

Welcome to the second edition of our weekly bulletin Covid-19 edition of The Pulse. Hopefully you found the first edition useful and we will continue to produce a weekly round-up of everything West Midlands Employers has issued or launched this week to support all of our public sector colleagues, as together we work to manage the Covid-19 crisis.

We are here to support you and provide additional capacity to your organisations during this difficult time. Alongside this we are still operating all our normal services, albeit virtually, should you need them.

Take care and stay safe during this difficult time,
From the WME Leadership Team



Resourcing Support



ComeBack ToCare

A new campaign has been launched to encourage people who have left the profession but remain registered to return to work in adult social care. Retired staff are also being asked to re-register and return.

The **#ComeBackToCare** campaign will explain these are tough times for adult social care and will ask former social workers: "Please come back to save and protect lives"

The campaign, which has been created by the improvement body West Midlands Employers (WME) and the regional branch of the Association of Directors of Adult Social Services (WMADASS), is thought to be one of the first in the sector and reflects similar return-to-work campaigns for doctors, nurses and volunteers in the NHS.

It has been endorsed by the 14 councils in the West Midlands region which are responsible for providing advice, support and direct care to adults with disabilities and older people with physical or mental health needs, many of whom have been affected by the lockdown or by illness.

At the heart of the project will be a central website on which potential returners with the right experience and qualifications can apply to come back to work as a full employee or as a volunteer – and be fast tracked into work.

The site at comebacktocare.org.uk says: "In Adult Social Care in the West Midlands the pressures are immense. The people we serve need our care more than ever before."



Schools Recruitment

We want to do all we can to support you to find solutions to your challenges, including keeping your workforce recruitment on track. So our team are harnessing the systems and technology available to us to offer alternative approaches that could help your Schools keep moving during this crisis. That's why this week we have launched our School Recruitment Service, where we can provide the technology, advice and guidance on how they can continue to recruit, select and onboard but in a virtual way. You can find out more information [here](#) or please get in touch at info@wmemployers.org.uk

Further information on all of the services in place to support recruitment is available here [Recruitment and Resourcing Support](#)

HR Support

HR Employment Advice

Our Covid-19 microsite is live and continues to be updated as events change. We are updating this daily and all national circulars and guidance issued are on here for your ease of access.
<https://wmecovid19.org.uk/>

HR Guidance

This week we have published updated guidance for schools on the impact of opening over the Easter period and the arrangements for teaching staff on their pay and terms and conditions. This is available on our schools specific advice site here [WME Schools support](#)

We have also produced a guidance document on furlough and contractual issues to ensure we are being consistent and still operating within fair HR practices, whilst trying to adapt to these extraordinary circumstances to safeguard you against future problems. The guidance will be available on our [Covid19 Support website](#) later today.

Our weekly dial in for Heads of HR continues to be well supported, with 23 of the 33 councils using the

networking space to share with colleagues and ask questions. We were also honoured to host a webinar from David Ulrich, the leading HR guru, on the role of HR in Changing Times with 70 HR colleagues taking part.

Attendance is by invitation only and confidential notes are circulated each week. To request an invitation link to attend these meetings please email Lesley Shore L.shore@wmemployers.org.uk



L&OD Support

Wellbeing Support

We recognise the need to support the wellbeing of staff working incredibly hard under difficult circumstances at the moment.

To do something innovative in the space above your normal EAP provision we will be hosting our first 'taster' session of our Laughter and Relaxation Hangout in partnership with The Orange Club on Tuesday 14th April at 8.30am. An opportunity to Recharge, Rethink and Reimagine your world right now. A fun and energetic wellbeing session to boost resilience, relax your body and mind and connect with others – for more information [click here](#).



Resilience. Wellbeing. Performance

Building Resilience and Maintaining Mental Wellbeing and Performance Webinars

The current crisis and the move to home working brings challenges of how to work effectively, social isolation, increased levels of anxiety and depression, dealing with bereavement, and the increased potential for domestic abuse.

