



**2008 Amending Budget I**

**EUROPEAN AGENCY FOR SAFETY AND HEALTH AT WORK**

**November 2008**

## **CONTENTS**

**1. General introduction**

**2. Statement of revenue for 2008**

**3. Statement of expenditure for 2008**

**4. Establishment Plan for Personnel for 2008**

## **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

### **1.2. Explanatory statement**

This Amending Budget I for 2008 is prepared in order to comply with Agency's Financial Regulations:

- in the reporting to the Governing Board of the amended earmarked expenditure related to the NEW OSH ERA project (€ 44,500) following decrease by € 18,500 of the respective revenue;
- and propose reallocation of appropriations between budget items as reported in the budget underneath;
- amends the first sentence of the remark to budget item – 3300 as following : "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" in order to link it closer to the Annual Management Plan and also to make the basis for financing some of the strategy, planning, monitoring and evaluation activities more explicit;
- to report to the Board, in compliance with Article 23.1 of the Financial Regulation, transfers of credits between budget articles as from January 2008 to date.

## 2. STATEMENT OF REVENUE

Budget Title	Heading	Budget appropriations (in Euros)			Remarks
		Budget 2008	Amending Budget No. 1	New Amount	
1	EUROPEAN COMMUNITY SUBSIDY	14,763,350		14,763,350	Total subsidy of the European Community (earmarked included).
2	OTHER SUBSIDIES	183,202	-18,500	164,702	Total subsidy of the Basque, Spanish Governments, European Presidency and other.
5	MISCELLANEOUS REVENUE	p.m.		p.m.	Other expected subsidies.
6	REVENUE FROM SERVICES RENDERED AGAINST PAYMENT	p.m.		p.m.	Other expected revenues
	<b>GRAND TOTAL</b>	<b>14,946,552</b>	<b>-18,500</b>	<b>14,928,052</b>	

Budget Title	Heading	Budget appropriations (in Euros)			Remarks
		Budget 2008	Amending Budget No. 1	New Amount	
<b>1 0</b>	<b>EUROPEAN COMMUNITY SUBSIDY</b>				
1 0 0	<i>European Community subsidy</i>	14,400,000		14,400,000	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 1	<i>Phare program III (earmarked)</i>	0		0	This article corresponds to earmarked Phare revenue and includes financing for a Phare III program signed with the E.C., which run for a duration of 24 months up to 2006 for a total amount of € 500,000. Activities under PHARE III are linked to the approved program of work with earmarked revenues and expenses. Figures for 2005 represent budget authorisation for that year. Figures for 2006 are the current appropriations for the year and the balance of appropriations not used in 2005.
1 0 2	<i>Phare program IV (earmarked)</i>	0		0	This article corresponds to earmarked Phare revenue and includes financing for a Phare IV program agreed by the EC, which run within the period 2006-2007 for a total amount of €450,000. Activities under Phare IV are linked to the approved program of work with earmarked revenues and expenses.
1 0 3	<i>CARDS 2005 Regional Program (earmarked)</i>	164,610		164,610	This article corresponds to earmarked CARDS revenue and includes financing for a CARDS 2005 Regional Program signed with the E.C., which will run up to 2008 for a total amount of €410.000.
1 0 4	<i>IPA program (earmarked)</i>	198,740		198,740	This article corresponds to earmarked IPA revenue and includes financing by E.C. for IPA program which will run up to 2009 for a total amount of €225.000.
	<b>CHAPTER 1 0</b>	<b>14,763,350</b>		<b>14,763,350</b>	
	<b>TITLE 1</b>	<b>14,763,350</b>		<b>14,763,350</b>	
<b>2</b>	<b>OTHER SUBSIDIES</b>				
2 0	<b>OTHER SUBSIDIES</b>				
2 0 0	<i>Grant from the Basque Regional Government</i>	60,101		60,101	This grant is meant to finance current expenditure.
2 0 1	<i>Grant from the County of Bizkaia</i>	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	This grant is meant to finance current expenditure.
2 0 3	<i>Other grants</i>	63,000	-18,500	44,500	Revenue from other grants.
	<b>CHAPTER 2 0</b>	<b>183,202</b>	<b>-18,500</b>	<b>164,702</b>	
	<b>TITLE 2</b>	<b>183,202</b>	<b>-18,500</b>	<b>164,702</b>	

