

FEBRUARY 2011

UNITE

THE UNION IN AXA UK

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AXA PAY OFFER GOES TO VOTE



PARTIALLY SUCCESSFUL

As has become the norm those staff rated 'partially successful' will not receive a pay rise in April but have to wait until later in the year when their performance has improved.

However their manager can give them a partial bonus award to differentiate their level of performance in 2010 from someone rated 'unsatisfactory' and recognise the contribution they made.

Pay talks have concluded between Unite in AXA and the company, with the union recommending to its members acceptance of the company offer. As you will have seen, AXA are offering a 2% matrix with an additional 1% spend to target problem areas. In addition, bonus, subject to company results, will be paid in March.

The 1% will be used where it is hard to recruit or where new staff are brought in on the same or higher salaries than existing long serving staff, a problem **Unite in AXA** flagged with the company.

It will also be used to help try and move trained staff that are low in scale up towards the market rate more quickly, ensuring that they are retained and not lost to competitors.

AXA have confirmed that managers will be held accountable in the distribution of the additional 1% and we will be asking for evidence to see how it is spent.

AXA have asked for **Unite** in helping identify any hotspots so if you are in one, make sure you tell your union rep!

The overall 3% spend is definitely at the high end of awards in both the sector and in general, and we are pleased to see **AXA** recognise and reward staff after the last few tough years.

Of course it isn't inflation busting but that isn't happening anywhere at present. We can only compare with what other companies are giving and think the offer is worth voting yes for by members in the ballot.

OVER SCALE?

Employees whose pay is over the top of their pay scale will receive a consolidated pay rise this year as part of the 'every third year' agreement negotiated by Unite in AXA on their behalf.