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DB 2014 — Working Document Part II — Commission Human Resources

Draft General Budget of the European Commission for the financial year 2014

Working Document Part II Commission Human Resources

COM(2013) 450 – June 2013

**Draft General Budget
of the European Commission
for the Financial Year 2014**

Working Document Part II

Commission Human Resources

COM(2013) 450

June 2013

Draft Budget Working Documents

The 2014 Draft Budget is accompanied by ten ‘Working Documents’, as follows:

Part I: Programme Statements of operational expenditure

Working Document I contains Programme Statements, which constitute the main instrument for justifying the operational appropriations requested by the Commission in the Draft Budget. These Statements are coherent with the corresponding legal bases and provide details on the resources which are dedicated to each spending Programme.

Each Statement has the same structure and includes numerical data related to the Programme, EU added value and contribution to the Europe 2020 Strategy (Headline targets, Flagship initiatives) as well as mainstreaming of climate change, general objective(s) accompanied by impact indicators and targets, specific objectives supported by result indicators and targets, and expenditure related outputs, all this classified according to the MFF Headings.

Part II: Commission Human Resources

Working Document II presents information on human resources, both for the establishment plans and for external personnel, across all headings of the multiannual financial framework.

Part III: Bodies set up by the European Union and having legal personality and Public-private partnership

Working Document III presents detailed information relating to all decentralised agencies, executive agencies and Public-Private Partnerships (joint undertakings), with a transparent presentation of revenue, expenditure and staff levels of various Union bodies which actually receive a contribution charged to the EU budget, pursuant to Articles 208 and 209 of the Financial Regulation.

Part IV: Pilot projects and preparatory actions

Working Document IV presents information on all pilot projects and preparatory actions which have budget appropriations (commitments and/or payments) in the 2014 Draft Budget, pursuant to Article 38(3)(c) of the Financial Regulation.

Part V: Budget implementation and assigned revenue

Working Document V presents the budget implementation forecast for 2013, information on assigned revenue implementation in 2012, and a progress report on outstanding commitments (RAL) and managing potentially abnormal RAL (PAR) for 2012.

Part VI: Administrative expenditure under Heading 5

This document encompasses administrative expenditure under all budgets to be implemented by the Commission in accordance with Article 317 of the Treaty on the Functioning of the European Union, as well as the budgets of the Offices (OP, OLAF, EPSO, OIB, OIL and PMO).

Part VII: Commission buildings (Section III)

Working Document VII presents information on buildings under Section III - Commission, both for the Commission and for the bodies set up by the EU and having legal personality, pursuant to Article 203(3) of the Financial Regulation.

Part VIII: Expenditure related to the external actions of the European Union

Working Document VIII presents information on human resources and expenditure related to the external actions of the European Union.

Part IX: Funding to international organisations

Working Document IX presents funding provided to international organisations, across all MFF headings, pursuant to Article 38(3)(d) of the Financial Regulation.

Part X: Financial Instruments

Working Document X presents the use made of financial instruments, pursuant to Article 38(5) of the Financial Regulation.

Commission Human Resources — Current situation and 2014 DB request

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EXECUTIVE SUMMARY

Current situation

Taking account of posts kept unoccupied in view of the 1% cut as of 01/01/2013 and the proposed 1 % cut as of 01/01/2014, the occupation of the establishment plan is still very high on 01/04/2013 with 98,6 % occupation rate.

2014 DB request

In a context where rigorous cost savings and maximum efficiency are demanded on all public administrations, the Commission is firmly committed to acting responsibly. **The Commission's statement of estimates for 2014 includes the second consecutive 1% staff reduction in line with its proposal to reduce staff by 5% over 5 years¹ without prejudice to the last instalment of additional staff in order to cope with the expected accession of Croatia to the EU as of 1 July 2013. All new activities not linked to enlargement will be covered through efficiency gains and redeployment.**

Notwithstanding the additional human resources requested for the accession of Croatia², the Commission presents a 2014 statement of estimates that **reduces its overall number of human resources for the fourth year in a row³, with a net reduction of 127 FTE (41 posts and 86 estimated FTE of external personnel).**

Preliminary methodological remarks:

Working Document II, point 1 – **'the current situation'** captures the figures of all human resources in place with a contract of employment with Commission services as of 01/04/2013 and financed from all budgets (Commission operating budget – including offices- and research budget). Detailed tables include external personnel financed from earmarked revenue, as they appear in summaries of personnel in place.

Against this picture of all staff in place as of 01/04/2013, Working Document II, point 2 – **'the 2014 DB request'** concentrates on the Commission request for establishment plan posts and appropriations of external personnel to be financed in the 2014 Budget, i.e. the operating budget of the Commission, the research budget and the budget of the offices. In the case of external personnel, only estimates of full time equivalent units may be provided on the basis of the likely average costs and expected distribution between categories of external personnel.

Accordingly, figures provided under the current situation (point 1) are not directly comparable with those provided under the 2014 DB request (point 2), as the Commission request in the 2014 DB does not comprise external personnel that may be financed from earmarked revenue and as external personnel is requested in the form of appropriations with only estimates of FTE for comparison purposes.

¹ Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions: *A budget for Europe 2020* (COM(2011)500 final of 29 June 2011); *Draft Inter-institutional Agreement between the European Parliament, the Council and the Commission on cooperation in budgetary matters and on sound financial management*, Article 23 (COM(2011)403 final of 29 June 2011).

² The Commission is requesting 213 FTE in 2014 to cope with Croatia's accession, in line with its estimate of needs communicated to the budgetary authority in September 2011 (Amending Letter 2/2012, COM(2011) 576 final of 16 September 2011).

³ - 232 FTE in the 2013 draft budget, - 17 FTE in the 2012 draft budget, - 100 FTE in the 2011 draft budget.

**COMMISSION HUMAN RESOURCES 2013—
THE CURRENT SITUATION**

1. COMMISSION HUMAN RESOURCES 2013 – THE CURRENT SITUATION

1.1. Global picture as of 1st April 2013 of the personnel in place

1.1.1. Breakdown of establishment plan posts & external personnel

For the reasons explained above in the preliminary methodological remarks, the instant picture of human resources present on 01/04/2013 does not exactly compare, by definition, with the estimates of FTE units authorised by the appropriations voted for posts and external personnel in the 2013 budget. With this important *caveat*, the tables below provide the complete distribution between each category of Commission human resources⁴ financed under all headings of the Multiannual Financial Framework ('MFF').

COMMISSION STAFF IN PLACE AS OF 01/04/2013 - FINANCED UNDER THE EU BUDGET

(NUMBER OF PERSONS PRESENT)

CATEGORY	HEADING 5 OF THE MFF				OUTSIDE HEADING 5			TOTAL HEAD - QUARTER	TOTAL IN DELEGATIONS	TOTAL IN REPRESENTATIONS	TOTAL
	HEAD - QUARTER	IN DELEGATIONS	IN REPRESENTATIONS	TOTAL HEADING 5	HEAD - QUARTER	IN DELEGATIONS	TOTAL OUTSIDE HEADING 5				
1. Officials and temporary agents	19.412	657	194	20.263	3.485	12	3.497	22.897	669	194	23.760
2. Contract Agents	2.455	6	314	2.775	1.713	688	2.401	4.168	694	314	5.176
3. Local agents in Delegations and representations		121	50	171		1.377	1.377		1.498	50	1.548
4. Seconded national experts	917	41		958	107	11	118	1.024	52		1.076
5. Agency staff	359	20	5	384	62		62	421	20	5	446
6. Service providers and other residual categories (1)	160			160	409		409	569			569
TOTAL	23.303	845	563	24.711	5.776	2.088	7.864	29.079	2.933	563	32.575

(1) Of which: - Residual private law contract in Belgium and Luxembourg: 85 persons financed by the operating budget.
 - External personnel technical assistance XX010201: 75 persons.
 - JRC grant holders: 409 heads financed by the research budget.

In addition to the 32.575 staff in place as of 01/04/2013 financed under the EU budget, 1.667 staff were working for the Commission as of 01/04/2013 and financed from earmarked revenue (see detailed table below).

COMMISSION STAFF IN PLACE AS OF 01/04/2013 FINANCED FROM EARMARKED REVENUE

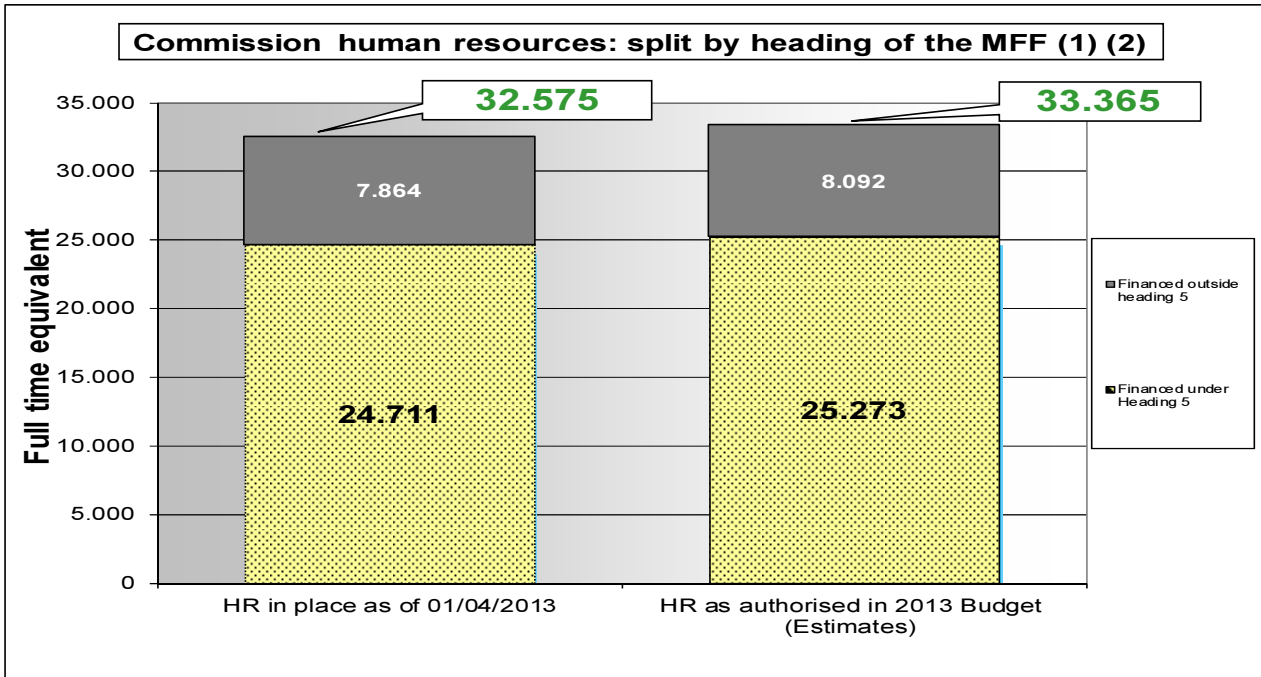
CATEGORY	OFFICES	EUROPEAN DEVELOPMENT FUND (DELEGATIONS)	EUROPEAN DEVELOPMENT FUND (HEADQUARTER)	COMPETITIVE ACTIONS OF THE JOINT RESEARCH CENTER	DG AT HEAD - QUARTER	TOTAL
1. Officials and temporary agents						
2. Contract Agents	252	294	35	121	21	723
3. Local agents in Delegations and representations		665				665
4. Seconded national experts				16		16
5. Agency staff				9		9
6. Service providers and other residual categories (1)	43			211		254
TOTAL	295	959	35	357	21	1.667

(1) Of which: - Residual private law contract in Belgium and Luxembourg: 43 persons.
 - JRC grant holders: 211 persons.

⁴ As included in the budgetary statement or estimated on the basis of average costs and expected distribution between categories.

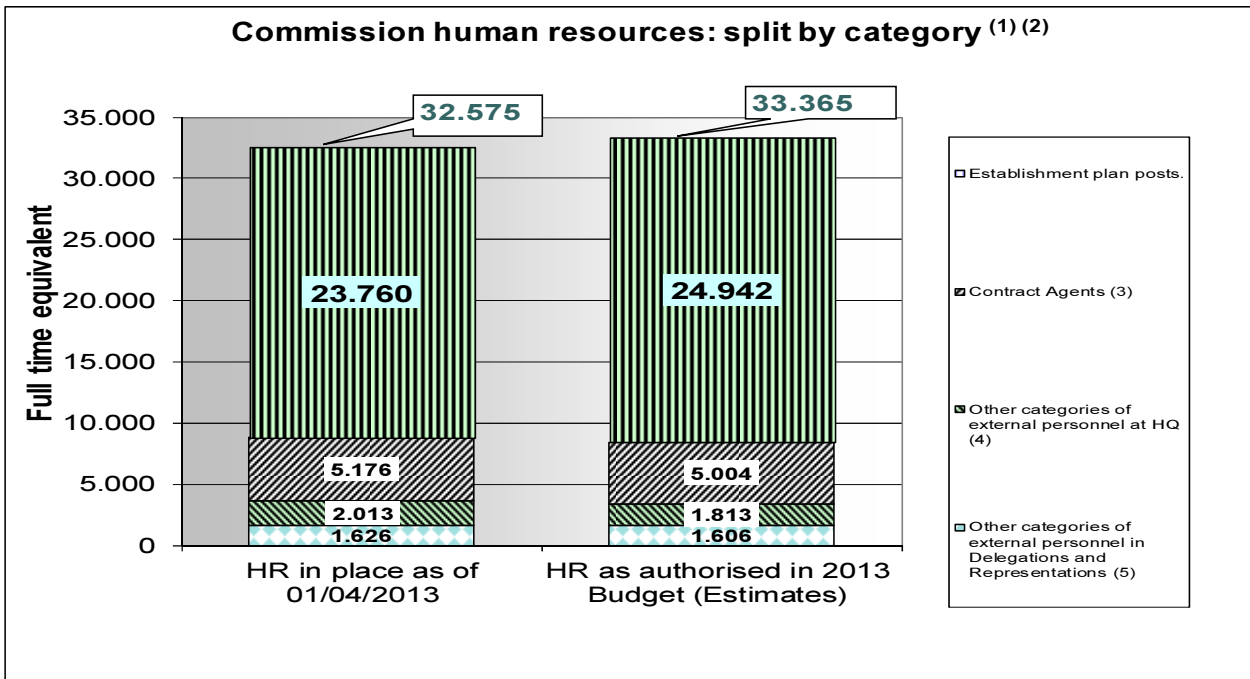
1.1.2. Overview of human resources financed within and outside heading 5 of the MFF in 2013

The above *caveat* applies for the tables below. The first table is an estimate of the distribution between Commission human resources financed **under heading 5** 'Administration' of the MFF and human resources financed **outside heading 5** of the MFF.



(1) As included in the budgetary statements or estimated on the basis of average costs and expected distribution between categories.
 (2) Excluding external personnel financed from earmarked revenue.

The second table is an estimate of the distribution, **per main categories**, between Commission human resources financed **under heading 5** 'Administration' of the multi-annual financial framework ('MFF') and human resources financed **outside heading 5** of the MFF.

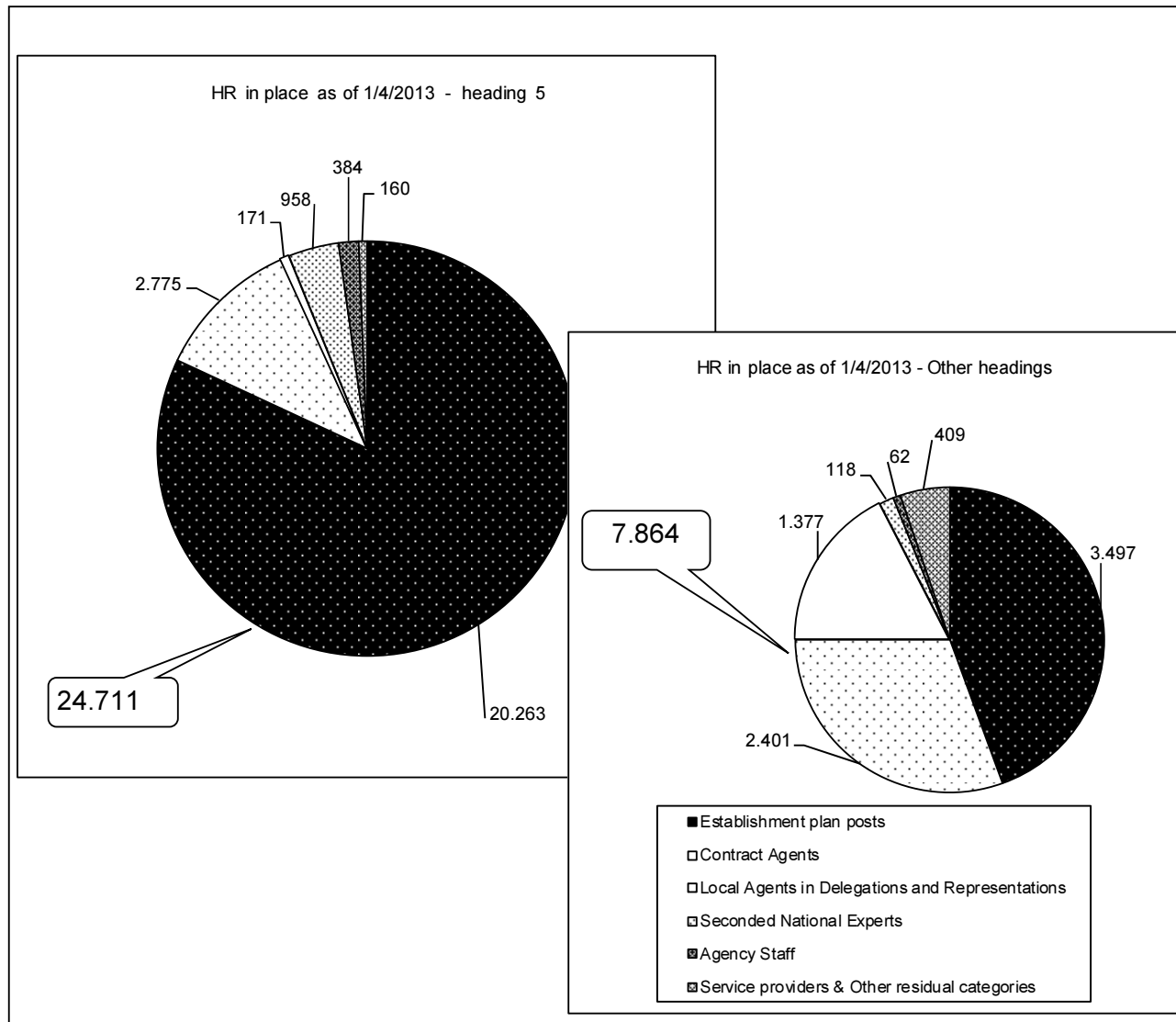


(1) As included in the budgetary statements or estimated on the basis of average costs and expected distribution between categories.
 (2) Excluding external personnel financed from earmarked revenue.
 (3) The detailed figures appear in the table reproduced under point 1.3.1 below.
 (4) The detailed figures appear in the table reproduced under point 1.3.3 below.
 (5) The detailed figures appear in the table reproduced under point 1.3.2 below.

1.1.3. Overview of human resources financed from the EU budget: personnel in place as of 01/04/2013 – split by heading of the MFF & category of personnel

Commission human resources financed from the EU budget

Personnel in place as of 01/04/2013 - split by heading of the MFF & category (1) (2)



(1) As included in the budgetary statements or estimated on the basis of average costs and expected distribution between categories.

(2) Excluding external personnel financed from earmarked revenue.

1.2. Overview of the establishment plan posts occupied as of 01/04/2013

1.2.1. Consolidated view on all budgets

Data on the occupation of the 9 establishment plans⁵ (Commission, Research (Direct and Indirect Actions), EPSO, OIB, OIL, OLAF, OP, PMO) reproduced in the points 1.2.1 to 1.2.4 include officials-to-be, who have not yet started working for the Commission but for whom the Appointing Authority (AIPN) has already signed a letter offering recruitment as well as temporary agents who are not yet in activity, but for whom an employment contract has been signed by the Authority empowered to conclude contracts (AHCC).

The following table provides, per DG and function group, the occupied permanent and temporary posts for the Commission operating budget, the research budget and the offices budget.

Commission Establishment Plan Posts occupied as of 01/04/2013
Permanent & temporary posts
All Budgets (Operating, Research and Offices)

DG \ Function Group	Commission Operating budget			Research Budgets			Offices			Total		
	AD	AST	Total	AD	AST	Total	AD	AST	Total	AD	AST	Total
DG Agriculture and Rural Development	509	425	934							509	425	934
DG Budget	171	225	396							171	225	396
Bureau of European Policy Advisers	20	13	33							20	13	33
Cabinets	197	282	479							197	282	479
DG Climate Action	108	29	137							108	29	137
DG Communication	300	303	603							300	303	603
DG Communications Networks, Content and Technology	210	182	392	239	192	431				449	374	823
DG Competition	430	279	709							430	279	709
DG Development and Cooperation - EuropeAid	731	468	1 199							731	468	1 199
DG Economic and Financial Affairs	410	216	626							410	216	626
DG Education and Culture	230	250	480	16	5	21				246	255	501
DG Employment, Social Affairs and Inclusion	314	254	568							314	254	568
DG Energy	226	246	472	14	6	20				240	252	492
DG Enlargement	167	113	280							167	113	280
DG Enterprise and Industry	385	292	677	57	33	90				442	325	767
DG Environment	282	181	463							282	181	463
DG Health and Consumers	458	293	751							458	293	751
DG Home Affairs	173	82	255							173	82	255
DG Human Resources and Security	183	426	609							183	426	609
DG Humanitarian Aid and Civil Protection (ECHO)	102	111	213							102	111	213
DG Informatics	159	282	441							159	282	441
DG Internal Market and Services	322	170	492							322	170	492
DG Interpretation	615	142	757							615	142	757
Joint Research				827	949	1 776				827	949	1 776
DG Justice	180	136	316							180	136	316
DG Maritime Affairs and Fisheries	174	117	291							174	117	291
DG Mobility and Transport	209	182	391	33	19	52				242	201	443
European Anti-Fraud Office							174	170	344	174	170	344
European Personnel Selection Office							23	90	113	23	90	113
Office for Infrastructure and Logistics in Brussels							68	304	372	68	304	372
Office for Infrastructure and Logistics in Luxembourg							26	101	127	26	101	127
DG Regional and Urban Policy	323	245	568							323	245	568
DG Research and Innovation	23	49	72	650	457	1 107				673	506	1 179
DG Taxation and Customs Union	240	189	429							240	189	429
DG Trade	341	195	536							341	195	536
DG Translation	1 768	493	2 261							1 768	493	2 261
Eurostat	306	303	609							306	303	609
Foreign Policy Instruments Service	37	35	72							37	35	72
Internal Audit Service	71	31	102							71	31	102
Legal Service	247	152	399							247	152	399
PayMaster's Office							29	137	166	29	137	166
Publications Office							106	525	631	106	525	631
Secretariat general	212	252	464							212	252	464
Staff committee - representative trade unions and staff associations	20	14	34							20	14	34
Total	10 853	7 657	18 510	1 836	1 661	3 497	426	1 327	1 753	13 115	10 645	23 760

⁵ Commission, Research (Direct and Indirect Actions), EPSO, OIB, OIL, OLAF, OP, PMO.

1.2.2. Commission establishment plan posts (excl. Research and Offices) - including data on vacancy rate

The table below provides an overview on the evolution of the occupation of Commission establishment plan posts as of 01/04/2013.

EVOLUTION OF THE OCCUPATION OF THE COMMISSION ESTABLISHMENT PLAN POSTS
(Operating Establishment Plan - Permanent and temporary posts)

Year	Date	Authorised posts	Occupied posts	Vacant posts	
2003	1/01	16.719	16.260	459	2,7%
	1/04	16.719	16.240	479	2,9%
	1/07	16.719	16.199	520	3,1%
	31/12	16.719	16.333	386	2,3%
2004	1/01	17.388	16.197	1.191	6,8%
	1/04	17.388	16.549	839	4,8%
	1/07	17.388	16.494	894	5,1%
	31/12	17.388	17.008	380	2,2%
2005	1/01	17.957	16.929	1.028	5,7%
	1/04	17.957	17.256	701	3,9%
	1/07	17.957	17.442	515	2,9%
	31/12	17.957	17.652	305	1,7%
2006	1/01	18.571	17.642	929	5,0%
	1/04	18.571	17.726	845	4,6%
	1/07	18.571	17.768	803	4,3%
	31/12	18.571	18.013	558	3,0%
2007	1/01	19.370	17.961	1.409	7,3%
	1/04	19.370	18.278	1.092	5,6%
	1/07	19.370	18.584	786	4,1%
	31/12	19.370	19.041	329	1,7%
2008	1/01	20.162	18.903	1.259	6,2%
	1/04	20.162	19.158	1.004	5,0%
	1/07	20.162	19.382	780	3,9%
	31/12	20.162	19.595	567	2,8%
2009	1/01	20.384	19.551	833	4,1%
	1/04	20.384	19.722	662	3,2%
	1/07	20.384	19.814	570	2,8%
	31/12	20.384	19.878	506	2,5%
2010	1/01	20.329	19.829	500	2,5%
	1/04	20.329	19.841	488	2,4%
	1/07	20.329	19.895	434	2,1%
	31/12	20.329	19.937	392	1,9%
2011	1/01	19.256	18.845	411	2,1%
	1/04	19.256	18.807	449	2,3%
	1/07	19.256	18.823	433	2,2%
	31/12	19.256	18.780	476	2,5%
2012	1/01	19.290	18.783	507	2,6%
	1/04	19.290	18.771	519	2,7%
	1/07	19.290	18.678	612	3,2%
	31/12	19.290	18.623	667	3,5%
2013	1/01	19.270	18.565	705	3,7%
	1/04	19.270	18.510	760	3,9%
	Forecasted 1/07	19.270	18.570	700	3,6%
	Forecasted 31/12	19.270	18.650	620	3,2%

NB: the 27 Commission Members (26 Members and the President) appointed by the European Council on 09/02/2010 do not occupy any establishment plan post position. Neither do the remunerated and non remunerated special advisers⁶ servicing the Commission as of 01/04/2013⁷. They are therefore not included in the above figures.

⁶ Special advisers providing direct assistance to Members of the Commission or special advisers providing assistance to institutional bodies (such as the Chairman of the Financial Irregularities Panel, the Chairman of the Disciplinary Board or the External Member of the Audit Progress Committee) directly appointed by the Commission and answerable to the Vice-President responsible for Personnel and Administration.

