



Terms and Conditions of Employment for the Assistant Director, Education

Salary

The salary for this post is Chief Officer Band A £81,902 – £87,753 per annum (1st April 2019 rates).

Salary Payment

Payment is monthly by credit transfer. Increments are payable annually on the anniversary of the appointment until the top of the salary scale is reached. Payment is made on the 28th of each month.

Hours of Work

37 hours per week. Whilst the hours reflect the standard hours of work, Chief Officers are expected to work sufficient hours to fulfill the demands of the job. This could involve regular evening and weekend work and attending events/functions as the Council representative.

Leave Entitlement

The leave entitlement will be 28 days increasing to 33 days after 5 years Local Government service, plus 8 public/bank holidays.

Local Government Pension Scheme

The person appointed will become a member of the Local Government Pension Scheme unless he/she elects otherwise. Contributions are currently deducted at 9.9% of gross salary.

Sickness Scheme

Membership of the scheme provides for payment during sickness absence according to length of service.

Relocation Assistance

Relocation expenses will be paid in line with the Council's scheme.

Car Parking

A dedicated car parking space will be available, for which there is a charge of £29.50 per month (amount subject to change).

Training and Development

Training has a high priority and professional development will be encouraged and supported as appropriate.



Equality of Opportunity

Selection for this post and future employment will be subject to the existing Equality and Diversity in Employment and Recruitment and Selection and related policies of Hartlepool Borough Council. They are designed to promote equality, and equal opportunity and treatment, in recruitment and employment regardless of race, gender reassignment, disability, religion/religious belief, sex, sexual orientation, marriage/civil partnership, age and pregnancy/maternity.

Trade Union Membership

Officers have the right to join a Trade Union if they wish and take part in its activities. Collective bargaining will be supported with employees being represented through their Trade Unions on the appropriate negotiating bodies.

Conditions of Service

The conditions of service governing this post are those of the Joint National Council for Chief Officers, as amended locally.

Political Restriction

This post is defined as Politically Restricted under the Local Democracy, Economic Development and Construction Act 2009. The general effect of the Act is that you are restricted from:

- Standing for election as an MP or MEP or a member of a Local Authority as defined in S.21 (1) of the Act.
- Acting as an election agent or sub-agent.
- Holding office with or being a member of a committee or sub-committee of a political party or a branch of a political party if such office or membership involves you in certain defined duties.
- Canvassing on behalf of a political party or candidate.
- Speaking in public at large, or to a section of the public with the apparent intention of affecting public support for a political party.
- Publishing written or artistic work as sole or joint author or editor, or causing someone else so to publish, if the work appears to be intended to affect public support for a political party. (This does not apply simply to displaying a poster or other document on an employee's own property or vehicle).

Further details of the restrictions will be provided with the offer of appointment.

Car Allowance

All employees are paid at a casual car user rate for mileage undertaken in the course of duties.



Equipment Provided

This position has been designated as qualifying for a Laptop Personal Computer and a Smartphone

Smoking

The Council has a no smoking policy and does not permit smoking in any of its buildings or vehicles.

Terms of Employment

The appointment will not be confirmed until relevant safer recruitment checks have been satisfied including, but not limited to, an enhanced DBS check (no barring list check required), satisfactory medical clearance and references. The post will be offered as a permanent contract, which may be terminated by three months' notice in writing on either side.