UHI | INVERNESS

MINUTES of the MEETING of the CHAIRS COMMITTEE held via Microsoft Teams on Thursday 18 June 2026.

PRESENT:	Donald MacKenzie, Janette Campbell, David Stewart & Innis Montgomery
APOLOGIES:	Arvinder Kainth
CHAIR:	Janette Campbell
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 17 March 2026

Decision: The minute of the Meeting of the Committee held on 17 March 2026 was **ACCEPTED** as a correct record and was **APPROVED**.

b.) Confidential Note (CN-CH-01-032026) of the Meeting of the Committee held on 17 March 2026

Decision: The Confidential Note (CN-CH-01-032026) of the Meeting of the Committee held on 17 March 2026 was **ACCEPTED** as a correct record and was **APPROVED**.

c.) Confidential Note (CN-CH-02-032026) of the Meeting of the Committee held on 17 March 2026

Decision: The Confidential Note (CN-CH-02-032026) of the Meeting of the Committee held on 17 March 2026 was **ACCEPTED** as a correct record and was **APPROVED**.

Innis Montgomery joined the meeting.

2. OUTSTANDING ACTIONS

- **Efficiency Review – COMPLETE** - 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.
  Decision: It was **AGREED** that this item could be removed from the list.

- **Principal's Update – SUPERSEDED -** The Chair of the Board suggested that the Board could invite the Principal and Vice-Chancellor, UHI, to the next Board meeting to explain any concerns about Principal's submission.
  Decision: It was **AGREED** that this item could be removed from the list.

3. PRINCIPAL'S UPDATE (CONFIDENTIAL)

The Committee was provided with a CONFIDENTIAL update by the Principal, Confidential Note (CN-CH-01-062026).

The Interim Chair of the Board thanked the Principal for his detailed update.

4. CHAIRS UPDATE

Audit Committee

The Interim Chair of Audit reported that he chaired his first Audit Committee meeting in his new role on 2nd June 2026. The key points of discussions had been the KPI Matrix being updated to a new format to review and monitor immediate financial position of the college and the use of AI by the external Auditors when evaluating data gathered. Issues about hallucination rates/biases

in AI generated reports will have to be closely monitored by the Committee in the future. The Interim Chair of the Board congratulated the Interim Chair of Audit on a well chaired meeting as there was a lot of agenda movement due to the meeting not being quorate till later into the evening.

The FGP Committee

The Chair of the FGP Committee reported that the Committee discussed in great detail the frozen cash issue, approved revenue and capital budgets 2026/27 and discussed changes to the format of the Financial Recovery Plan requested by the RSB at their meeting on 11th June 2026.

The HR Committee

The Chair of the HR Committee reported that a robust and detailed meeting in terms of the VSS took place on 4th June 2026. The meeting was well attended and the Members asked some very detailed and good questions. Paul Travill, UHI Court, was present during the VSS agenda item and will be invited for this item only to future HR Committee meetings.

The Interim Chair of the Board thanked all Chairs for their reports.

5. TRANSFORMATION UPDATE

This agenda item was covered during Principal's Update, confidential item 3.

6. SKILLS MATRIX UPDATE

The Governance Officer provided the Committee with an update about the Skills Matrix process. The SLWG met on the 10th June 2026 to review the current documents. A number of suggestions has been made with the Governance Officer implementing them over the next couple of weeks. A second meeting of the group will take place in July 2026, date tbc.

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

7. BOARD MEMBER EVALUATION UPDATE

The Governance Officer provided the Committee with an update about the Committee and Chair Self-Evaluation process that will commence w/c 29th June 2026 and will be open throughout the summer. Reports will come to the individual Committees with collated one being presented to the Board in October 2026.

8. AOCB

Nothing raised.

9. DATE OF THE NEXT MEETING

Thursday 10 September 2026 - 8.30 a.m.

Signed by Chair: Janette Campbell

Date: 29/09/2026