

**AMENDING 1 TO BUDGET & ESTABLISHMENT PLAN FOR 2017**

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

**JUNE 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).

Council Regulation (EC) No. 1654/2003, of 18 June 2003, amending Regulation (EC) No. 2062/94 establishing a European Agency for Safety and Health at Work.

Council Regulation (EC) No. 1112/2005, of 24 June 2005 amending Regulation (EC) No 2062/94 establishing a European Agency for Safety and Health at Work

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 1st of 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.

## 1.2. Explanatory statement

This amending budget has been prepared in order to comply with Agency's Financial Regulation and mainly to :

- decrease both revenue and expenditure of € 60,000 following decrease of the Basque Regional Government contribution from € 100,000 to € 40,000;
- report both revenue and expenditure 2017 for the Pilot Project "Health and Safety at Work of Older Workers" for a total amount of € 147,816.62 , result of the carry-over/carry-forward of the 2016 appropriations;
- report both revenue and expenditure 2017 for the ENPI programme for a total amount of € 71,036.25, result of the carry-over/carry-forward of the 2016 appropriations;
- report both revenue and expenditure 2017 for the New IPA II programme for a total amount of € 299,855.22, result of the carry-over/carry-forward of the 2016 appropriations;
- in both sections revenue and expenditure, creation of the budget structure for articles 224 (revenue) and 410 (expenditure) dedicated to the IPA II 2016 PROGRAMME

## 2. JUSTIFICATION OF MAIN HEADINGS

### 2.1. Revenue 2017

The estimated sources of revenue for 2017 are :

- a subsidy from the European Union of **€ 14,679,000** which consists in :
  - **€ 14,514,000** : main subsidy from the voted European Union Budget;
  - **€ 165,000** : budget outturn 2015 returned to the European Commission in 2016;
- **€ 358,500** of EEA-EFTA funds which are 2,47% applied to the main subsidy from the European Union;
- a new total of **€ 100,100** from Spanish and local authorities (- € 60,000).
- an earmarked revenue of **€ 147,816.62** for the Pilot Project "Health and Safety at Work of Older Workers", result of the carry-over/carry-forward of the 2016 appropriations;
- an earmarked revenue of **€ 71,036.25** for the ENPI programme, result of the carry-over/carry-forward of the 2016 appropriations;
- an earmarked revenue of **€ 299,855.22** for the New IPA II programme, result of the carry-over/carry-forward of the 2016 appropriations.

Revenue for the IPA II 2016 PROGRAMME are marked "p.m." as pending final agreement between EU-OSHA and the European Commission.

The total estimated revenue in 2017 is therefore **€ 15,656,308.**

## 2.2. Expenditure 2017

### Title 1 - Staff

Total expenditure under Title 1 is proposed at **€ 5,705,100**.

The calculation for Title 1 is based on the assumption that **40 Temporary Agents** mentioned in the proposed establishment plan for 2017 will be filled during the year.

The calculation for Title 1 is also based on the assumption that **24 Contract Agents** and **1 Local Agent** will be employed in the year 2017.

Compared to the Budget 2017, there is no change.

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

The budget items "2020 - Water, gas, electricity", "2030 - Cleaning & maintenance", "2050 - Security & surveillance of buildings" & "2331 - Audit services" are decreased for a total amount of € 60,000 corresponding to the effective decrease of the annual revenue 2017

Total expenditure under Title 2 is proposed at **€ 1,315,310**

Compared to the Budget 2017, it represents **a decrease of € 60,000**.

### Title 3 - Operational expenditure

Total expenditure under Title 3 is proposed at **€ 8,117,190**.

Compared to the Budget 2017, there is no change.

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

The total earmarked expenditure 2017 for the Pilot Project "Health and Safety at Work of Older Workers" is **€ 147,816.62** and is the result of the carry-over/carry-forward of the 2016 appropriations;

The total earmarked expenditure in 2017 for the European Neighbourhood and Partnership Instrument (ENPI) is **€ 71,036.25** and is the carry-over/carry-forward of the 2016 appropriations;

The total earmarked expenditure in 2017 for the New IPA II programme is **€ 299,855.22** and is the result of the respective carry-over/carry-forward of the 2016 appropriations.

Expenditure for the IPA II 2016 PROGRAMME are marked "p.m." as pending final agreement between EU-OSHA and the European Commission.

