

BUDGET & ESTABLISHMENT PLAN FOR 2018

EUROPEAN AGENCY FOR SAFETY AND HEALTH AT WORK

December 2017

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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) and subsequent amendment(s)

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

Multiannual Financial Framework (2014-2020) as per Council Regulation (EU, EURATOM) No 1311/2013 of 2 December 2013 (Official Journal No L/347 of 20 December 2013)

Financial Regulation of 15 January 2014 of the European Agency for Safety and Health at Work

Joint Committee Decision 160/2009 amending Protocol 31 to the EEA Agreement - Council Regulation (EC) No 2062/94, Council Regulation (EC) No 1643/95, Council Regulation (EC) No 1654/2003, Council Regulation (EC) No 1112/2005 (EU-OSHA).

Resolution of the Basque Institute for Safety and Health at Work (OSALAN) of 1 June 2010

Seat agreement of 31 March 2014 between the Kingdom of Spain and European Agency for Safety and Health at Work

Agreement 30-CE-0535286/00-84 between EU-OSHA and the European Union for the Pilot Project "Health and Safety at Work of Older Workers"

Grant contract ENPI/2013/325-489 of the European Union for the Collaboration between EU-OSHA between European Neighbourhood and Partnership Countries (ENPI)

Commission Implementing Decision [C(2014) 9407] of 10 December 2014 finally adopting a Multi-country Action Programme for "Preparatory measures for participation of beneficiaries in EU Agencies"

Commission Implementing Decision [C(2016) 4893] of 20 July 2016 adopting a Multi-country Action Programme (2016) and its article 4 "Preparatory measures for the participation of IPA II beneficiaries in EU Agencies.

2. JUSTIFICATION OF MAIN HEADINGS

Budget 2016 includes the revenue, expenditure committed and paid in the year (article 37 of Agency's Financial Regulation)

Budget 2017 includes authorised appropriations as per amending budget 1

2.1. Revenue 2018

The estimated sources of revenue for 2018 are :

- a subsidy from the European Union of **€ 14,973,000** which consists in :
 - **€ 14,883,668** : main subsidy from the European Union to be voted by the Budget Authority;
 - **€ 89,332** : budget outturn 2016 returned to the European Commission in 2017;
- **€ 352,600** of EEA-EFTA funds which are 2,37 % applied to the main subsidy from the European Union;
- a total of **€ 160,100** from Spanish and local authorities.

Respective revenues for the special projects (New IPA II Programme, IPA II Programme 2016) are marked "p.m."

The total estimated revenue in 2018 is therefore **€ 15,485,700**.

Compared to the Draft Budget 2018, it represents a decrease of € 15,000 due to the decrease in the EFTA contribution (2,37% of the voted appropriations 2018 when 2,47% was taken in DB2018).

2.2. Expenditure 2018

Title 1 - Staff

Total expenditure under Title 1 is proposed at **€ 6,021,600**.

The amount in difference (+€ 94,000) with the DB2018 (€ 5,927,600) is mainly due to unexpected recruitment related costs (+€ 69,500) and more traineeships in 2018 (+€ 37,100)

The calculation for Title 1 is based on the assumption that the **40 Temporary Agents posts** proposed in the establishment plan for 2018 will be filled during the year.

The calculation for Title 1 is also based on the assumption that **25 Full Time Equivalent Contract Agents** will be employed in the year 2018.

Title 2 - Buildings, equipment and miscellaneous operating expenditure

Total expenditure under Title 2 is proposed at **€ 1,375,310**.

Title 3 - Operational expenditure

Total expenditure under Title 3 is proposed at **€ 8,088,790**.

The amount in difference (- € 109,000) with the DB2018 (€ 8,197,790) is mainly due to reallocation of direct costs for the activities of the Annual Work Programme 2018.

Operational expenditure is related to the implementation of the Annual Work Programme 2018 part of the Programming Document 2018-2020.

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

Expenditures for the special projects (New IPA II Programme, IPA II programme 2016) are marked "p.m." as they will be the result of the carry-over/carry-forward of the 2017 appropriations to 2018.

Title 5 - Reserve

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

The total expenditure in 2018 is therefore **€ 15,485,700**

Compared to the Draft Budget 2018, it represents a decrease of € 15,000 in accordance with the decrease in revenues 2018 (Article 19 of Agency's Financial Regulation - Principle of equilibrium).