Budget Title	Heading	Budget appropriations (in Euros)			Remarks
		Budget 2008	Amending Budget No. 1	New Amount	
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.	Proceeds from the sale of movable and immovable property.
	CHAPTER 5 0	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.	Revenue from investments or loans, bank interest and other items.
	CHAPTER 5 2	p.m.		p.m.	
5 4	MISCELLANEOUS REVENUE AVAILABLE FOR REUSE BUT NOT USED				
5 4 0	<i>Miscellaneous revenue available for reuse but not used</i>	p.m.		p.m.	Miscellaneous revenue available for reuse but not used.
	CHAPTER 5 4	p.m.		p.m.	
5 9	OTHER REVENUE FROM ADMINISTRATIVE OPERATIONS				
5 9 0	<i>Other revenue from administrative operations</i>	p.m.		p.m.	Other revenue from administrative operations.
	CHAPTER 5 9	p.m.		p.m.	
	TITLE 5	p.m.		p.m.	

Budget Title	Heading	Budget appropriations (in Euros)			Remarks
		Budget 2008	Amending Budget No. 1	New Amount	
6 0	REVENUE FROM SERVICES RENDERED AGAINST PAYMENT				
6 0 0	<i>Revenue from services rendered against payment</i>	p.m.		p.m.	Revenue from services rendered against payment
6 0 1	<i>Revenue from co-financing agreements</i>	p.m.		p.m.	Revenue from co-financing agreements
6 0 2	<i>Revenue from sale of publications</i>	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.	Proceeds from the letting and hiring of immovable property
	CHAPTER 6 0	p.m.		p.m.	
	TITLE 6	p.m.		p.m.	
	<b>GRAND TOTAL</b>	<b>14,946,552</b>	<b>-18,500</b>	<b>14,928,052</b>	

### 3. STATEMENT OF EXPENDITURE

Budget Title	Heading	Budget appropriations (in Euros)			Remarks
		Budget 2008	Amending Budget No. 1	New Amount	
1	STAFF	5,036,888		5,036,888	Total funding for covering personnel costs.
2	BUILDINGS, EQUIPMENT AND MISCELLANEOUS OPERATING EXPENDITURE	1,583,314		1,583,314	Total funding for covering general administrative costs.
3	OPERATING EXPENDITURE	7,900,000		7,900,000	Total funding for operational expenditures.
4	EXPENDITURE FOR IMPLEMENTING SPECIAL PROJECTS FUNDED BY SPECIFIC OTHER SUBSIDY	426,350	-18,500	407,850	Total funding for operational expenditures funded by specific other subsidy.
5	RESERVE	p.m.		p.m.	Reserve for administrative and operational expenditure pending final approval of the Budget Authority
<b>GRAND TOTAL</b>		<b>14,946,552</b>	<b>-18,500</b>	<b>14,928,052</b>	



	Activity	Budget appropriations (in Euros)			Remarks
		Budget 2008	Amending Budget No. 1	New Amount	
1	EUROPEAN RISK OBSERVATORY - ANTICIPATING CHANGE	1,226,901		1,226,901	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		1,190,021	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		4,307,987	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		1,175,091	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		6,620,202	This activity is aimed to support the implementation of the Agency's mandate through the provision of services in the functional areas of accounting, documentation, finance, general services, information and communications technology, and personnel.
6	EXPENDITURE FOR IMPLEMENTING SPECIAL PROJECTS FUNDED BY SPECIFIC OTHER SUBSIDY	426,350	-18,500	407,850	This activity corresponds to programs financed by earmarked contracts.
<b>GRAND TOTAL</b>		<b>14,946,552</b>	<b>-18,500</b>	<b>14,928,052</b>	

Budget Title	Heading	Budget appropriations (in Euros)			Remarks
		Budget 2008	Amending Budget No. 1	New Amount	
<b>ADMINISTRATIVE SUPPORT</b>					
1	STAFF				
1 1	STAFF IN ACTIVE EMPLOYMENT				
1 1 0	<i>Staff holding a post provided for in the establishment plan</i>				
1 1 0 0	Basic salaries	2,651,146	-162,000	2,489,146	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		230,593	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		364,478	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		3,846	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	3,250,063	-162,000	3,088,063	

