

Social Report 2023

Annex to the Annual Review



Executive summary

The European Patent Office (EPO) is committed to transparency and accountability. By monitoring key EPO-wide social indicators, we aim to build an engaged, knowledgeable and collaborative organisation that is focused on employee wellbeing and long-term sustainability.

We have a total of 6 275 staff at the EPO. Women make up 35% of our employees and 28% of our managers.

Our employees come from 35 member states and 75% of them have a nationality which is different to that of the country in which they are serving.

The average employee is 50.1 years of age and 60% of staff have worked at the EPO for between 13 and 24 years.

In 2023, 211 staff were recruited externally. Of these, 96 were examiners and 79 were young professionals. In addition, four current young professionals were recruited as examiner. The office welcomed the first 12 seconded national experts in 2023.

We received on average 144 applications for each job vacancy in 2023. Internal mobility continued to occur, with 257 staff members changing role fully or partially during the year.

We spent over EUR 3.3 million on talent development activities in 2023, with 76% of staff participating in at least one training activity. Duty travel resumed, but remained below the pre-pandemic level.









The average monthly basic salary at the EPO in 2023 was EUR 11 415. Spending on allowances and benefits – entitlement to which depends on individual circumstances – totalled EUR 250 million.

Payments from the EPO's pension and social security schemes amounted to EUR 461 million in 2023. The social security scheme covered 23 320 people and the average monthly basic pension was EUR 7 227.

The full implementation of flexible working conditions enabled 98% of employees to record teleworking at some point in 2023. Moreover, 55% of staff members used the possibility to telework from another EPC contracting state in 2023 and 70% of these staff members used this opportunity to work from their home country.

The number of days of sick leave in 2023 fell by 7% compared with 2022, with 31% of staff having zero days of sick leave. Annual leave and home leave remained stable.

Health-related expenditure in 2023 was EUR 3.7 million. A further EUR 3.8 million was spent on subsidising general staff welfare and social activities.

	2023	Changes 2023/2022	Trends
 Headcount	6 275 -0.37%	 4 064 men 2 211 women 35 nationalities	EPO staff has stayed relatively similar in age and gender.
 New Hires	211 -18	 79 new Young Professionals 100 examiners	EPO hiring continues replacing leavers. New hires increase diversity.
 Teleworking	98% of employees used teleworking	 55% of teleworkers worked in another EPC country	Flexibility in working used by majority of EPO staff.
 Remuneration	11 415 € average basic salary per month +1 003 €	 822 million € spent on basic salaries +78 million € 250 million € allowances & benefits +23 million €	Remuneration increased compared to last year.

Contents

1.	Staff structure and talent development	6
1.1	Demographics	6
1.2	Employment and career	20
2.	Remuneration	35
2.1	Payroll for the year and basic salaries	36
2.2	Comparison of the 10th and 90th percentiles	36
2.3	Performance and rewards	37
2.4	Allowances and benefits	38
2.5	Home loans	40
3.	Social security and pension schemes	41
3.1	Population covered by the EPO social security scheme	41
3.2	Social security benefits	42
3.3	Payments for pensioners	43
3.4	Contributions to the EPO social security and pension schemes	44
4.	Working conditions	46
4.1	Staff working part-time	46
4.2	Flexitime and compensation hours	48
4.3	Overtime, shift work and on-call	48
4.4	Working days and absences	49
5.	Health, safety and welfare services	50
5.1	Activities related to health services (Occupational Health Services)	50
5.2	Occupational accidents	51
5.3	Occupational health-related expenditure	51
5.4	Costs for general staff welfare	52
6.	Social dialogue	52
6.1	Meetings with social partners	53
6.2	Industrial action	53
7.	Conflict resolution	54
7.1	Informal conflict resolution	54
7.2	Management review	54
7.3	Internal appeals	56
7.4	Ethics and compliance: ensuring integrity and accountability	59

8.	Glossary	61
9.	Basic salary tables in EUR from 1 January 2023	73

1. Staff structure and talent development

1.1 Demographics

This section focuses on the 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 2023 or provide a summary of the whole year.¹

1.1.1 Total number of staff working at the EPO

At the end of 2023, the EPO employed 6 275 staff members. The total number of staff decreased by 0.37% compared with the previous year.

Table 1 – Change in total number of staff working at the EPO, 2022/2023

	2022			2023			Variation
	Women	Men	Total	Women	Men	Total	
Headcount on 31 December	2 182	4 116	6 298	2 211	4 064	6 275	-0.37%
FTE (full-time equivalents)*	1 955	3 998	5 953	2 018	3 981	5 998	0.76%

* Rounding differences may occur in the totals.

Source: EPO – FIPS ²

The number of staff ending active service in 2023 increased by 22% compared with 2022 (see Table 21). The total number of staff hired in 2023 saw a decrease of 9%, resulting in a slight decrease in headcount of 0.37%. The percentage of women showed a slight increase from 34.60% in 2022 to 35.26% in 2023.

1.1.2 Breakdown of staff by function

At the end of 2023, 4 167 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

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. Similarly, the 2023 figures reflect the situation at the time the data was extracted. Retroactive changes made afterwards are not considered.

² See Glossary.

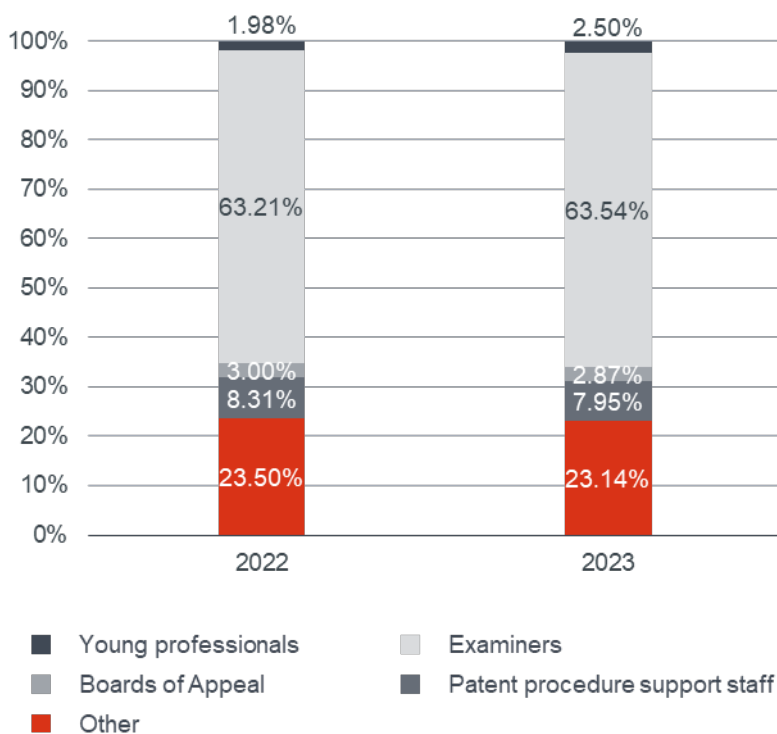
as legal services, human resources, procurement, facility management, etc. or they were young professionals.

Table 2 – Breakdown of number of staff (headcount) by type of function, 2022/2023

Function	31.12.2022	31.12.2023			Variation
		Women	Men	Total	
Examiners	3 981	996	2 991	3 987	0.15%
Members of boards of appeal	189	40	140	180	-4.76%
Patent procedure support	523	381	118	499	-4.60%
Other	1 480	687	765	1 452	-1.89%
Young professionals	125	107	50	157	25.60%
Total	6 298	2 211	4 064	6 275	-0.37%

Source: EPO – FIPS

Graph 1 – Change in breakdown of staff by type of function, 2022/2023



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 sites. At the end of 2023, 3 578 staff (57% of the total) were working in Munich and 2 437 (39% of the total) in The Hague.

Table 3 – Breakdown of number of staff (headcount) by site, 2022/2023

Site	31.12.2022			31.12.2023			Variation
	Women	Men	Total	Women	Men	Total	
Munich	1 357	2 242	3 599	1 373	2 205	3 578	-0.58%
The Hague	730	1 708	2 438	741	1 696	2 437	-0.04%
Berlin	58	134	192	59	128	187	-2.60%
Vienna	35	30	65	36	32	68	4.62%
Brussels	2	2	4	2	3	5	25.00%
Total	2 182	4 116	6 298	2 211	4 064	6 275	-0.37%

Source: EPO – FIPS

1.1.4 Breakdown of staff by age

The average age of EPO staff at the end of 2023 was 50.1 years (versus 49.8 in 2022). If we exclude young professionals, the average age at the end of 2023 was 50.7 years. Staff between 40 and 55 years of age make up 64% of total staff, while 38% are between 40 and 50 years of age.

Graph 2 – Age pyramid of EPO staff, 31 December 2023

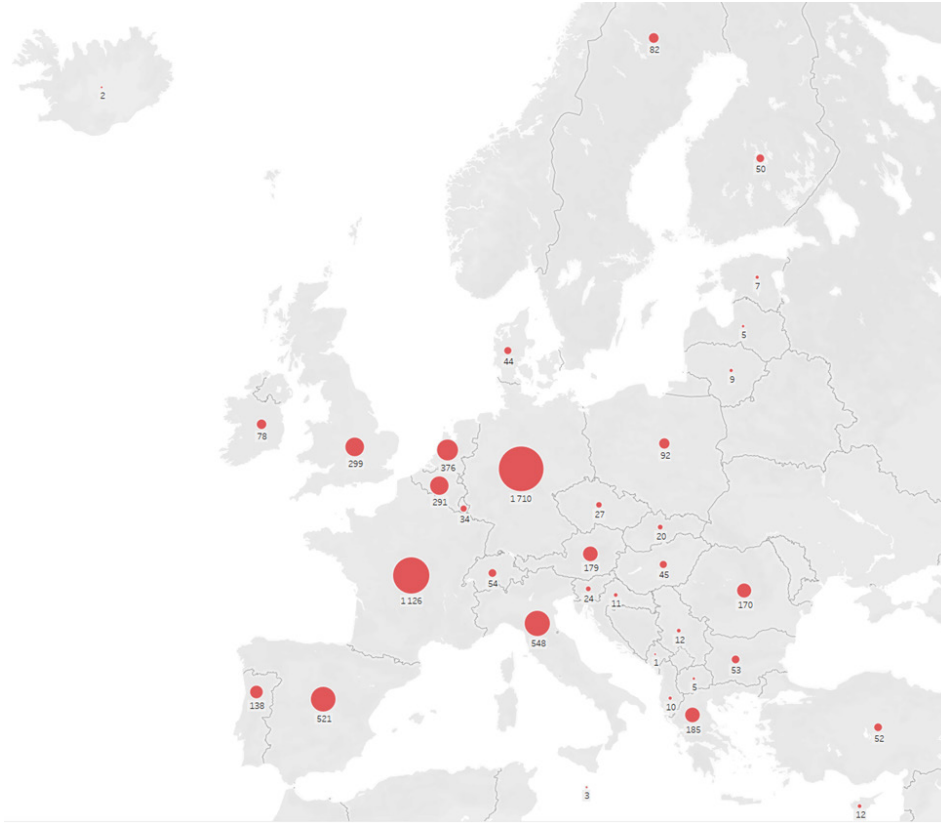


Source: EPO – FIPS

1.1.5 Breakdown of staff by nationality

At the end of 2023, 35 different nationalities of the EPC were represented at the EPO.

