

BUDGET & ESTABLISHMENT PLAN FOR 2023

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

Regulation (EU) 2021/1529 of the European Parliament and of the Council of 15 September 2021 establishing the Instrument for Pre-Accession assistance (IPA III)

2. JUSTIFICATION OF MAIN HEADINGS

Budget 2021 includes the expenditure committed and paid in the year (article 37 of Agency's Financial Regulation)

Budget 2022 includes commitment/payment appropriations and Agency's establishment as adopted by the Management Board the 10 December 2021 by written procedure.

Draft Budget 2023 includes initial request for commitment/payment appropriations for 2023.

Budget 2023 includes commitment/payment appropriations and Agency's establishment plan requested for 2023.

2.1. Revenue 2023

The estimated sources of revenue for 2023 are :

- a subsidy from the European Union of **€ 16,461,098** which consists in :
 - **€ 16,306,443**: main contribution from the European Union to be voted by the Budget Authority;
 - **€ 154,655**: budget outturn 2021 returned to the European Commission in 2022;
- **€ 477,752** of EEA-EFTA funds which are 2.93% 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 carries the token entry "-" as the programme is completed.

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

Revenue for the new IPA III 2022 PROGRAMME (estimated amount of € 600,000 for the period 2023-2026) carries the token entry "p.m.". The income article 226 is created on purpose.

The total estimated revenue in 2023 is therefore **€ 17,038,950**

2.2. Expenditure 2023

Title 1 - Staff

Total expenditure under Title 1 is proposed at € 8,257,000.

The calculation for Title 1 is based on the assumption that the **40 Temporary Agents posts** proposed in the establishment plan for 2023 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 2023.

Title 2 - Buildings, equipment and miscellaneous operating expenditure

Total expenditure under Title 2 is proposed at € 1,716,450

Title 3 - Operational expenditure

Total expenditure under Title 3 is proposed at € 7,065,500.

Operational expenditure is related to the implementation of the Annual Work Programme 2023.

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 " - " as the programme is completed.

Total expenditure line 4200 for the special project IPA II 2018 Programme carries the token entry "p.m." as the expenditure 2023 might be the result of the carry-over/carry-forward of 2022 appropriations.

Total expenditure line 4300 (new) for the special project IPA III 2022 Programme carries the token entry "p.m." as their availability is pending final agreement between EU-OSHA and the European Commission.
The estimated amount is € 600,000 for a duration of 36 months in the period 2023-2026.

Title 5 - Reserve

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

The total expenditure in 2023 is therefore € 17,038,950

3. STATEMENT OF REVENUE

Budget Title	Heading	2021		2022	DB2023	+/-	2023	Remarks
		Recorded	Cashed					
1 0	EUROPEAN UNION SUBSIDY							
1 0 0	European Union subsidy	14,564,038.00	14,564,038.00	15,659,825	16,075,585	230,858	16,306,443	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.
1 0 1	Other revenue from European Union subsidy	253,232.00	253,232.00	252,175	154,655		154,655	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	393,230.00	393,230.00	393,000	403,500	74,252	477,752	Subsidy from the EFTA countries within the framework of the EEA Agreement & the Joint Committee Decision 160/2009 amending Protocols 31 & 32 to te EEA Agreement. This subsidy represents a fixed percentage of the annual European Community subsidy.
	CHAPTER 1 0	15,210,500.00	15,210,500.00	16,305,000	16,633,740	305,110	16,938,850	
	TITLE 1	15,210,500.00	15,210,500.00	16,305,000	16,633,740	305,110	16,938,850	
2 0	OTHER SUBSIDIES							
2 0 0	Grant from the Basque Regional Government	40,000.00	40,000.00	40,000	40,000	-	40,000	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	100,100	-	100,100	
2 2	OTHER SUBSIDY FOR SPECIFIC PROJECTS							
2 2 4	Subsidy from the European Commission - DG NEAR for IPA II 2016 PROGRAMME (earmarked)	-	-	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.
2 2 5	Contribution agreement European Commission - DG NEAR for IPA II 2018 PROGRAMME (earmarked)	-	-	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.
2 2 6	Contribution agreement European Commission - DG NEAR for IPA III 2022 PROGRAMME (earmarked)			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 III beneficiaries to the 2022 programme: € 600,000 for a duration of 36 months in the period 2023-2036 [Regulation (EU) 2021/1529 of the European Parliament and of the Council of 15 September 2021 establishing the Instrument for Pre-Accession assistance (IPA III)]
	CHAPTER 2 2			p.m.	p.m.		p.m.	
	TITLE 2	100,100.00	100,100.00	100,100	100,100		100,100	
5 0	PROCEEDS FROM THE SALE OF MOVABLE AND IMMOVABLE PROPERTY							
5 0 0	Proceeds from the sale of movable and immovable	-	-	p.m.	p.m.		p.m.	Proceeds from the sale of movable and immovable property.
	CHAPTER 5 0	-	-	p.m.	p.m.		p.m.	
5 2	REVENUE FROM INVESTMENTS OR LOANS, BANK INTEREST AND OTHER ITEMS							
5 2 0	Revenue from investments or loans, bank interest and	-	-	p.m.	p.m.		p.m.	Revenue from investments or loans, bank interest and other items.
	CHAPTER 5 2	-	-	p.m.	p.m.		p.m.	
5 4	MISCELLANEOUS REVENUE							
5 4 0	Miscellaneous revenue	214,498.43	1,594.84	p.m.	p.m.		p.m.	Miscellaneous revenue
	CHAPTER 5 4	214,498.43	1,594.84	p.m.	p.m.		p.m.	
5 9	OTHER REVENUE FROM ADMINISTRATIVE			p.m.	p.m.		p.m.	
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	214,498.43	1,594.84	p.m.	p.m.		p.m.	
6 0	REVENUE FROM SERVICES RENDERED AGAINST							
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	-	-	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	15,525,098.43	15,312,194.84	16,405,100	16,733,840	305,110	17,038,950	

