



European Patent Office

2022 Staff Survey Frequency Tables

CONFIDENTIEL
Ne pas diffuser

Gérard RIMBERT

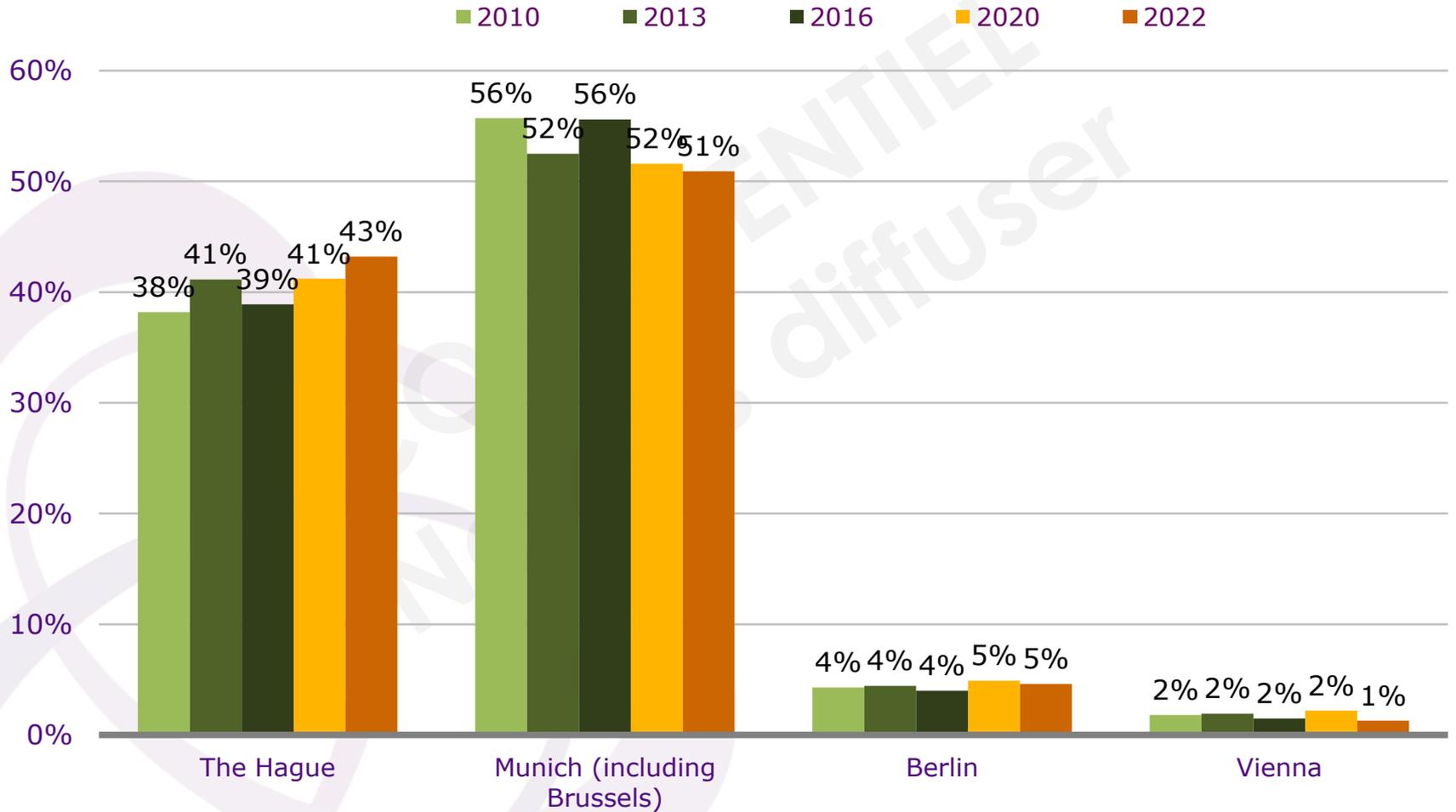
Attaché à la Direction Générale

Melanie BOTTIN

Researcher

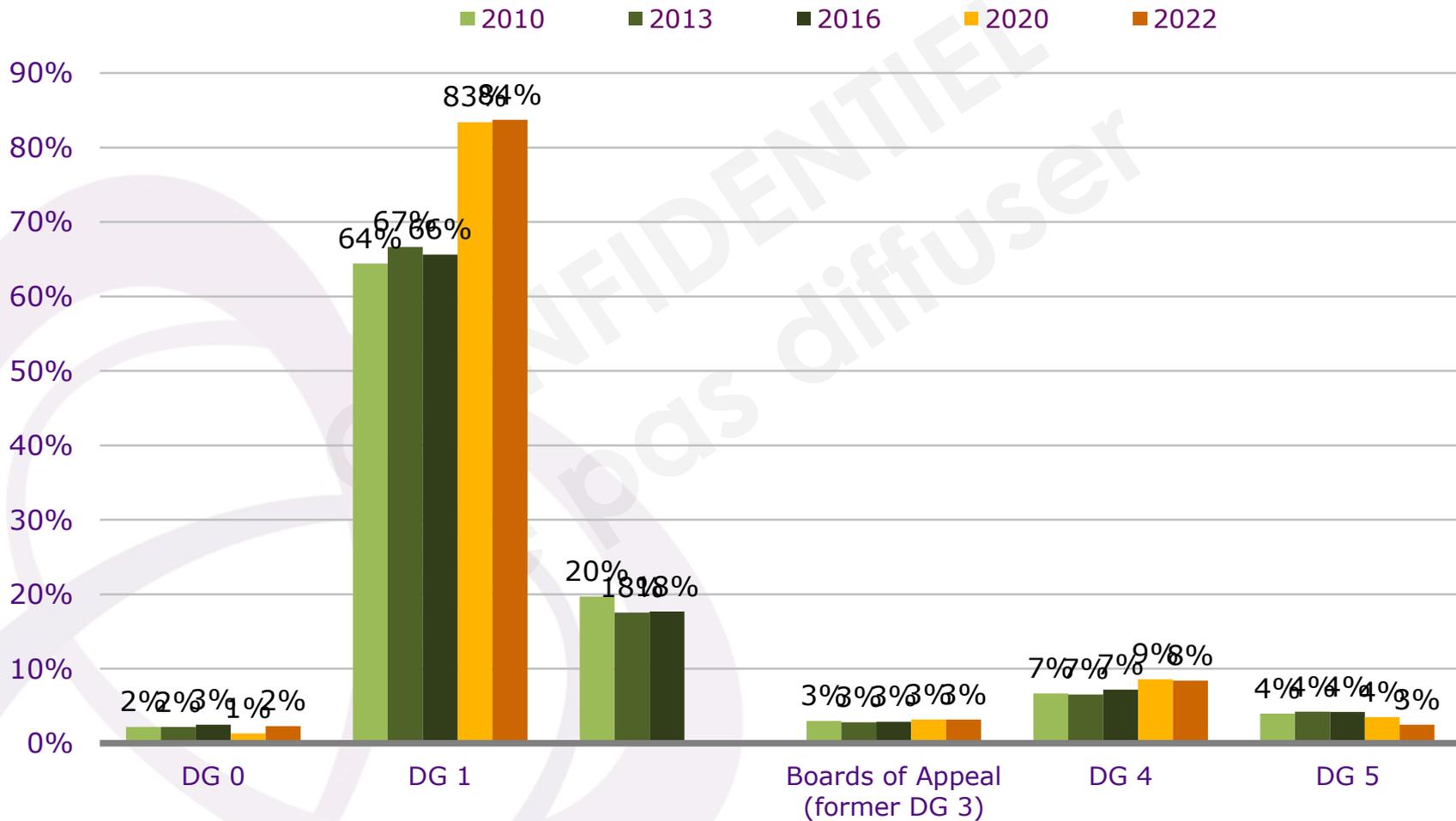


At which site do you work ?



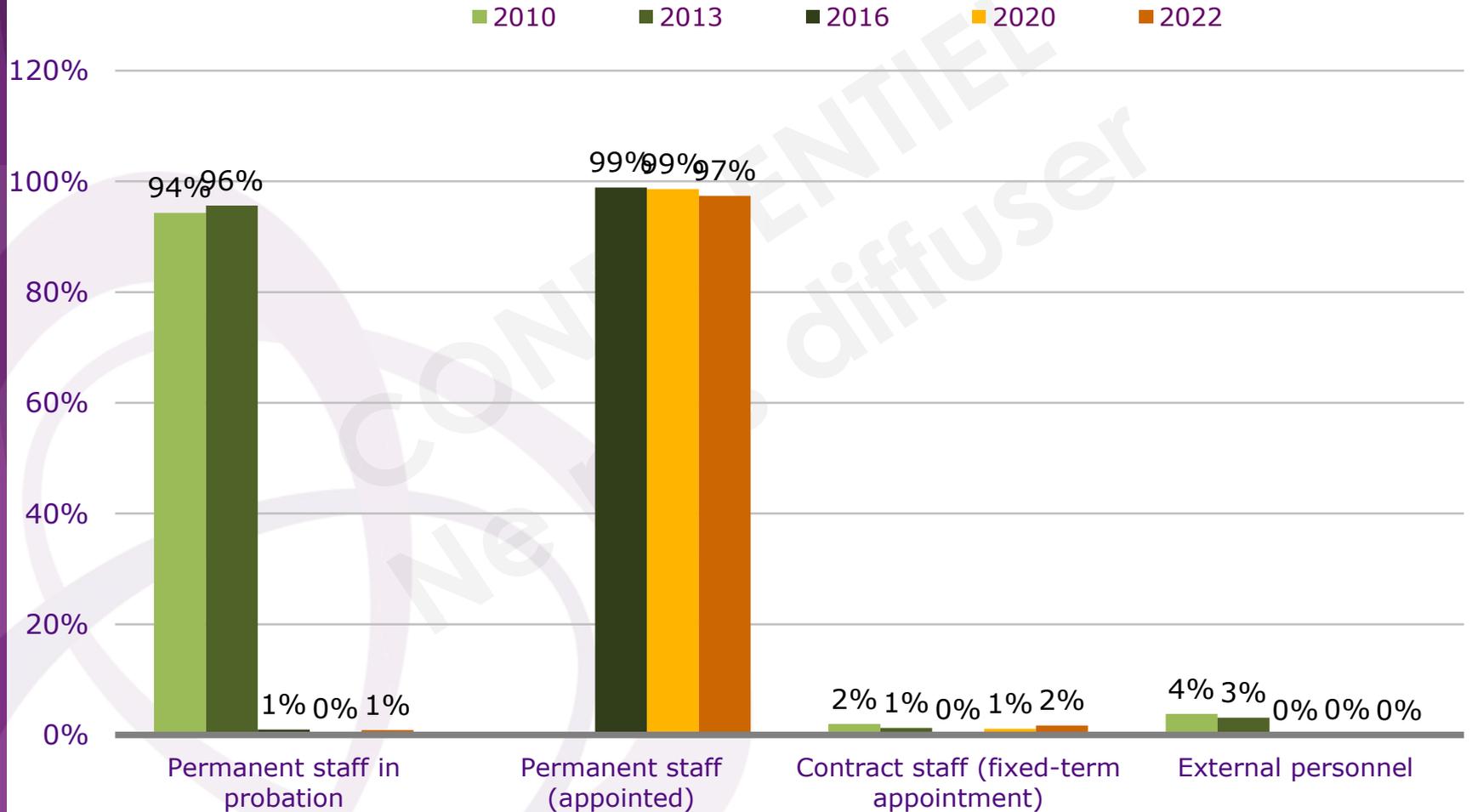


In which Directorate General do you work ?



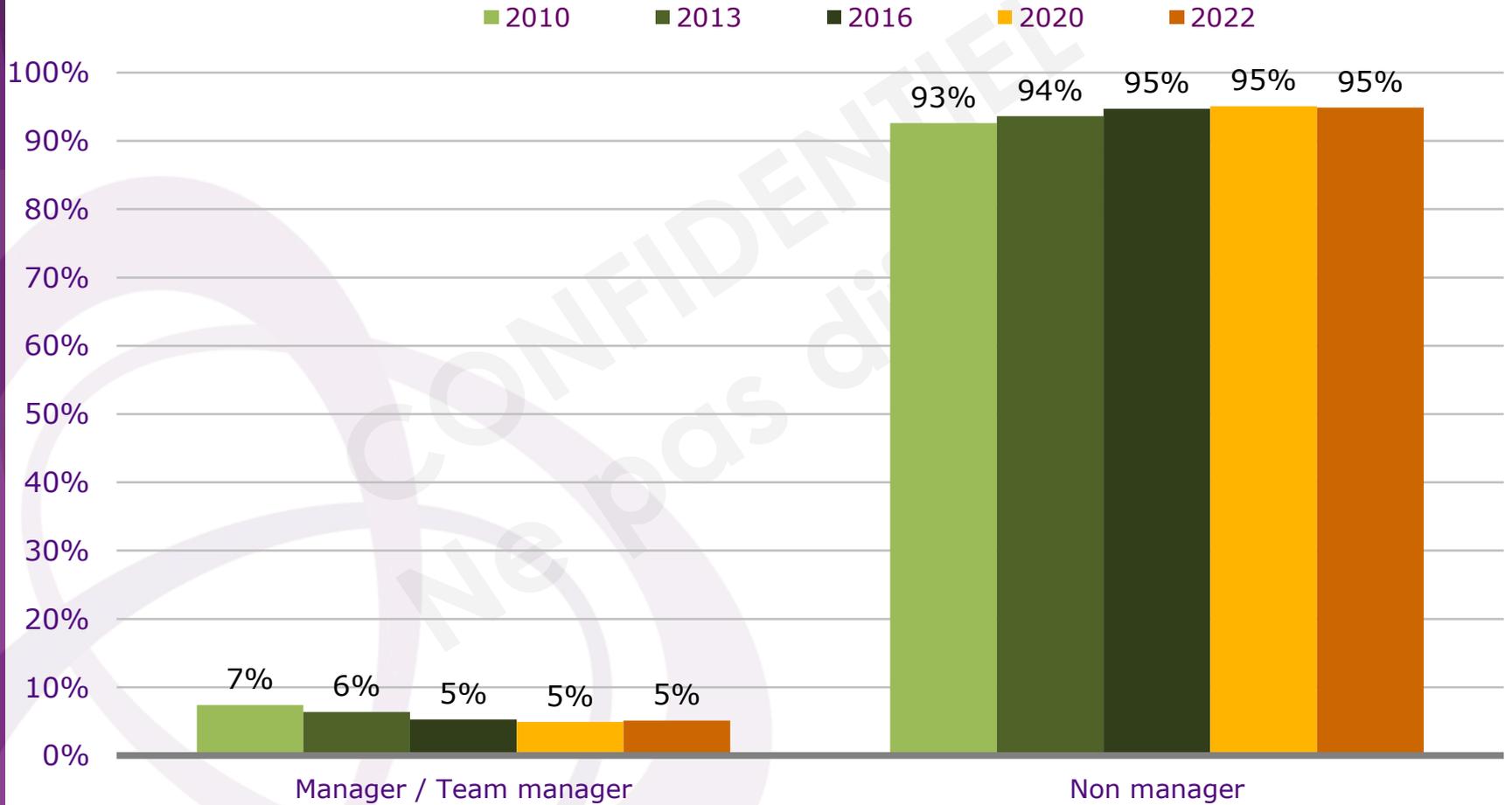


What is your employment status?



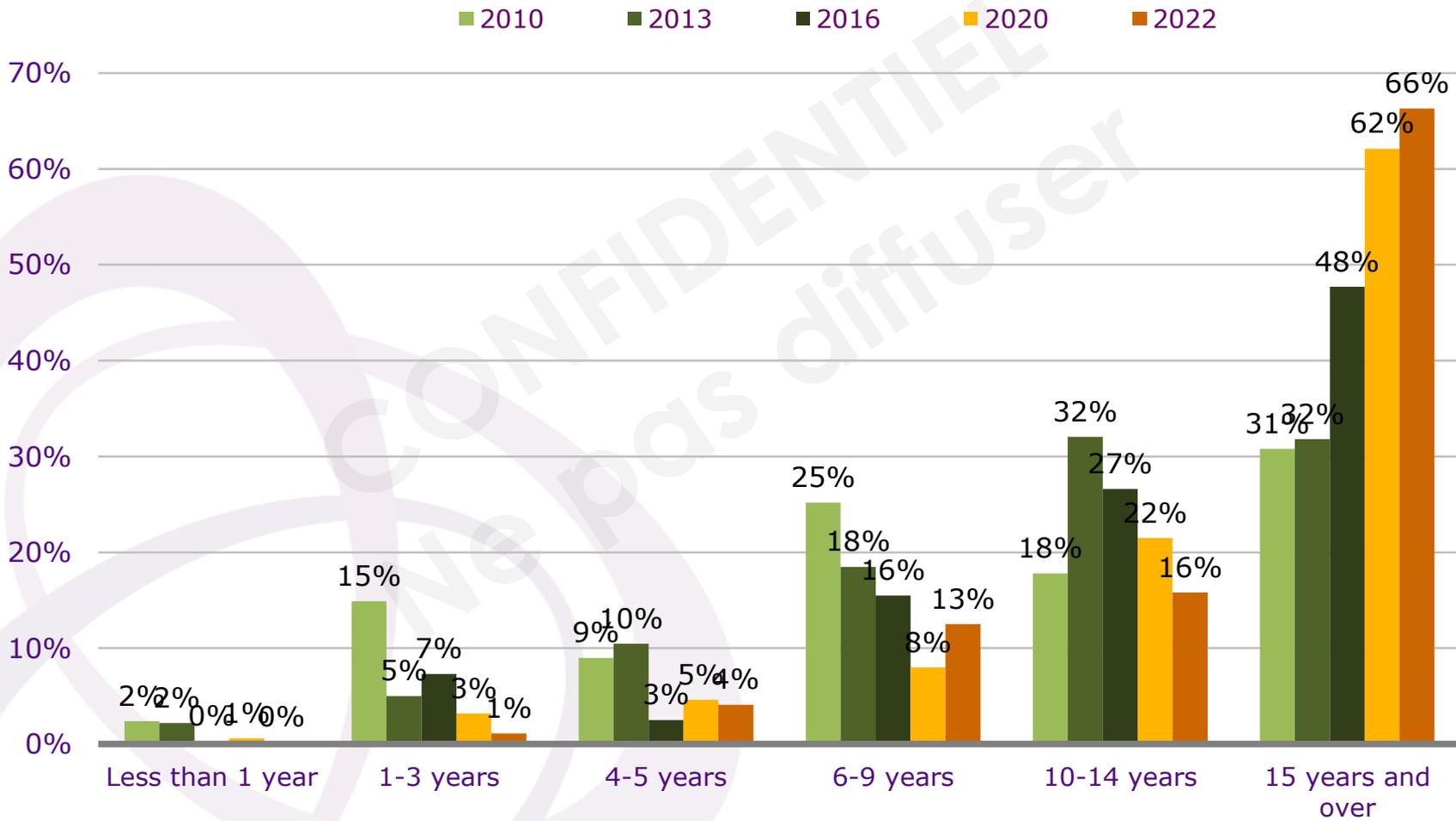


You are :



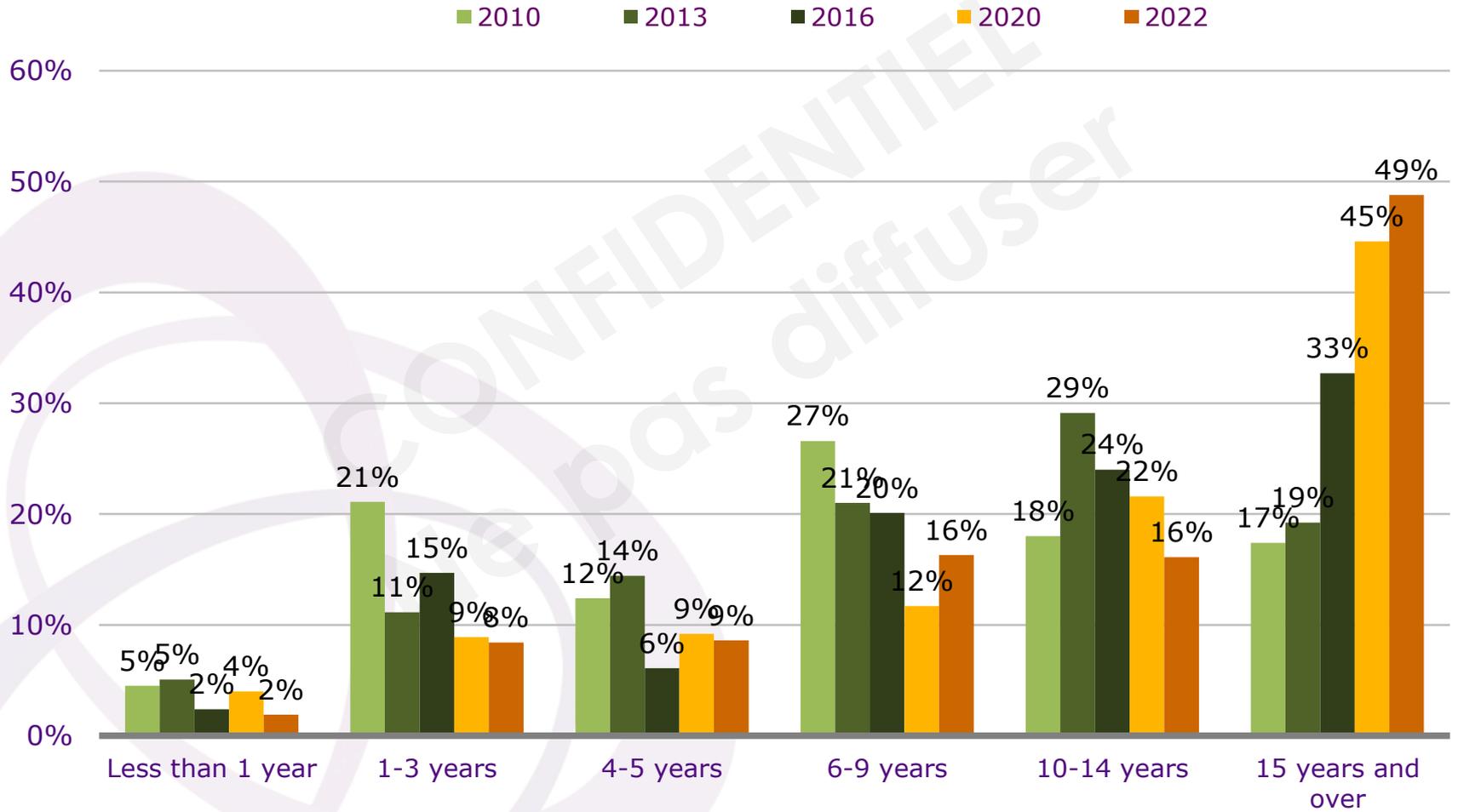


How long have you been with the European Patent Office?



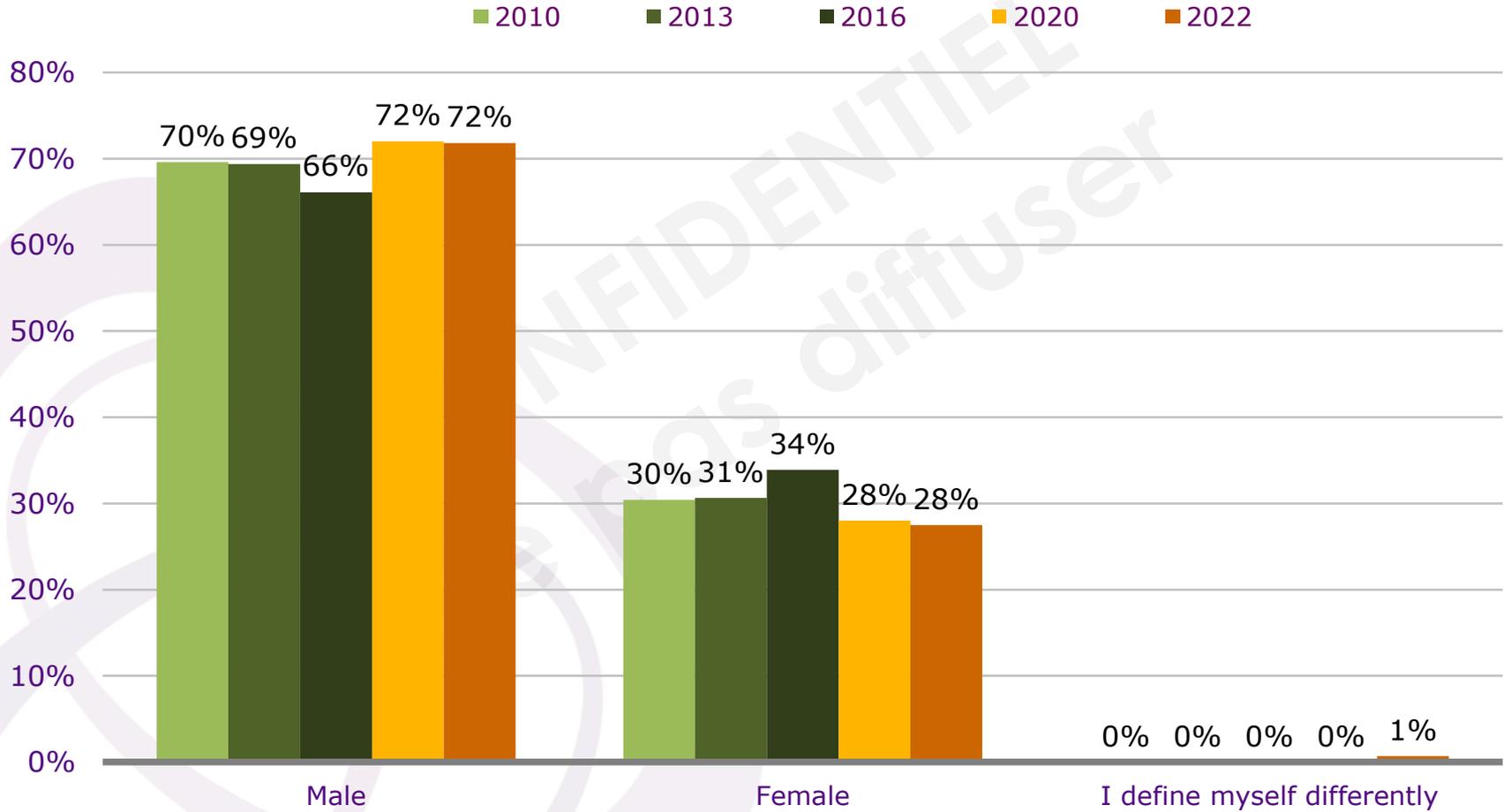


How long have you worked in your current post?



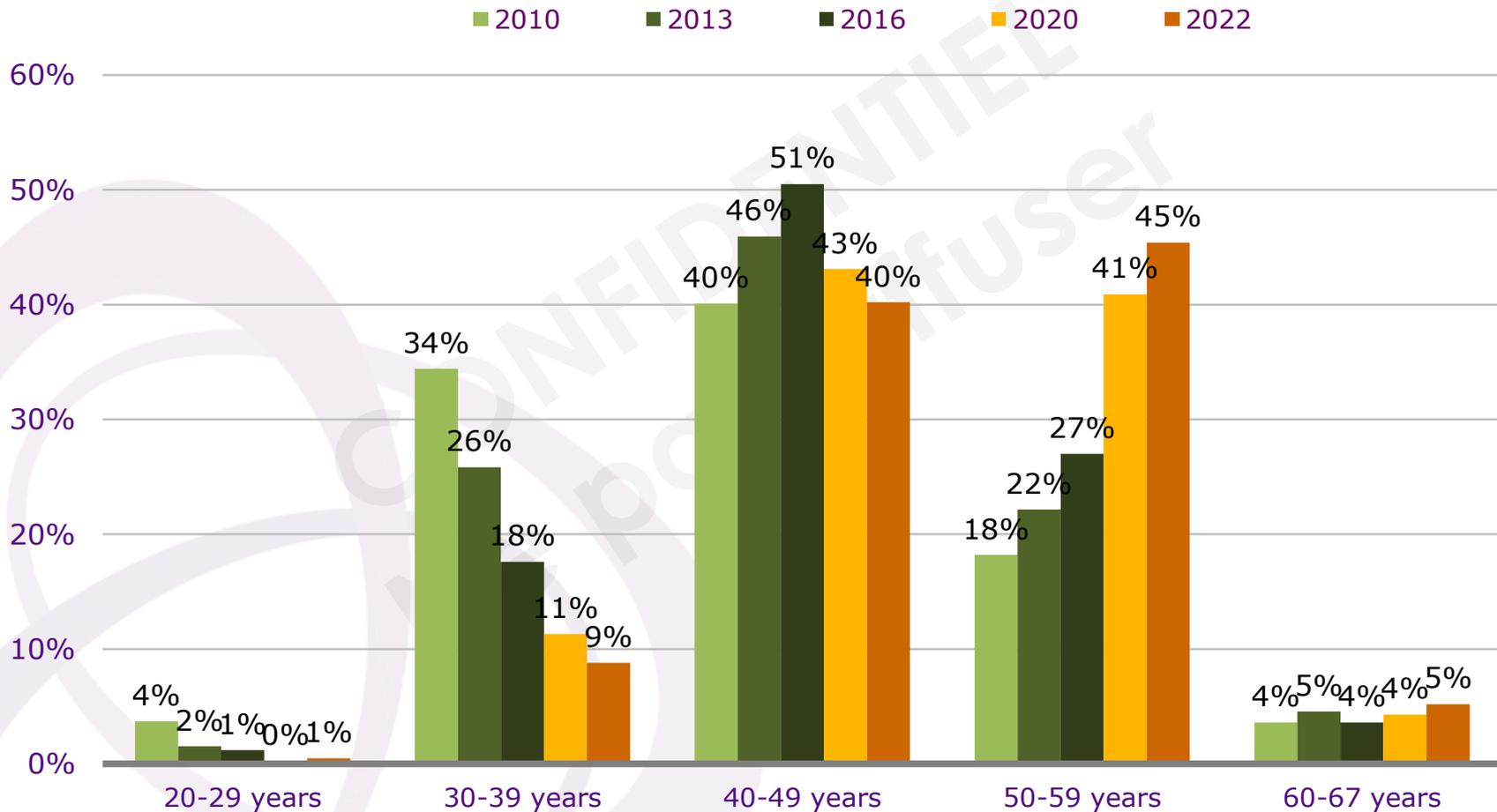


Gender



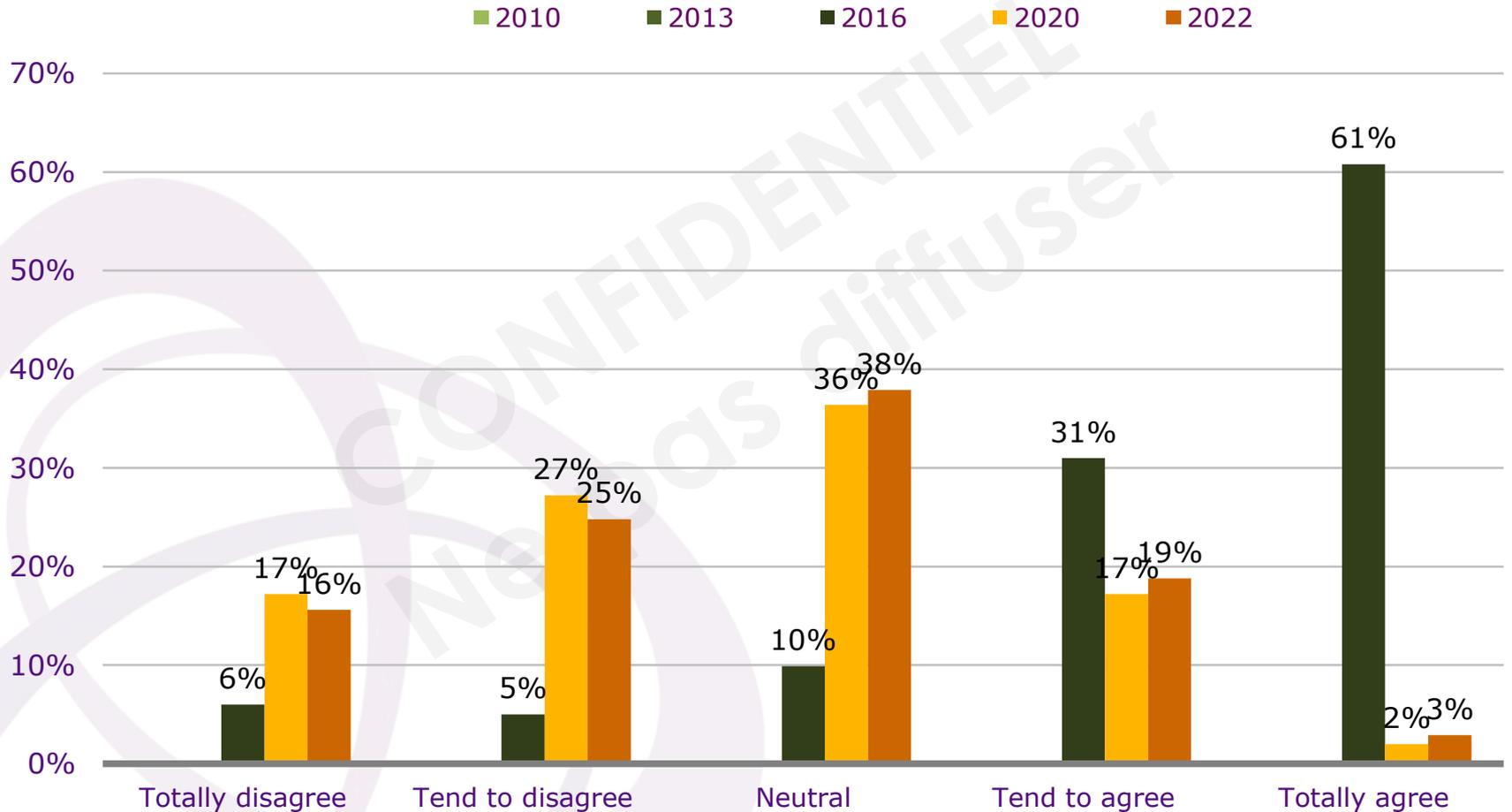


How old are you ?



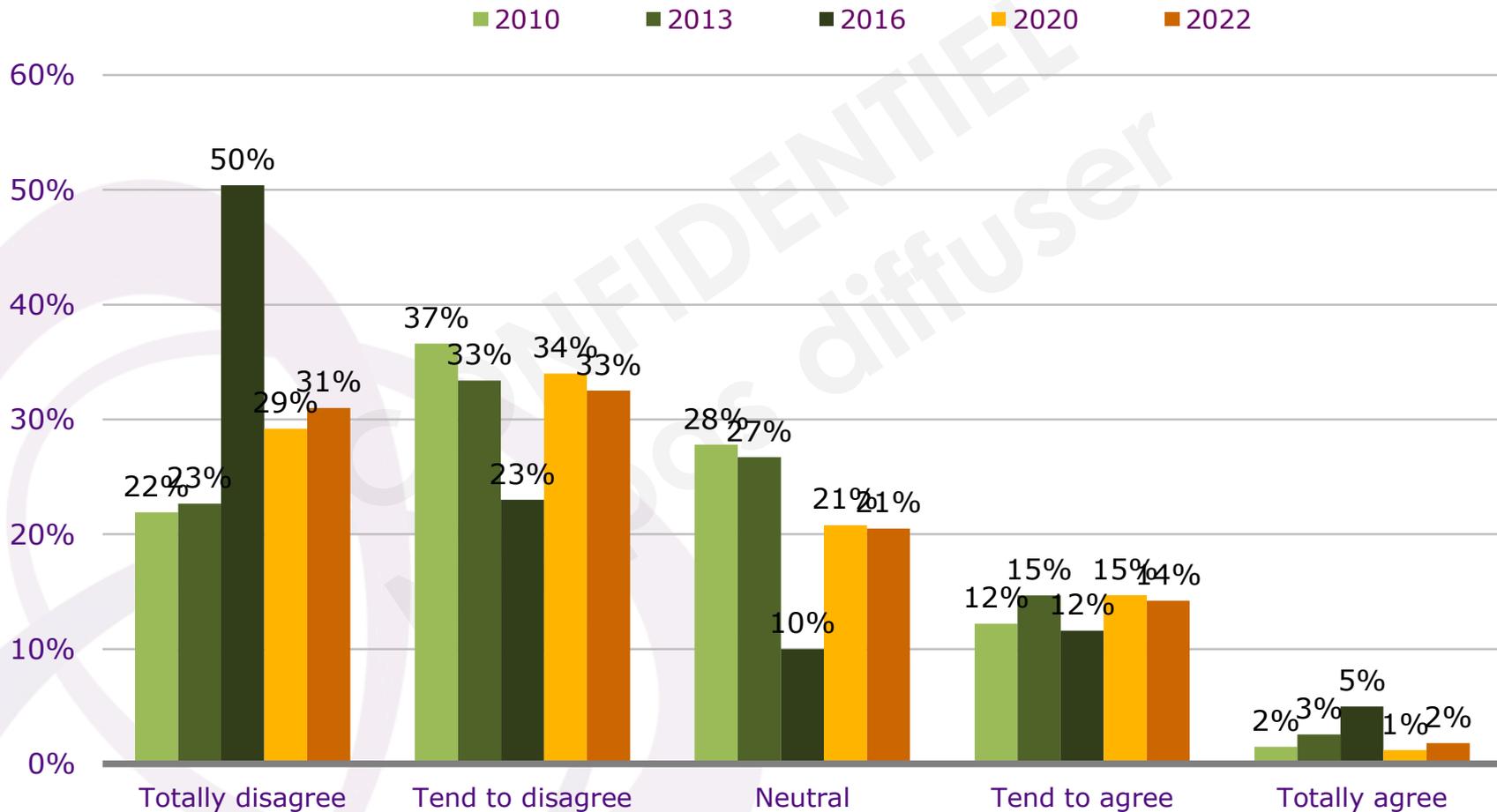


I consider that the roadmap defined by the "Strategic Plan 2023" is important and necessary for the future of the EPO



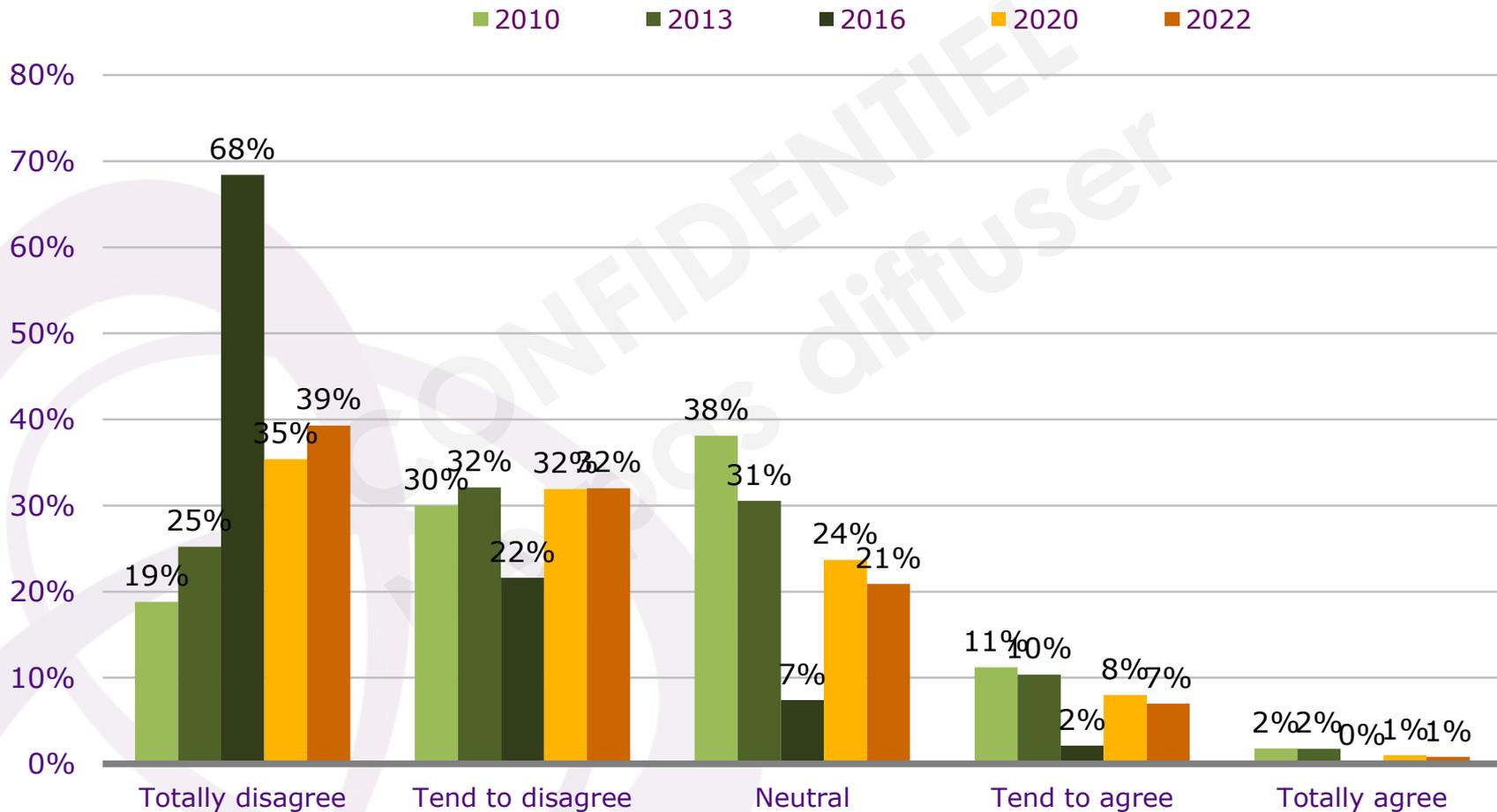


I think top management has set out a clear and coherent strategy for the EPO



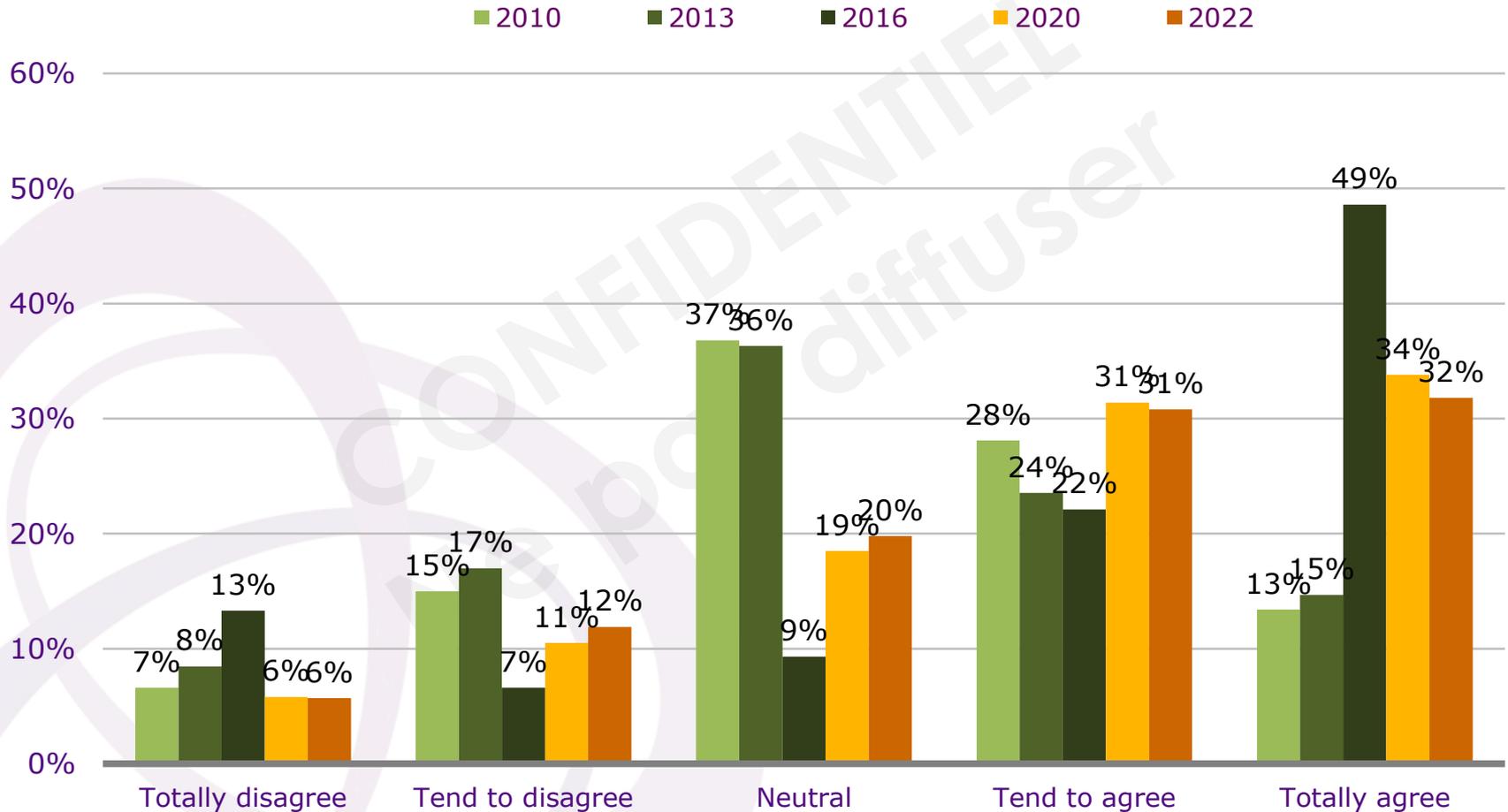


I support the strategy of the EPO set out by top management

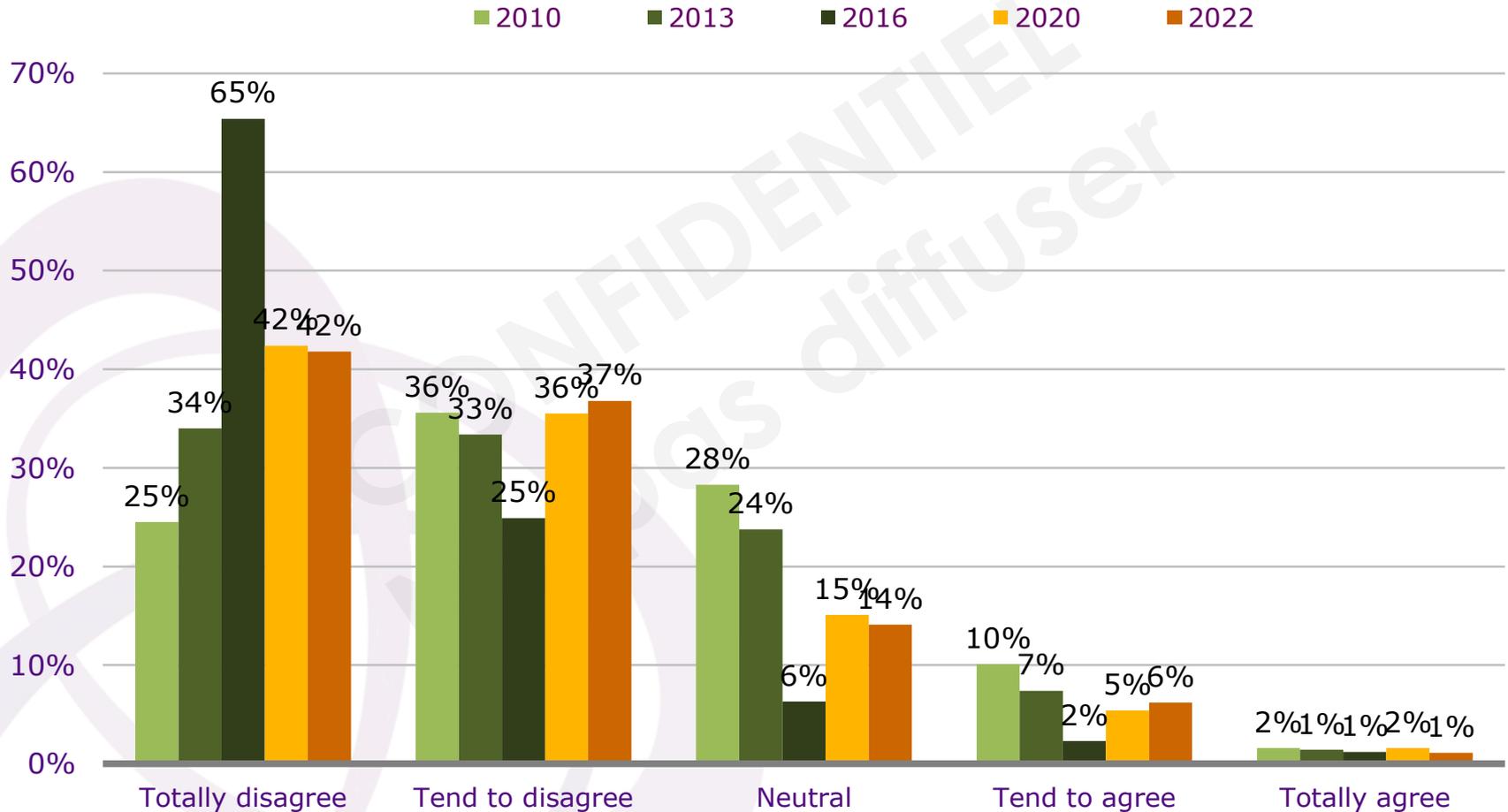




In my view, the actions of top management and the strategy adopted have departed considerably from the role that the EPO should be playing in the European patent system

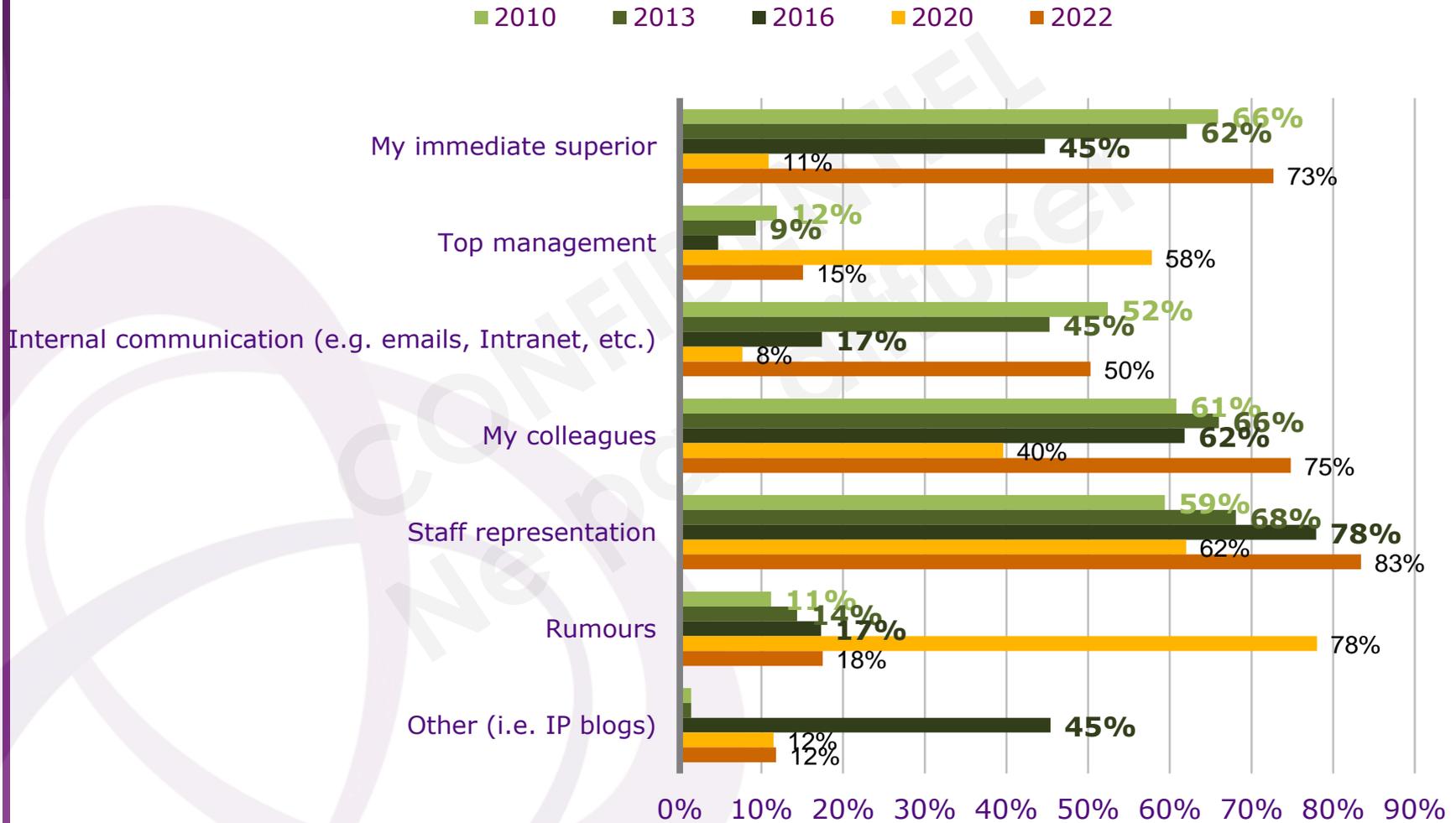


The actions of the EPO's top management show that they are fully aware of the strategic importance of employees' skills to enable the EPO to carry out its mission



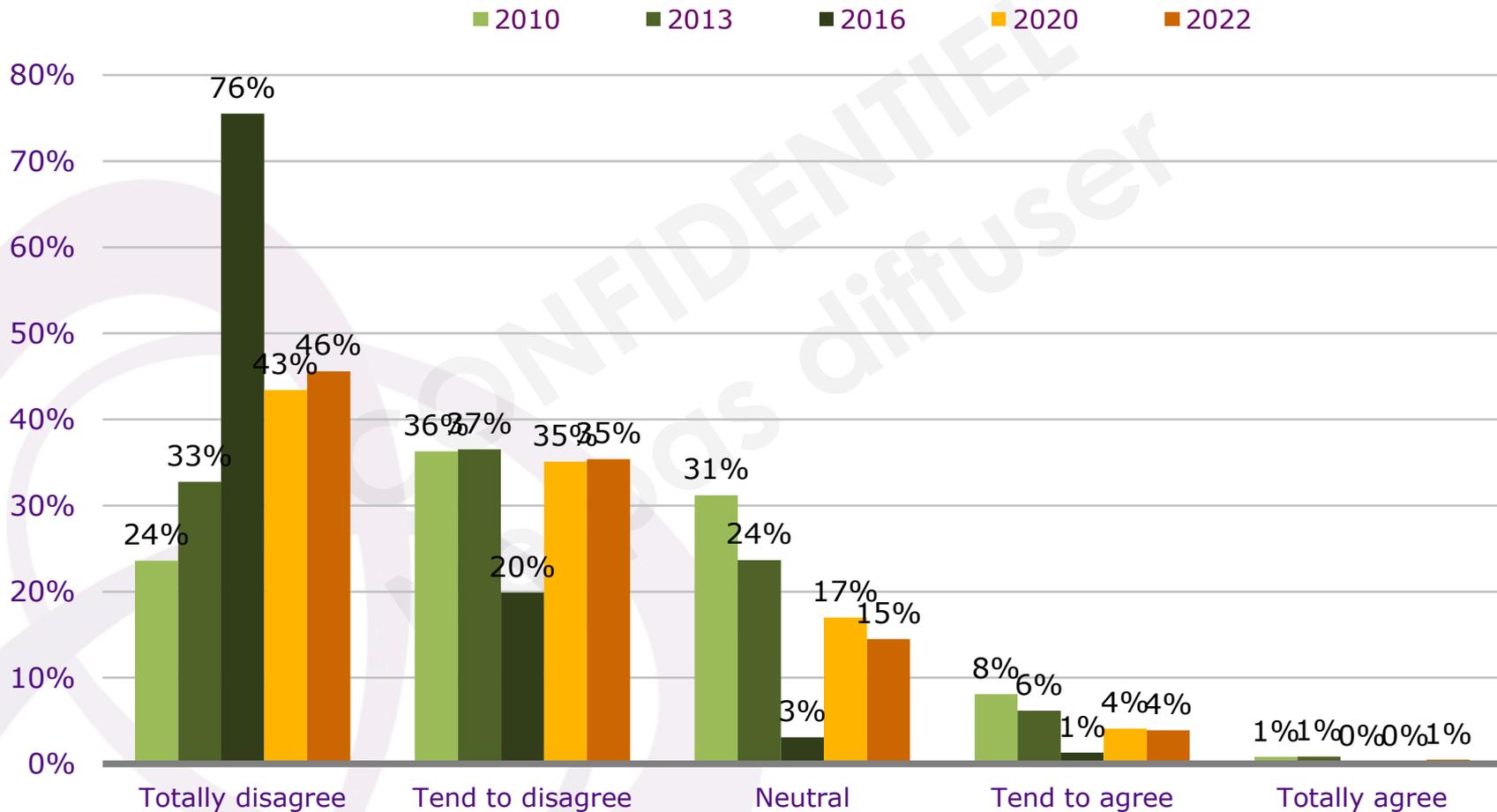


From the following list, which sources of information do you consider to be relevant to you?



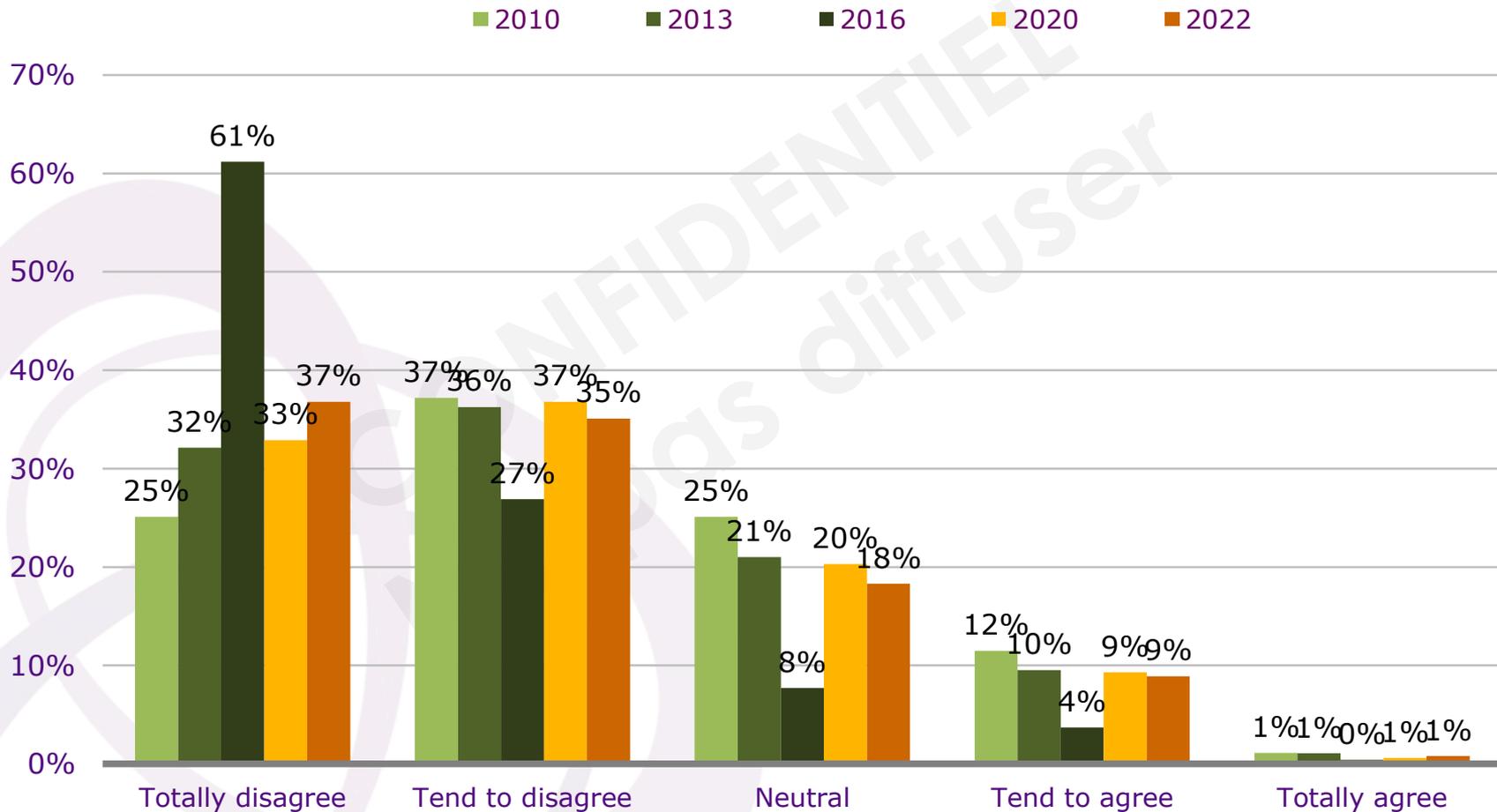


I identify with top management's view



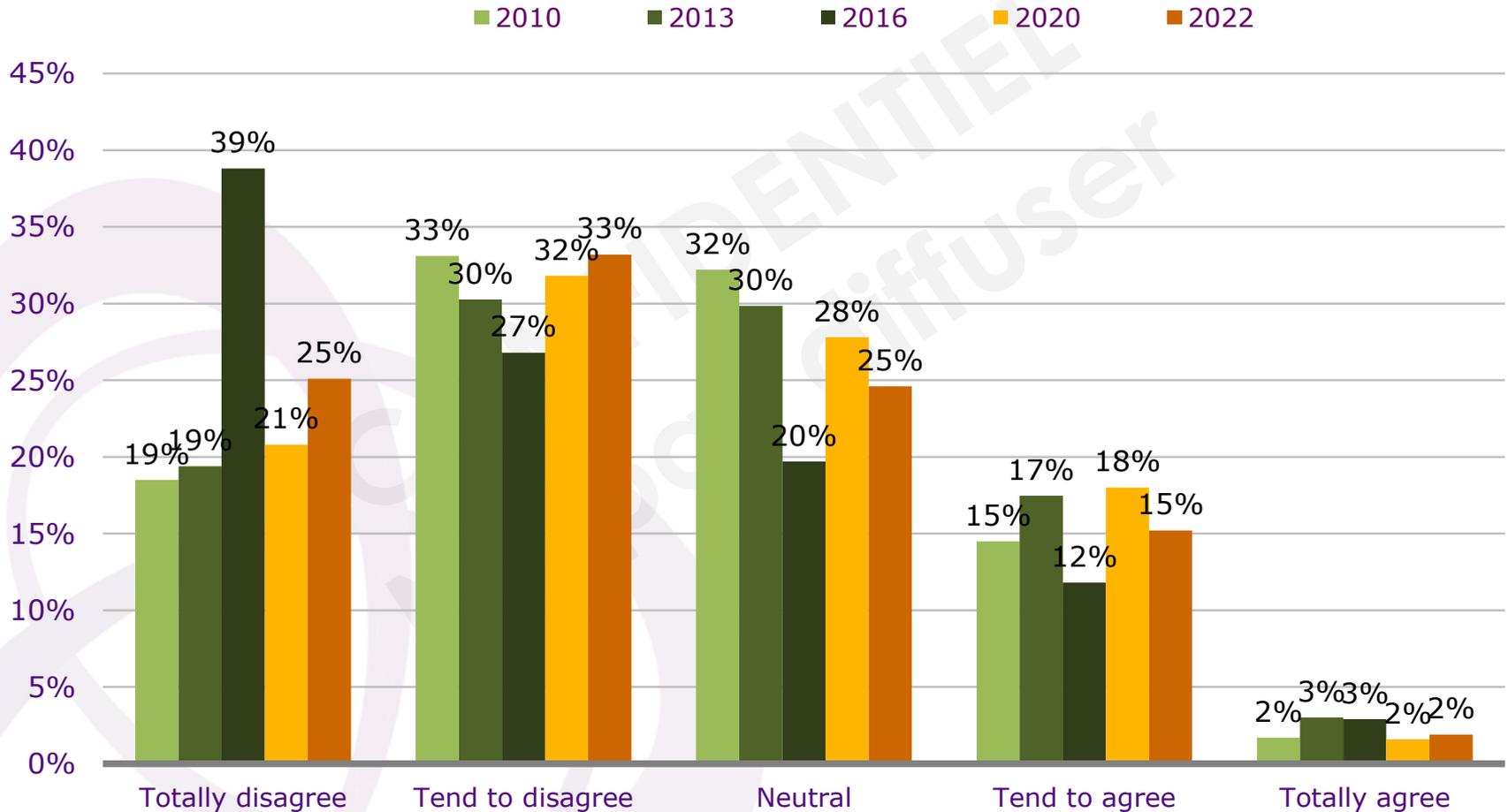


Top management gives me enough information on the issues that directly affect me



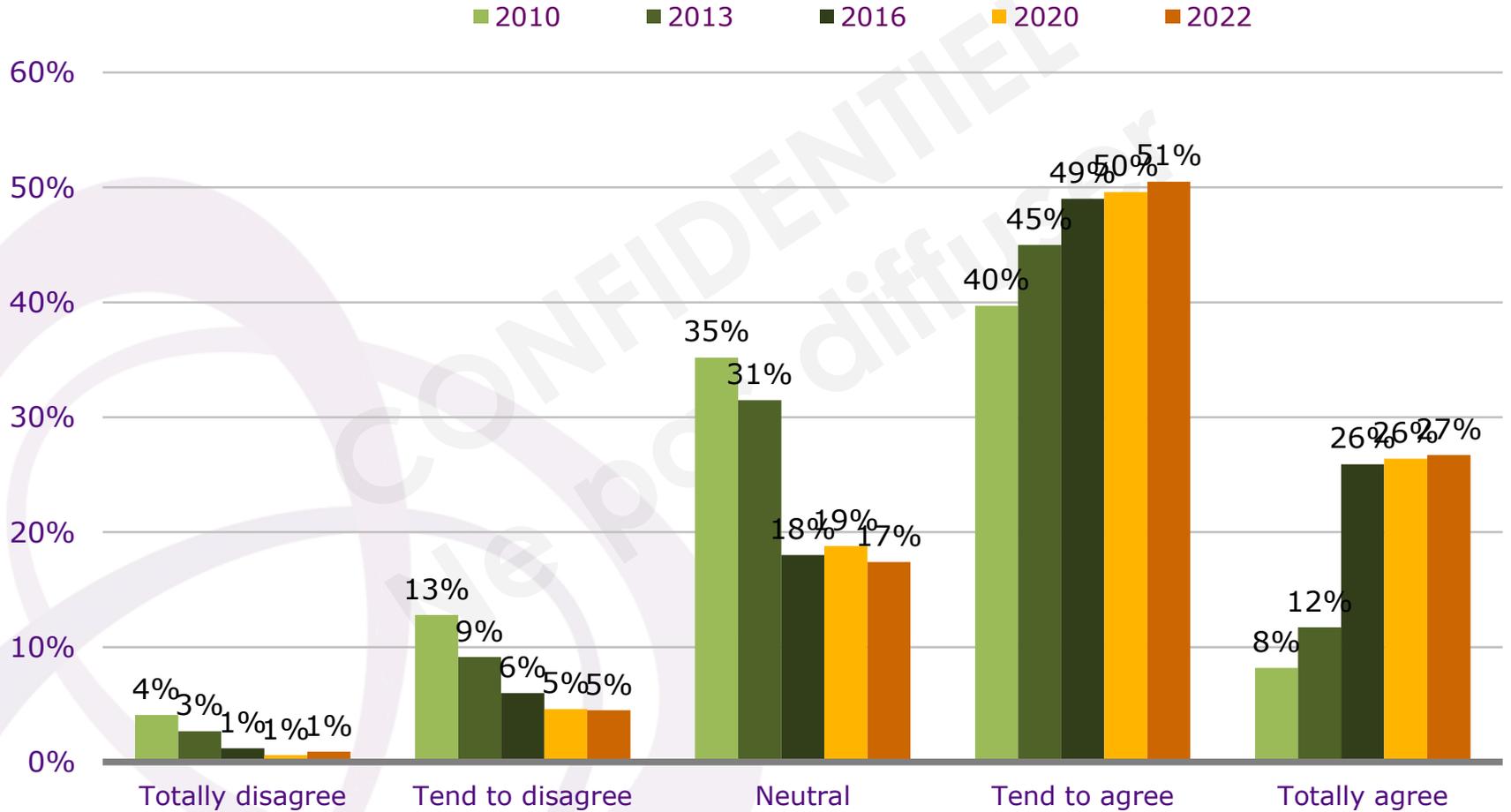


The information I receive from top management is relevant for my work and to me personally



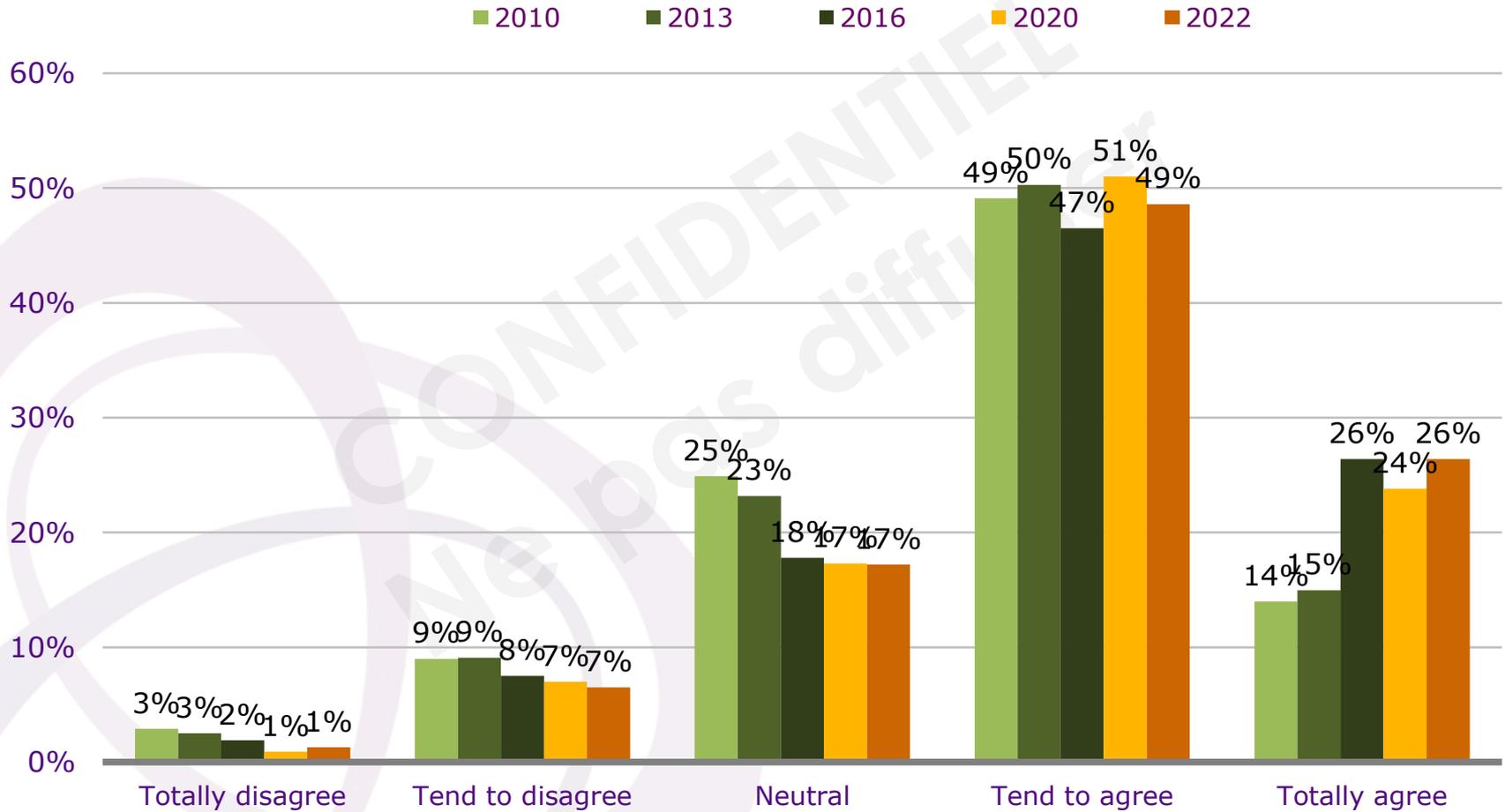


I identify with the views of Staff Representation



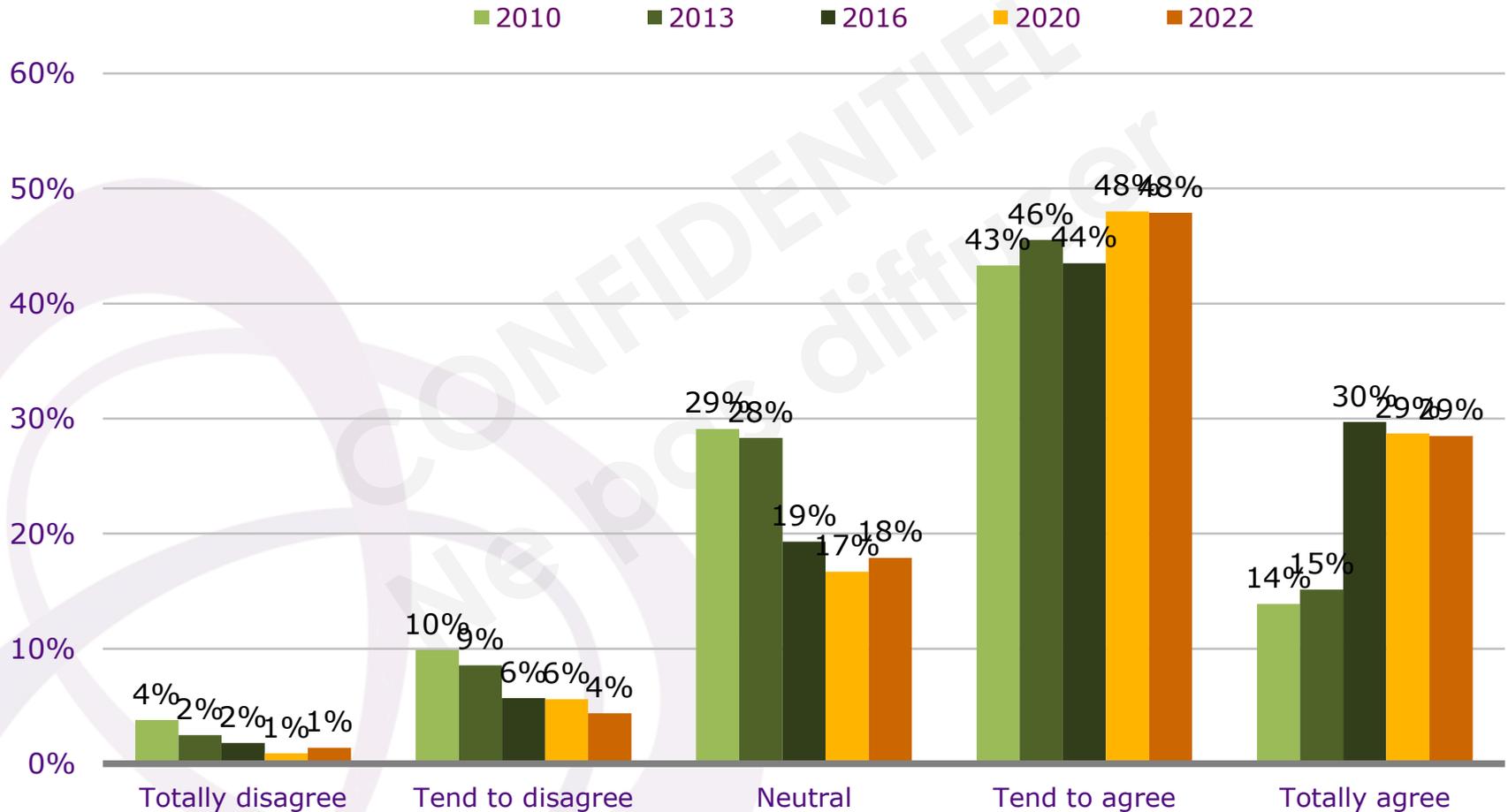


Staff Representation give me enough information on the issues that directly affect me



