EPO Staff Survey 2016

Presentation of partial results - 16/03/2016

SUEPO Staff Union of the European Patent Office

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Statisticien
Overview

0. Response rate

1. Psychosocial risk level indicators

2. The effects associated with the risk levels

3. A few significant points
0
Response rate
<table>
<thead>
<tr>
<th>Description</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total number of EPO employees (without externals)</td>
<td>6 797</td>
</tr>
<tr>
<td>Number of contacted employees</td>
<td>3 495</td>
</tr>
<tr>
<td>Responses</td>
<td>2 645</td>
</tr>
<tr>
<td>Global response rate</td>
<td>39%</td>
</tr>
<tr>
<td>Response rate among contacted employees</td>
<td>76%</td>
</tr>
</tbody>
</table>
Psychosocial risk level indicators
« Job Strain » populations

High Strain Job
Active Job
Passive Job
Low Strain Job

Job Demands
Autonomy

2010
2013
2016
Recognition and Meaning of work

<table>
<thead>
<tr>
<th>Year</th>
<th>Recognition</th>
<th>Meaning of work</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>81</td>
<td>66</td>
</tr>
<tr>
<td>2013</td>
<td>76</td>
<td>64</td>
</tr>
<tr>
<td>2016</td>
<td>64</td>
<td>66</td>
</tr>
<tr>
<td>2016</td>
<td>62</td>
<td>62</td>
</tr>
<tr>
<td>2016</td>
<td>50</td>
<td>50</td>
</tr>
</tbody>
</table>
2

The effects associated with the risks levels
Populations experiencing « psychological distress »
Québec Health Survey

- Model validated as international scientific standard.
- 14 items around 4 themes (anxiety, depression, irritability, cognitive troubles):
  ➔ Score higher than 66 (out of 100) = employee « in psychological distress »
Perceived Health

Proportion of employees who consider that their current work life has a negative impact on their health
3

A few significant points
Confidence in Management and Staff Representation

Trend over 2010 – 2013 - 2016

- Your immediate superior
- Your Director
- Staff representation
- Your Principal Director
- Your Vice-President
- The President
- The MAC
- The Administrative Council

2016 2013 2010

0% 10% 20% 30% 40% 50% 60% 70% 80%
Quality

In the last three years, the importance accorded to quality in relation to quantitative objectives:
Satisfaction

Considering my overall work situation, I am:

- Not satisfied
- Neutral
- Satisfied

2010
2013
2016