

CONSULTATIVE BALLOT PAPER

CORNERSTONE 2018/2019 PAY OFFER

Important to note that when we run ballots we only usually get three or four comments. This level of responses is unprecedented. The only editing that we have done is to make them anonymous, so there are positive comments, negative comments, some slang etc.

Comments from some members who rejected the offer:

Cornerstone do not listen or act on their staff opinions. We get all these staff surveys but where are the improvements after we have had our say?

LCAST movement is sold as 'Voluntary' but it's not really, if a service manager thinks a team is ready they bring in the training and support, staff follow suit as they feel they have no option.

Staff are undervalued massively. Team Leaders get no support!

I have heard senior managers say, if staff aren't ready for LCAST then they will work to help these staff find happiness elsewhere - very clear they want to constructively push them out.

I am a Support Worker with XX (11 years). I found out about the pay offer from you, my Union reps, and not from management.

1% is risible. Given the large amount of extra work that has been assigned to us, by stealth, over the years, my job bears only some resemblance to that which I was recruited to do. And I was only made Support Worker recently, when I'd been doing that job for a long time.

We get paid less than cleaners.

Cornerstone needs to value the staff they have!! I work on retaining staff and recruiting new staff, who are inexperienced, at higher wages and its not fair to existing staff.

As part of an LCAST Team I feel £10 per hour is not enough for the extra responsibility.

Also - the he said/she said comments between UNISON and Cornerstone isn't good enough. It was nearly enough for me to consider not voting, as it feels pointless.

The On call payment is for 24 hours not a night!

From 12pm to 12pm next day! No extra at weekend!

Not even the minimum wage. Other care places get £10 per hour and enhanced payments.

I have been told if I don't agree to LC, my contract means they can transfer me to another service and replace me with someone who wants to go self management. I have no confidence in being trained properly from TL. This is not what we were promised at the start of all these discussions about self management.

Cornerstone is not the same company I started with many years ago.

It is a disgrace for the amount of work we have to do.

As with a lot of people who work with Cornerstone I am earning less than I was 5 years ago. I have worked here for over 15 years & love my job, often putting the PWS before my own family as do other staff members, it is time that we are shown some appreciation for the work we do, also to be paid s/o allowance when taking A/L as we also lose money when we are on holiday or off sick leave.

DECENT PAY FOR DECENT WORK !!

Inflation continues to rise. We need to cover our family's needs.

Feel that 1% is an insult considering how much frontline staff do on a daily basis and can't even get a decent living wage as reward for all effort & hard work.

After seeing what the Chief Executive etc have earned I am disgusted with their offer.

I, like many of my colleagues, have been stabbed in the back by Cornerstone, downgraded and de-skilled, lost money with the change from s/w to s/a, now Cornerstone expect their loyal staff to take on so much responsibilities and pay a pittance. UNISON must fight for all of us.

The amount of work we do is not reflected in the pay we receive. Cannot see the self-managed teams working.

When is my back pay getting refunded, for the years, I was downgraded from support worker to assistant support worker, whilst doing the same job.

Money award should reflect the job role and cost of living.

I have worked with Cornerstone 17 years and I am disgusted at way we are being treated I have started looking elsewhere.

If the union truly believe the company is at risk because of senior management's conduct why are you's as the union, not arranging meeting with M.P. and Social Work Minister and senior social workers to highlight the problem within Cornerstone. I would like to think that the union will fight tooth and nail as 5 years ago you's failed the members big time.

