

ACTION POINTS

Meeting:	MEETING OF THE EXECUTIVE BOARD OF THE MANAGEMENT BOARD
Date:	18 January 2024 – 09.30-13.00
Venue:	Online

These notes intend to reflect the actions agreed in view of the Management Board meeting on 23-25 January 2024.

1. ADOPTION OF THE DRAFT AGENDA

The Chairperson welcomed the participants and introduced the draft agenda. Before working through the agenda, he asked the participants to declare whether they may have any conflict of interests with any of the items of the draft agenda. No Executive Board member reported any.

The main business for this meeting was to prepare the Management Board meeting later in the month. The other important item on the agenda was to discuss the Agency's proposal on the success criteria for the hybrid meeting format of the Management Board, based on a request of the Government's group following the Management Board's decision on hybrid meeting from December 2023.

CONCLUSION: The Executive Board adopted the draft agenda.

2. MANAGEMENT BOARD MEETING PREPARATION

The Chairperson introduced this item by recalling that the Agency would introduce the different items at the interest group meetings. The group meetings will be held on 23-24 January whereas the final plenary is scheduled on 25 January between 10.30 and 14.30 CET.

For the interest groups meetings, the Executive Board agreed that the Agency should provide an introduction for all items on the Management Board agenda, with a focus on those items that are for decision and discussion. The Agency took note of this request.

The Executive Board also agreed that the wrap-up meeting of the Executive Board shall take place on 25 January starting at 08:30 CET instead of 09:00 CET. The Agency will send an updated invitation.

The Chairperson introduced the draft agenda (item 1). There were no suggestions for additional items to be included in the agenda. The Governments' representatives asked the Agency to provide an update on the status of the recruitment of the Head of the Communication and Promotion Unit and Head of the Prevention and Research Unit. The Executive Director confirmed that this topic would be addressed under item 8 – Executive Director progress report.

The Chairperson recalled that at the Management Board meeting the decision/discussion items are usually taken upfront. Behind this arrangement, there is the consideration that a quorum of participants must be there at the time decisions by the Management Board are required. For this reason, item 11 – hybrid meeting success criteria, shall be taken after item 7 – EU-OSHA strategy. The information items would follow in the order of the agenda.

Regarding the draft minutes from the 2022 December meeting (item 2), there were no comments at the meeting. Comments from the Executive Board members were received before meeting and where applicable integrated into the version that would be submitted to the Management Board for adoption.

On the draft Single Programming Document 2025-2027 (item 3), the Executive Director informed that it is submitted for agreement before it is sent to the Parliament, Council and Commission for consultation and to initiate the budgetary procedure, together with the draft budget. Concomitantly, the Agency

shares the SPD with other EU Agencies as foreseen in the respective cooperation agreements. The draft SPD includes the new OSH overviews on climate change and occupational exposure to cancer risk factors whose ex-ante evaluations had been reviewed by both the Executive and the Management Boards in November and December respectively. Another issue relates to the new regulation on cybersecurity, which entered into force on 1 January. Whereas at the moment the budget does not include resources to fulfil EU-OSHA's obligations, EU-OSHA is exploring cost-effective, shared solutions together with other agencies, in particular in the EMPL area, and with the Commission. In order to better reflect these latest developments which were still under discussion when the draft SPD was sent to the Management Board, the Agency proposes a rewording of the section of the SPD related to "growth of existing tasks" – which will be shared with the Management Board.

The Workers remarked that their suggestion on the development of a training module for all Workers and Employers had not been included. The Executive Director explained that, as explained on previous occasions, based on the experience with OiRA a standard training package applicable to all Member States and all sectors is not likely to achieve the desired impact – it will have to be adapted to Member States and sectors and a structure for delivering the training would have to be developed. This would go far beyond what is possible with current resources and would lead to an imbalance between the different tasks given to the Agency in the founding regulation. Meanwhile, EU-OSHA does work on training: With OiRA, training features are integrated into a number of modules; three networks exist under the OSH VET project to promote integration of OSH in vocational training; under the OSH barometer it is being explored whether the integration of skills forecast data from Cedefop can help identify future training needs. Based on the identification of these needs, a mapping of the existing training programmes available may be included in future planning. The development of a training module as requested by the Workers cannot be included.

The Governments observed that the cover note for this item under "requested action" wrongly referred to the draft SPD 2024-2026 – the Agency will rectify this during the interest groups meetings. They also asked the Agency to clarify on the cancellation of the expert exchange programme under the activity "networking knowledge".

Under this item, at the plenary meeting, the Commission will inform the Management Board on a request from DG EMPL to the Agency on inputs to the next legislative cycle, including proposals in the view of the enlargement.

