

2009 Annual Budget

EUROPEAN AGENCY FOR SAFETY AND HEALTH AT WORK

December 2008

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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 budget document for 2009 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 EU 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 2009 budget is estimated at €680,000. Compared to budget 2008, budgetary reduction in EC subsidy is €480,000.

2.1. Revenue 2009

The sources of revenue for 2009 consist of a main subsidy from the European Commission (€13,920,000) and of grants from the national and local authorities (€120,202).

Main aspects of the 2009 estimated revenue consist of the established total amount €6,720,202 for Titles 1 and 2 and €7,320,000 for Title 3.

In addition, earmarked revenues for Title 4 can be expected from DG Elargement and therefore marked as p.m.

2.2. Expenditure 2009

Budget 2007 includes updates as per amending budget 1 and 2.

Budget 2008 includes updates as per amending budget 1

Title 1 - Staff

The calculation for Title 1 is based on the assumption that 44 posts mentioned in the proposed establishment plan for 2009 will be filled during the year. The establishment plan is in line with the Multiannual Staff Policy Plan 2009-2011.

Compared to budget 2008, the increase of €140,404 in Title 1 is mainly explained by:

- inflation rate of 2% applied;
- the increase of resources devoted to staff holding a post provided for in the establishment plan: + €334 424;
- the increase of resources devoted to Contract Agents: + €206,064;
- budget allocated to Trainees: + €24,000;
- decrease of the expenditure related to supplementary services (budget article 117): - €178,172
- decrease of the expenditure related to staff removals (budget article 118): - €171,094

Total expenditure under Title 1 is €5,177,292

Title 2 - Buildings, equipment and miscellaneous operating expenditure

Total expenditure under Title 2 is proposed at €1,542,910. This represents a decrease of €40,404 compared to budget 2008 which can be explained by a better planning in the operating expenditure.

Title 3 - Operational expenditure

Operational expenditure is related to the implementation of the 2009 Work Programme and amounts to €7,320,000. Compared to 2008, this represents a decrease of €580,000 which is explained by the decision of the Council and Parliament to finance the Galileo programme exclusively on EU Budget.

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

Expected but not quantified yet expenditure for implementing special projects funded by specific other subsidy corresponds to the following earmarked expenditures:

- CARDS 2005 Programme extended up to June 2009 (p.m.)
- IPA PROGRAM ending in June 2009 (p.m.).

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
		2007	2008	2009	
1	EUROPEAN COMMUNITY SUBSIDY	14,440,560	14,763,350	13,920,000	Total subsidy of the European Community (earmarked included).
2	OTHER SUBSIDIES	207,202	164,702	120,202	Total subsidy of the Basque, Spanish Governments, European Presidency and other.
5	MISCELLANEOUS REVENUE	p.m.	p.m.	p.m.	Other expected subsidies.
6	REVENUE FROM SERVICES RENDERED AGAINST PAYMENT	p.m.	p.m.	p.m.	Other expected revenues
	GRAND TOTAL	14,647,762	14,928,052	14,040,202	
Budget Title	Heading	Budget appropriations			Remarks
		2007	2008	2009	
1 0	EUROPEAN COMMUNITY SUBSIDY				
1 0 0	<i>European Community subsidy</i>	14,000,000	14,400,000	13,920,000	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 2	<i>Phare program IV (earmarked)</i>	213,460	-	-	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>	227,100	164,610	p.m.	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	p.m.	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.
	CHAPTER 1 0	14,440,560	14,763,350	13,920,000	
	TITLE 1	14,440,560	14,763,350	13,920,000	

