

## **Terms and Conditions – East Ayrshire Council**

<b>Salary:</b>	The salary level for this post is £88,165
<b>Status:</b>	Permanent
<b>Location:</b>	East Ayrshire Council
<b>Pension:</b>	The postholder will automatically join the Local Government Pension Scheme, 9.40% employee rate contribution, unless they elect to make alternative arrangements.
<b>Contract Terms:</b>	Terms and conditions will be in accordance with the Scottish Joint Negotiating Committee for Chief Officials.
<b>Relocation assistance:</b>	Up to a maximum of £5,500
<b>Annual Leave Entitlement:</b>	Up to 30 days. The Council also recognise a total of 12 local and public holidays.
<b>Car:</b>	Business mileage will be based on Inland Revenue mileage rate.
<b>Pre-Employment Checks:</b>	Appointment is subject to the completion of satisfactory pre-appointment checks, which include: <ul style="list-style-type: none"><li>▪ Provision of proof of eligibility to work in the UK;</li><li>▪ Completion of satisfactory pre-employment health screening;</li><li>▪ Receipt of two satisfactory references to include current/most recent employer;</li><li>▪ Provision of documentary evidence of qualifications as listed in the eligibility criteria;</li><li>▪ The appointment will be subject to a Protection of Vulnerable Groups check.</li></ul>
<b>Notice Period:</b>	The contract may be terminated by giving 12 weeks' notice in writing on either side.
<b>Politically Restricted Post:</b>	This position is politically restricted under the Local Government and Housing Act 1989, as amended. This means that the postholder is prevented from taking part in certain political activities.
<b>PVG:</b>	The duties of the post involve Regulated Work with children and/or protected adults, as specified in the Protection of Vulnerable Groups (Scotland) Act 2007.

**Other Employment:**

The postholder may not engage in any other business or take up an additional employment without the express consent of the Council. They must inform the Council of any outside activity which may in any way conflict with their work for the Council.

The Council has a reputation of being a good employer and has a wide range of attractive employee benefits in place beyond this summary.

## Terms and Conditions - NHS

**Conditions of Service:** As per Agenda for Change terms and conditions.

**Status:** Permanent

**Workplace:** Kilmarnock

**Salary:** Band 8D - £85,811 - £89,732

**Hours of Work:** Although normal prescribed hours are 37.5 per week, due to the nature of the role, the successful candidate will be expected to work such hours as the demands of the job reasonably require, including outside normal office hours.

**Holidays:** 27 days annual leave per year on commencement, rising to 29 days after 5 years' service, and 33 days after 10 years' service. In addition, there are 8 fixed public holidays.

**Notice Period:** The appointment will be terminated by either side giving 3-months notice in writing.

**Pension:** The successful applicant will be opted into the NHS (Scotland) Superannuation Scheme.

Current benefits of the scheme include:

- A 12.7% employee contribution rate rising to 13.7%
- Pension based on final salary for each year of service on retirement
- A tax free lump sum in exchange for a reduced pension
- Ill-health retirement benefits
- Early retirement options
- Death in Service benefits to dependants of 2 times salary as a tax free lump sum
- Optional AVC Scheme

**Sickness:** The amount of sickness allowance depends on length of continuous service and is on a sliding scale, ranging from one month on full pay and two months on half pay during the first year of service up to 6 months on full pay and 6 months on half pay for service of 5 years or more.

**Other Employment:** The postholder may not engage in any other business or take up any additional employment without the express consent of the Integration Board.