



Draft Minutes of the Performance Committee

Held at Cairngorms National Park Authority office, Grantown on Spey

In person

8 September 2023 at 2.30pm

Present

Kenny Deans (Convener)

Doug McAdam

Chris Beattie

Ann Ross

Steve Micklewright

Sandy Bremner

Eleanor Mackintosh

In Attendance

Grant Moir, CEO

David Cameron, Director of Corporate Services and Deputy CEO

Colin McClean, Head of Land Management

Andy Ford, Director for Nature and Climate Change

James Ade, Clerk to the Board

Apologies

None

Welcome and introduction

1. The Chair welcomed everyone to the meeting of the Performance Committee

Declarations of interest

2. Doug McAdam noted for transparency connections to items of business on the agenda: he Chairs a Deer Management Group and is a member of the Capercaillie Project Board.



Minutes of Previous Meetings & Matters Arising

3. The minutes of the previous meeting, 9 June 2023 held in person, were approved.
4. Action points arising from previous meetings:
 - a) 11 February 2022
 - i. **Para 19ii)** - Report relating to Visit Scotland funding to be brought to the Committee.
 - b) 9 June 2023
 - i. **Para 8i)** CEO to circulate outcome of the meeting with peatland delivery partners. Closed – CEO gave an update with nothing to circulate as a note.
 - ii. **Para 16i)** The Director for Nature and Climate Change to feedback to the festival steering group members comments on timing.
5. David Cameron, Director of Corporate Services and Deputy CEO informed the Committee that an additional £149,000 had been secured for community led capital projects from Scottish Government.

Cairngorms Peatland Action Programme (Paper 1)

6. Colin McClean, Head of Land Management, introduced the paper which presents an update on the delivery of the Cairngorms National Park Authority's Peatland ACTION programme in 2023-24.
7. The Performance Committee discussed the update and made the following comments and observations:
 - a) Members raised questions around security for contractors and the number of contractors taking on work. Officers informed Members that the Park Authority have multi-year funding in some cases giving contractors security and are hoping to extend the use of such contracts. Contractor numbers are expanding.
 - b) Members and Officers discussed the possibility of estates applying for funding and carrying out peatland restoration projects themselves using their own staff and equipment. Officers agreed that this is a good model and will help with upscaling the number of projects as estates have vested interest. However, there are complications around subsidy control and proving value for money, though both these considerations can be managed. The caveat for estates is the initial outlay of buying expensive machinery.



- c) A Member commented that the amber risk in the performance dashboard around staffing feels like a significant risk. The Head of Land Management responded that growing the team would help with scaling up, but currently the Park Authority are working at full capacity. The Head of Service would like to be able to procure project support for the following summer.

8. The Committee noted the paper.

9. Action Point Arising: none.

Heritage Horizons Update (Oral)

10. David Clyne, Head of Heritage Horizons, gave an update on the heritage horizons application.

11. The Performance Committee discussed the update and made the following comments and observations:

- a) Members questioned what the 13 new roles that were being recruited were and does the scale of the building need reconsidering. Officers responded that the Clerks can distribute the staffing matrix and that due to flexible working patterns the building can accommodate the increase in staff.
- b) A member questioned how internal recruitment would be managed if funding has not yet been secured. The Head of Heritage Horizons responded that any appointments will be in principle and subject to funding being secured. If there is not a positive outcome around funding then the Park Authority will have to manage the staff who have applied and their expectations, and the link of roles in question to the funding bid will be made clear at the outset. However, it is seen as a positive if staff want to stay in the organisation and progress with their careers, with the C2030 providing a potential opportunity for some staff in maintaining and extending their careers with the Park Authority.

12. The Committee noted the paper.

13. Action Point Arising: none.



Performance Committee Terms of Reference and Scope (Paper 2)

14. David Cameon, Deputy Chief Executive and Director of Corporate Services introduced an overview of the scope of work to date of the Performance Committee together with a reminder of the agreed terms of reference of the Committee within the context of the Park Authority's wider committee structure.
15. The Performance Committee discussed the update and made the following comments and observations:
- a) Members raised that they would like to see papers coming to the Committee on the Beaver and Wildcat Releases; the Raptor Project; and on woodland restoration. Andy Ford, the Director for Nature and Climate Change, responded that these could come to the committee under the broader title of Cairngorms Nature Action Plan.
 - b) A Member raised they would like to see a Paper on the Ranger Service coming to the Committee. The Deputy Chief Executive and Director of Corporate Services responded that one off papers can come to the Committee and this would fit with that.
16. The Committee noted the paper.
17. Action Point Arising: none.

AOCB

18. The Chair informed the Committee that this was Doug McAdams last meeting, thanking him for his work as Vice Chair.

The meeting closed at 2.30pm