



## CONTRACT OF EMPLOYMENT

This contract of employment (“the contract”) contains the main terms and conditions of your employment with Bishopsteignton Parish Council (“the Council”). It includes all the written particulars required by the Employment Rights Act 1996.

**THE EMPLOYER::** BISHOPSTEIGNTON PARISH COUNCIL

**THE EMPLOYEE:** KIM FORD

**DATE OF ISSUE:** 1<sup>st</sup> April 2017

## **1. COMMENCEMENT DATE**

- 1.1 Your employment with Bishopsteignton Parish Council began on 1<sup>st</sup> April 2011 as Assistant Clerk.

## **2. CONTINUOUS SERVICE**

- 2.1 Subject to 2.2 below, no period of employment before the commencement date counts as part of your period of continuous service.
- 2.2 For the purposes of entitlements to annual leave, sick pay arrangements, and maternity arrangements, continuous service includes continuous previous service with any public authority to which the Redundancy Payments (Continuity of Employment in Local Government etc.) (Modification) Order 1999 applies.

## **3. CONDITIONS OF SERVICE**

- 3.1 The National Agreement on Pay and Conditions of Service of the National Joint Council ("the NJC") for Local Government Services ("the Green Book") applies to your employment save as amended by this contract.

## **4. PROBATION**

- 4.1 A satisfactory completion of a probationary period has been completed.

## 5. JOB TITLE

5.1 You are employed as Parish Clerk, Responsible Financial Officer and Burial Clerk.

## 6. JOB DUTIES

6.1 You are expected to perform all duties which may be required of you as set out in the attached job description.

6.2 The Council may from time to time wish to amend your job description. You may be required to undertake other duties to meet the requirements of the job.

## 7. DECLARATION OF OTHER EMPLOYMENT

7.1 You shall not undertake other employment without the Council's written consent. Such consent shall not be unreasonably withheld.

## 8. PLACE OF WORK

Working from the Council's premises

8.1 Your usual place of work is:

Parish Council Office, Community Centre, Shute Hill, Bishopsteignton  
TQ14 9QL.

8.2 There will also be a requirement to work from home.

## 9. SALARY

9.1 As of 1<sup>st</sup> April 2013 your salary is £9834 per annum being the current salary point 18 within the 18 - 29 range in scale LC1 as set out in the 2013 National Agreement on Salaries and Conditions of Service of Local Council Clerks in England and Wales.

Due to satisfactory performance, your salary has increased to salary point 22 in salary scale LC1 from 1<sup>st</sup> April 2014 and to salary point 26 in salary scale LC2 from 1<sup>st</sup> April 2015 after which you are progressing automatically through the range 27 to 34 in salary scale LC2 by annual increments payable on the 1<sup>st</sup> April each year until you reach the maximum salary in the range. The Council may withhold an increment if it is considered that performance fell below the level expected, following an annual appraisal, or award an additional increment for exemplary performance if it chooses to do so.

Your salary point, to be paid from 1<sup>st</sup> April 2017, is 28 in salary scale LC2, set out 2016-18 National Agreement on Salaries and Conditions of Service of Local Council Clerks in England and Wales.

9.2 One salary point will be added to your salary, up to a maximum of four points, for success in obtaining or already holding any of the following relevant qualifications:

- Introduction to Local Council Administration
- The Certificate in Local Council Administration
- Certificate of Higher Education in Community Engagement and Governance - Level 1 or equivalent qualification previously awarded by

the University of Gloucestershire

- the Certificate of Higher Education in Community Engagement and Governance or equivalent qualification previously awarded by the University of Gloucestershire
- the Diploma in Higher Education in Community Engagement and Governance or equivalent qualification previously awarded by the University of Gloucestershire
- BA (Hons) Degree in Community Engagement and Governance or equivalent qualification previously awarded by the University of Gloucestershire.

**9.3** Your salary will be paid to you by bank transfer on the first Monday of each month.

## **10. EXPENSES**

10.1 The Council shall reimburse you at NJC rates in force at the time for mileage incurred in the performance of Council business (“mileage expenses”) provided that mileage expenses have been approved by the Council.

10.2 The Council shall reimburse you for other expenses which may include overnight accommodation, meals and fares incurred in the performance of Council business (“other expenses”) provided that the other expenses have been receipted and approved by the Council.

10.3 You will be provided with a copy of the Council's expenses policy.

### **When you are required to work at home**

10.4 Expenses may include any of the following:

10.4.1 Purchase of office consumables

10.4.2 A sum to take into account the use of telephone, lighting, heating and electricity due to working from your home, which will be paid monthly.

## **11. APPRAISAL**

11.1 You will receive an annual appraisal

## 12. HOURS OF WORK

12.1 You are required to work 23 hours per week to include the office opening hours from 10.00hrs to 12.00hrs on a Tuesday and Thursday and attendance at meetings in the evenings on the 1<sup>st</sup> (excluding January) and 3rd Monday each month.

