

## Minutes of the Bureau Meeting held on 13 March in Matignon



### Presentation of the topics dealt with by the EWC Secretariat

**Hedi BEN SEDRINE** presented the topics discussed at the previous day's Secretariat meeting:

**UNI Expert:** UNI Europa Finance has just appointed its new expert to the AXA EWC, **Mrs H  l  ne DANESI**. The members of the Secretariat welcomed her. This appointment will allow them to get feedback on the work of UNI and to build with this expert the missions that will enable the EWC to enrich the subjects covered in the various meetings.

**Country tours:** The integration of XL deserves particular attention in some European entities.

In Italy, the reclassification of employees affected by job cuts seems to be a local problem, contrary to the commitment made by top management and the application of the Agreement on Anticipating Change. Management has ensured with local HR that the commitment made will be respected and will return at the next AXA XL Seminar in Paris.

In Spain, two cases of dismissals are mentioned at AXA Art. The Management raises local issues that are not dealt with at the EWC but will ask that this point be clarified locally.

**AXA XL Seminar:** In view of the particular current events of this entity and the European impact, a seminar will be organized by the EWC Secretariat on March 26 to bring together elected representatives of AXA CS, AXA Matrix, XI Catlin and AXA Art from European entities. They will be able to discuss among themselves and will be invited to

report their local issues to **Doina PALICI-CHEHAB** in charge of the integration of XL and **Sandrine GIRSZYN**, HR Europe

Brexit: The Secretariat recalls the date of 29 March and asks the Management to comment on its position regarding the retention of the British delegation in the EWC.

## Brexit



**Patricia PLAS** (Head of Regulatory Affairs and Institutional Relations) in charge of regulatory developments, particularly in Europe and internationally.

The subject of Brexit is the proportion it will affect the AXA Group when it leaves Europe, even if the stakes for the insurance sector are lower than for other economic sectors, which are more affected by cross-border issues.

The Group has prepared upstream by identifying the consequences for its customers and employees and by working on the continuity of its operations with the United Kingdom

**Steve BLEASE**, UK member of the Secretariat regrets the lack of information on the impact of Brexit on continental employees working in the United Kingdom or the opposite of British employees working on the continent.



**Patricia NUNEZ** is interested in operational issues, particularly for AXA XL, which is a transnational entity. Voluntary or involuntary departure plans are underway and the question is to know the medium and long-term impact of this new post-Brexit process.

Management replied that these two issues are not currently identified as issues for the Group since the operational activity will be managed as with other third countries and the impacts for employees are zero.

In addition, the Management confirms that the United Kingdom delegation will remain within the EWC at least until the end of this term of this mandate, as the EWC Agreement defines the procedures for leaving a delegation which do not apply in the event of a Brexit.

## Strategic priorities of the Group Operations Department



**Astrid STANGE** (Group Operations Director) presented the points related to new technologies and their impacts on customers, businesses and employment.

The Operations Department is a new one and consists of a number of functions, which operates worldwide in different areas (IT Systems, Innovation, Security, Steering, Finance and Purchasing)

**Marc BLOTTIÈRE** (Group Chief Information Officer) presents the priorities of Group Operations

- Knowledge of new technologies and innovation projects.
- Master Data Management: quality data accessible at all levels of the organization.
- A Cloud with optimal storage capacity and security
- Renovation of old systems to switch them to innovative systems
- Optimized data protection
- Reallocation of investments according to needs



**Isabelle SONNEVILLE** (Group Operations Transformation Director) underlines the importance of preparing employees for the jobs of tomorrow and in particular for new technologies. It is necessary for HR to work on several axes:

- Mapping of job families in a logic of anticipation
- Increasing employee skills
- Helping mobility

- Internal or external recruitment

**Hedi Ben Sedrine** raised employment issues (reclassifications, retirement, recruitment of profiles adapted to new technologies)

Management responded that open positions do not always find candidates internally. Employees must be supported in new learning. External recruitment is preferred when specific skills are required and internal recruitment is more sought after when it comes to knowledge of AXA systems.

Daniel FOLGADO pointed out that the anomalies related to the start of automation increase the workload and put teams under stress



**Next meeting : 17 April in Athens**

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