

TEAGASC
403rd Meeting of the Authority
05 January 2022

Authority members present were: Mr Liam Herlihy, Chairman, and Ms Martina Donnelly, Professor Ger Fitzgerald, Mr Pat Duffy, Mr Liam Woulfe, Ms Eilís O’Connell, Ms Elizabeth Reynolds, Mr John Buckley, and Mr Brian Rushe.

Apologies: Professor Thia Hennessy

Executives present were: Professor Frank O’Mara, Director; Mr Alan Phelan, COO and Secretary to the Authority, and Mr Eric Donald, Corporate Communications Officer. Ms Susan Kearney for Items 5.1 and 5.1.2. Ms Lorraine Ryan facilitated.

The Chairman declared the meeting open welcoming his fellow Authority members and management. In compliance with government guidelines on Covid19, the meeting was held virtually.

1 Declarations of Interests

Ms Donnelly noted that she had an interest in a promotion competition.

The Chairman welcomed the members of the Authority to the first meeting of the year. He extended best wishes to Mr Mike Magan, Chairman of Animal Health Ireland on his recent retirement acknowledging his contributions to the agri-food sector over a long and outstanding career and his input to the very positive relationship that exists between Teagasc and Animal Health Ireland.

2. Minutes

2.1 Draft Minutes of Authority Meeting of 01 December 2021

The minutes of 01.12.2021 were adopted on the proposition of Mr Rushe and seconded by Professor Fitzgerald.

2.2 Matters Arising from Minutes of 05 November 2021

None.

3. Director’s Report

The Director, informed the Authority that following the issuing of a letter to a company regarding a trademark issue, a constructive meeting was held with the company concerned and it is hoped an agreement can be reached and the matter finalised. The Authority requested management to examine Teagasc’s suite of branding and its contracts with external entities to safeguard Teagasc interests; Mr Phelan confirmed this review is progressing.

The Director updated the Authority on the current Covid19 position noting that management expect more staff to be absent from the workplace due to contracting the virus or being designated a close contact. Regrettably, it is necessary to engage external farm services on some farms where the absence of farm staff is hindering essential operations. Students were due back to Colleges and it was anticipated that absence levels would be higher than normal for a period due to infection rates/close contacts. Teagasc is planning for virtual public events in January and February.

The Director advised that the Chairman and he met the Minister and Secretary General on 14 December last. The meeting was constructive and it was clear that they fully support Teagasc in the challenging period ahead; discussion areas of focus included: calf welfare; Authority Meeting, 02 February 2022, Page 1 of 8

a sectoral climate action plan strategy; and, a fertiliser campaign (which is planned to be launched by the Minister in February).

Professor O'Mara informed the meeting that: (i) an update on the Kildalton College Farmyard Development would be available for the February Authority meeting. (ii) Teagasc has responded to the Charities Regulator. (iii) DAFM approved filling the Head of AGRIP post. (iv) The Director complimented colleagues on the Review and Outlook Conference held on 07 December last; average family farm income in Ireland increased by 20% in 2021. However, a decline of 19% is forecast in 2022 mainly due to cost pressures, particularly rising fertiliser costs.

The National Beef Conference was held virtually on 08 December. Professor O'Mara noted his satisfaction in the standard of papers presented and the positive feedback.

In conclusion, the Chairman noted the importance for the industry of a Teagasc Climate Response Plan which is currently under development.

3.1 Draft Corporate Risk Register 2022

The report was noted. The Authority welcomed, on Ms O'Connell's observation, the appropriate updates to the Register.

3.2 Health and Safety Report

The report was noted.

3.3 Covid19 Risk Register 2021

The Covid19 Risk Register was noted.

3.4 Covid19 Response (verbal)

The update was provided above in the Director's report.

4. Strategic Items

Mr Woulfe, at the Chairman's request, made a presentation to the meeting on 'Fertiliser Supply and Price Outlook at Spring 2022'. Mr Woulfe examined the price of gas and its availability and the challenges of acquiring fertiliser supplies in a pandemic with political instability, and logistical issues. In particular, the price trends influenced by currency volatility and availability of ammonia, urea, sulphate of ammonia, phosphate and potash were examined. He also noted the possibility of interruptions in the supply chain leading to possible fertiliser supply interruptions/shortages in March and April; and cashflow issues within the supply chain. Finally, Mr Woulfe welcomed the Fertiliser Campaign being planned by Teagasc at the request of the Minister and noted that farmers are responding positively to the challenge and will welcome support in coping with the issue.

The Director said the presentation was very informative and advised that the Teagasc fertiliser campaign will focus on a number of key actions available to farmers including the increased use of organic manure.

