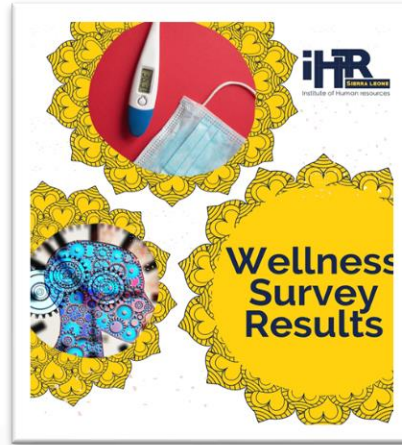


AGENDA

- ☐ 10:00 – 10:10 - **Arrival**
- ☐ 10:10 – 10:15 - **Welcome** – Fullah Musu Conteh - Policy and Research Lead
 - Prayers
 - Aims and Objectives of Session
 - Agenda
 - Housekeeping
- ☐ 10.15 – 10.20 - iHRSL update and Session Introduction – **Aminata Kamara – Chair**
- ☐ 10.20 – 10.25 - **Demographics** – Fullah Musu Conteh
- ☐ 10.25 – 10.40 - **Impact and Effort** – Willorna Luke Brock – Policy Lead
- ☐ 10.40 – 10.50 - **Challenges and Support** – Bernadette Sam-King – Research Lead
- ☐ 10.50 – 10.55 - **Break**
- ☐ 10.55 – 11.05 - **Q&A Feedback Session** – Policy and Research Committee
- ☐ 11.05 – 11.20 - **Breakout Sessions** - Session attendees broken into groups during the breakout session. Session discussions will be on attendees personal experiences on presented:
 - Impact
 - Effort
 - Challenges
 - Support Needed or Given
- ☐ 11.20 – 11.35 - **Feedback from Breakout Sessions**
- ☐ 11.35 – 11.45 - **Next Steps** – Fullah Musu Conteh
- ☐ 11.45 – 11.50 - **Vote of thanks** – Bernadette Sam-King
- ☐ 11.50 – 12.00 - **Networking**
- ☐ 12.00 – **Event end**



Wellness Survey

2020

Welcome

Fullah Musu Conteh – Member – iHRSL

Everyone is muted by default. If you need to speak please let the host know via the chat box.

The chat box is your friend, not a distraction – please use it to talk to us and each other during the session.

You can come in and out of the session if you need to.

We would love to hear from you during the Q&A session.

Please note that the session will be recorded.

Housekeeping

We will keep track of the chat box, and will come back to questions at the end.

You can choose to have your camera on or off. Especially if you get interrupted.

When speaking, please be mindful of background noises.

iHRSL Update and Session Introduction

Aminata Kamara – Chair

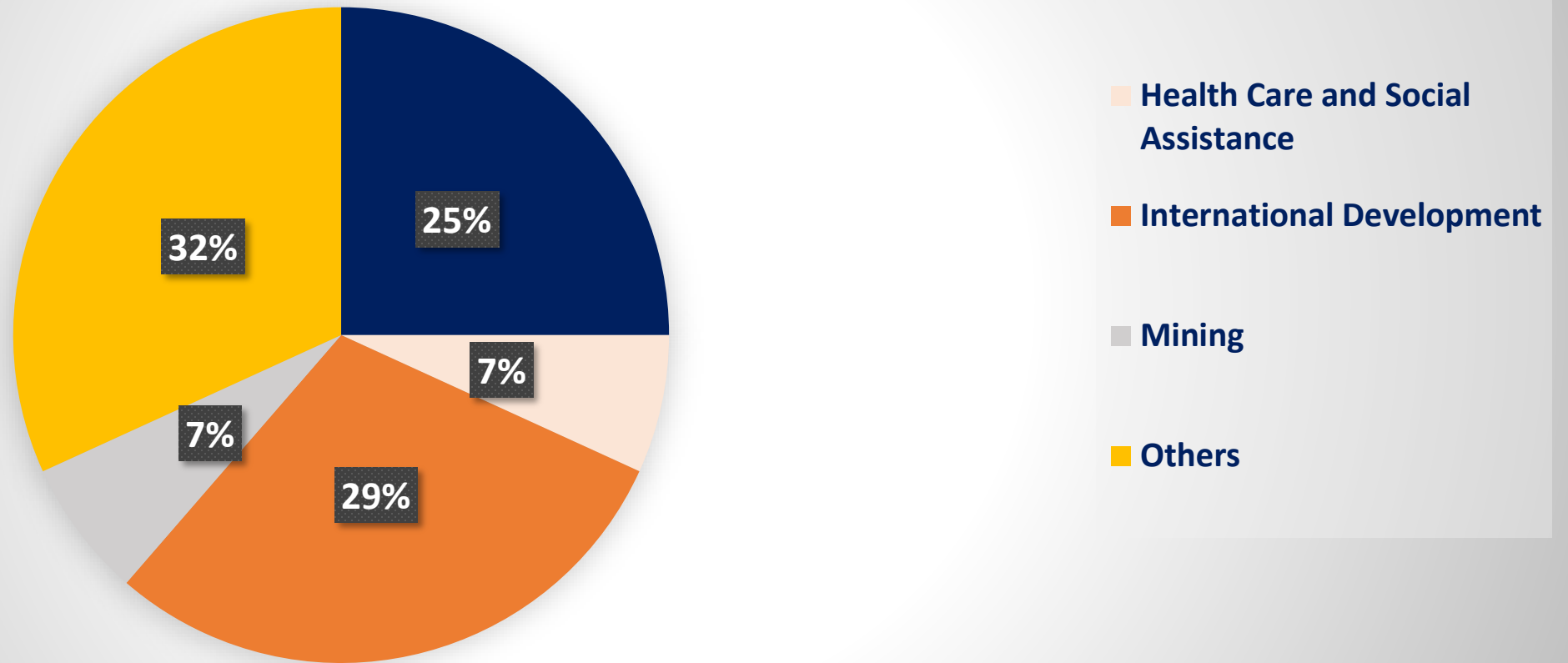


Who will iHRSL be Talking About Today ?