4. STATEMENT OF EXPENDITURE

Budget Title	Heading	2021		2022	DB2023	+/-	2023	Remarks
		COM	PAY					
1	STAFF	6,943,491	6,790,990	7,396,700	7,934,000	323,000	8,257,000	Total funding for covering personnel costs.
2	BUILDINGS, EQUIPMENT AND MISCELLANEOUS	1,688,597	868,056	1,555,300	1,600,500	115,950	1,716,450	Total funding for covering general administrative costs.
3	OPERATIONAL EXPENDITURE	7,040,772	2,577,919	7,453,100	7,199,340	-133,840	7,065,500	Total funding for operational expenditures.
	GRAND TOTAL	15,672,859.93	10,236,964.69	16,405,100	16,733,840	305,110	17,038,950	

Budget Title	Heading	2021		2022	DB2023	+/-	2023	Remarks
		COM	PAY					
1	STAFF							
1 1	STAFF IN ACTIVE EMPLOYMENT							
1 1 0	Staff holding a post provided for in the establishment							
1 1 0 0	Basic salaries	3,481,554.18	3,481,554.18	3,615,000	3,885,000	225,800	4,110,800	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	557,500.00	557,500.00	522,000	561,000	6,000	567,000	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	506,715.91	506,715.91	495,000	535,500	36,500	572,000	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	2,799.18	2,799.18	1,900	2,000	-	2,000	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	4,548,569.27	4,548,569.27	4,633,900	4,983,500	268,300	5,251,800	
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	1,531,632.39	1,531,632.39	1,800,000	1,900,000	61,000	1,961,000	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	1,531,632.39	1,531,632.39	1,800,000	1,900,000	61,000	1,961,000	
1 1 2	Professional training of staff							
1 1 2 0	Professional training of staff	129,408.94	67,422.76	140,000	140,000	-30,000	110,000	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	129,408.94	67,422.76	140,000	140,000	-30,000	110,000	
1 1 3	Employer's social security contributions							
1 1 3 0	Insurance against sickness	168,909.72	168,909.72	173,000	178,000	12,000	190,000	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	18,983.40	18,983.40	20,000	22,000	1,000	23,000	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	64,634.84	64,634.84	66,000	68,000	7,000	75,000	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	252,527.96	252,527.96	259,000	268,000	20,000	288,000	

