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Axa: charter signed with EWC on global health and well-being programme

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On 18 November, Thomas Buberl, chief executive of French insurance group Axa, and Hedi Ben Sedrine, secretary of the Axa European Works Council, signed a charter on the group's global health and well-being programme. The charter is set to take effect from 1 January 2021 and will enable every staff member, if they so wish, to receive a medical check-up every two years. The signing of the charter means the group's EWC will be involved in the programme's implementation, across all the group's entities, as well as in how it evolves and in the monitoring thereof.

Following the launch of its global parent policy, Axa is rolling out a new programme that focuses specifically on health and forms part of its strategy to align the benefits offered to its worldwide workforce. Under the charter signed with the group EWC, the programme provides employees, if they so wish, with access to the following services:


1. An online physical and psychological medical check-up for all employees every 2 years and in-person for employees over 40 years of age every 4 years (to be able to carry out examinations such as an electrocardiogram, mammogram or prostate examination).
2. On-site health-related prevention and awareness days that may lead to screening, the scope of which will be decided locally.
3. An annual flu vaccination.
4. Access to a 24/7 call centre for support and psychological assistance in the event of personal or professional distress.

According to the charter, each group entity will be responsible for the operational implementation of its principles "regarding their local practices, legislation and regulations, and especially regarding protecting personal data". The implementation of the programme will be gradually rolled out in each entity from 2021 and it will be discussed at the meetings of the EWC, which will be "informed on any changes that may occur with regards to this Axa Group Global Health & Well-being Program".

In addition, the group is committed to extending to all its employees the telemedicine proposition already enjoyed by many of its staff members.

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Par Marie-Noëlle Lopez

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