



AGENCY'S BUDGET & ESTABLISHMENT PLAN FOR 2010

EUROPEAN AGENCY FOR SAFETY AND HEALTH AT WORK

November 2009

CONTENT

1. General introduction

2. Justification of main headings

3. Statement of revenue for budget 2010

4. Statement of expenditure for budget 2010

5. Establishment Plan for Personnel for budget 2010

1. General introduction

1.1. Legal basis

Council Regulation (EC) No 2062/94 of 18 July 1994 setting up a European Agency for Safety and Health at Work (OJ L 216, 20.8.1994, page 1) modified by Council Regulation (EC) No 1643/95 (OJ L 156, 7.7.1995, page, 1).

Council Regulation (EC) No. 1654/2003, of 18 June 2003, amending Regulation (EC) No. 2062/94 establishing a European Agency for Safety and Health at Work.

Council Regulation (EC) No. 1112/2005, of 24 June 2005 amending Regulation (EC) No 2062/94 establishing a European Agency for Safety and Health at Work

Financial Regulation of 29th September 2003 of the European Agency for Safety and Health at Work

Revised Financial Framework (2007-2013) as decided by the European Parliament and the Council the 18th of December 2007 (Decision 2008/29/EC - Official Journal L6/7 10.1.2008)

1.2. Explanatory statement

This budget document for 2010 has been prepared with information available on EC subsidy. Should the situation so require a modified document would be prepared to reflect final budget.

2. Justification of main headings

Due to the funding of the Galileo satellite navigation system exclusively on European Union budget, the EU-OSHA subsidy from the Commission is impacted as from 2009 to 2013 included for a total indicative amount of € 3,550,000 over five years.

Regarding revised EU's financial programming 2007-2013, diminution of subsidy to EU-OSHA for 2010 budget is estimated at € 493,434.

Compared to budget 2009, budget for 2010 foresees an increase of € 742,859 (Title 4 excluded).

2.1. Revenue 2010

The sources of revenue for 2010 consist of :

- a main subsidy from the European Commission € 14,456,566 consisting in
 - € 14,250,000 requested in PDB 2010;
 - € 206,566 from amended subsidy by the European Parliament at the plenary session of 22 October 2009;
- € 207,131 from the Translation Centre following overpayment by EU-OSHA in 2008 (this represents an assigned revenue to be spent exclusively for translations);
- € 126,100 from Spanish and Local Authorities.

Main aspects of the 2010 estimated revenue therefore consist of the established total amount € 6,876,100 for Titles 1 and 2 and € 7,913,697 for Title 3 totalling € 14,789,797.

Revenue for IPA II are marked "p.m." as it will be the result of the respective carry-forward of the related 2009 appropriations (at this stage not known).

Budget remark for income line 5400 has been amended from "Miscellaneous revenue available for re-use and not re-used" to "Miscellaneous revenue" for offering the Agency more flexibility in the management of this particular income line.

2.2. Expenditure 2010

Title 1 - Staff

The calculation for Title 1 is based on the assumption that the 44 Temporary Agents, 21 Contract agents and 2 Seconded National Experts mentioned in the proposed establishment plan for 2010 will be filled during the year.

Compared to budget 2009, the **increase of € 151,408** in Title 1 is mainly explained by a flat inflation rate of 2,9% covering inflation and other related staff costs such as reclassification and resources devoted to staff holding a post provided for in the establishment plan.

Total expenditure under Title 1 is € 5,328,700

Title 2 - Buildings, equipment and miscellaneous operating expenditure

Total expenditure under Title 2 is proposed at € 1,547,400

Title 3 - Operational expenditure

Operational expenditure is related to the implementation of the 2010 Annual Management Plan and amounts to € 7,913,697. Compared to 2009, this represents an **increase of € 593.697** explained by the increase of the subsidy from the Commission to Title 3 by € 386,566 and the return of the overpaid amount of € 207.131 by the Agency to the Translation Centre in 2008.

Title 4 - Expenditure for implementing special projects funded by specific other subsidy

Expenditure for IPA II are marked "p.m." as it will be the result of the respective carry-forward of the related 2009 appropriations (at this stage not known).

Title 5 - Reserve

This title is included to provide for any expenditure which were to be approved in reserve.

3. STATEMENT OF REVENUE

Budget Title	Heading	Budget appropriations			Remarks
		2008	2009	2010	
1	EUROPEAN COMMUNITY SUBSIDY	14,763,350	14,899,447	14,456,566	Total subsidy of the European Community (earmarked included).
2	OTHER SUBSIDIES	164,702	126,938	126,100	Total subsidy of the Basque, Spanish Governments, European Presidency and other.
5	MISCELLANEOUS REVENUE	p.m.	p.m.	207,131	Other expected subsidies.
6	REVENUE FROM SERVICES RENDERED AGAINST PAYMENT	p.m.	p.m.	p.m.	Other expected revenues
GRAND TOTAL		14,928,052	15,026,385	14,789,797	
Budget Title	Heading	Budget appropriations			Remarks
		2008	2009	2010	
1 0	EUROPEAN COMMUNITY SUBSIDY				
1 0 0	<i>European Community subsidy</i>	14,400,000	13,920,000	14,456,566	Council Regulation (EC) No 2062/94 of 18 July 1994 establishing a European Agency for Safety and Health at Work (OJ L 216 20.8.1994, p. 1), modified by Regulation (EC) No 1643/95 (OJ L 156, 7.7.1995, p. 1). Pursuant to article 12, paragraph 3, of this regulation, a subsidy for the Agency is entered in the Commission Section of the General Budget.
1 0 3	<i>CARDS 2005 Regional Program (earmarked)</i>	164,610	205,731		- This article corresponds to earmarked CARDS revenue and includes financing for a CARDS 2005 Regional Program signed with the E.C.
1 0 4	<i>IPA program (earmarked)</i>	198,740	145,746		- This article corresponds to earmarked IPA revenue and includes financing by E.C. The final funding received for the programme IPA is €198,740 for 2008-2009.
1 0 5	<i>IPA II program (earmarked)</i>		627,970	p.m.	This article corresponds to earmarked IPA II revenue and includes financing by E.C. for IPA II program which will run up to 2011 for a total amount of €900.000.
CHAPTER 1 0		14,763,350	14,899,447	14,456,566	
TITLE 1		14,763,350	14,899,447	14,456,566	
Budget Title	Heading	Budget appropriations			Remarks
		2008	2009	2010	
2	OTHER SUBSIDIES				
2 0	OTHER SUBSIDIES				
2 0 0	<i>Grant from the Basque Regional Government</i>	60,101	66,837	66,000	This grant is meant to finance current expenditure.
2 0 1	<i>Grant from the County of Bizkaia</i>	p.m.	p.m.	p.m.	This grant is meant to finance current expenditure.
2 0 2	<i>Grant from the Spanish Government</i>	60,101	60,101	60,100	This grant is meant to finance current expenditure.
2 0 3	<i>Other grants</i>	44,500	p.m.	p.m.	Revenue from other grants.
CHAPTER 2 0		164,702	126,938	126,100	
TITLE 2		164,702	126,938	126,100	

