

Assessment EBA - Offer by Ireland - Dublin

Criterion/specific issue	Information provided in the offer	Commission assessment
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 <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>	<i>"Following consultation and analysis carried out in conjunction with IDA Ireland (Ireland's inward investment promotion agency) and its property development team, we have selected a shortlist of 15 office sites, all of which cater to the EBA's requirements and timeline . (p. 9) "</i> Annex II (confidential) provides an overview of the proposed buildings, while Annex I (confidential) provides detailed information on each building.	
1.1 Necessary logistics and sufficient space (a total of 4,150 m²) for...	<i>"All of our shortlisted premises offer quality physical and IT security standards, contain sufficient space for offices and meeting rooms, and a number of developments have available options for off-site archiving and data storage. " (p. 9) "The proposed property options have the flexibility to be fully fitted-out to the EBA's specification for office space to accommodate its staff and the meeting facilities required for the variety, type and frequency of meetings it hosts. " (p. 20)</i> <i>[confidential]</i>	The offer indicates that all the proposed buildings contain sufficient space and can be fitted-out to meet EBA specification, but no detailed figures on the surface is provided for any of the buildings.
1.1.1 offices for 189 members of staff and 30-35 external staff working on the premises, with 2,345 m² of offices space...	See 1.1	The offer indicates that all the proposed buildings contain sufficient space for offices and can be fitted-out to meet EBA specification, but no detailed figures on the surface of office space is provided for any of the buildings.
1.1.1.1 ... where the staff office areas are open space		The offer does not explicitly mention "open space" for any of the proposed buildings.
1.1.2 a total of 24 meeting rooms (841 m² overall), including...	See 1.1	The offer indicates that all the proposed buildings contain sufficient space for meeting rooms and can be fitted out to meet EBA specifications, but no detailed figures on the surface of meeting space is provided for any of the buildings.
1.1.2.1 3 large meeting rooms (up to 68 persons)		The offer does not explicitly indicate the number of large meeting rooms available in any of the proposed locations.
1.1.2.2 17 medium meeting rooms (up to 28 persons)		The offer does not explicitly indicate the number of medium meeting rooms available in any of the proposed locations.
1.1.2.3 4 small meeting rooms (for 2 persons)		The offer does not explicitly indicate the number of small meeting rooms available in any of the proposed locations.
1.1.3 storage, print room and other service premises (774 m²)	<i>"All of our shortlisted premises offer quality physical and IT security standards, contain sufficient space for offices and meeting rooms, and a number of developments have available options for off-site archiving and data storage . " (p. 9)</i>	The offer refers to some of the proposed locations having available options for off-site archiving, but there is no indication of the surface dedicated to storage, print rooms and other services in any of the proposed locations.

1.1.4 reception and lobby (190 m ²)		The offer does not explicitly indicate the surface of the reception and lobby area available in any of the proposed locations.
1.2 high-performing telecommunication networks	<p><i>"Ireland has one of the most advanced telecommunications infrastructures in Europe</i></p> <p><i>- Dublin offers state-of-the-art optical networks and world-class national and international connectivity</i></p> <p><i>- ICT needs can be satisfied – 9 of the top 10 technology companies call Dublin home "</i> (p. 8) Annex I (confidential) provides information on data co-location options and connectivity for 8 out of the 15 selected buildings.</p>	The offer refers to the quality of the ICT infrastructure in Ireland and indicates that ICT needs can be satisfied. Also, it provides detailed information on data colocation options and connectivity for 8 out of the 15 proposed buildings.
1.3 high-performing data storage networks...		The offer does not provide information on data storage networks.
1.3.1 ...including two externally hosted data centres, with all infrastructure components (servers, network, storage, etc.) and equipment owned and managed by the external provider	<p><i>"Ireland is a trusted and proven location for data centre capability. Over 25 market leading multinational companies have data centres operating in Ireland, including Microsoft, IBM, Google, Amazon, Verizon, Dell Technologies, BT, HP, and Vodafone.</i></p> <p><i>A number of the owners of the property options proposed in this offer will engage with the EBA during the fit-out phase in order to provide venues for externally hosted data centres ."</i> (p. 9)</p>	The offer refers to the availability of data centres in Ireland and mentions the availability of some of the owners of the proposed locations to engage with EBA in order to provide venues for externally hosted data centres. The offer does not provide any information on the ownership and management model for the equipment.
