

Social Report 2021

Annex to the Annual Review



Executive summary

Our Social Report provides a comprehensive overview of staff and working conditions at the EPO. It covers a wide range of topics from demographics and professional development to health and safety and social dialogue.

Published annually since 2013, the report underpins the EPO's commitment to transparency and accountability. By helping to monitor several key indicators, it also contributes to building an engaged, knowledgeable and collaborative organisation geared towards long-term sustainability.

In 2021, the COVID-19 pandemic continued to impact several of the indicators reported, notably recruitment and internal mobility, teleworking, training, duty travel and leave.

Key findings of the report:

- At the end of 2021, the EPO had 6 261 staff: 34% were women and 28% of managers were female, in line with the rising trend seen in recent years.
- The EPO's workforce encompasses staff of 34 different nationalities. 74% are not nationals of the country they work in. By the end of 2021, the average age of an EPO employee was 49.7 years and 61% of staff had worked at the EPO for between 11 and 22 years.
- On average, the EPO received 169 applications per job vacancy in 2021. Owing to the external recruitment freeze implemented in May 2020 in response to the pandemic, the focus remained on internal job mobility in 2021. As a result, there were only 18 external recruits, while 299 employees changed role fully or partially.
- Despite the pandemic, 117 trainees enrolled on the Pan-European Seal programme at the EPO, taking the running total up to 413 trainees since the programme's inception in 2015.
- The EPO spent over EUR 4 million on talent development activities in 2021, with 86% of staff participating in at least one training activity. All development activities were conducted virtually. Duty travel remained suspended in 2021 due to the pandemic.
- The average monthly basic salary was EUR 10 051 in 2021. Spending on allowances and benefits – entitlement to which depends on individual circumstances – totalled EUR 228 million.
- Payments from the EPO's pension and social security schemes amounted to EUR 381 million in 2021. The social security scheme covered 23 001 people. The average monthly basic pension was EUR 6 283.
- The vast majority of EPO staff continued to work from home in 2021 to protect their health and safety. As a result, 5 884 staff registered for teleworking at some point in 2021 for an average duration of 137 days. 44% worked from a location other than their normal residence within the territory of the European Patent Organisation member states.

- The number of days of annual leave and home leave taken in 2021 increased by 11% compared with 2020. Sick leave remained stable in 2021 and over 41% of staff had 0 days of sick leave in 2021 (2020: 40%).
- Health and safety-related expenditure in 2021 was EUR 1.7 million, including EUR 0.26 million for preventive medical measures. A further EUR 2.6 million was spent on subsidising general staff welfare and social activities.
- Social dialogue is fundamental to the EPO's culture and its senior managers continually strive to strengthen it. A total of 102 meetings were held with social partners in 2021.
- In 2021, 40 employment-law disputes were discussed with the plaintiffs and an amicable settlement was reached in 41% of cases.

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1. Staff structure and talent development

1.1 Demographics

This section deals with staff structure at the EPO and provides breakdowns of staff by site, function, age, gender and nationality.

Key data is presented regarding recruitment, internal mobility, training and personal development.

Statistics are also provided on the main reasons for the termination of active service.

Depending on the type of data, the statistics shown either refer to the status on 31 December 2021 or provide a summary of the whole year¹.

1.1.1 Total number of staff working at the EPO

At the end of 2021, the EPO employed 6 261 staff. The total number of staff decreased by 2.22% compared with the previous year.

Table 1 – Change in total number of staff working at the EPO, 2020/2021

	2020			2021			
	Female	Male	Total	Female	Male	Total	Variation
Headcount on 31 December	2 166	4 237	6 403	2 125	4 136	6 261	-2.22%
FTE (full-time equivalents)*	1 988	4 191	6 179	1 959	4 076	6 035	-2.32%

* Rounding differences may occur in the totals.

Source: EPO – FIPS

Although the number of staff ending active service in 2021 decreased by 29% compared with 2020 (see Table 21), the lower number of staff hired in 2021 (50% decrease compared with 2020) resulted in a reduction in headcount of 2.22%. The percentage of female staff remained stable at 33.9% in 2021.

¹ The figures relating to previous years are kept as published in previous reports and not recalculated, unless they were provisional or there has been a change in the methodology to calculate the specific indicator, in which case this is explicitly mentioned.

1.1.2 Breakdown of staff by function

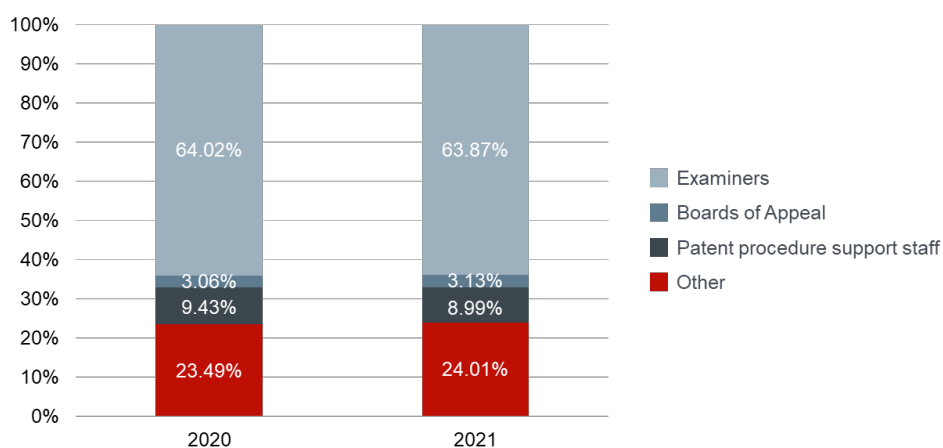
At the end of 2021, 4 195 staff were working as examiners or members of the Boards of Appeal. The remainder were either directly supporting the patent granting process as formalities officers or were involved in other activities, such as legal services, human resources, procurement and facility management.

Table 2 – Breakdown of number of staff (headcount) by type of function, 2020/2021

	31.12.2020	31.12.2021			
Function		Female	Male	Total	Variation
Examiners	4 099	965	3 034	3 999	-2.44%
Members of Boards of Appeal	196	40	156	196	0.00%
Patent procedure support	604	421	142	563	-6.79%
Other	1 504	699	804	1 503	-0.07%
Total	6 403	2 125	4 136	6 261	-2.22%

Source: EPO – FIPS

Graph 1 – Change in breakdown of staff by type of function, 2020/2021



Source: EPO – FIPS

1.1.3 Breakdown of staff by site

The EPO has five different sites: Munich, The Hague, Berlin, Vienna and Brussels.

Munich and The Hague are the two largest. At the end of 2021, 3 513 staff (56% of the total) were working in Munich, while there were 2 474 (40% of the total) in The Hague.

Table 3 – Breakdown of number of staff (headcount) by site, 2020/2021

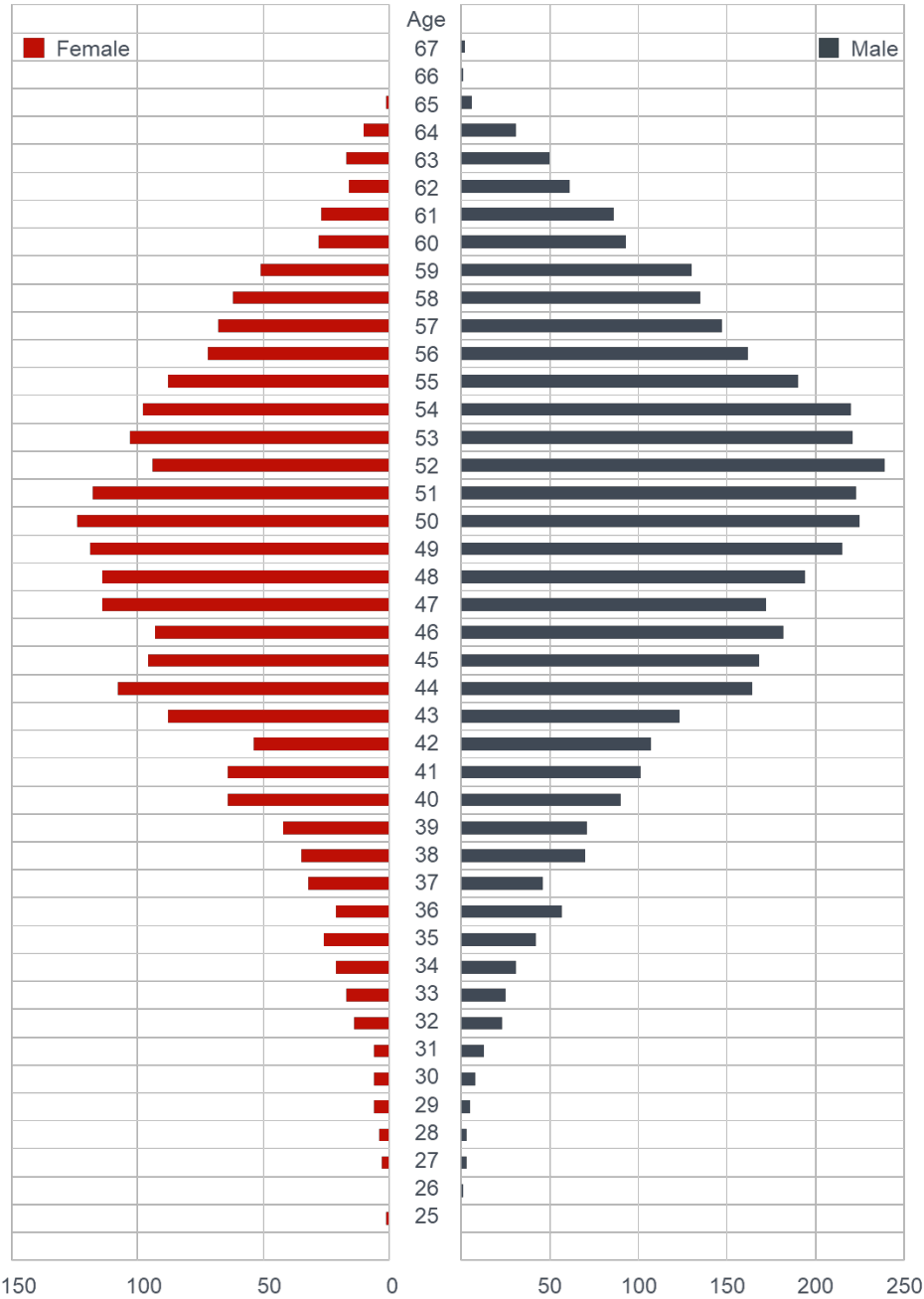
	31.12.2020			31.12.2021			
Site	Female	Male	Total	Female	Male	Total	Variation
Munich	1 306	2 273	3 579	1 286	2 227	3 513	-1.84%
The Hague	753	1 783	2 536	739	1 735	2 474	-2.44%
Berlin	61	140	201	60	138	198	-1.49%
Vienna	44	38	82	38	34	72	-12.20%
Brussels	2	3	5	2	2	4	-20.00%
Total	2 166	4 237	6 403	2 125	4 136	6 261	-2.22%

Source: EPO – FIPS

1.1.4 Breakdown of staff by age

The average age of EPO staff at the end of 2021 was 49.7 years (versus 49.0 in 2020). 70% of total staff are between 40 and 55 years old, while 44% are between 40 and 50 years old.

Graph 2 – Age pyramid of EPO staff, 31 December 2021

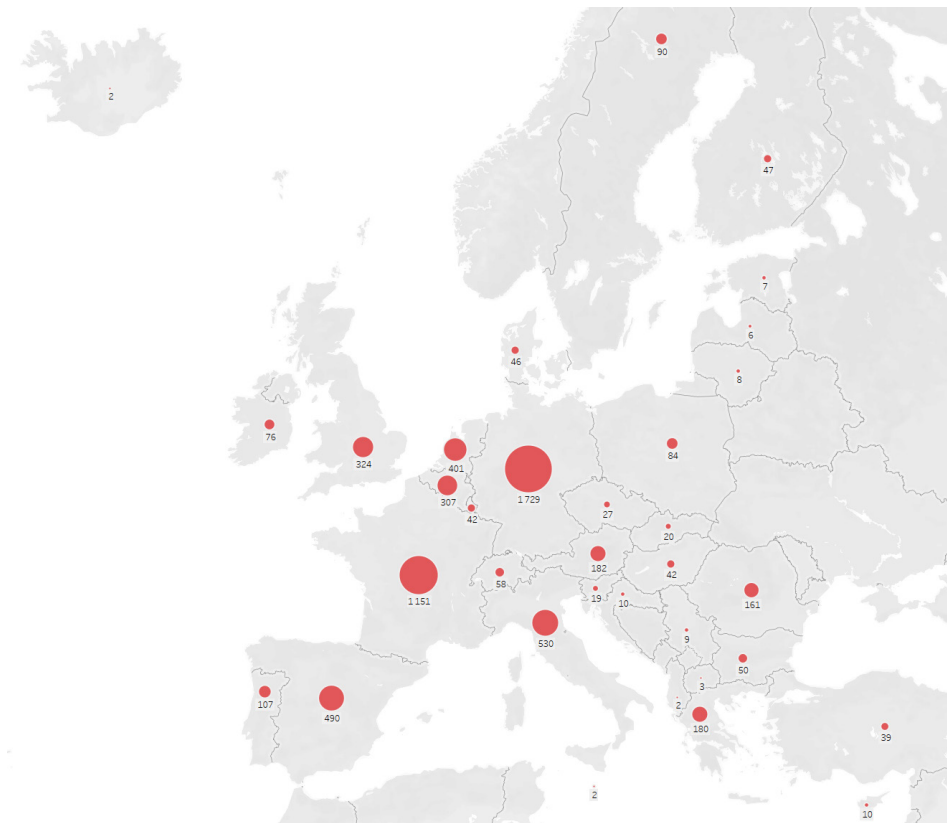


Source: EPO – FIPS

1.1.5 Breakdown of staff by nationality

At the end of 2021, 34 different nationalities of the EPC were represented at the EPO.

Graph 3 – Breakdown of EPO staff by nationality, 31 December 2021



Source: EPO – FIPS

Table 4 – Change in number of staff by nationality, 2020/2021

Nationality	31.12.2020	31.12.2021	Variation
German	1 766	1 729	-2.10%
French	1 186	1 151	-2.95%
Italian	536	530	-1.12%
Spanish	498	490	-1.61%
Dutch	420	401	-4.52%
British	339	324	-4.42%
Belgian	306	307	0.33%
Austrian	191	182	-4.71%
Greek	186	180	-3.23%
Romanian	160	161	0.63%
Portuguese	107	107	0.00%
Swedish	92	90	-2.17%
Polish	84	84	0.00%
Irish	78	76	-2.56%
Swiss	57	58	1.75%
Bulgarian	50	50	0.00%
Finnish	47	47	0.00%
Danish	51	46	-9.80%
Luxembourgian	43	42	-2.33%
Hungarian	42	42	0.00%
Turkish	38	39	2.63%
Czech	27	27	0.00%
Slovakian	20	20	0.00%
Slovenian	19	19	0.00%
Croatian	10	10	0.00%
Cypriot	10	10	0.00%
Serbian	10	9	-10.00%
Lithuanian	8	8	0.00%
Estonian	7	7	0.00%
Latvian	6	6	0.00%
Macedonian	3	3	0.00%
Icelandic	2	2	0.00%
Albanian	2	2	0.00%
Maltese	2	2	0.00%
Norwegian	0	0	n/a
Liechtenstein	0	0	n/a
Monegasque	0	0	n/a
San Marino	0	0	n/a
Total	6 403	6 261	-2.22%

Source: EPO – FIPS

Table 5 – Comparison between nationality representation of EPO staff and population of EPC countries

