



People, Performance and Development Committee  
10 February 2021

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## 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 in response to this latest phase of the pandemic.

### 1. Recommendations

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

### 2. Introduction

- 2.1 Along with organisations across all sectors, the council's management of staffing related matters has rapidly shifted focus in response to this latest phase of the Covid-19 pandemic.
- 2.2 The presentation attached to this report provides an overview of activity underway, specifically in the areas of Resource Mobilisation, Workforce Insight and Wellbeing.

### 3. Conclusions:

#### 3.1 Financial and value for money implications

As highlighted in previous reports presented to this Committee, workforce costs in response to Covid-19 will be met from within service staffing budgets where existing resources are 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 or specific grants provided by Government, as appropriate.

### 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
- Staffing Matters in response to Covid-19 – PPDC 11 June 2020
- Covid Staff Wellbeing – PPDC 22 September 2020