

**OUTCOMES FROM THE CONVENTION OF THE HIGHLANDS AND ISLANDS – 22 OCTOBER 2018 – ELGIN**

<p><b>Outcome 1 – Potential Future Projects</b></p>	<p><b>Policy Lead</b></p>	<p><b>Update provided September 2019</b></p>
<p>COHI welcomed this work to identify future projects of strategic significance and expressed unanimous support for the collaboration across partners and with the private sector. The role of HIE in leading this was recognised, recognising that a bespoke solution will be required to deliver each project.</p> <p>The COHI Senior Officers Group will be tasked with taking this work forward and ensuring COHI is provided with regular updates. This work will recognise the importance of flexibility and adapting to opportunities that arise.</p> <p>A letter will be sent to Michael Gove about the importance of replacing support provided by the European Maritime and Fisheries Fund (EMFF). Opportunities to include the Strategic Projects identified through this process in the forthcoming National Planning Framework will be considered.</p>	<p><b>Joe Brown</b></p>	<p><b>Complete</b> – Projects are ongoing with reporting arrangements established.</p> <p><b>No further update will be provided for this outcome.</b></p>
<p><b>Outcome 2 – Daylight Savings</b></p>	<p><b>Policy Lead</b></p>	<p><b>Update provided September 2019</b></p>
<p>COHI members raised considerable concerns about the European Commission’s proposed Directive to end seasonal clock changes in the EU in 2019. The Scottish Government will ensure these are reflected in ongoing discussions with the UK Government.</p>	<p><b>Joe Brown</b></p>	<p>COHI’s agreed position was conveyed to UK Government by the Cabinet Secretary for the Rural Economy on 23rd October 2018. In November 2018 the UK Parliament issued a Reasoned Opinion that the proposal is inconsistent with the principle of subsidiarity (which is that the EU should only act where there is clear added value and similar benefits cannot be achieved by Member States acting at a national, regional or local level). A number of other member states have also returned similar opinions. The Commission, Council, and Parliament are considering that response, which effectively means that it remains unclear whether, how and when the proposed Directive will be progressed.</p>

		<p>The House of Lords EU Internal Market Sub-Committee is conducting inquiry into the implications for the UK of a European Commission’s proposal that would discontinue seasonal changes of time in the EU. The committee would like to understand how the UK Government should prepare for the possibility that the proposal is agreed, given that the abolition of clock changes in the EU would affect the UK irrespective of the outcome of Brexit:</p> <ul style="list-style-type: none"> <li>• if the UK has to comply with the new EU legislation or chooses to do so, it will have to decide between year-round summer-time or winter-time;</li> <li>• if the UK decides to continue with clock changes, the time difference with EU countries will vary throughout the year. The committee intends to explore the implications of this non-alignment.</li> </ul> <p>If required, more detail can be found at:  <a href="https://www.parliament.uk/business/committees/committees-a-z/lords-select/eu-internal-market-subcommittee/news-parliament-2017/seasonal-changes-of-time-inquiry/">https://www.parliament.uk/business/committees/committees-a-z/lords-select/eu-internal-market-subcommittee/news-parliament-2017/seasonal-changes-of-time-inquiry/</a>.</p> <p>The Scottish Government submitted evidence in August set firmly in the context of the Scottish Government’s established position that there is no substantive economic or social case for any change to existing arrangements, or for different time-zones within the UK.</p>
<p><b>Outcome 3 – Skills</b></p>	<p><b>Policy Lead</b></p>	<p><b>Update provided October 2019</b></p>
<p>Building on an example of Western Isles Council and Skills Development Scotland, we will work across partners over the next year to identify and plan a programme of responses to the sub-regional population and skills challenges of the Highlands and Islands.</p>	<p><b>Oonagh Gil</b></p>	<ul style="list-style-type: none"> <li>• Highlands &amp; Islands Skills Investment Plan (HISIP) programme board collectively developed and agreed a strategic, cohesive and co-ordinated response to skills through the HISIP</li> <li>• SDS and CNES have worked together to develop a Community Charter which defines the purpose, roles and responsibilities in a collaboration to more fully align our joint services to meet education, skills and training needs of the Island communities. An action plan has also been agreed to ensure skills alignment, skills planning, work based learning and Careers Information Advice and Guidance services support the ambitions of the local authority.</li> </ul>