The number of vacancies on 1 January 2013 amounted to 705, or 3,7 % of the total authorised establishment plan, increasing slightly to 3,9 % **on 1 April 2013**. This reflects the necessary preparation of the 2013 redeployment of posts among Commission services, as well as a progressive anticipation of the 1 % cut planned for 2014. Furthermore, the 2013 authorised posts include 95 enlargement related posts which will be made available to Commission services only as of 1 July 2013, the date of accession of Croatia into the Union. These posts are therefore by definition still vacant at the reference date of **1 April 2013**. If **adjusted**, netting authorised and vacant posts of these 95 new posts, the **vacancy rate** at that date is actually **3,4 %**. The figure is therefore plainly satisfactory in comparison with the data from this point of the year over the last 10 years (reproduced in the table above).

The forecast for the year end is that 96,8 % of posts should be occupied. This projection is based on the following rationale: the Commission services will reserve vacant posts throughout 2013 in view of the application of the 1% cut in 2014. This will be the second instalment of the 5 % staff reduction over five years (2013, 2014, 2015, 2016 and 2017). If the 1 % cut is excluded from the vacancy rate of 3,2 % forecast at the end of 2013, the rate of vacancies reaches the quite low level of 2,3 %.

The detailed tables reproduced in the following pages present the occupation of Commission establishment plan posts, by grade, DG/Service and nationality.

⁷ The list of the Special Advisers to the President and Commissioners of the European Commission appointed on 1 April 2013 until 31 March 2014 is published on the basis of Regulation (EC) N° 1049/2001 at the following website: http://ec.europa.eu/civil_service/about/who/sa_en.htm.

Establishment Plan Posts occupied as of 01/04/2013
 Operating Budget (excluding Research and Offices)
 Permanent and temporary posts
 by function group, grade and DG - AD function group

DG \ Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6	AD5	Total
DG Agriculture and Rural Development	3	8	17	74	78	27	44	51	45	46	54	62	509
DG Budget	1	5	8	20	25	6	19	11	15	15	23	23	171
Bureau of European Policy Advisers	1	1	1	8	1	5		1	2				20
Cabinets	1	5	15	30	29	29	26	14	23	8	12	5	197
DG Climate Action	1		4	8	11	7	12	5	14	11	10	25	108
DG Communication		11	20	31	48	25	30	38	21	20	23	33	300
DG Communications Networks, Content and Technology	1	1	11	26	32	18	15	18	20	17	20	31	210
DG Competition	1	6	12	32	47	17	36	30	55	46	70	78	430
DG Development and Cooperation - EuropeAid	1	7	24	130	144	33	122	65	56	67	27	55	731
DG Economic and Financial Affairs	2	10	15	35	42	23	44	21	27	44	54	93	410
DG Education and Culture		7	7	38	53	12	23	21	16	18	18	17	230
DG Employment, Social Affairs and Inclusion	1	7	11	50	44	11	33	18	24	23	41	51	314
DG Energy	2	4	10	34	45	8	16	11	17	15	22	42	226
DG Enlargement	1	5	4	29	31	11	18	16	13	11	16	12	167
DG Enterprise and Industry		5	13	61	56	17	32	25	47	29	39	61	385
DG Environment	1	5	12	35	47	13	30	20	32	26	23	38	282
DG Health and Consumers	1	5	11	49	73	23	54	20	69	46	43	64	458
DG Home Affairs	1	2	2	18	24	12	16	5	16	15	26	36	173
DG Human Resources and Security	2	6	13	29	35	7	15	12	8	17	13	26	183
DG Humanitarian Aid and Civil Protection (ECHO)	1	2	5	11	21	10	14	10	7	6	3	12	102
DG Informatics		3	3	16	15	7	14	12	24	23	8	34	159
DG Internal Market and Services	2	5	7	36	40	15	21	13	28	40	50	65	322
DG Interpretation	1	4	19	101	127	37	65	24	42	70	33	92	615
DG Justice	1		5	19	27	9	18	16	16	14	31	24	180
DG Maritime Affairs and Fisheries	1	4	8	22	35	6	11	10	22	13	23	19	174
DG Mobility and Transport	1	2	11	38	38	12	25	14	22	7	15	24	209
DG Regional and Urban Policy	1	8	11	49	44	13	26	22	29	41	44	35	323
DG Research and Innovation	1	2		5	4		1	3	2	3	1	1	23
DG Taxation and Customs Union	1	3	8	32	35	11	31	14	21	40	13	31	240
DG Trade	3	5	6	37	65	28	49	26	23	32	36	31	341
DG Translation		4	37	297	319	71	120	41	57	206	285	331	1.768
Eurostat	2	4	12	52	45	11	38	25	22	29	23	43	306
Foreign Policy Instruments Service		1		6	6	2	3	5	2	1	7	4	37
Internal Audit Service		3	1	4	8		5	8	7	6	11	18	71
Legal Service	2	9	13	42	41	9	20	23	27	17	20	24	247
Secretariat general	1	6	14	31	28	11	31	20	4	26	25	15	212
Staff committee - representative trade unions and staff associations			1	11	4		1			1	2		20
Total	39	165	371	1.546	1.767	556	1.078	688	875	1.049	1.164	1.555	10.853

Establishment Plan Posts occupied as of 01/04/2013
 Operating Budget (excluding Research and Offices)
 Permanent and temporary posts
 by function group, grade and DG - AST function group

DG \ Grade	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
DG Agriculture and Rural Development	9	10	30	26	64	67	64	46	65	20	24	425
DG Budget	4	4	21	23	27	26	27	22	43	10	18	225
Bureau of European Policy Advisers			1		2	1	1	5	1	1	1	13
Cabinets	1		1	3	36	50	32	71	38	29	21	282
DG Climate Action		1	1	2	3	3	3	2	5	4	5	29
DG Communication	3	7	26	23	35	33	41	32	58	21	24	303
DG Communications Networks, Content and Technology		2	12	5	18	21	36	26	26	17	19	182
DG Competition	3	4	12	6	20	24	36	21	59	19	75	279
DG Development and Cooperation - EuropeAid	12	13	32	56	63	60	82	54	49	15	32	468
DG Economic and Financial Affairs	7	11	7	11	20	11	25	27	53	17	27	216
DG Education and Culture	2	7	18	17	33	46	45	19	26	19	18	250
DG Employment, Social Affairs and Inclusion	5	6	17	18	33	21	26	28	43	17	40	254
DG Energy	5	21	34	20	22	19	26	28	38	11	22	246
DG Enlargement		3	9	7	11	10	16	16	19	10	12	113
DG Enterprise and Industry	4	4	5	18	27	35	55	32	51	24	37	292
DG Environment	1	3	13	15	14	23	32	19	25	13	23	181
DG Health and Consumers	3	7	14	15	28	59	43	30	39	13	42	293
DG Home Affairs		1	2	6	13	7	13	5	9	7	19	82
DG Human Resources and Security	7	7	30	26	53	64	71	63	46	30	29	426
DG Humanitarian Aid and Civil Protection (ECHO)		3	6	14	10	14	27	14	13	3	7	111
DG Informatics	7	12	28	20	39	24	42	34	45	12	19	282
DG Internal Market and Services		1	6	8	17	15	26	19	37	10	31	170
DG Interpretation	3	3	6	7	15	24	20	14	13	10	27	142
DG Justice		1	6	9	12	14	22	20	22	5	25	136
DG Maritime Affairs and Fisheries	1	6	10	11	12	18	16	13	15	5	10	117
DG Mobility and Transport	1	1	11	14	28	26	35	23	14	10	19	182
DG Regional and Urban Policy	3	5	12	18	26	33	39	22	43	21	23	245
DG Research and Innovation	1	2	5	4	4	4	7	9	6	3	4	49
DG Taxation and Customs Union	5	4	11	17	24	23	31	19	21	17	17	189
DG Trade	5	5	9	19	21	18	21	20	30	15	32	195
DG Translation		8	13	14	78	117	60	26	38	41	98	493
Eurostat	9	15	39	26	41	39	39	30	45	8	12	303
Foreign Policy Instruments Service		1	3	5	5	4	2	2	6	4	3	35
Internal Audit Service			4	4	3	3	5		6	1	5	31
Legal Service	1		6	7	23	28	19	15	15	12	26	152
Secretariat general	1	3	11	15	34	49	43	26	27	19	24	252
Staff committee - representative trade unions and staff associations		1	1	2	2	3	1	3			1	14
Total	103	182	472	511	916	1.036	1.129	855	1.089	493	871	7.657

Establishment Plan Posts occupied as of 01/04/2013

Operating Budget (excluding Research and Offices)

Permanent and temporary posts
by nationality, function group and grade

Nationality Grade	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FIN	FR	GBR	EL	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total
AD16	1	2			1	4	1	4			5	4	2	1	1	7					3	1	2						39
AD15	4	15	1	1	2	20	5	20	2	2	17	15	10	4	5	10	1	2	1	1	9	7	7	1	1	1	2		165
AD14	12	59	4	3	1	35	11	28	1	5	49	28	26	3	13	29	4	3	2	2	18	5	14	4	2	2	7	1	371
AD13	41	156	1	2	6	178	51	158	1	40	182	149	122	6	45	155	4	13	1	1	78	9	107	2	3	35	1	1,546	
AD12	58	176	10	4	6	212	42	172	2	91	226	147	87	5	35	183	1	7	3	2	68	13	94	15	6	3	98	1	1,767
AD11	16	88	1	2		67	10	59	2	29	57	44	22		13	70	2	2	2	2	22	1	20		1	2	22		556
AD10	26	160	2	2	2	155	26	121	2	50	141	51	34	6	25	129	1	1	6	2	39	9	30	4	2	5	47		1,078
AD9	15	97	11	3	14	78	15	60	3	27	52	27	26	22	6	78	7		4	5	28	35	13	15	11	7	28	1	688
AD8	23	88	6	6	39	95	10	59	21	19	75	43	24	39	9	67	25	1	18	8	24	72	23	12	22	20	26	1	875
AD7	8	72	19	18	69	90	8	58	37	7	85	27	20	111	8	42	36	1	21	24	19	152	13	24	46	23	11		1,049
AD6	16	54	79	12	68	76	6	54	35	7	77	19	24	68	14	51	52		32	24	17	167	7	113	53	33	5	1	1,164
AD5	14	71	175	8	69	108	24	47	21	7	88	40	22	79	15	86	44	1	48	36	24	177	9	243	37	49	12	1	1,555
AD	234	1,038	309	61	277	1,118	209	840	127	284	1,054	594	419	344	189	907	177	31	137	107	349	648	339	433	183	145	293	7	10,853
AST11	2	34				2		9		4	10	8	4		4	8		3			8		3				4		103
AST10	4	61				10	3	15			21	10	8		8	17		3			14		6				2		182
AST9	12	165		1		35	11	34		17	49	17	20		15	40		9			17		16			14			472
AST8	15	195				39	6	32		18	50	25	25		13	44		5			9		12			23			511
AST7	8	349			1	80	23	63	1	14	68	63	35		39	88		15			13	1	36	1		17	1		916
AST6	20	386				78	24	74	1	37	86	52	53	1	45	90		10			19	1	37		1	21			1,036
AST5	28	412		4	2	71	15	85	1	27	113	40	45	1	33	148	3	11		2	11	4	33		5	1	34		1,129
AST4	10	256	18	4	23	32	11	65	7	19	82	15	23	25	4	79	11	5	6	6	8	51	21	29	19	11	14	1	855
AST3	8	222	55	6	39	27	2	62	13	5	98	22	30	53	8	73	19	2	18	7	10	165	14	68	34	17	11	1	1,089
AST2	4	118	19	3	27	22	4	9	5	9	39	4	18	35	8	26	9	1	9	7	3	47	6	31	17	6	7		493
AST1	3	127	55	14	33	23	4	19	22	8	42	14	19	61	6	50	46	1	26	5	2	107	12	114	35	16	7		871
AST	114	2,325	147	32	125	419	103	467	50	158	658	270	280	176	183	663	88	65	59	27	114	376	196	243	111	51	154	3	7,657
Total	348	3,363	456	93	402	1,537	312	1,307	177	442	1,712	864	699	520	372	1,570	265	96	196	134	463	1,024	535	676	294	196	447	10	18,510

1.2.3. Commission establishment plan posts for research- indirect and direct actions

1.2.3.1. Indirect actions

Establishment Plan Posts occupied as of 01/04/2013
Research (Indirect Actions)

	DG Enterprise and Industry			DG Mobility and Transport			DG Energy			DG Research and Innovation			DG Communications Networks, Content and Technology			DG Education and Culture			TOTAL		
	AD	AST	Total	AD	AST	Total	AD	AST	Total	AD	AST	Total	AD	AST	Total	AD	AST	Total	AD	AST	Total
Establishment Plan Posts 2013	60	37	97	35	23	58	16	5	21	727	492	1.219	251	189	440	17	5	22	1.106	751	1.857
Posts occupied	57	33	90	33	19	52	14	6	20	650	457	1.107	239	192	431	16	5	21	1.009	712	1.721
Vacant posts - Number	3	4	7	2	4	6	2	-1	1	77	35	112	12	-3	9	1	0	1	97	39	136
%	5,0%	10,8%	7,2%	5,7%	17,4%	10,3%	12,5%	4,8%	4,8%	10,6%	7,1%	9,2%	4,8%	2,0%	2,0%	5,9%	0,0%	4,5%	8,8%	5,2%	7,3%

(NB): The upgradings of AST posts into AD posts are not yet done at 01/04/2013 (1 for DG Energy and 3 for DG Communications Networks, Content and Technology).

Establishment Plan Posts occupied as of 01/04/2013
Research (Indirect Actions)
by function group-grade and DG - AD function group

	DG \ Grade											Total	
	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6		AD5
DG Enterprise and Industry			4	8	13	4	4	4	4	4	4	4	8
DG Mobility and Transport			1	2	7	2	4	2	4	3	4	6	33
DG Energy				3	2	1	2	2	1	1	2	2	14
DG Research and Innovation	1	9	30	167	147	27	34	33	54	50	42	56	650
DG Communications Networks, Content and Technology		6	14	52	56	6	14	18	20	20	11	22	239
DG Education and Culture		1	3	5	4	1	1	1	1	1	3	2	16
Total:	1	15	49	237	229	38	57	59	83	79	66	96	1.009

Establishment Plan Posts occupied as of 01/04/2013
Research (Indirect Actions)
by function group-grade and DG - AST function group

	DG \ Grade											Total
	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	
DG Enterprise and Industry		1		2	2	5	6	1	10	1	5	33
DG Mobility and Transport				1	3	1	4	4	4	2	2	19
DG Energy			1			1	1	2	1	1	1	6
DG Research and Innovation	3	5	19	33	34	65	72	54	76	55	41	457
DG Communications Networks, Content and Technology		1	9	15	12	28	30	25	29	22	21	192
DG Education and Culture			1			1	1	1	2	2	5	5
Total:	3	7	30	51	51	100	113	87	120	80	70	712

Establishment Plan Posts occupied as of 01/04/2013

Research (Indirect Actions)

by nationality, function group and grade

Nationality Grade	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FIN	FR	GBR	EL	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total
ADI6	1					1		2		1	2			1		1							2			1			1
ADI5		2					2	5	1	1	9	1	7		2	7							2	1		1	2		15
ADI4		4				6	2	14		5	40	17	23	1	11	27	1	4	1				2	1		3	1		49
ADI3	3	26		1	1	30	6	21	2	8	34	21	22	3	6	23					12		9			1	3	2	237
ADI2	5	21		1	1	28	5	21	2	8	34	21	22	3	6	23					13	2	2	1		1	10	2	229
ADI1	2	3				3	3	2		3	6	2	4		8						2								38
ADI0	1	11			1	5		6		3	11	2	1		9						1	1	3				1		57
AD9	1	17	1			6		8		2	7		1		8	1					4	1	1	1			1		59
AD8		16		1	2	10		7	1	3	14	4	2	2	5	3				1	2	1	1	1	2	1	1		83
AD7		7		3	7	1	1	10		1	9	1	3	4	6			1	1		4	17			2	1	1		79
AD6		3	6		2	7		7			5	1	3	5	4				1		2	7		9	2	2			66
AD5		3	10	1	4	10		2		1	5	2	1	4	5	2			1	1		9	2	32	1				96
AD	13	113	17	3	14	113	17	84	4	28	142	51	67	20	20	103	7	5	4	2	40	39	22	45	7	5	20	4	1.009
AST11							1								1						1								3
AST10		4						1				1			1														7
AST9		10			2			2			5	3	4		5						1		2						30
AST8	2	24			1	2	2	5		1	6		4		4			1											51
AST7	1	24			2		4	4		1	1	4	2	2	4						2		3				1		51
AST6	2	47			7	1	6	6		2	7	5	4	5	8						3		2				1		100
AST5	1	48			8	1	4	4		5	16	2	9	1	14						1	1					2		113
AST4		27			1	4		9	2		14	2	1	2	5	9	1					5		1	1		3		87
AST3		40	3		1			9	3		12	6	3	9	1	10	1				1	9		6		1	1		120
AST2		31	4	2	1	1	1	4			7	2	4	1	4	2	2		1		1	4	3	3	2	1	1		80
AST1	1	19	11		2	3		4	1		6	2	2	2	1	2			1			2	1	8	1	1	1		70
AST	7	274	18	2	8	29	6	48	6	9	74	27	29	14	15	61	6	1	2		10	21	11	18	3	3	10		712
Total	20	387	35	5	22	142	23	132	10	37	216	78	96	34	35	164	13	6	6	2	50	60	33	63	10	8	30	4	1.721

1.2.3.2. Direct actions

Establishment Plan Posts occupied as of 01/04/2013

JRC Establishment plan

	AD	AST	Total
Establishment Plan Posts 2013	912	1.004	1.916
Posts occupied	827	949	1.776
Vacant posts - Number %	85 9,3%	55 5,5%	140 7,3%

Establishment Plan Posts occupied as of 01/04/2013

JRC Establishment plan

by function group-grade - AD function group

DG\ Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6	AD5	Total
Number	1	6	30	170	219	52	51	45	70	89	41	53	827

Establishment Plan Posts occupied as of 01/04/2013

JRC Establishment plan

by function group-grade - AST function group

DG\ Grade	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
Number	18	47	112	104	118	97	101	95	139	63	55	949

Establishment Plan Posts occupied as of 01/04/2013

JRC Establishment plan

by nationality, function group and grade

Nationality Grade \	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FIN	FR	GBR	EL	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total
AD16											1					1													1
AD15						2						2													1				6
AD14	1	3			7			1		1	4	2				5		1			1	1	1	1			1		30
AD13	2	24				22	4	11		1	21	19	15			28		2	1		10	4	4				1		170
AD12	3	18				32	6	24		5	30	18	13			37		1		1	6	7	1				9	3	219
AD11	3	4				13		5			6		2			15					1						2		52
AD10	2	5				8		4			6	1	1			12		2			5	1	1			1		51	
AD9			1			5	1	7		2	4	1	1	1	1	8				1				1		1			45
AD8	5	7			3	13	1	2		4	3	1	1	1	20						4	3	3		1	2			70
AD7	4	10		2		19	2	5		1	12	1	2	1	23	1			1		2	2					1		89
AD6	2	5	2		2	3	4	4		1	4	1	1	1	9						1		1	1		3			41
AD5	1	7			4	2		3		2			1	2	7	2			1			5				5			53
AD	22	88	10	2	10	126	14	66		11	94	48	36	5	15	165	3	6	3	2	30	8	17	13	4	9	17	3	827
AST11		6						2			3	1			2						3								18
AST10		4				7	1	2			7	4			15						4		1						47
AST9	2	20				7	5	10			15	8			24			1			7	4	4						112
AST8	1	16				13	1	6		2	12	7			35			2			5	3	3						104
AST7	1	14				10	3	9			12	3	2		39			4			15	3	3				1		118
AST6	4	23				11	3	7		3	8	4			22			2			2	4	4				2		97
AST5	3	17				9	1	7		1	8	2			42			3			3	3	3				3		101
AST4	1	8				2	17	1			10	1	1	4	2	33	2		1		3	1				1			95
AST3	2	15	3		4	15	1	16			8	3	4	2	51	2					2	6	1	1	2		1		139
AST2		8	3		3	5		3	1	1	2	1		1	18	1					3	4	3	1		3	2		63
AST1		6	3	1	2	5		2	2		4	1	1	2	16	1					1	2	1	3	2				55
AST	14	137	9	1	11	99	16	71	3	7	89	35	8	9	20	297	6	9	1		48	13	23	5	4	4	9	1	949
Total	36	225	19	3	21	225	30	137	3	18	183	83	44	14	35	462	9	15	4	2	78	21	40	18	8	13	26	4	1.776

1.2.4. Commission establishment plan posts for the Offices

Establishment Plan Posts occupied as of 01/04/2013
Offices EPSO, OIB, OIL, OLAF, OP and PMO

	EPSO			OIB			OIL			OLAF			OP			PMO			TOTAL		
	AD	AST	Total	AD	AST	Total	AD	AST	Total	AD	AST	Total	AD	AST	Total	AD	AST	Total	AD	AST	Total
Establishment Plan Posts 2013	30	95	125	76	327	403	29	115	144	195	183	378	121	548	669	33	149	182	484	1.417	1.901
Posts occupied	23	90	113	68	304	372	26	101	127	174	170	344	106	525	631	29	137	166	426	1.327	1.753
Vacant posts- Number	7	5	12	8	23	31	3	14	17	21	13	34	15	23	38	4	12	16	58	90	148
%	23,3%	5,3%	9,6%	10,5%	7,0%	7,7%	10,3%	12,2%	11,8%	10,8%	7,1%	9,0%	12,4%	4,2%	5,7%	12,1%	8,1%	8,8%	12,0%	6,4%	7,8%

Occupation of posts as of 01/04/2013
Offices EPSO, OIB, OIL, OLAF, OP and PMO
by function group & grade

EPSO Establishment plan - AD

FG/Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6	AD5	Total
Number			1	3	4	2	3	1	3	5	1		23

EPSO Establishment plan - AST

FG/Grade	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
Number	1	2	5	5	6	13	16	11	9	12	10	90

OIB Establishment plan - AD

FG/Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6	AD5	Total
Number			6	8	11	2	6	7	5	3	7	13	68

OIB Establishment plan - AST

FG/Grade	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
Number	5	5	9	13	38	56	96	64	17		1	304

OIL Establishment plan - AD

FG/Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6	AD5	Total
Number		1	2	4	2	1	1		4	6	2	3	26

OIL Establishment plan - AST

FG/Grade	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
Number			5	2	10	20	21	23	15	1	4	101

OLAF Establishment plan - AD

FG/Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6	AD5	Total
Number		2	5	14	31	14	26	12	27	12	14	17	174

OLAF Establishment plan - AST

FG/Grade	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
Number	8	11	13	26	7	17	19	19	23	20	7	170

OP Establishment plan - AD

FG/Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6	AD5	Total
Number	1		6	9	15	3	8	14	12	11	9	18	106

OP Establishment plan- AST

FG/Grade	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
Number	14	20	45	40	29	51	128	102	65	16	15	525

PMO Establishment plan - AD

FG/Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6	AD5	Total
Number				5	10	2		4	2	1	3	2	29

PMO Establishment plan - AST

FG/Grade	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
Number	3	6	11	9	32	32	20	11	6	2	5	137

Occupation of posts as of 01/04/2013

EPSO Establishment plan

by nationality, function group & grade

Nationality Grade \	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FIN	FR	GBR	EL	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total
AD16																													1
AD15												1																	3
AD14																													4
AD13		1				1										1											1		2
AD12		1								1																			3
AD11											2																		1
AD10		1										1				1													3
AD9		1																											1
AD8		1									1																		3
AD7		1				1								2	1														5
AD6																				1									1
AD5																													
AD	6			1	2					1	3	2		2	1	1	1				1						1	23	
AST11								1																					1
AST10	1	1																											2
AST9		3									1	1																	5
AST8		4				1																							5
AST7		2				1		1			1																		6
AST6	1	4				1						4	2													1		13	
AST5	4					3		1		1	1		1		1	1		1								2		16	
AST4	1	1				2				1	1				1	2							2					11	
AST3		2						1							1							1	2				1	9	
AST2		3				3					1				1		1							2				12	
AST1		1				1					1	1										2		4				10	
AST	3	25		1	3	9		4		2	6	6	3	2	3	4	1	1			1	6		6		4		90	
Total	3	31		1	4	11		4		3	9	8	3	4	4	5	2	1		1	2	6		6		5		113	

Occupation of posts as of 01/04/2013

OIB Establishment plan
by nationality, function group & grade

Nationality Grade \	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FIN	FR	GBR	EL	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total	
AD16																														
AD15																														
AD14	1	1				1					1		1										1						6	
AD13	1	1					1				3											1	1		1				8	
AD12		1		1						1	1		1			4						1	1						11	
AD11		1													1														2	
AD10		4									1													1					6	
AD9		2								2						2													7	
AD8		1														2					1	1							5	
AD7								2																					3	
AD6														2								3		1					7	
AD5		4	3			1								1								2	2						13	
AD	2	15	3	1	2	1	1	2		1	4	4	2	3	1	9					1	8	3	4	1				68	
AST11		3						1													1								5	
AST10		2						1								2													5	
AST9		5																			1								9	
AST8		6				2		1			1												1						13	
AST7		17						2					1			15					2		1						38	
AST6		28						2			3		3		1	16					1		2						56	
AST5		42				1		5			7	1	6		25			3			2	3	3		1				96	
AST4	1	27						6		1	2	2	2		17							3	2			1			64	
AST3		6						1		1					2							4		1		1			17	
AST2																														
AST1																								1						1
AST	1	136			3	4	1	19	1	2	13	3	12	1	82			3			7	7	9	2	1	1	1		304	
Total	3	151	3	1	2	4	1	21	1	3	17	7	14	3	2	91		3			8	15	12	6	2	1	1		372	

Occupation of posts as of 01/04/2013

OIL Establishment plan
by nationality, function group & grade

Nationality Grade \	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FIN	FR	GBR	EL	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total
AD16																													1
AD15											2				1														2
AD14								1			1																		4
AD13		1																				1							2
AD12																		1											1
AD11																		1											1
AD10											1																		1
AD9																													
AD8		1						2			1																		4
AD7						2	1		1													1		1					1
AD6		1																						1					2
AD5			1																			1		1					3
AD	3	1	1	2	1	1	3	1	1	1	6				1	1					2	2		3					26
AST11																													
AST10																													
AST9		2											1			1			1										5
AST8															1	1													2
AST7						1					4		1		2	2		2											10
AST6	1	4						1		1	6		1		4	1		1											20
AST5	1										6				5	9													21
AST4	1	2	1					1			8			1	2	3						4							23
AST3		2	1					1			2				5						1	1		2					15
AST2																													1
AST1									1													1							4
AST	3	10	2	1	1	1	3	1	1	1	26		3	1	1	20		16			1	2	4	4					101
Total	3	13	3	3	2	2	6	2	1	1	32		3	1	2	21		16			3	4	4	7					127

