



supporting
social
employers

OCTOBER 2019

EVH – Supporting Social Employers Brief Monthly Report to member organisations

Member Showcase

From the Parish Halls, through the Teachers Building and finally settling in Betty's Room – the monthly EVH Management Committee meetings have been going strong for four decades. We are now looking for member organisations having something to say, to come along and do 15 – 20 minute slots at some of our forthcoming meetings (1st Monday evening of most months). Our meetings will have somewhere between 25 – 40 peer organisations in attendance, so an excellent opportunity to showcase your successes, innovations or forthcoming developments. Anyone from your organisation can make the presentation – but they will need to be accompanied by at least one of your governing body members (though please feel free to have more come along). You can also bring pop ups, materials and anything else you fancy in support of your talk. The first showcase will be at the December meeting and after our first email out to organisations about it, this December slot was quickly filled. However, we wish to have a timetable of these presentations taking place throughout the year, so please get in touch with the EVH office to add your organisation to the forthcoming meetings list. Call us on 0141 325 7435 and ask for the Events Team. Or e-mail Events@evh.org.uk. There will be showcase opportunities at many of our 2020 Monday night meetings.

Training & Events

- There were six nominations for the **Helen McGregor Award** this year, which has been sponsored by Rutherglen & Cambuslang Housing Association. With a very high standard of nominations, the judges had a difficult task of selecting three of the six to move forward to the interview stage. The three finalists are:- **Janet Strang** - Cunninghame Housing Association; **Linda Mason** – Forth Housing Association; and **Jenny Speck** - River Clyde Homes. The interviews were held on 11 October where the judges got to know the finalists and had to choose only one of the worthy volunteers. The winner will be announced on the Friday evening of the EVH Annual Conference in November and will be presented with £500 and an engraved trophy.
- Thank you to all who have booked for this year's **Annual Conference**. As we are at the 'gathering final details' stage, we are asking all delegates to return their **Workshop, Transport** and **Dinner Menu** selections to us by Monday 21 October to help us meet the venue deadlines for this information. All organisations who have placed bookings will have received the appropriate forms to complete by now. If you haven't been asked for your choices yet, please make enquiries at your organisation.
- The next **SHAPS Group for Governing Body** members takes place on 25 October. This is the annual free session for SHAPS group members only. **Bookings are encouraged by Monday 14 October**, after this date the waiting list for multiple bookings from one organisation will be used.
- All other current events are listed on the back page of this report, please contact Events@evh.org.uk or call 0141 352 7435 if you have any queries on anything events or training related.

Last Few Spaces!

**EVH Annual Conference
22-24 November 2019**

Bookings have come in thick and fast for this year's conference, with now only a few final slots remaining. If you wish to join us at Fairmont, St Andrews (and we hope you do), then this is your last call.

Contact Events@evh.org.uk for full programme and booking information.

--- Prices held at last year's rates ---

Governing Body Support/Miscellaneous

- Were you lucky enough to be part of our **Fab 40** at the Inchyra last year? Then you may want to keep in mind that there will be a Fab 42. Keep your eyes peeled for details coming out next springtime. This will be another restricted number gathering, this time for 42 delegates.
- There has been some consternation amongst employers still having open defined benefit schemes via SHAPS. The triennial scheme valuation results are now out, and also including an increase in forward service contribution fees come April 2020. The main immediate concern for such employers is in relation to the **fairly limited time now remaining to consult with staff** on a very tricky matter. Call the EVH office right away if you are struggling with this one.
- A little more positive news, as uptake of the **Member Protect Service** is now into double figures. The removal of the former fee system to access Tribunals has led to an explosion in cases; and this new EVH service protects against heavy case preparation and representation costs. If you would like a visit from the legal team which provides this service, please contact the EVH office.
- The draft of our updated **Memorandum & Articles** will be discussed at the Management Committee meeting of Monday 4th November – all members welcome to come along. Our formal documents are now over 20 years old and have been subject to a rigorous tidy up, and also including new provisions which more firmly protect EVH's "100% member led" ethos. The final draft will ultimately go to the 2020 AGM for approval.

Recruitment

- Vacancies, vacancies and more vacancies! Looking to recruit and start a new candidate before Christmas then EVH's weekly **Jobs Bulletin** can attract top quality candidates to your organisation, quickly and very affordably too. The Jobs Bulletin is out on a Thursday and the recruitment advertisement will be displayed on our website until your closing date, still 2-3 weeks away. Advertisement receipt deadline is Noon on a Wednesday. We can also manage the response for you taking the weight off your shoulders as part of our consultancy assistance. Why not let EVH take care, most professionally, of the **advertisement and response then?** Maxine@evh.org.uk 0141 352 7434.
- Help, help, help! Rae is busy supplying **temporary candidates** very quickly covering sick leave and increases in workload. How would you like to start an immediately available, experienced and reference checked temporary work seeker? Look no further Rae@evh.org.uk or Tel: 0141 352 7429.
- EVH manages an Interim Manager Register of skilled and experienced candidates who are immediately available. Need an **Interim CEO, Specialist Manager, Investigator** or require an **Options Appraisal** to be carried out? If yes, please contact Susan@evh.org.uk 0141 352 7433.
- **CEO/Director or Specialist Manager recruitment** ahead? Did you know it takes 3-6 months typically to recruit an excellent candidate allowing for notice periods? Why not benefit from EVH's 25 years' of very best practice professional recruitment assistance to appoint a highly skilled candidate? EVH 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. EVH is here to help you. **Senior Officer** flyer available [here](#) Contact Susan@evh.org.uk or Tel: 0141 352 7433.
- **Executive Coaching** sessions can facilitate development of a CEO or Manager's strategic leadership and decision-making abilities. **Executive Coaching Sessions** are now available at EVH, your office, or elsewhere, often on a monthly basis, throughout winter and beyond! Susan Campbell, EVH's Coach, Susan@evh.org.uk or 0141 352 7433.

Health & Safety

- Our **Winter Forum** will take place on 27th November and will soon be available for booking, spaces are limited and go fast so make sure you get in early if you wish to come along.
- Our **IOSH Working Safely for Housing Associations** event taking place on 7th November is now **Sold Out**.
- Our **Mental Health Awareness Session** went down really well on 7th October, look out for further sessions in this area throughout 2020.
- Subscription renewal to the **Landlord Safety Manual** is now due, and invoices have been sent. Updates will be sent out once invoices are paid. As a thank you to those who have helped us reach this stage with the new landlord service, the first 50 to re-subscribe will receive a 10% voucher towards the cost of attending the 2020 EVH/ACS Health & Safety Conference. New subscribers are always welcome too – call us for details and a sample.
- Plans are getting underway for planning and improving our service for 2020 so keep an eye out for developments.

HR/Core Services

- Discussions around suggested minor updates to the terms and conditions and a new concept of **approved variations** continue at the JNC. This new concept would allow full member employers flexibility on specific areas of the terms and conditions subject to full local consultation. More details on this project will be provided in due course.
- There will be some changes in staffing in **our HR Support Team** over the coming months. Lindsey Dinnen, Senior HR Advisor, will be going on maternity leave at the start of next year. To ensure a **consistent service** to members arrangements for cover are in place. Kim Beattie, HR Advisor, will be acting up to the senior role and we are **currently advertising** for an HR Advisor to join the team for a fixed term period of 6 months, **secondments** will be considered for this position.
- **HR consultancy** continues to keep us busy. Main projects undertaken include **committee appraisal**, formal investigations and **job evaluations**. If you have any projects that you need assistance with, please get in touch.
- Our training continues to be popular and we receive requests to provide training on a range of different topics. Recent topics include **appraising the director**, difficult conversations, dignity at work and **lone working**.

The next issue will be November.

<p>Handling Grievances at Work (rescheduled from 25.09.19) Betty's Room, EVH EVH in conjunction with McMahon Employment Law invite you to attend their latest 'Hot Topic' session. The aim of the session is to help managers feel more comfortable in dealing with these difficult situations.</p>	<p>24/10/2019 1200 to 1400 hrs</p>
<p>EVH SHAPS Group for Governing Body Members Betty's Room, EVH This is our annual update for Governing Body members. Free to attend for SHAPS group members only. Bookings encouraged by 14 October - after this date, the waiting list for multiple bookings from one organisation will be used.</p>	<p>25/10/2019 1030 to 1200 hrs</p>
<p>Interview Skills Workshop Betty's Room, EVH This group workshop will focus solely on interview skills - preparing for an interview, personal presentation, common interview questions and anything else that may come up on the day. Role play will be optional! If you dread interviews and don't perform as well as you know you could, join us.</p>	<p>28/10/2019 1030 to 1230 hrs</p>
<p>IOSH - Working Safely for Housing Associations - FULLY BOOKED 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 for RSL's.</p>	<p>07/11/2019 0900 to 1630 hrs</p>
<p>Employment Tips Workshop Betty's Room, EVH It is essential that you plan and prepare well when applying for a job and attending an interview - this is where this workshop can help. The EVH Recruitment team are specialists in both career management and development and will share their essential tips and techniques with delegates.</p>	<p>08/11/19 1030 to 1230 hrs</p>
<p>EVH Annual Conference - Only a Couple of Rooms Left! Fairmont, St Andrews Join us over the weekend to explore our theme "Celebrating Our Communities" with a packed programme of speakers and entertainment. The conference is almost a sell-out, with only a couple of rooms available, so be quick and book your place now!</p>	<p>22 - 24/11/19 Friday to Sunday</p>

[Contact Events@evh.org.uk](mailto:Events@evh.org.uk) or see [EVH Website](#) for more details on above as well as information on other topics available for tailored training.