

COVID-19 Workforce Survey

Research Report

25 August 2020



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Summary

Background

This 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 12 August 2020. The overall response rate was 57 per cent and covered over a third of the total workforce.

Key findings

- Some 31 per cent of councils reported recruiting additional staff (of any type including casual, agency, contingent, etc) in the week ending 7 August 2020. In total 5,438 additional staff had been recruited in responding authorities: the median number of staff per authority was two and the mean was 95.
- More than a third of councils (110) recorded deaths in service since lockdown. A total of 232 deaths in service were reported by respondents since the start of lockdown (cause not specified).
- Twenty-eight per cent of councils reported that they had furloughed at least one member of staff full time. In total responding authorities reported there were 5,944 staff furloughed – full time in the week ending 7 August 2020, which was one per cent of the current workforce.
- In addition, 20 per cent of councils reported that they had furloughed at least one member of staff part-time. In total respondents reported there were 2,608 staff furloughed part time in the week ending 7 August 2020, which was 0.5 per cent of the current workforce.
- The main reason given for furloughing staff was that the service had stopped (73 per cent) or that funding had stopped (20 per cent).
- Some 69 per cent of councils had redeployed staff. In total in the responding authorities there were 8,765 staff redeployed in the week ending 7 August 2020, which was two per cent of the current workforce. The median number of staff redeployed was 12 and the mean was 47.
- Just over eight out of ten councils (84 per cent) reported that they had at least one member of staff unavailable for work. In total, respondents reported there were 27,429 staff unavailable for work in the week ending 7 August

2020, five per cent of the current workforce. The median number of staff unavailable for work was 29 and the mean was 138.

- Seventeen per cent of staff were unavailable through 'self-isolation (other)' and 43 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 7 August 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 28 per cent and 19 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, 44 per cent of councils reported they were operating normally.
- Councils who had been under a local lockdown were asked about the availability of personal protective equipment (PPE) and COVID-19 testing for staff. Eighty-five per cent reported they had about the right amount of PPE they needed; while five per cent had less than they needed. Seventy-five per cent said all the staff who need testing can access it.
- Looking ahead, councils were asked what they were currently considering doing about staffing within this financial year, 35 per cent said they were considering increasing apprenticeships and 31 per cent said they were considering reducing the use of contractors or agencies.
- Finally, councils were asked what they were currently considering in terms of staffing locations, 65 per cent were considering increasing flexible working options and 45 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 12 August, 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 213 councils responded, which is a response rate of 57 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.

Type of authority	Total number	Number of responses	Response rate %
District	188	104	55
County	25	17	68
London borough	33	20	61
Metropolitan district	36	22	61
Unitary	57	40	70
Welsh unitary	22	10	45
Local government districts (NI)	11	0	0
All	372	213	57

Table 2: Response rate by region

Region	Total number	Number of responses	Response rate %
Eastern	50	39	78
East Midlands	45	27	60
London	33	20	61
North East	12	11	92
North West	41	25	61
South East	70	36	51
South West	33	14	42
Wales	22	10	45
West Midlands	33	12	36
Yorkshire and Humber	22	19	86
Northern Ireland	11	0	0

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 7 August 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 519,853 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 109 councils that responded to the survey and had responsibility for schools, 21 (19 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 7 August 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 7 August 2020.

Of the councils that responded 67 (31 per cent) reported recruiting additional staff, in total 5438 additional staff were recruited during the week ending 7 August 2020. The median number of staff per council was 2 and the mean was 95.

Table 3: Has the council recruited additional staff (of any type including casual, agency, contingent, etc during week ending 7 August 2020)?

	Yes	%	Total	Median	Mean
County	8	47	29	5	5
District	19	18	47	2	3
London borough	11	55	1088	7	69
Metropolitan borough	9	41	66	4	11
Unitary	16	40	4100	2	315
Welsh unitary	4	40	108	18	27
English single tier	36	44	5254	5	175
All councils	67	31	5438	2	95

Base: all respondents (213 councils – 17 counties, 104 districts, 20 London boroughs, 22 metropolitan boroughs, 40 unitary, 10 Welsh unitary, 82 English single tier)

Current headcount as at 7 August 2020

Total headcount for those councils that responded has increased by 2.7 per cent since the 1 March 2020 and now stands at 534,061 on the 7 August 2020.

Table 4: Change in headcount from 1 March – 7 August 2020

	At 1 March	At 7 August	% change
County	115882	117883	1.7
District	48797	48717	-0.2
London borough	63113	64804	2.7
Metropolitan borough	107091	106357	-0.7
Unitary	124346	131951	6.1
Welsh unitary	60624	64349	6.1
English single tier	294550	303112	2.9
All councils	519853	534061	2.7

Base: all respondents (213 councils – 17 counties, 104 districts, 20 London boroughs, 22 metropolitan boroughs, 40 unitary, 10 Welsh unitary, 82 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 209 councils that answered this question 110 (53 per cent) recorded a total of 232 deaths in service as of 7 August 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	40	14
District	31	26
London borough	29	15
Metropolitan borough	54	19
Unitary	53	29
Welsh unitary	25	7
English single tier	136	63
All councils	232	110

Base: all responding to question (209 councils – 17 counties, 103 districts, 19 London boroughs, 21 metropolitan boroughs, 39 unitary, 10 Welsh unitary, 79 English single tier)

Furloughed staff

Councils were asked to provide details of staff that were furloughed – full time and part time - in the week ending 7 August 2020. Of councils that answered the question about full time furloughing, 56 (28 per cent) reported that they had furloughed at least one member of staff.

In total there were 5,944 staff furloughed full time in responding councils in the week ending 7 August, one per cent of their current workforce. Of those councils that had furloughed staff full time, the median number was 46 and the mean was 106; but this varied considerably across different types of authority.

Table 6: No. of staff furloughed full time (week ending 7 August)					
				Of those councils with furloughed staff	
	No. of councils	% of councils	Total no. staff	Median	Mean
County	6	38	1185	106	198
District	19	18	1108	17	58
London borough	7	37	178	6	25
Metropolitan borough	7	35	647	36	92
Unitary	11	31	1506	69	137
Welsh unitary	6	60	1320	212	220
English single tier	25	34	2331	36	96
All councils	56	28	5944	46	106

Base: all responding to question (203 councils – 16 counties, 103 districts, 19 London boroughs, 20 metropolitan boroughs, 35 unitary, 10 Welsh unitary, 74 English single tier)

Of councils that answered the question about part time furloughing 41 (20 per cent) reported that they had furloughed at least one member of staff on this basis.

In total there were 2,608 staff partially furloughed in responding councils in the week ending 7 August, 0.5 cent of their current workforce. Of those councils that had furloughed staff part time, the median number was 24 and the mean was 64 but this varied considerably across different types of authority.

Table 7: No. of staff furloughed part time (week ending 7 August)

	No. of councils	% of councils	Total no. staff	Of those councils with furloughed staff	
				Median	Mean
County	5	31	341	7	68
District	19	18	785	8	41
London borough	3	16	169	68	56
Metropolitan borough	4	20	512	103	128
Unitary	7	20	556	55	79
Welsh unitary	3	30	245	111	82
English single tier	14	19	1237	56	88
All councils	41	20	2608	24	64

Base: all responding to question (203 councils – 16 counties, 103 districts, 19 London boroughs, 20 metropolitan boroughs, 35 unitary, 10 Welsh unitary, 74 English single tier)

Reason staff were furloughed

The councils that had furloughed staff in the week ending 7 August 2020 were subsequently asked to indicate the reason the member of staff had been furloughed, and 61 were able to provide the reason or reasons.

