



Unite accept AXA prudence

The AXA-Unite NCC have voted to accept the company's final pay offer as the best that can be achieved through negotiation in the current economic circumstances and is recommending members accept the offer. The overall offer is just over 2.1% including an increase in the minimum hourly rate to £7 per hour, a bonus equivalent payment for staff overscale and a performance driven matrix based on a 2% pot. Additionally, staff rated 'partially successful' have the opportunity to achieve some reward through this year's bonus payment.



This year's pay talks have proven to be very tough because of the economic climate and its impact on **AXA** both in the UK and at international level. Our negotiators have had to balance the ability of the company to pay with the obvious needs of our members in a time of recession.

We will not attempt to try and convince you that this offer is something it is not. Yes, it is 'inflation busting' as RPI is currently only 0.9%, but we all know that figure is exceptional and the real cost of living continues to rise. However it is unrealistic for us to expect the company to break the bank to give everyone big pay rises.

The economic downturn and market factors have hit **AXA** in the UK and in an unprecedented meeting with the NCC on the 4th February, **AXA UK** CEO Nicholas Moreau provided the detail around exactly how **AXA** in the UK has been affected. Whilst the detail is still market sensitive and clearly confidential, it will be of no surprise to anyone that, like many other companies, **AXA** has been directly impacted and is not in a position to be anything other than prudent. The company has advised that, as a result, executive level employees will not receive any pay rise this year.

However, despite the problems faced by the company, we have managed to persuade the company to spend more than they really wanted to and have achieved some notable success in increasing the minimum hourly rate in **AXA** to £7.00 per hour from £5.80, as well as protecting the bonus equivalent payment for overscale staff, which had been under serious threat this year. Additionally this will also be the first time for many staff rated as "Partially Successful" to achieve any form of financial reward at this time.

Overall whilst we all wish for more, the NCC believe we all have to be realistic and bearing in mind a number of colleagues have lost their jobs due to cost cutting at **AXA** and that others will do so this year, to put unnecessary additional pressure on **AXA**'s costs would undoubtedly result in even more job losses in months to come. Consequently, **Unite** recommend you vote yes and accept **AXA**'s final pay offer.