At WME, we understand that building and maintaining resilience across the public sector workforce is of critical importance to every Council. We need to support our employees, including managers, volunteers, students and those being re-deployed into new roles particularly where they are now providing critical support.

So, WME is offering **two webinars for all Employees** and for **all Managers**:

Building Personal Resilience through Covid19 for all Employees

In these unprecedented times, the routines and rituals which previously gave us certainty and stability are now, for most of us, crumbling away. Homeworking may be new to some of us, and in addition, we may also be caring for or home-schooling children, all whilst keeping an eye, from a distance, on loved ones and making sure our lives retain as much normality as possible.

This is a ninety-minute webinar for all employees will give you simple practical tools to equip you to be as resourced as possible with whatever you have to handle.

This webinar will cover the following key areas:

- Identifying where are you in all of this - ways of being with what is happening.
- What works and what doesn't – helping you to support yourself.
- Training your attention - focussing on what you can control, and re-setting yourself.
- Action planning

Building Resilience and Maintaining Mental Wellbeing and Performance throughout the Corona Virus Crisis – for Managers

This webinar will cover strategies to increase social connection, how to spot signs and symptoms of poor mental wellbeing, how to apply tools and policies, to maintain the mental wellbeing of your teams, which are vital to their health and performance.

This one-hour webinar will cover useful information, some individual exercises and discussion it will cover the following areas:

- Your leadership style and tone of communications with your team
- Impact on team members, particularly those with existing mental wellbeing/health issues.
- Signposting to support
- Help for yourself
- Useful tools for a good quality wellbeing conversation
- Your policies – mental wellbeing/stress, sickness absence, bereavement support, domestic abuse

Book now as places are going fast! via info@wmemployers.org.uk. [Click Here](#) to access the flyer for more information.

Coaching and Mentoring Support

Recognising the personal and professional challenges created as a result of the COVID-19 outbreak we wanted to ensure there is a provision of support that offers people some confidential thinking space to help them talk openly and honestly about what they are facing, to help generate meaningful solutions.

In the current situation coaching can offer that safe space to discuss adjustments to working life, how to manage teams virtually, new work pressures, managing the uncertainty and adapting to change. Through our networks and WME associates, all the offers are accessible virtually and many are FREE to access. Find out more [here](#).



Promoting the incredible work of our Local Government Heroes

Many of you are working locally to promote the great work being done in councils and to shine a spotlight on the contribution being made. The work that local government does is broad and varied and can often be overlooked by the public and not easily identified as to who provides the service. We are working to harness that local effort and bring a regional focus to those that are playing a vital role in our response to Covid-19. We aim to work with news outlets and media channels to really champion our sector and our region.

If you are keen to be involved in this work with us and highlight your incredible staff, please email info@wmemployers.org.uk and we will be in touch.

WME Here When You Need Us The Most

Do let us know if there is any specific support you need that we can help you with:

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WME Business Support

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Click here to read our latest wider WME Newsletter
[The Pulse March 2020](#)

WME events

DATE	WME EVENTS 2020	VENUE
04 NOV	Strategic HR&OD Network	Lost & Found Birmingham
04 & 05 NOV	Inspire (Day 1 & 2)	BCEC
25 NOV	WM Coaching & Mentoring Conference; Creating Healthy & Effective Workforces	BCEC
02 DEC	Strategic HR&OD Network	Lost & Found Birmingham
03 DEC	WME Associate Consultants Network	TBC
03 DEC	Menopause 'a life event'	The Studio
DATE	WME EVENTS 2021	VENUE
06 JAN	Strategic HR&OD Network	Lost & Found Birmingham
07 JAN	Inspire (Day 3)	BCEC
08 & 09 JAN	Inspire - HRBP (Day 1 & 2)	BCEC
15 JAN	HOT Network	BCEC
22 JAN	WME Management Board	Sandwell Council House
03 FEB	Strategic HR&OD Network	Lost & Found Birmingham

