



# No pay rise in AXA PPP

Nearly two thousand AXA staff have been told the shocking news that they will receive no pay increase this year despite working in one of the most profitable areas of AXA UK and one that showed strong revenue growth and increased numbers of policy holders last year. Regardless of their personal performance or level of contribution to the company's profits, PPP staff have been told by their CEO that will not any pay increase this year.

Unlike the rest of AXA the pay review date for AXA PPP healthcare (which is non-unionised) is 1<sup>st</sup> July and in a letter to all staff PPP CEO Keith Gibbs stated that *"the annual salary review for AXA PPP healthcare employees in July will be 0%"* at the same time as extending a salary and recruitment freeze within the healthcare arm of the UK operation.

The justification for taking this action is the usual one of the recession and the spectre of potential job losses, although PPP refused to guarantee there would be no redundancies. Unite understands that PPP's performance is still better than many other areas of the UK business.

Ironically PPP staff were warned of the possibility of not getting a pay rise a couple of months back, before Unite negotiated a 2.1% pay rise for staff in AXA Belfast last month (Belfast's pay is negotiated separately from the rest of the UK) and it cannot be claimed that the impact of the recession on the Belfast insurance market has not been felt by AXA's operation there.

Unite are shocked that any part of AXA (let alone a profitable one with a good history of good performance), would be opportunistic enough to deny their employees the possibility of a cost of living increase in a time of economic difficulty for its staff. Indeed, such a decision would be doubly insulting to these hard working staff considering their Shared Service colleagues who work alongside them in Tunbridge Wells did of course receive the April 2009 annual pay rise negotiated by Unite, AXA Shared Services being an area covered by union collective bargaining.



*Pic: no pay rise for PPP staff in Tunbridge Wells*

## Pension meetings underway

Unite are currently involved in a series of meetings concerning proposed changes to the Defined Benefit (Final Salary) pension scheme, having recently met with Nicholas Moreau to discuss the costs of the scheme.

These meetings are ongoing and at present the company proposals are highly confidential, however Unite's position remains unaltered in that it will not accept any suggestion that the Defined Benefit scheme should be closed and will continue to resist any attempt to do so.