

DECEMBER 2018

EVH – Supporting Social Employers Brief Monthly Report to member organisations

EVH Subscriptions

As planned, the EVH Executive considered the position on 2019 subscriptions at its meeting of The EVH Executive meets on 19 November. It has kept subscriptions at or below CPI inflation in each of the last two years and has agreed to do so once again. Therefore, EVH subscriptions will only increase by **the lower of** November Consumer Price Inflation (CPI) or 2.5%. The November CPI rate will be published on Wednesday 12 December. Full details on this will thus be included in the 2019 membership renewal paperwork which will be coming to you soon. Thank you again for your loyalty towards EVH – this is never taken for granted.

Employment Protection Scheme

At its recent meeting, the EVH Executive agreed to look to introduce the **Employment Protection Scheme** through the course of 2019. This scheme will cover the cost of legal representation at Employment Tribunals in terms of claims against dismissal.

We will seek to introduce this on an “opt in” basis rather than incorporate it into the standard membership package. Members can thus choose whether they wish to take it.

More on this in the new year.

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, with three new landlords joining at that time. If you are interested in this service, please contact Natasha for further information.
- The second **Health & Safety Forum** of 2018 was held on **20th November**. Discussion was lively around the topics of Vicarious Liability, Presenteeism, Working in Winter and Lone working in winter. This discussion was preceded by a speaker from Brodies LLP on the subject of vicarious liability.
- 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

- **Salary negotiations are underway**, we will keep you up to date along the way and once an agreement has been reached full members will be asked to vote on this. We are unable to provide a definite timescale, but we will ensure that you are kept fully informed.
- HR consultancy continues to keep the HR Support team busy. **Main projects** that our team have undertaken throughout the month include formal minute taking, investigations and job evaluation. If you have any projects that you need assistance with, please get in touch as diaries are filling up fast.
- In November the government issued a “**Severe Weather Charter**” <https://www.gov.scot/policies/employment-support/severe-weather/>. This charter sets out the governments expectations on how organisations should manage staff during severe weather conditions such

as those experienced early in 2018. Please note that if the Police or other relevant authorities issue a “Red” weather warning, that this cannot be overridden by EVH ☹️

- 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.
- We are looking forward to our **HR Spotlight event on Thursday 6th December** taking place from 12 midday until 2.30pm. We will be joined by Ronnie Caddow from Glasgow Caledonian University and Tom Gibb from SALUS occupational health.
- Our forum event **GDPR – Six Months On** will be held on Monday 17th December from 12.30pm till 3.30pm. The purpose of this event is to give an opportunity to discuss together what went well and what didn’t go as hoped.
- 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:
 - **Safe Winter Cars** – make sure your car is winter safe with this 7-point action plan.
 - **GDPR Six Months On** – It’s now 6 months since the GDPR and the Data Protection Act 2018 came into force.
 - **#AF Week** – Do you have a spare 5 minutes for #AFawareweek.
 - **Women in Housing** – An event for women in housing and related law, property, development and commercial.

Training & Events

- The full list of upcoming training and events is attached for your information, note there’s been a few additions to this since last month.
- Hot off the press today, our new session **Flexible Working ‘Friend or Foe’** is now available for booking. Although flexible working is not new on the employment agenda, it is becoming ever more popular. This session will equip delegates with the latest information, tools and tips for developing their working culture.
- We would ask you to have a serious think about the **Future Leaders Course** for staff that is newly available for booking, as this is likely to be the only time we run this course in 2019. If you have **current or aspiring managers** that could benefit from focussing on their people management or leadership skills, this one’s a must for them.
- Our **GDPR Six Month On** session being held on 17 December is proving very popular. It will be interested to learn what the collective experience of this has been for members – was it as bad as predicted?
- Our final booking in Betty’s Room is on Wed 19 December – a free to attend session with our colleagues at **Pollok Credit Union** and Greater Pollok Enterprise Trust. Both are keen to hear from a small invited audience on how to develop their loan offering to make it workable for organisations such as yours. Contact Events@evh.org.uk for a booking form.
- We are currently working on the **One Day Seminar** for governing body members, look out for details in the New Year.

Governing Body Support/Miscellaneous

- OSCR has recently added an excellent new publication to its existing offerings. “Charity Investments: Guidance and Good Practice” offers a contemporary approach and sets out the duties of trustees in this area of work – all in a positive and supportive way. Importantly it offers a **clear view that return on investment need not be simply financial**; and that investments offering a social or environmental benefit are available to charities. The booklet can be freely downloaded [here](#).

- The A – Z Guides on **Pensions** will be coming round after Christmas and New Year. As a final 40th Anniversary offer, order any of the existing guides (1. Governance, 2. Social Housing, 3. Employment, and 4. Safety) and we will give you these for half price, and no delivery charge. This deal closes on Monday 17 December.
- A reminder that 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. Festive buffet and drinks too. Drown your pensions woes in style.
- Our short “readiness assessment” session on site for Committees thinking about **succession planning** is now pretty popular. This works best when delivered on site within your own office to all your Committee members but is not suitable for mass audiences.
- Well done to **Gordon Mason** who recently achieved 10 years’ service on the EVH Executive. And a fond farewell soon to Executive member **Hugh Cameron** who will soon head off to start a new chapter of his life in a beautiful part of Argyll. Current Chair, David Rose, made presentations to both at the recent Executive meeting.



- Welcome to all **our new members** in 2018:
 - Grampian Housing Association
 - Larder Cook School
 - Young Peoples Futures
 - Almond Housing Association
 - Angus Independent Advocacy
 - Langstane Housing Association
 - Riverside Community Trust

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

- **Need staff 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** and 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.
- 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.

The next issue will be February 2019. Have a great Christmas when it comes; and a good New Year too.

HR Spotlight	06/12/18
Betty's Room, EVH	
This is the second of our informal and interactive HR Spotlight sessions aimed at staff with responsibility for HR in our member organisations. These sessions provide information on topical HR issues and the opportunity to discuss ideas with the group.	1200 to 1430 hrs
GDPR - Six Months On	17/12/2018
Betty's Room, EVH	
Six months on from the General Data Protection Regulations (GDPR) coming into effect in May this year, we are offering another platform to give members an opportunity to discuss and listen to others on what went well and what didn't. Filling fast!	1230 to 1530 hrs
EVH SHAPS Support Group - CEO/Finance Managers	18/12/18
Betty's Room, EVH	
Our annual CEO/Finance manager update event. This session is free to attend for Support Group members and we are also able to offer this via Skype to a limited number of our remote/distant EVH members.	1030 to 1230 hrs
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
Flexible Working 'Friend or Foe'	08/02/19
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.	0930 to 1230 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 booking.	1015 to 1400 hrs
Contact Events@evh.org.uk or see EVH Website for more details on above as well as information on other topics available for tailored training.	