



Bicton Heath, Shrewsbury, SY3 8HS

Re : Finance and Payroll Officer

Thank you for your request for further information for the above mentioned post. The application pack contains the following :

- 1. Information to Candidates**
- 2. Equal Opportunities Monitoring Form**
- 3. Job Description**
- 4. Person Specification**

As you will be aware, this post will be offered subject to an Enhanced Disclosure provided by the Criminal Records Bureau.

Having read the enclosed information, your completed application form should be returned to me at the address above, to arrive no later than **1st March**. Interviews to take place **5th March**.

Thank you for the interest you have shown in this post.

Yours sincerely

Gaynor Taylor
HR Advisor
Encs.

Severn Hospice

Finance and Payroll Officer

INFORMATION TO CANDIDATES - SUMMARY OF MAIN TERMS AND CONDITIONS OF EMPLOYMENT

The following information is intended as a useful guide to applicants considering joining the Hospice. Full details are supplied with an offer of appointment.

1. MEDICAL

As part of the Hospice's selection procedure for employment, we ask all prospective employees to complete a pre-employment medical questionnaire. The purpose is to fulfil our responsibilities under the Health and Safety at Work Act 1974 and to ensure that the proposed employment does not present any particular risks from a medical point of view.

No formal offer of appointment will be made until the Hospice, through its Occupational Health Service Provider, is satisfied about your medical fitness to undertake the job. Further details about this will be sent to any prospective employee following interview.

2. REFERENCES

No formal offer of employment will be made until we have received satisfactory references.

3. DISCLOSURE

Not applicable

4. PROBATIONARY PERIOD

Your appointment will initially be for a probationary period of up to 3 months during which time your progress will be regularly assessed. Your line manager will work closely with you in order to help and support you as necessary throughout your probationary period. The Hospice reserves the right to extend the probationary period for any reason should this be deemed necessary eg. to provide additional training.

Your appointment will be confirmed in writing following the satisfactory completion of your probationary period. Your employment may be terminated at any time during the probationary period with appropriate notice. However, prior to this decision being made, every effort will be made to ensure that you reach the required standards.

5. SALARY

The hourly rate for this post is **£9.77 – 12.86** depending on experience.. Salaries are paid monthly by credit transfer to a bank or building society account.

6. HOURS OF WORK

22 ½ hours per week Monday to Friday. Working pattern negotiable.

7. HOLIDAY

You will be entitled to 7 weeks holiday entitlement including bank holidays. The holiday year runs from 1 January to 31 December.

8. NOTICE

During your probationary service the period of notice to terminate your employment is one week by either party.

Severn Hospice

Equality and Diversity Statement

Severn Hospice (the Hospice) is committed to the equal treatment of all employees and job applicants and requires all staff, whatever their grade or authority, to abide by this general principle. The Hospice is committed to all employees being able to achieve their full potential in an environment characterised by dignity and mutual respect.

No individual shall be treated less favourably than another on grounds of gender, age, religion or belief, marital status, race, nationality, ethnic or national origin, sexual orientation, disability, social background, trade union membership, criminal record, carer responsibilities or employment status. The policy of equality of opportunity extends to all services we provide.

Severn Hospice aims to promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a diverse range of candidates including those with criminal records. We comply fully with the DBS Code of Practice and undertake to treat all applicants fairly. We undertake not to discriminate unfairly against any subject of a DBS Check on the basis of a conviction or other information revealed. Candidates are selected for interview based on their skills, qualifications and experience.

A DBS Check is only requested after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a DBS Check is required, all application packs will contain a statement that a Check will be requested in the event of the individual being offered the post.

Details of criminal records must be sent under separate, confidential cover with your application form. We guarantee that this information will only be seen by those who need to see it as part of the recruitment process.

All those involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences. At interview, an open and measured discussion will take place on the subject of any offences or other matter that might be relevant to the position.

