



# DRAFT GENERAL BUDGET OF THE EUROPEAN UNION

for the financial year 2018



## Working Document Part II

Commission Human Resources

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**Draft General Budget  
of the European Union  
for the Financial Year 2018**

**Working Document Part II**

**Human Resources**

The 2018 Draft Budget is accompanied by twelve ‘Working Documents’, as follows:

### **Part I: Programme Statements of operational expenditure**

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

### **Part II: Commission Human Resources**

Working Document II presents information on Commission human resources, both for the establishment plans and for external personnel, across all headings of the multiannual financial framework. Moreover, pursuant to Article 38(3)(b)(v) of the Financial Regulation, it provides a summary table for the period 2014 – 2017 which shows the number of full-time equivalents for each category of staff and the related appropriations for all institutions and bodies referred to in Article 208 of the Financial Regulation.

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

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

### **Part IV: Pilot projects and preparatory actions**

Working Document IV presents information on all pilot projects and preparatory actions which have budget appropriations (commitments and/or payments) in the 2018 Draft Budget, pursuant to Article 38(3)(c) of the Financial Regulation.

### **Part V: Budget implementation and assigned revenue**

Working Document V presents the budget implementation forecast for 2017, information on assigned revenue implementation in 2016, and a progress report on outstanding commitments (RAL) and managing potentially abnormal RAL (PAR) for 2016.

### **Part VI: Commission Administrative Expenditure**

This document encompasses administrative expenditure under all budgets (heading 5) to be implemented by the Commission in accordance with Article 317 of the Treaty on the Functioning of the European Union, as well as the budgets of the Offices (OP, OLAF, EPSO, OIB, OIL and PMO).

### **Part VII: Commission buildings**

Working Document VII presents information on buildings under Section III - Commission, pursuant to Article 203(3) of the Financial Regulation.

### **Part VIII: Expenditure related to the external action of the European Union**

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

### **Part IX: Funding to international organisations**

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

### **Part X: Financial Instruments**

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

### **Part XI: EU Trust funds**

Working Document XI presents the activities supported by EU Trust Funds, their implementation and performance.

### **Part XII: Payment schedules (*on-line publication only*)**

Working Document XII presents summary statements of the schedule of payments due in subsequent years to meet budgetary commitments entered into in previous years, pursuant to Article 38(3)(f) of the Financial Regulation.

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## EXECUTIVE SUMMARY

*In 2017 the total authorised staff of the Institutions has reached 59 668 Full-Time Equivalents (FTE) i.e. 0,7 % less than in the previous year.*

### **2018 DB request**

*In 2017 the Commission achieved the target of a 5 % staff cut over the period 2013-2017<sup>1</sup>, which resulted in a reduction of 1 254 posts in its establishment plan. Moreover, the Commission reduced by 552 the number of other personnel full-time equivalents over the same period.*

*In a context where rigorous cost savings and continuous efforts to achieve efficiency gains continue to be demanded from all public administrations, the Commission presents a 2018 draft budget that proposes **a reduction of its overall number of human resources**, with a net reduction in the Commission of 85 establishment plan posts (-0,4 %) and 124 FTE (-0,4 %) including other types of personnel. Delivery of new Commission priorities will be covered through efficiency gains and redeployment.*

*All new activities will be covered through efficiency gains and redeployment. **The occupation of the Commission establishment plan on 01/04/2017 is 96.4 %.***

### **Preliminary methodological remarks:**

*Working Document II, point 1 includes information on the evolution of Human Resources in the **EU Institutions and Executive Agencies**, in line with Article 38.3 (b)(v) of the Financial Regulation on the basis of **information provided by Institutions**. The relevant information for Decentralised Agencies is incorporated in Working Document III.*

*Working Document II, point 2 – '**the current situation**' captures the **figures of all human resources in place with a contract of employment with Commission services as of 01/04/2017 and financed from all budgets** (Commission operating budget – including offices- and research budget). Detailed tables include external staff financed from earmarked revenue, as they appear in summaries of staff in place.*

*Document II, point 3 – '**the 2018 DB request**' concentrates on the **Commission request for establishment plan posts and appropriations of external personnel to be financed in the 2018 Budget**, i.e. the operating budget of the Commission, the research budget and the budget of the offices. In the case of **external staff**, **only estimates of full time equivalent units** may be provided on the basis of the likely average costs and expected distribution between categories of external staff.*

*Thus, the figures provided under the current situation (point 2) are not directly comparable with those of the 2018 DB request (point 3), i.e. resources in place versus estimates. Furthermore, the 2018 DB request does not include the possible external staff which may be financed from assigned revenue.*

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<sup>1</sup> As laid down in point 27 of the Interinstitutional Agreement (IIA) on budgetary discipline, on cooperation in budgetary matters and on sound financial management of 2 December 2013 (OJ C 373, 20.12.2013, p. 1).

## **1. EVOLUTION OF HUMAN RESOURCES IN THE EU INSTITUTIONS AND EXECUTIVE AGENCIES**

The summary table below has been established by the Commission on the basis of Article 38.3 (b)(v) of the Financial Regulation. It shows the number of full-time equivalents (FTEs) for each category of staff and the related appropriations for all Institutions for the period 2016 - 2018.<sup>2</sup>

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<sup>2</sup> Source: Data transmitted by EU institutions, consolidated by Commission.

**Evolution of Human Resources**

Institution		Type of human resources	B2016		B2017		Evolution 2017 / 2016		DB2018		Evolution 2018 / 2017			
			Appropriations	FTE	Appropriations	FTE	Appropriations	% FTE	Appropriations	FTE	Appropriations	FTE	% FTE	
European Parliament	Officials and Temporary staff		624.580.883	6.797	647.263.700	6.743	3,6%	-0,8%	667.634.000	6.683	3,1%	-60	-0,9%	
	Contract agents		64.001.000	1.495	75.444.000	1.591	17,9%	6,4%	78.007.900	1.612	3,4%	21	1,3%	
	Seconded National Experts		1.814.000	39	1.600.000	30	-11,8%	-23,1%	2.146.000	40	34,1%	10	33,3%	
	Intérimaires		300.000	n.a.	350.000	10	16,7%		350.000	10	0,0%	0	0,0%	
	Parliamentary Assistants		191.510.000	6.138	196.381.000	5.948	2,5%	-3,1%	196.000.000	6.088	-0,2%	140	2,4%	
	External personnel		257.625.000	7.672	273.775.000	7.579	6,3%	-1,2%	276.503.900	7.750	1,0%	171	2,3%	
	<b>TOTAL STAFF EP</b>		<b>882.205.883</b>	<b>14.469</b>	<b>921.038.700</b>	<b>14.322</b>	<b>4,4%</b>	<b>-1,0%</b>	<b>944.137.900</b>	<b>14.433</b>	<b>2,5%</b>	<b>111</b>	<b>0,8%</b>	
European Council & Council	Officials and Temporary staff		296.246.000	3.040	312.181.000	3.027	5,4%	-0,4%	326.658.000	3.031	4,6%	4	0,1%	
	Contract agents		8.964.000	203	9.835.000	223	9,7%	9,9%	10.395.000	223	5,7%	0	0,0%	
	Seconded National Experts		953.000	25	973.000	19	2,1%	-24,0%	993.000	19	2,1%	0	0,0%	
	Local agents		55.000	1	55.000	1	0,0%	0,0%	55.000	1	0,0%	0	0,0%	
	Intérimaires		240.000	5	192.000	3	-20,0%	-40,0%	200.000	3	4,2%	0	0,0%	
	External personnel		10.212.000	234	11.055.000	246	8,3%	5,1%	11.643.000	246	5,3%	0	0,0%	
	<b>TOTAL STAFF COUNCIL</b>		<b>306.458.000</b>	<b>3.274</b>	<b>323.236.000</b>	<b>3.273</b>	<b>5,5%</b>	<b>0,0%</b>	<b>338.301.000</b>	<b>3.277</b>	<b>4,7%</b>	<b>4</b>	<b>0,1%</b>	
Commission	Officials and Temporary staff		2.200.243.000	20.613	2.312.538.000	20.471	5,1%	-0,7%	2.373.823.000	20.442	2,7%	-29	-0,1%	
	Contract agents		120.866.911	2.907	127.111.150	2.881	5,2%	-0,9%	134.075.865	2.920	5,5%	39	1,4%	
	Seconded National Experts		39.559.634	747	40.354.279	736	2,0%	-1,5%	40.451.746	725	0,2%	-10	-1,4%	
	Local agents		16.803.000	211	16.577.000	207	-1,3%	-1,9%	15.043.000	182	-9,3%	-25	-12,1%	
	Intérimaires		10.225.455	185	9.631.571	180	-5,8%	-2,6%	9.530.389	177	-1,1%	-4	-2,0%	
	External personnel		187.455.000	4.050	193.674.000	4.004	3,3%	-1,1%	199.101.000	4.004	2,8%	1	0,0%	
	<b>TOTAL STAFF COMMISSION H5</b>		<b>2.387.698.000</b>	<b>24.663</b>	<b>2.506.212.000</b>	<b>24.475</b>	<b>5,0%</b>	<b>-0,8%</b>	<b>2.572.924.000</b>	<b>24.446</b>	<b>2,7%</b>	<b>-28</b>	<b>-0,1%</b>	
	Heading 5	Officials and Temporary staff		369.176.356	3.431	366.369.989	3.285	-0,8%	-4,3%	367.032.795	3.229	0,2%	-56	-1,7%
		External personnel		89.219.932	1.460	89.064.673	1.422	-0,2%	-2,6%	88.804.540	1.392	-0,3%	-30	-2,1%
		<b>TOTAL STAFF RESEARCH</b>		<b>458.396.288</b>	<b>4.891</b>	<b>455.434.662</b>	<b>4.707</b>	<b>-0,6%</b>	<b>-3,8%</b>	<b>455.837.335</b>	<b>4.621</b>	<b>0,1%</b>	<b>-86</b>	<b>-1,8%</b>
		Contract agents		84.826.514	1.285	86.117.068	1.266	1,5%	-1,5%	87.391.229	1.252	1,5%	-14	-1,1%
		Local agents		92.590.000	1.245	95.165.050	1.236	2,8%	-0,7%	97.713.500	1.241	2,7%	5	0,4%
	Outside heading 5	Direct & Indirect research	External personnel Operational prog.	177.416.514	2.530	181.282.118	2.502	2,2%	-1,1%	185.104.729	2.493	2,1%	-9	-0,4%
			<b>TOTAL STAFF COMMISSION outside H5</b>	<b>635.812.802</b>	<b>7.421</b>	<b>636.716.780</b>	<b>7.209</b>	<b>0,1%</b>	<b>-2,9%</b>	<b>640.942.064</b>	<b>7.114</b>	<b>0,7%</b>	<b>-95</b>	<b>-1,3%</b>
	<b>TOTAL STAFF COMMISSION (1)</b>		<b>3.023.510.802</b>	<b>32.084</b>	<b>3.142.928.780</b>	<b>31.684</b>	<b>3,9%</b>	<b>-1,2%</b>	<b>3.213.866.064</b>	<b>31.560</b>	<b>2,3%</b>	<b>-123</b>	<b>-0,4%</b>	
Executive Agencies (EA)	Officials and Temporary staff		61.767.902	571	65.930.013	590	6,7%	3,3%	71.111.040	614	7,9%	24	4,1%	
	Contract agents		89.452.316	1.695	99.004.326	1.753	10,7%	3,4%	107.105.445	1.830	8,2%	77	4,4%	
	Seconded National Experts		880.000	16	992.000	16	12,7%	0,0%	1.178.000	19	18,8%	3	18,8%	
	External personnel		90.332.316	1.711	99.996.326	1.769	10,7%	3,4%	108.283.445	1.849	8,3%	80	4,5%	
	<b>TOTAL STAFF EA (2)</b>		<b>152.100.218</b>	<b>2.282</b>	<b>165.926.339</b>	<b>2.359</b>	<b>9,1%</b>	<b>3,4%</b>	<b>179.394.485</b>	<b>2.463</b>	<b>8,1%</b>	<b>104</b>	<b>4,4%</b>	
Officials and Temporary staff		2.631.187.258	24.615	2.744.838.002	24.346	4,3%	-1,1%	2.811.966.835	24.285	2,4%	-61	-0,3%		
External personnel		544.423.762	9.751	564.017.117	9.697	3,6%	-0,6%	581.293.714	9.738	3,1%	42	0,4%		
<b>TOTAL STAFF COMMISSION &amp; EA (1) + (2)</b>		<b>3.175.611.020</b>	<b>34.366</b>	<b>3.308.855.119</b>	<b>34.043</b>	<b>4,2%</b>	<b>-0,9%</b>	<b>3.393.260.549</b>	<b>34.023</b>	<b>2,6%</b>	<b>-19</b>	<b>-0,1%</b>		



Institution	Type of human resources	B2016		B2017		Evolution 2017 / 2016		DB2018		Evolution 2018 / 2017		
		Appropriations	FTE	Appropriations	FTE	Appropriations	% FTE	Appropriations	FTE	Appropriations	FTE	% FTE
Court of Justice	Officials and Temporary staff	230.743.000	2.073	247.580.000	2.063	7,3%	-0,5%	253.290.000	2.063	2,3%	0	0,0%
	Contract agents	6.082.000	149	7.058.000	162	16,0%	8,7%	7.638.000	169	8,2%	7	4,3%
	Seconded National Experts	400.000	8	468.000	9	17,0%	12,5%	550.000	10	17,5%	1	11,1%
	Intérimaires	213.000	5	192.500	5	-9,6%	-10,0%	195.000	5	1,3%	0	0,0%
	External personnel	6.695.000	162	7.718.500	176	15,3%	8,3%	8.383.000	184	8,6%	8	4,6%
	<b>TOTAL STAFF COURT OF JUSTICE</b>	<b>237.438.000</b>	<b>2.235</b>	<b>255.298.500</b>	<b>2.239</b>	<b>7,5%</b>	<b>0,2%</b>	<b>261.673.000</b>	<b>2.247</b>	<b>2,5%</b>	<b>8</b>	<b>0,4%</b>
Court of Auditors	Officials and Temporary staff	97.923.000	862	102.815.000	853	5,0%	-1,0%	106.070.000	853	3,2%	0	0,0%
	Contract agents	3.122.000	62	3.156.000	61	1,1%	-1,1%	3.739.000	68	18,5%	6	10,2%
	Seconded National Experts	780.000	14	1.000.000	17	28,2%	18,6%	1.026.000	16	2,6%	-1	-5,9%
	Intérimaires	41.000	1	103.000	2	151,2%	100,0%	110.000	2	6,8%	0	0,0%
	External personnel	3.943.000	77	4.259.000	80	8,0%	3,9%	4.875.000	86	14,5%	5	6,5%
	<b>TOTAL STAFF COURT OF AUDITORS</b>	<b>101.866.000</b>	<b>939</b>	<b>107.074.000</b>	<b>933</b>	<b>5,1%</b>	<b>-0,6%</b>	<b>110.945.000</b>	<b>939</b>	<b>3,6%</b>	<b>5</b>	<b>0,6%</b>
European Economic and Social Committee	Officials and Temporary staff	64.368.534	670	67.517.054	665	4,9%	-0,7%	69.504.962	668	2,9%	3	0,5%
	Contract agents	1.934.850	34	2.030.391	41	4,9%	20,5%	2.150.391	42	5,9%	2	3,7%
	Seconded National Experts	500.000	9	522.408	9	4,5%	2,2%	505.000	9	-3,3%	0	-4,3%
	Intérimaires	117.375	2	120.000	2	2,2%	0,0%	120.000	2	0,0%	0	-12,5%
	External personnel	2.552.225	45	2.672.799	53	4,7%	15,8%	2.775.391	53	3,8%	1	1,5%
	<b>TOTAL STAFF EESC</b>	<b>66.920.759</b>	<b>715</b>	<b>70.189.853</b>	<b>718</b>	<b>4,9%</b>	<b>0,3%</b>	<b>72.280.353</b>	<b>721</b>	<b>3,0%</b>	<b>4</b>	<b>0,5%</b>
Committee of the Regions	Officials and Temporary staff	47.250.631	496	49.810.423	489	5,4%	-1,4%	52.560.000	491	5,5%	2	0,4%
	Contract agents	2.026.388	46	2.226.627	50	9,9%	7,9%	2.450.000	50	10,0%	0	0,0%
	Seconded National Experts	528.829	10	528.829	10	0,0%	0,0%	539.406	10	2,0%	0	0,0%
	Intérimaires	183.566	3	190.348	3	3,7%	13,3%	205.191	4	7,8%	0,3	8,8%
	External personnel	2.738.783	59	2.945.804	63	7,6%	6,9%	3.194.597	64	8,4%	0	0,5%
	<b>TOTAL STAFF COMMITTEE OF REGIONS</b>	<b>49.989.414</b>	<b>555</b>	<b>52.756.227</b>	<b>552</b>	<b>5,5%</b>	<b>-0,5%</b>	<b>55.754.597</b>	<b>555</b>	<b>5,7%</b>	<b>2</b>	<b>0,4%</b>
European Ombudsman	Officials and Temporary staff	6.919.269	66	6.918.883	65	0,0%	-1,5%	6.913.883	65	-0,1%	0	0,0%
	Contract agents	487.502	12	634.078	14	30,1%	18,6%	634.078	14	0,0%	0,0	0,0%
	Seconded National Experts	0	0	0	0			0	0			
	Intérimaires			60.000	1			60.000	1	0,0%	0,0	0,0%
	External personnel	487.502	12	694.078	15	42,4%	22,9%	694.078	15	0,0%	0	0,0%
	<b>TOTAL STAFF EUROPEAN OMBUDSMAN</b>	<b>7.406.771</b>	<b>78</b>	<b>7.612.961</b>	<b>80</b>	<b>2,8%</b>	<b>2,2%</b>	<b>7.607.961</b>	<b>80</b>	<b>-0,1%</b>	<b>0</b>	<b>0,0%</b>
European Data-Protection Supervisor	Officials and Temporary staff	4.686.815	47	5.748.039	56	22,6%	19,1%	6.635.503	64	15,4%	8	14,3%
	Contract agents	348.870	7	424.119	8	21,6%	14,3%	431.349	7	1,7%	-1	-12,5%
	Seconded National Experts	216.000	4	378.000	7	75,0%	75,0%	394.800	7	4,4%	0	0,0%
	Intérimaires	51.202	1	52.748	1	3,0%	0,0%	109.496	2	107,6%	1	100,0%
	External personnel	616.072	12	854.867	16	38,8%	33,5%	935.645	16	9,4%	0	-0,4%
	<b>TOTAL STAFF EDPS</b>	<b>5.302.887</b>	<b>59</b>	<b>6.602.906</b>	<b>72</b>	<b>24,5%</b>	<b>22,1%</b>	<b>7.571.148</b>	<b>80</b>	<b>14,7%</b>	<b>8</b>	<b>11,0%</b>

Institution	Type of human resources	B2016		B2017		Evolution 2017 / 2016		DB2018		Evolution 2018 / 2017		
		Appropriations	FTE	Appropriations	FTE	Appropriations	% FTE	Appropriations	FTE	Appropriations	FTE	% FTE
European External Action Service	Officials and Temporary staff	234.125.000	1.628	247.979.000	1.611	5,9%	-1,0%	255.286.000	1.595	2,9%	-16	-1,0%
	Contract agents	22.519.000	346	28.988.000	408	28,7%	18,0%	33.530.000	464	15,7%	56	13,7%
	Seconded National Experts	14.435.000	264	15.057.000	281	4,3%	6,6%	15.757.000	299	4,6%	18	6,4%
	Local agents	48.495.000	1.134	47.440.000	1.116	-2,2%	-1,6%	49.835.000	1.099	5,0%	-17	-1,5%
	Intérimaires	850.000	21	850.000	21	0,0%	0,0%	985.000	22	15,9%	1	4,8%
	External personnel	86.299.000	1.764	92.335.000	1.826	7,0%	3,5%	100.107.000	1.884	8,4%	58	3,2%
	<b>TOTAL STAFF EEAS</b>	<b>320.424.000</b>	<b>3.392</b>	<b>340.314.000</b>	<b>3.437</b>	<b>6,2%</b>	<b>1,3%</b>	<b>355.393.000</b>	<b>3.479</b>	<b>4,4%</b>	<b>42</b>	<b>1,2%</b>
										#DIV/0!	0	#DIV/0!
	<b>Total Official and Temporary staff</b>	<b>4.238.030.390</b>	<b>40.294</b>	<b>4.432.651.101</b>	<b>39.918</b>	<b>4,6%</b>	<b>-0,9%</b>	<b>4.556.519.183</b>	<b>39.798</b>	<b>2,8%</b>	<b>-120</b>	<b>-0,3%</b>
	<b>Total External personnel</b>	<b>915.592.344</b>	<b>19.789</b>	<b>960.327.165</b>	<b>19.750</b>	<b>4,9%</b>	<b>-0,2%</b>	<b>990.405.325</b>	<b>20.035</b>	<b>3,1%</b>	<b>285</b>	<b>1,4%</b>
	<b>TOTAL STAFF</b>	<b>5.153.622.734</b>	<b>60.083</b>	<b>5.392.978.266</b>	<b>59.668</b>	<b>4,6%</b>	<b>-0,7%</b>	<b>5.546.924.508</b>	<b>59.833</b>	<b>2,9%</b>	<b>165</b>	<b>0,3%</b>

## 1.1 External staff – general comments

Variations from one year to another in the population of external personnel may be significant, as needs can be difficult to predict and might change significantly in the course of the year for various reasons (maternity, sick-leave, reinforcement etc.). Furthermore, it has to be borne in mind that the number of agency staff ('Intérimaires') can only be a snapshot of the situation at a given point in time and may vary substantially from one year to another.