Fullah Musu Conteh – Policy and Research Lead

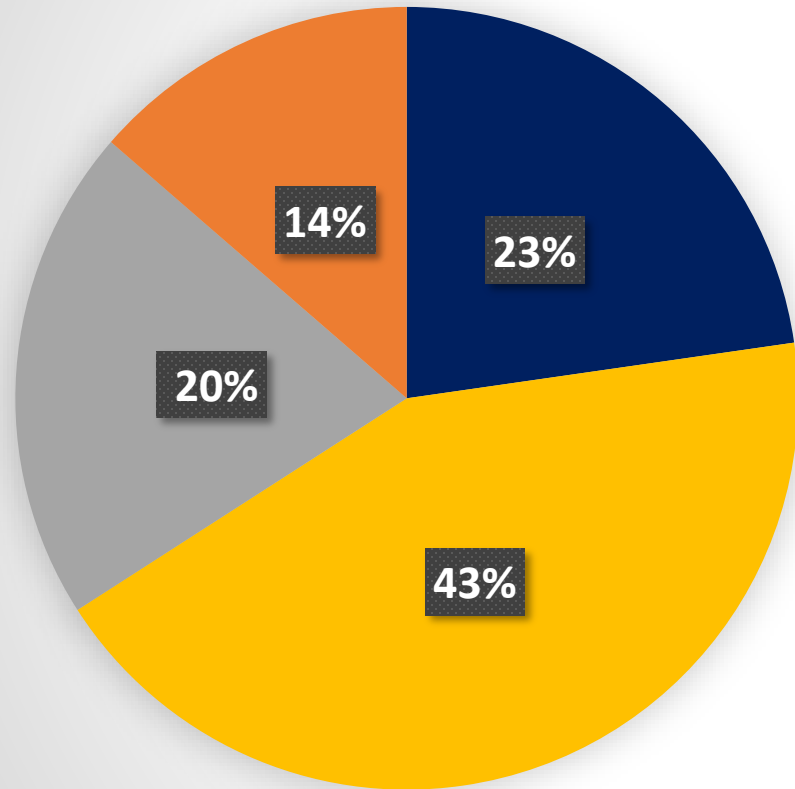


Respondents' Primary Work Industry



55% of the organisations have a staffing between 1 to 49, followed by those 50-99 staff (32%); 7% of respondents are self employed consultants, 6% are unclassified.

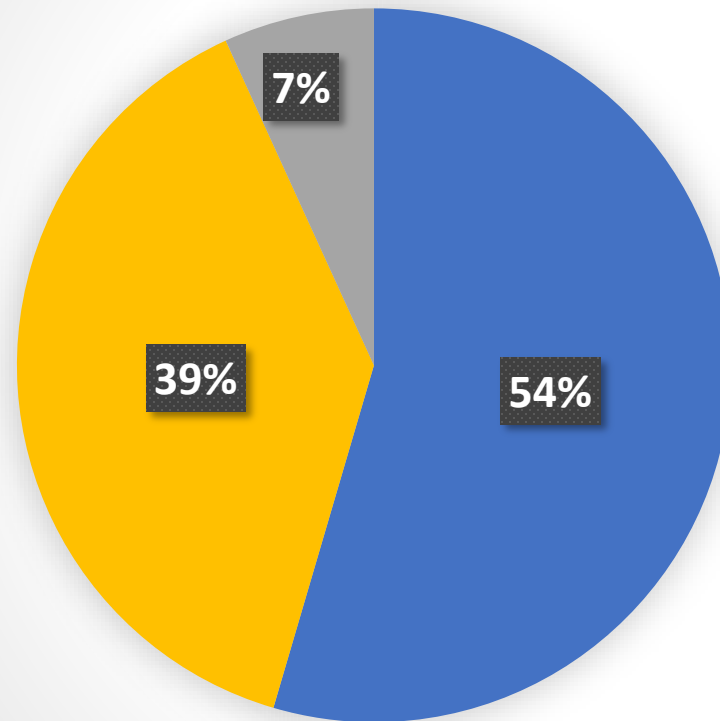
Sector of Respondents' Organisation



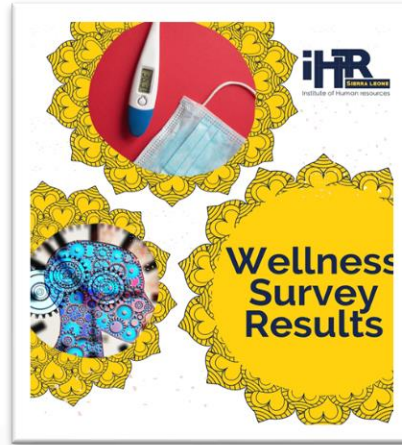
- Not-for-profit sector
- Private sector (e.g. most businesses and individuals)
- Public sector (e.g. government)
- Others

36% of respondents are Upper Management; 16% are Middle Management; 14% of respondents are business owners; Consultants are 7%; 20% were classified as others, 3% were unclassified.