3. STATEMENT OF REVENUE

Budget Title	Heading	2016		2017	DB2018	Variation	2018	Remarks
		COM	PAY					
1 0	EUROPEAN UNION SUBSIDY							
1 0 0	European Union subsidy	14,058,754.00	14,058,754	14,514,000	14,883,668		14,883,668	Council Regulation (EC) No 2062/94 of 18 July 1994 establishing a European Agency for Safety and Health at Work (OJ L 216 20.8.1994, p. 1), modified by Regulation (EC) No 1643/95 (OJ L 156, 7.7.1995, p. 1). Pursuant to article 12, paragraph 3, of this regulation, a subsidy for the Agency is entered in the Commission Section of the General Budget.
1 0 1	Other revenue from European Union subsidy	16,000.00	16,000	165,000	89,332		89,332	This appropriation is intended to cover any other revenues coming from the European Union as a result of the Agency budgetary surplus of year N-2.
1 0 2	EEA-EFTA Contribution	388,021.00	388,021	358,500	367,600	-15,000	352,600	Subsidy from the EFTA countries within the framework of the EEA Agreement & the Joint Committee Decision 160/2009 amending Protocol 31 to the EEA Agreement. This subsidy represents a fixed percentage of the annual European Community subsidy.
	CHAPTER 1 0	14,462,775.00	14,462,775.00	15,037,500	15,340,600	-15,000	15,325,600	
	TITLE 1	14,462,775.00	14,462,775.00	15,037,500	15,340,600	-15,000	15,325,600	
2 0	OTHER SUBSIDIES							
2 0 0	Grant from the Basque Regional Government	40,000.00	40,000.00	40,000	100,000		100,000	This grant is meant to finance current expenditure.
2 0 1	Grant from the County of Bizkaia	-	-	p.m.	p.m.		p.m.	This grant is meant to finance current expenditure.
2 0 2	Grant from the Spanish Government	60,100.00	60,100.00	60,100	60,100		60,100	This grant is meant to finance current expenditure.
2 0 3	Other grants	-	-	p.m.	p.m.		p.m.	Revenue from other grants.
	CHAPTER 2 0	100,100.00	100,100.00	100,100	160,100	0	160,100	
2 2	OTHER SUBSIDY FOR SPECIFIC PROJECTS							
2 2 1	Subsidy from the European Commission - DG EMPL for Pilot Project "Health and Safety at Work of Older Workers" (earmarked)	-	-	147,817	p.m.		-	This article corresponds to earmarked revenue for the Pilot Project "Health and Safety at Work of Older Workers" financed by the European Commission. The corresponding delegation agreement is for the period 2012 -2016 for a total amount of € 2,000,000.
2 2 2	Subsidy from the European Commission - DG NEAR for the European Neighbourhood and Partnership Instrument (ENPI) (earmarked).	-	-	71,036	p.m.		-	This article corresponds to earmarked revenue financed by the European Commission for the preparatory measures & collaboration of ENP countries with EU-OSHA. The total amount is € 373,424 for the period 2014-2016. As earmarked revenue, the available income for ENPI in YEAR N is equal to the result of the respective carry-over/carry-forward of appropriations of YEAR N-1 to YEAR N + instalment(s) to receive in YEAR N.
2 2 3	Subsidy from the European Commission - DG NEAR for NEW IPA II PROGRAMME (earmarked)	-	-	299,855	p.m.		p.m.	This article corresponds to earmarked revenue financed by the European Commission for the preparatory measures for participation of beneficiaries in EU Agencies (Commission Implementing Decision [C(2014) 9407]). The total amount of € 410,000 for the period 2015-2017. As earmarked revenue, the available income for the new IPA II PROGRAMME in YEAR N is equal to the result of the respective carry-over/carry-forward of appropriations of YEAR N-1 to YEAR N + instalment to receive in YEAR N.
2 2 4	Subsidy from the European Commission - DG NEAR for IPA II 2016 PROGRAMME (earmarked)	-	-				p.m.	This article corresponds to earmarked revenue financed by the European Commission for the preparatory measures for the participation of IPA II beneficiaries in EU agencies following adoption of a Multi-country Action programme [C(2016)4893] constituting the basis for the support of EU specialised Agencies activities in the IPA region. The total amount is € 290,000 for the period 2017-2019.
	CHAPTER 2 2	-	-	518,708	p.m.		0	p.m.
	TITLE 2	100,100.00	100,100.00	618,808	160,100	0	160,100	
5 0	PROCEEDS FROM THE SALE OF MOVABLE AND IMMOVABLE PROPERTY							
5 0 0	Proceeds from the sale of movable and immovable property		p.m.	p.m.	p.m.		p.m.	Proceeds from the sale of movable and immovable property.
	CHAPTER 5 0		p.m.	p.m.	p.m.		p.m.	
5 2	REVENUE FROM INVESTMENTS OR LOANS, BANK INTEREST AND							
5 2 0	Revenue from investments or loans, bank interest and other items		p.m.	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.		p.m.	
5 4	MISCELLANEOUS REVENUE							
5 4 0	Miscellaneous revenue		p.m.	p.m.	p.m.		p.m.	Miscellaneous revenue
	CHAPTER 5 4		p.m.	p.m.	p.m.		p.m.	
5 9	OTHER REVENUE FROM ADMINISTRATIVE OPERATIONS							
5 9 0	Other revenue from administrative operations		p.m.	p.m.	p.m.		p.m.	Other revenue from administrative operations.
	CHAPTER 5 9		p.m.	p.m.	p.m.		p.m.	
	TITLE 5		p.m.	p.m.	p.m.		p.m.	
6 0	REVENUE FROM SERVICES RENDERED AGAINST PAYMENT							
6 0 0	Revenue from services rendered against payment		p.m.	p.m.	p.m.		p.m.	Revenue from services rendered against payment
6 0 1	Revenue from co-financing agreements		p.m.	p.m.	p.m.		p.m.	Revenue from co-financing agreements
6 0 2	Revenue from sale of publications		p.m.	p.m.	p.m.		p.m.	Revenue from sale of publications
6 0 3	Proceeds from the letting and hiring of immovable property		p.m.	p.m.	p.m.		p.m.	Proceeds from the letting and hiring of immovable property
	CHAPTER 6 0		p.m.	p.m.	p.m.		p.m.	
	TITLE 6		p.m.	p.m.	p.m.		p.m.	
5 0	PROCEEDS FROM THE SALE OF MOVABLE AND IMMOVABLE PROPERTY							
5 0 0	Proceeds from the sale of movable and immovable property	-	-	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							
5 2 0	Revenue from investments or loans, bank interest and other items	796.09	796.09	p.m.	p.m.		p.m.	Revenue from investments or loans, bank interest and other items.
	CHAPTER 5 2	796.09	796.09	p.m.	p.m.		p.m.	
5 4	MISCELLANEOUS REVENUE							
5 4 0	Miscellaneous revenue	3,772.58	3,772.58	p.m.	p.m.		p.m.	Miscellaneous revenue
	CHAPTER 5 4	3,772.58	3,772.58	p.m.	p.m.		p.m.	
5 9	OTHER REVENUE FROM ADMINISTRATIVE OPERATIONS							
5 9 0	Other revenue from administrative operations	-	-	p.m.	p.m.		p.m.	Other revenue from administrative operations.
	CHAPTER 5 9	-	-	p.m.	p.m.		p.m.	
	TITLE 5	4,568.67	4,568.67	p.m.	p.m.		p.m.	
6 0	REVENUE FROM SERVICES RENDERED AGAINST PAYMENT							
6 0 0	Revenue from services rendered against payment	-	-	p.m.	p.m.		p.m.	Revenue from services rendered against payment
6 0 1	Revenue from co-financing agreements	-	-	p.m.	p.m.		p.m.	Revenue from co-financing agreements
6 0 2	Revenue from sale of publications	-	-	p.m.	p.m.		p.m.	Revenue from sale of publications
6 0 3	Proceeds from the letting and hiring of immovable property	-	-	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	14,567,443.67	14,567,443.67	15,656,308	15,500,700	-15,000	15,485,700	

