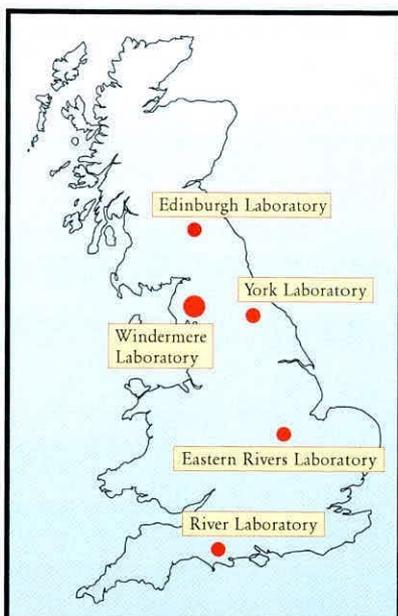


Appendix 1

The Institute of Freshwater Ecology

The Institute of Freshwater Ecology (IFE) was formed in 1989 when the Natural Environment Research Council undertook the management of the staff and the laboratories of the Freshwater Biological Association (FBA) and, therefore, draws on more than 60 years experience into all aspects of strategic, freshwater research.

The IFE is a component Institute of the Centre for Ecology and Hydrology (see Appendix 2, for details) and as such, has the capability to adopt a truly multidisciplinary, scientific approach for the study of complex environmental problems. The Institute of Freshwater Ecology carries out research into freshwater, wetland and estuarine environments and offers a range of environmental services to an international user community, based upon a sound scientific knowledge of aquatic biology, ecology, chemistry and physics.

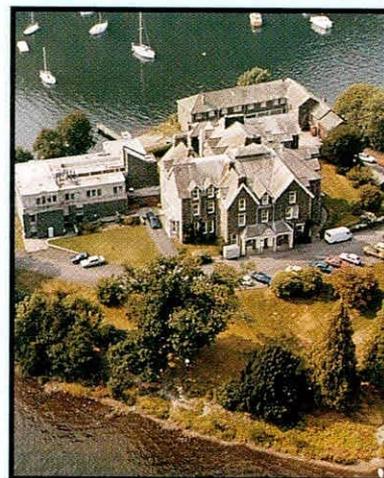


IFE Laboratories in the U.K.

The IFE operates from 5 laboratories located at strategic sites throughout Great Britain (the Windermere Laboratory in Cumbria, the River Laboratory in Dorset, the Eastern Rivers Laboratory in Cambridgeshire, the LOIS Laboratory in Yorkshire and the Edinburgh Laboratory in Midlothian) with its headquarters at the Windermere Laboratory. The staff compliment is 102½ posts of which 74 are directly engaged in scientific research and, at any one time, the laboratories also host over 30 visiting scientists, post-graduate students and temporary workers.

IFE scientists are active in national and international networks for environmental monitoring and research and many of the Institute's staff are visiting professors, readers and lecturers at UK Universities. Particularly strong links have been established between the IFE and Edinburgh, Lancaster, Liverpool, Birmingham, Brunel and Reading Universities. Staff hold key posts in appropriate scientific societies and serve on national and international committees and, through research collaboration and a network of contacts, are able to maintain their positions at the forefront of their respective fields.

The 'user community' of the IFE includes the NERC, Government Departments both in the UK and abroad, regulatory authorities, conservation bodies, private industry (including the water industry), the academic community and the general public, who are the ultimate end-users of research leading to wealth creation and improvement in the quality of life.



IFE Headquarters Windermere Laboratory

Further information on the services, facilities and research programme of the Institute of Freshwater Ecology can be obtained from:-

Professor A D Pickering
Director
The Institute of Freshwater Ecology
Windermere Laboratory
Far Sawrey
Ambleside
Cumbria LA22 0LP

Telephone: 015394 42468
Facsimile: 015394 46914
E-mail: A.Pickering@ncs.nerc.ac.uk



Appendix 2

Centre for Ecology and Hydrology

The Centre for Ecology and Hydrology (CEH) is a new grouping of Natural Environment Research Council (NERC) Institutes, created as part of recent restructuring in order to meet the aims of the 1993 White Paper "Realising our potential - a strategy for science engineering and technology" in which NERC was reaffirmed as the lead body for research, survey and training across the full breadth of environmental sciences. The CEH Director, Prof. W.B. Wilkinson has overall responsibility for the science programmes of the component Institutes and works closely with the Institute Directors within the framework of the CEH Management Board.

The Centre for Ecology and Hydrology is concerned with research into the land on which we live, its fresh waters and the living organisms which share the environment with us. It is a diverse and complex area of science covering a wide range of scales in space and time and with strong interactions with industry and commerce, economics, sociology and politics. The land and freshwater environment is threatened by natural hazards such as floods, drought or wind storms, man-made pollutants resulting from waste discharges and careless acts of man such as uncontrolled deforestation leading to climate change or loss of biodiversity.