In conclusion, the Chairman thanked Mr Woulfe for sharing industry's insights with the Authority.

5.1 Management Accounts at 30.11.21

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5.1.2 2022 Current Budget

The Head of Finance presented the proposed Draft Current Budget for 2022. Total Grant-in-Aid for 2022 is [REDACTED] (2021 GIA was [REDACTED]). The 2022 Grant-in-Aid allocation matches the estimate submitted by Teagasc in July 2021 except for non-pay which is [REDACTED] ([REDACTED]%) less than requested. Excluding one-off capital grants, there is a [REDACTED]% increase compared to 2022 Grant-in-Aid. The Grant-in-Aid allocation for 2022 provides for 25 additional new posts and allows Teagasc to prepare a budget based on a similar level of activity to 2021.

The Authority approved the proposed 2022 Current Budget.

5.2 Industrial Relations Report

Mr Phelan reported on: (i) a staff member's claim under the Employment Equality Acts 1998-2015 as to discrimination on the grounds of gender regarding equal pay given the differential in pay between the Claimant and that of a male comparator. The Hearing took place on 26 November 2021; the Adjudication Officer's decision is awaited. (ii) A staff member's claim for recognition of previous service in the award of starting pay on the commencement of employment with Teagasc on 01 December 2014. Following the Adjudication Decision to pay the Claimant a settlement figure the case was appealed by both parties to the Labour Court for hearing on the 17 September 2021. The Labour Court overturned the decision of the Adjudication Officer and found in favour of Teagasc that the Claimant's previous role was not analogous with current Teagasc role.

5.3 Staff Appointments

(a) Items for Approval

The Authority approved:

The ADO Grade II Promotions Lead Drystock, Tillage & Soils & Environment Panel
Dr Michael Whelan, Research Operations Manager, Head Office

(b) Items for Notification

The Authority noted the appointment of:

Ms Liz Fennelly, Campus Administrator, Moorepark
Dr Barbara Biduski, RO, FOOD, Ashtown
Sean Windle, Technologist, FOOD, Moorepark
Maeshchandra Patil, Technologist, FOOD, Moorepark
Declan Byrne, Teacher, Kildalton College

(c) The Authority noted the temporary appointment of:

None

(d) The Authority noted the appointment of Post Doctorals:

Dr Dolly Bhati, FOOD, Ashtown
Dr Hazel Costigan, AGRIP, Moorepark

The appointments were approved on the proposition of Mr Duffy and seconded by Ms Reynolds.

5.4 Property Approvals

5.4.1 Kildalton College Land Rental

The Authority approved the rental of 2.43Ha (6 acres) from O'Shea Farms for a further term commencing on 01 February 2022 to 30 November 2022 at a total cost of [REDACTED]

5.4.2 Ashtown Communal Services

The Authority reviewed Teagasc's Quantity Surveyor's report of the work completed and approved management's recommendation.

6.1 Draft Minutes of Audit and Risk Committee Meeting of 01.12.21

Mr Phelan reported on the meeting noting: (i) Mr Caoimhin Broderick (DHKN Auditors) attended for the C&AG 2020 Audit Completion Memorandum report. (ii) The Internal Auditor and Head of Finance presented their report on the System of Internal Control. Continued areas of focus were noted together with Committee's recommended amendments. The Committee requested that the Review of the System of Internal Control be re-tabled at its February 2022 meeting in advance of presentation to the Authority's March meeting. A consolidated report on High Priority Issues was noted together with a Deloitte presentation on Corporate Governance. Risk Management reports included: (i) a review of 2021 Corporate Risk Register, (ii) the 2021 Financial Risk Register, (iii) the Covid19 Risk Register, and (iv) the 2021 Fraud Risk Assessment Report. The Committee was informed of planned Risk Management Training, and the Head of the Corporate Services Department (Mr Brendan Lyons) made a presentation on a review of Procurement in the organisation. Correspondence with the Charities Regulator was noted together with the Internal Audit Unit's planned work programme from December 2021 to February 2022. The draft Schedule of Audit & Risk Committee meetings' 2022 was approved.

Ms O'Connell acknowledged the comprehensive procurement presentation. Ms Reynolds acknowledged the progress made in addressing the key risks identified.

The Committee recommended the draft minutes to the Authority meeting of 05.01.2022.

