



BEING A SENIOR COUNCIL OFFICER CAN BE A RISKY BUSINESS

Your position carries levels of accountability and exposure – and distinctive risks – not found to the same degree anywhere else in the public sector.

Being part of a large network of those that share and understand those risks and responsibilities has never been so valuable - particularly one that works to protect and support you personally through difficult times.

Plenty of things can go wrong or cause concern.....

- Difficulties with elected members, officer colleagues, the external auditor, standards issues, the media (including social media), and members of the public
- Disciplinary or capability procedures (also carrying obvious reputational risks)
- Termination of employment (whether sought by you, the council, or both)
- Complaints (with all the attendant unwelcome publicity)
 - Concerns about pay or conditions of service
 - Issues about pensions and taxation
 - Retrospective challenges to a severance package
 - External reorganisations or mergers, and internal restructuring

Distinctive risks need a distinctive solution – that's ALACE - the trade union exclusively for local government chief executives and senior managers.

The ALACE Offer

➤ Individual Support

We have a team of highly experienced consultants who can help with any of the issues above. They're available not only during the working day, but evenings and weekends too - at a time that's convenient for you.

Their many years of experience and expertise are ideally suited for dealing with a wide range of challenges, for example:

- alleged failures of performance
- complaints against you - which can become hugely damaging if they drag on
- coming under pressure from councillors to quit (sometimes totally unjustifiably)

Their involvement can range from a single phone conversation about difficulties with a councillor or senior colleague - through to representation in a disciplinary investigation, or support in responding to a complaint or grievance - right through to negotiating an exit package when a parting of the ways has become inevitable.

Under these circumstances, they can help you to secure the best deal and provide expert advice on pensions and tax.

➤ **Collective Action**

We are the only union authorised to act on behalf of chief executives in national negotiations on pay and conditions of service. We also lobby and respond on other national policy issues that affect chief executives and senior officers. Recent examples include the £95K pay cap, reviews into pay parity in Scotland, and a Welsh Government green paper on “Strengthening Local Government”.

➤ **Information and Advice**

The members’ section of the ALACE website (www.alace.org.uk) contains a range of information on pensions, statutory protection, severance and retirement, and other employment-related matters affecting senior officers, which is exclusively available to members.

In a nutshell by joining ALACE you become a member of a large union that cares and works for you.

You will have access to tailored personal support when you need it most (including up to 4 free hours in the first year); a voice that speaks up for you; and a network of like-minded professionals.

ALACE consultants dealt with requests for assistance last year from around **45%** of the membership, so there’s good chance you might need ALACE’s help at some stage.

As one former member put it, ***‘The ALACE subscription is the best – and best value – insurance available’.***

For further information, contact alace@plymouth.gov.uk, or use the form at www.alace.org.uk