

Staff Survey 2016

*Summary presentation of the results of the
questionnaire*

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Statistician



0
Response rate

Response rate

Period covered: 15 February 2016 to 14 March 2016 inclusive.

Number of EPO officers (permanent and temporary) 6770

Number of access codes to the questionnaire distributed 3495

Number of responses 2649

Response rate to the questionnaire 75.8%

% of officers who expressed their opinion 39.1%



1 Global indicators of psychosocial risk

A comparison of the indicators with national data

Sumer Survey 2010 (Medical Supervision of Exposure to Professional Risks)

- ✓ “Medical Supervision of Exposure to Professional Risks” survey.
- ✓ Conducted in France, jointly run by Dares, the DGT and the Occupational Health Inspectorate.
- ✓ Carried out between **January 2009** and **April 2010**.
 - ➔ Measures the organisational constraints, occupational exposure of a physical, biological and chemical nature to which employees are subject.
- ✓ Data collected by 2400 occupational doctors from more than **48,000 respondents**.
- ✓ **Population** = all employees (Mainland France + Réunion) monitored by occupational health services under the general scheme and the Mutualité Sociale Agricole + public hospitals, EDF-GDF, La Poste, the SNCF, Air France, RATP, sailors and some civil servants and local authority officials.
 - ➔ **Representative study of 22 million employees, i.e. 92% of employees** in France.

Populations in a more strained job situation

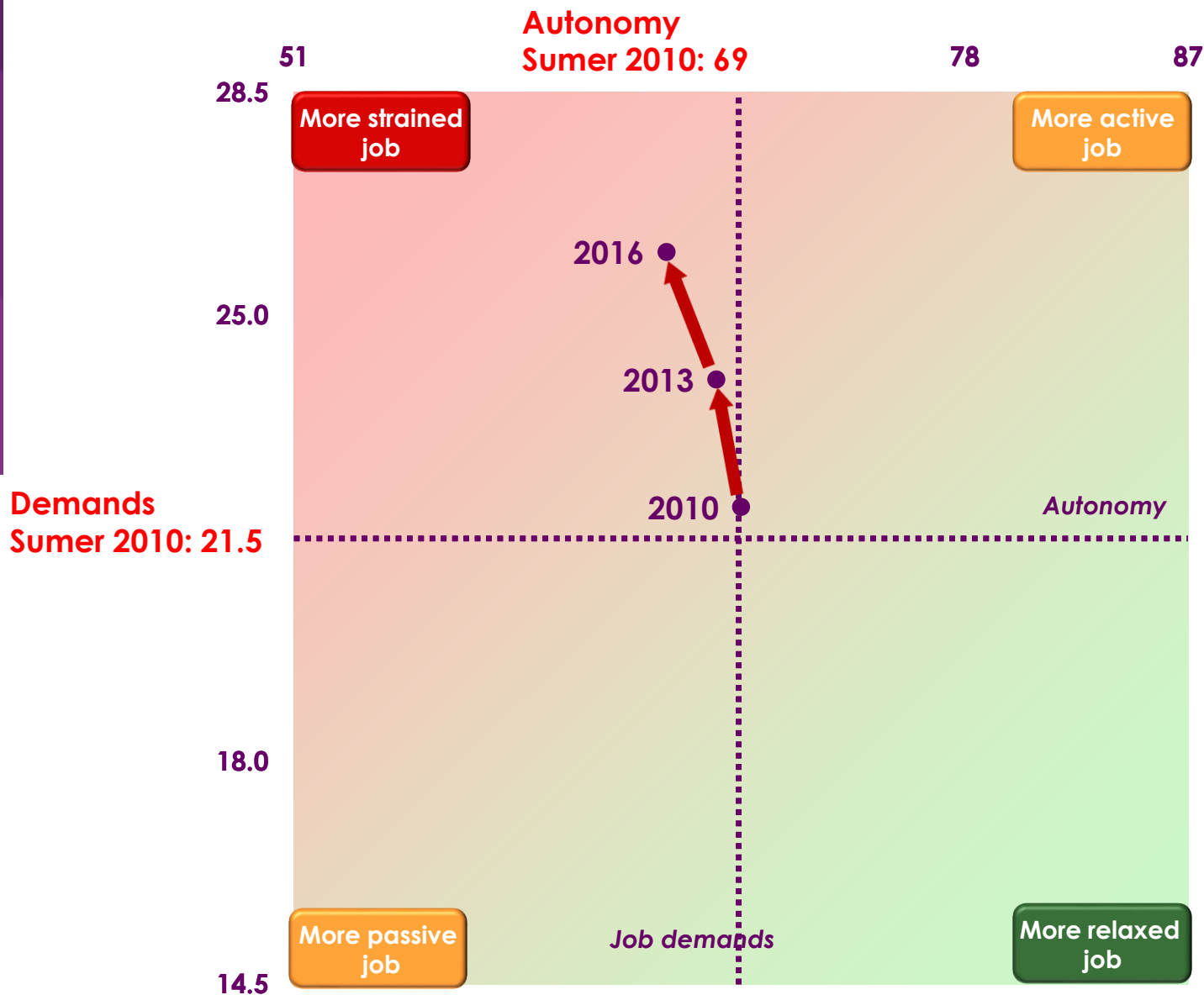
The Karasek model, with respect to Sumer 2010

