

MARCH 2019

EVH – Supporting Social Employers

Brief Monthly Report to member organisations

Governing body member expenses

It has been some time since we gathered information on this issue, and so with that in mind we will be asking member organisations to participate in a survey in late May of this year. We very much hope you will want to do so, and we will share aggregated (and anonymous) results across all EVH members. Our survey will cover the usual areas (travel, subsistence, child-minding expenses, and such like). However, if you have specific areas you would like us to include in this survey please get in touch through March and April.

Employer Ballot Underway

After a considerable period of negotiations, and a period of ACAS Conciliation, EVH is now recommending a three-year deal on pay.

This will see a year one award of 2.3% from April 2019, with awards for years two and three matching the October 2019 and 2020 CPI figures respectively.

A reminder to FULL members that completed ballot papers are to be returned by Thursday 28 March 2019.

Please contact the EVH office if you have not yet received a formal Ballot Paper.

HR/Core Services

- As it has been 3 years since our original **occupational health framework** with SALUS was implemented we have taken the opportunity to review this. We have now spoken with several different occupational health providers and will be in a position to let you know details of our new arrangements shortly.
- Similarly, our arrangements with Rowan for **employee counselling** have now been in place for a few years so we have taken the opportunity to review the service. Largely this service remains the same with a few tweaks, full details can be found at <https://www.evh.org.uk/hr-support/employee-wellbeing>. Throughout the time EVH has been working with Rowan no management referrals have been received. This along with the fact that evidence supports the fact that counselling works best if it is accessed through self-referral has led us to remove this option. If you have situations where you think an individual would benefit from counselling, you can alert them to the availability of the service provided by Rowan and confirm that the organisation is supportive of this.
- **HR consultancy** continues to keep the HR Support team busy. Main projects that our team have undertaken throughout the month include staff surveys, formal investigations and job evaluations. If you have any projects that you need assistance with, please get in touch as diaries are filling up fast.
- We have recently reviewed our **pricing structure** for job evaluation to accommodate the variance in requests we receive from members whilst maintaining value for money. We have introduced a category for evaluating up to 6 roles. Further information can be found on our website at the following link - <https://www.evh.org.uk/training-and-consultancy/job-evaluation>.
- Recent popular training topics include **lone working; absence management; and, managing stress in the workplace**. 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 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.
- We are putting the finishing touches to our speakers line up for the **Governing Body One Day Seminar** taking place at the **Radisson Blue Hotel** in Glasgow on **Sunday 12 May**. We are looking forward to announcing this shortly, please look out for the flyer and booking arriving with you. Our theme for the day will be “Making Things Better” and there will be a generous later start for a Sunday of course - we hope you can join us to learn, share and network between 10.30am and 3pm, lunch included.
- It’s not too late to get bookings in for the **Flexible Working ‘Friend or Foe’** session running on **13 March** in Betty’s Room. This is unlikely to run again this year, so please take the opportunity to come along or send any staff members who could benefit from learning more about flexible and family friendly working culture and the benefits to be gained to support this.
- They might look the same on the list, but the dates noted for both the staff **Future Leader Programme** and the **IOSH Working Safely for Housing Associations** session are fresh dates, newly announced in response to demand. Get your bookings in to secure your place as these are expected to fill up fast again.
- Please contact Events@evh.org.uk if you have any queries on anything noted above or on the attached list.