Budget Title	Heading	Budget appropriations (in Euros)			Remarks
		Budget 2008	Amending Budget No. 1	New Amount	
<b>111</b>	<b>Other staff</b>				
1 1 1 0	Auxiliary staff	4,000		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. 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		72,629	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		626,613	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	0	703,242	
<b>1 1 2</b>	<b>Professional training of staff</b>				
1 1 2 0	Professional training of staff	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	0	110,000	

Budget Title	Heading	Budget appropriations (in Euros)			Remarks
		Budget 2008	Amending Budget No. 1	New Amount	
<b>1 1 3</b>	<b>Employer's social security contributions</b>				
1 1 3 0	Insurance against sickness	106,447		106,447	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		22,205	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		38,142	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.	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	0	166,794	

Budget Title	Heading	Budget appropriations (in Euros)			Remarks
		Budget 2008	Amending Budget No. 1	New Amount	
<b>1 1 4</b>	<b>Miscellaneous allowances and grants</b>				
1 1 4 0	Childbirth and death allowances and grants	1,190		1,190	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		82,828	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.	Staff Regulations applicable to officials of the European Communities, and in particular Article 14 of Annex VII thereto.
	Article 1 1 4	84,018	0	84,018	
<b>1 1 5</b>	<b>Overtime</b>	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.	0	p.m.	

Budget Title	Heading	Budget appropriations (in Euros)			Remarks
		Budget 2008	Amending Budget No. 1	New Amount	
<b>1 1 7</b>	<b>Supplementary services</b>				
1 1 7 5	Interim Services	100,000	135,000	235,000	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		175,968	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		47,483	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	323,451	135,000	458,451	

Budget Title	Heading	Budget appropriations (in Euros)			Remarks
		Budget 2008	Amending Budget No. 1	New Amount	
<b>1 1 8</b>	<b>Miscellaneous expenditure on staff</b>				
1 1 8 0	Miscellaneous expenditure on staff recruitment	30,000	52,000	82,000	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		11,900	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		91,092	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		94,500	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	66,402	-25,000	41,402	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	293,894	27,000	320,894	

Budget Title	Heading	Budget appropriations (in Euros)			Remarks
		Budget 2008	Amending Budget No. 1	New Amount	
<b>1 1 9</b>	<b>Salary weightings - Adjustments to remuneration</b>				
1 1 9 0	Salary weightings	70,650		70,650	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.	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	0	70,650	
	<b>CHAPTER 1 1</b>	<b>5,002,112</b>	<b>0</b>	<b>5,002,112</b>	
<b>1 4</b>	<b>SOCIOMEDICAL INFRASTRUCTURE</b>				
<b>1 4 1</b>	<b>Medical service</b>	25,276		25,276	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.
<b>1 4 2</b>	<b>Other welfare expenditure</b>	9,500		9,500	This appropriation is intended to cover expenditure by the Agency on the social welfare activities of its staff
	<b>CHAPTER 1 4</b>	<b>34,776</b>	<b>0</b>	<b>34,776</b>	
<b>1 5</b>	<b>MOBILITY</b>				
<b>1 5 2</b>	<b>Mobility</b>				
1 5 2 0	Staff exchanges	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.	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.		p.m.	This appropriation is intended to cover expenditure relating to trainees.
	Article 1 5 2	p.m.	0	p.m.	
	<b>CHAPTER 1 5</b>	<b>p.m.</b>	<b>0</b>	<b>p.m.</b>	



Budget Title	Heading	Budget appropriations (in Euros)			Remarks
		Budget 2008	Amending Budget No. 1	New Amount	
1 6	<b>SOCIAL WELFARE</b>				
1 6 0	<i>Special assistance grants</i>	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	<i>Other social expenditure</i>	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	<i>Nursery centre</i>	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	<i>Additional aid for disabled persons</i>	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.
	<b>CHAPTER 1 6</b>	<b>p.m.</b>	<b>0</b>	<b>p.m.</b>	
1 8	<b>REGULARIZATION OF ACCUMULATED LOSSES</b>				
1 8 0	<i>Regularization of accumulated losses</i>				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.	
	<b>CHAPTER 1 8</b>	<b>p.m.</b>	<b>0</b>	<b>p.m.</b>	
1 9	<b>PENSIONS AND SEVERANCE GRANTS</b>				
1 9 0	<i>Pensions and severance grants</i>	p.m.		p.m.	
	<b>CHAPTER 1 9</b>	<b>p.m.</b>	<b>0</b>	<b>p.m.</b>	
	<b>TITLE 1</b>	<b>5,036,888</b>	<b>0</b>	<b>5,036,888</b>	