- CEH research is focused on obtaining an understanding of the physical, chemical and biological processes that govern the behaviour of both natural and anthropogenically perturbed land and freshwater systems.
- CEH operates on a national and international scale, working with

industry and governments in their promotion of environmental conservation and sustainable development.

Research on land and freshwater environments requires a multidisciplinary scientific approach and the CEH has probably an unrivalled capability in this respect. The CEH component institutes:

- ◆ Institute of Freshwater Ecology (IFE)
- ◆ Institute of Hydrology (IH)
- ◆ Institute of Terrestrial Ecology (ITE)
- ◆ Institute of Virology and Environmental Microbiology (IVEM)

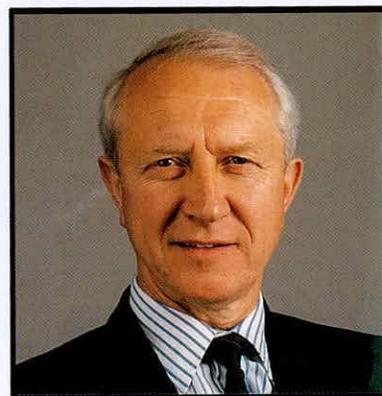
cover the full range of terrestrial and freshwater sciences and have a worldwide standing.

- The research experience and skills of 700 staff, unique facilities, specialist equipment and extensive data holdings can be drawn on to provide a holistic approach to most land and freshwater environmental issues.
- CEH has outreach to other members of the NERC family, the wide scientific community, industry and commerce. Its research contributes to:
Environmental Policy
UK Industry
European Framework
Sustainable Development
Global Science

Recent examples of CEH research areas include:
Acidification of soils and fresh waters
Flood forecasting and management
Environmental impact assessment, monitoring and restoration
Hydropower potential

Protection of biodiversity
Gene transfer and environmental risk
Automated water quality monitoring
Resource assessment (water, forestry)
Crop protection
Climate predictions
Land-ocean interactions

The CEH undertakes a wide variety of research work at national, international and global scales. The work is commissioned by industry, public bodies, regulatory authorities and governments. CEH research contributes directly to economic well being and quality of life. This capability is underpinned through the provision of strategic science, funded by the NERC.



