



8 out of 10 said Pay Before Bonus

Following company communications about the possibility of there only being a bonus payment in 2010 with no pay rise, Unite ran an online survey for AXA employees from 2 November until 20 November 2009. Participants were asked whether they thought a pay rise or a bonus is the fairer way to reward employees. Their response to this question was:

81.5% Pay / 18.5% Bonus

When also given the option of a small pay pot and a further reduced bonus, barely 1 in 10 employees said they would want to only have a bonus:

- 56.5% Pay rise with no bonus**
- 10.2% Bonus with no pay rise**
- 33.4% Reduced pay rise and reduced bonus**

Many people left comments and it is clear that those expressing a preference for bonus are primarily employees that either would not benefit from a pay rise due to their position in their pay scale, or think that accepting the company proposal will give them job security. Many of these also expressed concern that the bonus structure itself is not equitable.

The vast majority that expressed a preference for pay also stated their upset and concern at the company position. AXA's reward structure has previously offered both a pay increase and a bonus and the respondents indicated that they value pay increases ahead of bonus. Many also commented that using the bonus scheme structure as the sole method for reward distribution completely changes the dynamic of the reward package to the detriment of lower paid employees.

This feedback has been shared with the company and the pay talks continue.

