

COVID-19 Workforce Survey

Research Report

Relating to the week ending 13 November 2020



Contents

- Summary 1
 - Background..... 1
 - Key findings 1
- Introduction..... 3
- Methodology 3
 - Technical notes 4
- COVID-19 Workforce Survey: week ending 13 November 2020 5
 - Size of local authority workforce 5
 - Workforce as at 1 March 2020 5
 - Recruitment week ending 13 November 2020..... 5
 - Current headcount as at 13 November 2020..... 6
 - Death in service 7
 - Furloughed staff 8
 - Reason staff were furloughed..... 8
 - Redeployed staff 9
 - Unavailable for work 10
 - Reason staff were unavailable for work..... 10
 - Service disruption 12
 - Availability of Personal Protective Equipment (PPE) 13
 - Availability of testing 14
 - Planning ahead 15
 - Staff physical and mental health..... 15
 - COVID-19 / EU transition recruitment..... 16
- Annex A: Questionnaire..... 18

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 18 November 2020 and covers the week ending 13 November 2020. The overall response rate was 57 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 13 November 2020. In total 1,337 additional staff had been recruited in responding authorities: the median number of staff per authority was five and the mean was 18.
- More than half of respondent councils (124) have recorded deaths in service since lockdown. A total of 383 deaths in service were reported by respondents since the start of lockdown (cause not specified).
- Twenty-five per cent of councils reported that they had furloughed at least one member of staff. In total, responding authorities reported there were 4,907 staff furloughed in the week ending 13 November 2020, which was 0.9 per cent of the current workforce.
- The main reason given for furloughing staff was that the service had stopped (84 per cent) or that funding had stopped (45 per cent).
- Some 62 per cent of councils had redeployed staff. In total, in the responding authorities there were 4,606 staff redeployed in the week ending 13 November 2020, which was one per cent of the current workforce. The median number of staff redeployed was five and the mean was 24.
- Just under nine in ten councils (87 per cent) reported that they had at least one member of staff unavailable for work. In total, respondents reported there were 27,299 staff unavailable for work in the week ending 13 November 2020, five per cent of the current workforce. The median number of staff unavailable for work was 43 and the mean was 137.
- Twenty-one per cent of staff were unavailable through 'self-isolation (other)' and 45 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 public health and schools: 12 per cent and 10 per cent of single tier and county councils, respectively, reported these services were operating with severe disruption due to staffing numbers. A further 37 per cent of single tier and county councils reported that schools were operating with moderate disruption. Also badly affected was adult social care, with 32 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 reported they were not operating normally.
- 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; whilst two per cent had less than they needed. Eighty per cent said all the staff who need testing can access it.
- Councils were asked, since March 2020, whether their council had experienced an increase or a decrease in the number of requests to support staff's physical or mental health. Seventy-nine per cent said there was an increase, 19 per cent said there has been no change and two per cent said there had been a decrease. Forty-four per cent of councils had said there was an increase for requests from staff in adult social care.
- Councils were asked if they are likely to recruit additional staff specifically to COVID-19 and/or the EU transition or not: 29 per cent said they were not likely to recruit additional staff and a further 29 per cent said they did not know. Eighty-eight (43 per cent) councils said yes, they were likely to be recruiting additional staff. Of these, 37 per cent said it was 'in response to COVID-19', four per cent said it was 'in response to both' and one per cent said it was 'in response to EU transition'.

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 18 November 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 207 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	99	53
County	25	19	76
London borough	33	24	73
Metropolitan district	36	22	61
Unitary	57	36	63
Welsh unitary	22	7	32
All	361	207	57

Table 2: Response rate by region

Region	Total number	Number of responses	Response rate %
Eastern	50	36	72
East Midlands	45	28	62
London	33	24	73
North East	12	10	83
North West	41	23	56
South East	70	36	51
South West	33	11	33
Wales	22	7	32
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 13 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 520,065 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 108 councils that responded to the survey and had responsibility for schools, 19 (nine 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 13 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 13 November 2020.

Of the councils that responded 70 (34 per cent) reported recruiting additional staff. In total 1,337 additional staff were recruited during the week ending 13 November 2020. The median number of staff per council was five and the mean was 18.

Table 3: Has the council recruited additional staff (of any type including casual, agency, contingent, etc during week ending 13 November 2020)?