Figures for 2017 have been updated to take account of the result of the voted budget 2017 (integrating Amending Letter 1/2017).

## 1.2 Specific comments on external staff per Institution

### 1.2.1 European Parliament (EP)

Concerning contract agents, the figure for 2017 has been adjusted in line with the number of contracts actually signed in 2016. The increase of FTE and appropriations on 2018 is mostly related to the internalisation of the transport services of Members of Parliament decided by the Bureau on 11 April 2016 as part of the reinforced security measures in the aftermath of the 22 March 2016 events in Brussels. The recruitment of the drivers has started in 2017 and is foreseen to be completed by 2018.

The number of Parliamentary Assistants represents the total number of **accredited and local Parliamentary Assistants** according to the following distribution:

Type of human resources	B2016		B2017		Evolution 2017 /2016		DB2018		Evolution 2018 /2017	
	Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	Appropriations	FTE
Accredited Parliamentary Assistants	105.370.000	2.050	103.801.000	1.860	-1,5%	-9,3%	116.000.000	2.000	11,8%	7,5%
Local Parliamentary Assistants	86.140.000	4.088	92.580.000	4.088	7,5%	0,0%	80.000.000	4.088	-13,6%	0,0%

**NB:** Figures for accredited assistants do not take into consideration their mission costs; figures for local assistants include mission costs.

Members are entirely free to decide how to use their Parliamentary Assistance Allowance between local and accredited assistants. Consequently, the evolution of the figures related to the accredited parliamentary assistants (APA) cannot be taken in isolation, but must be analysed together with the figures related to local assistants. Regular transfers of appropriations are made during the year between the sub-items related to local assistants and APA to take into account the real consumption of appropriations.

Concerning local assistants, the initial estimated number of FTE for 2017 corresponds to the number of on-going contracts as of 31 December 2016, as the administration of the EP has no accurate methodology to forecast the decisions that MEPs will take during the year relating to parliamentary assistants. This number includes all the types of contracts paid from this sub-item, i.e. local assistants under employment contract but also trainees, paying agents and service contracts (Members are allowed to use up to 25 % of their 'allowance' on service contracts), meaning that no FTE can be established.

For both local and accredited assistants, the number indicated for 2018 corresponds to the real figures observed presently (May 2017) as it is difficult to anticipate the behaviour of the MEPs.

### 1.2.2 Council

The change in the number of FTE of external staff in the Council is related to the addition of 9 contract agents as 24/7 security agents for the security centre in the Europa Building and 3 additional patchers in the field of IT in July 2016, for which no provision was foreseen in 2017 budget.

### 1.2.3 Commission

The 2018 draft budget includes a global and net reduction of 39 estimated FTE for other types of personnel, financed across all headings of the Multiannual Financial Framework.

The 2018 draft budget includes a global reduction of 50 FTE<sup>3</sup> following the impact of delegation of tasks to agencies. Appropriations for a total of 16 FTE, mainly in the administrative offices, are requested to reflect the transformation of establishment plan posts into appropriations.

Appropriations for 104 FTE, of which 77 contract agents, are added in the executive agencies in order to reflect the gradual phasing-in of the delegation of implementation tasks as well as the additional 2018 delegations, of which notably SEDIA<sup>4</sup> counts for 30 FTEs, of which 25 are contract agents.

### 1.2.4 Court of Justice of the European Union (CoJ)

The increase in the number of FTE of external staff in the Court of Justice is mainly due to a transfer of 5 contract agents from the budget of the Publications Office to the Court's budget section in relation to the execution of proof-reading tasks.

### 1.2.5 European Court of Auditors (CoA)

In 2017 the Court launched a Graduate Programme to attract the most talented postgraduates from across Europe offering a one year contract (renewable only once for one further year) as a contract agent which led to an increase of 6 contract agents. The Court intends to continue the programme in 2018.

### 1.2.6 European Economic and Social Committee (EESC)

The number of external staff in 2018 remains on a level comparable to that of the previous years.

### 1.2.7 Committee of the Regions (CoR)

The number of external staff in 2018 remains stable compared to 2017.

### 1.2.8 European Ombudsman (EO)

The number of external staff in 2018 remains stable compared to 2017.

### 1.2.9 European Data Protection Supervisor (EDPS)

The number of external staff in 2018 remains stable compared to 2017.

### 1.2.10 European External Action Service (EEAS)

In the 2017 budget procedure, the Budget Authority decided to reinforce the Strategic Communication area by 16 contract agents.

In 2018, the number of contract agents increase by 56, mainly to strengthen cyber-security, to reinforce the infrastructure management in line with the recommendations of the Court of Auditors and the Council conclusions, to reinforce other security- or infrastructure-related divisions and by replacing contract agents from delegations as a savings measure relating to IT consolidation. Furthermore, 8 paid national experts are replaced by contractual agents in line with the commitments made by the High Representative Vice-President to the European Parliament in the framework of the 2017 budget procedure.

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<sup>3</sup> Includes: 21.3 external personnel to be cut following the 2013 delegation package (SEC(2013)493); 22 external personnel for the delegation of SEDIA; 3 external personnel following delegation of EUCI from HOME to REA; 2 external personnel for 2015 delegation of Sygma to REA; as well as 2 external personnel due to EFSI impact.

<sup>4</sup> Single Electronic Data Interchange Area

## 2. COMMISSION HUMAN RESOURCES 2017 – THE CURRENT SITUATION

### 2.1 Global picture as of 1st April 2017 of the staff in place

#### 2.1.1 Breakdown of establishment plan posts & external staff

For the reasons explained above in the preliminary methodological remarks, the snapshot picture of human resources present on 01/04/2017 does not exactly compare, by definition, with the estimates of FTE units authorised by the appropriations voted for posts and external personnel in the 2017 budget. With this important *caveat*, the tables below provide the complete distribution between each category of Commission human resources<sup>5</sup> financed under all headings of the Multiannual Financial Framework (MFF).

COMMISSION STAFF IN PLACE AS OF 01/04/2017 - FINANCED UNDER THE EU BUDGET

(NUMBER OF PERSONS PRESENT)

CATEGORY	HEADING 5 OF THE MFF				OUTSIDE HEADING 5			TOTAL HEAD - QUARTER	TOTAL IN DELEGATIONS	TOTAL IN REPRESENTATIONS	TOTAL
	HEAD - QUARTER	IN DELEGATIONS	IN REPRESENTATIONS	TOTAL HEADING 5	HEAD - QUARTER	IN DELEGATIONS	TOTAL OUTSIDE HEADING 5				
1. Officials and temporary agents	18,849	589	256	19,694	3,199	7	3,206	22,048	596	256	22,900
2. Contract Agents	2,695	5	329	3,029	2,021	568	2,589	4,716	573	329	5,618
3. Local agents in Delegations and representations		123	39	162		1,186	1,186		1,309	39	1,348
4. Seconded national experts	704	34		738	67	21	88	771	55		826
5. Agency staff	237		26	263	39		39	276		26	302
6. Service providers and other residual categories (1)	72			72	16		16	88			88
<b>TOTAL</b>	<b>22,557</b>	<b>751</b>	<b>650</b>	<b>23,958</b>	<b>5,342</b>	<b>1,782</b>	<b>7,124</b>	<b>27,899</b>	<b>2,533</b>	<b>650</b>	<b>31,082</b>

(1) Of which: - Residual private law contract in Belgium and Luxembourg: 72 persons financed by the operating budget.  
 - External personnel technical assistance XX010201: 70 persons.  
 - JRC grant holders: 16 heads financed by the research budget.

COMMISSION STAFF IN PLACE AS OF 01/04/2017 - FINANCED FROM EARMARKED REVENUE

CATEGORY	OFFICES	EUROPEAN DEVELOPMENT FUND (DELEGATIONS)	EUROPEAN DEVELOPMENT FUND (HEADQUARTER)	TRUST FUNDS (HEADQUARTER)	COMPETITIVE ACTIONS OF THE JOINT RESEARCH CENTER	DG AT HEAD - QUARTER	TOTAL
1. Officials and temporary agents							
2. Contract Agents	416	362	118		432	152	1,480
3. Local agents in Delegations and representations		721					721
4. Seconded national experts		4			8		12
5. Agency staff							
6. Service providers and other residual categories (1)					10		10
<b>TOTAL</b>	<b>416</b>	<b>1,087</b>	<b>118</b>		<b>451</b>	<b>152</b>	<b>2,223</b>

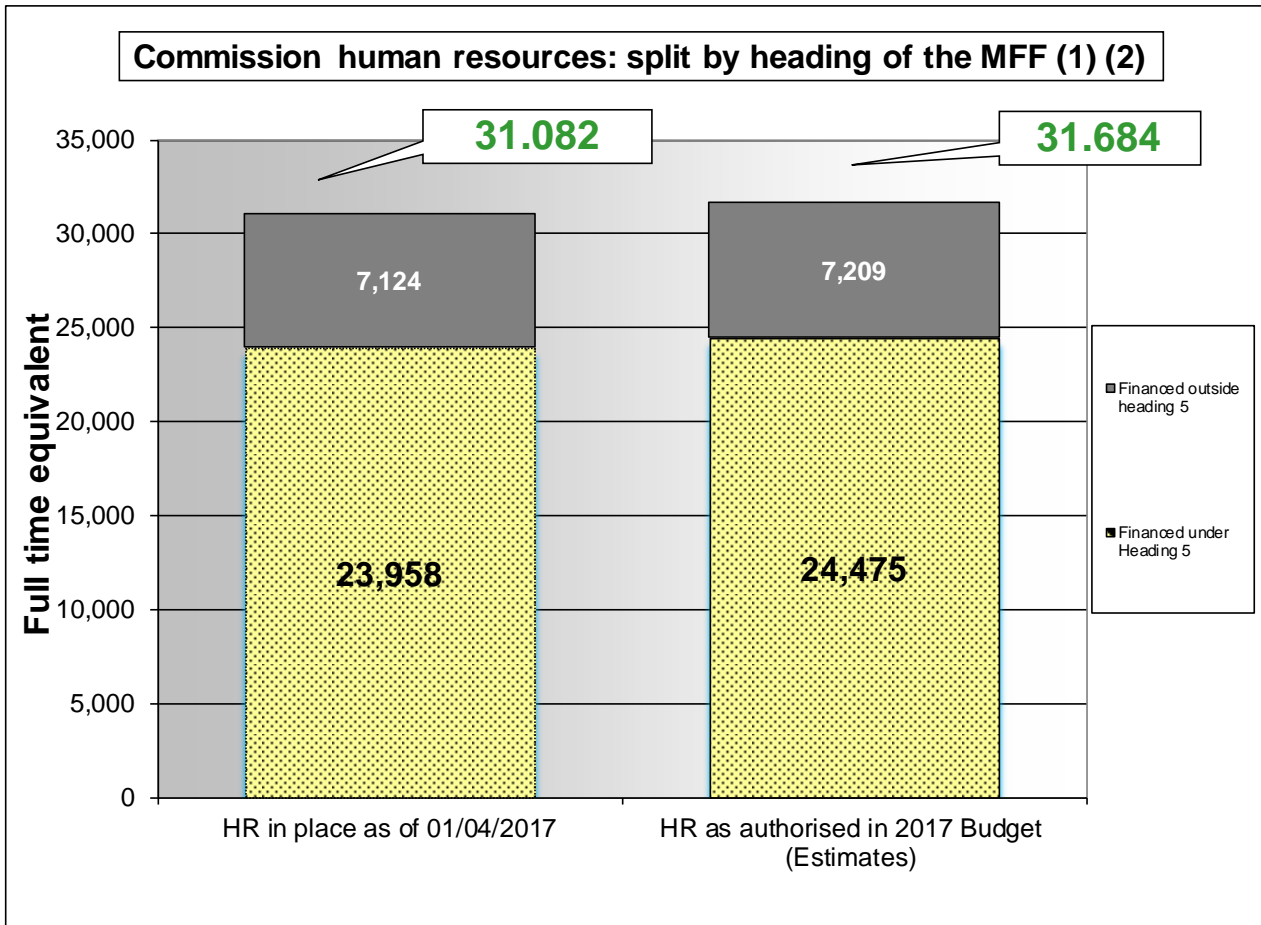
(1) - JRC grant holders.

In addition to the 31 082 staff in place as of 01/04/2017 financed under the EU budget, 2 223 staff was working for the Commission as of 01/04/2017 and financed from earmarked revenue (see detailed table above).

<sup>5</sup> As included in the budgetary statement or estimated on the basis of average costs and expected distribution between categories.

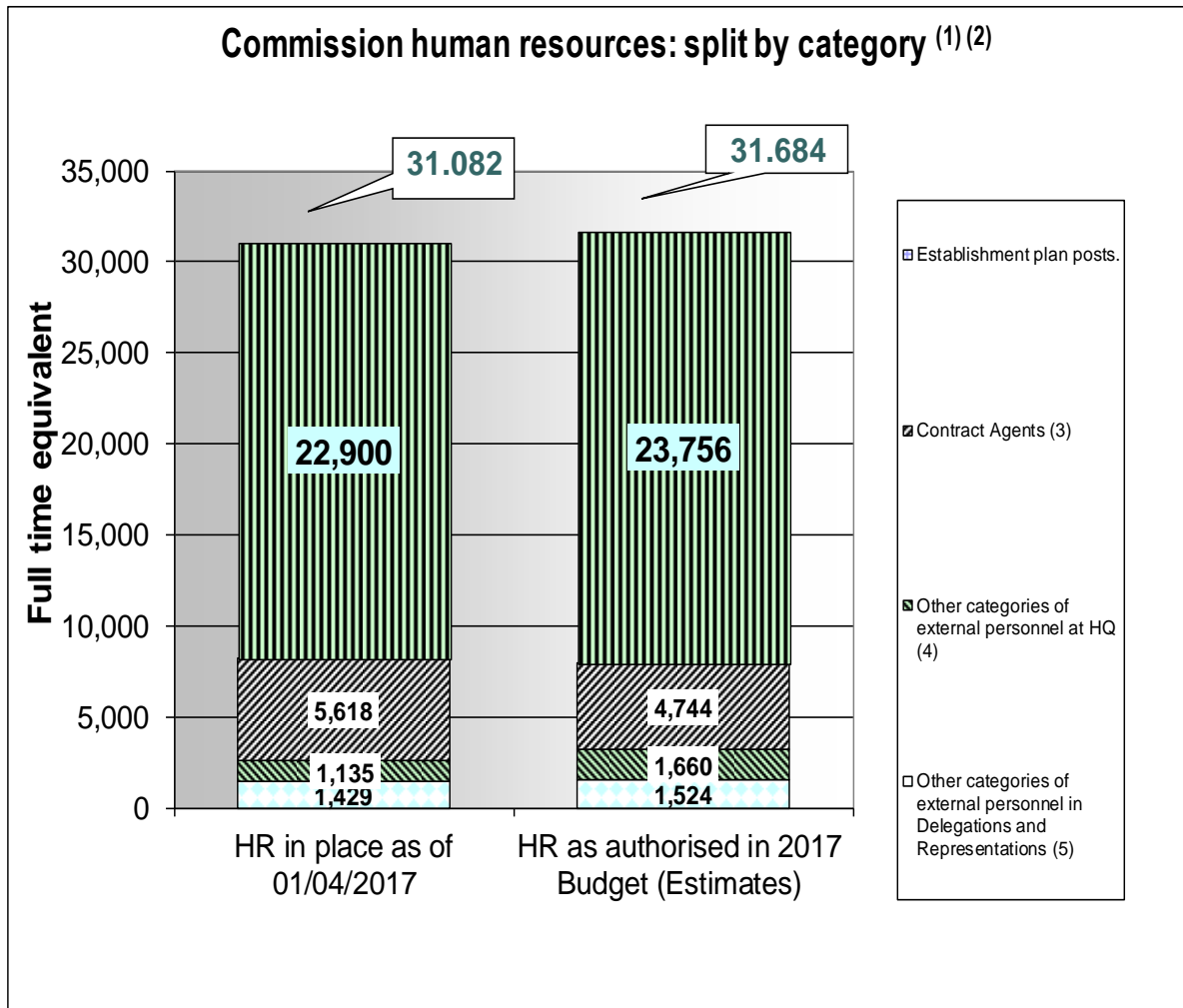
2.1.2 Overview of human resources financed within and outside heading 5 of the MFF in 2017

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



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

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



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

(2) Excluding external staff financed from earmarked revenue.

(3) The detailed figures appear in the table reproduced under point 2.3.1 below.

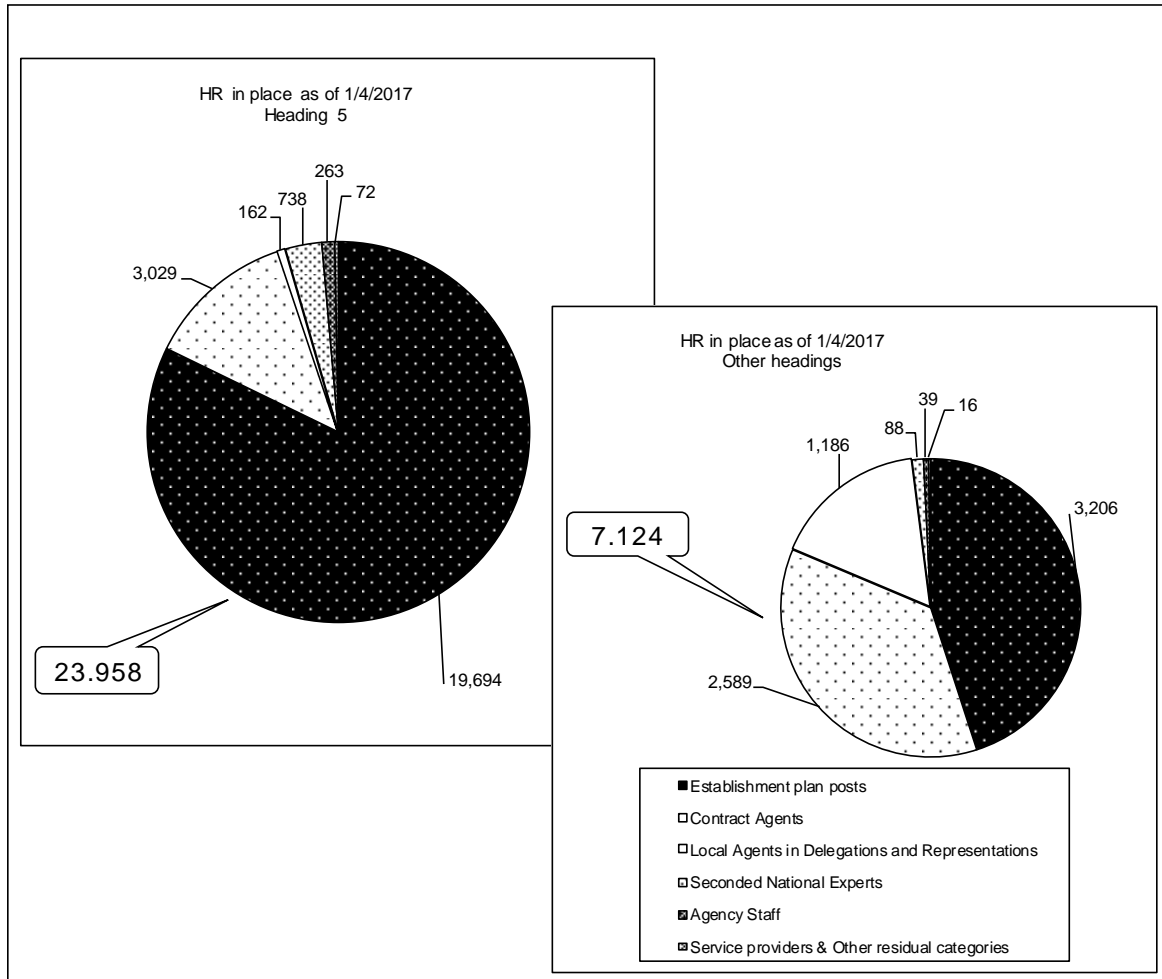
(4) The detailed figures appear in the table reproduced under point 2.3.3 below.

(5) The detailed figures appear in the table reproduced under point 2.3.2 below.

2.1.3 Overview of human resources financed from the EU budget: staff in place as of 01/04/2017 – split by heading of the MFF & category of personnel

**Commission human resources financed from the EU budget**

**Personnel in place as of 01/04/2017 - split by heading of the MFF & category (1) (2)**



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



## 2.2 Overview of the establishment plan posts occupied as of 01/04/2017

### 2.2.1 Consolidated view on all budgets

Data on the occupation of the 9 establishment plans (Commission, Research - Direct and Indirect Actions, EPSO, OIB, OIL, OLAF, OP, PMO) reproduced in the points 2.2.1 to 2.2.4 include officials-to-be, who have not yet started working for the Commission but for whom the Appointing Authority (AIPN) has already signed a letter offering recruitment as well as temporary agents who are not yet in activity, but for whom an employment contract has been signed by the Authority empowered to conclude contracts (AHCC).