		<ul style="list-style-type: none"> <li>• SDS has also entered discussion with Orkney Islands Council and Shetland Islands Council to develop a similar Community Charter and has appointed a Service Development and Delivery Manager (Island based) to co-ordinate the development, implementation and monitoring of the Community Charters.</li> <li>• The Skills Action Plan for Rural Scotland was published on 10 June 2019.</li> </ul> <p>An Implementation Steering Group has been set up for the lifetime of the Action Plan (2019-2021) and met for the first time on 10 September 2019.</p>
<b>Outcome 4 – Talent Attraction</b>	<b>Policy Lead</b>	<b>Update provided October 2019</b>
A commitment to a compelling, inclusive, all embracing campaign to attract people to each area of the region and each economic growth area along the model of Scotland is Now, including a commitment by public bodies to work together to have shared recruitment campaigns.	<b>Oonagh Gil</b>	<ul style="list-style-type: none"> <li>• A Ministerial Task Force and a Programme Board have been set up. Talent Attraction is a key part of their remits.</li> <li>• We have a Programme for Government Commitment to develop a distinct Scottish approach to address skills gaps and take action to support a skilled working population</li> <li>• We have established a ‘Talent Attraction Network’ to maximise the impact of current and planned recruitment activity. Membership includes Scottish Government policy leads with responsibility for workforce planning, enterprise agencies, Brand Scotland, Talent Scotland and SDS.</li> </ul>
<b>Outcome 5 – Post Brexit Regional Policy</b>	<b>Policy Lead</b>	<b>Update provided October 2019</b>
COHI recognised the importance of European Funding to the economic development and communities of the Highlands and Islands and wishes to retain the character and principles present in current EU regional policy which is so effective in identifying regional need and ensuring funding is focussed accordingly and in timeframes which are appropriately strategic.	<b>Hilary Pearce</b>	<p><b>Complete</b> – This outcome will now be included in the Outcome from the Orkney CoHI meeting in March 2019.</p> <p><b>No further update will be provided for this outcome.</b></p>
Members ask SG to continue to work with the UK Government to ensure that the Shared Prosperity		

<p>Fund, City and Growth Deals and underpinning Regional Economic Policy is:</p> <ul style="list-style-type: none"> <li>• Outcome-focused, flexible and responsive to the distinctive characteristics and ambitions for the Highlands and Islands;</li> <li>• Administratively efficient and straightforward yet inclusive and collaborative with aligned local, regional and national accountability and empowerment; and</li> <li>• Multi-year, additional and at least comparable to previous European funding in diversity and quantum.</li> </ul>		
<p><b>Outcome 6 – Digital</b></p>	<p><b>Policy Lead</b></p>	<p><b>Update provided October 2019</b></p>
<p>Ofcom are keen to work with COHI members; happy to provide data and technical expertise to Scottish Local Authorities; looking to reduce civil engineering costs associated with building telecoms networks “from scratch”.</p> <p>COHI members are still looking for information on just how far R100 will go; looking for ability to implement interim solutions and potentially invest their own resources to do so – SG will provide information once contracts have been awarded, and are happy to discuss Aligned Interventions/alternative technology solutions with local authorities.</p> <p>Possibility of relaying tourism hot spots to mobile network operators to encourage them to invest in network build in those areas where the resident population is low.</p>	<p><b>Robbie McGhee / Andy Manson</b></p>	<p>So far, just one Local Authority – Argyll &amp; Bute – has taken Ofcom up on their offer of a visit/detailed presentation. This was delivered to Council members in Lochgilphead in February 2019. Planned visit to Orkney postponed as a result of bad weather. However, Ofcom have responded to a number of ad-hoc technical and regulatory enquiries, and Ofcom have reiterated their interest in working with COHI members.</p> <p>Procurement is approaching completion – evaluation of tenders is now taking place, and we will award the contract for the R100 North lot by the end of 2019. An Aligned Interventions scheme is being developed in parallel, and we will provide further detail, once the coverage footprint for R100 has been established. Members of the R100 team have continued to engage with all 7 Local Authorities in the HIE area.</p> <p>Tourism data has been considered within our Scottish 4G Infill Programme (S4GI). At present we are progressing 43 potential sites, selected through a consultation held at the end of 2018. This process considered a range of factors, including tourism hotspots. Our supplier,</p>

