

**BUDGET & ESTABLISHMENT PLAN FOR 2022**

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

**December 2022**

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## 1. GENERAL INTRODUCTION

### 1.1. Legal basis

Regulation (EU) 2019/126 of the European Parliament and the Council of 16 January 2019 establishing the European Agency for Safety and Health at Work (EU-OSHA)

Financial Regulation of 27 September 2019 of the European Agency for Safety and Health at Work

Multiannual Financial Framework 2021-2027 approved by the European Parliament

Joint Committee Decision 160/2009 amending Protocols 31 & 32 to the EEA Agreement

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

Commission Implementing Decision [C(2016) 4893] of 20 July 2016 adopting a Multi-country Action Programme for the year 2016

Commission Implementing Decision [C(2018) 5074] of 31 July 2018 adopting a Multi-country Action Programme for the year 2018

## 2. JUSTIFICATION OF MAIN HEADINGS

Budget 2020 includes the expenditure committed and paid in the year (article 37 of Agency's Financial Regulation)

Budget 2021 includes commitment/payment appropriations and Agency's establishment as adopted by the Management Board the 14 December 2020 by written procedure.

Budget 2022 includes commitment/payment appropriations and Agency's establishment plan requested for 2022.

### 2.1. Revenue 2022

The estimated sources of revenue for 2022 are :

- a subsidy from the European Union of **€ 15,912,000** which consists in :
  - **€ 15,659,825**: main contribution from the European Union to be voted by the Budget Authority;
  - **€ 252,175** : budget outturn 2020 to be returned to the European Commission in 2021;
- **€ 393,000** of EEA-EFTA funds which are 2,51% applied to the main subsidy from the European Union;
- a total of **€ 100,100** from Spanish and local authorities.

Revenue for the IPA II 2016 PROGRAMME (€ 290,000 for the period 2017-2019 and cashed in 2017) carries the token entry "p.m.".

Revenue for the IPA II 2018 PROGRAMME (€ 399,584 for the period 2019-2022 and cashed in 2019) carries the token entry "p.m.".

The total estimated revenue in 2022 is therefore **€ 16,405,100**

## **2.2. Expenditure 2022**

### **Title 1 - Staff**

Total expenditure under Title 1 is proposed at **€ 7,396,700**.

The calculation for Title 1 is based on the assumption that the **40 Temporary Agents posts** proposed in the establishment plan for 2022 will be filled during the year.

The calculation for Title 1 is also based on the assumption that **25 Full Time Equivalent** for **Contract Agents** will be employed in the year 2022.

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

Total expenditure under Title 2 is proposed at **€ 1,555,300**

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

Total expenditure under Title 3 is proposed at **€ 7,453,100**.

Operational expenditure is related to the implementation of the Annual Work Programme 2022.

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

Total expenditure line 4100 for the special project IPA II 2016 Programme carries the token entry "p.m." as the expenditure 2022 might be the result of the carry-over/carry-forward of 2021 appropriations.

Total expenditure line 4200 for the special project IPA II 2018 Programme carries the token entry "p.m." as the expenditure 2022 might be the result of the carry-over/carry-forward of 2021 appropriations.

