



South
Staffordshire
Council



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Council

*Thinking of
joining us?*

www.sstaffs.gov.uk

*An introductory guide to working at
South Staffordshire Council*

A message from our Chief Executive

Dear Applicant,

Thank you for showing an interest in working as part of our successful team here in South Staffordshire.

In this information pack you'll find plenty of important information about us, the work we're doing, the challenges we face and the communities we serve.

We're clear about what we stand for and what our key priorities are:

- To protect and enhance our environment
- To be a healthy and safe district for people to live, work and visit
- To help create thriving and sustainable communities
- To be strong community leaders who work hand-in-hand with our partners to deliver a better future
- To be a well managed authority, offering local people value for money.

Every service we offer and everything we do has to help make the lives of our communities easier and better.

Local government is changing - but we're up to the challenge. We're focused on what we call the "3Ps":

Pounds - Developing long-term sound finances

Politicians - Supporting our Elected Members as Community Leaders

People - Doing all we can to focus on the needs of residents and businesses.

We continue to offer the fourth lowest district council tax in the country and local people pay (on an average band D property) less than £2 per week for all of the services we provide.

We're delighted that you're interested in joining our team and we're keen to attract applicants who have the drive, determination and passion to deliver the services which local people and local businesses will be proud of and which will help build our reputation as a council which listens to local people and delivers top class services to the right people, at the right time.

Structure

South Staffordshire operates under a 'Council Leader and Executive' model.

We have 49 councillors:

- 42 Conservative
- 1 Labour
- 1 Liberal Democrat
- 5 Independent.

The last district-wide elections took place in May 2007 and the next scheduled elections are due in May 2011.

At our annual meeting, our councillors elect the Leader of the Council and the five members of the Executive.

Each executive member has their own specific portfolio of responsibility:



Structure



Councillor Brian Edwards
Leader of South Staffordshire Council



Cllr Roger Lees
Community Services



Cllr Roy Wright
Direct Services



Cllr David Bilson
Strategic Services



Cllr Robert Reade
Support Services



Cllr Mrs Joan Williams
Environmental Services



Steve Winterflood
Chief Executive



Dave Heywood
*Deputy Chief Executive and
Director of Community Services*



Frankie Cartwright
*Director of Revenue and
Customer Services*



Andy Johnson
*Director of Planning and
Strategic Services*



Phil Cooper
*Director of
Finance*



Jackie Smith
*Director of
Environmental Services*



David Pattison
*Director of Legal and
Licensing Services*

South Staffordshire

We are a mainly rural area on the north western edge of the West Midlands. Over 80% of South Staffordshire lies in the Green Belt which is why one of our key priorities remains the conservation and enhancement of our local environment. There are no towns in the district and instead we're made up of 27 individual villages - each with its own unique identity.

The lack of one dominant settlement has led the district to be known as a "Community of Communities".

It covers an area of approximately 101,000 acres with a population of nearly 106,000. This number is expected to fall to around 103,000 by 2020 as our communities get older.

Around 20% of the population are of retirement age or older which is higher than the national average and which poses huge challenges for the future where this figure is expected to grow. There is also a decline of the 0-19 age group which itself brings new challenges to the services we provide.

Average house prices are currently around £214,000.

We've expanded rapidly over the past 25 years as our villages have proved attractive to people prepared to work in nearby urban areas. We've got a good rail network, linking the northern half of the district with the nearby Black Country conurbation, Telford and Stafford. Both the M6 and the M54 run through the district, making access to local attractions and job markets easy.

The population is predominately white with BME communities making up 1.96% of our population.



South Staffordshire within the County of Staffordshire

We make up part of the County of Staffordshire, which is the seventh largest shire county in the country. We're one of eight districts that help make up the county which is richly diverse and contains some of the most sparsely populated areas of the country, together with some urban areas with levels of deprivation more closely associated with inner cities.

Recreation

The district is located almost entirely in the West Midlands Green Belt and offers attractive countryside and many opportunities for recreation to suit all tastes. Cannock Chase is home to some 3,000 acres of heathlands, forests and wooded valleys in the north, and Kinver Edge in the south, with its panoramic views of the surrounding countryside, are both areas of outstanding beauty.

There are also historic buildings galore and parklands like the famous Weston Park, home of the Earl of Bradford. For the more energetic, the district offers eight golf courses plus a wide range of physical activities at all of our leisure centres or our 150 acre Country Park and railway walk.



*St Peter's Church
Kinver*



*Baggeridge
Country Park*

*Packhorse Bridge
Whittington*



*The home of
the V Festival*



Education

There is a wide choice of educational facilities with most villages having a primary school. Secondary schools are situated in the larger populated areas within the district. Further education facilities are available close by in Wolverhampton, Birmingham, Stafford, Dudley and Stourbridge.



*Pupils taking
cycling
lessons*



*Local
Democracy
Week*

About Us...

We think that South Staffordshire Council is a great place to be.

