



**Personalausschuss**  
**Staff Committee**  
**Le Comité du Personnel**

# **Recruitment at the EPO**

Past and planned workforce management

# Recruitment under the current administration

## From 2019 – 2023

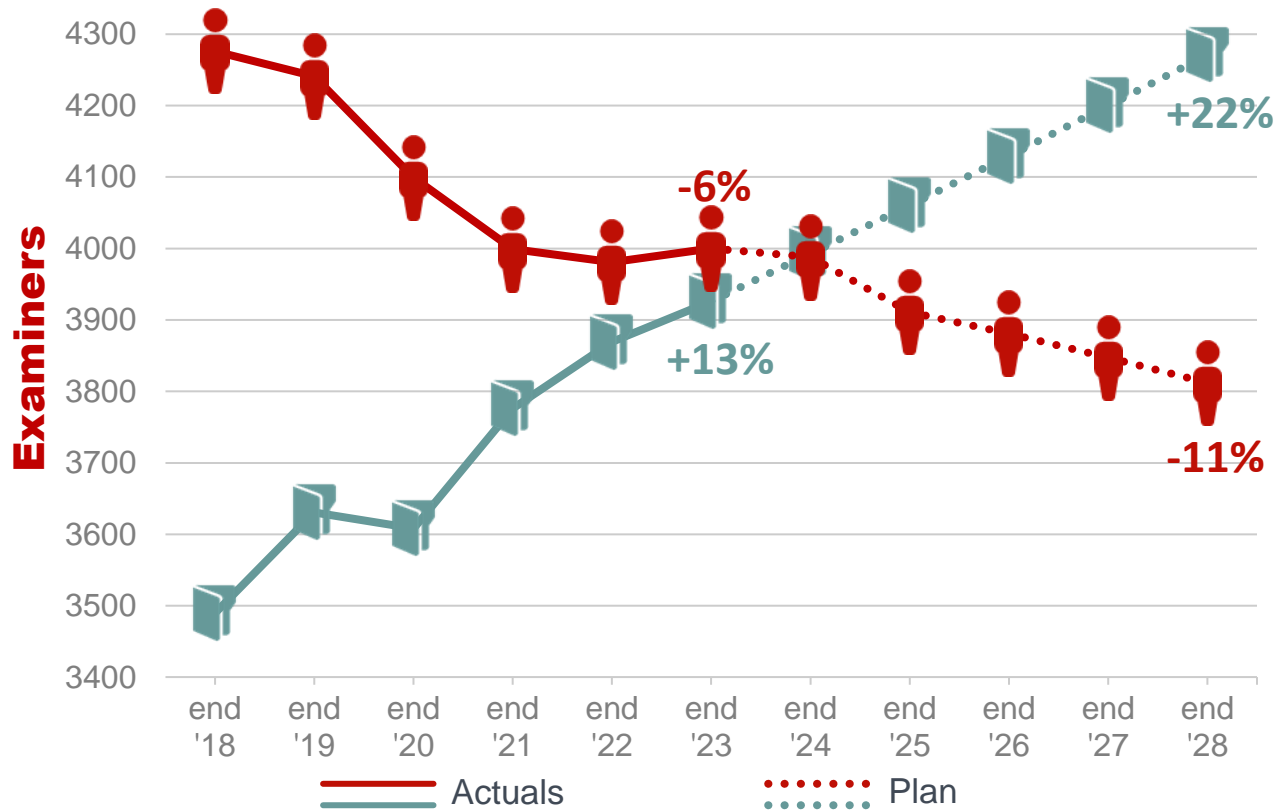
- Fewer recruits than leavers in 2019
- Recruitment freeze during the pandemic 2020 – 2021, not compensated for later
- In 2022 and 2023, staff numbers falling further again fewer recruits than leavers