- ✓ **The crossover between the levels “Autonomy” and “Job demands” resulting from Sumer 2010 on the same chart enables us to describe 4 job situations, relative to these national references:**
 - the “South-West” quadrant: low job demands combined with low autonomy expresses a more passive job situation
 - the “South-East” quadrant: low job demands combined with high autonomy expresses a more relaxed job situation
 - the “North-East” quadrant: high job demands combined with high autonomy expresses a more active job situation
 - the “North-West” quadrant: high job demands combined with low autonomy expresses a more strained job situation
=> *the latter is associated with a higher risk of cardiovascular problems, musculoskeletal disorders and depressive disorders*

- ✓ The following chart shows the results for all respondents at the EPO during the 3 iterations of the study.

Populations in a more strained job situation

Development of levels at the EOP vs Sumer 2010



Populations in a more strained job situation

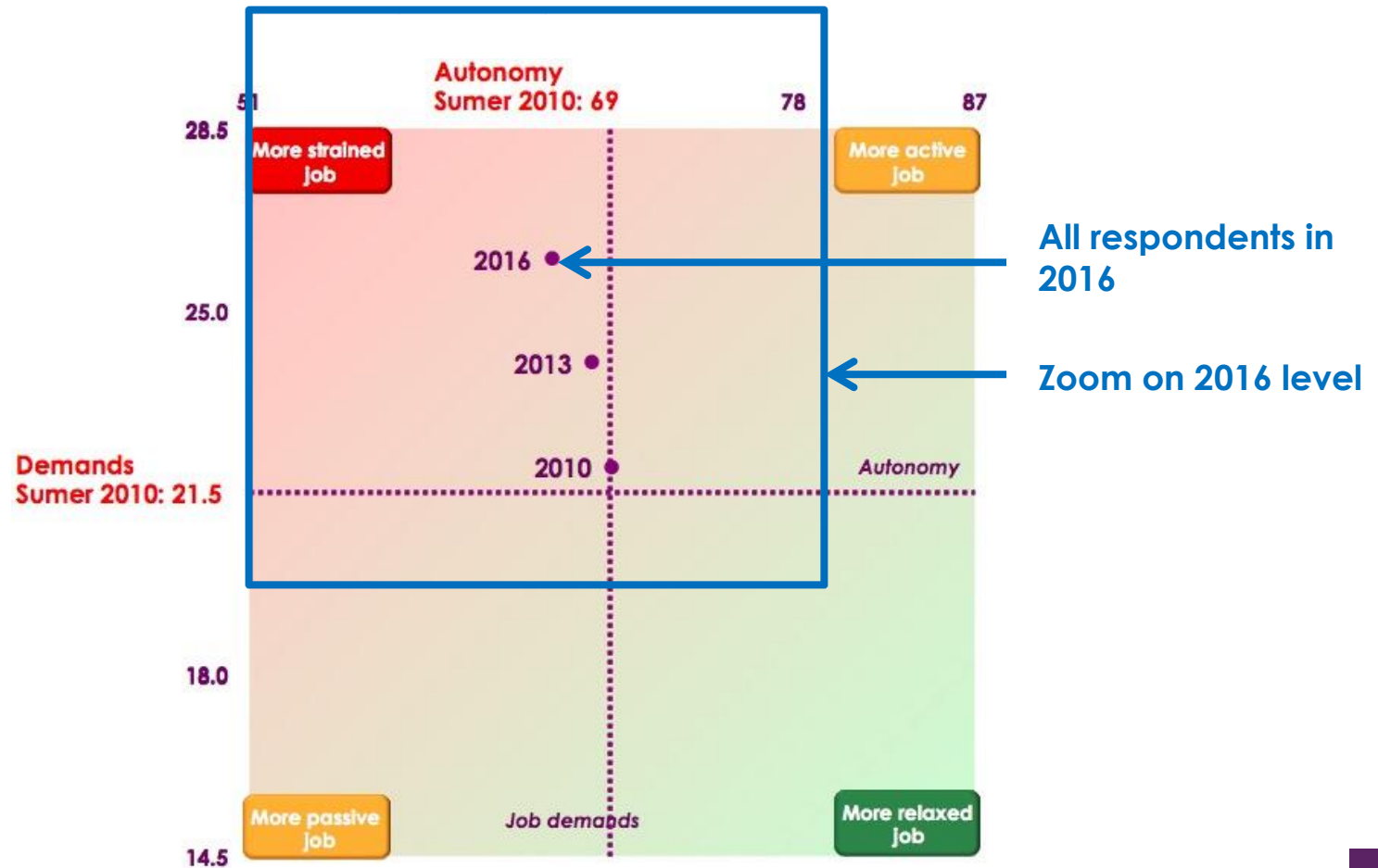
The Karasek model, with respect to the EPO 2016 results

- ✓ **The crossover between the “Autonomy” and “Job demands” medians can also be applied to the EPO results for 2016.**
- ✓ The model will enable us to visualise the population segments at higher risk than others within the EPO.
- ✓ As a reminder, the “North-West” quadrant: high job demands combined with low autonomy expresses a more strained job situation
=> the latter is associated with a higher risk of cardiovascular problems, musculoskeletal disorders and depressive disorders
- ✓ **In addition, the various categories are coloured in red if social support is perceived as significantly worse than average and in green if it is significantly better.**
=> social support plays an extremely significant protective/aggravating role in risk situations.