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

Commission Establishment Plan Posts occupied as of 01/04/2017  
All Budgets (Operating, Research and Offices)

DG \ Function Group	Commission Operating budget				Research Budgets				Offices				Total			
	AD	AST	SC	Total	AD	AST	SC	Total	AD	AST	SC	Total	AD	AST	SC	Total
DG Agriculture and Rural Development	492	320	7	819	9	4		13					501	324	7	832
DG Budget	199	196	8	403									199	196	8	403
Cabinets	209	211	40	460									209	211	40	460
DG Climate Action	116	22	2	140									116	22	2	140
DG Communication	315	272	13	600									315	272	13	600
DG Communications Networks, Content and Technology	222	163	2	387	190	139	6	335					412	302	8	722
DG Competition	488	222	39	749									488	222	39	749
DG Economic and Financial Affairs	393	172	17	582									393	172	17	582
DG Education and Culture	214	188	8	410	18	5		23					232	193	8	433
DG Employment, Social Affairs and Inclusion	364	212	16	592									364	212	16	592
DG Energy	264	218	5	487	51	6	2	59					315	224	7	546
DG Environment	276	147	6	429									276	147	6	429
DG Financial Stability, Financial Services and Capital Markets Union	201	83	8	292									201	83	8	292
DG Health and Food Safety	414	201	11	626									414	201	11	626
DG Human Resources and Security	203	364	36	603									203	364	36	603
DG Humanitarian Aid and Civil Protection (ECHO)	127	100	7	234									127	100	7	234
DG Informatics	184	247	7	438									184	247	7	438
DG Internal Market, Industry, Entrepreneurship and SMEs	491	271	7	769	48	15		63					539	286	7	832
DG International Cooperation and Development	675	309	10	994									675	309	10	994
DG Interpretation	580	113	17	710									580	113	17	710
Joint Research					857	867	1	1,725					857	867	1	1,725
DG Justice and Consumers	226	126	14	366		3		3					226	129	14	369
DG Maritime Affairs and Fisheries	185	79	4	268									185	79	4	268
DG Migration and Home Affairs	280	83	20	383	11	7		18					291	90	20	401
DG Mobility and Transport	222	137	11	370	29	10		39					251	147	11	409
DG Neighbourhood and Enlargement Negotiations	266	136	5	407									266	136	5	407
European Anti-Fraud Office									181	139	8	328	181	139	8	328
European Personnel Selection Office									29	75	1	105	29	75	1	105
Office for Infrastructure and Logistics in Brussels									79	242		321	79	242	0	321
Office for Infrastructure and Logistics in Luxembourg									28	87	4	119	28	87	4	119
DG Regional and Urban Policy	332	191	12	535									332	191	12	535
DG Research and Innovation	31	38	2	71	553	374		927					584	412	2	998
DG Taxation and Customs Union	252	163	2	417									252	163	2	417
DG Trade	380	153	16	549									380	153	16	549
DG Translation	1,716	398	33	2,147									1,716	398	33	2,147
European Political Strategy Centre	24	9	3	36									24	9	3	36
Eurostat	336	256	2	594									336	256	2	594
Internal Audit Service	108	34	2	144									108	34	2	144
Legal Service	260	124	7	391									260	124	7	391
PayMaster's Office									25	113		138	25	113	0	138
Publications Office									122	454	2	578	122	454	2	578
Secretariat general	324	242	11	577									324	242	11	577
Service for Foreign Policy Instruments	42	22	2	66									42	22	2	66
Staff committee - representative trade unions and staff associations	17	14	2	33	1			1					18	14	2	34
Task Force for the Preparation and Conduct of the Negotiations with the United Kingdom under Article 50 TEU	21	6		27									21	6	0	27
<b>Total</b>	<b>11,449</b>	<b>6,242</b>	<b>414</b>	<b>18,105</b>	<b>1,767</b>	<b>1,430</b>	<b>9</b>	<b>3,206</b>	<b>464</b>	<b>1,110</b>	<b>15</b>	<b>1,589</b>	<b>13,680</b>	<b>8,782</b>	<b>438</b>	<b>22,900</b>

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

The table below provides an overview on the evolution of the occupation of Commission establishment plan posts as of 01/04/2017.

<b>Evolution of the Occupation of Posts at the Commission* 2002-17</b>					
(Operating Establishment Plan - Permanent and temporary posts)					
		<b>Authorised posts</b>	<b>Occupied posts</b>	<b>Vacant posts</b>	
<b>2002</b>	1/01	17,905	16,877	1,028	5.7%
	<b>1/05</b>	<b>17,905</b>	<b>16,916</b>	<b>989</b>	<b>5.5%</b>
	1/07	17,905	16,986	919	5.1%
	31/12	17,905	17,426	479	2.7%
<b>2003</b>	1/01	16,719	16,260	459	2.7%
	<b>1/04</b>	<b>16,719</b>	<b>16,240</b>	<b>479</b>	<b>2.9%</b>
	1/07	16,719	16,199	520	3.1%
	31/12	16,719	16,333	386	2.3%
<b>2004</b>	1/01	17,388	16,197	1,191	6.8%
	<b>1/04</b>	<b>17,388</b>	<b>16,549</b>	<b>839</b>	<b>4.8%</b>
	1/07	17,388	16,494	894	5.1%
	31/12	17,388	17,008	380	2.2%
<b>2005</b>	1/01	17,957	16,929	1,028	5.7%
	<b>1/04</b>	<b>17,957</b>	<b>17,256</b>	<b>701</b>	<b>3.9%</b>
	1/07	17,957	17,442	515	2.9%
	31/12	17,957	17,652	305	1.7%
<b>2006</b>	1/01	18,571	17,642	929	5.0%
	<b>1/04</b>	<b>18,571</b>	<b>17,726</b>	<b>845</b>	<b>4.6%</b>
	1/07	18,571	17,768	803	4.3%
	31/12	18,571	18,013	558	3.0%
<b>2007</b>	1/01	19,370	17,961	1,409	7.3%
	<b>1/04</b>	<b>19,370</b>	<b>18,278</b>	<b>1,092</b>	<b>5.6%</b>
	1/07	19,370	18,584	786	4.1%
	31/12	19,370	19,041	329	1.7%
<b>2008</b>	1/01	20,162	18,903	1,259	6.2%
	<b>1/04</b>	<b>20,162</b>	<b>19,158</b>	<b>1,004</b>	<b>5.0%</b>
	1/07	20,162	19,382	780	3.9%
	31/12	20,162	19,595	567	2.8%
<b>2009</b>	1/01	20,384	19,551	833	4.1%
	<b>1/04</b>	<b>20,384</b>	<b>19,722</b>	<b>662</b>	<b>3.2%</b>
	1/07	20,384	19,814	570	2.8%
	31/12	20,384	19,878	506	2.5%
<b>2010</b>	1/01	20,329	19,829	500	2.5%
	<b>1/04</b>	<b>20,329</b>	<b>19,841</b>	<b>488</b>	<b>2.4%</b>
	1/07	20,329	19,895	434	2.1%
	31/12	20,329	19,937	392	1.9%
<b>2011</b>	1/01	19,256	18,845	411	2.1%
	<b>1/04</b>	<b>19,256</b>	<b>18,807</b>	<b>449</b>	<b>2.3%</b>
	1/07	19,256	18,823	433	2.2%
	31/12	19,256	18,780	476	2.5%
<b>2012</b>	1/01	19,290	18,783	507	2.6%
	<b>1/04</b>	<b>19,290</b>	<b>18,771</b>	<b>519</b>	<b>2.7%</b>
	1/07	19,290	18,678	612	3.2%
	31/12	19,290	18,623	667	3.5%
<b>2013</b>	1/01	19,270	18,565	705	3.7%
	<b>1/04</b>	<b>19,270</b>	<b>18,510</b>	<b>760</b>	<b>3.9%</b>
	1/07	19,270	18,627	643	3.3%
	31/12	19,270	18,694	576	3.0%
<b>2014</b>	1/01	19,221	18,561	660	3.4%
	<b>1/04</b>	<b>19,221</b>	<b>18,586</b>	<b>635</b>	<b>3.3%</b>
	1/07	19,221	18,523	698	3.6%
	31/12	19,221	18,707	514	2.7%
<b>2015</b>	1/01	19,039	18,699	340	1.8%
	<b>1/04</b>	<b>19,039</b>	<b>18,618</b>	<b>421</b>	<b>2.2%</b>
	1/07	19,039	18,636	403	2.1%
	31/12	19,039	18,631	408	2.1%
<b>2016</b>	1/01	18,857	18,578	279	1.5%
	<b>1/04</b>	<b>18,857</b>	<b>18,480</b>	<b>377</b>	<b>2.0%</b>
	1/07	18,857	18,423	434	2.3%
	31/12	18,857	18,250	607	3.2%
<b>2017</b>	1/01	18,786	18,188	598	3.2%
	<b>1/04</b>	<b>18,786</b>	<b>18,105</b>	<b>681</b>	<b>3.6%</b>
	Forecasted 1/07	18,786	18,140	646	3.4%
	Forecasted 31/12	18,786	18,230	556	3.0%

(\*) The occupation of posts includes until 1/4/2014 officials-to-be who have not yet started working for the Commission but for whom the Appointing Authority (AIPN) has already signed a letter offering recruitment and temporary agents who are not yet in activity but for whom an employment contract has been signed by the Authority empowered to conclude contracts (AHCC)

NB: the 28 Commission Members (20 Members, 7 Vice-Presidents and the President) appointed by the Council as from 01/11/2014 do not occupy any establishment plan post position. Neither do the remunerated and non-

*remunerated special advisers<sup>6</sup> servicing the Commission as of 01/04/2017<sup>7</sup>. They are therefore not included in the above figures.*

The number of vacancies on 1 January 2017 amounted to 598, or 3,2 % of the total authorised establishment plan, increasing slightly to **3,6 % on 1 April 2017**. This can be explained by the combination of an increased rhythm of retirements and a slower rate of recruitments.

However, the forecast for the year end is that 97 % of posts should be occupied.

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

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

<sup>7</sup> The list of the Special Advisers to the President and Commissioners of the European Commission appointed from 1 April 2017 until 31 March 2018 is published on the basis of Regulation (EC) N° 1049/2001 at the following website: [http://ec.europa.eu/civil\\_service/about/who/sa\\_en.htm](http://ec.europa.eu/civil_service/about/who/sa_en.htm).

**Occupation of posts at 01/04/2017**  
**Operating Establishment plan (Offices OP, EPSO, OIB, OIL, PMO and OLAF not included)**  
**by function groups-grades and DGs - AD function group**

DG \ Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6	AD5	Total
DG Agriculture and Rural Development	2	6	17	71	61	40	46	66	55	57	42	29	492
DG Budget	1	4	8	25	20	13	13	22	22	26	18	27	199
Cabinets		3	24	30	20	35	26	27	19	20	2	3	209
DG Climate Action	1	2	4	11	7	8	7	13	11	16	16	20	116
DG Communication	1	7	14	47	39	32	37	30	31	30	26	21	315
DG Communications Networks, Content and Technology		2	10	33	33	14	24	24	18	27	26	11	222
DG Competition	2	6	15	44	29	23	32	47	62	96	55	77	488
DG Economic and Financial Affairs	2	6	21	36	34	34	18	30	39	85	38	50	393
DG Education, Youth, Sport and Culture	1	4	6	41	30	18	20	27	16	21	19	11	214
DG Employment, Social Affairs and Inclusion	1	5	14	57	44	28	28	31	37	52	33	34	364
DG Energy	1	5	10	41	33	12	16	30	26	40	33	17	264
DG Environment	1	1	14	41	35	26	27	33	24	29	19	26	276
DG European Civil Protection and Humanitarian Aid Operations (ECHO)		2	6	21	15	10	17	11	9	15	17	4	127
DG Financial Stability, Financial Services and Capital Markets Union		3	9	18	14	10	14	23	30	47	21	12	201
DG Health and Food Safety		5	18	51	50	31	26	51	58	53	52	19	414
DG Human Resources and Security	1	5	13	34	28	13	13	24	14	23	13	22	203
DG Informatics	1	2	8	20	8	12	18	28	23	21	21	22	184
DG Internal Market, Industry, Entrepreneurship and SMEs	1	4	27	79	70	29	30	41	58	72	53	27	491
DG International Cooperation and Development	2	6	19	125	96	82	75	71	64	70	34	31	675
DG Interpretation		2	22	109	117	44	35	59	50	64	39	39	580
DG Justice and Consumers		2	8	24	33	17	20	26	20	34	24	18	226
DG Maritime Affairs and Fisheries	1	3	6	32	18	13	14	13	30	21	16	18	185
DG Migration and Home Affairs	1	4	9	25	31	18	13	31	47	33	42	26	280
DG Mobility and Transport		5	14	40	28	21	20	23	15	21	15	20	222
DG Neighbourhood and Enlargement Negotiations	1	3	7	45	42	21	26	28	32	33	16	12	266
DG Regional and Urban Policy		6	12	47	32	21	33	35	42	49	33	22	332
DG Research and Innovation	1	1	4	3	7	1	3	5	3		2	1	31
DG Taxation and Customs Union		3	11	40	33	25	23	22	28	22	25	20	252
DG Trade	3	4	9	48	60	36	38	39	53	47	28	15	380
DG Translation	1	4	32	295	243	90	60	119	237	225	182	228	1,716
European Political Strategy Centre	1	1	3	3	1	2	3	3		2	3	2	24
Eurostat	1	4	14	56	32	30	25	27	50	38	25	34	336
Internal Audit Service	1	1	5	3	7	5	9	5	8	19	14	31	108
Legal Service	1	8	21	46	30	15	26	29	23	38	14	9	260
Secretariat general	1	9	21	37	27	34	30	27	35	50	41	12	324
Service for Foreign Policy Instruments			1	6	6	4	5	3	4	6	4	3	42
Staff committee - representative trade unions and staff associations			1	7	1	1	1	4	1	1			17
Task Force for the Preparation and Conduct of the Negotiations with the United Kingdom under Article 50 TEU	1	1	1	4	2		3	2	3	3	1		21
<b>Total</b>	<b>32</b>	<b>139</b>	<b>458</b>	<b>1,695</b>	<b>1,416</b>	<b>868</b>	<b>874</b>	<b>1,129</b>	<b>1,297</b>	<b>1,506</b>	<b>1,062</b>	<b>973</b>	<b>11,449</b>

**Occupation of posts at 01/04/2017**  
**Operating Establishment plan (Offices OP, EPSO, OIB, OIL, PMO and OLAF not included)**  
**by function groups-grades and DGs - AST function group**

DG \ Grade	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
DG Agriculture and Rural Development	8	12	34	25	62	45	62	32	22	17	1	320
DG Budget	1	9	27	14	21	22	38	34	18	8	4	196
Cabinets	1		3	7	44	29	29	50	26	19	3	211
DG Climate Action				2	3	3	5	5	3	1		22
DG Communication	4	10	27	18	28	37	55	49	33	11		272
DG Communications Networks, Content and Technology		3	10	10	25	25	32	26	22	9	1	163
DG Competition	2	6	6	13	21	29	35	21	59	25	5	222
DG Economic and Financial Affairs	9	6	9	10	16	19	29	29	31	12	2	172
DG Education, Youth, Sport and Culture	1	9	18	10	31	41	28	23	20	6	1	188
DG Employment, Social Affairs and Inclusion	3	4	16	17	20	21	43	37	35	14	2	212
DG Energy	9	15	36	14	22	23	37	24	29	8	1	218
DG Environment	1	4	18	12	22	26	18	17	17	11	1	147
DG European Civil Protection and Humanitarian Aid Operations (ECHO)	1	2	9	12	14	18	18	15	6	5		100
DG Financial Stability, Financial Services and Capital Markets Union		2	6	5	8	12	16	20	10	3	1	83
DG Health and Food Safety	2	5	17	17	44	37	34	22	14	7	2	201
DG Human Resources and Security	5	13	33	25	55	49	68	52	42	12	10	364
DG Informatics	7	13	31	29	19	42	49	25	25	6	1	247
DG Internal Market, Industry, Entrepreneurship and SMEs	1	4	16	22	33	52	39	42	35	27		271
DG International Cooperation and Development	3	12	34	33	45	49	54	39	29	9	2	309
DG Interpretation	3	3	7	7	20	14	17	14	16	10	2	113
DG Justice and Consumers	1	5	9	9	14	26	26	16	8	8	4	126
DG Maritime Affairs and Fisheries		5	5	8	17	15	11	8	8	2		79
DG Migration and Home Affairs			6	10	7	10	13	11	19	6	1	83
DG Mobility and Transport	1	6	13	16	27	24	23	10	13	4		137
DG Neighbourhood and Enlargement Negotiations	1	9	13	9	19	21	21	20	15	7	1	136
DG Regional and Urban Policy	2	5	14	22	23	31	27	30	29	8		191
DG Research and Innovation		4	6	2	6	3	8	6	2	1		38
DG Taxation and Customs Union	2	7	19	12	27	24	24	15	22	9	2	163
DG Trade	1	4	16	13	18	11	27	27	25	9	2	153
DG Translation	3	9	12	42	96	50	36	41	55	41	13	398
European Political Strategy Centre						4	1	3	1			9
Eurostat	7	18	34	22	38	37	40	28	25	7		256
Internal Audit Service			4	2	4	3	5	6	8	2		34
Legal Service	1	2	6	12	25	17	22	14	13	9	3	124
Secretariat general	1	6	18	17	49	33	35	37	24	20	2	242
Service for Foreign Policy Instruments			5	1	3	1	1	4	6	1		22
Staff committee - representative trade unions and staff associations	1		1		6	1	2	1	1	1		14
Task Force for the Preparation and Conduct of the Negotiations with the United Kingdom under Article 50 TEU					3	2	1					6
<b>Total</b>	<b>82</b>	<b>212</b>	<b>538</b>	<b>499</b>	<b>935</b>	<b>906</b>	<b>1,029</b>	<b>853</b>	<b>766</b>	<b>355</b>	<b>67</b>	<b>6,242</b>

**Occupation of posts at 01/04/2017**  
**Operating Establishment plan** (Offices OP, EPSO, OIB, OIL, PMO and OLAF not included)  
**by function groups-grades and DGs - AST/SC function group**

DG \ Grade	SC6	SC5	SC4	SC3	SC2	SC1	Total
DG Agriculture and Rural Development					1	6	7
DG Budget					1	7	8
Cabinets			13	8	7	12	40
DG Climate Action						2	2
DG Communication			1	2	2	8	13
DG Communications Networks, Content and Technology					1	1	2
DG Competition					14	25	39
DG Economic and Financial Affairs					6	11	17
DG Education, Youth, Sport and Culture					1	7	8
DG Employment, Social Affairs and Inclusion					4	12	16
DG Energy						5	5
DG Environment					2	4	6
DG European Civil Protection and Humanitarian Aid Operations (ECHO)					4	3	7
DG Financial Stability, Financial Services and Capital Markets Union					2	6	8
DG Health and Food Safety					3	8	11
DG Human Resources and Security			16	2	6	12	36
DG Informatics					2	5	7
DG Internal Market, Industry, Entrepreneurship and SMEs					1	6	7
DG International Cooperation and Development					3	7	10
DG Interpretation					5	12	17
DG Justice and Consumers					4	10	14
DG Maritime Affairs and Fisheries					2	2	4
DG Migration and Home Affairs					7	13	20
DG Mobility and Transport					3	8	11
DG Neighbourhood and Enlargement Negotiations					3	2	5
DG Regional and Urban Policy					2	10	12
DG Research and Innovation					1	1	2
DG Taxation and Customs Union					1	1	2
DG Trade					3	13	16
DG Translation					7	26	33
European Political Strategy Centre			2	1			3
Eurostat					1	1	2
Internal Audit Service						2	2
Legal Service					4	3	7
Secretariat general					4	7	11
Service for Foreign Policy Instruments						2	2
Staff committee - representative trade unions and staff associations					1	1	2
Task Force for the Preparation and Conduct of the Negotiations with the United Kingdom under Article 50 TEU							
<b>Total</b>			<b>32</b>	<b>13</b>	<b>108</b>	<b>261</b>	<b>414</b>

## Occupation of posts as of 01/04/2017

Operating Budget (excluding Research and Offices)  
Permanent and temporary posts  
by nationality, function group and grade

