

*Staff Union of the European
Patent Office*

Central Bureau

EPO

*2016 Staff Survey
Frequency Tables*

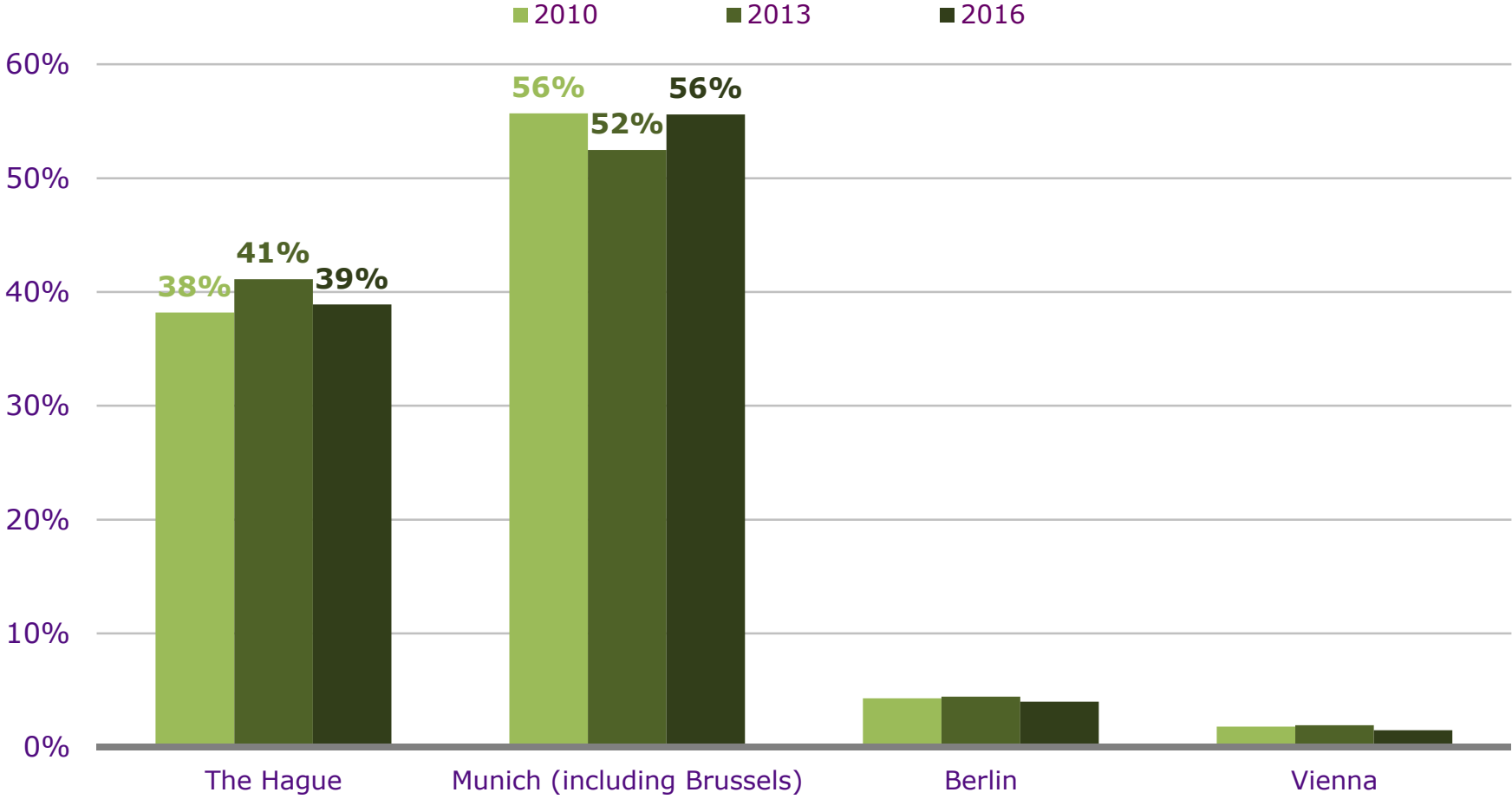
Gérard RIMBERT

Responsable du département Risques Psychosociaux

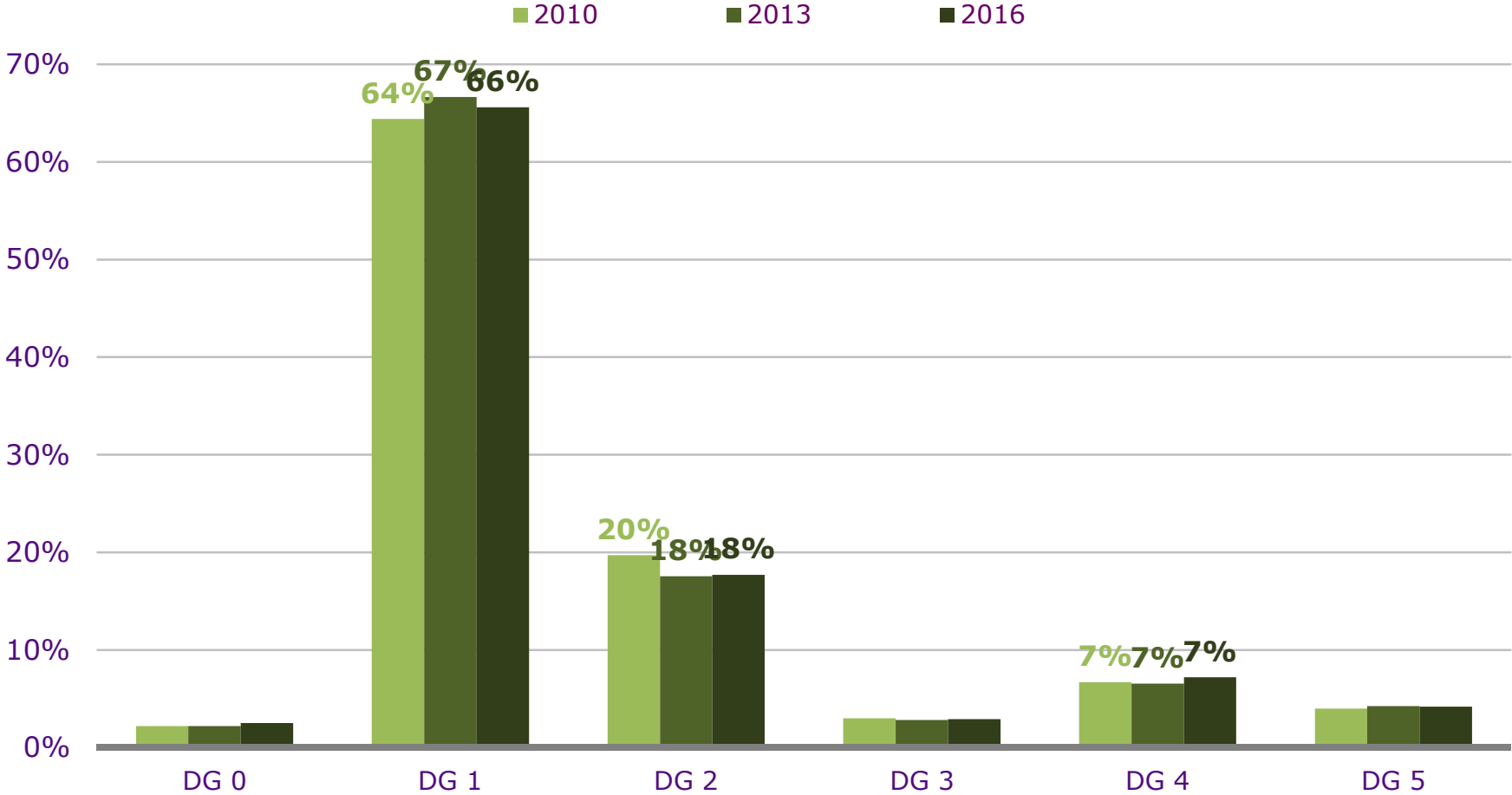
Rémi BERNAD

Statisticien

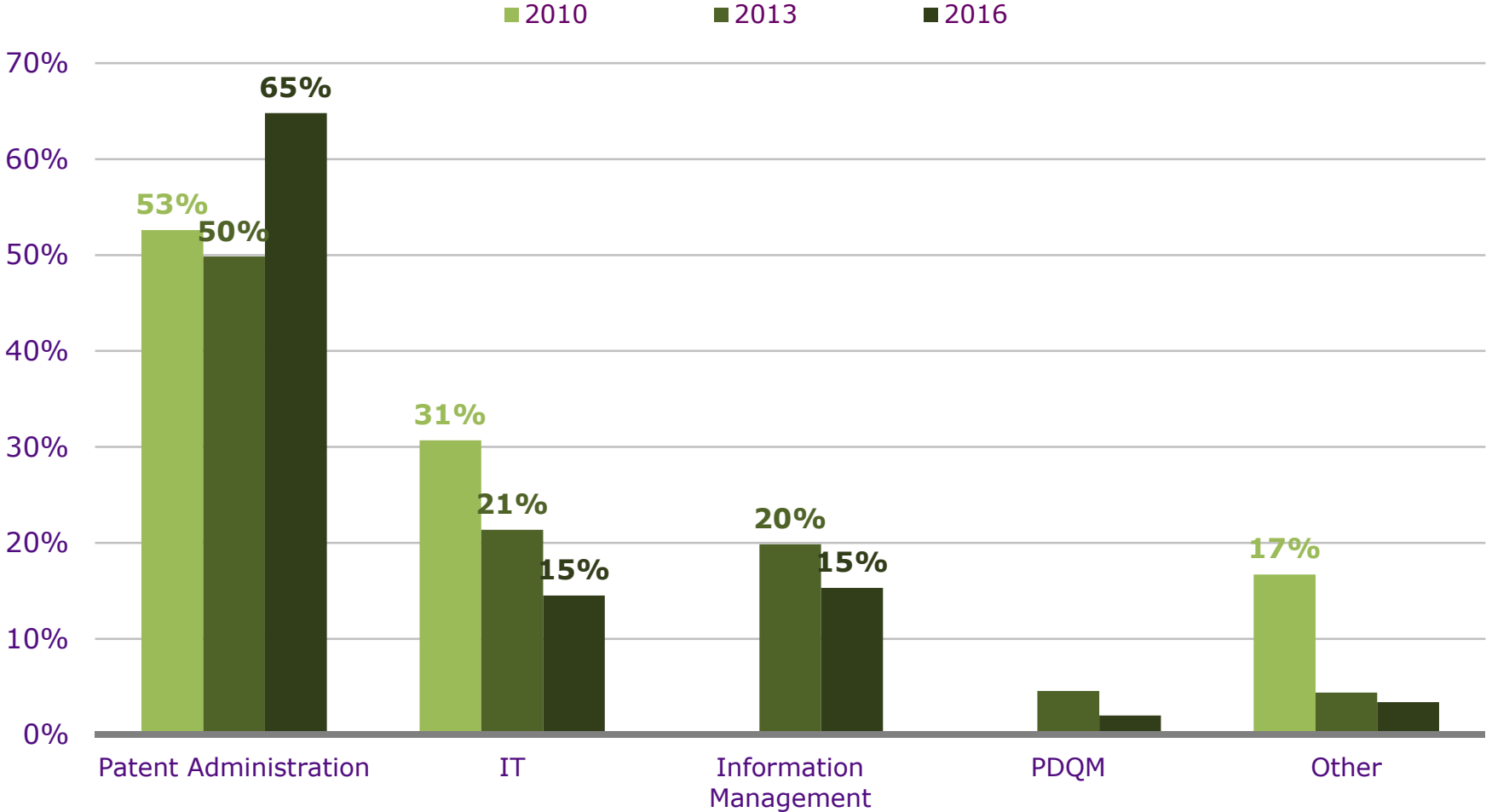
Q1. At which site do you work?



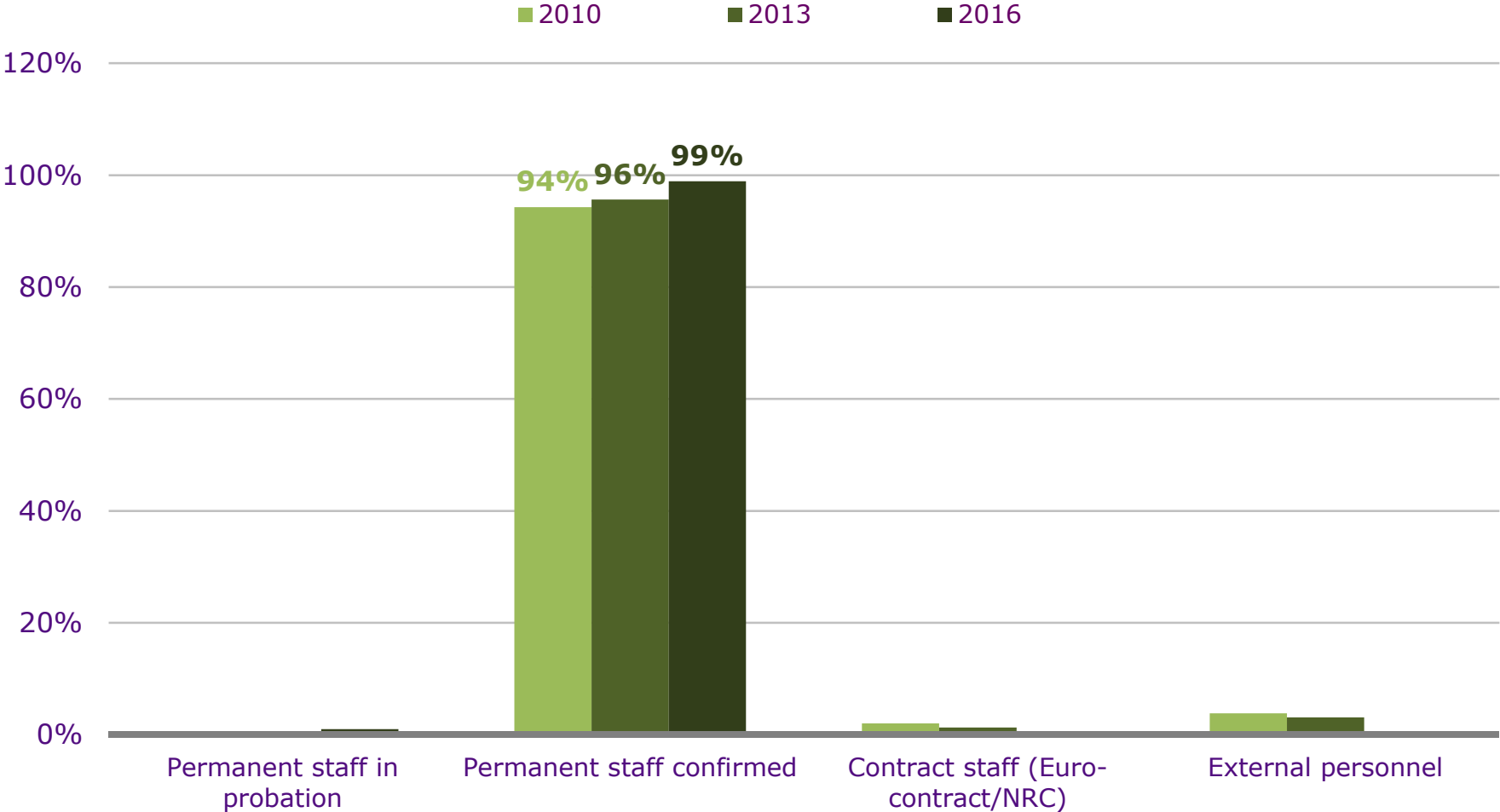
Q2. In which Directorate General do you work?



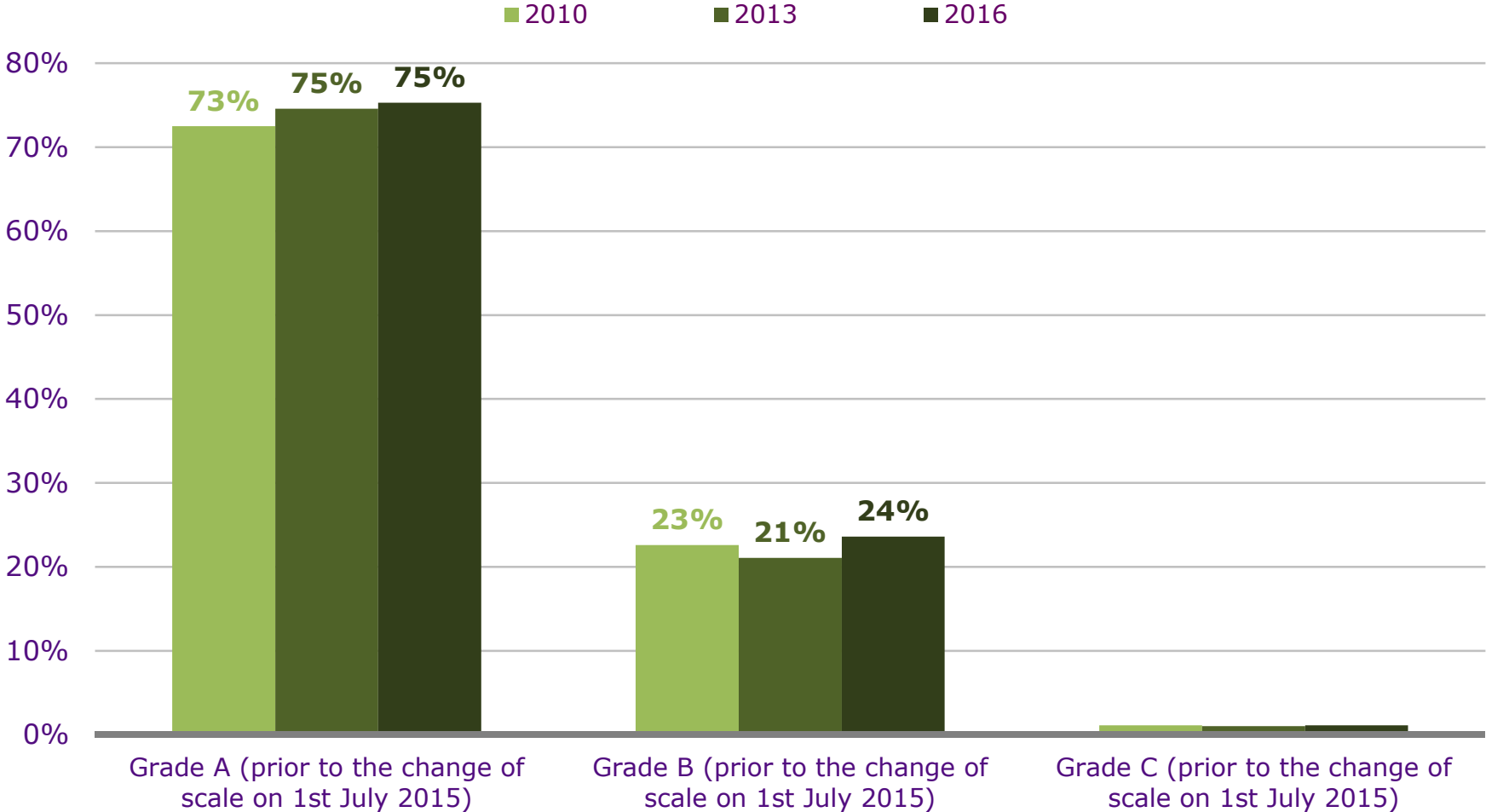
Q3. If you work in DG 2, what area do you work in?



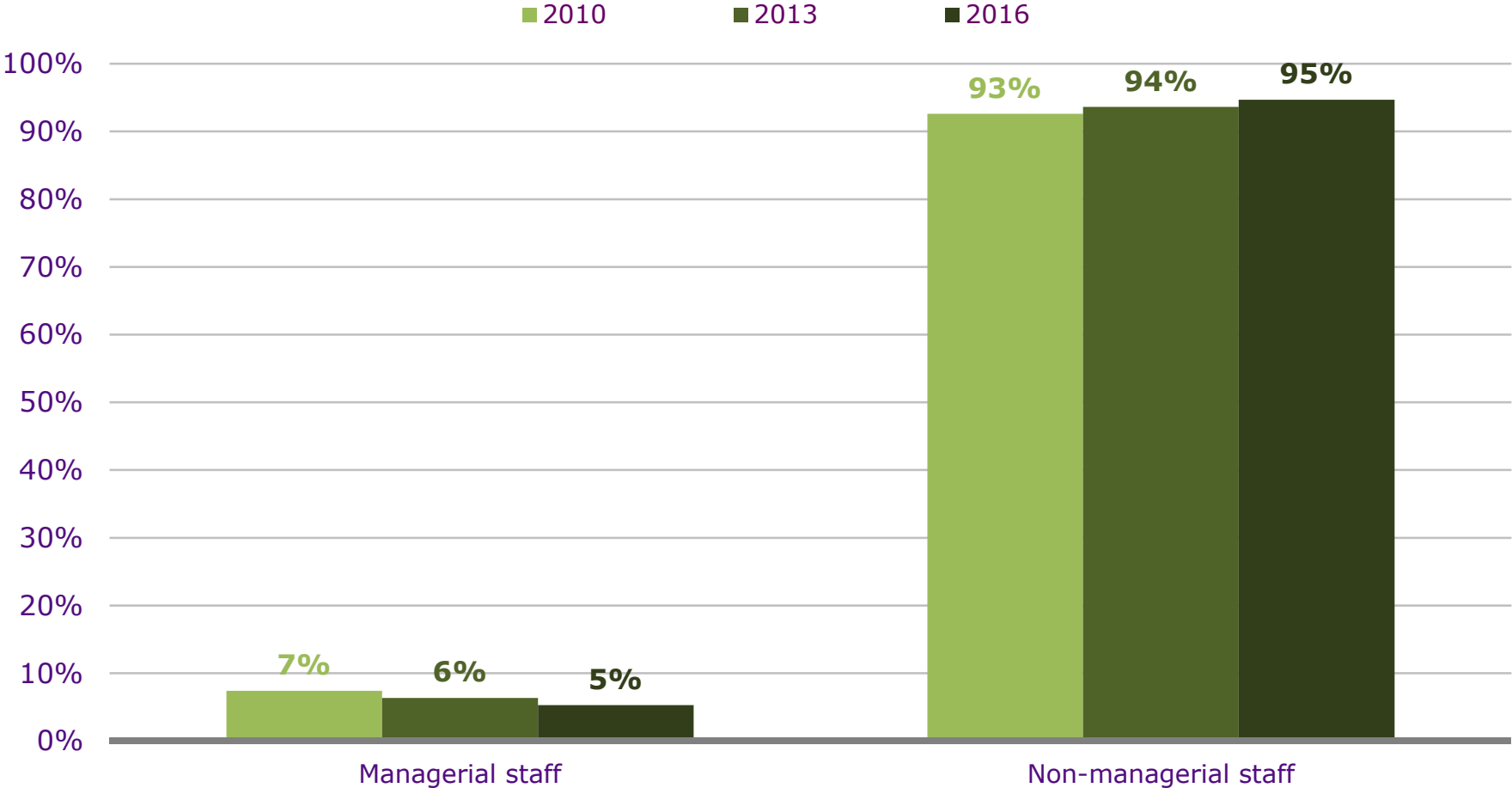
Q4. What is your employment status?



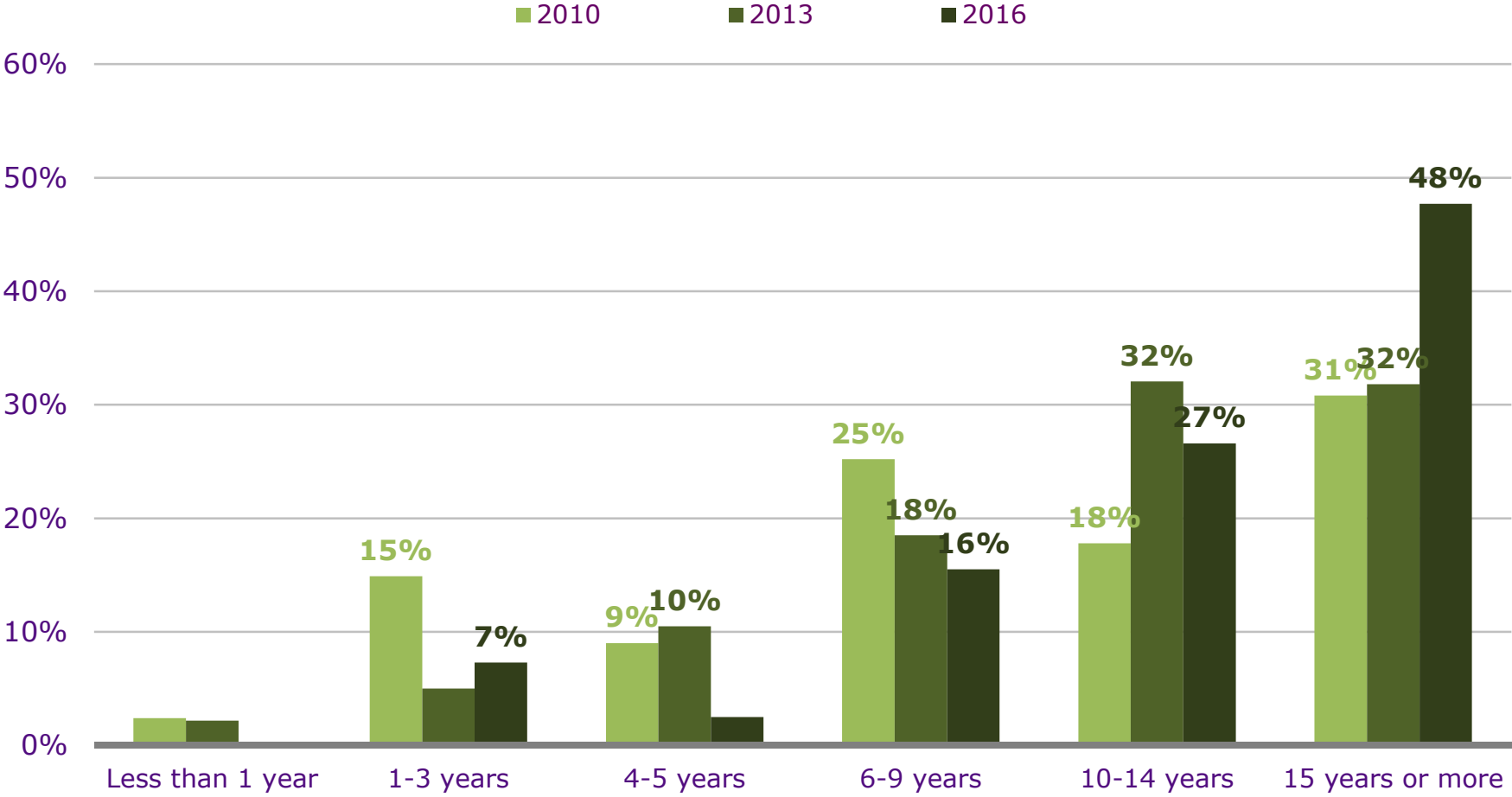
Q5. What grade are you?



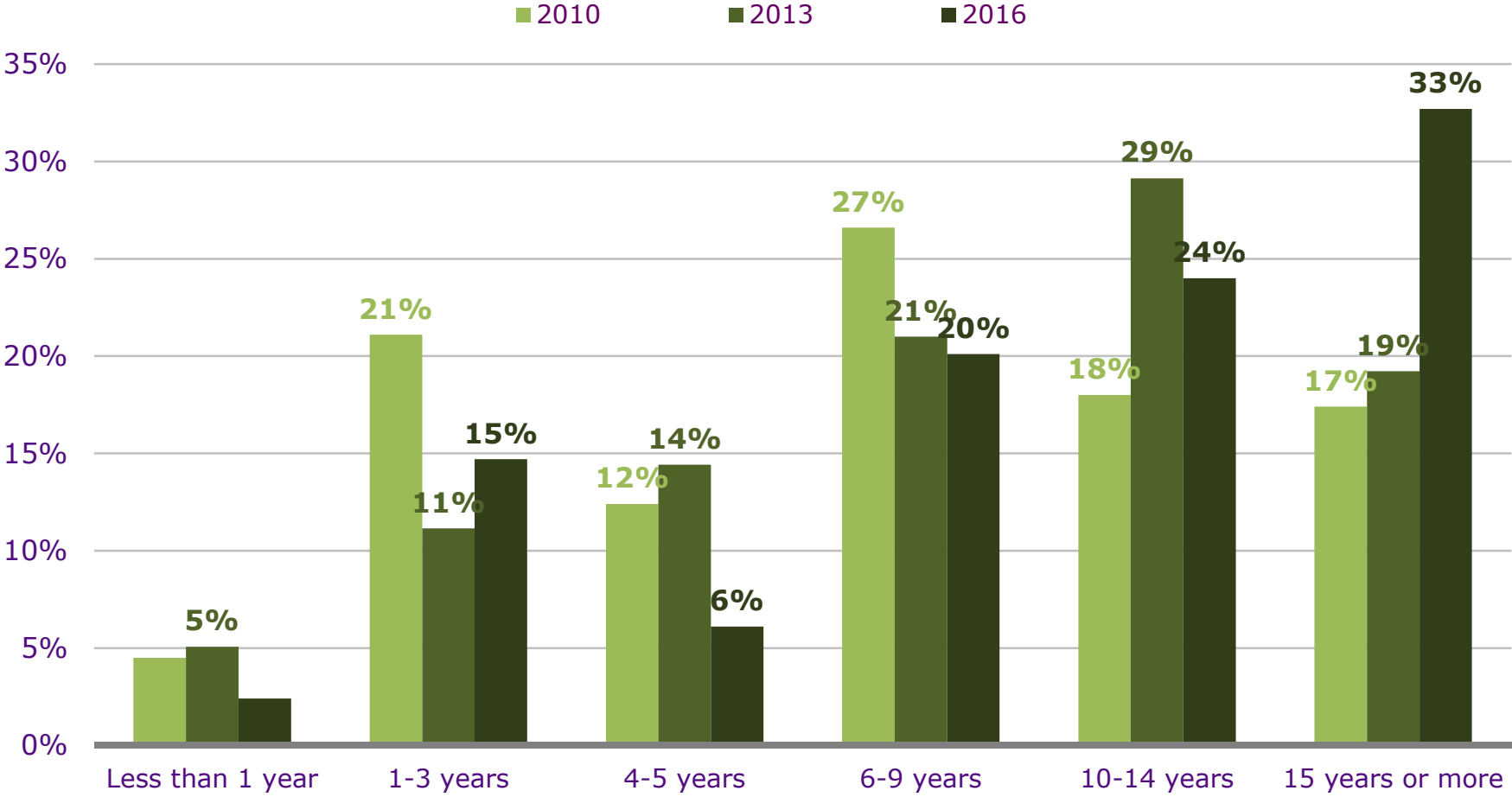
Q6. You are:



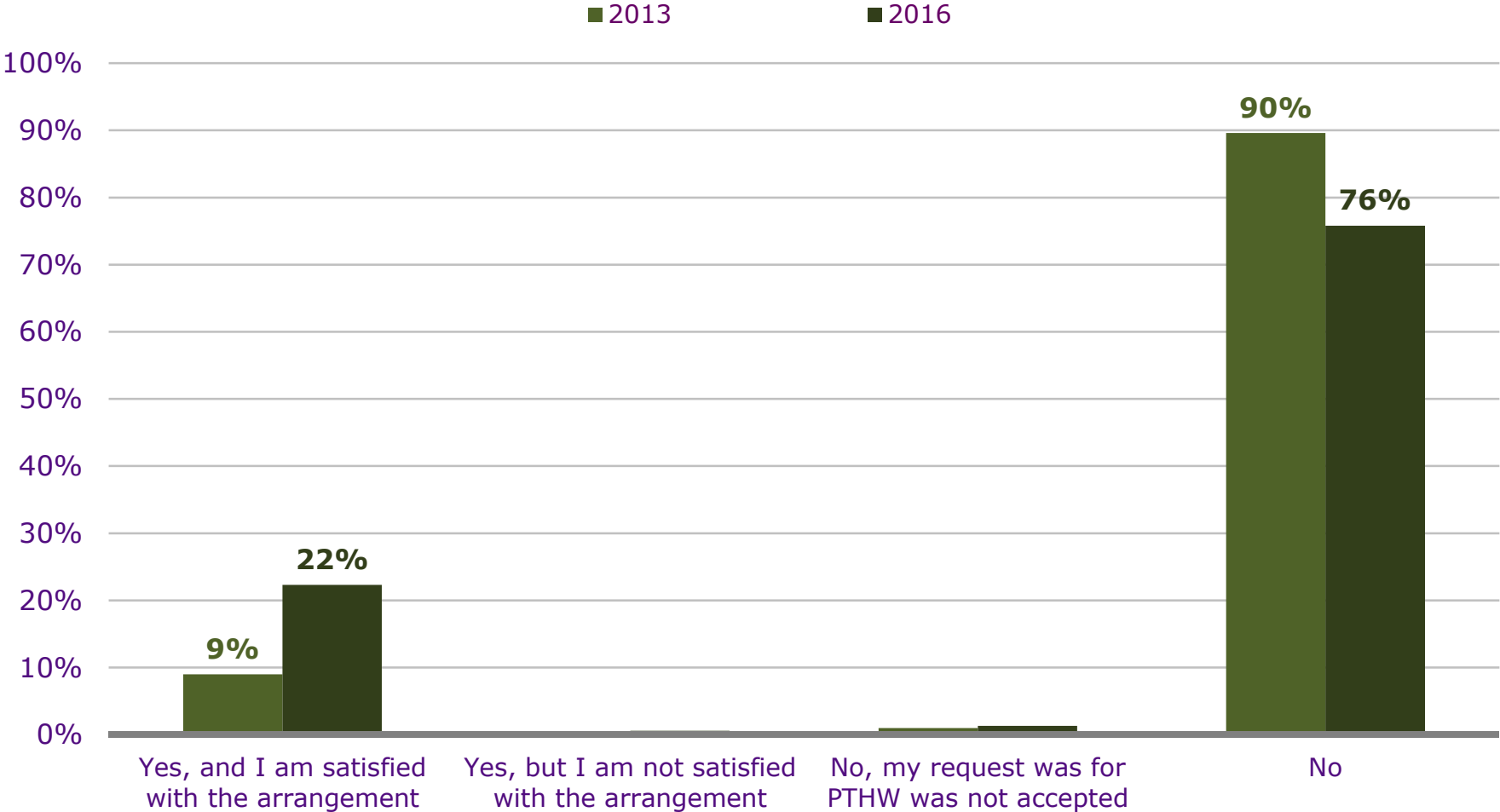
Q7. How long have you worked at the European Patent Office?



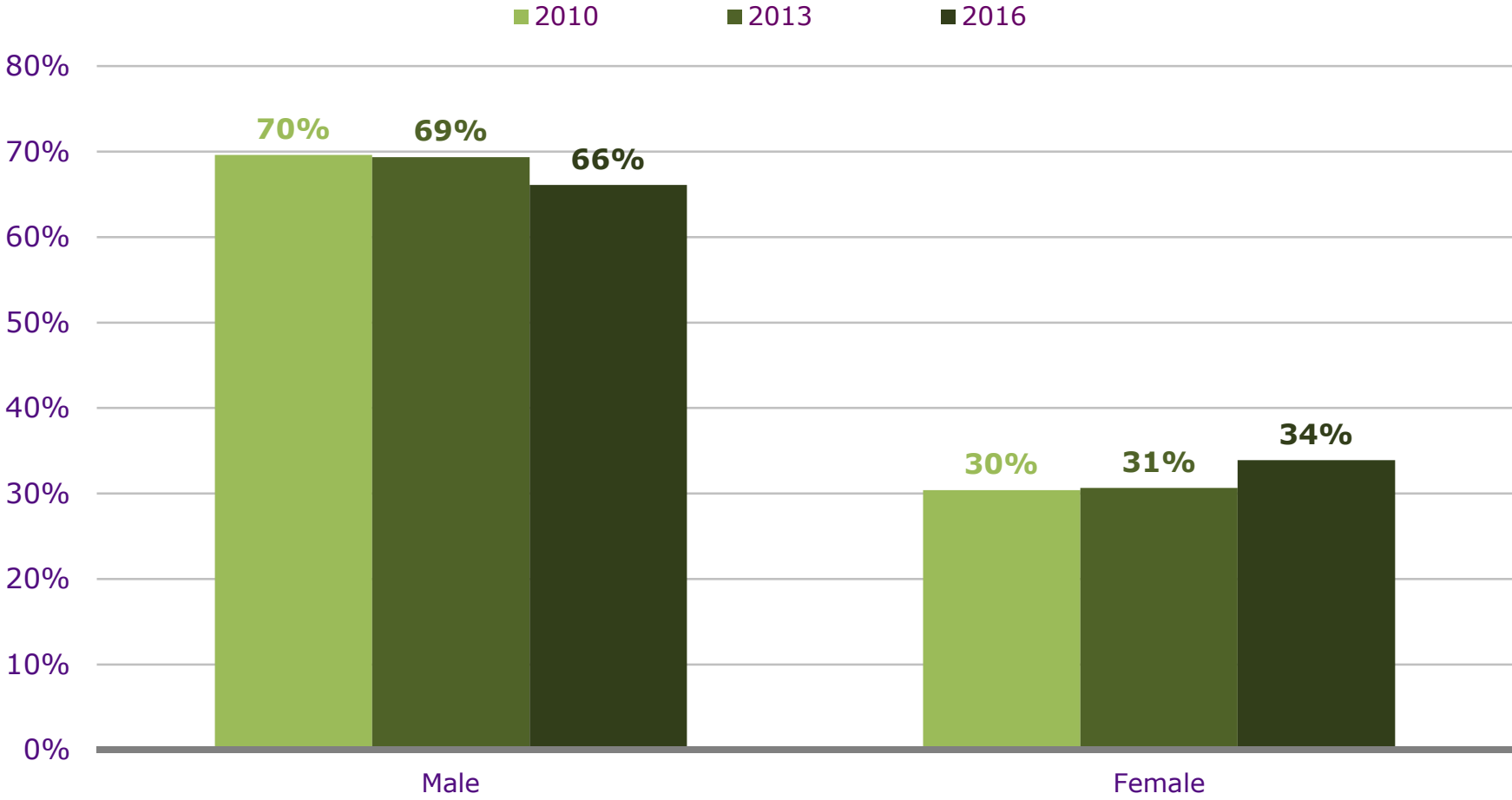
Q8. How long have you worked in your current post?



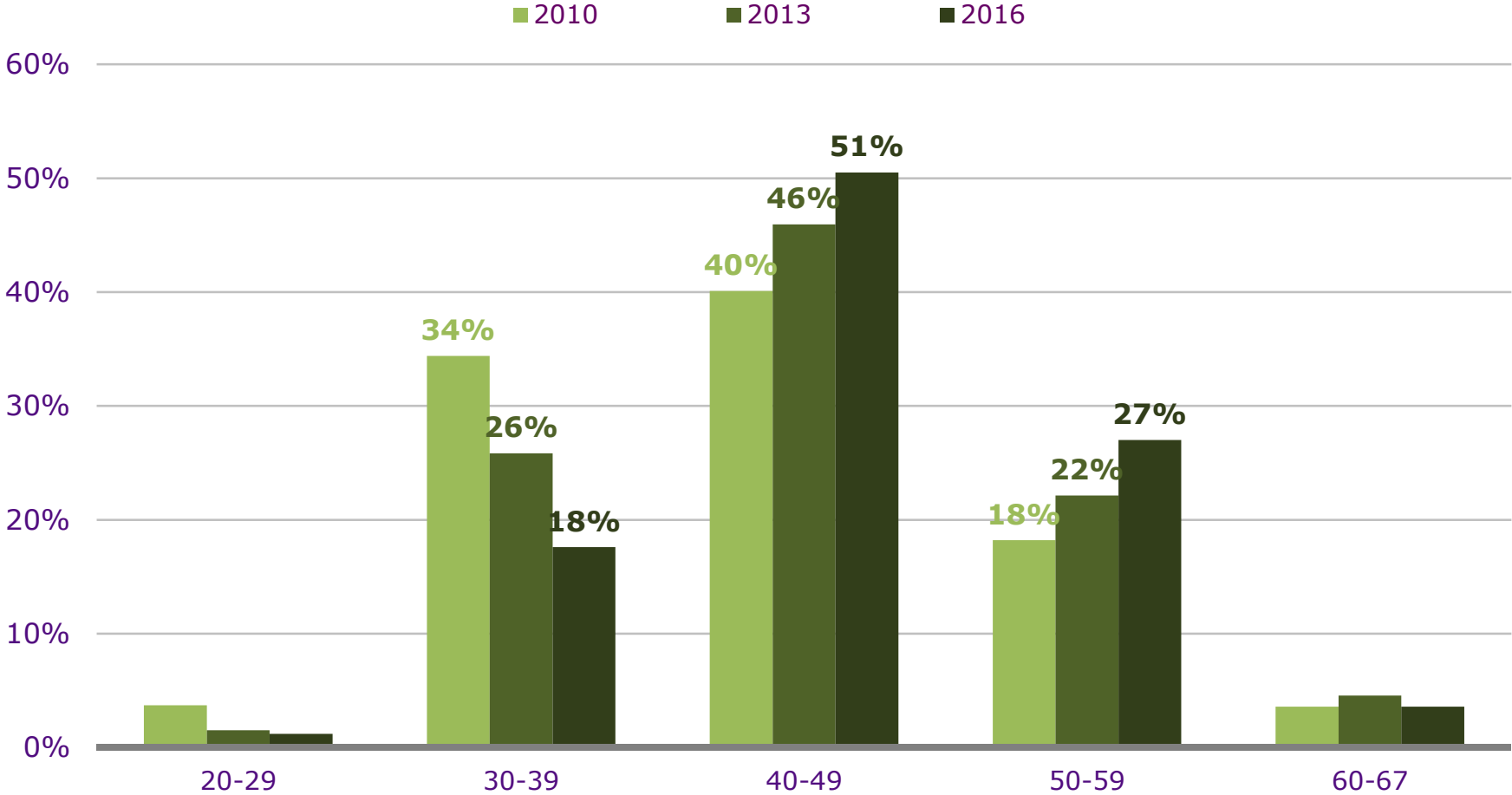
Q9. Are you working partially from home (PTHW)?



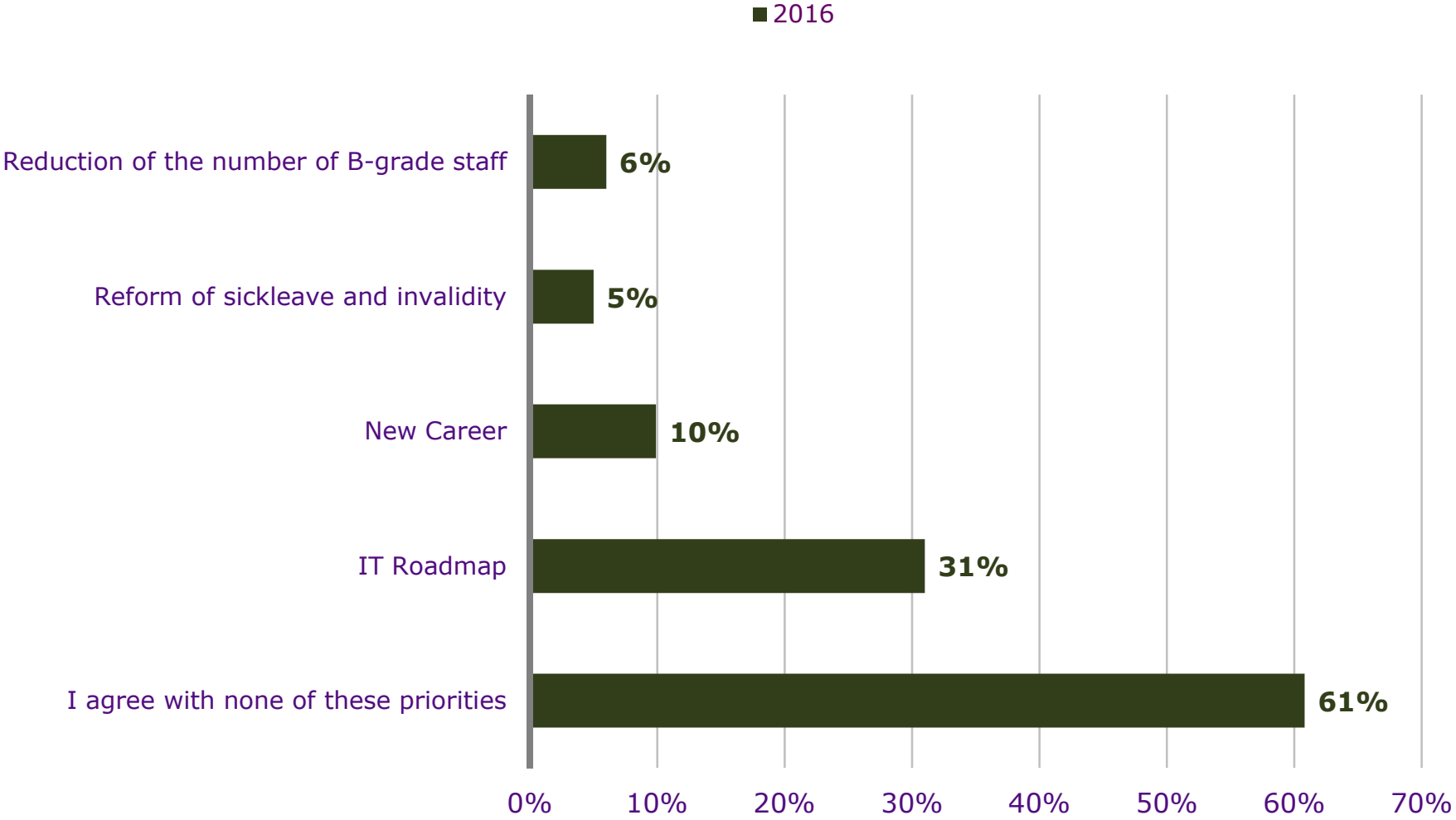
Q11. Gender



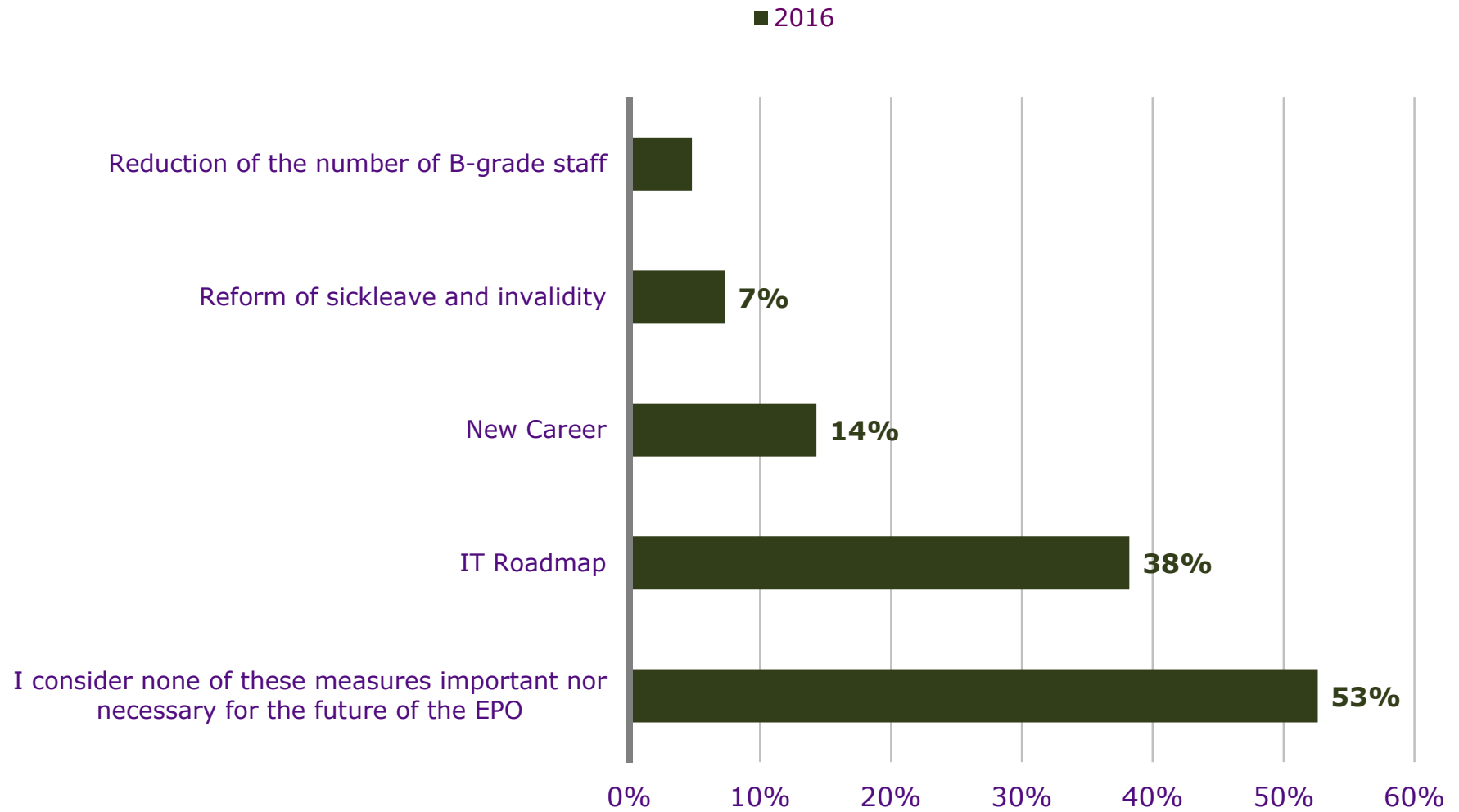
Q12. How old are you?



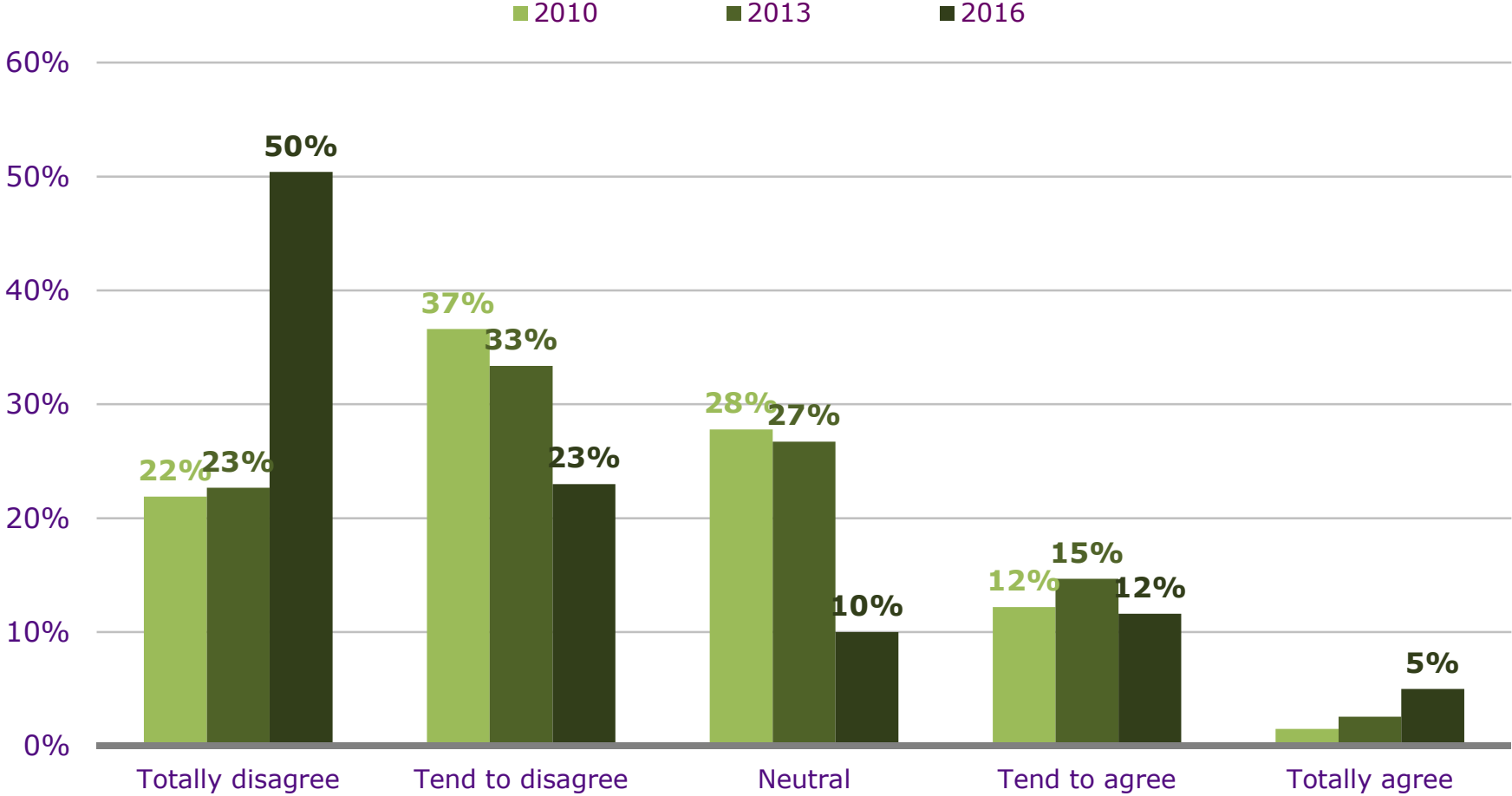
Q13. I agree with the following priorities set by the President (multiple choices possible):



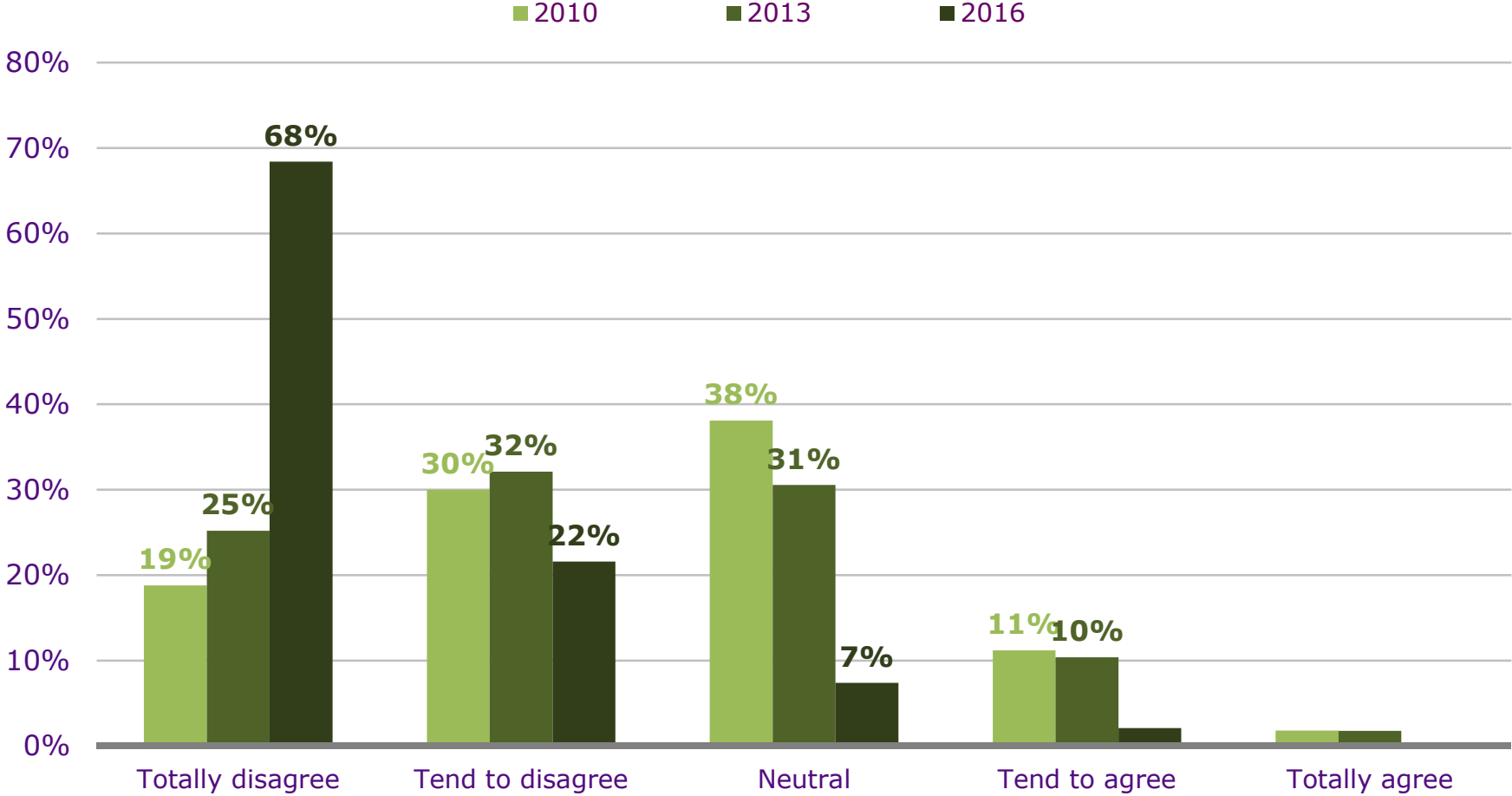
Q14. I consider the following measures important and necessary for the future of the Office



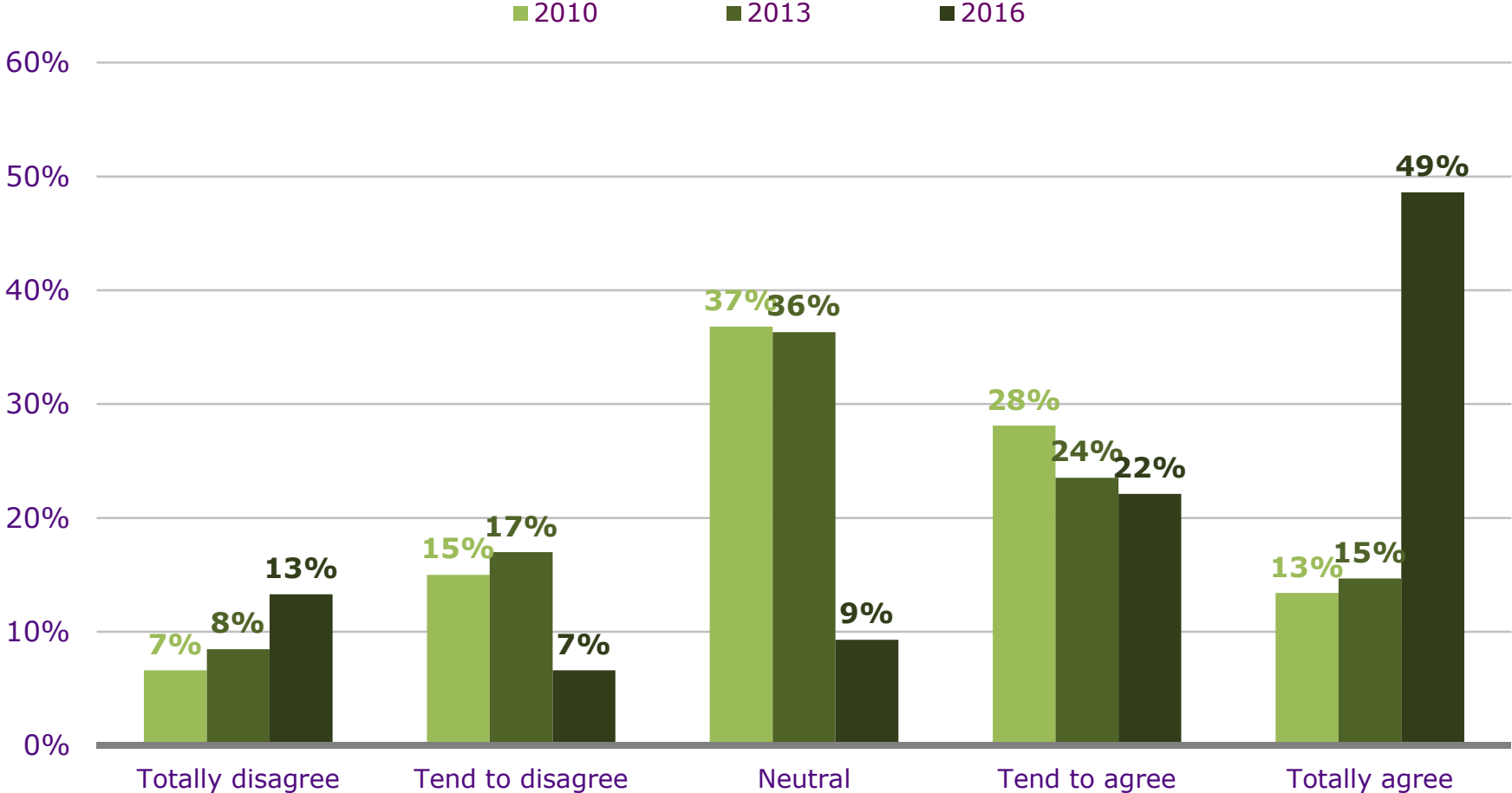
Q15. I think top management has set out a clear and coherent strategy for the EPO



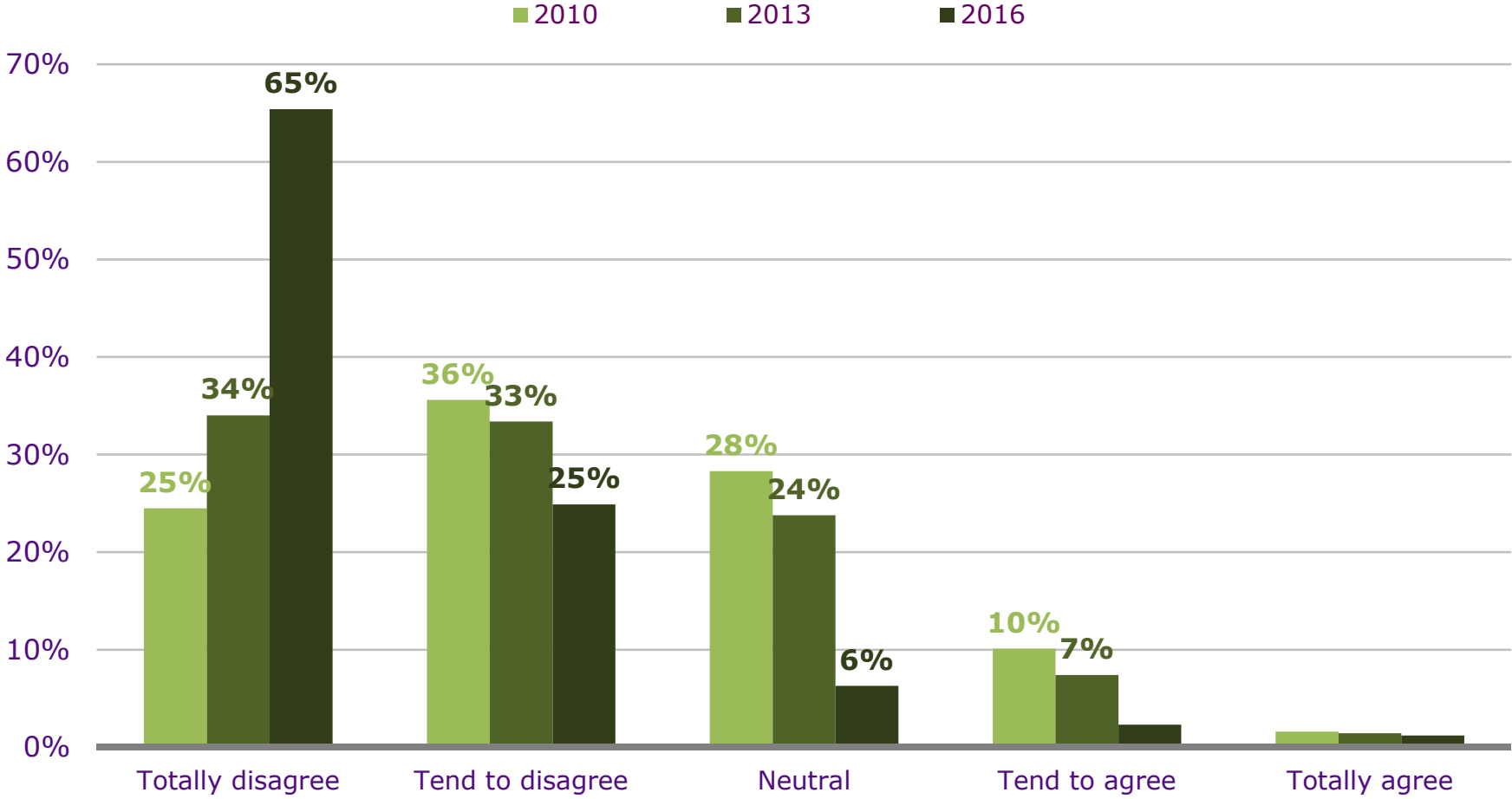
Q16. I support the strategy of the EPO set out by top management



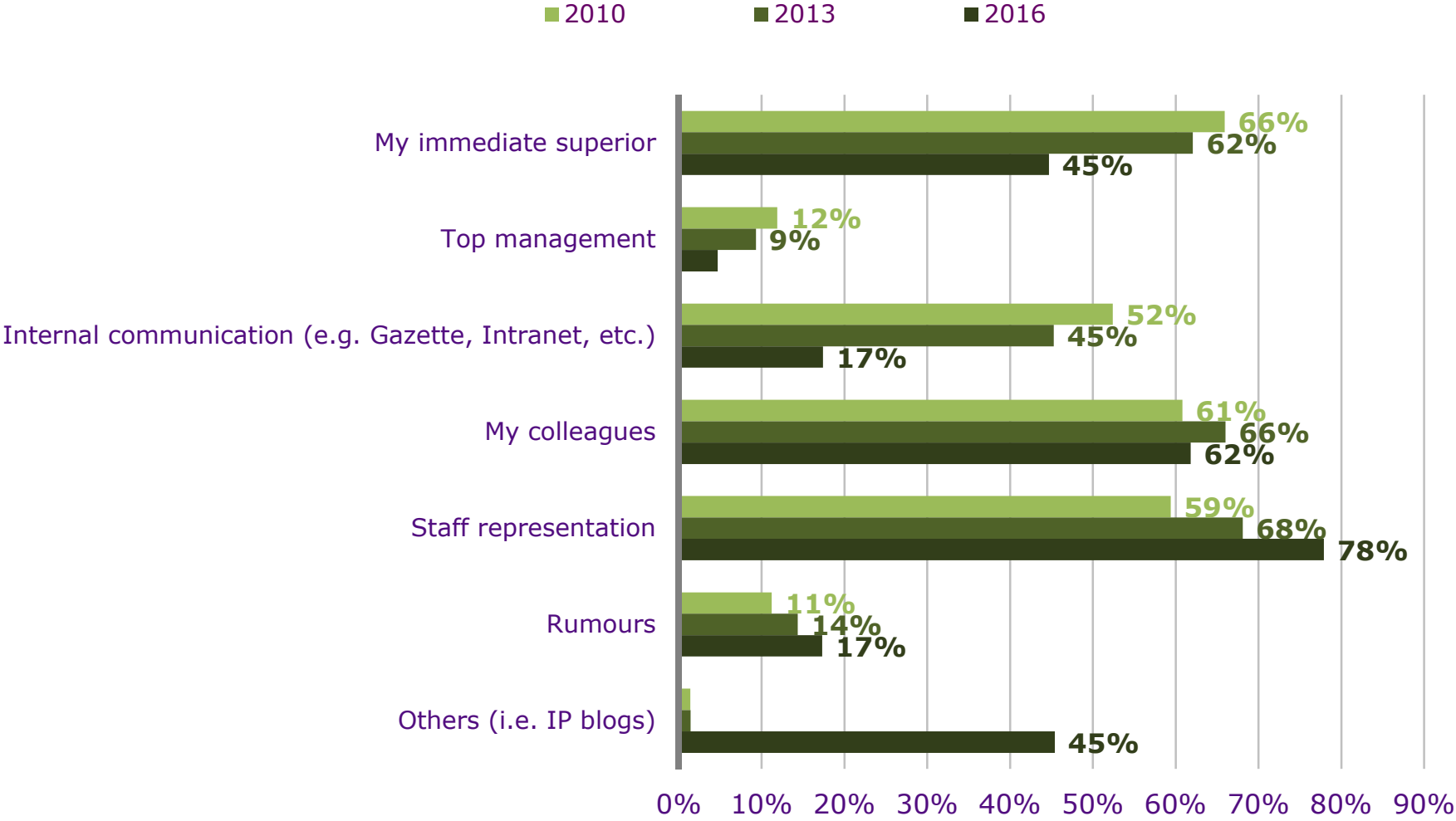
Q17. In my view, the actions of top management and the strategy adopted have departed considerably from the role that the EPO should be playing in the European patent system



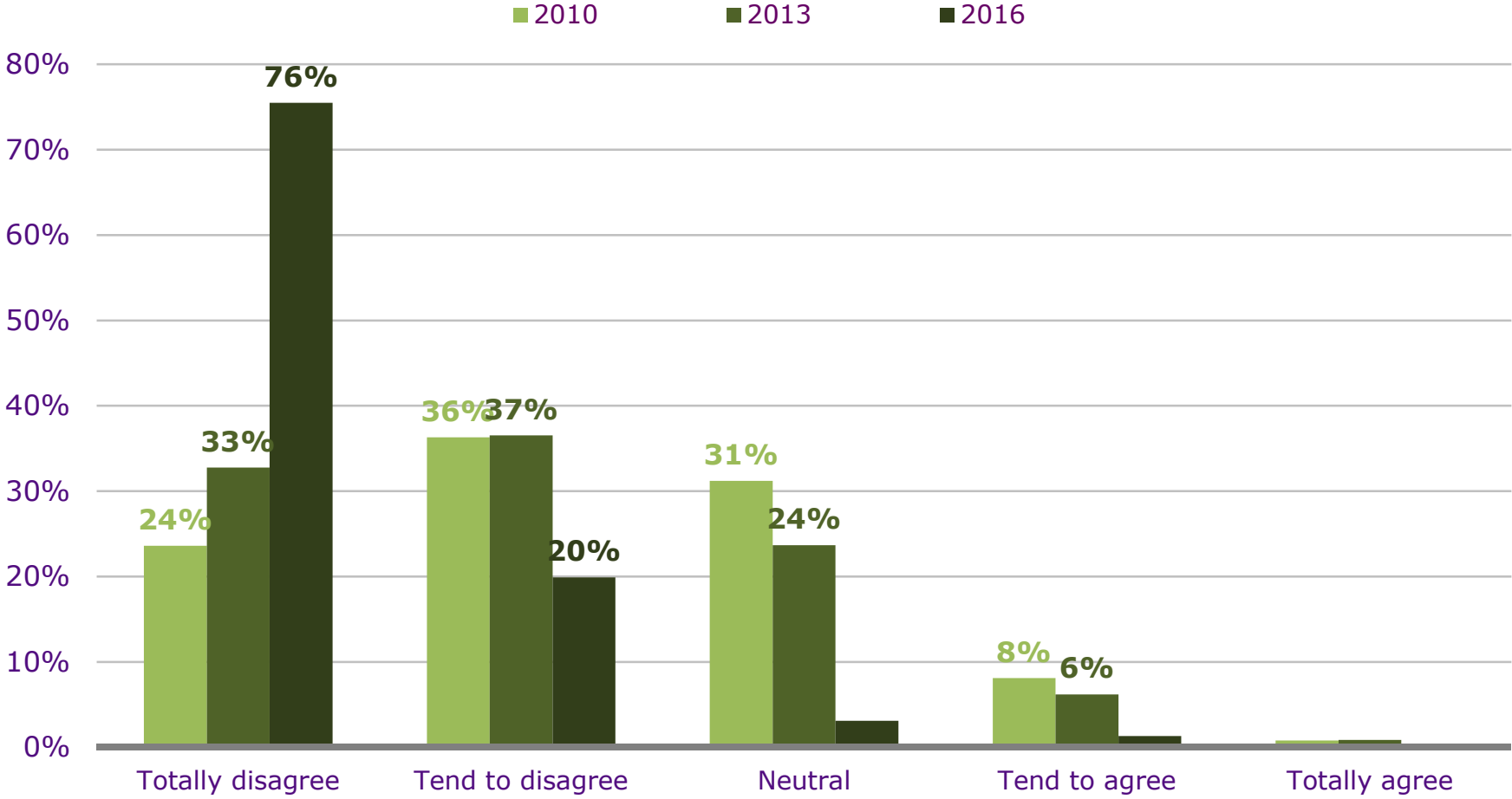
Q18. The actions of the EPO's top management show that they are fully aware of the strategic importance of employees' skills to enable the EPO to carry out its



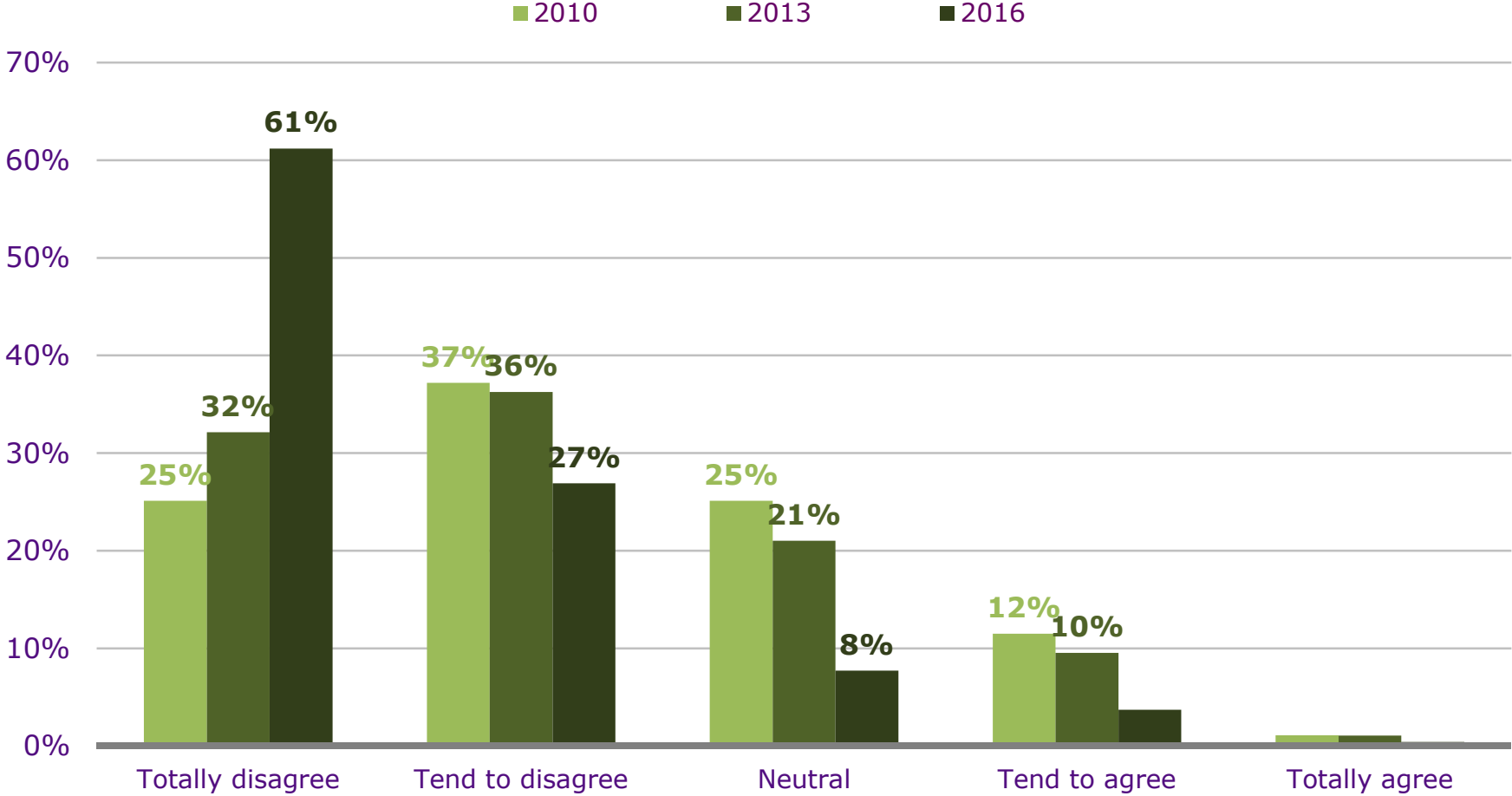
Q20. From the following list, which sources of information do you consider to be relevant to you?