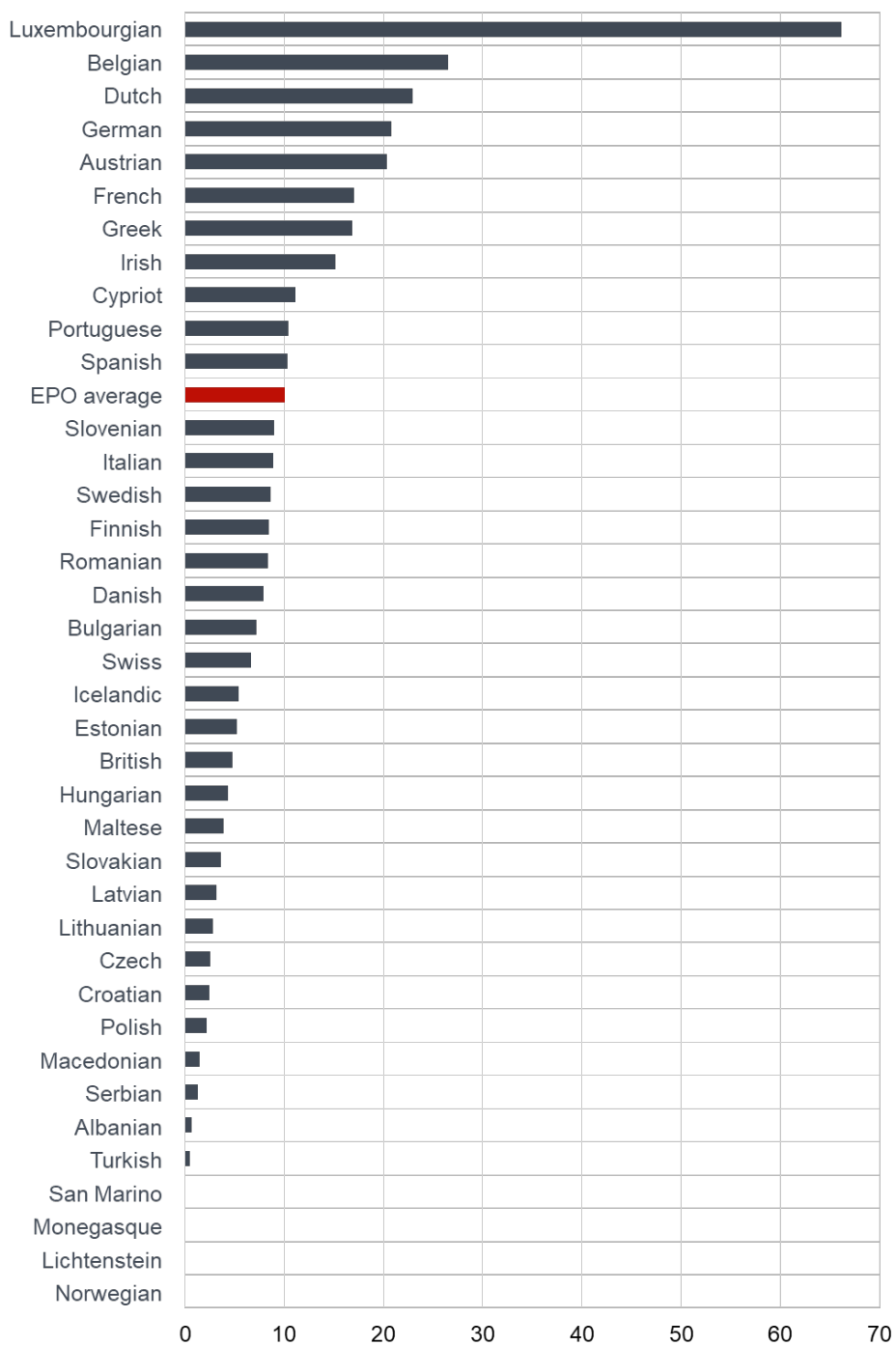
Nationality	EPO staff, 31.12.2021	% of total EPO staff*	Population (in millions), 1.1.2021	% of total EPC population*	Patent applications per country of residence of applicant
German	1 729	27.62%	83.16	13.33%	25 969
French	1 151	18.38%	67.44	10.81%	10 537
Italian	530	8.47%	59.26	9.50%	4 919
Spanish	490	7.83%	47.39	7.60%	1 954
Dutch	401	6.40%	17.48	2.80%	6 581
British	324	5.17%	67.03	10.74%	5 627
Belgian	307	4.90%	11.57	1.85%	2 485
Austrian	182	2.91%	8.93	1.43%	2 317
Greek	180	2.87%	10.68	1.71%	198
Romanian	161	2.57%	19.19	3.07%	30
Portuguese	107	1.71%	10.30	1.65%	286
Swedish	90	1.44%	10.38	1.66%	4 954
Polish	84	1.34%	37.84	6.06%	539
Irish	76	1.21%	5.01	0.80%	956
Swiss	58	0.93%	8.67	1.39%	8 442
Bulgarian	50	0.80%	6.92	1.11%	40
Finnish	47	0.75%	5.53	0.89%	2 111
Danish	46	0.73%	5.84	0.94%	2 642
Luxembourgian	42	0.67%	0.63	0.10%	430
Hungarian	42	0.67%	9.73	1.56%	118
Turkish	39	0.62%	83.61	13.40%	732
Czech	27	0.43%	10.70	1.72%	203
Slovakian	20	0.32%	5.46	0.88%	42
Slovenian	19	0.30%	2.11	0.34%	116
Croatian	10	0.16%	4.04	0.65%	27

Nationality	EPO staff, 31.12.2021	% of total EPO staff*	Population (in millions), 1.1.2021	% of total EPC population*	Patent applications per country of residence of applicant
Cypriot	10	0.16%	0.90	0.14%	44
Serbian	9	0.14%	6.87	1.10%	22
Lithuanian	8	0.13%	2.80	0.45%	73
Estonian	7	0.11%	1.33	0.21%	69
Latvian	6	0.10%	1.89	0.30%	22
Macedonian	3	0.05%	2.07	0.33%	5
Icelandic	2	0.03%	0.37	0.06%	62
Albanian	2	0.03%	2.83	0.45%	3
Maltese	2	0.03%	0.52	0.08%	51
Norwegian	0	0.00%	5.39	0.86%	640
Liechtenstein	0	0.00%	0.04	0.01%	494
Monegasque	0	0.00%	0.04	0.01%	23
San Marino	0	0.00%	0.03	0.01%	12
Total*	6 261	100.00%	623.96	100.00%	83 775

* Rounding differences may occur in the total percentages.

Source: EPO – FIPS; Eurostat (as at 1 January 2021)

Graph 4 – Number of EPO staff per million inhabitants*



* Compares EPO staff per nationality on 31 December 2021 with EPC countries' population as at 1 January 2021 (see Table 5).

Source: EPO – FIPS

Table 6 – Grouping of different nationalities at EPO sites, 31 December 2021

Site	Share of employees whose (first) nationality is different from that of the country in which they are serving	Number of nationalities represented
Munich*	65.77%	33
The Hague	86.66%	32
Berlin	66.16%	20
Vienna	68.06%	16
Total	74.06%	34

* Including staff based in Brussels.

Source: EPO – FIPS

Table 7 – Breakdown of different nationalities at EPO sites, 31 December 2021

Nationality	Berlin	% of total at site**	Munich*	% of total at site**	The Hague	% of total at site**	Vienna	% of total at site**
German	67	33.84%	1 204	34.23%	446	18.03%	12	16.67%
French	40	20.20%	603	17.15%	503	20.33%	5	6.94%
Italian	9	4.55%	338	9.61%	182	7.36%	1	1.39%
Spanish	22	11.11%	259	7.36%	201	8.12%	8	11.11%
Dutch		0.00%	71	2.02%	330	13.34%		
British	14	7.07%	193	5.49%	110	4.45%	7	9.72%
Belgian	3	1.52%	76	2.16%	223	9.01%	5	6.94%
Austrian	8	4.04%	122	3.47%	29	1.17%	23	31.94%
Greek	2	1.01%	75	2.13%	102	4.12%	1	1.39%
Romanian	1	0.51%	88	2.50%	70	2.83%	2	2.78%
Portuguese	5	2.53%	38	1.08%	63	2.55%	1	1.39%
Swedish	10	5.05%	61	1.73%	19	0.77%		
Polish	5	2.53%	46	1.31%	32	1.29%	1	1.39%
Irish	1	0.51%	51	1.45%	23	0.93%	1	1.39%
Swiss	3	1.52%	41	1.17%	14	0.57%		

Nationality	Berlin	% of total at site**	Munich*	% of total at site**	The Hague	% of total at site**	Vienna	% of total at site**
Bulgarian		0.00%	33	0.94%	17	0.69%		
Finnish	1	0.51%	34	0.97%	12	0.49%		
Danish	1	0.51%	30	0.85%	15	0.61%		
Luxembourgian	1	0.51%	29	0.82%	12	0.49%		
Hungarian		0.00%	22	0.63%	19	0.77%	1	1.39%
Turkish	1	0.51%	15	0.43%	22	0.89%	1	1.39%
Czech	2	1.01%	18	0.51%	7	0.28%		
Slovakian		0.00%	15	0.43%	3	0.12%	2	2.78%
Slovenian		0.00%	15	0.43%	3	0.12%	1	1.39%
Cypriot	2	1.01%	7	0.20%	1	0.04%		
Croatian		0.00%	5	0.14%	5	0.20%		
Serbian		0.00%	6	0.17%	3	0.12%		
Lithuanian		0.00%	6	0.17%	2	0.08%		
Estonian		0.00%	6	0.17%	1	0.04%		
Latvian		0.00%	4	0.11%	2	0.08%		
Macedonian		0.00%	2	0.06%	1	0.04%		
Maltese		0.00%	2	0.06%				
Albanian		0.00%	2	0.06%				
Icelandic					2	0.08%		
Total**	198	100.00%	3 517	100.00%	2 474	100.00%	72	100.00%

* Including staff based in Brussels.

** Rounding differences may occur in the total percentages.

Source: EPO – FIPS

1.1.6 Breakdown of staff by permanent and non-permanent employees

In 2018, the Administrative Council approved a set of changes to the Service Regulations with the aim of modernising the EPO's employment framework. One of the pillars of this reform was the introduction of greater flexibility in the employment structure through fixed-term appointments. Another was the harmonisation of the conditions of employment applicable to employees on fixed-term appointments and of guarantees upon contract expiry.

Table 8a – Change in number of permanent and non-permanent staff, global view, 2020/2021

Headcount	Function	31.12.2020	31.12.2021	Variation
Permanent staff ²	Examiners	4 005	3 907	-2.45%
	Patent procedure support	597	556	-6.87%
	Other	1 345	1 332	-0.97%
Total permanent staff		5 947	5 795	-2.56%
Fixed-term appointments	Examiners	94	92	-2.13%
	Patent procedure support	7	7	0.00%
	Other	159	171	7.55%
Total non-permanent staff		260	270	3.85%
Members of Boards of Appeal		196	196	0.00%
Total members of Boards of Appeal		196	196	0.00%
Total		6 403	6 261	-2.22%

Source: EPO – FIPS

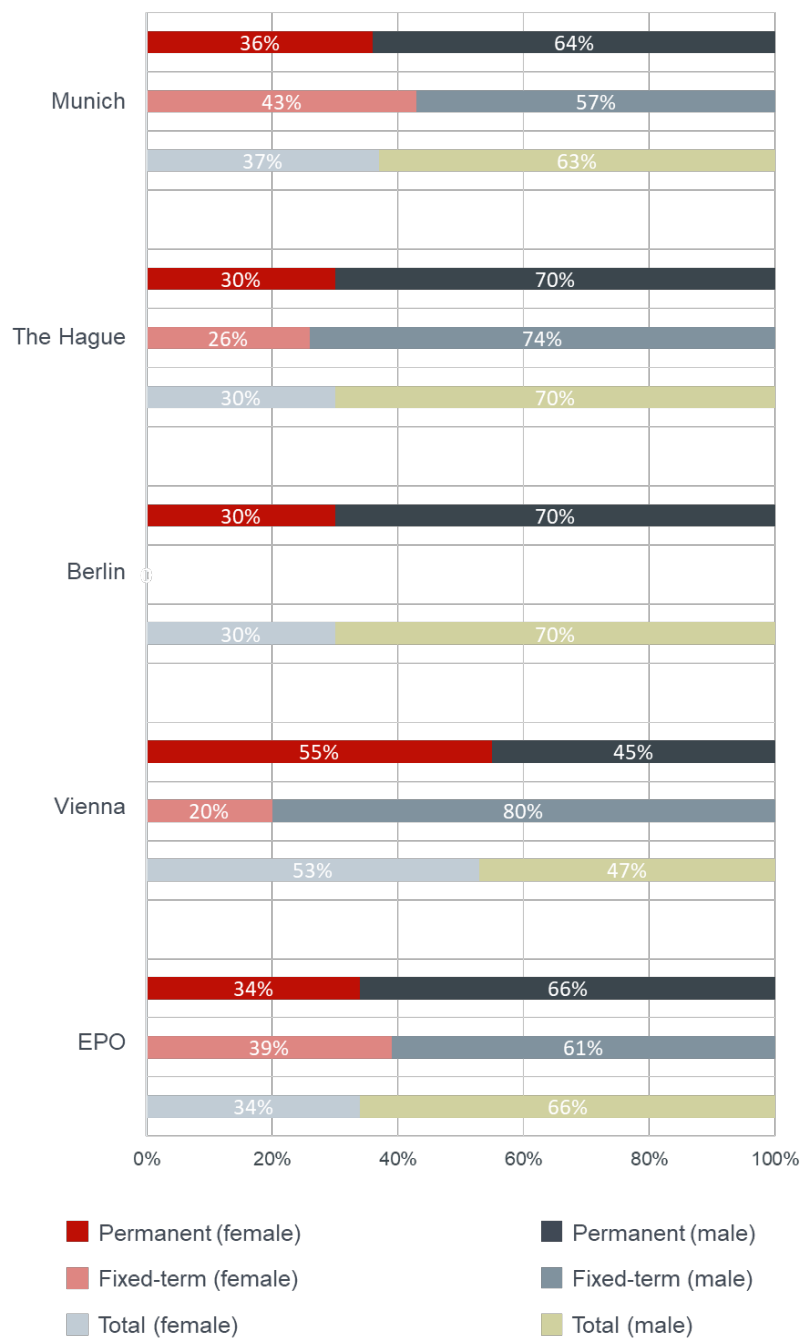
² Staff members who are on fixed-term assignments but have a permanent employment relationship with the Office are considered permanent. For example, principal directors who were permanent employees of the Office before becoming a principal director are considered to be permanent staff in this breakdown, even if their appointment is on a fixed-term basis.

Table 8b – Change in number of permanent and non-permanent staff by site, 2020/2021

Headcount	Site	Function	31.12.2020	31.12.2021	Variation
Permanent staff	Munich	Examiners	2 150	2 097	-2.47%
		Patent procedure support	338	321	-5.03%
		Other	725	722	-0.41%
	The Hague	Examiners	1 698	1 654	-2.59%
		Patent procedure support	232	210	-9.48%
		Other	526	526	0.00%
	Berlin	Examiners	157	156	-0.64%
		Patent procedure support	27	25	-7.41%
		Other	17	17	0.00%
	Vienna	Other	77	67	-12.99%
Total permanent staff			5 947	5 795	-2.56%
Fixed-term appointments	Munich	Examiners	48	47	-2.08%
		Patent procedure support	4	4	0.00%
		Other	123	130	5.69%
	The Hague	Examiners	46	45	-2.17%
		Patent procedure support	3	3	0.00%
		Other	31	36	16.13%
	Vienna	Other	5	5	0.00%
Total fixed-term appointments			260	270	3.85%
Members of boards of appeal	Munich		196	196	0.00%
Total members of boards of appeal			196	196	0.00%
Total			6 403	6 261	-2.22%

The ceiling for fixed-term employees is 20% of the total number of budgeted posts at the EPO (7 075 in 2021). In addition to the 270 non-permanent staff shown in Tables 8a and 8b, 31 members of the Boards of Appeal who were not permanent employees of the Office before their appointment and were in active employment on 31 December 2021 are considered fixed-term employees for the purpose of calculating the percentage of budgeted posts held by staff on fixed-term appointments, which came to 4.25% in 2021 (4.10% in 2020).

Graph 5 – Breakdown of permanent and fixed-term employees by gender and by site, 31 December 2021

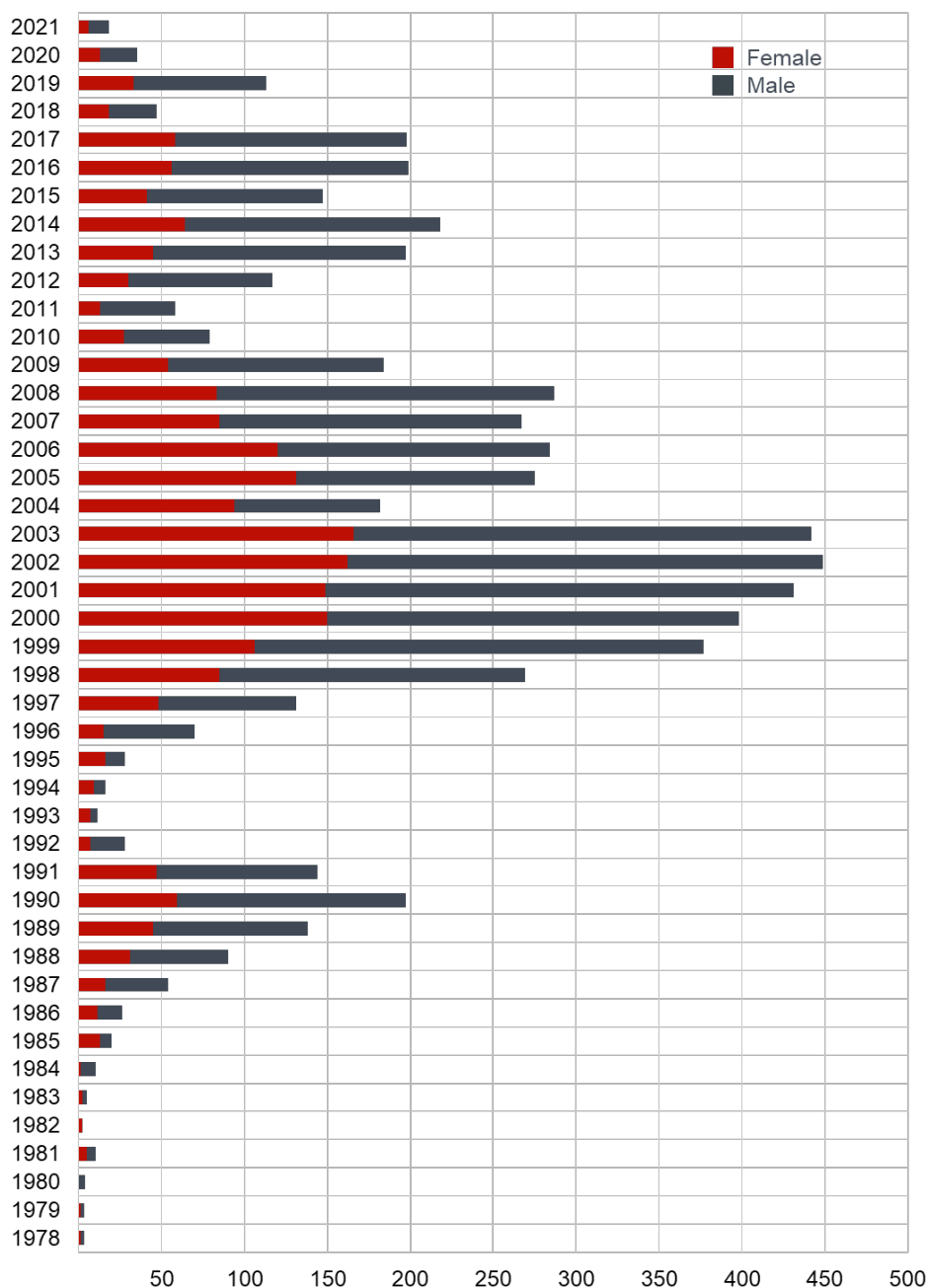


Source: EPO – FIPS

1.1.7 Breakdown of staff by length of service

More than 61% (3 845) of EPO staff were recruited between 1998 and 2009 (and are still active). 411 (7%) current staff members were recruited in the last five years (and are still active). 245 of them are examiners.

