

East Herts Council Report

Human Resources Committee

Date of meeting: Wednesday 5 February 2025

Report by: Emily Cordwell, HR Officer

Report title: HR Q3 Statistics

Ward(s) affected:

Not Applicable

Summary – For members to consider the Human Resources Management Report for Quarter 3, which covers October – December 2024.

RECOMMENDATIONS FOR HR Committee

- a) To consider the Human Resources Management Report for Quarter 3 (October – December 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 Members are invited to consider the Human Resources (HR) Management Report for Quarter 3 (October – December 2024)

2.0 Background

- 2.1 Quarterly report on key HR metrics

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 absence, 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 practice, reporting and monitoring in place to comply with legal requirements.

Specific Wards

No

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