



**AXA UNION NEWSLETTER**

**November 2009**

# AXA Staff: No to No Pay

Since Nicolas Moreau first raised the prospect of a pay freeze for AXA staff in September, more and more incensed employees have contacted Unite to voice their displeasure and objections to the possibility that AXA will put bonus ahead of pay in 2010. Here are just a few of the many recent emails we have received:



*"How are employees expected to cope with the rise in household bills when salaries remain the same? I would rather have a pay increase than a bonus"*

*"It is better to have a pay freeze than no job, but pay must come before bonus if there is money to pay that".*

*"I am very unhappy. The fact that they are suggesting still paying the bonus is a farce in my opinion. This favours the higher grades while the rest of us are struggling to make ends meet".*

*"This merely reinforces the already strong impressions that AXA's management do not care a jot for 'the little people' and are only interested in lining their own pockets".*

*"How can it be remotely appropriate that when the company performs poorly, the very same senior managers, who have made the strategic decisions resulting in the company's performance, still receive a higher percentage of bonus payment than those of us with no strategic input"*

*"I cannot understand how management will get a higher percentage bonus when clearly they have failed to meet targets"*

*"I would much prefer to get a wage increase rather than a one off bonus".*

*"Why should the senior management team be rewarded when the company has failed to meet its targets"*

This is just a handful of the emails we have received.

**Unite** now want to poll **AXA** staff on their views and have set up a simple online survey to do this. Please complete the survey and encourage all your colleagues (whether members or not) to do the same. The link to the survey is here:

[www.axa-unite.org/paysurvey.shtml](http://www.axa-unite.org/paysurvey.shtml)

## Pay Freeze in Scope

The company's annual staff survey Scope commences on Thursday 5 November and Unite are encouraging staff to use the comments box at the end of the survey to raise their objection to a potential pay freeze rather than an inequitable bonus payment whereby the higher grade employees get larger percentages on larger salaries despite overall targets not being hit.

Unite has been advised by AXA that scope results are actually used in three categories of Favourable, Mid Point and Unfavourable, so "Disagree" and "Strongly Disagree" actually score the same.

**Find out more: [www.axa-unite.org](http://www.axa-unite.org)**