

Assessment EMA - Offer by Spain - Barcelona		
Criterion/specific issue	Information provided in the Offer	Commission assessment
<p><b>1) The assurance that the agency can be set up on site and take up its functions at the date of the United Kingdom's withdrawal from the Union</b>  <i>This criterion concerns in particular the availability of appropriate office premises in time for the Agency to be able to take up its functions at the new location at the withdrawal date. This should include the necessary logistics and sufficient space for offices, meeting rooms and off-site archiving, high-performing telecommunication and data storage networks as well as appropriate physical and IT security standards.</i></p>	<p>The offer proposes the <i>Torre Glories</i> for the premises and commits "that all requirements and special infrastructure needs are met before, during and after the relocation period. This duty will fall to the Steering Committee, which will be responsible for coordinating any changes or adaptations the Agency may need to construct to the building. This Committee will respond to the Agency's suitability concerns, ensuring that their headquarters comply with all security, accessibility, space and design requirements. The Committee is especially important as it will allow the adaptability analysis and works to start from the minute the city is chosen ." (p. 24)</p> <p>"Although the building already presents most of the characteristics demanded by the Agency, there will be a designated committee focused on analyzing all the requirements and improvement opportunities in the building. This committee will control the whole process of relocation, from running the analysis, to following up the building modifications and performing regular visits to the office during the whole process. This unit will be formed by top rated public servants, construction and IT experts and technicians that will communicate and coordinate regularly with the European Medicines Agency representatives ." (p. 117)</p>	
<p><b>1.1 Necessary logistics and sufficient space (a total of 27,000 m<sup>2</sup> of office space) for...</b></p>	<p>"The tower has a total of 50,693 m<sup>2</sup>, of which 30,000 m<sup>2</sup> are offices, 3,210 m<sup>2</sup> technical facilities, 8,132 m<sup>2</sup> services (including an auditorium for more than 300 people), and 9,132 m<sup>2</sup> is space for parking ." (p. 38)</p>	<p>The offer indicates a proposed building of 30,000 m<sup>2</sup> of office space, the <i>Torre Glories</i> .</p>
<p><b>1.1.1 ...offices, to host 890 members of staff. EMA has 18,500 m<sup>2</sup> in offices and open-plan with capacity for 1,300 office work stations and adequate internal meeting rooms</b></p>	<p>The offer indicates available space "required to facilitate the work of the Agency's 890 professionals, in offices which are perfectly equipped, have been fitted out with high capacity connectivity and benefit from strong security measures. It will also have a large number of meeting and teleconference rooms [...]" (p. 5) for a total of 6,000+m<sup>2</sup> of fully-equipped meeting rooms (p. 9) and space for 1,300 office work stations [up to a total of 2,300 workstations in its maximum configuration]] distributed between private office and open plan set-up. (p. 39, p. 158) "The quality of the facilities will be defined in conjunction with EMA and their needs ." (p. 158)</p> <p>"Ratio of 10-20% work stations in offices and the remaining in open plan layout would be an added value " (p. 157)</p> <p>"Yes, the building has enough areas to cover EMA requirements in terms of meeting rooms (ca. 10,000 sqm) ." (p. 162)</p> <p>"The day after the decision is made, a task force will be created to define the exact requirements and distribution for each of the meeting rooms and start with the refurbishment works. Below are some examples of possible set-ups ." (p. 40)</p>	<p>The offer indicates the availability of 1300 work stations, without providing specific information on available surface.</p>

