UHI | INVERNESS

MINUTES of the MEETING of the CHAIRS COMMITTEE held via Microsoft Teams on Tuesday 17 March 2026.

PRESENT:	Victoria Erasmus, Donald MacKenzie, Janette Campbell & Arvinder Kainth
APOLOGIES:	Innis Mongomery
CHAIR:	Victoria Erasmus
ATTENDING:	Principal
	Governance Officer

The Chair welcomed everyone to the meeting and the Governance Officer confirmed that this meeting was quorate.

There were no declaration of interests, statements of connection or transparency statements noted.

1. MINUTES

a.) Minutes of the Meeting of the Committee held on 11 December 2025

Decision: The minute of the Meeting of the Committee held on 11 December 2025 was **ACCEPTED** as a correct record and was **APPROVED**.

b.) Confidential Note (CN-CH-01-122025) of the Meeting of the Committee held on 11 December 2025

Decision: The Confidential Note (CN-CH-01-122025) of the Meeting of the Committee held on 11 December 2025 was **ACCEPTED** as a correct record and was **APPROVED**.

c.) Confidential Note (CN-CH-02-122025) of the Meeting of the Committee held on 11 December 2025

Decision: The Confidential Note (CN-CH-02-122025) of the Meeting of the Committee held on 11 December 2025 was **ACCEPTED** as a correct record and was **APPROVED**.

d.) Minutes of the CONFIDENTIAL Extraordinary Meeting of the Committee held on 11 February 2026

Decision: The minute of the CONFIDENTIAL Extraordinary Meeting of the Committee held on 11 February 2026 was **ACCEPTED** as a correct record and was **APPROVED**.

e.) **Minutes of the CONFIDENTIAL Extraordinary Meeting of the Committee held on 16 February 2026**

Decision: The minute of the CONFIDENTIAL Extraordinary Meeting of the Committee held on 16 February 2026 was **ACCEPTED** as a correct record and was **APPROVED**.

2. OUTSTANDING ACTIONS

- **Efficiency Review – ONGOING** - A review of the Professional Services Costs now vs pre-financial recovery plan will be conducted as part of our effectiveness review. This issue will continue to be monitored over the upcoming year in respect of workload analysis and our Talent Management Process.
- **Principal's Update – COMPLETE -** Board's feedback about expectations, questions and evidence and impact, and Green Book's compliance to be raised with the Chair of UHI Court.

  Decision: It was **AGREED** that this item could be removed from the list.

3. SKILLS MATRIX – NEW TEMPLATE (CONFIDENTIAL)

The Committee was provided with a CONFIDENTIAL update by the Governance Officer, Confidential Note (CN-CH-01-032026).

Decision: The Committee **APPROVED** in principle both documents, subject to wider Board feedback.

4. PRINCIPAL'S UPDATE (CONFIDENTIAL)

The Committee was provided with a CONFIDENTIAL update by the Principal, Confidential Note (CN-CH-02-032026).

5. CHAIRS UPDATE

Board of Management

The Chair of the Board of Management provided a short update about the UHI Partnership meeting that took place on 11th March 2026.

Audit Committee

The Chair of Audit reported that there are still concerns about the composition of the Committee and lack of engagement from Members. The Committees' Membership and attendance records will be reviewed at the Strategic Day in May 2026. The Chair of the Board added that Lindsay Ferries has accepted the role of the Non-Executive Board Member and expressed interest in the Audit Committee.

The FGP Committee

The Chair of the FGP Committee reported that the Committee discussed in great detail the VSS documents and the 3 year Financial Recovery Plan at their meeting on 5th March 2026.

The LTR Committee

The Chair of the LTR Committee reported that a very productive meeting took place on 10th March 2026 with Drug & Alcohol Misuse Policy discussed in depth and with an updated proposal coming back to the Committee in June 2026. He also positively commented on the new Highland Pathway to Healthcare, Medicine and Pharmacy course. The Principal confirmed that the programme got

validated the previous day and positively commented on work done by his Executive PA who acted as the project manager.

The Chair of the Board thanked all Committee Chairs for their updates.

The Principal left the meeting.

6. TRANSFORMATION UPDATE

This agenda item was covered during Principal's Update, confidential item 4.

7. CALENDARS OF SUBMISSION (CONFIDENTIAL)

The Governance Officer provided the Committee with an update about the Calendars of Submission. The Committee Chairs were asked to review current documents and send their comments and amendments to the Governance Officer by 20th April 2026.

The Chair of the Board thanked the Governance Officer for her report.

8. AOCB

Nothing raised.

9. DATE OF THE NEXT MEETING

Thursday 18 June 2026 - 8.30 a.m.

Signed by Chair: Janette Campbell

Date: 18/06/2026