



# Put AXA workers first

**Unite have called on AXA Group COO to ensure that AXA employees are put first as headcount reductions arising out of *Project Jaguar* bite. Unite are concerned that some local management teams are selecting AXA IT workers for redundancy whilst still employing expensive contractors in jobs these workers could transfer into, potentially contrary to an agreement reached between Unite and AXA last year.**

As part of the overall *Project Jaguar* consultations last autumn, **Unite** agreed with **AXA** that where cost cutting measures impacted on headcount, that any staffing reductions would first come from the large numbers of contractors hired by Group COO IT and employees whose job may be at risk, transferred into vacated contractor roles. Indeed, **AXA** not only committed to this but also to a substantial re-training budget for IT staff moving roles.

Unfortunately the application of this policy appears to be a bit hit and miss. In Bristol a decision this week by **AXA Life Wealth Management** to cancel an IT project has led to 60 contractors having their contracts terminated with immediate effect.

However in Lytham Commercial BSD staff have been put at risk of redundancy (and some will be served notice next week) following the decision to wind down two commercial IT systems, despite a substantial number of contractors still being hired in other parts of IT in Lytham.

This situation is exacerbated by the fact that a number of contractors have been on **AXA's** books for several years. Regardless of their speciality, there should have been sufficient time to train and re-deploy some of the many long serving **AXA** IT staff in Lytham into these roles...

**Unite** are calling on Group COO to urgently address this issue and ensure **AXA's** employees are put ahead of IT contractors at this time of expense and headcount reduction and more effort made to redeploy impacted IT staff.



## Why hire contractors?

**IT contractors are an expensive commodity but are necessary to ensure that AXA does not have to keep hiring and firing employees in IT.**

**Whilst most areas of the business are subject to peaks and troughs of work, this is more pronounced in IT where specific IT projects require extra employees for the length of the project but not after. This situation is further exacerbated when the business cancels IT projects and the people to work on them are no longer required.**

**Unite accepts that Group COO will always need to hire contractors to manage the peaks, but when AXA is in a trough, then contractors need to be released to ensure AXA employees are not made redundant.**