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NOTICE OF EXECUTIVE DECISION TO BE MADE

The following Executive Decisions are due to be made by the CABINET MEMBER FOR GOVERNANCE on MONDAY, 27 JUNE 2022.

1. Democratic and Elections Apprentice Post (Pages 3 - 16)

Reports relating to the decision(s) to be taken are attached to this notice, unless they contain confidential or exempt information. A meeting will not necessarily take place when the decision is made. Please contact Democratic Services for more information.

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FOR PUBLICATION

Democratic and Elections Apprentice (GV620)

Meeting:	Portfolio Holder – Governance
Date:	
Cabinet portfolio:	Governance
Directorate:	Corporate

1.0 Purpose of the report

- 1.1 To enable recruitment to the new Democratic and Elections apprentice role.

2.0 Recommendations

- 2.1 That the new role of Democratic and Elections Apprentice / Assistant is added to the establishment and recruitment takes place.
- 2.2 That the funding arrangements described in section 6.0 are approved.
- 2.3 That the Human Resource arrangements described in section 8.0 are approved.

3.0 Reasons for recommendations

- 3.1 To respond to the succession planning, recruitment and capacity challenges identified within the Democratic and Elections service.

4.0 Background

4.1 Democratic and Elections Service

The Democratic and Elections Service undertake a range of key democratic, civic and elections functions including committee

administration, overview and scrutiny, member support, member development, civic and ceremonial and all aspects of electoral management. There are currently seven full time roles, two part time and a number of casual hours contracts in place (Chauffeurs).

4.2 There are currently two Member and Civic Support Officer roles on the Establishment. One is full time and one is part time (23 hours). The part time member of staff has recently been successful in securing a full time promotion opportunity in another Council service area, this has created a vacancy. With any vacancy we take the opportunity to consider if the role is still required and if so, could it be delivered in a different way to add more value to the team.

4.3 We have worked with the teams within the service and established a clear need for a role due to capacity challenges and increasing demands across the service, however we have developed an alternative proposal for the role.

4.3 The Democratic and Elections Apprentice / Assistant role

We are proposing to delete the vacant post – 23 hour part time Member and Civic Support Officer and replace with a two year apprenticeship opportunity. For the right candidate this apprenticeship could then be converted to a full time, permanent, scale 4 role. This approach will help respond to the following challenges and opportunities within the service:

- The democratic, member support, civic and elections functions all carry a significant amount of administrative pressures. The development of this apprenticeship/ assistant role diverts the more routine administration activities away from the higher graded staff within the service and creates capacity for emerging challenges
- Increasingly complicated arrangements and requirements for the delivery of members, civic, mayoral and local democracy events and programmes requiring more planning and co-ordination capacity for higher graded specialist staff
- Increased expectations around non-core committees and partnership governance arrangements
- Elections Act 2022 new requirements and burdens affecting all aspects of electoral management
- Succession planning opportunity to feed into future recruitment for higher graded roles within the Democratic and Elections Service

- Offers the opportunity for further development and qualifications for example Association of Electoral Administrators foundation / certificate
- Higher chance of successful recruitment to an apprentice role – we have struggled to recruit to previous part time vacancies within the service

- 4.4 The job description and person specification is attached at Appendix 1. The post will be an apprenticeship opportunity for two years attracting the apprenticeship rate – national minimum wage
- Under 18 £4.81 per hour (£9,254 per annum)
 - 18 – 20 £6.83 per hour (£13,140 per annum)
 - 21 – 22 £9.18 per hour (£17,662 per annum)
 - 23 and over £9.50 per hour (£18,278 per annum)

At the end of the apprenticeship the role will convert to a Democratic and Elections Assistant role which has been job evaluated at Scale 4 (£19,650 – 20,043).

5.0 Alternative options

- 5.1 Alternative options including not to fill the role and recruiting to the current role have been discussed the Chief Executive, Head of Human Resources and Service Director – Finance but due to the issues raised at section 4.3, these options were not taken forward.

