

At the end of March 2007, AXA Amicus reps came to Basingstoke to explain the role of Amicus as the recognised employee representative body with negotiating rights for AXA. The sessions gave examples of how Amicus can represent you on both an individual and collective basis.



There have already been important developments and consultation has started on a number of issues.

### Offshoring

AXA has started looking at the feasibility of offshoring some roles from Winterthur to AXA Business Solutions, located in India. Individuals who may be affected at this stage have already been advised. Amicus has previously established seven principles that AXA has committed to adhere to when considering offshoring:

1. **AXA** will consult meaningfully with **Amicus**.
2. **AXA** will provide all necessary data and information including information on alternatives to outsourcing where possible.
3. **AXA** is anxious to maximise redeployment opportunities for all staff affected by transfers of work to **AXA Business Services** and in that context confirms its commitment to avoid site closures wherever possible.
4. **AXA** will use its best endeavours to avoid compulsory redundancies by maximising its utilisation of other approaches see Principles 5, 6 and 7.
5. **AXA** will put significant resources into supporting its staff to review their skills, review their life/career path and retrain/re-deploy where necessary.
6. Wherever possible **AXA** will use the opportunities created by natural attrition to support transfers of work to **AXA Business Services**.
7. **AXA** will use wherever possible the options of voluntary redundancy and relocation in preference to compulsory redundancy.

### Your Terms & Conditions

Amicus and AXA have opened talks on the significant item of harmonising your terms and conditions. Based on our initial talks we are optimistic that there will only be a few notable areas of difference and that indeed some Winterthur staff may well see some improvements in their terms and conditions.

However this is obviously a complicated topic and we will of course be interested in feedback from Amicus members in Winterthur on any areas of concern via their local workplace reps.

You can sign up to our email news service, which is the easiest way for us to keep you up to date.

All you need do to join the list is send an email with the word "join" in the title to:

[axa-amicus-subscribe@yahoo.com](mailto:axa-amicus-subscribe@yahoo.com)

We are currently looking to recruit Union reps within Winterthur. These will be our main source of information to find out your views on issues that affect you, such as the current offshoring proposals and the impending harmonisation of your terms and conditions. If you would like to know more about becoming an Amicus representative please email:

[Richard.M.Brooks@axa-sunlife.co.uk](mailto:Richard.M.Brooks@axa-sunlife.co.uk)