"CADRES" PERFORMANCE PROCESS: WHAT IS THE OBJECTIVE?

Although the **CFE-CGC** union alerted Airbus Management as early as December 2025 to **the shortcomings of the bonus system, there has been no response. The 2026 financial year is therefore ending with the same inconsistencies as last year**: "cadres" locked into rigid, non-harmonised transnational "clusters" and a disconnect between the reality of work and its recognition.

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A constraint for managers and a perceived injustice for employees

The 10% increments imposed by the system undermine managers' decision-making power. They find themselves faced with an unsolvable dilemma when it comes to fair assessment:

- **System constraints:** Actual performance never follows such a perfect staircase curve.
- **Risk of demotivation:** If the system no longer reflects the actual achievement of objectives, why bother investing effort?

Transnational inconsistencies: double standards!

How can such disparities within the Airbus Group be justified?

- **The Cluster 3 paradox**: for our European colleagues, Cluster 3 (meaning 'objectives achieved') or its equivalent starts at 100%. For us, it starts at 90%. This distortion creates total confusion for managers overseeing mixed teams.

- **Unequal treatment**: for equal performance, French employees are assessed differently from their European colleagues. Is this our vision of fairness?

CFE-CGC proposals: consistency and alignment

A thorough overhaul of the performance management **process**:

1. **Alignment of Band V clusters with Band IV clusters**: if France wishes to maintain five cluster levels (compared to three in Germany), then it should use existing, well-established benchmarks rather than reinventing restrictive tiers.
2. **Transnational harmonization**: put an end to the French exception when it does not serve employees and their managers. Clusters must reflect their performance.
3. **Managerial responsibility**: give managers back control over the assessment of their teams. Performance is a human assessment, not the result of an algorithmic calculation.

Let's stop distorting this performance evaluation process!
The time has come to sit down and rethink this system, taking into account the **demands made by the CFE-CGC** with the other "*Entente*" trade unions.

Transparency of the bonus scheme from the previous year 2024

We have so much **in common**

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