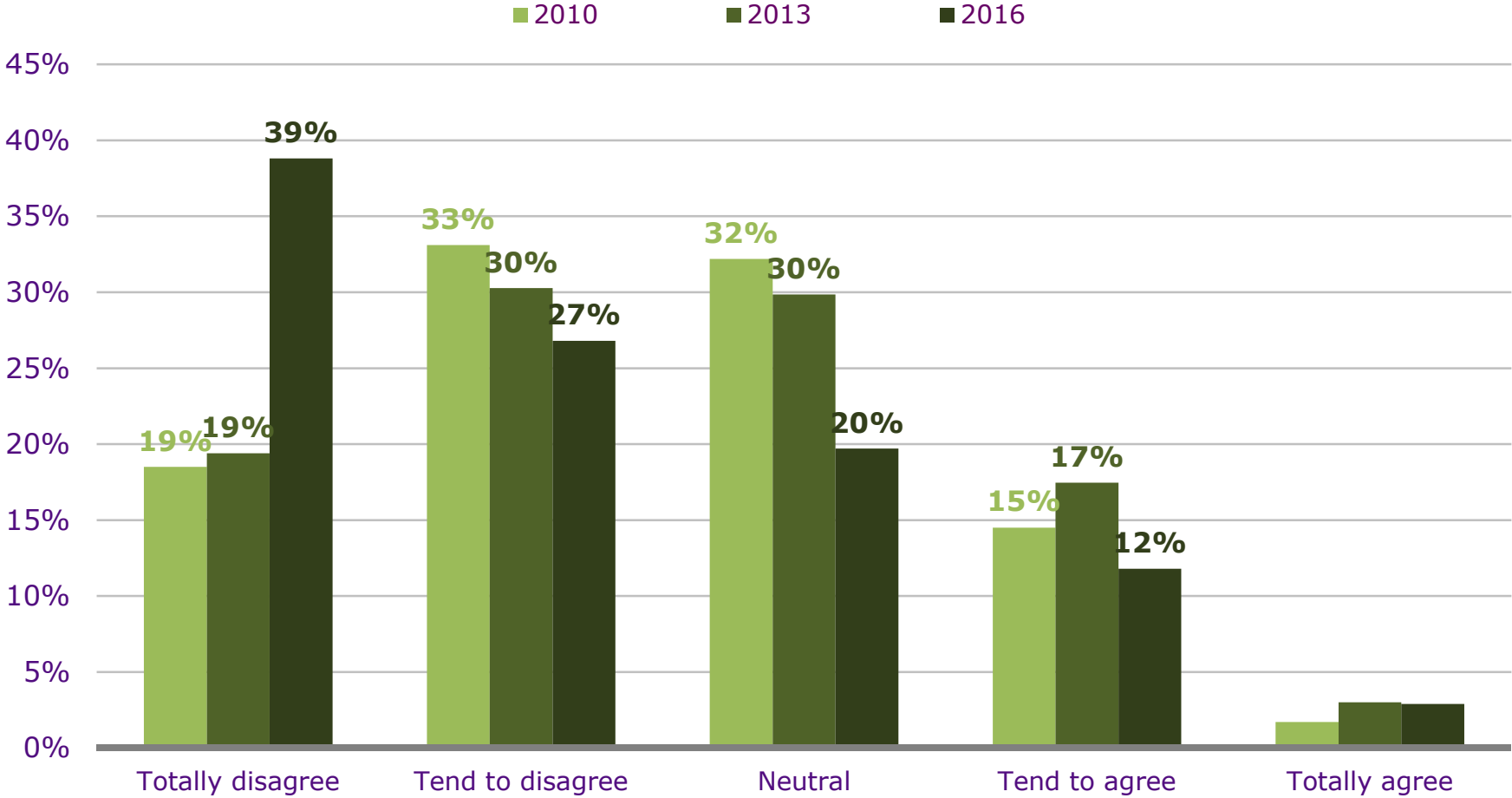
Q22. I identify with top management's views



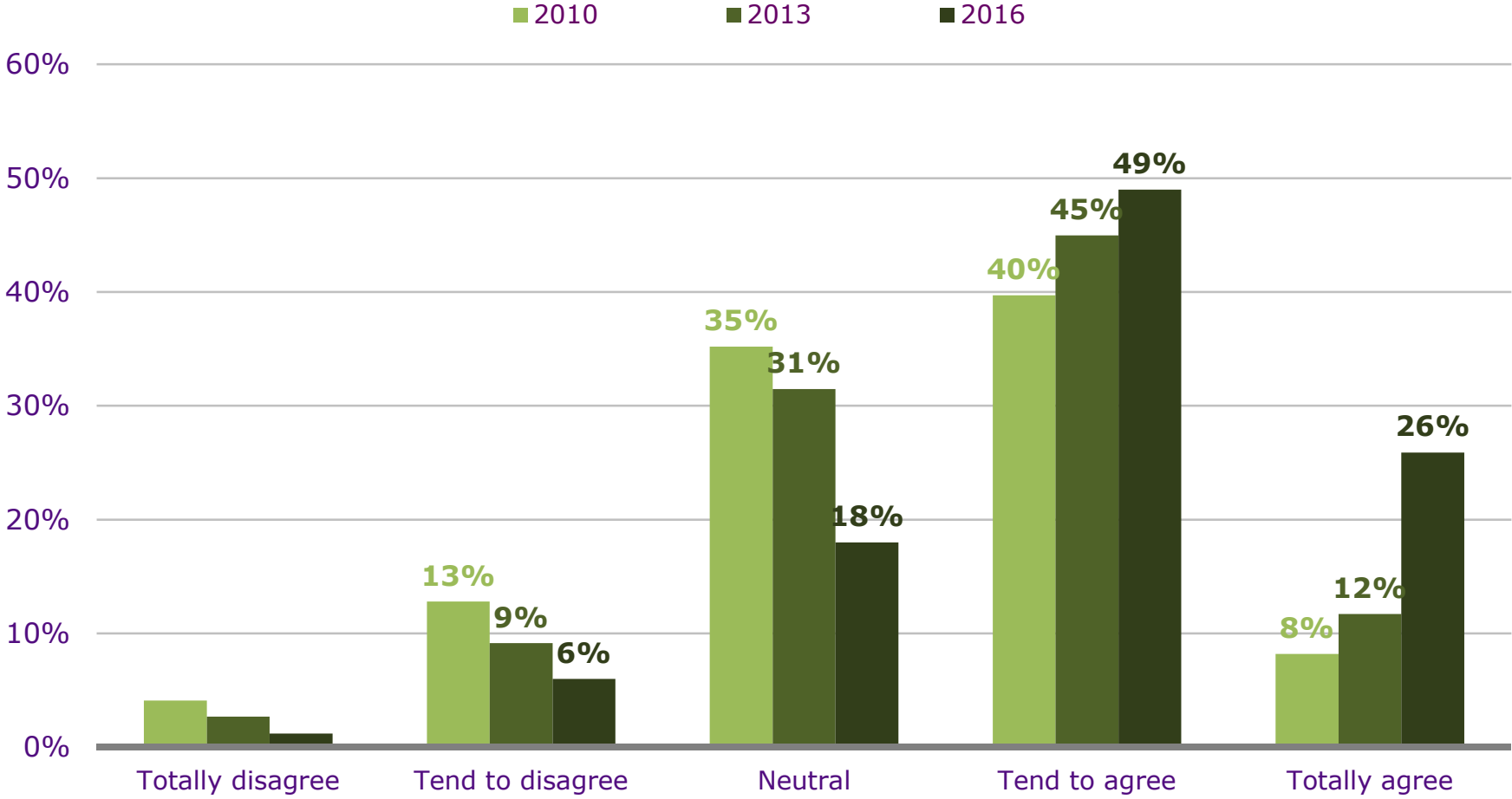
Q23. Top management gives me enough information on the issues that directly affect me



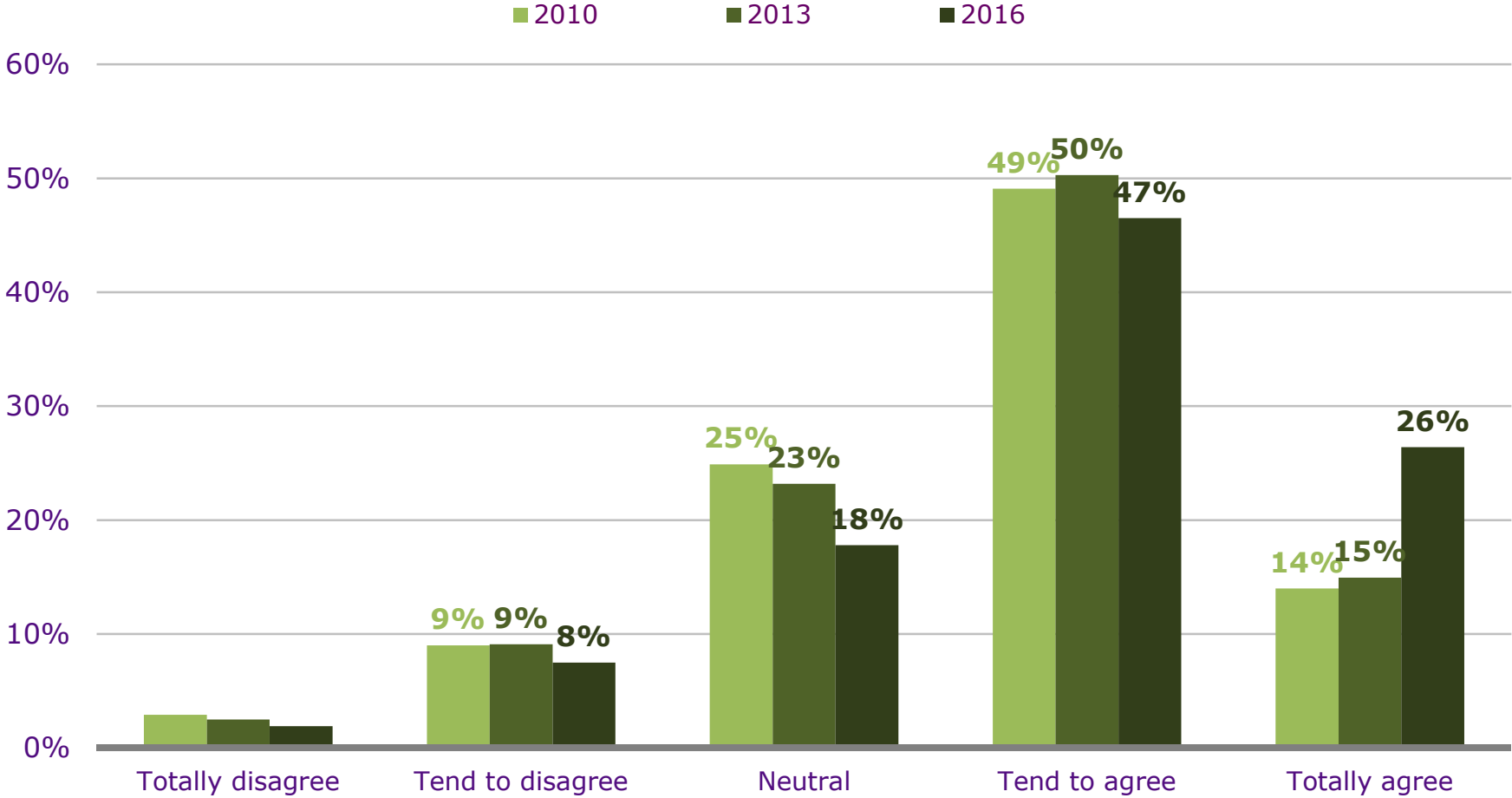
Q24. The information I receive from top management is relevant for my work and to me personally



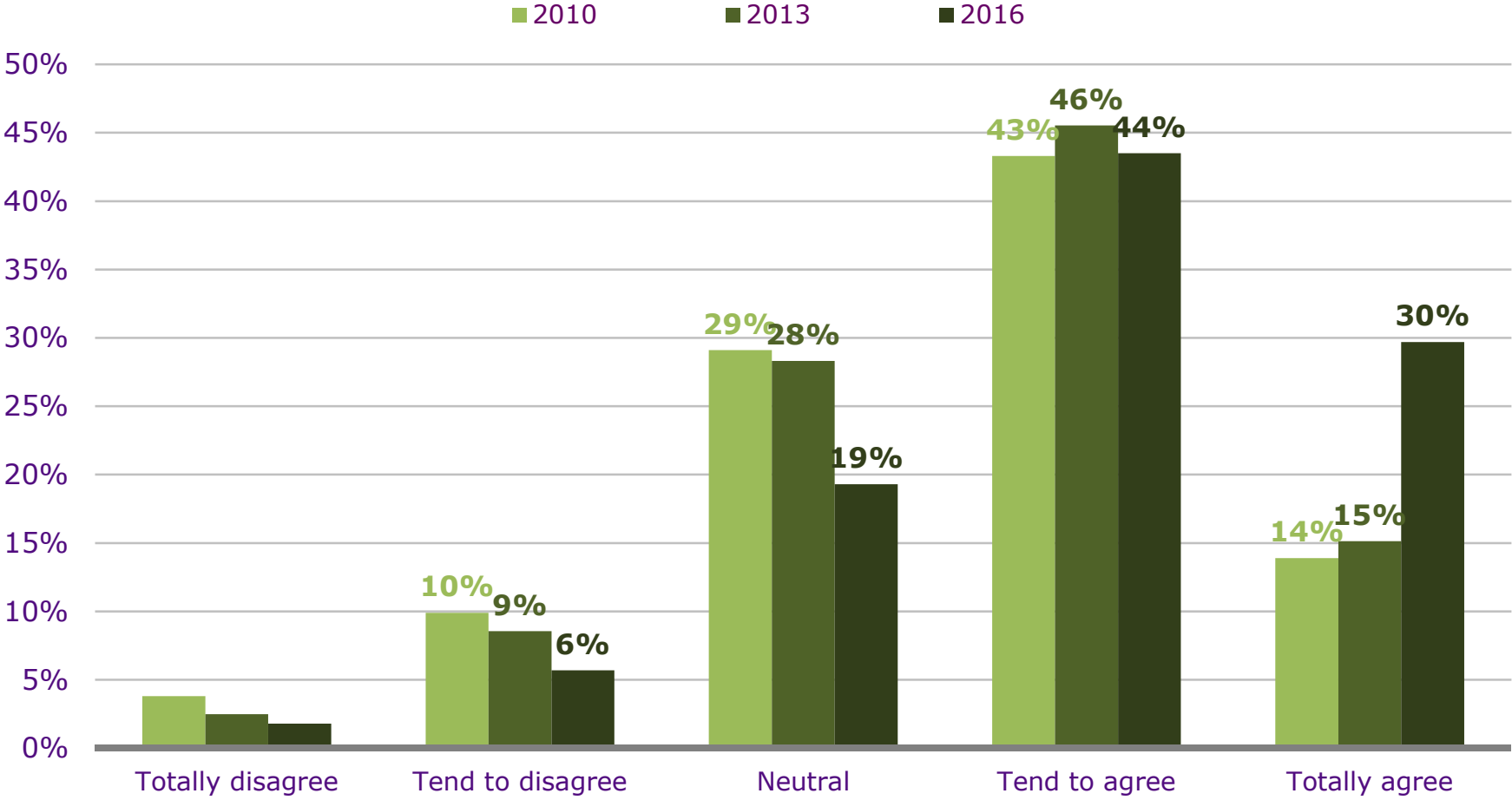
Q25. I identify with the views of Staff Representation



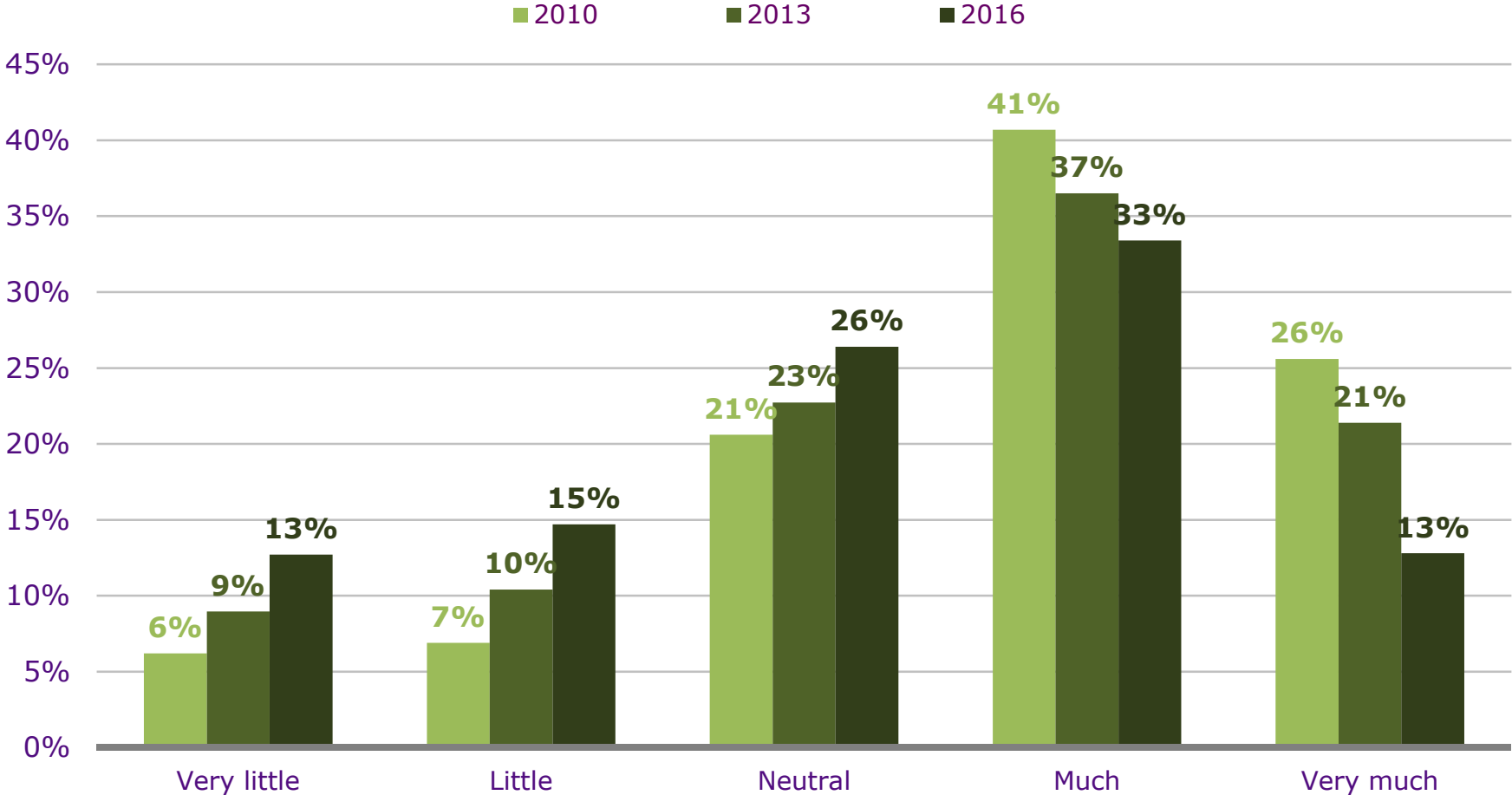
Q26. Staff Representation give me enough information on the issues that directly affect me



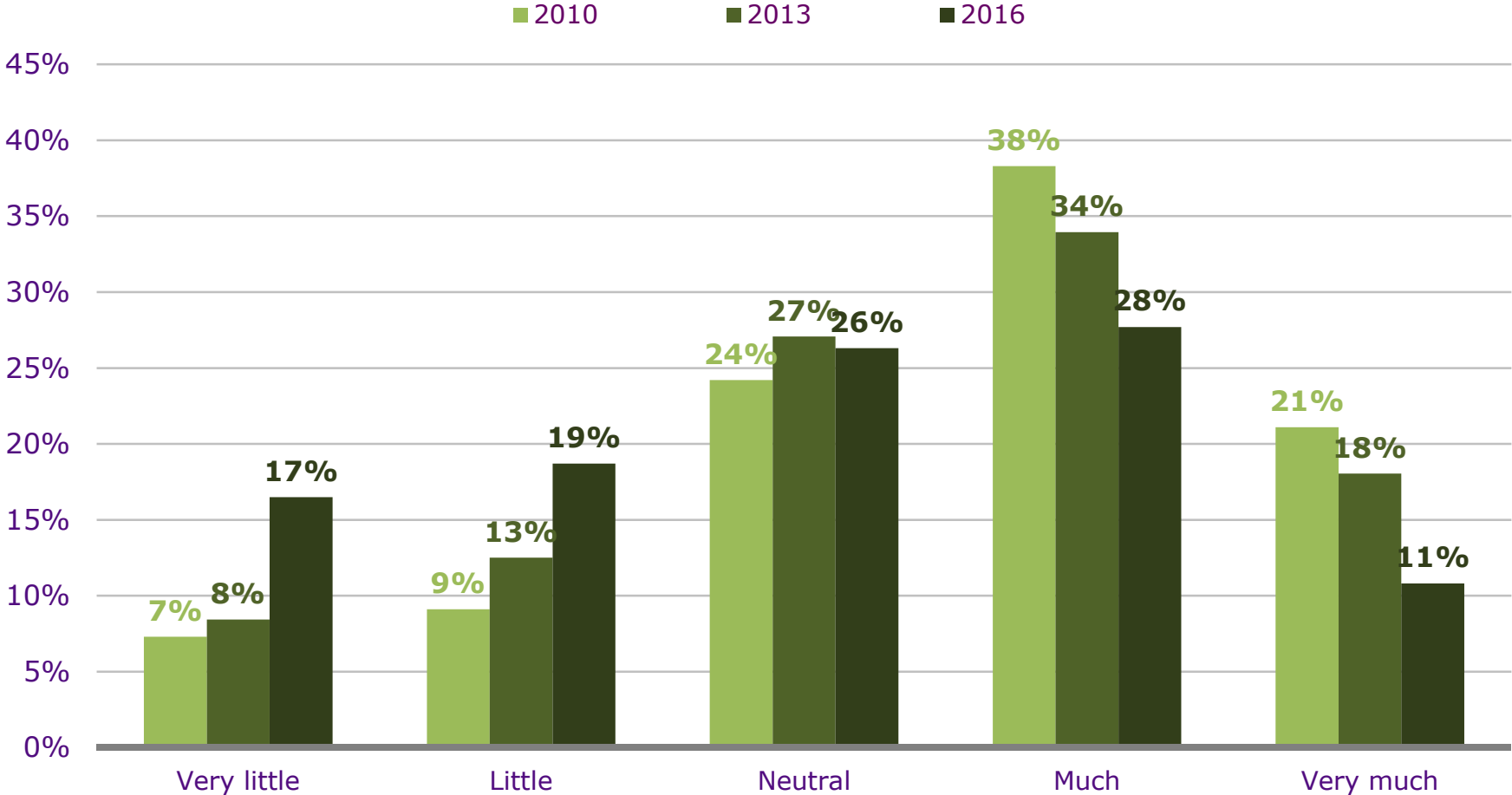
Q27. The information I receive from Staff Representation is relevant for my work and to me personally



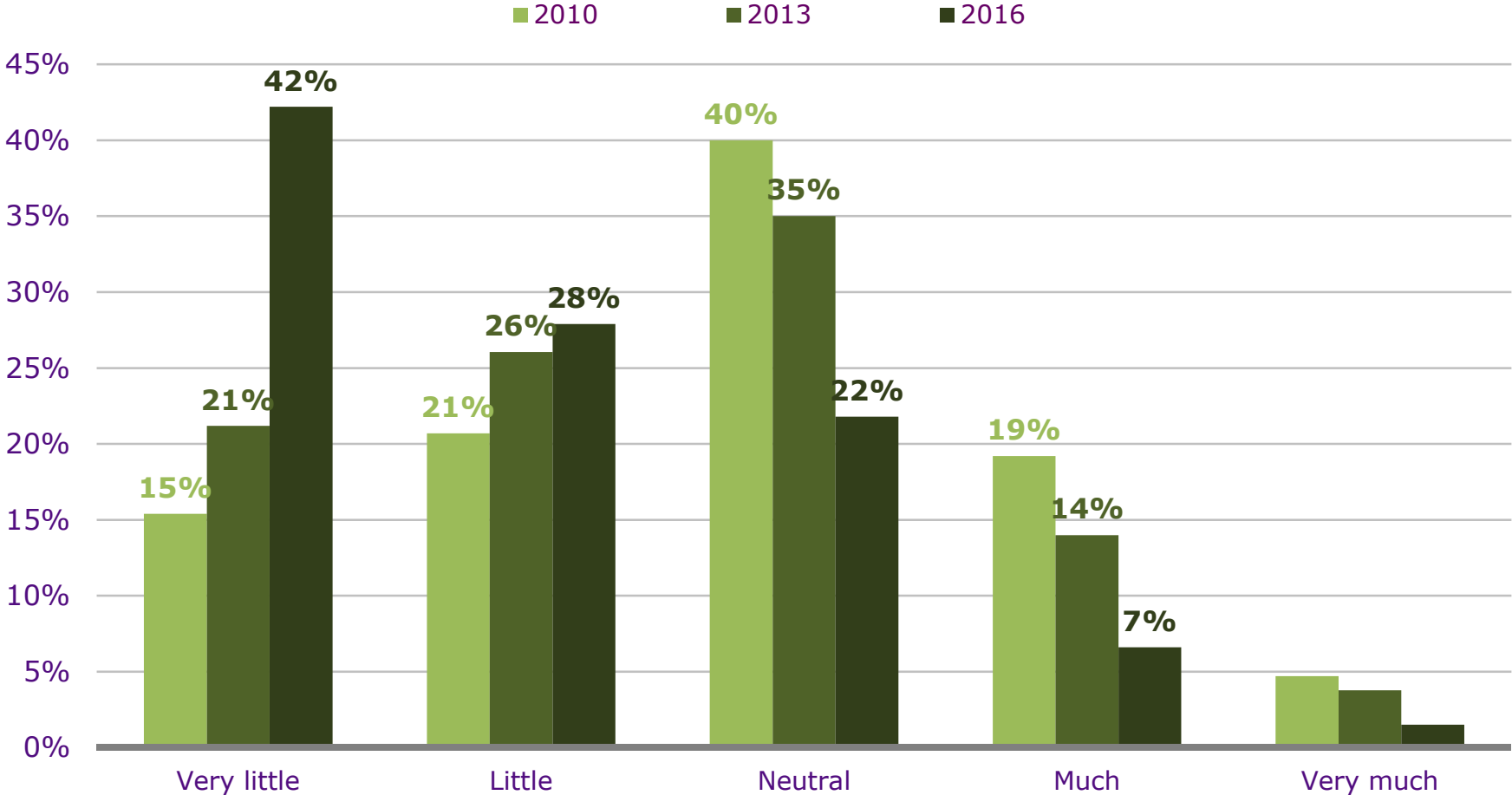
Q29. Confidence in your immediate superior



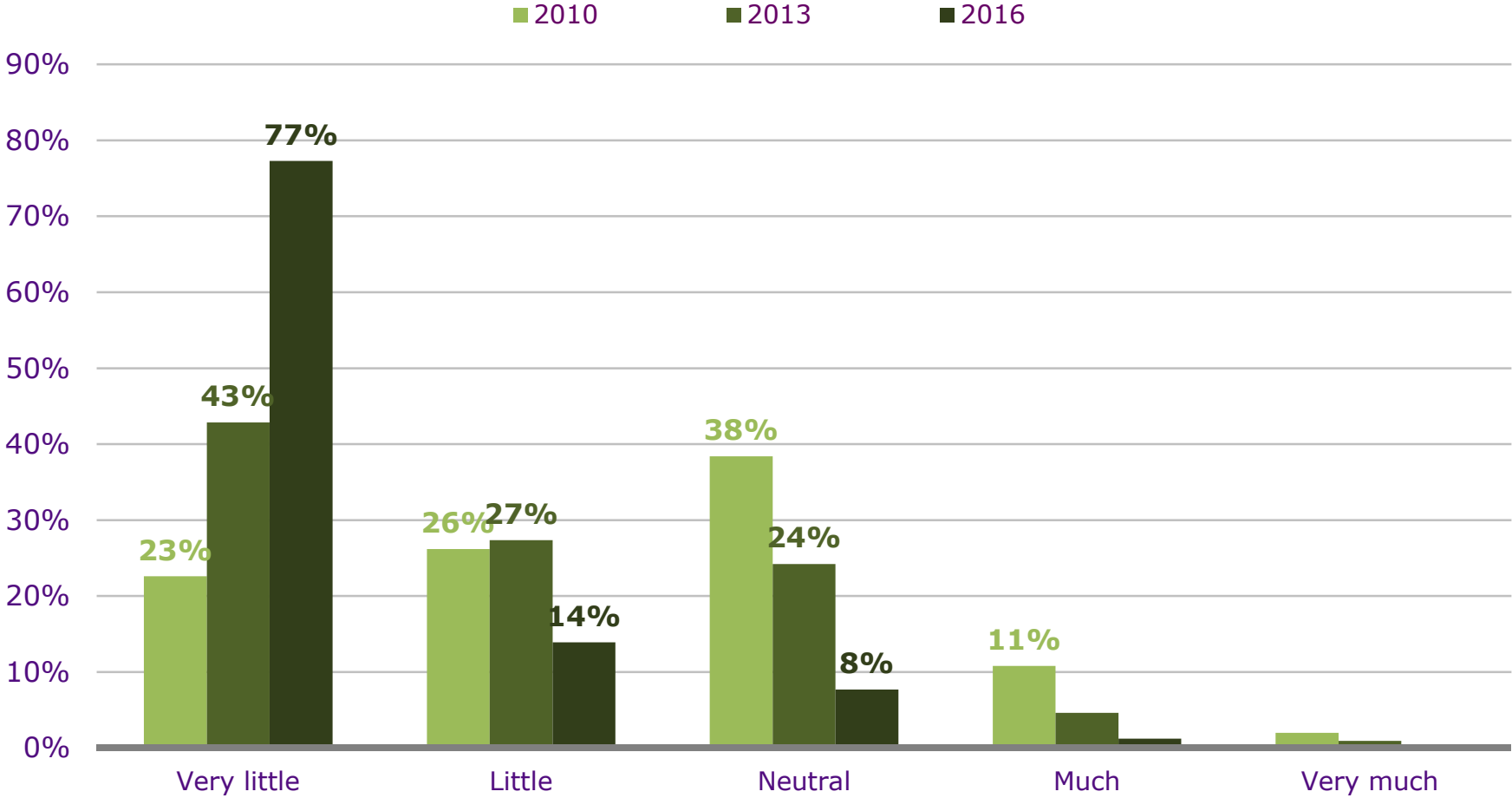
Q30. Confidence in your Director



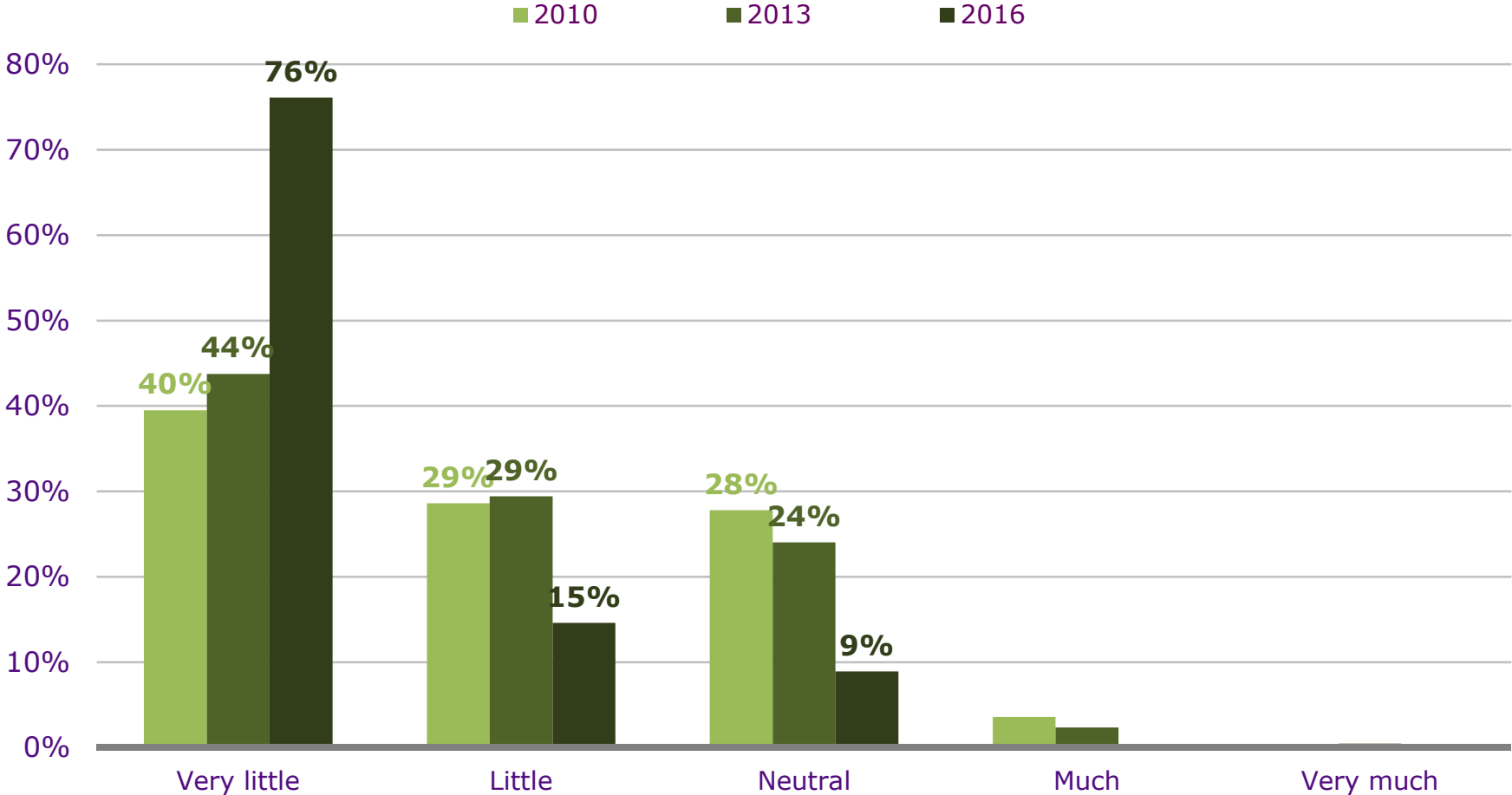
Q31. Confidence in your Principal Director



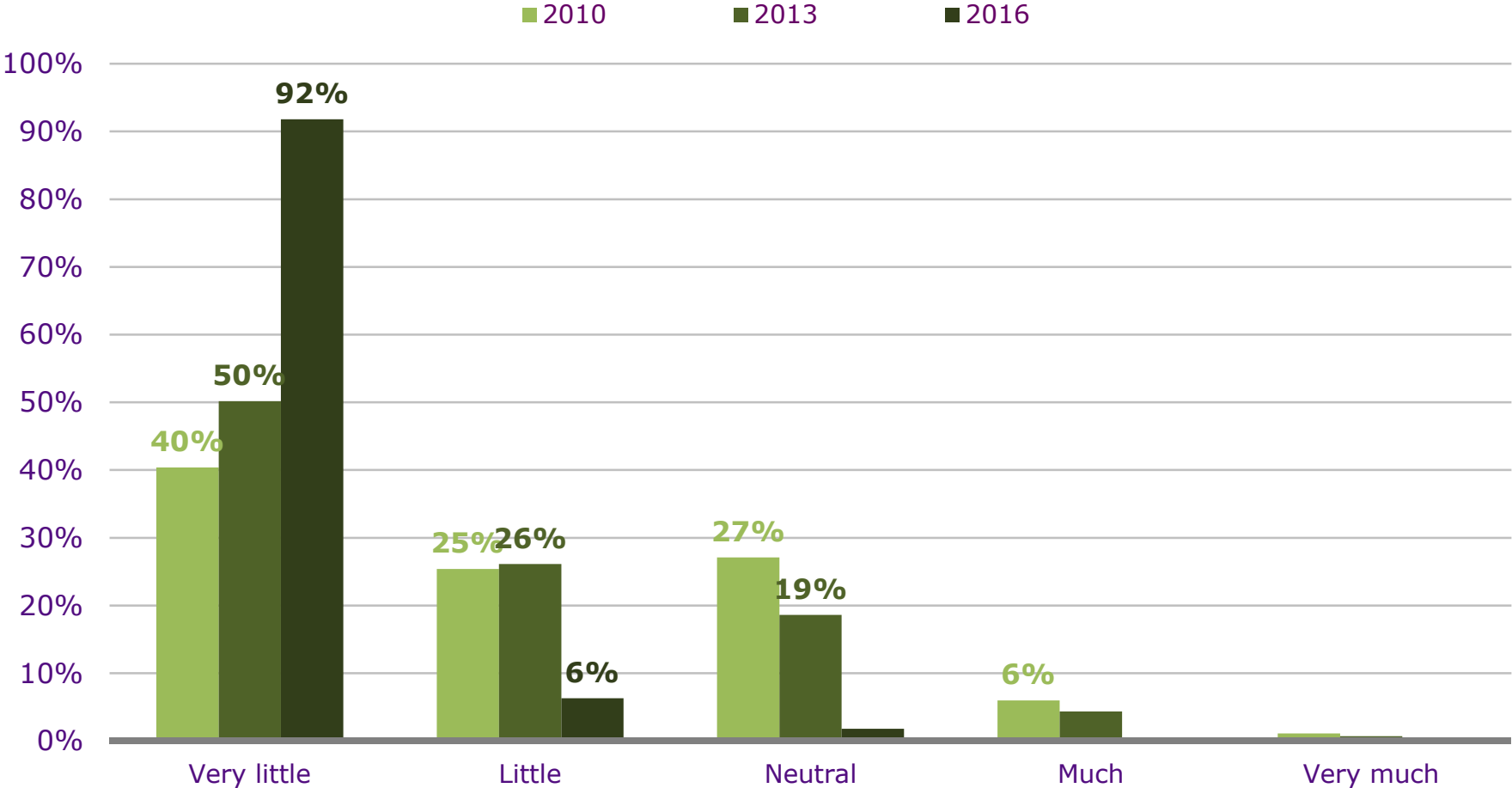
Q32. Confidence in your Vice-President



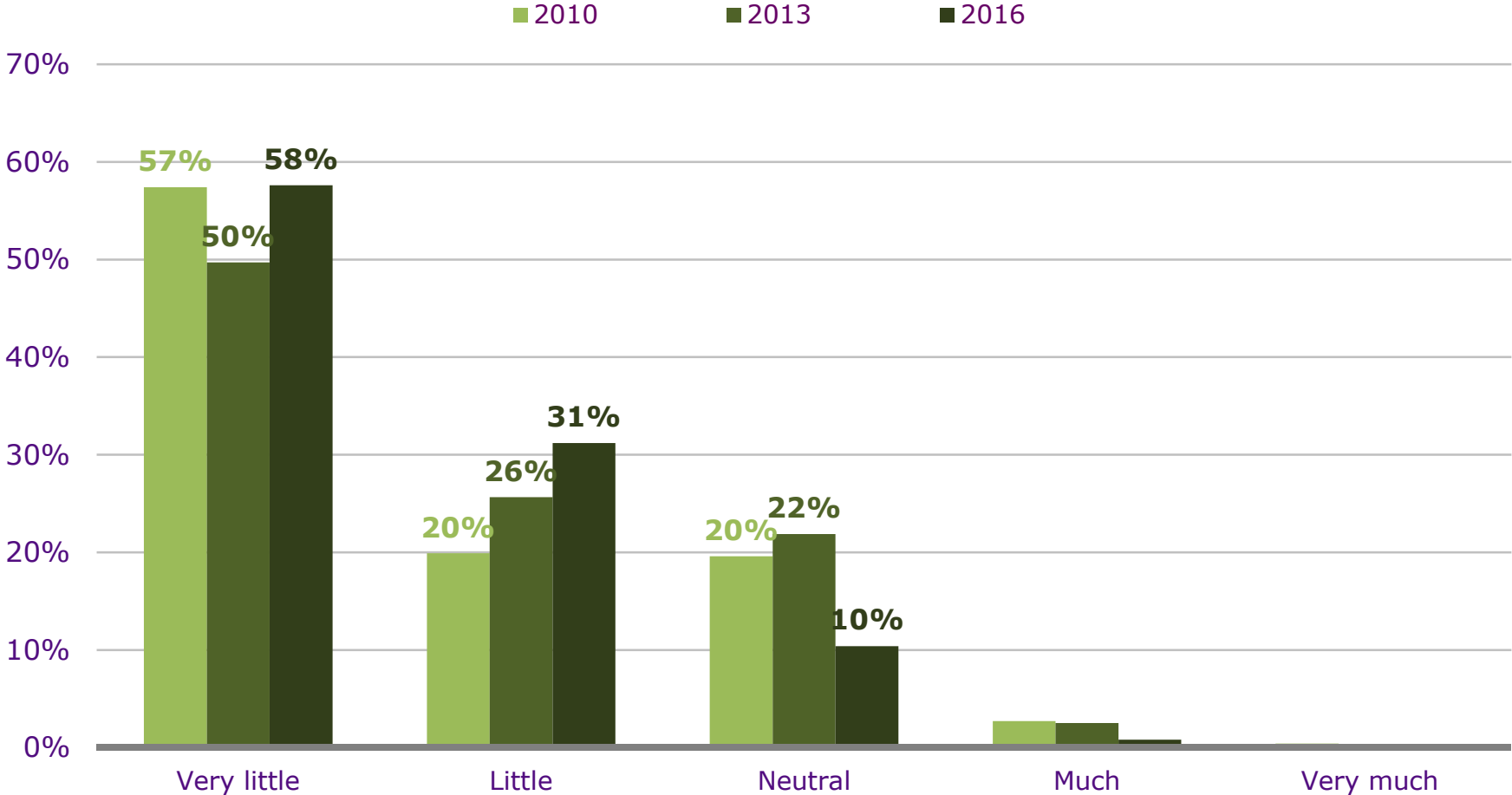
Q33. Confidence in the MAC



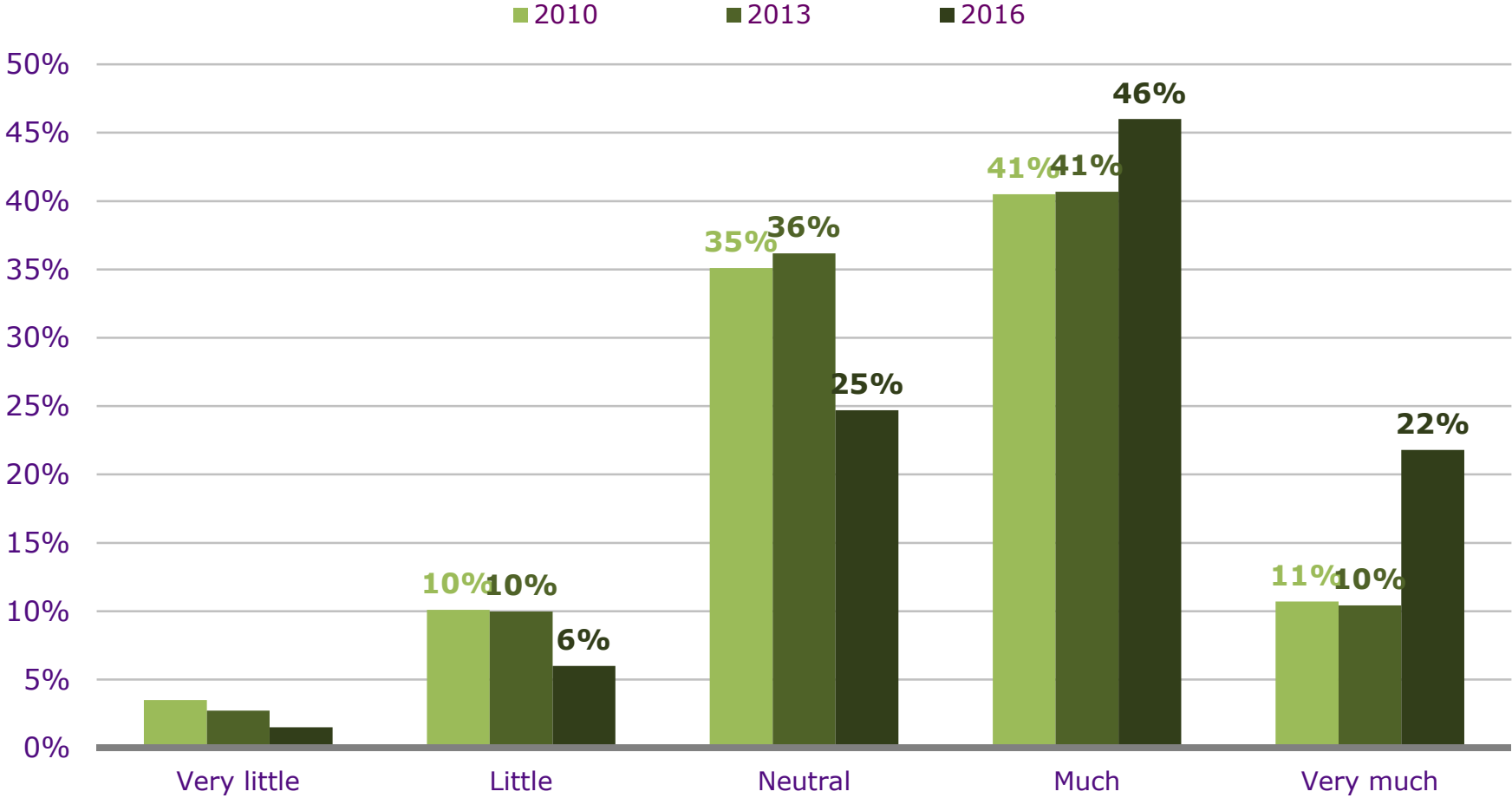
Q34. Confidence in the President



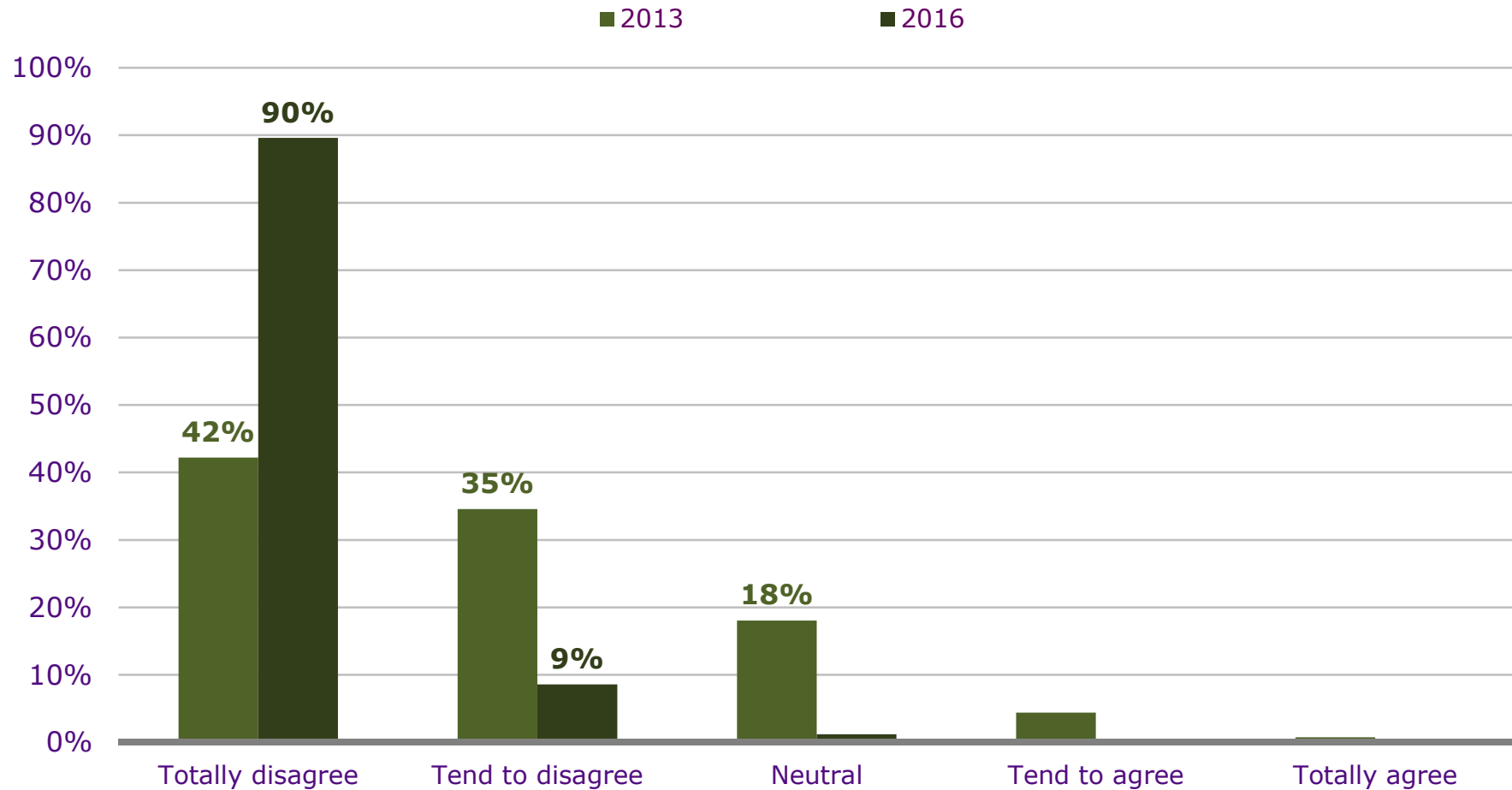
Q35. Confidence in the Administrative Council



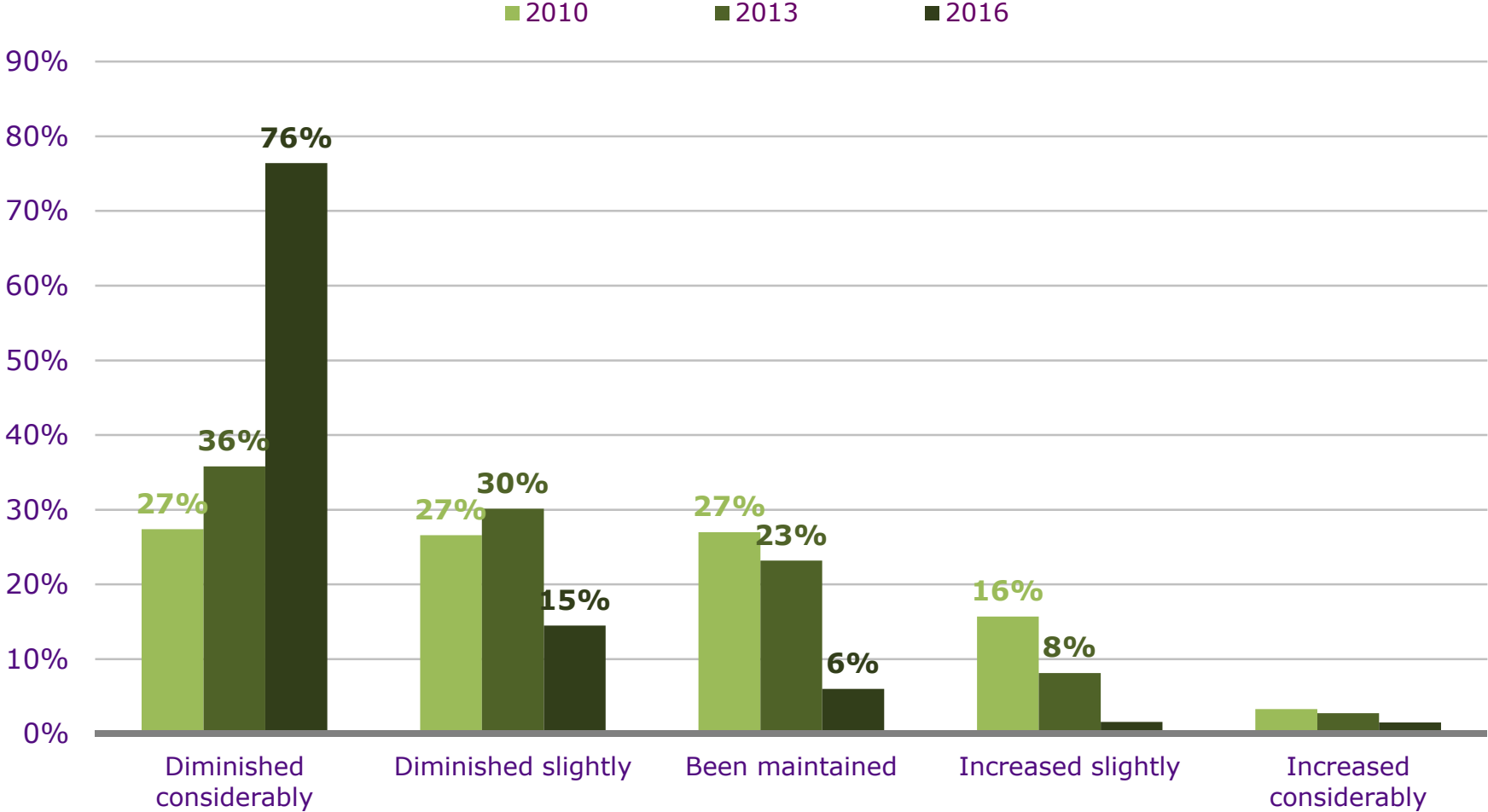
Q36. Confidence in staff representation



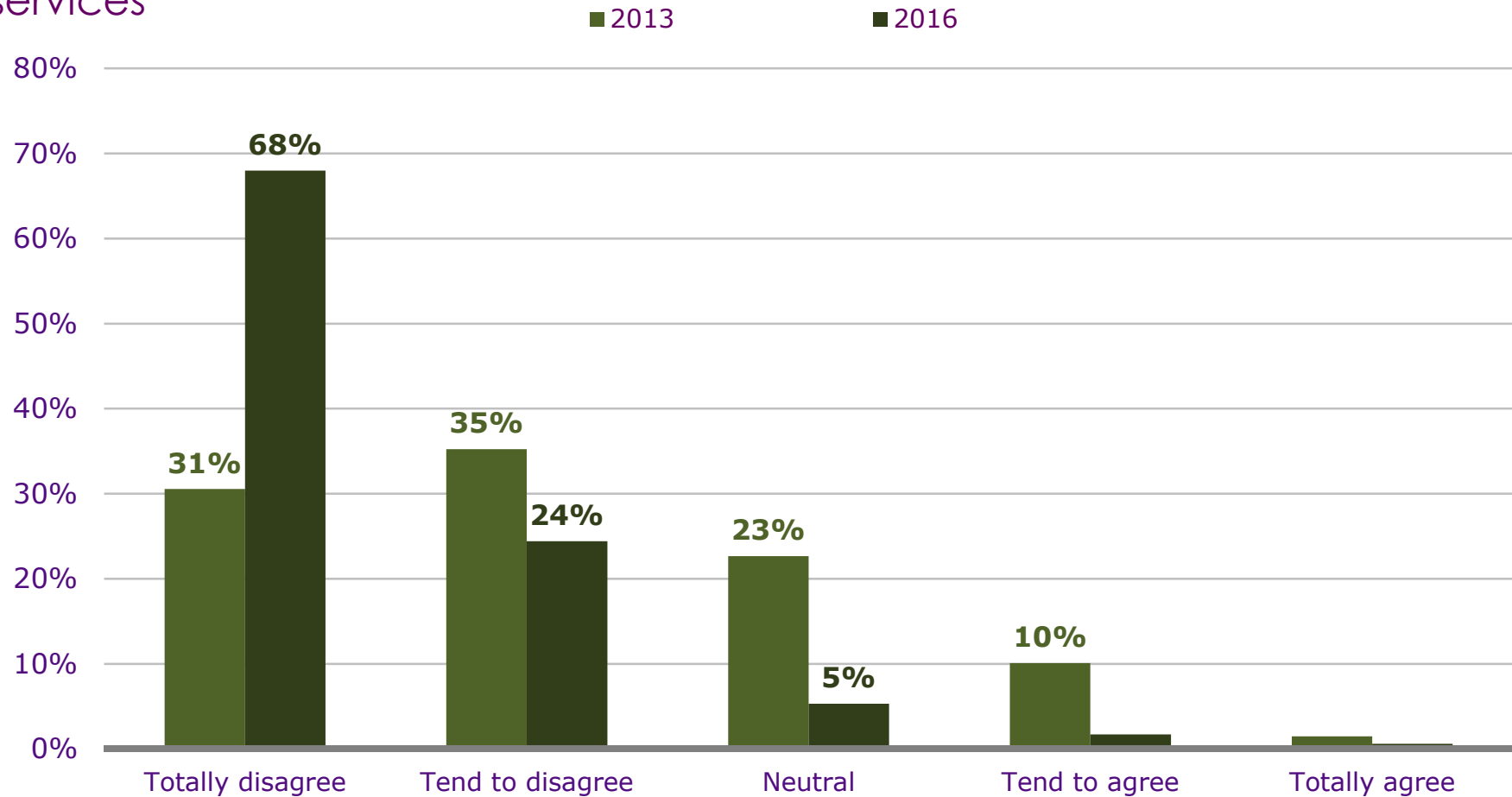
Q37. How far do you agree with the following statement :
Our current top management has shown that they are interested in an honest and constructive dialogue with the staff representation about important issues that concern staff.



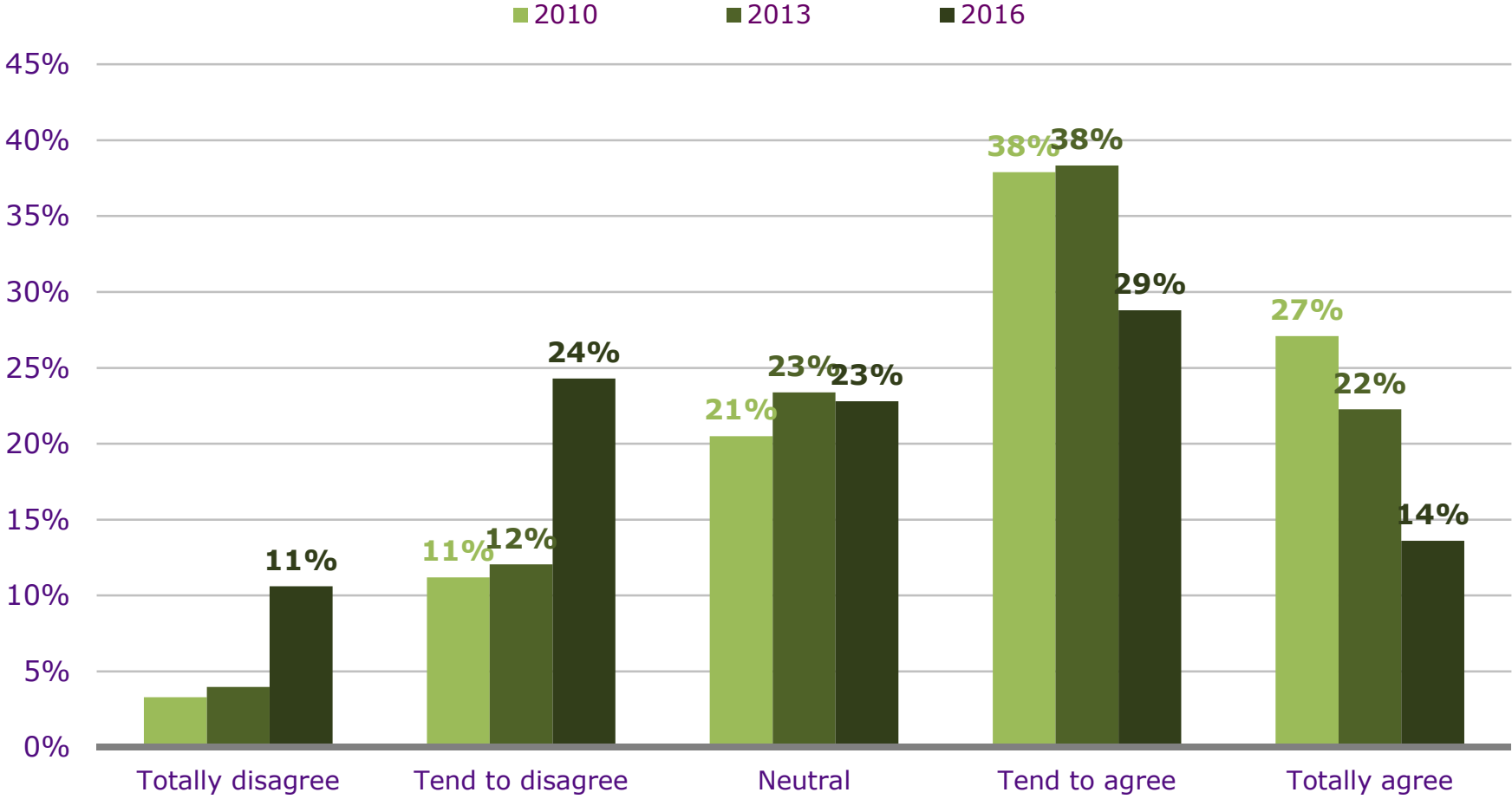
Q39. In the last three years, the importance accorded to quality in relation to quantitative objectives has:



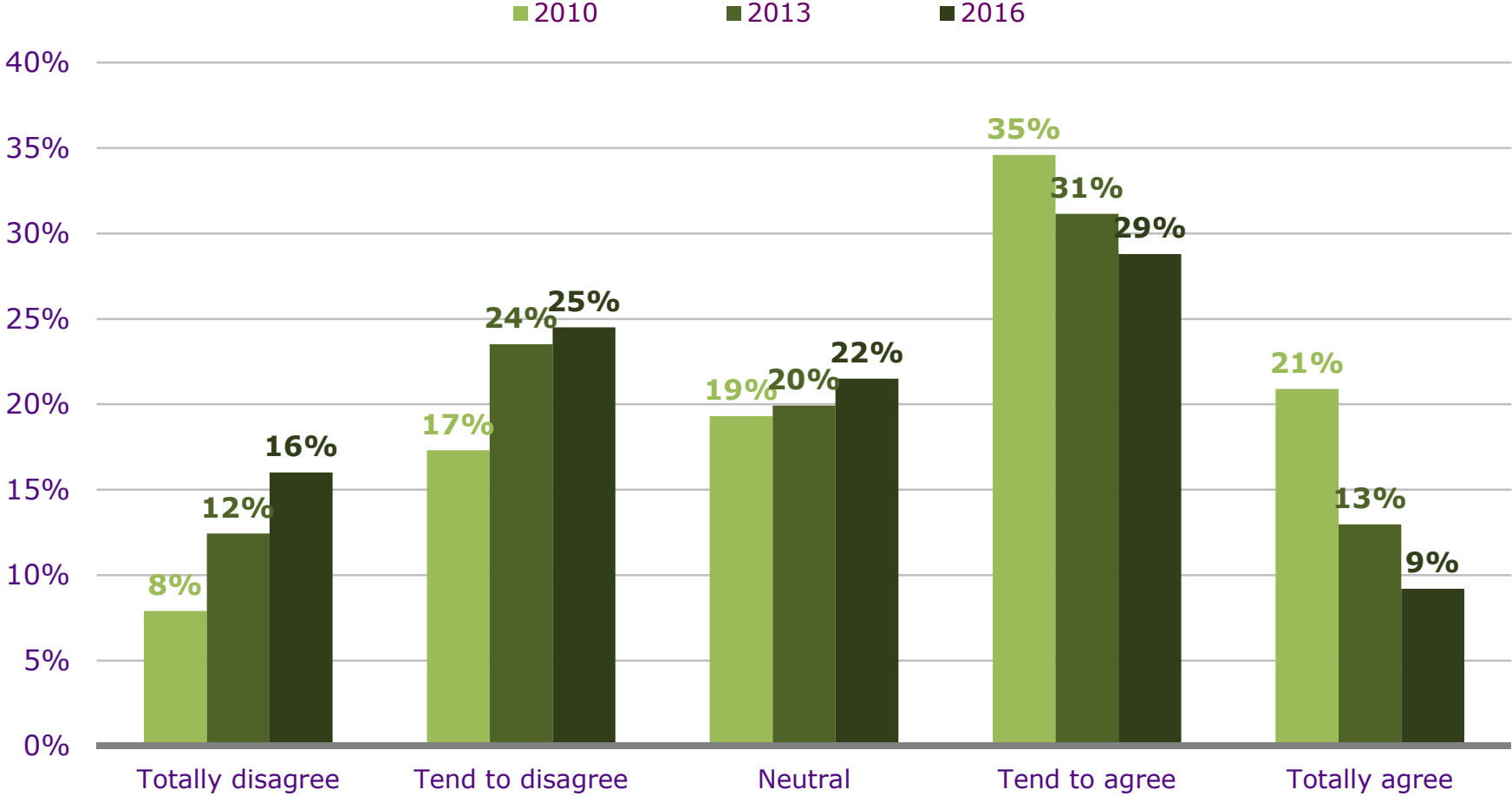
Q40. How far do you agree with the following statement :
 The measures taken by current top management (e.g. Reduction of the number of B-grade staff, Reform of sickleave and invalidity, New Career, IT Roadmap) are relevant to maintain and improve the quality of the EPO's products and services



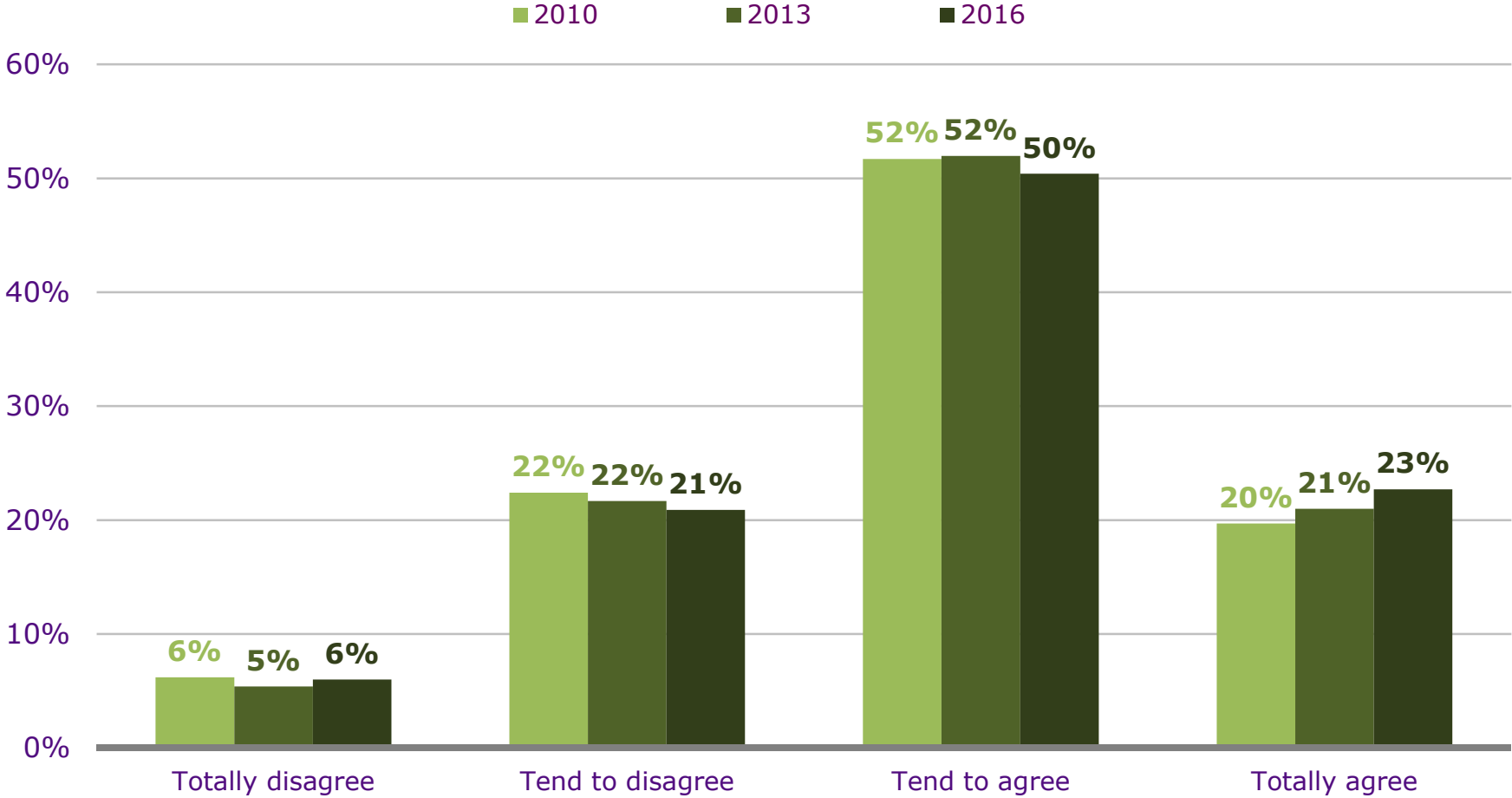
Q42. Men and women are treated equally at the EPO



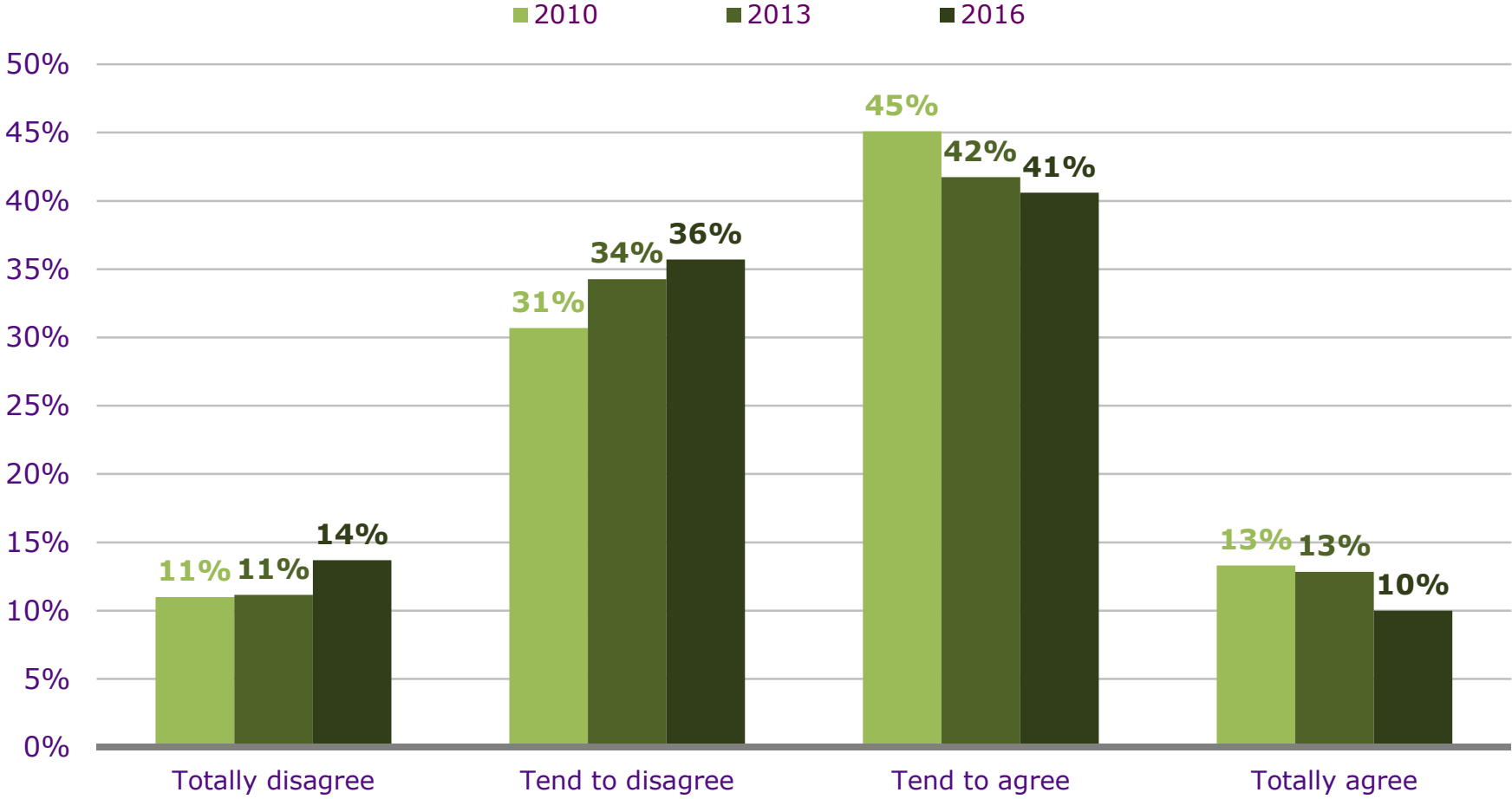
Q43. EPO employees are considered solely on the basis of their merits and vocational skills irrespective of race, culture, religion or any other aspect unrelated to their job