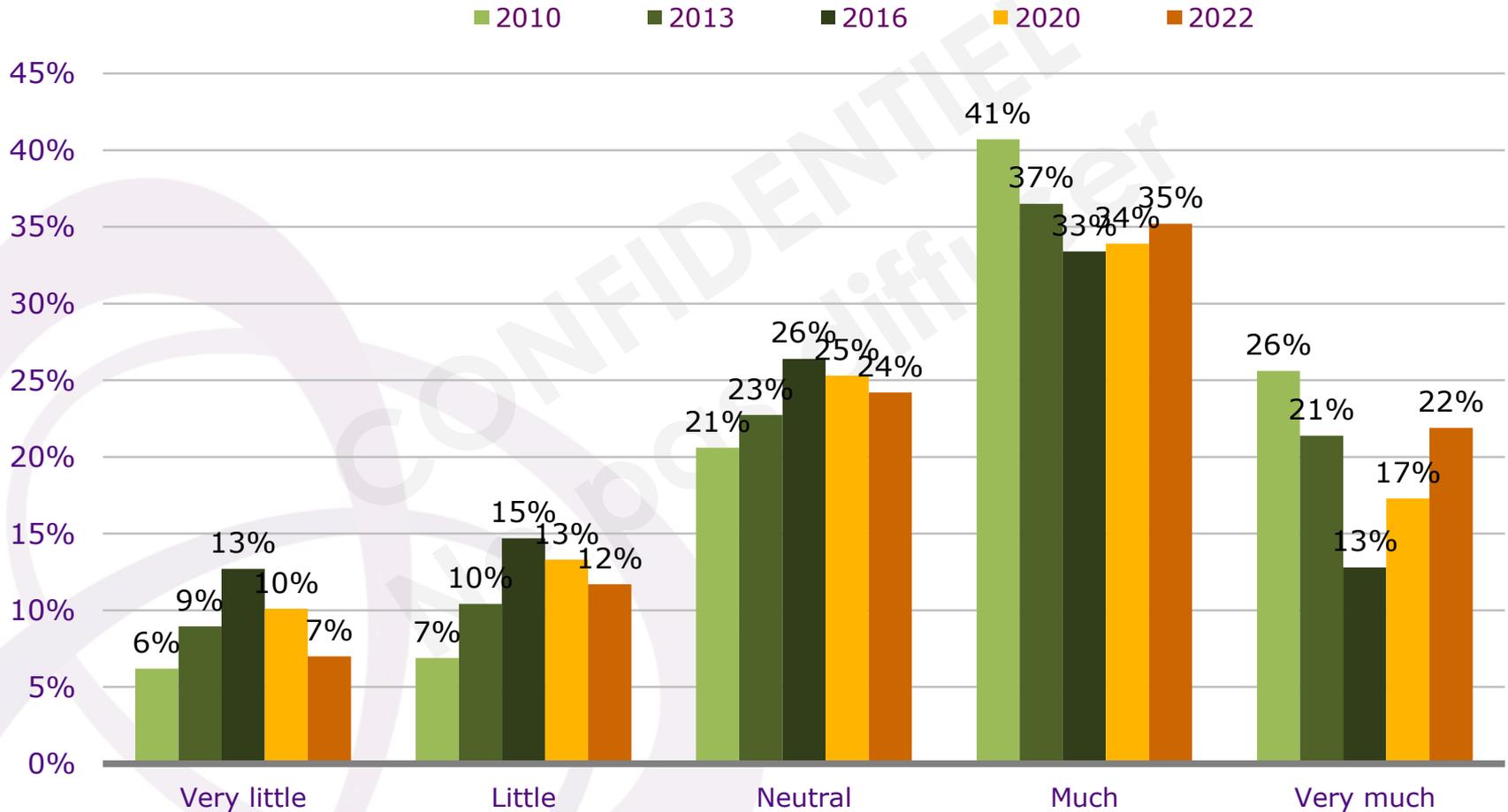


The information I receive from Staff Representation is relevant for my work and to me personally



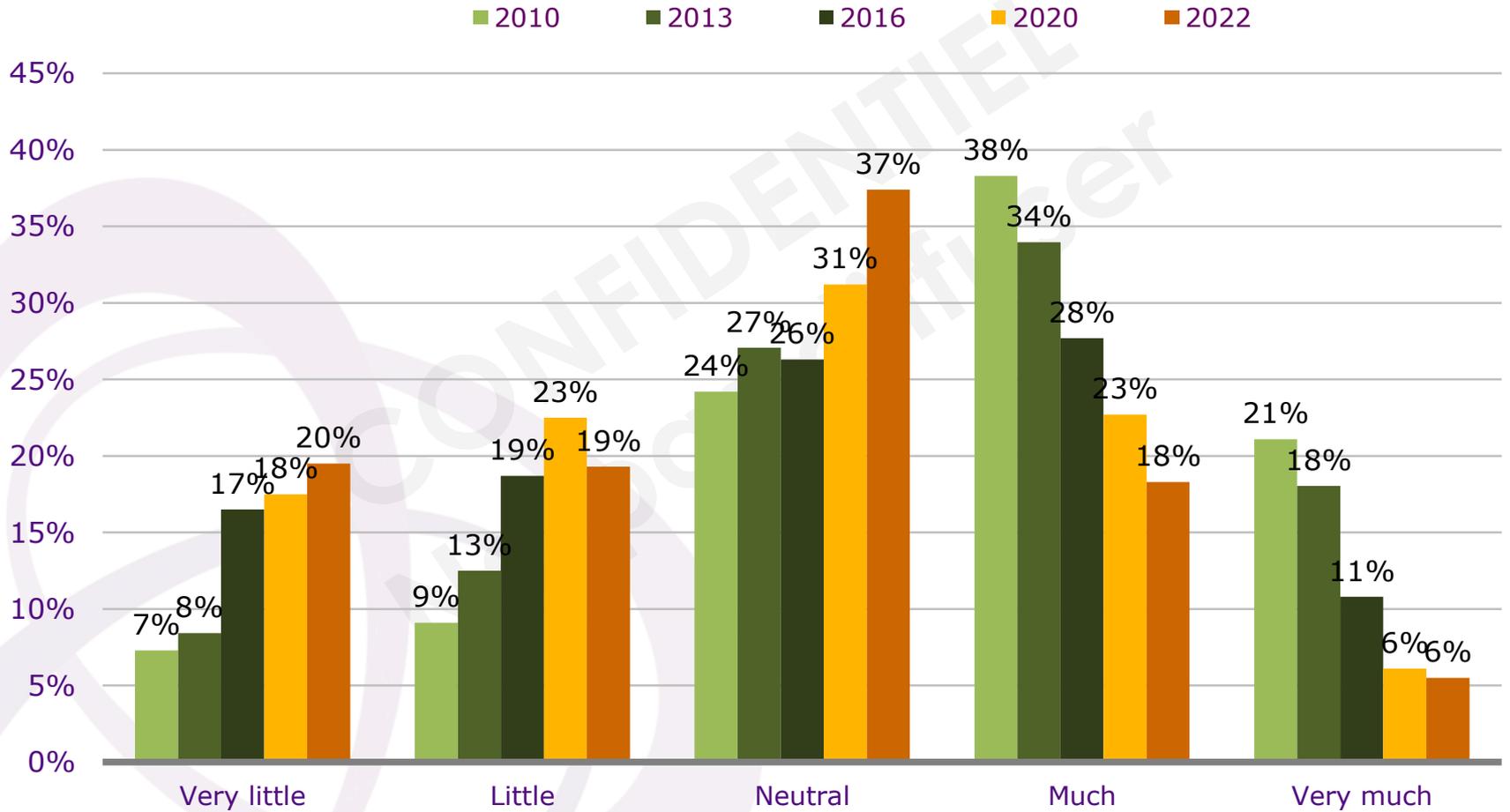


What is your level of trust in each of the following speakers? Your immediate superior



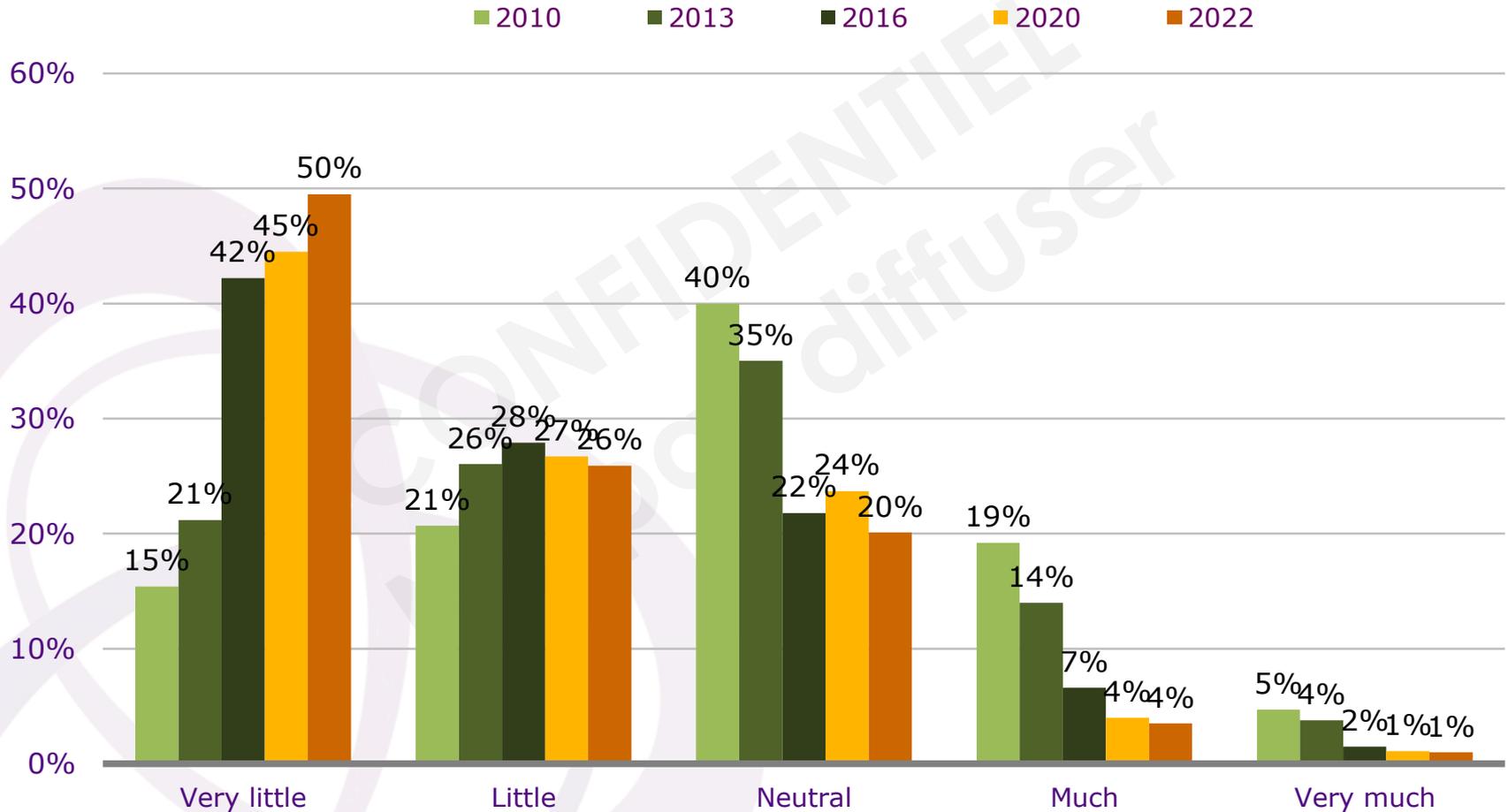


What is your level of trust in each of the following speakers? Your Director



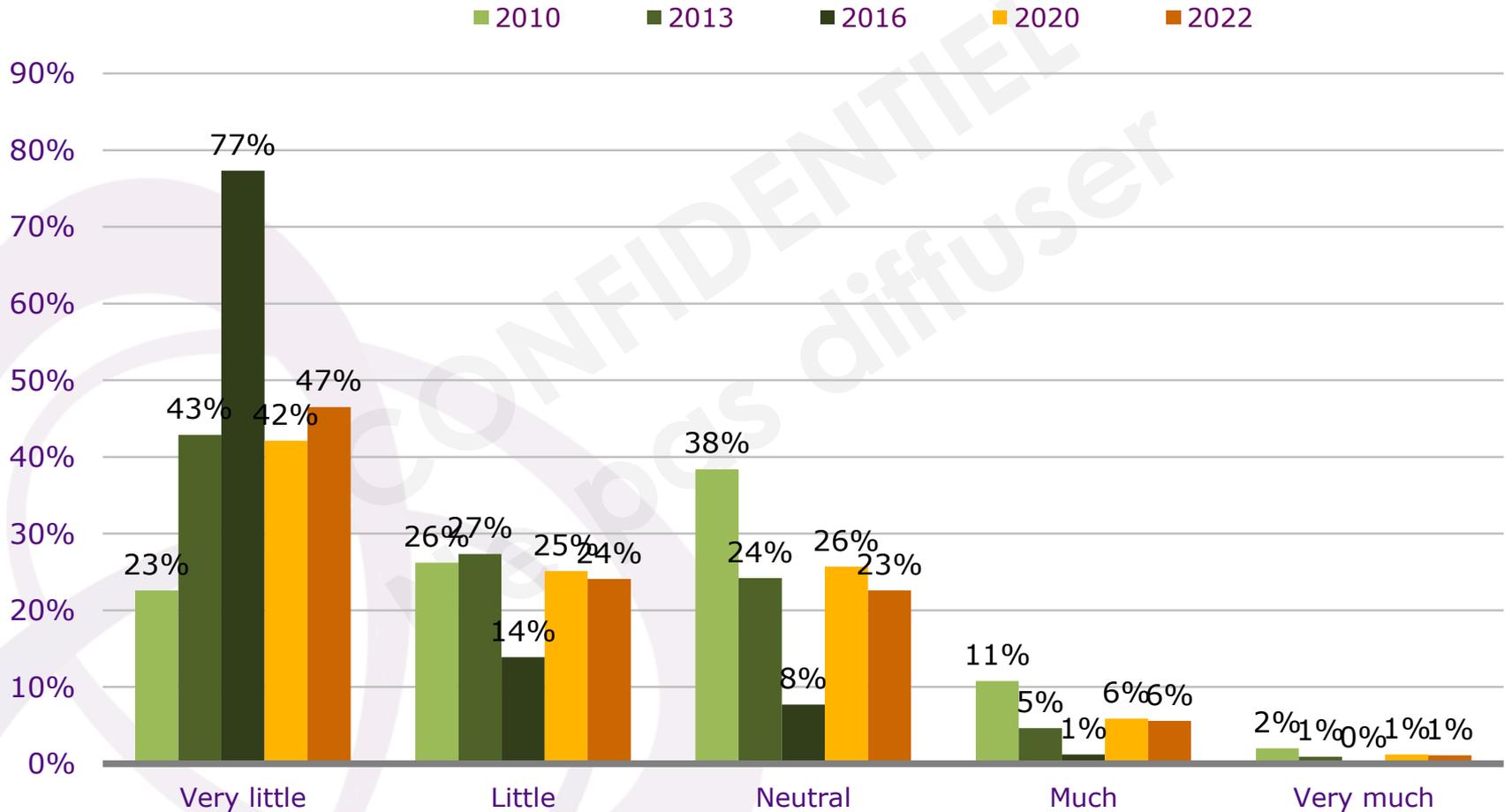


What is your level of trust in each of the following speakers? Your Principal Director/COO



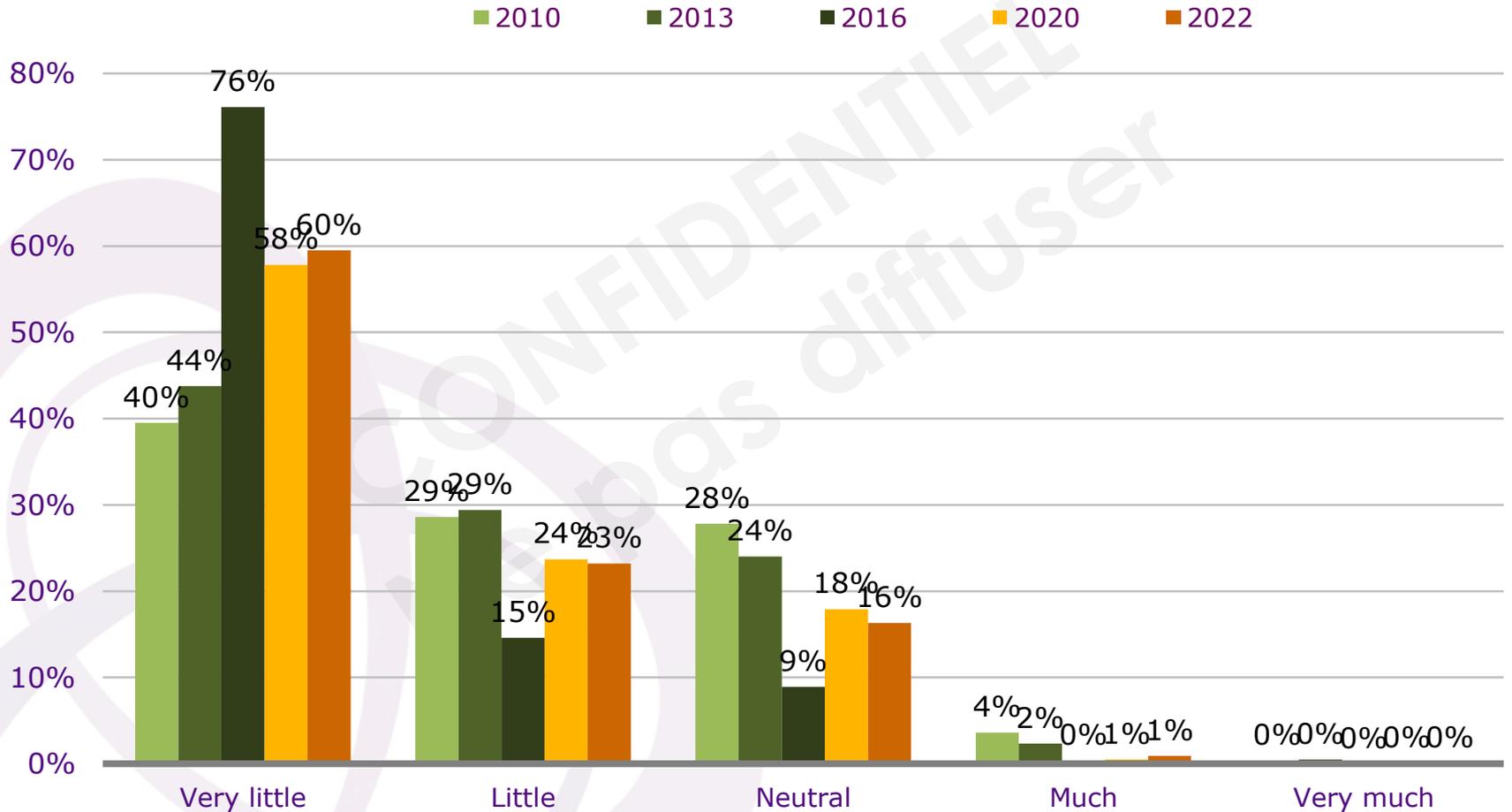


What is your level of trust in each of the following speakers? Your Vice President



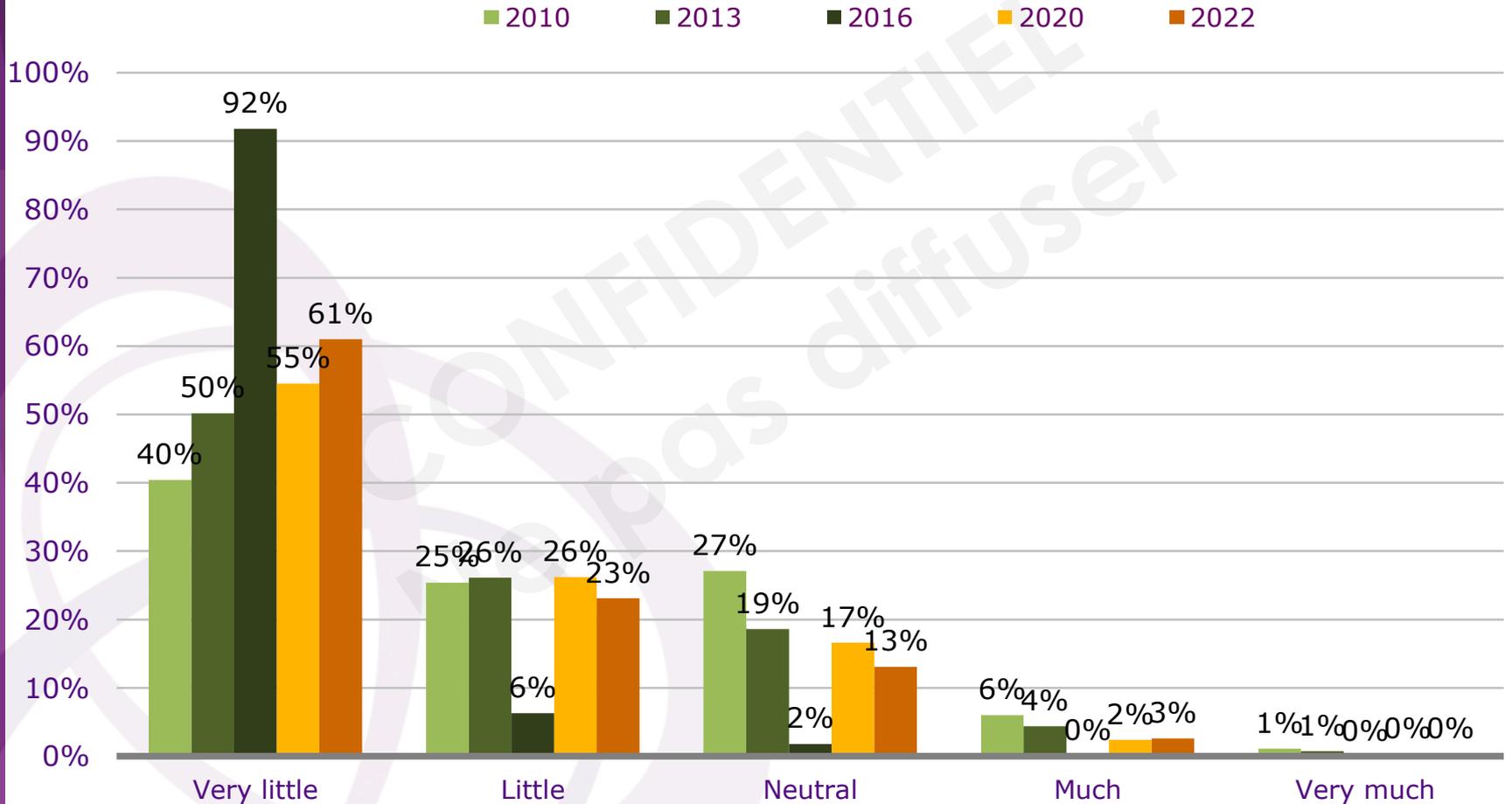


What is your level of trust in each of the following speakers? The Mac



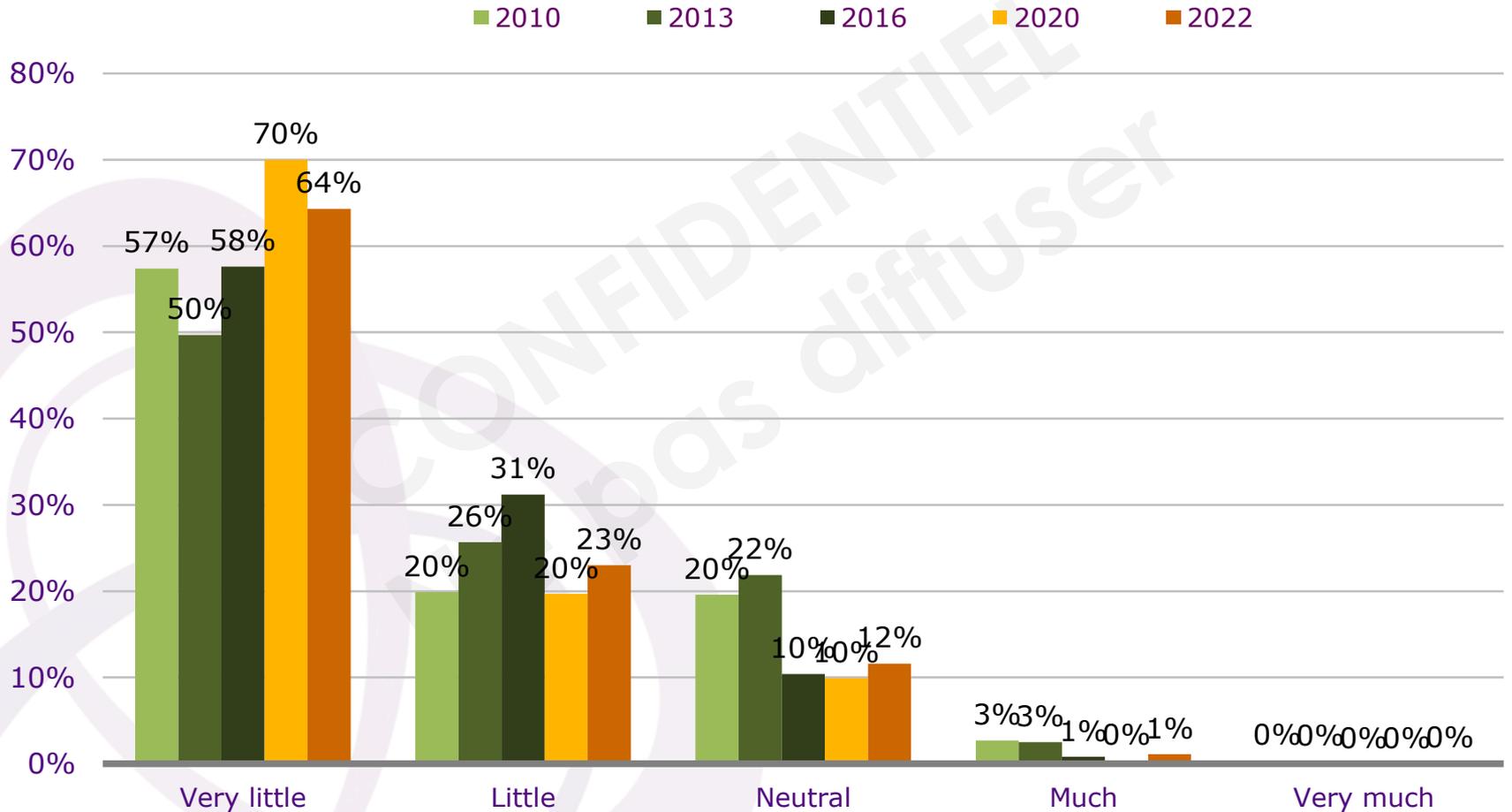


What is your level of trust in each of the following speakers? The President



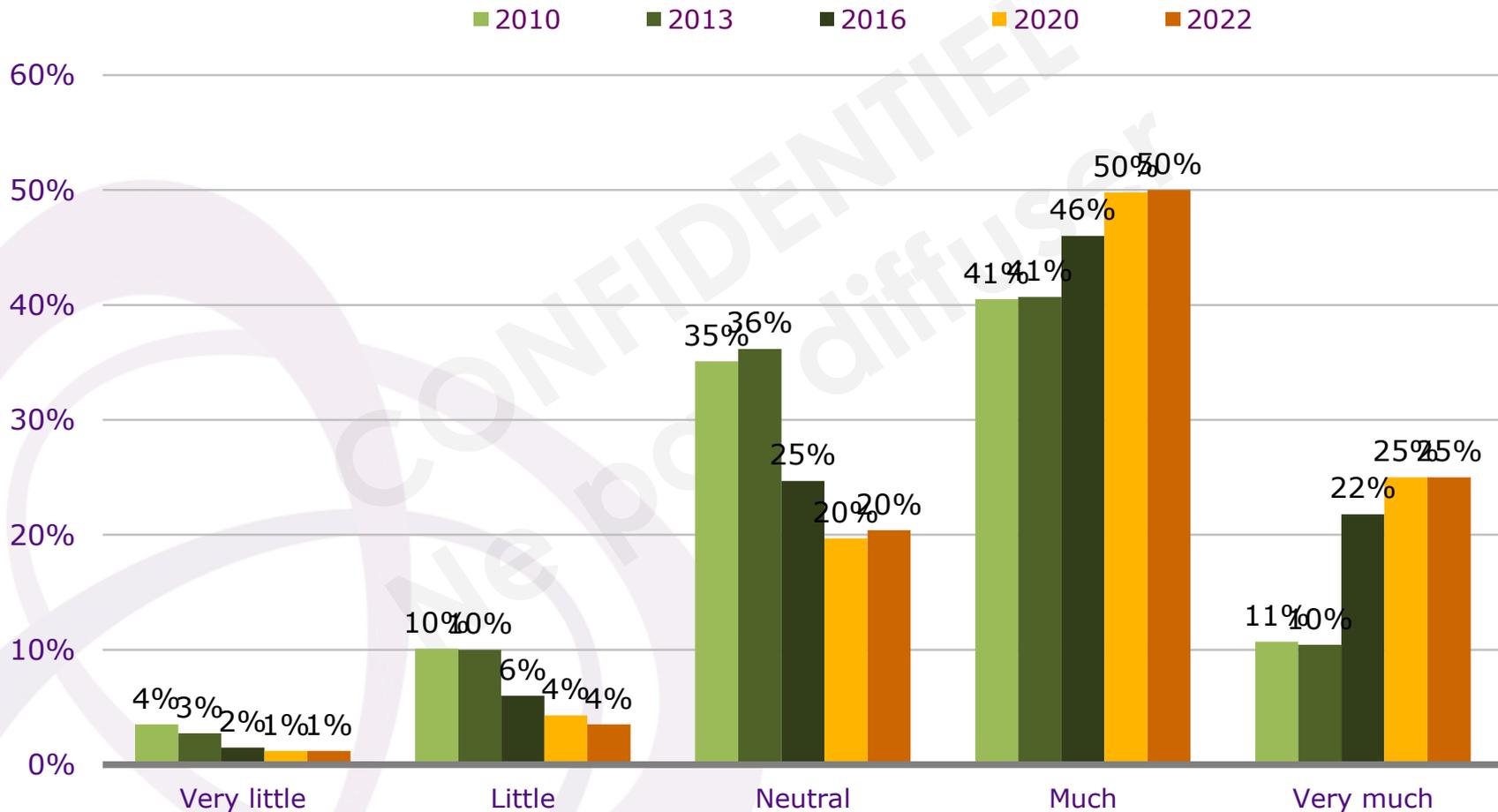


What is your level of trust in each of the following speakers? The administration Council



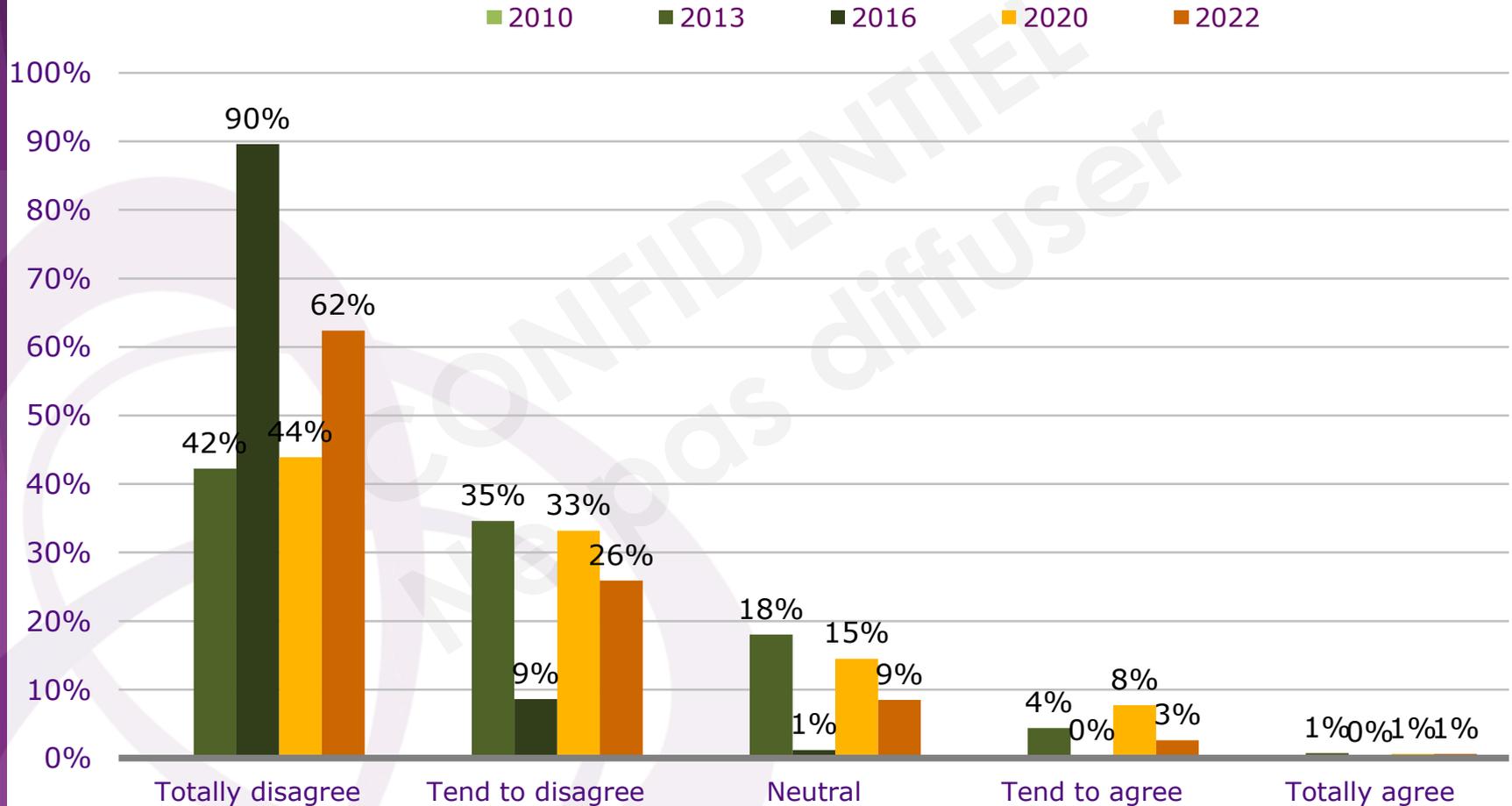


What is your level of trust in each of the following speakers? Staff representation



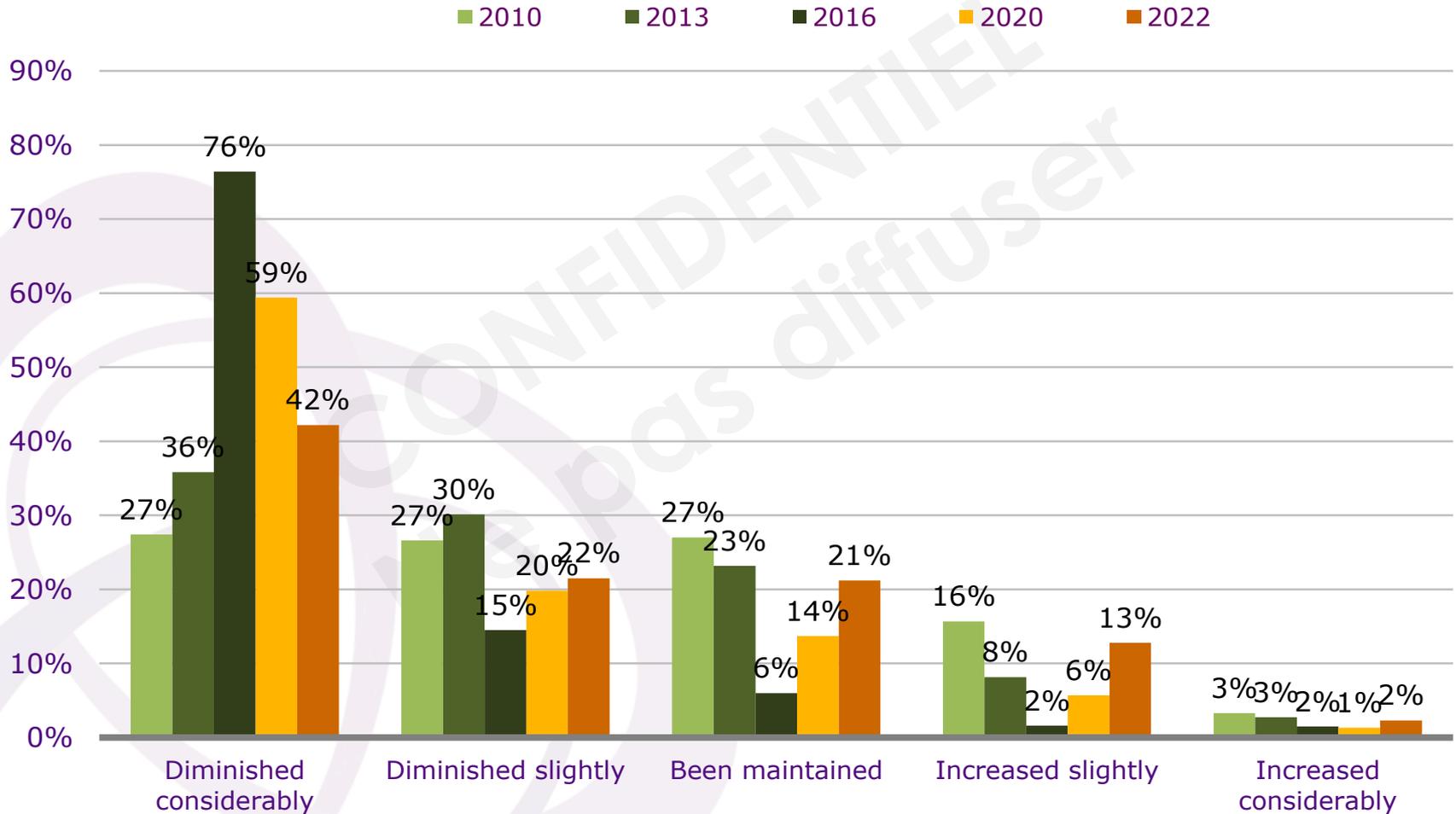


How much do you agree with the following statement: "Our current top management has shown that they are interested in an honest and constructive dialogue with the staff representation about important issues that concern staff."?



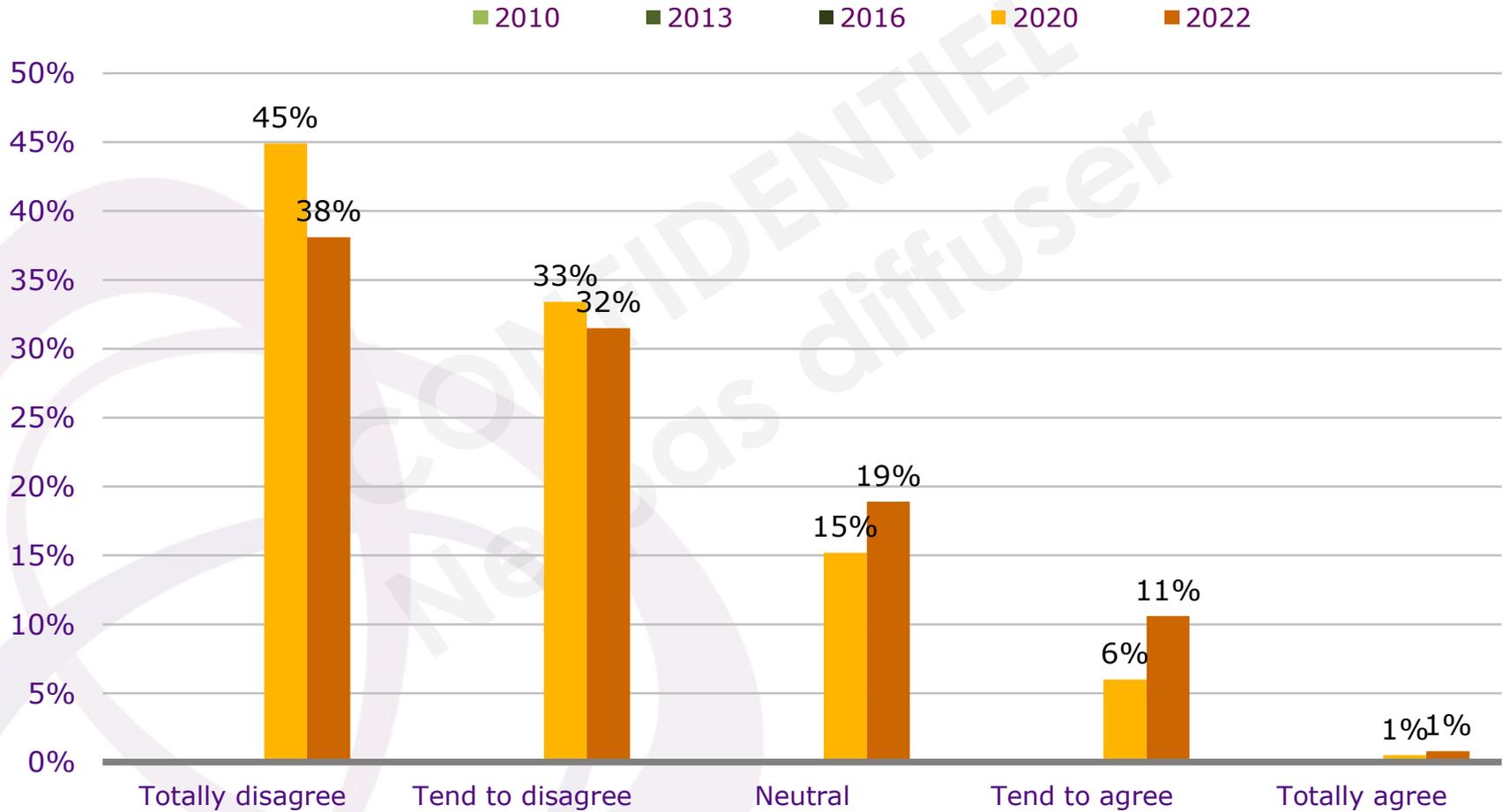


In the last three years, the importance accorded to quality in relation to quantitative objectives has:



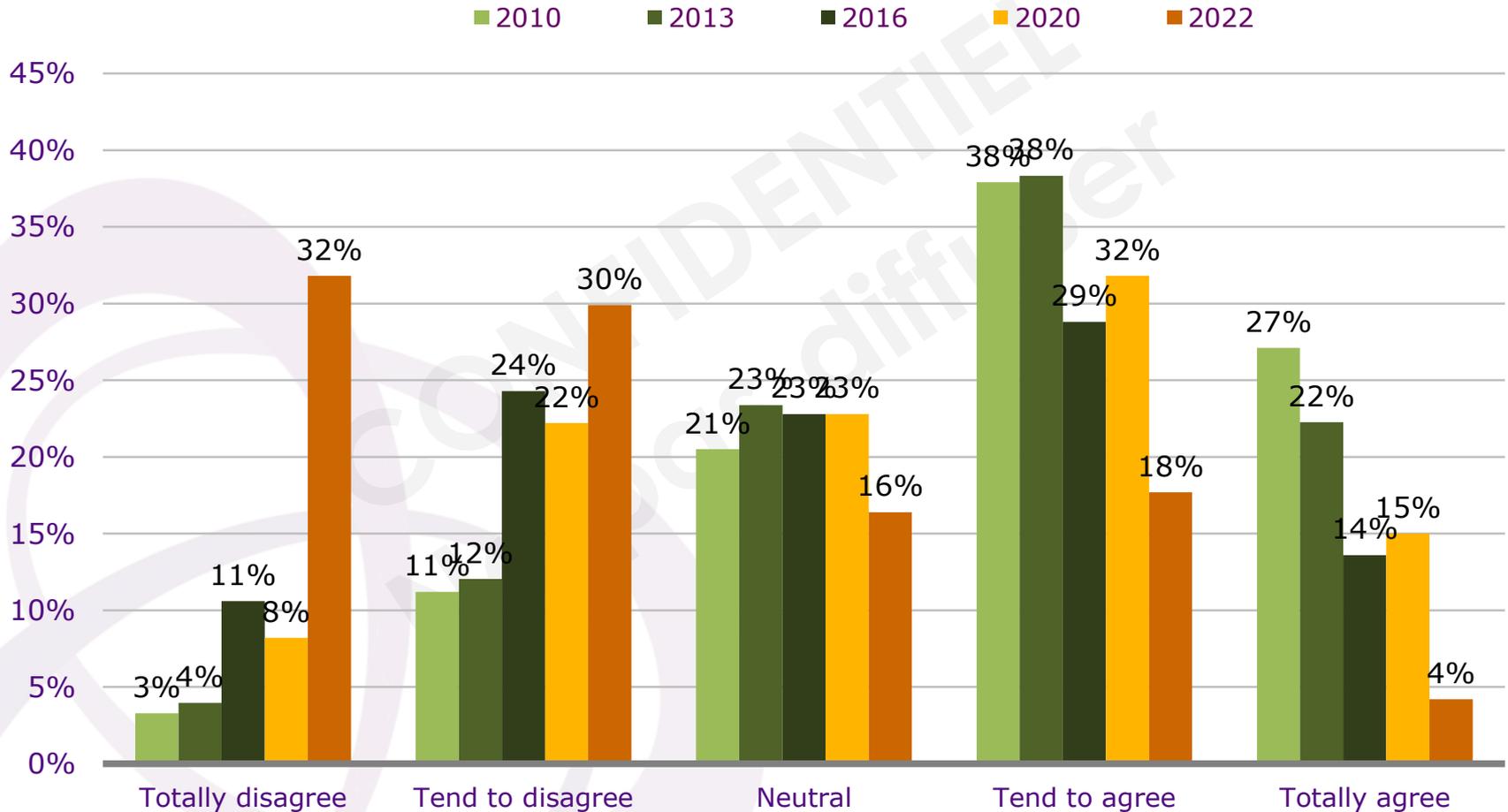


How much do you agree with the following statement: “the current president and top management have taken useful measures to maintain and improve the quality of the EPO's products and services”?





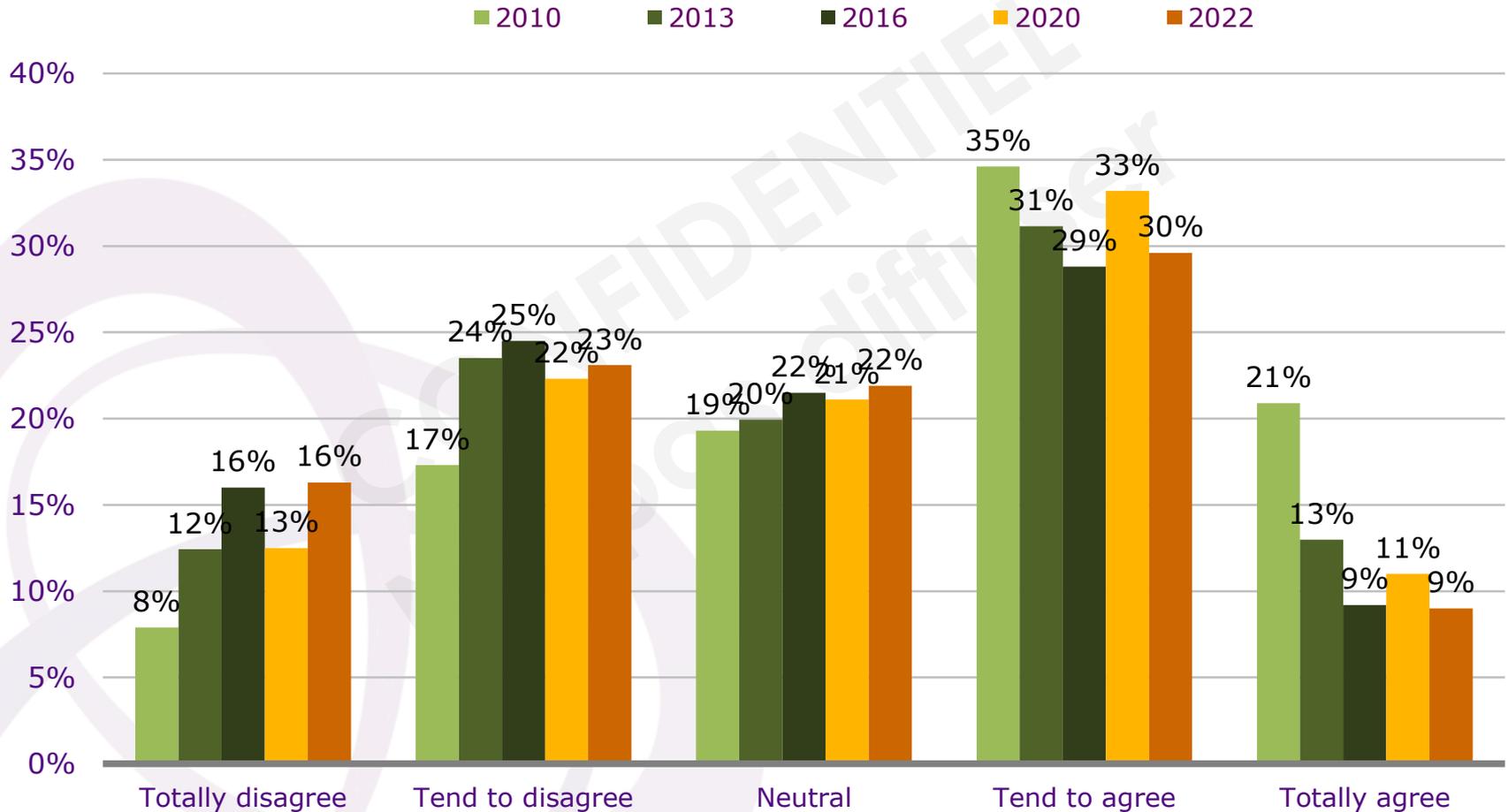
Employees are treated equally at the EPO*



*In 2020 the wording was "Are women and men treated equally at the EPO?" »

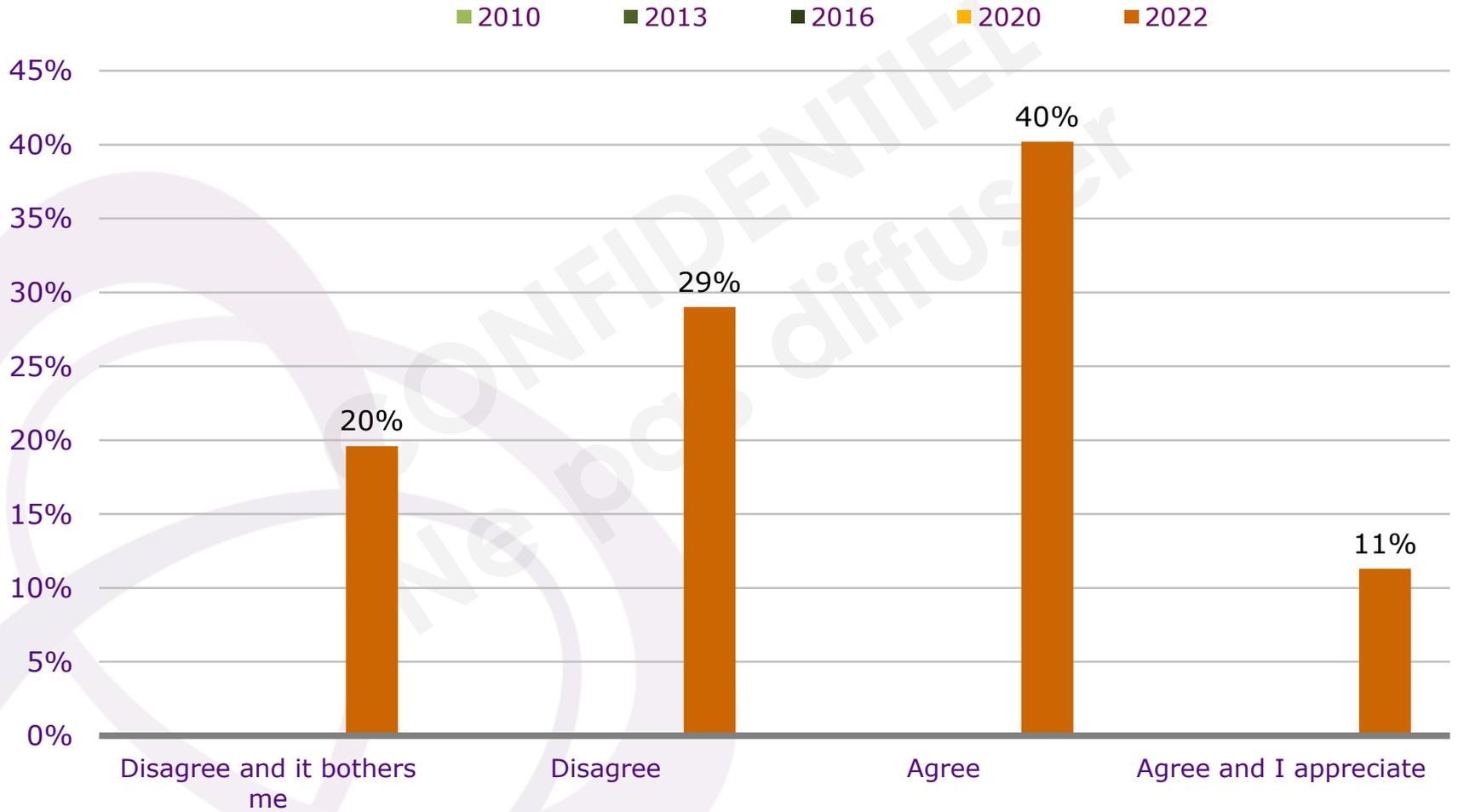


EPO employees are considered solely on the basis of their merits and vocational skills irrespective of race, culture, religion or any other aspect unrelated to their job



