

FEBRUARY 2019

EVH – Supporting Social Employers

Brief Monthly Report to member organisations

AGM and Elections

Paperwork should have reached you by now, confirming the date of this year's AGM as being Monday 1 April. We also have our formal elections to the Executive Committee at that time. Several members are retiring this year after lengthy periods of service, these being: Nanette Reid BEM, Muriel Alcorn, Hugh Cameron, Charles Holyer, and George McGuinness MBE. In addition, five existing members must stand for re-election. So, we will have some vacancies to fill, and Full member organisations are thus encouraged to offer nominations.

Your paperwork has full details, but please note that nominations must be **returned to EVH by Friday 15 February**. Call the office if you have any queries thanks.

Health & Safety

- Thanks for your co-operation in the vexed subject of late cancellations of scheduled on-site audits. We have had no cancellations at all in January – a **great improvement** on previous months, so no penalty fees had to be applied.
- Our February **IOSH Course** is fully booked and there is already a short waiting list. There is a further course scheduled for November, but we will also try and satisfy obvious demand by squeezing another one in sometime around May. Get in touch to register your interest and join the waiting list.
- The **Health & Safety Control Manual Updates** have now been issued to all paid up members. If you haven't received yours, please get in touch.
- Our practical, on-site, **Playpark Management** sessions are also sold out. We are looking at adding a third date, so keep an eye out for this. Thanks again to Easthall Park Housing Co-operative for allowing us to use their playpark for the first two sessions.
- The **Landlord Safety Manual 2018 updates** were issued to all members back in September. If you are interested in this service, please contact Natasha@evh.org.uk
- A full list of all **2019 planned events** was covered in the January HR and H&S Monthly Bulletin and all events will be added to our website as a "save the date".
- The general Asbestos Information Note 8 was recently updated, whilst the Information Note 6 on **Waste & Segregation Management**, was recently released to all Landlord Safety Service subscribers only.

HR/Core Services

- Throughout December and into January the JNC have met to further discussions regarding the wage negotiations. The employers have put forward a deal based on **CPI inflation** and are currently awaiting

Nominations Now Open

Time to recognise Governing Body members with 25 years' or staff with 30 years' service for an EVH Long Service Award.

Winners can receive their awards at our AGM (Betty's Room, EVH Offices on 1 April 2019). Alternatively, we can present awards locally at any other time of year (either at your own meetings or by drop off at your office for the shyer types).

Download Nomination forms at <http://www.evh.org.uk/about-us/evh-formal-documents>

Send completed forms to Events@evh.org.uk

feedback from the union further to consultation with its members. We will keep you up to date regarding this matter when we have further information.

- **HR consultancy** continues to keep the HR Support team busy. Main projects that our team have undertaken throughout the month include staff surveys, formal minute taking, investigations and job evaluations. If you have any projects that you need assistance with, please get in touch as diaries are filling up fast.
- Recent popular training topics include **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.
- Our second HR Spotlight event took place on Thursday 6th December 2018. This event aims to allow HR leads in member organisations a **forum for discussion and learning** along with input from 2 speakers. Feedback from the event was good and we will be arranging further sessions to take place in 2019.
- Our GDPR forum held in December focussing on “**6 months on**” was well attended and received good feedback. Delegates had the opportunity to discuss their experiences since May 2018 in implementing GDPR. There have been several suggestions that a similar forum would be useful in the future. We will be considering this and will keep you up to date with any future events of this nature.
- We are taking the opportunity to review the **occupational health framework** in place with SALUS occupational health as we are approaching 3 years since this was introduced. We will keep you up to date with developments but are hopeful that we will have reached a decision by April 2019.
- 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 go to <https://www.evh.org.uk/news>.

Training & Events

- As always, the full list of upcoming training and events is attached for your information.
- The big events excitement this week was us being able to secure another weekend at beautiful **Fairmont St Andrews** for our **Annual Conference!** Responding to delegate feedback, we will be returning there by popular demand on **Friday 22 to Sunday 24 November**. Make a note of this in your diary for now and we'll follow up with further information later in the year.
- Before all of that, we look forward to welcoming you to our **Governing Body One Day Seminar**, taking place at the **Radisson Blue Hotel** in Glasgow on **Sunday 12 May**. Again, hold tight and we'll have the flyer and booking form out to you shortly.
- Note that we used to combine the One Day Seminar with our AGM, but they will be given separate prominence this year and the **AGM** will take place in the evening of **Monday 1 April** in **Betty's Room** at EVH. As mentioned earlier, paperwork has recently been issued regarding nominations and this needs your attention now.
- Please contact Events@evh.org.uk if you have any queries on anything noted above or on the attached list.

Governing Body Support/Miscellaneous

- We are delighted to announce a **closer working relationship between EVH and Paul McMahon**. As many of you will know, Paul has for many years specialised in employment law and has established an employment law specialist practice having been, until recently, a partner in one of the country's largest firms. He is also a part-time Employment Tribunal Judge. Paul and his team will now be supporting our own HR staff in some areas of their work going forward. That apart, EVH members will also be able to access the Employment Protection Scheme, on an opt-in basis, direct from Paul. More details on all this will follow in early course.
- The EVH SHAPS Support group will hold its **Governing Body member update on Tuesday 25 June**, by which time the September 2018 scheme valuation figures will be to hand. This is a very important event then and

booking details will come around nearer the time. Organisations not yet in membership are free to join the Support Group, albeit returning members do have to pay a small supplement to the (very low) annual fee.

