COVID-19 Workforce Survey

Research Report

28 July 2020

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Background

This is report is part of a series of bi-weekly surveys of all councils in England, Wales and Northern Ireland collecting key workforce data on how the sector is responding to COVID-19. An online survey is emailed to heads of human resources, or a nominated contact, in councils from England, Wales and Northern Ireland on alternate Wednesdays. The data requested relates to the week ending the preceding Friday. The intention is that this collection is the single national source through which such data is gathered, and it will, as appropriate, be shared with government departments and others in addition to providing comparator information for councils.

This report relates to the survey sent out on 15 July. The overall response rate was 61 per cent and covered over a third of the total workforce.

Key findings

- Some 30 per cent of councils reported recruiting additional staff (of any type including casual, agency, contingent, etc) in the week ending 10 July 2020. In total 5350 additional staff had been recruited: the median number of staff per authority was four and the mean was 86.
- More than a third of councils (106) recorded deaths in service since lockdown. A total of 209 deaths were reported since the start of lockdown (cause not specified).
- Twenty-seven per cent of councils reported that they had furloughed -full time at least one member of staff. In total there were 7,070 staff furloughed – full time in the week ending 10 July 2020, which was one per cent of the current workforce.
- Thirteen per cent of councils reported that they had furloughed - part time at least one member of staff. In total there were 3,435 staff furloughed – part time in the week ending 10 July 2020, which was 0.6 per cent of the current workforce.
- The main reason given for furloughing staff was that the service had stopped (57 per cent) or that funding had stopped (29 per cent).
- Some 80 per cent of councils had redeployed staff. In total there were 12,003 staff redeployed in the week ending 10 July 2020, which was two per cent of the current workforce. The median number of staff redeployed was 27 and the mean was 62.
- Just under nine out of ten councils (89 per cent) reported that they had at least one member of staff unavailable for work. In total there were 30,462 staff unavailable for work in the week ending 10 July 2020, five per cent of

the current workforce. The median number of staff unavailable for work was 36and the mean was 143.

- 31 per cent of staff were unavailable through 'self-isolation (other)' and 37 per cent were unavailable due to 'Non-COVID sickness'.

- When asked whether individual services had enough staff to run them normally or not, the service most badly affected during the week ending 10 July was schools: over a quarter of single tier and county councils reported they were operating with severe disruption due to staffing numbers. Also badly affected were adults and children's services, with 27 per cent and 18 per cent of councils respectively reporting moderate disruption.

- When asked to assess the council overall, in terms of whether there are enough staff to run services normally or not, 47 per cent of councils report minor disruption.

- Councils were asked about the availability of personal protective equipment (PPE) and COVID-19 testing for staff. Eighty-nine per cent reported they had about the right amount of PPE they needed; while three per cent had less than they needed. Eighty-four per cent said all the staff who need testing can access it; two per cent said it was available to some of their staff who need it.

- Looking ahead, councils were asked thinking about staffing what they were currently considering doing within this financial year, 58 per cent said they considering making no substantive changes to staffing number.

- Finally, councils were asked what they were currently considering in terms of staffing locations, 67 per cent were considering increasing flexible working options and 50 per cent were considering changing models of service delivery.

Introduction

Councils face significant challenges due to the COVID-19 pandemic, which has required a joined-up approach between government departments, health agencies, local resilience fora and national agencies like the Local Government Association (LGA), all working with and trying to support councils. The LGA, National Association of Regional Employers (the collective body comprising all the regional employers organisations) and PPMA (the membership association for HR and OD professionals in the public sector) joined forces to coordinate an approach to workforce data collection in the sector.

To provide councils with the intelligence to effectively compare progress and plan locally, regionally and nationally a short workforce survey was sent out to all heads of human resources in England, Wales and Northern Ireland. Findings from the survey will give councils a stronger position to build capacity in partnership with others; give the LGA and associations the evidence needed to ask government for support and resources; and help shape government thinking as we emerge from lockdown.

Methodology

On the 1 July, the LGA's Research and Information Team sent an online survey to all heads of human resources in England, Wales and Northern Ireland (a total of 372 councils). The survey was in the field for one week. A total of 227 councils responded, which is a response rate of 61 per cent.

