

## 2006 pay ballot starts

Amicus are today issuing ballot papers to its members in the AXA UK Group. Following a series of lengthy negotiations between union negotiators and AXA management, Amicus is recommending acceptance of the company's final pay offer as the best that can be achieved through negotiation.

The background to the 2006 pay talks was extremely tough. Not only was inflation lower than 2005 (2.2% compared to 3.2%), but the pressure on the company to reduce expenses to improve profits by its shareholders was immense. Whilst the 2005 results in the UK now show all parts of the company to be profitable, the levels of profit, especially in the Life operation, are much lower than is expected by Paris and this has led to further tough cost challenges that had a direct impact on the pay negotiations.

Despite this we have managed to negotiate a 3% pay pot that will result in the vast majority of staff receive an above inflation pay rise in 2006.



### Zero pay principle rejected by union

Management were resistant to paying staff currently earning in excess of their pay scale anything regardless of performance, an issue that the union was not prepared to accept. Our stance was that anyone whose performance contributed to the company's profits deserved to have some form of recognition in the pay deal. Without something for these hard working staff, Amicus advised AXA there could be no deal. Last ditch negotiations saw the company agree to pay non-managerial staff in grades 6 to 9 a cash reward in addition to the annual bonus.

### Poverty pay success in AXA

Low pay was an issue that Amicus was extremely concerned about in AXA with a number of existing pay scales starting well below the Church of England's poverty pay level of £10,556, and the prospect of more with the introduction of regional pay scales in Life which based on market matching data would have started at £9,600.

AXA accepted the union's points on this issue and agreed to adopt the Church of England figure as its minimum for any pay scale, regardless of market data to the contrary. This is extremely good news as AXA is one of just two companies in the financial services sector that have adopted a minimum poverty pay wage for its staff (the other being RBS).

Additionally as further help to low paid staff we persuaded the company to provide a minimum pay rise of £400 for staff low in their pay scale.

### Regional pay across UK

As part of the move towards 'One AXA' the company required the introduction of regional pay scales in Life, similar to the existing systems in Insurance and Shared Services. This generated much debate as the new national Life scale was lower than the old one (which included Bristol and London staff).

Our concerns centred on the impact on staff in Coventry and some of the branches which would now use this scale and their earning potential. Whilst it appears that the impact is minimal, affecting only 57 people nationwide, we will be ensuring that the company's data is correct and challenging it (as we do with all pay scales in all operating companies) should retention and recruitment evidence indicate that the scale is not correct.

If you have particular views on this issue, please speak to your local workplace rep.

# Bonus move towards harmonisation...

The inequities between the various **AXA UK** bonus systems is an issue that **Amicus** have been concerned about for some time and raised with management as part of the 2006 pay claim. Given the cost implications **AXA** were reluctant to make any changes for the 2006 bonus, but relented after listening to our arguments. Consequently Insurance and Shared Services staff from an Insurance background have seen their on target bonus increase and some of the performance measures changed, bringing them in line with colleagues in Life and Shared Services for grades 7 to 9. The increased cost of these changes for the 2006 bonus (payable in 2007) has been covered by the operating company and is **not** taken from the pay pot.

## Pay date adjustment

Following the change of the pay review date to 1<sup>st</sup> April for Life staff, we agreed with the company a compensation uplift for those affected which will be paid in addition to their annual pay increase.


This additional cost is being borne by the operating company and is **not** taken from the annual pay pot.

## No ballot form?

The pay ballot runs from 13<sup>th</sup> to 24<sup>th</sup> March. If you are an Amicus member in grades 6 to 9 in AXA Group Services, AXA Insurance, AXA Life, AXA Shared Services or AXA UK and have not received a ballot form, contact your local workplace rep. Details of all Amicus reps in AXA can be found on our website at [www.axa-amicus.org.uk](http://www.axa-amicus.org.uk)

Overall, bearing in mind the background of low inflation and extreme cost challenges to the pay talks, the Amicus negotiating team were extremely pleased to have met the mandate issued to them by the AXA NCC, achieving an inflation busting pay pot, reward for over scale staff, improvements for low paid staff and movement on bonus harmonisation.