Graph 3 – Breakdown of EPO staff by nationality, 31 December 2023



Source: EPO – FIPS

Table 4 – Change in number of staff by nationality, 2022/2023

Nationality	31.12.2022	31.12.2023	Of which young professionals	Variation
German	1 724	1 710	6	-0.81%
French	1 139	1 126	9	-1.14%
Italian	533	548	27	2.81%
Spanish	514	521	27	1.36%
Dutch	380	376	1	-1.05%
British	310	299	5	-3.55%
Belgian	301	291	2	-3.32%
Greek	186	185	5	-0.54%
Austrian	181	179	1	-1.10%
Romanian	165	170	8	3.03%
Portuguese	136	138	23	1.47%
Polish	88	92	2	4.55%
Swedish	85	82	0	-3.53%
Irish	78	78	4	0.00%
Swiss	54	54	2	0.00%
Bulgarian	53	53	2	0.00%
Turkish	50	52	9	4.00%
Finnish	50	50	1	0.00%
Hungarian	45	45	3	0.00%
Danish	47	44	0	-6.38%
Luxembourgian	36	34	0	-5.56%
Czech	27	27	0	0.00%
Slovenian	29	24	4	-17.24%
Slovakian	20	20	0	0.00%
Cypriot	13	12	1	-7.69%
Serbian	9	12	2	33.33%
Croatian	9	11	1	22.22%
Albanian	6	10	8	66.67%
Lithuanian	8	9	2	12.50%
Estonian	7	7	0	0.00%
Latvian	6	5	0	-16.67%
Macedonian	5	5	0	0.00%
Maltese	2	3	1	50.00%
Icelandic	2	2	0	0.00%
Montenegrin	0	1	1	n/a
Liechtenstein	0	0	0	n/a
Monegasque	0	0	0	n/a
Norwegian	0	0	0	n/a
San Marino	0	0	0	n/a
Total	6 298	6 275	157	-0.37%

Source: EPO – FIPS

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

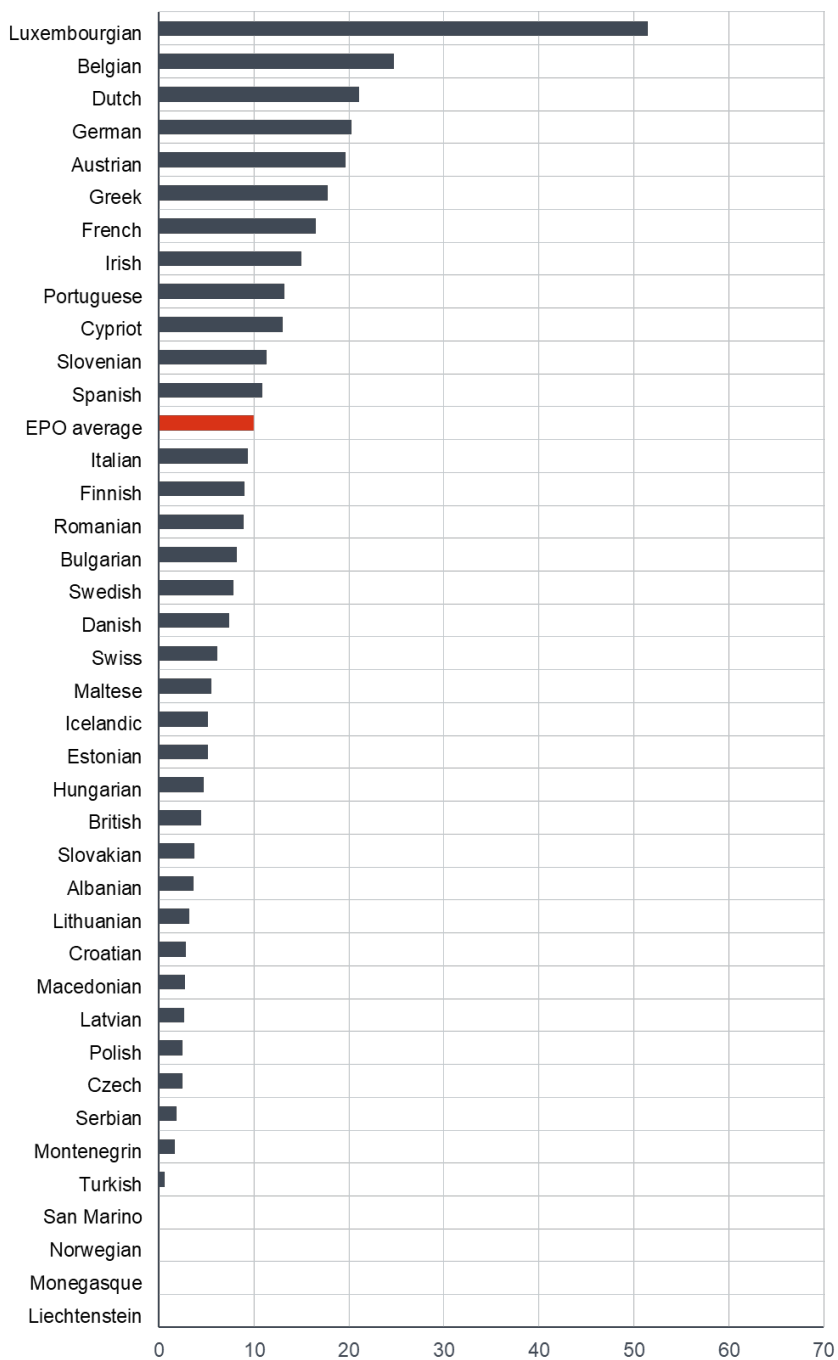
Nationality	EPO staff, 31.12.2023	% of total EPO staff*	Population (in millions), 1.1.2023	% of total EPC population*	Patent applications per country of residence of applicant
German	1 710	27.25%	84.36	13.45%	24 966
French	1 126	17.94%	68.07	10.85%	10 814
Italian	548	8.73%	58.85	9.38%	5 053
Spanish	521	8.30%	48.06	7.66%	2 111
Dutch	376	5.99%	17.81	2.84%	7 033
British	299	4.76%	67.03	10.68%	5 918
Belgian	291	4.64%	11.75	1.87%	2 547
Greek	185	2.95%	10.39	1.66%	157
Austrian	179	2.85%	9.10	1.45%	2 355
Romanian	170	2.71%	19.05	3.04%	42
Portuguese	138	2.20%	10.47	1.67%	329
Polish	92	1.47%	36.75	5.86%	671
Swedish	82	1.31%	10.52	1.68%	5 139
Irish	78	1.24%	5.19	0.83%	1 057
Swiss	54	0.86%	8.81	1.40%	9 410
Bulgarian	53	0.84%	6.45	1.03%	40
Finnish	50	0.80%	5.56	0.89%	2 336
Turkish	52	0.83%	85.28	13.59%	601
Danish	44	0.70%	5.93	0.95%	2 596
Hungarian	45	0.72%	9.60	1.53%	108
Luxembourgian	34	0.54%	0.66	0.11%	385
Slovenian	24	0.38%	2.12	0.34%	153
Czech	27	0.43%	10.83	1.73%	241
Slovakian	20	0.32%	5.43	0.87%	56
Cypriot	12	0.19%	0.92	0.15%	53

Nationality	EPO staff, 31.12.2023	% of total EPO staff*	Population (in millions), 1.1.2023	% of total EPC population*	Patent applications per country of residence of applicant
Croatian	11	0.18%	3.85	0.61%	51
Serbian	12	0.19%	6.66	1.06%	14
Lithuanian	9	0.14%	2.86	0.46%	129
Estonian	7	0.11%	1.37	0.22%	71
Albanian	10	0.16%	2.76	0.44%	8
Latvian	5	0.08%	1.88	0.30%	27
Macedonian	5	0.08%	1.83	0.29%	4
Icelandic	2	0.03%	0.39	0.06%	42
Maltese	3	0.05%	0.54	0.09%	59
Liechtenstein	0	0.00%	0.04	0.01%	447
Monegasque	0	0.00%	0.04	0.01%	23
Montenegrin	1	0.02%	0.62	0.10%	0
Norwegian	0	0.00%	5.49	0.87%	697
San Marino	0	0.00%	0.03	0.01%	5
Total*	6 275	100.00%	627.37	100.00%	85 748

* Rounding differences may occur in the total percentages.

Source: EPO – FIPS; Eurostat (as at 1 January 2023)

Graph 4 – Number of EPO staff per million inhabitants*



* Compares EPO staff per nationality on 31 December 2023 with EPC countries' population as of 1 January 2023 (see Table 5).

Source: EPO – FIPS

Table 6 – Grouping of different nationalities at EPO sites, 31 December 2023

Site	Share of employees whose (first) nationality is different from that of the country in which they are serving	Number of nationalities represented
Munich*	66.65%	34
The Hague	87.12%	34
Berlin	66.31%	20
Vienna	72.06%	15
Total	74.65%	35

* Including staff based in Brussels.

Source: EPO – FIPS

Table 7 – Breakdown of different nationalities at EPO sites, 31 December 2023

Nationality	Berlin	% of total at site**	Munich*	% of total at site**	The Hague	% of total at site**	Vienna	% of total at site**
German	63	33.69%	1 195	33.35%	441	18.10%	11	16.18%
French	36	19.25%	600	16.75%	486	19.94%	4	5.88%
Italian	9	4.81%	356	9.94%	181	7.43%	2	2.94%
Spanish	22	11.76%	281	7.84%	208	8.54%	10	14.71%
Dutch		0.00%	62	1.73%	314	12.88%		0.00%
British	12	6.42%	179	5.00%	103	4.23%	5	7.35%
Belgian	3	1.60%	74	2.07%	208	8.54%	6	8.82%
Greek	2	1.07%	78	2.18%	104	4.27%	1	1.47%
Austrian	8	4.28%	123	3.43%	29	1.19%	19	27.94%
Romanian	2	1.07%	94	2.62%	71	2.91%	3	4.41%
Portuguese	5	2.67%	62	1.73%	71	2.91%		0.00%
Polish	5	2.67%	51	1.42%	35	1.44%	1	1.47%
Swedish	8	4.28%	57	1.59%	17	0.70%		0.00%
Irish	1	0.53%	53	1.48%	23	0.94%	1	1.47%
Swiss	3	1.60%	37	1.03%	14	0.57%		0.00%

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%	34	0.95%	19	0.78%		0.00%
Turkish	1	0.53%	28	0.78%	22	0.90%	1	1.47%
Finnish	1	0.53%	37	1.03%	12	0.49%		0.00%
Hungarian		0.00%	25	0.70%	19	0.78%	1	1.47%
Danish		0.00%	30	0.84%	14	0.57%		0.00%
Luxembourgian	1	0.53%	21	0.59%	12	0.49%		0.00%
Czech	2	1.07%	19	0.53%	6	0.25%		0.00%
Slovenian		0.00%	20	0.56%	3	0.12%	1	1.47%
Slovakian		0.00%	15	0.42%	3	0.12%	2	2.94%
Cypriot	2	1.07%	8	0.22%	2	0.08%		0.00%
Serbian	1	0.53%	8	0.22%	3	0.12%		0.00%
Croatian		0.00%	5	0.14%	6	0.25%		0.00%
Albanian		0.00%	8	0.22%	2	0.08%		0.00%
Lithuanian		0.00%	7	0.20%	2	0.08%		0.00%
Estonian		0.00%	6	0.17%	1	0.04%		0.00%
Macedonian		0.00%	3	0.08%	2	0.08%		0.00%
Latvian		0.00%	4	0.11%	1	0.04%		0.00%
Maltese		0.00%	2	0.06%	1	0.04%		0.00%
Icelandic		0.00%		0.00%	2	0.08%		0.00%
Montenegrin		0.00%	1	0.03%		0.00%		0.00%
Total**	187	100.00%	3 583	100.00%	2 437	100.00%	68	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

At the EPO, the current employment framework consists of two types of employment relationships: permanent and fixed-term appointments.

Table 8a – Overview of change in number of permanent and non-permanent staff, 2022/2023

Headcount	Function	31.12.2022	31.12.2023	Variation
Permanent staff ³	Examiners	3 815	3 723	-2.41%
	Patent procedure support	518	495	-4.44%
	Other	1 297	1 244	-4.09%
Total permanent staff		5 630	5 462	-2.98%
Fixed-term appointments	Examiners	166	264	59.04%
	Patent procedure support	6	4	-33.33%
	Other	182	208	14.29%
	Young professionals	125	157	25.60%
Total non-permanent staff		479	633	32.15%
Members of boards of appeal		189	180	-4.76%
Total members of boards of appeal		189	180	-4.76%
Total		6 298	6 275	-0.37%

Source: EPO – FIPS

³ Staff members who have fixed-term appointments, but have a permanent employment relationship with the EPO are considered permanent. For example, principal directors who were permanent employees of the EPO 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, 2022/2023

Headcount	Site	Function	31.12.2022	31.12.2023	Variation
Permanent staff	Munich*	Examiners	2 052	2 002	-2.44%
		Patent procedure support	293	284	-3.07%
		Other	713	684	-4.07%
	The Hague	Examiners	1 612	1 573	-2.42%
		Patent procedure support	200	187	-6.50%
		Other	508	487	-4.13%
	Berlin	Examiners	151	147	-2.65%
		Patent procedure support	25	24	-4.00%
		Other	16	14	-12.50%
	Vienna	Examiners ⁴		1	n/a
		Other	60	59	-1.67%
	Total permanent staff			5 630	5 462
Fixed-term appointments	Munich*	Examiners	88	144	63.64%
		Patent procedure support	4	3	-25.00%
		Other	139	150	7.91%
		Young professionals**	125	136	8.80%
	The Hague	Examiners	78	120	53.85%
		Patent procedure support	2	1	-50.00%
		Other	38	51	34.21%
		Young professionals		18	n/a
	Berlin	Young professionals		2	n/a
	Vienna	Other	5	7	40.00%
		Young professionals		1	n/a
	Total fixed-term appointments			479	633
Members of boards of appeal	Munich		189	180	-4.76%
Total members of boards of appeal			189	180	-4.76%
Total			6 298	6 275	-0.37%

* Including staff based in Brussels.