Table 1 and **Table 2** provide a breakdown of responses by authority type and region. Whilst these results should strictly be taken as a snapshot of the views of this group of respondents, rather than representative of all heads of human resources, this level of response means that the results are likely to provide a good indication of the position of the sector more widely.

Table 1: Response rate by type of authority			
Type of authority	**Total number**	**Number of responses**	**Response rate %**
District	188	110	59
County	25	19	76
London borough	33	21	64
Metropolitan district	36	23	64
Unitary	57	41	72
Welsh unitary	22	12	55
Local government districts (NI)	11	1	9
All	372	227	61

Table 2: Response rate by region			
Region	Total number	Number of responses	Response rate %
Eastern	50	41	82
East Midlands	45	29	64
London	33	21	64
North East	12	10	83
North West	41	30	73
South East	70	38	54
South West	33	15	45
Wales	22	12	55
West Midlands	33	10	30
Yorkshire and Humber	22	20	91
Northern Ireland	11	1	9

Technical notes

- Where tables and figures report the base, the description refers to the group of people who were asked the question. The number provided refers to the number of respondents who answered each question. Please note that bases vary throughout the survey.

- Throughout the report percentages in figures and tables may add to more than 100 per cent due to rounding.

COVID-19 Workforce Survey: week ending 10 July 2020

This section contains analysis of the full results from the survey.

Size of local authority workforce

Workforce as at 1 March 2020

In order to establish a baseline, councils were asked the number of staff employed by the council on the 1st March 2020, pre-lockdown. The councils that responded to the survey employed 563,782 staff or approximately a third of the total local government workforce.

184 single tier and county councils have responsibility for schools. As it is not always possible to separate out school-based staff from human resources (HR) systems, a supplementary question was asked to determine how many returns included school-based staff.

Of the 117 councils that responded to the survey and had responsibility for schools, 20 (17 per cent) reported that their return included school-based staff. For expediency this report doesn't separate those that included/excluded schools-based staff as it was felt that it would add significantly to the burden on councils returning the data and would have little effect on the overall findings.

Recruitment week ending 10 July 2020

Councils are at the forefront of the response to the COVID-19 pandemic and to continue to deliver vital services to their communities they have had to be flexible in how they deploy their workforce in order to increase capacity in high demand services or to fill gaps in services caused by the pandemic.

One option available to councils is the recruitment of additional staff. To understand the scale of recruitment, councils were asked whether they had recruited additional staff (of any type including casual, agency, contingent, etc) during the week 10 July 2020.

Of the councils that responded 68 (30 per cent) reported recruiting additional staff, in total 5350 additional staff were recruited during the week ending 10 July 2020. The median number of staff per council was 4 and the mean was 86.

Table 3: Has the council recruited additional staff (of any type including casual, agency, contingent, etc during week ending 10 July 2020)?

	Yes	%	Total	Median	Mean
County	8	42	45	5	6
District	17	15	99	2	6
Local government district (Northern Ireland)	1	100	6	6	6
London borough	11	52	663	6	10
Metropolitan borough	11	48	108	2	12
Unitary	16	39	4364	4	312
Welsh unitary	4	33	65	3	16
English single tier	38	45	5135	4	156
All councils	68	30	5350	4	86

Base: all respondents (227 councils – 19 counties, 110 districts, 1 Local government district, 21 London boroughs, 23 metropolitan boroughs, 41 unitary, 12 Welsh unitary, 85 English single tier)

Current headcount as at 10 July 2020

Total headcount for those councils that responded has increased by 1.1 per cent since the 1 March 2020 and now stands at 569,994 on the 10 July 2020.

Table 4: Change in headcount from 1 March – 26 June 2020

	At 1 March	At 12 June	% change
County	127190	128570	1.1
District	49780	49789	0.0
Local government district (Northern Ireland)	733	726	-1.0
London borough	66025	66988	1.5
Metropolitan borough	118140	117945	-0.2
Unitary	126823	131317	3.5
Welsh unitary	75091	74659	-0.6
English single tier	310988	316250	1.7
All councils	563782	569994	1.1

Base: all respondents (227 councils – 19 counties, 110 districts, 1 Local government district, 21 London boroughs, 23 metropolitan boroughs, 41 unitary, 12 Welsh unitary, 85 English single tier)

Death in service

Councils were asked to provide details on the number of staff that have died in service since 24 March 2020 (lockdown). Of the 223 councils that answered this question 106 (36 per cent) recorded a total of 209 deaths in service as of 10 July 2020. Councils were not asked the cause of death, so this figure relates to all causes not only COVID-19 deaths.

