

**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
<b>OPEN ACTIONS FOR REVIEW</b>								
POD 2021	14/10/21 - 25.1/2021	NL		The Committee highlighted that there appeared to be variations in the rates of sickness relating to pay band – with many fewer absences recorded in the higher pay bands. NL noted this, and would review and report back to the meeting.	In Progress. This has been included on the forward look for the July Meeting. <b>Request change of date to July 2022.</b>	13/01/2022	July 2022	At risk
<b>OPEN ACTIONS - IN PROGRESS BUT NOT YET DUE</b>								
PODC 2022.02.16	PODC 3.2/2022	SM		It was suggested that user experiences and feedback could be incorporated into future Diversity and Inclusion reports.	In progress. Further discussion on EDI planned for April meeting and will be considered as part of this discussion.	Apr-22		on track
<b>ACTIONS RECOMMENDED TO BE CLOSED AT (DATE) MEETING</b>								
PODC 2022.02.16	PODC 3.5/2022	NL/LB		MM asked that the eight principles be circulated to Committee members.	This has been circulated to the Committee on 1/4/22.	Apr-22		Complete
PODC 2022.02.16	PODC 4.1/2022	NL		MM suggested that the Committee explore this issue further at a future meeting, and asked that a report be brought back to the Committee on progress at the appropriate time.	This has been added to the Committee work plan and currently scheduled for July 2022.	Apr-22		Complete
<b>CLOSED/COMPLETED ACTIONS</b>								
POD 2021	14/10/21 - 25.1/2021	NL/LB		It was agreed that the Committee consider the PAD at its next meeting.	This item has been included on the Committee agenda for 16 February Meeting. <b>Action to be closed.</b>	13/01/2022		Completed (16 Feb 2022)
POD 2021	14/10/21 - 26.1/2021	SM/LB		It was agreed that Quarterly Equalities Reports be added to the work plan for the Committee.	This item has been included on the Committee agenda for 16 February Meeting and has been included in the forward look for quarterly updates. <b>Action to be closed.</b>	13/01/2022		Completed (16 Feb 2022)
POD 2021	14/10/21 - 27.1/2021	NL/LB		Our Conversation – Principles for the Future of Work. It was agreed that an update would be provided at the next People and Organisational Development Committee meeting in January.	This item has been included on the Committee agenda for 16 February Meeting. <b>Action to be closed.</b>	13/01/2022		Completed (16 Feb 2022)
POD 2021	14/10/21 - 27.2/2021	NL/LB		It was agreed that a quarterly update on Equalities be added to the Committee work plan to ensure the Committee was kept up to date on progress within this area of work.	This item has been included on the Committee agenda for 16 February Meeting. <b>Action to be closed.</b>	13/01/2022		Completed (16 Feb 2022)