Nationality Grade	AUT	BEL	BGR	CYP	CZE	DEU	DNK	ESP	EST	FIN	FRA	GBR	GRC	HRV	HUN	IRL	ITA	LTU	LUX	LVA	MLT	NLD	POL	PRT	ROU	SVK	SVN	SWE	Others	Total	
AD16		2	1			5		5			4	1	2			3	1	1			4	1	1				1		<b>32</b>		
AD15	3	8		1	2	12	3	17	2	4	13	9	9	1	5	7	9	1	2	3	2	4	7	3	3	2	3	4		<b>139</b>	
AD14	19	54	4	4		59	13	36	3	11	57	30	26		2	17	55	5	7	2		14	6	20	4	1	2	6	1	<b>458</b>	
AD13	44	163	7	4	11	221	54	183	1	59	206	123	105	1	7	56	172	4	5	3	2	75	18	97	7	6	4	57		<b>1,695</b>	
AD12	54	156	2	5	1	164	25	130	4	85	182	87	73	5	7	30	157	1	7	5	2	63	9	75	7	1		79		<b>1,416</b>	
AD11	20	127	4	2	4	116	23	94	4	37	108	39	29	1	4	16	104	3	3	5	4	31	10	28	6	3	4	39		<b>868</b>	
AD10	19	128	8	3	22	100	16	74	6	37	83	30	27	1	24	11	95	16	2	9	7	31	38	17	16	12	5	36	1	<b>874</b>	
AD9	27	130	6	10	49	114	12	61	25	21	111	39	35	3	63	17	77	32	2	19	16	26	119	27	8	27	29	24		<b>1,129</b>	
AD8	17	90	49	20	69	110	10	86	37	13	94	41	25		94	15	64	50	1	25	21	29	149	10	86	48	30	13	1	<b>1,297</b>	
AD7	18	84	113	10	68	98	9	83	31	6	113	26	41	6	85	14	130	40	2	35	28	22	173	17	166	49	28	11		<b>1,506</b>	
AD6	14	62	109	3	40	72	16	57	7	2	65	22	30	15	46	3	99	23		23	11	20	109	10	151	18	32	3		<b>1,062</b>	
AD5	13	65	28	4	8	82	14	63	15	9	77	31	43	122	34	19	115	13	1	20	18	10	43	23	59	17	14	12	1	<b>973</b>	
AD	248	1,069	331	66	274	1,153	195	889	135	284	1,113	478	445	155	371	205	1,080	189	33	149	111	329	682	328	513	184	151	285	4	<b>11,449</b>	
AST11		27				3	1	8			7	1	4			6	12		2			6		3				2		<b>82</b>	
AST10	8	83				17	1	14		5	20	4	11			9	19		5			5		8			3			<b>212</b>	
AST9	15	189				44	15	35		24	49	21	28			11	53		4			13		11			26			<b>538</b>	
AST8	7	176				44	5	34		12	37	37	20			29	51		5			10		20			12			<b>499</b>	
AST7	20	331				76	27	64		40	70	38	48			39	91		7			17	1	40			26			<b>935</b>	
AST6	23	311		3	4	60	15	67	1	21	101	31	32	1	2	39	102	3	9	3	2	10	7	23	2	6		28		<b>906</b>	
AST5	12	293	24	5	33	33	8	66	14	12	107	15	33		44	12	84	14	6	9	5	8	83	17	40	29	13	10		<b>1,029</b>	
AST4	7	204	45	6	26	27	6	41	11	9	73	19	25	2	27	8	64	13	3	7	5	6	115	13	51	12	16	11	1	<b>853</b>	
AST3	2	120	39	8	35	26	6	33	9	9	49	9	35	17	57	7	65	20		15	4	8	59	11	84	27	8	3	1	<b>766</b>	
AST2	3	68	23	5	6	9	2	11	14	8	17	4	13		13	2	17	25		14			20	5	48	14	6	8		<b>355</b>	
AST1		12	1	1	3	4		3	4	2	1	2	6		5	1	4	4		3		1	2	1	5	1	1			<b>67</b>	
AST	97	1,814	132	28	107	343	86	376	53	142	531	181	255	20	148	163	562	79	41	51	16	84	287	152	230	89	44	129	2	<b>6,242</b>	
SC6																															
SC5																															
SC4		5	1			1	3		2		3	2	1	1	1	2	4	2					1	1		1		1		<b>32</b>	
SC3		3				1					1		1			1				1	1		1		1	2				<b>13</b>	
SC2		37	6		1	5		9			9		4	2	1		19	1		1			3	3	4	2		1		<b>108</b>	
SC1		58	8		1	8	1	18	1	1	24		10	9	8	4	31	3		4	3	4	14	7	25	7	7	4	1	<b>261</b>	
AST-SC		103	15		2	15	4	27	3	1	37	2	16	12	10	7	54	6		6	4	4	19	11	30	12	7	6	1	<b>414</b>	
Total	<b>345</b>	<b>2,986</b>	<b>478</b>	<b>94</b>	<b>383</b>	<b>1,511</b>	<b>285</b>	<b>1,292</b>	<b>191</b>	<b>427</b>	<b>1,681</b>	<b>661</b>	<b>716</b>	<b>187</b>	<b>529</b>	<b>375</b>	<b>1,696</b>	<b>274</b>	<b>74</b>	<b>206</b>	<b>131</b>	<b>417</b>	<b>988</b>	<b>491</b>	<b>773</b>	<b>285</b>	<b>202</b>	<b>420</b>	<b>7</b>	<b>18,105</b>	

## 2.2.3 Commission establishment plan posts for research- indirect and direct actions

### 2.2.3.1 Indirect actions

#### Establishment Plan Posts occupied as of 01/04/2017

##### Research (Indirect Actions)

	DG Internal Market, Industry,				DG Agriculture and Rural				DG Mobility and Transport				DG Energy				DG Research and Innovation				DG Communications Networks,			
	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total
Establishment Plan Posts 2017	52	15	1	68	8	4	0	12	31	11	1	43	53	6	1	60	603	358	10	971	202	134	3	339
Posts occupied	48	15	0	63	9	4		13	29	10		39	51	6	2	59	553	374		927	190	139	6	335
Vacant posts - Number	4	0	1	4	-1	0	0	-1	2	1	1	3	2	0	-1	2	50	-16	10	34	12	-5	-3	7
%	7.7%	0.0%	100.0%	5.9%	-12.5%	0.0%		-8.3%	6.5%	9.1%	100.0%	7.0%	3.8%	0.0%	-100.0%	3.3%	8.3%	-4.5%	100.0%	3.5%	5.9%	-3.7%	-100.0%	2.1%

	DGEducation and Culture				DGMigration and Home Affairs				DGJustice and Consumers				Staff committee - representative trade				TOTAL			
	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total
Establishment Plan Posts 2017	18	5		23	11	7		18		3		3				0	978	543	16	1,537
Posts occupied	18	5		23	11	7		18		3		3				0	909	563	8	1,480
Vacant posts - Number	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
%	0.0%	0.0%		0.0%	0.0%	0.0%		0.0%		0.0%		0.0%					6.5%	-0.5%	58.8%	3.9%



Establishment Plan Posts occupied as of 01/04/2017  
 Research (Indirect Actions)  
 by function group-grade and DG - AD function group

DG \ Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6	AD5	Total
DG Agriculture and Rural Development			1	2	1	1	1	1	1	1			9
DG Communications Networks, Content and Technology		2	8	55	35	11	21	25	15	8	9	1	190
DG Education and Culture			2	5	2	1	1		1	3	1	2	18
DG Energy				23	13	2	4	3		4	1	1	51
DG Internal Market, Industry, Entrepreneurship and SMEs		1	2	4	8	3	7	8	5	2	5	3	48
DG Migration and Home Affairs			1	4	3					1	1	1	11
DG Mobility and Transport			1	7	2	1	3	2	5	4	2	2	29
DG Research and Innovation	1	5	48	142	93	25	41	62	45	49	30	12	553
Total:	1	8	63	242	157	44	78	101	72	72	49	22	909

Establishment Plan Posts occupied as of 01/04/2017  
 Research (Indirect Actions)  
 by function group-grade and DG - AST function group

DG \ Grade	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
DG Agriculture and Rural Development					1		1	2				4
DG Communications Networks, Content and Technology	2	1	16	8	25	22	19	21	14	9	2	139
DG Education and Culture			1		1		1	1	1			5
DG Energy		1	1		1		3					6
DG Internal Market, Industry, Entrepreneurship and SMEs			1	1	4	2	1	5		1		15
DG Justice and Consumers			1			1		1				3
DG Migration and Home Affairs					1			3	1	1	1	7
DG Mobility and Transport	1			1		3	2	1	1	1		10
DG Research and Innovation	2	13	31	27	51	60	59	57	48	17	9	374
Total:	5	15	51	37	84	88	86	91	65	29	12	563

Establishment Plan Posts occupied as of 01/04/2017  
 Research (Indirect Actions)  
 by function group, grade and DG - AST/SC function group

DG \ Grade	SC6	SC5	SC4	SC3	SC2	SC1	Total
DG Energy						2	2
DG Communications Networks, Content and Technology					2	4	6
Total:	0	0	0	0	2	6	8

Establishment Plan Posts occupied as of 01/04/2017

Research (Indirect Actions)  
by nationality, function group and grade

Nationality	Grade	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FIN	FR	GBR	EL	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total	
AD16	1								2			3	1			1															1	
AD15																													1		8	
AD14		11				7	3	5				12	3	5		4	7	1					3		2						63	
AD13	4	19		1	1	28	4	17	1	13	37	17	19		2	12	34			4	1		10	1	5		1	1	8	2	242	
AD12	4	20			1	15	3	14	2	5	22	13	20		1	3	15						10		1	1	1	1	5	1	157	
AD11	1	5			1	4		7		2	10	1	1			1	7						1	1		1					44	
AD10	2	20		1		10	1	11	1	2	7	2	3			1	8						4	2	3			1			78	
AD9		17	1	1	4	6		10	1	2	12	2	2		3	2	9	1	2	2	2	2	5	11	1		3	1	1		101	
AD8		5	3		2	6	1	7				9	1	5		5		5	1		2		1	14		2	2		1		72	
AD7		5	6		1	7		6	1		2		4		4		3	1					3	11		14	2	1	1		72	
AD6		5	4		2	4		1		1	2	1				1		6	1		1			4		15	1				49	
AD5		4	2			1		4			1	2	1				3									2		1	1		22	
AD	12	111	16	3	12	88	12	84	6	25	117	39	60	2	17	23	97	6	6	6	2	37	44	12	35	9	6	19	3	909		
AST11																	2						2		1						5	
AST10		7				1						1						3					2		1						15	
AST9	1	21				3		5		1	7	1	4				3						1		3				1		51	
AST8		16				1	2	3			1	4	1			4	3						1			1					37	
AST7	2	37				9		4		2	8	5	3			1	7						3		2				1		84	
AST6	2	44				5	1	3		3	8	2	7			1	10						1						1		88	
AST5		23			1	2		7			11	3	2		8	3	8	1		1						2	1		3		86	
AST4		38	2		4	1		5	1		9	3	4		3		8						1	5	3	2	2				91	
AST3		17	3	1	1	1		5			4		4		2		8	2		2			1	3	1	9			1		65	
AST2		9	2			2		1			1	2	1		1		1	1	1		1					6		1			29	
AST1		3									3	1	1						1					1	1			1			12	
AST	5	215	7	1	6	25	3	33	1	6	53	21	27	0	14	9	53	5	0	4	0	12	19	12	20	4	1	7	0	563		
SC6																																0
SC5																																0
SC4																																0
SC3																																0
SC2														1					1													2
SC1		1						3			1																1					6
SC	0	1	0	0	0	0	0	3	0	0	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	8	
Total	17	327	23	4	18	113	15	120	7	31	171	60	88	2	31	32	151	11	6	10	2	49	63	24	56	13	7	26	3	1,480		

## 2.2.3.2 Direct actions

### Establishment Plan Posts occupied as of 01/04/2017

#### JRC Establishment plan

	AD	AST	AST/SC	Total
Establishment Plan Posts 2017	859	880	9	1,748
Posts occupied	858	867	1	1,726
Vacant posts - Number	1	13	8	22
%	0.1%	1.5%	88.9%	1.3%

### Establishment Plan Posts occupied as of 01/04/2017

#### JRC Establishment plan

#### by function group-grade - AD function group

DG \ Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6	AD5	Total
Joint Research Centre	1	7	44	202	178	46	56	91	79	84	62	7	857
Staff committee - representative trade unions and staff associations						1							1

### Establishment Plan Posts occupied as of 01/04/2017

#### JRC Establishment plan

#### by function group-grade - AST function group

DG \ Grade	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
Joint Research Centre	32	55	139	60	101	93	139	117	97	27	7	867

### Establishment Plan Posts occupied as of 01/04/2017

#### JRC Establishment plan

#### by function group, grade and DG - AST/SC function group

DG \ Grade	SC6	SC5	SC4	SC3	SC2	SC1	Total
Joint Research Centre						1	1

Establishment Plan Posts occupied as of 01/04/2017

JRC Establishment plan  
by nationality, function group and grade

Nationality Grade \	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FIN	FR	GBR	EL	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total	
AD16																										1				1	
AD15			1			2			1			1					1								1					7	
AD14	2	9				3		4			2	5	1			2	8		1			2	2	2				1		44	
AD13	3	18			1	24	6	16		1	27	23	14			5	39			1	1	10		7	1			4	1	202	
AD12	5	12				34	3	25		4	22	9	11			3	35		1			4		2				6	2	178	
AD11	1	6				8		2			6					3	12		1	1		4		1				2		47	
AD10	2	11				7	3	7		2	6	2				1	10		1		1				1	1	1	1		56	
AD9	4	10		1	3	19	1	2			6	1	1		1	2	28				1	5	1	1		1	1	3		91	
AD8	3	9	1	1	1	14	2	8		1	6	1	1		1		19	1				5	3	1			1			79	
AD7	1	4	5		3	9		11		2	6		3		6		22					1		2	2	2	2	5		84	
AD6		3	3		3	6		2			4	2	7				17	2					3	1	6	1	2			62	
AD5		1	2			1											1						1								7
AD	21	83	12	2	11	127	15	77	1	10	85	44	38	0	8	16	192	3	4	3	2	31	10	17	12	5	9	17	3	858	
AST11		5				4	1	2			6	3				2	4					4		1						32	
AST10	1	7				2	3	5			7	3				3	20					3		1						55	
AST9	2	22				18	1	11		2	18	10	1			6	31		4			8		5						139	
AST8	1	7				4		6			8	2				2	17		3			8		1				1		60	
AST7	3	17				13	5	7		3	9	4	2			2	26		2			2		4				2		101	
AST6	2	16				6	2	7		1	9	2				2	36					4	2	3				1		93	
AST5	1	13			1	22		8	1		11	2	3		7	2	55	3		1		3	3			1	1	1		139	
AST4	1	12	6		5	12	2	13		2	4	1	1		1	1	38			2		3	5	1	2	3		2		117	
AST3		10	3	1	2	6		10	3	1	6	1	1		3		27	2				2	4	4	5	1	2	3		97	
AST2		1	1		3	4			1		1		3		1		5					1	1	1	3	1				27	
AST1							1				1	1					4														7
AST	11	110	10	1	11	91	15	69	5	9	80	29	11	0	12	20	263	5	9	3	0	38	15	21	11	5	3	10	0	867	
SC6																															0
SC5																															0
SC4																															0
SC3																															0
SC2																															0
SC1																	1														1
SC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Total	32	193	22	3	22	218	30	146	6	19	165	73	49	0	20	36	456	8	13	6	2	69	25	38	23	10	12	27	3	1,726	

## 2.2.4 Commission establishment plan posts for the Offices

Establishment Plan Posts occupied as of 01/04/2017

Offices EPSO, OIB, OIL, OLAF, OP and PMO

	EPSO				OIB				OIL				OLAF				OP				PMO				TOTAL			
	AD	AST	SC	Total	AD	AST	SC	Total	AD	AST	SC	Total	AD	AST	SC	Total	AD	AST	SC	Total	AD	AST	SC	Total	AD	AST	SC	Total
Establishment Plan Posts 2017	32	76	1	109	84	255		339	30	94	4	128	200	141	8	349	134	457	4	595	38	127		165	518	1,150	17	1,685
Posts occupied	29	75	1	105	79	242		321	28	87	4	119	181	139	8	328	122	454	2	578	25	113		138	464	1,110	15	1,589
Vacant posts- %	3 9.4%	1 1.3%	0	4 3.7%	5 6.0%	13 5.1%	0	18 5.3%	2 6.7%	7 7.4%	0 0.0%	9 7.0%	19 9.5%	2 1.4%	0 0.0%	21 6.0%	12 9.0%	3 0.7%	2 50.0%	17 2.9%	13 34.2%	14 11.0%	0	27 16.4%	54 10.4%	40 3.5%	2 11.8%	96 5.7%

**Occupation of posts as of 01/04/2017**  
**Offices EPSO, OIB, OIL, OLAF, OP and PMO**  
 by function group & grade

**EPSO Establishment plan - AD**

FG/Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6	AD5	Total
Number			2	3	3		2	7	2	3	1	6	29

**EPSO Establishment plan - AST**

FG/Grade	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
Number	2	2	6	2	11	15	9	14	9	4	1	75

**EPSO Establishment plan - SC**

FG/Grade	SC6	SC5	SC4	SC3	SC2	SC1	Total
Number					1		1

**OIB Establishment plan - AD**

FG/Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6	AD5	Total
Number		1	4	12	5	8	8	11	7	8	12	3	79

**OIB Establishment plan - AST**

FG/Grade	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
Number	4	7	15	17	43	42	77	25	9	3		242

**OIB Establishment plan - SC**

FG/Grade	SC6	SC5	SC4	SC3	SC2	SC1	Total
Number							0

**OIL Establishment plan - AD**

FG/Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6	AD5	Total
Number			1	3	5	1	2	5	5	2	2	2	28

**OIL Establishment plan - AST**

FG/Grade	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
Number	1	1	4	7	11	12	22	12	14	2	1	87

**OIL Establishment plan - SC**

FG/Grade	SC6	SC5	SC4	SC3	SC2	SC1	Total
Number					4		4

**OLAF Establishment plan - AD**

FG/Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6	AD5	Total
Number	1	1	7	18	25	19	21	18	19	22	10	20	181

**OLAF Establishment plan - AST**

FG/Grade	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
Number	7	6	13	19	14	16	26	23	10	5		139

**OLAF Establishment plan - SC**

FG/Grade	SC6	SC5	SC4	SC3	SC2	SC1	Total
Number					4	4	8

**OP Establishment plan - AD**

FG/Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6	AD5	Total
Number	1		6	8	10	10	14	23	13	12	16	9	122

**OP Establishment plan- AST**

FG/Grade	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
Number	13	20	46	21	53	103	100	48	39	8	3	454

**OP Establishment plan - SC**

FG/Grade	SC6	SC5	SC4	SC3	SC2	SC1	Total
Number					1	1	2

**PMO Establishment plan - AD**

FG/Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6	AD5	Total
Number			3	5	5	1	2	3	1	2	2	1	25

**PMO Establishment plan - AST**

FG/Grade	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
Number		3	13	16	33	18	15	7	4	3	1	113

**PMO Establishment plan - SC**

FG/Grade	SC6	SC5	SC4	SC3	SC2	SC1	Total
Number							0

Occupation of posts as of 01/04/2017

EPSO Establishment plan  
by nationality, function group & grade

Nationality Grade \	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FIN	FR	GBR	EL	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total	
AD16																														0	
AD15																															0
AD14												1												1							2
AD13										1							1												1		3
AD12		2									1																				3
AD11																															0
AD10						1											1														2
AD9					1	2					1					1			1		1										7
AD8		1													1																2
AD7		1																					1					1			3
AD6		1																													1
AD5		1	1								1			1									1		1						6
AD	0	6	1	0	1	3	0	0	0	1	3	1	0	1	1	1	1	1	1	0	1	0	2	1	1	0	1	1	0		29
AST11	2																														2
AST10		1									1																				2
AST9		4										1					1														6
AST8		2																													2
AST7	1	2				1						4	2																1		11
AST6		3		1		2		1		1	1						1		1		1			1				2		15	
AST5	1					2				1			1			1	1						2								9
AST4		4			3			1							2							1	2						1		14
AST3		2		1	1							1						1					1			2					9
AST2						1					2														1						4
AST1		1																													1
AST	4	19	0	2	4	6	0	2	0	2	4	6	3	0	2	1	3	1	1	0	1	1	5	1	3	0	0	4	0		75
SC6																															0
SC5																															0
SC4																															0
SC3																															0
SC2			1																												1
SC1																															0
SC	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Total	4	25	2	2	5	9	0	2	0	3	7	7	3	1	3	2	4	2	2	0	2	1	7	2	4	0	1	5	0		105

Occupation of posts as of 01/04/2017

OIB Establishment plan  
by nationality, function group & grade

Nationality	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FIN	FR	GBR	EL	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total
AD16																														0
AD15		1																												1
AD14		1									2		1																	4
AD13	1	3									2	1	1				3									1			12	
AD12		1									1					1							1	1					5	
AD11		4						1			1					1											1		8	
AD10		2						1			2						2								1				8	
AD9		2						2					1				3					2	1						11	
AD8		2			1												1						2		1				7	
AD7		2	1		1			1									1						1		1				8	
AD6		3	2					2							1								1		3				12	
AD5											1			1	1														3	
AD	1	21	3	0	2	0	0	7	0	0	9	1	3	1	2	1	11	0	0	0	0	2	6	1	6	1	0	1	0	79
AST11		2						1									1												4	
AST10		5						1														1							7	
AST9		7				1		1									3		1					2					15	
AST8		12															5												17	
AST7		21						1			2		3			1	12					1		2					43	
AST6		19						3			7	1	1				9		1				1						42	
AST5	1	29				1		6	1		5		5				19		1			1	3	3		1	1		77	
AST4		15				1				1		1					4						1		1		1		25	
AST3			1					3			1		1				1						1		1				9	
AST2								1						1	1														3	
AST1																													0	
AST	1	110	1	0	0	3	0	17	1	1	15	2	10	1	1	1	54	0	3	0	0	3	5	8	2	1	1	1	0	242
Total	2	131	4	0	2	3	0	24	1	1	24	3	13	2	3	2	65	0	3	0	0	5	11	9	8	2	1	2	0	321



Occupation of posts as of 01/04/2017

OIL Establishment plan  
by nationality, function group & grade

Nationality Grade \	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FIN	FR	GBR	EL	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total	
AD16																														0	
AD15																															0
AD14		1																												1	
AD13								1														1			1					3	
AD12		1				1					2											1								5	
AD11										1																				1	
AD10		1						1																						2	
AD9		1			1			1			1		1																	5	
AD8		1				1			1														1		1					5	
AD7	1																						1							2	
AD6			1														1													2	
AD5											1															1				2	
AD	1	5	1	0	1	2	0	3	1	1	4	0	1	0	0	0	1	0	0	0	0	2	2	0	3	0	0	0	0	28	
AST11		1																												1	
AST10		1																												1	
AST9		2									1						1													4	
AST8						1					2		1				1			2										7	
AST7		2						1			3						3			2										11	
AST6	1	1								1	1						4	1	3											12	
AST5		4						1			10						3			2				2						22	
AST4	1	2						1			2						1						1	1	3					12	
AST3		1			1			3			1		1				1							1	4		1			14	
AST2		1																							1					2	
AST1																	1													1	
AST	2	15	0	0	1	1	0	6	0	1	20	0	2	0	0	0	15	1	9	0	0	0	1	4	8	0	1	0	0	87	
SC6																														0	
SC5																														0	
SC4																														0	
SC3																														0	
SC2											2												1		1					4	
SC1																														0	
SC	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	4	
Total	3	20	1	0	2	3	0	9	1	2	26	0	3	0	0	0	16	1	9	0	0	2	4	4	12	0	1	0	0	119	