Criminal records will be taken into account for recruitment purposes only when the conviction is relevant. Having an "unspent" conviction will not necessarily bar you from employment. This will depend on the nature of the position and the circumstances and background of your offences. However, any "unspent" convictions, which are not declared and subsequently revealed, may result in dismissal.

Under the Rehabilitation of Offenders Act 1974, a conviction will become "spent" (i.e. treated as if it had not occurred) where the individual has not, after a specified period of time, committed another serious offence.

Rehabilitation periods vary depending on the type and length of conviction originally incurred.

Severn Hospice has a legal obligation to protect vulnerable client groups from people who have committed serious offences, and as such meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974. All applicants who are offered employment in a post that falls into this category will be subject to a Disclosure Barring Service Check, before the appointment is confirmed. This will include details of cautions, reprimands or final warnings, as well as convictions, including "spent" convictions and where the post is subject to an Enhanced Check, other relevant non-conviction information, such as police enquiries and pending prosecutions will be included.

Severn Hospice is committed to compliance with the Disclosure Barring Service's Code of Practice for Registered Persons and other recipients of DBS information.

A copy of the Hospice's Equality and Diversity Policy is available upon request.

Severn Hospice

EQUAL OPPORTUNITIES APPLICANT MONITORING FORM

To help us ensure the effectiveness of our Equality and Diversity Policy please complete this form, seal it in a separate envelope, and return it with your application form. This will ensure that the appointing officer responsible for shortlisting or interviewing does not see the monitoring form before an appointment is made.

Post applied for

Full name of applicant

Date of birth (age)

Gender

- Do not wish to disclose
Male Female Transgender

Sexual Orientation

- Do not wish to disclose
Heterosexual / Straight Bisexual Gay / Lesbian
Any other sexual orientation - please specify

Religion or Belief

- Do not wish to disclose
Baha'i Buddhist Christian Hindu Jain Jewish
Muslim None Pagan Sikh Zoroastrian

Any other religion or belief - please specify

Ethnic Group

- Do not wish to disclose

White

- English, Welsh, Scottish, Northern Irish, British Irish Gypsy or Irish traveller
Any other White background - please specify

Mixed / multiple ethnic group

- White & Black Caribbean White & Black African White & Asian
Any other mixed background - please specify

Asian / Asian British

- Indian Pakistani Bangladeshi Chinese
Any other Asian background - please specify

Black / African / Caribbean / Black British

- Caribbean African
Any other Black, Caribbean, African background - please specify

Other ethnic group

- Arab
Any other ethnic group - please specify

Disability

- Do you have a physical impairment? Yes No
Do you have a mental impairment? Yes No

Data Protection Act

I agree that the information given on this form may be processed by the Hospice in accordance with the Data Protection Act, in particular, for the purposes of the equal opportunities monitoring. I agree to the storage of this information on manual and computerised files.

Signature

Date

(please tick appropriate box)