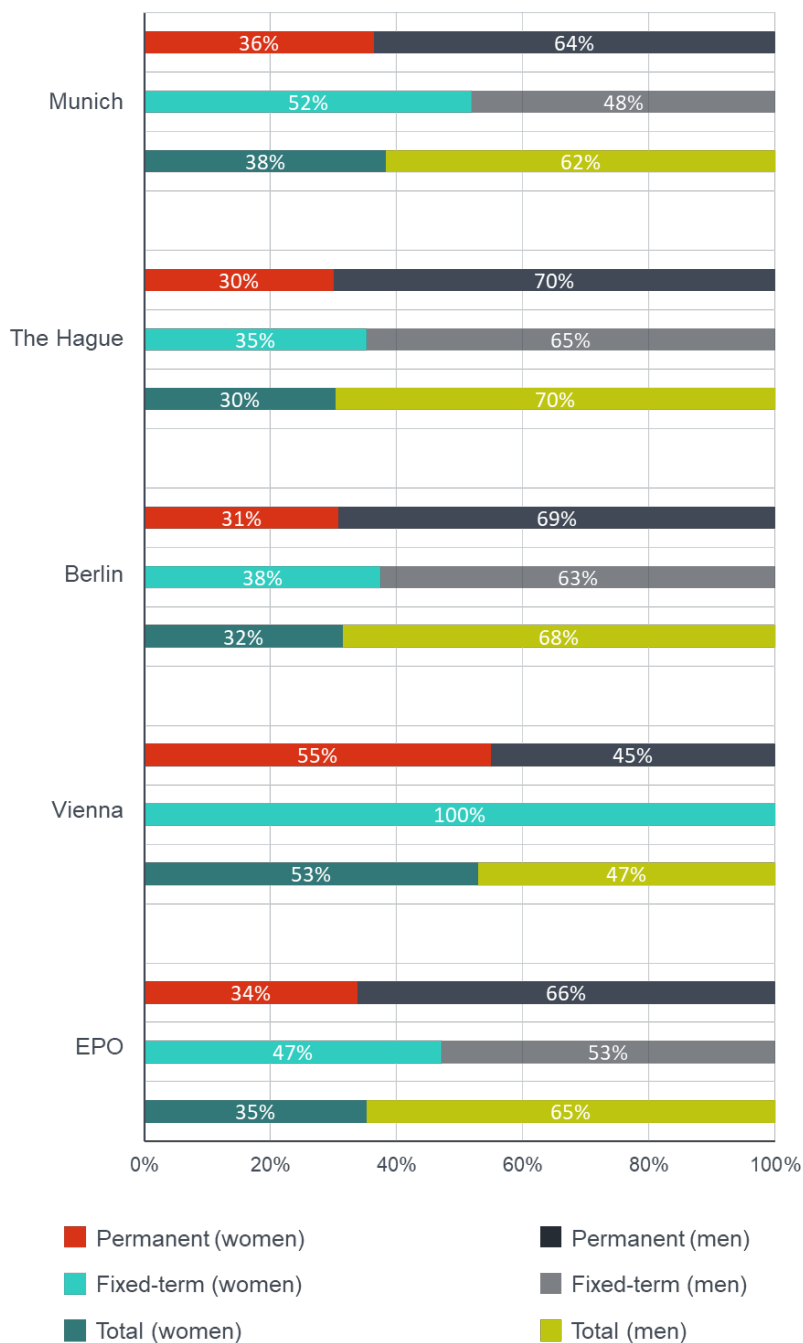
** For practical reasons, all young professionals in 2022 were located in Munich.

Source: EPO – FIPS

⁴ One examiner was transferred together with the examiner budget post to Vienna in the course of 2023. The post has been reclassified as an administrator post with effect from 1 January 2024.

The ceiling for fixed-term employees is 20% of the total number of budgeted posts at the EPO (7 075 in 2023). Young professionals are excluded for the purpose of calculating this ceiling, as they do not occupy a budgeted post. This leads to 476 non-permanent staff shown in Tables 8a and 8b. In addition, 29 members of the boards of appeal who were not permanent employees of the EPO before their appointment and were in active employment on 31 December 2023 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 7.14% in 2023 (5.44% in 2022).

Graph 5 – Breakdown of permanent and fixed-term employees by gender and by site, 31 December 2023

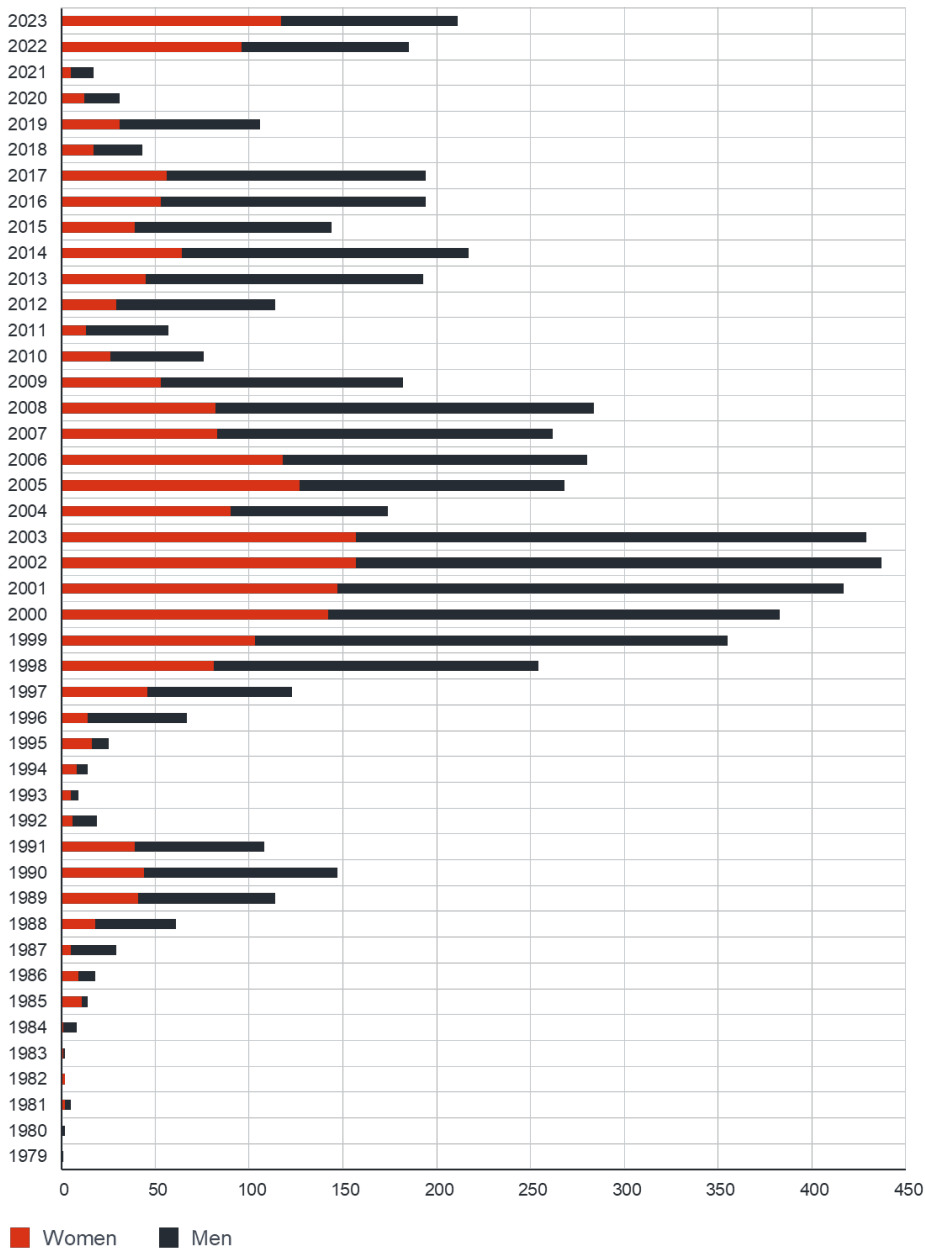


Source: EPO – FIPS

1.1.7 Breakdown of staff by length of service

More than 59% (3 725) of EPO staff were recruited between 1998 and 2009 (and are still active). Another 550 (9%) current staff members were recruited within the last five years (and are still active). Examiners make up 256 of these staff members.

Graph 6 – Number of staff by year of recruitment, 31 December 2023



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. Young professionals are not assigned to any job group.

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 chair	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 ⁵	G1 step 1 – G9 step 5

Source: EPO Service Regulations, Annex I

⁵ Some job group 6 employees exercise managerial functions for which they receive a functional allowance.

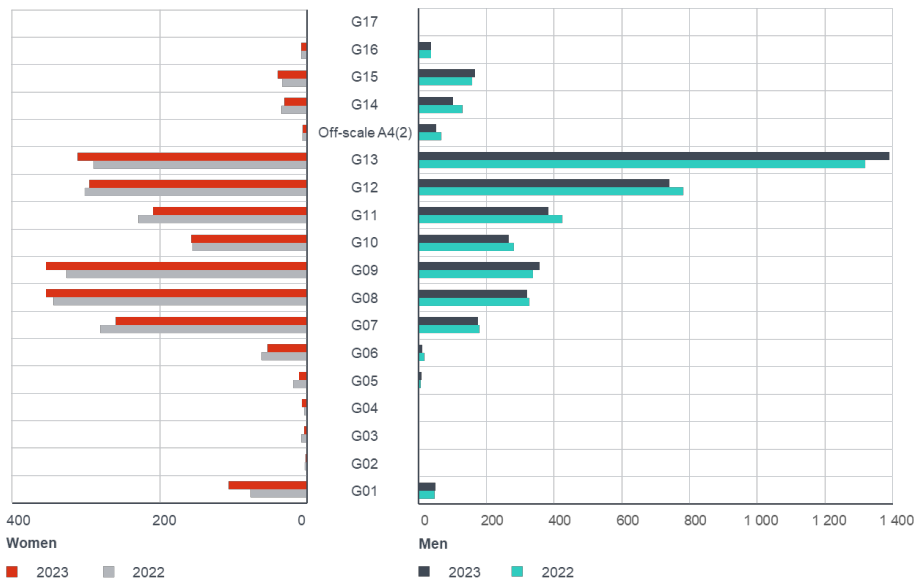
Table 10 – Breakdown of staff by job group and grade, 31 December 2023

Job group	Grade	Headcount 31.12.2022	Headcount 31.12.2023	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	42	43	2.38%	0.69%	71.67%
	G15	16	17	6.25%	0.27%	28.33%
Total		58	60	3.45%	0.96%	100.00%
3	G15	175	189	8.00%	3.01%	54.94%
	G14	164	133	-18.90%	2.12%	38.66%
	G13	22	22	0.00%	0.35%	6.40%
Total		361	344	-4.71%	5.48%	100.00%
4	Off-scale A4(2)	73	57	-21.92%	0.91%	1.25%
	G13	1 586	1 679	5.86%	26.76%	36.73%
	G12	1 082	1 037	-4.16%	16.53%	22.69%
	G11	654	592	-9.48%	9.43%	12.95%
	G10	364	349	-4.12%	5.56%	7.64%
	G09	325	362	11.38%	5.77%	7.92%
	G08	308	334	8.44%	5.32%	7.31%
	G07	154	161	4.55%	2.57%	3.52%
Total		4 546	4 571	0.55%	72.84%	100.00%
5	G10	73	75	2.74%	1.20%	41.67%
	G09	57	58	1.75%	0.92%	32.22%
	G08	41	34	-17.07%	0.54%	18.89%
	G07	11	13	18.18%	0.21%	7.22%
Total		182	180	-1.10%	2.87%	100.00%
6	G09	281	291	3.56%	4.64%	30.38%
	G08	321	306	-4.67%	4.88%	31.94%
	G07	295	261	-11.53%	4.16%	27.24%
	G06	79	64	-18.99%	1.02%	6.68%
	G05	25	20	-20.00%	0.32%	2.09%
	G04	6	8	33.33%	0.13%	0.84%
	G03	10	5	-50.00%	0.08%	0.52%
	G02	4	3	-25.00%	0.05%	0.31%
Total		1 021	958	-6.17%	15.27%	100.00%
Young professionals	G01	125	157	25.60%	2.50%	100.00%
Total		125	157	25.60%	2.50%	100.00%
Grand total*		6 298	6 275	-0.37%	100.00%	

* Rounding differences may occur in the total percentages.

