

Meeting:	32nd MEETING OF THE GOVERNING BOARD	
Date:	29 March 2011	30 March 2011
Time:	09.30 h – 18.00 h	09.00 h – 12.00 h
Venue:	A3, B1 and A4 meeting rooms Palacio Euskalduna Avda. Abandoibarra 4, E-48011 Bilbao	

DRAFT MINUTES

The **Chairperson** (Ms Schweng) welcomed those present and informed that there would be interpretation facilities in English, French, Spanish, German and Italian during the session.

The **Chairperson** informed about the papers tabled and the timetable for the day, and reminded about the need to sign the attendance list, in order to claim for reimbursement of expenses.

1. Adoption of the draft agenda (G/11/A1)

CONCLUSION: The draft Agenda was adopted.

2. Adoption of Draft Minutes from last Board meeting (G/10/M2)

CONCLUSION: The draft Minutes of the last Board meeting were adopted without any comments.

3. Analysis and assessment of the Agency's 2010 Annual Activity Report (G/11/01-a-b-c) – for decision

Mr Takala introduced the item 3 together with item 4, as they were related in content [\[click here to see the presentation\]](#). **Mr Takala** apologised for the late delivery of the Annual Activity report. **Mr Takala** reminded that the Annual Activity Report is his report related to the discharge, whereas the analysis and assessment of the report is the Board's document. The Annual Report is also the Board's document.

Mr Riese asked for an explanation about the difference between "budget implementation" and "budget execution". **Ms Murillo** explained that "Budget implementation" is the percentage of budgetary appropriations committed. "Budget execution" is the percentage of budgetary appropriation used for payments. **The Chair** suggested adding some lines to the activity report to better explain this issue.

Due to the late delivery of the document, **the Chairperson** invited the groups to provide their comments on the analysis and assessment of the Agency's 2010 Annual Activity Report, in two weeks time.

The three groups and the Commission agreed to the Chairperson's proposal.

CONCLUSION: The analysis and assessment of the Agency's 2010 Annual Activity Report was approved provided there were no major remarks in the following two weeks.¹

¹ No comments were received and the analysis and assessment was therefore adopted without any amendments.

4. Agency's 2010 Annual Report (G/11/02-a-b) – for decision

Mr Takala reminded the Board members that they should adopt the report.

Commission:

Mr Silva said that the Commission accepted the report without any comments.

Governments:

Mr Riese thanked the Agency for the substantial improvement since the previous report, and stated three remarks:

- Request for more information about the OiRA business plan
- Page 34 – “all remarks are closed except for three” – which ones and why?
- Request for being informed on an ongoing basis about progress in relation to the seat agreement.

Workers:

Mr György said the Workers Group agreed with the report and had no comments.

Employers:

Mr Engels said the Employers Group had no major comments and therefore the document was accepted.

Ms Murillo explained in relation to the governments' question about the text on page 34, that there was only one recommendation open at the moment. The two recommendations which were open but which are now closed related to the need of updating the check lists used for financial transactions (closed in February) and the recommendation to improve the documentation of procedures. The Agency provided a proper work-plan for that and the recommendation was closed. The only remark which is still open is related to the validation of the accounting system. It is part of the Financial Regulation and it is an open recommendation in almost all agencies. For that case, the Agency will apply the guidelines recently developed by the Commission, and the remark will probably be closed this year.

Regarding the OiRA business plan, **Mr Takala** reminded that the business plan was available in the Extranet, and that the Agency had organised a Seminar in the afternoon to inform the Board in more detail. Regarding the seat agreement issues, Mr Takala confirmed that the issue would be present in the Agenda for the following meetings.

CONCLUSION: The Agency's 2010 Annual Report was adopted.

5. Selection of the 2014-15 campaign theme (G/11/03-a-b-c-d-e) – for decision

Mr Rial-González introduced the item [[click here to see the presentation](#)]. The Board members were invited to decide among the following themes pre-selected by the Bureau:

- Dangerous substances at work– ten years on
- Practical solutions for psychosocial risks
- Managing OSH in the hospital and health care sector
- The electromagnetic spectrum – a rainbow of applications and prevention measures

After the group sessions, **the Chair** informed that following long discussions in the previous informal Bureau meeting, a combination proposal was added:

“Managing OSH in the health and social care sectors”

Year 1: main risk factors and related health problems in the health and social care sectors (covering not only medical staff & social care workers, but also support staff and others, such as trade workers, cleaners, waste management...)

