



AXA UNION NEWSLETTER

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# Credit Crunch, Recession, Redundancy?

**As economic gloom continues in the UK there is an increasing fear of redundancy amongst workers, including those in the finance sector.** A rising number of people are seeking advice about this subject, whilst at the same time legal firms report an increase in enquiries from employers wanting to know how they can safely get rid of employees.

There are many potential benefits to being a member of a Trade Union, although some of these only come to light when members find themselves in a difficult situation, possibly relating to disciplinary, grievance or redundancy.

On a collective basis Unite works to ensure that all other options are fully explored and that the potential impact of any compulsory redundancies is minimised. Unite also represents individuals. Although we cannot make the spectre of redundancy simply vanish, we can ensure that impacted members are treated fairly and fully supported and represented throughout the process.

Unite is the recognised trade union in AXA and in addition to negotiating your pay and terms and conditions with the company, it also consults over a wide range of issues (such as business restructures) and represents members on an individual basis. It is common knowledge that AXA currently has several projects underway that are likely to result in some reductions in the number of employees across the UK.

Obviously it would not be appropriate for us to share names or go into details of the exact circumstances of individual cases, however some recent examples where Unite has helped members faced with redundancy are:

- Challenging a proposed redundancy settlement on the grounds of age discrimination and securing alternative AXA terms that were significantly more valuable
- The overturning of a decision to select an individual for redundancy resulting in their being offered reinstatement
- The securing of Pay In Lieu Of Notice for someone after they had been told they could not have this and so would have to forfeit their remaining paid notice period so they could start a new external job

For information on how to join Unite contact your local union rep or visit [www.axa-unite.org](http://www.axa-unite.org)