Gender of Respondents

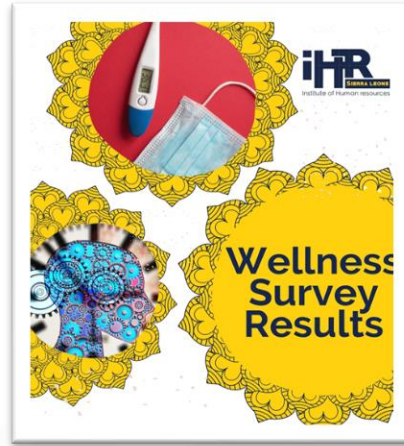


- Female
- Male
- No Response



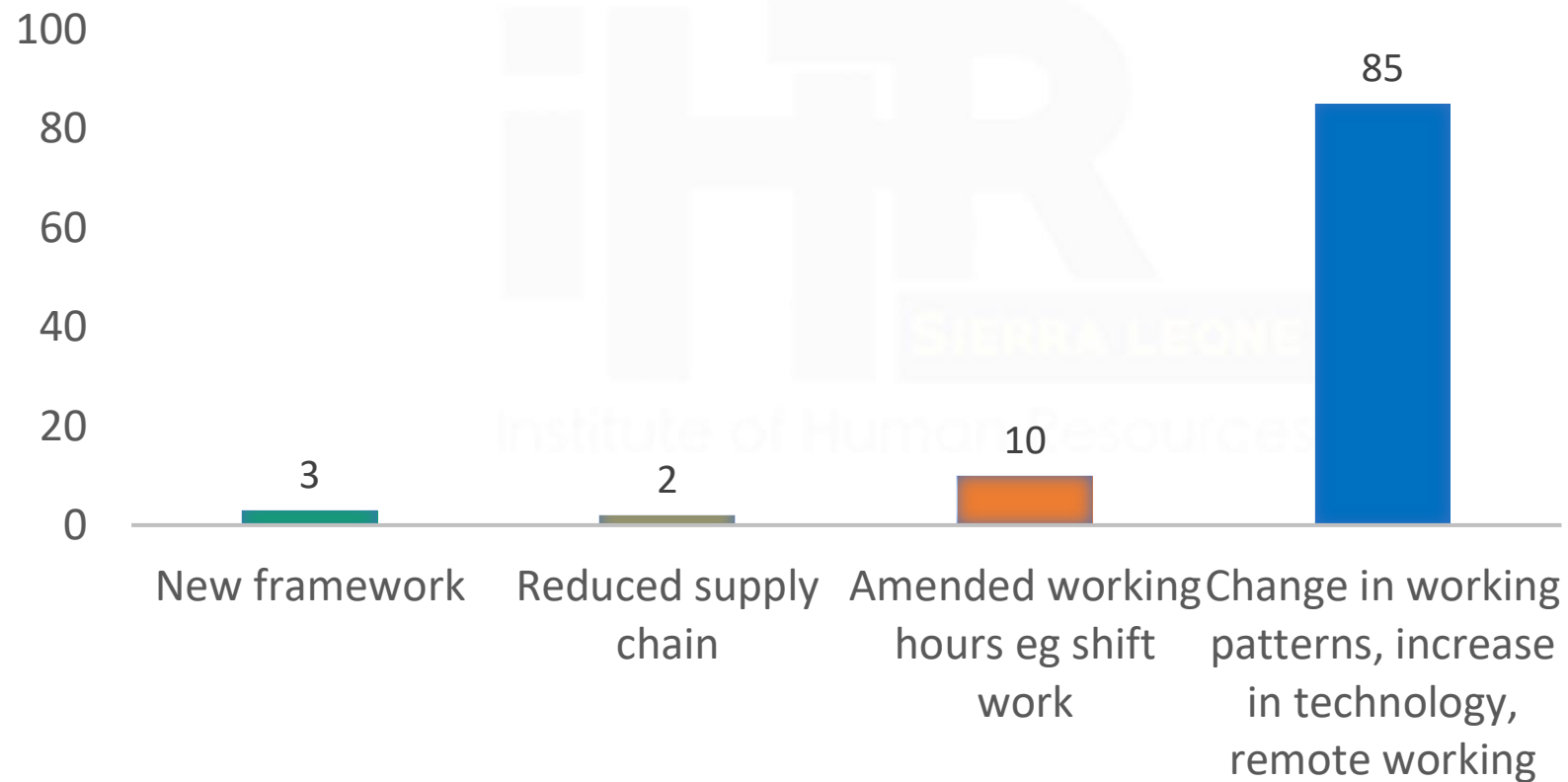
Impact and Effort

Willorna Luke Brock – Policy Lead

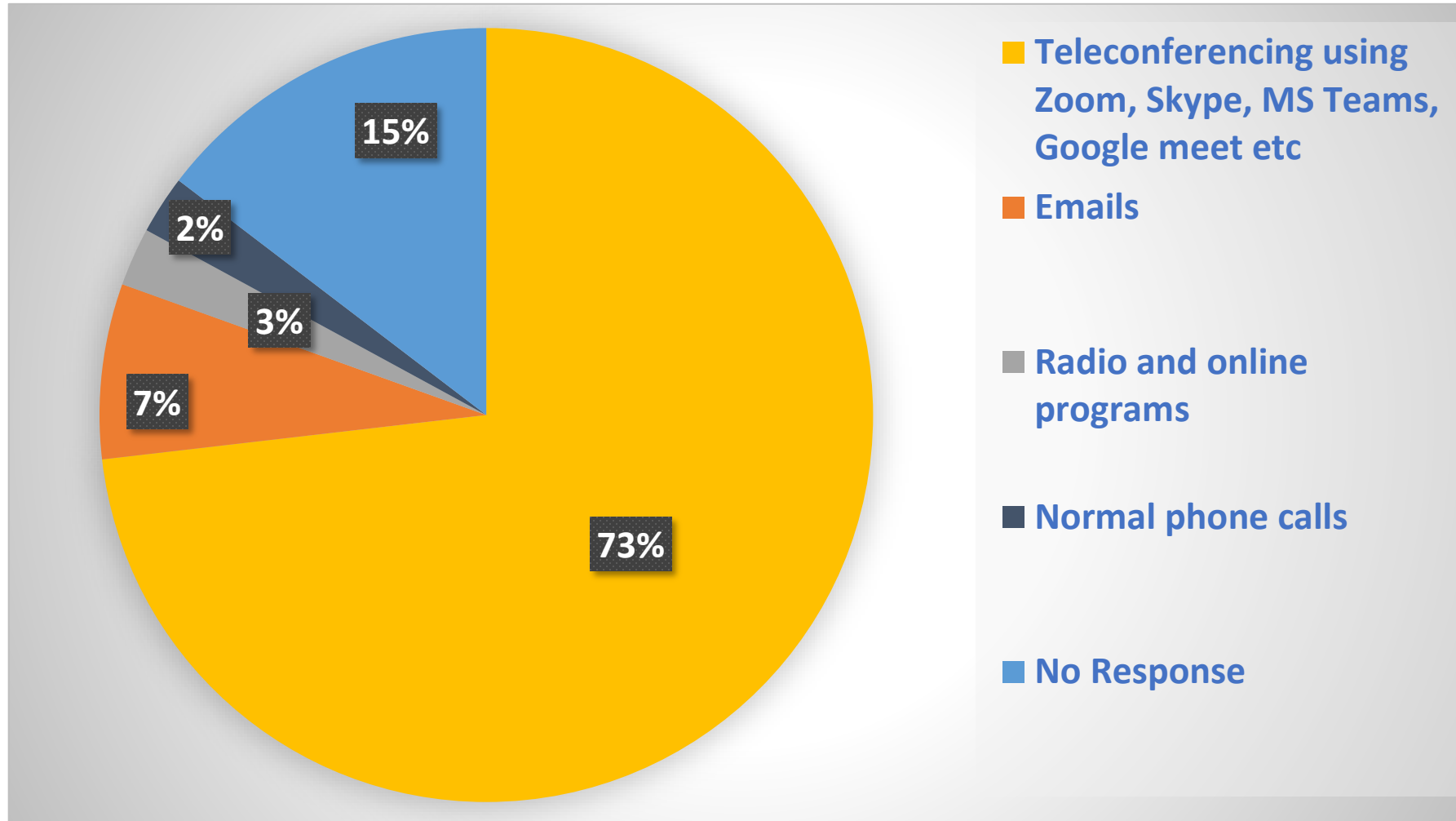


