



NOTICE OF MEETING

The Meeting of the Full Management Committee will be held on Thursday the 27th of February 2020 at 18:30 hrs in the offices of Yoker Housing Association Limited, 2310 Dumbarton Road, Yoker

AGENDA

- 1.0 MANAGEMENT COMMITTEE
 - 1.1 APOLOGIES
 - 1.2 DECLARATIONS OF INTEREST
- 2.0 CORPORATE GOVERNANCE REPORTS
 - 2.1 EVH SALARY REVIEW REPORT
 - 2.2 EVH MEMBERSHIP REVIEW
 - 2.3 SCOTTISH HOUSING ASSOCIATIONS' PENSION SCHEME (SHAPS) REVIEW
- 3.0 DATE OF NEXT MEETING 26.03.20
- 4.0 A.O.C.B.

Distribution

1. Shields, Graeme (Chairman)	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	6. Elsby, Paula	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	11. Walker, Catriona	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
2. Ballantyne, Mary	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	7. Fleming, Anne	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	12. Wronowska, Agnieszka	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
3. Busby, Elaine	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	8. Jarvis, Anna-Maria	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	13. <i>Casual Vacancy</i>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
4. Calder, Deborah	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	9. Parker, Morag	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	14. McKendrick, Mick (Co-optee)	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>
5. Colvin, Paul	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	10. Porter, Josephine	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	15. Ryan, Isobel (Co-optee)	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>



MINUTES

Minutes of the Full Management Committee Meeting held on Thursday the 27th of February 2020 at 18:30hrs in the offices of Yoker Housing Association Limited.

Present

Shields, G (Chair)
Ballantyne, M
Busby, E
Jarvis, A
McKendrick, M
Porter, J

In Attendance

1.0 MANAGEMENT COMMITTEE

1.1 APOLOGIES

Apologies for absence were received from P Colvin, A Fleming and A Wronowska.

1.2 DECLARATIONS OF INTEREST

M McKendrick declared his interest as an employee of Cloch Housing Association (a member of Employers in Voluntary Housing (EVH)) and as an active member of the Scottish Housing Associations' Pension Scheme (SHAPS).

G Shields declared his interest as a pensioner member of SHAPS and as an employer representative on the SHAPS employer scheme.

Those present considered that these interests either did not conflict with items on the Agenda or their conflict was too remote to be considered material to the decisions being considered. Both M McKendrick and G Shields were therefore considered free to participate fully in the meeting.

2.0 CORPORATE GOVERNANCE REPORTS

2.1 EVH SALARY REVIEW REPORT

The Committee debated this item at length.

Factors considered and debated included the Association's performance and Regulatory Standards. It was felt that as the Associations's performance continues to be more than favourable with our peers then the fact that we have a salary differential can be justified. Our management costs are also lower than our peers. Individually our salaries may be higher than other Associations but collectively and as a whole, we are lower than our peers due to lower staffing levels.

It was therefore agreed to accept the midway point recommended by Eamonn Connolly's report. The Association's salary scales and structure going forward will be tied to that of EVH plus a fifteen percent differential. Future cost of living increases will be applied to the salary scales in accordance with the outcome of the EVH Collective Bargaining Unit. The Association will maintain this fifteen percent differential as long as its performance and management costs continue to be favourable in comparison with its peers.

Committee also formally endorsed the Association's policy of providing a low emissions motor vehicle to staff at Senior Officer level and above. It was agreed that this be reviewed in March 2021 and every three years thereafter. The option of lease as opposed to outright purchase will be considered at that review and the initial assessment will be carried out by an independent consultant.

2.2 EVH MEMBERSHIP REVIEW

The costs and advantages of joining EVH were debated. Joining of EVH as an associate member was then unanimously approved by those present.



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2.0 CORPORATE GOVERNANCE REPORTS (Continued)

2.3 SCOTTISH HOUSING ASSOCIATIONS' PENSION SCHEME (SHAPS) REVIEW

The Committee debated pension options for staff at length.

Factors considered and debated included the Association having no pension past service deficit, affordability, future recruitment, potentially operating a two tier system and the extension of the pension options offered by the Association.

It was unanimously agreed that the current wide choice of pension options continue to be made available to staff but to review this in line with the future triennial reviews of the SHAPs Scheme.

3.0 DATE OF NEXT MEETING 26.03.20

It was agreed that the next meeting scheduled for Thursday the 26th of March 2020 be brought forward to Wednesday the 25th of March 2020 due to it clashing with other commitments of committee members.

4.0 A.O.C.B.

Rent Arrears Cases Report

Case 1258 - enforcement of Decree was unanimously approved by those present.

Discussion took place as to whether this was an operational matter and should come to Committee in future. It was agreed to review this in the presence of the Senior Housing Services Officer and Director.

SHR Engagement

The recent communication regarding the change of Regulation Manager was noted. It was hoped that this would lead to a renewed willingness on the Regulator's part to enter into more meaningful engagement.

There being no other competent business the meeting closed at 19:30 hrs.

Proposed By _____

Seconded By _____