



Terms and Conditions Summary Sheet 2020

Payment for Hours Worked	Colleagues are paid monthly on the 28th day of the month just worked.	
	Additional hours are paid at the normal hourly rate.	
	The Real Living Wage rate per hour is paid to colleagues on sleepover duties.	
	Waking nights are paid at the normal rate plus the standard waking night payment.	
Holiday Entitlement	The leave year runs from 1 st January to 31 December.	
All new employees are entitled to:	26 days annual leave plus 4 public holidays per annum rising to 31 days on completion of 5 years service plus 4 public holidays.	
Sickness and Absence All new employees are entitled to:	No Cornerstone sick pay for the first 52 weeks of service, however Statutory Sick Pay may be payable. Between 1 year and 5 years service full sick pay for 4 weeks and half pay for 4 weeks rising after 5 years service to 12 weeks full pay and half pay for 12 weeks.	
Probation Period	All new colleagues are on probation for the first 6 months of employment.	
Protecting Vulnerable Groups Scheme (PVG)	All colleagues and volunteers undertaking 'regulated work' will have the appropriate disclosure checks for their post, and the majority of colleagues will be required to become members of the PVG Scheme. £41 of the cost of joining the scheme will be taken in two payments of £21 and £20 respectively from their salary. The £18 balance will be paid by Cornerstone.	
Scottish Social Services Council (SSSC) registration	Most operational colleagues are required to register with the SSSC within the first 6 months of employment.	
Pension	The Scottish Widows Group Personal Pension scheme is open to all colleagues. All eligible colleagues are auto enrolled after 3 months. Colleagues can opt-out of the scheme if they choose.	
	Employee * (minimum gross contribution)	Employer* [*percentage of pensionable earnings (basic pay)]
6 April 2019 onwards	5%	4%