



Overdue Overtime Review



A recent TUC study found that Four out of ten single women in their 30s (39 per cent) work unpaid overtime, making them more likely to do unpaid overtime than any other group in the workforce

Although most terms and conditions have already been harmonised for employees of AXA Life, Insurance and Shared Services, there is a notable exception when it comes to overtime pay. AXA have previously advised Unite that the business has no appetite for change, that higher rates would encourage employees to work excess hours and that employees do not raise this as an issue.

However, AXA Life employees receive significantly lower overtime rates than the rest of the group and there is also a particular issue in the way overtime pay is restricted for Level 6 employees in AXA Life. Unite has continued to press for a proper review of overtime and AXA have now committed that this is about to take place and that Unite will be fully involved.

Shown right are the overtime rates paid across AXA. Level 6 employees in AXA Life must work 20 extra unpaid hours before they are eligible for any paid overtime. They do receive a £1,000 buy out, but this only equates to a few hours of overtime per month for their colleagues in the rest of AXA.

AXA Life	1 / 1.5 x
AXA Insurance	1.5 / 2 x
AXA PPP Healthcare	1.5 / 2 x
AXA Shared Services	1.75 x

Sickness Targets Get Better

Our newsletter of March 2008 highlighted that departmental attendance targets had been cascaded down to appear as goals for some individual employees. Following further negotiation with the company we are pleased that it was agreed that these targets would be withdrawn for individual employees.

Managers should have cascaded this information to employees and also received clarification of the process for managing absence to ensure there is a consistent and fair approach across AXA.

In AXA Life an overall absence target of 3% has been agreed across the COO and Traditional Business for all divisions, departments and teams. This should only be used at a team/department/divisional level and should not appear as an individual goal or target for an employee or impact on mid-year performance ratings.



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