Graph 6 – Number of staff by year of recruitment, 31 December 2021



Source: EPO – FIPS

1.2 Employment and career

The EPO employs a "single-spine" grading structure with 17 different grades and 3 to 5 steps within these grades.

Staff are classified into six job groups along this single spine and follow either a technical or a managerial career path.

Table 9 – Single-spine grading structure and career paths

Job group	Technical career path	Managerial career path	Range of grades
Job group 1	n/a	Vice-president/President of the Boards of Appeal	G16 step 3 – G17 step 3
Job group 2	Principal advisor/ board of appeal chairman	Principal director	G15 step 1 – G16 step 4
Job group 3	Senior expert/ board of appeal member	Director	G13 step 3 – G15 step 4
Job group 4	Examiner/ administrator/lawyer	Head of department/ team manager	G7 step 1 – G13 step 5
Job group 5	Expert	Head of section	G7 step 1 – G10 step 5
Job group 6	Administrative employee	n/a ³	G1 step 1 – G9 step 5

Source: EPO Service Regulations, Annex I

³ Some job group 6 employees exercise certain managerial functions, for which they receive a functional allowance.

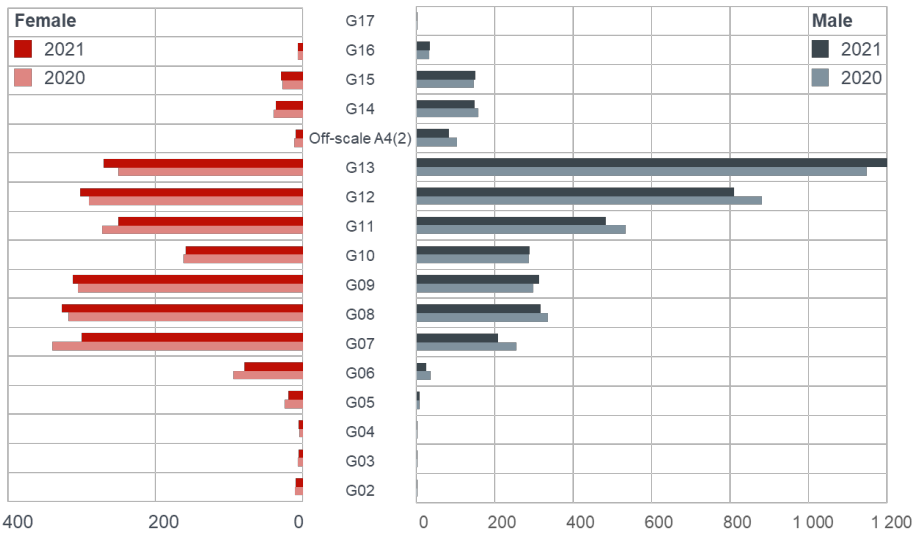
Table 10 – Breakdown of staff by job group and grade, 31 December 2021

Job group	Grade	Headcount 31.12.2020	Headcount 31.12.2021	Variation	% of total EPO staff*	% of total in category*
1	G17	3	3	0.00%	0.05%	60.00%
	G16	2	2	0.00%	0.03%	40.00%
Total		5	5	0.00%	0.08%	100.00%
2	G16	38	39	2.63%	0.62%	70.91%
	G15	17	16	-5.88%	0.26%	29.09%
Total		55	55	0.00%	0.88%	100.00%
3	G15	157	165	5.10%	2.64%	43.42%
	G14	198	185	-6.57%	2.95%	48.68%
	G13	43	30	-30.23%	0.48%	7.89%
Total		398	380	-4.52%	6.07%	100.00%
4	Off-scale A4(2)	116	94	-18.97%	1.50%	2.06%
	G13	1 357	1 496	10.24%	23.89%	32.78%
	G12	1 171	1 112	-5.04%	17.76%	24.36%
	G11	806	733	-9.06%	11.71%	16.06%
	G10	383	381	-0.52%	6.09%	8.35%
	G09	276	289	4.71%	4.62%	6.33%
	G08	279	281	0.72%	4.49%	6.16%
	G07	237	178	-24.89%	2.84%	3.90%
Total		4 625	4 564	-1.32%	72.90%	100.00%
5	G10	66	67	1.52%	1.07%	35.08%
	G09	64	62	-3.13%	0.99%	32.46%
	G08	50	46	-8.00%	0.73%	24.08%
	G07	13	16	23.08%	0.26%	8.38%
Total		193	191	-1.04%	3.05%	100.00%
6	G09	264	275	4.17%	4.39%	25.80%
	G08	324	317	-2.16%	5.06%	29.74%
	G07	346	314	-9.25%	5.02%	29.46%
	G06	131	105	-19.85%	1.68%	9.85%
	G05	33	28	-15.15%	0.45%	2.63%
	G04	8	8	0.00%	0.13%	0.75%
	G03	9	8	-11.11%	0.13%	0.75%
	G02	12	11	-8.33%	0.18%	1.03%
Total		1 127	1 066	-5.41%	17.03%	100.00%
Grand total*		6 403	6 261	-2.22%	100.00%	

* Rounding differences may occur in the total percentages.

Source: EPO – FIPS

Graph 7 – Distribution of staff by gender and grade, 2020/2021

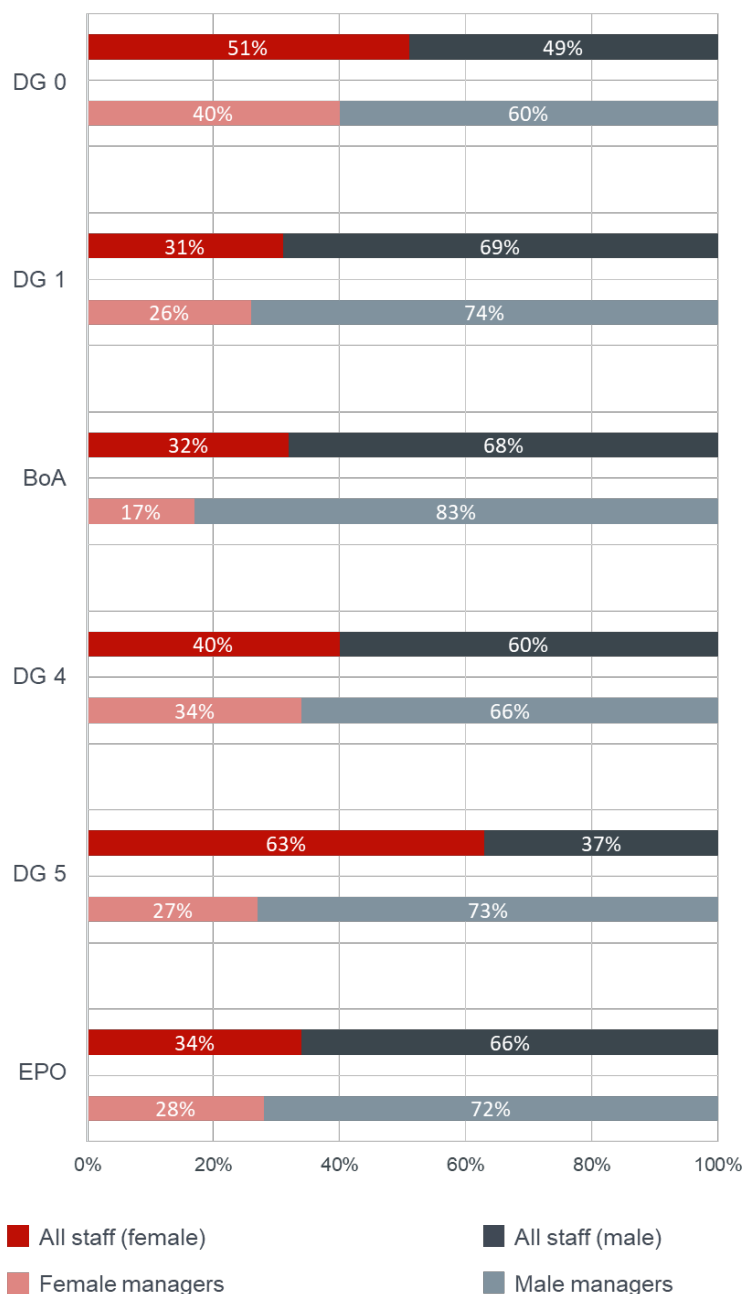


Source: EPO – FIPS

1.2.1 Breakdown of managers by gender, DG and job group

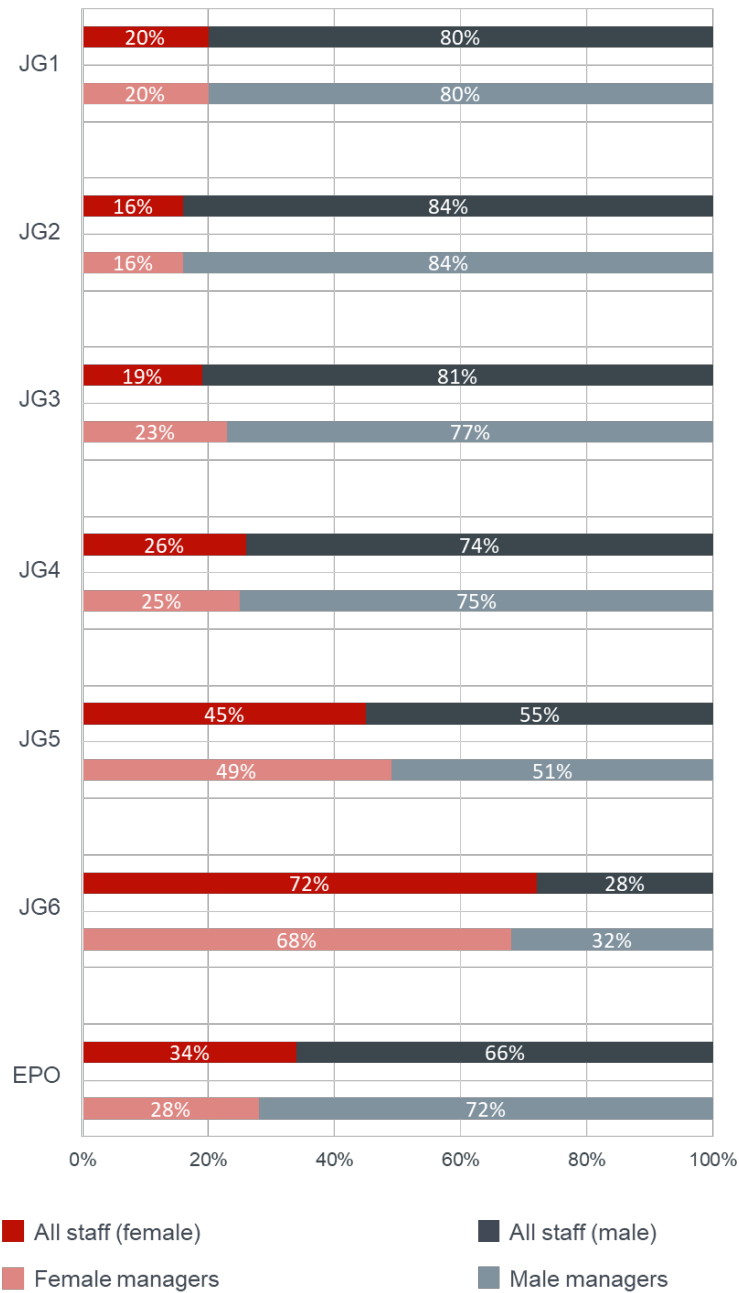
At the end of 2021, 28% of all managers were women, a slight increase with respect to previous years that was in line with the steady upward trend (27% in 2020). The proportion of female managers varies from directorate-general (DG) to DG, ranging from 17% in the Boards of Appeal (BoA) to 40% in DG 0. The variation considering the job group ranges from 16% in job group 2 (JG2) to 68% in job group 6 (JG6).

Graph 8 – Breakdown of managers by DG and gender, 2021



Source: EPO – FIPS

Graph 9 – Breakdown of managers by job group (JG) and gender, 2021



Some job group 6 employees exercise certain managerial functions, for which they receive a functional allowance. This is reflected in this graph.

Source: EPO – FIPS

1.2.2 Job opportunities: number of vacancies

Table 11 – Number of vacancies by publication type and job group, 2021

Publication type	Job group	Technical	Managerial	Total
Internal/external publications	3	2	1	3
	4	25	2	27
	Total	27	3	30
Internal publications*	2	2	11	13
	3		1	1
	4	457	7	464
	5	3	2	5
	6	41		41
	Total	503	21	524
Total		530	24	554

Shows vacancies with a publication date in 2021.

* Internal publications include:

TRF: transfer opportunity open to all EPO staff in the specific job group – full mobility.

TAL: internal publication open to all EPO staff with possibility of promotion – full mobility.

Opportunities for partial mobility.

Source: EPO – SuccessFactors

Of the 25 internal/external publications in job group 4, technical career path, 16 were for examiner posts and 1 to build a talent pipeline for lawyers.

Of the 457 internal publications in job group 4, technical career path, 432 were related to rebalancing technical fields for examiners and 1 to examiners working in the opposition procedure.

The number of internal/external publications in 2021 shows a decrease of 14% compared with the 35 vacancies of the same type published in 2020. The cautious approach adopted by the Office in 2020 in view of the pandemic continued in 2021. Instead of hiring additional external staff, the Office placed strong emphasis on redeploying internal resources, indicated by an increase of 109% in the number of internal vacancies published in 2021, compared with the 251 vacancies of the same type published in 2020.

Table 12 – Number of job applications, 2019-2021

Number of applications	Examiner posts*	Non-examiner posts*	Total
Total 2021	3 218	3 116	6 334
Total 2020	551	5 768	6 319
Total 2019	5 043	5 928	10 971

* Includes applications for internal/external publications and internal publications.

Source: EPO – SuccessFactors

In 2021, the EPO received 6 334 job applications, which is at the same level as 2020. The total number of applications was influenced on the one hand by the publication of examiner vacancies and, on the other, by a decrease in the number of vacancies for non-examiner positions. The efforts made to rebalance the examiner workforce through internal vacancies resulted in 162 applications.

The average number of applications received in 2021 per job vacancy was 169, an increase of 43% compared to 2020. The calculation includes applications for direct entry as well as for reserve list vacancies.

Table 13 – Average number of applications per vacancy, 2019-2021

Average number of applications per vacancy	Examiner posts*	Non-examiner posts*	Total
2021	191	147	169
2020	318	113	118
2019	153	114	131

*Applications for internal/external publications only.

Source: EPO – SuccessFactors

1.2.3 Recruitment and internal mobility

In 2021, 18 staff were recruited externally compared with 36 in 2020. This represents a decrease of 50% and is mainly due to the cautious approach to staffing that continued in 2021.

The average age of staff hired in 2021 was 39.6 years (40.1 years in 2020).

Vacant positions are filled through competition, following a selection procedure. The corresponding appointment may be the result of the recruitment of an external candidate, promotion of an employee from a lower job group or the transfer of an employee in the same job group. In 2021, 67 positions were filled through one of the three types of appointment, compared with 158 in 2020.