Total expenditure under Title 4 is proposed at **€ 518,708.09**

### Title 5 - Reserve

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

The total expenditure in 2017 is therefore **€ 15,656,308**

Compared to the Budget 2017, it represents **a total increase of € 458,708**

### 3. STATEMENT OF REVENUE

Budget Title	Heading	Appropriations			Remarks
		B2017	Amending 1	New amount	
<b>1 0</b>	<b>EUROPEAN UNION SUBSIDY</b>				
1 0 0	European Union subsidy	14,514,000		14,514,000	Council Regulation (EC) No 2062/94 of 18 July 1994 establishing a European Agency for Safety and Health at Work (OJ L 216 20.8.1994, p. 1), modified by Regulation (EC) No 1643/95 (OJ L 156, 7.7.1995, p. 1). Pursuant to article 12, paragraph 3, of this regulation, a subsidy for the Agency is entered in the Commission Section of the General Budget.
1 0 1	Other revenue from European Union subsidy	165,000		165,000	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	358,500		358,500	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.
	<b>CHAPTER 1 0</b>	<b>15,037,500</b>		<b>15,037,500</b>	
	<b>TITLE 1</b>	<b>15,037,500</b>		<b>15,037,500</b>	
<b>2 0</b>	<b>OTHER SUBSIDIES</b>				
2 0 0	Grant from the Basque Regional Government	100,000	-60,000	40,000	This grant is meant to finance current expenditure.
2 0 1	Grant from the County of Bizkaia	p.m.		p.m.	This grant is meant to finance current expenditure.
2 0 2	Grant from the Spanish Government	60,100		60,100	This grant is meant to finance current expenditure.
2 0 3	Other grants	p.m.		p.m.	Revenue from other grants.
	<b>CHAPTER 2 0</b>	<b>160,100</b>	<b>-60,000</b>	<b>100,100</b>	
<b>2 2</b>	<b>OTHER SUBSIDY FOR SPECIFIC PROJECTS</b>				
2 2 1	Subsidy from the European Commission - DG EMPL for Pilot Project "Health and Safety at Work of Older Workers" (earmarked)	p.m.	147,817	147,817	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).	p.m.	71,036	71,036	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 + installment(s) to receive in YEAR N.
2 2 3	Subsidy from the European Commission - DG NEAR for NEW IPA II PROGRAMME (earmarked)	p.m.	299,855	299,855	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 is € 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 + installment 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.
	<b>CHAPTER 2 2</b>	<b>p.m.</b>	<b>518,708</b>	<b>518,708</b>	
	<b>TITLE 2</b>	<b>160,100</b>	<b>458,708</b>	<b>618,808</b>	
<b>5 0</b>	<b>PROCEEDS FROM THE SALE OF MOVABLE AND IMMOVABLE PROPERTY</b>				
5 0 0	Proceeds from the sale of movable and immovable property	p.m.		p.m.	Proceeds from the sale of movable and immovable property.
	<b>CHAPTER 5 0</b>	<b>p.m.</b>		<b>p.m.</b>	
<b>5 2</b>	<b>REVENUE FROM INVESTMENTS OR LOANS, BANK INTEREST AND</b>				
5 2 0	Revenue from investments or loans, bank interest and other items	p.m.		p.m.	Revenue from investments or loans, bank interest and other items.
	<b>CHAPTER 5 2</b>	<b>p.m.</b>		<b>p.m.</b>	
<b>5 4</b>	<b>MISCELLANEOUS REVENUE</b>				
5 4 0	Miscellaneous revenue	p.m.		p.m.	Miscellaneous revenue
	<b>CHAPTER 5 4</b>	<b>p.m.</b>		<b>p.m.</b>	
<b>5 9</b>	<b>OTHER REVENUE FROM ADMINISTRATIVE OPERATIONS</b>				
5 9 0	Other revenue from administrative operations	p.m.		p.m.	Other revenue from administrative operations.
	<b>CHAPTER 5 9</b>	<b>p.m.</b>		<b>p.m.</b>	
	<b>TITLE 5</b>	<b>p.m.</b>		<b>p.m.</b>	
<b>6 0</b>	<b>REVENUE FROM SERVICES RENDERED AGAINST PAYMENT</b>				
6 0 0	Revenue from services rendered against payment	p.m.		p.m.	Revenue from services rendered against payment
6 0 1	Revenue from co-financing agreements	p.m.		p.m.	Revenue from co-financing agreements
6 0 2	Revenue from sale of publications	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.	Proceeds from the letting and hiring of immovable property
	<b>CHAPTER 6 0</b>	<b>p.m.</b>		<b>p.m.</b>	
	<b>TITLE 6</b>	<b>p.m.</b>		<b>p.m.</b>	
	<b>GRAND TOTAL</b>	<b>15,197,600</b>	<b>458,708</b>	<b>15,656,308</b>	

