

## **East Herts Council Report**

### **Human Resources Committee**

**Date of meeting:** Wednesday 3 June 2026

**Report by:** Shared Senior Business Partner

**Report title:** Employee Health and Wellbeing Report 2025/26

**Ward(s) affected:** None

### **RECOMMENDATIONS FOR HR COMMITTEE**

- a) To consider the annual Employee Health and Wellbeing Report 2025/26 including the actions (in section 8.0) planned for 2026/27.**

#### **1.0 Proposal(s)**

- 1.1 The HR Committee are invited to consider the Employee Health and Wellbeing Report 2025/26.

#### **2.0 Background**

- 2.1 Employee absence can be costly for an organisation and therefore it is important that the council accurately measures and monitors absence.

#### **3.0 Reason(s)**

- 3.1 The Employee Health and Wellbeing Report 2025/26 considers sickness absence levels across the council and compares them with previous years and benchmarking data. It also considers what the council can do to support employee health and wellbeing.
- 3.2 The council measures sickness absence in two ways: the number of full time equivalent (FTE) days absence per FTE employee and the percentage time lost due to absence.

- 3.3 The number of FTE days absence per FTE employee is calculated by dividing the number of FTE days sickness absence by the total number of FTE employees in the council.
- 3.4 Percentage time lost due to absence is calculated by dividing the total number of FTE days sickness absence by the total number of available working days.
- 3.5 This report breaks down absences into short and long term.
- 3.6 Comparisons have been made with local government averages which are taken from the Infinistats Human Capital Metrics report 2024/25 (the latest report available at the time of writing this report). The Chartered Institute of Personnel and Development (CIPD) 'Health and Wellbeing at Work Survey April 2025' (also the latest report available) has also been used to make comparisons with other organisations.

#### **4.0 Risks**

- 4.1 The risks of not supporting and managing staff wellbeing is an increase of staff absences and a decline in staff resilience. Both together ultimately creates the corporate risk: Staff capacity and skills to deliver services.

#### **5.0 Implications/Consultations**

None

#### **6.0 Community Safety**

None

#### **7.0 Data Protection**

None

## **8.0 Equalities**

Wellbeing support is aimed at supporting employee's health both physical and mental health. Mental health is potentially a disability depending on its impact and therefore it is important to make reasonable adjustments and provide support.

## **9.0 Environmental Sustainability**

No

## **Financial**

No

## **Health and Safety**

No

## **Human Resources**

As covered in the report.

## **Human Rights**

No

## **Legal**

No

## **Specific Wards**

No

## **10.0 Background papers, appendices and other relevant material**

10.1 Annual Health and Wellbeing Report 25/26

## **Contact Officer**

Laura Smith

Shared HR Senior Business Partner

[Laura.smith@eastherts.gov.uk](mailto:Laura.smith@eastherts.gov.uk)

## **Report Author**

Claire Kirby

Human Resources Adviser

[Claire.kirby@eastherts.gov.uk](mailto:Claire.kirby@eastherts.gov.uk)