We have 420 employees. Our main offices is in the village of Codsall but we also have a number of colleagues who work out and about in the district either at our leisure centres in Cheslyn Hay, Codsall, Penkridge and Wombourne or at our country park (Baggeridge) or at our depot (Lane Green, Bilbrook).



A great place to work

Council offices in Codsall

In a recent staff survey, this is what our staff said about us:

- 81% think internal communication mechanisms are good
- 77% say they're kept informed about how we're performing as a council
- 73% were fairly or very satisfied with their job
- 75% have confidence in the team leading the organisation
- 77% would recommend working for this council to other people

There's plenty of other good reasons as to why South Staffordshire Council could be the place for you:

- Free car parking at the offices in Codsall
- Within just a few minutes of the open countryside
- Easy rail access with Bilbrook station just a few minutes walk away
- Staff restaurant
- Starbucks coffee brewed on-site
- Discounted membership at our four leisure centres for you (and a partner)
- A positive people management culture
- Flexi scheme and flexible working arrangements
- On site library



Starbucks & Restaurant

Summary of Terms and Conditions of Employment

Terms and Conditions are subject to National Joint Committee (NJC).

If you have a contract of employment with us (for more than 3 months) you are eligible to join the Local Government Superannuation Scheme. Your contributions are based on earnings. The bands range from 5.5 % to 7.5%. We add a contribution to this. The scheme provides a guaranteed pension based on final pay, with the option of a tax free sum. It also includes ill health and death in service benefits.

We have a flexible hours working scheme and are currently looking to introduce other flexible working arrangements.

- Grade A to F 20 days
- Grade G to H 21 days
- Grade I to K 23 days
- Grade L and above 24 days

Annual leave ranges between 20 and 30 days, dependant upon salary, with five additional days for five years continuous local government service. We have 13 public holidays/extra statutory days but because with effect from 1st April 2009, we operate services on some of these days, three additional days are added to the above annual leave entitlement.

We pay one relevant subscription for posts that require membership of a professional body.

A relocation package is available subject to eligibility criteria.

We have a range of training and development opportunities and an established Performance and Development Review Scheme.



How we're performing...

In our latest Use of Resources inspection we were described by the Audit Commission as a well performing council offering value for money to local residents and we were praised for the way our Members and officers are working together.

Over 47% of household waste was recycled, reused, and composted.

We also hit our targets once again for keeping our streets clean and litter free. Our National Indicator (NI 195) scores came out at 10% combined against our own target of 12%, which is considerably lower than the national average of 16%.

We have a proven history in securing fly-tipping prosecutions (NI 196).

We're also the best performing authority in Staffordshire for helping to reduce fuel poverty (NI 187a).

Our council tax rates remain the fourth lowest district rates in the country.

We're completely debt-free.

We have one of the lowest staff sickness rates averaging at about 7 days.

In its 2008 Peer Review Assessment, the IdEA praised our strength in leadership to tackling health inequalities.

In 2008, the national Place Survey showed that more people were satisfied with South Staffordshire as a place to live than anywhere else in the whole of Staffordshire – and almost 10% more than the national average.

Our Benefits Team came in the top 5 nationally as part of the IRRV Most Improved Team of the Year Award in 2009. In 2010 they were also described as 'good with promising prospects for improvements in the future' by an Audit Commission inspection report.



Wombourne - Maypole

Last year, the Wom Brook Walk in the village of Wombourne received official Green Flag status for the first time. It now joins the prestigious Baggeridge Country Park which secured Green Flag status for the 11th consecutive year.

In 2009 our Electoral and Concessionary Services Team received the brand new Government standard called 'Customer Service Excellence'.

In March 2010 we were crowned winners of the NEA (National Energy Action) West Midlands' footprint award for 2009-2010. The award recognised our partnership project with Staffordshire Fire Service to help tackle fuel poverty in the district.



*Boscobel
Farmyard*



*Ashwood
Nurseries*



Countryside

Building a future together...



Kinver Rock Houses

Partnership working is central to the way we work in South Staffordshire.

We know that only by working with our partners and sharing our expertise we can help build a future so that our local communities can thrive.



*Beeches Bend
Canal route*

Our Local Strategic Partnership has a proud record of delivering projects for our local communities and is widely recognised as one of the best LSPs around.

There are now over 50 organisations from across the public, private, voluntary and community sectors which are working together to make South Staffordshire a better place to live, work and visit by delivering projects up and down the district which are making a real difference to real lives through our Sustainable Community Strategy.



Patshull Park Hotel

We know that villages up and down the district have different needs and priorities. This is why, in 2007, we revolutionised the way we work by dividing the district into smaller 'localities' which has helped us to identify the needs and priorities for individual areas much more easily.

Together with our LSP partners, we can now deliver community projects more effectively than ever before.

By working in this way, we have tailored the services we provide to local needs.

Locality working means that everyone with an interest in a particular area can come together to discuss problems and to create solutions.

In 2008 we won recognition at the Southern Staffordshire Regeneration Awards for 'Innovative Engagement' for the work we've done through our new locality working.

South Staffordshire

