



Councillor Cyril Anderson  
Convenor  
Workforce Scrutiny Working Group

**VIA EMAIL**

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*Our Ref:* CL/CM  
*Your Ref:*  
*Date:* 24<sup>th</sup> May 2021

Dear Councillor Anderson

Thank you for the opportunity to present to the Workforce Working Group on the 29<sup>th</sup> March 2021. The discussion and your feedback was very helpful as to how we move forward, emerging from the pandemic into a new way of working.

Your letter has raised several points which I will address in turn:

1. The Working Group asked for supplemental information and comparative data, which I have attached to the bottom of this letter
2. As I mentioned at the meeting, Trade Union engagement continues on a fortnightly basis to discuss emerging HR and health and safety points. This is in addition to service and Directorate discussions.
3. The Working group requested a copy of the Homeworking Policy which can be found on the intranet here:  
<http://www.swansea.gov.uk/staffnet/article/30780/HR---Home-working-policy>
4. The Working Group suggested and sought assurance around agency workers being offered a position within the Council. This would be dependent on new posts being created within those service areas and would need to follow the Council's recruitment policy. The matter has been passed to services.
5. Further information was requested around mental health help for staff. Staff can self-refer, or through a manager. They are then triaged based on risk, e.g. suicidal ideation receives contact from a counsellor within 24 hrs, and lower risk individuals are assigned a counsellor, student or First Aider based on need. During Covid, front line staff have also been prioritised for contact within 24 hours.



There is also support, debriefing etc. for managers and a range of on-line resources are available. See more information on the intranet through this link: <http://www.swansea.gov.uk/staffnet/coronavirusstaffmentalhealth>.

The service has received significant feedback from staff, many of whom have stated they would not have remained in work without the support, particularly in Social Services and food distribution/shielding.

Over 90% of staff under the care of the service remain in work and do not go off sick.

6. The 'talking therapists' referred to in the meeting are not psychologists. They are all BACP (British Association of Counselling and Psychotherapy) accredited and qualified in Counselling and Stress management. There are also two EMDR (Eye Movement Desensitisation and Reprocessing) specialists to treat PTSD (post-traumatic stress disorder).
7. The Group sought reassurance around the support for residents where they are unable to access the internet. This was discussed at a recent Digital Inclusion Working Group and we can provide reassurance that telephone support and face-to-face appointments are still available for those residents unable to access services over the internet.

Thank you again for the opportunity to present to the group.

Yours sincerely



**Y Cynghorydd/Councillor Clive Lloyd**  
**Aelod y Cabiunet dros Ofal Cymdeithasol i Oedolion a Gwasanaethau Iechyd/**  
**Cabinet Member for Adult Social Care & Community Health Services**



**Y CYNGHORYDD/COUNCILLOR DAVID HOPKINS**  
**AELOD Y CABINET DROS GYFLWYNO A PHERFFORMIAD**  
**CABINET MEMBER FOR DELIVERY & PERFORMANCE**



**Y Cynghorydd/ Councillor Andrea Lewis**  
**Y Dirprwy Arweinydd**  
**Cartrefi, Ynni a Thrawsnewid Gwasanaethau**  
**Joint Deputy Leader of the Council**  
**Homes, Energy & Service Transformation**



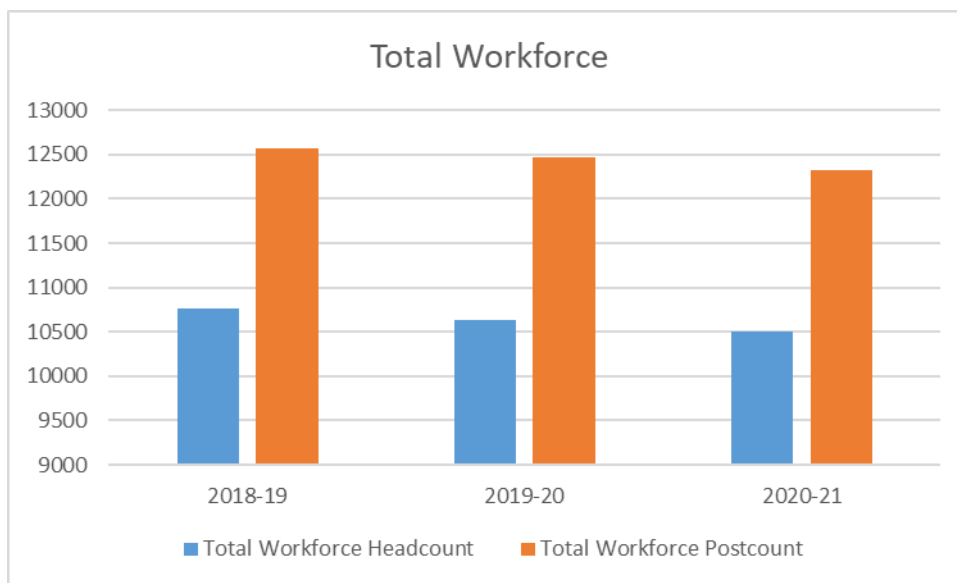
**Councillor Andrew Stevens**  
**Aelod y Cabinet dros Trawsnewid Busnes a Pherfformiad**  
**Cabinet Member for Business Improvement & Performance**