1.4 Appropriate physical security standards	<i>"All of our shortlisted premises offer quality physical and IT security standards "</i> (p. 9)	The offer indicates that all the selected locations meet physical security standards.
1.5 Appropriate IT security standards	<i>"All of our shortlisted premises offer quality physical and IT security standards "</i> (p. 9)	The offer indicates that all the selected locations meet IT security standards.
1.6 Availability at the date of the United Kingdom's withdrawal from the Union	<p><i>"If Dublin is selected as the preferred location for the EBA in November, the IDA and members of our Relocation Group will engage with the EBA immediately to discuss their preferred options from our provided list of buildings. The IDA property team will guide the EBA on the structure of the market and introduce them to the relevant property developers and real estate agents in order to complete the selection process of a building by early January 2018. The process of negotiation to agree fit-out requirements, rental terms and contracts can then begin, with the selected building to be ready to be occupied by the EBA by the end of 2018. "</i> (p. 10-11)</p>	The offer provides information on any of the proposed locations being ready to be occupied by EBA by the end of 2018.
1.7 Other		

GENERAL ASSESSMENT OF CRITERION 1		<p>The offer indicates the availability of 15 buildings that, according to the offer, meet EBA requirements on layout and facilities and that would be available to be occupied by EBA by the end of 2018. More particularly, the offer indicates that all the proposed buildings contain sufficient space for offices and meeting rooms, without specifying the surfaces. The offer provides general information on off-site archiving and data storage being an option for several of the proposed premises, as well as on the ICT infrastructure in Ireland in relation to EBA ICT needs. The offer indicates the availability of data centres in Ireland and mentions the availability of some of the owners of the proposed locations to engage with EBA in order to provide venues for externally hosted data centres. The offer provides detailed information on data co-location options and connectivity for 8 out of the 15 proposed buildings, and indicates that all the selected locations meet physical and IT security standards. The offer does not provide information on reception and lobby, nor on the ownership and management model for the IT equipment for any of the buildings.</p>
2) The accessibility of the location <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>		
2.1 Flight connections from the capitals of all EU Member States to the airports close to the location	<i>"Dublin Airport offers excellent connectivity to most EU capital cities with approximately 780 flights per week. While two capital cities (Zagreb and Ljubljana) are not serviced by direct flights from Dublin, both are accessible by 1-stop connections ."</i> (p. 15)	
2.1.1 Availability		<p>The offer provides information on the availability of direct flights to 25 EU capitals and indicates that the other two capitals (Zagreb and Ljubljana) are accessible by 1-stop connections.</p>
2.1.2 Frequency	<p>The offer indicates frequency of direct flights to 25 European capitals. (p. 16)</p>	<p>The offer provides information on the frequency of flights to all EU capitals, ranging from 80 departures per week to Amsterdam to 2 departures per week to Larnaca or Talinn.</p>

2.1.3 Duration	The offer indicates flight time to 5 EU capitals (page 17)	The offer indicates flight time to 5 EU capitals, ranging from 1h30min. to Paris to 3h05min. to Rome, without indicating flight time to all EU capitals
2.2 Public transportation connections from these airports to the location		
2.2.1 Availability	" [...] our selected commercial premises are all located in or close to the city centre and within walking distance of the financial centre ." (p. 10) "The proposed options for the EBA headquarters all benefit from frequent and accessible public transport options to and from the airport, being adjacent to the main transport routes in the city" (p. 18)	The offer provides general information on the availability of public transportation connections from the airport to Dublin city centre, where or close to where the proposed premises are located.
2.2.2 Frequency	"The high frequency bus services include two express buses operated by the State-supported carrier, Dublin Bus, departing every 15 minutes. Licensed, private operators also provide services departing every 10 minutes to city centre locations ." (p. 18)	The offer indicates the availability of public transportation (bus) connecting the airport and Dublin city centre, running every 10-15 minutes.