Source: EPO – FIPS

Graph 7 – Distribution of staff by gender and grade, 2022/2023

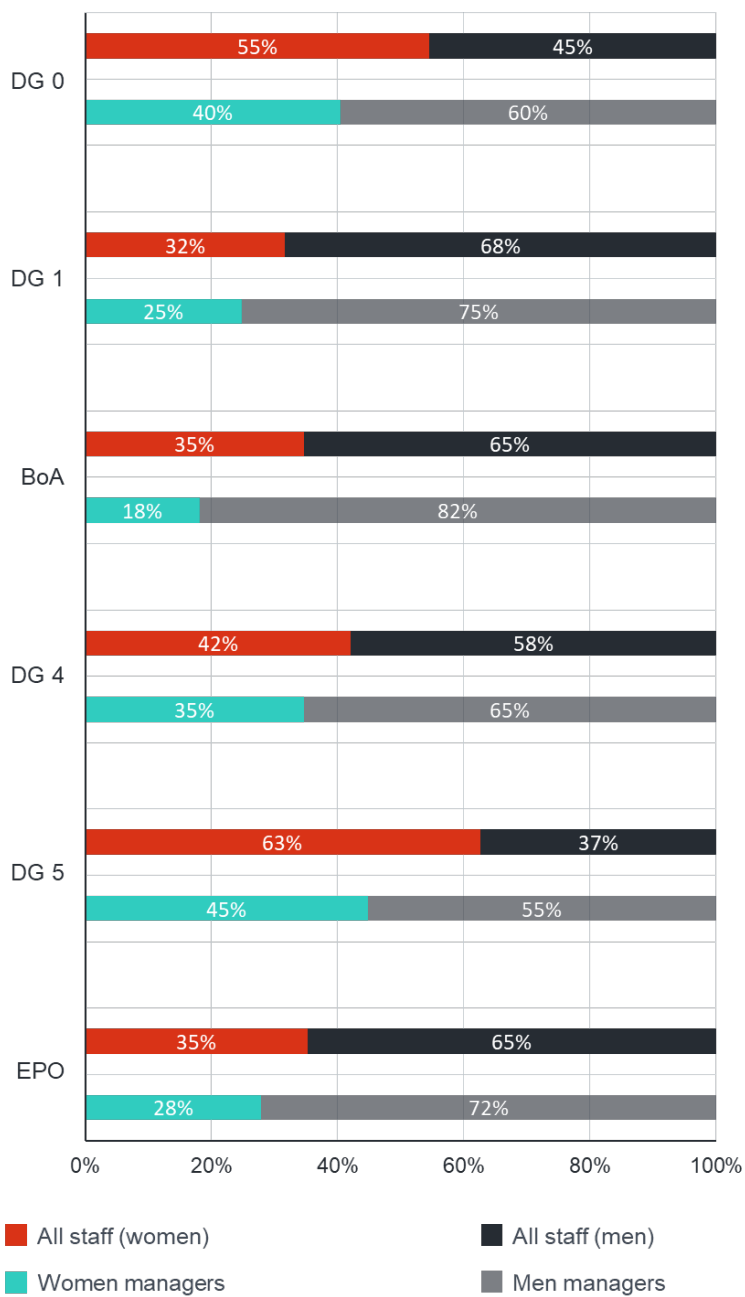


Source: EPO – FIPS

1.2.1 Breakdown of managers by gender, DG and job group

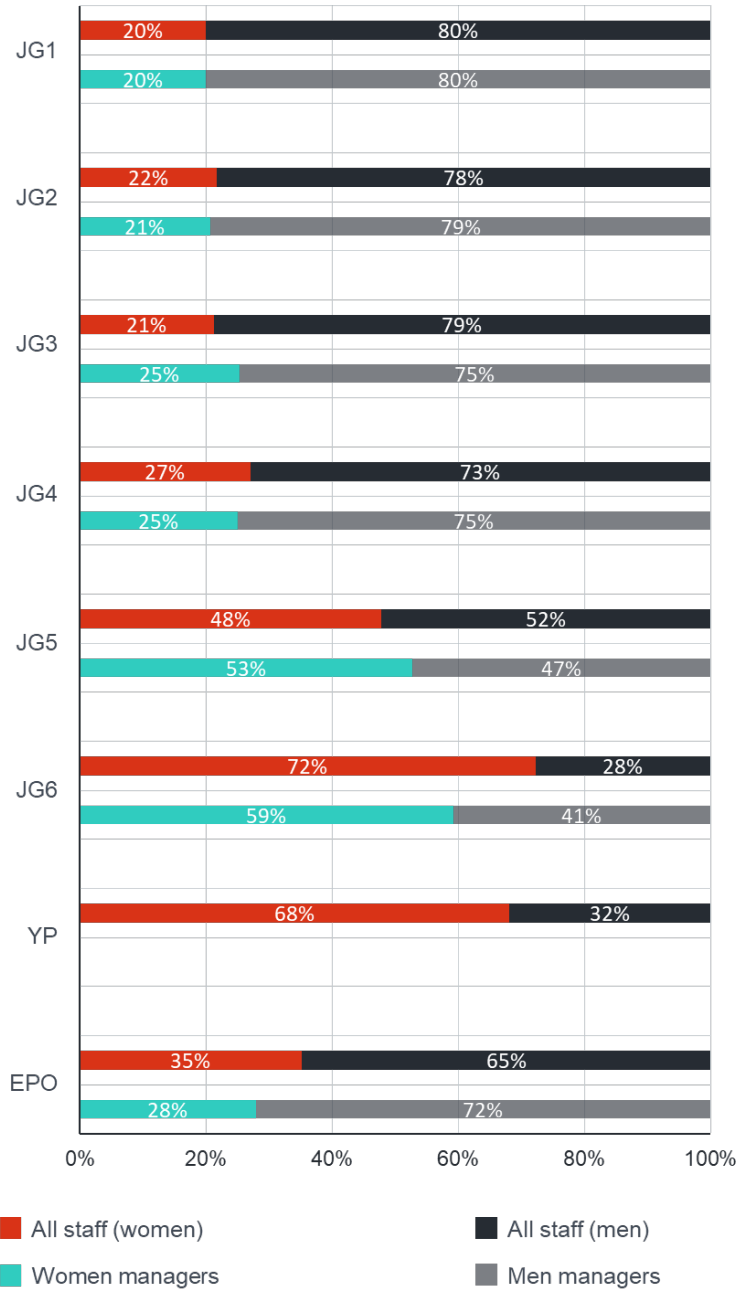
At the end of 2023, 28% of all managers were women. This represents a slight increase versus the previous year (27% in 2022). The proportion of women managers varies from DG (directorate-general) to DG, ranging from 18% in the boards of appeal (BoA) to 45% in DG 5. The variation considering the job group ranges from 20% in job group 1 (JG1) to 59% in job group 6 (JG6). Young professionals do not exercise managerial functions.

Graph 8 – Breakdown of managers by DG and gender, 2023



Source: EPO – FIPS

Graph 9 – Breakdown of managers by job group (JG) and gender, 2023



YP = Young professionals.

Some job group 6 employees exercise 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, 2023

Publication type	Job group	Technical	Managerial	Total
Internal/external publications	2		1	1
	3		2	2
	4	64		64
	5	4		4
	Total		68	3
Internal publications*	2	1	1	2
	3	1	15	16
	4	5	22	27
	5	8	1	9
	6	6		6
	Multiple job groups	11		11
	Total		32	39
Total		100	42	142

Shows vacancies with a publication date in 2023.

* Internal publications include:

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

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

Opportunities open to multiple job groups for partial mobility.

Source: EPO – SuccessFactors ⁶

Of the 64 internal/external publications in job group 4, technical career path, 23 were published to build a pipeline for BIT positions. The number of examiner vacancy notices published in 2023 (31) is comparable to the 33 vacancy notices published in 2022.

The increased number of internal publications for managerial roles in JG4 is mainly related to reorganisations in the corporate units.

It should be noted that one publication may result in several positions being filled.

⁶ See Glossary.

Table 12 – Number of job applications, 2021-2023

Number of applications	Examiner posts*	Non-examiner posts*	Total
Total 2023	6 432	4 814	11 246
Total 2022	4 546	3 658	8 204
Total 2021	3 218	3 116	6 334

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

Source: EPO – SuccessFactors

In 2023, the EPO received 11 246 job applications, which is an increase of 37% compared to the previous year. This was mainly influenced by a further intensification of the examiner recruitment campaigns.

Table 13 – Average number of applications per vacancy, 2021-2023

Average number of applications per vacancy	Examiner posts*	Non-examiner posts*	Total
2023	198	104	144
2022	137	113	126
2021	191	147	169

*Applications for internal/external publications only.

Source: EPO – SuccessFactors

The average number of applications received in 2023 per job vacancy was 144, an increase of 15% compared to 2022.

1.2.3 Recruitment and internal mobility

In 2023, 211 staff were recruited externally (including 79 young professionals) compared with 229 in 2022. If we exclude young professionals, there were 132 new hires in 2023, compared with 102 in 2022, representing a 29% increase.

The average age of staff hired in 2023 was 33.3 years (30.7 years in 2022) and the age of the hires ranged from 21.4 to 57.7 years. Disregarding the young professionals category, the average age on recruitment was 38.3 years, ranging from 24.5 to 57.7 years.

Vacant positions are filled through a competitive process, following a selection procedure. The corresponding appointment may be the result of an external candidate being recruited, an employee from a lower job group being promoted or an employee in the same job group being transferred. In addition, in 2023, six young professionals were appointed to a budgeted post as job group 4 or job group 5 (four examiners, one administrator and one expert).

In 2023, 271 positions were filled through one of the four types of appointment, compared with 280 in 2022.

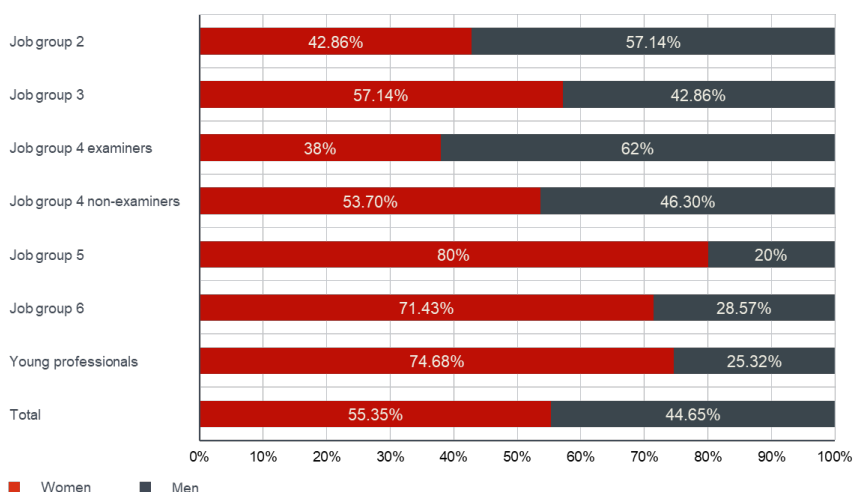
Table 14 – Number of appointments following a selection procedure (external and internal), 2022/2023

Type of appointment	Function	2022	2023	Difference
External recruitment	BoA	1	3	2
	Other	24	33	9
	Examiner	77	96	19
	Young professional	127	79	-48
External recruitment (total)		229	211	-18
Promotion	BoA	3	1	-2
	Other	13	22	9
Promotion (total)		16	23	7
Transfer in the same job group	BoA	0	1	1
	Other	32	30	-2
	Examiner*	3	0	-3
Transfer in the same job group (total)		35	31	-4
YP appointed to a budgeted post	Other		2	2
	Examiner		4	4
YP appointed to a budgeted post (total)		0	6	6
Total		280	271	-9

*3 examiners were appointed as team managers in 2022.

Source: EPO – FIPS, Talent Acquisition

Graph 10 – Breakdown of appointments (external and internal) by gender and job group, 2023



Source: EPO – FIPS, Talent Acquisition

In addition to internal recruitment to fill a vacant position, the EPO's approach to fostering internal mobility, which started in 2020 and continued in 2023, resulted in 116 full moves in 2023. Furthermore, 92 "partial" moves were registered in 2023, meaning staff members took on new tasks for a percentage of their working time.

Table 15 – Internal mobility, 2022/2023

Type of move	2022	2023	Variation
Full	150	116	-22.67%
Partial	89	92	3.37%
Total	239	208	-12.97%

Source: EPO – FIPS, Talent Acquisition

All in all, 257 staff members changed their role fully or partially in 2023, through either appointment to the boards of appeal, promotion to a higher job group, transfer within the same job group or internal mobility.⁷

⁷ Some staff members changed roles more than once in the course of 2023.

Table 16 – Number of new hires by nationality, 2022/2023

Nationality	2022	2023	Share	Variation	Of which young professionals 2023
German	39	42	19.91%	7.69%	2
Spanish	31	31	14.69%	0.00%	16
Italian	21	27	12.80%	28.57%	15
French	19	20	9.48%	5.26%	5
Dutch	5	11	5.21%	120.00%	0
British	7	10	4.74%	42.86%	5
Portuguese	30	8	3.79%	-73.33%	5
Greek	11	8	3.79%	-27.27%	3
Austrian	4	8	3.79%	100.00%	1
Romanian	6	7	3.32%	16.67%	5
Turkish	10	6	2.84%	-40.00%	4
Belgian	4	5	2.37%	25.00%	1
Albanian	6	4	1.90%	-33.33%	4
Polish	4	4	1.90%	0.00%	1
Irish	5	3	1.42%	-40.00%	2
Serbian	0	3	1.42%	n/a	2
Finnish	3	2	0.95%	-33.33%	0
Croatian	0	2	0.95%	n/a	1
Lithuanian	0	2	0.95%	n/a	2
Slovenian	10	1	0.47%	-90.00%	1
Hungarian	4	1	0.47%	-75.00%	1
Bulgarian	3	1	0.47%	-66.67%	0
Macedonian	2	1	0.47%	-50.00%	0
Swiss	1	1	0.47%	0.00%	1
Czech	0	1	0.47%	n/a	0
Maltese	0	1	0.47%	n/a	1
Montenegrin	0	1	0.47%	n/a	1
Cypriot	2	0	0.00%	-100.00%	0
Danish	1	0	0.00%	-100.00%	0
Luxembourgian	1	0	0.00%	-100.00%	0
Total	229	211	100.00%	-7.86%	79

Source: EPO – FIPS

1.2.4 Promotions

EPO staff can advance their career either by means of normal promotion to a higher grade 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 2023, a total of 593 staff received normal promotions within the same job group. A further 25 staff advanced in their career through appointment to a higher job group following a selection procedure or a reclassification of their post.

