

MINUTES OF THE MEETING OF THE HUMAN RESOURCES COMMITTEE

Chair – Neil Hope for Chris Alliston

Wednesday 27th May 2026 at 4.15 pm via Microsoft Teams

Committee Members Present

Derek Lewis, Chair of the Board of Management

Ian MacEachern, Independent Board Member

Lydia Rohmer, UHI NWH Principal & CEO

Neil Hope, Independent Board Member & Vice Chair Board of Management

Also Present

Doug Rattray on behalf of Jim Hutton, Health and Safety Officer (item 5 only)

Ellen Campbell, Board Secretary

Vicky Ferguson, Director of People & Culture

Hannah Ritchie-Muir, Vice Principal Academic

1.Quorum, welcome and apologies

The meeting was quorate.

Apologies were received from Chris Alliston, Chair of the Human Resources Committee

2. Declarations of interest and connection

No declarations were made.

3. Minutes from HR Committee meeting dated 25.02.2026

Approved

4. Action tracker

Reviewed

5.*NWH Health and Safety Report – Doug Rattray (DR)

Referring to the quarterly report, DR referenced fire safety, reporting that targets set to achieve staff training, fire drills and risk assessments, were still at the forefront. A visualisation was provided within the report, giving an overview of progress achieved to date.

Actions still outstanding were attributed in the main to fire alarms and fire doors. It was noted by the Committee that the college, not the contractor would be ultimately responsible in the event of an incident. NWH had a recommended timeframe to close an action once it had been identified.

General health and safety metrics showed that the near misses v major injury ratio was 1:1, a more mature health and safety culture would show a near miss to major injury ration would be 10:1.

Following on from an action from the last meeting of this committee, DR reported that the college was not legally obliged to provide MIDAS training for drivers of minibuses. NWH would however be proactive in sending staff for MIDAS training courses regardless.

Work related stress (WRS) – DR reported that although the Director of People and Culture (VF) had overall oversight in this area, any health and safety concerns would also be flagged through to his team.

Noted

6. Confidential item – withheld

7. NWH People and Culture strategy update

VF updated the committee, informing that, overall, positive progress continued to be made in most areas, with staff engagement going in the right direction. Local Joint Committee meetings (LJCs) had been held on a regular basis. Staff Voice Councils (SVC's) had been active during consultation. Managers were more visible on sites throughout the geographical reach of the college. Flexible working arrangements were also in place.

The focus would remain on staff wellbeing, leadership training and organisational culture across the college.

The Chair asked if the Board could assist by providing visibility through members visiting sites? The Principal encouraged the NWH Board Members to drop in to sites, informing that she was currently going through an engagement round with all teams in the college.

The committee acknowledged that it was important to maximise exposure.

The Chair asked VF to bring a report on how NWH were creating an integrated culture.

Noted

Action: VF would evidence how NWH were creating an integrated culture to the next meeting of this committee.

8. National disciplinary policy (VF)

Noted

9. A.O.B.

Meeting closed 1730