



# INFORMATION PACK FOR APPLICANTS

Closing Date: **THURSDAY 18 APRIL 2019 AT 12 NOON**

Post Applied For: **ICT SYSTEM DEVELOPER ANALYST**

**(Late applications will not be accepted)**

Completed application forms should be returned either by post or e-mail to:

**Human Resources Manager  
Lothian Valuation Joint Board  
17A South Gyle Crescent, Edinburgh, EH12 9FL  
Or [personnel@lothian-vjb.gov.uk](mailto:personnel@lothian-vjb.gov.uk)**

If you have any questions about the Joint Board or the recruitment process  
please e-mail (above) or telephone **0131 344 2512**.

# RECRUITMENT ARRANGEMENTS

## Applying for a Job

Thank you for requesting this recruitment pack and showing an interest in working for Lothian Valuation Joint Board.

If you wish to apply for this position, we need you to complete the attached form and relevant inserts. To assist the recruitment process you must complete **all** sections of the application, equal opportunities and any other forms in full. Please refer to the guidance note on page 5 on how to complete the application form.

## Non Discrimination

The recruitment and selection practices of Lothian Valuation Joint Board are non-discriminatory and consistent with the requirements of equality and employment legislation and nationally recognised good practice. All appointments are based on merit.

## The Job Description

Every vacancy advertised is based on a job description, which describes the experience, knowledge, skills, and competencies we are looking for. Please look at the information attached to the job carefully so that you know what the job involves and the range of expertise required. If you meet our requirements, we would encourage you to apply.

## Making an Application

Completed application forms must be submitted no later than the closing date to the address shown on the front of this pack. Please ensure you give details of all periods of employment, including reasons for leaving, and reasons for gaps in employment.

## Outline of Selection Process

**Applications will normally be acknowledged. If you are shortlisted for the post, you will be advised in writing, normally within three weeks of the closing date.**

If your application is unsuccessful on this occasion, we hope that this decision will not discourage you from applying for any similar vacancies that may arise in the future.

Initial selection is based on your completed application, which is compared against a range of experience, knowledge, skills and competencies. Qualifications, if relevant, are also considered at this stage. If you are shortlisted, we will aim to give you at least 5 working days notice of the selection arrangements.

Formal Confirmation of a job offer is subject to the satisfactory completion of a number of checks. These include employment references, health screening, proof of qualifications, eligibility to work in the UK, and when necessary, criminal conviction vetting.

All persons interviewed will be notified of the outcome within 4 weeks of the date of the interview.

## Medical Assessment

Any offer of appointment is on the understanding that the successful applicant passes this assessment. The successful applicant will require to complete a medical questionnaire and may subsequently be examined by the Joint Board's Occupational Health Doctor.

Applicants should be aware that the Joint Board has a Sickness Absence Policy aimed at monitoring and reducing absences from work.

# INFORMATION ABOUT LOTHIAN VALUATION JOINT BOARD

- Lothian Valuation Joint Board is a public body established in 1996 to provide valuation services to four Councils; City of Edinburgh, East Lothian, West Lothian and Midlothian. The Board is responsible for compiling and maintaining the Electoral Register, Council Tax Valuation List and Valuation Roll
- The Electoral Register is provided to the Returning Officers of our four constituent Councils to enable eligible electors to vote at the various elections and referendums held in their area. Due to data protection rules the Electoral Register cannot be accessed on-line but is available to view at various public display locations.
- The Council Tax Valuation List is provided to the Finance departments of the four constituent Councils and the information forms the basis of the calculation of Council Tax liability and water charges. The Council Tax Valuation List can be viewed on line at [www.saa.gov.uk](http://www.saa.gov.uk).
- The Valuation Roll is also provided to the Finance departments of the four constituent Councils and the information forms the basis of the calculation of Non-Domestic Rates liability. The Valuation Roll can be viewed on line at [www.saa.gov.uk](http://www.saa.gov.uk).
- Lothian Valuation Joint Board is split into three sections covered by three geographical areas in Lothian; East, West and Central. They are usually referred to as Divisions and within these Divisions staff are work in administrative and technical areas. The technical staff carry out all valuation work in relation to Council Tax and the valuation of commercial subjects. The administrative staff deal with the associated work which is required for the production of the Valuation Roll and Council Tax List. In addition, they carry out work in relation to the compilation of the Electoral Register more commonly known as the Voters Roll.
- The Joint Board staff are situated at 17A South Gyle Crescent, Edinburgh, EH12 9FL.

*For more information about Lothian Valuation Joint Board visit our website  
[www.lothian-vjb.gov.uk](http://www.lothian-vjb.gov.uk)*

# EMPLOYEE BENEFITS

Working with the Joint Board can bring you many rewards as detailed below:

## Lothian Pension

Lothian Valuation Joint's pension scheme is provided by Lothian Pension Fund. This is a career average salary scheme and a qualifying pension scheme, which meets or exceeds the government's standards. A career average scheme means that your pension will be worked out every year and inflation increases added to ensure it keeps up with the cost of living. The LGPS is contracted out of the State Earnings Related Pension Scheme.

### Benefits

- Additional option of early retirement from age of 60
- Flexible retirement benefits
- Ill health retirement benefits
- Life cover of 3 times your salary if you die in service

For further information including an employees' guide to LGPS, please visit [www.lpf.org.uk](http://www.lpf.org.uk).

For more general information about pensions and saving for retirement please visit [www.direct.gov.uk/workplacepensions](http://www.direct.gov.uk/workplacepensions).

