



eusa

# Annual Activity Report 2023

annexes

EUROPEAN SCHOOL OF ADMINISTRATION

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## **ANNEX 1: Statement of the Director(s) in charge of Risk Management and Internal Control**

This is covered in the EPSO Annual Activity report

## ANNEX 2: Performance tables

<b>General objective 7: A modern, high performing and sustainable European Civil Service</b>		
<b>Impact indicator 1: Staff engagement index in the Commission</b>		
<b>Source of the data: European Commission</b>		
<b>Baseline</b> (2018)	<b>Target</b> Staff engagement measures staff's emotional, cognitive and physical connection to the job, organisation and the people within it.	<b>Latest known results</b> (2021)
69%	Increase	72%
<b>Result indicator 2: Percentage of female representation in management in the Commission</b>		
<b>Source of the data: DG HR</b>		
<b>Baseline</b> (2019)	<b>Target</b> (2024) This indicator gives the percentage of female representation at middle and senior management level in the European Commission	<b>Latest known results</b> □ (2021)
40.5%	50%	45%

**Specific objective 1.1: Leadership and management skills and behaviours in the EU institutions and improved for greater effectiveness.**

**Result indicator:** Perceived usefulness of the learning activities for the improvement of the management skills, behaviours and effectiveness of our EU managers

**Source of the data:** EU Learn evaluations

Baseline (2020)	Interim Milestone 2022	Target (2024) Source: EUSA Strategic plan 2020 – 2024	Latest known results (2023)
93%	94%	95%	94%

**Main outputs in 2023:**

**Other important outputs**

Output	Indicator	Target	Latest known results (situation as at 31/12/2023)
<p>Number of events (courses, workshops and speaker events) organised by levels of responsibilities:</p> <ul style="list-style-type: none"> <li>• 20 for senior managers</li> <li>• 50 for middle managers</li> <li>• 130 for aspiring managers</li> </ul>	<p>Perceived usefulness of the learning activities for the improvement of the management skills, behaviours and effectiveness of EU managers.</p> <p>Explanation: The perceived usefulness of the learning activities for the participants' work. Unit of measurement: question "How useful was the course for your work?" assessed by participants through evaluation forms.% of answers 4 (good) and 5 (very good) on a scale from 1 to 5.</p> <p><b>Source of data:</b> EU Learn participant evaluations</p>	94.5%	<p>94%</p> <p>Note:</p> <p>Number of events (courses, workshops and speaker events) organised by levels of responsibilities:</p> <ul style="list-style-type: none"> <li>• 27 for senior managers</li> <li>• 77 for middle managers</li> <li>• 161 for aspiring managers</li> </ul>

**Specific objective 1.2: General skills of all staff are improved to promote efficiency in modern, high-performing and sustainable EU institutions.**

**Result indicator 1: Perceived usefulness of skills development training courses**

**Source of the data: EU learn evaluations**

<b>Baseline</b> (2020)	<b>Interim Milestone</b> (2022)	<b>Target</b> 2024) Source: EUSA Strategic plan 2020 – 2024	<b>Latest known results</b> (2023)
94%	94%	95%	89%

**Main outputs in 2023:**

**Evaluations and Fitness checks**

<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Latest known results</b> (situation on 31/12/2023)
<p>156 events (courses, workshops and speaker events) on a wide range of skills that allow every member of staff, whatever their grade or function, to perform more effectively</p> <ul style="list-style-type: none"> <li>• 150 Key Skills courses</li> <li>• 6 Transitions Skills</li> </ul>	<p><b>Result indicator 1: Perceived usefulness of skills development training courses.</b></p> <p>Explanation: The perceived usefulness of the learning activities for the participants' work. Unit of measurement: question "How useful was the course for your work?" assessed by participants through evaluation forms.% of answers 4 (good) and 5 (very good) on a scale from 1 to 5.</p> <p><b>Source of data:</b> EU Learn participant evaluations</p>	94.5%	<p>89%</p> <p>Note:</p> <ul style="list-style-type: none"> <li>- 178 events</li> <li>- 165 Key Skills courses</li> <li>- 13 Transition Skills</li> </ul>

**Result indicator 2: Perceived usefulness of well-being initiatives**

**Source of the data: EU learn evaluations**

<b>Baseline</b> (2020)	<b>Interim Milestone</b> (2022)	<b>Target</b> 2024) Source: EUSA Strategic plan 2020 – 2024	<b>Latest known results</b> (2023)
93%	94%	95%	95%

