



James Ellis
Head of Legal and Democratic Services

MEETING : HUMAN RESOURCES COMMITTEE
VENUE : COUNCIL CHAMBER, WALLFIELDS, HERTFORD
DATE : WEDNESDAY 4 JUNE 2025
TIME : 7.00 PM

PLEASE NOTE TIME AND VENUE

This meeting will be live streamed on the Council's Youtube page:
<https://www.youtube.com/user/EastHertsDistrict>

MEMBERS OF THE COMMITTEE

Councillor Rachel Carter (Chair)
Councillors M Butcher, M Connolly, T Deffley, A Holt, M Swainston and
D Willcocks

Substitutes

Conservative Group: Councillor R Buckmaster
Green Group: Councillors J Dunlop and G Hill
Labour Group: Councillor D Jacobs
Liberal Democrat Group: Councillor S Marlow

(Note: Substitution arrangements must be notified by the absent Member to Democratic Services 24 hours before the meeting)

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Disclosable Pecuniary Interests

A Member, present at a meeting of the Authority, or any committee, sub-committee, joint committee or joint sub-committee of the Authority, with a Disclosable Pecuniary Interest (DPI) in any matter to be considered or being considered at a meeting:

- must not participate in any discussion of the matter at the meeting;
- must not participate in any vote taken on the matter at the meeting;
- must disclose the interest to the meeting, whether registered or not, subject to the provisions of section 32 of the Localism Act 2011;
- if the interest is not registered and is not the subject of a pending notification, must notify the Monitoring Officer of the interest within 28 days;
- must leave the room while any discussion or voting takes place.

Public Attendance

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that the Chair of the meeting has the discretion to halt any recording for a number of reasons, including disruption caused by the filming or the nature of the business being conducted. Anyone filming a meeting should focus only on those actively participating and be sensitive to the rights of minors, vulnerable adults and those members of the public who have not consented to being filmed.

AGENDA

1. Appointment of Vice-Chair for 2025/26

2. Apologies

To receive apologies for absence.

3. Minutes - 5 February 2025 (Pages 5 - 13)

To receive the Minutes of the meeting held on 5 February 2025.

4. Chairman's Announcements

5. Declarations of Interest

To receive any Member's Declaration of Interest.

6. Health and Safety Annual Report 2024/25 (Pages 14 - 26)

7. Policy Updates (Pages 27 - 96)

8. Employee Health and Wellbeing report 2024/25 (Pages 97 - 112)

9. Learning and Development Report 24 - 25 (Pages 113 - 124)

10. Annual Turnover Report 24 - 25 (Pages 125 - 138)

11. HR Quarter 4 stats 23/24 (Pages 139 - 157)

12. Urgent Business

To consider such other business as, in the opinion of the Chairman of the meeting, is of sufficient urgency to warrant consideration and is not likely to involve the disclosure of exempt information.