Year 2: focus on practical solutions & tools for psychosocial risks in the health & social care sectors (transferable to any small workplace)”

The Chair invited then the Groups to state their preferred proposals:

Proposals by Groups

Governments: 1^o Psychosocial risks, 2^o Dangerous substances, 3^o Combination proposal, as a compromise solution

Workers: Psychosocial risks, and no other option accepted

Employers: 1^o The electromagnetic spectrum, 2^o Hospital and health care sector, 3^o Combination proposal, as a compromise solution

Commission: They would accept the combination proposal, as a compromise solution.

As no consensus was reached, a voting was proposed to decide between the “combination proposal” and the “Psychosocial risks” proposal. The Chair reminded that EEA-EFTA representatives and members awaiting appointment by the Council were not entitled to vote. It was also stated that an absolute majority of those present as well as a majority of the Governments was requested. Board members were kindly requested to vote once, either for one proposal or for the other.

Results of the voting were:

Combination proposal: 26 votes (of which 5 were from Governments)

Psychosocial risks: 31 (of which 15 were from Governments)

CONCLUSION: It was decided that the theme for the 2014-15 campaign would be *Practical solutions for psychosocial risks*.

6. Amending budget 2011 (G/11/04-a-b) – for adoption

Ms Murillo introduced the item, and asked for comments and adoption by the Board. Main changes are: in the income, for article “105 – IPA II program”, entering of the actual earmarked income (€ 649,076) available in 2011. In the expenditure, entering commitment and payment appropriations (earmarked) available in 2011 (€ 649,076) for budget article “450 - Instrument for pre-accession assistance for Western Balkans”. Amending Budget I increases annual income and expenditure by € 649,076 to a total amount of € 15,729,796.

There were no comments.

CONCLUSION: The amending budget 2011 was adopted.

7. Draft Annual Management Plan 2012 (G/11/05) – for decision

Mr Takala introduced the item [[click here to see the presentation](#)]. The 2012 management plan is the fourth one under the 2009-2013 EU-OSHA Strategy and the activities included have been prepared within that framework. The draft plan outlines the suggested activities in the four mission-related areas as well as in the area of administrative support. The Risk Observatory and the Working Environment Information units have organisationally been merged from 1 January 2011 into the Prevention and Research Unit. However, to ensure consistency with the EU-OSHA Strategy the activities of the unit are still divided in two. The Board's decision on the 2014-2015 campaign theme will be reflected in the document.

Mr Rial-González highlighted the main activities to be developed under the areas of European Risk Observatory and Working Environment Information. **Mr Smith** presented the main activities related with the Campaigning, Communication and Promotion area, including an outline of the communication partners and contracted service providers which allow the Agency to fully develop its work programme. It is particularly important that the Agency has contracts in place with providers of communication services who can offer a pan-European service. It does this by running open calls for tender in line with EU procurement procedures and establishing framework contracts with the tenderer offering the best value for money for the services required. The current arrangement allows EU-OSHA to organise, with its limited resources and staff, activities in all Member States promoting the campaign and its information projects and services.

The Chair invited the Board for comments and approval. The following comments were stated:

Governments:

Mr Riese acknowledged the substantial improvement in the document, and stated the following remarks:

- The current indicators give too little emphasis to the qualitative dimension.
- In page 25. Management targets. Governments would like to see a target for budget implementation and execution.
- Request for all big projects, such as OiRA and OSHwiki, to have an ex-ante assessment, analysing the needs, resource requirements etc.
- Regarding the OSHwiki, request for more information on who are the recognised experts, which is the current status of the tool and if there is a business plan.
- In general, a request to the Agency to involve the Board at an earlier stage in the development of the big projects, like the OiRA and OSHwiki and ensure a better identification of user needs.

Employers:

Mr Engels stated the following comments:

- They shared the Governments' remark about the request to the Agency to involve the Board at an earlier stage in the development of big projects.
- Certain products should be more user friendly, especially for SMEs.

- Regarding the indicators, the employers would like to see a Board seminar set up to discuss this issue.

Commission:

Mr Silva said they would submit their formal opinion to the Agency in due time, but took the opportunity to give their positive view on the AMP in general and also about some proposals in the AMP, in particular those in line with the main priorities of the Strategy 2009-2012, and those related with areas of special interest for the Commission, such as economics, environmental tobacco smoke, electromagnetic fields etc.