Occupation of posts as of 01/04/2017

OLAF Establishment plan  
by nationality, function group & grade

Nationality Grade \	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FIN	FR	GBR	EL	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total
AD16																	1													1
AD15												1																		1
AD14	1	1				1		2									2													7
AD13		1	1			3		1			2	1	1			1	5					1		1					18	
AD12		5				3	1	1			4	1	2			2	2					1	1	1				1	25	
AD11		2				4	1	3				3			1	1	3									1			19	
AD10		3	1		1	1	1	4			1						6						2		1	1			21	
AD9		2				1		1			2	1			2		1	2		1			2	1	1	1			18	
AD8		3			1	1		2			3				3			2					2		2				19	
AD7		2	2			1		1			2		1				2						4	1	4	1		1	22	
AD6	1	1									1		1	1	1		1						1		2				10	
AD5	1	1			1	1					1	1		2	1		1					1	4		3	2			20	
AD	3	21	4	0	3	16	3	15	0	0	16	8	5	3	8	4	24	4	0	1	0	3	16	4	13	5	0	2	0	181
AST11		1									1	2	1				2												7	
AST10		4				1	1																						6	
AST9	1	6				2	1				1	2																	13	
AST8	2	3				1	1	3		1	3	1				1	3												19	
AST7		6				1					2					2	1		1									1	14	
AST6		5				3		1			3						1							3					16	
AST5		5	2	1		2		1			4	1	1		2	1	2						3			1			26	
AST4		3	1								4			1	2		1						5		4	1	1		23	
AST3		2	1					1					1		1		1	1							2				10	
AST2		2															1	1							1				5	
AST1																													0	
AST	3	37	4	1	0	10	3	6	0	1	18	6	3	1	5	4	12	2	1	0	0	0	8	3	7	2	1	1	0	139
SC6																														0
SC5																														0
SC4																														0
SC3																														0
SC2		2	1					1																						4
SC1		1															2									1				4
SC	0	3	1	0	0	0	0	1	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	1	0	0	0	0	8
Total	6	61	9	1	3	26	6	22	0	1	34	14	8	4	13	8	38	6	1	1	0	3	24	7	21	7	1	3	0	328

Occupation of posts as of 01/04/2017

OP Establishment plan  
by nationality, function group & grade

Nationality Grade \	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FIN	FR	GBR	EL	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total	
AD16						1																								1	
AD15																															0
AD14						1		1												1	1			1		1				6	
AD13			1			1		1			1				1		1							2			1			8	
AD12		5				2					1	1															1			10	
AD11		3			1	1					2						2								1					10	
AD10		2				2		1			4												1				3		1	14	
AD9	1	1				2		1			4	2	2				2	1	1	1			4				1			23	
AD8					1	1		1			1		1		2		1						2	1	2					13	
AD7		2			1			2					2				1						3	1						12	
AD6		1	2		1				1					1			1	2					2	1	4					16	
AD5	1					1	1							1									2			3				9	
AD	2	14	3	0	4	12	1	7	1	0	13	3	5	2	3	0	8	3	1	2	1	1	13	7	9	5	1	1	0	122	
AST11		2				3		2		1	1		2									1						1		13	
AST10	1	4				2		1			6						3						1		2					20	
AST9		6				5	2	6		2	10	3	3				3		2			1		2				1		46	
AST8	1	5				1				2	5	2	3				1		1											21	
AST7		11				1	3	3	1		18	1	1				5		4	1				1				3		53	
AST6	1	7	1		4	5		6	5	2	19	1	4		5		11	2	2	1		7	5	1	6	5	3		103		
AST5	1	6	6			5		3	2	2	23		1		5	1	6	5	3	6	3		2	5	10	1	3	1		100	
AST4		7			4	1	1				1		5	3	3	5	1	2	2			1	5	1	4	2				48	
AST3		3	1		2	3	2	2		2	3	1	5	4			3						2	1	2	2	1			39	
AST2			1			1						2			1								1	1		1				8	
AST1			1								1					1														3	
AST	4	51	10	0	10	27	8	23	8	12	86	15	22	7	16	3	34	9	12	8	3	4	17	18	17	12	9	9	0	454	
SC6																															0
SC5																															0
SC4																															0
SC3																															0
SC2											1																				1
SC1											1																				1
SC	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	
Total	6	65	13	0	14	39	9	30	9	12	101	18	27	9	19	3	42	12	13	10	4	5	30	25	26	17	10	10	0	578	

Occupation of posts as of 01/04/2017

PMO Establishment plan  
by nationality, function group & grade

Nationality Grade \	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FIN	FR	GBR	EL	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total	
AD16																														0	
AD15																															0
AD14																1	1							1							3
AD13		3									1													1						5	
AD12		4									1																			5	
AD11		1																												1	
AD10		1															1													2	
AD9		1						1			1																			3	
AD8																	1													1	
AD7																		1								1				2	
AD6																	1									1				2	
AD5											1																			1	
AD	0	10	0	0	0	0	0	1	0	0	4	0	0	0	0	1	4	1	0	0	0	0	0	2	2	0	0	0	0	25	
AST11																														0	
AST10		2									1																			3	
AST9		6				1	1			1	2	1										1								13	
AST8	1	6				1	1	2			1	1	1						2										16		
AST7	1	21				2					2		2			1	3		1											33	
AST6	1	8				1					2	1					4							1						18	
AST5		8															2				1		3		1					15	
AST4		3						1				1											2							7	
AST3		1									1						1									1				4	
AST2		1															1						1							3	
AST1																													1	1	
AST	3	56	0	0	0	5	2	3	0	1	9	4	3	0	0	1	11	0	3	0	1	1	6	1	2	0	0	1	0	113	
Total	3	66	0	0	0	5	2	4	0	1	13	4	3	0	0	2	15	1	3	0	1	1	6	3	4	0	0	1	0	138	

## 2.3 Overview of 2017 external staff (including staff financed by earmarked revenue)

### 2.3.1 Contract agents

This part of the working document fulfils reporting requirements set out under Article 79§3 of the Conditions of Employment of Other Servants (hereafter 'CEOS') to provide a yearly report on the use of contract agents (who may, under the current Conditions of Employment of Other Agents, be employed in Commission services for a maximum of six years<sup>8</sup>), including numbers of staff, level and type of posts, geographical balance and budgetary resources per function group.

Budgetary aspects of the management of contract agents in 2017 for the offices are further detailed in the budgetary financial statements related to the budget lines of the Offices reproduced in working document, part VI.

The following tables capture all contract agents in place as of 01/04/2017 in the Commission, including personnel financed from the operating & research budgets, the budgets of the inter-institutional and administrative offices, contract agents in delegations as well as 1 480 contract agents financed from earmarked revenue mainly in the offices, the JRC and for the management of the European Development Fund.

### Contract Agents

Sources of financing	In place as of 01/04/2017	2017 Full Time Equivalent units ( <b>Estimates</b> )
Commission Authorised Budget	5,618	4,743
Earmarked revenues		
- Offices	416	409
- European Development Fund	480	417
- Competitive actions of the Joint Research Center	432	315
- DG at headquarters	152	55
Total earmarked revenues	1,480	1,196
<b>Total</b>	<b>7,098</b>	<b>5,939</b>

**NB:** As several budget lines authorise appropriations for external personnel without distinction between categories of personnel, 2017 figures are the best possible estimates, based on likely average costs and repartition between categories both for appropriations voted in the 2017 Budget and for expected earmarked revenue taken into account when preparing the 2017 Budget.

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

Contract Agents as of 01/04/2017 - all budgets

Distribution by function group and DG

DG \ Function Group	FGIV	FGIII	FGII	FGI	Total	Commission authorised budget	Earmarked revenue
DG Agriculture and Rural Development	42	14	18	13	87	87	
DG Budget	6	15	14	20	55	36	19
Cabinets						0	
DG Climate Action	7	2	13		22	22	
DG Communication	42	93	193	39	367	367	
DG Communications Networks, Content and Technology	55	68	48	19	190	190	
DG Competition	13	26	20	10	69	69	
DG Economic and Financial Affairs	12	11	7	5	35	35	
DG Education and Culture	12	21	12	14	59	59	
DG Employment, Social Affairs and Inclusion	25	77	33	23	158	158	
DG Energy	13	16	16	14	59	59	
DG Environment	19	4	35	6	64	64	
DG Financial Stability, Financial Services and Capital Markets Union	32	32	36	18	118	118	
DG Health and Food Safety	27	20	48	9	104	104	
DG Human Resources and Security	10	29	79	46	164	127	37
DG Humanitarian Aid and Civil Protection (ECHO)	21	46	29	6	102	102	
DG Informatics	31	15	11	7	64	29	35
DG Internal Market, Industry, Entrepreneurship and SMEs		9	5	7	21	21	
DG International Cooperation and Development	688	123	69	19	899	372	527
DG Interpretation			29	26	55	43	12
Joint Research	778	69	194	63	1104	672	432
DG Justice and Consumers	13	16	19	8	56	56	
DG Maritime Affairs and Fisheries	24	14	8	15	61	61	
DG Migration and Home Affairs	9	12	13	1	35	35	
DG Mobility and Transport	8	24	25	11	68	68	
DG Neighbourhood and Enlargement Negotiations	367	101	44	16	528	528	
European Anti-Fraud Office	4	7	9	10	30	30	
European Personnel Selection Office		2	20	2	24	24	
Office for Infrastructure and Logistics in Brussels	18	71	519	182	790	611	179
Office for Infrastructure and Logistics in Luxembourg	1	23	121	58	203	139	64
DG Regional and Urban Policy	8	46	30	12	96	96	
DG Research and Innovation	209	118	89	29	445	445	
DG Taxation and Customs Union	6	3	5	2	16	16	
DG Trade	8	11	19	9	47	47	
DG Translation	70	2	62	13	147	147	
European Political Strategy Centre	2		2		4	4	
Eurostat	31	22	32	9	94	94	
Internal Audit Service	4	1	7		12	10	2
Legal Service	6	2	17		25	25	
PayMaster's Office		77	278	49	404	231	173
Publications Office	1	8	9		18	18	
Secretariat general	26	25	31	16	98	98	
Service for Foreign Policy Instruments	50	30	7	2	89	89	
Staff committee - representative trade unions and staff associations			9		9	9	
Task Force for the Preparation and Conduct of the Negotiations with the United Kingdom under Article 50 TEU		2	1		3		3
Total	2,698	1,307	2,285	808	7,098	5,618	1,480

Contract Agents present as of 01/04/2017 - Financed from all budgets

Distribution by function group (FG), grade and nationality

FG	Nationality Grade \	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FIN	FR	GBR	EL	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total
FGIV	18	1	19	5			6	1	10		4	14	13	18	2	3	2	20	2			1	7	4	3	3	2	1	2	2	145
	17		19	7	2	4	8	1	17	2		36	3	26	4	3	2	22	3		1		4	3	6	7	3		4	4	187
	16	4	60	16	3	2	31	6	81	1	4	87	14	24	5	12	6	90	1		2	1	11	4	17	21	4	4	8	6	525
	15	17	61	18	5	6	42	4	114	2	9	122	21	40	4	18	7	221	11	1	8	1	9	26	23	30	7	7	7	5	846
	14	15	67	20	1	5	50	8	95	8	7	106	17	39	7	18	12	187	7	2	2	3	7	37	34	33	9	9	9	4	818
	13	8	7	6		7	15		11		1	23	8	11		5	2	32	1		2	2	5	9	5	5	3	5	4		177
	Total	45	233	72	11	24	152	20	328	13	25	388	76	158	22	59	31	572	25	3	15	8	43	83	88	99	28	26	34	17	2,698
FGIII	12		5	1			2		3		2	8	3	5	1	1	1	6	2				1	1	1	2	1		2	1	49
	11		22	6		1	6		11		2	22	3	13	2	4	1	17	2	1	2			2	3	8			1		129
	10	3	58	10		4	12	3	28	3	2	36	4	13	4	10	2	56	9		2	2	4	12	5	20	4	3	3		312
	09	1	52	21	5	6	15	3	61	2	2	48	10	36	3	4	3	106	9		5		6	32	17	34	6	2	2		491
	08	9	11	10	1	6	14	3	24	1		37	12	24	5	3	4	78	4	1	4		7	17	11	23	4	8	4	1	326
		Total	13	148	48	6	17	49	9	127	6	8	151	32	91	15	22	11	263	26	2	13	2	18	64	37	87	15	13	12	2
FGII	07		63	2	1	2	5	2	22	2	5	17	1	6	1	2	2	21	1	1		1	2		10	3			1	173	
	06	5	259	20	1	6	9	1	57	2	9	117	14	23	5	21	3	92	10		8	1	10	23	19	38	8	3	3		767
	05	3	208	22	5	9	14	3	84	6	4	93	5	44	9	12	4	169	10		5	1	5	64	30	83	11	6	5	1	915
	04		88	8	3	5	11		38	3	2	49	5	26	3	5	3	77	6	2	4	2	4	18	14	38	7	5	3	1	430
		Total	8	618	52	10	22	39	6	201	13	20	276	25	99	18	40	12	359	27	3	17	5	21	105	73	162	26	14	12	2
FGI	03		95		1		1	1	18	1	1	23	4	11				58	1				2	1	6		1	1		226	
	02		180	1		1	3	1	49	1	3	41	5	22		3	4	137		2	2		1	24	27	8	1	1		517	
	01		19	1		1			3		1	5		6	1	1	1	14				1			7	3		1		65	
		Total	0	294	2	1	2	4	2	70	2	5	69	9	39	1	4	5	209	1	2	2	1	3	25	40	11	2	3	0	0
Total		66	1,293	174	28	65	244	37	726	34	58	884	142	387	56	125	59	1,403	79	10	47	16	85	277	238	359	71	56	58	21	7,098

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

The table below provides a detailed picture of all categories of external staff in **representations** on 1/4/2017 notwithstanding the 256 establishment posts reported under point 2.1.1. above.

Commission Representations in the Member States

Local Agents (LA)/Contract Agents (CA)/Agency staff (AS)

By place of employment

(Financed under budget line 16.010203)

Place	Agents in place on 01/04/2016				Agents in place on 01/04/2017			
	CA	LA	AS	Total	CA	LA	AS	Total
Athens	12	1	2	15	12	1	3	16
Barcelona	2	4	1	7	2	4	1	7
Belfast		3		3		3		3
Berlin	14	7		21	14	7		21
Bonn	5			5	5			5
Bratislava	12		2	14	12		3	15
Brussels	9			9	9			9
Bucharest	16			16	13		2	15
Budapest	14			14	12		1	13
Cardiff	3	1		4	3	1	1	5
Copenhagen	8			8	7			7
Dublin	10	1		11	10	1		11
Edinburgh	3			3	3			3
Helsinki	12			12	12		1	13
Lisbon	9			9	9			9
Ljubljana	9		1	10	9		1	10
London	18	2	1	21	18	2	2	22
Luxembourg	4			4	3			3
Madrid	6	9	1	16	6	9	1	16
Marseille	4	1		5	4	1		5
Milan	5	2		7	5	2		7
Munich	3	2		5	3	2		5
Nicosia	8		1	9	9			9
Paris	16	2	1	19	15	2	1	18
Prague	13		1	14	13		2	15
Riga	7		3	10	6		2	8
Roma	16			16	16			16
Sofia	12		1	13	12			12
Stockholm	10			10	10			10
Tallinn	7		1	8	7		1	8
The Hague	15	2	1	18	13	2		15
Valletta	7			7	9			9
Vienna	9	2		11	9	2		11
Vilnius	10			10	10			10
Warsaw	18			18	17			17
Wroclaw	1		1	2	2		3	5
Zagreb	11		1	12	10		1	11
<b>TOTAL</b>	<b>338</b>	<b>39</b>	<b>19</b>	<b>396</b>	<b>329</b>	<b>39</b>	<b>26</b>	<b>394</b>



Commission local agents in European Union **delegations** in third countries accounted for 2 030 persons in place on 01/04/2017 (respectively 123 financed under heading 5 of the MFF, 1 186 financed outside heading 5 and 721 financed by the European Development Fund (EDF) as shown in the more detailed tables below).

**Personnel in EU Delegations in third countries  
in place on 01/04/2017**

*Detailed figures based on records received from delegations*

EU Delegations	Establishment plan posts		Local agents			Contract Agents			Young experts and SNE			Agency Staff ('intérimaires')			Total
	financed under heading 5	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue	financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue	financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue	financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue	
EUROPE & CENTRAL ASIA	117	1	31	481	16	1	187	10	15	4	0	0	0	0	863
AFRICA	223	0	4	94	603	1	89	294	8	8	4	0	0	0	1328
PACIFIC	23	0	9	30	34	0	16	16	0	1	0	0	0	0	129
NORTH AMERICA, Canada and Japan	31	2	23	13	0	0	8	0	3	0	0	0	0	0	80
CENTRAL AMERICA & CARIBBEAN	37	0	5	66	55	0	26	31	2	0	0	0	0	0	222
SOUTH AMERICA	31	1	14	82	9	0	30	3	1	0	0	0	0	0	171
ASIA	77	3	32	231	4	3	104	5	3	3	0	0	0	0	465
MEDITERRANEAN	50	0	5	189	0	0	108	3	2	5	0	0	0	0	362
Sub-total by category of staff	589	7	123	1186	721	5	568	362	34	21	4	0	0	0	3620
<b>TOTAL</b>	596		2030			935			59			0			

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

**Personnel in EU Delegations in third countries  
in place on 01/04/2017**

**Split by delegation: Europe & Central Asia**

*Detailed figures based on records received from delegations*

EU Delegations	Place	Establishment plan posts		Local agents			Contract Agents			Young experts and SNE			Agency Staff ( <i>intérimaires</i> )			Total
		<i>financed under heading 5</i>	<i>financed outside heading 5 *</i>	<i>financed under heading 5</i>	<i>financed outside heading 5 *</i>	<i>financed by the EDF and other assigned revenue</i>	<i>financed under heading 5</i>	<i>financed outside heading 5 *</i>	<i>financed by the EDF and other assigned revenue</i>	<i>financed under heading 5</i>	<i>financed outside heading 5 *</i>	<i>financed by the EDF and other assigned revenue</i>	<i>financed under heading 5</i>	<i>financed outside heading 5 *</i>	<i>financed by the EDF and other assigned revenue</i>	
ALBANIA	Tirana	6		2	24			21								53
ARMENIA	Yerevan	4		1	12			3		1						21
AUSTRIA	Vienna	1														1
AZERBAIJAN	Baku	4			10			5								19
BELARUS	Minsk	4			10			4								18
BOSNIA HERZEGOVINA	Sarajevo	6		3	54			7		1						71
France	Paris	3					1									4
France	Strasbourg															0
FYROM	Skopje	6		2	34			17		1						60
GEORGIA	Tbilisi	4		1	16			13		2						36
ICELAND	Reykjavik															0
ITALY	Rome	3								1						4
KAZAKHSTAN	Astana	5			10			2		1						18
KOSOVO	Pristina	4			52			16		1						73
KYRGYZSTAN	Bishkek	3			8			6		1						18
MOLDOVA	Chisinau	4		1	15			9		1						30
MONTENEGRO	Podgorica	3		1	23			16		1						44
NORWAY	Oslo															0
RUSSIA	Moscow	7	1	5	15			5								33
SERBIA	Belgrade	8		4	50			22	1	1	1					87
SWITZERLAND	Berna	1														1
SWITZERLAND	Geneve (UN)	3								1	1					5
SWITZERLAND	Geneve (WTO)	8		6												14
TAJKISTAN	Dushanbe	3			11			6								20
TURKEY	Ankara	11		2	87	16		15	9	1	2					143
UKRAINE	Kiev	15		3	42			18		1						79
UZBEKISTAN	Tashkent	1			8			2								11
RCE	Brussels															0
FLOATER	Missions															0
Sub-total by category of staff		117	1	31	481	16	1	187	10	15	4	0	0	0	0	863
TOTAL		118		528			198			19			0			

