	<b>3,109</b>
<b>Net book value at 31 March 2011</b>	<b>549</b>	<b>217</b>	<b>165</b>	<b>931</b>
<b>Cost or valuation</b>				
<b>At 1 April 2009</b>	1,553	7	1,552	3,112
Additions	195		227	422
Disposals	(164)		(1)	(165)
<b>At 31 March 2010</b>	<b>1,584</b>	<b>7</b>	<b>1,778</b>	<b>3,369</b>
<b>Amortisation</b>				
<b>At 1 April 2009</b>	1,321		1,039	2,360
Charged in year	130		330	460
Revaluations	(164)		(1)	(165)
<b>At 31 March 2010</b>	<b>1,287</b>	<b>0</b>	<b>1,368</b>	<b>2,655</b>
<b>Net book value at 31 March 2010</b>	<b>297</b>	<b>7</b>	<b>410</b>	<b>714</b>
<b>Net book value at 1 April 2009</b>	<b>232</b>	<b>7</b>	<b>513</b>	<b>752</b>

## 9. Financial Instruments

As the majority of the cash requirements of CCW are met through Grant-in-Aid provided by the Welsh Government, financial instruments play a more limited role in creating and managing risk than would apply to a non-public sector body. CCW is not exposed to significant liquidity risk.

### Interest rate risk

All interest received on our bank accounts are repayable to the Welsh Government, or to the European Union in the case of funds provided by the European Union. CCW has no borrowings. CCW is therefore not exposed to interest rate risk.

### Credit risk

CCW is exposed to credit risk to the extent of non-performance by its counterparties in respect of receivables. As CCW's counterparties are other public sector bodies and trade debtors the credit risk is considered to be minimal.

### Foreign currency risk

CCW undertakes foreign currency transactions to convert the grant received from the European Union LIFE+ fund towards the Anglesey and Llyn Fens Project from Euro to Sterling. CCW will be exposed to an exchange rate risk between the time that it calculates a grant claim from a sterling cost base until the time that the grant is paid and converted into sterling. This foreign currency risk is not considered material in the context of the overall activity of CCW.

## 10. Assets Held For Sale

On 31 March 2011 no assets meeting the criteria of IFRS5 were held.

	<b>2010/11</b>	<b>2009/10</b>
	<b>£000</b>	<b>£000</b>
Balance at 1st April	0	86
Plus assets classified as held for sale during year	0	0
Less assets sold in year	0	(86)
<b>Balance at 31 March</b>	<b>0</b>	<b>0</b>

## 11. Inventories

	<b>31 March 2011</b>	<b>31 March 2010</b>
	<b>£000</b>	<b>£000</b>
Stock at Ynys Las Shop	7	9
<b>Total</b>	<b>7</b>	<b>9</b>

## 12. Trade receivables and other current assets

	31 March 2011	31 March 2010
	£000	£000
<b>Amounts falling due within one year:</b>		
Trade receivables	210	287
Provision for Doubtful Debt	(2)	(20)
Prepayments and Accrued Income	1,992	1,660
Deposits and Advances	32	567
Other receivables	1	3
<b>Total</b>	<b>2,233</b>	<b>2,497</b>
<b>Analysis of receivables</b>		
Other Central Government Bodies	982	483
Local Authorities	338	329
Bodies External to Government	913	1,685
<b>Total</b>	<b>2,233</b>	<b>2,497</b>

## 13. Cash and cash equivalents

	31 March 2011	31 March 2010
	£000	£000
Balance at 1 April	1,830	403
Net change in cash and cash equivalent balances	(840)	1,427
<b>Balance at 31 March</b>	<b>990</b>	<b>1,830</b>

The following balances were held at 31 March		
Government Banking Service. CCW General Account	624	855
Government Banking Service. LIFE+ Account <sup>1</sup>	360	969
Cash in Hand	6	6
<b>Balance at 31 March</b>	<b>990</b>	<b>1,830</b>

1. As at 31 March 2011 £309 of the £360k within the LIFE+ account was payable to the General Account to fund defrayed eligible expenditure.

