

GROUP SCHEDULE OF DELEGATION

Rural Stirling Housing Association, Stirling Road, Doune, FK16 6AA Registered as a Scottish Charity No. SC037849 Venachar Limited, Incorporated under the Companies Act (Company Number SC447415), Registered Office: Stirling Road, Doune, FK16 6AA	
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(N.B use of term “Board” below refers to either the full Management Board, Subsidiary Board or a Committee depending on what is specified in main body of Standing Orders. These also provide for emergency decisions to be taken by Office Bearers where necessary).

1. Governance

ACTION	AUTHORITY	Comments
Duties of the Secretary		
• Calling and attending all meetings of the Association and all Board Meetings	Secretary	Onward delegation to DCEO/DFCS.
• Keeping the minutes for all meetings of the Association and Board	Secretary	Onward delegation to DCEO/DFCS.
• Sending out letters, notices calling meetings and relevant documents to Members before a meeting;	Secretary	Onward delegation to DCEO/DFCS.
• Preparing and sending all the necessary reports to the Financial Conduct Authority and The Scottish Housing Regulator;	Secretary	Onward delegation to CEO/DCEO DFCS.
• Ensuring compliance with the Rules, Articles of Association, Independence, and Service Sharing Agreements	Secretary	Onward delegation to DCEO/DFCS.
• Keeping the Register of Members and other registers required under these Rules and supervision of the Association's seal	Secretary	Onward delegation to DCEO/DFCS.
• Producing all the Association's books, registers, documents, and property whenever requested by a resolution of the Board or of a general meeting.	Secretary	Onward delegation to DCEO/DFCS.
• Rules and constitutional changes	Board/Membership	In accordance with Rules.
• Board recruitment, training, and development	Board	
• Self-Assessment	Board	
• Decision making between Board meetings	Office Bearers	Decisions taken to be reported to the next full Board meeting.
Strategy		
Strategic Plan, Business Plan; Strategies, New Business Opportunities	Board	
Performance		
Key Performance Indicators and targets,	Board	Performance reported Quarterly to Board.
Strategic Delivery Plan	Board	Performance reported Quarterly to Board.
Operational Delivery Plan	CEO/SMT	Quarterly exception reporting to the Board.
Risk Management		
Annual review of Risk Management Framework, Key Risks and Risk Appetite	Board	Detailed review/scrutiny by Audit and Risk Committee (A&R) with recommendation to the Board.
Key Risk Register	Board	Quarterly Reporting.

ACTION	AUTHORITY	Comments
Policies		
Annual Schedule of Policies for review/ implementation	CEO and other senior staff as appropriate	
Reviewed Policies/Deletion of Policies from the Policy Register	CEO/SMT	Summary Report to Board for information.
New Policies	Board	Group Policies approved by the parent body are deemed to be adopted by the subsidiary.
Standing Orders, Schedule of Delegation and Financial Regulations	Board	
Code of Conduct, Entitlement Payment and Benefits	Board	In line with SFHA Model Guidance.
Annual Returns		
ARC	Board	CEO.
Annual Assurance Statement	Board	CEO.
Financial Conduct Authority	CEO DCEO/DFCS	Board for Oversight/Monitoring.
Inland Revenue	CEO DCEO/DFCS	Board for Oversight/Monitoring.
OSCR	CEO DCEO/ DFCS	Board for Oversight/Monitoring.
Audited Financial Statements (AFS) RSHA	CEO DCEO/DFCS	Board for Oversight/Monitoring.
Audited Financial Statements (AFS) Venachar and return to Companies House	CEO DCEO/DFCS	Board for Oversight/Monitoring.
Sale/disposal of land, property, wayleaves; standard securities etc	Board	Subject to Asset Management Strategy and Scottish Housing Regulator Notifiable Events Guidance. The DHPS may authorise utility company way-leave requests associated with existing developments and with no implications for ownership or future management of stock.
Approval of certain items in accordance with the terms of the Entitlements, Payments, and Benefits Policy:		
Award of tenancies to Board members or staff or to people closely connected to Board members or staff	CEO/SMT	Subject to report to the next Board meeting and the requirements of the Entitlements, Payments, and Benefits (EPB) Policy.
Award of contracts of employment to someone closely connected to a staff member.	CEO/SMT	Subject to report to the next Board meeting and the requirements of the Entitlements, Payments, and Benefits (EPB) Policy.
Note: Award of contracts of employment to Board members or people closely related to Board members is not permitted in line with requirements of the EPB Policy.		