### **Title 5 - Reserve**

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

The total expenditure in 2022 is therefore **€ 16,405,100**

### 3. STATEMENT OF REVENUE

Budget Title	Heading	2020		2021	DB2022	+/-	2022	Remarks
		Recorded	Cashed					
<b>1 0</b>	<b>EUROPEAN UNION SUBSIDY</b>							
<b>1 0 0</b>	<b>European Union subsidy</b>	15,072,301.00	15,072,301.00	15,346,768	15,647,700	12,125	15,659,825	Regulation (EU) 2019/126 of the European Parliament and the Council of 16 January 2019 establishing the European Agency for Safety and Health at Work (EU-OSHA), and repealing Council Regulation (EC) No 2062/94. Pursuant to article 13, paragraph 3, of this regulation, a contribution from the Union is entered in the general budget of the Union.
<b>1 0 1</b>	<b>Other revenue from European Union subsidy</b>	71,928.00	71,928.00	253,232	252,300	-125	252,175	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.
<b>1 0 2</b>	<b>EEA-EFTA Contribution</b>	369,271.00	369,271.00	414,000	422,500	-29,500	393,000	Subsidy from the EFTA countries within the framework of the EEA Agreement & the Joint Committee Decision 160/2009 amending Protocols 31 & 32 to the EEA Agreement. This subsidy represents a fixed percentage of the annual European Community subsidy.
	<b>CHAPTER 1 0</b>	<b>15,513,500.00</b>	<b>15,513,500.00</b>	<b>16,014,000</b>	<b>16,322,500</b>	<b>-17,500</b>	<b>16,305,000</b>	
	<b>TITLE 1</b>	<b>15,513,500.00</b>	<b>15,513,500.00</b>	<b>16,014,000</b>	<b>16,322,500</b>	<b>-17,500</b>	<b>16,305,000</b>	
<b>2 0</b>	<b>OTHER SUBSIDIES</b>							
<b>2 0 0</b>	<b>Grant from the Basque Regional Government</b>	40,000.00	40,000.00	40,000	40,000		40,000	This grant is meant to finance current expenditure.
<b>2 0 1</b>	<b>Grant from the County of Bizkaia</b>	-	-	p.m.	p.m.		p.m.	This grant is meant to finance current expenditure.
<b>2 0 2</b>	<b>Grant from the Spanish Government</b>	60,100.00	60,100.00	60,100	60,100		60,100	This grant is meant to finance current expenditure.
<b>2 0 3</b>	<b>Other grants</b>	-	-	p.m.	p.m.		p.m.	Revenue from other grants.
	<b>CHAPTER 2 0</b>	<b>100,100.00</b>	<b>100,100.00</b>	<b>100,100</b>	<b>100,100</b>		<b>100,100</b>	
<b>2 2</b>	<b>OTHER SUBSIDY FOR SPECIFIC PROJECTS</b>							
<b>2 2 4</b>	<b>Subsidy from the European Commission - DG NEAR for IPA II 2016 PROGRAMME (earmarked)</b>	-	-	p.m.	p.m.		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.