## Work/Life Balance Policies

A number of generous policies exist to assist with work/life balance including maternity leave, flexible working hours, flexible work options, leave for family care and employment breaks.

## Holiday Entitlement

Annual Leave entitlement (for a 5 day week) will be as follows:

<u>Service at start of leave year</u>	<u>Entitlement</u>
Less than 5 years *	26 days + 6 public holidays
5 – 10 years *	31 days + 6 public holidays
More than 10 years **	34 days + 6 public holidays

\* *Continuous local authority service.*

\*\* *Continuous service with Lothian Valuation Joint Board or its predecessors*

## Sick Pay

Entitlement to occupational sick pay will be as follows:-

<u>Service</u>	<u>Full Allowance</u>	<u>Half Allowance</u>
Less than 26 weeks	Nil	Nil
26 or more but less than 1 year	5 weeks	5 weeks
1 year but less than 2 years	9 weeks	9 weeks
2 years but less than 3 years	18 weeks	18 weeks
3 years but less than 5 years	22 weeks	22 weeks
5 years and more	26 weeks	26 weeks

## Smoking

The Joint Board wishes to promote a healthy life-style and does not allow smoking on Joint Board premises and in vehicles.

## Staff Benefits

The City of Edinburgh Council have a discount scheme which is available to Joint Board employees.

## Advance for Purchase of Public Transport Season Tickets

This Scheme provides an advance of salary or pay for the purpose of purchasing and insuring an annual public transport season ticket for travel to and from work.

# GUIDANCE NOTES

## For Completion of Application for Employment

**PLEASE READ THESE NOTES CAREFULLY BEFORE YOU BEGIN TO FILL IN THE APPLICATION FORM**

The Joint Board has designed its application form to ensure that we do not ask for unnecessary information which may suggest discrimination.

These notes are sent to you to help you complete the form, in the way that will help us to ensure equality of opportunity, while identifying relevant information which will help in the selection of the most suitable candidate.

**All sections of this application form MUST be completed.**

Canvassing directly or indirectly with members of staff of the Joint Board shall disqualify the applicant.

If you require more space than is available on the main form you should continue on a separate A4 sheet, ensuring that your initials and surname are on every sheet. However, you are asked **not to enclose a standard curriculum vitae** as it may provide unnecessary information which may suggest discrimination.

### 1 PERSONAL DETAILS

This section asks only for sufficient personal details to identify you and allow us to get in touch with you by letter or by telephone.

Please note that only your surname (second or family name) is required in full. You should give only the initials of your forename(s) (first name(s)). In these circumstances, the Joint Board officers dealing with applications will not be aware of the sex of each applicant.

### 2 EMPLOYMENT RECORD

This section asks about your previous work experience. Please give as much detail as you feel would give an accurate picture of this experience, both about the type of work you are/were doing, the responsibilities you have/had, salary and reasons for leaving.

### 3 EDUCATION & TRAINING

This section asks about your education and job-related training. Again, please give sufficient details to allow us to assess your attainments relative to the job you are applying for.

We require confirmation about any educational certificates you hold. This will be done by asking you to bring the original documents with you on the first day of employment, should you be successful in your application.

### 4 INFORMATION IN SUPPORT OF YOUR APPLICATION

This section asks about any further experience you have that you would consider relevant to the job you are applying for. Before completing this section, please consider carefully the information you have been given concerning the job. If you need to use an additional page, put your name and the post applied for at the top of the paper.

### 5 REFERENCES

The Joint Board will take up references of the successful applicant automatically prior to the offer of an appointment.

### 6 RELATIONSHIP

You are asked to provide details if you are related to a Councillor or Senior Officer. The provision of this information will not affect your employment opportunity.

### 7 DECLARATION

Please read the declaration before signing.

You will note that the form asks you to sign using your forename (first name) initials along with your full surname (second or family name).

**“The Lothian Valuation Joint Board is an equal opportunities employer and will prevent discrimination particularly on the grounds of marital status, disability, race, colour, religious belief, political belief, sexuality, nationality, ethnic origin, age, trade union activity, responsibility for dependants or employment status.”**

# SUPPLEMENTARY INFORMATION

## For Applicants with Special Requirements

The Lothian Valuation Joint Board welcomes applications from people who have or have had a disability. We will interview all applicants who have or have had a disability and meet the minimum essential criteria for the job.

**THE EQUALITY ACT 2010** makes it unlawful for an employer to discriminate against a disabled person in the field of employment. The Act defines a disabled person as someone with a physical or mental impairment which has a **Substantial** and **Long-term Adverse Effect** on that person's ability to carry out **Normal Day-to-Day Activities**.

The Act states that, for the purposes of deciding whether a person is disabled, a Long-term Adverse Effect of an impairment is one

- which has lasted at least 12 months, or
- where the total period for which it lasts, from the time of the first onset, is likely to be at least 12 months, or
- which is likely to last for the rest of the life of the person affected.

Examples of Adjustments which an employer may consider on an individual basis:

- Making adjustments to premises
- Allocating some duties to another person
- Altering the working hours
- Assigning the person to a different place of work
- Allowing the person to be absent during working hours for rehabilitation, assessment or treatment
- Giving training to the person, or arranging for training to be given
- Acquiring or modifying equipment
- Modifying instructions or reference manuals
- Modifying procedures for testing or assessment
- Providing a reader or interpreter
- Providing supervision