

COVID-19 Workforce Survey

Research Report

Relating to the week ending 2 October 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 7 October 2020 and covers the week ending 2 October 2020. The overall response rate was 55 per cent and covered around a third of the total workforce.

Key findings

- Some 33 per cent of councils reported recruiting additional staff (of any type including casual, agency, contingent, etc) in the week ending 2 October 2020. In total 3,028 additional staff had been recruited in responding authorities: the median number of staff per authority was four and the mean was 52.
- More than half of respondent councils (107) recorded deaths in service since lockdown. A total of 268 deaths in service were reported by respondents since the start of lockdown (cause not specified).
- Twenty-three per cent of councils reported that they had furloughed at least one member of staff full time. In total responding authorities reported there were 4,395 staff furloughed – full time in the week ending 2 October 2020, which was 0.9 per cent of the current workforce. The number of staff furloughed full time has gone down by nine per cent compared to the previous fortnights collection (4,854).
- In addition, 22 per cent of councils reported that they had furloughed at least one member of staff part-time. In total respondents reported there were 2,249 staff furloughed part time in the week ending 2 October 2020, which was 0.4 per cent of the current workforce.
- The main reason given for furloughing staff was that the service had stopped (71 per cent) or that funding had stopped (22 per cent).
- Some 59 per cent of councils had redeployed staff. In total in the responding authorities there were 5,718 staff redeployed in the week ending 2 October 2020, which was one per cent of the current workforce. The median number of staff redeployed was four and the mean was 34.

- Just over eight out of ten councils (83 per cent) reported that they had at least one member of staff unavailable for work. In total, respondents reported there were 23,834 staff unavailable for work in the week ending 2 October 2020, five per cent of the current workforce. The median number of staff unavailable for work was 35 and the mean was 128.
- Seventeen per cent of staff were unavailable through 'self-isolation (other)' and 51 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 2 October was public health: eight per cent of single tier and county councils reported they were operating with severe disruption due to staffing numbers. Also badly affected were adults social care and schools, with 27 per cent and 20 per cent, respectively, reporting moderate disruption. Environmental health and children's services also had notable levels of disruption.
- When asked to assess the council overall, in terms of whether there are enough staff to run services normally or not, 56 per cent reported they were not operating normally.
- Councils who had been under a local restrictions due to a COVID-19 outbreak were asked about the availability of personal protective equipment (PPE) and COVID-19 testing for staff. Eighty-two per cent reported they had about the right amount of PPE they needed; while 12 per cent had less than they needed. Forty-one 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, 34 per cent said they considering increasing apprenticeships, but 16 per cent said they were considering reducing the overall staffing level.
- Finally, councils were asked what they were currently considering in terms of staffing locations, 70 per cent answered they were considering increasing home working, 67 per cent were considering increasing flexible working options and 47 per cent were considering changing models of service delivery. Just under a third of councils (32 per cent) said they were considering reducing the number of physical workplaces.

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 7 October 2020, 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 206 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	98	52
County	25	19	76
London borough	33	21	64
Metropolitan district	36	19	53
Unitary	57	37	65
Welsh unitary	22	12	55
Local government districts (NI)	11	0	0
All	372	206	55

Table 2: Response rate by region

Region	Total number	Number of responses	Response rate %
Eastern	50	39	78
East Midlands	45	23	51
London	33	21	64
North East	12	7	58
North West	41	24	59
South East	70	38	54
South West	33	13	39
Wales	22	12	55
West Midlands	33	11	33
Yorkshire and Humber	22	18	82
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 2 October 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 519,022 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 108 councils that responded to the survey and had responsibility for schools, 22 (20 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 2 October 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 2 October 2020.

Of the councils that responded 71 (34 per cent) reported recruiting additional staff. In total 1843 additional staff were recruited during the week ending 2 October 2020. The median number of staff per council was five and the mean was 29.

Table 3: Has the council recruited additional staff (of any type including casual, agency, contingent, etc during week ending 2 October 2020)?