4. STATEMENT OF EXPENDITURE

Budget Title	Heading	2016		2017	DB2018	Variation	2018	Remarks
		COM	PAY					
1	STAFF	5,444,277.97	5,294,149.55	5,705,100	5,927,600	94,000	6,021,600	Total funding for covering personnel costs.
2	BUILDINGS, EQUIPMENT AND MISCELLANEOUS OPERATING	1,373,038.60	956,220.83	1,315,310	1,375,310		1,375,310	Total funding for covering general administrative costs.
3	OPERATIONAL EXPENDITURE	7,799,897.26	4,429,280.94	8,117,190	8,197,790	- 109,000	8,088,790	Total funding for operational expenditures.
4	EXPENDITURE FOR IMPLEMENTING SPECIAL PROJECTS FUNDED	1,127,206.39	970,645.89	518,708	p.m.		p.m.	Total funding for operational expenditures funded by specific other subsidy.
5	RESERVE		-	p.m.	p.m.		p.m.	Reserve for administrative and operational expenditure pending final approval of the Budget Authority
GRAND TOTAL		15,744,420.22	11,650,297.21	15,656,308	15,500,700	- 15,000	15,485,700	

Budget Title	Heading	2016		2017	DB2018	Variation	2018	Remarks
		COM	PAY					
1	STAFF							
1 1	STAFF IN ACTIVE EMPLOYMENT							
1 1 0	Staff holding a post provided for in the establishment plan							
1 1 0 0	Basic salaries	2,658,841.88	2,658,841.88	2,863,250	2,930,000	-	2,930,000	Staff Regulations of Officials of the European Union, in particular Articles 62 and 66 thereof, and the Conditions of Employment of Other Servants (CEOS) and in particular Articles 19 and 20 thereof. This appropriation is intended to cover basic salaries of permanent officials and temporary staff.
1 1 0 1	Family allowances	519,683.58	519,683.58	525,000	559,000	- 5,000.00	554,000	Staff Regulations of Officials of the European Union, in particular Articles 42a, 42b, 62, 67, 68, 68a and Section I of Annex VII thereto, and Articles 16 and 20 of the CEOS. This appropriation is intended to cover the household, dependent child and education allowances for permanent officials and temporary
1 1 0 2	Expatriation and foreign-residence allowances	407,875.56	407,875.56	430,000	440,150	-	440,150	Staff Regulations of Officials of the European Union, and in particular Articles 62 and 69 thereof and Article 4 of Annex VII thereto, and Articles 16 and 20 of the CEOS. This appropriation is intended to cover the expatriation and foreign-residence allowances for permanent officials and temporary staff.
1 1 0 3	Secretarial allowances	4,205.04	4,205.04	4,250	4,250	-	4,250	Staff Regulations of Officials of the European Union, and in particular Article 65, Article 18 of Annex XIII, and Article 20 of the CEOS. This item is intended to cover the secretarial allowance paid to temporary staff in category AST (formerly grade C) employed as shorthand-typists or typists, teleprinter operators, typesetters, executive secretaries or principal secretaries recruited before 1st May 2004.
	Article 1 1 0	3,590,606.06	3,590,606.06	3,822,500	3,933,400	- 5,000.00	3,928,400	
1 1 1	Other staff							
1 1 1 2	Local staff	33,433.49	33,433.49	35,000	9,000	-	9,000	Article 4 of the 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	1,092,383.76	1,092,383.76	1,185,000	1,320,000	-	1,320,000	Article 3 of the CEOS 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	1,125,817.25	1,125,817.25	1,220,000	1,329,000	-	1,329,000	
1 1 2	Professional training of staff							
1 1 2 0	Professional training of staff	180,722.83	73,413.79	120,000	120,000	-	120,000	Staff Regulations of Officials of the European Union, and in particular Article 24a(3), Article 11 and 81 of the CEOS.
	Article 1 1 2	180,722.83	73,413.79	120,000	120,000	-	120,000	
1 1 3	Employer's social security contributions							
1 1 3 0	Insurance against sickness	137,472.81	137,472.81	136,000	138,000	13,000.00	151,000	Staff Regulations of Officials of the European Union, and in particular Article 72, and Articles 28 and 95 of the CEOS thereof.
1 1 3 1	Insurance against accidents and occupational disease	20,256.77	20,256.77	22,000	23,000	- 5,000.00	18,000	Staff Regulations of Officials of the European Union, and in particular Article 73 thereof and Article 28 and 95 of 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	51,095.75	51,095.75	50,000	52,000	2,000.00	54,000	Staff Regulations of Officials of the European Union and in particular Article 28a and Article 96 of the CEOS. This appropriation is intended to insure relevant staff against unemployment.
1 1 3 3	Constitution or maintenance of pension rights	-	-	p.m.	p.m.		p.m.	Staff Regulations of Officials of the European Union, and in particular Articles 6 and 83, and Articles 42 and 112 of the CEOS. 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	208,825.33	208,825.33	208,000	213,000	10,000.00	223,000	