6.0 Implications for consideration – Financial and value for money

- 6.1 The current 23 hour Member and Civic Support role attracts a Scale 6 salary (pro rata) £15,763 plus oncosts (20%) £3,153). The apprenticeship role will cost for the first two years:
- Under 18 - £9,254 plus oncosts £1,850 – saving £7,812 per annum
 - 18 – 20 - £13,140 plus oncosts £2,628 – saving £3,148 per annum
 - 21 – 22 £17,662 plus oncosts £3,532 – additional cost £2,238
 - 23 and over £18,278 plus oncosts £3,656 – additional cost £3,656

On a permanent basis the role would attract a Scale 4 £19,650 - £20,043 within oncosts of £3,930 - £4,009. This creates an additional cost of £4,664 - £5,136. Should the role become vacant we will then revert to an apprentice opportunity.

6.2 The likely savings for the first two years will be returned to the general fund, with any additional costs being funded via efficiency savings and new burdens funding within elections management.

7.0 Implications for consideration – Legal

7.1 This new role will provide much needed administrative support responding to the requirements of the new Elections Act 2022 including voter ID, accessibility and overseas voter changes.

8.0 Implications for consideration – Human resources

8.1 The new role will be recruited to in-line with the Council’s recruitment and selection policy.

9.0 Implications for consideration – Council plan

9.1 The Democratic and Elections team provide advice and support around democratic and scrutiny functions enabling the delivery, monitoring and challenge of the Council Plan. Local democracy and civic elements are also key deliverables within the plan.

10.0 Implications for consideration – Climate change

10.1 The Climate Change impact assessment looks solely at Climate Change rather than other environmental impacts, and social, economic, wellbeing measures which are considered under other considerations. We do not consider there to be any specific climate change impacts for this decision.

11.0 Implications for consideration – Equality and diversity

11.1 The new role will be recruited to in-line with the Council’s recruitment and selection policy which includes a range of equality and diversity provisions including the disability confident scheme.

12.0 Implications for consideration – Risk management

Description of the Risk	Impact	Likelihood	Mitigating Action	Impact	Likelihood
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Capacity challenges emerging from member and civic workload, non-core committees and election changes.	H	H	New role developed to maximise team productivity and respond to pressures and emerging challenges.	M	M
Additional funding pressures emerging from new role.	H	H	Fully funded proposal developed utilising vacant post and efficiency / new burdens funding.	L	L

Decision information

Key decision number	N/A
Wards affected	All

Document information

Report author
Donna Reddish – Service Director Corporate
Background documents
These are unpublished works which have been relied on to a material extent when the report was prepared.
None
Appendices to the report
Appendix 1 – Job description and person specification.

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JOB DESCRIPTION

JOB TITLE:	Democratic and Elections Apprentice	JE NUMBER:
DIRECTORATE:	Corporate	BAND:
RESPONSIBLE TO:	Democratic and Elections Manager	
RESPONSIBLE FOR:	N/A	
MAIN PURPOSE OF POST:	To support the delivery of key democratic, civic and elections functions.	

DUTIES AND RESPONSIBILITIES:

Duties and responsibilities must be undertaken to comply with Council policies/procedures.

1.	<p>Delivery of a range of administrative duties to support the provision of an efficient and effective democratic, civic and elections service. Including:</p> <ul style="list-style-type: none"> • Administration of members post, register of interests, mileage, subsistence and support claims • Maintaining councillor contact details • Organising members surgeries • Supporting members reasonable adjustments • Organising meetings • Room bookings • Note taking • Photocopying and scanning • Responding to basic telephone and e-mail enquiries
2.	Assisting with the development and delivery of members, civic, mayoral and local democracy events and programmes.
3.	Utilising the Council's financial management system to raise requisitions, purchase ordering and raising invoices.
4.	Assisting with quasi-legal work in respect of Traffic Regulation Orders, Tree Preservation Orders and street naming.
5.	<p>Assisting with the administration of all aspects of Parliamentary, local, parish, or other elections including assisting with the:</p> <ul style="list-style-type: none"> • Processing of Household Enquiry Forms (HEF's) • Processing of Invitations to Register (ITR's) • Processing of Absent vote applications

	<ul style="list-style-type: none"> • The booking of polling stations • The staffing of elections • Booking appointments for the nomination process • Annual canvass • Data mining and data matching • Boundary review
6.	Assisting with the reviews of electoral matters as appropriate, including reviews of electoral boundaries (including polling district boundaries), locations of polling stations, and access to polling stations.
7.	To undertake or assist in other duties as may be determined by the Democratic and Elections Manager up to a level consistent with the duties and grade of the post.