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<p><b>1.1.2 ...meeting rooms, a total of 6,000 m<sup>2</sup>. These meeting rooms should have internet 4G connection, audio and video conference facilities, broadcasting and recording equipment and a voting system per seat. EMA has:</b></p>	<p><i>See 1.1.1</i></p> <p><i>"With high-tech IT facilities, including UPS, AV control rooms, high-speed connectivity and Wi-Fi reaching all floors, storage rooms, main equipment and secondary rooms, the building is well prepared to initiate EMA operations the day after the candidacy is selected." (p. 25)</i></p> <p><i>The offer indicates the existence of "ISDN lines for video conferences" . (p. 39)</i></p> <p><i>"AV control room and equipment. Fully equipped for monitoring, broadcasting and recording. Also storage of AV equipment except for floors with technical storage rooms." (p. 39)</i></p> <p><i>"- Meeting rooms for experts, with high quality and a total of 5,700 sqm, with floor height between 3.5 metres and 4.6 metres...</i></p> <p><i>- Meeting rooms for workers:</i></p> <ul style="list-style-type: none"> <li><i>- 2 rooms for 10 people each</i></li> <li><i>- 1 room for 20 people</i></li> <li><i>- 4 training rooms of 20 people each...</i></li> </ul> <p><i>- Audio and video conference in the meeting rooms and recording equipment</i></p> <p><i>- Voting system per seat for the experts meetings" (p. 161)</i></p>	<p>The offer indicates the availability of 6,000+m<sup>2</sup> of meeting rooms, to be equipped with high-tech conference facilities.</p>
<p><b>1.1.2.1 five rooms with 70-120 seats</b></p>	<p><i>"Five large meeting rooms, two with 120 seating capacity, one with 100 seating capacity, and two in the range of 70-85 seating capacity ." (p. 40)</i></p>	<p>The offer indicates the availability of five rooms with 70-120 seats.</p>
<p><b>1.1.2.2 two rooms with 35 seats</b></p>	<p><i>"Two medium meeting rooms with 35 person capacity ." (p. 40)</i></p>	<p>The offer indicates the availability of two rooms with 35 seats.</p>
<p><b>1.1.2.3 ten rooms with 4-24 seats</b></p>	<p><i>"Ten small meeting rooms with 4 to 24 person ." (p. 40)</i></p>	<p>The offer indicates the availability of ten rooms with 04-24 seats.</p>
<p><b>1.1.3 ...one enclosed lounge of 500 m<sup>2</sup> and another lounge for 50 persons, both lounges with desk/work stations and storage facilities</b></p>	<p><i>"Lounge for 500 sqm" (p. 157) and "250+ m<sup>2</sup> of lobby space oriented at welcoming guests and visitors ". (p. 8).</i></p>	<p>The offer indicates the availability of one lounge of 500 m<sup>2</sup> and one lounge of 250m<sup>2</sup>.</p>
<p><b>1.1.4 ...an auditorium for around 300 people</b></p>	<p><i>"Auditorium. Capacity for more than 300 people."(p. 39)</i></p>	<p>The offer indicates the availability of an auditorium with a capacity for more than 300 persons.</p>

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<b>1.1.5 ...a 250 m<sup>2</sup> reception area, with disability access as well as with adequate security structure in the vicinity</b>	<p>"250+ m2 foyer designed to welcome guests and visitors " (p. 15)</p> <p>"Lobby. High accessibility with disability access and reception desk with six positions for visitor registration ." (p. 39)</p> <p>"Visitors lobby. Enclosed lounge outside security barriers for visitors, with access to toilets available for disabled individuals ." (p. 39)</p> <p>"Security control room. There is a dedicated security control room close to the lobby " (p. 42)</p> <p>"The entrance complies with all applicable regulations of mobility and accessibility for the disabled</p> <ul style="list-style-type: none"> <li>- The existing reception allows for six seats for receptionists</li> <li>- There is wiring for television to install screens " (p. 156)</li> </ul> <p>"Currently lobby offers a net area of 615 sqm (not including the area destined to elevators nor the central atrium). The specific design/divisions of the lobby will be executed following the requirements of EMA ." (p. 158)</p>	The offer indicates the availability of a 250m <sup>2</sup> + reception area, with disability access as well as with adequate security structure in the vicinity.
<b>1.1.6 ...archiving facilities:</b>		
<b>1.1.6.1 EMA's off-site archive is 600 m<sup>2</sup> and 9m high</b>	"Off-site storage facility. Availability of an off-site storage facility for EMA's archive of documents, and associated services, such as: inventory, retrieval, and digitalization ." (p. 40)	The offer indicates the availability of off-site archive.
<b>1.1.6.2 On site, EMA has an archive room of approx. 30 m<sup>2</sup> as well as on-floor filing rooms on floors 1 and 5-10 of 5 m<sup>2</sup> each</b>	[confidential]	The offer indicates [confidential] .
<b>1.2 Appropriate physical security standards</b>	"The Torre Glories is equipped with all the security features needed to host the European Medicines Agency, with high standards in safety and security met through ACS, CCTV and security control facilities ." (p. 15)	
<b>1.2.1 Access control systems</b>	"Access control system. There is a centralized security installation for access control and outdoor CCTV, compatible with additional security systems ." (p. 42)	The offer indicates the availability of an access control system.