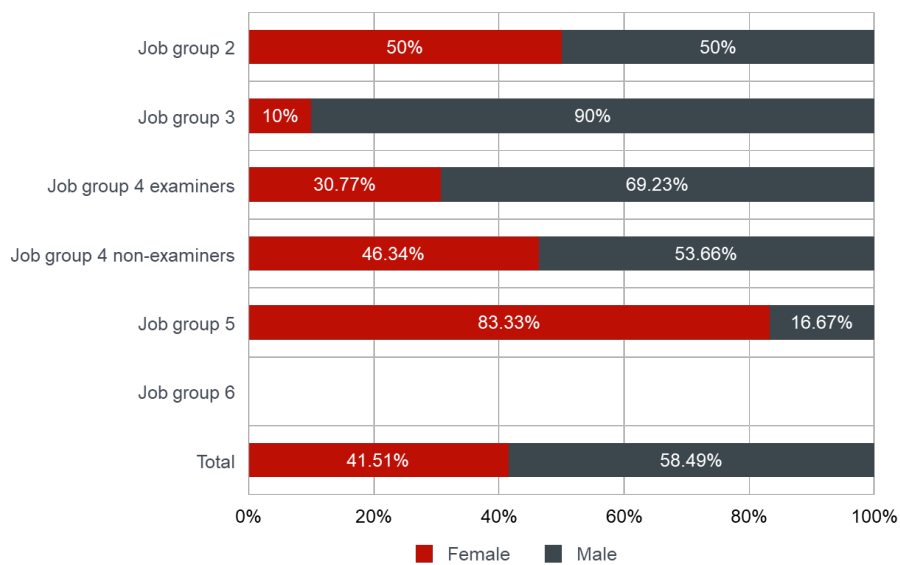
Table 14 – Number of appointments following a selection procedure (external and internal), 2020/2021

Type of appointment	Function	2020	2021	Variation
External recruitment	BoA	3	1	-66.67%
	Other	32	17	-46.88%
	Examiner	1		-100.00%
External recruitment (total)		36	18	-50.00%
Promotion	BoA	24	8	-66.67%
	Other	19	11	-42.11%
	FO		7	n/a
Promotion (total)		43	26	-39.53%
Transfer in the same job group	Other	34	22	-35.29%
	Examiner*	45	39	-13.33%
	FO		1	n/a
Transfer in the same job group (total)		79	62	-21.52%
Total		158	106	-32.91%

*45 examiners were appointed as team managers in 2020 and 39 in 2021.

Source: EPO – FIPS, Talent Acquisition

Graph 10 – Breakdown of appointments (external and internal) by gender and job group, 2021



Source: EPO – FIPS, Talent Acquisition

In addition to internal recruitment to fill a vacant position, the Office's approach to fostering internal mobility, which had started in 2020 and continued in 2021, resulted in 152 full moves in 2021, including 70 examiners changing technical field. Furthermore, 65 "partial" moves were registered in 2021, in other words, staff members assuming other tasks for a percentage of their working time. Of these, 17 correspond to project or programme managers in the context of the EPO's Strategic Plan 2023 (119 in 2020).

Table 15 – Internal mobility, 2020/2021

Type of move	2020	2021	Variation
Full	242	152	-37.19%
Partial	153	65	-57.52%
Total	395	217	-45.06%

Source: EPO – FIPS, Talent Acquisition, Corporate Governance Service

All in all, 299 staff members changed role, fully or partially, in 2021, through either appointment to the Boards of Appeal, promotion to a higher job group, transfer within the same job group or internal mobility⁴.

⁴ Some staff members changed roles more than once in the course of 2021.

Table 16 – Number of new hires by nationality, 2020/2021

Nationality	2020	2021	Share	Variation
British	3	3	16.67%	0.00%
Italian	1	3	16.67%	200.00%
German	8	2	11.11%	-75.00%
Belgian	3	2	11.11%	-33.33%
Dutch	1	2	11.11%	100.00%
Spanish	5	1	5.56%	-80.00%
Polish	1	1	5.56%	0.00%
Portuguese	1	1	5.56%	0.00%
Romanian	1	1	5.56%	0.00%
Austrian	0	1	5.56%	n/a
Swiss	0	1	5.56%	n/a
French	5	0	0.00%	-100.00%
Bulgarian	1	0	0.00%	-100.00%
Finnish	1	0	0.00%	-100.00%
Greek	1	0	0.00%	-100.00%
Hungarian	1	0	0.00%	-100.00%
Macedonian	1	0	0.00%	-100.00%
Serbian	1	0	0.00%	-100.00%
Swedish	1	0	0.00%	-100.00%
Total	36	18	100.00%	-50.00%

Source: EPO – FIPS

1.2.4 Promotions

EPO staff can either advance their career by means of normal promotion within their current job group or, following a selection procedure, by means of promotion to a higher grade in another job group (Article 49 ServRegs).

Only staff members who are at the last step of the grade within their current job group are eligible for normal promotion. The number of such promotions therefore varies from year to year, depending on the demographic situation, the number of eligible staff and the available budget. In 2021, a total of 645 staff received normal promotion within the same job group. A further 18 staff advanced in their career by appointment to a higher job group following a selection procedure.

The members of the Boards of Appeal, who are appointed by the Administrative Council rather than the President of the Office, follow a different career system, therefore their data is presented separately. The term "appointment" in this part of the table refers to promotions following a selection procedure for positions in the Boards of Appeal.

All in all, 685 staff advanced their career in 2021 through promotion.

Table 17 – Number of staff receiving career advancement by promotion, 2020/2021

	2020		2021			
Reason for action	Job group	Total	Female	Male	Total	Variation
Normal promotion	2	1		2	2	100.00%
	3	26	4	19	23	-11.54%
	4	583	117	368	485	-16.81%
	5	20	10	7	17	-15.00%
	6	152	82	36	118	-22.37%
Normal promotion (total)		782	213	432	645	-17.52%
Promotion after selection procedure	2	0	1	1	2	n/a
	3	13	0	0	0	-100.00%
	4	3	6	1	7	133.33%
	5	3	8	1	9	200.00%
Promotion after selection procedure (total)		19	15	3	18	-5.26%
Promotion after reclassification (total)*		0			0	n/a
Grand total		801	228	435	663	-17.23%
Boards of Appeal						
Appointment	2	5	1	1	2	-60.00%
	3	19		6	6	-68.42%
Appointment (total)		24	1	7	8	-66.67%
Promotion	3	11	4	10	14	27.27%
Promotion (total)		11	4	10	14	27.27%
Grand total Boards of Appeal		35	5	17	22	-37.14%
Grand total ALL		836	233	452	685	-18.06%

* No posts were reclassified in 2020 or 2021.

Source: EPO – FIPS

1.2.5 Talent development

The total budget allocated for development activities was EUR 10 340 000 in 2021, with 43% of the total allocated budget actually being spent. The EPO made further progress in digitalising learning activities in 2021. As a knowledge-intensive organisation, the Office promotes continuous learning as a strategic priority by providing an extensive programme of high-quality, impactful learning activities for all staff members, enabling them to improve their functional, soft and leadership skills. Increasing efforts were made during 2021 to identify and develop emerging skills relevant to the new ways of working.

The learning time for EPO Talent Academy activities in 2021 was:

- 83 600 hours following instructor-led learning courses, mandatory or recommended e-learning modules. This corresponds to an average of 13.35 hours per employee.
- 10 074 hours on external online learning platforms. This corresponds to an average of 6 hours per employee.

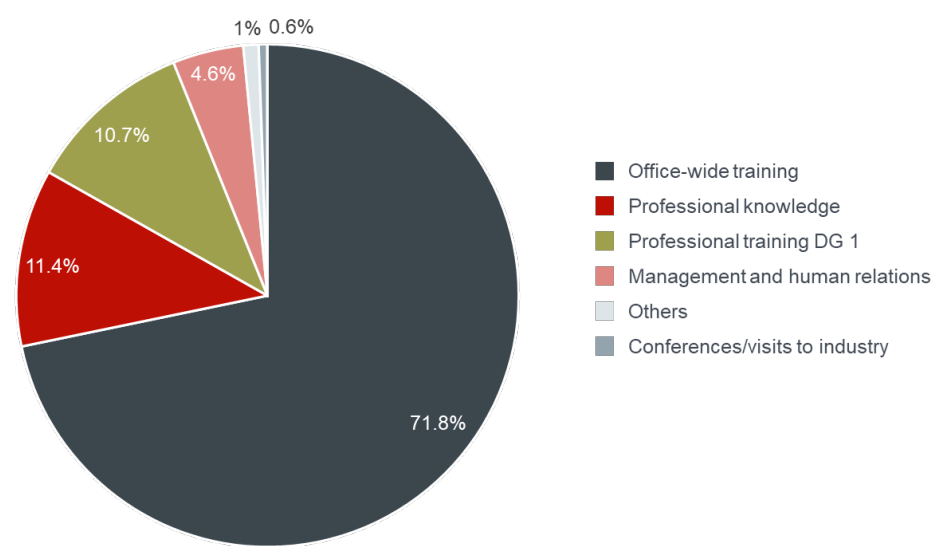
During 2021, all learning activities were offered online. Instructor-led activities were complemented by 30 mandatory or recommended e-learning modules and a wide selection of courses was available on the external online learning platforms introduced in 2020. The time spent by staff on the external learning platforms reflects the important role that they currently play in the learning process.

Table 18 – Talent development expenditure planned and spent (in EUR), 2020/2021

	2020			2021		
	Planned	Spent	% spent	Planned	Spent	% spent
Total expenditure	13 075 000	4 199 084	32.12%	10 340 000	4 486 937	43.39%

Source: EPO – FIPS

Graph 11 – Breakdown of talent development expenditure in 2021



Source: EPO – FIPS

Table 19 – Indicators related to talent development activities, 2020/2021

Training indicators	2020	2021	Variation
Number of employees having completed at least one instructor-led training course or an EPO mandatory or recommended e-learning module (in headcount)	6 053	5 385	-11.04%
Share of employees having completed at least one instructor-led training course or an EPO mandatory or recommended e-learning module (in % of total EPO staff)	94.53%	86.00%	-9.02%
Number of employees having completed at least one training course on an external online learning platform (in headcount)	2 836	2 100	-25.95%
Share of employees having completed at least one training course on an external online learning platform (in % of total EPO staff)	44.29%	33.54%	-24.27%
Average training expenses per employee (in EUR)	656	717	9.30%
Average training expenses per employee having completed at least one training course (in EUR)	694	833	20.03%

Source: EPO – FIPS

1.2.6 Duty travel

Table 20 – Number of duty travel trips made, 2020/2021

	2020			2021			Variation		
Trip purpose	Trips	Staff	Expenditure*	Trips	Staff	Expenditure*	Trips	Staff	Expenditure*
Business	645	389	761 042	18	17	28 843	-97.21%	-95.63%	-96.21%
Training	932	666	1 002 296	0	0	0	-100%	-100%	-100%
Combined missions	51	42	80 538	0	0	0	-100%	-100%	-100%
Total	1 628	1 097	1 843 876	18	17	28 843	-98.89%	-98.45%	-98.44%

* In EUR.

Source: EPO – Pensions and Specialised Services Department

All indicators in this category underwent a massive reduction in 2021 as a consequence of the pandemic and the limitations in travel across Europe. A total of 17 staff travelled for business purposes in 2021 (compared with 389 in 2020 and 1 452 in 2019).

1.2.7 Termination of active service at the EPO

In 2021, 165 employees ended active service. The main reason for ending active service was retirement (in 87% of cases). In 2020, the average retirement age was 61.0 years; the 2021 figure is 60.9 years.

Table 21 – Breakdown of staff ending active service, 2020/2021

	2020	% of total in 2020*	2021	% of total in 2021*	Variation
Retirement	198	84.98%	144	87.27%	-27.27%
Resignation	26	11.16%	10	6.06%	-61.54%
End of contract	2	0.86%	1	0.61%	-50.00%
Other type	7	3.00%	10	6.06%	42.86%
Total*	233	100.00%	165	100.00%	-29.18%

* Rounding differences may occur in the total percentages.

Source: EPO – FIPS

1.2.8 Pan-European Seal Programme

The Pan-European Seal Programme, a joint programme run by the EPO and EUIPO together with over 100 top European universities, offers high-achieving young graduates from selected universities a one-year traineeship at one of the two organisations. The programme gives participants the opportunity to enter the competitive world of IP through valuable, on-the-job training in a multicultural professional environment.

In 2021, 117 trainees (77 in 2020) representing 27 nationalities (19 in 2020), 59% of which were women (66% in 2020), participated in the programme.

In 2021, 44 trainees were allocated to the patent granting process area (24 in 2020).

Since the start of the programme in 2015, in all seven intakes together, the EPO has welcomed 413 trainees from 32 different nationalities. An average of 62% of the trainees were women.

2. Remuneration

The total expenditure for basic salaries and allowances in 2021 was EUR 983 million, including EUR 755 million for basic salaries and EUR 228 million for allowances and benefits.

In 2021, the total amount paid for basic salaries was stable compared with 2020.

2.1 Payroll for the year and basic salaries

Table 22 – Basic salaries paid (in EUR), 2020/2021

	2020	2021	
Job group	Total basic salaries paid	Total basic salaries paid	Average monthly basic salary paid
JG1	1 100 204	1 105 718	18 429
JG2	10 631 122	10 734 712	16 265
JG3	67 385 080	67 045 344	14 703
JG4	572 159 351	575 556 948	10 509
Total JG1-4	651 275 756	654 442 723	10 899
JG5	18 361 675	17 824 277	7 777
JG6	85 414 740	82 896 213	6 480
Total JG5-6	103 776 416	100 720 490	6 677
Total	755 052 172	755 163 213	10 051

Source: EPO – FIPS

2.2 Comparison of the 10th and 90th percentiles

The 10% highest-paid staff earn full basic salaries at or above EUR 13 529 (90th percentile) per month. The 10% lowest paid earn full basic salaries at or below EUR 6 482 (10th percentile) per month. The ratio between the 90th and 10th percentiles is therefore 2.09 (2.18 in 2020).

2.3 Performance and rewards

Table 23 – Rewards paid (in EUR), 2020/2021

Reward type	Pensionable/ non-pensionable	2020	2021
Step/promotion	Pensionable	10 285 212	11 485 719
Individual bonus	Non-pensionable	6 085 921	5 356 000
Collaborative bonus	Non-pensionable	4 550 000	5 018 000
Total		20 921 133	21 859 719

Source: EPO – Department Remuneration and Social Security Systems

The following percentage of staff received a reward in 2021 based on their performance in 2020:

- 69.3% of staff eligible for a pensionable reward (e.g. step advancement or promotion) received such a reward (compared with 59.8% in 2020).
- 29.2% of eligible staff received an individual bonus as a non-pensionable reward for their 2020 performance (compared with 29.6% in 2020).
- 40.4% of eligible staff received a collaborative bonus for their specific contribution to Office-wide/strategic projects, collaborative initiatives or particularly successful units (compared with 28.3% in 2020).
- A total of 88.3% of eligible staff received a reward in the individual rewards exercise (compared with 77.0% in 2020).

2.4 Allowances and benefits

In addition to basic salaries, in 2021 over EUR 228 million was paid in allowances and benefits, including EUR 101 million paid as expatriation allowance to the 66% of total staff with expatriate status (Article 72 ServRegs).

Table 24 – Allowances and benefits paid, 2020/2021

Category	Allowance/benefit*	2020	2021	Variation
Family	Dependants' allowance	35 260 439	35 052 825	-0.59%
	Household allowance	34 842 256	35 042 379	0.57%
	Childcare allowance/young child allowance	2 951 870	2 153 578	-27.04%
	Education allowance	35 875 596	40 064 238	11.68%
	Parental/family leave allowance	1 201 669	1 059 052	-11.87%
	Birth grant	135 874	109 870	-19.14%
Work-related	Overtime and shift allowance	1 303 273	1 383 020	6.12%
	Rent allowance	1 163 868	1 116 130	-4.10%
	Installation allowance	588 030	235 814	-59.90%
	Removal expenses	803 229	620 510	-22.75%
	Language allowance	124 839	112 324	-10.03%
	Travel expenses	43 962	31 735	-27.81%
	Functional allowance	1 933 700	2 166 046	12.02%
	Miscellaneous	14 192 250	1 849 948	-86.97%
	Extra examiner activities	105 088	35 000	-66.69%
Expatriation	Expatriation allowance	100 794 850	100 756 168	-0.04%
	Home leave	1 955 470	3 274 909	67.47%
Termination	Severance grant	910 714	777 832	-14.59%
	Salary savings plan payment	883 601	1 677 828	89.89%
	Dismissal compensation	0	38 126	n/a
	Termination indemnity	0	0	n/a
Total		235 070 578	227 557 331	-3.20%

* See glossary, "Allowances/other benefits".

Source: EPO – FIPS

In September 2021, the EPO implemented an education and childcare allowance reform for children of all staff, regardless of the nationality of the staff member. This reform introduced the young child allowance, which will progressively replace the childcare allowance.

Under "Miscellaneous" in 2020 is EUR 13.8 million as a compensatory lump sum paid out to employees and pensioners as compensation for the positive adjustment that would have resulted from the application of the new procedure to the period 1 July 2020 to 31 December 2020, as well as the application of the moderation clause for the years 2014 to 2020 (CA/D 4/20).

Please note that staff entitlement to the different allowances depends on their specific circumstances, in line with the provisions of the EPO Service Regulations.