Budget Title	Heading	Budget appropriations			Remarks
		2008	2009	2010	
5 0	PROCEEDS FROM THE SALE OF MOVABLE AND IMMOVABLE PROPERTY				
5 0 0	<i>Proceeds from the sale of movable and immovable property</i>	p.m.	p.m.	p.m.	Proceeds from the sale of movable and immovable property.
	CHAPTER 5 0	p.m.	p.m.	p.m.	
5 2	REVENUE FROM INVESTMENTS OR LOANS, BANK INTEREST AND OTHER ITEMS				
5 2 0	<i>Revenue from investments or loans, bank interest and other items</i>	p.m.	p.m.	p.m.	Revenue from investments or loans, bank interest and other items.
	CHAPTER 5 2	p.m.	p.m.	p.m.	
5 4	MISCELLANEOUS REVENUE				
5 4 0	<i>Miscellaneous revenue</i>	p.m.	p.m.	207,131	Miscellaneous revenue
	CHAPTER 5 4	p.m.	p.m.	207,131	
5 9	OTHER REVENUE FROM ADMINISTRATIVE OPERATIONS				
5 9 0	<i>Other revenue from administrative operations</i>	p.m.	p.m.	p.m.	Other revenue from administrative operations.
	CHAPTER 5 9	p.m.	p.m.	p.m.	
	TITLE 5	p.m.	p.m.	207,131	
Budget Title	Heading	Budget appropriations			Remarks
		2008	2009	2010	
6 0	REVENUE FROM SERVICES RENDERED AGAINST PAYMENT				
6 0 0	<i>Revenue from services rendered against payment</i>	p.m.	p.m.	p.m.	Revenue from services rendered against payment
6 0 1	<i>Revenue from co-financing agreements</i>	p.m.	p.m.	p.m.	Revenue from co-financing agreements
6 0 2	<i>Revenue from sale of publications</i>	p.m.	p.m.	p.m.	Revenue from sale of publications
6 0 3	<i>Proceeds from the letting and hiring of immovable property</i>	p.m.	p.m.	p.m.	Proceeds from the letting and hiring of immovable property
	CHAPTER 6 0	p.m.	p.m.	p.m.	
	TITLE 6	p.m.	p.m.	p.m.	
	GRAND TOTAL	14,928,052	15,026,385	14,789,797	

4. STATEMENT OF EXPENDITURE

Budget Title	Heading	Budget appropriations			Remarks
		2008	2009	2010	
1	STAFF	5,036,888	5,177,292	5,328,700	Total funding for covering personnel costs.
2	BUILDINGS, EQUIPMENT AND MISCELLANEOUS OPERATING EXPENDITURE	1,583,314	1,549,646	1,547,400	Total funding for covering general administrative costs.
3	OPERATING EXPENDITURE	7,900,000	7,320,000	7,913,697	Total funding for operational expenditures.
4	EXPENDITURE FOR IMPLEMENTING SPECIAL PROJECTS FUNDED BY SPECIFIC OTHER SUBSIDY	407,850	979,447	p.m.	Total funding for operational expenditures funded by specific other subsidy.
5	RESERVE	p.m.	p.m.	p.m.	Reserve for administrative and operational expenditure pending final approval of the Budget Authority
GRAND TOTAL		14,928,052	15,026,385	14,789,797	
Activity		Budget appropriations			Remarks
		2008	2009	2010	
1	EUROPEAN RISK OBSERVATORY - ANTICIPATING CHANGE	1,226,901	1,987,000	1,055,225	The European Risk Observatory aims to identify new and emerging risks. In order to achieve this, it will give an overview of safety and health at work in Europe, describe the trends and underlying factors, and anticipate changes in work and their likely consequences for safety and health. Additionally, it aims to stimulate debate and reflection among the Agency's stakeholders and to provide a platform for debate between policy-makers at various levels.
2	WORKING ENVIRONMENT INFORMATION	1,190,021	799,000	1,165,470	The objective of this activity is to promote Member State co-operation on information collection and research, and the sharing of knowledge on good practice solutions at the workplace level.
3	COMMUNICATION AND PROMOTION	4,307,987	3,278,909	4,110,000	Two principal objectives underpin the Agency's communication strategy. First, it aims at establishing the Agency as the European reference point for information on OSH issues. And secondly, it focuses on ensuring that the Agency and its network are in a position to deliver the information that people need when they need it, taking into account existing infrastructures and their limitations at European and national levels.
4	NETWORKING AND COORDINATION	1,175,091	1,255,091	1,583,002	The Agency aims at having an effective and efficient network structure to support it in achieving its mission. A number of networks has been established, some directly linked to other activity areas. The networks covered by this activity involve the 84 Board members and 11 Bureau members, the focal points in the 27 Member States, the 4 EFTA countries and in Turkey and Croatia, the European network partners and a number of international partners. Under this activity, tasks aimed at ensuring an effective and efficient operation of the Agency and that the Agency activities are legal are also important elements in ensuring the implementation of the Agency's mission.
5	ADMINISTRATIVE SUPPORT	6,620,202	6,726,938	6,876,100	This activity is aimed to support the implementation of the Agency's mandate through the provision of services in the functional areas of human resources, finance, accounting, documentation, general services and information & communication technology (ICT).
6	EXPENDITURE FOR IMPLEMENTING SPECIAL PROJECTS FUNDED BY SPECIFIC OTHER SUBSIDY	407,850	979,447	p.m.	This activity corresponds to programs financed by earmarked contracts.
GRAND TOTAL		14,928,052	15,026,385	14,789,797	