Workers:

Mr György said the Workers Group also shared the rest of the groups' positive assessment of the AMP. They also supported the OSHwiki project. They would like to focus on the objectives, indicators and targets. They would like to see a list of end users, and they requested more focus on the target groups. Therefore, they supported the idea of a seminar on these issues.

Mr Takala replied to the comments:

- The Agency would be happy to organise a seminar, to be held at one of the following Board meetings, on evaluation issues, target groups, use of indicators etc.
- Regarding OSHwiki, the recognised experts will be chosen on the basis of their professional membership of a professional or scientific body, at national, European and international level.
- The Agency would follow up on the Board's comments either in the current document which has to go to the Commission etc. within a few days or in the final version of the 2012 management plan.

CONCLUSION: The Agency will provide the Board with a business plan for future significant activities.

CONCLUSION: The Agency will organise a seminar on indicators to be held together with one of the following Board meetings.

CONCLUSION: The draft Annual Management Plan 2012 was adopted, with the above comments.

8. Draft budget and establishment plan 2012, including staff policy plan (G/11/06-a-b-c) – for decision

Mr Takala introduced the item [[click here to see the presentation](#)]. **The Chair** invited the groups for comments:

Commission:

Mr Silva noted that there is a request for an additional post CA FGII to support activities related to OiRA project. Although, **Mr Silva** understood the justification and reasons for the request, he said that it would probably be necessary for the Agency to give further justifications. In this sense, the Agency would soon receive a letter with the Commission's position.

Employers:

Mr Engels stated his concern about the balance between the budget for the administrative expenses (titles 1 and 2) and the operational budget (title 3). **Mr Engels** considered that it would be necessary to better explain this balance. **Mr Engels** also requested further information on the funds coming from the EEA-EFTA.

Workers:

Mr György shared the same concern regarding the balance between the budget for the administrative expenses and the operational budget.

Governments:

Mr Riese asked for clarification about the difference between AD posts and AST posts. He also asked why the Agency does not do more to promote its own staff considering that the establishment plan would allow this.

Mr Takala explained that staff costs are included in Budget Title 1. Title 2 covers electricity, building etc...EU-OSHA is one of the best Agencies as regards the balance between the budget for the administrative expenses (titles 1 and 2) and the operational budget (title 3). **Mr Takala** explained that EU-OSHA was given title 1 and title 2 by the Parliament and Council following the Commission's proposal.

Regarding EEA-EFTA, **Mr Takala** clarified that two persons would be recruited and covered by the EEA-EFTA funds. **Ms Murillo** explained that the figure for EEA-EFTA contribution is set as a percentage, as the real amount is not known.

Regarding AD and AST posts, **Ms Murillo** clarified that the difference corresponds to different grades, based on functions and level of responsibility, and it would depend on the professional experience, academic diplomas, etc. These issues are clearly defined in the Staff Regulations and closely regulated by the Agency's implementing rules adopted by the Board, and under heavy scrutiny by the Commission. **Ms Murillo** also explained that EU-OSHA is authorised by the Commission to have a number of posts and certain grades. To get authorisation for a new post, approval from the Commission and the Parliament is needed. **Ms Murillo** also clarified that the promotion of staff depends on staff meeting the established criteria.

CONCLUSION: The draft budget and establishment plan 2012 as well as the Staff Policy Plan 2012-2014 were approved.

9. Revised version of Governance paper (G/11/07-a-b) – for decision

Mr Takala introduced the item. Governance, and in particular governance of agencies, is increasingly on the agenda and it is one of the issues being discussed in the inter-institutional working group on regulatory agencies. The aim of this paper is to integrate the various elements of EU-OSHA's governance structure which are described in different places in an overall outline of governance arrangements. A previous version of the note was discussed at the Board meeting in November 2010 and on the basis of the comments provided, the Agency was asked to prepare a revised draft. The Board is kindly invited to approve the governance document. The Chair invited the groups for comments:

Workers:

Mr György said it was a relevant paper and acknowledged that all their previous comments had been incorporated. **Mr György** suggested EU-OSHA consulted the similar paper prepared by Eurofound. **Mr György** also said that a short version of the paper supporting and reinforcing the tripartite structures of the Agency should be prepared for the adoption by the Board at next meeting.

Commission:

Mr Silva noted the interest of the paper and that he shared the views expressed. He also noted that, after checking for any possible legal incompatibility, the Commission had come to the conclusion that there was no risk of incompatibility or disagreement with any regulation and therefore agreed with the document.

