

Item 06

People and Resources Committee
10 September 2026

Matters Arising

The actions as agreed at the previous public meetings of the Committee are set out below. The Committee is requested to note the responses to the actions.

Action no	Date of meeting	Agenda item	Action	Lead	Date due	Response	Status
45	11 June 2026	HR Performance Report	The HR Business Partner would review the use of the CIPD benchmark to measure turnover and consider a metric better aligned to the organisation.	HR Business Partner	10/09/2026	This action has been addressed within the HR Performance report. Action completed.	Propose closed
46	11 June 2026	HR Performance Report	The HR Business Partner would review the 'making a difference' award and consider enhancements to better recognise exceptional performance as an ongoing piece of work as part of the new people strategy.	HR Business Partner	TBC	This is still under review as part of the new people strategy implementation and changes/introduction of new awards will be presented to the Remuneration Committee.	Open
47	11 June 2026	Capital expenditure policy	The Financial Controller would amend the policy to correct the contents page.	Financial Controller	10/09/2026	This was corrected and the amended policy was brought to Council for approval on the 16 July. Action completed.	Propose closed
48	11 June 2026	Investment portfolio update	The Head of Business Change would reflect on how best to illustrate the interaction between governance groups, including roles and responsibilities, within future investment portfolio reports.	Head of Business Change	12/11/2026	This action will be addressed at the November PRC meeting, including a visual representation of this governance.	Not yet due
49	11 June 2026	Investment portfolio update	The Head of Business Change would review the metrics used for reporting provisional resource trends and to confirm if the current measurement represents people days per month.	Head of Business Change	10/09/2026	The metric is projected working days per month based on the current maturity levels of the process. Part of the work plan for this year is to mature this. As a result, the data at this stage is only indicative, however does show trends, especially in IT, which is allowing early backfill recruitment to maintain momentum.	Propose closed