

**MINUTES OF THE 28th MEETING OF THE GOVERNING BOARD OF THE
EUROPEAN AGENCY FOR SAFETY AND HEALTH AT WORK.
Bilbao, 3-4 March 2009**

The **Chairperson** (Mr György) welcomed those present.

Item 1: Adoption of the revised draft agenda (G/09/A1 rev)

The Board agreed the revised agenda.

Item 2: Agency's 2008 Annual Activity Report (G/09/01)

The Board approved the draft analysis and assessment of the Annual Activity Report.

Item 3: Agency's 2008 Annual Report (G/09/02)

The Board approved the Annual Report.

Item 4: Draft Annual Management Plan (G/09/03)

The discussion was divided in two: 1. The Annual Management Plan (AMP) document itself, and; 2. The selection of the Campaign theme for 2012-2013.

The AMP document:

There was a general appreciation of the background information provided.

Mr Remaeus¹ commented that the occupational health promotion project should not include lifestyle issues.

Ms Schweng commented on the foresight study project and asked the Agency to keep in mind the positive consequences of technological innovation. It would be important to consider the SMEs and the innovation taking place in these companies. As regards the balance of the different elements in the forecast studies, it was recognized that context issues need to be included but this should not be the main element. Finally, it was suggested that a first sector could be the 'green economy'. As regards ESENER, Ms Schweng asked for a closer involvement of the Bureau in decisions on secondary data analysis. Furthermore, the text on the maintenance campaign in the AMP needed to be brought into line with the text in the other documents.

Mr Cerfeda asked for a better reflection in the AMP of the current economic situation. There was also a need to focus on the lack of involvement of social partners in many countries. As regards the pre-enlargement activities the Agency should do more to involve the social partners in the concerned countries.

The AMP was agreed with the provision that the comments provided should be reflected and that it should be sent to the Bureau for final comments before being forwarded to the Commission.

Campaign theme 2012-2013

¹ Throughout these minutes, unless otherwise states, the persons indicated speak on behalf of their groups.

Mr Cerfedda expressed a preference for a general theme.

Mr Remaeus requested that in the future all potential campaign themes, no matter their origin, should be presented in a similar way.

Ms Schweng agreed with the issue on presentation of the themes. Regarding the future campaign theme it was important that it had an SME focus and that it would help demystifying OSH.

As regards the presentation of the themes, Mr Takala replied that one of the themes suggested by the social partners had come late and the Agency had been given no mandate to edit in the proposals which made it difficult to present them all in a similar way.

It was agreed that the theme would be Better health and safety at work through prevention. The Bureau should be closely involved in specifying a road map for the campaign.

Item 5: Draft budget and establishment plan 2010, including Staff Policy Plan (G/09/04)

Ms Murillo outlined a few precisions regarding the forwarded documents (available here: <http://extranet.osha.europa.eu/livelink/livelink.exe?func=ll&objId=1103377&objAction=browse&sort=name>).

At the request from Mr Remaeus, Mr Takala explained the situation regarding the three vacant posts end 2008. The Agency's staff – as staff in any organisation – now and then change jobs. When a staff member leaves the Agency, the Agency initiates the procedure for filling the vacant post. However, the Agency is obliged to follow the same time-consuming steps as other, much bigger, Community organisations. It is therefore inevitable that there now and then are vacant posts. The Agency has, however, managed to bring the vacancy rate down considerably over recent years.

The Board approved the draft budget 2010 and the establishment plan as well as endorsed the Staff Policy Plan 2010-2012.

Item 6: Internal Audit Service Report on “Management of Stakeholders’ Expectations” (G/09/06)

Mr Cerfedda, supported by the other groups, stressed that the Agency must distinguish between those stakeholders mentioned in the regulation and other stakeholders.

Mr Alvarez commented that it is important to keep in mind that auditing work is not an Agency invention but an integrated part of the way the Community works. The Commission considered the audit report to be a very positive assessment of the Agency's work in this area.