2.2.3 Duration	See 2.2.1 " [...] travel time to the city centre just 20 minutes by car or taxi, 30 minutes by express bus and 40 minutes by public bus transport ." (p. 18)	The offer indicates the travel time by public transportation to the city centre is in the range of 30-40 minutes.
2.3 Accommodation facilities	"At the time of submission, Dublin has more than 150 hotels with almost 19,000 bedrooms in various price ranges. Of these hotels, including international chains, 124 are classified as 3 stars or above " (p. 20) "An additional 6,000 bedrooms will be available by 2020 in almost 70 new hotel developments, all of which will be of business standard. Of these additional bedrooms, 4,000 will be within a 20 minute walk of the proposed EBA locations in Dublin Docklands " (p. 20)	
2.3.1 Quality	See 2.3	The offer provides information on the availability of 150 hotels in Dublin, out of which 124 are classified 3 stars or above.
2.3.2 Quantity (almost 9,000 hotel nights/year)	See 2.3	The offer provides information on the current availability of 19,000 hotel bedrooms, with an additional 6,000 expected by 2020.
2.4 Other	"Dublin Airport also has a wide European network comprising 145 routes. The top 10 destinations to/from Dublin Airport include Paris, Amsterdam, Frankfurt, Brussels, Madrid and London" (p. 17) "Dublin to London – 2nd busiest international air route in the world, with up to 370 flights each week between the two cities " (p. 15)	The offer provides additional information on Dublin Airport's excellent connectivity.
GENERAL ASSESSMENT OF CRITERION 2		The offer provides information on the availability of direct flights to 25 EU capitals (between 80 and 2 departures per week) and indicates that the other two capitals (Zagreb and Ljubljana) are accessible by 1-stop connections. The offer provides flight times to five EU capitals, ranging from 1h30min. to Paris to 3h05min. to Rome. The offer indicates the availability, frequency and duration of public transportation connections from the airport to Dublin city centre (30-40 minutes, buses running every 10-15 minutes) where or near where the proposed premises are located. The offer provides information on the availability of 150 hotels in Dublin, with a total capacity of 19,000 beds, out of which 124 are classified 3 stars or above, and indicates that an additional 6,000 rooms are expected by 2020.

<p>3) The existence of adequate education facilities for the children of agency staff <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>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 2016, EBA's 189 members have 130 children, of which...</p>	<p><i>"Whether children are of nursery age and starting their education or have already embarked on a particular programme, a suitable school will be available to match their current and future needs. The schooling choices include a range of international options as well as a very successful and highly-regarded State managed, public school system. The high quality education offered by the public system means that many expatriates choose to send their children to a local public school." (p. 22)</i></p> <p><i>"The Centre for European Schooling in Dunshaughlin, Co Meath, is the accredited European School in Ireland, and one of only 13 such schools in the EU offering the European Baccalaureate. The Centre provides a broad education of high quality, from nursery level to university entrance ." (p. 23)</i></p> <p><i>"The official languages of Ireland are English and Irish, with English being the language of instruction in the vast majority of schools." (p. 24)</i></p>	
<p>3.1.1 ...39 attend nursery schools</p>	<p>See 3.1</p>	<p>The offer indicates the existence of a European school, without specifying the linguistic offer or availability in places.</p>
<p>3.1.2 ...77 attend primary/secondary schools</p>	<p><i>"The Eurocampus in Clonskeagh, Dublin, is an innovative, joint education project between the Lycée Français d'Irlande (LFI) and St. Kilian's Deutsche Schule. Both of these co-educational schools cater for pupils aged 4-18 years, and are recognised by the Irish Department of Education and Skills. The LFI's curriculum is based on the French system, with all classes taught in French and St. Kilian's follows the Irish school curriculum while placing a strong emphasis on the German Language ." (p. 23)</i></p> <p><i>"Other options include Newpark Comprehensive in Blackrock, Dublin, which has a French European bilingual section established in partnership with the French Government for students with a French background. In September 2018, a new private school, the Nord Anglia International School Dublin, will open in Leopardstown, Dublin which is just 8km from the city centre and is easily accessible on public and private transport. Students will follow the International Baccalaureate (IB) curriculum. The school will provide 800 places for local and expatriate students aged 3 to 18 years old [...] If Dublin is selected for as the location for the EBA, the Relocation Group will work with the