The members of the boards of appeal, who are appointed by the Administrative Council rather than the President of the EPO, 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, 644 staff advanced their careers in 2023 through promotion. Overall, 39% of these were women. (35% in 2022)

Table 17 – Number of staff that received career advancement through promotion, 2022/2023

Reason for action	2022		2023			Variation
	Job group	Total	Women	Men	Total	
Normal promotion	2	3		1	1	-66.67%
	3	26	7	9	16	-38.46%
	4	495	125	314	439	-11.31%
	5	26	13	10	23	-11.54%
	6	109	84	30	114	4.59%
Normal promotion (total)		659	229	364	593	-10.02%
Promotion after selection procedure	2	4	2	1	3	-25.00%
	3	4	3	4	7	75.00%
	4	5	5		5	0.00%
	5	0	6	1	7	n/a
Promotion after selection procedure (total)		13	16	6	22	69.23%
Promotion after reclassification	2	2			0	-100.00%
	3	1			0	-100.00%
	4	1			0	-100.00%
	5	1	1	2	3	200.00%
Promotion after reclassification (total)		5	1	2	3	-40.00%
Total		677	246	372	618	-8.71%
Boards of appeal						
Appointment	2	3		1	1	-66.67%
	3	0			0	n/a
Appointment (total)		3	0	1	1	-66.67%
Promotion	3	14	5	20	25	78.57%
Promotion (total)		14	5	20	25	78.57%
Total for boards of appeal		17	5	21	26	52.94%
Total for ALL		694	251	393	644	-7.20%

Source: EPO – FIPS

1.2.5 Talent development

The total budget allocated for development activities in 2023 was EUR 8 275 000, with 40% of the total allocated budget being spent. The learning time for talent development activities in 2023 amounted to:

- 112 799 hours of instructor-led learning courses and mandatory or recommended eLearning modules. This corresponds to an average of 23.7 hours per employee who followed a training course.
- 5 861 hours on external online learning platforms. This corresponds to an average of 4.17 hours per employee who followed a training course.

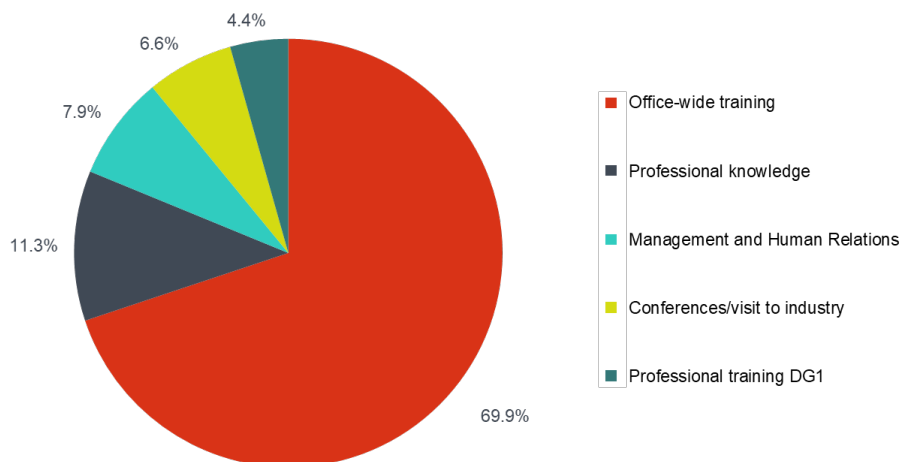
Of the instructor-led training hours, 37% were dedicated to the initial training provided to staff who were newly hired or taking up a new role.

Table 18 – Talent development expenditure planned and spent (in EUR), 2022/2023

	2022			2023		
	Planned	Spent	% spent	Planned	Spent	% spent
Total expenditure	9 695 000	3 323 213	34.28%	8 275 000	3 326 184	40.00%

Source: EPO – FIPS

Graph 11 – Breakdown of talent development expenditure in 2023



Source: EPO – FIPS

Table 19 – Indicators related to talent development activities, 2022/2023

Training indicators	2022	2023	Variation
Number of employees who completed at least one instructor-led training course or an EPO mandatory or recommended e-learning module (in headcount)	6 139	4 761	-22.45%
Share of employees who completed at least one instructor-led training course or an EPO mandatory or recommended e-learning module (in % of total EPO staff)	97.47%	75.87%	-22.16%
Number of employees who completed at least one training course on an external online learning platform (in headcount)	1 668	1 407	-15.65%
Share of employees who completed at least one training course on an external online learning platform (in % of total EPO staff)	26.48%	22.42%	-15.33%
Average training expenses per employee (in EUR)	528	530	0.38%
Average training expenses per employee having completed at least one training course (in EUR)	541	698	29.02%

Training expenses cover the cost of external trainers and e-learning platforms (not internal trainers).

Source: EPO – FIPS

1.2.6 Duty travel

Table 20 – Number of duty travel trips made, 2022/2023

Purpose of the trip	2022			2023			Variation		
	Trips	Staff	Expenditure*	Trips	Staff	Expenditure*	Trips	Staff	Expenditure
Business	260	157	350 482	637	337	707 041	145.00%	114.65%	101.73%
Training	62	56	77 847	228	204	251 634	267.74%	264.29%	223.24%
Combined missions	1	1	1 455	0	0	0	-100.00%	-100.00%	-100.00%
Total	323	214	429 784	865	541	958 675	167.80%	152.80%	123.06%

* In EUR.

Source: EPO – Pensions and Specialised Services Department

All indicators – except for the combined missions – in this category increased in 2023 but remained substantially below the pre-pandemic levels. A total of 337 staff travelled for business purposes in 2023 (compared with 157 in 2022, 17 in 2021, 389 in 2020 and 1 452 in 2019).

1.2.7 Termination of active service at the EPO

In 2023, 232 employees ended active service. The main reason for ending active service was retirement (in 72% of cases). In 2022, the average retirement age was 61.0 years; the 2023 figure was 61.3 years.

The large increase in the number of staff ending active service due to the end of their contract is due to 31 young professionals hired in their first year in 2022, who were not selected for an extension of their traineeship.

Staff turnover increased from 3.02% in 2022 to 3.70% in 2023, also mainly driven by the young professionals whose contract ended.

Table 21 – Breakdown of staff ending active service, 2022/2023

Reason	2022	% of total in 2022*	2023	% of total in 2023*	Variation
Retirement	149	78.42%	166	71.55%	11.41%
Resignation	32	16.84%	29	12.50%	-9.38%
End of contract	1	0.53%	31	13.36%	3 000.00%
Other reason	8	4.21%	6	2.59%	-25.00%
Total*	190	100.00%	232	100.00%	22.11%

* Rounding differences may occur in the total percentages.

Source: EPO – FIPS

Table 22 – Staff turnover by function, 2022/2023

Function	2022	Turnover in 2022*	2023	Turnover in 2023*
Examiner	85	2.14%	82	2.06%
BoA	8	4.23%	12	6.67%
Patent procedure support	22	4.21%	23	4.61%
Other	73	4.93%	74	5.10%
Young professionals	2	1.60%	41	26.11%
	190	3.02%	232	3.70%

* Turnover is calculated with reference to the headcount at the end of the respective year.

Source: EPO – FIPS

1.2.8 Pan-European Seal Young Professionals Programme

The original one-year Pan-European Seal traineeship programme was extended to a first employment experience of up to three years in 2022.

Out of the 39 young professionals who were offered the opportunity to continue participating to the programme for a second and third year in 2022, 29 remained at the EPO at the end of 2023.

From the 88 young professionals who joined the EPO in their first year in 2022, 50 were offered the opportunity to continue for a second and third year following a selection procedure. Of these, 49 remained in service at the end of 2023.

In 2023, 79 young professionals joined the EPO in their first year, all of whom remained in service at the end of 2023. All in all, there were 157 young professionals on 31 December 2023.

The 79 young professionals who joined the EPO in 2023 represent 26 different nationalities and 75% of them are women.

In 2023, 52 young professionals were allocated to the patent granting process area (52 in 2022). Of these young professionals, 24 are in their first year, 15 in their second year and 13 in their third year.

In the nine intakes since the programme's launch in 2015, the EPO has welcomed 580 trainees/young professionals of 34 different nationalities, of whom 63% were women.

1.2.9 Seconded National Experts

In 2022 the Administrative Council approved a professional mobility package which, *inter alia*, foresaw a framework for the secondment of national experts from organisations which had signed an agreement with the EPO, such as national patent offices. Seconded national experts (SNEs) remain employees of their sending organisation.

The EPO welcomed the first 12 SNEs in 2023 from 8 different nationalities. Of these, 50% were women. They originated from seven national patent offices.

2. Remuneration

The total expenditure for basic salaries and allowances in 2023 was EUR 1 071 million, including EUR 822 million for basic salaries and EUR 250 million for allowances and benefits.

In 2023, the total amount paid for basic salaries increased by 10.5% compared to 2022. This increase is driven by the salary adjustment which took place in January 2023.

2.1 Payroll for the year and basic salaries

Table 23 – Basic salaries paid (in EUR), 2022/2023

Job group	2022	2023	
	Total basic salaries paid	Total basic salaries paid	Average monthly basic salary paid
JG1	1 105 718	1 249 136	20 819
JG2	11 156 721	12 915 723	17 893
JG3	63 907 465	67 987 414	16 307
JG4	569 539 542	631 982 653	12 102
Total JG1-4	645 709 447	714 134 926	12 491
JG5	17 429 931	18 824 662	8 895
JG6	79 529 511	84 131 536	7 557
Total JG5-6	96 959 441	102 956 197	7 771
Subtotal w/o YPs	742 669 000	817 091 124	11 602
Young professionals	1 125 873	4 567 861	2 925
Total	743 794 873	821 658 985	11 415

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 15 521 (90th percentile) per month. The 10% lowest paid earn full basic salaries at or below EUR 7 430 (10th percentile) per month. The ratio between the 90th and 10th percentiles is therefore 2.09 (2.13 in 2022).⁸

⁸ Not considering young professionals.

2.3 Performance and rewards

Table 24 – Rewards paid (in EUR), 2022/2023

Reward type	Pensionable/ non-pensionable	2022	2023
Step/promotion	Pensionable	10 701 193	10 122 699
Individual bonus	Non-pensionable	6 221 329	7 435 963
Collaborative bonus	Non-pensionable	2 962 000	674 000
Strategic bonus	Non-pensionable		1 750 000
Total		19 884 522	19 982 661

Source: EPO – Directorate Compensation & Benefits

The following percentage of staff received a reward in 2023 based on their performance in 2022:

- 58.6% of staff eligible for a pensionable reward (e.g. step advancement or promotion) received such a reward (compared with 59.7% in 2022).
- 29.7% of eligible staff received an individual bonus as a non-pensionable reward for their 2022 performance (compared with 29.1% in 2022).
- 5.4% of eligible staff received a collaborative bonus for their specific contribution to EPO-wide/strategic projects, collaborative initiatives or particularly successful units (compared with 24.7% in 2022).
- The EPO also introduced a new strategic bonus in 2023. In total, 853 employees received a strategic bonus in 2023.
- A total of 74.3% of eligible staff received a reward in the individual rewards exercise (compared with 76.6% in 2022). This percentage does not include the collaborative or the strategic bonus.

2.4 Allowances and benefits

In 2023, in addition to basic salaries, over EUR 250 million was paid in allowances and benefits, including EUR 104 million paid as expatriation allowance to the 65% of total staff with expatriate status (Article 72 ServRegs).

Table 25 – Allowances and benefits paid, 2022/2023

Category	Allowance/benefit*	2022	2023	Variation
Family	Dependants' allowance	34 231 836	37 377 959	9.19%
	Household allowance	34 480 429	38 111 605	10.53%
	Childcare allowance/young child allowance	4 169 532	4 133 612	-0.86%
	Education allowance	43 963 127	50 687 808	15.30%
	Parental/family leave allowance	1 103 009	1 083 131	-1.80%
	Birth grant	97 957	91 016	-7.09%
Work-related	Overtime and shift allowance	973 084	828 372	-14.87%
	Rent allowance	1 091 747	1 008 422	-7.63%
	Installation allowance	471 429	725 065	53.80%
	Removal expenses	714 587	759 472	6.28%
	Language allowance	93 955	81 535	-13.22%
	Travel expenses	27 854	43 267	55.33%
	Functional allowance	2 165 201	2 662 270	22.96%
	Extra examiner activities	275	3 000	990.91%
	Young professionals lump sum allowance**	40 732	165 083	305.29%
Expatriation	Expatriation allowance	96 412 713	103 775 525	7.64%
	Home leave	2 991 648	3 336 534	11.53%
Termination	Severance grant	1 659 765	1 681 886	1.33%
	Salary savings plan payment	1 573 509	2 053 803	30.52%
	Dismissal compensation	0	14 846	n/a
	Termination indemnity	0	0	n/a
Other	Miscellaneous	981 952	1 201 531	22.36%
Total		227 244 341	249 825 742	9.94%

* See Glossary, "Allowances/other benefits".