Governing Body Support/Miscellaneous

- The **2019 AGM** will take place on Monday 1 April 2019, starting at 6:00 PM within the EVH Office. We have two excellent speakers from **Scottish Natural Heritage** coming along, and there will also be a light evening buffet and drinks. Formal AGM paperwork is currently being posted out and all members are welcome, and encouraged to, attend. The 2018 Accounts will be presented on the night, along with the Annual Review (one for train geeks this year). Copies of this latter item will be posted to all member organisations after the AGM, and the accounts will also be available on the website at that same time.
- Our **Committee Collective Appraisal** tool has recently been updated and is now available for organisations that may soon be approaching their own appraisal time. The new tool is more engaging and easier to use; with our package also including an on-site facilitated session to discuss the survey results. We also continue to offer separate support for Chair’s Appraisal and, for Individual Member Appraisal. Those wishing to DIY their local process may freely use the forms and approaches contained within our Great Expectations Guides – available on the website <http://www.evh.org.uk/training-and-consultancy/appraisal-for-governing-body-members>
- EVH members will soon now be able to access the **Employer Protection Scheme**, on an opt-in basis, direct from Paul McMahon at McMahon Employment Law. Full details will be sent round in late March/early April. This scheme is likely to be very popular and is only available to EVH members, who will also receive substantial discounts on other employment law services taken.
- 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 are now approaching the stage where we will need to suspend service from any remaining non-payers.
- The **A – Z Guide on Pensions** has now been distributed. Some organisations have asked for extra copies for staff members – we are happy to help but do need to charge for these. If you are looking for additional copies of this (or any of our other A – Z Guides) please call the office.
- 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

- Needing good **temporary staff**? Holidays ahead? Workloads increasing hugely? Maternity leave ahead? Staff off sick? Help is at hand! **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
- **Executive Coaching** is an aid to leadership development. Is your CEO/Director able 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.
- Quick, get your recruitment advertisement in ahead of Spring break. 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.
- CEO or Director recruitment on the horizon? Overwhelmed? 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 a highly skilled 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 recruit a fantastic ne CEO/Director.
- Do you require an **Interim CEO/Director, 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.

Health & Safety

- We are very grateful to all of our members for continued support with audits and late cancellations. February has proven to be another month of no cancellations at all **so again, no penalty fees** had to be applied.
- As the February IOSH course was fully booked very quickly, a further date has been scheduled for **9th May** – there's only three places left on this one though so if you're not quick, you'll have to wait until November.
- The **Health & Safety Control Manual Updates** were issued to all paid up members at the end of January. If you haven't received yours, please get in touch.
- Our practical, on-site, **Playpark Management** sessions are also sold out for March and April. We are looking at adding a third date in July if the waiting list gets full, 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** is included in our HR and H&S Monthly Bulletin and all events are on our website as “save the dates”.
- The **Employee Handbook** is due to be updated since the last update in 2016 and will be issued to all members by the end of March.
- Information Note No7 – Electrical Safety Inspection Testing will be updated soon and sent out June 2019.
- We have a **new poster campaign** for 2019, a set of new **Display Screen Equipment** posters will shortly be distributed to all of our members to highlight health and safety risks associated with DSE.

The next issue will be April.



Upcoming Training & Events (as at 27/02/2019)

Flexible Working 'Friend or Foe' 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 now!	13/03/19 0930 to 1230 hrs
RoSPA - Playpark Inspections FULLY BOOKED 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.	19/03/2019 0900 to 1630 Hrs
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Future Leader Programme (VR Growth/EVH) - Extra Dates Betty's Room, EVH Many current or aspiring managers lack the in-depth exposure needed to develop their people management or leadership skills and this course focuses on closing that gap. The programme consists of five full dates : 1, 15 & 29 May and 12 & 26 June. Spaces are restricted so book now.	From 01/05/19 0930 to 1630 hrs
IOSH - Working Safely for Housing Associations - Extra Date added 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 RSL's.	09/05/2019 0900 to 1630 hrs
SAVE THE DATE! - Governing Body One Day Seminar 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.	12/05/2019 1030 to 1500 Hrs
SAVE THE DATE - HR Spotlight Betty's Room, EVH Date for your diaries - Following the success of the first HR Spotlight, a networking event for HR leads we are delighted to offer this event again. Speakers will be confirmed shortly and booking information will be released soon.	14/05/2018 1200 to 1400 Hrs
SAVE THE DATE! - Recruitment Conference Grand Central Hotel, Glasgow Date for your diaries - EVH are delighted to announce their first Recruitment Conference which will take place at the Grand Central Hotel in Glasgow. The Conference will be followed by a drinks reception to celebrate the 25th Anniversary of the Recruitment Team. Booking will be available soon	18/06/2018 1000 to 1630 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.