

**HIGHLAND NHS BOARD
MEETING OF THE STAFF GOVERNANCE COMMITTEE**

**Tuesday 13th January 2026 at 10 am
Microsoft Teams**

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

Distribution: 8th January 2026

AGENDA

Time	1.	Standing Items	Page
10.00 am	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 Board Secretary's Office prior to the meeting taking place.	
10.05 am	2.	Assurance Reports	
	2.1	Minutes of Meeting held on 03 November 2025	PP 1 - 9
	2.2	Action Plan	Excel Sheet
	2.3	Committee Workplan 2025 - 26	Excel Sheet
		The Committee is asked to: • Approve the minute. • Consider actions arising therefrom. • Note the latest version of the committee Action Plan and agree to the proposed closure of any noted actions. • Note the Committee Workplan 2025 - 26	
	3.	Matters arising not on the Agenda	
	4.	Spotlight Session	
10.15	4.1	Nursing, Midwifery and Allied Health Professionals (NMAHP) Louise Bussell, Nurse Director	
	5.	Items for Review and Assurance	
10.45	5.1	People and Culture Portfolio Board Update Report by Gaye Boyd, Deputy Director of People	PP 10 - 15
		The Committee is asked to take moderate assurance in the progress being made in the People and Culture portfolios relating to the Together we Care Strategy	
11.00	5.2	Integrated Performance and Quality Report Report by Gareth Adkins, Director of People and Culture	PP 16 - 23
		The Committee is asked to take moderate assurance of the workforce position as of December 2025	
		Comfort Break (10 mins)	
11.25	5.3	Staff Governance Monitoring Update Report by Gaye Boyd, Deputy Director of People	PP 24 - 36

		The Committee is asked to take substantial assurance that it receives the necessary updates and reports to give assurance on Staff Governance Standards.	
11.45	5.4	Strategic Risk Review	PP 37 – 46
		Report by Gareth Adkins, Director of People and Culture	
		The Committee is asked to take moderate assurance from: • The review and refresh of the people and culture strategic risks • Ongoing work to finalise level 2 risks	
12.05	5.5	Health and Care Staff Act Q2 Report	PP 47 - 62
		Report by Brydie Thatcher, Workforce Planning/Analytics Manager & HCSA Workforce Lead	
		This Quarter 2 update is presented to the NHS Highland SGC for noting. NHS Highland proposes an overall moderate level of assurance in relation to delivery of the statutory duties set out in the Health and Care (Staffing) (Scotland) Act 2019 for the period 1 July – 30 September 2025.	
12.30 pm	6.	Items for Information and Noting	
	6.1	Area Partnership Forum update of meeting held on 10th October 2025	PP 63 - 77
	7.	Any other Competent Business	
12.40 pm	7.1	Junior Doctors Strike Action - Update	
12.50 pm	7.2	Review / summary of meeting for Chair to highlight to Board.	
	8.	Date & Time of Next Meeting	
		The next meeting is scheduled for Tuesday 3 rd March 2026 at 10 am via Microsoft Teams.	
	9.	Future Meetings Schedule	
13.00 pm		The Committee is asked to note the remaining meeting schedule for 2025/26: 3 March 2026	

Members and Attendees of the Staff Governance Committee

Members

Philip MacRae (Chair)
Steve Walsh (Vice Chair)
Bert Donald (Non Exec)
Janice Preston (Non Exec)
Gavin Smith (Employee Director)
Gerard O'Brien
Kate Dumigan (Staffside)
Emily Austin
Claire Laurie (Staffside)
Karen Leach
Dawn Macdonald (Staffside)
Fiona Davies (Chief Executive)

Attendees

Gareth Adkins (Director of People & Culture)
Gaye Boyd (Deputy Director of People)
Heledd Cooper (Director of Finance)
David Park (Deputy Chief Executive)
Katherine Sutton (Chief Officer, Acute)
Louise Bussell (Nurse Director)
Evan Beswick (Chief Officer, A & B HSCP)
Arlene Johnstone (Chief Officer for Highland HSCP)
Boyd Peters (Medical Director)
Jennifer Davies (Director of Public Health)
Richard MacDonald (Director of Estates, Facilities & Capital Planning)
Simon Steer (Director of Adult Social Care)