	Yes	%	Total	Median	Mean
County	9	47	57	8	7
District	21	21	788	1	41
London borough	13	62	544	8	12
Metropolitan borough	9	47	147	2	21
Unitary	14	38	120	5	10
Welsh unitary	5	42	187	18	37
English single tier	36	47	811	5	26
All councils	71	34	1843	5	29

Base: asked to all respondents (206 councils – 19 counties, 98 districts, 21 London boroughs, 19 metropolitan boroughs, 37 unitary, 12 Welsh unitary, 77 English single tier)

Current headcount as at 2 October 2020

Total headcount for those councils that responded has increased by 1.6 per cent since the 1 March 2020 and now stands at 514,539 on the 2 October 2020.

Table 4: Change in headcount from 1 March – 2 October 2020

	At 1 March	At 2 October	% change
County	126725	128450	1.4
District	43792	44502	1.6
London borough	66120	67920	2.7
Metropolitan borough	90890	90424	-0.5
Unitary	115790	115835	0.0
Welsh unitary	75705	75236	-0.6
English single tier	272800	274179	0.5
All councils	519022	522367	0.6

Base: asked to all respondents (206 councils – 19 counties, 98 districts, 21 London boroughs, 19 metropolitan boroughs, 37 unitary, 12 Welsh unitary, 77 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 204 councils that answered this question 117 (57 per cent) recorded a total of 313 deaths in service as of 2 October 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	54	17
District	34	28
London borough	39	17
Metropolitan borough	70	16
Unitary	80	29
Welsh unitary	36	10
English single tier	189	62
All councils	313	117

Base: asked to all respondents (204 councils – 19 counties, 97 districts, 21 London boroughs, 18 metropolitan boroughs, 37 unitary, 12 Welsh unitary, 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 2 October 2020. Of councils that answered the question about full time furloughing, 39 (20 per cent) reported that they had furloughed at least one member of staff.

In total there were 3,022 staff furloughed full time in responding councils in the week ending 2 October, 0.6 per cent of their current workforce. The number of staff furloughed full time has gone down by 21 per cent compared to the previous fortnight's collection (3,820). Of those councils that had furloughed staff full time, the median number was 42 and the mean was 77; but this varied considerably across different types of authority.

Table 6: No. of staff furloughed full time (week ending 2 October)					
	No. of councils	% of councils	Total no. staff	Of those councils with furloughed staff	
				Median	Mean
County	6	32	420	59	70
District	14	14	739	37	53
London borough	1	5	2	2	2
Metropolitan borough	6	33	291	10	49
Unitary	6	18	755	60	126
Welsh unitary	6	55	815	90	136
English single tier	13	19	1048	19	81
All councils	39	20	3022	42	77

Base: asked to all respondents (197 councils – 19 counties, 97 districts, 19 London boroughs, 18 metropolitan boroughs, 33 unitary, 11 Welsh unitary, 70 English single tier)

Of councils that answered the question about part time furloughing 41 (21 per cent) reported that they had furloughed at least one member of staff on this basis.

In total there were 2,033 staff partially furloughed in responding councils in the week ending 2 October, 0.4 per cent of their current workforce. Of those councils that had furloughed staff part time, the median number was 15 and the mean was 50, but this varied considerably across different types of authority.

Table 7: No. of staff furloughed part time (week ending 2 October)

	No. of councils	% of councils	Total no. staff	Of those councils with furloughed staff	
				Median	Mean
County	6	32	641	65	107
District	18	19	501	11	28
London borough	2	11	23	12	12
Metropolitan borough	4	22	171	17	43
Unitary	7	21	420	6	60
Welsh unitary	4	36	277	34	69
English single tier	13	19	614	11	47
All councils	41	21	2033	15	50

Base: asked to all respondents (197 councils – 19 counties, 97 districts, 19 London boroughs, 18 metropolitan boroughs, 33 unitary, 11 Welsh unitary, 70 English single tier)

Reason staff were furloughed

The councils that had furloughed staff in the week ending 2 October 2020 were subsequently asked to indicate the reason the member of staff had been furloughed, and 50 were able to provide the reason or reasons.