Occupation of posts as of 01/04/2013

OLAF Establishment plan

by nationality, function group & grade

Nationality Grade \	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FIN	FR	GBR	EL	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total
AD16												1			1														2
AD15													1																5
AD14						2		1					1																14
AD13		1				2		2		1	2		1		2						1								31
AD12		4	1			2	1			4	4	2	2	2	7						2		2						14
AD11	1	3				2			1	1	2		1	1	2						1								14
AD10		3			1	6	1	4		1	3	1	1	1	3						1			1			1		26
AD9		1			1	1				1	1	1			5						1	1	1						12
AD8		7	1		1			5		1	1			2	4	1					3		1	1					27
AD7					1	1		2				2		2	1				2			2			1				12
AD6			1							1		1			2	2					3		4	4	1				14
AD5			4		1					1	1			2	1	1					3		4	4					17
AD	2	19	7		5	16	2	14	1	1	12	11	4	7	5	27	5		2		4	13	3	9	3	1	1		174
AST11	1	4									1				1						1								8
AST10		3				1				1	1	2	1														2		11
AST9	1	4				1	1	1			2				1						2								13
AST8	1	5				3	1	2		1	4	1			2	5					1								26
AST7		2				1	1	2															1						7
AST6	1	5				4					2				2	1		1					1						17
AST5		10									2				1								2				2		19
AST4		2		1		3				3	2		1	1	2						1	2	1	1					19
AST3		2	1					2			3	1	1	2	1						6	6	2	2	2				23
AST2		5	2					2						1	1						6	6	3	3					20
AST1		2									1	1			1						2								7
AST	4	44	3	1	15	3	9	9	1	3	17	8	2	4	5	12	1	1	1	2	5	16	5	6	2	4			170
Total	6	63	10	1	5	31	5	23	1	4	29	19	6	11	10	39	6	1	2	9	29	8	15	5	1	5			344

Occupation of posts as of 01/04/2013

OP Establishment plan
by nationality, function group & grade

Nationality Grade \	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FIN	FR	GBR	EL	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total
AD16																		1											1
AD15																				1									6
AD14	1					1					2								1				2						9
AD13						2		2			1	1		1								1							15
AD12		4	1			1	1	2				1		1								1							3
AD11											2											1							8
AD10		3				1		1			1				2														8
AD9		4				1		3			3										1					3	1	1	14
AD8		1				1		1	1	1	2	1	2		1							2							12
AD7						1								1	1	1	1	1	1			2		2					11
AD6		1				1		3			3		1	1									1						9
AD5	1	1	1		2			2				1		1	2						4			5					18
AD	1	14	2		4	9	1	8		1	14	3	3	4	1	7	1	2	2	1	1	9	4	7	4	2	1		106
AST11		5						1		1	2		2					1					1						14
AST10		1				2		4			3	2	4								1		2				1		20
AST9	2	12				5	1	5			9	3			4			1			2		1						45
AST8		3				4	1	2		3	10	2	4		1	3		3					2				2		40
AST7		7				3		1		2	6	1	2		1			6											29
AST6		10				2	2	4			18	1	1		1	3		7					1				1		51
AST5	1	10	1		4	5	3	6	8	2	20	2	6	4		15	4	4	2			8	6			8	5	4	128
AST4	1	6	6		1	5	1	4	1	3	24	1	3	5		7	5	1	6	1		1	5	9	1	3	2		102
AST3	1	8			4	2	3	2		3	3	6	2	4		3	3			2		4	1	8	2				65
AST2		1				1					2		1	2		1					3			2	1		1		16
AST1		2	2			1								1	1	2			1		1	1	1			1			15
AST	5	65	9		10	30	11	29	9	14	97	18	25	16	3	39	12	23	9	3	4	17	20	19	12	9	11	6	525
Total	6	79	11		14	39	12	37	9	15	111	21	28	20	4	46	13	25	11	4	5	26	24	26	16	11	12	6	631

Occupation of posts as of 01/04/2013

PMO Establishment plan

by nationality, function group & grade

Nationality Grade \	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FIN	FR	GBR	EL	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total	
AD16																														
AD15																														
AD14																														
AD13											1				2							1	1						5	
AD12		5									3				1								1						10	
AD11		1										1																	2	
AD10																														
AD9	1	2												1															4	
AD8		1						1																					2	
AD7															1														1	
AD6															1	1								1					3	
AD5																								2					2	
AD	1	9						1			4	1			6	1					1		2	3				29		
AST11								1			1	1																	3	
AST10		2										2			1							1							6	
AST9		5				1					2	2			1														11	
AST8		5				1	1				1											1							9	
AST7	1	16				2	2	2			2		1		3			2					1					32		
AST6		20				3					1	1	2		4		1											32		
AST5	1	7						1			5	1		1	3								1					20		
AST4		7						1							2							1							11	
AST3		2						1				1										1		1					6	
AST2		1									1																		2	
AST1		2													1							1					1		5	
AST	2	67				7	3	6			13	8	3	1	15		3				2	3	2	1				137		
Total	3	76				7	3	7			17	9	3	1	21	1	3				3	3	4	4				166		

1.3. Overview of 2013 external personnel (including personnel financed by earmarked revenue)

1.3.1. Contract agents

This part of the working document fulfils reporting requirements set out under Article 79§3 of the Conditions of Employment of Other Servants (hereafter 'CEOS') to provide a yearly report on the use of contract agents (who may, under the current Conditions of Employment of Other Agents, be employed in Commission services for a maximum of three years⁸), including numbers of staff, level and type of posts, geographical balance and budgetary resources per function group.

Budgetary aspects of the management of contract agents in 2013 for the offices are further detailed in the budgetary financial statements related to the budget lines of the Offices reproduced in working document, part VI.

The following tables capture all contract agents in place as of 01/04/2013 in the Commission, including personnel financed from the operating & research budgets, the budgets of the inter-institutional and administrative offices, contract agents in delegations as well as 723 contract agents financed from earmarked revenue mainly in the offices, the JRC and for the management of the European Development Fund.

Contract Agents

Sources of financing	In place as of 01/04/2013	2013 Full Time Equivalent units (Estimates)
Commission Authorised Budget	5.176	5.004
Earmarked revenues		
- Offices	252	248
- European Development Fund	329	326
- Competitive actions of the Joint Research Center	121	119
- DG at headquarters	21	22
Total earmarked revenues	723	715
Total	5.899	5.719

NB: As several budget lines authorise appropriations for external personnel without distinction between categories of personnel, 2013 figures are the best possible estimates, based on likely average costs and repartition between categories both for appropriations voted in the 2013 Budget and for expected earmarked revenue taken into account when preparing the 2013 Budget.

⁸ Except for contract agents of function group I (equivalent to former Category D) who, according to the provisions of Article 85 of the CEOS, may be recruited for an indefinite period.

Contract Agents as of 01/04/2013 - all budgets

Distribution by function group and DG

DG	FGIV	FGIII	FGII	FGI	Total	Commission authorised budget	Earmarked revenue
DG Agriculture and Rural Development	29	17	32	14	92	92	
DG Budget	1	9	15	23	48	36	12
Bureau of European Policy Advisers	1		4	1	6	6	
Cabinets							
DG Climate Action	3		10		13	13	
DG Communication	42	87	172	38	339	339	
DG Communications Networks, Content and Technology	48	62	100	23	233	233	
DG Competition	13	17	21	11	62	62	
DG Development and Cooperation - EuropeAid	790	159	107	25	1.081	752	329
DG Economic and Financial Affairs	4	9	12	6	31	31	
DG Education and Culture	11	10	15	15	51	51	
DG Employment, Social Affairs and Inclusion	24	29	32	28	113	113	
DG Energy	9	9	16	13	47	47	
DG Enlargement	162	45	31	15	253	253	
DG Enterprise and Industry	30	20	42	18	110	110	
DG Environment	6	4	29	6	45	45	
DG Health and Consumers	29	26	47	9	111	111	
DG Home Affairs	4	3	11	1	19	19	
DG Human Resources and Security	1	5	70	48	124	124	
DG Humanitarian Aid and Civil Protection (ECHO)	7	16	19	6	48	48	
DG Informatics		4	7	6	17	17	
DG Internal Market and Services	7	10	25	12	54	54	
DG Interpretation			19	26	45	36	9
DG Justice	7	7	16	5	35	35	
DG Maritime Affairs and Fisheries	22	9	8	17	56	56	
DG Mobility and Transport	9	20	28	12	69	69	
DG Regional and Urban Policy	27	23	37	12	99	99	
DG Research and Innovation	125	124	199	31	479	479	
DG Taxation and Customs Union	4	3	5	2	14	14	
DG Trade	6	9	19	10	44	44	
DG Translation	88	4	65	16	173	173	
European Anti-Fraud Office		1	15	10	26	26	
European Personnel Selection Office	1	2	23	4	30	30	
Eurostat	17	17	36	8	78	78	
Foreign Policy Instruments Service	33	20	5	3	61	61	
Internal Audit Service	1	2	2	1	6	6	
Joint Research Centre	36	66	199	56	357	236	121
Legal Service	3	3	13		19	19	
Office for Infrastructure and Logistics in Brussels	20	59	493	188	760	665	95
Office for Infrastructure and Logistics in Luxembourg	1	16	105	57	179	135	44
Office for the Administration and Payment of Individual Entitlements	1	81	258	52	392	279	113
Publications Office	3	9	16		28	28	
Secretariat general	4	6	16	19	45	45	
Staff committee - representative trade unions and staff associations			7		7	7	
Total :	1.704	1.025	2.422	830	5.899	5.176	723

Contract Agents present as of 01/04/2013 - Financed from all budgets

Distribution by function group (FG), grade and nationality

FG	Nationality Grade \	AUT	BEL	BGR	CYP	CZE	DEU	DNK	ESP	EST	FIN	FRA	GBR	GRC	HUN	IRL	ITA	LTU	LUX	LVA	MLT	NLD	POL	PRT	ROM	SVK	SVN	SWE	Others	Total	
GFIV	18		4	4					2		2	2	1		1	1	2					2	1	1		1			2	2	28
	17		13	2			1		8	1	1	16	5	1	4		10	1		1		1	3	1	2					1	72
	16	2	31	6	2	4	14		14	1	1	27	2	8			21		1		1	5	4	6	9	4		1	7	170	
	15	4	52	19	3	2	32	4	47	2	5	80	11	6	9	3	66	2		1	3	6	18	8	14	5	3		9	414	
	14	19	61	14	2	4	49	5	73	2	13	142	14	14	17	4	147	7	1	6	2	9	24	21	8	11	4	3	29	705	
	13	2	19	9		3	13	4	25	3	3	46	4	8	1	2	47			1		1	8	4	2	4	8	7	16	240	
	Total	27	180	54	7	13	109	13	169	9	25	313	37	37	32	10	293	10	1	10	5	24	58	41	35	25	15	13	64	1.629	
	12		3	1								1	1	1	1		1	1								3	1			2	15
	11		11	1			3	1	5			14	4	4	1		9	2	1		1		2	2	7					1	68
	10		38	8		2	11	2	20	5	4	29	5	13	4		43	1	3	1	4	8	2	10	3	1	2		1	220	
	09	5	74	18	2	3	12	2	56		2	49	3	28	7		97	5	6		3	24	13	45	4	1	4	5	468		
	08	2	21	8	1	3	14		31	1	2	22	3	14	4	3	56	2	1		1		16	10	21	6	1	7	2	251	
	Total	7	147	36	3	8	40	5	112	6	8	115	16	59	17	3	206	11	0	11	1	7	50	27	86	14	3	13	11	1.022	
07		24	2	1		1		6	1	3	3		3			6						2	2	3					1	58	
06	1	172	23	1	7	10	4	48	3	12	63	7	19	14	1	67	8	2	4	1	5	13	18	36	4	4	3	4	554		
05	6	307	39	2	6	16	5	88	4	6	134	11	44	26	7	153	10		6	2	9	66	28	93	11	4	3	7	1.093		
04	1	131	25	5	11	8		56	1	1	59	9	41	10	3	132	9	4	4	1	6	41	18	96	13	6	4	5	696		
Total	8	634	89	9	24	35	9	198	9	22	259	27	107	50	11	358	27	2	14	4	20	122	66	228	28	14	10	17	2.401		
03											1		1																	2	
02		216		1	1	4	2	55	2	2	59	9	20	2	4	166	1	1	2		4	14	22	3	1	1			2	594	
01		96	1			1	1	23	1	20	1	20	2	18	2	1	48		1		1	10	15	6	1	1	1	1	1	251	
Total	0	312	1	1	1	5	3	78	2	3	80	11	39	4	5	214	1	2	2	1	4	24	37	9	2	2	1	3	847		
Total	42	1.273	180	20	46	189	30	557	26	58	767	91	242	103	29	1.071	49	5	37	11	55	254	171	358	69	34	37	95	5.899		

1.3.2. Other categories of external personnel in Commission representation offices in the Member States and in Commission delegations

The table below provides a detailed picture of all categories of external personnel in **representations** on 1/4/2013 notwithstanding the 194 establishment posts reported under point 1.1.1. *supra* (table 1).

Commission Representations in the Member States
Local Agents (LA)/Contract Agents (CA)/Agency staff (AS)
By place of employment
(Financed under budget line 16.010203)

Place	Agents in place on 01/04/2012				Agents in place on 01/04/2013			
	CA	LA	AS	Total	CA	LA	AS	Total
Athens	11	1	1	13	11	1	1	13
Barcelona	2	5	1	8	2	5		7
Belfast	1	3		4		3		3
Berlin	12	8	1	21	14	7		21
Bonn	3	1		4	3			3
Bratislava	14			14	12		1	13
Brussels	11			11	13			13
Bucharest	16		1	17	15			15
Budapest	14			14	14			14
Cardiff	3	1		4	3	1		4
Copenhagen	10			10	9			9
Dublin	11	1		12	14	1		15
Edinburgh	2	1		3	2	1		3
Helsinki	10	1		11	9	1		10
Lisbon	8	1	2	11	8	1		9
Ljubljana	11			11	10			10
London	19	4		23	16	4	1	21
Luxembourg	1		1	2	1			1
Madrid	4	10		14	5	10		15
Marseille	3	1	1	5	4	1		5
Milan	5	2		7	5	2		7
Munich	4	2		6	3	2		5
Nicosia	10			10	11			11
Paris	14	4	1	19	12	4	1	17
Prague	13			13	11		1	12
Riga	9		1	10	9			9
Roma	18		1	19	17			17
Sofia	14			14	13			13
Stockholm	9	2		11	7	1		8
Tallinn	8			8	6			6
The Hague	11	2	1	14	13	2		15
Valletta	4		2	6	6			6
Vienna	9	4	1	14	7	3		10
Vilnius	9			9	10			10
Warsaw	18			18	16			16
Wroclaw	2		2	4	3			3
TOTAL	323	54	17	394	314	50	5	369

Commission local agents in European Union **delegations** in third countries accounted for 2.163 persons in place on 01/04/2013 (respectively 121 financed under heading 5 of the MFF, 1.377 financed outside heading 5 and 665 financed by the European Development Fund ('EDF') as shown in the more detailed tables below).

Personnel in EU Delegations
in place on 01/04/2013

Detailed figures based on records received from the EEAS

EU Delegations	Establishment plan posts		Local agents			Contract Agents			Young experts and SNE				Agency Staff ('interimaires')			Total
	financed under heading 5	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF		
EUROPE & CENTRAL ASIA	125	2	31	533		2	207		6	3		13			922	
AFRICA	253	2	7	124	557	1	114	249	15	6		5			1.333	
PACIFIC	23		8	48	30		27	12	1						149	
NORTH AMERICA, CANADA AND JAPAN	31	3	30	12			4		4						84	
CENTRAL AMERICA & CARIBBEAN	38		5	80	51		54	25	2						255	
SOUTH AMERICA	44	1	11	121	23		38	6	1						245	
ASIA	87	3	23	267	4	3	138	2	10	1		1			539	
MEDITERRANEAN	56	1	6	192			106		2	1		1			365	
Total	657	12	121	1.377	665	6	688	294	41	11		20			3.892	

* Including where applicable a limited number of staff from the Research budget posted in delegations.

Personnel in EU Delegations

in place on 01/04/2013

Split by delegation: Europe & Central Asia

Detailed figures based on records received from the EEAS

EU Delegations	Place	Establishment plan posts		Local agents		Contract Agents		Young experts and SNE		Agency Staff ('interimaires')		Total
		financed under heading 5	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	
ALBANIA	Tirana	6	20	2	21					1		50
ARMENIA	Yerevan	3	13		6			1				23
AUSTRIA	Vienna											
AZERBAIJAN	Baku	4	10		5							19
BELARUS	Minsk	2	8		3			1				14
BOSNIA HERZEGOVINA	Banja Luka			2								2
BOSNIA HERZEGOVINA	Sarajevo	6	57	2	8	1		1		1		76
CROATIA	Zagreb	5	36	1	14					4		60
FRANCE	Paris	4				1						5
FRANCE	Strasbourg											
FYROM	Skopje	6	34	3	19							62
GEORGIA	Tbilisi	4	20		11							35
ICELAND	Reykjavik	4		1						1		6
ITALY	Rome	4						2				6
KAZAKHSTAN	Astana	5	18		4					1		28
KOSOVO	Prisina	5	48		20					1		74
KYRGYZSTAN	Bishkek	3	9		6							18
MOLDOVA	Chisinau	3	11		5			1				20
MONTENEGRO	Podgorica	4	18	1	11							34
NORWAY	Oslo											
RUSSIA	Moscow	12	35	3	9					2		62
SERBIA	Belgrade	8	49	5	23			1		2		88
SWITZERLAND	Berna	1										1
SWITZERLAND	Geneve (UN)	3						1	1			5
SWITZERLAND	Geneve (WTO)	8		6								14
TAJIKISTAN	Dushanbe	3	11		6							20
TURKEY	Ankara	10	89	3	18							120
UKRAINE	Kiev	9	42	2	16							70
UZBEKISTAN	Tashkent	3	5		2							10
FLOATER	Missions											
Total		125	533	31	207	2		6	3	13		922

* Including where applicable a limited number of posts from the Research budget posted in delegations.

Personnel in EU Delegations
in place on 01/04/2013
Split by delegation: Africa

Detailed figures based on records received from the EEAS

EU Delegations	Place	Establishment plan			Local agents			Contract Agents			Young experts and SNE			Agency Staff (interimaires)			Total
		financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	
ANGOLA	Luanza	6		13	5												31
ANGOLA	Cotonou	5		11	2												26
ANGOLA	Gaborone	6		10													21
ANGOLA	Outagadougou	9		23	6												48
ANGOLA	Bujumbura	4		10	3												25
ANGOLA	Yaounde	6		12	1												32
ANGOLA	Prata	2		3													8
ANGOLA	Bangui	5		10	2												26
ANGOLA	NDjamena	6		15	1												32
ANGOLA	Kinshasa	8		18	4												44
ANGOLA	Brazzaville	4		9													18
ANGOLA	Djibouti	3		6													14
ANGOLA	Asmara	5		8	2												19
ANGOLA	Addis Ababa	10		21	8												52
ANGOLA	Addis Ababa	3		2													15
ANGOLA	African Union	5		13	1												27
ANGOLA	Libreville	4		14													20
ANGOLA	Banjul	6		15	1												32
ANGOLA	Acera	4		15	1												28
ANGOLA	Comakry	4		15	1												37
ANGOLA	Bissau	4		7	1												19
ANGOLA	Abidjan	6		10	1												30
ANGOLA	Nairobi	14		22	9												65
ANGOLA	Maseru	4		5													11
ANGOLA	Monrovia	3		5	1												17
ANGOLA	Tripoli	2		6	6												14
ANGOLA	Antananarivo	7		16	6												37
ANGOLA	Liksewe	7		17	5												38
ANGOLA	Bamako	6		14	3												32
ANGOLA	Nouakchott	6		13	1												27
ANGOLA	Port-Louis	5		15	2												27
ANGOLA	Nairobi	8		14	5												43
ANGOLA	Windhoek	4		8	1												15
ANGOLA	Niamey	6		17	3												37
ANGOLA	Abuja	9		24	2												44
ANGOLA	Kigali	5		16	1												27
ANGOLA	Dakar	7		22	3												45
ANGOLA	Freetown	6		15	4												33
ANGOLA	Pretoria	7		26	3												46
ANGOLA	Juba	3		9	2												19
ANGOLA	Khartoum	5		13	5												27
ANGOLA	Mbabane	1		6	2												9
ANGOLA	Dar es Salaam	7		14	3												35
ANGOLA	Lome	4		9	1												20
ANGOLA	Kampala	7		19	2												42
ANGOLA	Lusaka	8		14	3												39
ANGOLA	Harare	5		15	5												28
ANGOLA	Total	253	2	557	124	7	1	114	249	15	6	0	5	0	0	0	1.353

* Including where applicable a limited number of staff from the Research budget posted in delegations.

Personnel in EU Delegations
in place on 01/04/2013
Split by delegation: Pacific

Detailed figures based on records received from the EEAS

EU Delegations	Place	Establishment plan posts		Local agents		Contract Agents		Young experts and SNE				Agency Staff (interimaires)		Total
		financed under heading 5	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed outside heading 5 *	
AUSTRALIA	Canberra	1		3										4
FIDJI ISLANDS, REP. OF THE	Suva	6				12		3	6					27
INDONESIA	Jakarta	8		2	31			11			1			53
NEW CALEDONIA	Noumea					4								4
NEW ZEALAND	Wellington			1										1
PAPUA NEW GUINEA	Port Moresby	4				10		3	3					20
PHILIPPINES	Manila	4		2	17			9						32
SOLOMON ISLANDS	Honiara					3			2					5
VANUATU	Port Vila					1		1	1					3
Total		23		8	48	30		27	12		1			149

* Including where applicable a limited number of posts from the Research budget posted in delegations.

Split by delegation: North America, Canada, Japan

Detailed figures based on records received from the EEAS

EU Delegations	Place	Establishment plan posts		Local agents		Contract Agents		Young experts and SNE				Agency Staff (interimaires)		Total
		financed under heading 5	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed outside heading 5 *	
CANADA	Ottawa	3		4										7
JAPAN	Tokyo	6	1	8	3						1			19
MEXICO	Mexico	4		3	6			4						17
UNITED STATES OF AMERICA	New York	4		1							2			7
UNITED STATES OF AMERICA	Washington	14	2	14	3						1			34
Total		31	3	30	12			4			4			84

* Including where applicable a limited number of posts from the Research budget posted in delegations.

Personnel in EU Delegations
in place on 01/04/2013

Split by delegation: Central America and Caribbean countries
Detailed figures based on records received from the EEAS

EU Delegations	Place	Establishment plan posts		Local agents		Contract Agents		Young experts and SNE		Agency Staff ('interimaires')		Total
		financed under heading 5	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	
BARBADOS	Bridgetown	6	1	1	14	2	11					35
COSTA RICA	San Jose	1	3	1		1						5
CUBA	Havane	1	3	3		4						8
DOMINICAN REPUBLIC	Santo Domingo	5	1	1	8	2	5					22
GUATEMALA	Guatemala	3	13	13		7						23
HAITI	Port Prince	8	4	4	12	8	4	1				37
HONDURAS	Tegucigalpa	1	9	9		5						15
JAMAICA	Kingston	5	1	1	12	4	3	1				27
NICARAGUA	Managua	8	37	1		18						64
SALVADOR	San Salvador	1	8	8		2						11
TRINIDAD AND TOBAGO	Port of Spain				5	1	2					8
Total		38	80	5	51	54	25	2				255

* Including where applicable a limited number of posts from the Research budget posted in delegations.

Split by delegation: South America
Detailed figures based on records received from the EEAS

EU Delegations	Place	Establishment plan posts		Local agents		Contract Agents		Young experts and SNE		Agency Staff ('interimaires')		Total
		financed under heading 5	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	
ARGENTINA	Buenos Aires	4		3	10	1						18
BOLIVIA	La Paz	4		1	14	11						30
BRAZIL	Brasilia	7	1	2	18	3		1				32
CHILE	Santiago	2		1	9	2						14
COLOMBIA	Bogota	7		1	20	4						32
ECUADOR	Quito	1			9	3						13
GUYANA	Georgetown	7			15	2	4					28
PARAGUAY	Asuncion	1			6	3						10
PERU	Lima	5		1	18	5						29
SURINAM	Paramaribo						2					10
URUGUAY	Montevideo	5		1	9	2						17
VENEZUELA	Caracas	1		1	8	2						12
Total		44	1	11	121	38	6	1				245

* Including where applicable a limited number of posts from the Research budget posted in delegations.

Persomel in EU Delegations
in place on 01/04/2013

Split by delegation: Asia countries
Detailed figures based on records received from the EEAS

EU Delegations	Place	Establishment plan posts		Local agents		Contract Agents		Young experts and SNE		Agency Staff (interimaires)		Total
		financed under heading 5	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed outside heading 5 *	
AFGHANISTAN	Kaboul	7	41		16							64
BANGLADESH	Dhaka	8	26	2	15							51
BURMA/MYANMAR	Yangon											0
CAMBODIA	Phnom Penh	3	15		9							28
CHINA	Beijing	19	27	6	20	1		1		1		77
CHINA	Hong-Kong	1	2	2								3
INDIA	New Delhi	12	34	3	12							62
IRAQ	Baghdad	1	3		2							6
KOREA	Seoul	2	1	1								4
LAOS	Vientiane	1	15		4							21
MALAYSIA	Kuala Lumpur	1	2		2							6
NEPAL	Katmandu	3	12		7							24
PAKISTAN	Islamabad	5	18		12							38
SAUDI ARABIA	Riyad	1										1
SINGAPORE	Singapore	2		2								4
SRI LANKA	Colombo	3	14		5							23
TAIWAN	TAIPEI	1										2
THAILAND	Bangkok	5	23	3	17							50
TIMOR-LESTE	Dili	3	3	4	3	2						15
VIETNAM	Hanoi	6	22	2	7							37
YEMEN	Sanaa	3	12		7							23
Total		87	267	23	138	3	2	10	1	1		539

* Including where applicable a limited number of posts from the Research budget posted in delegations.

Split by delegation: Mediterranean countries
Detailed figures based on records received from the EEAS

EU Delegations	Place	Establishment plan posts		Local agents		Contract Agents		Young experts and SNE		Agency Staff (interimaires)		Total
		financed under heading 5	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed outside heading 5 *	
ALGERIA	Algiers	4	17		9							31
EGYPT	Cairo	11	41	1	15							68
ISRAEL	Tel Aviv	3	1	1	1							18
JORDAN	Amman	4	19		12							35
LEBANON	Beirut	5	16		11							32
MOROCCO	Rabat	9	27	2	18			1				57
SYRIA	Damascus	4	17		10							31
TUNISIA	Tunis	7	19	2	12							40
WEST BANK AND GAZA STRIP	Jerusalem East	9	25		18							53
Total		56	192	6	106	2	1	1		1		365

* Including where applicable a limited number of posts from the Research budget posted in delegations.

