

## Libra In Balance for 2006

**When AXA originally announced project Libra it appeared that the impact on AXA Life employees would be severe, with an estimate of around 350 compulsory redundancies, most of which would take place during 2006. Since then Amicus have made every effort to work with AXA Life to make sure that the number of compulsory redundancies is kept to the absolute minimum.**

**Amicus** took the position that the majority of any redundancies must be through the Voluntary Redundancy scheme that we proposed. It is now unlikely that there will be any further redundancies during 2006, so the current figures for this year should remain unchanged. These are 83 voluntary redundancies and 29 compulsory redundancies (the majority of which were from the management population).

The Voluntary redundancy scheme for 2006 has now run its course and we are discussing a new scheme for 2007 with AXA.

“At the start of 2006 we faced a tremendous challenge” said **Amicus National Official Hugh Jones-Glass** “However, what has been achieved has proven that by working together we can meet the challenge and mitigate redundancies and minimise the impact on employees. The lessons that we have learnt in 2006 should hopefully stand us in good stead to manage the impact on the changes that are required in 2007.”

Of course success in minimizing the impact on employees needs to balance with the Company actually meeting the cost challenge, otherwise there is no point going through the pain of such a project. Although Paul Evans did give Libra a “RAG” rating of Red back in July, AXA Life believe they have achieved a positive benefit delivery in July and August and have now reduced the gap to within 10 per cent of the £20.4 million target for 2006. Libra is currently rated as Amber.

Although redeployment has been very successful on the whole, some members have expressed concerns about their new role. **Amicus** have endeavoured to ensure that these issues have received due consideration and that individuals are redeployed to roles that would be legally regarded as suitable alternative employment.

**Amicus** agreed guidelines with AXA Life about how promotion and acting up would be managed under Libra, as it is obviously wrong to take a redeployment opportunity away from an employee who is at risk of redundancy by promoting someone else into that role. However, it is also not right to leave people acting up for ever, so as Libra enters its final phase for 2006 we have taken the opportunity to review these rules. A separate joint communication has been issued in respect of this.

**Amicus** have pushed back on a number of the business cases put forward by AXA under Libra. However we fully acknowledge the value of the knowledge and experience of employees actually doing a job. If you believe that a business case for a Libra initiative does not stack up and your manager isn't listening, please contact an **Amicus** representative.

### AXA Admit Commercial MI Wrong

Regarding Project Scorpio in AXA Insurance, **Amicus** were never happy with the detail behind Commercial Distribution's business case for the reorganisation of their sector and the resulting loss of 200 jobs. We repeatedly challenged the management team responsible for the plans, arguing that the management information on which they were making their case was flawed and the staffing levels in the UK and India just did not make sense in light of our knowledge of the business.

One of our areas of concern was the AXA BS operation and the employment of less than 40 Indian staff to undertake the work of over 80 UK staff. Clearly the imbalance in the numbers made us sit back and think, but Commercial Distribution insisted its MI (from the Track It system) was correct, despite our feedback that it was not being used consistently or correctly in the sites operating it. Less than two months later management have advised us that the ABS staffing is under resourced and will be increased to 64 (and even that may not be enough). Why? Because the Track It data was incorrect...

**Amicus** are still extremely concerned at the UK staffing calculations given so much of the MI was centred on Track It. In view of this, and much worrying feedback we are receiving from members in Commercial branches following the reorganisation, we have requested a meeting between Commercial Distribution management and our Commercial reps to try and sort out the problems occurring.