Budget Title	Heading	2021		2022	DB2023	+/-	2023	Remarks
		COM	PAY					
1 1 4	Miscellaneous allowances and grants							
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	57637.04	57,637.04	56,000	66,000	-3,000	63,000	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	57,637.04	57,637.04	56,000	66,000	-3,000	63,000	
1 1 5	Overtime	-	-	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.	
1 1 7	Supplementary services							
1 1 7 5	Interim Services	104,479.34	49,065.02	150,000	150,000	-	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	130,050.00	119,805.74	159,000	160,000	-	160,000	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	2,000.00	1,583.35	1,800	2,000	200.00	2,200	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	236,529.34	170,454.11	310,800	312,000	200.00	312,200	
1 1 8	Miscellaneous expenditure on staff recruitment and							
1 1 8 0	Miscellaneous expenditure on staff recruitment	-	-	15,000	15,000.00	-	15,000.00	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	766.96	766.96	p.m.	2,000.00	5,000.00	7,000.00	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	24,784.38	24,784.38	p.m.	30,000.00	- 3,000.00	27,000.00	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	23,916.57	23,916.57	p.m.	15,000.00	15,000.00	30,000.00	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	2,346.84	2,346.84	p.m.	13,500.00	2,500.00	16,000.00	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	51,814.75	51,814.75	15,000	75,500	19,500	95,000	
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	6,808,119.69	6,680,058.28	7,214,700	7,745,000	336,000	8,081,000	

Budget Title	Heading	2021		2022	DB2023	+/-	2023	Remarks
		COM	PAY					
1 4	SOCIOMEDICAL INFRASTRUCTURE							
1 4 1	Medical service							
1 4 1 0	Medical services	23,483.82	5,990.86	22,000	23,000	- 3,000	20,000	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.
1 4 2	Other welfare expenditure							
1 4 2 0	Other welfare expenditure	7,290.00	6,729.78	6,500	7,000	-	7,000	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	30,773.82	12,720.64	28,500	30,000	- 3,000	27,000	
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	-	-	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	92,372.31	92,372.31	123,500	129,000	-	129,000	This appropriation is intended to cover expenditure relating to trainees.
	Article 1 5 2	92,372.31	92,372.31	123,500	129,000	-	129,000	
	CHAPTER 1 5	92,372.31	92,372.31	123,500	129,000	-	129,000	
1 6	SOCIAL WELFARE							
1 6 0	Special assistance grants	-	-	p.m.	p.m.		p.m.	This appropriation is intended to cover assistance in the form of cash which may be granted to an official, former official or survivors of a deceased official who find themselves in difficult circumstances.
1 6 2	Other social expenditure	12,225.00	5,838.52	30,000	30,000	-10,000	20,000	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.
1 6 3	Nursery centre	-	-	p.m.	p.m.		p.m.	This appropriation is intended to cover the Agency's share of the cost of child care for the children of Agency staff in nurseries.
1 6 4	Additional aid for disabled persons	-	-	p.m.	p.m.		p.m.	This appropriation is to enable reimbursement to disabled officials in active employment, spouses and dependent children, after national entitlements have been exhausted, of expenses (other than medical expenses) recognised as necessary, resulting from the disability and supported by documentary evidence.
	CHAPTER 1 6	12,225.00	5,838.52	30,000	30,000	-10,000	20,000	
1 8	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 with article 16.2 of the Agency's Financial Regulations.
	CHAPTER 1 8	-	-	p.m.	p.m.		p.m.	
1 9	PENSIONS AND SEVERANCE GRANTS							
1 9 0	Pensions and severance grants	-	-	p.m.	p.m.			This appropriation is intended to cover pensions and severance grants.
	CHAPTER 1 9	-	-	p.m.	p.m.			
	TITLE 1	6,943,490.82	6,790,989.75	7,396,700	7,934,000	323,000	8,257,000	