<b>2 2 5</b>	<b>Contribution agreement European Commission - DG NEAR for IPA II 2018 PROGRAMME (earmarked)</b>	-	-	p.m.	p.m.		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(2018)5074] constituting the basis for the support of EU specialised Agencies activities in the IPA region. The total amount is € 399,584 for the period 2019-2022.
	<b>CHAPTER 2 2</b>	<b>-</b>	<b>-</b>	<b>p.m.</b>	<b>p.m.</b>		<b>p.m.</b>	
	<b>TITLE 2</b>	<b>100,100.00</b>	<b>100,100.00</b>	<b>100,100</b>	<b>100,100</b>		<b>100,100</b>	
<b>5 0</b>	<b>PROCEEDS FROM THE SALE OF MOVABLE AND IMMOVABLE PROPERTY</b>							
<b>5 0 0</b>	<b>Proceeds from the sale of movable and immovable property</b>	4,545.00	4,545.00	p.m.	p.m.		p.m.	Proceeds from the sale of movable and immovable property.
	<b>CHAPTER 5 0</b>	<b>4,545.00</b>	<b>4,545.00</b>	<b>p.m.</b>	<b>p.m.</b>		<b>p.m.</b>	
<b>5 2</b>	<b>REVENUE FROM INVESTMENTS OR LOANS, BANK INTEREST AND</b>							
<b>5 2 0</b>	<b>Revenue from investments or loans, bank interest and other items</b>	45.46	45.46	p.m.	p.m.		p.m.	Revenue from investments or loans, bank interest and other items.
	<b>CHAPTER 5 2</b>	<b>45.46</b>	<b>45.46</b>	<b>p.m.</b>	<b>p.m.</b>		<b>p.m.</b>	
<b>5 4</b>	<b>MISCELLANEOUS REVENUE</b>							
<b>5 4 0</b>	<b>Miscellaneous revenue</b>	213,384.85	292.57	p.m.	p.m.		p.m.	Miscellaneous revenue
	<b>CHAPTER 5 4</b>	<b>213,384.85</b>	<b>292.57</b>	<b>p.m.</b>	<b>p.m.</b>		<b>p.m.</b>	
<b>5 9</b>	<b>OTHER REVENUE FROM ADMINISTRATIVE OPERATIONS</b>							
<b>5 9 0</b>	<b>Other revenue from administrative operations</b>	261.44	261.44	p.m.	p.m.		p.m.	Other revenue from administrative operations.
	<b>CHAPTER 5 9</b>	<b>261.44</b>	<b>261.44</b>	<b>p.m.</b>	<b>p.m.</b>		<b>p.m.</b>	
	<b>TITLE 5</b>	<b>218,236.75</b>	<b>5,144.47</b>	<b>p.m.</b>	<b>p.m.</b>		<b>p.m.</b>	
<b>6 0</b>	<b>REVENUE FROM SERVICES RENDERED AGAINST PAYMENT</b>							
<b>6 0 0</b>	<b>Revenue from services rendered against payment</b>	-	-	p.m.	p.m.		p.m.	Revenue from services rendered against payment
<b>6 0 1</b>	<b>Revenue from co-financing agreements</b>	-	-	p.m.	p.m.		p.m.	Revenue from co-financing agreements
<b>6 0 2</b>	<b>Revenue from sale of publications</b>	-	-	p.m.	p.m.		p.m.	Revenue from sale of publications
<b>6 0 3</b>	<b>Proceeds from the letting and hiring of immovable property</b>	-	-	p.m.	p.m.		p.m.	Proceeds from the letting and hiring of immovable property
	<b>CHAPTER 6 0</b>	<b>-</b>	<b>-</b>	<b>p.m.</b>	<b>p.m.</b>		<b>p.m.</b>	
	<b>TITLE 6</b>	<b>-</b>	<b>-</b>	<b>p.m.</b>	<b>p.m.</b>		<b>p.m.</b>	
	<b>GRAND TOTAL</b>	<b>15,831,836.75</b>	<b>15,618,744.47</b>	<b>16,114,100</b>	<b>16,422,600</b>	<b>-17,500</b>	<b>16,405,100</b>	

