



Outcome of four local ballots on the SUEPO Central Action Plan

SUEPO Central to: AL, AT, BE, BG, CH, CY, CZ, DE, DK,
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IT, LI, LT, LU, LV, MC, MK, MT, NL, NO,

17-03-2013 19:22

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1 attachment



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Dear Mr Kongstad, dear members of the Administrative Council, dear Mr Battistelli,

Enclosed you will find a letter of the Central Executive Committee of SUEPO informing you of the current unrest in the Office and the outcome of the ballot on industrial actions.

Yours sincerely,

Secretariat
SUEPO Central Executive Committee



su13031cl - 0.3.2/3.1
15 March 2013

To: The Chairman of the Administrative Council
The Delegations of the Member States
The President of the Office

Copy: The staff of the Office

**Outcome of four local ballots on the SUEPO Central Action Plan
against multiple measures aimed at eroding the employment conditions
and legal protection of EPO staff**

Dear Mr Kongstad, dear members of the Administrative Council, dear Mr Battistelli,

The social climate in the Office has rapidly deteriorated over the past year.

Staff at the Office saw undesirable changes to its legal framework (internal appeals reform and the implementation of investigation guidelines without institutional safeguards), which were introduced despite having put forward strong cases against them. The Office's outlook on staff well-being is pitiful and focuses on sick-leave control based on the presumption of staff leeching the system. Progress on remedying the blunder of the introduction of the NPS is stifled by both the President and some prominent member states. Staff had reasonable expectations to promotions which are not forthcoming because the Office so far failed to raise the issue with the Council in time.

The outlook to the future is bleak with the President propagating that some delegations wish to link performance to the salary adjustment method. The President wants to uncouple reporting from promotions and appears to be planning to slow down career-progression and reduce lifetime-income when the Office is struggling to recruit the competent staff necessary for implementing the unitary patent.

Combine this with spectacular promotions/nominations/recruitments to managerial posts, which indicate cronyism and a complete disregard for the diversity of the Organisation of 38 member states, as well as reorganisations which change a lot but improve little, disrupt work and reduce manpower in certain areas to below critical level, and you know why

Staff have had enough!

...2.

SUEPO members at all places of employment have electronically balloted a central action plan of SUEPO.

	Ballot participation	Support for SUEPO central action plan
Berlin	61,3 %	98,1 %
Munich	54 %	91 %
The Hague	58,9 %	77,3 %
Vienna	71 %	95,2 %
Overall		86,2 %

There is strong support and commitment from the members for actions to be sustained over a long period, if necessary. Invitations to join actions will be extended to all staff.

The first day of strike coincides with the first day of the Council meeting and a demonstration to bring the unrest and the deficits in meaningful social dialogue to the attention of our governing body.

The staff representatives attending the Council meeting are all Union Committee members and will gladly take the time to discuss with interested delegations in the wings of the meeting about the concerns and claims.

Respectfully yours,



Desmond Radford
Chairman
SUEPO Central Executive Committee