

**2007 Amending Budget I**

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

**FEBRUARY 2007**

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## **1. GENERAL INTRODUCTION**

### **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

### **2 - Explanatory statement**

This budget document for 2007 has been prepared with information available on EC subsidy as of October 31, 2006. Due to the timing required by the budget approval process in Parliament, it may be possible that final figures for EC subsidy be different from the ones reflected in this document. Should this be the case, a modified document would be prepared to reflect changes, as required.

## **2. JUSTIFICATION OF MAIN HEADINGS**

### **1 - Revenue 2007**

The sources of revenue for 2007 consist of a main subsidy from the European Commission, and of grants from the Spanish Government, the Regional Basque Authorities and the Finnish Institute FIOH.

The Agency also expects to receive revenue from the sales of its publications.

Main aspects of the 2007 estimated revenue consist of the established total amount €6,480,303 for Titles 1 and 2 and for title 3 €7,700,000. In addition, €450,000 have been approved by the European Commission for a Phare IV program, to be implemented in the period from 2006 to 2007.

Revenue from Finnish Institute (€57,000) are also expected for activities related to NEW OSH ERA projects running from 2006 to 2008.

Following current negotiations with the Commission, CARDS 2005 REGIONAL PROGRAMME and related revenue of €410,000 (to be implemented in the period from 2006 to 2008) could be approved.

## **2 - Expenditure**

Budget 2005 reflects the annual accounts 2005

Budget 2006 includes updates as per amending budget 1 and 2.

Budget 2007 includes appropriations for Commitments and Payments on operational expenses. Overall, the budget proposal includes additional €400,000 on title 3 and €400,000 on titles 1 and 2 with respect to 2006, with the adjustments required on Phare III, Phare IV and CARDS 2005 REGIONAL PROGRAMME (under negotiation with the Commission) due to the anticipated timing of implementation of these programs.

### **Title 1 - Staff**

The calculation for Title 1 is based on the assumption that the 42 posts mentioned in the proposed establishment plan for 2007 will be filled during the year.

Two additional posts in the establishment plan are requested in 2007 with respect to the approved budget for 2006 to provide for additional work on enlargement and on evaluation and Internal Audit Service follow-up activities. Total expenditure under Title 1 is €4,797,295.

Establishment plan reports new grading of the temporary agents following staff reform of May 2004.

### **Title 2 - Buildings, equipment and miscellaneous operating expenditure**

Total expenditure under Title 2 levels up to €1,683,008. This represents an increase of €158,878 compared to budget 2006 and is mainly due to the significant increase of the rent of the building.

### **Title 3 - Operational expenditure**

Operational expenditure is related to the implementation of the 2007 Work Programme and amounts to €7,700,000. This represents an increase of €400,000 mainly due to increased level of activity in the Risk Observatory. In addition, the following earmarked expenditures are approved :

- €148,080 related to Phare IV program;
- €57,000 related to NEW OSH ERA project.

Following current negotiations with the Commission, expenditures for €325,100 related to CARDS 2005 REGIONAL PROGRAMME could be approved.

Budget item 330 "Enlargement Action Plan" has been changed into "Healthy Workplace Initiative". The explanatory comment under "Remark" has been changed accordingly.

Budget items 3500, 3511 and 3512 have been respectively changed into "Allowances and other expenses", "Mission expenses of project" and "Meetings"

### 3. STATEMENT OF REVENUE

Budget Title	Heading	Apropiations (€)			Remarks
		2005	2006	2007	
1	EUROPEAN COMMUNITY SUBSIDY	13,557,784	13,831,358	14,473,180	Total subsidy of the European Community.
2	OTHER SUBSIDIES	180,303	210,303	237,303	Total subsidy of the Basque, Spanish Governments and Finnish Institute FIOH.
5	MISCELLANEOUS REVENUE	p.m.	p.m.	p.m.	Other expected subsidies.
6	REVENUE FROM SERVICES RENDERED AGAINST PAYMENT	p.m.	66,500	p.m.	Other expected revenues
	<b>GRAND TOTAL</b>	<b>13,738,087</b>	<b>14,108,161</b>	<b>14,710,483</b>	