1.3.3. Other categories of external personnel at Headquarters

Other categories of external personnel with contracts ongoing as of 01/04/2013
(Seconded National Experts, Agency Staff and Other residual categories)
All budgets (Operating, Research and Offices)

DG	Seconded National Experts	Agency Staff	Local Agents in Member States	Others (1) (2)	Total
DG Agriculture and Rural Development	18	4			22
DG Budget	8	7			15
Bureau of European Policy Advisers	4	1			5
Cabinets					
DG Climate Action	23	1			24
DG Communication	3	10			13
DG Communications Networks, Content and Technology	45	43			88
DG Competition	45	5			50
DG Economic and Financial Affairs	82	16			98
DG Education and Culture	35	19			54
DG Employment, Social Affairs and Inclusion	44	19			63
DG Energy	27	4			31
DG Enlargement	17	2			19
DG Enterprise and Industry	44	14			58
DG Environment	37	6			43
DG EuropeAid Development and Cooperation	49	30			79
DG European Anti-Fraud Office	11	12			23
DG European Personnel Selection Office	6				6
DG Health and Consumer	55	15			70
DG Home Affairs	25	12			37
DG Human Resources and Security	17	12	24		53
DG Humanitarian Aid and Civil Protection (ECHO)	17	13			30
DG Informatics	1	3			4
DG Internal Market and Services	52	12			64
DG Interpretation		9			9
DG Justice	23	8			31
DG Maritime Affairs and Fisheries	13	2			15
DG Mobility and Transport	41	3			44
DG Regional Policy	35	8			43
DG Research and Innovation	46	25			71
DG Taxation and Customs Union	54	5			59
DG Trade	24	2			26
DG Translation Service	9	5			14
Eurostat	60	11			71
Foreign Policy Instruments Service	6	1			7
Internal Audit Service	2	1			3
Joint Research Center	48	34		620	702
Legal Service	7	4			11
Office for Infrastructure and Logistics in Brussels		5	12		17
Office for Infrastructure and Logistics in Luxembourg		19	92		111
Publications Office		23			23
Secretariat general	7	5			12
Several DGs				75	75
Total	1.040	430	128	695	2.293
<i>of which staff financed from earmarked revenues</i>	<i>16</i>	<i>9</i>	<i>43</i>	<i>211</i>	<i>279</i>
<i>of which staff financed from the EU budget</i>	<i>1.024</i>	<i>421</i>	<i>85</i>	<i>484</i>	<i>2.014</i>

(1) By way of exception, the appropriations for technical assistance of the global envelope is converted into an estimate of 75 FTE units of external personnel as these appropriations may be transferred to other sub-items of the budget line XX 010201.

(2) 620 persons benefit from a grant contract with the JRC.

1.4. Overview on recruitment

Complete details on nationalities of establishment plan posts occupied as of 01/04/2013 are provided by function group and grade, in all 9 establishment plans (Commission operating budget, Research indirect & direct actions and offices), under points 1.2.2., 1.2.3. and 1.2.4. *supra*.

Detailed information on available lists of successful candidates (point 1.4.1 below) and competitions planned (point 1.4.2 below) provide further information on the current and expected number of successful candidates for future recruitments.

1.4.1. Open lists of successful candidates as of 1/04/2013

The following pages list by competition the candidates still available on **reserve lists as of 01/04/2013**.

OPEN LISTS OF SUCCESSFUL CANDIDATES AS OF 01/04/2013

Competition label	Grade	Domain	Language	Extensio (EUR-)	Number of laureates (1)	Number of laureates recruited (2)	Status (other contracts, blocked for 30-90 days, (temporarily) not available) (3)	Number of laureates available (1-2-3)
EPSO/A/19/04	A*7/A*6	ENGINEERING		15	38	24	5	9
EPSO/A/19/04	A*7/A*6	ENGINEERING		15	50	32	3	15
EPSO/A/18/04	A*7/A*6	FOOD-SAFETY		15	100	72	4	24
EPSO/A/12/04	A*7/A*6	NUCLEAR		15	107	61	10	36
EPSO/A/19/04	A*7/A*6	CHEMISTRY		15	45	23	3	19
EPSO/A/19/04	A*7/A*6	AVIATION		15	37	19	5	13
EPSO/A/18/04	A*7/A*6	FOOD SAFETY		15	78	41	5	32
EPSO/A/18/04	A*7/A*6	PUBLIC HEALTH		15	96	49	9	38
EPSO/AD/24/04	AD 5	CHEMISTRY		10	29	18	4	7
EPSO/AD/24/04	AD 5	PHYSICS		10	8	5	2	1
EPSO/AD/24/04	AD 5	RESEARCH		10	5	2	1	2
EPSO/AD/24/04	A*6	ECONOMICS		10	17	14	1	2
EPSO/A/17/04	A*7/A*6	CHEMISTRY		15	38	24	1	13
EPSO/A/17/04	A*7/A*6	RESEARCH		15	22	18	2	2
EPSO/A/17/04	A*7/A*6	PHYSICS		15	22	9	6	7
EPSO/A/17/04	A*7/A*6	ECONOMICS		15	25	20	1	4
EPSO/AD/29/05	AD 5	ECONOMICS		15	137	106	9	22
EPSO/AD/55/06	AD 5	LAW		10	6	2	2	2
EPSO/AD/98/07	AD 9	AUDIT		2	3	2		1
EPSO/AD/98/07	AD 9	AUDIT		10	1			1
EPSO/AD/107/07	AD 9	EPA		10	3	2		1
EPSO/AD/111/07	AD 9	EPA		10	4	1		3
EPSO/AD/107/07	AD 9	LAW		10	3	1		2
EPSO/AD/109/07	AD 9	LAW		10	6	3		3
EPSO/AD/107/07	AD 12	ECONOMICS		10	2			2
EPSO/AD/109/07	AD 9	ECONOMICS		10	4	3		1
EPSO/AD/110/07	AD 12	LAW		10	2		1	1
EPSO/AD/110/07	AD 12	ECONOMICS		10	7	2		5
EPSO/AD/94/07	AD 5	COMMUNICATION		15	146	103	7	36
EPSO/AD/101/07	AD 9	LAW		2	4	3		1
EPSO/AD/103/07	AD 9	LAW		2	4	3	1	
EPSO/AD/101/07	AD 9	EXTERNAL RELATIONS		2	2		2	
EPSO/AD/102/07	AD 12	EXTERNAL RELATIONS		2	1			1
EPSO/AD/102/07	AD 12	EPA		2	6	3	2	1
EPSO/AD/103/07	AD 9	EPA		2	3	2		1
EPSO/AD/104/07	AD 12	EPA		2	6	5		1
EPSO/AD/110/07	AD 12	EPA		10	9	6		3
EPSO/AD/112/07	AD 12	EPA		10	5	4		1
EPSO/AD/109/07	AD 9	EPA		10	10	8		2
EPSO/AD/102/07	AD 12	ECONOMICS		2	3	2		1
EPSO/AD/104/07	AD 12	ECONOMICS		2	5	1		4
EPSO/AD/125/08	AD 7	DOCTOR		27	4	2		2
EPSO/AD/125/08	AD 9	DOCTOR		27	10	3	1	6
EPSO/AD/117/08	AD 11	FRAUD		15	21	18		3
EPSO/AD/99/07	AD 5	BUILDING		27	30	20	2	8
EPSO/AD/99/07	AD 5	BUILDING		27	26	20		6
EPSO/AD/127/08	AD 5	NUCLEAR		12	42	25	3	14
EPSO/AD/128/08	AD 5	NUCLEAR		12	27	15	2	10
EPSO/AD/116/08	AD 5	FRAUD		15	33	28		5
EPSO/AD/126/08	AD 5	AUDIT		27	161	137	8	16
COM/INT/EU10/08/AD12	AD 12	EPA		10	26	22	2	2
COM/INT/EU10/08/AD9	AD 9	EPA		10	18	9		9
COM/INT/EU10/08/AD5	AD 5	EPA		10	244	195	1	48
COM/INT/EU27/09/AD12	AD 12	EPA		27	12	5		7
COM/INT/EU27/09/AD12	AD 12	FINANCE		27	11	3		8
COM/INT/EU27/09/AD12	AD 12	INTERNAL MARKET		27	12	4		8
COM/INT/EU27/09/AD12	AD 12	EXTERNAL RELATIONS		27	12	3		9
COM/INT/EU27/09/AD9	AD 9	EPA		27	22	2	2	18
EPSO/AD/141/08	AD 5	SECURITY		27	27	20	4	3
COM/INT/OLAF/09/AD10	AD 10	FRAUD		27	33	27	2	4
COM/INT/OLAF/09/AD8	AD 8	FRAUD		27	10	8		2
EPSO/AD/144/09	AD 5	PUBLIC HEALTH		12	36	18		18
EPSO/AD/146/09	AD 5	PUBLIC HEALTH		12	28	17	3	8
EPSO/AD/151/09	AD 5	AUDIT		2	18	15		3
EPSO/AD/151/09	AD 5	AUDIT		2	28	19	1	8
EPSO/AD/149/09	AD 5	ECONOMICS		2	20	17	1	2
EPSO/AD/145/09	AD 5	PUBLIC HEALTH		12	22	12	2	8
EPSO/AD/149/09	AD 5	ECONOMICS		2	28	18	2	8
EPSO/AD/150/09	AD 5	MICROECONOMICS		2	40	23		17
EPSO/AD/150/09	AD 5	MICROECONOMICS		2	21	9	4	8
EPSO/AD/147/09	AD 5	EPA		2	55	41	2	12
EPSO/AD/170/09	AD 5	ECONOMICS		10	5	1		4
EPSO/AD/170/09	AD 5	ECONOMICS		10	28	17	1	10
EPSO/AD/163/09	AD 6	DATAPROTECTION		27	13	8		5
EPSO/AD/163/09	AD 9	DATAPROTECTION		27	5	4		1
COM/INT/EU27/10/AD9	AD 9	EPA		2	8	4	3	1
EPSO/AD/172/09	AD 5	AUDIT		10	21	14	1	6
EPSO/AD/172/09	AD 5	AUDIT		10	11	8		3
EPSO/AD/171/09	AD 5	MICROECONOMICS		10	18	8	1	9
EPSO/AD/171/09	AD 5	MICROECONOMICS		10	3	2	1	
EPSO/AD/168/09	AD 5	EPA		10	11	6	1	4
EPSO/AD/168/09	AD 5	EPA		10	27	15	4	8
EPSO/AD/169/09	AD 5	LAW		10	49	31	4	14
EPSO/AD/169/09	AD 5	LAW		10	14	7		7
EPSO/AD/147/09	AD 5	EPA		2	118	78	10	30

Competiton label	Grade	Domain	Language	Extention (EUR-)	Number of laureates (1)	Number of laureates recruited (2)	Status (other contracts, blocked for 30-90 days, (temporarily) not available) (3)	Number of laureates available (1-2-3)
EPSO/AD/148/09	AD 5	LAW		2	41	34	3	4
EPSO/AD/148/09	AD 5	LAW		2	86	53	7	26
EPSO/AD/181/10	AD 8	EPA		27	14	13		1
COM/INT/EU2/10/AD5	AD 5	EPA		2	52	33	1	18
COM/INT/EU2/10/AD5	AD 5	LAW		2	11	9	1	1
COM/INT/EU2/10/AD5	AD 5	ECONOMICS		2	4	4		0
COM/INT/EU2/10/AD5	AD 5	IT		2	11	10		1
COM/INT/EU2/10/AD5	AD 5	MICROECONOMICS		2	9	7		2
EPSO/AD/182/10	AD 8	ECONOMICS		27	14	13		1
EPSO/AD/179/10	AD 5	AUDIOVISUAL		27	5	3		2
EPSO/AD/180/10	AD 7	SECURITY		27	16	13		3
EPSO/AD/178/10	AD 5	LIBRARIAN		27	21	17		4
EPSO/AD/177/10	AD 5	EPA		27	105	79	3	23
EPSO/AD/177/10	AD 5	LAW		27	44	38	1	5
EPSO/AD/177/10	AD 5	ECONOMICS		27	39	28	4	7
EPSO/AD/177/10	AD 5	ICT		27	72	52	5	15
EPSO/AD/177/10	AD 5	AUDIT		27	48	41	2	5
EPSO/AD/198/10	AD 9	ECONOMICS		2	8	5		3
EPSO/AD/199/10	AD 12	ECONOMICS		2	6	3		3
EPSO/AD/198/10	AD 9	EPA		2	8	5		3
EPSO/AD/199/10	AD 12	EPA		2	5	3		2
EPSO/AD/205/10	AD 7	TAXATION		27	17	12	1	4
EPSO/AD/203/10	AD 5	LAW		27	5	4		1
EPSO/AD/205/10	AD 7	CUSTOMS		2	17	14		3
EPSO/AD/202/10	AD 5	LAW		27	4	3	1	0
EPSO/AD/201/10	AD 5	LAW		27	3	1		2
EPSO/AD/204/10	AD 5	PROJECT MANAGEMENT		27	40	29	3	8
EPSO/AD/206/11	AD 5	AUDIT		27	38	29	3	6
EPSO/AD/206/11	AD 5	ECONOMICS		27	25	18	4	3
EPSO/AD/206/11	AD 5	EPA		27	43	24	5	14
EPSO/AD/206/11	AD 5	FINANCE		27	30	19	5	6
EPSO/AD/206/11	AD 5	LAW		27	14	12		2
EPSO/AD/206/11	AD 5	STATISTICS		27	36	33	1	2
EPSO/AD/207/11	AD 7	AUDIT		27	18	15	1	2
EPSO/AD/207/11	AD 7	ECONOMICS		27	13	11	1	1
EPSO/AD/207/11	AD 7	EPA		27	25	20	1	4
EPSO/AD/207/11	AD 7	FINANCE		27	16	9	3	4
EPSO/AD/207/11	AD 7	LAW		27	11	10		1
EPSO/AD/207/11	AD 7	STATISTICS		27	14	10	1	3
COM/AD/05-06/10	AD 6	RESEARCH		27	14		4	10
COM/AD/05-06/10	AD 7	RESEARCH		27	2	1		1
COM/AD/15-16/10	AD 6	RESEARCH		27	9	3	3	3
COM/AD/15-16/10	AD 7	RESEARCH		27	4	2		2
COM/AD/15-16/10	AD 6	RESEARCH		27	7	2	2	3
COM/AD/15-16/10	AD 7	RESEARCH		27	3	2		1
COM/AD/15-16/10	AD 6	RESEARCH		27	6			6
COM/AD/15-16/10	AD 7	RESEARCH		27	1			1
COM/AD/15-16/10	AD 6	RESEARCH		27	8	2	2	4
COM/AD/15-16/10	AD 7	RESEARCH		27	2		1	1
EPSO/AD/227/11	AD 5	ARCHIVE		27	13	7	2	4
EPSO/AD/215/11	AD 5	COMMUNICATION	EN	27	15	9	1	5
EPSO/AD/215/11	AD 5	COMMUNICATION	ES	27	8	4	2	2
EPSO/AD/215/11	AD 5	COMMUNICATION	ET	27	3			3
EPSO/AD/215/11	AD 5	COMMUNICATION	FR	27	10	5	2	3
EPSO/AD/215/11	AD 5	COMMUNICATION	NL	27	6	3	1	2
EPSO/AD/215/11	AD 5	COMMUNICATION	PL	27	6	2		4
EPSO/AD/215/11	AD 5	COMMUNICATION	PT	27	7	7		
EPSO/AD/215/11	AD 5	COMMUNICATION	SV	27	6	4		2
EPSO/AD/215/11	AD 5	COMMUNICATION	SK	27	5	2		3
EPSO/AD/215/11	AD 5	COMMUNICATION	SL	27	2	1	1	
EPSO/AD/228/11	AD 7	ICT		27	34	16	5	13
EPSO/AD/228/11	AD 7	ICT		27	19	8		11
EPSO/AD/228/11	AD 7	ICT		27	22	16		6
EPSO/AD/229/11	AD 7	MANAGEMENT AID TO NON-MEMBER COUNTRIES		27	52	24	5	23
COM/AD/17/10	AD 11	RESEARCH		27	15	10	2	3
COM/AD/01-02/10	AD 6	RESEARCH		27	6		3	3
COM/AD/01-02/10	AD 7	RESEARCH		27	2			2
COM/AD/01-02/10	AD 6	RESEARCH		27	12		4	8
COM/AD/01-02/10	AD 7	RESEARCH		27	2			2
COM/AD/01-02/10	AD 6	RESEARCH		27	8			8
COM/AD/01-02/10	AD 7	RESEARCH		27	2	1		1
COM/AD/01-02/10	AD 6	RESEARCH		27	5		1	4
COM/AD/01-02/10	AD 6	RESEARCH		27	8			8
COM/AD/01-02/10	AD 7	RESEARCH		27	2			2
COM/AD/01-02/10	AD 6	RESEARCH		27	5		1	4
COM/AD/01-02/10	AD 7	RESEARCH		27	2			2
COM/AD/01-02/10	AD 6	RESEARCH		27	9	2	1	6
COM/AD/01-02/10	AD 7	RESEARCH		27	2			2
COM/AD/03-04/10	AD 6	RESEARCH		27	6	1	2	3
COM/AD/03-04/10	AD 7	RESEARCH		27	2	2		
COM/AD/03-04/10	AD 6	RESEARCH		27	7			7
COM/AD/03-04/10	AD 7	RESEARCH		27	2			2
COM/AD/03-04/10	AD 6	RESEARCH		27	7	1	2	4
COM/AD/03-04/10	AD 7	RESEARCH		27	2			2
COM/AD/07-08/10	AD 6	RESEARCH		27	14	4	1	9
COM/AD/07-08/10	AD 7	RESEARCH		27	2			2
COM/AD/07-08/10	AD 6	RESEARCH		27	10	3	1	6
COM/AD/07-08/10	AD 7	RESEARCH		27	2		1	1

Competition label	Grade	Domain	Language	Extentsion (EUR-)	Number of laureates (1)	Number of laureates recruited (2)	Status (other contracts, blocked for 30-90 days, (temporarily) not available) (3)	Number of laureates available (1-2-3)
COM/AD/07-08/10	AD 6	RESEARCH		27	8	2	4	2
COM/AD/07-08/10	AD 7	RESEARCH		27	2	1	1	
COM/AD/07-08/10	AD 6	RESEARCH		27	11	4	2	5
COM/AD/07-08/10	AD 7	RESEARCH		27	2			2
COM/AD/07-08/10	AD 6	RESEARCH		27	11	2	3	6
COM/AD/07-08/10	AD 7	RESEARCH		27	2		1	1
COM/AD/07-08/10	AD 6	RESEARCH		27	7	1	5	1
COM/AD/07-08/10	AD 7	RESEARCH		27	3	2		1
COM/AD/07-08/10	AD 6	RESEARCH		27	8	1	5	2
COM/AD/07-08/10	AD 7	RESEARCH		27	2		1	1
COM/AD/09-10/10	AD 6	RESEARCH		27	12	2	1	9
COM/AD/09-10/10	AD 7	RESEARCH		27	2			2
COM/AD/09-10/10	AD 6	RESEARCH		27	11	1		10
COM/AD/09-10/10	AD 7	RESEARCH		27	3			3
COM/AD/11-12/10	AD 6	RESEARCH		27	9			9
COM/AD/11-12/10	AD 7	RESEARCH		27	2			2
COM/AD/11-12/10	AD 6	RESEARCH		27	5			5
COM/AD/11-12/10	AD 7	RESEARCH		27	2	1		1
COM/AD/11-12/10	AD 6	RESEARCH		27	7	1		6
COM/AD/11-12/10	AD 7	RESEARCH		27	2		1	1
COM/AD/11-12/10	AD 6	RESEARCH		27	12			12
COM/AD/11-12/10	AD 7	RESEARCH		27	2		1	1
COM/AD/13-14/10	AD 6	RESEARCH		27	10	3		7
COM/AD/13-14/10	AD 7	RESEARCH		27	2			2
COM/AD/13-14/10	AD 6	RESEARCH		27	4	1		3
COM/AD/13-14/10	AD 7	RESEARCH		27	2			2
COM/AD/13-14/10	AD 6	RESEARCH		27	7		1	6
COM/AD/13-14/10	AD 7	RESEARCH		27	2		1	1
COM/AD/13-14/10	AD 6	RESEARCH		27	8	3		5
COM/AD/13-14/10	AD 7	RESEARCH		27	3			3
EPSO/AD/247/12	AD 12	RESEARCH		27	3	1	1	1
EPSO/AD/230/12	AD 5	EPA		27	52	4	6	42
EPSO/AD/230/12	AD 5	AUDIT		27	22	1	12	9
EPSO/AD/231/12	AD 7	AUDIT		27	5	1	3	1
EPSO/AD/230/12	AD 5	COMMUNICATION		27	28		4	24
EPSO/AD/231/12	AD 7	COMMUNICATION		27	12	1	2	9
EPSO/AD/230/12	AD 5	LAW		27	35	5	3	27
EPSO/AD/231/12	AD 7	LAW		27	14	4	1	9
EPSO/AD/230/12	AD 5	EXTERNAL RELATIONS		27	24	1		23
EPSO/AD/231/12	AD 7	EXTERNAL RELATIONS		27	8			8
EPSO/AD/231/12	AD 7	EPA		27	33	6	4	23
EPSO/LA/14/04	AD 5	LAWYER LINGUIST	EL	15	12	8		4
EPSO/LA/17/04	AD 5	TRANSLATION	DE	15	39	21	9	9
EPSO/LA/18/04	AD 5	TRANSLATION	IT	15	71	45	8	18
EPSO/AD/30/05	A*6	LAWYER LINGUIST	CZ	10	13	8	4	1
EPSO/AD/5/05	A*5	LINGUISTIC ADMINISTRATION	MT	10	55	48	6	1
EPSO/AD/5/05	A*5	LINGUISTIC ADMINISTRATION	EE	10	88	72	11	5
EPSO/AD/5/05	A*5	LINGUISTIC ADMINISTRATION	SI	10	59	50	6	3
EPSO/AD/7/05	A*12	LINGUISTIC ADMINISTRATION	EE	10	1			1
EPSO/AD/7/05	A*12	LINGUISTIC ADMINISTRATION	PL	10	4	1		3
EPSO/AD/5/05	A*5	LINGUISTIC ADMINISTRATION	LV	10	55	47	7	1
EPSO/AD/5/05	A*5	LINGUISTIC ADMINISTRATION	SK	10	90	76	6	8
EPSO/AD/5/05	A*5	LINGUISTIC ADMINISTRATION	HU	10	96	81	4	11
EPSO/AD/5/05	A*5	LINGUISTIC ADMINISTRATION	LT	10	73	65	3	5
EPSO/AD/5/05	A*5	LINGUISTIC ADMINISTRATION	PL	10	125	76	22	27
EPSO/AD/5/05	A*5	LINGUISTIC ADMINISTRATION	CZ	10	98	80	10	8
EPSO/AD/42/05	AD 7	TRANSLATION	PL	10	29	17	4	8
EPSO/AD/43/06	AD 7	LAWYER LINGUIST	BG	2	18	14	2	2
EPSO/AD/44/06	AD 7	LAWYER LINGUIST	RO	2	16	10	2	4
EPSO/AD/41/05	AD 7	TRANSLATION	FR	15	30	22	5	3
EPSO/AD/66/06	AD 7	TRANSLATION	SI	10	11	6	2	3
EPSO/AD/80/06	AD 7	LAWYER LINGUIST	DA	15	3	2		1
EPSO/AD/83/06	AD 7	LAWYER LINGUIST	HU	10	22	18	1	3
EPSO/AD/81/06	AD 7	LAWYER LINGUIST	EN	15	5	4		1
EPSO/AD/80/06	AD 7	LAWYER LINGUIST	DA	15	4	2	1	1
EPSO/AD/82/06	AD 7	LAWYER LINGUIST	SV	15	6	2		4
EPSO/AD/82/06	AD 7	LAWYER LINGUIST	SV	15	4	3		1
EPSO/AD/83/06	AD 7	LAWYER LINGUIST	HU	10	9	6	1	2
EPSO/AD/51/06	AD 7	TRANSLATION	DE	15	18	8	2	8
EPSO/AD/74/06	AD 7	INTERPRETATION	IT	15	21	15	1	5
EPSO/AD/77/06	AD 5	TRANSLATION	EL	15	8	1		7
EPSO/AD/77/06	AD 5	TRANSLATION	EL	15	36	19		17
EPSO/AD/78/06	AD 5	TRANSLATION	FI	15	31	6		25
EPSO/AD/78/06	AD 5	TRANSLATION	FI	15	6	2		4
EPSO/AD/79/06	AD 5	TRANSLATION	NL	15	46	31	5	10
EPSO/AD/79/06	AD 5	TRANSLATION	NL	15	17	9	2	6
EPSO/AD/87/07	AD 7	INTERPRETATION	CZ	10	9	8		1
EPSO/AD/73/06	AD 5	INTERPRETATION	IT	15	18	8	2	8
EPSO/AD/97/07	AD 5	TRANSLATION	SV	15	31	18	2	11
EPSO/AD/97/07	AD 5	TRANSLATION	SV	15	22	10	2	10
EPSO/AD/100/07	AD 5	LINGUISTIC ADMINISTRATION	EN	15	18	14	1	3
EPSO/AD/113/07	AD 9	TRANSLATION	SK	10	5	2	1	2
EPSO/AD/105/07	AD 9	TRANSLATION	BG	2	8	7		1
EPSO/AD/105/07	AD 12	TRANSLATION	BG	2	2	1		1
EPSO/AD/114/07	AD 12	TRANSLATION	LV	10	2	1		1
EPSO/AD/113/07	AD 9	TRANSLATION	CZ	10	5	3		2
EPSO/AD/113/07	AD 9	TRANSLATION	EE	10	5	3		2
EPSO/AD/113/07	AD 9	TRANSLATION	HU	10	6	3	1	2
EPSO/AD/114/07	AD 12	TRANSLATION	EE	10	4	2		2
EPSO/AD/118/08	AD 5	TRANSLATION	CZ	10	16	13	1	2
EPSO/AD/122/08	AD 5	TRANSLATION	SK	10	15	12		3
EPSO/AD/118/08	AD 5	TRANSLATION	CZ	10	19	12	1	6
EPSO/AD/123/08	AD 5	TRANSLATION	SI	10	34	30	2	2
EPSO/AD/119/08	AD 5	TRANSLATION	LT	10	22	17	2	3
EPSO/AD/119/08	AD 5	TRANSLATION	LT	10	11	9		2
EPSO/AD/120/08	AD 5	TRANSLATION	LV	10	30	28	1	1
EPSO/AD/129/08	AD 7	LAWYER LINGUIST	EL	15	7	5		2

