

November 2025

EVH Brief Monthly Report to Member Organisations



Christmas MIE – Last Call!

Kick off December in style at...

The EVH Christmas Member Information Exchange

This is for all EVH Committee Representatives and, as ever, is being held in Betty's Room on Monday 1 December at 6pm.

There's still time book at:
Events@evh.org.uk

Welcome to the November edition of the Monthly Report. It's getting cold out there but, there's plenty going on at EVH and throughout the membership to shout about so please see below reports from your key EVH support teams.

All the details you need for our Christmas Member Information Exchange to be held on 1 December are included in the Events report below and members are encouraged to make sure your Representative is booked to attend AND please do also take up the opportunity to tell us about a project, event or anything newsworthy that can be shared as part of the evening.

HR/Core Services

- The **October CPI rate** was released on Wednesday 17th November 2025 and is **3.6%**. As this is below 4% it falls within the scope of the current pay deal without the need to return to pay negotiations. This means that a **cost of living increase of 5.1%** will be applied to the salary scales. The salary scales will be updated and circulated to members shortly.
- We have successfully recruited to the position of **HR Advisor** within the team. **Lauren McPherson** will be joining the team in December. This new role will have a focus on maintaining our resources and **communicating** with members.
- **Kate Vorobeve**, who has been with the team on a fixed term contract as HR Support Administrator, will be leaving us in December. We would like to **thank Kate** for her help and support while she has been with the team.
- Work has started on consultation with full members to carry out an **equality impact assessment** of the full member **terms and conditions of employment**. Aneela McKenna from Mor Diversity has been engaged to carry out this work. Consultation with **key stakeholders** will continue throughout November and December. A report will be available for **discussion** at the JNC in the New Year.
- Information on the new concept of **Approved Variations** has been circulated to members further to the launch event held on 12th November. If you have any **questions** about this new concept, please get in touch with the **HR Support Team** to discuss.

- We are still awaiting royal assent for the **Employment Rights Bill**; the bill was back at the House of Lords on **17th November**, and agreement has not been reached which means that royal assent has been delayed further. Members should continue to prepare for this, and we will keep you updated with any further developments.
- 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, we are now taking bookings for next year. The type of projects we can carry out include, **job evaluation**, staff surveys, developing **salary structures** for associate members, facilitating focus groups and many more.
- We have a range of topics for training including **Governing Body as Employer**, Performance Management, Discipline and many more. Please **get in touch** to discuss your requirements. We can **tailor our sessions** to the needs of your organisation to ensure a truly bespoke service.
- The **HR Support team** have been busy providing support to members through our telephone / email advice service and out at **members premises**. If you have any HR queries, remember you can get in touch through hr@evh.org.uk or by phone at 0141 352 7435.

Health & Safety

- We successfully delivered our **EVH H&S Conference** in partnership with ACS Learning & Consultancy on **Wednesday 29th October** at the **Crowne Plaza Glasgow**. It was great to see so many of our members networking whilst developing their knowledge on all things health and safety. Our excellent speakers provided great insight into the practicalities of delivering employer and landlord health and safety.

We are still receiving evaluations; however initial feedback is extremely positive and highlights the wide variety of topics covered. **If you have yet to complete your evaluation**, we would really encourage you to complete this using this link: [Health & Safety Conference 29 October 2025 – Fill in form](#)

- Our upcoming **H&S Forum** will take place on **Wednesday 10th December** and will focus on **H&S legal requirements in relation to wellbeing of employees**. The forum will cover duty of care as a manager, organisational and line manager responsibilities and review the legal expectations in relation to this. Members will be able to share ideas on how they are investing in employee wellbeing and ensuring legal compliance.

If you would like to **book your place** at our forum, please email Events@evh.org.uk. More information will be available on our website.

- Are you aware of our **Landlord Safety Manual (LSM) subscription service**. The LSM is a comprehensive resource for our RSL members providing confidence on landlord health & safety compliance. See below an overview of the LSM subscription:
 - The LSM is **highly commended by the British Safety Council**

- Each section includes **guidance, legislation, best practice and policy** supporting RSLs to be **legally compliant** and meet best practice.
- Provides much-needed clarification of the **Health & Safety responsibilities of Employer vs Landlord**.
- The LSM is **reviewed and updated annually** by ACS Learning & Consultancy, our H&S partner.
- An initial **Implementation Audit** is completed by ACS Learning & Consultancy, followed by **ongoing audits every two years** to ensure compliance.

