



Our ref: G/13/M1

MINUTES

Meeting:	37 th MEETING OF THE GOVERNING BOARD
Date:	Thursday, 21 March 2013
Time:	10.00 h – 18.00 h
Venue:	Hotel Melia Bilbao – Legorreta meeting room Calle Lehendakari Leizaola, 29, E - 48001 Bilbao

1. Adoption of the draft agenda (G/13/A1)

The **Chair** welcomed participants to the 37th meeting of the Governing Board of the EU-OSHA and outlined the order of procedure. The objective of the first session in the morning was to agree the draft agenda and for the Agency to introduce the various agenda items. In the afternoon session the Board would agree on the conclusions of the different issues discussed in the interest groups' meetings. Regarding Any Other Business, the **Director** informed that the following issues would be treated under item 3:

- Update on seat agreement (to be dealt with under item 3) and building situation
- Short feedback on FOP meeting
- Update on the budgetary situation
- Development of Activity Based Budget (ABB) in EU-OSHA

CONCLUSION: The draft agenda was adopted.

2. Adoption of Draft Minutes from 3 December 2012 Board meeting (G/12/M2)

Mr Cockburn updated on the follow up of the agreed action points from the last meeting:

- Request for a business plan for OSH wiki (provided with the rest of the meeting documents and together with the ex-ante assessments)
- Request for the interim progress report relating to the projects to identify the cost of poor-OSH for the society, final draft report from Cardiff University on the analysis of national determinants of workplace OSH practice, which is a secondary analysis report following up on the ESENER study (all these documents will be made available to the Board via Extranet)

Mr Álvarez informed that the Commission would like to make an amendment to the minutes, including the following sentence: *"Members of the boards should be appointed in light of their knowledge of the agency's core business, taking into account relevant managerial, administrative and budgetary skills"*.

Mr Lūsīs asked for confirmation on the date of the following Board meeting. The **Chair** confirmed that the next Board meeting would take place in Luxembourg on the 26 November¹.

CONCLUSION: the draft minutes were adopted.

¹ The week after the meeting, the Bureau decided to hold the second Board meeting on 12-13 November, in connection with the European Campaign Closing Event in Bilbao.



3. Analysis and assessment of the Agency's 2012 Annual Activity Report (G/13/01)

The **Director** introduced this item together with the item on the Annual Report and presented some of the highlights of 2012, including OiRA, ESENER secondary analysis and the campaign "Working together for risk prevention". The **Director** also presented the most relevant figures with regards to budget implementation and execution, selected indicators on published products, number of new OSH mail subscribers, visits to website and unique web visitors, official campaign partners and national network partners.

The **Director** reminded the Board that a declaration of assurance was included in the activity report and that the Board was expected to provide its analysis and assessment of the Activity Report and adopt the Annual Report.

The **Director** also informed the Board about the following topics:

- **Seat agreement:** The draft seat agreement is now with the Spanish authorities (Ministry of Foreign Affairs). It will follow the usual procedure and will be signed within the next months.
- **Building:** A prospection notice has been published and the deadline for submission of proposals is 9 April. If moving was finally the best option, the objective would be to be in the new offices in 2014. The aim continues to be to achieve cost savings on the rent as well as seeking to improve working conditions for the staff.
- **Budget situation:** EU-OSHA is facing a difficult situation because of the requested cuts in budget and establishment plan as well as the uncertainty about the future regarding the budgetary situation (multiannual financial framework not yet adopted).
- **Focal points:** A successful workshop was organized with the focal points on 20-21 February to discuss some of the same issues that the Board will discuss on Friday. Discussions on the portfolio approach were particularly helpful and the focal points are interested in closer involvement in the planning of the Agency's work.
- **Activity Based Budgeting:** It is an ongoing issue. The Agency has started to develop the ABB in house supported by external contractors, so that it is possible to implement it in 2014. The draft AMP and Budget for 2014 have been prepared in accordance with the principles of Activity Based Management, which has required a comprehensive review of the planning procedures. The Board will be provided with more information in the Seminar on the following day.