Budget Title	Heading	Budget appropriations			Remarks
		2007	2008	2009	
2	OTHER SUBSIDIES				
2 0	OTHER SUBSIDIES				
2 0 0	<i>Grant from the Basque Regional Government</i>	60,101	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.	p.m.	This grant is meant to finance current expenditure.
2 0 2	<i>Grant from the Spanish Government</i>	60,101	60,101	60,101	This grant is meant to finance current expenditure.
2 0 3	<i>Other grants</i>	87,000	44,500	p.m.	Revenue from other grants.
	CHAPTER 2 0	207,202	164,702	120,202	
	TITLE 2	207,202	164,702	120,202	
Budget Title	Heading	Budget appropriations			Remarks
		2007	2008	2009	
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				
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 AVAILABLE FOR REUSE BUT NOT USED				
5 4 0	<i>Miscellaneous revenue available for reuse but not used</i>	279,941	p.m.	p.m.	Miscellaneous revenue available for reuse but not used.
	CHAPTER 5 4	279,941	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.	p.m.	Other revenue from administrative operations.
	CHAPTER 5 9	p.m.	p.m.	p.m.	
	TITLE 5	279,941	p.m.	p.m.	

Budget Title	Heading	Budget appropriations			Remarks
		2007	2008	2009	
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	14,927,703	14,928,052	14,040,202	

4. STATEMENT OF EXPENDITURE

Budget Title	Heading	Budget appropriations			Remarks
		2007	2008	2009	
1	STAFF	4,797,295	5,036,888	5,177,292	Total funding for covering personnel costs.
2	BUILDINGS, EQUIPMENT AND MISCELLANEOUS OPERATING EXPENDITURE	1,622,907	1,583,314	1,542,910	Total funding for covering general administrative costs.
3	OPERATING EXPENDITURE	8,009,941	7,900,000	7,320,000	Total funding for operational expenditures.
4	EXPENDITURE FOR IMPLEMENTING SPECIAL PROJECTS FUNDED BY SPECIFIC OTHER SUBSIDY	497,560	407,850	p.m.	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
	GRAND TOTAL	14,927,703	14,928,052	14,040,202	887,850

	Activity	Budget appropriations			Remarks
		2007	2008	2009	
1	EUROPEAN RISK OBSERVATORY - ANTICIPATING CHANGE	1,068,795	1,226,901	1,987,000	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	1,166,687	1,190,021	799,000	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	4,253,517	4,307,987	3,358,909	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	1,241,001	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	6,420,202	6,620,202	6,720,202	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	497,560	407,850	p.m.	This activity corresponds to programs financed by earmarked contracts.
GRAND TOTAL		14,647,762	14,928,052	14,040,202	

Budget Title	Heading	Budget appropriations			Remarks
		2007	2008	2009	
ADMINISTRATIVE SUPPORT					
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	2,243,003	2,489,146	2,737,481	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	273,415	230,593	294,960	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	364,568	364,478	386,162	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	3,906	3,846	3,884	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	2,884,892	3,088,063	3,422,487	

Budget Title	Heading	Budget appropriations			Remarks
		2007	2008	2009	
111	Other staff				
1 1 1 0	Auxiliary staff	222,600	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	70,255	72,629	33,103	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	441,019	626,613	832,677	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	733,874	703,242	865,780	
1 1 2	Professional training of staff				
1 1 2 0	Professional training of staff	47,450	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	47,450	110,000	110,000	

Budget Title	Heading	Budget appropriations			Remarks
		2007	2008	2009	
1 1 3	Employer's social security contributions				
1 1 3 0	Insurance against sickness	87,118	106,447	110,077	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	24,513	22,205	23,151	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	34,102	38,142	39,997	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	145,733	166,794	173,225	

Budget Title	Heading	Budget appropriations			Remarks
		2007	2008	2009	
1 1 4	Miscellaneous allowances and grants				
1 1 4 0	Childbirth and death allowances and grants	828	1,190	793	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	76,245	82,828	75,000	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	77,073	84,018	75,793	
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
		2007	2008	2009	
1 1 7	Supplementary services				
1 1 7 5	Interim Services	225,000	235,000	100,000	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	113,900	175,968	131,190	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	48,350	47,483	49,089	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	387,250	458,451	280,279	

Budget Title	Heading	Budget appropriations			Remarks
		2007	2008	2009	
1 1 8	Miscellaneous expenditure on staff recruitment and transfer				
1 1 8 0	Miscellaneous expenditure on staff recruitment	66,550	82,000	50,000	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	18,050	11,900	4,800	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	121,254	91,092	30,000	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	107,100	94,500	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	87,380	41,402	30,000	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	400,334	320,894	149,800	

