

Meeting: NHS Highland Board

Meeting date: 27th January 2026

Title: Review of Committee Memberships

Responsible Executive/Non-Executive: Sarah Compton Bishop, Board Chair

Report Author: Nathan Ware, Deputy Head of Corporate Governance

Report Recommendation:

The Board is asked to **approve** changes to Committee membership as set out in the appendix to this report to take effect with immediate effect or as noted in the appendix.

1 Purpose

This is presented to the Board for:

- Decision

This report relates to a:

- Local policy

This aligns to the following NHSScotland quality ambition(s):

- Effective

This report relates to the following Strategic Outcome(s)

Start Well		Thrive Well		Stay Well		Anchor Well	
Grow Well		Listen Well		Nurture Well		Plan Well	X
Care Well		Live Well		Respond Well	X	Treat Well	
Journey Well		Age Well		End Well		Value Well	
Perform well	X	Progress well	X				

2 Report summary

2.1 Situation

This report outlines changes to Governance Committee memberships for the Board's approval.

2.2 Background

At the Board meeting in January 2025, agreement was given to a series of revised Governance Committee memberships. This report addresses further changes to Governance Committee memberships to take into account changes in Non Executive Board membership.

2.3 Assessment

Two new Non Executives joined NHS Highland in the last quarter of 2025. This now brings about the need for further review of Committee memberships.

Appendix 1 highlights the proposed changes for the Board's approval and which will take effect with immediate effect or as noted in the appendix.

2.4 Proposed level of Assurance

This report proposes the following level of assurance:

Substantial	<input checked="" type="checkbox"/>	Moderate	<input type="checkbox"/>
Limited	<input type="checkbox"/>	None	<input type="checkbox"/>

3 Impact Analysis

3.1 Quality/ Patient Care

3.2 Workforce

3.3 Financial

The provision of robust governance arrangements is key to NHS Highland delivering on its key objectives and to improving workforce, clinical and financial governance.

3.4 Risk Assessment/Management

A risk assessment has not been carried out for this paper.

3.5 Data Protection

N/A

3.6 Equality and Diversity, including health inequalities

There are no equality or diversity implications arising from this paper. However, it is hoped that the proposals will enable a more diverse range of skills and experience are directed to our Governance Committees.

3.7 Other impacts

No other impacts

3.8 Communication, involvement, engagement and consultation

The proposals in the recommendation have been discussed and agreed with all the Non-Executive Board members involved.

3.9 Route to the Meeting

The subject of this report has been shared with the relevant Non-Executive Board members.

4 List of appendices

The following appendices are included with this report:

- Appendix 1 Committee membership changes shown highlighted
- Appendix 2 Non-Executive Committee membership chart

Names added	Names removed
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Changes to Memberships

	<u>Membership</u>
Argyll and Bute Integration Joint Board 4 Board members	Graham Bell Karen Leach Emily Austin Janice Preston

<u>Committee</u>	<u>Membership</u>
Audit Committee Five non-Executives	<ul style="list-style-type: none"> • Emily Austin – Chair • Garret Corner • Alasdair Christie • Alex Anderson • Bert Donald Vice Chair from 12th January 2026 • Brian Steven from 1 October 2025
Clinical Governance Committee Four non-Executives <u>And Chair ACF</u>	<ul style="list-style-type: none"> • Karen Leach - Chair • Joanne McCoy – V Chair • Alasdair Christie • Muriel Cockburn • Catriona Sinclair, ACF Chair • Allyson Turnbull-Jukes, ACF Chair from 1 November 2025 • Graham Illsley from 1 February 2026
Finance, Performance and Resources Committee Five non-Executives	<ul style="list-style-type: none"> • Alex Anderson - Chair • Graham Bell - V Chair • Gerry O'Brien • Garrett Corner • Steve Walsh
Staff Governance Committee Four non-Executives <u>And Employee Director</u>	<ul style="list-style-type: none"> • Philip MacRae – Chair • Bert Donald • Steve Walsh • Gavin Smith (Employee Director) • Elspeth Caithness (Employee Director) • Janice Preston
Remuneration Committee Five non-Executives <i>including</i> Board Chair, Vice Chair and Employee Director	<ul style="list-style-type: none"> • Gerry O'Brien • Bert Donald - V Chair • Sarah Compton Bishop • Gavin Smith (Employee Director) from 1 November 2025 • Elspeth Caithness (Employee Director) • Steve Walsh • Karen Leach from 1 February 2026
HHSCC Five non-Executives <i>including</i> The Highland Council nominated appointee to the Board	<ul style="list-style-type: none"> • Gerry O'Brien - Chair • Philip MacRae - V Chair • Dr Neil Wright • Joanne McCoy • Muriel Cockburn

