



When Annual Performance Reviews compromise employee health !

2026/02/16

As every year, the EAP period is stressful, but this year, even more of you have contacted us to share your concerns.

What about a link between this severity and cost control?

Interviews so sloppy that they become dishonest!

The CFTC noted the following significant shortcomings:

- **The absence of targets**, or targets that are sometimes set in October or even on the day of the interview.
- Targets that are **called into question** at the last minute.
- Targets that are achieved but not validated **on the pretext of a minor detail**.
- The results of the assessment are **not communicated at the end of the interview**, probably for subsequent arbitration.
- Certain 'damaging' evaluations that suggest instructions were given to meet quotas.

A three-tier system that does not reflect employee performance!

The three-tier system introduced in 2024 has proven to be unsuitable :

- The **'in development'** rating does not differentiate between an employee who is genuinely struggling and another who has achieved most of their objectives.
It also includes people who have taken up a new position... regardless of their results: **Was this easy solution applied to the EVPs, SVPs and VPs who were appointed in 2025?**
- The **'consistent'** rating becomes a catch-all for the majority of employees whose performance we do not want to recognise.

For employees with variable pay, the system is even more stressful as it directly impacts their remuneration.

The EAP 2025 campaign is now worthless because it has been hijacked.

According to the CFTC, the EAP no longer reflects employee performance:

- Some appraisal interviews are biased in order to push employees to accept a contractual termination: this is the **'Hierarchy simplification'** project, which involves eliminating grades 10, 11 and 12.
- Managers are encouraged to implement the 'cost competitiveness' pillar of the NExT programme by proposing the relocation of positions held by employees who have achieved their objectives.

It no longer reflects individual performance but is influenced by overall results:

'You cannot perform well individually if Schneider has not achieved its objectives.'

This 2025 campaign reaches new heights in manipulation to bring everything under control. Schneider seems incapable of respecting its own statements or court decisions.

The difficulties faced by many employees will have a direct impact on their motivation and mental health, in defiance of all the values espoused by Schneider.

This system must be reformed or even abolished, and the CFTC is calling on management to open discussions on this subject.

Your CFTC representatives :

Sylvie RESTANI Xavier MERLINI
François SOENEN Ludovic LAMBERT

www.cftc-schneider.com

