

AXA to cut staff pay by 25%!

Well that got your attention didn't it?! Although management have no plans to undertake such a move, no doubt you'd be outraged if they did and demanding immediate action taken. The irony is though that many staff in AXA are effectively cutting their pay themselves by doing hours of unpaid overtime.

Look at it logically. Most staff are paid a wage based on 1,820 hours a year (260 x 7 hours a day). If you regularly work through your lunch hour, grabbing a sandwich at the desk that suddenly becomes 2,080 hours. Get in 20 mins early, work half an hour late and then you're talking 2,276 hours – an additional 25% of unpaid work. And let's be honest that isn't extreme, some staff are doing much more than this...

Putting it in financial terms is even more frightening. A Grade 7 (C) employee on £16,000 is paid £8.80 an hour. This is calculated on 1,820 hours. If they work through lunch their hourly rate drops to £7.70. Work that bit extra before and after 9 and 5, then the rate is now £7.03 an hour. If the company was to pay for all this unpaid work then the individual would take home a basic £20,028 compared to £16,000...

If you want to work out how much you lose out in unpaid overtime visit the **TUC's** online unpaid overtime calculator at: www.worksmart.org.uk/overtime_calc.php



**WORK YOUR
PROPER
HOURS DAY**
FRI 24 FEB '06

Over five million people at work in the UK regularly do unpaid overtime, giving their employer £25 billion of free work every year. Are you one of them?

Friday, 24th February is the day when the average person who does unpaid overtime finishes the unpaid days they do every year and starts earning for themselves

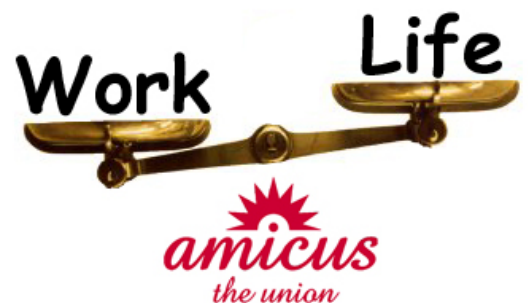
Long hours are not good for us. They cause stress; they're bad for our health; they wreck relationships; they make caring for children or dependents more difficult; and tired, burnt-out staff are bad for business.

Get a balance...

In AXA UK, Amicus is running a campaign, between the 14th February and the 24th February, on the subject of Work-Life Balance.

Work-Life Balance is important for all staff from the CEO down and the campaign will cover topics such as what we will be doing in 2006 with the company and the HSE to tackle Workplace Stress; advising you of your legal rights to Flexible Working, Parental Leave and Emergency Time of For Dependents; as well as encouraging you all to take a proper lunch break on the 24th Feb and go home, on time, making time for yourself or your family.

Managing Work-Life Balance is not only important for the health of the company, but also your own health. No one wants to get to 65 and find life has passed them by do they?



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