In the week ending 2 October 2020, 66 per cent of staff were furloughed because the 'Service has been stopped' and 24 per cent of staff furloughed as 'Funding has stopped'. The pattern varied across authority types, in districts 80 per cent of staff were furloughed due to 'Service has been stopped', while in counties 76 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	76	0	0	1	23
District	7	1	0	80	12
London borough	44	0	0	56	0
Metropolitan borough	3	0	0	97	0
Unitary	15	0	0	83	2
Welsh unitary	0	0	0	100	0
English single tier	11	0	0	87	1
All councils	24	0	0	66	10

Base: asked to respondents with furloughed staff (50 councils – seven counties, 20 districts, three London boroughs, six metropolitan boroughs, eight unitary, six Welsh unitary, 17 English single tier)

Redeployed staff

Councils were asked to indicate the number of staff that had been redeployed in the week ending 2 October 2020. Of councils that answered the question, 99 (55 per cent) reported that they had redeployed at least one member of staff.

In total there were 4,636 staff redeployed in the week ending 2 October, one per cent of the current workforce. The median number of staff redeployed was two and the mean was 26.

	No. of councils	% of councils	Total no. staff	Median	Mean
County	9	64	633	16	45
District	37	41	620	0	7
London borough	13	65	558	5	28
Metropolitan borough	12	80	1100	40	73
Unitary	20	69	794	9	27
Welsh unitary	8	73	931	53	85
English single tier	45	70	2452	11	38
All councils	99	55	4636	2	26

Base: asked to all respondents (180 councils – 14 counties, 91 districts, 20 London boroughs, 14 metropolitan boroughs, 29 unitary, 11 Welsh unitary, 64 English single tier)

Unavailable for work

Councils were asked to indicate the number of staff that were unavailable for work in the week ending 2 October 2020. Of councils that answered the question, 162 (83 per cent) reported that they had at least one member of staff unavailable.

In total there were 24,380 staff unavailable for work in responding authorities in the week ending 2 October, five per cent of the current workforce. The median number of staff unavailable for work was 28 and the mean was 125.

	No. of councils	% of councils	Total no. staff	Median	Mean
County	18	100	5592	244	311
District	68	72	1165	8	12
London borough	20	95	2322	69	111
Metropolitan borough	17	100	6181	397	364
Unitary	31	89	6188	104	177
Welsh unitary	8	80	2932	231	293
English single tier	68	93	14691	123	201
All councils	162	83	24380	28	125

Base: asked to all respondents (195 councils – 18 counties, 94 districts, 21 London boroughs, 17 metropolitan boroughs, 35 unitary, 10 Welsh unitary, 73 English single tier)

Reason staff were unavailable for work

The 162 councils that reported they had at least one or more member of staff unavailable for work in the week ending 2 October 2020 were subsequently asked to indicate the reason for them being unavailable, and 152 were able to provide the reason.

In the week ending 2 October 2020, 54 per cent of staff were unavailable because of 'Non-COVID sickness' and 19 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	55	6	0	25	1	14
District	67	3	2	10	2	16
London borough	59	4	0	7	1	29
Metropolitan borough	47	6	0	23	2	21
Unitary	54	4	1	15	1	26
Welsh unitary	58	4	2	23	4	10
English single tier	52	5	1	17	1	25
All councils	54	5	1	19	1	20

Base: asked to respondents with unavailable staff (152 councils – 16 counties, 64 districts, 19 London boroughs, 15 metropolitan boroughs, 31 unitary, seven 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: nine per cent of single tier and county councils reported these services were operating with severe disruption due to staffing numbers. Also badly affected was adult social care, with 24 per reporting moderate disruption.