<p>A 1% increase in salary does not reflect all the increased responsibility that staff have to take on.</p>
<p>Cornerstone are pulling the wool over staff eyes. Offered staff £10 per hour if they take on team leader admin duties then withdrew the £10 an hour put it on hold but as far as I am aware staff still doing the admin just getting admin time at own rate of pay.</p>
<p>I have loved my job for 20 years but feel I now must seek an alternative 😞.</p>
<p>This is just a joke.</p>
<p>The pressures on remaining Service Managers and Team Leaders has increased, in particular on call more often. We are trying to upskill staff and recruit staff based on LCAST but this rise will do nothing to aid the process.</p>
<p>My wage is now worth less than it was when I started 11 years ago. Not good enough.</p>
<p>LETS NOT FORGET THE PAYOUTS TO CORNERSTONE MANAGERS WHO JUMPED SHIP !!</p>
<p>Cornerstone XXXXX is a rapidly failing organisation. It is time to "hand-over" to another more promising service provider. It is certainly worth the risk! More staff would leave this organisation if there wasn't so much financial instability.</p>
<p>Year after year 1%. They seem to find money for other items + Management to be in post. What about me after 15 years of service 1% thats what Im worth</p>
<p>Senior management seem to have no thoughts for the people we support who will ultimately suffer due to staff leaving. We (staff) can all get new jobs - the people we support would struggle to get new homes and may become very distressed having to move as no staff.</p>
<p>Cornerstone needs to show that they value staff and pay them accordingly.</p>
<p>I WANT THE SAME PAY INCREASE THAT EDEL HARRIS GOT.</p>
<p>I think support workers are under paid for the job they actually do and under valued.</p>
<p>The sleepover rate is going up but what about people thats on waken nights is there rate going up.</p>
<p>Strike or work to role (custom and practice will negate their "catch all" clauses in staff contracts.</p>
<p>"The pay at Cornerstone is shocking and will be the key factor in me looking for other positions".</p>
<p>Shocking. Company do not value Staff anymore. We are only a number on a rota. Not the company it used to be.</p>
<p>I have worked with Cornerstone for 12 years I give 110% to my job, now its time for Cornerstone to reward me for the excellent Additional work I do. I am frontline and feel a valuable member of Cornerstone, but why dont they feel the same way about me !</p>
<p>This offer is an insult. I've worked for Cornerstone loyally for nearly 14 years and feel very demoralised and angry at their treatment.</p>

So someone on a sleepover gets say £10; I do wakers and don't get much more than that. Wakers should get a pay rise too. Us, the staff on the shop floor; the ones doing the important work. are what keeps this company afloat. Not the "pen pushers" sitting pretty behind a desk !!!

The IT at the moment is shocking. I can't get my job done as Im spending so much time hunting teams for one required item or super slow computer system. I don't agree with the new way cornerstone is heading and I've got 16 years experience. It won't work in many houses.

I am also not happy with Support assistants being up graded to Support workers without any say in the matter!

Maybe if they stop giving themselves Pay increases they could give us more. There is no value to Staff who have worked many years.

I believe it's about time cornerstone put their money where their mouths are. They are fast becoming one of the worst paying/treating company out, despite seemingly believing their own hype.

I am appalled at the level of wages increases of Senior Management. Yet the workers on the ground are the back Bone of the Company and without our dedication and Commitment there would be NO Cornerstone that is FACT !

It is now feeling like a slap in the face each time the company I work for refuses to pay us a decent wage.

Aaims & values?

Aaim-to short change staff!

Value - Money!

Pay offer is a total joke, so much for the buzz words of upskilled and being valued used at local cornerstone meetings.

Its time North Lanarkshire Council done an audit on Cornerstones activities Employed for 18 years and all they have done is line their own pockets.

Time to pull the plug.

Disgusted.

I no longer have respect for Cornerstone they are a bad company to work for.

It devalues our Staff !

Staff are concerned that Union will not see them (staff) thru.

Please dont disappoint your members. Staff feel if Cornerstone agree to something with Unison, Unison will back down on pay deal.

- LCAST rates are too low for the extra responsibility a team member must take on
- On call rate is unacceptably low for covering your whole branch.

MISERABLE SHOWER

What about Relief Support Workers on Zero hour contracts, who have their SVQ 3 but still get a flat rate of 8.75 per hour?

Cornerstones "Pay Offer" is highly offensive to us frontline workers. If they do not make a reasonable offer they can say goodbye to a lot of their hard working Staff !!

As a long term Cornerstone worker I am deeply disappointed that senior management appear to be ignoring staff calls for a decent pay offer this seems to happen year on year. Surely it is time for a change of direction and management to start recognizing the work and effort that staff display on a daily basis.

1% pay rise for LCAST is shocking.

Sick pay is shocking.

Happy about £70 SLW.

CORNERSTONE ARE A DISGRACE

I have been a Cornerstone employee for 10 years. I love the work i do and the people I support but the pay isn't fair for the amount of work I do. They have been promising us a pay rise for 2 years and still no change. When I started working for Cornerstone they were one of if not the highest paying Care company. Now every Care Company are overtaking.

Everything has gone up due to inflation gas/electricity food etc. apart from staff wages. 1% is unacceptable. There is no incentive or increments for staff taking on more responsibility.