The Board agreed the suggested actions to implement the recommendations and also to mandate the Bureau to monitor the follow-up.

Item 7: Multi-annual audit plan (G/09/07)

Mr Remaeus requested that the Bureau be kept informed about audit issues.

The Board endorsed the suggested multi-annual audit plan.

Item 8: Implementing Rules regarding Staff Issues (G/09/09)

The Board approved the implementing rules on engagement and use of temporary agents and on classification of temporary agents.

Item 9: Proposal on observer status for staff representatives in Board (G/09/10)

The proposal was generally welcomed. However, Mr Alvarez pointed out that the meaning of ‘observer’ in the Agency Regulation does not include staff representatives. Therefore, their participation in the Board would have to be based on the rules of procedure, article 6 (2).

The Board agreed that staff representatives are invited to attend future Board meetings on the basis of article 6 (2) of the rules of procedure.

Item 10: Proposal for a second annual Board meeting (G/09/11)

Mr Cerfeda stressed the need for time for the groups to discuss the issues on the agenda.

Ms Schweng requested an evaluation of the arrangement with two annual Board meetings after two years.

Mr Takala agreed with the two requests and stressed the need to stick to the planned schedule for future meetings as last-minute changes cause problems for both meeting attendees and the Agency.

The Board agreed to replace the interest group meetings in Luxembourg with a second annual Board meeting. The Agency should prepare a proposal for the format of the second annual Board meeting.

Item 11: Proposal regarding Advisory Groups (G/09/12)

Mr Cerfeda stressed the positive experience and importance of the Advisory Groups.

Mr Remaeus suggested that a coordinated calendar of Agency meetings would be useful.

Ms Schweng agreed with the proposal from the governments and reminded the Agency about the deadline for provision of meeting documents, which is two weeks before the meeting.

It was agreed to continue the existing structure with three Advisory Groups as well as the development of a coordinated calendar of Agency meetings.

Item 12: Election of chair, vice-chairs and other Bureau members (G/08/01)

The groups thanked Mr György for his work as chair.

Mr Cerfeda suggested Mr György as vice-chair of the Board. As regards the role of coordinator and the remaining Bureau members/alternates there were no changes.

Ms Schweng informed that the employers suggested herself as vice-chair and that there were no changes as regards the role of coordinator or the remaining Bureau members/alternates.

Mr Remaeus informed that the governments suggested himself as vice-chair. Mr Riese would replace Mr Lusi as coordinator and Ms Breindl would be the third member of the Bureau appointed by the governments. Alternates would be Ms Petricek, Mr Grau and Ms Koradecka.

Mr Alvarez informed that he would be the Commission’s proposal for the vice-chair, that Mr Constantinou would be the other Bureau member, and that Ms Stadnik would be the alternate.

The Board confirmed the nominations as vice-chairs and elected Mr Remaeus as chair.

Item 13: Any Other Business

Mr Remaeus requested that the Bureau be kept informed about the follow-up to the Commission's communication on agencies.²

At the request from Ms Schweng and Mr Remaeus, Mr Smith confirmed that the Agency will prepare a discussion for the 2010 March Board meeting on the ECAP model.

Mr Cerfeda asked the Board to consider inviting the Western Balkan countries and Turkey to future Board meetings. It was agreed the Bureau would follow up on this.

Ms Murillo provided the Board with an overview of the written procedures foreseen at this stage for the rest of the year. As usual, the Agency will seek the Bureau's prior opinion where relevant and decisions that can wait will be scheduled for the November Board meeting.

