

uniteinaxa

YOUR UNION . YOUR VOICE . DECEMBER 2015



Give us the money...

The message you have given us in the pay meetings and online survey this year has been quite simple - we need money now.

Pretty much everyone at the lower grades is feeling the effects of ongoing low pay awards which, even if they are above inflation, are making little difference with day to day cost of living problems.

Some of the feedback was quite disturbing and we feel **AXA** needs to adopt a more considerate approach to its lower grade employees and look after them...

Last year it said it could not afford to give 2,500 low paid employees a minimum £7.25 per week pay rise.

That really is not good enough.

You have also, once again, told us that you cannot accept a link between performance ratings and pay, when ratings are artificially fixed to fit in a distribution curve. We have raised this with the company. Last week the Managers Forum reps did the same. It shouldn't be happening, but it is and whilst it does, claiming that pay awards reflect employee contribution is not acceptable.

Finally the targeted spend was criticised, not least because, despite promising to spend it all by the end of September, three business areas still have not.

2016 Pay claim

Following meetings with members and feedback from the pay survey, Unite in AXA have submitted the following pay claim on behalf of the bargaining unit:

3.75% flat pay award to all employees in the bargaining unit.

No targeted spend element this year.

We are now awaiting the company response.