EBA of EBA staff." (p. 24)</i></p> <p><i>"There are 495 primary schools in Dublin, with a total enrolment of more than 140,000 students. The vast majority of primary schools in Dublin are state funded, and therefore free to attend. There are more than 190 post-primary schools in Dublin, catering for approximately 88,000 students in total, and 156 of those schools are state funded. There are 35 post-primary schools in Dublin that are private, fee-paying schools, and these private schools cater for approximately 17,000 students " (p. 25)</i></p>	<p>The offer indicates the existence of 495 English/Irish primary speaking schools in the Dublin area, with a capacity of 140,000 pupils, without providing specific information on the number of available places. The offer indicates the existence of more than 190 English/Irish speaking second level schools in Dublin with a capacity of around 88,000 students, without providing specific information on the number of available places. The offer indicates the existence of a European school, a school which has a French European bilingual section, and a French and a German school, without providing specific information on the capacity of linguistic offer and the number of available places. The offer also indicates the existence of an international school, without specifying its linguistic offer, and its intention to set aside a number of places there for children of EBA.</p>
<p>3.1.3 ...14 attend universities</p>	<p><i>"Ireland has 7 universities (all in top 500 universities worldwide) and 14 Institutes of Technology" (p.22) "Dublin is home to three universities – Trinity College Dublin, University College Dublin, and Dublin City University – while National University of Ireland Maynooth is just 25 kilometres from Dublin city centre in the neighbouring county of Kildare. Dublin's three universities had a combined full-time enrolment of almost 48,000 students in 2015-16, with around one-fifth of those students pursuing post-graduate studies. Dublin's four Institutes of Technology, including one which is due to move shortly to a new, world-class campus, have a combined full-time enrolment of almost 22,000 students as of January 2016, and offer third-level diploma and degree programmes in areas such as business, science, engineering, linguistics, and music. In addition, a number of other third level institutions provide specialist education in such fields as medicine, law, teacher education, art and design, rural development, theology, and music ." (p. 25)</i></p>	<p>The offer indicates the existence of Universities and their capacity.</p>

3.2 Other	<p><i>"In the event of the EBA being relocated to Dublin, Ireland's Department of Education and Skills will also provide for schooling facilities of an appropriate nature, which may include mother-tongue tuition and/or European Baccalaureate provision, for the children of the staff of the EBA. This will be similar to the European Schools as established at other seats of EU institutions and bodies or equivalent educational systems [...]" (p. 22)</i></p> <p>The offer indicates <i>"Excellent state-funded public schools [...] Early Childhood Care & Education Scheme for pre-school age children – 2 years free"</i> (p.22)</p>	<p>The offer expresses readiness to expand the capacity of schools with mother-tongue tuition and European Baccalaureate provision in order to meet the needs of children of EBA staff.</p> <p>The offer also indicates that certain schools in Dublin are free to attend.</p>
GENERAL ASSESSMENT OF CRITERION 3		<p>The offer indicates the existence of a European school, without specifying the linguistic offer or availability in places. The offer indicates 495 English/Irish primary schools in the Dublin area, with a capacity of 140,000 pupils, without providing specific information on the number of available places. The offer indicates more than 190 English/Irish speaking second level schools in Dublin with a capacity of around 88,000 students, without providing specific information on the number of available places. The offer indicates the existence of a school which has a French European bilingual section, and a French and a German school, without providing specific information on the capacity of linguistic offer and the number of available places. The offer also indicates the existence of an international school, without specifying its linguistic offer, and its intention to set aside a number of places there for children of EBA. The offer also indicates that certain schools in Dublin are free to attend. The offer indicates 7 universities and 14 Institutes of Technology.</p>
4) Appropriate access to the labour market, social security and medical care for both children and spouses <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>		
4.1 Capacity to meet the needs of the children and spouses (ca. 50% of EBA's 189 members of staff are married) of the current as well as of future staff for:		

