

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE – 15 JULY 2009

REPORT BY EMMA FREEMAN, HEAD OF PEOPLE AND ORGANISATIONAL SERVICES

5. HUMAN RESOURCES QUARTERLY PERFORMANCE REPORT – JULY 2009

WARD(S) AFFECTED: None

'D' RECOMMENDATION - that the Committee notes the quarterly performance report.

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1.0 Purpose/Summary of Report

1.1 To update Human Resources Committee on people management and HR delivery

2.0 Contribution to the Council's Corporate Objectives

2.1 **Fit for purpose, services for you**

*Deliver customer focused services by maintaining and developing a well managed and publicly accountable organisation.*

3.0 Background

3.1 Following a request from the Chairman of Human Resources Committee a report on Human Resources Team Current and Future Events April 2008 was submitted to Human Resources Committee on 24 April 2008. The Committee welcomed the report and requested updates to be provided to each Committee.

3.2 The report was redesigned to include an update on people management and Human Resources delivery. The first report was submitted to Human Resources Committee on 16 July 2008.

3.3 This report will be updated and submitted to each Committee on a quarterly basis.

3.4 The report will be used to report on progress on the People Strategy 2009-2012 and demonstrate the difference being made to the Council as a result of implementation of the strategy.

#### 4.0 Report

4.1 Attached at Appendix 'A' (Pages 5.4 - 5.7) is the Human Resources Quarterly Performance Report: July 2009.

#### 5.0 Consultation

5.1 As this is a quarterly update no consultation has been carried out.

#### 6.0 Legal Implications

6.1 The actions assist the Council in complying with best practice and current employment legislation.

#### 7.0 Financial Implications

7.1 To be addressed within People and Organisational Services budget

#### 8.0 Human Resource Implications

8.1 Human Resources Quarterly Performance Report updates the Committee on the strategic and operational issues on people management for that quarter as necessary to ensure the Council maximises the potential within its workforce and ensures all procedures are robust.

#### 9.0 Risk Management Implications

9.1 None.

#### Background Papers

None

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