

JUNE 2013

UNITE

THE UNION IN AXA UK

Are you
upset by the
pension proposal?
Tell your
Management
team!

BROKEN "TRUST"

AXA staff have overwhelmingly responded to the company proposal to close the Defined Benefit pension scheme by saying they do not accept the reasons for closure, that the company position is completely unreasonable and that it has eroded the trust they have in senior management.



Over 1,000 impacted staff completed our online survey and the consistent message to senior management was **No, No, No!**

75% of respondents did not accept AXA's reasons for closing the scheme.

84% felt that senior management's position of no additional risk was unreasonable.

94% did not agree with the company proposal to close the scheme.

Worrying over **5%** said they did not understand the proposal and over **27%** did not understand how the closure of the *Defined Benefit* scheme would impact them.

Many employees were also concerned about the future with less than **2%** feeling that the new *Defined Contribution* pension will meet their requirements when they retire.

The company recently wrote to impacted staff and stated that **AXA** would be hard pushed to compensate those who have had their pensions hit. Over **98%** of respondents disagreed and want compensation. As well as reducing risk, closing the scheme brings considerable savings to **AXA** and we feel this should be used to compensate impacted members.

Other benefits were much valued with over **80%** requesting protection for redundancy terms. **AXA** has said that the current benefit will stop but it is clear that it does not have to (as shown by the fact that **AXA** has decided to extend the benefit beyond the proposed scheme closure date).

Many employees are worried that this is an attack on their redundancy terms and will make them a lot cheaper to dismiss. **AXA** can alleviate this concern simply by maintaining the existing level of benefit.

The impact on how employees now feel about working for **AXA** is striking.

Over **60%** said they are now more likely to look for a job outside **AXA**.

87% said they feel worse about working for **AXA** and **79%** trust senior management less.

Only **20%** of respondents said they would not consider taking industrial action to protect their pension benefits.

So where are we now?

We have presented the survey results to the company and they are no longer under any misapprehension of how staff feel about the proposal and how it impacts them.

Talks are ongoing about a number of issues as we work hard to persuade the company to improve its current proposal. If and when this happens we will let you know...