** The Young Professional Programme was launched in September 2022 and from this date young professionals have been eligible to a lump sum allowance, which explains the increase in 2023 compared to 2022.

Source: EPO – FIPS

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

Table 26 – Contribution to crèches and to the European School Munich (ESM) (in EUR), 2022/2023

Type of expenditure	2022	2023	Variation
Subsidies to crèches	533 415	527 846	-1.04%
European School Munich	25 889 380	25 554 950	-1.29%
Total	26 422 795	26 082 796	-1.29%

Source: EPO – FIPS

The most common grade in job group 4 is G13. Within this grade, the most common step is step 5. As an example, an examiner with permanent status in grade G13/5, working in Germany, married, with a spouse who is not gainfully employed, two dependent children, of which one is less than 4 years old and the other is between 4 and 18, and expatriate status, can expect a total net monthly remuneration of approximately **EUR 18 107**, made up of:

- basic salary: 15 108 EUR
- household allowance: 906 EUR
- expatriation allowance: 3 022 EUR
- dependants' allowance: 835 EUR
- young child allowance⁹: 389 EUR
- education allowance: 125 EUR
- total deductions: -2 278 EUR

The same examiner working in the Netherlands can expect a total net monthly remuneration of approximately **EUR 18 091**, made up of:

- basic salary: 14 760 EUR
- household allowance: 886 EUR
- expatriation allowance: 2 952 EUR
- dependants' allowance: 816 EUR
- young child allowance: 778 EUR
- education allowance: 125 EUR
- total deductions: -2 226 EUR

⁹ A double young child allowance of EUR 778 may be paid to employees if the cost of the childcare facilities exceeds a certain amount per month. In Munich, the majority of staff receive the standard amount of EUR 389, whereas in The Hague more staff receive the double allowance. This is reflected in the typical salaries shown.

In job groups 5 and 6, the most common grade is G9. Within this grade, the most common step is step 5. As an example, an administrative employee with permanent status in grade G9/5, working in Germany, married, with a spouse who is not gainfully employed, two dependent children, of which one is less than 4 years old and the other is between 4 and 18, and no expatriate status, can expect a total net monthly remuneration of approximately **EUR 9 608**, comprised of:

▪ basic salary:	9 084 EUR
▪ household allowance:	545 EUR
▪ dependants' allowance:	835 EUR
▪ young child allowance:	389 EUR
▪ education allowance:	125 EUR
▪ total deductions:	-1 370 EUR

An administrative employee with the same circumstances working in the Netherlands can expect a total net monthly remuneration of approximately EUR 9 788, comprised of:

▪ basic salary:	8 875 EUR
▪ household allowance:	532 EUR
▪ dependants' allowance:	816 EUR
▪ young child allowance:	778 EUR
▪ education allowance:	125 EUR
▪ total deductions:	-1 338 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 which are 1.5% below the average market interest rates. The maximum amount which can be borrowed is EUR 110 000, with an increase of 5% for each dependent child.

By the end of 2023, a total of 1 480 loan accounts were active, with a total outstanding balance of around EUR 96.6 million.

Table 27 – Home loans, 2022/2023

Home loans	2022	2023	Variation
Number of new applications	100	49	-51.00%
Amount of new loans to staff, in EUR (budget)	8 936 803	5 159 861	-42.26%
Number of new loans paid out to staff	81	50	-38.27%
Total number of active outstanding loans	1 505	1 480	-1.66%
Average interest rate over the total average capital	0.60%	0.65%	8.33%
Total amount of home loans outstanding, in EUR	102 497 995	96 590 028	-5.76%

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 2023 amounted to approximately EUR 461 million.

3.1 Population covered by the EPO social security scheme

At the end of 2023, 23 320 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 28 – Breakdown of persons covered by the EPO social security scheme, 2022/2023

Category	2022	2023	Variation
Active staff covered by the social security scheme	6 298	6 275	-0.37%
Unpaid leave, secondment and reserve status	11	14	27.27%
Pension recipients	3 200	3 313	3.53%
Family members (spouses and dependants)	13 695	13 718	0.17%
Total	23 204	23 320	0.50%

Source: ISRP¹⁰; EPO – FIPS

¹⁰ See Glossary.

Graph 12 – Breakdown by age of the total population covered by the EPO's social security scheme, 31 December 2023



Source: ISRP; EPO – FIPS

3.2 Social security benefits

Table 29 – Breakdown of social security payments relating to collective insurances (in EUR), 2022/2023

Type of benefits	2022	2023	Variation
Healthcare reimbursement	81 531 328	89 591 468	9.89%
Long-term care insurance	6 648 110	8 176 294	22.99%
Death insurance	3 218 775	1 893 724	-41.17%
Total benefits	91 398 213	99 661 485	9.04%

Source: EPO – FIPS; Cigna

3.3 Payments for pensioners

At the end of 2023, there were 3 435 recipients of an EPO pension, which represents a 3.4% increase compared to the end of 2022.

Table 30 – Breakdown by type of pension, 2022/2023

Type of pension	Number of recipients in 2022	Number of recipients in 2023	Average monthly basic pension (in EUR) in 2022	Average monthly basic pension (in EUR) in 2023
Retirement	2 800	2 909	6 804	7 772
Survivor's	405	417	4 261	4 949
Orphan's	117	109	1 175	1 397
Total	3 322	3 435	6 296	7 227

Source: ISRP

Table 31 – Breakdown of payments (in EUR), 2022/2023

Benefits linked to pension	2022	2023	Variation
Basic pension	247 259 958	284 649 162	15.12%
Tax adjustment	51 512 881	58 018 502	12.63%
Other (allowances, compensation)	14 479 540	16 238 618	12.15%
Total	313 252 378	358 906 282	14.57%

Source: EPO – FIPS

Table 32 – Key figures related to retired staff, 31 December 2023

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	1 896	61.2	28.4	15 911
JG 5-6	1 013	60.7	30.8	8 563
Total	2 909	61.0	29.2	13 352

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:	8 460 EUR
▪ household allowance:	508 EUR
▪ tax adjustment	1 727 EUR
▪ deductions for healthcare and long-term care insurance:	-317 EUR
▪ national tax:	-2 672 EUR
▪ total:	7 706 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:	5 450 EUR
▪ household allowance:	327 EUR
▪ tax adjustment:	662 EUR
▪ deductions for healthcare and long-term care insurance:	-204 EUR
▪ national tax:	-1 108 EUR
▪ total:	5 127 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 pension based on a capped salary. The capped salary is set at twice G1/4. Staff joining after this date will also receive a lump sum payment from their participation in the salary savings plan, paid upon termination of employment.

3.4 Contributions to the EPO social security and pension schemes

Like other international organisations, the EPO provides, organises and finances its social security and pension schemes independently.

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 274 million in 2023 (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 33 – Total contributions to the social security and pension schemes and the salary savings plan (in EUR), 2022/2023

Contributions to the social security scheme, the pension schemes and the salary savings plan, in EUR	2022	2023	Variation
EPO	240 090 693	274 090 728	14.16%
Employees	113 357 729	128 344 495	13.22%
Pension recipients	8 791 535	10 632 251	20.94%
Total	362 239 958	413 067 475	14.03%

Source: EPO – FIPS

Table 34 – Contributions to the social security scheme (not including pensions) (in EUR), 2022/2023

Contributions to the social security scheme (not including pensions), in EUR	2022	2023	Variation
EPO	75 417 262	87 425 097	15.92%
Employees	31 020 883	35 011 715	12.86%
Pension recipients	8 791 535	10 632 251	20.94%
Total	115 229 680	133 069 064	15.48%

Source: EPO – FIPS

Table 35 – Total contributions to the pension schemes (in EUR), 2022/2023

Contributions to the pension schemes	2022	2023	Variation
EPO	151 896 693	171 886 260	13.16%
Employees	75 948 413	85 943 129	13.16%
Total	227 845 106	257 829 389	13.16%

Source: EPO – FIPS

Table 35a – Total contributions to the salary savings plan (in EUR), 2022/2023

Contributions to the salary savings plan	2022	2023	Variation
EPO	12 776 738	14 779 371	15.67%
Employees	6 388 433	7 389 651	15.67%
Total	19 165 172	22 169 022	15.67%

Source: EPO – FIPS

The assets managed in the salary savings plan amounted to EUR 239.9 million on 31 December 2023, while the assets managed by the RFPSS amounted to 12.1 billion EUR on 31 December 2023.

In addition, in 2023, the EPO decided to make a transfer of EUR 213 million from its Treasury funds to the RFPSS Fund, as well as a cash transfer of

EUR 4.8 million to the salary savings plan. With these transfers, the total contribution of the EPO to the pension scheme and the salary savings plan was EUR 404.4 million, resulting in a contribution ratio for 2023 of 81.25% for the EPO (in 2022: 81.58%) and 18.75% for staff (in 2022: 18.42%).

4. Working conditions

At the EPO, staff can opt for various flexible working arrangements, including working part-time, working from home or from any other location within the territory of EPC contracting states, and flexitime.

In September 2022, the EPO began the project "New Ways of Working" as a two-year pilot. The year 2023 represented a full year for the "New Ways of Working" pilot scheme.

A total of 98% of staff members registered teleworking at least once during the year 2023.

The following work arrangements were observed in 2023:

Table 36 – Breakdown of work arrangements 2023

Work arrangements (in %)	2023
On-site only	2%
Teleworking	98%
<i>On-site and teleworking from the country of employment</i>	44%
<i>On-site and teleworking from the country of employment & teleworking from another EPC contracting state</i>	54%
<i>On-site and teleworking from another EPC contracting state</i>	2%
Total	100%

Overall, 55% of staff members used the option to telework from another EPC contracting state in 2023. Of these staff members, 70% used this opportunity to work from their home country.

4.1 Staff working part-time

In 2023, about 13% of all EPO staff worked part-time (50% part-time being the minimum working time allowed). Women represented around 69% of the total staff working part-time. These figures are stable in comparison with previous years.

Table 37 – Breakdown of staff working full-time/part-time per site, 2022/2023

Employees	Site	31.12.2022			31.12.2023			Variation
		Women	Men	Grand total	Women	Men	Grand total	
Full-time	Munich	1 005	2 129	3 134	1 036	2 095	3 131	-0.10%
	The Hague	550	1 585	2 135	561	1 579	2 140	0.23%
	Berlin	46	118	164	49	111	160	-2.44%
	Vienna	27	30	57	27	32	59	3.51%
	Total	1 628	3 862	5 490	1 673	3 817	5 490	0.00%
	In % of total staff	74.61%	93.83%	87.17%	75.67%	93.92%	87.49%	
Part-time	Munich	354	115	469	339	113	452	-3.62%
	The Hague	180	123	303	180	117	297	-1.98%
	Berlin	12	16	28	10	17	27	-3.57%
	Vienna	8		8	9		9	12.50%
	Total	554	254	808	538	247	785	-2.85%
	In % of total staff	25.39%	6.17%	12.83%	24.33%	6.08%	12.51%	
Grand total	2 182	4 116	6 298	2 211	4 064	6 275	-0.37%	

Source: EPO – FIPS

Table 38 – Breakdown of working time percentages, 2022/2023

Working time percentage	Number of staff on 31.12.2022	Percentage of staff working part-time	Number of staff on 31.12.2023			
			Women	Men	Total	Percentage of staff working part-time
50-59%	41	5.07%	33	8	41	5.22%
60-69%	91	11.26%	63	11	74	9.43%
70-79%	118	14.60%	98	19	117	14.90%
80-89%	403	49.88%	259	162	421	53.63%
90-99%	155	19.18%	85	47	132	16.82%
Total*	808	100.00%	538	247	785	100.00%

* Rounding differences may occur in the total percentages.

Source: EPO – FIPS

4.2 Flexitime and compensation hours

In 2023, the average amount of flexitime taken per employee (in FTE^s) was equivalent to 2.1 days. The average amount of compensation hours taken per employee (in FTE^s) was equivalent to 5.3 days.

Table 39 – Breakdown of flexitime and compensation hours, 2022/2023

Type of leave	Absence days* in 2022	Absence days* in 2023	Variation
Flexitime	7 657	13 033	70.20%
Compensation hours	37 093	33 242	-10.38%

* 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

Table 40 – Breakdown of overtime, shift work and on-call services, 2022/2023

Overtime, shift work and on-call (in hours)	2022	2023	Variation
Overtime	916	1 250	36.46%
On-call	82 338	68 274	-17.08%
Shift hours	1 313	1 238	-5.71%

Source: EPO – FIPS

4.4 Working days and absences

Parental and family leave are classed as social leave. In 2023, 909 employees took an average of 18.1 days of parental leave. Also, 106 employees took family leave. On average, each of these employees took 17.2 days of family leave.