## 14. Trade payables and other current liabilities

	31 March 2011	31 March 2010
	£000	£000
VAT	42	21
Other Taxation and Social Security	5	8
Trade Payables	566	47
Other Accruals and deferred income	117	724
	730	800
Other liabilities: Untaken Staff Leave	463	321
<b>Total</b>	<b>1,193</b>	<b>1,121</b>
<b>Analysis of Payables</b>		
Other Central Government Bodies	218	725
Local Authorities	53	0
Bodies External to Government	922	396
<b>Total</b>	<b>1,193</b>	<b>1,121</b>
<b>Amounts falling due after more than one year:</b>		
Long term rent incentive	0	3

## 15. Provisions for liabilities and charges

### 15.1

	31 March 2011			31 March 2010
	£000 Staff	£000 Trade	£000 Total	£000 Total
Balance at 1 April 2010	815	16	831	484
Additional provision provided in the year	768	0	768	482
Provisions used in the year	(232)	(16)	(248)	(149)
(Decrease) in provision due to higher discount rate	(20)	0	(20)	3
Unwinding of discount	15	0	15	11
Unused amounts reversed	0	0	0	0
<b>Balance at 31 March 2011</b>	<b>1,346</b>	<b>0</b>	<b>1,346</b>	<b>831</b>

A provision has been made for the annual compensation payments to be made for staff who left CCW in March 2006, in March 2010, and during 2010/11 under the Early Retirement Programmes. These payments will remain in force until each individual reaches pensionable age of 60 (last payment due in 2021).

The provision represents the estimated future cost to CCW, calculated assuming an annual increase of 3.1% in the pension paid. The estimated payments have been discounted by the Treasury discount rate of 2.9% .

There were no provisions for trade liabilities at 31 March 2011.

	31 March 2011 £000	31 March 2010 £000
Provisions - Current Liabilities	315	217
Provisions - Non-current Liabilities	1,031	614
<b>Total</b>	<b>1,346</b>	<b>831</b>

### 15.2 Analysis of expected timing of discounted flows

Between April 2011 to March 2012	315
Between April 2012 to March 2015	652
Between April 2015 and March 2020	368
Between April 2020 and March 2025	11
<b>Total Provision at 31 March 2010</b>	<b>1,346</b>

## 16. Capital commitments

Contracted capital commitments at 31 March not otherwise included in these financial statements.

	31 March 2011 £000	31 March 2010 £000
<b>Property Plant &amp; Equipment</b>		
Freehold Buildings	2	9
Plant & Machinery	9	139
Information Technology - Hardware	0	1
Transport Equipment	15	130
Infrastructure Assets	2	0
Leasehold Improvements	1	120
<b>Total</b>	<b>29</b>	<b>399</b>
<b>Intangible Assets</b>		
Information Technology -Software Licences	41	45
Other Licences	9	4
<b>Total</b>	<b>50</b>	<b>49</b>

## 17. Commitments under Leases

### 17.1 Operating leases

Total future minimum total lease payments under operating leases are given in the table below for each of the following periods.

	31 March 2011 £000	31 March 2011 £000	31 March 2011 £000	31 March 2010 £000
<b>Obligations under operating leases comprise:</b>				
	<b>Land</b>	<b>Buildings</b>	<b>TOTAL</b>	<b>TOTAL</b>
<b>Land and Buildings</b>				
Not later than one year	62	948	1,010	844
Later than one year and not later than five years	179	2,177	2,356	1,870
Later than five years	1,254	4,369	5,623	5,370
<b>Total value of obligations</b>	<b>1,495</b>	<b>7,494</b>	<b>8,989</b>	<b>8,084</b>
<b>Other Operating Leases</b>				
Not later than one year	7			24
Later than one year and not later than five years	0			7
Later than five years	0			0
<b>Total value of obligations</b>	<b>7</b>			<b>31</b>

### 17.2 Finance leases

CCW has no finance leases.

## 18. Other financial commitments

CCW has entered into non-cancellable contracts (which are not leases or PFI contracts) for Purchases, Land Management Agreements and Grants. The total payments to which CCW is committed at 31 March 2011, are as follows.

	31 March 2011 £000	31 March 2010 £000
Not later than one year	8,220	6,464
Later than one year and not later than five years	5,676	4,678
Later than five years	536	600
<b>Present value of obligations</b>	<b>14,432</b>	<b>11,742</b>

## 19. Contingent Liabilities

CCW has no contingent liabilities at 31 March 2011



## 20. Movement on Reserves

### 20.1 Movement on Government Grant Reserve

	<b>2010/11</b>	<b>2009/10</b>
	<b>£000</b>	<b>£000</b>
<b>UK GRANTS</b>		
Balance at 1st April	5	7
Grant applied during year	0	0
Grant amortised to Income and Expenditure Reserve	(1)	(2)
Balance at 31st March	<u>4</u>	<u>5</u>
<b>EU GRANTS</b>		
Balance at 1st April	80	0
Grant applied during year	532	80
Grant amortised to Income and Expenditure Reserve	(24)	0
Balance at 31st March	<u>588</u>	<u>80</u>
<b>Total Balance on Reserve at 31 March</b>	<u><u>592</u></u>	<u><u>85</u></u>

