

Please ask for: Sir Peter Soulsby
Direct Line: 0116 454 0001
Our Ref: 2020/May/LCCL/PS/FC
Date: 29 May 2020



Dr Davie Vive Kananda,
Chief Executive Officer,
Leicestershire County Care Limited,
57-59 Avenue Road,
Westcliff-on-Sea,
Essex,
SS0 7PJ.

Dear Dr Kananda,

We have received regular updates from both our Director of Social Care and Trade Union officials on the changes you have proposed to the terms and conditions of carers in your homes. It has been made clear to us that staff are understandably unhappy in having to accept a pay cut, and that you are now seeking to impose up to 97 staff redundancies.

Under any set of circumstances, such action would be extremely worrying for those staff involved, as well as those being cared for and their families due to the potentially significant instability it will cause in your staffing and the resulting impact to the quality of care residents receive.

The turnover of staff in the care sector is the highest of any sector in the UK, and as a result, most providers have little choice but to spend extensively on staff recruitment and repeated training. By continuing with the set of terms and conditions that the staff were TUPE'd with, you have been able to maintain an experienced, stable and well-trained workforce which supports a safe and high-quality environment. We are extremely concerned that your actions will lead to a decline in quality and safety for the residents in your homes.

We are at a time when the Care Sector and those who work in it are finally getting the recognition they deserve for their invaluable work for many of our most vulnerable residents. It is frankly unthinkable that you would choose this time to both cut the conditions of these staff and to threaten redundancies.

The City Council and the government have committed significant additional resources to support the work you are doing to limit the spread of Covid-19. Your homes have already benefitted by £78,000 from the City Council alone, and further substantial resources will be made available from the recently announced government £600m Infection Control Fund.

To keep residents safe and reduce infections, a well-trained and stable workforce is vital. We strongly urge you to reconsider your proposals and secure your well trained and vital workforce.

Yours sincerely,



Sir Peter Soulsby
City Mayor



Councillor Sarah Russell
Deputy City Mayor
Social Care and Anti-Poverty