- It's a **huge thank you** to all those members who have already paid their 2019 Subscriptions. We were able to keep these low, with an inflation or less increase only in each of the last few years. Your continued support is very much appreciated. If you haven't yet paid, please do so as soon as you can.
- The **A – Z Guide on Pensions** will be sent round all members organisations within the coming two weeks. These are for governing body members and we will ensure you receive enough copies for that purpose. Additional copies may be purchased, and we are already being asked for these for staff members too – given the obvious interest.
- The Executive will receive the formal **audited 2018 Accounts** at its meeting on 18 February. These will then be posted out to members in good time for the April AGM. The figures are likely to be good despite the expense of our 40th year celebrations. Our Annual Review theme this year will bewait and see.
- Remember, we are very happy to come out and speak to your governing body on all matters EVH. This can be particularly useful **when you have new faces on board**, and such visits are entirely free and can be arranged to suit your own meeting times. Call the office to book.

Recruitment

- Do you require a **Special Manager, Investigator or Interim Director? Options Appraisal** required? We hold a register of skilled and experienced candidates who are immediately available. Susan@evh.org.uk 0141 352 7433.
- Needing really **good staff short term?** Maternity leave ahead? Staff off sick? Workloads increasing rapidly? Pushed for a quick fix? Holidays ahead? **EVH's temporary placement service** can deliver top-quality temporary candidates fast! 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
- 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 to satisfy demand. 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. Rae@evh.org.uk or Tel 0141 352 7429
- Now is a great time to recruit candidates for a permanent or fixed term role. 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 and provide some workload relief as part of our consultancy assistance. Contact Maxine@evh.org.uk 0141 352 7434.
- New way ahead for 2019? Could your CEO/Director or a Senior Manager enhance their leadership skills through receiving some **Executive Coaching** aid as professional leadership development? Are they available to undertake 4-6 coaching sessions from now until summer or beyond, either at EVH, your office or elsewhere? Susan Campbell, EVH's Coach Susan@evh.org.uk 0141 352 7433
- CEO or Director retirement and resultant 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 an outstanding new leader.

The next issue will be March.

Future Leader Programme (VR Growth/EVH)	From 07/02/19
Betty's Room, EVH	
Many current or aspiring managers lack the in-depth exposure needed to develop their people management or leadership skills. This course focusses on closing that gap. The programme consists of five full dates : 7 and 21 Feb, 7 and 21 Mar and 18 Apr. Fresh dates for 2019!	0930 to 1630 hrs
IOSH - Working Safely for Housing Associations	26/02/2019
Betty's Room, EVH	
This is a one day IOSH certified Health & Safety awareness session designed by ACS for all RSL employees. This is the first and only iOSH accredited course of its kind and overcomes the problem of many 'off-the-shelf' courses being too general or not appropriate for the risks faced by	0900 to 1640 hrs
Wee Glasgow Loan	27/02/19
Betty's Room, EVH	
Our colleagues at Pollok Credit Union in association with EVH are keen to seek views from Association and Co-operatives on a small loan offering and is inviting you to be part of a short forum to discuss the likely suitability of such a product. A buffet will be provided at this free	1130 to 1300 hrs
Importance of Home Contents Insurance EVH/Thistle Tenant Risks	28/02/19
Betty's Room, EVH	
Thistle Tenants Risk in association with EVH would like to invite Housing Managers and key housing staff to an awareness day covering the importance of home contents insurance. There will be a presentation followed by a buffet then some ideas and discussion. Now available for	1015 to 1400 hrs
Flexible Working 'Friend or Foe'	13/03/19
Betty's Room, EVH	
Although flexible working is not new on the employment agenda, it is becoming ever more common. Join us on this workshop to learn practical tools and tips on how to develop a more flexible and family friendly working culture and the benefits to be gained from doing this. Book	0930 to 1230 hrs
RoSPA - Playpark Inspections	19/03/2019
Easthall Park Housing Coop, 6 Glenburnie Place, Glasgow	
Aimed at those who are responsible for the routine (daily/weekly) inspections. A RoSPA Certificate of Training will be given to all participants who complete the course (in addition to the RPII certificate for those taking the exam) both valid for 3 years.	0900 to 1630 Hrs
RoSPA - Playpark Inspections	30/04/2019
Easthall Park Housing Coop, 6 Glenburnie Place, Glasgow	
Aimed at those who are responsible for the routine (daily/weekly) inspections. A RoSPA Certificate of Training will be given to all participants who complete the course (in addition to the RPII certificate for those taking the exam) both valid for 3 years.	0900 to 1630 Hrs
SAVE THE DATE! - Governing Body One Day Seminar	12/05/2019
Radisson Blu Hotel, Glasgow	
Date for your diaries - the Governing Body One Day Seminar will this year be held in the Radisson Blu Hotel in Glasgow. Booking information for the Seminar will be available soon and early booking is advised. Please note that this event is separate from the AGM.	0900 to 1430 Hrs
ContactEvents@evh.org.uk or see EVH Website for more details on above as well as information on other topics available for tailored training.	