



Europäisches
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Personalausschuss
Staff Committee
Le Comité du Personnel

General Assembly of the Local Staff Committee The Hague

January 24th 2023, 11:00-12:30



Jorge

Rhiannon

Isabelle

Cláudia

Teresa

Dirk

Christian

Alexandra

Florence

Fausto

Roberto

Kinga

Lutz

Yoann

Joël

Tiago

Philippe

Agenda of the General Assembly

1. Staff Representation Election 2023
2. Salary Adjustment Method
3. Bringing Teams Together
4. Closing Remarks
5. Question and Answer Session

1. Staff Representation Election 2023



Staff Representation Elections 2023

Call for Candidates!



A Bit of History

- Ban on mass email – May 2013
- Strike regulations – July 2013
- Social Democracy – March 2014
- Secretarial Support – June 2021
- Reforms
 - 2014 – New Career System
 - 2015 – Health reform
 - 2017 – EPOTIF
 - 2018 – Fixed-Term contracts
 - 2021 – Education Allowance
 - SP2023, SP2028?

ILO-AT to the rescue

- Ban on mass email – J4551
- Strike regulations – J4430, 4432-4435
- Freedom of association – J4482 & 4550
- Secretarial Support – pending before the ApC
- Reforms – a tsunami of legal cases

Resolution Proposed to Staff

- Testing the limits of Employment Law – since 2012
- Identical resolution in Mü – Be – Vi
- Elections in June 2023
 - Freedom of communication
 - Right to freely elect
- Request the President and the Admin Council to take action

We need your support – so that we can support you!

Please vote in favour of the resolution

Resolution (1/2)

Staff of the EPO in Den Haag(Rijswijk), gathered in a General Assembly,

Noting that:

- Since 2012, the EPO has been consistently testing the limits of employment law.
- The Tribunal already sanctioned the EPO
 - for its illegal strike regulations (Judgments 4430 to 4435),
 - for its “Social Democracy” interference into staff representation elections (Judgment 4482),
 - for prohibiting nominations in the Appeals Committee among all staff (Judgment 4550) and
 - for its unlawful ban on mass-emails (Judgment 4551).

Further noting that:

- The EPO arbitrarily limits the term of office of staff committee members to three consecutive (re-)elections (Article 35(7) ServRegs) thus unduly limiting the right of staff to freely choose their representatives.
- The EPO has not honoured its obligations to restore freedom of communication and hence not executed Judgment 4551 on mass-emails since July 2022.
- The President has disbanded any secretarial support to staff committees.

Resolution (2/2)

Express their deep disappointment that the President of the Office has not settled any of his predecessor's breaches of the fundamental right to freedom of association on his own motion and merely waited for the Tribunal's judgments.

Urge the President:

- to quash Article 35(7) ServRegs so as not to prevent re-election of staff committee members,
- to restore freedom of communication in the Office by executing Judgment 4551 on mass-emails,
- to restore secretarial support to staff committees.

Request the Administrative Council and the President to put an end to breaches of the right to freedom of association and of the right to freedom of communication at the EPO.

Rijswijk, 24 January 2023

Vote Resolution

MS Teams – poll

Auditorium – raise of hands – 3 rounds

Against – Abstain - In favour





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...thank you...