<p>SG to work more closely with Ofcom to create a more effective regulatory framework.</p> <p>Use COHI forum to better monitor progress</p> <p>Focus further COHI discussions on digital on the issues of benefits realisation, once infrastructure is in place</p> <p>SG to write to DCMS on behalf of COHI to express disappointment at non-appearance of Ministers and officials.</p>	<p>WHP Telecoms, is closely engaged with all four Mobile Network Operators and data on our proposed sites has been shared with operators. It is therefore a decision for MNOs to make as to whether they chose to engage with S4GI and WHP is continuing to meet with relevant teams within each operator to press for commitment.</p> <p>Scottish Ministers and SG officials have engaged in regular discussions with both Sharon White, Ofcom’s CEO, and members of Ofcom’s Scotland team on regulatory issues relevant to Scotland. Earlier this year, Mr Wheelhouse chaired an Infrastructure Summit at which various infrastructure suppliers and public bodies – including Ofcom and Ofgem – held initial discussions on ways in which non-telecoms infrastructure could be used to help deploy telecoms in more hard-to-reach areas.</p> <p>N/A</p> <p>N/A – digital not on agenda</p> <p>No letter issued (Digital hasn’t been on the agenda since). However, Scottish Ministers and SG officials have maintained regular contact with UK Ministers and DCMS officials, through which the importance of a more collaborative working approach has been stressed, particularly in light of announced UKG investment in full-fibre and gigabit-capable infrastructure.</p>
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**OUTCOMES FROM THE CONVENTION OF THE HIGHLANDS AND ISLANDS – 12 MARCH 2018 – MILLPORT**

Digital	Policy Lead	Update provided October 2019
<p>CoHI members welcomed the ambition, nature and scale of the Scottish Government’s R100 and 4G Infill Programmes and the achievements secured in part by CoHI joint working. Members reaffirmed the rationale for continuous improvement through further, faster, integrated and innovative national and local developments and that progress would be best served by further collaborative working</p> <ul style="list-style-type: none"> <li>- including HIE participation in the rollout of R100 - and regular review in this forum with a focus on the issue of future proofing.</li> </ul> <p>Bi-lateral meetings between Scottish Government and each local authority will be arranged to address identified and differentiated local challenges. SG to explore potential of leveraging the Scottish Wide Area Network (SWAN) infrastructure serving schools and other public buildings.</p> <p>UK Government Ministers and the CEO of Ofcom will be invited to attend the next CoHI meeting to seek to further enhance joint working. This would provide an opportunity to reaffirm the importance of continuing and proportionate investment by UK Government in addition to the funding provided by Scottish Government to R100.</p> <p>In advance of that next meeting, local authority Leaders and Ministers will urgently prepare and send a letter to the UK Government to make a persuasive case on funding.</p>	<p>Andy Manson</p>	<p><b>Complete</b> – This outcome will now be included in the Outcome from the Orkney CoHI meeting in March 2019.</p> <p><b>No further update will be provided for this outcome.</b></p>

**CONVENTION OF THE HIGHLANDS AND ISLANDS – 28 OCTOBER 2019 (PAPER 2)**

<b>Air traffic control</b>	<b>Policy Lead</b>	<b>Update provided September 2019</b>
CoHI members welcomed the HIAL presentation and highlighted the importance of responding to real or perceived concerns about the centralisation, safety and resilience of the ATC modernisation proposal scheduled for implementation in 2028. HIAL provided reassurance that a new system could only be introduced with the agreement of the CAA who would require certain levels of resilience to be built in. HIAL would continue to keep local authorities informed as the modernisation programme progresses and made clear that it would be business as usual in the meantime.	Gary Cox	Work ongoing. Following a detailed study and consultation with staff, HIAL Board has decided in principle that Digital Air Traffic Control Centre will be located in Inverness. Programme Director appointed and engagement ongoing with staff, airport customers and other interested parties.