Table 5: Since 24 March when lockdown started, how many local authority staff, if any, have died in service?		
	No. deaths	**No. of councils recording 1 or more deaths**
County	37	15
District	26	22
Local government district	0	0
London borough	30	17
Metropolitan borough	50	18
Unitary	46	28
Welsh unitary	20	6
English single tier	126	63
All councils	209	106

Base: all responding to question (223 councils – 19 counties, 109 districts, 1 Local government district, 21 London boroughs, 21 metropolitan boroughs, 40 unitary, 12 Welsh unitary, 82 English single tier)

Furloughed staff

Councils were asked to provide details of staff that were furloughed – full time and furloughed – part time in the week ending 10 July 2020. Of councils that answered the question about furloughed – full time 58 (27 per cent) reported that they had furloughed at least one member of staff.

In total there were 7,070 staff furloughed – full time in responding councils in the week ending 10 July, one per cent of their current workforce. Of those councils that had furloughed staff – full time the median number was 68 and the mean was 122 but this varied considerably across different types of authority.

Table 6: No. of staff furloughed full time (week ending 10 July)				Of those councils with furloughed staff	
	No. of councils	% of councils	Total no. staff	Median	Mean
County	7	37	1104	62	158
District	22	21	1925	57	88
Local government district	1	100	194	194	194
London borough	5	25	581	118	116
Metropolitan borough	5	24	760	130	152
Unitary	11	28	1305	66	119
Welsh unitary	7	58	1201	47	172
English single tier	21	26	2646	85	134
All councils	58	27	7070	68	122

Base: all responding to question (218 councils – 19 counties, 106 districts, 1 Local government district, 20 London boroughs, 21 metropolitan boroughs, 39 unitary, 12 Welsh unitary, 80 English single tier)

Of councils that answered the question about furloughed –part time 27 (13 per cent) reported that they had furloughed at least one member of staff.

In total there were 3435 staff furloughed – part time in responding councils in the week ending 10 July, 0.6 cent of their current workforce. Of those councils that had furloughed staff – full time the median number was zero and the mean was 17 but this varied considerably across different types of authority.

Table 7: No. of staff furloughed part time (week ending 10 July)				Of those councils with furloughed staff	
	No. of councils	% of councils	Total no. staff	Median	Mean
County	8	42	1137	59	142
District	13	13	474	10	36
Local government district	1	100	16	16	16
London borough	2	11	58	29	29
Metropolitan borough	0	0	280	32	93
Unitary	0	0	818	63	136
Welsh unitary	3	27	652	268	268
English single tier	2	3	1156	121	121
All councils	27	13	3435	0	17

Base: all responding to question (208 councils – 19 counties, 104 districts, 1 Local government district, 19 London boroughs, 17 metropolitan boroughs, 37 unitary, 11 Welsh unitary, 73 English single tier)

Reason staff were furloughed

The councils that had furloughed staff in the week ending 10 July 2020 were subsequently asked to indicate the reason the member of staff had been furloughed, 62 were able to provide the reason or reasons.

In the week ending 10 July 2020, 57 per cent of staff were furloughed as the 'Service had been stopped' and 29 per cent of staff furloughed as 'Funding had stopped'. The pattern varied across authority types, in Districts 83 per cent of staff were furloughed due to 'services had been stopped' in London Boroughs 61 per cent of staff were furloughed due to 'funding has stopped'

Table 8: For those staff furloughed, what is/are the reason/s?					
	Funding has stopped	**Staff are shielding**	**Caring responsibilities**	**Service has been stopped**	**Other reasons**
	% staff	% staff	% staff	% staff	% staff
County	68	0	0	5	28
District	11	3	1	83	2
Local Government District	0	1283	17	2117	83
London borough	61	0	0	34	5
Metropolitan borough	4	4	0	82	9
Unitary	40	2	0	53	4
Welsh unitary	1	6	5	86	3
English single tier	34	2	0	58	6
All councils	29	4	1	57	9

Base: all responding to question (62 councils – 9 counties, 124 districts, 1 Local government district, 6 London boroughs, 5 metropolitan boroughs, 11 unitary, 7 Welsh unitary, 22 English single tier)

Redeployed staff

Councils were asked to indicate the number of staff that had been redeployed in the week ending 10 July 2020. Of councils that answered the question 154 (80 per cent) reported that they had redeployed at least one member of staff.

