

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE – 13 JULY 2011

REPORT BY EMMA FREEMAN, HEAD OF PEOPLE AND ORGANISATIONAL SERVICES

TURNOVER REPORT 1 APRIL 2010 – 31 MARCH 2011

WARD(S) AFFECTED: None

<u>RECOMMENDATION : that</u>	
	(A) the Turnover Report be noted;
	(B) the recommendations set out in the report now submitted be approved; and
	(C) the turnover targets for 2011/12 be agreed

1.0 Purpose/Summary of Report

1.1 The Turnover Report considers turnover rates and reasons for turnover and outlines recommendations.

2.0 Contribution to the Council's Corporate Priorities/Objectives

2.1 Improved retention and talent management will contribute to the following Corporate Objective:

Fit for purpose, services fit for you

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

3.0 Background

3.1 This report provides a detailed analyse of turnover in order to set targets and prioritise actions for 2011/12.

4.0 Report

The content of the report is set out in **Essential Reference Paper “B”**.

5.0 Implications/Consultations

5.1 Information on any corporate issues and consultation associated with this report can be found within **Essential Reference Paper ‘A’**

Background Papers

HR Turnover Report 2009/10 (HR Committee July 2010)

Contact Member: Councillor Woodward

Contact Officer: Emma Freeman - Head of People and Organisational Services

Report Author: Jaleh Nahvi - Human Resources Officer

ESSENTIAL REFERENCE PAPER 'A'

Contribution to the Council's Corporate Priorities/ Objectives:	Fit for purpose, services fit for you <i>Deliver customer focused services by maintaining and developing a well managed and publicly accountable organisation.</i>
Consultation:	None.
Legal:	None.
Financial:	None.
Human Resource:	As detailed in the reports
Risk Management:	None.