VERY UNFAIR PAY RISE !

Absolute disgrace !

One rule for Senior Manager, another for the workers earning the money for the company.

What do these people do?

In light of disclosed information of successive increases for the leadership Team and industry average increases up to 6% it is now time to force meaningful negotiation and agreement for a substantial and National increase as per SG Policy of 3%.

I agree that Cornerstone pay increase is very inadequate for the work required by LCAST. I think Cornerstone overall treatment of their frontline staff in most if not all areas are down-right very poor.

Fundamentally I support, the LCAST its just a shame Cornerstone have gone about this in such a ham fisted fashion.

It has always been the people on the floor who have the knowledge experience & responsibilities + we need a pay that reflects this !!

They are not listening.

Turn over of staff should be taken on board. Untrained Managers put into manage and managing badly.

BRANCH LEADERS AND COACHES HAVE GOT THE WAGE GOING FORWARD - WHY CANT TEAM MEMBERS

Cornerstone Senior Management can always find money for their nights out and pay awards

They treat their staff with contempt.

Enough is enough.

I think the pay increase offered is Ridiculous. You trying living on £8.75 an hour Edel Harris.

Time to let this lot know we will not put up and shut up !!

I feel the pay offer is unacceptable especially when senior management, coaches & Business leaders are getting so much more than frontline staff. Jobs are being created for senior managers & the staff who are focusing on developing services are being treated as if they are not important when they are.

Why should upper management receive such high salaries with large pay increases?
If it weren't for the staff working on the floor they wouldn't have a job!
They should have more consideration for us slogging away on the floor.

I totally reject the insulting offer made by Cornerstone. Staff roles are changing and responsibility vastly increasing yet they insult us by offering a rise which is insulting and demoralising. We are the staff that make cornerstone work. We are the face of the charity and we're being exploited and treated very unfairly.

NO MORE !

At the very least we deserve a wage that reflects the work we do!

Why is the sleepover money no back dated to April. All other charities have had £10 from at least April. Is this Cornerstone scrimping again.

The "IT" equipment in service is not fit for use, let alone new anything. We have had no 'NEW' I.T. equipment.

The staff on the floor are the only ones 'caring', senior management are less customer focused and are not acting with integrity.

Person Centred Approach was always defined as Putting the People We Support First not Management. Seems the CEO has lost this.

Edel has commented that Local Authorities set the percentage of pay rise. About 11 years ago? Moray Council set it at 2.5% Cornerstone staff only received 1% that year and no explanation was ever received about where the other 1.5% went. The following year we did not receive a pay rise but were kept "sweet" by all staff getting a £30 gift voucher for asda !

To be earning 60p. more than the Scottish living wage after 20 yrs service + SVQ qualification is unbelievably ridiculous current rate £9.35 support worker.

Don't agree that staff who have been with cornerstone for more than 10yrs are on the same pay as someone who has been in the job for 5 minutes. Cost of living as went up so should hourly rate to £12 and hourly rate per sleepovers. Don't agree with Edel's Harris email 100% she wasn't complaining when she got a pay rise and nobody else got one. She is out for herself as usual I found her email false at times. Staff who actually work hard and are the face for cornerstone. Don't get paid enough. Staff have families to provide for.

No I do not accept the offer.

For the job we do, the wages should reflect this. Care profession is hard on many levels. We should be paid appropriately.

- New staff members doing 2 s/o a week will leave with more money than team leader at end of month.
- Team Leader expected to work their lives around a tablet/laptop whilst on call for 55pence an hour, unable to go anywhere that doesn't have wi-fi
- Inflation is roughly 2.74%, C/stone should willing to match this if not more.

The pay offer from Cornerstone actually means a real terms pay cut.
It does not put things right and continues to punish those staff who have endured the pinch on pay.

We deserve £10 an hour by now for the amount of tasks we have to do, especially the responsibilities of dealing with people we support's finances and medication.

Why are the leadership team salaries not published on the new salary scales? What are they hiding?

Comments from some members **who accepted** the offer:

Higher hourly rate would be good but this would help greatly

Very disappointed in UNISON's approach will be leaving UNISON

It is better than nothing. I feel both UNISON and Cornerstone aren't playing fair - at least Cornerstone are willing to pay a bit more £70 a night for sleepover can't complain to that