Budget Title	Heading	Budget appropriations			Remarks
		2007	2008	2009	
1 1 9	Salary weightings - Adjustments to remuneration				
1 1 9 0	Salary weightings	66,839	70,650	40,000	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.	0	This appropriation is intended to cover the effects of any salary adjustments decided by the Council during the financial year.
	Article 1 1 9	66,839	70,650	40,000	
	CHAPTER 1 1	4,743,445	5,002,112	5,117,364	
1 4	SOCIOMEDICAL INFRASTRUCTURE				
1 4 1	Medical service				
1 4 1	Medical service	19,850	25,276	26,428	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				
1 4 2	Other welfare expenditure	31,500	9,500	9,500	This appropriation is intended to cover expenditure by the Agency on the social welfare activities of its staff
	CHAPTER 1 4	51,350	34,776	35,928	
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	2,500	p.m.	24,000	This appropriation is intended to cover expenditure relating to trainees.
	Article 1 5 2	2,500	p.m.	24,000	
	CHAPTER 1 5	2,500	p.m.	24,000	

Budget Title	Heading	Budget appropriations			Remarks
		2007	2008	2009	
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	4,797,295	5,036,888	5,177,292	

Budget Title	Heading	Budget appropriations			Remarks
		2007	2008	2009	
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	664,488	662,122	667,424	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	11,485	8,043	8,138	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	83,380	91,366	89,881	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	56,370	26,000	63,651	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	56,000	23,174	24,960	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	65,000	67,356	65,624	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	5,000	491	489	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		941,723	878,552	920,167	

Budget Title	Heading	Budget appropriations			Remarks
		2007	2008	2009	
2 1 0	<i>I.T. operating expenditure</i>				
2 1 0 0	I.T. operating expenditure	165,737	149,095	145,435	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	165,737	149,095	145,435	
2 1 2	<i>Services provided by I.T. staff</i>				
2 1 2 0	Services provided by I.T. staff	106,629	98,100	151,811	This appropriation is intended to cover expenditure on external operating staff (help-desk, operators, administrators, system engineers, etc.).
	Article 2 1 2	106,629	98,100	151,811	
2 1 3	<i>Technical installations and electronic office equipment</i>				
2 1 3 0	New and replacement purchases	73,114	122,500	81,000	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	6,294	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	12,240	17,461	5,171	This appropriation is intended to cover the costs of maintaining and repairing the technical installations.
2 1 3 4	Electronic office equipment	1,020	212	220	This appropriation is intended to cover unforeseen costs associated with electronic office equipment.
	Article 2 1 3	92,668	140,173	86,391	
	CHAPTER 2 1	365,034	387,368	383,637	
2 2	MOVABLE PROPERTY ASSOCIATED COSTS				
2 2 1	<i>New and replacement furniture purchases, furniture maintenance and repair</i>				
2 2 1 0	New and replacement purchases, furniture maintenance and repair	35,700	35,943	25,000	This appropriation is intended to cover Agency requirements for furniture, soft furnishings, kitchen equipment and installations.
	Article 2 2 1	35,700	35,943	25,000	

Budget Title	Heading	Budget appropriations			Remarks
		2007	2008	2009	
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	4,186	1,943	1,459	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	4,186	1,943	1,459	
2 2 5	Documentation and library expenditure				
2 2 5 0	Publications and subscriptions	6,966	7,002	9,204	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	536	423	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	7,502	7,425	9,704	
	CHAPTER 2 2	47,388	45,311	36,163	
2 3	CURRENT ADMINISTRATIVE EXPENDITURE				
2 3 0	Stationery and office supplies				
2 3 0 0	Stationery and office supplies	20,400	19,314	20,295	This appropriation is intended to cover the purchase of stationery and office supplies.
	Article 2 3 0	20,400	19,314	20,295	
2 3 2	Financial charges				
2 3 2 0	Bank charges	11,131	1,837	1,910	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	3,000	1,689	1,757	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	1,000	774	759	This appropriation is intended to cover other financial charges
	Article 2 3 2	15,131	4,300	4,426	

