

Terms and Conditions for Lambeth senior managers

A summary of key terms and conditions for senior managers is set out below:-

PAY

As specified in the job advertisement and details of the job grade will be provided on appointment. The pay offered for these roles is competitive and attractive.

The basic salary will be reviewed each year by an amount equivalent to that agreed for JNC Chief Officers in national negotiations, if any increase is agreed. The first revision date, if a national pay increase is agreed for the basic salary, will be with effect from 1 April each year.

PENSION

The Local Government Pension Scheme applies, including auto enrolment.

The scheme is one of the most generous pension schemes in the UK. Key benefits are your pension account is revalued each year to allow for inflation and to keep up with the cost of living.

Tax-free cash – you have the option when you draw your pension to exchange part of it for some tax-free lump sum cash.

You can boost your pension by paying more contributions, which you would get tax relief on.

Your family enjoys financial security, with immediate life cover and a pension for your spouse, civil partner or eligible cohabiting partner and eligible children in the event of your death in service, or if you die after leaving having met the two-year qualifying period also known as vesting period. If you ever become seriously ill and you've met the two-year qualifying period, you could receive immediate ill health benefits.

PLACE OF WORK

You will be required to work at any of the Council's premises/locations according to service needs, or such other locations as may be reasonably required. Initially you will be based in the Council's new Brixton offices, which is easily accessible by a number of efficient public transport networks including: bus, rail and underground.

HOURS OF WORK

You will be required by the Council to undertake such reasonable hours of work including attendance at evening or weekend meetings, as are necessary to perform the duties and accountabilities of the post. For the purposes of the Working Time Regulations 1998, the Council considers you are a managing executive. Your normal working week will be five days, Monday to Friday.

ANNUAL LEAVE

The Council benefits from a good annual leave scheme and the following entitlements apply:

26 days basic entitlement
31 days after five years' continuous service
34 days after ten years' continuous service

This incorporates two extra statutory days' holiday, derived from national conditions of service. Currently, statutory annual leave is 20 days, plus 8 public holidays.

SICK PAY

The Council operates the following sick pay scheme:

During 1st year of service 1 month's full pay and (after completing 4 months' service):
2 months' half pay

During 2nd year of service 2 months' full pay and 2 months' half pay

During 3rd year of service 4 months' full pay and 4 months' half pay

During 4th and 5th 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

NOTICE PERIOD

The minimum period of notice on either side is 3 months

PAY INTERVALS

Payment is made on the 15th day of every month on the basis of two weeks in advance, two weeks in arrears

POLITICAL RESTRICTION

The post has been designated as a Politically Restricted post and you are subject to the provision under the Local Government and Housing Act 1989 relating to this. It means that you are barred from standing for or holding elected office as a local councillor, MP, MEP or in a political party. You are also restricted from canvassing at elections or speaking or writing publicly on any matters that may give the impression of advocating support for any political party.

PROBATIONARY PERIOD

Any candidate new to local government service will serve a six-month probation period.