**OUTCOMES FROM THE CONVENTION OF THE HIGHLANDS AND ISLANDS (30 OCTOBER 2017) – OBAN)**

<b>Scotland’s Place in Europe- Protecting the interest of H &amp; I</b>	<b>Policy Lead</b>	<b>Update provided September 2019 – action will now be closed</b>
COHI asks Scottish Government to continue to recognise the specific nature of the impact of Brexit on the Highlands and Islands (particularly in relation to loss of EU funding and impact, regulation and trade tariffs, and the importance of migration, including to support the future labour market and skills) and that these continue to be reflected in Scottish Government policy and negotiations, keeping COHI members involved in, and informed about, developments, including regional arrangements. COHI members agreed to do more - in a co-ordinated, structured way, with support from the Scottish Government - to raise local awareness and understanding and in parallel to lobby the UK Government.	Steven Bunch/ Kathryn Gosling/ Jesse Daniels	<p>Scotland’s Place in Europe: People, Jobs and Investment presented the latest analysis by the Scottish Government of the implications of Brexit. It recognises some of the particular issues which affect rural areas, and that the interests of Scotland, including rural communities, are served best by Scotland remaining with the EU or at least remaining in the Single Market and Customs Union.</p> <p>It recognises the role of migration in supporting and strengthening Scotland’s rural communities and economy, and the recently published discussion paper ‘Scotland’s population needs and migration policy’ encourages an open discussion around migration and how a tailored migration system might work. The Cabinet Secretary for Government Business and Constitutional Relations has met with businesses in rural areas to discuss the impact of Brexit, for example in Campbeltown earlier this year and recently in Arran when the Cabinet met.</p>

		<p>Through our Brexit Stakeholder Engagement Fund, we have funded Scottish Rural Alliance as well as the Scottish Islands Federation to consult across Rural Scotland.</p> <p>The views of both SRA and SIF were included in the SG publication “Brexit: Unheard Voices” which brought together the views of organisations across Scotland who had been successful in applying for grants through the Brexit Stakeholder Engagement Fund.</p> <p>We will continue to reach out and engage with businesses, civic organisations, government administrations, and with people across Scotland to limit as far as possible the damage of Brexit.</p>
<b>What Makes a Thriving Rural Economy</b>	<b>Policy Lead</b>	
COHI asks Scottish Government with partners to ensure the alignment of investment and strategic priorities across the public sector with the objective of creating a cohesive, shared, agenda that guarantees the development of a vibrant, diverse and thriving rural economy for all. Key elements of this include housing, digital and mobile infrastructure, and transport.		<p><b>Complete</b> – Projects are ongoing with reporting arrangements established.</p> <p><b>No further update will be provided for this outcome.</b></p>
<b>Highlands and Islands Post 2020</b>	<b>Policy Lead</b>	<b>Update provided September 2019</b>
COHI members approved further work by the COHI Senior Officer Group as broadly outlined in the tabled Future of CoHI post-2020 paper. All COHI partners to be involved in all priorities, particularly the emerging marine proposition, given shared objectives. COHI agreed an annual summary report on implementation progress to more proactively shape the agenda of future meetings on growing vibrant communities across the Highlands and Islands	Joe Brown	<p><b>Complete</b> – Projects are ongoing with reporting arrangements established.</p> <p><b>No further update will be provided for this outcome.</b></p>