Budget Title	Heading	Apropiations (€)			Remarks
		2005	2006	2007	
<b>1 0</b>	<b>EUROPEAN COMMUNITY SUBSIDY</b>				
<b>1 0 0</b>	<b>European Community subsidy</b>	13,200,000	13,200,000	14,000,000	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.
<b>101</b>	<b>Phare program III (earmarked)</b>	357,784	329,438	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.
<b>102</b>	<b>Phare program IV (earmarked)</b>	0	301,920	148,080	This article corresponds to earmarked Phare revenue and includes financing for a Phare IV program agreed by the EC, which will 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.
<b>103</b>	<b>CARDS 2005 Regional Programme (earmarked)</b>			325,100	This article corresponds to earmarked CARDS revenue and includes financing for a CARDS 2005 Regional Programme, which will run up to 2008 for a total amount of €410.000. This program is currently under negotiation. Figures reflect current estimates for 2007.
	<b>CHAPTER 1 0</b>	<b>13,557,784</b>	<b>13,831,358</b>	<b>14,473,180</b>	
	<b>TITLE 1</b>	<b>13,557,784</b>	<b>13,831,358</b>	<b>14,473,180</b>	
<b>2</b>	<b>OTHER SUBSIDIES</b>				
<b>2 0</b>	<b>OTHER SUBSIDIES</b>				
<b>2 0 0</b>	<b>Grant from the Basque Regional Government</b>	60,101	60,101	60,101	This grant is meant to finance current expenditure.
<b>2 0 1</b>	<b>Grant from the County of Bizkaia</b>	60,101	60,101	60,101	This grant is meant to finance current expenditure.
<b>2 0 2</b>	<b>Grant from the Spanish Government</b>	60,101	60,101	60,101	This grant is meant to finance current expenditure.
<b>2 0 3</b>	<b>Other grants</b>	p.m.	30,000	57,000	Revenue from other grants (earmarked).
	<b>CHAPTER 2 0</b>	<b>180,303</b>	<b>210,303</b>	<b>237,303</b>	
	<b>TITLE 2</b>	<b>180,303</b>	<b>210,303</b>	<b>237,303</b>	

Budget Title	Heading	Apropriations (€)			Remarks
		2005	2006	2007	
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				
5 2	REVENUE FROM INVESTMENTS OR LOANS, BANK INTEREST AND OTHER ITEMS				
5 2 0	<i>Revenue from investments or loans, bank interest and other items</i>	p.m.	p.m.	p.m.	Revenue from investments or loans, bank interest and other items.
	CHAPTER 5 2				
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.	p.m.	Miscellaneous revenue available for reuse but not used.
	CHAPTER 5 4				
5 9	OTHER REVENUE FROM ADMINISTRATIVE OPERATIONS				
5 9 0	<i>Other revenue from administrative operations</i>	p.m.	p.m.	p.m.	Other revenue from administrative operations.
	CHAPTER 5 9	p.m.	p.m.	p.m.	
	TITLE 5	p.m.	p.m.	p.m.	

Budget Title	Heading	Apropriations (€)			Remarks
		2005	2006	2007	
<b>6 0</b>	<b>REVENUE FROM SERVICES RENDERED AGAINST PAYMENT</b>				
<b>6 0 0</b>	<i>Revenue from services rendered against payment</i>	p.m.	p.m.	p.m.	Revenue from services rendered against payment
<b>6 0 1</b>	<i>Revenue from co-financing agreements</i>	p.m.	66,500	p.m.	Revenue from co-financing agreements
<b>6 0 2</b>	<i>Revenue from sale of publications</i>	p.m.	p.m.	p.m.	Revenue from sale of publications
<b>6 0 3</b>	<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
	<b>CHAPTER 6 0</b>	p.m.	<b>66,500</b>	p.m.	
	<b>TITLE 6</b>	p.m.	<b>66,500</b>	p.m.	
	<b>GRAND TOTAL</b>	<b>13,738,087</b>	<b>14,108,161</b>	<b>14,710,483</b>	



## 4. STATEMENT OF EXPENDITURE

Budget Title	Heading	Apropiations (€)			Remarks
		2005	2006	2007	
1	STAFF	4,578,896	4,556,173	4,797,295	Total funding for covering general administrative costs.
2	BUILDINGS, EQUIPMENT AND MISCELLANEOUS OPERATING EXPENDITURE	1,501,407	1,524,130	1,683,008	Total funding for covering general administrative costs.
3	OPERATING EXPENDITURE	7,657,784	8,027,858	8,230,180	Total funding for operational expenditures.
	<b>GRAND TOTAL</b>	<b>13,738,087</b>	<b>14,108,161</b>	<b>14,710,483</b>	