#### 4. STATEMENT OF EXPENDITURE

Budget Title	Heading	Appropriations			Remarks
		B2017	Amending 1	New amount	
1	STAFF	5,705,100		5,705,100	Total funding for covering personnel costs.
2	BUILDINGS, EQUIPMENT AND MISCELLANEOUS OPERATING EXPENDITURE	1,375,310	-60,000	1,315,310	Total funding for covering general administrative costs.
3	OPERATIONAL EXPENDITURE	8,117,190		8,117,190	Total funding for operational expenditures.
4	EXPENDITURE FOR IMPLEMENTING SPECIAL PROJECTS FUNDED BY SPECIFIC OTHER SUBSIDY	p.m.	518,708	518,708	Total funding for operational expenditures funded by specific other subsidy.
5	RESERVE	p.m.		p.m.	Reserve for administrative and operational expenditure pending final approval of the Budget Authority
<b>GRAND TOTAL</b>		<b>15,197,600</b>	<b>458,708</b>	<b>15,656,308</b>	

Budget Title	Heading	Appropriations			Remarks
		B2017	Amending 1	New amount	
1	STAFF				
1 1	STAFF IN ACTIVE EMPLOYMENT				
1 1 0	<i>Staff holding a post provided for in the establishment plan</i>				
1 1 0 0	Basic salaries	2,863,250		2,863,250	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	525,000		525,000	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	430,000		430,000	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	4,250		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	3,822,500		3,822,500	
1 1 1	<i>Other staff</i>				
1 1 1 2	Local staff	35,000		35,000	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	1,185,000		1,185,000	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	1,220,000		1,220,000	
1 1 2	<i>Professional training of staff</i>				
1 1 2 0	Professional training of staff	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	120,000		120,000	
1 1 3	<i>Employer's social security contributions</i>				
1 1 3 0	Insurance against sickness	136,000		136,000	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	22,000		22,000	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	50,000		50,000	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.	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	208,000		208,000	

Budget Title	Heading	Appropriations			Remarks
		B2017	Amending 1	New amount	
<b>1 1 4</b>	<b>Miscellaneous allowances and grants</b>				
1 1 4 0	Childbirth and death allowances and grants	600		600	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	55,000		55,000	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.	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	55,600		55,600	
<b>1 1 5</b>	<b>Overtime</b>	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 hourly-rate payments for overtime worked by relevant staff, local staff and other servants whom it has not been possible to compensate by free time under the normal arrangements.
	Article 1 1 5				
<b>1 1 7</b>	<b>Supplementary services</b>				
1 1 7 5	Interim Services	150,000		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.	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		49,000	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		1,000	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	200,000		200,000	
<b>1 1 8</b>	<b>Miscellaneous expenditure on staff recruitment and transfer</b>				
1 1 8 0	Miscellaneous expenditure on staff recruitment	12,000		12,000	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	1,500		1,500	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	12,000		12,000	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	7,000		7,000	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	12,500		12,500	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	45,000		45,000	
<b>1 1 9</b>	<b>Salary weightings - Adjustments to remuneration</b>				
1 1 9 0	Salary weightings	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.	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.	
	<b>CHAPTER 1 1</b>	<b>5,671,100</b>		<b>5,671,100</b>	



