



AXA UNION NEWSLETTER

August 2008

# Coventry Outsourcing: AXA Confirm Jobs Safe



**AXA Life has announced the next stage of plans for outsourcing work to Liberata, a third party administrator. This is life work that is currently based in Coventry and requires use of the Tandem computer system, which AXA has decided is no longer economical to support.**

In May 2007 Unite issued a newsletter expressing our concerns about the potential impact on members of the decision to outsource work to a third party administrator. Originally there were over 100 roles in scope and as ever Unite oppose the use of compulsory redundancies except as the absolute last resort. We are aware that some members have concerns about the status of the Coventry office, particularly following an announcement about closing one of the buildings, although this decision was later reversed.

We are therefore pleased that following further consultation with Unite, AXA have confirmed that there will be no redundancies as a result of this phase of the outsourcing to Liberata. There are sufficient Suitable Alternative Employment (SAE) roles available in Coventry to allow all impacted employees to be redeployed.

There are plans for a final transfer of work to Liberata in 2009, however the project to move the AXA IPP book to the Winterthur Life system was stopped last year due to problems arising.

## What is a Suitable Alternative Role?

To count as an SAE the new role must have the same grade and pay as the existing role. It should be at the same location or within a reasonable distance (with a maximum commuting time from the old location of 30 minutes) Also, it should be possible for the employee to be fully effective in the new role with one month of training and six months of experience.

## What If Employees Don't Want the New Role?

The main priority of the union is to protect employment where ever possible. However, if any members believe they are being forced to take an unacceptable new role that is not a genuine SAE they should contact a local union rep.

Recently some of our members in AXA Life branches have been given the painful news that they are going to lose their jobs and that no suitable alternative roles are available. Unite are pleased that in this case AXA have been able to confirm that no employees will be at risk of redundancy.

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