Budget Title	Heading	Budget appropriations			Remarks
		2008	2009	2010	
ADMINISTRATIVE SUPPORT					
1	STAFF				
1 1	STAFF IN ACTIVE EMPLOYMENT				
1 1 0	Staff holding a post provided for in the establishment plan				
1 1 0 0	Basic salaries	2,489,146	2,737,481	2,807,705	Staff Regulations applicable to officials of the European Communities, and in particular Articles 62 and 66 thereof and Art. 2 of the Conditions of Employment of Other Servants (CEOS). This appropriation is intended to cover basic salaries of permanent officials and temporary staff.
1 1 0 1	Family allowances	230,593	294,960	393,808	Staff Regulations applicable to officials of the European Communities, and in particular Articles 42a, 42b, 62, 67, 68, 68a of the Staff Regulations and Section I of Annex VII thereto. This appropriation is intended to cover the household, dependent child and education allowances for permanent officials and temporary staff.
1 1 0 2	Expatriation and foreign-residence allowances	364,478	386,162	390,422	Staff Regulations applicable to officials of the European Communities, and in particular Articles 62 and 69 thereof and Article 4 of Annex VII thereto. This appropriation is intended to cover the expatriation and foreign-residence allowances for permanent officials and temporary staff.
1 1 0 3	Secretarial allowances	3,846	3,884	3,977	Staff Regulations applicable to officials of the European Communities, and in particular Article 18 of Annex XIII. This item is intended to cover the secretarial allowance paid to temporary staff in category AST (formerly grade C) employed as shorthand-typists or typists, teleprinter operators, typesetters, executive secretaries or principal secretaries recruited before 1st May 2004.
	Article 1 1 0	3,088,063	3,422,487	3,595,912	
Budget Title	Heading	Budget appropriations			Remarks
		2008	2009	2010	
1 1 1	Other staff				
1 1 1 0	Auxiliary staff	4,000	-	-	Conditions of employment of other servants of the European Communities, and in particular Article 52. The effective duration of the appointment for an auxiliary agent (including any eventual renewal of contract) can not exceed the date of 31/12/2007. In 2008, this appropriation was intended to cover the remuneration of, and the employer's social security contribution (article 3 of CEOS and title III related). In 2008, the appropriation is intended to cover the related financial obligations for the year 2007.
1 1 1 2	Local staff	72,629	33,103	34,588	Conditions of employment of other servants of the European Communities, and in particular Article 4 of CEOS and Title V thereof. This appropriation is intended to cover the remuneration (including overtime) and the employer's share of social security contributions for local staff.
1 1 1 3	Contract Agents	626,613	821,677	874,000	CEOS, and in particular Art. 3 and Title IV thereof. This appropriation is intended to cover remuneration, allowances and indemnities for contract agents. Amounts related to weighting factor, recruitment, travel expenses and daily allowances are charged respectively on items 1190, 1180, 1181 and 1184. The employer share in the social security system is charged on items 1130, 1131 and 1132.
	Article 1 1 1	703,242	854,780	908,588	
1 1 2	Professional training of staff				
1 1 2 0	Professional training of staff	110,000	110,000	110,000	Staff Regulations applicable to officials of the European Communities, and in particular the third paragraph of Article 24a of the Staff Regulations and Art. 11 and 81 of the CEOS.
	Article 1 1 2	110,000	110,000	110,000	

Budget Title	Heading	Budget appropriations			Remarks
		2008	2009	2010	
1 1 3	Employer's social security contributions				
1 1 3 0	Insurance against sickness	106,447	110,077	120,000	Art. 72 of the Staff Regulations and art. 28 and 95 of the CEOS thereof. This appropriation is intended to cover the employer's contribution.
1 1 3 1	Insurance against accidents and occupational disease	22,205	23,151	25,500	Staff Regulations applicable to officials of the European Communities, and in particular Article 73 thereof and Art. 28 and 95 if the CEOS thereof. This appropriation is intended to cover: — the employer's contribution to insurance against accidents and occupational disease, — a further provision is added to the appropriation to cover expenditure not covered by the insurance.
1 1 3 2	Insurance against unemployment	38,142	39,997	44,000	Council Regulation (ECSC, EEC, Euratom) No 2799/85 of 27 September 1985 amending the Staff Regulations of officials and the conditions of employment of other servants of the European Communities (OJ L 265, 8.10.1985, p. 1). This appropriation is intended to insure relevant staff against unemployment (Art. 28a and art. 96 of the CEOS).
1 1 3 3	Constitution or maintenance of pension rights	p.m.	p.m.	p.m.	Conditions of employment of other servants of the European Communities, and in particular Article 42 and Art. 112 thereof. This item is intended to cover payments by the Agency on behalf of relevant staff in order to constitute or maintain their pension rights in their country of origin.
	Article 1 1 3	166,794	173,225	189,500	
Budget Title	Heading	Budget appropriations			Remarks
		2008	2009	2010	
1 1 4	Miscellaneous allowances and grants				
1 1 4 0	Childbirth and death allowances and grants	1,190	793	1,000	Staff Regulations applicable to officials of the European Communities, and in particular Articles 70, 74 and 75 thereof, and Art. 20 and 97 of the CEOS. This item is intended to cover: — the childbirth grant, and, in the event of the death of an official: — payment of the deceased's full remuneration until the end of the third month after the month in which the death occurred, — the cost of transporting the body to the official's place of origin.
1 1 4 1	Travel expenses for annual leave	82,828	75,000	70,000	Staff Regulations applicable to officials of the European Communities, and in particular Article 8 of Annex VII thereto as well as Art. 26 and 92 of the CEOS. This appropriation is intended to cover the flat-rate travel expenses for relevant staff, their spouses and dependants, from their place of employment to their place of origin.
1 1 4 3	Fixed duty allowances	p.m.	p.m.	p.m.	Staff Regulations applicable to officials of the European Communities, and in particular Article 14 of Annex VII thereto.
	Article 1 1 4	84,018	75,793	71,000	
1 1 5	Overtime	p.m.	p.m.	p.m.	Staff Regulations applicable to officials of the European Communities, in particular Article 56 thereof and Annex VI thereto. This article is intended to cover flat-rate payments or hourly-rate payments for overtime worked by relevant staff, local staff and other servants whom it has not been possible to compensate by free time under the normal arrangements.
	Article 1 1 5	p.m.	p.m.	p.m.	

