

# COVID-19 Workforce Survey

Research Report

Relating to the week ending 30 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 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 4 November 2020 and covers the week ending 30 October 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 30 October 2020. In total 1404 additional staff had been recruited in responding authorities: the median number of staff per authority was four and the mean was 23.
- More than half of respondent councils (112) recorded deaths in service since lockdown. A total of 350 deaths in service were reported by respondents since the start of lockdown (cause not specified).
- Twenty per cent of councils reported that they had furloughed at least one member of staff full time. In total responding authorities reported there were 3060 staff furloughed – full time in the week ending 30 October 2020, which was 0.6 per cent of the current workforce. The number of staff furloughed full time has gone down by 11 per cent compared to the previous fortnights collection (2755).
- 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 1642 staff furloughed part time in the week ending 30 October 2020, which was 0.3 per cent of the current workforce.
- The main reason given for furloughing staff was that the service had stopped (67 per cent) or that funding had stopped (28 per cent).
- Some 56 per cent of councils had redeployed staff. In total in the responding authorities there were 4493 staff redeployed in the week ending 30 October 2020, which was one per cent of the current workforce. The median number of staff redeployed was two and the mean was 26.

- 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 28,433 staff unavailable for work in the week ending 30 October 2020, six per cent of the current workforce. The median number of staff unavailable for work was 38 and the mean was 150.
- Seventeen per cent of staff were unavailable through 'self-isolation (other)' and 47 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 11 per cent of single tier and county councils, respectively, reported these services were operating with severe disruption due to staffing numbers. A further 29 per cent of single tier and county councils reported that schools were operating with moderate disruption. Also badly affected was adult social care, with 25 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. Ninety-five per cent reported they had about the right amount of PPE; whilst three per cent had less than they needed. Seventy-seven 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. Fifty-two per cent said they no substantive changes to staffing numbers, 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 4 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 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	18	72
London borough	33	22	67
Metropolitan district	36	21	58
Unitary	57	35	61
Welsh unitary	22	12	55
All	361	206	57

**Table 2: Response rate by region**

Region	Total number	Number of responses	Response rate %
Eastern	50	38	76
East Midlands	45	20	44
London	33	22	67
North East	12	9	75
North West	41	24	59
South East	70	34	49
South West	33	15	45
Wales	22	12	55
West Midlands	33	14	42
Yorkshire and Humber	22	18	82

**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 30 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 513,128 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, 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 30 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 30 October 2020.

Of the councils that responded 70 (34 per cent) reported recruiting additional staff. In total 1404 additional staff were recruited during the week ending 30 October 2020. The median number of staff per council was four and the mean was 23.

**Table 3: Has the council recruited additional staff (of any type including casual, agency, contingent, etc during week ending 30 October 2020)?**

	Yes	%	Total	Median	Mean
County	9	50	82	9	10
District	20	20	133	2	7
London borough	14	64	556	8	9
Metropolitan borough	8	38	162	4	32
Unitary	14	40	122	5	10
Welsh unitary	5	42	349	50	70
English single tier	36	46	840	7	29
All councils	70	34	1404	4	23

Base: all respondents (206 councils – 19 counties, 98 districts, 22 London boroughs, 21 metropolitan boroughs, 35 unitary, 12 Welsh unitary, 78 English single tier)

### Current headcount as at 30 October 2020

Total headcount for those councils that responded has decreased by 0.3 per cent since the 1 March 2020 and now stands at 511,764 on the 30 October 2020.

**Table 4: Change in headcount from 1 March – 30 October 2020**

	At 1 March	At 30 October	% change
County	120098	121765	1.4
District	42955	43400	1.0
London borough	64120	66194	3.2
Metropolitan borough	97815	94247	-3.6
Unitary	113605	113824	0.2
Welsh unitary	74535	72334	-3.0
English single tier	275540	274265	-0.5
All councils	513128	511764	-0.3

Base: all respondents (206 councils – 19 counties, 98 districts, 22 London boroughs, 21 metropolitan boroughs, 35 unitary, 12 Welsh unitary, 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 202 councils that answered this question 112 (55 per cent) recorded a total of 350 deaths in service as of 30 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?**

	<b>No. deaths</b>	<b>No. of councils recording 1 or more deaths</b>
County	65	16
District	27	22
London borough	47	18
Metropolitan borough	75	17
Unitary	89	28
Welsh unitary	47	11
English single tier	211	63
All councils	350	112

Base: all respondents (202 councils – 18 counties, 96 districts, 22 London boroughs, 20 metropolitan boroughs, 34 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 30 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 3060 staff furloughed full time in responding councils in the week ending 30 October, 0.6 per cent of their current workforce. The number of staff furloughed full time has increased by 11 per cent compared to the previous fortnight's collection (2755). Of those councils that had furloughed staff full time, the median number was 38 and the mean was 78; but this varied considerably across different types of authority.

