

National Park Authority Board Meeting

Agenda Item 5

Board Member Daily Fees



Paper for decision

1. Introduction

At the May Board meeting it was agreed that Board Member Daily Fees paper would be brought back to the Board for decision inclusive of information on the maximum rate of the Band 3 level of payment. This has been included at point 3(a).

The terms of reference of the Remuneration Committee states that “The Remuneration Committee will agree recommendations for subsequent approval by the Board, to recommend daily fees for members in line with the Daily Fee Framework, approved by Scottish Government”.

Scottish Government Pay Policy for Senior Appointments for 2016/17 states that the following options are available in relation to Board Members daily fees:-

- a) No award
- b) An award between 0% and 1%
- c) Award the maximum of 1%

The following information was taken into account during Remuneration Committee deliberations:-

- a) Where Loch Lomond and the Trossachs National Park Authority currently sit within the Band 3 (Scottish Government Category for the Park Authority) Framework in relation to the minimum/maximum ceiling points for Band 3.
- b) The decision taken by Cairngorms National Park Authority for 2016/17 in relation to the 1% award available.
- c) How many Band 3 organisations have accepted to date the 1% uplift on their daily fees for 2015/16 and 2016/17 and what the general position was across the total public bodies covered by the Pay Policy.

2. Recommendation

Board Members approve the recommendation from the Remuneration Committee that there will be no uplift in Board Members daily fees for 2016/17.

3. Findings

Point a)

The fee framework, which the Park Authority falls within is Band 3 and we currently pay beyond the maximum daily fee rate although not above the ceiling. This has been the position for many years and likely since the Park Authority was established. The Band 3 rates are outlined in the table below and the pay policy expectation is that a daily fee should lie within the minimum and maximum of the relevant band in the daily fee framework. The daily fee should only exceed the maximum if it is demonstrated that it is required to recruit

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or retain chairs/members with the necessary skills, knowledge, experience or calibre for the role they are to undertake.

Chairs	Minimum	Maximum	Ceiling
Band 3	£137	£217	£297

Members	Minimum	Maximum	Ceiling
Band 3	£90	£174	£251

Point b)

At the time of the Remuneration Committee discussion in May, Cairngorms National Park Authority had not made a decision in relation to the 1% uplift for 2016/17, however, post our Remuneration Committee meeting they have agreed to apply the 1% uplift for 2016/17 giving them a new daily rate of £207.43. As they have applied the 1% uplift over the past few years we continue to be and are likely to always be out of synch.

Point c)

There are 13 Band 3 statutory organisations, three applied the 1%(or less) uplift for 2015/16, one body does not remunerate board members, six organisations did not award the uplift and three have yet to advise Scottish Government of their decision. In general, Scottish Government advised that in 2015/16 nearly half of the total public bodies covered by the Pay Policy did not implement any increase. In relation to 2016/17, Scottish Government have not received a decision from any of the other Band 3 Statutory organisations as they tend to receive this later in the year.

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