	Yes	%	Total	Median	Mean
County	9	47	102	13	13
District	20	20	92	2	5
London borough	14	58	634	19	20
Metropolitan borough	11	50	170	1	19
Unitary	12	33	132	4	14
Welsh unitary	4	57	207	4	4
English single tier	36	44	932	5	30
All councils	70	34	1337	5	18

Base: all respondents (207 councils – 19 counties, 99 districts, 24 London boroughs, 22 metropolitan boroughs, 36 unitary, 7 Welsh unitary, 82 English single tier)

Current headcount as at 13 November 2020

The total headcount for those councils that responded had increased by 0.7 per cent since the 1 March 2020 and now stands at 524,068 on the 13 November 2020.

Table 4: Change in headcount from 1 March – 13 November 2020

	At 1 March	At 13 November	% change
County	127,212	129,146	1.5
District	44,777	45,170	0.9
London borough	76,050	78,290	2.9
Metropolitan borough	112,234	111,186	-0.9
Unitary	117,625	117,931	0.3
Welsh unitary	42,747	42,345	-0.9
English single tier	287,234	288,811	0.5
All councils	520,645	524,068	0.7

Base: all respondents (207 councils – 19 counties, 99 districts, 24 London boroughs, 22 metropolitan boroughs, 36 unitary, 7 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 203 councils that answered this question 124 (61 per cent) recorded deaths in service as of 13 November 2020, totalling 383 staff. 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	69	18
District	35	30
London borough	60	20
Metropolitan borough	103	21
Unitary	92	29
Welsh unitary	24	6
English single tier	241	70
All councils	383	124

Base: all respondents (203 councils – 19 counties, 97 districts, 24 London boroughs, 21 metropolitan boroughs, 35 unitary, 7 Welsh unitary, 80 English single tier)

Furloughed staff

Councils were asked to provide details of staff that were furloughed in the week ending 13 November 2020. Of councils that answered the question, 40 (25 per cent) reported that they had furloughed at least one member of staff.

In total there were 4,907 staff furloughed in responding councils in the week ending 13 November, 0.9 per cent of their current workforce. Of those councils that had furloughed staff, the median number was 33 and the mean was 83; but this varied considerably across different types of authority.

	No. of councils	% of councils	Total no. staff	Of those councils with furloughed staff	
				Median	Mean
County	8	44	1305	110	163
District	20	20	1782	53	89
London borough	3	14	20	6	7
Metropolitan borough	5	26	261	28	52
Unitary	9	29	1124	91	122
Welsh unitary	4	57	415	56	88
English single tier	17	24	1405	33	83
All councils	49	25	4907	59	97

Base: all respondents (197 councils – 18 counties, 99 districts, 22 London boroughs, 19 metropolitan boroughs, 31 unitary, seven Welsh unitary, 72 English single tier)

Reason staff were furloughed

The councils that had furloughed staff in the week ending 13 November 2020 were subsequently asked to indicate the reason the member of staff had been furloughed, and 46 were able to provide the reason or reasons.

In the week ending 13 November 2020, 84 per cent of staff were furloughed because the 'Service has been stopped' and 45 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 71 per cent of staff were furloughed because 'Funding has stopped'.

Table 7: 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	71	0	0	9	20
District	19	1	0	80	0
London borough	0	30	0	70	0
Metropolitan borough	0	0	0	100	0
Unitary	15	2	0	80	2
Welsh unitary	0	6	0	94	0
English single tier	11	2	0	85	2
All councils	45	1	0	84	5

Base: respondents with furloughed staff (46 councils – eight counties, 20 districts, three London boroughs, five metropolitan boroughs, seven unitary, three Welsh unitary, 15 English single tier)

Redeployed staff

Councils were asked to indicate the number of staff that had been redeployed in the week ending 13 November 2020. Of councils that answered the question, 112 (62 per cent) reported that they had redeployed at least one member of staff.

In total there were 4,606 staff redeployed in the week ending 13 November, one per cent of the current workforce. The median number of staff redeployed was five and the mean was 24.