## Main outputs in 2023:

### Evaluations and Fitness checks

<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Latest known results</b> (situation on 31/12/2023)
100 events (courses, workshops and speaker events) on resilience, mindfulness, burn-out and well-being.	<b>Result indicator 2:</b> <i>Perceived usefulness of wellbeing initiatives.</i> <b>Explanation:</b> The perceived usefulness of the initiatives for the participants' well-being at work. Unit of measurement: question "How useful was the course for your work?" assessed by participants through evaluation forms % of answers 4 (good) and 5 (very good) on a scale from 1 to 5. <b>Source of data:</b> EU Learn participant evaluations	94.5%	Met the target: 95% Note: 142 Well-being and resilience courses

**Specific objective 1.3: Staff’s understanding of the working environment of the EU institutions, the raison d’être of the European project is improved and better interinstitutional cooperation is fostered**

**Result indicator: Perceived usefulness of EU-related training courses**

**Source of the data: EU learn evaluations**

<b>Baseline</b>	<b>Interim Milestone</b>	<b>Target</b>	<b>Latest known results</b>
(2020)	(2022)	(2024) Source: EUSA Strategic plan 2020 – 2024	(2023)
	(year)		
95%	95.5	96%	92%

**Main outputs in 2023:**

**Evaluations and Fitness checks**

<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Latest known results</b>
60 events (courses, workshops and speaker events) on the working environment of the EU institutions, the raison d’être of the European project	<p><b>Result indicator 1:</b> Perceived usefulness of EU-related training courses.</p> <p><b>Explanation:</b> The perceived usefulness of the learning activities for the participants’ understanding of the EU context. Unit of measurement: question “How useful was the course in developing a better understanding of the EU?” assessed by participants through evaluation forms.% of answers 4 (good) and 5 (very good) on a scale from 1 to 5.</p> <p><b>Source of data:</b> EU Learn participant evaluations</p>	95.5%	92% Note: 60 events



**Specific objective 1.4:** The role of the European School of Administration as a hub for cooperation between EU institutions and with Member States is reinforced.

**Result indicator 1: Number of interinstitutional events and meetings organised by the EuSA**

**Source of the data: Event reports and minutes**

Baseline (2020)	Interim Milestone (2022)	Target (2024) Source: EUSA Strategic plan 2020 – 2024	Latest known results (2023)
6	8	9	12

**Main outputs in 2023:**

**Training on professional skills**

Output	Indicator	Target	Latest known results (situation on 31/12/2023)
10 Interinstitutional events (IWP strategic workshops and meetings, design workshops, learning events on common needs, coaching platform...)	<p><b>Result indicator 1:</b> Number of interinstitutional events and meetings organised by EuSA</p> <p><b>Explanation:</b> Number of events aiming at fostering cooperation between EU institutions.</p> <p><b>Source of data:</b> Event reports and minutes.</p>	10	12 Interinstitutional events

**Result indicator 2: Level of support to the DISPA Network (Directors of Institute and Schools of Public Administration)**

**Source of the data: Event reports and minutes**

Baseline (2020)	Interim Milestone (2022)	Target (2024) Source: EUSA Strategic plan 2020 – 2024	Latest known results (2023)
4	5	6	5

**Main outputs in 2022:**

**Evaluations and fitness checks**

Output	Indicator	Target	Latest known results (situation on 31/12/2023)
4 DISPA Network events depending on developments of the health situation. 2 organised by the respective Presidencies, and 2 online. Due to the reduction of resources within all administrations, it has been decided to continue to organise only 4 meetings per year	<p><b>Result indicator 2:</b> Level of support to the DISPA Network (Directors of Institute and Schools of Public Administration)</p> <p><b>Explanation:</b> Number of meetings and events organised to support the DISPA network.</p> <p><b>Source of data:</b> Event reports and minutes.</p>	4	5 DISPA Network events <ul style="list-style-type: none"> <li>• 2 organised by the respective Presidencies</li> <li>• 3 online meetings</li> </ul>

### Result indicator 3: Satisfaction rate for Erasmus Public Administration Programme

Source of the data: Questionnaire completed by participants

Baseline	Interim Milestone	Target	Latest known results
(2019)	(2022)	(2024) Source: EUSA Strategic plan 2020 – 2024	(2023)
95%	95.5%	96%	97.7%

#### Main outputs in 2023:

#### Evaluations and fitness checks

Output	Indicator	Target	Latest known results
			(situation on 31/12/2023)
2 Erasmus Public Administration Programmes	<b>Result indicator 3:</b> Satisfaction rate for Erasmus Public Administration Programme  <b>Explanation:</b> Participant satisfaction rates on Public Administration Erasmus programme  Source of data: Questionnaire completed by participants	95.5%	97,7%