<p>through population growth, inclusive growth, and investment in communities and (particularly digital and transport) infrastructure.</p>		
<p><b>Digital/Rural Connectivity</b></p>	<p><b>Policy Lead</b></p>	<p><b>Update provided October 2019</b></p>
<p>COHI members agreed that a detailed update on the points raised by members around digital connectivity will be provided by Scottish Government and Highlands and Islands Enterprise by the end of 2017. On the issue of fixed wireless broadband provision, members agreed that HIE and Scottish Government officials should meet with local authorities by the end of 2017 to explore the possibility of interim solutions, providing better connectivity now while R100 is deployed, can be progressed.</p>	<p>Andrew Manson</p>	<p><b>Complete</b> – This outcome will now be included in the Outcome from the Orkney CoHI meeting in March 2019.</p> <p><b>No further update will be provided for this outcome.</b></p>
<p><b>Health and Social Care Integration</b></p>	<p><b>Policy Lead</b></p>	<p><b>Update provided September 2019</b></p>
<p>CoHI asks Scottish Government and partners to work together to consolidate the stories of success and to articulate the impact of service change; to ensure that we are effectively communicating programmes of change to build confidence across our communities about the value of that change; and to coproduce with communities to build new models of delivery.</p>	<p>David Rowland</p>	<p><u>Draft Framework for Community Health and Social Care Integration (David Rowland)</u></p> <p>In response to the review of progress with integration published by the Ministerial Strategic Group for Health and Community Care (MSG) in February 2019, a draft framework for community health and social care integration is being developed to help improve outcomes for those who need care and support, while increasing the pace and scale of integration by identifying and sharing good practice.</p> <p>The draft framework comprises four key elements designed to:</p> <ul style="list-style-type: none"> <li>• support delivery of a clear and common sense of purpose for frontline staff, as well as ensure consistency of experience for those who need care and support;</li> <li>• clarify the characteristics of effective integrated care, against which Integration Authorities can assess the services they commission and provide;</li> </ul>