Budget Title	Heading	Appropriations			Remarks
		B2017	Amending 1	New amount	
<b>1 4</b>	<b>SOCIOMEDICAL INFRASTRUCTURE</b>				
<b>1 4 1</b>	<b>Medical service</b>	15,000		15,000	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>	4,000		4,000	This appropriation is intended to cover expenditure by the Agency on the social welfare activities of its staff
	<b>CHAPTER 1 4</b>	<b>19,000</b>		<b>19,000</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.	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.	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	15,000		15,000	This appropriation is intended to cover expenditure relating to trainees.
	Article 1 5 2	15,000		15,000	
	<b>CHAPTER 1 5</b>	<b>15,000</b>		<b>15,000</b>	
<b>1 6</b>	<b>SOCIAL WELFARE</b>				
<b>1 6 0</b>	<b>Special assistance grants</b>	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>	p.m.		p.m.	This appropriation is intended to cover assistance for families, new arrivals, legal aid, grants for scouts and guides, grant to the secretariat of the parents' association.
<b>1 6 3</b>	<b>Nursery centre</b>	p.m.		p.m.	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.	This appropriation is to enable reimbursement to disabled officials in active employment, spouses and dependent children, after national entitlements have been exhausted, of expenses (other than medical expenses) recognised as necessary, resulting from the disability and supported by documentary evidence.
	<b>CHAPTER 1 6</b>	<b>p.m.</b>		<b>p.m.</b>	
<b>1 8</b>	<b>REGULARIZATION OF ACCUMULATED LOSSES</b>				
<b>1 8 0</b>	<b>Regularization of accumulated losses</b>	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>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.	This appropriation is intended to cover pensions and severance grants.
	<b>CHAPTER 1 9</b>	<b>p.m.</b>		<b>p.m.</b>	
	<b>TITLE 1</b>	<b>5,705,100</b>		<b>5,705,100</b>	

Budget Title	Heading	Appropriations			Remarks
		B2017	Amending 1	New amount	
2	<b>BUILDINGS, EQUIPMENT AND MISCELLANEOUS OPERATING EXPENDITURE</b>				
2 0	<b>RENTAL OF BUILDINGS AND ASSOCIATED COSTS</b>				
2 0 0	<b>Rent</b>				
2 0 0 0	Rent	344,760		344,760	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	<b>Insurance</b>				
2 0 1 0	Insurance	8,000		8,000	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.
2 0 2	<b>Water, gas, electricity and heating</b>				
2 0 2 0	Water, gas, electricity and heating	100,000	-10,000	90,000	This appropriation is intended to cover current expenditure and other communal charges related to the Agency's premises.
2 0 3	<b>Cleaning and maintenance</b>				
2 0 3 0	Cleaning and maintenance	85,000	-15,000	70,000	This appropriation is intended to cover the costs of cleaning and upkeep of the premises used by the Agency.
2 0 4	<b>Fitting-out of premises</b>				
2 0 4 0	Fitting-out of premises	20,000		20,000	This appropriation is intended to cover the fitting-out of the premises and repairs in the building.
2 0 5	<b>Security and surveillance of buildings</b>				
2 0 5 0	Security and surveillance of buildings	75,500	-21,000	54,500	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	<b>Administrative expenditure, taxes</b>				
2 0 9 0	Administrative expenditure, taxes	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>633,260</b>	<b>-46,000</b>	<b>587,260</b>	
2 1 0	<b>I.T. operating expenditure</b>				
2 1 0 0	I.T. operating expenditure	155,665		155,665	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	155,665		155,665	
2 1 2	<b>Services provided by I.T. staff</b>				
2 1 2 0	Services provided by I.T. external providers, consultancy & other operating staff	298,335		298,335	This appropriation is intended to cover expenditure on external operating staff (help-desk, operators, administrators, system engineers, etc.).
	Article 2 1 2	298,335		298,335	
2 1 3	<b>Technical installations and electronic office equipment</b>				
2 1 3 0	New and replacement purchases	88,800		88,800	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.	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.	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.	This appropriation is intended to cover unforeseen costs associated with electronic office equipment.
	Article 2 1 3	88,800		88,800	
	<b>CHAPTER 2 1</b>	<b>542,800</b>		<b>542,800</b>	
2 2	<b>MOVABLE PROPERTY ASSOCIATED COSTS</b>				
2 2 1	<b>New and replacement furniture purchases, furniture maintenance and repair</b>				
2 2 1 0	New and replacement purchases, furniture maintenance and repair	25,650		25,650	This appropriation is intended to cover Agency requirements for furniture, soft furnishings, kitchen equipment and installations.
	Article 2 2 1	25,650		25,650	
2 2 3	<b>Office vehicle</b>				
2 2 3 1	Purchase of vehicle	p.m.		p.m.	This appropriation is intended to cover vehicle purchase
2 2 3 2	Vehicle upkeep, petrol and hiring means of transport	2,500		2,500	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	2,500		2,500	
2 2 5	<b>Documentation and library expenditure</b>				
2 2 5 0	Publications and subscriptions	8,000		8,000	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	8,000		8,000	
	<b>CHAPTER 2 2</b>	<b>36,150</b>		<b>36,150</b>	

