

## **ANNEX XI.1 — Draft Web Maintenance Service Level Agreement (Lot 3)**

### **MAINTENANCE SERVICE LEVEL AGREEMENT (SLA)**

Maintenance of EU-OSHA websites

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## 1 Introduction

This document describes the service level agreement (SLA) applied to manage the maintenance of the European Agency for Safety and Health at Work (EU-OSHA) websites, web applications and web tools which have gone live in the production environment.

This document outlines the services and responsibilities of EU-OSHA and the contractor in charge of the Maintenance Service.

XXXX will be the contractor in charge of the Maintenance Service. Hereinafter, we shall refer to XXXX as 'The Contractor'.

For the management of the Maintenance Service, including compliance with the SLAs, EU-OSHA could be supported by a contractor in charge of the project management support.

### 1.1 Scope

The scope of this SLA covers the following websites, web applications and web tools:

- the EU-OSHA corporate website (<https://osha.europa.eu>);
- the Napo website (<https://www.napofilm.net/>);
- the Campaign website (<http://healthy-workplaces.eu>);
- any future websites, web applications and web tools.

## 2 Programme management

To complement the monitoring, control and supervision mechanisms, the following procedures will be used, as they allow the continual verification of compliance with the objectives specified in terms of both time and quality:

- project management;
- monthly committees and fortnightly checkpoint meetings

### 2.1 Project management

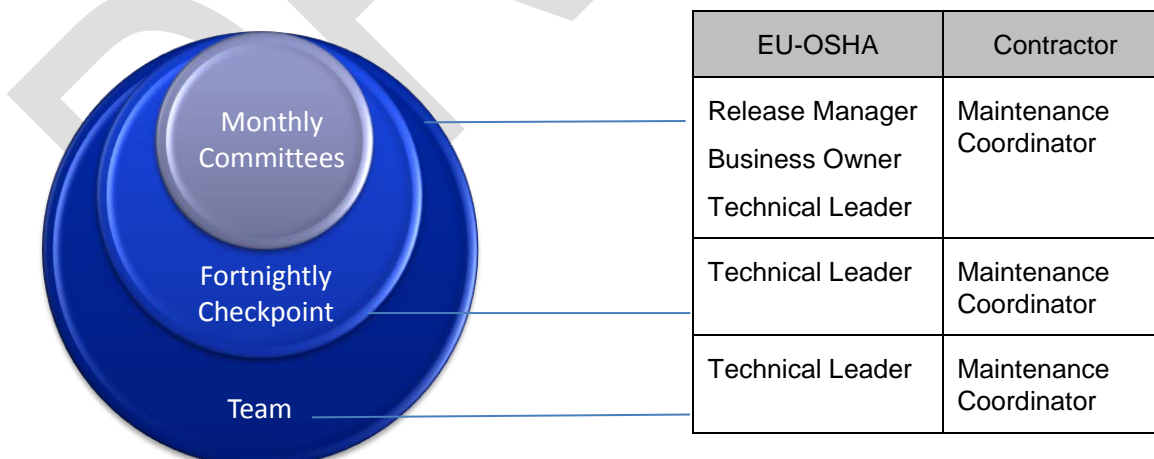
Project management refers to planning, budgeting, following up and monitoring in accordance with the defined working methodology. In order to carry out project management, the following measures will be adopted:

- **Use of the EU-OSHA issue tracker** to control the status of incidents and to change requests, and to extract reports. The EU-OSHA issue tracker enables tasks and the relationships between them to be defined, resources to be assigned to tasks, real dedications to be entered, and planned and actual progress of an incident or request to be compared. This tool is also useful for the planning of the different incidents/change requests, to gain an overview of the Maintenance Service.
- **Use of the extranet** as the repository for new documentation as well as for the updated versions of functional designs, user cases, user manuals or any other technical documentation to be updated in light of change requests (or even incidents).
- A **Maintenance Coordinator** from the Contractor's side and **Technical Leaders** from the EU-OSHA side.
- **Compliance with the EU-OSHA common methodology framework.**

Project management has an impact on strategic direction, organisation and risk management, allowing a better follow-up of a project's progress and the identification of variations in the planned work, which may require appropriate corrective measures to be taken.

### 2.2 Monthly committee and fortnightly checkpoint meetings

In order to guarantee the follow-up of the Maintenance Service, it is necessary to establish an appropriate and regular level of communication among all participants. This will be provided through the following monitoring levels:



### 2.2.1 Monthly committees

There will be **monthly committee meetings** for the control of a project's overall progress, planning for the coming months and revision of the compliance of SLAs. This monthly committee meeting will be organised by EU-OSHA, consolidating the information from the EU-OSHA issue tracker and other agreed reports.