Budget Title	Heading	Apropriations (€)			Remarks
		2005	2006	2007	
1 1	<b>STAFF IN ACTIVE EMPLOYMENT</b>				
1 1 0	<b>Staff holding a post provided for in the establishment plan</b>				
1 1 0 0	Basic salaries	1,898,265	2,245,572	2,410,503	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	193,475	255,108	273,415	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	279,746	315,250	364,568	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	5,597	3,664	3,906	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 C employed as shorthand-typists or typists, teleprinter operators, typesetters, executive secretaries or principal secretaries recruited before 1st May 2004.
	Article 1 1 0	2,377,083	2,819,594	3,052,392	

Budget Title	Heading	Apropriations (€)			Remarks
		2005	2006	2007	
<b>111</b>	<b>Other staff</b>				
1 1 1 0	Auxiliary staff	35,297	94,263	207,600	Conditions of employment of other servants of the European Communities, and in particular Article 3 and Title III thereof. This appropriation is intended to cover the remuneration of, and the employer's social security contributions for, auxiliary staff excluding the amounts related to weightings (charged on 1190), recruitment (charged on 1180), travel expenses (charged on 1181) and daily allowance (charged on 1184).
1 1 1 2	Local staff	290,916	69,800	70,255	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	264,170	415,202	441,019	CEOS, and in particular Art. 3 and Title IV thereof. This appropriation is intended to cover remuneration, allowances and indemnities and the employer's social security contributions. Amounts related to weighting factor, recruitment, travel expenses and daily allowances are charged respectively on items 1190, 1180, 1181 and 1184.
	Article 1 1 1	590,383	579,265	718,874	
<b>1 1 2</b>	<b>Professional training of staff</b>				
1 1 2 0	Professional training of staff	12,396	44,212	47,450	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, 54 and 81 of the CEOS.
	Article 1 1 2	12,396	44,212	47,450	

Budget Title	Heading	Apropiations (€)			Remarks
		2005	2006	2007	
<b>113</b>	<b>Employer's social security contributions</b>				
1 1 3 0	Insurance against sickness	63,753	75,212	87,118	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	16,482	19,308	24,513	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	24,170	28,071	34,102	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	104,405	122,591	145,733	

Budget Title	Heading	Apropriations (€)			Remarks
		2005	2006	2007	
<b>114</b>	<b>Miscellaneous allowances and grants</b>				
1 1 4 0	Childbirth and death allowances and grants	412	406	828	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	60,500	69,937	76,245	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	60,912	70,343	77,073	
<b>1 1 5</b>	<b>Overtime</b>	969	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	969	p.m.	p.m.	

Budget Title	Heading	Apropriations (€)			Remarks
		2005	2006	2007	
<b>117</b>	<b>Supplementary services</b>				
1 1 7 5	Interim Services	49,999	50,000	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	47,808	52,463	113,900	This appropriation is intended to enable the Agency to organise a programme of exchange for civil servants from Member States.
1 1 7 7	DG ADMIN administrative help	24,750	27,500	48,350	This appropriation is intended to cover the charge made by DG ADMIN for preparing the salaries.
	Article 1 1 7	122,557	129,963	262,250	

Budget Title	Heading	Apropriations (€)			Remarks
		2005	2006	2007	
<b>118</b>	<b>Miscellaneous expenditure on staff recruitment and transfer</b>				
1 1 8 0	Miscellaneous expenditure on staff recruitment	288,034	74,126	66,550	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	8,680	33,380	18,050	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, 92 and 67 of 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	78,256	254,521	121,254	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	55,631	237,750	107,100	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	25,650	95,428	87,380	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, 69 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	456,251	695,205	400,334	