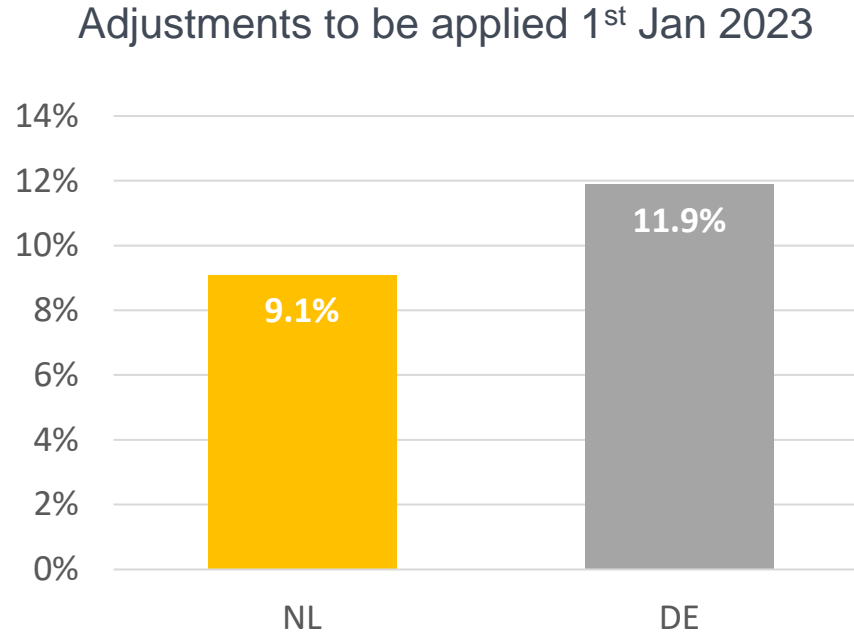
2. Salary Adjustment Procedure



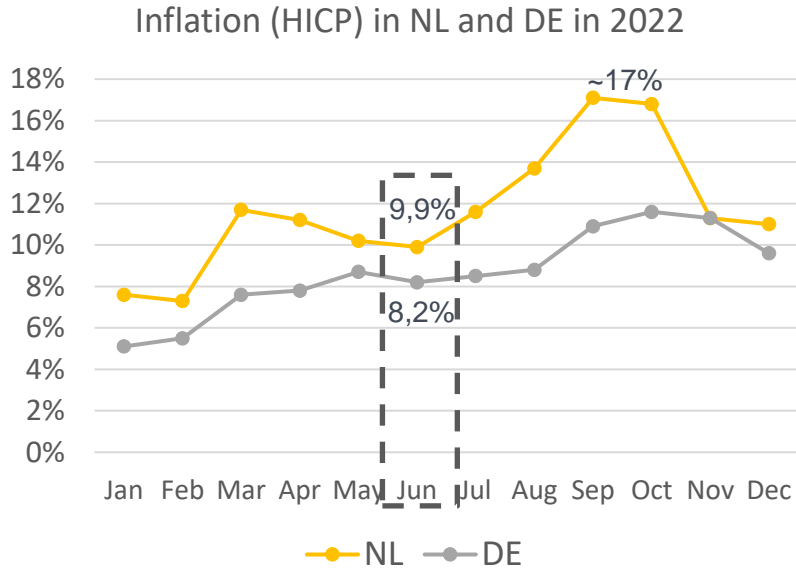
SAP Presentation Outline

- Inflation is higher in NL than DE, so why was the adjustment in DE higher than in NL?
- What happened to the lump sum?
- How do the results of the New SAP compare to the Old SAP?
- Does this mean the New SAP isn't that bad?
- Was the adjustment in NL high, all things considered?

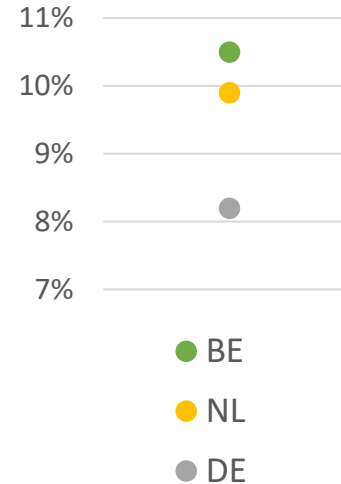
Why was the adjustment in DE higher than in NL?



