

COVID-19 Workforce Survey

Research Report

Relating to the week ending 27 November 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 and Wales 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 2 December 2020 and covers the week ending 27 November 2020. The overall response rate was 55 per cent and covered around a third of the total workforce.

Key findings

- Some 34 per cent of councils reported recruiting additional staff (of any type including casual, agency, contingent, etc) in the week ending 27 November 2020. In total 1,534 additional staff had been recruited in responding authorities: the median number of staff per authority was five and the mean was 26.
- Three-fifths of respondent councils (122) recorded deaths in service since lockdown. A total of 551 deaths in service were reported by respondents since the start of lockdown (cause not specified).
- Twenty-two per cent of councils reported that they had furloughed at least one member of staff full time. In total, responding authorities reported there were 2,982 staff furloughed – full time in the week ending 27 November 2020, which was 0.6 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 1,965 staff furloughed part time in the week ending 27 November 2020, which was 0.4 per cent of the current workforce.
- The main reason given for furloughing staff was that the service had stopped (68 per cent) or that funding had stopped (29 per cent).
- Some 56 per cent of councils had redeployed staff. In total in the responding authorities there were 4,128 staff redeployed in the week ending 27 November 2020, which was one per cent of the current workforce. The median number of staff redeployed was five and the mean was 24.
- Almost nine out of ten councils (87 per cent) reported that they had at least one member of staff unavailable for work. In total, respondents reported there were 28,433 staff unavailable for work in the week ending 27 November

2020, six per cent of the current workforce. The median number of staff unavailable for work was 50 and the mean was 158.

- Twenty per cent of staff were unavailable through 'self-isolation (other)' and 50 per cent were unavailable due to 'non-COVID sickness'.
- When asked whether individual services had enough staff to run them normally or not, the worst affected services were adults social care and schools: 11 per cent and 11 per cent of single tier and county councils, respectively, reported these services were operating with severe disruption due to staffing numbers. A further 33 per cent of single tier and county councils reported that schools and adults social care were operating with moderate disruption. Also badly affected was children's services, with 23 per cent reporting moderate disruption.
- When asked to assess the council overall, in terms of whether there are enough staff to run services normally or not, 60 per cent of councils reported they were not operating normally
- Councils were asked about the availability of personal protective equipment (PPE) and COVID-19 testing for staff. Ninety-five per cent reported they had about the right amount of PPE, whilst one per cent had less than they needed 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. Forty-five per cent said they were 'making no substantive changes', but 17 per cent said they were considering reducing the overall staffing level.

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 and Wales. 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 2 December 2020, the LGA's Research and Information Team sent an online survey to all heads of human resources in England and Wales (a total of 361 councils). The survey was in the field for one week. A total of 197 councils responded, which is a response rate of 55 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	91	48
County	25	19	76
London borough	33	22	67
Metropolitan district	36	22	61
Unitary	57	34	60
Welsh unitary	22	9	41
All	361	197	55

Table 2: Response rate by region

Region	Total number	Number of responses	Response rate %
Eastern	50	34	68
East Midlands	45	24	53
London	33	22	67
North East	12	10	83
North West	41	23	56
South East	70	32	46
South West	33	11	33
Wales	22	9	41
West Midlands	33	12	36
Yorkshire and Humber	22	20	91

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 27 November 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 514,822 staff or approximately a third of the total local government workforce.

173 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 106 councils that responded to the survey and had responsibility for schools, 18 (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 27 November 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 27 November 2020.

Of the councils that responded 67 (34 per cent) reported recruiting additional staff. In total 1,534 additional staff were recruited during the week ending 27 November 2020. The median number of staff per council was five and the mean was 26.

Table 3: Has the council recruited additional staff (of any type including casual, agency, contingent, etc during week ending 27 November 2020)?

	Yes	%	Total	Median	Mean
County	12	63	103	7	9
District	14	15	390	4	28
London borough	13	59	590	9	12
Metropolitan borough	10	45	19	3	3
Unitary	13	38	147	3	12
Welsh unitary	5	56	285	78	93
English single tier	36	46	755	5	24
All councils	67	34	1,534	5	26

Base: all respondents (197 councils – 19 counties, 91 districts, 22 London boroughs, 22 metropolitan boroughs, 34 unitary, nine Welsh unitaries, 78 English single tier)

Current headcount as at 27 November 2020

Total headcount for those councils that responded has increased by 0.7 per cent since the 1 March 2020 and now stands at 514,882 on the 27 November 2020.

Table 4: Change in headcount from 1 March – 27 November 2020

	At 1 March	At 27 November	% change
County	124,907	127,222	1.9
District	42,525	42,882	0.8
London borough	66,522	68,698	3.3
Metropolitan borough	117,438	116,520	-0.8
Unitary	109,020	109,015	0.0
Welsh unitary	50,646	50,545	-0.2
English single tier	291,028	291,708	0.2
All councils	511,058	514,882	0.7

Base: all respondents (197 councils – 19 counties, 91 districts, 22 London boroughs, 22 metropolitan boroughs, 34 unitary, nine Welsh unitaries, 78 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 195 councils that answered this question 122 (63 per cent) recorded a total of 551 deaths in service as of 27 November 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	71	18
District	38	30
London borough	54	19
Metropolitan borough	261	21
Unitary	97	27
Welsh unitary	30	7
English single tier	399	67
All councils	551	122

Base: all respondents (195 councils – 19 counties, 91 districts, 22 London boroughs, 21 metropolitan boroughs, 33 unitary, nine Welsh unitaries, 76 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 27 November 2020. Of councils that answered the question about full time furloughing, 40 (22 per cent) reported that they had furloughed at least one member of staff.

