



we want a fair increase

Across the country union members have been meeting to discuss the 2020 pay claim. The feedback we have received has been consistent with staff throughout the UK saying they want a fair increase to reflect their hard work, experience and the cost of living.

Additionally, almost 1500 employees completed our online survey giving us a comprehensive picture of the issues that concern you.

Consequently today we have submitted a pay claim to the company to help address some of these issues in 2020:

3.0% flat increase

Whilst inflation is currently 2.2%, 92% of survey respondents felt the 2020 pay award should exceed this and that **AXA** could afford it. You also highlighted the problem for long serving staff who can be penalised under the matrix so this year we are looking for a flat increase on pay.

Minimum £500 increase

Minimum inflation rise

Anyone rated Partially Successful or higher gets at least an inflation matching pay award.

Anti-social shift allowance

The rate of pay increased for

staff working outside Monday to Friday 9 to 5.

‘AXAversary’ holiday

An additional one off day of holiday on anniversaries of long service at **AXA**.

Co-Parent leave

AXA to match **Aviva’s** policy on co-parent leave

PMI for Professionals

Whilst we would like to see everyone have free PMI the company have cited cost as the issues, so we have asked for it just for Professionals as they have moved to discretionary pay like Senior Professionals and Managers who receive PMI.