Staff Survey 2020

Presentation of partial results

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Staff Union of the European Patent Office
Central Bureau

Under the responsibility of

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0 Response rate
Taux de réponse

Period covered: 17 February 2020 to 31 March 2020 inclusive.

Number of EPO officials (permanent and temporary) 6545
Number of access codes to the questionnaire distributed 3124

Number of responses 1759
Response rate to the questionnaire 56.3%
% of officials who expressed their opinion 26.9%
1 Global indicators of psychosocial risk
Populations in a more strained job situation
 Development of levels at the EPO vs « Sumer 2010 »

Demands
Sumer 2010 : 21,5

Autonomy
Sumer 2010 : 69

2010
2013
2016
2020

More strained job
More active job
More passive job
More relaxed job

Job demands
Recognition, Meaning of work
Average levels at the EPO

Recognition

Meaning of work

In 2010  In 2013  In 2016  In 2020

Recognition

Meaning of work
Some effects in terms of employee perception
Populations in a situation of “psychological distress”
The Psychological Distress Index

✅ Model validated as the international scientific standard
✅ 14 items on 4 themes (anxiety, depression, irritability, cognitive issues):
   -> Score higher than 66 out of 100 = “psychologically distressed” employee

* Having responded to all the questions in the model
Perceived health
Proportion of employees who feel that their current working life has a negative impact on their health

Yes, my current professional life has a negative impact on my health

2010: 40%
2013: 46%
2016: 58%
2020: 63%
Some determinants specific to the EPO which impact on the risk factors
Confidence in management and staff representatives

- Your immediate superior: 2020 - 75%, 2016 - 20%, 2013 - 5%, 2010 - 0%
- Your director: 2020 - 51%, 2016 - 29%, 2013 - 5%, 2010 - 1%
- Your principal director: 2020 - 5%, 2016 - 3%, 2013 - 0%, 2010 - 0%
- Your Vice-President: 2020 - 7%, 2016 - 1%, 2013 - 0%, 2010 - 1%
- The MAC: 2020 - 1%, 2016 - 3%, 2013 - 0%, 2010 - 0%
- The President: 2020 - 3%, 2016 - 1%, 2013 - 0%, 2010 - 0%
- The Administrative Council: 2020 - 0%, 2016 - 0%, 2013 - 0%, 2010 - 0%
- The staff representatives: 2020 - 75%, 2016 - 29%, 2013 - 5%, 2010 - 1%
For the last three years, the position of quality in respect of quantitative targets:
Satisfaction
Considering my overall work situation: