

Farnsfield Parish Council

Parish Clerk and RFO Job Description

Post Title:	Parish Clerk and Responsible Financial Officer (RFO)
Hours:	25 hours per week (to be worked flexibly)
Salary:	NALC 2023-24 scale points 23-24 (£32,076-£33,024 per annum pro rata). The salary will rise by two further NALC scale points on successful completion of the CiLCA qualification.
Accountable to:	The Council as a corporate body
Location:	Working from home and at our office at the Farnsfield Village Centre, New Hill, Farnsfield, Newark, Nottinghamshire, NG22 8JN

Section 1: Role Overview

The Clerk of the Parish Council will be solely responsible for the administration of the Council's business. The range of responsibilities of the Clerk and RFO to fulfil the needs and best interests of the Parish Council are set out as follows:

- Act as a Proper Officer and Responsible Financial Officer for Farnsfield Parish Council
- Fulfil the role of the Council and Committee Secretary
- Purchase goods and services on behalf of the council
- Liaise with other authorities and bodies
- Manage the day to day business of the Parish Office and staff
- Manage the Council's IT systems and website
- Actively manage the Council's land and property assets to optimise revenue and value to the community
- Manage projects that deliver the objectives of the Neighbourhood Plan

Section 2: Duties

- (i) Ensuring compliance with legal duties
 - Proactively keep up to date with relevant changes in legislation affecting local councils.
 - Ensure that all statutory and other provisions governing or affecting the running of the council are observed.
 - Ensure that the Standing Orders, Financial Regulations, Code of Conduct and Data Protection policy are reviewed at least annually or when the law changes, and that other policies are reviewed as appropriate. Make sure that the Council as a whole, councillors and staff are aware of our policies and procedures.
 - Respond to requests made under freedom of information legislation and rights exercisable under data protection legislation.

- (ii) Managing Parish Council, Committee and Parish meetings
 - Prepare informative agendas for meetings of the Council, in consultation with appropriate councillors, taking account of the Council's Standing Orders and the committee Terms of Reference.
 - Attend all meetings of the full council, take formal minutes of the meeting and create an action log. Ensure that these actions are taken in advance of the following meeting. Distribute minutes of meetings promptly afterwards.
 - Issue notices and agendas for the Parish Council's statutory annual meeting.

- (iii) Delivering Council's Strategic purpose
 - Remain informed about relevant current legislation and other issues which affect the Council and the community
 - Update the Council's strategic plan and monitor the progress of schemes.
 - Advise on the impact of Council proposals and planned activities and suggest specific courses of action which might be taken.
 - Receive correspondence and documents on behalf of the Council, following known policy of the Council and in liaison with the appropriate councillors, respond on behalf of the Council. Prepare a monthly summary of all significant incoming and outgoing correspondence for council meetings.

- (iv) Parish Administration
 - Establish and maintain effective paper and electronic filing systems to record the business of the Parish Council in a recoverable format.
 - Manage councillor vacancies including co-option and elections. Hold acceptance of office forms and a copy of every councillor's register of interest.
 - Ensure adequate links are maintained with partner organisations to enable community contact to be established and to report problems and seek information.
 - Place and manage orders for the purchase and supply of goods and services
 - Maintain the Council's asset register and ensure that the contracts, leases and licenses are in place for all the buildings and land that the Council owns or manages.
 - Manage the Council's response to planning applications making sure that the Council's response is sent to the planning authority on time. Refer any planning applications which need consideration before the next Council meeting to the Chair of the Planning and Licensing Committee to facilitate an extraordinary meeting.

- (v) Health and safety, risk and matters of insurance
 - Ensure the council's statutory obligations for the proper management of all health and safety matters are met, including the review of the Council's Health and Safety Policy
 - Arrange appropriate inspections and risk assessments where

necessary, for the safe management of council business and activities.