Budget Title	Heading	Budget appropriations			Remarks
		2007	2008	2009	
2 3 3	Outsourced services				
2 3 3 0	Legal expenses	20,798	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	20,798	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.		
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	9,366	6,923	5,772	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	5,623	1,295	600	This item is intended to cover the cost of removals within the building.
2 3 5 9	Other expenditure	523	1,621	438	This appropriation is intended to cover other operating expenditure not specifically provided for.
	Article 2 3 5	15,512	9,839	6,810	
	CHAPTER 2 3	71,841	53,453	51,531	
2 4	POSTAGE AND TELECOMMUNICATIONS				
2 4 0	Postage and delivery charges				
2 4 0 0	Postage and delivery charges	31,921	15,182	19,042	This appropriation is intended to cover expenditure on postal and delivery charges, including parcels sent by post.
	Article 2 4 0	31,921	15,182	19,042	
2 4 1	Telecommunications				
2 4 1 0	Telephone, telegraph, telex, radio and television subscriptions and charges	165,000	203,448	132,370	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	165,000	203,448	132,370	
	CHAPTER 2 4	196,921	218,630	151,412	
	TITLE 2	1,622,907	1,583,314	1,542,910	

Budget Title	Heading	Budget appropriations			Remarks
		2007	2008	2009	
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	1,028,500	1,155,800	1,945,000	This appropriation covers the further development of the ERO. It includes: the collection, analysis and dissemination of existing statistical data; in-depth reviews and analyses of scientific literature and relevant policies; workshops, seminars, meetings and other activities designed to share the ERO findings and stimulate debate amongst its stakeholders; the first phase of the implementation of a medium-term forecast; the fieldwork for the EU-27 enterprise survey on psychosocial risks; 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".	40,295	71,101	42,000	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.
	CHAPTER 3 0	1,068,795	1,226,901	1,987,000	

Budget Title	Heading	Budget appropriations			Remarks
		2007	2008	2009	
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	1,140,000	1,131,800	733,000	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".	26,687	58,221	66,000	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	1,166,687	1,190,021	799,000	
	CHAPTER 3 1	1,166,687	1,190,021	799,000	

Budget Title	Heading	Budget appropriations			Remarks
		2007	2008	2009	
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	1,000,000	866,174	550,000	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	200,000	337,208	204,000	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.	480,000	546,923	489,600	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	461,250	299,583	439,875	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 Work Programme.
3 2 0 4	Pan - European awareness raising and information campaigns.	2,060,000	2,204,787	1,621,434	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".	52,267	53,312	54,000	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	4,253,517	4,307,987	3,358,909	
	CHAPTER 3 2	4,253,517	4,307,987	3,358,909	

Budget Title	Heading	Budget appropriations			Remarks
		2007	2008	2009	
ACTIVITY NETWORKING AND COORDINATION					
3 3	NETWORKING AND COORDINATION				
3 3 0	Networking and Coordination				
3 3 0 0	Networking and Coordination	426,392	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.	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	8,696	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	985,752	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	100,102	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	1,520,942	1,175,091	1,175,091	
	CHAPTER 3 3	1,520,942	1,175,091	1,175,091	
	TITLE 3	8,009,941	7,900,000	7,320,000	