<p>CoHI asks Scottish Government to continue to support on-going change and innovation in the governance of health and social care; and to hear back from partnerships about how those models are developing</p>	<ul style="list-style-type: none"> <li>• define those components of care that the published evidence indicates improve outcomes for those who need care and support and enhance the overall performance of the local health and social care system; and</li> <li>• describe the enablers for organisational development, strategic planning and service delivery that need to be developed to support change.</li> </ul> <p>The draft framework is underpinned by a range of good practice examples for each of the components of care, drawing on experiences in remote and rural, urban and city areas to reflect the different needs and circumstances of each Integration Authority. It is expected that Integration Authorities will assess these examples with a view to adapting and adopting those most likely to improve outcomes for local people.</p> <p><b>This work is now nearing completion, with the draft framework due to be considered for sign-off and subsequent publication by the Ministerial Strategic Group for Health and Community Care in November 2019.</b></p> <p><u>Ministerial Strategic Group for Health and Community Care review of progress with integration (Emily Hines)</u></p> <p>A delivery plan has been developed and extensive work is underway to deliver all of the 25 MSG review proposals by February 2020, including proposals to ensure that governance and accountability arrangements are clear and commonly understood for integrated services.</p> <p>One of the first key actions from the review was a self-evaluation exercise, carried out collaboratively by Health Boards, Local Authorities and Integration Joint Boards to establish a collective view of where they currently are in relation to the proposals and to identify actions for improvement. The overview analysis of the self-evaluation responses that was presented to the Integration Review Leadership Group in June highlighted that there are opportunities for local learning and adoption of good practice.</p> <p>Local systems have now developed improvement action plans to take this forward systematically and at pace. Planned improvement support with the first 11 areas, led by David Williams in his role as Director of Delivery, Health and Social Care</p>
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<p>CoHI asks Scottish Government to consider remote and rural issues in respect of workforce strategies and planning</p>		<p>Integration, is augmenting this local endeavour. Progress reports are provided regularly to the MSG and to the Review Leadership Group that was established by MSG to undertake the review, and they continue to meet on a regular basis to oversee progress and ensure support is provided to local systems.</p> <p><b>This work can be marked as completed now. We are into a new phase of locally led, centrally supported improvement stemming from the self-evaluations outlined above and the resulting improvement activity in local systems.</b></p> <ul style="list-style-type: none"> <li>• Scottish Government funds pre-registration nursing places through UHI at its campuses in Inverness and Stornoway - ensuring access to training and qualification to those from more remote, rural and island communities.</li> <li>• To meet regional demand, particularly in remote, island and rural communities, for <b>midwives</b> in the Highlands and Islands, a pilot programme at UHI has been funded to allow nurses to retrain as midwives in a shortened time frame.</li> <li>• To accommodate the additional undergraduate medical trainees Scottish Government will increase the number of <b>Medical Foundation training</b> posts by 51 in 2021 and by a further 54 in 2022. These will accommodate the first of the additional graduates and enable them to proceed to the next stage of their training in order to become qualified doctors. The new places will create a greater range of placements for trainee doctors, particularly in general practice and psychiatry and in remote or rural parts of Scotland.</li> <li>• In addition, as announced in the Programme for Government 2019/2020, Scottish Government will support Social Work Scotland to work with local authorities and others to design and test a framework of practice for self-directed support across Scotland, including approaches to assessment and resource allocation. This will result in more consistent experiences, making it easier for supported people to move from one area of Scotland to another. Local flexibility will ensure authorities can work with their communities to develop systems that suit local strengths and needs, particularly in remote, island and rural areas.</li> </ul>
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		<ul style="list-style-type: none"> <li>• In our medical education we have taken a number of actions in recent years to support a greater number of students from areas of social deprivation into medical careers. 50 of the additional undergraduate medical places have been designated as ‘Widening Access’ places and we are also seeing some positive results from pre-medical courses at the Medical Schools in Glasgow and Aberdeen. These pre-medical courses provide students from more socially deprived backgrounds with the educational knowledge, skills and confidence to enter into medicines. 40 out of 42 from the first course intake progressed to medicine, a result that exceeded expectations. This will lead to an increase in the number of “home grown” students from all sectors of Scottish society studying medicine. We know that Scottish domiciled students tend to be retained in NHS Scotland at a higher rate than students from elsewhere.</li> <li>• As part of our Global Citizenship programme, an innovative project is being taken forward by our remote and rural NHS Boards and Edinburgh University. The project is testing whether designing medical consultant roles combining work overseas with service delivery in our Rural General Hospitals can attract and retain staff in permanent roles, developing their careers, while bringing added sustainability to services in rural and island communities.</li> <li>• We are also targeting specific financial incentives where it will help to attract staff to train or work in rural area. Actions include:             <ul style="list-style-type: none"> <li>– Expansion of the GP Golden Hello scheme from 44 to 160 practices in rural and remote areas, offering £10,000 for GPs taking up post in their first eligible rural practice;</li> <li>– A £20,000 bursary for GP trainees taking up placements in rural and other harder to fill areas. 101 GP trainees have taken this offer up in 2018, an increase from 60 in 2017 .</li> <li>– An enhanced relocation package is being offered to GPs moving to work in rural practice to cover expenses such as removal costs, rent etc. The maximum rate has been increased from £2,000 to £5,000.</li> </ul> </li> </ul>
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<b>Education Reform</b>	<b>Policy Lead</b>	<b>Update provided October 2019</b>
Scottish Government will work with COHI partners to bring further focus to the impact of rural deprivation on educational attainment and consider what further support can be put in place.	Bill Scott-Watson	The Northern Alliance Regional Improvement Collaborative has continued to explore rural poverty and its impact on attainment, as well as considering possible alternative measures of deprivation. Similarly, the Government’s work on potential alternative indicators of deprivation continues. The Government continues to provide some funding to the Child Poverty Action Group to extend their work on cost of the school day projects and poverty awareness across Scotland, with a particular focus on rural areas.

**UPDATED OUTCOMES FROM CONVENTION OF THE HIGHLANDS AND ISLANDS SHETLAND (20 February 2017)**

<b>Energy</b>	<b>Policy Lead</b>	<b>Update provided October 2019</b>
The UK Government, following pressure from and collaboration with stakeholders in the Scottish islands as well as the Scottish Government and others, has now made legislative changes which will allow <b>remote island wind</b> projects to bid for Contracts for Difference.	Stuart Mathieson	<ul style="list-style-type: none"> <li>• There have been no further meetings of the Island Renewables Delivery Forum, largely because other matters have been developing in a positive direction.</li> <li>• <b>The results from the 3<sup>rd</sup> allocation round auction results were release on Friday 20<sup>th</sup> September 2019.</b></li> <li>• 4 remote island wind projects were successful – 2 on Orkney and 2 on the Western Isles – but not enough in either case to meet the needs case conditions for a transmission link. The <b>Scottish Government will continue to</b> work closely with all key delivery partners and Island stakeholders to promote the full range of benefits that the islands links offer, in an effort to <b>deliver</b> the transmission cables.</li> </ul>