<b>1.2.2 Closed Circuit Television (CCTV)</b>	"Closed Circuit Television. Indoor and outdoor CCTV with capacity to store tapes for a period of 28 days, in line with relevant sectorial regulations ." (p. 42)	The offer indicates the availability of a Closed Circuit Television.
<b>1.3 Appropriate IT systems and security standards</b>		
<b>1.3.1 Centralised Uninterruptible Power Supply</b>	<p>"Electricity. Uninterruptible Power Supply UPS, dual power intake and an additional diesel generator ." (p. 39)</p> <p>"UPS serving all technical rooms and capable to maintain all IT equipment for 60 minutes ." (p. 39)</p>	The offer indicates the availability of Uninterruptible Power Supply.
<b>1.3.2 WiFi throughout the premises</b>	"Spain has a high degree of fixed broadband internet coverage; it is the EU country with the highest penetration of broadband. It also offers high quality mobile coverage, and is one of the countries with the highest 3G and 4G mobile coverage. " (p. 25) "Wi-Fi. Available on all floors throughout the premises. " (p. 39) "The installation of Wi-fi will be adapted to the needs of EMA ." (p. 160)	The offer indicates the availability of WiFi throughout the premises.
<b>1.3.3 Technical rooms, main and secondary equipment rooms, IT build and IT store rooms</b>	"Technical rooms. Available on all floors with risers " (p. 39) [confidential]	The offer indicates the availability of technical rooms, [confidential] .
<b>1.3.4 A telecommunications network with high capacity digital network and with high-speed connectivity</b>	The offer indicates "external connectivity rooms. Termination for external fibre, telecom, internet and other connectivity installations [...] Telephone-line. Regular analogue network, ISDN lines for video conferences, emergency installation and dedicated communication room ." (p. 39)	The offer provides indicates the availability of a telecommunications network.

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1.3.5 High-performing data storage networks	<i>"Barcelona meets all the Agency requirements in terms of data centres and cloud services as it has 20 colocation data centres, 74 cloud service suppliers and 2 network fabrics." (p. 118)</i>	The offer indicates the availability of data storage.
1.3.6 A main and a backup data centre for disaster recovery, both to be accessible from EMA premises via a fast high volume internet or fibre connection. Security and operational IT standards apply	<i>"Barcelona has multiple top certified Data Centres (DC) that can serve as the new unit for the Agency. All of these DCs guarantee at least 99.98% availability during the year and less than 2 hours mean interruption in a year." (p. 118)</i>  <i>"Barcelona will provide a technical Project Management Office in order to monitor and oversee the whole process and to guarantee a smooth transition of the Data Centre". (p. 118)</i>	The offer indicates the availability of data centres to be accessible by EMA.
1.4 Availability	The offer indicates that the proposed building is <i>"ready to host the European Medicines Agency in the development of its duties immediately. As such, Barcelona can assure a fast and efficient transfer from London for the Agency."</i> (p. 31)  The offer indicates <i>"an initial proposal for the transfer relocation plan of the European Medicines Agency" with activities concerning the building transfer planned between Q4/2017 until the move into the new premises by the end of Q4/2018.</i> (p. 128-129)	The offer indicates a building to be available by the end of Q4/2018.
1.5 Other	The offer indicates parking, fitness centre, a dining area, and a breakout space in the proposed building. (p. 39)  <i>"Value-added services provided to EMA if needed [...]</i> <i>Fitting out and furniture. Fitting out and complete furnishing of the building to EMA's needs and standards".</i> (p. 40)  <i>"Security in the building perimeter. The national security forces will prepare a risk report which will be the basis for drawing up an integral security management model." (p. 42)</i>	The offer provides additional information on the proposed building as regards the availability of parking, a fitness centre and dining area. The offer also indicates the possibility to offer EMA fitting out and drawing up an integral security management model for the building.
<b>GENERAL ASSESSMENT OF CRITERION 1</b>		The offer indicates the availability of a proposed building, the <i>Torre Glories</i> (30,000 m <sup>2</sup> ) and which according to the offer fulfils EMA requirements on offices and workstations (without commenting on surface), meeting rooms and conference facilities, a lounge for 500 people, an auditorium and a reception area, archiving, physical and IT security and standards and would be available for EMA to move into by the end of Q4/2018.