ACTION	AUTHORITY	Comments
Award of contracts to people closely related to Board or staff members.	Board	Subject to requirements of the EPB Policy.
Personal use by Board members or staff of RSHA contractors or suppliers.	CEO	In exceptional circumstances and in accordance with requirements of the EPB Policy and annual report to Board.
Carrying out of adaptations to RSHA property where tenant is a Board or staff member or closely connected to one.	Board	Subject to requirements of the EPB Policy.
Approval of attendance at award ceremony (not exceeding value of £500) or acceptance of hospitality with value of more than £70	Board	Subject to requirements of the EPB Policy.
Letting of contract to an organisation where a Board or staff member or someone closely connected to them has significant control.	Board	In exceptional circumstances and in accordance with requirements of the EPB Policy and annual report to Board.
Awards and Incentives		
Awards of cash prizes, vouchers or other incentives to tenants to encourage participation	CEO DECEO/DFCS DHPS	Subject to requirements of the EPB Policy.
Membership		
Member Share Certificates - approval and cancellation	Board	Requires authorisation for use of seal by Board.
Subscriptions		
Membership of outside bodies/annual subscriptions	CEO	Subject to report to Board.
Donations		
Community Donations Fund	CEO	Subject to provisions of the Community Donations Fund Policy and annual report to the Board.
Internal and External Audit		
Appointment of internal auditor	Board subject to recommendation from A&R Committee.	Consistent with Standing Orders.
Appointment of external auditor	Board proposal to the Membership at AGM, subject to recommendation from A&R Committee.	Consistent with Rules and Standing Orders.
Approval of Internal Audit Plan	A&R	Consistent with Standing Orders.
Approval of Action Plan(s) in response to Internal Audit Reports	A&R	Consistent with Standing Orders.
Notifiable Events to SHR		
Governance and organisation issues and changes to our Annual Assurance Statement.	Chair	In line with Notifiable Events Policy and Protocols and subject to report to next Board meeting.
Performance & service delivery and financial and funding issues	CEO	In line with Notifiable Events Policy and Protocols and subject to report to next Board meeting.

ACTION	AUTHORITY	Comments
Disposals and Changes	Authorised Senior Staff Members: • CEO • DCEO/DFCS • DHPS • HSM	In line with Notifiable Events Policy and Protocols and subject to report to next Board meeting.
Providing SHR with updates on open Notifiable Events after initial notification	Authorised Senior Staff Members: • CEO • DCEO/DFCS • DHPS • HSM	In line with Notifiable Events Policy and Protocols and subject to report to next Board meeting.
Communication with tenants, stakeholders, and others in relation to changes in compliance and Notifiable Events.	Chair/CEO	In line with Notifiable Events Policy and Protocols and subject to report to next Board meeting.
Breach of Board Code of Conduct		
Implementation of the Breach Protocol	Chair/Office Bearers CEO DCEO/DFCS DHPS HSM CSO/CSO (Governance)	In line with Code of Conduct and Protocol following Breach.
Alleged Breach of the Code of Conduct	Chair/Office Bearers	In line with Code of Conduct and Protocol following Breach.
Conducting Internal Investigation	Three Board members not including the Chair supported by CEO	Subject to report to Board.
Independent Investigation	Chair/Office Bearers supported by CEO	In accordance with Code of Conduct and Protocol following Breach and Sustainable Procurement Policy.
Sanction/removal of a Board member	Board	In accordance with Code of Conduct and Protocol following Breach and Model Rules .
Complaints		
Formal response to Stage 2 Complaints	CEO	In line with SPSO Guidance and in accordance with Complaints Policy.
Response to SPSO enquiry	CEO	Report to Board to be made as part of next quarterly Complaints Report.
Response to 1 st Tier Tribunal	CEO	Report to Board to be made as part of next quarterly Complaints Report.
Compensation up to £500	DCEO/DFCS DHPS HSM	Subject to Policy on Compensation Payments. Report to be made to Board as part of next quarterly Complaints Report.

