

All Staff Update
Thu 09/04/2020 13:14

Dear Colleagues,

This is the first of what I intend to be short, regular updates for all staff. Centre Managers and Heads of Group have already been putting in place all sorts of ways to keep in touch with furloughed staff to enable this information to cascade, including those staff with furloughed managers or those without access to email. We are fairly confident that we have managed to cover everyone via this method despite the speed of events, but please do let us know if you have any concerns about a colleagues' ability to keep in touch.

My focus this week and next week

I think that we are all now seeing and understanding the human cost of this terrible virus. Sadly we have had one member of staff lose a loved one to Covid 19 this week. I know that you will all join me in sending your condolences. The news of our Prime Minister being taken to intensive care reminds us that this virus spares no one, so please stay safe and follow the government guidelines. The other aspect is of course the economic impact of the lockdown of the world economy. Where last week was about battening down the hatches, this week is about taking stock and focusing on the future. I have asked The Covid 19 strategic planning team to develop scenarios over time that will help us to plan for the future. The Finance and Administration Committee met today which gave us an opportunity to share our review with trustees and discuss our planning. The important thing is that we are ready to bounce back with vigour and a clear sense of our purpose. I have been hugely impressed by the take up for <https://www.field-studies-council.org/2020/03/20/fsc-to-launch-fieldworklive-with-encounter-edu/> this, I believe, should give us a real sense of optimism for the future of our charity – people clearly want what we have to offer.

Annual Leave Guidelines

With two bank holidays coming up, we have finally had some updated guidance from the government on the issue of annual leave. This we all know may be subject to change, but FSC's new guidelines are attached and I hope that they bring some much needed clarity for all of you.

Customer Feedback

In these difficult times of dealing with shouty people and angry emails it's good to know that FSC has a large number of loyal and enthusiastic customers who really care about us, our staff and what we do. Thanks go to the admin staff and Maryanne and her education team at Slapton who have collected some of the best customer comments. They deserve a wider audience and will be added shortly to the staff news pages. We will want more in the coming days, so please do keep sending them in. Here are just three:

'We were very disappointed that we had to cancel our field course - it is usually the highlight of the final year for our students! Best wishes for the rest of the season - we will be back next year!'

"I hope you weather the storm as I value all that the FSC do"

"I love the FSC"

Staff Support

Most of us will be facing an Easter Weekend that will be very different to what we had hoped and planned. Please do make use of all the help and support that is available whether it's the informal networks set up by colleagues, slack channels or WhatsApp groups, advice on the [staff webpage](#) or the [Employee Assistance Programme](#) which can also be downloaded to phone your (User Name: Zurich Password: Assurance). Sometimes just a virtual elevenes chat with a colleague will be enough, but none of us are superhuman. Don't suffer in silence. Your manager, head of group and HR will also be able to help and suggest some really good resources if you find that you are struggling.

Best wishes

Mark