

CORNERSTONE **UNISON UPDATE**



AUGUST 2018

Welcome

Thank you for taking the time to read this important newsletter where you will find out what UNISON is doing to protect and improve your pay, terms and conditions with your employer. UNISON is also looking to develop our method of communication with members and given the fact that social media is being used by more and more of our members, we'd ask that you follow UNISON on Twitter and Facebook to get the very latest updates. The social media links for UNISON in the Community Sector are listed below:



<https://www.facebook.com/groups/unisonscotcommunitysec>



@UNISONCommVol

Cornerstone Fails to Consult UNISON

It is with frustration and disappointment that UNISON must advise members that Cornerstone is once again refusing to consult your union over staffing matters.

You will be aware that Cornerstone is attempting to introduce a new post of "Project Leader". This post has been introduced without any formal consultation with UNISON, without going through an open and transparent Job Evaluation process, and in UNISON's view, has been placed inappropriately lower down on the Cornerstone pay scale.

Of most concern to UNISON is Cornerstones refusal to see this new role as a way to provide some job security and dignity for Service Managers and Team Leaders. This group of vital front line staff continue to be treated very badly by management despite our robust requests for dialogue.

UNISON's Head of Community, Deborah Clarke, said "I remain extremely concerned about the treatment of some key staff through Cornerstones attempts to implement the Project Leader role by stealth. This attempt to set a precedent where Cornerstone can introduce a role for less pay than is appropriate, without being properly evaluated, and without considering the implications for staff who could be a good fit for the role, is dangerous and completely unacceptable to UNISON. It is not lost on UNISON that this role appears to be a rehash of the obsolete Operational Manager role."

Clarke continued "This is an example of Cornerstone talking about valuing the excellent work of staff whilst simultaneously ignoring their own employment policies and procedures and treating them with contempt. You can't have it both ways, you either value and respect your staff or you don't!"



UNISON calls on Cornerstone to come back to the negotiating table and meet with the staff side representatives on this issue as soon as possible to end the uncertainty and carry out the following:-

- Full consultation on the requirement for and details of the role
- Put the role through an open and transparent Job Evaluation process
- Place the role on the appropriate pay point through negotiation with UNISON
- Investigate all options for ring fencing the role to staff whose jobs are potentially at risk in the future
- Adhere to the Fair Work Principles of Effective Voice, Opportunity, Security, Fulfilment and Respect which they signed up to
- Demonstrate they can be a good and fair employer by working with UNISON in the very best interests of all staff.

Pay Update

Union/management negotiations have been ongoing with Cornerstone over our 2018/19 pay claim. To date we do not have anything of substance to report but look out for updates very soon.

The main points of our pay claim were:-

- All frontline Care workers to be paid a minimum of **£10.00** per hour from 1st April 2018.
- An increase for staff at the bottom of the pay scale to bring their pay up to the level of the Scottish Living Wage currently **£8.75** from 1st April 2018.
- Local Cornerstone SOT members to be paid **£12.00** per hour from 1st April 2018.
- Minimum **3%** increase for all workers earning less than £36,500 for *staff not affected by the above* from 1st April 2018.
- Staff over £36,000 to be paid **1%** increase from 1st April 2018
- An Increase on Sleepover Allowances to SLW rate per hour from 1st April 2018
 - I. Up to 8 Hours **£70.00**
 - II. Up to 9 Hours **£78.75**
 - III. Up to 10 Hours **£87.50**

As well as the above points we are seeking movement on sick pay, increments, on call payments, and expenses.

UNISON 2018 Member Survey



Attached to this newsletter you will find a short survey.

We would really appreciate you taking the time to complete it and return it to us in the pre-paid envelope.

We compile the results every year and it helps us when discussing some of the broader issues that our members have with management.

Many thanks for your co-operation!



Local Cornerstone – Dundee, Angus, & Perth

In recent months UNISON has been in attendance at a series of staff briefings for all front line Care Workers from Dundee, Perth and Angus where staff were briefed on Local Cornerstone and the new Local Care and Support Teams. Staff had the opportunity to gain full clarity on what it means for them and to hear from UNISON face to face.

The meetings were very well received by our members and dispelled a lot of myths around what Local Cornerstone means and what UNISON's position on the self organising teams is. UNISON would like to thank Sara Murphy, Branch Leader and her team for the invitation to attend.

For the avoidance of doubt, UNISON's position on Local Cornerstone and the Local Care and Support Teams is:-

- You can **volunteer** to take part and your current post will be protected
- Great opportunity to earn more pay
- A chance to learn new skills in a supportive pilot
- Access to training and a coach
- Ability to make decisions in the best interests of the person you support and the team who are delivering the direct service, resulting in a better experience for both staff and service users.

Clearly, after UNISON's intervention, the benefits of the Local Care and Support Teams being brought in as a voluntary trial offered a series of positive opportunities for our members with no detriment to them. As always we are keen to hear about your experiences if you are going through the process to allow us to put your thoughts and issues to management.

Sleepovers – Mencap Court Case

UNISON has asked the Supreme Court for leave to appeal against the Court of Appeal decision that care workers' sleep-in shifts do not count as working time and therefore do need to be paid in line with the National Minimum Wage regulations.

The Supreme Court will now decide whether to grant UNISON the right to appeal against the July decision by the Court of Appeal that decided in favour of an appeal from mental health charity and care provider, Mencap, against an employment appeal tribunal decision in April 2017.

UNISON took the initial case to an employment tribunal on behalf of care worker Clare Tomlinson-Blake. It argued that sleep-in shifts should count as working time, and should be paid at hourly minimum wage rates or higher.

Now, says the union's head of legal services Adam Creme, "there will be a period of time when the Supreme Court considers the application, but it is reasonable to expect the court will agree to hear an appeal.



“Assuming this is agreed, UNISON will be taking the appeal forward and fighting for our members.

“We believe the Court of Appeal got this decision completely wrong and will do everything we can to reverse it.”

UNISON has been assured by Cornerstone that they do not intend to change the way that they currently pay sleepovers, indeed our pay claim this year asks for sleepovers to be paid at £8.75 per hour as per Scottish Government Policy, increasing the current level of pay that you receive. However, it's important that we are all aware of the ongoing legal battles over how Care Workers are paid in the UK. It is against that backdrop that being a member of a strong union like UNISON pays dividends.

Cornerstone Stewards

UNISON continues to go from strength to strength in Cornerstone, enforcing members rights at every turn and achieving a series of victories on behalf of our members.

This is being reflected in the number of members who have been volunteering to become UNISON stewards. We now have 11 stewards across the organisation, from Elgin to Dundee to Glasgow, meaning that our members get appropriate local support at the time its needed resulting in issues being resolved very quickly.

Having said that – we're not full! We are always on the lookout for new stewards to further strengthen our member's rights in Cornerstone. If you are interested in becoming a steward or are just curious and want to have a chat with no strings attached, please contact John Mooney at j.mooney@unison.co.uk .

Alternatively, you can contact any of your local stewards for a chat:-

Jamie Kelly, Convenor	07805979223
Kevin McConnachie	07833552675
Mags McHenry	07734310893
Brenda Richmond	07532761813
Audrey McCabe	07505700476
John Frew	07711142187
Karen Morrison	07955619399
Scott Broadley	07886558421
Patrick Lee	07538873296
Benson Mugenyi	07779624985
Mags Percy	07598720299
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