Populations in a more strained job situation

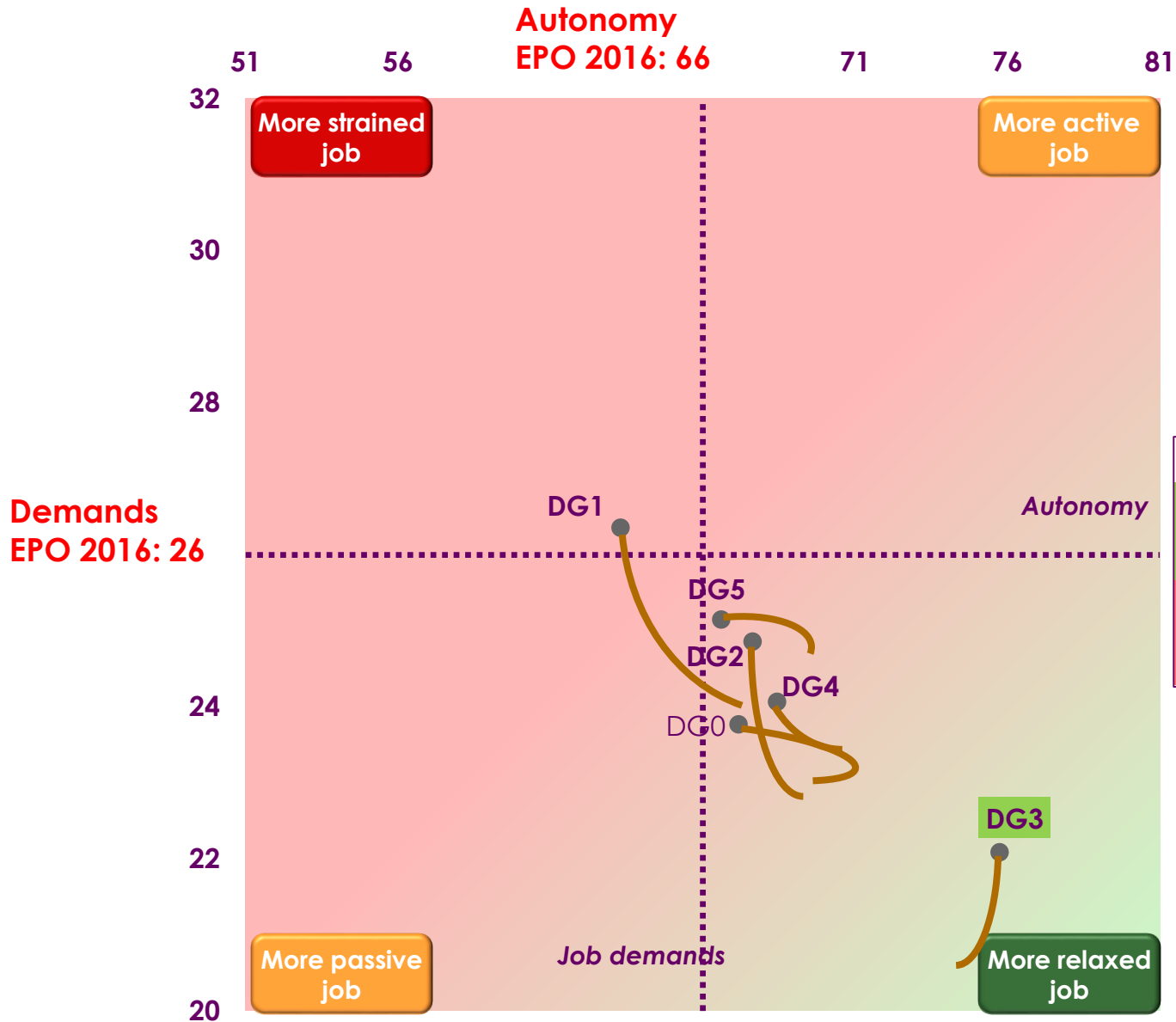
The Karasek model, with respect to the EPO 2016 results

- ✓ To properly illustrate the trends within each DG, the chart on the following page :
 - has been adapted to focus on the EPO medians in 2016 (autonomy=66 and demands=26).
 - focuses on the zone created by the blue box below



