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NHS Highland na Gàidhealtachd

HIGHLAND NHS BOARD
MEETING OF BOARD

Tuesday 28th July 2026 at 9.30am
Virtual Meeting Format (Microsoft Teams)

- **All Board Member cameras should be turned on**
- **Use raise hand facility to discuss items – do not use MS Teams chat**

AGENDA

Time	1.	Standing Items	
09:30	1.1	**Welcome and Apologies**	
	1.2	**Declarations of Interest** Members are asked to consider whether they have an interest to declare in relation to any item on the agenda for this meeting. Any Member making a declaration of interest should indicate whether it is financial or non-financial and include some information on its nature. Advice may be sought from the Corporate Governance office prior to the meeting taking place.	
09:35	1.3	**Minute of Previous meeting of 26 May 2026 and Action Plan** The Board is asked to **Approve** the minutes of meeting of 26 May 2026 and **Note** the action plan.	
09:40	1.4	**Matters Arising**	
09:45	**2.**	**Chief Executive's Report**	
		Report by Fiona Davies, Chief Executive The Board is asked to **note** the update.	
10:00	**3.**	**Spotlight Session – Employability**	
		Megan Glass, Employability Lead The Board is asked to **note** the update	
10:30	**4.**	**Governance and other Committee Assurance Reports** **Escalation of issues by Chairs of Governance Committees**	
	a)	**Finance, Resources and Performance Committee** • Agreed minutes of 8 May and 5 June 2026 • Summary of meeting of 10 July 2026	
	b)	**Staff Governance Committee** • Agreed minutes of 5 May 2026 • Summary of meeting of 7 July 2026	
	c)	**Highland Health and Social Care Committee** • Agreed minutes of 6 May 2026 • Summary of meeting of 1 July 2026	
	d)	**Clinical Governance Committee** • Agreed minutes of 7 May 2026 • Summary of meeting of 2 July 2026	

	e)	**Area Clinical Forum** • Agreed minutes of 7 May 2026 • Summary of meeting of 2 July 2026	
	f)	**Audit Committee** • Summary of meetings of 17 June 2026 and 23 June 2026	
	g)	**Argyll & Bute IJB** • Minutes of meeting of 27 May 2026.	
		The Board is asked to: (a) **Confirm** adequate assurance has been provided from Board Governance Committees and Area Clinical Forum. (b) **Note** the minutes and agreed actions from the Argyll and Bute Integration Joint Board.	
10:50		**COMFORT BREAK**	

PERFORMANCE AND ASSURANCE

11:05	**5.**	**Integrated Performance & Quality Report**	
		Report by David Park, Deputy Chief Executive **Assurance Level Proposed – Moderate** The Board is asked to: • Take **Moderate Assurance** on performance reporting and note the continued and sustained pressures facing both NHS and commissioned care services. • **Consider** the level of performance across the system.	
11:35	**6.**	**Finance Assurance Report – Month 2**	
		Report by Heledd Cooper, Director of Finance **Assurance Level Proposed – Limited** The Board is asked to **Examine** and **Consider** the content of the report and take **Limited Assurance**.	
12:05	**7.**	**Annual Delivery Plan 2026/27 & Final Operational Improvement Plan 2026/27**	
		Report by Katy Styles, Associate Director of Planning, Strategy and Performance on behalf of David Park, Deputy Chief Executive **Assurance Level Proposed - Substantial** The Board is asked to: • Take **Substantial Assurance** • **Approve** NHS Highland's Annual Delivery Plan for 2026/27 and note the subset of deliverables comprising the Operational Improvement Plan 2026/27.	
12:30		**LUNCH**	
13:00	**8.**	**Gaelic Language Plan Update**	
		Report by Richard MacDonald, Director of Facilities, Estates and Capital Planning & Gareth Adkins, Director of People and Culture	

		Assurance Level Proposed – Moderate The Board is asked to: • **Note** the adequate progress against the Gaelic Language Plan up to September 2025, awarded by Bord Na Gaidhlig. • **Recognise** the statutory duties under the Gaelic Language (Scotland) Act 2005, strengthened by the Scottish Languages Act 2025, including compliance requirements and potential enforcement measures. • **Note** the priorities for 2026/2027 reporting period and any associated risks.	
13:20	**9.**	**Quarter 4 Whistleblowing Report**	
		Report by Gareth Adkins, Director of People and Culture **Assurance Level Proposed – Moderate** The Board is asked to take **Moderate Assurance** the content of the report provides confidence of compliance with legislation, policy and Board objectives, noting challenges with timescales due to the complexity of cases and investigations.	
13:30	**10.**	**Whistleblowing Annual Report 2025-26**	
		Report by Gareth Adkins, Director of People and Culture **Assurance Level Proposed – Substantial** The Board is asked to take **Substantial Assurance** the content of the report provides confidence of compliance with legislation, policy and Board objectives.	
13:40	**11.**	**Quarter 4 Health & Care Staffing Act Report**	
		Report by Gareth Adkins, Director of People and Culture **Assurance Level Proposed – Moderate** The Board is asked to: • Take **Moderate Assurance** in relation to the delivery of the statutory duties set out in the Health & Care (Staffing) (Scotland) Act 2019 • **Approve** the report for publication	
13:50	**12.**	**Models of Integration Update**	
		Report by Gareth Adkins, Director of People and Culture The Board is asked to: • **Note** progress with the Models of Integration Review • **Agree** the revised timetable for the programme including the consultation and engagement plan as recommended by the Steering Group • **Note** the further update on the Phase 2 options appraisal approach • **Agree** the proposal to consider a preferred option in September 2026 via the Steering Group based on recommendations from the Chief Executives (supported by Senior Officers Group) based on a completed options appraisal and feedback to date • **Agree** the proposal to make a final decision, based on the agreed position on the preferred option in September 2026, taking into account finalised staff and community engagement	
		<u>CORPORATE GOVERNANCE</u>	

14:05	**13.**	**Corporate Risk Register** Report by David Park, Deputy Chief Executive **Assurance Level Proposed – Substantial** The Board is asked to take **Substantial Assurance** the content of the report provides confidence of compliance with legislation, policy and Board objectives.	
14.20	**14.**	**Register of Members Interests** Verbal Update by Nathan Ware, Deputy Head of Corporate Governance on behalf of Sarah Compton-Bishop, Board Chair The Highland NHS Board Code of Conduct was formally adopted by the Scottish Ministers from 1st May 2014. Under its terms, Board Members are required to Register their interests in the Highland Board Register. An exercise to update the register has now been undertaken and the formal NHS Highland Board Register is kept available at the Board's offices for public inspection and is available on the NHS Highland website: NHSH Register of Interest Board Members 2026-27 The Board is asked to **Note** the 2026-27 Register of Board Member Interests	
14:30	**15.**	**Any Other Competent Business**	
		Date & Time of Next Meeting	
		29 September 2026	
		Close of meeting	