

How to tackle contract and discrimination issues

In this week's [BizCareers column](#), [Juliette Attwell](#) answers questions related to contract and discrimination issues



By [Juliette Attwell](#) 3 Nov 2014



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I had been working as a marketing assistant for a couple of months when the marketing manager resigned and left the company. I have been trained and have taken over all the duties, however there has been no mention of a new contract or an increase in salary. Please advise what the best way to approach this situation would be. - B

Hi B,

Thanks for your question. That is very exciting for you that this opportunity has arisen, well done. My advice to you is that you set up a meeting with your line manager/MD/HOD (whoever you report to directly) to discuss. Once in the meeting you can openly put your case forward on the two issues and say that: 1) you are concerned that you haven't received a contract as yet. (Legally you should receive one); 2) Let them know that you have also taken on many new duties and although you know you will prove yourself, ask them whether there is a salary increase in line with the job responsibilities on the cards? If it is not, ask what you can do to achieve this and when you can expect to get an increase.

If your employer sees that you are willing to work for your increase and don't just expect it, (obviously within reason) they will be far more open to it. Depending on the company that you work for however if your salary is not in line with the salary band for that specific role, you have a much stronger case for an increase.

I hope this helps.

Good luck!

I went to an interview recently at a great company that I would really like to work for. The interviewer asked me however whether I was planning on having children soon. I thought this was strange as my personal life has nothing to do with whether I'm right for the job or not. I said that I may want to start a family in a year or two. I have since heard nothing from them. Do you think it's because of my answer? Should I follow up? - Deborah

Hi Deborah

Thanks for your question. Strangely this question is asked quite a lot in interviews, especially to recently married candidates. I'm assuming it's because employers don't necessarily want to pay out maternity leave any time soon. I don't believe in this day and age with the amount of technology available to work from home/car/on the go, that this should be a problem at all. Women very successfully juggle work and family and will more often than not go above and beyond in order to make sure their work life isn't impacted by being pregnant or having children. I sincerely hope that this wasn't the reason you haven't heard from them, and if it is do you really want to work for a company with these views anyway?

All the best and stay as honest as you have been!

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