



Reward in tough times...

2020 was a challenging year to say the least, not just for AXA but also its employees. As we start the annual pay negotiations with AXA we are calling on the company not to forget the hard work undertaken by its staff in extremely difficult personal circumstances.

Despite the negative impact the Covid-19 pandemic has had on the business and the current low inflation figure (0.9%) we have called upon **AXA** to recognise the efforts of its employees, who have kept the business going whilst the majority have been working from home in less than ideal conditions, many with shortfalls in the equipment they need to do their work most efficiently.

Following a series of virtual site meetings with union members and a national online survey, **Unite in AXA** submitted the following pay claim to the company last week:

2% pay pot

We appreciate the economic background both for **AXA** and the wider economy, but believe the company should be rewarding its employees with a pay pot in line with the higher end of those in the financial services sector.

Flat £530 increase

Distribution was an issue for many staff so to make things simpler we have suggested a flat increase based on the average salary for Associate and Senior Associate grades. For Professionals we will

consider what the company is looking at but favour a simple and transparent approach.

'AXAversary' holiday

One extra day for every **5th** year of service for that year only.

PMI Improvement

We are looking for **AXA** to improve its offering for employees in the bargaining unit.

Subsidised holiday purchase

We have asked for holiday purchases to be discounted.

Improved redundancy terms

We are looking for these to be improved as they have been unaltered for almost 30 years.

Improved parental leave

In line with other companies like **Aviva** and **Barclays** who are more generous than **AXA**.