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Month Update on DCF Staff Work from Home Initiatives

In May of 2020 DCF staff participated in a remote work survey to assess staff needs during the COVID-19 Pandemic. The results were posted in June and are still available at the DCF COVID-19 Staff webpage.

Organizational Leadership & Policy

In The Survey You Said...

- Work from home policy is understood
- Staff feel supported by their supervisors
- Some staff feel disconnected from the organization when working remotely

And DCF Responded...

- Continued Commissioner Weekly Teams Calls
- Conducted Staff Appreciation Week
- Promoted a Departmentwide focus on team connectedness activities
- DCF virtual background competition

Staff Development & Support

- Staff report many benefits in working remotely, including being able to carry out work tasks and maintain productivity
- Concerns were noted related to the unknowns of long term remote work
- Supervisors reported being concerned about monitoring performance remotely

- Posted Series of Remote Work support tools on the DCF website
- Implemented the Flex Time Program to support work-life balance
- Distributed guidance and continued Alia Micro-learning for all staff
- Conducted a Staff Appreciation Week

Returning To A Building

- Staff want to be aware of facility cleaning, maintenance procedures
- Staff are concerned about the potential for being exposed to COVID-19 at work
- Staff are concerned about the implementation of social distancing protocols

- Contracted with porter cleaning service to ensure daily cleaning for DCF sites
- Provided pre-return to Fieldwork Remote In-Service to all DCF staff
- Provided Building Entry and Protocol Remote Inservice for all staff
- Posted an FAQ list on DCF Website
- Screening

Long Term Planning & Expectations

- Most staff would welcome some form of working remotely, while supervisors reported having concerns about operating remotely long term

- Remote work tools posted on DCF website to support remote work supervision