In addition to the above, the EPO also contributes to the budget of the European School Munich and subsidises places in various crèches.

Table 25 – Contribution to crèches and to the European School Munich (ESM) (in EUR), 2020/2021

Type of expenditure	2020	2021	Variation
Subsidies to crèches	454 199	505 880	11.38%
European School Munich	25 914 260	26 408 740	1.91%
Total	26 368 459	26 914 620	12.28%

Source: EPO – FIPS

The most common grade in job group 4 is G13. Within this grade, the most common step is step 5. A typical examiner with permanent status in grade G13-5, working in Germany, married, with a spouse who is not gainfully employed, two dependent children and expatriate status, can expect a total net monthly remuneration of approximately **EUR 16 006**, made up of:

- Basic salary: 13 508 EUR
- Household allowance: 810 EUR
- Expatriation allowance: 2 912 EUR
- Dependants' allowance: 746 EUR
- Total deductions: -1 970 EUR

The same examiner working in the Netherlands can expect a total net monthly remuneration of approximately **EUR 16 031**, made up of:

- Basic salary: 13 529 EUR
- Household allowance: 812 EUR
- Expatriation allowance: 2 916 EUR
- Dependants' allowance: 747 EUR
- Total deductions: -1 973 EUR

In job groups 5 and 6, the most common grade is G8. Within this grade, the most common step is step 1. An administrative employee with permanent status in grade G8-1, working in Germany, married, with a spouse who is not gainfully employed, two dependent children and no expatriate status, can expect a total net monthly remuneration of approximately **EUR 6 813**, made up of:

- Basic salary: 6 637 EUR
- Household allowance: 398 EUR
- Dependants' allowance: 746 EUR
- Total deductions: -968 EUR

An administrative employee with the same circumstances working in the Netherlands can expect a total net monthly remuneration of approximately **EUR 6 824**, made up of:

- Basic salary: 6 647 EUR
- Household allowance: 399 EUR
- Dependants' allowance: 748 EUR
- Total deductions: -970 EUR

2.5 Home loans

Any permanent employee with active status and a minimum of two years of service may be granted a loan for the building, purchase, renovation or refinancing of a residential property destined to be used as a main residence at the place of employment at conditions that are 1.5% below the average market interest rates. The maximum amount that may be borrowed is EUR 110 000, with an increase of 5% for each dependent child.

By the end of 2021, a total of 1 498 loan accounts were active, with a total outstanding balance of around EUR 106 million.

Table 26 – Home loans, 2020/2021

Home loans	2020	2021	Variation
Number of new applications	137	138	0.73%
Amount of new loans to staff, in EUR (budget)	16 537 922	12 296 591	-25.65%
Number of new loans paid out to staff	156	127	-18.59%
Total number of active outstanding loans	1 507	1 498	-0.60%
Average interest rate over the total average capital	0.88%	0.72%	-18.18%
Total amount of home loans outstanding, in EUR	108 298 658	106 058 155	-2.07%

Source: EPO – Home Loans Department

3. Social security and pension schemes

The EPO provides its employees with a pension scheme and a social security scheme, which includes a healthcare insurance scheme and provisions in case of death, incapacity or long-term care. Total payments in 2021 amounted to approximately EUR 381 million.

3.1 Population covered under the EPO social security scheme

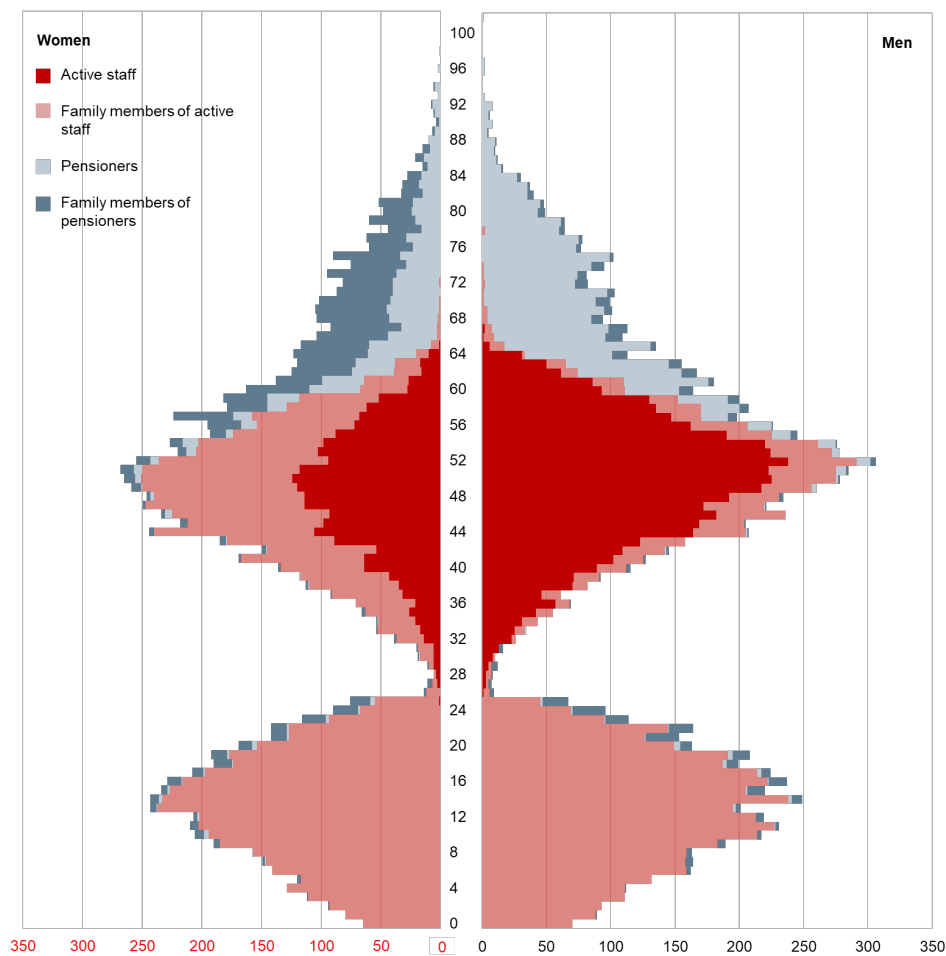
At the end of 2021, 23 001 persons were covered by the EPO social security scheme. The total population insured also includes staff in non-active service (such as unpaid leave) who are still affiliated to the EPO scheme.

Table 27 – Breakdown of persons covered by the EPO social security scheme, 2020/2021

Category	2020	2021	Variation
Active staff covered by social security scheme	6 403	6 261	-2.22%
Unpaid leave, secondment and reserve status	14	9	-35.71%
Pension recipients	2 963	3 084	4.08%
Family members (spouses and dependants)	13 879	13 647	-1.67%
Total	23 259	23 001	-1.11%

Source: ISRP; EPO – FIPS

Graph 12 – Breakdown by age of the total population covered by the EPO's social security scheme, 31 December 2021



Source: ISRP; EPO – FIPS

3.2 Social security benefits

Table 28 – Breakdown of social security payments relating to collective insurances (in EUR), 2020/2021

Type of benefits	2020	2021	Variation
Healthcare reimbursement	70 964 303	74 333 021	4.75%
Long-term care insurance	5 945 254	6 258 179	5.26%
Death insurance	2 871 674	1 883 808	-34.40%
Total benefits	79 781 231	82 475 008	3.38%

Source: EPO – FIPS; Cigna

3.3 Payments for pensioners

At the end of 2021, there were 3 176 recipients of an EPO pension, which represents a 3.5% increase compared to the end of 2020.

Table 29 – Breakdown by type of pension, 2020/2021

Type of pension	Number of recipients 2020	Number of recipients 2021	Average monthly basic pension (in EUR) 2020	Average monthly basic pension (in EUR) 2021
Retirement	2 582	2 671	6 792	6 801
Survivor's	377	389	4 183	4 258
Orphan's	109	116	1 246	1 144
Total	3 068	3 176	6 274	6 283

Source: ISRP

Table 30 – Breakdown of payments (in EUR), 2020/2021

Benefits linked to pension	2020	2021	Variation
Basic pension	228 290 548	236 772 681	3.72%
Tax adjustment	46 261 079	48 307 211	4.42%
Other (allowances, compensation)	12 967 074	13 220 029	1.95%
Total	287 518 701	298 299 921	3.75%

Source: EPO – FIPS

Table 31 – Key figures related to retired staff, 31 December 2021

Job group (JG)	Number of retired employees (in headcount)	Average age at retirement (in years)	Average length of service at the EPO (in years)	Average basic monthly salary before retirement (in EUR)
JG 1-4	1 790	61.2	28.2	13 896
JG 5-6	881	60.6	30.6	7 337
Total	2 671	61.0	29.0	11 732

Source: ISRP; EPO – FIPS

The typical package for a G13-5 pensioner, married with no dependent children and living in Germany, after the current average of 28 reckonable years of service at the EPO and based on the German salary table, is composed of the following elements:

▪ Basic pension:	7 564 EUR
▪ Household allowance:	454 EUR
▪ Tax adjustment	1 458 EUR
▪ Deductions for medical and long-term care insurance:	-269 EUR
▪ National tax:	-2 298 EUR
▪ Total:	6 909 EUR

The typical package for a G9-5 pensioner, married with no dependent children and living in Germany, after the current average of 30 reckonable years of service at the EPO and based on the German salary table, is composed of the following elements:

▪ Basic pension:	4 873 EUR
▪ Household allowance:	292 EUR
▪ Tax adjustment:	568 EUR
▪ Deductions for medical and long-term care insurance:	-173 EUR
▪ National tax:	-954 EUR
▪ Total:	4 606 EUR

The examples above relate to the old pension scheme, applicable to staff who joined the EPO before 1 January 2009. Staff joining after this date are subject to the new pension scheme regulations. On retirement, they receive a capped basic pension plus a lump sum payment corresponding to the result of the investments made under the salary savings plan during the period of their employment.

3.4 Contributions to the EPO social security and pension schemes

Like other international organisations, the EPO has to provide, organise and finance its social security and pension schemes independently.

In order to finance the benefits paid under the different social security and pension schemes, contributions are paid by both the EPO and the beneficiaries. With a contribution of EUR 240 million in 2021 (66% of total contribution), the EPO is the main contributor. As in most European international organisations, the share of contributions to all schemes follows the general approach of "1/3 employee, 2/3 employer".

Table 32 – Total contributions to the social security and pension schemes and salary savings plan (in EUR), 2020/2021

Contributions to the social security, pension schemes and salary savings plan, in EUR	2020	2021	Variation
EPO	241 661 372	240 266 989	-0.58%
Employees	114 728 831	113 857 134	-0.76%
Pension recipients	8 039 862	8 425 334	4.79%
Total	364 430 065	362 549 457	-0.52%

Source: EPO – FIPS

Table 33 – Contributions to the social security scheme (not including pensions) (in EUR), 2020/2021

Contributions to social security scheme (not including pensions), in EUR	2020	2021	Variation
EPO	74 526 686	74 274 163	-0.34%
Employees	31 155 927	30 861 412	-0.95%
Pension recipients	8 039 862	8 425 334	4.79%
Total	113 722 475	113 560 909	-0.34%

Source: EPO – FIPS

Table 34 – Total contributions to the pension schemes and salary savings plan (in EUR), 2020/2021

Contributions to the pension schemes and salary savings plan, in EUR	2020	2021	Variation
EPO	167 134 686	165 992 826	-0.68%
Employees	83 572 904	82 995 722	-0.69%
Total	250 707 590	248 988 548	-0.69%

Source: EPO – FIPS

The assets managed in the salary savings plan amounted to EUR 196.7 million on 31 December 2021, while the assets managed by the RFPSS amounted to 11.87 billion EUR on 31 December 2021.

In addition, in 2021, the EPO decided to make a transfer of EUR 150 million from its Treasury funds to the RFPSS Fund, as well as a cash transfer of EUR 2.675 million to the salary savings plan. With these transfers, the total contribution of the EPO booked to the pension scheme and salary savings plan was EUR 318.7 million, resulting in a contribution ratio for 2021 of 79.34% by the EPO (in 2020 75%) and 20.66% by staff (in 2020 25%).

4. Working conditions

At the EPO, staff can opt for various flexible working arrangements, including part-time work, part-time home working and flexitime. In addition, in 2019, the EPO launched a pilot for an occasional teleworking scheme, which allows staff to work either from their normal residence at the place of employment or from any other location within the territory of the European Patent Organisation member states.

Given the pandemic, the Office continued to take the necessary measures to enable all staff to work from home. Although, formally, the part-time home working scheme still existed in 2021, it was de facto superseded by the emergency teleworking guidelines.

In 2021, 5 884 employees registered for teleworking at some point, each employee teleworking an average of 137 days. Following the approach initiated during the pilot phase, employees were allowed to telework from a location other than their normal residence. Employees teleworking at least once in another location represent 44% (2 597) of the teleworkers, of which 2 153 teleworked from abroad. Among these employees, the average number of days teleworked from another location was 49 days in 2021.

4.1 Staff working part-time

In 2021, about 14% of all EPO staff worked part-time (50% part-time being the minimum working time allowed). Women represented 71% of the total staff working part-time. These figures are stable in comparison with previous years.

Table 35 – Breakdown of staff working full-time/part-time per site, 2020/2021

Employees	Site	31 Dec. 20			31 Dec. 21			Variation
		Female	Male	Grand total	Female	Male	Grand total	
Full-time	Munich	882	2 164	3 046	898	2 114	3 012	-1.12%
	The Hague	544	1 666	2 210	540	1 616	2 156	-2.44%
	Berlin	48	122	170	50	119	169	-0.59%
	Vienna	34	38	72	29	34	63	-12.50%
	Total	1 508	3 990	5 498	1 517	3 883	5 400	-1.78%
	In % of total staff	69.62%	94.17%	85.87%	71.34%	93.88%	86.23%	
Part-time	Munich	426	112	538	390	115	505	-6.13%
	The Hague	209	117	326	199	119	318	-2.45%
	Berlin	13	18	31	10	19	29	-6.45%
	Vienna	10		10	9		9	-10.00%
	Total	658	247	905	608	253	861	-4.86%
	In % of total staff	30.38%	5.83%	14.13%	28.61%	6.12%	13.75%	
Grand total		2 166	4 237	6 403	2 125	4 136	6 261	-2.22%

Source: EPO – FIPS

Table 36 – Breakdown of working time percentages, 2020/2021

Working time percentage	Number of staff on 31.12.2020	Percentage of staff working part-time	Number of staff on 31.12.2021				Percentage of staff working part-time
			Female	Male	Total		
50 - 59%	45	4.97%	39	7	46		5.34%
60 - 69%	84	9.28%	75	18	93		10.80%
70 - 79%	126	13.92%	101	19	120		13.94%
80 - 89%	475	52.49%	295	152	447		51.92%
90 - 99%	175	19.34%	98	57	155		18.00%
Total*	905	100.00%	608	253	861		100.00%

* Rounding differences may occur in the total percentages.

Source: EPO – FIPS

4.2 Flexitime and compensation hours

In 2021, the average amount of flexitime taken per employee (in FTEs) was equivalent to 0.8 days. The average amount of compensation hours taken per employee (in FTEs) was equivalent to 5.4 days.

Table 37 – Breakdown of flexitime and compensation hours, 2020/2021

Type of leave	Absence days* 2020	Absence days* 2021	Variation
Flexitime	10 313	4 978	-51.73%
Compensation hours	32 558	33 805	3.83%

* Absence days are not the same as employee days. For instance, an absence day for a 50% part-timer (four hours) counts as a full day.

Source: EPO – FIPS

4.3 Overtime, shift work and on call

An increase in overtime and on-call services can be observed. Shift hours decreased for the second year in a row.

Table 38 – Breakdown of overtime, shift work and on call, 2020/2021

Overtime, shift work and on call (in hours)	2020	2021	Variation
Overtime	786	1 120	42.62%
On call	110 718	117 805	6.40%
Shift hours	1 773	1 317	-25.73%

Source: EPO – FIPS

4.4 Working days and absences

Parental and family leave are classed as social leave. In 2021, 1 119 employees took an average of 18.0 days of parental leave. 66 employees took family leave. On average, each of these employees took 15.9 days of family leave.

