



MINUTES

Meeting:	National Park Authority
Date:	Friday 1 December 2023 at 10.00 am
Venue:	Aldern House, Baslow Road, Bakewell
Chair:	Mr K Smith
Present:	Mr J W Berresford, Cllr M Beer, Cllr P Brady, Cllr M Chaplin, Cllr C Farrell, Cllr P G Fryer, Cllr C Greaves, Cllr A Gregory, Prof J Dugdale, Cllr B Hanley, Cllr L Hartshorne, Cllr I Huddleston, Cllr A Nash, Cllr C O'Leary, Cllr K Richardson, Dr R Swetnam, Mr S Thompson, Cllr J Wharmby, Ms Y Witter and Cllr B Woods
Apologies for absence:	Cllr M Buckler, Cllr N Gourlay, Ms A Harling, Cllr A Hart, Cllr Mrs G Heath, Cllr D Murphy, Cllr Mrs K Potter, Cllr V Priestley and Miss L Slack.

100/23 APOLOGIES FOR ABSENCE, ROLL CALL OF MEMBERS PRESENT AND MEMBERS DECLARATIONS OF INTEREST

There were no declarations of interest.

101/23 URGENT BUSINESS

There was no urgent business.

102/23 PUBLIC PARTICIPATION

No members of the public were present to make representations to the Committee.

103/23 NEW PAY GRADE STRUCTURE (TR)

Theresa Reid, the Head of People Management, presented the report to Members to inform them about the Authority's current labour market position regarding its pay structure: and to seek a decision from Members on the proposal for a new pay grade structure.

The recommendations being put forward are a result of a comprehensive pay review with consultations with the Staff Committee and Trade Union representatives. Members were thanked for their input into the process. The Finance Team are closely involved and all staff have been consulted. Members were pleased to see such an extensive staff consultation process and welcomed the feedback from the staff and the Management responses to the feedback. It was gratifying to see that staff are understanding and accepting of the situation.

Option 3B would mean that all staff get a pay increase which will mean that the pay grades are closer to the Public Sector Median and is affordable for the Authority. It was acknowledged that other recruitment and retention incentives and allowances need to be reviewed as part of the overall salary package.

Members enquired about staff morale and how it had been low earlier in the re-structure process. Theresa Reid felt that staff morale had improved now that the re-structure had taken place.

Members thanked Theresa Reid for her considerable work on this project. They felt it was frustrating that due to outside budget constraints the Public Sector Median could not be reached.

The recommendation as set out in the report was moved, seconded, voted on and carried.

RESOLVED

- 1. That Members note the Authority's market position of its pay structure in comparison to direct competitors for labour.**
- 2. That Members approve the new pay grade structure proposed – Option 3B**
- 3. That Members support exploration of recruitment and retention incentives to be used for hard-to-fill posts.**
- 4. That Members support a review of Authority allowances with regional local authorities and other national park authorities.**

104/23 2023/24 REVISED REVENUE BUDGET

Emily Fox, the Head of Resources, presented the report on behalf of the Finance Manager. The report presented to Members revisions to the 2023/24 budget as a result of the pay strategy.

Members were thanked for their attendance at the earlier Finance Workshop in November which partially focussed on the revised budget.

Members were mindful that the expected rise in income from the increase in the interest rate may be overly optimistic and may not reflect the recent drop in the interest rate – this has been considered and taken into account and the figures presented are prudent and reflect this. Future movement in the interest rate can be amended in the budget.

Members asked about the donation to the Visitors Centres and how this is being drawn down. The 3 years funding received does not correspond with the financial year. It was confirmed that there is some front loading of the funding due to paying for the consultancy that has been implemented. It is hoped that the Visitors Centres will start to show an increase in performance sooner rather than later.

The recommendation as set out in the report was moved, seconded, voted on and carried.

RESOLVED:

- 1. Following the approval of the new Pay Grade Structure (Minute 103/23 above) to approve the changes to the revenue budget based on Pay Strategy Option 3B for 2023/24 as set out in the report.**

The meeting ended at 10.30 am