

# National Park Authority Board Meeting

Agenda Item 5



## Board Members Daily Fees

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### *Paper for Approval*

#### 1. Purpose

To agree the daily fee for the Convener and Members following publication of the 2013/14 Pay Remit which allows for '1% cap to the daily fees for Chairs and Members of Scottish public bodies where the current daily fee rate is below £307.'

#### 2. Introduction

The current position for daily fees is as follows:-

- The NPA daily rates do not differentiate between Convener and Members.
- Standard daily fee rate is £199.35 for Convener and Members.
- The number of allocated days varies depending on the role that is carried out with the Convener allocated the most days.

The fee framework, which the NPAs falls within, is Band 3 (see below) and the guidance contained within the Pay Remit Technical Guidance demonstrates that we currently pay beyond the maximum daily fee rate for Members, as do 6 out of the 15 Band 3 NDPBs.

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

#### *Chairs*

<i>Banding (SG Category for LLTNPA)</i>	<i>Minimum</i>	<i>Maximum</i>	<i>Ceiling</i>
<i>Band 3</i>	<i>£135</i>	<i>£211</i>	<i>£288</i>

#### *Members*

<i>Banding (SG Category for LLTNPA)</i>	<i>Minimum</i>	<i>Maximum</i>	<i>Ceiling</i>
<i>Band 3</i>	<i>£87</i>	<i>£168</i>	<i>£245</i>

#### 3. Options

The following options are available:-

- a) No award
- b) Award 1%

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If 1% was applied the standard daily fee rate would be £201.34 for Convener and Members, which would cost £1,500 per annum. As with the staff pay award, the intention would be to back date payments to Board members with effect from 1 April 2013.

- c) Implement option (b) and allow members to opt out on an individual basis.

Following discussions with CNPA we have agreed that it is appropriate that the rates paid to both NPA Board members align and therefore CNPA have recently agreed an award which gives them a daily fee rate of £201.34 for their Convener and Members.

#### 4. Conclusion

As noted, 6 out of the 15 Band 3 NDPBs pay over the maximum daily fee rate and CNPA have recently increased their daily fee rate to be in line with our proposal in the spirit of harmonisation. Taking this into account and following discussions with the Convener, it is proposed that the 1% award is implemented in accordance with the 2013/14 Pay Remit.

#### 5. Recommendation

Option C is recommended for approval.

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