

Agenda Item No: **Report No:**
Report Title: **HR Benchmarking Information**
Report To: **Scrutiny Committee** **Date:** **25.04.2013**
Ward(s) Affected: **All**
Report By: **Interim Head of HR**
Contact Officer(s)-

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Purpose of Report:

To provide benchmarking information on the HR function and HR activities in the Council.

Officers Recommendation(s):

- 1 To note the report
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Information

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- 1.1 As part of the three year programme of benchmarking studies, a report was received from the CIPFA Benchmarking club on some of the HR activities in the Council in 2011. This was reported to Employment Committee in October 2011, but the information being presented was not submitted to Scrutiny Committee at that time.
- 1.2 The report compares the Council with 12 other district or borough councils with between 250 and 750 employees (LDC have approximately 460 employees with a full time equivalent of 400).
- 1.3 The first part of the report is concerned with the HR function and its costs and activities, while the later pages concentrate on various HR performance measures such as sickness, grievances age structure of the workforce etc.