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EPSO/AD/135/08	AD 5	INTERPRETATION	MT	10	1			1
EPSO/AD/130/08	AD 7	LAWYER LINGUIST	ES	15	15	8		7
EPSO/AD/129/08	AD 7	LAWYER LINGUIST	EL	15	13	6	1	6
EPSO/AD/130/08	AD 7	LAWYER LINGUIST	ES	15	14	4		10
EPSO/AD/132/08	AD 7	INTERPRETATION	HU	10	9	8		1
EPSO/AD/140/08	AD 7	LAWYER LINGUIST	FI	15	5	2		3
EPSO/AD/138/08	AD 7	LAWYER LINGUIST	MT	15	9	2		7
EPSO/AD/143/08	AD 5	TRANSLATION	PT	27	10	7	1	2
EPSO/AD/143/08	AD 5	TRANSLATION	PT	27	10	6		4
EPSO/AD/131/08	AD 5	INTERPRETATION	HU	27	17	11		6
EPSO/AD/142/08	AD 5	LINGUISTIC ADMINISTRATION	ES	27	17	9		8
EPSO/AD/142/08	AD 5	LINGUISTIC ADMINISTRATION	ES	27	7			7
EPSO/AD/173/09	AD 5	INTERPRETATION	EE	27	5	4		1
EPSO/AD/176/09	AD 5	INTERPRETATION	FI	27	3	2		1
EPSO/AD/175/09	AD 7	INTERPRETATION	EL	27	5	5		0
EPSO/AD/137/08	AD 7	LAWYER LINGUIST	IT	27	13	6		7
EPSO/AD/158/09	AD 7	LAWYER LINGUIST	SV	27	1			1
EPSO/AD/160/09	AD 7	LAWYER LINGUIST	SL	10	12	10	1	1
EPSO/AD/175/09	AD 5	INTERPRETATION	EL	27	3	2		1
EPSO/AD/174/09	AD 7	INTERPRETATION	PL	10	21	20		1
EPSO/AD/137/08	AD 7	LAWYER LINGUIST	IT	27	12	7		5
EPSO/AD/161/09	AD 7	LAWYER LINGUIST	CS	10	7	2		5
EPSO/AD/157/09	AD 7	LAWYER LINGUIST	FR	27	27	16		11
EPSO/AD/161/09	AD 7	LAWYER LINGUIST	CS	10	11	2		9
EPSO/AD/162/09	AD 7	LAWYER LINGUIST	LV	10	6	3		3
EPSO/AD/167/09	AD 5	TRANSLATION	RO	27	75	31	2	42
EPSO/AD/167/09	AD 5	TRANSLATION	RO	27	5	2		3
EPSO/AD/166/09	AD 5	TRANSLATION	BG	27	70	29	2	39
EPSO/AD/166/09	AD 5	TRANSLATION	BG	27	18	3		15
EPSO/AD/174/09	AD 5	INTERPRETATION	PL	27	19	14		5
EPSO/AD/189/10	AD 7	INTERPRETATION	NL	27	7	6		1
EPSO/AD/183/10	AD 5	TRANSLATION	DA	27	33	28		5
EPSO/AD/183/10	AD 5	TRANSLATION	DA	27	7	5		2
EPSO/AD/187/10	AD 5	TRANSLATION	SL	27	34	29	2	3
EPSO/AD/187/10	AD 5	TRANSLATION	SL	27	10	10		
EPSO/AD/184/10	AD 5	TRANSLATION	DE	27	24	16	2	6
EPSO/AD/184/10	AD 5	TRANSLATION	DE	27	9	3		6
EPSO/AD/188/10	AD 5	INTERPRETATION	BG	27	3	2		1
EPSO/AD/188/10	AD 5	INTERPRETATION	BG	27	9	6	1	2
EPSO/AD/188/10	AD 5	INTERPRETATION	NL	27	5	5		
EPSO/AD/192/10	AD 7	LAWYER LINGUIST	DA	27	2	1		1
EPSO/AD/185/10	AD 5	TRANSLATION	EN	27	21	9	1	11
EPSO/AD/185/10	AD 5	TRANSLATION	EN	27	20	12		8
EPSO/AD/186/10	AD 5	TRANSLATION	FR	27	10	5	1	3
EPSO/AD/186/10	AD 5	TRANSLATION	FR	27	15	10		5
EPSO/AD/193/10	AD 7	LAWYER LINGUIST	DE	27	8	5		3
EPSO/AD/195/10	AD 7	LAWYER LINGUIST	LT	27	2			2
EPSO/AD/197/10	AD 7	LAWYER LINGUIST	RO	27	2	1		1
EPSO/AD/190/10	AD 9	TRANSLATION	BG	12	2			2
EPSO/AD/190/10	AD 9	TRANSLATION	PL	12	2	1		1
EPSO/AD/190/10	AD 9	TRANSLATION	SL	12	7	3		4
EPSO/AD/191/10	AD 12	TRANSLATION	SK	12	2	1		1
EPSO/AD/196/10	AD 7	LAWYER LINGUIST	NL	27	2	1		1
EPSO/AD/190/10	AD 9	TRANSLATION	LT	12	6	2		4
EPSO/AD/190/10	AD 9	TRANSLATION	LV	12	9	2		7
EPSO/AD/190/10	AD 9	TRANSLATION	MT	12	3	2		1
EPSO/AD/191/10	AD 12	TRANSLATION	LT	12	1			1
EPSO/AD/192/10	AD 7	LAWYER LINGUIST	DA	27	5			5
EPSO/AD/194/10	AD 7	LAWYER LINGUIST	EN	27	9	6		3
EPSO/AD/195/10	AD 7	LAWYER LINGUIST	LT	10	9	1		8
EPSO/AD/197/10	AD 7	LAWYER LINGUIST	RO	2	10	4		6
EPSO/AD/194/10	AD 7	LAWYER LINGUIST	EN	27	8	5		3
EPSO/AD/220/11	AD 5	TRANSLATION	PL	27	19	5		14
EPSO/AD/220/11	AD 5	TRANSLATION	PL	27	2			2
EPSO/AD/225/11	AD 7	INTERPRETATION	SV	27	3	2		1
EPSO/AD/226/11	AD 7	INTERPRETATION	ES	27	9	6		3
EPSO/AD/226/11	AD 7	INTERPRETATION	ES	27	2			2
EPSO/AD/219/11	AD 5	TRANSLATION	MT	27	14	11	1	2
EPSO/AD/224/11	AD 5	INTERPRETATION	MT	27	1			1
EPSO/AD/218/11	AD 5	TRANSLATION	LT	27	16	8	3	5
EPSO/AD/218/11	AD 5	TRANSLATION	LT	27	8	4		4
EPSO/AD/221/11	AD 5	TRANSLATION	SK	27	17	8	4	5
EPSO/AD/221/11	AD 5	TRANSLATION	SK	27	2	1	1	0
EPSO/AD/223/11	AD 5	INTERPRETATION	LV	27	4		1	3
EPSO/AD/223/11	AD 7	INTERPRETATION	LV	27	2	1		1
EPSO/AD/222/11	AD 5	INTERPRETATION	CZ	27	2	1		1
EPSO/AD/216/11	AD 5	TRANSLATION	CZ	27	11	1		10
EPSO/AD/216/11	AD 5	TRANSLATION	CZ	27	1			1
EPSO/AD/217/11	AD 5	TRANSLATION	HU	27	12	7		5
EPSO/AD/217/11	AD 5	TRANSLATION	HU	27	11	3		8
EPSO/AD/208/11	AD 7	LAWYER LINGUIST	BG	27	6	5		1
EPSO/AD/214/11	AD 7	LAWYER LINGUIST	SV	27	3	1		2
EPSO/AD/210/11	AD 7	LAWYER LINGUIST	HU	27	14			14
EPSO/AD/214/11	AD 7	LAWYER LINGUIST	SV	27	5	3		2
EPSO/AD/210/11	AD 7	LAWYER LINGUIST	HU	27	8	2		6
EPSO/AD/209/11	AD 7	LAWYER LINGUIST	EE	27	3			3
EPSO/AD/213/11	AD 7	LAWYER LINGUIST	SL	27	6	1	2	3
EPSO/AD/208/11	AD 7	LAWYER LINGUIST	BG	27	5			5
EPSO/AD/209/11	AD 7	LAWYER LINGUIST	EE	27	5			5

Competition label	Grade	Domain	Language	Extension (EUR-)	Number of laureates (1)	Number of laureates recruited (2)	Status (other contracts, blocked for 30-90 days, (temporarily) not available) (3)	Number of laureates available (1-2-3)	
EPSO/AST/57/08	AST_1	SECURITY			27	38	25	6	7
EPSO/AST/68/08	AST_1	NURSEING			27	6	3		3
EPSO/AST/58/08	AST_1	MECHANICS			27	27	18	1	8
EPSO/AST/59/08	AST_1	LABORATORY			27	30	20	2	8
EPSO/AST/60/08	AST_1	ENGINEERING			27	41	25	2	14
EPSO/AST/76/08	AST_1	SOCIAL WELFARE			27	10	3	1	6
EPSO/AST/85/09	AST_1	EPA	SI		10	48	36	8	4
EPSO/AST/77/09	AST_1	EPA	CY		10	16	13	1	2
EPSO/AST/79/09	AST_1	EPA	EE		10	58	45	5	8
EPSO/AST/78/09	AST_1	EPA	CZ		10	69	46	12	11
EPSO/AST/82/09	AST_1	EPA	LV		10	67	50	6	11
EPSO/AST/83/09	AST_1	EPA	MT		10	41	28	4	9
EPSO/AST/84/09	AST_1	EPA	PL		10	85	66	7	12
EPSO/AST/81/09	AST_1	EPA	LT		10	77	61	5	11
EPSO/AST/86/09	AST_1	EPA	SK		10	72	60	3	9
EPSO/AST/80/09	AST_1	EPA	HU		10	62	49	9	4
EPSO/AST/101/09	AST_1	EPA	RO		2	120	103	10	7
EPSO/AST/100/09	AST_1	EPA	BG		2	71	62	6	3
COM/INT/EU2/10/AST/1	AST_1	EPA			2	70	54	16	
EPSO/AST/111/10	AST_1	EPA	DA		27	9	5	1	3
EPSO/AST/111/10	AST_1	EPA	DE		27	60	41	7	12
EPSO/AST/111/10	AST_1	EPA	EN		27	95	83	5	7
EPSO/AST/111/10	AST_1	EPA	ES		27	22	20	1	1
EPSO/AST/111/10	AST_1	EPA	FR		27	87	80	4	3
EPSO/AST/111/10	AST_1	EPA	MT		27	5	4	1	
EPSO/AST/111/10	AST_1	EPA	NL		27	29	26	1	2
EPSO/AST/111/10	AST_1	EPA	PT		2	18	15	3	
EPSO/AST/111/10	AST_1	EPA	SW		27	21	12	3	6
EPSO/AST/117/11	AST_1	EPA	EL		27	24	21	1	2
EPSO/AST/117/11	AST_1	EPA	EN		27	31	27	1	3
EPSO/AST/117/11	AST_1	EPA	ET		27	12	6	3	3
EPSO/AST/117/11	AST_1	EPA	FI		27	20	16	2	2
EPSO/AST/117/11	AST_1	EPA	FR		27	63	57	4	2
EPSO/AST/117/11	AST_1	EPA	HU		27	8	7	1	
EPSO/AST/117/11	AST_1	EPA	IT		27	29	25	1	3
EPSO/B/23/04	AST_3	CHEMISTRY/BIOLOGY			15	50	36	5	9
EPSO/B/23/04	AST_3	PHYSICS			15	39	25	4	10
EPSO/B/23/04	AST_3	ELECTRICITY			15	11	5	3	3
EPSO/AST/41/07	AST_3	DATA-PROCESSING			27	326	271	17	38
EPSO/AST/37/07	AST_3	COMMUNICATION			27	110	81	4	25
EPSO/AST/45/08	AST_4	FRAUD			15	31	17	1	13
EPSO/AST/56/08	AST_3	NURSEING			27	25	19		6
EPSO/AST/63/08	AST_3	NUCLEAR			27	37	26	4	7
EPSO/AST/62/08	AST_3	NUCLEAR			27	36	28	1	7
EPSO/AST/61/08	AST_3	LABORATORY			27	104	50	5	49
COM/INT/EU10/08/AST3	AST_3	EPA			10	81	67	2	12
EPSO/AST/65/08	AST_3	EDITORS	LV		27	5	1		4
EPSO/AST/66/08	AST_3	EDITORS	SK		27	3	2		1
EPSO/AST/67/08	AST_3	EDITORS	SL		27	2	1		1
EPSO/AST/64/08	AST_3	EDITORS	FI		27	4	1		3
EPSO/AST/47/08	AST_3	FINANCIAL	CY		12	1			1
EPSO/AST/47/08	AST_3	FINANCIAL	HU		12	4	2		2
EPSO/AST/47/08	AST_3	FINANCIAL	PL		12	10	6	1	3
EPSO/AST/47/08	AST_3	FINANCIAL	RO		12	3	2		1
EPSO/AST/47/08	AST_3	FINANCIAL	SV		12	4	3		1
EPSO/AST/52/08	AST_3	FINANCIAL			27	125	106	4	15
EPSO/AST/53/08	AST_3	PPC MANAGEMENT			27	61	38	1	22
EPSO/AST/49/08	AST_3	AUDIT	BG		12	4	2		2
EPSO/AST/49/08	AST_3	AUDIT	EE		12	2	1		1
EPSO/AST/49/08	AST_3	AUDIT	HU		12	2			2
EPSO/AST/49/08	AST_3	AUDIT	LT		12	2	1		1
EPSO/AST/49/08	AST_3	AUDIT	LV		12	3	2	1	
EPSO/AST/49/08	AST_3	AUDIT	MT		12	1			1
EPSO/AST/49/08	AST_3	AUDIT	PL		12	4	3		1
EPSO/AST/49/08	AST_3	AUDIT	RO		12	7	2		5
EPSO/AST/51/08	AST_3	LEGAL AFFAIRS			27	74	52	2	20
EPSO/AST/48/08	AST_3	PPC MANAGEMENT	BG		12	5	4		1
EPSO/AST/48/08	AST_3	PPC MANAGEMENT	CY		12	2	1		1
EPSO/AST/48/08	AST_3	PPC MANAGEMENT	CZ		12	2	1		1
EPSO/AST/48/08	AST_3	PPC MANAGEMENT	HU		12	10	3		7
EPSO/AST/48/08	AST_3	PPC MANAGEMENT	LT		12	2	1		1
EPSO/AST/48/08	AST_3	PPC MANAGEMENT	LV		12	2	1		1
EPSO/AST/48/08	AST_3	PPC MANAGEMENT	PL		12	10	5		5
EPSO/AST/48/08	AST_3	PPC MANAGEMENT	RO		12	13	5		8
EPSO/AST/48/08	AST_3	PPC MANAGEMENT	SV		12	2	1		1
EPSO/AST/48/08	AST_3	PPC MANAGEMENT	SK		12	5	4		1
EPSO/AST/50/08	AST_3	STATISTICS/ECONOMICS	BG		12	1			1
EPSO/AST/50/08	AST_3	STATISTICS/ECONOMICS	HU		12	4	3		1
EPSO/AST/50/08	AST_3	STATISTICS/ECONOMICS	LV		12	1			1
EPSO/AST/50/08	AST_3	STATISTICS/ECONOMICS	RO		12	8	4	1	3
EPSO/AST/46/08	AST_3	LEGAL AFFAIRS	BG		12	15	5	7	3
EPSO/AST/46/08	AST_3	LEGAL AFFAIRS	CZ		12	8	4		4
EPSO/AST/46/08	AST_3	LEGAL AFFAIRS	HU		12	11	6		5
EPSO/AST/46/08	AST_3	LEGAL AFFAIRS	IT		12	4	3		1
EPSO/AST/46/08	AST_3	LEGAL AFFAIRS	MT		12	1			1
EPSO/AST/46/08	AST_3	LEGAL AFFAIRS	PL		12	22	13		9
EPSO/AST/46/08	AST_3	LEGAL AFFAIRS	RO		12	17	7	2	8
EPSO/AST/46/08	AST_3	LEGAL AFFAIRS	SV		12	3	2		1

Competition label	Grade	Domain	Language	Extension (EUR-)	Number of laureates (1)	Number of laureates recruited (2)	Status (other contracts, blocked for 30-90 days, (temporarily) not available) (3)	Number of laureates available (1-2-3)
EPSO/AST/75/08	AST_3	SOCIAL WELFARE		27	38	12	4	22
EPSO/AST/54/08	AST_3	AUDIT		27	40	26	1	13
EPSO/AST/93/09	AST_3	EDITORS	SV	27	1	0		1
EPSO/AST/55/08	AST_3	STATISTICS/ECONOMICS		27	45	33	3	9
EPSO/AST/74/08	AST_3	SECURITY		27	31	24		7
EPSO/AST/87/09	AST_3	PROOFREADING	DA	27	4	3		1
EPSO/AST/88/09	AST_3	PROOFREADING	FI	27	15	3		12
EPSO/AST/89/09	AST_3	PROOFREADING	MT	27	3	2	1	
EPSO/AST/90/09	AST_3	DATA PROTECTION		27	10	7	1	2
EPSO/AST/71/08	AST_3	PROOFREADING	LT	10	8	5		3
EPSO/AST/92/09	AST_3	PRE-PRESS		27	21	13		8
EPSO/AST/94/09	AST_3	BUILDING		27	35	19	3	13
EPSO/AST/94/09	AST_3	BUILDING		27	29	19	2	8
EPSO/AST/94/09	AST_3	BUILDING		27	17	9	2	6
EPSO/AST/94/09	AST_3	BUILDING		27	39	23		16
EPSO/AST/95/09	AST_3	PROOFREADING	EE	10	11	2		9
EPSO/AST/97/09	AST_3	PROOFREADING	PL	10	17	3		14
EPSO/AST/99/09	AST_3	PROOFREADING	EN	27	16	9		7
EPSO/AST/98/09	AST_3	PROOFREADING	SL	10	16	5	1	10
COM/INT/EU2/10/AST3	AST_3	EPA		2	42	32	8	2
EPSO/AST/104/10	AST_3	NUCLEAR		27	23	17		6
EPSO/AST/102/10	AST_3	AUDIOVISUAL		27	4	3		1
EPSO/AST/102/10	AST_3	AUDIOVISUAL		27	5	3		2
EPSO/AST/102/10	AST_3	AUDIOVISUAL		27	5	4	1	
EPSO/AST/102/10	AST_3	AUDIOVISUAL		27	6	4		2
EPSO/AST/103/10	AST_3	ARCHIVES		27	39	29	4	6
EPSO/AST/102/10	AST_3	AUDIOVISUAL		27	5	4		1
EPSO/AST/102/10	AST_3	AUDIOVISUAL		27	4	3		1
EPSO/AST/112/10	AST_3	FINANCE/ACCOUNTING		27	53	35	9	9
EPSO/AST/112/10	AST_3	HR		27	37	25		12
EPSO/AST/112/10	AST_3	IT/COMMUNICATION		27	67	54	3	10
EPSO/AST/112/10	AST_3	STATISTICS		27	36	25	2	9
EPSO/AST/109/10	AST_3	PROOFREADING	IT	27	4			4
EPSO/AST/105/10	AST_3	EDITORS	EL	27	3	1		2
EPSO/AST/106/10	AST_3	EDITORS	ES	27	2	1		1
EPSO/AST/107/10	AST_3	EDITORS	NL	27	2	1		1
EPSO/AST/108/10	AST_3	EDITORS	PT	27	3	1		2
EPSO/AST/116/11	AST_3	EDITORS	SV	27	1			1
EPSO/AST/118/11	AST_3	COMMUNICATION		27	31	8	4	19
EPSO/AST/118/11	AST_3	FINANCE/ACCOUNTING		27	31	19	3	9
EPSO/AST/118/11	AST_3	PROJECT MANAGEMENT		27	47	22	7	18
EPSO/AST/120/12	AST_3	PROOFREADING		27	2	1		1
EPSO/AST/113/11	AST_3	EDITORS		27	2			2
EPSO/AST/119/12	AST_3	PROOFREADING		27	14			14
EPSO/AST/38/07	AST_3	PROOFREADING	FR	15	20	12		8
EPSO/AST/72/08	AST_3	PROOFREADING	NL	15	17	5		12
EPSO/AST/73/08	AST_3	PROOFREADING	SV	15	17	5	1	11
					10.505	6.799	758	2.947
CAST/S/1/2011	GFIV	Translation		23	1.669	27	32	1.610
CAST/S/2/2012	GFII	Nurses		23	484	21	9	454
CAST/S/3/2012	GF1-II-III	Building		23	228	0	15	213
					2.381	48	56	2.277

1.4.2. Planned competitions

The table below provides a summary of the following 2 pages of detailed information on competitions ongoing or planned by the EPSO.

Number of expected laureates from ongoing competitions by function group

Non-Linguistic profile				Linguistic profile		Total
AD	AST	HoU	Other	AD-L	AST-L	
568	302	22	1.037	420	3	2.352

ONGOING COMPETITIONS AS OF 01/04/2013

Competitions label	Grade	Domain	Extension (EUR-)	Language	Number of candidates	Number of successful candidates expected	Publication of reserve lists
EPSO/AD/211/11	AD7	Lawyer linguists 2 channels:	EUR 27	MT	44/0	6/0	April 2013
EPSO/AD/212/11	AD7	CoJ/ EP & Council		PL	66/100	14/5	June 2013
EPSO/AST/114/11	AST3	Language editors	EUR 27	IT	1231	3	April 2013
EP/CAST/1/2012	FGI	Security agents	EUR 27		2443	425	April 2013
EPSO/AD/236/12	AD5	Interpreters	EUR 27	DA	11	10	September 2013
	AD7				7	10	July 2013
EPSO/AD/237/12	AD5			DE	125	10	September 2013
	AD7				40	35	July 2013
EPSO/AD/238/12	AD7			EN	72	25	July 2013
EPSO/AD/239/12	AD5			SK	48	10	September 2013
	AD7				25	10	July 2013
EPSO/AD/240/12	AD5			Translators	EUR 27	ET	269
EPSO/AD/241/12		GA	103			OPT1- 28 OPT2- 10	April 2013
EPSO/AD/242/12		LV	250			OPT1- 32 OPT2- 9	May 2013
EPSO/AD/243/12		PT	720			OPT1- 17 OPT2- 2	May 2013
EPSO/AD/233/12 - (1ère vague)	AD5	Traducteurs	EUR 27	HR	2178	OPT1- 45 OPT2- 25	June 2013
EPSO/AD/234/12	AD5	Translators	EUR 27	HR	136	15	July 2013
	AD7				59	20	April 2013
EPSO/AD/235/12	AD7	Lawyer linguists	HR	HR	209/95	12/35	July 2013
EPSO/AD/244/12	AD5	Administrators	HR	HR	4028	124	July 2013
EPSO/AD/245/12	AD9/ AD12	Heads of Unit	HR	HR	310	14/8	June 2013
EPSO/AD/246/12		AD9 (14) AD12 (8)					
EPSO/AST/122/12	AST3	Proofreaders/ Language editors AST3 HR (25)	HR	HR	415	25	June 2013
EPSO/AST/123/12	AST3	Communication	HR	HR	1414	52	July 2013
		Law					
		Projects/Contracts					
EPSO/AST/121/12	AST3	Conference technicians	EUR27	LT	782	23	June 2013
EPSO/AST/124/12	AST3	Proofreaders LT			168	14	June 2013
EPSO/AST/126/12	AST3	AST3 Scientists 1.Laboratory technicians in the research field biology, life and health sciences 2.Laboratory technicians in the research field chemistry 3.Laboratory technicians in the research field physics and material science 4.Laboratory technicians in the nuclear research field 5.Technicians in the field of civil and mechanical engineering 6.Technicians in the field of electrical engineering and electronics	EUR27		2396	78	September 2013
EPSO/AST/125/12	AST3	Audit	EUR27		10382	25	September - October 2013
		Finances/Compta				45	
		Eco/Stats				40	
EPSO/AD/248/13	AD6	Sécurité des bâtiments	EUR27		1390	11	August 2013
	AD6	Ingénierie en techniques spéciales du bâtiment				18	
EPSO/AD/177/10	AD5	EPA	EUR27		ongoing	105	March 2014
		LAW				43	
		Eco/Stats				39	
		AUDIT				64	
		ICT				72	
EPSO/AD/178/10	AD5	Biblio/Information	EUR27		ongoing	19	December 2013
EPSO/AD/179/10	AD5	Audiovisual				9	
EPSO/AD/249/13	AD7	ECFIN	EUR27		ongoing	37	February 2014
		1. Macroeconomics 2. Financial economics				27	
EPSO/CAST/5/2013	FGIV	JRC:	EUR27		9071	100	June-September 2013
		1. Natural Sciences				180	
		2. Quantitative Sciences				150	
		3. Human and social Sciences				110	
		4. Agricultural, Environment and Earth Sciences				60	
5. Health Sciences							
EPSO/CAST/S/6/2013	FGIV	Psycho-pédagogues	EUR27		1638	12	July 2013

PLANNED COMPETITIONS AS OF 01/04/2013

Competitions/ Selections	Fields	Grade	Channel / Option	EUR	Language	Number of successful candidates expected	Reserve list - Publication date
EPSO/AD/250/13	SANCO - "Food safety": Policy and legislation AD6	AD6				18	February 2014
EPSO/AD/251/13	SANCO - "Food safety": Audit, inspection and evaluation AD7	AD7				12	
EPSO/CAST/S/7/2013	ICT Security						December 2013
COM/AD/.../13		AD12				40	November 2013
COM/AD/.../13		AD10				40	November 2013
COM/AD/.../13		AD9				60	December 2013
COM/AD/.../13		AD8				60	December 2013
COM/AD/.../13		AD7				60	December 2013
COM/AST/.../13		AST4				60	?
COM/AST/.../13		AST3				60	?
Head of Unit AD9-12 EPSO/AD/252/13 EPSO/AS/253/13	Law	AD9/ AD12				5/ 4	January 2014
	Economics		8/ 6				
	EPA		7/ 5				
EPSO/AST/.../13	Proofreaders	AST3			EL/PT	12/12	January 2014
EPSO/AD/254/13	Nuclear Energy : Chef d'unité "désactivation nucléaire"	AD12				3	October 2013
EPSO/AD/255/13	Lawyer-linguists	AD7	CJ		DE	15	February 2014
EPSO/AD/256/13					LV	8	
EPSO/AD/257/13					NL	7	
EPSO/AD/258/13					PT	15	
EPSO/AD/.../13	Lawyer-linguists	AD7	OT		DA	10	June 2014
EPSO/AD/.../13					DE	10	
EPSO/AD/.../13					EN	10	
EPSO/AD/.../13					GA	10	
EPSO/AD/.../13					NL	10	
EPSO/AD/.../13	Interpreters	AD5			EN	NA	July 2014
EPSO/AD/.../13		AD7					
EPSO/AD/.../13		AD5					
EPSO/AD/.../13		AD7					
EPSO/AD/.../13		AD5					
EPSO/AD/.../13		AD7					
EPSO/AD/.../13	AD5	AD5				NA	July 2014
EPSO/AD/.../13	AD7						
EPSO/AD/.../13	option 1 option2						
EPSO/AD/.../13	option 1 option2						
EPSO/AD/.../13	option 1 option2						
EPSO/AD/.../13	option 1 option2						
EPSO/AD/.../13	option 1 option2						
EPSO/AD/.../13	option 1 option2						
EPSO/AD/.../13	option 1 option2						
EPSO/AD/.../13	option 1 option2						
EPSO/AST/.../13	Proofreaders	AST3		DE/SV		TBC	June 2014
OHIM/AD/.../13	OHIM	AD6				50	May 2014
OHIM/AST/.../13	OHIM	AST3				50	June 2014
EPSO/AST/.../13	Parliamentary Ushers	AST1				25	July 2014
EPSO/AST/.../13	EPA (TBC)	AST3				134 (TBC)	October 2014
	Law (TBC)						
	Statistics (TBC)						
	Finances (TBC)						
	IT (TBC)						
ESTAT	Temporary Agents selection					40	June 2014

