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Dear Lifeways

Open Letter in Support of Lifeways Staff's Campaign for Fair Holiday Pay

We are writing in support of staff employed at Lifeways and their campaign for fair holiday pay.

Staff employed by Lifeways provide exceptional care to some of our community's most vulnerable people. They regularly go above and beyond their contracted hours to undertake sleep-ins and work additional hours to support residents. Their passion and dedication has been even more clear during the current COVID-19 crisis.

In accordance with the law, employees should receive their normal wages when they take holiday – this should include all additional payments such as sleep-ins, overtime and additional hours. However when staff at Lifeways take holiday, they only receive basic pay – this means some staff are missing out on hundreds of pounds every year.

Lifeways staff deserve our respect and applause – but they also need our support. Lifeways staff work hard to look after vulnerable residents and they should be able to take holiday without being punished financially.

Over 180 North West UNISON members employed by Lifeways have signed a collective grievance calling for fair holiday pay. We support their campaign and we are calling on Lifeways to give their staff the dignity and respect they deserve and to:

- Engage constructively and proactively with your staff and their trade union UNISON to resolve the matter as soon as possible;
- Ensure that all Lifeways staff receive the appropriate uplift in pay as a matter of urgency;
- Guarantee that all Lifeways staff receive appropriate back-pay for the time they have been underpaid.

If Lifeways continue to disrespect its staff, we are concerned that it will lead to increased staff turnover, undermine morale and affect the quality of care given to our vulnerable residents.

Yours faithfully

ClIr Shamim Abdullah
ClIr Ebrahim Adia

ClIr Terry Aldridge
ClIr Azhar Ali

Cllr Mohammed Ayub
Paula Barker MP
Cllr Lorraine Beavers
Cllr Julia Berry
Cllr Terry Burns
Cllr Ben Clay
Cllr Lizzi Collinge,
Cllr Lorraine Cox
Cllr Bev Craig
Cllr Carl Crompton
Cllr Munsif Dad
Cllr Bernard Dawson
Cllr Frank De Molfetta
Cllr Martin Donaghy
Cllr Jade Doswell
Cllr Kevin Ellard
Cllr David Evans
Cllr John Fillis
Cllr Mike Freeman
Cllr Julie Gibson
Andrew Gwynne MP
Cllr Elizabeth Hayden
Cllr Susan Haworth
Cllr Nikke Hennessy
Cllr Steven Holgate
Cllr Ismail Ibrahim
Cllr Mohammed Iqbal
Cllr David Jarman
Cllr Tim Jeeves
Kim Johnson MP
Cllr Adrian Jones
Cllr Tony Jones
Cllr Hasina Khan
Cllr Hamid Khurram

Cllr Erica Lewis
Cllr Tomas Logan
Cllr Sobia Malik
Cllr Tony Martin
Cllr Yousuf Matala
Cllr Kevin McKeon
Cllr Jennifer Mein
Navendu Mishra MP
Cllr Champak Mistry
Cllr Jenny Molineux
Cllr Mary Monaghan
Cllr Cliff Morris
Cllr Steve Munby
Cllr Madeline Murray
Cllr Eddy Newman
Cllr Nathalie Nicholas
Cllr Tony Norbury
Cllr Anne O'Byrne
Cllr Gillian Oliver
Cllr Miles Parkinson
Cllr Jean Parr
Cllr Margaret Pattison
Cllr Nicholas Peel
Cllr Dave Rawson
Cllr Paula Sadler
Cllr Elaine Sherrington
Cllr Mandie Shilton-Godwin
Cllr Kim Snape
Cllr Sarah Spoor
Cllr Linda Thomas
Cllr Matthew Tomlinson
Cllr Andrew Western
Cllr Akhtar Zaman