Budget Title	Heading	Budget appropriations			Remarks
		2008	2009	2010	
1 1 7	Supplementary services				
1 1 7 5	Interim Services	235,000	100,000	80,000	This appropriation is intended to cover use of interim services, mainly typists. Recourse to interim services is required to adapt flexibly to ad hoc needs.
1 1 7 6	Officials on secondment from Member States	175,968	131,190	92,000	This appropriation is intended to enable the Agency to organise a program of exchange for national experts from Member States.
1 1 7 7	PMO administrative help	47,483	49,089	45,000	This appropriation is intended to cover the fees charged by PMO for the services provided and in line with the provisions of the Service Level Agreement (SLA).
	Article 1 1 7	458,451	280,279	217,000	
Budget Title	Heading	Budget appropriations			Remarks
		2008	2009	2010	
1 1 8	Miscellaneous expenditure on staff recruitment and transfer				
1 1 8 0	Miscellaneous expenditure on staff recruitment	82,000	50,000	21,000	Staff Regulations applicable to officials of the European Communities, and in particular Articles 27 to 31 and 33 thereof and Annex VII thereto. This appropriation is intended to cover the expenditure involved in recruitment procedures.
1 1 8 1	Travel expenses	11,900	4,800	4,200	Staff Regulations applicable to officials of the European Communities, and in particular Articles 20 and 71 thereof and Article 7 of Annex VII thereto and Art. 22 and 92 CEOS. This appropriation is intended to cover the travel expenses of relevant staff (including members of their families) entering or leaving the service.
1 1 8 2	Installation, resettlement and transfer allowances	91,092	30,000	31,500	Staff Regulations applicable to officials of the European Communities, and in particular Articles 5 and 6 of Annex VII thereto and Art. 23 of the CEOS. This appropriation is intended to cover the installation allowances for temporary agents obliged to change residence after taking up their appointment or when they definitively cease their duties and settle elsewhere.
1 1 8 3	Removal expenses	94,500	35,000	35,000	Staff Regulations applicable to officials of the European Communities, and in particular Articles 20 and 71 thereof and Article 9 of Annex VII thereto. This appropriation is intended to cover the removal costs of temporary agents obliged to change residence after taking up their appointment or when transferred to a new place of work or when they definitively cease their duties and settle elsewhere.
1 1 8 4	Temporary daily subsistence allowances	41,402	30,000	27,000	Staff Regulations applicable to officials of the European Communities, and in particular Articles 20 and 71 thereof and Article 10 of Annex VII thereto, as well as Articles 25 and 92 of the Conditions of Employment of other Servants. This appropriation is intended to cover the daily subsistence allowances due to staff able to prove that they were obliged to change their place of residence after taking up their duties (including transfer).
	Article 1 1 8	320,894	149,800	118,700	