TBC: To be confirmed

NA: Not applicable

1.5. Overview on 2012 mobility of officials

1.5.1. Within the Commission

Commission internal mobility of officials between DGs by function groups in 2012
All Establishment plans

DGs/Services	AD			AST			Total		
	Arrivals	Departures	Balance	Arrivals	Departures	Balance	Arrivals	Departures	Balance
DG Agriculture and Rural Development	19	19		19	17	2	38	36	2
DG Budget	11	15	-4	15	15		26	30	-4
Bureau of European Policy Advisers				2		2	2		2
Cabinets	19	19		16	25	-9	35	44	-9
DG Climate Action	9	9		4	5	-1	13	14	-1
DG Communication	29	18	11	26	17	9	55	35	20
DG Communications Networks, Content and Technology	30	22	8	11	23	-12	41	45	-4
DG Competition	8	36	-28	11	12	-1	19	48	-29
DG Development and Cooperation - EuropeAid	34	25	9	18	25	-7	52	50	2
DG Economic and Financial Affairs	25	15	10	10	21	-11	35	36	-1
DG Education and Culture	22	20	2	10	18	-8	32	38	-6
DG Employment, Social Affairs and Inclusion	21	31	-10	18	16	2	39	47	-8
DG Energy	12	15	-3	13	12	1	25	27	-2
DG Enlargement	13	13		12	11	1	25	24	1
DG Enterprise and Industry	34	37	-3	22	26	-4	56	63	-7
DG Environment	26	14	12	8	16	-8	34	30	4
DG Health and Consumers	17	19	-2	8	11	-3	25	30	-5
DG Home Affairs	15	18	-3	5	6	-1	20	24	-4
DG Human Resources and Security	15	8	7	23	26	-3	38	34	4
DG Humanitarian Aid and Civil Protection (ECHO)	13	10	3	17	6	11	30	16	14
DG Informatics	10	4	6	10	7	3	20	11	9
DG Internal Market and Services	31	18	13	10	11	-1	41	29	12
DG Interpretation	1	2	-1	5	4	1	6	6	
DG Justice	18	12	6	11	6	5	29	18	11
DG Maritime Affairs and Fisheries	20	21	-1	8	10	-2	28	31	-3
DG Mobility and Transport	21	17	4	10	17	-7	31	34	-3
DG Regional and Urban Policy	18	17	1	20	16	4	38	33	5
DG Research and Innovation	26	44	-18	21	26	-5	47	70	-23
DG Taxation and Customs Union	6	13	-7	8	9	-1	14	22	-8
DG Trade	24	18	6	17	14	3	41	32	9
DG Translation	9	11	-2	9	9		18	20	-2
European Anti-Fraud Office	7	8	-1	10	9	1	17	17	
European Personnel Selection Office		1	-1	4	10	-6	4	11	-7
Eurostat	10	9	1	5	4	1	15	13	2
Foreign Policy Instruments Service	8	3	5	5	5		13	8	5
Internal Audit Service	8	6	2	3	2	1	11	8	3
Joint Research Centre	25	15	10	19	18	1	44	33	11
Legal Service	6	9	-3	4	7	-3	10	16	-6
Office for Infrastructure and Logistics in Brussels	6	6		3	5	-2	9	11	-2
Office for Infrastructure and Logistics in Luxembourg	1	1		3	4	-1	4	5	-1
Entitlements	1		1	10	2	8	11	2	9
Publications Office	3	1	2	12	9	3	15	10	5
Secretariat general	20	18	2	19	17	2	39	35	4
Staff committee - representative trade unions and staff assoc	4	4		4	3	1	8	7	1
TOTAL	655	621	34	498	532	-34	1 153	1 153	
<i>TOTAL without reorganisations nor certifications</i>	<i>618</i>	<i>618</i>		<i>494</i>	<i>494</i>		<i>1 112</i>	<i>1 112</i>	

Source: Sysper2 database.

Scope of the analysis: all officials having moved, for all budgets and all establishment plans.

Commission internal mobility of officials
between DGs for the period 1990-2012

YEAR	AD	AST	TOTAL
1990	317	517	834
1991	216	461	677
1992	211	476	687
1993	276	582	858
1994	218	511	729
1995	238	527	765
1996	296	564	860
1997	370	729	1.099
1998	402	700	1.102
1999	374	684	1.058
2000	446	674	1.120
2001	572	784	1.356
2002	610	778	1.388
2003	361	816	1.177
2004	466	881	1.347
2005	344	639	983
2006	394	699	1.093
2007	428	632	1.060
2008	607	663	1.270
2009	672	526	1.198
2010	818	581	1.399
2011	564	444	1.008
2012	618	494	1.112
TOTAL	9.818	14.362	24.180

1.5.2. Between the Commission and the other institutions

Movements of posts between the Commission and other institutions have been identified and summarized in the table below. Interinstitutional movements in which the Commission is not involved are not listed below and should be obtained from other institutions. For the period 1 January to 31 December 2012, as in previous years, movements confirm the trend already noticed of **an ever greater negative balance to the detriment of the Commission** (inputs - outputs), particularly as in previous years to the benefice of the European Parliament.

**COMMISSION HUMAN RESOURCES —
THE REQUEST FOR 2014 DRAFT BUDGET**

2. COMMISSION HUMAN RESOURCES – THE REQUEST FOR 2014 DRAFT BUDGET

2.1. 2014 Draft Budget: the global request for human resources

2.1.1. The overall picture for year 2014

In a context where rigorous cost savings and maximum efficiency are demanded on all public administrations, the Commission is firmly committed to acting responsibly. The Commission's statement of estimates for 2014 **includes the second consecutive 1 % staff reduction in line with its proposal to reduce staff by 5 % over five years**⁹, without prejudice to the last instalment of additional staff in order to cope with the Croatia's accession to the EU as of 1 July 2013. All new activities not linked to enlargement will be covered through efficiency gains and redeployment.

This results in a **1 % reduction of all Commission staff, i.e. a reduction of 340 full-time equivalent units (FTE)** financed across all headings of the Multiannual Financial Framework, as illustrated in the table below.

In September 2011, the Commission presented to the budgetary authority its estimate of additional resources required for **Croatia's accession**¹⁰, namely a net reinforcement of 384 FTE over 3 years to manage the enlarged union. Accordingly, the Commission requests the last instalment thereof, namely **213 FTE for 2014** (204 establishment plan posts and appropriations for 9 contract agents) and the conversion of appropriations into posts in its establishment plan for 11 of the **62** contract agents frontloaded in 2012 and granted in 2013.

Notwithstanding the additional human resources requested for Croatia's accession, the Commission presents a 2014 statement of estimates that **reduces its overall number of human resources for the fourth year in a row**¹¹, with a **net reduction of 127 FTE**.

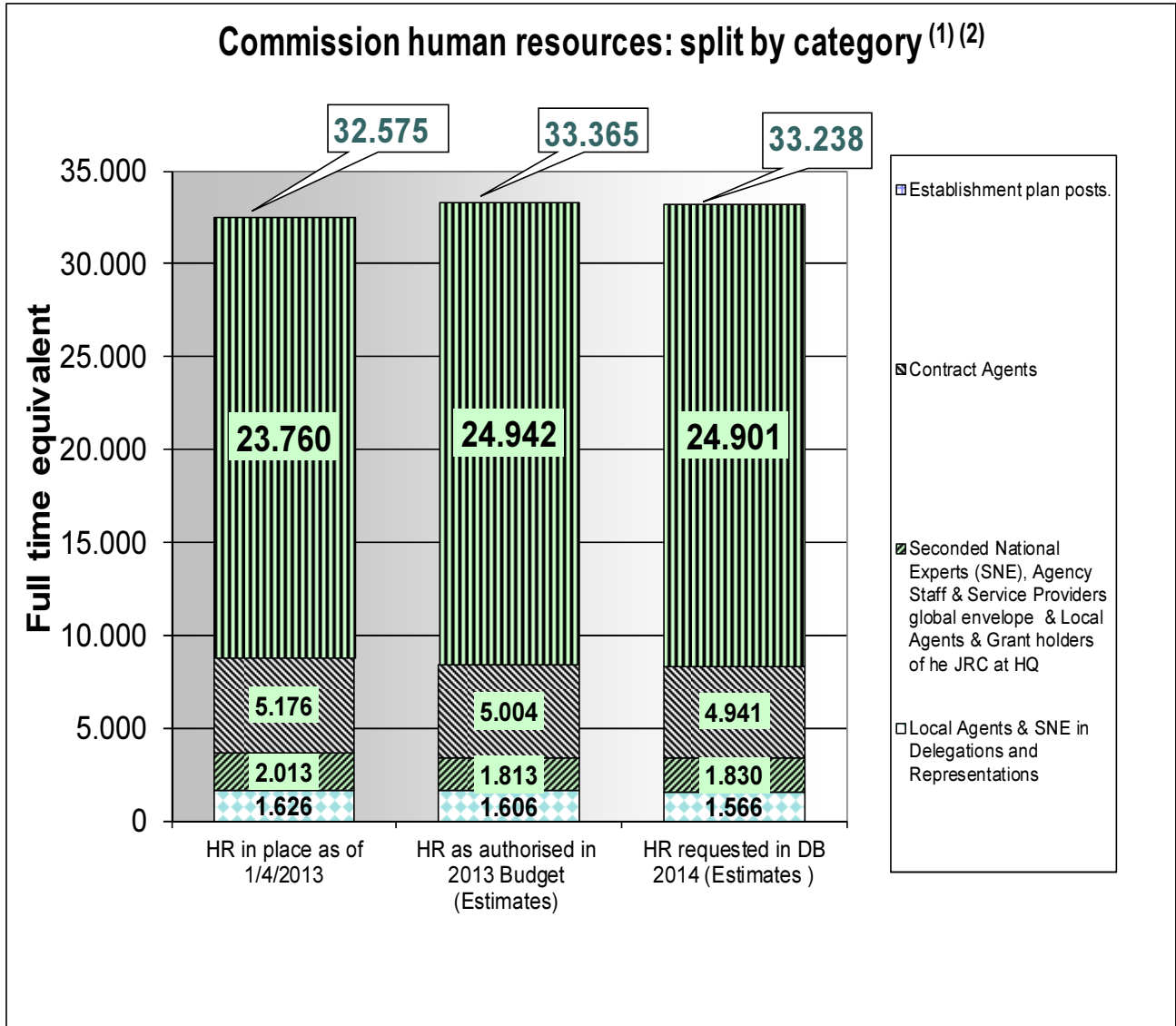
Under the above constraints, delivering on the Europe 2020 strategy for smart, sustainable and inclusive growth requires continuing major prioritization and redeployment efforts detailed under point 2.2.3. below.

⁹ Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions: 'A budget for Europe 2020' (COM(2011) 500 of 29.6.2011); Draft Interinstitutional Agreement (IIA) between the European Parliament, the Council and the Commission on cooperation in budgetary matters and on sound financial management, Article 23 (COM(2011) 403 of 29.6.2011).

¹⁰ Amending Letter No 2/2012, COM(2011) 576, 16.9.2011.

¹¹ - 232 FTE in the 2013 draft budget, - 17 FTE in the 2012 draft budget, - 100 FTE in the 2011 draft budget.

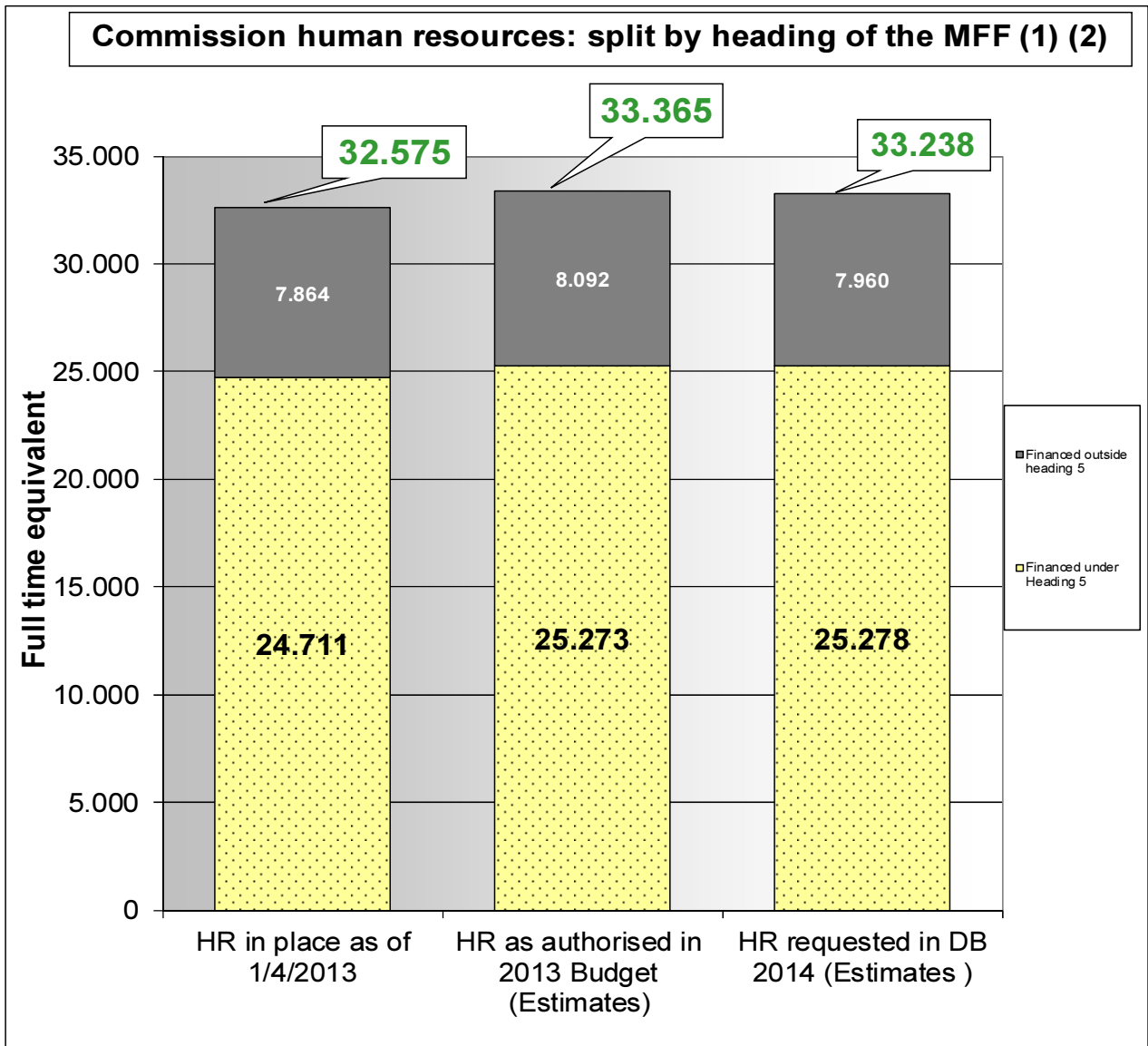
2.1.2. Overview of establishment plan posts & estimated FTE of external personnel requested for 2014 – by category of personnel



(1) As included in the budgetary statements or estimated on the basis of average costs and expected distribution between categories.

(2) Excluding external personnel financed from earmarked revenue.

2.1.3. Overview of establishment plan posts & estimated FTE of external personnel requested for 2014 within and outside Heading 5 of the MFF



(1) As included in the budgetary statements or estimated on the basis of average costs and expected distribution between categories.
 (2) Excluding external personnel financed from earmarked revenue.

2.2. 2014 DB: the establishment plans

2.2.1. -1 % posts reduction

The Commission translates its proposal to reduce EU staff by 5 % over 5 years by a **1 % reduction of all Commission staff** across **all headings** of the Multiannual Financial Framework, including a 1,03 % reduction of establishment plan posts (**-256 posts**) and a 1,00 % reduction of external personnel (**-84** estimated full-time equivalent units - hereafter 'FTE').

Including the enlargement-related request of 213 FTE, the Commission is presenting a 2014 statement of estimates that **reduces its human resources for the fourth year in a row**¹², with **a net reduction of 127 FTE** (41 posts and 86 estimated FTE of external personnel).

Moreover, the staffing of the six executive agencies to which the Commission has delegated programme implementation tasks, has been stabilised at its 2013 level, awaiting decisions to be taken on their exact future mandate. Thus **for the Commission & executive agencies together**, the statement of estimates shows **a total of exactly 1 % staff reduction**.

2.2.2. Enlargement related request

The reinforcement in Commission's staff strictly needed to manage the Union enlarged to Croatia, taking account of all redeployment possibilities, was communicated to the budgetary authority in September 2011¹³. It amounts to a net need of 384 additional FTE over 3 years: 46 FTE frontloaded in 2012, as granted by the budgetary authority, followed by a 1st instalment of 125 FTE in 2013 and a second and last instalment of 213 FTE in 2014. In line with this communication, the Commission requests **213 FTE for 2014** (204 establishment plan posts and appropriations for 9 external personnel) and the conversion of appropriations into posts for 11 of the FTE granted in 2012 and 2013.

The tables reproduced below summarize the resulting net -1 % staff reduction for Commission posts and external personnel alike and put it in perspective the -1 % staff reduction as applied in posts (only) by the other institutions, based on exploitable information received by the Commission for the purposed of the 2014 statement of estimates.

¹² -232 FTE in the 2013 draft budget, - 17 FTE in the 2012 draft budget, - 100 FTE in the 2011 draft budget.

¹³ Amending Letter No 2 to the 2012 Draft General Budget 2012 (COM(2011)576 final of 16/09/2011).

Commission Human Resources(HR) excluding impact of Croatia's accession in 2014

2013 Budget Authorisation (Posts & estimated FTE of ext. Pers.) (1)	2014 evolution (2)	Transfer of establishment plan posts into appropriations	Transfer between establishments plans	2014 staff request without enlargement	2014 combined result
24.942	-255	31	2	24.686	-1,03% -256
8.423	-87	-31		8.339	-1,00% -84
33.365	-342		2	33.025	-1,02% -340
Total Executive Agencies staff					
1.687				1.687	
Grand Total HR Commission & Executive Agencies					
35.052	-342		2	34.712	-1,00% -340

Commission HR including 2014 enlargement related request

2013 staff request without enlargement	2014 enlargement related request		Evolution 2014/2013
	Reinforcement request	Transfer of appropriations into establishment plan posts	
24.686	204	11	24.901
8.339	9	-11	8.337
33.025	213		33.238
Total Executive Agencies staff			
1.687			1.687
Grand Total HR Commission & Executive Agencies			
34.712	213		34.925

(1) Source: Budget 2013 as revised by (Draft) Amending Budget 4/2013 reducing, following the transfer of tasks to EACEA, Commission establishment plan by 2 posts and Commission external personnel by an estimate of 13 FTE.
 (2) 1% staff reduction (-250 posts) as well as a reduction of 5 posts to compensate for the 2014 reinforcement of the GNSS agency in line with Commission proposal COM(2013)40 of 06/02/2013.
 (3) Innovation activities formally financed from the operating budget are integrated in Horizon 2020, the 2014-2020 framework programme for Research and Innovation (32 posts).
 (4) As free lance service providers do not have a contract of employment with the Commission, the corresponding FTE are not accounted for and have been deducted from the 2013 basis (305 FTE for translation and 148 for interpretation).

(Number of posts in the establishment plans of the institutions)

Institution	2013 budget(1)	2014 - 1 % target (2)		2014 DB (excl. Croatia)	Evolution 2014 / 2013	Difference with - 1 % target	2014 Croatia request	2014 DB (incl. Croatia)	Evolution 2014 / 2013	
		-67	6.676						30	0,4%
European Parliament	6.743	-32	3.121	3.111	-42	(3)	215	3.111	-42	-1,3%
European Council and Council	3.153	-255	24.687	24.686	-256	(4)	(5)	24.901	-41	-0,1%
Commission	24.942	-20	1.982	1.991	-11	(6)		1.991	-11	-0,5%
Court of Justice of the European Union	2.002	-9	882	882	-9			882	-9	-1,0%
Court of Auditors	891	-7	720	720	-7			720	-7	-1,0%
European Economic and Social Committee	727	-5	532	532	-5			532	-5	-0,9%
Committee of the Regions	537	-1	66	67		1		67		
European Ombudsman	67		45	45				45		
European Data Protection Supervisor	45									
European External Action Service	1.670	-17	1.653	1.661	-9	(3),(4)		1.661	-9	-0,4%
Total institutions	40.777	-413	40.364	40.468	-309	-0,8%	215	40.683	-94	-0,2%

(1) Budget 2013 includes draft amending budgets 1 to 5, i.e. including the additional posts requested for the Court of Justice (+7 posts).
 (2) 1 % reduction (-250 posts) as well as a reduction of 5 posts to compensate for the 2014 reinforcement of the European GNSS agency (GSA) in line with Commission proposal
 (3) 10 posts transferred from the 'European Council and Council' to the 'European External Action Service'.
 (4) 2 posts transferred from the 'European External Action Service' to the Commission.
 (5) including 11 transferred from the 'European External Action Service' to the Commission.
 (6) including the request related to an extension of the Court of Justice by 12 new Judges (9 law clerks, one for each Chamber of the General Court).
 (7) by the end of 2017, the European Ombudsman and the European Data Protection Supervisor should reduce their posts by 2 and 3 respectively.

2.2.3. Exploiting all redeployment possibilities

In light of the **overall Commission staff reduction (- 127 FTE)**, huge efforts are imposed on Commission services to **achieve their objectives with fewer human resources**:

- Without prejudice to further redeployment efforts in the course of 2014, the Commission is currently **redeploying 1 % of its 2013 posts across Directorates-General (250 posts)**, identifying all possible efficiency gains, notably by moving staff away from administrative support and coordination functions to concentrate on political priorities and frontline activities. The reallocated posts will mainly be used: (1) to strengthen the Commission's capacity to defend its competition and trade rules, (2) to investigate on fraud and irregularities affecting the EU financial interests, (3) to implement measures against tax fraud and tax evasion, (4) to progress towards the implementation of a banking union and the structural reform of the EU banking sector, and (5) to carry out international trade negotiations, in particular with the United States. Other priority area which will be reinforced is the Common Foreign and Security Policy (CFSP).
- In addition individual Directorates-General intend to **redeploy internally a substantial number of posts (563)** to operational activities, concentrating reinforcement on policy making as illustrated by the table below.
- The above drastic constraints lead Commission services to constantly reprioritise activities and adjust resources allocation to priorities, as illustrated by the various programme countries teams set up throughout the DGs. This also involves scaling down activities which are today less relevant or important than they may have been in the past.
- The Commission continues to explore and encourage **all flexible arrangements**. The Commission will continue **to allocate staff temporarily to serve time-limited activities**. This mechanism has proved a dynamic and flexible way to face peaks in workload and to return posts when the peak is over, contributing to dynamic human resources management.

The mechanism of pooling expertise for specific time-bound tasks is still being used to allow temporary posting of officials within services facing a sustained increased workload. The ongoing Task Force for Greece set up in July 2011 and the Support Group created for Cyprus in March 2013 are amongst the most telling examples.
- The Commission also remains committed to exploring possible economies of scale through **enhanced inter-institutional cooperation**. The set-up of the Computer Emergency Response Team (CERT-EU Task Force) in September 2012, which aims to reinforce the IT security of all the institutions, shows the trend in this direction.

2014 Establishment Plan Posts internal redeployment effort within individual DGs/Services

Work profile description	Net result
Administrative support	-68
General coordination	-33
Budgetary management & antifraud	-13
Law making, monitoring and enforcement	-3
Linguistic	5
Programme management	6
Policy making	110
Communication	-4
Total DGs/Services	0

2.2.4. Adjusting staff structure to future needs

Serving priorities with ever scarcer resources also required a continued **adjustment of the structure of establishment plan posts** linked to the reduction of clerical tasks and the growing need for administrators. This need translates into a 2014 DB request for a **budgetary neutral upgrading of some 299 establishment plan posts**, of which 284 on the Commission operating budget, 3 for OIB and 12 on the research establishment plans.

In addition, the Commission requests some **transformations of posts into appropriations for external personnel** as mainly a result of the return of former D*-posts as they become vacant (26 posts to be converted into appropriations for contract agents as agreed in the framework of the reform of the Staff Regulations) and the gradual return of posts agreed at the creation of the administrative offices (5 posts also to be converted into contract agents), accompanied by a **request to transform a limited amount of appropriations for external personnel into posts** to ensure the required stability of staff (31 requests in addition to the above-mentioned conversion of appropriations into posts for 11 FTE following enlargement-related reinforcement in appropriations for contract agents frontloaded in 2012 and those granted in 2013).

2.2.5. Other transformations to the establishment plans

2.2.5.1 Commission establishment plan- Operating Budget

Career policy measures:

In order to follow the career policy measures applied by the Commission (Article 6 of the new Staff Regulations and, for officials recruited before 1st May 2004, Articles 6, 9 and 10 of Annex XIII), the following conversions will be requested for 2014:

AD16	
AD15	
AD14	+145
AD13	+250
AD12	-505
AD11	+30
AD10	-100
AD9	+50
AD8	+130
AD7	+170
AD6	+80
AD5	-250

AST11	+20
AST10	+20
AST9	-
AST8	+95
AST7	+105
AST6	+125
AST5	-80
AST4	
AST3	-155
AST2	-40
AST1	-90

Conversion of former D* posts into appropriations for contract agents:

In accordance with the principles approved in the last revision of the Staff Regulations, a certain number of former D* posts will be transferred into appropriations. This allows the Commission to recruit contract agents as referred to in article 3a of the Conditions of Employment of Other Servants ('CEOS') in Function Group I.