Population Health & Planning	<ul style="list-style-type: none"> • Gerry O'Brien – Chair • Chair of Area Clinical Forum • Chair of Audit Committee • Chair of Clinical Governance Committee • Chair of Finance, Resources & Performance Committee • Chair of HHSCC • Chair of Staff Governance Committee
Pharmacy Practices Committee At least two trained Non-Executives	<ul style="list-style-type: none"> • Karen Leach (Chair from 1 April 2025) • Garret Corner • Muriel Cockburn • Gerry O'Brien from 5 January 2026

ENDOWMENT TRUSTEES

All Ministerially appointed Board Members are Trustees of the Highland Health Board Endowment Fund and are responsible for the general control and management of the charity. Trustees appoint five members to form an Endowment Fund Committee to be responsible for reviewing proposals and making recommendations to the Trustees.

Endowment Fund Committee	<ul style="list-style-type: none"> • Philip MacRae - Chair • Elspeth Caithness (Employee Director) • Gavin Smith (Employee Director) • Joanne McCoy • Alasdair Christie • Garret Corner • Brian Steven
Five Trustees	

Highland Health and Social Care Partnership Joint Monitoring Committee

<ul style="list-style-type: none"> • Four Non-Executive Directors • Director of Finance • A registered medical practitioner whose name is included in the list of primary medical services performers prepared by the Health Board; • A registered nurse who is employed by the Health Board or by a person or body with which the Health Board has entered into a general medical services contract; • A registered medical practitioner employed by the Health Board and not providing primary medical services; • Staff representative • Chief Executive • Chief Officer 	<ul style="list-style-type: none"> • Sarah Compton-Bishop (Co-Chair) • Gerry O'Brien • Alex Anderson • Dr Neil Wright • Heledd Cooper • Jennifer Davies • Louise Bussell • Jennifer Davies • Gavin Smith • Elspeth Caithness • Fiona Davies • Arlene Johnstone
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Community Planning Partnership Board

Highland Community Planning Board	Sarah Compton Bishop
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Non-Executive Champions

Whistle Blowing Champion (nationally appointed) Environment Champion Counter Fraud Champion	Bert Donald Gerry O'Brien Emily Austin
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Memberships of other Groups etc.

The Highland Council Health, Social Care and Wellbeing Committee	<ul style="list-style-type: none"> • Jennifer Davies • Louise Bussell
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Highland Community Planning Partnership Core membership as described in the ToR: One Non-Executive Board Member, Chief Executive, Director of Public Health	<ul style="list-style-type: none"> • Sarah Compton-Bishop • Fiona Davies • Jennifer Davies
Public Protection Chief Officers Group Chief Executive of NHS Highland Director of Nursing	<ul style="list-style-type: none"> • Fiona Davies • Louise Bussell

Mid Ross Local Community Partnership	<ul style="list-style-type: none"> • Philip MacRae
Badenoch & Strathspey Local Cty Partnership	<ul style="list-style-type: none"> • Boyd Peters
Argyll and Bute Community Planning Board	<ul style="list-style-type: none"> • Evan Beswick as CO IJB • Alison McGrory, Public Health • Graham Bell
A&B Public Protection Chief Officers Group	<ul style="list-style-type: none"> • Evan Beswick • Jillian Torrens, Head Adult Services • Tracey McFall, ADP • Alison McGrory, Public Health

The Board has previously agreed the following additional payments:

Position	Additional payment
Board Vice Chair	4 extra days per month
Chair Highland Health & Social Care Committee	3 extra days per month
Chair/Vice Chair of Argyll and Bute IJB	3 extra days per month
Chairs of the following Governance Committees:	1 extra day per month each
<ul style="list-style-type: none"> • Audit • Clinical Governance • Staff Governance • Finance, Resources and Performance 	

Where a Non-Executive Director undertakes more than one role, only one additional payment would be made, however the payment would be at the higher rate if there was any discrepancy.

Membership of Committees of Argyll and Bute IJB

Board members also sit on several Groups and Committees associated with the IJB.

The Argyll and Bute IJB holds development sessions on alternate months to their formal business meetings, and Board Non-Executives hold the following positions on IJB Committees:

	Audit and Risk Committee	Strategic Planning Group	Clinical & Care Governance Committee	Finance and Policy Committee	Argyll and Bute Community Planning Partnership
Graham Bell			Chair	Member	Representative of the IJB
Karen Leach		Member	Member	Member	
Emily Austin	Member				
Janice Preston	Member				

Appendix 2

NHS Highland Non Executive Committee Membership Chart from 1 April 2026