Table 39 – Reasons for absence, volume and impact on total working days, 2020/2021

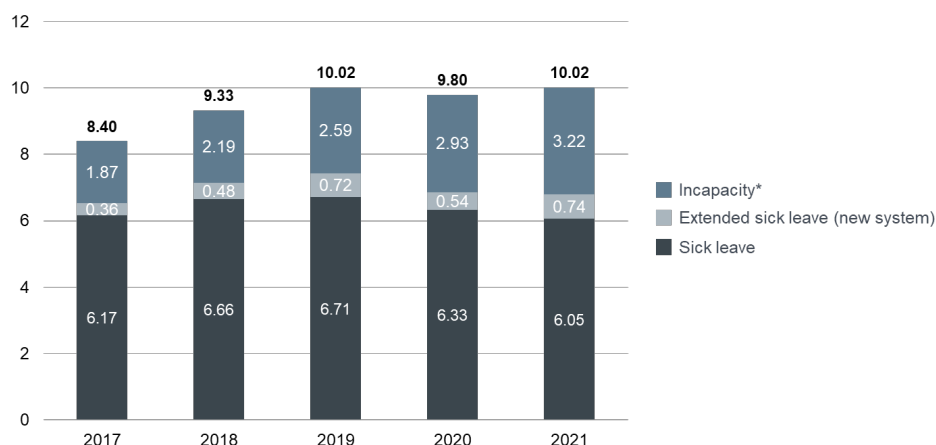
Categories of absence	2020			2021			Variation
	Number of absence days*	Average number of absence days/FTE ^s **	Absence days as % of total working days	Number of absence days*	Average number of absence days/FTE ^s **	Absence days as % of total working days	Number of absence days
Annual leave and home leave	195 748	30.20	12.03%	217 861	34.51	13.72%	11.30%
Sick leave	63 495	9.80	3.90%	63 235	10.02	3.98%	-0.41%
Social leave	45 891	7.08	2.82%	62 461	9.89	3.93%	36.11%
Unpaid leave	3 149	0.49	0.19%	1 129	0.18	0.07%	-64.14%
Total	308 283	47.56	18.95%	344 686	54.60	21.71%	11.81%

* Absence days are not the same as employee days. For instance, an absence day for a 50% part-timer (4 hours) counts as a full day.

** The calculations are based on FTE^s and not FTE (see glossary).

Source: EPO – FIPS

Graph 13 – Total sickness days per FTE^s, 12 months rolling, 2017-2021



* The observed increase in incapacity is an expected progression of the new system adopted in 2015. The increase is due to the fact that, under the old system, staff members on invalidity would not be included in the sick leave statistics, whereas in the current system of incapacity, they remain in active status and are included in the statistics.

Source: EPO – FIPS

Table 40 – Breakdown of total sickness days, 2020/2021

Type	2020		2021		Variation Total days per FTE ^s	Variation Capacity loss
	Total days per FTE ^s	Capacity loss %	Total days per FTE ^s	Capacity loss %		
Short-term/normal sick leave	6.33	2.52%	6.05	2.41%	-4.42%	-4.37%
Extended sick leave, new system	0.54	0.21%	0.74	0.30%	37.04%	42.86%
Incapacity	2.93	1.17%	3.22	1.28%	9.90%	9.40%
Total sickness days*	9.80	3.90%	10.02	3.98%	2.24%	2.05%

* Rounding differences may occur in the totals.

Source: EPO – FIPS

Table 41 – Number of sickness days by percentage of staff, 2020/2021

Number of sickness days (d)	% of staff 2020	% of staff 2021
0 days	40.44%	41.39%
0 days < d < 3 days	15.41%	17.05%
3 days ≤ d < 5 days	10.34%	9.94%
5 days ≤ d < 10 days	13.35%	12.32%
10 days ≤ d < 15 days	6.15%	5.97%
15 days ≤ d	14.30%	13.34%
Total*	100.00%	100.00%

* Rounding differences may occur in the total percentages.

Source: EPO – FIPS

5. Health, safety and welfare services

5.1 Activities related to health services (Occupational Health Services and Medical Advisory Unit)

Table 42 – Volume of activities* undertaken by the Occupational Health Services (OHS), 2020/2021

Volume of activities undertaken by OHS	2020	2021	Variation
Number of staff consulting OHS	1 470	1 267	-13.81%
Number of cases**	1 896	1 513	-20.20%
Number of in-house consultations	4 394	4 437	0.98%

* Due to COVID-19, most activities by videocall/phone.

** With a diagnosis.

Source: EPO – Health & Safety, Cority

Table 43 – Type of activities undertaken by the Occupational Health Services (OHS), 2020/2021

Type of activities* carried out by OHS	2020	2021	Variation
Mandatory examinations, Circular 367	410	380	-7.32%
Reintegration meetings	422	471	11.61%
Consultations with managers	426	328	-23.00%
Health Advisory Team (HAT) meetings**	71	25	-64.79%
Workplace visits by OHS ergonomist/nurses/ErgoWucs***	226	11	-95.13%
Virtual workplace visits by OHS ergonomist/nurses/ErgoWucs****	0	1 103	n/a
Preventive medical examinations	425	511	20.24%
Initial medical examinations	33	47	42.42%
Emergency cases	29	28	-3.45%
Vision tests***	14	0	-100.00%
In-house physiotherapy sessions***	3 622	3 475	-4.06%
Influenza vaccinations	2 733	2 681	-1.90%
COVID-19 vaccinations	0	1 369	n/a

* Due to COVID-19, most activities by videocall/phone.

** 455 directors and team managers invited to attend in 2020.

*** Restricted access to the premises and reduced face-to-face contact due to COVID-19.

**** Virtual workplace visits introduced – contacts visit staff on teleworking virtually via MS Teams.

Source: EPO – Health & Safety, Cority

Utilisation of the Employee Assistance Programme (EAP) amounted to 3.43% in 2021. The service was accessed a total of 227 times, of which 186 were for counselling and 41 were for work/life services.

Table 44 – Volume of activities undertaken by the Medical Advisory Unit (MAU), 2020/2021

Activities undertaken by the MAU	2020	2021	Variation
Requests for prolongation of dependants' allowance for medical reasons (Art. 69(5) ServRegs)	40	44	10.00%
Requests for dependants' allowance for disabled children (Art. 69(1).II ServRegs)	61	61	0.00%
Requests for reimbursement of costs for disabled children (Art.69 II.(10) ServRegs)	27	26	-3.70%
Consultations for medical opinion for employees on extended sick leave or incapacity	943	1 005	6.57%
Cure requests	122	149	22.13%
Number of A cures granted	80	62	-22.50%
Number of B cures granted	18	23	27.78%
Requests for special leave	58	56	-3.45%
Requests to spend sick leave elsewhere than at employee's place of residence (Art. 62a(5) ServRegs)	70	118	68.57%
Sick leave verification (Art. 62a(6) ServRegs)	1	0	-100.00%
Advice on health insurance matters and disputes	166	180	8.43%
Requests for family leave	84	71	-15.48%
Examination under Art. 26(2) ServRegs	12	9	-25.00%
Long-term care (LTC) matters (number of cases)*	84	90	7.14%
Consultations following occupational accident with injury	34	16	-52.94%

* Until 31 October 2020. After that date, this activity was transferred to HR interlocutors. 2020 figures updated to latest figures. 2021 figures provisional (14 March 2022).

Source: EPO – Health & Safety, Cority

5.2 Occupational accidents

Table 45 – Number of occupational accidents reported, 2020/2021

Site	2020	2021
Munich	12	6
The Hague	9	5
Berlin	0	0
Vienna	1	0
Brussels	0	0
Total	22	11

Source: EPO – Health & Safety

The pandemic is reflected in the number of occupational accidents. Just four occupational accidents occurred on the premises, six were commuting accidents and one occurred during teleworking. Overall, these resulted in 47 sickness days.

5.3 Health and safety-related expenditure

Overall expenditure for health and safety increased by 15% compared with 2020, mainly due to the increased expenditure in health and safety costs caused by the COVID-19 vaccination organised by the Office.

Table 46 – Breakdown of other health service costs (in EUR), 2020/2021

Category	2020	2021	Variation
Preventive medical examinations	204 615	260 732	27.43%
Initial medical examinations	15 269	9 579	-37.27%
Health and safety costs	1 285 141	1 462 882	13.83%
Total	1 505 025	1 733 193	15.16%

Source: EPO – FIPS

5.4 Funding for general staff welfare

Spending in the social budget decreased in 2021, compared with 2020, mainly due to decreased canteen subsidies (as a result of the pandemic). The subsidies for the Amicale and the Pensioners' Association were increased. Over the course of 2021, the DG 1 team reinforcement budget was merged into the motivation budget, centralised for the whole Office. The amount per employee was also increased for non-DG 1 staff.

Table 47 – Breakdown of expenditure for general staff welfare (in EUR), 2020/2021

Category	2020	2021	Variation
Canteen subsidies	766 225	257 863	-66.35%
AMICALE, culture and sports clubs, social events	1 330 000	1 360 000	2.26%
Pensioners' Association subsidy	106 000	118 500	11.79%
Social events office	144 858	170 958	18.02%
Motivation budget	196 655	664 520	237.91%
DG 1 team reinforcement budget	378 172	44 121	-88.33%
Total	2 921 910	2 615 962	-10.47%

Source: EPO – FIPS

6. Social dialogue

All figures in Table 48 were taken from the self-declaration made by staff representatives regarding the number of days spent on staff representation activities.

Table 48 – Staff representation activities in days, 2020/2021

Statutory bodies	2020	2021
General Consultative Committee	21.25	19.50
Appeals Committee	132.50	107.00
Health and safety issues	65.10	34.80
Total	218.85	161.30

Administrative Council and its bodies	2020	2021
Administrative Council and Committees	17.70	17.80
Reserve Funds for Pensions and Social Security	2.60	2.00
Total	20.30	19.80

Thematic meetings and working groups	2020	2021
Various meetings with management	1 066.00	1 169.20
Data protection	7.40	9.00
Recruitment	4.10	20.10
Home Loans Committee	2.50	0.00
Sub-group GCC SSPR	6.30	4.10
Staff Committee elections	0.30	n/a
Ad hoc working groups	46.90	63.90
Total	1 133.20	1 266.30

Internal staff representative work & training	2020	2021
Staff representative work	3 308.80	3 179.20
Preparation and travel	111.10	90.20
Training	21.10	15.60
Total	3 441.00	3 285.00

Source: EPO – FIPS

Table 49 – Number of staff by site involved in staff representation activities, 2020/2021

	2020	2021			
Site	Total	Female	Male	Total	Variation
Berlin	6	1	5	6	0.00%
Munich	21	4	15	19	-9.52%
The Hague	24	7	11	18	-25.00%
Vienna	7	3	3	6	-14.29%
Total	58	15	34	49	-15.52%

Source: EPO – FIPS

Table 50 – Time allocation for staff representation-related activities, 2020/2021

Time allocation (in days)	2020	2021
Time available	5 550	5 600
Time used	4 811	4 730
Time (in days) for appointees by CSC		
Disciplinary procedures	1	1
Selection procedures	0	14
Total used	4 812	4 745

Source: EPO – FIPS

6.1 Meetings with social partners

Table 51 – Number of meetings with social partners, 2020/2021

Meetings of statutory bodies	2020	2021
Central Occupational Health, Safety and Ergonomics Committee	5	7
General Consultative Committee	8	7
Home Loans Committee	0	4
Local Occupational Health, Safety and Ergonomics Committee BER	2	4
Local Occupational Health, Safety and Ergonomics Committee MUC	4	3
Local Occupational Health, Safety and Ergonomics Committee TH	4	4
Local Occupational Health, Safety and Ergonomics Committee VIE	3	3
Local Staff Committee BER	4	2
Local Staff Committee MUC	2	2
Local Staff Committee TH	2	2
Local Staff Committee VIE	3	2
Harmonisation Committee	1	1
Total	38	41
Participation of staff representatives in the Administrative Council		
Administrative Council	4	4
Reserve Funds for Pensions and Social Security	3	3
Budget and Finance Committee	2	2
Technical and Operational Support Committee	2	2
Committee on Patent Law	1	1
Academy Supervisory Board	1	1
Total	13	13

Thematic meetings and working groups		
Working Group on Circulars 355 (Regulations for the Staff Committee elections) and 356 (Resources and facilities to be granted to the Staff Committee)	3	3
Working Group on Performance Management	3	n/a
Working Group on Fixed Term Contracts	n/a	3
Elections Supervisory Committee	2	n/a
Working Group Diversity and Inclusion	3	3
Working Group on Financial Measures	2	n/a
Working Group on Education and Childcare Allowance Reform	5	4
Working Group Appeals Committee Reform	3	3
President – CSC meetings	5	4
President – union meetings	6	3
Other meetings involving staff representatives	24	14
Total	56	37
Other meetings (Subgroup of the GCC on Social Security, Pensions and Remuneration; Supervisory Committee for Salary Savings Plan)		
Three wise men on salaries (Advisory Group on Remuneration)	1	1
Actuarial Advisory Group (meets every second year)	n/a	3
ISRP for staff representatives	1	1
Working Group on Guide to Cover	3	0
Supervisory Committee for Salary Savings Plan	3	3
GCC SSPR – Salary Adjustment Procedure Review	6	n/a
GCC SSPR – Salary Adjustment Procedure	n/a	1
Other topics on social security, pensions and remuneration	2	2
Total	16	11

Source: EPO – President's Office/Social Dialogue secretariat

In addition, one meeting of the Appraisals Committee took place in 2021 (four meetings in 2020).

Table 52 – Number of hearings (Appeals Committee, Disciplinary Committee and Joint Committee on Articles 52 and 53), 2020/2021

Number of hearings	2020	2021
Appeals Committee	36*	38**
Disciplinary Committee	1	1
Joint Committee on Articles 52 and 53	0	0

* Note: 19 of the 36 hearings took place online, not in person.

** Note: All hearings took place online, not in person.

Source: EPO – Appeals Committee Secretariat and Disciplinary Committee Secretariat

6.2 Industrial action

Table 53 – Number of strike days, 2020/2021

Number of strikes	2020	2021
Number of strike days	1	0
Number of FTE days*	1 236	0

* Office-wide. Full-day and half-day participants included as well as all four sites (Munich, Berlin, The Hague and Vienna).

Source: EPO – FIPS

7. Conflict resolution

7.1 Informal conflict resolution

A network of 12 confidential counsellors (four in Munich, four in The Hague, two in Berlin and two in Vienna) supported the Ombuds Office (Conflict Resolution Unit⁵ until 1 February 2021) in its informal conflict resolution activities in 2021. The counsellors are regular staff members who spend up to 50% of their time supporting, encouraging and facilitating the informal and amicable resolution of workplace conflicts.

Table 54 – Types of case dealt with by the Ombuds Office, 2020/2021

Nature of conflict	2020		2021	
	Number of cases	% of total*	Number of cases	% of total*
Manager/employee in the hierarchical line	186	65.49%	144	66.67%
Between colleagues	26	9.15%	25	11.57%
Between managers	10	3.52%	11	5.09%
Request for information	5	1.76%	13	6.02%
Counselling on workplace difficulties	57	20.07%	23	10.65%
Total	284	100.00%	216	100.00%

* Rounding differences may occur in the total percentages.

Source: EPO – Ombuds Office

⁵ The mission of the Ombuds Office is to promote conflict prevention and foster early resolution of workplace disputes by amicable means.

Table 55 – Status of cases dealt with by the Ombuds Office, 2020/2021

Status of cases	2020		2021	
	Number of cases	% of total*	Number of cases	% of total*
Conflicts resolved via coaching	202	71.13%	120	55.56%
Conflicts resolved via conciliation	29	10.21%	24	11.11%
Referrals to formal procedure (management review, Appraisals Committee, investigation, etc.)	1	0.35%	1	0.46%
Cases ongoing	52	18.31%	71	32.87%
Total	284	100.00%	216	100.00%

* Rounding differences may occur in the total percentages.

Source: EPO – Ombuds Office

7.2 Management review

The management review is a pre-litigation step co-ordinated by the Ombuds Office (Conflict Resolution Unit until 1 February 2021). It aims to resolve employment law-related administrative disputes at an early stage, thus preventing further litigation. 109 requests for management review were registered in 2021, involving a total of 1 798 requesters.

Table 56 – Overview of general categorisation of management reviews, 2020/2021

Supra-categories	2020			2021		
	Registered cases	% of total*	Number of requesters	Registered cases	% of total*	Number of requesters
Regulations/policies	9	7.09%	120	16	14.68%	1 687
Individual	118	92.91%	181	93	85.32%	111
Total	127	100.00%	301	109	100.00%	1 798

* Rounding differences may occur in the total percentages.

Source: EPO – Ombuds Office

Table 57 – Nature of cases dealt with by management review, 2020/2021

Categories	2020			2021		
	Management reviews	% of total*	Number of requesters	Management reviews	% of total*	Number of requesters
Career/promotion/step advancement/bonus	55	43.31%	57	47	43.12%	58
Salary/allowances/ payments	22	17.32%	63	27	24.77%	1 547
Pensions/incapacity	7	5.51%	136	12	11.01%	15
Staff Committee rights/ collective rights	2	1.57%	4	4	3.67%	159
Leave/working time	15	11.81%	15	8	7.34%	8
Disciplinary procedures		0.00%			0.00%	
Transfer/appointment/ contract	2	1.57%	2	0	0%	0
Healthcare/long-term care	4	3.15%	4	4	3.67%	4
Investigation/dignity	5	3.94%	5	2	1.83%	2
Staff reports	1	0.79%	1	0	0%	0
Other	14	11.02%	14	5	4.59%	5
Total	127	100%	301	109	100%	1 798

The above figures include cases in both the "Regulations/policies" and "Individual" supra-categories.

* Rounding differences may occur in the total percentages.

Source: EPO – Ombuds Office

Table 58 – Outcome of management review cases, 2020/2021

Status/outcome	2020		2021	
	Requests	% of total*	Requests	% of total*
Rejected as irreceivable	50	39.37%	12	11.01%
Decision maintained	36	28.35%	49	44.95%
Allowed (in whole or in part)	13	10.24%	10	9.17%
Withdrawn	10	7.87%	11	10.09%
No review (filter function)	17	13.39%	15	13.76%
Pending	1	0.79%	12	11.01%
Total	127	100%	109	100%

* Rounding differences may occur in the total percentages.