In total there were 12,003 staff redeployed in the week ending 10 July, two per cent of the current workforce. The median number of staff redeployed was 27 and the mean was 62.

Table 9: No. of staff redeployed (week ending 10 July)					
	No. of councils	**% of councils**	**Total no. staff**	**Median**	**Mean**
County	12	86	1643	110	117
District	68	69	1670	4	17
Local government district	1	100	38	38	38
London borough	16	89	1485	55	83
Metropolitan borough	17	100	2524	95	148
Unitary	30	88	2572	50	76
Welsh unitary	10	91	2071	160	188
English single tier	63	91	6581	58	95
All councils	154	80	12003	27	62

Base: all responding to question (193 councils – 14 counties, 98 districts, 1 Local government district, 18 London boroughs, 17 metropolitan boroughs, 34 unitary, 11 Welsh unitary, 69 English single tier)

Unavailable for work

Councils were asked to indicate the number of staff that were unavailable for work in the week ending 10 July 2020. Of councils that answered the question 189 (89 per cent) reported that they had at least one member of staff unavailable.

In total there were 30,462 staff unavailable for work in responding authorities in the week ending 10 July, five per cent of the current workforce. The median number of staff unavailable for work was 36 and the mean was 143.

Table 10: No. of staff unavailable for work (week ending 10 July)					
	No. of councils	% of councils	Total no. staff	Median	Mean
County	18	100	5748	240	319
District	86	83	2006	11	19
Local government district	1	100	1	1	1
London borough	20	95	3030	91	144
Metropolitan borough	21	100	9374	409	446
Unitary	33	89	6870	134	186
Welsh unitary	10	91	3433	252	312
English single tier	74	94	19274	138	244
All councils	189	89	30462	36	143

Base: all responding to question (213 councils – 18 counties, 104 districts, 1 Local government district, 21 London boroughs, 21 metropolitan boroughs, 37 unitary, 11 Welsh unitary, 79 English single tier)

Reason staff were unavailable for work

The 189 councils that reported that they had at least one or more member of staff unavailable for work in the week ending 10 July 2020 were subsequently asked to indicate the reason the for them being unavailable, all were able to provide the reason.

In the week ending 10 July 2020, 37 per cent of staff were unavailable through 'Non-COVID sickness and 31 per cent were unavailable due to 'Self-isolation (other)'. Reasons for self-isolation (other) included being in an at-risk group, because the staff member believed they were symptomatic or because the staff member shared a household with someone who was symptomatic.

The pattern varied across authority types, in Counties seven per cent of staff were unavailable due to 'confirmed/suspected COVID'.

Table 7: For those staff currently unavailable for work, what is/are the reason/s?						
	Non-COVID sickness	**Confirmed/Suspected COVID**	**Self-isolation (Track and trace)**	**Self-isolation (Other)**	**Caring for dependents/at risk relative/someone who is sick**	**Other reason**
	% staff	**% staff**	**% staff**	**% staff**	**% staff**	**% staff**
County	43	5	0	42	2	8
District	38	1	0	26	3	31
Local government district	0	0	0	0	0	100
London borough	43	5	2	23	8	18
Metropolitan borough	31	3	0	36	3	27
Unitary	40	3	0	29	5	24
Welsh unitary	37	2	7	16	23	15
English single tier	36	3	0	32	4	25
All councils	37	3	1	31	6	21

Base: all responding to question (189 councils – 18 counties, 86 districts, 1 Local government district, 20 London boroughs, 21 metropolitan boroughs, 33 unitary, 10 Welsh unitary, 74 English single tier)

Service disruption

When asked whether individual services had enough staff to run them normally or not, the service most badly affected was schools: 16 per cent of single tier and county councils reported they were operating with severe disruption due to staffing numbers. Also badly affected were adults and children's services, with 27 per cent and 18 per cent of councils respectively reporting moderate disruption.