Budget Title	Heading	Budget appropriations (in Euros)			Remarks
		Budget 2008	Amending Budget No. 1	New Amount	
<b>ACTIVITY ADMINISTRATIVE SUPPORT TO THE AGENCY</b>					
	<b>2 BUILDINGS, EQUIPMENT AND MISCELLANEOUS OPERATING EXPENDITURE</b>				
	<b>2 0 RENTAL OF BUILDINGS AND ASSOCIATED COSTS</b>				
	<b>2 0 0 Rent</b>				
2 0 0 0	Rent	638,872	23,250	662,122	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.
	<b>2 0 1 Insurance</b>				
2 0 1 0	Insurance	8,043		8,043	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.
	<b>2 0 2 Water, gas, electricity and heating</b>				
2 0 2 0	Water, gas, electricity and heating	88,366	3,000	91,366	This appropriation is intended to cover current expenditure.
	<b>2 0 3 Cleaning and maintenance</b>				
2 0 3 0	Cleaning and maintenance	28,000	-2,000	26,000	This appropriation is intended to cover the costs of cleaning and upkeep of the premises used by the Agency.
	<b>2 0 4 Fitting-out of premises</b>				
2 0 4 0	Fitting-out of premises	24,374	-1,200	23,174	This appropriation is intended to cover the fitting-out of the premises and repairs in the building.
	<b>2 0 5 Security and surveillance of buildings</b>				
2 0 5 0	Security and surveillance of buildings	67,356		67,356	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.
	<b>2 0 9 Administrative expenditure, taxes</b>				
2 0 9 0	Administrative expenditure, taxes	491		491	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.
<b>CHAPTER 2 0</b>		<b>855,502</b>	<b>23,050</b>	<b>878,552</b>	

Budget Title	Heading	Budget appropriations (in Euros)			Remarks
		Budget 2008	Amending Budget No. 1	New Amount	
<b>2 1 0</b>	<b><i>I.T. operating expenditure</i></b>				
2 1 0 0	I.T. operating expenditure	173,887	-24,792	149,095	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	173,887	-24,792	149,095	
<b>2 1 2</b>	<b><i>Services provided by I.T. staff</i></b>				
2 1 2 0	Services provided by I.T. staff	115,068	-16,968	98,100	This appropriation is intended to cover expenditure on external operating staff (help-desk, operators, administrators, system engineers, etc.).
	Article 2 1 2	115,068	-16,968	98,100	
<b>2 1 3</b>	<b><i>Technical installations and electronic office equipment</i></b>				
2 1 3 0	New and replacement purchases	128,000	-5,500	122,500	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.	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	10,961	6,500	17,461	This appropriation is intended to cover the costs of maintaining and repairing the technical installations.
2 1 3 4	Electronic office equipment	212		212	This appropriation is intended to cover unforeseen costs associated with electronic office equipment.
	Article 2 1 3	139,173	1,000	140,173	
	<b>CHAPTER 2 1</b>	<b>428,128</b>	<b>-40,760</b>	<b>387,368</b>	
<b>2 2</b>	<b>MOVABLE PROPERTY ASSOCIATED COSTS</b>				
<b>2 2 1</b>	<b><i>New and replacement furniture purchases, furniture maintenance and repair</i></b>				
2 2 1 0	New and replacement purchases, furniture maintenance and repair	55,875	-19,932	35,943	This appropriation is intended to cover Agency requirements for furniture, soft furnishings, kitchen equipment and installations.
	Article 2 2 1	55,875	-19,932	35,943	