In the week ending 7 August 2020, 73 per cent of staff were furloughed because the 'Service has been stopped' and 20 per cent of staff furloughed as 'Funding has stopped'. The pattern varied across authority types, in districts 85 per cent of staff were furloughed due to 'Services has been stopped', while in London Boroughs 52 per cent of staff were furloughed due to 'service has been 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	65	0	0	18	17
District	12	2	1	85	0
London borough	48	0	0	52	0
Metropolitan borough	4	0	0	96	0
Unitary	6	4	0	83	6
Welsh unitary	1	4	0	95	0
English single tier	11	2	0	83	4
All councils	20	2	0	73	5

Base: all responding to question (61 councils – 7 counties, 25 districts, 6 London boroughs, 7 metropolitan boroughs, 10 unitary, 6 Welsh unitary, 23 English single tier)

Redeployed staff

Councils were asked to indicate the number of staff that had been redeployed in the week ending 7 August 2020. Of councils that answered the question, 129 (69 per cent) reported that they had redeployed at least one member of staff.

In total there were 8,765 staff redeployed in the week ending 7 August, two per cent of the current workforce. The median number of staff redeployed was 12 and the mean was 47.

	No. of councils	% of councils	Total no. staff	Median	Mean
County	11	85	1434	89	110
District	54	55	1124	3	11
London borough	13	72	1131	19	63
Metropolitan borough	17	100	2321	91	137
Unitary	25	81	1504	18	49
Welsh unitary	9	90	1251	96	125
English single tier	55	83	4956	34	75
All councils	129	69	8765	12	47

Base: all responding to question (187 councils – 13 counties, 98 districts, 18 London boroughs, 17 metropolitan boroughs, 31 unitary, 10 Welsh unitary, 66 English single tier)

Unavailable for work

Councils were asked to indicate the number of staff that were unavailable for work in the week ending 7 August 2020. Of councils that answered the question, 167 (84 per cent) reported that they had at least one member of staff unavailable.

In total there were 27,429 staff unavailable for work in responding authorities in the week ending 7 August, five per cent of the current workforce. The median number of staff unavailable for work was 29 and the mean was 138.

Table 10: No. of staff unavailable for work (week ending 7 August)

	No. of councils	% of councils	Total no. staff	Median	Mean
County	16	100	5045	212	315
District	73	73	1718	8	17
London borough	18	95	2727	78	144
Metropolitan borough	19	100	6496	336	342
Unitary	32	89	8243	130	229
Welsh unitary	9	100	3200	217	356
English single tier	69	93	17466	155	236
All councils	167	84	27429	29	138

Base: all responding to question (199 councils – 16 counties, 100 districts, 19 London boroughs, 19 metropolitan boroughs, 36 unitary, 9 Welsh unitary, 74 English single tier)

Reason staff were unavailable for work

The 167 councils that reported they had at least one or more member of staff unavailable for work in the week ending 7 August 2020 were subsequently asked to indicate the reason for them being unavailable, and all were able to provide the reason.

In the week ending 7 August 2020, 43 per cent of staff were unavailable because of 'Non-COVID sickness' and 17 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 eight per cent of staff were unavailable due to 'Confirmed/suspected COVID'.

Table 11: 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/som eone who is sick	Other reason
	% staff	% staff	% staff	% staff	% staff	% staff
County	66	8	0	10	3	14
District	43	1	0	14	2	40
London borough	44	5	3	19	1	28
Metropolitan borough	38	3	0	21	4	35
Unitary	38	3	0	16	3	40
Welsh unitary	36	1	0	21	16	26
English single tier	39	3	1	18	3	37
All councils	43	3	1	17	4	32

Base: all responding to question (159 councils – 13 counties, 72 districts, 16 London boroughs, 16 metropolitan boroughs, 30 unitary, 8 Welsh unitary, 62 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: nine 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 28 per cent and 19 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, 44 per cent of councils reported they were operating normally.