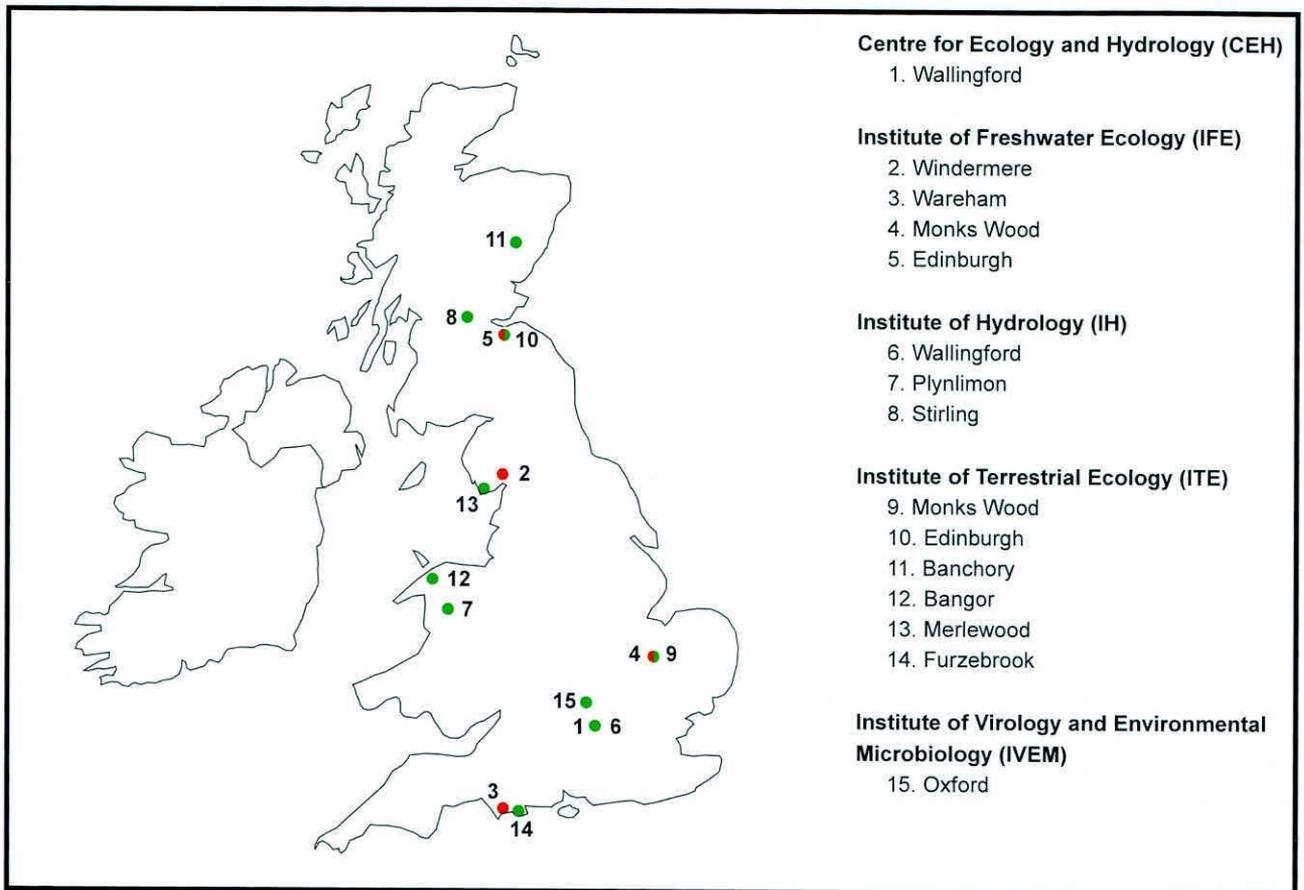
*Professor W.B. Wilkinson
Director*

Contact Address:
Centre for Ecology and Hydrology
Maclean Building
Crowmarsh Gifford
Wallingford
Oxon OX10 8BB
Tel: 01491 838800
Fax: 01491 692314

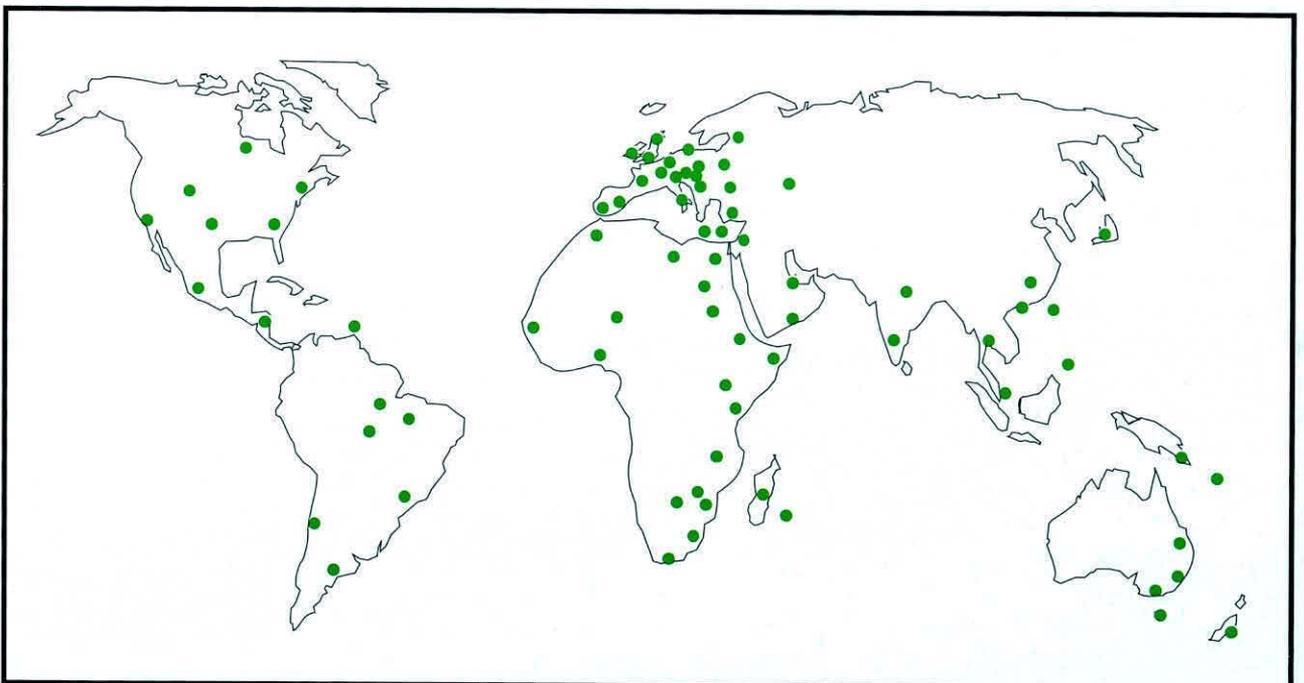


**Centre for
Ecology &
Hydrology**

The NERC Centre for Ecology and Hydrology component institutes



Locations of recent research contracts undertaken by CEH institutes



Appendix 3

The Freshwater Biological Association

The Freshwater Biological Association is an independent organisation, a registered Charity and a Company Limited by Guarantee, which conducts research into all aspects of freshwater science and technology.