Table 8: No. of staff redeployed (week ending 13 November)

	No. of councils	% of councils	Total no. staff	Median	Mean
County	11	79	493	13	35
District	43	46	697	0	7
London borough	15	71	613	15	29
Metropolitan borough	16	94	1235	38	73
Unitary	21	75	1102	24	42
Welsh unitary	6	100	466	31	40
English single tier	52	79	2950	29	46
All councils	112	62	4606	5	24

Base: all respondents (180 councils – 14 counties, 4 districts, 21 London boroughs, 17 metropolitan boroughs, 28 unitary, six 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 13 November 2020. Of councils that answered the question, 167 (87 per cent) reported that they had at least one member of staff unavailable.

In total there were 27,299 staff unavailable for work in responding authorities in the week ending 13 November, six per cent of the current workforce. The median number of staff unavailable for work was 43 and the mean was 137.

	No. of councils	% of councils	Total no. staff	Median	Mean
County	18	100	6654	230	370
District	73	79	1950	14	21
London borough	21	95	2645	76	120
Metropolitan borough	20	95	6979	340	332
Unitary	30	91	6879	127	228
Welsh unitary	5	100	2192	137	180
English single tier	71	93	16503	158	225
All councils	167	87	27299	43	137

Base: all respondents (191 councils – 18 counties, 92 districts, 22 London boroughs, 21 metropolitan boroughs, 33 unitary, five Welsh unitary, 76 English single tier)

Reason staff were unavailable for work

The 167 councils that reported they had one or more member of staff unavailable for work in the week ending 13 November 2020 were subsequently asked to indicate the reason for them being unavailable, and 160 were able to provide the reason.

In the week ending 13 November 2020, 45 per cent of staff were unavailable because of 'Non-COVID sickness' and 21 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 10: 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	49	8	1	31	1	9
District	42	7	5	19	1	25
London borough	57	5	1	10	0	26
Metropolitan borough	43	14	3	24	0	16
Unitary	46	9	4	17	0	23
Welsh unitary	63	13	6	11	2	4
English single tier	46	10	3	19	0	21
All councils	45	9	3	21	1	17

Base: respondents with unavailable staff (160 councils – 17 counties, 73 districts, 20 London boroughs, 17 metropolitan boroughs, 28 unitary, five Welsh unitary, 65 English single tier)

Service disruption

When asked whether individual services had enough staff to run them normally or not, the worst affected services were public health and schools: 12 per cent and ten per cent of single tier and county councils, respectively, reported these services were operating with severe disruption due to staffing numbers. A further 37 per cent of single tier and county councils reported that schools were operating with moderate disruption. Also badly affected was adult social care, with 32 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 11: 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)	102	39	25	32	7
Bereavement services	137	71	20	12	0
Children's services	97	45	31	23	4
Environment health	180	47	31	18	6
Household waste (doorstep collection)	158	71	21	9	1
Housing and homelessness services	176	62	25	13	2
Planning	185	66	28	7	1
Public Health	120	48	26	17	12
Revenue and Benefits	170	59	24	16	2
Schools	78	38	18	37	10
Trading standards	93	54	32	13	4
Overall council	198	41	39	20	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 189 (91 per cent of councils who responded to the survey) answered the question, of which 89 per cent reported they had about the right amount of PPE; whilst two per cent had less than they needed.

Table 12: 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	6	94	0	0
District	6	90	0	4
London borough	14	81	5	0
Metropolitan borough	10	86	5	0
Unitary	6	91	3	0
Welsh unitary	0	100	0	0
English single tier	9	86	4	0
All councils	7	89	2	2

Base: all respondents (189 councils – 18 counties, 90 districts, 21 London boroughs, 21 metropolitan boroughs, 32 unitaries, seven Welsh unitaries, 74 English single tier)

Availability of testing

Councils were asked to indicate whether staff who needed it were able to access testing or not. A total of 196 (95 per cent of councils who responded to the survey) answered the question, of which 18 per cent said most of the staff that need testing can access it, with zero saying none of the staff that need testing can access it.

Table 13: 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	67	33	0	0	0
District	87	10	1	0	2
London borough	71	24	5	0	0
Metropolitan borough	73	23	0	0	5
Unitary	71	29	0	0	0
Welsh unitary	100	0	0	0	0
English single tier	71	26	1	0	1
All councils	80	18	1	0	2

Base: all respondents (196 councils – 18 counties, 94 districts, 21 London boroughs, 22 metropolitan boroughs, 34 unitaries, seven Welsh unitaries, 77 English single tier)

Planning ahead

Staff physical and mental health

Councils were asked, since March 2020, had their council experienced an increase or a decrease in the number of requests to support staff's physical or mental health. A total of 175 (85 per cent) answered the question, of which 79 per cent said there had been an increase, 19 per cent said there has been no change and two per cent said there had been a decrease.