Impact

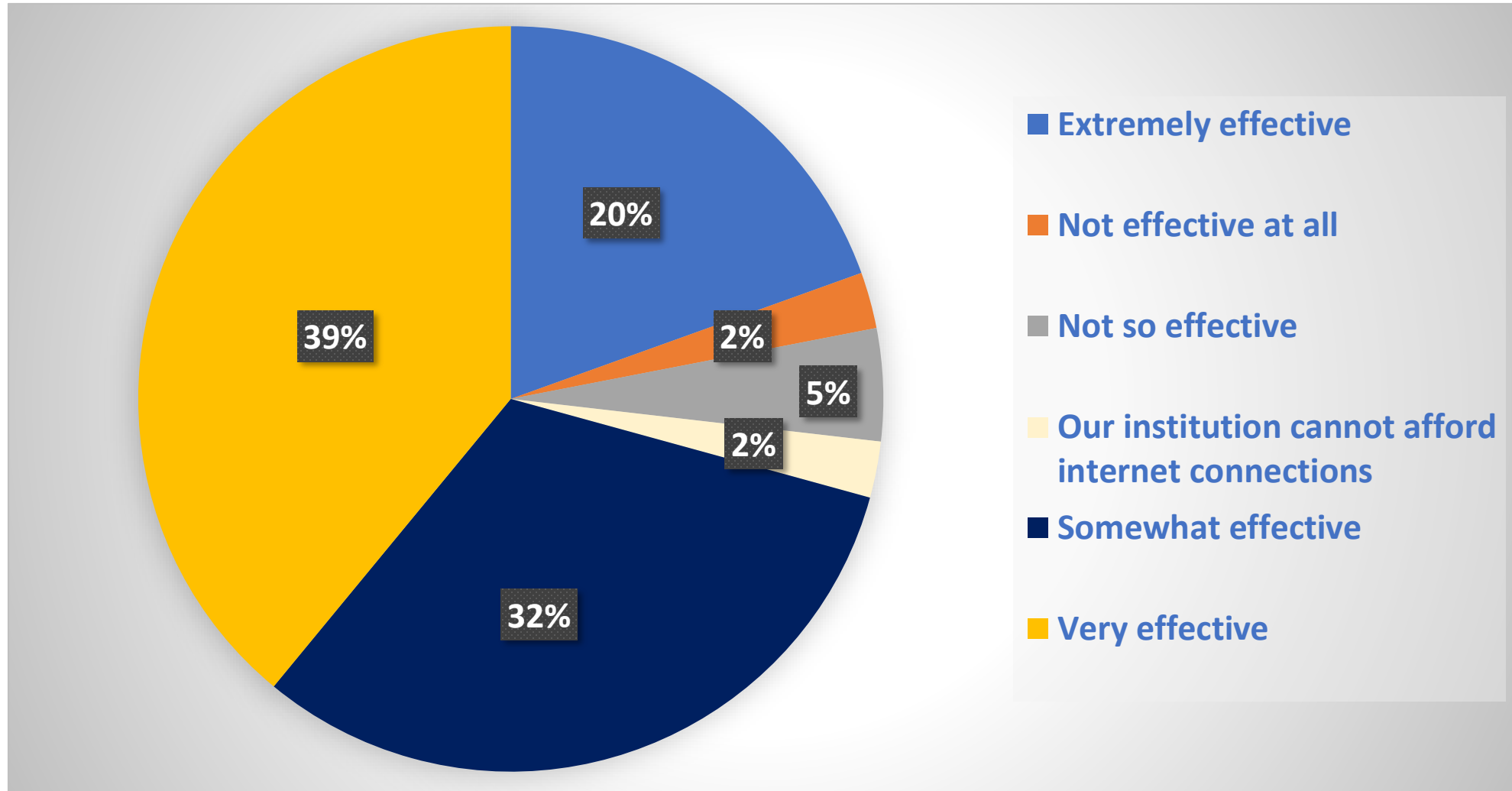
The effect of COVID-19 on organisations



Technology Used

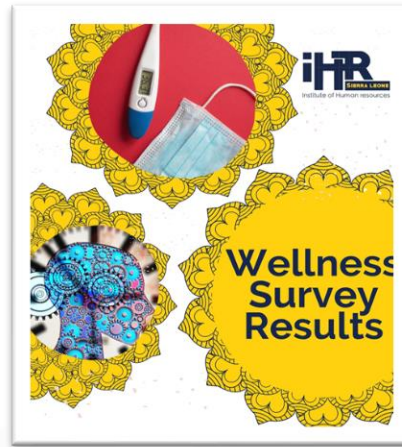


Effectiveness of Technology Used