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

**Personnel in EU Delegations in third countries  
in place on 01/04/2017  
Split by delegation: Africa**

*Detailed figures based on records received from delegations*

EU Delegations	Place	Establishment plan posts		Local agents			Contract Agents			Young experts and SNE			Agency Staff ( <i>intérimaires</i> )			Total
		financed under heading 5	financed outside heading 5*	financed under heading 5	financed outside heading 5*	financed by the EDF and other assigned revenue	financed under heading 5	financed outside heading 5*	financed by the EDF and other assigned revenue	financed under heading 5	financed outside heading 5*	financed by the EDF and other assigned revenue	financed under heading 5	financed outside heading 5*	financed by the EDF and other assigned revenue	
ANGOLA	Luanda	4			3	13		2	5							27
BENIN	Cotonou	5			2	11			8							26
BOTSWANA	Gaborone	4				9		1	5							19
BURKINA FASO	Ouagadougou	7			6	24		1	11							49
BURUNDI	Bujumbura	5			2	12		2	1							22
CAMEROON	Yaounde	7			1	14	1	3	9		1					36
CAPE VERDE	Praia	3				5			2		1					11
AFRICAN	Bangui	4			2	15		2	3							26
CHAD	N'Djamena	5			1	16		2	8							32
DEMOCRATIC	Kinshasa	7			4	21		4	11							47
CONGO, REP.	Brazzaville	3			1	10		2	5							21
DJIBOUTI	Djibouti	3				9			5	1						18
ERITREA	Asmara	3				8			5			2				18
ETHIOPIA	Addis Ababa	6			6	23		4	10		1	1				51
AFRICAN UNION	African Union	3				6			8							17
GABON	Libreville	4				14		2	6	1						27
GAMBIA	Banjul				1	3			3							7
GHANA	Accra	5				14			9							28
REPUBLIC	Conakry	5			1	14		1	8							29
GUINEA-BISSAU	Bissau	4			1	7		1	6							19
IVORY COAST	Abidjan	6			1	13		3	7	1						31
KENYA	Nairobi	9		1	8	23		5	10							56
LESOTHO	Maseru	2			1	6		1	1							11
LIBERIA	Monrovia	5				9		1	7							22
LIBYA	Tripoli	1						4								5
MADAGASCAR	Antananarivo	7			6	15		2	8							38
MALAWI	Lilongwe	6			4	14		4	4	1						33
MALI	Bamako	6				18		2	10							36
MAURITANIA	Nouakchott	5				13		1	7							26
REPUBLIC OF	Port-Louis	5			1	14		1	4							25
MOZAMBIQUE	Maputo	5			4	15		4	10							38
NAMIBIA	Windhoek	2				7			4	1						14
NIGER	Niamey	5			3	17		1	11		1					38
NIGERIA	Abuja	7		1		27		2	6		1					44
REPUBLIC	Kigali	5				16		1	4	1						27
SENEGAL	Dakar	6			4	22		7	9		2					50
SIERRA LEONE	Freetown	6			4	15		1	7							33
SOMALIA	(Kenya)	4				9		1	7							21
REP.	Pretoria	8		2	21			9		1						41
SOUTH SUDAN	Juba	4				7		1	3							15
SUDAN	Khartoum	4			4	12		1	4		1					26
SWAZILAND	Mbabane	1				7		1	2							11
TANZANIA	Dar es Salaam	6			1	17		2	11	1						38
TOGO	Lome	4				12			4							20
UGANDA	Kampala	6			1	19		1	13							40
ZAMBIA	Lusaka	6				15		1	10			1				33
ZIMBABWE	Harare	5				13		5	3							26
Sub-total by category of staff		223	0	4	94	603	1	89	294	8	8	4	0	0	0	1328
<b>TOTAL</b>		<b>223</b>		<b>4</b>	<b>94</b>	<b>603</b>	<b>1</b>	<b>89</b>	<b>294</b>	<b>8</b>	<b>8</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1328</b>

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

**Personnel in EU Delegations in third countries  
in place on 01/04/2017  
Split by delegation: Pacific**  
*Detailed figures based on records received from delegations*

EU Delegations	Place	Establishment plan posts		Local agents			Contract Agents			Young experts and SNE			Agency Staff ('intérimaires')			Total
		financed under heading 5	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue	financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue	financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue	financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue	
AUSTRALIA	Canberra	2		2	1											5
FIDJI ISLANDS, REP. OF THE	Suva	6				22		3	11							42
INDONESIA	Jakarta	6		3	17			5								31
NEW ZEALAND	Wellington	1		1												2
PAPUA NEW GUINEA	Port Moresby	3		1		9			4							17
PHILIPPINES	Manila	4		2	12			8		1						27
SOLOMON ISLANDS	Honiara	1				3			1							5
Sub-total by category of staff		23	0	9	30	34	0	16	16	0	1	0	0	0	0	129
TOTAL		23		73			32			1			0			

**Split by delegation: North America, Canada, Japan**  
*Detailed figures based on records received from delegations*

EU Delegations	Place	Establishment plan posts		Local agents			Contract Agents			Young experts and SNE			Agency Staff ('intérimaires')			Total
		financed under heading 5	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue	financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue	financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue	financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue	
CANADA	Ottawa	3		4				2								9
JAPAN	Tokyo	6	1	8	4			2								21
MEXICO	Mexico	3		2	4			4								13
UNITED STATES OF AMERICA	New York	4								2						6
UNITED STATES OF AMERICA	Washington	15	1	9	5					1						31
Sub-total by category of staff		31	2	23	13	0	0	8	0	3	0	0	0	0	0	80
TOTAL		33		36			8			3			0			

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

**Personnel in EU Delegations in third countries  
in place on 01/04/2017  
Split by delegation: Central America and Caribbean countries**  
*Detailed figures based on records received from delegations*

EU Delegations	Place	Establishment plan posts		Local agents			Contract Agents			Young experts and SNE			Agency Staff ('intérimaires')			Total
		financed under heading 5	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue	financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue	financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue	financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue	
BARBADOS	Bridgetown	8		1	1	16			10							36
COSTA RICA	San Jose	1		2	2											5
CUBA	Havane	1			3			4								8
DOMINICAN REPUBLIC	Santo Domingo	5		2	1	11		1	4							24
EL SALVADOR	San Salvador	1			8			2								11
GUATEMALA	Guatemala	4			11			5								20
HAITI	Port Prince	8			6	15		3	10							42
HONDURAS	Tegucigalpa	1			9			3		1						14
JAMAICA	Kingston	1			1	9		2	5	1						19
NICARAGUA	Managua	7			24			6								37
TRINIDAD AND TOBAGO	Port of Spain					4			2							6
Sub-total by category of staff		37	0	5	66	55	0	26	31	2	0	0	0	0	0	222
TOTAL		37		126			57			2			0			

**Split by delegation: South America**  
*Detailed figures based on records received from delegations*

EU Delegations	Place	Establishment plan posts		Local agents			Contract Agents			Young experts and SNE			Agency Staff ('intérimaires')			Total
		financed under heading 5	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue	financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue	financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue	financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue	
ARGENTINA	Buenos Aires	2		3	2			1								8
BOLIVIA	La Paz	4			14			7								25
BRAZIL	Brasilia	8	1	2	17			10								38
CHILE	Santiago	2		2	2											6
COLOMBIA	Bogota	3		1	16			4		1						25
ECUADOR	Quito	1		1	6			2								10
GUYANA	Georgetown	1				9			3							13
PARAGUAY	Asuncion	4			7			2								13
PERU	Lima	5		2	13			4								24
URUGUAY	Montevideo	1		2	3											6
VENEZUELA	Caracas			1	2											3
Sub-total by category of staff		31	1	14	82	9	0	30	3	1	0	0	0	0	0	171
TOTAL		32		105			33			1			0			

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

**Personnel in EU Delegations in third countries  
in place on 01/04/2017**

**Split by delegation: Asia countries**

*Detailed figures based on records received from delegations*

EU Delegations	Place	Establishment plan posts		Local agents			Contract Agents			Young experts and SNE			Agency Staff ('intérimaires')			Total
		financed under heading 5	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue	financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue	financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue	financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue	
AFGHANISTAN	Kaboul	6			37			11								54
BANGLADESH	Dhaka	6		1	23			8								38
BURMA/MYANMAR	Yangon	4			13			12			1					30
CAMBODIA	Phnom Penh	3			15			7		1						26
CHINA	Beijing	19	2	12	15		1	13								62
HONG-KONG	Hong-Kong	1			2											3
INDIA	New Delhi	8	1	3	26			4								42
IRAQ	Baghdad				3			2								5
KOREA	Seoul	2		2	2			3		1						10
LAOS	Vientiane	1			14			5								20
MALAYSIA	Kuala Lumpur	1		1	1					1						4
NEPAL	Katmandu	3			11			5								19
PAKISTAN	Islamabad	4		1	19			8			1					33
SAUDI ARABIA	Riyad	1		1												2
SINGAPORE	Singapore	1		2												3
SRI LANKA	Colombo	3			12			4								19
TAIWAN	TAIPEI	1		1												2
THAILAND	Bangkok	5		4	17		2	10								38
TIMOR-LESTE	Dili	1			3	4		5								13
UNITED ARAB EMIRAT	Abu Dhabi	1			1						1					3
VIETNAM	Hanoi	6		2	16			6								30
YEMEN	Sanaa				3			6								9
Sub-total by category of staff		<b>77</b>	<b>3</b>	<b>32</b>	<b>231</b>	<b>4</b>	<b>3</b>	<b>104</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>465</b>
TOTAL		<b>80</b>		<b>267</b>			<b>112</b>			<b>6</b>			<b>0</b>			

**Split by delegation: Mediterranean countries**

*Detailed figures based on records received from delegations*

EU Delegations	Place	Establishment plan posts		Local agents			Contract Agents			Young experts and SNE			Agency Staff ('intérimaires')			Total
		financed under heading 5	financed by the EDF and other assigned revenue	financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue	financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue	financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue	financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue	
ALGERIA	Algiers	6			17			9								32
EGYPT	Cairo	9			42			15								66
ISRAEL	Tel Aviv	3		1	11			1								16
JORDAN	Amman	4			22			16	1		2					45
LEBANON	Beyrouth	5			19			14	1		2					41
MOROCCO	Rabat	8		2	25			16	1							52
SYRIA	Damascus				7			5								12
TUNISIA	Tunis	7		2	17			12		1	1					40
WEST BANK AND GAZA STRIP	Jerusalem East	8			29			20		1						58
Sub-total by category of staff		<b>50</b>	<b>0</b>	<b>5</b>	<b>189</b>	<b>0</b>	<b>0</b>	<b>108</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>362</b>
TOTAL		<b>50</b>		<b>194</b>			<b>111</b>			<b>7</b>			<b>0</b>			

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

### 2.3.3 Other categories of external personnel at Headquarters

Other categories of external personnel with contracts ongoing as of 01/04/2017

(Seconded National Experts, Agency Staff and Other residual categories)

All budgets (Operating, Research and Offices)

DG	Seconded National Experts	Agency Staff	Local Agents in Member States	Others (1) (2)	Total
DG Agriculture and Rural Development	14	1			15
DG Budget	7	2			9
Cabinets					
DG Climate Action	14	1			15
DG Communication	1	38	1		40
DG Communications Networks, Content and Technology	39	2			41
DG Competition	29	1			30
DG Economic and Financial Affairs	52	5			57
DG Education and Culture	21	8			29
DG Employment, Social Affairs and Inclusion	28	6			34
DG Energy	24	4			28
DG Environment	32	6			38
DG Financial Stability, Financial Services and Capital Markets Union	41	1			42
DG Health and Food Safety	44				44
DG Human Resources and Security	10	8	17		35
DG Humanitarian Aid and Civil Protection (ECHO)	18	10			28
DG Informatics	6				6
DG Internal Market and Services					
DG Internal Market, Industry, Entrepreneurship and SMEs	44	5			49
DG International Cooperation and Development	55	22			77
DG Interpretation		3			3
DG Justice and Consumers	20	16			36
DG Maritime Affairs and Fisheries	8				8
DG Migration and Home Affairs	26	14			40
DG Mobility and Transport	37	3			40
DG Neighbourhood and Enlargement Negotiations	12	4			16
DG Regional and Urban Policy	25	6			31
DG Research and Innovation	34	2			36
DG Taxation and Customs Union	46	2			48
DG Trade	16	3			19
DG Translation	8	3			11
European Anti-Fraud Office	16	5			21
European Personnel Selection Office	6	3			9
European Political Strategy Centre					
Eurostat	56	6			62
Internal Audit Service		1			1
Joint Research Centre	16	29		26	71
Legal Service	8	1			9
Office for Infrastructure and Logistics in Brussels	1	2	6		9
Office for Infrastructure and Logistics in Luxembourg		46	84		130
Office for the Administration and Payment of Individual Entitlements		1			1
Publications Office		25			25
Secretariat general	20	6			26
Service for Foreign Policy Instruments	3	1			4
Task Force for the Preparation and Conduct of the Negotiations with the United Kingdom under Article 50 TEU	1				1
<b>Total</b>	<b>838</b>	<b>302</b>	<b>108</b>	<b>26</b>	<b>1,274</b>

## **2.4 Overview on recruitment**

Complete details on the nationalities of staff occupying establishment plan posts as of 01/04/2017 are provided by function group and grade, in all 9 establishment plans (Commission operating budget, Research indirect & direct actions and offices), under points 2.2.2., 2.2.3. and 2.2.4. above.

Detailed information on available lists of successful candidates (point 2.4.1 below) and competitions planned (point 2.4.2 below) provide further information on the current and expected number of successful candidates for future recruitments.



## 2.4.1 Open lists of successful candidates as of 1/04/2017

The following pages list by competition the candidates still available on **reserve lists as of 01/04/2017**.

OPEN LISTS OF SUCCESSFUL CANDIDATES AS OF 01/04/2017									
COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates	Number of laureates recruited	Not available	Number of laureates available	
EPSO/B/4/03 IT	B	Language Editors	IT						
EPSO/B/6/03 ES	B	Language Editors	ES						
EPSO/B/14/03 PT	B	Language Editors	PT						
EPSO/B/11/03 DE	B	Language Editors	DE						
EPSO/B/12/03 EL	B	Language Editors	EL						
EPSO/B/15/03 SK	B	Language Editors	SK						
EPSO/B/18/03 HU	B	Language Editors	HU						
EPSO/AST/8/05 BG	AST3	Language Editors	BG						
EPSO/AST/10/05 RO	AST3	Language Editors	RO						
EPSO/AST/12/06 LV	AST3	Language Editors	LV						
EPSO/A/12/04 ADM. (A7/A6) INSPECT.RECH. NUCL. EUR15	A6/A6	Nuclear Inspection		EUR15	107	64	9	34	
EPSO/LA/14/04 - Law yer Linguists EL	A7	Law yer Linguist	EL		12	8	0	4	
EPSO/A/18/04 ADM. (A7/A6) SEC.ALIM.AUDIT INSP.EV.AL. EUR15	A6/A7	Food Safety		EUR15	78	44	4	30	
EPSO/A/18/04 ADM. (A7/A6) SANTÉ.PUBLIQUE EUR15	A6/A7	Health		EUR15	96	53	8	35	
EPSO/A/18/04 ADM. (A7/A6) SEC. ALIM. POLIT. LEGISL. EUR15	A6/A7	Food Safety		EUR15	100	77	4	19	
EPSO/AD/41/05 - Law yer Linguists (AD7) FR	AD7	Law yer Linguist	FR		30	22	4	4	
EPSO/AD/5/05 ADM.LING. (A*5) MT	A5	Linguists	MT		55	48	6	1	
EPSO/AD/5/05 ADM.LING. (A*5) SL	A5	Linguists	SL		59	51	5	3	
EPSO/AD/7/05 Chef d'unité (A*12) EE	A12	Head of Unit	EE		1	0	0	1	
EPSO/AD/7/05 Chef d'unité (A*12) PL	A12	Head of Unit	PL		4	1	0	3	
EPSO/AD/73/06 INTERP.CONF. (AD6) EUR15 IT	AD6	Interpretation	IT		18	8	2	8	
EPSO/AD/74/06 INTERP.CONF. (AD7) EUR15 IT	AD7	Interpretation	IT		21	16	1	4	
EPSO/AD/78/06 Option 1 Traducteurs (AD6) FI	AD6	Translation	FI		31	7	0	24	
EPSO/AD/78/06 Option 2 Traducteurs (AD6) FI	AD6	Translation	FI		6	2	0	4	
EPSO/AD/81/06 - Law yer Linguists (CDJ) EN (AD7)	AD7	Law yer Linguist	EN		5	4	0	1	
EPSO/AST/38/07 Correcteurs épreuves (AST3) FR (OPOCE)	AST3	Proofreaders	FR		20	15	0	5	
EPSO/AD/94/07 Adm. (AD6) Information, communication and media (MEDIA)	AD6	Media		EUR27	146	107	6	33	
EPSO/AD/97/07 Option 1 Traducteurs (AD6) SV	AD6	Translation	SV		31	20	1	10	
EPSO/AD/97/07 Option 2 Traducteurs (AD6) SV	AD6	Translation	SV		22	11	1	10	
EPSO/AD/99/07 (AD6) Bâtiments (Génie civil/tech.spéciales ou architecture)	AD6	Building		EUR27	26	21	0	5	
EPSO/AD/99/07 Adm. (AD6) Bâtiments (Gestion tech.environmentale)	AD6	Building		EUR27	30	21	2	7	
EPSO/AD/102/07 Chef d'unité (AD12) Economie EUR 2 BG	AD12	Head of Unit	BG		3	2	0	1	
EPSO/AD/105/07 Chef d'unité domaine traduction (AD12) BG	AD12	Head of Unit	BG		2	1	0	1	
EPSO/AD/105/07 Chef d'unité domaine traduction (AD9) BG	AD9	Head of Unit	BG		8	7	0	1	
EPSO/AD/113/07 Chef d'unité/Adm.Ling. (AD9) CZ	AD9	Head of Unit	CZ		5	3	0	2	
EPSO/AD/113/07 Chef d'unité/Adm.Ling. (AD9) EE	AD9	Head of Unit	EE		5	3	0	2	
EPSO/AD/113/07 Chef d'unité/Adm.Ling. (AD9) HU	AD9	Head of Unit	HU		6	3	1	2	
EPSO/AD/113/07 Chef d'unité/Adm.Ling. (AD9) SK	AD9	Head of Unit	SK		5	2	1	2	
EPSO/AD/114/07 Chef d'unité/Adm.Ling. (AD12) EE	AD12	Head of Unit	EE		4	2	0	2	
EPSO/AD/114/07 Chef d'unité/Adm.Ling. (AD12) LV	AD12	Head of Unit	LV		2	1	0	1	
EPSO/AST/45/08 (AST4) Fraud prevention	AST4	Fraud Prevention		EUR27	31	21	1	9	
EPSO/AST/46/08 Legal Affairs (AST3) - BG	AST3	Legal Affairs Assistants	BG		15	5	7	3	
EPSO/AST/46/08 Legal Affairs (AST3) - CZ	AST3	Legal Affairs Assistants	CZ		8	4	0	4	
EPSO/AST/46/08 Legal Affairs (AST3) - HU	AST3	Legal Affairs Assistants	HU		11	6	0	5	
EPSO/AST/46/08 Legal Affairs (AST3) - MT	AST3	Legal Affairs Assistants	MT		1	0	0	1	
EPSO/AST/46/08 Legal Affairs (AST3) - PL	AST3	Legal Affairs Assistants	PL		22	15	0	7	
EPSO/AST/46/08 Legal Affairs (AST3) - RO	AST3	Legal Affairs Assistants	RO		17	7	2	8	
EPSO/AST/46/08 Legal Affairs (AST3) - SK	AST3	Legal Affairs Assistants	SK		3	2	0	1	
EPSO/AST/47/08 Financial Management (AST3) - HU	AST3	Financial Management	HU		4	3	0	1	
EPSO/AST/48/08 Programme/Project/Contract Management (AST3) - HU	AST3	Project Management	HU		10	4	0	6	
EPSO/AST/48/08 Programme/Project/Contract Management (AST3) - RO	AST3	Project Management	RO		13	8	0	5	
EPSO/AST/49/08 Audit (AST3) - BG	AST3	Audit	BG		4	2	0	2	
EPSO/AST/49/08 Audit (AST3) - RO	AST3	Audit	RO		1	7	0	3	
EPSO/AST/51/08 Legal Affairs (AST3) - EUR27	AST3	Legal Affairs Assistants		EUR27	74	56	2	16	
EPSO/AST/52/08 Financial Management (AST3) - EUR27	AST3	Financial Management		EUR27	125	110	1	14	
EPSO/AST/53/08 Programme/Project/Contract Management (AST3) - EUR27	AST3	Project Management		EUR27	61	38	2	21	
EPSO/AST/54/08 - Audit (AST3) - EUR27	AST3	Audit		EUR27	40	28	1	11	
EPSO/AST/55/08 Statistics/Economics (AST3) - EUR27	AST3	Statistics		EUR27	45	36	2	7	
EPSO/AST/56/08 Infirmières (AST3)	AST3	Nurses		EUR27	25	19	0	6	
EPSO/AST/57/08 Sécurité interne (AST1) EUR27	AST1	Internal Security		EUR27	38	27	6	5	
EPSO/AST/58/08 Mécanique (AST1) EUR27	AST1	Mechanics		EUR27	27	20	1	6	
EPSO/AST/64/08 - Language editors (AST 3) - FI (CJ)	AST3	Language Editors	FI		4	1	0	3	
EPSO/AST/65/08 - Language editors (AST 3) - LV (CJ)	AST3	Language Editors	LV		5	2	0	3	
EPSO/AST/66/08 - Language editors (AST 3) - SK (CJ)	AST3	Language Editors	SK		3	2	0	1	
EPSO/AST/67/08 - Language editors (AST 3) - SL (CJ)	AST3	Language Editors	SL		2	1	0	1	
EPSO/AST/68/08 Infirmières (AST1)	AST1	Nurses		EUR27	6	4	0	2	
EPSO/AST/71/08 Correcteurs épreuves (AST3) LT (OPOCE)	AST3	Proofreaders	LT		8	5	0	3	
EPSO/AST/72/08 Correcteurs épreuves (AST3) NL (OPOCE)	AST3	Proofreaders	NL		17	7	0	10	