Table 41 – Reasons for absence, volume and impact on total working days, 2022/2023

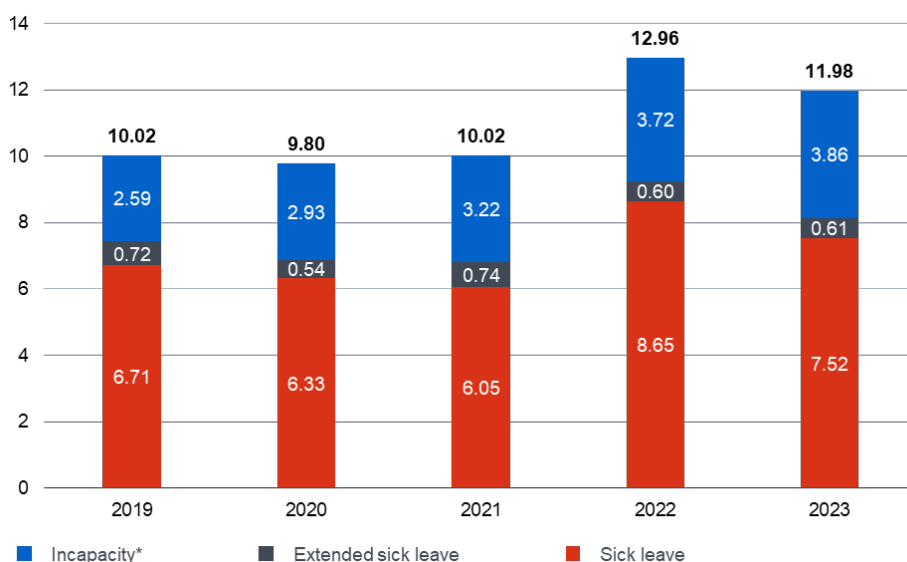
Categories of absence	2022			2023			Variation
	Number of absence days*	Average number of absence days/FTE ^s **	Absence days as % of total working days	Number of absence days*	Average number of absence days/FTE ^s **	Absence days as % of total working days	Number of absence days
Annual leave and home leave	221 083	35.02	13.93%	217 246	34.72	13.91%	-1.74%
Sick leave	80 842	12.96	5.20%	74 977	11.98	5.20%	-7.26%
Social leave	35 143	5.57	2.21%	31 850	5.09	2.04%	-9.37%
Unpaid leave	3 147	0.50	0.20%	2 220	0.35	0.14%	-29.45%
Total	340 214	54.04	21.54%	326 294	52.15	21.29%	-4.09%

* 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.

** 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, 2019-2023



* 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 incapacity system, they remain in active status and are included in the statistics.

Source: EPO – FIPS

Table 42 – Breakdown of total sickness days, 2022/2023

Type	2022		2023		Variation for total days per FTE ^s	Variation for capacity loss
	Total days per FTE ^s	Capacity loss %	Total days per FTE ^s	Capacity loss %		
Short-term/normal sick leave	8.65	3.47%	7.52	3.01%	-13.06%	-13.17%
Extended sick leave	0.60	0.24%	0.61	0.24%	1.67%	1.84%
Incapacity	3.72	1.49%	3.86	1.55%	3.76%	3.80%
Total sickness days*	12.96	5.20%	11.98	4.80%	-7.56%	-7.69%

* Rounding differences may occur in the totals.

Source: EPO – FIPS

Table 43 – Number of sickness days by percentage of staff, 2022/2023

Number of sickness days (d)	% of staff in 2022	% of staff in 2023
0 days	25.02%	31.30%
0 days < d < 3 days	11.31%	14.80%
3 days ≤ d < 5 days	11.72%	11.31%
5 days ≤ d < 10 days	21.87%	17.55%
10 days ≤ d < 15 days	10.70%	7.55%
15 days ≤ d	19.38%	17.48%
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)

Table 44 – Volume of activities* undertaken by the Occupational Health Services (OHS), 2022/2023

Volume of activities undertaken by OHS	2022	2023	Variation
Number of staff that consulted OHS	2 594	1 475	-43.14%
Number of cases**	3 350	1 923	-42.60%
Number of in-house consultations	4 861	5 329	9.63%

* These numbers were affected by a reduction in reported cases of CoVid-19 in 2023.

** With a diagnosis.

Source: EPO – Occupational Health Services, Cority

Table 45 – Type of activities related to health services, 2022/2023

Type of activities	2022	2023	Variation
Mandatory examinations, Circular 367	525	521	-0.76%
Reintegration meetings	351	374	6.55%
Workplace visits by OHS ergonomist/nurses/ErgoWucs	27	1 323	4 800.00%
Virtual workplace visits by OHS ergonomist/nurses/ErgoWucs	1 686	143	-91.52%
Preventive medical examinations	535	1 016	89.91%
Initial medical examinations	126	246	95.24%
Emergency cases	11	43	290.91%
Vision tests*	14	303	2 064.29%
In-house physiotherapy sessions	3 496	4 223	20.80%
Influenza vaccinations	2 199	3 609	64.12%

* Vision tests undertaken as part of a campaign now that all staff have been on site for a proportion of the year

Source: EPO – Occupational Health Services, Cority

Utilisation of the Employee Assistance Programme (EAP) amounted to 3.19% in 2023. The service was accessed a total of 211 times, of which 165 times for counselling and 46 times for work/life services.

5.2 Occupational accidents

Table 46 – Number of occupational accidents reported, 2022/2023

Site	2022	2023
Munich	6	14
The Hague	8	8
Berlin	0	0
Vienna	0	0
Brussels	0	0
Total	14	22

Source: EPO – Occupational Safety department

Of the 22 occupational accidents, ten were commuting accidents, eleven occurred on the EPO's premises and one while teleworking.

5.3 Occupational health-related expenditure

Overall expenditure for occupational health increased by 71%, from EUR 2.2 million in 2022 to EUR 3.7 million in 2023, mainly due to the increase in medical costs.

5.4 Costs for general staff welfare

Table 47 – Breakdown of expenditure for general staff welfare (in EUR), 2022/2023

Category	2022	2023	Variation
Canteen subsidies	440 308	1 292 155	193.47%
AMICALE, culture and sports clubs, social events	1 385 390	1 459 999	5.39%
Pensioners' Association subsidy	123 450	132 500	7.33%
Social events office	206 478	325 822	57.80%
Motivation budget	605 966	615 649	1.60%
Total	2 761 592	3 826 125	38.55%

Source: EPO – FIPS

The expenditure for general staff welfare increased substantially in 2023 (39%) compared to 2022. Canteen subsidies increased by 193% as a result of a stronger staff presence on the Office's premises, which resulted in a higher number of meals subsidised by the Office. To a lesser extent, price increases associated with higher food prices (inflation) and higher catering costs also impacted the subsidy. The cost associated with social events increased by 58% due to a higher number of jubilarians (25/40 years of service at the EPO) to whom annuities are paid out.

6. Social dialogue

All of the 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, 2022/2023

Staff representation activities	2022	2023
Total time available	5 600	5 500
Statutory bodies ¹¹	131.70	69.60
Administrative Council and its bodies	33.10	43.50
Thematic meetings and working groups	1 163.50	1 018.80
Internal staff representative work & training	3 345.00	3 405.60
Total time used	4 673.30	4 537.50

Source: EPO – FIPS

¹¹ Excluding the settlement of disputes and disciplinary committees. See also the glossary.

Table 49 – Number of staff involved in staff representation activities by site, 2022/2023

Site	2022	2023*			Variation
	Total	Women	Men	Total	
Berlin	6	3	9	12	100.00%
Munich	19	5	19	24	26.32%
The Hague	18	8	14	22	22.22%
Vienna	6	3	4	7	16.67%
Total	49	19	46	65	32.65%

*Staff representation elections took place in June 2023. The number of staff committee representatives decreased by one, but new staff members were elected and other staff served in the staff representation election committees, resulting in increased numbers for 2023.

Source: EPO – FIPS

6.1 Meetings with social partners

Table 50 – Number of meetings with social partners, 2022/2023

Meetings with social partners	2022	2023
Meetings of statutory bodies	41	28
Participation of staff representatives in the Administrative Council and its bodies	14	11
Thematic meetings and working groups	35	36
Other meetings	12	9
Total	102	84

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

6.2 Industrial action

Table 51 – Number of strike days, 2022/2023

Number of strikes	2022	2023
Number of strike days	1	0
Number of FTE days*	1 320	0

* EPO-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

Table 52 – Types of cases dealt with by the Ombuds Office, 2022/2023

Nature of conflict	2022		2023	
	Number of cases	% of total*	Number of cases	% of total*
Manager/employee in the hierarchical line	128	68.45%	121	62.05%
Between colleagues	17	9.09%	16	8.21%
Between managers	6	3.21%	4	2.05%
Request for information	3	1.60%	6	3.08%
Counselling on workplace difficulties	33	17.65%	48	24.62%
Total	187	100.00%	195	100.00%

* Rounding differences may occur in the total percentages.

Source: EPO – Ombuds Office

Table 53 – Status of cases dealt with by the Ombuds Office, 2022/2023

Status of cases	2022		2023	
	Number of cases	% of total*	Number of cases	% of total*
Conflicts resolved via coaching	162	86.63%	106	54.36%
Conflicts resolved via conciliation	23	12.30%	36	18.46%
Referrals to a formal procedure (management review, Appraisals Committee, investigation, etc.)	0	0.00%	0	0.00%
Ongoing cases	2	1.07%	53	27.18%
Total	187	100.00%	195	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, which aims to resolve employment law-related administrative disputes at an early stage, thus preventing further litigation. In 2023, 130 requests for management review were registered, involving a total of 626 requesters.

Table 54 – Overview of general categorisation of management reviews, 2022/2023

Categories	2022			2023		
	Registered cases	% of total*	Number of requesters	Registered cases	% of total*	Number of requesters
Regulations/policies	53	33.13%	1 222	42	32.31%	538
Individual	107	66.88%	107	88	67.69%	88
Total	160	100.00%	1 329	130	100.00%	626

* Rounding differences may occur in the total percentages.

Source: EPO – Ombuds Office

Table 55 – Nature of cases dealt with by management review, 2022/2023

Categories	2022			2023		
	Management reviews	% of total*	Number of requesters	Management reviews	% of total*	Number of requesters
Career/Promotion/Step advancement/Bonus	61	38.13%	61	35	26.92%	37
Disciplinary procedures		0.00%		0	0.00%	0
Healthcare/ Long-term care	4	2.50%	4	3	2.31%	3
Investigation/ dignity	3	1.88%	3	1	0.77%	1
Leave/Working time	8	5.00%	8	15	11.54%	15
Pensions/incapacity	7	4.38%	7	13	10.00%	13
Salary/Allowances/ Payments	60	37.50%	1224	46	35.38%	540
Staff Committee rights/ Collective rights	4	2.50%	4	0	0.00%	0
Staff Reports	0	0.00%	0	0	0.00%	0
Other	8	5.00%	13	12	9.23%	12
Total	160	100%	1 329	130	100%	626

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 56 – Outcome of management review cases, 2022/2023

Status/outcome	2022		2023	
	Requests	% of total*	Requests	% of total*
Rejected as not receivable	6	3.75%	10	7.69%
Decision maintained	108	67.50%	83	63.85%
Allowed (in whole or in part)	17	10.63%	14	10.77%
Withdrawn	12	7.50%	5	3.85%
No review (filter function)	17	10.63%	11	8.46%
Pending	0	0.00%	7	5.38%
Total	160	100%	130	100%

* Rounding differences may occur in the total percentages.

Source: EPO – Ombuds Office

The figures of table 56 are preliminary, given that there may be a lapse of up to four months from the date of closing a request for review to the subsequent registration of an appeal (up to 3 months to file a subsequent appeal and up to one month to register the appeal).

7.3 Internal appeals

In 2023, 336¹² new appeals were lodged by 336 staff members (individual appellants and appellants filing collective appeals). This is around 45% lower than the number of new appeals in 2022 (620).

In 2023, the average duration from filing an appeal until the final decision of the President was 44.3¹³ months (25.9 months in 2022).

At the end of 2023, the number of pending cases before the Appeals Committee increased to 1 459 appeals (at the end of 2022, 1 360 appeals were pending before the Appeals Committee). This increase can be attributed to the filing of one further mass appeal and again to the fact that the Appeals Committee was not able to hold any deliberations from the issuance of ILOAT Judgment No. 4550 on 6 July 2022 until the end of that year.

¹² This number includes 218 identical "child appeals" filed in the context of a mass appeal against the implementation by CA/D 17/22 of the new remuneration adjustment method introduced by decision CA/D 4/20 and two appeals which were lodged but not registered.

¹³ The increase reflects the withdrawal of 69 opinions resulting from the 'mandate issue'. Furthermore, 17 final decisions with their opinion were withdrawn following implementation of ILOAT Judgment No. 4550 (14 of which were final decisions with their opinion issued in 2022).

Table 57 – Internal appeals registered, 2022/2023

Year	Number of registered appeals
2022	620
2023	336

Source: EPO – Appeals Committee Secretariat

7.3.1 Appeals by category

Table 58 – Number of new appeals by category, 2022/2023

Categories (individual)	2022			2023		
	Internal appeals	% of total*	Number of appellants	Internal appeals	% of total*	Number of appellants
Career/promotion/ step advancement/bonus	16	2.58%	16	33	9.82%	33
Disciplinary procedures	0	0.00%	0	0	0.00%	0
Healthcare/long-term care	0	0.00%	0	1	0.30%	1
Investigation/dignity	1	0.16%	1	1	0.30%	1
Leave/working time	7	1.13%	7	6	1.79%	6
Pensions/incapacity	6	0.97%	6	10	2.98%	10
Reckonable experience	3	0.48%	3	0	0.00%	0
Salary/allowances/ payments	566	91.29%	566	275	81.85%	275
Staff Committee rights/collective rights	16	2.58%	16	4	1.19%	4
Transfer/ appointment/ contract	4	0.65%	4	2	0.60%	2
Other	1	0.16%	1	4	1.19%	4
Total	620	100.00%	620	336	100.00%	336

* Rounding differences may occur in the total percentages.

