

NOVEMBER 2018

EVH – Supporting Social Employers Brief Monthly Report to member organisations

EVH Subscriptions

The EVH Executive meets on 19 November and will set a budget (and associated EVH subscriptions level) for 2019. It has kept subscriptions at or below CPI inflation in each of the last two years and will likely do so again for the coming year. Details will come out soon after the 19 November. Thank you again for your loyalty towards EVH – this is never taken for granted.

Recruitment

- Our temporary placement service is becoming increasingly popular with employers (particularly for housing management and maintenance staff) and we need to increase the number of experienced candidates on our register. That's where we're hoping you can help! Do you know someone who has housing experience (they don't necessarily have to be a friend) and is looking for temporary employment? As soon as we place one of them in a job, [having mentioned your name and contact details], we'll send you a £20 voucher for M & S. Deadline for receipt of referrals is 14 December 2018 Rae@evh.org.uk or Tel 0141 352 7429
- Needing really good staff for just a bit? Workloads increasing rapidly? Pushed for a quick fix? Staff off sick? Maternity leave ahead? Lucky for them, holidays? EVH's temporary placement service can deliver a top quality temporary candidate as soon as you need! Experienced and reference checked candidates from many varied disciplines are available immediately and are just an email or a telephone call away! Rae@evh.org.uk 0141 352 7429
- Are you Looking for a superb new staff member before Christmas? You'd better be quick! Your recruitment advertisement can be displayed in our weekly Bulletin issued on a Thursday and on our highly interactive and productive website until your closing date. Deadline is Noon on Wednesday. What's more we can manage the response for you at this busy time of year as part of our consultancy assistance. Contact Maxine@evh.org.uk 0141 352 7434.
- Are you considering what learning and development plans to engage for 2019? Could your CEO/Director or a Senior Manager enhance their leadership skills through receiving some **Executive Coaching** aid professional leadership development? Are they available to undertake 4-6 coaching sessions from the start of the New Year, either at EVH, your office or elsewhere? Susan Campbell, EVH's Coach Susan@evh.org.uk 0141 352 7433
- CEO or Director recruitment ahead? Uncertain about how to proceed or the enormity of it? EVH's helping hand is the **only professional recruitment business possessing full sector knowledge** and understanding combined with similar ethos together with ability to evaluate appropriately roles in the sector including grading and salary ranges. Benefit from EVH's efficient and enjoyable best practice professional recruitment assistance to appoint an outstanding new leader. Senior Officer flyer available [here](#). Contact Susan@evh.org.uk or Tel: 0141 352 7433. EVH has a very successful track record of **assisting several Governing Bodies** selection panels to choose a fabulous new leader.

EVH Office Thursday 6 December

This event will follow a similar format to the first session with speakers on key HR topics followed by time for **discussion** and questions.

Speakers for this event are Ronnie Caddow from Glasgow Caledonian University addressing employee engagement and Tom Gibb from SALUS occupational health who will speak about reasonable adjustments.

This event is aimed at staff with responsibility for HR in member organisations.

Book online – see the Events section of the website or call the office.

- Options Appraisal required? Do you require a Special Manager, Investigator or **Interim Director**? We hold a register of skilled and experienced candidates who are immediately available. Susan@evh.org.uk 0141 352 7433.
- Can you make time to inspire, teach, motivate and empower fellow Board Members, Chairs and CEOs? In partnership with **GWSF mentoring programme**, Board Member Mentees are especially sought now to be matched to some already signed up experienced Board Member Mentors. Do please get in touch to find out more or volunteer Susan@evh.org.uk 0141 352 7433.