## Supplementary information

### Salary and Grade by Directorate:

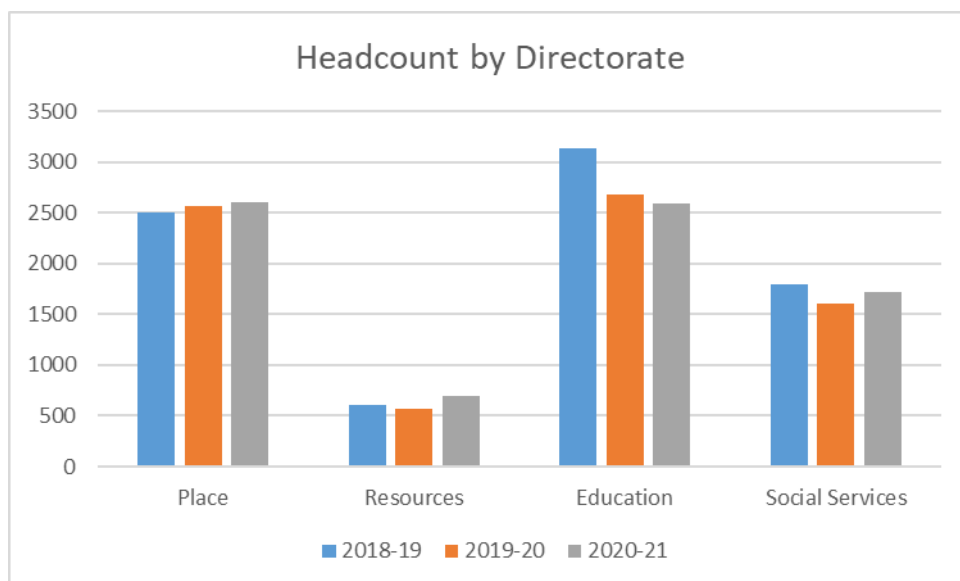
<u>Place</u>	<u>Resources</u>	<u>Education</u>	<u>Social Services</u>
<b>Most Common Grade/Salary:</b>	<b>Most Common Grade/Salary:</b>	<b>Most Common Grade/Salary:</b>	<b>Most Common Grade/Salary:</b>
GRADE_07 19-24  £28,672.00	GRADE_06 11-17  £24,491.00	GRADE_04 05-06  £19,698.00	GRADE_06 11-17  £21,748.00
<b>Average Annual Salary:</b>	<b>Average Annual Salary:</b>	<b>Average Annual Salary:</b>	<b>Average Annual Salary:</b>
£25,115.31	£29,338.28	£26,109.44	£25,608.73

### Total workforce – last three years:



## Changes by Directorate – last three years:

Please note these changes include restructures where teams may have moved between Directorates.



## Staff Profile 2020-21 by categories requested:

	Working Pattern	Count	% Male	Count	% Female	Total
<b>Permanent</b>	FT	1896	61%	1188	39%	3084
<b>Permanent</b>	PT	231	12%	1739	88%	1970
<b>Temporary</b>	FT	221	42%	305	58%	526
<b>Temporary</b>	PT	58	16%	302	84%	360
<b>Casual/Relief</b>	FT	0		0		0
<b>Casual/Relief</b>	PT	70	32%	151	68%	221
<b>Total</b>		2476		3685		6161