The FBA was founded in 1929 and has a long history of achievements in freshwater science. Many national and international awards and honours have been bestowed upon the Association and its senior staff in recognition of the quality and importance of their scientific achievements.

Membership is open to individuals and organisations that wish to support the Association. Members receive copies of the Association's Freshwater Forum, and may obtain other publications at a discount; they may also visit the Laboratories, and use the Library by agreement with the Director.

The FBA provides a range of services including the following:

- Library Services.
 - a) Current Awareness Service. A monthly publication listing recent articles, reports and books covering all aspects of freshwater science is available from the Library and Information Service for an annual subscription.
 - b) The British List of Hydrobiological Papers is published regularly, listing papers on British fresh waters, arranged geographically.
 - c) A Document Delivery Service supplies photocopies of articles and papers from the extensive range held in the library.
 - d) Literature Searches and an information service are provided by the library staff.
- Maintenance of International Archives.

The FBA is responsible for several valuable collections in addition to those held in the library. These include the Fritsch Collection of Algal Illustrations, preserved specimens in a museum collection of animals and plants and unique long-term environmental data sets.

- Publication Programme.

In addition to the journal *Freshwater Forum*, the FBA is responsible for:

 - a) A series of Scientific Publications including many keys which permit identification of freshwater biota to species level.
 - b) Occasional Publications which include unique data sets.
 - c) Special Publications including the proceedings of Symposia, which are international in scope.
- Meetings Programme.

The FBA organises an Annual Scientific Meeting on a topical theme as well as other national and international meetings, mostly in conjunction with organisations of similar interests.
- Educational Courses/Exhibitions.

The FBA has held a range of general and specialist courses in freshwater biology. It is envisaged that future courses/workshops will be tailored to meet specific demands and to stimulate wider interest and involvement in aquatic science.

The FBA conducts its activities in collaboration with:

 - The Institute of Freshwater Ecology (IFE) and the Natural Environment Research Council.
 - Universities and other educational establishments.
 - Charitable Foundations and other Non-Governmental Organisations.
 - The private sector, particularly

the water industry.

- Research Councils, Government Departments, Agencies and International Organisations.
- The Association's core objectives are:
- To support a programme of research of the highest quality by attracting good scientists as staff, research fellows, students and visitors and providing them with opportunities and training to develop their interests.
 - To promote freshwater science by all means available, including education and provision of a membership organisation in which those committed to the subject can share common interests.
 - To provide sound, independent scientific opinion on matters relating to fresh waters and their conservation to governments, organisations and individuals.
 - To maintain and develop its membership services.

All enquiries concerning Membership and the Association's activities should be addressed to:

The Director
Professor J Gwynfryn Jones
Freshwater Biological Association
The Ferry House
Ambleside
Cumbria LA22 0LP

Telephone: 015394 42468
International: 4415394 42468
Facsimile: 015394 46914
E-mail: JGJFBA@wpo.nerc.ac.uk

