

National Park Authority Board Meeting

Agenda Item 7

Board Members Daily Fees



Paper for decision

1. Introduction

Scottish Government Pay Policy for Senior Appointments for 2018/19 states the following in relation to Board Members daily fees:-

Option 1 – those who are paid less than £307 per day can receive a 2 per cent increase; those receiving £307 or more are limited to a maximum increase of £6 per day.

Option 2 – award no uplift and retain the current daily fee rate.

2. Recommendation

Board members to make a decision on whether to award uplift in Board Members daily fees for 2018/19 in line with Scottish Government Pay Policy.

3. Contribution to National Park Partnership Plan

Consideration and approval of the 2018/19 remuneration rates delivers the financial management and good governance, that underpins all Outcomes and Priorities of the National Park Partnership Plan 2018-23.

4. Background

4.1 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.
- 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 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 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	£142	£223	£306

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Members	Minimum	Maximum	Ceiling
Band 3	£93	£180	£259

- 4.2 For the past 4 years and being mindful of the limited budget available for the staff pay remit Board Members have agreed not to apply the 1% increase that was available in accordance with the Pay Policy for Senior Appointments.
- 4.3 As Scottish Government have now lifted the 1% public sector pay cap this has allowed us to focus this year's staff pay remit on maximising basic pay across the organisation with staff receiving uplifts of between 2-5.5%. This is a really positive position for us to be in and has been well received by staff and our UNISON representatives.
- 4.4 Cairngorms National Park Authority Board have chosen to take the available increase over the past few years therefore we continue and will continue to be out of sync. The Cairngorms National Park Authority has applied the 2% uplift for 2018/19 and their new rate is £213.69.
- 4.5 In general for 2018/19, across all bands, Scottish Government has advised that no organisation has indicated that they will not be awarding uplift and to date 20 organisations have had the increase approved.
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