

JANUARY 2011

UNITE

THE UNION IN AXA UK

Follow us
on Twitter...
[uniteinaxa](#)

AXA PAY TALKS START



Unite in AXA have commenced a series of negotiation meetings with the company regarding the 2011 pay award. Both parties are aware of the problems faced by employees and the employer in the current financial environment and are keen to secure a deal that helps both the immediate needs of the staff and the long term viability of the company. Last month we asked employees for their feedback on pay and these are the main areas of concern raised across AXA sites in the UK.

INFLATION OUTSTRIPS 2011 PAY AWARDS...

Incomes Data Services has reported that whilst private sector pay awards are set to increase this year they will still trail behind inflation.

According to their research median pay rose 2.2% in the three months to November 2010 an increase on the previous twelve months.

Salary progression: one the main issues raised at a number of locations was that of the time it takes to get to the 'market rate' median salary once fully trained. This coupled with new staff being brought in on similar or higher salaries than existing staff is seen as a major bone of contention.

Pay and bonus: after last year's choice of either pay or bonus we received a lot of feedback that employees want to see both back in 2011.

Over scale: the issue of staff paid overscale is regularly raised. **Unite in AXA** did negotiate a consolidated pay rise for these staff every third year and 2011 is the third year so this should help address this matter.

Inflation: the high rate of inflation was a concern for many but unfortunately it is unrealistic to expect **AXA** to award two or three times the market rate (see box opposite) especially given the fact that employees have recently been made redundant to help control costs.

Partially successful: the normal practice is that workers awarded a *partially successful* rating can receive their pay rise later in the year when performance improves. However there was feedback that there needs to be some differentiation between this rating and an *unsuccessful* one.

We are discussing these issues and others with **AXA** and hope we can make progress on them.