#### 4. STATEMENT OF EXPENDITURE

Budget Title	Heading	2020		2021	DB2022	+/-	2022	Remarks
		COM	PAY					
1	STAFF	6,765,154.91	6,317,482.61	7,094,000	7,250,000	146,700	7,396,700	Total funding for covering personnel costs.
2	BUILDINGS, EQUIPMENT AND MISCELLANEOUS OPERATING	1,563,296.13	954,013.33	1,540,200	1,555,300		1,555,300	Total funding for covering general administrative costs.
3	OPERATIONAL EXPENDITURE	7,215,420.79	2,708,283.74	7,479,900	7,617,300	-164,200	7,453,100	Total funding for operational expenditures.
4	EXPENDITURE FOR IMPLEMENTING SPECIAL PROJECTS FUNDED BY	92,671.41	86,265.83	p.m.	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	15,636,543.24	10,066,045.51	16,114,100	16,422,600	-17,500	16,405,100	

Budget Title	Heading	2020		2021	DB2022	+/-	2022	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	3,291,344.61	3,291,344.61	3,450,000	3,620,000	-5,000	3,615,000	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	537,560.65	537,560.65	562,000	565,000	-43,000	522,000	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 staff.
1 1 0 2	Expatriation and foreign-residence allowances	483,321.22	483,321.22	512,000	515,000	-20,000	495,000	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	4,515.21	4,515.21	5,000	5,000	-3,100	1,900	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	4,316,741.69	4,316,741.69	4,529,000	4,705,000	-71,100	4,633,900	
1 1 1	Other staff							
1 1 1 2	Local staff	-	-	p.m.	p.m.		p.m.	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	1,347,101.09	1,347,101.09	1,613,525	1,625,000	175,000	1,800,000	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	1,347,101.09	1,347,101.09	1,613,525	1,625,000	175,000	1,800,000	
1 1 2	Professional training of staff							
1 1 2 0	Professional training of staff	314,329.24	55,245.43	120,000	120,000	20,000	140,000	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	314,329.24	55,245.43	120,000	120,000	20,000	140,000	
1 1 3	Employer's social security contributions							
1 1 3 0	Insurance against sickness	164,463.95	164,463.95	170,000	170,000	3,000	173,000	Staff Regulations of Officials of the European Union, and in particular Article 72, and Articles 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	18,427.98	18,427.98	21,000	21,000	-1,000	20,000	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	62,421.79	62,421.79	65,000	66,000		66,000	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	245,313.72	245,313.72	256,000	257,000	2,000	259,000	

Budget Title	Heading	2020		2021	DB2022	+/-	2022	Remarks
		COM	PAY					
<b>1 1 4</b>	<b>Miscellaneous allowances and grants</b>							
1 1 4 0	Childbirth and death allowances and grants	-	-	p.m.	p.m.		p.m.	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	59,094.17	59,094.17	63,000	64,000	-8,000	56,000	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. This appropriation is intended to cover the flat-rate travel expenses for relevant staff (TA), 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 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	59,094.17	59,094.17	63,000	64,000	-8,000	56,000	
<b>1 1 5</b>	<b>Overtime</b>	-	-	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 or
	Article 1 1 5	-	-	p.m.	p.m.		p.m.	
<b>1 1 7</b>	<b>Supplementary services</b>							
1 1 7 5	Interim Services	212,833.30	61,540.40	100,000	100,000	50,000	150,000	This appropriation is intended to cover use of interim services. 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	Inter-institutional support	126,557.36	121,788.84	159,250	159,250	-250	159,000	This appropriation is intended to cover the fees charged by European Institutions for the services provided (other than by budget items 1178 and 1410) in line with the provisions of ad hoc Service Level Agreement(s).
1 1 7 8	Inter-agencies secretariat	1,840.42	1,840.42	2,500	2,750	-950	1,800	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	341,231.08	185,169.66	261,750	262,000	48,800	310,800	
<b>1 1 8</b>	<b>Miscellaneous expenditure on staff recruitment and transfer</b>							
1 1 8 0	Miscellaneous expenditure on staff recruitment	11,000.00	3,130.80	23,500	15,000		15,000	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	-	-	2,000	2,000	-2,000	-	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	7,369.90	7,369.90	32,000	15,000	-15,000	-	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	6,710.00	6,710.00	25,000	15,000	-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	-	-	18,225	20,000	-20,000	-	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	25,079.90	17,210.70	100,725	67,000	-52,000	15,000	
<b>1 1 9</b>	<b>Salary weightings - Adjustments to remuneration</b>							
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.	
	<b>CHAPTER 1 1</b>	<b>6,648,890.89</b>	<b>6,225,876.46</b>	<b>6,944,000</b>	<b>7,100,000</b>	<b>114,700</b>	<b>7,214,700</b>	