<p>4.1.1 ...social security</p>	<p>"Spouses and children of EBA staff who take up residence in Ireland will automatically become entitled to avail of the Irish social welfare system on the same basis as an Irish national and will be treated in an identical manner. The social security system in Ireland is managed and administered by the Department of Social Protection. The Department will make special arrangements to provide a dedicated service to EBA staff and dependents during the transition period to expedite the provision of the Public Service Cards and Personal Public Service (PPS) numbers, which are required to access public services, information and financial supports, and to register with public services such as the Revenue Commissioners (the Irish tax authority.) A Key Account Manager will be identified by the Department to provide a dedicated employer support service to the families of Agency staff. The Department will also provide a dedicated point of contact to provide information and support on working and living conditions in Ireland to the EBA staff and their families ." (p. 29-30)</p>	<p>The offer indicates that children and spouses of EBA staff have access to the Irish social security system, as well as to a service to assist them in being included in that system.</p>
<p>4.1.2... medical care</p>	<p>"The Health Service Executive (HSE) provides health and social services to everyone living in Ireland. Everybody who is ordinarily resident in Ireland is entitled to access public healthcare services, including public hospital services. Children aged under 6 are automatically entitled to a GP (doctor) Visit Card which allows access to a GP free of charge. Dublin has five major university hospitals, as well as three maternity and three children's hospitals. There is also a range of private hospitals and clinics. " (p. 30) "In addition to availing of services provided through the public health system, people living in Ireland can avail of a range of private health care services. Ireland also recognises the Joint Sickness Insurance Scheme (JSIS) for officials of the European Union, including for employees of the EBA. There is an extensive private hospital network in Ireland offering consultant delivered care. Nine of these private hospitals are in the Dublin area including high technology hospitals offering specialist care. Private hospitals provide a range of acute medical and mental health services, including inpatient procedures, diagnostic tests, elective surgery and inpatient mental health care. They employ over 8,000 staff, provide over one million bed nights to patients, and 10% of Ireland's inpatient mental health care annually. Half of the private hospitals in Ireland also operate Emergency Departments and/or Medical Assessment Units, including patient admissions on an emergency basis each year ." (p. 31)</p>	<p>The offer provides general information on the medical care system of Ireland and indicates the availability of specific public and private services. The offer indicates that children and spouses of EBA staff have access to the system.</p>
<p>4.2 Job opportunities for children and spouses of current and future staff</p>	<p>"Ireland's economy is growing at a healthy pace with sustained job creation, which offers good employment opportunities for the partners of EBA staff. Dublin provides a wide variety of high value employment opportunities both with foreign direct investment companies, some of which are highlighted below, and in Ireland's strong portfolio of indigenous companies ." (p. 27) "Ireland is home to a broad and diverse range of industry sectors creating large numbers of high value jobs in fields such as ICT, pharmaceutical, medical technology, financial services and agri-food sectors ." (p. 28) "Ireland is one of Europe's leading locations for financial services and the large number of financial institutions based here [...], also offer significant employment opportunities ." (p. 29) "Ireland has built a reputation within the FDI sector as a proven location to hire multilingual skilled workers ." (p. 29) "The Irish workplace is a dynamic and multicultural environment with people from a multitude of different countries speaking a wide variety of different EU languages. Proportionally, Ireland has the 3rd highest international workforce in Europe. Today 15% of Ireland's workforce was born overseas, with 11% coming from other EU countries ." (p. 29) "Intreo centres are operated by the Department of Social Protection and help people with employment and income support service needs ." (p. 29)</p>	<p>The offer provides general information on employment opportunities in Ireland, including on international companies, without indicating availability of open posts. The offer indicates the availability of public services helping residents with employment.</p>
<p>4.3 Other</p>		

