



Personalausschuss
Staff Committee
Le Comité du Personnel

News Ways of Working

Back to square one

President's promises

- *«[w]e're approaching a critical point in the history of our organization [...] we can continue that journey as a true community of EPO professionals, regardless of where exactly or how we are working »*

Mr Campinos, « Shaping our future» [Communiqué](#) 14 September 2020

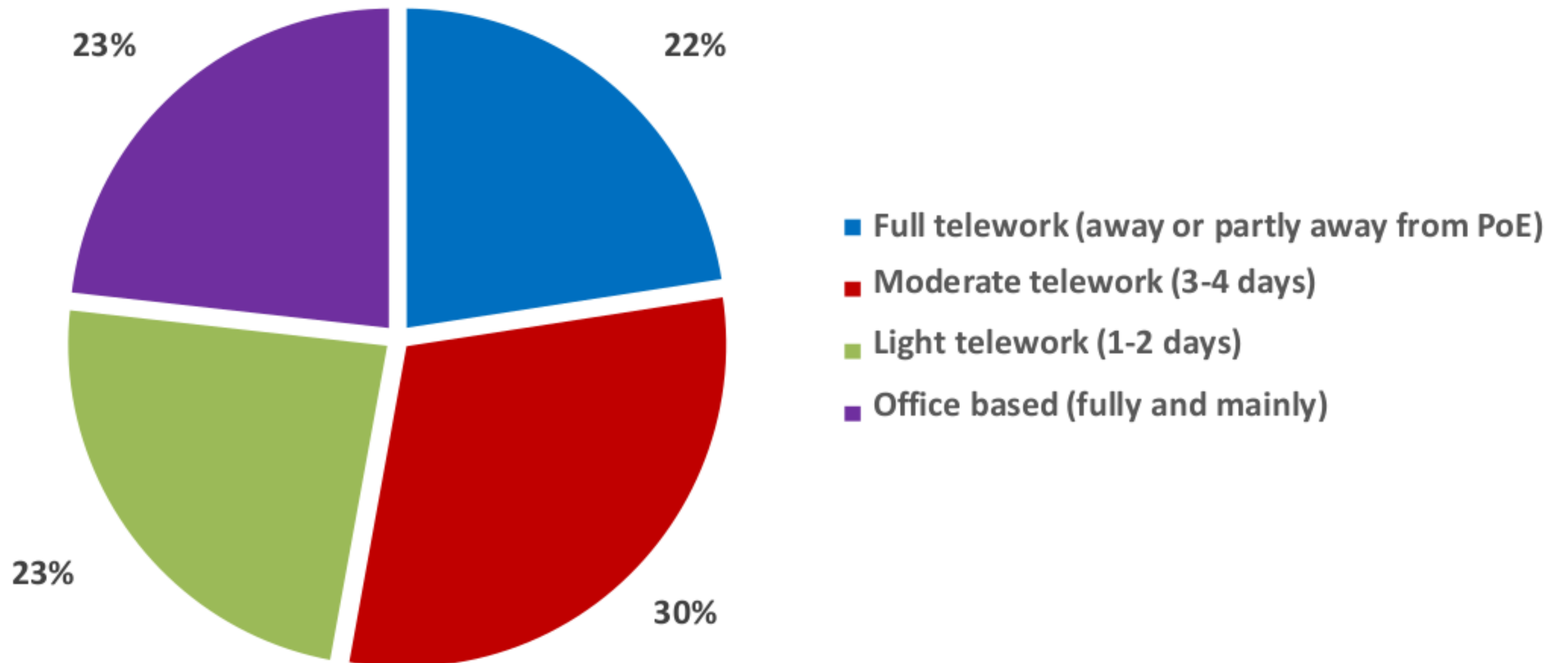
- *« Don't worry. You can move to Düsseldorf or Spain with your family and buy a house there. »*

Mr Campinos in Team Meetings

President's promises

- October 2020: « Shaping the New Normal survey » [results](#)

Please indicate the working pattern that you think would best suit your personal circumstances

