

One of the first things that the team noticed was the lack of training of the personnel in hand call. The centre is run by three managers, who were sent there from headquarters rather than being promoted from amongst the ranks. Interviews with the team members confirmed this: Finally, many employees complained that there was no chance of decent career progression. Leaders are paid only very slightly more than the team members and have to work slightly longer hours. On hold meant that a break was impossible, especially during peak hours. A break was usually shortened for the same reason.