GENERAL ASSESSMENT OF CRITERION 4		<p>The offer indicates that children and spouses of EMA staff have access to the Irish social security system and medical care, as well as to a service to assist them in being included in that system. The offer provides general information on the medical care system of Ireland and indicates the availability of specific public and private services. The offer provides general information on employment opportunities in Ireland, including on the presence of international companies. The offer indicates the availability of public services helping residents with employment.</p>
5) Business continuity <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>		
5.1 Timeframe required to fulfil the four criteria above	<p><i>"The fact that all of the selected property options will be available for the end of 2018 will provide a significant lead in time for the EBA to move its almost 200 staff well ahead of the end March 2019 ." (p. 37)</i></p> <p><i>" [...] it has been outlined within this document how Dublin ensures continued functionality at the existing high level:</i></p> <ul style="list-style-type: none"> <i>- the EBA can move to Dublin to take occupation of premises suitable to the highly demanding nature of the work it undertakes within the required timeframe;</i> <i>- Dublin is easily accessible with regular flight connections from all over Europe and is commutable from London either on a longer-term basis, or simply while employees arrange to move their families to Dublin;</i> <i>- Dublin is an option with significant attractions to achieve retention of existing staff and is a desirable location for attracting highly qualified staff from the financial sector;</i> <i>- Dublin provides many high-quality employment opportunities for family members, and provides access to excellent education, social security and healthcare services; and</i> <i>- Dublin is the single best location to ensure business continuity. " (p. 39)</i> 	<p>The offer indicates that all the selected buildings will be available by the end of 2018, thereby allowing EBA to move before the end of March 2019.</p>

<p>5.2 Ability to allow EBA to maintain and attract highly qualified staff from the relevant sectors</p>	<p><i>"Importantly for staff moving from the United Kingdom, Ireland is culturally similar and the fact we are English-speaking will help minimise disruption for staff and their families."</i> (p. 6)</p> <p><i>"The provision of financial support totalling €13.5m towards the rental costs of the EBA, along with IDA Ireland aiding the Authority in selecting and engaging with landlords will help achieve a smooth transition from London to Dublin prior to March 2019."</i> (p.36)</p> <p><i>"Minimising staff turnover is key to maintaining continuity of service. A move to Dublin allows the EBA to retain the highest number of experienced employees as this will be the least disruptive option for staff and their families. Below we outline some of the many reasons that make Dublin the least disruptive option for the EBA relocating to a new city and some of the primary attractions from a quality of life perspective. Ease of adjustment (...) Commutable to London and Mainland Europe during a transition period (...) Locally available pool of staff (...) "</i> (pp. 34-36)</p> <p><i>"Dublin also offers the ability to provide highly qualified staff that would meet the requirements of the EBA. Ireland has built a deep pool of staff, managers, professional advisers, regulators and service providers with sophisticated domain knowledge in the key financial services sectors ...The current staff of the EBA have expertise in economics, law, statistics and business administration. During 2014 and 2015, over 25,500 students graduated from Irish universities and colleges with degrees and postgraduate qualifications in these disciplines."</i> (p. 35)</p> <p>The offer indicates a large number of financial institutions located in Ireland (p.36)</p>	<p>The offer provides several arguments in support of the ability of EBA to retain its current staff in light of the geographical and cultural proximity between London and Dublin, the quality of life advantages and job opportunities the city offers and the use of English in Ireland. The offer indicates the possibility for EBA to recruit relevant staff from Ireland's talent pool in key financial services sectors.</p>
<p>5.3 Smooth transition to the new locations - EBA can remain operational during the transition</p>	<p><i>"The supports to be provided by Ireland in the event the EBA is relocated here will help ensure a smooth transition process for the Authority. The creation of a Relocation Group to engage with counterparts in the EBA will help minimise the period of disruption as will the similarities between Ireland and the United Kingdom along with the excellent transport links between the two countries."</i> (p. 36)</p> <p><i>"Provision will also be made to allow an advance team of EBA staff to operate from Dublin during the transition period. This, again, will help the EBA staff responsible for the move to be on the ground in Dublin as the selected building is being completed and fitted out to the Authority's requirements."</i> (pp. 36-37)</p>	<p>The offer mentions the creation of a Relocation Group to support the transition and the possibility for an advance team of EBA staff to operate from Dublin during the transition period.</p>