### 20.2 Movement on Donated Asset Reserve

	<b>2010/11</b>	<b>2009/10</b>
	<b>£000</b>	<b>£000</b>
Balance at 1st April	26	27
Grant amortised to revenue during year	(2)	(1)
<b>Total Balance on Reserve at 31 March</b>	<u><u>24</u></u>	<u><u>26</u></u>

### 20.3 Movement on Revaluation Reserve

	<b>2010/11</b>	<b>2009/10</b>
	<b>£000</b>	<b>£000</b>
Balance at 1st April	778	971
Net gain/(loss) on indexation of revalued property		
Charged to Statement of Comprehensive Net Expenditure	(23)	(155)
Transferred to Income & Expenditure Reserve	(35)	(38)
<b>Total Balance on Reserve at 31 March</b>	<u><u>720</u></u>	<u><u>778</u></u>

### 20.4 Movement on Income & Expenditure Reserve

	<b>2010/11</b>	<b>2009/10</b>
	<b>£000</b>	<b>£000</b>
Balance at 1st April	11,513	9,822
Correction to balance brought forward	(7)	
Transfer from/(to) Government Grant Reserve:		
Grant applied in respect of new assets	(532)	(80)
Grant amortised for depreciation	25	2
Transfer from Revaluation Reserve	35	38
Net Expenditure	(42,882)	(42,056)
Net Grant in Aid	42,322	43,787
<b>Total Balance on Reserve at 31 March</b>	<u><u>10,474</u></u>	<u><u>11,513</u></u>

## 21. Events after the reporting period

There were no events after the reporting period to be reported in these accounts.

## 22. Related Parties

The Countryside Council for Wales is an Assembly Government Sponsored Body.

The Welsh Assembly Government is regarded as a related party. During the year the Countryside Council for Wales has had various material transactions with the Welsh Assembly Government and with other entities for which the Welsh Assembly Government is regarded as the parent department viz National Museum of Wales and Sports Council for Wales.

In addition, the Countryside Council for Wales has had a small number of transactions with other Government Departments and other central government bodies. Most of these transactions have been with Natural England (formally English Nature) and Scottish National Heritage. The Countryside Council for Wales, Natural England, Scottish National Heritage and the Department of Environment in Northern Ireland execute their joint functions through the Joint Nature Conservation Committee and provide funding for the Committee on an agreed proportionate basis.

During the year, The Countryside Council for Wales, in the normal course of its business, entered into material transactions with the following organisations in which Council Members, members of the key management staff or other related parties have an interest:

### 22.1 Chairman

Mr Morgan Parry was a Director of Cynnal Cymru until September 2010

During the year the following transactions took place with Cynnal Cymru:

	£000
Grants	25

Mr Morgan Parry is a Director of JNCC and a JNCC Company

During the year the following transactions took place with JNCC:

	£000
Expenditure	25
Grant in Aid Paid	826
Income	20
of which was owed to CCW at year end	20

Mr Morgan Parry is a Lecturer at the University of Wales Bangor (few days only)

During the year the following transactions took place with University of Wales Bangor:

	£000
Expenditure	132

### 22.2 Council Members

Dr Richard Jarvis is a Director of Cynnal Cymru

During the year the following transactions took place with Cynnal Cymru:

	£000
Grant	25

Dr Ieuan Joyce is a member of the JNCC and a Director of the JNCC Conservation Company Support Co Ltd

During the year the following transactions took place with the JNCC;

	£000
Expenditure	25
Grant in Aid Paid	826
Income	20
of which was owed to CCW at year end	20

Mr Patrick O'Reilly is a committee member of the Orchid Study Group associated with the National Botanic Garden of Wales (NBGW)

	£000
Expenditure	16
Grants	25

Mr Alan Underwood is a Director / Trustee of the Wales Council for Voluntary Action (WCVA).

During the year, the following transactions took place with the WCVA:

	£000
Expenditure	85

Mr Alan Underwood's wife is on the board of the Brecon Beacons National Park Authority

During the year, the following transactions took place with Brecon Beacons National Park Authority:

	£000
Expenditure	14
Grants	105
Income	3
of which was owed to CCW at year end	1

Dr Susan Gubbay undertook consultancy work for CCW

During the year the following transactions took place with Dr Gubbay:

	£000
Expenditure	4

Mr Andy Middleton was a Project Partner of Coed Cymru

During the year the following transactions took place with Coed Cymru:

	£000
Grants	35

Ms Lynnette Thomas is Director of Operations at DECIPHER, Cardiff University.