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<b>2) The accessibility of the location</b> <i>This criterion concerns the availability, frequency and duration of flight connections from the capitals of all EU Member States to the airports close to the location, the availability, frequency and duration of public transportation connections from these airports to the location, as well as the quality and quantity of accommodation facilities. In particular, the criterion implies the capacity to allow for the continuation of the volume and intensity of current meeting activities of the Agency.</i>		
<b>2.1 Flight connections from the capitals of all EU Member States to the airports close to the location</b>		
<b>2.1.1 Availability</b>	<i>"Barcelona's international airport boasts connections to every European capital [...]."</i> (p. 53)	The offer indicates the availability of flights between Barcelona and all EU capitals.
<b>2.1.2 Frequency</b>	The offer indicates the weekly frequency of direct flights to certain EU capitals, varying from 10 flights to Sofia and 169 to Paris. (p. 53)	The offer provides detailed information on the frequency of direct flights between Barcelona and EU capitals, varying from 10 flights to 169 flights per week.
<b>2.1.3 Duration</b>	The offer indicates a 3h maximum flight duration to most European cities. (p. 9)	The offer provides general information that the longest duration of a flight between Barcelona and most European cities is 3 hours.
<b>2.2 Public transportation connections from these airports to the location</b>	<i>"Barcelona Airport is less than 15 kilometres from the Torre Glories, with an approximate travel time of 25 minutes by either bus, metro, train, taxi or car during normal times and 35 minutes during the rush hour."</i> (p. 56)	
<b>2.2.1 Availability</b>	See 2.2	The offer indicates the availability of public transportation (bus, metro, train) connecting Barcelona International Airport and EMA proposed premises.
<b>2.2.2 Frequency</b>		The offer does not provide information on the frequency of public transportation connections from Barcelona International Airport to EMA proposed premises.
<b>2.2.3 Duration</b>	See 2.2	The offer indicates the duration of public transportation between the proposed buildings and Barcelona International Airport being 25-35 minutes.

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<b>2.3 Accommodation facilities</b>	<p>"433 hotels with a total of 72,892 beds, of which 34 are 5 Star hotels and 184 4 Star hotels, with a total offer of 51,060 beds". (p. 17)</p> <p>"Barcelona's excellent range of hotels is ready to absorb the high volume and intensity of the Agency's meeting activities, with more than 430 hotels and 72,000 beds ." (p. 62)</p>	
<b>2.3.1 Quality</b>	See 2.3	The offer indicates the availability of accommodation of different quality.
<b>2.3.2 Quantity (daily peak hotel capacity needed of 350 rooms)</b>	See 2.3	The offer indicates the availability of more than 72,000 beds per night.
<b>2.4 Other</b>	<p>"Its international airport, which receives more than 44 million passengers annually from more than 200 destinations, is considered to be one of the top airports in Europe ." (p. 47)</p> <p>The offer indicates that the airport is ranked 5th in Europe for punctuality. (p. 53)</p>	The offer provides additional information on the Barcelona International Airport as regards its capacity for receiving passengers, number of destinations served and punctuality of flights.
<b>GENERAL ASSESSMENT OF CRITERION 2</b>		<p>The offer indicates the availability of flights between Barcelona and all EU capitals, with a frequency ranging from 10 to 169 flights per week and a maximum duration of 3 hours. The offer also indicates the availability of public transportation connections between the proposed location and Barcelona International airport, with a duration ranging from 25 to 35 minutes, without providing specific information on the frequency of these connections.</p> <p>The offer also indicates the availability of more than 72,000 hotel rooms of different quality.</p>

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<p><b>3) The existence of adequate education facilities for the children of agency staff</b>  <i>This criterion concerns the availability of multi-lingual, European-oriented schooling that can meet the needs for education facilities for the children of the current staff as well as the capacity to meet also the future education needs.</i></p>	<p>The offer indicates "more than 40 international schools which have a capacity of about 22,900 children, and offer 2,600 new places each year...These schools offer their respective national educational systems: British, French, German, Italian, Japanese, Swiss and U.S., among others ." (p. 68)</p> <p>"Most of the international schools have publicly expressed their support and commitment to facilitate the enrolment of children who move to the city and whose parents work in the EMA. Likewise, Barcelona has achieved the support of BISA (Barcelona International School Association) to aid families in the selection of the most appropriate schools and in making the landing process as smooth as possible. Should Barcelona be chosen as the EMA's host city, employees will be given an introduction to the different schools and a survey will be conducted to find out the families' preferences. Pre-reservations will be made for the corresponding course on the basis of the survey responses ." (p. 68)</p> <p>"The availability of places in nurseries and schools, as well as in universities and business schools, responds comfortably to the needs presented by EMA staff ." (p. 65)</p>	