ACTION	AUTHORITY	Comments
Compensation from £501 to £1,000	CEO	Subject to Policy on Compensation Payments. Report to be made to Board as part of next quarterly Complaints Report.
Compensation > £1,000	Board	
Legal Action		
Initiate legal action by the Association against another corporate body	Board	
Publications		
Annual Performance Report	CEO DCEO/DFCS	Chair/Office Bearers to approve final draft.
Annual Complaints Report	CEO DCEO/DFCS, CSO (Governance)	Subject to quarterly complaints reporting to Board.
Press releases/Comment	CEO Chair	Usually issued through appointed PR Consultant.
Newsletter	CEO SMT	
Tenant Handbook	HSM CSO	
Rent Review Consultation	HSM	Chair/Office Bearers to approve final draft.

2. Finance and Corporate Services

a) General Financial Authority

ACTION	AUTHORITY	Comments
General Financial Reporting		
Annual budget	Board	
5-year Financial Plan return to SHR	CEO DCEO/DFCS	Board for Oversight/Monitoring.
Response to Auditor's Management Letter	Board subject to recommendation from A&R Committee.	
Recommend annual accounts and appointment of auditors to AGM	Board subject to recommendation from A&R Committee.	
Quarterly management accounts	Board	
Loan Portfolio Return	CEO DCEO/DFCS	Board for Oversight/Monitoring.
Treasury Management		
Entering into loan agreements	Board	Rules.
Treasury Management Policy incorporating Investment and Borrowing Strategies	Board	
Open/close bank accounts	CEO DCEO/DFCS	Board for noting.
Apply for short-term overdrafts and transferring cash between accounts	CEO DCEO/DFCS	Must be in line with agreed Treasury Management Policy, Investment Strategy and Borrowing Strategy.
Investment of Surplus Cash	CEO DCEO/DFCS	Must be in line with agreed Treasury Management Policy, Investment Strategy and Borrowing Strategy.
Authorised signatories On Behalf of RSHA - 2 categories	<u>Category A</u> Chairperson Joint/Vice Chairperson Chair of A&R Committee	
	<u>Category B</u> CEO DCEO/DFCS DHPS HSM	

Payments		
Any value of payment	Any two authorised signatories from either category A or category B (outlined above) however category B signatories should be used in preference.	Subject to the Sustainable Procurement Policy. The budget holder (person instructing spend) should never be involved in the payment process.
Legal		
Legal documents/contracts	Any two authorised signatories from above categories	• If the document requires only one signatory - this should be from Category A. • If a specific signature is required by the contract terms. • Requires authorisation for use of seal by Board.
Approved new build development contract documents/novation agreements etc	CEO	For new build development projects previously approved by the Board where all funding agreements and consents etc are in place.
Acceptance of grants/awards of funding		
Accepting offers of grants or awards of funding for projects previously approved by the Board.	CEO/SMT	• Subject to Governance of the Development Process and Board approval of the development/project. • Subject to reporting to Board. For oversight and monitoring.
Leases and Renewals		
Leases and Renewals (RSA/Venachar, Leases RSA/Stirling Council/Third Parties)	Board	Subject to report and recommendations from SMT.
Authorisation of salary payments		
a) confirmation of amounts to be paid each month	CEO and/or DCEO/DFCS	
b) processing the salary calculation through payroll software	FO	If the DCEO/DFCS is processing the payroll, then the CEO must confirm the amounts to be paid at a) above.
c) authorisation of electronic transfer of funds	Any two from category B (outlined above).	In accordance with monthly salary calculation reports.
Authorise Instruction of Sheriff Officers to trace & pursue debt including recharges, former tenant arrears and factoring debt.	AHSO	
Authorise legal action to pursue debt including recharges, former tenant arrears and factoring debt.	HSO	
Bad debt write-off (below £500) including recharges, former tenant arrears and factoring Bad Debt.	AHSO	In line with criteria set out in relevant procedure.
Bad debt write-off (up to £1,000)	SMT	In line with criteria set out in relevant procedure.
Bad debt write-off (above £1,000)	Board	

