

MEETING SUMMARY

Meeting:	EXECUTIVE BOARD OF THE MANAGEMENT BOARD
Date:	28 November 2025
Venue:	Online

- **Adoption of Agenda:** The Chairperson asked the participants to adopt the agenda for the Executive Board meeting and invited them to add any other business items. The Executive Board agreed the agenda.
- **Patrice Furlani's Departure Announcement:** Patrice Furlani (Executive Board alternate representative for the Governments) announced that this would be her last meeting in the Executive Board as she will also be leaving the Management Board. She thanked everyone for the excellent cooperation over the years and expressed hope to stay in touch. The Executive Board and the Agency acknowledged Patrice's valuable contributions and the positive impact they had on the Board.
- **Management Board Meeting Preparation:** The Chairperson outlined the purpose of the meeting, which is to prepare for the management board meeting starting next Tuesday. He encouraged participants to ask questions and add any other business items.
- **Agenda for Management Board Meeting:** The Chairperson provided an overview of the agenda for the Management Board meeting, including the two plenary sessions on 2 December am and 3 December am, and the interest group meetings, and the wrap-up Executive Board meeting on 2 December am and pm. He explained the categorization of topics into A, B, and C items and when they would be presented and /or discussed – plenary session one on 2 December or / and plenary session two on 3 December. The Executive Board agreed with the suggestions. The Executive Board agreed the proposed categorisation and presentation plan. (see agenda attached).
- **Final 2024 Anti-Fraud Action Plan:** The Agency presented the final 2024 anti-fraud action plan, highlighting that 17 out of 18 actions were completed. The agency plans to elaborate a new anti-fraud strategy for 2027-2030 based on the recently published OLAF methodology. In the light of the actions taken and explanation provided, the Executive Board agreed to recommend to the Management Board to take note of the update without further discussion, unless requested.
- **Single Programming Document:** The Agency introduced the single programming document for 2026-2028 and the draft for 2027-2029. At the Management Board, the focus of the presentation will be on the programming context, the Commission's opinion, new projects upcoming in 2026 and 2027, the strategy on efficiency gains and the approach to outputs categorisation and negative priorities. Negative priorities are important and usually refer to actions that are already planned (such as OSH pulse where a new edition is expected for 2027 or multilingualism, where significant resources are already allocated to translation), but which can be brought forward if resources become available earlier. As part of the Single Programming documents, the Management Board will also be called to adopt the new performance monitoring framework – i.e. the new set of Key Performance Indicators and evaluation approach. Under this item, there will also be an update on the ongoing work related to the identification of new premises for the Agency in Bilbao. This item is for adoption.

- **Final Budget and Establishment Plan for 2026:** The Agency presented the final budget and establishment plan for 2026, explaining the new structure and the proposal for the inclusion of a possible new IPA programme starting from 2026 and running for 48 months. The Agency highlighted the staffing levels will remain stable in 2026 and 2027. Regarding staffing, the Workers enquired on the use of temporary workers by the Agency, which are important resources to support the work in occasional instances and specific temporary needs. As from 2026, the Agency will welcome two SNEs. SNEs are also important to provide specific technical support. The Agency appreciated the support received from the Management Board and DG EMPL to secure this additional resource. This item is for adoption.
- **Healthy Workplaces Campaign 2029:** The Agency introduced the three proposed themes for the Healthy Workplaces campaign starting in 2029: cardiovascular diseases, climate change, and work-related accidents. The Executive Board appreciated the selection of the themes which looked very relevant and the Management Board will discuss and decide on the theme in the upcoming meeting. This item is for decision.
- **MS level engagement:** The Agency introduced the proposals that can be implemented on top of what is already in place to support MS engagement in the dissemination and uptake of EU-OSHA's work. These additional proposals are based on the discussions held at the Management Board/Focal Point Seminar in June. This item is for discussion and agreement.
- **Designation of Chairperson and other appointments:** the Management Board will need to appoint a new Chairperson (from the Workers' group) and deputy Chairpersons from the other groups and the Commission. The groups and the Commission will also have to put forward their nominations for the Executive Board and the advisory groups. Finally, the Management Board has to appoint reporting officers for the appraisal of the Executive Director. This item is for decision.
- **Executive Director's progress report:** The Agency introduced the progress report. The presentation at the Management Board will focus on the achievements with examples of key highlights across the SLAs. There will also be a presentation on the results of the target audience project.
- **Supporting Compliance project:** There will be a presentation of the research findings of the Supporting compliance project, followed by a discussion.
- **Update from the European Commission:** the Commission will update the Management Board on a number of issues, including the status of important initiatives outlined in the Commission's work programme for 2026, such as (non-exhaustive list): the Job Quality Act and Roadmap; the new action plan for the European Pillar of Social Rights; the preparation for the next EU OSH Strategic Framework; and an update on a number of files related to the revision of OSH Directives that is currently ongoing.
- **Update from the EU Presidencies:** The Government representatives from DK and CY will provide an update on the ongoing and planned activities with regard to OSH.
- **Any other business:** the Workers asked a clarification on the project on inter-agency data sharing platform, involving the five EMPL agencies, and the role of EU-OSHA in it. The Commission agreed to elaborate on this during their update to the Management Board.