Budget Title	Heading	Budget appropriations (in Euros)			Remarks
		Budget 2008	Amending Budget No. 1	New Amount	
<b>2 2 3</b>	<b>Office vehicle</b>				
2 2 3 1	Purchase of vehicle	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		1,943	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	0	1,943	
<b>2 2 5</b>	<b>Documentation and library expenditure</b>				
2 2 5 0	Publications and subscriptions	7,002		7,002	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		423	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	0	7,425	
	<b>CHAPTER 2 2</b>	<b>65,243</b>	<b>-19,932</b>	<b>45,311</b>	
<b>2 3</b>	<b>CURRENT ADMINISTRATIVE EXPENDITURE</b>				
<b>2 3 0</b>	<b>Stationery and office supplies</b>				
2 3 0 0	Stationery and office supplies	19,314		19,314	This appropriation is intended to cover the purchase of stationery and office supplies.
	Article 2 3 0	19,314	0	19,314	
<b>2 3 2</b>	<b>Financial charges</b>				
2 3 2 0	Bank charges	1,837		1,837	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		1,689	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		774	This appropriation is intended to cover other financial charges
	Article 2 3 2	4,300	0	4,300	

Budget Title	Heading	Budget appropriations (in Euros)			Remarks
		Budget 2008	Amending Budget No. 1	New Amount	
<b>2 3 3</b>	<b>Outsourced services</b>				
2 3 3 0	Legal expenses	20,000		20,000	This appropriation is intended to cover the Agency's legal expenses.
2 3 3 1	Internal Audit services	0		0	This appropriation is intended to cover the Agency's expenses on internal audit services.
	Article 2 3 3	20,000	0	20,000	
<b>2 3 4</b>	<b>Damages</b>				
2 3 4 0	Damages	p.m.		p.m.	This appropriation is intended to cover damages payable.
	Article 2 3 4	p.m.	0	p.m.	
<b>2 3 5</b>	<b>Other operating expenditures</b>				
2 3 5 0	Miscellaneous insurance	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	5,623	1,300	6,923	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		1,295	This item is intended to cover the cost of removals within the building.
2 3 5 9	Other expenditure	421	1,200	1,621	This appropriation is intended to cover other operating expenditure not specifically provided for.
	Article 2 3 5	7,339	2,500	9,839	
	<b>CHAPTER 2 3</b>	<b>50,953</b>	<b>2,500</b>	<b>53,453</b>	
<b>2 4</b>	<b>POSTAGE AND TELECOMMUNICATIONS</b>				
<b>2 4 0</b>	<b>Postage and delivery charges</b>				
2 4 0 0	Postage and delivery charges	18,332	-3,150	15,182	This appropriation is intended to cover expenditure on postal and delivery charges, including parcels sent by post.
	Article 2 4 0	18,332	-3,150	15,182	
<b>2 4 1</b>	<b>Telecommunications</b>				
2 4 1 0	Telephone, telegraph, telex, radio and television subscriptions and charges	165,156	38,292	203,448	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	165,156	38,292	203,448	
	<b>CHAPTER 2 4</b>	<b>183,488</b>	<b>35,142</b>	<b>218,630</b>	
	<b>TITLE 2</b>	<b>1,583,314</b>	<b>0</b>	<b>1,583,314</b>	

Budget Title	Heading	Budget appropriations (in Euros)			Remarks
		Budget 2008	Amending Budget No. 1	New Amount	
<b>3</b>	<b>GENERAL OPERATING EXPENDITURE</b>				
<b>ACTIVITY EUROPEAN RISK OBSERVATORY - ANTICIPATING CHANGE</b>					
<b>3 0</b>	<b>EUROPEAN RISK OBSERVATORY - ANTICIPATING CHANGE</b>				
<b>3 0 0</b>	<b>European Risk Observatory - Anticipating Change</b>				
3 0 0 0	Risk Observatory	1,185,800	-30,000	1,155,800	This appropriation covers the further development of the ERO activity. It includes: the collection, analysis and dissemination of existing statistical data; in-depth reviews and analyses of existing scientific literature and relevant policies; workshops, seminars, meetings and other activities designed to share the ERO findings and stimulate debate amongst its stakeholders; preparatory steps for an EU-27 forecasting study; further steps for 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".	41,101	30,000	71,101	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.
<b>CHAPTER 3 0</b>		<b>1,226,901</b>	<b>0</b>	<b>1,226,901</b>	