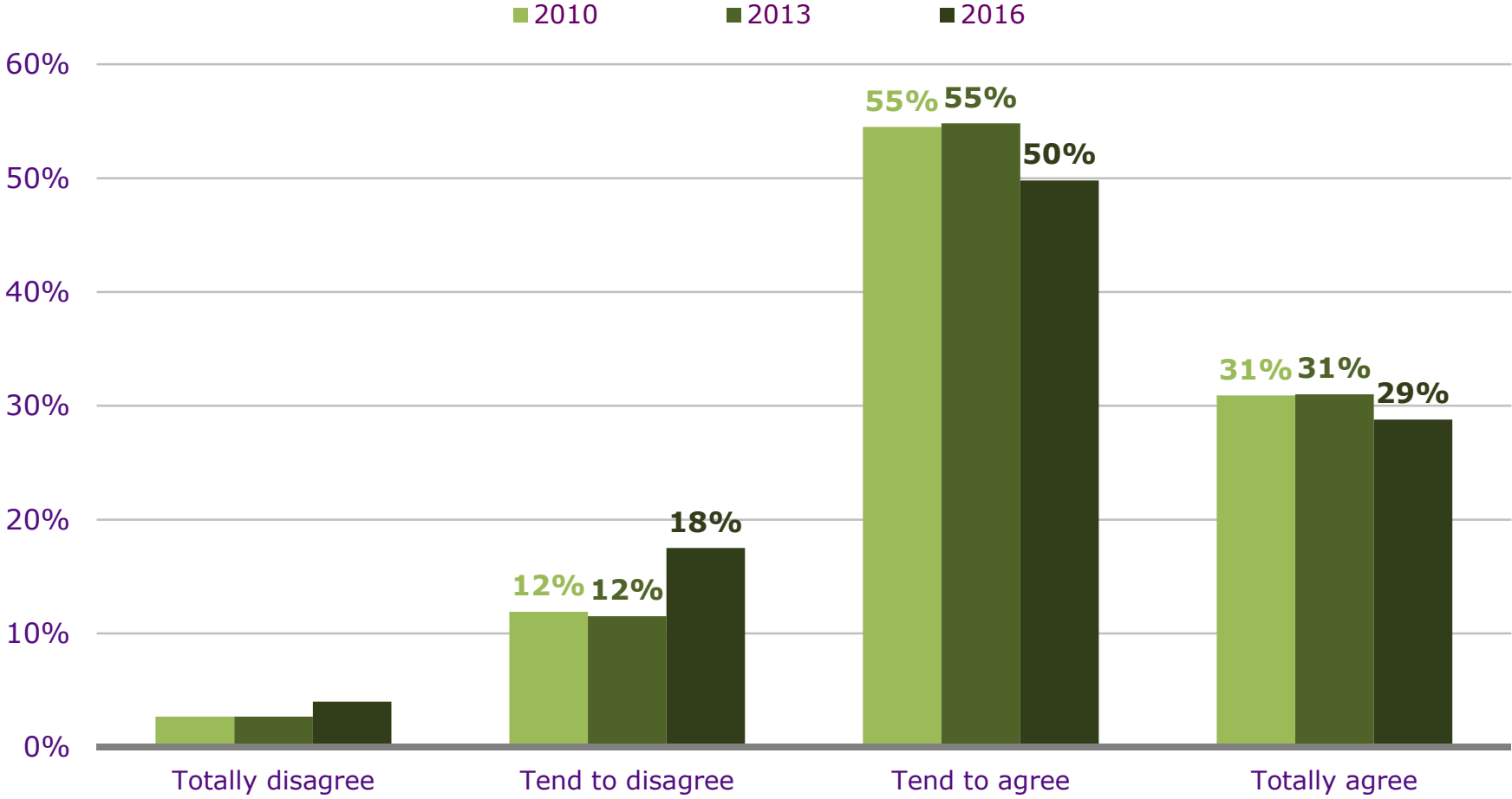
Q45. In my work, I have to perform repetitive tasks



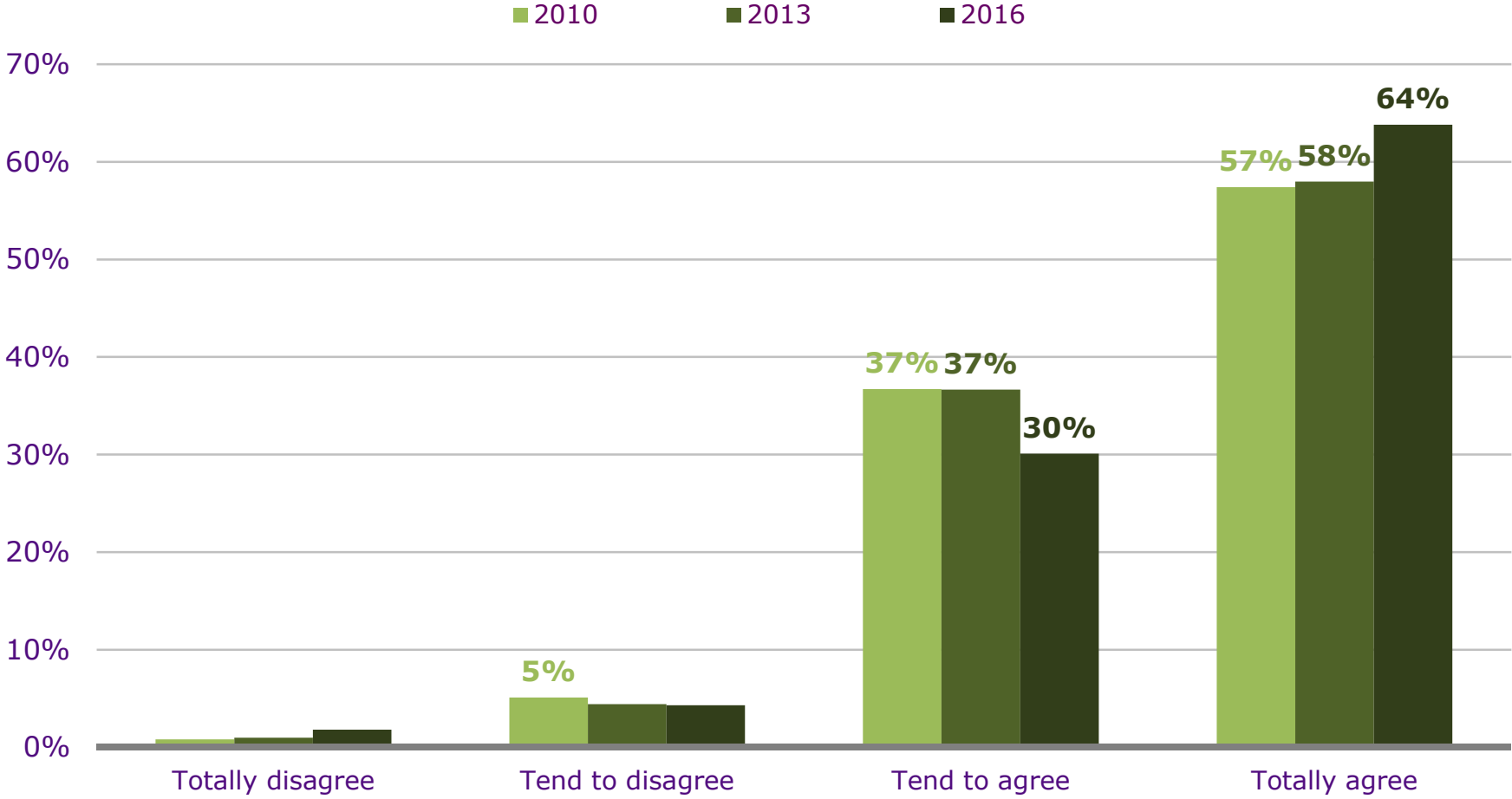
Q46. My job requires me to be creative



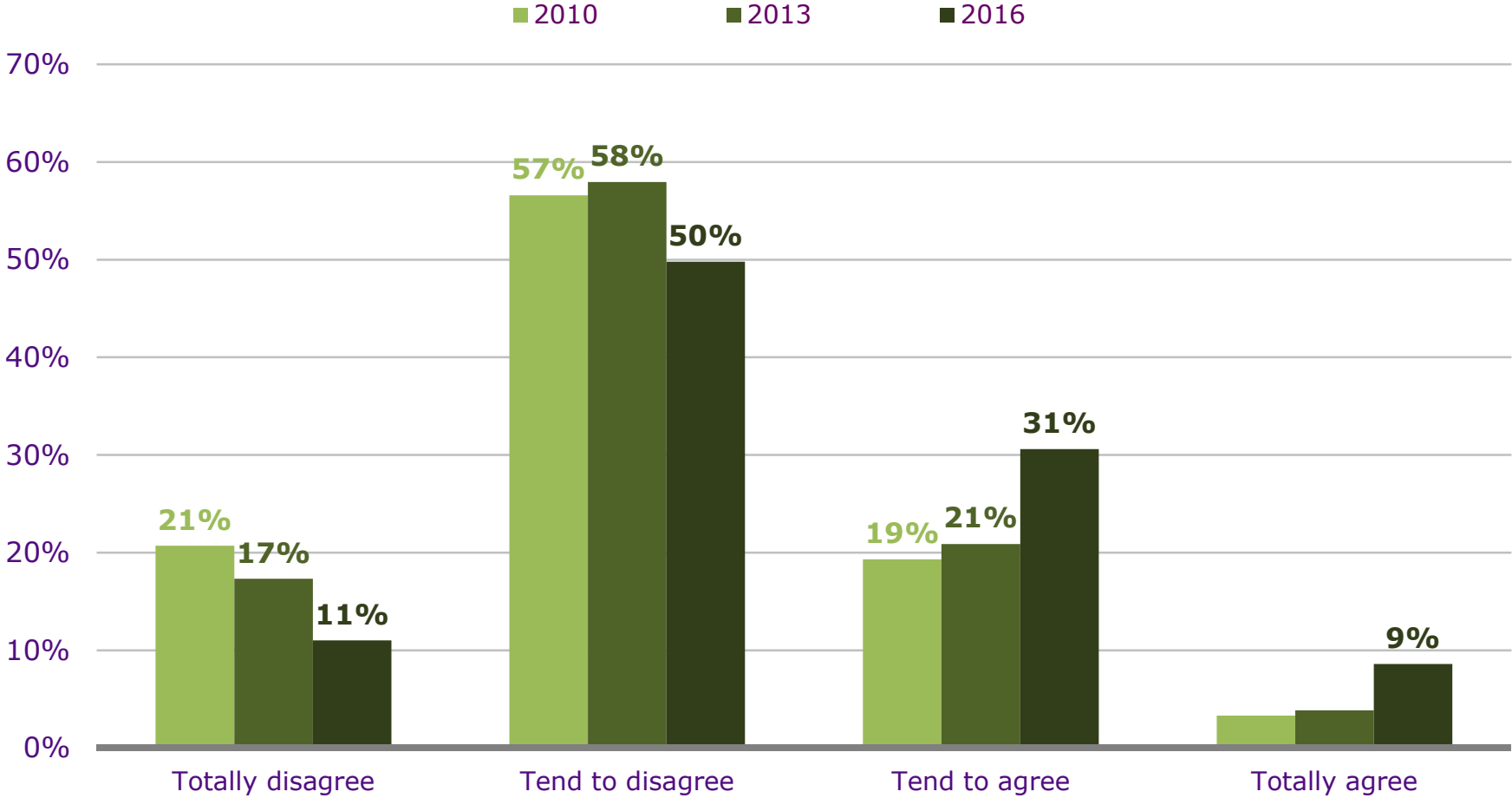
Q47. My job often allows me to take decisions of my own



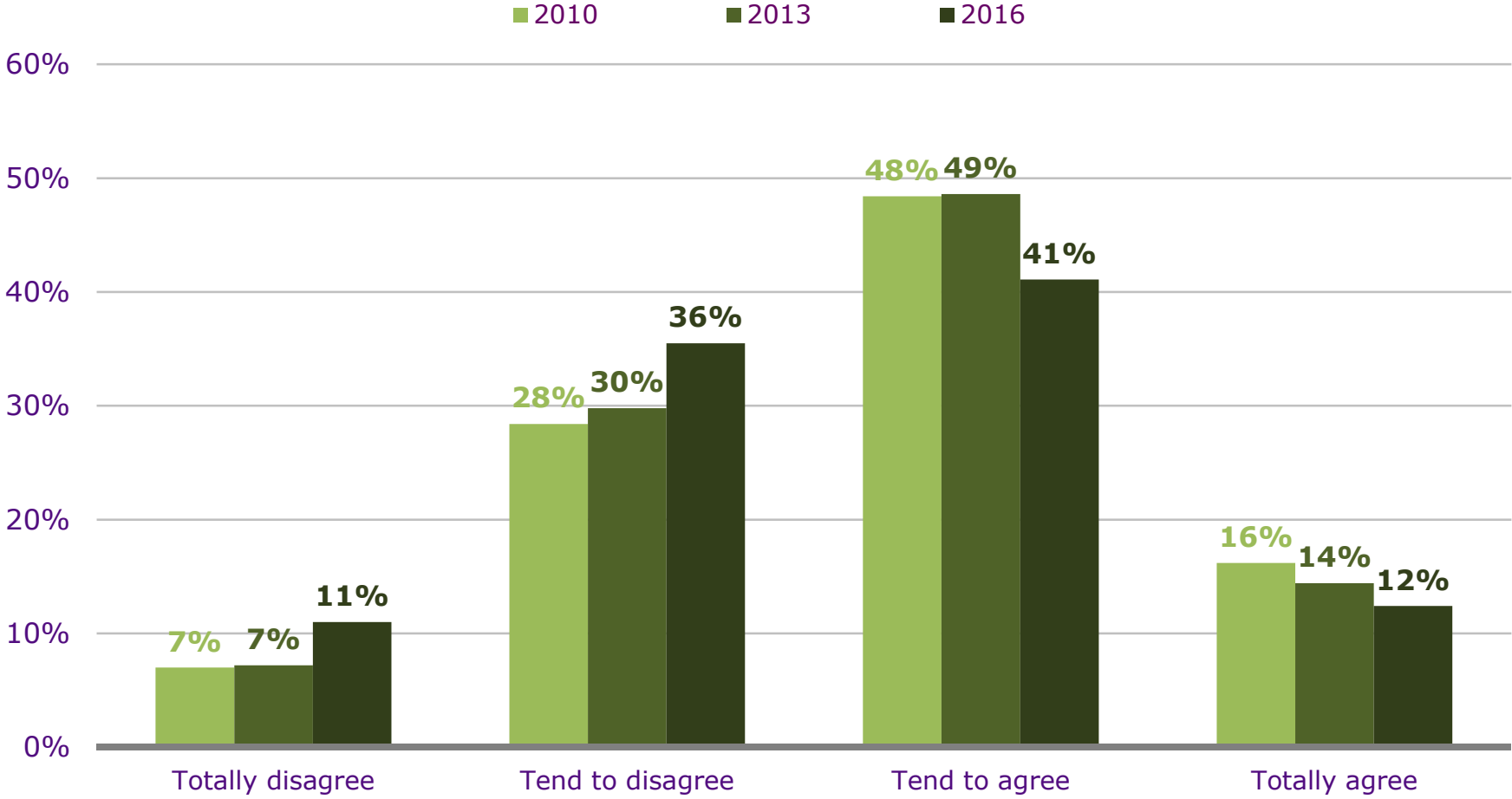
Q48. My job requires a high level of skill



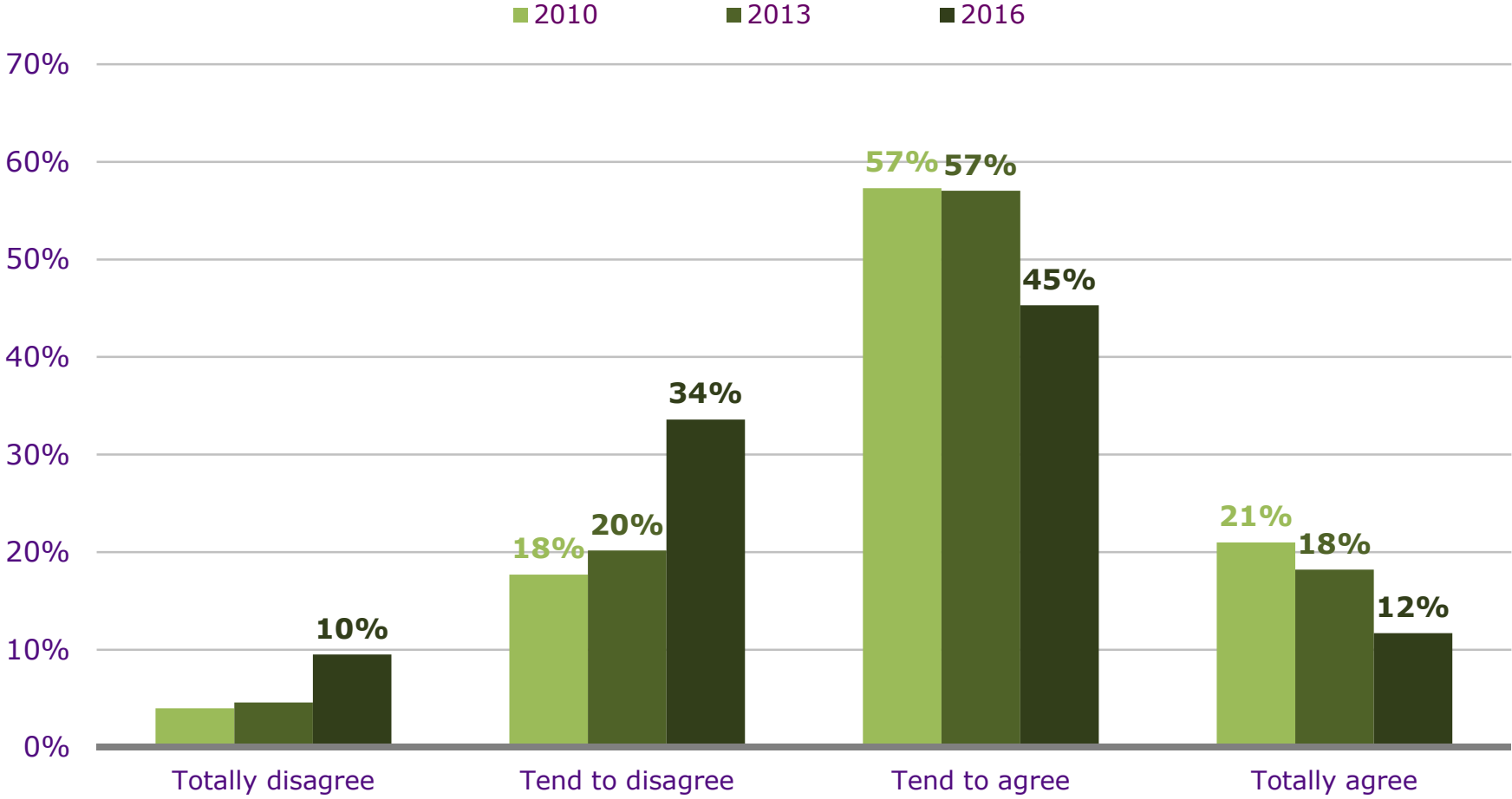
Q49. In performing my job, I have very little freedom to decide how I do it



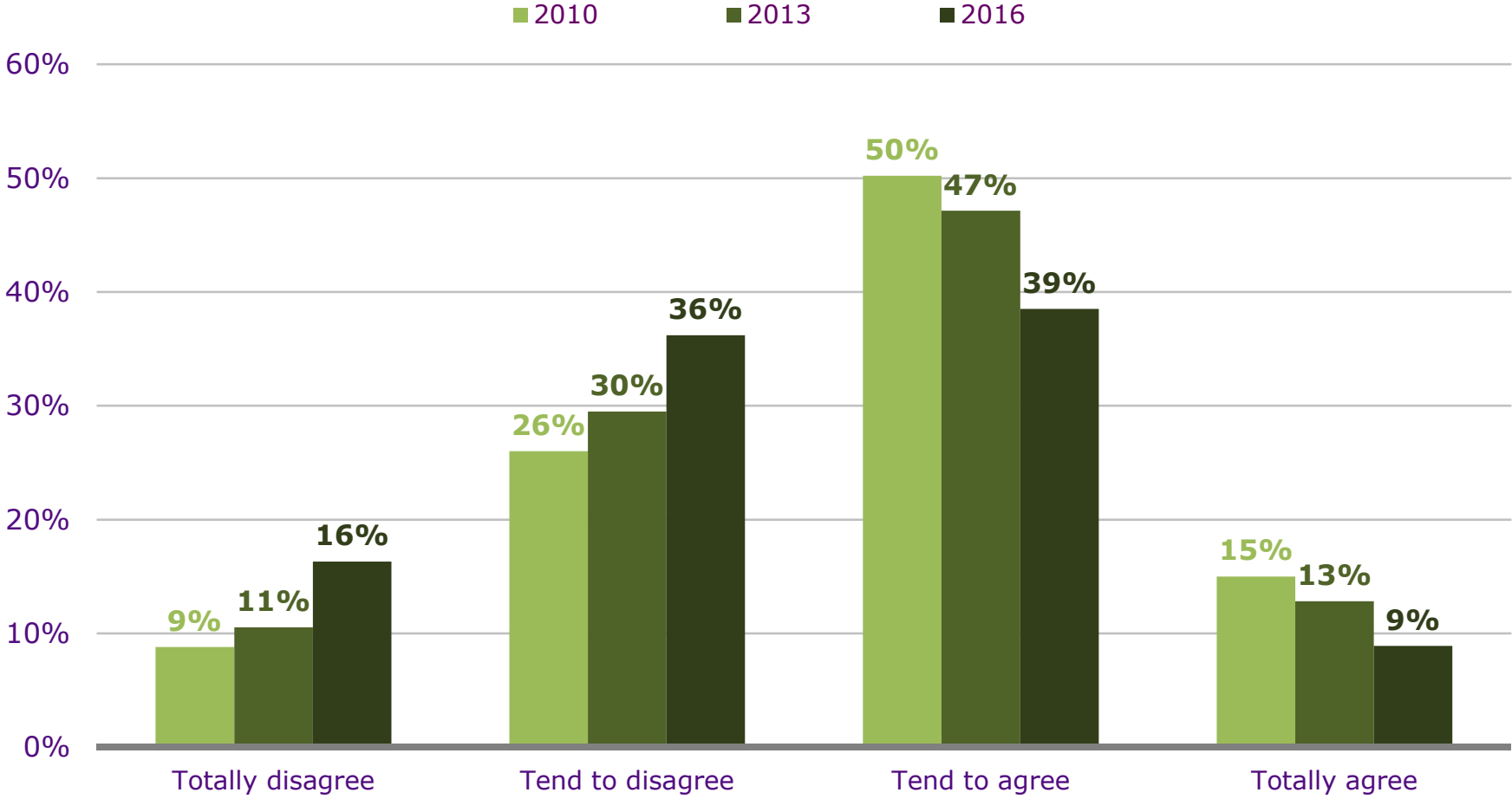
Q50. In my work, I have diverse activities



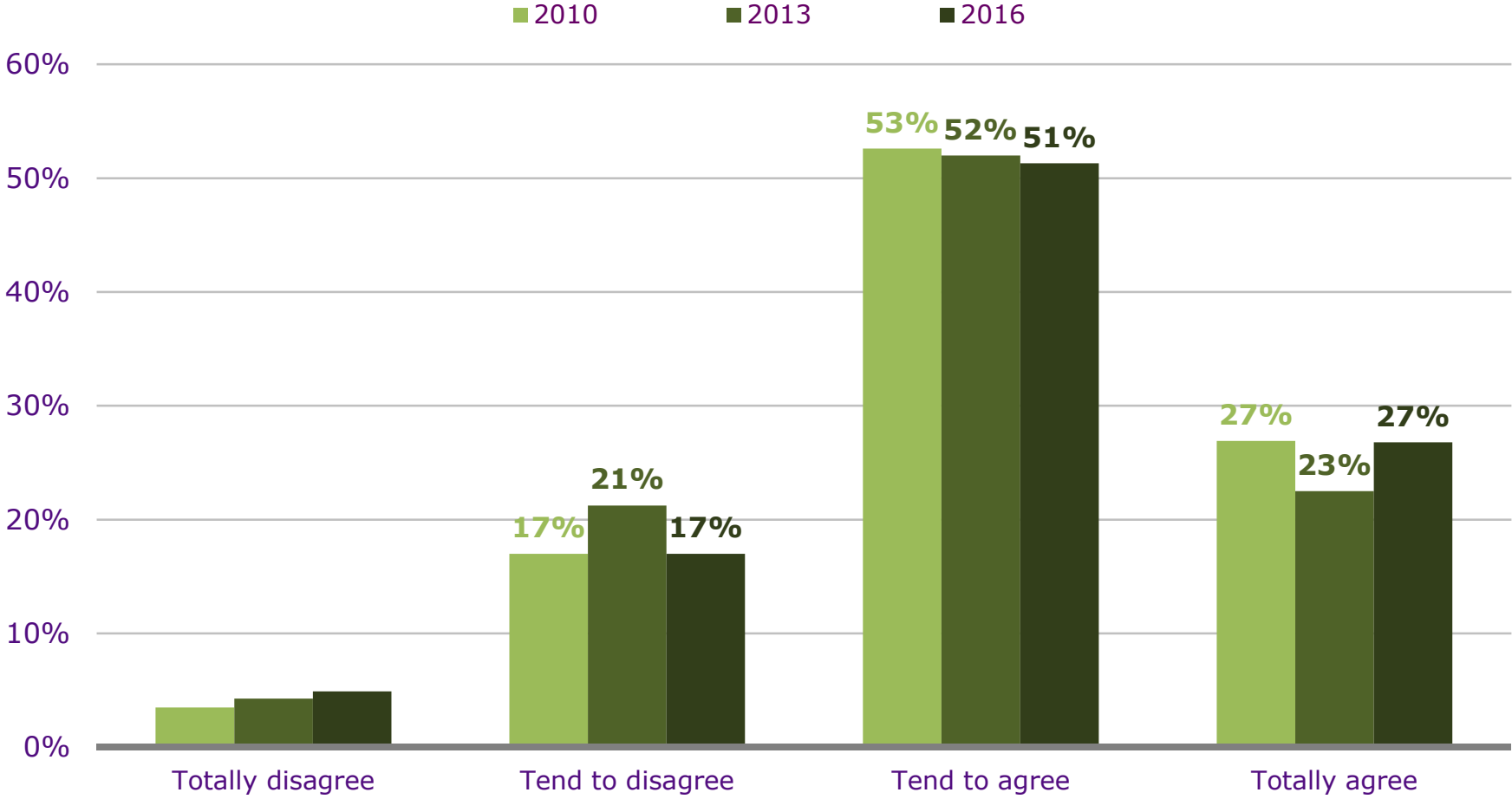
Q51. I have the possibility to influence the course of my work



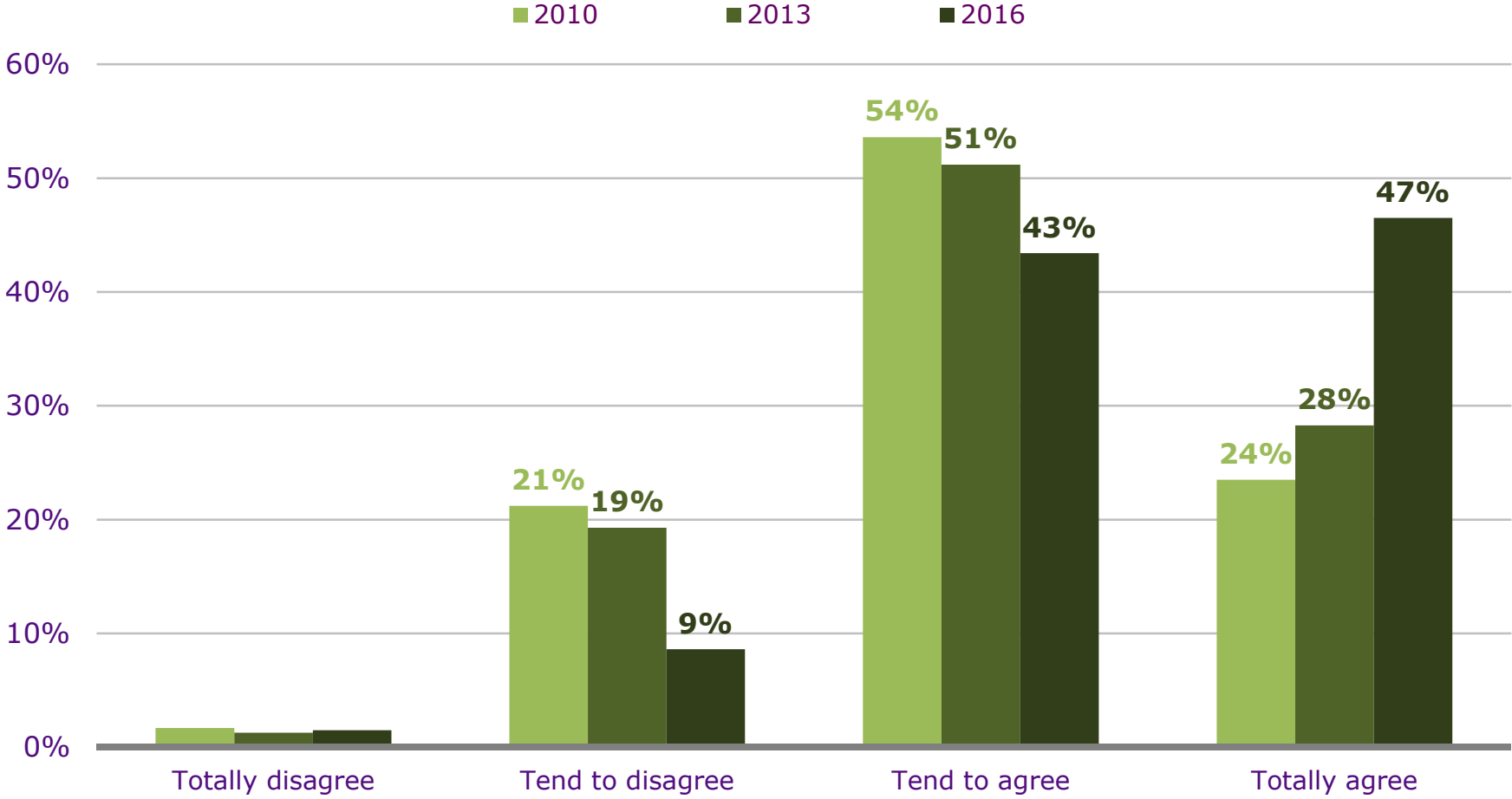
Q52. I have the opportunity to develop my professional skills



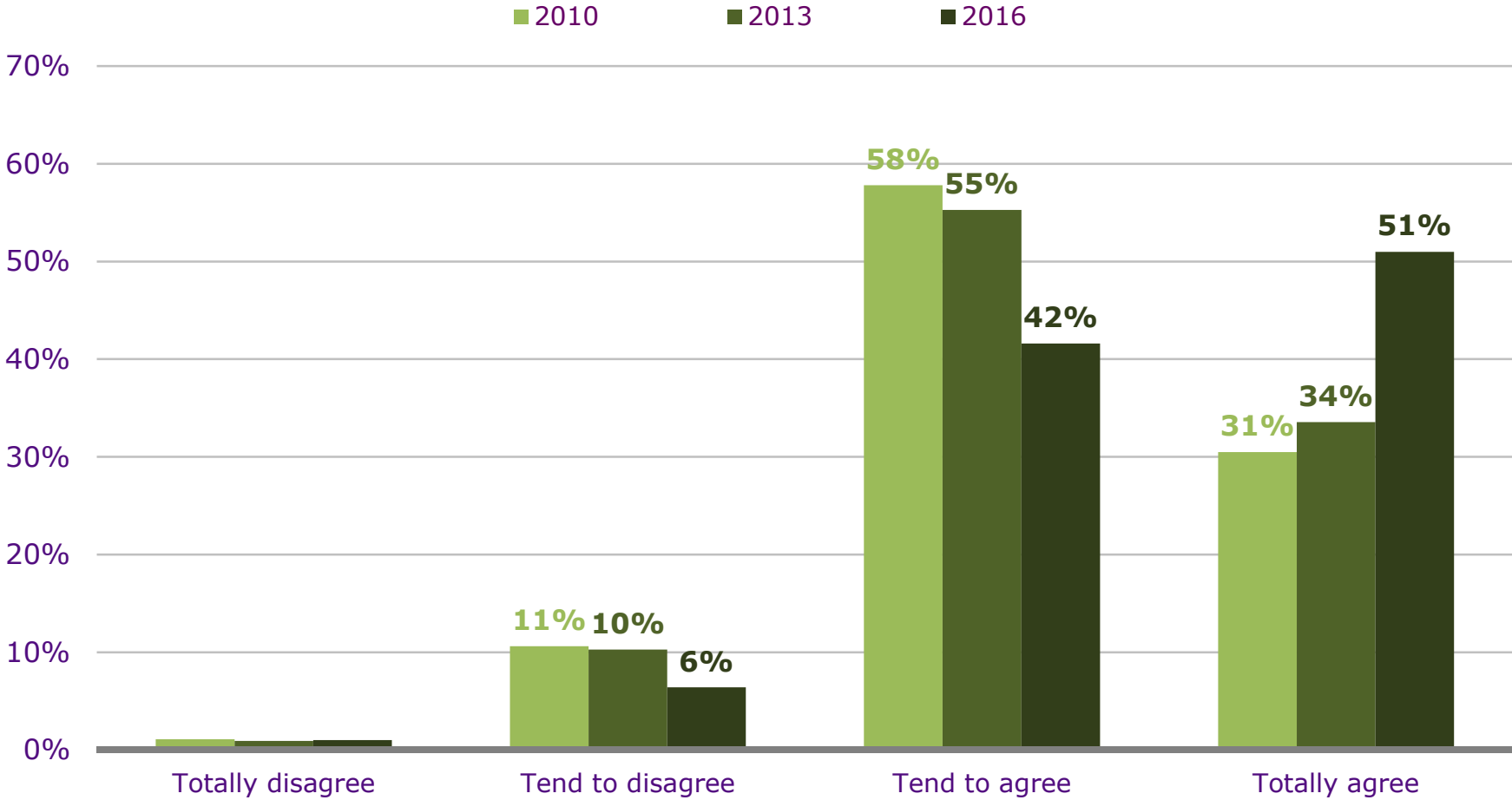
Q53. In my job, I have to learn new things



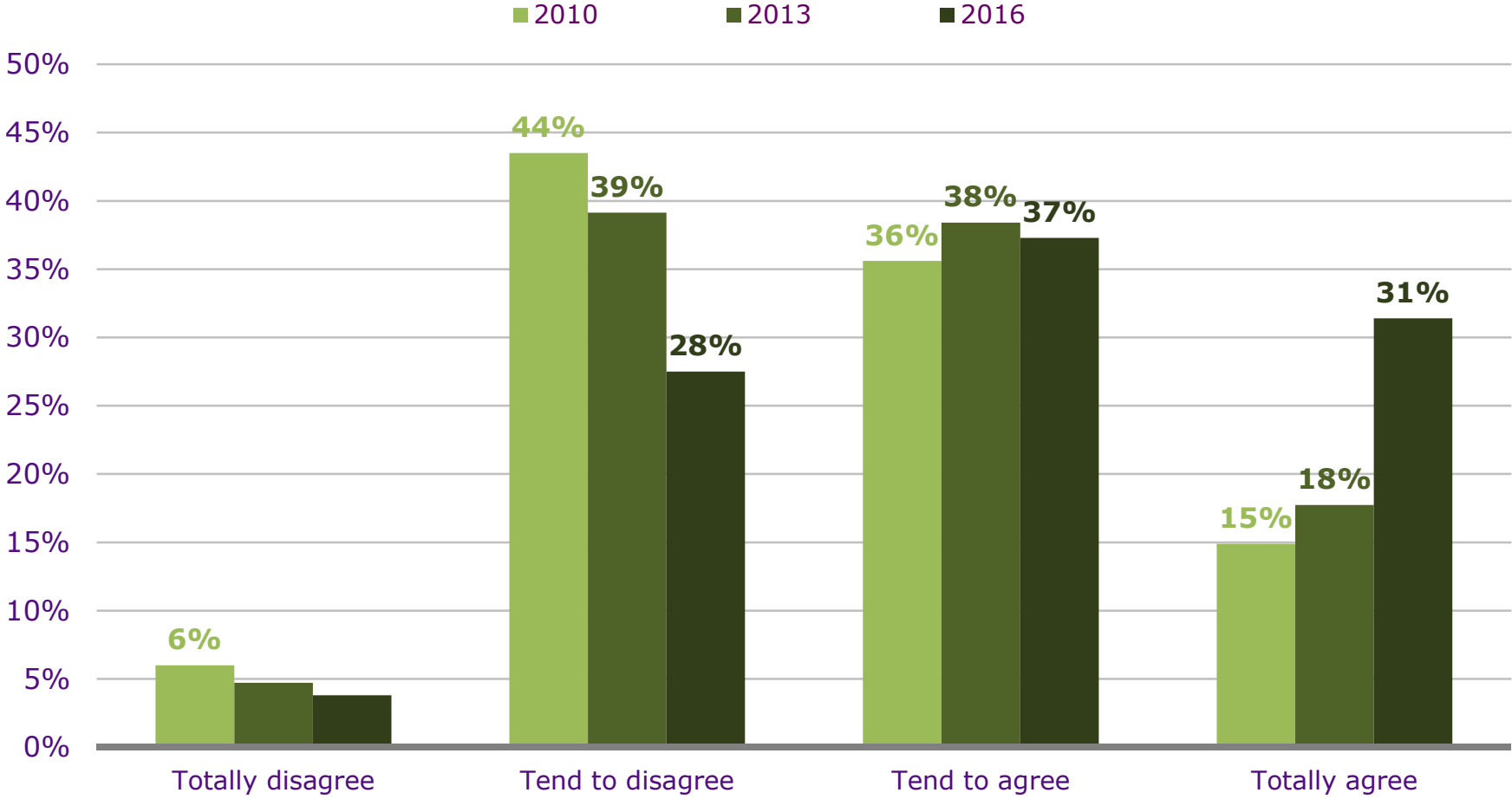
Q54. I am required to work very fast



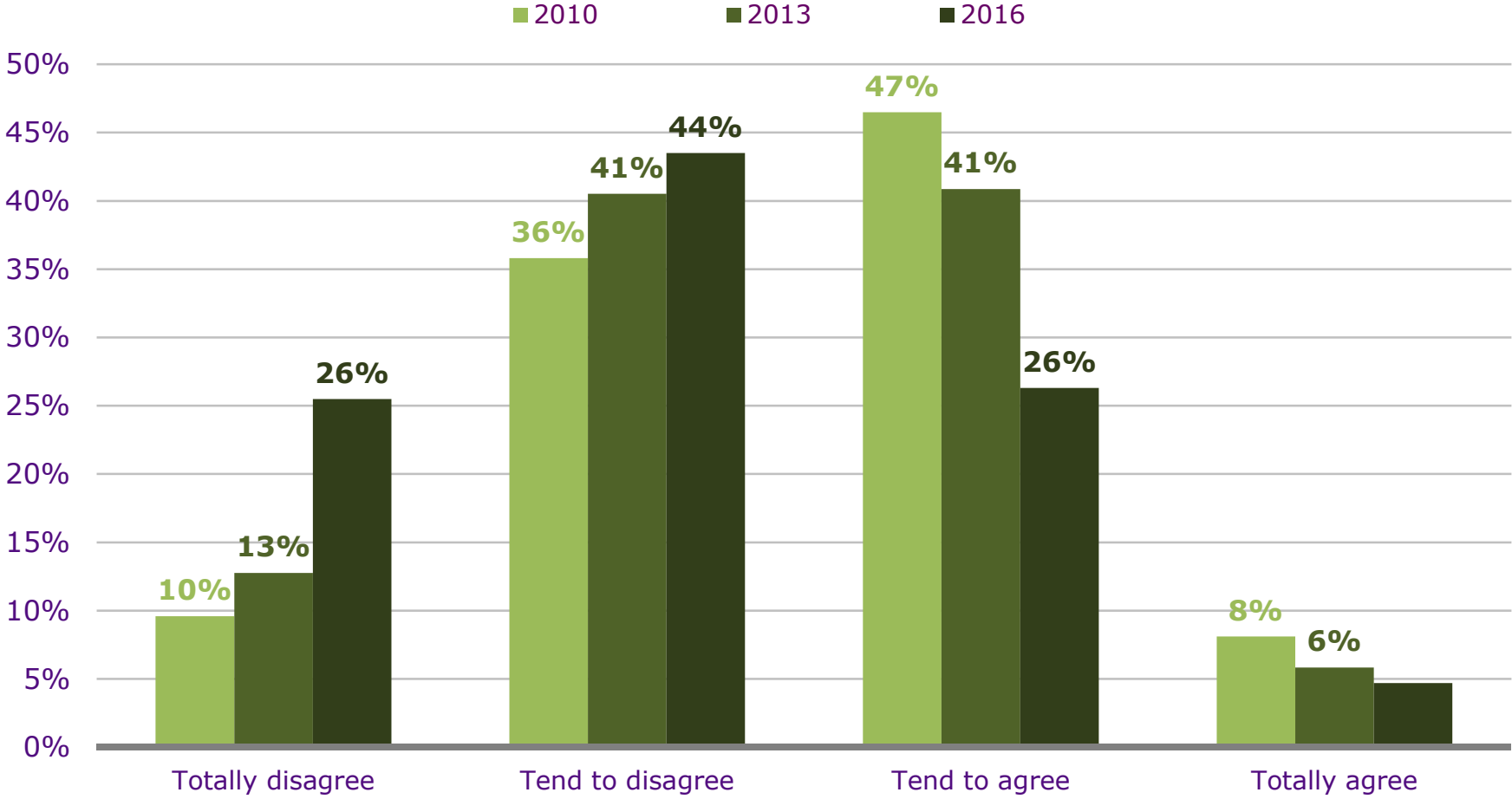
Q55. I am required to work intensely



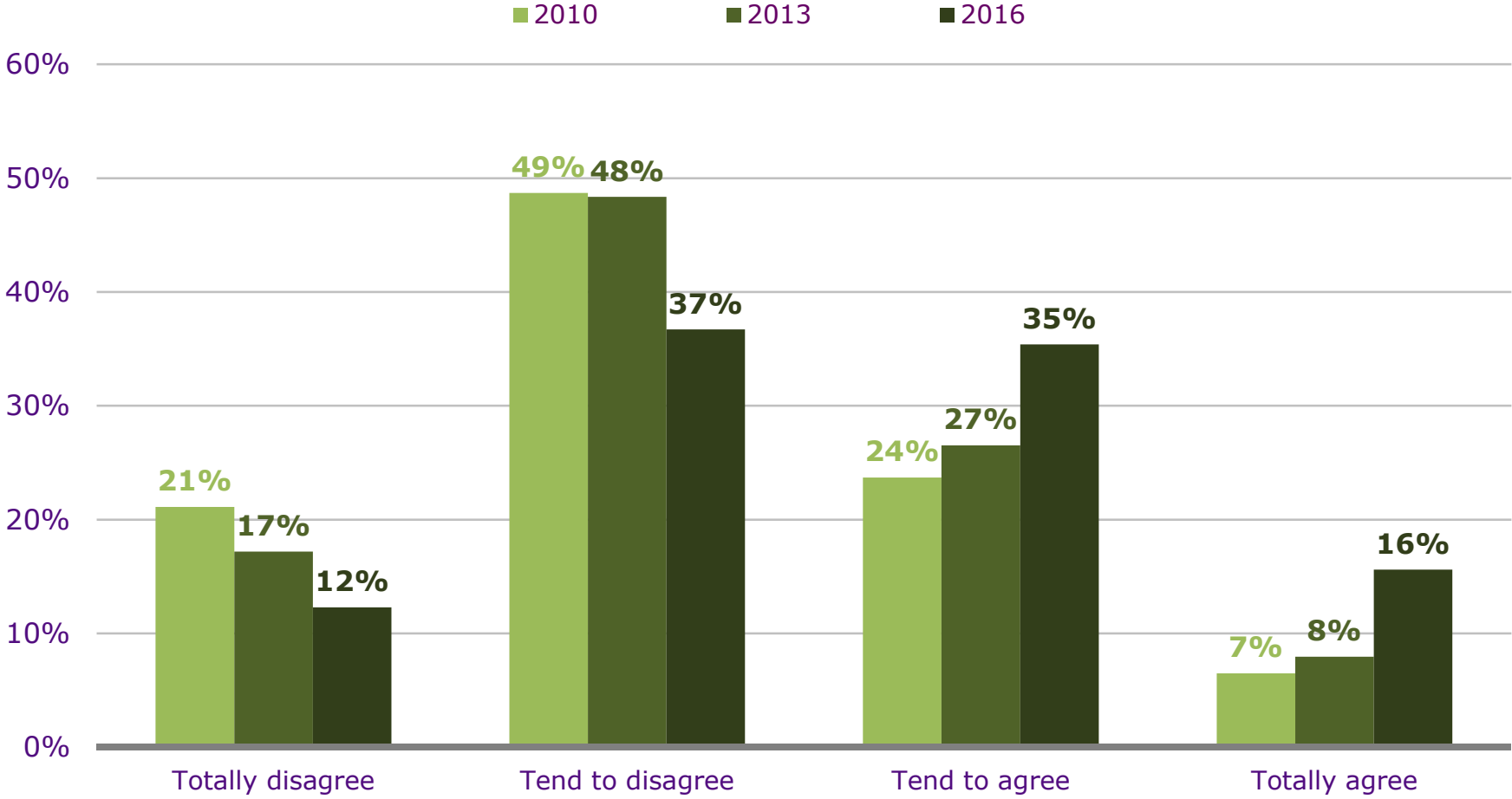
Q56. My workload is excessive



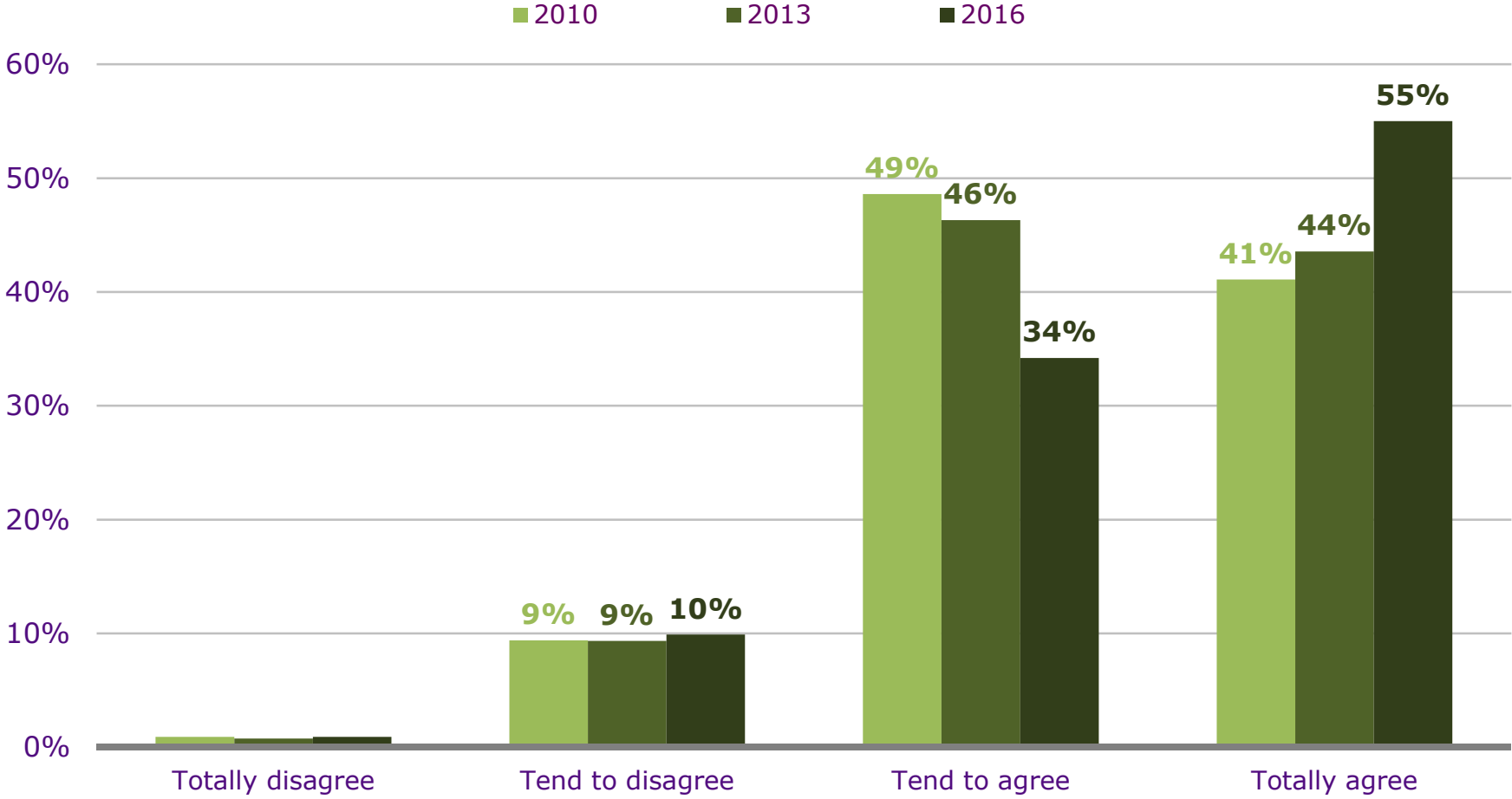
Q57. I have the time needed to perform my job correctly



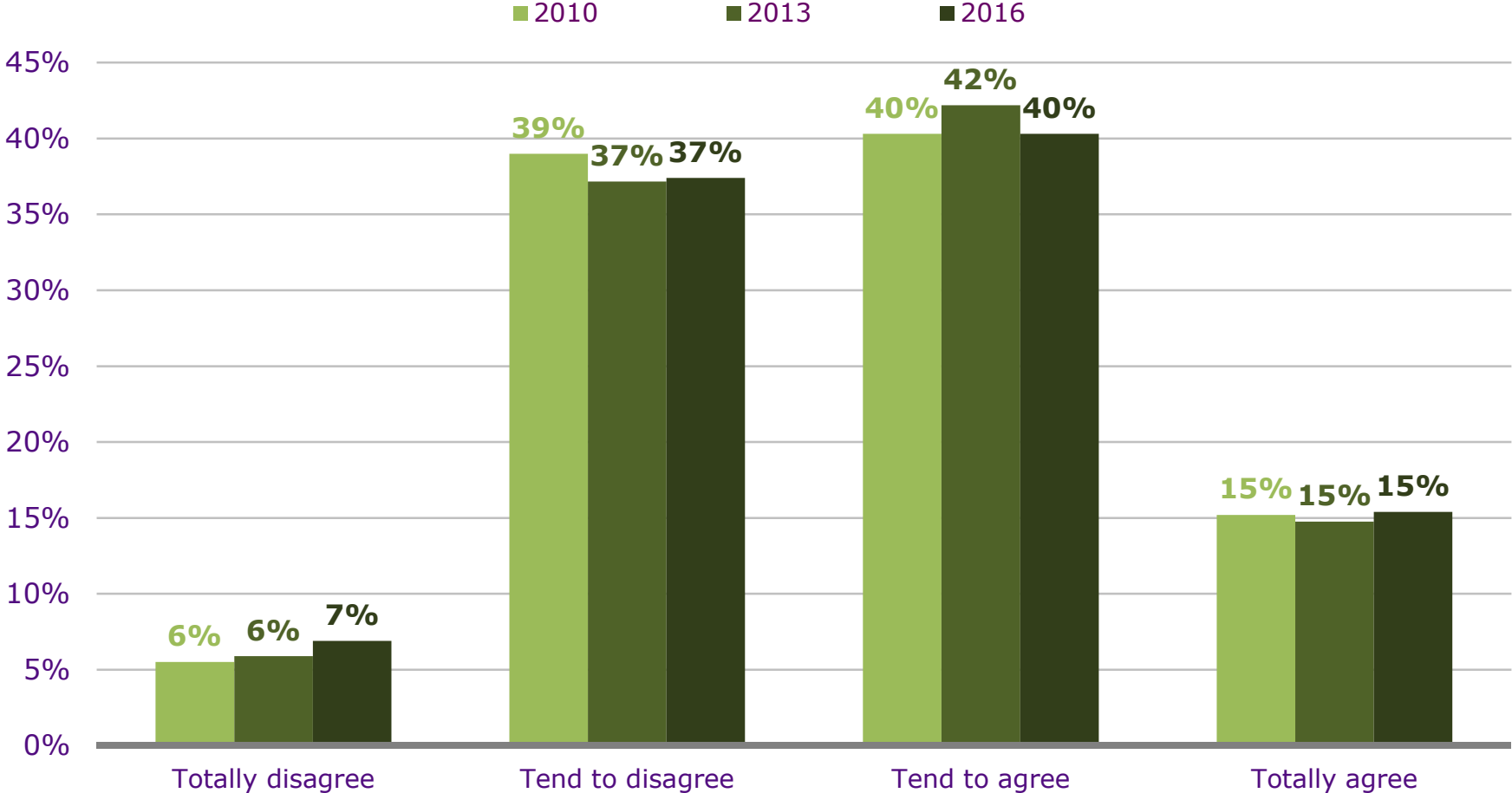
Q58. I receive contradictory instructions from different people



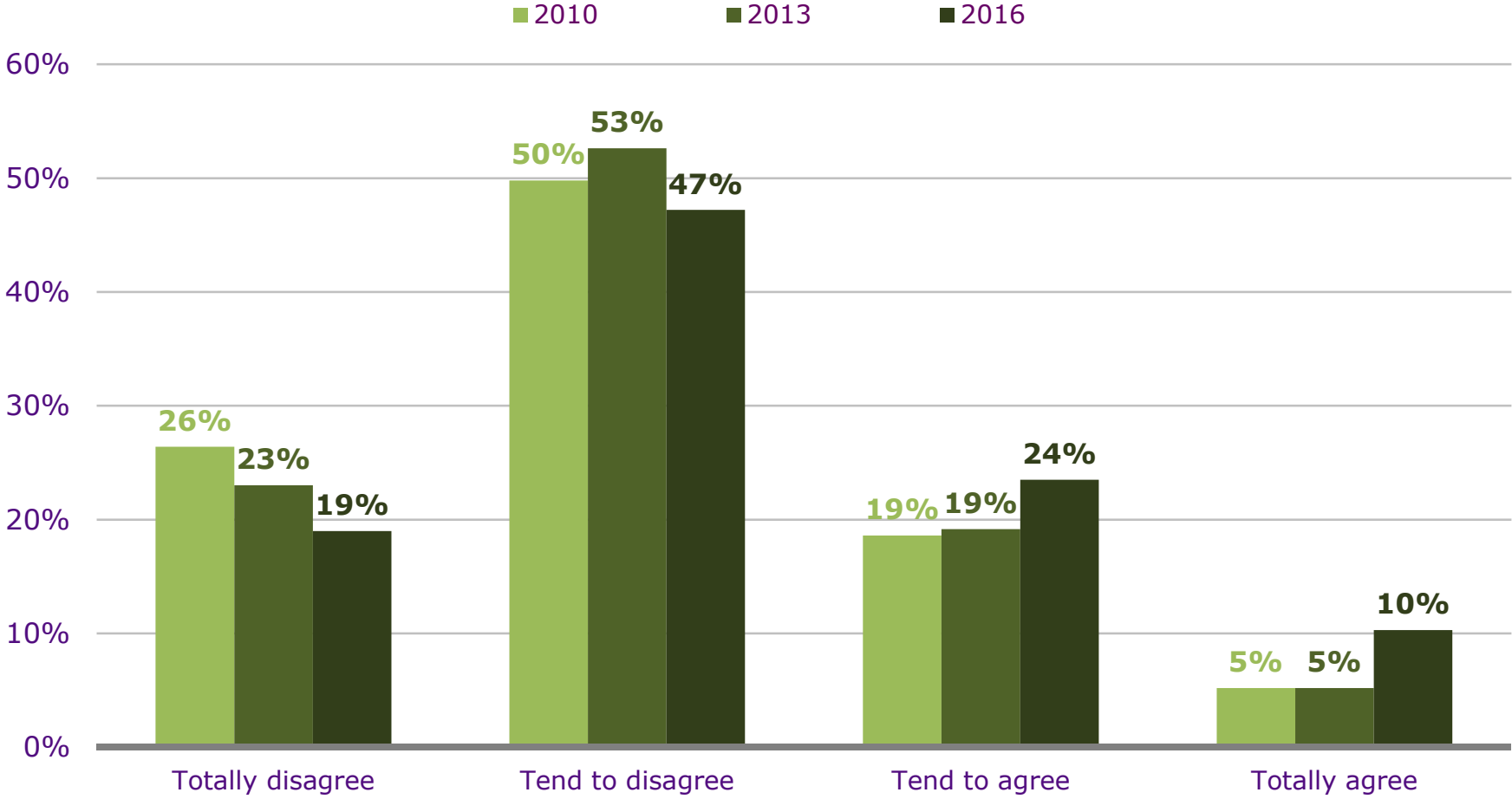
Q59. My work requires lengthy periods of intense concentration



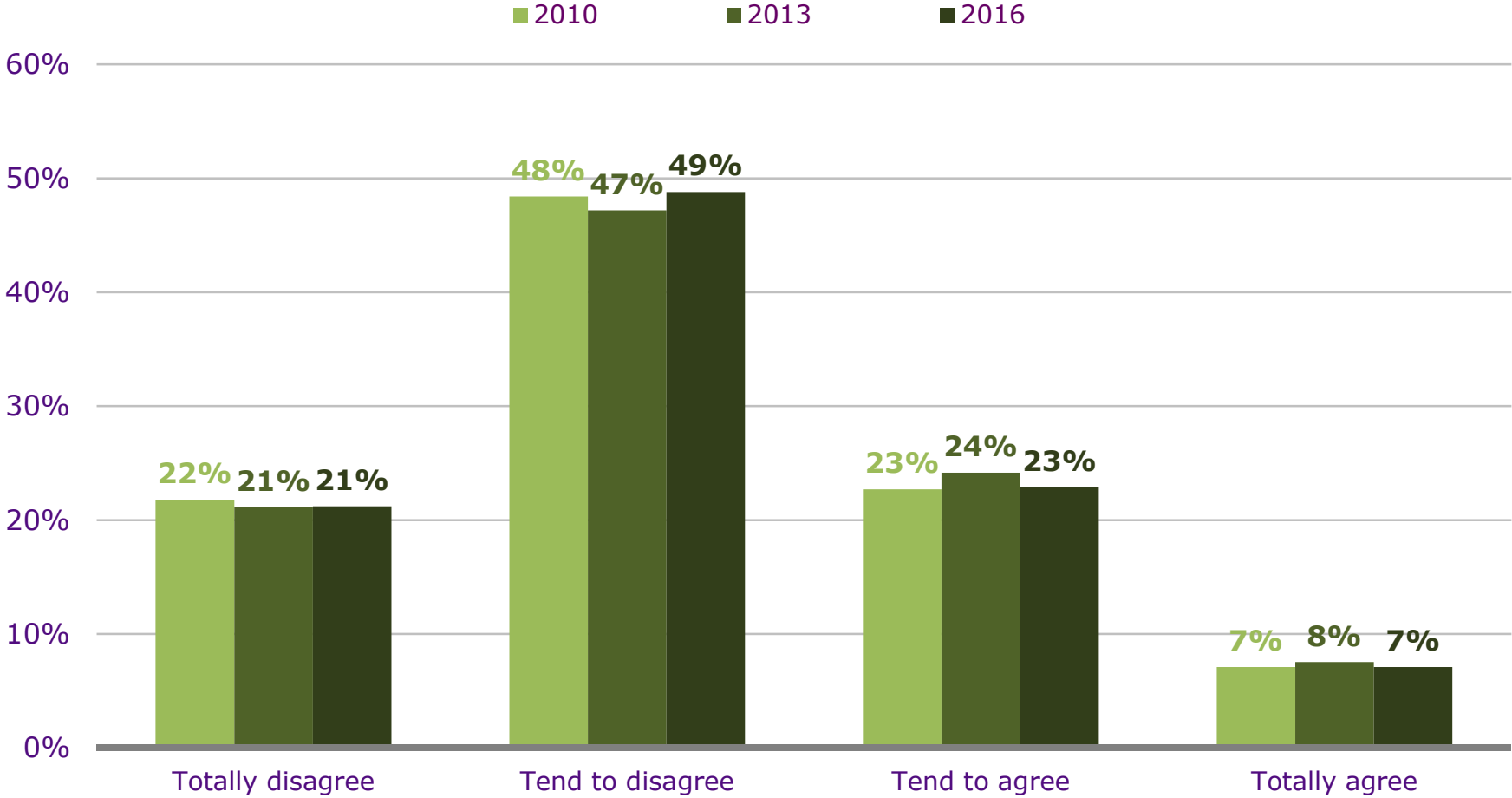
Q60. My tasks are often interrupted before completion, and I have to resume them later



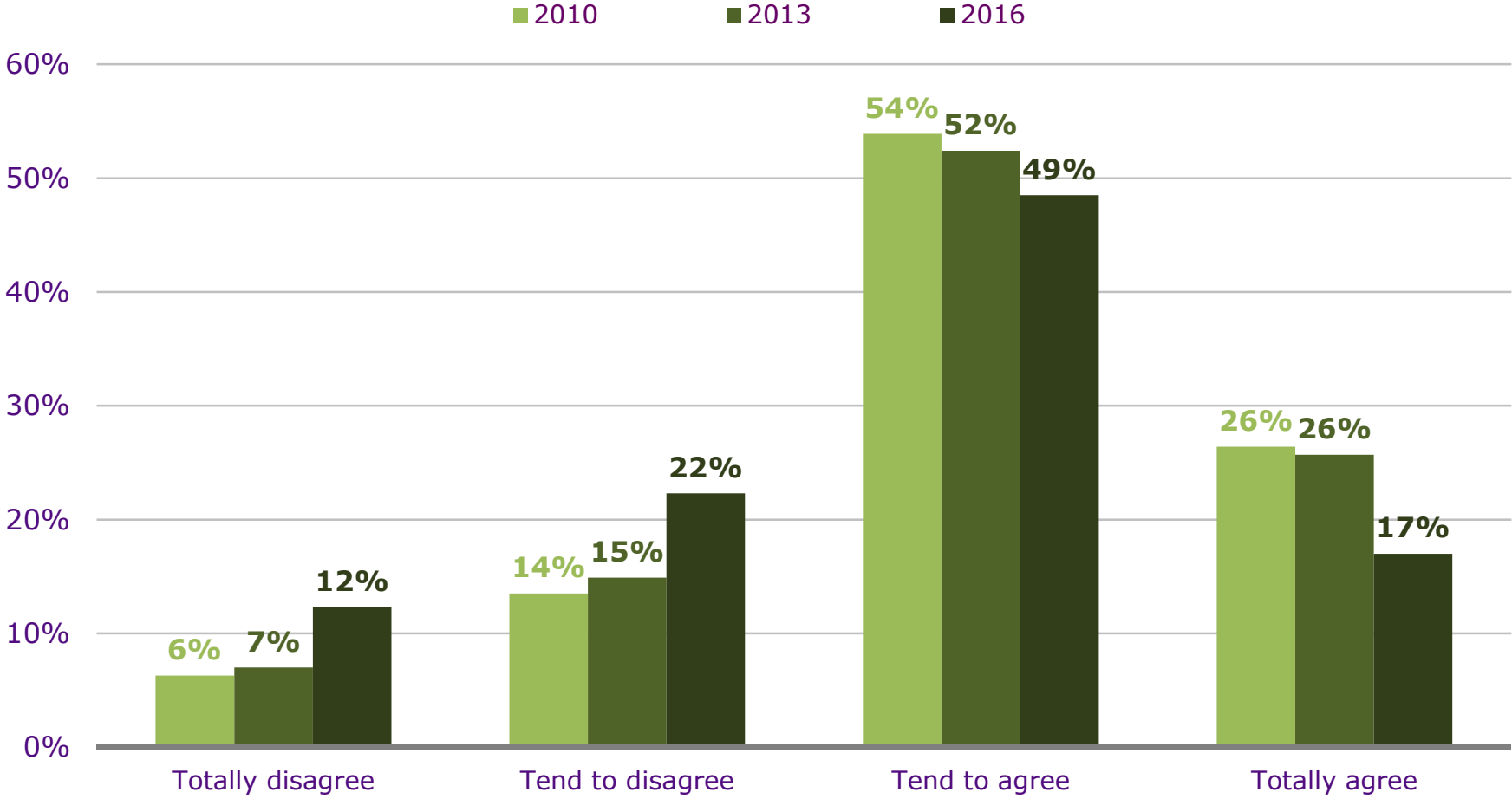
Q61. My working environment is hectic



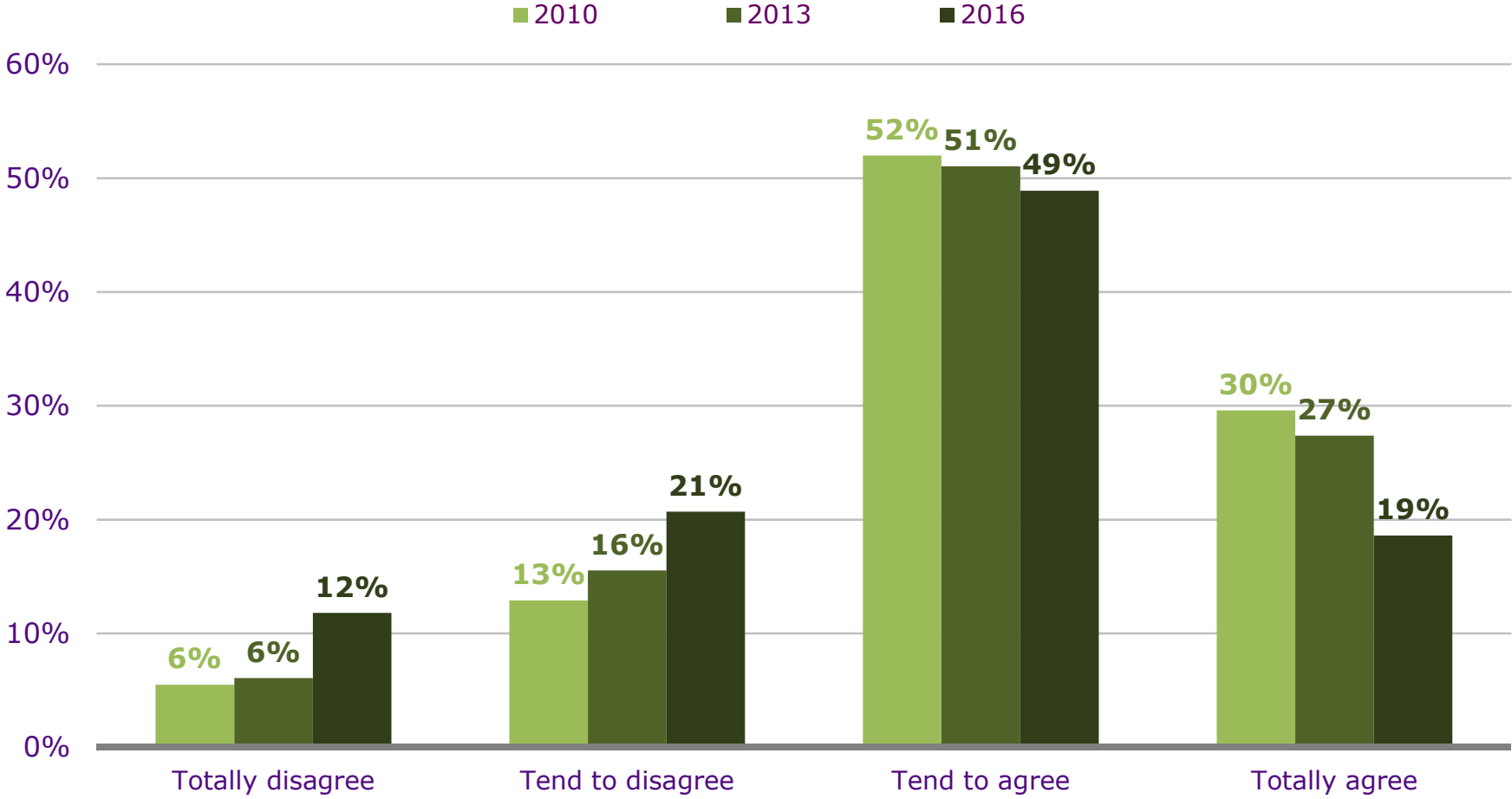
Q62. Waiting for the work from colleagues or other departments often slows down my own work



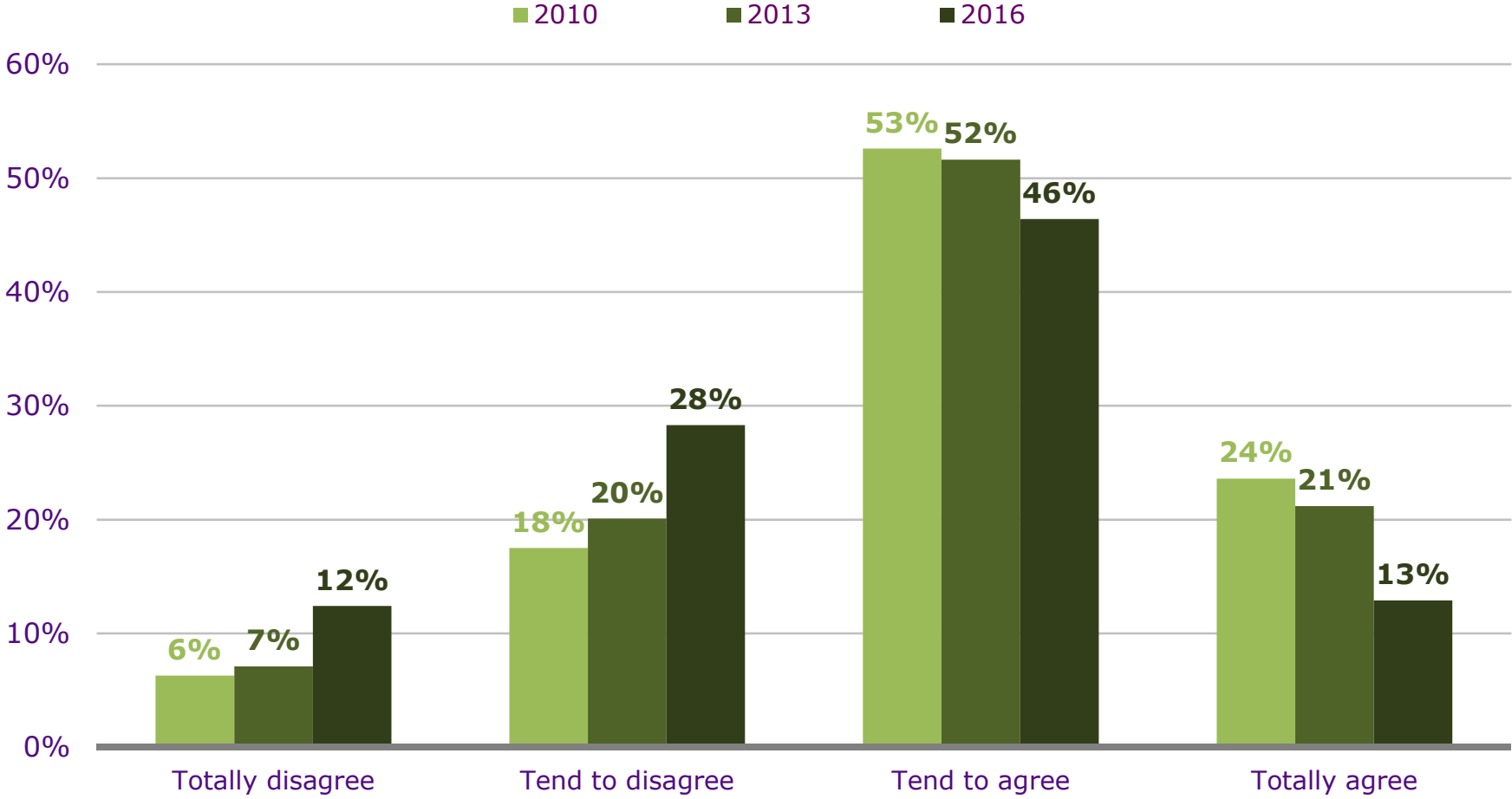
Q63. My manager cares about the welfare of his subordinates



