

# uniteinaxa

YOUR UNION . YOUR VOICE . MARCH 2016



## A bigger slice...

Following the resounding rejection of AXA UK's pay offer in the recent pay ballot, we went back to company with a request to re-open pay negotiations to try and achieve a mutually acceptable negotiated settlement.

The company negotiating team advised that they were unable to improve on the UK group offer, they said they were prepared to discuss what could be done around the 0.5% targeted spend to help alleviate the concerns of the staff.

After a series of discussion, **AXA Insurance** proposed the following:

1. We will commit to prioritise the 0.5% targeted spend on the non management grade hot-spots, impacting the largest number of employees, as appropriate.

2. Our objective will be to have made and implemented the majority of the targeted spend decisions by the end of June 2016.

3. We will hold regular meetings with **Unite** to identify and agree the priority target areas and implementation plans by site and function. We have a great deal of alignment with **Unite** over the issues that should be addressed, such as providing progression for our employees and paying at the mid-market. The target spend will enable us to make progress in these areas.

4. We will provide **Unite** and employees with information on the utilisation of the target spend throughout the implementation period.

Additionally the company said they would investigate the possibility of some award later in the year,

possibly a Christmas bonus, dependent on company performance.

Following receiving this proposal **AXA Wealth** management agreed to make broadly the same offer.

Whilst it is not what we (and you) wanted, it is a big improvement in ensuring the targeted spend is now directed at the lower grades and that the spend will reach a majority of staff in those grades.

**The Unite in AXA National Company Committee has decided to re-ballot the Unite membership with this improved offer as the best that can be achieved without taking industrial action.**

**The ballot will commence Monday 14th March and run for two weeks.**