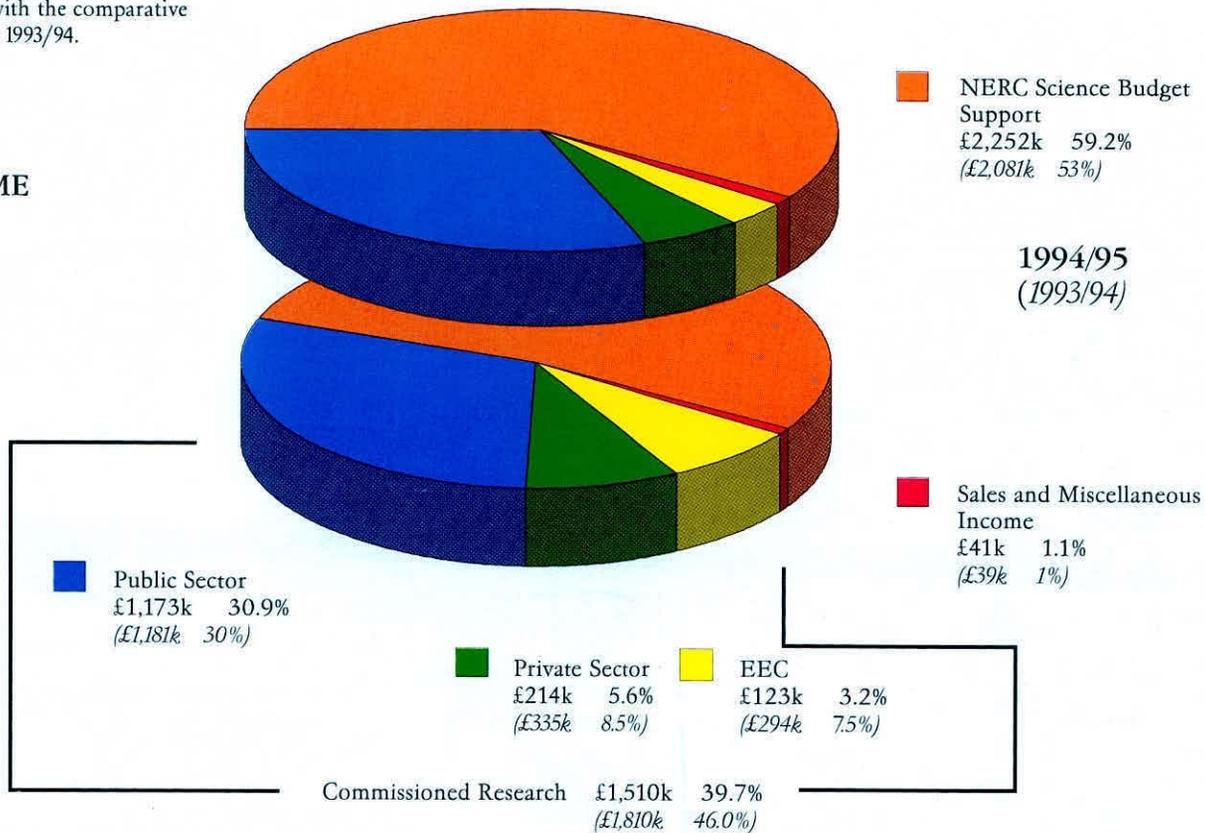


Appendix 4

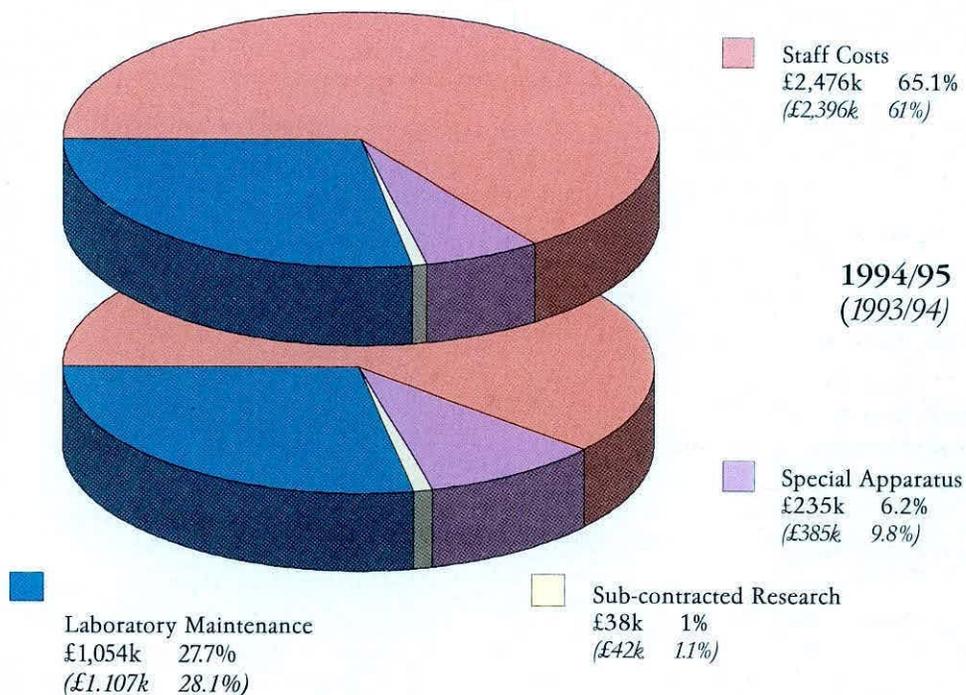
Finance

A summary of the financial accounts for the year ended 31 March 1995 is shown in the pie-charts below, together with the comparative charts for 1993/94.