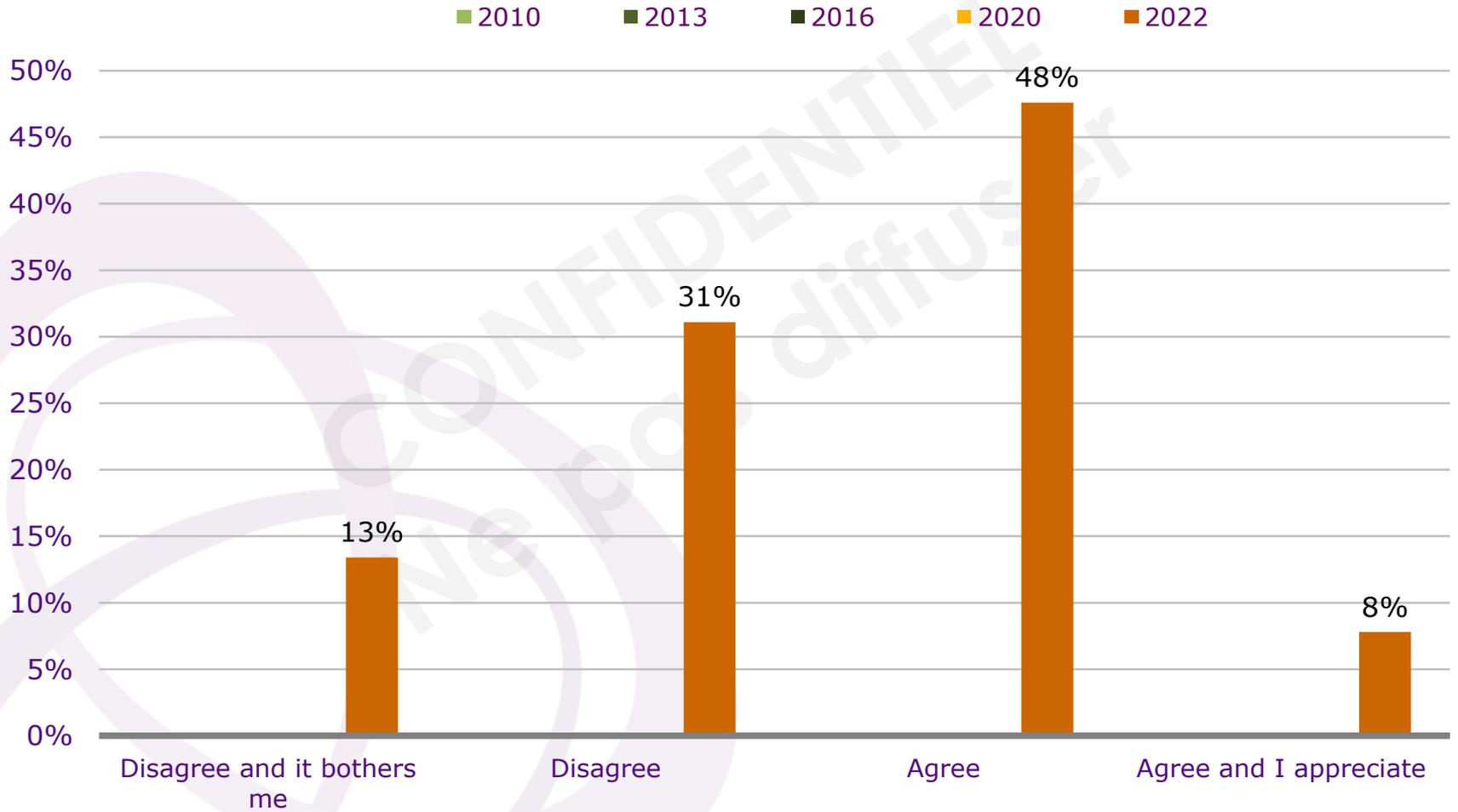


I am free to decide how I do my work



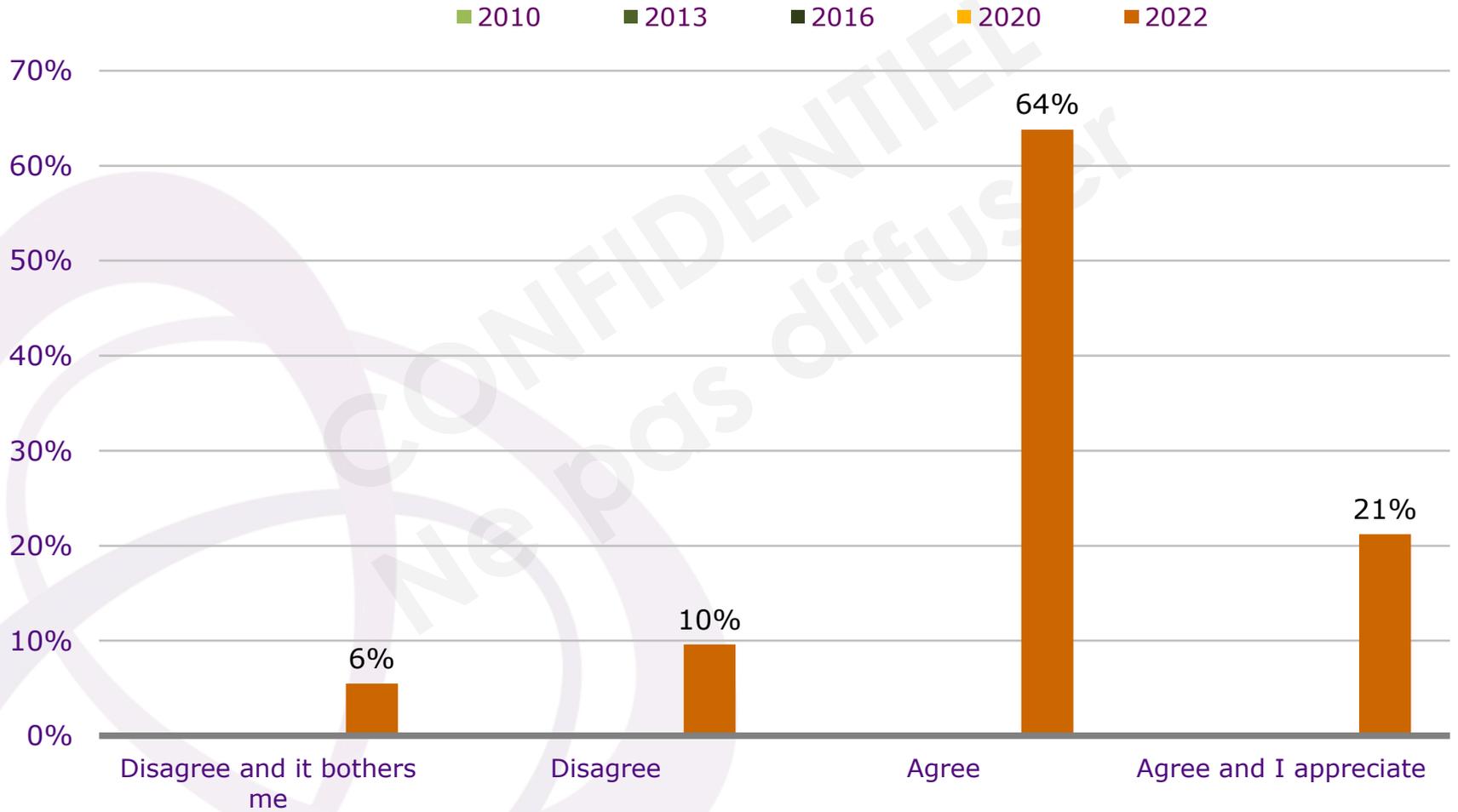


My tasks are sufficiently predictable that I can anticipate them



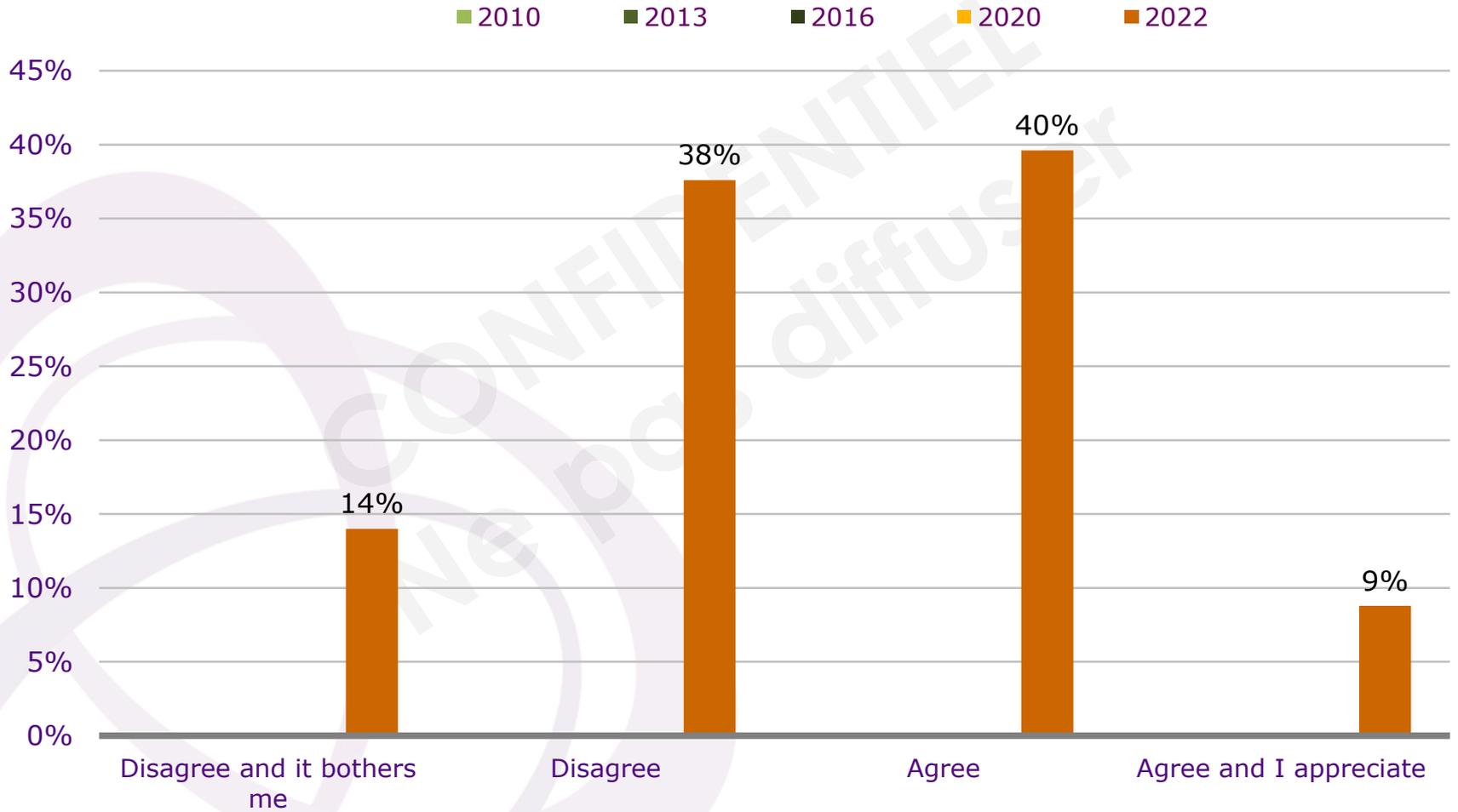


I can make use of my professional competencies in my work



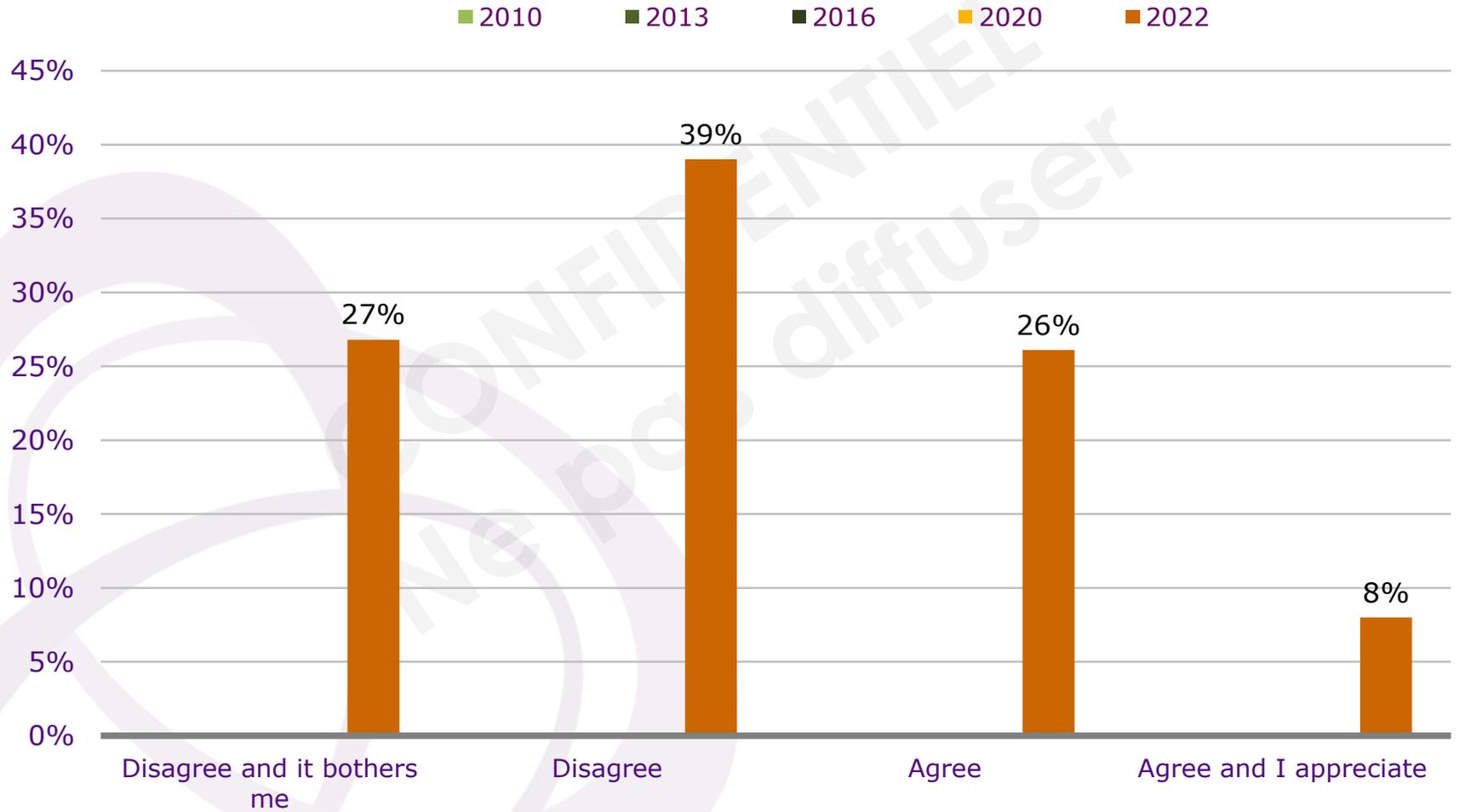


I can expand my professional competences



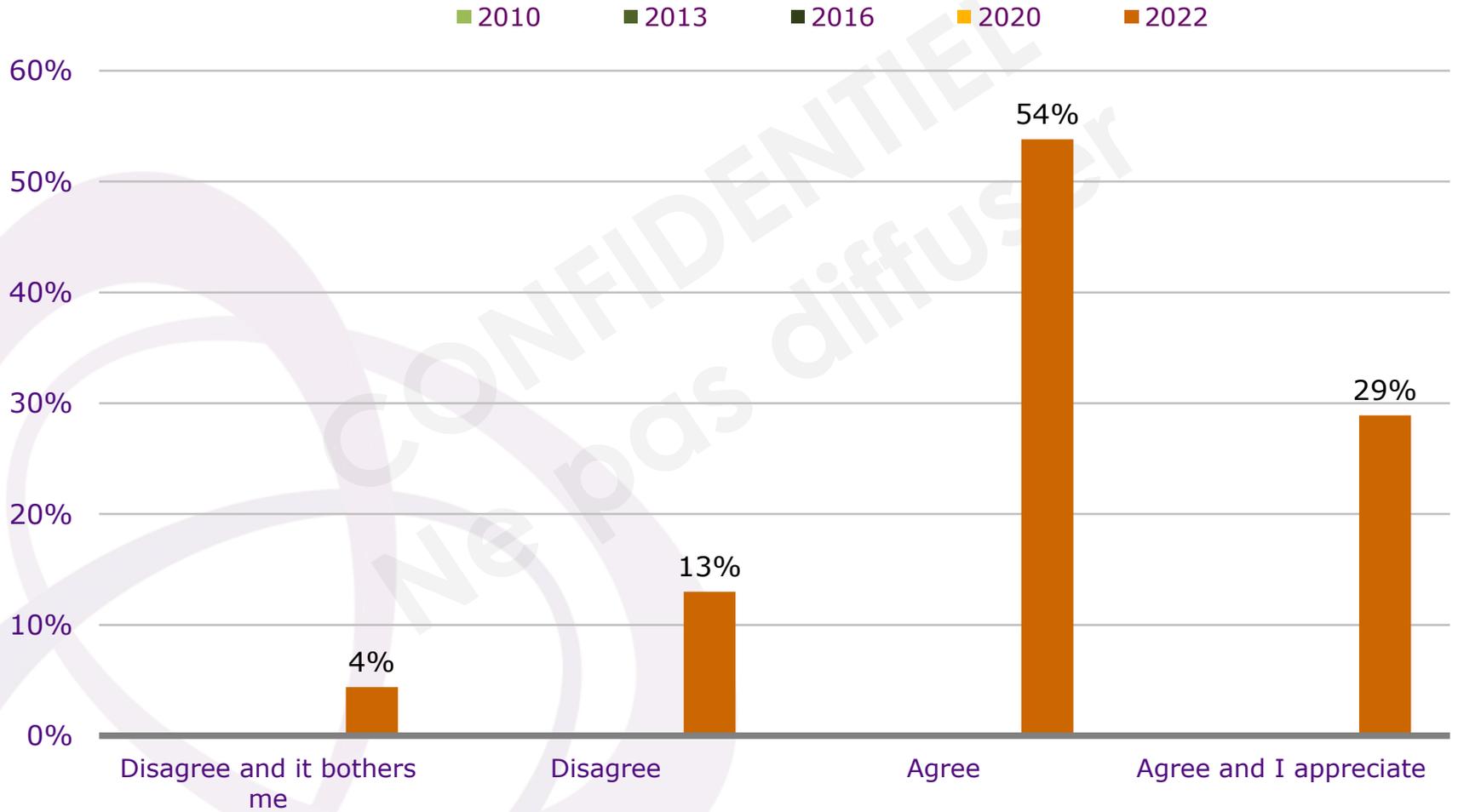


At my level, I can contribute to decision making



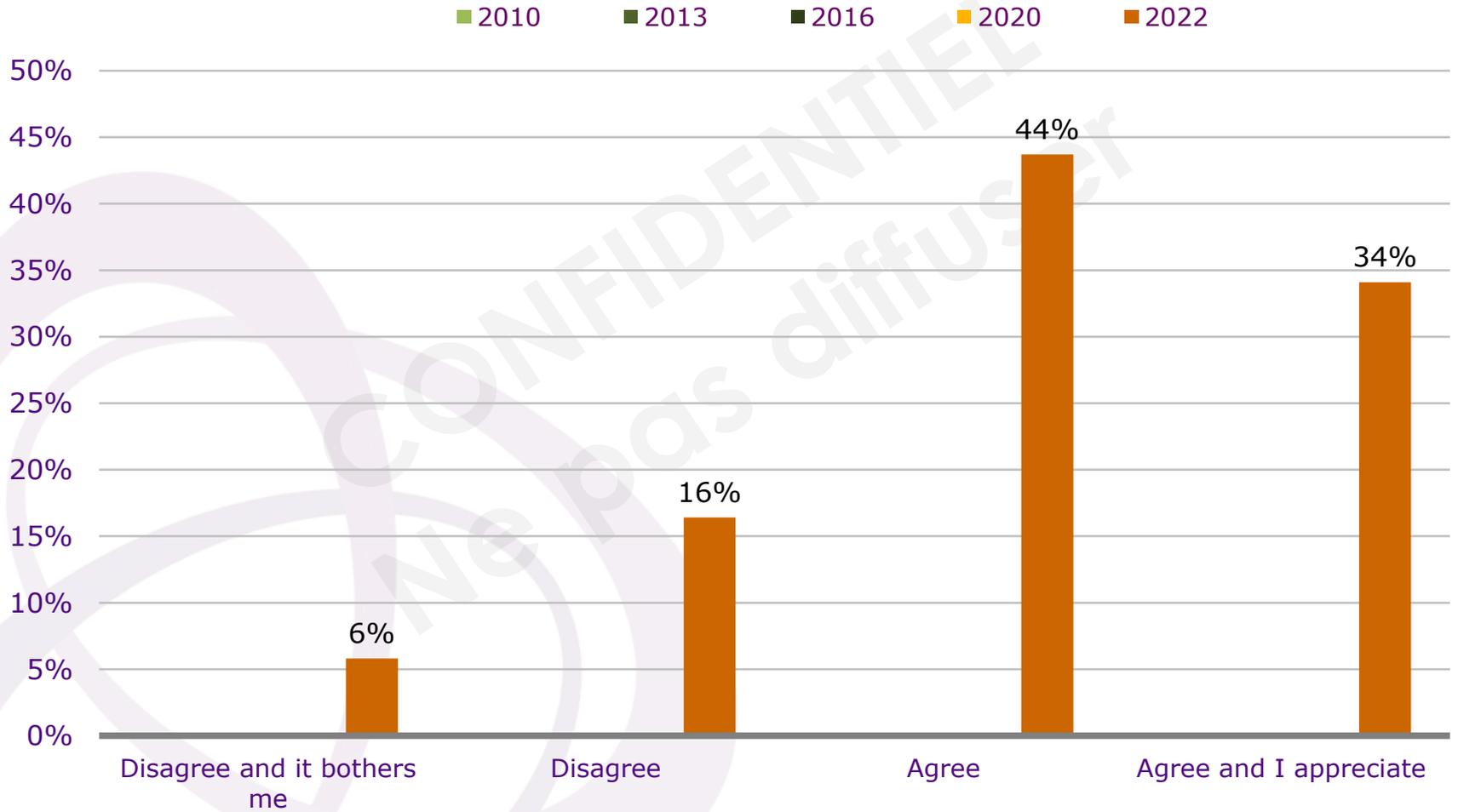


Collaboration and the support of the people I work with are satisfactory



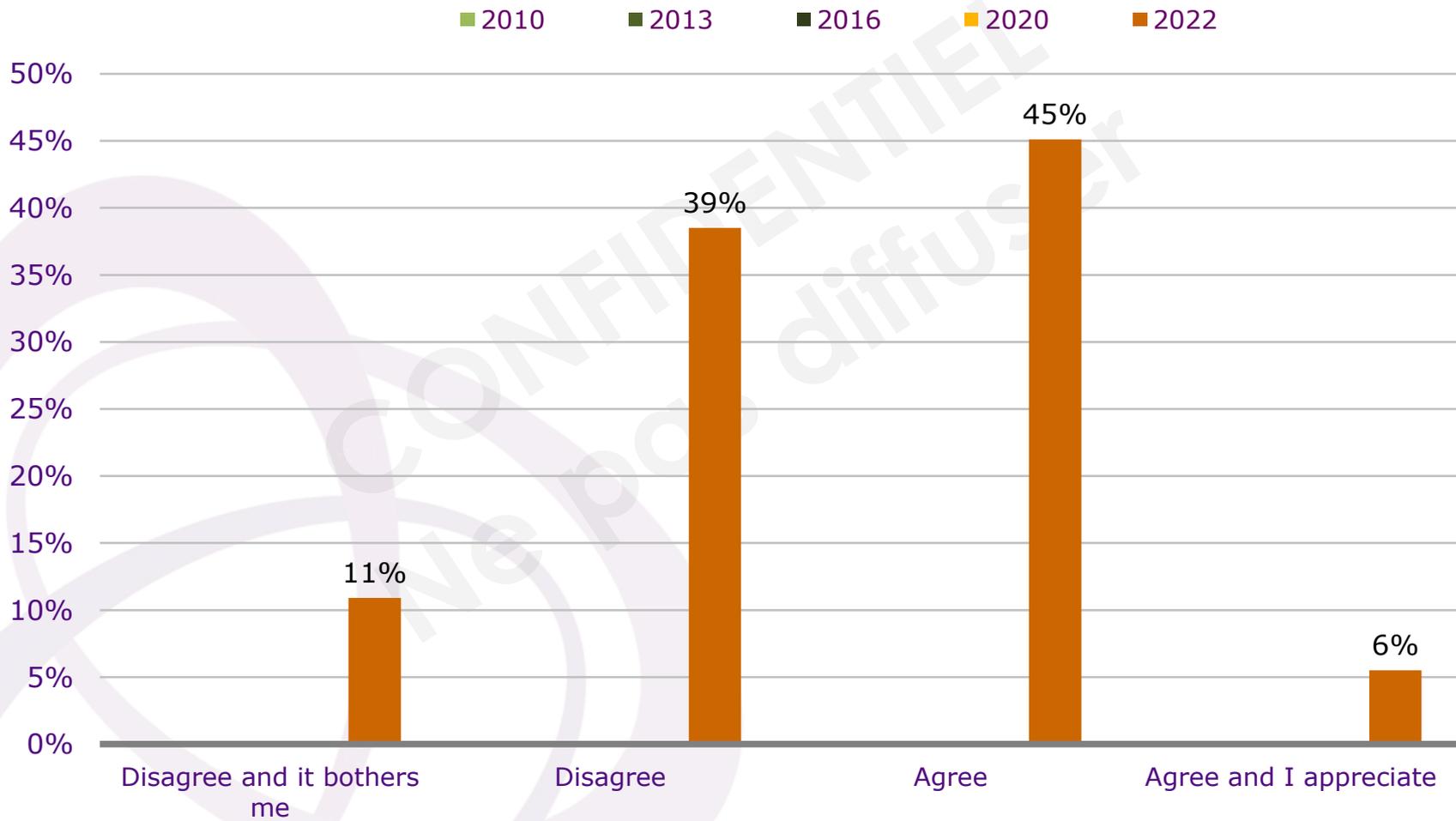


In my daily work, I am not confronted with verbal or physical tension



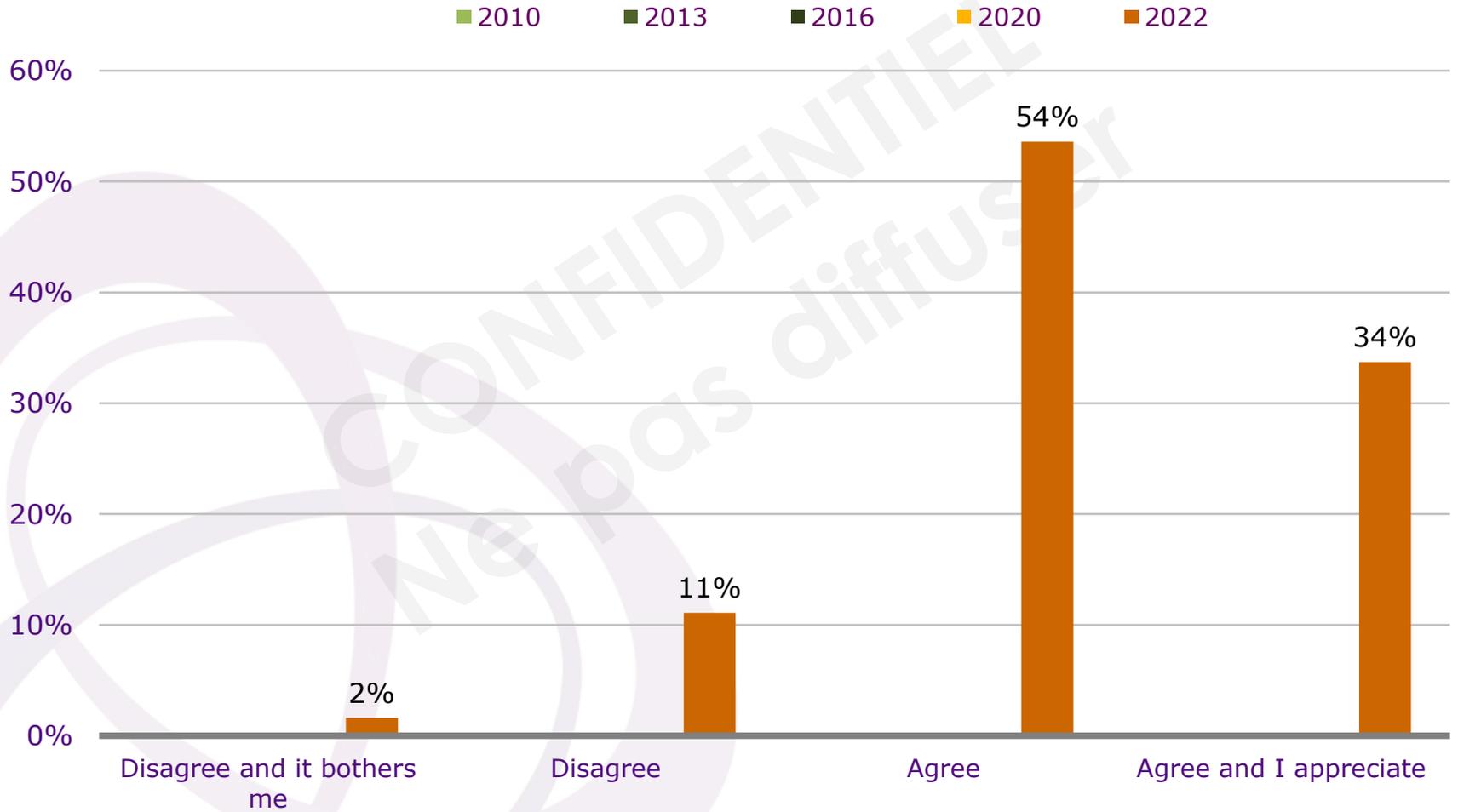


The informations that are useful for working circulate well



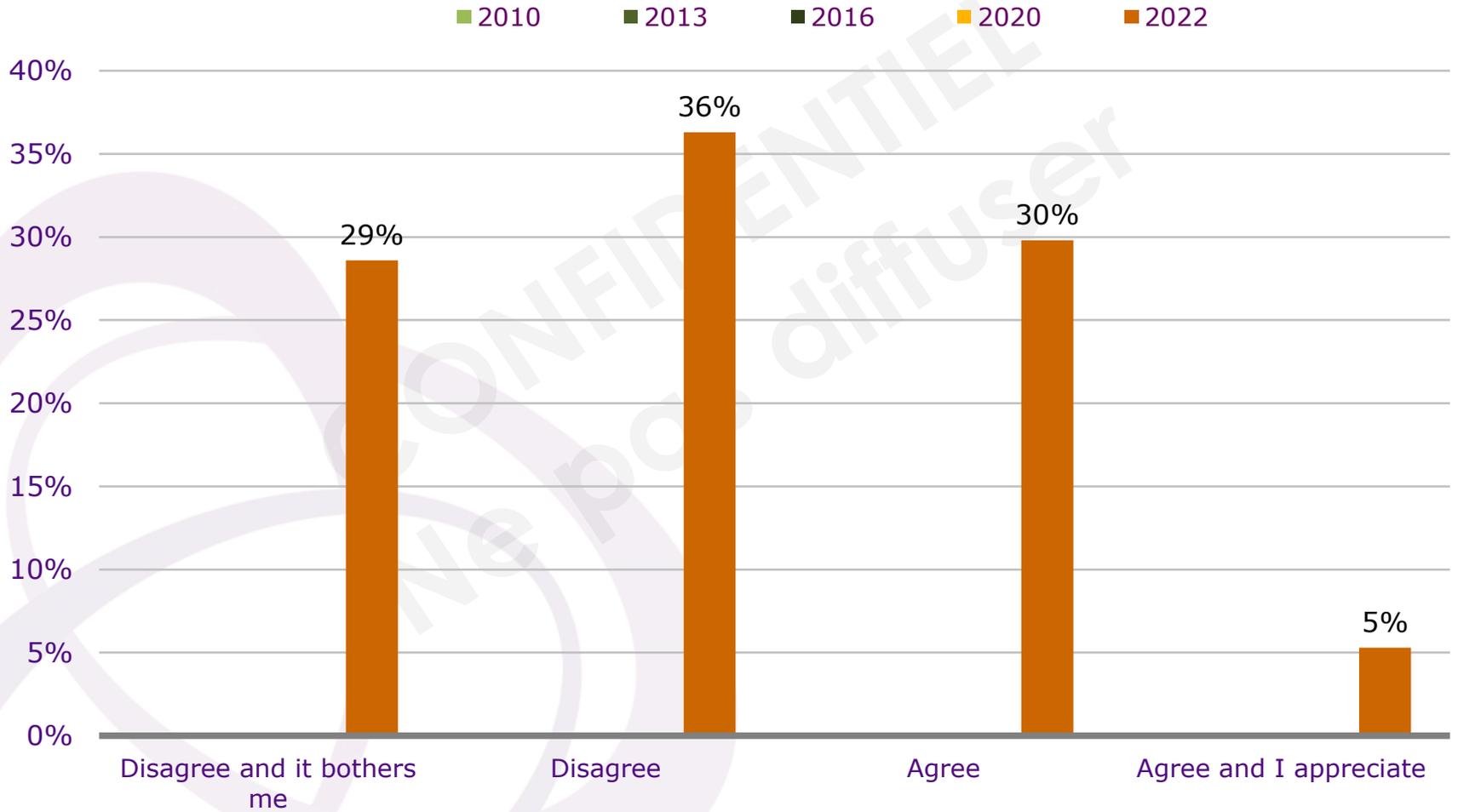


The action of the staff representatives provides a "plus"



