

JANUARY 2013

UNITE

THE UNION IN AXA UK

Make sure
you vote...
Contact your
local rep for a
ballot paper!

TIME TO VOTE!

Pay negotiations have now concluded between AXA and Unite. Ballot papers will now be issued to union members on the company's final 2.75% offer, the vote concluding Friday 25th January.

The pay negotiations this year have proven extremely difficult with the negotiators faced with diametrically opposing concerns of company performance and staff well being.

The final offer is a compromise and one that neither side is probably 100% happy with.

The impact of the economic climate and compressed market on **AXA** is such that in order to meet targets and control costs an argument was put forward that the company should implement a pay freeze this year (indeed this is effectively what has happened in our competitor **Aviva** where the union does not negotiate pay).

It is the same economic climate that is adversely impacting staff and from **Unite in AXA's** point of view **AXA** needed to protect

its employees (especially the low paid) from economic difficulty the best it can.

However, the higher the pay rise the higher the company's costs become (and vice versa) hence the negotiated compromise which tries to deliver a pay rise to staff whilst not adversely impacting the company cost base.

The 2.75% pot with its 2% matrix goes somewhat towards achieving **Unite in AXA's** aims going into the pay talks but the overall pay is still slightly below the current RPI figure of 3% which we wanted to achieve.

However, we have had some notable successes in the negotiations:

* Pay scales will increase (for the first time since 2008) by 5%.



- * Minimum pay will increase by RPI (3%) to £14,320.
- * Staff over scale after the pay scale increase will still receive a consolidated pay rise not a bonus equivalent payment.
- * **AXA** have recognised a number of the issues caused by the current performance management system and have agreed to a joint company-union review to resolve them.

Of course we would like to have achieved more but this is the best we can achieve through negotiation and it is now up to members to vote on the offer.