

Committee	UHI NWH Audit & Risk Management
Subject	Merger Phase 2 – End of Project report
Action requested	<input type="checkbox"/> For information only <input type="checkbox"/> For discussion <input type="checkbox"/> For recommendation <input checked="" type="checkbox"/> For endorsement <input type="checkbox"/> For approval
Brief summary of the paper	<p>This end of project report covers 'Phase 2' of the merger implementation project, which concluded with vesting on 1st Aug 2023. In addition to background information on the project's rationale, objectives and outcomes, the report includes lessons learnt and recommendations. The report was sent to the Board chair, Principal, UHI Principal & Vice-Chancellor and SFC on 01/05/24.</p> <p>An end of project report for the subsequent <i>post-merger</i> integration phase will be compiled and issued at the end of year 1.</p>
Resource implications	The recommendations in the report are for consideration by UHI and the wider sector, when undertaking merger activities or other partnership-wide integration and institutional reform programmes.
Risk implications	Adoption of the recommendations by other institutions would de-risk their merger or integration programmes.
Date paper prepared	01/05/24
Date of committee meeting	22/05/24
Author	Giles Huby, UHI Programme Director; Dr Lynn Thrower, UHI programme manager
Link with strategy Please highlight how the paper links to the Strategic Plan	Successful delivery of the merger directly influenced all NWH strategic goals.
Island communities	An impact assessment was conducted for the phase 2 merger project by the UHI team. The ICIA process will be followed for post-merger organisation design and curriculum review in year 1.
Status (e.g. confidential, non-confidential)	Non-confidential
Freedom of information	Yes
Consultation How has consultation with partners been carried out?	The lessons learned section of the report was collated following interviews with 17 stakeholders and staff members (report sect 7 refers).