

MARCH 2025



MORE SPEAKERS ANNOUNCED!

Calling all committee and staff members – join us at Dunblane Hydro, Fri 16 to Sun 18 May 2025 for our “Generation Game” themed Annual Conference.

A weekend of first-class speakers, networking, entertainment and fun!

EVH Brief Monthly Report to member organisations

Spring is, well springing, if not quite sprung yet! So welcome to the March edition of the Monthly Report. As always, we include below reports 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....

HR/Core Services

- Further to a **positive result** in the employer’s ballot for the pay deal which concluded on Tuesday 11th March 2025, EVH are pleased to confirm to its full members that the proposed **3-year deal** can go ahead. **Updated salary scales** have been issued to members. If you haven’t received these please log onto our website for a copy of these at the following link - [Pay and Grading - EVH](#)
- A meeting of the JNC has been arranged to discuss **annual updates to the terms and conditions** of employment. These updates will focus on **changes to legislation** to ensure the terms and conditions are compliant. Further to this meeting any agreed updates will be **circulated** to members.
- Our **benchmarking survey** is underway, and we are receiving a good level of response from our members. The purpose of this survey is to **gather information** which will be helpful to members when considering their own working practices. The survey closes at the **end of March**, and we will be sending out a **summary of the findings** after the survey closes.
- 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 **staff surveys, policy reviews, 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, Dignity at Work 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.

- 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.

Recruitment

- [Senior Management](#) recruitment support has been popular with members. 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.
- We have been supporting various members with our [recruitment consultancy services](#) since the start of the year. If you are looking for **support to fill key vacancies** in your organisation, please contact us on 0141 352 7435 or email recruitment@evh.org.uk to discuss how we can take the hassle out of the process for you.
- **Thanks** to those members who have been in touch to secure dates in our diary for [Recruitment & Selection training](#) prior to the Summer. **Perhaps you have new managers, an existing team who need a refresh or Governing Body members** who would benefit from this type of training. If so, please get in touch to discuss who we can tailor the training to meet your requirements by calling 0141 352 7435 or email recruitment@evh.org.uk.
- We are always looking to **strengthen our list** of suitably qualified candidates 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.
- 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.

Events

- **EVH Annual Conference “Generation Game”** – our latest exciting speaker announcements include **Des Clarke**, much loved TV presenter and voice of the airways as host of the Heart Scotland Breakfast Show; **Dr Donald Macaskill**, CEO of Scottish Care (who is back by popular demand); **Jennifer Cairns** and **Alistair Reid** from fellow EVH member organisation West of Scotland Housing Association, who are sharing their breakthroughs with using next generation AI solutions to assist staff and tenants. They will be joined by **Professor Roger Willey and Emma Willey** from ACS on Health & Safety through the generations; **Gordon Robb**, Director of VR Growth doing an insightful session on communication with staff/committee; and **Seamus Corry**, Chief Wellbeing Officer covering the importance of a positive mental health culture and challenges therein. More speaker announcements to follow! **Book now to secure your place for 16-18 May at Hilton Dunblane Hydro**. We’ve kept costs as low as they go.
- As noted below, there are limited spaces left for our next H&S Forum which is taking place on Wednesday 26 March focusing on **Lone Working and Protecting Staff from Violence and**

Aggression. Due to the popularity of this event, we can only accept bookings for one delegate per organisation.

- Join us on Tuesday 1 April for our first **Mindfulness** session of the year, where Martin Stepek from Ten for Zen will begin the “**30 Days of No Complaining**” challenge! This challenge is easy to start and can be included in even the busiest of lives. It will soon make you see clearly what you’ve got to be grateful for and help you feel calmer and happier. This session is **free** to attend, suitable for staff or committee.
- Contact Events@evh.org.uk for more information or to make a booking.

Health & Safety

- We are looking forward to our first **Health and Safety Forum** of 2025 taking place on **Wednesday 26 March** between 9.30am - 12.30pm covering **Lone Working and Protecting Staff from Violence and Aggression**. This will cover **how to keep lone workers safe** in your offices/out in the community, along with **how to manage violence and aggression**, whether from tenants, service users or members of the public. Attendees will have the opportunity to discuss the different methods and technologies available for **monitoring and managing lone workers** out in the community.

We only have a **few spaces left**, don’t miss out on this excellent opportunity, to book onto the forum please get in touch with events@evh.org.uk.

- We updated our ‘**Risk Assessment Information Note**’ which was sent out to all members at the end of February. This Information Note provides great insight into the **legal requirements** for risk assessments as an employer, together with a great summary of the various types of risk assessments that are relevant to our members. The Information Note also provides an excellent overview of the **training and competency** requirements for each risk assessment.

In addition to our updated Risk Assessment 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 April 2025.