6.2 Draft Minutes of Research Committee Meeting of 17.12.21

Professor Fitzgerald thanked management for its facilitation of the meeting. Mr Troy and Prof Dillon provided an outline of the key programme areas. The National Food Innovation Hub was officially opened on 17 September 2021 following an investment of €8.8m; thirteen companies are *in situ* mainly SMEs and multinationals. The National Agricultural Sustainability Research and Innovation Centre (NASRIC) was launched on 17 November. The Centre will focus on the development, testing and implementation of innovative technologies to facilitate farmers to combine economic and environmental sustainability. The minister confirmed a €9m investment from DAFM for the project. The 2022 New Research Project Call and Walsh Scholars Call received 38 applications for new research projects and 39 applications for Walsh Scholarships associated with these projects. Mr Troy, acknowledging Dr Raymond Kelly's input to the report, noted that DAFM launched a thematic research funding Call in December 2020 with a deadline in March 2021; Teagasc is involved in 83 full applications of which 47 were co-ordinated by Teagasc and Teagasc partnered a further 36. A total of 10 projects were awarded to Teagasc as a co-ordinator and six as a partner. Mr Troy outlined the final evaluation report for the Walsh Scholarships Programme (conducted online). The Committee acknowledged the Programme's huge contribution to the research programme and the positivity of the report. Mr Troy explained that the CELUP Peer Review Update is part of Teagasc cyclical peer assessment. He informed the meeting that the final review report will be tabled at the next meeting of the Committee. The National Prepared Consumer Food Centre (NPCFC) supports research, development and innovation in the PCF Sector. The Centre supported 100 companies in 2021 while also supporting the wider food research programme.

The Committee recommended the draft minutes to the Authority meeting of 05.01.2022.

6.3 Draft Minutes of Operations Committee Meeting of 17.12.21

Mr Duffy reported that the main item for decision on the meeting's Agenda was the Draft 2022 Budget which reflects a [REDACTED] % increase compared to 2021 Grant-in-Aid. Grant-in-Aid for pay is increased by [REDACTED] %; this allows for 25 new posts in 2022 in addition to replacements for retirements and resignations. 2022 Grant-in-Aid for Capital is [REDACTED] and includes specific funding for Ballyhaise Student Accommodation ([REDACTED]) and the National Agricultural Sustainability Research and Innovation Centre ([REDACTED]). A provision of [REDACTED] is made for a Minor Building/Energy Savings projects. The Committee recommended the Draft Budget to the Authority meeting on 05 January 2022.

The 2021 year-end current operations budget is forecast to be a surplus in a range of [REDACTED]. Updates to the 2022 Corporate Risk Register were noted, and the Director presented the Draft Level 1 Business Plan for 2022. The Committee considered a Discussion Document on Teagasc capital expenditure and the risks associated in delivering large capital projects. Total debt at 30.11.21 was [REDACTED] ([REDACTED]). A report on Data Breach, and the Health and Safety Bi-Annual Report for the period 1/5/21 to 31/10/21 were noted, a verbal report on compliance with public health guidelines in the pandemic was noted together with a progress report on the Teagasc App, and Procurement in 2020. A proposal in relation to a new ICT Managed Services Contract was reviewed and recommended to the Authority meeting on 05 January 2022 for decision.

The Committee recommended the draft minutes to the Authority meeting of 05.01.2022.

All three Reports were accepted by the Authority.

6.3.1 Draft 2022 Level 1 Business Plan

The Director presented the draft Business Plan noting its new layout. He informed the meeting of the 42 initiatives across the organisation and linked to Teagasc's five Strategic Goals. Professor O'Mara noted, under Goal 1, the Future Beef, and DairyBeef 500 campaigns. Under Goal 2, the Director noted the Anaerobic Digestion facility at Grange, and the submission for a second round of funding for the SFI VistaMilk Centre. Under Goal 3 Professor O'Mara noted the development of a sectoral Climate Response Strategy; expansion of the National Farm Survey capability to quantify sustainability metrics; organic manures campaign; establishment of Phase II of the National Agricultural Soil Carbon Observatory to measure carbon sequestration. The Director noted under Goal 4 the implementation of commitments under gender equality; the development of Teagasc's Digitalisation Strategy; prioritisation of recruitment in the areas of climate change, carbon sequestration, biodiversity, advanced processing technologies, and digitalisation under Goal 5. Other significant initiatives include the Teagasc App, completion of the Broadcasting Studio in Head Office, planning for a Teagasc Science Day, and the completion of the Brewing and Distilling Centre in Crops Research at Oak Park. The Director noted that all objectives are joint initiatives between the Directorates.

Mr Duffy noted his concern for Advisory Services workload in the context of the demands of a new CAP in 2023; Ms Reynolds stressed the importance of a dedicated Advisory Services being emphasised within the Business Plan. The Director responded that 'Teagasc Together' underpins the Business Plan and all areas of the organisation will be required to contribute to the achievement of the actions outlined in the Plan.