Insurance Services and Cover	DCEO/DFCS	Cover to manage risks identified in risk register and cost confirmed by approved budget. Procurement in line with Sustainable Procurement Policy.
Approval of Expenses		
a) Approval of Board members' expenses	Corporate services function	Board and Staff Expenses policy.
b) Approval of CEO's expenses	DCEO/DFCS/SMT Member	
c) Approval of Staff expenses	SMT/Line manager	

Authority to commit expenditure and approve invoices

a) Within budget

As an overriding principle the person who commits the expenditure should not be the same as the person who authorises payment. This 'authority' strictly refers to the final payment authorisation through on-line banking. Within small organisations this segregation of duties can be hard to accommodate. To address this issue all online payments will require to be authorised by two individuals ensuring that there is always one independent person.

Estimated expenditure (Including VAT) (within budget)	Minimum Requirement	Authority to instruct/invoice checking and processing	Approval and authorisation of invoice for payment (within budget)	Limit (if any)
Up to value of £1,000	In line with Sustainable Procurement Policy and Procedures	CSA/HSA	Officers	up to £1,000
Up to value of £1,500	In line with Sustainable Procurement Policy and Procedures	AHSO PSA	Officers	up to £1,500
Up to value of £3,000	In line with Sustainable Procurement Policy and Procedures	HSO IMO CSO/ CSO (Governance) FO	Line Managers	up to £3,000
Up to value of £5,000	In line with Sustainable Procurement Policy and Procedures	APSO	Line Managers	up to £5,000
Up to value of £25,000	In line with Sustainable Procurement Policy and Procedures	PSO	DHPS	up to £25,000

Up to value of £50,000	In line with Sustainable Procurement Policy and Procedures	HSM	CEO and/or DCEO/DFCS/DHPS	
Up to value of £50,001 - and above	In line with Sustainable Procurement Policy and Procedures	CEO DCEO/DFCS DHPS	CEO/DFCS/DHPS	

b) Expenditure out-with budget

Planned Expenditure

The CEO will have general authority to re-allocate up to £25,000 per annum from under-spent budgets to other projects that are consistent with Business Plan objectives. A report on such reallocations will be given as part of the next Quarterly Management Accounts.

Other situations

In the event that there are no funds available for reallocation from underspent budgets or in the event of unplanned expenditure being required in an emergency, authority to incur such required expenditure will be as set out below. For these purposes an “emergency” is defined as a situation where it will be manifestly detrimental to the Association should action not be taken.

Up to £25,000 – Any two authorised signatories from either category A or category B (outlined above) however category B signatories should be used in preference, subject to a full report being made to the next Board meeting.

Over £25,000 – Two authorised signatories one of which from category A subject to a full report being made to the next Board meeting. Such expenditure will not normally be incurred without, in addition to the above, reasonable steps having been taken to consult with and obtain the approval of other office bearers. Where it is deemed necessary an emergency meeting of the full Board may be called.

Expenditure should be subject to the Sustainable Procurement Policy. The budget holder (person instructing spend) should preferably not be involved in the payment process. These controls shall however not operate to impede the implementation of the Association’s Business Continuity Plan.

3. Human Resources

ACTION	Authority	Comments
Staff Structure and removal/addition of posts/redundancies	Board	Detailed review/scrutiny by A&R Committee with recommendation to the Board.
New Job Profile/Grading	Board	Detailed review/scrutiny by A&R Committee with recommendation to the Board.
Enhanced Redundancy Payment	Board	Detailed review/scrutiny by A&R Committee with recommendation to the Board in line with Redundancy Policy and Entitlements Payments and Benefits Policy.
Voluntary Redundancy Requests and approval of applications	CEO	
Exit Interviews with Senior staff	Conducted by the CEO and separately by the Chair or person nominated by the Chair.	
Proceed with recruitment to fill vacant existing posts	CEO A&R	Subject to review in line with Recruitment and Selection Policy
Job Profiles/grading of posts/job evaluations.	CEO A&R	Any variation from EVH Terms and Conditions of Service subject to Board approval.
Terms and conditions of employment	Board	Detailed review/scrutiny by A&R.
Review of Pension Scheme/Contributions	Board	Detailed review/scrutiny by A&R.
Employer accreditation schemes e.g., Investors in People	Board	Detailed review/scrutiny by A&R.
Initiate Protected Conversation with a staff member	CEO/SMT	Board for Oversight/Monitoring.
Settlement Agreements	Board	Detailed review/scrutiny by A&R Committee with recommendation to Board in line with Settlement Agreement Policy and Entitlements Payments and Benefits Policy.
Scottish Government Job Retention Scheme		
Decision to top-up Furloughed staff member salary to 100%	CEO/Office Bearers	In line with eligibility for the Scottish Government Job Retention Scheme and EVH Guidance for Employers.
Volunteer Furlough Requests/Decision to Furlough staff member(s)	CEO	In line with Scottish Government Job Retention Scheme and EVH Guidance for Employers.
Changes To Working Patterns, Flexible Working Requests		
CEO	Board	Detailed review/scrutiny by A&R Committee with recommendation to Board.
SMT	CEO	
Other Staff	SMT	

