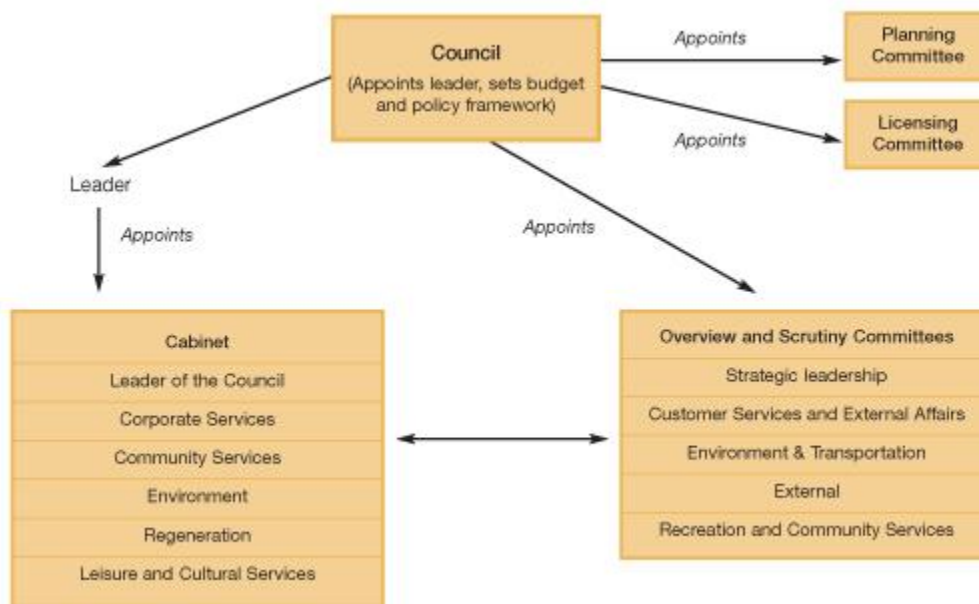


About Maidstone Borough Council

The Council has 55 Councillors. The current political makeup is 29 Conservatives, 21 Liberal Democrats and 5 independent Councillors. Cabinet portfolios are cross-cutting and the Council's overview and scrutiny arrangements have come to be regarded as an example of best practice in an area where many local authorities are struggling.



The Council employs over 500 employees in 3 directorates and a Chief Executive's department. The Council also delivers a number of services including refuse collection, Maidstone Leisure Centre, building maintenance and some grounds maintenance work through external contractors.

The Council's corporate Management Team, which meets weekly, consists of the Chief Executive, the Director of Prosperity and Regeneration, Director of Change and Environmental Services, the Director of Resources and Partnerships, the Head of Finance and the Head of Corporate Law & Legal Services. Senior Management Team meets fortnightly and consists of Management Team plus ten other Heads of Service.

CPA rated as "Excellent" we were praised for delivering good quality services, maintaining the environment, budget management and partnership working. However, not content to rest our laurels, we've a culture on continuous improvement, and our aim is to exceed the ambitious targets we've set ourselves and offer even better services to the local population. We take a planned, strategic approach to achieving our objectives, our strong Senior Management team meets weekly to establish priorities and ensure that as a council we are all working towards the same goals.

Our vision is to ensure that by 2020 Maidstone Borough Council will be one of the best places in the South East to live, led by a high-achieving authority renowned for its innovation.

That means:-

- A place where people want to be and where they can live and enjoy their lives;
- Lifelong learning opportunities for people;
- Safe, healthy and sustainable communities with high-quality parks, green spaces and countryside;
- Good quality homes for all, well paid jobs and efficient transport links.

MAIDSTONE BOROUGH COUNCIL

**CHIEF EXECUTIVE*
David Petford**



Looking to the future

Maidstone Borough Council is operating within a highly dynamic environment that brings constant change to the nature and shape of its business. Local Government has experienced unprecedented change over the past few years addressing challenges such as political modernisation, enhanced inspection regimes and the Gershon efficiency agenda and it is likely that the pace of change will continue to accelerate.

The Council was awarded the CPA 'Excellent' rating in 2004 and is determined to continue to improve. To achieve this we must continue the pace of change internally and we have some very exciting programmes in place to ensure this is delivered.

For further information and an insight into the Council's approach:

The Council's Strategic Plan:

<http://www.digitalmaidstone.co.uk/pdf/Delivering%20Quality%20Public%20Services.pdf>

Council performance webpage:

<http://www.digitalmaidstone.co.uk/Default.aspx?page=2133>

About Maidstone

Maidstone is strategically situated between London and Europe and is linked to the trans-European motorway network by the M20 and M2. The high speed rail link is close by providing access to the major cities in Europe via the channel tunnel. The towns and villages have good links to London and the proximity to the M25 provides access to the whole of the UK.

The Borough covers 40,000 hectares located at the heart of Kent. It includes a large urban area and substantial villages. Its countryside set within the Garden of England, includes the Kent Downs Area of Outstanding Beauty. With a population of 139,000 it is a relatively prosperous area, unemployment is relatively low at 1.4 per cent and 78 per cent of the population live in owner-occupied households.

Maidstone is a thriving town with superb shopping and entertainment facilities with a mix of high street brands, individual boutiques and specialty shops. The town is a regional centre for entertainment with restaurants and bars, multiplex cinema and theatre and a wide range of clubs. The surrounding villages provide a gentler pace of life.

The Borough has a wealth of schools at primary, junior and secondary levels including high performing grammar schools. It is the home of the Kent Institute of Art and Design and has easy access to the University of Greenwich, Chatham Maritime Campus, Mid Kent College and The University of Kent at Canterbury.

Conditions of Service

With the exception of grading and salary, which are locally determined, the appointment is subject to the National Joint Council for Local Government Service (the "Green Book"). These National Conditions are amended or supplement by local provisions details in the Council's Staff Handbook.

Hours of Work

The normal working hours are currently 8.30 a.m. - 5.00 p.m. Monday - Thursday, 4.30 p.m. on Fridays, although some staff are required to work flexibly and work outside office hours may be required.

Benefits

The Borough Council offers an attractive benefits package to prospective employees including statutory final salary pension scheme, subsidised car loans, interest free loans, excellent relocation packages, professional fee payment, flexible working (including opportunities for home working), non smoking office environment, an attractively secured local and national discount package and generous annual leave entitlement.

The Council also offers free membership to the Maidstone Leisure Centre and to the Kent County Council Value Plus Discount Scheme.

Leave Entitlement

Annual leave entitlement varies between 22 and 32 days per year, dependant upon the posts grading with an additional 5 days long service leave after 5 years continuous local government service. A further days leave is awarded after 25 years continuous local government service. In addition, the Council has a grand total of 9 Bank Holidays and extra statutory days. The leave year runs from 1 April to 31 March.

Grade	Leave Entitlement
1 to 7	22 days
8 to 11	25 days
12 to 14	27 days
Heads of Service & above	32 days

Probation

All employees will be subject to a term of probation of not less than three nor more than six months.

Equal Opportunity

The Council has an Equal Opportunity Policy which is detailed in full on the equal opportunity monitoring form attached to the application form. The overall objectives of the policy are:

- To prevent direct and indirect discrimination
- To encourage equality of opportunity by the adoption and development of good employment practices and procedures
- To achieve a workforce which reflects the overall composition of the community the Council is seeking to serve.

Pension

The Council provides an occupational pension scheme (Local Government Pension Scheme) administered by Kent County Council. The employee contribution to the scheme is 6% of salary.

No Smoking Policy

The Council operates a smoking policy. Smoking is not allowed in any Council building or vehicles.