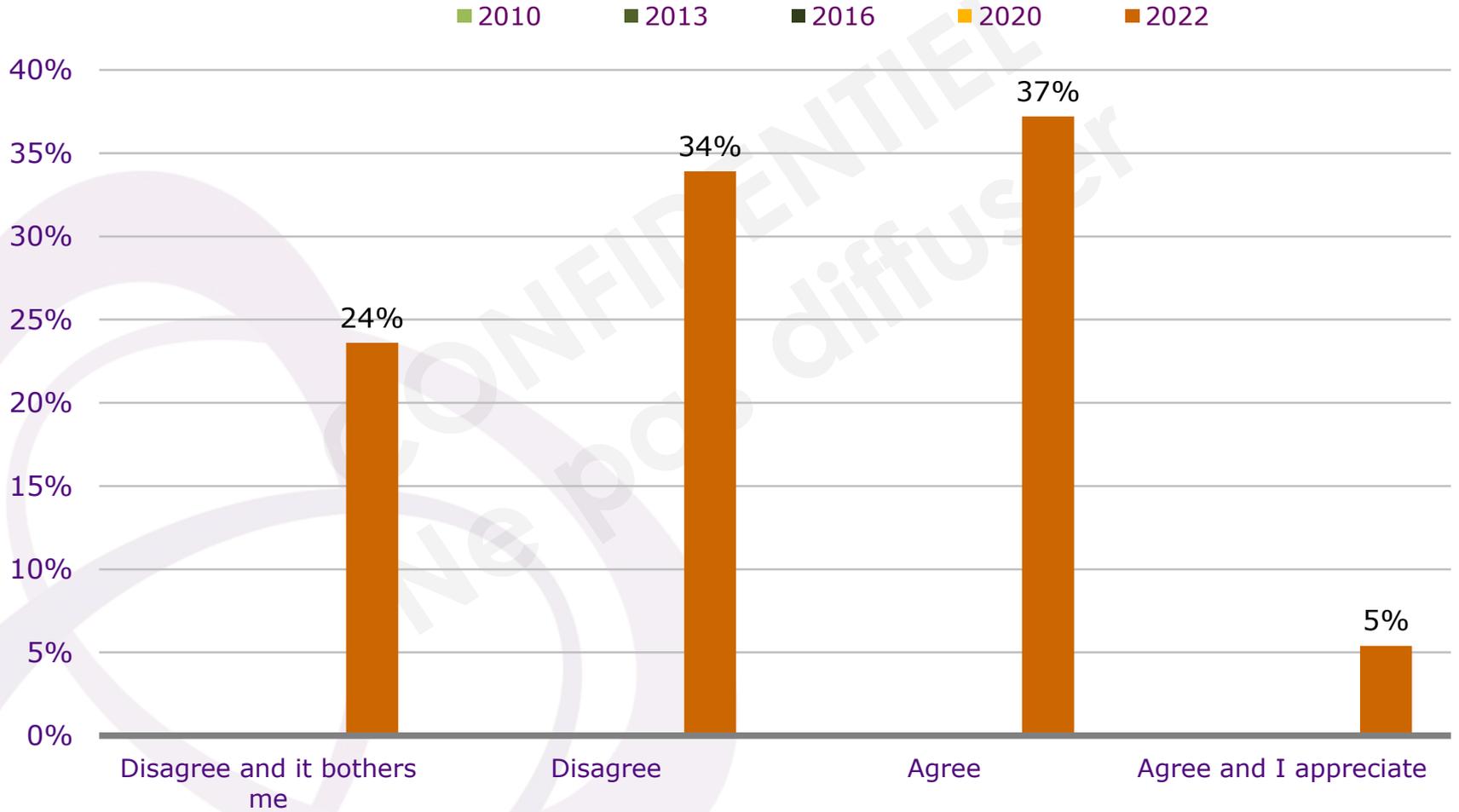


The amount of work I am tasked with is acceptable



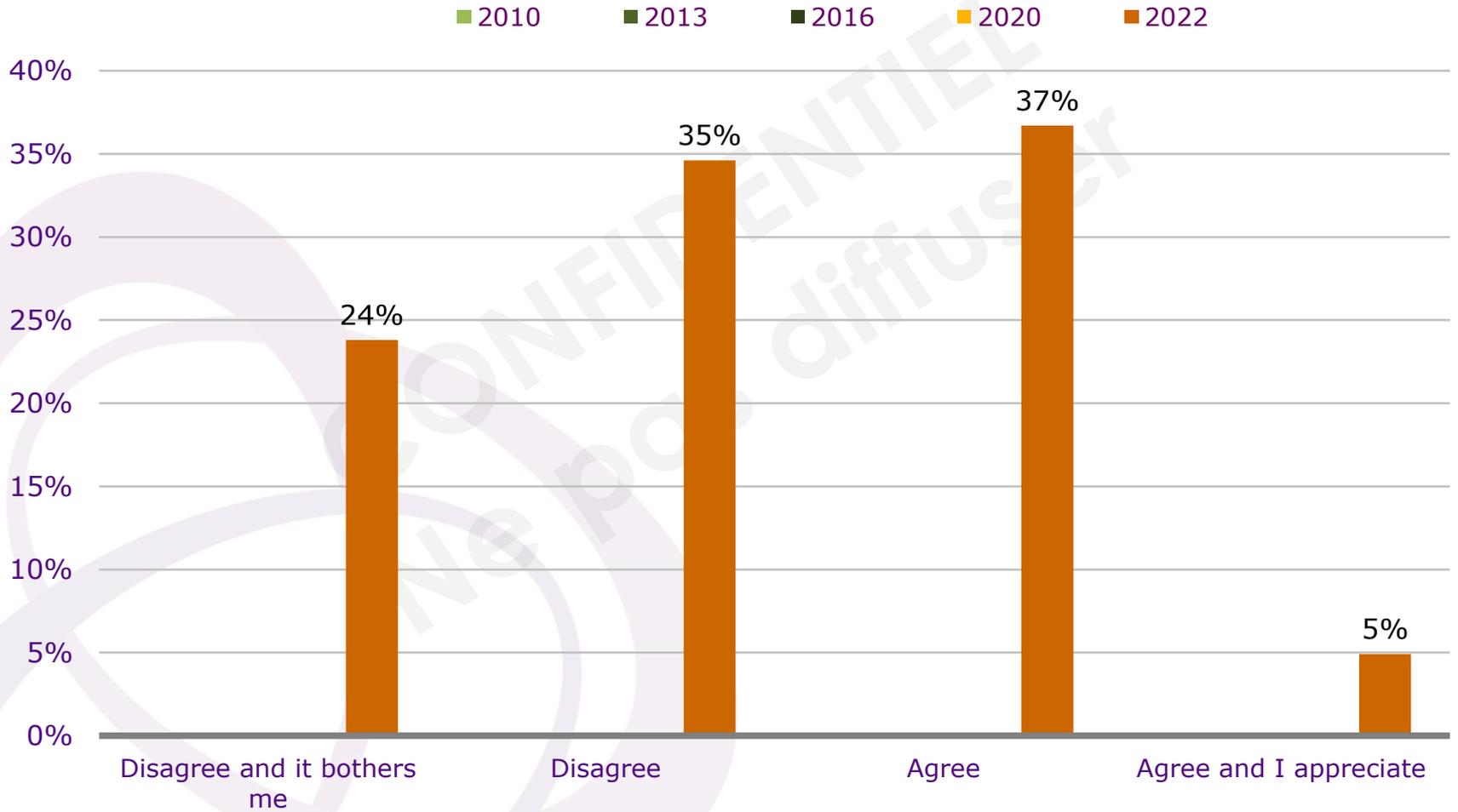


My work pace is acceptable



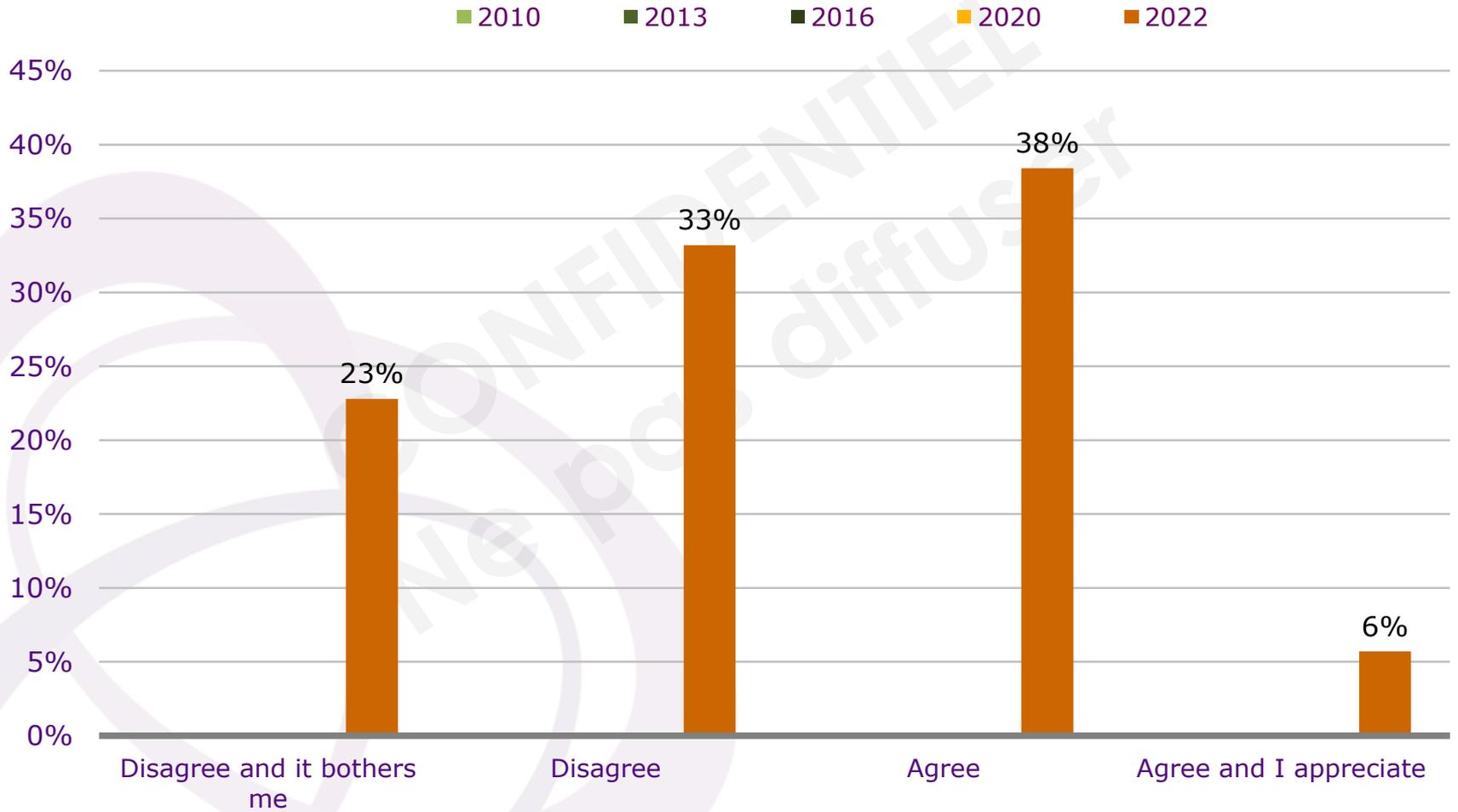


The tasks that I must complete can be achieved



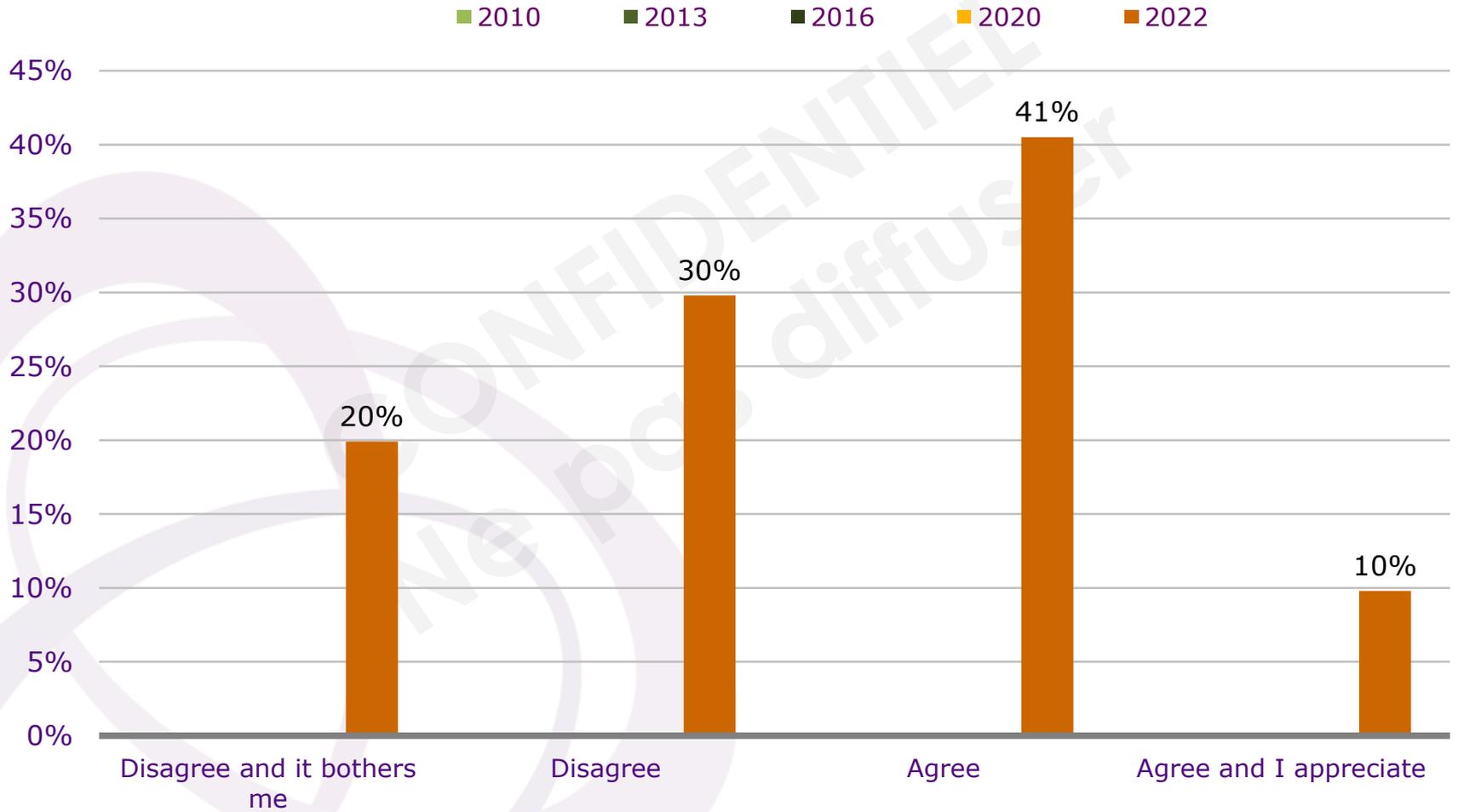


The working means provided allow to perform the job



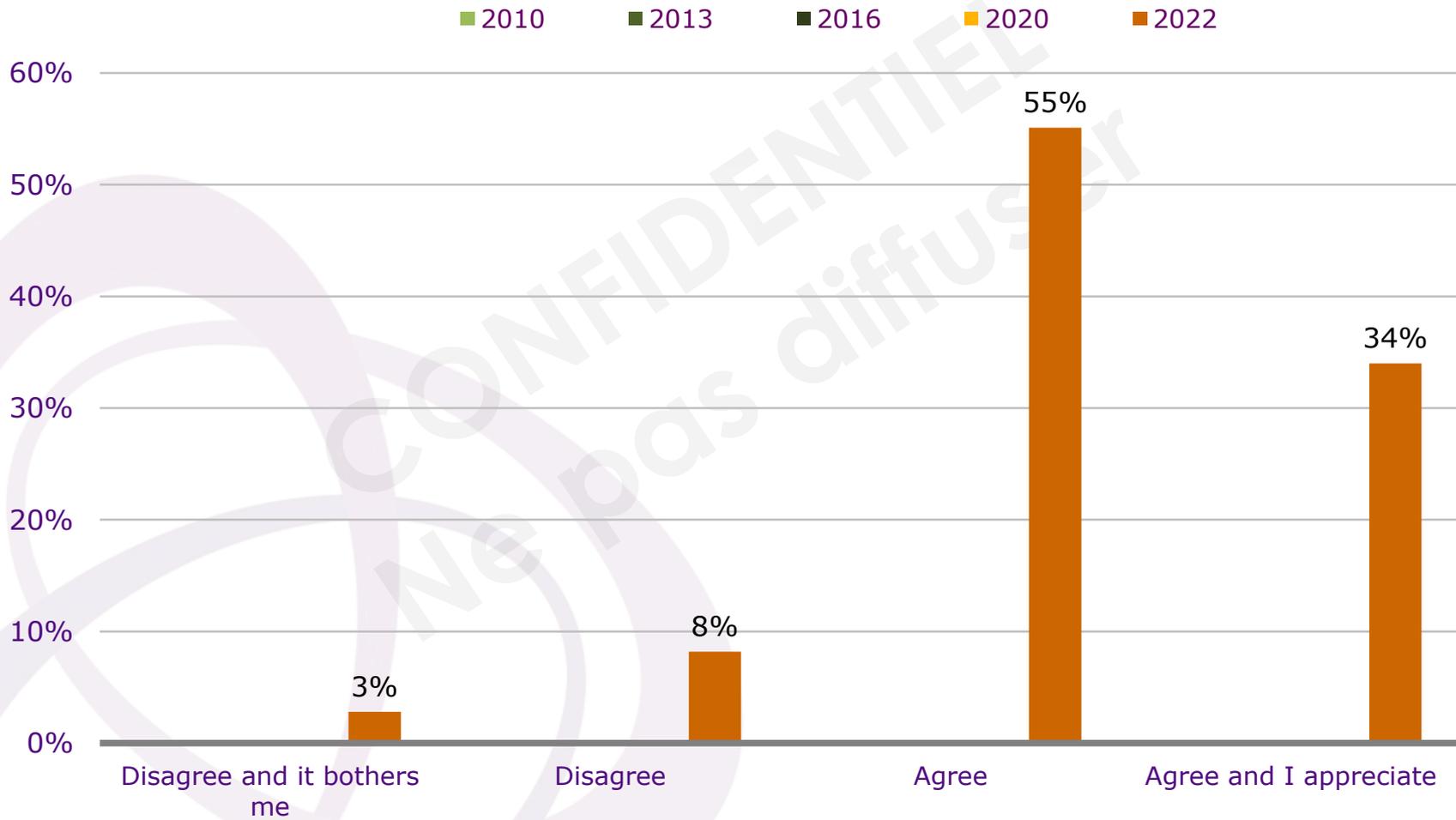


My professional activity allows me to balance work life and private life



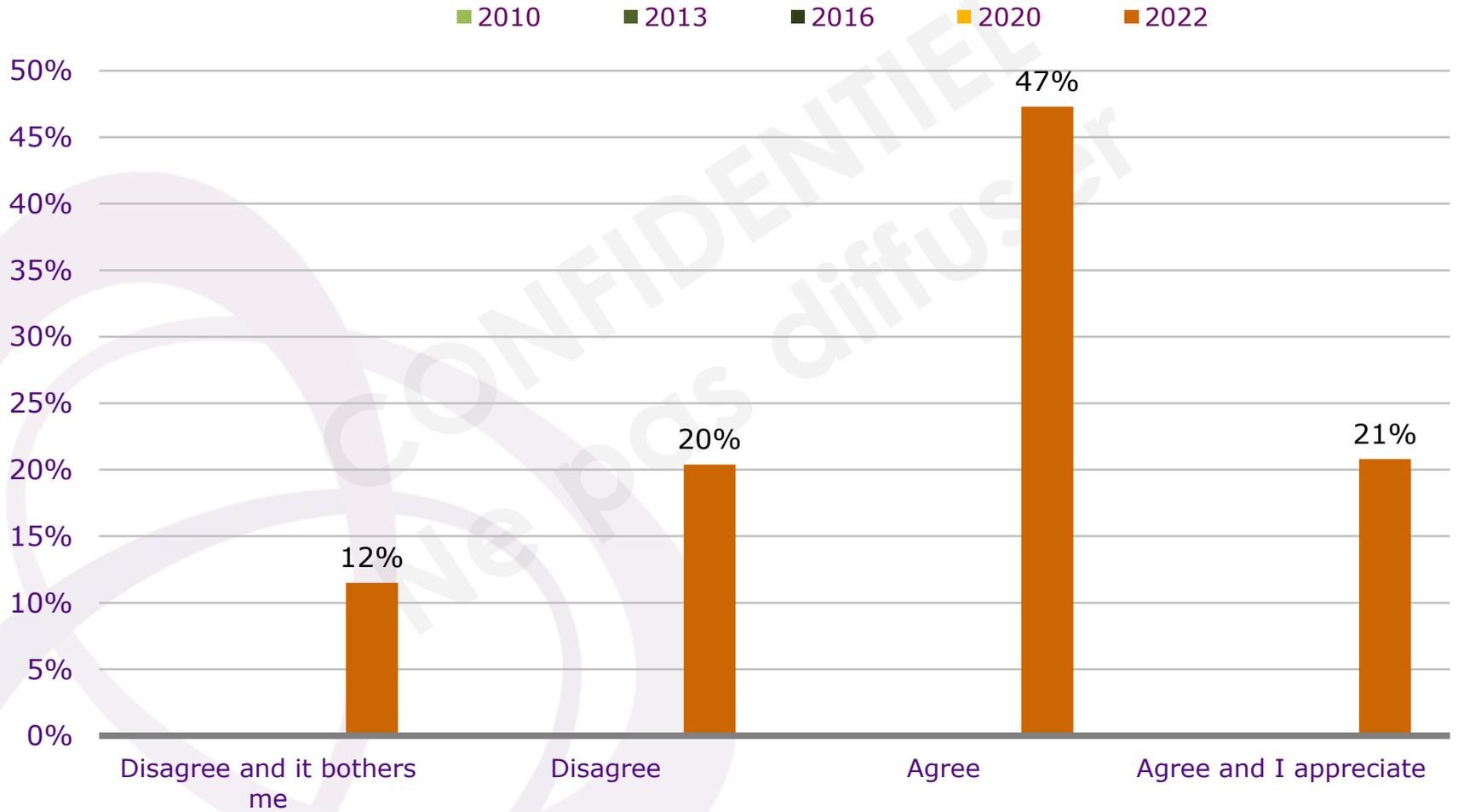


I receive the respect that I deserve from my colleagues



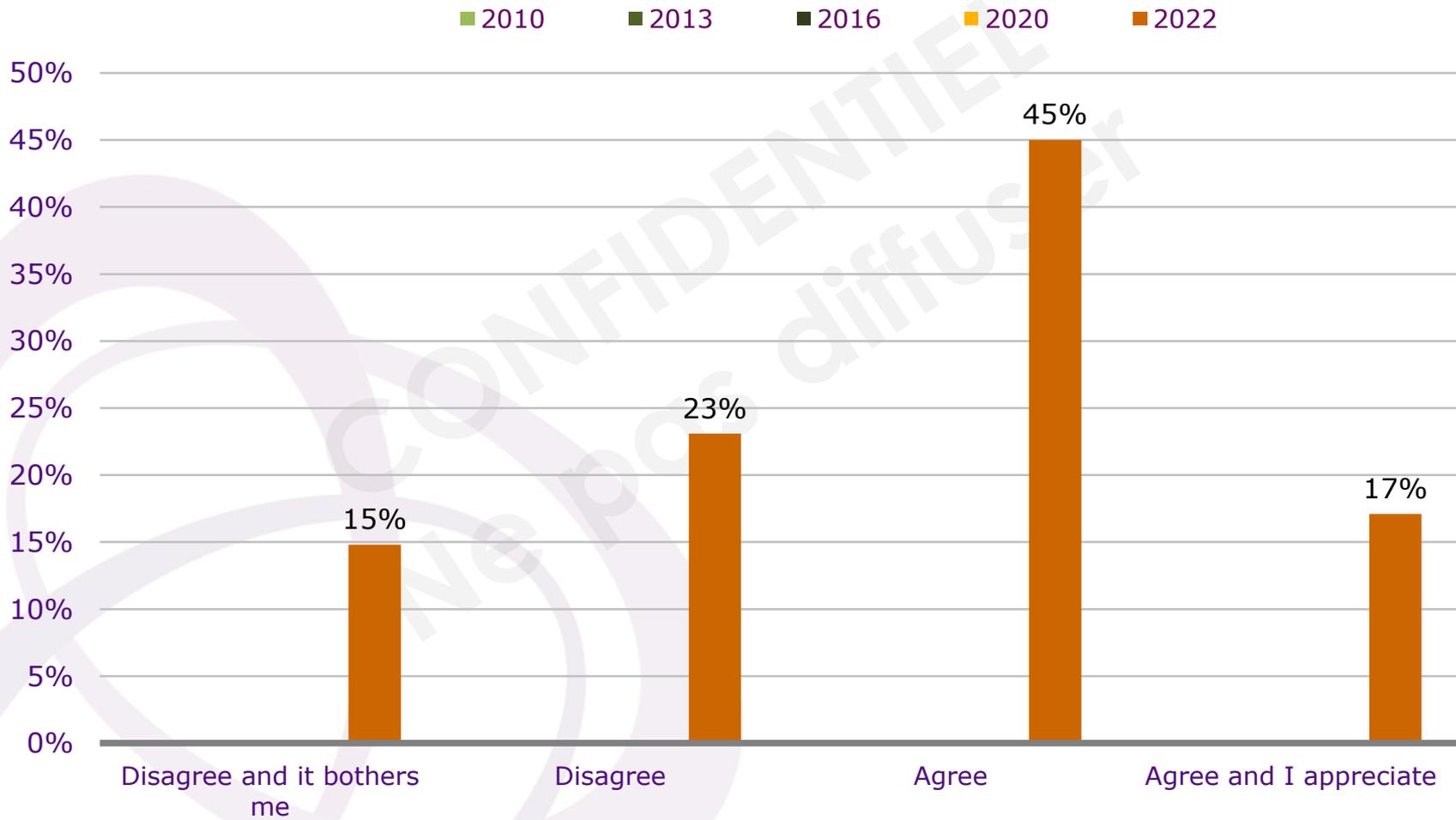


I receive the respect that I deserve from my managers



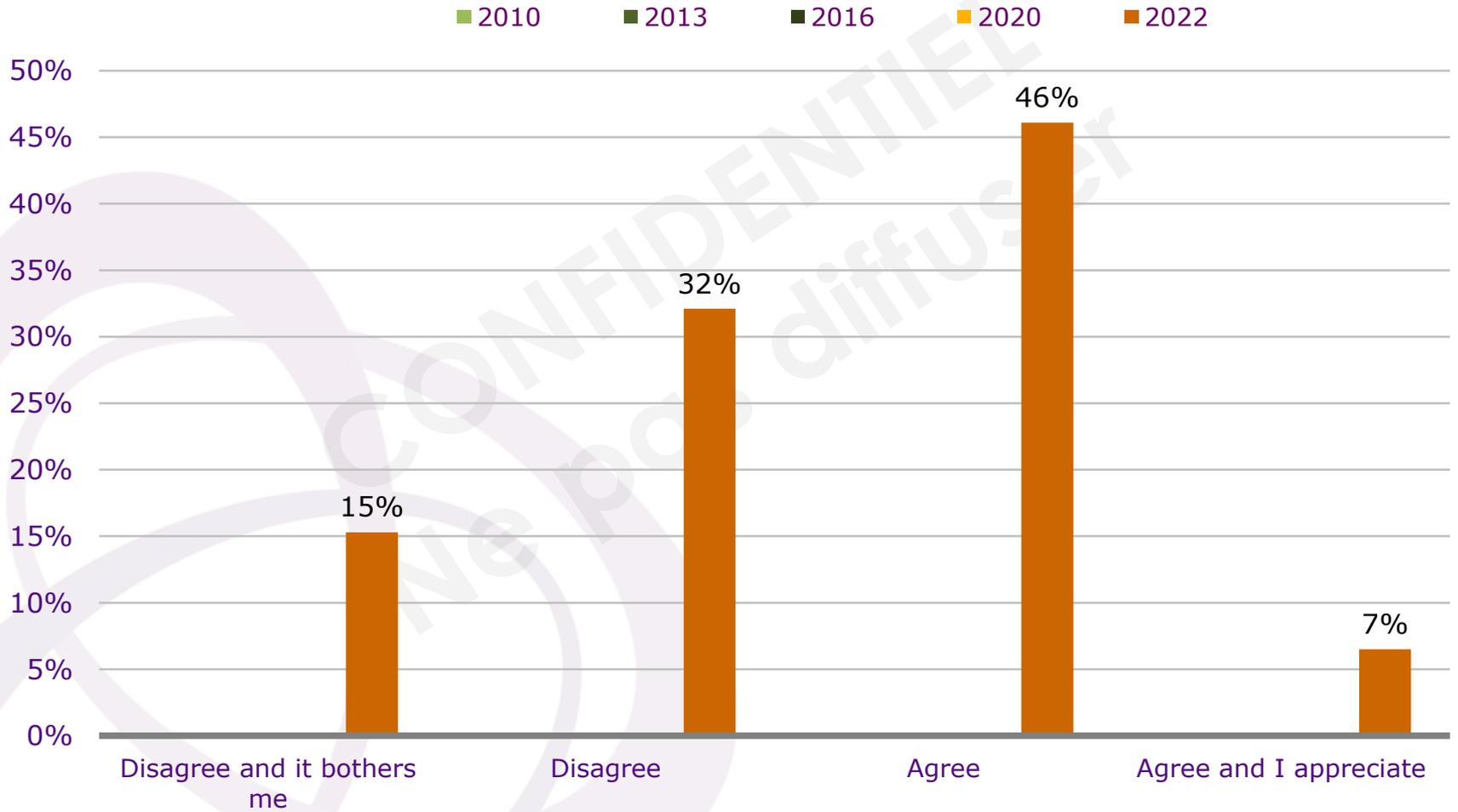


I receive a satisfactory financial recognition



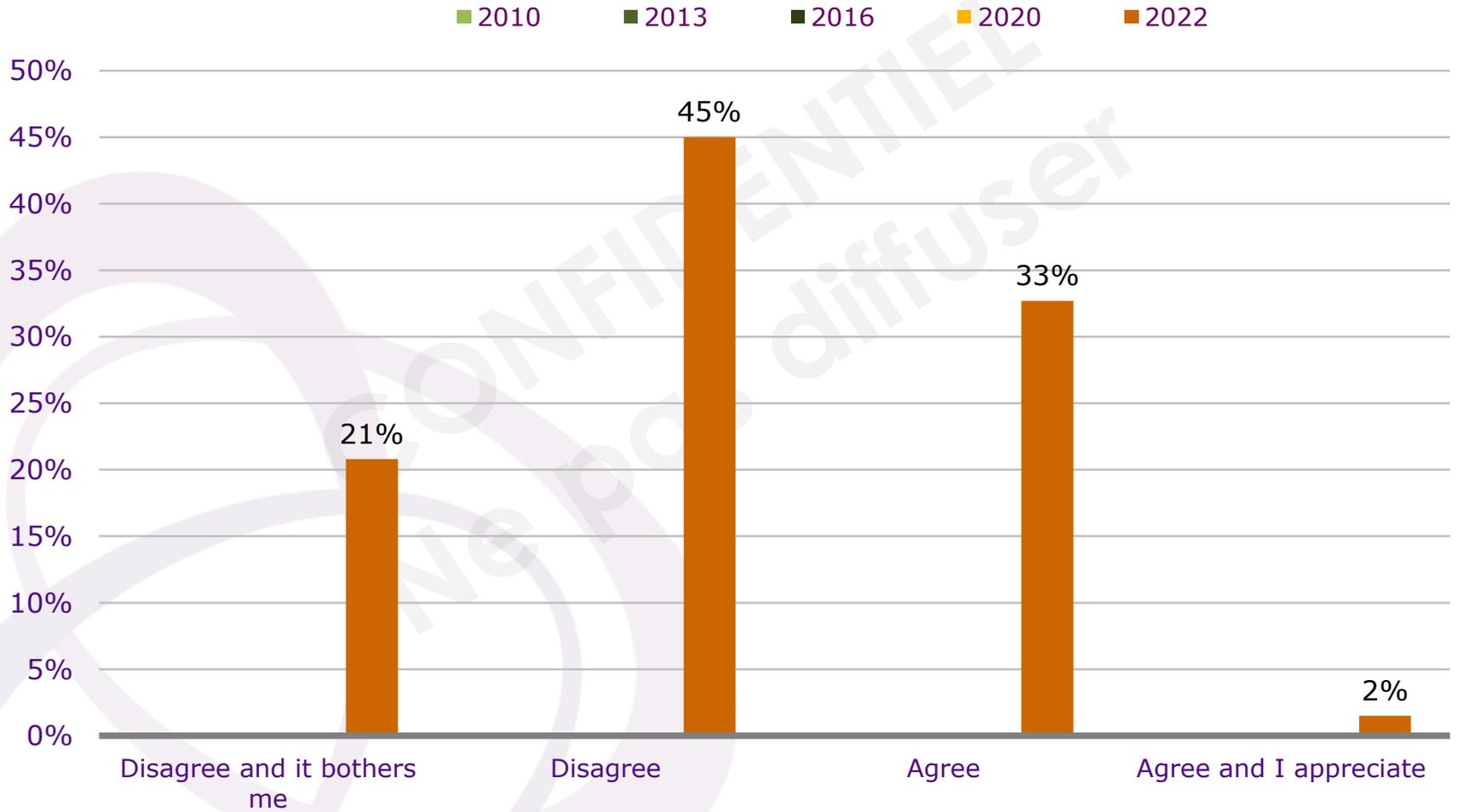


I benefit from an adequate support by the Human Resources



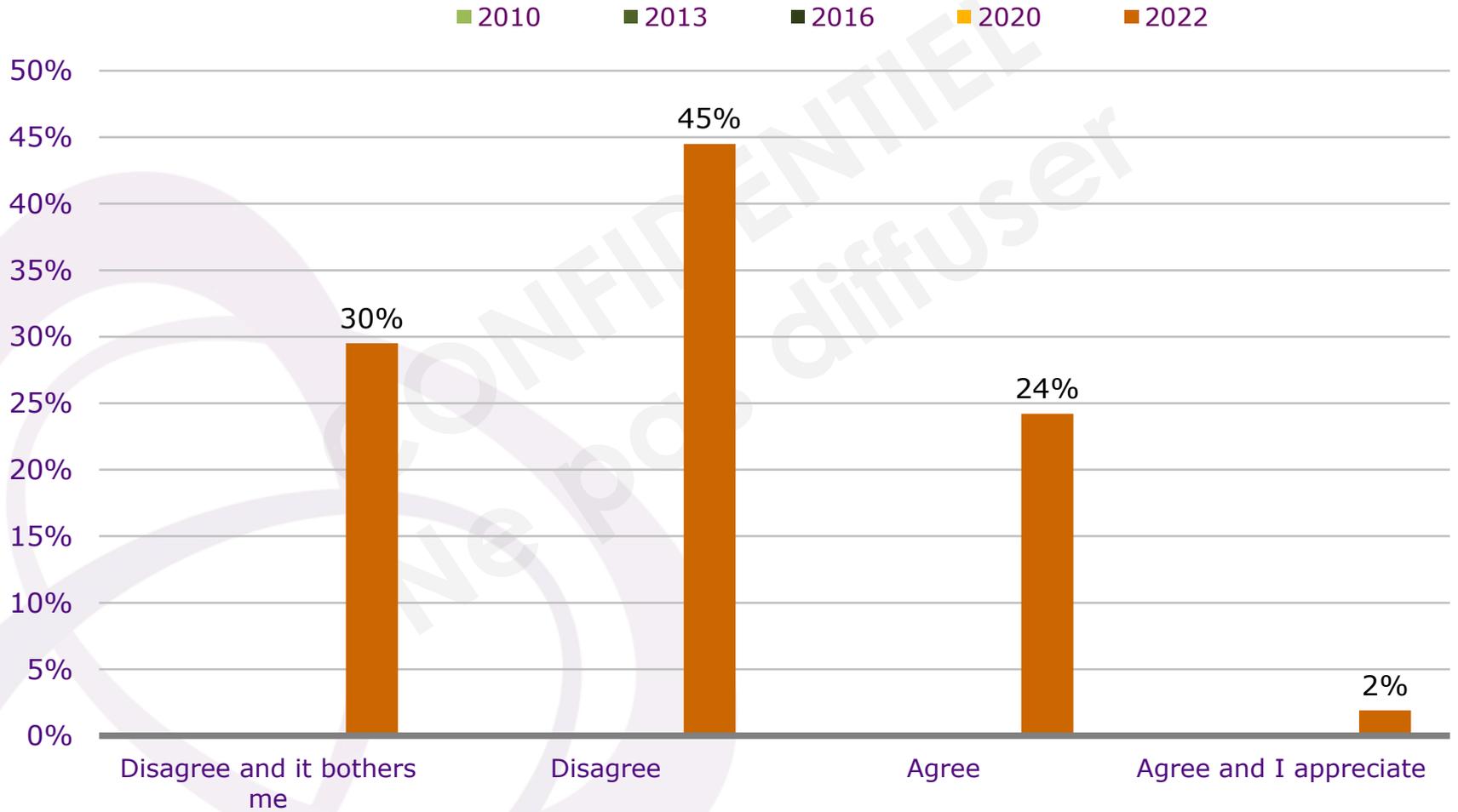


The EPO communicates corporate information sufficiently well



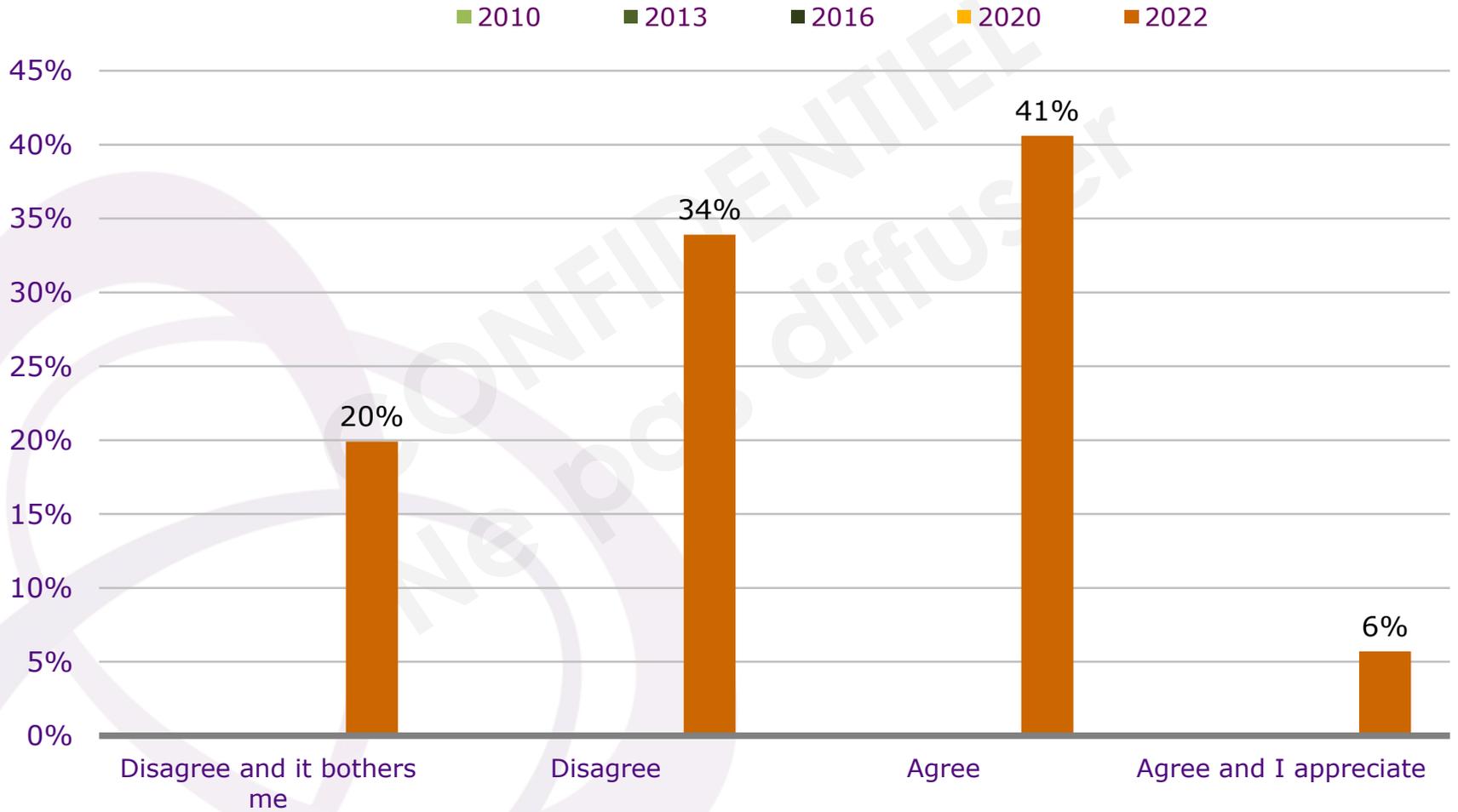


The decisions and practice in the EPO reflect my personal values



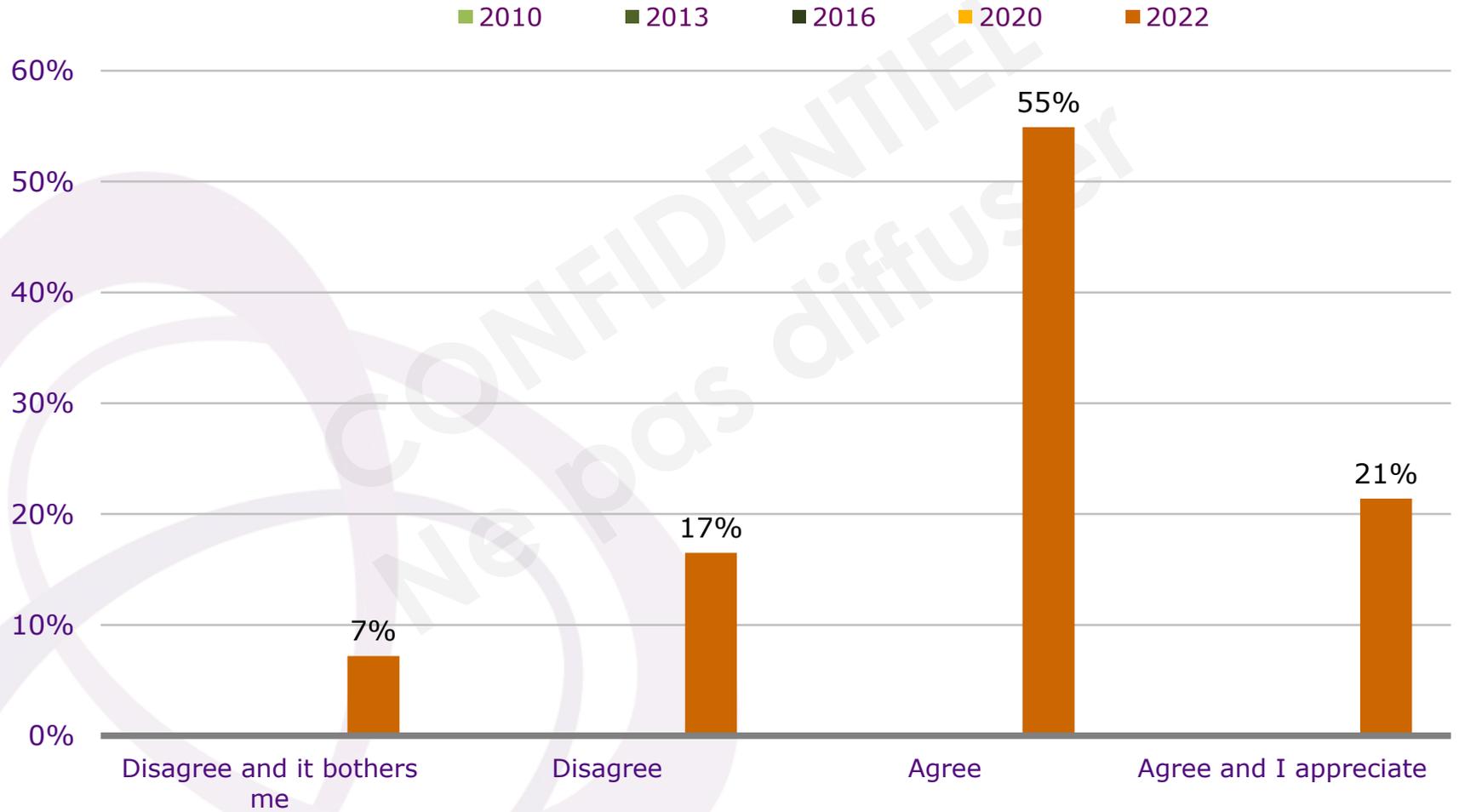


I've got the means to do quality work



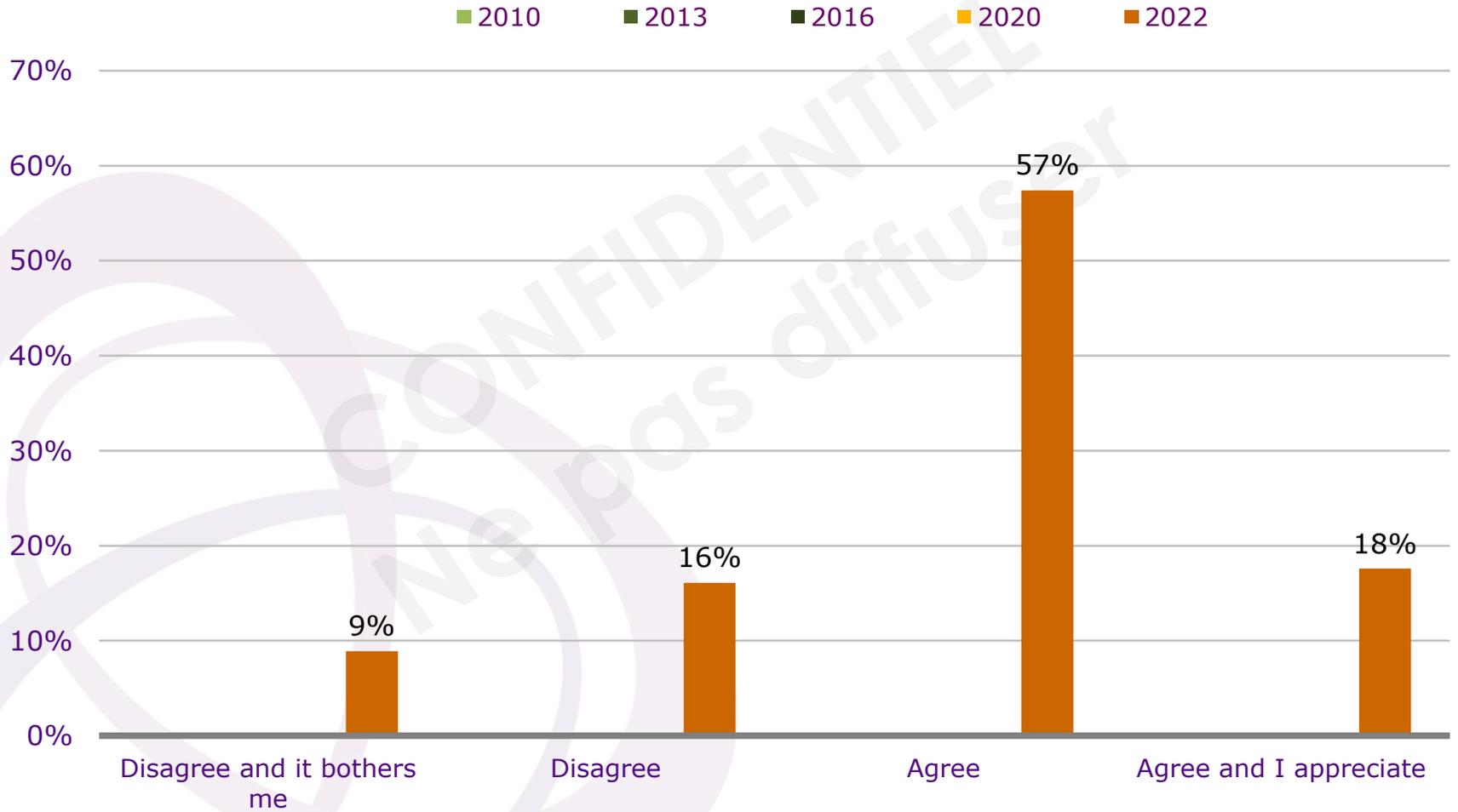


My work is interesting



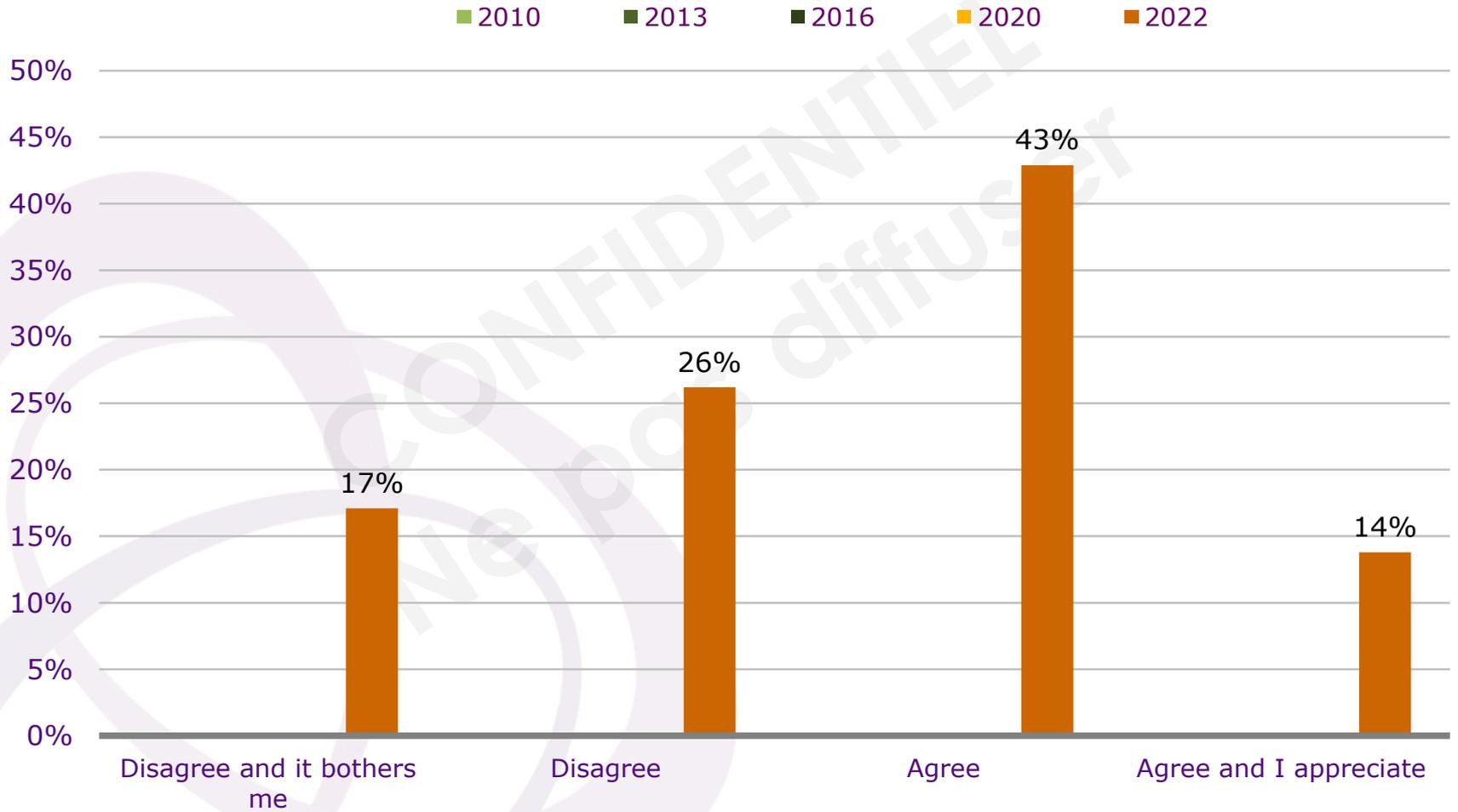


My professional activity is meaningful



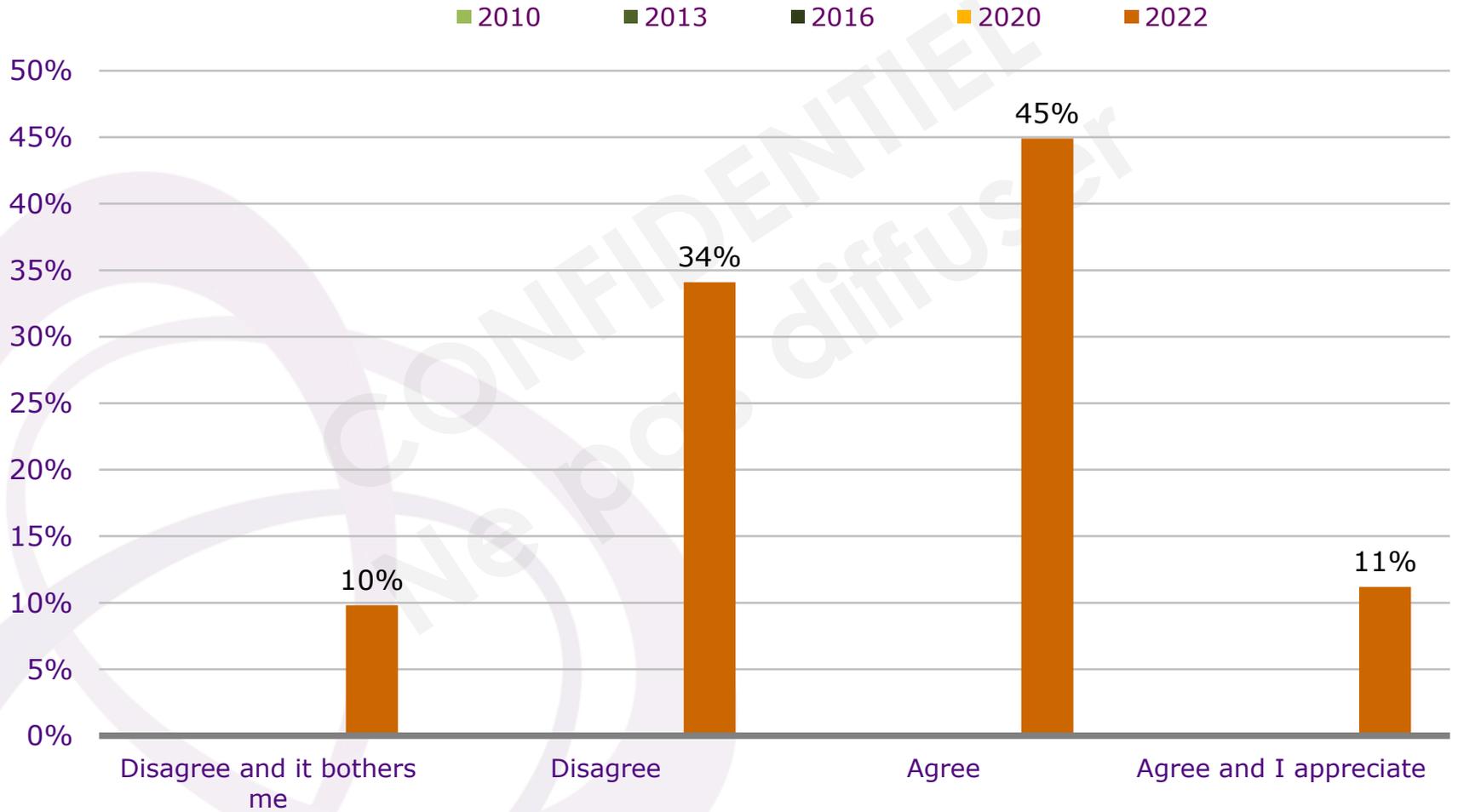


I am proud to work at the EPO



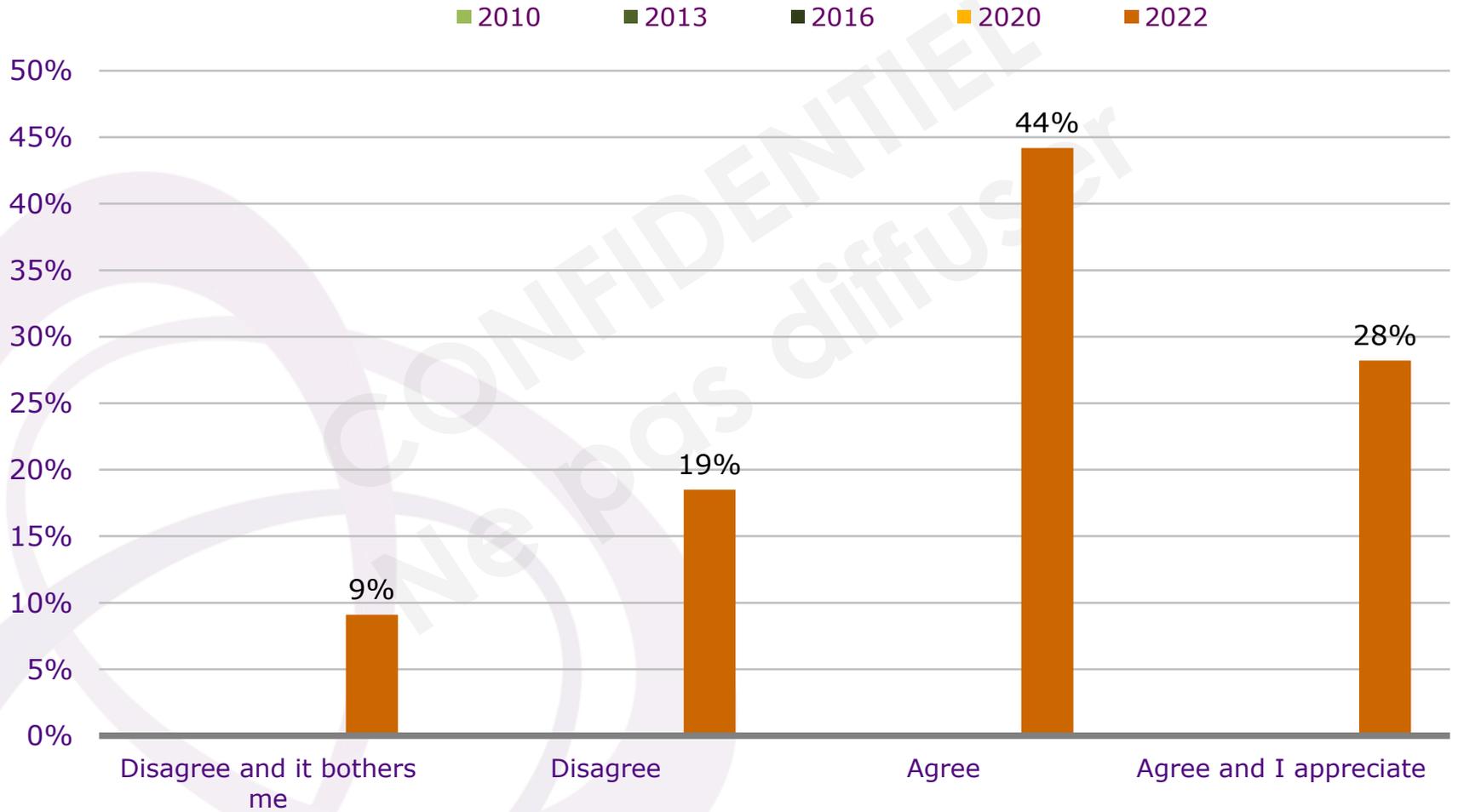


My professional activity is recognized outside of the EPO



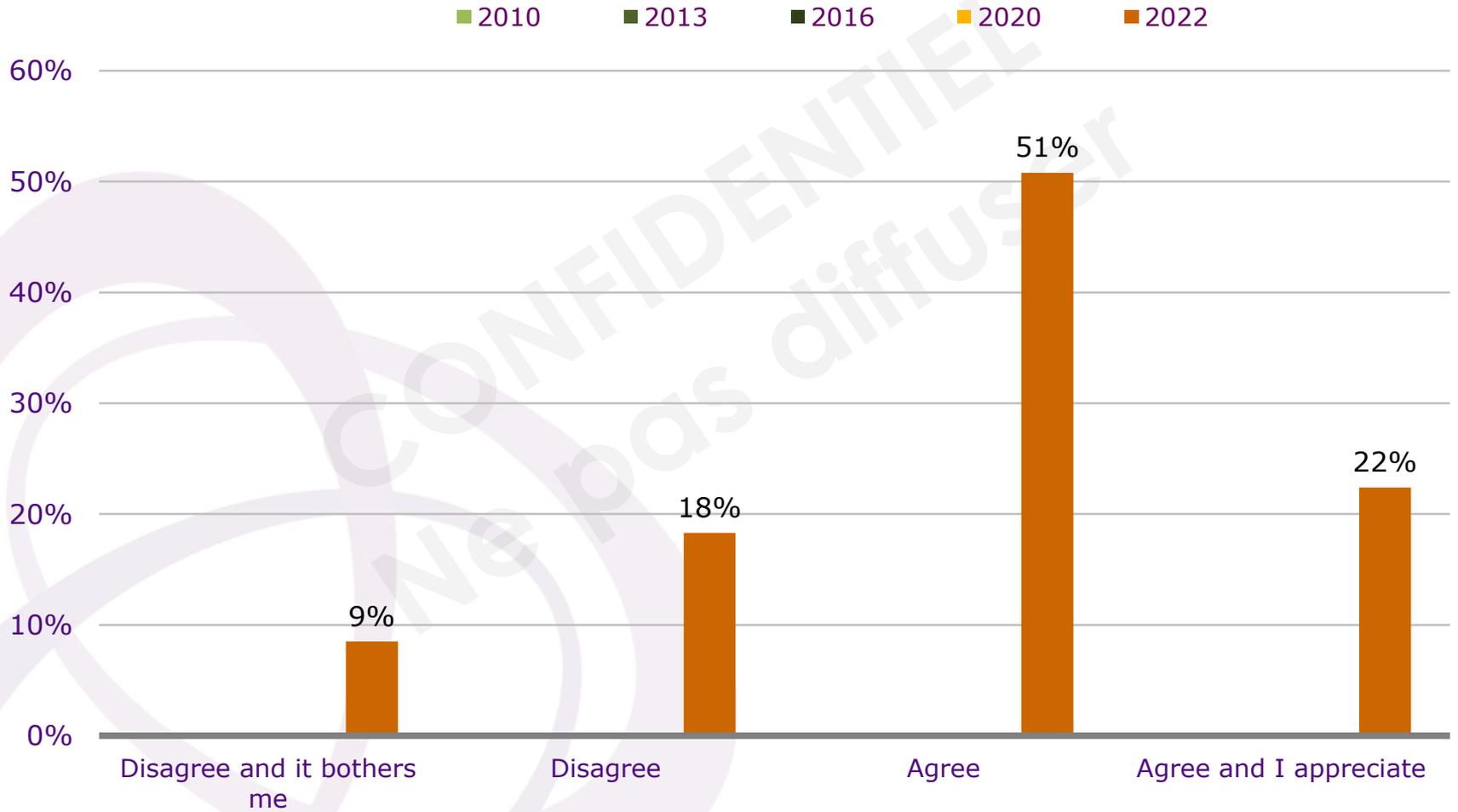


My manager provides a human support of good quality



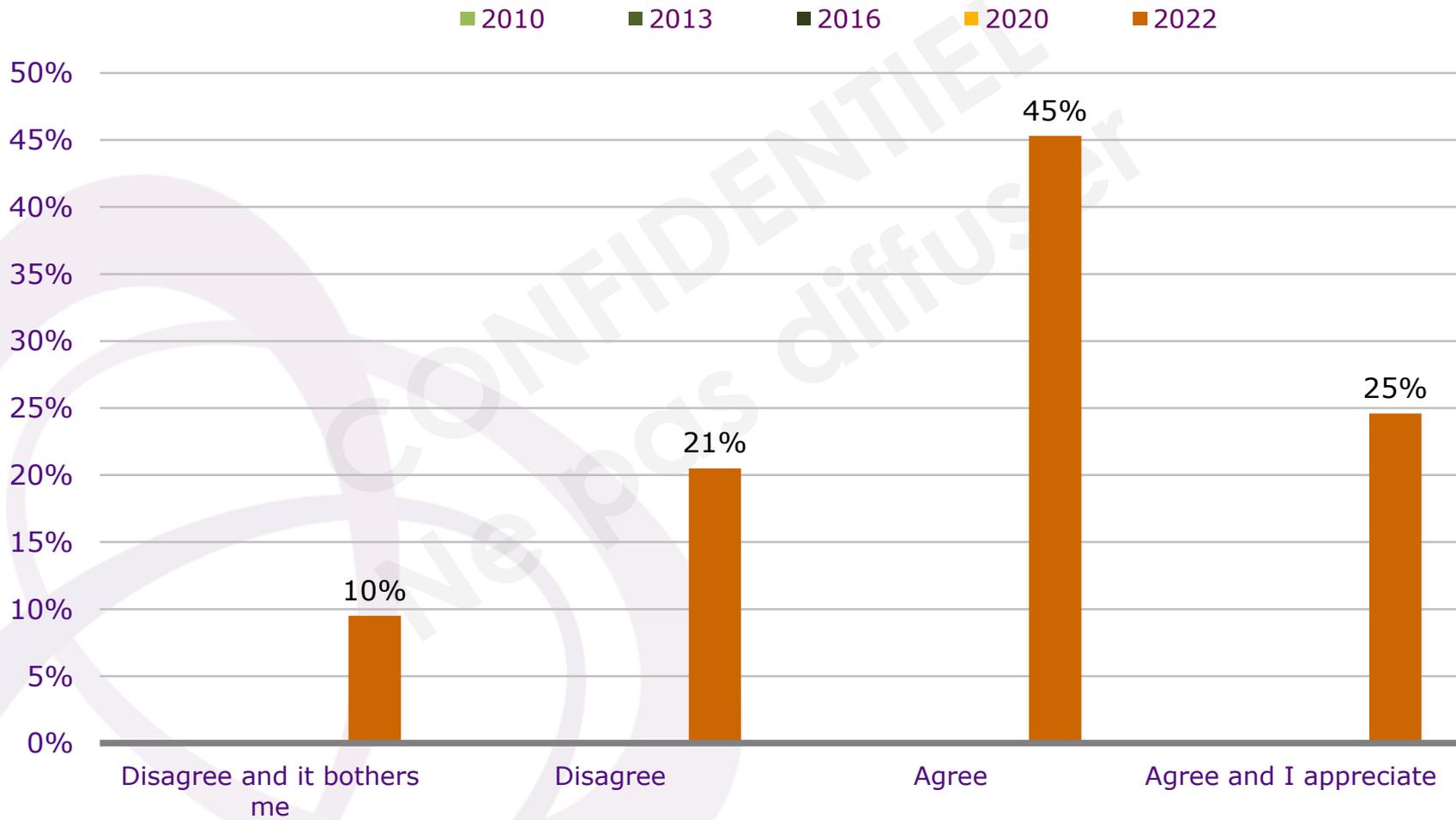


My manager provides an operational support of good quality



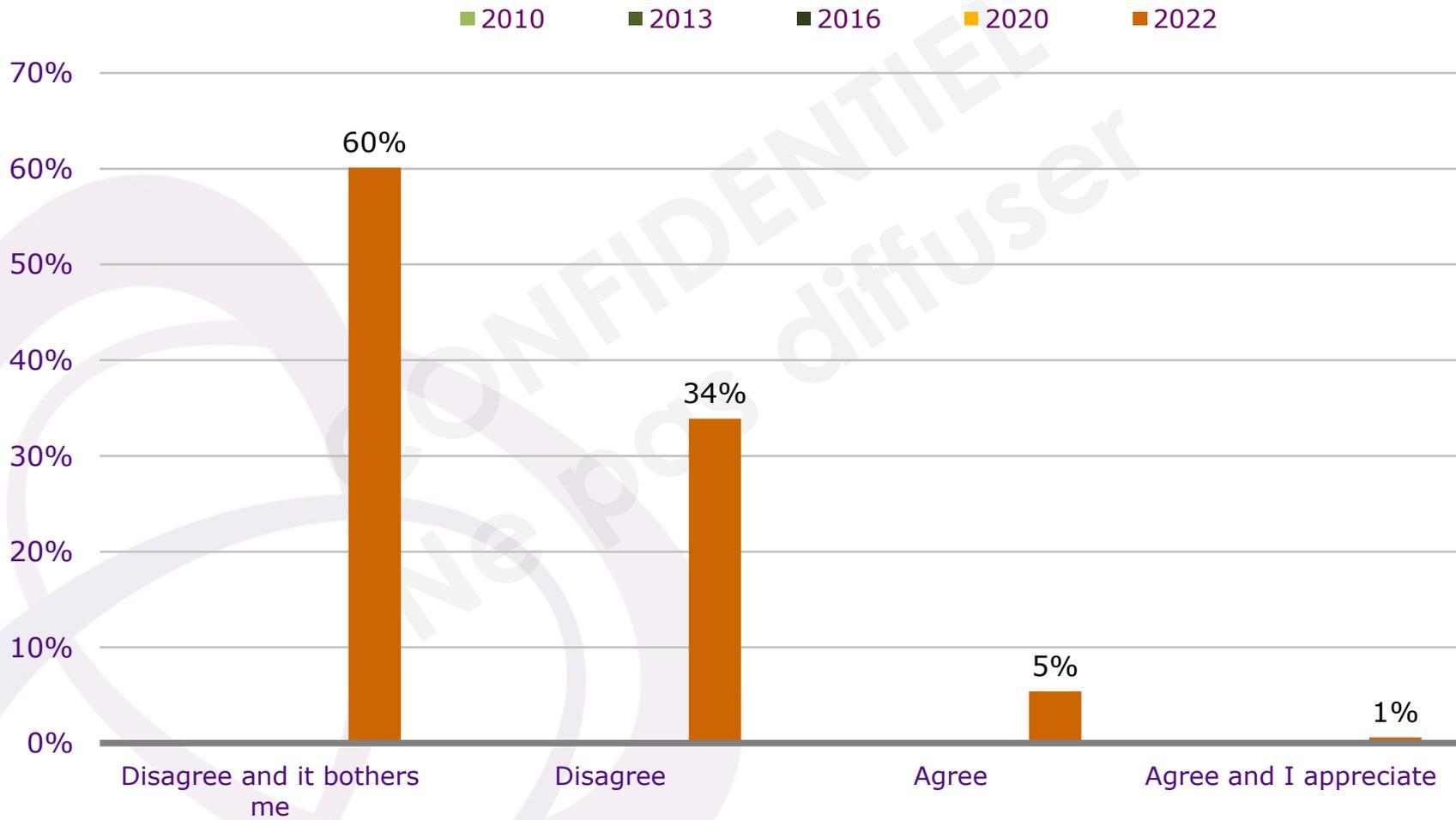


I trust my manager



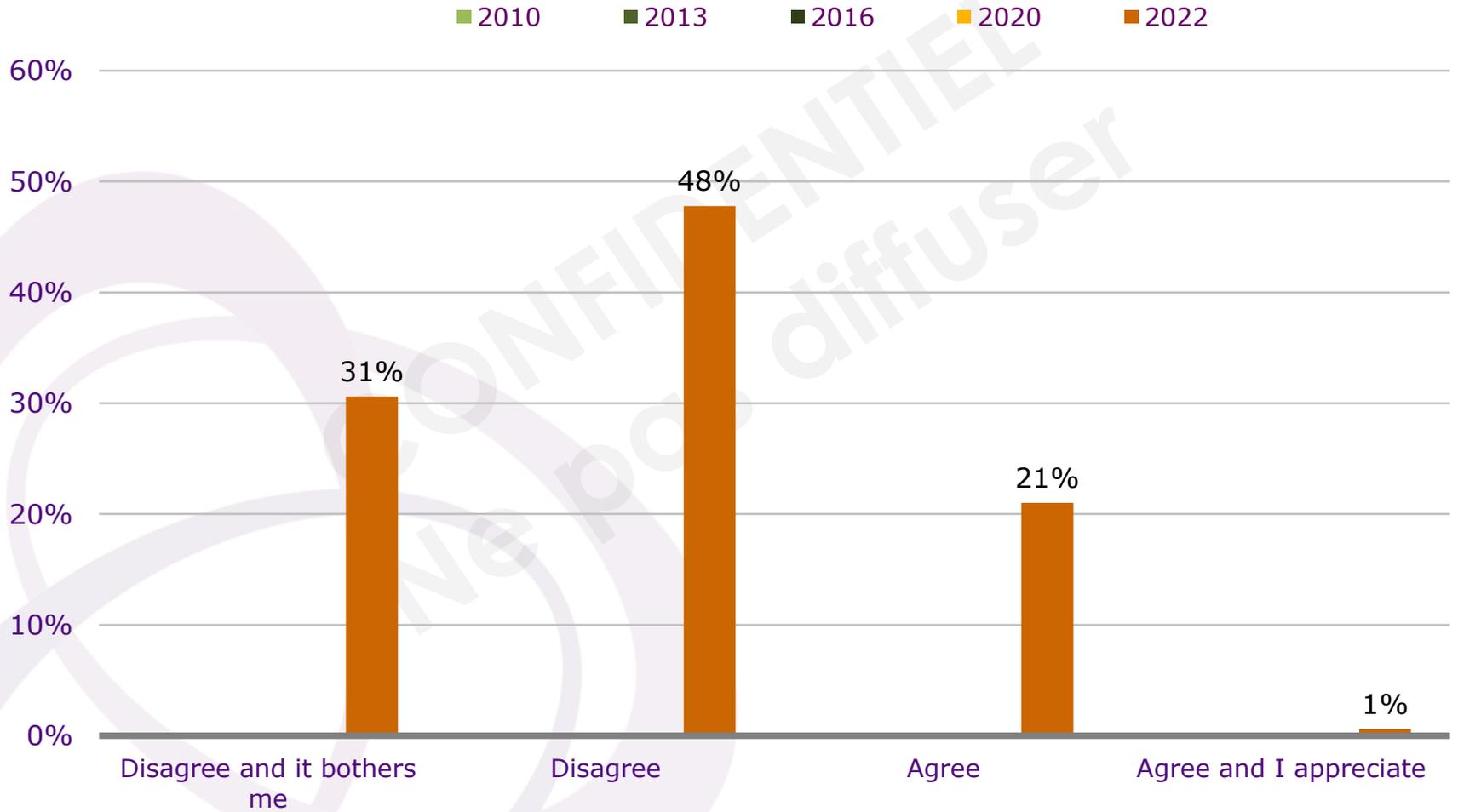


I trust the top management of the EPO



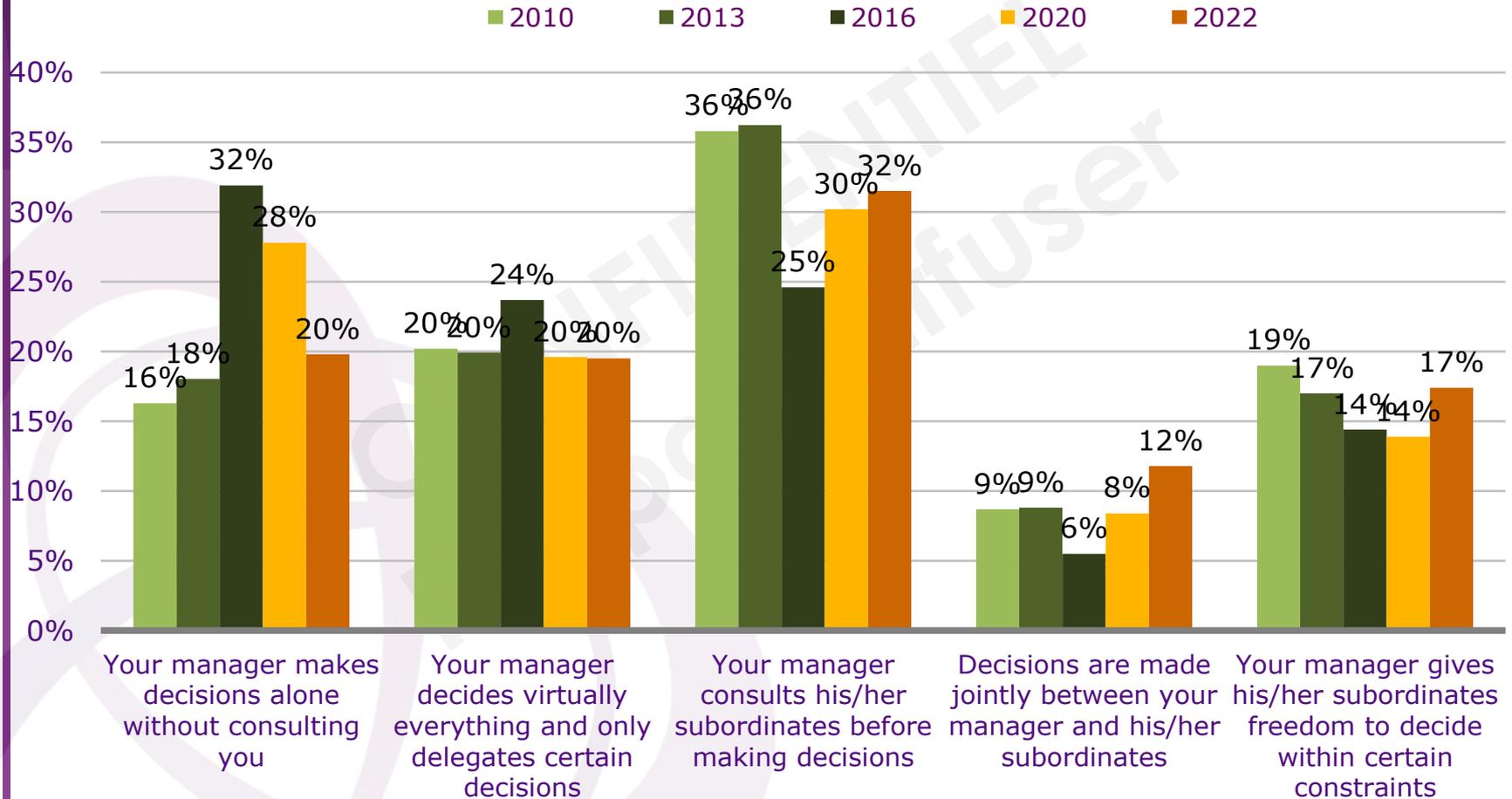


The management organization enables managers to fulfill their supervisory mission



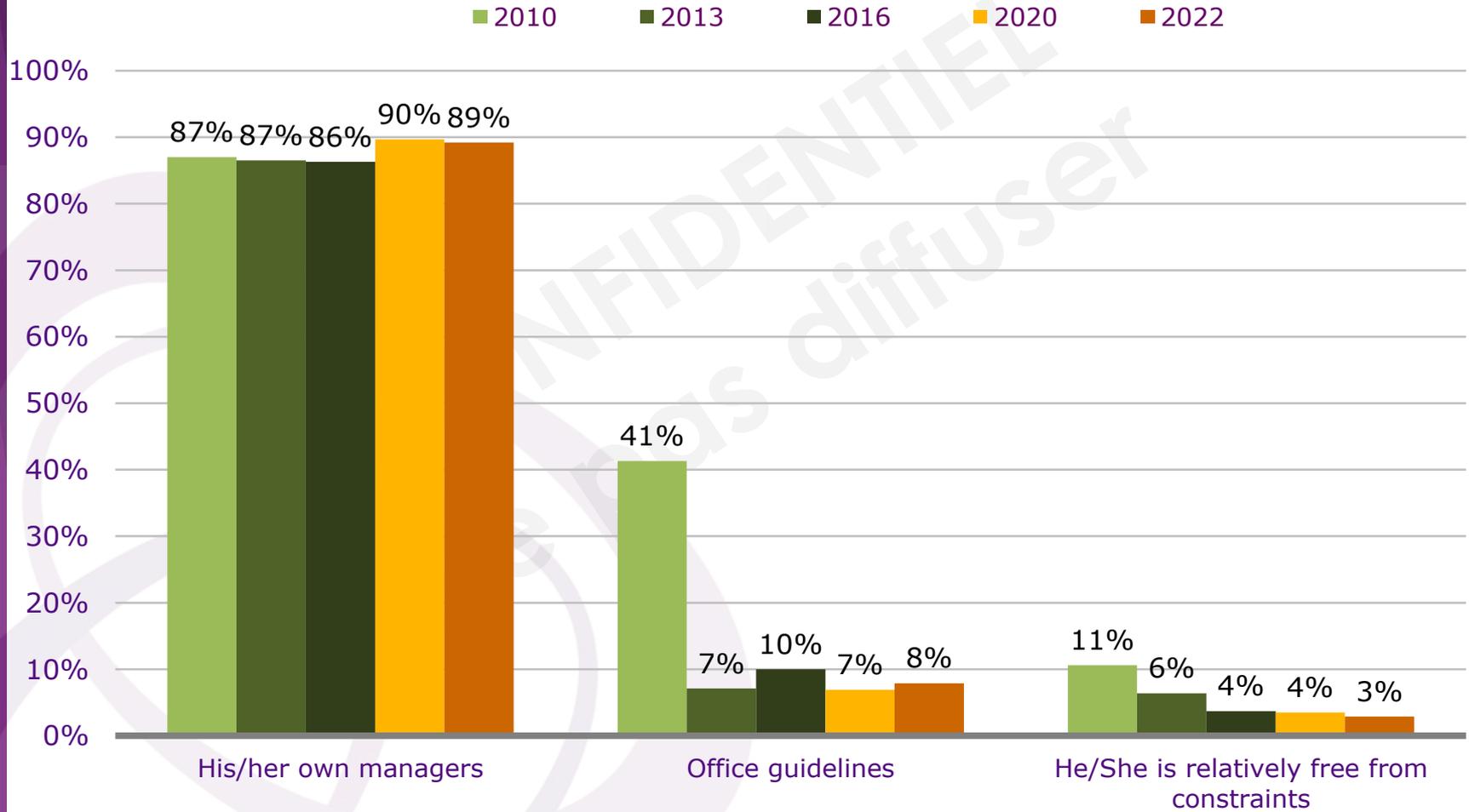


How does your manager make decisions?



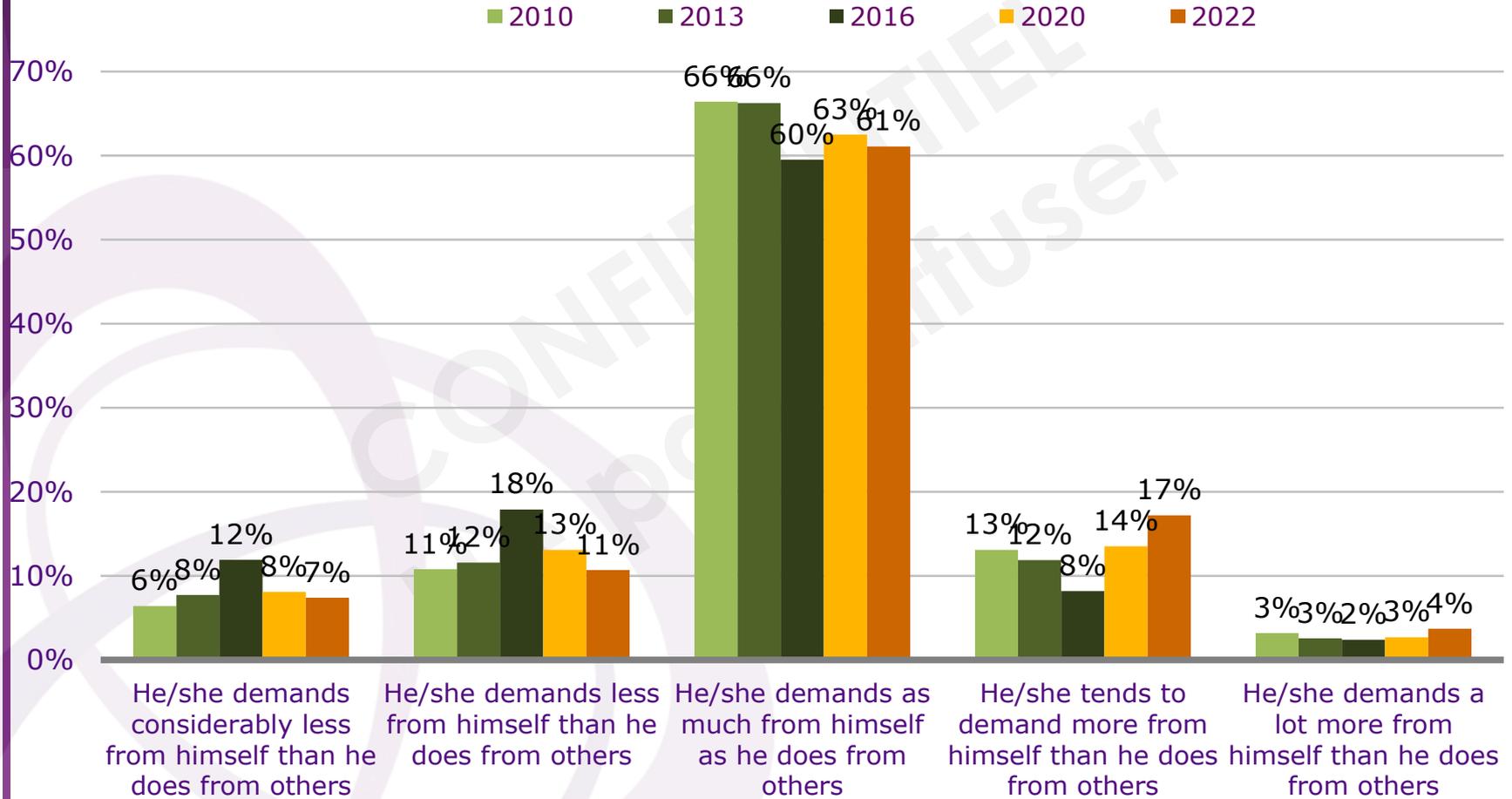


Do you think that your manager is himself/herself subject to constraints in the decisions he makes imposed by:



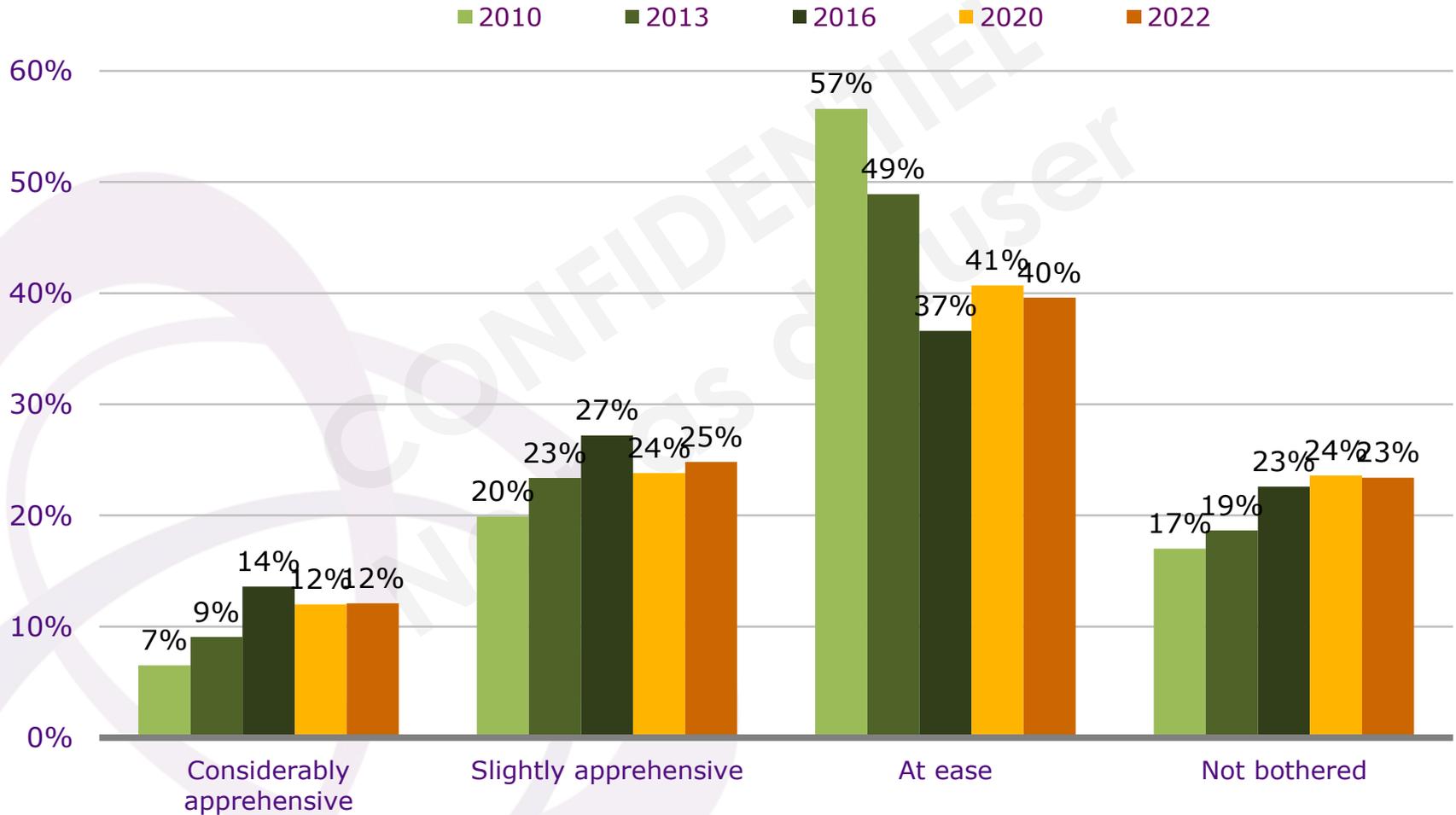


Generally, do you think that your manager demands as much from himself/herself as he does from you?



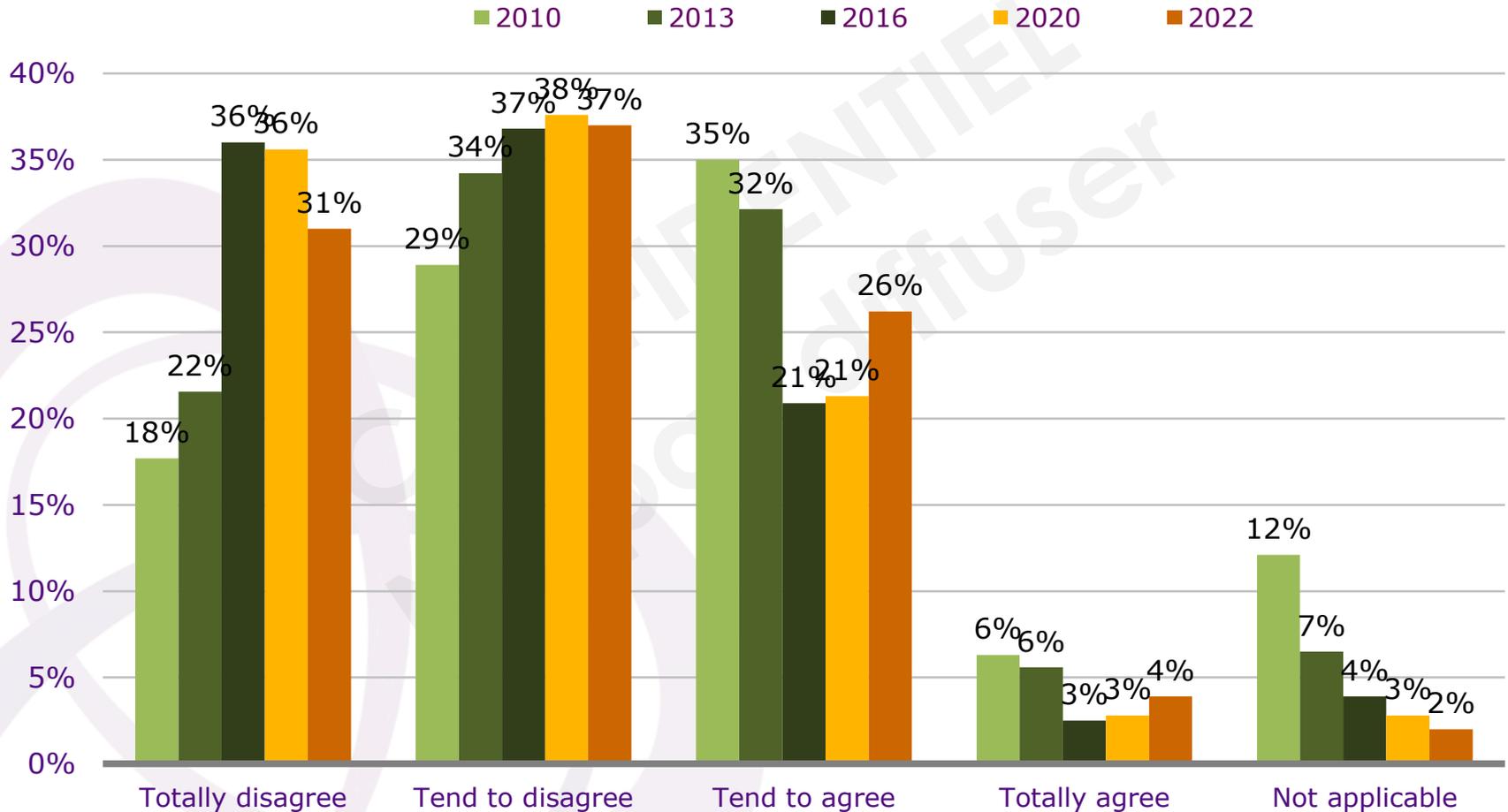


How do you feel about the assessment interviews (reporting interviews)?



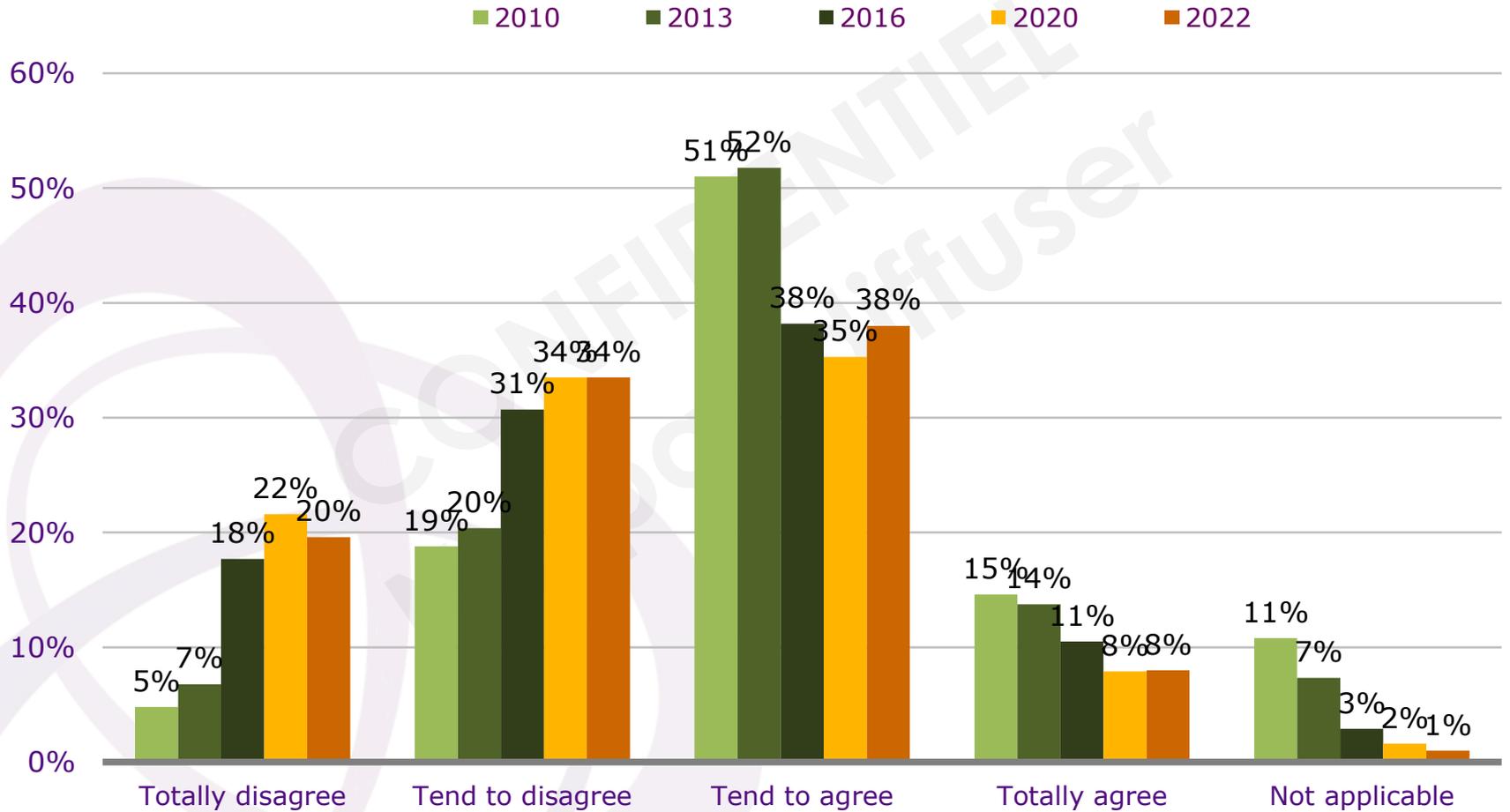


The staff reporting procedure (appraisal report) is relevant for helping you to understand your work



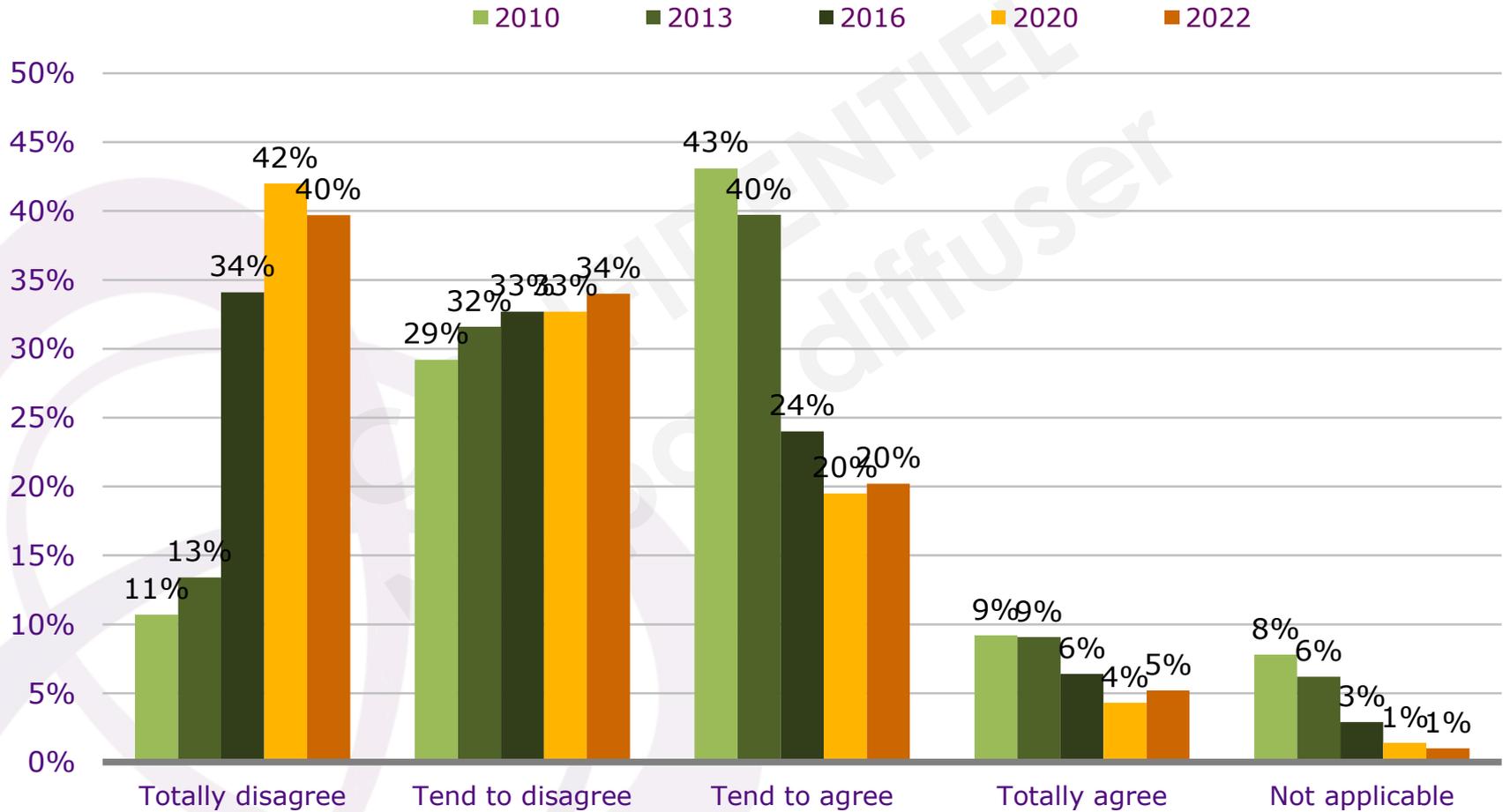


The objectives set during your assessment are attainable



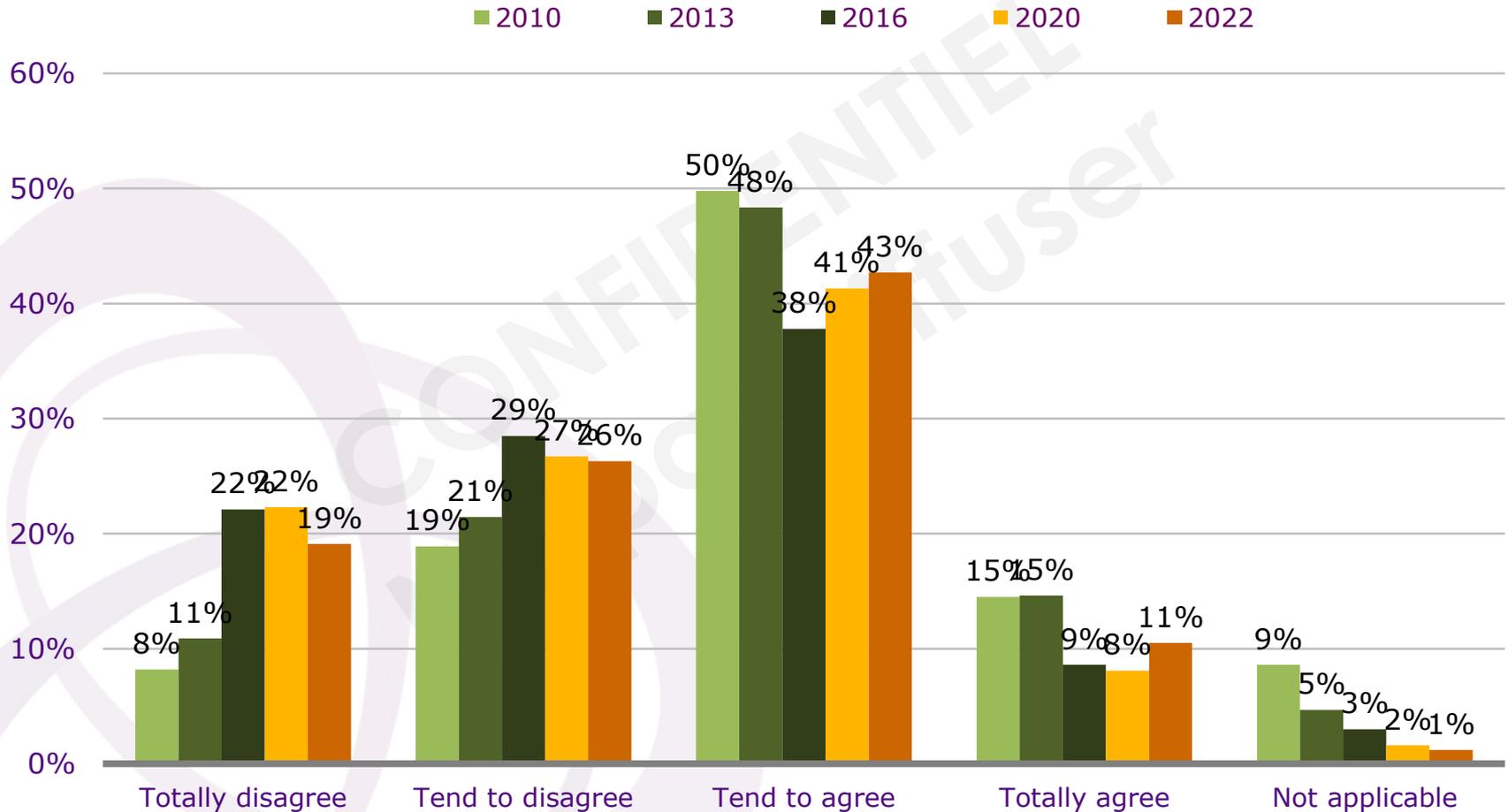


You consider that you have the opportunity to negotiate your objectives and to organize your work

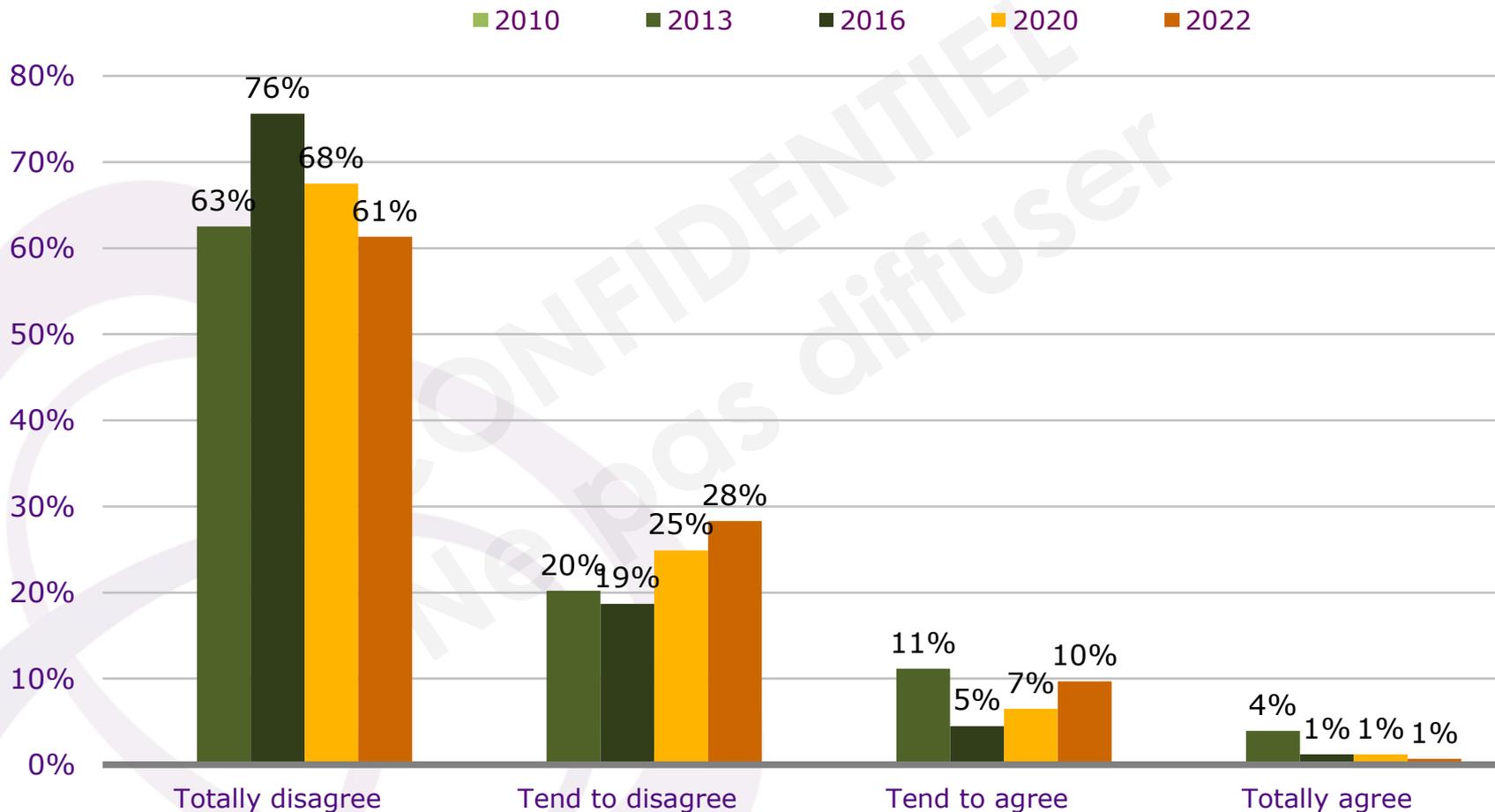




The assessment procedure is an opportunity to express your point of view and your aspirations

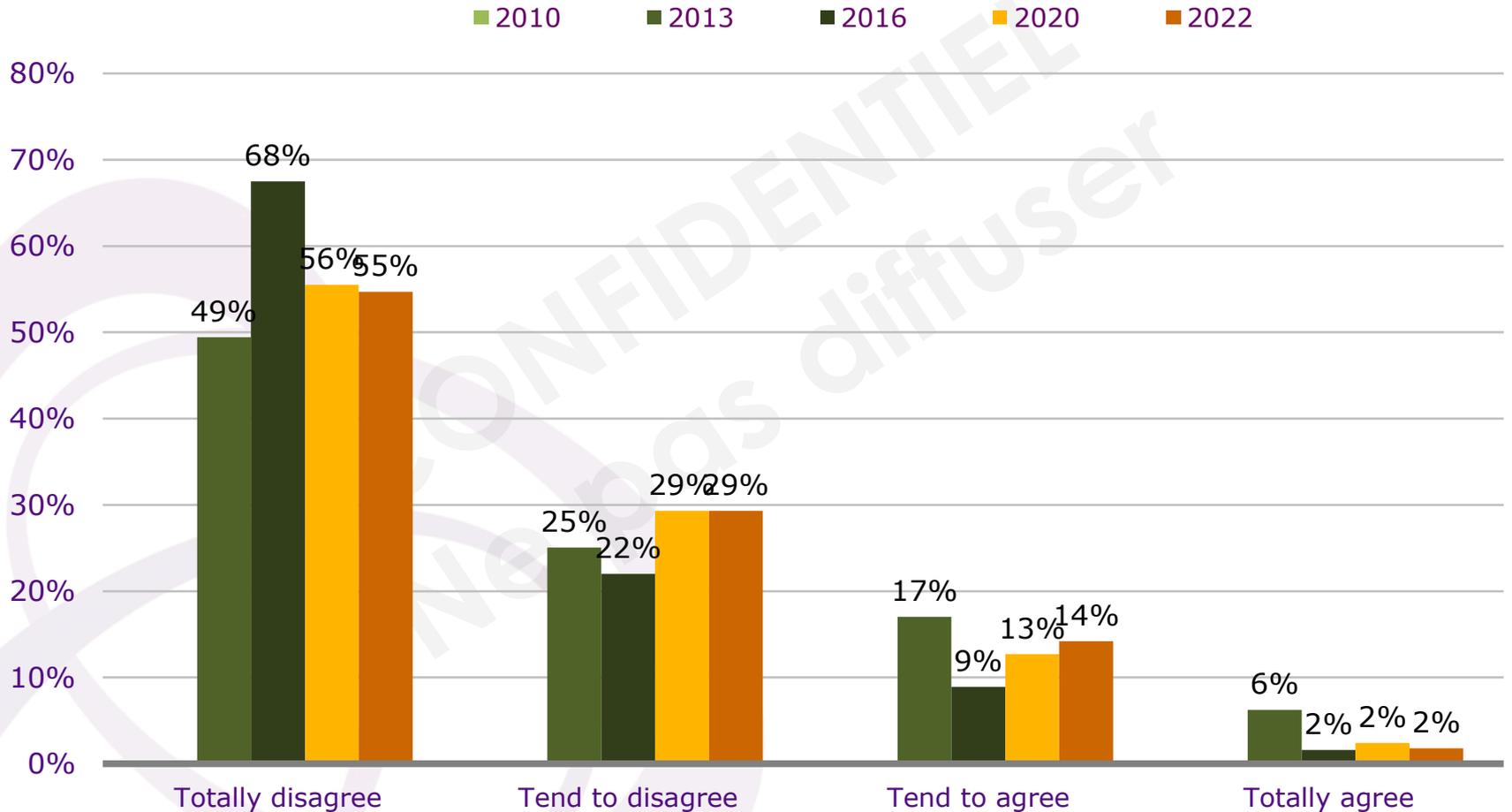


Do you consider that the introduction of a performance-related bonus at the level of the individual employee is a good thing for the QUALITY OF THE WORK produced by the European Patent Office?

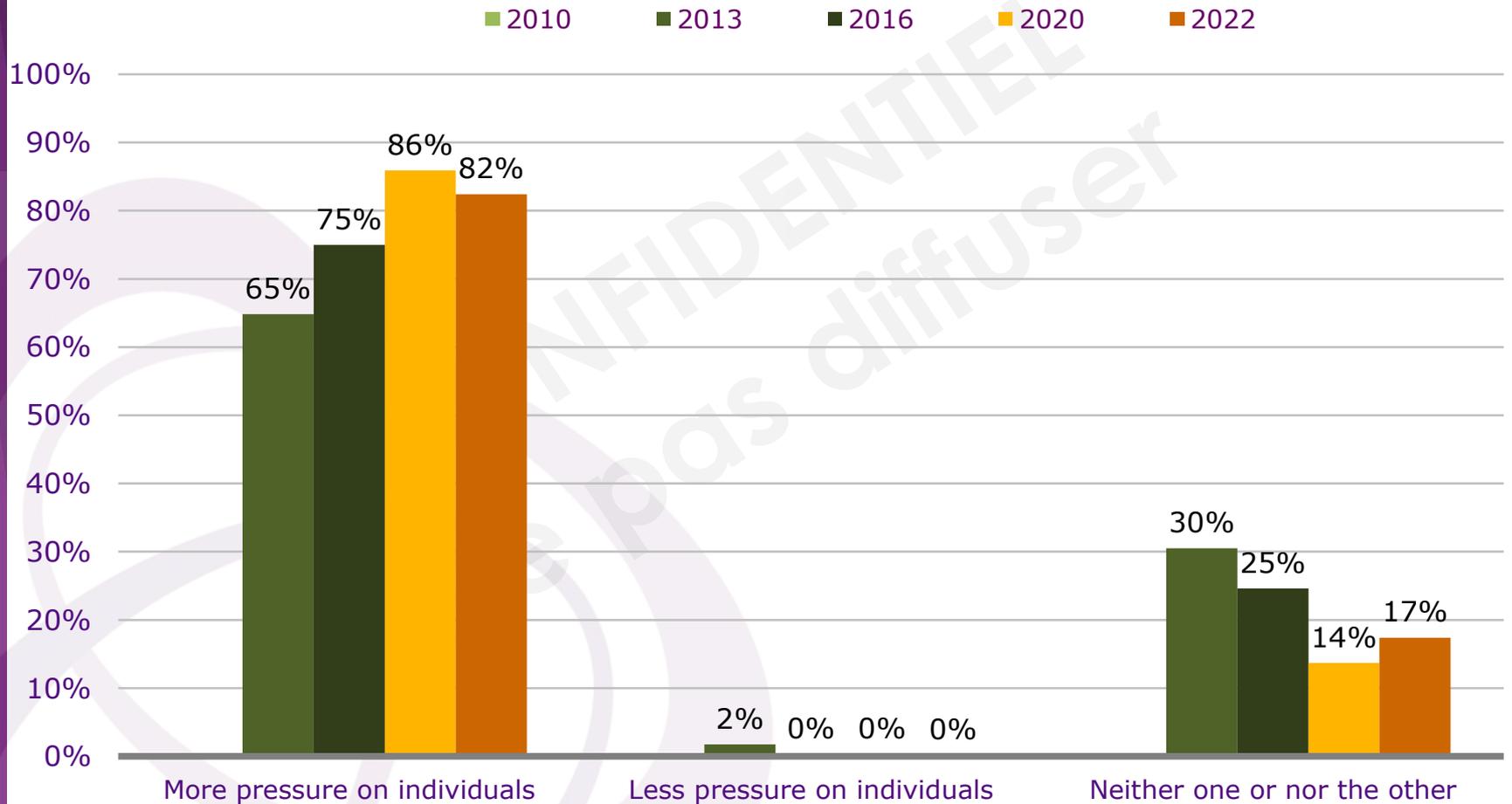




Do you consider that the introduction of a performance-related bonus at the level of the individual employee is a good thing for YOUR OWN PROFESSIONAL SITUATION?

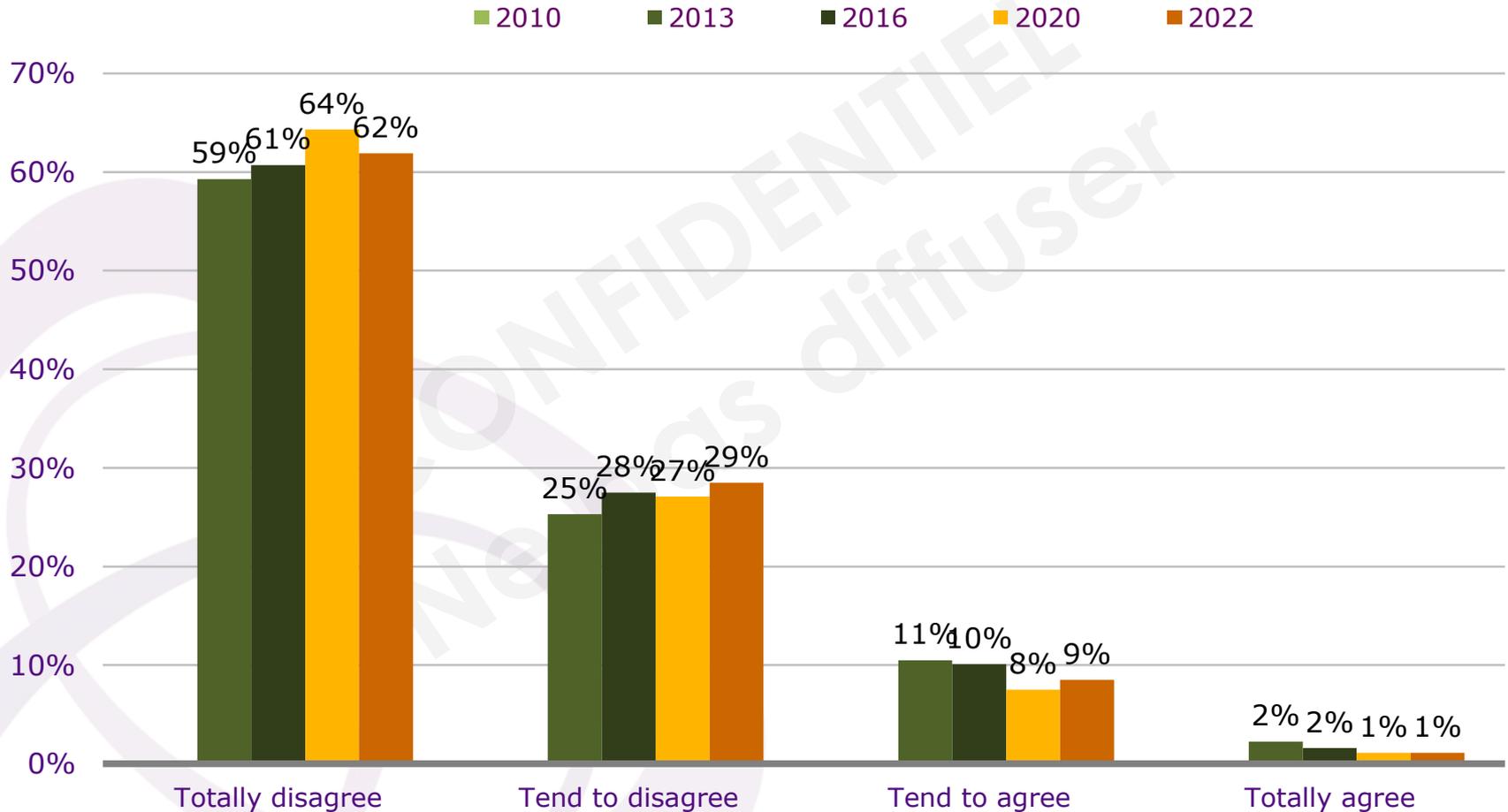


The individual assessment and the allocation of annual individual rewards generates ...



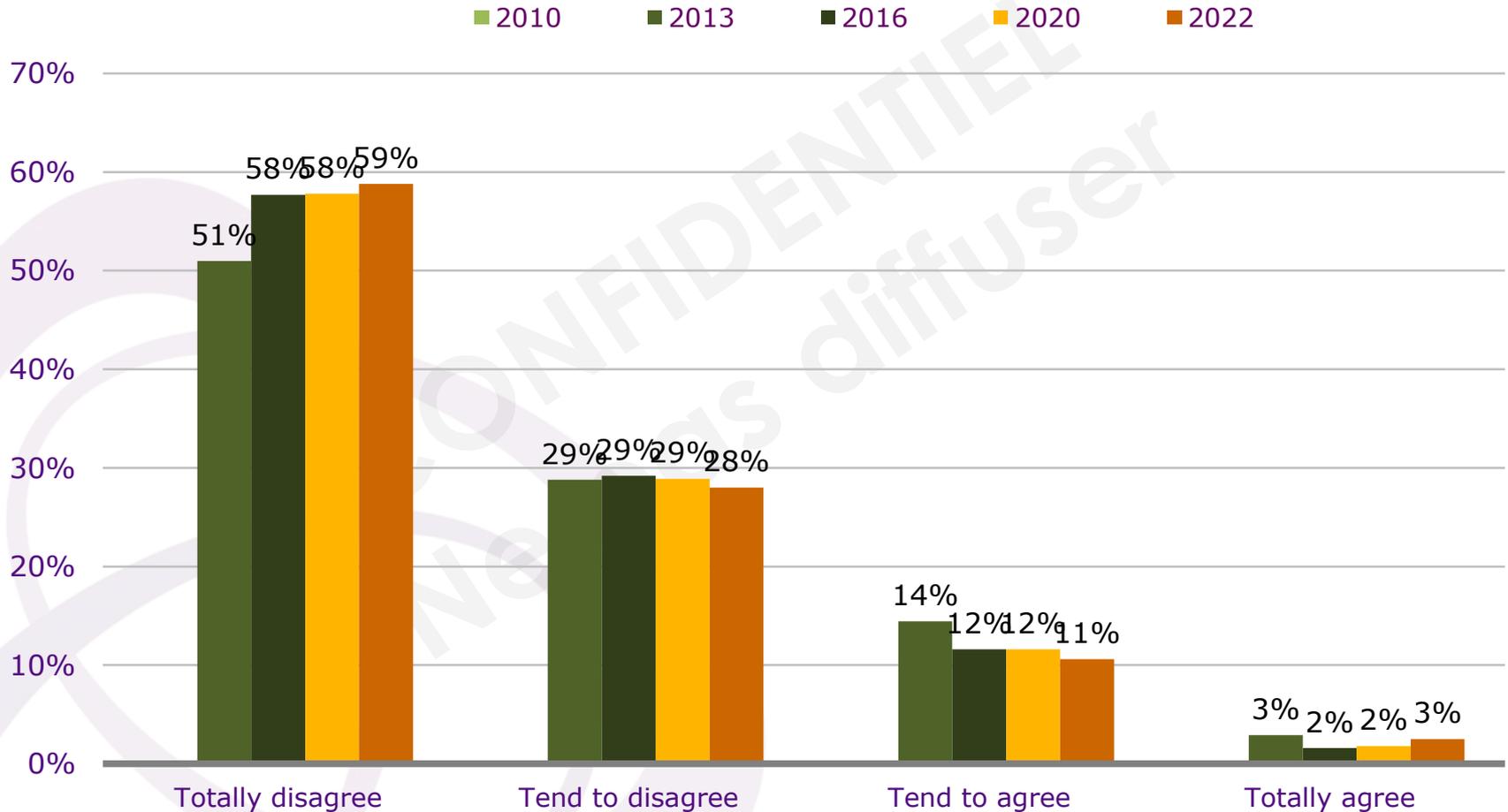


Do you consider that the removal of the automatic step progression and its replacement by a step advancement decided unilaterally by management is a good thing for the QUALITY OF THE WORK PRODUCED BY THE EUROPEAN PATENT OFFICE?



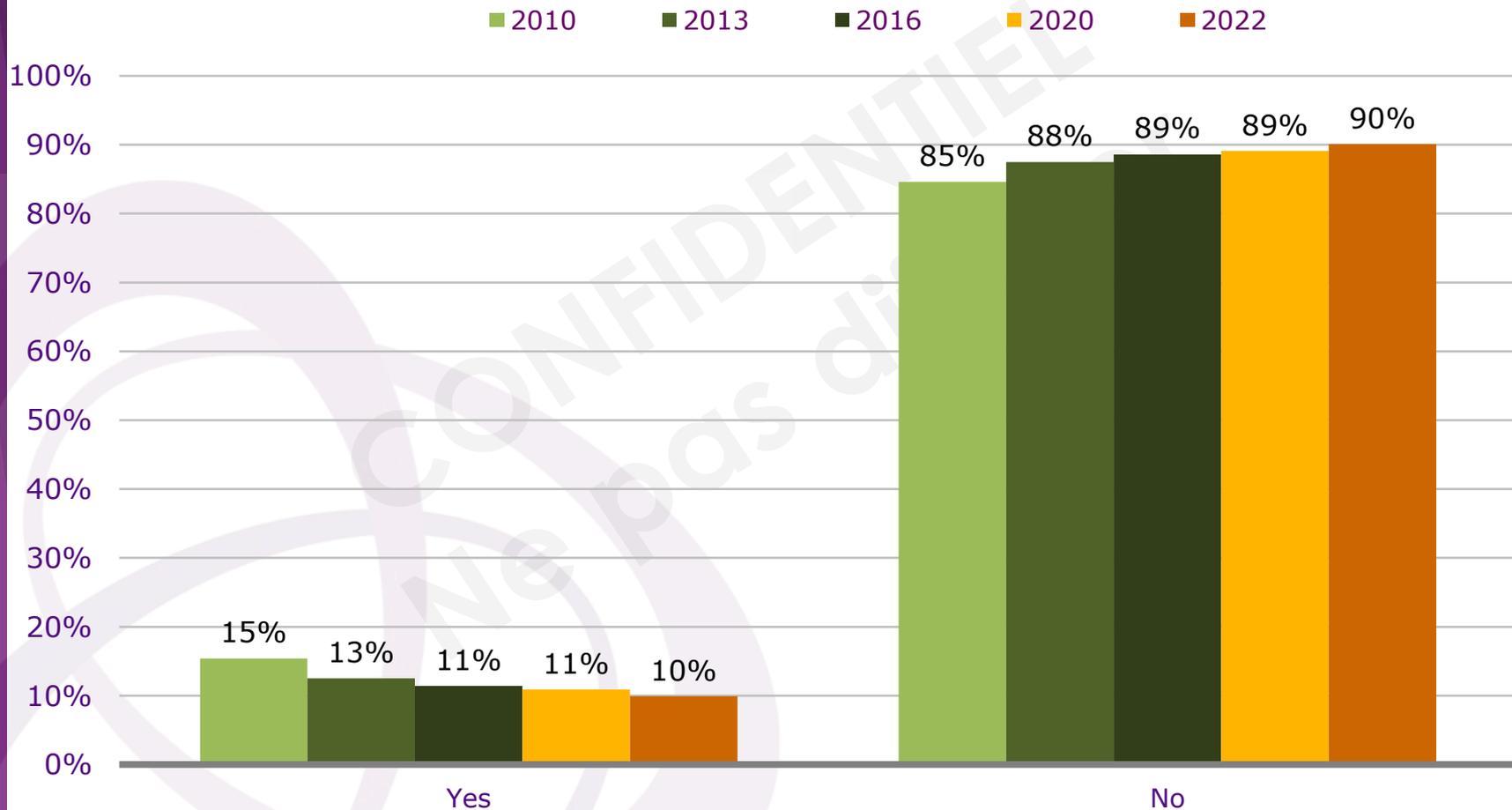


Do you consider that the removal of the automatic step progression and its replacement by a step advancement decided unilaterally by management is a good thing for YOUR OWN PROFESSIONAL SITUATION?



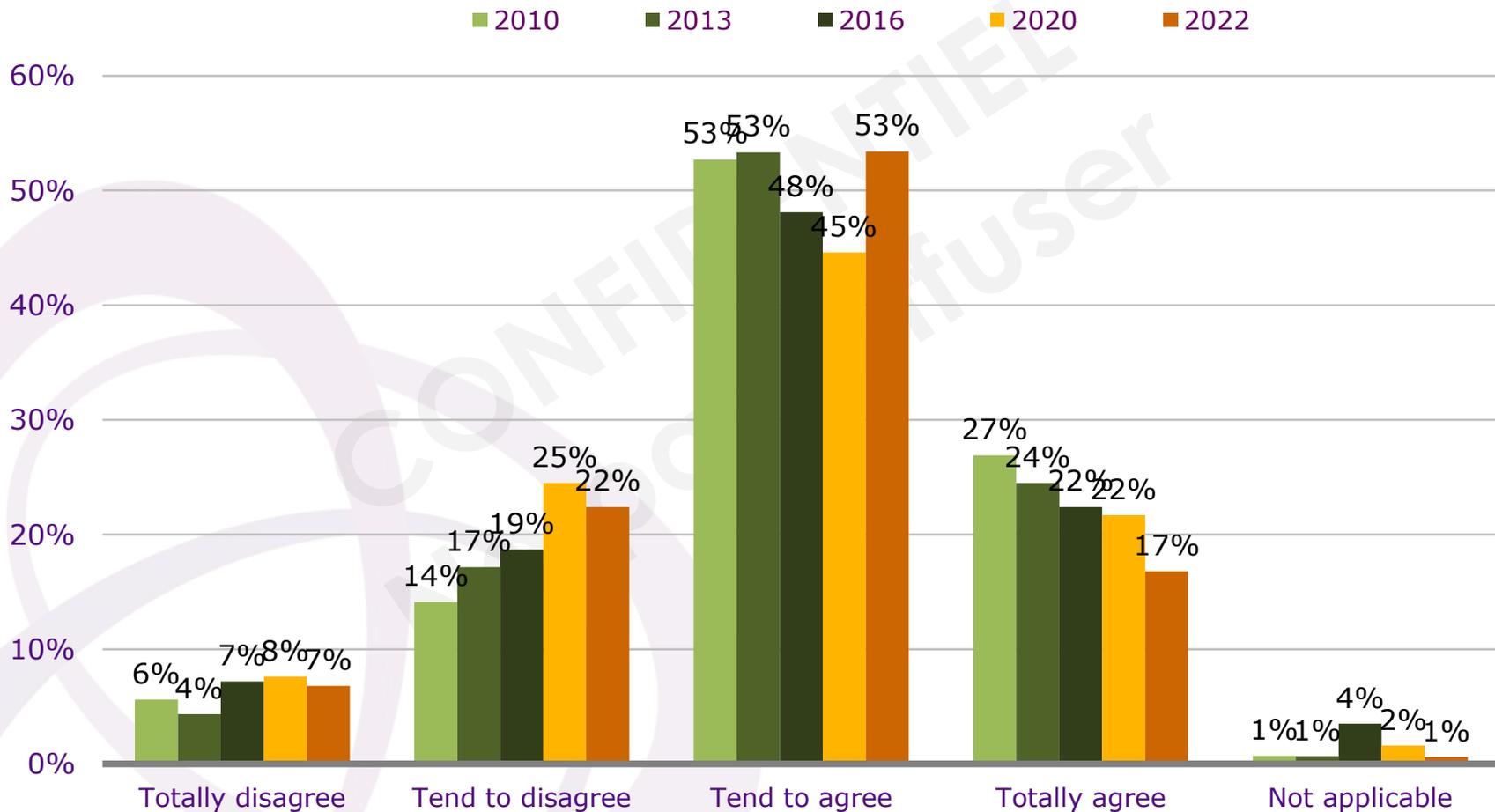


Do you supervise other people's work (including supervision of external personnel)?