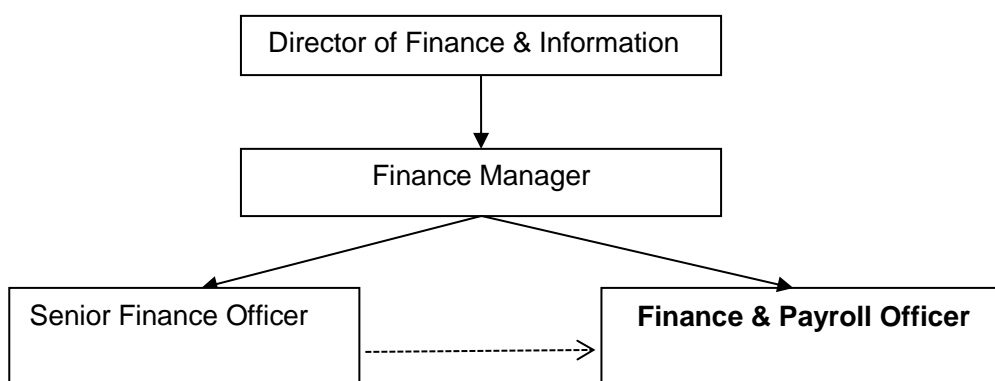
Thank you for completing this form



Job Description

Post Title:	Finance and Payroll officer
Band :	4-5(capped)
Reports to:	Finance Manager
Purpose of the post:	Maintain the payroll database, process all payroll transactions through Selectpay including pension transactions, produce monthly payroll, pay taxes to HMRC, file all legally required payroll documentation and returns with HMRC. Answer payroll queries and keep abreast of payroll legislation. Liaise with pension providers.

Organisation Position



PRINCIPAL RESPONSIBILITIES

1. Receive, check and process all payroll input information using Selectpay
2. Ensure P45s, P60s and HMRC starters forms are prepared and issued where required.
3. Produce and publish payslips within SelectHR . Produce supporting payroll reports for information, audit, and tax purposes accurately and on time and to include running Gender Pay Gap Reports.
4. Calculate maternity and sick pay calculations using system capabilities to the full once one year's data is captured.
5. Spot check average pay calculations
6. Run and analyse monthly changes report for Senior Finance Officer and Finance Manager review and analysis.

7. Perform pension auto enrolment checks each month for threshold limits and ensure staff are written to.
8. Liaise with pension providers including NHS to process pension payments, file returns and handle queries. Attend workshops as required.
9. Produce and file accurate and on time legal returns with the relevant authorities including HMRC
10. Ensure the Hospice pays the correct amount of payroll tax and NI and on time. Ensure attachments and deductions are also accurately processed.
11. Provide payroll information as required to assist with budgeting, forecasting and cashflow processes
12. Keep abreast of relevant changes in payroll legislation and action where necessary.
13. Assist with PAYE settlement agreements
14. Work closely with HR Advisor to process payroll amendments. Collate all variation to contract forms for Finance Manager review.
15. Assist with any other adhoc administrative support or special projects within Finance and HR
16. Administer Apprenticeship levy account and provide a quarterly report on status for Director of Finance.
17. Answer payroll queries

This job description is intended as a guide to the range of duties covered and should not be regarded as inflexible. There is a mutual obligation to modify the description when changes in the work situation occur

Supplementary Information and Requirements

All new Hospice employees are on a three months probationary period.

Following probation, this post is subject to 4 weeks notice from the postholder

Health and Safety

In accordance with the Hospice's Health & Safety Policy all employed persons while at work are required by Section 7 of the Health & Safety at Work Act to take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions.

Appraisal

All employees are required to participate in the Hospice's appraisal process (permanent contracts only).

Finance and Payroll Officer – Person Specification

	Essential	Desirable
Qualifications / Training Level of education necessary Professional and post basic qualifications Specialised training required for post	Educated to GCSE or equivalent standard in Maths and English	Recognised payroll qualification eg CIPP
Experience and Abilities Length, type and level of post related work experience required (additional or alternative to qualifications above)	Extensive experience of processing a large payroll and all the associated reporting requirements.	Basic accounting skills
Skills & Knowledge Range and level of skills Depth and extent of knowledge required	Good Microsoft skills	Selectpay although full training will be given
Personal Qualities, Aptitudes and Attributes	Friendly personality with sense of humour Team Player and can work collaboratively Flexible Meet strict deadlines Effective communicator Analytical skills Problem solving Attention to detail Accuracy Willingness to learn new technologies and embrace continuous improvement	
Other requirements	Embrace our departmental values: Care – deliver high quality work to the best of ability Excellence – achieve results through continuous learning and applying good practice Determination-pro-active in suggesting new ways of working Respect – work collaboratively within department and with different teams Integrity-act responsibility within delegated authority framework, take accountability and communicate honestly. Commitment –focus on the impact of work and making a difference to the Hospice.	