When asked to assess the council overall, in terms of whether there are enough staff to run services normally or not, 47 per cent of councils reported minor disruption.

Table 12: Please select the status of the services to the show if there are enough staff to run the service normally or not.					
	Base	Operating normally	Operating with minor disruption	Operating with moderate disruption	Operating with severe disruption
	No. councils	% councils	% councils	% councils	% councils
Adult social care (directly employed)	112	28	42	27	4
Bereavement services	160	62	28	9	1
Children's services	111	38	40	18	5
Environment health	197	50	33	13	5
Household waste (doorstep collection)	181	64	29	7	1
Housing and homelessness services	200	57	28	13	3
Planning	214	58	32	8	1
Public Health	136	49	32	14	6
Revenue and Benefits	195	55	31	11	3
Schools	90	24	33	27	16
Trading standards	107	50	35	10	5
Overall council	220	37	47	15	0

Base: all responding to question and category applicable to the council, categories presented varied by authority type.

Availability of Personal Protective Equipment (PPE)

Councils were asked to indicate whether they had enough of the correct type of PPE for those staff that needed it. A total of 212 (93 per cent) answered the question, of which 89 per cent reported they had about the right amount of PPE; while three per cent had less than they needed.

Table 13: At present, do you have enough of the correct PPE for those local authority staff who need it or not?	More than we need	About what we need	Less than we need	We don't need it
	% councils	% councils	% councils	% councils
County	0	95	5	0
District	8	86	3	3
Local Government District	0	100	0	0
London borough	11	89	0	0
Metropolitan borough	0	95	5	0
Unitary	5	90	5	0
Welsh unitary	8	92	0	0
English single tier	5	91	4	0
All councils	6	89	3	1

Base: all responding to question (212 councils – 19 counties, 101 districts, 1 Local government district, 19 London boroughs, 21 metropolitan boroughs, 39 unitary, 12 Welsh unitary, 79 English single tier)

Availability of testing

Councils were also asked to indicate whether staff who needed it were able to access testing or not. A total of 219 (96 per cent) answered the question, of which 84 per cent said all the staff who need testing can access it; only two per cent said it was available to some of their staff who need it.

Table 84: And would you say that, currently, the staff who need testing are able to access it or not?	All the staff that need testing can access it	Most of the staff that need testing can access it	Some of the staff that need testing can access it	None of the staff that need testing can access it	None of our staff need testing
	% councils	% councils	% councils	% councils	% councils
County	78	17	6	0	0
District	90	5	0	0	6
Local government district	100	0	0	0	0
London borough	74	26	0	0	0
Metropolitan borough	73	27	0	0	0
Unitary	80	12	7	0	0
Welsh unitary	100	0	0	0	0
English single tier	77	20	4	0	0
All councils	84	11	2	0	3

Base: all responding to question (219 councils – 18 counties, 106 districts, 1 Local government district, 19 London boroughs, 22 metropolitan boroughs, 41 unitary, 12 Welsh unitary, 82 English single tier)

Planning ahead

Thinking about staffing

Councils were also asked to this about staffing and what they were currently considering doing within this financial year. A total of 191 (84 per cent) answered the question, of which 58 per cent of councils said they were 'making no substantive changes'. Thirty-one per cent said they were currently considering 'increasing apprenticeships' and 25 per cent were considering 'reducing the use of contractors or agencies'.

