Draft minutes of the Resources Committee meeting

Held at Cairngorms National Park Authority office, Grantown-on-Spey

Online

15 May 2026 at 09.35am

Present online

Russell Jones (Chair)
Sandy Bremner
Hannah Grist
Derek Ross
Lauren McCallum (Deputy Chair)
Jackie Brierton
Ian McLaren

In attendance

Grant Moir, Chief Executive Officer
David Cameron, Deputy Chief Executive Officer and Director of Corporate Services
Kate Christie Head of Organisational Development
Louise Allen, Head of Finance and Corporate Operations
Alix Harkness, Clerk to the Board

Apologies

None.

Welcome and introductions

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

Approval of minutes of previous meetings

2. The draft minutes from the previous meeting on 13 February 2026 were approved with no amendments.

Matters arising not covered elsewhere

3. There were not matters arising.

Actions from 24 January 2025 meeting:	
Information set out in Paper-6-FOISA_Complaints.pdf	
Paper 1 i. Return to committee the new policy on staff recognition and reward once available.	Policy still under consideration, but Staff Benefits document has been developed and circulated, which already sets out a number of existing benefits
Paper 5 i. Deputy CEO and Director of Corporate Services and Jackie Brierton to Investigate the possibility of Credit Unions for staff and park wide.	Open
Action points from 29 August 2025	
At para 15 g i. Capture if staff are moving on to more senior roles out with the Park Authority in future reports.	In hand - will be reported in 2026 Staff Retention paper.
Action points from 7 November 2025	
At para 12 i. Dry runs of new procedures intentionally triggering health and safety trials to be considered by the Health and Safety Committee.	Open, and tabled for June Health and Safety Committee meeting
Action points from 13 February 2026	

Paper 1 – Budget Monitoring At para 6c i. Bring a paper to the next Committee meeting on the C2030 budget monitoring.	Complete Report is available at the 15 May 2026 meeting.
Paper 4 – Staff Consultative Forum At para 18c i. Bring back a report on uptake of the new sabbatical policy.	We can confirm that to date there have been no applications.

Declarations of interest

4. There were no declarations of interest.

Finance monitoring (Paper 1)

5. Louise Allen, Head of Finance and Corporate Operations presented the paper which presents a view of the Park Authority's financial position at the start of the 2026/27 financial year. It includes an estimate of the outturn position for the financial year 2025/26, together with the budget management position at the end of April - month one of the 2026/27 financial year.

Ian McLaren joined the meeting at 9.41am.

6. The Resources Committee discussed the paper and made the following comments:
   a) A member asked if it would be possible to get further analysis of how much expenditure has been directed to organisations, individuals, or businesses within the National Park versus outside the National Park. Head of Finance and Corporate Operations confirmed that this should be possible.
   b) A member asked for paragraph 19 of the report to be explained in simpler terms. Head of Finance and Corporate Operations clarified that:

i. Core funds are used temporarily to support cash flow, not to directly fund project spending.
ii. Both core activities and the Cairngorms 2030 (C2030) programme use a single bank account.
iii. Funding drawn from the Scottish Government (SG) ensures the account stays financially stable.
iv. This arrangement was planned in advance to ensure sufficient cash is available when needed.
v. The cash flow arrangement is a planned and controlled process. It is simply a financial management method to ensure smooth cash flow, ensuring cash availability is not a risk to the programme.

c) A member asked if the Transport Scotland funding did not come through would this pose a reputational risk to the organisation and how could that be mitigated? CEO agreed that there was a potential reputational risk as without funding final design work could not be completed, which may stop projects progressing to construction. He advised that mitigation included:
   i. Submitting a change request to the National Lottery Heritage Fund (NLHF) to reallocate funding and alter activity plans if needed.
   ii. Reviewing progress around August–September when funding clarity is expected.
   iii. Preparing communications and alternative plans.
d) Some projects may need to be scaled back or paused.
e) Deputy CEO and Director of Corporate Services provided reassurance that reputational risk with the NLHF as a key funder was being handled proactively:
   i. A mid-programme review with the NLHF is planned around August–September (midpoint of the programme).
   ii. Any necessary programme changes would be addressed in one coordinated update.
   iii. The relationship with the NLFH is described as strong and well-managed.

7. The Resources Committee noted the paper agreeing to the recommendations:
   a) Note the estimated outturn position for the 2025/26 financial year.
   b) Consider the budget management position for 2026/27.

8. Action Point Arising:
   i. Further analysis of how much expenditure from C2030 Programme has been directed to organisations, individuals, or businesses within the National Park versus outside the National Park, and therefore contributed to community wealth building, to be prepared and presented to the Committee.

Staff Consultative Forum Minutes (Paper 2)

9. Kate Christie, Head of Organisational Development presented the paper which sets out the minutes from the Staff Consultative Forum (SCF) meeting.

10. The Resources Committee discussed the paper and made the following comments:
    a) The Chair asked if this was the meeting where opportunities for staff-board meetups was discussed? Head of Organisational Development confirmed that this was the meeting where the idea of more interaction between staff and board members was raised, and it was something that still needs to be considered at an executive level in terms of how to best implement it.

11. The Resources Committee noted the paper agreeing to the recommendations:
    a) Note the minutes of the SCF meeting.

12. Action Points Arising:
    i. None.

AOCB

13. None

Date of Next Meeting

14. The date of the next meeting is 28 August 2026, Hybrid.

15. The meeting concluded at 09.54 am

Motion to take the next items in a confidential session.

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Action points from 7 November 2025	
At para 12 i. Dry runs of new procedures intentionally triggering health and safety trials to be considered by the Health and Safety Committee.	Open, and tabled for June Health and Safety Committee meeting
Action points from 13 February 2026	
Paper 4 – Staff Consultative Forum At para 18c i. Bring back a report on uptake of the new sabbatical policy.	Closed - confirmed on 15 May 2026 that to date there have been no applications.

Action points from 15 May 2026	
Paper 1 – Finance Monitoring At para 6a i. Further analysis of how much expenditure on the community wealth fund has been directed to organisations, individuals, or businesses within the National Park versus outside the National Park to be prepared and presented to the Committee	