GENERAL – To be aware of and implement the following:
Equalities – The council’s Equality and Diversity Policy which sets out the council’s commitment to advancing equality and social inclusion while celebrating the diversity within our communities.
Code of Conduct – All employees of Chesterfield Borough Council must comply with the Employees’ Code of Conduct.
Health & safety – To comply with the Health and Safety at Work etc. Act (1974) and carry out all duties in accordance with the Council’s Health and Safety policy.
Staff Development - The Council's Performance & Development Review is an integral part of Chesterfield Borough Council’s performance management framework as well as a key employee development procedure. You will be required to undertake any training required for the job role.
Data Protection – All employees must adhere to the requirements of the General Data Protection Regulations (GDPR) and the Data Protection Act 2018 in respect of confidentiality and disclosure of data.
Safeguarding Children and Vulnerable Adults - The council has both a moral and legal obligation to ensure a duty of care for children and vulnerable adults across its services. We are committed to ensuring that all children and vulnerable adults are protected and kept safe from harm, and we have a responsibility to safeguard and promote well-being.

SPECIAL FEATURES OF POST:				
Political Restriction – the post is undertaken by an officer whose role is politically restricted	YES	x	NO	

Vetting Checks e.g Disclosure and Barring Service (DBS)	YES		NO	x
Flexible approach to time of work, with ability to work evenings and weekends as required by the needs of the service.	YES	x	NO	
You may be required to carry out those duties at your present workplace or at another council venue.	YES	x	NO	

It is the council's intention that this job description is seen as a guide to the main areas and duties for which the job holder is accountable. However, as the work that the council changes the job holder's obligations are also bound to vary and develop, so the job description should be seen as a guide and not as a permanent, definitive and exhaustive statement. This job description is non-contractual.

PERSON SPECIFICATION

JOB TITLE:	Democratic and Elections Apprentice	JE NUMBER:	
DIRECTORATE:	Corporate	DATE:	

KNOWLEDGE / SKILLS / ABILITIES		Assessment Method Application Form, Presentation, Scenario based Exercise, Interview, Qualification / Certificates
Essential		
•	Computer Literate with good IT skills, in particular Microsoft Office including Outlook, Word, Excel and PowerPoint.	Application Form
•	Good communication and inter-personal skills.	Application Form Interview
•	Administrative skills including note taking, organising meetings, submitting claims etc.	Application Form Interview
•	Financial administration skills including invoicing, requisitioning and purchase ordering.	Application Form Interview
•	Knowledge of confidentiality issues and ability to observe data protection guidelines	Application Form Interview
Desirable		
•	Knowledge of democratic processes.	Application Form Interview
•	Knowledge of Electoral processes.	Application Form Interview
EXPERIENCE		
Essential		
•	Experience of administrative and co-ordination roles.	Application

		Form Interview
•		Application Form Interview
•		Application Form Interview
•		Application Form Interview
Desirable		
QUALIFICATIONS		
Essential		
•	5 G.C.S.Es or equivalent including Maths and English Language	
Desirable		
•	None.	
OTHER REQUIREMENTS		
Essential		
•	To display the council's values and behaviours when carrying out the job role	Application Form, Interview
•	To perform the job role in accordance with the specified level of the council's Competency Framework	Application Form, Interview
•	Commitment to self-development, service improvement and organisational effectiveness	Application Form, Interview
COMPETENCY REQUIREMENT:		
Seeing the Big Picture	Seeing the big picture is about having an in-depth understanding and knowledge of how your role fits with and supports the council plan and the wider public needs and the national interest. For all staff, it is about focusing your contribution on the activities which will meet the council goals and deliver the greatest value.	Interview
Level: 1		

