

Resources COVID-19 EMERGENCY PLANNING HIGHLIGHT REPORT

SERVICE AREA:	Resources L&D
REPORT AUTHOR:	Kerry Bishop, Gabriella Mercuri, Emma Cooper
REPORTING PERIOD:	Up to 15 th May 2020

KEY ACTIVITY HEADLINES

- Moving and Handling element of training now live on iLearn for emergency care training.
- Emergency care course, now on hold as agreed with service, due to lack of volunteers. 89 people completed training in the past month.
- Adults have requested reablement training for new starters and existing staff, a blended solution of face to face and online. However the face to face element presents a risk to compliance with social distancing which has been highlighted to the service. This will include face to face moving and handling training. Training going live on 18th May.
- New requests for remote learning from Adults and Children's services captured and prioritised. L&D are working through in priority order.
- Additional requests expected next week from workforce strategy meetings.
- Cambs 2020 – All remote resources launched, monitoring usage. Currently working with Business Intelligence team to deliver 3 x virtual blended sessions to support imminent moves, focus on team culture, agile management competencies and performance management. Reviewing delivery model for future delivery options.
- Ongoing work to support Wellbeing – curating content and building e-learning resources - feeding into the arrangements for regular Health & Wellbeing messages for staff both working at home and frontline
- Course Cancellations – All f2f CCC courses scheduled to run up to 31/05/2020 were cancelled, working on options for alternative delivery for summer course programme based on agreed priorities.
- Stanton House Coordination Hub - all courses scheduled to run from Stanton House up to the end of August require new venues booking - will review this monthly pending the current status of Covid19.
- DFE extension of teaching partnership with ARU until 31/03.2021. Implications for fixed term appointment employee who needs contract extension to align.

RISKS / CHALLENGES (AND MITIGATION)

Social Care – Planned delivery of Reablement training from 18th May in CPDC and Stanton House, face to face training elements presents a risk.

- **Risks** - this presents a risk to the L&D trainers and the delegates because of social distancing and the demonstration part of the learning especially in the Moving and Handling part of the training. The group numbers will be limited to 6 per group. Masks, gloves and sanitiser will be used, supplies limited. Also wider risk to other building occupants. Looking to secure sufficient supply of aprons.
- **Proposed mitigation awaiting sign off from CCC** – manual handling element moving to elearning will partially mitigate the risk for emergency care, however reablement have requested this is a face to face element of the new training. Risk still remains whilst some face to face training is being delivered.

Digital Delivery - limited L&D digital resource / capacity with the required digital skills sets, to support the current high volumes of content transitioning to online delivery methods (elearning, online resources, webinars)

- **Risks** - there will be a delay in the delivery of priority work (social care)
- **Mitigation:**
 1. prioritisation process in place led by L&D Management team, reviewed/updated weekly

2. Delivering internal training for L&D staff, to develop digital literacy skills and build capacity to deliver resources required.

New challenge - consider how to deliver teaching partnership remotely.

WORKFORCE

CCC L&D - 39

Not unwell (no symptoms)	25
Shielding or vulnerable - no symptoms	11
Symptoms and ill / not working - absence	1
WFH as household member is shielding	2
WFH as household member is vulnerable	0

Redeployed staff to community hub – 8

FINANCIAL IMPACT

Reduced Income

Same as previous week.

COMMUNICATIONS

For CCC

There have been updates this week on :

Cascade of centrally provided comms messages.