<p>5.4 Other</p>	<p><i>"In addition, the provision of up to €1m towards professional relocation services by the Irish State will help ease the adjustment of the move to Dublin from London for the staff of the EBA and their families and help towards retention of existing staff."</i></p>	<p>The offer indicates the availability of professional relocation services to EBA staff, spouses and children.</p>

<p>GENERAL ASSESSMENT OF CRITERION 5</p>		<p>The offer indicates that all the selected buildings will be available by the end of 2018, thereby allowing EBA to move before the end of March 2019.</p> <p>The offer provides several arguments in support of the ability of EBA to retain its current staff in light of the geographical and cultural proximity between London and Dublin, the quality of life advantages and job opportunities the city offers and the use of English in Ireland. The offer indicates the possibility for EBA to recruit relevant staff from Ireland's talent pool in key financial services sectors.</p> <p>The offer mentions the creation of a Relocation Group to support the transition and the possibility for an advance team of EBA staff to operate from Dublin during the transition period. The offer indicates the availability of professional relocation services to EBA staff, spouses and children.</p>
<p>6) Geographical spread <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><i>"The agreements reached between Member States in 2003 and reiterated in 2008 is important to ensure fairness and geographical spread of new agencies across the Union.</i></p> <p><i>The issue at stake with the EBA though is different. The key consideration must be to ensure its relocation does not have a damaging impact on the important role it plays as part of the European System of Financial Supervision.</i></p> <p><i>The role the EBA plays with regard to supervisory convergence and ensuring the consistent implementation of the Single Rulebook will be even more important as entities look to relocate to Member States remaining in the European Union.</i></p> <p><i>Therefore the key focus must be to relocate the EBA to a city that has the ability to provide the facilities it requires within the required timelines, with a significant financial services centre and one which will be attractive to its existing and future staff.</i></p> <p><i>To guarantee this, the assurance of the five preceding criteria must first be addressed prior to consideration of the sixth, geographical spread "</i></p>	<p>Ireland hosts one EU decentralised agency, the European Foundation for the Improvement of Living and Working Conditions (Eurofound) in Dublin.</p>
<p>Specific issues</p>		
<p>a) The Member State's plan for...</p>		
<p>... when would the relocation take place</p>	<p><i>"If Dublin is selected as the preferred location for the EBA in November, the IDA and members of our Relocation Group will engage with the EBA immediately to discuss their preferred options from our provided list of buildings. The IDA property team will guide the EBA on the structure of the market and introduce them to the relevant property developers and real estate agents in order to complete the selection process of a building by early January 2018. The process of negotiation to agree fit-out requirements, rental terms and contracts can then begin, with the selected building to be ready to be occupied by the EBA by the end of 2018 ." (p. 10-11)</i></p>	<p>The offer provides information on the selected locations being available for EBA to move in by the end of 2018, without specifying a relocation plan.</p>
<p>... how would the relocation take place</p>		<p>The offer does not specify a relocation plan.</p>

How would this plan ensure that the Agency remains operational?	See Section 5.3	The offer mentions the creation of a Relocation Group to support the transition and the possibility for an advance team of EBA staff to operate from Dublin during the transition period.
GENERAL ASSESSMENT OF SPECIFIC ISSUE a)		The offer provides information on the selected locations being available for EBA to move in by the end of 2018, without specifying a relocation plan. The offer mentions the creation of a Relocation Group to support the transition and the possibility for an advance team of EBA staff to operate from Dublin during the transition period.
b) The premises that would be offered to be rented or put at the disposal of the Agency, including temporary premises	<i>"Following consultation and analysis carried out in conjunction with IDA Ireland (Ireland's inward investment promotion agency) and its property development team, we have selected a shortlist of 15 office sites, all of which cater to the EBA's requirements and timeline ." (p. 9) Annex II (confidential) provides an overview of the proposed buildings, while Annex I (confidential) provides detailed information on each building.</i>	The offer indicates the availability of 15 office sites.