COMMENTS FROM THE GROUPS:

Workers:

- Regarding the general organisation of the meeting:
 - o Request that all the meeting documents are made available in time (2 weeks before the meeting).
 - o Request for sending the presentations to the Board members in advance (to be considered as an executive summary).
 - o Considering that the group discussions are the most important and useful part of the meeting, ensure that there is enough time for discussion in groups.
 - o Respect the timetable and agenda.
- Regarding OiRA: draw attention to practice of tripartism when promoting this tool. Ensure proper involvement of National Social Partners in order to achieve sustainable results. This should also be applied to the strategy.



- Healthy Workplaces Campaign: the workers would like to have more detailed information about the performance of the national Focal Points, apart from the results of the survey in 2012 (national reports that the Agency received from each FOP).
- Regarding OSH wiki: the workers will expect an assessment of predicted impact of the OSH wiki.
- Other: existing concern about the future of the agencies, of tripartism and the future involvement of the stakeholders is missing in the report.

Employers:

No comments regarding the report, however, as for the documentation for the meeting:

- Find that the documents for the meeting are extremely difficult to download. Extranet is not an adequate tool to manage the documents: slow, not user-friendly (several clicks are necessary to download a document). Circa system seems to be a better solution, as all the documents can be downloaded with a single click.
- The documents for the meeting should be made available much earlier.

Governments:

- There is significant improvement in terms of setting indicators and reporting results. It is suggested that in the future the indicators could also be expressed as targets to see if the results achieved correspond to the set up targets.
- Request for clarification about budget execution and implementation.
- **Ms Breindl** remarked that the Governments group appreciated the excellent job that the Focal Points were carrying out, especially in the current hard time of economic crisis.

Commission:

No comments.

EU-OSHA:

The **Director** replied to the different comments:

- Documents for the meeting: totally agreed that the papers should be sent earlier and explained that the reason was that the feedback from the Commission was received quite late and there was no time to include the amendments in the documents in order to submit them with a fortnight in advance.
- Extranet: ICT team will look into possible solutions to improve the accessibility and downloading of the meetings documentation.
- Tripartism: assured that the tripartite system would be stressed when dealing with OiRA. **Mr Cockburn** emphasized that tripartism and involvement of social partners at national level are very much taken into account in all EU-OSHA activities as much as possible. The **Director** said that it had been discussed with the Commission, especially thinking of the foreseen changes in the size of Governing Boards, to make a stronger statement on the consultation and involvement of national social partners in the founding regulations.
- FOP survey: **Mr Smith** explained that it referred to the regular campaign reports completed by FoPs at the end of each year. An independent evaluation will also be commissioned this year to evaluate the Campaign.
- Future of the agencies: the discussion on the future of the agencies will be reflected in the Annual Activity Report.



- Budget implementation/execution: the **Director** clarified that the implementation indicated the commitments done, while the execution is the payment.

CONCLUSION: The Board adopted the analysis and assessment of the Annual Activity Report 2012, and the comments from the groups were noted.

4. **Agency's 2012 Annual Report (G/13/02)**

The Workers, Employers and Commission did not have any comments. **Mr Lūsis** informed that the Governments group would appreciate an evaluation of the performance of the Agency contractor supporting campaign implementation.

The **Director** acknowledged that some of the services provided by the contractor in few member states were not always appreciated for different reasons. Another call for tender is under preparation, and these issues will be taken into account.

Mr Smith informed that the new call for tender for pan-European communication services comprised of four different lots and would be launched before summer. He added that Focal Points are regularly surveyed with regards to the contractor's performance and that relatively few problems are reported in comparison to the high number of activities undertaken. If the Agency is made aware of any problems as soon as they arise, they can normally be satisfactorily resolved.

CONCLUSION: The Agency's 2012 Annual Report was adopted.

5. **Amending Budget 2013 (G/13/03)**

The **Director** reminded that the Budget 2013 was adopted in December 2012 by the Governing Board based on income and expenditure estimated at the time. Since then, EU-OSHA and the European Union had signed the delegation agreement 30-CE-0535286/00-84 for the implementation of the pilot project "Health and safety at work of older workers" leading to two successive instalments in 2012 (€ 1,000,000) and 2013 (€ 650,000) for a total amount of € 1,650,000 in 2013. In addition, the total available appropriations specifically devoted in 2013 to the pre-accession assistance programme IPA III for Western Balkans and Turkey were finally made known (€ 558,740). Therefore, the Governing Board is provided with an amending budget for adoption in compliance with article 28 of the Financial Regulation of the Agency.