Health & Safety

- The next **Health & Safety Control Manual Updates** are due to be issued at the end of January 2019
- Due to a significant increase in the number of last minute cancellations to scheduled audits by ACS, from January 2019 a late cancellation fee may be applied.
- The **Landlord Safety Manual 2018 updates** were issued to all re-subscribing members from 1st September. Only one subscriber did not choose to continue with the service and three new members joined.
- The second **Health & Safety Forum** of 2018 will be on **20th November**. Topics for discussion include Vicarious Liability, Presenteeism, Working in Winter and Loneworking in Winter. Full summary notes will be issued following the session.
- The recent full day event started with a UKATA accredited Asbestos session delivered by ACS and saw all delegates receive an UKATA Certificate with a very well received Martin Stepek discussing Mindfulness in the afternoon.
- Information Note No.8 Asbestos was updated and issued to all members following the session in October. Information Note No.6 – Waste & Segregation Management will be issued to all members with the HSCM updates.
- A full list of all **2019 planned events** will be issued with the **December** HR and H&S Monthly Bulletin and all events will be added to our website as a “save the date”.

HR/Core Services

- The employers’ consultation on salaries has now closed and a report has been circulated to members. **Salary negotiations are underway**. We will keep you up to date along the way although we are unable to provide a definite timescale for completion. An Employers Feedback report, setting out the results of the recent consultation, has recently been issued. If your organisation has not yet received a copy, please contact the EVH office.
- HR consultancy continues to keep the HR Support team busy. **Main projects** that our team have undertaken include job evaluation (including senior management roles), **negotiating and writing** settlement agreements along with several **formal investigations** and minute taking. If you have any projects that you need assistance with, please **get in touch** as diaries are filling up fast.
- Our training continues to be popular and we receive requests to provide training on a range of different topics. Recent topics include **committee appraisal, dignity at work, absence management and GDPR**. We can develop our courses to meet the needs of your organisation. Please get in touch to discuss your requirements.
- Please keep an eye on the **news section** of our website for up to date information on a variety of topics. To check out the news section please log on to <https://www.evh.org.uk/news>. **Recent articles** include:
 - **New Living Wage** – new minimum and living wages announced effective 1st April 2019.
 - **Childcare Vouchers** – vouchers no longer available for new entrants and for those moving employers.

- **Whistle-blower ruling** – interesting ruling may bring more stringent testing for whistleblowing claims.

Training & Events

- We are now down to our last few remaining events for 2018 and are already planning ahead to next year. In particular, we will announce details of the annual **One Day Seminar** as soon as we can.
- That aside we have the last **Health & Safety Forum** of the year on Wednesday 20 November in Betty's Room.
- We will also have the Absence Management Hot Topic (in association with Brodies LLP) on Friday 22 November.
- For governing body members there is the **Succession Planning** taster on Friday 29 November.
- Last but not least for 2018, there is the HR Spotlight which is being held on Friday 6 December. Places on this and all the above events are now filling up fast, so if you would like to come along best book soon.
- We will include a full listing of upcoming events with the December issue.
- Please contact **Events@evh.org.uk** for help with any bookings or queries. Full listing on the Events section of the website.

Governing Body Support/Miscellaneous

- The next of our A – Z Guides will be on **Pensions**. This will be issued either side of Christmas – keep a look out for that. Copies of existing guides (1. Governance, 2. Social Housing, 3. Employment, and 4. Safety) are available at any time – call the office to order.
- The EVH **Social Responsibility Fund** remains open, and there is still plenty of free and reduced-price support available. So, please keep promoting this to groups in your own locale and encourage them to get those applications in! This [page](#) has all the details.
- Ron Watson, Chair of the SHAPS Pension Employers Committee will also attend our **CEO/Finance Manager** Support Group update session on Tuesday 18 December. This will cover the regular situational update but will also specifically cover issues concerning the process for retirees to obtain explicit details of all available SHAPS options when retiring. Both Gordon Birrell and Susan Wardlaw will speak. Christmas jumpers optional as always.
- We can offer a short “readiness assessment” session on site for Committees thinking about **succession planning**. This works best when delivered on site within your own office to all your Committee members but is not suitable for mass audiences.

The next issue will be December 2018.