



HR Quarterly Performance Report: July 2012

People stats 1/4/2012 - 31/3/2013 as at 31 May 2012

Current Headcount:	362	Number of leavers:	7
Number of Starters:	9	Number FTE funded vacancies:	24.26
Current Turnover:	1.93% (7.73%)	Number of posts advertised (national and local press):	3 (local)
Average advertising cost per vacancy (based on No of posts advertised)	£424.40	Average No short term sickness days per FTE staff in post:	0.79

The following actions support the People Strategy 2009-2012:

Management Actions to mitigate increased pressures (Medium Term Financial Plan)

HR is currently supporting a number of service changes including restructures, transfers and shared service programmes.

Resourcing/Reward

East Herts has expressed an interest in exploring the East of England's Regional Recruitment Portal project with Jobsgopublic. The East of England LGA is seeking to establish a regional recruitment and talent management portal. Consultation across the region to identify local authority needs and potential users will be undertaken before a formal specification is developed further.

The Council is currently in contract with Manpower for permanent and temporary recruitment. The contract is based on a master contract with Hertfordshire County Council (HCC). The master contract is currently out to tender for temps and it is HCC's intention to bring permanent recruitment back in-house. At the tender stage East Herts will review the options of joining the HCC contract for the provision of temporary staff. Alternative recruitment options for permanent recruitment will be explored under shared services.

East Herts has signed an SLA with Epaycheck which is an online pay benchmarking tool allowing subscribing local authorities to conduct real time pay comparators. Designed and funded by a partnership of Regional Employers' Organisations, this new resource will be available in July 2012. To date 30 East of England local authorities have registered, 28 have received free training and 12 have signed a three year SLA.

Learning and Development

HR is currently developing the regional E-Learning platform with VineEast and is planning to launch the system in summer 2012.

The corporate and training plan 2012/13 is subject to approval by HR Committee July 2012.

The Council was reviewed in April by Investors in People and the Council successfully passed all 39 indicators. A report will be going to HRC in July for information. A joint staff survey and IIP action plan will be sent to HRC in October 2012.

Policies

The following policies are subject to approval by HR Committee July 2012:

- Recruitment Policy
- Redundancy and Appeals Policies
- Harassment and Bullying Policy
- Flexible Working Scheme

The following policies are currently being reviewed/developed for the next quarter:

- Social Media Policy
- Disturbance Policy (Shared Services)

Equalities and Diversity

The council's Disability "Two Ticks" accreditation is reviewed by JobCentre Plus every year and in May the Council passed the 2012 assessment. The assessor praised the way the council embraces the ethos of the five commitments it entails.

The symbol

The symbol is given by JobCentre Plus to employers who have agreed to take action to meet five commitments regarding the employment, retention, training and career development of disabled employees.

The five commitments:

- To interview all disabled applicants who meet the minimum (essential) criteria for a job vacancy
- To have a mechanism in place to discuss, at any time, but at least once a year, with disabled employees what can be done to make sure they can develop and use their abilities
- To make every effort when employees become disabled to make sure they stay in employment
- To take action to ensure that all employees develop the appropriate level of disability awareness to make these commitments work
- To annually review the five commitments.

Shared Support Services Programme

East Herts, North Herts and Stevenage councils agreed in October/November 2011 that partnership is a viable option for some support services. It has been confirmed that the detailed business case will be taken to Members at all three councils for a final decision on **31 July 2012**.

Consultation started with the Trade Unions and the North Herts Staff Consultative Forum week ending 1 June and it is anticipated that consultation with staff will begin the week commencing 18 June.

Other