Mr Alvarez made a very specific remark on behalf of DG HHRR regarding the grade of the SNEs (Seconded National Experts) –they should not appear with a grade.

There were no comments from the groups.

CONCLUSION: The Amending Budget 2013 was adopted.

6. **Update on the Commission Roadmap on the follow-up to the Common Approach on EU decentralized agencies**

Mr Alvarez introduced Mr Andrzej Rudka, from DG Enterprise who will replace Mr Anselman as a member of the Board. **Mr Alvarez** presented the latest news on the follow-up to the Common Approach on EU decentralized agencies on behalf of Mr Silva, who could not attend the Board meeting.

The Common Approach was endorsed by the European Parliament, Council and Commission in July 2012, and the Roadmap was adopted in December 2012, with the main objectives of: improving governance, enhancing efficiency and accountability and improving coherence.

The Commission tools to implement the common approach include a set of 90 initiatives listed in the roadmap, including possible revisions of agencies' founding acts and the revision of horizontal legal acts. The agencies will be closely involved in the implementation



of these initiatives; the Commission would like to organise a meeting with the Chairs of the agencies Governing Boards.

The 5 priority areas identified by the Commission are: conflict of interest, ABB/ABM and key performance indicators, evaluations, headquarters agreements and annual work programmes.

The implications for EU-OSHA are summarised in 12 building blocks:

1. Operation of agencies
2. International activities
3. Communication activities and websites
4. Annual and multi-annual work programmes
5. Conflict of interest
6. Governance
7. Relations with national agencies & stakeholders
8. Evaluations and audits
9. Follow-up to evaluations and audits
10. Anti-fraud activities
11. ABB/ABM
12. Resources planning and budget execution

Finally, the alert/warning system to be put in place would be activated by the Commission in case of serious reasons for concern (if Board's decision may not comply with mandate, may violate EU law, or manifestly contradicts EU policy objectives, etc.)

Mr Fonk asked for clarification regarding the size of Governing Boards and managerial skills of Board members.

Mr Nicolaidis asked to be provided with a table showing the provisions of the roadmap and the situation or actual needs of EU-OSHA.

Ms Koradecka asked if there were any examples of the alert systems. In addition, she raised the issue of benefit/cost of OSH.

Ms Schweng asked if there was any indication of what was considered a reasonable number of stakeholders in a Governing Board.

Mr György asked if there was an approximate timeframe for the development of the initiatives.

Mr Alvarez replied to Mr Fonk that nothing had been decided yet on the size of the Boards but insisted on the fact that the tripartism was not under discussion. There is a need however to reduce the size of the Boards.

Regarding the potential merging of Agencies, **Mr Alvarez** informed that the Commission would analyse all the aspects related to the performance of the different agencies with the objective of ensuring the maximum efficiency and avoiding any potential overlapping. **Mr Alvarez** said that at that stage, there was no specific mention to EU-OSHA in this respect.

Regarding the management skills of the Board members, **Mr Alvarez** emphasized that this was a particular clause specifically mentioned, although it had not been decided yet how it would be implemented. **Mr Alvarez** insisted that the first key requirement was the Board members' knowledge of the agencies' core business, but taking into account their managerial and administrative and budgetary skills.



Mr Alvarez agreed with Ms Koradecka that EU-OSHA was not a legislative agency, and therefore it was difficult that EU-OSHA enters into contradiction with EU policies. The alert/warning system is a generic clause for any agency.

Mr Alvarez admitted that at that moment there was no decision or indication about an approximate number of stakeholders to be considered as appropriate for the Governing Board.

Finally, **Mr Alvarez** confirmed that there was not yet a defined timeframe for the revision of the EU-OSHA Founding Regulation.