Monthly committee meetings	
<b>Goals</b> <ul style="list-style-type: none"> <li>To review the strategic direction of the Maintenance Service and to guarantee that planned milestones are reached</li> <li>To revise the compliance with SLAs</li> </ul>	<b>Periodicity</b> <ul style="list-style-type: none"> <li>Monthly</li> </ul>
<b>Tasks</b> <ul style="list-style-type: none"> <li>To control the overall progress of the Maintenance Service</li> <li>To approve the planning of the different Sprints for the coming months</li> <li>To analyse the causes of any potential deviations or unexpected issues, and to propose measures to correct and/or anticipate similar situations</li> <li>To coordinate human resources in the Maintenance Service</li> <li>To guarantee the quality of the work</li> </ul>	<b>Human Resources</b> <ul style="list-style-type: none"> <li><b>EU-OSHA:</b> Business Owner, Release Manager, Technical Leader. Minutes of the meeting will be circulated to inform decision-making.</li> <li><b>Contractor:</b> Maintenance Coordinator</li> </ul>
<b>Tools</b> <ul style="list-style-type: none"> <li>Reports to be extracted from the EU-OSHA issue tracker, for the follow-up of compliance with the SLAs.</li> </ul>	

### 2.2.2 Fortnightly checkpoint meetings

There will be fortnightly checkpoint meetings between **EU-OSHA** and **the Contractor**. These sessions will be used to resolve issues relating to the most complex problems and to confirm those issues that require more than 2 man-days for their resolution. That said, if this situation is very frequent or if the number of issues raised increases owing to the volume of websites, web applications and web tools in the Maintenance Service, the fortnightly checkpoint meetings would be changed to weekly meetings.

Fortnightly checkpoint meetings	
<b>Goals</b> <ul style="list-style-type: none"> <li>To ensure the continuous follow-up of the current Sprint for different websites, web applications and web tools</li> <li>To allocate incidents/change requests to the respective Sprint and to take decisions regarding specific issues</li> </ul>	<b>Periodicity</b> <ul style="list-style-type: none"> <li>Fortnightly</li> </ul>
<b>Tasks</b> <ul style="list-style-type: none"> <li>To identify and validate issues to be included in each</li> </ul>	<b>Human Resources</b> <ul style="list-style-type: none"> <li><b>EU-OSHA:</b> Business Owner,</li> </ul>

<p>Sprint</p> <ul style="list-style-type: none"> <li>• To analyse complex issues</li> <li>• To analyse a proposal by the Contractor for discarding a bug</li> <li>• To analyse a proposal by the Contractor for a lower priority</li> <li>• To confirm a change by EU-OSHA considering the effort estimation required</li> <li>• To review the 'Small developments'</li> <li>• To monitor the budget and to check the consumption</li> <li>• To answer requests for more information</li> <li>• To confirm the planning of deployments both in Staging as well as in Production environments</li> </ul>	<p>Technical Leader. The Release Manager will be informed about the decisions of the meeting</p> <ul style="list-style-type: none"> <li>• <b>Contractor:</b> Maintenance Coordinator</li> </ul>
<p><b>Tools</b></p>	
<ul style="list-style-type: none"> <li>• The EU-OSHA issue tracker for the revision of issues with the status 'Request for more information' and issues that require more than 2 man-days for their resolution.</li> </ul>	

### 3 Deployments

The scope of the deployments will be bugs and improvements to be solved by the Contractor, as well other changes in the contents that require inclusion in the deployment package. With the exception of very unusual cases or very low volumes of bugs and improvements, the solution for bugs and improvements should be included in the deployment corresponding to the resolution time agreed. By default there will be organised **standard fortnightly deployments** or **exceptional deployments** for critical or high-priority bugs/improvements.

## 4 Type of services

### 4.1 Maintenance Service

The types of services included in the Maintenance Service are described below:

- **Bugs**
- **Improvements:** this relates to the periodic improvement of the application to prevent its functional obsolescence and to improve its services, usability and search engine optimisation (SEO) positioning and to implement limited/minor improvements. Improvements requiring more than 2 days by the Contractor will be designated 'Small developments' as opposed to 'Improvements'. It will be decided in the fortnightly checkpoint meetings if the requirements for 'Small developments' fall under the maintenance contract or if a specific contract should be opened.
- **Preventive tasks:** the continuous revision and improvement of the software (e.g. Drupal) required by EU-OSHA and, as a consequence, the potential application of patches. In principle, the required upgrades to a new software version that requires an extensive revision of all customisation and developments, with possible migration and several adjustments that result in a major change, would not be part of the Maintenance Service.
- **Adaptive tasks:** the revision, testing and potential minor adjustment of services as a result of changes in the environment (changes/updates to operating system, hardware, internet explorer, etc.)

