

Key success criteria

Officers

- All officers are appropriately trained, supported and understand how their individual roles contribute toward the achievement of the Authority's objectives.
- Officers carry out their duties competently and with professionalism in order that objectives are met.
- Officers work together as a team, there is mutual respect between officers and officers know they are valued for their work.
- There are effective human resource policies and procedures in place.

Policy, Procedures and Governance

- The Authority operates its financial and legal affairs to the highest levels of probity and in accordance with best practice in the public sector.
- There are robust and effective policies in place covering complaints and 'whistleblowing'
- Appropriate H&S policies and procedures are in place and officers understand their individual and collective responsibilities. H&S is viewed in a positive light by all officers and there is a low incidence of dangerous occurrences or reportable injuries
- The Authority's Equality Policy is implemented and promoted effectively and any complaints are investigated, resolved and reported appropriately.
- Service standards ensure that all enquiries and complaints are dealt with professionally and promptly

Planning and service delivery

- The annual plan reflects the key priorities of the Authority and is understood by partners and wider stakeholders
- Annual plans and reports are developed appropriately and to time with appropriate member input
- Strategies in place are relevant to deliver DEFRA's high level objectives and performance against stated objectives is reported periodically to the Authority and its members
- Strategies are in place to deliver UK Marine Protected Areas objectives
- The Authority is represented appropriately at all levels and its submissions and views carry weight with decision makers.
- The Authority's views influence consultation and negotiation outputs
- The Authority's work is viewed positively by the public and wider stakeholders in terms of its use of public monies.
- Productive relationships and partnerships are fostered and supported
- The Authority communicates its public service role to the wider public through the use of appropriate media
- The Authority has a strong voice within the coastal and marine community
- Authority members are provided with timely, well-reasoned advice that enables them to make informed policy decisions

Fishery management, regulation and science

- All byelaws are in place, relevant and up to date. Fishery management plans are actively developed and involve partners and wider stakeholders
- Fishery enforcement activity is visible and proportionate. Appropriate sanctions are issued in accordance with the law and the public interest test
- The Authority's vessels have a strong presence in the district as evidenced by time at sea logs
- The research and survey programme is developed appropriately to support both current and future requirements. Adequate resources are budgeted and allocated to ensure delivery of the programme