Consequently Amicus are recommending its members vote to accept the company's final pay offer as the best that can be achieved through negotiation.

 **Membership Form – GB** Please complete all questions if known in BLOCK CAPITALS with a black ball point pen, seal and post – no stamp needed.

**About You**

Surname  NI Number   
Forenames  Male  Female   
Mr /Mrs /Ms /Miss /Dr /Rev'd  Date of Birth   
Home Address   
Postcode   
Home Tel  Mobile Tel   
Email   
Work Email

**About Your Job**

Employer   
Work Address   
Postcode  Work Tel   
Your Job  Industry   
Department  Payroll No.   
Do you work: 20 or more hours per week (full time rate)  Less than 20 hours per week (part time rate)  Are you self-employed   
Are you an apprentice, student or on a full time training scheme YES  NO  NMC No.

**Equal Opportunities**

Amicus is committed to the promotion of equal opportunities for all and it is the Union's aim to provide services and support to members that is free of discrimination on the basis of race, gender, religion, sexual orientation or disability. **What ethnic group do you belong to?**

White	Asian or Asian British	Black or Black British	White & Black Caribbean
<input type="checkbox"/> British	<input type="checkbox"/> Indian	<input type="checkbox"/> Black Caribbean	<input type="checkbox"/> White & Black African
<input type="checkbox"/> Irish	<input type="checkbox"/> Pakistani	<input type="checkbox"/> Black African	<input type="checkbox"/> Other mixed
<input type="checkbox"/> Other White	<input type="checkbox"/> Bangladeshi	<input type="checkbox"/> Other Black	Chinese or other ethnic group
	<input type="checkbox"/> Other Asian	<input type="checkbox"/> Mixed	<input type="checkbox"/> Chinese
			<input type="checkbox"/> Other ethnic group

Do you regard yourself as someone with a disability? YES  NO

**FOR UNION USE ONLY** May 04

Campaign code  Branch  Workplace No.  Job code



**Method of payment – please complete one**

**1 Authorisation of deduction of your trade union contributions from your pay (check-off)**

Note: Not all employers operate check-off  
I hereby authorise the amount indicated from my pay or such amounts as shall be notified to my employer on my behalf from time to time by Amicus. I also authorise the employer to inform Amicus of any change of address.

Amount to be deducted £  I am paid monthly  weekly  (please tick)

**2 Instructions to your bank or building society to pay by Direct Debit**

Name and full postal address of your Bank or Building Society

To: The Manager  Bank/Building Society   
Address   
Postcode

Originator's Identification Number   
9 7 1 4 6 7

Membership Number (office use)

**Instruction to your Bank or Building Society**  
Please pay Amicus Direct Debits from the account detailed in this instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this instruction may remain with Amicus and, if so, details will be passed electronically to my Bank/Building Society.

Name(s) of Account Holder(s)   
Branch Sort Code   
Bank/Building Society account number

Signature(s)   
Date

Banks and Building Societies may not accept Direct Debit Instructions for some types of account  
I wish to pay:  Annually  Half yearly  Quarterly  Monthly My preferred payment date is  
I wish to pay the sum of £  . Month commencing

**3 Credit card**

I wish to pay:  Annually  Half yearly  Quarterly  Monthly  
I wish to pay by:  VISA  Mastercard/Access the sum of £   
Card No.  Expiry Date

**4 Cheque – Please make cheque payable to Amicus.**

I wish to pay:  Annually  Half yearly  Quarterly  Monthly I enclose my cheque for £

Please read Data Protection notice overleaf  
You have the right at any time to stop us using your details for third party marketing purposes. If you do not wish us to communicate with you or share your contact data for these purposes, please tick this box.  Please note that this will preclude you from receiving our special offers or promotions.

I agree to abide by the Union's rules. I authorise the payments above.

Signature(s)  Date

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or call the recruitment hotline free 0800 587 1222**