Budget Title	Heading	2016		2017	DB2018	Variation	2018	Remarks
		COM	PAY					
1 1 4	Miscellaneous allowances and grants							
1 1 4 0	Childbirth and death allowances and grants	-	-	600	600	- 600,00	-	Staff Regulations of Officials of the European Union, and in particular Articles 70, 74 and 75 thereof, and Articles 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	46,202.99	46,202.99	55,000	58,000	-	58,000	Staff Regulations of Officials of the European Union, and in particular Article 8 of Annex VII thereto and Articles 26 and 92 of the CEOS.
1 1 4 3	Fixed duty allowances	-	-	p.m.	p.m.	-	p.m.	Staff Regulations of Officials of the European Union, and in particular Article 14 of Annex VII thereto, and Article 22 of the CEOS.
	Article 1 1 4	46,202.99	46,202.99	55,600	58,600	- 600.00	58,000	
1 1 5	Overtime							
	Article 1 1 5	-	-	p.m.	p.m.	-	p.m.	Staff Regulations of Officials of the European Union, in particular Article 56 thereof and Annex VI thereto. This article is intended to cover flat-rate payments
1 1 7	Supplementary services							
1 1 7 5	Interim Services	165,161.54	137,606.17	150,000	170,000	- 20,000.00	150,000	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	-	-	p.m.	p.m.	-	p.m.	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	49,000.00	46,693.40	49,000	50,000	-	50,000	This appropriation is intended to cover the fees charged by PMO for the services provided and in line with the provisions of the Service Level Agreement.
1 1 7 8	Inter-agencies secretariat	1,000.00	-	1,000	1,000	600.00	1,600	This appropriation is intended to cover the fees - following provisions of the ad hoc Service Level Agreement- charged by the EU Agencies network for the administrative, operational and secretarial support in the frame of the EU Agencies coordination.
	Article 1 1 7	215,161.54	184,299.57	200,000	221,000	- 19,400.00	201,600	
1 1 8	Miscellaneous expenditure on staff recruitment and transfer							
1 1 8 0	Miscellaneous expenditure on staff recruitment	11,875.58	11,506.44	12,000	12,000	- 2,000.00	10,000	Staff Regulations of Officials of the European Union, 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 for TA, CA and Trainees.
1 1 8 1	Travel expenses	814.54	814.54	1,500	1,000	2,000.00	3,000	Staff Regulations of Officials of the European Union, 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 (TA, including members of their families) entering or leaving the service.
1 1 8 2	Installation, resettlement and transfer allowances	11,508.72	11,508.72	12,000	p.m.	43,500.00	43,500	Staff Regulations of Officials of the European Union, 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	-	-	7,000	5,000	10,000.00	15,000	Staff Regulations of Officials of the European Union, 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 and contract 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	19,112.78	19,112.78	12,500	p.m.	10,000.00	16,000	Staff Regulations of Officials of the European Union, and in particular Articles 20 and 71 thereof and Article 10 of Annex VII thereto, as well as Articles 25 and 92 of the CEOS. This appropriation is intended to cover the daily subsistence allowances due to staff (TA) able to prove that they were obliged to change their place of residence after taking up their duties (including transfer).
	Article 1 1 8	43,311.62	42,942.48	45,000	18,000	69,500.00	87,500	
1 1 9	Salary weightings - Adjustments to remuneration							
1 1 9 0	Salary weightings	-	-	p.m.	p.m.	-	p.m.	Staff Regulations of Officials of the European Union, and in particular Articles 64 and 65 thereof, and Articles 20 and 92 of CEOS. This appropriation is intended to cover the impact of salary weightings applicable to the remuneration of relevant staff and to overtime.
1 1 9 1	Adjustments to remuneration	-	-	p.m.	p.m.	-	p.m.	This appropriation is intended to cover the effects of any salary adjustments decided by the Council during the financial year.
	Article 1 1 9	-	-	p.m.	p.m.	-	p.m.	
	CHAPTER 1 1	5,410,647.62	5,272,107.47	5,671,100	5,893,000	54,500.00	5,947,500	
Budget Title	Heading	2016		2017	DB2018	Variation	2018	Remarks
		COM	PAY					
1 4	SOCIOMEDICAL INFRASTRUCTURE							
1 4 1	Medical service							
1 4 1 0	Medical services	19,834.11	8,245.84	15,000	15,600	2,400	18,000	This appropriation is intended to cover all expenditure relating to the medical service, medicines, preventative actions and the travel expenses of the Agency
1 4 2	Other welfare expenditure							
1 4 2 0	Other welfare expenditure	6,390.85	2,743.55	4,000	4,000	-	4,000	This appropriation is intended to cover expenditure by the Agency on the social welfare activities of its staff and other related costs
	CHAPTER 1 4	19,834.11	8,245.84	19,000	19,600	2,400	22,000	
1 5	MOBILITY							
1 5 2	Mobility							
1 5 2 0	Staff exchanges	-	-	p.m.	p.m.	-	p.m.	This appropriation is intended to cover staff exchanges
1 5 2 1	Agency officials seconded to national administrations, international organisations or public sector institutions or undertakings.	-	-	p.m.	p.m.	-	p.m.	This appropriation is intended to cover expenditure relating to the secondment or temporary assignment of Agency officials to national or international departments.
1 5 2 2	Trainees	13,796.24	13,796.24	15,000	15,000	37,100	52,100	This appropriation is intended to cover expenditure relating to trainees.
	Article 1 5 2	13,796.24	13,796.24	15,000	15,000	37,100	52,100	
	CHAPTER 1 5	13,796.24	13,796.24	15,000	15,000	37,100	52,100	
1 6	SOCIAL WELFARE							
1 6 0	Special assistance grants							
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
1 6 2	Other social expenditure							
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'
1 6 3	Nursery centre							
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							
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
	CHAPTER 1 6	-	-	p.m.	p.m.	-	p.m.	
1 8	REGULARIZATION OF ACCUMULATED LOSSES							
1 8 0	Regularization of accumulated losses							
1 8 0	Regularization of accumulated losses	-	-	p.m.	p.m.	-	p.m.	This appropriation is intended to cover the accumulated losses as reflected in the budget outturn account table in the annual accounts and in accordance
	CHAPTER 1 8	-	-	p.m.	p.m.	-	p.m.	
1 9	PENSIONS AND SEVERANCE GRANTS							
1 9 0	Pensions and severance grants							
1 9 0	Pensions and severance grants	-	-	p.m.	p.m.	-	p.m.	This appropriation is intended to cover pensions and severance grants.
	CHAPTER 1 9	-	-	p.m.	p.m.	-	p.m.	
	TITLE 1	5,444,277.97	5,294,149.55	5,705,100	5,927,600	94,000	6,021,600	

