

APRIL 2025



EVH Brief Monthly Report To Member Organisations

Welcome to the April edition of your EVH Monthly Report. As always, we include below news from your key EVH support teams on recent activity, as well as what to look out for in the coming weeks and months ahead - lots to report and share. We hope you enjoy reading....

NB: Don't miss out on your final chance to book your place at the **2025 EVH Annual Conference** – details of what to look forward to and how to secure one of the final few places are below.

HR/Core Services

- **Annual updates to the terms and conditions** of employment have been issued to members. These updates focus on **changes to legislation** to ensure the terms and conditions are compliant. In particular a section regarding the new **neonatal care leave and pay** has been added and additional wording around the **recent legislation** on sexual harassment.
- Our **benchmarking survey** closed at the end of March, and we were pleased with the number of members who responded to this. The purpose of this survey was to **gather information** which will be helpful to members when considering their **own working practices** including items like **pension contributions** and alternative working patterns. We will be collating the results and presenting these in a **user-friendly format** which will be circulated to members in the next few weeks.
- Our **HR consultancy service** offers tailored support for a broad range of projects. If you have any HR consultancy projects in mind, please **get in touch** to discuss your requirements. The type of projects we can carry out include **job evaluations**, developing salary structures, facilitating staff focus groups and many more.
- We can provide training on a **range of subject areas** including Sexual Harassment Awareness, **Performance Management**, Governing Body as Employer, Absence Management and many more. Please **get in touch** to discuss your requirements if you have training planned. We can tailor our sessions to the needs of your organisation to ensure a **truly bespoke** service.

LAST CHANCE TO BOOK!

EVH Annual Conference

See the full line up of speakers inside and be sure to book now to secure one of the final few places remaining!

Hilton Dunblane Hydro
16-18 May 2025
Events@evh.org.uk

It'll be nice
to see you,
to see you...

- As ever, for any **HR queries, advice or support** please contact us at HR@evh.org.uk and a member of the HR support team will be pleased to help.

Events

We are all about our main event this issue - don't miss your last chance to book for our flagship **EVH Annual Conference on 16-18 May at Dunblane Hydro**. We are delighted to share the fantastic full line up of sessions and speakers below, suitable for both staff and governing body members:-

- **Dr Donald Macaskill, Scottish Care** – *Dignity has no use by date: an exploration of ageism within society in general and especially in relationship to the delivery of public services.*
- **Nicola Dillon, BEEE Works and Robyn Collin, Investors in People** – *As experienced leaders approach retirement, attracting and developing Young Talent has never been more critical.*
- **Profession Roger Willey and Emma Willey, ACS** – *The whole landscape of Health & Safety has changed enormously over past decades, with big impacts for member organisations.*
- **Professor Ken Gibb, University of Glasgow** – *Housing tax reform: a fascinating look at the short run immediate reforms as well as more radical proposals.*
- **Seamus Corry, The Potentially You Project** – *Supporting the language and culture of wellbeing and how to overcome obstacles to wellness strategy in the modern workplace.*
- **Jennifer Cairns & Alistair Reid, West of Scotland Housing Association** – *Their experience so far of using AI to improve efficiency as well as job satisfaction: sharing the risks and benefits.*
- **Jonny Cunningham, Paul McMahon and Lorna Ravell, EVH** – *As well as demystifying “generational traits”, this session also takes a look at Union involvement through the years.*
- **Gordon Robb, VR Growth** – *Learn useful strategies and explore the common missteps and misunderstandings that can arise when members of a multigenerational workforce interact.*
- **Professor David Robinson, University of Sheffield** – *Spotlight on a series of new and emerging housing challenges that are impacting the growing population of older people.*
- **Des Clarke, TV and Radio presenter** – *To close the conference on a high, Des explores the quirks of growing up in Scotland, reflecting on the cultural moments that shaped us all.*

First-class entertainment plus two nights' accommodation and all meals provided with your booking.

Book now: <https://www.evh.org.uk/events/current-events/annual-conference-2025>

Recruitment

- Our [recruitment consultancy services](#) have been extremely popular lately with many members **successfully recruiting** to key roles. We can support you with the entire process or various parts, making the process of recruiting seamless for you. Get in touch by contacting us on 0141 352 7435 or email recruitment@evh.org.uk to discuss your requirements.
- We have been pleased to support our members through our temporary placement and interim manager service lately. We have also seen several temporary candidates secure permanent roles through successful recruitment campaigns. Consequently, we are looking to **strengthen our list** of suitably qualified candidates to continue to support our [placement register](#) and our [Interim Manager register](#). If you know **someone looking for temporary work at either level**, please ask them to get in touch - if they [mention your name](#), you will receive a **£75 M&S voucher** via email once they secure their first work placement through EVH.

- If you intend to use our consultancy services in relation to **Chief Executive or other Senior Management** roles over the coming months, please get in touch with us as soon as possible on 0141 352 7435 to discuss your requirements and secure dates in our diary. Our [Senior Management](#) recruitment support is tailored to your organisation, with dedicated support from our recruitment team.
- Over the coming months, the recruitment team will be **reviewing the template documents** we have available for members. This is in line with best practice, upcoming changes to the Employment Rights Bill and feedback from members. Look out for emails outlining the changes!
- If your **managers or Governing Body** would benefit from [Recruitment & Selection training](#), please get in touch to discuss how we can support you by calling 0141 352 7435 or email recruitment@evh.org.uk.
- For any **recruitment support and advice** please contact us at recruitment@evh.org.uk or call 0141 352 7435 and a member of the Recruitment team would be happy to help you.

Health & Safety

- We held a very successful **Health & Safety Forum** in March covering the very important topic of Lone Working and Protecting Staff from Violence and Aggression. We had another full attendance at the forum, members were able to gain great insight into the legislation and considerations around this topic. Members enjoyed sharing best practice and learning from other similar organisations, along with gaining advice from our health and safety partners ACS Consultancy.

We will soon be promoting our next forum which is likely to be in June. Please look for communication on this as our spaces fill up fast.

- Following member feedback, we sent out our new '**Automated External Defibrillators (AEDs) Information Note**' to all members at the end of March. This Information Note provides valuable information into the **legal requirements and training** required when AEDs are in place in your organisation, together with information on the maintenance requirement and safe storage.

In addition to our new Automated External Defibrillators Information Note, there is a wide range of resources within the **Health & Safety section on the EVH website**, including 23 additional Information Notes providing great insight to various health and safety areas.

- **ACS Health & Safety Helpline** is a fantastic benefit of your membership with EVH. This gives you instant access to technical H&S advice from our H&S partners **ACS Learning and Consultancy**. You can contact the ACS H&S Helpline via telephone **0141 471 5171** or by email info@acsrisk.com.

The next of these Monthly Reports will be issued in May 2025.