Populations in a more strained job situation

According to the Directorate-General



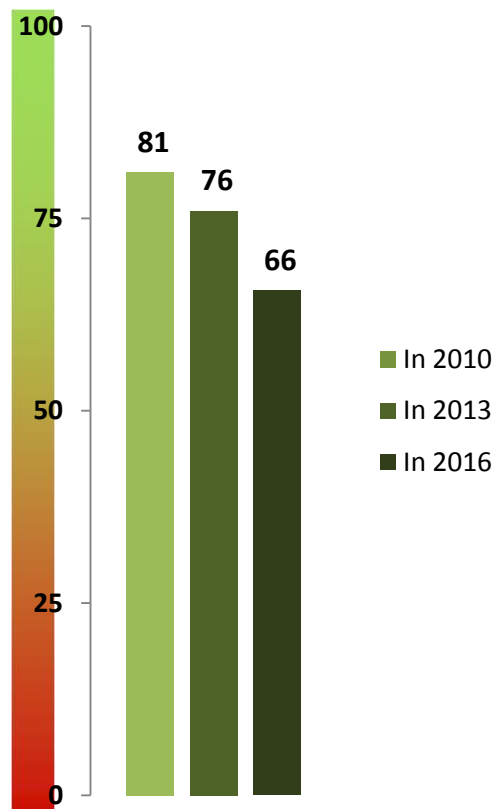
Key	
	Category significantly more supported than the average
	Category significantly less supported than the average