### 4.2 Other support services

Other types of services considered in the Maintenance Service are described below:

- **Content management:** this service includes all the support required to change and update published contents or to publish new contents.
- **Functional induction:** when the workflow to be followed is very different from the previous one or when key users require an extra explanation, functional induction sessions will be organised.

## 5 Metrics

### 5.1 Definitions

This section outlines the metrics to be created according to their priority and the response and resolution time established by EU-OSHA to solve the issue.

- **Response time:** the time from the notification of the incident to the maintenance contractor to diagnosis and resolution of the problem.
- **Resolution time:** the time from the notification of the incident to the maintenance contractor to its resolution and closure (deployed in Production).

For these metrics the following priorities are used:

Priority <sup>1</sup>	Impact
<b>Critical</b>	<ul style="list-style-type: none"> <li>• Major outage affecting a large number of users</li> <li>• Critical commitments cannot be met</li> <li>• Important financial, image or regulatory implications</li> </ul>
<b>High</b>	<ul style="list-style-type: none"> <li>• System or application usable with severe restrictions</li> <li>• Performance severely degraded</li> <li>• Important impact in SEO</li> <li>• Financial, image or regulatory implications</li> <li>• A request by a very important person</li> </ul>
<b>Medium/Normal</b>	<ul style="list-style-type: none"> <li>• Affects a small number of users</li> <li>• Must be done but does not impact service level</li> <li>• Recurrent but minimum priority</li> <li>• Standard improvements or improvements that are planned in the next 1-3 months (depending on their impact)</li> </ul>
<b>Low</b>	<ul style="list-style-type: none"> <li>• Bugs that do not affect users' productivity or experience</li> <li>• Workaround available</li> <li>• Minor improvements most of which relate to usability</li> </ul>

<sup>1</sup> The priority of issues may be changed only by EU-OSHA.

## 5.2 Bugs

A **bug** is any functional, technical or SEO issue that is identified or defined as such in the functional, technical or SEO requirements, or as per standard good practices in the case of technical issues, for example, regarding performance.

Priority	Yearly average
Critical	2%
High	8%
Medium/Normal	Short term — Long term 60% — 30%
Low	Short Term — Long Term 30% — 60%

As noted previously, in principle, there will **fortnightly deployments**, except in the case of critical and high-priority incidents or improvements.

Priority	Response time	% of delay for compliance	Resolution time <sup>2</sup>	% of delay for compliance	Coverage hours
CRITICAL	< 4 hours	0%	< 8 hours	0%	EU-OSHA working hours
HIGH	1 day	< 5%	< 3 days	< 5%	
MEDIUM/NORMAL	2 days	< 20%	< 15 days	< 10%	
LOW	5 days	< 20%	< 25 days	< 20%	

As a general rule, medium-priority bugs should be included in the immediate next fortnightly deployment and low-priority bugs should be included in the following fortnightly deployment (unless the volume of work is very low and there is time to include them in the immediate next deployment).

<sup>2</sup> Only EU-OSHA working days should be counted in the number of days. For complex tasks an agreement could be found with EU-OSHA.



### 5.3 Improvements

All limited/minor changes or limited/minor improvements in the functionality or SEO requirements are considered improvements. When a major improvement (or an addition of minor improvements with the same purposes) is required, a specific project would be launched.

Priority	Yearly average
Critical	2%
High	8%
Medium/Normal	Short term — Long term 20% — 60%
Low	Short Term — Long Term 70% — 30%

As noted previously, in principle, there will **fortnightly deployments**, except for critical and high-priority bugs or improvements.

Priority	Difficulty	Response time	% of delay for compliance	Resolution time <sup>3</sup>	% of delay for compliance	Coverage hours
CRITICAL	Any	< 4 hours	<1%	< 8 hours	0%	EU-OSHA working hours
HIGH	Simple	1 day	< 5%	< 3 days	< 5%	
MEDIUM/NORMAL	Any	5 days	< 20%	To be planned	< 10%	
LOW	Any	8 days	< 20%	To be planned	< 20%	

For **critical** and **high**-priority improvements the times would be the same as for bugs.

**Medium-** and **low**-priority improvements will be subject to planning (first proposal made by EU-OSHA with confirmation or the suggesting of alternative by the Contractor to be validated by EU-OSHA). That said, in the medium term, some standard times could be assigned, for instance < 4 weeks for medium-priority improvements (i.e. in the following deployment) and < 6 weeks for low-priority improvements (i.e. in the deployment after this).