## Plan for 2024 – 2028

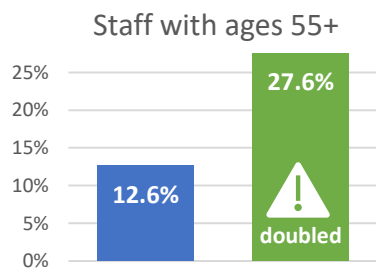
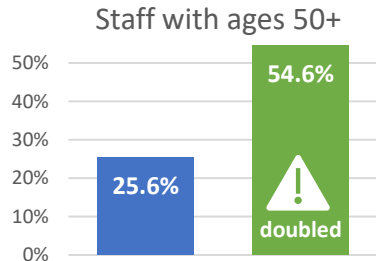
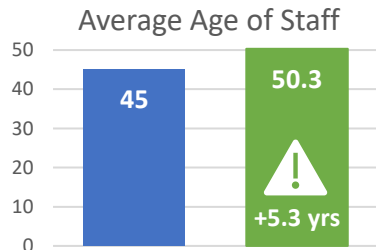
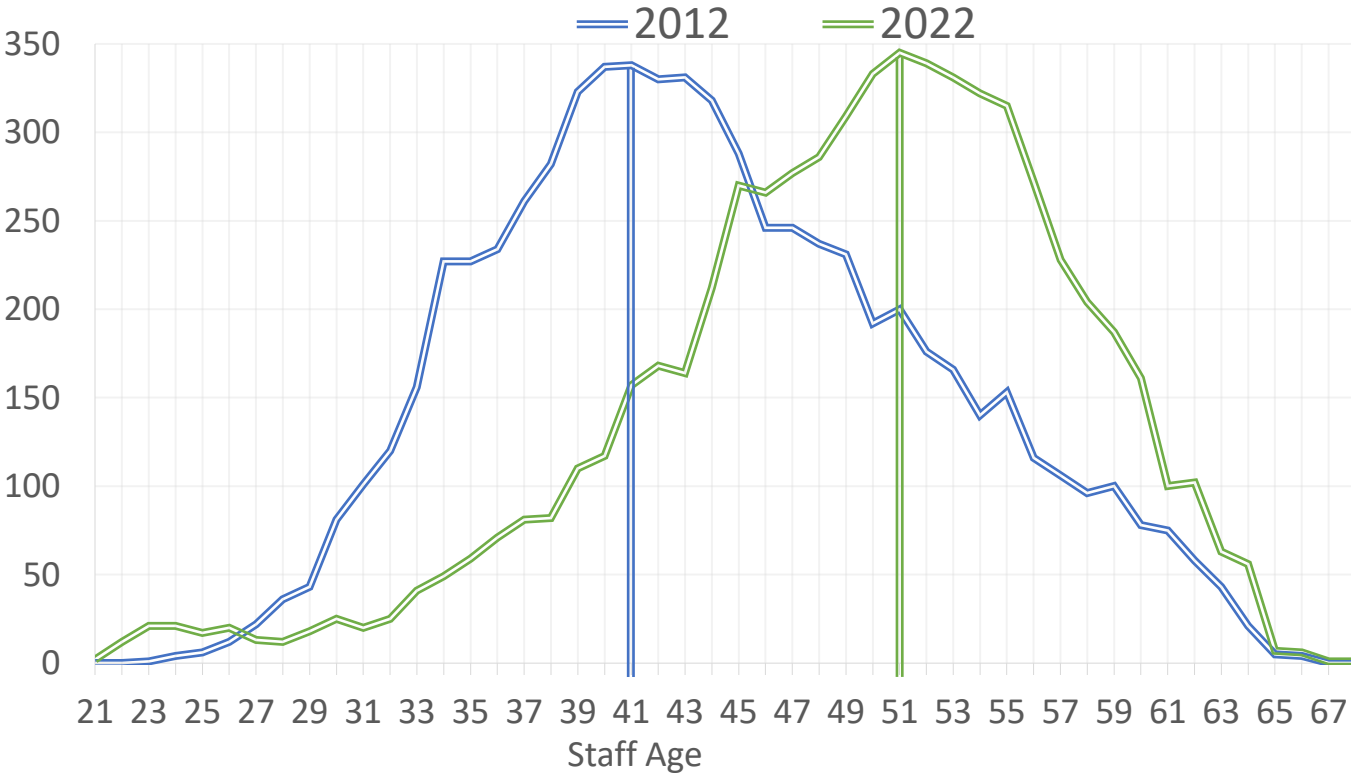
- No change in direction, maintain pace of staff cuts
- 80% replacement for examiners, FOs no replacement in 2024, and 50% in other areas

**Prudent, cautious approach?**

# Workforce and Workload: Examiners



# Change in Age Demographics of all EPO Staff



# Impact of Low Recruitment and Demographic Change

- More work for fewer colleagues, and targets ever increasing
- Implications for pension contribution calculations
  - Actuarial method had to change because of variations in average age
- A wave of retirements is on the horizon
  - Staff ages not evenly distributed among teams
  - Technical areas may see majority of experts departing
  - Experienced colleagues relied upon for coaching

## Response from the administration

- “Front loading” solves the problems with knowledge transfer and coaching capacity
- Digitalisation and new tools have enabled efficiency gains and cuts in staff numbers

