

From: [Redacted]
Public Appointments Team
10 October 2022

Minister for Green Skills, Circular Economy and Biodiversity

REAPPOINTMENT OF MEMBERS OF THE BOARD OF THE CAIRNGORMS NATIONAL PARK AUTHORITY

PRIORITY AND PURPOSE

1. Routine: You are invited to agree to the reappointment of [Redacted Section 38 (1)(a) and Section 38 (1)(b)] as Members of the Board of Cairngorms National Park Authority (CNPA).

RECOMMENDATION

2. You are invited to approve the reappointment of all [Redacted] Members and if content, sign and issue the attached letters.

CONTEXT AND ISSUES

3. All [Redacted] Members will reach the end of their current terms on 31 October 2022. You were consulted previously for your thoughts on these reappointments. Those views were taken [Redacted] Section 38 (1)(a) and Section 38 (1)(b)] [Redacted]
4. To allow for the forthcoming appointment round to be completed, and new Members appointed, [Redacted Section 38 (1)(a) and Section 38 (1)(b)] will be offered [Redacted] This has been discussed and agreed with the CEO and Convener of CNPA. Further information [Redacted] is in Annex A.
5. The Code of Practice for Ministerial Appointments to Public Bodies in Scotland sets out a number of requirements to be met for the reappointment of non-executive board members:
 - Scottish Ministers are responsible for succession planning to ensure boards have the skills, knowledge and experience necessary to fulfil their role economically, efficiently and effectively. They will determine the period for which an appointment, reappointment or extension to an appointment term is to be made based on the needs of the body concerned.
 - Scottish Ministers will consider whether the needs of a board will most effectively be met by an appointment, reappointment or extension to an appointment term. They will balance the continuity provided by reappointment and term extensions with the opportunity to increase the

diverse range of relevant skills, knowledge and experience on a board by making a new appointment through open competition.

- Scottish Ministers may reappoint a board member to the same position or extend a member's appointment term provided:
 - the member's performance has been properly appraised as being effective during the current term; and
 - that the member's total period of appointment will not exceed eight years.

OPTIONS CONSIDERED AND ADVICE

6. [Redacted Section 398 (1)(b) and Section 38 (1)(b)] none of the reappointments will take the total period of their appointments beyond the maximum of eight years allowed. The Convener is content with the lengths of term being offered. Officials in the Directorate for Environment and Forestry are also content.
7. The staggered terms being recommended in this round of ministerial reappointments [Redacted Section 30(b)(i) and Section 30 (b)(ii)]

ASSESSMENT OF OPTIONS

8. Our view is that as an appointment round is about to commence, adequate time has been allowed for succession planning for these reappointments. You are asked to consider the evidence presented and confirm that you are content to accept the recommendations and reappoint [Redacted] [Section 398 (1)(b) and Section 38 (1)(b)] as Members of the Board of CNPA.
9. The staggered terms proposed offer both opportunity while maintaining a level of continuity on the board, allowing for the forthcoming appointment round to be completed. Alongside this officials will consider where opportunity arises to ensure a diverse range of skills and expertise are balanced across all ENFOR public bodies during any future public appointment(s) round(s).

BUTE HOUSE AGREEMENT IMPLICATIONS

10. [Redacted Section 30(b)(i) and Section 30 (b)(ii)]

FINANCIAL AND LEGAL CONSIDERATIONS

11. [Redacted Section 30 (b)(i) and Section 30 (b)(ii)]

SENSITIVITIES

12. [REDACTED]

QUALITY ASSURANCE

13. This submission has been approved by the Director, People Directorate.

CONCLUSION AND NEXT STEPS

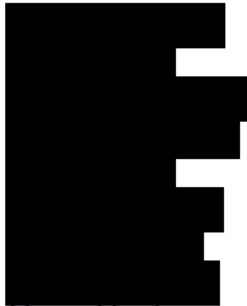
14. If you are content to accept the recommendation and reappoint all five Members, the attached letters should be issued. A formal announcement will be made on the Public Appointments Website in due course, confirming the reappointments.

[REDACTED]
Public Appointments Team
[REDACTED]

10 October 2022

Copy List:	For Action	For Comments	For Information		
			Portfolio Interest	Constit Interest	General Awareness
Deputy First Minister and Cabinet Secretary for Covid Recovery					X
Cabinet Secretary for Net Zero, Energy and Transport			X		
Minister for Environment & Land Reform			X		

DG Net Zero
 Director, Environment & Forestry
 Cate Turton
 Donald Henderson



Harry Huyton
 John McFarlane
 Kate Higgins

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Background

The Code of Practice for Ministerial Appointments to Public Bodies in Scotland sets out a number of requirements to be met for the reappointment of non-executive board members:

The Scottish Ministers are responsible for succession planning to ensure boards have the skills, knowledge and experience necessary to fulfil their role economically, efficiently and effectively. They will determine the period for which an appointment, reappointment or extension to an appointment term is to be made based on the needs of the body concerned.

The Scottish Ministers will consider whether the needs of a board will most effectively be met by an appointment, reappointment or extension to an appointment term. They will balance the continuity provided by reappointment and term extensions with the opportunity to increase the diverse range of relevant skills, knowledge and experience on a board by making a new appointment through open competition.

The Scottish Ministers may reappoint a board member to the same position or extend a member's appointment term provided:

- *the member's performance has been properly appraised as being effective during the current term; and*
- *that the member's total period of appointment will not exceed eight years.*

[Redacted]

[Section 38 (1)(b)]

[Redacted]

[Section 38 (1)(b)]

[Redacted]

[Section 38 (1)(b)]

REAPPOINTMENT OF MEMBERS OF THE BOARD OF THE CAIRNGORMS
NATIONAL PARK AUTHORITY

[Section 38 (1)(b)]

[Redacted]

[Section 38 (1)(a)]

[Redacted]

{Section 38 (1)(b)