Accordingly, the modifications requested to the establishment plan for 2014 include the conversion of **26 posts** (17 AST5 and 9 AST4) into appropriations for contract agents either already advanced in 2012 and for which posts are currently frozen or for which the conversion is already planned further in 2013.

Conversion of appropriations for external personnel into posts of the Commission establishment plan

In order to secure sufficient staff stability to perform different specialised tasks, in particular in the financial management of external aid action programmes, trade negotiations and the stabilisation of financial markets, the Commission requests the conversion of appropriations corresponding to 42 contract agents into establishment plan posts (29 AST, 13 AD). This figure includes the conversion of enlargement related appropriations frontloaded in 2012 or granted in 2013 into 10 AD5 and 1 AST3 posts.

The split by function group and grade is as follows:

AD5	13
AST10	
AST8	
AST7	
AST6	
AST5	17
AST4	9
AST3	3
AST2	
Total	42

2.2.5.2. Establishment plans of the offices

Career policy measures:

Notwithstanding the possibility for the administrative offices, EPSO, OLAF and OP to rely on the Commission to cover their promotion needs in case this is necessary, the respective establishment plans include the estimated number of posts needed to cover the promotions in accordance with the Staff Regulations.

Conversion of posts into appropriations for contract agents:

In accordance with the Communication of 06/11/2002 relating to the creation of the administrative offices¹⁴, the establishment plans of the administrative offices will consolidate the conversion of posts into appropriations for contract agents already made. Accordingly, it is proposed to reduce the establishment plan of the Offices by 5 AST posts for the PMO.

2.2.5.3. Transfer of activities and other technical adjustments between establishment plans (Commission, offices, other institutions)

For 2014, the agreed transfer of certain activities between services results in the following movements of posts between establishment plans:

- 2 AST5 are transferred from the Commission to OIB along with their tasks (mail clerk and document management);
- 18 AST are transferred from the offices to the Commission and 5 AD are transferred from the Commission to OLAF following 2013 redeployment of posts to serve Commission priorities;
- 2 AST5 posts are transferred from the EEAS to PMO along with the transfer of tasks related to the management of EEAS family allowances (annex 7 of the Staff Regulations) by PMO;
- 32 posts (22 AD and 10 AST) are transferred from the Commission to the research – indirect actions establishment plan following the move of innovation activities onto the Common Strategic Framework for Research and Innovation (Horizon 2020 programme).

2.2.5.4. Commission establishment plan- Research budget

Indirect Research

The 2014 establishment plan shows a movement of 19 posts which are deducted from the 2014 establishment plan requested for research indirect actions, whilst 9 posts are requested in 2014 in line with Amending Letter No 2 to the 2012 Draft General Budget 2012 for enlargement-related purposes.

The 2014 establishment plan for the Research (Indirect actions) also reflects the transfer from the Commission establishment plan of 32 posts (22 AD and 10 AST) following the move of innovation activities onto the Common Strategic Framework for Research and Innovation.

The Commission statement of estimates for 2014 integrates a modification of the establishment plan for research indirect actions in order to upgrade 12 AST6 into 12 AD5 (5 for RTD, 1 for

¹⁴ Communication from Mr. Neil Kinnock: 'Creation of three administrative Offices' Doc C(2002) 4367f, 4368f and 4369 final of 6th November 2002.

MOVE, 1 for ENER, 1 for ENTR and 4 for CNECT) so as to upgrade the work profile of staff dedicated to the follow up of indirect research activities.

Finally, the 2014 statement of estimates for the Commission integrates a modification to the establishment plan of the indirect research budget in order to follow career policy measures (Article 6 of the Staff Regulations) applied by the Commission.

Direct Research

39 posts are deducted from the 2014 establishment plan for research direct actions as part of the 1% linear reduction of all Commission establishment plans and the Commission's redeployment efforts.

1 post is requested in 2014 in line with Amending Letter No 2 to the 2012 Draft General Budget 2012 for enlargement-related purposes.

The 2014 establishment plan requested for the Joint Research Centre plan also reflects modifications requested to follow career policy measures in accordance with Article 6 of the new Staff Regulations as applied by the Commission.

2.2.6. Net impact of the overall request

The overall impact of requested movements and adjustments on all establishment plans may be summarised as follows:

Commission Posts excluding impact of Croatia's accession in 2014												Commission Posts including 2014 enlargement related request			
Entities	2013 Budget Authorisation (Posts)	2014 -1 % target	Transformation of establishment plan posts into appropriations	Transformation of appropriation into establishment plan posts	Transfer between establishment plans	Inter-Institutional transfers	2014 posts request without enlargement	2014 combined result		2014 posts request without enlargement	2014 enlargement related request			Evolution 2014/2013	
								%	Value		Reinforcement request	Transformation of appropriation into establishment plan posts	Total 2014 DB request		
Commission	19,268	-178	-29	31	-21		19,071	-1,02%	-197	19,071	179	11	19,261	-7	
Research - Direct Actions	1,916	-39					1,877	-2,04%	-39	1,877	1		1,878	-38	
Research - Indirect Actions	1,857	-19			32		1,870	0,70%	13	1,870	9		1,879	22	
OP	669	-7			-7		655	-2,09%	-14	655			655	-14	
OLAF	378	-4			2		376	-0,53%	-2	376	5		381	3	
EPSO	125	-1			-1		123	-1,60%	-2	123	1		124	-1	
OIB	403	-4			-2		397	-1,49%	-6	397	3		400	-3	
OIL	144	-1			-1		142	-1,39%	-2	142	1		143	-1	
PMO	182	-2	-5		-2	2	175	-3,85%	-7	175	5		180	-2	
Total Commission posts	24,942	-255	-34	31		2	24,686	-1,03%	-256	24,686	204	11	24,901	-41	

The tables below further detail all movements and provide the net impact on each and every distinct establishment plan.

2.2.6.1. On the Commission establishment plan— Operating Budget (excl. Research & Offices)

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2014 DB SECTION III COMMISSION, Without Offices, Permanent Posts (including 2014 staff reduction)												
Function group & grades	Posts 2013 (1)	Staff reduction (2) (6)	New posts 2014 (enlargement)	Transfer of tasks and posts between establishment plans (3) (4)	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts (TCE') (5)	Transformation of establishment plan posts into appropriations (TEC')	Total posts 2014
AD16	24											24
AD15	190											190
AD14	580	-32							145			693
AD13	1,969	-16		-2					250			2,201
AD12	1,329	-10	2						-505			816
AD11	634	-5		-3					30			656
AD10	1,012	-2							-100			910
AD9	814	-3	4	-2					50			863
AD8	970	-2		-4					130			1,094
AD7	1,072	-2	15	-3					170			1,252
AD6	1,245			-5					80			1,320
AD5	1,363	-4	128	-8				264	-250	13		1,503
Total AD	11,202	-76	149	-27				264		13	-3	11,522
AST11	172	-7							20			185
AST10	240	-8							20			252
AST9	529	-9										520
AST8	539	-26		1					95			609
AST7	1,001	-17		3					105			1,092
AST6	802	-17						-264	125			646
AST5	1,125	-8		-2					-80	17		1,035
AST4	929	-9		2						9		922
AST3	1,159	-1	20						-155	3		1,028
AST2	511			2					-40			473
AST1	695		10	-2					-90			613
Total AST	7,702	-102	30	6				-264		29	-26	7,375
Total	18,904	-178	179	-21						42	-29	18,897

Transfer of tasks and posts:

- (1) Including the reduction of 2 AST7 following Draft Amending Budget 4/2013.
- (2) Applies to the total of permanent and temporary posts; pro-rata of expected departures.
- (3) Transfer of 18 posts to the Commission establishment plan minus transfer of 5 AD5 from the Commission to OLAF establishment plan following 2013 redeployment of posts to serve Commission priorities, minus 2 transfers in the interest of the service of 2 administrative assistants (mail clerk and document management agent) with their posts (AST5) from the Commission to OIB establishment plan.
- (4) Includes the transfer of 32 posts (22 AD, 10 AST) following the move of innovation activities onto the Common Strategic Framework for Research and Innovation.
- (5) Of which 10 AD5 and 1 AST3 transformations into posts of enlargement related appropriations frontloaded in 2012 or granted in 2013.
- (6) Including the additional reduction of 4 AD5 and 1 AST3 to compensate the staff increase at the GNSS agency in line with Commission proposal COM(2013) 40 of 6.02.2013.

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2014 DB
SECTION III COMMISSION Without Offices, Temporary Posts
(including 2014 staff reduction)

Function group & grades	Posts 2013	Staff reduction (1)	New posts 2014 (enlargement)	Transfer of tasks and posts between establishment plans	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career plan posts	Transformation of appropriations into establishment plan posts (TCE)	Transformation of establishment plan posts into appropriations (TEC)	Total posts 2014
AD 16												
AD 15	22											22
AD 14	31											31
AD 13												
AD 12	53							-9				44
AD 11	62											62
AD 10	11							10				21
AD 9								9				9
AD 8	2							14				16
AD 7								10				10
AD 6												
AD 5	20							-14				6
Total AD	201							20				221
AST 11												
AST 10	20							-10				10
AST 9												
AST 8	12											12
AST 7	28							-10				18
AST 6	19											19
AST 5	42											42
AST 4	20											20
AST 3	9											9
AST 2	13											13
AST 1												
Total AST	163							-20				143
Total	364											364

(1) Applies to the total of permanent and temporary posts; pro-rata of expected departures.

2.2.6.2. On the Commission establishment plan – Research Budget

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2014 DB RESEARCH BUDGET - Direct Actions (JRC) - Permanent Posts (including 2014 staff reduction)												
Function group & grades	Posts 2013	Staff reduction	New posts 2014 (enlargement)	Transfer of tasks and posts between establishment plans	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts (TCE)	Transformation of establishment plan posts into appropriations (TEC)	Total posts 2014
AD 16	2											2
AD 15	10											10
AD 14	75								10			85
AD 13	223								30			253
AD 12	202	-2							-55			145
AD 11	39								5			44
AD 10	52	-2										50
AD 9	60								5			65
AD 8	62	-2							10			70
AD 7	93								-15			78
AD 6	73								5			78
AD 5	21	-2	1						5			25
Total AD	912	-8	1									905
AST 11	46	-1							5			50
AST 10	71	-1							10			80
AST 9	129											129
AST 8	117								-20			97
AST 7	126	-1							-5			120
AST 6	98											98
AST 5	127								-5			122
AST 4	90	-1							20			109
AST 3	131	-13							-20			98
AST 2	45								5			50
AST 1	24	-14							10			20
Total AST	1.004	-31										973
Total	1.916	-39	1									1.878

**PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2014 DB
RESEARCH BUDGET - Indirect Actions - Permanent posts
(including 2014 staff reduction)**

Function group & grades	Posts 2013	Staff reduction	New posts 2014 (enlargement)	Transfer of tasks and posts between establishment plans (1)	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment posts (TCE')	Transformation of establishment plan posts into appropriations (TEC)	Total posts 2014
AD 16	1											1
AD 15	19											19
AD 14	88	-1							20			107
AD 13	291	-4		2					25			314
AD 12	178	-1							-70			107
AD 11	45			3					5			53
AD 10	61											61
AD 9	60	-1		2					20			81
AD 8	88	-1		4								91
AD 7	73	-1		3								75
AD 6	114			5					-10			109
AD 5	88	-2	9	3				12	10			120
Total AD	1.106	-11	9	22				12				1.138
AST 11	12								5			17
AST 10	18	-1										17
AST 9	41	-1							-10			30
AST 8	70	-1										69
AST 7	80	-2										78
AST 6	85	-1						-12	5			77
AST 5	114	-1		4								117
AST 4	142	-1							-35			106
AST 3	115			4								119
AST 2	39											39
AST 1	35			2					35			72
Total AST	751	-8		10				-12				741
Total	1.857	-19	9	32								1.879

(1) Transfer of 32 posts (22 AD, 10 AST) following the move of innovation activities onto the Common Strategic Framework for Research and Innovation.

2.2.6.3. On the establishment plan of the Offices

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2014 DB Publications Office (OP), Permanent posts (including 2014 staff reduction)												
Function group & grades	Posts 2013	Staff reduction	New posts 2014 (enlargement)	Transfer of tasks and posts between establishment plans (1)	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts (TCE)	Transformation of establishment plan posts into appropriations (TEC)	Total posts 2014
AD 16	1											1
AD 15	3											3
AD 14	8											8
AD 13	9								3			12
AD 12	16								-3			13
AD 11	9								2			11
AD 10	9											9
AD 9	13											13
AD 8	13											13
AD 7	13											13
AD 6	11											11
AD 5	16								-2			14
Total AD	121											121
AST 11	19								2			21
AST 10	28											28
AST 9	46											46
AST 8	41											41
AST 7	42	-3							7			43
AST 6	77	-3							5			79
AST 5	114	-1							5			114
AST 4	94								-5			89
AST 3	69								-12			57
AST 2	16											16
AST 1	2								-2			0
Total AST	548	-7		-7								534
Total	669	-7		-7								655

(1) Transfer of 4 AST5 and 3 AST7 to the Commission establishment plan following 2013 redeployment of posts to serve Commission priorities.

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2014 DB
European Antifraud Office (OLAF), Permanent posts
(including 2014 staff reduction)

Function group & grades	Posts 2013	Staff reduction (1)	New posts 2014 (enlargement)	Transfer of tasks and posts between establishment plans (2)	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts (TCE)	Transformation of establishment plan posts into appropriations (TEC)	Total posts 2014
AD 16	1											1
AD 15	2											2
AD 14	7											7
AD 13	20								2			22
AD 12	20								-3			17
AD 11	18											18
AD 10	22											22
AD 9	15											15
AD 8	17											17
AD 7	12		1						1			14
AD 6	13											13
AD 5	10		2	5								17
Total AD	157		3	5								165
AST 11	5											5
AST 10	9											9
AST 9	14											14
AST 8	13			-1								12
AST 7	13											13
AST 6	12											12
AST 5	18											18
AST 4	23											23
AST 3	23		1	-1								23
AST 2	13			-1								12
AST 1	3		1									4
Total AST	146		2	-3								145
Total	303		5	2								310

(1) Applies to the total of permanent and temporary posts.

(2) Transfer of 1 AST2, 1 AST3, 1 AST8 posts to the Commission establishment plan and transfer of 5 AD5 from the Commission establishment plan in the context of the 2013 redeployment to serve Commission priorities.

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2014 DB
European Anti-Fraud Office (OLAF), Temporary posts
(including 2014 staff reduction)

Function group & grades	Posts 2013	Staff reduction (1)	New posts 2014 (enlargement)	Transfer of tasks and posts between establishment plans	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts (TCE)	Transformation of establishment plan posts into appropriations (TEC)	Total posts 2014
AD 16												
AD 15	1											1
AD 14												
AD 13												
AD 12	18											18
AD 11												
AD 10	1											1
AD 9	17	-1										16
AD 8	1											1
AD 7												
AD 6												
AD 5												
Total AD	38	-1										37
AST 11	5											5
AST 10	11	-1										10
AST 9	3											3
AST 8	14											14
AST 7	1											1
AST 6	3	-2										1
AST 5												
AST 4												
AST 3												
AST 2												
AST 1												
Total AST	37	-3										34
Total	75	-4										71

1) Applies to the total of permanent and temporary posts.

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2014 DB
European Personnel Selection Office (EPSO), Permanent posts
(including 2014 staff reduction)

Function group & grades	Posts 2013	Staff reduction (1)	New posts 2014 (enlargement)	Transfer of tasks and posts between establishment plans (2)	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts (TCE)	Transformation of establishment plan posts into appropriations (TEC)	Total posts 2014
AD 16												
AD 15												
AD 14	1											1
AD 13	5								1			6
AD 12	5								-1			4
AD 11	3											3
AD 10	2											2
AD 9	2											2
AD 8	3											3
AD 7	1								2			3
AD 6												
AD 5	5		1						-2			4
Total AD	27		1									28
AST 11	2								1			3
AST 10	4											4
AST 9	7								-1			6
AST 8	9								-2			7
AST 7	9											9
AST 6	14											14
AST 5	17	-1										16
AST 4	7								2			9
AST 3	14								-2			12
AST 2	8			-1								7
AST 1	4								2			6
Total AST	95	-1		-1								93
Total	122	-1	1	-1								121

(1) Applies to the total of permanent and temporary posts.

(2) Transfer of 1 AST 2 post to the Commission establishment plan in the context of the 2013 redeployment to serve Commission priorities.

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2014 DB
European Personnel Selection Office (EPSO), Temporary posts
(including 2014 staff reduction)

Function group & grades	Posts 2013	Staff reduction (1)	New posts 2014 (enlargement)	Transfer of tasks and posts between establishment plans	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts (TCE)	Transformation of establishment plan posts into appropriations (TEC)	Total posts 2014
AD 16												
AD 15	1											1
AD 14												
AD 13	1											1
AD 12												
AD 11												
AD 10												
AD 9												
AD 8	1											1
AD 7												
AD 6												
AD 5												
Total AD	3											3
AST 11												
AST 10												
AST 9												
AST 8												
AST 7												
AST 6												
AST 5												
AST 4												
AST 3												
AST 2												
AST 1												
Total AST												
Total	3											3

1) Applies to the total of permanent and temporary posts.

EPSO of which European Union School of Administration (EUSA)

Function group & grades	Posts 2013	Staff reduction	New posts 2014 (enlargement)	Transfer of tasks and posts	Technical exchanges between establishments plans (EP)	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ("TCE")	Transformation of establishment plan posts into appropriations ("TEC")	Total posts 2014
AD 16												
AD 15												
AD 14												
AD 13												
AD 12	3											3
AD 11	1											1
AD 10												
AD 9												
AD 8	2											2
AD 7												
AD 6												
AD 5												
Total AD	6											6
AST 11												
AST 10	1											1
AST 9	2											2
AST 8	1											1
AST 7	1											1
AST 6												
AST 5	1											1
AST 4	1											1
AST 3	2											2
AST 2												
AST 1												
Total AST	9											9
Total	15											15

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2014 DB
Office for "Infrastructure and Logistics" in Brussels (OIB), Permanent posts
(including 2014 Staff reduction)

Function group & grades	Posts 2013	Staff reduction	New posts 2014 (enlargement)	Transfer of tasks and posts between establishment plans (1)	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts (TCE)	Transformation of establishment plan posts into appropriations (TEC)	Total posts 2014
AD 16												
AD 15	1											1
AD 14	8											8
AD 13	8								7			15
AD 12	12								-5			7
AD 11	5								-2			3
AD 10	4											4
AD 9	8											8
AD 8	4								1			5
AD 7	3								-1			2
AD 6	5								7			12
AD 5	18		2					3	-7			16
Total AD	76		2					3				81
AST 11	7								1			8
AST 10	10								-1			9
AST 9	14											14
AST 8	17								4			21
AST 7	53								-4			49
AST 6	50							-3				47
AST 5	82			2								84
AST 4	59	-2		-2					4			59
AST 3	35	-2	1	-2					-4			28
AST 2												
AST 1												
Total AST	327	-4	1	-2				-3				319
Total	403	-4	3	-2								400

(1) - Transfer of 2 AST3 and 2 AST4 to the Commission establishment plan following 2013 redeployment of posts to serve Commission priorities.

- Transfer in the interest of the service of 2 administrative assistants (mail clerk and document management agent) with their posts (AST5) from the Commission to OIB establishment plan.

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2014 DB
Office for "Infrastructure and Logistics" in Luxembourg (OIL), Permanent posts
(including 2014 Staff reduction)

Function group & grades	Posts 2013	Staff reduction	New posts 2014 (enlargement)	Transfer of tasks and posts between establishment plans (1)	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts (TCE')	Transformation of establishment plan posts into appropriations (TEC')	Total posts 2014
AD 16												
AD 15	1											1
AD 14	3											3
AD 13	4											4
AD 12	5							-2				3
AD 11	4							-2				2
AD 10	4							-2				2
AD 9								2				2
AD 8								6				6
AD 7	1							1				2
AD 6	3											3
AD 5	4		1						-3			2
Total AD	29		1									30
AST 11	2											2
AST 10	6								-3			3
AST 9									6			6
AST 8	7								1			8
AST 7	10								4			14
AST 6	16											16
AST 5	26											26
AST 4	32	-1							-8			23
AST 3	15			-1					-4			10
AST 2	1											1
AST 1									4			4
Total AST	115	-1		-1								113
Total	144	-1	1	-1								143

(1) Transfer of 1 AST3 to the Commission establishment plan following 2013 redeployment of posts to serve Commission priorities

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2014 DB
Office for Administration and Settlement of Individual Entitlements – PMIO, Permanent posts
(including 2014 Staff reduction)

Function group & grades	Posts 2013	Staff reduction	New posts 2014 (enlargement)	Transfer of tasks and posts between establishments plans (1)	Technical exchanges between establishments plans	Inter-Institutional transfers (2)	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts (TCE)	Transformation of establishment plan posts into appropriations (TEC)	Total posts 2014
AD 16												
AD 15	1											1
AD 14	4											4
AD 13	7								4			11
AD 12	7								-4			3
AD 11	3								-2			1
AD 10	2											2
AD 9	2								2			4
AD 8	1								2			3
AD 7	2											2
AD 6	2											2
AD 5	2	-1	1						-2			2
Total AD	33	-1	1									33
AST 11	3								3			6
AST 10	18								-8			10
AST 9	3								10			13
AST 8	22								-4			18
AST 7	15								20			35
AST 6	46								-16			30
AST 5	30					2			-10			22
AST 4	7											7
AST 3	4	-1	4						5			5
AST 2	1											1
AST 1												
Total AST	149	-1	4	-2		2						147
Total	182	-2	5	-2		2						180

(1) Transfer of 2 AST 3 posts to the Commission establishment plan following the 2013 redeployment of posts to serve Commission priorities.

(2) Transfer of 2 AST 5 posts from EEAS to PMIO along with the transfer of tasks related to the management of family allowances (annex 7 of the staff regulations) for EEAS staff

2.3. 2013 DB: appropriations for the external staff:

2.3.1. -1 % staff reduction

Commission external personnel is not exempt from the 2nd instalment of staff reduction of 5 % over 5 years proposed by the Commission as part of the MFF proposal, as reflected into the 2014 Draft Budget.

Taking account of a limited reinforcement of 9 contract agents requested to manage the Union enlarged to Croatia and the conversion of 11 FTE of contract agents into posts as of the same date, the contribution of external personnel to the Commission staff reduction for 2014 is illustrated in the table below, both for appropriations of external personnel and their corresponding estimate in full time equivalent units under heading 5 and under other headings:

External Personnel Commission

	2013 Budget (1)	2014 Budget		Evolution 2014/2013		2014 Croatia request	2014 Budget		Evolution 2014/2013	
		Excluding Croatia					Including Croatia			
Under Heading 5 (2)	4.115	4.135	0,49%	20		-2	4.133	18		
Outside heading 5	4.308	4.204	-2,42%	-104			4.204	-104		
Total Commission External Personnel	8.423	8.339	-1,00%	-84		-2	8.337	-86		

(1) Source: Budget 2013 as revised by draft amending budget No 4/2013 reducing, following the transfer of tasks to EACEA, the Commission

(2) As free-lance service providers do not have a contract of employment with the Commission, the corresponding FTE are not accounted for and have been deducted from the 2013 basis (305 FTE for translation and 148 for interpretation).

2.3.2. Evolution of external personnel financed under Heading 5 of the MFF

Except for a reserve for future allocation in the course of the budget year to a specific area¹⁵, for deduction from the Commission budget to compensate in a budget neutral manner any increase in executive agencies staff when their mandate is extended to manage parts of 2014-2020 programmes, for a limited number of enlargement-related contract agents and the effect of conversion of appropriations into posts, **appropriations for sub-posts for external personnel under the global envelope** (contract agents and agency staff (*'intérimaires'*), technical assistance and seconded national experts proposed under XX 010201 lines) are **almost frozen at 2013 level**.

¹⁵ Notably to ensure appropriate staffing of the recently created Support Group for Cyprus and of Commission services most impacted by actions related to Member States under financial assistance or which are to be deducted from the Commission budget to compensate in a budget neutral manner any increase in executive agency staff when their mandates are extended to manage parts of 2014-2020 programmes.

2.3.3. Evolution of external personnel financed under other Headings of the MFF

2.3.3.1. External personnel financed under articles XX 01 05 (Indirect and Direct Research)

Indirect Research (budget lines XX 01 05 02)

For 2014 appropriations for external personnel under the indirect research budget (XX 01 05 lines) remain stable at EUR 46,7 million. This results in an estimate of 842 FTE available to the Research DGs concerned, i.e. an estimated **decrease of 9 FTE**.

Direct research (budget line 10 01 05 02)

For 2014, appropriations for external personnel under budget line 10 01 05 02 remain stable at EUR 43,4 million, accounting for an estimate of 767 FTE available to JRC, i.e. an estimated **decrease of 8 FTE**.

2.3.3.2. External personnel financed under articles XX 01 04 of the budget

- In 2000, the Commission committed to the following¹⁶:
- To phase out a number of Technical Assistance Offices (the so-called ‘BATs’) and, for a limited number of them, to integrate their activities in its services. For these very specific cases, the budgetary authority allowed the Commission to temporarily finance external personnel at headquarters through a specific budgetary comment establishing a sub-ceiling under the operational lines of the programmes concerned (the so-called former ‘BA lines’). These authorisations are without prejudice to the so-called ‘mini budgets’ whereby Structural Funds may historically finance external personnel from the operational appropriations concerned;
- To improve the management of external aid through the de-concentration policy. To this end, the budgetary authority allowed the Commission to finance external personnel in delegations from the operational lines of the programmes concerned.

In the 2014 DB, appropriations for external personnel financed under operational budget lines take part in the effort to reduce Commission staff by 5 % over 5 years. Following progress and evolution of discussions in the Trialogue of 25 June 2013 on the Staff Regulations, the Commission has not included the salary adjustment for 2013 and for 2014. For the 2014 DB, the first year of the 2014-2020 programming period, this results for these sub-ceilings into a decrease of 77 FTE compared to the 2013 budget (as detailed in the following table). The additional external personnel needed for the implementation of new priorities has been covered by redeployment. The changes in the evolution of external personnel concern in particular the **management of external aid programmes**.

In delegations, the decrease of an estimate of 76 FTE results mainly from the following movements:

- a decrease of 99 estimated FTE for DCI (Development Cooperation Instrument) following from the Workload Assessment in Delegations (WLAD) and the evolution of appropriations to be managed according to the new MFF 2014-2020 after the amounts agreed at the European Council of 7 and 8 February 2013;

¹⁶ Amending Letter 1/2001, SEC(2000)1363 final of 04/09/2000.