- Present the results of risk assessments to the council and ensure that any actions identified in risk assessments are completed as directed by the Council.
- Ensure insurance cover is in place as is required or mandatory and keep proper insurance records.

(vi) Financial management

- Meet the Council's obligations for internal and external audit. As soon as possible after 31 March, present a statement summarising the Council's receipts and payments for the year along with the accounting statement to the Council for approval.
- Manage and record receipts and payments accurately in the cashbook, making sure we pay promptly and that we are paid.
- Present financial reports as required, to include monthly bank reconciliations, receipts and payments, and a quarterly report on our expenditure against budget, highlighting any potential overspends.
- Prepare estimates of expenditure for approval by the Council for input to the annual budget and submit the cash value of the precept, once approved by the Council, to the principal authority by the correct date.
- Maintain appropriate records, make proper returns and reclaims relating to VAT.
- Manage banking arrangements, cash flow, investments and bank transfers.
- Research and bring forward opportunities to apply for grants to support programme aspirations.

(vii) Staff Management

- Pay staff wages, ensuring prompt and proper payment of deductions for income tax, national insurance and pension contributions and ensure that any legislative changes or statutory requirements are implemented promptly.
- Maintain records of staff hours, leave etc. for approval of the Staffing Committee
- Work with the Staffing Committee to effectively manage your own workload and that of the Bookings Clerk and Caretaker. Ensure all contracts and job descriptions are in place and up to date. Contribute positively to appraisals, set and monitor appropriate objectives and ensure appropriate training plans are in place.

(viii) General

- Manage the Parish Council's website and update the social media account to ensure it is accurate and up to date.
- Be able to give objective, unbiased advice to councillors and to maintain professional detachment from the views of councillors and the community.
- Balance the demands of the councillors and support the whole of the Council as a Corporate body.
- Attend, if required, regional/national conferences of representative bodies likely to have agenda items of interest affecting the future

development of the Parish Council and report back to the council on relevant issues.

Subject to workload, the Clerk can be expected to be involved in other activities to support the Council, such as undertaking research and assisting the Council in communicating with the public through regular newsletters, information published on social media, and in the local press.

STATEMENT

This job description will be agreed between the jobholder and the Parish Council to whom he/she is accountable. It may be reviewed in light of experience, changes and developments.

Post holder (Parish Clerk and Responsible Financial Officer):
Dated:

Chairman of Council / Staffing Committee : Dated:
On behalf of Farnsfield Parish Council

Person Specification

Essential Qualifications, Knowledge, Skills and Experience		
Criteria	Application	Interview
Recognised numeracy and literacy qualification	x	
Certificate in Local Council Administration Or readiness to undertake training to attain the CiLCA qualification	x	x
Experience of office and financial administration	x	
Sound book-keeping skills	x	
Highly organised with excellent planning skills and an ability to meet tight deadlines	x	x
IT literate with intermediate level MS Office skills including Outlook, Word, Excel and PowerPoint	x	
Ability to work unsupervised and use own initiative and work as part of a team	x	x
Willingness to complete further personal and professional development	x	x
Access to public transport or use of own car and current driving licence	x	x

Desirable Qualifications, Knowledge, Skills and Experience		
Criteria	Application	Interview
Local government experience	x	x
Experience of communication with elected members	x	x
Working knowledge of parish or town council	x	x
Experience of customer complaints and FOI handling	x	
Electronic bookkeeping or financial system experience	x	
Knowledge of local government account and audit requirements	x	
VAT and or income tax knowledge/experience	x	
Experience of home working	x	x
Website development and administration	X	

Personal attributes		
Criteria	Application	Interview
Excellent communication and interpersonal skills		x
Friendly, approachable and diplomatic		x
A flexible, pro-active, and collaborative, 'can do' approach		x
Honesty, transparency and a willingness to improve practice		x
Treat people with equity and inclusively with respect for diversity		x
Willingness to work evenings for attendance at meetings		x
Flexible attitude to working arrangements to meet the councils needs		x