

## Live engagement hour – Corporate Services – 1 July

### **Q: Has the staff sickness (with COVID) numbers reduced?**

A: Staff unable to be in work due to COVID related reasons now stands at 72 this morning a reduction of four from yesterday, with seven overdue absences due to be closed. More staff coming back to work after health risk assessment, so the number of staff away from work due to shielding is decreasing.

### **Q: Will we be able to put the desks etc. into storage? - when decluttering are people allowed to think about whether they can take their desks home to save storing them or destroying them?**

A: Storage will be available, and yes we can certainly look at moving some desks to homes for work purposes. To add most of us wouldn't have the room for the large desks we have at work, so the Health and Safety team are looking at stocking smaller options for people who are likely to remain at home in the medium term

A plan is in place to ensure there are posters on all doors within corporate areas to let staff know how many people can be in that office at any given time. The advice is still to work at home where possible and therefore Managers will be asked to nominate a person/s to go in and box up contents of desks in their areas for decluttering which will help with cleaning. They will also need to ensure that desks in excess of the room capacity are marked off for use or are removed. Some desks may need to be re-positioned in line with the guidance and other furniture (i.e. storage cupboards/cabinets that aren't being used) may also need to be removed to allow for additional desks if a room can accommodate more people. Managers are completing a spreadsheet with all staff working to discuss what proportion of time can be currently worked from home versus what needs to be at work premises to ascertain if additional equipment is needed at home but also what space is required at Trust premises.

### **Q: Do lab confirmed cases include pillar 1 and pillar 2 tests?**

A: It includes both as per national testing strategy.

**Q: Is it possible to identify capacity to film training and presentations, given the number of requests coming through to the communications team - things that might previously have been presented in person?**

A: We are looking at reinstating some of the non-essential training that used to be delivered e.g. delivering Clinical supervision training via Teams. This will need looking into as things change going forward and think about how we can pull this into our organisation.

**Q: I also had a really interesting conversation with a new starter it raised some interesting points about the induction process, feeling supported, and getting set up to do the work. I don't think we picked up on anything in the COVID staff survey about new starters and how they feel when they are joining teams working from home. Is there someone in People Services who I can share this feedback with?**

A: We are looking at ways we can deliver virtual student forums, too. This group of 'new starters' need peer support and informal supervision, so we are looking at ways we can best support this. – An offer was made to be involved in virtual student events.

**Q: Question about the use of Trust workplaces: will we have a need for more clinical space, to allow for social distancing when meeting patients? If so, is it possible that more 'office' work-spaces might become clinical spaces?**

A: There is a piece of work being done to ascertain whether we would need to use some of our historical corporate space for different purposes. This will have to be part of the review going forward.

**Q: Just thinking about what the summer holidays might look like for parents/carers with no childcare - the holiday's clubs and additional support won't be open. Thinking about this for all colleagues with kids across the Trust - I know that it is tough to do my role with my child in the background.**

Some NHS Trusts are running holiday clubs themselves this summer; Marie Hickman offered to share who some of these are if it is useful.

**Q: How has it been for people working from home?**

**Participants made the following comments:**

*It's been great to have the flexibility of working from home and outside of your core hours to make sure that you can get your work done, but not been held by core hours. There is a trust between staff and line managers, who know that the work will be done.*

*I've enjoyed working from home.*

*Great for childcare, bit hard sometimes with home schooling.*

*Much more productive from home as no distractions and agree with reduced travelling much better life balance.*

*: I think we will need to work very hard with new staff, with established relationships, trust is already established, together with it being easier to nurture an already established relationship in this way but challenging to develop new ones.*

*I'm far more productive at home but I really miss the spontaneous conversations and chats with colleagues.*

*Getting used to it, having to ensure I put things in place to ensure work remains work and home is home. I have some concerns re lease car as not getting the mileage. Celestine Stafford agreed to go back and get the correct answers and let people know. Mark: With change in work base, there may have to be changes to colleague's terms and conditions and where their base is.*

*Working from home is like marmite. Some people love it as they have dedicated spaces for working and can close the door at the end of the day, others have to work in their living area which is then difficult to shut off from work as the equipment is there all the time.*

*It would be great to see podcasts from other directors as well even if it is just to say how they are getting through this.*

*Are we saying that going forward, working from home is looking like the new norm? If it's proven we can work effectively and efficiently from home? For me it works however would be nice even if it's a day a week to go into the office just to escape the house. Ifti Majid responded that "It could well become the new norm, but we would still want people to go into the office on occasions!"*

*Just a point about working from home, for a single person living at home on my own I find it quite an isolating experience and would at least like to be back in the office a couple of days a week as soon as possible.*

*Teams-based meeting coffee mornings are a great idea - Fiona Rushbrook is introducing these for OTs. I've asked my manager if we can think about these, too*

*The safeguarding team have a team coffee break every morning. It's a great opportunity for a chat*

*I feel much healthier, and that's no mean feat for me, with my long list of health issues.*

*Flexibility within teams is key I believe. Old enough to have children that have fled the nest, dedicated office which is closed at the end of the day and ensuring I am taking breaks from the screen is proving extremely helpful. It is a more effective use of my time having less interruption. Working from home suits me very well, less stressful travelling time so occasional office attendance would suit me personally.*

*I am really enjoying listening to all these ideas - I think we will look at doing something for the Board!*

*I think daily morning or afternoon catch-ups are a great way of communication from both work life and personal catch ups, keeps you in the loop.*

*I agree it's less stressful working from home but I'm sitting down for far too long because I'm so busy. I know this is my fault and I should make myself get up and walk around the garden. There's a lot to be said about walking down long corridors or walking around site to different meeting venues.*

*I'd like to start introducing a gap between meetings to allow people to linger and have the corridor conversations that would normally happen after a meeting. And we also need to ensure that we take breaks between meetings.*

*I have found starting an extra half hour early - I give myself one hour lunch break this helps me spend time with my son and his home schooling and to be able to sit together and have a nice lunchtime that isn't rushed.*

*I think the situation keeps changing for people with young families & managing work and the kids. In the longer term when we are not in lockdown and kids are back at school in the usual way with full time support then the working from home will be far better. At the moment it is still a challenge.*

*Now that these meetings are on teams I feel I get the opportunity to attend them and I find them very interesting and it's great to see so many people that I would not normally get to meet. This working from home is a definite plus from me. Thank you.*

*These work well and it shows by the number of attendees that colleagues are able to join from across the county - much better than face-to-face - far more inclusive for those who live and work in rural parts of the county.*

*Thank you, it's good to see other people's opinions and know you are not alone and still involved.*