Budget Title	Heading	Budget appropriations			Remarks
		2008	2009	2010	
1 1 9	Salary weightings - Adjustments to remuneration				
1 1 9 0	Salary weightings	70,650	51,000	65,000	Staff Regulations applicable to officials of the European Communities, and in particular Articles 64 and 65 thereof and Art. 20 and 92 of CEOS. This appropriation is intended to cover the impact of salary weightings applicable to the remuneration of relevant staff and to overtime.
1 1 9 1	Adjustments to remuneration	p.m.	p.m.	p.m.	This appropriation is intended to cover the effects of any salary adjustments decided by the Council during the financial year.
	Article 1 1 9	70,650	51,000	65,000	
	CHAPTER 1 1	5,002,112	5,117,364	5,275,700	
1 4	SOCIOMEDICAL INFRASTRUCTURE				
1 4 1	Medical service	25,276	26,428	26,500	This appropriation is intended to cover all expenditure relating to the medical service, preventative actions and the travel expenses of the Agency medical adviser, notably Art. 59 of the Staff Regulations.
1 4 2	Other welfare expenditure	9,500	9,500	6,500	This appropriation is intended to cover expenditure by the Agency on the social welfare activities of its staff
	CHAPTER 1 4	34,776	35,928	33,000	
1 5	MOBILITY				
1 5 2	Mobility				
1 5 2 0	Staff exchanges	p.m.	p.m.	p.m.	This appropriation is intended to cover staff exchanges
1 5 2 1	Agency officials seconded to national administrations, international organisations or public sector institutions or undertakings.	p.m.	p.m.	p.m.	This appropriation is intended to cover expenditure relating to the secondment or temporary assignment of Agency officials to national or international departments.
1 5 2 2	Trainees	p.m.	24,000	20,000	This appropriation is intended to cover expenditure relating to trainees.
	Article 1 5 2	p.m.	24,000	20,000	
	CHAPTER 1 5	p.m.	24,000	20,000	
Budget Title	Heading	Budget appropriations			Remarks
		2008	2009	2010	
1 6	SOCIAL WELFARE				
1 6 0	Special assistance grants	p.m.	p.m.	p.m.	This appropriation is intended to cover assistance in the form of cash which may be granted to an official, former official or survivors of a deceased official who find themselves in difficult circumstances.
1 6 2	Other social expenditure	p.m.	p.m.	p.m.	This appropriation is intended to cover assistance for families, new arrivals, legal aid, grants for scouts and guides, grant to the secretariat of the parents' association.
1 6 3	Nursery centre	p.m.	p.m.	p.m.	This appropriation is intended to cover the Agency's share of the cost of child care for the children of Agency staff in nurseries.
1 6 4	Additional aid for disabled persons	p.m.	p.m.	p.m.	This appropriation is to enable reimbursement to disabled officials in active employment, spouses and dependent children, after national entitlements have been exhausted, of expenses (other than medical expenses) recognised as necessary, resulting from the disability and supported by documentary evidence.
	CHAPTER 1 6	p.m.	p.m.	p.m.	
1 8	REGULARIZATION OF ACCUMULATED LOSSES				
1 8 0	Regularization of accumulated losses				This appropriation is intended to cover the accumulated losses as reflected in the budget outturn account table in the annual accounts and in accordance with article 16.2 of the Agency's Financial Regulations.
1800	Regularization of accumulated losses	p.m.	p.m.	p.m.	
	CHAPTER 1 8	p.m.	p.m.	p.m.	
1 9	PENSIONS AND SEVERANCE GRANTS				
1 9 0	Pensions and severance grants	p.m.	p.m.	p.m.	
	CHAPTER 1 9	p.m.	p.m.	p.m.	
	TITLE 1	5,036,888	5,177,292	5,328,700	

Budget Title	Heading	Budget appropriations			Remarks
		2008	2009	2010	
ACTIVITY ADMINISTRATIVE SUPPORT TO THE AGENCY					
2) BUILDINGS, EQUIPMENT AND MISCELLANEOUS OPERATING EXPENDITURE					
2 0 RENTAL OF BUILDINGS AND ASSOCIATED COSTS					
2 0 0 Rent					
2 0 0 0	Rent	662,122	698,660	701,577	This appropriation is intended to cover the payment of rents for buildings or parts of buildings occupied by the Agency and the hiring of parking spaces.
2 0 1 Insurance					
2 0 1 0	Insurance	8,043	8,138	8,300	This appropriation is intended to cover the insurance policy premiums in respect of the buildings or parts of buildings occupied by the Agency and their contents.
2 0 2 Water, gas, electricity and heating					
2 0 2 0	Water, gas, electricity and heating	91,366	89,881	92,490	This appropriation is intended to cover current expenditure and other communal charges related to the Agency's premises.
2 0 3 Cleaning and maintenance					
2 0 3 0	Cleaning and maintenance	26,000	39,151	62,551	This appropriation is intended to cover the costs of cleaning and upkeep of the premises used by the Agency.
2 0 4 Fitting-out of premises					
2 0 4 0	Fitting-out of premises	23,174	24,960	28,259	This appropriation is intended to cover the fitting-out of the premises and repairs in the building.
2 0 5 Security and surveillance of buildings					
2 0 5 0	Security and surveillance of buildings	67,356	65,624	64,971	This appropriation is intended to cover miscellaneous expenditure on buildings connected with security and safety, in particular contracts governing building surveillance, hire and replenishment of extinguishers, purchase and maintenance of fire-fighting equipment, replacement of equipment for officials acting as voluntary firemen, costs of carrying out statutory inspections.
2 0 9 Administrative expenditure, taxes					
2 0 9 0	Administrative expenditure, taxes	491	489	487	The appropriation is intended to cover expenditure on buildings not specially provided for in the articles in Chapter 20, for example administrative expenses other than services (water, gas, electricity), expenses relating to buildings occupied by a number of tenants, expenses arising from drawing up the inventory of fixtures, municipal taxes and ancillary expenses.
CHAPTER 2 0		878,552	926,903	958,635	