<p><b>3.1 Availability of multi-lingual, European-oriented schooling that can meet the needs for education facilities for the children of the current staff as well as the future education needs. As of September 2016, EMA's 890 members of staff have 648 children aged 0 to 18, of which...</b></p>	<p>"The city of Barcelona is fully prepared to host and respond to the educational needs of the children of EMA employees. In this sense, the 18 international schools offered by Barcelona have more than enough capacity to meet the needs of EMA's staff. The availability of places in nurseries and schools, as well as in universities and business schools, responds comfortably to the needs presented by EMA staff " . (p. 65)</p>	
<p><b>3.1.1 ... 117 in nursery/day care; 96 in pre-school; 231 in primary school;</b></p>	<p>See 3.1</p> <p>"312 nurseries offering 79,000 places " . (p. 18)</p> <p>"The wide and varied range of nurseries and childcare centres, including facilities that provide multilingual care " . (p. 67)</p> <p>"Barcelona offers both state nurseries, the cost of which is partially subsidised by the government, and private nurseries, which can be totally or partially subsidised by public funds. These are located throughout Barcelona and its surrounding areas, and include several multilingual centres and day care facilities. The centres welcome children between 4 months and 3 years old ." (p.72)</p>	<p>The offer indicates the availability of multilingual nurseries and childcare centres for children of EMA staff, without providing specific information on their linguistic offer.</p>
<p><b>3.1.2 ... 149 in second level;</b></p>	<p>See 3.1</p> <p>"18 international schools and 23 multilingual schools that follows local curriculum, offering 2,600 new places each year " . (p. 18)</p>	<p>The offer indicates the availability of multilingual schools for children of EMA staff, without providing specific information on their linguistic offer.</p>
<p><b>3.1.3 ... 55 in third level/university</b></p>	<p>See 3.1</p> <p>"The Spanish university system is made up of 84 universities; 50 public universities and 34 private. Barcelona has 9 universities: 5 public and 4 private" . (p. 19)</p>	<p>The offer indicates the availability of universities and business schools in Spain for children of EMA staff, without providing specific information on their linguistic offer.</p>
<p><b>3.2 Other</b></p>		

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<b>GENERAL ASSESSMENT OF CRITERION 3</b>		The offer indicates the existence of multilingual nurseries, primary and secondary schools as well as universities and business schools for children of EMA staff, without providing specific information on their linguistic offer. The offer commits to ensuring the availability of spaces for children of EMA staff.
<b>4) Appropriate access to the labour market, social security and medical care for both children and spouses</b> <i>This criterion concerns the capacity to meet the needs of the children and spouses of the current as well as of future staff for social security and medical care as well as the availability to offer job opportunities for these.</i>		
<b>4.1 Capacity to meet the needs of the children and spouses of the current as well as of future staff as regards...</b>		
<b>4.1.1 ... social security</b>	The offer indicates the type of services being offered by the Spanish social security system. (p. 79)	The offer indicates the availability of social security, without indicating access for children and spouses of EMA staff.
<b>4.1.2 ... medical care</b>	The offer provides information on Spanish medical care, including on access. (p. 81)  <i>"The Spanish healthcare system is based on: universal coverage that spans a complete portfolio of free healthcare services." In Barcelona there are "12 public hospitals and 53 primary care centres in Barcelona" (p. 20) "The Spanish National Health System, which provides universal healthcare to all of its citizens, is made up of 112,346 doctors and 164,385 nurses all highly specialised and with many years of training." (p. 80) "The excellent range of hospitals in Barcelona will ensure that all EMA staff are properly covered, with a broad selection of public and private options that always meet the high standards of the Spanish healthcare system. Additionally, EMA staff will have at their disposal two reference hospitals (Hospital del Mar and Hospital de Sant Pau) for which they will have an info desk and a call centre available at all times in order to provide them with personalised assistance ." (p. 20)  <i>"A referral hospital will be assigned for EMA employees and their families. The hospital will designate a contact person to provide assistance in each of the EMA's official working languages, thereby ensuring that all staff receive the medical care they need and understand the advice given, which is especially important for those with chronic illnesses and those with children ." (p. 81)</i></i>	The offer indicates access to medical care for children and spouses of EMA staff and the existence of a range of hospitals in Barcelona, with a broad selection of public and private options.



