

uniteinaxa

YOUR UNION . YOUR VOICE . JANUARY 2018

'...we need a pay rise' -
the budget

UK inflation rate at near six-year high

Rail fare rise biggest for five years

**New index of inflation shows
poor hardest hit**

UK food prices rise at fastest rate in four years

Gas and electricity fuel price rises at
rate of inflation

RAC warns that petrol could rise by 3p
per litre before Christmas as wholesale
gas prices hit highest level for six year

**UK average wage growth undershoots
inflation again squeezing real incomes**

headline news

It is almost impossible to avoid the headlines about inflation and the impact on your pay packet. Even if you don't read the news, you will have noticed it when going shopping, paying bills, buying petrol etc.

The feedback Unite in AXA has received from staff across the UK in the build up to the 2018 pay talks has been consistently focused on the struggle to balance the rising cost of living with your monthly salary.

Lots of people have told us how they like working for AXA but feel they have no option but to find a better paying employer or to take a second job to help pay bills. Many have told us that they struggle to make ends meet. Almost half of the 1100 plus employees who completed our survey say they are regularly short of money near to the end of the month.

We have now submitted the annual pay claim to AXA, a claim built around the problems you have told us you are facing and one we hope the company will accept to help alleviate them.

It has been stressed to AXA that a below inflation pay rise is completely unacceptable as that is essentially awarding employees a pay cut in real terms.

The key elements to the pay claim are:

At least an inflation matching pay pot with a minimum £500 award

Minimum pay to be increased to £8.75 ph

No targeted spend or managerial discretion

One extra day of holiday in 2018

We have also asked the company to review its current level of mental health support for staff and its parental leave in light of issues raised by members in meetings across the country.