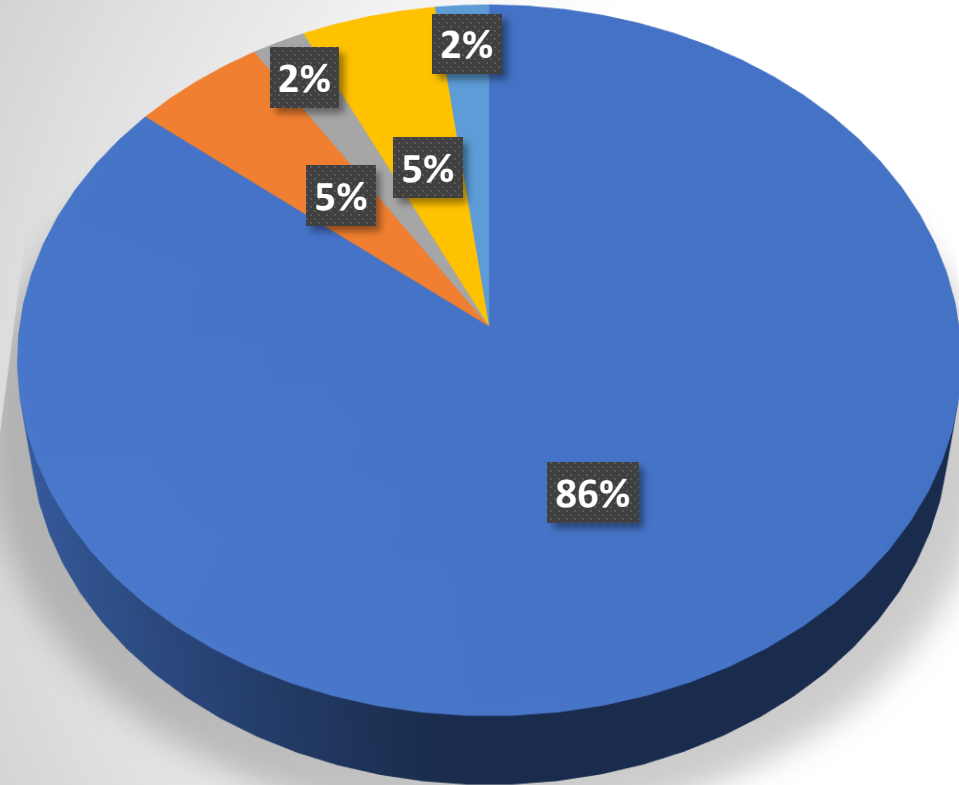
Technological Challenges

- Internet connectivity including cost and staff readiness to use – 50%
- Internet connectivity – 70%
- Other, including staff lacking basic IT skills – 10%