Source: EPO – Ombuds Office

Of the 109 requests in 2021, approximately 18% of the closed cases had progressed to the appeal stage as at 10 February 2022 (by way of comparison, of the 127 requests in 2020, about 19% of the closed cases had progressed to the appeal stage as at 1 February 2021).

The figure of 18% is preliminary. The definitive number of internal appeals following a management review will be available in July 2022, given that up to six months may elapse from the date of filing a management review to the subsequent registration of an appeal (up to two months to conduct the review, up to three months to file a subsequent appeal and up to one month to register the appeal).

By way of reference, the final figures for 2020 show that, of 127 registered requests for review, approximately 64% were resolved at this stage and did not progress to the appeal stage.

7.3 Internal appeals

In 2021, 659⁶ new appeals were lodged by 695 staff members (individual appellants and appellants filing collective appeals). This is significantly higher than the number of appeals in 2020 (120). This increase can be attributed to the mass appeal against the decisions implementing the remuneration adjustment method (CA/D 4/20 and CA/D 9/20), in which 589 individual appeal briefs were lodged with the Appeals Committee.

In 2021, the average duration from filing an appeal until the final decision of the President was 39.8 months (49.6 months in 2020).

⁶ This number includes 587 "child appeals" filed in the context of a mass appeal against the implementation of the new remuneration adjustment method introduced with decisions CA/D 4/20 and CA/D 9/20.

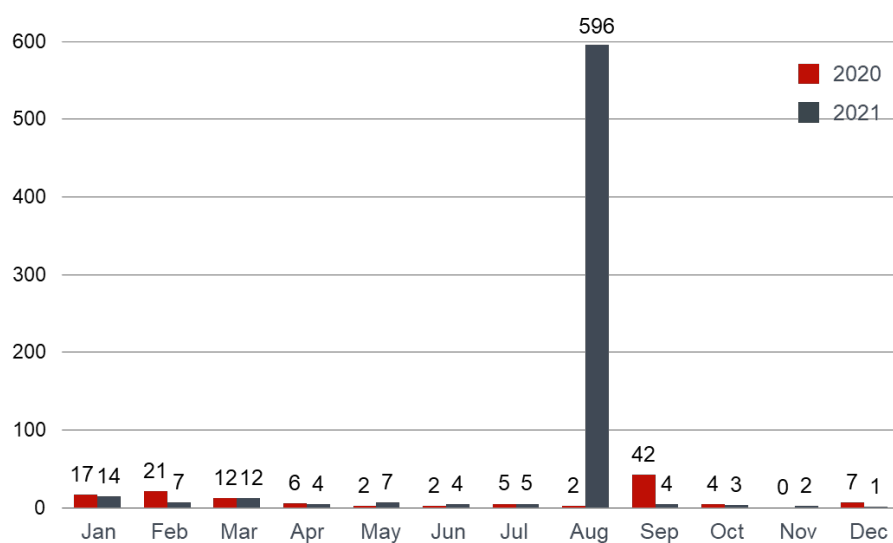
At the end of 2021, the number of pending cases before the Appeals Committee increased to 744 appeals (at the end of 2020, 330 appeals were pending before the Appeals Committee). Here, too, the reason for the increase is the above-mentioned mass appeal.

Table 59 – Internal appeals registered, 2020/2021

Year	Number of registered appeals
2020	120
2021	659

Source: EPO – Appeals Committee Secretariat

Graph 14 – Number of internal appeals registered by month, 2020/2021



Source: EPO – Appeals Committee Secretariat

7.3.1 Appeals by category

Table 60 – Number of new appeals by category, 2020/2021

Categories (individual)	2020			2021		
	Internal appeals	% of total*	Number of appellants	Internal appeals	% of total*	Number of appellants
Salary/allowances/payments	9	7.50%	9	599	90.90%	633
Career/promotion/step advancement/bonus	57	47.50%	57	33	5.01%	33
Pensions/incapacity	41	34.17%	41	10	1.52%	10
Investigation/dignity	6	5.00%	6	6	0.91%	6
Staff Committee rights/collective rights	1	0.83%	1	4	0.61%	6
Leave/working time	2	1.67%	2	2	0.30%	2
Transfer/appointment/contract	1	0.83%	1	1	0.15%	1
Healthcare/long-term care	1	0.83%	1	1	0.15%	1
Disciplinary procedures	0	0.00%	0	0	0.00%	0
Other	2	1.67%	2	3	0.46%	3
Total	120	100.00%	120	659	100.00%	695

* Rounding differences may occur in the total percentages.

Source: EPO – Appeals Committee Secretariat

Table 61 – Number of cases finalised by the Appeals Committee, 2020/2021

Outcome of appeals	2020	2021	Variation
Cases on which the Appeals Committee issued an opinion	246	231*	-6.10%
Cases closed by withdrawal (before issuing of opinion/decision of the President)	28**	11***	-60.71%
Cases closed by amicable settlement facilitated by the Appeals Committee	0	6	N/A

* Sixty-nine cases on which opinions were issued will be withdrawn due to procedural issues connected to the composition of the Appeals Committee.

** This figure does not include two appeals that were withdrawn following the issuance of the Appeals Committee's opinion.

*** This figure does not include one appeal that was withdrawn following the issuance of the Appeals Committee's opinion.

Source: EPO – Appeals Committee Secretariat

Table 62 – Outcome of appeals at the EPO, 2020/2021

Final decisions of the appointing authority on appeals (opinions delivered in 2020/2021)	2020	2021*
Appeals allowed	4.10%	0.00%
Appeals allowed in part	24.10%	10.70%
Appeals rejected	71.80%	89.30%

* Note: At the time the data was produced, not all final decisions for 2021 opinions had been taken by the appointing authority.

Source: EPO – Appeals Committee Secretariat

7.3.2 Complaints filed by EPO staff with the ILOAT

Once the internal means of redress have been exhausted, EPO staff may file a complaint with the Administrative Tribunal of the International Labour Organization (ILOAT).

Table 63 – Internal appeal cases continuing to the ILOAT, 2019-2021

Year	Appeal cases closed with final decision	Number of which continued to ILOAT	% of total
2021	271*	47**	17.34%
2020	168	69	41.07%
2019	214	87	40.65%

* Some appeals that were the subject of final decisions in 2021 are subject to withdrawal of the opinion and final decision as a result of procedural issues connected with the composition of the Appeals Committee.

** Provisional number – status as of 10 February 2022.

Source: EPO – Directorate Employment Law

Table 64 – Outcome of complaints filed with ILOAT, 2020/2021

Outcome of complaints filed with ILOAT	2020	2021
Number of complaints pending with ILOAT	317	322
Number of new complaints received by the EPO	112	59
Number of judgments delivered*	29 (684)	37 (66)
% of ILOAT complaints allowed	17%	56.8%**
% of ILOAT complaints partially allowed	0%	2.7%
% of ILOAT complaints not allowed	83%	40.5%
% of judgments summarily dismissing the complaint(s)	17%	0%

* The number in brackets shows the number of actual complaints (several complaints can receive one judgment).

** Of the judgments in which the complaint was allowed, 5 (13.5% of judgments) remitted the matter to the EPO for reconsideration.

Source: EPO – Directorate Employment Law

7.3.3 Settlements in 2021

In 2021, amicable settlements were explored in 40 cases, with the withdrawal of an appeal or ILOAT complaint being achieved in 28 of those cases, giving an overall success rate of 41% since the start of this initiative in late 2018.

The overall success rate is even higher (54.3%) for settlements of staff members with three or fewer individual cases.

Table 65 – Number of cases settled and cases with a recorded withdrawal in 2021

Outcome	Internal appeals	ILOAT complaints	Total
Withdrawal (incl. "satisfaction given")	3	2	5
Out-of-court amicable resolution	16	12	28

Cases withdrawn/closed by amicable resolution are counted as of the date of signature.

Cases are counted just once, even if several people have withdrawn/reached an amicable resolution (i.e. group cases).

Source: EPO – Directorate Employment Law

7.4 Ethics and compliance: ensuring integrity and accountability

In 2021, Directorate Ethics and Compliance (DEC) continued its focus on prevention and mitigation, continuing to foster a value-driven culture of integrity, ethical conduct and accountability at the EPO.

7.4.1 Investigations

Table 66 – Number of investigations, 2020/2021

Status of cases	2020	2021	Variation
Cases in progress at the beginning of the reporting year	9	4	-55.56%
Number of which completed in the reporting year	8	7	-12.50%
New intakes/complaints received during the year	15	18	20.00%
Cases not registered	4	13	225.00%
Cases opened	11	5	-54.55%
Number of which completed in the same year	9	7	-22.22%

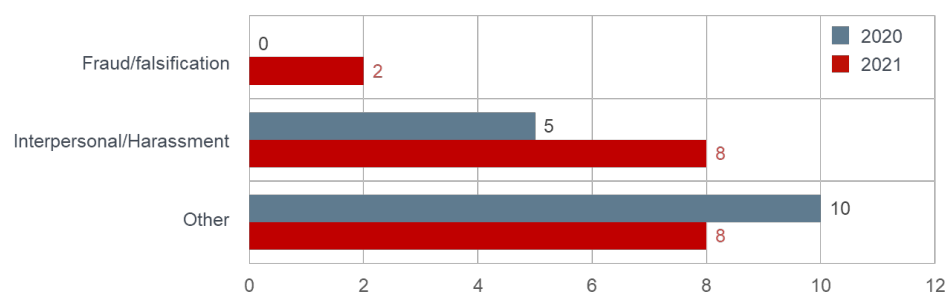
Note: Interviews and evidence gathering partly took place remotely.

Source: EPO – Directorate Ethics and Compliance

In 2021, the number of reported allegations increased by 20% compared with the previous year.

During 2021, 18 reports of misconduct were received (versus 15 received in 2020).

Graph 15 – Category of allegations⁷, 2020/2021



Source: EPO – Directorate Ethics and Compliance

As in 2020, 2021 saw a predominance of interpersonal conduct cases, which led to three investigative processes into harassment allegations. The "Other" category includes personal disputes, misrepresentation and breaches of obligations that are not obligations relating to the conduct of employees⁸ (e.g. data protection, patent granting procedure).

⁷ Graph 15 now covers reported allegations (intakes/complaints). The previous methodology only encompassed opened investigation cases.

⁸ See Chapter 1 (Conduct of employees) Title II (rights and obligations) of the EPO Service Regulations

8. Glossary

Active service

Active employment of staff not assigned to a different administrative status whilst performing tasks for the EPO and deriving full employment benefits on either a full-time or part-time basis.

Allowances/other benefits

Additional elements of remuneration beyond the basic salary, as follows:

Term	Legal basis	Description
Dependants' allowance	Art. 69, Art. 70 ServRegs	Payment aimed at providing support to employees for the upkeep of children or relatives.
Household allowance	Art. 68 ServRegs	Payment aimed at supporting employees who assume family responsibilities.
Childcare allowance	Art. 70a ServRegs	Payment aimed at providing support for employees whose children attend a childcare facility. Replaced on 1 September 2021 by the young child allowance.
Young child allowance	Art. 70a ServRegs	Payment aimed at supporting employees with children under the age of four.
Education allowance	Art. 71, Art. 120a ServRegs	Payment aimed at providing support to employees whose children regularly attend an educational establishment on a full-time basis.
Budget of the ESM	Agreement between the EPO and the Board of Governors of the European Schools	Annual contribution of the EPO to the budget of the European School Munich.
Parental/family leave allowance	Art. 45a, Art. 45b ServRegs	Payment aimed at supporting employees whose remuneration is reduced during parental or family leave.
Budget of the crèches	Circular 301	Subsidy for childcare facilities exclusively available to EPO staff.
Birth (maternity) grant	Art. 85 ServRegs	One-off payment made to employees upon the birth of a child.
Overtime, shift, on-call allowance	Art. 57, Art. 58, Art. 58a ServRegs	Additional remuneration as compensation for supplementary working hours, for a specific working schedule or for remaining on standby at the requirement of the EPO, outside the employee's normal working hours.

Term	Legal basis	Description
Rent allowance	Art. 74 ServRegs	Payment aimed at providing support to employees for renting a residence at the place of employment.
Installation allowance	Art. 73 ServRegs	Lump-sum payment aimed at covering costs incurred by employees upon taking up employment or transferring to another duty station.
Removal expenses	Art. 81 ServRegs	Lump-sum payment aimed at covering costs for moving an employee's household to/from their place of employment.
Language allowance	Art. 75 ServRegs	Payment made to employees in specific grades who are required in their function to use two or three of the official languages other than their mother tongue and whose language abilities have been acknowledged by the EPO.
Travel expenses	Art. 77 ServRegs	Compensation aimed at refunding employees holding a travel order for costs incurred for travelling to/from their place of employment.
Miscellaneous allowances		Amounts under specific budget articles, which include elements such as reserve status allowance, housing allowance, promotion compensation, loss-of-job indemnity, employer's contribution to national insurance scheme and temporary fixed allowance.
Expatriation allowance	Art. 72 ServRegs	Payment aimed at covering additional costs incurred by employees whilst working and residing outside the country of citizenship.
Functional allowance	Art. 12(2) ServRegs	Supplementary compensation to reward employees for additional duties or duties involving specific constraints.
Severance grant	Art. 11 PenRegs Art. 11 New PenRegs	Payment made upon cessation of employment prior to accruing pension entitlements, aimed at compensating former employees for participation in the EPO's pension scheme.
Salary savings plan payment	Art. 65(3) ServRegs	Settlement made upon cessation of employment corresponding to the amount in the employee's salary savings plan account.
Dismissal compensation	Art. 13(5) ServRegs	Payment made to employees leaving the service who do not pass the probationary period.
Loss-of-job indemnity	Art. 53(5) ServRegs	Payment made at the end of a fixed-term contract, usually in addition to a severance grant and the salary savings plan settlement.

Amicale

Association organising social events and programmes for staff and their families, including sports and cultural activities.

Appointment

Appointment may be:

- by recruitment, transfer or promotion as a result of a general competition open to both employees of the EPO and external candidates;
- by transfer at the same grade within the EPO, either on the initiative of the appointing authority or at the request of the employee concerned;
- by transfer or promotion as a result of an internal competition open to all employees of the EPO.

Basic salary tables

Net salary tables are published following the decisions of the Administrative Council on the salary adjustment, usually taken in December.

Categories of social leave

Social leave includes maternity leave (Art. 61 ServRegs), special leave (Art. 59(3) ServRegs; Circular 22, Rules 6-9), adoption leave (Art. 61a ServRegs), unpaid leave (Art. 45 ServRegs), parental leave (Art. 45a ServRegs) and family leave (Art. 45b ServRegs).

Categories of special leave

Special leave includes leave granted for marriage of the employee, change of residence, serious illness of a spouse or child, death of a spouse, death or serious illness of a relative in the ascending line, death or serious illness of a child, hospitalisation of a child aged 12 or under, birth of a child, marriage of a child, death of wife during maternity leave (Art. 59(3) ServRegs).

It also includes the death of another immediate relative, death/serious illness of a parent-in-law or any other person related by blood or marriage, court appearances, voting in national elections, transfer to another place of employment, further training, EQE (Circular 22, Rules 6-9), Berlin special leave, special leave travel days and special leave pending.

Cigna

Third-party administrator of the EPO healthcare insurance scheme.

Conflict Resolution Unit

The Conflict Resolution Unit deals with the prevention and early resolution of workplace disputes and promotes informal and pre-litigation mechanisms.

Cority

Occupational health and safety software; a web-based application.

Cure

The aim of a cure is to improve a person's general health and their capacity to perform daily activities. There are two types of cure:

- Type A – cases of absolute medical necessity only (for staff members, their family members and pensioners)
- Type B – five-yearly cure (for staff members only)

Dependant

A person (usually a child of the employee) in respect of whom an employee qualifies for the payment of a dependants' allowance.

Duty travel

Mission undertaken by an employee at the request of their line manager to fulfil business needs (business mission) or attend training (training mission) outside of the place of employment. A combined mission is a mission that combines these two elements or that fulfils business needs relating to several units in the EPO.

Employee

An employee is a person appointed under and covered by the Service Regulations and/or other terms of employment on either a permanent or a temporary basis.

Employee Assistance Programme

The Employee Assistance Programme (EAP) provides staff and their immediate family members with confidential and direct access to professional support to help them resolve work and life issues. Services include general and psychological counselling, legal advice, financial guidance and much more. The multilingual EAP is available 24/7/365 and is free of charge to EPO staff and their dependants.

Examiner

Examiners are technically qualified staff responsible for search, substantive examination and opposition, the three main phases of the patent granting process.

FIPS

SAP system used by Finance, Procurement and HR (recruitment, personnel administration, time and leave, payroll and staff reporting) for finance and personnel information.

Fixed-term appointment

A fixed-term appointment is an appointment for a specified duration of up to five years. It may be extended by express mutual agreement.

Full-time equivalent (FTE)

A statistical factor of 1 for an employee who has been employed full-time in a given calendar year (e.g. 0.5 FTE for someone who is part-time).

