

MAY 2013

UNITE

THE UNION IN AXA HEAD OFFICE & CORPORATE CENTRE

Are you
impacted by
the announcement?
Talk to your local
workplace rep...

PROJECT FALCON BITES!

Thirty-nine roles are today being made redundant in the support services (Finance and IT & Operations) as a result of the challenge to the Corporate Centre to save up to £15 million in 2013. In addition a further fifty-five roles are being transferred to other parts of the Group.

In positioning the review earlier this year that *Project Falcon* will look at the support functions and become more cost effective, Group CEO, Paul Evans, said *"it is not about doing more with less or across the board cost reduction"*.

Tell that to those who are losing their jobs, or those remaining to pick up the pieces!

Whilst acknowledging that there are non-staff cuts as well, these redundancies still amount to 30% of the total planned savings. It is a bitter blow to those affected, especially given the current economic climate.

Unite in AXA have robustly challenged the rationale behind the decisions. Some of the roles will be replaced by sending the work offshore.

The loss of the skills and experience of many long-serving UK employees may well



impact the service levels provided by these teams, and make it very difficult for those that remain.

In addition, the transfer of some staff to other parts of the AXA Group appears to be a positional move that will precipitate further rationalisation later. This will mean yet more upheaval and uncertainty for the same employees in the months ahead, as AXA continues to cut

costs, despite the positive trading results in the first quarter of 2013. According to Paul Evans, *"more and more customers can see the improvements we have delivered"*. It's just a shame that there's less and less staff to deliver it.

It remains to be seen whether these measures are sustainable in the long run. **Unite** remains to be convinced.