Budget Title	Heading	2016		2017	DB2018	Variation	2018	Remarks
		COM	PAY					
2	BUILDINGS, EQUIPMENT AND MISCELLANEOUS OPERATING							
2 0	RENTAL OF BUILDINGS AND ASSOCIATED COSTS							
2 0 0	Rent							
2 0 0 0	Rent	327,360.21	319,415.26	344,760	349,000	4,500	353,500	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	7,599.92	7,599.92	8,000	8,410	- 1,400	7,010	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	90,469.28	85,493.62	90,000	102,000	- 9,000	93,000	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	93,718.31	44,166.57	70,000	70,000	- 5,000	65,000	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	19,964.73	10,076.30	20,000	24,000	- 6,000	18,000	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	72,420.44	52,997.44	54,500	65,000	29,000	94,000	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.
2 0 9	Administrative expenditure, taxes							
2 0 9 0	Administrative expenditure, taxes	-	-	p.m.	p.m.		p.m.	The appropriation is intended to cover expenditure on buildings not specially provided for in the articles in Chapter 20, for example administrative expenses
	CHAPTER 2 0	611,532.89	519,749.11	587,260	618,410	12,100	630,510	
2 1 0	I.T. operating expenditure							
2 1 0 0	I.T. operating expenditure	134,111.61	103,257.25	155,665	169,486	0	169,486	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	134,111.61	103,257.25	155,665	169,486	0	169,486	
2 1 2	Services provided by I.T. staff							
2 1 2 0	Services provided by I.T. external providers, consultancy & other operating staff	355,412.45	213,721.50	298,335	284,514	-	284,514	This appropriation is intended to cover expenditure on external operating staff (help-desk, operators, administrators, system engineers, etc.).
	Article 2 1 2	355,412.45	213,721.50	298,335	284,514	-	284,514	
2 1 3	Technical installations and electronic office equipment							
2 1 3 0	New and replacement purchases	87,947.08	3,829.96	88,800	90,800	1,200	92,000	This appropriation is intended to cover the purchase and installation of technical and data-processing equipment. The purchase of replacement equipment
2 1 3 2	Hire	-	-	p.m.	p.m.		p.m.	This appropriation is intended to cover the hiring of miscellaneous equipment and various technical and data-processing installations.
2 1 3 3	Maintenance, use and repair	-	-	p.m.	p.m.		p.m.	This appropriation is intended to cover the costs of maintaining and repairing the technical installations.
2 1 3 4	Electronic office equipment	-	-	p.m.	p.m.		p.m.	This appropriation is intended to cover unforeseen costs associated with electronic office equipment.
	Article 2 1 3	87,947.08	3,829.96	88,800	90,800	1,200	92,000	
	CHAPTER 2 1	577,471.14	320,808.71	542,800	544,800	1,200	546,000	
2 2	MOVABLE PROPERTY ASSOCIATED COSTS							
2 2 1	New and replacement furniture purchases, furniture maintenance							
2 2 1 0	New and replacement purchases, furniture maintenance and repair	2,876.75	805.05	25,650	30,000	- 9,000	21,000	This appropriation is intended to cover Agency requirements for furniture, soft furnishings, kitchen equipment and installations.
	Article 2 2 1	2,876.75	805.05	25,650	30,000	- 9,000	21,000	
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	2,375.76	1,430.75	2,500	3,000	- 1,000	2,000	This appropriation is intended to cover insurance, maintenance, and petrol expenses for the official vehicle and the cost of hiring other means of transport
	Article 2 2 3	2,375.76	1,430.75	2,500	3,000	- 1,000	2,000	
2 2 5	Documentation and library expenditure							
2 2 5 0	Publications and subscriptions	5,000.00	3,607.87	8,000	9,000	- 3,000	6,000	This appropriation is intended to cover the purchase of publications and subscriptions to information services necessary for the work of the Agency. This
	Article 2 2 5	5,000.00	3,607.87	8,000	9,000	- 3,000	6,000	
	CHAPTER 2 2	10,262.51	5,843.67	36,150	42,000	- 13,000	29,000	