Budget Title	Heading	2020		2021	DB2022	+/-	2022	Remarks
		COM	PAY					
<b>1 4</b>	<b>SOCIOMEDICAL INFRASTRUCTURE</b>							
<b>1 4 1</b>	<b>Medical service</b>							
1 4 1 0	Medical services	16,429.00	3,519.81	20,500	20,500	1,500	22,000	This appropriation is intended to cover all expenditure relating to the medical service, medicines, 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 0	Other welfare expenditure	2,000.00	1,189.78	6,500	6,500		6,500	This appropriation is intended to cover expenditure by the Agency on the social welfare activities of its staff and other related costs
	<b>CHAPTER 1 4</b>	<b>18,429.00</b>	<b>4,709.59</b>	<b>27,000</b>	<b>27,000</b>	<b>1,500</b>	<b>28,500</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	62,835.02	62,835.02	93,000	93,000	30,500	123,500	This appropriation is intended to cover expenditure relating to trainees.
	Article 1 5 2	62,835.02	62,835.02	93,000	93,000	30,500	123,500	
	<b>CHAPTER 1 5</b>	<b>62,835.02</b>	<b>62,835.02</b>	<b>93,000</b>	<b>93,000</b>	<b>30,500</b>	<b>123,500</b>	
<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 official who find themselves in difficult circumstances.
<b>1 6 2</b>	<b>Other social expenditure</b>	35,000.00	24,061.54	30,000	30,000		30,000	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>35,000.00</b>	<b>24,061.54</b>	<b>30,000</b>	<b>30,000</b>		<b>30,000</b>	
<b>1 8</b>	<b>REGULARIZATION OF ACCUMULATED LOSSES</b>							
<b>1 8 0</b>	<b>Regularization of accumulated losses</b>	-	-	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 with article 16.2 of the Agency's Financial Regulations.
	<b>CHAPTER 1 8</b>	<b>-</b>	<b>-</b>	<b>p.m.</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.	This appropriation is intended to cover pensions and severance grants.
	<b>CHAPTER 1 9</b>	<b>-</b>	<b>-</b>	<b>p.m.</b>	<b>p.m.</b>		<b>p.m.</b>	
	<b>TITLE 1</b>	<b>6,765,154.91</b>	<b>6,317,482.61</b>	<b>7,094,000</b>	<b>7,250,000</b>	<b>146,700</b>	<b>7,396,700</b>	



Budget Title	Heading	2020		2021	DB2022	+/-	2022	Remarks
		COM	PAY					
<b>2</b>	<b>BUILDINGS, EQUIPMENT AND MISCELLANEOUS OPERATING</b>							
<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	342,567.82	330,792.45	352,000	354,000	-12,000	342,000	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	6,338.72	6,338.72	7,700	7,700	-700	7,000	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	78,783.16	76,755.84	86,000	87,000	-5,000	82,000	This appropriation is intended to cover current expenditure and other communal charges related to the Agency's premises.
<b>2 0 3</b>	<b>Cleaning and maintenance</b>							
2 0 3 0	Cleaning and maintenance	76,884.02	11,967.80	75,500	76,600	11,400	88,000	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	14,928.48	658.12	16,000	16,000	-500	15,500	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	73,459.69	63,513.62	95,000	96,000	4,000	100,000	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	-	-	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 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>592,961.89</b>	<b>490,026.55</b>	<b>632,200</b>	<b>637,300</b>	<b>-2,800</b>	<b>634,500</b>	
<b>2 1 0</b>	<b>I.T. operating expenditure</b>							
2 1 0 0	I.T. operating expenditure	253,587.46	239,712.13	295,000	295,000	6,800	301,800	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	253,587.46	239,712.13	295,000	295,000	6,800	301,800	
<b>2 1 2</b>	<b>Services provided by I.T. staff</b>							
2 1 2 0	Services provided by I.T. external providers, consultancy & other operating staff	375,261.68	134,211.59	340,000	345,000	8,000	353,000	This appropriation is intended to cover expenditure on external operating staff (help-desk, operators, administrators, system engineers, etc.).
	Article 2 1 2	375,261.68	134,211.59	340,000	345,000	8,000	353,000	
<b>2 1 3</b>	<b>Technical installations and electronic office equipment</b>							
2 1 3 0	New and replacement purchases	156,431.78	31,744.82	90,000	90,000	0	90,000	This appropriation is intended to cover the purchase and installation of technical and data-processing equipment. The purchase of replacement equipment and installations under this item is conditional upon the discarding, in accordance with established procedure, of the technical and data-processing equipment and installations to be replaced.
2 1 3 2	Hire	-	-	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	156,431.78	31,744.82	90,000	90,000	0	90,000	
	<b>CHAPTER 2 1</b>	<b>785,280.92</b>	<b>405,668.54</b>	<b>725,000</b>	<b>730,000</b>	<b>14,800</b>	<b>744,800</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</b>							
2 2 1 0	New and replacement purchases, furniture maintenance and repair	1,500.00	287.01	25,000	25,000	-300	24,700	This appropriation is intended to cover Agency requirements for furniture, soft furnishings, kitchen equipment and installations.
	Article 2 2 1	1,500.00	287.01	25,000	25,000	-300	24,700	
<b>2 2 3</b>	<b>Office vehicle</b>							
2 2 3 1	Purchase of vehicle	1,083.28	1,083.28	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	-	-	2,000	p.m.	300	300	This appropriation is intended to cover insurance, maintenance, and petrol expenses for the official vehicle and the cost of hiring other means of transport (taxi, bus, car hire).
	Article 2 2 3	1,083.28	1,083.28	2,000	p.m.	300	300	
<b>2 2 5</b>	<b>Documentation and library expenditure</b>							
2 2 5 0	Publications and subscriptions	9,928.00	6,629.42	10,000	10,000		10,000	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, data bases, special library equipment, bindings and other expenditure necessary for the preservation of books and periodicals. As from 2011, this budgetary item corresponds to the merge of former 2250 & 2251.
	Article 2 2 5	9,928.00	6,629.42	10,000	10,000		10,000	
	<b>CHAPTER 2 2</b>	<b>12,511.28</b>	<b>7,999.71</b>	<b>37,000</b>	<b>35,000</b>	<b>0</b>	<b>35,000</b>	

