

MINUTES OF THE 541ST MANAGEMENT COMMITTEE MEETING OF WILLIAMSBURGH HOUSING ASSOCIATION, HELD ON WEDNESDAY, 20TH SEPTEMBER 2023 AT 6.00PM AT ON TEAMS.

PRESENT:

J. Scott	Chairperson
D. Eadie	Vice Chairperson
M. Symons	
E. McDermott	
Cllr. M. MacLaren	
J. Kerr	
T. Thomson	
R. Coelho	

IN ATTENDANCE:

J. Grant	Chief Executive Officer
L. Ramsay	Head of Finance & Corporate Services
██████████	Pension Advisor, Chiene & Tait

1. (a) Apologies

There were no apologies received.

(b) Declarations of Interest

J. Grant and L. Ramsay declared an interest in item 3 – Pension Proposal and would both leave the meeting ahead of this item.

2. (a) Minutes of Management Committee Meeting: 13.09.23 (No.540)

The minutes of the Management Committee meeting held on Wednesday, 13th September 2023 (No.540) were proposed correct, on a motion proposed by M. Symons, seconded by D. Eadie.

(b) Matters Arising

There were no matters arising.

██████████, Chiene & Tait was welcomed to the meeting.

J. Grant and L. Ramsay left the meeting.

3. Pension Proposal

Papers were taken as read by all members.

A member of the SLWG provided a summary to the member of the progress to date, including final meeting with the SLWG members. This provided an opportunity to run through Committee member options with staff and the proposed way forward for consideration / approval.

A detailed discussion took place between Committee members.

One member asked [REDACTED] how Salary Sacrifice Scheme operated along with how the proposed return of Employers National Insurance operated for staff taking up the Salary Sacrifice Scheme. [REDACTED] [REDACTED] provided a comprehensive explanation on both.

This member also asked for clarity on which options the staff members of the SLWG proposed and which ones the Committee members of the SLWG proposed. A member of the SLWG confirmed that proposals 1-3 inclusive were proposed by DB staff from the SLWG with proposals 4-6 proposed by Committee members participating in the SLWG.

Another member asked [REDACTED] how the recommended proposal for approval compared to the market place generally. [REDACTED] provided a comprehensive answer, outlining to Committee members that the proposal represented a market leading proposal.

Another member highlighted that they were of the view that the proposal was fair and equitable to all staff over the next 5 years and represented a value for money pension offering from a tenant and service user perspective. This market leading proposal would assist the retention of highly talented and performing staff, while offering a market leading pension when recruiting new and replacement staff in the future.

With no further questions / observations, the Management Committee noted that the FAC via SLWG had now completed its remit.

The Management Committee further approved the following:

- Closure of the DB Scheme with all staff to be moved on a phased rate basis as proposed in section 4.0.
- Appendix E – Consultation letter to be sent to DB staff members.
- Appendix F – Information only letter to be sent to all DC staff members.

Proposed by:

D. Eadie

Seconded by:

T. Thomson

3. Pension Proposal Contd.

J. Scott thanked [REDACTED] for all [REDACTED] help and assistance with the Association's pension reviews, over the last number of years.

At this point, J. Grant re-joined the meeting and was advised of the outcome.

4. Any Other Business

There was no other business.

5. Date and Time of Next Meeting

J. Scott thanked everyone for their attendance and advised that the next scheduled meeting of Williamsburgh Housing Association's Management Committee would be held on **Wednesday, 18th October 2023 at 6.00pm (Hybrid).**

CHAIRPERSON:

DATE: