



No crocodile tears please

Unite has told AXA not to cry crocodile tears and exaggerate the impact of the summer floods on its ability to reward the hardworking staff in AXA as the 2008 pay negotiations get underway. Unite have today submitted a reasonable pay claim to AXA, drawn up after consultation with members, that we hope the company will accept to demonstrate its commitment to staff following another year where staff have seen pressure on their personal finances increase.



Whilst we appreciate that the summer floods cost **AXA Insurance** in the region of £200 million, it is to cater for losses of this magnitude that **AXA Insurance** has built up its reserves over the last few years. The January storms and June floods had already been factored in **AXA's** half year £180m profit, so there should be no negative impact for employees when it comes to pay. Although the drive to cut costs has not gone away, the success of *Project Libra* to reduce expenses in **AXA Life** should have moderated these pressures to the point where some of the idiosyncrasies between terms in Life and the rest of **AXA** can finally be addressed.

Unite feel that **AXA** is in a financial position to give staff a reasonable pay increase this year and consequently have submitted a claim for a pay pot of **4.75%** (bearing in mind an inflation rate of 4.3% at present), as well as a request for improvements in a number of areas that are of concern to members.

Areas of concern raised by you...

Below Expected/Partially Successful: the lack of any reward for a rating of 4 was seen as unfair by many, especially as it did not differentiate from a 5 rating and the difference between getting a 3 and 4 rating can be contentious. We want AXA to look at giving some reward for staff rated 4, but not out of the pot for staff rated 3 or higher.

Disciplinaries: the 'no increase' rule for staff on disciplinaries is de-motivating and inconsistent (especially for six month warnings which depend on when issued as to if they have an impact). We want the rule scrapped and disciplinaries considered as part of the normal review rating process during the annual appraisal.

Underwriting Scale: the inconsistent approach for specialist roles like underwriting in the geographic hot spots such as London and Bristol needs addressing to ensure scales include geographic premiums, not absorb them.

AXAI bonus: Grade 6 staff in Insurance get less than any other grade 6 in the UK group, whilst 7 to 9's get the same, is an issue we want correcting given the efforts of these important senior staff to make Insurance profitable.

AXA Life overtime: whilst Life do operate differently than other UK companies, overtime requested by the company should be at the same premium rate as Insurance and PPP. Also the Grade 6 "20 hours unpaid" rule should go.

Holiday: whilst we were happy with the increase last year, we want to see the top end of the market allowance of 30 days introduced to demonstrate the *Preferred Employee* ethos and desire to keep the *Best People*.

Long Service Awards: an increase to reflect that they have remained unchanged for some years in certain areas and index linking to ensure the benefit is not eroded in future years.

Sports and Social: adoption of a one AXA Sports and Social club so all staff can share in the benefits.

Travel and Subsistence: review of the allowances with Unite to ensure staff are not out of pocket.

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