Budget Title	Heading	2020		2021	DB2022	+/-	2022	Remarks
		COM	PAY					
<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	11,258.82	2,258.82	12,000	12,000	-5,000	7,000	This appropriation is intended to cover the purchase of stationery and office supplies.
	Article 2 3 0	11,258.82	2,258.82	12,000	12,000	-5,000	7,000	
<b>2 3 2</b>	<b>Financial charges</b>							
2 3 2 0	Bank charges	472.68	472.68	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 financial
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 offset
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	472.68	472.68	1,000	1,000		1,000	
<b>2 3 3</b>	<b>Outsourced services</b>							
2 3 3 0	Legal expenses	8,800.00	-	10,000	10,000		10,000	This appropriation is intended to cover the Agency's legal expenses.
2 3 3 1	Audit services	16,065.00	-	14,000	20,000		20,000	This appropriation is intended to cover the Agency's expenses on audit services.
2 3 3 2	Other outsourced services	23,007.60	-	25,000	25,500	2,500	28,000	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	47,872.60	-	49,000	55,500	2,500	58,000	
<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.	
<b>2 3 5</b>	<b>Other operating expenditures</b>							
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	99.52	99.52	2,000	2,000		2,000	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	99.52	99.52	2,000	2,000	0	2,000	
	<b>CHAPTER 2 3</b>	<b>59,703.62</b>	<b>2,831.02</b>	<b>64,000</b>	<b>70,500</b>	<b>-2,500</b>	<b>68,000</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	3,825.57	2,815.34	7,000	7,500	-1,500	6,000	This appropriation is intended to cover expenditure on postal and delivery charges, including parcels sent by post.
	Article 2 4 0	3,825.57	2,815.34	7,000	7,500	-1,500	6,000	
<b>2 4 1</b>	<b>Telecommunications</b>							
2 4 1 0	Telephone, telegraph, telex, radio and television subscriptions and charges	109,012.85	44,672.17	75,000	75,000	-8,000	67,000	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	109,012.85	44,672.17	75,000	75,000	-8,000	67,000	
	<b>CHAPTER 2 4</b>	<b>112,838.42</b>	<b>47,487.51</b>	<b>82,000</b>	<b>82,500</b>	<b>-9,500</b>	<b>73,000</b>	
	<b>TITLE 2</b>	<b>1,563,296.13</b>	<b>954,013.33</b>	<b>1,540,200</b>	<b>1,555,300</b>	<b>0</b>	<b>1,555,300</b>	