In total there were 2,982 staff furloughed full time in responding councils in the week ending 27 November, 0.6 per cent of their current workforce. Of those councils that had furloughed staff full time, the median number was 33 and the mean was 75; but this varied considerably across different types of authority.

Table 6: No. of staff furloughed full time (week ending 27 November)					
	No. of councils	% of councils	Total no. staff	Of those councils with furloughed staff	
				Median	Mean
County	6	33	462	51	77
District	16	18	1097	33	69
London borough	1	5	6	6	6
Metropolitan borough	5	28	207	7	41
Unitary	7	24	822	71	110
Welsh unitary	5	56	388	14	99
English single tier	13	19	1035	15	80
All councils	40	22	2982	33	75

Base: all respondents (183 councils – 18 counties, 89 districts, 20 London boroughs, 18 metropolitan boroughs, 29 unitary, nine Welsh unitaries, 67 English single tier)

Of councils that answered the question about part time furloughing 39 (20 per cent) reported that they had furloughed at least one member of staff on this basis.

In total there were 1,965 staff partially furloughed in responding councils in the week ending 27 November, 0.4 per cent of their current workforce. Of those councils that had furloughed staff part time, the median number was 23 and the mean was 52, but this varied considerably across different types of authority.

Table 7: No. of staff furloughed part time (week ending 27 November)

	No. of councils	% of councils	Total no. staff	Of those councils with furloughed staff	
				Median	Mean
County	5	28	749	67	150
District	17	19	709	18	42
London borough	3	15	45	12	15
Metropolitan borough	4	22	120	12	30
Unitary	6	21	294	33	39
Welsh unitary	3	33	48	8	8
English single tier	13	19	459	12	35
All councils	38	21	1965	23	52

Base: all respondents (183 councils – 18 counties, 89 districts, 20 London boroughs, 18 metropolitan boroughs, 29 unitary, nine Welsh unitaries, 67 English single tier)

Reason staff were furloughed

The councils that had furloughed staff in the week ending 27 November 2020 were subsequently asked to indicate the reason the member of staff had been furloughed, and 48 were able to provide the reason or reasons.

In the week ending 27 November 2020, 68 per cent of staff were furloughed because the 'Service has been stopped' and 29 per cent of staff furloughed as 'Funding has stopped'. The pattern varied across authority types, in Welsh unitaries 94 per cent of staff were furloughed due to 'Service has been stopped', while in counties 82 per cent of staff were furloughed because '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	82	0	0	11	7
District	18	1	0	80	0
London borough	69	0	0	31	0
Metropolitan borough	5	0	0	95	0
Unitary	14	0	0	85	2
Welsh unitary	2	5	0	94	0
English single tier	13	0	0	86	1
All councils	29	1	0	68	2

Base: respondents with furloughed staff (48 councils – six counties, 19 districts, two London boroughs, six metropolitan boroughs, eight unitary, seven Welsh unitaries, 16 English single tier)

Redeployed staff

Councils were asked to indicate the number of staff that had been redeployed in the week ending 27 November 2020. Of councils that answered the question, 104 (61 per cent) reported that they had redeployed at least one member of staff.

In total there were 4,128 staff redeployed in the week ending 27 November, one per cent of the current workforce. The median number of staff redeployed was five and the mean was 24.

Table 9: No. of staff redeployed (week ending 27 November)

	No. of councils	% of councils	Total no. staff	Median	Mean
County	10	71	460	10	33
District	40	47	648	0	8
London borough	13	68	553	8	29
Metropolitan borough	15	94	1040	33	65
Unitary	19	73	976	20	36
Welsh unitary	7	78	451	9	55
English single tier	47	77	2569	20	42
All councils	104	61	4128	5	24

Base: all respondents (170 councils – 14 counties, 86 districts, 19 London boroughs, 16 metropolitan boroughs, 26 unitary, nine Welsh unitaries, 61 English single tier)

Unavailable for work

Councils were asked to indicate the number of staff that were unavailable for work in the week ending 27 November 2020. Of councils that answered the question, 161 (87 per cent) reported that they had at least one member of staff unavailable.

In total, there were 28,433 staff unavailable for work in responding authorities in the week ending 27 November, six per cent of the current workforce. The median number of staff unavailable for work was 50 and the mean was 158.