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<b>4.2 Job opportunities for children and spouses of current and future staff</b>	<p><i>"Catalonia is the region with the fifth highest number of jobs in high-tech industries in Europe, and seventh highest number of workers in science and technology, with more than 730,000 jobs in this field... With 16,367 companies and 149,468 employees, the retail trade is one of the most important sectors of Barcelona's economy [...] The fact that the Catalan population has always been multilingual only enhances this environment. This is thanks both to the region's commercial and tourist traditions and to a 288,675-strong foreign community residing in the city of Barcelona." (p. 91)</i></p> <p><i>"As part of the EMA's reception in the city of Barcelona, a "Landing Office" will be set up to provide support to couples and families of EMA staff. Within its framework of services, this office will offer a programme orientated towards helping the partners and family members of EMA staff look for job opportunities in Barcelona. The programme will first carry out a profiling service in order to determine each participant's personal and professional profile. On the basis of their profiles, participants will then receive regular notifications containing available information from various public institutions that are dedicated to promoting employment activities". (p. 91)</i></p>	<p>The offer indicates multilingual job opportunities in Cataluña, with a focus in the high-tech industries, retail and tourism.</p> <p>The offer indicates a personalised service that will be offered to spouses and children of EMA staff aiming at their rapid integration into the Catalan labour market.</p>
<b>4.3 Other</b>	<p><i>"Catalonia as a whole is home to more than 814,000 foreigners aged between 16 and 64 years old, 276,000 of whom are European citizens ." (p. 91)</i></p>	<p>The offer provides additional information on the multicultural and multilingual population of Barcelona.</p>
<b>GENERAL ASSESSMENT OF CRITERION 4</b>		<p><b>The offer indicates access to medical care for children and spouses of EMA staff, and the availability of a range of hospitals in Barcelona, with a broad selection of public and private options, without indicating access to social security. The offer indicates multilingual job opportunities in Cataluña, with a focus in the high-tech industries, retail and tourism.</b></p> <p><b>The offer indicates a personalised service that will be offered to spouses and children of EMA staff aiming at their rapid integration into the Catalan labour market.</b></p>

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<p><b>5) Business continuity</b>  <i>This criterion is relevant given the critical nature of the services provided by the Agencies and the need therefore to ensure continued functionality at the existing high level. The criterion relates to the timeframe required to fulfil the four criteria above. It concerns amongst other things the ability to allow the Agencies to maintain and attract highly qualified staff from the relevant sectors, notably in case not all current staff should choose to relocate. Furthermore, it concerns the capacity to ensure a smooth transition to the new locations and hence to guarantee the business continuity of the Agencies which should remain operational during the transition.</i></p>	<p><i>"The business continuity plan behind Barcelona's candidacy prioritises talent retention . " (p. 23) It is structured into three key aspects:</i></p> <ul style="list-style-type: none"> <li>- talent retention: In order to ensure a seamless transition for all EMA staff, the candidacy offers a Landing Office that will help in making the move as smooth as possible;</li> <li>- daily operations: Spain, with the help of the Spanish Medicine and Medical Devices Agency, has devised a strategy to ensure that EMA's day to day activity is not affected by the relocation;</li> <li>- infrastructure: The candidacy offers a ready-to-use building adaptable to EMA's specific needs, a cutting-edge IT infrastructure and an ready talent pool in Barcelona for attracting new talent.</li> </ul> <p><i>"A committee called the Steering Group will manage and coordinate the whole move and will involve EMA senior management, together with senior management from the Spanish side . "(p. 98-104)</i></p> <p><i>"Even though any relocation has some impact on the staff of the organisation, Barcelona's candidacy offers a city that can retain talent, both through its Landing Office and due to the fact that, according to the media, various surveys of current EMA employees suggest that Barcelona is the favourite among a number of cities ." (p. 104)</i></p>	
<p><b>5.1 Timeframe required to fulfil the four criteria above</b></p>	<p>The offer indicates <i>"an initial proposal for the transfer relocation plan of the European Medicines Agency"</i> from Q1/2017 - Q4/2019, with activities planned:</p> <ul style="list-style-type: none"> <li>- concerning the building transfer,</li> <li>- Procurement and ICT transfer,</li> <li>- for the national medicines agency in providing service to EMA during the transitional period,</li> <li>- landing for EMA staff, spouses and children. (p. 128-129)</li> </ul> <p><i>"A committee called the Steering Group will manage and coordinate the whole move and will involve EMA senior management, together with senior management from the Spanish side . "(p. 98-104)</i></p> <p><i>"The Committee is especially important as it will allow the adaptability analysis and works to start from the minute the city is chosen " (p.24) until one year after the Agency has settled in the city. (p. 104)</i></p>	<p>The offer indicates an initial transfer relocation plan which runs until Q4/2019. The offer also indicates that a Steering Group will be responsible for ensuring fulfilment of the four criteria, to launch its work once a Council decision on the relocation of EMA is taken until one year after the Agency has settled in the city.</p>