During the year the following transactions took place with the Cardiff University:

	£000
Grants	5

### **22.3 CHIEF EXECUTIVE**

Mr Roger Thomas is a Trustee of Tir Coed.

During the year, the following transactions took place with Tir Coed:

	£000
Expenditure	14
Grants	29
of which was owing by CCW at year end	9

Mr Roger Thomas is a Trustee of Ponds Conservation Trust

During the year, the following transactions took place with the Ponds Conservation Trust:

	£000
Grants	18

Mr Roger Thomas is a Board member of Cynnal Cymru

During the year the following transactions took place with Cynnal Cymru

	£000
Grants	25

Mr Roger Thomas is the Chairman of Coed Cymru Cyf  
During the year the following transactions took place with Coed Cymru Cyf:

	£000
Grants	35

Mr Roger Thomas is the Secretary Treasurer and Board Member of EEAC  
During the year the following transactions took place with EEAC

	£000
Expenditure	12

#### 22.4 SENIOR MANAGEMENT

Dr David Worrall's partner Dr Madeleine Harvard is a Trustee & Chair of Wales Environment Link  
During the year, the following transactions took place with the Wales Environment Link:

	£000
Grants	37

Dr David Worrall's partner Dr Madeleine Harvard is a Board Member for Wales of Environment Agency  
During the year, the following transactions took place with the Environment Agency

	£000
Expenditure	212
of which was owing by CCW at year end	44
Income	16
of which was owed to CCW at year end	15

Dr David Parker is a Director of Natur Cymru Ltd  
During the year, the following transactions took place with Natur Cymru:

	£000
Grants	4

Dr David Parker is a Director of Plantlife International Ltd  
During the year, the following transactions took place with Plantlife International Ltd.:

	£000
Grants	49

Mr Tim Jones is a Board member of Groundwork Wrexham & Flintshire  
During the year, the following transaction took place with Groundwork Wrexham & Flintshire

	£000
Grants	12
of which was owing by CCW at year end	1

Dr Margaret Hill's husband Prof R.M. Bell is a Director & Shareholder of Entec UK Ltd.  
During the year, the following transactions took place with Entec UK Ltd.

	£000
Expenditure	10

## REGISTER OF MEMBERS' INTERESTS – MARCH 2011

1. Directorship of companies, public or private, both remunerated and unremunerated.
2. Employment(s) or office(s), both remunerated and unremunerated.
3. Remunerated trades, professions or vocations.
4. The names of clients when the interests referred to above include personal services by the Member which arise out of or are related in any manner to his/her membership of the Council.
5. Land holdings which have been notified as SSSI, any conservation payments being received and any other land held in 'heritage' designation.
6. The names of companies or other bodies in which the Member to his/her knowledge has, either himself/herself or with or on behalf of his/her spouse and infant children, a beneficial interest in shareholdings of a nominal value greater than one-hundredth of the issued share capital.
7. Spouse/partner or children have any relevant interests not notified above.

### Mr Morgan Parry (Chairman)

- 1 i Director Cynnal Cymru - Sustain Wales until September 2010
- ii Director JNCC
- 2 i Chair - Countryside Council for Wales
- ii Lecturer - University Wales, Bangor (a few days only)
- 3 None - except occasional fee for contribution to radio and television programmes

### Dr Dyfed Elis-Gruffydd

- 2 i Translator (mainly topics relating to earth Sciences), Self-employed Editor and Lecturer  
Chair of Environmental Sector Welsh Language Working Group
- ii Chair National Access Forum Wales
- iii Member - Countryside Council for Wales
- iv Member - Cardigan Language Action Plan Executive Committee
- v Member - Geologists' Association – South Wales Group
- vi Member - Cymdeithas Edward Llwyd
- 3 see (i) and (vi) under 2 above. Translation work for CCW, the National Museum of Wales, British Geological Survey and RIGS/NEWRIGS, and editing work for Gwasg Gomer, Llandysul.

