

## Unity is strength

The Amicus National Company Committee's of AXA Life and AXA Insurance met recently and made the unanimous decision to work as one body (incorporating AXA Shared Services, AXA UK and AXA Group Services) for the benefit of all Amicus members in the AXA UK Group.

Over the last year or so **AXA** have been moving towards the concept of "One **AXA**", with an increasing number of important decisions that directly impact on members in the operating companies being made a Group level, rather than by the individual operating company.

Consequently, the NCC delegates who attended the meeting felt strongly that the old structure of working as separate union bodies was only benefiting the management in **AXA** and not the members.

*"It was becoming increasingly clear that our old structures left us at a distinct disadvantage when negotiating with management and was providing them with the opportunity to pick off individual areas and not allowing us to organise to our strengths"* said **AXA** NCC Joint Chair Michael Peacock.

*"The decision of those who attended the meeting was unanimous"* stated Joint Chair Karen Wild.

*"There is clearly no logic in burying our heads in the sand and adopting a silo mentality. We need to stand united in the face of such challenges as Project Libra and Offshoring, not working in a diverse and isolated manner."*



**AXA NCC Joint Chair Karen Wild**  
lunching with **AXA President Henri de Castries**

The new body has agreed a set of standing orders for its operation which prevents any potential cliques being able to exist and force through decisions to the detriment of other areas. Indeed the whole concept is based around achieving a consensus of opinion. The old **AXA Life** and **AXA Insurance** chairs (Karen Wild and Michael Peacock) will share the role as Joint Chairs for a two year period until 31<sup>st</sup> December 2007 and none of the old individual operating company NCC delegates have lost their seat by the creation of the new body.

*"The new set up should really enable us to synergise our efforts and leverage our industrial relations experience, expertise and strengths,"* says **AXA Shared Services** rep Pete Spragg. *"The recent success with the ABS quality audit clearly showed the advantages in working together across operating companies and not working in isolation. There will be more of this joined up approach in 2006"*.