	For leaders, it is about scanning the political context and taking account of wider impacts to develop long term implementation strategies that maximise opportunities to add value to the customer and support economic, sustainable growth.	
Changing and Improving	People who are effective in this area take initiative, are innovative and seek out opportunities to create effective change. For all staff, it's about learning from what has worked as well as what has not, being open to change and improvement, and working in 'smarter', more focused ways. For leaders, this is about creating and encouraging a culture of innovation and allowing people to consider and take informed decisions. Doing this well means continuously seeking out ways to improve policy implementation and build a leaner, more flexible and responsive council. It also means making use of alternative delivery models including digital and partnership approaches wherever possible.	Interview
Level: 1		
Making Effective Decisions	Effectiveness in this area is about using sound judgement, evidence and knowledge to arrive at accurate, expert and professional decisions and advice. For all staff it's being careful and thoughtful about the use and protection of council and public information to ensure it is handled securely and with care. For leaders it's about reaching evidence based strategies, evaluating options, impacts, risks and solutions and creating a security culture around the handling information. They will aim to maximise return while minimising risk and balancing a range of considerations to provide sustainable outcomes.	Interview
Level: 1		
Leading & Communicating	At all levels, effectiveness in this area is about showing our pride and passion for public service, communicating purpose and direction with clarity, integrity, and enthusiasm. It's about championing difference and external experience and supporting principles of fairness of opportunity for all. For leaders, it is about being visible, establishing a strong direction and persuasive future vision; managing and engaging with people in a straightforward, truthful, and candid way.	Interview
Level: 1		
Collaborating and Partnering	People skilled in this area are team players. At all levels, it requires working collaboratively, sharing information appropriately and building supportive, trusting and professional relationships with colleagues and a wide range of people within and outside the council, whilst having the confidence to challenge assumptions. For senior leaders, it's about being approachable,	Interview
Level: 1		

	delivering business objectives through creating an inclusive environment, welcoming challenge however uncomfortable	
Developing self and others	Effectiveness in this area is having a strong focus on continuous learning for oneself, others and the organisation. For all staff, it's being open to learning, about keeping one's own knowledge and skill set current and evolving. For leaders, it's about investing in the capabilities of our people, to be effective now and in the future as well as giving clear, honest feedback and supporting teams to succeed. It's also about creating a learning and knowledge culture across the organisation to inform future plans and transformational change	Interview
Level: 1		
Delivering Value for Money	Delivering value for money involves the efficient, effective and economic use of taxpayers' money in the delivery of public services. For all staff, it means seeking out and implementing solutions which achieve the best mix of quality, and effectiveness for the least outlay. People who do this well base their decisions on evidenced information and follow agreed processes and policies, challenging these appropriately where they appear to prevent good value for money. For leaders it's about embedding a culture of value for money within their area/function. They work collaboratively across boundaries to ensure that the council maximises its strategic outcomes within the resources available	Interview
Level: 1		
Managing a Quality Service	Effectiveness in this area is about valuing and modelling professional excellence and expertise to deliver service objectives, taking account of diverse customer needs and requirements. People who are effective plan, organise and manage their time and activities to deliver a high quality, secure, reliable and efficient service, applying programme, project and risk management approaches to support service delivery. For leaders, it is about creating an environment to deliver operational excellence and creating the most appropriate and cost effective delivery models for public services	Interview
Level: 1		
Delivering at Pace	Effectiveness in this area means focusing on delivering timely performance with energy and taking responsibility and accountability for quality outcomes. For all staff, it's about working to agreed goals and activities and dealing with challenges in a responsive and constructive way. For leaders, it is about building a performance culture	Interview

Level: 1

where staff are given space, authority and support to deliver outcomes. It's also about keeping a firm focus on priorities and addressing performance issues resolutely, fairly and promptly