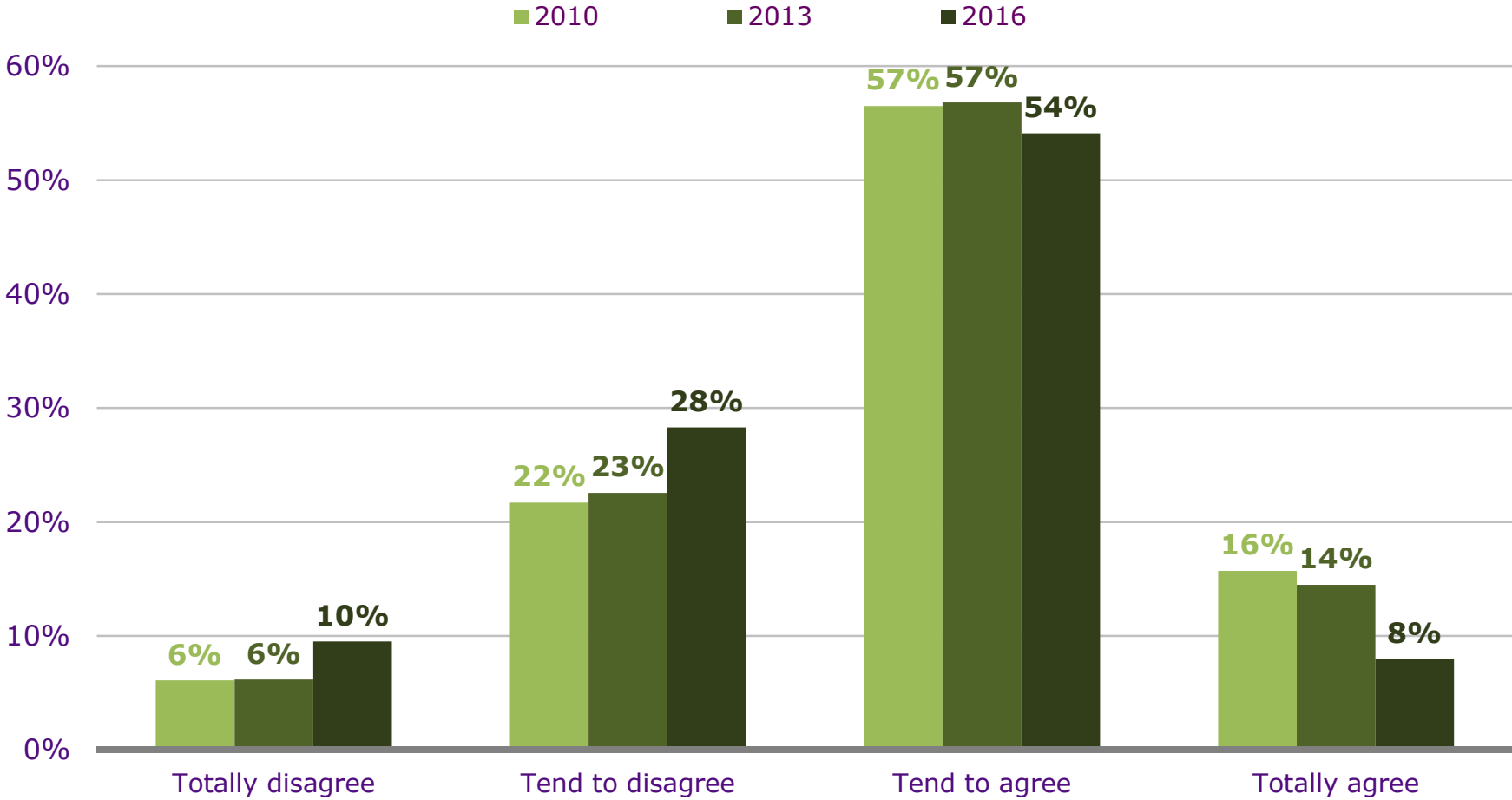
Q64. My manager pays attention to what I am saying



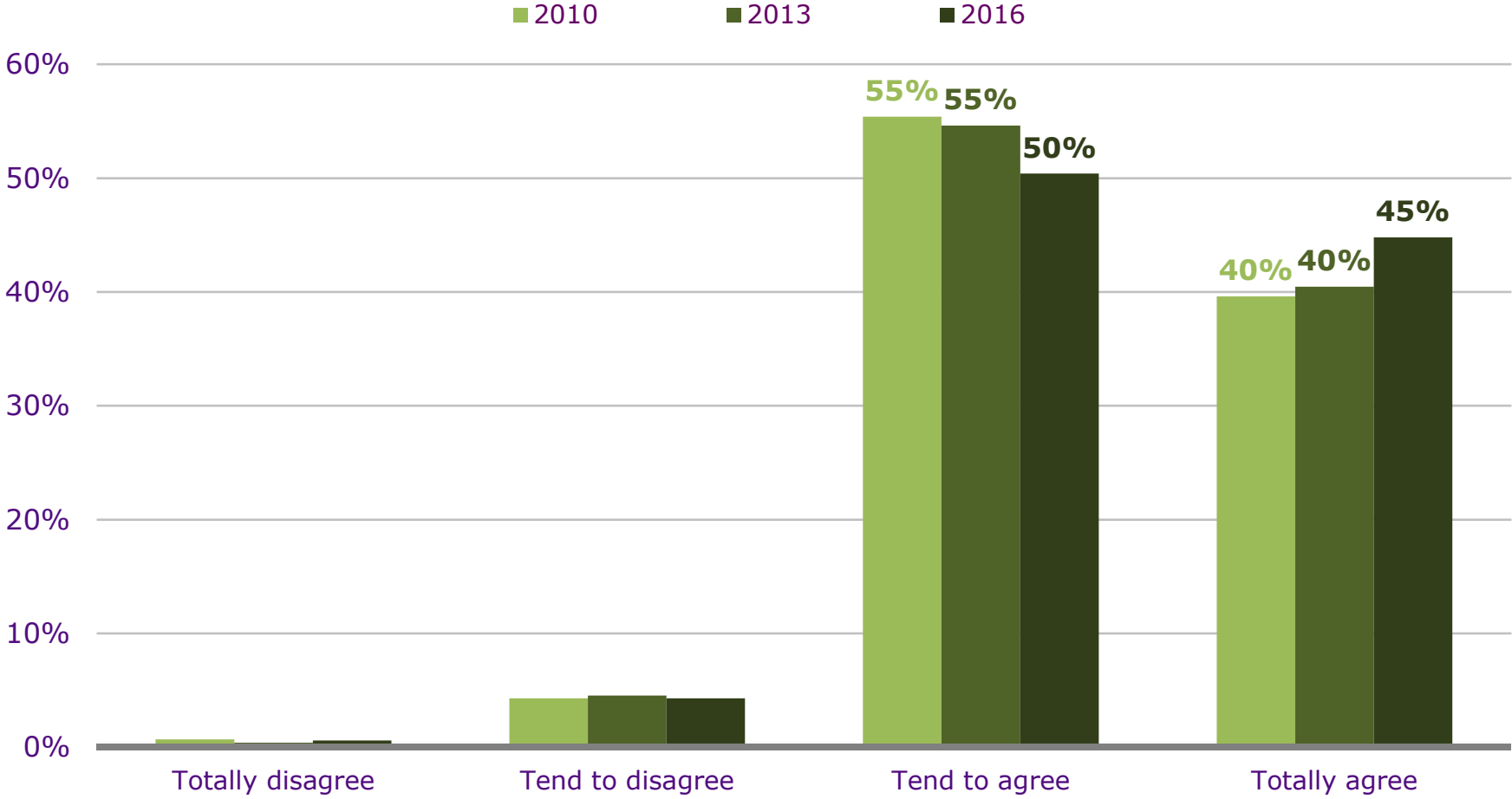
Q65. My manager helps me to carry out my duties



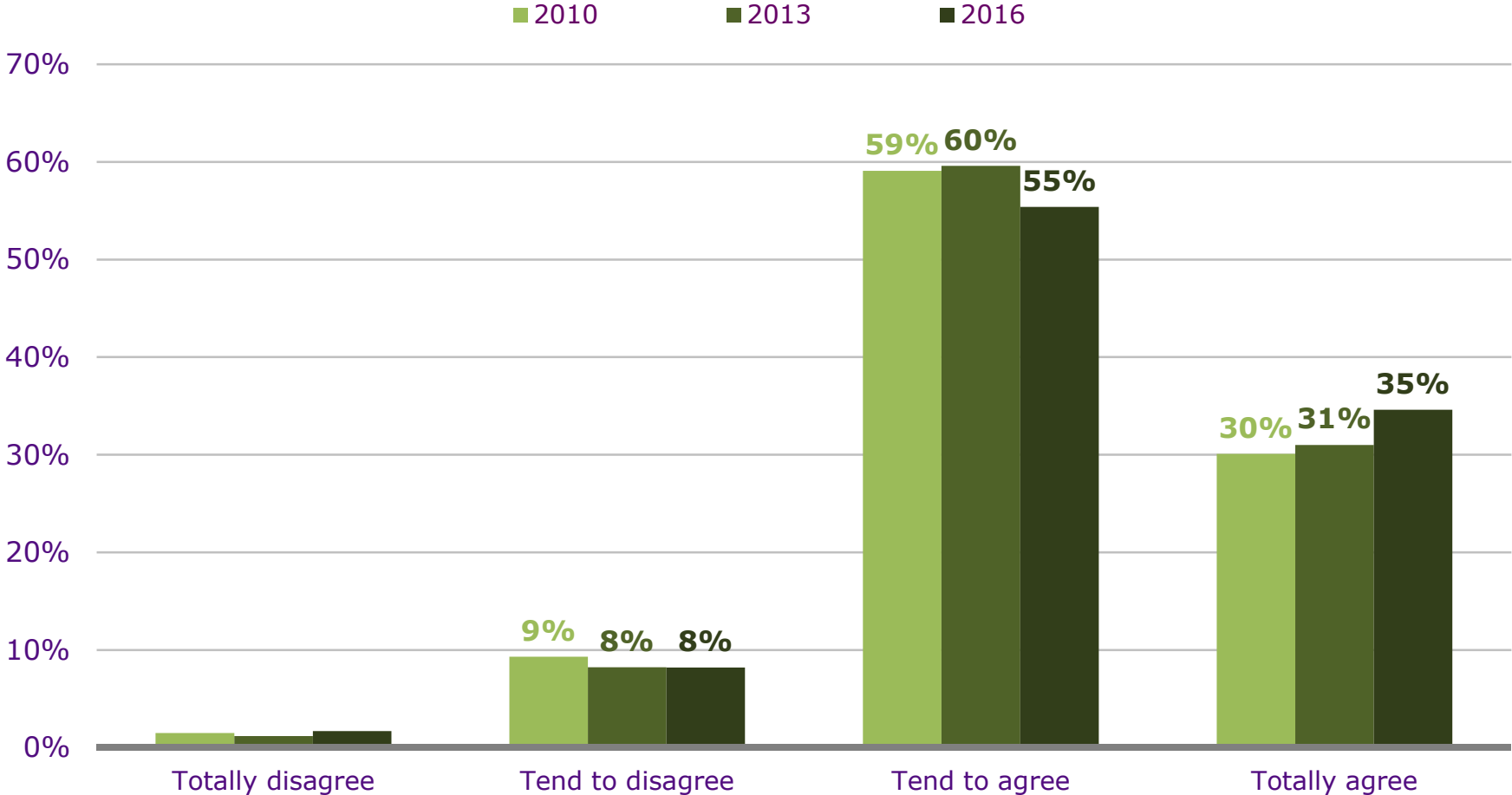
Q66. My manager succeeds easily in getting his subordinates to collaborate



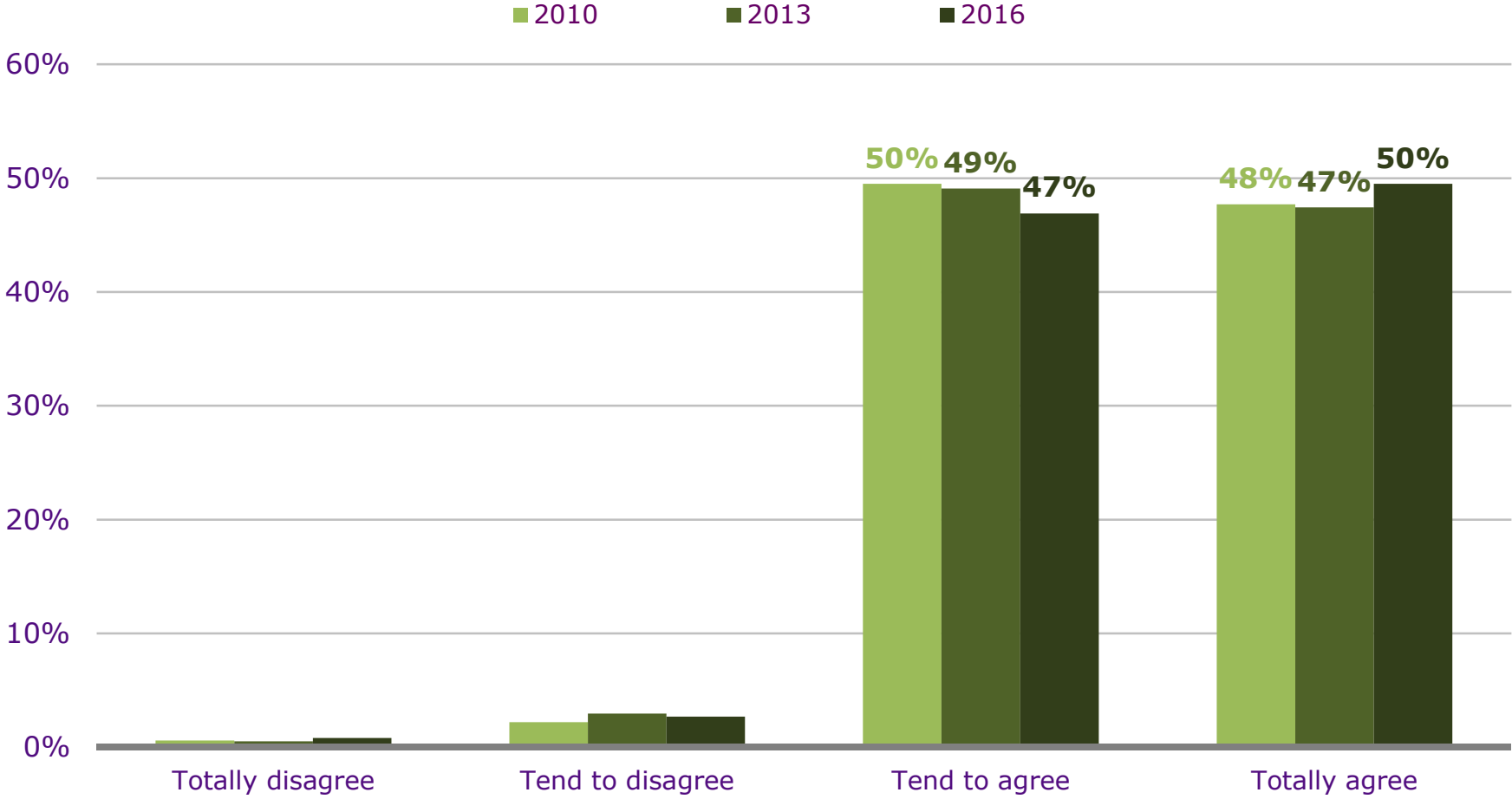
Q67. Colleagues with whom I work are professionally competent



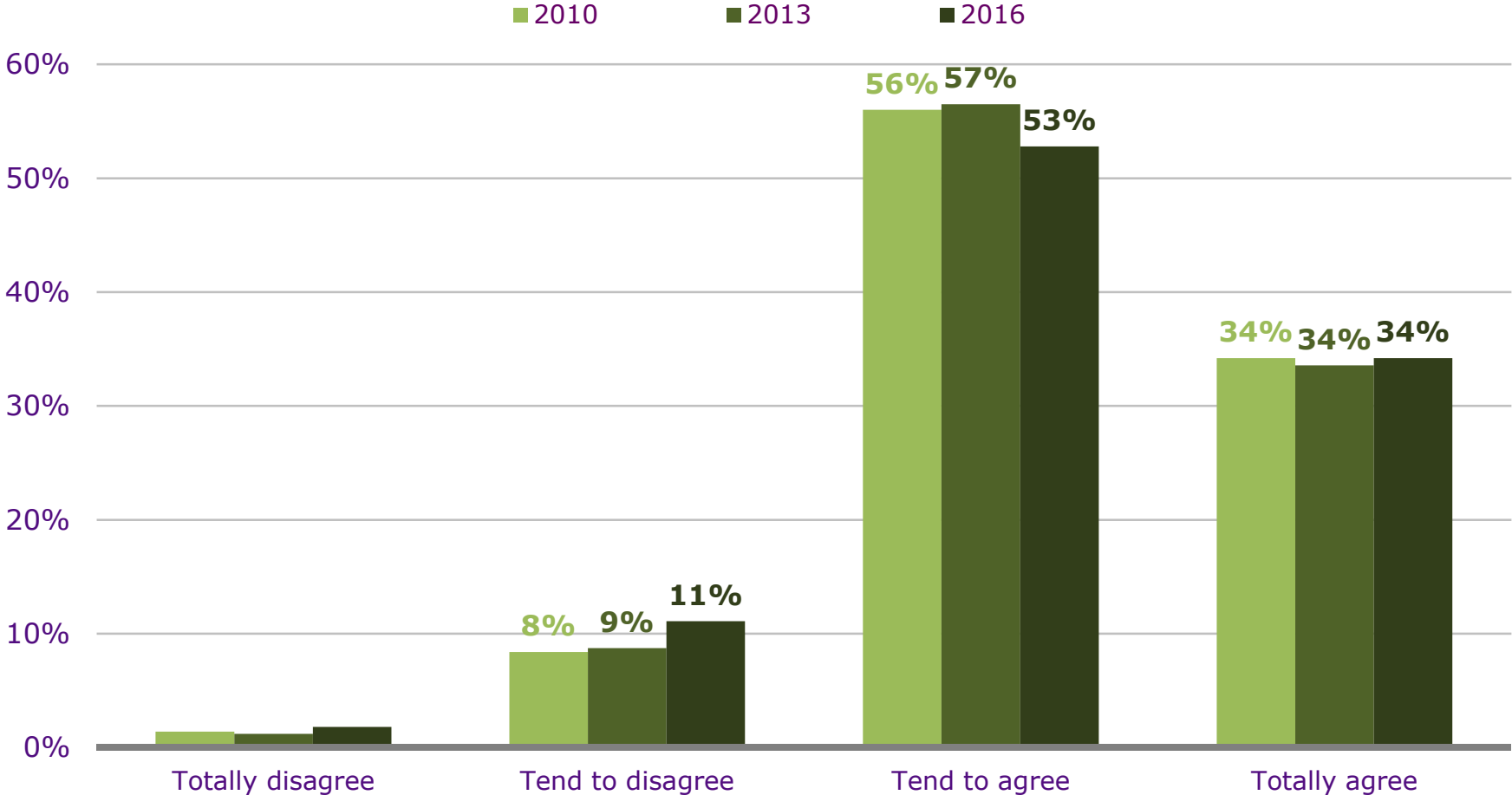
Q68. Colleagues with whom I work show me consideration



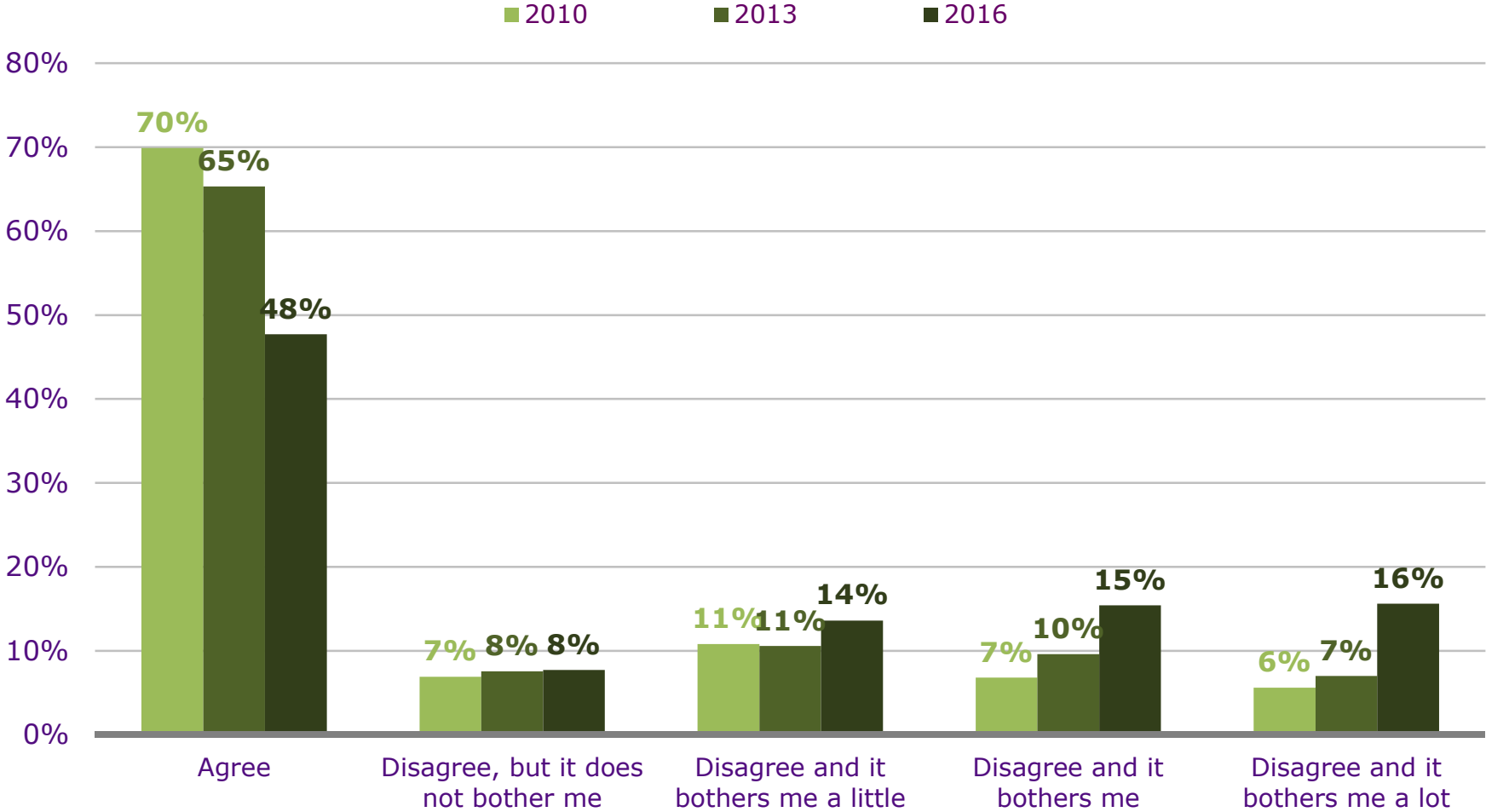
Q69. The colleagues with whom I work are friendly



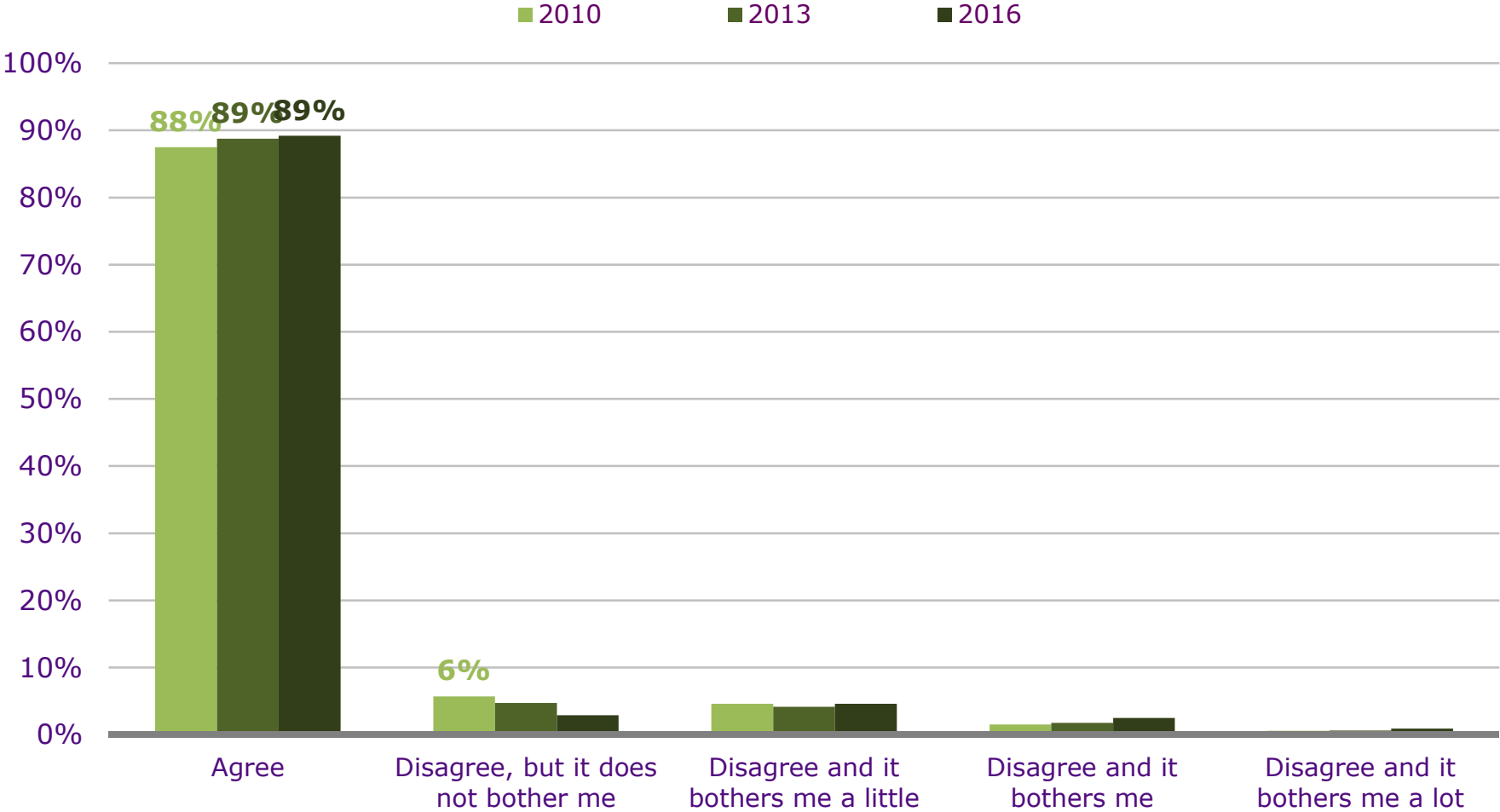
Q70. Colleagues with whom I work help me to carry out my duties



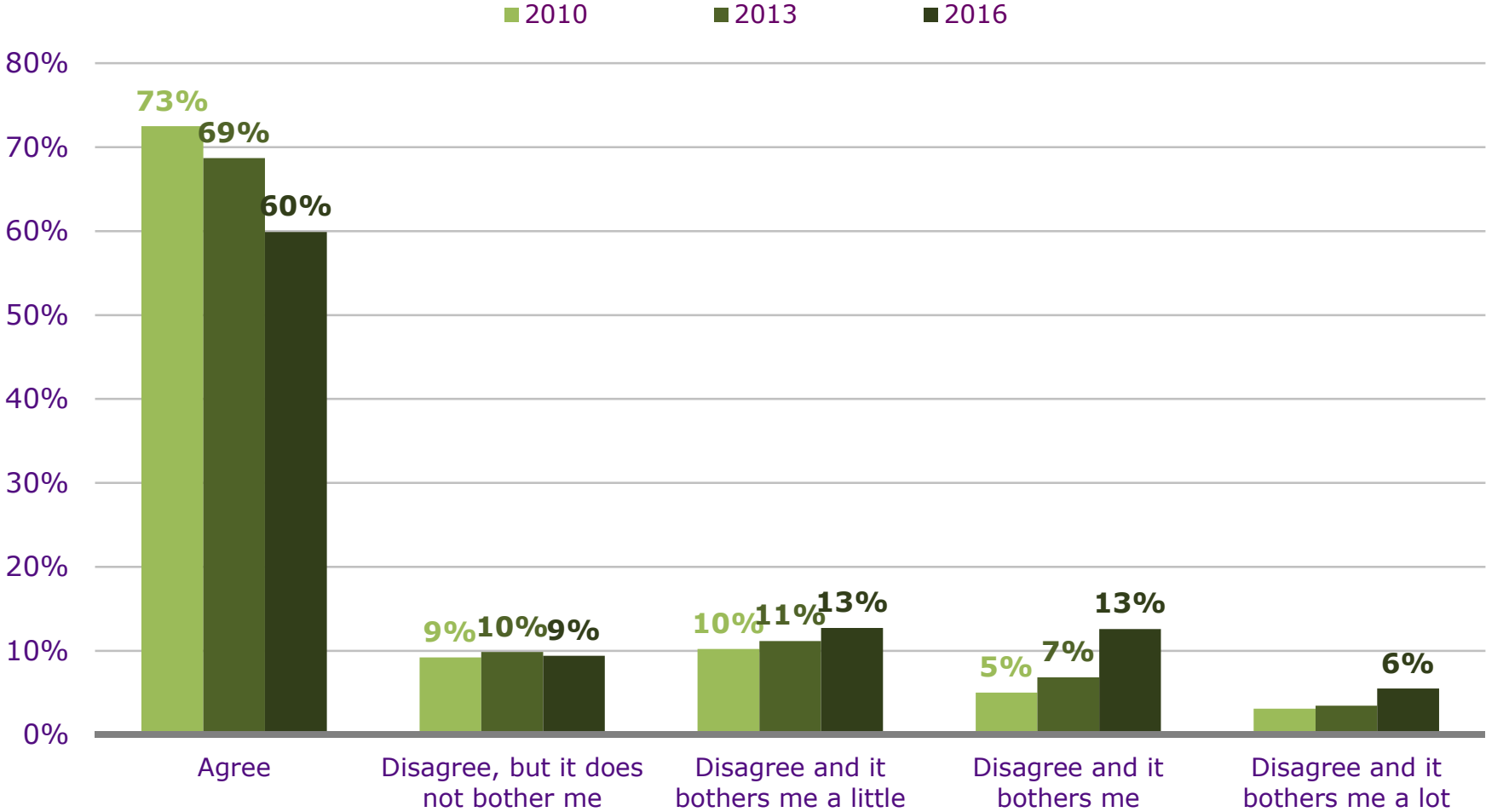
Q71. I receive the respect that I deserve from my managers



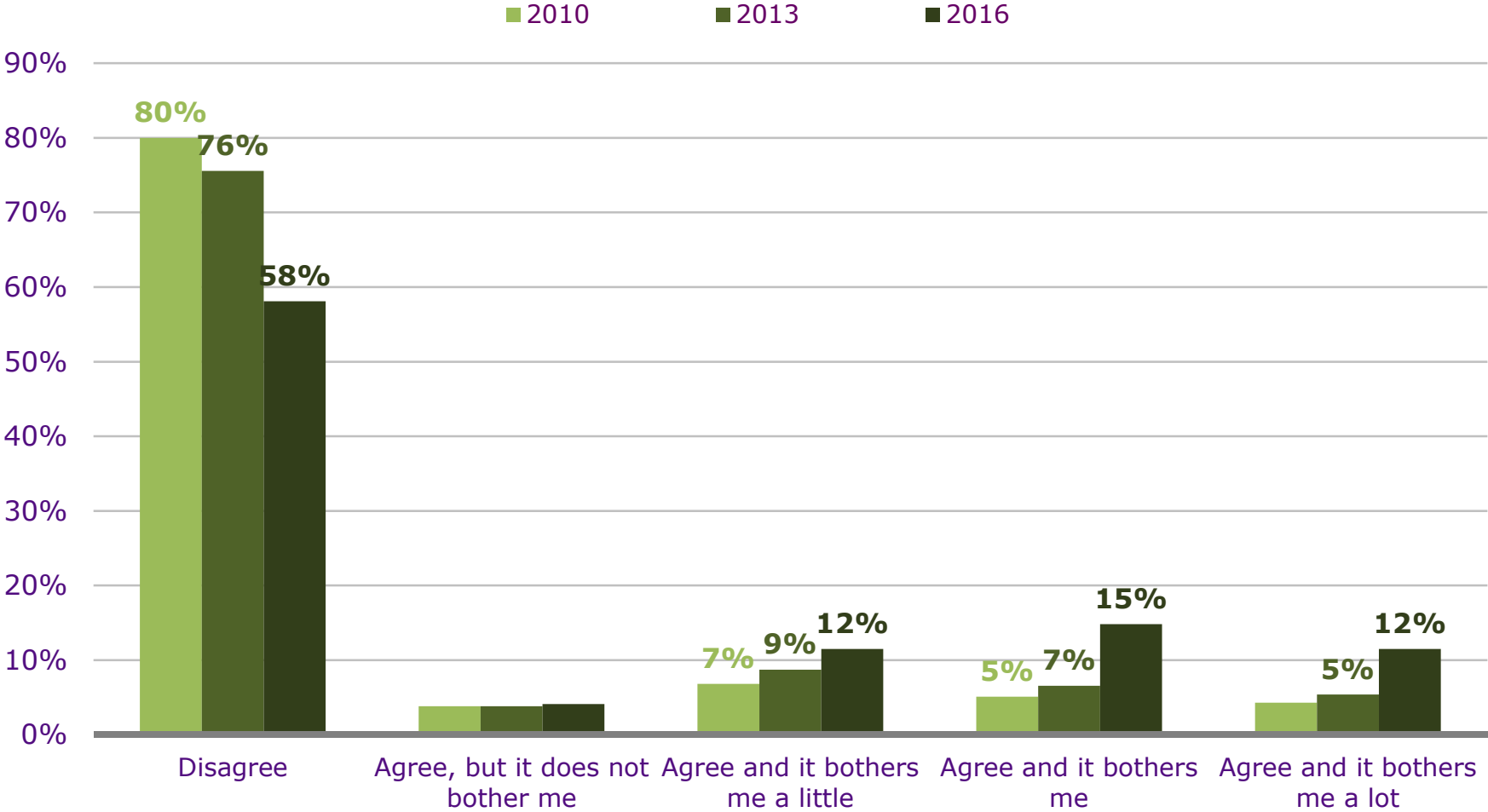
Q72. I receive the respect that I deserve from my colleagues



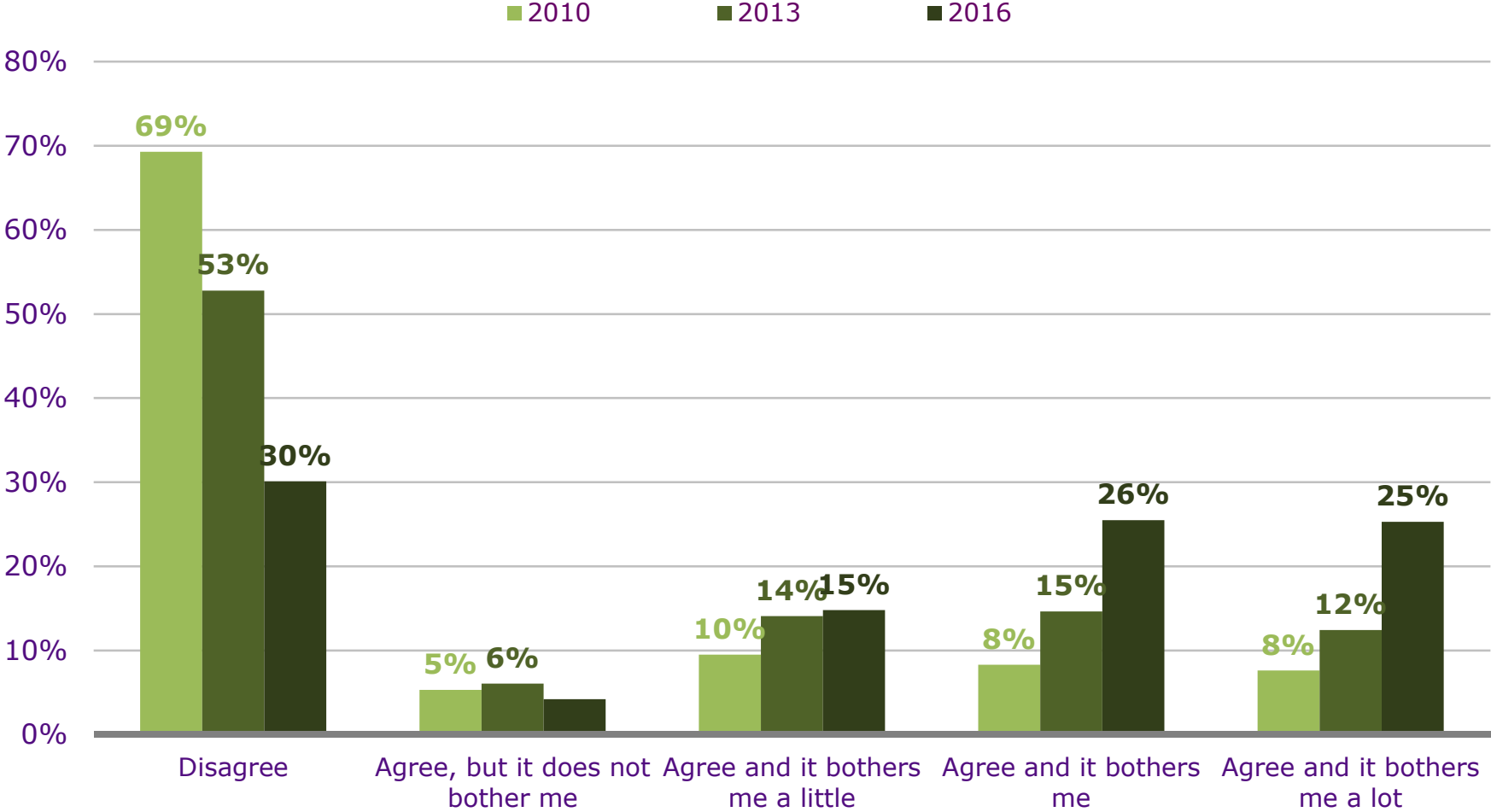
Q73. At work, I receive the support that I need in difficult situations



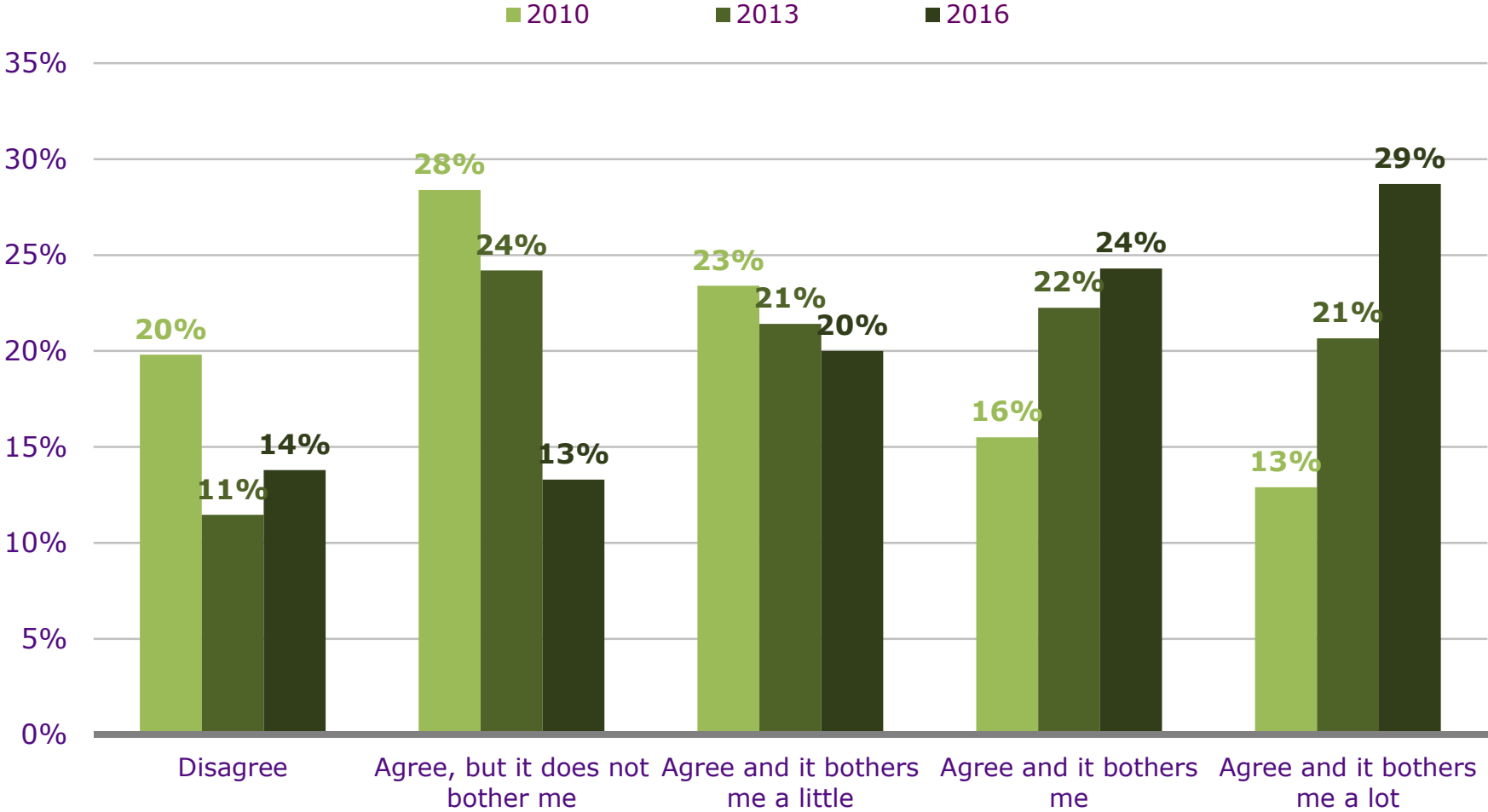
Q74. I am treated unfairly in my work



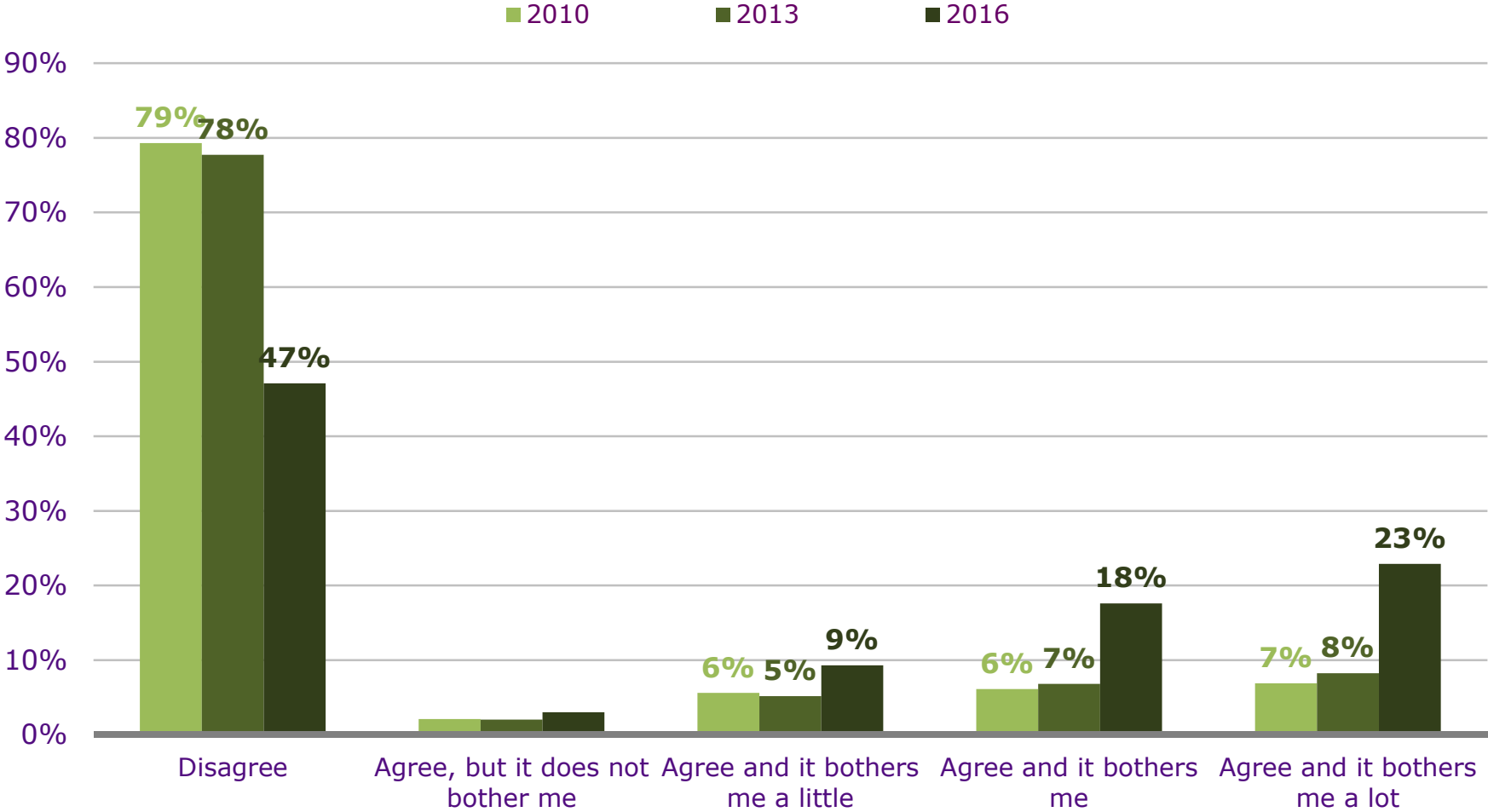
Q75. I am experiencing or I expect to experience an undesired change in my work situation



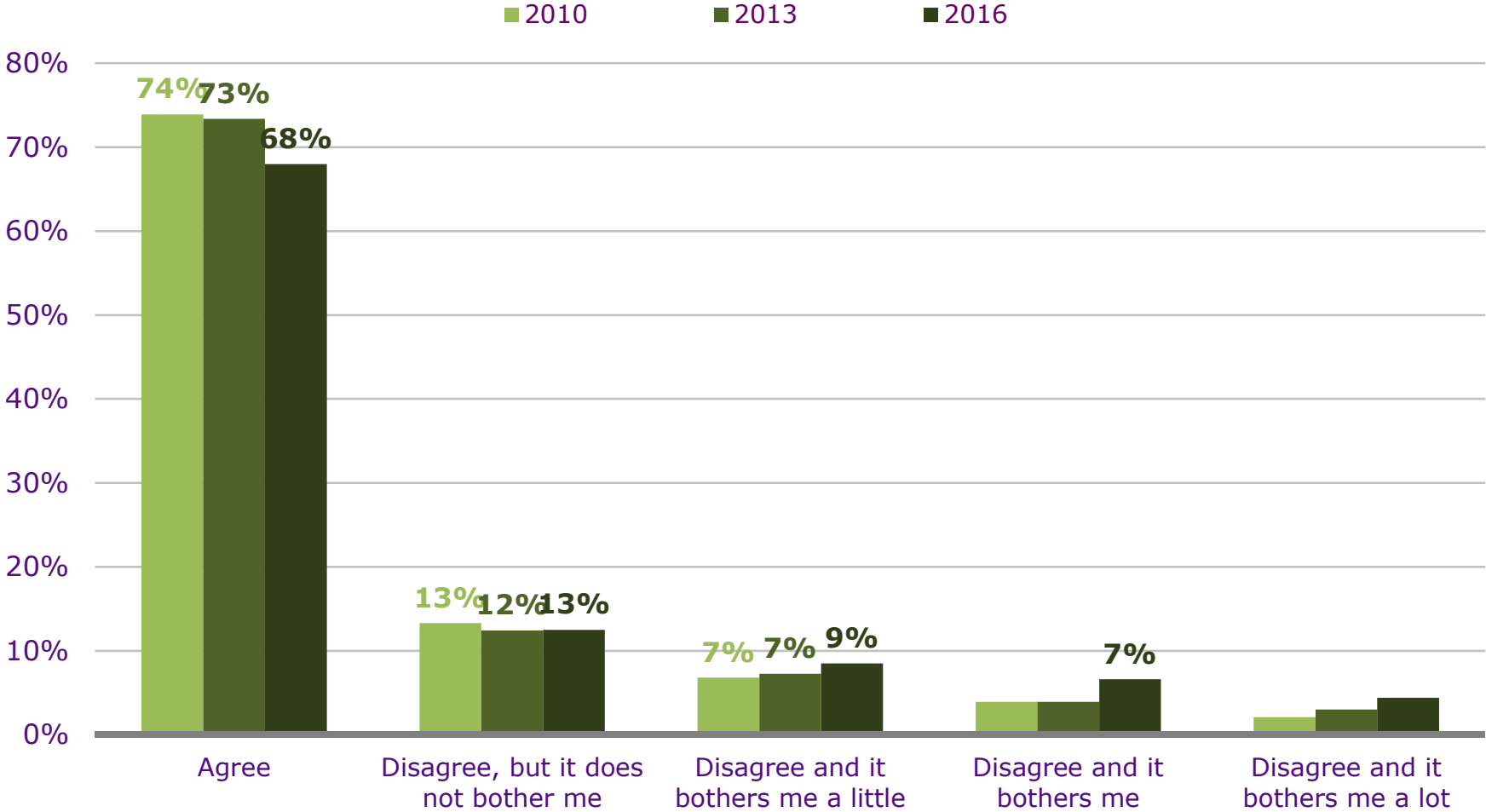
Q76. My prospects of being promoted are low



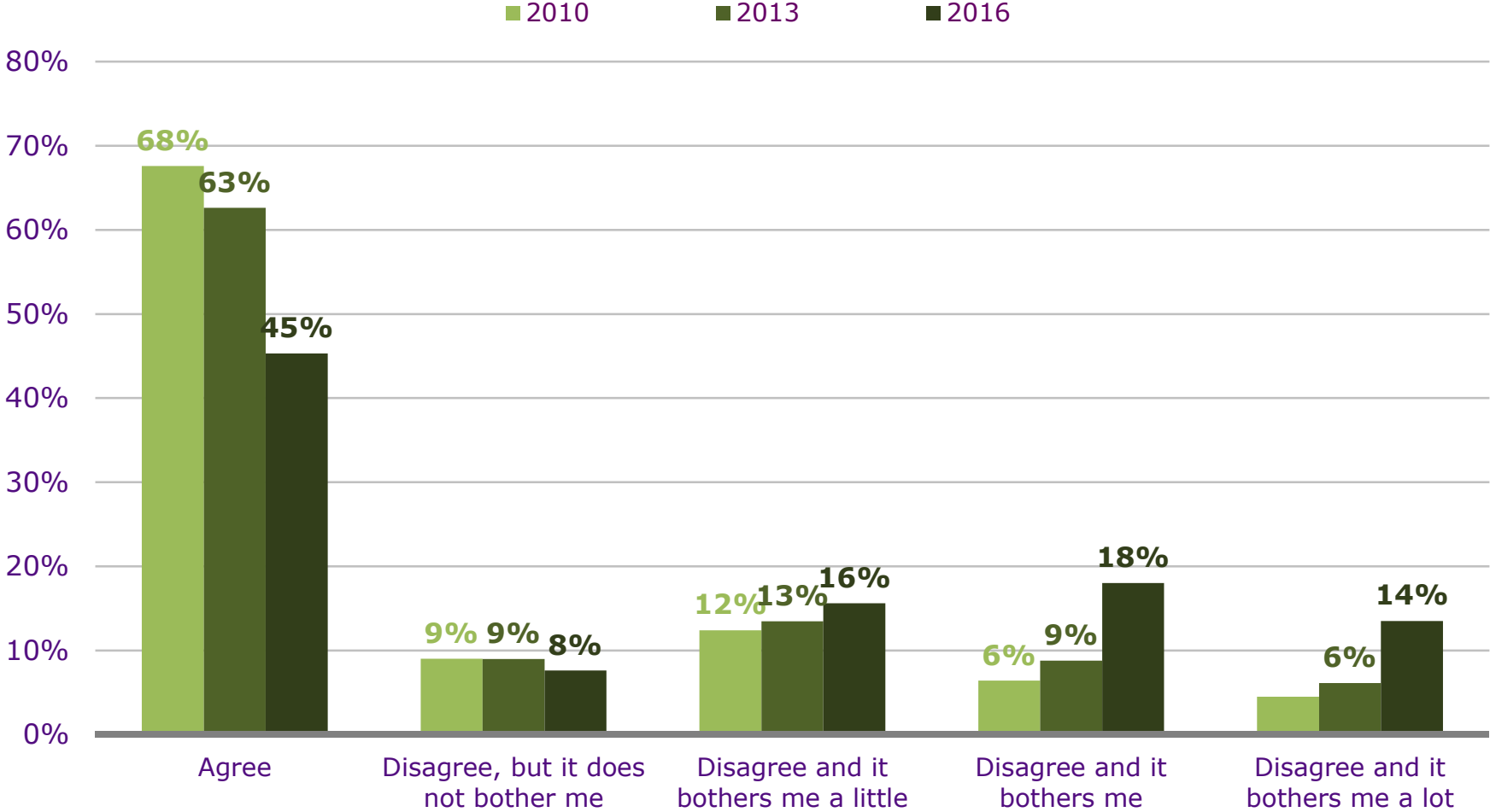
Q77. My job security is threatened



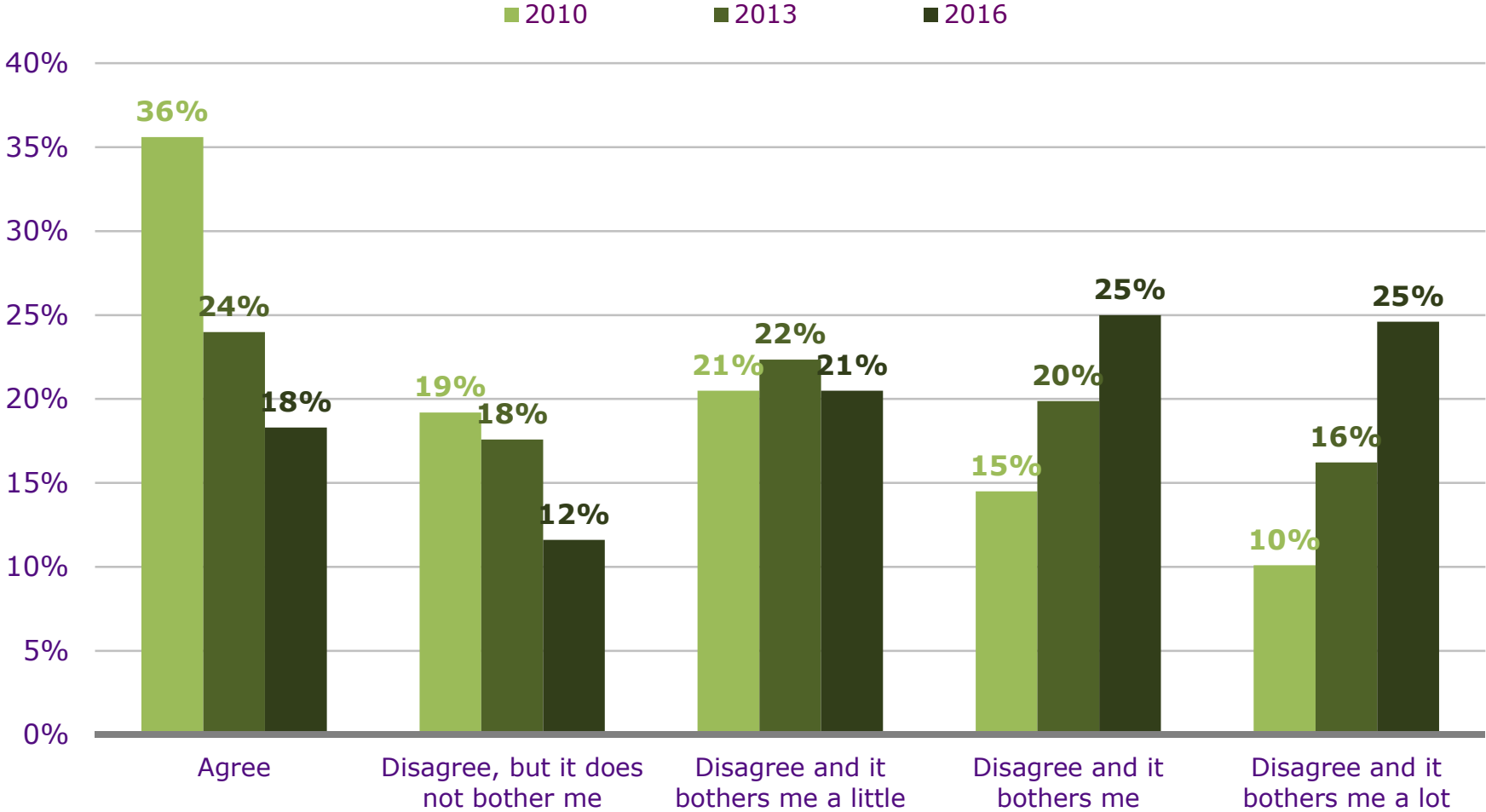
Q78. My current professional position corresponds with my training



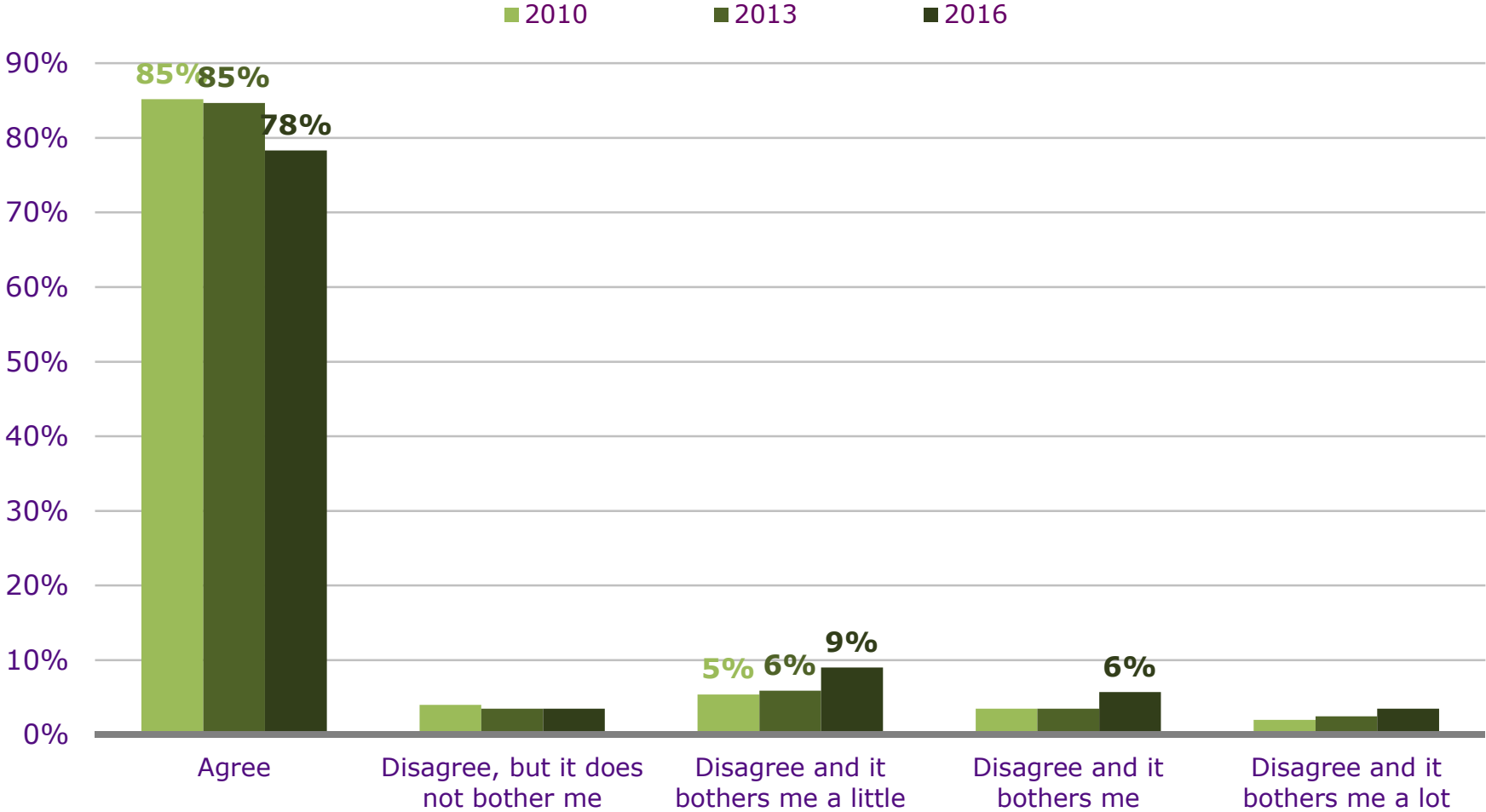
Q79. Considering the efforts that I make, I receive the respect and esteem that I deserve in my work



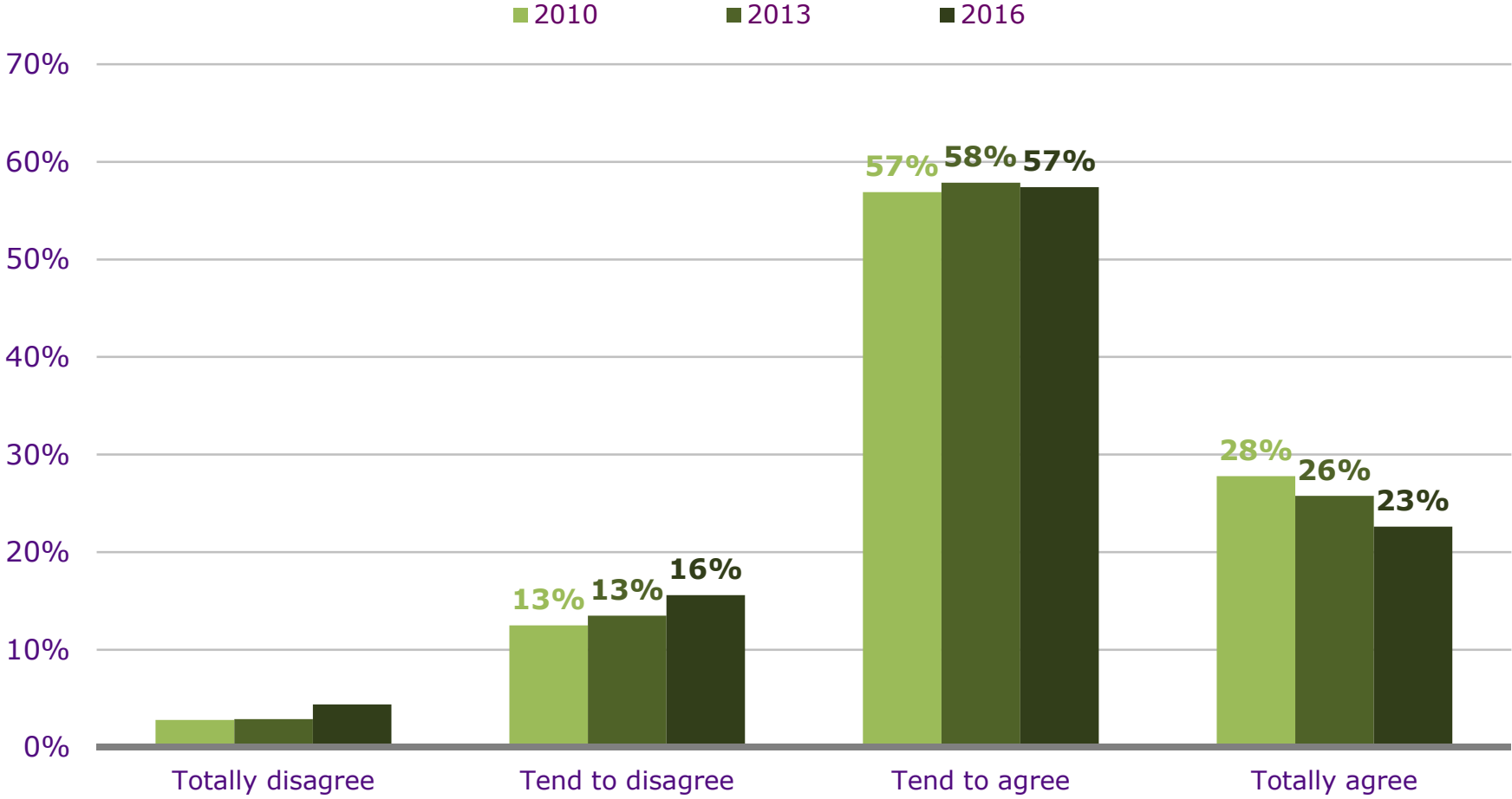
Q80. Considering the efforts that I make, my prospects for promotion are satisfactory



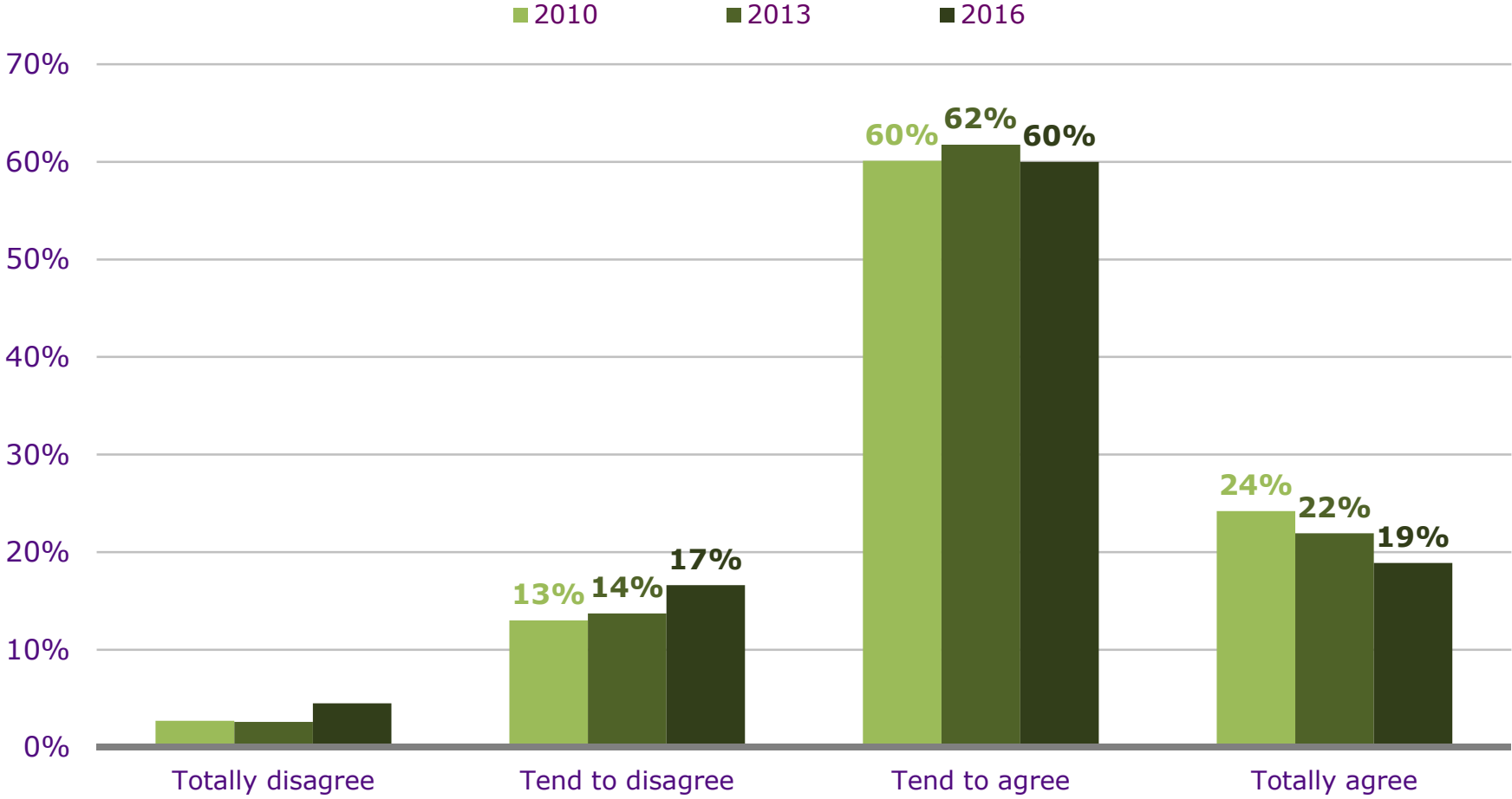
Q81. Considering the efforts that I make, my salary is satisfactory



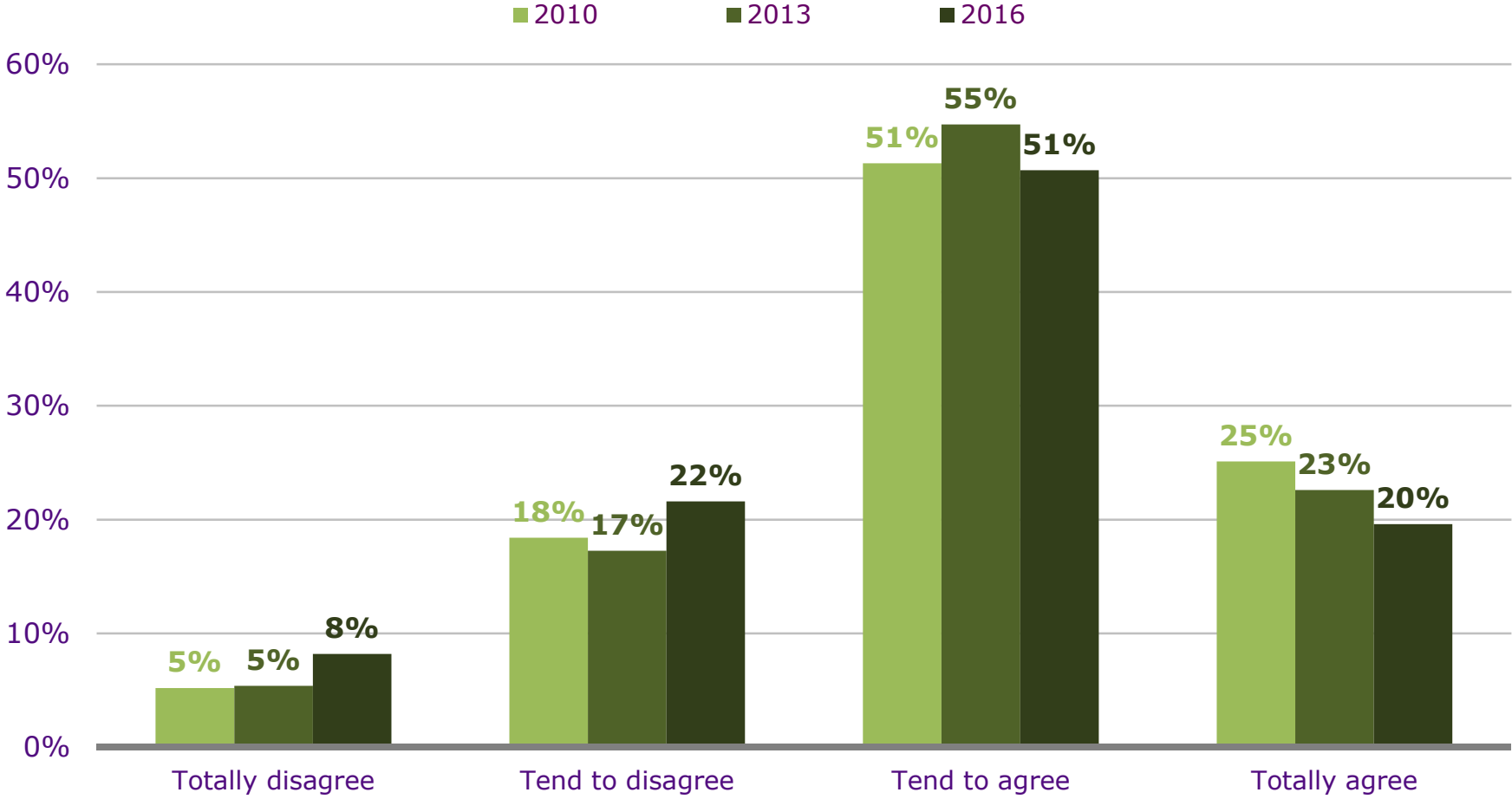
Q82. The work I do is interesting



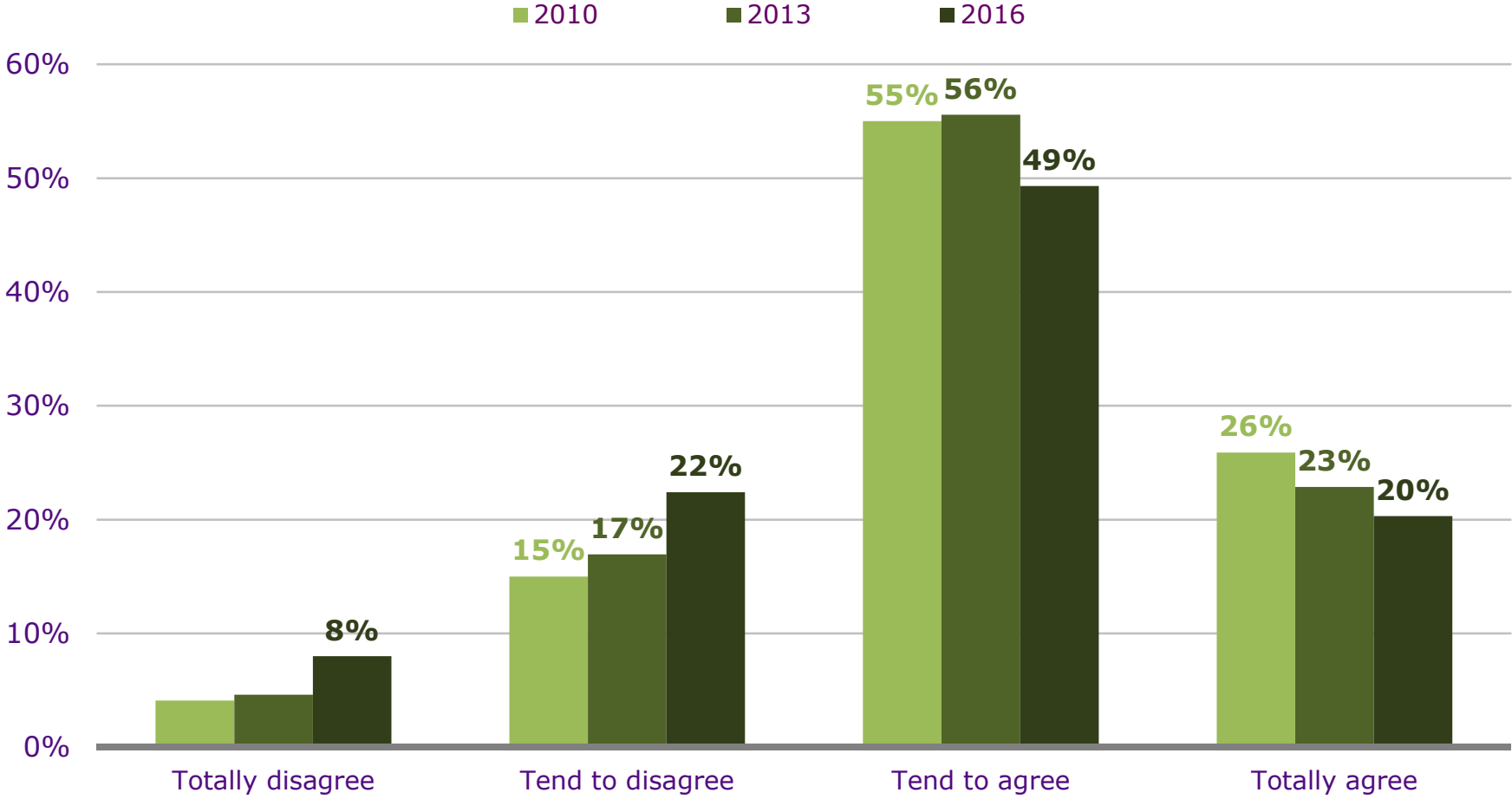
Q83. The work I do meets my expectations