Budget Title	Heading	Apropriations (€)			Remarks
		2005	2006	2007	
<b>119</b>	<b>Salary weightings - Adjustments to remuneration</b>				
1 1 9 0	Salary weightings	54,857	71,000	66,839	Staff Regulations applicable to officials of the European Communities, and in particular Articles 64 and 65 thereof and Art. 20, 64 and 92 of CEOS. This appropriation is intended to cover the impact of salary weightings applicable to the remuneration of relevant staff and to overtime.
1 1 9 1	Adjustments to remuneration	p.m.	p.m.	p.m.	This appropriation is intended to cover the effects of any salary adjustments decided by the Council during the financial year.
	Article 1 1 9	54,857	71,000	66,839	
	<b>CHAPTER 1 1</b>	<b>3,779,813</b>	<b>4,532,173</b>	<b>4,770,945</b>	
<b>1 4</b>	<b>SOCIOMEDICAL INFRASTRUCTURE</b>				
<b>1 4 1</b>	<b>Medical service</b>				
1 4 1	Medical service	17,872	19,000	19,850	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>				
1 4 2	Other welfare expenditure	2,336	5,000	6,500	This appropriation is intended to cover expenditure by the Agency on the social welfare activities of its staff
	<b>CHAPTER 1 4</b>	<b>20,208</b>	<b>24,000</b>	<b>26,350</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.	p.m.	This appropriation is intended to cover staff exchanges
1 5 2 1	Agency officials seconded to national administrations, international organisations or public sector institutions or undertakings	p.m.	p.m.	p.m.	This appropriation is intended to cover expenditure relating to the secondment or temporary assignment of Agency officials to national or international departments.
1 5 2 2	Trainees	p.m.	p.m.	p.m.	This appropriation is intended to cover expenditure relating to trainees.
	Article 1 5 2	p.m.	p.m.	p.m.	
	<b>CHAPTER 1 5</b>	<b>p.m.</b>	<b>p.m.</b>	<b>p.m.</b>	



Budget Title	Heading	Apropiations (€)			Remarks
		2005	2006	2007	
<b>1 6</b>	<b>SOCIAL WELFARE</b>				
<b>1 6 0</b>	<b>Special assistance grants</b>	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
<b>1 6 2</b>	<b>Other social expenditure</b>	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.
<b>1 6 3</b>	<b>Nursery centre</b>	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.
<b>1 6 4</b>	<b>Additional aid for disabled persons</b>	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.
	<b>CHAPTER 1 6</b>	<b>p.m.</b>	<b>p.m.</b>	<b>p.m.</b>	
<b>1 8</b>	<b>REGULARIZATION OF ACCUMULATED LOSSES</b>				
<b>1 8 0</b>	<b>Regularization of accumulated losses</b>				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	778,875	p.m.	p.m.	
	<b>CHAPTER 1 8</b>	<b>778,875</b>	<b>p.m.</b>	<b>p.m.</b>	
<b>1 9</b>	<b>PENSIONS AND SEVERANCE GRANTS</b>				
<b>1 9 0</b>	<b>Pensions and severance grants</b>	p.m.	p.m.	p.m.	
	<b>CHAPTER 1 9</b>	<b>p.m.</b>	<b>p.m.</b>	<b>p.m.</b>	
	<b>TITLE 1</b>	<b>4,578,896</b>	<b>4,556,173</b>	<b>4,797,295</b>	

Budget Title	Heading	Apropriations (€)			Remarks
		2005	2006	2007	
<b>2 0</b>	<b>RENTAL OF BUILDINGS AND ASSOCIATED COSTS</b>				
<b>2 0 0</b>	<b>Rent</b>				
2 0 0 0	Rent	532,147	527,000	664,488	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</b>	<b>Insurance</b>				
2 0 1 0	Insurance	11,260	11,260	11,485	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</b>	<b>Water, gas, electricity and heating</b>				
2 0 2 0	Water, gas, electricity and heating	78,872	80,765	82,380	This appropriation is intended to cover current expenditure.
<b>2 0 3</b>	<b>Cleaning and maintenance</b>				
2 0 3 0	Cleaning and maintenance	47,504	50,504	56,370	This appropriation is intended to cover the costs of cleaning and upkeep of the premises used by the Agency.
<b>2 0 4</b>	<b>Fitting-out of premises</b>				
2 0 4 0	Fitting-out of premises	56,350	79,514	56,000	This appropriation is intended to cover the fitting-out of the premises and repairs in the building.
<b>2 0 5</b>	<b>Security and surveillance of buildings</b>				
2 0 5 0	Security and surveillance of buildings	80,000	81,920	65,000	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</b>	<b>Administrative expenditure, taxes</b>				
2 0 9 0	Administrative expenditure, taxes	4,086	3,677	5,000	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>810,219</b>	<b>834,640</b>	<b>940,723</b>	

