

East Herts Council Report

Human Resources Committee

Date of meeting: Wednesday 3 June 2026

Report by: Senior Shared HR Business Partner

Report title: Annual Turnover Report 2025/26

Ward(s) affected:

None

RECOMMENDATIONS FOR HR COMMITTEE

- a) For the Human Resources Committee to consider the Annual Turnover Report 2025/26 including the actions (in section 11.0) planned for 2026/27 and provide any comments to the Senior Shared HR Business Partner**

1.0 Proposal(s)

- 1.1 The Human Resources Committee are invited to consider the Annual Turnover Report 2025/26.

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 increase innovation 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 considered by the Leadership Team and at 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 2025 to March 2026. 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 Risk(s)

- 3.1 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

None

Data Protection

None

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

None

Financial

None

Health and Safety

None

Human Resources

As covered in the report

Human Rights

None

Legal

None

Specific Wards

No

5.0 Background papers, appendices and other relevant material

5.1 Annual Turnover Report 25/26

Contact Member

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