Budget Title	Heading	Budget appropriations			Remarks
		2008	2009	2010	
2 1 0	I.T. operating expenditure				
2 1 0 0	I.T. operating expenditure	149,095	145,435	137,940	This appropriation is intended to cover expenditure on software licences, installation, development and maintenance of information systems and data-processing consumables.
	Article 2 1 0	149,095	145,435	137,940	
2 1 2	Services provided by I.T. staff				
2 1 2 0	Services provided by I.T. staff	98,100	151,811	108,014	This appropriation is intended to cover expenditure on external operating staff (help-desk, operators, administrators, system engineers, etc.).
	Article 2 1 2	98,100	151,811	108,014	
2 1 3	Technical installations and electronic office equipment				
2 1 3 0	New and replacement purchases	122,500	81,000	101,500	This appropriation is intended to cover the purchase and installation of technical and data-processing equipment. The purchase of replacement equipment and installations under this item is conditional upon the discarding, in accordance with established procedure, of the technical and data-processing equipment and installations to be replaced.
2 1 3 2	Hire	p.m.	p.m.	p.m.	This appropriation is intended to cover the hiring of miscellaneous equipment and various technical and data-processing installations.
2 1 3 3	Maintenance, use and repair	17,461	5,171	11,760	This appropriation is intended to cover the costs of maintaining and repairing the technical installations.
2 1 3 4	Electronic office equipment	212	220	224	This appropriation is intended to cover unforeseen costs associated with electronic office equipment.
	Article 2 1 3	140,173	86,391	113,484	
	CHAPTER 2 1	387,368	383,637	359,438	
2 2	MOVABLE PROPERTY ASSOCIATED COSTS				
2 2 1	New and replacement furniture purchases, furniture maintenance and repair				
2 2 1 0	New and replacement purchases, furniture maintenance and repair	35,943	25,000	25,500	This appropriation is intended to cover Agency requirements for furniture, soft furnishings, kitchen equipment and installations.
	Article 2 2 1	35,943	25,000	25,500	
Budget Title	Heading	Budget appropriations			Remarks
		2008	2009	2010	
2 2 3	Office vehicle				
2 2 3 1	Purchase of vehicle	p.m.	p.m.	p.m.	This appropriation is intended to cover vehicle purchase
2 2 3 2	Vehicle upkeep, petrol and hiring means of transport	1,943	1,459	1,574	This appropriation is intended to cover insurance, maintenance, and petrol expenses for the official vehicle and the cost of hiring other means of transport (taxi, bus, car hire).
	Article 2 2 3	1,943	1,459	1,574	
2 2 5	Documentation and library expenditure				
2 2 5 0	Publications and subscriptions	7,002	9,204	9,388	This appropriation is intended to cover the purchase of publications and subscriptions to information services necessary for the work of the Agency. This includes books and other publications, newspapers, periodicals, official journals, subscriptions to rapid information services and data bases.
2 2 5 1	Special library, documentation and reproduction equipment, binding and upkeep of library books	423	500	500	This appropriation is intended to cover the purchase of specialised equipment and the binding and upkeep of books and periodicals.
	Article 2 2 5	7,425	9,704	9,888	
	CHAPTER 2 2	45,311	36,163	36,962	
2 3	CURRENT ADMINISTRATIVE EXPENDITURE				
2 3 0	Stationery and office supplies				
2 3 0 0	Stationery and office supplies	19,314	20,295	22,129	This appropriation is intended to cover the purchase of stationery and office supplies.
	Article 2 3 0	19,314	20,295	22,129	
2 3 2	Financial charges				
2 3 2 0	Bank charges	1,837	1,910	1,000	This appropriation is intended to cover bank charges, the cost of connecting to the interbank telecommunications network and the hiring of a bank safe deposit box.
2 3 2 1	Exchange rate losses	1,689	1,757	500	This appropriation is intended to cover exchange rate losses incurred by the Agency in the management of its budget, in so far as such losses cannot be offset against exchange rate gains.
2 3 2 9	Other financial charges	774	759	774	This appropriation is intended to cover other financial charges
	Article 2 3 2	4,300	4,426	2,274	

Budget Title	Heading	Budget appropriations			Remarks
		2008	2009	2010	
2 3 3	Outsourced services				
2 3 3 0	Legal expenses	20,000	20,000	20,000	This appropriation is intended to cover the Agency's legal expenses.
2 3 3 1	Internal Audit services	0	0	0	This appropriation is intended to cover the Agency's expenses on internal audit services.
	Article 2 3 3	20,000	20,000	20,000	
2 3 4	Damages				
2 3 4 0	Damages	p.m.	p.m.	p.m.	This appropriation is intended to cover damages payable.
	Article 2 3 4	p.m.	p.m.	p.m.	
2 3 5	Other operating expenditures				
2 3 5 0	Miscellaneous insurance	p.m.	p.m.	p.m.	This appropriation is intended to cover the special insurance for the Agency's accountant and the imprest account holder.
2 3 5 2	Internal catering expenses	6,923	5,772	6,203	This appropriation is intended to cover expenditure for the Agency's internal catering, such as refreshments and snacks at meetings, water and vending machines.
2 3 5 3	Departmental removals	1,295	600	610	This item is intended to cover the cost of removals within the building.
2 3 5 9	Other expenditure	1,621	438	1,384	This appropriation is intended to cover other operating expenditure not specifically provided for.
	Article 2 3 5	9,839	6,810	8,197	
	CHAPTER 2 3	53,453	51,531	52,600	
2 4	POSTAGE AND TELECOMMUNICATIONS				
2 4 0	Postage and delivery charges				
2 4 0 0	Postage and delivery charges	15,182	19,042	12,412	This appropriation is intended to cover expenditure on postal and delivery charges, including parcels sent by post.
	Article 2 4 0	15,182	19,042	12,412	
2 4 1	Telecommunications				
2 4 1 0	Telephone, telegraph, telex, radio and television subscriptions and charges	203,448	132,370	127,353	This appropriation is intended to cover telephone subscription costs and communications (official communications only, as private communications will be charged for), fax, conference calls, data transmission and the purchase of directories. Receptionist and switchboard service.
	Article 2 4 1	203,448	132,370	127,353	
	CHAPTER 2 4	218,630	151,412	139,765	
	TITLE 2	1,583,314	1,549,646	1,547,400	

