



“CADRE” BONUS: A PROCESS IN URGENT NEED OF REVIEW!

Toulouse
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Every year, it's the same operation dedicated to the development of “cadres” bonuses. The CFE-CGC has already expressed its concerns about the relevance and effectiveness of this process.



SMART* objectives: are we sure?

It has to be said that the definition and analysis of individual performance is often far from being as precise and objective as it should be. This is mainly due to a system that defines annual objectives in a constantly changing environment (the VUCA* world).



Heterogeneous practices within the Group: how fair are they?

The lack of harmonisation of the process at Airbus Group level (with significant discrepancies, as in the case of cluster 3) or the lack of individualisation of delivery targets in Germany (as applied to the O function in the other Natcos) pose a real problem. This lack of consistency creates a feeling of injustice and unfairness.



A process that takes too long: for what benefit?

Some of the time spent setting objectives and analysing them could be devoted to tasks with greater added value, especially in a context where the search for efficiency is THE driver (LEAD!). Especially as this system often generates more misunderstanding and frustration than commitment.

The CFE-CGC is calling for this process to be thoroughly reviewed and genuinely harmonised through consultation!

While it is important to define what is expected of each person in order to meet collective challenges, the process must be improved and simplified, in order to give it a new meaning and make it a real tool for commitment!

Don't hesitate to contact us, join us and make your voice heard!



We have so much
In common



SMART : Specific, Measurable, Acceptable/Attainable, Realistic & Time-bound
VUCA : Volatility, Uncertainty, Complexity, Ambiguity