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates	Number of laureates recruited	Not available	Number of laureates available
EPSO/AST/74/08 Assistants in the field of security (AST3)	AST3	Security		EUR27	31	25	0	6
EPSO/AST/75/08 Social Welfare Assistants (AST3)	AST3	Social Welfare		EUR27	38	17	0	21
EPSO/AST/76/08 Social Welfare Assistants (AST1)	AST1	Social Welfare		EUR27	10	5	0	5
EPSO/AD/116/08 (AD8) Fraud prevention	AD8	Fraud Prevention		EUR27	33	29	0	4
EPSO/AD/117/08 (AD11) Fraud prevention	AD11	Fraud Prevention		EUR27	21	20	0	1
EPSO/AD/118/08 Option 1 Traducteurs (AD5) CZ	AD5	Translation	CZ		16	13	1	2
EPSO/AD/118/08 Option 2 Traducteurs (AD5) CZ	AD5	Translation	CZ		19	13	1	5
EPSO/AD/119/08 Option 1 Traducteurs (AD5) LT	AD5	Translation	LT		22	17	2	3
EPSO/AD/119/08 Option 2 Traducteurs (AD5) LT	AD5	Translation	LT		11	9	0	2
EPSO/AD/123/08 Option 1 Traducteurs (AD5) SL	AD5	Translation	SL		34	30	2	2
EPSO/AD/125/08 Médecins (AD9)	AD9	Doctors		EUR27	10	4	0	6
EPSO/AD/126/08 Auditeurs (AD6) EUR27	AD6	Audit		EUR27	161	139	6	16
EPSO/AD/127/08 (AD5) Inspection/ingénieries nucléaires EUR12 (AD5)	AD5	Nuclear Inspection		EUR12	42	29	1	12
EPSO/AD/128/08 Installat.nucléaires/radioprotection EUR12 (AD5)	AD5	Nuclear Inspection		EUR12	27	16	0	11
EPSO/AD/129/08 - Lawyer Linguists (Court of Justice) (AD7) EL	AD7	Lawyer Linguist	EL		7	6	0	1
EPSO/AD/129/08 - Lawyer Linguists (PE/CONSEIL) EL (AD7)	AD7	Lawyer Linguist	EL		13	8	0	5
EPSO/AD/130/08 - Lawyer Linguists (Court of Justice) (AD7) ES	AD7	Lawyer Linguist	ES		15	13	0	2
EPSO/AD/130/08 - Lawyer Linguists (EPI/Council) (AD7) ES	AD7	Lawyer Linguist	ES		14	7	0	7
EPSO/AD/131/08 Conference Interpreters Hungarian (AD5) HU	AD5	Interpretation	HU		17	11	0	6
EPSO/AD/137/08 - Lawyer Linguists Italian Court of Justice (AD7) - IT	AD7	Lawyer Linguist	IT		13	11	0	2
EPSO/AD/138/08 Lawyer Linguists (EPI/Council) MT (AD7)	AD7	Lawyer Linguist	MT		9	3	0	6
EPSO/AD/141/08 - Administrators in the field of security (AD6) - EUR27	AD6	Security		EUR27	27	22	4	1
EPSO/AD/142/08 Option 1 - Translators (AD5) - ES	AD5	Translation	ES		17	14	0	3
EPSO/AD/142/08 Option 2 - Translators (AD5) - ES	AD5	Translation	ES		7	2	0	5
EPSO/AD/143/08 Option 1 - Translators (AD5) - PT	AD5	Translation	PT		10	8	0	2
EPSO/AD/143/08 Option 2 - Translators (AD5) - PT	AD5	Translation	PT		10	6	0	4
EPSO/AST/88/09 Proofreaders (AST3) FI (OPOCE)	AST3	Proofreaders	FI		15	6	0	9
EPSO/AST/93/09 Language editors (AST3) - SV	AST3	Language Editors	SV		1	0	0	1
EPSO/AST/94/09 Assistants in the Buildings Sector (AST3) - Option 1	AST3	Building		EUR27	35	23	0	12
EPSO/AST/94/09 Assistants in the Buildings Sector (AST3) - Option 2	AST3	Building		EUR27	29	22	1	6
EPSO/AST/94/09 Assistants in the Buildings Sector (AST3) - Option 3	AST3	Building		EUR27	17	13	0	4
EPSO/AST/94/09 Assistants in the Buildings Sector (AST3) - Option 4	AST3	Building		EUR27	39	24	0	15
EPSO/AST/95/09 Proofreader (AST3) EE (OPOCE)	AST3	Proofreaders	EE		11	2	0	9
EPSO/AST/97/09 Proofreaders (AST3) PL (OPOCE)	AST3	Proofreaders	PL		17	6	0	11
EPSO/AST/98/09 Proofreaders (AST3) SL (OPOCE)	AST3	Proofreaders	SL		16	10	1	5
EPSO/AST/101/09 Assistants (AST1) RO	AST1	Assistants	RO		120	105	10	5
EPSO/AD/144/09 (AD5) - PUBLIC HEALTH - EUR12	AD5	Health	RO		36	21	0	15
EPSO/AD/145/09 (AD5) - FOOD SAFETY (policy/legislation) - EUR12	AD5	Food Safety		EUR12	22	13	2	7
EPSO/AD/146/09 ADM (AD5) - FOOD SAFETY (audit/inspec/eval) - EUR12	AD5	Food Safety		EUR12	28	23	1	4
EPSO/AD/147/09 ADM (AD5) EUROPEAN PUBLIC ADMINISTRATION - BG	AD5	EPA	BG		55	47	0	8
EPSO/AD/147/09 ADM (AD5) EUROPEAN PUBLIC ADMINISTRATION - RO	AD5	EPA	RO		118	94	2	22
EPSO/AD/148/09 (AD5) LAW - BG	AD5	Law	BG		41	37	1	3
EPSO/AD/148/09 (AD5) LAW - RO	AD5	Law	RO		86	64	3	19
EPSO/AD/149/09 (AD5) ECONOMICS - BG	AD5	Economics	BG		20	17	0	3
EPSO/AD/149/09 ADM (AD5) ECONOMICS - RO	AD5	Economics	RO		28	21	0	7
EPSO/AD/150/09 (AD5) MICROECONOMICS/BUSINESS ADMINISTRATION - BG	AD5	Microeconomics	BG		21	13	0	8
EPSO/AD/150/09 (AD5) MICROECONOMICS/BUSINESS ADMINISTRATION - RO	AD5	Microeconomics	RO		40	27	0	13
EPSO/AD/151/09 (AD5) AUDIT - RO	AD5	Audit	RO		28	21	0	7
EPSO/AD/161/09 Lawyer Linguists Court of Justice (AD7) - CS	AD7	Lawyer Linguist	CZ		7	4	0	3
EPSO/AD/161/09 Lawyer Linguists (EPI/Council) (AD7) - CS	AD7	Lawyer Linguist	CZ		11	3	0	8
EPSO/AD/162/09 Lawyer Linguists (EPI/Council) (AD7) - LV	AD7	Lawyer Linguist	LV		6	5	0	1
EPSO/AD/166/09 Translators Option 1 (AD5) - BG -	AD5	Translation	BG		70	34	0	36
EPSO/AD/166/09 Translators (AD5) - Option 2 - BG	AD5	Translation	BG		18	4	0	14
EPSO/AD/167/09 Translators (AD5) - Option 1 - RO	AD5	Translation	RO		75	42	2	31
EPSO/AD/167/09 Translators (AD5) - Option 2 - RO	AD5	Translation	RO		5	3	0	2
EPSO/AD/168/09 European Administration (AD5) CZ	AD5	EPA	CZ		11	6	1	4
EPSO/AD/168/09 European Administration (AD5) PL	AD5	EPA	PL		27	18	2	7
EPSO/AD/169/09 Law (AD5) CZ	AD5	Law	CZ		14	7	0	7
EPSO/AD/169/09 Law (AD5) PL	AD5	Law	PL		49	36	0	13
EPSO/AD/170/09 Economics and Statistics (AD5) CZ	AD5	Economics	CZ		5	1	0	4
EPSO/AD/170/09 Economics and Statistics (AD5) PL	AD5	Economics	PL		28	19	0	9
EPSO/AD/171/09 MICROECONOMICS / BUSINESS ADMINISTRATION (AD5) CZ	AD5	Microeconomics	CZ		3	2	0	1
EPSO/AD/171/09 MICROECONOMICS / BUSINESS ADMINISTRATION (AD5) PL	AD5	Microeconomics	PL		18	9	0	9
EPSO/AD/172/09 Audit (AD5) CZ	AD5	Audit	CZ		11	9	0	2
EPSO/AD/172/09 Audit (AD5) PL	AD5	Audit	PL		21	15	0	6
EPSO/AD/174/09 Interpreters (AD7) - PL	AD7	Interpretation	PL		21	20	0	1
EPSO/AD/174/09 Interpreters (AD5) - PL	AD5	Interpretation	PL		19	14	0	5
EPSO/AD/175/09 Interpreters (AD5) - EL	AD5	Interpretation	EL		3	2	0	1

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates	Number of laureates recruited	Not available	Number of laureates available
EPSO/AST/102/10 Assistants (AST3) Audiovisual archivists	AST3	Audiovisual		EUR28	4	3	0	1
EPSO/AST/103/10 Assistants (AST3) Archive and document management	AST3	Archivists		EUR28	39	34	2	3
EPSO/AST/105/10 Language editors (AST3) EL (Court of Justice)	AST3	Language Editors	EL		3	1	0	2
EPSO/AST/107/10 Language editors (AST3) NL (Court of Justice)	AST3	Language Editors	NL		2	1	0	1
EPSO/AST/108/10 Language editors (AST3) PT (Court of Justice)	AST3	Language Editors	PL		3	1	0	2
EPSO/AST/109/10 Proofreaders (AST3) IT (OPOCE)	AST3	Proofreaders	IT		4	3	0	1
EPSO/AST/111/10 Assistants in the secretarial field (AST 1) FR - ADDENDUM	AST1	Secretaries	FR		1	0	0	1
EPSO/AST/112/10 Assistants (AST3) Statistics	AST3	Statistics		EUR28	36	27	6	3
EPSO/AST/112/10 Assistants (AST3) Finance / Accounting	AST3	Finance		EUR28	53	38	5	10
EPSO/AST/112/10 Assistants (AST3) Human Resources	AST3	Human Resources		EUR28	37	28	1	8
EPSO/AST/112/10 Assistants (AST3) ICT	AST3	ICT		EUR28	67	57	2	8
EPSO/AD/177/10 - Administrators (AD6) - AUDIT 2013	AD6	Audit		EUR28	48	45	0	3
EPSO/AD/177/10 - Administrators (AD6) - ECONOMICS 2013	AD6	Economics		EUR28	36	25	0	11
EPSO/AD/177/10 - Administrators (AD6) - EPA 2013	AD6	EPA		EUR28	113	91	0	22
EPSO/AD/177/10 - Administrators (AD6) - ICT 2013	AD6	ICT		EUR28	73	57	0	16
EPSO/AD/177/10 - Administrators (AD6) - LAW 2013	AD6	Law		EUR28	34	31	0	3
EPSO/AD/178/10 - Administrators (AD6) Librarianship/Information Science 2013	AD6	Librarianship		EUR28	8	5	0	3
EPSO/AD/178/10 - Administrators (AD6) Librarianship/Information Science	AD6	Librarianship		EUR28	21	17	0	4
EPSO/AD/179/10 - Administrators - AD6 Audiovisual	AD6	Audiovisual		EUR28	9	6	0	3
EPSO/AD/180/10 Information systems security (AD7) (INFOSEC)	AD7	ICT		EUR28	16	13	0	3
EPSO/AD/181/10 Administrators (AD8) Competition Law	AD8	Law		EUR28	14	13	0	1
EPSO/AD/183/10 - Translators (AD5) Option 1 - DA	AD5	Translation	DA		33	29	0	4
EPSO/AD/183/10 - Translators (AD5) Option 2 - DA	AD5	Translation	DA		7	6	0	1
EPSO/AD/184/10 - Translators (AD5) Option 1 - DE	AD5	Translation	DE		24	19	0	5
EPSO/AD/184/10 - Translators (AD5) Option 2 - DE	AD5	Translation	DE		9	4	0	5
EPSO/AD/185/10 Translators (AD5) Option 2 - EN	AD5	Translation	EN		21	13	0	8
EPSO/AD/185/10 Translators (AD5) Option 1 - EN	AD5	Translation	EN		20	16	0	4
EPSO/AD/186/10 Translators (AD5) Option 1 - FR	AD5	Translation	FR		10	6	0	4
EPSO/AD/186/10 Translators (AD5) Option 2 - FR	AD5	Translation	FR		15	12	0	3
EPSO/AD/187/10 - Translators (AD5) Option 1 - SL	AD5	Translation	SL		34	30	0	4
EPSO/AD/188/10 - Conference Interpreters (AD5) Option 2 - BG	AD5	Interpretation	BG		9	7	0	2
EPSO/AD/190/10 - Head of Unit Translation (AD9) with Bulgarian as their main language	AD9	Translation	BG		2	0	0	2
EPSO/AD/190/10 Heads of Unit - TRANSLATION (AD9) LT	AD9	Translation	LT		6	2	0	4
EPSO/AD/190/10 Heads of Unit - TRANSLATION (AD9) LV	AD9	Translation	LV		9	2	0	7
EPSO/AD/190/10 Heads of Unit - TRANSLATION (AD9) SL	AD9	Translation	SL		7	3	0	4
EPSO/AD/191/10 Heads of Unit/Heads of Department - TRANSLATION (AD12) LT	AD12	Translation	LT		1	0	0	1
EPSO/AD/191/10 Heads of Unit/Heads of Department - TRANSLATION (AD12) - SK	AD12	Translation	SK		2	1	0	1
EPSO/AD/194/10 Law yer-linguists (AD7) - (Court of Justice) EN	AD7	Lawyer Linguist	EN		8	5	0	3
EPSO/AD/195/10 Law yer-linguists (AD7) - (Court of Justice) LT	AD7	Lawyer Linguist	LT		9	6	0	3
EPSO/AD/195/10 Law yer-linguists (AD7) (EPI/Council) LT	AD7	Lawyer Linguist	LT		2	1	0	1
EPSO/AD/197/10 Law yer-linguists (AD7) - (Court of Justice) RO	AD7	Lawyer Linguist	RO		10	7	0	3
EPSO/AD/198/10 - Heads of Unit - EPA - (AD9) RO	AD9	Head of Unit	RO		8	5	0	3
EPSO/AD/198/10 - Heads of Unit - ECO - (AD9) RO	AD9	Head of Unit	RO		8	6	0	2
EPSO/AD/199/10 - Heads of Unit - EPA - (AD12) RO	AD12	Head of Unit	RO		5	3	0	2
EPSO/AD/199/10 - Heads of Unit - ECO - (AD12) RO	AD12	Head of Unit	RO		6	3	0	3
EPSO/AD/201/10 LAWYERS (AD6) qualified in Spanish law (Court of Justice)	AD6	Lawyers	ES		3	1	0	2
EPSO/AD/203/10 LAWYERS (AD6) qualified with Dutch legal training (Court of Justice)	AD6	Lawyers	NL		5	4	0	1
EPSO/AD/204/10 Administrators (AD6) Management of Structural Funds/Cohesion Fund	AD6	Structural Funds		EUR28	40	36	0	4
EPSO/AST/114/11 Language editors (AST3) IT (Court of Justice)	AST3	Language Editors	IT	EUR28	3	2	0	1
EPSO/AST/117/11 Assistants in the secretarial field (AST1) - ET	AST1	Secretaries	ET		12	7	1	4
EPSO/AST/118/11 Assistants (AST3) Communication	AST3	Communication		EUR28	31	23	4	4
EPSO/AST/118/11 Assistants (AST3) Project Management / Programs / Contracts	AST3	Project Management		EUR28	47	30	3	14
EPSO/AST/118/11 Assistants (AST3) Financial Management / Accounting	AST3	Financial Management		EUR28	31	25	0	6
EPSO/AD/206/11 Administrators (AD6) AUDIT	AD6	Audit		EUR28	38	32	1	5
EPSO/AD/207/11 Administrators (AD7) AUDIT	AD7	Audit		EUR28	18	17	0	1
EPSO/AD/206/11 Administrators (AD6) ECONOMICS	AD6	Economics		EUR28	25	20	0	5
EPSO/AD/206/11 Administrators (AD6) STATISTICS	AD6	Statistics		EUR28	36	34	0	2
EPSO/AD/207/11 Administrators (AD7) ECONOMICS	AD7	Economics		EUR28	13	11	0	2
EPSO/AD/207/11 Administrators (AD7) STATISTICS	AD7	Statistics		EUR28	14	11	2	1
EPSO/AD/206/11 Administrators (AD6) EUROPEAN PUBLIC ADMINISTRATION	AD6	EPA		EUR28	43	32	0	11
EPSO/AD/207/11 Administrators (AD7) EUROPEAN PUBLIC ADMINISTRATION	AD7	EPA		EUR28	25	23	0	2
EPSO/AD/206/11 Administrators (AD6) FINANCE/ACCOUNTING	AD6	Finance		EUR28	30	23	0	7
EPSO/AD/207/11 Administrators (AD7) FINANCE/ACCOUNTING	AD7	Finance		EUR28	16	10	0	6
EPSO/AD/206/11 Administrators (AD6) LAW	AD6	Law		EUR28	14	13	0	1
EPSO/AD/208/11 Law yer-linguists AD7 / BG (Parliament/Council)	AD7	Lawyer Linguist	BG		5	1	0	4
EPSO/AD/209/11 Law yer-linguists (Court of Justice) ET	AD7	Lawyer Linguist	ET		3	0	0	3
EPSO/AD/209/11 Law yer-linguists (AD7) EE (Parliament/Council)	AD7	Lawyer Linguist	ET		5	3	0	2
EPSO/AD/210/11 Law yer-linguists - HU - CJ	AD7	Lawyer Linguist	HU		14	2	0	12
EPSO/AD/210/11 Law yer-Linguists (AD7) (Parliament / Council) HU	AD7	Lawyer Linguist	HU		8	3	0	5

