



What they've offered...

This year's pay negotiations have concluded between Unite and AXA, with the union now putting the company offer to a vote of its members within the company.

This year's negotiations with **AXA** have proven more difficult than expected with the company not wishing to jeopardise its improving position by increasing costs and **Unite** concerned at the adverse negative impact the national economic situation was having on employees.

The pay negotiations have had to see compromise by both sides in order to achieve a position that **Unite** feel can be presented to union members for ballot.

Full details of the company's pay offer can be found on our website and the intranet, but the key points are as follows:

Pay pot of 3%: an above inflation award that will see the majority of staff in the bargaining unit receive an above inflation pay rise.

No zero pay increases: all employees (except those rated *Unsuccessful*) are guaranteed a pay rise including those rated *Partially Successful* and those currently over their pay scale.

Living wage increased by 3% to £14,750: we continue to target improving pay for the lowest paid. **AXA's** minimum salary is now 40% higher than where it was in 2009.

Pay ranges increased: some slight movement following last year's 5% increase with level 7 to 9 scales increasing 1% (aligning with the market according to **AXA**) and level 6 by 2%.

Additionally **AXA** has agreed to review a number of topics raised by **Unite** in 2014:

Holiday harmonisation: whilst the cost of doing this is not prohibitive the company wants to analyse the impact on staffing levels in the business first.

Performance Related Pay: **Unite** and **AXA** will together look into possible alternative systems and the issue of pay progression.

PMI: **AXA** has agreed to look at possible low cost options for employees with no PMI.

360 degree appraisals: again this will be looked into in 2014.

The ballot runs for 14 days from 6th February. Unite members should contact their rep for a ballot paper.