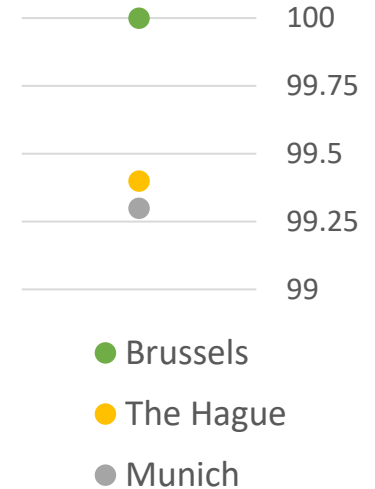
Why was the adjustment in DE higher than in NL?



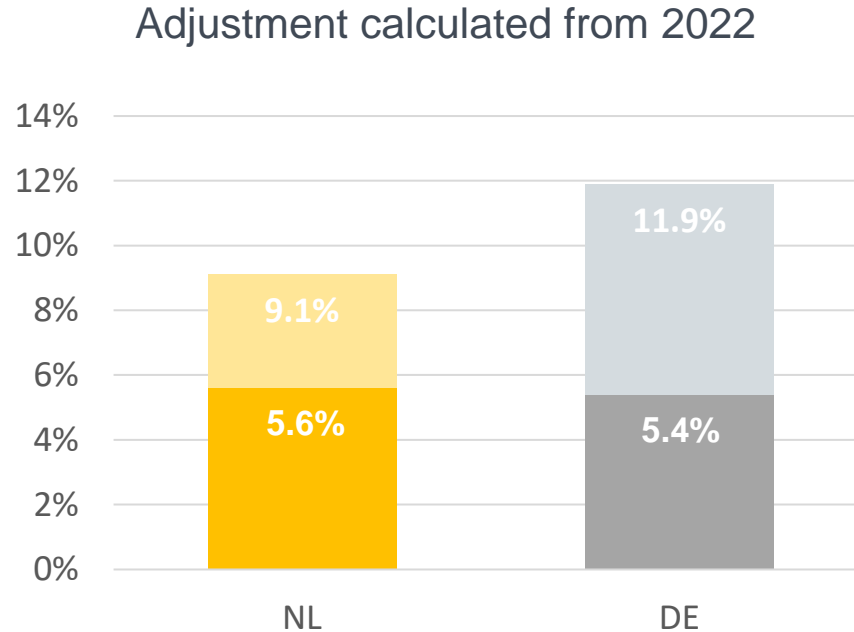
HICP June 2022



PPPs June 2022



Why was the adjustment in DE higher than in NL?