The *draft budget 2025* (item 4) is also submitted for agreement. The Executive Board welcomed that a slight increase across the three tiles in the draft budget is expected but asked clarifications on the decrease of priority area 2 "facts and figures" vs the increase under priority area 5 "networking knowledge". The Workers had a comment on the contractual situation of Temporary agents and asked when the EEA/EFTA contribution would be known. The Agency will provide clarifications in the groups and in the plenary as required.

The Management Board will also be requested to appoint a new Chairperson as well as deputy Chairpersons from the interest groups and the Commission (item 5). As per usual practice, the Chairmanship of the Management Board rotates among the three interest groups. This time, the Chairperson should emanate from the Governments' group. The groups and the Commission should also nominate their representatives and observers to the Executive Board and to the Agency's Advisory Groups – TARAG, OKAG and WES – or communicate any change.

The three groups and the Commission took note of the requested action and will inform the Management Board at plenary.

The Executive Board welcomed the discussion paper on the campaign strategy for the Healthy Workplaces Campaign 2026-2028 (item 6) and the fact that the Management Board will be engaged at such an early stage by providing preliminary comments and feedback. The Agency will present the document in detail at the interest groups meetings. The workers asked to change the priority area title "Risk Assessment and mental health" to "Risk Assessment and psychosocial risks".

For the item on the EU-OSHA strategy (item 7), the Executive Board welcomed that the Agency's proposal goes into the direction of a high-level document which can be easily adapted to the policy developments and emerging needs while remaining a guidance and inspiration of the Agency's future actions. The Executive Board asked the Agency to prepare a visual representation on how the most

important legislative, policy and corporate documents fit together – including the Agency’s founding regulation, the EU-OSH Strategic Framework, the EU-OSHA strategy and the Single Programming Document. This will help understand what requirements are addressed where and what the main purposes of the different documents is. The Agency will prepare a slide to show at the interest groups meetings.

The *Executive Director’s progress report* (item 8) will feature a presentation by the Executive Director on the main highlights from 2023 as well as an update on the work of the Focal points during 2023 and on the status of the two above-mentioned senior recruitments. Under this item, the Commission will update the Management Board on recent legislative developments with an impact on OSH.

The Agency will also provide an update on the implementation of *EU-OSHA’s anti-fraud strategy and action plan* (item 9) as well as on the status of the implementation of *open recommendations from previous audits* (item 10). Under this item, the Commission will provide an update on the status of the evaluation of EU-OSHA, Eurofound, Cedefop and ETF.

Finally, the Executive Board discussed the *success criteria for hybrid meeting format (item 11)*, cf. next item.

CONCLUSION: The Executive Board reviewed the Management Board agenda.

3. SUCCESS CRITERIA FOR HYBRID MEETING FORMAT

On this item, the Agency submitted a proposal for discussion by the Executive Board with the view of presenting an agreed way forward to the Management Board. This followed up on a request made at the December 2023 Management Board meeting. The Governments explained that the main concerns were linked to reputation and resource allocation and therefore the criteria and targets should provide evidence of the effectiveness (or not) of the meeting format and provide an input for evaluating this decision in due course. The criteria proposed by the Agency were regarded as a good starting point and these would be discussed at the interest groups meetings with the view to agreeing on reaching an agreement at the plenary meeting. Regarding the targets, the Executive Board concluded that more discussion would be required, whereas the attendance of Management Board members at the June 2022 meeting (first hybrid meeting after the pandemic) could be taken as the baseline for further benchmarking while other Executive Board members considered a target of 15 members from each group physically present as reasonable. Given the technical nature of this matter, the Executive Board was of the opinion to ask the Management Board to agree on the overall approach and mandated the Executive Board to take this task forward – including defining targets for the criteria; monitor the data collected under the criteria against the targets; evaluate the effectiveness of the hybrid meeting format in June 2025; and report back to the Management Board.

On this issue, the Commission shared the experience from the Advisory Committee for Safety and Health at Work. The ACSH holds two meetings per year and as a result of the recent decision taken with regard to the meeting format, one is held completely online, whereas the other one is held completely in-presence. The dynamics change substantially from online meetings to in-presence meetings and considering the importance to preserve the principle of tripartism in the deliberations, this way all participants are able to participate on equal footing. The importance of tripartism (including equal representation of the three groups) and the effectiveness of the Management Board to take decisions in a tripartite setting has been once again addressed in the recent evaluation of the four Agencies. This consideration should be taken into account when discussing the targets.

The Agency will submit to the Management Board the proposal with the criteria discussed by the Executive Board for further discussion at the interest groups meeting and in the view of agreeing on a set of criteria at the plenary meeting. At the same time, the Management Board will be asked to mandate the Executive Board to take on the follow-up actions and discussions.

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The Chairperson thanked the attendees and closed the meeting.