 Development since 2010

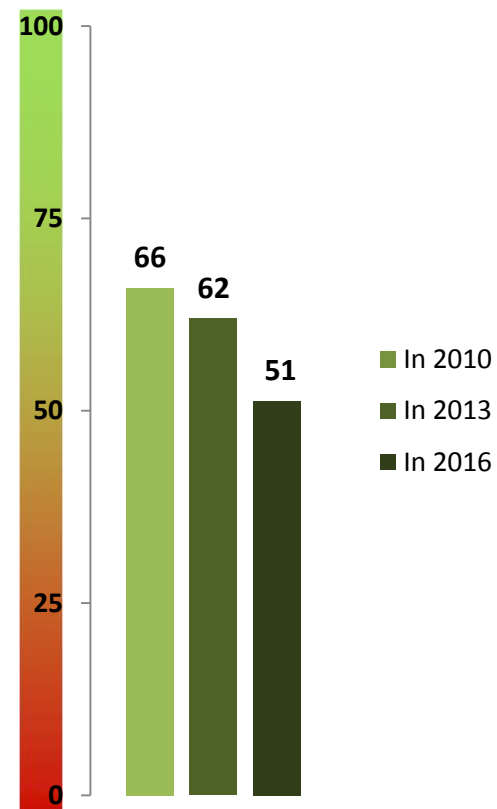
Recognition, Meaning of work

Development of levels at the EPO

Recognition



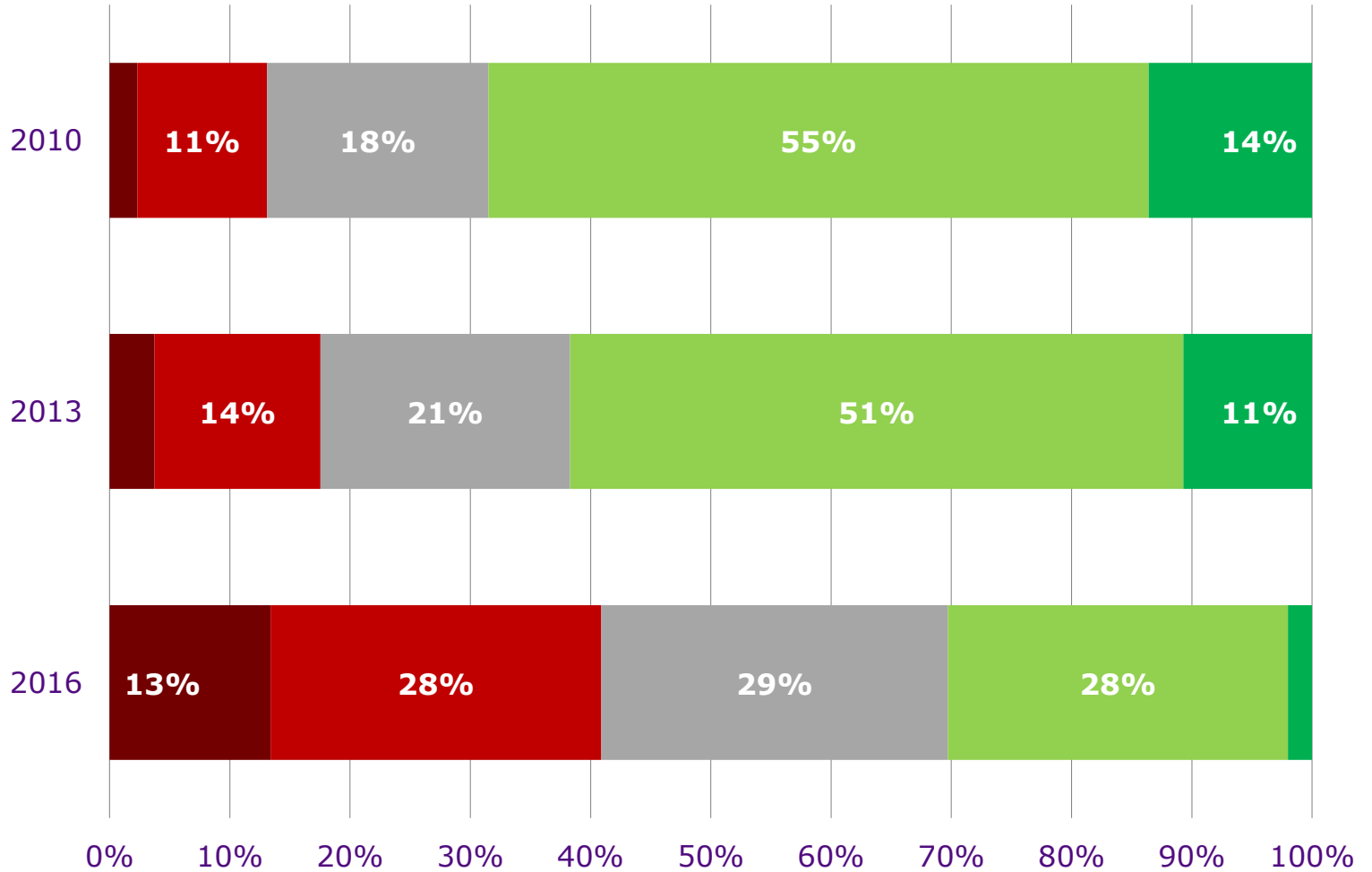
Meaning of work





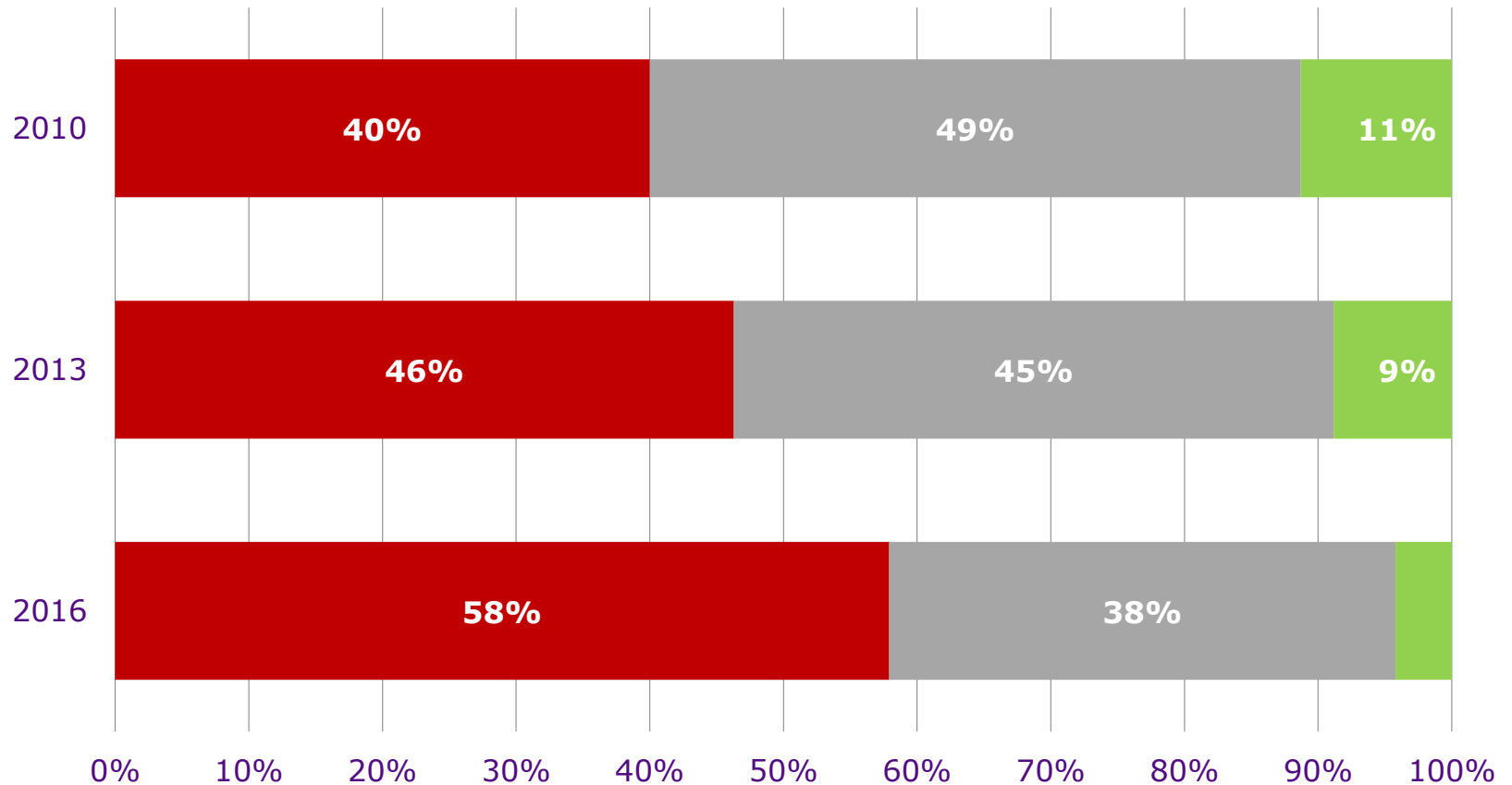
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**Some effects in terms of
employee perception**