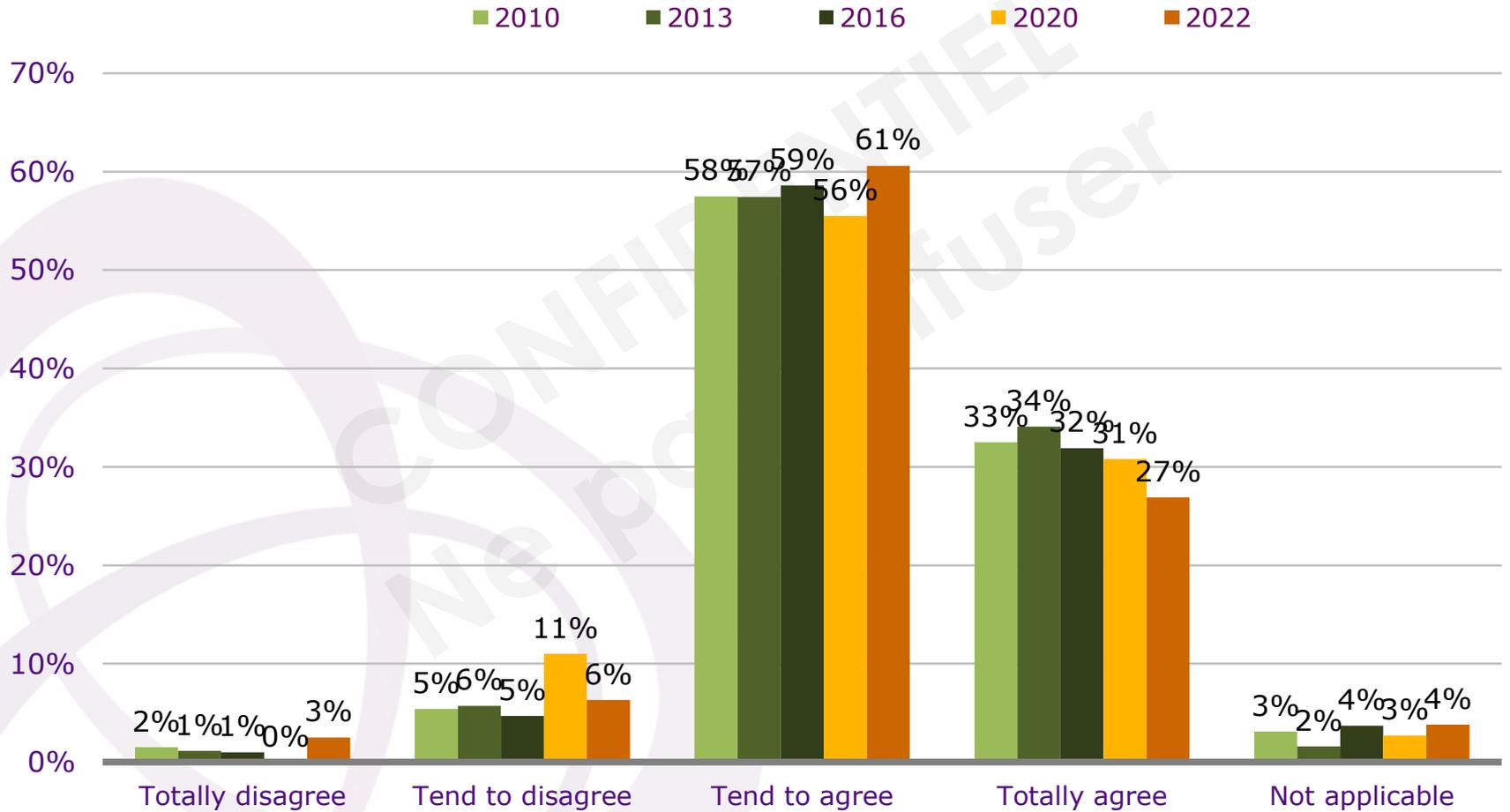


You believe that you have the necessary resources and authority to carry out supervision

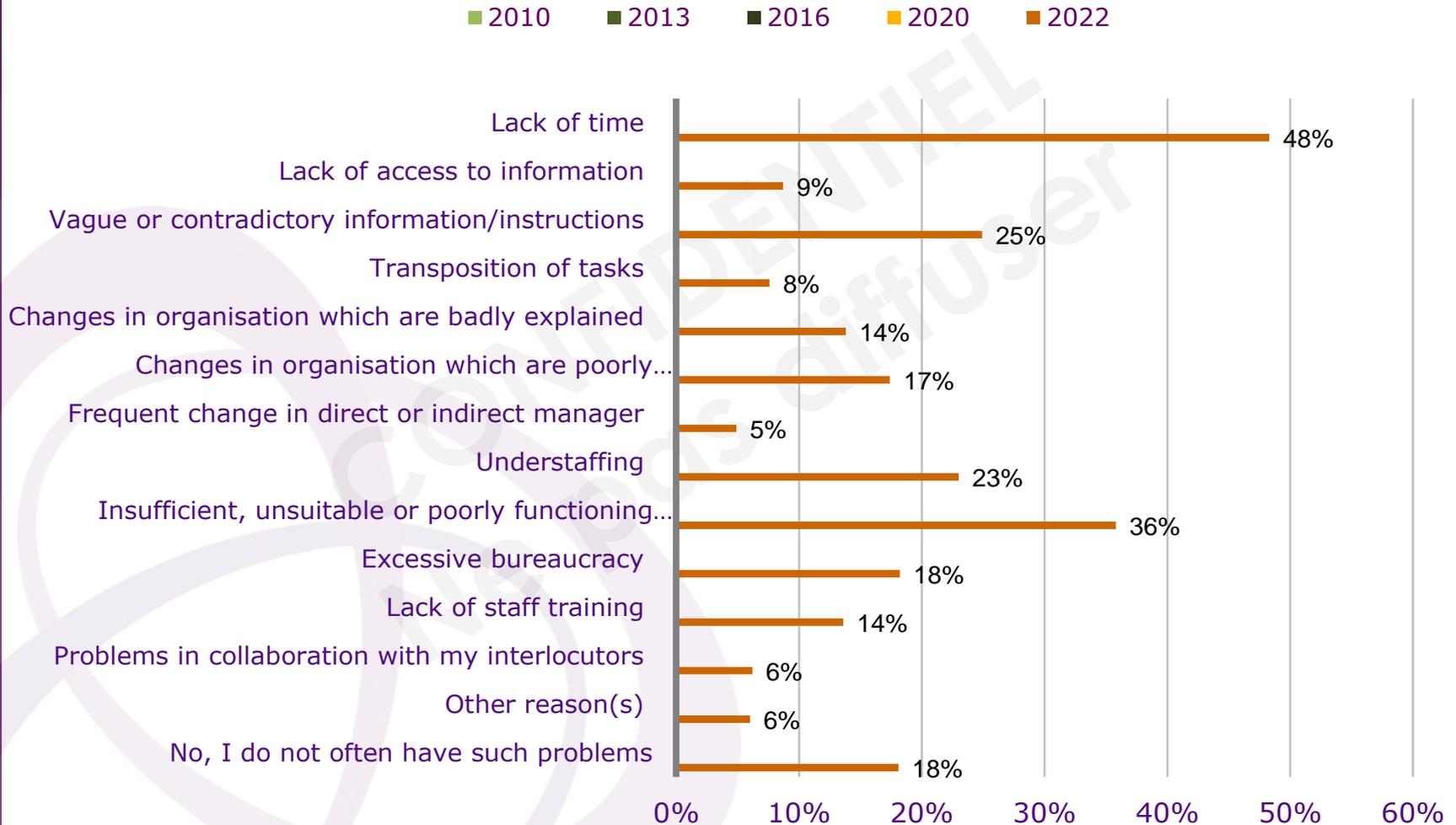




You easily manage to get your subordinates to respect your decisions

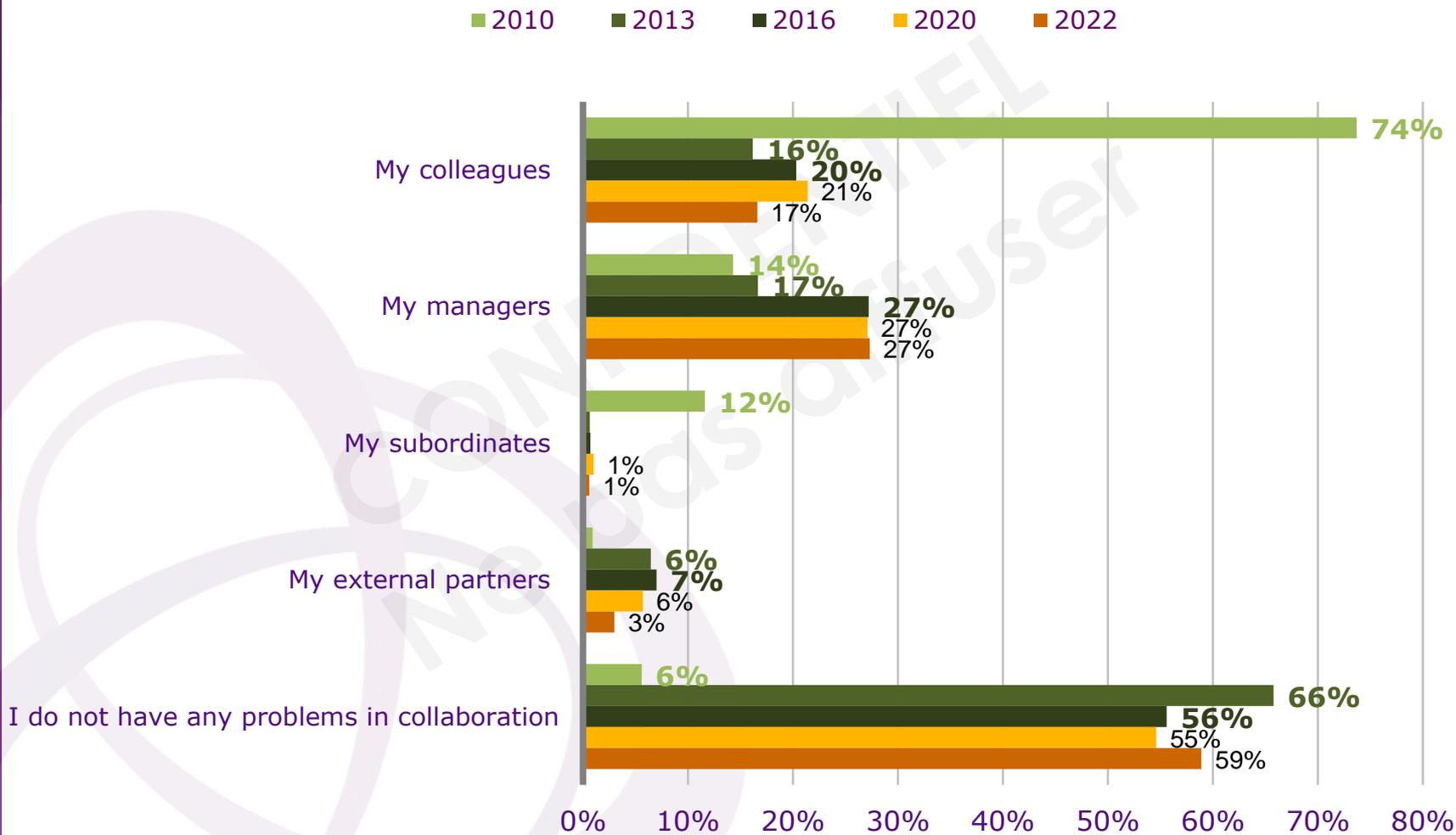


Frequently I am unable to carry out my work correctly because of the following:



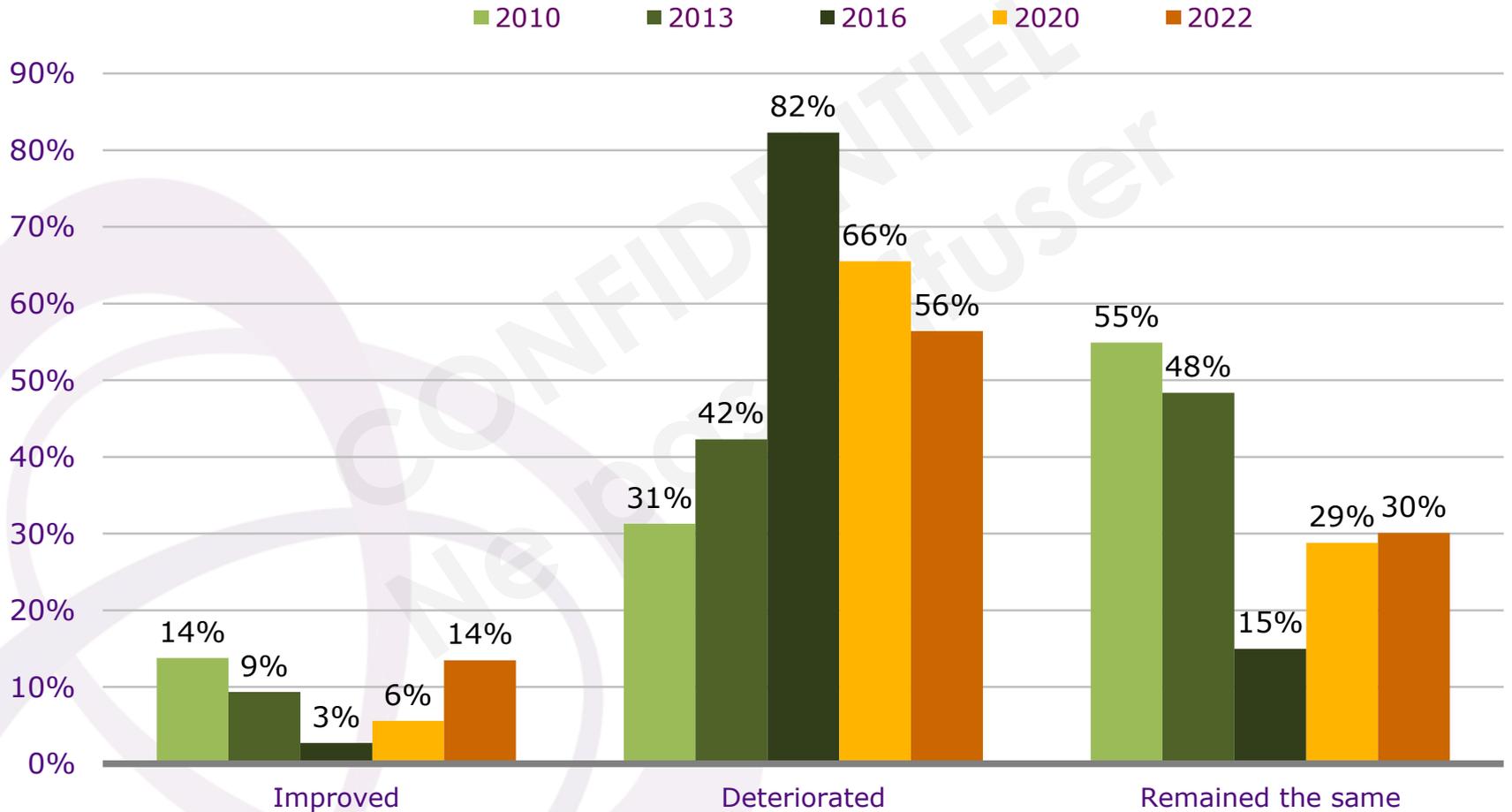


The main problems in collaboration arise with:



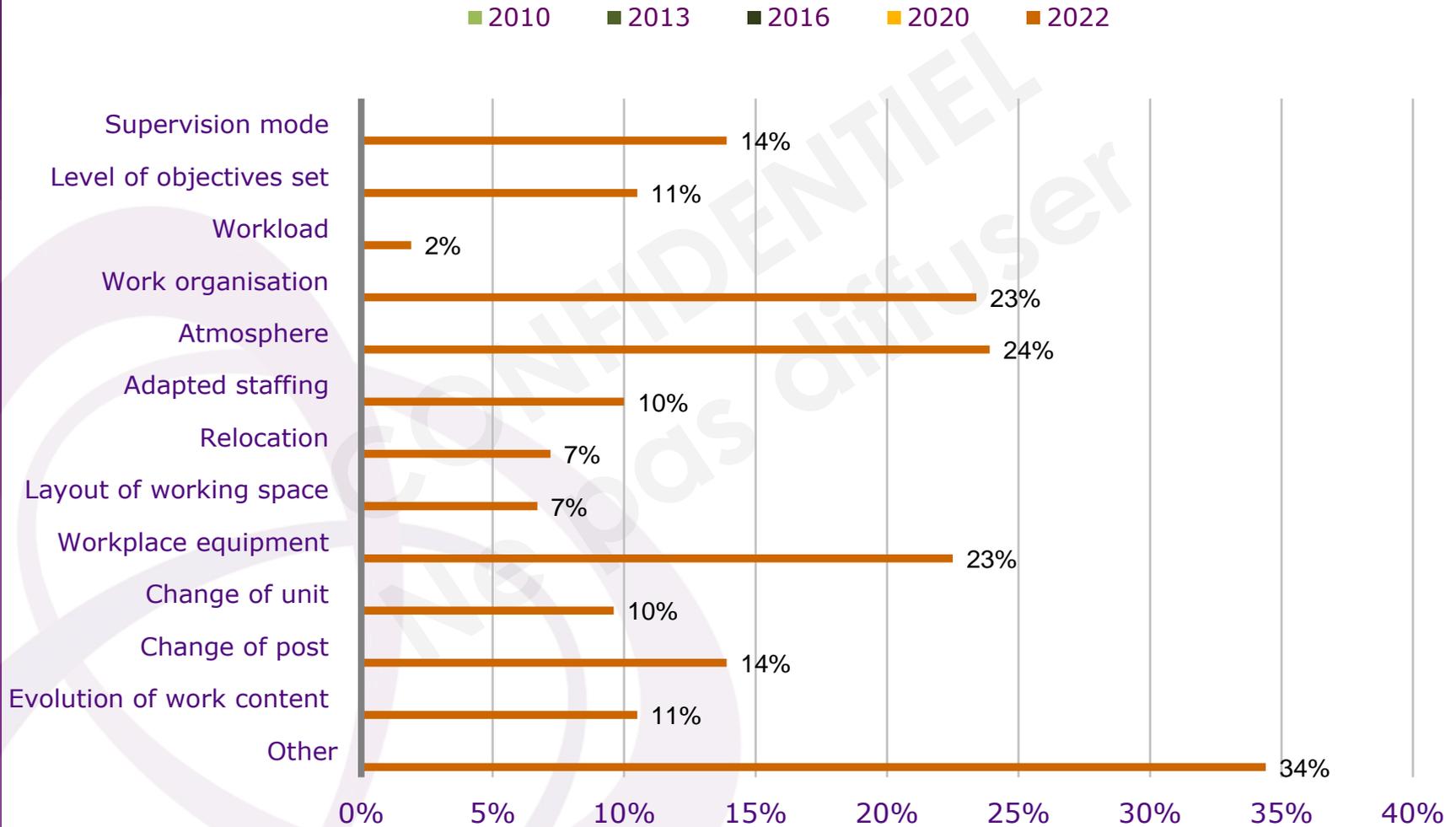


In the last three years, your working conditions have:



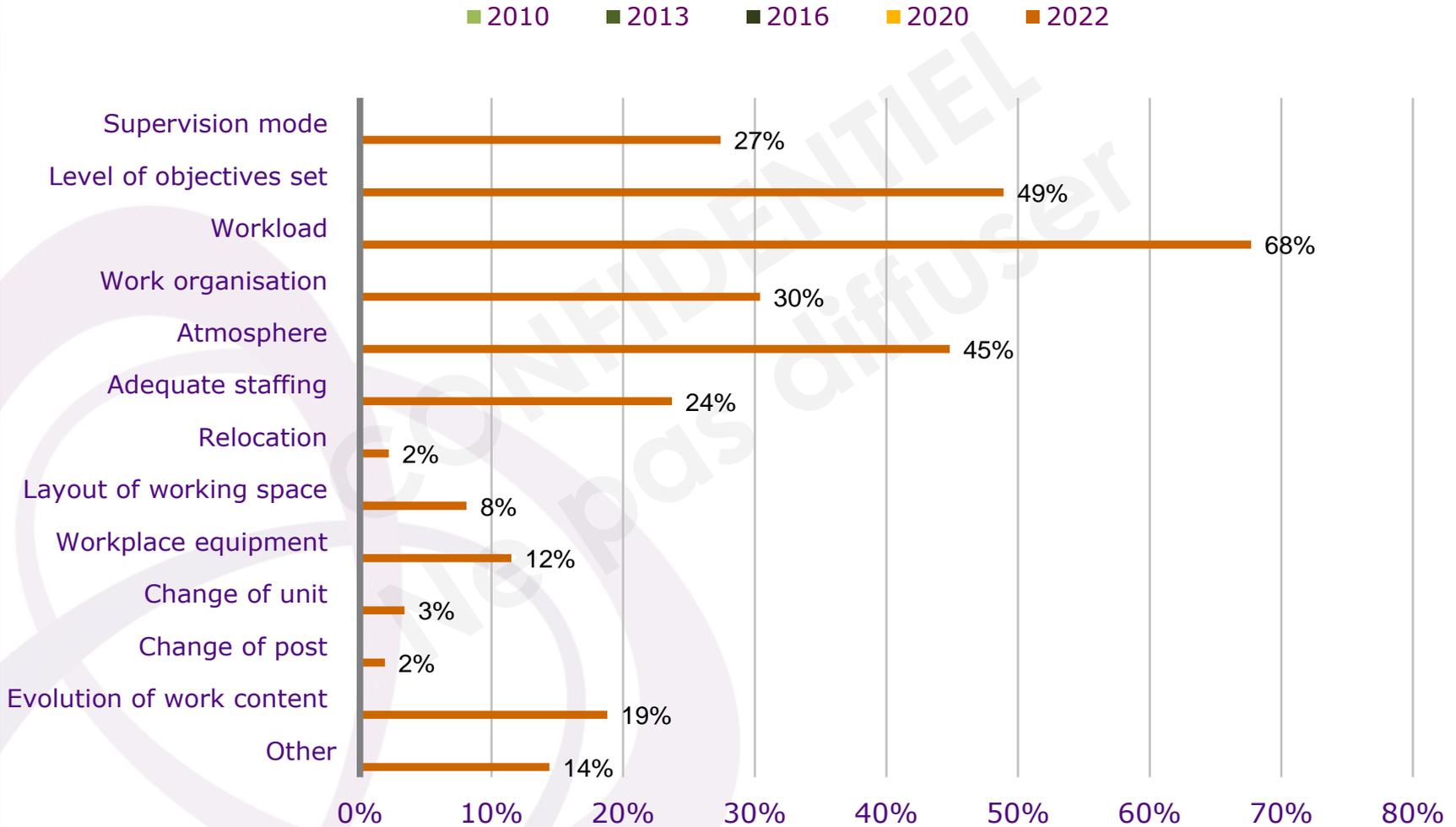


If they improved, it is because of

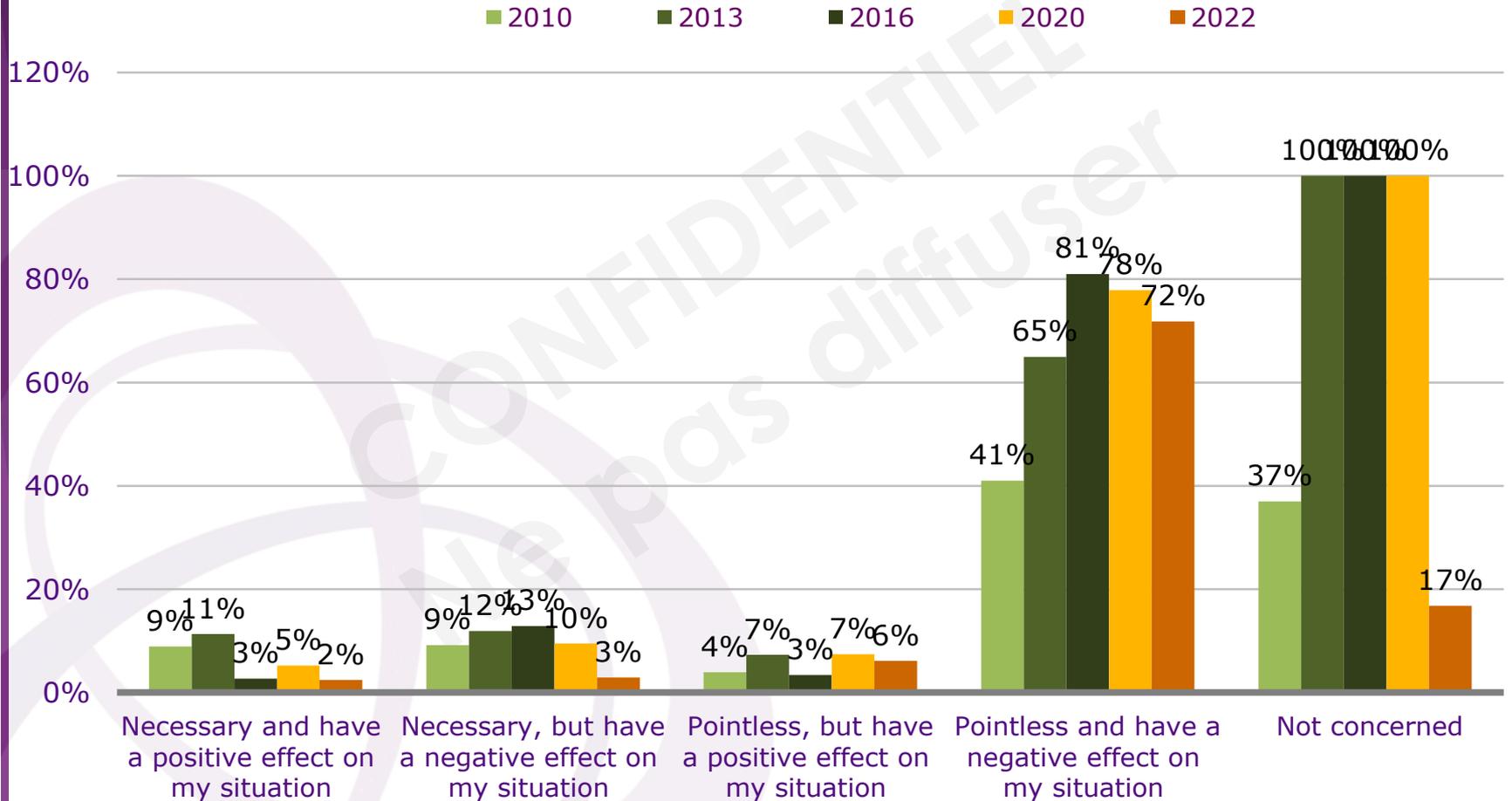




If they have deteriorated, it is because

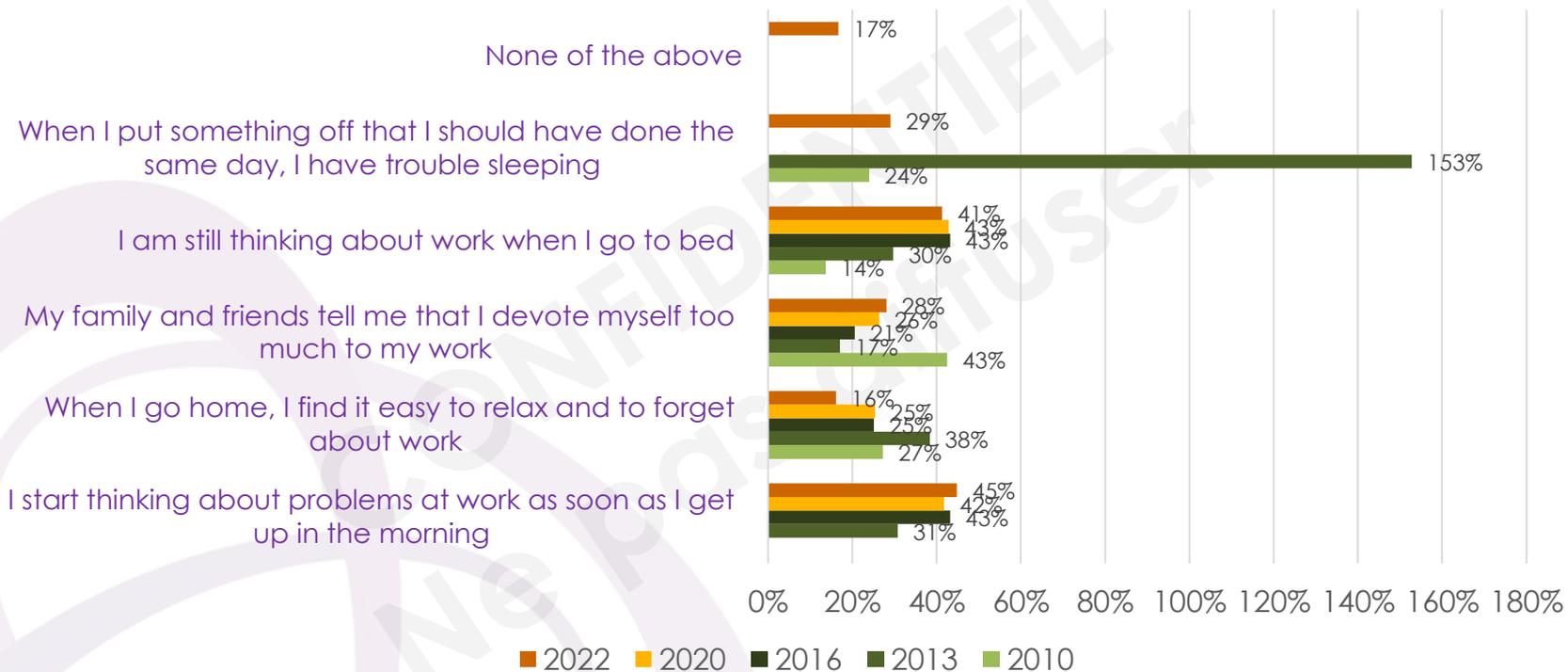


In your view, the constant reorganizations and restructuring over recent years are:



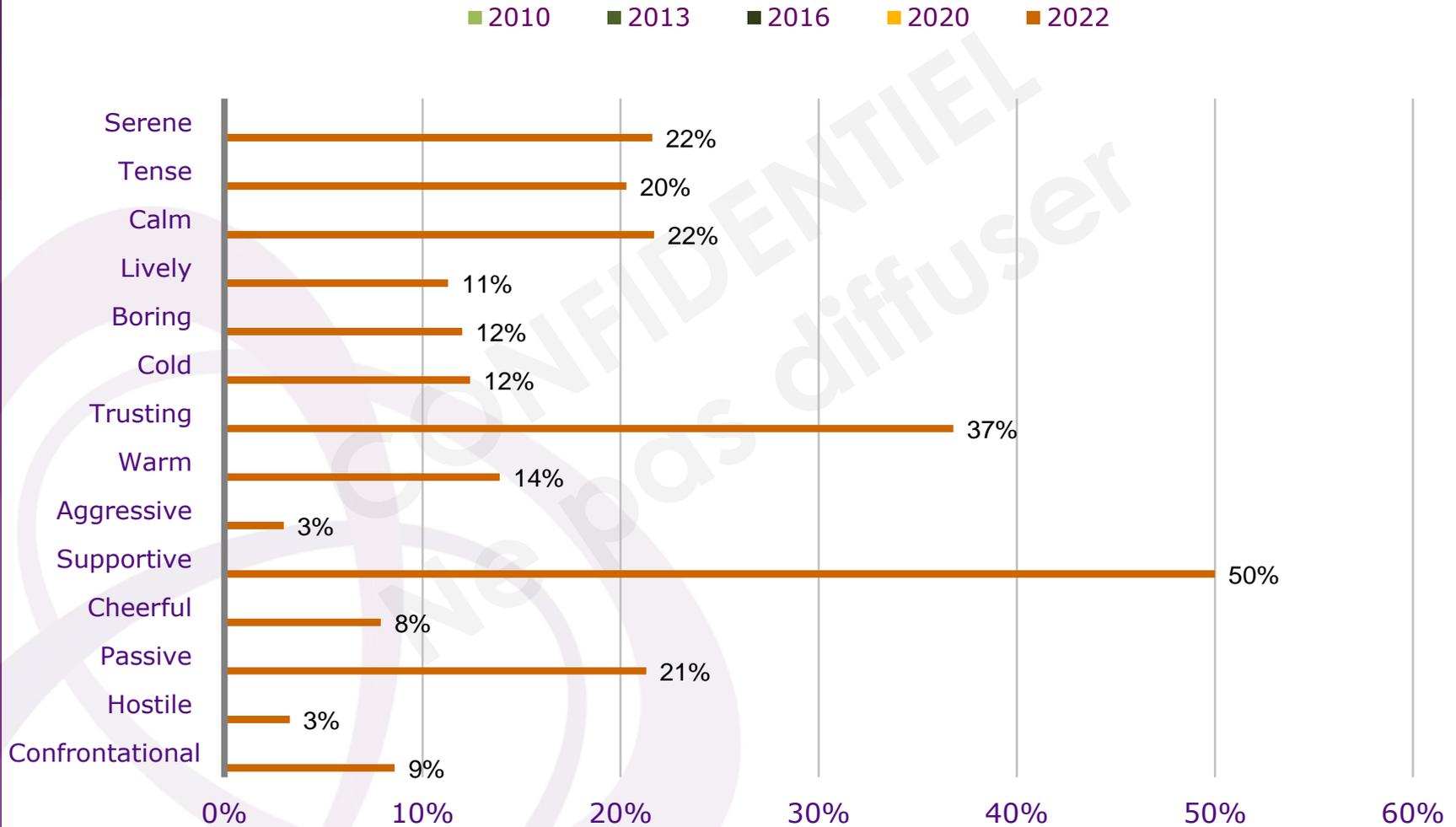


My dedication to my work often means that:



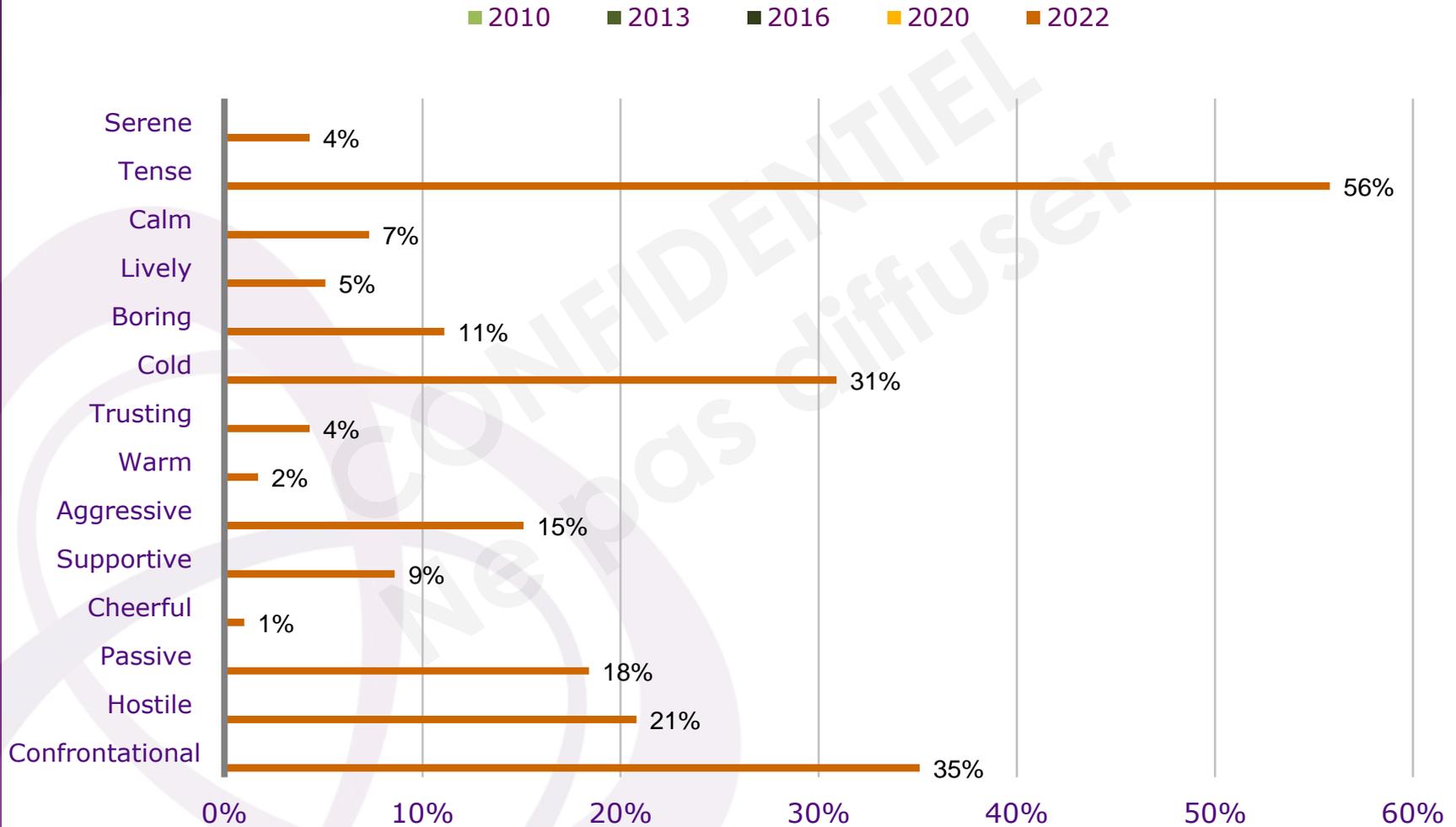


I find the work atmosphere at the level of the team/service group to be globally



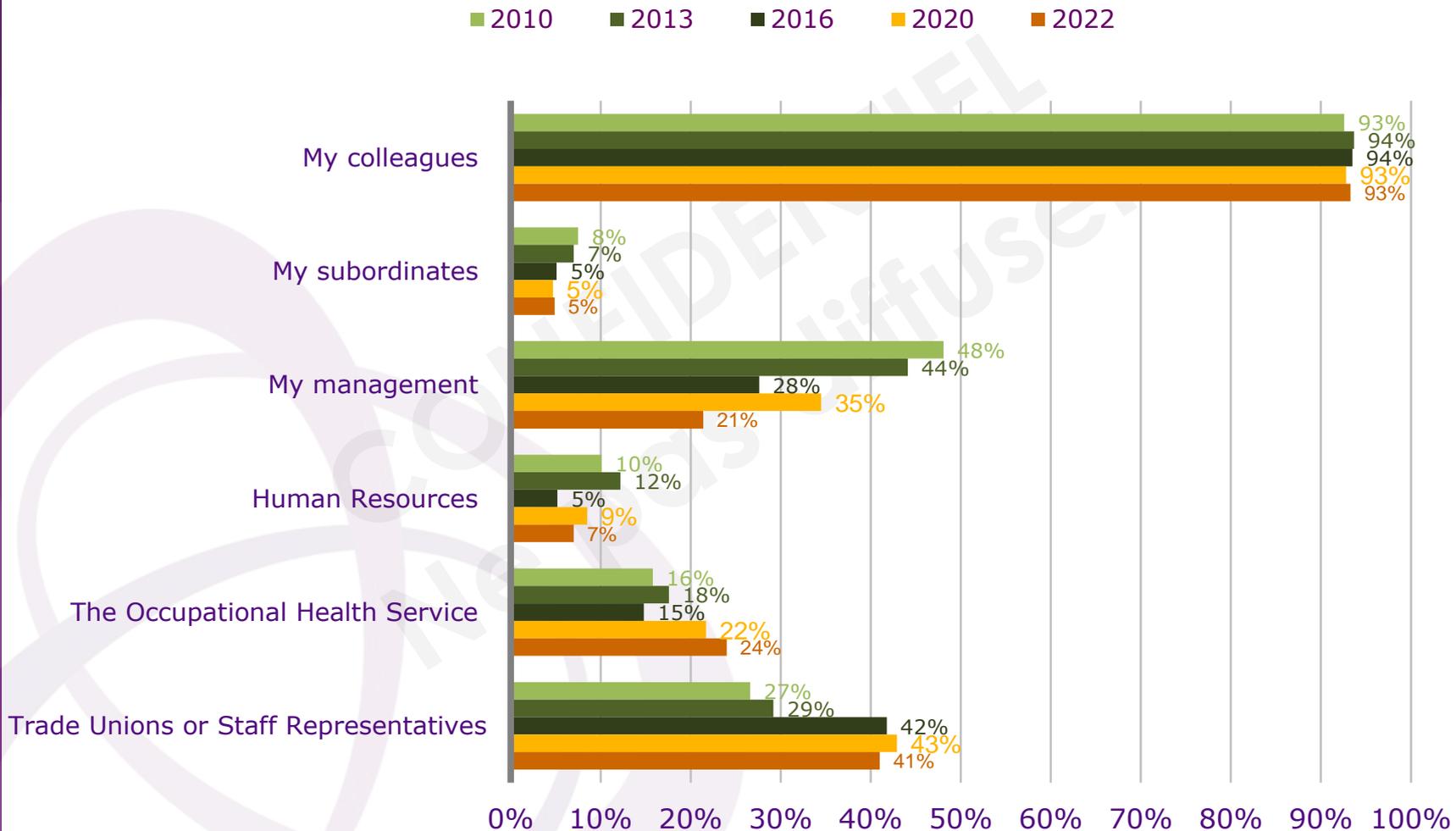


I find the work atmosphere at the level of the EPO to be globally



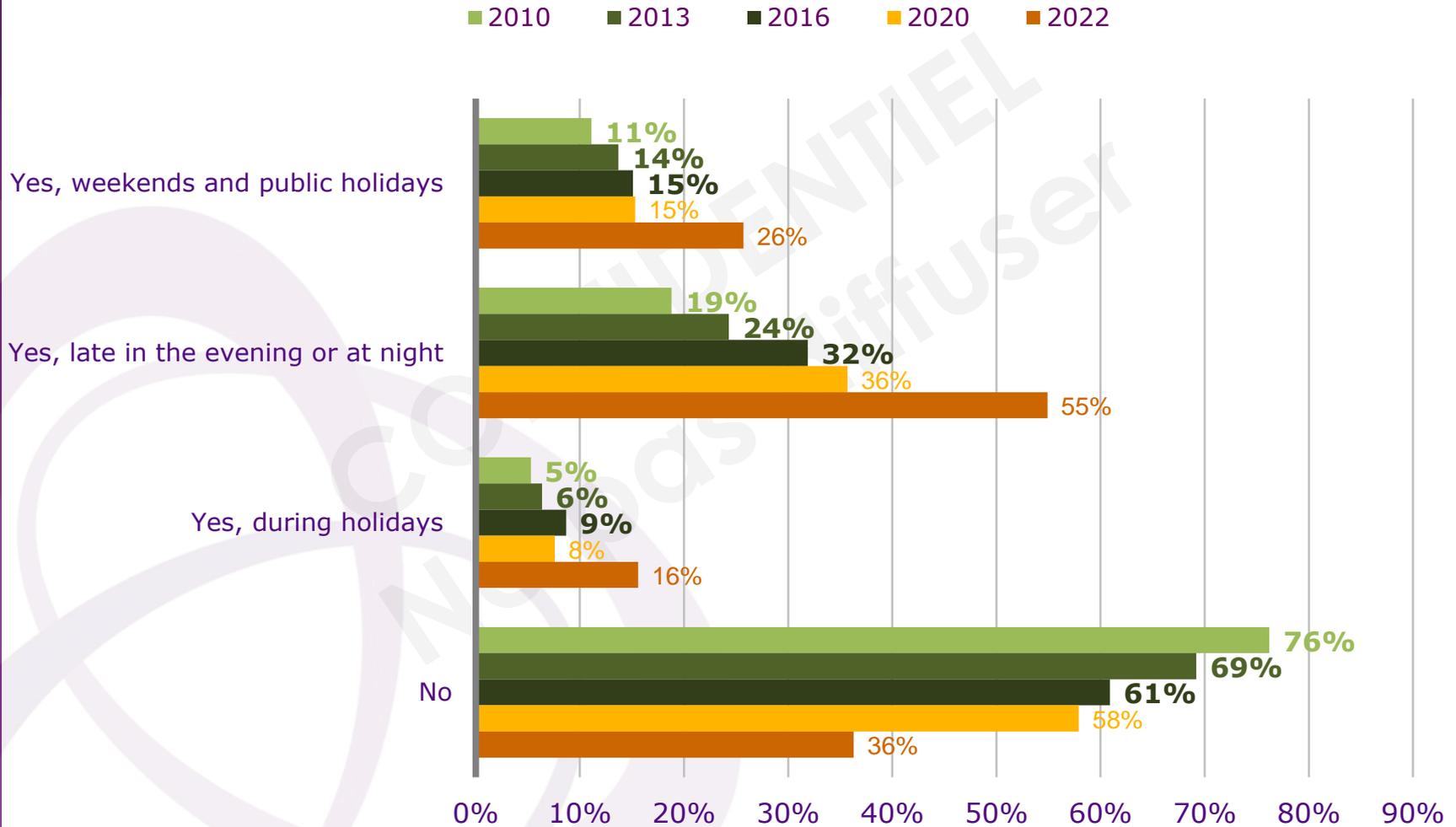


When I encounter difficulties in my job I can easily find help or moral support from:



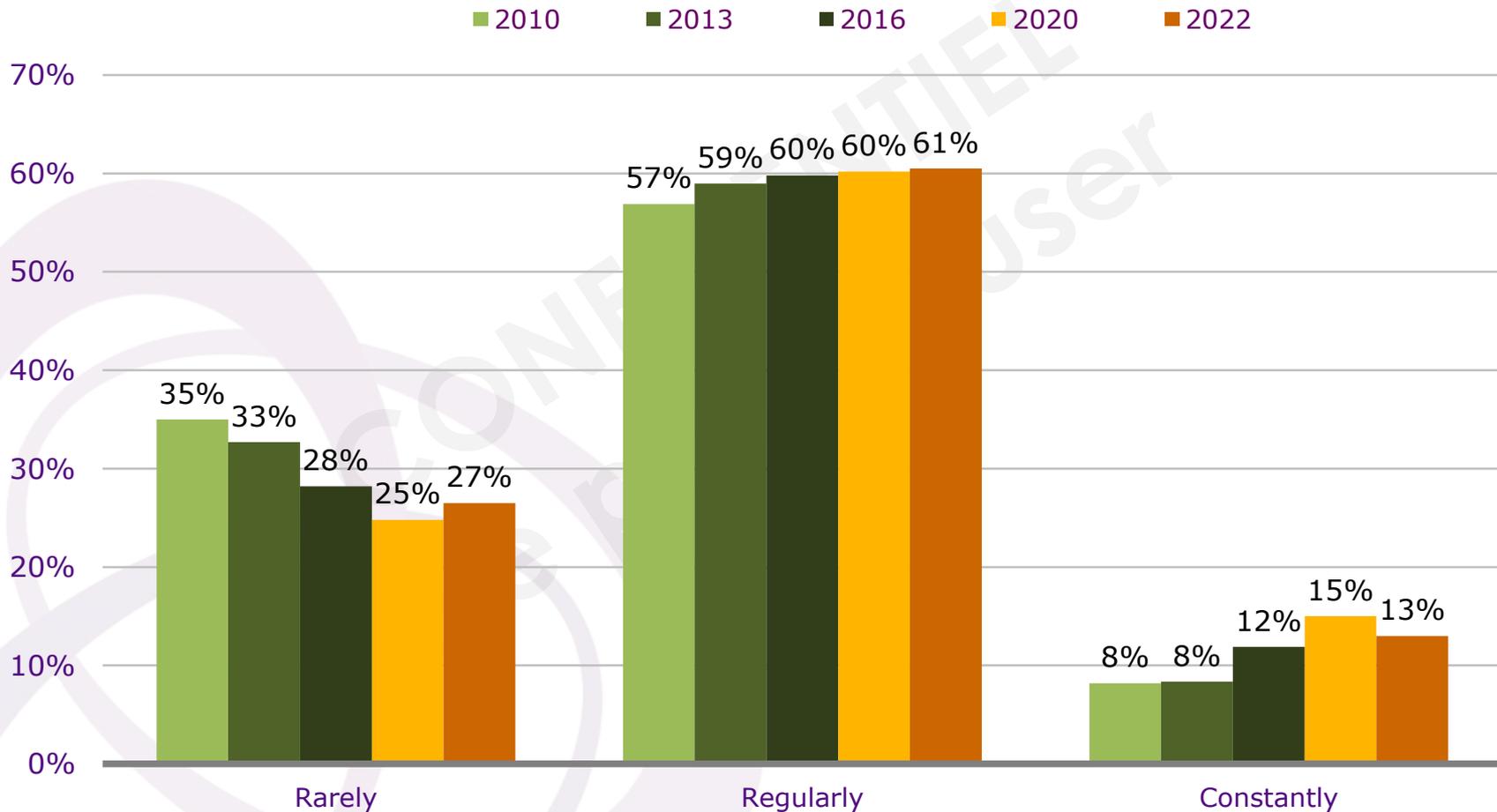


Do you work outside the hours provided for by the regulations governing your working hours?



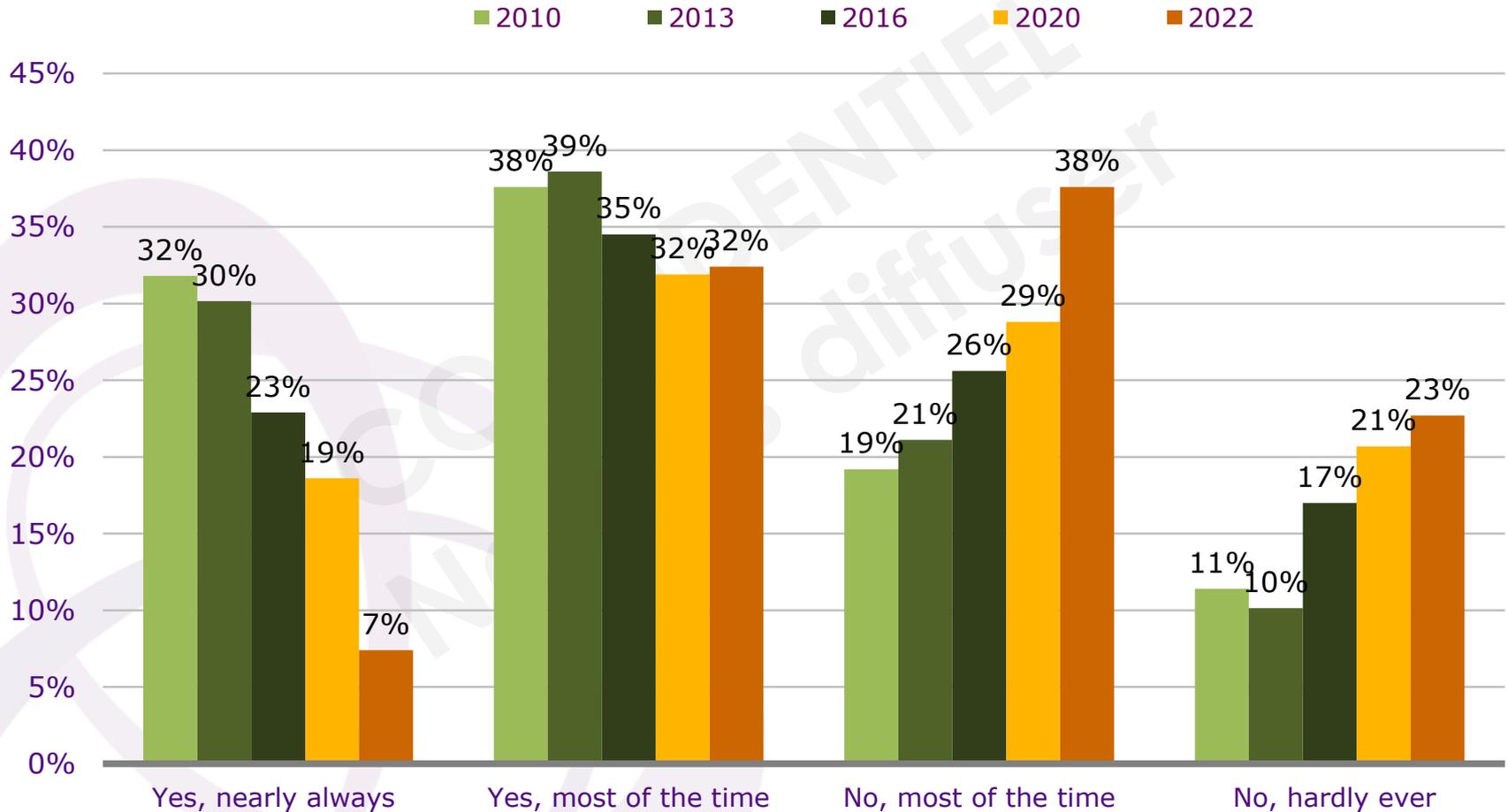


If so, how often do you work outside the contractual hours:

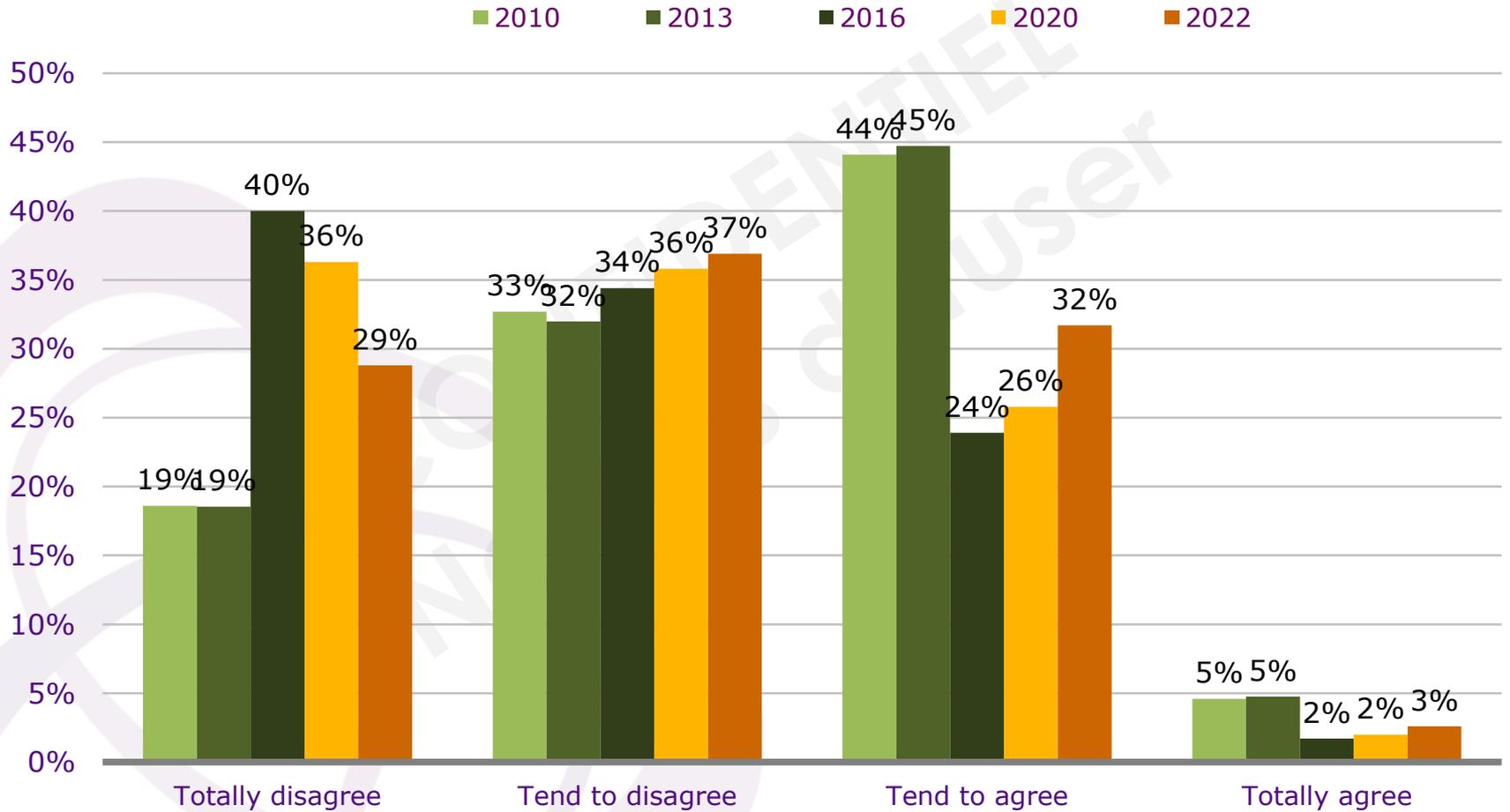




Do you get sufficient time to recover between particularly busy periods of work (for example, between two assignments or projects)?

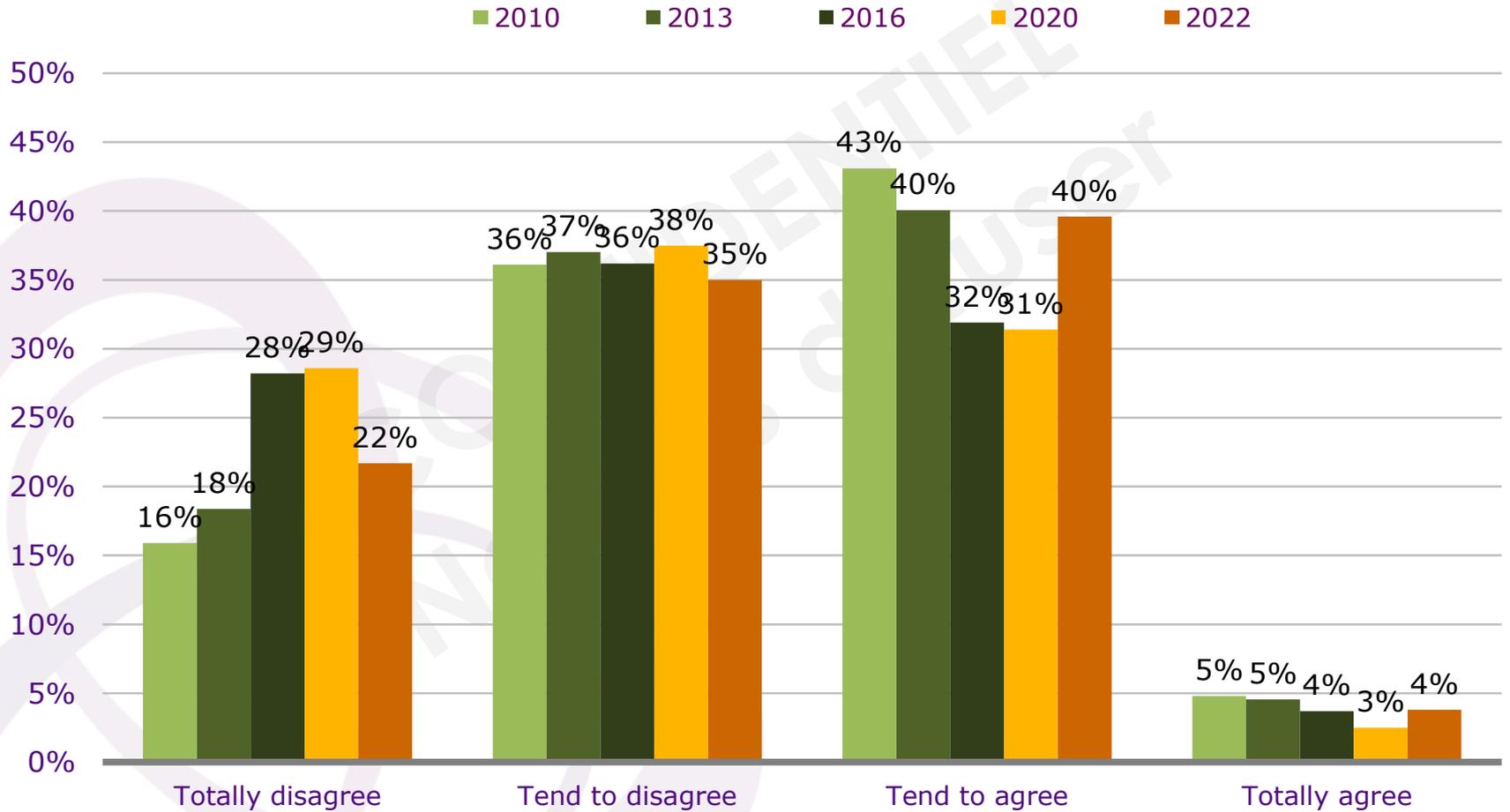


The Human Resources Department (DG 4) supports you in your professional and social environment

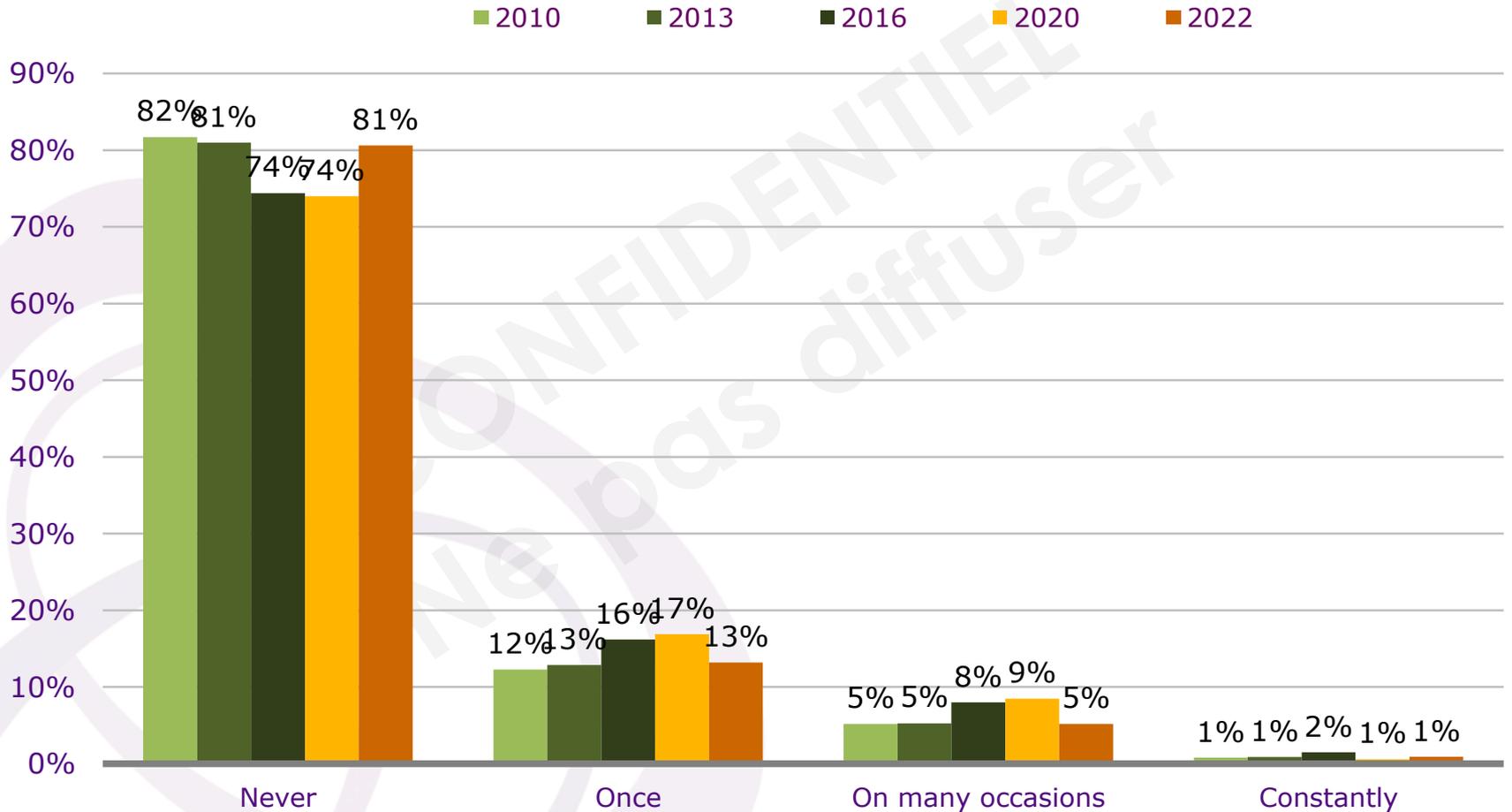




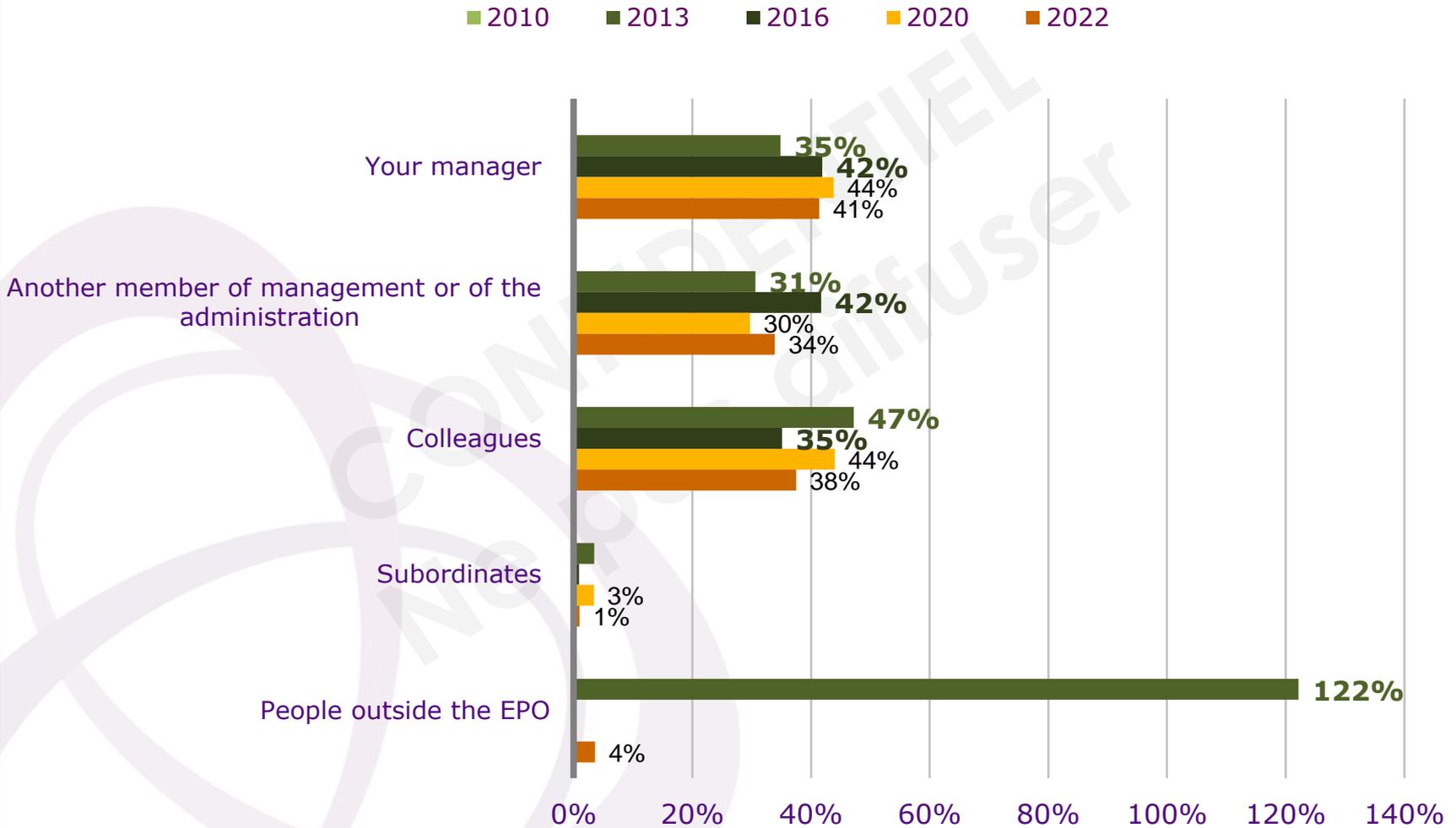
Your access to professional training is adequate



Over the last 12 months in your job, have you been confronted with verbal aggression, threats, or blackmail?

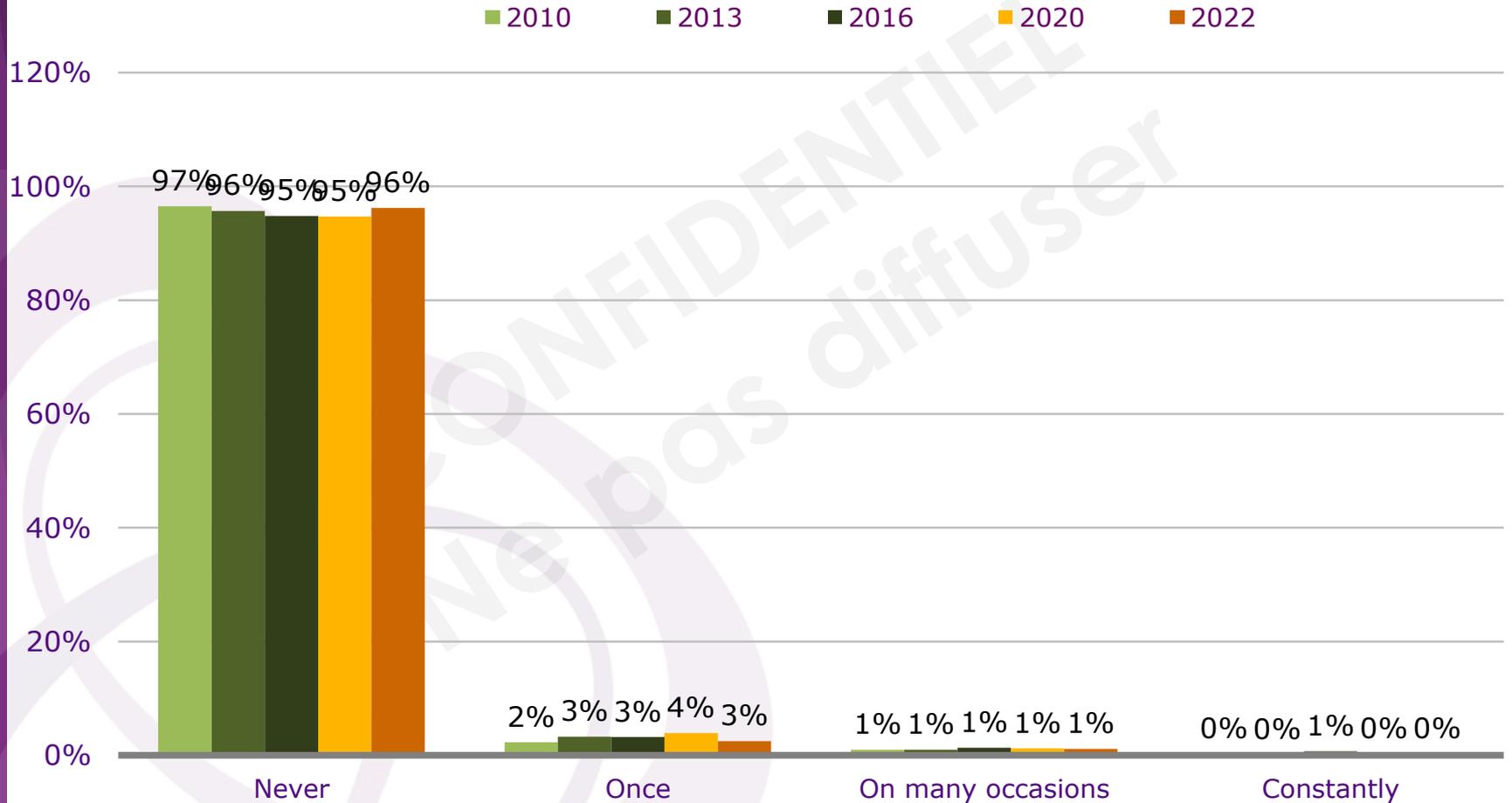


The verbal aggression, threats or blackmail was/were by:

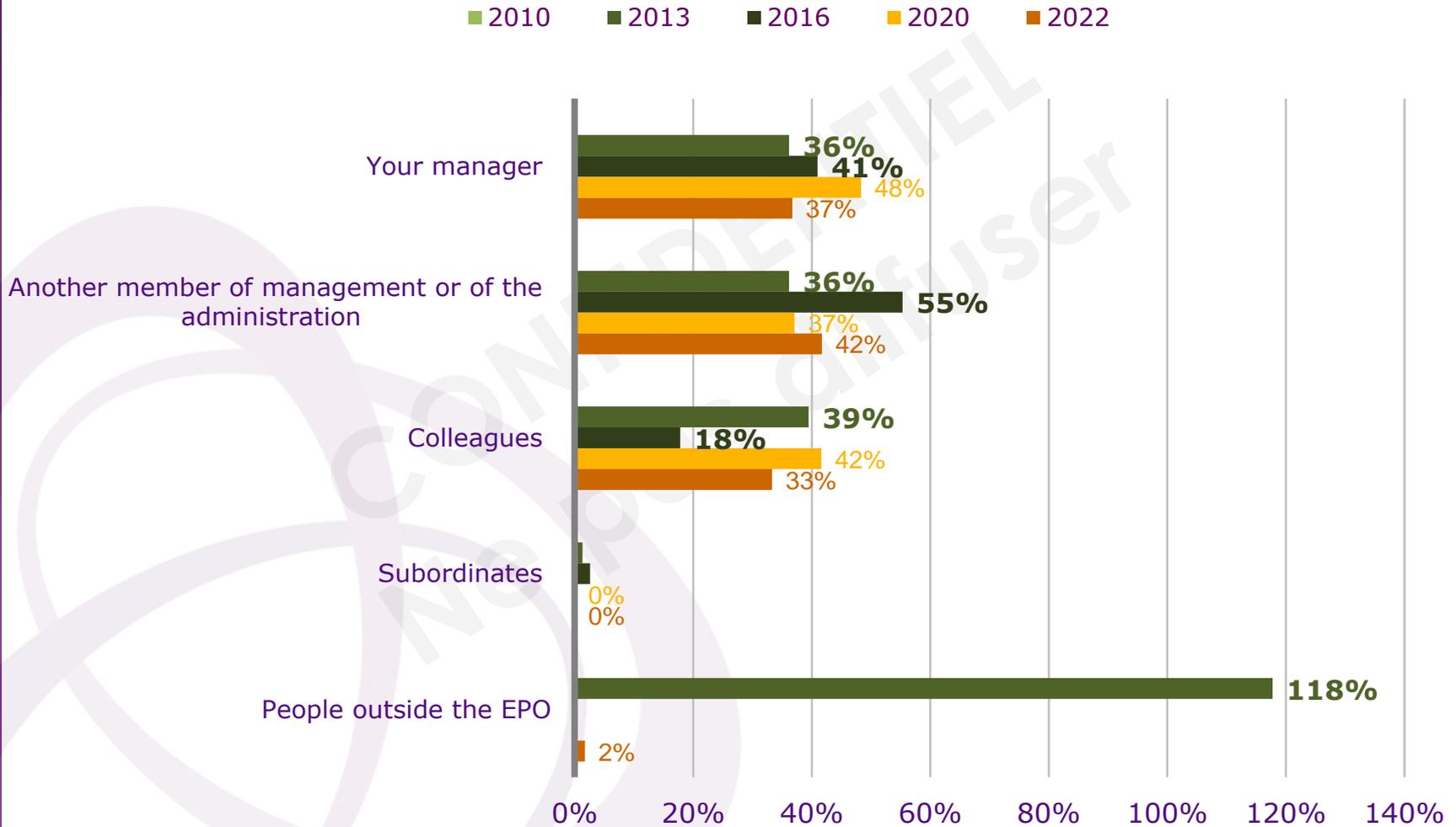




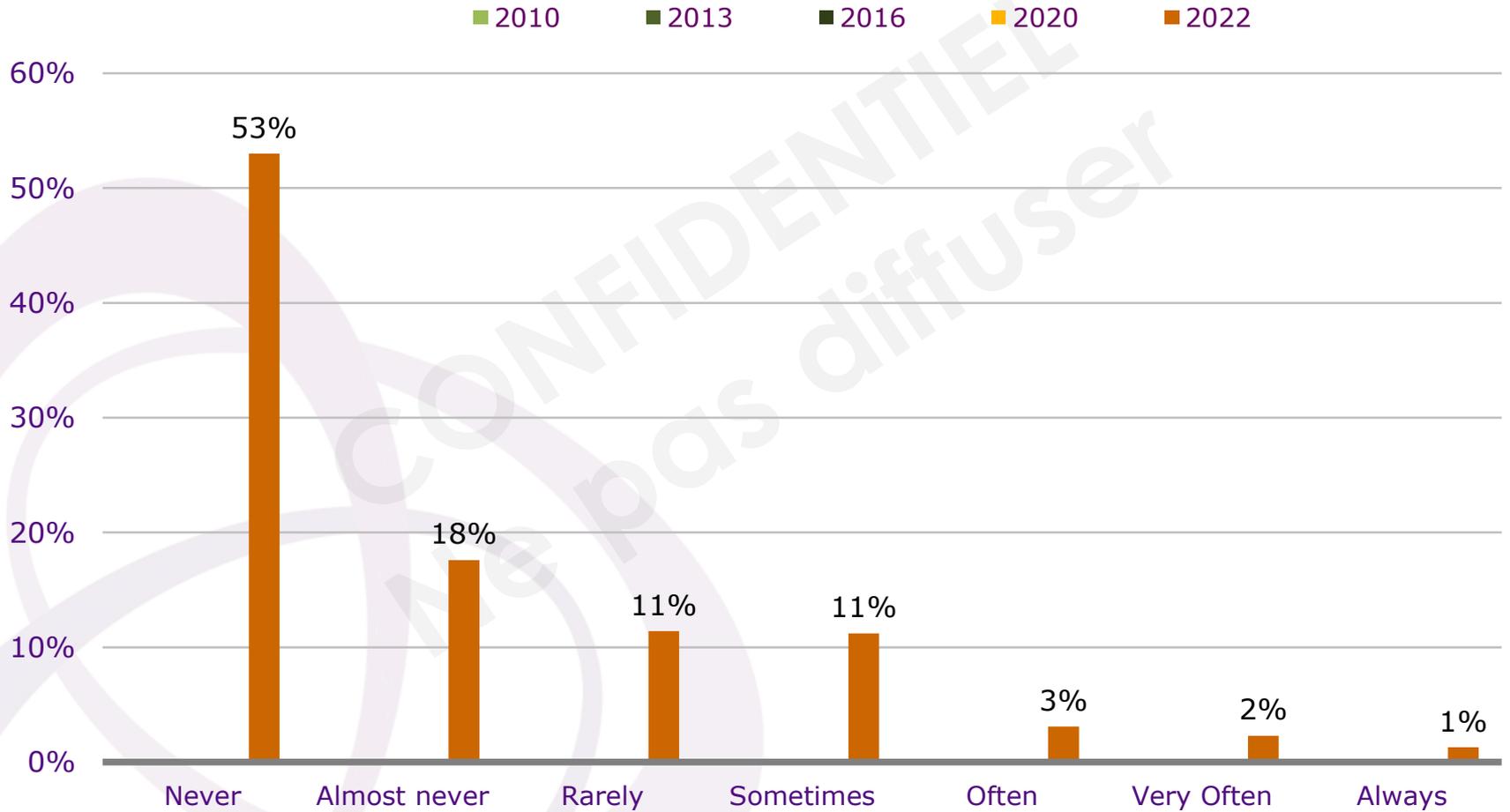
Over the last 12 months in your job, have you been confronted with physical aggression or intimidation?



