



AXA UNION NEWSLETTER

January 2009

California Wake Up



The time for rumours or jokes about California Dreaming is over. AXA have announced that the outcome of Project California is to outsource 1,300 UK roles from AXA Life and AXA Shared Services to Capita.

The full details will be communicated by the company, but in essence the project looked principally at how to manage the declining book of the AXA Life traditional business and the assorted problems of the various legacy IT systems in use. Unite's preference was for an internal AXA solution, however the view of the company is that outsourcing is the only way to guarantee that the results they want will actually be achieved.

Although the contract has not yet been signed and there are still details to be finalised about who is in scope, it appears that around 1,300 AXA employees in the UK will transfer to Capita. Unite have been in consultation with AXA over project California for some time, although it has only recently become clear that the intention is to go with the outsourcing option.

Outsourcing was not the outcome that Unite wanted, however we understand that AXA management have a strong preference for the CAPITA business case and believe this will be better for the long term future of the Life company, so helping to ensure greater job security for employees.

Union recognition is protected by law and Unite will continue to be the recognised trade union trade for employees that are transferred to CAPITA. Unite will be negotiating the TUPE transfer that covers the future terms and conditions of transferring employees. We do have some ongoing concerns about the impact on our members of this decision to outsource such a significant part of the business and are currently negotiating with AXA to secure additional guarantees that go beyond the minimum required by the TUPE legislation.

Is My Job In Danger?

AXA have stated there will be no job losses related to this project during 2009, however there will be a significant reduction in the roles required over the next 5 years. AXA say that allowing for assumed levels of redeployment and natural attrition they estimate there will be around 350 redundancies. Unite has a zero tolerance policy on compulsory redundancies. Unite are seeking to get Capita and AXA to commit to a process where transferred employees that are no longer required in future will receive information, assistance and a degree of priority in applying for any suitable roles that may become available at AXA.

Talk To Unite: We will be holding the following surgeries to give members (or those wishing to join the union) the opportunity to ask questions or let us know about any particular concerns.

Monday 26 January: Coventry

Tuesday 27 January: Bristol

Thursday 29 January: Basingstoke

Unite, 3rd Floor, Chapel Street, 11:45 – 15:00

AXA Centre, Room 11F, 10:00 – 13:00

Dextra Court, Hannington, 10:00 – 13:00

Following these sessions members should raise issues or give any feedback via their local union rep.

**Get the latest union news emailed straight to your workstation or home PC!
Send a blank email to: axa-unite-subscribe@yahoogroups.com**