## 13. ADDITIONAL HOURS

### **For employees who are paid at or below salary point 28**

13.1 If you work more than your normal working hours, then subject to the Council's approval, you will be reimbursed at the appropriate NJC rate for these hours or you may take time off in lieu at a time to be agreed between you and the Council.

## 14. ANNUAL LEAVE

14.1 Subject to clause 2.2 of the contract, the calculation of your annual leave commences from the first day of your employment. You are entitled, in addition to the normal bank and public holidays, to 21 working days' leave in each leave year (pro rata for part time employees).

14.2 In addition to normal bank and public holidays, you will be entitled to two extra statutory days (pro rata for part time employees).

14.3 Your leave entitlement will increase to 25 working days per year (pro rata for part time employees) when you have five years' continuous

service immediately prior to the commencement of the leave year.

14.4 If your employment commenced or terminates part way through the leave year, your leave entitlement will be calculated on a pro rata basis. Deductions from your final salary payment will be made for any leave taken in excess of your entitlement.

14.5 Annual leave must be taken at times agreed with the Council. You may carry forward up to 5 days' leave into the following leave year, subject to the approval of the Council.

## 15. **SICKNESS ABSENCE**

15.1 If you are absent from work on account of sickness or injury, it is your responsibility to inform the Council of the reason for your absence as soon as possible, but no later than the end of the working day on which the absence first occurs.

15.2 You will be provided with a copy of the Council's sickness absence policy.

15.3 The Council shall have the right at any time to require you to submit to examination by an independent medical practitioner selected by the Council, to obtain a confidential report on your condition from such practitioner and to discuss with such practitioner the findings of his/her examination and his/her prognosis of your likely recovery and or fitness to resume work and any recommended treatment.



## 16. SICK PAY

16.1 Provided that you comply with the Council's sickness absence policy, you will receive sick pay when you are absent from work because of sickness, as follows:

during 1st year of service	• one month's full pay and (after completing 4 months' service) 2 months' half pay
during 2 <sup>nd</sup> year of service	• 2 months' full pay and 2 months' half pay
during 3 <sup>rd</sup> year of service	• 4 months' full pay and 4 months' half pay
during 4 <sup>th</sup> & 5 <sup>th</sup> - year of service	• 5 months' full pay and 5 months' half pay
after 5 years' service	• 6 months' full pay and 6 months' half pay

## 17. MATERNITY /PATERNITY /ADOPTION LEAVE

17.1 Your entitlement to maternity/paternity/adoption leave is as set out in the relevant legislation.

## 18. INJURY OR ASSAULT

18.1 In the event of death or permanent disablement arising from a violent or criminal assault suffered in the course of employment then all insurance payments will be made in accordance with paragraph 7 of Part 3 of the Green Book

## 19. PENSIONS

19.1 You are entitled to join the Local Government Pension Scheme, which operates a contributory pension scheme, details are available at [www.lgps.org.uk](http://www.lgps.org.uk), or other approved pension scheme. There is in force a contracting out certificate for the purposes of the Pensions Scheme Act 1993 stating that the employment is contracted-out employment.

## 20. NOTICE OF TERMINATION OF EMPLOYMENT

20.1 The length of notice which you are obliged to give to the Council to terminate your employment is one month in writing.

20.2 The length of notice which you are entitled to receive from the Council to terminate your employment is four weeks in writing until you have been continuously employed for four years and thereafter such notice entitlement increases by one week for each year of continuous service until you have completed twelve years of continuous employment after which time you will be entitled to twelve weeks' notice.

20.3 Within one week of the termination of your employment you are required to surrender to the Council all Council property including computers and other electronic devices and any documents and other materials, including copies that you have been holding on behalf of the Council. You shall irretrievably delete from all your personal electronic devices all property of the Council and shall produce evidence of such as the Council may require.

## **21. DISPUTE RESOLUTION**

21.1 If you have a grievance arising from your employment, you should raise it with the Chairman of the Council. If you are dissatisfied with any disciplinary decision made against you, you should raise it with the Chairman of the Council.

## **22. HEALTH AND SAFETY**

22.1 You have a duty to ensure the health and safety of yourself and others. You must also co-operate with the Council so that it can comply with its health and safety obligations.

22.2 You will be given a copy of the Council's Health and Safety Policy

## **23. EQUAL OPPORTUNITY POLICIES**

23.1 You must comply with the Council's Equal Opportunity Policies. You will be given a copy of these Policies.

## **24. TRAINING AND DEVELOPMENT**

24.1 The Council shall be responsible for the costs associated with any training and development that it considers necessary. This may include the cost of training and development courses or examinations, and payment of mileage expenses and other expenses in accordance with the Council's expenses policy. Where the Council considers it necessary, it shall give you reasonable paid time off for study.

## **25. INDEMNITY**

25.1 The Council undertakes to indemnify you against any actions of commission or omission that are authorised by the Council.



**Signed:**

**Dated:**

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**Name:**

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**Signed for and on behalf of Bishopsteignton Parish Council**

**Signed:**

**Dated:**

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\_\_\_\_\_

**Name:**

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