

uniteinaxa

YOUR UNION . YOUR VOICE . JANUARY 2014



What you told us...

Throughout November and December last year we consulted Unite in AXA members, through a series of site meetings and an online survey, about what they wanted to see this pay round and how they were faring financially.

1479 staff completed the survey (up 18% on last year) and this is what you told us:

75% said a pay pot above RPI would be fair (up from 64%).

22% said a pay pot matching RPI would be fair (down from 29%).

3% said a pay pot below RPI would be fair (down from 6%).

90% said they thought AXA could afford it (up from 82%).

63% said AXA had not done enough to ensure pay had kept up with the cost of living (up from 60%).

12% said they were experiencing serious difficulty with bills (up from 10%), 60% said they were living month to month (up from 52%) and 48% said they were often short before pay day (up from 42%).

9% said they were in serious difficulty with borrowing (up from 6%) and 30% said they were borrowing more (up from 26%)

8.7% had taken out a pay day loan (up from 8.1%) and 8.4% said they received top up benefits (up from 7.6%).

On the subject of performance management 57% said they thought their rating was fair (down from 61%), 32% that the system was fair and consistent (up from 30%) and 63% believed forced distribution of ratings occurred in their business area (down from 66%).

42% were in favour of a move away from performance related pay to an alternative reward system (up from 38%).

It is clear from the responses and the feedback received at the site meetings that many staff are finding it even harder to make ends meet that they did last year and that they believed AXA could afford to help by rewarding them fairly for all their hard work.

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What we told them...

Having analysed the feedback from the online pay survey and taken on board the feedback from the site union meetings, the Unite in AXA National Company Committee drew up the 2014 pay claim and this was presented to the company last Thursday.

At the meeting we discussed the survey results and presented a number of economic factors that we feel are adversely impacting staff in AXA.

Inflation (RPI) is currently 2.6% and predicted to rise in 2014. Household inflation is even higher and over the last decade has increased at a rate 50% higher than CPI inflation.

The cost of essential goods and services has increased by 25% over the last five years whilst wages in AXA have risen by 13.5% over the same timeframe.

The cost of commuting was highlighted with Hay Group reporting that clerk level staff are spending up to 29% of their salary before tax on commuting costs, whilst managers spend only 5%.

With the information provided to us that AXA's business performance was good in 2013 we felt that AXA needs to prioritise its lower paid employees and submitted the following claim for the bargaining unit:

- * Pay pot of RPI plus 2%
- * Minimum increase of £750
- * Partially successful rated staff to receive pay increase
- * Adopt Minimum Income Standard
- * Grade 6a to 9 pay scales to be aligned with the market
- * Staff to attain mid-point of their scale within 3 years
- * Holiday harmonised on grade 6
- * Investigate universal PMI
- * Introduce 360 degree appraisals for people managers
- * Replace performance related pay with an alternative system