Dear Colleagues,

On Wednesday 24 January, 755 colleagues followed the first hybrid General Assembly 2024 of the Local Staff Committee Munich, Haar & Brussels (LSCMN).

We would like to thank everybody for their participation and for submitting questions during the event. Links to the presented slides can be found below:

• Unattainable targets and appraisal reports – Demystifying the Office’s dogmas;
• Quality – Can it be put back on the EPO agenda?
• Career Judgments – What happened? What next?
• Your salary in 2024.

A resolution on objective setting was put to a vote. The general assembly voted in favour of the resolution with an overwhelming majority: 416 in favour, 4 against and 31 abstentions.

The resolution urges the EPO management to:

• Implement genuine bottom-up planning which takes into account the input of staff, the true available work capacity and the time needed for peripheral but essential tasks (training, chairing, classification, etc…);

• increase recruitment of staff, especially performing core tasks (examiners and formalities officers);

• reinstate a robust and genuine quality management (DQA);

• revise the career and performance management systems to transparently recognize, incentivise and reward delivering EPC compliant, legally sound patents; and

• prioritize the task of the organisation to grant legally sound patents meeting the requirements of the EPC.

The Local Staff Committee Munich, Haar & Brussels

Data Protection Statement ([here](#))