Table 10: No. of staff unavailable for work (week ending 27 November)

	No. of councils	% of councils	Total no. staff	Median	Mean
County	18	100	7,115	234	395
District	68	78	1,842	14	21
London borough	19	95	2,713	85	136
Metropolitan borough	21	100	7,686	363	366
Unitary	28	88	7,113	155	246
Welsh unitary	7	88	2,938	159	405
English single tier	68	93	17,512	176	251
All councils	161	87	29,407	50	158

Base: all respondents (186 councils – 18 counties, 87 districts, 20 London boroughs, 21 metropolitan boroughs, 32 unitary, eight Welsh unitaries, 73 English single tier)

Reason staff were unavailable for work

The 161 councils that reported they had at least one or more member of staff unavailable for work in the week ending 27 November 2020 were subsequently asked to indicate the reason for them being unavailable, and 158 were able to provide the reason.

In the week ending 27 November 2020, 50 per cent were unavailable because of 'Non-COVID sickness' and 20 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.

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	48	6	0	37	3	6
District	48	6	4	16	1	24
London borough	56	6	0	11	2	25
Metropolitan borough	49	11	1	25	0	14
Unitary	51	7	2	17	1	23
Welsh unitary	52	12	15	14	4	3
English single tier	50	9	1	20	1	19
All councils	50	8	3	23	2	15

Base: respondents with unavailable staff (158 councils – 18 counties, 67 districts, 18 London boroughs, 20 metropolitan boroughs, 28 unitary, seven Welsh unitaries, 66 English single tier)

Service disruption

When asked whether individual services had enough staff to run them normally or not, the worst affected services were adults social care and schools: 11 per cent and 11 per cent of single tier and county councils, respectively, reported these services were operating with severe disruption due to staffing numbers. A further 33 per cent of single tier and county councils reported that schools and adults social care were operating with moderate disruption. Also badly affected was children's services, with 23 per cent reporting moderate disruption.

When asked to assess the council overall, in terms of whether there are enough staff to run services normally or not, 60 per cent of councils reported they were not 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)	103	34	28	33	5
Bereavement services	135	65	24	11	0
Children's services	101	44	31	23	3
Environment health	169	47	28	17	8
Household waste (doorstep collection)	155	66	23	10	1
Housing and homelessness services	170	59	25	12	3
Planning	183	62	28	9	0
Public Health	123	48	26	15	11
Revenue and Benefits	161	60	20	18	2
Schools	79	37	19	33	11
Trading standards	96	50	33	15	2
Overall council	191	40	39	19	1

Base: all respondents dependent on 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 180 (91 per cent of councils who responded to the survey) answered the question, of which 91 per cent reported they had about the right amount of PPE; whilst one 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	76	0	0
District	6	96	2	2
London borough	15	85	0	0
Metropolitan borough	5	70	0	0
Unitary	3	94	0	3
Welsh unitary	0	122	0	11
English single tier	7	85	0	1
All councils	6	91	1	2

Base: all respondents (180 councils – 17 counties, 82 districts, 20 London boroughs, 20 metropolitan boroughs, 32 unitaries, nine Welsh unitaries, 72 English single tier)

Availability of testing

Councils asked to indicate whether staff who needed it were able to access testing or not. A total of 186 (94 per cent of councils who responded to the survey) answered the question, of which 84 per cent said all 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	72	6	0	0	0
District	87	15	1	0	2
London borough	90	10	0	0	0
Metropolitan borough	57	19	0	0	0
Unitary	91	12	0	0	0
Welsh unitary	100	33	0	0	0
English single tier	81	14	0	0	0
All councils	84	15	1	0	1

Base: all respondents (186 councils – 18 counties, 85 districts, 20 London boroughs, 20 metropolitan boroughs, 33 unitaries, nine Welsh unitaries, 74 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 59 (81 per cent) answered the question, of which 45 per cent said they were 'making no substantive changes'. Twenty-six per cent were considering 'recruiting more staff in specialist roles', 26 per cent were considering 'increasing apprenticeships' and 23 per cent said they were currently considering 'reducing use of contractors or agencies'

Table 15: Thinking about staffing, is your council currently considering doing any of the following within this financial year?

	County	District	London borough	Metropolitan borough	Unitary	Welsh unitary	English single tier	All councils
	% councils	% councils	% councils	% councils	% councils	% councils	% councils	% councils
Making no substantive changes to staffing numbers	33	47	41	37	56	75	46	45
Recruiting more staff in specialist roles	11	29	29	26	26	38	27	26
Increasing apprenticeships	22	29	41	21	22	0	27	26
Reducing use of contractors or agencies	22	26	41	16	22	13	25	23
Reducing staff numbers overall	11	27	24	16	7	0	14	17
Recruitment freeze	6	21	6	5	15	38	10	13
Recruiting more staff overall	0	9	6	11	7	13	8	8
Increasing use of contractors or agencies	6	4	0	5	0	13	2	4
Decreasing apprenticeships	0	4	0	0	0	25	0	3

Base: asked to all respondents (172 councils – 16 counties, 81 districts, 18 London boroughs, 16 metropolitan boroughs, 31 unitary, 10 Welsh unitary, 65 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 research@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 27 November 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 27 November 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 27 November?

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 27 November	

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 27 November 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 27 November 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 27 November 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

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 _____

Q30 Please provide details of a secondary contact who we can email any notifications and reports which they might find useful.

- 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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