

East Herts Council Report

Human Resources Committee

Date of meeting: Wednesday 13 September 2023

Report by: Elaine Starling – Interim Head of HR and OD

Report title: Human Resources Q1 Statistics 23/24

Ward(s) affected:

Summary – Human Resources Management Statistics for Quarter 1 (April - June 2023)

RECOMMENDATIONS FOR Human Resources Committee:

- a)** To consider the Human Resources Management Statistics for Quarter 1 (April - June 2023).
- b)** To agree the move to a dashboard approach for HR statistics with exception reporting only.
- c)** To agree that non-staff Health & Safety issues are reported through Safety Committee meeting with minutes being sent to HR Committee.

1.0 Proposal(s)

- 1.1 Members to consider the Human Resources Management Statistics for Quarter 1 (April - June 2023).

2.0 Report

- 2.1 In the past the HR function has produced very lengthy reports of up to 200 pages for HR Committee. This

requires an enormous amount of officer time out of what is a very small team **and** takes an enormous amount of time for committee members to read. This also means that finding relevant information is difficult.

- 2.2 Moving to a dashboard approach with exception reporting seems to be a sensible way forward and is adopted by many councils. Between the members of the team, we have identified what we believe to be the key indicators regarding staff in EHC. The dashboard highlights where we are not on track (in red) and the following page explains what we know about the variance and what we are planning to do to bring the indicator back in line with our target.
- 2.3 The final page gives you a flavour for what we have achieved over the past quarter and are planning to achieve over the next (in addition to business-as-usual activity). The officers in attendance can give more detail verbally on areas of interest.
- 2.4 This recommended approach has been shared with Cllrs Carter and Dumont who can see the merit in moving to this type of reporting and have agreed that it would be good to produce a dashboard with real figures for the HR Committee to discuss.
- 2.5 We would like to know:
 - If you believe this approach is a positive move forward
 - Do the indicators we have included give you the information you would like to see?
 - Are you happy with exception reporting rather than reporting on everything even if it is on track?

- Do you agree the approach to sharing high level activities completed and planned?
- If you are supportive on non-staff Health & Safety issues being reported through Safety Committee meeting with minutes being sent to HR Committee

Community Safety

No

Data Protection

No

Equalities

As detailed in the report

Environmental Sustainability

No

Financial

No

Health and Safety

As detailed in the report

Human Resources

As detailed in the report

Human Rights

No

Legal

No

Specific Wards

No

3.0 Background papers, appendices and other relevant material

Appendix A - Human Resources Committee – Dashboard Quarter 1
23/24

Contact Officer

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