Salaries negotiation and any other increases	Board	EVH Terms and Conditions.
Recruitment		
Recruitment arrangements	CEO	Within budget.
Options Appraisal in event CEO post is vacated	Board	
Interview/selection of new staff		
a) Senior staff	Board and CEO	
b) Other staff	CEO SMT	
Recruitment to fill temporary gaps/long term absences	CEO/SMT	
Appointment of external agents on ad hoc basis to address resource gaps	CEO/SMT	In line with budget provision and Sustainable Procurement Policy and Procedure.
Offer of employment following recruitment	CEO/SMT	In line with employment policies.
People Development Reviews		
CEO	Chair/Office Bearers	Board for noting.
Other staff	Line Manager (CEO/SMT)	
Training and Conferences		
Training courses/conferences	Line Manager (CEO/SMT)	Within training budget
Disciplinary Action		
a) Initiate disciplinary action and /or suspension	Line Manager/SMT	In line with EVH T&Cs and employment policies. Report required to next Board/A&R Committee for information. • Suspension ○ Authorised by Line Manager/someone more senior than the person involved. ○ Authorised by the Board in the case of the CEO. • Investigation ○ Conducted by Line Manager. If this is not possible conducted by a manager of equal status. • Disciplinary Hearing ○ Disciplinary hearings should be Chaired by a person not directly involved in the investigation. • Appeals (internal) ○ Heard at one level above that which the disciplinary action was

		taken. If this is not possible heard by a person of equal status. o No person involved in the original disciplinary decision should take part in the appeal hearing, unless it is not possible to avoid this.
b) Dismissal of staff	Approved by panel of Board members	In line with EVH T&Cs and employment policies. Report on outcome to next Board/A&R Committee for information.
c) Dismissal CEO	Initiated by Office Bearers approved by panel of Board members excluding Office Bearers	
Annual Leave and Other Types of Leave		
Authorise annual leave CEO	DCEO/DFCS SMT	
Staff Annual Leave and Fixed and Public Holidays	CEO	EVH Terms and Conditions.
Authorise annual leave other staff	Line Manager (CEO/SMT)	In line with employment policies.
Authorise annual leave of more than 3 consecutive weeks		
CEO	Chair Office Bearers	
SMT	CEO	
Other staff	Line Managers	
Authorise balance of annual leave carry forward up to 5 days	CEO	In line with employment policies.
Authorise balance of annual leave carry forward in excess of 5 days	Board	Exceptional circumstance. Detailed review/scrutiny by A&R Committee with recommendation to Board.
Authorise payment in lieu of annual leave balance carry forward up to 5 days a) CEO b) Other staff	a) Chair b) CEO	Exceptional circumstance. Board for Oversight/Monitoring.
Authorise payment in lieu of annual leave balance carry forward in excess of 5 days	Board	Exceptional circumstance. Detailed review/scrutiny by A&R Committee with recommendation to Board.
Secondments/Career Breaks/Sabbaticals		
a) CEO/SMT	Board	Detailed review/scrutiny by A&R Committee with recommendation to Board.
b) Other staff	CEO/SMT	

Special/compassionate leave		
Up to 4 weeks	SMT	
4 – 8 weeks	CEO	
More than 8 weeks	Office Bearers	Board for noting.
Flexi /TOIL		
Flexi/Toil CEO	DCEO/DFCS SMT	
Flexi/Toil other staff	Line Managers	
Overtime		
a) CEO	DCEO/DFCS	In line with budget.
b) SMT	CEO	In line with budget.
c) Other staff	SMT	In line with budget.