Employers:

Mr Engels considered it a good paper and shared the worker's proposal for an additional, shorter document on tri-partism.

Governments:

Mr Riese confirmed that the Governments group accepted the document.

CONCLUSION: The Governance paper was accepted as a living document (to be updated as necessary).

CONCLUSION: EU-OSHA would prepare a document highlighting the tripartite nature of the Agency, to be approved by the Board at next meeting.

10. Revised mandates for Expert Groups and for a new Advisory Group structure (G/11/08-a-b-c) – for decision

Mr Rial-González introduced the item [[click here to see the presentation](#)]. The Agency changed its internal organisation on 1 January 2011, with the merger of two units, which should be reflected in its advisory group structure. The Agency will maintain the two external 'brands' (European Risk Observatory and 'Good Practice' Information), so the new Advisory Group should be able to provide advice on the whole range of Agency OSH activities. The list of Expert Groups also needs to be updated to reflect the Agency's work programme.

The proposal for Advisory Groups consists of:

- A single "Prevention and Research Advisory Group" (instead of the former "Working Environment Information Advisory Group" and "European Risk Observatory Advisory Group")
- A "Communication and Promotion Advisory Group"
- Provisions on composition of the groups which will remain: 2 workers' representatives + 2 employers' representatives + 2 governments' representatives + 1 Commission's representative + alternates

The proposal for Expert Groups consists of:

- The structure of the groups remains: each country has 1 member nominated by the Focal Points + the social partners nominate 2 members each + 1 member from the Commission
- Full membership for EEA-EFTA countries

- There will be 4 expert groups: “European Risk Observatory”, “Healthy Workplaces Campaign”, “Mainstreaming OSH into Education” and “Workplace Health Promotion”

The Chair invited the groups for comments:

Governments:

Mr Riese said that, regarding the Expert group for Healthy Workplaces Campaign, Governments proposed that EU-OSHA cooperated more with the Focal Points, that is, with all Member States, instead of with this small group.

Workers:

Mr György suggested extending the membership in the Prevention and Research group to three persons per interest group.

Commission:

Mr Silva accepted the document.

Employers:

Mr Engels found it natural to merge the groups according to the internal reorganisation of the Agency. The Employers also accepted the Workers’ proposal but found that it would be difficult to find enough motivated people to fill the membership.

Mr Rial-González confirmed that EU-OSHA was happy to extend the membership to three persons per interest group for the Prevention and Research Advisory Group. Answering some questions by the interest groups, **Mr Rial-González** also explained that Expert groups meet once a year, and are also contacted by email to ask for feedback on relevant draft publications. Of course Focal Points were copied in all request for information and comments, as they were the ones who nominated the members of the Expert groups.

Regarding the Expert group for the Healthy Workplaces Campaign, **Mr Smith** clarified that this Expert group would be complementary to the existing Focal Points group and would address the development of technical information for the forthcoming campaign. **Mr Smith** explained that the Focal Point campaigning group had been set up as a sub-group of the Focal Points to enable a more detailed discussion of campaigning issues with a group of seven to eight Focal Points, representing all Focal Points, to better perform in terms of efficiency and effectiveness.

CONCLUSION: The revised mandates for Expert Groups and for a new Advisory Group structure were adopted with the amendment mentioned about the number of members in the Prevention and Research Advisory Group.

11. Adoption of EU-OSHA Financial Implementing Rules (G/11/09-a-b-c) – for adoption

Ms Murillo introduced the item. The proposal includes detailed rules for implementing the Financial Regulation of EU-OSHA. The final draft submitted for the Board’s approval included the amendments requested by the Commission. The Board was kindly invited for comments and approval. The groups had no comments.

CONCLUSION: The EU-OSHA Financial Implementing Rules were adopted.

12. Presentation of OSHwiki project, by Mr Rial-González (G/11/10) – for information

Mr Rial-González introduced the item [\[click here to see the presentation\]](#). It is a collaborative tool intended to provide authoritative, in-depth, multilingual and easily-updated information on OSH. It will complement the existing information on the EU-OSHA website. It will be built on Zope/Plone (open source) and integrated with the rest of the website. Its main advantage is that it is a collaborative tool, allowing the Agency to benefit from the voluntary input of the wider OSH community.

Mr Takala remarked the good cooperation with USA and their interest in the OSHwiki project.