Q167. Compared with my professional situation overall, I am:



■ Not at all satisfied ■ Not very satisfied ■ Neutral ■ Fairly satisfied ■ Completely satisfied

Q156. Do you think your current professional life has an impact on your health?



- Yes, my current professional life has a negative impact on my health
- No, my current professional life does not have an impact on my health
- Yes, my current professional life has a positive impact on my health

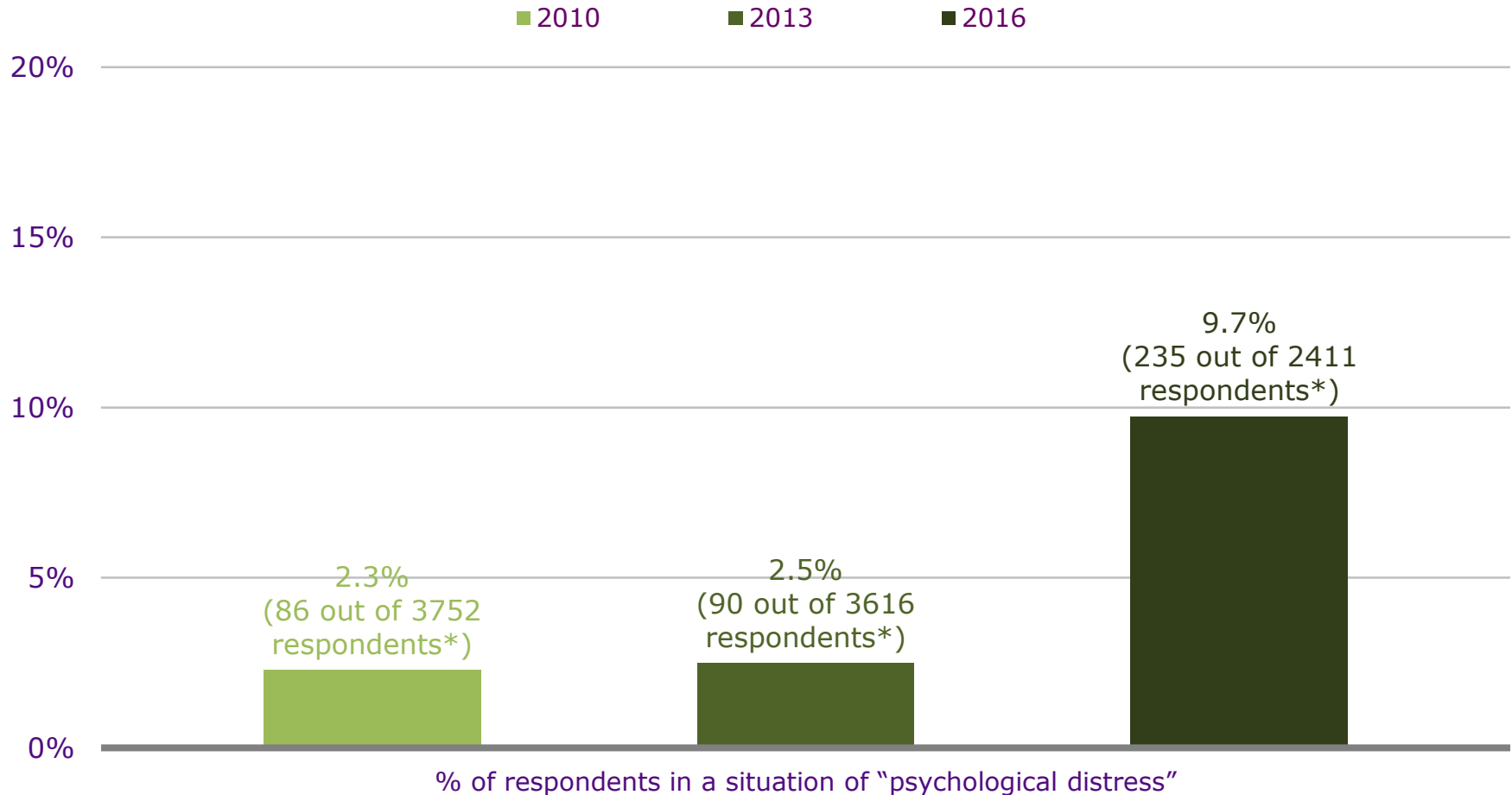
Populations in a situation of “psychological distress”