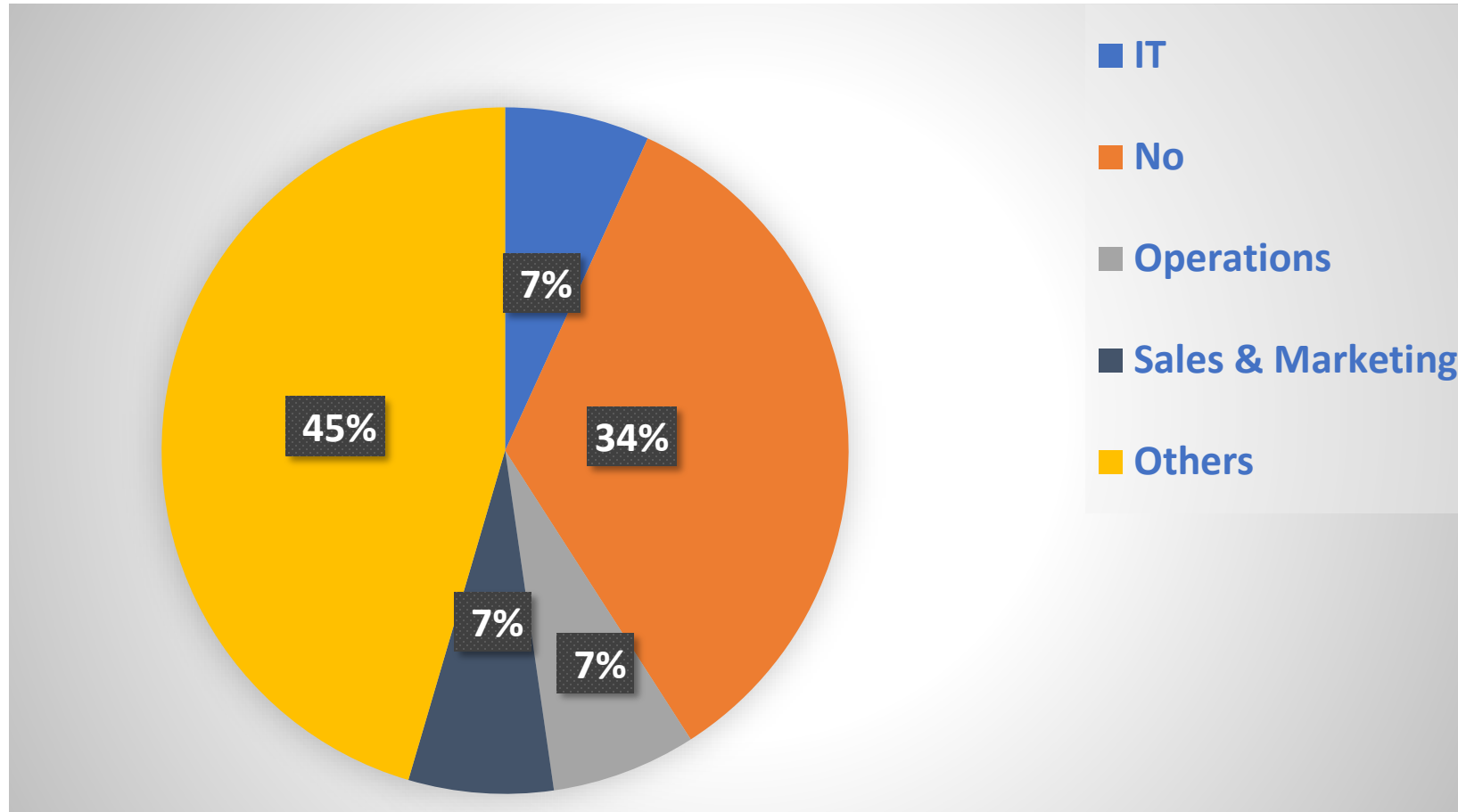
Effort

Steps taken to mitigate effect of COVID-19

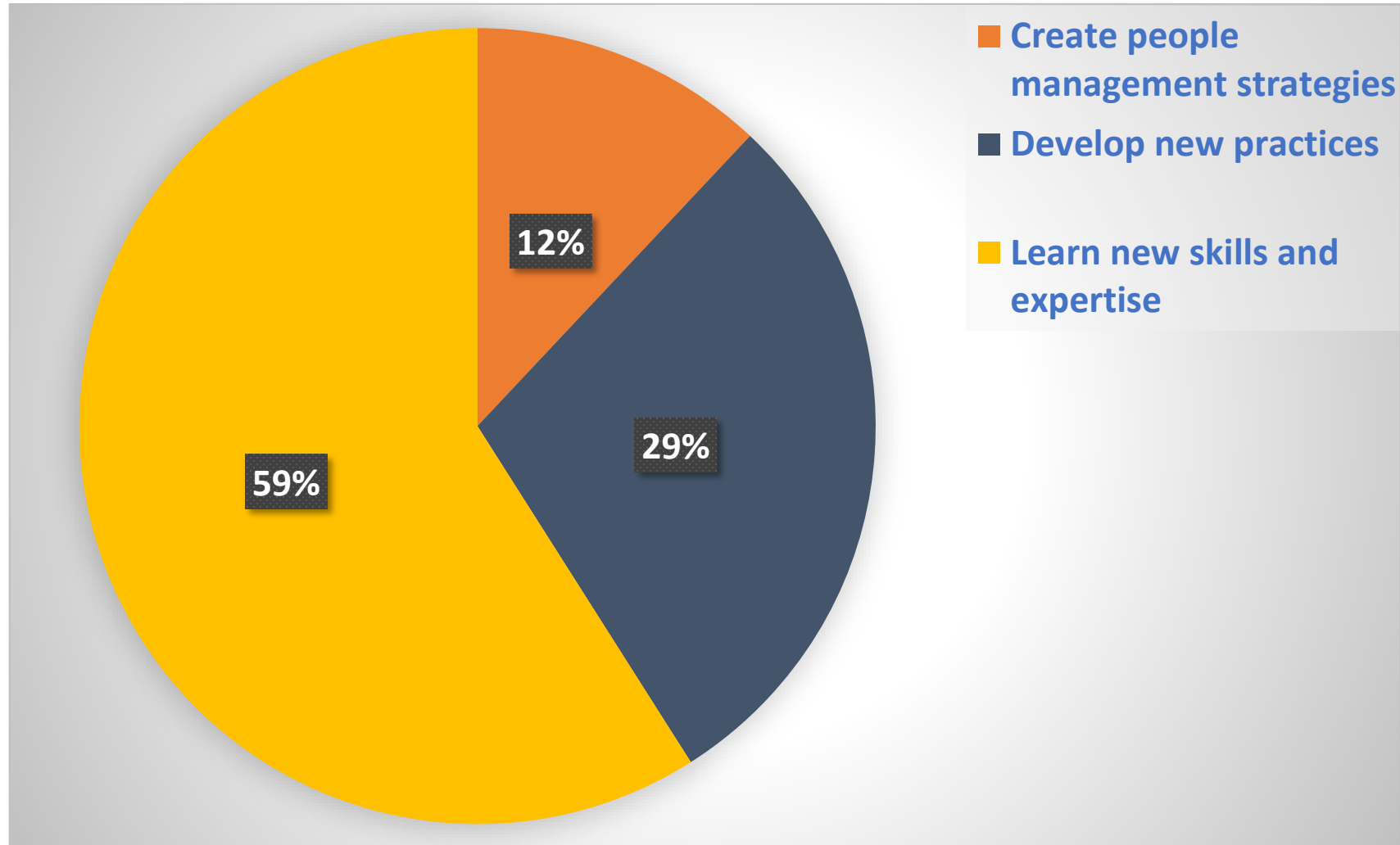


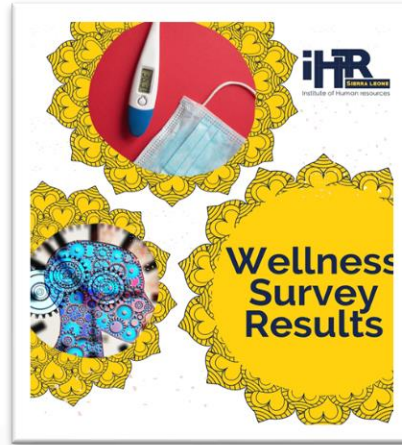
- Increased use of technology to perform job responsibilities
- Furlough (leave of absence)
- Termination of non essential staff
- Restructure work patterns
- Review working hours

Staff shortages during COVID-19



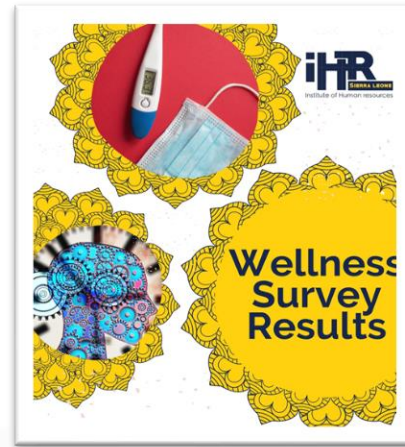
Steps taken to support mitigation strategies





