



Jonathan Geall
Director for Communities and Monitoring
Officer

MEETING : HUMAN RESOURCES COMMITTEE
VENUE : COUNCIL CHAMBER, WALLFIELDS, HERTFORD
DATE : WEDNESDAY 3 JUNE 2026
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 P Boylan, M Butcher, M Connolly, A Holt, M Swainston and
D Willcocks

Substitutes

Conservative Group: Councillors R Buckmaster and D Hollebton
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 7 hours before the meeting, i.e. by midday on the day of the meeting)

CONTACT OFFICER:
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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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Visit <https://www.eastherts.gov.uk/article/35542/Political-Structure> for details.

Audio/Visual Recording of meetings

Everyone is welcome to record meetings of the Council and its Committees using whatever, non-disruptive, methods you think are suitable, which may include social media of any kind, such as tweeting, blogging or Facebook. However, oral reporting or commentary is prohibited. If you have any questions about this please contact Democratic Services (members of the press should contact the Press Office). Please note that the Chairman 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 2026/27

2. Apologies

To receive apologies for absence.

3. Minutes - 4 February 2026 (Pages 6 - 12)

To receive the Minutes of the meeting held on 4 February 2026.

4. Local Joint Panel - Minutes of the meeting held on 19 May 2026 (Pages 13 - 17)

To note the Minutes of the meeting of the Local Joint Panel held on 19 May 2026.

5. Chair's Announcements

6. Declarations of Interest

To receive any Member's Declaration of Interest.

7. Employee Health and Wellbeing Report 2025/26 (Pages 18 - 31)

8. Learning and Development Report 2025/26 (Pages 32 - 40)

9. Annual Turnover Report 2025/26 (Pages 41 - 54)

10. Update on Quarter 4 Accident Reports and Annual Corporate Health and Safety Report for 2025/26 (Pages 55 - 65)

11. Human Resources Quarter 4 Statistics (Pages 66 - 84)

12. Redundancy Alignment (Pages 85 - 108)

13. Proposed Changes to the Recruitment & Induction Policy & General Leave Policy (Pages 109 - 166)

14. 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.

15. Exclusion of the Press and Public (if required)

If Part II business is notified and the procedures set out in the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012 have been complied with, the Chairman will move: - That under Section 100(A)(4) of the Local Government Act 1972, the press and public be excluded from the meeting during the discussion of item XX on the grounds that it involves the likely disclosure of exempt information as defined in paragraph XX of Part 1 of Schedule 12A of the said Act and the public interest in maintaining the exemption outweighs the public interest in disclosing the information.