Budget Title	Heading	Apropriations (€)			Remarks
		2005	2006	2007	
<b>2 1 0</b>	<b>I.T. operating expenditure</b>				
2 1 0 0	I.T. operating expenditure	228,541	187,390	191,138	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	228,541	187,390	191,138	
<b>2 1 2</b>	<b>Services provided by I.T. staff</b>				
2 1 2 0	Services provided by I.T. staff	26,689	104,538	106,629	This appropriation is intended to cover expenditure on external operating staff (help-desk, operators, administrators, system engineers, etc.).
	Article 2 1 2	26,689	104,538	106,629	
<b>2 1 3</b>	<b>Technical installations and electronic office equipment</b>				
2 1 3 0	New and replacement purchases	123,586	71,680	73,114	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	3,026	6,171	6,294	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	5,092	12,000	12,240	This appropriation is intended to cover the costs of maintaining and repairing the technical installations.
2 1 3 4	Electronic office equipment	3,078	1,000	1,020	This appropriation is intended to cover unforeseen costs associated with electronic office equipment.
	Article 2 1 3	134,782	90,851	92,668	
	<b>CHAPTER 2 1</b>	<b>390,012</b>	<b>382,779</b>	<b>390,435</b>	
<b>2 2</b>	<b>MOVABLE PROPERTY ASSOCIATED COSTS</b>				
<b>2 2 1</b>	<b>New and replacement furniture purchases, furniture maintenance and repair</b>				
2 2 1 0	New and replacement purchases, furniture maintenance and repair	14,520	35,000	35,700	This appropriation is intended to cover Agency requirements for furniture, soft furnishings, kitchen equipment and installations.
	Article 2 2 1	14,520	35,000	35,700	
<b>2 2 3</b>	<b>Office vehicle</b>				
2 2 3 1	Purchase of vehicle	30,000	p.m.	p.m.	This appropriation is intended to cover vehicle purchase
2 2 3 2	Vehicle upkeep, petrol and hiring means of transport	4,104	4,104	4,186	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	34,104	4,104	4,186	

Budget Title	Heading	Apropriations (€)			Remarks
		2005	2006	2007	
<b>225</b>	<b>Documentation and library expenditure</b>				
2 2 5 0	Publications and subscriptions	6,669	6,829	6,966	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	513	525	536	This appropriation is intended to cover the purchase of specialised equipment and the binding and upkeep of books and periodicals.
	Article 2 2 5	7,182	7,354	7,502	
	<b>CHAPTER 2 2</b>	<b>55,806</b>	<b>46,458</b>	<b>47,388</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	37,189	20,000	20,400	This appropriation is intended to cover the purchase of stationery and office supplies.
	Article 2 3 0	37,189	20,000	20,400	
<b>2 3 2</b>	<b>Financial charges</b>				
2 3 2 0	Bank charges	10,040	10,913	11,131	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	3,526	1,872	3,000	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	563	575	1,000	This appropriation is intended to cover other financial charges
	Article 2 3 2	14,129	13,360	15,131	
<b>2 3 3</b>	<b>Outsourced services</b>				
2 3 3 0	Legal expenses	20,390	20,390	20,798	This appropriation is intended to cover the Agency's legal expenses.
2 3 3 1	Internal Audit services	p.m.	35,000	35,700	This appropriation is intended to cover the Agency's expenses on internal audit services.
	Article 2 3 3	20,390	55,390	56,498	
<b>2 3 4</b>	<b>Damages</b>				
2 3 4 0	Damages	p.m.	p.m.	p.m.	This appropriation is intended to cover damages payable.
	Article 2 3 4	p.m.	p.m.	p.m.	

Budget Title	Heading	Apropriations (€)			Remarks
		2005	2006	2007	
<b>235</b>	<b>Other operating expenditures</b>				
2 3 5 0	Miscellaneous insurance	615	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	9,182	9,182	9,366	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	5,513	5,513	5,623	This item is intended to cover the cost of removals within the building.
2 3 5 9	Other expenditure	513	513	523	This appropriation is intended to cover other operating expenditure not specifically provided for.
	Article 2 3 5	15,823	15,208	15,512	
	<b>CHAPTER 2 3</b>	<b>87,531</b>	<b>103,958</b>	<b>107,541</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	20,562	31,295	31,921	This appropriation is intended to cover expenditure on postal and delivery charges, including parcels sent by post.
	Article 2 4 0	20,562	31,295	31,921	
<b>2 4 1</b>	<b>Telecommunications</b>				
2 4 1 0	Telephone, telegraph, telex, radio and television subscriptions and charges	137,277	125,000	165,000	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	137,277	125,000	165,000	
	<b>CHAPTER 2 4</b>	<b>157,839</b>	<b>156,295</b>	<b>196,921</b>	
	<b>TITLE 2</b>	<b>1,501,407</b>	<b>1,524,130</b>	<b>1,683,008</b>	

