

Cornerstone News

November 2016

Welcome

Firstly a very warm welcome to all our new members

This newsletter is incredibly important for you as we continue to raise awareness of the strategic plan that Cornerstone had been seeking to implement without consultation and negotiation with UNISON.

Please take time to read this newsletter and share with colleagues who are interested in joining UNISON. *The more members we have the stronger your voice.*

Local Cornerstone - Update

Last week's newsletter highlighted UNISON's concerns that Local Cornerstone was being imposed without any meaningful consultation and negotiation with UNISON. Members will have noted that the Chief Executive felt the need to respond to the newsletter.

Cornerstone are basing their strategic plan around the **Buurtzorg** model of working so let's look at some facts.

What is Buurtzorg?

Buurtzorg is a Dutch homecare provider and has attracted widespread interest for its innovative use of self governing teams. The Buurtzorg model of working does not rely on different levels of staffing grades or roles but instead, Buurtzorg nurses are expected to deliver the full range of medical and support services to clients. The Buurtzorg model sounds great, particularly when you consider that Buurtzorg staff are paid at least **£30+ per hour** for being able to carry out the full range of medical care and administrative support.

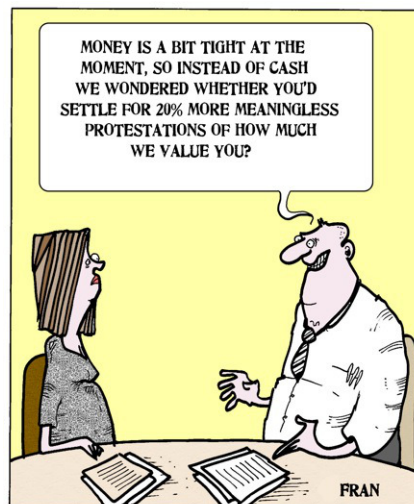
We remain concerned that Cornerstone will want Buurtzorg levels of service on Cornerstone rates of pay.

Pilots!

Following the recent newsletter, members have been in touch with UNISON to make us aware that a number of 'pilots' are already in place. Staff appear to have been duped into "volunteering" for these pilots believing that UNISON had been involved.

Ask yourself if you have already been asked to take on more work and responsibility for the same rate of pay? Should Cornerstone apply the full Buurtzorg model, almost all staff jobs will be at risk with everyone facing the prospect of greater workloads and responsibility for effectively very little pay.

UNISON **has not** been informed or consulted around these pilots and Cornerstone has been caught red handed implementing change behind the backs of hard working Cornerstone staff and your UNISON representatives. Yes, Cornerstone may sell this idea to existing staff as an



opportunity to earn a greater hourly rate of pay; however the secrecy involved suggests that Cornerstone wants to deliver the benefits of Buurtzorg on the cheap!

Initial feedback from staff taking part in the pilots is disturbing:

- “team members are required to do admin, rotas, budgeting, health and safety, and be ‘listeners’ which are all new jobs”
- “staff now have to do admin, we spend less time on client support.”
- “if someone calls in sick, they are not necessarily covered so one member of staff has to cover two clients instead of one”
- “signs that the behaviour of some service users is regressing”
- “sharing very sensitive personal information about staff with a wide group of people”

So if you remain in any doubt ask yourself this question. If the Buurtzorg model delivers better care, for less money and staff can be better paid, then why the secrecy and failure so far to consult and negotiate properly with UNISON?

UNISON ADVICE – We are advising members **not** to volunteer or apply for roles until Cornerstone fully engages in Collective Bargaining with UNISON.

Implementation by Stealth

Members have also informed us that staff appear to have been “selected” for the new roles. To date the job descriptions and salaries for these new roles have not been subject to any UNISON input. This is not the behaviour of a good and fair employer.

We are now very clear that Cornerstone Leadership do not understand the Collective Bargaining process:

Deborah Dyer, UNISON Head of Community says;

*“The law is very clear, employers must inform and consult with their Trade Union and if they fail to consult on collective bargaining issues then they are breaking the law. To be clear to members negotiating and bargaining happens **between** UNISON representatives and Cornerstone to create fairness and equality at work.*

Negotiation must not be confused with consultation which is simply an exchange of opinions between staff and your employer such as at the employee forum, People Work stream or new consultative group.”

