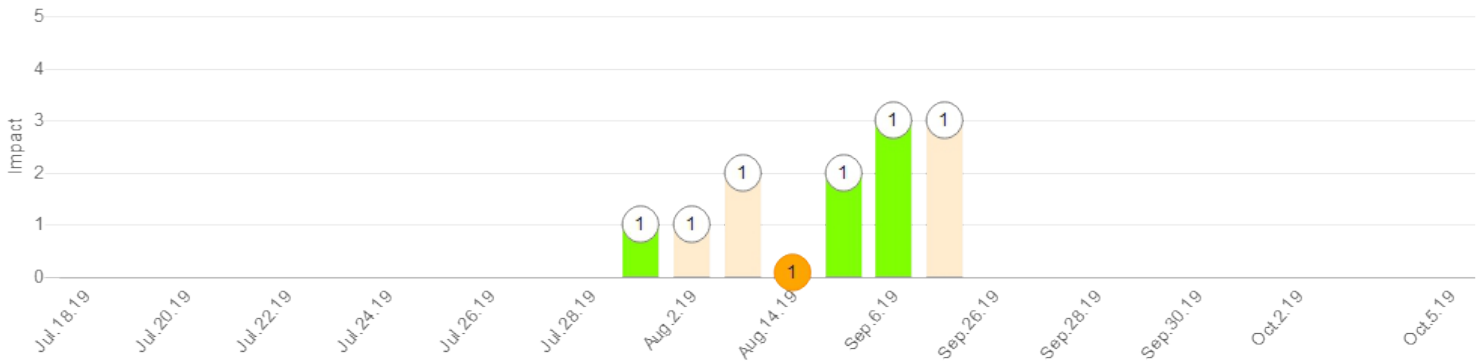


Employee Case - An Other




Date/Time	□	Thread	Impact	Attachments
29/07/2019 09:00	213	Less pay for the same supervisor post	1	

I've worked for a stationery company XYZ since I left school and have made my way up the ladder to become a supervisor of 10 sales people. I've been with the company for 16 years and got the supervisor promotion in 2015. After one of our sales department meetings today I met with the other team supervisor NB who came to work for XYZ last year. We'd been asked to produce an idea for a sales promotion. During the conversation the topic of pay and holidays came up. NB boasted the company had been desperate to employ him and he'd got a 'great remuneration package'. I was a bit taken aback as I'd got the impression he'd been the only applicant and was on less pay than me. I asked him outright what he was being paid but he became coy and wouldn't say. NB is older than me. He'd worked previously as a teaching assistant so didn't come with sales or supervisor experience. His team also has 10 staff members. They're achieving an average monthly sales total of 15% less than my team.

Date/Time	□	Thread	Impact	Attachments
02/08/2019 08:00	256	Holidays, working hours and absences.	1	cdv_photo_004.jpg Image cdv_photo_005.jpg Image

I'd been thinking about the conversation with NB over the weekend and looked at the holiday rota this morning. This year NB has already had 4 full weeks holiday, two in August which is the month all staff members are fighting for. Plus he's got 4 days booked off at the end of this month and another 6 days just before Christmas. I have 4 weeks off per year and have never had an August holiday as my boss always says it's not necessary for me to be away in August as I don't have kids. I've attached a photo of the rota. I also looked at the sickness records and found NB has had 7 days off this year. No sick notes were provided. I haven't had 7 days off for sickness in the past 3 years.


Date/Time	□	Thread	Impact	Attachments

Date/Time	<input type="checkbox"/>	Thread	Impact	Attachments
07/08/2019 07:26	257	 Holidays, working hours and absences.	2	

To do my job properly I get into work each morning at 8am. This means I can plan what we need to do and I can make sure everyone in my team has allocated tasks and specific accounts to chase orders each day. I allocate each staff member a list of accounts they manage to try to get continuity of service for customers. My team members arrive between 8.30 and 8.55 and we are ready to start calling customers at 9 am. I stay each evening to review the days sales results and to read and respond to customer feedback. This means I hardly ever leave before 6.30 and I can sometimes still be at work at 8.00 if it's been a bad day. This week NB has never arrived before 8.45am and he always left the office by 5.45pm

Date/Time	<input type="checkbox"/>	Thread	Impact	Attachments
14/08/2019 08:45	258	 Holidays, working hours and absences.	0	

This week has followed the same pattern with me working at least 2 hours more than NB every day. In addition on Wednesday 11th NB called in sick saying he had 'a stomach upset'. However a member of his team was talking to colleagues saying he'd seen NB in the local pub the night before drinking heavily. He'd had to be helped out of the pub into a taxi and had left his car in the pub car park.

Date/Time	<input type="checkbox"/>	Thread	Impact	Attachments
20/08/2019 09:00	259	 Less pay for the same supervisor post	2	cdv_photo_006.jpg Image

I attended my annual staff appraisal which was conducted by Mr S the sales director. It went very well with lots of good feedback. My team had been particularly positive apparently about the way I structure the days and he thinks this is what helps the good sales results. We are consistently better than NB's team in terms of sales figures and good customer feedback. A copy of my written up appraisal is attached. I raised the issue of pay and said I was unhappy with my annual salary of £35,000. Said I suspected NB was paid more and asked why he had more holidays than me. I also mentioned his sickness record and the consistently longer hours I put in. Mr S seemed shocked by my comments and didn't really reply to any of the issues. He kept trying to reassure me I am 'a valued member of the team'. I pushed for a salary increase and said I wanted to know what NB was being paid as I thought I deserved a higher amount of pay than him. Mr S said he would discuss this with the other directors at their next meeting and we'd meet again afterwards.

Date/Time	<input type="checkbox"/>	Thread	Impact	Attachments
06/09/2019 11:30	261	 Less pay for the same supervisor post	3	

I finally met with Mr S who said there hadn't been a directors meeting till last weekend and they'd spoken about my request for a salary increase then. He said he'd taken on board my comments about NB's way of working and suggested to NB he should learn from what I'd been doing. Since then he thought NB had been adopting my practices. I said he may be in the office longer but he wasn't really working much but instead making my life more difficult. Reminded Mr S that NB hadn't improved his teams sales results in September. The figures were unchanged. Mr S said that he'd "managed to persuade" his fellow directors to give me 2 more weeks holidays each year starting next year. He said that must be very good news for me. With regard to a pay rise he said " I can assure you my dear that NB's pay and your pay is in line with the company's guidelines and there's no need to worry on that score". I asked him twice if it was the same amount of pay but he didn't give me a straight answer and he started to get cross so I backed off. I don't want to lose my job and don't want to get a reputation for being militant.

Date/Time	□	Thread	Impact	Attachments
25/09/2019 09:10	260	 Holidays, working hours and absences.	3	

Since my meeting with Mr S I have not heard about the directors meeting and the reply to my request for a salary increase but there has been a change in NB's behaviour. He's arriving in work earlier and leaving later but he's not doing the morning preparatory work I do nor the late afternoon review. He seems to be filling the time with reading the online news, going on Facebook and other social media and spending lots of time in the kitchen making drinks and eating. He makes sure he's seen by the sales director and looks busy when he's around. He's been nasty to me with lots of sarky comments about how hard I work and how boring I am to want to be in work such long hours. On one occasion he said "of course you don't have a man or children. That must make life unbearable. No wonder you fill your time with work." These comments came out of nowhere and were heard by my whole team who were stunned.