

# **East Herts Council Report**

## **Human Resources Committee**

**Date of meeting: Wednesday 11 September 2024**

**Report by:** Emily Cordwell, HR Officer

**Report title:** HR Quarter 1 Statistics

**Ward(s) affected:**

Not Applicable

**Summary** – For LT to consider the Human Resources Management Report for Quarter 1, which covers April – June 2024

### **RECOMMENDATIONS FOR Human Resources Committee**

- a) To consider the Human Resources Management Report for Quarter 1 (April – June 2024) 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 LT are invited to consider the Human Resources (HR) Management Report for Quarter 1 (April – June 2024)

#### **2.0 Background**

- 2.1 Revised format following recommendations of HRC

#### **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**

As covered by the report, the measures or controls put in place will impact positively on community safety.

### **Data Protection**

All data is secured in accordance with the Council's GDPR guidelines and disposed of in a correct and secure manner.

### **Equalities**

The data shows that East Herts Council employs a diverse workforce with some areas of overrepresentation.

### **Environmental Sustainability**

No – Not directly linked.

### **Financial**

No direct financial impacts. The report covers absences, which will cause the council to lose work hours.

### **Health and Safety**

Yes, as described in the report.

### **Human Resources**

Yes – As considered in the report.

### **Human Rights**

The report does not directly impact Human Rights other than assuring that human rights are considered in the Council's operation. The data in the report can be used to review and highlight any potential issues.

### **Legal**

Health and safety practise, reporting and monitoring in place to comply with legal requirements.

**Specific Wards**

No

**Contact Member**

Councillor Joseph Dumont

Executive Member for Corporate Services

[Joseph.dumont@eastherts.gov.uk](mailto:Joseph.dumont@eastherts.gov.uk)

**Contact Officer**

Alex Wanless, HR & OD Service Manager

[Alex.wanless@eastherts.gov.uk](mailto:Alex.wanless@eastherts.gov.uk)

**Report Author**

Emily Cordwell, Human Resources Officer,  
Peter Dickinson, Health, and Safety Officer

[Emily.cordwell@eastherts.gov.uk](mailto:Emily.cordwell@eastherts.gov.uk)

[Peter.dickinson@eastherts.gov.uk](mailto:Peter.dickinson@eastherts.gov.uk)