This physical aggression or intimidation was(were) by:

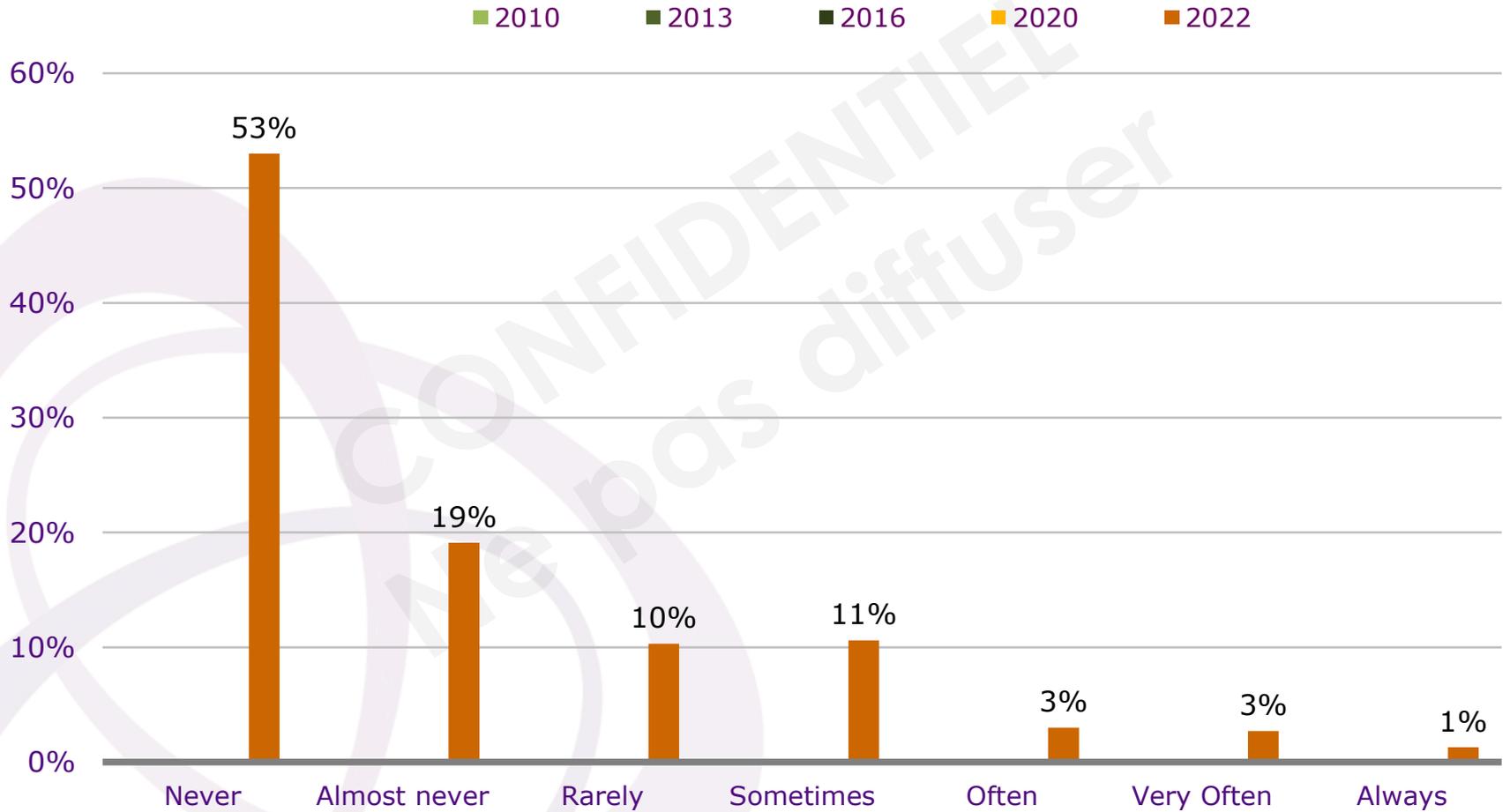


Made me feel isolated from the rest of my colleagues



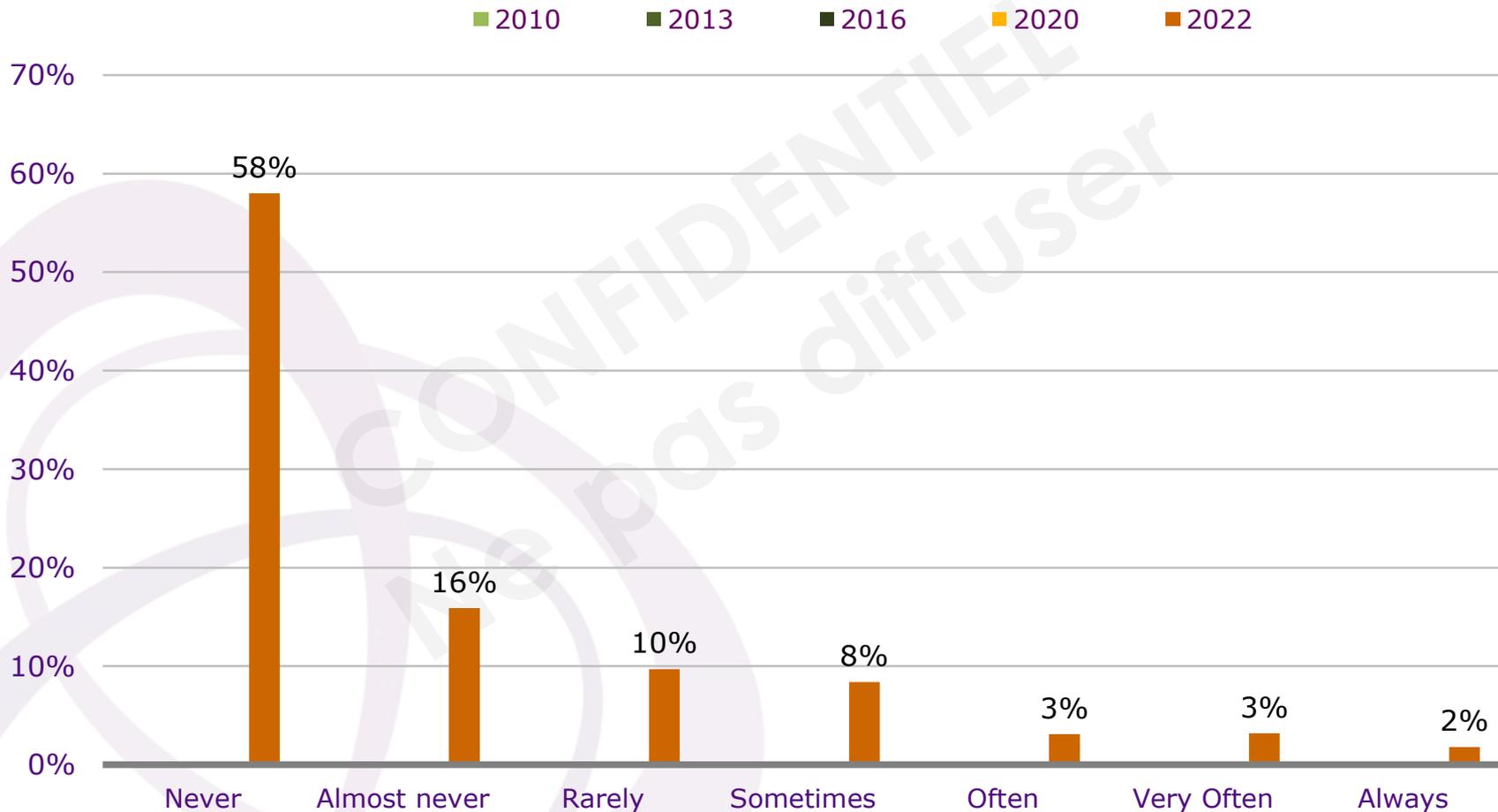


Denigrate me, make me feel incompetent



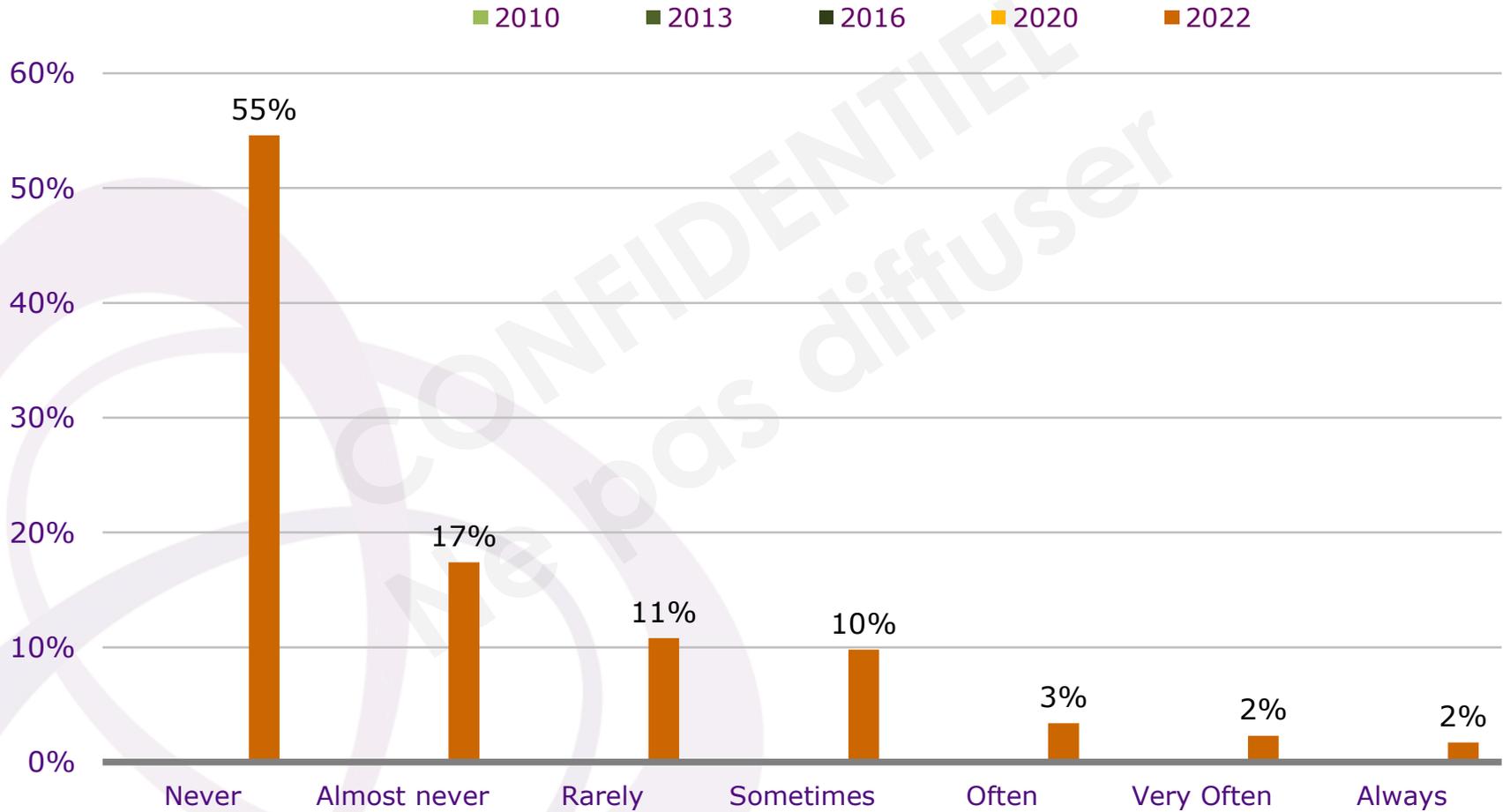


Give me the impression that it is "always my fault"



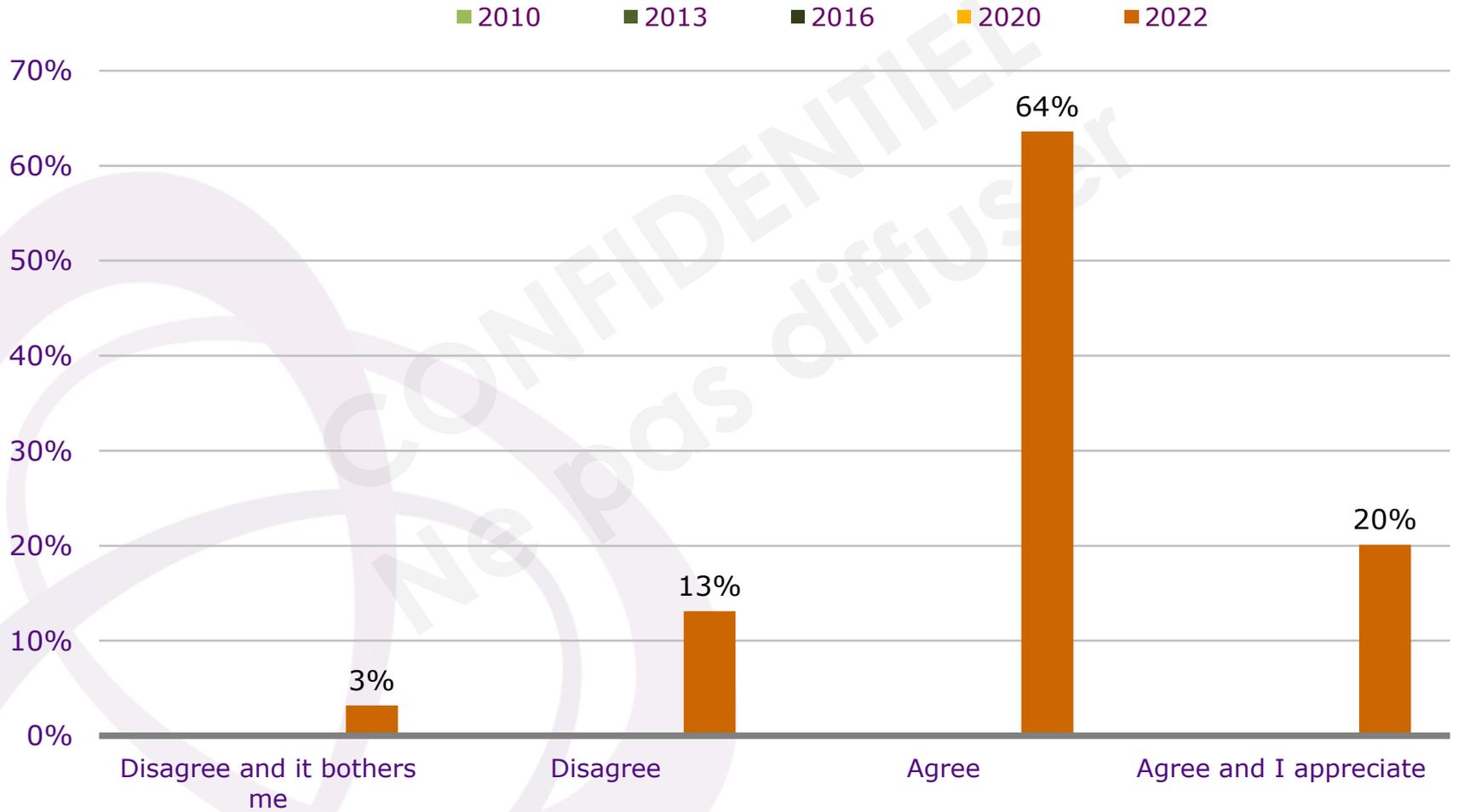
CONFIDENTIEL
Ne pas diffuser

Make me feel « uncomfortable » or even sometimes scare me



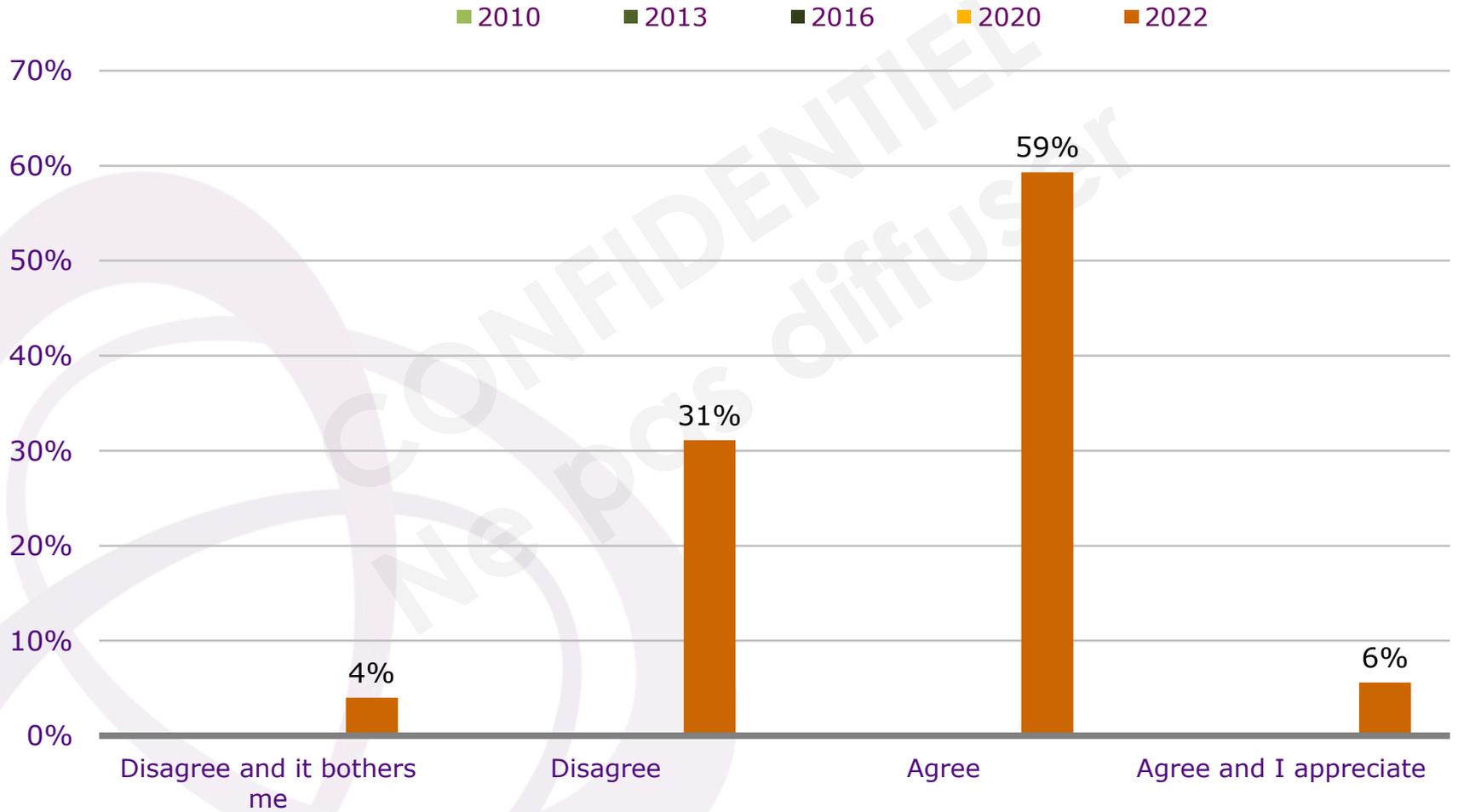


I am in good terms with interlocutors "other than my colleagues" (public, clients, users)



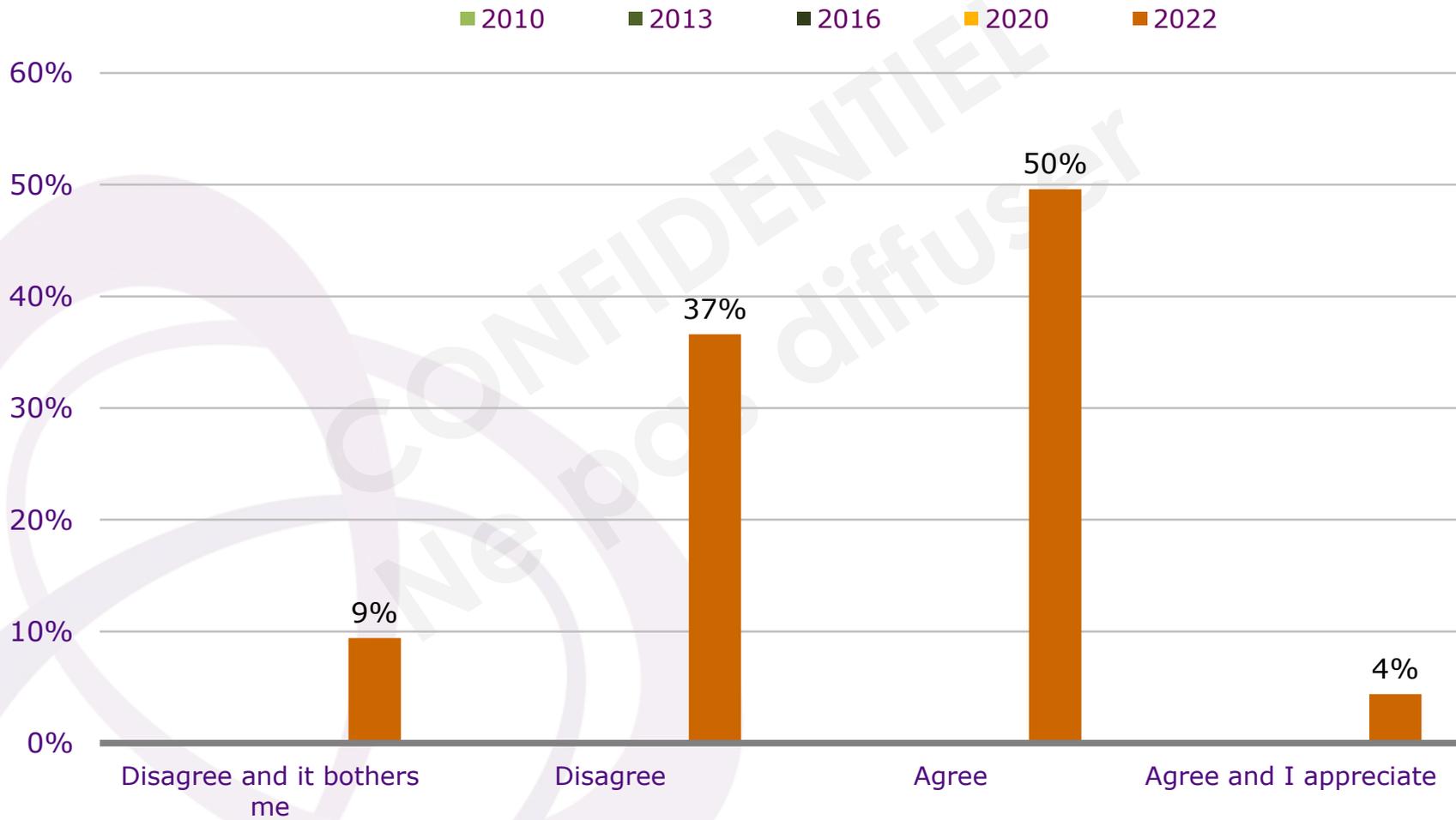


I know what to do when in contact with people suffering (colleagues...)



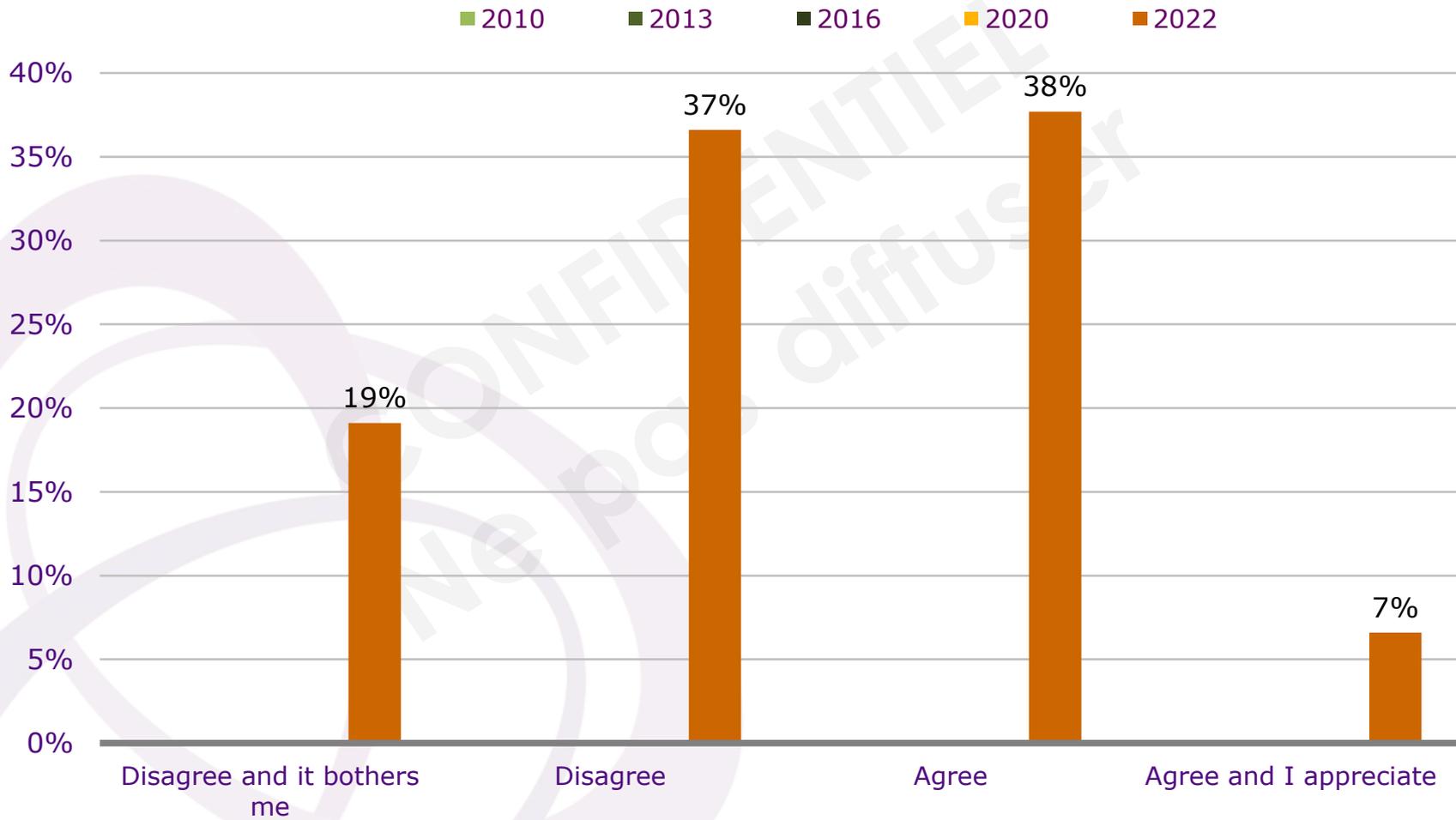


I can express my emotions

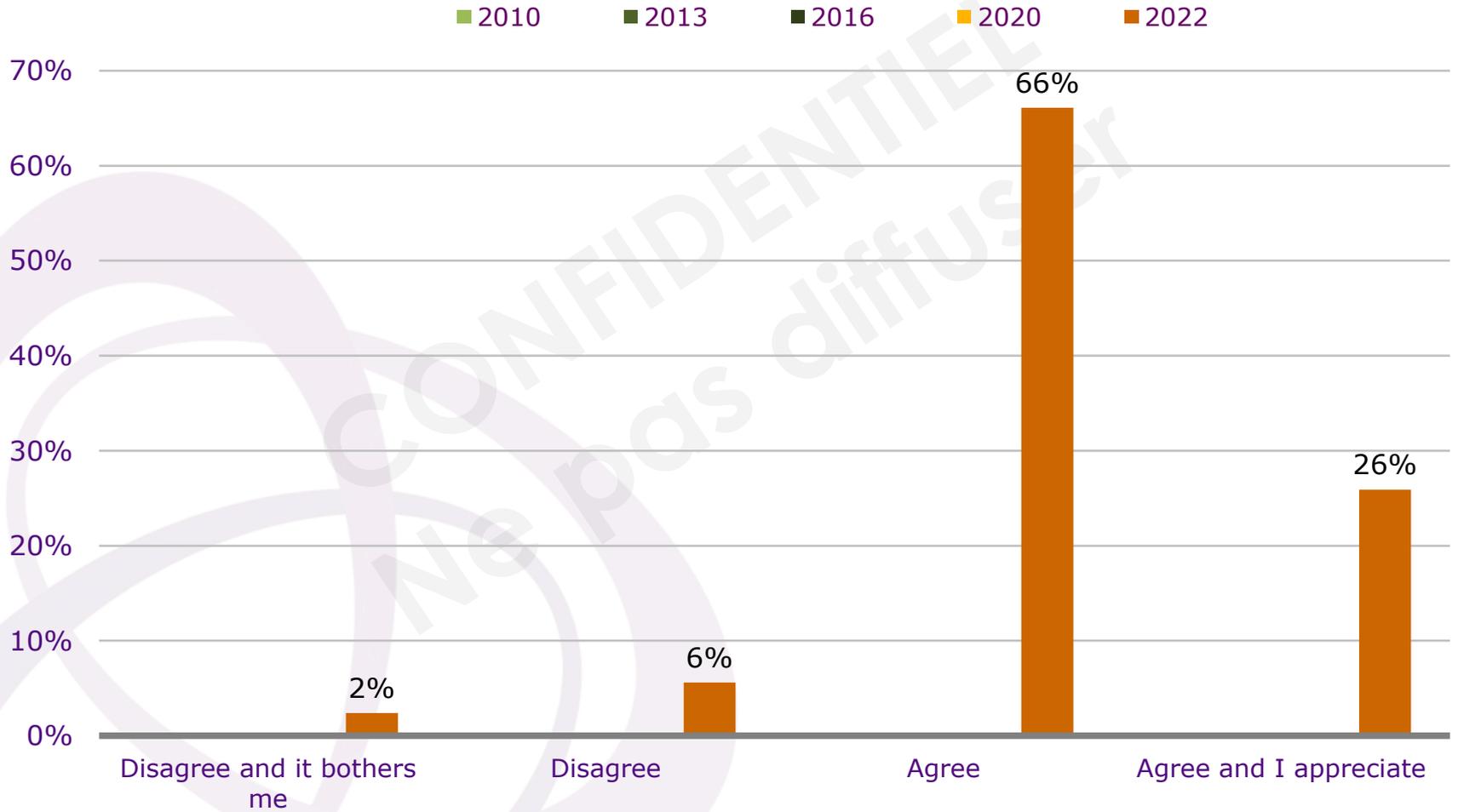




In my daily work, I do not feel any fear or deep concern

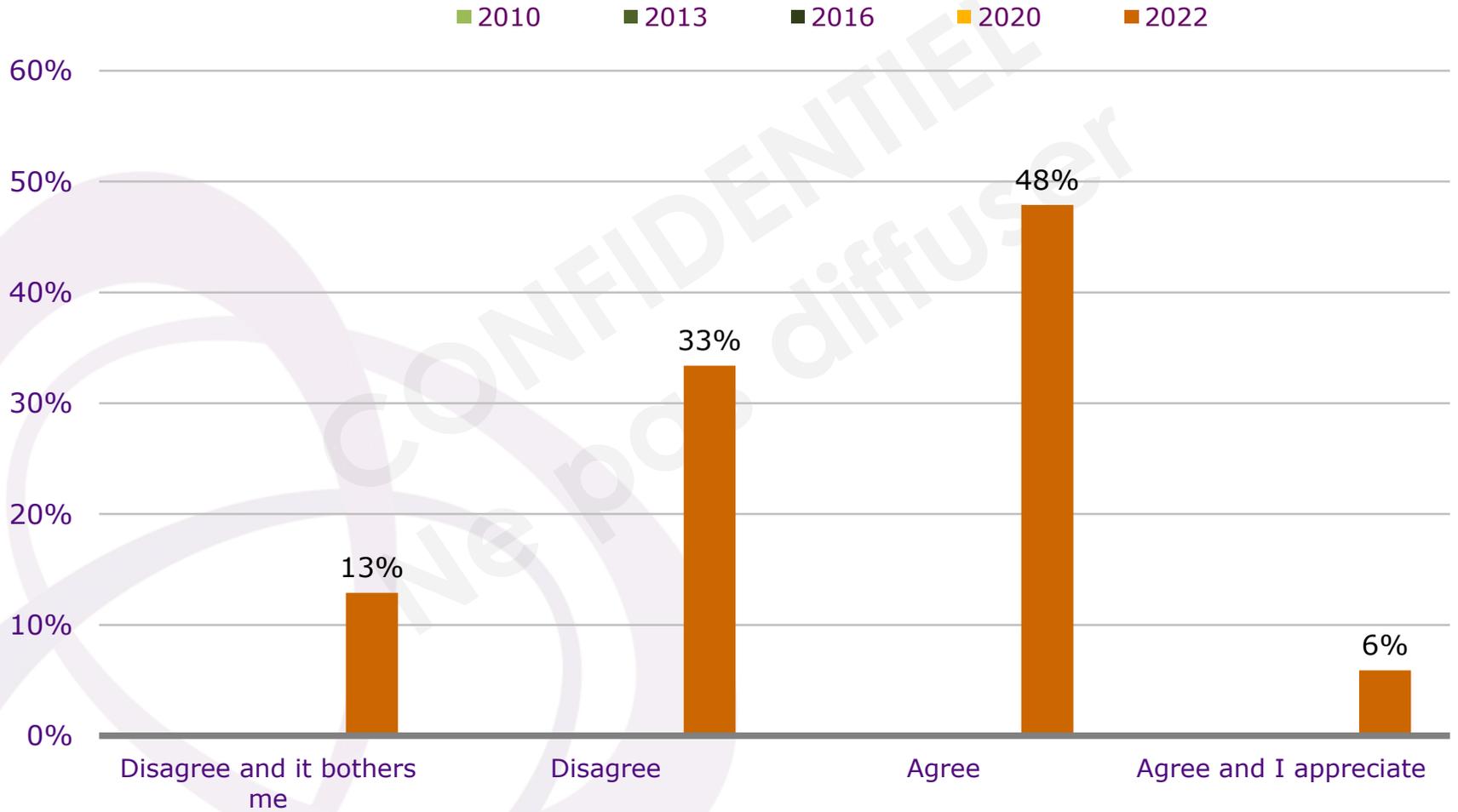


The economic situation of the EPO is favorable



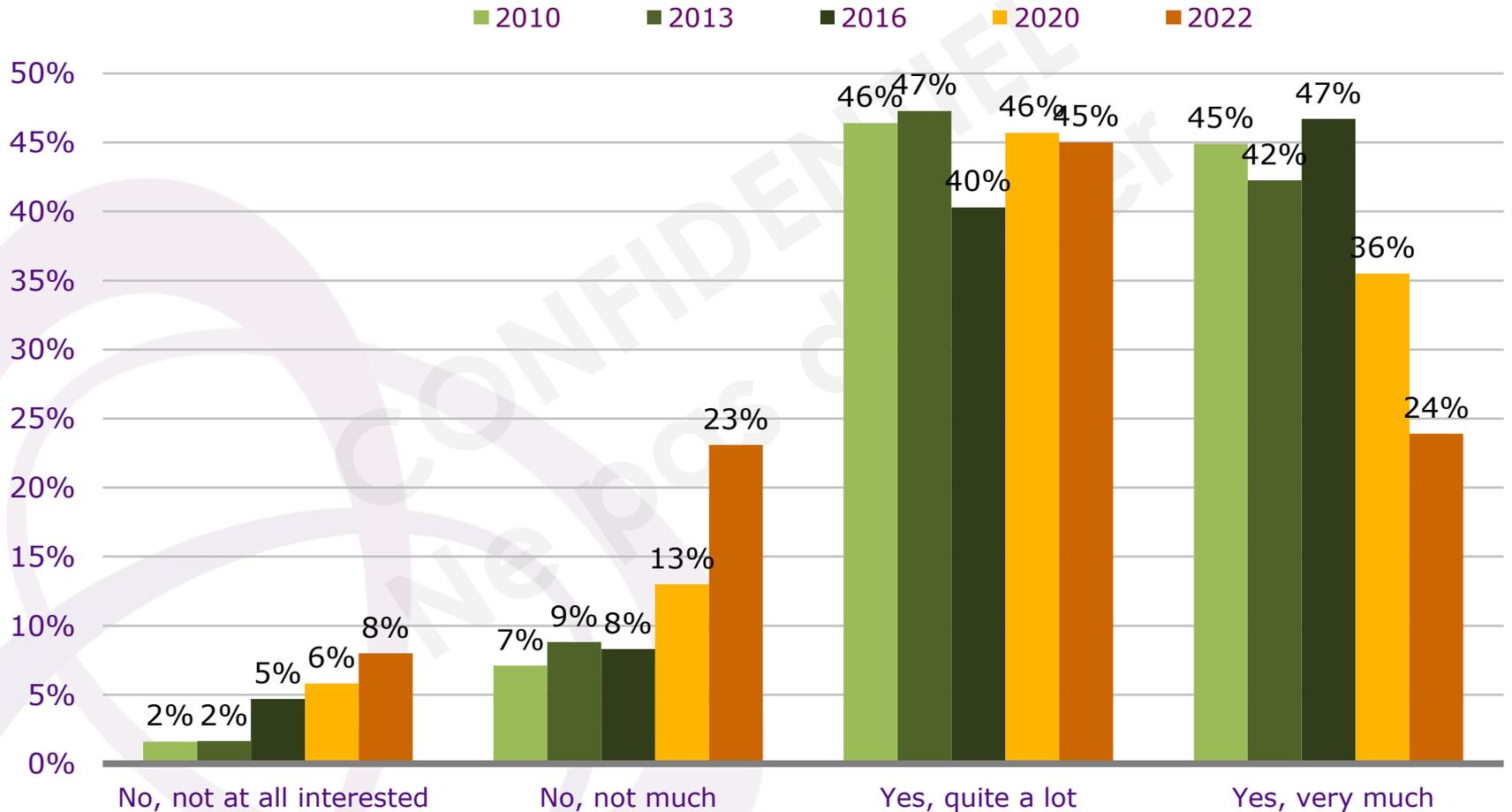


The image of the EPO is favorable



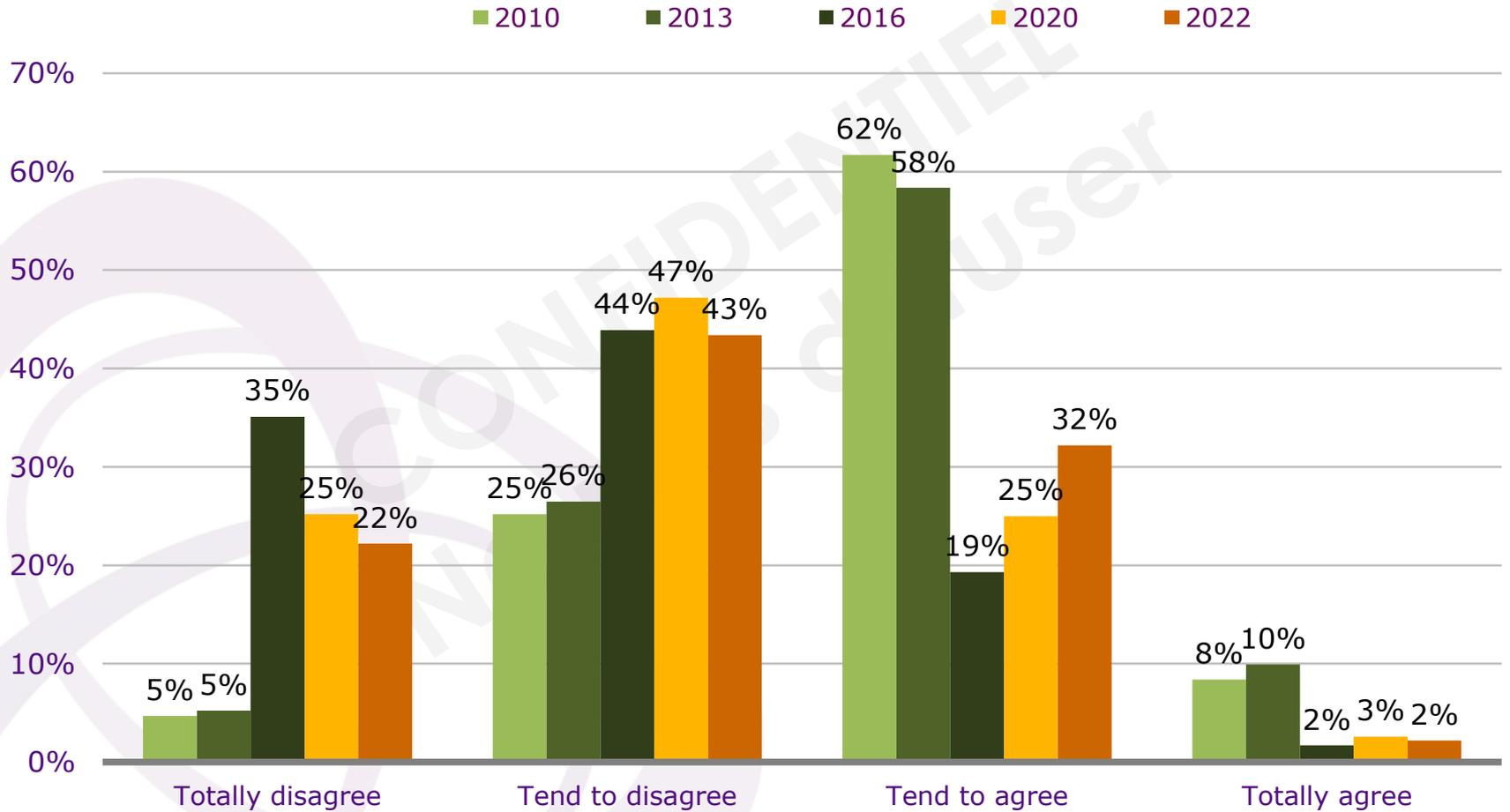


Does the EPO's role and development interest you?



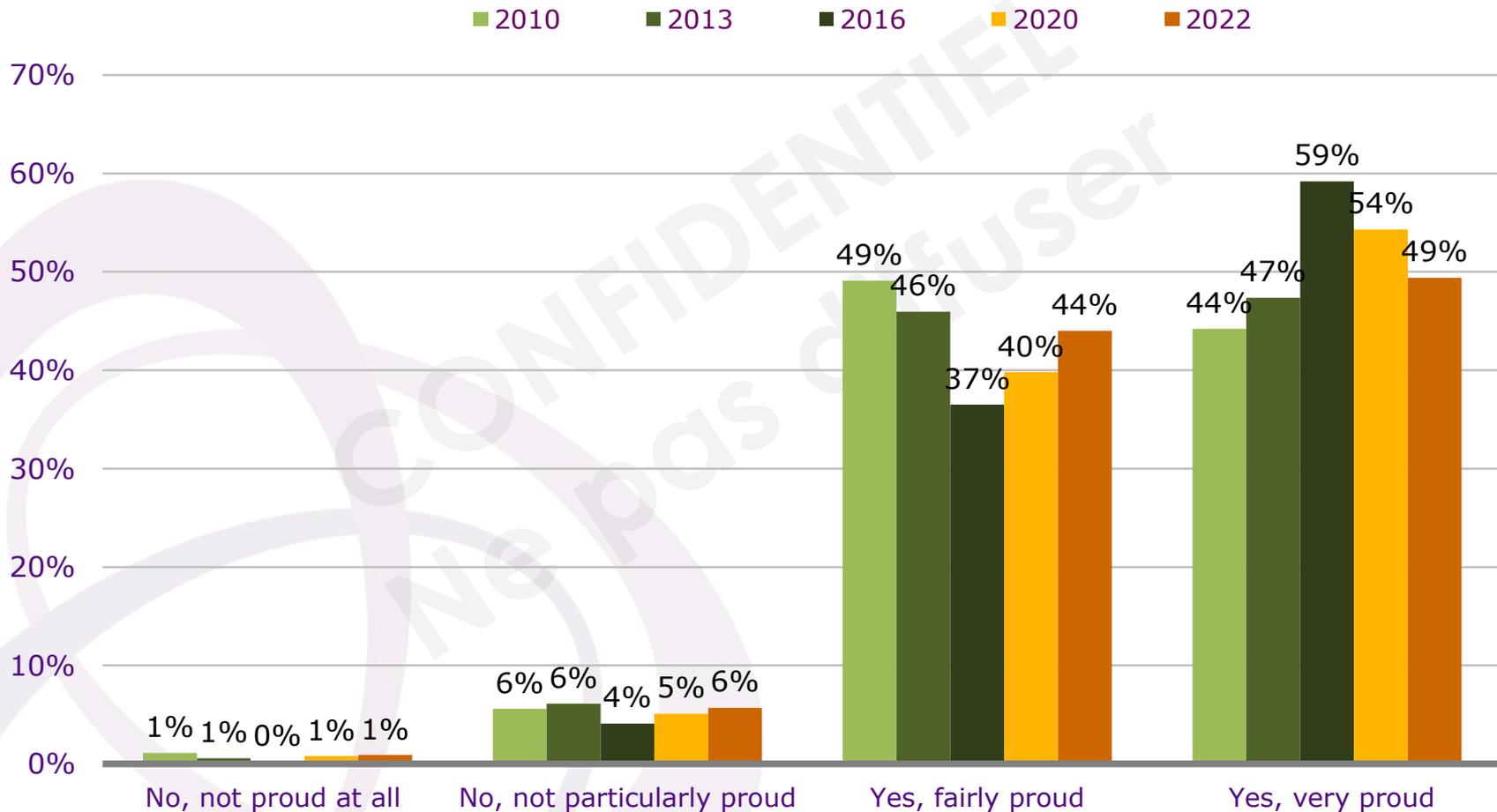


The EPO's current work is in line with the spirit and values of the European Patent Convention



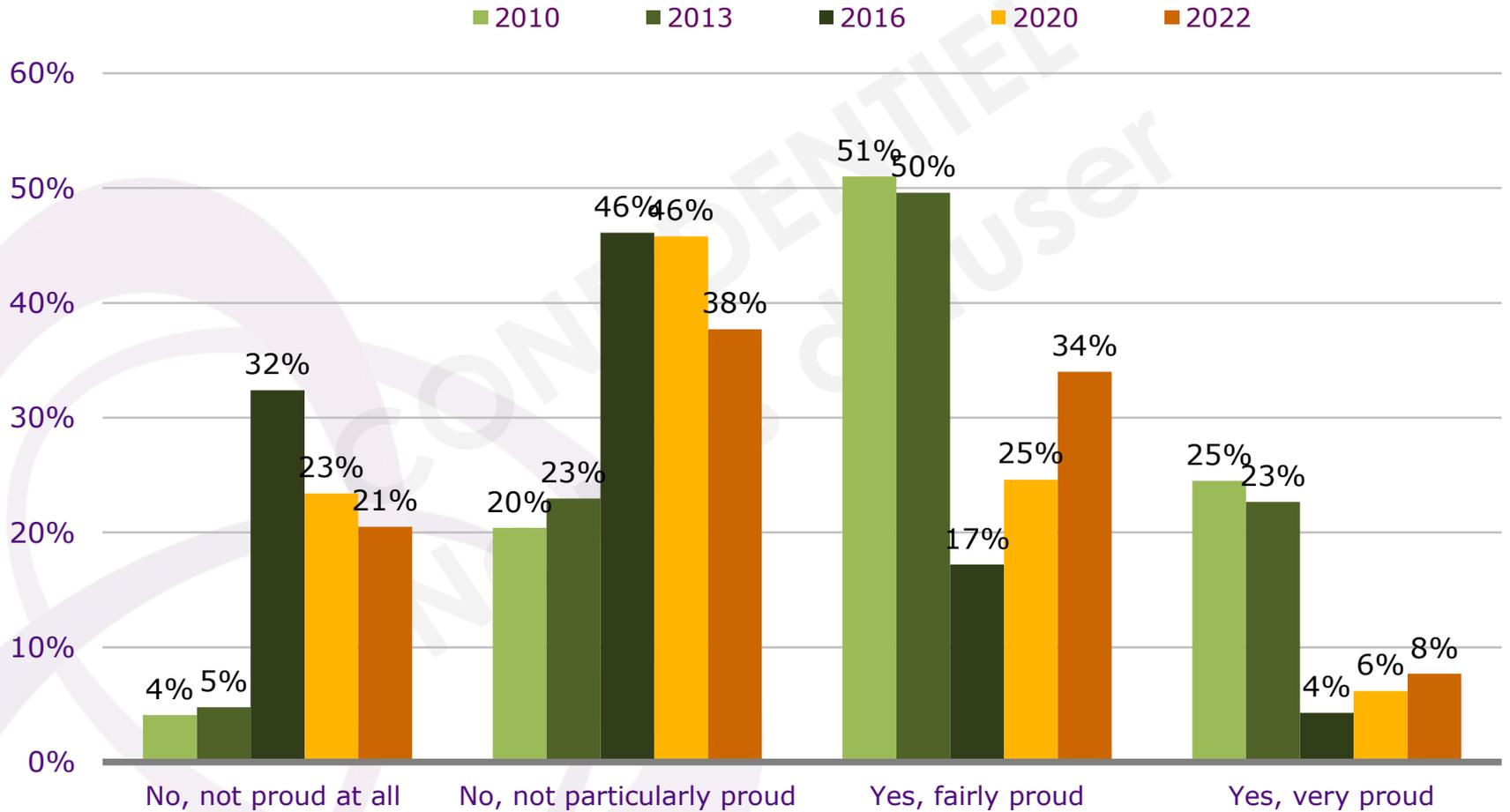


Were you proud to work for the European Patent Office before?



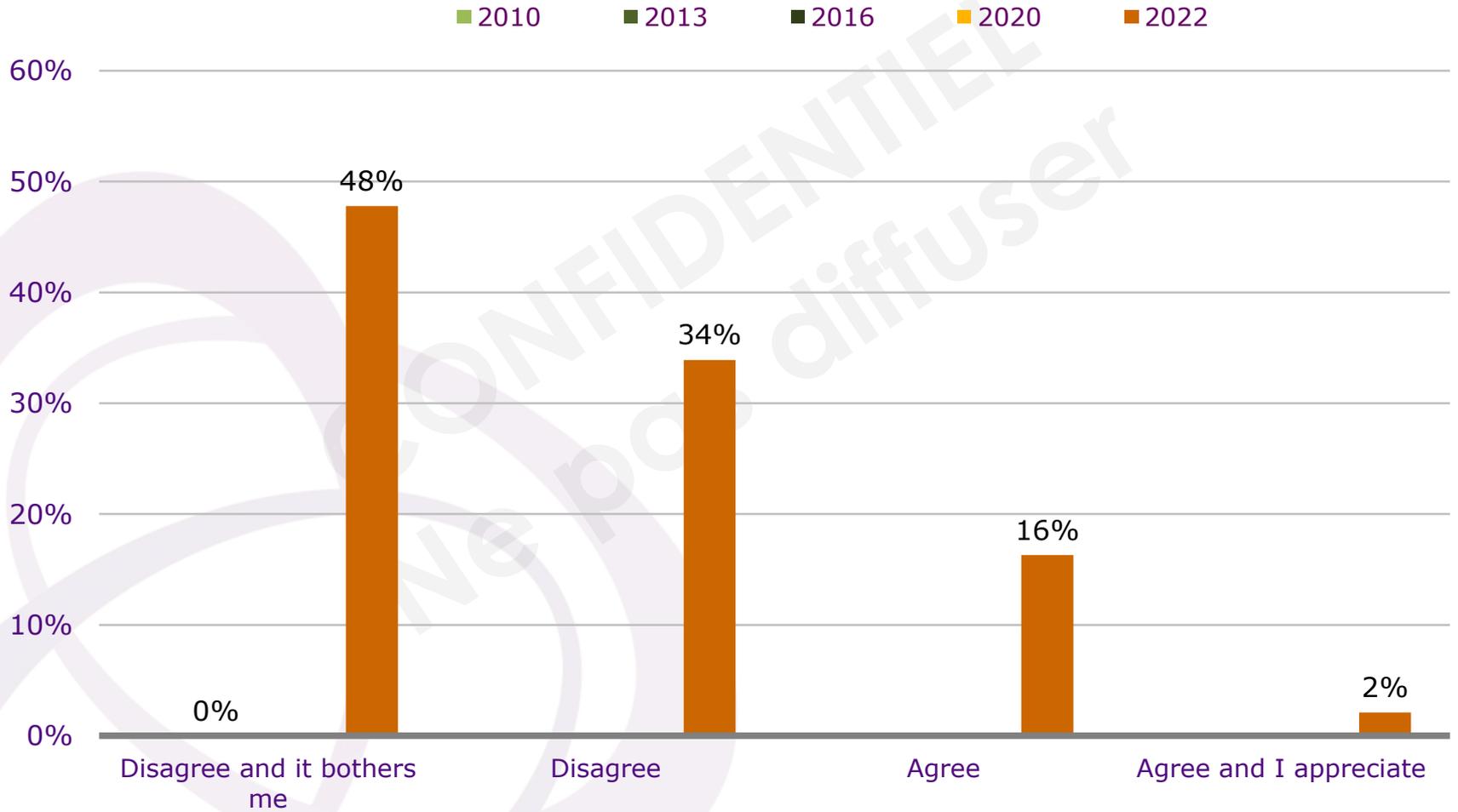


Are you proud to work for the European Patent Office now?



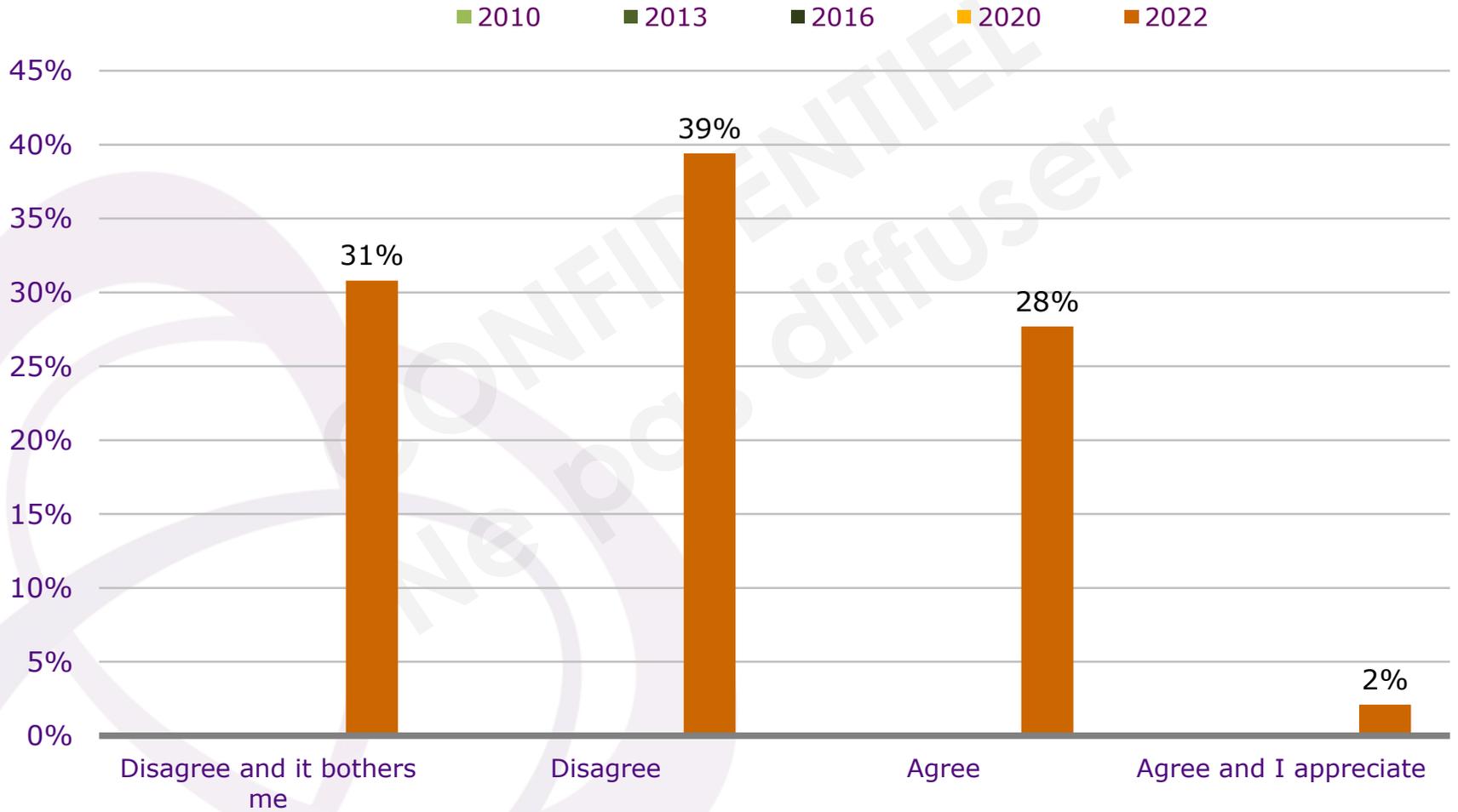


I feel confident regarding the evolution of my employment conditions (security, remuneration, benefits, etc.)



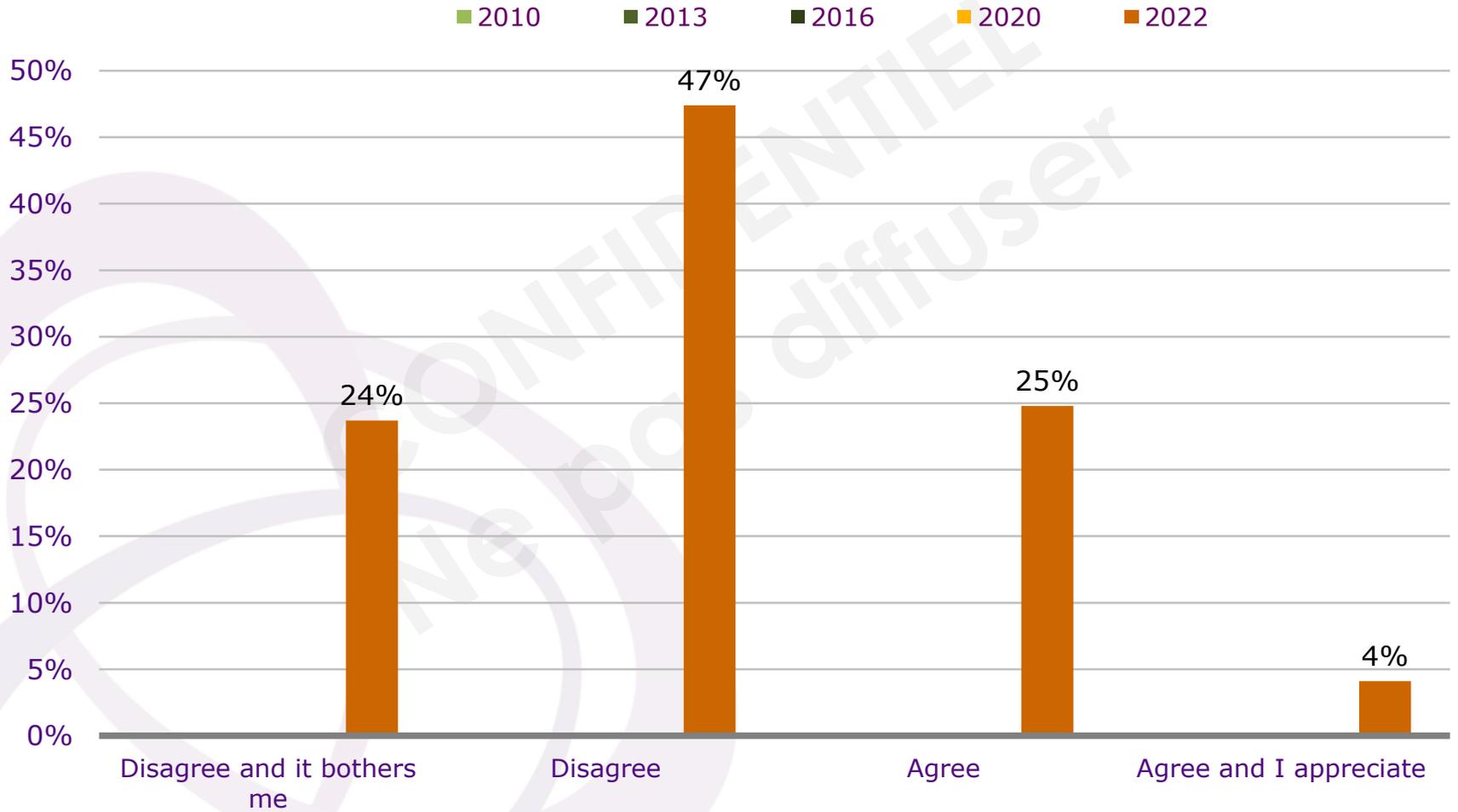


I feel confident regarding the changes in the content of my job



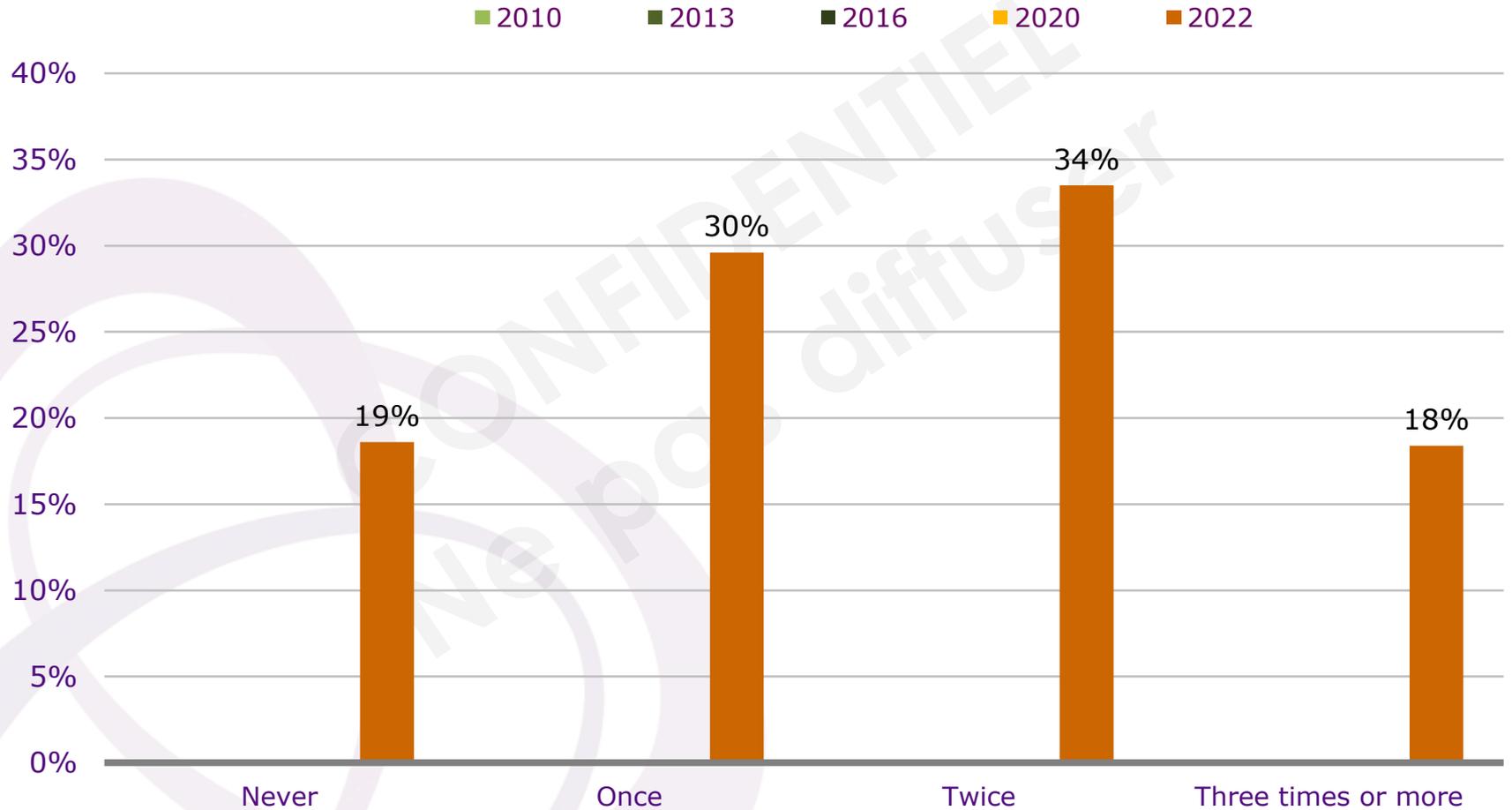


I feel confident regarding a potential change of job

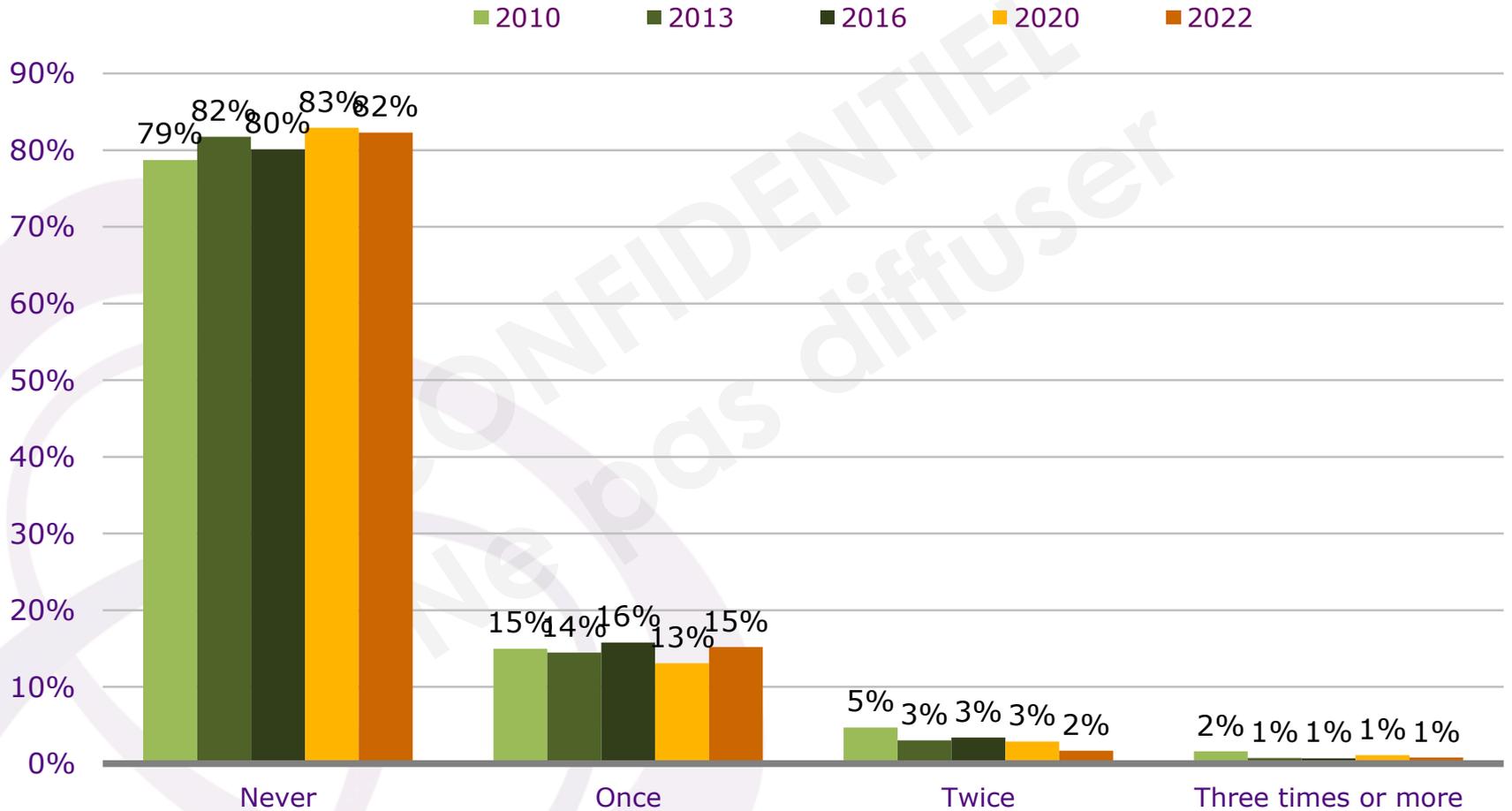




In the last 3 years, how many times has the operational organigram been restructured around your post within the EPO ?

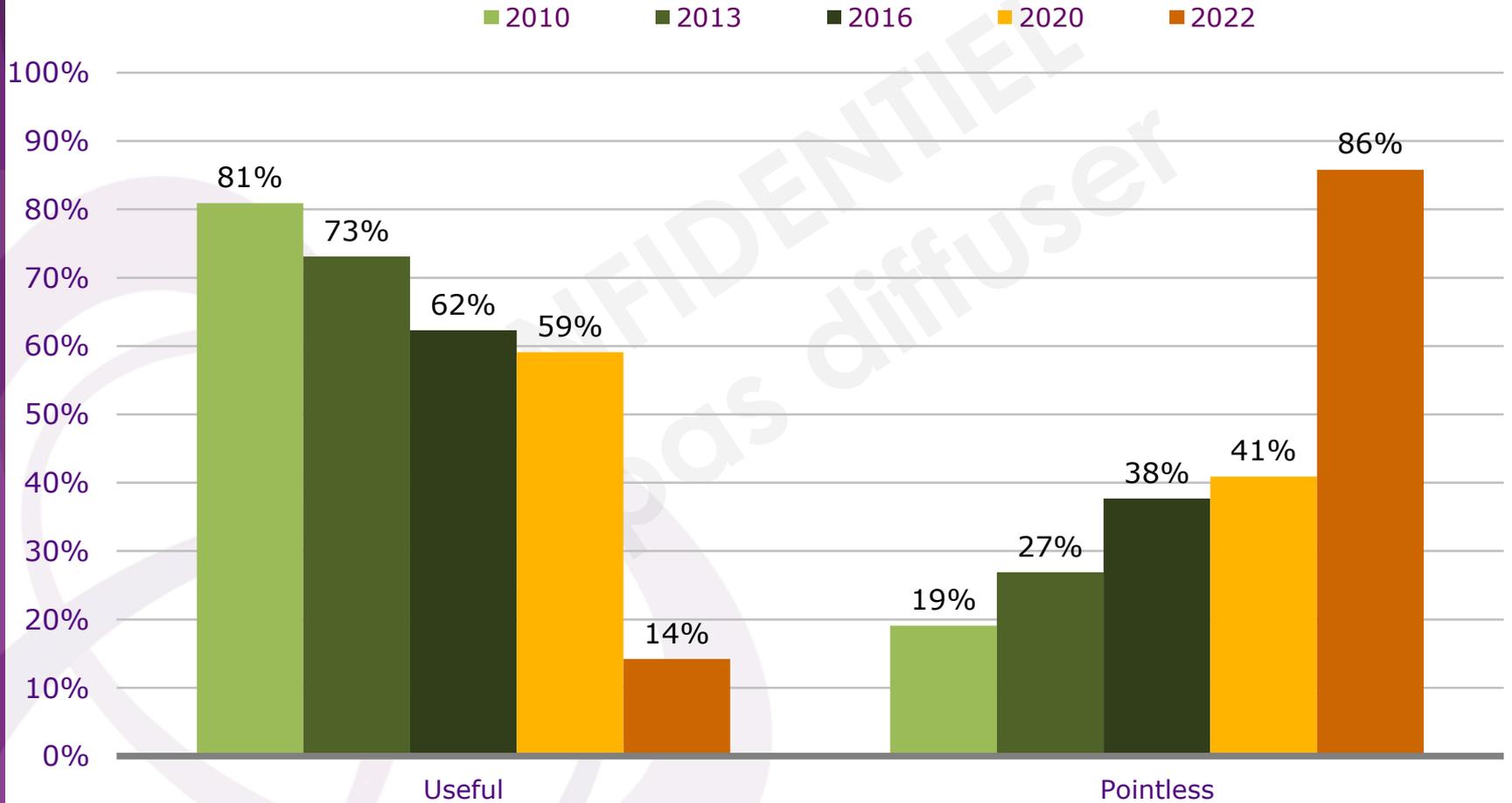


In the last 3 years, how many times have you changed post within the European Patent Office?



