

uniteinaxa

YOUR UNION . YOUR VOICE . MAY 2016



Back to the ballot box

Whilst the result of the second pay ballot at the end of March was much closer than that of the first one in January (48% to 52, compared to 23% to 77), it was still a rejection of the company pay offer by union members in AXA.

Consequently we engaged in further discussions with the company as we were both keen to see a resolution that was acceptable to staff without our needing to consider balloting for industrial action, something we regard as a last resort.

Our talking mainly focussed on the 6 to 9 population in **AXA Insurance**, primarily because this is where the bulk of UK staff (and union members) are.

After a number of conversations around the pay offer and the issues **Unite** members had with what **AXA** had offered, the company proposed that they incorporate **AXA Insurance's** bargaining unit's targeted spend into the pay matrix used earlier in the year for the initial 2%.

This would mean that a 2.5% pay matrix would be applied to all staff, grade 6 to 9, within **AXA Insurance**.

The plan is that additional monies would be included in staffs June pay packets.

As insurance sector pay rises go, this is on par with the majority of deals in the insurance sector and as such

Unite in AXA are recommending you accept this offer.

We will be balloting union members in **AXA Insurance** over a two week period from Monday 9th May to Friday 20th May. Please contact your local union rep for a ballot paper.

AXA Wealth has already allocated its 0.5% targeted spend, distributing the bulk of it to **Wealth** employees in the 80 to 85% low end of their pay scale, so we will not balloting members there on this.

Hopefully you will be happier with what has now been offered and that this proposal will bring the 2016 pay cycle to a close.