Budget Title	Heading	2020		2021	DB2022	+/-	2022	Remarks
		COM	PAY					
<b>3</b>	<b>OPERATIONAL EXPENDITURE</b>							
<b>3 0</b>	<b>PRIORITY AREAS &amp; OPERATIONAL ACTIVITIES</b>							
<b>3 0 1</b>	<b>Priority area 1 - Anticipating Change</b>							
3 0 1 0	Anticipating change and related activities defined in the Annual Work Programme	65,119.26	32,344.26	236,600	200,000	-26,000	174,000	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 1.3. Anticipating future challenges to OSH).
	Article 3 0 1	65,119.26	32,344.26	236,600	200,000	-26,000	174,000	
<b>3 0 2</b>	<b>Priority area 2 - Facts and figures</b>							
3 0 2 0	Facts & figures and related activities defined in the Annual Work Programme	2,418,935.52	257,534.08	2,253,500	2,464,300	-167,645	2,296,655	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, 2.8. Worker exposure survey, 2.9. EU OSH Information System, 2.10. OSH overview: Digitalisation, 2.11. OSH overview: Supporting compliance, 2.12. OSH overview: Psycho-social risks and mental health at work & OSH overview: 2.13 OSH overview: Healthcare)
	Article 3 0 2	2,418,935.52	257,534.08	2,253,500	2,464,300	-167,645	2,296,655	
<b>3 0 3</b>	<b>Priority area 3 - Tools for OSH management</b>							
3 0 3 0	Tools for OSH management and related activities defined in the Annual Work Programme	333,860.85	122,030.30	358,600	315,000	-10,100	304,900	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	333,860.85	122,030.30	358,600	315,000	-10,100	304,900	
<b>3 0 4</b>	<b>Priority area 4 - Raising awareness and communication</b>							
3 0 4 0	Raising awareness and communication and related activities defined in the Annual Work Programme	4,134,216.88	2,177,380.74	3,626,600	3,820,000	146,045	3,966,045	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" (4.6. 2020-2022 "Work-related musculoskeletal disorders", 4.7. Awareness raising and communication, 4.8. Multilingualism, 4.9. HWC 2023-2024/2025: OSH and Digitalisation & 4.10. HWC 2025/6-2027/8)
	Article 3 0 4	4,134,216.88	2,177,380.74	3,626,600	3,820,000	146,045	3,966,045	
<b>3 0 5</b>	<b>Priority area 5 - Networking knowledge</b>							
3 0 5 0	Networking knowledge and related activities defined in the Annual Work Programme	150,410.99	34,567.07	523,200	251,100	-30,300	220,800	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 actions " (activity 5.3. Networking knowledge)
	Article 3 0 5	150,410.99	34,567.07	523,200	251,100	-30,300	220,800	
<b>3 0 6</b>	<b>Priority area 6 - Networking</b>							
3 0 6 0	Networking and related activities defined in the Annual Work Programme	53,361.78	24,911.78	405,800	447,200	-34,000	413,200	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	53,361.78	24,911.78	405,800	447,200	-34,000	413,200	
	<b>CHAPTER 3 0</b>	<b>7,155,905.28</b>	<b>2,648,768.23</b>	<b>7,404,300</b>	<b>7,497,600</b>	<b>-122,000</b>	<b>7,375,600</b>	
<b>3 1</b>	<b>SUPPORT TO OPERATIONAL ACTIVITIES</b>							
<b>3 1 0</b>	<b>Support to operational activities</b>							
3 1 0 0	Support to operational activities	59,515.51	59,515.51	75,600	119,700	-42,200	77,500	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	59,515.51	59,515.51	75,600	119,700	-42,200	77,500	
	<b>CHAPTER 3 1</b>	<b>59,515.51</b>	<b>59,515.51</b>	<b>75,600</b>	<b>119,700</b>	<b>-42,200</b>	<b>77,500</b>	
	<b>TITLE 3</b>	<b>7,215,421</b>	<b>2,708,284</b>	<b>7,479,900</b>	<b>7,617,300</b>	<b>-164,200</b>	<b>7,453,100</b>	

