



Dear Colleagues,

As promised, [here](#) you will find [the results of the Survey](#) that we launched in PMO. The feedback is clear: [there are problems in PMO](#) that must be dealt with urgently.

The most important outcome from this survey in PMO is the following :

1. The **balance between professional and private life is not there for 41,06%** of the persons, **as opposed to 39,07% that find their balance.**
2. The **workload is abnormally high or unmanageable for 66,55%** of the colleagues.
3. The **well-being at work is 71,53% below 6 out of 10.**

Since 01/02/2021 :

1. **72,52%** of the staff considers that **the working atmosphere as deteriorates.**
2. **73,84%** of the staff consider that **the stress at work has increased.**
3. **48,34%** of the staff consider **leaving the PMO to protect their health, compared to 48,01% that didn't consider to leave.**
4. **56,62%** of the staff consider **the management methods of the Senior Management as inappropriate.**
5. **55,30%** of the staff consider **the Senior Management didn't create a trusting atmosphere to promote the commitment of its staff.**

Since the reorganisation of 01/01/2022 :

1. **68,58%** consider the reorganisation of PMO **is not a success**
2. **57,28%** **do not** consider the changes to bring **better quality service to the customer**
3. **45,7%** consider **not sufficiently** prepared compared to **10,6%** that consider that they were.

Just a few examples of what is not working and the despair of the colleagues in PMO:

- *Je ne peux plus fournir un travail de qualité et je arrive plus à gère les demandes donc pour ma santé mentale j'essaie de changer...*
- *I cannot see any strategy. If there is one, it is unknown to me. I know that getting additional resources is not easy. At the same time, I do not see any effort to reduce the work-load via an efficient re-organisation, a throughout review and simplification of the workflow and better IT tools....*
- *J'envisage effectivement de prendre ma pension à mon grand regret d'ailleurs. Ce n'est pas mon travail que je n'aime plus c'est les conditions dans lesquelles on me demande de le faire qui ne me conviennent pas.*

- *J'ai envisagé dans les pires moments de quitter le travail mais pour des raisons évidentes telles que la situation instable, avoir une famille et obligations et en fin de compte j'aime mon travail et l'équipe avec lequel je travaille alors je n'ai pas fait le pas.*
- *Too many tasks. Ongoing changes not correctly managed.*
- *I have not yet decided, but I am considering if things continue to go from bad to worse. I have a CDI.*
- *The new exact structure was announced in the last working week of December 2021, to take into effect on 01/01/2022. There was only time to acknowledge the shock before January started.*
- *There was no Change Management around the reorg. There is today only damage control.*
- *pas de burnout mais épuisement lié à la pression anormale que j'ai ressentie dès le début de mon contrat*
- *I did and do consider it. However, I stay due to the Team I am in now, which is made out of amazing people!*
- *Pas en burn out mais d'autres problèmes liés au stress*
- *Stress, surcharge, pression, manque de cohérence, manque de personnel, plus de vie*
- *.....*

The more positive ones :

- *I have followed this operation from up close. All was discussed and explained in advance. The reasons for the change are still fully justified. It made full sense to transfer the management of missions to compensate for a rationalisation regarding management of benefits. This saved jobs in Luxembourg*
- *The habitual reorganisations were made for the transfer of competences and tasks, in accordance with Commission standards and practices. The transition was nonetheless more difficult than expected. There are different explanations for that, which I still do not wish to share.*
- *...the replies above are valid until the first part of 2022, then I changed team and the situation improved considerably*
- *Je n'ai pas eu l'idée de changer de PMO mais j'ai changé d'Unité. Ce qui m'a fait le plus grand bien.*

The Federation (FFPE) is urging Commissioner Hahn, the DG HR and to take radical measures to change immediately the situation in PMO.

PMO is not a simple service of the Commission it is an inter-institutional role and any problem that it's facing reflects on the image of the Commission outside our institution.

The colleagues from PME are desperate to be heard! What more do we need before to listen to them? Something grave to happen?

The Federation is not standing idly by! It takes action, and it triggered the alarm in the Central Staff Committee and also with the other OSPs.

All together now it is time to make things change...**the FFPE** will ask to have an independent external audit and inquiry on the situation and wake up all the players and get things moving.

The Federation

You will never walk alone !