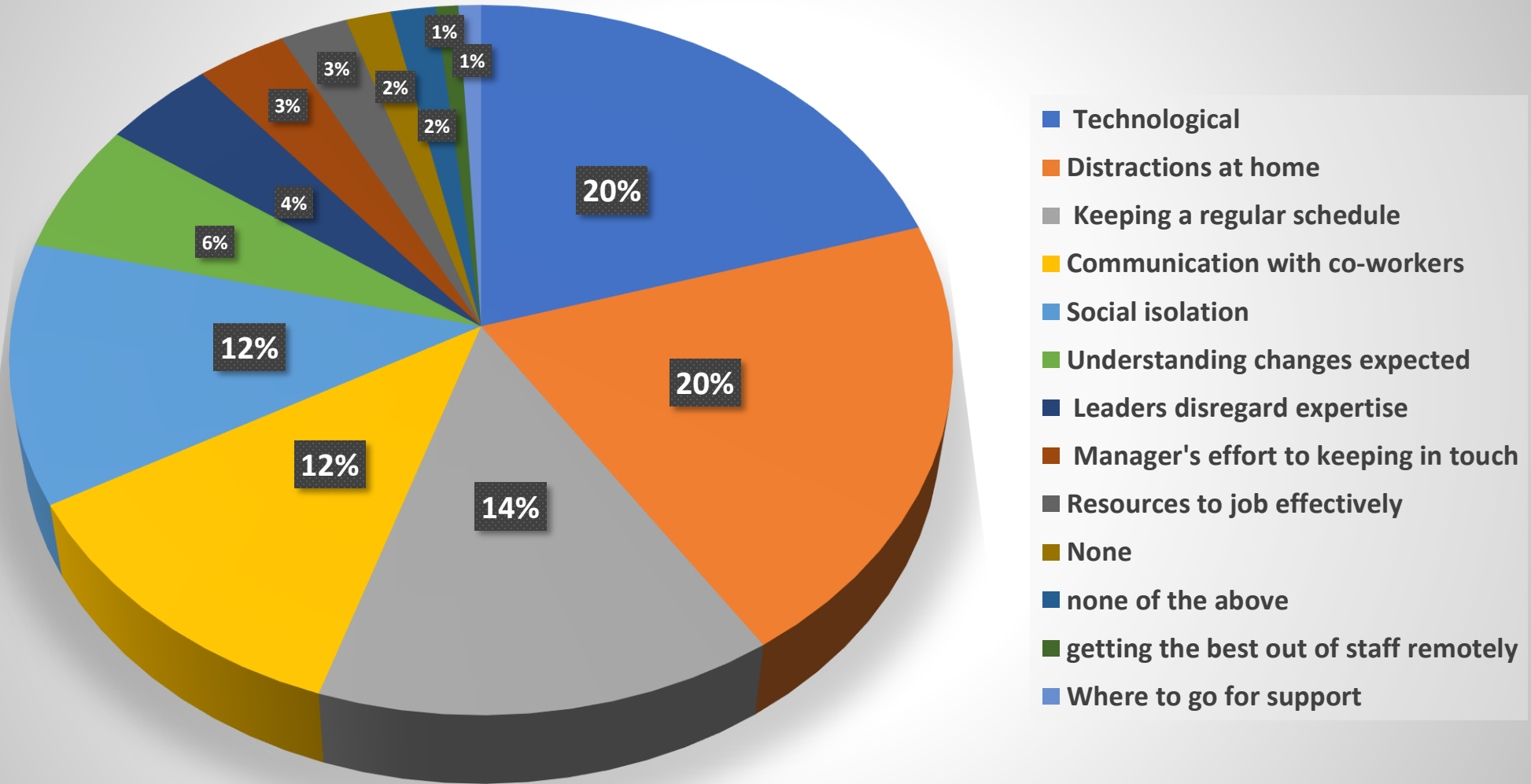
Challenges Support Given/Needed

Bernadette Sam-King – Research Lead



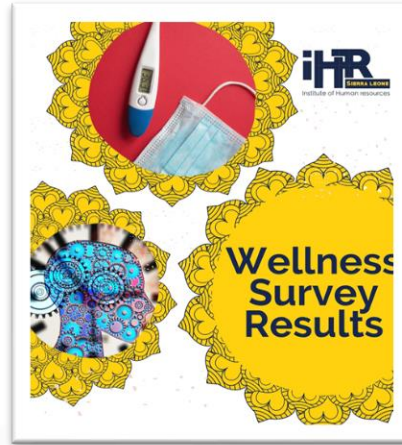
Challenges

Frequency



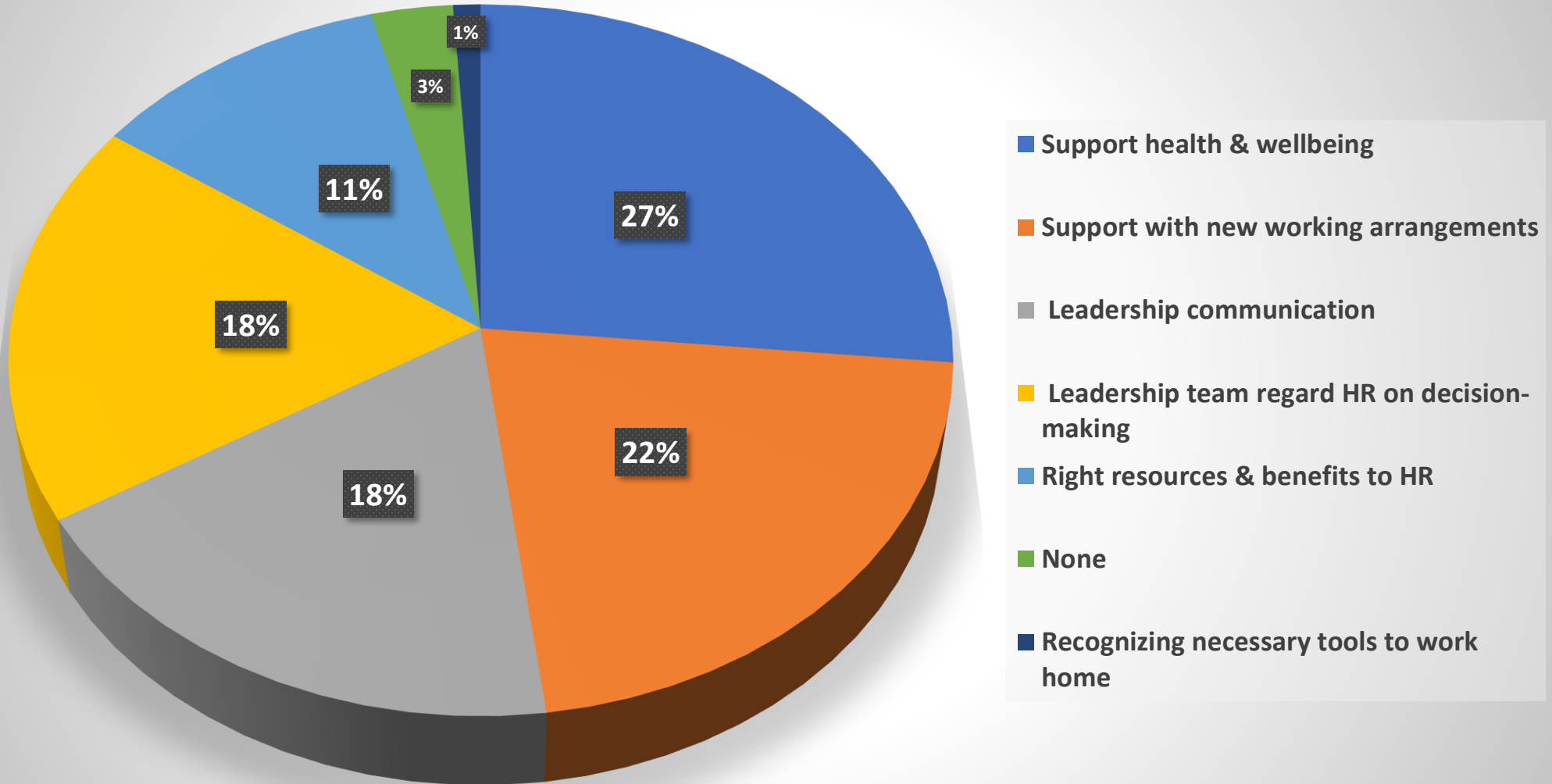
“There are too many distractions at home when working from home”

“The poor internet connectivity is a challenge”



