

ACTION POINTS

Meeting:	EXECUTIVE BOARD OF THE MANAGEMENT BOARD
Date:	11 June 2025
Venue:	Online

1 ADOPTION OF THE DRAFT AGENDA

The Chairperson welcomed the participants and introduced the draft agenda. Before working through the agenda, he asked the participants to declare whether they may have a conflict of interests with any of the items of the draft agenda. No Executive Board (EB) member reported any.

The main business for this meeting was to prepare the Management Board (MB) meeting later in the month. There were also two additional items:

- One item was about the joint action plan related to the four agencies' evaluation – the EB invited to take note;
- The other item, proposed by the Commission, was about the implementation of the Cybersecurity Regulation – for information.

The EB adopted the draft agenda.

2 RISK OF CYBERSECURITY INCIDENTS: IMPLEMENTATION OF THE MEASURES FORESEEN IN THE CYBER REGULATION

An expert from the Commission joined the EB to explain the key features of the Cybersecurity Regulation. The Agency also explained the work undertaken so far to successfully meet the key deadlines that are foreseen in the Regulation.

The EB took note.

Action point: The EB agreed that the MB should be made aware of the importance of this topic, the resources that the Agency is required to put into this effort and the actions carried out so far to protect the Agency. This topic will be presented at the first plenary of the MB.

3 FINAL JOINT ACTION PLAN FOR THE FOLLOW-UP TO THE FOUR EMPL AGENCIES' EVALUATION

The Staff working Document related to the four Agencies' evaluation under DG EMPL's remit included specific recommendations for EU-OSHA as well as recommendations that were common for the four agencies. The Agency presented both action plans – EU-OSHA's action plan and the joint action plan for the four agencies defining joint actions in December 2024 to the MB. The MB agreed both.

DG EMPL had provided comments on the joint action plan and on that basis the agencies had revised the plan. The plan now presented had been agreed with the Commission on 25 May.

The two action plans are included in the Consolidated Annual Activity Report 2024, which is part of the MB meeting documentation.

The EB took note of the joint action plan.

4 MB MEETING PREPARATION

The EB worked through the MB meeting agenda. There will be a **Joint Seminar** with the Focal Points during the morning of the first day. The Agency introduced the purpose and objectives of the Joint Seminar.

The EB welcomed this opportunity and in particular the possibility to discuss in mixed groups – both across interest groups and Focal Points.

The Chairperson introduced the **draft agenda for the MB meeting**. The Agency had presented and discussed the draft agenda with the spokespersons at the end of May. The EB that the MB meeting will work based on new arrangements as agreed in December.

The **new meeting arrangements** are meant to address the request from the MB to focus MB meetings on OSH content and strategic issues. Both the four agencies' evaluation and the EP's discharge decision for 2023 acknowledged the importance of the principle of tripartism, but at the same time encourage the Agency to increase the effectiveness and efficiency of MB meetings.

The MB has important governance and accountability responsibilities, and the founding and financial regulations require that the MB shall decide on or take note of some administrative issues such as the staff rules, audits, accounts etc. The EB will discuss the administrative items in depth and thereby ensure effective accountability.

More specifically, the EB is now engaged in discussing administrative items – which are clustered under A - beforehand and agree a recommendation to the MB on these items – on their adoption or taking note of, as appropriate.

At the first MB plenary, the MB will also be informed about what the EB has recommended for the A items. At the second plenary, unless there are further remarks or comments by the MB (in plenary or during IGs meetings), the Chairperson will ask if the MB agrees to follow the EB recommendations in relation to A items. It is important to stress that any MB member can request to discuss any A item at the MB meeting. The Agency can also answer questions or clarify points at the bilateral meetings with the Interest Groups.

The EB agreed on the clustering of the items in the agenda, provided that it is clear this does not indicate order of importance of the topics. The Agency confirmed that this is not the case and clarified that the criterion is rather the nature of input that it is required from the MB at a particular stage. On these grounds, the request from the WIG to move "Napo" from C to B items was considered as not appropriate now, because the Agency is still in a data collection process to come up with a proposal for the MB to consider at the end of 2025 as part of its overall deliberations on the agency's annual work programme. It was emphasised that feedback on the Napo item, as well as on any C item, is welcomed.

The Agency presented in detail the two A items for adoption – the **draft option of the accounts** and the **Implementing Rules for authorised travel for staff**. Based on the information received, the EB agreed to recommend the MB adopting these two items. The Workers had a number of requests for clarifications on the accounts, which the Agency has clarified in writing with the coordinator.

The Agency also presented the remainder A items for information – and the EB agreed to recommend the MB taking note.

Items the EB agreed to cluster under “A”	EB recommendation to the MB
Opinion on the 2024 accounts	Adopt
Implementing rules on authorised travel for staff	Adopt
Final IAS audit plan 2025 and Strategic IA plan 2025-2027	Take note
European Parliament discharge decision for 2023 on EU-OSHA and Agencies’ discharge resolution.	Take note
SPD 2025-2027 new activity structure and 2025 reporting	Take note

Action point: The MB will receive information on the EB recommendations via the present document prior to the MB meeting as well as during the MB first plenary session on 18 June.

The Agency presented the B items for feedback/decision.

Regarding **B.2 on the intervention logic**, the EB congratulated the Agency for the work done and found it a good basis for discussion during the MB meeting.

Finally, the Agency presented the “C items” for information, and comments if appropriate.

Under **C.1, Director General of DG EMPL Mario Nava** will address specifically the MB, in addition to his address to the MB and Focal Points sitting in joint session earlier in the morning.

Under **C.2 – Executive Director’s progress report**, the Workers had a number of requests for clarifications, which the Agency has clarified in writing with the coordinator.

Under **AOB** – the EB agreed that the MB should discuss **the Agency’s resourcing vis-à-vis the next Multi-annual financial framework**.