

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE – 6 JULY 2016

REPORT BY HEAD OF HUMAN RESOURCES AND
ORGANISATIONAL DEVELOPMENT

TURNOVER REPORT: APRIL 2015 – MARCH 2016

WARD(S) AFFECTED: NONE

Purpose/Summary of Report

- The Turnover Report 2015/16 considers the turnover rate and reasons for 2015/16 and outlines recommendations for 2016/17.

RECOMMENDATIONS FOR HUMAN RESOURCES COMMITTEE:

That:

(A)	the turnover report be noted, and the turnover targets remain unchanged for 2016/17.
(B)	services continue to be supported in implementing their workforce plans through career development and succession planning for its employees.
(C)	the Council's values and behaviours be embedded within HR Policies.
(D)	the Council continue to attract and promote young people into local government (apprentices, graduates, work placements, secondments, sabbaticals and volunteers) and support initiatives such as career fayres, partnerships with schools (Hertfordshire LEP).
(E)	actions from the East Herts Health and Wellbeing work plan be implemented.
(F)	employees continue to be engaged through the Staff Forum and other forums.

(G)	the recruitment action plan continue to implement modern and innovative ways to recruit.
(H)	the success of achieving the Investors in People silver award through the delivery of the Organisational Development Strategy 2015-2019 continue to be developed.
(I)	the exit interview process be reviewed to ensure that it is fit for purpose and reflects the Council's behaviours and values.
(J)	Staff who leave within their first year of service be monitored in order to identify patterns and implement action to reduce the number of voluntary leavers in this field.

1.0 Background

1.1 The Turnover Report 2015/16 provides a detailed analysis of turnover for the financial year 2015/16. Turnover is analysed by reason, length of service and service area. It sets out recommendations for 2016/17 to set targets and prioritise actions for 2016/17.

2.0 Report

2.1 **Turnover**

2.1.1 See **Essential Reference Paper B** and **Essential Reference Paper C**

3.0 Implications/Consultations

3.1 Information on any corporate issues and consultation associated with this report can be found within **Essential Reference Paper 'A'**.

Background Papers

None

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