<p><b>5.2 Ability to allow EMA to maintain and attract highly qualified staff from the relevant sectors</b></p>	<p><i>"The continuity strategy aims to ensure the retention of talent by providing existing Agency staff with all the tools, information and support necessary for a smooth and straightforward transfer experience, easing the process of moving to a new city through a series of landing services...[by] the creation of a Landing Office dedicated to easing the transfer and arrival experience for Agency staff and their families ". (p. 23)</i></p> <p><i>"The Landing Office will [...] provide the best service to each employee: minimize the transfer impact, easy the landing experience, and offer a customer plan for each employee. Even though any relocation has some impact on the staff of the organisation, Barcelona's candidacy offers a city that can retain talent, both through its Landing Office and due to the fact that, according to the media, various surveys of current EMA employees suggest that Barcelona is the favourite among a number of cities ." (p. 104)</i></p>	<p>The offer provides a focus on EMA staff retention pursuant to a personalised integration service, including for spouses and children. The offer does not provide specific information on the ability to allow EMA to attract new staff.</p>

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<b>5.3 Smooth transition to the new locations - EMA can remain operational during the transition</b>	<p>The offer provides information on the national medicines agency AEMPS being "in a position to support the EMA during its relocation to Barcelona both by undertaking activities at its own headquarters and by transferring part of its staff to the headquarters of the EMA in Barcelona for specific periods of time." (p. 24)</p> <p>"AEMPS proposes two main types of support to EMA during the transfer: Temporary assumption of activities and Temporary displacement of staff." (p. 112) In this regard, "The Spanish government has already allocated 2.8M€ in order to establish a sufficient talent pool and develop the necessary measures to ensure the continuity of EMA's work". (p. 112)</p>	The offer indicates that the Spanish medicines agency will provide staff and services to EMA during the transition period.
<b>5.4 Other</b>		
<b>GENERAL ASSESSMENT OF CRITERION 5</b>		<p>The offer indicates an initial transfer relocation plan which runs until Q4/2019. The offer provides information on the ability for EMA to retain staff pursuant to a personalised integration service, including for spouses and children. The offer does not provide specific information on the ability to allow EMA to attract new staff.</p> <p>The offer includes the creation of a Steering Group responsible for ensuring EMA's business continuity.</p> <p>The offer also indicates the Spanish medicines agency's intention to provide staff and services to EMA during the transition period.</p>
<p><b>6) Geographical spread</b>  <i>This criterion relates to the agreed desirability of geographical spread of the agencies' seats, and to the objective set in December 2003 by the representatives of the Member States, meeting at Head of State or Government level and confirmed in 2008</i></p>	<p>"3 of the 34 EU decentralised agencies were successfully located in Spain in 2017. As such, Spain has proven experience in the management of these agencies. These agencies are the EU-OSHA (Occupational Safety Agency) located in Bilbao, EFCA (European Fisheries Control Agency) located in Vigo and EUIPO (the European Intellectual Property Office) located in Alicante. All have been successfully established in each location ." (p. 132)</p>	<p>Spain hosts 3 EU decentralised agencies, namely the European Agency for Safety and Health at Work (EU-OSHA) in Bilbao, the European Fisheries Control Agency (EFCA) in Vigo, and the European Union Intellectual Property Office in Alicante.</p>
<b>Specific issues</b>		
<b>a) The Member State's plan for...</b>		

Criterion/specific issue	Information provided in the Offer	Commission assessment
... when would the relocation take place	The offer indicates "an initial proposal for the transfer relocation plan of the European Medicines Agency " from Q1/2017 - Q4/2019, with activities planned: - concerning the building transfer, - Procurement and ICT transfer, - for the national medicines agency in providing service to EMA during the transitional period, - landing for EMA staff, spouses and children. This plan indicates the complete relocation as of January 2019. (p. 128-129)	The offer indicates a relocation plan timeline covering the building as well as the relocation of EMA, starting with preparatory steps in Q1/2017, indicating the complete relocation as of January 2019 and ending in Q4/2019.