Collective Bargaining is an individual right that is worth defending!

Many members had the false understanding that the employee forum was led by UNISON and were unaware of whom their representatives are! Why is this important?

UNISON representatives are democratically accountable to the UNISON membership and are trained and skilled in employment law and industrial negotiations. UNISON represents **all staff** collectively whether you are a UNISON member or not however being a union member means that **you get a say** in the process.

Staff representatives do not have such training and are unaccountable to the staff they are supposed to be representing. To illustrate this point, think how easy it is to contact UNISON and voice your concerns.

If Local Cornerstone is to be so positive for staff, why do you think that Cornerstone would rather focus discussions around an unaccountable employee forum rather than an accountable and transparent forum where UNISON leads the negotiations?

Latest Position

So what has happened in the last few days? Well UNISON has been inundated with phone calls from members concerned that UNISON, have not been the focus for Cornerstone consultation. Members have quite rightly been asking why UNISON trained negotiators are being ignored at the expense of staff reps that do not have the legal training or negotiation skills to ensure staff interests are protected.

Cornerstone represented by John Grant and Lynne Robertson who were very professional given the difficult circumstances met with UNISON earlier this week however the Chief Executive was absent from those discussions. UNISON became aware of a specific script that the Leadership Team had to adhere to and it became a unique experience for trained UNISON negotiators to be discussing important staffing matters with what effectively was a piece of paper!

What the talks did establish is that Cornerstone had no intention to date of entering into meaningful negotiations with UNISON. We are awaiting conformation that this position will now change.

UNISON became aware that paperwork was already being prepared to give some managers 30 days notice of being at risk of redundancy! UNISON has requested postponement pending further talks this has been clarified today.

What now?

Members have been asking UNISON reps and officials what they can do to help.

As always, encouraging colleagues to join UNISON is particularly important at this time.

We need to build our membership collectively as together we are stronger however non members need to act now should they require individual support and representation.

Complete the application use the freepost address provided or call **Ian Fitzpatrick on 0141 342 2807**

Members have also been asking UNISON whether staff should be avoiding the road shows. On the contrary, **we are encouraging as many members as possible to attend the road shows.**

We have no doubt that a sugar coated version of Local Cornerstone will be delivered dangling a carrot to make it sound appealing to staff.

We simply ask that members listen very carefully to what is being said and be mindful that nothing has been agreed with UNISON. Ask questions and seek assurances around some key issues:

- Can you guarantee no compulsory redundancies?
- Why have you failed to negotiate any of these changes with UNISON my Trade Union?
- Why has this been done in secret?
- Will all existing contracts of employment be protected without any significant changes?
- What, if any, jobs are protected under the new proposals?
- If changes are proposed, will these be negotiated and agreed with UNISON and the individuals concerned?
- Where changes are required and if agreement cannot be reached, will Cornerstone pay redundancy payments?

- Will I keep my holidays and Sick Pay
- Why have service users and their families not been informed?

Next Steps

UNISON has organised initial member meetings to discuss the proposals that have been made. More dates will follow to give everyone an opportunity to speak with UNISON

The details of the meetings to be held are:

Glasgow, UNISON 14 West Campbell St, G2 6RX – Wednesday 9th November @ 11am

Glasgow, UNISON 14 West Campbell St, G2 6RX – Wednesday 9th November @ 2pm

Aberdeen, St Mark’s Church, Aberdeen, AB25 1JY – Tuesday 15th November @ 6pm

Dundee, Central Library, Wellgate, DD1 1DB – Thursday 17th November @ 6pm

UNISON will be gathering all your concerns at these meetings and presenting them to management for a response.

The number one reason for someone not being a member of UNISON is that they have not been asked so please ask a colleague to join UNISON and play a part in building your union today. Join online or use the application overleaf and keep up to date with our UNISON Community Facebook page.

For the very latest news updates, search for us at:

Facebook: ‘UNISONSCOTCOMMUNITYSEC’

Twitter: ‘@UNISONCommVol’



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***** STOP PRESS *****

UNISON has been in Dialogue with Cornerstone this morning (Friday) and we are now hopeful that progress is possible. Importantly your employer now seems willing to move

forward by collectively bargaining with UNISON. We will advise further as more detail emerges.