<b>Table 6: No. of staff furloughed full time (week ending 30 October)</b>					
	No. of councils	% of councils	Total no. staff	Of those councils with furloughed staff	
				Median	Mean
County	7	39	779	62	111
District	12	12	577	18	48
London borough	2	10	3	2	2
Metropolitan borough	4	20	226	23	57
Unitary	8	24	842	50	105
Welsh unitary	6	55	633	81	106
English single tier	14	19	1071	26	73
All councils	40	20	3060	38	78

Base: all respondents (199 councils – 18 counties, 97 districts, 20 London boroughs, 20 metropolitan boroughs, 33 unitary, 11 Welsh unitary, 73 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 1642 staff partially furloughed in responding councils in the week ending 30 October, 0.3 per cent of their current workforce. Of those councils that had furloughed staff part time, the median number was 16 and the mean was 41, but this varied considerably across different types of authority.

**Table 7: No. of staff furloughed part time (week ending 30 October)**

	No. of councils	% of councils	Total no. staff	Of those councils with furloughed staff	
				Median	Mean
County	4	22	488	78	122
District	16	16	350	14	22
London borough	2	10	16	8	8
Metropolitan borough	4	20	66	16	17
Unitary	10	30	481	28	48
Welsh unitary	4	36	241	29	60
English single tier	16	22	563	16	35
All councils	40	20	1642	16	41

Base: all respondents (199 councils – 18 counties, 97 districts, 20 London boroughs, 20 metropolitan boroughs, 33 unitary, 11 Welsh unitary, 73 English single tier)

### Reason staff were furloughed

The councils that had furloughed staff in the week ending 30 October 2020 were subsequently asked to indicate the reason the member of staff had been furloughed, and 45 were able to provide the reason or reasons.

In the week ending 30 October 2020, 67 per cent of staff were furloughed because the 'Service has been stopped' and 28 per cent of staff furloughed as 'Funding has stopped'. The pattern varied across authority types, in Welsh unitaries 97 per cent of staff were furloughed due to 'Service has been stopped', while in counties 79 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	79	0	0	7	15
District	16	1	0	83	0
London borough	17	0	0	83	0
Metropolitan borough	5	0	0	95	0
Unitary	21	0	0	77	2
Welsh unitary	0	3	0	97	0
English single tier	17	0	0	81	1
All councils	28	1	0	67	4

Base: respondents with furloughed staff (45 councils – five counties, 16 districts, two London boroughs, six metropolitan boroughs, 10 unitary, six Welsh unitary, 18 English single tier)

## Redeployed staff

Councils were asked to indicate the number of staff that had been redeployed in the week ending 30 October 2020. Of councils that answered the question, 98 (56 per cent) reported that they had redeployed at least one member of staff.

In total there were 4493 staff redeployed in the week ending 30 October, one per cent of the current workforce. The median number of staff redeployed was two and the mean was 26.

**Table 9: No. of staff redeployed (week ending 30 October)**

	No. of councils	% of councils	Total no. staff	Median	Mean
County	8	67	572	3	48
District	39	43	555	0	6
London borough	13	65	743	7	37
Metropolitan borough	13	87	934	32	62
Unitary	17	61	759	7	27
Welsh unitary	8	73	930	52	85
English single tier	43	68	2436	10	39
All councils	98	56	4493	2	26

Base: all respondents (176 councils – 12 counties, 90 districts, 20 London boroughs, 15 metropolitan boroughs, 28 unitary, 11 Welsh unitary, 63 English single tier)

## Unavailable for work

Councils were asked to indicate the number of staff that were unavailable for work in the week ending 30 October 2020. Of councils that answered the question, 157 (83 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 30 October, six per cent of the current workforce. The median number of staff unavailable for work was 38 and the mean was 150.

	<b>No. of councils</b>	<b>% of councils</b>	<b>Total no. staff</b>	<b>Median</b>	<b>Mean</b>
County	17	100	5605	203	330
District	67	74	1481	10	16
London borough	19	90	2810	78	134
Metropolitan borough	19	95	6672	308	334
Unitary	27	87	8066	117	260
Welsh unitary	8	80	3799	305	380
English single tier	65	90	17548	144	244
All councils	157	83	28433	38	150

Base: all respondents (190 councils – 17 counties, 91 districts, 21 London boroughs, 20 metropolitan boroughs, 31 unitary, 10 Welsh unitary, 72 English single tier)

### **Reason staff were unavailable for work**

The 157 councils that reported they had at least one or more member of staff unavailable for work in the week ending 30 October 2020 were subsequently asked to indicate the reason for them being unavailable, and 146 were able to provide the reason.

In the week ending 30 October 2020, 47 per cent of staff were unavailable because of 'Non-COVID sickness' and 17 per cent were unavailable due to 'Self-isolation (other)'. Reasons for self-isolation (other) included being in an at-risk group, because the staff member believed they were symptomatic or because the staff member shared a household with someone who was symptomatic.