The **Director** considered that the document requested by Mr Nicolaidis was a good idea but it was necessary to wait as some of the recommendations were not relevant for EU-OSHA. It was her impression however that many of the recommendations had already been started to be implemented. Regarding Ms Koradecka's remark on the issue of cost-benefit of OSH, the **Director** totally agreed, and this will be included in the Annual Management Plan for 2014.

COMMENTS FROM THE GROUPS:

Governments:

Mr Lūsis thanked the Commission for the presentation and the information, but expressed the Governments' group concern about the negative impact of the decreased role of the social partners in the Governing Board. Another issue of concern for the Governments' group was the decreasing participation of workers and employers' group members in recent meetings of the Governing Board.

Employers:

- **Ms Schweng** asked if the Commission still believed in tripartism for EU-OSHA.
- Supported budget efficiency but they were concerned about the reduction of the number of stakeholders in the Board and the cost of this reduction in national networks. There is a need to consider the presence of social partners in the Board as a resource and not as a cost.
- Governing Board versus Managing Board: considered that the managerial, administrative and financial skills required were given much more importance than the knowledge of the Agency's core business.
- Considered that it could be questioned whether some of the activities carried out by EU-OSHA should be considered part of its core business, like occupational diseases.

Workers:

- Disagreed with the Employers' statement on occupational diseases not being part of the Agency's core business.
- Considered that it would be important to have a cost-benefit study about reducing the size of the Governing Board, and wondered how national ideas would be taken into account if the number of stakeholders was reduced.
- Concurred with the Employers in asking the Commission whether tripartism, social partnership, etc. were still valid statements.

Commission:

- **Mr Alvarez** assured that tripartism was an essential value in particular for EU-OSHA, and it would be especially taken into account when analyzing any potential proposal related with the composition of the Governing Board. The potential implications particularly for Focal Point activities were also acknowledged.



- **Mr Alvarez** insisted that so far there was no formal decision, but it was a period for analysis and reflection to try finding a solution in consultation with the involved partners.
- Regarding the managerial, financial etc. tasks of the Board members, **Mr Alvarez** reminded that they were only part of the requirements stated in the common approach and insisted on the importance of the knowledge of the core business.
- **Mr Alvarez** noted the need to take also into account the costs and benefits.

CONCLUSION: This item was for information only.

7. Revised draft EU-OSHA Strategy (G/13/04)

The **Director** reminded members of the background and sequence of events involved in the preparation of the new strategy:

1. September 2011: Dialogue with Bureau , including informal exchange of ideas
2. November 2011: the Board discussed the findings of and follow-up to the external evaluation of the current strategy. A first discussion of the framework for the next MSP took place at the same meeting.
3. March 2012: a full-day Board seminar dedicated to discussing the new MSP framework. At a meeting following the seminar, the Board agreed the mission, vision and values of the MSP
4. July and October 2012: the Bureau discussed the activities to be included in the new MSP and was presented with ex-ante assessments of the potential activities.
5. December 2012: the Board was presented with a first draft of the MSP and given access to ex-ante assessments of the main activities. The comments provided in December 2012 have been included in the draft forwarded together with this note.

The main changes requested from December 2012 meeting had been included. Following steps include consultations with European Commission, Advisory Committee, Eurofound, etc. as well as FOP involvement via a meeting in June on implementation of portfolio approach. There will be a need to incorporate any new EU policy priority arising.

The objective is to adopt the MSP 2014-20 by the end of the year in order to replace the existing EU-OSHA Strategy 2009-2013. This new strategic programme will be a basis to justify future budget needs and have a framework for future annual management plans.

Therefore, the Board is invited to agree the draft MSP with any comment and amendment considered necessary.

COMMENTS FROM THE GROUPS:

Workers:

- How far the results of the evaluation of current strategy will be reflected?
- Chapter 2 offers a too positive picture of the EU OSH situation.
- Need for a real description of the situation based on reliable statistics, there is a big difference between law and practice.
- OiRA: as mentioned in item 3, need to draw attention to tripartism when promoting this tool and ensure proper involvement of National Social Partners.
- Need to ensure synergies between EU-OSHA and Eurofound in practical terms.
- Regarding ESENER and working conditions survey, need to explore how to get more results in a combined and more efficient way.
- Consider integrating in the strategic objectives ensuring tripartism,



Employers:

- Support the statement about ensuring tripartism.
- Consider that chapter 2 is too negative and goes beyond OSH issues. Some issues about the labour market do not need to be described in the Strategic Programme.
- Re. line 175 “Women tend to work in part-time or temporary jobs, which tend to offer fewer training opportunities, be lower-paid, and often subject to limited OSH preventive services (such as labour inspection, medical surveillance by occupational health services, OSH monitoring, etc.)”. Employers do not agree with this statement.
- Re. line 197 “Accident numbers [...] are going down [...] due to the economic crisis, but are likely to bounce back once the economic recovery gains momentum”, Employers do not agree with this statement and think it is wrong as accident rates have declined constantly since the implementation of the European OSH-directives in the second half of the eighties..
- Regarding ESENER, it is interesting to deal with micro enterprises but the Employers doubt that this is possible with the Agency’s resources.
- Agree with Workers in exploring synergies with Eurofound.
- Opinion polls: the Employers wonder if the samples have enough respondents.
- Work-related diseases: the Employers consider it should not be the Agency’s core business.

Governments:

- Recognize the improvements made in the text.
- Expect that the EU-OSHA Strategic Programme will be in line with the next EU OSH Strategy.
- Appreciate and welcome the portfolio based approach but in point 432 “Development of tools for implementing OSH solutions” this approach is missing.
- For November (after consultation) would like to have a time-frame as an annex, and also indicators on targets.
- In page 11, section 2.5, request to add “and safety culture”
- Agree with the text in chapter 2 recognizing the crisis, including the statement about the increase/decrease of accidents due to the crisis.
- Would appreciate that track changes are used when including amendments in order to easily follow up in next meeting.

Commission:

- Considered that the draft was appropriate, and acknowledged that the strategy would need to be revised according to the possible next EU OSH Strategy.

EU-OSHA:

- The **Director** assured that the Agency would try to take all the comments on board although some of them were clearly contradictory.
- Cooperation with Eurofound should be as close as possible and it is already on going and working together via Memorandum of Understanding, etc.
- The size of sample will be explained during the presentation by Ipsos Mori.



- Regarding the statement about women (line 175) the **Director** explained that it was not related to gender but to the sector where they usually work.
- Tripartism is included in the values, but an additional sentence will be added to explain why in the OSH field tripartism is essential.
- Strategy indicators: it is ongoing.
- Track changes mode will be applied.

CONCLUSION: The Agency would make the amendments agreed and circulate the document to the spokespersons before initiating consultation.

8. Draft Annual Management Plan 2014 (G/13/05)

The Director introduced the draft management plan 2014 (AMP) which has been prepared within the framework of the draft EU-OSHA Multi-annual Strategic Programme 2014-2020.

The draft plan outlines the suggested activities in the six priority areas as well as for Corporate Management and Administrative Support. A final version of the management plan together with a final Multi-annual Strategic Programme will be submitted for final approval at the second Board meeting 2013. The final management plan will include details on outputs, procurements and focal point tasks.

Together with the draft management plan, the Agency provided a preliminary draft Activity Based Budget (ABB), providing information on the full costs for the Agency of the various activities suggested in the AMP as a help for the Board in its decision-making.

The **Director** referred also to the uncertain situation regarding the human resources, in view of the requested cuts in the establishment plan for the following years.

Mr Cockburn, Mr Smith and Ms Murillo introduced the content of the activities foreseen under the areas of activity for 2014 ("Anticipating change", "Facts & figures", "Tools for OSH management", "Raising awareness", "Networking knowledge", "Networking and Corporate Communication", and the areas of "Corporate management" and "Administrative support").

COMMENTS FROM THE GROUPS:

Employers:

- No comments, apart from the remark already mentioned about occupational diseases.

Governments:

- Welcome the document and the portfolio based approach.
- Psychosocial risks campaign: would like to see broader approach not focused only on stress and room for changing the slogan when translated.
- Indicators approach is welcome. Some indicators raise some questions for being very low: "seminar participant" and "stakeholders participation" would ask for a more challenging target.
- Papers were circulated very late.
- Requested clarification on the difference of staff resources assigned to ESENER (3.7) compared to Healthy Workplace Campaign (11).
- Regarding activities going on 2015-16, explain what will be their status in 2014.
- Requested clarification to the Commission whether the AMP 2014 (going beyond the current strategy) meets the Commission's expectations, plans and requirements for the Agency.



Workers:

- Requested to see in a more explicit way the FOPs involve national social partners' in their activities.
- Explain the apparent disproportion of staff resources for different activities.
- Consider ESENER will be a useful tool in 2014.

Commission:

- As usual, the Commission will take the draft through internal consultation and provide its comments and formal opinion.
- Welcomes the fact that the AMP 2014 incorporates specific actions on important fields, e.g. Pilot project on Health and Safety for Older Workers, European Campaign on Psychosocial Risks, etc. There is also a natural continuity in some activities like ESENER, which are considered as very positive.

EU-OSHA:

- The **Director** assured that the comments will be taken into account.
- Regarding the staff allocation, the **Director** explained that the Agency is only in the starting phase of the ABB (Activity Based Budget). However, it was useful for all parties to see the resource implications of different activities.

CONCLUSION: The current draft Annual Management Plan 2014 was adopted with the comments from the groups and would be revised in the second Board meeting of the year.

9. Draft budget and establishment plan 2014, including multi-annual staff policy plan 2014-2016 (G/13/06)

Ms Murillo presented the draft budget and establishment plan 2014, highlighting the severe constraints on the financial and human resources of European institutions and bodies, including Agencies, for 2014 and future years forced by the current economic and budgetary context.

For "cruising speed" agencies (like EU-OSHA) the 2014 Budget is reduced based on criteria communicated recently. Staffing level is expected to decrease by 5% over a period of 5 years starting from 2013. Therefore, when establishing the Draft Budget for 2014, EU-OSHA has limited its human and financial resources accordingly.

The Governing Board is invited to adopt the draft budget and establishment plan 2014, as well as the draft Multiannual Staff Policy Plan 2014-2016 (MSPP).

This draft Budget 2014 (including the draft Multiannual Staff Policy Plan 2014-2016) shall be sent to the Commission together with the draft Annual Management Plan 2014 by the 31st of March 2013.

It might be necessary to revise this draft depending on number of issues (final amount of the EFTA subsidy, adjustment in the revenue and expenditure depending on the development in the EU budgetary process or adjustment of subsidies from national/local authorities). These amendments would be reflected in the final budget 2014 that will be submitted for adoption to the Governing Board at the end of the year.

COMMENTS FROM THE GROUPS:

Commission:

- Welcomes the fact that the Agency took into account the Commission's comments regarding the MSPP 2014-2016.



- Regarding the cuts in staff and budget, **Mr Alvarez** remarked that these are affecting not only EU-OSHA but all European institutions and bodies, and that more specific information could be provided after internal consultation.

Governments:

- Supported the document.
- **Mr Lūsis** addressed a remark to the Commission, with regards to the fact that EU-OSHA was taking on board an important pilot project initiated by the EP without additional staff, when at the same time staff cuts are requested. **Mr Lūsis** wondered if it would not be possible to, at least, postpone the cuts in staff.

Workers:

- Agree with the Governments' group remark to the Commission, and wondered how far increasing workload and stress have an impact on agency staff and Director.
- Asked if the agency's staff was consulted when drafting the multi-annual Staff Policy Plan 2014-2016.
- Also remarked the need to consider how the savings and cuts can affect the quality of the Agency's work.

Employers:

No comments.

EU-OSHA:

Mr Thiebaud (from the Staff Committee) assured that the Staff Committee had been consulted. Active, regular and productive dialogue between Management and staff is also ongoing.

The **Director** explained that different measures to deal with staff stress levels were being taken at unit level, Agency and also at management level, including better planning and organization (e.g. introduction of ABB).

CONCLUSION: The draft budget and establishment plan 2014, including the multi-annual staff policy plan 2014-2016, were adopted with the comments from the groups, and a revised version would be presented to the Board in the second meeting of the year.

10. Shortlist of themes for European Campaign 2016-17 (G/13/07)

Mr Cockburn presented the proposed shortlist of themes for the European Campaign 2016-17 (approved by the Bureau): "Managing OSH in the health and social care sector", "Dangerous substances (DS) at work –10 years on" and "Sustainable work for healthier and longer working lives".

COMMENTS FROM THE GROUPS:

Employers:

- Agreed with the shortlist and the ranking of themes per preference was: 1) "Prolonging working life", 2) "Dangerous substances" and finally 3) "Managing OSH in the health and social care sector".

Workers:

- Agreed with the shortlist.

Governments:



- Agreed with the shortlist. With regards to "Prolonging working life" the Governments asked to be careful not to limit the scope too much, i.e. for the older workers (aged +60) only.

Commission:

- In **Mr Alvarez's** opinion the shortlist was fully appropriate, relevant and pertinent. The Commission's preferred topic was "Prolonging working life".

CONCLUSION: The shortlist was adopted. The Board will agree on one specific topic at the next meeting in November.

11. Election of chair, vice-chairs and other Bureau members (G/13/08)

The Board's decision on the new Chair, Vice-chairs and other Bureau members was:

GOVERNING BOARD:

Chair: Ms Christa Schweng

Vice-chairs: Mr Károly György, Mr F. Jesús Álvarez, Ms Gertrud Breindl

Coordinators:

- **Governments:** Ms Tatjana Petriček
- **Workers:** Ms Judith Kirton-Darling
- **Employers:** Ms Rebekah Smith

BUREAU:

Members:

- **Governments:** Mr Renārs Lūsis
- **Workers:** Ms Lučka Böhm
- **Employers:** Mr Kris de Meester
- **Commission:** Mr Jesús Álvarez and Mr Armindo Silva

Alternates:

- **Governments:** Ms Danuta Koradecka, Mr Mario Grau, Ms Charlotte Skjoldager
- **Workers:** Mr Jan Kahr Frederiksen, Mr Viktor Kempa, Mr Gilles Seitz
- **Employers:** Mr Sven-Peter Nygaard, Mr Eckhard Metze, Mr François Engels

12. Presentation by IPOS MORI: 3rd OSH Pan-European opinion poll: Preliminary results

In the afternoon plenary session, Ms Rebecca Klahr and Mr Allan Simpson presented the results of the Pan-European opinion poll on occupational safety and health (under embargo until 9 May 2013).

CONCLUSION: This item was for information only.

13. Any other business

Appraisal of the Director:

The Board was informed that the Implementing Rules (IR) for the appraisal of the Director were almost ready for the Governing Board's approval. EU-OSHA had been in contact with CEDEFOP, who got feedback from the Commission on its first draft, and EUROFOUND, who had already got their Boards' adoption of their IR. The idea was for EU-OSHA to proceed in the same way as EUROFOUND. The Commission's rules will be followed, adapting them to a tripartite agency.



Four reporting officers will need to be nominated, one from each interest group plus one representative from the Commission, Mr Silva, who would lead, coordinate and prepare a final report. Current and future Chairs are excluded from election.

As for the procedure once the IR are approved by the Commission, a self-assessment will be prepared, covering the period from June to December 2012, that will be sent to the reporting officers, followed by interviews. Finally a final report of the Director's appraisal will be prepared before June.

CONCLUSION: Bureau coordinators will be contacted by email and kindly requested to nominate a reporting officer from their respective groups.

The Chair gave a warm farewell to Mr Nicolaides and Mr Weber on their last Board meeting, thanked the interpreters and closed the meeting.



LIST OF ATTENDEES:

	NAME	INTEREST GROUP	REPRESENTING
1	ALVAREZ HIDALGO Jesús	European Commission	COMMISSION
2	ANDERSSON Cecilia	Employers	SWEDEN
3	ANTAPSONS Ziedonis	Workers	LATVIA
4	ANTAUER Igor	Employers	SLOVENIA
5	AUVINEN Erkki	Workers	FINLAND
6	BALJEU Sonja	Workers	NETHERLANDS
7	BATEN Jan	Government	BELGIUM
8	BENDIK Bohuslav	Workers	SLOVAKIA
9	BENONISEN Ann Toril	Employers	NORWAY
10	BÖHM Lučka	Workers	SLOVENIA
11	BREINDL Gertrud	Government	AUSTRIA
12	BUET Nathalie	Employers	FRANCE
13	CHRISTODOULOU Antonios	Government	GREECE
14	CRONIN Sylvester	Workers	IRELAND
15	DELIA Joseph	Employers	MALTA
16	DEN HELD Martin	Government	NETHERLANDS
17	DORGAN Mary	Government	IRELAND
18	ENGELS Francois	Employers	LUXEMBOURG
19	FLEMING Clive	Government	UNITED KINGDOM
20	FONCK Herman	Workers	BELGIUM
21	FREDERIKSEN Jan Kahr	Workers	DENMARK
22	GAUCI Mark	Government	MALTA
23	GOC Dariusz	Workers	POLAND
24	GRAU-RIOS Mario	Government	SPAIN
25	GYÖRGY Károly	Workers	HUNGARY
26	HEIDER Alexander	Workers	AUSTRIA
27	HLAVÍN Jaroslav	Government	CZECH REPUBLIC
28	JANCUROVA Laurencia	Government	SLOVAKIA
29	KEMPA Viktor	Workers	ETUC
30	KORADECKA Danuta	Government	POLAND
31	LEPORE Michele	Government	ITALY



32	LEUZZI Fabiola	Employers	ITALY
33	LEVICKIS Vaidotas	Employers	LITHUANIA
34	LIMÓN TAMÉS Dolores	Government	SPAIN
35	LUSIS Renars	Government	LATVIA
36	MEITNER Róbert	Employers	SLOVAKIA
37	METZE Eckhard	Employers	GERMANY
38	MEUNIER Olivier	Government	FRANCE
39	MEZGER Erika	Eurofound	EUROFOUND
40	MURATTI Zdravko	Government	CROATIA
41	NICOLAIDES Leandros	Government	CYPRUS
42	NICOLESCU Ovidiu	Employers	ROMANIA
43	NYGAARD Sven-Peter	Employers	DENMARK
44	PÁLSSON Jón R.	Employers	ICELAND
45	PEÄRNBERG Marju	Employers	ESTONIA
46	PEREIRA Carlos	Government	PORTUGAL
47	PETRICEK Tatjana	Government	SLOVENIA
48	PETRZELKA Karel	Employers	CZECH REPUBLIC
49	RIBICIC Admira	Employers	CROATIA
50	RUDKA Andrzej	European Commission	COMMISSION
51	SÆMUNDSSON Eyjólfur	Government	ICELAND
52	SAMANT Yogindra	Government	NORWAY
53	SATSIAS Nikos	Workers	CYPRUS
54	SCHÄFER Kai	Government	GERMANY
55	SCHWENG Christa	Employers	AUSTRIA
56	SEITZ Gilles	Workers	FRANCE
57	SIGURJÓNSSON Björn Ágúst	Workers	ICELAND
58	SJÖBERG Mikael	Government	SWEDEN
59	SKJOLDAGER Charlotte	Government	DENMARK
60	SOON Argo	Workers	ESTONIA
61	STRECKER Roman	Employers	BUSINESSEUROPE
62	SUOMAA Leo	Government	FINLAND
63	SVENSLI Marianne	Workers	NORWAY
64	TĂNASE Marian	Government	ROMANIA



65	TAVARES Catarina	Workers	PORTUGAL
66	VAN MIERLO Mario	Employers	NETHERLANDS
67	WEBER Paul	Government	LUXEMBOURG
68	ZAVADIL Jaroslav	Workers	CZECH REPUBLIC
69	KLAHR Rebecca	IPSOS MORI	
70	SIMPSON Allan	IPSOS MORI	
71	SEDLATSCHEK Christa	EU-OSHA	
72	BEJER Jesper	EU-OSHA	
73	BAILLET Philippe	EU-OSHA	
74	COCKBURN William	EU-OSHA	
75	DE PRADO Marta	EU-OSHA	
76	MURILLO Françoise	EU-OSHA	
77	SMITH Andrew	EU-OSHA	
78	THIÉBAUD Bruno	EU-OSHA	