Budget Title	Heading	Budget appropriations			Remarks
		2008	2009	2010	
3	GENERAL OPERATING EXPENDITURE				
ACTIVITY EUROPEAN RISK OBSERVATORY - ANTICIPATING CHANGE					
3 0	EUROPEAN RISK OBSERVATORY - ANTICIPATING CHANGE				
3 0 0	<i>European Risk Observatory - Anticipating Change</i>				
3 0 0 0	European Risk Observatory	1,155,800	1,945,000	975,225	This appropriation covers the activities proposed for the ERO in the AMP-2010. They include tasks regarding a medium-term foresight project; in-depth reviews and analyses of scientific literature and relevant policies; the collection, analysis and dissemination of existing statistical data; workshops, seminars, meetings, use of 'social media' and other activities designed to share the ERO findings and stimulate debate amongst its stakeholders; data analyses and dissemination of the enterprise survey ; and further activities to foster the co-ordination of research and research management at EU level.
3 0 0 9	Mission expenses, duty travel expenses and other ancillary expenditure for "European Risk Observatory - Anticipating Change".	71,101	42,000	80,000	This appropriation is intended to cover expenditure on transport, the payment of daily mission allowances and the ancillary or exceptional expenses incurred by established staff in the interests of the activity "European Risk Observatory - Anticipating Change ", in accordance with the provisions of the Staff Regulations applicable to officials of the European Communities.
	Article 3 0 0	1,226,901	1,987,000	1,055,225	
	CHAPTER 3 0	1,226,901	1,987,000	1,055,225	
Budget Title	Heading	Budget appropriations			Remarks
		2008	2009	2010	
ACTIVITY WORKING ENVIRONMENT INFORMATION					
3 1	WORKING ENVIRONMENT INFORMATION				
3 1 0	<i>Information projects and schemes / Topic Centres (TC) and external contractors</i>				
3 1 0 0	Working Environment Information	1,131,800	733,000	1,097,470	This appropriation covers the activities in the area of Working Environment Information , chapter 5.2 in the Annual Management Plan. These activities are the development of products for the European Campaigns 2010/11 and 2012/13; new and continuing topics and activities other than European Campaigns; sharing knowledge and stimulating debate; and topics to be revised and updated. The appropriations in this budget line will also be used to cover expenditures related to ad hoc meetings (including travel and subsistence expenses, interpretation costs, and the hire of rooms) in connection with other activities under the area: "Working Environment Information".
3 1 0 9	Mission expenses, duty travel expenses and other ancillary expenditure for "Working Environment Information".	58,221	66,000	68,000	This appropriation is intended to cover expenditure on transport, the payment of daily mission allowances and the ancillary or exceptional expenses incurred by established staff in the interests of the activity "Working Environment Information", in accordance with the provisions of the Staff Regulations applicable to officials of the European Communities.
	Article 3 1 0	1,190,021	799,000	1,165,470	
	CHAPTER 3 1	1,190,021	799,000	1,165,470	

Budget Title	Heading	Budget appropriations			Remarks
		2008	2009	2010	
ACTIVITY COMMUNICATION, CAMPAIGNING AND PROMOTION					
3 2 COMMUNICATION, CAMPAIGNING AND PROMOTION					
3 2 0 Communication, Campaigning And Promotion					
3 2 0 0	Support to national focal point networks	866,174	550,000	1,050,000	This appropriation is intended to finance the provisions of services and products to the Agency's network of Focal Points to ensure the effective dissemination of Agency information and campaign messages at Member State level.
3 2 0 1	Establishment and management of the EU-OSHA information network on the Internet	337,208	204,000	400,000	This appropriation is intended to cover the management and development of the Agency's electronic communications. Two websites and social media (web 2.0).
3 2 0 2	Conferences, seminars, workshops, public events, promotional activities etc.	546,923	409,600	500,000	This appropriation is intended to cover the costs of promotion and communication activities related to Agency information products and services, which will contribute to the implementation of the Annual Management Plan. Such activities could include the organisation of marketing, market research, press and promotional activities related to the Agency's work (surveys, brochures, videos, posters, public events, conferences, seminars, exhibitions, campaigns etc.) as well as contributions to similar activities organised by third parties that contribute to the implementation and development of the Annual Management Plan.
3 2 0 3	Publication and distribution of results of studies and of other information activities and corporate products	299,583	439,875	300,000	This appropriation is intended to cover the editing, publication and distribution costs (including databases and mailing) of results of studies, other information activities and corporate publications (annual report, budget of the Agency, etc.) which will contribute to the implementation of the Agency's Annual Management Plan.
3 2 0 4	Pan - European awareness raising and information campaigns.	2,204,787	1,621,434	1,800,000	This appropriation is intended to cover the costs of the production and distribution of campaign material and websites as well as the organisation and management of conferences, seminars, exhibitions, public events, promotional activities, good practice award schemes, competitions, other campaigning activities and evaluations within the framework of pan - European awareness raising and information campaigns.
3 2 0 9	Mission expenses, duty travel expenses and other ancillary expenditure for "Communication, Campaigning And Promotion".	53,312	54,000	60,000	This appropriation is intended to cover expenditure on transport, the payment of daily mission allowances and the ancillary or exceptional expenses incurred by established staff in the interests of the activity "Communication, Campaigning And Promotion", in accordance with the provisions of the Staff Regulations applicable to officials of the European Communities.
	Article 3 2 0	4,307,987	3,278,909	4,110,000	
	CHAPTER 3 2	4,307,987	3,278,909	4,110,000	
ACTIVITY NETWORKING AND COORDINATION					
3 3 NETWORKING AND COORDINATION					
3 3 0 Networking and Coordination					
3 3 0 0	Networking and Coordination	305,410	385,410	382,423	Appropriations in this budget line are intended to cover a number of the operating expenses of activities in the area of Networking and Coordination, chapter 5.4 in the Annual Management Plan. These activities are the focal point network, the Governing Board and its Bureau (including any ad hoc working groups), European and international networking as well as services in relation to the strategy and planning activities. The appropriations in this budget line will also be used to cover expenditures related to ad hoc meetings (including travel and subsistence expenses, interpretation costs, and the hire of rooms) in connection with other activities under the area: "Networking and coordination".
3 3 0 2	Entertainment and representation expenses	8,870	8,870	15,000	This appropriation is intended to cover entertainment and representation expenses.
3 3 0 4	Translation of studies, reports and working documents	720,811	720,811	1,038,579	This appropriation is intended to cover the translation of studies, reports, website information as well as working documents for the Governing Board and Bureau and for congresses, seminars, etc. into the different Community languages. The translation work will be carried out by the Translation Centre for the Bodies of the European Union in Luxembourg.
3 3 0 9	Mission expenses, duty travel expenses of "Networking and Coordination" and "Administrative Support" as well as other ancillary expenditure	140,000	140,000	147,000	The appropriations in this budget line will be used to cover missions in connection with the area "Networking and coordination" as well as missions in connection with the Agency area, "Administrative support", in accordance with the provisions of the Staff Regulations applicable to officials of the European Communities.
	Article 3 3 0	1,175,091	1,255,091	1,583,002	
	CHAPTER 3 3	1,175,091	1,255,091	1,583,002	
	TITLE 3	7,900,000	7,320,000	7,913,697	