**Table 11: For those staff currently unavailable for work, what is/are the reason/s?**

	<b>Non- COVID sickness</b>	<b>Confirmed/ Suspected COVID</b>	<b>Self- isolation (Track and trace)</b>	<b>Self- isolation (Other)</b>	<b>Caring for dependents/ at risk relative/som eone who is sick</b>	<b>Other reason</b>
	<b>% staff</b>	<b>% staff</b>	<b>% staff</b>	<b>% staff</b>	<b>% staff</b>	<b>% staff</b>
County	44	7	0	30	0	18
District	50	8	4	12	1	25
London borough	46	4	0	6	0	43
Metropolitan borough	47	13	4	23	0	13
Unitary	42	7	2	12	0	37
Welsh unitary	59	10	5	13	3	10
English single tier	45	9	2	15	0	29
All councils	47	8	2	17	1	24

Base: respondents with unavailable staff (146 councils – 15 counties, 67 districts, 16 London boroughs, 17 metropolitan boroughs, 24 unitary, seven Welsh unitary, 57 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 11 per cent of single tier and county councils, respectively, reported these services were operating with severe disruption due to staffing numbers. A further 29 per cent of single tier and county councils reported that schools were operating with moderate disruption. Also badly affected was adult social care, with 25 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.**

	<b>Base</b>	<b>Operating normally</b>	<b>Operating with minor disruption</b>	<b>Operating with moderate disruption</b>	<b>Operating with severe disruption</b>
	<b>No. councils</b>	<b>% councils</b>	<b>% councils</b>	<b>% councils</b>	<b>% councils</b>
Adult social care (directly employed)	102	39	27	25	8
Bereavement services	140	71	19	9	1
Children's services	101	48	29	19	5
Environment health	179	47	28	17	7
Household waste (doorstep collection)	163	67	21	10	1
Housing and homelessness services	180	59	24	14	2
Planning	190	64	26	10	0
Public Health	122	46	26	16	12
Revenue and Benefits	172	60	24	14	2
Schools	82	39	21	29	11
Trading standards	96	55	26	15	4
Overall council	196	40	42	17	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 184 (89 per cent of councils who responded to the survey) answered the question, of which 95 per cent reported they had about the right amount of PPE; whilst three 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?**

	<b>More than we need</b>	<b>About what we need</b>	<b>Less than we need</b>	<b>We don't need it</b>
	% councils	% councils	% councils	% councils
County	0	100	0	0
District	8	88	0	3
London borough	5	90	5	0
Metropolitan borough	6	89	6	0
Unitary	10	87	3	0
Welsh unitary	0	100	0	0
English single tier	7	88	4	0
All councils	3	95	3	0

Base: all respondents (184 councils – 17 counties, 86 districts, 20 London boroughs, 18 metropolitan boroughs, 31 unitaries, 12 Welsh unitaries, 69 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 190 (92 per cent of councils who responded to the survey) answered the question, of which 20 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 14: And would you say that, currently, the staff who need testing are able to access it or not?**

	<b>All the staff that need testing can access it</b>	<b>Most of the staff that need testing can access it</b>	<b>Some of the staff that need testing can access it</b>	<b>None of the staff that need testing can access it</b>	<b>None of our staff need testing</b>
	% councils	% councils	% councils	% councils	% councils
County	71	29	0	0	0
District	85	12	2	0	1
London borough	68	26	5	0	0
Metropolitan borough	68	26	0	0	5
Unitary	66	34	0	0	0
Welsh unitary	92	8	0	0	0
English single tier	67	30	1	0	1
All councils	77	20	2	0	1

Base: all respondents (190 councils – 17 counties, 91 districts, 19 London boroughs, 19 metropolitan boroughs, 32 unitaries, 12 Welsh unitaries, 70 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 172 (83 per cent) answered the question, of which 52 per cent said they were 'making no substantive changes'. Twenty-four per cent said they were currently considering 'reducing use of contractors or agencies', 23 per cent were considering 'recruiting more staff in specialist roles' and 22 per cent were considering 'increasing apprenticeships'.

**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	38	65	50	50	39	50	45	52
Reducing use of contractors or agencies	44	11	56	38	39	0	43	24
Recruiting more staff in specialist roles	50	17	22	56	23	20	31	23
Increasing apprenticeships	56	12	39	25	23	30	28	22
Reducing staff numbers overall	13	20	28	13	29	0	25	17
Recruitment freeze	0	20	17	31	19	0	22	16
Recruiting more staff overall	6	4	6	0	6	0	5	4
Increasing use of contractors or agencies	6	0	0	0	10	10	5	3
Decreasing apprenticeships	0	0	0	6	0	0	2	1

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](mailto: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 30 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 30 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 30 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 30 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 30 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 30 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 30 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 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

Q8.1 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*

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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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