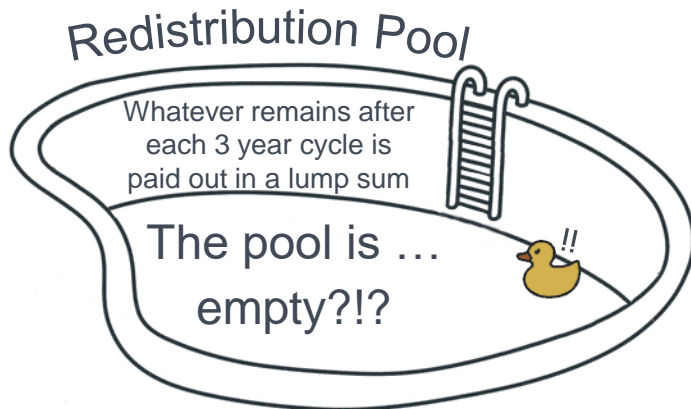
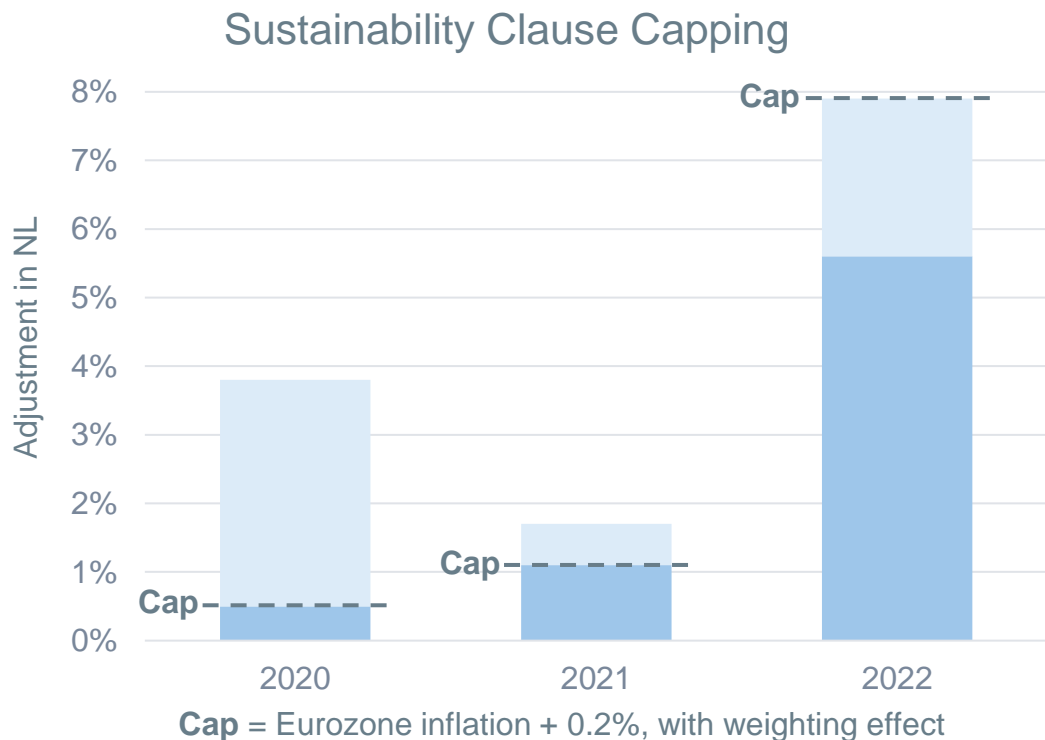


Includes;

- Part calculated for 2022
- Part from **exception clause** from 2021
- Part from **sustainability clause** from 2020 and 2021

Answer: Because it includes parts from 2021 and 2020, the part of 2022 **IS** higher in NL than DE

What happened to the lump sum?



What went into the pool?

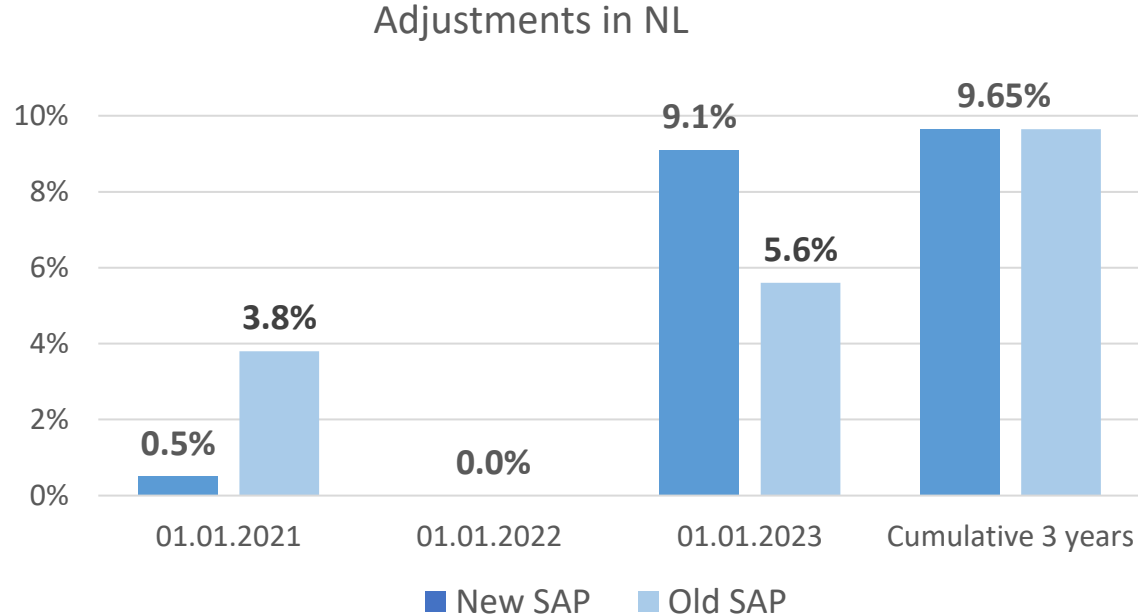
- Austria: +4.1%
- Belgium (Brussels): +2.2%
- Germany: +4.9%
- Netherlands: +3.9%

