

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE – 3 JULY 2019

REPORT BY HEAD OF HUMAN RESOURCES AND ORGANISATIONAL
DEVELOPMENT

TURNOVER REPORT: APRIL 2018 – MARCH 2019

WARD(S) AFFECTED: NONE

Purpose/Summary of Report

- The Turnover report 2018/19 considers the turnover rate, any and outlines recommendations for 2019/20.

RECOMMENDATIONS FOR HUMAN RESOURCES COMMITTEE:

That:

(A)	The turnover report be noted, and
(B)	i) The turnover target for 2019/20 is increased from 10% to 15% and the voluntary turnover target is increased from 7% to 11%. The stability rate target remains the same at 90%. Or ii) Remove the targets and monitor against wider benchmarks and more local benchmarks directly sourced i.e. other local district councils.

1.0 Background

1.1 The Turnover Report 2018/19 provides a detailed analysis of turnover for the financial year 2018/19. It considers whether there are any trends in terms of reasons for leaving, length of service and service area. It also looks at exit questionnaire data. It sets out recommendations for targets and to prioritise actions for 2019/20.

2.0 Report

2.1 Turnover

2.1.1 See Essential Reference Papers B and 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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