Budget Title	Heading	Appropriations			Remarks
		B2017	Amending 1	New amount	
<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	11,000		11,000	This appropriation is intended to cover the purchase of stationery and office supplies.
	Article 2 3 0	11,000		11,000	
<b>2 3 2</b>	<b>Financial charges</b>				
2 3 2 0	Bank charges	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 charges. As from 2011, this budgetary item corresponds to the merge of former 2320, 2321 & 2329.
	Article 2 3 2	1,000		1,000	
<b>2 3 3</b>	<b>Outsourced services</b>				
2 3 3 0	Legal expenses	10,000		10,000	This appropriation is intended to cover the Agency's legal expenses.
2 3 3 1	Audit services	26,000	-14,000	12,000	This appropriation is intended to cover the Agency's expenses on audit services.
2 3 3 2	Other outsourced services	p.m.		p.m.	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	36,000	-14,000	22,000	
<b>2 3 4</b>	<b>Damages</b>				
2 3 4 0	Damages	p.m.		p.m.	This appropriation is intended to cover damages payable.
	Article 2 3 4	p.m.		p.m.	
<b>2 3 5</b>	<b>Other operating expenditures</b>				
2 3 5 0	Miscellaneous insurance	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	6,500		6,500	This appropriation is intended to cover expenditure for the Agency's internal catering, such as refreshments and snacks at meetings, water and vending
2 3 5 3	Departmental removals	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.	This appropriation is intended to cover other operating expenditure not specifically provided for.
	Article 2 3 5	6,500		6,500	
	<b>CHAPTER 2 3</b>	<b>54,500</b>	<b>-14,000</b>	<b>40,500</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	10,600		10,600	This appropriation is intended to cover expenditure on postal and delivery charges, including parcels sent by post.
	Article 2 4 0	10,600		10,600	
<b>2 4 1</b>	<b>Telecommunications</b>				
2 4 1 0	Telephone, telegraph, telex, radio and television subscriptions and charges	98,000		98,000	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	98,000		98,000	
	<b>CHAPTER 2 4</b>	<b>108,600</b>		<b>108,600</b>	
	<b>TITLE 2</b>	<b>1,375,310</b>	<b>-60,000</b>	<b>1,315,310</b>	

Budget Title	Heading	Appropriations			Remarks
		B2017	Amending 1	New amount	
<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	198,650		198,650	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		198,650	
<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	850,230		850,230	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)
	Article 3 0 2	850,230		850,230	
<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	486,250		486,250	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		486,250	
<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	5,590,660		5,590,660	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		5,590,660	
<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	310,750		310,750	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		310,750	
<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	578,150		578,150	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		578,150	
	<b>CHAPTER 3 0</b>	<b>8,014,690</b>		<b>8,014,690</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	102,500		102,500	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	102,500		102,500	
	<b>CHAPTER 3 1</b>	<b>102,500</b>		<b>102,500</b>	
	<b>TITLE 3</b>	<b>8,117,190</b>		<b>8,117,190</b>	