Budget Title	Heading	2016		2017	DB2018	Variation	2018	Remarks
		COM	PAY					
2 3	CURRENT ADMINISTRATIVE EXPENDITURE							
2 3 0	Stationery and office supplies							
2 3 0 0	Stationery and office supplies	8,999.99	7,373.81	11,000	15,000	- 4,500	10,500	This appropriation is intended to cover the purchase of stationery and office supplies.
	Article 2 3 0	8,999.99	7,373.81	11,000	15,000	- 4,500	10,500	
2 3 2	Financial charges							
2 3 2 0	Bank charges	538.67	538.67	1,000	1,000	-	1,000	This appropriation is intended to cover bank charges and related cost (such as hiring of a bank safe deposit box, ...), exchange rate losses and other
2 3 2 1	Exchange rate losses	-	-	p.m.	p.m.		p.m.	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
2 3 2 9	Other financial charges	-	-	p.m.	p.m.		p.m.	This appropriation is intended to cover other financial charges
	Article 2 3 2	538.67	538.67	1,000	1,000	-	1,000	
2 3 3	Outsourced services							
2 3 3 0	Legal expenses	14,090.00	7,697.50	10,000	12,000	- 2,000	10,000	This appropriation is intended to cover the Agency's legal expenses.
2 3 3 1	Audit services	16,718.00	-	12,000	25,000	- 3,000	22,000	This appropriation is intended to cover the Agency's expenses on audit services.
2 3 3 2	Other outsourced services	-	-	p.m.	p.m.	25,000	25,000	This appropriation is intended to cover the Agency's expenses on outsourced services other than the ones covered by budget items 2120, 2330 & 2331.
	Article 2 3 3	30,808.00	7,697.50	22,000	37,000	20,000	57,000	
2 3 4	Damages							
2 3 4 0	Damages	-	-	p.m.	p.m.		p.m.	This appropriation is intended to cover damages payable.
	Article 2 3 4	-	-	p.m.	p.m.		p.m.	
2 3 5	Other operating expenditures							
2 3 5 0	Miscellaneous insurance	-	-	p.m.	p.m.		p.m.	This appropriation is intended to cover the special insurance for the Agency's accountant and the imprest account holder.
2 3 5 2	Internal catering expenses	6,263.17	5,574.23	6,500	8,100	- 3,800	4,300	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	-	-	p.m.	p.m.		p.m.	This item is intended to cover the cost of removals within the building.
2 3 5 9	Other expenditure	-	-	p.m.	p.m.		p.m.	This appropriation is intended to cover other operating expenditure not specifically provided for.
	Article 2 3 5	6,263.17	5,574.23	6,500	8,100	- 3,800	4,300	
	CHAPTER 2 3	46,609.83	21,184.21	40,500	61,100	11,700	72,800	
2 4	POSTAGE AND TELECOMMUNICATIONS							
2 4 0	Postage and delivery charges							
2 4 0 0	Postage and delivery charges	4,700.13	2,927.43	10,600	11,000	- 3,000	8,000	This appropriation is intended to cover expenditure on postal and delivery charges, including parcels sent by post.
	Article 2 4 0	4,700.13	2,927.43	10,600	11,000	- 3,000	8,000	
2 4 1	Telecommunications							
2 4 1 0	Telephone, telegraph, telex, radio and television subscriptions and charges	122,472.10	85,707.70	98,000	98,000	- 9,000	89,000	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	122,472.10	85,707.70	98,000	98,000	- 9,000	89,000	
	CHAPTER 2 4	127,172.23	88,635.13	108,600	109,000	- 12,000	97,000	
	TITLE 2	1,373,038.60	956,220.83	1,315,310	1,375,310	0	1,375,310	

Budget Title	Heading	2016		2017	DB2018	Variation	2018	Remarks
		COM	PAY					
3	OPERATIONAL EXPENDITURE							
3 0	PRIORITY AREAS & OPERATIONAL ACTIVITIES							
3 0 1	Priority area 1 - Anticipating Change							
3 0 1 0	Anticipating change and related activities defined in the Annual Work Programme			198,650	320,500	-60,000	260,500	This appropriation is intended to cover all the necessary operational costs (including mission expenses) for the implementation of the Agency's activities related to the priority area "Anticipating change" (activity 1.2. Large-scale foresight).
	Article 3 0 1			198,650	320,500	-60,000	260,500	
3 0 2	Priority area 2 - Facts and figures							
3 0 2 0	Facts & figures and related activities defined in the Annual Work Programme			850,230	2,211,140	60,000	2,271,140	This appropriation is intended to cover all the necessary operational costs (including mission expenses) for the implementation of the Agency's activities related to the priority area "Facts & figures" (activities: 2.1. European Survey of Enterprises on New & Emerging Risks - ESENER, 2.3. OSH overview: Micro and small enterprises, 2.4. OSH overview : Work-related diseases and disabilities, 2.5. OSH overview: Costs and benefits of OSH & 2.7. OSH overview: Musculoskeletal disorders)
	Article 3 0 2			850,230	2,211,140	60,000	2,271,140	
3 0 3	Priority area 3 - Tools for OSH management							
3 0 3 0	Tools for OSH management and related activities defined in the Annual Work Programme			486,250	326,250	26,250	352,500	This appropriation is intended to cover all the necessary operational costs (including mission expenses) for the implementation of the Agency's activities related to the priority area "Tools for OSH management" (activity 3.1. Online interactive Risk Assessment tool - OIRA)
	Article 3 0 3			486,250	326,250	26,250	352,500	
3 0 4	Priority area 4 - Raising awareness and communication							
3 0 4 0	Raising awareness and communication and related activities defined in the Annual Work Programme			5,590,660	4,525,800	-177,750	4,348,050	This appropriation is intended to cover all the necessary operational costs (including mission expenses) for the implementation of the Agency's activities related to the priority area "Raising awareness and communication" (activities: 4.3. Healthy Workplaces Campaign - 2016-17 "Healthy Workplaces for All Ages", 4.5. Healthy Workplaces Campaign - HWC 2018-2019 "Dangerous substances", 4.7. Awareness raising actions and communication & 4.8. Multilingualism)
	Article 3 0 4			5,590,660	4,525,800	-177,750	4,348,050	
3 0 5	Priority area 5 - Networking knowledge							
3 0 5 0	Networking knowledge and related activities defined in the Annual Work Programme			310,750	190,050	32,000	222,050	This appropriation is intended to cover all the necessary operational costs (including mission expenses) for the implementation of the Agency's activities related to the priority area "Networking knowledge" (activity 5.3. Networking knowledge)
	Article 3 0 5			310,750	190,050	32,000	222,050	
3 0 6	Priority area 6 - Networking							
3 0 6 0	Networking and related activities defined in the Annual Work Programme			578,150	519,450	0	519,450	This appropriation is intended to cover all the necessary operational costs (including mission expenses) for the implementation of the Agency's activities related to the priority area "Networking" (activity 6.4. Strategic & operational networking)
	Article 3 0 6			578,150	519,450	0	519,450	
	CHAPTER 3 0			8,014,690	8,093,190	-119,500	7,973,690	
3 1	SUPPORT TO OPERATIONAL ACTIVITIES							
3 1 0	Support to operational activities							
3 1 0 0	Support to operational activities			102,500	104,600	10,500	115,100	This appropriation is intended to cover the costs which do not fall under the priority areas but necessary for the implementation of the Agency's operational activities. It mainly covers transversal costs (including mission expenses) such like costs for corporate management, operational & administrative support.
	Article 3 1 0			102,500	104,600	10,500	115,100	
	CHAPTER 3 1			102,500	104,600	10,500	115,100	

