

**MINUTES OF MEETING NO.705**  
**QUEENS CROSS HOUSING ASSOCIATION BOARD OF MANAGEMENT**  
**HELD ON 28 NOVEMBER 2026 (FOLLOWING BOARD PLANNING DAY)**  
**THE STUDIO, 67 HOPE STREET, GLASGOW**

Andrew Burns, John Dunn, Chibuzo Ehieze, Margaret Glass, Sadie Gordon, David Horner, John McIntyre, Anne Ramsey.

Shona Stephen (Chief Executive), Heather Anderson (Director of Neighbourhood Services), Phil Daws (Director of Property & Placemaking), Elizabeth Hood (Depute Director), Neil Manley (Director of Finance & Corporate Support), Alison McKay (Governance Advisor) – Minutes.

**ACTION**

**1.0     Housekeeping**

1.1     Noted

**2.0     Welcome and Apologies**

2.1     Andrew welcomed everyone to the meeting which is taking place immediately following the boards business planning day.

Apologies were noted from Matt Millar.

**3.0     Declarations of Interest**

3.1     Declarations were noted from Shona Stephen, Heather Anderson, Phil Daws, Elizabeth Hood, Neil Manley and Alison McKay have interests in items 4, ratification of pension decision and item 5, ratification of rent consultation.

**4.0     Ratification of Pension Decision**

4.1     The purpose of this report was the board is asked to:

- Acknowledge the re-introduction of an historic deficit payment of £398,072 from April 2026 for 4 years. This will increase by 3% per annum to 2030.
- Agree to retain the current benefit structure in the light of the changes to the forward accrual rate but to amend the contribution rates as set out below to reflect the cost of the CARE 80<sup>th</sup> scheme,
- Agree the following split of contribution levels between staff and employer. The proposed split taking on board discussion at the October board is to weight contribution towards the employee for **the care 80<sup>th</sup> closed scheme to 75/25** employee/employer and retain the **50/50 contribution for the Care 120<sup>th</sup>** scheme.

4.2     The board had an initial review of the financial implications of the 2024 SHAPS pension valuation at the October board meeting and asked within some discussed parameters for further options to be modelled up. The Board reviewed the report provided reviewing all options and taking into consideration the UK budget decision earlier in the weekend. The proposed option F retains the CARE 80<sup>th</sup> and CARE 120<sup>th</sup> schemes. A decision is required by TPT by 31<sup>st</sup> January 2026, and new amounts and contribution rates will apply from 1<sup>st</sup> April 2026. A 60-day consultation period is required with staff in the case of any changes on the contribution rates.

4.3     Staff left the room to allow a Board member discussion. The Board also discussed the Staff pay increase which was raised during the earlier business planning day.

4.4     The Board approved Option F as set out in the SHAPS pension proposal report.

- 4.5 The Board approved a pay increase of 5.1%. The Board asked to minute their dissatisfaction on the transparency of the EVH consultation of members and how they came to their wage increase. The Board wondered if a sector discussion would be beneficial inviting EVH to attend the SFHA finance conference. Neil is attending the SFHA finance forum and will raise the Boards concerns to gauge the feeling across the sector.

## **5.0 Ratification of Rent Consultation**

- 5.1 The 2026/2027 rent consultation was discussed as part of the Boards business planning agenda prior to this meeting. The Board is asked to consider and approve consultation on 6% rent increase.
- 5.2 The Board approved consulting on 6% rent increase. The Board will hold a special rent setting meeting on 20<sup>th</sup> January 2026 to approve the rent increase after the consultation period.

## **6.0 AOB**

- 6.1 A settlement agreement report was tabled at the meeting. The Board is asked to approve a settlement agreement with a staff member of the Business Services team. This report was presented by Neil Manley, Director of Finance & Corporate Support.
- 6.2 The board agreed the wider VS proposals in October. This additional request did not meet the criteria for delivering savings at that point and was not included in the report. Following a discussion with the staff member and employment advice from our lawyers it proposed to go forward with a settlement in this instance. The proposal in this case, despite there not being a financial saving rational, is seen as a good business decision as it allows the management change to take place with the cost of the settlement seen as acceptable against the potential alternate course of action and possible extended period of sick pay.
- 6.3 The Board approved the settlement agreement with a staff member of the Business Services team as laid out in the report.

## **17.0 Date and Time of Next Meeting**

The meeting concluded at **2.30pm**

The next meeting is scheduled to take place on:

- Tuesday 20 January 2026 at 6.00pm online via teams – Rent setting meeting.
- Tuesday 27 January 2026 at 6.00pm – QCHA Non-Performance Board Meeting.

I certify that the above minute has been approved as a true and accurate record of proceedings:

**Chair:** .....

**Date:** .....