

NORTH VIEW Housing Association

1

North View is a registered Scottish charity – charity registration number SC032963

POLICY

DIRECTOR'S REMUNERATION

Passed:-	24/05/2023	Review Date:-	April 2028
----------	------------	---------------	------------

All North View policies and publications can be made available on CD/data-to-voice, in Braille, large print and community languages.

For further details please contact us on 0141 634 0555 or email us on enquiries@nvha.org.uk

1.0 Aims

- 1.1 This policy confirms North View Housing Association's approach to the remuneration of its Director. The aims of this policy are to:-
- ensure that the remuneration package remains sufficient to attract and retain a suitably capable person, without being seen as excessive
 - set out the system by which this is achieved
 - identify the method through which any disputes on principal officer remuneration are to be channelled

2.0 Collective Bargaining Framework

- 2.1 North View Housing Association is a FULL member of EVH – Supporting Social Employers (EVH), this being an Employers' Association under the terms of the Trade Union and Labour Relations (Consolidated) Act 1992, and properly registered with the Certification Officer in this regard.
- 2.2 EVH also operates a fully constituted collective bargaining agreement in conjunction with UNITE the union. This is open to all member employers and around 100 social housing based employers (including North View Housing Association) participate in this arrangement. The EVH/UNITE system provides a jointly agreed common set of salaries, along with a minimum set of Conditions of Service, for all staff employed within EVH FULL member organisations (often known more simply as FULL members).
- 2.3 The following fixed value monetary benefits are fully prescribed by the EVH arrangements:-
- Salaries
 - Subsistence rates
 - Essential Car User Allowance
 - Mileage rates
 - Distant Islands Allowance



INVESTOR IN PEOPLE

NORTH VIEW HOUSING ASSOCIATION

29A Stravanan Road, Castlemilk, GLASGOW G45 9LY

Tel:- 0141 634 0555 Fax:- 0141 631 3231 e-mail:-

enquiries@nvha.org.uk



NORTH VIEW Housing Association

North View is a registered Scottish charity – charity registration number SC032963

POLICY

DIRECTOR'S REMUNERATION

- First Aid Allowance
- Retiral/Long Service Awards
- Occasional overtime payments

2.4 In addition there is the set of minimum Conditions of Service covering the typical spread of provisions covering working hours, holidays and such like. Some of these will have variable monetary values and others will simply offer entitlement to processes such as disciplinary and grievance procedures. Aspects within the Conditions of Service will also link to a wide range of supporting external documents governing a raft of employment matters such as e-mail/internet use; health & safety; staff code of conduct; and many more besides.

2.5 The EVH requirement of FULL members is that they adopt in full the centrally negotiated arrangements and apply all (non salary) terms and conditions proportionately to all employees regardless of seniority or grade.

2.6 EVH salaries are regarded as sector standard within the Scottish social housing movement.

2.7 The following benefits are matters which sit outwith the scope of the EVH centrally agreed arrangements:-

- Pensions
- Expenses (other than listed above)
- Car provision (other than listed above)
- Local enhancements to minimum set of Conditions of Service
- PRP/Bonus (though it is known that EVH is fundamentally opposed to this type of payment)
- Regular overtime/long hours gratuity payments
- Private Health Care Plans and derivatives thereof

North View is a member of the SHAPS (Scottish Housing Association Pension Scheme). North View will **NOT** provide its Director with enhanced expenses (over those set by EVH), a car, local enhancements, performance related pay or bonus payments, regular overtime or long hours gratuity payments, nor a private health care plan or derivative thereof.

3.0 Applying These Arrangements Within North View Housing Association



INVESTOR IN PEOPLE

NORTH VIEW HOUSING ASSOCIATION

29A Stravanan Road, Castlemilk, GLASGOW G45 9LY

Tel:- 0141 634 0555 Fax:- 0141 631 3231 e-mail:-

enquiries@nvha.org.uk



NORTH VIEW Housing Association

North View is a registered Scottish charity – charity registration number SC032963

POLICY

DIRECTOR'S REMUNERATION

- 3.1 In the first instance all matters concerning the Director's remuneration will be considered by our Management Committee.
- 3.2 As a FULL member of EVH we are entitled to have our views represented via its negotiating forum, either by way of one of our number standing for election to its Joint Negotiating Committee as an employers' representative, and/or by contributing to employer consultations and ballots concerning any changes proposed by the EVH negotiators.

Matters governed by EVH arrangements

- 3.3 The EVH system of Grading Guidelines sets out common pay spines for posts at all levels, with principal officer posts being placed on a three point spinal spread with the relevant pay territory. There are a series of "bars" within the common pay spines for senior staff and these are related to the number of units (houses) managed. The arrangements also provide flexibility (within limits) to take account of other (non housing) demands within the organisation, and these factors can be added to the raw unit count to help establish a final placing on the pay spine.

North View has placed its Director within suitable territory on the EVH scales following an assessment by EVH (in 2005).

We also accept that the salary metrics apparent within these central arrangements are suitable to us.

Matters not governed by EVH arrangements (e.g. pension, expenses and local enhancements)

- 3.4 All other benefits not set down by EVH will be determined locally bearing in mind the following principles and standards:-
- That the Director will be treated no more favourably than other staff we employ.
 - Agreements will be compliant with our employees' 'Code of Conduct', and our 'Entitlements, Payments, and Benefits' policy.
 - The availability of advice from EVH and/or others qualified to offer it as to the reasonableness and efficacy of any benefits/emoluments that may be proposed. No such benefits may be introduced/amended without the formal approval of the Management Committee.

4.0 Conflicts of Interest



INVESTOR IN PEOPLE

NORTH VIEW HOUSING ASSOCIATION

29A Stravanan Road, Castlemilk, GLASGOW G45 9LY

Tel:- 0141 634 0555 Fax:- 0141 631 3231 e-mail:-

enquiries@nvha.org.uk



NORTH VIEW Housing Association

North View is a registered Scottish charity – charity registration number SC032963

POLICY

DIRECTOR'S REMUNERATION

- 4.1 The Management Committee retains the option of considering all matters concerning terms of conditions of employment for all staff (including the Director) in private should it so wish. In particular the Director will have no executive role in setting or changing their emoluments and benefits.

5.0 Disputes

- 5.1 In the first instance any disputes over the Director remuneration and benefit package will be referred to the Management Committee. This body can call upon EVH for independent advice at any time.

Additionally EVH also offers a free, principal officer salary assessment service to its members.

- 5.2 Disputes that are not informally resolved may be routed via the agreed Grievance Procedure and ultimately fall to be determined by the independent Joint Negotiating Committee Appeal mechanism, this being the final stage in our internal procedure.

6.0 Equalities

- 6.1 The framework of arrangements governing the Director's pay and benefits is part of a communal arrangement covering all our employees.

End

Reviews and amendments

19/6/13	-	Policy established.
20/6/18	-	Policy reviewed.
24/5/23	-	Policy reviewed



INVESTOR IN PEOPLE

NORTH VIEW HOUSING ASSOCIATION

29A Stravanan Road, Castlemilk, GLASGOW G45 9LY

Tel:- 0141 634 0555 Fax:- 0141 631 3231 e-mail:-

enquiries@nvha.org.uk