Budget Title	Heading	2021		2022	DB2023	+/-	2023	Remarks
		COM	PAY					
2	BUILDINGS, EQUIPMENT AND MISCELLANEOUS							
2 0	RENTAL OF BUILDINGS AND ASSOCIATED COSTS							
2 0 0	Rent							
2 0 0 0	Rent	340,691.76	329,623.72	342,000	348,000	46,150	394,150	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	6,338.72	6,338.72	7,000	7,000	500	7,500	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	79,082.63	77,298.52	82,000	83,000	27,000	110,000	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	85,312.87	17,680.32	88,000	90,000	10,000	100,000	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	13,402.01	10,489.93	15,500	15,700	20,300	36,000	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	178,850.09	82,269.67	100,000	102,000	-	102,000	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 other than services (water, gas, electricity), expenses relating to buildings occupied by a number of tenants, expenses arising from drawing up the inventory of fixtures, municipal taxes and ancillary expenses.
CHAPTER 2 0		703,678.08	523,700.88	634,500	645,700	103,950	749,650	
2 1 0	I.T. operating expenditure							
2 1 0 0	I.T. operating expenditure	246,102.06	236,552.42	301,500	337,000	13,000	350,000	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		246,102.06	236,552.42	301,500	337,000	13,000	350,000	
2 1 2	Services provided by I.T. staff							
2 1 2 0	Services provided by I.T. external providers, consultancy & other operating staff	234,905.06	84,467.77	353,000	350,000	-	350,000	This appropriation is intended to cover expenditure on external operating staff (help-desk, operators, administrators, system engineers, etc.).
Article 2 1 2		234,905.06	84,467.77	353,000	350,000	-	350,000	
2 1 3	Technical installations and electronic office equipment							
2 1 3 0	New and replacement purchases	353,172.94	6,611.62	90,000	90,000	-	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		353,172.94	6,611.62	90,000	90,000	-	90,000	
CHAPTER 2 1		834,180.06	327,631.81	744,500	777,000	13,000	790,000	
2 2	MOVABLE PROPERTY ASSOCIATED COSTS							
2 2 1	New and replacement furniture purchases, furniture							
2 2 1 0	New and replacement purchases, furniture maintenance	-	-	25,000	25,000	-	7,000	This appropriation is intended to cover Agency requirements for furniture, soft furnishings, kitchen equipment and installations.
Article 2 2 1		-	-	25,000	25,000	-	7,000	
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	59.35	59.35	300	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		59.35	59.35	300	300	-	300	
2 2 5	Documentation and library expenditure							
2 2 5 0	Publications and subscriptions	9,534.75	8,769.75	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		9,534.75	8,769.75	10,000	10,000	-	10,000	
CHAPTER 2 2		9,594.10	8,829.10	35,300	35,300	-7,000	28,300	

Budget Title	Heading	2021		2022	DB2023	+/-	2023	Remarks
		COM	PAY					
2 3	CURRENT ADMINISTRATIVE EXPENDITURE							
2 3 0	Stationery and office supplies							
2 3 0 0	Stationery and office supplies	11,038.70	38.70	7,000	9,000	-4,000	5,000	This appropriation is intended to cover the purchase of stationery and office supplies.
	Article 2 3 0	11,038.70	38.70	7,000	9,000	-4,000	5,000	
2 3 2	Financial charges							
2 3 2 0	Bank charges	568.62	568.62	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	568.62	568.62	1,000	1,000	-	1,000	
2 3 3	Outsourced services							
2 3 3 0	Legal expenses	3,690.00	-	10,000	10,000	-	10,000	This appropriation is intended to cover the Agency's legal expenses.
2 3 3 1	Audit services	10,710.00	-	20,000	18,000	-	7,000	This appropriation is intended to cover the Agency's expenses on audit services.
2 3 3 2	Other outsourced services	42,592.00	-	28,000	29,000		19,000	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	56,992.00	-	58,000	57,000	12,000	69,000	
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	338.27	338.27	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	338.27	338.27	2,000	2,000	-	2,000	
	CHAPTER 2 3	68,937.59	945.59	68,000	69,000	8,000	77,000	
2 4	POSTAGE AND TELECOMMUNICATIONS							
2 4 0	Postage and delivery charges							
2 4 0 0	Postage and delivery charges	4,725.36	3,951.56	6,000	6,500	-	6,500	This appropriation is intended to cover expenditure on postal and delivery charges, including parcels sent by post.
	Article 2 4 0	4,725.36	3,951.56	6,000	6,500	-	6,500	
2 4 1	Telecommunications							
2 4 1 0	Telephone, telegraph, telex, radio and television subscriptions and charges	67,482.28	2,997.43	67,000	67,000	-	2,000	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	67,482.28	2,997.43	67,000	67,000	-	2,000	
	CHAPTER 2 4	72,207.64	6,948.99	73,000	73,500	-	2,000	
	TITLE 2	1,688,597.47	868,056.37	1,555,300	1,600,500	115,950	1,716,450	