<sup>3</sup> Only EU-OSHA working days should be counted in the number of days. For complex tasks an agreement could be found with EU-OSHA.

## 5.4 Preventive tasks

The Observatory will include the following actions:

- report of new patches with a positive impact or relationships with features of EU-OSHA websites;
- analysis of the positive impact and the requirements for adjustments (consequences in terms of developments, testing, infrastructures, etc.);
- alert on the time for a required upgrade to ensure support in the event of bugs (or adding new standard features).

Any of the above would require a complete functional and technical analysis to be requested by EU-OSHA. If there are no interesting patches or upgrades, this should be confirmed.

These tasks should be completed and delivered to EU-OSHA within 3 weeks of notification that a new patch or upgrade of a tool is available. If the priority of the patch is critical, it should be completed in less than 3 days.

## 5.5 Adaptive tasks

The following adaptive tasks will be undertaken: impact analysis of changes in software or hardware in accordance with the processes to be defined and participation in the testing of the website (Functional testing, Stress testing, Security testing, Rollback).

These tasks should be completed and delivered to EU-OSHA within 3 weeks of notification of the task. If the priority of the task is critical, it should be completed in less than 3 days.

## 5.6 Documentation updates

All EU-OSHA documentation is continuously updated to provide staff with up-to-date information about the functionality of, and the steps to be followed when working with, different applications in EU-OSHA. It is therefore necessary to enter all information about improvements to applications in all the documents related to them (functional designs, guidelines, manuals and others).

Service	Standard deadlines	Maximum time
Documentation	Required for deployment: deadlines to be set to each case	10 days
Functional and technical documentation	Quarterly, except for functional documentation of complex requests	10 days

## 5.7 Content management

All the support required to change and update published contents or to publish new contents is considered content management.

This support would be under request, and is differentiated from changes in the 'application' (front-end or back-end).

In the event that some requests regarding content may require minor adjustments to the application, a solution for tagging these cases should be identified using the EU-OSHA issue tracker (e.g. creating two requests, one for content and another for the application, and linking them).

In so doing, EU-OSHA will be able to evaluate future requests, wherever possible, to avoid these changes in the application and to increase the autonomy of end-users regarding content that is subject to periodic change.

Priority	Difficulty	Response time	% of delay for compliance	Resolution time <sup>4</sup>	% of delay for compliance	Coverage hours
CRITICAL	Any	< 1 hours	<1%	< 4 hours	0%	EU-OSHA working hours
HIGH	Simple	4 hours	< 5%	< 1 day	< 5%	
MEDIUM/NORMAL	Any	1 day	< 20%	< 3 days	< 10%	
LOW	Any	1 day	< 20%	To be planned	< 20%	

## 5.8 Functional induction

In some cases of change requests and improvements, modification of the workflow to be followed by the end-user may be required. Small improvements can be directly communicated to key users, but when the modification is complex, the workflow to be followed is very different from the previous one or the key users require further explanation, a functional induction session should be organised by the Contractor.

In the event that functional induction is required, EU-OSHA, will inform the Contractor of the desired date, according to their availability and needs. The Contractor will confirm if it is possible to deliver the session on the indicated date. If not, EU-OSHA will provide two alternative dates, one of which should be selected by the Contractor.

In the user satisfaction questionnaires to evaluate the Contractor's work, which should be completed after any functional induction sessions, a satisfaction rate of at least 65% should be achieved.

If the functional induction session does not meet users' expectations, it should be repeated until the training meets a satisfaction rate of 65%.

<sup>4</sup> Only EU-OSHA working days should be considered in the number of days. For complex tasks an agreement could be found with EU-OSHA.

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## 6 Request for offer

When EU-OSHA presents a request for offer, the Contractor should send the first version of the offer within **5 days**. EU-OSHA will review the documentation within **5 days** and will send it back to the Contractor with its comments. The Contractor will adapt the offer in light of EU-OSHA's comments and will send it back to EU-OSHA within the next **2 days**.

## 7 Penalties

For each violation of the SLA a penalty will be applied.

A penalty will consist of a deduction of 5% of the monthly maintenance cost.

A maximum of three penalties per month can be applied.

## 8 Signatures

For the Contractor,

XXXX

XXXXX

Signature(s): \_\_\_\_\_

Done at Bilbao.

For the Agency,

EU-OSHA

XXXX

Signature(s) \_\_\_\_\_

Done at Bilbao.