What came out of the pool?

“uplift of the adjustment percentages of 2.2%”

Answer: The pool is “empty” because we took from it this year, so there is no lump sum

How does the New SAP compare to the Old SAP?



Answer: The salary scales are the same now as they would have been with the old SAP, but the speed it took to get there was different

Does this mean the new SAP isn't so bad?

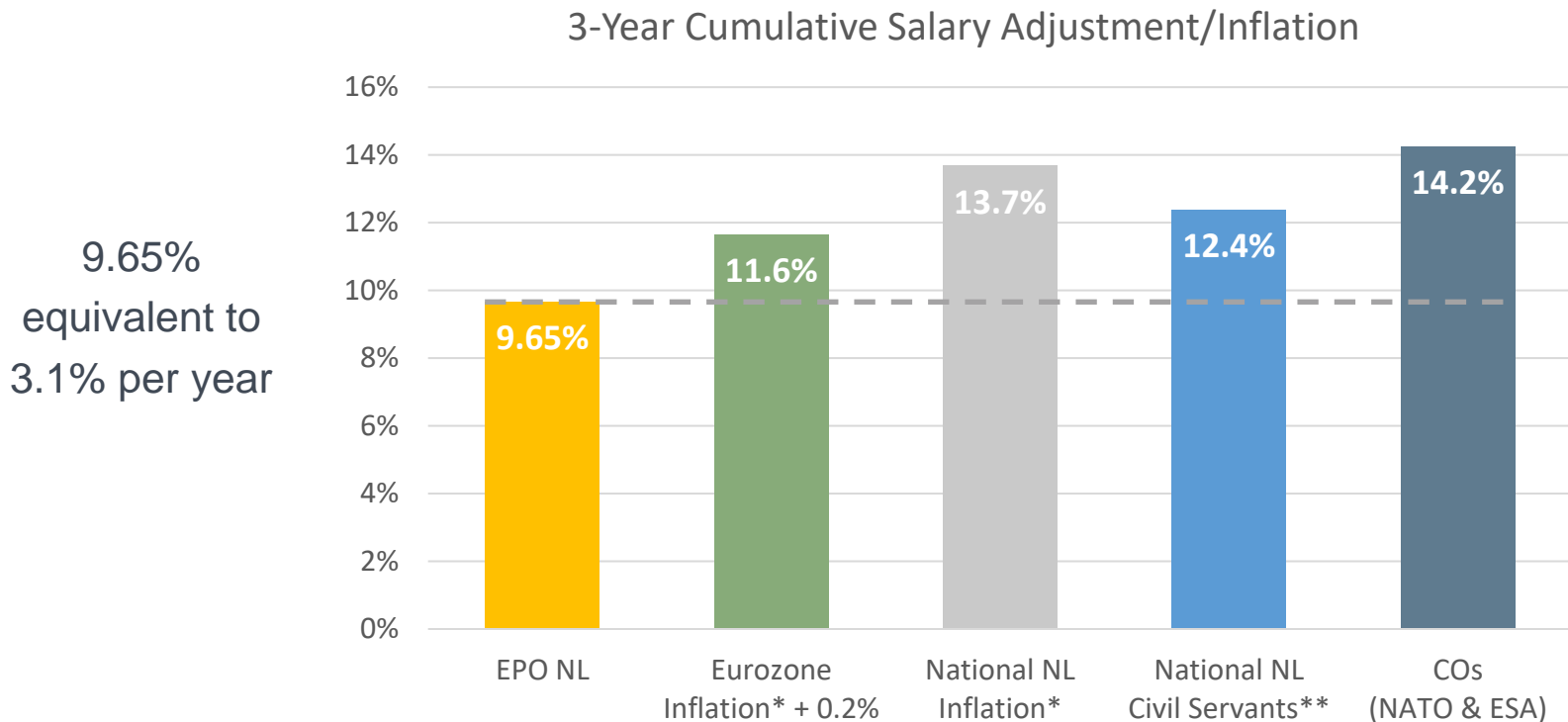
Short answer: No!

