



Chesterfield Borough Council

**Community, Customer and Organisational
Scrutiny Committee**

10th September, 2020

CCO Scrutiny Subject:



To consider the allocation of staffing resource during the Covid-19 pandemic and the lessons learned for potential future working arrangements and service delivery, taking account of the Council Plan priority:

'Providing value for money services'.

A decorative graphic at the bottom of the slide consisting of two overlapping shapes: a red triangle on the left and a maroon trapezoid on the right, both pointing downwards.



Key Issues for Review

1. Lessons for future working arrangements (with or without further restrictions)
2. Alternative options for delivering services if further restrictions required
3. Details of services and numbers / proportions where staff working from home, redeployed, on furlough

Report Content:

- **Overview:** provides the background info. regarding the workforce 'Response' to Covid-19 and the 'ease of lockdown' (Recovery).
- The responses to 'Issues 1&2' are categorised by Assistant Director, service portfolio.
- The response to 'Issue 3' is contained within this slide deck i.e. services and numbers / proportions where staff working from home, redeployed, on furlough





Summary - Learning/Plans

- Effective use of ICT/Digital enablers to support home and agile working.
- Development of virtual or online options for service delivery.
- The appetite and readiness of teams to embrace change and be prepared to go the extra mile.
- Development of more generic skills and cross discipline working for staff to provide increased opportunities and resilience.

Developing service/workforce/facilities 'scenarios' for impact of potential future Government Covid-19 restrictions

Commercial Services

Month	Working From Home		Redeployed		Furloughed	
April	50	13%	27	7%	94	24%
May	51	13%	35	9%	94	24%
June	51	13%	33	8%	89	23%
July	41	11%	19	5%	58	15%

Housing

Month	Working From Home		Redeployed		Furloughed	
April	116	77%	2	1%	0	0%
May	116	77%	2	1%	0	0%
June	116	77%	3	2%	0	0%
July	116	77%	3	2%	0	0%

Health & Wellbeing

Month	Working From Home		Redeployed		Furloughed	
April	41	21%	0	0%	128	66%
May	52	27%	0	0%	128	66%
June	52	27%	0	0%	114	59%
July	52	27%	0	0%	114	59%

Arts & Venues

Month	Working From Home		Redeployed		Furloughed	
April	10	20%	0	0%	33	66%
May	11	22%	0	0%	33	66%
June	11	22%	0	0%	24	48%
July	11	22%	0	0%	24	48%

Customers, Commissioning and Change

Month	Working From Home		Redeployed		Furloughed	
April	71	74%	0	0%	0	0%
May	77	80%	0	0%	0	0%
June	77	80%	0	0%	0	0%
July	77	80%	0	0%	0	0%

Finance & Resources

Month	Working From Home		Redeployed		Furloughed	
April	31	100%	0	0%	0	0%
May	31	100%	0	0%	0	0%
June	31	100%	0	0%	0	0%
July	31	100%	0	0%	0	0%

Economic Growth

Month	Working From Home		Redeployed		Furloughed	
April	33	83%	0	0%	0	0%
May	33	83%	0	0%	0	0%
June	34	85%	0	0%	0	0%
July	34	85%	0	0%	0	0%

Policy and Communication

Month	Working From Home		Redeployed		Furloughed	
April	19	100%	2	11%	0	0%
May	19	100%	2	11%	0	0%
June	19	100%	2	11%	0	0%
July	19	100%	2	11%	0	0%