The Authority welcomed the Business Plan noting the new ambitious and energetic initiatives it embraces. The meeting concurred on the importance of communicating the Plan and agreed that it be published on the Teagasc public website in addition to the Authority Meeting, 02 February 2022, Page 6 of 8

production of a shortened version of the Plan. It was noted the Head of Corporate Communications will make a presentation to the Authority in the coming months.

In conclusion, the Chairman stressed the importance of communicating Teagasc science and the huge challenge the Climate Response Strategy presents for the organisation.

7. Items for Decision

7.1 Managed Services Contract

Following an open, EU tender process, Auxilion was selected as the supplier of a Single Party Framework for the Supply of ICT Managed Services. The contract is valued in excess of █████ over the initial two-year term. The Authority approved the contract for a period of two years with an option for up to two subsequent one-year extensions.

7.2 Hartpole Effigy to Carlow County Museum

The Authority approved the handover of the Hartpole Tomb Weeper to Carlow County Museum.

7.3 MTL Board Appointment

The Authority approved the reappointment, in accordance with the Articles of Association of Moorepark Technology Limited (MTL), of Mr George MacLeod, Dairygold Co-operative Society Limited as a Director of MTL.

Mr MacLeod was re-nominated by Dairygold Co-operative Society Limited to continue as their representative on the board of MTL for a period of four years commencing on 22 November 2021 on expiration of his current appointment and concluding on 21 November 2025. Ministerial approval will now be sought.

Items 7.1, 7.2 and 7.3 were approved on the proposition of Professor Fitzgerald and seconded by Mr Duffy.

8. Items for Consideration

None.

9. Items for Information

9.1 Communications Report

Mr Donald advised the meeting that Teagasc's audience continues to grow across all communications' platforms (12.7% growth), and noted that Teagasc published material on its website 365 days in 2021.

All upcoming January events will be facilitated virtually including: the Once-a-Day Milking Webinar on 06 January; the series of twelve Calf Care events (AHI and Teagasc) from 10 to 27 January; Getting the Best from Slurry Webinar on 12 January; the Nutrition of Field and Container-Grown Nursery Stock Webinar also on 12 January; the National Tillage Conference Webinars on 13 and 27 January; Utilisation of Nutrients Webinars on 20 January, 03 and 10 February; Growing Grass Using Less Nitrogen Fertilizer Webinar on 20 January; and, the virtual Sheep Conference 2022 Webinars on 25 and 27 January; Teagasc will virtually attend the BT Young Scientist and Technology Exhibit from 12 to 14 January.

9.2 MTL Approved Board Minutes of 21.10.21

Professor Fitzgerald informed the meeting that he reported on the 21 October MTL Board meeting at the 03 November Authority meeting.

He advised the meeting of MTL's dissatisfaction with the installation of the Vomm Drier. ■

9.3 Health and Safety Bi-Annual Report (May-October 2021)

Mr Phelan presented the report advising that the July report focuses on the previous six-month reporting period (November to April) and the January report on the previous six-month reporting period (May to October).

The report finds six Centres/Colleges remain in the 'Excellent' category while five Centres/Colleges dropped to the 'Improvement Needed' category. Two Advisory Regions are categorised 'Excellent', six Advisory Regions are categorised 'Improvement Needed', and the remaining four Advisory Regions are categorised in the 'Significant Improvement Needed'. The report notes that this is the first audit of the Advisory Services Regions and improvements are expected in the next Audit as Regions become familiar with the requirements.

9.4 Minor Capital Projects Update

Mr Phelan presented the update noting that in February 2021, ■ were approved as minor capital projects. In July 2021, an additional ■ were added due to the availability of funds following the mid-year budget review. While the work programme was ambitious, particularly in light of construction industry capacity and supply chain challenges it is expected that ■ will be complete or very close to completion at year-end. ■ are behind schedule principally due to tight scheduling and construction capacity.

The Authority considered the outcome to be successful in light of the challenges experienced due to the pandemic.

10. A.O.B

The Director noted the big Agenda of Work for 2022. The February Authority meeting will discuss the Authority's 2021 Evaluation, and a discussion on the Climate Change Strategy is proposed for the March meeting.

11. Next Meeting: Wednesday 02 February 2022

The Chairman confirmed the Authority meeting will be held virtually and expressed the hope that the March meeting might be held in person.

The Chairman thanked the members and management for their contributions and closed the meeting.

Signed: _____

Date: February 2022