Budget Title	Heading	Budget appropriations			Remarks
		2007	2008	2009	
EXPENDITURE FOR IMPLEMENTING SPECIAL PROJECTS FUNDED BY SPECIFIC OTHER SUBSIDY					
4	SPECIAL PROJECTS FUNDED BY SPECIFIC OTHER SUBSIDY				
4 1	PHARE PROGRAMME IV				
4 1 0	<i>Phare Program IV (earmarked)</i>				This chapter included preparatory measures for the future participation in the Agency of the countries of the Western Balkan eligible under the Phare Program. A Phare IV Program for a total amount of €450,000 was agreed by the EC and ran within the period 2006-2007. Activities under Phare IV are linked to the approved program of work with earmarked revenue and expenditures. Figures are indicative of activity levels in 2007.
4 1 0 0	Salaries Expat/Int. Staff	81,000			
4 1 1 0	Travel costs (international)	12,600			
4 1 1 1	Mission expenses of project staff abroad	3,400			
4 1 1 2	Mission expenses seminar/conference participants	1,000			
4 1 2 0	Translation / Interpreters	0			
4 1 3 0	European Week workshop	0			
4 1 4 0	Webmasters, assistant Focal Points	29,700			
4 1 4 1	Computer equipment	4,800			
4 1 5 0	Furniture	4,000			
4 1 6 0	Printing of information material	1,410			
4 1 7 0	HWI campaign activities	75,550			
	CHAPTER 4 1	213,460			
4 2	NEW OSH ERA				
4 2 0	<i>New Osh Era project (earmarked)</i>				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	49,000	38,580		
4 2 1 0	Travel costs (international)	p.m	p.m.		
4 2 1 1	Mission expenses of project	8,000	5,920		
4 2 1 2	Meetings	p.m	p.m.		
	CHAPTER 4 2	57,000	44,500		

Budget Title	Heading	Budget appropriations			Remarks
		2007	2008	2009	
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 expenses related to the financing for CARDS 2005 Regional Programme could amount an estimated total of € 410,000. The programme is prolonged until 22-June 2009.
4 3 0 0	Salaries Expat/Int. Staff	42,600	39,000		p.m.
4 3 1 0	Travel costs (international)	48,000	36,000		p.m.
4 3 1 1	Mission expenses of project staff abroad	3,300	3,300		p.m.
4 3 1 2	Mission expenses seminar/conference participants		4,800		p.m.
4 3 2 0	Translation / Interpreters	24,000	29,000		p.m.
4 3 3 0	Workshops / Conferences	16,000	9,200		p.m.
4 3 4 0	Webmasters	46,200	20,510		p.m.
4 3 4 1	Furniture, Office equipment	6,000	0		p.m.
4 3 4 2	Equipment (computers, printers,...)	21,000	0		p.m.
4 3 6 0	Administrative costs	p.m.	p.m.		p.m.
4 3 7 0	Printing of information material	12,000	22,800		p.m.
	CHAPTER 4 3	227,100	164,610		p.m.
4 4	IPA PROGRAM FOR CROATIA AND TURKEY				
4 4 0	Instrument for pre-accession assistance (IPA) for Croatia and Turkey		198,740		p.m.
	CHAPTER 4 4		198,740		p.m.
	TITLE 4	497,560	407,850		p.m.
5	RESERVE				
5 0	RESERVE FOR ADMINISTRATIVE EXPENDITURE		p.m.		p.m.
5 1	RESERVE FOR OPERATIONAL EXPENDITURE		p.m.		p.m.
	TITLE 5		p.m.		p.m.
	GRAND TOTAL	14,927,703	14,928,052	14,040,202	

5. ESTABLISHMENT PLAN FOR THE AGENCY
Budget 2009 - december 2008

TEMPORARY AGENTS

Category and grade						Remarks
	2007		2008		2009	
	Actually filled at 31.12.2007	Authorised	Actually filled at 01.12.2008	Authorised	Authorised	
AD16						
AD15		1		1		
AD14	1		1		1	
AD13					1	
AD12	1	3	1	3	1	
AD11	1	6	2	6	2	
AD10	1	3	1	3	2	
AD9	2		3		1	
AD8	1	3	1	3	5	
AD7	1	4	4	4	7	
AD6	11	2	11	4	4	
AD5						
Total grade AD	19	22	24	24	24	
AST11						
AST10		1		1	1	
AST9	1		1			
AST8		4		4		
AST7		3		3	2	
AST6	2	3	1	3		
AST5		3	1	3	2	
AST4	3	1	1	1	7	
AST3	9	3	7	3	4	
AST2	1	1		1	4	
AST1	4	1	3	1		
Total grade AST	20	20	14	20	20	
GRAND TOTAL	39	42	38	44	44	