### Result indicator 4: Interinstitutional attendance in learning activities

Source of the data: EU Learn statistics

Baseline	Interim Milestone	Target	Latest known results
(2019)	(2022)	(2024) Source: EUSA Strategic plan 2020 – 2024	(2023)
37%	38%	39%	36.6%

#### Main outputs in 2022:

Output	Indicator	Target	Latest known results
			(situation on 31/12/2023)
38,5% of participants come from institutions other than the Commission	<b>Result indicator 4:</b> Interinstitutional attendance at learning activities  <b>Explanation:</b> Participants from all EU institutions  Source of data: EU Learn statistics	38.5%	36.6%

**Specific objective 1.5:** A high quality Certification training programme is provided to the institutions to help them develop the talents of assistant grade staff with the potential to become administrators.

**Result indicator: Perceived usefulness of the Certification training programme after appointment as administrator**

**Source of the data: EU Survey**

<b>Baseline</b> (2019)	<b>Interim Milestone</b> (2022)	<b>Target</b> (2024) Source: EUSA Strategic plan 2020 – 2024	<b>Latest known results</b> (2023)
96.5%	96.75%	97%	95%

**Main outputs in 2023:**

**Evaluations and fitness checks**

<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Latest known results</b> (situation on 31/12/2023)
One Certification training programme organised and delivered for approximately 75 people	<p><b>Result indicator 1:</b> Perceived usefulness of the Certification training programme after appointment as administrator.</p> <p><b>Explanation:</b> % of participants declared use of the skills learned in the training programme after the appointment as administrator.</p> <p><b>Source of data:</b> EU Survey</p>	97%	95%

2023- Nr. of participants\* for Programmes and Institutions

	European Parliament	Council of the European Union	European Commission	Court of Justice of the European Union	European Court of Auditors	European External Action Service	European Economic and Social Committee	Committee of the Regions of the European Union	European Ombudsman	European Data Protection Supervisor	Agencies	TOTAL
<b>Conferences EU</b>	93	143	1319	69	36	40	31	106	11	14	244	<b>2106</b>
<b>Key Skills + Newcomers</b>	147	98	2152	20	69	90	31	37	1	12	413	<b>3070</b>
<b>MANAGEMENT</b>	193	91	1781	19	16	143	46	48	7	20	606	<b>2970</b>
<b>Wellbeing</b>	79	63	1276	7	18	94	60	48	7	9	344	<b>2005</b>
<b>Grand Total</b>	<b>512</b>	<b>395</b>	<b>6528</b>	<b>115</b>	<b>139</b>	<b>367</b>	<b>168</b>	<b>239</b>	<b>26</b>	<b>55</b>	<b>1607</b>	<b>10151</b>

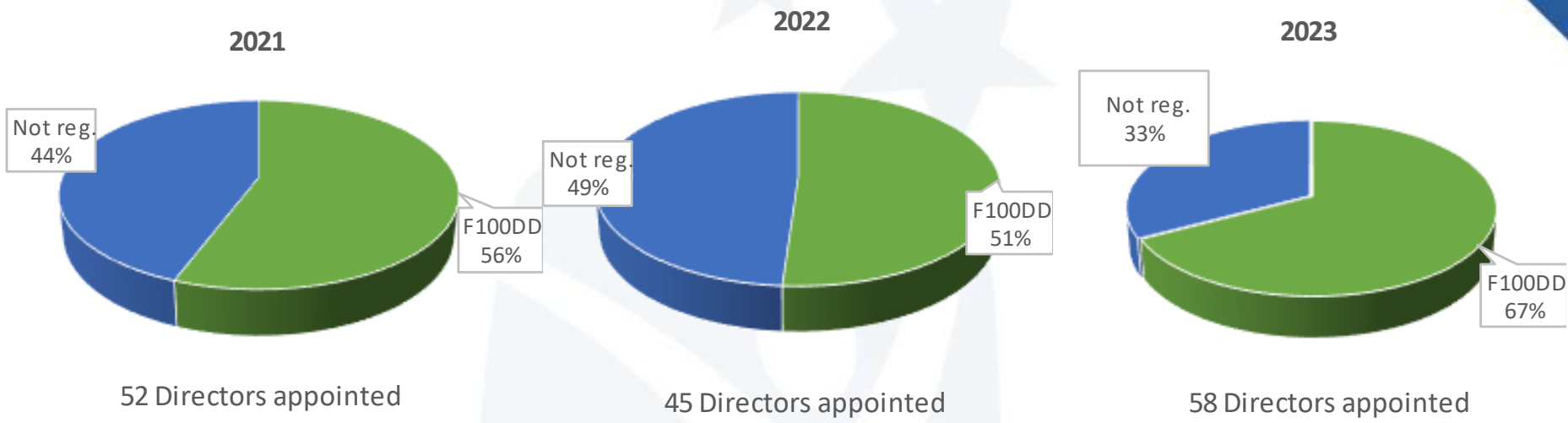
2023 - Percentage of participants for Programmes and Institutions