### Dr Susan Gubbay

- 2 i Member - Countryside Council for Wales
- 3 Self-employed Marine Consultant

### Dr Richard Jarvis

- 1 i Director, Cynnal Cymru (unremunerated)
- 2 i Chair - North East Wales Biodiversity Partnership (unremunerated)
  - ii Member of Countryside Council for Wales
- 7 i Subscribing Members of National Trust (self and wife)
  - ii RSPB (wife subscribing member)
  - iii Friends of Rhydymwyn Valley (self and wife subscribing members)

### Dr Ieuan Joyce

- 1 i Director, JNCC Support Co
- 2 i Member of Upland Forum (Unremunerated)
  - ii Member of JNCC (Remunerated)
  - iii Member of Countryside Council for Wales (Remunerated)
  - iv Member of ACRE (Advisory Committee on Releases to the Environment) ( Remunerated)
  - v Governor, Ysgol Penllwyn
- 3 i Farmer
- 5 i Tir Cynnal Agreement Holder

### Mr Andy Middleton

- 1 i Managing Director, The TYF Group Ltd (Remunerated)
  - ii Director, Pembrokeshire Properties Ltd (Remunerated)
  - iii Director, Enviro Pass Ltd (Remunerated)
- 2 i Managing Director, The TYF Group
  - ii Member of Countryside Council for Wales
  - iii Director, Pembrokeshire Properties Ltd
  - iv Director Enviro Pass Ltd
- 3 i Strategist, speaker, facilitator and designer in fields relating to sustainable development, climate change, innovation.
- 4 i Welsh Assembly Government, WLGA, Local Authorities and various third sector organisations across Wales
- 6 i The TYF Group Ltd, 51%
  - ii Pembrokeshire Properties Ltd 50%
  - iii) Enviro Pass Ltd 50%

**Mr W Pat O'Reilly**

- 1 i Managing Director (self employed) of First Nature, publisher of books and multi-media environmental education resources specialising in wildlife, ecology and countryside activities.
- ii Trustee (unremunerated), Llandysul Angling Association
- 2 i Self-employed writer and broadcaster on environmental and fisheries subjects.
- ii Vice-President (unremunerated) of The Wild Trout Trust.
- iii Committee Member of the Orchid Study Group associated with the National Botanic Garden of Wales
- Steering Committee Member (for CCW) of the Riverfly Partnership (unremunerated)
- iv Advanced Professional Game Angling Instructor (APGAI) – part-time (self-employed)
- v Member of Countryside Council for Wales
- 3 i Fellow of the Institute of Engineering and Technology (FIET).
- ii Member of the Game Angling Instructors Association (GAIA).
- 5 i None held personally.
- ii Llandysul Angling Association is riparian owner/lessee of approximately 30 miles of fishing rights on the River Teifi, an SSSI and SAC river.

**Ms Lynette Thomas**

- 2 i Director of Operations for DECIPHER (a UKCRC Centre for the Development and Evaluation of Complex Interventions for Public Health Improvement) at Cardiff University. This post spans Cardiff, Swansea and Bristol Universities.
- ii Member of Glas Cymru
- iii Member Countryside Council for Wales
- 4 i Cardiff University Schools of Social Science, Law, Dentistry and Medicine
- ii Bristol University School of Social Medicine
- iii Swansea University School of Medicine
- iv Dŵr Cymru
- 7 i Cardiff and Vale University Health Board
- ii Ysgol Gymraeg Treganna

**Mr Alan Underwood**

- 1 i AU Partnerships Ltd (remunerated)
- ii Wales Council for Voluntary Action (unremunerated)
- 2 i Secretary: Third Sector Development and Training Ltd (unremunerated)  
(Wife's company)
- ii Secretary: Brecon Beacons Trust (remunerated)
- iii Member of Countryside Council for Wales
- 4 i A number of my past clients have received or are in regular receipt of grant aid from CCW - including clients in both the third and Statutory Sectors. Given the nature of my business and my clients this situation is likely to recur.
- ii My wife, through her company Third Sector Development and Training, has held a call off contract with CCW and has undertaken work on its behalf.
- 6 i AU Partnerships

**Mr Rod Williams**

- 2 i Chair of Appeal Panel - Single Farm Payments in Wales and Environmental Payments to Farmers (Remunerated)
- Treasurer, Ty Croeso, Ysbyty Glan Clwyd (Centre to accommodate parents of sick children). (Unremunerated)
- ii Chair - Heather and Hillforts Project, Denbighshire (Unremunerated)
- iii Member of Countryside Council for Wales (Remunerated)
- 3 Farmer / Smallholder
- 5 i Land at Rhiwbebyll Isaf, Llandyrnog subject to Tir Cynnal Agreement.
- ii Application made for Glastir