Budget Title	Heading	Budget appropriations (in Euros)			Remarks
		Budget 2008	Amending Budget No. 1	New Amount	
<b>ACTIVITY WORKING ENVIRONMENT INFORMATION</b>					
3 1	<b>WORKING ENVIRONMENT INFORMATION</b>				
3 1 0	<i>Information projects and schemes / Topic Centres (TC) and external contractors</i>				
3 1 0 0	Working Environment Information	1,149,800	-18,000	1,131,800	This appropriation covers the collection and analysis of information on a range of topics, focused on policies and good practice at workplace level. It includes in particular contributions to the Agency's European campaigning activities, an information project on the Road Transport sector, an information project on OSH & Economic Performance: A guide for economic incentives, Activities for the sharing of OSH knowledge and stimulating debate, and continuing with activities for maintaining and improving the quality and access to information on the Agency's website.
3 1 0 9	Mission expenses, duty travel expenses and other ancillary expenditure for "Working Environment Information".	40,221	18,000	58,221	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	0	1,190,021	
	<b>CHAPTER 3 1</b>	<b>1,190,021</b>	<b>0</b>	<b>1,190,021</b>	

Budget Title	Heading	Budget appropriations (in Euros)			Remarks
		Budget 2008	Amending Budget No. 1	New Amount	
<b>ACTIVITY COMMUNICATION, CAMPAIGNING AND PROMOTION</b>					
3 2	<b>COMMUNICATION, CAMPAIGNING AND PROMOTION</b>				
3 2 0	<b>Communication, Campaigning And Promotion</b>				
3 2 0 0	Support to national focal point networks	1,050,600	-184,426	866,174	This appropriation is intended to support the activities of 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	204,000	133,208	337,208	This appropriation is intended to cover the management and development of the Agency's electronic communications. This includes the "third generation" of network websites including multilingual websites.
3 2 0 2	Conferences, seminars, workshops, public events, promotional activities etc.	489,600	57,323	546,923	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 Work Programme. 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 Work Programme.
3 2 0 3	Publication and distribution of results of studies and of other information activities and corporate products	439,875	-140,292	299,583	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, magazine, budget of the Agency, etc.) which will contribute to the implementation of the Agency's Work Programme.
3 2 0 4	Pan - European awareness raising and information campaigns.	2,070,600	134,187	2,204,787	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	0	53,312	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	0	4,307,987	
	<b>CHAPTER 3 2</b>	<b>4,307,987</b>	<b>0</b>	<b>4,307,987</b>	



Budget Title	Heading	Budget appropriations (in Euros)			Remarks
		Budget 2008	Amending Budget No. 1	New Amount	
<b>ACTIVITY NETWORKING AND COORDINATION</b>					
3 3	<b>NETWORKING AND COORDINATION</b>				
3 3 0	<b>Networking and Coordination</b>				
3 3 0 0	Networking and Coordination	305,410		305,410	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 1	External Evaluation of the Agency	p.m.		p.m.	This appropriation is intended to cover the contractual costs linked to evaluation of Agency work.
3 3 0 2	Entertainment and representation expenses	8,870		8,870	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	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	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	0	1,175,091	
	<b>CHAPTER 3 3</b>	<b>1,175,091</b>	<b>0</b>	<b>1,175,091</b>	
	<b>TITLE 3</b>	<b>7,900,000</b>	<b>0</b>	<b>7,900,000</b>	

Budget Title	Heading				Remarks
		Budget 2008	Amending Budget No. 1	New Amount	
<b>EXPENDITURE FOR IMPLEMENTING SPECIAL PROJECTS FUNDED BY SPECIFIC OTHER SUBSIDY</b>					
4	SPECIAL PROJECTS FUNDED BY SPECIFIC OTHER SUBSIDY				
4 2	NEW OSH ERA				
4 2 0	<i>New Osh Era project (earmarked)</i>				This appropriation is intended to develop and reinforce activities related to the NEW OSH ERA projects running for a 27 months period up to 2008. A total amount of €44.500 is expected for 2008. Activities under NEW OSH ERA project are linked to the Risk Observatory work program with earmarked expenditures and revenues.
4 2 0 0	Allowances and other expenses	53,000	-14,420	38,580	
4 2 1 0	Travel costs (international)	p.m.		p.m.	
4 2 1 1	Mission expenses of project	10,000	-4,080	5,920	
4 2 1 2	Meetings	p.m.		p.m.	
<b>CHAPTER 4 2</b>		<b>63,000</b>	<b>-18,500</b>	<b>44,500</b>	