Budget Title	Heading	Appropriations			Remarks
		B2017	Amending 1	New amount	
<b>SPECIAL PROJECTS FUNDED BY SPECIFIC OTHER SUBSIDY</b>					
<b>4 1</b>	<b>IPA II 2016 PROGRAMME</b>				
<b>4 1 0</b>	<b>IPA II 2016 programme (earmarked)</b>			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.
	<b>CHAPTER 4 7</b>			<b>p.m.</b>	
<b>4 7</b>	<b>HEALTH AND SAFETY AT WORK OF OLDER WORKERS</b>				
<b>4 7 0</b>	<b>Health and Safety at Work of Older Workers (earmarked)</b>	p.m.	147,817	147,817	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 the period 2012-2016.
	<b>CHAPTER 4 7</b>	<b>p.m.</b>	<b>147,817</b>	<b>147,817</b>	
<b>4 8</b>	<b>ENPI - PREPARATORY MEASURES FOR THE COLLABORATION OF EUROPEAN NEIGHBOURHOOD &amp; PARTNERSHIP COUNTRIES</b>				
<b>4 8 0</b>	<b>ENPI - Preparatory measures for the collaboration of ENP countries with EU-OSHA (earmarked)</b>	p.m.	71,036	71,036	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 the period 2014-2016.
	<b>CHAPTER 4 8</b>	<b>p.m.</b>	<b>71,036</b>	<b>71,036</b>	
<b>4 9</b>	<b>NEW IPA II PROGRAMME</b>				
<b>4 9 0</b>	<b>New IPA II programme (earmarked)</b>	p.m.	299,855	299,855	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 the period 2015-2017.
	<b>CHAPTER 4 9</b>	<b>p.m.</b>	<b>299,855</b>	<b>299,855</b>	
	<b>TITLE 4</b>	<b>p.m.</b>	<b>518,708</b>	<b>518,708</b>	
<b>5</b>	<b>RESERVE</b>				
<b>5 0</b>	<b>RESERVE FOR ADMINISTRATIVE EXPENDITURE</b>	p.m.		p.m.	
<b>5 1</b>	<b>RESERVE FOR OPERATIONAL EXPENDITURE</b>	p.m.		p.m.	
	<b>TITLE 5</b>	<b>p.m.</b>		<b>p.m.</b>	
	<b>GRAND TOTAL</b>	<b>15,197,600</b>	<b>458,708</b>	<b>15,656,308</b>	

## 5. ESTABLISHMENT PLAN 2017 FOR THE AGENCY

<i>TEMPORARY AGENTS</i>						
Category & grade	2015		2016		2017 authorized	Remarks
	Actually filled at 31.12.2015	Authorised	Actually filled at 31.12.2016	Authorised		
AD16						
AD15						
AD14	1	1	1	1	1	
AD13	2	1	2	2	2	
AD12	1	1	1	1	2	
AD11	1	2	1	1	1	
AD10	1	2	2	3	3	
AD9	1	2	1	1	3	
AD8	6	6	7	7	5	
AD7	6	5	5	5	7	
AD6	4	4	3	3		
AD5	-	-	-	-		
<b>Total grade AD</b>	<b>23</b>	<b>24</b>	<b>23</b>	<b>24</b>	<b>24</b>	
AST11						
AST10						
AST9	1	1	1	1	1	
AST8	-	-	-	-	-	
AST7	-	1	-	1	-	Staff cut as per redeployment pool (COM(2013) 519)
AST6	2	2	2	3	3	
AST5	3	4	8	7	7	Adjustment following decision GB 2016/29 and due to cut of AST7 post
AST4	7	5	2	2	2	
AST3	2	2	2	2	3	Adjustment following decision GB 2016/29 and due to cut of AST7 post
AST2	2	3	1	1	-	
AST1	-	-	-	-	-	
<b>Total grade AST</b>	<b>17</b>	<b>18</b>	<b>16</b>	<b>17</b>	<b>16</b>	
AST/SC 6	-	-	-	-	-	
AST/SC 5	-	-	-	-	-	
AST/SC 4	-	-	-	-	-	
AST/SC 3	-	-	-	-	-	
AST/SC 2	-	-	-	-	-	
AST/SC 1	-	-	-	-	-	
<b>AST/SC total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<b>GRAND TOTAL</b>	<b>40</b>	<b>42</b>	<b>39</b>	<b>41</b>	<b>40</b>	

**6. ESTIMATE OF NUMBER OF CONTRACT AGENTS, LOCAL STAFF (EXPRESSED IN FULL-TIME AND SECONDED NATIONAL EXPERTS IN 2017)**

<b>CONTRACT AGENTS*, LOCAL STAFF &amp; SECONDED NATIONAL EXPERTS</b>				
<b>Function group &amp; grade</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>Remarks</b>
<b>FG IV</b>	2	2	2	
<b>FG III</b>	12	12	12	
<b>FG II</b>	10	10	10	
<b>FG I</b>	-	-		
<b>Total CA</b>	<b>24</b>	<b>24</b>	<b>24</b>	
<b>LA</b>	1	1	1	
<b>Total Local agent</b>	<b>1</b>	<b>1</b>	<b>1</b>	
<b>SNE</b>	-	-	-	
<b>Total SNE</b>	-	-	-	
<b>GRAND TOTAL</b>	<b>25</b>	<b>25</b>	<b>25</b>	

\* One Contract Agent FG IV was 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.