# For information

**Title:** **Resources committee annual report**

**Prepared by:** **Mariaan Pita, Executive Support Manager**

## Purpose

1. This paper presents the annual report of the Resources Committee to members for comment prior to circulation to the Board.

## Recommendations

2. The Committee is asked to:
   a) Consider the draft annual report of the Resources Committee.
   b) Agree any amendments to the draft prior to circulation to the Board.

## Background

3. In line with internal audit recommendations and as an element of the remit of the Committees, each Committee submits an annual report covering its activities and reflecting on its operations over the course of the last year to the Board. This paper presents the report for the Resources Committee over the last annual cycle.

# Resources Committee Annual Report to Board for Period November 2025 to October 2026

## Activity in Period

4. The Committee met five times up to and including October 2026 in the period covered by this report.

5. The Committee has scrutinised management's work and sought assurance over the following key aspects of the Cairngorms National Park Authority's operations over the course of the reporting period:
   a) Chief Executive pay
   b) Staff pay position
   c) Budget monitoring for both 2024/25 and 2025/26
   d) Budget management and development of future budget estimates.
   e) Health and Safety operations.
   f) Staff engagement, including Staff Consultative Forum discussions.
   g) Workforce Management Strategy 2030
   h) Operational Development and People Strategy
   i) Analysis of funding provided to communities within the National Park
   j) Delivering the Cairngorms National Park Authority's Equality Duties, including scrutiny of the Park Authority's Equal Pay Audit.
   k) Staff absence report
   l) Report on staff turnover in 2025

6. The Park Authority continues to focus on the potential to secure significant inward grant funding and private finance in support of its activities.

## Review of activities and commentary

7. Overall, the committee feels it has been successful in discharging its remit and performing an appropriate and valuable element of the Park Authority's governance and assurance processes. Appropriate areas of overlap with other committees on performance and risk management have been recognised and minimised, with matters passed on between Committees within their remits as necessary.

8. This annual report is more a factual record of the activities of the Committee over the period, rather than a qualitative evaluation of the work of the Committee.

9. There have been no instances of need for escalation of concerns to the Board. Where appropriate, relevant matters have been highlighted to other committees to support coordinated assurance and effective governance.

10. The Committee considered a broad range of financial, organisational development and workforce matters during the year. Particular attention was given to financial planning and monitoring, workforce strategy, staff engagement, health and safety, equality and workforce metrics. Through this work, the Committee has provided assurance to the Board regarding the effectiveness of management arrangements and internal controls across these areas.

11. The Committee also considered several strategic workforce matters in a confidential session during the year, including long-term workforce planning, organisational development and employee engagement. These discussions supported the Committee's role in providing strategic oversight of the Authority's people resources.

12. The Committee received analysis of the geographical distribution of grants and contract awards made during 2025/26, providing assurance on the Authority's contribution to community wealth building within the National Park. The Committee noted that 100% of grant funding was awarded within the Park and that, overall, 70% of grant and contract expenditure was directed towards benefiting communities within the Park. Members also considered the opportunities and constraints associated with public procurement regulations and the actions being taken to increase opportunities for local suppliers and contractors to compete for future work.

13. The Committee has not identified any changes required to its terms of reference over the course of this reporting period.

## Conclusions

14. The operation of the Resources Committee continues to provide an important and effective component of the Park Authority's assurance framework. Its oversight of

financial and people resources enables comprehensive scrutiny of the management of these key areas, while supporting Members in providing strategic direction and contributing to the effective planning and stewardship of the organisation's resources.

15. Current members believe there are no significant changes needed in the Committee's operations over the coming year. Committee members will continue to work with senior officers to evolve and adapt reporting structures as required.

16. The Committee wishes to record its appreciation for the support provided by officers throughout the year, particularly for the quality of reporting, professional advice and constructive engagement that has assisted the Committee in carrying out its responsibilities effectively.

**Mariaan Pita**
**19 October 2026**
mariaanpita@cairngorms.co.uk