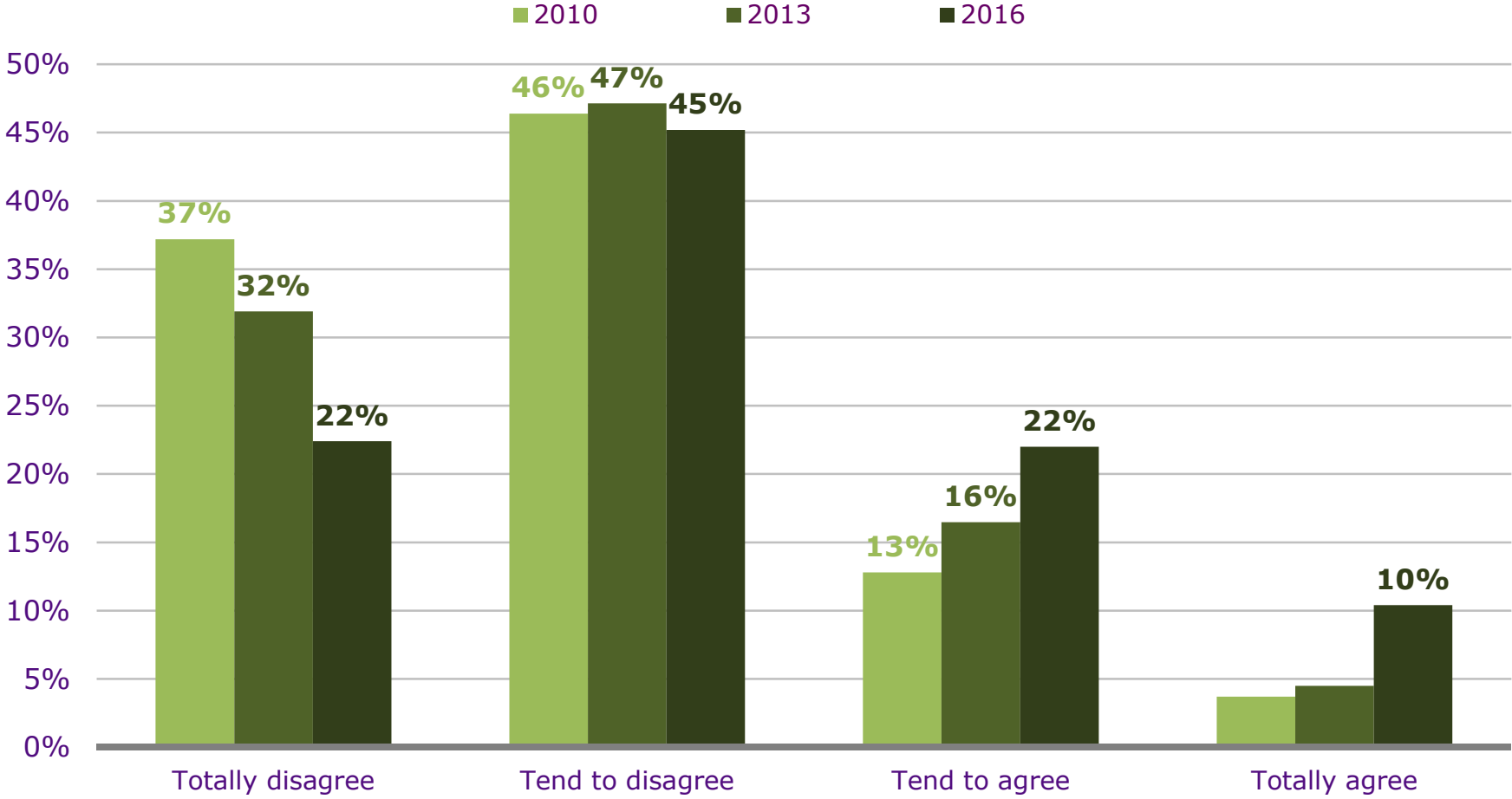
Q84. My job allows me to have satisfactory social relations



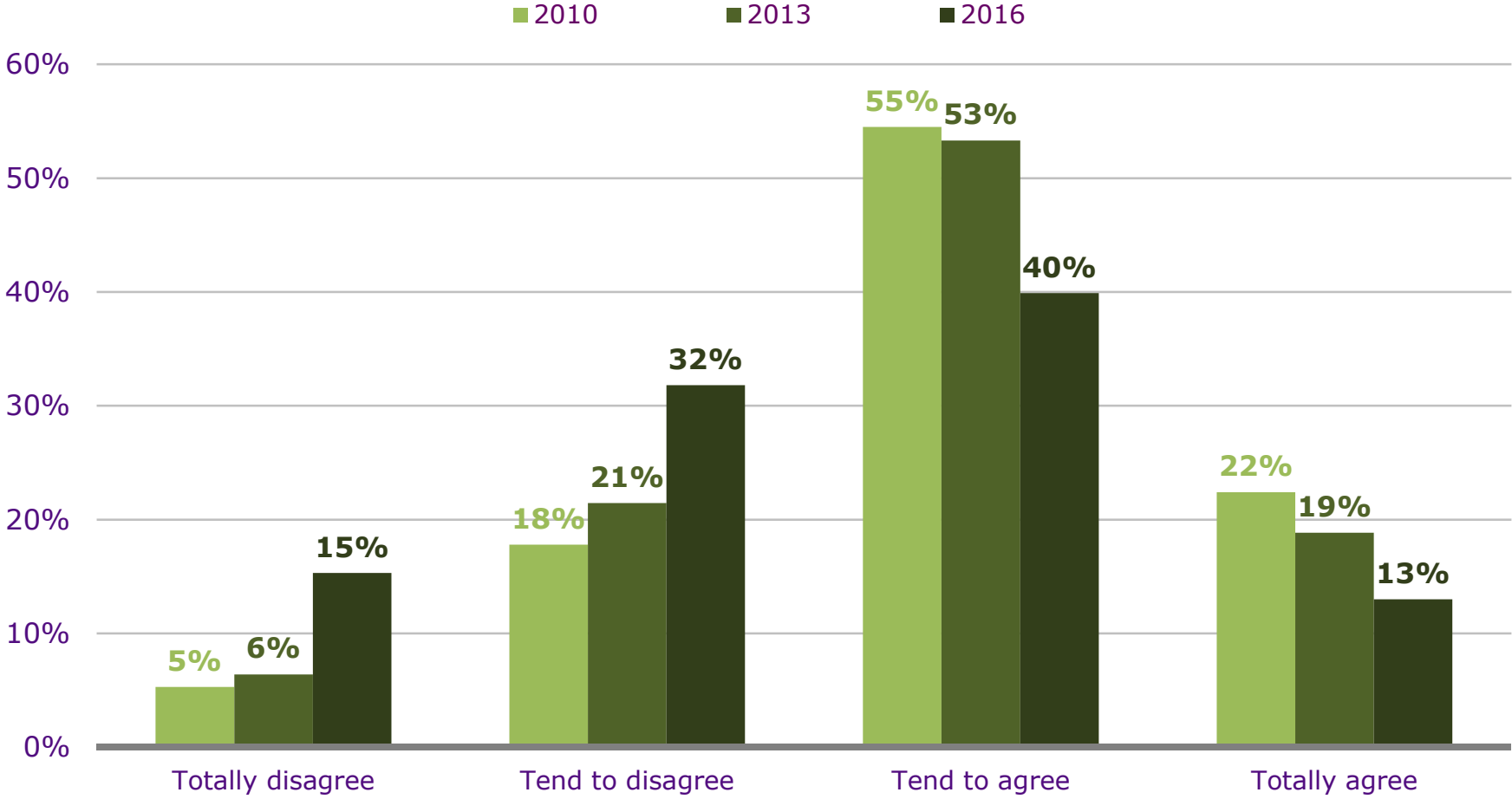
Q85. In my job, I feel that I am doing something useful for others



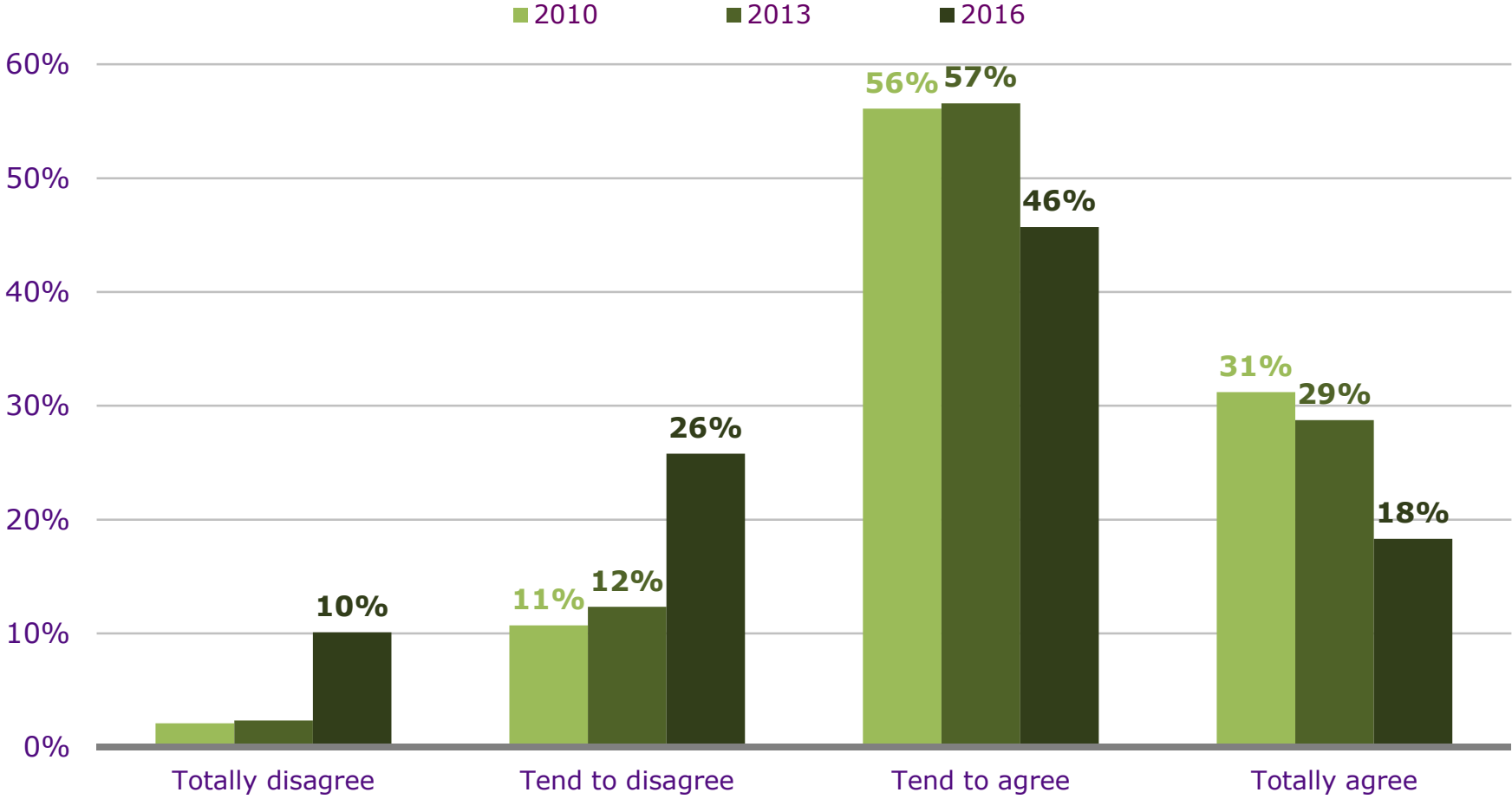
Q86. In my job, I feel I am being exploited



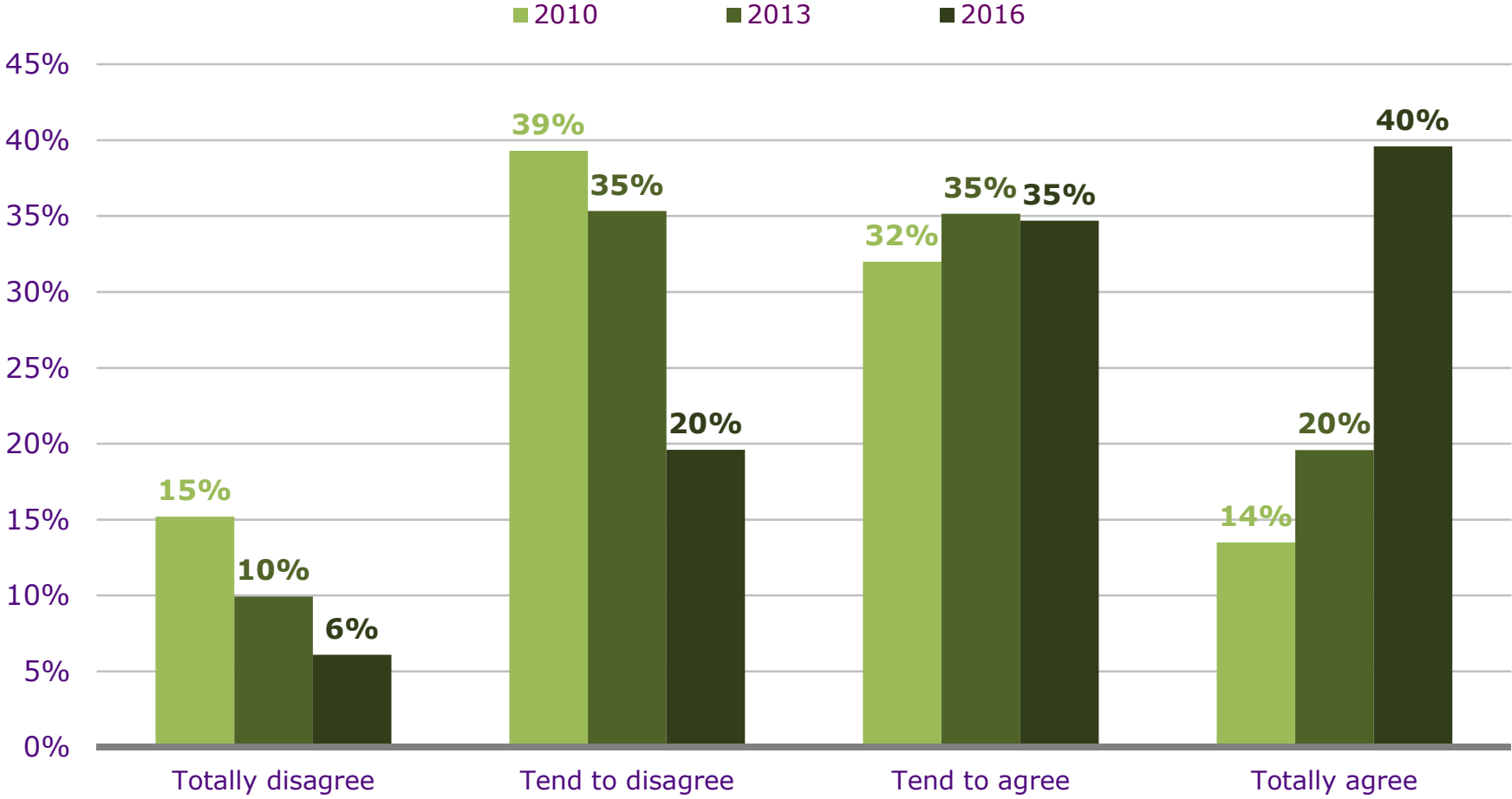
Q87. My job gives me the opportunity to take pride in work well done



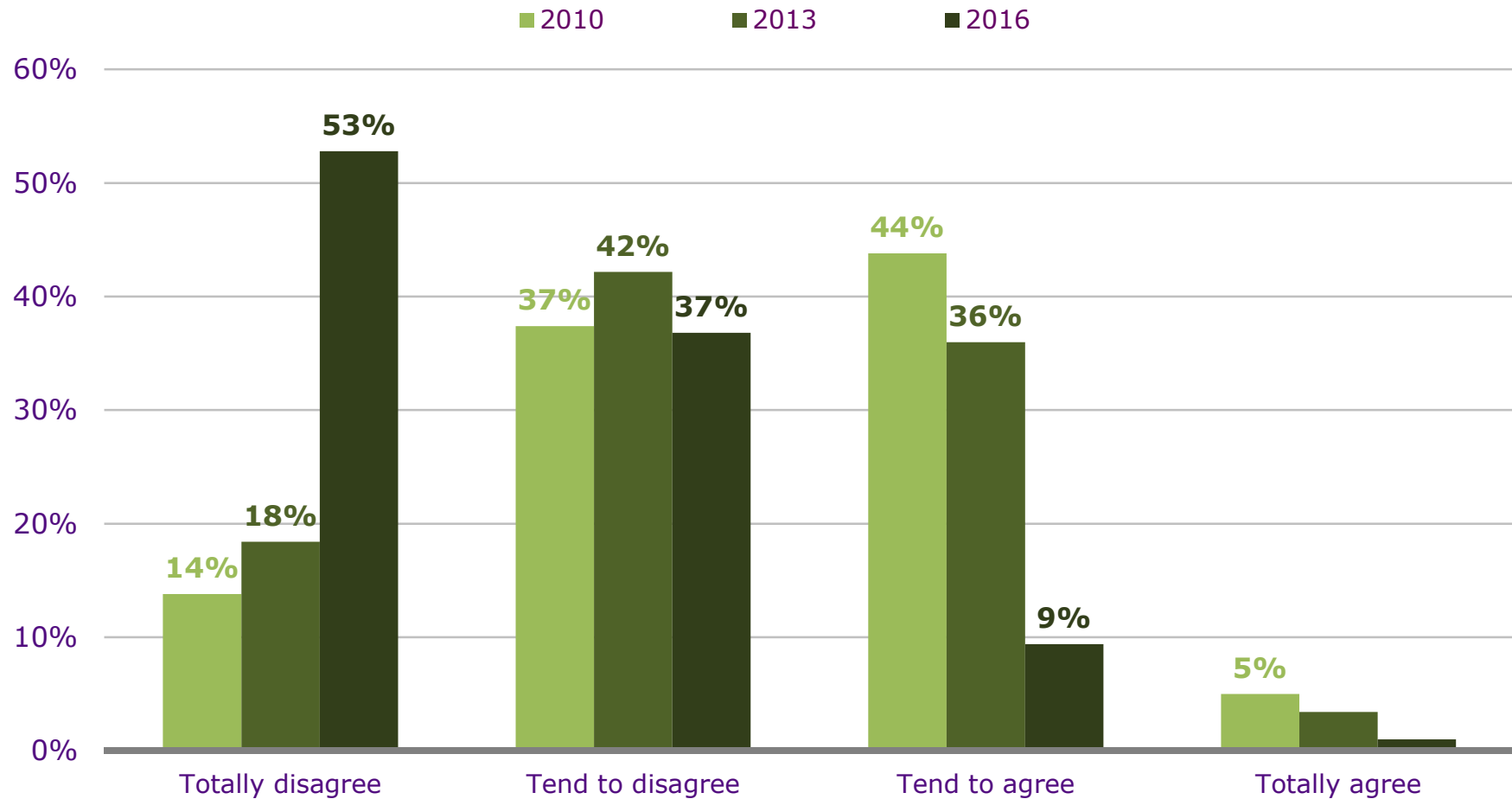
Q88. In my current job, I carry out my work as I think best



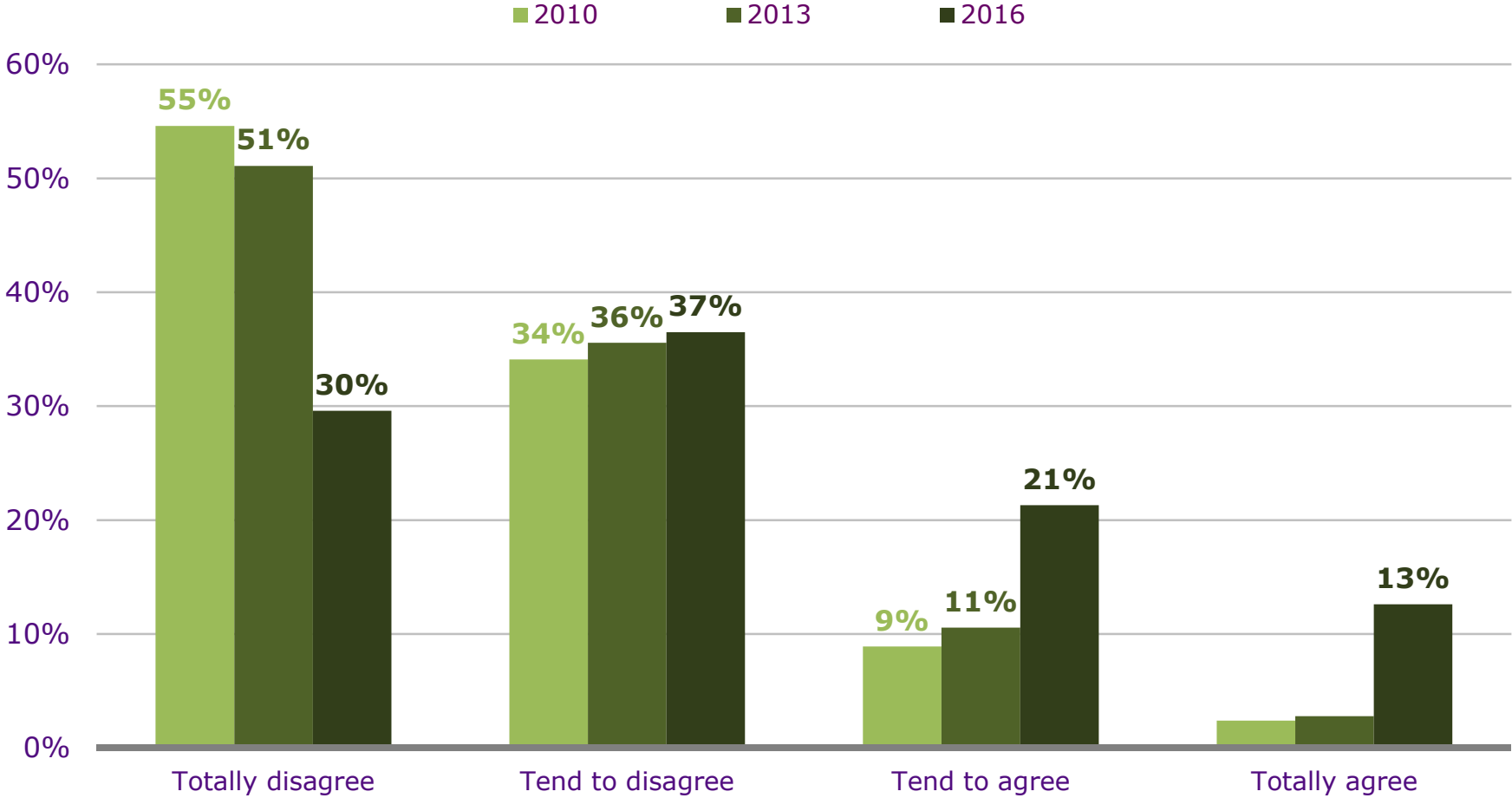
Q89. I feel like I have to work to meet the assessment criteria laid down by management, and not to meet the requirements of my job



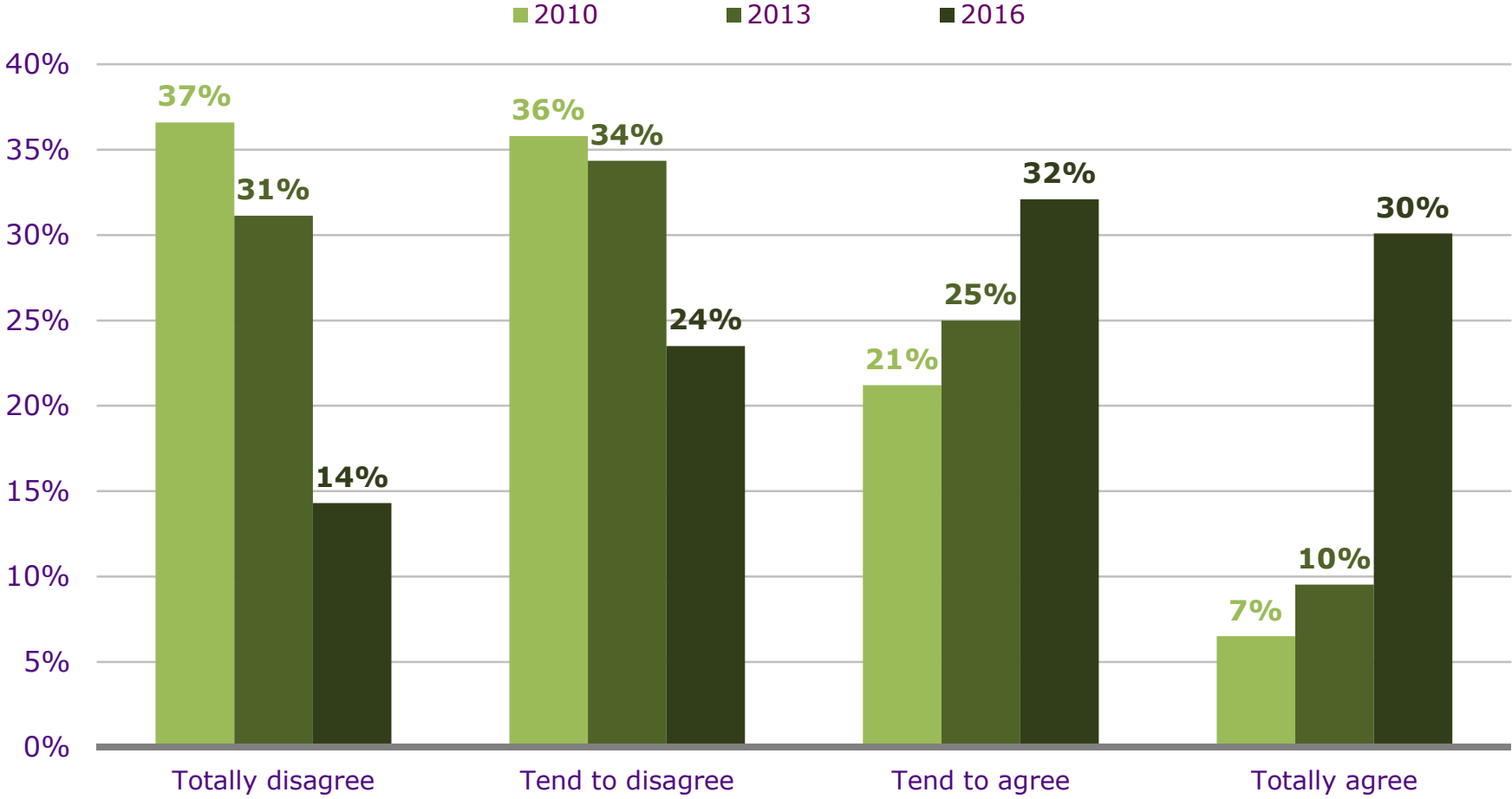
Q90. I perceive the manner in which the EPO functions (work organisation, distribution of power, HR management, etc.) to be fair



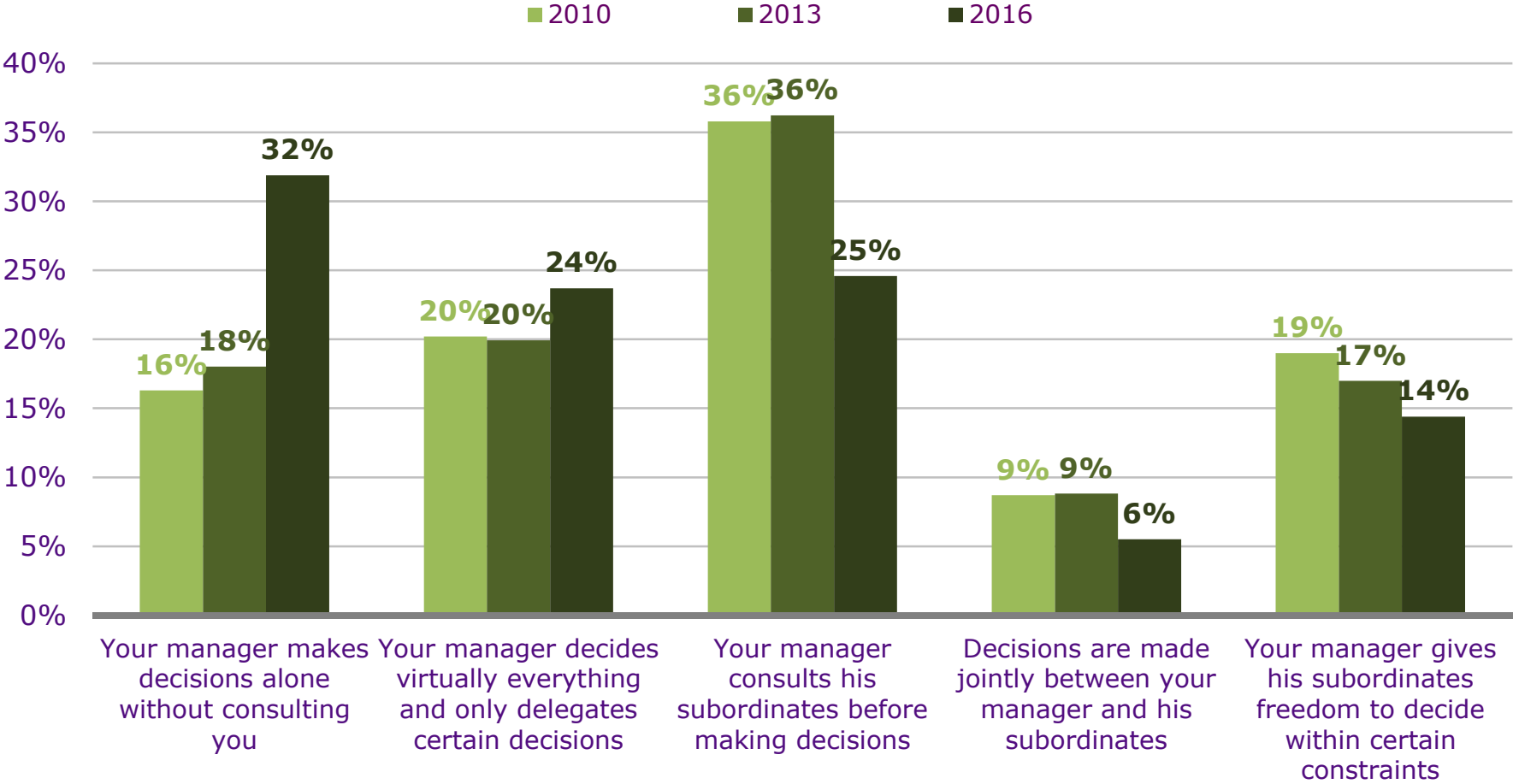
Q91. In my job, I am forced to do things with which I disagree from a moral perspective



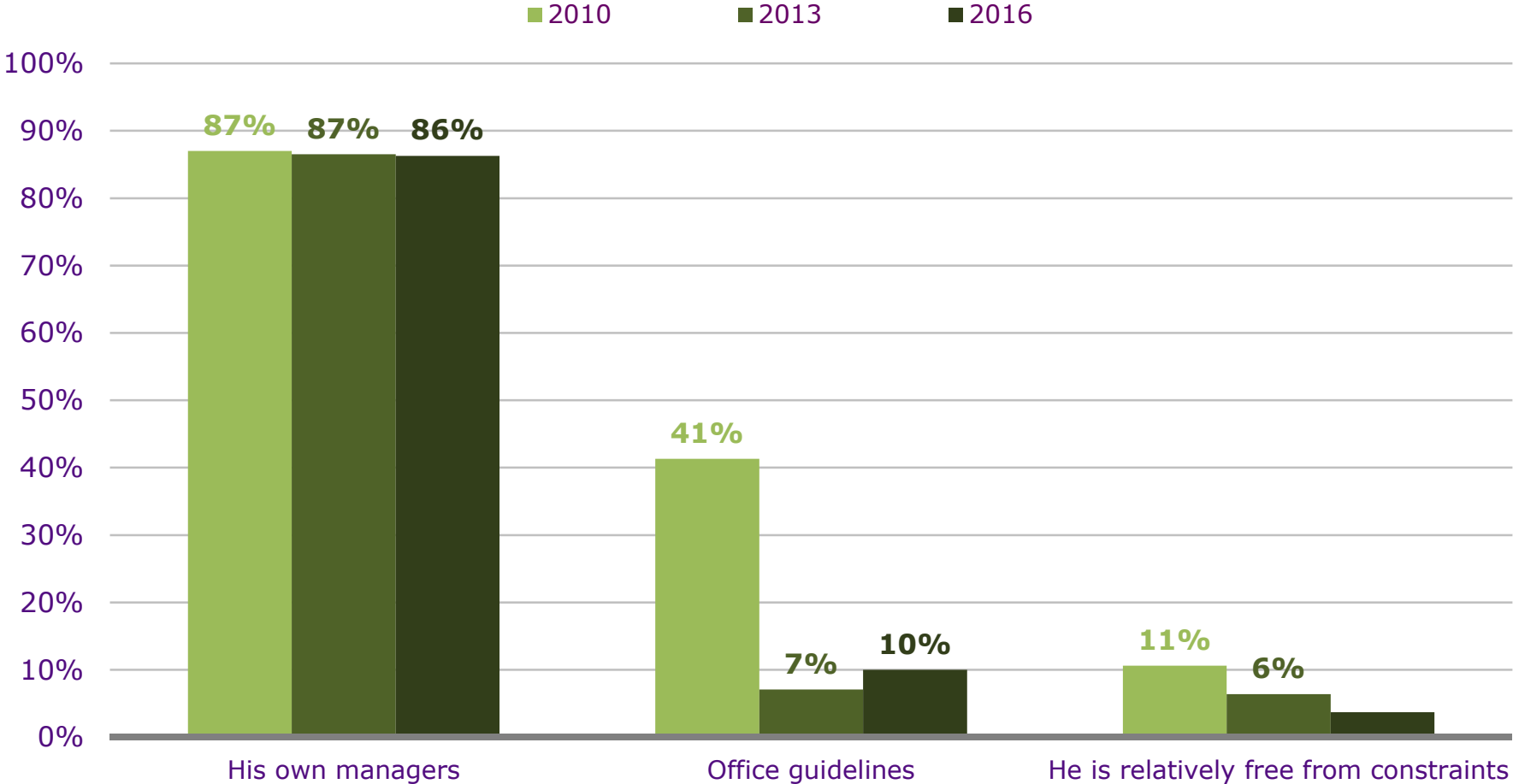
Q92. In my job, I notice decisions and practices which go against my personal values



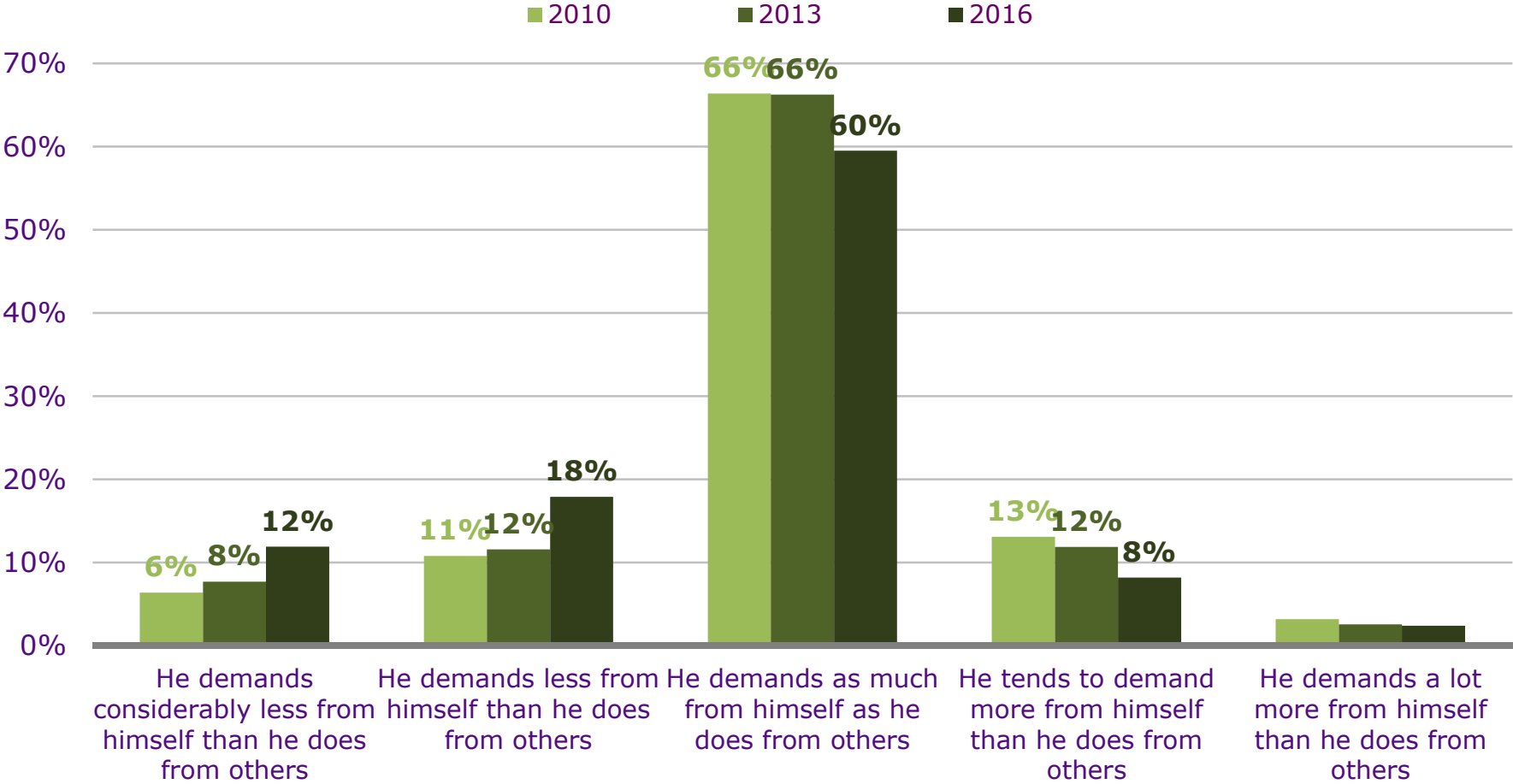
Q93. How does your manager make decisions?



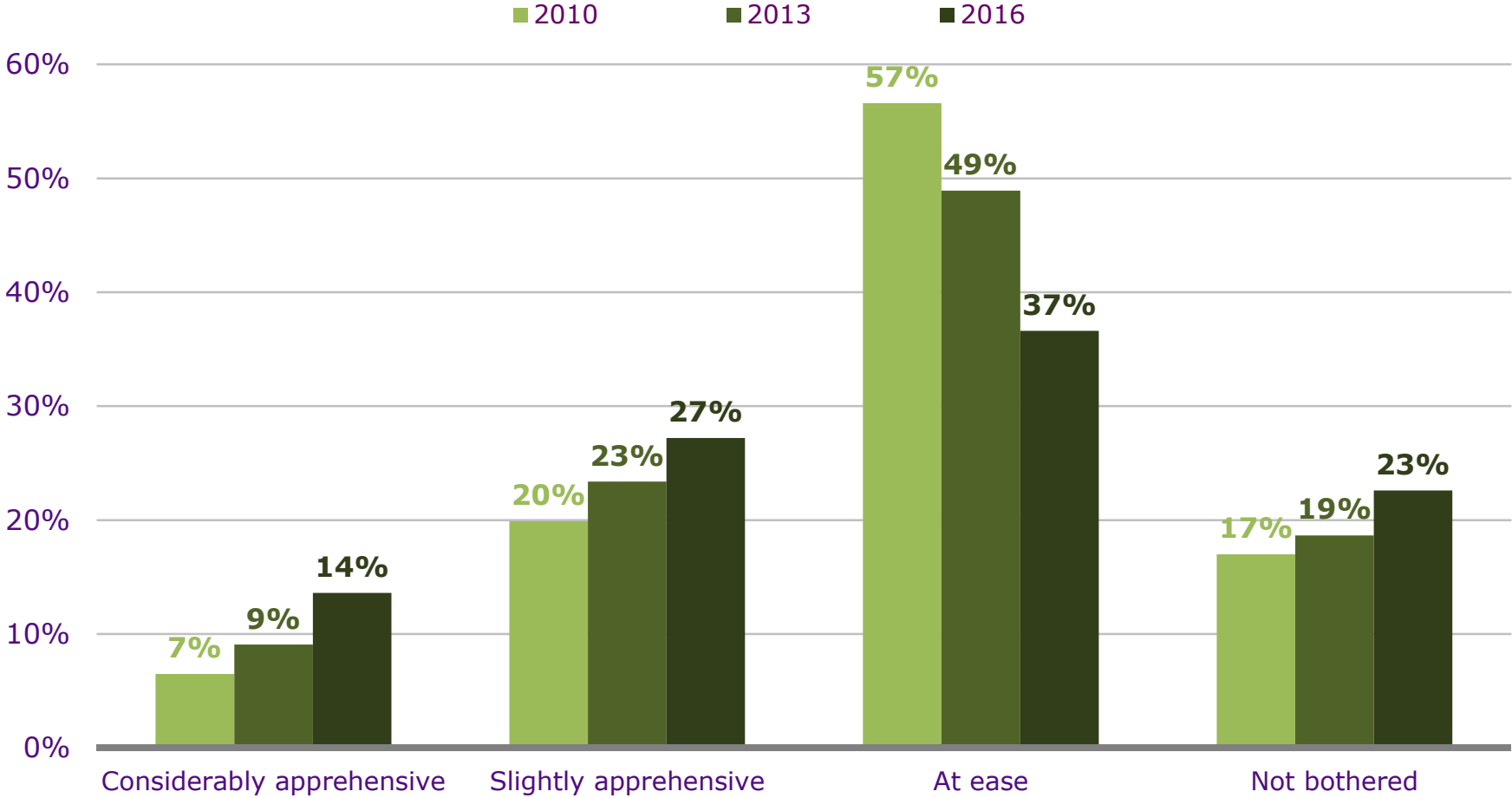
Q94. Do you think that your manager is himself subject to constraints imposed by:



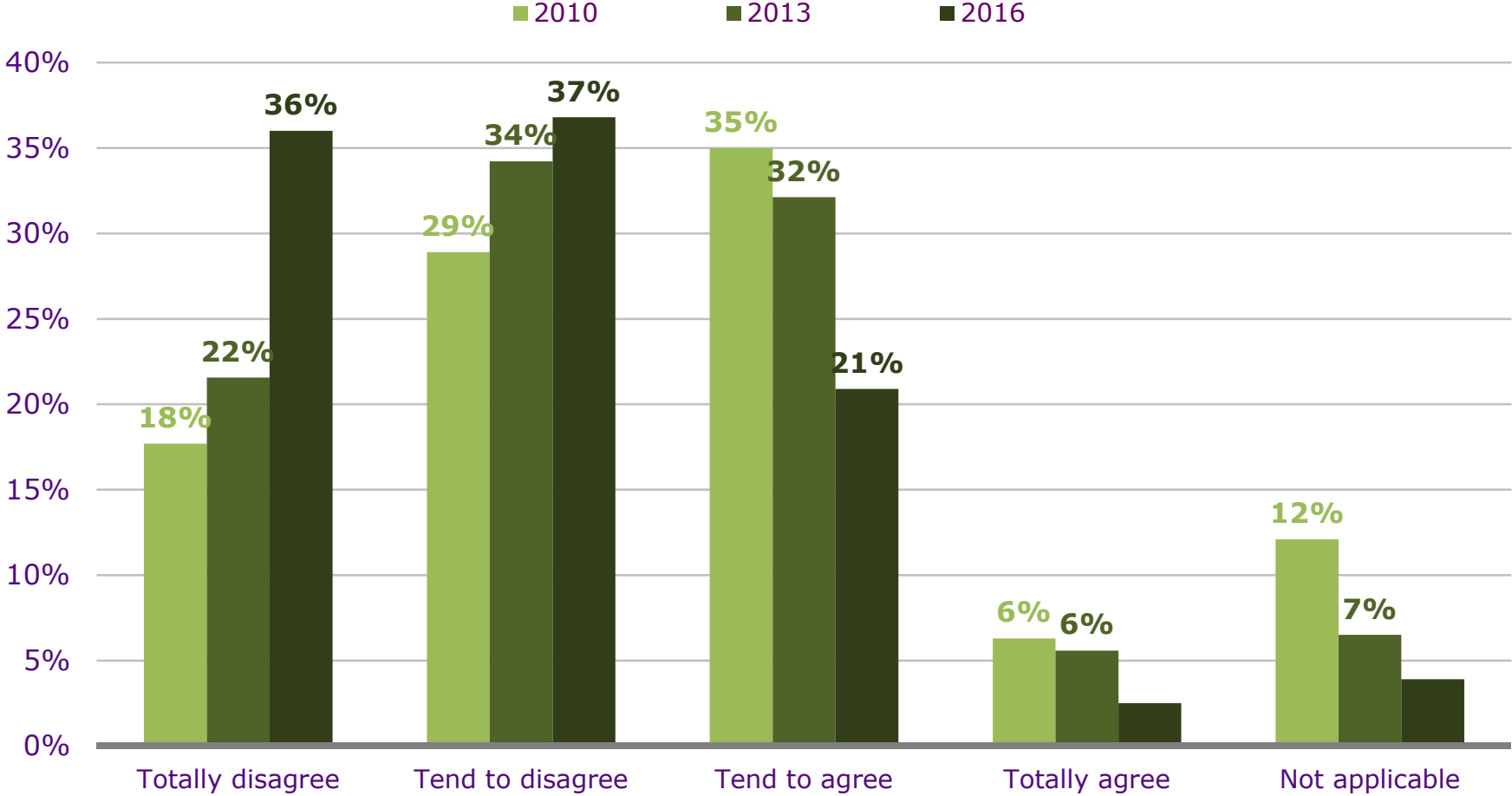
Q95. Generally, do you think that your manager demands as much from himself as he does from you?



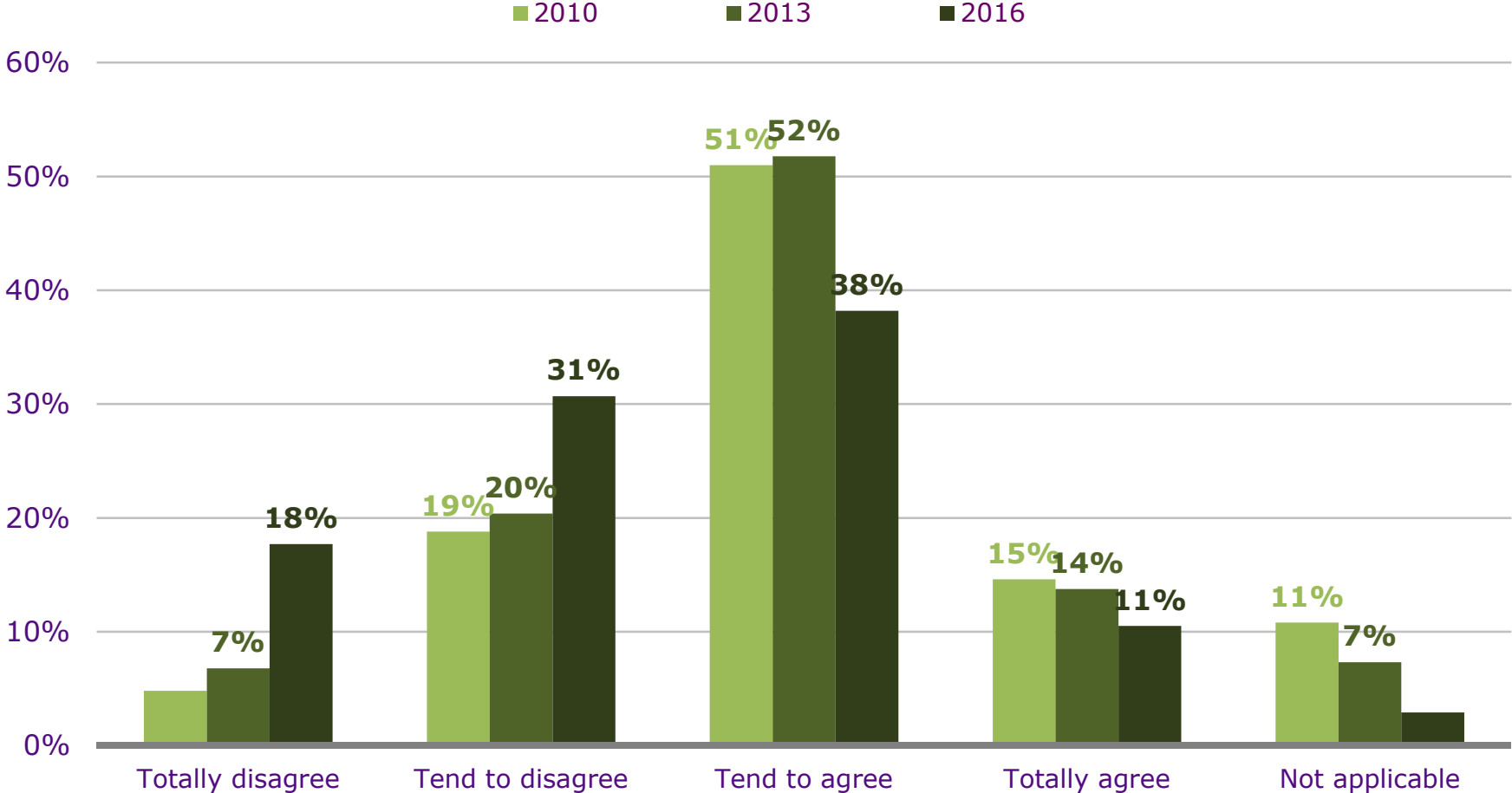
Q96. How do you feel about the assessment interviews (reporting interviews)?



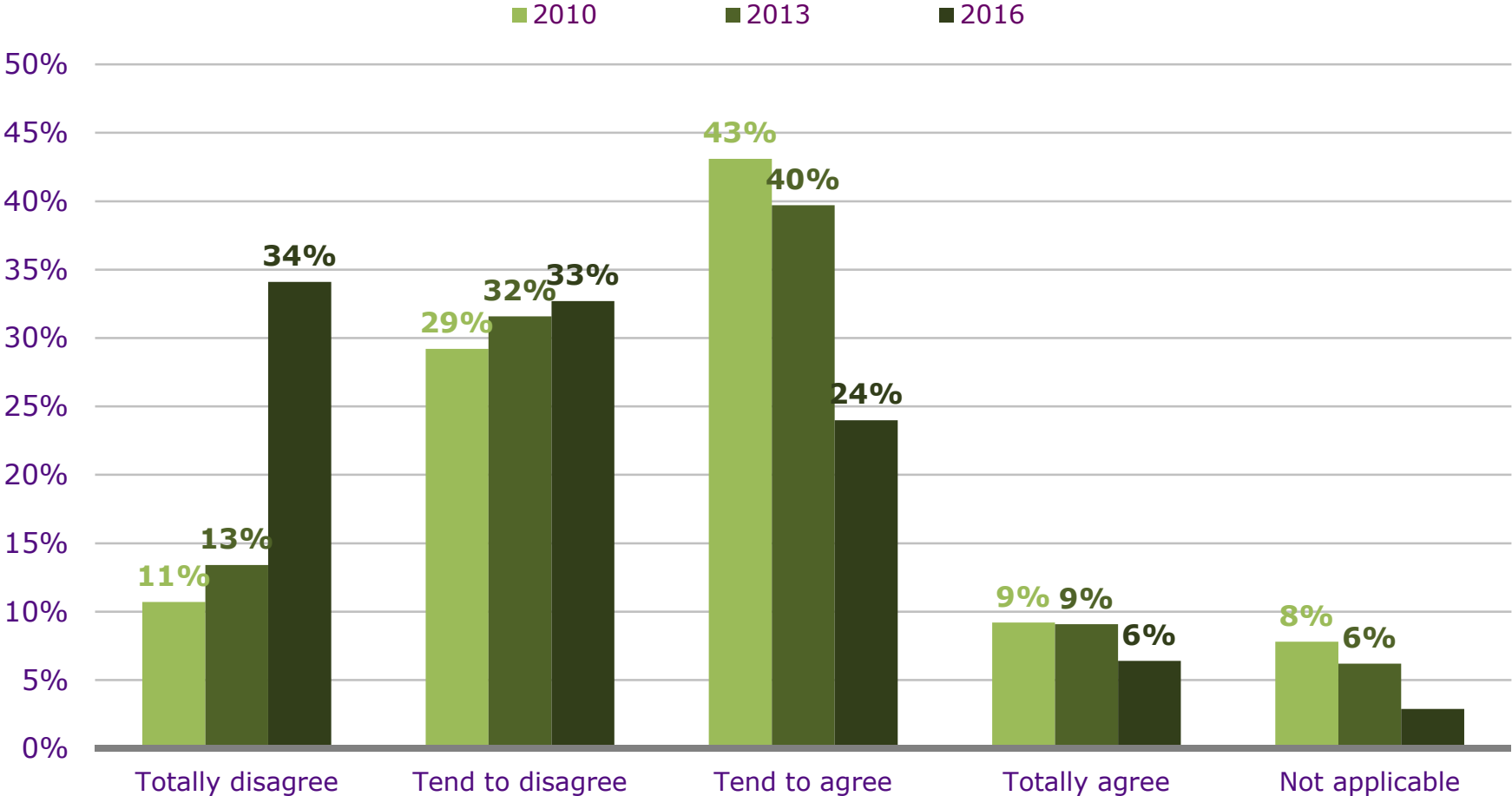
Q97. In your view, the staff reporting procedure helps you to understand your work



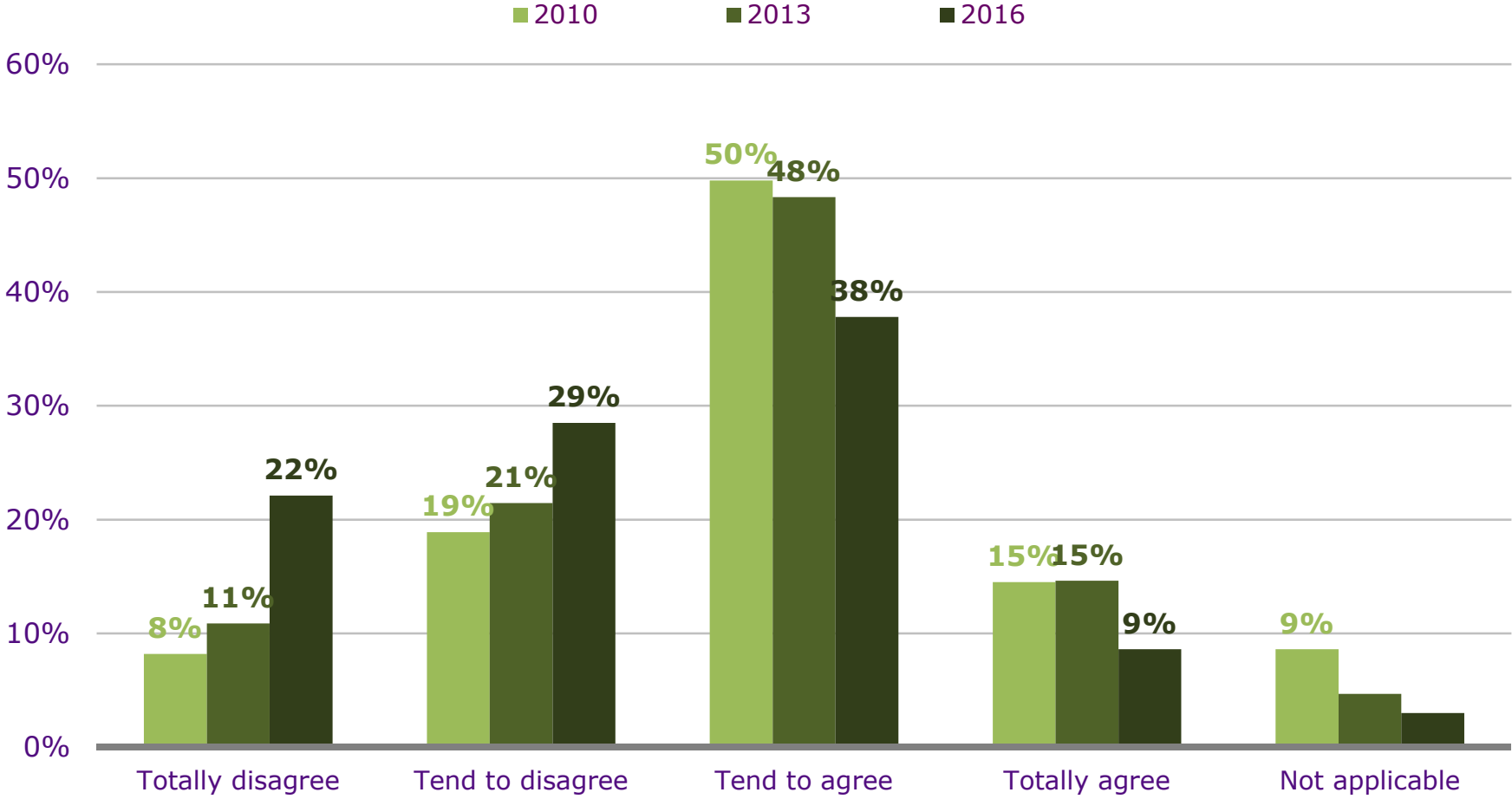
Q98. In your view, the objectives set during your assessment are attainable



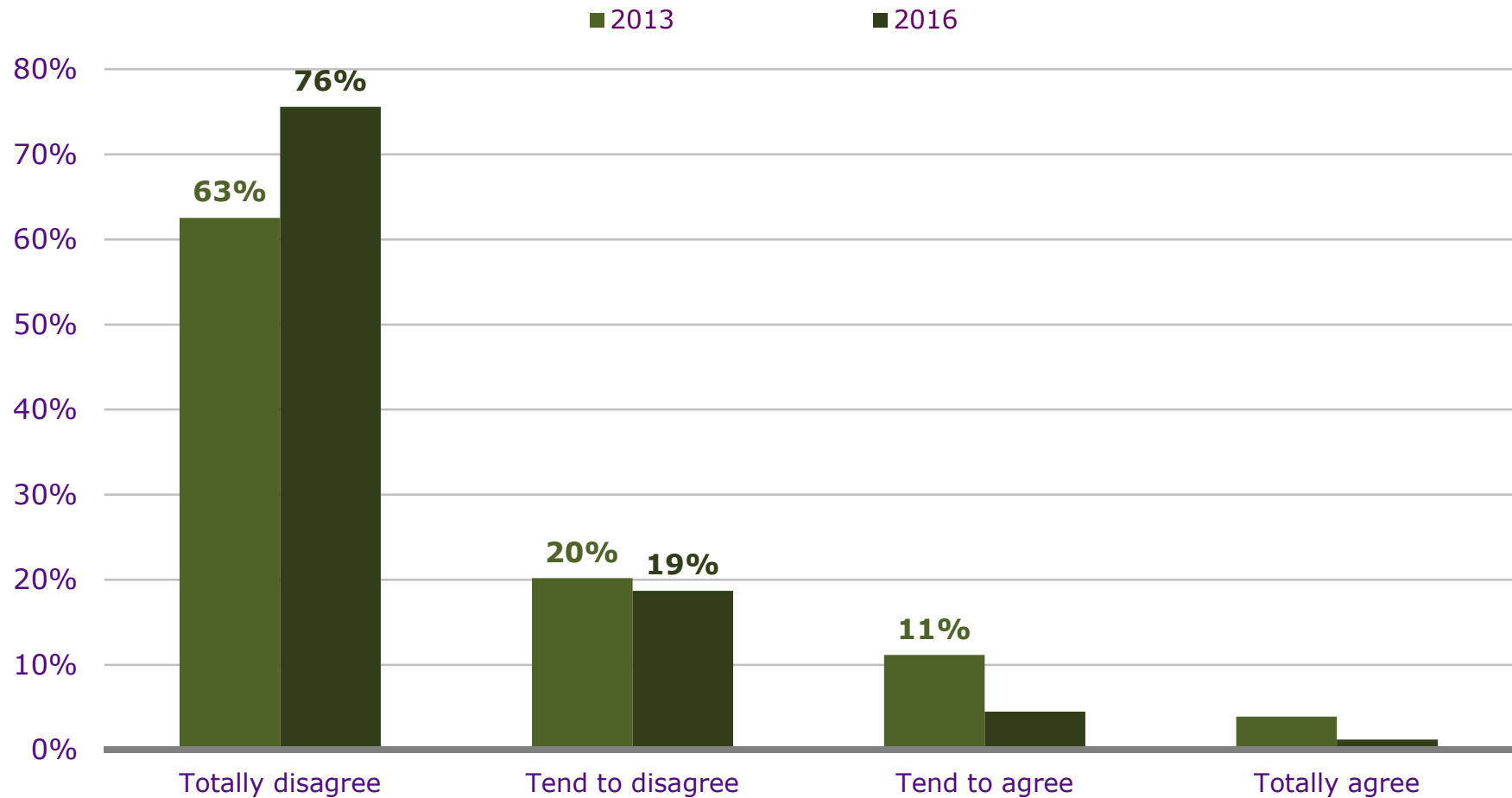
Q99. You consider you have the opportunity to negotiate your objectives and to organise your work



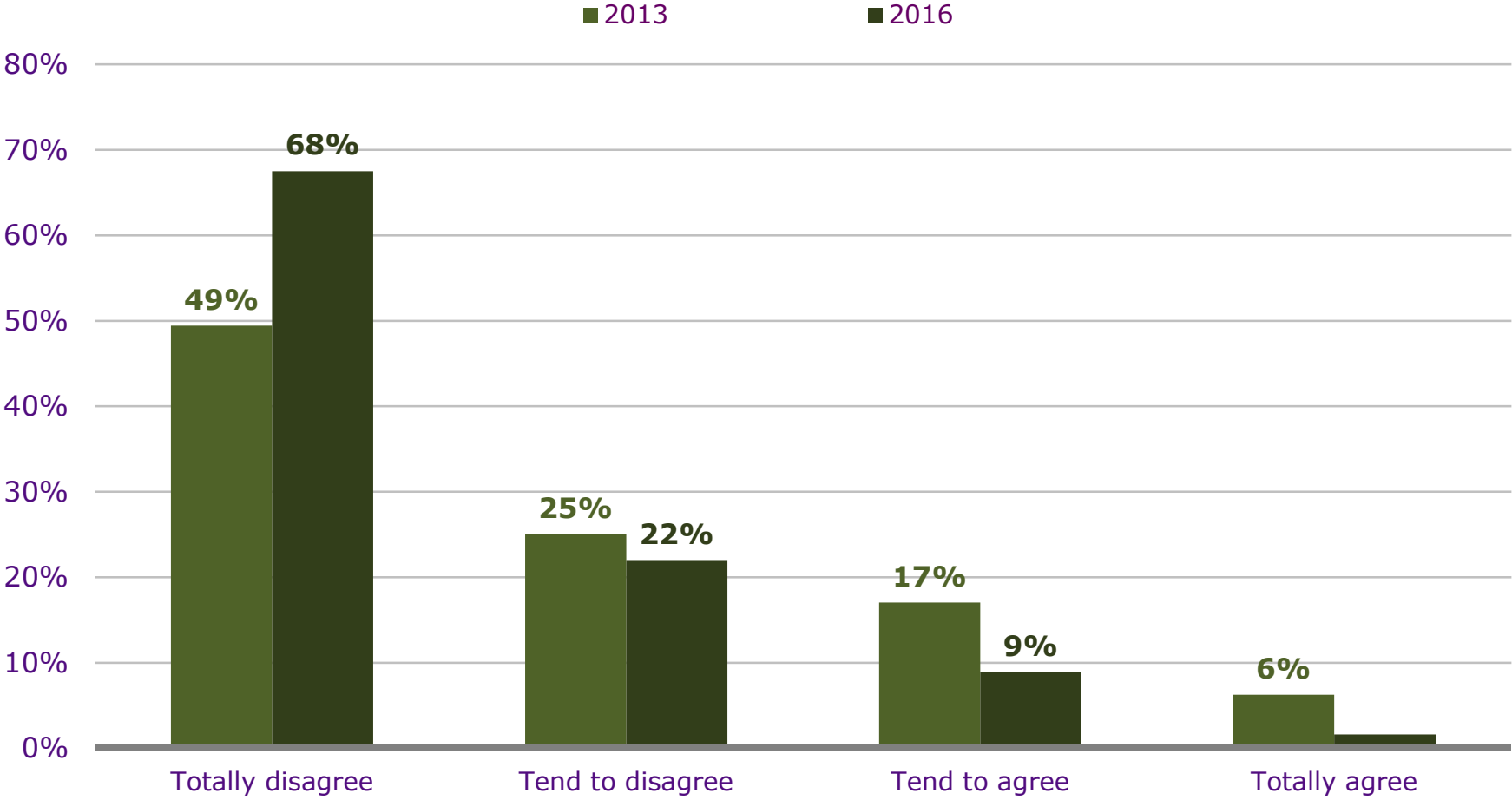
Q100. In your view the assessment procedure is an opportunity to express your point of view and your aspirations



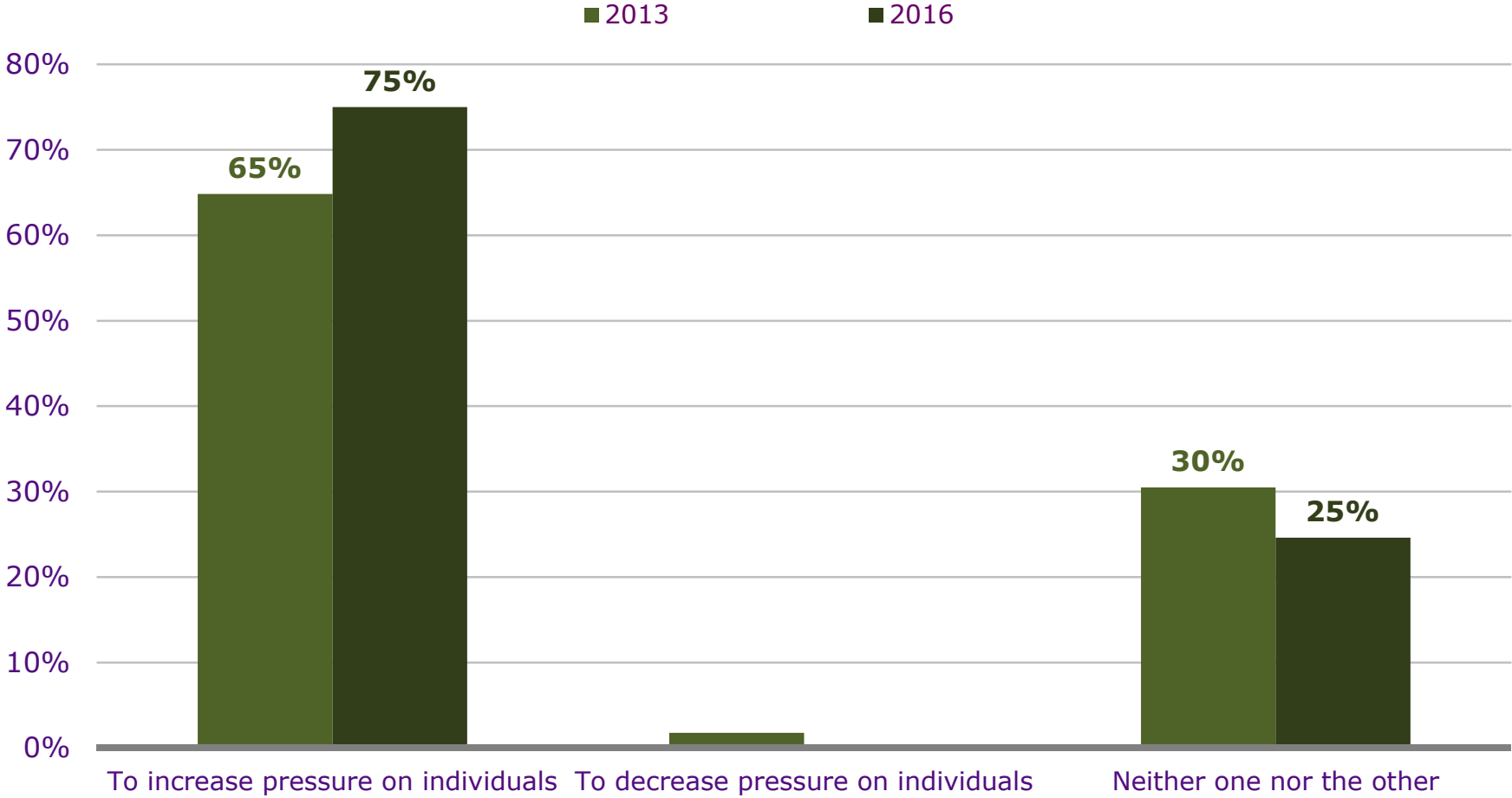
Q101. Do you consider that the introduction of a performance-related bonus at the level of the individual employee is a good thing for the quality of the work produced by the European Patent Office?



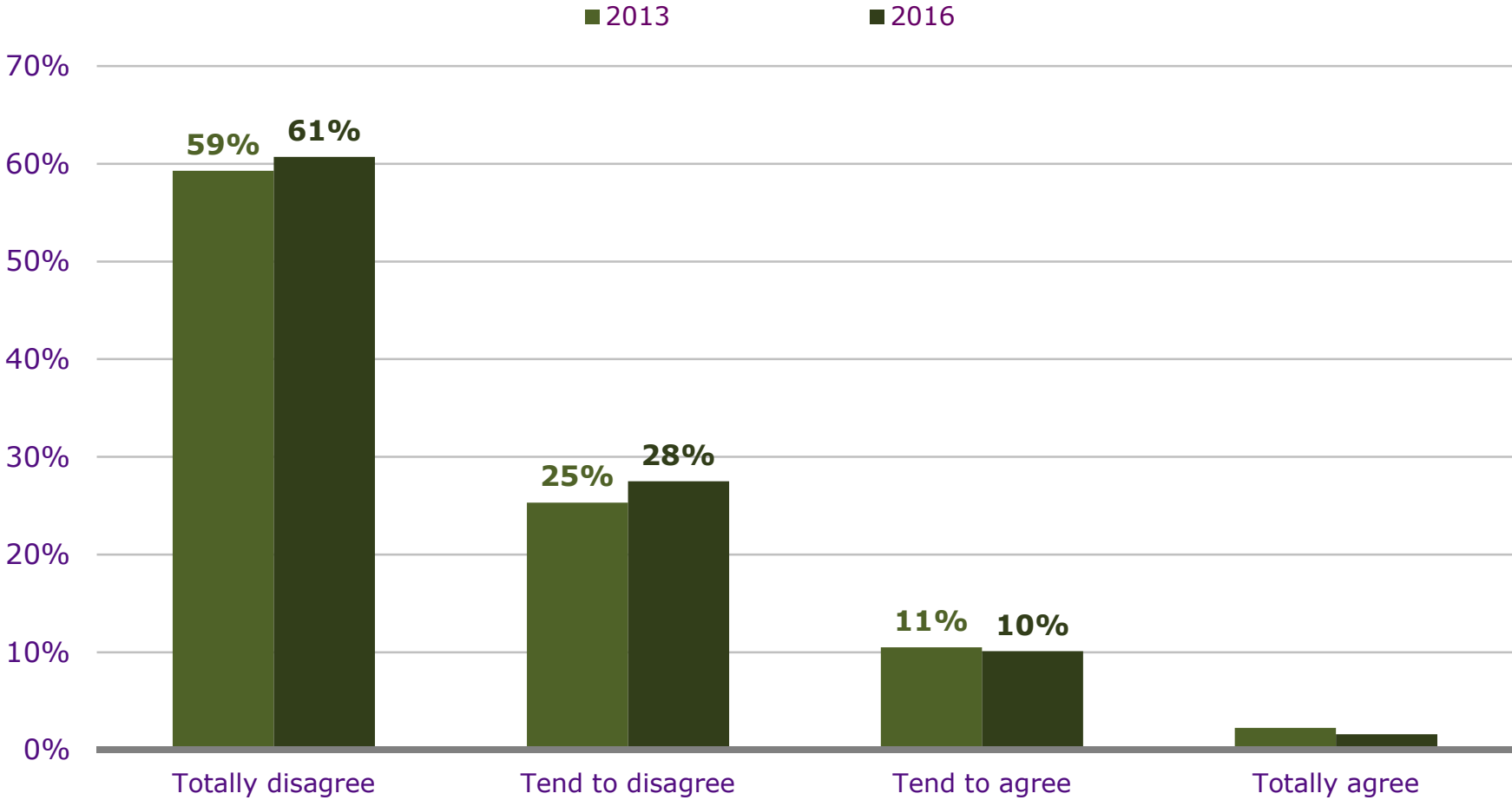
Q102. Do you consider that the introduction of a performance-related bonus at the level of the individual employee is a good thing for your own professional situation?



