

Live Borders

Internal FAQs for Staff

Updated: 27th March 2020

Additions: General

Q: Will I continue to get paid?

A: At Live Borders we are committed to maintaining our contractual obligations to you. There is potential funding that maybe available from the Government and we are exploring if and how this applies to Live Borders. An option we are exploring is the Government Job retention scheme, which allows for employers to claim back 80% of the salary cost of an employee who has been designated as a furloughed employee. The employer would be expected to make up the remaining 20%. We are working hard at ensuring we seek guidance and advice on this scheme in relation to Live Borders.

Q: What is a furloughed employee?

A: Furlough in relation to the Government Job Retention Scheme means that you continue to be employed while your job is not available for you to do. We will continue to monitor and follow guidance and if appropriate, implement in a way which is best for Live Borders.

Q: Am I expected to support key workers and other frontline service providers (for example SBC, NHS)?

A: Live Borders receives £5 million of public funds to deliver cultural, sport and leisure services on behalf of Scottish Border Council. As such, Live Borders is a significant deliverer of public services in the Scottish Borders and part of the Community Planning Partnership of public sector agencies within the Borders. It is public services that need our help and we want to receive the council's funding support so we can continue to meet our payroll costs.

We are well known for being a great partner, which has great staff and a strong sense of community purpose. We have pledged our support and have deployed many members of our team already, but there will be more to do in the weeks to come. It may be that your skills and ability will be needed to support our communities and you may be asked to work.

Q: How do I get involved?

A: You may be asked to support in a service that is different from your normal area, role or place of work to support the community. We will utilise the skills and training you have, and also ask if you have skills from previous roles you would be prepared to offer. Further information to follow.

Q: What type of work would I be expected to do?

A: There is a far reaching list of areas in need to cover, a few examples but limited to are:

- Driving a minibus
- Administration
- Telephone, call answering, enquiry logging
- Social Media
- Assisting at Hubs
- Exercise activities 1-2-1
- Cleaning
- Delivering supplies

Q: How will my support role be decided?

A: Live Borders is a charity, and you are fully aware of our social purpose and conscience. Willing volunteers are our best asset. However, we are very committed to our staff and the welfare of you all, there are factors we naturally consider when defining your support role, these are:

- Personal and home circumstances
- Any underlying health conditions
- Your knowledge, skills, experience and qualifications
- Hours of work, maximum flexibility required
- Duration of the move
- COVID-19 risk assessment and management

Q: Will my pay change if I am placed in a support role

A: There will be no change of pay associated with undertaking different duties.