How would these premises meet the specific needs of the Agency?	<i>"All of our shortlisted premises offer quality physical and IT security standards, contain sufficient space for offices and meeting rooms, and a number of developments have available options for off-site archiving and data storage ." (p. 9) "The proposed property options have the flexibility to be fully fitted-out to the EBA's specification for office space to accommodate its staff and the meeting facilities required for the variety, type and frequency of meetings it hosts ." (p. 20)</i>	The offer indicates that all the 15 proposed locations have the flexibility to be fitted-out to the EBA specifications for office space and meeting facilities.
GENERAL ASSESSMENT OF SPECIFIC ISSUE b)		The offer indicates the availability of 15 office sites which, according to the offer, meet EBA requirements and timeline, providing general information on some of the individual requirements.
c) The financial terms for the Agency's use of these premises	<i>[confidential]</i>	The offer indicates rent for each of the proposed buildings, <i>[confidential]</i> .
Would the Member State pay the rent for a given period or indefinitely?	<i>"Ireland also intends to show its commitment to hosting the EBA in Dublin by providing a financial commitment to the EBA in supporting its rental costs, up to an amount of €13.5m. We believe an amount such as this will cover 50% of its rental costs over a 10-year period. " (p. 5)</i>	The offer indicates the intention of the Irish Government to support EBA with an amount of EUR 13.5 million, that should cover 50% of the rental costs for 10 years.
GENERAL ASSESSMENT OF SPECIFIC ISSUE c)		The offer indicates rent for each of the 15 proposed buildings, [confidential]. The offer indicates the intention of the Irish Government to support EBA with an amount of EUR 13.5 million, that should cover 50% of the rental costs for 10 years.
d) The terms concerning maintenance of the building		The offer does not indicate terms concerning maintenance of the proposed buildings.
The terms concerning upgrading and future extensions of the building		The offer does not specifically indicate whether and under what terms upgrading and future extensions are possible at the proposed locations.
GENERAL ASSESSMENT OF SPECIFIC ISSUE d)		The offer does not indicate terms concerning maintenance, upgrading and future extensions of the proposed buildings.

e) Any special conditions offered with regard to all costs and dedicated infrastructures		The offer does not indicate special conditions with regard to costs and dedicated infrastructures.
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	<i>"In the event of a relocation to Dublin, the Irish Government would give legal effect to the provision of all the privileges and immunities of the Protocol on the Privileges and Immunities of the European Union which EU staff are entitled to." (p. 35)</i>	The offer does not indicate benefits to be granted to the Agency in addition to Protocol No 7.
Member State's commitment to confirm the conditions offered in a headquarters agreement with EBA	<i>"In addition, our bid also outlines that a Relocation Group will be formed chaired by the Department of Finance and involving other relevant Government Departments and State agencies to aid the process of relocation via a whole of Government approach. The remit of this group will include ensuring the Headquarters Agreement between Ireland and the EBA is in place prior to its move to Dublin. The Agreement will include all the conditions offered by Ireland to the EBA and its staff." (p. 5)</i>	The offer provides confirms Ireland's commitment to confirm the conditions offered in a headquarters agreement with EBA.
OTHER POSSIBLY RELEVANT ISSUES MENTIONED IN THE OFFER		
Language	<i>"It will be the only capital city in the European Union with a native English-speaking workforce post-Brexit" (p. 6)</i>	
Quality of life	<i>"Dublin offers an excellent quality of life. It is a coastal city ranked number 33 out of 230 cities in the 2016 Mercer's 18th Annual Quality of Living Survey. Dublin is a multicultural city where people come from all over the world to live, work and study. It is also the youngest capital city in Europe with 40% of the population under 29 years of age. Over half a million Irish residents speak a foreign language fluently and c. 17% of the population is of international origin." (p. 6)</i>	
Salaries coefficient of Ireland	<i>"Based on EUROSTAT's official report for 2016, the salary weighting for Ireland is 118.3. In comparison, the UK salary weighting is 141.8, 108 for Amsterdam, 96.1 for Berlin, 73.2 for Prague and 66.7 for Warsaw. Thus the weighting for Dublin compares favourably with that for London" (p. 35)</i>	
Strong financial services sector	<i>"Very successful and diverse financial services sector employing over 90,000 people (about twice the size of European average)" (p. 34)</i>	