The LSM subscription is invoiced annually, £695 +VAT.

If you are not currently subscribed and would like to join, **EVH can provide you with a sample Landlord Safety Manual** to give you a better understanding of the content within the manual before you sign up. Please contact H&S@evh.org.uk if you have any questions or would like to sign up.

- Does your organisation know that the **ACS Health & Safety Helpline** is a 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.

Events

- Since your last report, members have enjoyed sessions on a variety of topics, including Equality Impact Assessments; Employment Rights Bill changes; Approved Variation; as well as the return of our popular in-person Health & Safety Conference. We still also have the undernoted sessions to offer before the year is out.
- **1 December** – Our Christmas **Member Information Exchange** (formerly known as the Management Committee Meeting) will take place on Monday 1 December in Betty's Room. All EVH representatives are warmly invited to join us for some Christmas cheer, nibbles and fun. Our good friend Steve McKenna will be on hand to keep everyone entertained, and he'll hand out some silly prizes, as well as some well-earned Long Service Awards. We ask any Reps coming along to pre-register for catering purposes please.
- **9 December** – A rarely available opportunity to join a finance session where all conversations are in plain English, bookings are now being taken for our **Making Sense of Finance for Governing Body Members** event with our speaker Phil Morrice of Alexander Sloan. Members are able to attend this session in person or online.
- **10 December** – The Health & Safety Forum is open for bookings again, with the focus this time on the **H&S legal requirements in relation to wellbeing of employees**. These in person sessions are ever-popular, please book now to avoid disappointment, spaces are limited to one person per organisation.
- **17 December** – This is the last date in the current calendar of Future Leaders training. However, the list is now open for 2026, therefore if you have staff or governing body members in current or aspiring roles that would benefit from leadership training or advice, please let us know and we will note your details. Once there is enough interest from members, we will arrange a new round of dates for these popular and well respected sessions.
- Please contact Events@evh.org.uk with any bookings, queries, or requests for new training session topics.

Recruitment

- **EVH Jobs Month closes on Friday 28 November!** Thank you to those of you who have supported us so far this month. If you have an advert to place, the cost of **all job adverts** placed on our website up to and including Friday 28 November, will be **reduced to £200** for a basic listing and **£250** for a post with downloads. Further, we will waive any 'non-member' supplement normally applied. After your job advert is posted, you will then receive an invoice confirming your intended donation to CHAS. See more about CHAS at <https://www.chas.org.uk/>
- **Dates for the December diary!**
 - All **recruitment consultancy** work for 2025 will be concluded by **Friday 19 December**. Please **get in touch as soon as possible** if you intend to use our [consultancy services](#) prior to this date or early in the new year so we can discuss your requirements. You can either call us on 0141 352 7435 or email recruitment@evh.org.uk with your enquiry.
 - The last **EVH Weekly Jobs Bulletin** of 2025 will be issued on **Thursday 18 December**. ***Please have your job adverts with us by 12 noon on Wednesday 17 December to guarantee they are included.*** Any job adverts received after this deadline and in the run up to our festive closure, will not appear in our bulletin until the first issue of 2026 – Thursday 8 January. All adverts will however be uploaded onto our website.
- Our diaries are **open for early 2026** to support you with recruitment for your [Senior Management](#) roles. We would be delighted to talk to you about the **fully comprehensive service** we offer to support you through the recruitment and selection process. Please get in touch for a confidential discussion by calling us on 0141 352 7435 or email recruitment@evh.org.uk.
- Our **interim manager** and **temporary placement service** continues to provide organisations with the essential staff they need. If you know someone seeking [temporary work](#) or [interim manager work](#), **refer them** to us and, if they're placed, you'll receive a [£75 M&S voucher](#). For [temporary](#) or [interim manager](#) needs, call 0141 352 7435 or email recruitment@evh.org.uk.
- Secure your dates now for **recruitment & selection training in 2026**. We are happy to tailor this to your needs while broadly covering the **recruitment process, legal requirements, how to make the process more inclusive and the impact of AI**. Did you know we also cover other recruitment sessions – **shortlisting skills and interview skills**. Book now by calling 0141 352 7435 or emailing recruitment@evh.org.uk.
- The recruitment team are happy to provide **any advice or assistance** with your recruitment needs. Please contact them by email recruitment@evh.org.uk or call 0141 352 7435.

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