² Communication available here:

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2008:0135:FIN:EN:PDF>

List of participants

	NAME	INTEREST GROUP	REPRESENTING
1	ADAMAKIS Ioannis	Workers	GREECE
2	ALVAREZ HIDALGO F. Jesús	European Commission	COMMISSION
3	ANDREOU Nikos	Workers	CYPRUS
4	ANSELMANN Norbert	European Commission	COMMISSION
5	ANTAPSONS Ziedonis	Workers	LATVIA
6	ANTAUER Igor	Employers	SLOVENIA
7	BÉKÉS András	Government	HUNGARY
8	BENDIK Bohuslav	Workers	SLOVAK REPUBLIC
9	BÖHM Lucka	Workers	SLOVENIA
10	BREINDL Gertrud	Government	AUSTRIA
11	BRISCOE Tony	Employers	IRELAND
12	BRISTOW Stuart	Government	UNITED KINGDOM
13	CERFEDA Walter	Workers	ETUC
14	COJOCARU Adrian	Workers	ROMANIA
15	CRONIN Sylvester	Workers	IRELAND
16	DE MEESTER Kris	Employers	BELGIUM
17	DEN HELD Martin	Government	THE NETHERLANDS
18	DIMITROVA Emiliya	Workers	BULGARIA
19	ENGELS François	Employers	LUXEMBOURG
20	FRASCHERI Cinzia	Workers	ITALY
21	FREDERIKSEN Jan Kahr	Workers	DENMARK
22	GAUCI Mark	Government	MALTA
23	GOMES Fernando	Workers	PORTUGAL
24	GRAU Mario	Government	SPAIN
25	GYÖRGY Károly	Workers	HUNGARY
26	HEIDER Alexander	Workers	AUSTRIA
27	IMBRECHTS Willy	Government	BELGIUM
28	JANCUROVA Laurencia	Government	SLOVAK REPUBLIC
29	KAADU Tiit	Government	ESTONIA
30	KELLY Daniel	Government	IRELAND
31	KEMPA Viktor	Workers	ETUI-REHS
32	KOLCHAKOV Atanas	Government	BULGARIA
33	KONING J.J.H.	Employers	THE NETHERLANDS
34	KORADECKA Danuta	Government	POLAND
35	KRISTJUHAN Ülo	Workers	ESTONIA
36	KUBICKOVA Daniela	Government	CZECH REPUBLIC
37	KYRIAKONGONAS Pavlos	Employers	GREECE
38	LEVY Patrick	Employers	FRANCE
39	MARINESCU Daniela	Government	ROMANIA
40	METZE Eckhard	Employers	GERMANY
41	MOZURA Gediminas	Workers	LITHUANIA
42	NASCIMENTO LOPES Luis F.	Government	PORTUGAL

43	NICOLAIDES Leandros	Government	CYPRUS
44	NICOLESCU Ovidiu	Employers	ROMANIA
45	PAOLINI Pierre	Government	FRANCE
46	PASCUAL Concepción	Government	SPAIN
47	PENA COSTA M. Marcelino	Employers	PORTUGAL
48	PERIMÄKI DIETRICH Raili	Workers	FINLAND
49	PETINIS Konstantinos	Government	GREECE
50	PETRICEK Tatjana	Government	SLOVENIA
51	PETRZELKA Karel	Employers	CZECH REPUBLIC
52	PHILIPS François	Workers	BELGIUM
53	REMAEUS Bertil	Government	SWEDEN
54	RIESE Ulrich	Government	GERMANY
55	ROBERTSON Hugh	Workers	UNITED KINGDOM
56	SAMMUT Saviour	Workers	MALTA
57	SCHRÖDER Marina	Workers	GERMANY
58	SCHWENG Christa	Employers	AUSTRIA
59	SKJOLDAGER Charlotte	Government	DENMARK
60	WEBER Paul	Government	LUXEMBOURG
61	YRJÄNHEIKKI Erkki	Government	FINLAND
62	ZAVADIL Jaroslav	Workers	CZECH REPUBLIC
63	TAKALA Jukka	European Agency	
64	BEJER Jesper	European Agency	
65	MURILLO Françoise	European Agency	
66	RIAL-GONZALEZ Eusebio	European Agency	
67	SMITH Andrew	European Agency	
68	TAYLOR Terry	European Agency	