Table 15: Thinking about staffing, is your council <u>currently</u> considering doing any of the following within this financial year?	Recruiting more staff in specialist roles	Recruiting more staff overall	Reducing staff numbers overall	Making no substantive changes to	Increasing use of contractors or agencies	Reducing use of contractors or agencies	Increasing apprenticeships	Decreasing apprenticeships	Recruitment freeze
	% councils	% councils	% councils	% councils	% councils	% councils	% councils	% councils	% councils
County	13	0	0	53	0	47	67	0	7
District	12	3	0	71	2	16	22	0	11
Local government district	0	0	0	100	0	0	0	0	0
London borough	12	6	0	35	0	47	41	0	24
Metropolitan borough	25	0	0	63	0	31	44	0	44
Unitary	29	6	0	43	6	43	40	0	17
Welsh unitary	10	20	0	60	0	30	40	0	0
English single tier	24	4	0	46	3	41	41	0	25
All councils	16	4	0	58	2	25	31	0	14

Base: all responding to question (191 councils – 15 counties, 97 districts, 1 Local government district, 17 London boroughs, 16 metropolitan boroughs, 35 unitary, 10 Welsh unitary, 68 English single tier)

Thinking about staff locations

Councils were also asked what they were currently considering affecting staff locations. A total of 202 (89 per cent) answered the question, of which 67 per cent answered they were considering 'increasing flexible working options' and 50 per cent said they were considering 'changing models of service delivery'.

Table 96: Is your council currently considering any of the following or not affecting staff locations?					
	Reducing the number of physical workplaces	Increasing flexible working options	Changing models of service delivery	Increasing home working	None of these
	% councils	% councils	% councils	% councils	% councils
County	73	87	87	0	0
District	18	69	42	0	10
Local government district	0	100	0	0	0
London borough	39	78	61	0	6
Metropolitan borough	47	76	71	0	0
Unitary	49	81	81	0	5
Welsh unitary	20	90	60	0	0
English single tier	46	79	74	0	4
All councils	29	67	50	0	4

Base: all responding to question (202 councils – 15counties, 104 districts, 1 Local Government District, 18 London boroughs, 17 metropolitan boroughs, 37 unitary, 10 Welsh unitary, 72 English single tier)

Annex A: Questionnaire

COVID - 19 Workforce Collection

Q1.1 Thank you for taking the time to complete this survey.

If you would like to see **an overview of the questions** before completing the survey online, you can access a PDF here: <u>Covid 19 workforce collection</u>

You can navigate through the questions using the buttons at the bottom of each page. If you stop before completing the return, you can come back to this page using the link supplied in the email and you will be able to continue where you left off.

All responses will be treated confidentially. In order that councils do not get multiple requests for such data, the Local Government Association will share the data provided by you in this survey in confidence with the following organisations:

- Other councils (including in LG Inform, via sign-in)
- Regional employers' organisations
- Welsh Local Government Association
- Northern Ireland Local Government Association
- Relevant government departments
- Welsh Government
- Northern Ireland Assembly
- All local resilience fora (LRFs) (through the medium of the LRF dashboard)
- Bain and Company (purely for the purpose of updating the LRF dashboard)

Any information that is published or shared outside of that arrangement will be aggregated, and no authority will be identified without your consent. The information used within the LGA will be held and processed in accordance with our <u>privacy statement</u>; and we will not share it with the organisations listed above unless we have ensured they have the right controls in place to use your information responsibly and only for the reasons for which we have given permission. We are

undertaking this survey in line with the legitimate interests of the LGA in supporting and representing authorities. It will also:

- allow you to compare key data with other authorities
- minimise the number of data requests you respond to from other organisations
- assist in recovery planning, workforce testing and risk profiling, and
- help the LGA evidence our government asks for support and resources.

If you have any queries or problems, please contact roopal.shah@local.gov.uk.

Q2.1 How many staff did you have on 1 March 2020 (that is the usual headcount before COVID -19) and how many staff in the week ending 10 July 2020

Please enter a whole number without a comma or decimal place. Please only include permanent and fixed term staff. If you answered this question for 1 March previously, your answer is already added below.

	Number of staff (headcount)
Headcount of staff at 1 March 2020	
Headcount of staff week ending 10 July 2020	

Q2.2 Do the figures you are providing for this return include or exclude school staff?

○ Includes school staff

○ Excludes school staff

○ Don't know

Q2.3 Have you recruited any additional <u>excluding permanent and fixed term staff</u> in the week ending 10 July?

Yes

○ No

Q2.4 How many additional staff have you recruited excluding permanent and fixed term staff?

Please enter a whole number. If you do not know please leave blank.
If you answered this question previously, your answer is already added below.

	Number of staff (headcount)
Additional staff week ending 10 July	

Q2.5 Since 24 March when lockdown started, how many local authority staff, if any, have died in service (from all causes)?