- an estimate of 20 additional FTE to cope with the phasing in of the new Partnership Instrument.

With regard to **the pre-accession instrument**, the translation of the accession of Croatia to the European Union, in particular the phasing out of pre-accession activities during the transition period foreseen under Article 44 of the Accession Treaty and new priorities under the MFF 2014-2020 entail:

- a decrease of 7 FTE in the sub-ceilings financing external personnel of budget lines for the Instrument for Pre-accession Assistance (IPA) under the policy areas ‘Employment, Social Affairs and Inclusion’ (budget item 04 01 04 13: - 3 FTE), ‘Regional and Urban policy’ (13 01 04 02: - 4 FTE) and
- an increase of 3 additional FTE under policy area ‘Agriculture and rural development’ (05 01 04 03: + 3 FTE).

All relevant budget lines, related appropriations requested for 2014 and the corresponding estimation in FTE is summarised in the table below.

Table 7 - 2014 DB - Appropriations for External Personnel authorized on Former 'BA lines'

Budget line	Service	MFF heading	Programme Title	2014 Sub-celling (in €)	2014 estimated FTE
External Personnel authorized under Structural Funds, Rural Development and European Fisheries Fund "mini budgets" at Headquarters					
04 01 04 01	EMPL	1.2	European Social Fund (ESF) and non-operational technical assistance — Expenditure on administrative management	5.000.000	91
05 01 04 04	AGRI	2	European Agricultural Fund for Rural Development (EAFRD) — Non-operational technical assistance	1.800.000	33
11 01 04 01	MARE	2	Structural measures in the fisheries sector — Financial Instrument for Fisheries Guidance (FIFG) and European Fisheries Fund (EFF) — Non-operational technical assistance	850.000	15
13 01 04 01	REGIO	1.2	European Regional Development Fund (ERDF) — Expenditure on administrative management	3.060.000	55
13 01 04 03	REGIO	1.2	Cohesion Fund (CF) — Expenditure on administrative management	1.340.000	24
			Sub-total	12.050.000	218
External Personnel authorised under former BA lines at Headquarters (former Technical Assistance Bureaux - "BATs")					
19 01 04 03	FPI	4	European Instrument for Democracy and Human Rights (EIDHR) — Expenditure on administrative management	336.727	6
21 01 04 01	DEVCO	4	Development Cooperation Instrument (DCI) — Expenditure on administrative management*	7.600.714	138
21 01 04 02	DEVCO	4	European Neighbourhood and Partnership Instrument (ENPI) — Expenditure on administrative management	4.846.907	88
21 01 04 03	DEVCO	4	European Instrument for Democracy and Human Rights (EIDHR) — Expenditure on administrative management	1.613.273	29
21 01 04 05	DEVCO	4	Instrument for Nuclear Safety Cooperation (INSC) — Expenditure on administrative management	968.300	18
22 01 04 01	ELARG	4	Pre-accession assistance — Expenditure on administrative management	7.019.624	117
23 01 04 01	ECHO	4	Humanitarian aid — Expenditure on administrative management	1.800.000	33
29 01 04 01	ESTAT	1.1	Community statistical programme 2008-2012 — Expenditure on administrative management	2.285.000	41
			Sub-total	26.470.545	470
External Personnel authorised under former BA lines in Delegations for the management of deconcentrated external aid actions					
05 01 04 03	AGRI	4	Pre-accession assistance — Expenditure on administrative management	495.000	3
11 01 04 01	MARE	2	International fisheries agreements — Expenditure on administrative management	1.000.000	8
19 01 04 01	FPI	4	Instrument for Stability	4.600.000	30
19 01 04 04	FPI	4	Partnership Instrument	3.066.660	20
21 01 04 01	DEVCO	4	Development Cooperation Instrument (DCI) — Expenditure on administrative management	80.900.000	814
21 01 04 02	DEVCO	4	European Neighbourhood and Partnership Instrument (ENPI) — Expenditure on administrative management	47.550.000	498
21 01 04 03	DEVCO	4	European Instrument for Democracy and Human Rights (EIDHR) — Expenditure on administrative management	5.322.497	62
21 01 04 04	DEVCO	4	Instrument for Stability	766.665	5
22 01 04 01*	ELARG	4	Pre-accession assistance — Expenditure on administrative management	40.215.485	466
			Sub- total	183.916.307	1.906
Grand Total - External Personnel authorised on xx0104 (the so called former "BA" lines)				222.436.852	2.594

* including 25 FTE until 31/12/2014 in accordance with Article 44 of the Croatia Accession Treaty.

** Including the redeployment of 7 FTE from DEVCO DCI headquarters to FPI global envelope to phase out IC+ and phase in the Partnership Instrument.

2.4. 2014 DB: Administrative support expenditure financed under articles XX 01 04

Although not related to staff, this last section of working document part II offers for the sake of exhaustivity and transparency a consolidated overview of administrative expenditure (other than staff) financed outside Heading 5 of the MFF, under the envelope of the different operational programmes (the so-called 'former BA lines' regrouped under XX 01 04 articles of the budget). The last table reproduced below in point 2.4.2 retraces the corresponding budget 2013 and the requested budget for 2014.

2.4.1. Appropriations implemented in 2012

In 2012, total payments on articles XX 01 04 (the so-called former 'BA' lines) amounted to EUR 327 million¹⁷ (or 94,3 % of available appropriations). This compares to EUR 319 million in payments in 2011. Notwithstanding a substantial decrease of the external personnel in delegations, the increase in payments in 2012 results mainly from a higher amount in expenditure related to studies & meetings of experts and to other technical assistance.

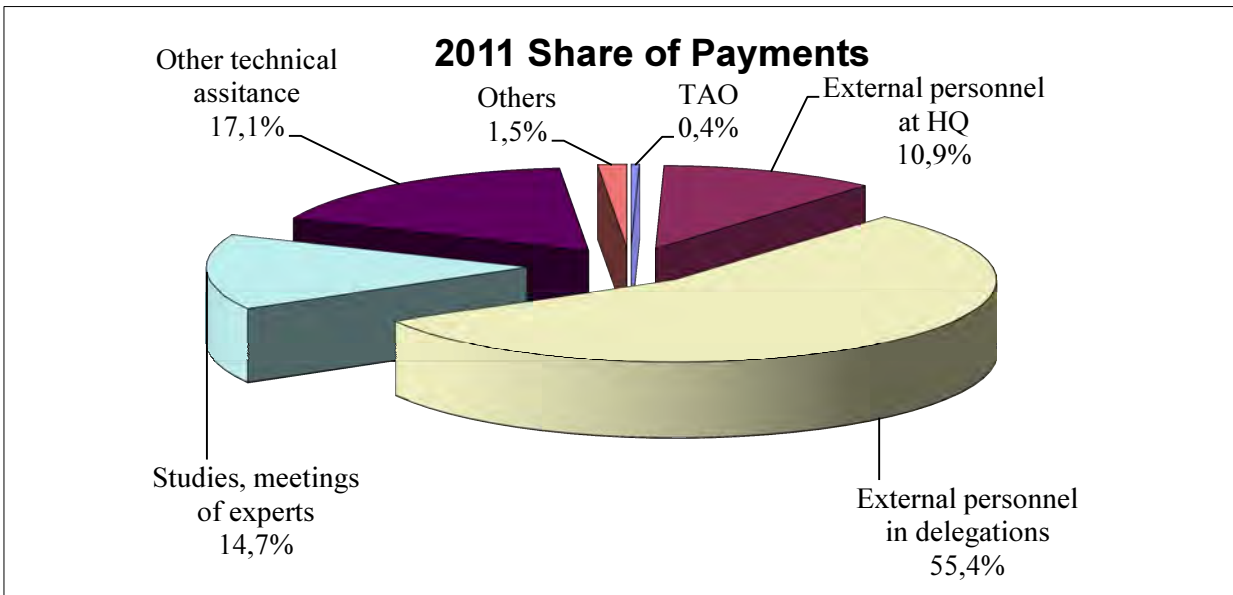
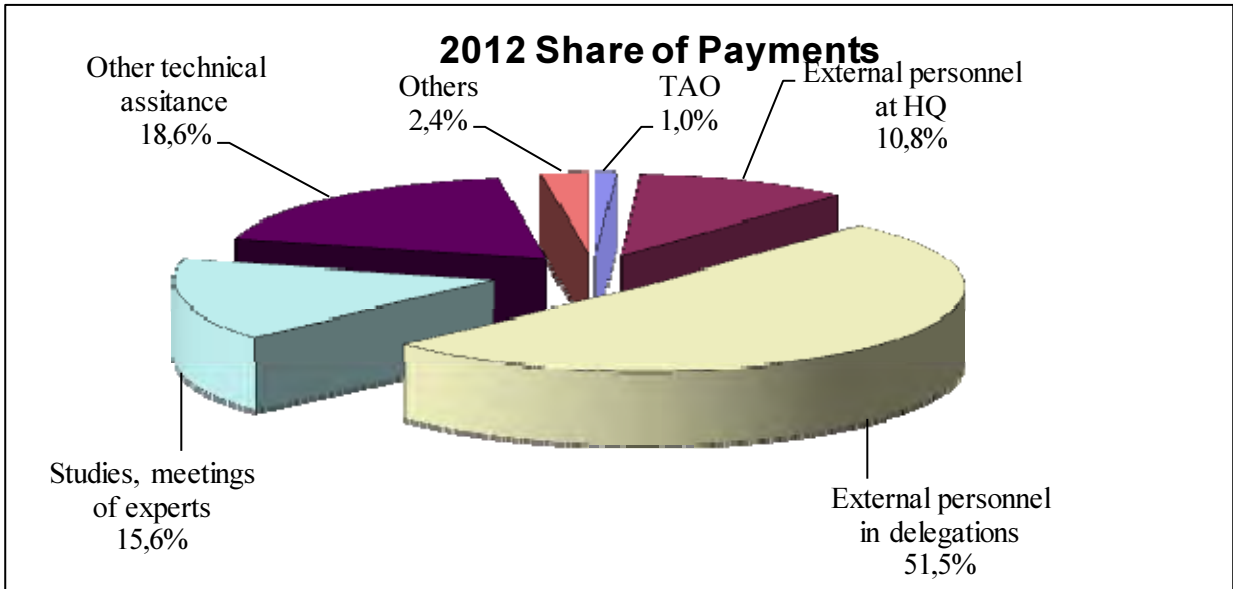
All in all, the four possible sub-groups¹⁸ of expenditure authorised on former 'BA' lines represented the following share in total payments in 2012:

- 15,6 % related to support expenditure such as studies, meetings of experts, information or publication directly linked to the achievement of a programme (14,7 % in 2011);
- 19,6 % related to the remaining TAO (0,9 % thereof) and other technical assistance (17,5 % in 2011);
- 10,8 % related to sub-ceiling of external personnel at Headquarters (10,9 % in 2011);
- and 51,5 % of total payments related to sub-ceilings of external personnel in delegations (55,4 % in 2011).

The graphs reproduced below illustrate 2012 and 2011 figures.

17 EFTA Credits not included.

18 The fifth sub-group, namely contribution from operational programmes to the functioning of executive agencies, is detailed in Working Document III to the DB dedicated to Agencies.



2.4.2. Appropriations requested for 2014 under XX 01 04 articles (including structural funds)

In the 2014 DB, the total commitment appropriations requested under budget articles XX 01 04 amounts to **EUR 360.6 million**¹⁹, showing a decrease of **-0,05 %** compared to 2013 (EUR 360.8 million).

The total number of budget articles concerned is 44²⁰ (excluding items with a *p.m.* entry or a dash, *i.e.* where no appropriations are foreseen in 2014), as presented in the table reproduced below. Some 67,3 % of the requested appropriations concern heading 4 “*Global Europe*”, including pre-accession expenditure. A further 18,5 % concern heading 1 “*Smart and inclusive growth*”, some 10,4 % concern heading 2 “*Sustainable growth: natural resources*” and another 3,7 % concern heading 3 “*Security and citizenship*”.

As in previous years around 2/3 of the budget on former BA-lines concern programmes falling under heading 4 of the MFF. The decrease in total appropriations (-EUR 0,175 million or -0,05 %) mainly affects heading 2 “*Sustainable growth: natural resources*” and heading 3 “*Security and citizenship*” which decrease by 4,6 % and 11,7 % respectively whereas heading 1 “*Smart and inclusive growth*” increases by 8,3 %.

The increasing requirements for **heading 1** “*Smart and inclusive growth*” (+ EUR 5.1 million) are mainly due to the support expenditure for European satellite navigation programmes (+ EUR 2,4 million), for European Earth observation programme (Copernicus) (+ EUR 1,5 million) and for Connecting Europe Facility (CEF) — Energy (+ EUR 2,1 million). On the other hand, the support expenditure for customs has been reduced by EUR 1 million.

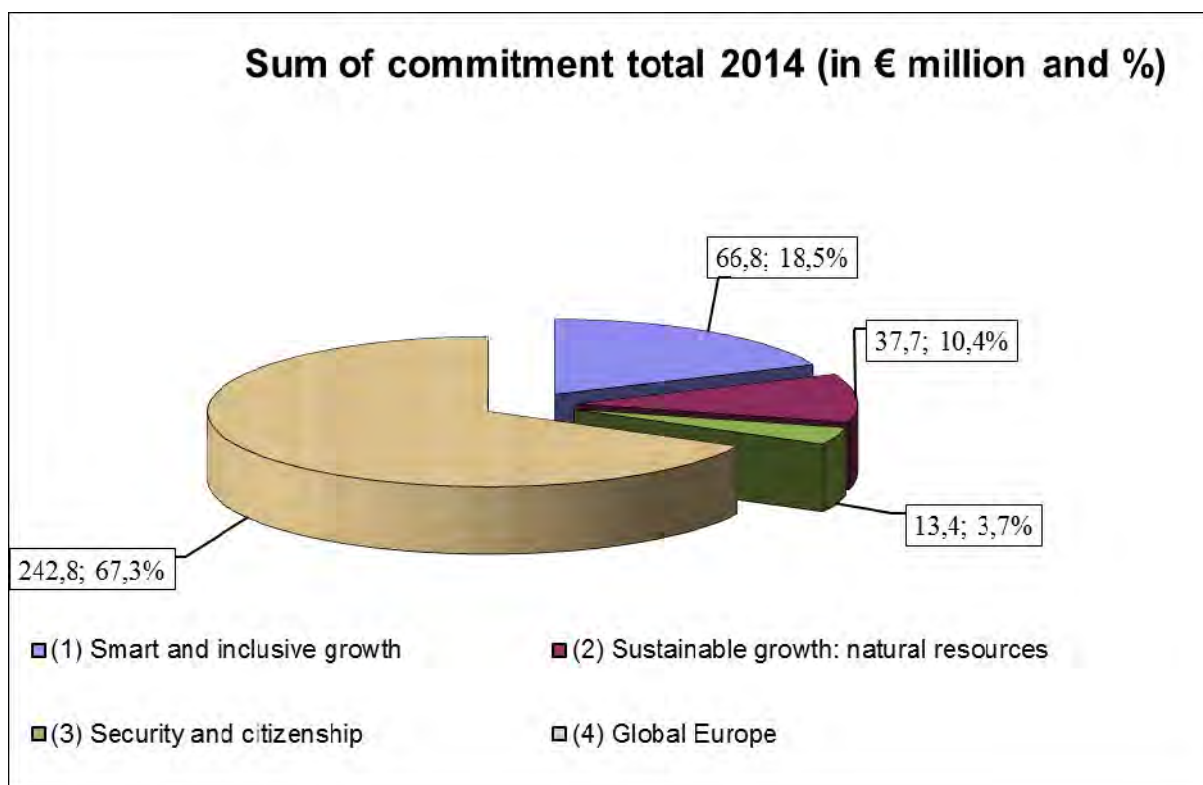
“*Sustainable growth: natural resources*” under **heading 2** decrease (- EUR 1,8 million) is due to the reduction of the whole heading 2: support expenditure for European Agriculture Guarantee Fund (EAGF) (- EUR 1,2 million), for European Agricultural Fund for Rural Development (EAFRD) (- EUR 1,2 million), for the Programme for the Environment and Climate Action (LIFE) (- EUR 0,5 million) and for Maritime affairs and fisheries (- EUR 0,4 million) except for the Programme for the Environment and Climate Action (LIFE) which increases by + EUR 1,6 million.

Heading 3 “*Security and citizenship*” is affected by an increase which amounts to EUR 1,8 million which is due to a combined effect of a decrease of the support expenditure for communication actions (- EUR 2,0 million) and for Rights and citizenship (- EUR 1,1 million) and an increase for the support expenditure for Internal Security Fund and for Asylum and Migration Fund of + EUR 0,8 million and + EUR 0,5 million respectively.

Heading 4 “*Global Europe*” shows a slight decrease of EUR 1,7 million. This mainly concerns **for the increase** of the support expenditure for Partnership Instrument (PI) (+ EUR 3,9 million), for the European Neighbourhood Instrument (ENI) (+ EUR 1,8 million) and for the Instrument for Pre-accession Assistance (IPA) (+ EUR 4,7 million) **and for the decrease** of the support expenditure for Instrument for Pre-Accession Assistance (IPA) — Employment, Social Policies and Human Resources Development (- EUR 1,4 million), for the Instrument for Pre-Accession Assistance (IPA) — Regional development component (- EUR 5,1 million) and for the Development Cooperation Instruments (DCI) (- EUR 5,3 million).

19 It has to be noted that figures in annex includes all budget items XX 01 04 with the exception of executive Agencies, and ITER.

20 The total number of lines with payment appropriations decreases from 93 in 2013 to 44 in 2014.



A significant part of the appropriations will be used in 2014 to finance the cost of external personnel. In the 2014 DB, 25 out of the total 44 items²¹ are used to cover sub-ceilings of external personnel. Appropriations for external personnel at Headquarters and/or delegations are estimated at EUR 222.4 million in 2014, corresponding to slightly 62 % of the total commitment appropriations. The remaining amount of appropriations (some EUR 138 million) relates to other types of support expenditure linked to the achievement of the objective of the programmes.

²¹ See table "Appropriations and estimated FTE of external personnel under articles xx 01 04", reproduced under point 2.3.3.2. *supra*.

XX 01 04 articles: appropriations requested in the DB2014 (excluding contributions to executive agencies)

Nomenclature 2014	Heading	NDA	FP	2013 Budget->AB5		2014 Hearing	
				Commitments	Payments	Commitments	Payments
02 01 04 01	Support expenditure for Competitiveness of enterprises and small and medium-sized enterprises (COSME)	NDA	1	5.000.000	5.000.000	5.700.000	5.700.000
02 01 04 02	Support expenditure for Standardisation and approximation of legislation	NDA	1	160.000	160.000	160.000	160.000
02 01 04 03	Support expenditure for European satellite navigation programmes	NDA	1	1.000.000	1.000.000	3.350.000	3.350.000
02 01 04 04	Support expenditure for European Earth observation programme (Copernicus)	NDA	1	1.000.000	1.000.000	2.500.000	2.500.000
04 01 04 01	Support expenditure for European Social Fund (ESF) and non-operational technical assistance	NDA	1	15.700.000	15.700.000	15.500.000	15.500.000
04 01 04 02	Support expenditure for the programme Social Change and Innovation (PSCI)	NDA	1	3.517.000	3.517.000	3.800.000	3.800.000
04 01 04 03	Support expenditure for Instrument for Pre-Accession Assistance (IPA) — Employment, Social Policies and Human Resources Development	NDA	4	1.365.000	1.365.000	p.m.	p.m.
04 01 04 04	Support expenditure for European Globalisation Adjustment Fund (EGF)	NDA	9	p.m.	p.m.	p.m.	p.m.
05 01 04 01	Support expenditure for European Agriculture Guarantee Fund (EAGF) — Non-operational technical assistance	NDA	2	9.179.500	9.179.500	7.931.000	7.931.000
05 01 04 02	Support expenditure for European Globalisation Adjustment Fund (EGF)	NDA	9			p.m.	p.m.
05 01 04 03	Support expenditure for Pre-accession assistance in the field of agriculture and rural development (IPA)	NDA	4	p.m.	p.m.	545.000	545.000
05 01 04 04	Support expenditure for European Agricultural Fund for Rural Development (EAFRD) — Non-operational technical assistance	NDA	2	5.000.000	5.000.000	3.735.000	3.735.000
06 01 04 01	Support expenditure for Connecting Europe Facility (CEF) — Transport	NDA	1	3.820.000	3.820.000	2.895.000	2.895.000
07 01 04 01	Support expenditure for the Programme for the Environment and Climate Action (LIFE) — Sub-programme for Environment	NDA	2	18.245.000	18.245.000	17.700.000	17.700.000
09 01 04 01	Support expenditure for Connecting Europe Facility (CEF) — Information and Communication Technologies (ICT)	NDA	1	150.000	150.000	260.000	260.000
11 01 04 01	Support expenditure for Maritime affairs and fisheries — Non-operational administrative and technical assistance	NDA	2	4.650.000	4.650.000	4.300.000	4.300.000
13 01 04 01	Support expenditure for European Regional Development Fund (ERDF)	NDA	1	11.300.000	11.300.000	11.200.000	11.200.000
13 01 04 02	Support expenditure for Instrument for Pre-Accession Assistance (IPA) — Regional development component	NDA	4	5.116.000	5.116.000	p.m.	p.m.
13 01 04 03	Support expenditure for Cohesion Fund (CF)	NDA	1	4.200.000	4.200.000	4.200.000	4.200.000
14 01 04 01	Support expenditure for Customs	NDA	1	1.132.000	1.132.000	100.000	100.000
14 01 04 02	Support expenditure for Fiscals	NDA	1			100.000	100.000
15 01 04 01	Support expenditure for Erasmus for All	NDA	1	10.274.000	10.274.000	11.000.000	11.000.000
15 01 04 02	Support expenditure for Creative Europe	NDA	3	1.319.000	1.319.000	1.350.000	1.350.000
16 01 04 01	Support expenditure for Europe for Citizens Programme	NDA	3	250.000	250.000	148.000	148.000
16 01 04 02	Support expenditure for communication actions	NDA	3	3.200.000	3.200.000	1.185.000	1.185.000
17 01 04 01	Support expenditure for Consumer programme	NDA	3	1.100.000	1.100.000	1.100.000	1.100.000
17 01 04 02	Support expenditure for Health for Growth programme	NDA	3	1.500.000	1.500.000	1.500.000	1.500.000
17 01 04 03	Support expenditure in the field of Food and feed safety, animal health, animal welfare and Plant health	NDA	3	1.500.000	1.500.000	1.500.000	1.500.000
18 01 04 01	Support expenditure for Internal Security Fund	NDA	3	1.400.000	1.400.000	2.150.000	2.150.000
18 01 04 02	Support expenditure for Asylum and Migration Fund	NDA	3	1.700.000	1.700.000	2.150.000	2.150.000
19 01 04 01	Support expenditure for Instrument for Stability (IFS) — Expenditure related to 'Foreign Policy Instruments' operations	NDA	4	7.135.000	7.135.000	7.000.000	7.000.000
19 01 04 02	Support expenditure for Common foreign and security policy (CFSP)	NDA	4	500.000	500.000	350.000	350.000
19 01 04 03	Support expenditure for European Instrument for Democracy and Human Rights (EIDHR) — Expenditure related to Election Observation Missions (EOMs)	NDA	4	525.000	525.000	700.000	700.000
19 01 04 04	Support expenditure for Partnership Instrument (PI)	NDA	4	100.000	100.000	4.017.112	4.017.112
21 01 04 01	Support expenditure for Development Cooperation Instruments (DCI)	NDA	4	103.818.457	103.818.457	98.528.686	98.528.686
21 01 04 02	Support expenditure for European Neighbourhood Instrument (ENI)	NDA	4	56.556.454	56.556.454	58.332.249	58.332.249
21 01 04 03	Support expenditure for European Instrument for Democracy and Human Rights (EIDHR)	NDA	4	10.456.000	10.456.000	10.390.810	10.390.810
21 01 04 04	Support expenditure for Instrument for Stability (IFS)	NDA	4	1.965.000	1.965.000	2.087.745	2.087.745
21 01 04 05	Support expenditure for Instrument for Nuclear Safety Cooperation (INSC)	NDA	4	1.400.000	1.400.000	1.200.000	1.200.000
21 01 04 06	Support expenditure for the European Union-Greenland partnership	NDA	4	275.000	275.000	249.000	249.000
21 01 04 07	Support expenditure for European Development Fund (EDF)	NDA	4	p.m.	p.m.	p.m.	p.m.
22 01 04 01	Support expenditure for Instrument for Pre-accession Assistance (IPA)	NDA	4	45.692.924	45.692.924	50.401.156	50.401.156
23 01 04 01	Support expenditure for Humanitarian aid, food assistance and disaster preparedness	NDA	4	9.600.000	9.600.000	9.000.000	9.000.000
23 01 04 02	Support expenditure for the Union Civil Protection Mechanism within the Union	NDA	3	300.000	300.000	p.m.	p.m.
26 01 04 01	Support expenditure for Interoperability Solutions for European Public Administrations (ISA)	NDA	1	400.000	400.000	400.000	400.000
29 01 04 01	Support expenditure for the European statistical programme	NDA	1	3.180.000	3.180.000	2.900.000	2.900.000
32 01 04 01	Support expenditure for Connecting Europe Facility (CEF) — Energy	NDA	1	600.000	600.000	2.728.000	2.728.000
32 01 04 02	Support expenditure for Nuclear decommissioning assistance programme	NDA	1	250.000	250.000	p.m.	p.m.
33 01 04 01	Support expenditure for Rights and Citizenship	NDA	3	2.233.000	2.233.000	1.100.000	1.100.000
33 01 04 02	Support expenditure for Justice	NDA	3	650.000	650.000	1.200.000	1.200.000
34 01 04 01	Support expenditure for the Programme for the Environment and Climate Action (LIFE) — Sub-programme for Climate action	NDA	2	2.405.000	2.405.000	4.000.000	4.000.000
TOTAL				360.819.335	360.819.335	360.643.758	360.643.758
				Variation of the year		-0,05%	-0,05%

2.5. GLOSSARY

LIST OF ABBREVIATIONS	SIGNIFICATION
AB	Amending Budget
AST	Function Group Assistant
AD	Function Group Administrator
CEOS	Conditions of Employment of Other Servants
DG	Directorate-General
DB	Draft Budget
EDF	European development fund
EEAS	European External Action Service
EU	European Union
EFTA	European Free Trade Association
FG	Function Group
FP	Financial Perspective
FTE	Full Time Equivalent unit
HQ	Headquarters
MFF	Multiannual Financial Framework
NDA	Non Dissociated Appropriations
SNE	Seconded National Expert
TAO	Technical assistance office