CONCLUSION: Item for information, no action required.

13. Introduction to evaluation procedures, presentation by Ipsos MORI, followed by break-out meetings with interest groups – for information

The Chair referred to the work the Agency is carrying out with regards monitoring and evaluation. **Mr Takala** introduced some key points with regards Ipsos MORI’s activities and what it was expected from the meeting sessions with them [\[click here to see the presentation\]](#). **Mr Burns**, from Ipsos MORI explained their work and invited the interest groups to hold meetings to provide their input and suggestions on how to improve the Agency’s evaluation and monitoring.

14. Election of Chair, Vice-Chairs and other Bureau members (G/11/11) – for decision

DECISION OF THE BOARD:

- Chair: Mr György
- Vice-Chairs: Mr Alvarez, Ms Schweng, Mr Riese (From 1st July: Ms Breindl)
- Coordinators:
 - Governments: Ms Petriček
 - Workers: Mr Cerfeda
 - Employers: Ms Smith

- Bureau representatives and alternates:

Governments:

They will keep the same representation until 30th June 2011:

Member of Bureau: Ms Breindl

Alternates: Ms Koradecka, Mr Grau-Rios and Mr Lüsis

From 1st July:

Member of Bureau: Mr Lüsis

Alternates: Ms Galanopoulou

Workers:

Member of Bureau: Ms Böhm

Alternates: Mr Frederiksen, Ms Schröder and Mr Seitz

Employers:

Member of Bureau: Mr De Meester

Alternates: Ms Buet, Mr Engels and Mr Metze

Commission:

Member of Bureau: Mr Constantinou

Alternates: Ms Stadnik

15. Any other business

The Chair mentioned that there had been comments about the meeting rooms. The Interest Groups considered that the meeting facilities were not appropriate, and that the meeting rooms were too small. There was a general request for EU-OSHA to explore alternative possibilities for the plenary sessions of the Board in the future. **Mr Engels** asked for more concise documents, and would appreciate to be able to download the documents for the meeting from the extranet with one single click instead of one by one. **Mr György** requested to have the documents in due time before the meeting.

Mr Takala assured that EU-OSHA had gone for the best possible option bearing in mind the size of the Board and reminded that it was essential for the Board members to confirm their attendance in advance, so that the Agency could properly organise the meeting facilities, including room, catering, interpretation, etc. **Mr Takala** also noted all the Board suggestions regarding documentation, extranet, etc. for future occasions, and remarked that the Agency would look into different alternatives for next Board meetings and would consult the Board about them.

SELECTION OF NEW DIRECTOR:

Mr Silva offered an update on the status of the selection of the new Director for EU-OSHA. The pre-selection steps had been finalised and the next phase would be the interviews with the pre-selected candidates with the Commission Consultative Committee for high level appointments. Eleven interviews had been carried out. Later on, there would take place the interviews of the pre-selected candidates with the Commissioners in charge of Employment and HR. On the basis of these interviews, the Commission will formally adopt the short list to be sent to the Agency, by mid June. There would be a vote in the Board and a hearing in the European Parliament in July of the person appointed by the Board. The extraordinary meeting of the Board should take place in the last two weeks of June. Mr Silva clarified that the quorum is that an absolute majority of the Members must be present.

The Chair informed that the extraordinary Board meeting at the end of June would take place in Brussels. **Mr Takala** kindly requested to have the shortlist by mid June, in order to better organise the meeting arrangements.

FAREWELL MR RIESE AND MR TAKALA:

The Chair announced that Mr Riese would leave the Board from 1st July and took the opportunity to thank him personally and on behalf of the respective groups for his work. **The Chair** also had farewell words for Mr Takala on his last Board meeting, and expressed her gratitude for the excellent work as Director of the European Agency for Safety and Health at Work and her appreciation for his reliability, kindness and fairness.

The Chair thanked the interpreters and closed the meeting.

Encl. List of attendees.