INCOME

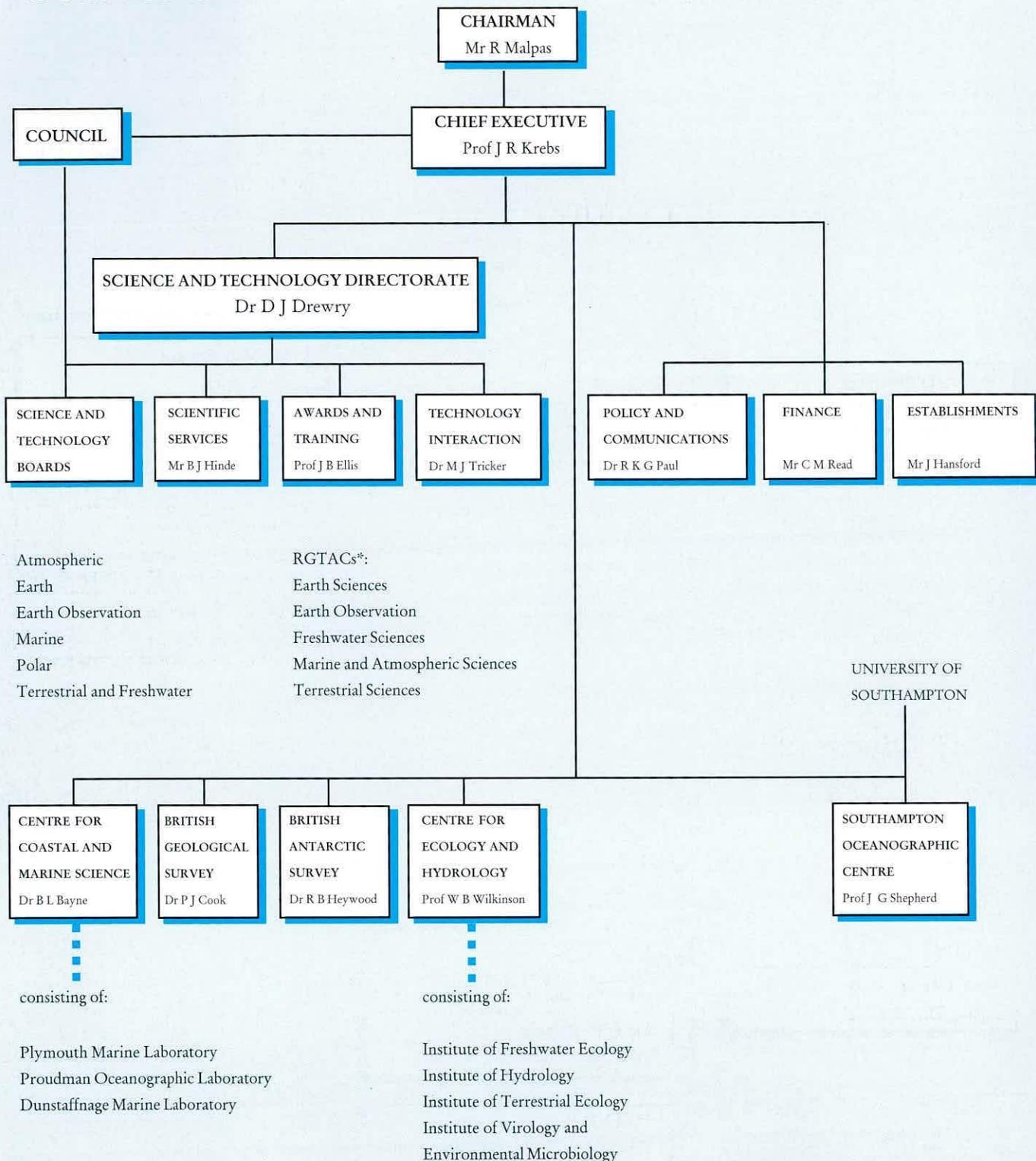


EXPENDITURE



Appendix 5

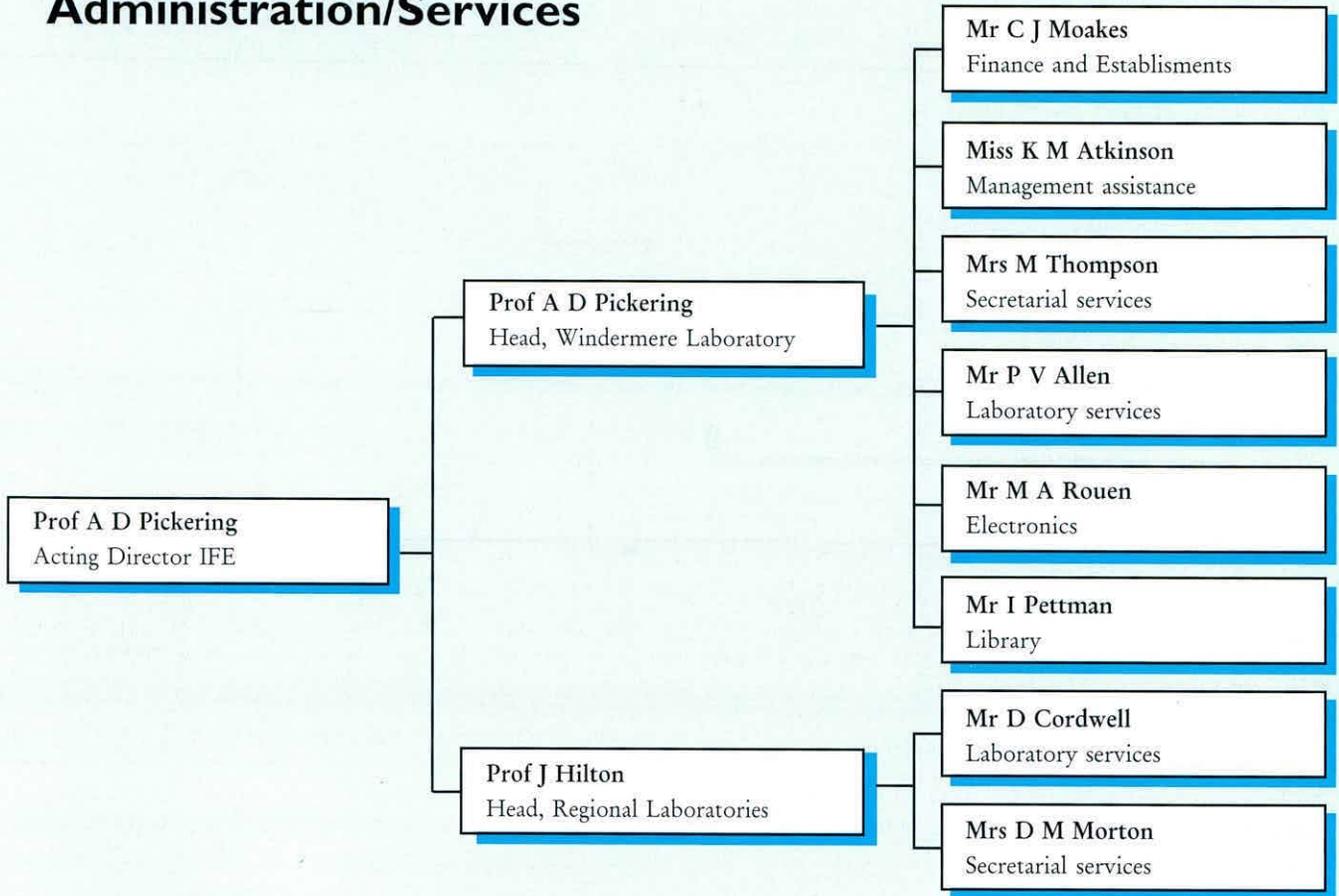
Structure for NERC from 1994/95



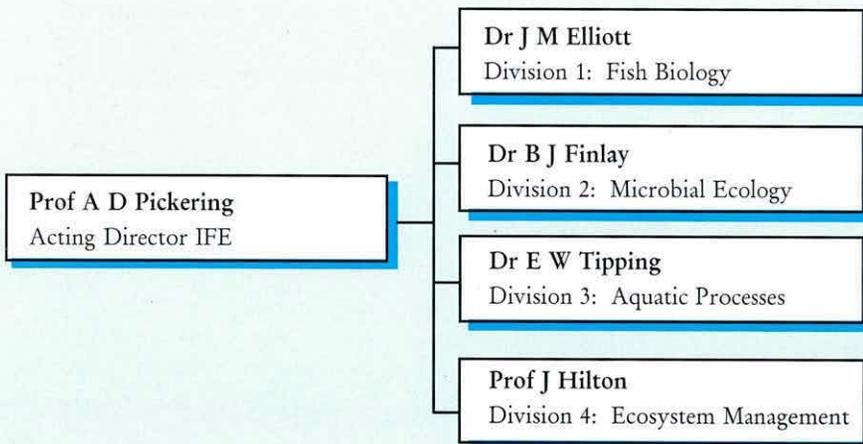
* RGTACs - Research Grant and Training Award Committee

Appendix 6

IFE Management/ Administration/Services



IFE Divisional Structure



Appendix 7

Staff list

Management/Administration

Director and Head of Windermere Laboratory Prof A D Pickering Grade 6

Head of Regional Laboratories Prof J Hilton Grade 6

Management assistance Miss K M Atkinson HSO

Secretary to Director Mrs M Thompson EO

(Windermere) Mrs Y Dickens Ty Pt
Miss K Ross Ty
Mrs S Dent SGB1 Pt
Mrs J C Rhodes SGB1 Pt

(River Laboratory) Mrs D M Morton EO
Mrs V B Palmer AO Pt
Mrs S Smith AA Pt

Finance Officer Mr C J Moakes SEO

Finance and establishments Ms P Parry EO
Mr N H Dorsett AO
Miss S Taylor AO Pt
Mrs A E Taylor AO Pt

FBA Director Prof J G Jones Grade 6

Fish Biology
Division Head Dr J M Elliott IMP G6
Dr D T Crisp Grade 7
Mrs M A Hurley Grade 7Pt
Dr M Ladle Grade 7
Dr R H K Mann Grade 7
Dr T G Pottinger Grade 7
Dr J S Welton Grade 7
Mr W R C Beaumont SSO
Mr T R Carrick SSO
Dr I J Winfield SSO
Mr P R Cubby HSO
Mr B E Dear SO
Miss J M Fletcher SO
Dr S E Hartley RF*
Mr E D Clarke RS
Mr S Clough RS
Mr R A Fleck RS
Mr P Garner RS*
Miss L A Jones RS
Mr S Walker RS*