Budget Title	Heading	Apropriations (€)			Remarks
		2005	2006	2007	
<b>3 0</b>	<b>GENERAL OPERATING EXPENDITURE</b>				
<b>3 0 0</b>	<b><i>Focal Points activities including expert group activities, meetings and interpretation costs</i></b>				
3 0 0 0	Information request and other costs	p.m.	p.m.	p.m.	This appropriation is intended to cover the costs of replying to information requests (to be answered by the Focal Points), and the establishment of small reports based on their results, and to cover other costs related to the management of the Focal Point system.
3 0 0 1	Focal Point subsidy	809,732	940,000	1,030,000	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 0 0 2	Meetings of Focal Points	99,493	88,500	88,500	This appropriation is intended to cover the operating expenses of the Focal Point Network, including travel and subsistence expenses, interpretation costs if necessary, and the hire of rooms if necessary.
3 0 0 3	External Evaluation of the Agency		150,000		This appropriation is intended to cover the contractual costs linked to evaluation of Agency work.
	Article 3 0 0	909,225	1,178,500	1,118,500	
<b>3 0 1</b>	<b><i>Establishment and management of the information network on Internet</i></b>				
3 0 1 0	Establishment and management of the information network on Internet	175,000	180,000	200,000	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 in up to 23 languages, the Agency extranet and intranet.
	Article 3 0 1	175,000	180,000	200,000	

Budget Title	Heading	Apropriations (€)			Remarks
		2005	2006	2007	
3 0 2	<b>Information projects and schemes / Topic Centres (TC) and external contractors</b>				This appropriation is intended to cover the work of the Topic Centres designated by the Administrative Board as part of the Agency's Work Programme, or specific projects and reports which will contribute to the implementation of the key activity areas in the Agency's Work Programme.
3 0 2 0	Risk Observatory	348,500	628,500	1,028,500	This appropriation covers the development of the Risk Observatory activities. It includes in particular the collection, analysis and consolidation of existing statistical data; forecasting on new and emerging risks; further development of the Risk Observatory web site; preparation and test phase of a company survey; and stimulation of OSH research collaboration at EU level.
3 0 2 4	Work Environment	885,000	1,100,000	1,140,000	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 a contribution to the European Week 2007 on musculoskeletal disorders, a priority group project (cleaning workers), preparation of the European Week 2008 on risk assessment, and the maintenance and upgrading of existing web information.
	Article 3 0 2	1,233,500	1,728,500	2,168,500	

Budget Title	Heading	Apropriations (€)			Remarks
		2005	2006	2007	
<b>3 0 3</b>	<b>Conferences, seminars, workshops and public events, promotional activities, ad-hoc meetings etc.</b>				
3 0 3 0	Conferences, seminars, workshops, public events, promotional activities etc.	464,000	546,500	480,000	This appropriation is intended to cover the costs of promotion and communication activities related to Agency information products and services, which will contribute to the implementation of the 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 0 3 2	Other Meetings	44,046	66,690	66,690	This appropriation is intended to cover the operating expenses of other meetings such as ad-hoc group meetings or other meetings of experts (including travel and subsistence expenses, interpretation costs if necessary, and the hire of rooms if necessary).
	Article 3 0 3	508,046	613,190	546,690	
<b>3 0 4</b>	<b>Editing, publication and distribution of information, and other activities</b>				
3 0 4 0	Publication and distribution of results of studies and of other information activities and corporate products	377,250	380,000	380,000	This appropriation is intended to cover the publication and distribution costs (including databases and mailing) of results of studies, other information activities and corporate publications (annual report, magazine, Agency budget, etc.) which will contribute to the implementation of the Agency's Work Programme.
3 0 4 4	Editing	0	51,250	51,250	This appropriation is intended to cover the costs of editing.
	Article 3 0 4	377,250	431,250	431,250	



