UHI | NORTH, WEST AND HEBRIDES
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MINUTES OF THE MEETING OF THE HUMAN RESOURCES COMMITTEE

Chair –Chris Alliston

Monday 21st September at 4.00 pm via Microsoft Teams

Committee Members Present
Chris Alliston
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)
Vicky Ferguson, Director of People & Culture
Ellen Campbell, Secretary to the Board of Management

1.Quorum, welcome and apologies
The meeting was quorate.
None

2. Declarations of interest and connection
No declarations were made.

3. Minutes from HR Committee meeting dated 27th May 2026
Approved

4. Action tracker
Reviewed

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

DR gave brief overview of his paper, noting a positive picture in the increase in fire safety training. There was a transition to USHA standards through a one stop information hub. IOSH training had been rolled out, though the tier one course had received some negative feedback, which had given the department cause to revisit. The tier four roll out had already commenced. A new COSHH training had been booked for some ERI staff.

The Riskex contract would end in February 2027, the college would require a replacement by end of December 2026. UHI Inverness had been transitioning their Riskex onto a SharePoint system, UHI NWH would look to do something similar.

The committee asked when UHI NWH would reach a level of assurance with regard to the fire safety programme. DR advised tat there were still some large packages of works to be completed; NWH were committed to continuous improvements in the remaining actions.

The Chair enquired what measures NWH had in place to prevent work related stress (WRS), rather than only supporting staff after it had been declared. DR assured the committee that WRS risk was being treated as seriously as physical harm risk. The data that had been produced from the WRS survey helped NWH to understand the risk, the rapid response group (RRG) had been formed in the interim, prior to a re-run of the survey in the near future.

The Principal clarified that the RRG had requested that the WRS survey be delayed for some months and that the curriculum restructure was still being completed, It was therefore intended to re-run the WRS survey after the restructure had been solidified.

The Chair asked for assurance that the WRS risk was being addressed. DR confirmed that it was, NWH had been following through on the recommendations from the WRS survey, though it was difficult to attain feedback on any cases of unreported WRS.

The Chair and committee noted the low numbers of absence due to WRS.

Noted

6. Confidential item – Withheld

7. Confidential item - Withheld

8. Confidential item - Withheld

9. Annual Governance Reviews

TofR – these were thought to be too compliance orientated and out of date.

Include references to;-

work force development.

Skills we will need in NU Horizon

AI usage

Reviewing our strategy and cultural development.

Equalities element – check this came over from F&GP committee.

The 2026 Code of Good Governance **was noted.**

Noted

10. Policies

None

11. AOB

None

Meeting closed at 1712