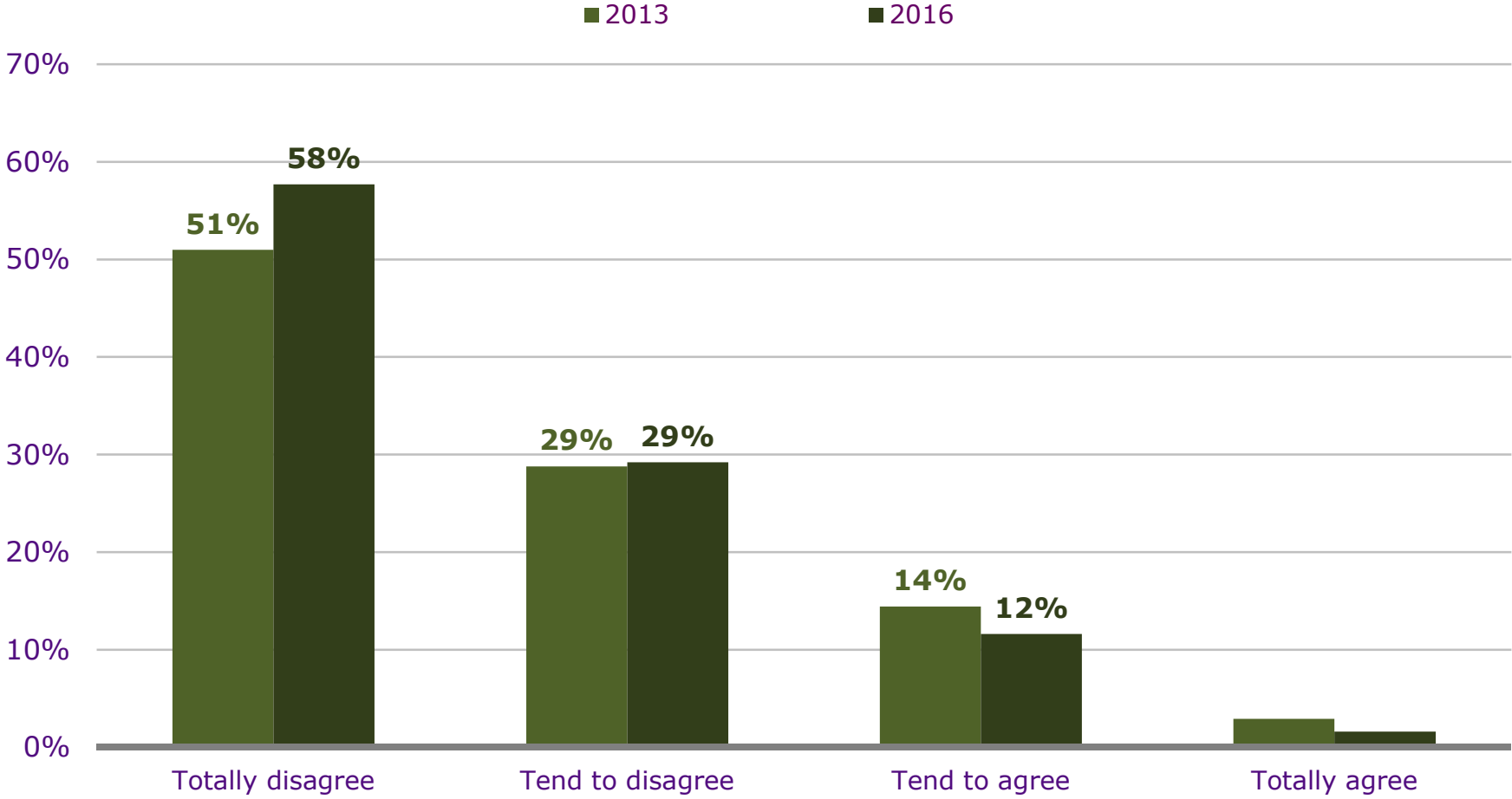
Q103. The change from a bi-annual and relative reporting exercise to an annual and absolute one, is in your opinion leading:



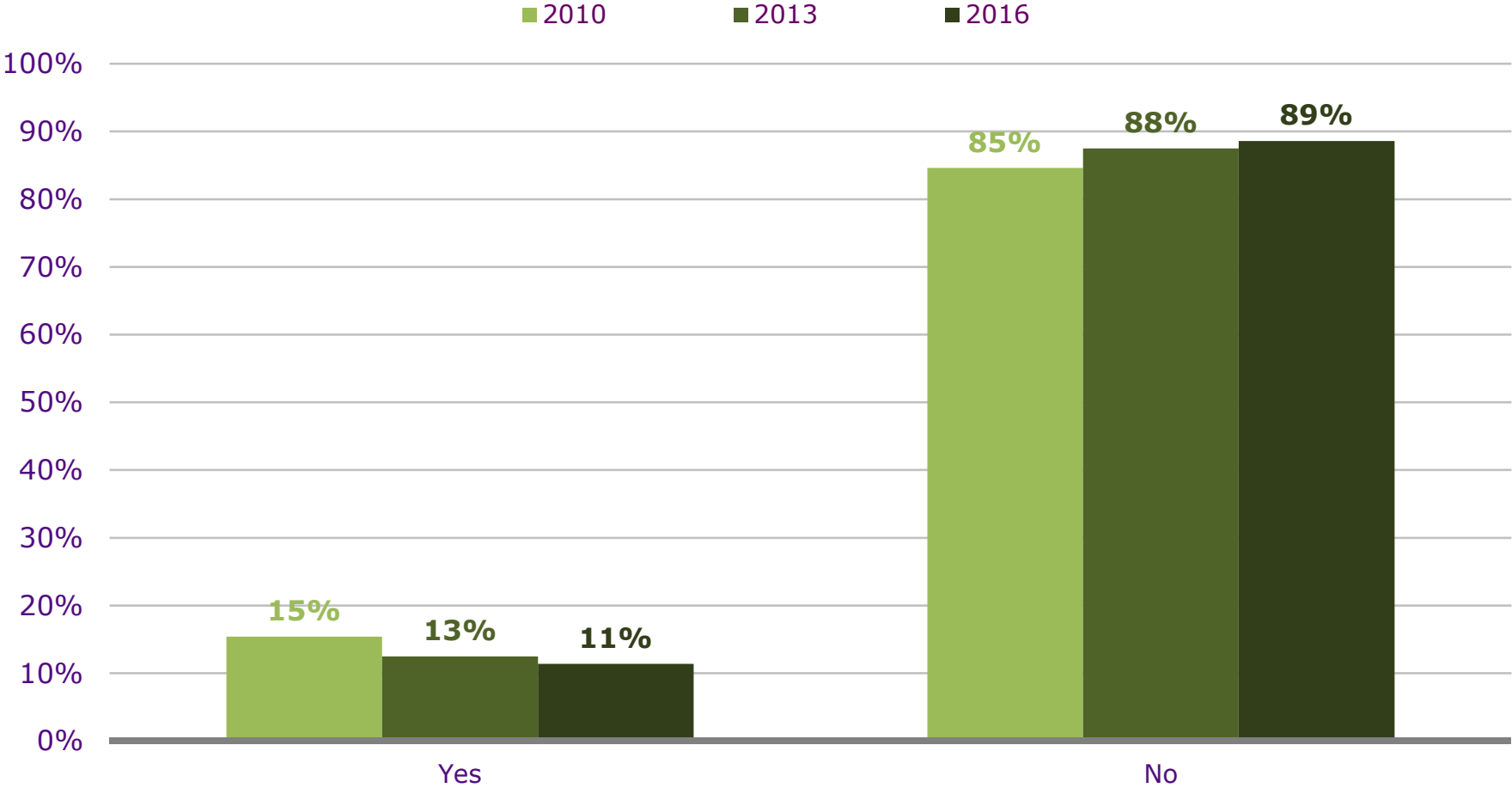
Q104. Do you consider that the removal of the automatic-step progression in the current career, to increase the discretionary powers of managers, is a good thing for the quality of the work produced by the European Patent Office?



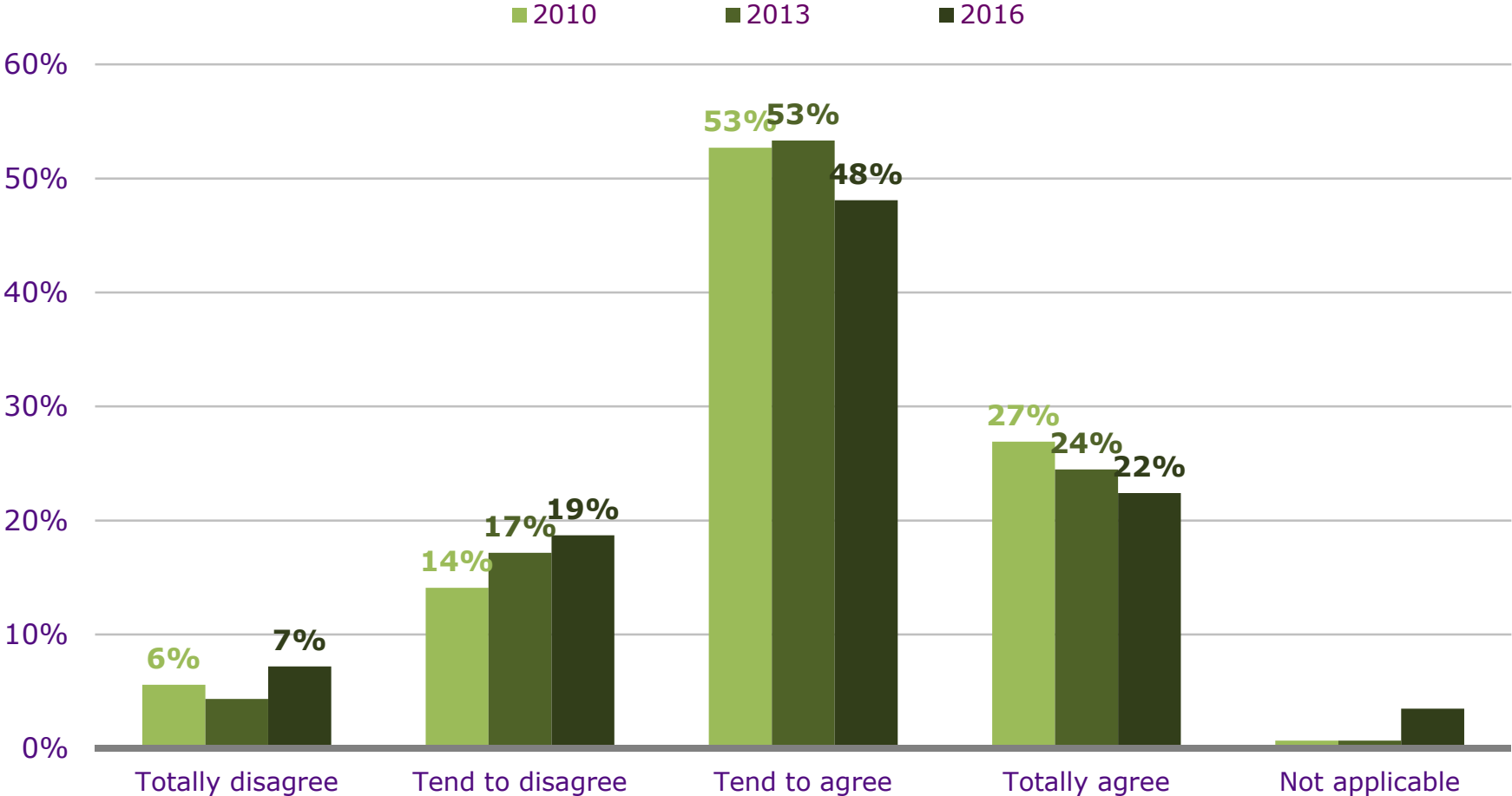
Q105. Do you consider that the removal of the automatic-step progression in the current career, to increase the discretionary powers of managers, is a good thing for your own professional situation?



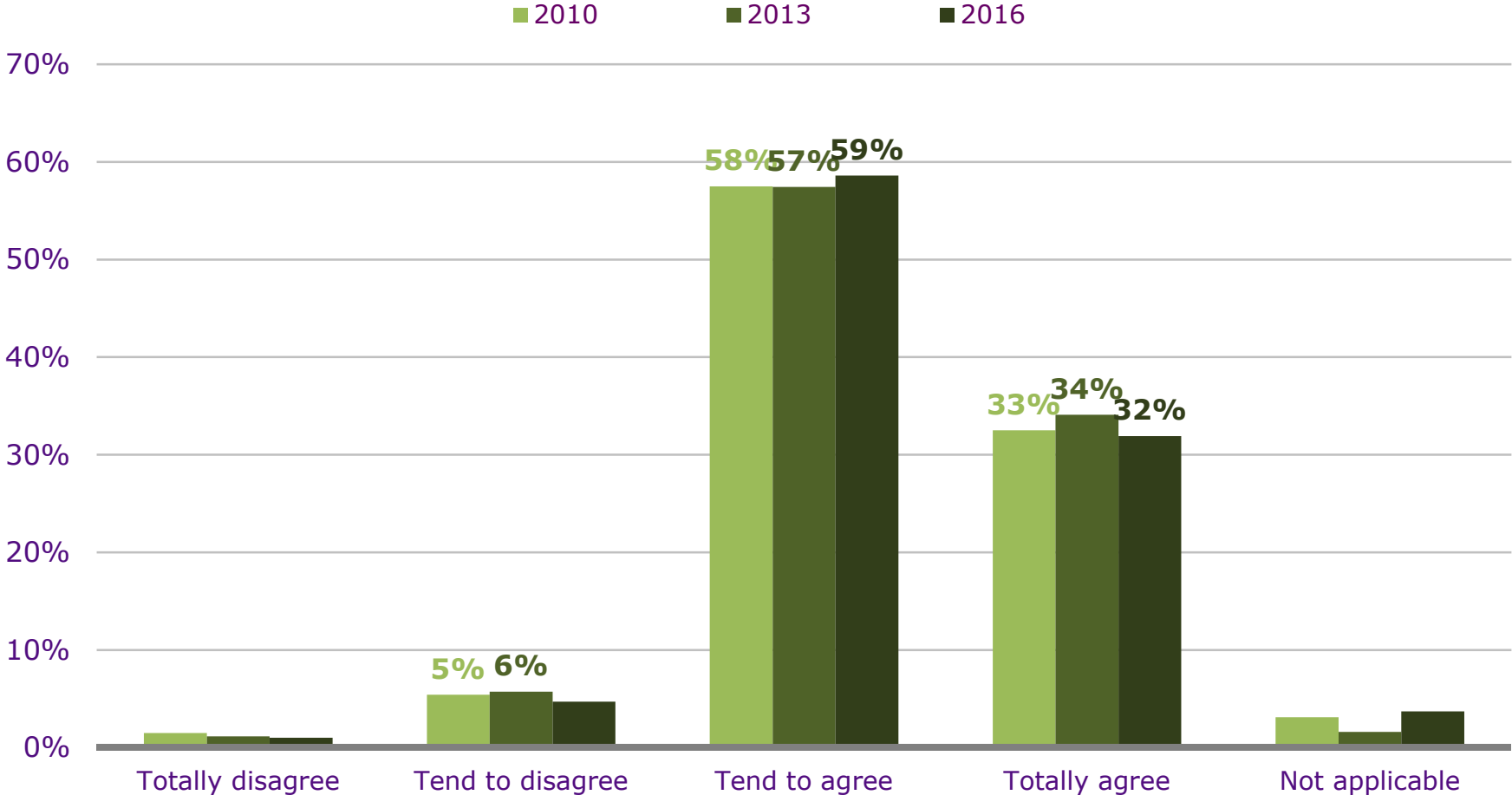
Q106. Do you supervise other people's work (including supervision of external personnel)?



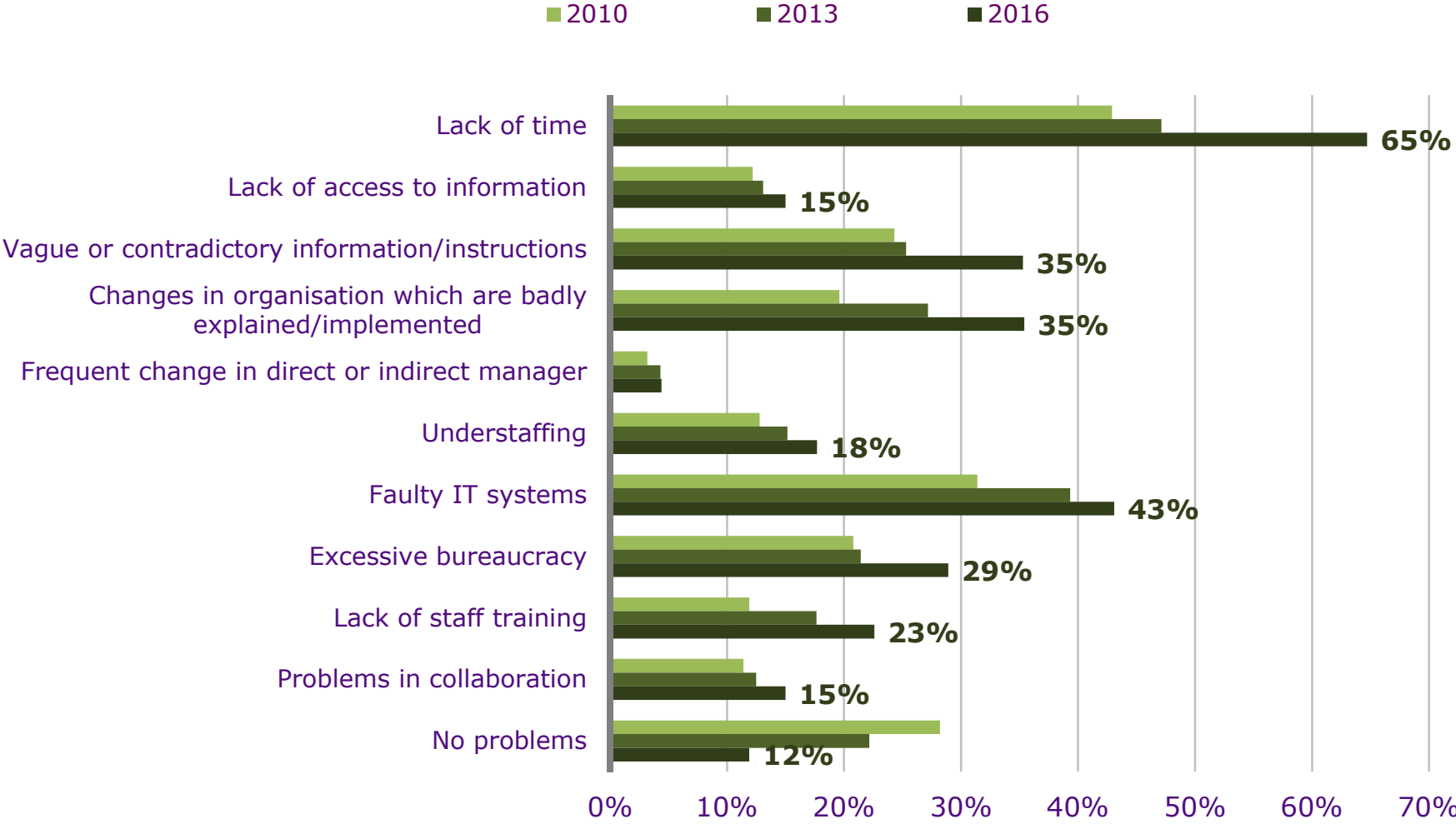
Q108. You believe that you have the necessary resources and authority to carry out supervision



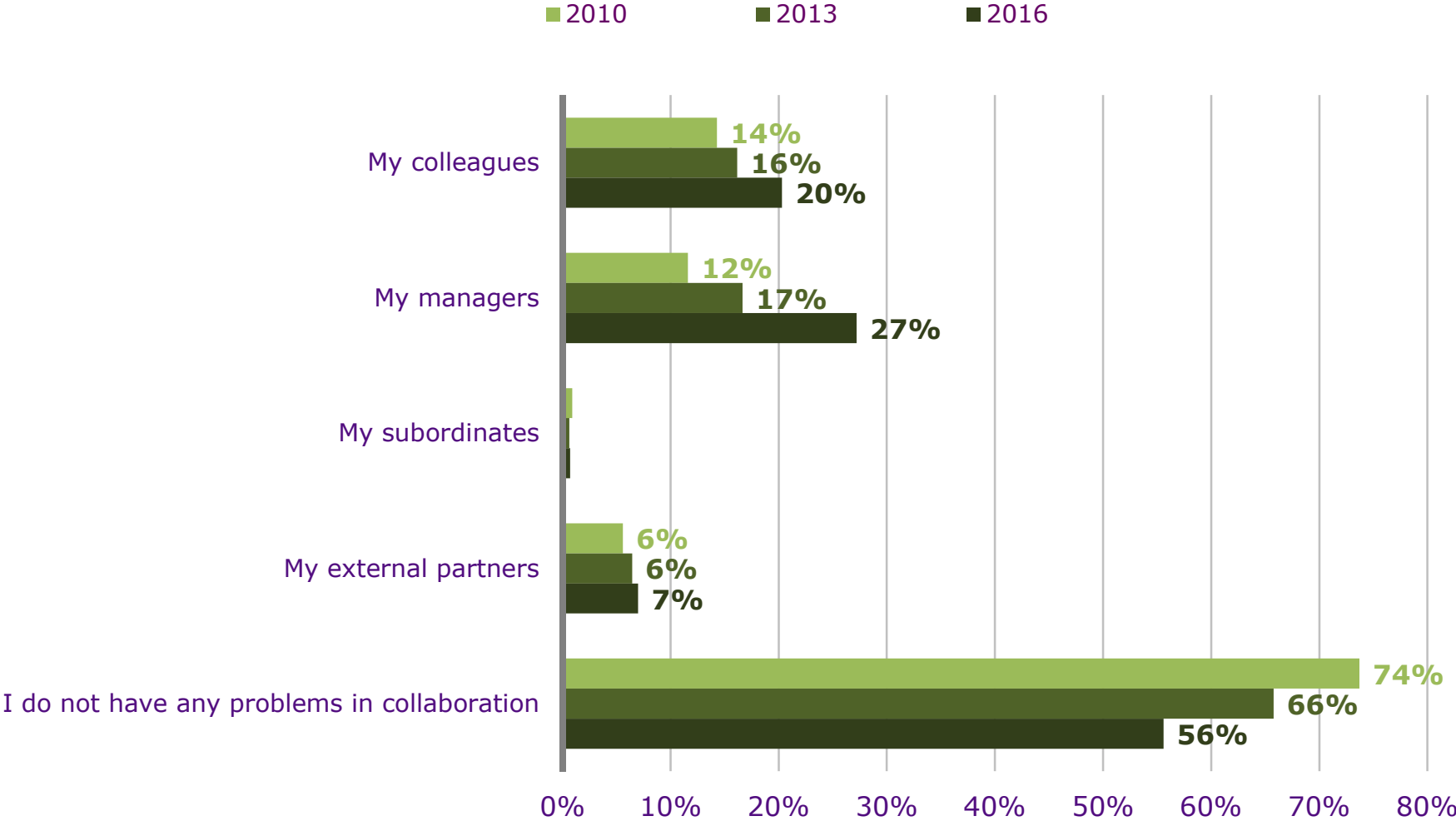
Q109. You easily manage to get your subordinates to respect your decisions



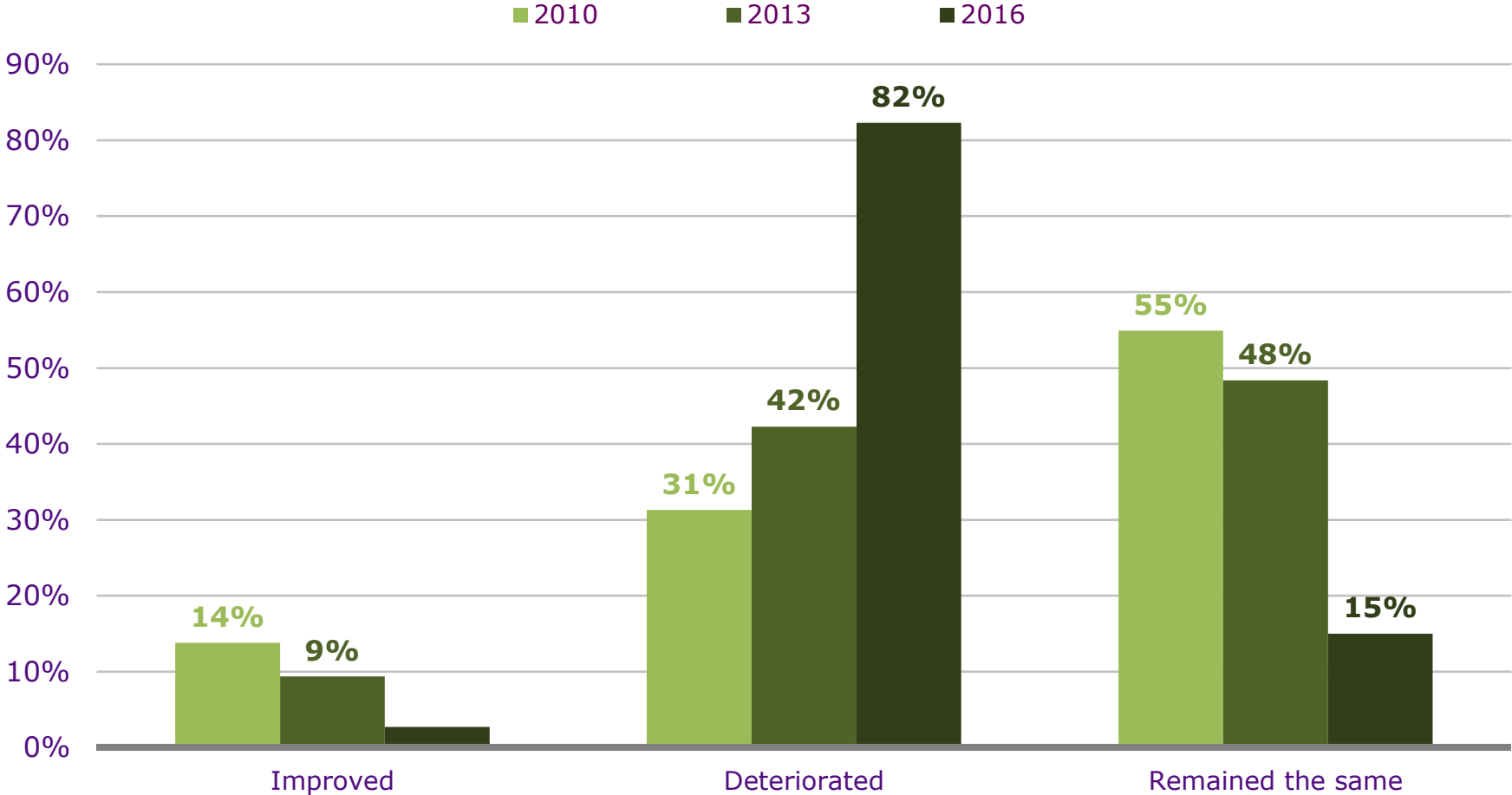
Q110. Frequently I am unable to carry out my work correctly because of the following:



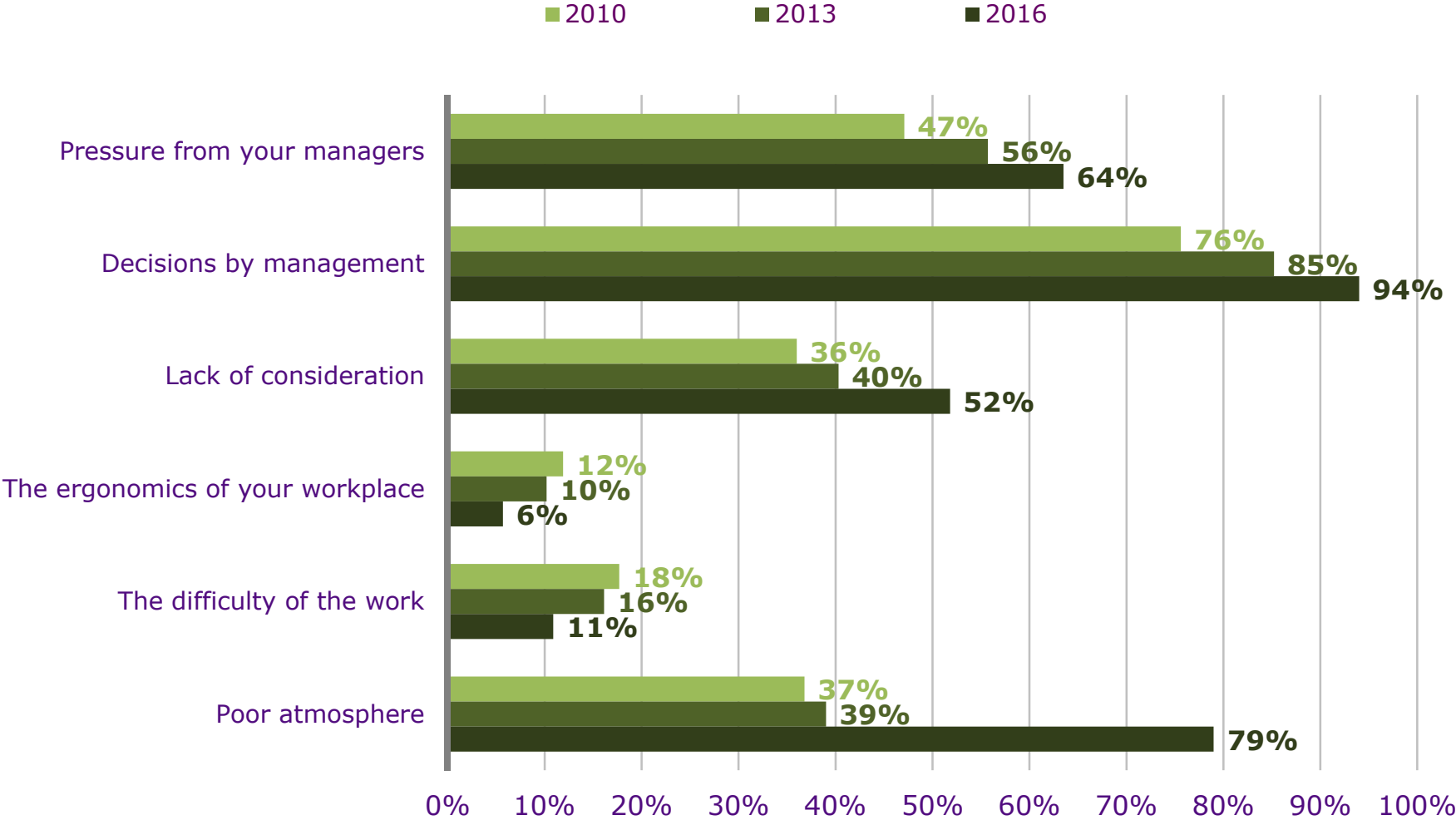
Q111. The main problems in collaboration arise with:



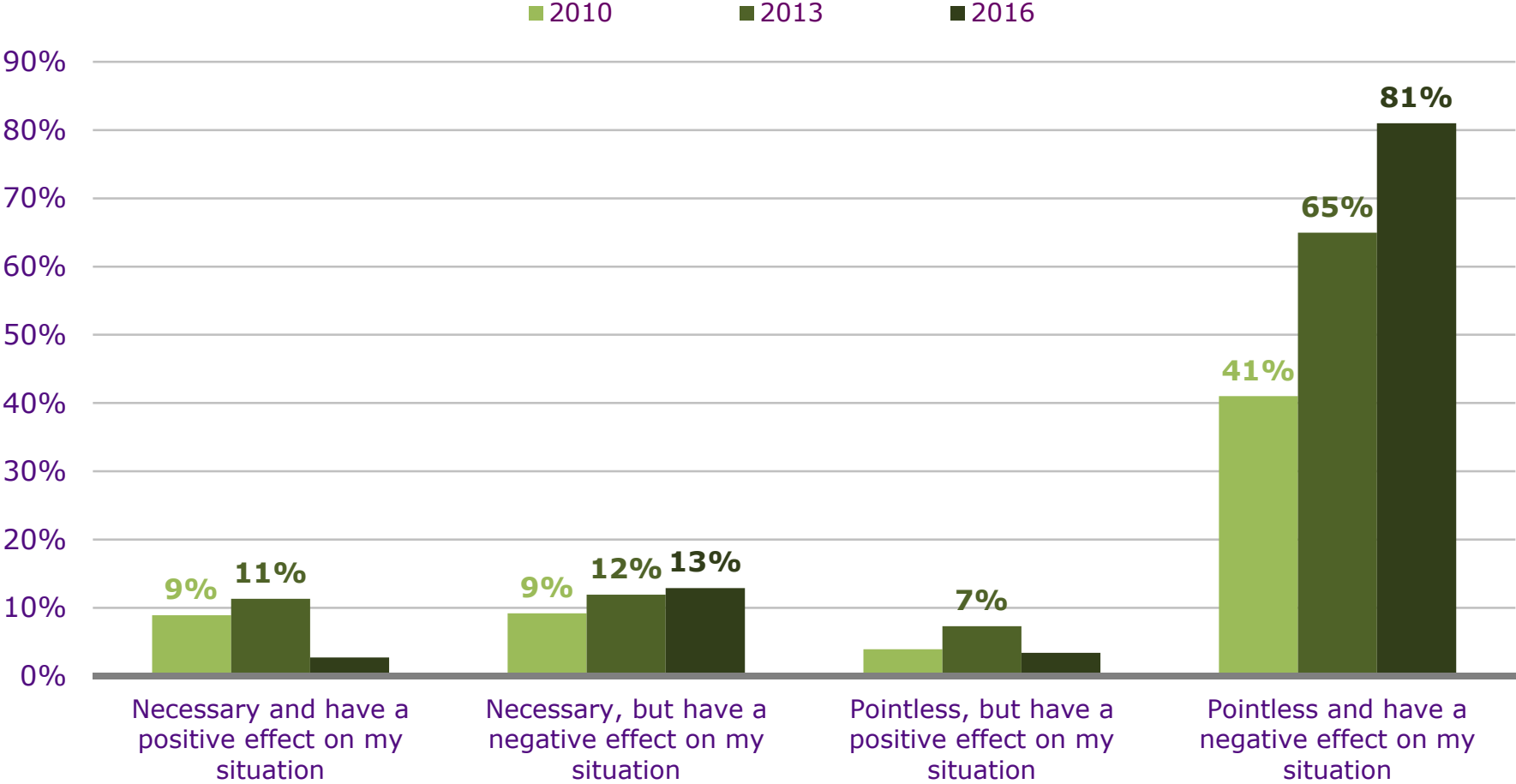
Q112. In the last three years, your working conditions have:



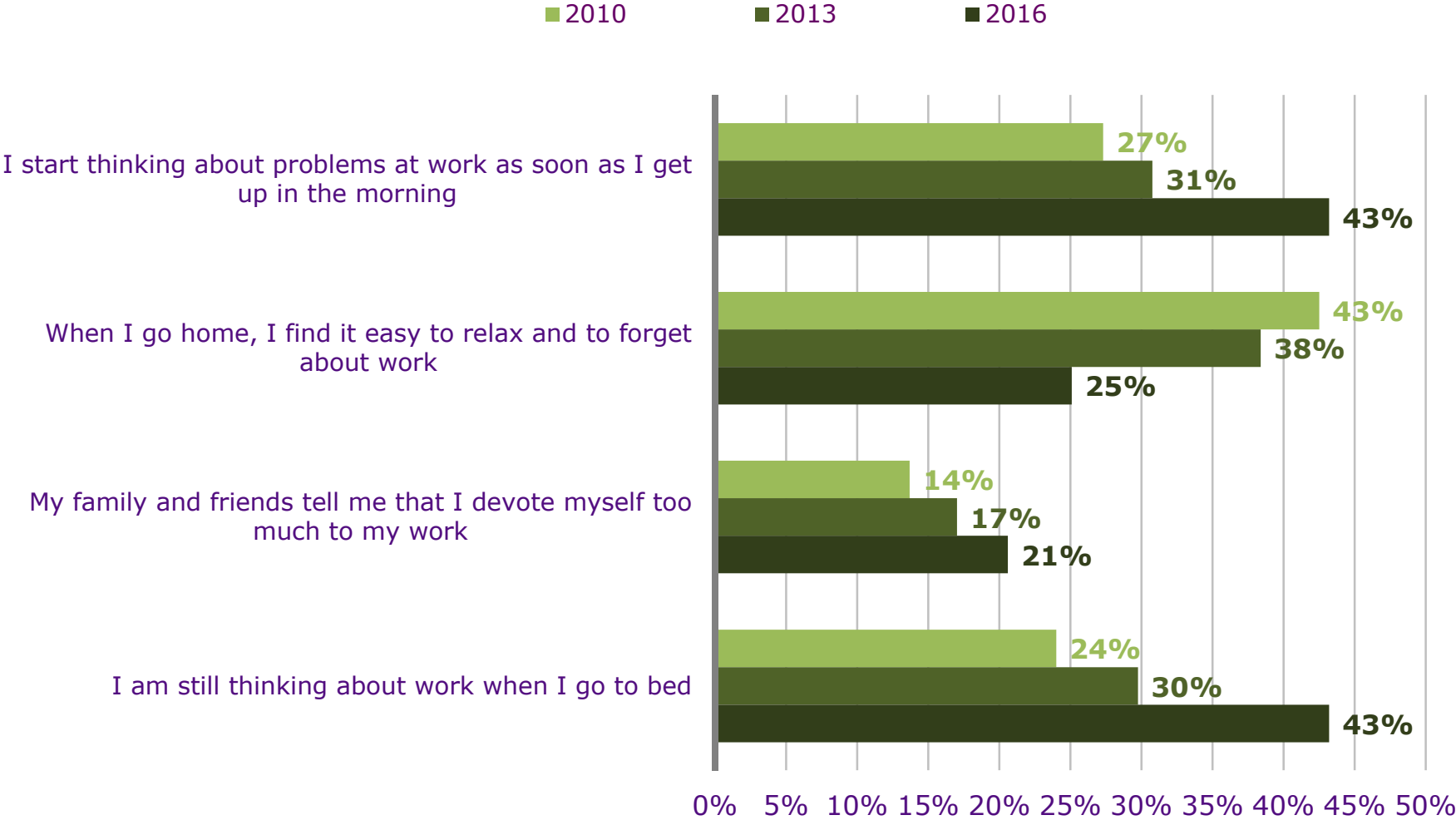
Q113. In your view, your working conditions have deteriorated because of:



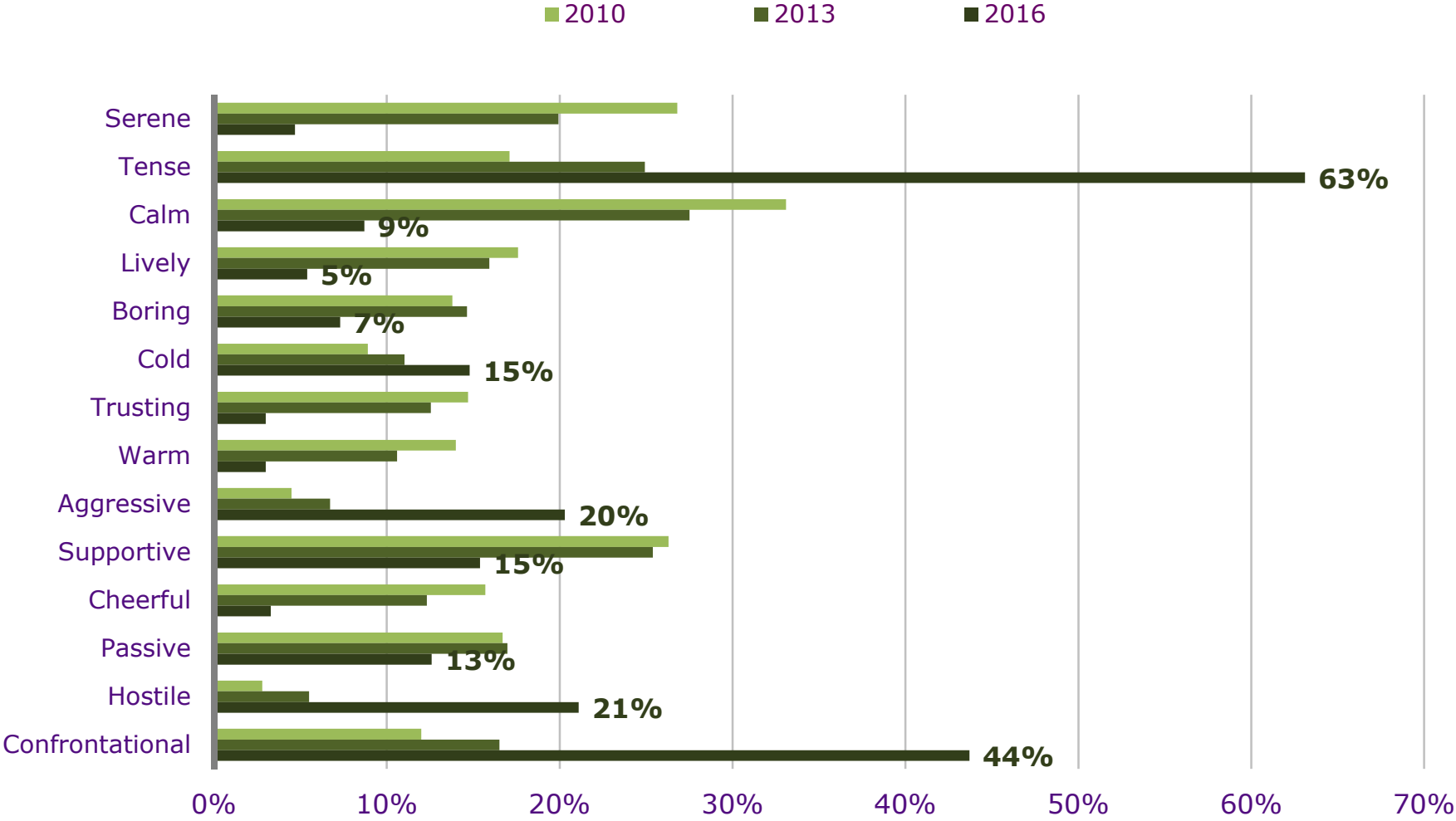
Q114. In your view, the continual reorganisation and restructuring over recent years are:



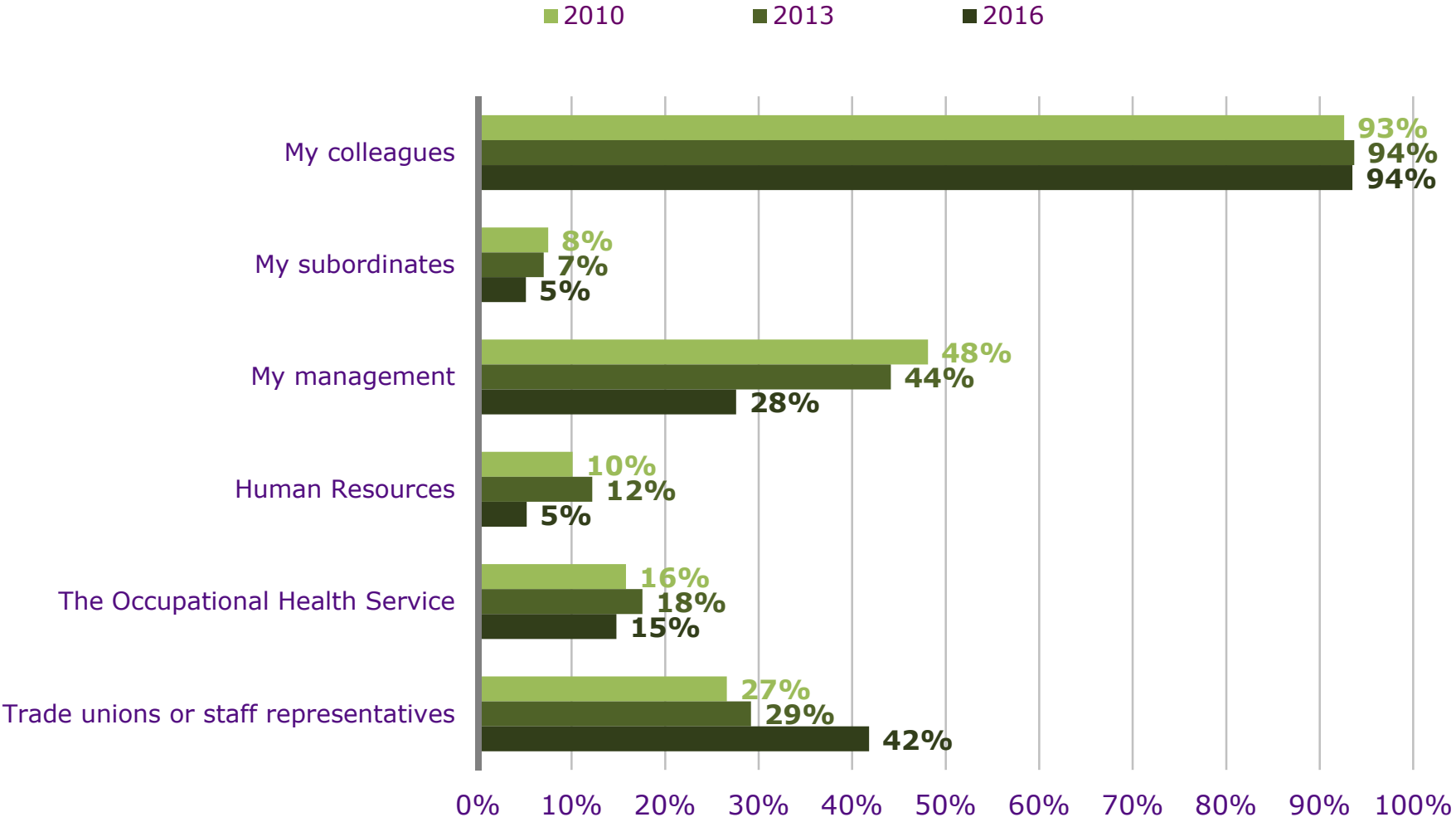
Q115. My dedication to my work often means that:



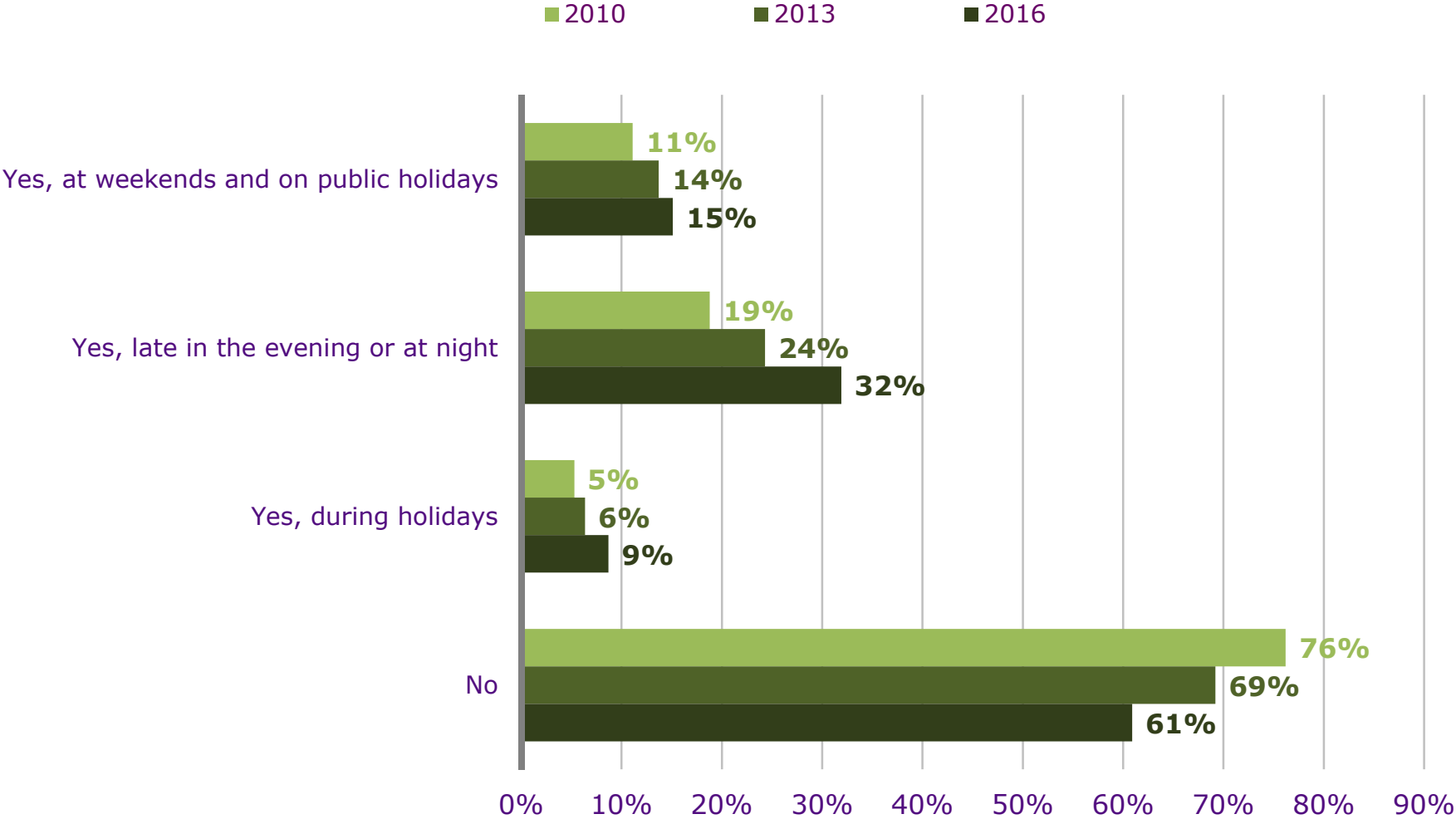
Q116. I find the atmosphere at work:



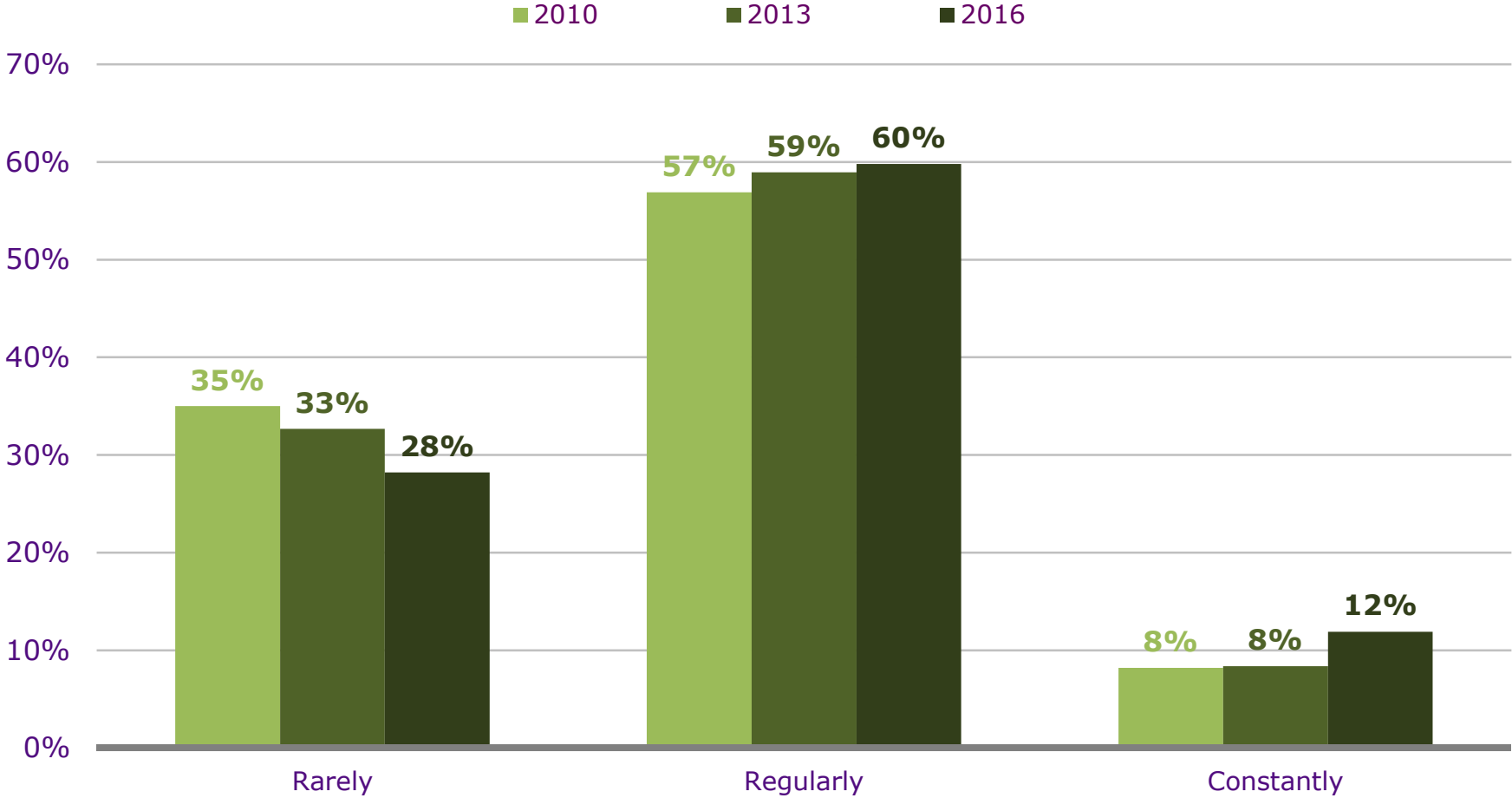
Q117. When I encounter any problems in my work, I can always get help and support from:



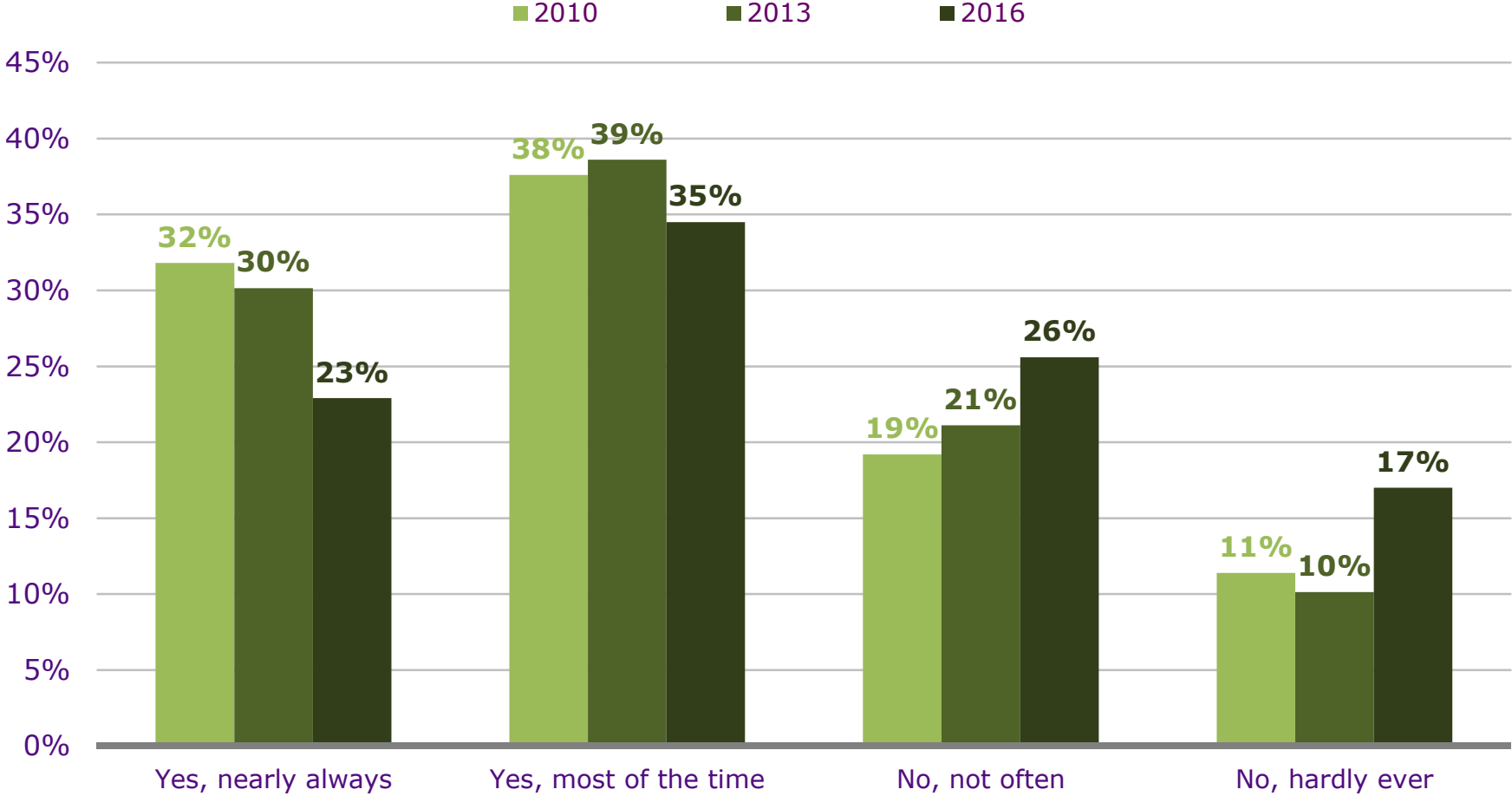
Q118. Do you work outside the hours provided for by the regulations governing your working hours?



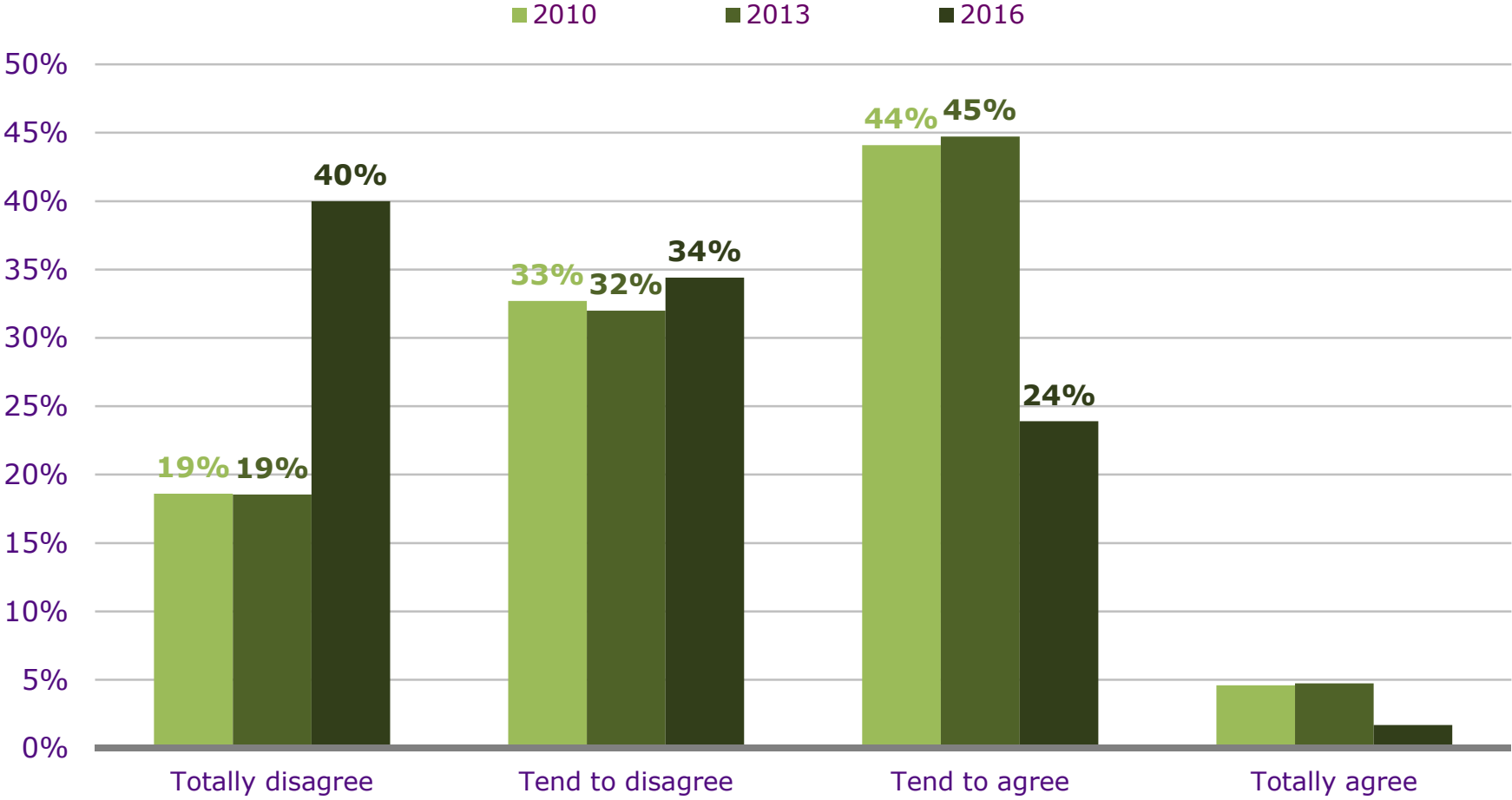
Q119. If so, how often do you work outside the contractual hours:



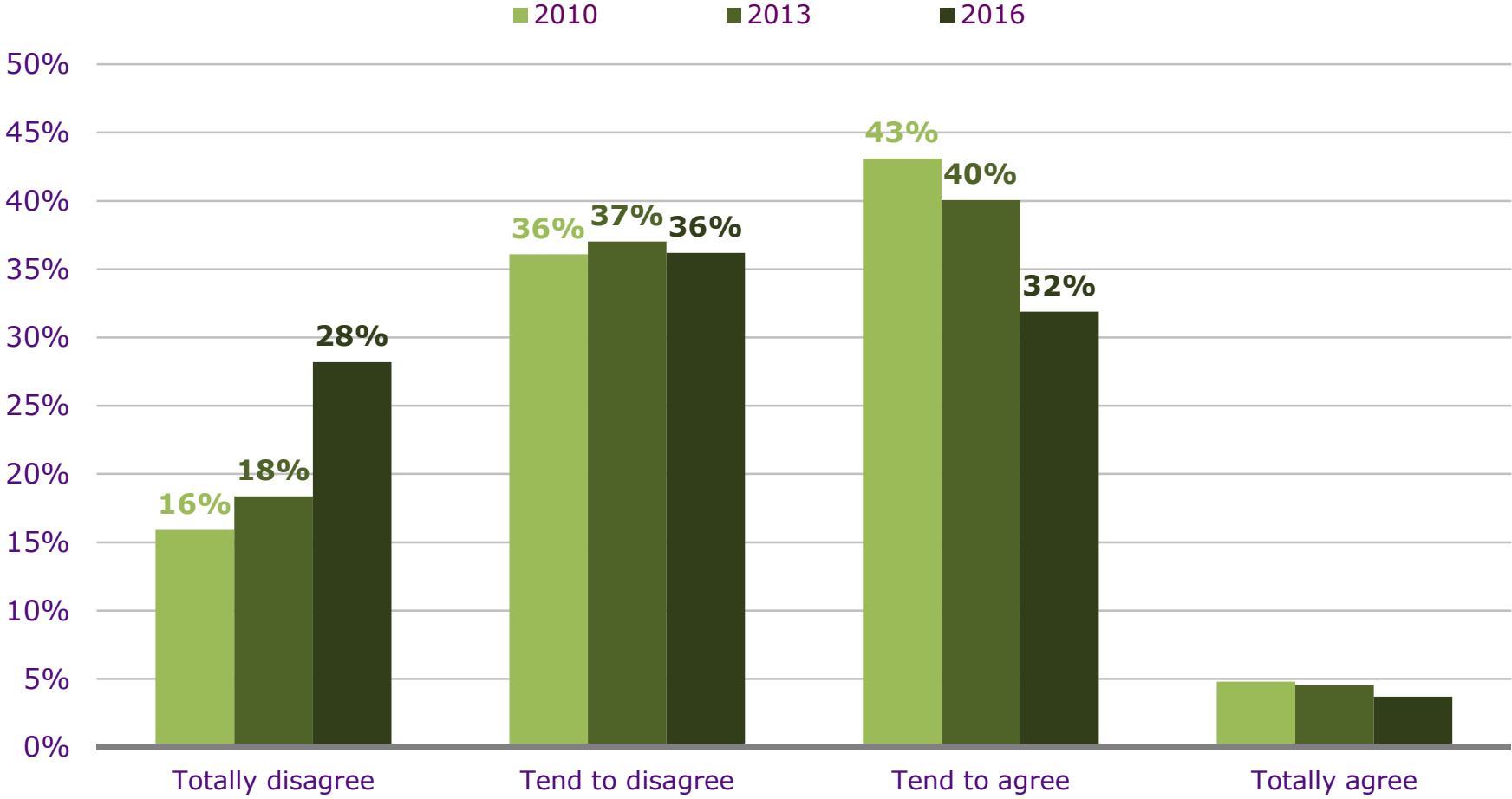
Q120. Do you get sufficient time to recover between particularly busy periods of work (for example, between two assignments or projects)?



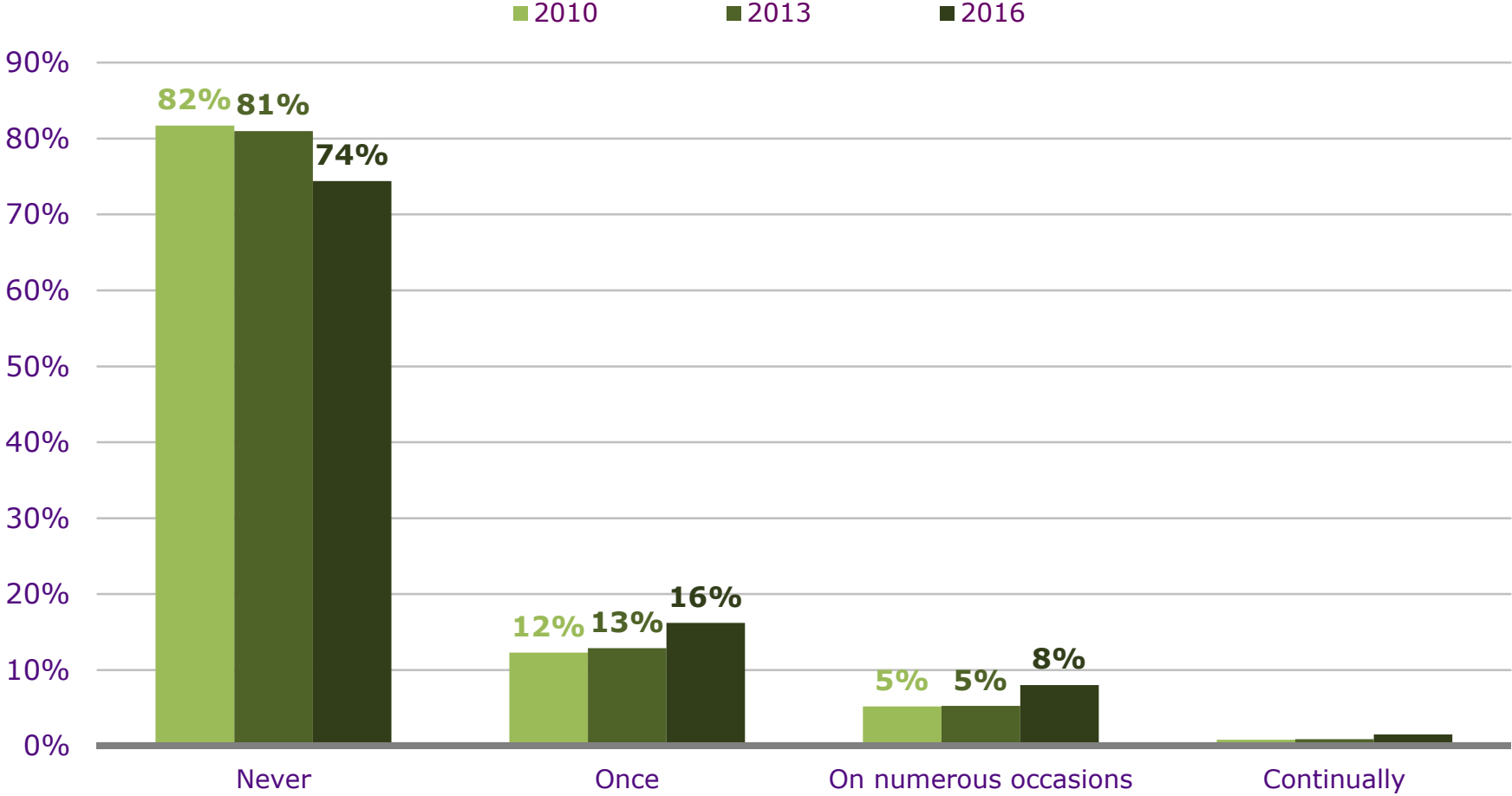
Q121. The Human Resources Department (DG 4) supports you in your professional and social environment



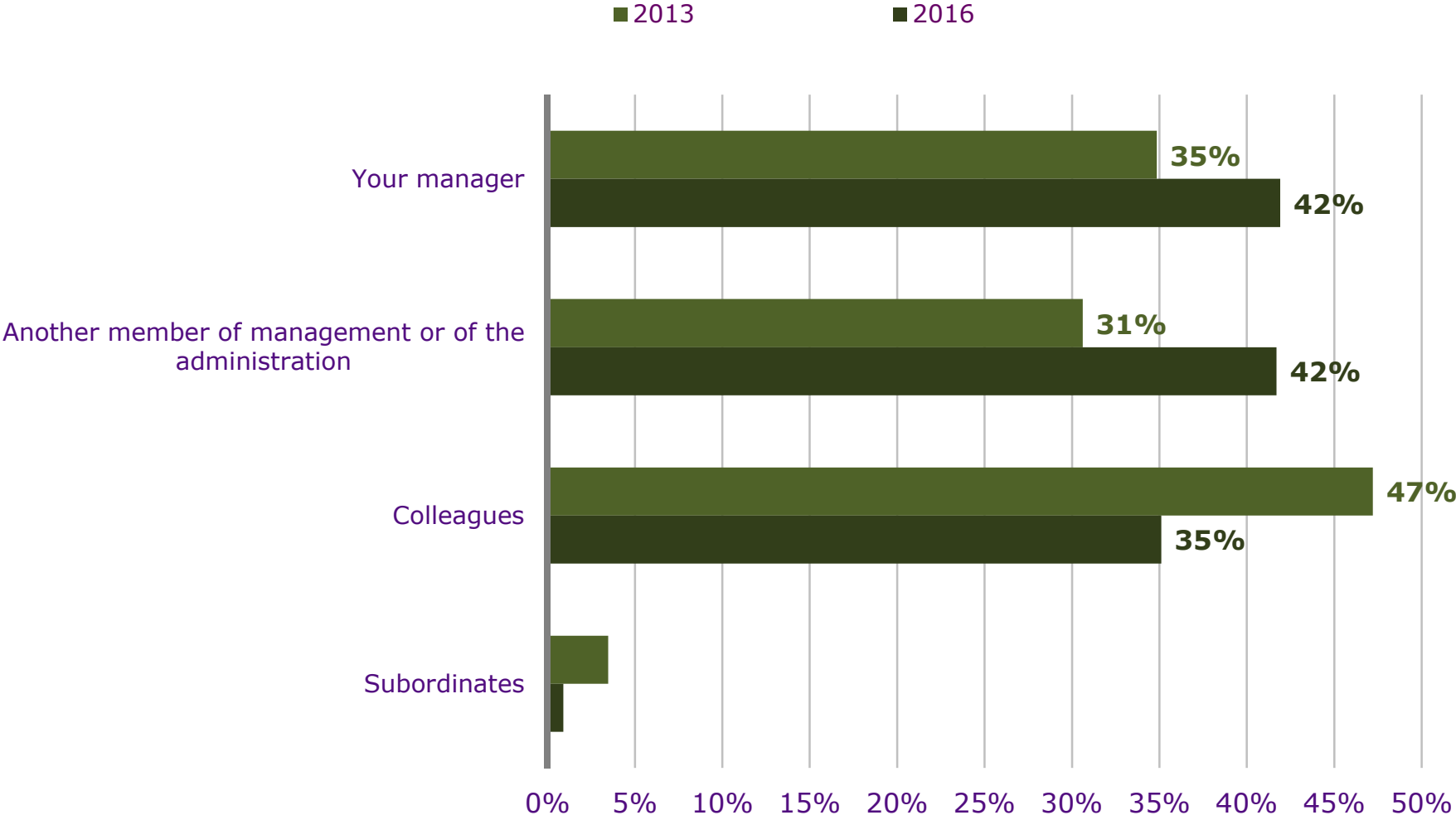
Q122. Your access to professional training is adequate



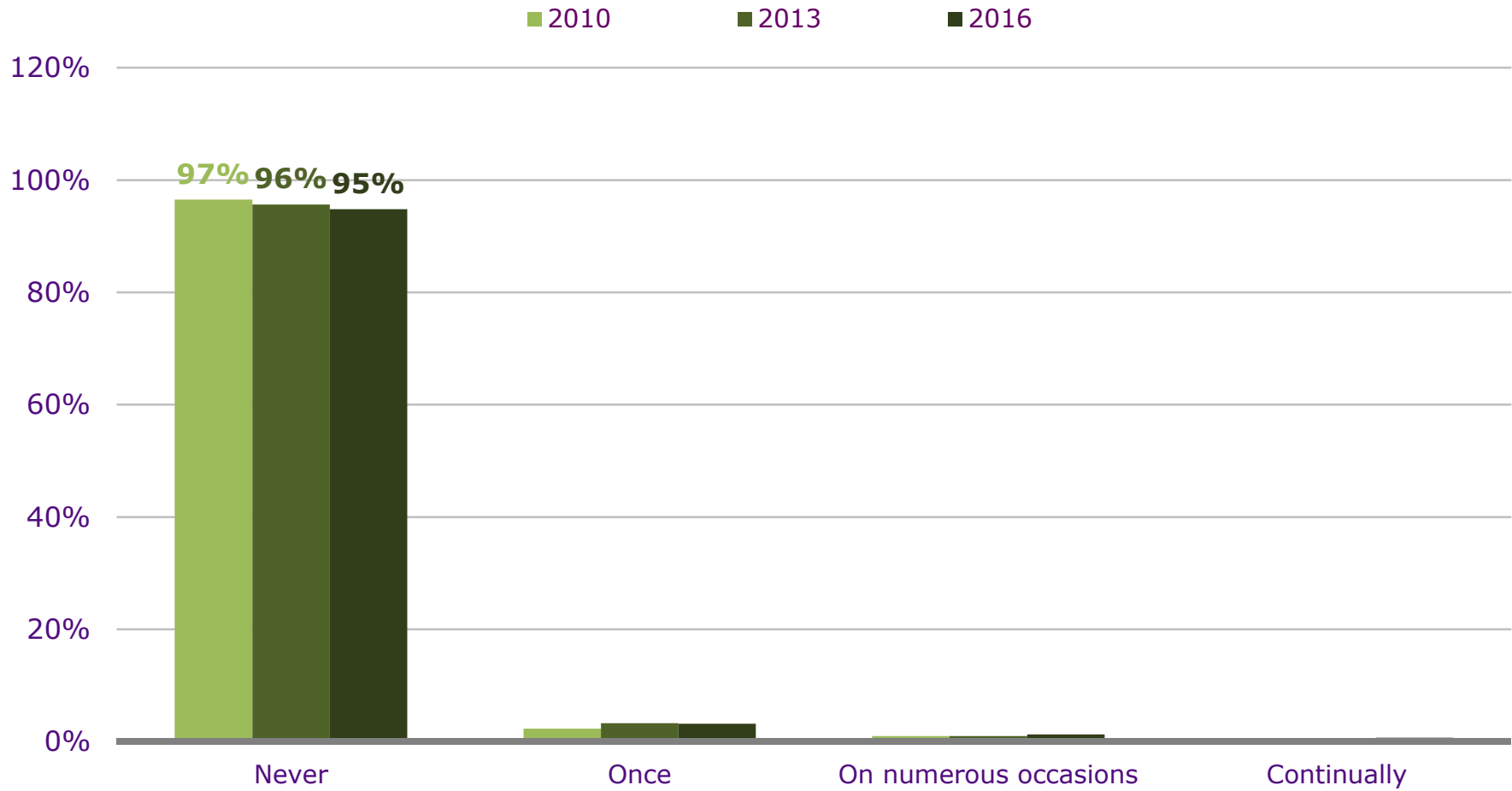
Q124. Over the last 12 months in your job, have you been confronted with verbal aggression, threats or blackmail?