Budget Title	Heading	Apropriations (€)			Remarks
		2005	2006	2007	
<b>3 0 6</b>	<b>Translation and interpretation</b>				
3 0 6 0	Translation of studies, reports and working documents	1,409,705	705,811	705,811	This appropriation is intended to cover the translation of studies, reports, as well as working documents for the Administrative 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 0 6 1	Interpretation	p.m.	p.m.	p.m.	This appropriation is intended to cover interpreting services to be billed to the Agency by the institutions, particularly the Commission. It is also intended to cover the payment of freelance interpreters hired by the Agency for non-routine conferences for which the Commission is unable to provide interpreting. In addition to remuneration, this includes contributions to a life insurance scheme and insurance against sickness, accident and death, and reimbursement, for freelance translators whose business address is not at the place of employment, of travel expenses and payment of fixed travel allowances.
	Article 3 0 6	1,409,705	705,811	705,811	
<b>3 0 7</b>	<b>Preparation, organisation and management of a European Week for Safety and Health at Work</b>				
3 0 7 2	Preparation, organisation and management of a European Week for Safety and Health at Work	440,000	480,000	480,000	This appropriation is intended to cover the costs of the production and distribution of campaign material, organization and management of conferences (closing event and good practice award scheme), seminars, exhibitions, public events, promotional activities and evaluations within the framework of a European Week for Safety and Health at Work.
	Article 3 0 7	440,000	480,000	480,000	
<b>3 0 8</b>	<b>Meetings of the Administrative Board and its Bureau</b>				
3 0 8 0	Meetings of the Governing Board and its Bureau	263,315	271,202	271,202	This appropriation is intended to cover the operating expenses of the Governing Board and its Bureau, including travel and subsistence expenses, interpretation costs, and hire of rooms if necessary.
	Article 3 0 8	263,315	271,202	271,202	

Budget Title	Heading	Apropriations (€)			Remarks
		2005	2006	2007	
3 0 9 1	Mission expenses, duty travel expenses and other ancillary expenditure	219,351	219,351	219,351	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 service, in accordance with the provisions of the Staff Regulations applicable to officials of the European Communities.
3 0 9 2	Entertainment and representation expenses	8,696	8,696	8,696	This appropriation is intended to cover entertainment and representation expenses.
	Article 3 0 9	228,047	228,047	228,047	
	<b>CHAPTER 3 0</b>	<b>5,544,088</b>	<b>5,816,500</b>	<b>6,150,000</b>	
<b>3 1</b>	<b>SMALL AND MEDIUM-SIZED ENTERPRISES (SME)</b>				
<b>3 1 1</b>	<b>SUPPORT TO PROJECTS</b>				
3110	Support to projects	5,912			This appropriation is intended to finance measures in favour of SMEs for the development and exchange of effective good practice examples that reduce safety and health risks.
	<b>CHAPTER 3 1</b>	<b>5,912</b>			
<b>3 2</b>	<b>PHARE PROGRAMME III (earmarked)</b>				This chapter includes preparatory measures for the participation in the Agency of Romania and Bulgaria. A Phare III Program for a total amount of €500,000 has been signed with the EC, which runs within the period 2005-2006. Activities under Phare III are linked to the approved program of work with earmarked revenue and expenditures. Figures for 2006 are the current appropriation for the year 2006 and the balance of appropriations not used in 2005.
<b>3 2 0</b>	<b>PHARE PROGRAMME III</b>				
3200	Salaries Expat/Int. Staff	79,860	80,867		
3210	Travel costs (international)	101,045	76,157		
3211	Mission expenses of project staff abroad	4,340	3,799		
3212	Mission expenses seminar/conference participants	9,800	9,497		
3220	Translation / Interpreters	64,000	17,600		
3230	European Week workshop	20,000	14,376		
3240	Webmasters	36,674	19,900		
3241	Technical equipment	0	10,000		
3250	Good Practice TC	0	0		
3260	Administrative costs	2,065	3,470		
3270	Printing of information material	40,000	27,772		
3280	HWI seminars and conferences	0	48,000		
3281	Media services	0	10,000		
3282	List management and distribution	0	8,000		
	<b>CHAPTER 3 2</b>	<b>357,784</b>	<b>329,438</b>		

