

East Herts Council Report

Human Resources Committee

Date of meeting: Tuesday 6 February 2024

Report by: Elly Starling, Head of Human Resources and Organisational Development

Report title: Human Resources Management Report for Q3

Ward(s) affected: N/A

Summary – For members to consider the Human Resources Management Report for Quarter 3 which covers October – December 23

RECOMMENDATIONS FOR Human Resources Committee

a) To consider the Human Resources Management report for Quarter 3 (October - December 2023) and provide any comments to the HR Officer/Head of HR and OD regarding the content or formatting of the report.

1.0 Proposal(s)

1.1 Members are invited to consider the Human Resources (HR) Management report for Quarter 3 (October - December 2023)

2.0 Background

2.1 This is the first report in this format following consultation with the Chairman of the Committee

3.0 Reason(s)

3.1 For members to consider the quarterly statistics on:

Sickness

Vacancies

Recruitment and Retention

Learning and Development

Health and Safety

4.0 Implications/Consultations

Community Safety

No

Data Protection

No

Equalities

The data shows that East Herts Council employs a diverse workforce with some areas of overrepresentation. A full analysis of Equalities data including action planning is undertaken in the Annual Equalities Report which will also reflect 2021 census data that is now available. This will be presented at the June '24 committee.

Environmental Sustainability

No

Financial

No

Health and Safety

No

Human Resources

This is a Human Resources report and implications are stated in the appendix.

Human Rights

No

Legal

No

Specific Wards

No

5.0 Background papers, appendices, and other relevant material

5.1 Appendix A – HR Management Report Quarter 3

Contact Member

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