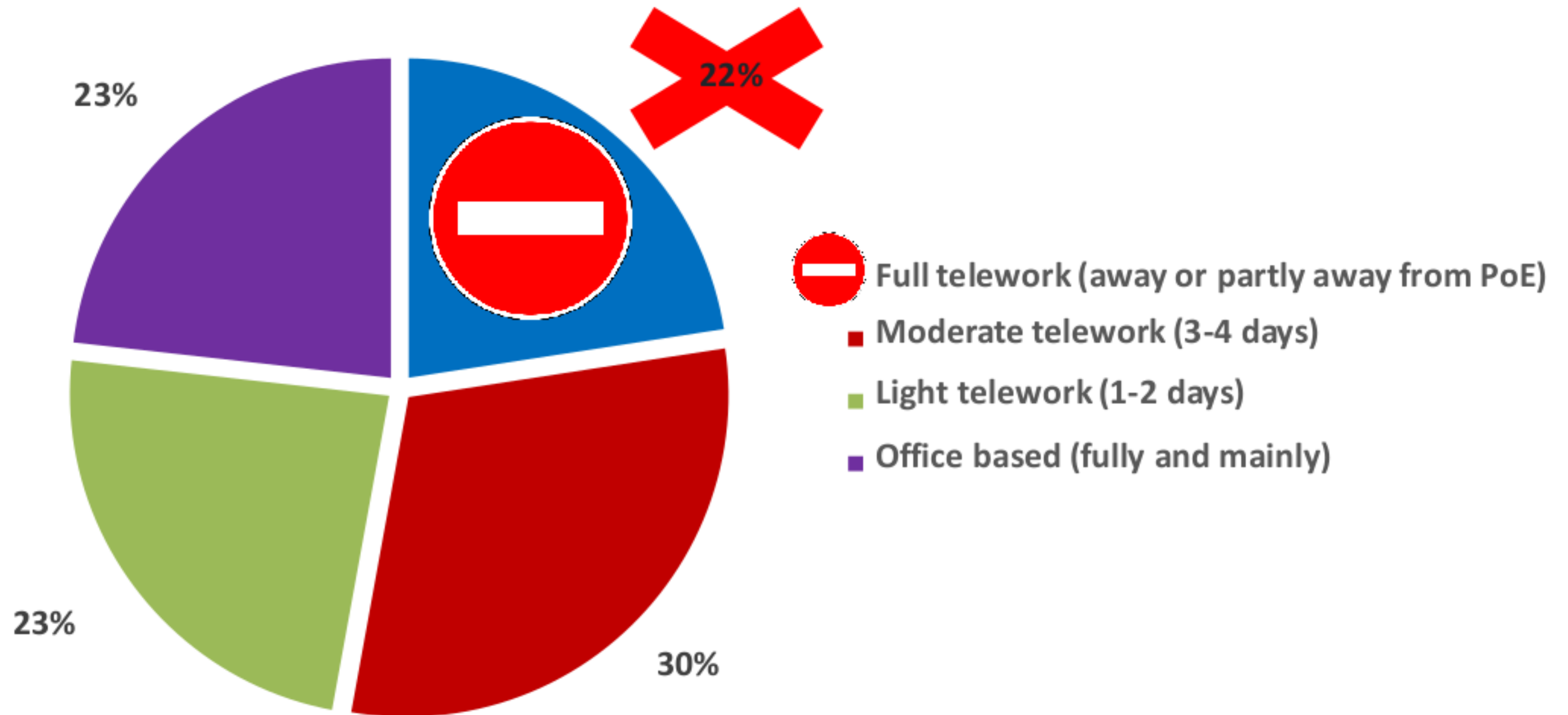


President's promises

- March 2021: [Draft](#) « Towards a New Normal »
 - « temporary guidelines in place for all staff since March 2020 [...] are not suitable for providing adequate guidance, clarity and certainty for either individual staff members or the Office in the long term » (p. 10)
 - « staff of the EPO need to have clarity as soon as possible on the potential for more extensive teleworking. » (p. 16 of [CA/38/21](#))

President's promises vs The results

- June 2021: « Towards a New Normal »([CA/38/21](#))