4. Property Services

(i) Investment & Development

ACTION	AUTHORITY	Comments
Proposals for scheme inclusion within the Strategic Housing Investment Plan (SHIP).	DHPS	
Acceptance of Annual Grant Planning Target with Scottish Government	DHPS	Reported to the next meeting of the Board.
Requirement for Housing Needs and Demand Assessments	Board	
Annual Budget for speculative/abortive development work	Board	Subject to approval with Annual Budget recommendation to the Board.
Speculative/abortive development work	DHPS DCEO/DFCS	
Suitability of development for consideration by Board	DHPS	
Authorise feasibility study	Board	Recommendation to the Board in line with Governance of the Development Process..
Site to be pursued post-feasibility/cost plan	Board	Recommendation to the Board in line with Governance of the Development Process.
Housing mix/design/tenure of proposed schemes	Board	Recommendation to the Board in line with Governance of the Development Process.
Community engagement and consultation	DHPS HSM Development Agent/Adviser (DA)	
Submission of application for Planning Permission	DHPS	
Approval for acquisition of land /property.	Board	Subject to scheme financial viability and impact on Business Plan. In line with Strategic Direction and business objectives. In line with Governance of the Development Process.
Authorisation of payment for land purchase	DHPS	
Procurement and appointment of DA and DA performance	DHPS	In line with Sustainable Procurement Policy and Procedures.
Procurement and appointment of consultants and consultant's performance	DHPS & DA	In line with Sustainable Procurement Policy and Procedures and standard conditions of appointment.

Procurement and appointment of contractors and contractor's performance	DHPS & DA	In line with Sustainable Procurement Policy and Procedures and standard contract terms.
Agree procurement route to be followed in relation to each scheme	Board	Recommendation to the Board in line with Governance of the Development Process.
Monitoring of programme and project expenditure and progress	DHPS DA with quarterly reporting to Board	Exception reporting.
Design Guide/Technical Specification	Board	Recommendation to the Board in line with Governance of the Development Process.
Annual Procurement Strategy and Annual Procurement Report (where required)	Board	In line with Sustainable Procurement Policy and Procedures.
Opening of Tenders	At least one Category A person must be in attendance for the opening of tenders above £50,000 for Goods and Services and £500,000 Works. Budget holder and one other staff member up to the value of £50,000 for Goods and Services and £500,000 Works in line with Sustainable Procurement Policy and Procedure.	Where the procurement process requires tenders to be returned electronically to a secure electronic post box only e.g., Public Contracts Scotland (PCS) these can be downloaded by the staff member dealing with the contract or by consultants engaged to carry out the procurement on our behalf without a Category A person being in attendance.
Agree Variations to Contract Works		
a) Where cost can be accommodated within 1% of scheme works and/or there is no significant alteration to design	DHPS DA	
b) Where additional cost >1% of scheme works and/or significant alteration to design required.	Board	Recommendation to the Board in line with Governance of the Development Process.
Scottish Government HARP Administration a) Initial project proposal b) Acquisition c) Cost plan proposal c) Tender d) HAG PC e) HAG claims	DHPS/DA and/or CEO/DFCS	
Acceptance of Scottish Government offer of grant for specific schemes	DHPS	Amount certified by external professional adviser within budget.
Authorisation of JCT contract payments	DHPS	
Authorise commencement of works on-site	DHPS/DA	
Post Completion Audit	Board	Recommendation to the Board in line with Governance of the Development Process.

