People and Resources Committee
12 November 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
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 action remains under review. The Head of HR & OD has recently discussed a range of total reward options with the Remuneration Committee. Further options will be explored and brought to future Remuneration Committee meetings for discussion and approval, with the review of the 'Making a Difference' award forming part of this wider work.	Open
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	At present, the Change and Benefits forum assesses new investment request prior to submission to ELT to confirm alignment with the HCPC's financial, people, sustainability and digital strategies and to confirm that resource assumptions for investment requests have been assessed. This is a mandatory step prior to ELT submission. To clarify, the Programme Advisory Board is not a governance group, but rather a validation engagement to assure that investment proposals are suitably in line with the priorities current agreed. Investment Portfolio reporting will now be incorporated into the Resources Directorate report. An updated terms of reference for the Change and Benefits Forum and the Programme Advisory Board can be shared with the Committee on request. Action completed.	Propose closed
50	10 September 2026	HR Performance Report	The Committee Chair and Deputy Chief Executive would consider appropriate arrangements for updating the independent Committee member on developments relating to the proposed regulation of hospital managers.	Committee Chair/ Deputy CEO	12/11/2026	A process is in place to update Independent Committee members on Council discussions following each Council meeting. The Committee Chair will consider any developments that the independent Committee member should be informed of in between meetings as appropriate.	Propose closed
51	10 September 2026	Council key performance indicators	The Executive Director of Corporate Affairs would keep under review potential approaches to measuring stakeholder trust and confidence and would bring forward proposals to the Council in due course.	Executive Director of Corporate Affairs	04/03/2027	Not yet due.	Not yet due
52	10 September 2026	Investment plan update	The Head of Business Change and the Committee Chair would discuss the presentation of investment reporting to the Committee and consider whether any changes were required to improve visibility of key risks, pressures and decisions.	Head of Business Change	31/03/2027	Investment updates will be covered in the Resources Directorate report presented by the Executive Director of Resources. A meeting to discuss the presentation with be scheduled with the Chair in Q4.	Open