Budget Title	Heading	2021		2022	DB2023	+/-	2023	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	155,446.20	25,780.00	174,000	170,000	-26,500	143,500	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 1.3. Anticipating future challenges to OSH).
	Article 3 0 1	155,446.20	25,780.00	174,000	170,000	-26,500	143,500	
3 0 2	Priority area 2 - Facts and figures							
3 0 2 0	Facts & figures and related activities defined in the Annual Work Programme	2,471,958.24	163,671.37	2,296,655	2,719,940	-35,340	2,684,600	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	2,471,958.24	163,671.37	2,296,655	2,719,940	-35,340	2,684,600	
3 0 3	Priority area 3 - Tools for OSH management					0		
3 0 3 0	Tools for OSH management and related activities defined in the Annual Work Programme	349,634.62	106,305.32	304,900	300,000	-2,400	297,600	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	349,634.62	106,305.32	304,900	300,000	-2,400	297,600	
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	3,606,792.46	2,189,372.86	3,966,045	3,399,300	-115,900	3,283,400	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	3,606,792.46	2,189,372.86	3,966,045	3,399,300	-115,900	3,283,400	
3 0 5	Priority area 5 - Networking knowledge							
3 0 5 0	Networking knowledge and related activities defined in the Annual Work Programme	349,607.00	19,873.48	220,800	166,100	21,200	187,300	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	349,607.00	19,873.48	220,800	166,100	21,200	187,300	
3 0 6	Priority area 6 - Networking					0		
3 0 6 0	Networking and related activities defined in the Annual Work Programme	107,312.25	72,894.67	413,200	390,000	18,000	408,000	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 "Networking" (activity 6.4. Strategic & operational networking)
	Article 3 0 6	107,312.25	72,894.67	413,200	390,000	18,000	408,000	
	CHAPTER 3 0	7,040,750.77	2,577,897.70	7,375,600	7,145,340	-140,940	7,004,400	
3 1	SUPPORT TO OPERATIONAL ACTIVITIES					0		
3 1 0	Support to operational activities					0		
3 1 0 0	Support to operational activities	20.87	20.87	77,500	54,000	7,100	61,100	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	20.87	20.87	77,500	54,000	7,100	61,100	
	CHAPTER 3 1	20.87	20.87	77,500	54,000	7,100	61,100	
	TITLE 3	7,040,771.64	2,577,918.57	7,453,100	7,199,340	-133,840	7,065,500	

Budget Title	Heading	2021		2022	DB2023	+/-	2023	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.	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	-	-	p.m.	p.m.		p.m.	
4 2	IPA II 2018 PROGRAMME							
4 2 0	IPA II 2018 programme (earmarked)	142,213.30	111,724.38	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	142,213	111,724	p.m.	p.m.		p.m.	
4 3	IPA III 2022 PROGRAMME							
4 3 0	IPA III 2022 programme (earmarked)			p.m.	p.m.		p.m.	This appropriation is intended to carry out preparatory measures with IPA III beneficiaries and stakeholders in view of their future participation in the EU Agencies upon membership or earlier. The support aims as well as knowledge transfer and capacity building in the area of expertise of the EU Agencies. The maximum funding for IPA III 2022 programme is € 600,000 for a duration of 36 months in the period 2023-2036.
	CHAPTER 4 3			p.m.	p.m.		p.m.	
	TITLE 4	142,213.30	111,724.38	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	15,815,073.23	10,348,689.07	16,405,100	16,733,840	305,110	17,038,950	

5. ESTABLISHMENT PLAN 2023

<i>TEMPORARY AGENTS</i>							
Category & grade	2021		2022	DB2023	+/-	2023	Remark
	Actually filled at 31.12.2021	EU-OSHA establishment plan					
AD16							
AD15		1	1				
AD14	2	2	2	3	-	3	
AD13					-		
AD12	1	3	3	4	-	4	
AD11	2	2	3	2	-	2	
AD10	5	3	4	6	-	6	
AD9	7	9	7	5	-	5	
AD8	2	2	2	2	-	2	
AD7	3	2	2	2	-	2	
AD6	1						
AD5							
Total grade AD	23	24	24	24	-	24	
AST11							
AST10							
AST9	1	1	1	1	-	1	
AST8				1	-	1	
AST7	2	3	3	6	-	6	
AST6	7	6	7	4	-	4	
AST5	2	3	4	4	-	4	
AST4	4	3	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 2023**

CONTRACT AGENTS*, LOCAL STAFF & SECONDED NATIONAL EXPERTS							
Function group & grade	31/12/2021	2021	2022	DB2023	+/-	2023	Remarks
FG IV	5	4	5	7	-1	6	
FG III	15	14	13	14		14	
FG II	7	7	7	5		5	
FG I							
Total CA	27	25	25	26	-1	25	
SNE	-	-	-	-		-	
Total SNE	-	-	-	-		-	
GRAND TOTAL	27	25	25	26	-1	25	

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

* One Contract Agent FG IV is financed by IPA III 2022 PROGRAMME funds (2023-2026) and is not part of the estimate