

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 Anne Rae MacDonald; Douglas McAdam; Dr Fiona McLean; Willie Munro and Dr Gaener Rodger as Members of the Board of Cairngorms National Park Authority (CNPA).

### **RECOMMENDATION**

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

### **CONTEXT AND ISSUES**

3. All five 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 into account and Douglas McAdam and Dr Gaener Rodger will be offered terms of one year from 1 November 2022 until 31 October 2023 with Dr Fiona McLean offered a term of four years from 1 November 2022 until 31 October 2026.
4. To allow for the forthcoming appointment round to be completed, and new Members appointed, Anne Rae MacDonald and Willie Munro will be offered further and final terms of five months until 31 March 2023. This has been discussed and agreed with the CEO and Convener of CNPA. Further information on all five Members 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. All five Members have performed effectively during their terms on the Board and 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 will provide sufficient opportunity to bring in a more diverse range of skills and talent into the authority to further sharpen focus on addressing the challenges faced by the twin global crises of climate and nature.

## **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 Anne Rae MacDonald; Douglas McAdam; Dr Fiona McLean; Willie Munro and Dr Gaener Rodger 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. Achieving the right blend of skills and expertise of the board is critical to support strategic delivery of the changes needed to restore and protect nature, alongside bringing forward ideas on the innovations needed to invest in the restoration of the natural environment.

## **FINANCIAL AND LEGAL CONSIDERATIONS**

11. Members fees and expenses are considered being met as part of the agreed annual budget.

## **SENSITIVITIES**

12. No implications.

## **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

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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.*

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*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.*

### Anne Rae MacDonald

Anne Rae MacDonald has been a positive member of the Board, who understands governance responsibilities well. She has brought a strong knowledge of national agriculture and land management policy and works constructively with senior staff and the wider Board. Ms MacDonald had planned to stand down at the end of her term, however, she has offered to remain on the Board for a short period to help with continuity during a period of significant change.

### Douglas McAdam

Douglas McAdam is an active Board member, regularly engaging with staff and partners. He brings valuable experience and partnership relationships to the Board and has particularly strong knowledge of land management. These skills will continue to be valuable to the Authority during the life of the next National Park Partnership Plan. Mr McAdam understands his governance responsibilities and is currently the Vice Chair of the Authority's Performance Committee. He is one of the only Board members with project management experience and the Board Convener and Board Deputy Convener consider this to be particularly important skill on the Board as the Authority oversees the £50 million Heritage Horizons project.

### Dr Fiona McLean

Dr Fiona McLean plays an active role in the work of the Board, regularly contributing to discussions and making good suggestions for improvements to policy. She has specialist knowledge of cultural heritage and strong links with the local university which are helpful in partnership working in these areas. Dr McLean is currently the Vice Chair of the

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Authority's Audit and Risk Committee and it is hoped that she will she will succeed the Committee Chair when they leave the Board in January 2023. Dr McLean is also Chair of the Equalities Forum and the Equalities Champion on the Board. This is a key role in the continuing work building "A Park for All".

**Willie Munro**

Willie Munro is engaged in the work of the Board, contributing to discussions and has a good awareness of the governance responsibilities of the Board. He is currently Chair of the Performance Committee and was previously the Chair of the Finance and Delivery Committee. He will remain on the Board for a short period to help with continuity during a period of significant change.

**Dr Gaener Rodger**

Dr Gaener Rodger is engaged in the work of the Board, contributing to discussions and is Chair of the Planning Committee. She has performed acceptably in that role.