Longer answer: New SAP is flawed for many reasons, including;

- It is poorly drafted, can have many interpretations
- It is very complicated, clauses create unforeseen problems
- 3-year cycle gives arbitrary outcome depending on order of events
- Weighting means big sites heavily influence the result of small sites
- It doesn't maintain Purchasing Power Parity...

The damage from the new SAP so far is limited, but we were lucky

Was the salary adjustment high, all things considered?



Answer: Not compared to any cited comparison when considering a 3-year cumulative value



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3. Bringing Teams Together





BTT

Bringing teams together

Or

Divisive exercise!?

Limited information



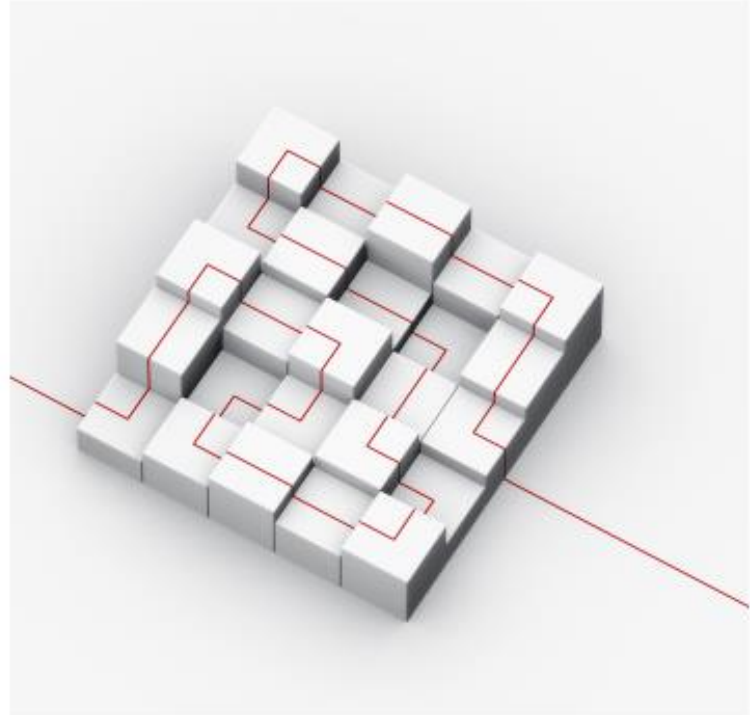
70% quota per directorate
~ 40% (upto 50%) allocated
individual/shared



sustainability

Chaos

- A) only office-for a day in some teams
- B) 40-50% of team allocated office with names
 - decisions made on 09-12.22 data
 - decisions made on future plans
 - decisions made on up to 3y past
 - drawing lots
 - high producers
 - Team/ directorate level



Issues raised



Reversibility?



How to know who is where?



30% of team not in the team area



Communication/collaboration?



Service space for shared offices?



Health/Ergonomics

HS/TM



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Wrap-up



Q&A

To ask a question or make a comment orally please raise your hand 🙋

Unanswered questions can be sent to dhstcom@epo.org



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