



# Performance management meltdown...



**With important half year reviews for staff now due, AXA have admitted to Unite that only slightly over 1 in 10 employees have actually had their personal objectives set and approved for 2009. Even more worrying is that nearly half of all staff have not had any objectives set on the new online performance management system, which is the only system that will trigger performance related pay rises when they are due next year.**

For any company, especially one like AXA which aspires to a high performance culture and operates performance related pay, it is vital that employees have their personal objectives set and agreed as early as possible in the year if targets are to be achieved, or hopefully, exceeded.

That only 12% of all UK employees have had their objectives set and approved and 49% are still waiting for the process of objective setting to be started over six months into the year, makes a complete mockery of the whole concept of performance management and performance related pay within AXA.

**Unite** believe it is imperative that AXA takes drastic and immediate action to ensure all staff have their objectives set and agreed immediately to ensure the whole process does not fall further into disrepute.

**AXA UK 2009 Objective Setting Data (15.06.09)**

Operating Company	None	In Progress	Awaiting Approval	Approved
AXA Insurance	59%	20%	10%	11%
AXA PPP Healthcare	39%	32%	20%	9%
AXA Life	53%	24%	14%	9%
AXA Shared Services	33%	20%	26%	21%
All Companies	49%	24%	15%	12%

## Cost cutting negotiations started...

In light of the impact of the recession on AXA, Unite has entered into consultation with the company over a series of possible initiatives to reduce costs. A wide ranging series of expense reduction options are being considered and whilst negotiations are at this time confidential, we will advise you of the outcome of these meetings as soon as we can.