



People, Performance and Development Committee
11 June 2020

Staffing Matters in response to Covid-19

Purpose of the report:

To provide the Committee with an update on staffing matters in relation to Covid-19 as we move from Response to Recovery.

1. Recommendations

- 1.1 It is recommended that the Committee note the contents of this report.

2. Introduction

- 2.1 As we move from the Response to Recovery phase of the Covid pandemic our approach to workforce matters has adjusted accordingly. The presentation attached to this report provides an overview of workforce recovery activity across the Surrey system as well as a more detailed plan outlining how this will apply to the county council. Within the council, recovery activities will be planned at a detailed level in each directorate/service as well as across the organisation as a whole.

3. Conclusions:

3.1 Financial and value for money implications

As highlighted in the report presented to this Committee on 29 April 2020, workforce costs in response to Covid-19 will be met from within service staffing budgets where resources have been redirected to Covid activities. Costs in addition to budgeted staffing costs that are newly incurred as a result of the pandemic will be funded from the council's allocation of the Covid-19 Emergency Funding Grant provided by Government.

3.2 Equalities Implications

Due to the fast moving nature of the Covid-19 situation an Equality Impact Assessment has not been undertaken; the focus of work being to respond rapidly to known and emerging staffing related priorities. Support has been put in place for all groups of staff, with additional targeted support for those most in need.

3.3 Risk Management Implications

There is a risk that the council will be unable to deliver critical services as a result of staff shortages; mitigation is in place as outlined in the presentation attached to this report.

3.4 Implications for the Council's Priorities or Community Strategy

N/A.

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Sources/background papers: Staffing Matters in response to Covid-19 – PPDC
29 April 2020