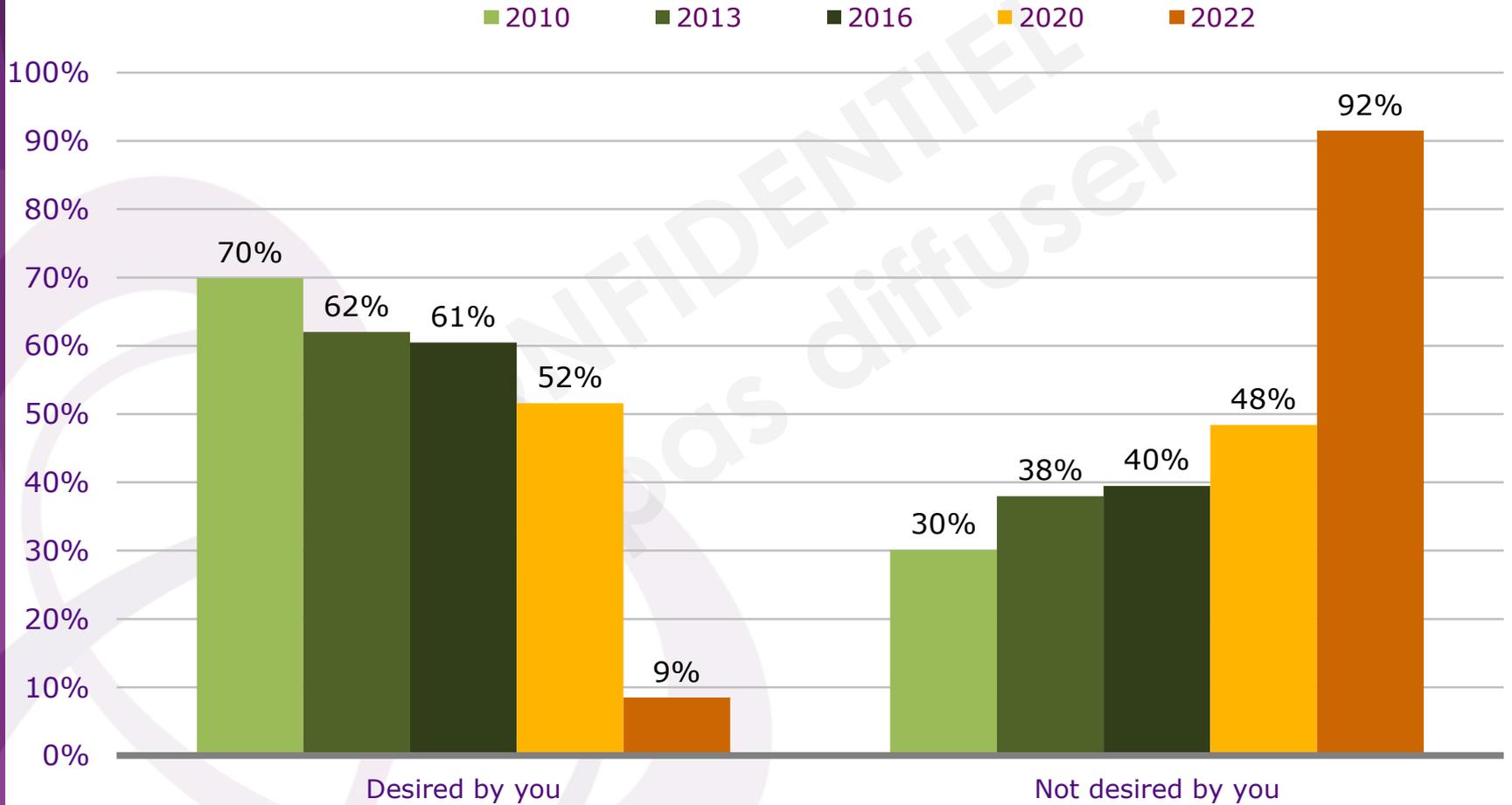


In your view, this/these change(s)/reorganization(s) was/were:



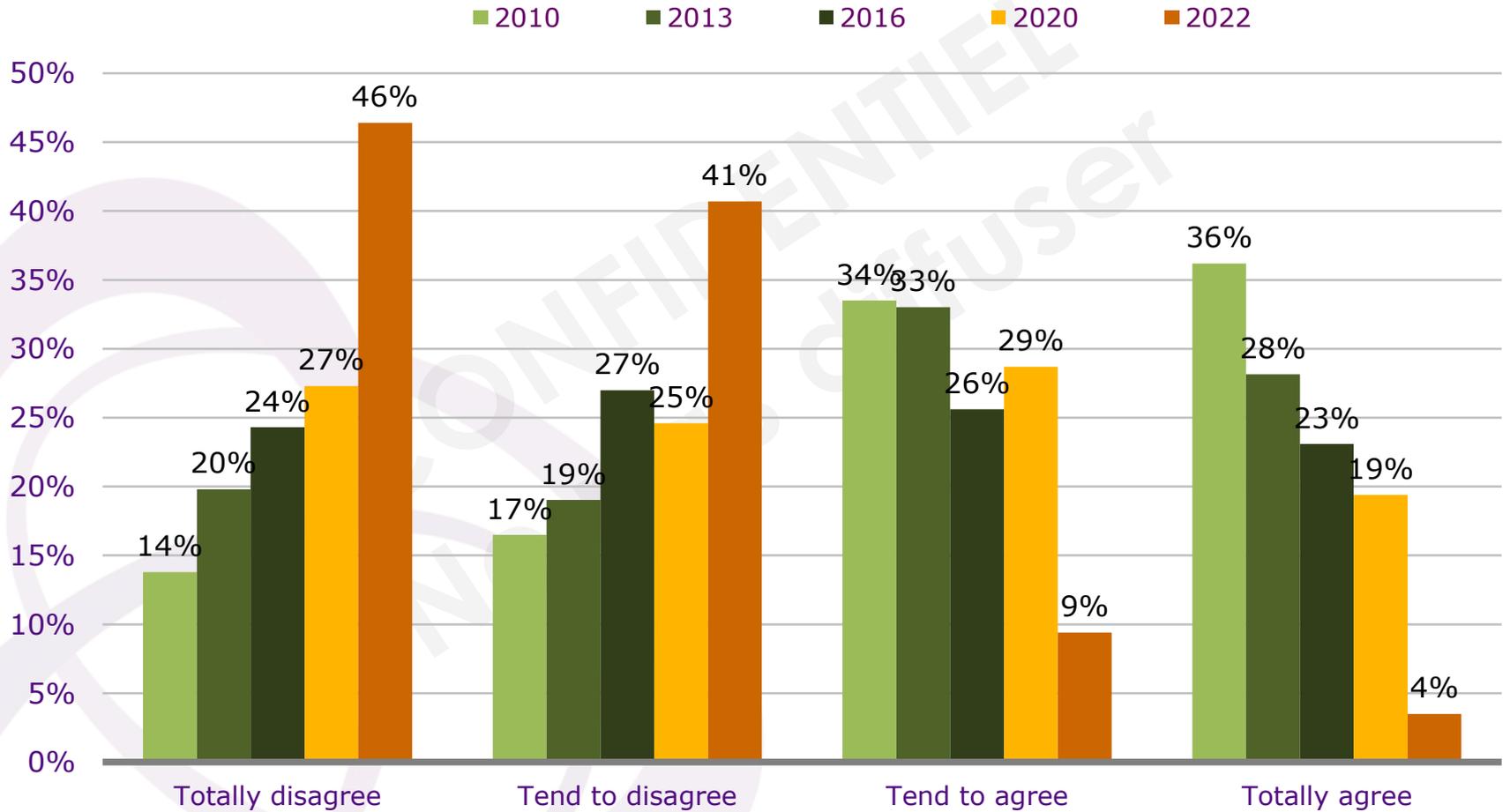


This/those change(s)/reorganization(s) was/were:



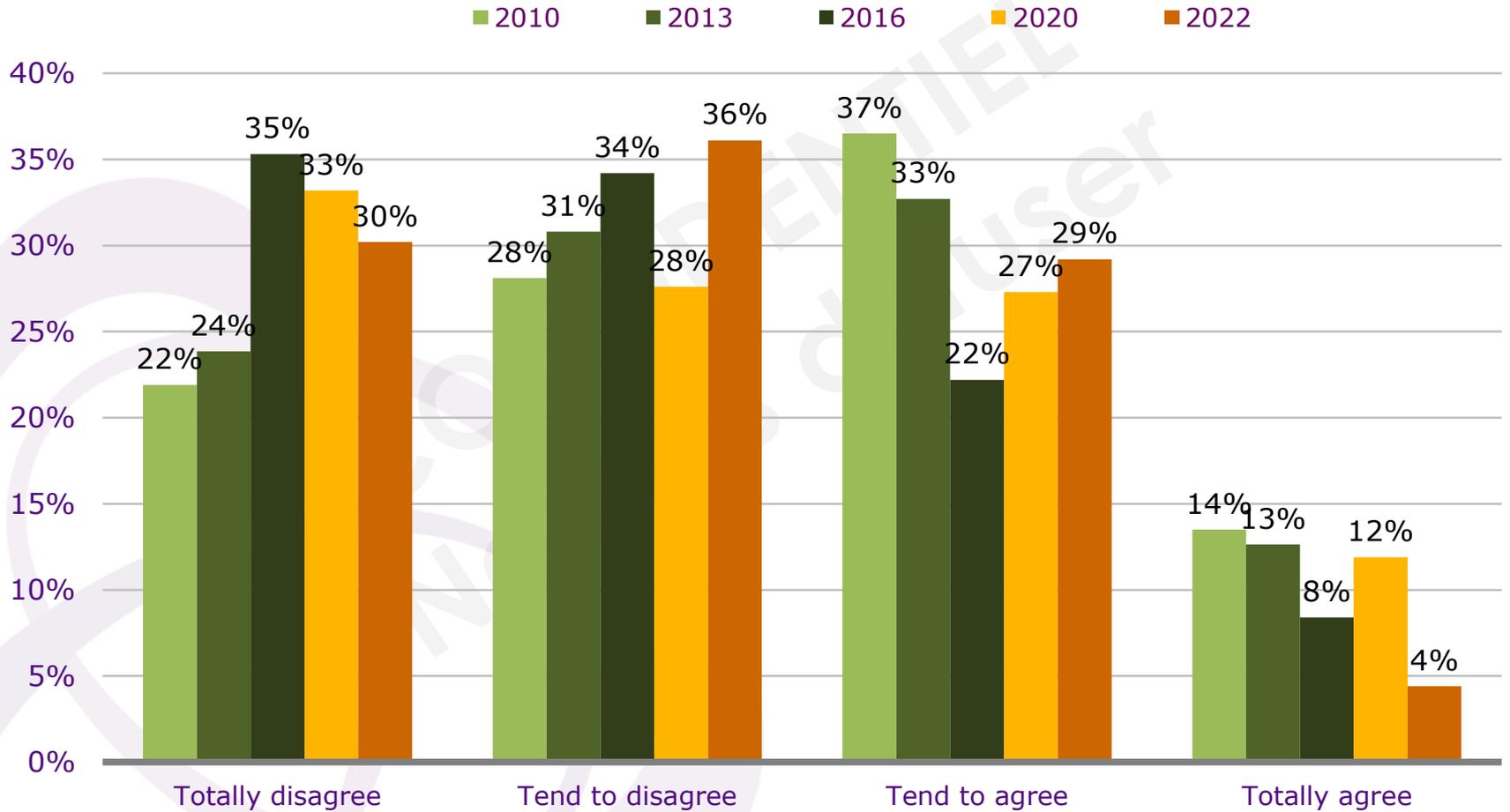


You viewed these changes as a positive development in your career



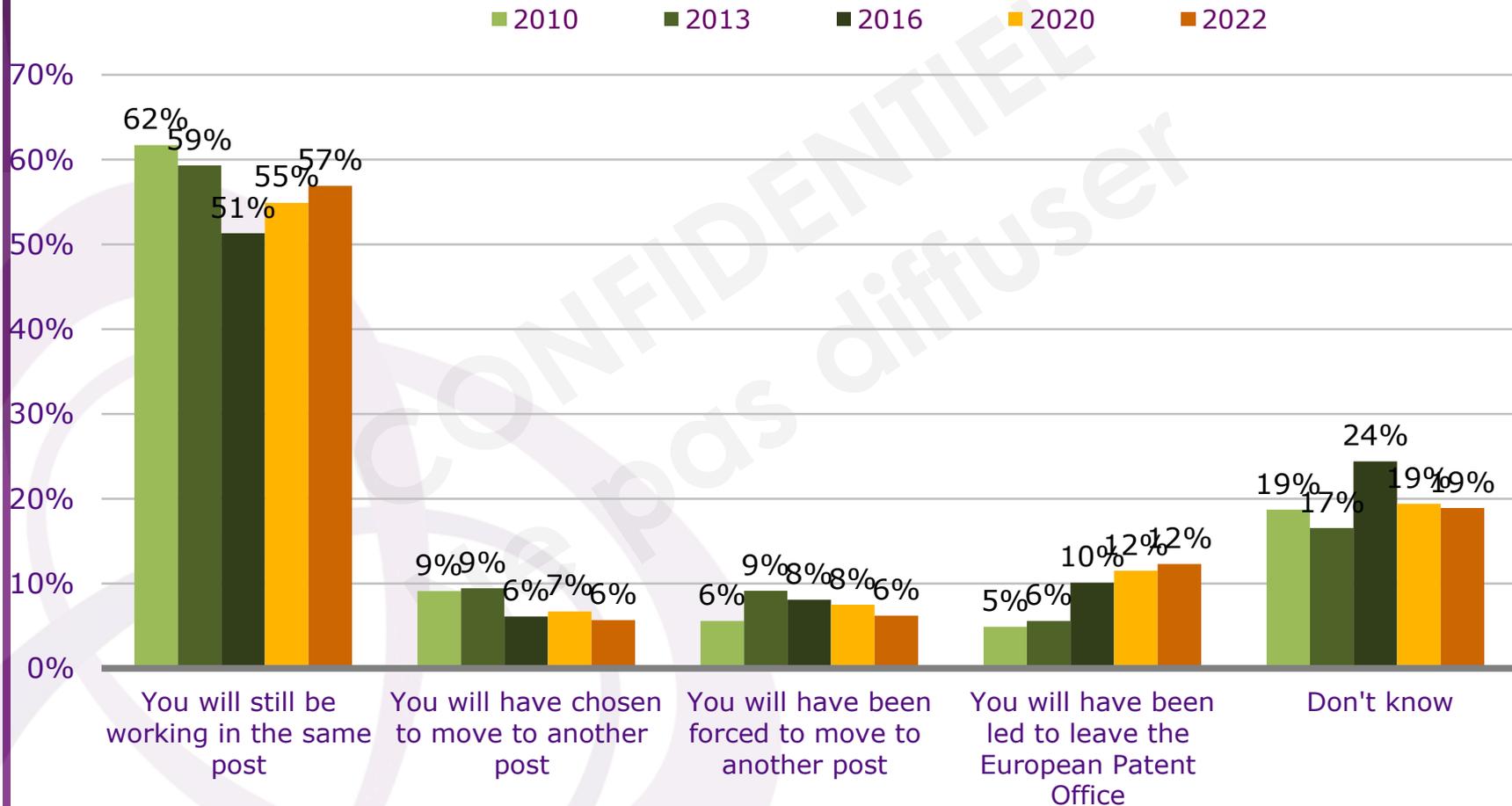


You received appropriate training for these job changes



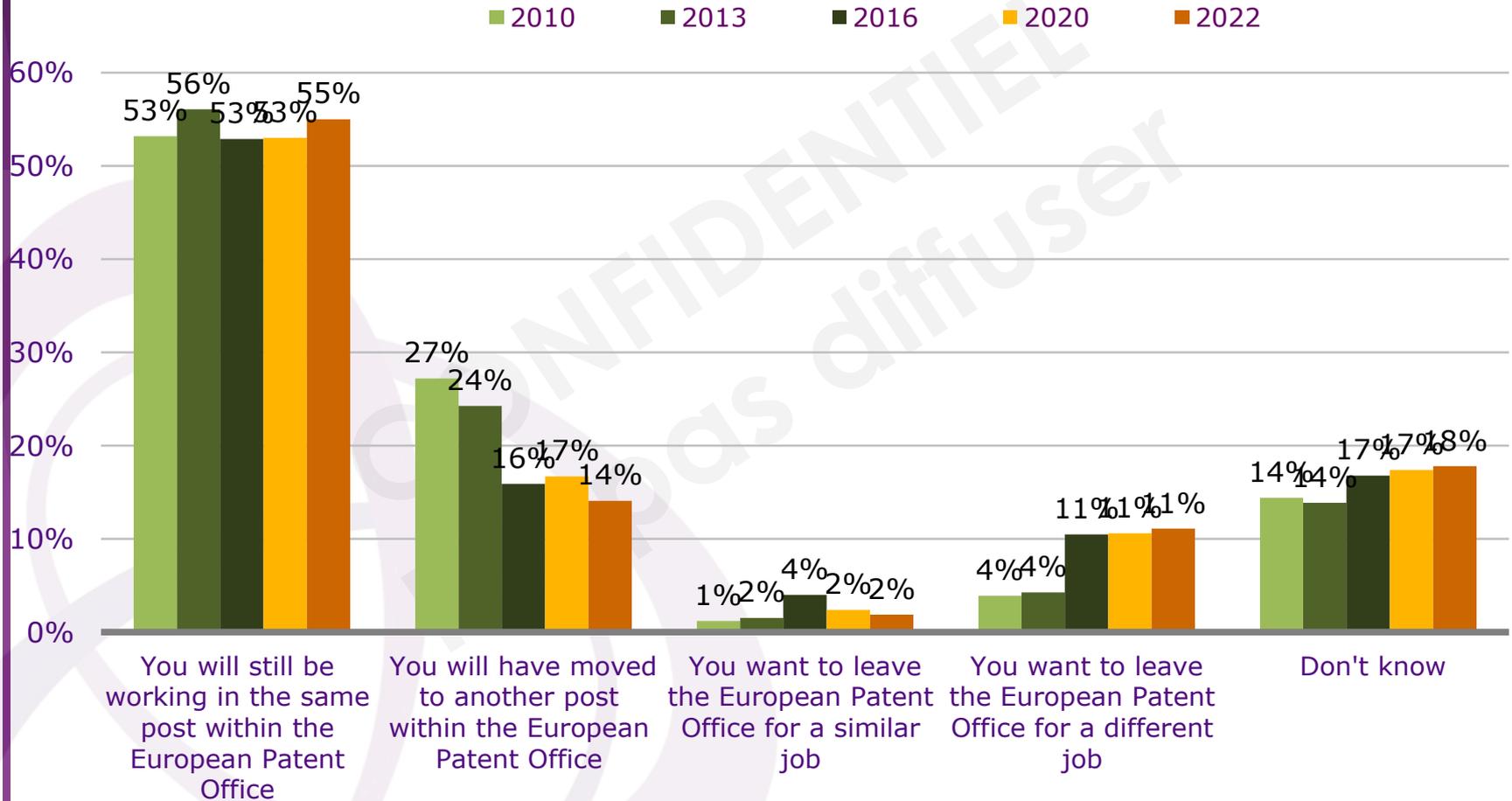


You think that in three years' time:



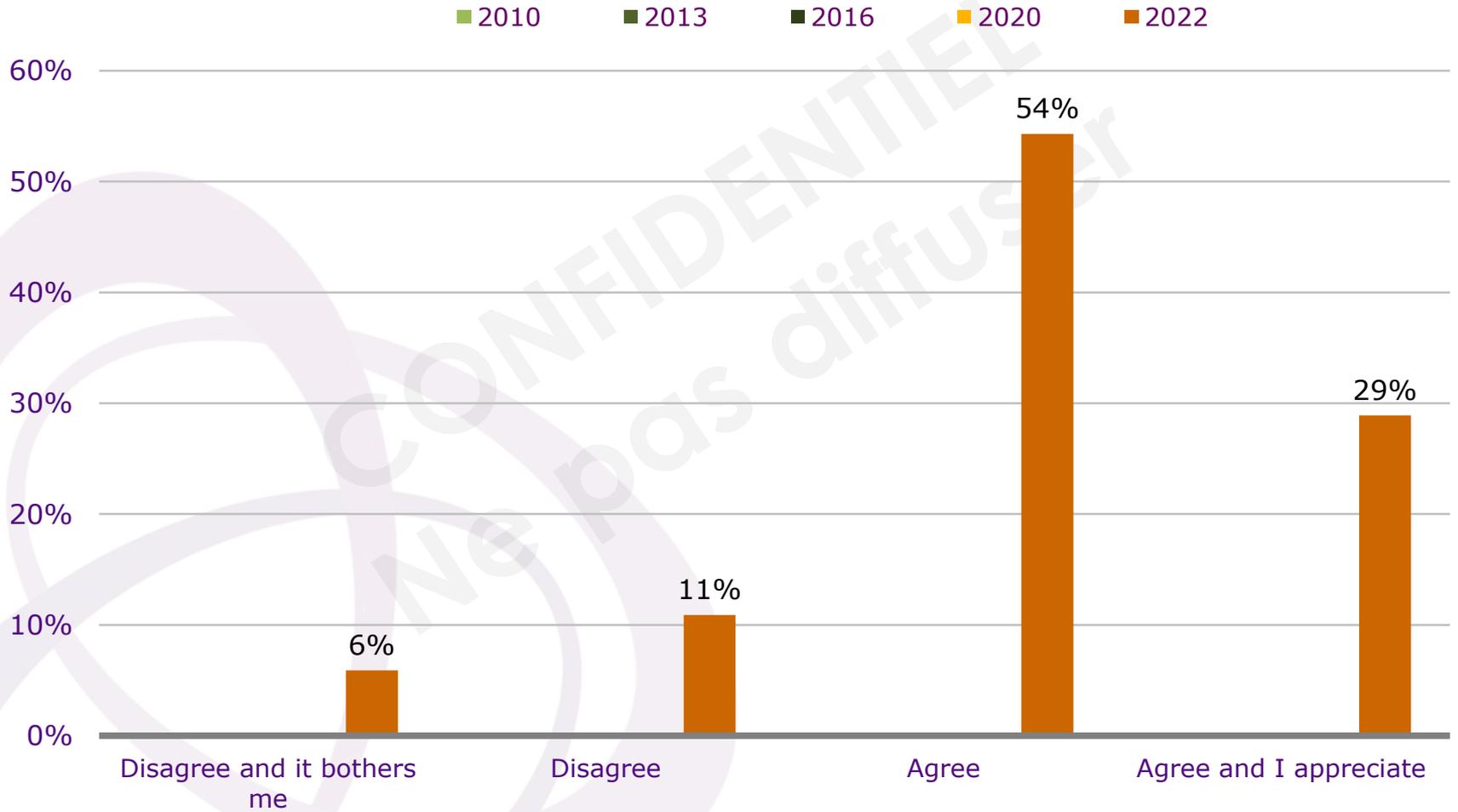


Ideally, in three years' time:



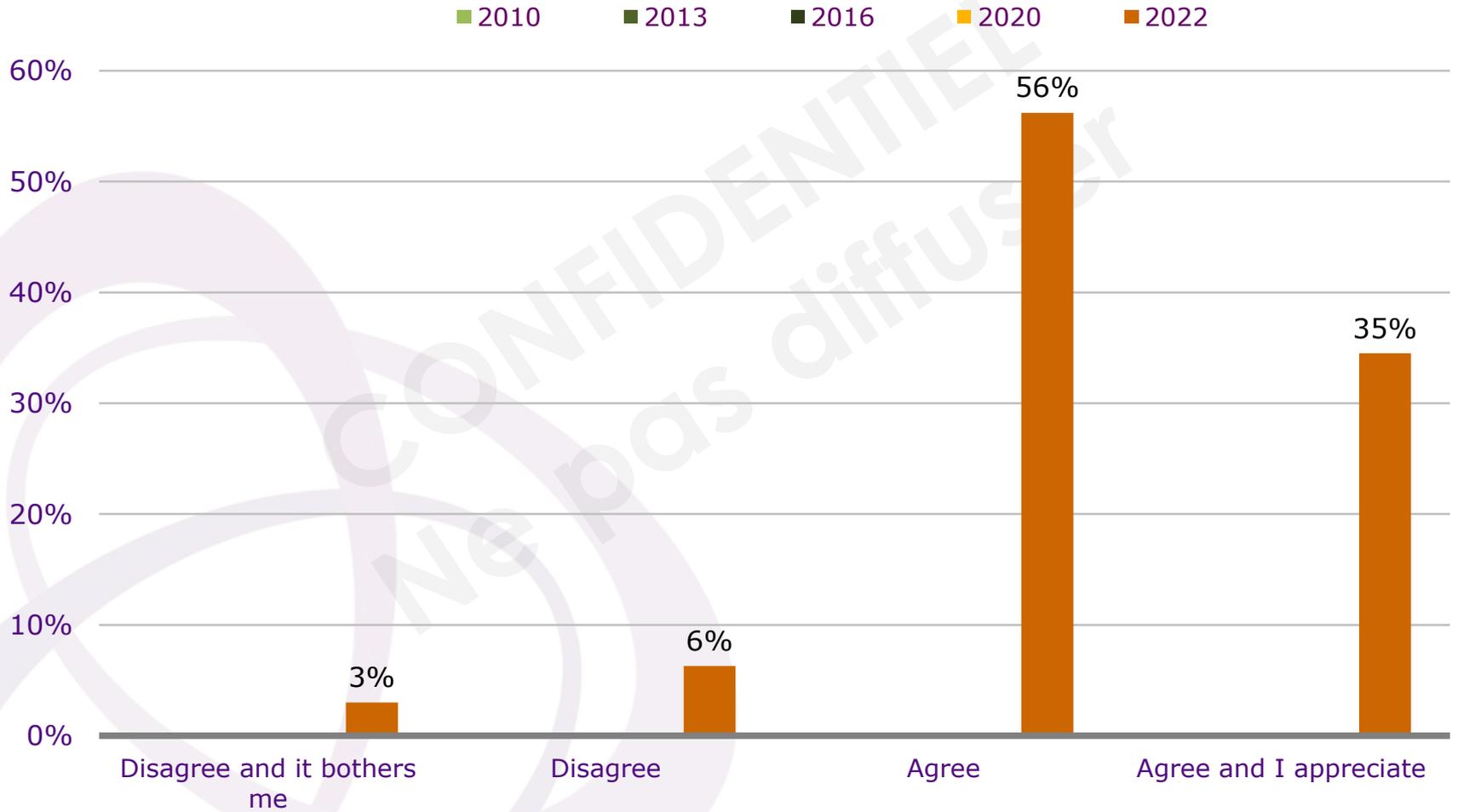


The location where I work is satisfactory (living environment, surroundings...)

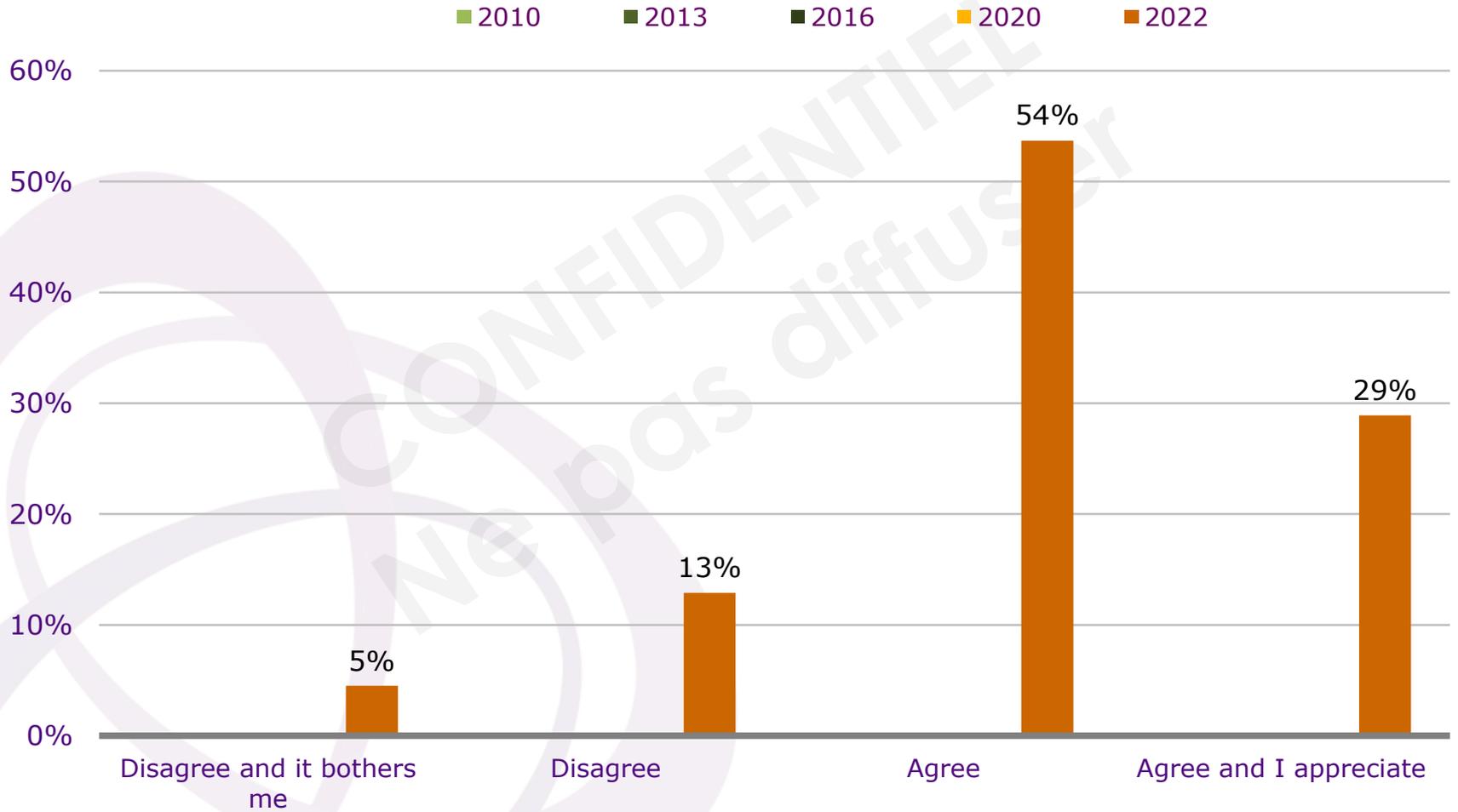




Transportation to reach my office is satisfactory (time, complications, parking...)

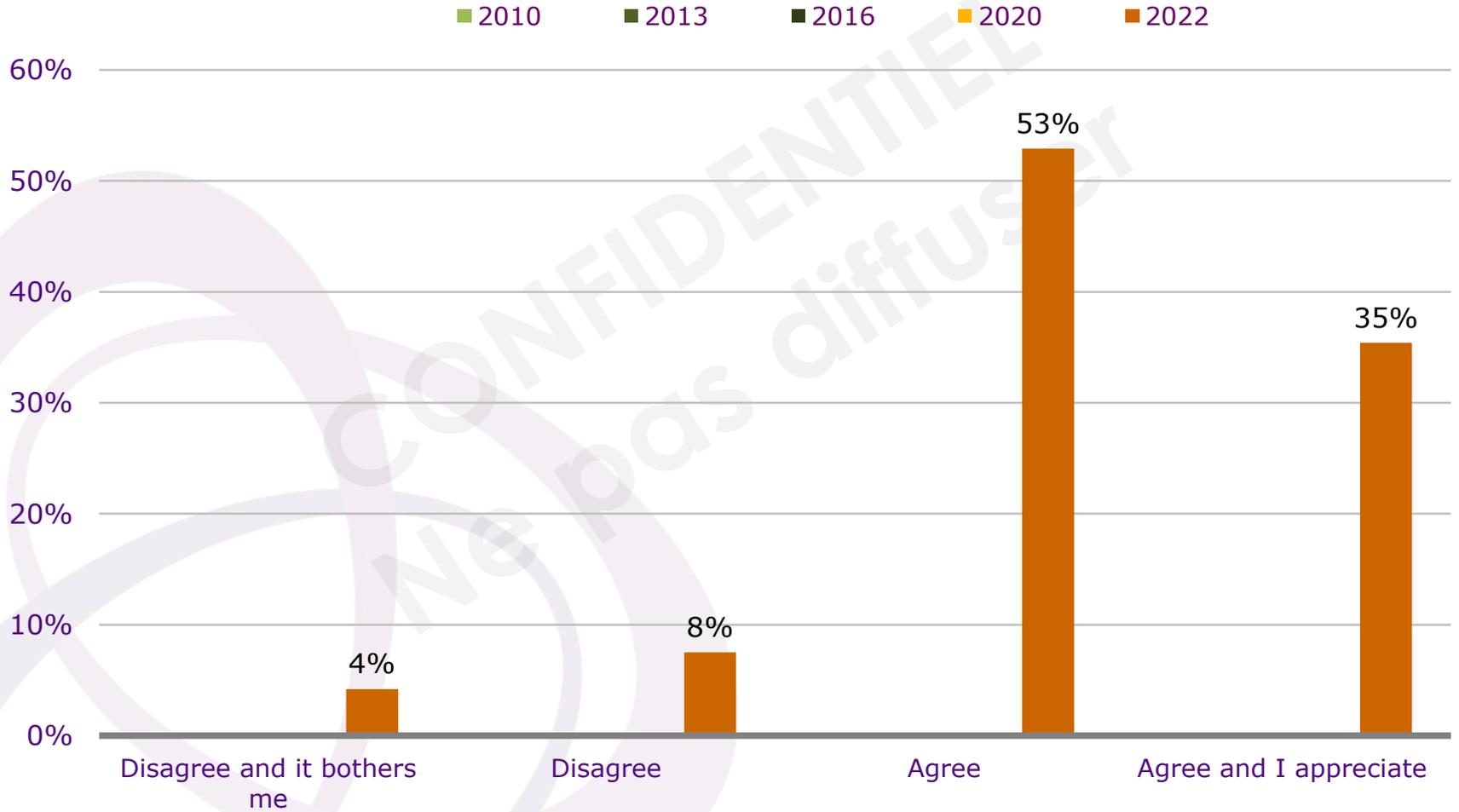


The premises are adequate (meeting rooms, relaxation area...)



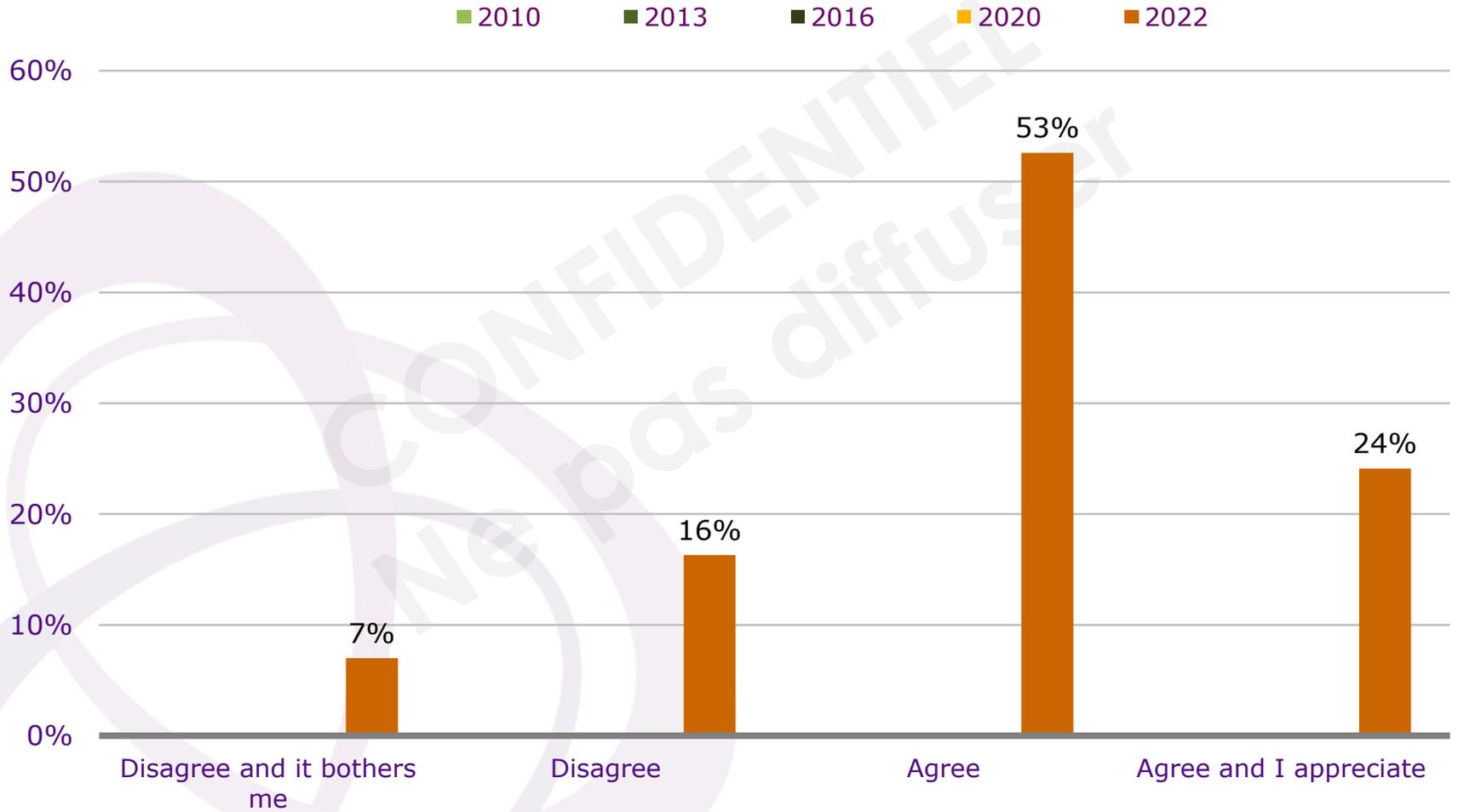


My workplace is adequate (office, open space)



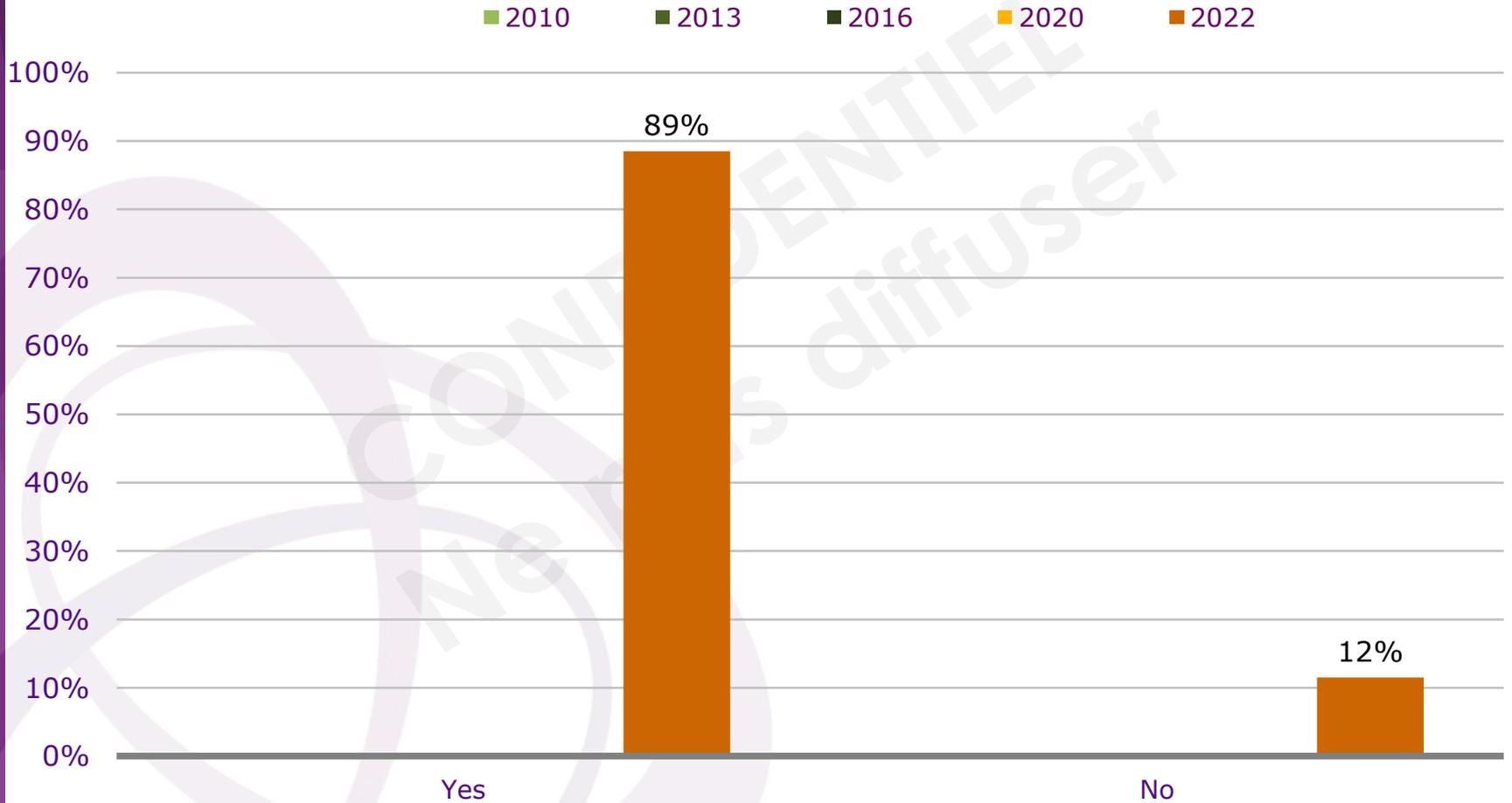


My working tools are adequate (equipment, IT hardware...)





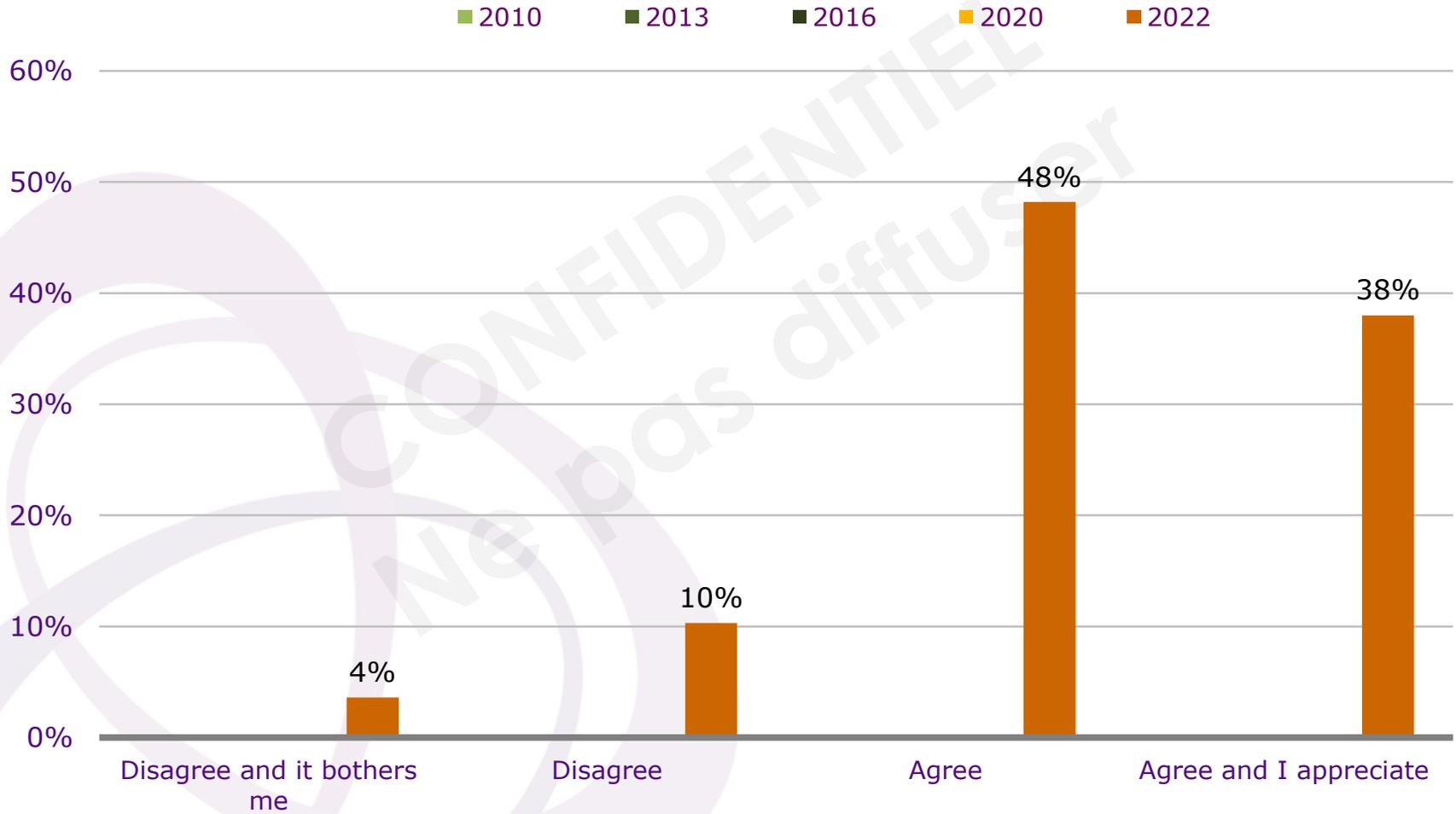
I perform my job by teleworking





Home work environment

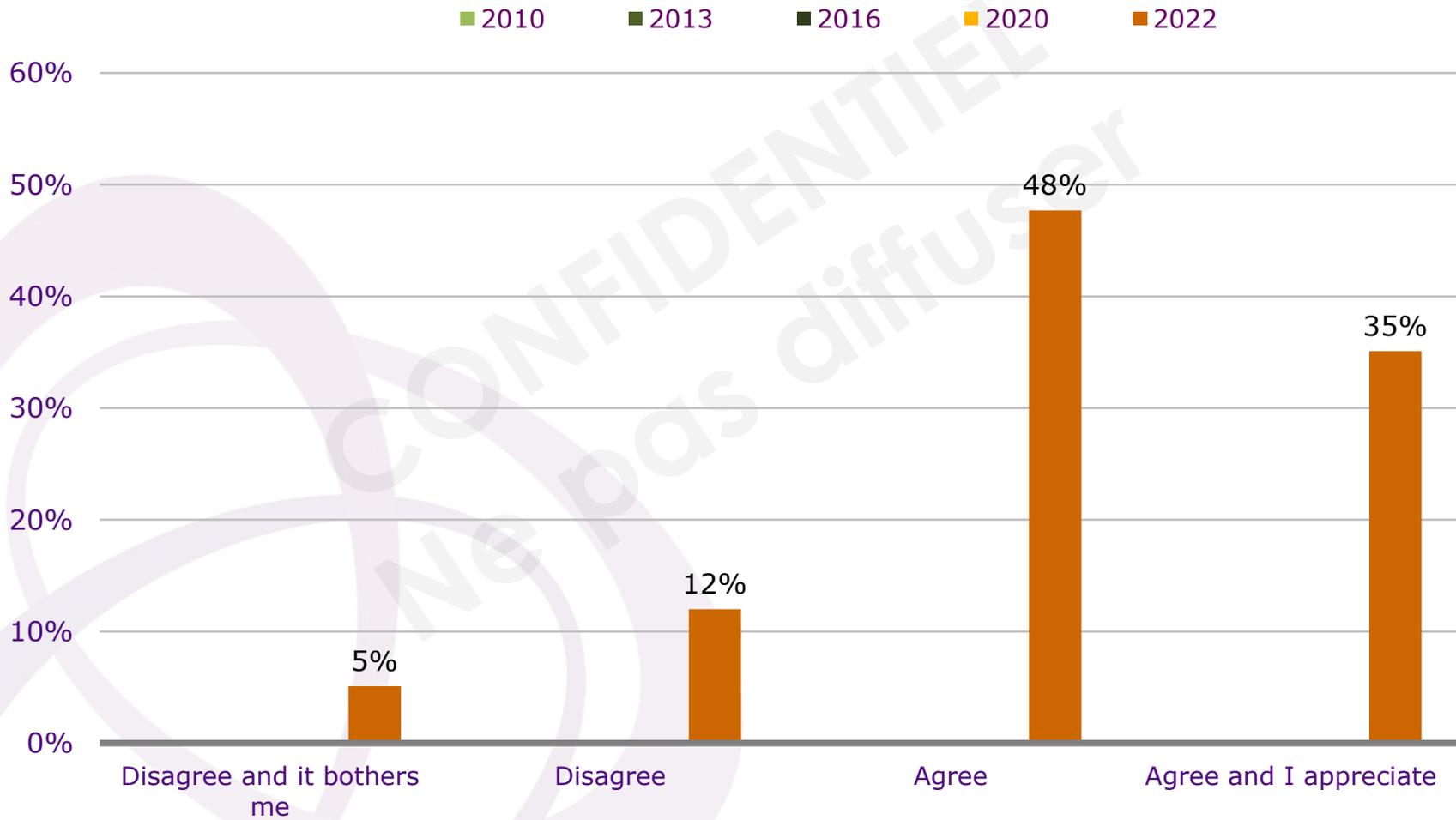
The location where I work is satisfactory (living environment, surroundings...)





Home work environment

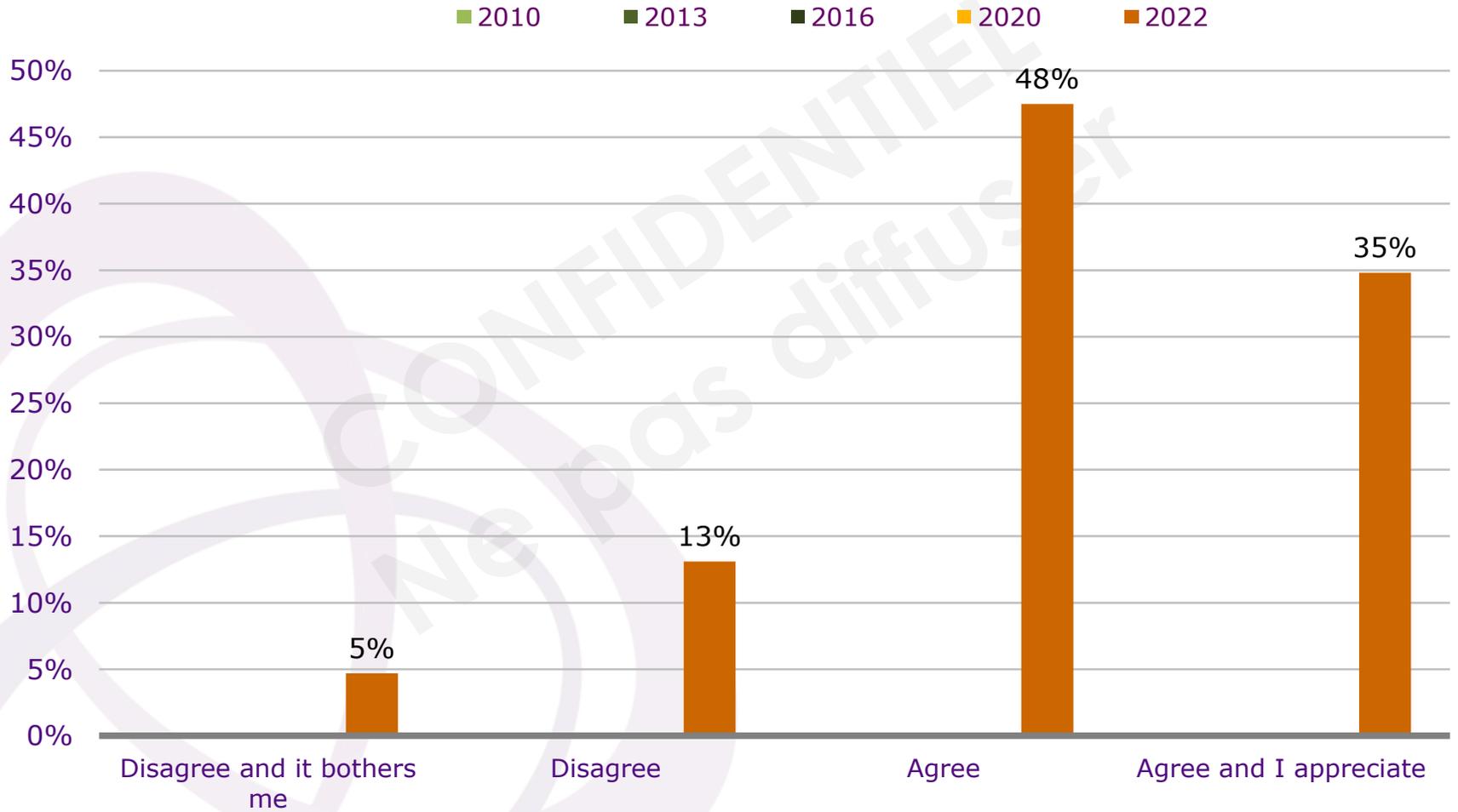
My working space is adequate





Home work environment

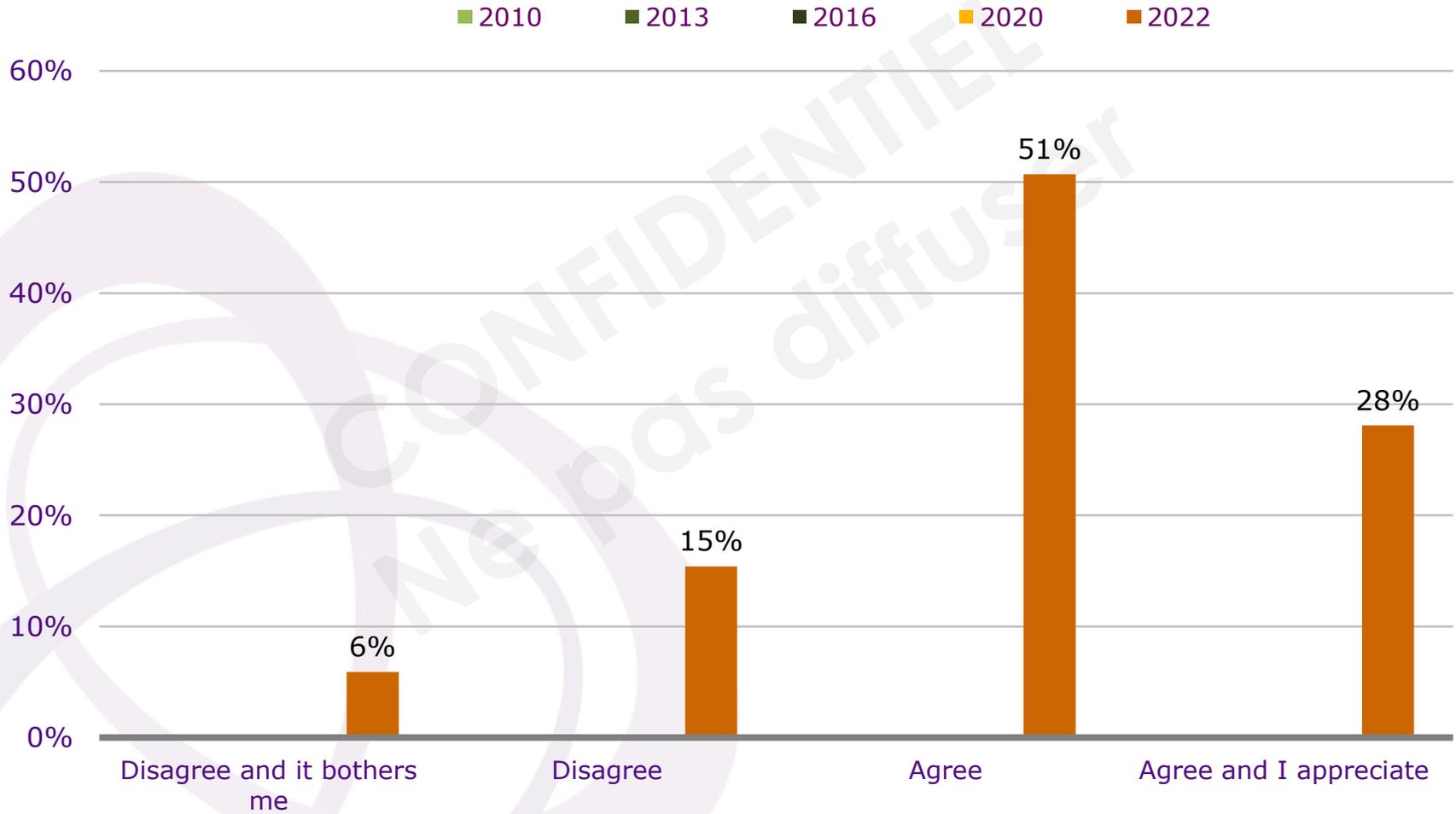
My workplace is adequate





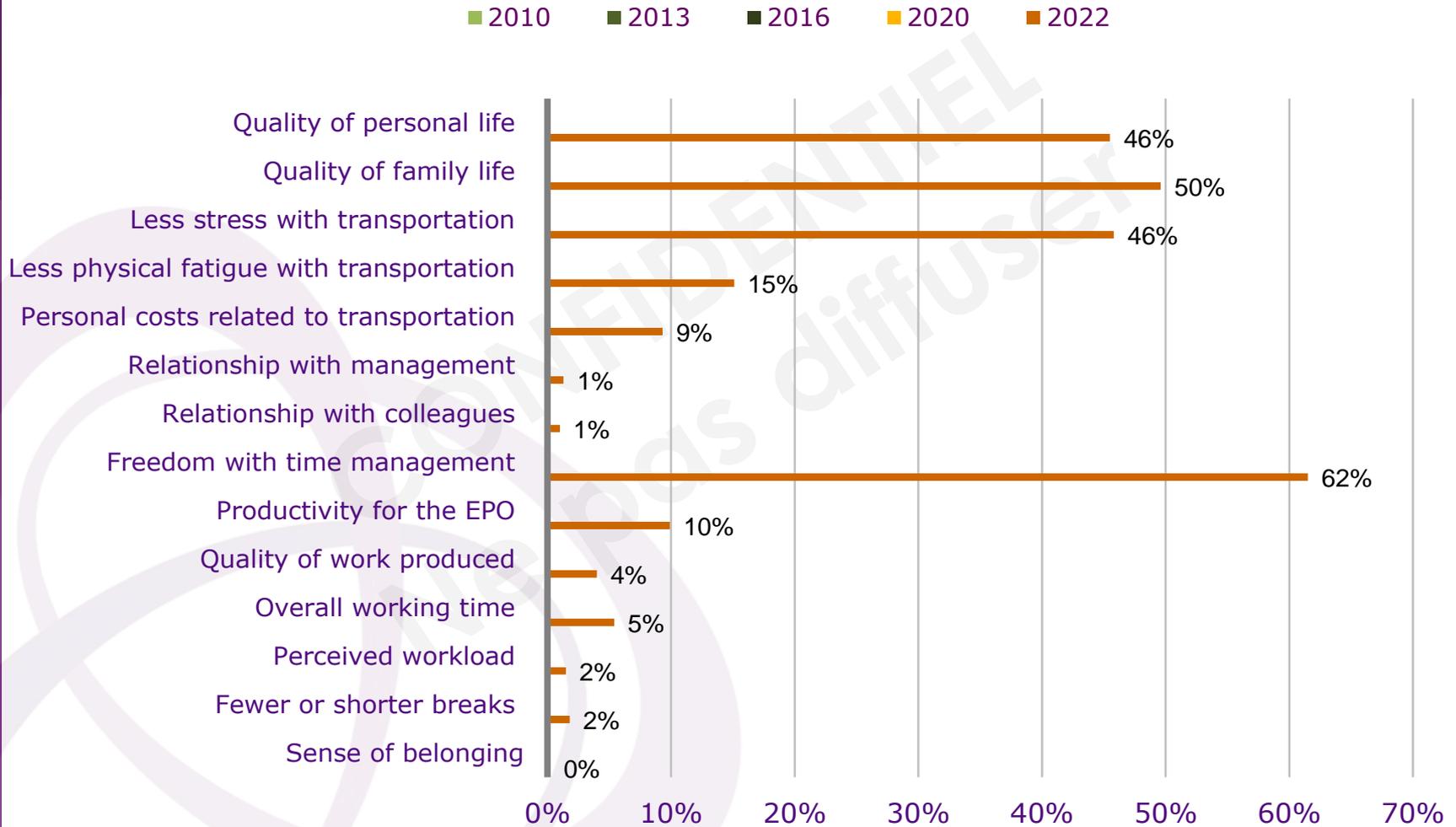
Home work environment

My working tools are adequate (equipment, IT hardware...)

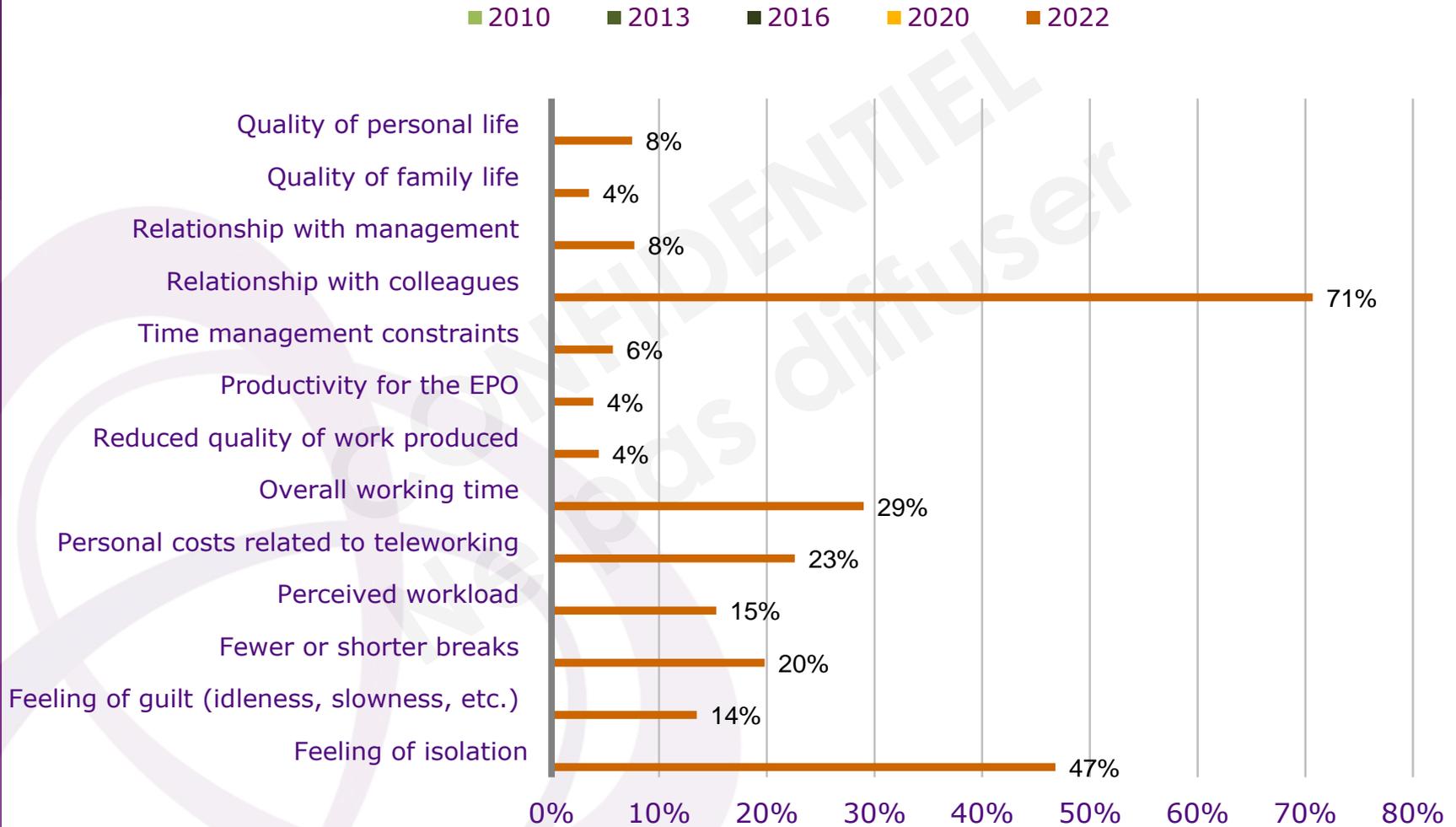




The most important POSITIVE impacts of teleworking are

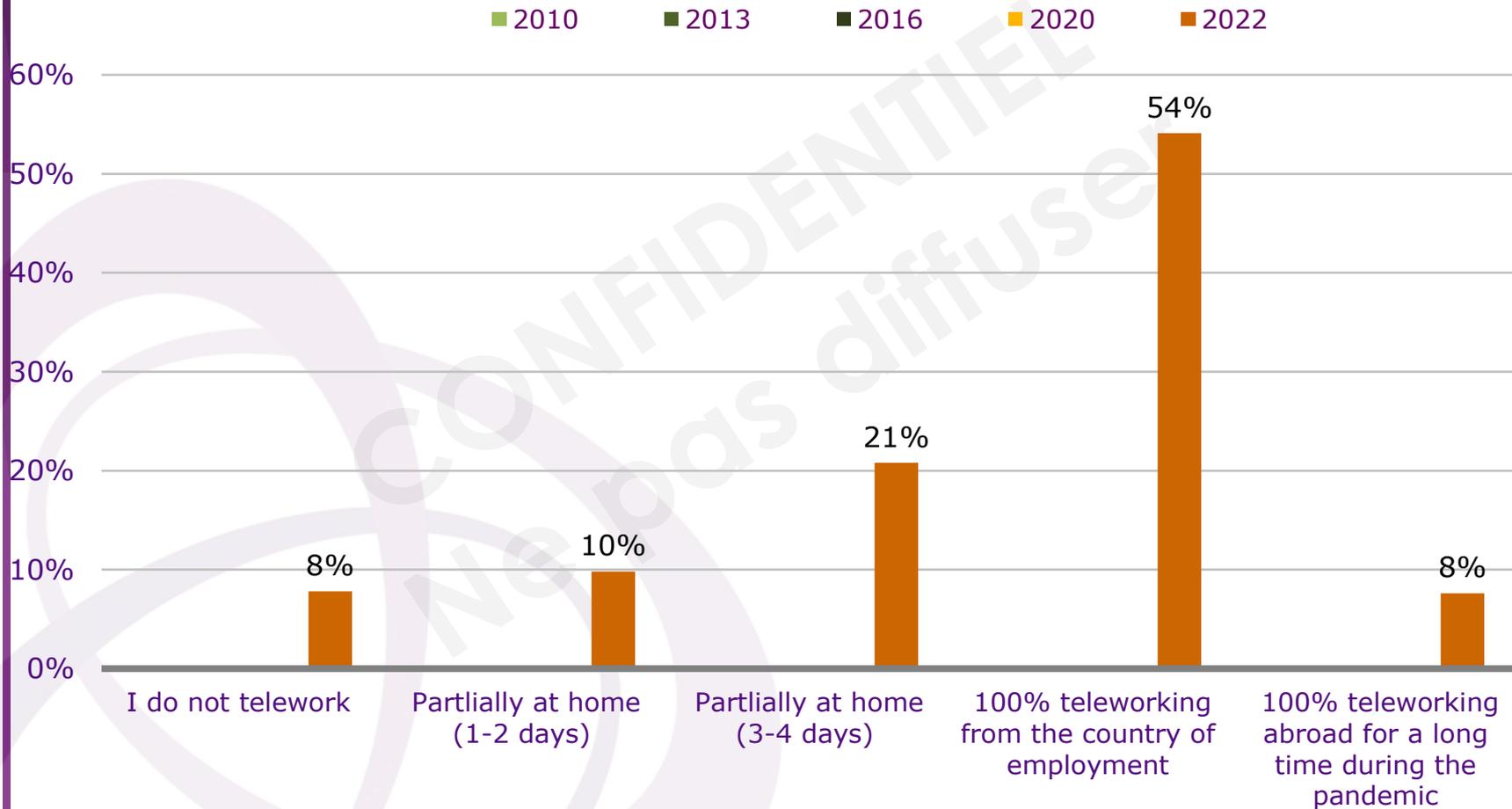


The most important NEGATIVE impacts of teleworking are



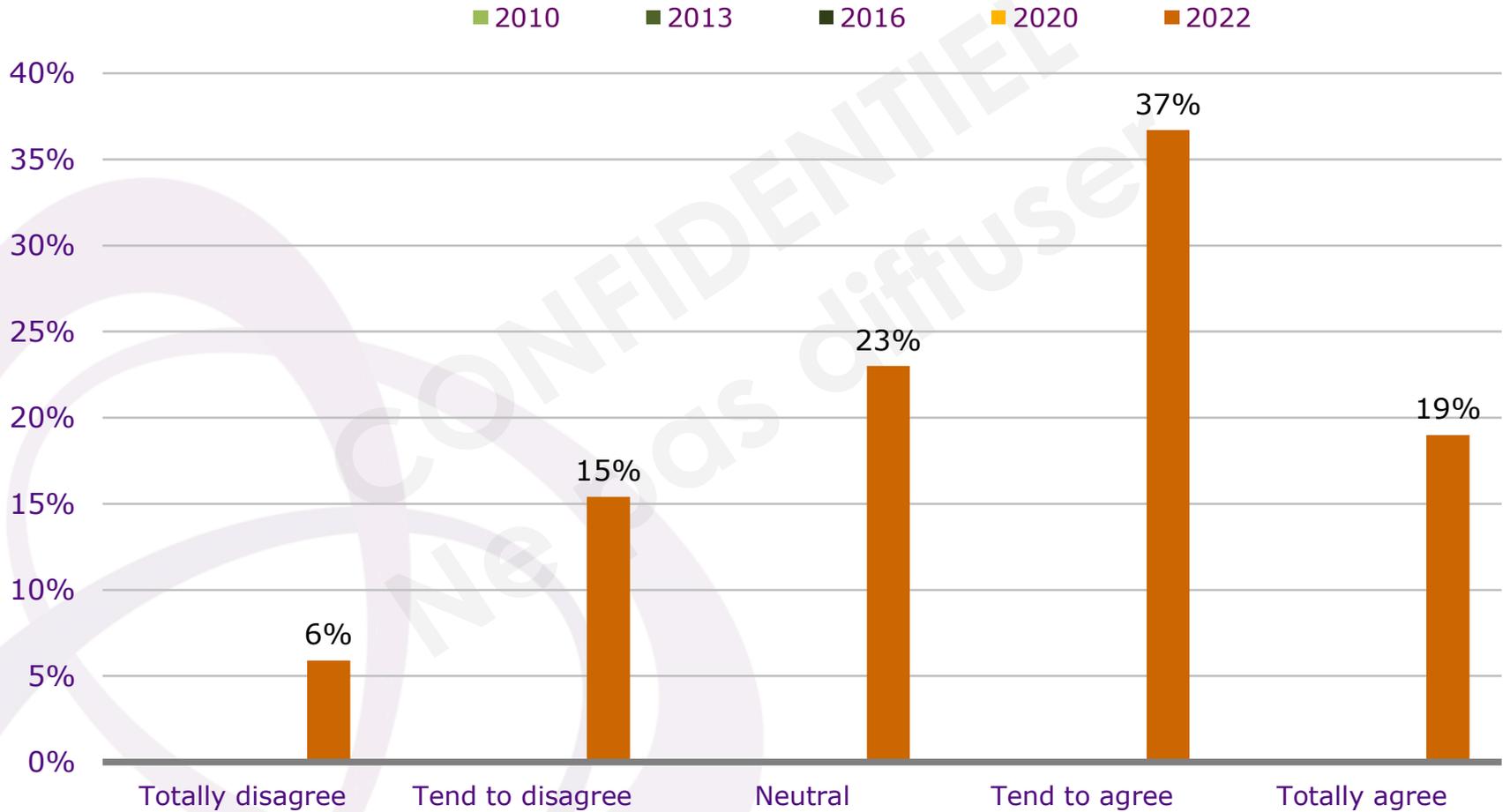


How do you perform teleworking :



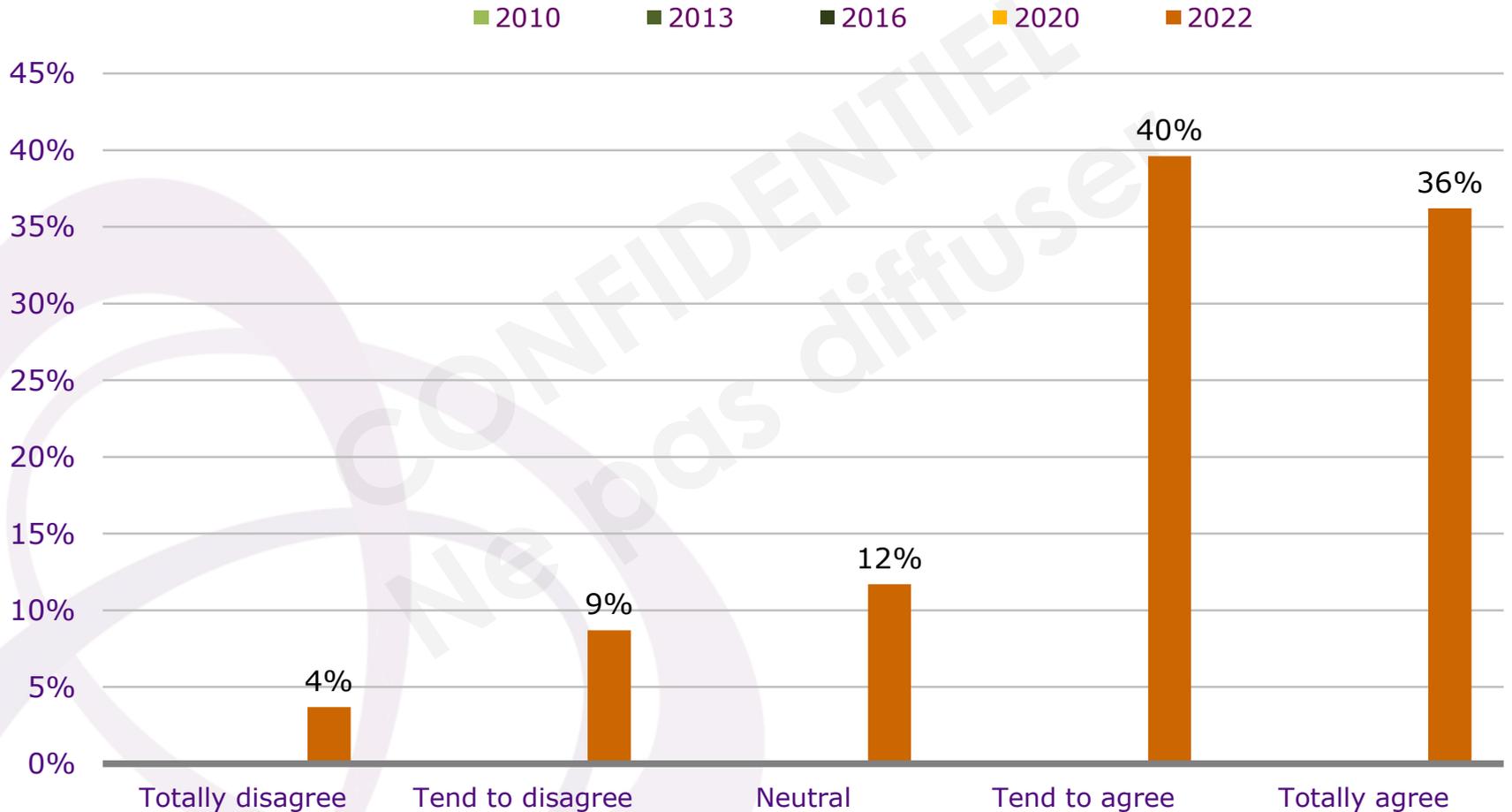


At the moment, I am able to cope with challenges/stress that I feel facing the coronavirus



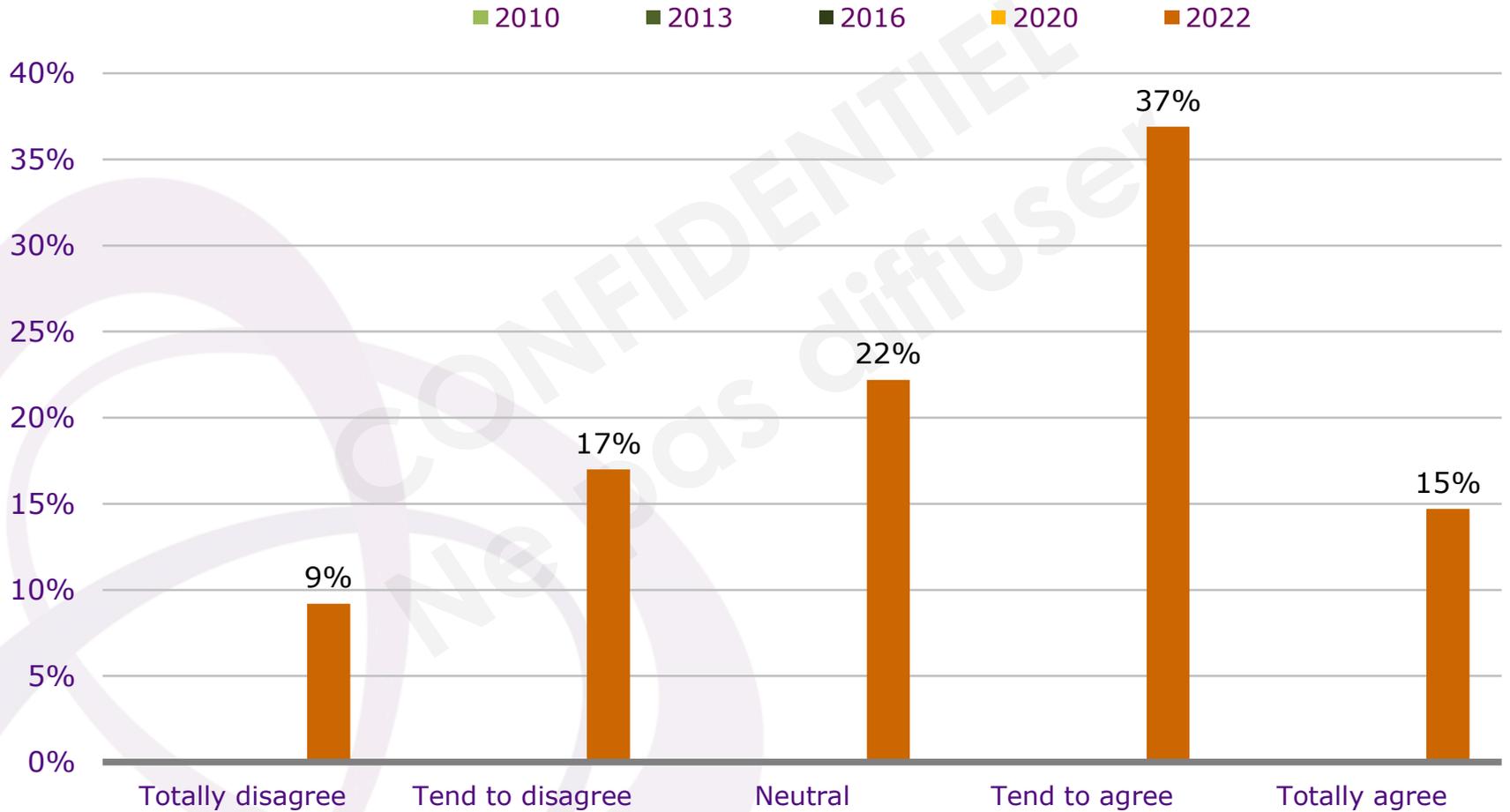


Do you have all what you need during your whole teleworking day (chairs, tables, screens, printer, etc.)



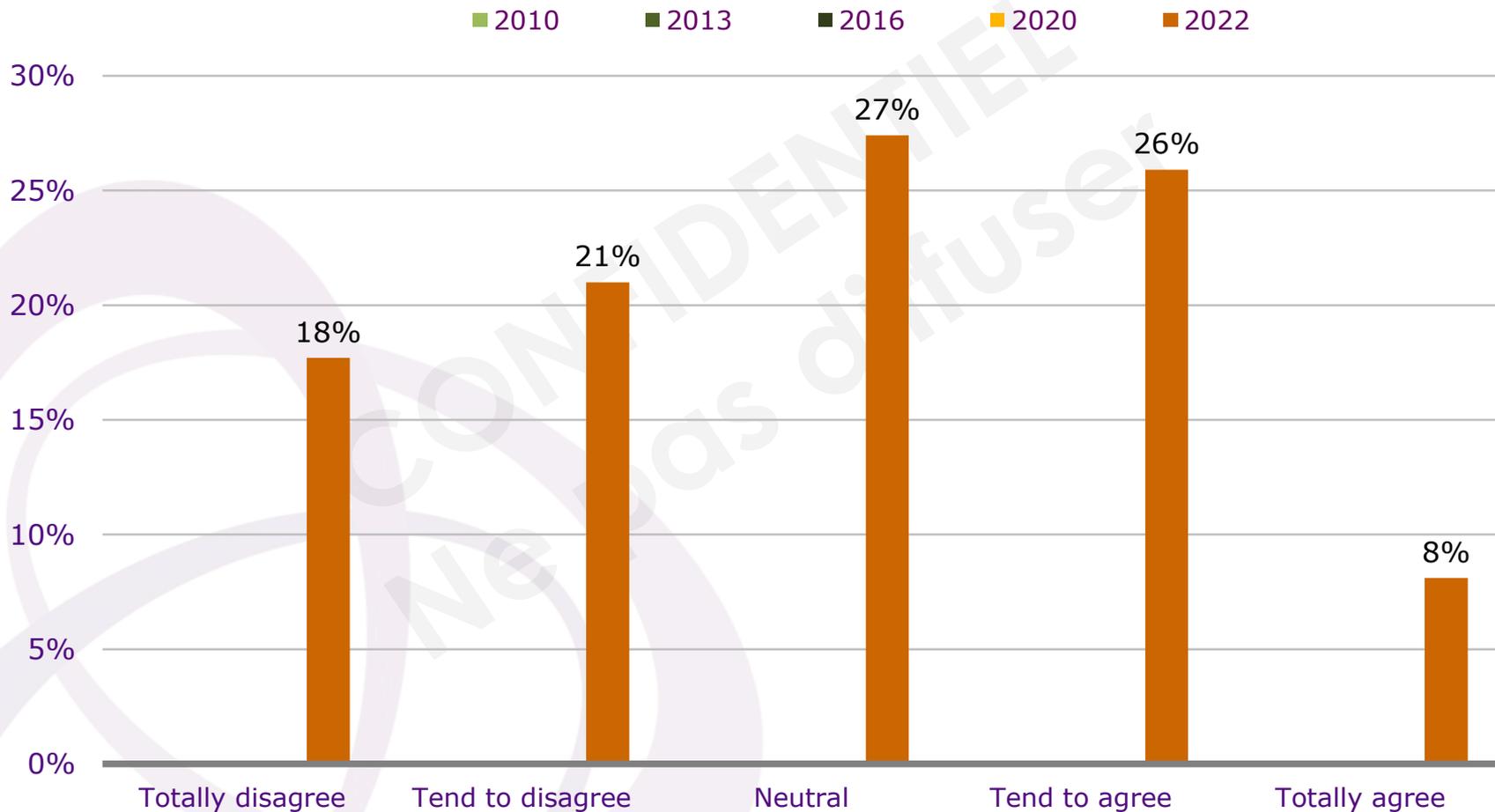


Do you feel supported by the EPO regarding software solutions supporting telework?