President's promises vs The results

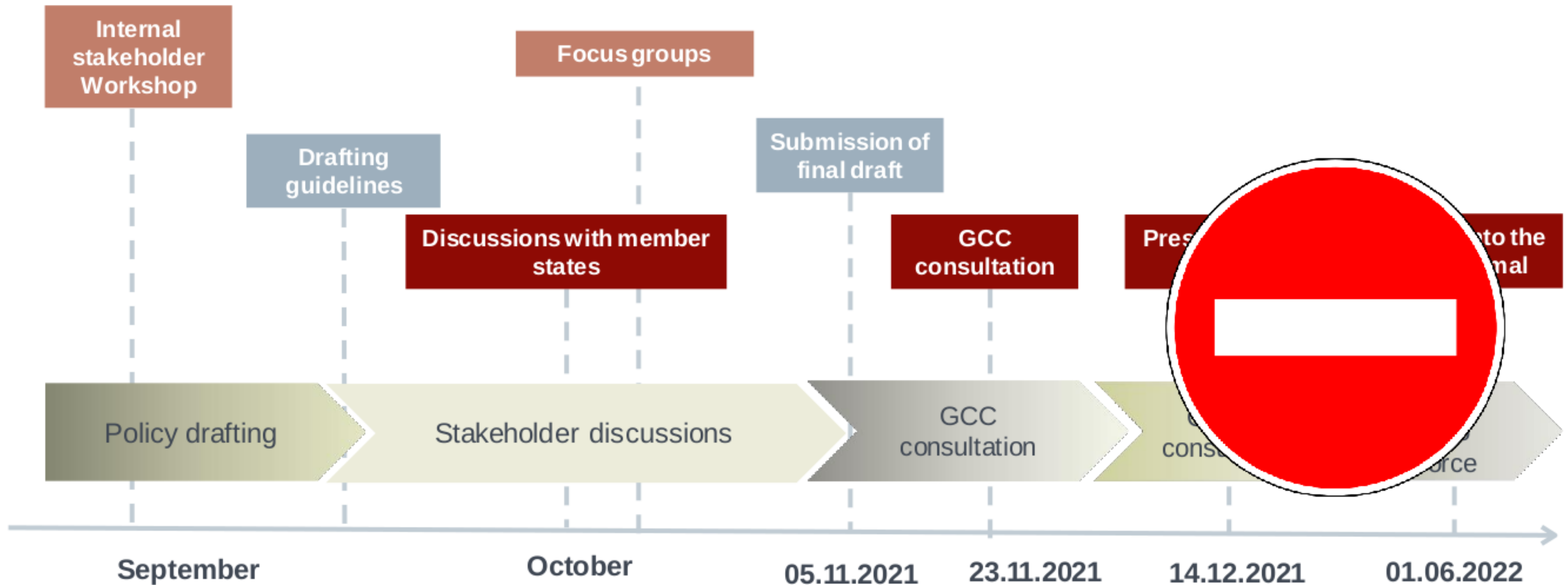
- December 2021: « New Ways of Working » consultation ([CA/77/21](#))
 - Three-year pilot scheme with review in 2025
 - Legal assessments in particular on national income taxation and residence are not provided to the staff representation
 - Abolition of accrual of flexi-hours (flexitime) as first step towards a “Review of Leave” in social agenda 2022: parental leave, family leave, sick leave (c.f. Mercer report)

“All aspects of leave will be addressed”

Mr Campinos in the GCC [meeting](#) of 9 December 2021

President's promises vs The results

- December 2021: « New Ways of Working » ([CA/77/21](#)) consultation



President's promises vs The results

- December 2021: « New Ways of Working » stopped by the Council
 - Tabled as « ***for opinion*** » and changed to « ***for information*** »
 - Major concerns from Member States
 - lack of clear legal basis Article 6 EPC, Article 55a ServRegs, PPI
 - three year pilot too long (reduction to two years or even six months)
 - risk of loss of sense of belonging: capitalizing on existing teams (newcomers?)
 - decentralization aspects vs International Office culture
 - too generous: reduction of compensation, benefits and allowances
 - unequal treatment among staff in application of Rules

Source: CSC [publication](#) of 21 January 2022, « New Ways of Working: Stopped by the Council »

What next?

- Emergency Guidelines until end of May 2022. Office premises accessible only for technical or well-being reasons at least until February 2022.
- New Normal remains controversial with potential to drift into a governance crisis and further attacks on staff working conditions
- Today, there is no certainty as to whether issues will be solved in the March or June 2022 Administrative Council meetings, or even later in the future.
- Review of Leave in 2022: *Take your leave before the Office takes it away from you!*

Thank you for your attention!