

# Your feedback on the Bringing Teams Together (BTT) project

## Part 2: Numerical analysis of survey replies

Dear colleagues,

We are being told by the Administration that BTT will save a lot of money, reduce our carbon footprint, and send us on a fantastic journey and so much more. A panacea, so it seems. Your Staff Representation, on the other hand, is interested in the facts behind these brash and vibrant announcements. So please find here the numerical analysis based on your answers to our survey questions. The analysis of your thoughts and comments was published in Part I of this series.<sup>1</sup>

### Recent history

After a quiet start in June 2022 and many hiccups and changes in scope and intention,<sup>2</sup> things got serious in May of this year. By now, PH7 is empty, and PH5-6 is just about there. It appears that these buildings will actually be closed off. Concurrent with the hot phase, we asked you on 16.05.23 [in a publication](#) to report to us your experiences, based on these six questions forming our BTT (micro)survey:<sup>3</sup>

1. How much time have you lost because you had to empty your permanent office (and set up a new one, if relevant)?
2. On a weekly basis, how much time do you lose with booking, finding and setting up an office for the day?
3. Which problems do you encounter when using an office for the day?
4. Has BTT improved or degraded your team dynamics?
5. Are you happy that BTT is being implemented?
6. Do you have any other problems to report? Or any other comments?

The return was impressive, within one week our mailbox at [MNSTCOM@epo.org](mailto:MNSTCOM@epo.org) was quite full. Please do not hesitate to fill it even more, in case you have not already done so. This further data could find good use in one or more updates on the situation.

### The numerical analysis

We have compiled your answers and separated them into a numerical part (Q1-Q5, as well as a value for the overall rating of BTT by the survey taker, under the heading “Comments”; Qn referring to the respective question).

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<sup>1</sup> [Your Feedback on Bringing Teams Together - Part 1](#), 29.06.2023

<sup>2</sup> See our publications and reports [here](#), [here](#) and [here](#)

<sup>3</sup> [Has BTT improved your life in the Office?](#) 16.05.2023

Q1-Q3 are given in hours:

Q1 being the one-off loss giving up your room (optionally relocating);

Q2 being the time-loss per week setting up, booking, etc;

Q3 being additional time-loss in some rare cases, per week.

Q4, Q5 and Comments (= overall rating) are **rating values**: -1 for negative; 0 for neutral; 1 for positive.

To enable extrapolation to one year, we multiplied both Q2 and Q3 by 52. We used a reasonable flat rate estimate of € 200 / h, as well as the official EPO definition of 220 d / staff year. Furthermore, we used a flat rate of 100 products / examiner / year to derive the value for points lost. Since the exact staff and examiner numbers were only known for 31.12.2022,<sup>4</sup> we estimated an average of 3535 in Munich, taking account of recently hired examiners, as announced on the Intranet. For that same reason, we estimated the number of examiners at 2121.

The figures speak for themselves:

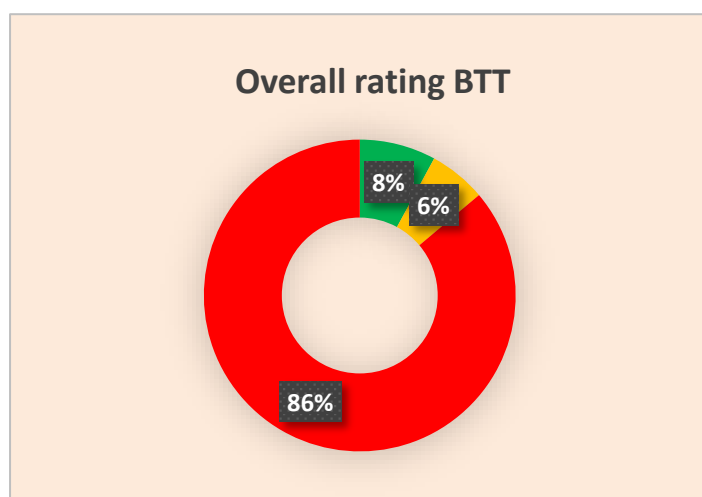
Per survey batch of 101:

One-off loss (Q1): 1397.75 h

|              |                        |
|--------------|------------------------|
| Losses Q1-Q3 | 4063.27 h              |
|              | 812654 €               |
|              | 2.308676136 staff year |

Which translates to (rounded values in boldface):

|                                 |             |                       |                     |
|---------------------------------|-------------|-----------------------|---------------------|
| extrapolation to MN - examiners | 48.48219886 | <b>49 staff years</b> | <b>4.9 k points</b> |
| extrapolation to MN - all staff | €28442890.0 | <b>€ 28.4 M</b>       |                     |