Support Given/Needed

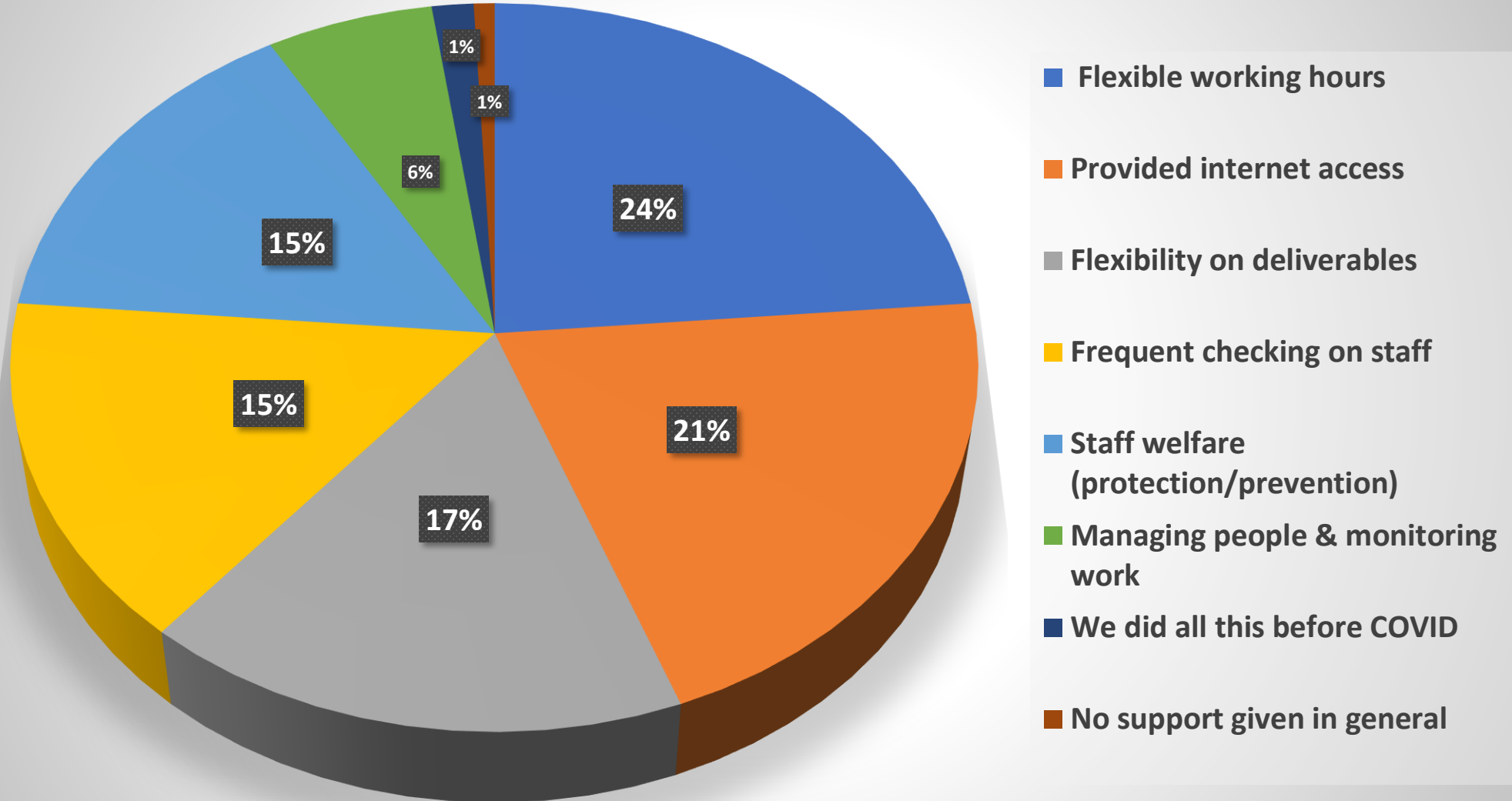
Frequency



“Support health and wellbeing”

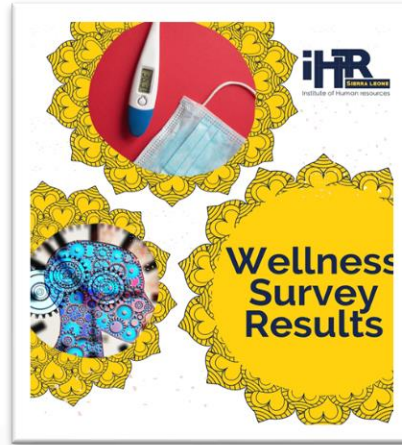
“Flexible working hours”

Frequency



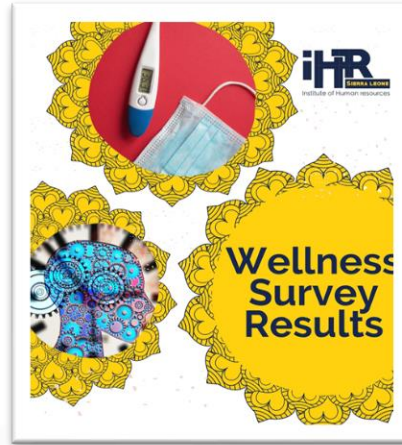
“Provided internet access”

“Flexible working hours”



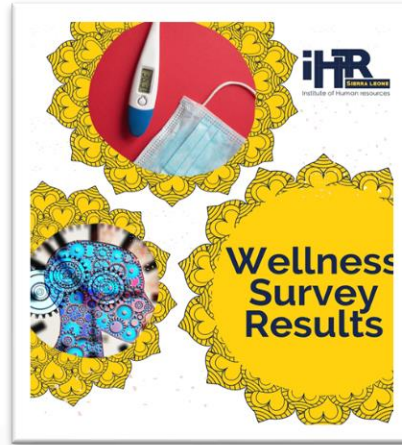
Q&A

Policy and Research Committee



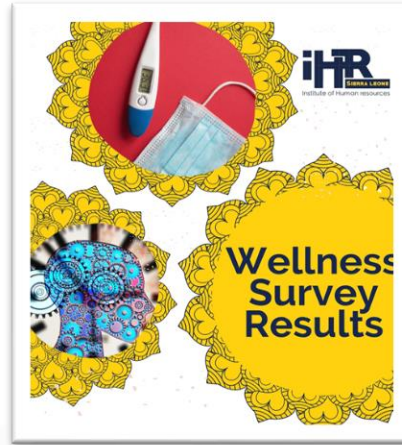
Breakout Session

Fullah Musu Conteh



Feedback

Policy and Research Committee



Next Steps?

55% of respondents are
very confident that their
organisation will
overcome COVID-19
challenges

- Adaptability

- Emotional Intelligence

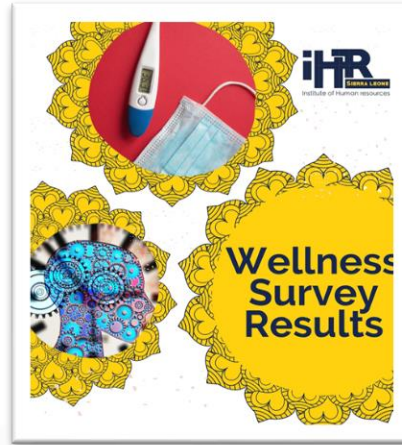
- Self Care

- Technology

- Collaboration



- Sharing of full survey analysis.
- iHRSL meets with targeted sectors to dig deeper on individual sector responses.
- iHRSL partners with public sector actors in addressing people management challenges raised, and sharing efforts made by respondents for wider national participation.
- iHRSL supports individual sectors/organisations in developing targeted people management tools as per responses.



Thank You
Contact: contact@ihrsi.org