... how would the relocation take place	It is for EMA to pay the building rent, associated costs (utilities, insurance, maintenance and security). (p. 163)	The offer provides detailed information on the relocation of EMA taking place in phases and the preparation of new premises. The offer commits to supporting EMA in the logistics for transferring equipment from London to Barcelona.
How would this plan ensure that the Agency remains operational?	The offer commits "that all requirements and special infrastructure needs are met before, during and after the relocation period. This duty will fall to the Steering Committee, which will be responsible for coordinating any changes or adaptations the Agency may need to make to the building. This Committee will respond to the Agency's suitability concerns, ensuring that their headquarters comply with all security, accessibility, space and design requirements . " (p. 24)  "The business continuity plan behind Barcelona's candidacy prioritises talent retention . " (p. 23) "It is structured into three key aspects: - talent retention: In order to ensure a seamless transition for all EMA staff, the candidacy offers a Landing Office that will help in making the move as smooth as possible; - daily operations: Spain, with the help of the Spanish Medicine and Medical Devices Agency, has devised a strategy to ensure that EMA's day to day activity is not affected by the relocation; - infrastructure: The candidacy offers a ready-to-use building adaptable to EMA's specific needs, a cutting-edge IT infrastructure and an ready talent pool in Barcelona for attracting new talent ." (p. 104)	The offer indicates a business continuity plan structured into three key aspects: talent retention, daily operations and infrastructure.
GENERAL CONCLUSION on a)		The offer indicates a relocation plan covering the building as well as the relocation of EMA, starting with preparatory steps in Q1/2017, indicating the complete relocation as of January 2019 and ending in Q4/2019. The offer commits to supporting EMA in the logistics for transferring equipment from London to Barcelona. The offer also indicates a business continuity plan structured into three key aspects: talent retention, daily operations and infrastructure.

Criterion/specific issue	Information provided in the Offer	Commission assessment
<b>b) The premises that would be offered to be rented or put at the disposal of the Agency indicated in the offer, including temporary premises</b>	"The Torre Glories [...] [is] ready to host the European Medicines Agency in the development of its duties immediately ." (p. 31)	The offer indicates the proposed premises as Torre Glories .
<b>How would these premises meet the specific needs of the Agency?</b>	The offer indicates "that all requirements and special infrastructure needs are met before, during and after the relocation period " . (p. 24)	The offer commits to meeting EMA requirements.
<b>GENERAL CONCLUSION on b)</b>		<b>The offer indicates the proposed premises, Torre Glories , which according to the offer would meet EMA requirements.</b>
<b>c) The financial terms for the Agency's use of these premises</b>	[confidential]	The offer indicates the financial terms for EMA's use of the proposed building, [confidential] .
<b>Would the Member State pay the rent for a given period or indefinitely?</b>		The offer does not indicate whether the Member State would pay rent.
<b>GENERAL CONCLUSION on c)</b>		<b>The offer indicates the financial terms for EMA's use of the proposed building, [confidential] .</b> <b>The offer does not provide information on the intention of Spain to grant EMA a rent-free period.</b>
<b>d) The terms concerning maintenance of the building</b>	[confidential]	The offer indicates [confidential] .
<b>The terms concerning upgrading the building or future extensions of the building</b>		The offer does not provide information on financial terms for upgrading the building or conducting future extension.
<b>GENERAL CONCLUSION on d)</b>		<b>The offer indicates [confidential] . The offer does not provide information on the financial terms for the upgrade or future extensions of the building.</b>
<b>e) Any special conditions offered with regard to all costs and dedicated infrastructures</b>		<b>The offer does not indicate special conditions with regard to costs and dedicated infrastructures.</b>
<b>f) Any benefits that would be granted to the Agency and/or its staff (in addition to those following from Protocol No 7 on the privileges and immunities of the European Union)</b>	[confidential]	<b>The offer indicates [confidential] .</b>

Criterion/specific issue	Information provided in the Offer	Commission assessment
<b>Member State's commitment to confirm the conditions offered in a headquarters agreement with EMA</b>	[confidential]	The offer indicates [confidential] .
<i>OTHER POSSIBLY RELEVANT ISSUES MENTIONED IN THE OFFER</i>		
<b>Better Life for a Better Price</b>	"Barcelona presents a real value for money for its price competitiveness." (p. 79)	
<b>Affordable, high quality housing</b>	Broad range of housing, both for rent and for purchase, at affordable prices. (p. 79)	
<b>Housing</b>	The offer provides information on housing in Barcelona. (p. 92-94)	