Budget Title	Heading	Budget appropriations (in Euros)			Remarks
		Budget 2008	Amending Budget No. 1	New Amount	
<b>4 3</b>	<b>CARDS 2005 REGIONAL PROGRAM</b>				
4 3 0	<i>Cards 2005 Regional Program (earmarked)</i>				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 expenses related to the financing for CARDS 2005 Regional Programme, which runs up to 2008, amounts an estimated total of € 410,000.
4 3 0 0	Salaries Expat/Int. Staff	39,000		39,000	
4 3 1 0	Travel costs (international)	36,000		36,000	
4 3 1 1	Mission expenses of project staff abroad	3,300		3,300	
4 3 1 2	Mission expenses seminar/conference participants				
		4,800		4,800	
4 3 2 0	Translation / Interpreters	24,000	5,000	29,000	
4 3 3 0	Workshops / Conferences	9,200		9,200	
4 3 4 0	Webmasters	25,510	-5,000	20,510	
4 3 4 1	Furniture, Office equipment	0		0	
4 3 4 2	Equipment (computers, printers,...)	0		0	
4 3 6 0	Administrative costs	p.m.		p.m.	
4 3 7 0	Printing of information material	22,800		22,800	
	<b>CHAPTER 4 3</b>	<b>164,610</b>	<b>0</b>	<b>164,610</b>	
<b>4 4</b>	<b>IPA PROGRAM FOR CROATIA AND TURKEY</b>				
4 4 0	<i>Instrument for pre-accession assistance (IPA) for Croatia and Turkey</i>	198,740		198,740	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 expenses related to the financing for IPA Program, which will run up to 2009, will amount an estimated total of € 225,000 for 2008 and 2009.
	<b>CHAPTER 4 4</b>	<b>198,740</b>	<b>0</b>	<b>198,740</b>	
	<b>TITLE 4</b>	<b>426,350</b>	<b>-18,500</b>	<b>407,850</b>	
<b>5</b>	<b>RESERVE</b>				
5 0	<b>RESERVE FOR ADMINISTRATIVE EXPENDITURE</b>	p.m.		p.m.	
5 1	<b>RESERVE FOR OPERATIONAL EXPENDITURE</b>	p.m.		p.m.	
	<b>TITLE 5</b>	<b>p.m.</b>			
	<b>GRAND TOTAL</b>	<b>14,946,552</b>	<b>-18,500</b>	<b>14,928,052</b>	

**4. ESTABLISHMENT PLAN FOR THE AGENCY AS APPROVED IN DECEMBER 2007  
BUDGET 2008 - December 2007**

**TEMPORARY AGENTS**

Category and grade	Posts					Remarks
	2006		2007		2008	
	Actually filled at 31.12.2006	Authorised	Actually filled at 01.12.2007	Authorised	Authorised	
AD16						
AD15		1		1	1	
AD14	1		1			
AD13						
AD12	1	3	1	3	3	
AD11	1	6	1	6	6	
AD10	1	3	1	3	3	
AD9	3		2			
AD8	1	3	1	3	3	
AD7	1	4	1	4	4	
AD6	8		11	2	4	
AD5						
<b>Total grade AD</b>	<b>17</b>	<b>20</b>	<b>19</b>	<b>22</b>	<b>24</b>	
AST11						
AST10		1		1	1	
AST9	1		1			
AST8		4		4	4	
AST7		3		3	3	
AST6	2	3	2	3	3	
AST5		3		3	3	
AST4	3	1	3	1	1	
AST3	5	3	9	3	3	
AST2	1	1	1	1	1	
AST1	4	1	4	1	1	
<b>Total grade AST</b>	<b>16</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	
<b>GRAND TOTAL</b>	<b>33</b>	<b>40</b>	<b>39</b>	<b>42</b>	<b>44</b>	