Budget Title	Heading	2016		2017	DB2018	Variation	2018	Remarks
		COM	PAY					
3 2	COMMUNICATION, CAMPAIGNING AND PROMOTION							
3 2 0	Communication, Campaigning And Promotion							
3 2 0 3	Communication, Campaigning and Promotion	3,899,686.96	2,962,002.20	-	-			- This appropriation covers communication, campaigning and promotion actions which will contribute to the implementation of the Annual Management Plan. They include: the development, hosting, monitoring and promotion of websites and electronic communication platforms; editing and publishing; development of audio-visual and multimedia content and social media; development of communication partnerships; awareness raising, marketing and market research; monitoring and evaluation; the production and distribution of campaign material and websites as well as the organisation and management of conferences, seminars, exhibitions, public events, promotional actions, good practice award schemes, competitions, other campaigning actions and evaluations; the provision of services and products to the Agency's network of Focal Points to ensure the effective dissemination of Agency information and campaign messages at Member State level; promotion actions related to Agency information products and services including media relations and monitoring; corporate communications and public affairs; distribution; diffusion and promotion of the Online interactive Risk Assessment tool (OIRA); information and awareness raising products and actions including participation in the Napo consortium; public events, conferences, seminars, exhibitions, campaigns etc.; as well as contributions to similar actions organised by third parties that contribute to the implementation and development of the Annual Management Plan.
3 2 0 9	Mission expenses, duty travel expenses and other ancillary expenditure	55,500.00	41,426.05	-	-			- This appropriation is intended to cover expenditure on transport, the payment of daily mission allowances and the ancillary or exceptional expenses incurred
	Article 3 2 0	3,955,186.96	3,003,428.25	-	-			
	CHAPTER 3 2	3,955,186.96	3,003,428.25	-	-			
3 3	NETWORKING AND COORDINATION							
3 3 0	Networking and Coordination							
3 3 0 0	Networking and Coordination	438,838.64	149,813.70	-	-			- This appropriation is intended to cover some of the operating expenses of activities in the priority area of Networking and Corporate Communication, Area 6 in the Annual Management Plan, and Corporate Management. These actions are particularly 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 Management & Control and Programming and Evaluation 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 Corporate
3 3 0 2	Representation expenses	625.93	625.93	-	-			- This appropriation is intended to cover entertainment and representation expenses.
3 3 0 4	Translation of studies, reports and working documents	790,015.00	552,443.20	-	-			- 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	116,000.00	83,901.25	-	-			- This appropriation is intended to cover missions of staff in the Network Secretariat and administrative support
	Article 3 3 0	1,345,479.57	786,784.08	-	-			
	CHAPTER 3 3	1,345,479.57	786,784.08	-	-			
3 4	PREVENTION AND RESEARCH							
3 4 0	PREVENTION AND RESEARCH							
3 4 0 0	Prevention and Research information	2,390,230.73	549,342.39	-	-			- This appropriation covers the operating expenses of activities proposed in the AWP under Priority Areas 1 to 6. They include tasks regarding: the development of foresight-related projects; the dissemination and analysis of data from the ESENER survey; development of the OSH Overview on micro and small enterprises; initiation of OSH Overviews on work related diseases and on the estimation of the costs to society of work-related accidents and illnesses; further work the further development of the Online interactive risk assessment (OIRA) tool and development of a knowledge-base on other 'e-tools'; the provision of good practice solutions for use at workplace level in the context of the Healthy Workplace Campaigns; the promotion and consolidation of the OSHwiki; analysis and dissemination of OSH information through the organisation of workshops, seminars, meetings, use of 'social media' and other activities amongst its stakeholders; activities to support initiatives taken by the European Commission; and further activities to foster the co-ordination of research and research management at EU level, and identify shared OSH research priorities. 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 the above activities.
3 4 0 9	Mission expenses, duty travel expenses and other ancillary expenditure for "Prevention and research Unit".	109,000.00	89,726.22	-	-			- 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 Prevention and Research Unit, in accordance with the provisions of the Staff Regulations applicable to officials of the European Communities.
	Article 3 4 0	2,499,230.73	639,068.61	-	-			
	CHAPTER 3 4	2,499,230.73	639,068.61	-	-			
	TITLE 3	7,799,897.26	4,429,280.94	8,117,190	8,197,790	-109,000	8,088,790	