Please enter the number of staff. If none, please enter "0". If you do not know please leave bank.

	Number of staff (headcount)
Number of staff died in service	

Q3.1 How many staff, if any, do you currently (week ending 10 July 2020) have in the categories below?

Please enter the headcount. If none, please enter zero. If you do not know please leave bank.

	Number of staff (headcount)
Number of staff furloughed – full time	
Number of staff furloughed – part time	
Number of staff redeployed (both formal and informal, and either internally or externally)	
Number of staff unavailable for work	

Q4.1 For those staff furloughed, what is/are the reason/s?

Please provide the number of staff furloughed broken down by reason for week

ending 10 July 2020. If zero please enter "0". If you do not know please leave bank.

	Number of staff (headcount)
Total number of staff furloughed	
Funding has stopped	
Number of staff unavailable for work	
Shielding (or relevant health reasons)	
Caring responsibilities	
Service has been stopped	
Other	

Q5.1 For those staff currently unavailable for work, what is the primary reason?

Please provide the number of staff unavailable broken down by reason for week ending 10 July 2020.

If zero please enter "0". If you do not know please leave bank.

*Self-isolating can be due to any of the following:

Being in an at-risk group

Believe they are symptomatic

Share a household with someone who is symptomatic

	Number of staff (headcount)
Total number of staff unavailable for work	
Non-COVID sicknesses	
Confirmed / Suspected COVID	
Self-isolation (Test and trace)	
Self Isolation (Other)	
Caring for dependants/at-risk relative/someone who is sick	
Other	

Q6.1 Please select the status of the services to the show if there are <u>enough of the right staff</u> to run the service normally or not (at the current level of demand).
This is to allow us to understand whether staff capacity (including redeployed staff) is enough to run the service. It will give us a feel of the pressure points for some of the highest profile service areas.

	Operating normally	Minor disruption	Moderate disruption	Severe disruption	Don't know	Not applicable
Adult social care (directly employed						
Bereavement services (cemeteries and crematoria)						
Children's services						
Environmental health						
Household waste (doorstep collection)						
Housing and homelessness services						
Planning						
Public health						
Revenue and benefits						
Schools						
Trading standards						

Q6.2 In summary, how would you assess the council overall, in terms of whether there are enough staff overall to run services normally or not?

○ Operating normally

○ Minor disruption

○ Moderate disruption

○ Severe disruption

○ Don't know

Q7.1 At present, do you have enough of the correct PPE for those local authority staff who need it or not?

○ More than we need

○ About what we need

○ Less than we need

○ We don't need it

○ Don't know

Q7.2 And would you say that, currently, the staff who need testing are able to access it or not?

○ All the staff who need testing can access it

○ Most of the staff who need testing can access it

○ Some of the staff who need testing can access it

○ None of the staff who need testing can access it

○ None of our staff need testing

○ Don't know

Q8.1 Looking ahead and thinking about staffing, is your council <u>currently</u> considering doing any of the following with this financial year?

- ○ Recruiting more staff in specialist roles
- ○ Recruiting more staff overall
- ○ Reducing staff numbers overall
- ○ Making no substantive changes to staffing numbers
- ○ Increasing use of contractors or
- ○ Reducing use of contractors or agencies
- ○ Increasing apprenticeships
- ○ Decreasing apprenticeships
- ○ Recruitment freeze

Q8.2 Can you please tell us what these specialist roles are?

Please enter in the space below

_____

_____

_____

Q8.3 Is your council <u>currently</u> considering any of the following or not affecting staff locations?

- ○ Reducing the number of physical workplaces
- ○ Increasing flexible working options
- ○ Changing models of service delivery
- ○ Increasing home working
- ○ ⊗None of these

Q9.1 Please enter the details of the person nominated to provide this data for your authority or amend the details we hold below if necessary.

○ Name _____

○ Authority _____

○ Job title _____

○ Email address _____

Q10.1
Once you press the 'Submit' button below, you will have completed the survey.

Many thanks for taking the time to complete this survey. You are in control of any personal data that you have provided to us in your response. You can contact us at all times to have the information changed or deleted. You can find our full privacy policy here: click here to see our privacy policy

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