Budget Title	Heading	Apropriations (€)			Remarks
		2005	2006	2007	
3 3 0	HEALTHY WORPLACE INITIATIVE	1,750,000	1,550,000	1,550,000	This appropriation is intended to cover the implementation of the Healthy Workplace Initiative (formerly the Enlargement Action Plan) to improve levels of health and safety in the 12 newer Member States and the integration of this initiative into the Agency's broader campaigning activities. Activities include, in particular, awareness raising and SME transfer of knowledge related activities.
	Article 3 3 0	1,750,000	1,550,000	1,550,000	
	<b>CHAPTER 3 3</b>	<b>1,750,000</b>	<b>1,550,000</b>	<b>1,550,000</b>	
3 4	PHARE PROGRAMME IV (earmarked)				This chapter includes 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 has been agreed by the EC, which will run 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 2006 and 2007. Uncommitted balances in 2006 will be carried over to 2007.
3 4 0	PHARE PROGRAMME IV				
3400	Salaries Expat/Int. Staff		67,500	81,000	
3410	Travel costs (international)		45,000	58,680	
3411	Mission expenses of project staff abroad		3,110	3,400	
3412	Mission expenses seminar/conference participants		6,000	5,000	
3420	Translation / Interpreters		27,840		
3430	European Week workshop		44,000		
3440	Webmasters.assistant Focal Points		75,600		
3441	Computer equipment		4,800		
3450	Furniture		4,000		
3460	Printing of information material		24,070		
	<b>CHAPTER 3 4</b>		<b>301,920</b>	<b>148,080</b>	
3 5	OSHA ERA				This appropriation is intended to develop and reinforce activities related to the NEW OSH ERA projects running for a 24 months period up to 2008. A total amount of €120.000 is expected for this period. Activities under NEW OSH ERA project are linked to the Risk Observatory workprogram with earmarked expenditures and revenues.
3 5 0	OSHA ERA project (earmarked)				
3 5 0 0	Allowances and other expenses		30,000	55,000	
3 5 1 0	Travel costs (international)		p.m	p.m	
3 5 1 1	Mission expenses of project		p.m	2,000	
3 5 1 2	Meetings		p.m	p.m	
	<b>CHAPTER 3 5</b>		<b>30,000</b>	<b>57,000</b>	
Budget Title	Heading	Apropriations (€)			Remarks
		2005	2006	2007	

<b>3 6 0</b>	<b>CARDS 2005 REGIONAL PROGRAMME (earmarked)</b>			
3 6 0 0	Salaries Expat/Int. Staff		p.m	40,800
3 6 1 0	Travel costs (international)		p.m	48,000
3 6 1 1	Mission expenses of project staff abroad		p.m	3,300
3 6 1 2	Mission expenses seminar/conference participants		p.m	8,000
3 6 2 0	Translation / Interpreters		p.m	48,000
3 6 3 0	Workshops / Conferences		p.m	25,200
3 6 4 0	Webmasters		p.m	90,000
3 6 4 1	Furniture, Office equipment		p.m	6,000
3 6 4 2	Equipment (computers, printers,...)		p.m	21,000
3 6 6 0	Administrative costs		p.m	p.m
3 6 7 0	Printing of information material		p.m	34,800
	<b>CHAPTER 3 6</b>			<b>325,100</b>
	<b>TITLE 3</b>	<b>7,657,784</b>	<b>8,027,858</b>	<b>8,230,180</b>
	<b>GRAND TOTAL</b>	<b>13,738,087</b>	<b>14,108,161</b>	<b>14,710,483</b>

ESTABLISHMENT PLAN FOR THE AGENCY  
2007

TEMPORARY AGENTS

Category and grade	Posts	
	2005	
	Actually filled at 01.12.2005	Authorised
A*16		
A*15	1	1
A*14		
A*13		
A*12		3
A*11	3	6
A*10	2	3
A*9	2	
A*8	2	3
A*7		4
A*6	7	
A*5		
<b>Total grade A</b>	<b>17</b>	<b>20</b>
B*11		
B*10		1
B*9		
B*8	1	4
B*7		3
B*6	3	2
B*5	1	2
B*4	2	
B*3	4	2
<b>Total grade B</b>	<b>11</b>	<b>14</b>
C*7		
C*6		1
C*5		1
C*4	1	1
C*3		1
C*2	1	1
C*1	2	1
<b>Total grade C</b>	<b>4</b>	<b>6</b>
<b>GRAND TOTAL</b>	<b>32</b>	<b>40</b>

Category and grade	Posts			Remarks
	2006		2007	
	Actually filled at 01.12.2006	Authorised	Authorised	
AD16				
AD15		1	1	
AD14	1			
AD13				
AD12	1	3	3	
AD11	1	6	6	
AD10	1	3	3	
AD9	3			
AD8	1	3	3	
AD7		4	4	
AD6	8		2	
AD5				
<b>Total grade AD</b>	<b>16</b>	<b>20</b>	<b>22</b>	
AST11				
AST10		1	1	
AST9	1			
AST8		4	4	
AST7		3	3	
AST6	2	3	3	
AST5		3	3	
AST4	3	1	1	
AST3	5	3	3	
AST2	1	1	1	
AST1	4	1	1	
-	-	-	-	
-	-	-	-	
-	-	-	-	
-	-	-	-	
-	-	-	-	
-	-	-	-	
-	-	-	-	
<b>Total grade AST</b>	<b>16</b>	<b>20</b>	<b>20</b>	
<b>GRAND TOTAL</b>	<b>32</b>	<b>40</b>	<b>42</b>	