

RAG Rating/Status

At risk	Red - Action date passed or revised date needed
On track	Yellow - Action on target to be completed by agreed/revised date
Complete	Green- Action complete
No longer needed	Blue - Action to be removed and/or replaced by new action

PEOPLE AND ORGANISATIONAL DEVELOPMENT COMMITTEE

Meeting Item Reference	Action Reference	Lead	Meeting Item Title	Details of action	Update on progress	Original target date	Revised target date	RAG rating/Status
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OPEN ACTIONS FOR REVIEW

None.

OPEN ACTIONS - IN PROGRESS BUT NOT YET DUE

None.

ACTIONS RECOMMENDED TO BE CLOSED AT 20 January 2026 MEETING

PODC 4/2025.10.14	PODC 2025/4	DG	Corporate Risk Register	The Committee raised a question about the Health Impact Assessment (HIA) recruitment issue under risk 1533 on whether there was an issue related to capacity. DG agreed to clarify the management approach for this risk and report back as needed.	January update: an update will be provided as part of the Corporate Risk Item on the January agenda. Proposed action to be closed.	20 January 2026		Complete
PODC 9/2025.10.14	PODC 2025/5	NL/IB	Audit Recommendations - Workforce Planning	It was suggested that IB and NL establish a task and finish group to ensure the response met the audit tracker requirements, which would include workforce data modelling and a focus on skill gaps.	January Update: update received from POD on progress with action 559 that significant progress has been made, and that it will be intergrated into the People Strategy Implementation Plan, utilising HEIW led work on vacancies and future workforce solutions as a seperate system is not a viable option. Propose action to be closed.	20 January 2026		Complete