Budget Title	Heading	2016		2017	DB2018	Variation	2018	Remarks
		COM	PAY					
SPECIAL PROJECTS FUNDED BY SPECIFIC OTHER SUBSIDY								
4 1	IPA II 2016 PROGRAMME							
4 1 0	IPA II 2016 programme (earmarked)						p.m.	This appropriation is intended to put in place preparatory measures for the participation of the Western Balkans and Turkey in the network and activities of EU-OSHA. This includes development of a national tripartite focal point network, good practices exchange with European Member states, support for trainings and awareness-raising initiatives. The maximum funding for IPA II 2016 is € 290,000 for the period 2017-2019.
CHAPTER 4 7		-	-	0	0		p.m.	
4 7	HEALTH AND SAFETY AT WORK OF OLDER WORKERS							
4 7 0	Health and Safety at Work of Older Workers (earmarked)	841,695.88	793,478.20	147,817		p.m.		- This article includes the measures on identification, exchange and sharing of good practices on the occupational safety and health and older workers implementing the delegation agreement between the European Union and EU-OSHA (Pilot project - Health and Safety at Work of Older Workers). As earmarked expenditure, the available appropriations for the Pilot Project "Older Workers" in YEAR N is equal to the result of the respective carry-over/carry-forward of appropriations of YEAR N-1 to YEAR N + installment(s) to receive in YEAR N (if any). The maximum funding for the pilot project "Older Workers" is € 2,000,000 for 2012-2016.
CHAPTER 4 7		841,695.88	793,478.20	147,817		p.m.		-
4 8	ENPI - PREPARATORY MEASURES FOR THE COLLABORATION OF EUROPEAN NEIGHBOURHOOD & PARTNERSHIP COUNTRIES							
4 8 0	ENPI - Preparatory measures for the collaboration of ENP countries with EU-OSHA (earmarked)	69,525.67	67,022.91	71,036		p.m.		- The appropriation of this article is intended to cover the preparatory measures for a collaboration in occupational safety and health between EU-OSHA and the European Neighbourhood and Partnership Instrument countries. As earmarked expenditure, the available appropriations for the programme ENPI in YEAR N is equal to the result of the respective carry-over/carry-forward of appropriations of YEAR N-1 to YEAR N + installment(s) to receive in YEAR N (if any). The maximum funding for ENPI is € 373,424 for 2014-2016.
CHAPTER 4 8		69,525.67	67,022.91	71,036		p.m.		-
4 9	NEW IPA II PROGRAMME							
4 9 0	New IPA II programme (earmarked)	215,984.84	110,144.78	299,855		p.m.		p.m. This appropriation is intended to put in place preparatory measures for the participation of the Western Balkans and Turkey in the network and activities of EU-OSHA. This includes integrating beneficiary countries into actions such as the development of a national tripartite focal point network, participation in expert events, and campaigning and awareness-raising activities. As earmarked expenditure, the available appropriations for the programme NEW IPA II in YEAR N is equal to the result of the respective carry-over/carry-forward of appropriations of YEAR N-1 to YEAR N + installment(s) to receive in YEAR N (if any). The maximum funding for NEW IPA II is € 410,000 for 2015-2017.
CHAPTER 4 9		215,984.84	110,144.78	299,855		p.m.		p.m.
TITLE 4		1,127,206.39	970,645.89	518,708		p.m.		p.m.
5	RESERVE							
5 0	RESERVE FOR ADMINISTRATIVE EXPENDITURE	-	-	p.m.	p.m.			p.m.
5 1	RESERVE FOR OPERATIONAL EXPENDITURE	-	-	p.m.	p.m.			p.m.
TITLE 5		-	-	p.m.	p.m.			p.m.
GRAND TOTAL		15,744,420.22	11,650,297.21	15,656,308	15,500,700	-15,000		15,485,700

5. ESTABLISHMENT PLAN 2018 FOR THE AGENCY

<i>TEMPORARY AGENTS</i>							
Category & grade	2016		2017 Authorised EU Budget	DB 2018	Variation	2018 Authorised EU Budget	
	Actually filled at 31.12.2016	Authorised EU Budget					
AD16							
AD15							
AD14	1	1	1	2	-	2	
AD13	2	1	2	1	-	1	Occupation above EP authorised by GB decision 2016/39
AD12	1	2	2	2	-	2	
AD11	1	1	1	1	-	1	
AD10	2	3	3	3	-	3	
AD9	1	1	3	3	-	3	
AD8	7	7	5	7	-	7	
AD7	5	5	7	5	-	5	
AD6	3	3			-		
AD5							
Total grade AD	23	24	24	24	-	24	
AST11							
AST10							
AST9	1	1	1	1	-	1	
AST8					-		
AST7	-	1		1	-	1	
AST6	2	3	3	3	-	3	
AST5	8	4	6	7	-	7	Occupation above EP authorised by GB decision 2016/39
AST4	2	4	2	1	-	1	
AST3	2	3	4	3	-	3	
AST2	1	1			-		
AST1							
Total grade AST	16	17	16	16	-	16	
AST/SC 6							
AST/SC 5							
AST/SC 4							
AST/SC 3							
AST/SC 2							
AST/SC 1							
AST/SC total					-		
GRAND TOTAL	39	41	40	40	-	40	

**6. ESTIMATE OF NUMBER OF CONTRACT AGENTS, LOCAL STAFF
(EXPRESSED IN FULL-TIME EQUIVALENT)
AND SECONDED NATIONAL EXPERTS IN 2018**

<i>CONTRACT AGENTS*, LOCAL STAFF & SECONDED NATIONAL EXPERTS</i>						
Function group & grade	31.12.2016	2017	DB2018	Variation	2018	Remarks
FG IV	2	2	2		2	
FG III	13	12	14	-1	13	
FG II	9	10	10		10	
FG I	-	-	-		-	
Total CA	24	24	26	-1	25	
LS	1	1	-		-	
Total Local Staff	1	1	-		-	
SNE	-	-	-		-	
Total SNE	-	-	-		-	
GRAND TOTAL	25	25	26	-1	25	

* One Contract Agent FG IV is financed by ENPI funds (2014-2016) and is not part of the estimate.

* One Contract Agent FG IV is financed by NEW IPA II funds (2016-2017) and is not part of the estimate.

* One Contract Agent FG IV is financed by IPA II 2016 PROGRAMME funds (2017-2019) and is not part of the estimate.