Quebec Healthy Survey

- ✓ **Model validated as the international scientific standard**
- ✓ **14 items on 5 themes** (Q140 to Q153) :
 - > *anxiety*
 - > *depression*
 - > *irritability*
 - > *cognitive issues*
- ✓ **Responses** → frequency scale:
 - > *Never* (= 0)
 - > *Occasionally* (= 1)
 - > *Fairly often* (= 2)
 - > *Very often* (= 3)
- ✓ The scale ranges from **0** (*never any feelings due to distress*) to **100** (*very often feelings due to distress*)
 - Score higher than 66 out of 100 = **“psychologically distressed”** employee (*66 corresponding to the frequency threshold “fairly often”/“very often”*)

Populations in a situation of “psychological distress”

The Psychological Distress Index



* Having responded to all the questions in the model (in 2016: Q140 to Q153).



3

Specific
determinants



Major risks

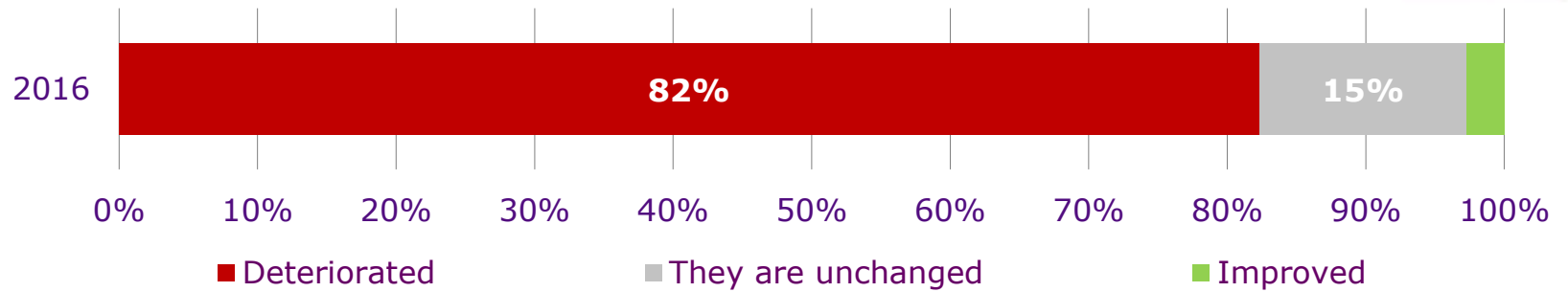


Disorders

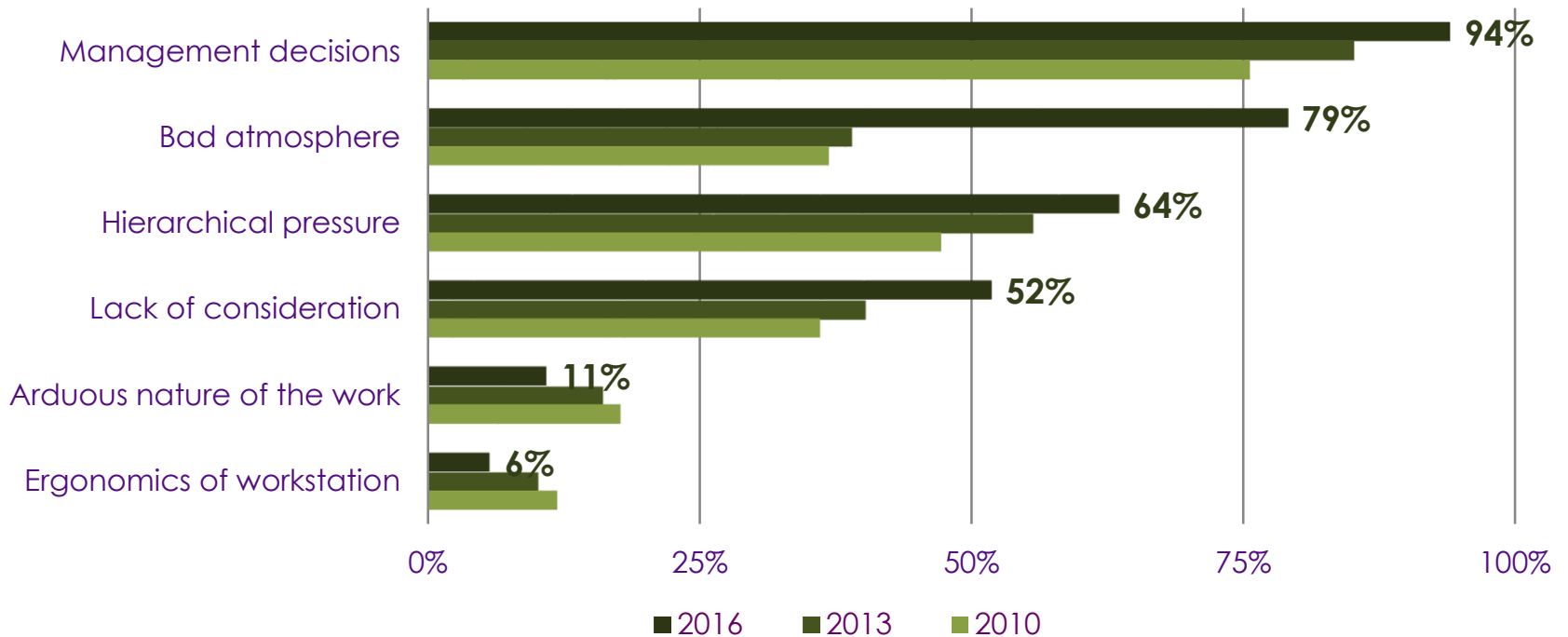
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**Some determinants specific to the EPO
which impact on the risk factors**

