

Cherwell District Council and South Northamptonshire Council

APPENDIX 6

Summary of Terms and Conditions for the Joint Management Team

| Terms and Conditions | Recommendation |
|-----------------------------------|--|
| Pay | Pay for all posts will be determined through job evaluation and market factors(currently the Hay Group) |
| Additional allowances | N/A |
| Professional subscriptions | Reimbursement of one relevant professional membership subscription |
| Mileage allowances | HMRC rate- currently 45p per mile tax free up to 10,000 miles. Payment from first official base. Commuting to and from home will not be included in the reimbursement arrangements |
| Annual leave | 33 days per annum, plus bank holidays and 1 fixed floating day over Christmas/New Year |
| Pay dates | Determined by "Employer" |
| Sick pay entitlement | National Local Government scheme |
| Appraisal | To be developed |
| Induction | Shared induction programme will be in place for Senior Managers |
| Probation | 3 months probation period for new employees. A trial period of 4 weeks for existing employees appointed in the new structure |
| Political restriction | politically restricted |
| Health care | BUPA – discounted rate for all staff at nil cost to the organisation in accordance with existing arrangements |
| Pension provision | Local Government Pension Scheme |
| Car loan scheme | Existing scheme on application |
| Telephone/email | Mobile technology will be provided as appropriate |
| Trade union recognition | In accordance with existing arrangements |
| Hours of work | The nature of the role demands flexibility to meet service requirements and will involve out of standard office hours presence. Time off at a convenient time by prior arrangement |