Dear

I am writing as one of your ward residents. I am a care worker employed by Sirona, a care provider contracted by Bath and North East Somerset council. Unfortunately, Sirona want to cut my pay and plan to dismiss and re-engage all 200 of us to force this through.

The management plan is to add a thirty minute unpaid break into our shifts. But staff will not change their existing rotas to reflect this in most cases. Instead Sirona bosses are demanding we work an extra, completely unpaid shift, to “use up” the accrued time from the new unpaid breaks.

Along with other members of my union, UNISON, I am ready to take strike action over this. It is wrong to expect us, when our wages are only just above the minimum, to work longer or be worse off. We care for people with dementia and other difficult conditions. It is draining work, but I do it because I care about the patients. However this new change is a step too far. I could get the same or better money stacking shelves in a supermarket, and without all the stress.

Sirona already has staff shortages and this plan will make it an even less desirable place to work. That will be bad for the patients who don’t have enough staff to look after them.

I do not want to go on strike but I see no other way. Sirona management have ignored our concerns for almost a year. Many colleagues have second jobs or caring responsibilities that they will struggle with if the new rotas come in.

This cut is happening because B&NES council cut the grant to Sirona. But this proposal, despite the pain it will cause me and colleagues, will save just under £176,000 per year.

As my councillor, I am asking you to do the following:

1. Write to Sirona asking them to pause this process so no one is worse off while a new solution is found
2. Write to the commissioners, B&NES council, telling them the real cost of their funding cut and to find funding to plug the gap
3. Tell B&NES councillors from your political party that these proposals need to be stopped.

I hope you will stand up for me and other care workers at Sirona.

Yours sincerely