

Employment Committee

15 July 2020

Workforce Summary – 2019/20 data, and Covid-19 Workforce Update

Annex 2

Workforce Update During Covid-19

Since mid March 2020 our organisation has managed rapid adjustment and change to the services we provide, ways of working, and availability of our workforce. Despite these challenges, we have supported our communities and each other during the biggest worldwide crisis of our lifetime, and will be stronger because of it.

During CV19, our workforce availability and ways of working significantly changed for various reasons including:

- Periods of absence from work due to CV19 symptoms (pre and post test availability)
- Followed government guidance to shield, and/or been unable work due to the type of role they are employed for
- Worked part time hours or not at all, due to childcare and eldercare issues caused by the schools, nurseries, and day centres being closed
- Worked from home rather than an office environment
- Redeployed to alternative work, to fill gaps or support new CV19 related services
- Worked longer hours, undertaken more complex work, taken on more senior responsibilities, adapted the Councils response to CV19 as a result of changing government guidance almost on a weekly basis

The affect of the CV19 period on our workforce:

- Signs of physical and mental exhaustion, are evident by increased examples of low emotional mood, and minor physical ailments – though this has not been sign in sickness absence statistics
- Support and guidance has and continues to be provided to employees, to encourage healthy living, good mental health, improved communication and relationships between peers and managers.
- Encouraging all employees to take annual leave to refresh and refuel in August, traditionally a quiet month due to school summer holidays.
- Recognising, thanking and rewarding all for their contributions to the Councils CV19 response efforts – whatever part they played.

What next?

Through the New Ways of Working group, we will build on the positive and successful changes and experiences we have gained during CV19, to enhance how the Council and our workforce operates effectively and efficiently in the future.