



Bonus shenanigans blasted!

Unite are surprised at AXA management publicly stating changes to the 2009 bonus scheme for Shared Services staff have been made, prior to any meetings to negotiate them and then claiming them as positive despite the fact that on a like for like basis not one staff member would be better off.

In a letter to **AXA PPP healthcare** staff on the subject of the economic crisis on **AXA** and the possibility **PPP** staff may not get a pay rise in 2009, **PPP** CEO Keith Gibbs advised "local Shared Service" staff in Tunbridge Wells that in a "positive change" they will "now have their bonus multiplier based on **AXA PPP's** results for the 2009 bonus year to be paid in 2010".

This comment was issued prior to any discussion with **Unite** about this subject and is in breach of the company collective bargaining agreement with **Unite** that covers the **Shared Service** staff in Tunbridge Wells. Further, it is extremely misleading in claiming that this is a "positive change".

Unite challenged **AXA** to demonstrate that local **Shared Services** staff would be better off by switching from the **UK Shared Services** bonus multiplier to any of the operating company multipliers. The data they produced showed that, on a like for like basis, not one employee would be better off. Indeed the vast majority of staff would receive less money.

Even if the currently available company modifiers are applied (rather than the like for like approach) **AXA** have had to confirm that only a few staff would benefit from the change with most in a negative position.

As far as **Unite** can see the only "positive" would be to the heads of local companies in reducing their **Shared Service** function costs. For staff a switch to local bonus modifiers would be a retrograde step.

This situation is obviously untenable and **Unite** call upon all **AXA** management to adhere to the agreed consultation process and their espoused **AXA** values. Additionally, **AXA** management should make no further mention of any changes to the bonus scheme unless there has first been a full consultation process with **Unite**.

Bonus smoke & mirrors

Comparing bonus payments across the operating companies and Shared Services is made hard by the failure of **AXA** to adopt a standard personal element approach.

For example a Grade 6b in Shared Services has a personal element of 8% whereas in Life a 6b has a personal element of 4%. However for on target company performance the Shared Service employee has a bonus modifier of 1x whereas the Life member has one of 2x. Like for like they both receive the same, but a quick glance of the modifiers may lead you to assume the Life bonus is better than the Shared Services one.

Unite have received a number of queries this year from irate members in Shared Services who thought they were worse off than colleagues in **PPP**, Life and Insurance, when in fact in they were better off; by a considerable amount in some cases.

Of course this matter could be made clearer by having a standardised personal element across **AXA** UK to which the company modifiers would be applied, but it seems **AXA** prefers the smoke and mirrors approach so staff cannot see if they are better off (or not) compared to colleagues in other companies.