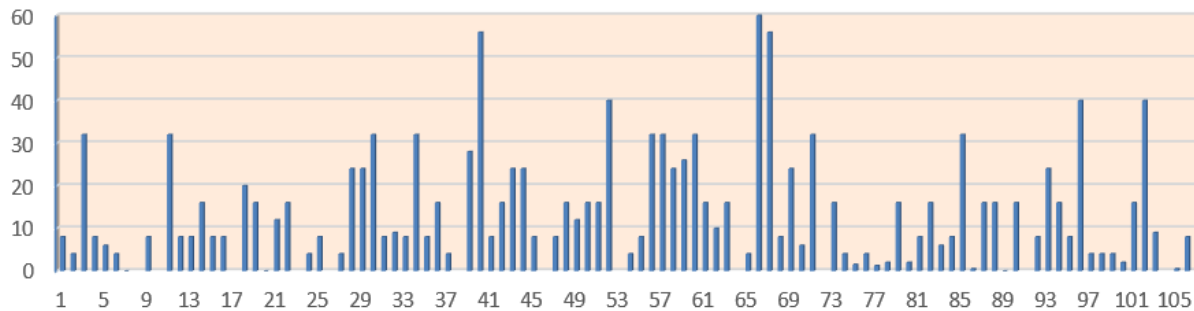


Looking at the overall satisfaction, the results are clear: only 7.92% see BTT as positive, 18.81% are in principle not opposed (neutral either of Q4 or Q5) but see it as overall negative due to bad implementation, 5.94% are overall neutral. 70% are not happy with BTT.

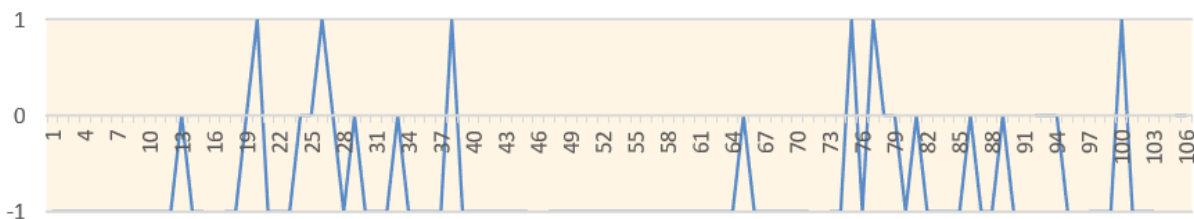
The following graphics succinctly sum it up.<sup>5</sup>

<sup>4</sup> [EPO Social Report 2022](#)

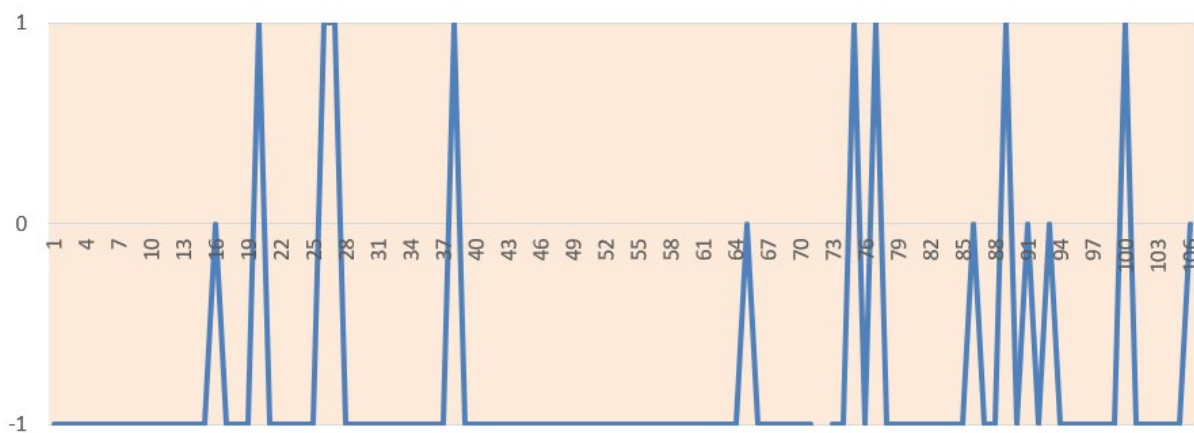
<sup>5</sup> 106 survey takers but 5 from TH, these were subtracted out for loss estimation



**Figure 1 Q1: One-off time loss (hours / respondent)**



**Figure 2 Q5: Happy that BTT has been implemented? (-1 negative; 0 neutral; 1 positive)**



**Figure 3 Comments: Overall rating (-1 negative; 0 neutral; 1 positive)**

It is clear that the negative rating is the baseline in the graphs of Q5 and overall rating; in graph Q1 the considerable spread in removal time needed is clearly seen.

We would like to emphasize that this is **just Munich** and the **waste disposal costs**, as well as **their environmental footprint** are **not included**. Naturally the saved energy costs are not known, since not disclosed by the administration, despite us having asked *inter alia* for them at the last LOHSEC meeting of 25.05.2023. It would be interesting to calculate energy savings by hooking up to the Munich district heating network (Fernwärme), which will be generously supplemented in the near future by **CO2-free geothermal** energy.

To sum up: It's great to save, but you need clear goals and **realistic** calculations.

Your LSC Munich and Brussels Staff Representation