When asked to assess the council overall, in terms of whether there are enough staff to run services normally or not, 56 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	41	34	24	1
Bereavement services	138	70	21	9	0
Children's services	100	49	32	17	2
Environment health	174	52	28	14	5
Household waste (doorstep collection)	163	74	19	7	0
Housing and homelessness services	176	62	25	11	2
Planning	190	64	29	6	0
Public Health	119	52	29	10	9
Revenue and Benefits	168	63	25	11	1
Schools	81	44	25	22	9
Trading standards	94	56	32	10	2
Overall council	199	44	41	15	0

Base: asked to all respondents dependent on category applicable to the council; categories presented varied by authority type.

Availability of Personal Protective Equipment (PPE)

Only councils where, in the week ending 2 October, local restrictions had been in place to deal with an outbreak of COVID-19 were asked to indicate whether they had enough of the correct type of PPE for those staff that needed it. A total of 38 (18 per cent) answered the question, of which 95 per cent reported they had about the right amount of PPE.

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	11	89	0	0
London borough	0	100	0	0
Metropolitan borough	0	92	8	0
Unitary	0	100	0	0
Welsh unitary	0	100	0	0
English single tier	0	95	5	0
All councils	3	95	3	0

Base: asked to respondents indicating that local restrictions were in place (38 councils – nine districts, one London borough, 12 metropolitan boroughs, eight unitary, eight Welsh unitary, 21 English single tier)

Availability of testing

Only councils where, in the week ending 2 October, local restrictions had been in place to deal with an outbreak of COVID-19 were also asked to indicate whether staff who needed it were able to access testing or not. A total of 39 (19 per cent) answered the question, of which 79 per cent said all the staff who need testing can access it; 15 per cent said only 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	78	0	22	0	0
London borough	0	100	0	0	0
Metropolitan borough	62	38	0	0	0
Unitary	100	0	0	0	0
Welsh unitary	100	0	0	0	0
English single tier	73	27	0	0	0
All councils	79	15	5	0	0

Base: asked to respondents indicating that local restrictions were in place (39 councils – nine districts, one London borough, 13 metropolitan boroughs, eight unitaries, 22 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 162 (seven per cent) answered the question, of which 47 per cent said they were 'making no substantive changes'. Thirty per cent said they were currently considering 'increasing apprenticeships', 29 per cent were considering 'reducing the use of contractors or agencies' and 28 per cent were considering 'recruiting more staff in specialist roles'.

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	41	62	40	53	29	40	38	47
Increasing apprenticeships	59	19	53	33	39	40	41	30
Reducing use of contractors or agencies	41	19	53	33	46	10	45	29
Recruiting more staff in specialist roles	53	19	20	47	29	40	31	28
Reducing staff numbers overall	6	14	27	20	32	10	28	16
Recruitment freeze	6	16	27	27	25	0	26	16
Increasing use of contractors or agencies	6	0	13	13	14	20	14	6
Recruiting more staff overall	12	1	7	7	11	0	9	4
Decreasing apprenticeships	0	1	0	7	0	0	2	1

Base: asked to all respondents (162 councils – 17 counties, 77 districts, 15 London boroughs, 15 metropolitan boroughs, 28 unitary, 10 Welsh unitary, 58 English single tier)

Thinking about staff locations

Councils were also asked what they were currently considering about staff locations. A total of 174 (84 per cent) answered the question, of which 72 per cent said they were considering increasing home working, 63 per cent answered they were considering 'increasing flexible working options' and 43 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	75	88	69	94	0
District	25	68	31	79	10
London borough	56	94	69	81	0
Metropolitan borough	47	76	65	88	0
Unitary	58	74	74	90	3
Welsh unitary	50	70	70	90	0
English single tier	55	80	70	88	2
All councils	37	63	43	72	5

Base: asked to all respondents (174 councils – 16 counties, 84 districts, 16 London boroughs, 17 metropolitan boroughs, 31 unitary, 10 Welsh unitary, 64 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 2 October 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 2 October 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 2 October?

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 2 October	

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 2 October 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 2 October 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 2 October 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](#)



Local Government Association

Local Government House
Smith Square
London SW1P 3HZ

Telephone 020 7664 3000

Fax 020 7664 3030

Email info@local.gov.uk

www.local.gov.uk

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