

uniteinaxa

YOUR UNION . YOUR VOICE . DECEMBER 2016



unrecognised & unrewarded

Across the country union members have been meeting to discuss the 2017 pay claim. The feedback we have received has been consistent with staff throughout the UK saying they feel their hard work has gone unrecognised and unrewarded.

The last few years have been difficult ones for **AXA** as it returned to profitability due to the hard work of its employees, and we have all had to accept pay rises that, whilst they have ensured heads are kept above water, do not reflect the level of staffs contribution and **AXA's** financial turn round.

Whilst everyone appreciates that **AXA** still faces a level of market uncertainty, it has been made abundantly clear to us that it cannot keep demanding more and more of its staff, and then reward them with what are seen as regularly low pay rises.

On top of pay rises, staff have told us that they are increasingly frustrated by slow progression through pay grades, the grades themselves compared to the market, benefits offered by other employers such as **PMI AXA** does not offer and the unfairness of 'targeted spend' and manager discretion in pay awards.

Consequently today we have submitted a pay claim to the company to help address some of these issues in 2017:

3.5% pay pot

No targeted spend

No managerial discretion

Inflation protection element

Pay scale market matching

Pay progression policy

PMI for all staff

One off extra day holiday to recognise hard work

All allowances to be linked to inflation