

## AXA asked "be reasonable"

Amicus have today submitted the 2007 pay claim on behalf of staff in the AXA UK Group, asking the company to be reasonable when considering the claim. After consulting members, Amicus has drawn up what it feels is a realistic claim in light of the cost pressures faced by AXA UK, but taking into account the pressures employees of all grades are faced with to balance their own finances at home.

2006 was not a fantastic year for many employees in the AXA UK Group with the redundancies arising from *Libra* and *Scorpio* and the changes to the final salary pension scheme. Whilst AXA UK has certainly made substantial improvements in its financial position compared to two or three years ago, the company is still not out of the woods and Group CEO Henri de Castries bluntly stated in December that the level of return from the UK operation was still not good enough bearing in mind the size of the company. Amicus have already met twice with the company to discuss pay and it has been made very clear to us that this is the company's primary concern.

However Amicus, whilst not unsympathetic to the cost challenge faced by AXA UK, has made it clear that the cost challenge cannot be met at the expense of employees pay and that in our opinion the company performance allows for staff to see a reasonable increase in their annual pay review.

Consequently Amicus has submitted a claim for a pay pot of 4.25% taking into account inflation (3.9% at time of claim) and the various areas of concern raised by members.



### Action required...

As part of the pay claim Amicus has requested action taken in the following areas:

- Harmonisation of AXA Shared Services bonus (currently six schemes with new starters getting more than some existing staff)
- Increase AXA Insurance Grade 6 bonus (currently lowest in whole AXA Group) to parity with Life and Shared Services
- Remuneration for all staff (regardless of grade) paid over their pay scale with a pensionable increase provided every third year
- Increase in the London pay scale to 20% to reflect local market
- Review pay scales for staff in Bolton, Coventry and Morecambe to see if regional adjustment required
- Review call centre attrition, salaries and business practices
- Introduce National Finance Pay Scales throughout AXA UK group
- Harmonise AXA Life overtime with AXA Insurance rates and remove grade 6 minimum 20 hour restriction

### Other issues...

Amicus have also requested the company look at a raft of other benefits that could possibly be provided to employees at little or no cost to AXA but providing a financial benefit to staff:

- review staff insurance discount policy and make it more attractive and accessible across whole AXA UK Group
- allow staff to utilise AXA purchasing power by extending ECOS car purchase scheme, discounted electrical goods availability, use of discounted trade services, reduced hotel bookings and travel tickets etc.
- review private medical insurance policy to ascertain benefits of universal provision
- extend use of central flexitime policy across all areas
- review sports and social provision across all companies to extend benefits for all staff and provide consistent funding