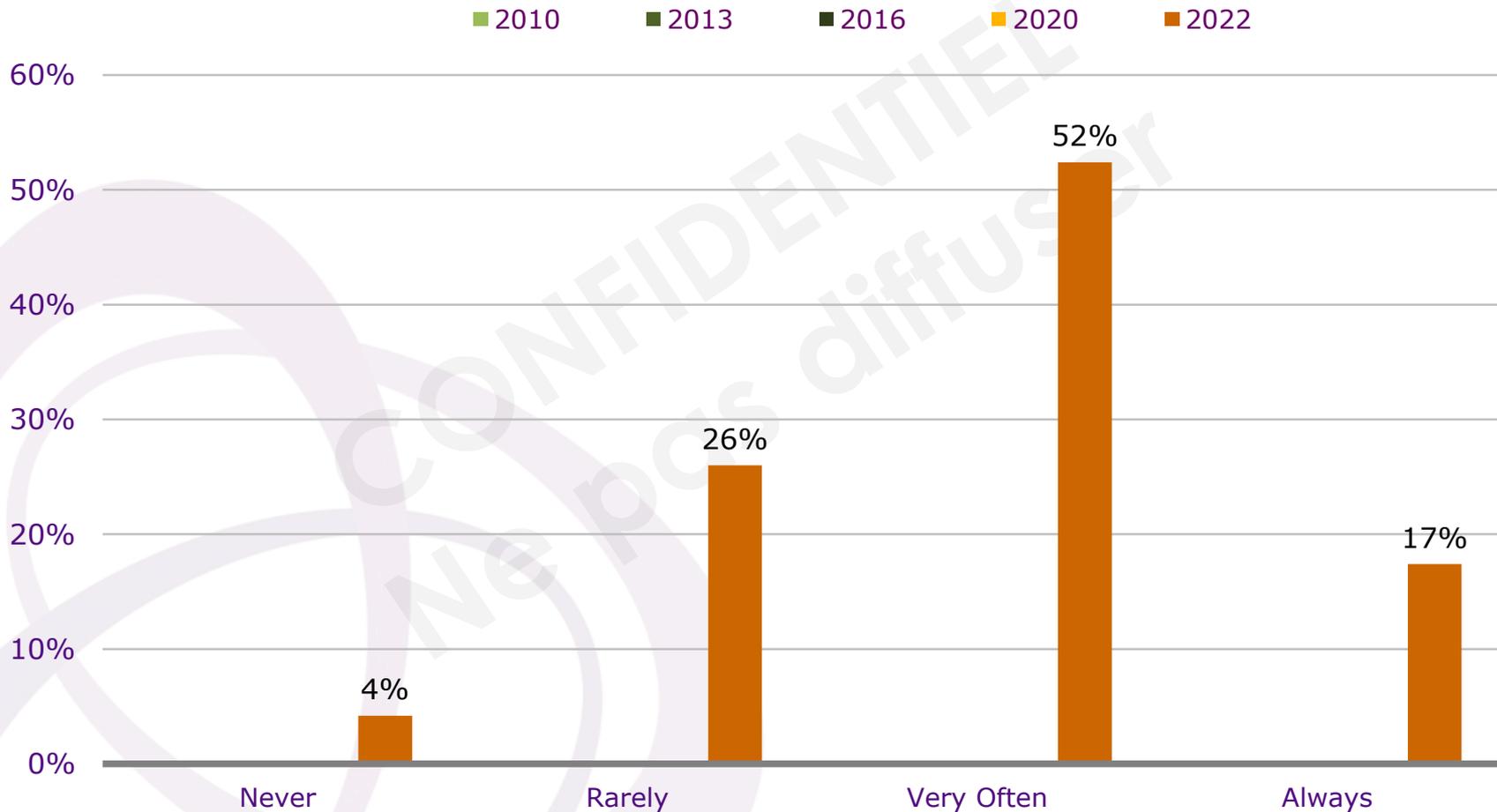


Do/did you feel well supported by the EPO regarding your well-being during the pandemic?



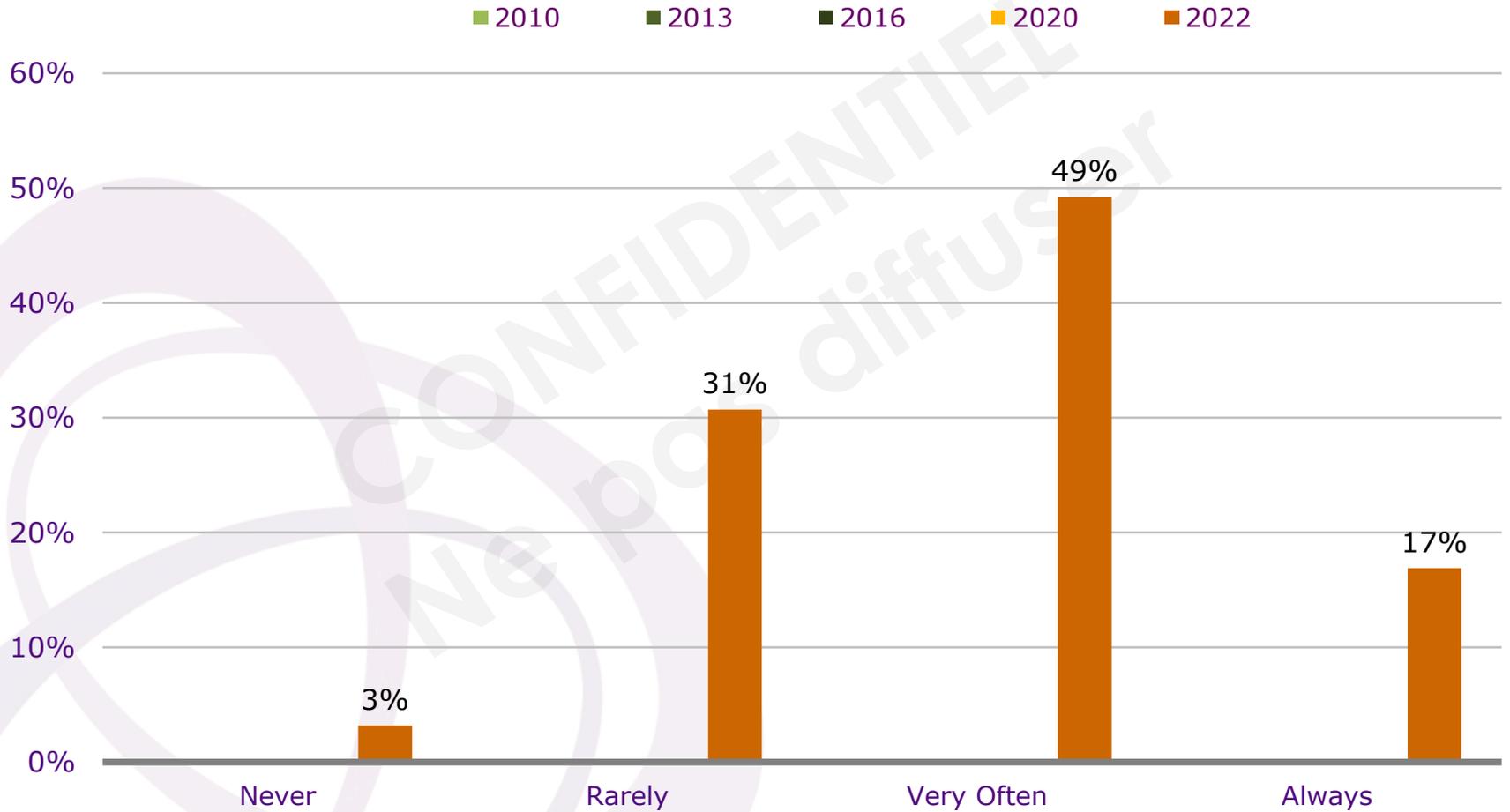


Have you felt very tired in the last 12 months, as a result of your work?



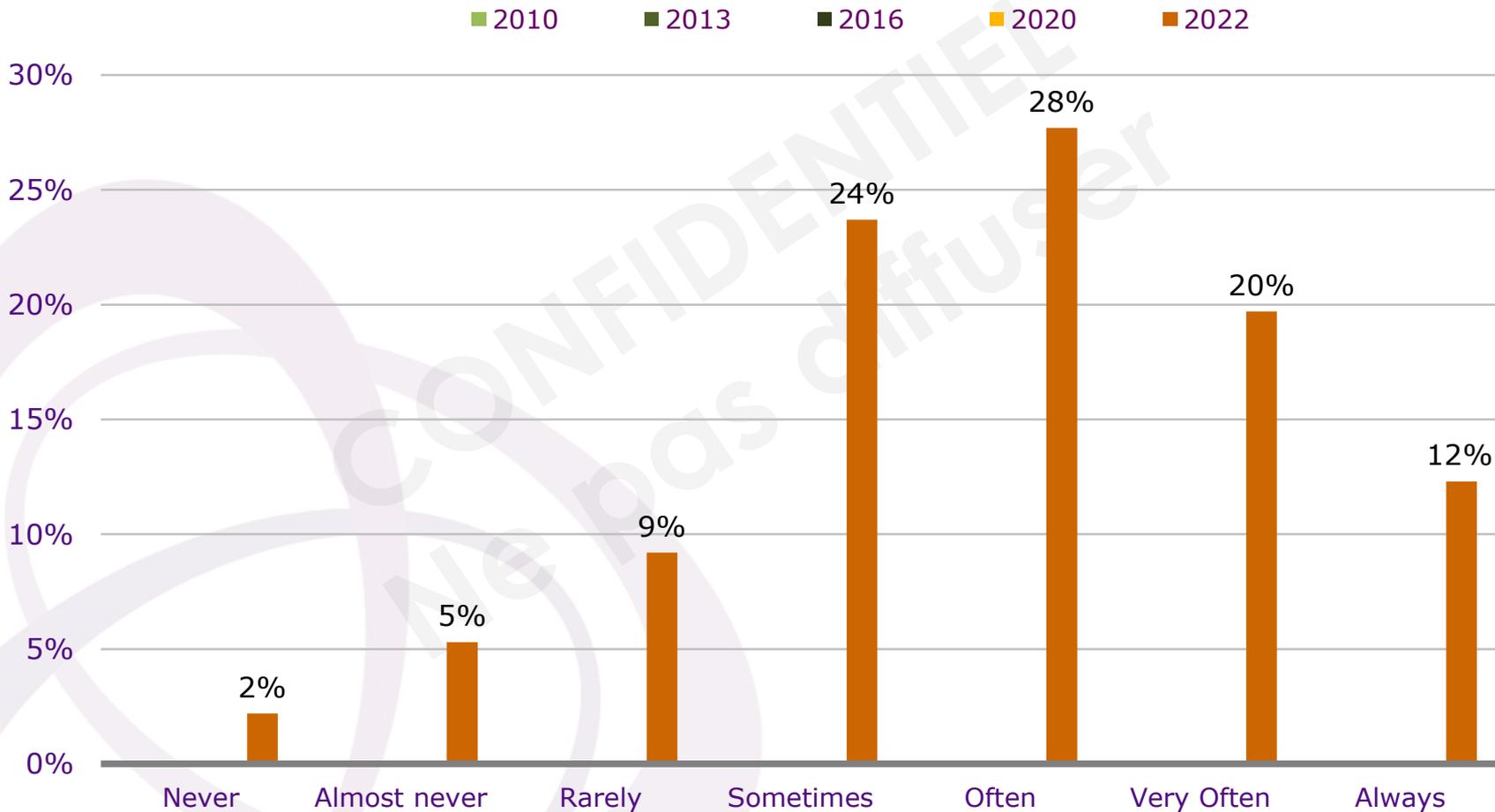


Have you felt very stressed in the last 12 months, as a result of your work?



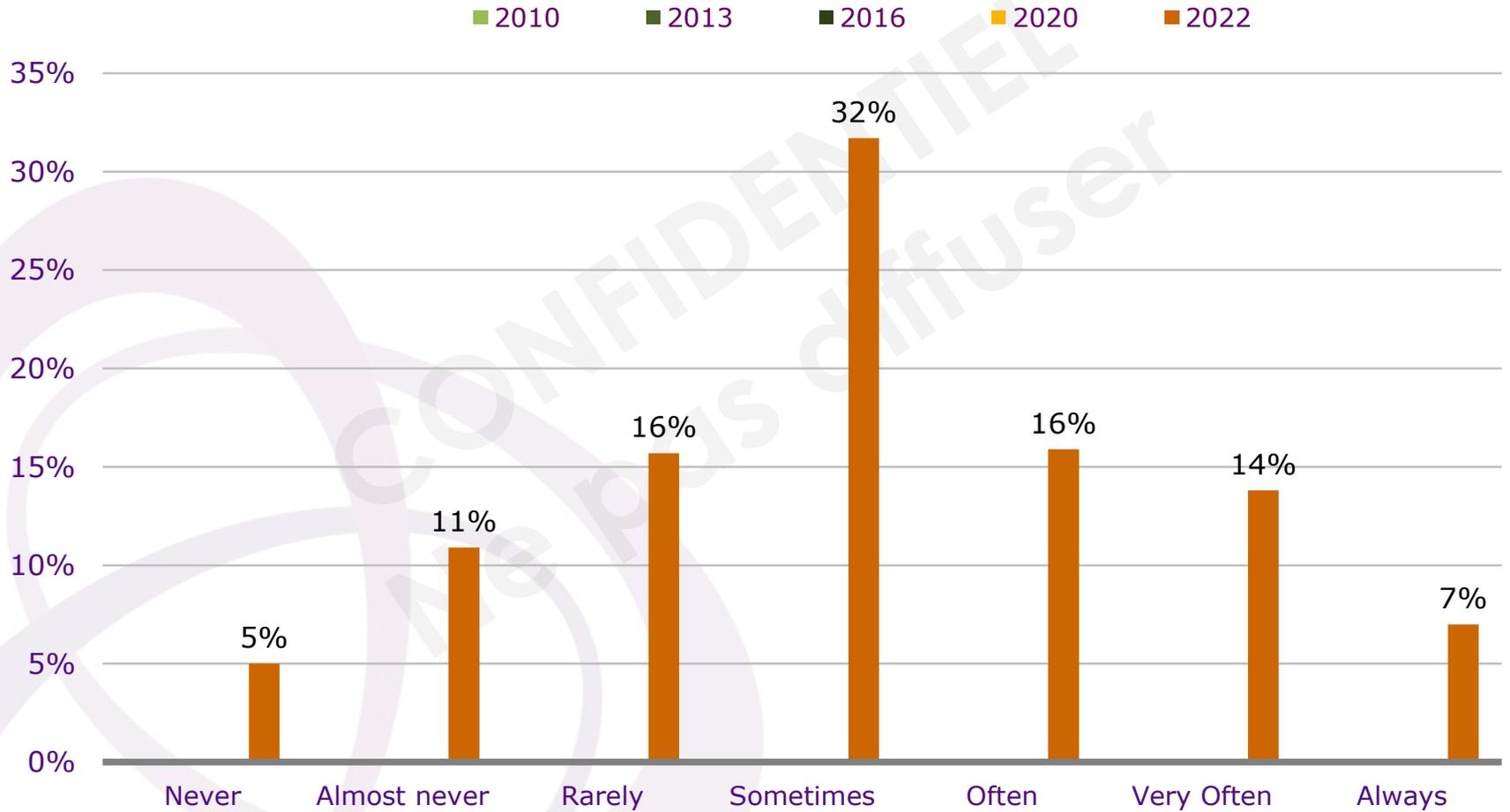


I feel tired



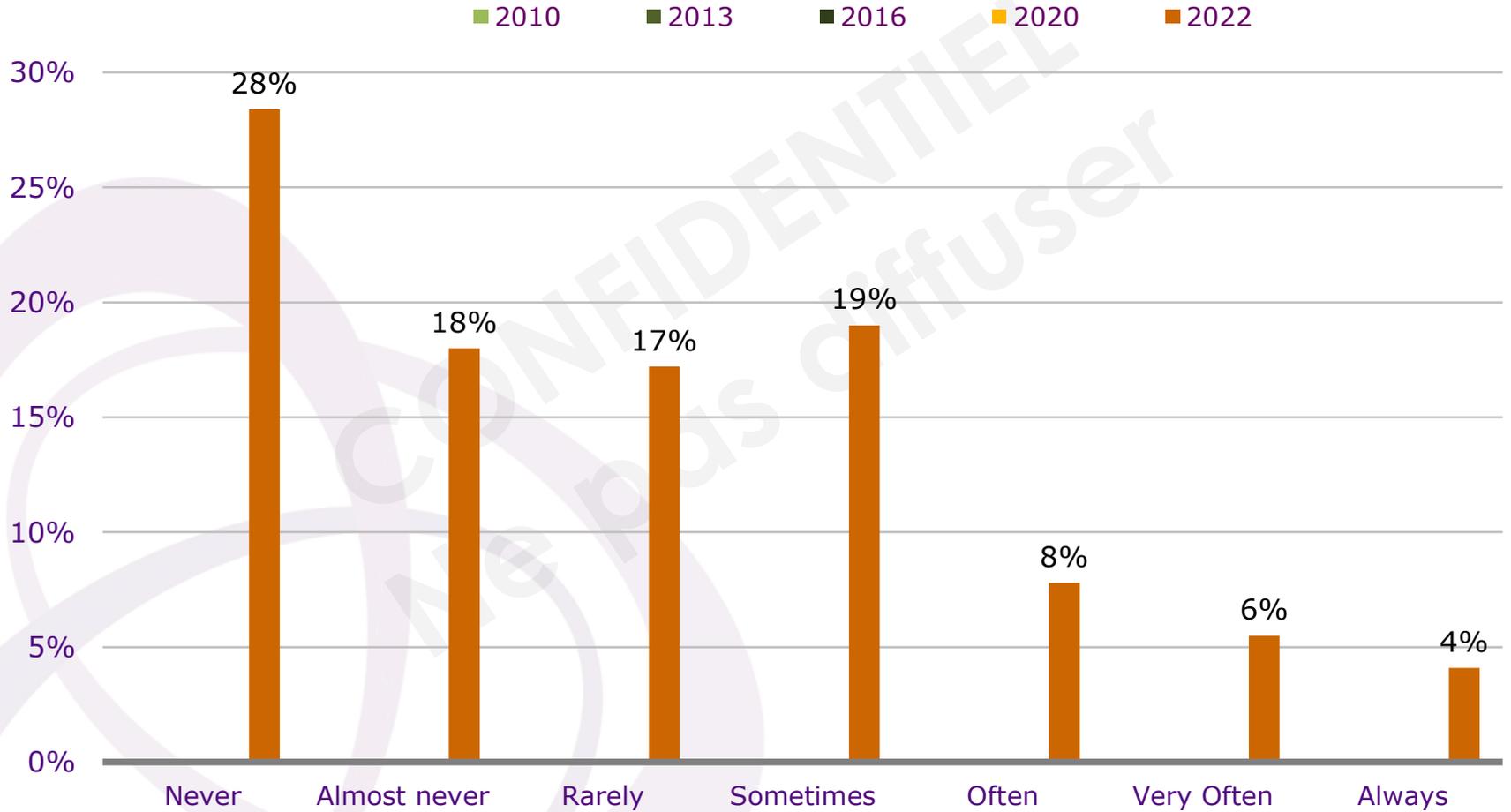


I feel disappointed by some people



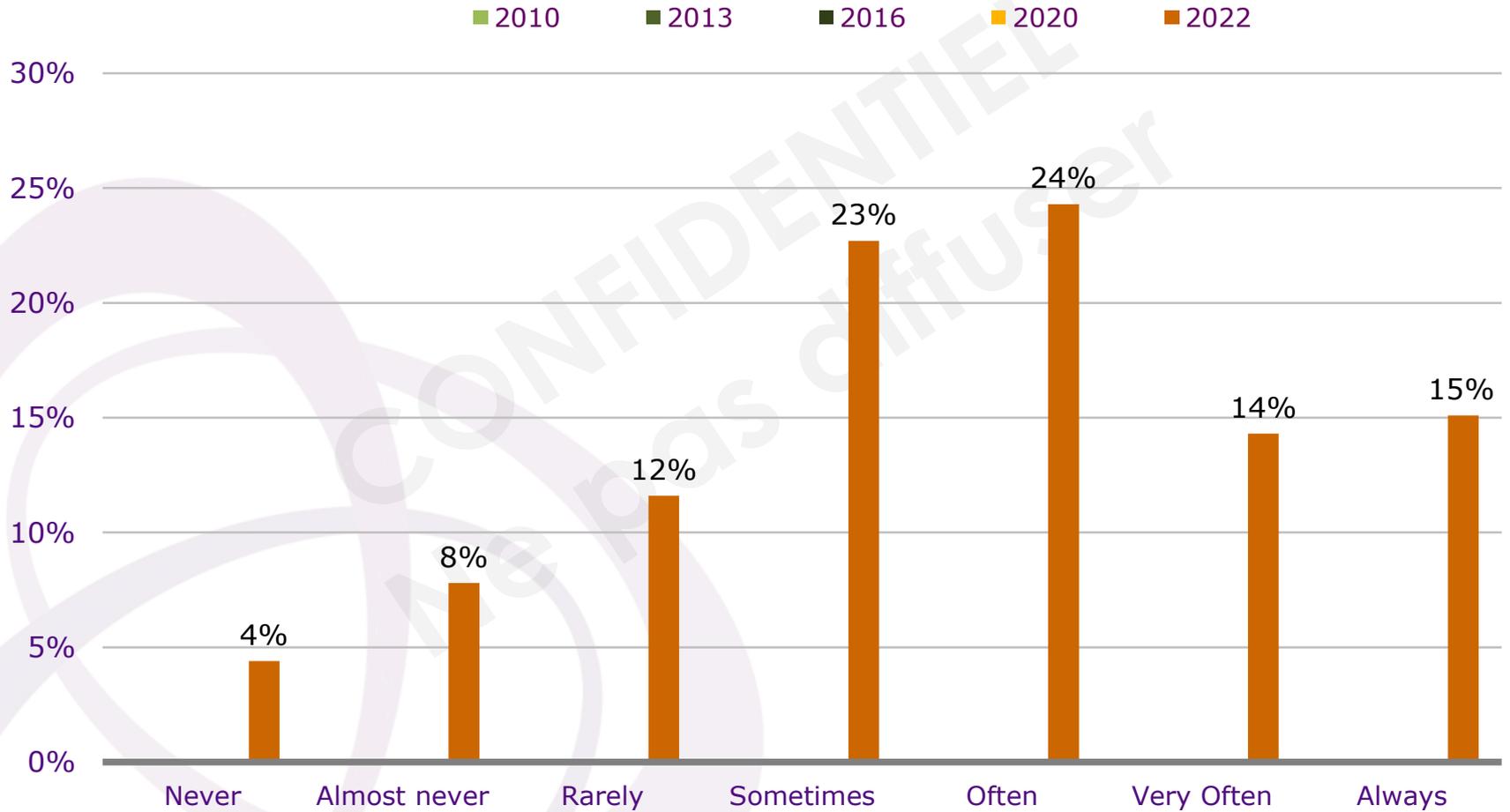


I feel desparate



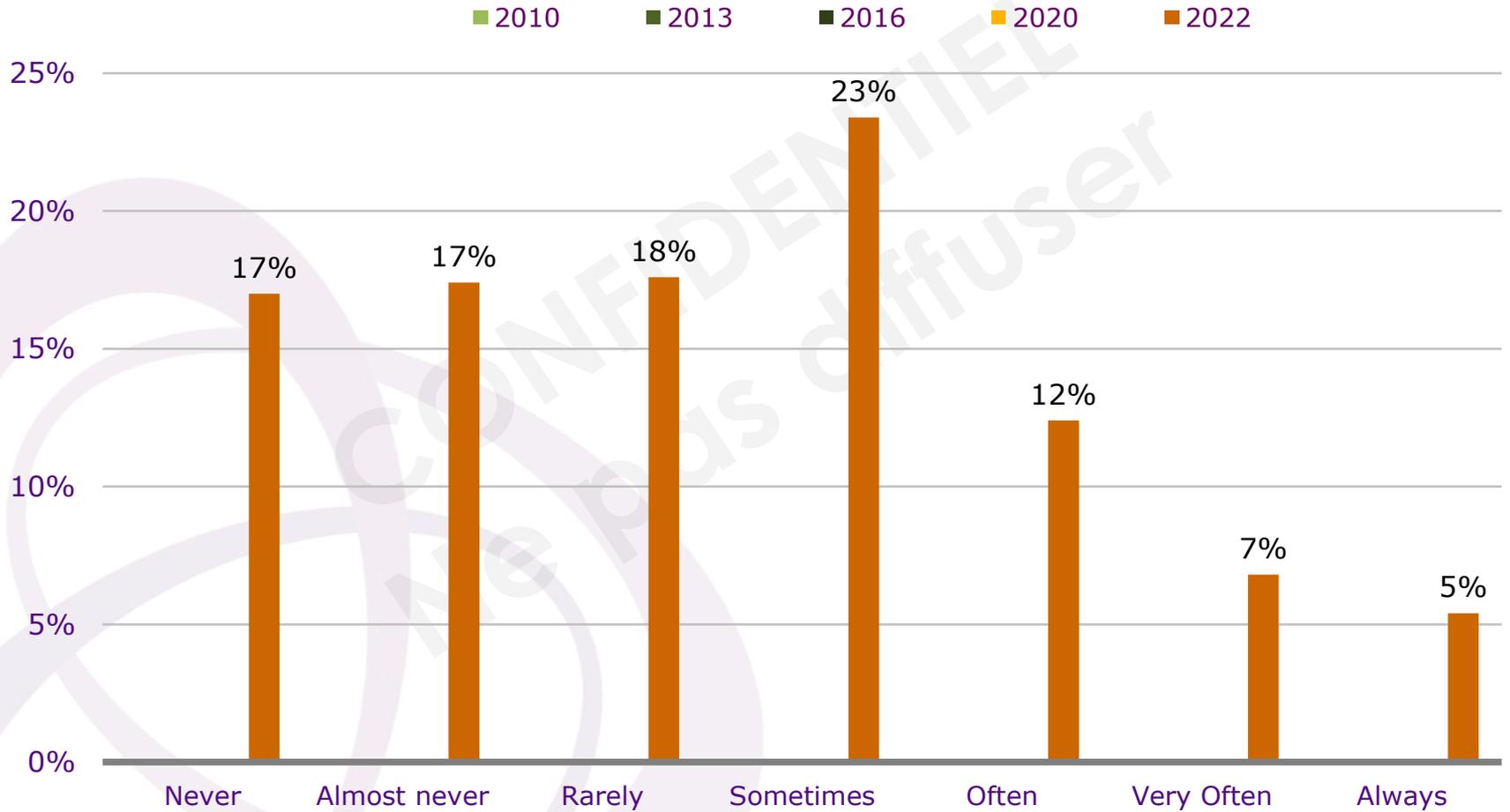


I feel "under pressure"



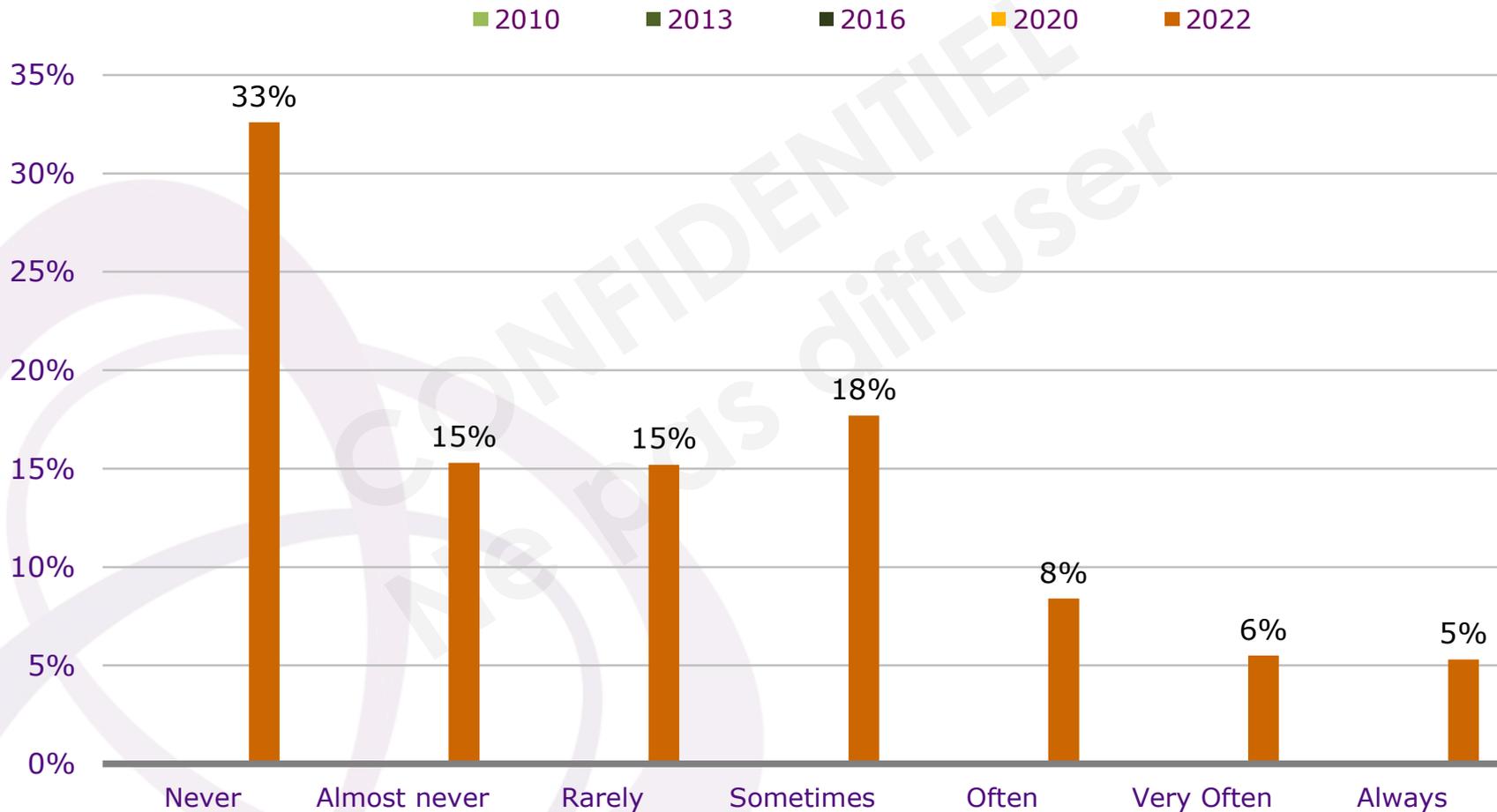


I feel physically weak or ill



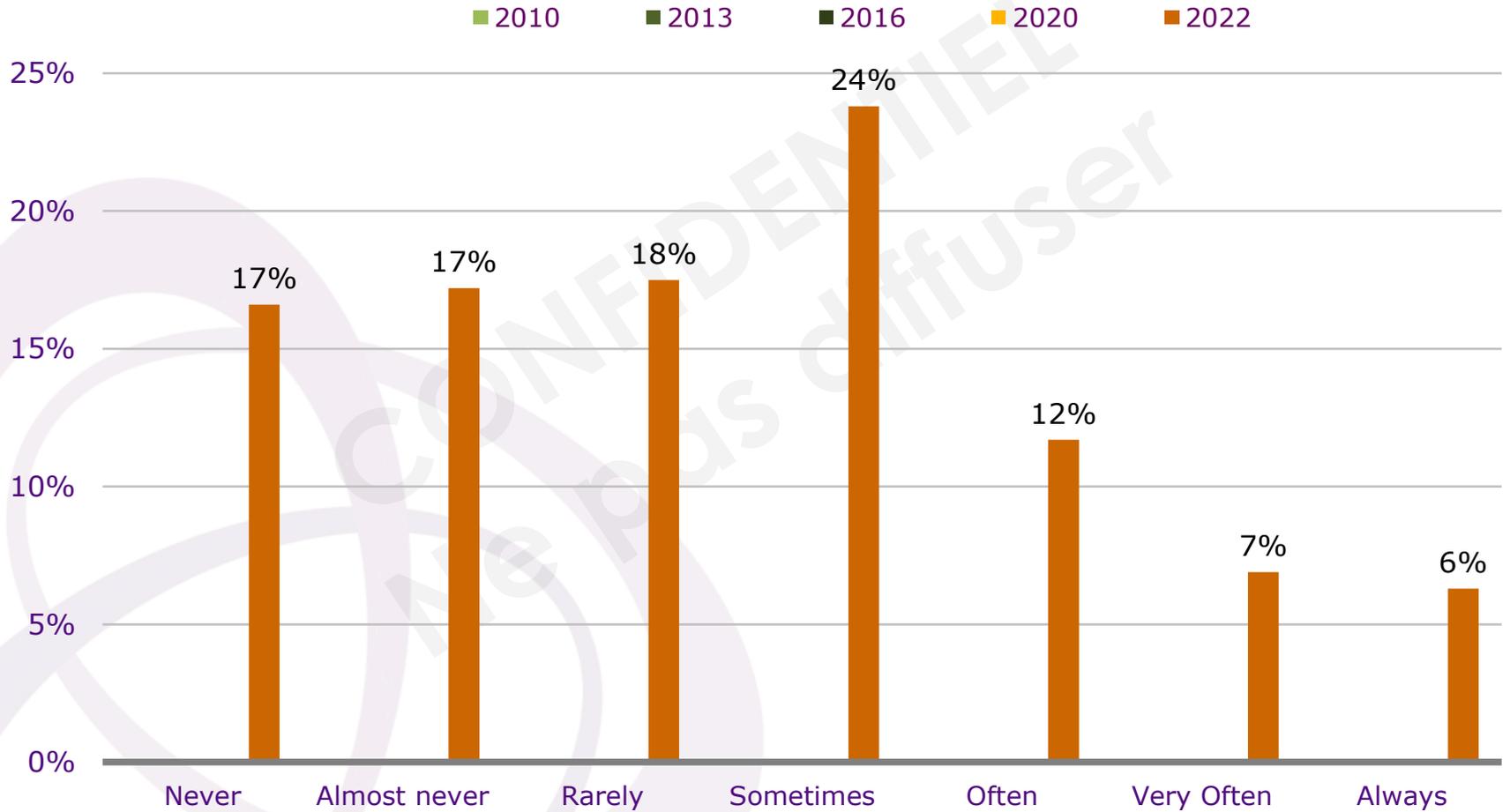


I feel "without value " or "failing"



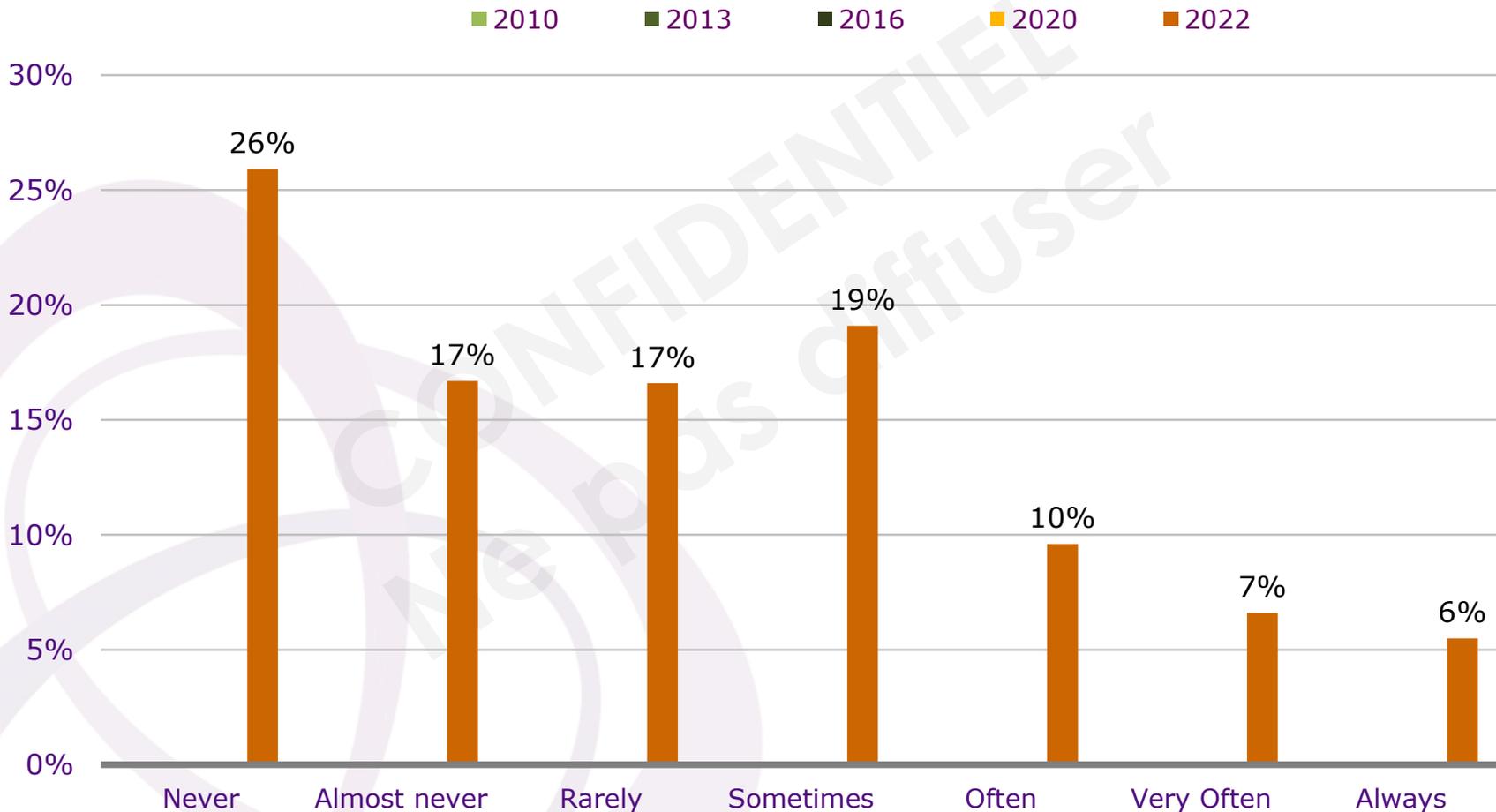


I have difficulty sleeping



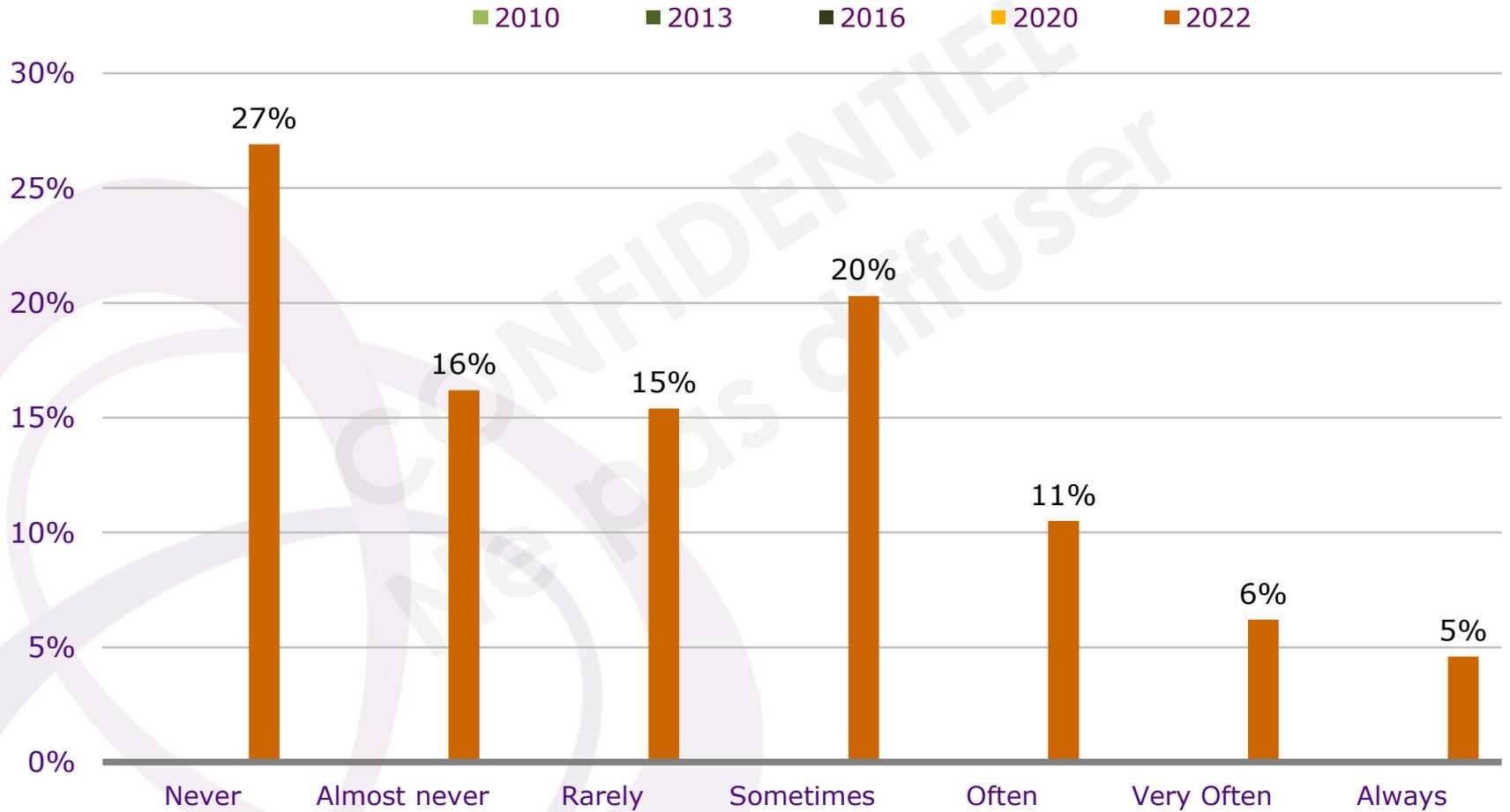


I feel let down or abandoned



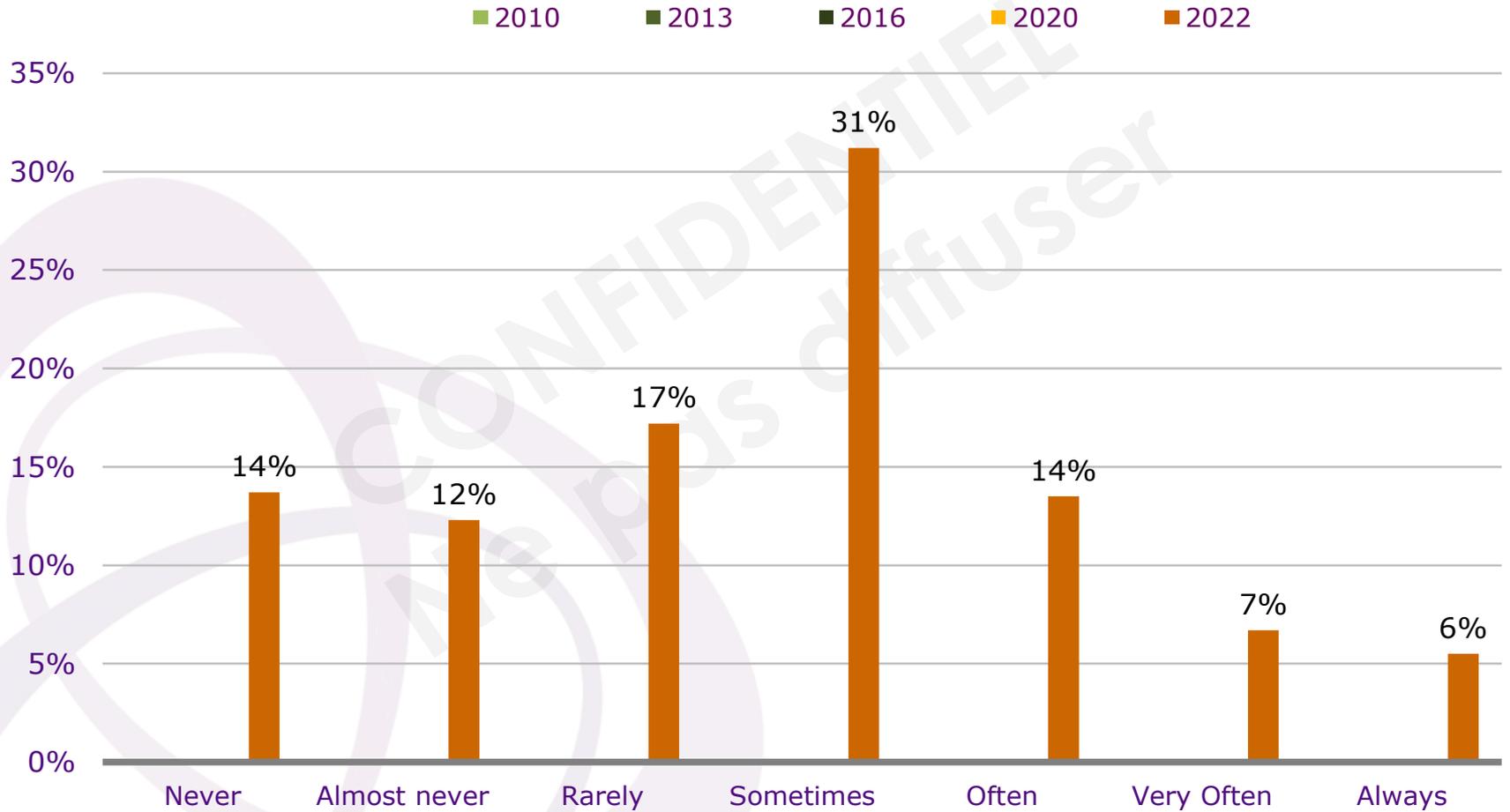


I feel depressed



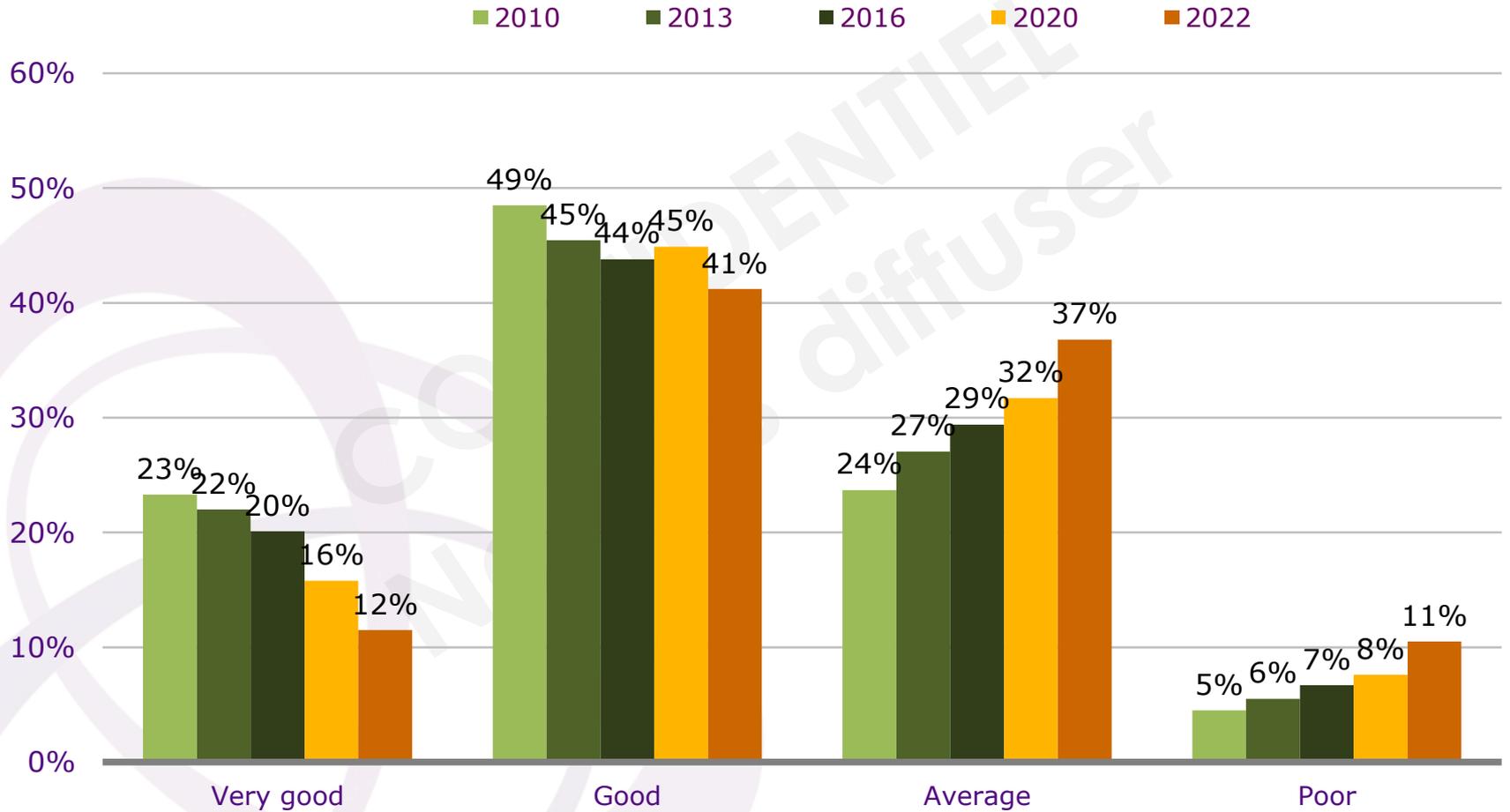


I can say "enough is enough"



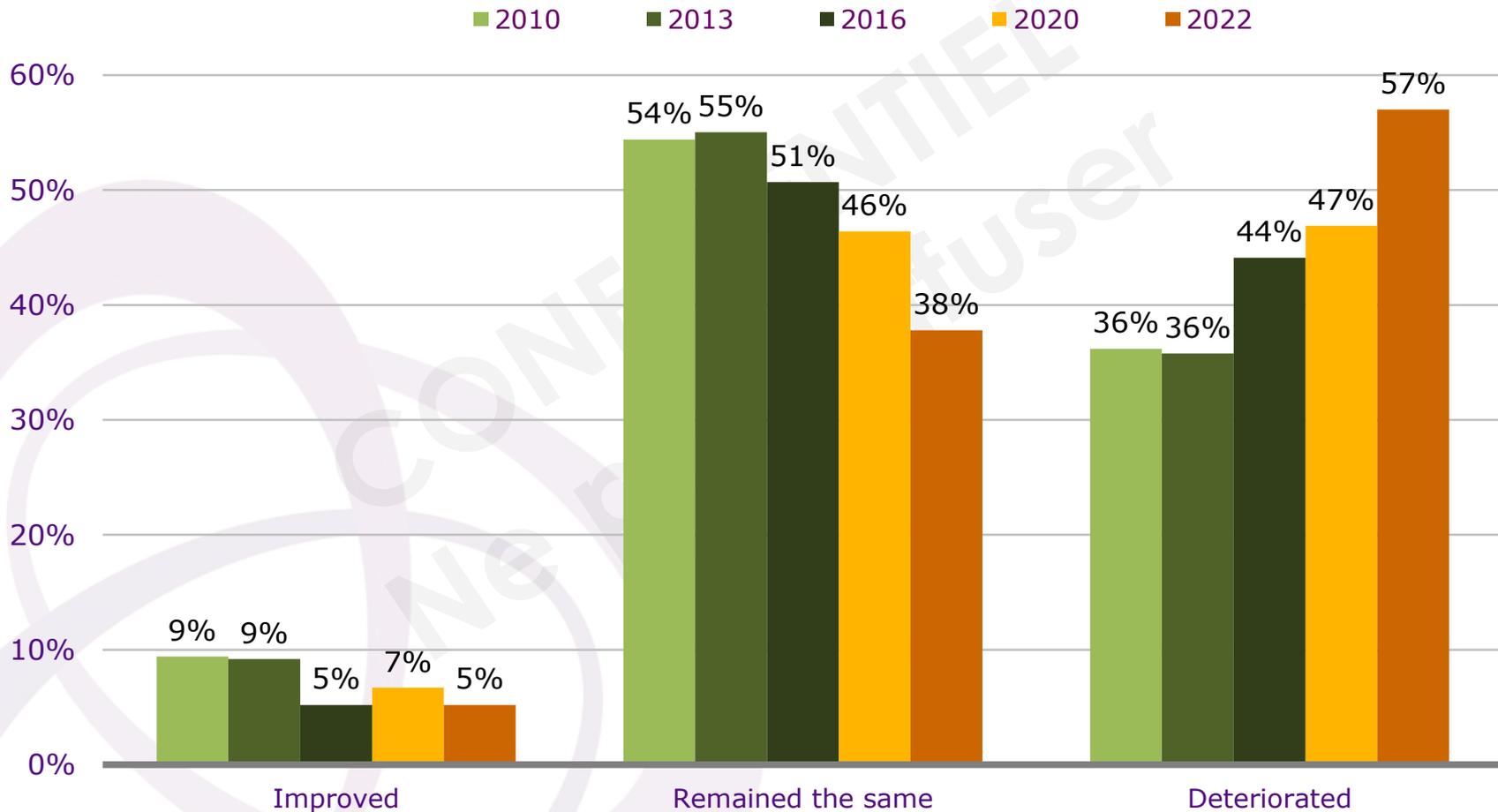


Compared to others of your own age, would you say that your health is:



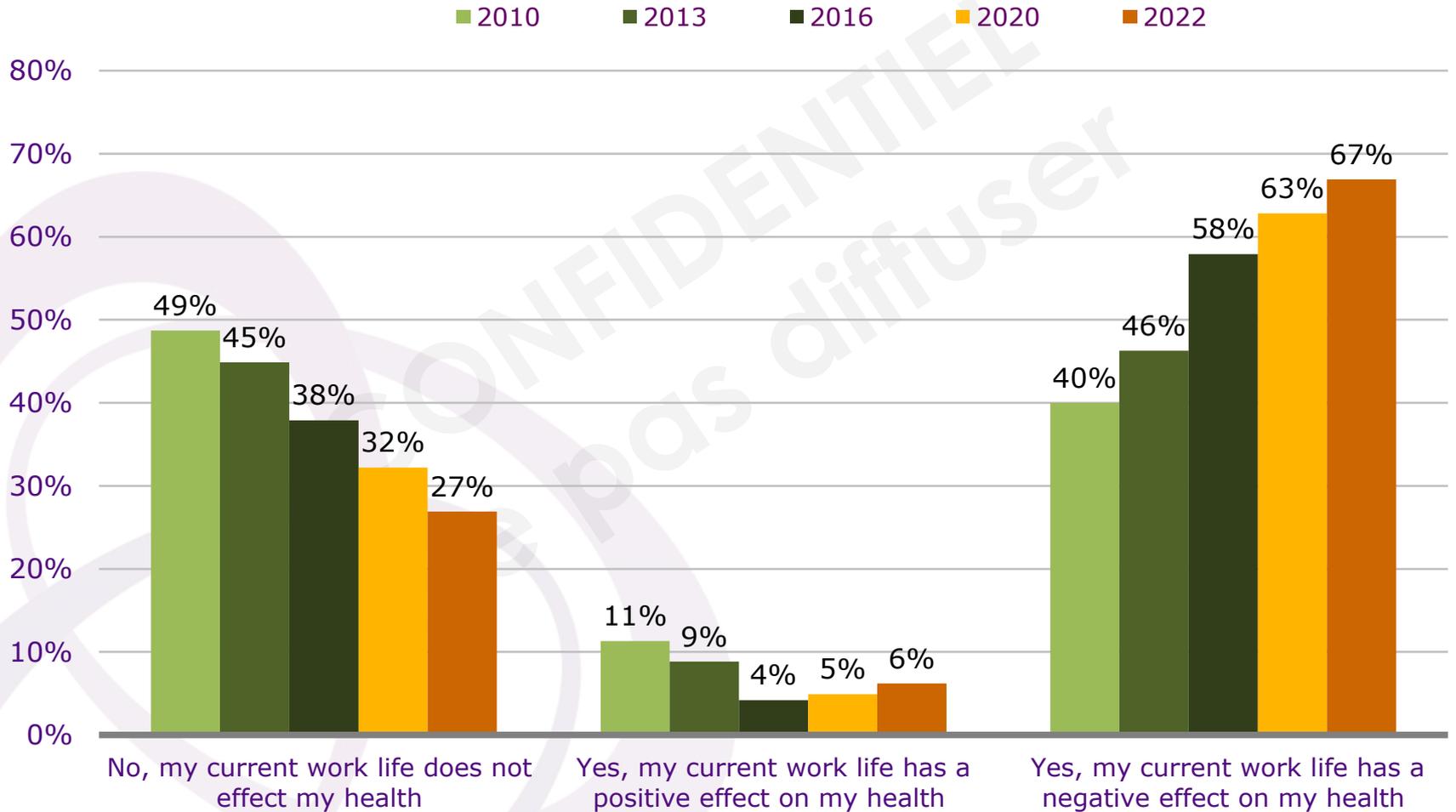


Compared to three years ago, would you say that your health has:



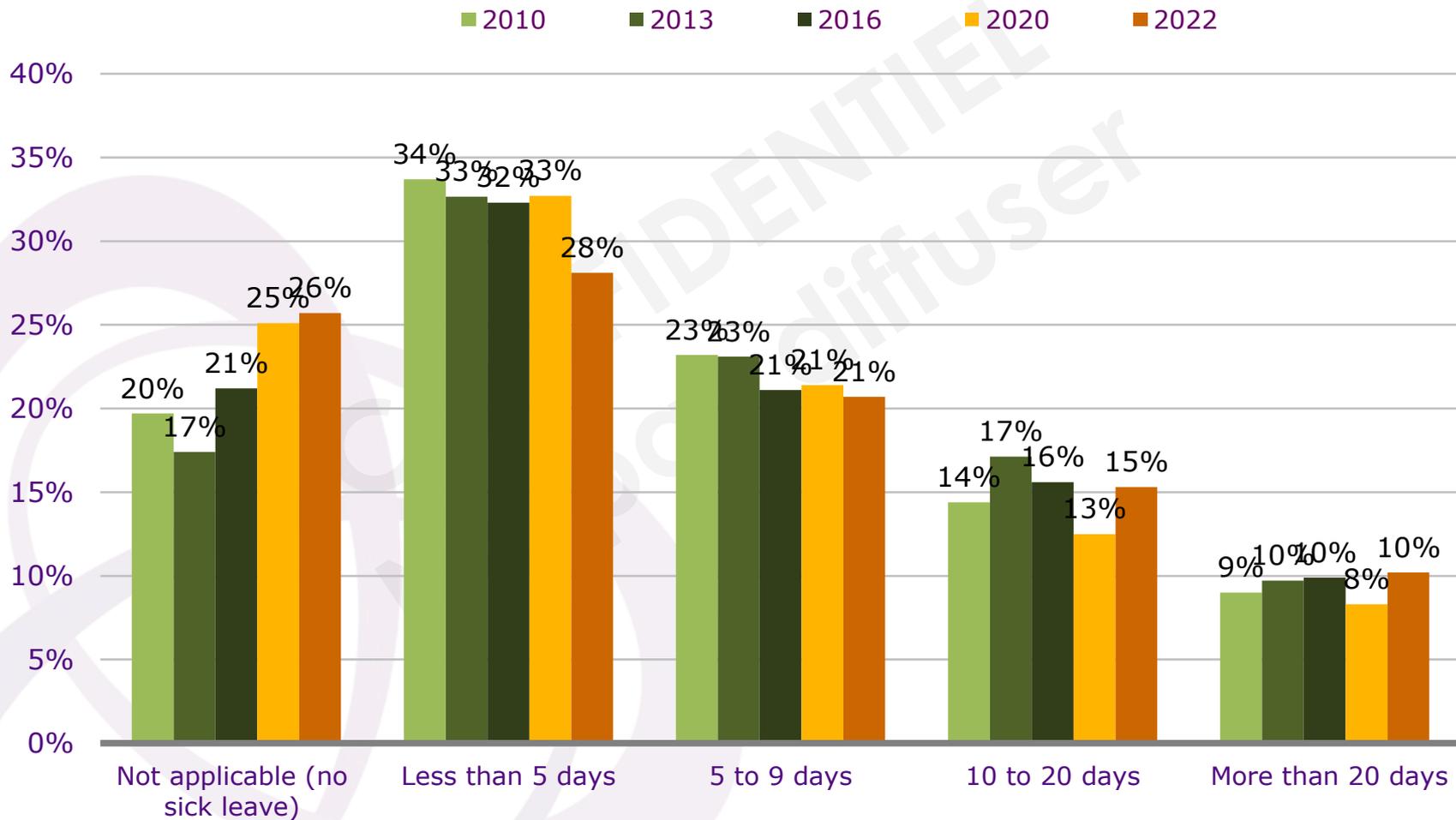


Do you think that your current work life affects your health?

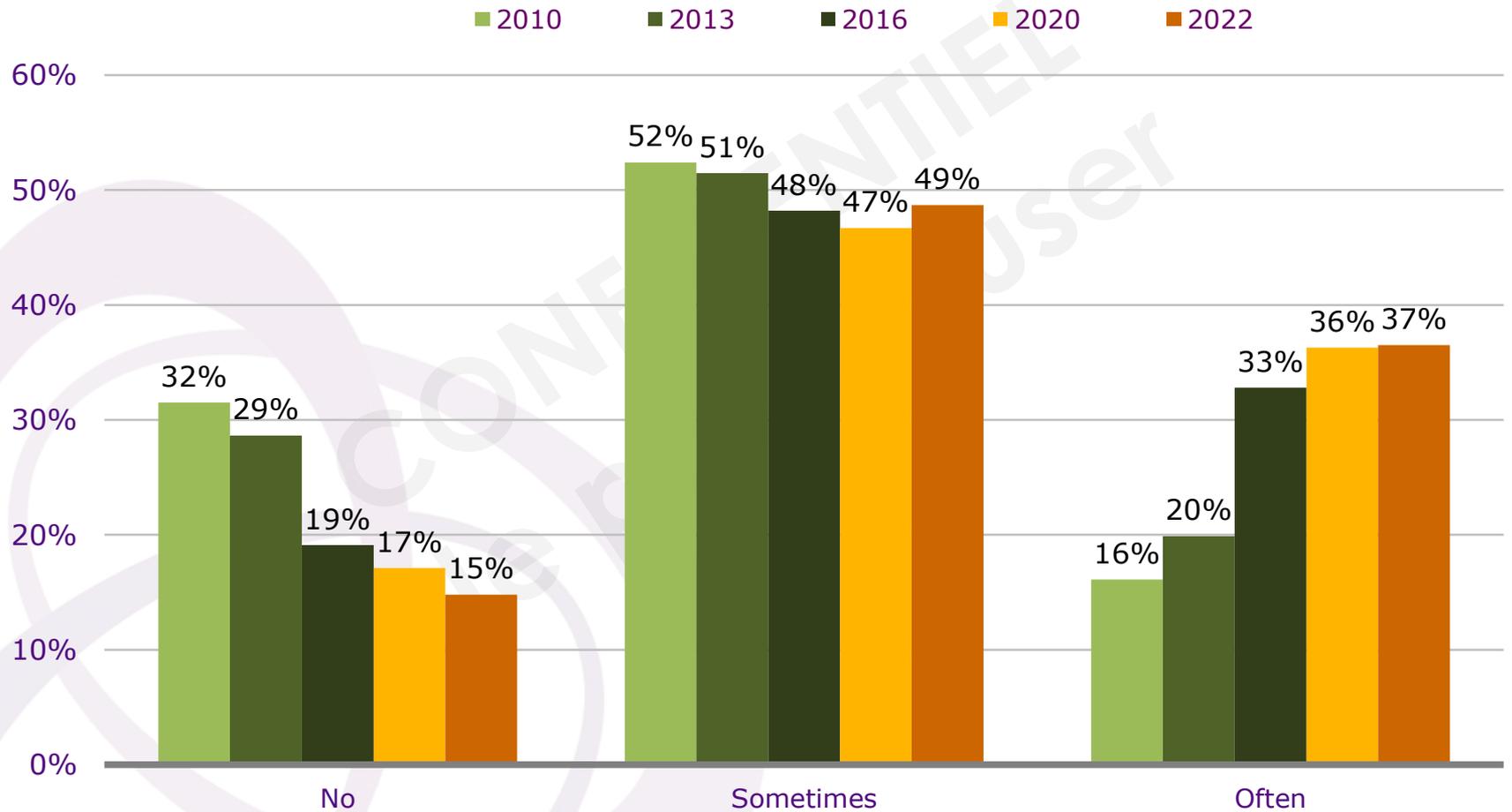




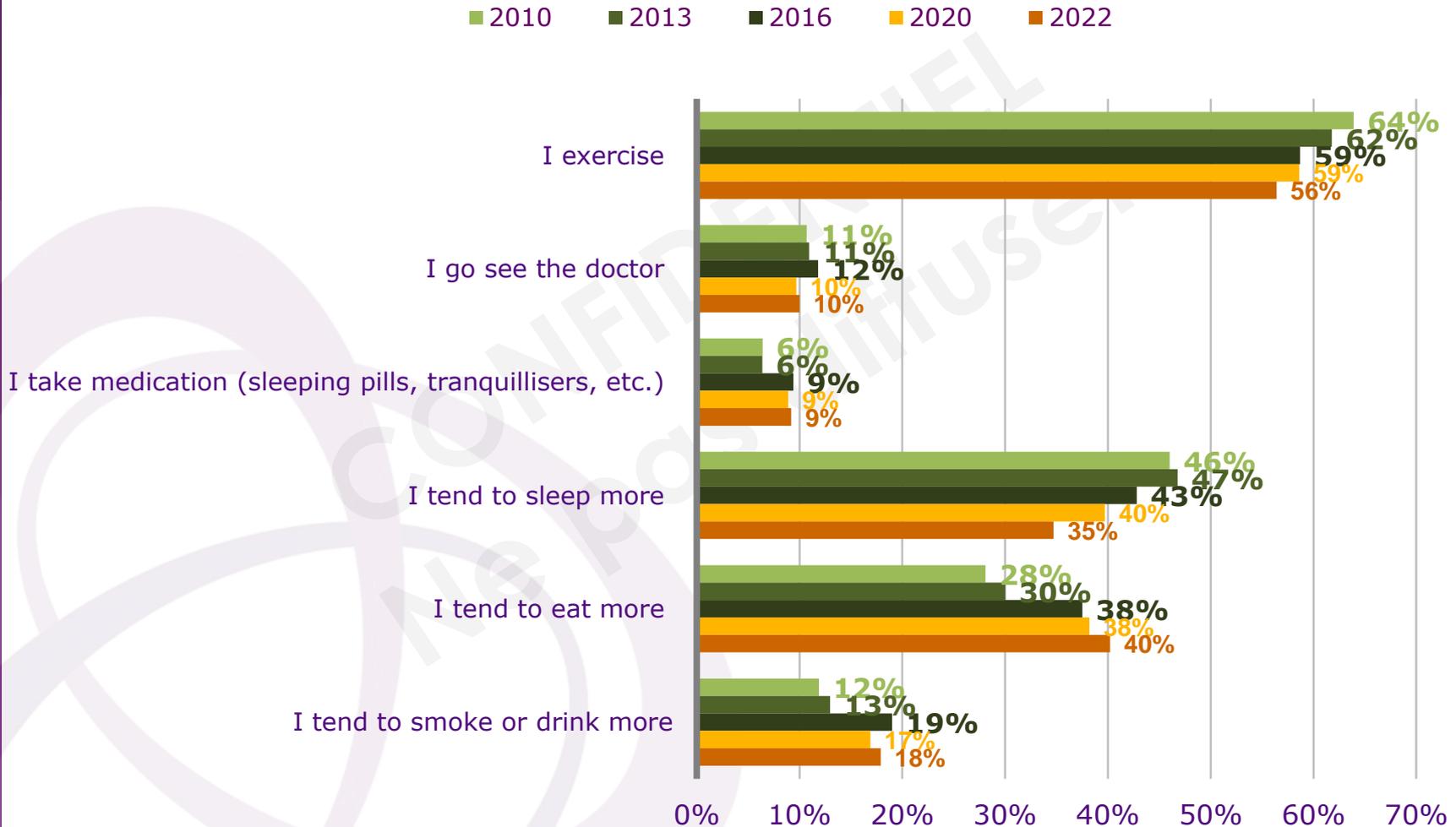
How many days of sick leave did this amount to in total over the last 12 months?



Do you feel, or have you felt, in the last 12 months, very tired or stressed as a result of your work?

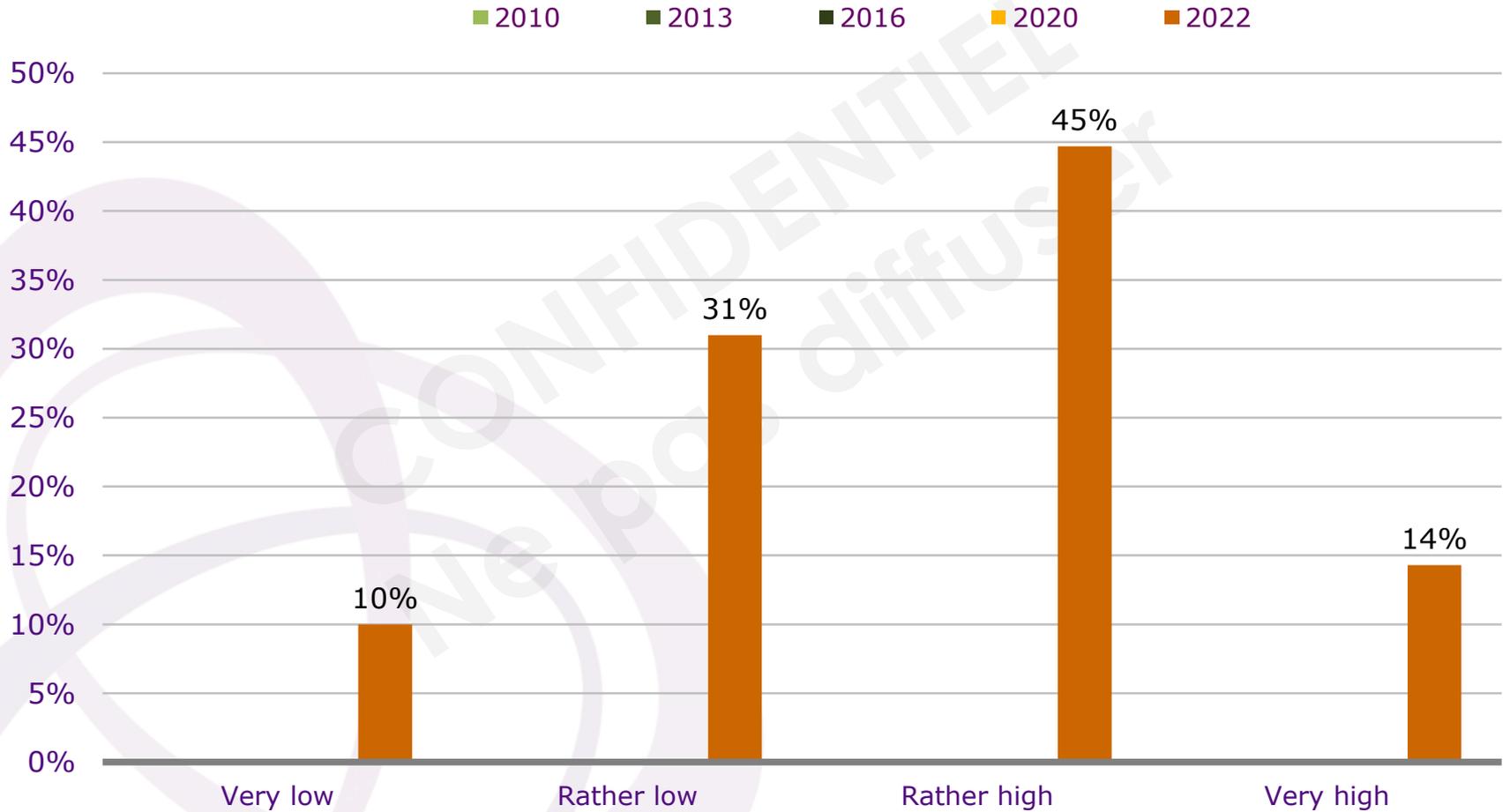


What do you generally do when you are feeling really tired or stressed as a result of your work, or when you're fed up or you've had as much as you can take?



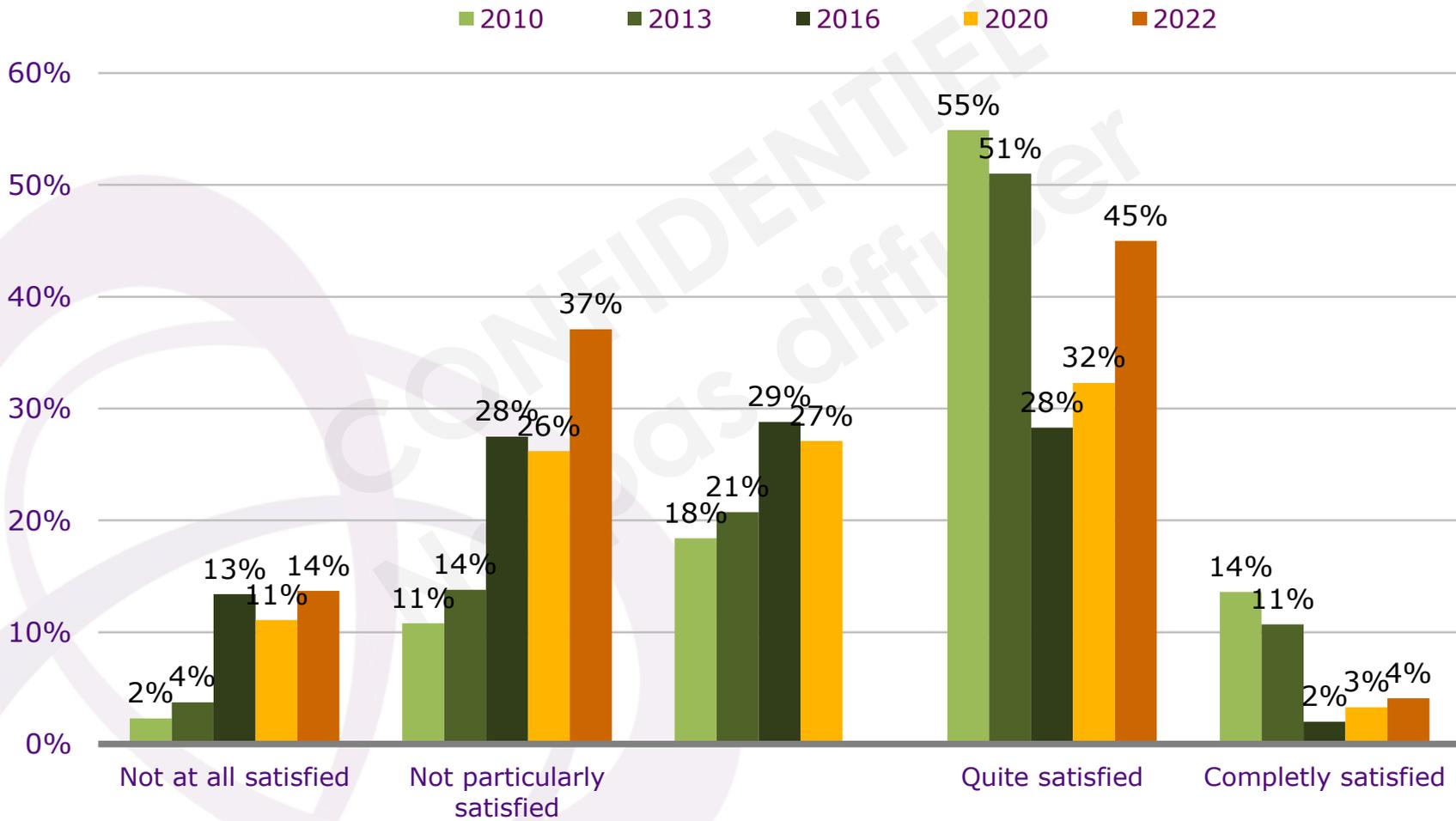


My commitment level to the EPO is:





Considering my overall work situation, I am:



**In 2022 the "neutral" modality was not offered to respondents*



I could recommend the EPO as an employer to a friend