	NAME	INTEREST GROUP	REPRESENTING
1	ALVAREZ HIDALGO Francisco Jesús	European Commission	LUXEMBOURG
2	ANSELMANN Norbert	European Commission	BELGIUM
3	ANTAPSONS Ziedonis	Workers	LATVIA
4	ANTAUER Igor	Employers	SLOVENIA
5	BENDIK Bohuslav	Workers	SLOVAK REPUBLIC
6	BENONISEN Ann Torill	Employers (observer)	NORWAY
7	BÖHM Lučka	Workers	SLOVENIA
8	BOMBERA Géza	Employers	HUNGARY
9	BREINDL Gertrud	Government	AUSTRIA
10	CASARU Anthony	Workers	MALTA
11	COJOCARU Adrian	Workers	ROMANIA
12	CRONIN Sylvester	Workers	IRELAND
13	DEN HELD Martin	Government	NETHERLANDS
14	ENGELS François	Employers	LUXEMBOURG
15	FLEMING Clive	Government	UNITED KINGDOM
16	FONCK Herman	Workers	BELGIUM
17	FOREST Henry	Workers	FRANCE
18	GADE Henning	Employers	DENMARK
19	GALANOPOULOU Elizabeth	Government	GREECE
20	GAUCI Mark	Government	MALTA
21	GOMES Fernando	Workers	PORTUGAL
22	GYÖRGY Károly	Workers	HUNGARY
23	IGLESIAS Pilar	Employers	SPAIN
24	JANCUROVA Laurencia	Government	SLOVAK REPUBLIC
25	JÄRNSTEDT Christina	Workers	SWEDEN
26	KAADU Tiit	Government	ESTONIA
27	KELLY Daniel	Government	IRELAND
28	KEMPA Viktor	Workers	BELGIUM
29	KOLCHAKOV Atanas	Government	BULGARIA
30	KORADECKA Danuta	Government	POLAND
31	KUBICKOVA Daniela	Government	CZECH REPUBLIC
32	KYRIAKONGONAS Pavlos	Employers	GREECE
33	LEPORE Michele	Government	ITALY
34	LEUZZI Fabiola	Employers	ITALY
35	LEVICKIS Vaidotas	Employers	LITHUANIA
36	LEVY Patrick	Employers	FRANCE
37	LUSIS Renars	Government	LATVIA
38	LUTHEN Hanne	Government (observer)	NORWAY
39	MELLBLOM Bodil	Employers	SWEDEN
40	METZE Eckhard	Employers	GERMANY
41	NEDJELIK-LISCHKA Julia	Workers	AUSTRIA
42	NICOLAIDES Leandros	Government	CYPRUS
43	NICOLESCU Ovidiu	Employers	ROMANIA
44	PÁLSSON Jón Rúnar	Employers (observer)	ICELAND
45	PASCUAL Concepción	Government	SPAIN

46	PENA COSTA Marcelino	Employers	PORTUGAL
47	PERIMÄKI Raili	Workers	FINLAND
48	PETRICEK Tatjana	Government	SLOVENIA
49	PETRZELKA Karel	Employers	CZECH REPUBLIC
50	RIESE Ulrich	Government	GERMANY
51	RÖHRICH Martin	Employers	CZECH REPUBLIC
52	RUFINO Marisa	Workers	SPAIN
53	SANTOS José Manuel	Government	PORTUGAL
54	SÆMUNDSSON Eyjólfur	Government (observer)	ICELAND
55	SCHWENG Christa	Employers	AUSTRIA
56	SIGURJÓNSSON Björn Ágúst	Workers (observer)	ICELAND
57	SILVA Armindo	European Commission	
58	SKJOLDAGER Charlotte	Government	DENMARK
59	SMITH Rebekah	Employers (observer)	BELGIUM
60	SOON Argo	Workers	ESTONIA
61	STOEV Georgi	Employers	BULGARIA
62	SUOMAA Leo	Government	FINLAND
63	SVENSLI Marianne	Workers (observer)	NORWAY
64	TANASE Marian	Government	ROMANIA
65	VAN MIERLO Mario	Employers	NETHERLANDS
66	VAN STEENBERGEN H.	Workers	NETHERLANDS
67	VANCANE Liene	Employers	LATVIA
68	ZAVADIL Jaroslav	Workers	CZECH REPUBLIC
69	BURNS Tim		Ipsos MORI
70	GRAY Emily		Ipsos MORI
71	PIERCE Anna		Ipsos MORI
72	TAKALA Jukka		EU-OSHA
73	BEJER Jesper		EU-OSHA
74	DE PRADO Marta		EU-OSHA
75	MITUL Alexandru		EU-OSHA
76	MURILLO Françoise		EU-OSHA
77	O'BRIEN Brenda		EU-OSHA
78	RIAL GONZALEZ Eusebio		EU-OSHA
79	SMITH Andrew		EU-OSHA