Source: EPO – Appeals Committee Secretariat

Table 59 – Number of cases finalised by the Appeals Committee, 2022/2023

Outcome of appeals	2022	2023	Variation
Cases on which the Appeals Committee issued an opinion	62	120	93.55%
Cases closed by withdrawal (before issuing of opinion/decision of the President)	5*	5**	0.00%
Cases closed by amicable settlement facilitated by the Appeals Committee	4	0	-100.00%

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

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

Source: EPO – Appeals Committee Secretariat

Table 60 – Outcome of appeals at the EPO, 2022/2023

Final decisions of the appointing authority on appeals (opinions delivered in 2022/2023)	2022*	2023**
Appeals allowed	45.61%	3.12%
Appeals allowed in part	17.55%	37.50%
Appeals rejected	36.84%	59.38%

* The percentages are derived from a figure that includes 14 final decisions and opinions which were later withdrawn following the implementation of ILOAT Judgment No. 4550.

** At the time the data was produced, not all final decisions for 2023 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 61 – Internal appeal cases continuing to the ILOAT, 2021-2023

Year	Appeal cases closed with final decision	Of which continued to ILOAT	% of total
2023	131	20*	15.3%*
2022	69	24*	34.8%*
2021	261**	87	33.3%

* Provisional figure – status as of 5 February 2024.

** The final decisions issued for some appeals in 2021 were withdrawn as a result of procedural issues connected with the composition of the Appeals Committee.

Source: EPO – Employment Law & Social Dialogue Advice

Table 62 – Outcome of complaints filed with ILOAT, 2022/2023

Outcome of complaints filed with ILOAT	2022	2023
Number of complaints pending with ILOAT	351	321
Number of new complaints received by the EPO	73	24
Number of judgments delivered*	32 (39)	42 (47)
% of ILOAT complaints allowed	22%	11%**
% of ILOAT complaints partially allowed	9%	2%
% of ILOAT complaints not allowed	63%	85%
% of judgments summarily dismissing the complaint(s)	6%	2%

* 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, 2 (5% of judgments) remitted the matter to the EPO for reconsideration.

Source: EPO – Employment Law & Social Dialogue Advice

7.3.3 Settlements in 2023

In 2023, amicable settlements were explored in 15 cases, which covered all of the stages of dispute resolution: from pre-litigation to the ILOAT stage. The settlement attempts were successful in 57% of those cases. The success rate in 2023 is higher (67%) for settlements of staff members with three or less individual disputes.

Table 63 – Number of cases settled and cases with a recorded withdrawal in 2023

Outcome	Pre-litigation stage	Internal appeals	ILOAT complaints	Total
Withdrawal*		5	9	14
Amicable resolution	1	3	4	8

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

*Withdrawals of management review requests are reported in Table 56 (Source: EPO - Ombuds Office)

Source: EPO – Employment Law & Social Dialogue Advice

7.4 Ethics and compliance: ensuring integrity and accountability

7.4.1 Investigations

Table 64 – Number of investigations, 2022/2023

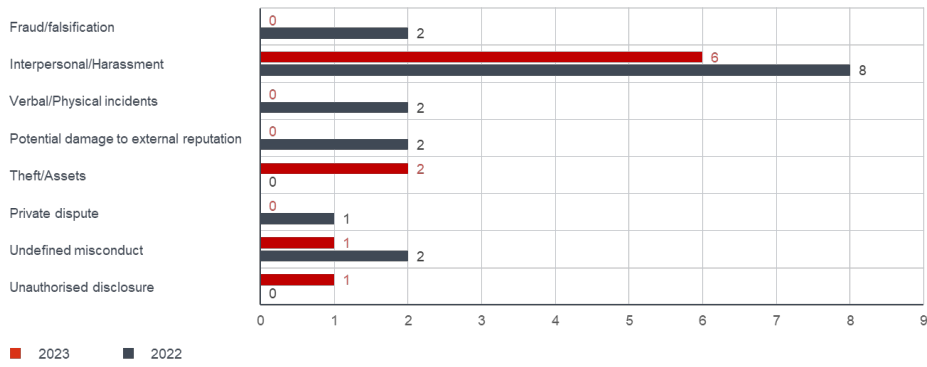
Status of cases	2022	2023	Variation
Cases in progress at the beginning of the reporting year	2	3	50.00%
Of which completed in the reporting year	2	3	50.00%
New intakes/complaints received during the year	17	46	170.59%
Cases not registered	12	36	200.00%
Cases opened	5	10	100.00%
Of which completed in the same year	1	8	700.00%

Note: interviews and evidence gathering partly took place remotely.

Source: EPO – Directorate Ethics and Compliance

In 2023, there was a notable rise in reported allegations and investigations compared to 2022. This increase is partly due to the introduction of external reporting channels on epo.org. Eight reports were received via these channels, including two of an anonymous nature.

Graph 14 – Categories of allegations, 2022/2023



Source: EPO – Directorate Ethics and Compliance

As in previous years, interpersonal cases involving allegations of harassment or discrimination predominate.

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 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. 44a, Art. 44b 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.
Young Professional allowance	Art. 12a(1) Part 2c	Payment aimed at supporting additional costs of young professionals
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.

Cority

Occupational health 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. 44a, 44b, 59(3), 61 ServRegs	Parental, family, special and maternity leave.
Unpaid leave	Art. 44 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 G1/4. The total contribution rate (EPO and staff) in 2023 amounted to 30.3% of the basic salary up to a ceiling of twice the salary for grade G1/4.

Contributions to the new pension scheme 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. to fulfil obligations regarding military service or comparable service
- b. for parental leave
- c. for family leave
- d. 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 2023, the total contribution rate (EPO and staff) for the old pension scheme amounted to 33.6% of the basic salary.

Ombuds Office

The Ombuds Office 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.

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 2023 amounted to 3.3% of the employee's basic salary, up to a ceiling of twice the salary for grade G1/4 and 33.6% of the part of basic salary exceeding that ceiling. Contributions to the salary savings plan by the EPO and staff are apportioned 2/3 and 1/3 respectively.

Secondment (Art. 45 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, incapacity 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)(e) 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)(e) 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.

Young Professional

Special category of EPO employees which applies to university graduates appointed to the Pan-European Seal Young Professionals Programme. This category of employees was introduced in 2022 with the aim to provide high-achieving university graduates with an opportunity to gain their first postgraduate work experience in the international, diverse and inclusive environment of the European Patent Office.

9. Basic salary tables in EUR from 1 January 2023

Germany

Basic salary tables in EUR from 1 January 2023

Currency / Wahrung / Monnaie: EUR						
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	increment
17	19 338.96	19 647.81	19 956.66			308.85
16	18 053.42	18 379.01	18 704.60	19 030.19		325.59
15	16 745.36	17 072.90	17 400.44	17 727.98		327.54
14	15 435.42	15 762.93	16 090.44	16 417.95		327.51
13	13 814.23	14 137.65	14 461.07	14 784.49	15 107.91	323.42
12	12 253.14	12 562.63	12 872.12	13 181.61	13 491.10	309.49
11	10 777.41	11 068.97	11 360.53	11 652.09	11 943.65	291.56
10	9 364.01	9 644.48	9 924.95	10 205.42	10 485.89	280.47
9	8 345.55	8 530.10	8 714.65	8 899.20	9 083.75	184.55
8	7 422.98	7 607.49	7 792.00	7 976.51	8 161.02	184.51
7	6 612.20	6 768.76	6 925.32	7 081.88	7 238.44	156.56
6	6 012.82	6 123.54	6 234.26	6 344.98	6 455.70	110.72
5	5 459.26	5 569.98	5 680.70	5 791.42	5 902.14	110.72
4	4 922.01	5 028.62	5 135.23	5 241.84	5 348.45	106.61
3	4 389.03	4 495.64	4 602.25	4 708.86	4 815.47	106.61
2	3 860.78	3 966.19	4 071.60	4 177.01	4 282.42	105.41
1	3 457.28	3 531.80	3 606.32	3 680.84	3 755.36	74.52

The Netherlands

Basic salary tables in EUR from 1 January 2023

Currency / Währung / Monnaie: EUR						
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	increment
17	18 893.68	19 195.42	19 497.16			301.74
16	17 637.73	17 955.81	18 273.89	18 591.97		318.08
15	16 359.79	16 679.79	16 999.79	17 319.79		320.00
14	15 080.02	15 399.99	15 719.96	16 039.93		319.97
13	13 496.15	13 812.12	14 128.09	14 444.06	14 760.03	315.97
12	11 971.00	12 273.37	12 575.74	12 878.11	13 180.48	302.37
11	10 529.26	10 814.10	11 098.94	11 383.78	11 668.62	284.84
10	9 148.39	9 422.40	9 696.41	9 970.42	10 244.43	274.01
9	8 153.39	8 333.69	8 513.99	8 694.29	8 874.59	180.30
8	7 252.07	7 432.34	7 612.61	7 792.88	7 973.15	180.27
7	6 459.95	6 612.90	6 765.85	6 918.80	7 071.75	152.95
6	5 874.38	5 982.55	6 090.72	6 198.89	6 307.06	108.17
5	5 333.54	5 441.71	5 549.88	5 658.05	5 766.22	108.17
4	4 808.68	4 912.84	5 017.00	5 121.16	5 225.32	104.16
3	4 287.97	4 392.13	4 496.29	4 600.45	4 704.61	104.16
2	3 771.89	3 874.86	3 977.83	4 080.80	4 183.77	102.97
1	3 377.68	3 450.48	3 523.28	3 596.08	3 668.88	72.80

Austria

Basic salary tables in EUR from 1 January 2023

Currency / Wahrung / Monnaie: EUR						
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	increment
17	18 722.81	19 021.81	19 320.81			299.00
16	17 478.23	17 793.45	18 108.67	18 423.89		315.22
15	16 211.83	16 528.92	16 846.01	17 163.10		317.09
14	14 943.63	15 260.70	15 577.77	15 894.84		317.07
13	13 374.08	13 687.19	14 000.30	14 313.41	14 626.52	313.11
12	11 862.74	12 162.37	12 462.00	12 761.63	13 061.26	299.63
11	10 434.03	10 716.30	10 998.57	11 280.84	11 563.11	282.27
10	9 065.66	9 337.18	9 608.70	9 880.22	10 151.74	271.52
9	8 079.66	8 258.33	8 437.00	8 615.67	8 794.34	178.67
8	7 186.48	7 365.12	7 543.76	7 722.40	7 901.04	178.64
7	6 401.54	6 553.10	6 704.66	6 856.22	7 007.78	151.56
6	5 821.24	5 928.43	6 035.62	6 142.81	6 250.00	107.19
5	5 285.32	5 392.51	5 499.70	5 606.89	5 714.08	107.19
4	4 765.20	4 868.42	4 971.64	5 074.86	5 178.08	103.22
3	4 249.18	4 352.40	4 455.62	4 558.84	4 662.06	103.22
2	3 737.77	3 839.82	3 941.87	4 043.92	4 145.97	102.05
1	3 347.15	3 419.30	3 491.45	3 563.60	3 635.75	72.15

Belgium

Basic salary tables in EUR from 1 January 2023

Currency / Währung / Monnaie: EUR						
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	increment
17	17 259.23	17 534.86	17 810.49			275.63
16	16 111.94	16 402.51	16 693.08	16 983.65		290.57
15	14 944.54	15 236.85	15 529.16	15 821.47		292.31
14	13 775.47	14 067.76	14 360.05	14 652.34		292.29
13	12 328.62	12 617.27	12 905.92	13 194.57	13 483.22	288.65
12	10 935.42	11 211.62	11 487.82	11 764.02	12 040.22	276.20
11	9 618.40	9 878.60	10 138.80	10 399.00	10 659.20	260.20
10	8 356.99	8 607.29	8 857.59	9 107.89	9 358.19	250.30
9	7 448.06	7 612.76	7 777.46	7 942.16	8 106.86	164.70
8	6 624.71	6 789.39	6 954.07	7 118.75	7 283.43	164.68
7	5 901.11	6 040.84	6 180.57	6 320.30	6 460.03	139.73
6	5 366.19	5 465.00	5 563.81	5 662.62	5 761.43	98.81
5	4 872.16	4 970.97	5 069.78	5 168.59	5 267.40	98.81
4	4 392.70	4 487.86	4 583.02	4 678.18	4 773.34	95.16
3	3 917.02	4 012.18	4 107.34	4 202.50	4 297.66	95.16
2	3 445.58	3 539.64	3 633.70	3 727.76	3 821.82	94.06
1	3 085.49	3 151.99	3 218.49	3 284.99	3 351.49	66.50