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)	105	33	36	28	3
Bereavement services	144	67	24	9	0
Children's services	102	41	37	19	3
Environment health	183	54	28	15	3
Household waste (doorstep collection)	168	68	24	7	0
Housing and homelessness services	186	61	23	15	2
Planning	197	63	29	7	1
Public Health	121	50	24	17	9
Revenue and Benefits	180	62	25	11	2
Schools	76	37	24	30	9
Trading standards	101	52	37	9	2
Overall council	206	44	40	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)

Only councils who had been under local lockdown in the week ending 7 August were asked to indicate whether they had enough of the correct type of PPE for those staff that needed it. A total of 20 (nine per cent) answered the question, of which 85 per cent reported they had about the right amount of PPE; while five 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	-	-	-	-
District	17	83	0	0
London borough	0	100	0	0
Metropolitan borough	0	80	10	0
Unitary	0	100	0	0
Welsh unitary	-	-	-	-
English single tier	0	86	7	0
All councils	5	85	5	0

Base: all responding to question (20 councils –6 districts, 2 London boroughs, 10 metropolitan boroughs, 2 unitary, 14 English single tier)

Availability of testing

Only council who had been in local lockdown in the week ending 7 August were also asked to indicate whether staff who needed it were able to access testing or not. A total of 20 (9 per cent) answered the question, of which 75 per cent said all the staff who need testing can access it; 15 per cent said most of the staff that need testing can access it.

Table 14: 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	-	-	-	-	-
District	67	0	0	0	17
London borough	100	0	0	0	0
Metropolitan borough	70	30	0	0	0
Unitary	100	0	0	0	0
Welsh unitary	-	-	-	-	-
English single tier	79	21	0	0	0
All councils	75	15	0	0	5

Base: all responding to question (20 councils –6 districts, 2 London boroughs, 10 metropolitan boroughs, 2 unitary, 14 English single tier)

Planning ahead

Thinking about staffing

Councils were asked about staffing and what they were currently considering doing within this financial year. A total of 166 (78 per cent) answered the question, of which 54 per cent of councils said they were 'making no substantive changes'. Thirty-five per cent said they were currently considering 'increasing apprenticeships' and 31 per cent were considering 'reducing the use of contractors or agencies'.

Table 15: Thinking about staffing, is your council currently 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 staffing	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	36	7	0	43	0	36	79	0	14
District	13	7	21	67	1	17	19	5	22
London borough	15	8	46	31	0	85	69	0	31
Metropolitan borough	36	0	7	64	14	21	50	7	21
Unitary	28	9	31	41	6	50	44	9	28
Welsh unitary	14	0	0	57	0	29	57	0	0
English single tier	27	7	29	44	7	51	51	7	27
All councils	18	7	20	54	2	31	35	4	20

Base: all responding to question (166 councils – 14 counties, 86 districts, 13 London boroughs, 14 metropolitan boroughs, 32 unitary, 7 Welsh unitary, 59 English single tier)

Thinking about staff locations

Councils were also asked what they were currently considering about staff locations. A total of 182 (85 per cent) answered the question, of which 65 per cent answered they were considering 'increasing flexible working options' and 45 per cent said they were considering 'changing models of service delivery'.

Table16: 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	57	86	79	0	0
District	24	71	35	0	10
London borough	60	80	80	0	0
Metropolitan borough	45	85	70	0	5
Unitary	52	73	61	0	12
Welsh unitary	67	89	67	0	0
English single tier	51	78	68	0	7
All councils	34	65	45	0	7

Base: all responding to question (182 councils – 14 counties, 91 districts, 15 London boroughs, 20 metropolitan boroughs, 33 unitary, 9 Welsh unitary, 68 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: [Covid 19 workforce collection](#)

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 [privacy statement](#); 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 7 August 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 7 August 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 excluding permanent and fixed term staff in the week ending 7 August?

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 7 August	

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 blank.

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

Q3.1 How many staff, if any, do you currently (week ending 7 August 2020) have in the categories below?

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

	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 7 August 2020. If zero please enter "0". If you do not know please leave blank.

	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 7 August 2020.

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

**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 show if there are enough of the right staff 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 currently 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 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

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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