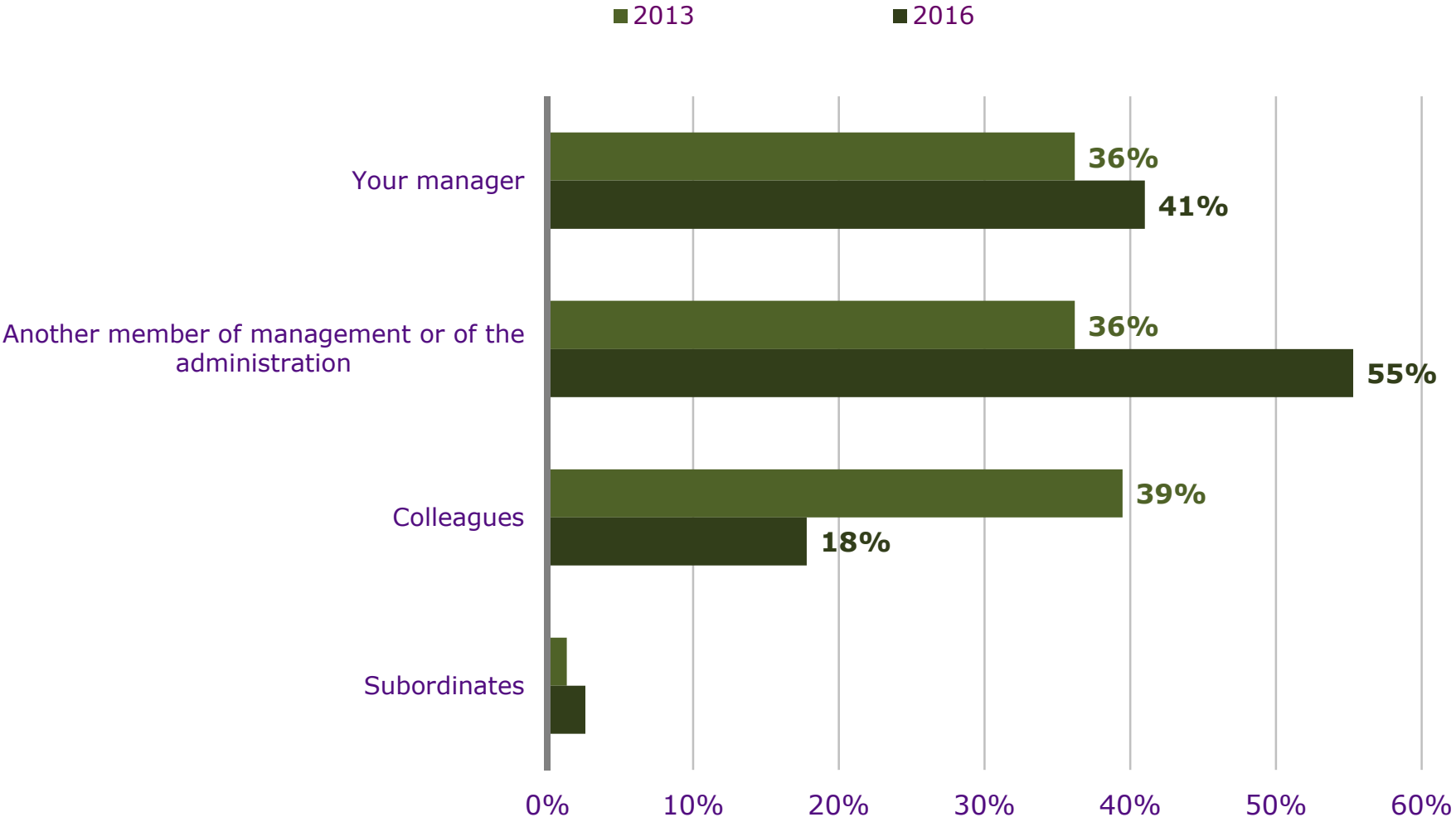
Q125. The verbal aggression, threats or blackmail was/were by:



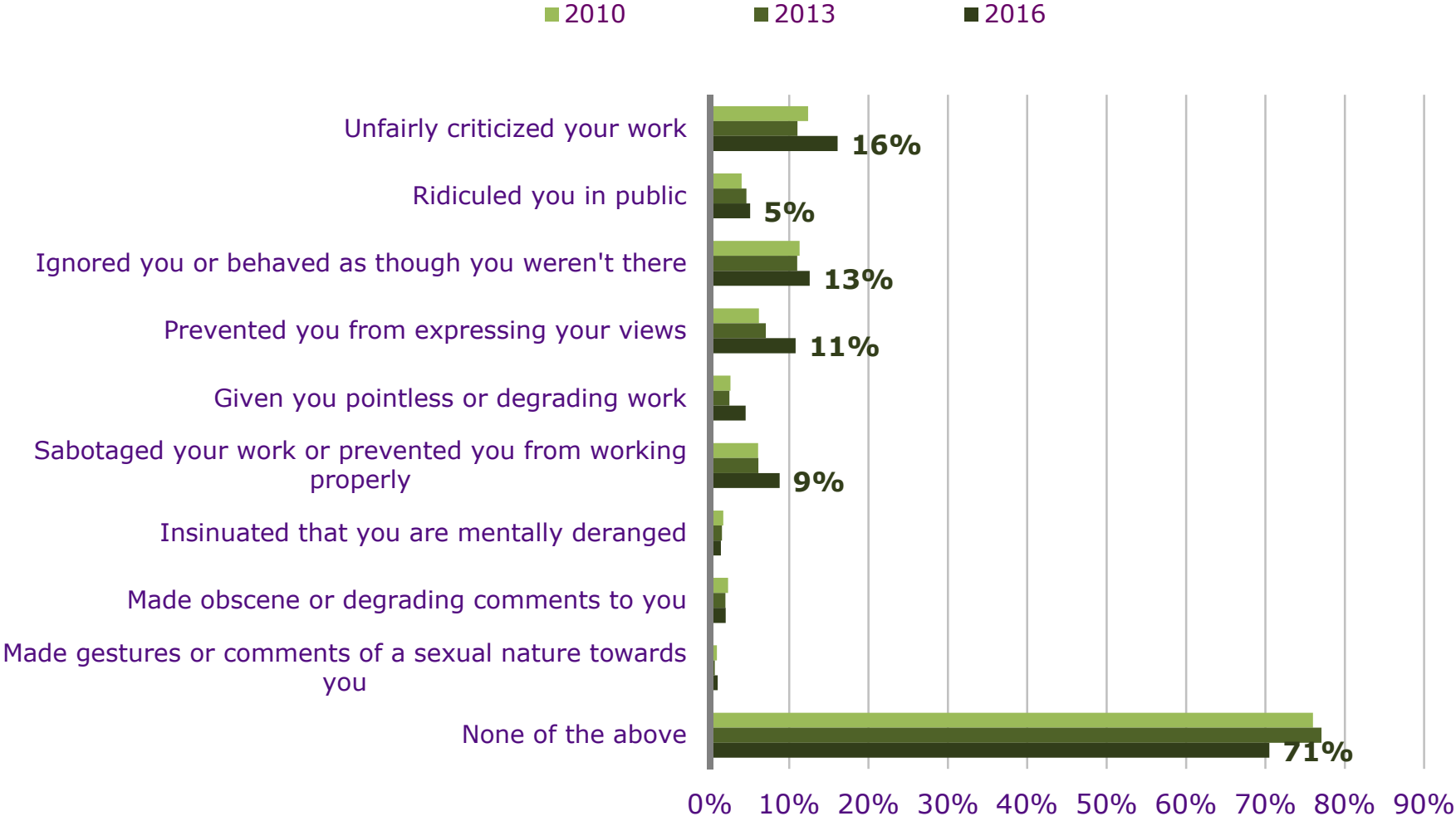
Q126. Over the last 12 months in your job, have you been confronted with physical aggression or intimidation?



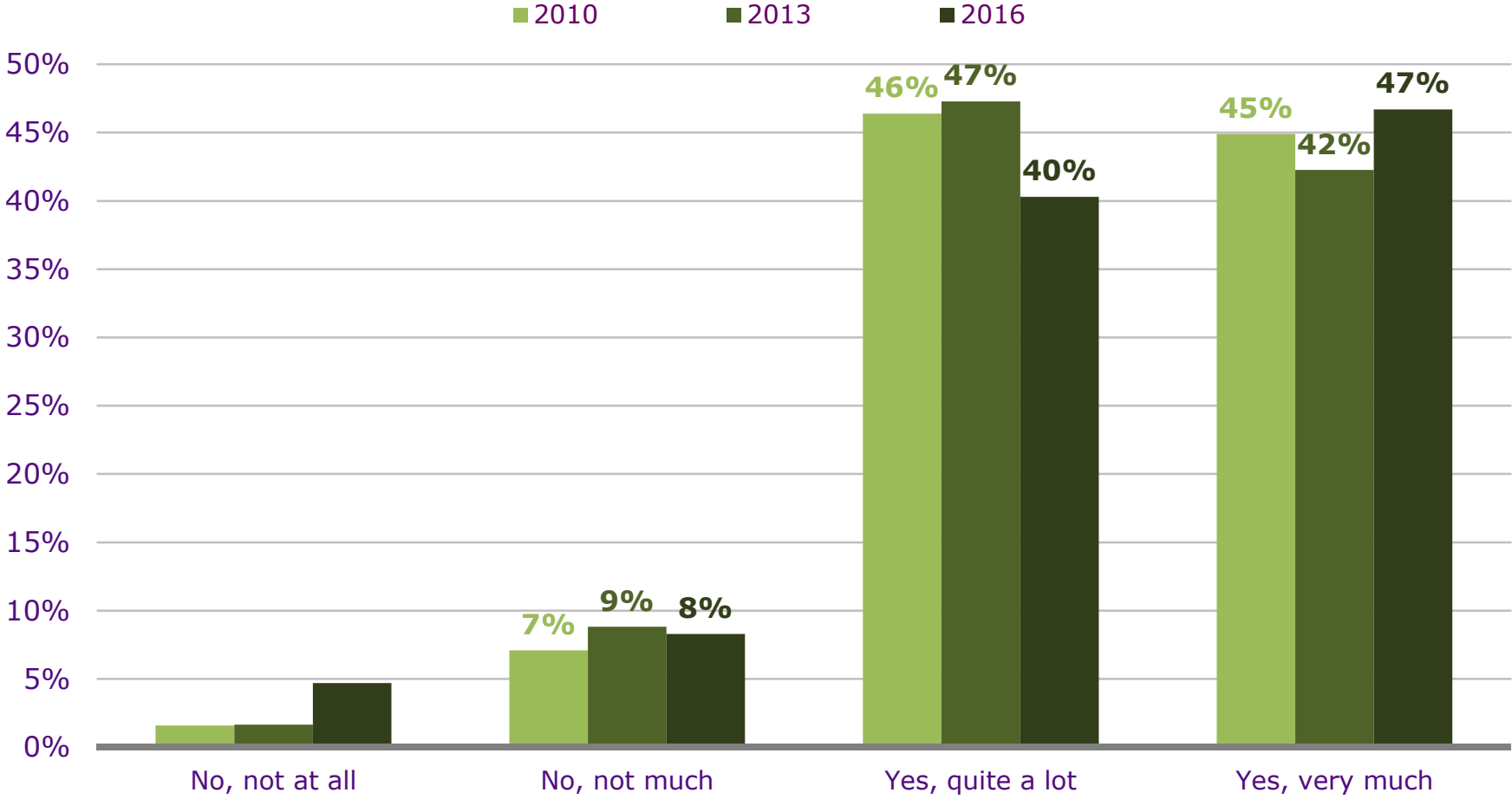
Q127. This physical aggression or intimidation was(were) by:



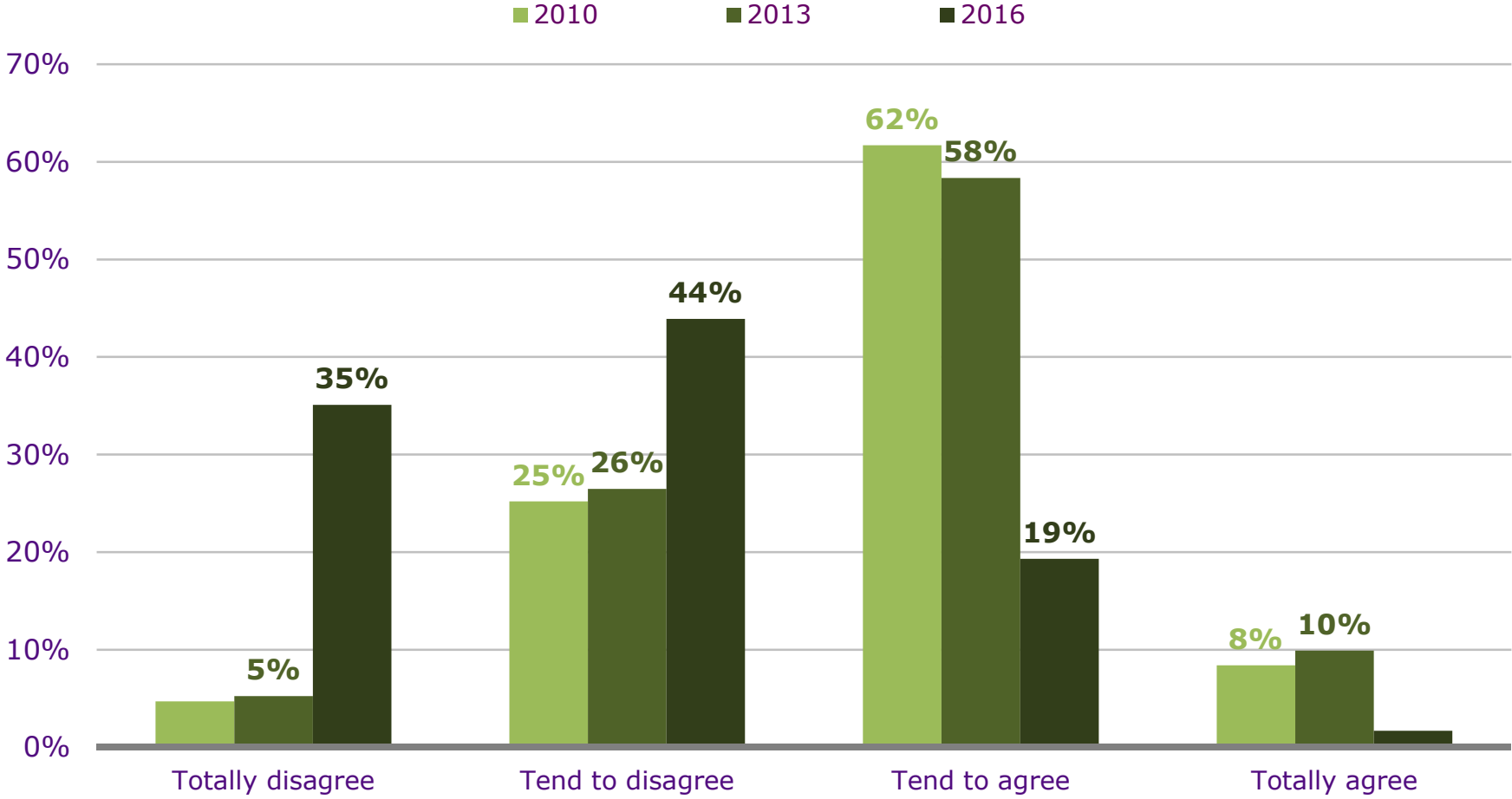
Q128. Over the last 12 months, one or more people have continually:



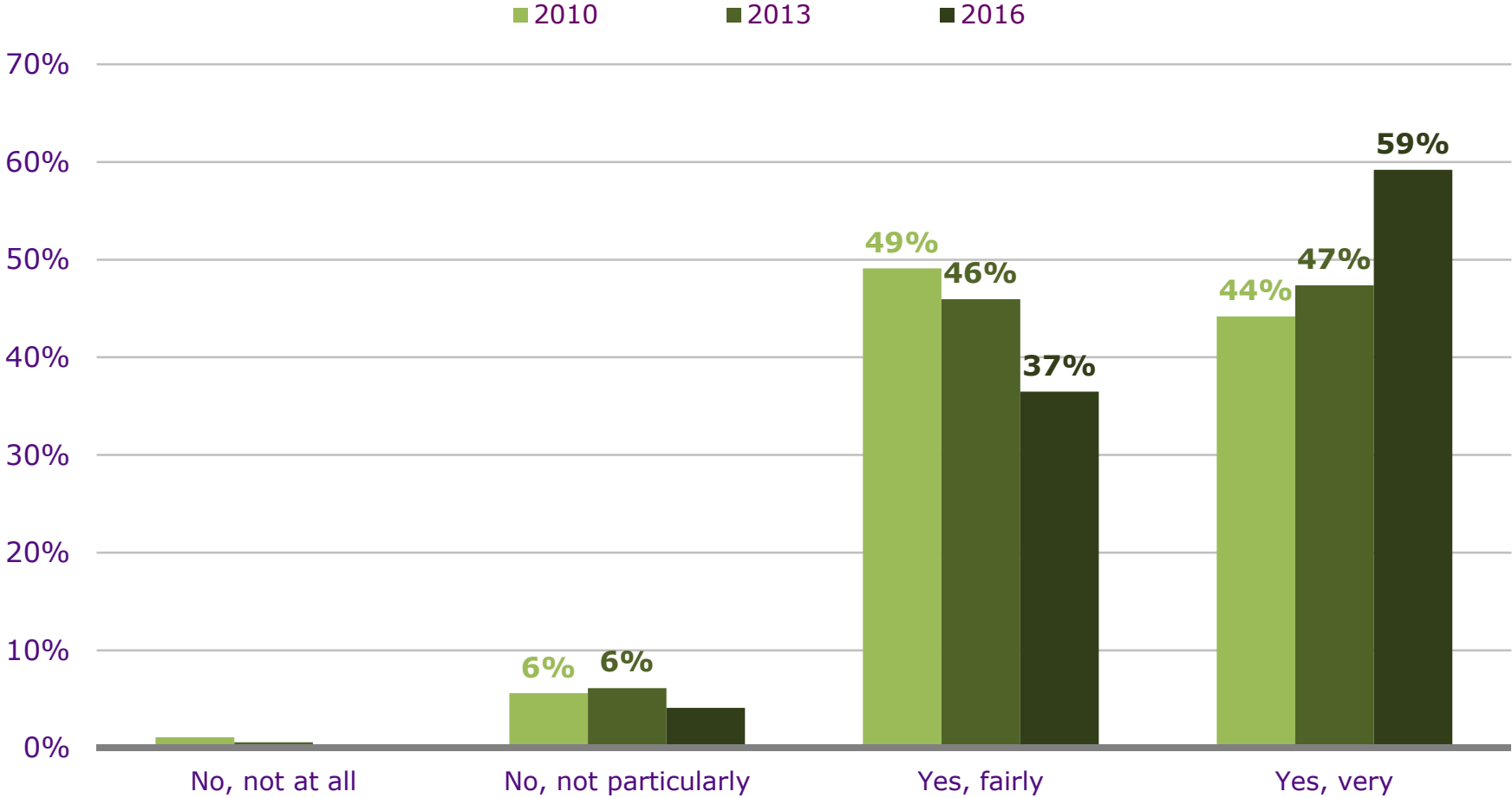
Q129. Does the EPO's role and development interest you?



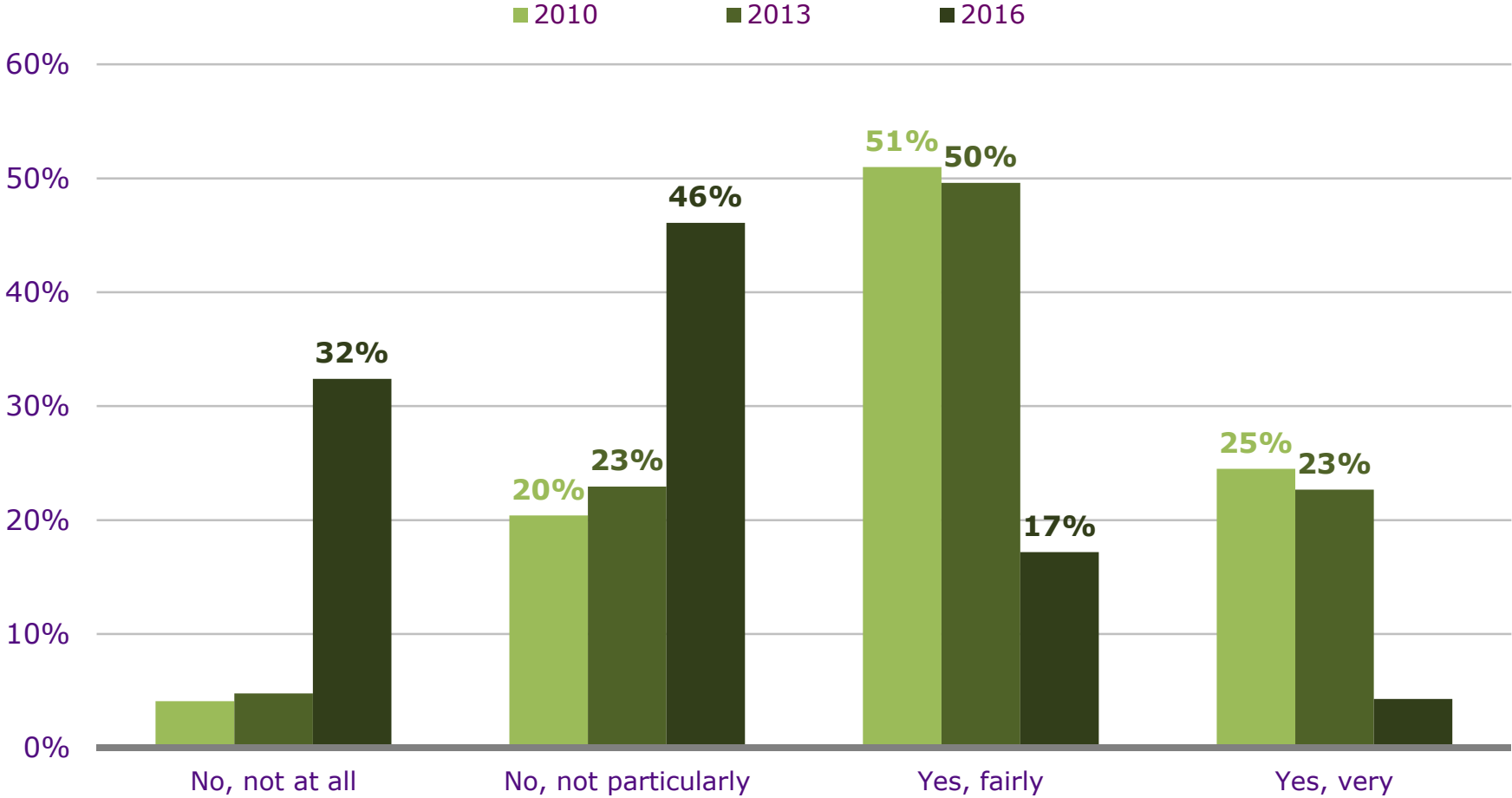
Q130. The EPO's current work is in line with the spirit and values of the European Patent Convention



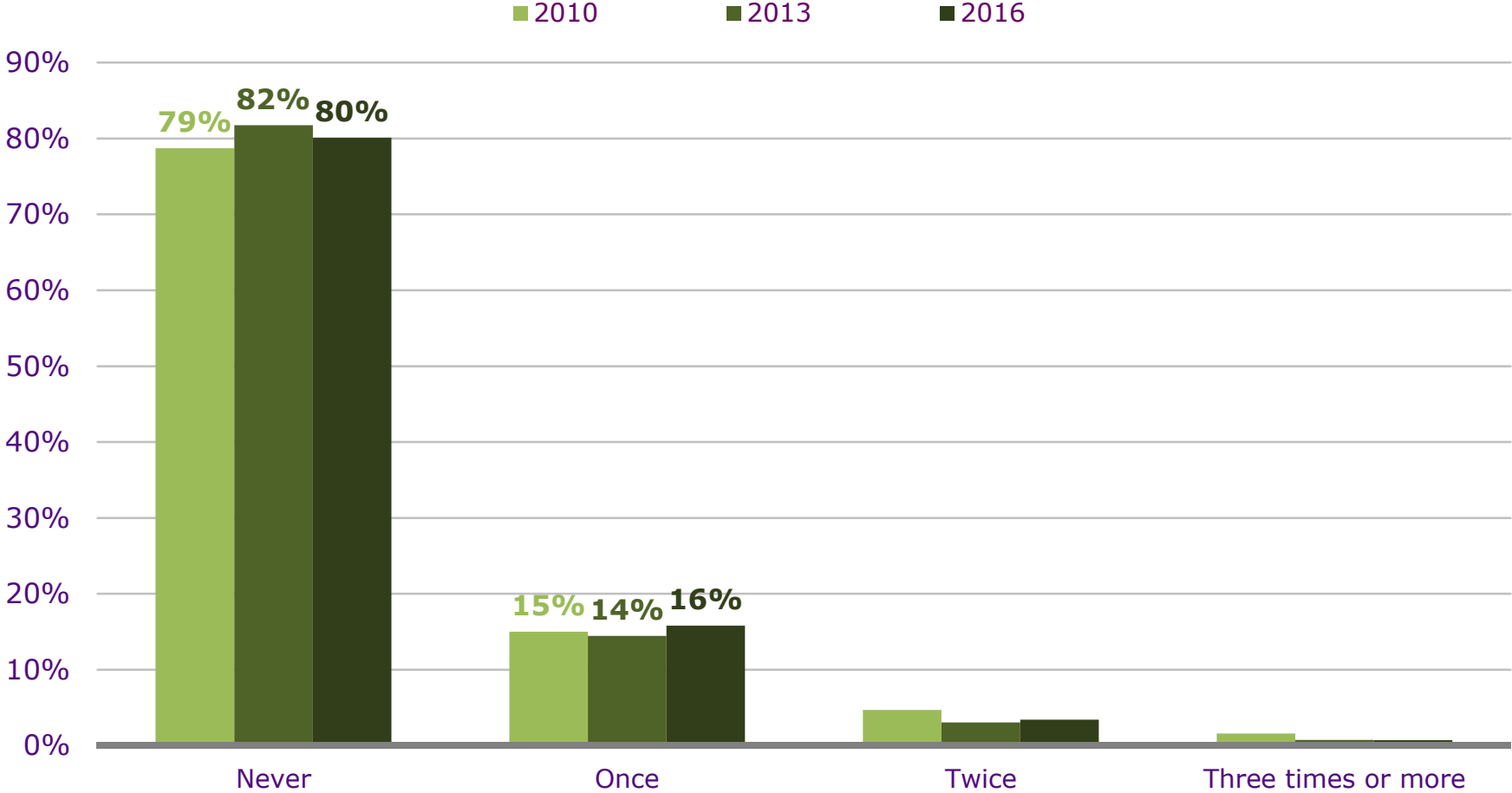
Q131. Were you proud to work for the European Patent Office before?



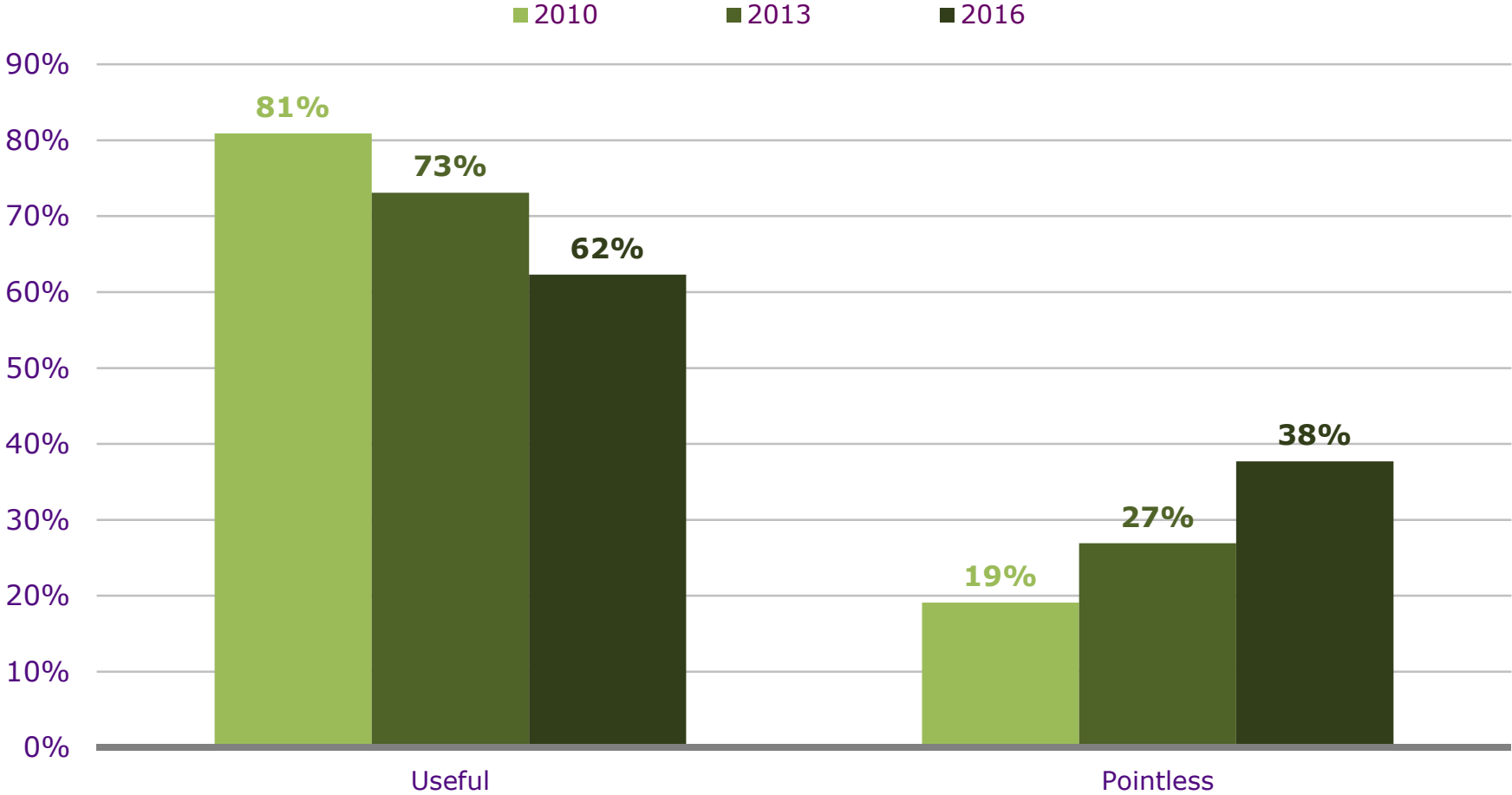
Q132. Are you proud to work for the European Patent Office now?



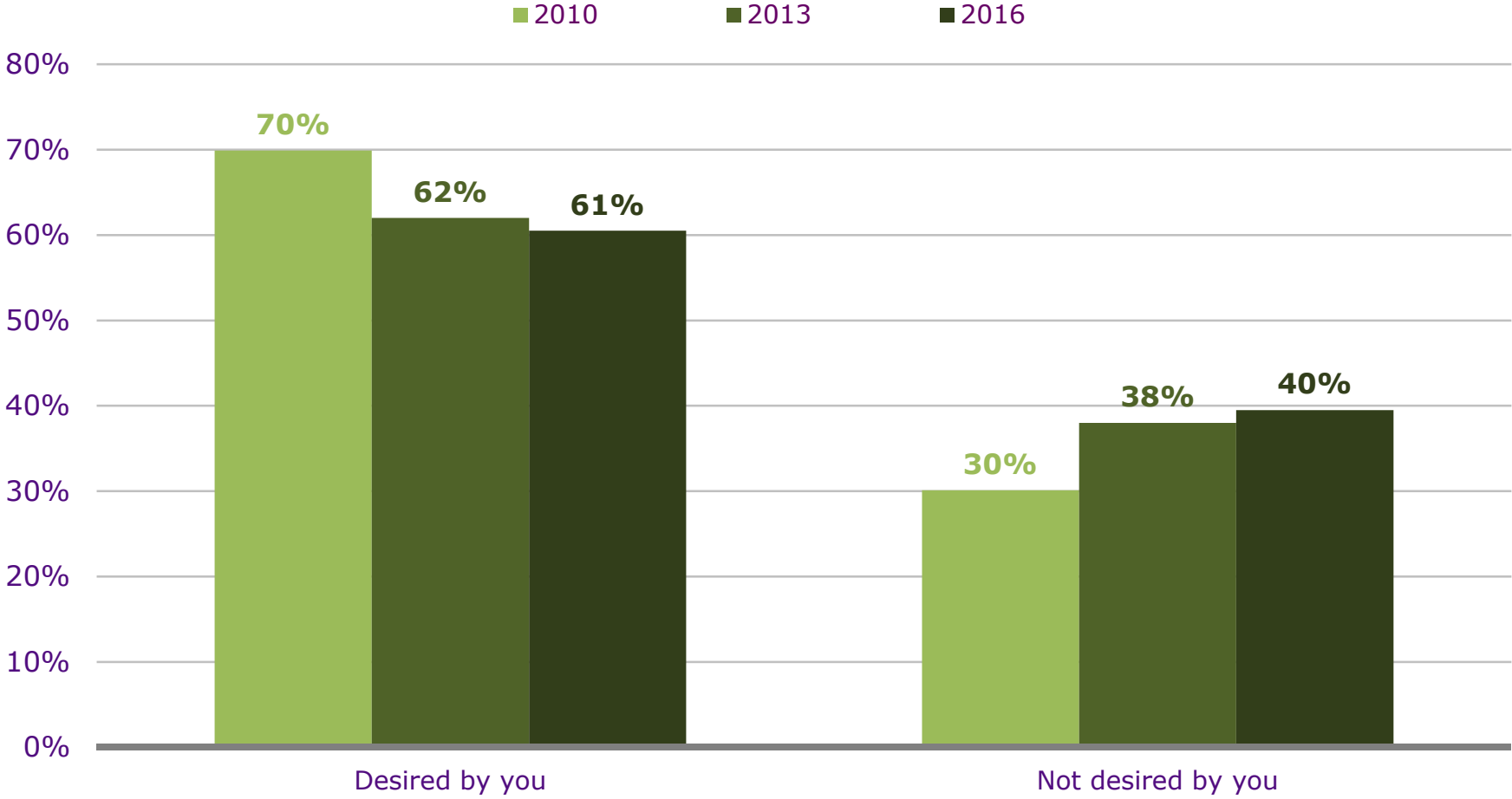
Q133. In the last 3 years, how many times have you changed post within the European Patent Office?



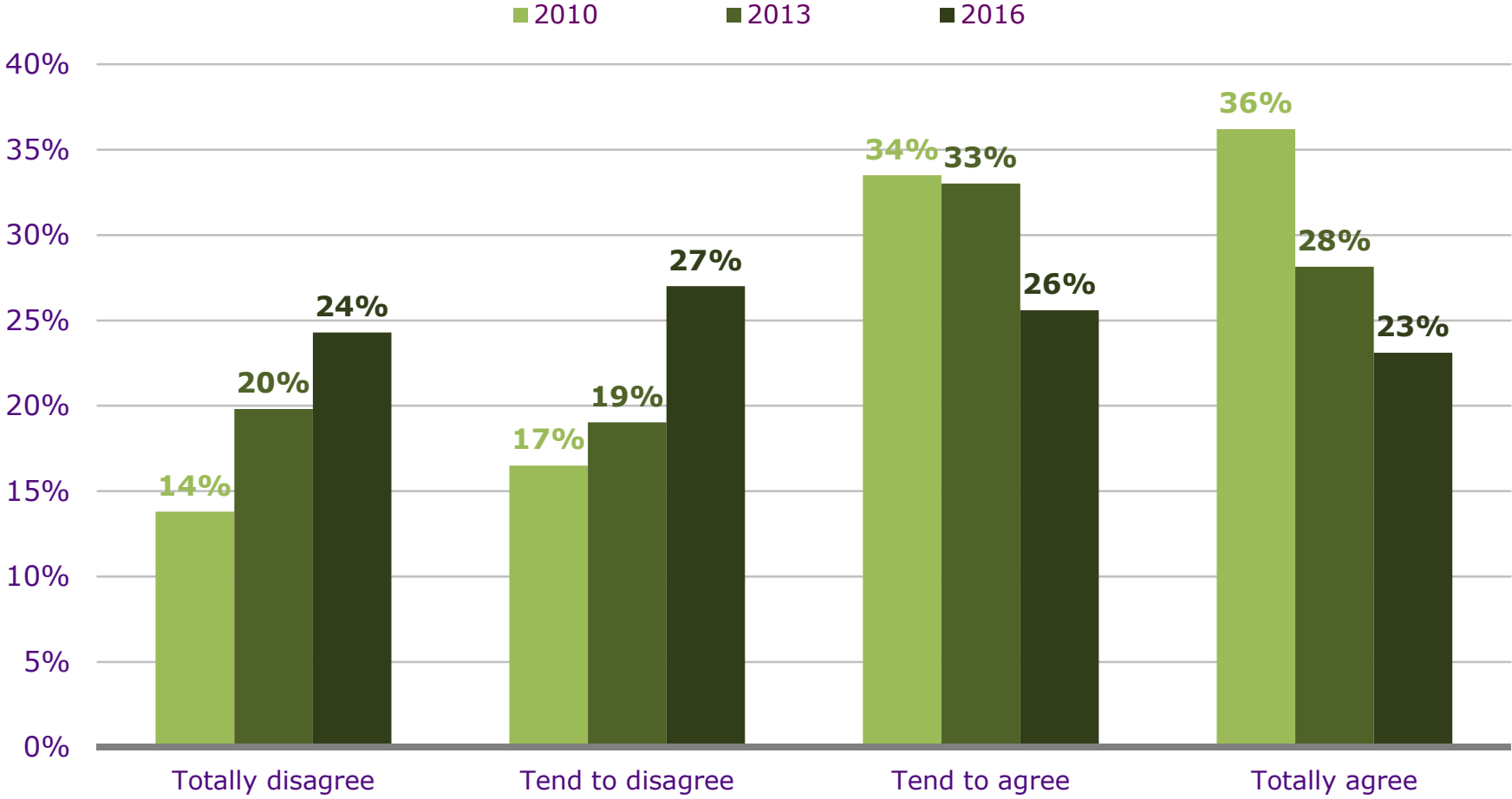
Q134. In your view, this/these change(s) was/were:



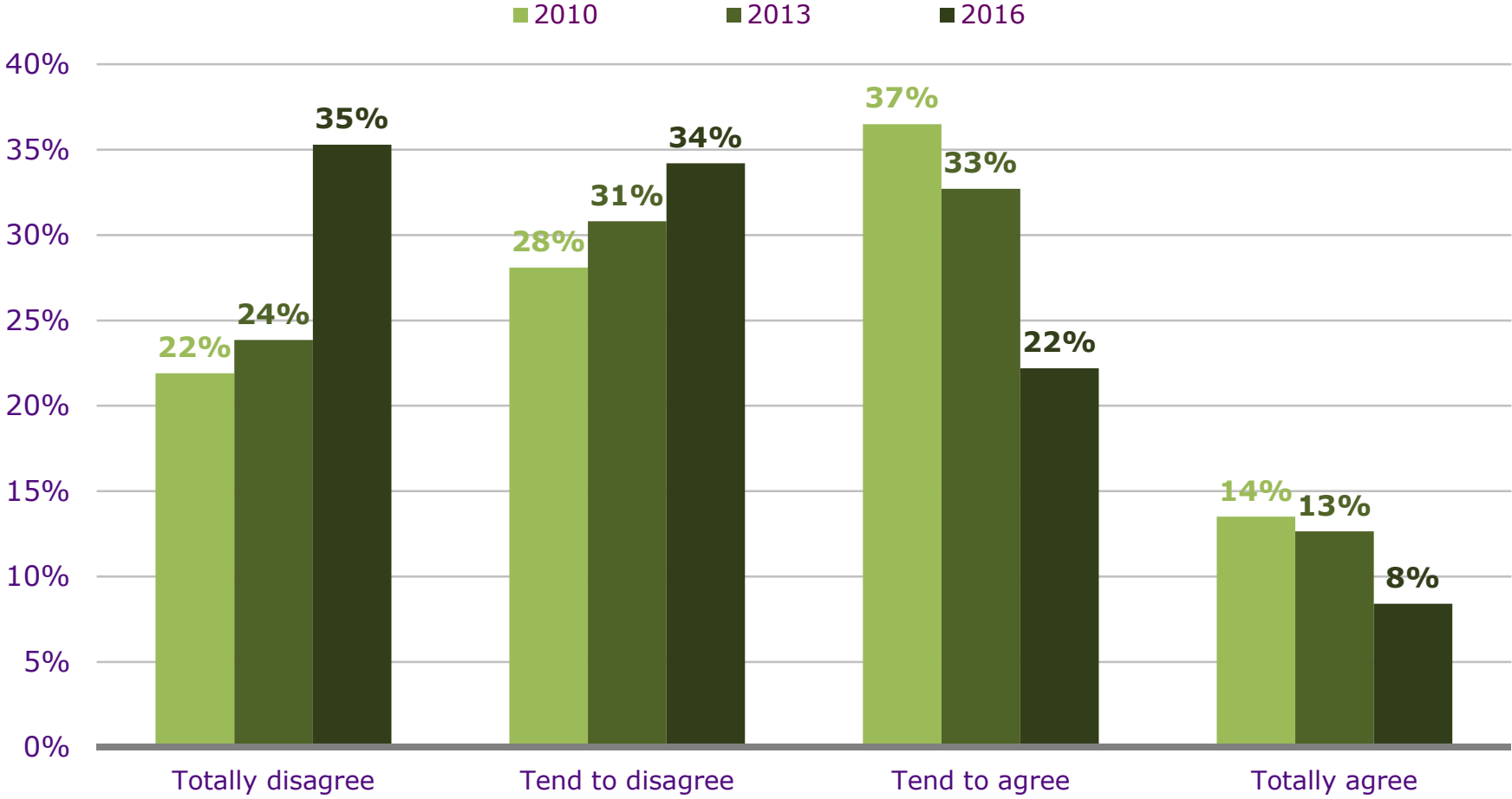
Q135. For you, this or these change(s) was/were:



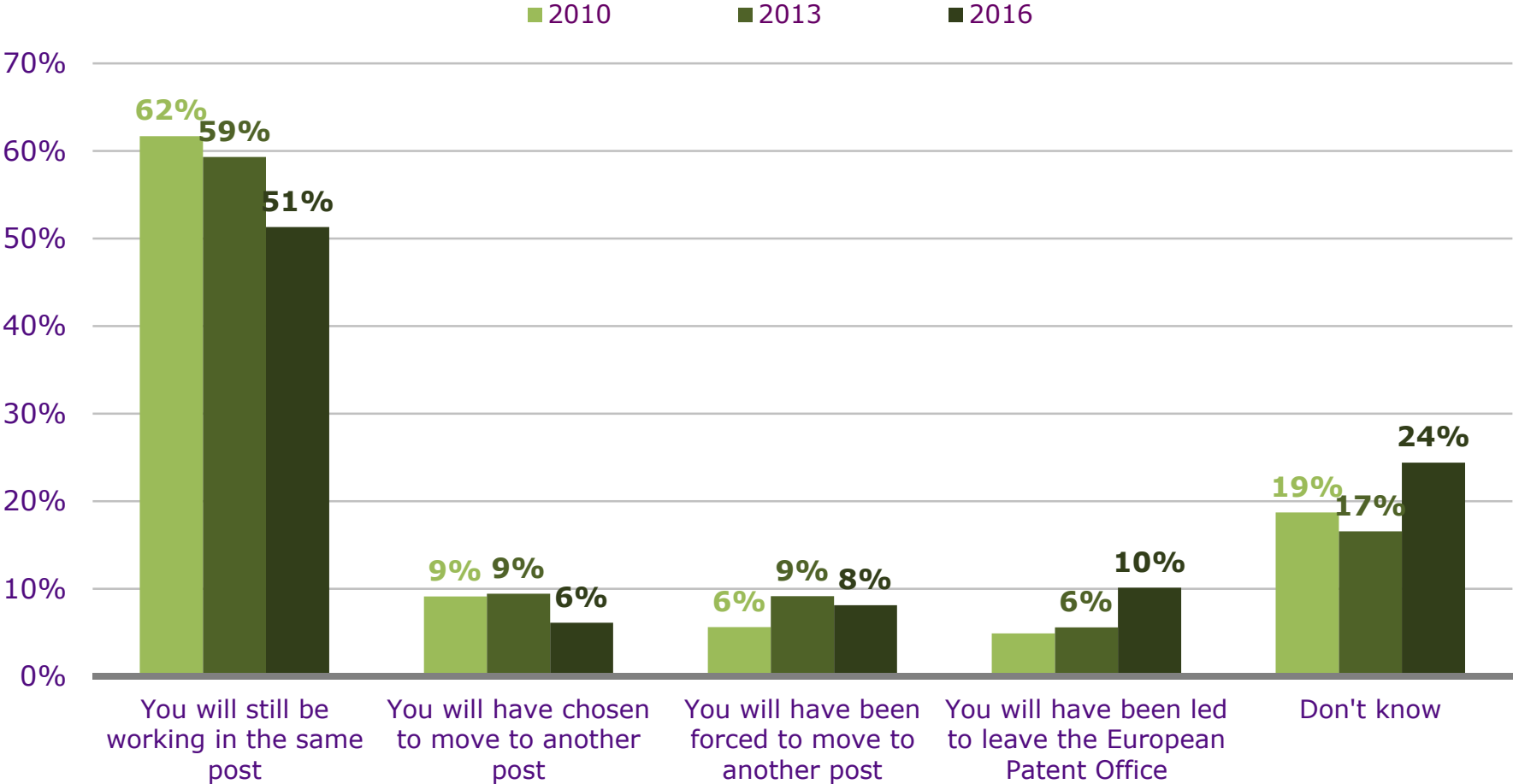
Q136. You viewed these changes as a positive development in your career



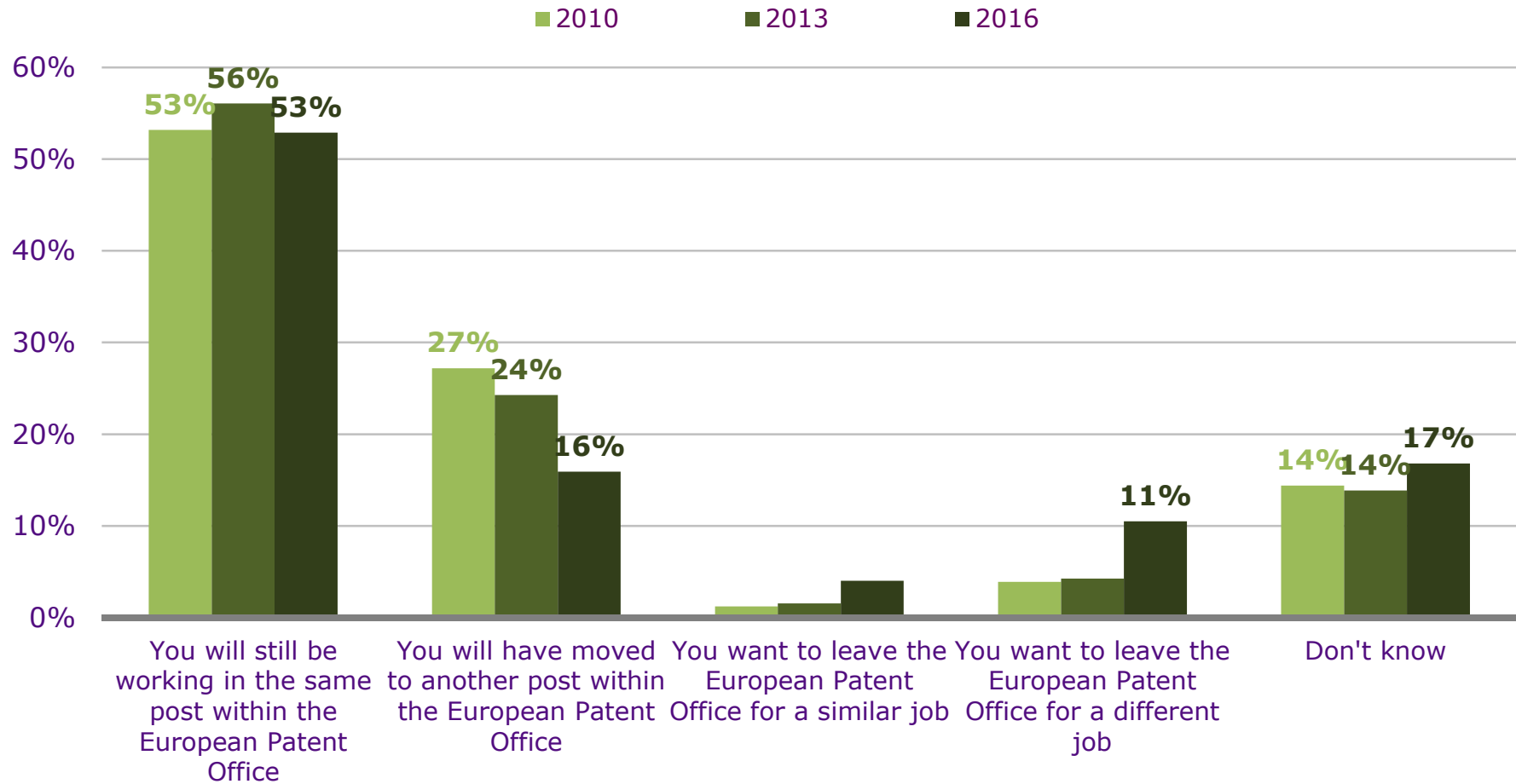
Q137. You received appropriate training for these job changes



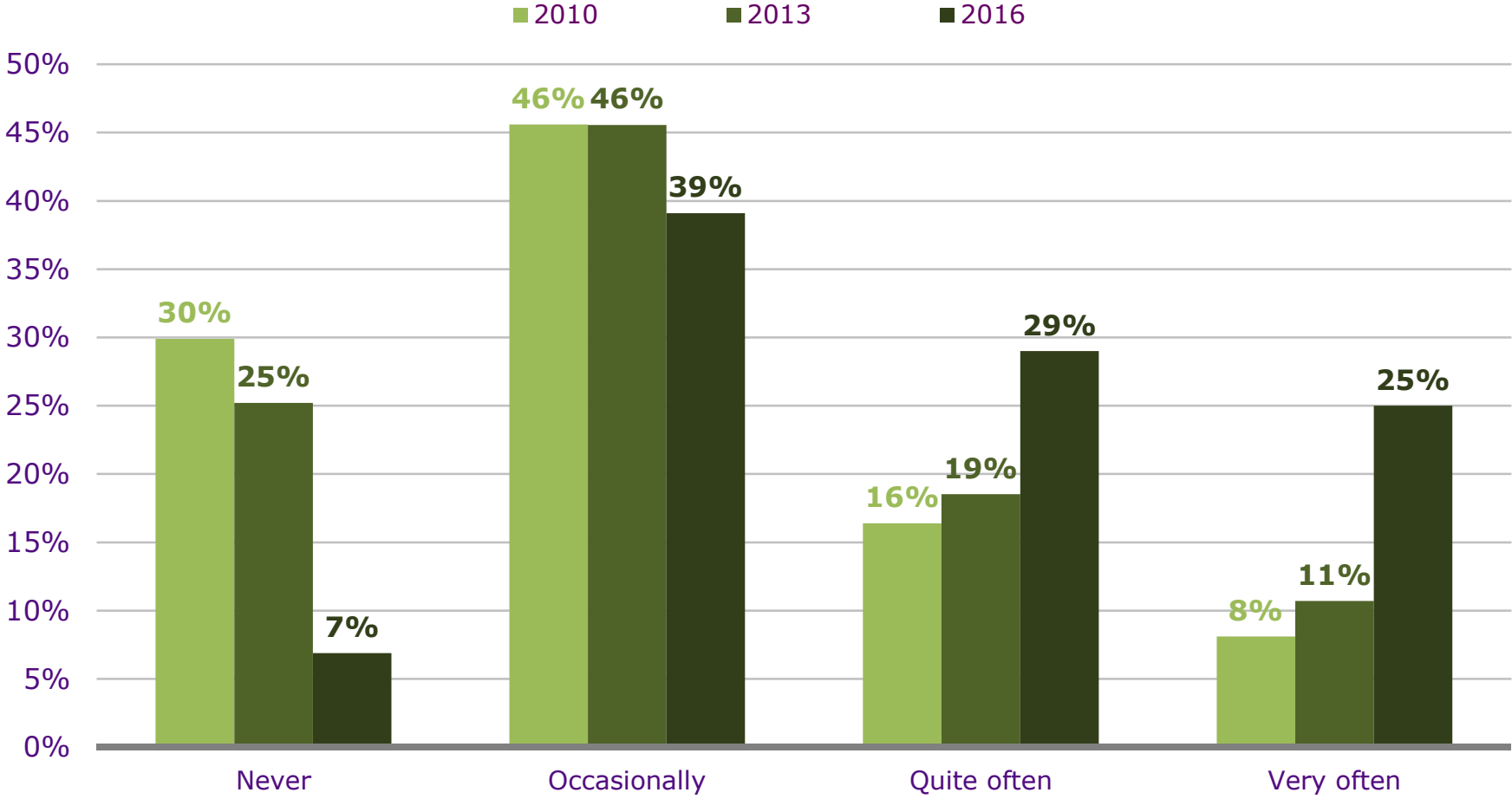
Q138. You think that in three years' time:



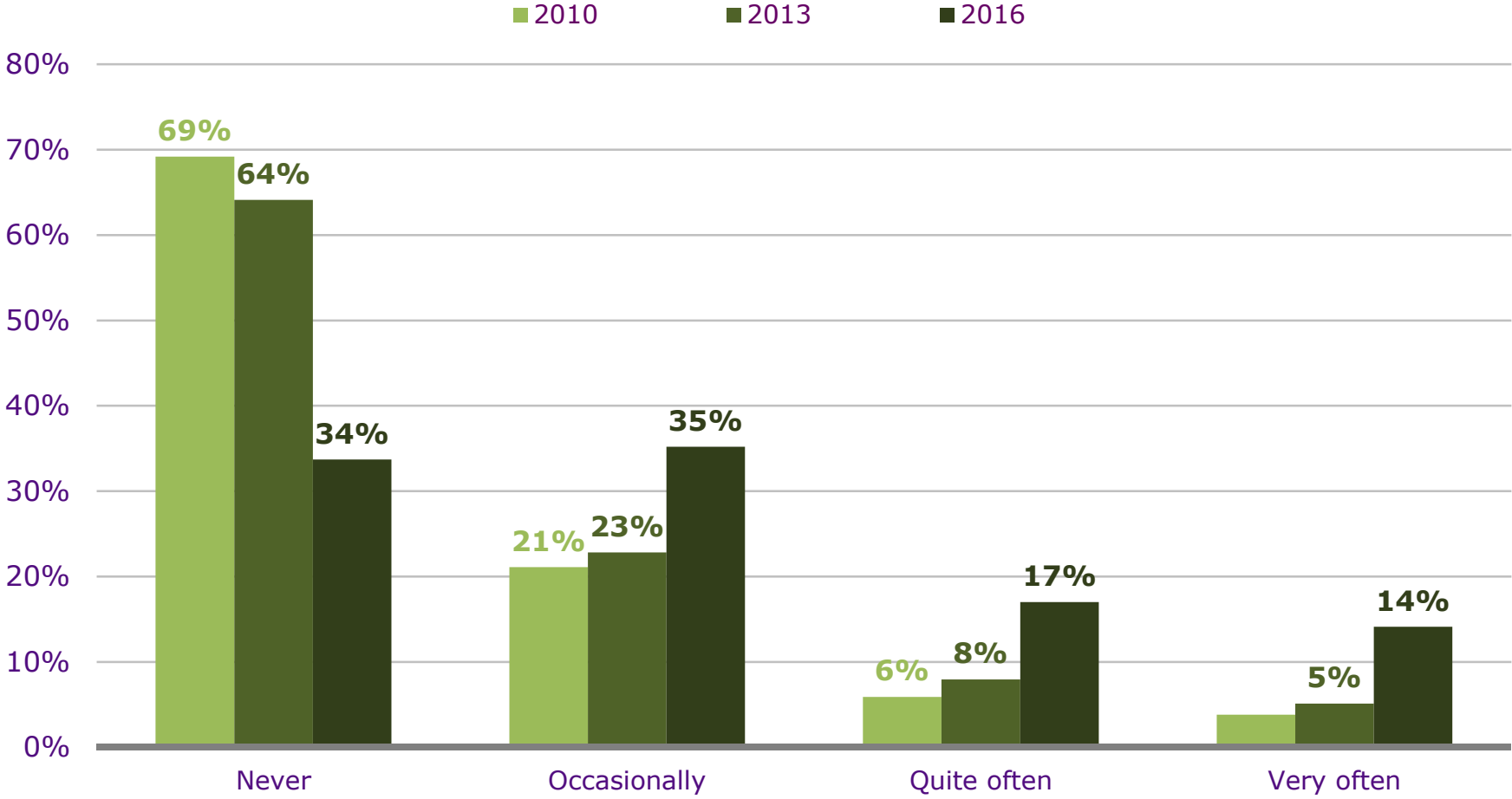
Q139. Ideally, in three years' time:



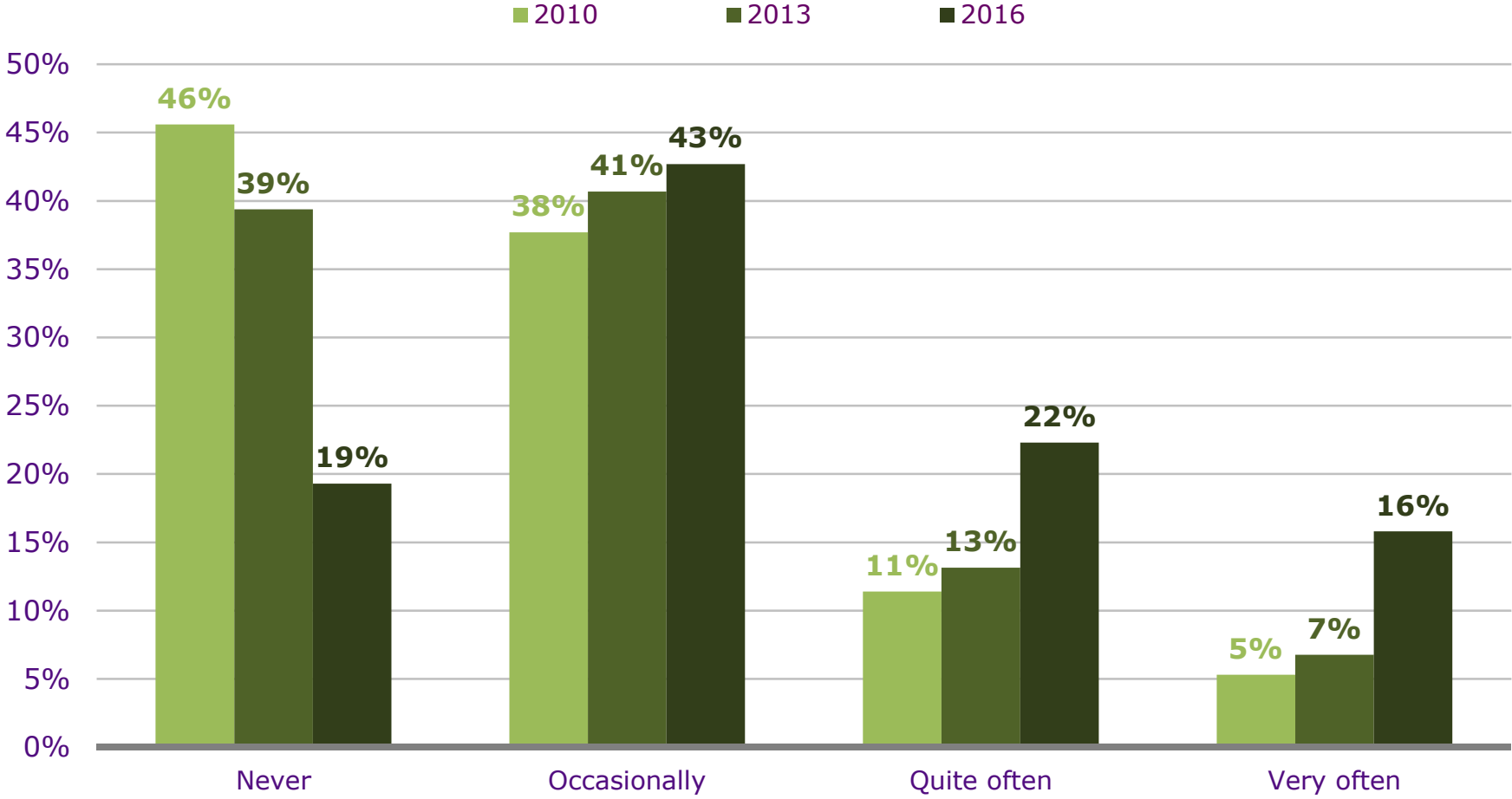
Q140. Have you felt tense or under pressure?



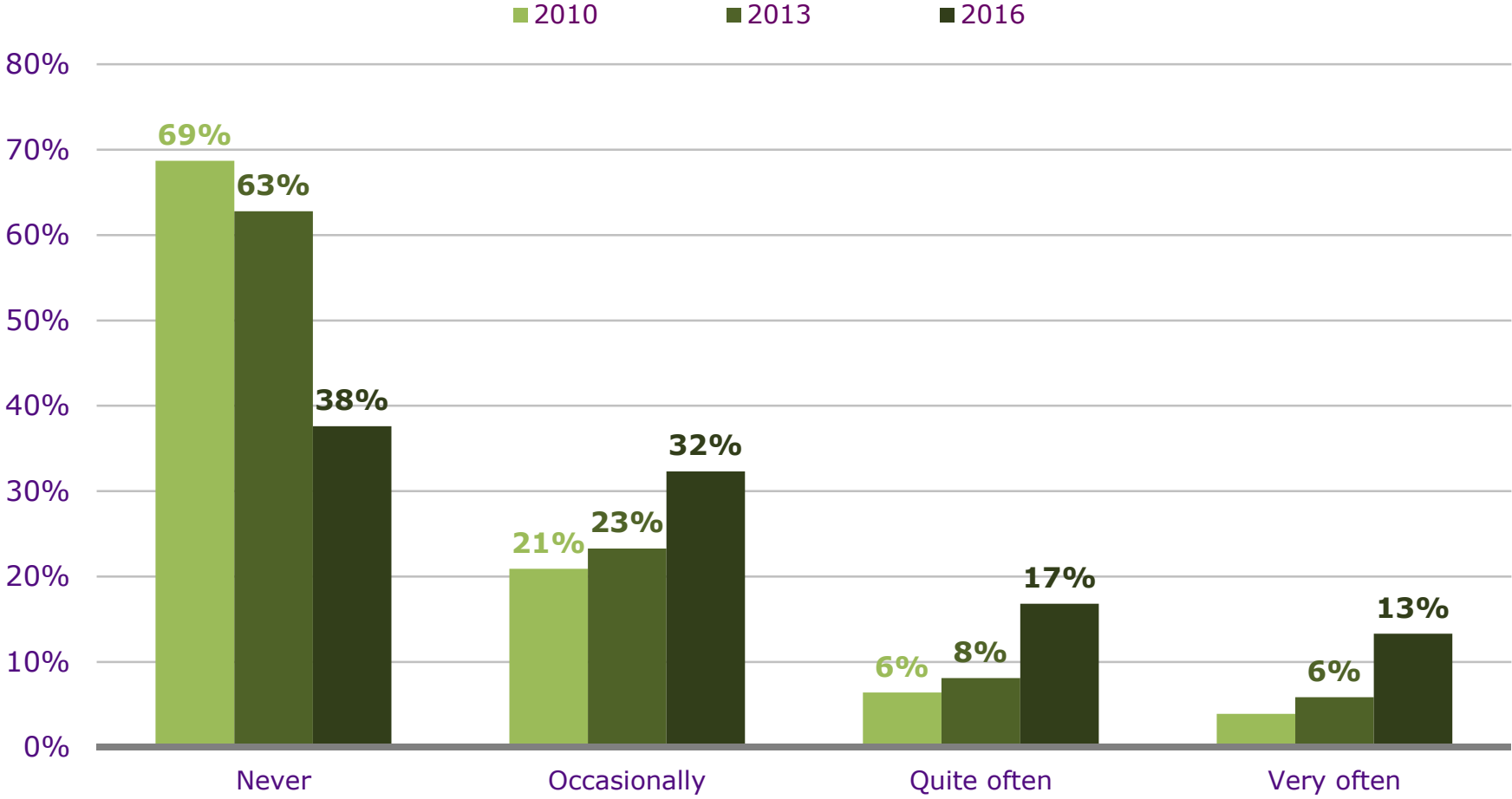
Q141. Have you felt fear or anxiety?



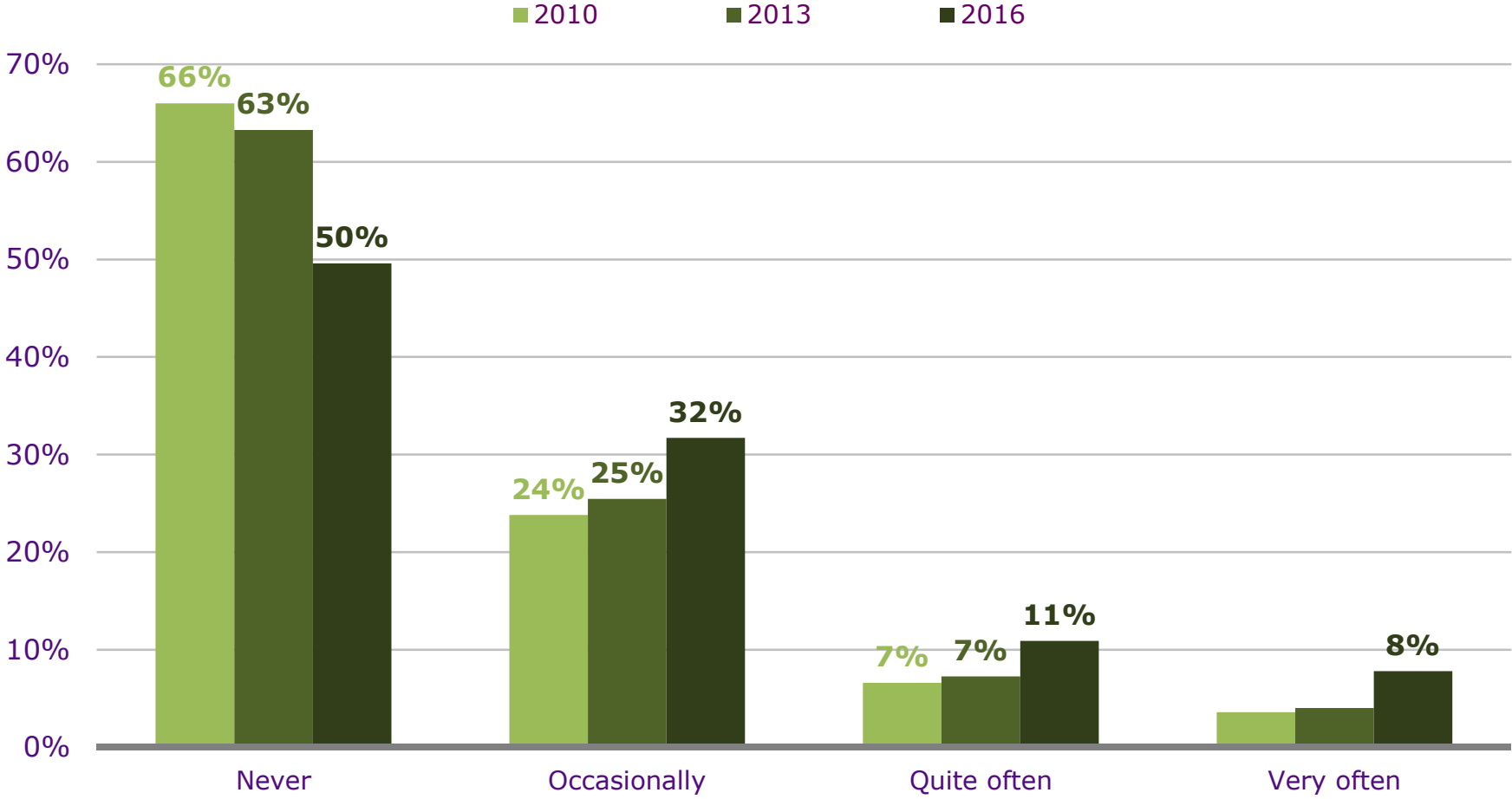
Q142. Have you felt nervous or agitated?



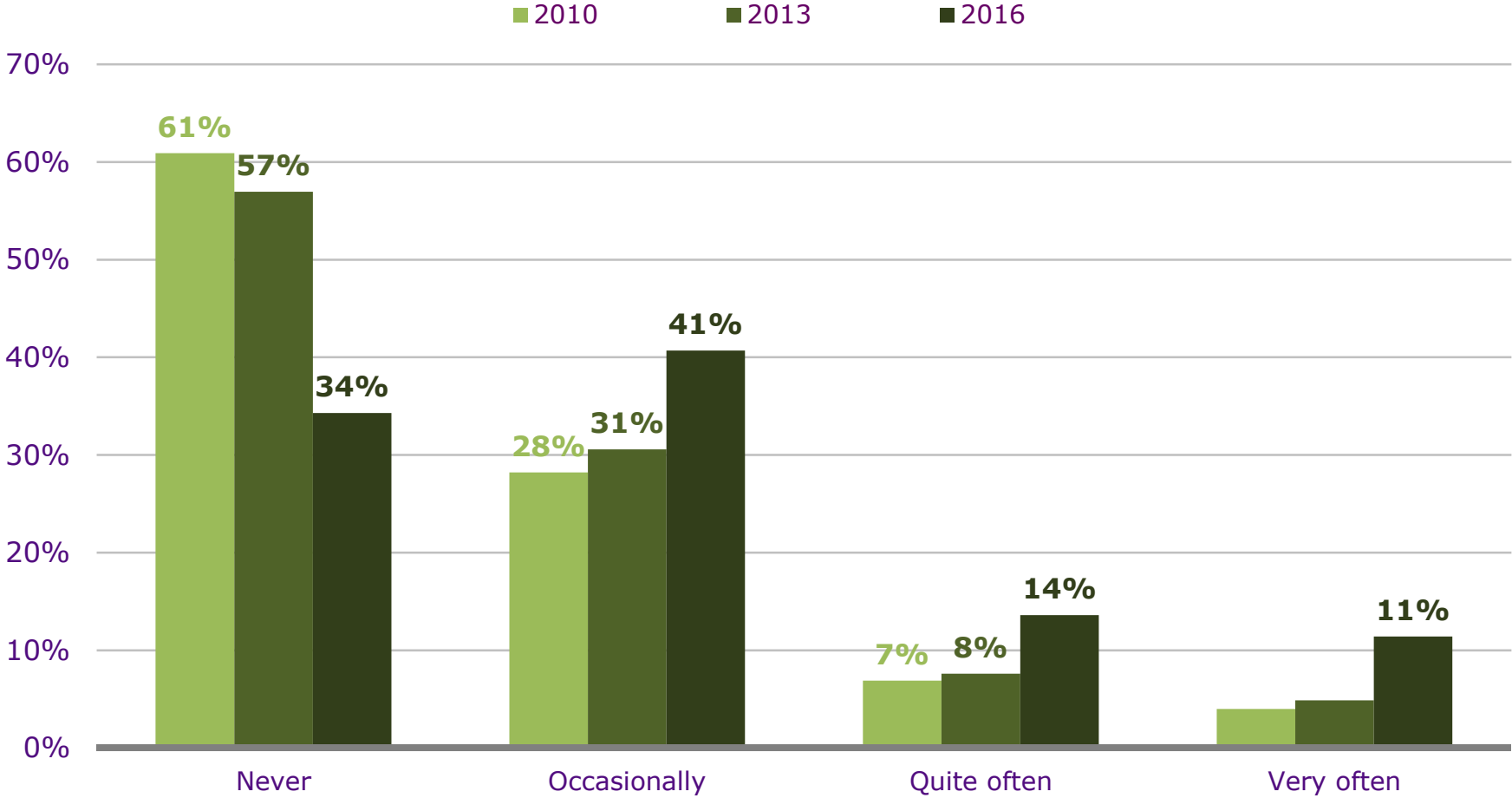
Q143. Have you felt despair when thinking about the future?