	European Parliament	Council of the European Union	European Commission	Court of Justice of the European Union	European Court of Auditors	European External Action Service	European Economic and Social Committee	Committee of the Regions of the European Union	European Ombudsman	European Data Protection Supervisor	Agencies	
<b>Conferences EU</b>	4.42%	6.79%	62.63%	3.28%	1.71%	1.90%	1.47%	5.03%	0.52%	0.66%	11.59%	100.00%
<b>Key Skills + Newcomers</b>	4.79%	3.19%	70.10%	0.65%	2.25%	2.93%	1.01%	1.21%	0.03%	0.39%	13.45%	100.00%
<b>MANAGEMENT</b>	6.50%	3.06%	59.97%	0.64%	0.54%	4.81%	1.55%	1.62%	0.24%	0.67%	20.40%	100.00%
<b>Wellbeing</b>	3.94%	3.14%	63.64%	0.35%	0.90%	4.69%	2.99%	2.39%	0.35%	0.45%	17.16%	100.00%
<b>Total 2023 -%participants 10.151**</b>	<b>5.04%</b>	<b>3.89%</b>	<b>64.31%</b>	<b>1.13%</b>	<b>1.37%</b>	<b>3.62%</b>	<b>1.66%</b>	<b>2.35%</b>	<b>0.26%</b>	<b>0.54%</b>	<b>15.83%</b>	<b>100.00%</b>
Total 2022 -%participants 7.247**	7,78%	2,90%	63,16%	0,75%	2,21%	3,70%	1,42%	1,32%	0,04%	0,59%	16,13%	100,00%
Total 2021 -%participants 8.452*	8,00%	3,20%	61,40%	1,60%	2,90%	3,50%	1,70%	1,30%	0,30%	0,60%	15,50%	100%
Total 2020 -%participants 6.649*	6,80%	4,30%	63,40%	1,50%	1,50%	3,50%	2,00%	1,30%	0,20%	0,40%	15,10%	100%

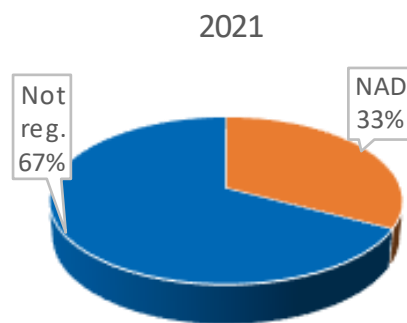
\* Only participants who attended

\*\*Online talks excluded

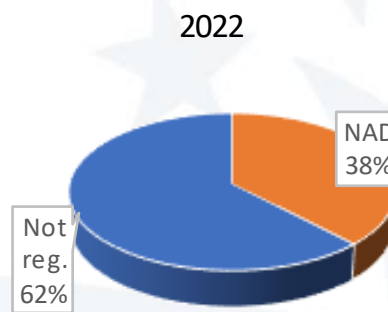
# “First 100 Days as a new Director” Programme all institutions statistics



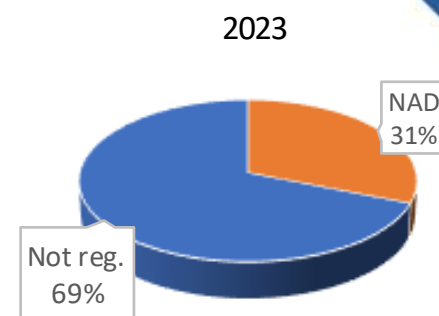
# « The Programme for Newly Appointed Directors (NAD) » all institutions statistics



52 Directors appointed



45 Directors appointed



58 Directors appointed

**ANNEX 3: Draft annual accounts and financial reports**

This is covered in the EPSO activity report

**ANNEX 4: Financial scorecard - EPSO**

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**ANNEX 5: Materiality criteria**

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**ANNEX 8: Specific annexes related to "assessment of the effectiveness of the internal control systems"**

Not applicable

**ANNEX 9: Specific annexes related to "Control results" and "Assurance: Reservations"**

Not applicable

**ANNEX 10: Reporting – Human resources, digital transformation and information management and sound environmental management**

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**ANNEX 11: Implementation through national or international public-sector bodies and bodies governed by private law with a public sector mission**

Not applicable

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