Budget Title	Heading	2020		2021	DB2022	+/-	2022	Remarks
		COM	PAY					
SPECIAL PROJECTS FUNDED BY SPECIFIC OTHER SUBSIDY								
4 1	IPA II 2016 PROGRAMME							
4 1 0	IPA II 2016 programme (earmarked)	7,319.63	7,319.63	p.m.	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 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 1	7,319.63	7,319.63	p.m.	p.m.		p.m.	
4 2	IPA II 2018 PROGRAMME							
4 2 0	IPA II 2018 programme (earmarked)	85,351.78	78,946.20	p.m.	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 the integration of the beneficiary countries into EU OSHA activities and networks through participation in events, translation of materials, and implementation of awareness-raising events and training. The maximum funding for IPA II 2018 is € 399,584 for the period 2019-2022.
	CHAPTER 4 2	85,351.78	78,946.20	p.m.	p.m.		p.m.	
	TITLE 4	92,671.41	86,265.83	p.m.	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	15,636,543.24	10,066,045.51	16,114,100	16,422,600	-17,500	16,405,100	

## 5. ESTABLISHMENT PLAN 2022

TEMPORARY AGENTS							
Category & grade	2020		B2021	DB2022	+/-	B2022	Remark
	Actually filled at 31.12.2020	EU-OSHA establishment plan					
AD16							
AD15	1	1	1	1		1	
AD14	1	1	2	2		2	
AD13	1	1					
AD12	1	2	3	3		3	
AD11	2	2	2	3		3	
AD10	2	4	3	4		4	
AD9	10	7	9	7		7	
AD8	2	4	2	2		2	
AD7	1	2	2	2		2	
AD6	2						
AD5							
Total grade AD	23	24	24	24		24	
AST11							
AST10							
AST9	1	1	1	1		1	
AST8	-						
AST7	1	2	3	3		3	
AST6	7	6	6	7		7	
AST5	3	4	3	4		4	
AST4	4	3	3	1		1	
AST3							
AST2							
AST1							
Total grade AST	16	16	16	16		16	
AST/SC 6							
AST/SC 5							
AST/SC 4							
AST/SC 3							
AST/SC 2							
AST/SC 1							
AST/SC total	0	0	0	0		0	
GRAND TOTAL	39	40	40	40		40	

**6. ESTIMATE OF NUMBER OF CONTRACT AGENTS  
(EXPRESSED IN FULL-TIME EQUIVALENT)  
AND SECONDED NATIONAL EXPERTS IN 2022**

<i>CONTRACT AGENTS*, LOCAL STAFF &amp; SECONDED NATIONAL EXPERTS</i>							
Function group & grade	31.12.2020	2020	B2021	DB2022	+/-	B2022	Remarks
FG IV	3	3	4	5		5	
FG III	12	14	14	13		13	
FG II	9	8	7	7		7	
FG I		-					
<b>Total CA</b>	<b>24</b>	<b>25</b>	<b>25</b>	<b>25</b>		<b>25</b>	
SNE	-	-	-	-		-	
<b>Total SNE</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>		<b>-</b>	
<b>GRAND TOTAL</b>	<b>24</b>	<b>25</b>	<b>25</b>	<b>25</b>		<b>25</b>	

\* One Contract Agent FG IV is financed by IPA II 2018 PROGRAMME funds (2019-2022) and is not part of the estimate