(ii) Asset Management

ACTION	AUTHORITY	Comments
Planned maintenance programme (long-term 3 year and annual)	Board	In line with Sustainable Procurement Policy & Procedure.
Contractors/Framework	Board	In line with Sustainable Procurement Policy & Procedure.
Approve total work required in respect of void property		
Up to value of £1,500	PSA	
Up to value of - £5,000	APSO	
Up to value of - £25,000	PSO	
Up to value of - £50,000	DHPS	
£50,001 and above	Board	In line with Sustainable Procurement Policy & Procedure.
Decision to remove property from the rent debit system which is empty, awaiting or undergoing major repair/structural work during which time it would be unsafe to be occupied.	HSM/DHPS	
Redecoration grants up to value of £250	HSO/APSO	
Redecoration grants over £250 up to £500	PSO	
Redecoration grants over £500	DHPS	
Alterations and Adaptations		
Response to application from tenant to alter property	PSO	All conventional alterations excluding extensions to property.
Response to application from tenant to extend property	DHPS	
Award of compensation for alterations at end of tenancy	DHPS	In accordance with legislation and guidance and Compensation Payments Policy.
Stage 3 Adaptations Within approved annual Scottish Government (SG) Grant Allocation	APSO	Up to value of £5,000 and where no significant alteration to overall design of the house.
Up to value of £25,000	PSO	
Up to value of - £50,000	DHPS	With advice from PSO where required.
Greater than £50,000	CEO	Significant alteration to the design of the house subject to report to Board.
Stage 3 Adaptations requiring RSHA funding	Board	As part of annual budget process or where SG grant allocation fully expended during financial year.

Removal of an adaptation from a previously adapted property to facilitate general needs let Up to the value of £25,000	DHPS	
Greater than £25,000	CEO	Subject to report to Board.
Authorisation of JCT contract payments	DHPS CEO DCEO/DFCS	

5. Housing Services

ACTION	AUTHORITY	Limit (if any)	Eligible to sign documentation on behalf of RSHA (if different from authority to approve)
Annual rent review and consultation	Board with Office Bearers sign off on consultation		
Rent setting framework and service charge review	Board		
Approve revised rent for individual properties on basis of % annual rent increase.	HSM		
Approval to take property out of rent debit/divergence from rent structure	CEO		Subject to report/approved recommendation from DHPS/HSM.
Management Transfers	CEO		Subject to report/approved recommendation from DHPS/HSM.
Removal of a property from Letting Pool for Special Lets/Leases to Stirling Council/Other Statutory or Care or Support Agency			
One property per year	HSM		
Additional property	Board		
Enter cases into court for repossession of tenancy	HSM		HSO.
Implement eviction	CEO		Subject to report and recommendation from DHPS/HSM.
Approve wage arrestment and freezing of bank accounts	HSO		
Offers of tenancy/shared ownership/equity	HSO		
Signature on tenancy agreement	HSO		
Approve mutual exchanges, sub-letting/lodgers, successions and assignments of tenancy and creation of joint tenancies.	HSO		
Set tenancy start/end dates	HSO	Authority of HSM required where: - tenancy commencement date proposed to be more than 2 weeks after offer letter date - termination of tenancy date proposed to be prior to expiry of one month's notice from tenant	
Remove, suspend, and re-admit applicants to housing list	HSO		HSA.
Service of Abandoned Property Notice	HSO		
Authorise serving of Notice of Proceedings for Recovery of Possession	HSM		HSO.

Authorise disposal of personal belongings in repossessed properties.	HSO		
Instruct legal action be raised where no access is given for gas safety check	HSM		
Authorise requests for release of information received under the - Information Sharing Protocol for Forth Valley Community Safety Partnership	HSO		
Authorise refund of rent and Benefit Payments	HSM		
Assessment/pointing of housing application	HSA plus one HSO		HSA
Procurement of Tenant Satisfaction Survey	HSM		In line with Sustainable Procurement Policy and Procedure.
Tenant Satisfaction Survey Questionnaire	SMT		

<u>Authority Key</u>	
CEO	Chief Executive Officer
DCEO/DFCS	Deputy CEO / Director of Finance & Corporate Services
DHPS	Director of Housing & Property Services
HSM	Housing Services Manager
ET	Executive Team (CEO, DCEO/DFCS and DHPS)
SMT	Senior Management Team (CEO, DCEO/DFCS, DHPS and HSM)
CSO	Corporate Services Officer
CSO (Governance)	Corporate Services Officer (Governance)
FO	Finance Officer
CSA	Corporate Services Adviser
PSO	Property Services Officer
APSO	Assistant Property Services Officer
PSA	Property Services Assistant
HSO	Housing Services Officer
AHSO	Assistant Housing Services Officer
HSA	Housing Services Adviser
IMO	Income Maximisation Officer
DA	Development Agent