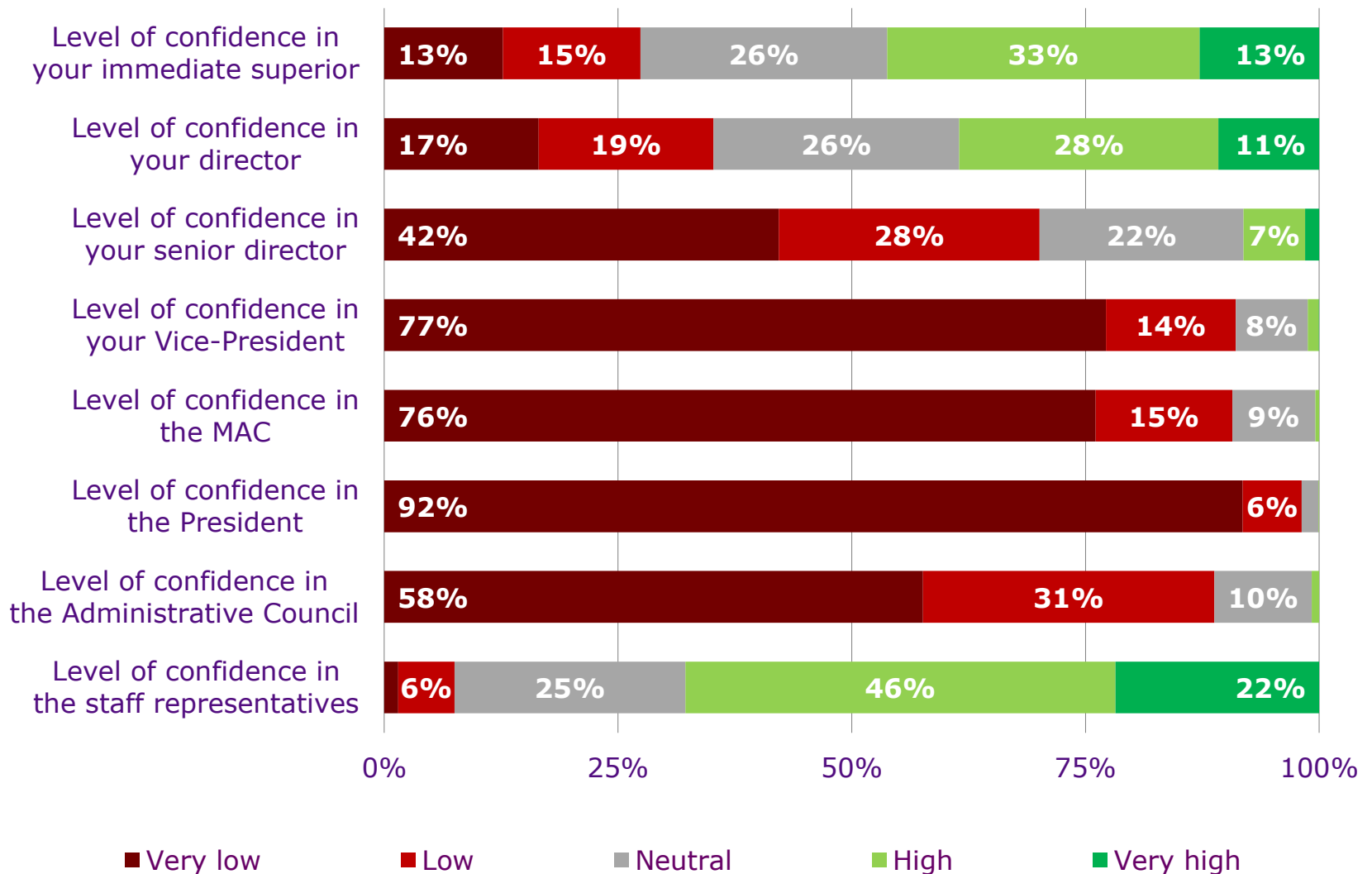
Q112. For the last three years, your working conditions have:



Q113. If they have deteriorated, this is due to



Confidence in the management and the staff representatives - Q29 to Q36



Q39. For the last three years, the position of quality in respect of quantitative targets:

