

MINUTES

Meeting:	38 th MEETING OF THE GOVERNING BOARD
Date:	Wednesday, 13 November 2013
Time:	09.00 h – 13.00 h
Venue:	Hotel Melia Bilbao – Legorreta meeting room Calle Lehendakari Leizaola, 29, E - 48001 Bilbao

1. Adoption of the draft agenda (G/13/A2)¹

The **Chair** welcomed participants to the 38th meeting of the Governing Board of the EU-OSHA. She remarked that there are new members in the Governments' interest group who joined the Board and invited them to introduce themselves.

These were: Niculae VOINOIU (RO), Rob TRIEMSTRA (NL), Economides ARISTODEMOS (CY), Carla ANTONUCCI (IT), Darina KONOVA (BG), Veronique CRUTZEN (BE).

The Agenda was adopted with the following items proposed by the Commission under Any Other Business:

- On-going work related to the common approach on the future of European Agencies;
- Preparatory work regarding the new EU-OSH strategic/policy framework.

CONCLUSION: The draft agenda was adopted.

2. Director's Progress Report (G/13/09)

In addition to the information available in the Director's Progress Report, the **Director** wished to inform Board members about the following issues:

New premises

The Agency will move to new premises as of 1 January 2014. The new offices are located in the 5th floor of "Edificio Miribilla", in a new residential and business area in the proximity of the city centre.

The new premises are significantly bigger than the current ones and they will allow for larger offices and meeting rooms. The average office will be for two persons, the biggest ones will accommodate no more than four people. There will also be some individual offices for management and for a limited number of staff whose functions necessitate it.

The move will improve the working conditions of staff at the same time as generating a significant saving in Title 2 (approx. €300.000 per annum), as the rent that the Agency will pay will be much lower.

Bureau and Board meetings can be hosted in the new offices. This will strengthen even further the relations between the Governing Board/Bureau and the staff. The offices will not be fully equipped to host the next Board meeting in March. However, the Agency will organize a visit to the new premises for Board members for them to start familiarizing with it.

¹ This meeting was the first meeting where there was no introductory plenary. All items had been introduced in the groups the day before.

Seat Agreement

The negotiations with the Spanish Government are on-going. In July and October, the Agency received a revised draft version of the seat agreement prior to its formal approval by the Spanish authorities.

The Agency provided its conformity with the proposed changes and reiterated the need to conclude the process as soon as possible.

Declaration of interest and conflict of interest policy

The Roadmap on the implementation of the Common Approach on the future of European Agencies indicates that the Agencies are supposed to adopt a specific policy on conflict of interest addressing Board members, Director and staff.

In the general discharge report on Agencies for 2011, the European Parliament encouraged Agencies to publish the declarations of interest of their Board members on the website. This is an important recommendation for the Agency to follow-up on.

The Commission is working on guidelines for the Agencies on how to design their policies. The Agency will work on its policy on that basis and will submit it to the Board for adoption.

In the meantime, it is important to show progress on this issue. To this end, the Director suggested that Board members should sign a declaration in the coming months on the basis of the ones already in place at other Agencies.

Mr SILVA (Commission) agreed with the Agency's approach and stressed that the purpose of the declaration of interest is not an exercise of judgment, but a matter of transparency. This is to show that decisions at the Agency are not taken on the basis of individual considerations. Each member should declare which his or her interest is in relation to the Agency. Should there be one, there is not necessarily a conflict. The policy on conflict of interest is meant to be a preventive one.

A draft of this declaration was circulated before the meeting for Board members' consideration. This includes the minimum information that can be expected – it has to allow others (including the public) to assess whether there is a conflict of interest or not.

The Agency will collect questions and comments during the next two weeks and, on that basis, will draft a step-by-step guideline and improve the form if necessary.

Roadmap

The Agency is working closely with the inter-agency network to follow-up on some issues, incl. the new programming and reporting documents. This will be a requirement under the new Framework Financial Regulation.

The Roadmap clearly indicates that Agencies should move to an Activity Based Budgeting/Activity Based Management (ABB/ABM) system. EU-OSHA will work this way as of 2014. This is a change of paradigm and all staff is very much committed to ensure a smooth transition.

The Director assured the Board members that the Agency would inform them regularly about the implementation of the Roadmap. They will receive a more reader friendly document next time.

COMMENTS FROM THE GROUPS:

Governments:

- The Agency should respect budgetary discipline and avoid further underspending of the budget to avoid penalties.
- The Agency should use track changes in the text to document progress.

Workers:

- The delay in the definition of a strategic/policy framework is a source of concern for the workers' interest group.
- As a consequence of the reform of the Staff Regulations and the cuts in the establishment plan, Agency's staff is likely to be exposed to an increased workload and work intensity and there is a real concern about the impact on staff. The Director should ensure an active engagement of staff and real social dialogue with staff representatives on the changes coming up.
- They regretted the lower investment by the institutions on EU-OSHA and consequently on OSH; they called for concrete improvement.
- In the context of the Roadmap, there is a growing concern about the tripartite nature of the Agency. Tripartism should also work better in practice: some Focal Points have not fully involved the social partners in the selection of the activities under the portfolio approach.

Employers:

- The Employers' interest group shared the Workers' concern regarding the intended reduction of the social partners' participation in the Agency's Board. Equal balance of powers should be ensured to keep tripartism alive.
- Although the interest group had not addressed this issue directly in the discussions, there are concerns about the way the Focal Points consult the social partners. In general, employers felt that they were not consulted in a timely and professional way.

Regarding the declaration of interest, none of the groups opposed but all encouraged the Agency to provide guidance.

EU-OSHA:

The Director replied to the comments:

- Staff and budget cuts: the Agency would rely on fewer resources already in 2014. The planning exercise took this unfortunate circumstance into full account. A significant share of budget underspending was related to the "rappel" on staff's salaries pending the Court of Justice's judgment. The Agency will however strive for better budget implementation in the future to avoid further cuts.
- Social partners' involvement by Focal Points under portfolio approach: the feedback that the Agency received from Focal Points indicated that involvement of social partners had taken place. This issue will be on the Agenda of the next Focal Points' meeting.

CONCLUSION: The Board took note of the Director's Progress Report.

ACTIONS:

- The Agency will organize a visit to the new offices for Board members at the next Board meeting in March 2014.
- The Agency will circulate the draft declaration of interest to Board members, collect comments, draft guidelines and improve the form if necessary.
- The Agency will produce a more reader-friendly table reporting on the follow-up on the Roadmap.
- The Agency will highlight main changes in the Director's Progress Report.
- The involvement of social partners by Focal Points will be on the Agenda of the next Focal Point meeting.

3. 2nd Amending Budget 2013 (G/13/10)

The Director informed that the Agency needed to submit a new amended budget for the Board's adoption as there were some changes affecting both the revenue and the expenditure.

Revenue:

- Decrease of € 20,000 in the annual grant received from Basque Regional Government;
- Increase of € 39,900 in the annual grant received from the Spanish Government and the record of the actual income of € 100,000 received in 2013.

Expenditure:

- Increase of € 19,900 for the budget item 2359 - "Other expenditure" corresponding to the effective increase of the annual income for the Agency in 2013;
- Inclusion of the transfers of appropriations TR/01/13, TR/02/13, TR/03/13, TR/04/13 & TR/05/13 following respective earlier Director's decisions:
 - o Title 1: The new total expenditure under Title 1 is proposed at € 5,494,000. Compared to the first amending budget 2013, this corresponds to a decrease of € 160,000.
 - o Title 2: The new total expenditure under Title 2 in 2013 is € 1,860,375. Compared to the first amending budget 2013, this corresponds to an increase of € 179,900.
 - o Title 3 and 4 remained unchanged.

All groups thanked the Spanish Government for the increase in the contribution to the Agency's 2013 budget.

CONCLUSION: The Board adopted the Amending 2 to 2013 budget.

4. Draft Multi-annual Strategic Programme 2014-2020 (G/13/11)

The Director recalled that the Agency had presented to the Board a first draft of the MSP in December last year and a second draft in March. During the summer, external consultation with the Commission, Advisory Committee, relevant Agencies (Eurofound, ECHA and EIGE) and Focal Points (re portfolio approach) took place. Their comments are now reflected in the revised draft.

The MSP will serve as the strategic framework for the Agency's activities between 2014 and 2020. It is organized around six priority areas and will be implemented through AMPs (2014-2020).

In order to follow up and report on its implementation, the Agency developed a set of KPIs. The Bureau and the Board can expect to receive periodical reports as outlined in the annex to the cover note on the MSP.

COMMENTS FROM THE GROUPS:

Commission:

- Mr Armindo SILVA acknowledged that the MSP as discussed and agreed by the three groups is of good quality and aligned to the mission and vision of the Agency.
- The MSP covers a 7 year time-span. OSH is a continuously changing context in Europe and it is challenging to set strategic objectives within such a long timeframe. There may also be some expected developments that the Agency should take into account. These include the outcome of the evaluation of the current EU OSH Strategy, the possible new EU-OSH strategic/policy framework, and the requirement regarding the new programming document (multi-annual dimension) enshrined in the new Framework Financial Regulation. The Agency should adopt a flexible approach and amend the MSP if need be.

Governments:

- The Governments' interest group expressed its appreciation for the MSP and joined the Commission to call the Agency for flexibility to amend the text if necessary. An EU-OSH strategic/policy framework would be much appreciated and the Agency should align to it.

Workers:

- The Workers' interest group agreed with the MSP but proposed some additions which the Bureau had already discussed and amended as follows:
 - o Line 25: "... as based on tripartism. Tripartism is the bedrock upon which all work of the Agency is built, and a key element of the European Social Model as inscribed in the EU Treaties. (New paragraph) *Action is required, as the cost...*"
 - o Line 31: "...around 3 percent of GDP. There is compelling evidence that money spent on occupational safety and health should not be viewed as a cost but an investment, particularly in the light of economic recovery".
 - o Line 211: "... difficult to reach smaller workplaces. Budgetary constraints have had a significant impact on prevention services and national OSH authorities in some countries. *In addition, micro...*".
 - o After Line 539: "The Agency will continue to develop synergies using ESENER data together with data from other relevant surveys".

Employers:

- The Employers' interest group also welcomed the MSP but considered that there were a number of generalizations across the text focusing on the negative aspects of certain types of jobs (involving night-work or shift-work) that are not necessarily of poor quality. However, they reported that they would not propose any amendment in this regard.
- They had asked the Bureau to reconsider the wording of a sentence regarding work accidents in relation to the economic crisis, for focusing too much on the negative aspects. Further to discussion, the sentence was reworded as follows:
 - o Line 199-201: "Official accident numbers and frequencies are going down in most Member States, in part due to the economic crisis. As the economic recovery gains momentum, Europe must be vigilant that this positive trend continues".

EU-OSHA:

The Director acknowledged that the MSP may need to be amended in case an EU-OSH strategy/approach is adopted. She remarked that MSP is organized around six broad priority areas that need to be discussed and fine-tuned on a yearly basis. This ensures that all developments will be taken on board in the context of the yearly planning.

CONCLUSION: The Board adopted the MSP 2014-2020 and its annexes with the additions/amendments proposed by the Workers and Employers.

ACTION:

- The Agency will amend the MSP in case a new EU-OSH strategic/policy framework is adopted and whenever necessary.

5. Selection of theme for European Campaign 2016-2017 (G/13/12)

The Director recalled that in March, the Board had agreed on a shortlist of topics for the next campaign in 2016-2017. The three themes are:

- Health and Social care;
- Dangerous substances;
- Active ageing.

All groups agreed that the theme for the next campaign should be “Active Ageing”, provided that their comments are taken into account.

COMMENTS FROM THE GROUPS:

Employers:

- The concept paper for this theme provided by the Agency addresses some aspects – such as age discrimination etc. – that go beyond the health and safety domain.
- The campaign should instead target the health and safety dimension, in particular, what the role of OSH is to ensure workability in the long run.

Workers:

- The campaign should not be limited to promote better working conditions for older workers, but should address healthy working life throughout the complete working cycle. In particular, the focus should be on the health and safety aspects – workers should have a decent work-life balance. The concept paper does not quite address this point.

Governments:

- The Governments’ interest group agreed with the Workers’ remark about a campaign addressing the broader concept of the full work life cycle.

Commission:

- The selection of this theme is very welcomed as it provides ideal continuity to the Older Workers project entrusted to the Agency by the Parliament and the Commission.
- The focus proposed by the interest groups along the lines of creating the conditions for an extended working life through OSH seems also sensible.

EU-OSHA:

The Director took note of the feedbacks by the interest groups. On this basis, the Agency will work on a draft to define in broad lines how to take forward the conceptualization and the planning of the new campaign.

CONCLUSION: The Board decided that “Ageing Workers” should be the theme for the next campaign in 2016-2017.

ACTION:

- The Agency will work on a content paper and include the feedback provided by the Board.

6. Draft Annual Management Plan 2014 (G/13/13)

The Director recalled that the Board had already agreed on a previous draft of the management plan in March. Since then more detailed planning has taken place and the final version is submitted to the Board for approval.

COMMENTS FROM THE GROUPS:

Commission:

- This AMP will inaugurate the implementation of the new strategic framework. It is in accordance with the MSP, resources and mission of the Agency. It has many elements of continuity with the current one. The allocation of resources is appropriate and the introduction of ABB/ABM system is very much welcomed. The Commission had the chance to comment on it in details and expresses its appreciation.

Governments:

- The Governments’ interest group agreed with the AMP but proposed to address explicitly the role of the Focal Points in the stakeholders’ consultation and engagement regarding Activity 1.2. “Large-scale foresight” (page 8 of the AMP 2014).
- Within the group, there has been a keen interest on the topic of “Dangerous substances” while discussing the theme for the next campaign. The Governments encouraged the Agency to explore the possibility of planning a specific project addressing this theme. The Agency could consider cooperating with ECHA in this regard.

Workers:

- In some countries, the Focal Points do not engage social partners systematically. The need for consultation should be emphasized.
- In some cases, the campaign on psychosocial risks has been narrowed down to stress at work. A clear statement on the scope of the campaign and guidance from the Agency would help ensure consistency with the campaign theme across all countries.
- Within the Workers’ interest group, too, there was a great deal of interest to the theme “Dangerous substances” for the next campaign. The Workers joined the Governments to call on the Agency to consider an *ad hoc* project in this regard. Given that the Agency’s staff is under heavy workload, also integration with existing projects and activities could be considered.

Employers:

- The group had no comment.

EU-OSHA:

The Director replied to the comments:

- Dangerous substances: the Agency will create synergies with on-going and planned activities and projects where this theme can be integrated, such as OSHWiki. The Agency has a fruitful, on-going cooperation with ECHA in the context of the REACH programme. The purpose is to mainstream OSH into ECHA's activities.
- Scope of the campaign on Psychosocial risks: the theme of the campaign is broader than stress at work and it is important that this message gets across all countries. The Agency will develop guidelines to ensure that.

CONCLUSION: The Board adopted the AMP 2014 with the proposed amendment by the Governments' interest group and the related financing decision. The Board mandated the Bureau to oversee the inclusion of the paragraph on the next campaign theme into the AMP.

ACTIONS:

- The Agency will integrate "Dangerous substances" into existing work planned for 2014.
- The Agency will develop guidelines on the campaign on psychosocial risks.

7. Draft Budget and Establishment Plan (G/13/14)

The Director informed that the draft budget proposed for 2014 amounts to € 14,679,621. It has been subject to a 4% decrease in the EU subsidy equal to – 568.103 EUR (2% for implementation of the budget below 95% and 2% for cancellation of credits above 5%).

Regarding the expenditure, the major saving will proceed from the decrease in the rental costs (- approx.300.000 €). Title 3 will be affected by a reduction of approx. 220,000 €.

As of 2014, all EU institutions and EU bodies will be subject to a decrease in the staff in their establishment plan of 1% per year during 5 years (5%). For Agencies at "cruising speed" (such as EU-OSHA), the Commission proposed a further cut of 1%/year over the same time-span to compensate for the posts that are allocated to newly created Agencies or to those Agencies whose tasks have been enlarged (redeployment levy). This measure has not yet been agreed by the other Institutions.

For 2014, the Agency proposed to reduce 1 AST post in RSC.

COMMENTS FROM THE GROUPS:

Governments:

- The cut in the EU subsidy will affect the operational expenditure (Title 3). There were concerns about what the impact would be on the Agencies' activities.

Workers:

- The decision to decrease the EU subsidy to the Agency goes in the opposite direction to what the EU needs.. The group considered as unacceptable the withdrawal of investment in OSH.

Employers:

- The group had no comment.

Commission:

- The budget is well in line with the Commission's remarks.
- The Institutions reached an agreement on 2014 budget. The Agency should reasonably expect that the draft budget will be confirmed.
- The decrease in the EU subsidy to the Agency's budget has to be interpreted in the light of the broader political context. The Commission had proposed a higher budget, which the Council challenged. The budget recently agreed upon was the best possible one, given the current political circumstances.

EU-OSHA:

- The Director remarked that there was no expectation that the decrease in the EU subsidy would have a substantial impact on the Agency's activities. Big activities such as ESENER would have to be recast against the available resources.
- If the need to re-scope or postpone any activity should arise, the Agency will inform the Board.
- The Agency is committed to plan better and more efficiently to reduce the risk of further cuts in the budget in the future.

CONCLUSION: The Board adopted the Draft Budget 2014.

8. Board and Bureau meeting dates for 2014 (G/13/15)

The Director recalled that at the request of the Bureau, the Agency has identified new dates for the Board meetings for 2014. The Agency had checked these new dates with Eurofound, Greek and Italian presidencies, SLIC and Advisory Committee.

- Governing Board Seminar: 18 March (full day) – Bilbao
- I Governing Board meeting: 19 March (full day) – Bilbao
- II Governing Board meeting: 25 November (full day) – Luxembourg

Regarding the Bureau meetings, the Agency will follow up with Bureau members separately.

CONCLUSION: The Board took note of the meeting dates for 2014.

9. Any Other Business

The Chair recalled that the Commission had raised two items under Any Other Business, namely:

- On-going work related to the common approach on the future of European Agencies.
- Preparatory work regarding the new EU-OSH policy framework.

On-going work related to the common approach on the future of European Agencies

Mr SILVA explained that the Inter-institutional Working Group had concluded its work in July 2012. The outcome was a common framework (known as "Common approach") including 60 recommendations that received the endorsement of Commission, Council and Parliament.

The recommendations outlined in the Common approach are not binding but will steer the policy orientation for the future. A Roadmap builds upon that and has the purpose to

allocate responsibilities. The Parliament, the Council, the Commission and the Agencies are called to carry out the implementation of approximately 90 actions.

The exercise is coordinated by the Secretariat General at the Commission. They will soon issue a progress report to indicate how work has advanced in relation to the initial targets.

The Roadmap covers a broad spectrum of topics which includes governance, conflict of interest, evaluation, audit and follow-up, anti-fraud strategy, headquarter and seat agreement, communication, relations with stakeholders, alert warning system by the Commission, among others.

Some of the envisaged measures may imply a change in the founding regulations of the Agencies.

Regarding governance, the idea is that Boards should become smaller and more actively involved in the management of the Agencies' resources. In the view of the Inter-institutional Working Group, the role of the Boards is to manage Agencies. There are also expectations from the Council and public opinion regarding the need for more professional governance.

For EU-OSHA, the challenge will be to combine its tripartite nature with the need to comply with the recommendation that Boards should include one member per Member States and a limited number of stakeholders. Mr SILVA showed optimism and observed that there are ways to keep the balance of powers and ensure tripartism. The Commission is looking into that at the moment.

Eurofound, Cedefop and EU-OSHA's founding regulations will be examined at the same time as there are similarities among them and their tripartite nature.

There are good chances that the Commission could propose a revision of the Agency's founding regulation already in 2014. The final decision-making power rests with the legislative authority (Parliament and Council). It will then depend on other factors, such as the general progress of the Common approach and the reactions of Parliament and Council to the first wave of revisions in Agencies' founding regulations.

Ms Danuta KORADECKA stressed the added value of tripartite work in the Agency and its network. The costs related to the Board should be considered in the light of their positive spill-over on tripartism at the national level.

Ms Gilles SEITZ argued against the institutions' expectations with regard to the professionalization of the Boards. The role of Board members at EU-OSHA is to promote OSH, not to manage the Agency. In particular, he stressed that Trade Unions have a very specific and autonomous mandate to protect the workers.

The Commission reiterated that the approach of the institutions is to keep tripartism while increasing professionalism within the Board and reducing its size.

Preparatory work regarding the new EU-OSH strategic/policy framework

Mr SILVA recalled that the Commission had launched a public consultation in May 2013 regarding the evaluation of the current OSH strategy and on the need for a new one. The responses and an executive summary will be published in the course of 2014.

The Commission expressed its satisfaction with the large number of respondents who contributed to the consultation (approx. 500). These included Governments, NGOs, individuals, trade unions, private companies etc. The responses were then clustered in accordance to the categories of respondents.

93% supported the idea that an EU coordinated approach in OSH was necessary and 75% clearly indicated the need for a new strategic framework. There were also several interesting suggestions regarding the priorities that any future strategy should address.

The opinions are not homogeneous across the categories of respondents. The position of Member States and employers on the one hand and unions and citizens on the other is very different regarding legislative simplification, for example. Also regarding the nature of the strategy, some call for a lean, broad strategy opposed to others who wish to have a full-fledged strategy with concrete actions and allocation of responsibilities. There is, however, a general agreement on the need for deepening joint monitoring tool, scoreboards, statistics and for more attention to be devoted to occupational diseases.

The Commission will work on a communication where to present these results and indicate the Commission's position regarding the establishment of a strategic framework on OSH. The draft is with DGEMPL at the moment and it is expected to be published in early 2014 after the inter-service consultation. The Agency will be involved.

Asked by the Employers' interest group, Mr SILVA clarified that the Commission does not intend to apply any particular "weighting" to the responses on the basis of the clusters from which they proceed.

Mr SILVA handed over to Mr Jesus ALVAREZ who informed about the forthcoming conference on occupational diseases. It will take place in Brussels on 4 December. The conference will focus on a Commission's report regarding the situation in Europe and will also address emerging risks. There will also be an *ad hoc* session on chemicals. The draft programme will soon be ready and the Director of the Agency will be among the speakers.

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The Chair recalled that this had been the first time that the Board meeting was taking place in a different format (without an introductory plenary session). She asked the coordinators from the three groups for feedback and they all agreed that they had appreciated it and found it more efficient. They also reiterated that the Agency should send the meeting documentation 2 weeks in advance.

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The Chair gave a warm farewell to Ms KIRTON-DARLING and Mr NYGAARD on their last Board meeting, thanked the interpreters and closed the meeting.

LIST OF ATTENDEES:

	NAME	INTEREST GROUP	REPRESENTING
1	ALVAREZ Jesús	European Commission	COMMISSION
2	ANTAUER Igor	Employers	SLOVENIA
3	ANTONUCCI Carla	Government	ITALY
4	ARISTODEMOS Economides	Government	CYPRUS
5	AUVINEN Erkki	Workers	FINLAND
6	BALJEU Sonja	Workers	NETHERLANDS
7	BENDIK Bohuslav	Workers	SLOVAKIA
8	BENONISEN Ann Toril	Employers	NORWAY
9	BREINDL Gertrud	Government	AUSTRIA
10	CHRISTODOULOU Antonios	Government	GREECE
11	CRONIN Sylvester	Workers	IRELAND
12	CRUTZEN Véronique	Government	BELGIUM
13	DE MEESTER Kris	Employers	BELGIUM
14	ENGELS Francois	Employers	LUXEMBOURG
15	FLEMING Clive	Government	UNITED KINGDOM
16	FREDERIKSEN Jan Kahr	Workers	DENMARK
17	GOC Dariusz	Workers	POLAND
18	GRAU-RIOS Mario	Government	SPAIN
19	GYÖRGY Károly	Workers	HUNGARY
20	HLAVÍN Jaroslav	Government	CZECH REPUBLIC
21	JANCUROVA Laurencia	Government	SLOVAKIA
22	JÄRNSTEDT Christina	Workers	SWEDEN
23	KEMPA Viktor	Workers	BELGIUM
24	KIRTON-DARLING Judith	Workers	BELGIUM
25	KONOVA Darina	Government	BULGARIA
26	KORADECKA Danuta	Government	POLAND
27	LEUZZI Fabiola	Employers	ITALY
28	LEVICKIS Vaidotas	Employers	LITHUANIA
29	LEVY Patrick	Employers	FRANCE
30	LIMÓN TAMÉS Dolores	Government	SPAIN
31	LINARES Pedro J.	Workers	SPAIN

32	LUPI Marco	Workers	ITALY
33	LUSIS Renars	Government	LATVIA
34	MELLBLOM Bodil	Employers	SWEDEN
35	METZE Eckhard	Employers	GERMANY
36	MEUNIER Olivier	Government	FRANCE
37	MEZGER Erika	Eurofound	EUROFOUND
38	MURATTI Zdravko	Government	CROATIA
39	NEDJELIK-LISCHKA Julia	Workers	AUSTRIA
40	NICOLESCU Ovidiu	Employers	ROMANIA
41	NYGAARD Sven-Peter	Employers	DENMARK
42	PENA COSTA Marcelino	Employers	PORTUGAL
43	PETRICEK Tatjana	Government	SLOVENIA
44	PHILIPS François	Workers	BELGIUM
45	PROCOLI Emanuela	Government	ITALY
46	RIBICIC Admir	Employers	CROATIA
47	RÖHRICH Martin	Employers	CZECH REPUBLIC
48	RUDKA Andrzej	European Commission	COMMISSION
49	SABAITIENE Aldona	Government	LITHUANIA
50	SÆMUNDSSON Eyjólfur	Government	ICELAND
51	SAMANT Yogindra	Government	NORWAY
52	SCHÄFER Kai	Government	GERMANY
53	SCHWENG Christa	Employers	AUSTRIA
54	SEITZ Gilles	Workers	FRANCE
55	SIGURJÓNSSON Björn Ágúst	Workers	ICELAND
56	SILVA Armindo	European Commission	COMMISSION
57	SKJOLDAGER Charlotte	Government	DENMARK
58	SMITH Rebekah	Employers	BELGIUM
59	SOON Argo	Workers	ESTONIA
60	STOEV Georgi	Employers	BULGARIA
61	SVENSLI Marianne	Workers	NORWAY
62	TAVARES Catarina	Workers	PORTUGAL
63	TRIEMSTRA Rob	Government	NETHERLANDS
64	VAN MIERLO Mario	Employers	NETHERLANDS

65	VOINOIU Niculae	Government	ROMANIA
66	SEDLATSCHEK Christa		EU-OSHA
67	BEJER Jesper		EU-OSHA
68	BAILLET Philippe		EU-OSHA
69	COCKBURN William		EU-OSHA
70	MURILLO Françoise		EU-OSHA
71	PALMER Kate		EU-OSHA Staff
72	PICCIOLI Ilaria		EU-OSHA
73	SMITH Andrew		EU-OSHA

LIST OF ACTIONS:

N.	Action	Status
1	The Agency will organize a visit to the new offices for Board members at the next Board meeting in March 2014.	
2	The Agency will circulate the draft declaration of interest to Board members, collect comments, draft guidelines and improve the form if necessary.	<u>Done on 21/11</u>
3	The Agency will produce a more reader-friendly table reporting on the follow-up on the Roadmap.	
4	The Agency will highlight main changes in the Director's Progress Report	
5	The involvement of social partners by Focal Points will be on the Agenda of the next Focal Points meeting.	
6	The Agency will amend the MSP in case a new EU-OSH strategic/policy framework is adopted and whenever need be.	
7	The Agency will work on a new concept paper and include the feedbacks provided by the Board.	
8	The Agency will integrate "Dangerous substances" into existing work planned for 2014.	
9	The Agency will develop guidelines on the campaign on psychosocial risks.	