Microbial Ecology
Division Head Dr B J Finlay IMP G6
Dr C S Reynolds IMP G6
Dr E Y Haworth Grade 7
Dr R W Pickup Grade 7
Mr K J Clarke SSO
Dr G H Hall SSO
Dr S C Maberly SSO
Dr A E Irish HSO
Mrs J E Parker HSO
Ms M M Deville SO

Mrs R M Hindle SO Pt
Mrs H E H Mallinson SO
Mr M Wright SO
Dr G Esteban RF
Dr J Porter RF
Dr J Taylor RF*
Mr S Ball RS
Mr G Biagini RS
Miss S Davies RS*
Mr D Deere RS
Miss N A Fielding RS
Mr R Hastings RS
Miss K Lawlor RS
Miss S McGowan RS
Mr I Miskin RS
Mr G Rhodes RS
Miss V C Wanstall RS*
Miss C Whitby RS

Culture Collection of Algae and Protozoa Dr J G Day SSO
Ms S Brown HSO
Ms C Butterwick HSO
Ms A Cook ASO Pt
Ms J Tompkins AO Pt

Fritsch Collection of Algal Illustrations
Honorary Curator Dr J W G Lund*
Mrs E G Devlin ASO Pt
Mrs E Monaghan ASO Pt

Aquatic Processes
Division Head Dr E W Tipping IMP G6
Dr P A Cranwell Grade 7
Dr D G George Grade 7
Dr W A House Grade 7
Dr A F H Marker Grade 7
Mr I S Farr SSO
Mr B M Simon SSO
Mr C P Woof SSO
Mr M S Glaister HSO
Ms D P Hewitt HSO
Dr G P Irons HSO
Mr D V Leach HSO
Mr E Rigg HSO
Mrs S M Smith HSO
Miss M S Warwick HSO
Mr A Lawlor SO
Mr L Nolan SO
Mr D R Orr SO
Miss H G Orr SO
Mr A C Pinder SO
Mr F H Denison ASO
Mr J B James ASO
Dr J T Smith RF
Mr F L Charlton RS
Miss A Hartley RS
Mr N Hesketh RS
Miss W M Lester RS
Miss S J Marshall RS
Miss S A Owen RS
Mr M J Scott RS
Mr R E Skidmore RS

Ecosystem Management
Division Head

Prof J Hilton	Grade 6
Dr P D Armitage	Grade 7
Dr A E Bailey-Watts	Grade 7
Mr R T Clarke	Grade 7
Dr F H Dawson	Grade 7
Mr M T Furse	Grade 7
Dr L C V Pinder	Grade 7
Dr J F Wright	Grade 7
Mr J A B Bass	SSO
Mr R J M Gunn	SSO
Dr L May	SSO
Mr J H Blackburn	HSO
Mr I D M Gunn	HSO
Mr P Henville	HSO
Mr A Kirika	HSO
Mr A A Lyle	HSO
Mr G D Collett	SO
Mrs K L Symes	SO
Dr J M Winder	SO
Mrs A M Brookes	RF*
Mr C Brereton	RS
Miss D Bunker	RS
Miss C E Cannan	RS
Miss A S Fulcher	RS
Miss E Hawtin	RS*
Mr R M Head	RS
Miss J Reeve	RS

Laboratory Services
Windermere Laboratory

Mr M A Rouen	SSO
Mr P V Allen	HPTO
Mr M Lee	HSO
Mr T I Furnass	GO
Mr D I Aspinall	PTO
Mr J Crompton	PTO
Mr B M Godfrey	PTO
Mr P M Hodgson	PTO
Mr G Gregson	SGB2
Mrs J Gregson	SGB2
Miss N Pitts	SGB2

Library

Mr I Pettman	SLib
Mr I D McCulloch	ALib
Miss C M Williams	ALib
Mrs K Crompton	AO Pt
Mrs O Jolly	AO Pt
Mrs K J Pearson	AO Pt

River Laboratory

Mr D S Cordwell	PTO
Mr G A Richards	SGB2
Mrs J Whitmarsh	SGB2 Pt

Honorary Research Fellows
FBA

Dr A D Berrie
Mr T Gledhill
Dr J W G Lund
Dr H M Lund
Dr J F Talling
Dr L G Willoughby

Abbreviations:

ALib	Assistant Librarian
AO	Administrative Officer
ASO	Assistant Scientific Officer
EO	Executive Officer
GO	Graphics Officer
HPTO	Higher Professional & Technical Officer
HSO	Higher Scientific Officer
Pt	Part-time
PTO	Professional & Technical Officer
RF	Research Fellow
RS	Research Student
SGB1	Support Grade Band 1
SGB2	Support Grade Band 2
SEO	Senior Executive Officer
SLib	Senior Librarian
SO	Scientific Officer
SSO	Senior Scientific Officer
Ty	Typist
*	FBA - not IFE establishment