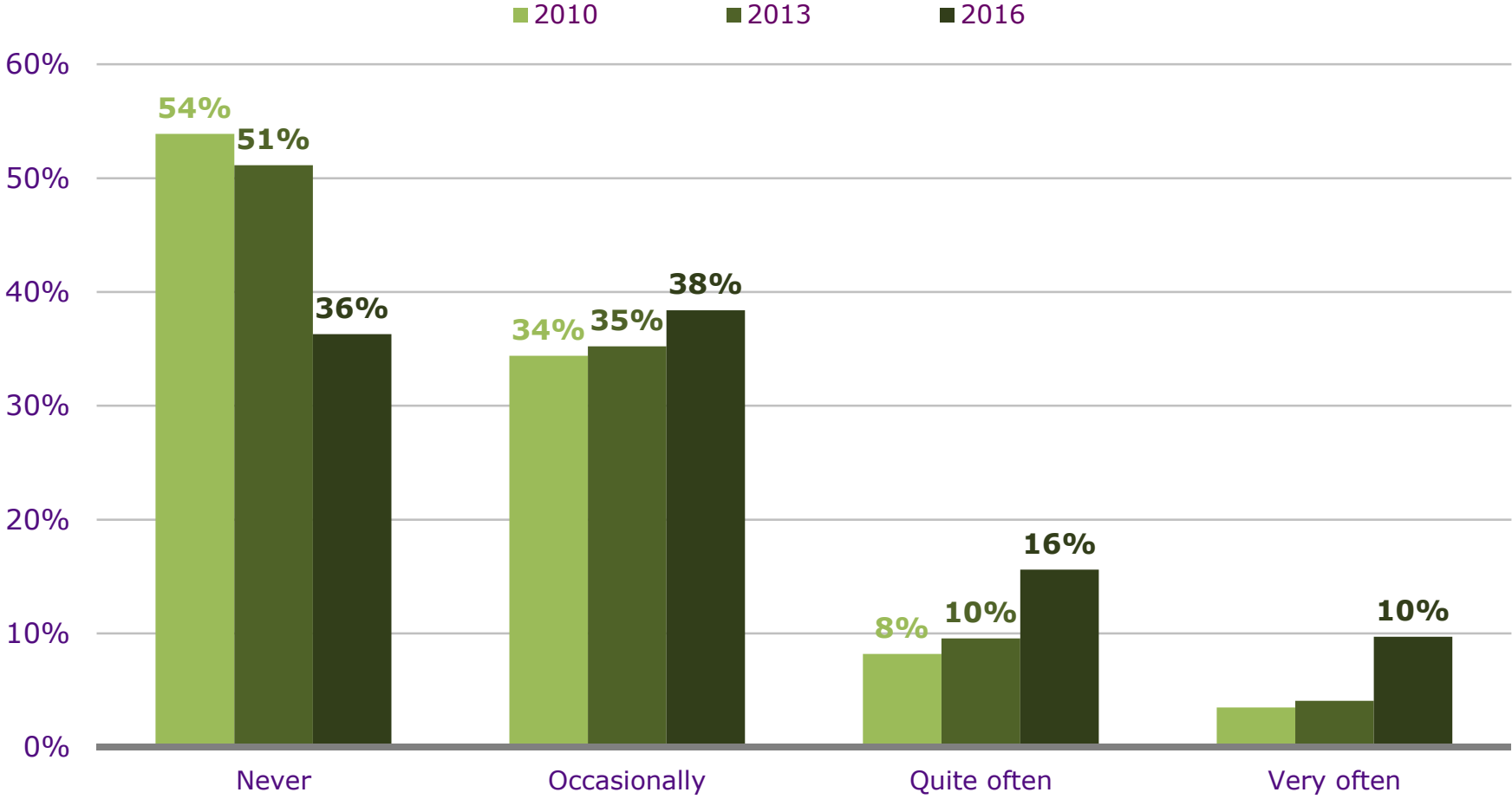
Q144. Have you felt lonely?



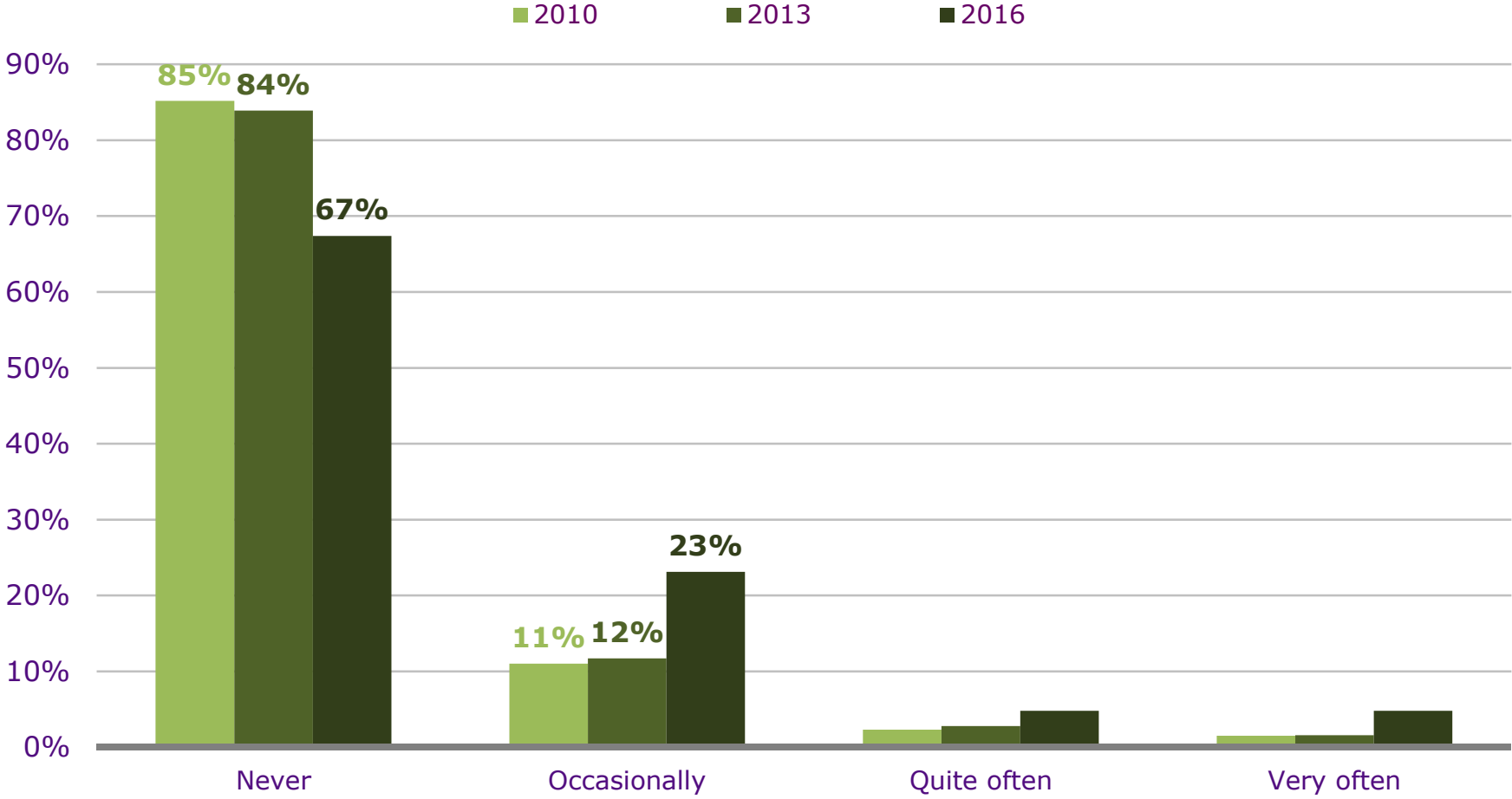
Q145. Have you felt down or depressed?



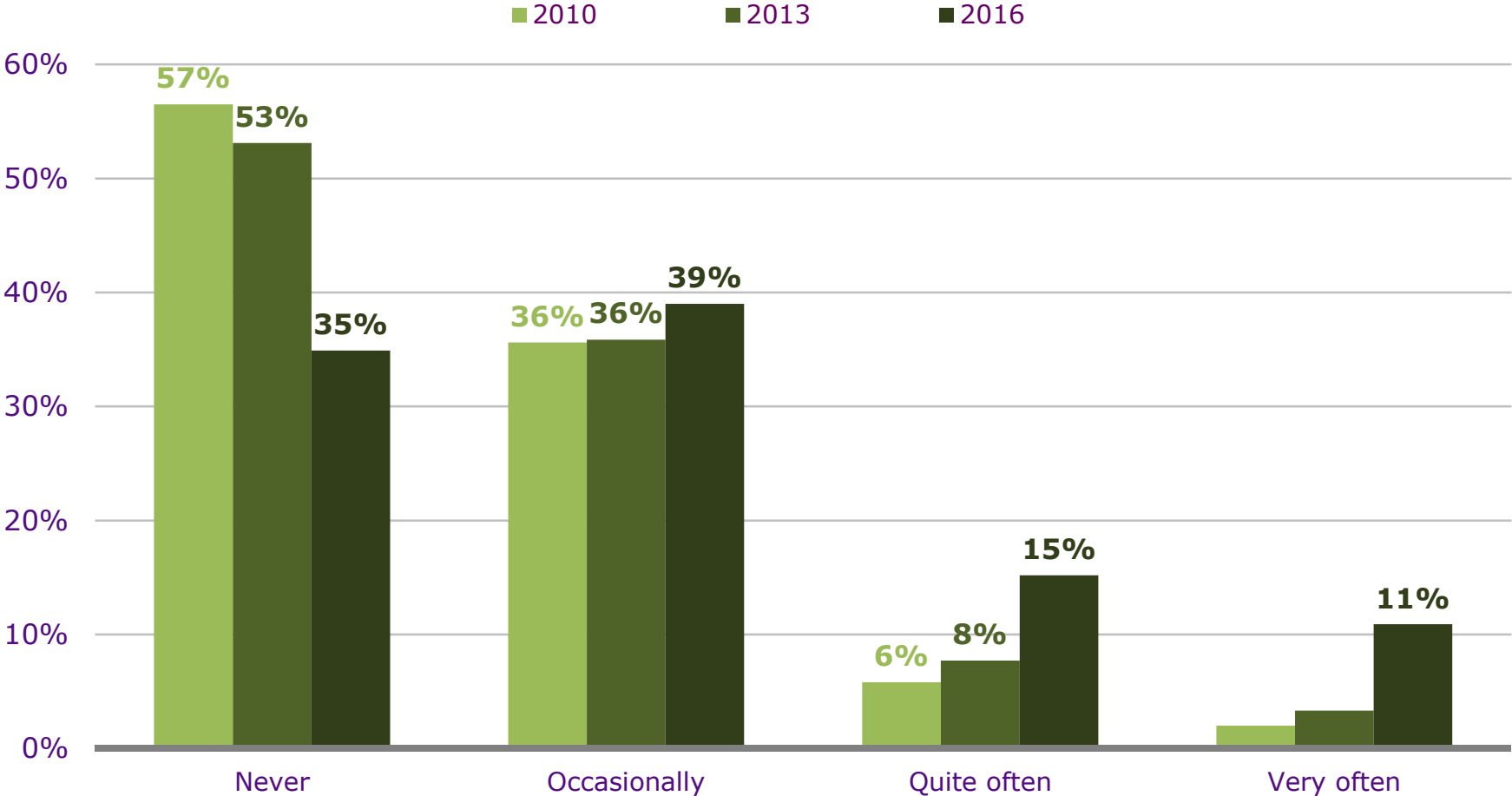
Q146. Have you felt bored or apathetic?



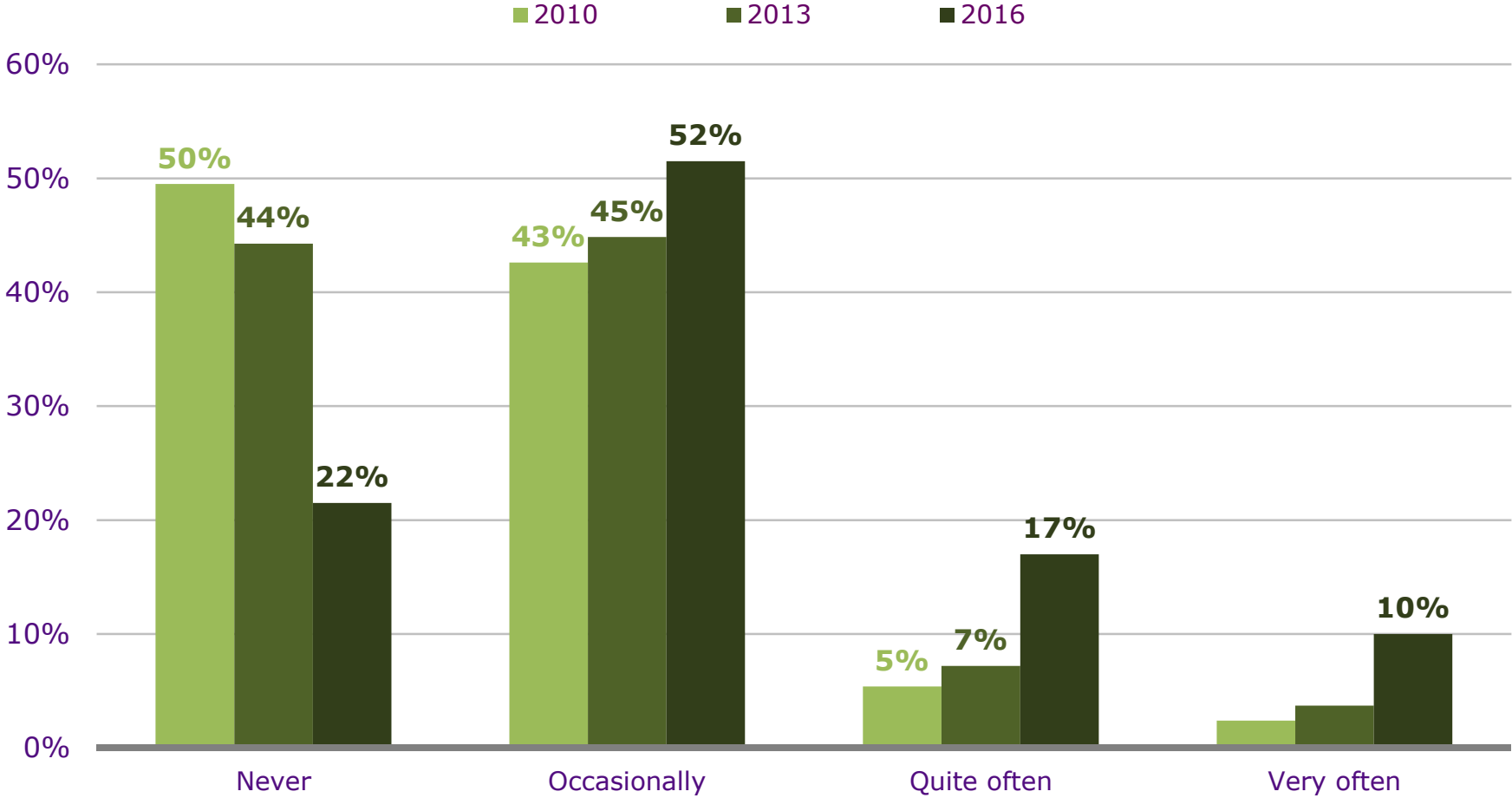
Q147. Have you been easily reduced to tears or felt on the verge of tears?



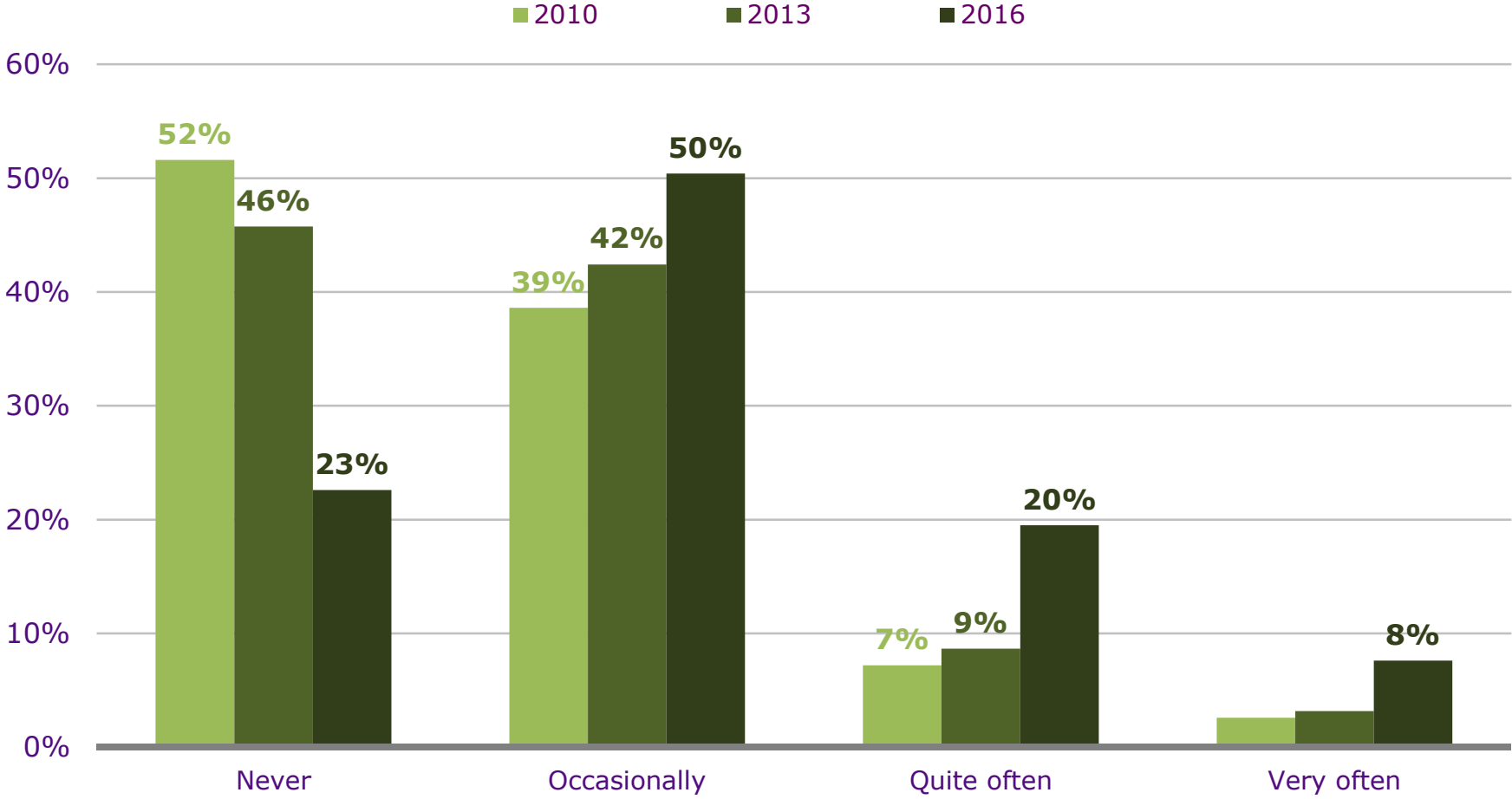
Q148. Have you allowed yourself to lose your temper with someone or something?



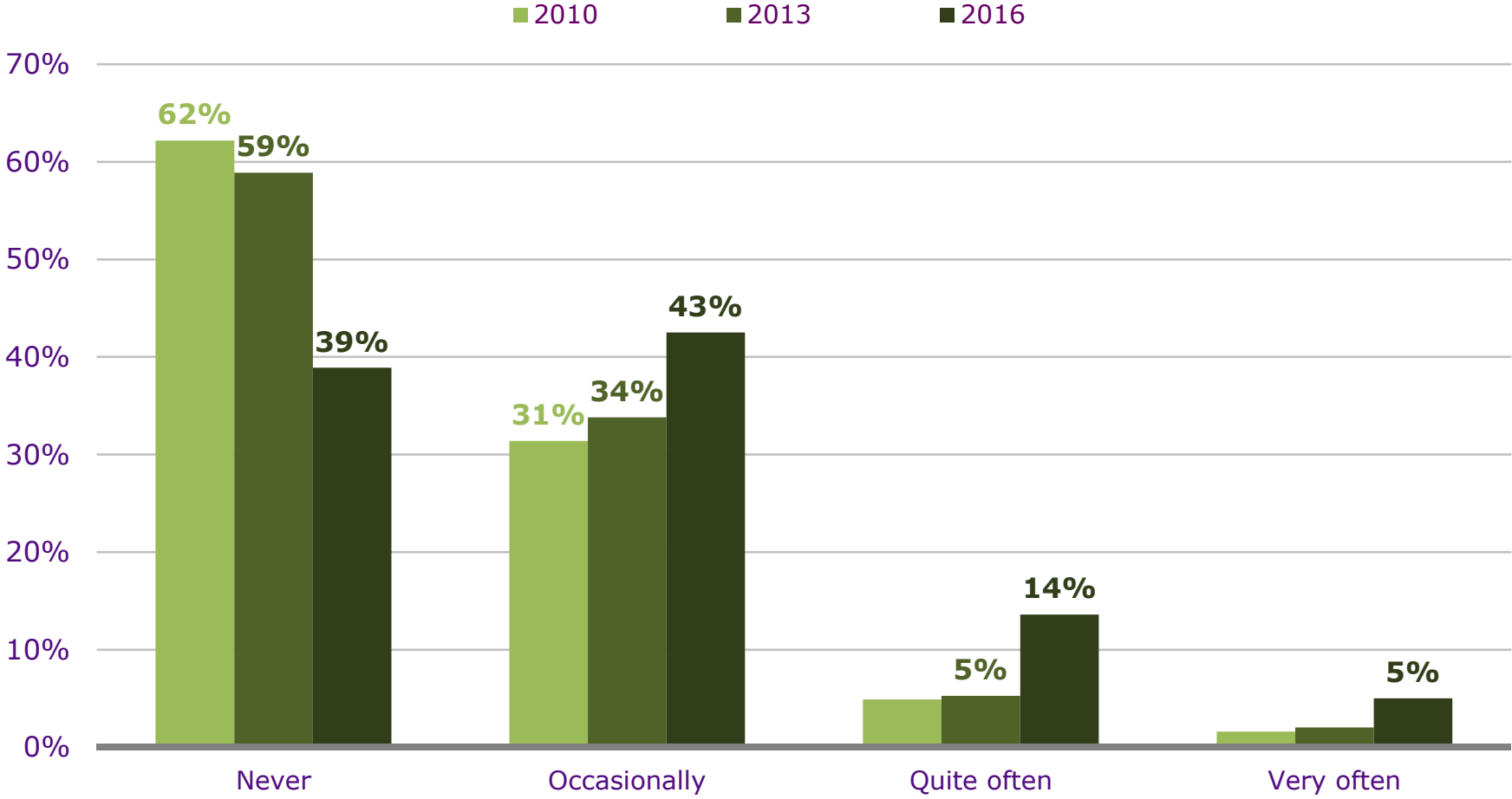
Q149. Have you had negative feelings towards others?



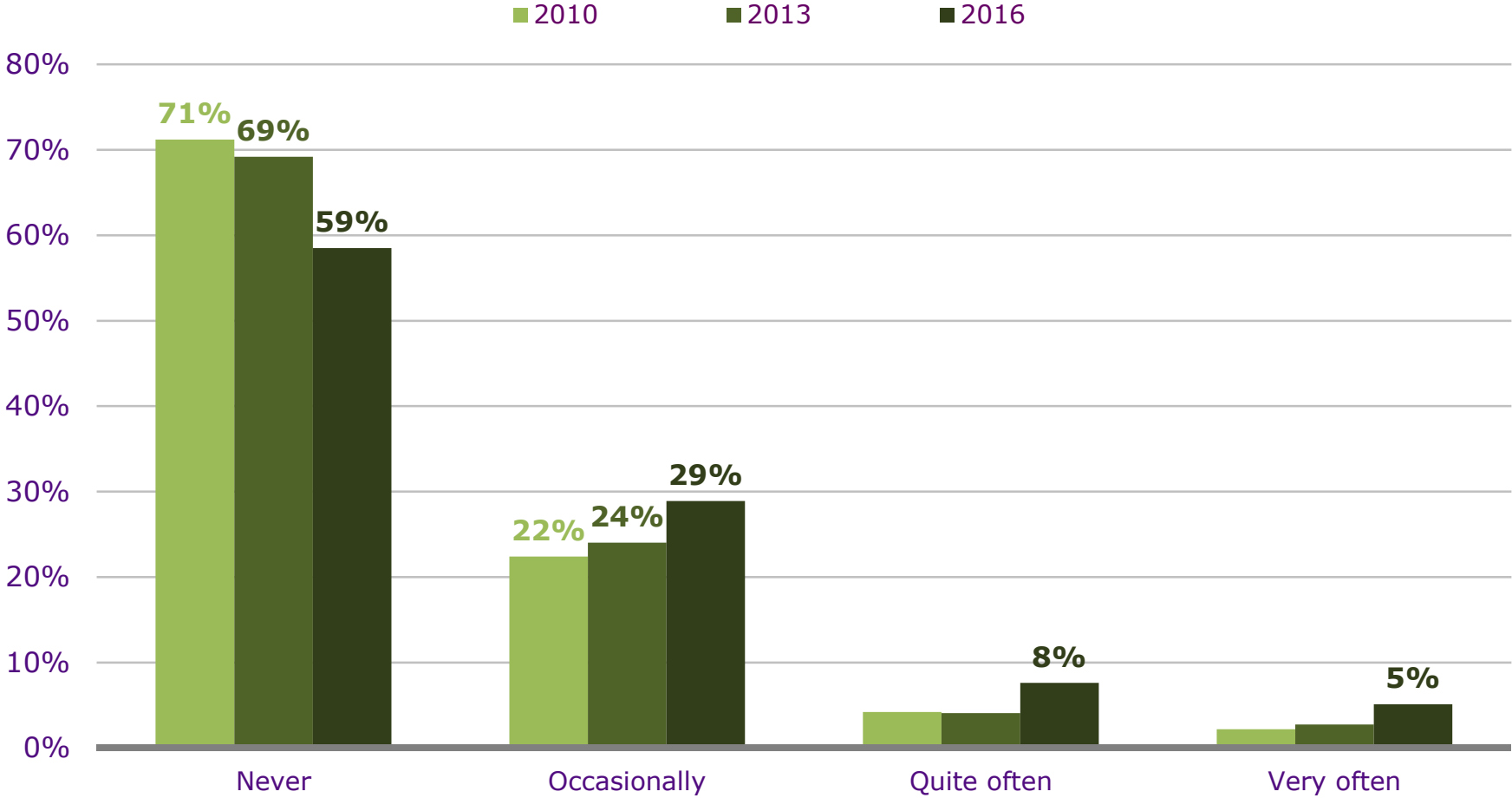
Q150. Have you felt easily annoyed or irritated?



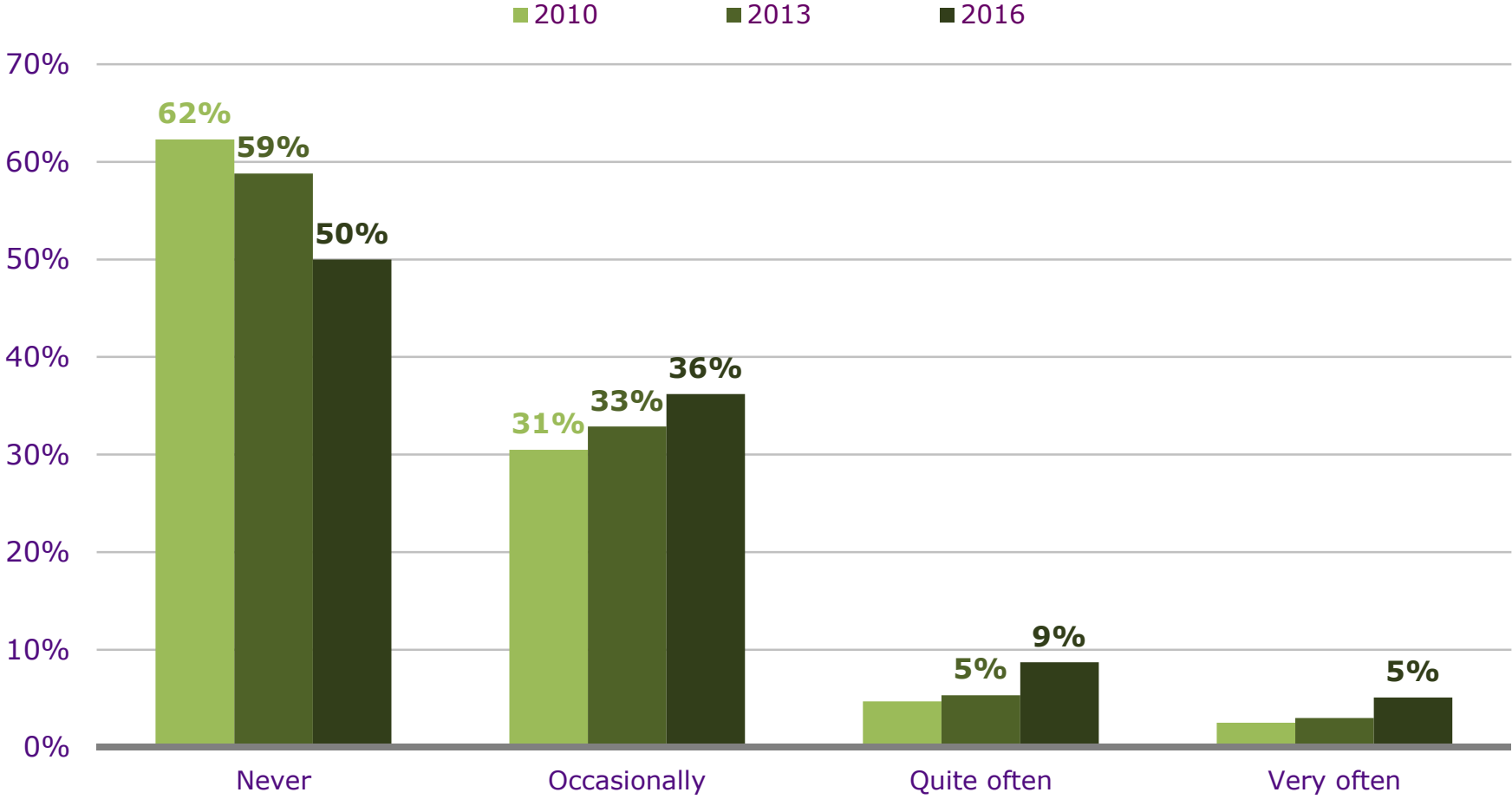
Q151. Have you got angry about unimportant things?



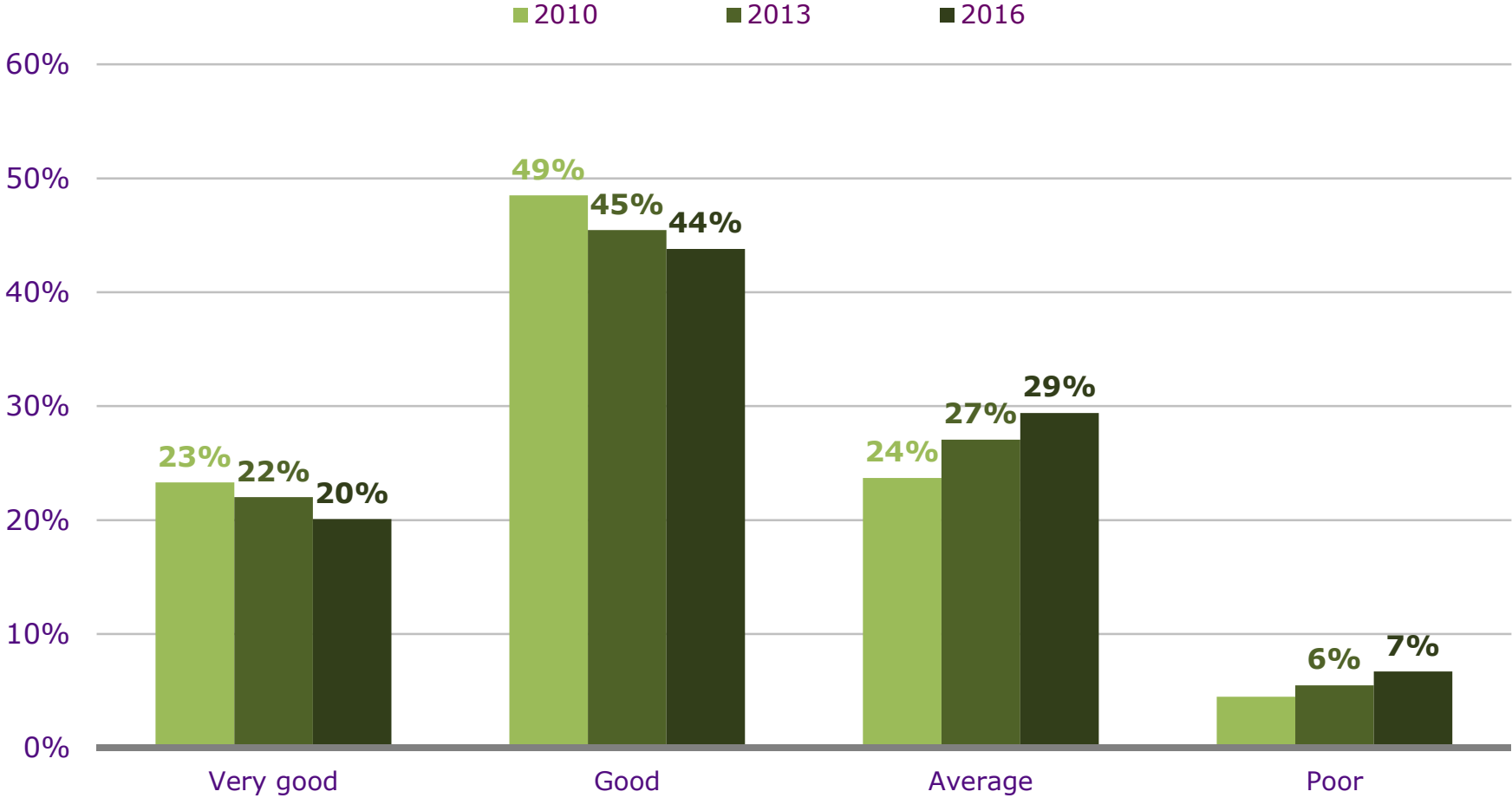
Q152. Have you had memory lapses?



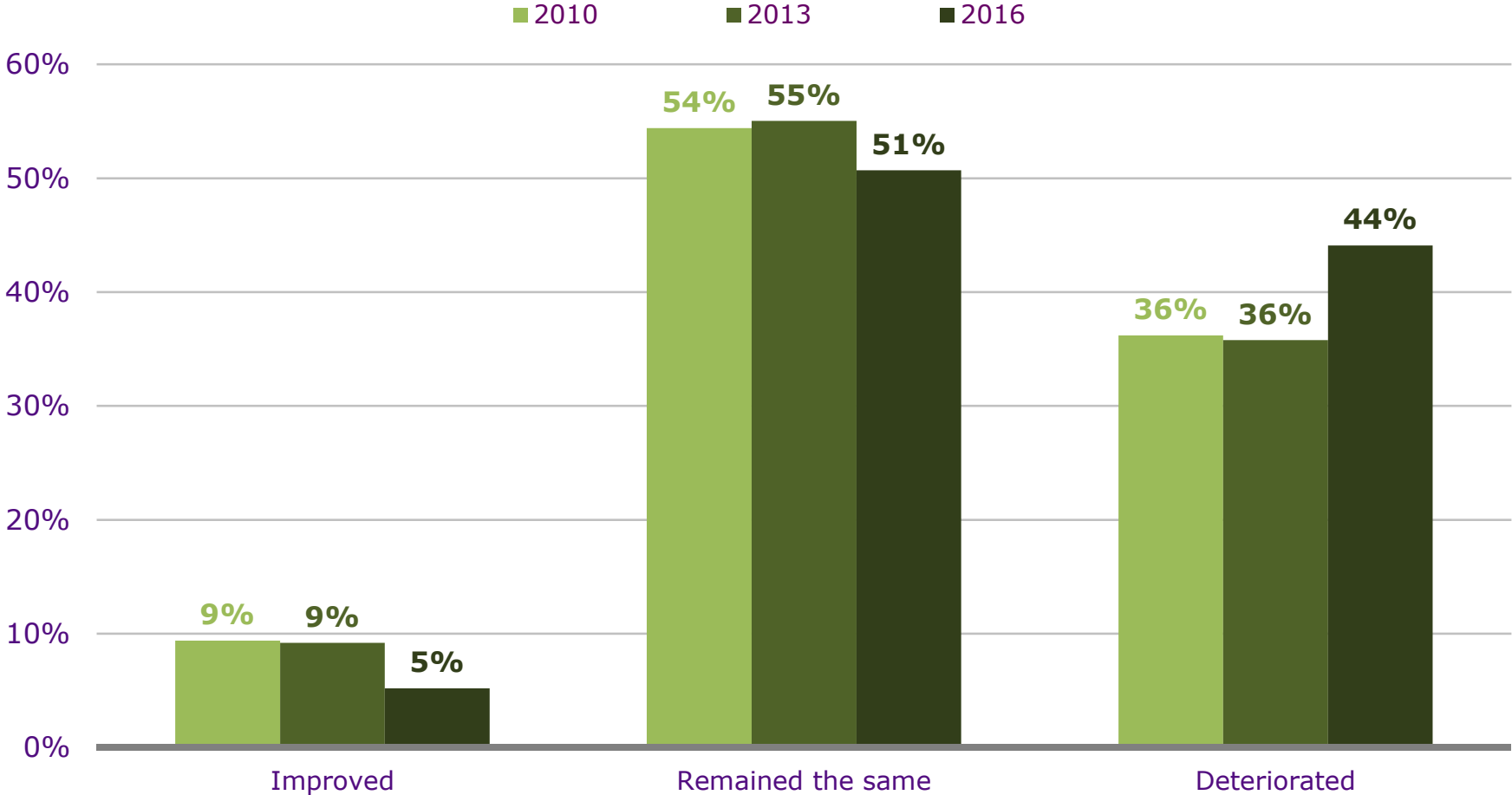
Q153. Have you had problems remembering things?



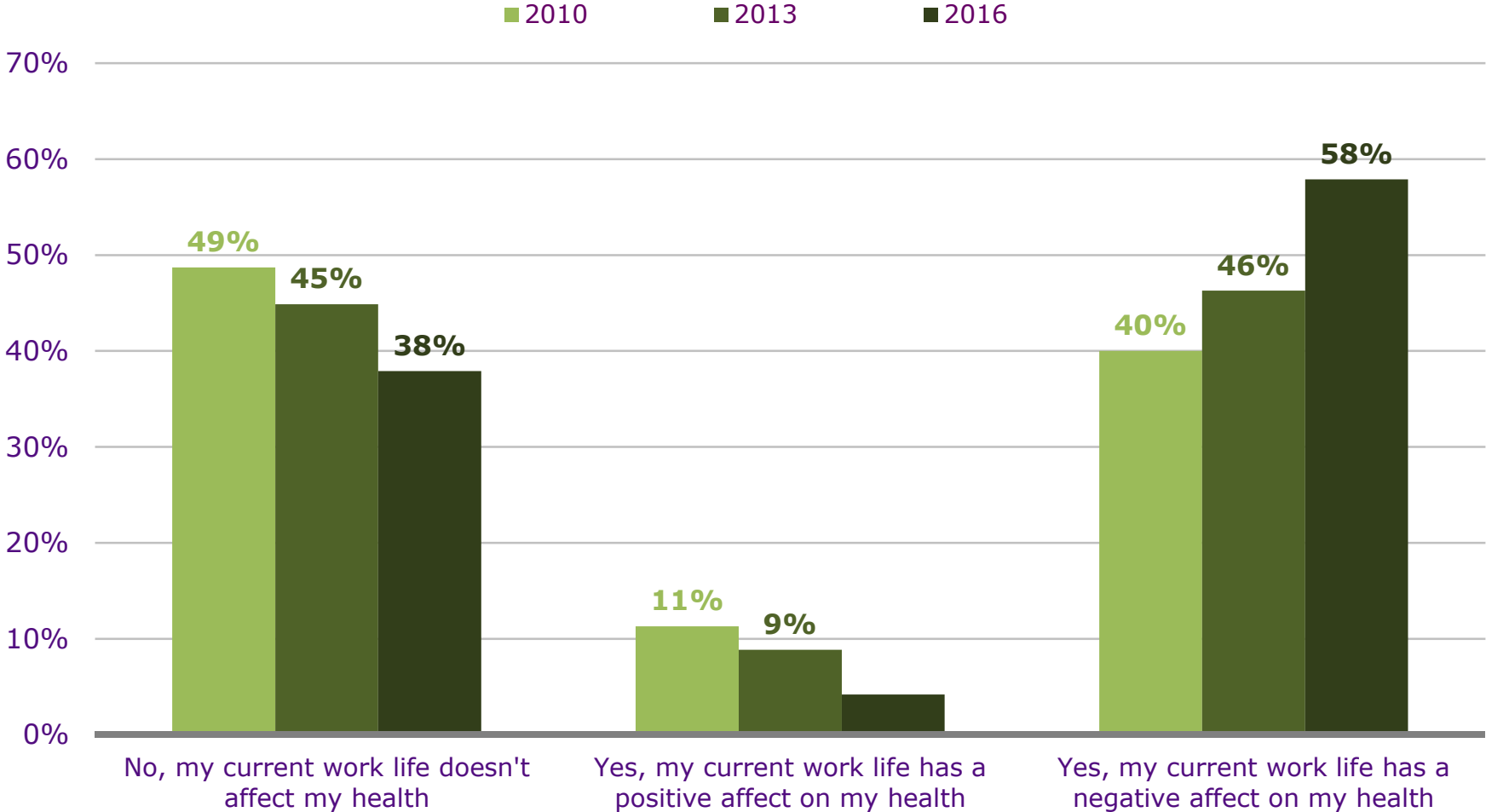
Q154. Compared to others of your own age, would you say that your health is:



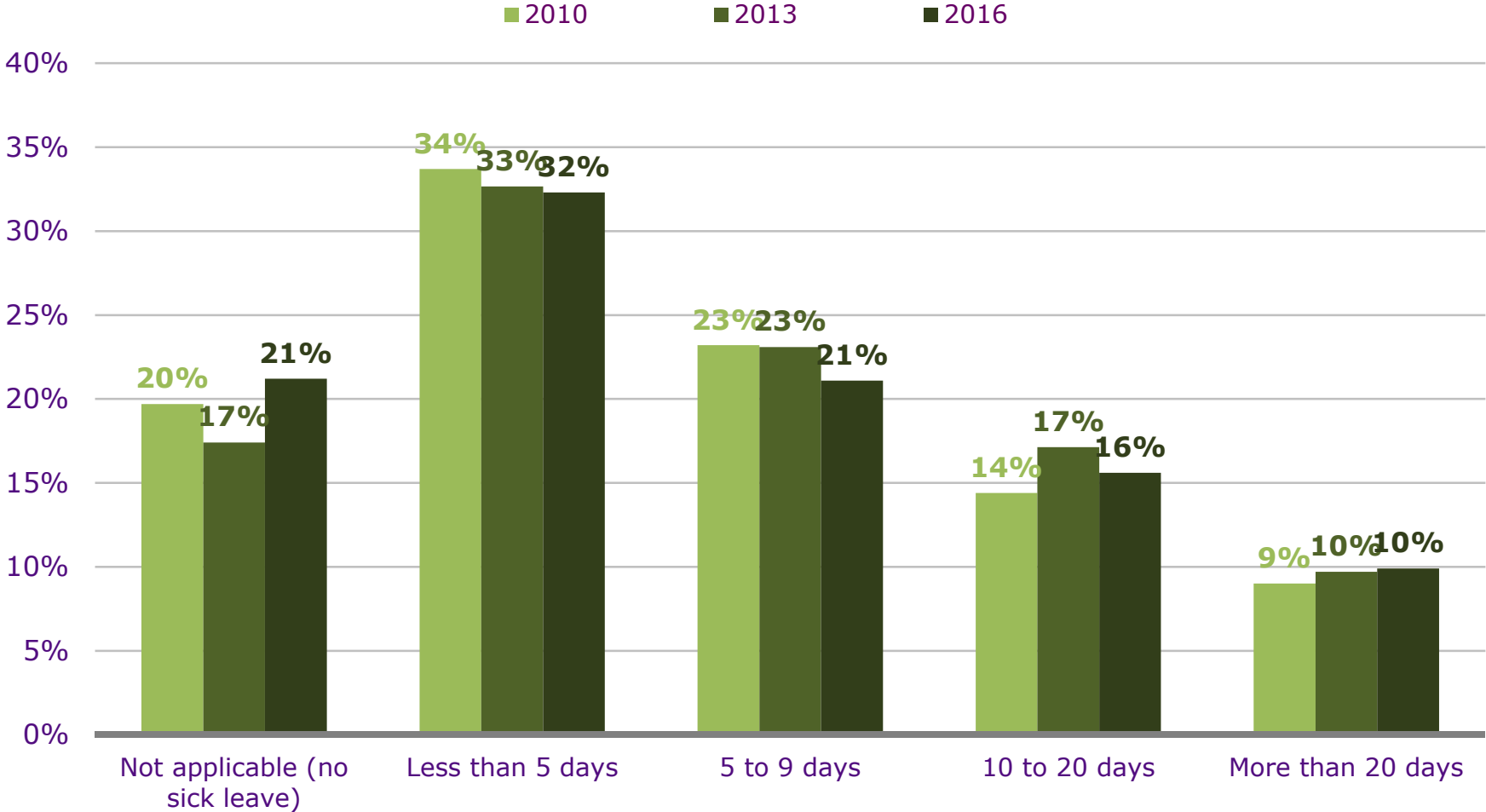
Q155. Compared to three years ago, would you say that your health has:



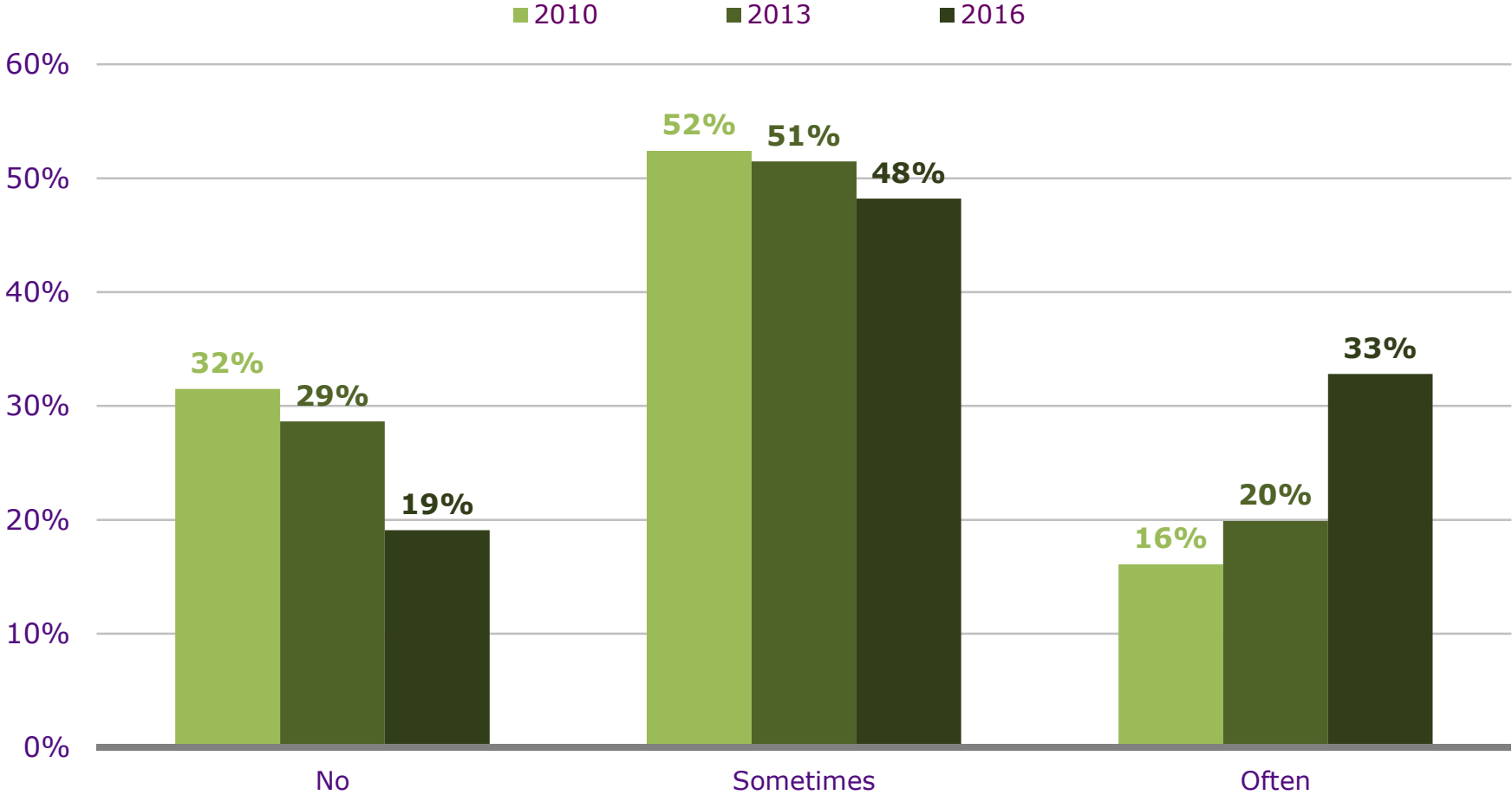
Q156. Do you think that your current work life affects your health?



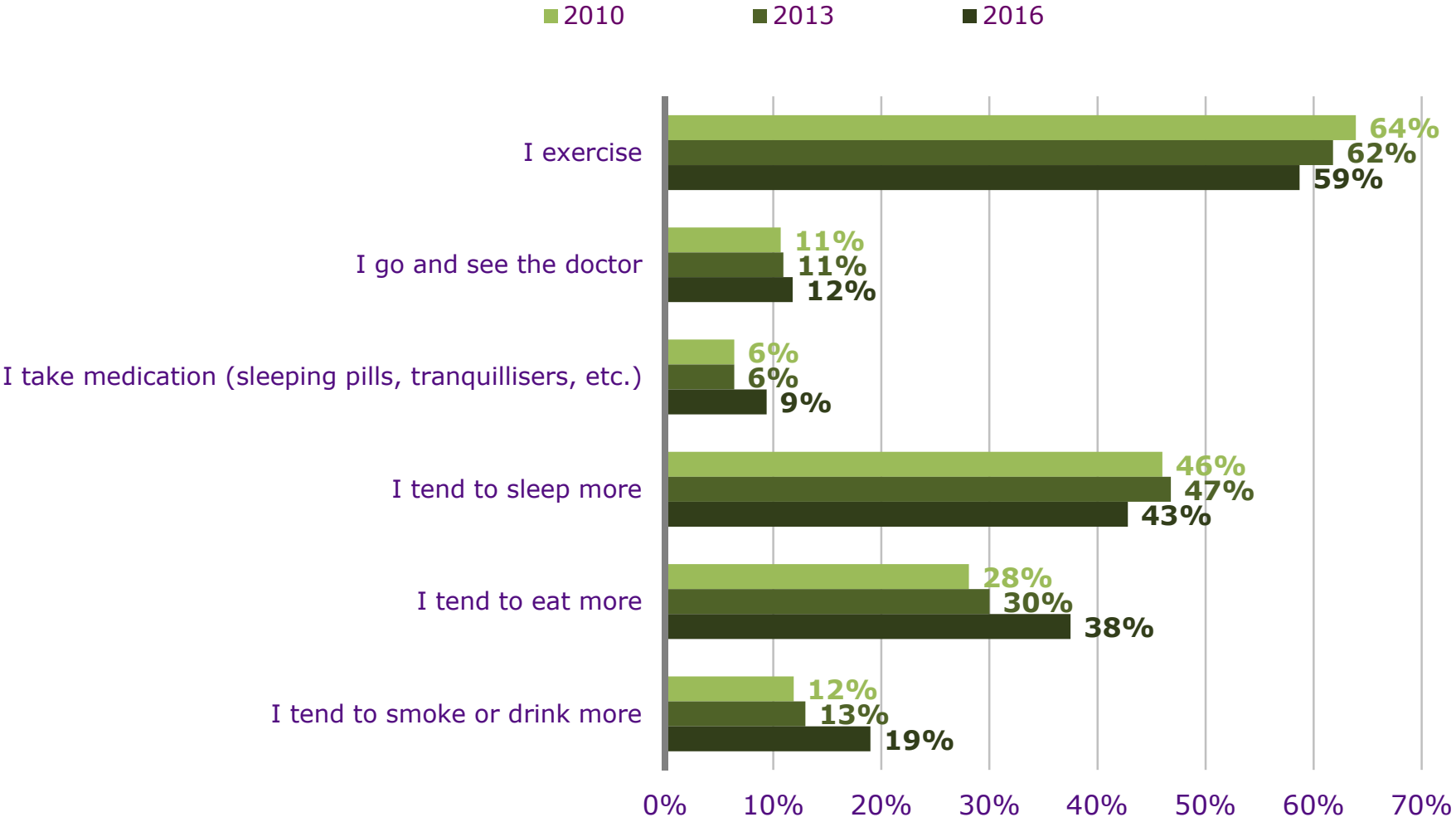
Q158. How many days of sick leave did this amount to in total over the last 12 months?



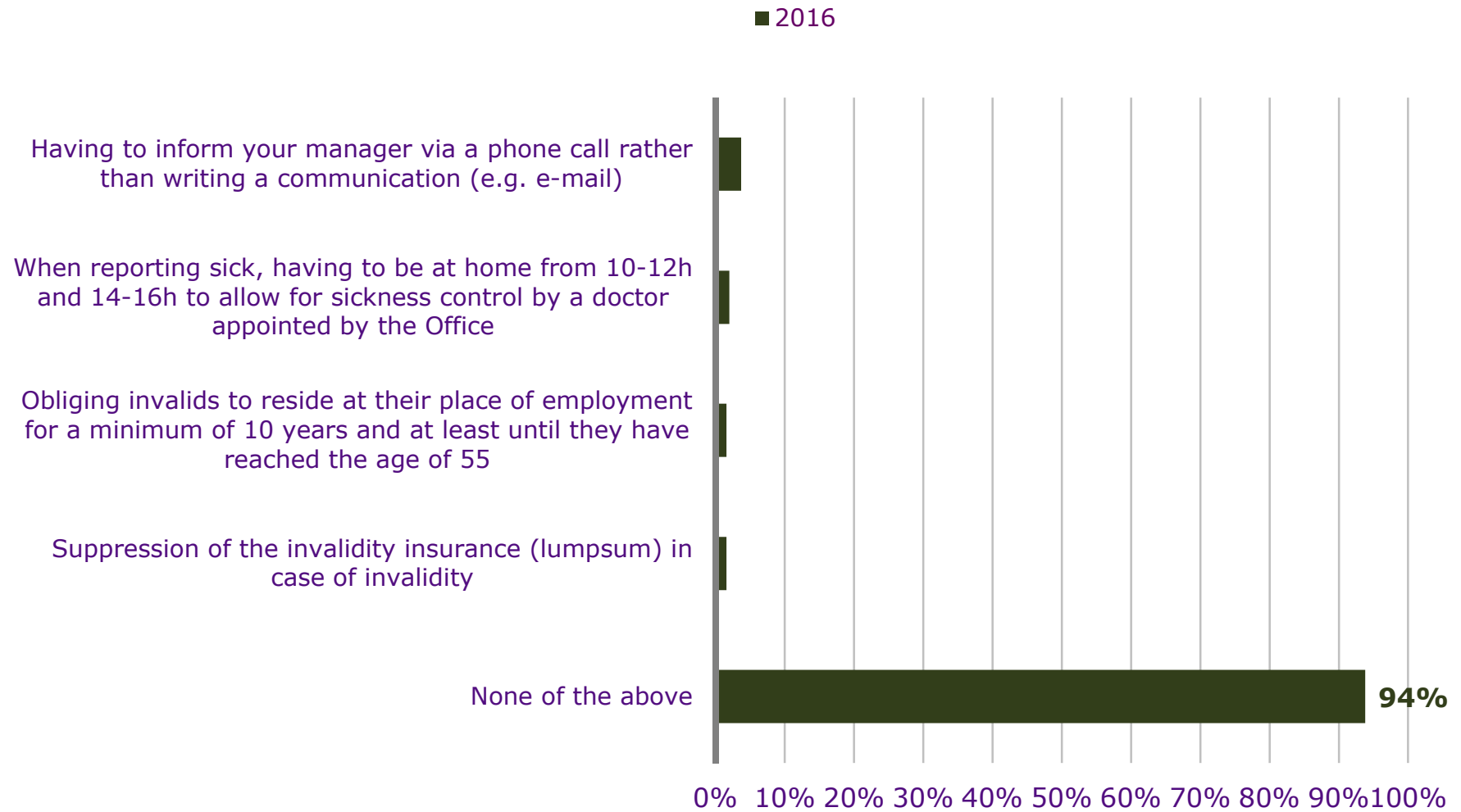
Q159. Do you feel or have you felt, in the last 12 months, very tired or stressed as a result of your work?



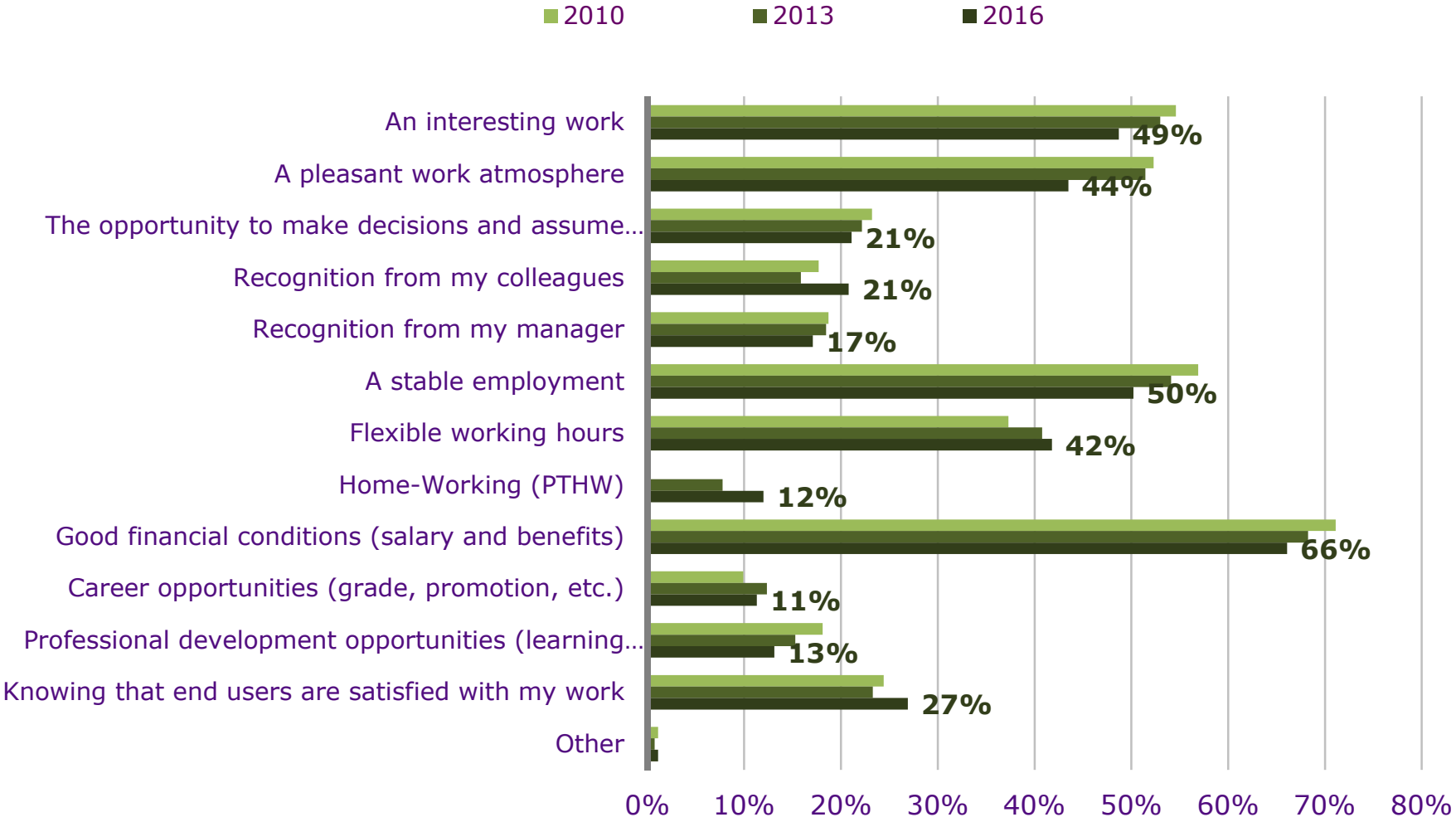
Q160. What do you generally do when you are feeling really tired or stressed as a result of your work, or when you're fed up or you've had as much as you can take?



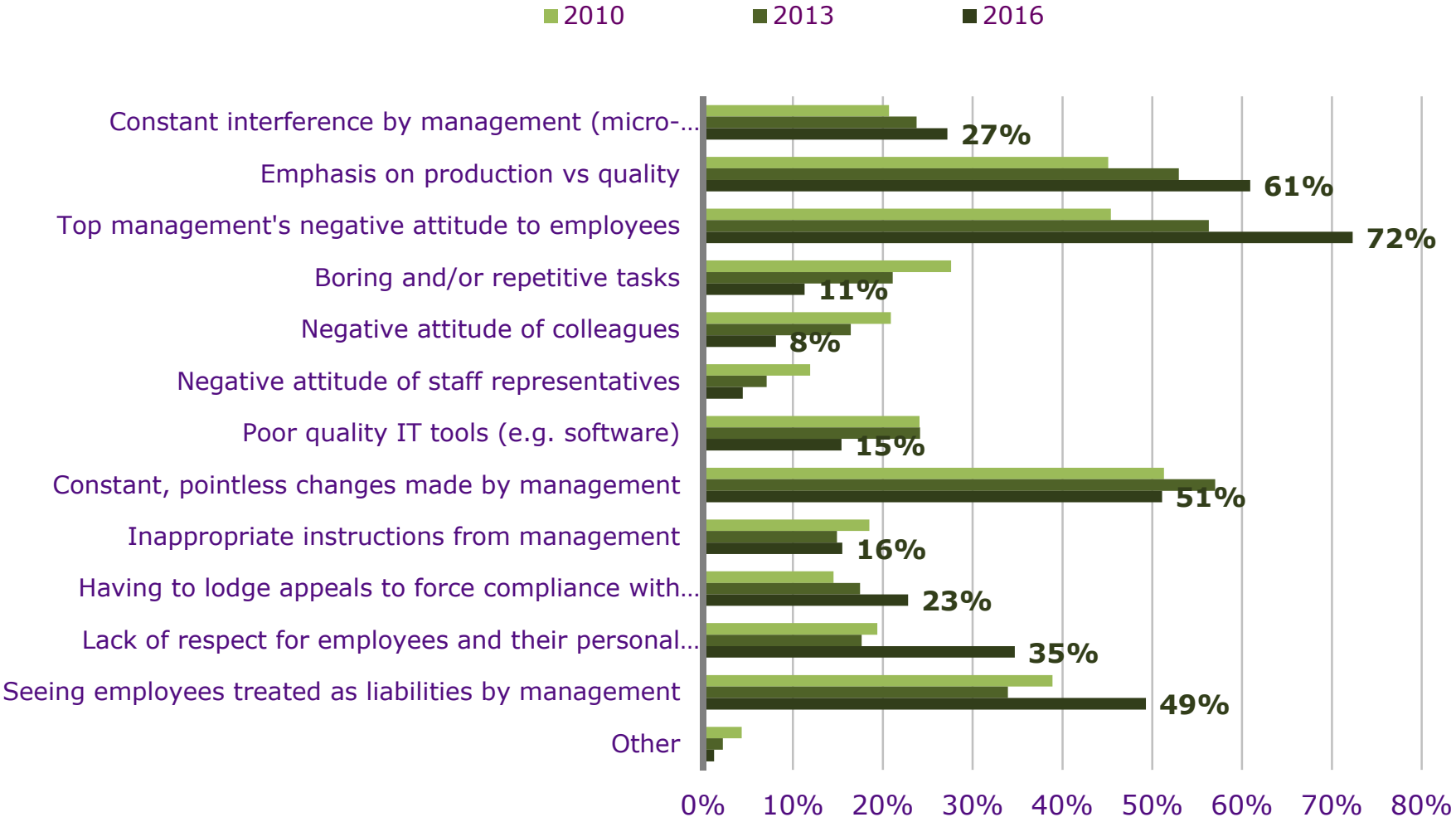
Q161. Amongst the measures that follow, which, if any, has improved working conditions and well-being:



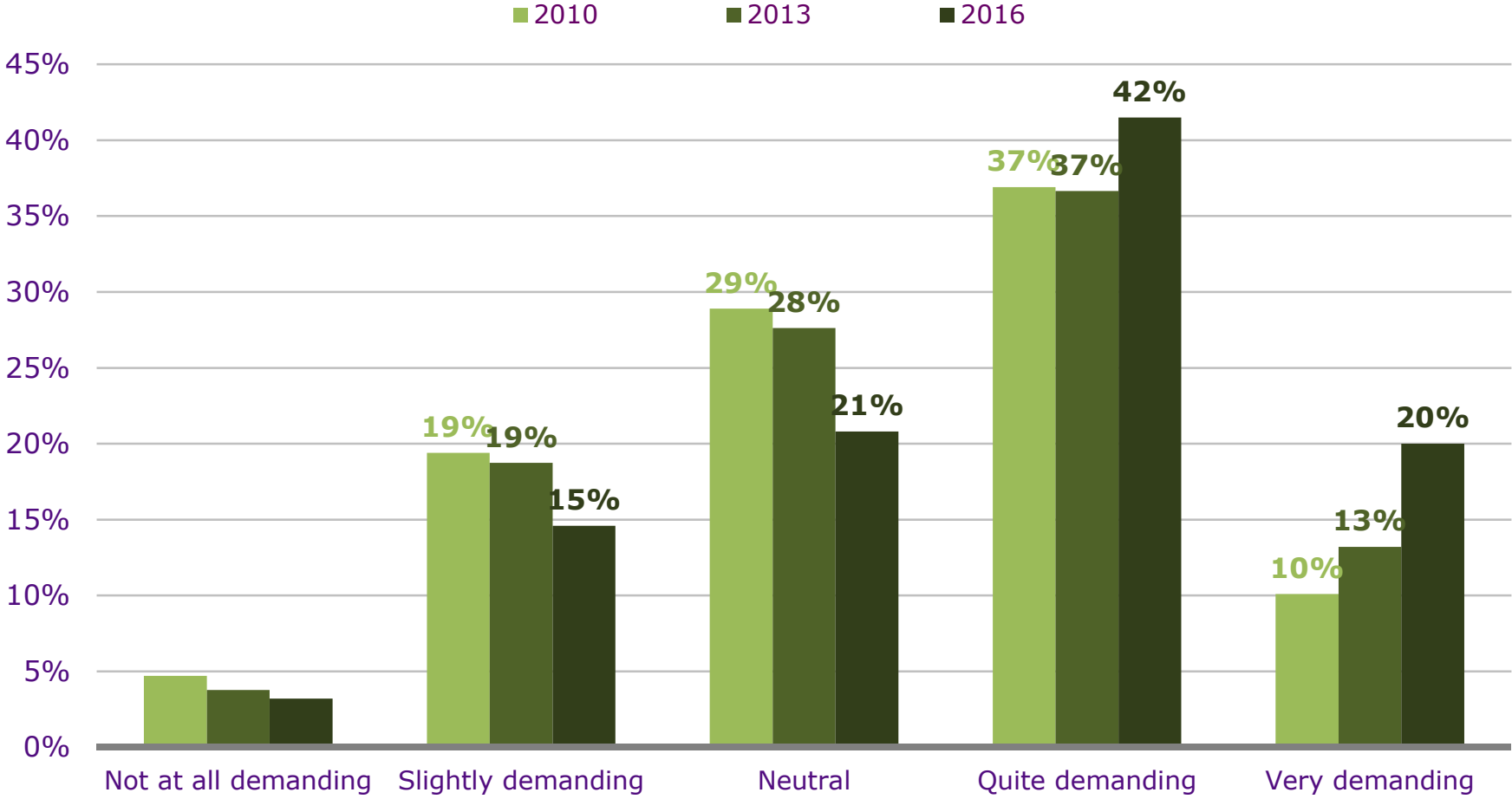
Q162. From the list below, select the four most important motivating factors in your job



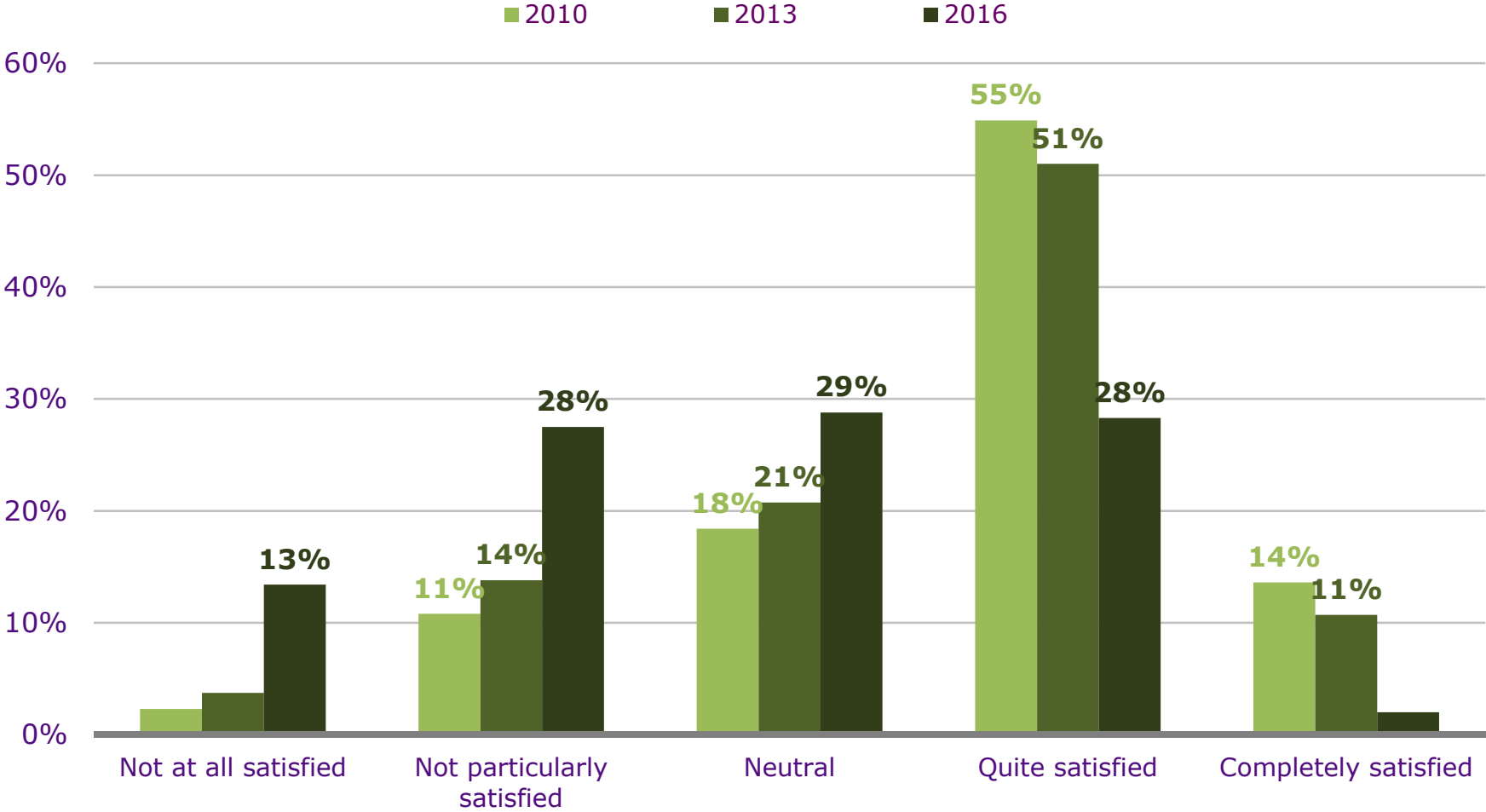
Q164. From the following list, select the four most important demotivating factors in your job:



Q166. I think that my current job is:



Q167. Considering my overall work situation, I am:



Q168. I would recommend the EPO as an employer to a friend