Full-time equivalent for sickness statistics (FTE^s)

An FTE^s represents an employee working for the whole of the reporting period, irrespective of whether they work part-time or full-time (in this respect, the definition differs from the usual FTE definition). The calculation of the FTE^s is based on working days. For example, if the reporting period is from 1 January to 31 December, an employee working for the whole period equals 1 FTE^s. An employee retiring on 1 July equals 0.5 FTE^s.

Full basic salary

Basic salary as per the net salary tables after internal tax, with no reduction due to absences leading to salary deductions or part-time work.

Initial medical examination

Examination conducted upon recruitment to determine whether a candidate meets the medical requirements of the post.

Investigative Unit

Unit in charge of establishing the facts relating to allegations of misconduct and reporting the results to the appointing authority.

ISRP

Short for International Service for Remuneration and Pensions. The ISRP has been the EPO's pension services provider since 1 January 2013.

Job groups (Circular 365, Annex I ServRegs)

The term "job group" is used to cover jobs that require similar types of educational qualification, knowledge and expertise. Accordingly, each of the six job groups is associated with a specific range of grades.

Job profiles

Job profiles exist for all job groups and contain a generic description of the following job aspects:

- the tasks to be performed
- the educational qualifications
- the required competencies
- the area and job group to which the profile belongs

Depending on the job group and area of activity, all staff are assigned a generic job profile.

Leave types

Term	Legal basis	Description
Flexi hours	Art. 5(2) Guidelines on arrangements for working hours	Type of leave by which staff may accrue surplus working hours and take leave at their convenience.
Compensation hours	Art. 5(4) Guidelines on arrangements for working hours	Type of leave by which a quarter of an hour is credited to the employee per full day of presence.
Annual leave	Art. 59 ServRegs	Entitlement of 30 days of holiday for a full working year.
Home leave	Art. 60 ServRegs	Additional leave granted every two years to employees recruited before 1 April 2018 for maintaining links to their home country outside their place of employment.
Absences for health reasons	Arts. 62, 62a, 62b and 62c ServRegs	Absence due to incapacity to perform duties for medical reasons. The system covers three phases: <ul style="list-style-type: none">▪ short-term or normal sick leave▪ extended sick leave: starts when the cumulative sick leave reaches 125 days in 18 months▪ incapacity: starts when the cumulative sick leave reaches 250 days in 36 months
Social leave	Arts. 45a, 45b, 59(3), 61 ServRegs	Parental, family, special and maternity leave.
Unpaid leave	Art. 45 ServRegs	Leave benefit by which an employee ceases active employment for a certain period of time on personal grounds.

Length of service

Number of years an employee has been working at the EPO (without deductions for unpaid leave, secondment, part-time work, etc.).

Long-term care insurance

Risk covered by the EPO's social security schemes, aimed at offsetting some of the expenses incurred if an insured person's autonomy becomes seriously impaired on a long-term basis.

Management review (Art. 109 ServRegs)

A management review is a pre-litigation step aimed at amicably resolving disputes about individual decisions at an early stage.

Mass appeal

Internal appeal filed by several staff members against the same decision, often on the same grounds. Such appeals are counted as one appeal in the summaries concerning internal litigation prepared by the EPO.

Members of the Boards of Appeal

Appointed by the Administrative Council and responsible for the examination of appeals against decisions taken in the patent granting process.

Nationality

The nationality of an employee is the nationality given in their electronic personal files and FIPS. In cases of dual citizenship, it is the first nationality recorded in FIPS.

New pension scheme

The new pension scheme is applicable to staff recruited as of 1 January 2009. Under the new scheme, the monthly pension is calculated on the basis of twice the reference basic salary at G01-4. The total contribution rate (EPO and staff) in 2021 amounted to 28.8% of the basic salary up to a ceiling of twice the salary for grade G01-4.

Contributions to the new pension scheme and the salary savings plan by the EPO and staff are apportioned 2/3 and 1/3 respectively.

Non-active status (Art. 42 ServRegs)

A permanent employee may be assigned to non-active status as follows:

- a. on secondment
- b. to fulfil obligations regarding military service or comparable service
- c. for parental leave
- d. for family leave
- e. on personal grounds

Unless otherwise expressly provided for in the Service Regulations, a permanent employee assigned to non-active status is not entitled to remuneration.

Off-scale (former A4(2))

Under the new career system, some staff graded under the former system in grade A4(2) at a salary level that exceeded the amount corresponding to G13 step 5 have been placed "off-scale", retaining their former basic salary.

Old pension scheme

Pension scheme applicable to staff recruited before 1 January 2009, under which a staff member with ten or more years of actual service is entitled to a retirement pension calculated on the basis of the final basic salary. In 2021, the total contribution rate (EPO and staff) for the old pension scheme amounted to 32.7% of the basic salary.

Ombuds Office

The Ombuds Office (Conflict Resolution Unit until 1 February 2021) deals with the prevention and early resolution of workplace disputes and promotes informal and pre-litigation mechanisms.

Orphan's or dependant's pension (Chapter V PenRegs)

Pension paid under conditions laid down in the Pension Scheme Regulations (PenRegs) to children or other dependants of a deceased or widowed employee.

Other staff

Staff whose activities are not directly related to the granting of patents.

Part-time home working

PTHW for short. This is a form of teleworking whereby work normally performed on the EPO's premises is carried out at the employee's residence (up to three days per week).

Patent procedure support staff

Formalities officers in the sectors, providing direct support in the patent granting process.

Permanent staff

Staff employed on a permanent basis.

Promotion

Promotion is access to a higher grade. It may take place following different procedures:

- normal promotion to a higher grade within the same job group
- promotion to a higher grade or job group following a selection procedure (in a higher job group)

In exceptional cases, it may follow reclassification of a post to another job group.

Remuneration

Basic salary and, where applicable, allowances.

Reserve status (Art. 46 ServRegs)

Reserve status refers to the position of staff who have become supernumerary by reason of a reduction in the number of posts, decided upon by the Administrative Council under the budgetary procedure, and who cannot be assigned to any other post corresponding to their grade within the EPO.

Retirement (Art. 54 ServRegs)

A permanent employee is retired:

- automatically on the last day of the month during which they reach the age of sixty-five
- automatically below the age of sixty-five if they fulfil the conditions for receiving a pension under Chapter III of the Pension Scheme Regulations or Chapter IIa of the New Pension Scheme Regulations (retirement for health reasons)
- at their own request under the conditions stipulated in the Pension Scheme Regulations.

Staff must inform the EPO in writing of the date of commencement of their retirement and their annual leave plans at least six months prior to the requested starting date of retirement.

RFPSS

Reserve Funds for Pensions and Social Security.

Salary adjustment procedure

Salaries and allowances are adjusted each year, in accordance with a method that follows the increase in salaries in the central government of EPO member states and takes into account purchasing power parities for the different places of employment. As of 2020, the adjustment takes effect on 1 January of the following year (formerly 1 July of the year in question).

Salary savings plan

The salary savings plan is complementary to the new pension scheme applicable to staff recruited as of 1 January 2009. The monthly contribution is invested in accordance with a defined investment strategy. On termination of service, employees receive a lump sum that corresponds to savings accrued through long-term investment. The total compulsory contribution to the plan (EPO and staff) in 2020 amounted to 3.9% of the employee's basic salary, up to a ceiling of twice the salary for grade G01-4 and 32.7% of the part of basic salary exceeding that ceiling.

Secondment (Art. 43 ServRegs)

The appointing authority may second a permanent employee temporarily, with their agreement, to a private or public body. Secondment is governed by the following rules:

- The secondment decision is taken by the appointing authority with the agreement of the permanent employee concerned.
- The duration of secondment is determined by the appointing authority and may normally not exceed two years.
- At the end of every six months, the permanent employee concerned may request that their secondment be terminated.
- Permanent employees on secondment retain their grade and step.
- When their secondment ends, they are immediately reinstated in a post corresponding to their grade, even if this entails an increase in the staff complement.

ServRegs

Service Regulations for permanent and other employees of the European Patent Office.

Single spine

Linear grading structure with 17 grades (each usually comprising five steps). Six different job groups are scaled along this salary grid.

Sites

The European Patent Office has the following sites: Munich, The Hague, Berlin, Vienna and Brussels.

Social security scheme

The social security schemes of the EPO include healthcare insurance, death insurance and long-term care insurance.

Statutory bodies

Term	Legal basis	Description
General Consultative Committee (GCC)	Art. 2(1)(b) Art. 38 ServRegs	Joint committee consulted with regard to amendments to the Service Regulations or the Pension Scheme Regulations and to the implementation of proposals regarding the conditions of employment. It can also be consulted on: <ul style="list-style-type: none"> any question of a general nature submitted to it by the President of the Office; any question that the Staff Committee has asked to have examined in accordance with the provisions of Art. 36 ServRegs and that is submitted to it by the President of the Office.
Central Occupational Health, Safety and Ergonomics Committee (COHSEC)	Art. 2(1)(f) Art. 38a ServRegs	Joint committee responsible for formulating, on its own initiative and on an unrestricted basis, proposals on all aspects of occupational health, safety and ergonomics affecting staff at more than one place of employment, as well as for giving a reasoned opinion on all measures and reports relating to occupational health, safety and ergonomics on all premises of the EPO.
Local Occupational Health, Safety and Ergonomics Committee (LOHSEC)	Art. 2(1)(f) Art. 38a ServRegs	Joint committee of a specific place of employment responsible for formulating, on its own initiative and on an unrestricted basis, proposals on all aspects of occupational health, safety and ergonomics affecting staff at the place of employment concerned, as well as for giving a reasoned opinion on all measures and reports relating to occupational health, safety and ergonomics on the premises of the place of employment concerned.
Disciplinary Committee	Art. 2(1)(c) Art. 98 ServRegs	Joint committee responsible for giving the President a reasoned opinion on disciplinary measures appropriate to the misconduct of a staff member.
Appeals Committee	Art. 2(1)(d) Art. 111 ServRegs	Joint committee responsible for giving the President a reasoned opinion on internal appeals filed by staff against adverse decisions or acts of the EPO.
Home Loans Committee	Regulations for the grant of home loans	Joint committee advising the President on grants for home loans to staff.
Appraisals Committee	Art. 110a ServRegs	Joint committee responsible for reviewing whether an appraisal report was arbitrary or discriminatory.
Joint Committee on Articles 52 and 53	Art. 2(1)(g) Arts. 52, 53, 53a and 53b ServRegs	Joint committee responsible for giving the President a reasoned opinion on measures appropriate to the professional incompetence of a staff member.

SuccessFactors

SuccessFactors is an SAP tool that comprises a suite of modules offering an integrated solution for recruitment, talent management and other HR processes.

Survivor's pension

Pension paid under the conditions laid down in the Pension Scheme Regulations to the surviving spouse of an EPO employee or pensioner.

Withdrawal of appeal

Retraction of the entire appeal by the appellant before the final decision is taken.

Working day

Day on which the EPO is open for business at a specific place of employment.

9. Basic salary tables in EUR from 1 January 2021

Germany

Basic salary tables in EUR from 1 January 2021

Currency / Währung / Monnaie: EUR						
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	inc
17	17 290.75	17 566.89	17 843.03			276.14
16	16 141.36	16 432.46	16 723.56	17 014.66		291.10
15	14 971.83	15 264.68	15 557.53	15 850.38		292.85
14	13 800.63	14 093.45	14 386.27	14 679.09		292.82
13	12 351.14	12 640.31	12 929.48	13 218.65	13 507.82	289.17
12	10 955.39	11 232.10	11 508.81	11 785.52	12 062.23	276.71
11	9 635.96	9 896.64	10 157.32	10 418.00	10 678.68	260.68
10	8 372.25	8 623.01	8 873.77	9 124.53	9 375.29	250.76
9	7 461.66	7 626.66	7 791.66	7 956.66	8 121.66	165.00
8	6 636.80	6 801.77	6 966.74	7 131.71	7 296.68	164.97
7	5 911.89	6 051.87	6 191.85	6 331.83	6 471.81	139.98
6	5 375.99	5 474.98	5 573.97	5 672.96	5 771.95	98.99
5	4 881.06	4 980.05	5 079.04	5 178.03	5 277.02	98.99
4	4 400.72	4 496.04	4 591.36	4 686.68	4 782.00	95.32
3	3 924.18	4 019.50	4 114.82	4 210.14	4 305.46	95.32
2	3 451.88	3 546.12	3 640.36	3 734.60	3 828.84	94.24
1	3 091.12	3 157.75	3 224.38	3 291.01	3 357.64	66.63

The Netherlands

Basic salary tables in EUR from 1 January 2021

Currency / Währung / Monnaie: EUR						
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	inc
17	17 318.14	17 594.72	17 871.30			276.58
16	16 166.93	16 458.49	16 750.05	17 041.61		291.56
15	14 995.55	15 288.86	15 582.17	15 875.48		293.31
14	13 822.50	14 115.79	14 409.08	14 702.37		293.29
13	12 370.70	12 660.32	12 949.94	13 239.56	13 529.18	289.62
12	10 972.74	11 249.89	11 527.04	11 804.19	12 081.34	277.15
11	9 651.23	9 912.32	10 173.41	10 434.50	10 695.59	261.09
10	8 385.51	8 636.67	8 887.83	9 138.99	9 390.15	251.16
9	7 473.48	7 638.74	7 804.00	7 969.26	8 134.52	165.26
8	6 647.32	6 812.56	6 977.80	7 143.04	7 308.28	165.24
7	5 921.26	6 061.46	6 201.66	6 341.86	6 482.06	140.20
6	5 384.51	5 483.66	5 582.81	5 681.96	5 781.11	99.15
5	4 888.78	4 987.93	5 087.08	5 186.23	5 285.38	99.15
4	4 407.69	4 503.17	4 598.65	4 694.13	4 789.61	95.48
3	3 930.40	4 025.88	4 121.36	4 216.84	4 312.32	95.48
2	3 457.35	3 551.73	3 646.11	3 740.49	3 834.87	94.38
1	3 096.02	3 162.75	3 229.48	3 296.21	3 362.94	66.73

Austria

Basic salary tables in EUR from 1 January 2021

Currency / Währung / Monnaie: EUR						
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	inc
17	16 603.36	16 868.52	17 133.68			265.16
16	15 499.67	15 779.20	16 058.73	16 338.26		279.53
15	14 376.63	14 657.83	14 939.03	15 220.23		281.20
14	13 251.99	13 533.17	13 814.35	14 095.53		281.18
13	11 860.12	12 137.79	12 415.46	12 693.13	12 970.80	277.67
12	10 519.86	10 785.57	11 051.28	11 316.99	11 582.70	265.71
11	9 252.89	9 503.20	9 753.51	10 003.82	10 254.13	250.31
10	8 039.41	8 280.20	8 520.99	8 761.78	9 002.57	240.79
9	7 165.03	7 323.47	7 481.91	7 640.35	7 798.79	158.44
8	6 372.96	6 531.38	6 689.80	6 848.22	7 006.64	158.42
7	5 676.87	5 811.28	5 945.69	6 080.10	6 214.51	134.41
6	5 162.27	5 257.33	5 352.39	5 447.45	5 542.51	95.06
5	4 687.01	4 782.07	4 877.13	4 972.19	5 067.25	95.06
4	4 225.77	4 317.31	4 408.85	4 500.39	4 591.93	91.54
3	3 768.17	3 859.71	3 951.25	4 042.79	4 134.33	91.54
2	3 314.65	3 405.15	3 495.65	3 586.15	3 676.65	90.50
1	2 968.24	3 032.22	3 096.20	3 160.18	3 224.16	63.98

Belgium

Basic salary tables in EUR from 1 January 2021

Currency / Währung / Monnaie: EUR						
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	inc
17	15 739.41	15 990.77	16 242.13			251.36
16	14 693.15	14 958.13	15 223.11	15 488.09		264.98
15	13 628.55	13 895.12	14 161.69	14 428.26		266.57
14	12 562.43	12 828.98	13 095.53	13 362.08		266.55
13	11 242.98	11 506.21	11 769.44	12 032.67	12 295.90	263.23
12	9 972.47	10 224.35	10 476.23	10 728.11	10 979.99	251.88
11	8 771.42	9 008.71	9 246.00	9 483.29	9 720.58	237.29
10	7 621.09	7 849.35	8 077.61	8 305.87	8 534.13	228.26
9	6 792.20	6 942.40	7 092.60	7 242.80	7 393.00	150.20
8	6 041.35	6 191.53	6 341.71	6 491.89	6 642.07	150.18
7	5 381.47	5 508.89	5 636.31	5 763.73	5 891.15	127.42
6	4 893.65	4 983.76	5 073.87	5 163.98	5 254.09	90.11
5	4 443.12	4 533.23	4 623.34	4 713.45	4 803.56	90.11
4	4 005.89	4 092.67	4 179.45	4 266.23	4 353.01	86.78
3	3 572.10	3 658.88	3 745.66	3 832.44	3 919.22	86.78
2	3 142.17	3 227.95	3 313.73	3 399.51	3 485.29	85.78
1	2 813.79	2 874.44	2 935.09	2 995.74	3 056.39	60.65