

East Herts Council Report

Human Resources Committee

Date of meeting: Wednesday 4 June 2025

Report by: Emily Cordwell, HR Officer

Report title: Annual Turnover Report 24 - 25

Ward(s) affected: (All Wards);

Summary –

RECOMMENDATIONS FOR Human Resources Committee

- a) To consider the Annual Turnover Report 2024/2025 including the actions (in section 11.0) planned for 2025/26 and provide any comments to the Strategic HR Lead.**

1.0 Proposal(s)

- 1.1 Members are invited to consider the Annual Turnover Report 2024/2025.

2.0 Background

- 2.1 The council recognises that having a certain level of employee turnover is healthy. It can help maintain high levels of motivation and ensure fresh blood is injected to generate new ideas and working practices which will, in turn, help the council to grow and develop.
- 2.2 The council monitors and reports on turnover on a quarterly basis in the HR Quarterly Statistics report which is also considered at Leadership Team and HR Committee.
- 2.3 The Annual Turnover report provides a more in-depth analysis of turnover data for the year. This report considers

the period April 2024 to March 2025. It explores the reasons employees are leaving and whether there are any improvements the council could make.

- 2.4 The report includes benchmarking data against previous years and from other local authorities across England.

3.0 Risks

Recruitment and retention relate to corporate risk of Staff capacity and skills to deliver services meaning it is an important area to ensure is managed and developed. The reductions in turnover demonstrate the risk is being managed but it remains a challenging area especially as the council has a number of hard to fill posts which have led to the use of market supplements.

4.0 Implications/Consultations

Community Safety

No

Data Protection

No

Equalities

The annual equalities report will be provided to the next meeting where equality data will be analysed including for current employees, candidates/new starters and leavers with appropriate actions set out.

Environmental Sustainability

No

Financial

No

Health and Safety

No

Human Resources

As covered in the report.

Human Rights

No

Legal

No

Specific Wards

No

5.0 Background papers, appendices and other relevant material

5.1 Annual Turnover Report 24/25

Contact Member

Executive Member for Corporate Services

Joseph.dumont@eastherts.gov.uk

Contact Officer

Elaine Starling

Strategic HR Lead

elaine.starling@eastherts.gov.uk

Report Author

Emily Cordwell, Human Resources Officer

emily.cordwell@eastherts.gov.uk