Budget Title	Heading	Budget appropriations			Remarks
		2008	2009	2010	
EXPENDITURE FOR IMPLEMENTING SPECIAL PROJECTS FUNDED BY SPECIFIC OTHER SUBSIDY					
4 SPECIAL PROJECTS FUNDED BY SPECIFIC OTHER SUBSIDY					
4 2 NEW OSH ERA					
4 2 0 New Osh Era project (earmarked)					
This appropriation intended to develop and reinforce activities related to the NEW OSH ERA projects running for a 27 months period up to 2008 for a total amount of €116.500. Activities under NEW OSH ERA project were linked to the European Risk Observatory work program with earmarked expenditures and revenues.					
4 2 0 0	Allowances and other expenses	38,580	-	-	
4 2 1 0	Travel costs (international)	p.m.	-	-	
4 2 1 1	Mission expenses of project	5,920	-	-	
4 2 1 2	Meetings	p.m.	-	-	
CHAPTER 4 2		44,500	-	-	
Budget Title	Heading	Budget appropriations			Remarks
		2008	2009	2010	
4 3 CARDS 2005 REGIONAL PROGRAM					
4 3 0 Cards 2005 Regional Program (earmarked)					
This chapter includes preparatory measures related to support the raising of awareness on Occupational Safety and Health issues and to establish a partnership between the countries of the Western Balkan eligible under the CARDS programme (Bosnia and Herzegovina, Macedonia, Albania, Kosovo, Serbia and Montenegro). The final funding for the programme CARDS is € 335,970 for 2007-2009.					
4 3 0 0	Salaries Expat/Int. Staff	39,000	25,484	-	
4 3 1 0	Travel costs (international)	36,000	44,997	-	
4 3 1 1	Mission expenses of project staff abroad	3,300	5,182	-	
4 3 1 2	Mission expenses seminar/conference participants	4,800	8,198	-	
4 3 2 0	Translation / Interpreters	29,000	25,000	-	
4 3 3 0	Workshops / Conferences	9,200	-	-	
4 3 4 0	Webmasters	20,510	42,900	-	
4 3 4 1	Furniture, Office equipment	0	6,000	-	
4 3 4 2	Equipment (computers, printers,...)	0	13,170	-	
4 3 6 0	Administrative costs	p.m.	0	-	
4 3 7 0	Printing of information material	22,800	34,800	-	
CHAPTER 4 3		164,610	205,731	-	
4 4 IPA FOR CROATIA AND TURKEY					
This chapter includes preparatory measures related to further support Croatia and Turkey in their integration into the European Agency for Safety and Health at Work. The final funding for the programme IPA is € 198,740 for 2008-2009.					
4 4 0 Instrument for pre-accession assistance for Croatia and Turkey (IPA)					
		198,740	145,746	-	
CHAPTER 4 4		198,740	145,746	-	
4 5 IPA II FOR WESTERN BALKANS AND TURKEY					
This chapter includes preparatory measures related to further support Western Balkans and Turkey in their integration into the European Agency for Safety and Health at Work. The maximum funding for the programme IPA II is € 900,000 for 2009-2011.					
4 5 0 Instrument for pre-accession assistance for Western Balkans and Turkey (IPA II)					
			627,970	p.m.	
CHAPTER 4 5			627,970	p.m.	
TITLE 4		407,850	979,447	p.m.	
5 RESERVE					
5 0 RESERVE FOR ADMINISTRATIVE EXPENDITURE					
		p.m.	p.m.	p.m.	
5 1 RESERVE FOR OPERATIONAL EXPENDITURE					
		p.m.	p.m.	p.m.	
TITLE 5		p.m.	p.m.	p.m.	
GRAND TOTAL		14,928,052	15,026,385	14,789,797	

5. ESTABLISHMENT PLAN FOR THE AGENCY

BUDGET 2010

TEMPORARY AGENTS						Remarks
Category and grade	2008		2009		2010	
	Actually filled at 31.12.2008	Authorised	Filled at 01.11.2009	Authorised	Authorised	
AD16						
AD15		1				
AD14	1		1	1	1	
AD13				1	1	
AD12	1	3	1	1	1	
AD11	2	6	2	2	2	
AD10	1	3	1	2	2	
AD9	3		3	1	1	
AD8	1	3	1	5	5	
AD7	4	4	4	7	8	
AD6	11	4	10	4	3	
AD5						
Total grade AD	24	24	23	24	24	
AST11						
AST10		1		1	1	
AST9	1		1			
AST8		4				
AST7		3		2	1	
AST6	1	3	1		2	
AST5	1	3	1	2	3	
AST4	1	1	1	7	7	
AST3	10	3	12	4	6	
AST2		1		4		
AST1	3	1	4			
Total grade AST	17	20	20	20	20	
GRAND TOTAL	41	44	43	44	44	

Estimate of number of contract staff (expressed in full-time equivalents) and seconded national experts

CONTRACT AGENTS*						Remarks
Function group & grade	2008		2009		2010	
	Actually filled at 31.12.2008	Authorised	Filled at 01.11.2009	Authorised	Authorised	
FG IV				1	1	
FG III	8	8	11	10	10	
FG II	10	10	10	10	10	
FG I						
Total CA	18	18	21	21	21	
SECONDED NATIONAL EXPERTS						Remarks
Category and grade	2008		2009		2010	
	Actually filled at 31.12.2008	Authorised	Filled at 01.11.2009	Authorised	Authorised	
AD15						
AD14						
AD13						
AD12						
AD11						
AD10						
AD9						
AD8						
AD7						
AD6						
AD5	2.5	2.5	1	2	2	
AST 3						
Total SNE	2.5	2.5	1	2	2	
GRAND TOTAL	20.5	20.5	22	23	23	

* 1 contract agent is financed by IPA II funds (Title IV) for time limited project (2009-2011) and is not part of the Establishment Plan