Table 14: Has there been an increase or decrease in the request to support staff's physical or mental health?

	Increase	Decrease	No change
	% councils	% councils	% councils
County	100	0	0
District	74	0	26
London borough	63	13	25
Metropolitan borough	85	0	15
Unitary	84	6	10
Welsh unitary	100	0	0
English single tier	79	30	33
All councils	79	2	19

Base: all respondents (175 councils – 14 counties, 89 districts, 16 London boroughs, 20 metropolitan boroughs, 31 unitaries, five Welsh unitaries, 67 English single tier)

Councils that answered there has been an increase in the number of requests were asked which services these were in. Forty-four per cent of councils had said there was an increase for requests from staff in adult social care. Forty-three per cent of councils said 'other', this included all services, housing, waste and homelessness. In districts, 33 per cent reported an increase in requests from staff in environmental health.

Table 15: Can you please tell us below which service areas these have been most affected?

	County	District	London borough	Metropolitan borough	Unitary	Welsh	English single tier	All councils
	%	%	%	%	%	%	%	%
Adult social care	79	0	89	87	82	60	85	42
Environment health	0	33	33	20	18	20	7	25
Public Health	36	0	33	27	27	20	7	15
Children's services	64	0	67	80	59	20	13	33
Trading standards	7	0	11	13	9	0	2	5
Revenue and Benefits	0	32	22	27	9	0	4	22
Schools	36	0	22	47	32	40	4	18
Corporate services	29	30	11	27	18	0	2	25
Other	21	65	33	27	14	40	7	43

Base: asked to all respondents (125 councils – 14 counties, 60 districts, 9 London boroughs, 15 metropolitan boroughs, 22 unitary, five Welsh unitary, 46 English single tier)

COVID-19 / EU transition recruitment

This fortnight councils were asked if they were likely to recruit additional staff specifically in response to COVID-19 and/or the EU transition or not. Of the 207 councils who responded to the question, 29 per cent said they were not likely recruit additional staff and a further 29 per cent said they did not know. Eighty-eight (43 per cent) council said they would be likely to recruit additional staff. Of these, 37 per cent of councils said it was 'in response to COVID-19', four per cent said it was 'in response to both' and one per cent said it was 'in response to EU transition'.

Table 14: Are you likely to recruit additional staff specifically in response to COVID-19 and/or the EU transition, or not?

	Yes, in response to COVID-19	Yes, in response both to COVID-19 and EU transition	Yes, in response to EU transition	No	Don't know
	% councils	% councils	% councils	% councils	% councils
County	42	11	0	11	37
District	30	1	2	41	25
London borough	25	4	0	17	54
Metropolitan borough	59	9	0	9	23
Unitary	42	8	0	28	22
Welsh unitary	71	0	0	14	14
English single tier	41	7	0	20	32
All councils	37	4	1	29	29

Base: all respondents (207 councils – 19 counties, 99 districts, 24 London boroughs, 22 metropolitan boroughs, 36 unitary, seven Welsh unitary, 82 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 13 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 13 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 13 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 13 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 13 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 13 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 13 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 the 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

Q8.2 Referrals

Since March 2020 (the beginning of lockdown), would you say your council has

experienced an increase or decrease in the number of requests to support staff's physical or mental health?

This might appear in the form of :

referrals to well-being programmes

managers giving feedback

support for stress

use of Employee Assistance Schemes

referrals to HR

occupational health interventions

request for counselling services

other requests for support (managers or self-referral).

- Increase
- Decrease
- No change
- Don't know

Q8.3 Can you please tell us below which service areas these have been most affected?

- Adult social care
 - Environmental health
 - Public health
 - Children's services
 - Trading standards
 - Revenues and benefits
 - Schools
 - Corporate services
 - Other (please state)
-

Q8.4 COVID-19 / EU Transition recruitment

Are you likely to recruit additional staff specifically in response to COVID-19 and/or the EU transition, or not?

- Yes, in response to COVID-19
- Yes, in response to EU transition
- Yes, in response both to COVID-19 and EU transition
- No
- Don't know

Q8.5 Can you please tell us what job roles these are?

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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