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates	Number of laureates recruited	Not available	Number of laureates available
EPSO/AD/212/11 Lawyer Linguists (AD7) PL (Court of Justice)	AD7	Lawyer Linguist	PL		7	3	0	4
EPSO/AD/212/11 Lawyer Linguists (AD7) PL (Parliament/Council)	AD7	Lawyer Linguist	PL		12	4	0	8
EPSO/AD/213/11 Lawyer-Linguists (Parliament/Council) SL	AD7	Lawyer Linguist	SL		6	5	0	1
EPSO/AD/214/11 Lawyer-Linguists - SV - CJ	AD7	Lawyer Linguist	SV		3	1	0	1
EPSO/AD/214/11 Lawyer-Linguists (AD7) (EP/Council) SV	AD7	Lawyer Linguist	SV		5	4	0	1
EPSO/AD/215/11 Administrators (AD5) Communication NL	AD6	Communication	NL		6	4	1	1
EPSO/AD/215/11 Administrators (AD5) Communication EN	AD6	Communication	EN		15	12	1	2
EPSO/AD/215/11 Administrators (AD5) Communication ET	AD6	Communication	ET		3	2	0	1
EPSO/AD/215/11 Administrators (AD5) Communication FR	AD6	Communication	FR		10	8	0	2
EPSO/AD/215/11 Administrators (AD5) Communication PL	AD6	Communication	PL		6	5	0	1
EPSO/AD/215/11 Administrators (AD5) Communication SK	AD6	Communication	SK		5	5	0	1
EPSO/AD/215/11 Administrators (AD5) Communication ES	AD6	Communication	ES		8	7	0	1
EPSO/AD/215/11 Administrators (AD5) Communication SV	AD6	Communication	SV		6	5	0	1
EPSO/AD/216/11 Translators (AD6) Option 1 CZ	AD6	Translation	CZ		11	4	0	7
EPSO/AD/217/11 Hungarian-language (HU) Translators - Option 1	AD6	Translation	HU		12	11	0	1
EPSO/AD/217/11 Hungarian-language (HU) Translators - Option 2	AD6	Translation	HU		11	8	0	3
EPSO/AD/218/11 Translators (AD6) Option 1 LT	AD6	Translation	LT		16	13	0	3
EPSO/AD/218/11 Translators (AD6) LT - Option 2	AD6	Translation	LT		8	6	0	2
EPSO/AD/219/11 Translators (AD6) Option 2 MT	AD6	Translation	MT		14	11	1	2
EPSO/AD/220/11 Translators (AD6) Option 1 PL	AD6	Translation	PL		19	10	0	9
EPSO/AD/220/11 Translators (AD6) PL-Option 2	AD6	Translation	PL		2	1	0	1
EPSO/AD/221/11 Translators (AD6) Option 1 SK	AD6	Translation	SK		17	12	0	5
EPSO/AD/221/11 Translators (AD6) Option 2 SK	AD6	Translation	SK		2	1	0	1
EPSO/AD/223/11 - Conference Interpreters (AD6) Option 2 LV	AD6	Interpretation	LV		4	1	1	2
EPSO/AD/224/11 - Conference Interpreters (AD6) Option 1 MT	AD6	Interpretation	MT		1	0	0	1
EPSO/AD/225/11 - Conference Interpreters (AD7) Option 1 SV	AD7	Interpretation	SV		3	2	0	1
EPSO/AD/226/11 - Conference Interpreters (AD7) Option 1 ES	AD7	Interpretation	ES		9	6	0	3
EPSO/AD/226/11 - Conference Interpreters (AD7) Option 2 ES	AD7	Interpretation	ES		2	0	0	2
EPSO/AD/227/11 Administrators (AD6) ARCHIVISTICS	AD6	Archivists		EUR28	13	10	0	3
EPSO/AD/228/11 Information And Communication Technologies (ICT) (AD7)-Infrastructure IT and services	AD7	ICT		EUR28	34	27	2	5
EPSO/AD/228/11 Information And Communication Technologies (ICT) (AD7)-Telecommunications infrastructure and services	AD7	ICT		EUR28	19	18	0	1
EPSO/AD/228/11 Information And Communication Technologies (ICT) (AD7) Information systems	AD7	ICT		EUR28	22	21	0	1
EPSO/AD/229/11 Cooperation And Management Of Aid To Non-Member Countries (AD7)	AD7	ICT		EUR28	52	48	0	4
EPSO/AST/119/12 Proofreaders CZ (AST3) (PE/OPOCE)	AST3	Proofreaders	CZ		14	3	0	11
EPSO/AST/121/12 Conference Technicians (AST 3)	AST3	conference technicians		EUR28	26	24	0	2
EPSO/AST/122/12 - Proofreader Croatian (AST3)	AST3	Proofreaders	HR		25	13	0	12
EPSO/AST/123/12 HR Assistants (AST3) Communication	AST3	Communication		EUR28	17	6	0	11
EPSO/AST/123/12 HR Assistants (AST3) Project Management/Programs/Contracts	AST3	Project Management		EUR28	18	9	4	5
EPSO/AST/123/12 HR Assistants (AST3) Legal matters	AST3	Legal Affairs Assistants		EUR28	30	13	1	16
EPSO/AST/124/12 Proofreader Lithuanian (AST3)	AST3	Proofreaders	LT		9	1	0	8
EPSO/AST/125/12 Assistants (AST3) Audit	AST3	Audit		EUR28	25	19	0	6
EPSO/AST/125/12 Assistants (AST3) Economics/Statistics	AST3	Statistics		EUR28	41	25	0	16
EPSO/AST/125/12 Assistants (AST3) Finance/Accounting	AST3	Finance		EUR28	49	41	1	7
EPSO/AST/126/12 Assistants (AST 3) Civil and mechanical engineering	AST3	Engineering		EUR28	9	3	0	6
EPSO/AST/126/12 Assistants (AST 3) Electrical engineering and electronics	AST3	Engineering		EUR28	17	1	0	16
EPSO/AST/126/12 Assistants (AST 3) Nuclear	AST3	Nuclear Inspection		EUR28	17	5	0	12
EPSO/AST/126/12 Assistants (AST 3) Biology, life and health sciences	AST3	Health		EUR28	10	3	0	7
EPSO/AST/126/12 Assistants (AST 3) Chemistry	AST3	Chemistry		EUR28	11	2	0	9
EPSO/AST/126/12 Assistants (AST 3) Physics and materials science	AST3	Physics		EUR28	10	3	0	7
EPSO/AD/230/12 Administrators (AD6) Audit	AD6	Audit		EUR28	22	19	2	1
EPSO/AD/230/12 Administrators (AD6) Communication	AD6	Communication		EUR28	28	22	1	5
EPSO/AD/231/12 Administrators (AD7) Communication	AD7	Communication		EUR28	12	10	0	2
EPSO/AD/230/12 Administrators (AD6) External Relations	AD6	External Relations		EUR28	24	11	0	13
EPSO/AD/231/12 Administrators (AD7) External Relations	AD7	External Relations		EUR28	8	6	0	2
EPSO/AD/230/12 Administrators (AD6) EPA	AD6	EPA		EUR28	52	45	0	7
EPSO/AD/231/12 Administrators (AD7) EPA	AD7	EPA		EUR28	33	29	1	3
EPSO/AD/230/12 Administrators (AD6) Law	AD6	Law		EUR28	36	28	0	8
EPSO/AD/231/12 Administrators (AD7) Law	AD7	Law		EUR28	14	11	0	3
EPSO/AD/232/12 - Head of Unit (AD 12) with Bulgarian as their main language	AD12	Head of Unit	BG		2	0	0	2
EPSO/AD/233/12 Translators (AD6) Option 1 - HR	AD6	Translation	HR		45	35	2	8
EPSO/AD/233/12 Translators (AD6) Option 2 - HR	AD6	Translation	HR		25	20	0	5
EPSO/AD/235/12 Lawyer Linguists (AD7) (Parliament/Council) HR	AD7	Lawyer Linguist	HR		14	9	0	5
EPSO/AD/236/12 - Conference Interpreters (AD6) DA	AD6	Interpretation	DA		2	0	0	2
EPSO/AD/237/12 - Conference Interpreters (AD6) DE	AD6	Interpretation	DE		6	5	0	1
EPSO/AD/237/12 - Conference Interpreters (AD7) DE	AD7	Interpretation	DE		8	7	0	1
EPSO/AD/238/12 - Conference Interpreters (AD6) EN	AD6	Interpretation	EN		5	4	0	1
EPSO/AD/239/12 - Conference Interpreters (AD7) SK	AD7	Interpretation	SK		3	2	0	1
EPSO/AD/240/12 - Translators (AD6) Option 1 EE	AD6	Translation	EE		28	14	0	14
EPSO/AD/240/12 - Translators (AD6) Option 2 EE	AD6	Translation	EE		11	4	0	7

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates	Number of laureates recruited	Not available	Number of laureates available
EPSO/AD241/12 - Translators (AD5) Option 1 GA	AD5	Translation	GA		7	6	0	1
EPSO/AD242/12 - Translators (AD5) LV Option 1	AD5	Translation	LV		18	17	0	1
EPSO/AD242/12 Translators LV (AD5) Option 2	AD5	Translation	LV		4	2	0	2
EPSO/AD243/12 - Translators (AD5) Option 1 PT	AD5	Translation	PT		18	16	0	2
EPSO/AD244/12 ADMINISTRATORS (AD5) HR	AD5	Administrators	HR		124	90	1	33
EPSO/AD245-246/12 Head of Unit (AD12) in the field of translation HR	AD12	Translation	HR		4	3	0	1
EPSO/AD245-246/12 Head of Unit (AD9) in the field of translation HR	AD12	Translation	HR		15	6	0	9
EPSO/AST/129/13 ASSISTANTS Accounting (AST 3)	AST3	Accounting		EUR28	54	43	0	11
EPSO/AST/129/13 ASSISTANTS Economy/Finance (AST 3)	AST3	Finance		EUR28	33	20	0	13
EPSO/AST/129/13 ASSISTANTS Law (AST 3)	AST3	Law		EUR28	30	20	0	10
EPSO/AD248/13 Administrators (AD 6) Ingénierie en Technique Spéciales du Bâtiment	AD6	Engineering		EUR28	21	16	0	5
EPSO/AD248/13 Administrators (AD 6) Sécurité des Bâtiments	AD6	Building		EUR28	11	8	0	3
EPSO/AD249/13 Administrators Macroeconomics (AD7)	AD7	Economics		EUR28	41	35	0	6
EPSO/AD249/13 Administrators Financial Economics (AD7)	AD7	Economics		EUR28	28	25	0	3
EPSO/AD250/13 Administrators Food safety-Policy and legislation (AD6) (Commission)	AD6	Food Safety		EUR28	28	26	0	2
EPSO/AD251/13 Administrators Food safety-Audit, Inspection and Evaluation (AD7) (Commission)	AD7	Food Safety		EUR28	15	10	0	5
EPSO/AD252-253/13 Heads of Unit - (AD12) Economics HR (Commission)	AD12	Head of Unit	HR		5	1	0	4
EPSO/AD252-253/13 Heads of Unit (AD9) - Economics HR (Commission)	AD9	Head of Unit	HR		2	0	0	2
EPSO/AD252-253/13 Heads of Unit (AD12) - EPA HR (Commission)	AD12	Head of Unit	HR		7	1	0	6
EPSO/AD252-253/13 Heads of Unit (AD9) - EPA HR (Commission)	AD9	Head of Unit	HR		3	1	0	2
EPSO/AD252-253/13 Heads of Unit (AD12) - Law HR (Commission)	AD12	Head of Unit	HR		1	0	0	1
EPSO/AD254/13 Heads of Unit JRC (AD12) (Commission)	AD12	Head of Unit		EUR28	3	1	0	2
EPSO/AD255/13 Translation / AD5 / Croatian / Translators (AD5) - Option 1	AD5	Translation	HR		49	44	0	5
EPSO/AD255/13 Translation / AD5 / Croatian / Translators (AD5) - Option 2	AD5	Translation	HR		34	29	0	5
EPSO/AD257/13 - Conference Interpreters - (AD5) FR	AD5	Interpretation	FR		14	11	0	3
EPSO/AD260/13 - Translation / AD5 / Danish - Option 1	AD5	Translation	DA		14	11	0	3
EPSO/AD261/13 - AD5 Translation / AD5 / English / translators - Option 1	AD5	Translation	EN		9	7	0	2
EPSO/AD261/13 - AD5 Translation / AD5 / English / translators - Option 2	AD5	Translation	EN		40	23	3	14
EPSO/AD262/13 - AD5 Translation / AD5 / French / translators - Option 1	AD5	Translation	FR		9	6	1	2
EPSO/AD262/13 - AD5 Translation / AD5 / French / translators - Option 2	AD5	Translation	FR		14	7	0	7
EPSO/AD263/13 - AD5 Translation / AD5 / Italian / translators - Option 1	AD5	Translation	IT		31	24	0	7
EPSO/AD263/13 - AD5 Translation / AD5 / Italian / translators - Option 2	AD5	Translation	IT		6	3	0	3
EPSO/AD264/13 - AD5 Translation / AD5 / Maltese / translators - Option 2	AD5	Translation	MT		20	19	0	1
EPSO/AD265/13 - AD5 Translation / AD5 / Dutch / translators - Option 1	AD5	Translation	NL		22	13	0	9
EPSO/AD265/13 - AD5 Translation / AD5 / Dutch / translators - Option 2	AD5	Translation	NL		16	9	0	7
EPSO/AD266/13 - AD5 Translation / AD5 / Slovenian / translators - Option 1	AD5	Translation	SL		14	8	0	6
EPSO/AD266/13 - AD5 Translation / AD5 / Slovenian / translators - Option 2	AD5	Translation	SL		4	1	0	3
EPSO/AD267/13 Law yer Linguists / AD7 / German / (AD7) CJ	AD7	Lawyer Linguist	DE		15	9	0	6
EPSO/AD268/13 Law yer Linguists / AD7 / Latvian / (AD7) CJ	AD7	Lawyer Linguist	LT		2	1	0	1
EPSO/AD269/13 Law yer Linguists / AD7 / Dutch / (AD7) CJ	AD7	Lawyer Linguist	NL		8	7	0	1
EPSO/AD270/13 Law yer Linguists / AD7 / Portuguese / (AD7) CJ	AD7	Lawyer Linguist	PT		16	9	0	7
EPSO/AD271/13 - DA Law yer Linguists / AD7 / Danish / (AD7) EPCouncil	AD7	Lawyer Linguist	DA		3	2	0	1
EPSO/AD272/13 - DE Law yer Linguists / AD7 / German / (AD7) EPCouncil	AD7	Lawyer Linguist	DE		13	5	0	8
EPSO/AD273/13 - EN Law yer Linguists / AD7 / English / (AD7) EPCouncil	AD7	Lawyer Linguist	EN		10	6	0	4
EPSO/AD275/13 - NL Law yer Linguists / AD7 / Dutch / (AD7) EPCouncil	AD7	Lawyer Linguist	NL		12	2	0	10
EPSO/AST-SC01/14 Secretaries HR (grade SC1)	AST-SC1	Secretaries	HR		20	15	1	4
EPSO/AST-SC01/14 Secretaries EN (grade SC1)	AST-SC1	Secretaries	EN		61	47	3	11
EPSO/AST-SC01/14 Secretaries FR (grade SC1)	AST-SC1	Secretaries	FR		60	57	1	2
EPSO/AST-SC01/14 Secretaries DE (grade SC1)	AST-SC1	Secretaries	DE		12	9	1	2
EPSO/AST-SC01/14 Secretaries EN (grade SC2)	AST-SC2	Secretaries	EN		16	12	0	4
EPSO/AST-SC01/14 Secretaries DE (grade SC2)	AST-SC2	Secretaries	DE		4	2	1	1
EPSO/AST-SC01/14 - Secretaries FR (grade SC1) / Addendum	AST-SC1	Secretaries	FR		5	4	0	1
EPSO/AST-SC02/14 Security / SC1 / Internal security guards (SC1)	AST-SC1	Internal Security		EUR28	30	25	0	5
EPSO/AST/130/14 (AST3) Assistants in the buildings sector - Electromechanical and electronic engineering	AST3	Building		EUR28	12	6	0	6
EPSO/AST/130/14 (AST3) Assistants in the buildings sector - Air conditioning	AST3	Building		EUR28	19	11	0	8
EPSO/AST/130/14 (AST3) Assistants in the buildings sector - Architecture and interior design	AST3	Building		EUR28	17	5	0	12
EPSO/AST/130/14 (AST3) Assistants in the buildings sector - Health and Safety / Hygiene	AST3	Building		EUR28	17	12	0	5
EPSO/AST/130/14 (AST3) Assistants in the buildings sector - Project Management	AST3	Building		EUR28	18	11	0	7
EPSO/AST/130/14 (AST3) Assistants in the buildings sector - Security	AST3	Building		EUR28	18	10	0	8
EPSO/AST/131/14 (AST3) Nuclear Inspection	AST3	Nuclear Inspection		EUR28	32	10	1	21
EPSO/AST/132/14 (AST3) DIGITAL MONITORING OFFICERS AND OPEN SOURCE INTELLIGENCE SPECIALISTS	AST3	Digital Forensics		EUR28	17	8	0	9
EPSO/AST/132/14 (AST3) PREVENTION AND SURVEILLANCE COORDINATORS	AST3	Prevention and Surveillance Coordinators		EUR28	42	32	0	10
EPSO/AST/133/14 (AST3) Information Systems	AST3	ICT		EUR28	57	35	1	21
EPSO/AST/133/14 (AST3) Information systems security	AST3	ICT		EUR28	22	7	0	15
EPSO/AST/133/14 (AST3) Netw orks and telecommunications	AST3	ICT		EUR28	18	7	0	11
EPSO/AST/133/14 (AST3) Office IT infrastructure and data centre	AST3	ICT		EUR28	44	25	0	19
EPSO/AST/133/14 (AST3) Web	AST3	ICT		EUR28	11	7	0	4
EPSO/AST/134/14 (AST3) Parliamentary Assistants	AST3	Parliamentary Assistants		EUR28	30	18	0	12
EPSO/AD276/14 (AD5) Administrators	AD5	Administrators		EUR28	146	103	0	43



COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates	Number of laureates recruited	Not available	Number of laureates available
EPSO/AD/277/14 (AD6) Audit	AD6	Audit		EUR28	39	24	0	15
EPSO/AD/278/14 (AD7) Administrators - Digital Forensics	AD7	Digital Forensics		EUR28	14	5	0	9
EPSO/AD/278/14 (AD7) Administrators - Operational Analysis	AD7	Operational Analysis		EUR28	17	14	0	3
EPSO/AD/279/14 Law yer Linguists / AD7 / Danish / CJ	AD7	Law yer Linguist	DA		5	3	0	2
EPSO/AD/280/14 Law yer Linguists / AD7 / Finnish / CJ	AD7	Law yer Linguist	FI		6	0	0	6
EPSO/AD/281/14 Law yer Linguists / AD7 / Slovak / CJ	AD7	Law yer Linguist	SK		14	5	0	9
EPSO/AD/282/14 Law yer Linguists / AD7 / Slovenian / CJ	AD7	Law yer Linguist	SL		10	1	0	9
EPSO/AD/283/14 Law yer Linguists / AD7 / Swed ish / CJ	AD7	Law yer Linguist	SV		3	0	0	3
EPSO/AD/284/14 AD6 Translators German Option 1	AD6	Translation	DE		41	19	0	22
EPSO/AD/284/14 AD6 Translators German Option 2	AD6	Translation	DE		14	6	0	8
EPSO/AD/285/14 AD6 Translators Greek - Option 1	AD6	Translation	EL		52	20	0	32
EPSO/AD/285/14 AD6 Translators Greek - Option 2	AD6	Translation	EL		9	1	0	8
EPSO/AD/286/14 AD6 Translators Spanish - Option 1	AD6	Translation	ES		44	13	0	31
EPSO/AD/286/14 AD6 Translators Spanish - Option 2	AD6	Translation	ES		4	3	0	1
EPSO/AD/287/14 AD6 Translators Swed ish - Option 1	AD6	Translation	SV		21	5	0	16
EPSO/AD/287/14 AD6 Translators Swed ish - Option 2	AD6	Translation	SV		13	6	0	7
EPSO/AD/288/14 Law yer Linguists / AD7 / Finnish / EP/Council	AD7	Law yer Linguist	FI		12	3	0	9
EPSO/AD/289/14 Law yer Linguists / AD7 / French / EP/Council	AD7	Law yer Linguist	FR		14	2	0	12
EPSO/AD/290/14 Law yer Linguists / AD7 / Portuguese / EP/Council	AD7	Law yer Linguist	PT		14	1	0	13
EPSO/AD/291/14 Law yer Linguists / AD7 / Romanian / EP/Council	AD7	Law yer Linguist	RO		13	2	0	11
EPSO/AD/292/14 Law yer Linguists / AD7 / Slovak / AD7 EP/Council	AD7	Law yer Linguist	SK		12	0	0	12
EPSO/AD/293/14 AD7 Financial Economics	AD7	Economics		EUR28	27	18	0	9
EPSO/AD/293/14 AD7 Industrial Economics	AD7	Economics		EUR28	16	12	0	4
EPSO/AD/293/14 AD7 Macroeconomics	AD7	Economics		EUR28	37	26	0	11
EPSO/AD/293/14 AD7 Corporate Finance	AD7	Finance		EUR28	16	11	0	5
EPSO/AD/293/14 AD7 Competition Law	AD7	Law		EUR28	31	22	0	9
EPSO/AD/294/14 (AD6) Administrators in the Field of Data Protection	AD6	Data Protection		EUR28	21	12	0	9
EPSO/AST-SC03/15 - 1 Administrative Support SC1	AST-SC1	Administrative Support		EUR28	107	66	0	41
EPSO/AST-SC03/15 - 1 Administrative Support SC2	AST-SC2	Administrative Support		EUR28	35	24	0	11
EPSO/AST-SC03/15 - 2 Finance / SC1	AST-SC1	Finance		EUR28	82	32	0	50
EPSO/AST-SC03/15 - 2 Finance / SC2	AST-SC2	Finance		EUR28	31	11	0	20
EPSO/AST-SC03/15 - 3 Secretarial Support SC1	AST-SC1	Secretaries		EUR28	147	121	0	26
EPSO/AST-SC03/15 - 3 Secretarial Support SC2	AST-SC2	Secretaries		EUR28	99	80	0	19
EPSO/AST-SC04/15 Parliamentary Ushers	AST-SC1	Parliamentary Ushers		EUR28	32	10	0	22
EPSO/AST-SC03/15 - 2 Finance / SC2 / Addendum	AST-SC2	Finance		EUR28	1	0	0	1
EPSO/AST/135/15 Heads of Administration in EU Delegations AST4	AST4	Head of Delegation		EUR28	30	19	1	10
EPSO/AST/136/15 - AST3 / Assistant Curator	AST3	Curators		EUR28	11	0	0	11
EPSO/AST/136/15 - AST3 / CONSERVATION & COLLECTION MANAGEMENT ASSISTANT	AST3	Conservation and Collection management		EUR28	5	0	0	5
EPSO/AD/295/15 (AD6) Law yers with Bulgarian legal training	AD6	Law yers	BG		2	0	0	2
EPSO/AD/295/15 (AD7) Law yers with Bulgarian legal training	AD7	Law yers	BG		3	1	0	2
EPSO/AD/296/15 (AD6) Law yers with German legal training	AD6	Law yers	DE		4	2	0	2
EPSO/AD/296/15 (AD7) Law yers with German legal training	AD7	Law yers	DE		5	2	0	3
EPSO/AD/297/15 (AD6) Law yers with Croatian Legal Training	AD6	Law yers	HR		3	0	0	3
EPSO/AD/298/15 (AD6) Law yers with Irish legal training (IE)	AD6	Law yers	GA		2	0	0	2
EPSO/AD/298/15 (AD7) Law yers with Irish legal training (IE)	AD7	Law yers	GA		3	1	0	2
EPSO/AD/299/15 (AD6) Law yers with Lithuanian Legal Training	AD6	Law yers	LT		2	0	0	2
EPSO/AD/299/15 (AD7) Law yers with Lithuanian legal training	AD7	Law yers	LT		3	2	0	1
EPSO/AD/300/15 (AD6) Law yers with Slovak Legal training	AD6	Law yers	SK		2	0	0	2
EPSO/AD/300/15 (AD7) Law yers with Slovak Legal training	AD7	Law yers	SK		3	2	0	1
EPSO/AD/301/15 European Administration / AD5	AD6	EPA		EUR28	159	92	0	67
EPSO/AD/302/15 (AD6) Audit	AD6	Audit		EUR28	76	41	0	35
EPSO/AD/303/15 (AD7) Development and foreign affairs	AD7	DEVCO		EUR28	60	19	0	41
EPSO/AD/304/15 - Law yer Linguists / AD7 / Bulgarian CoJ	AD7	Law yer Linguist	BG		8	0	0	8
EPSO/AD/305/15 - Law yer Linguists / AD7 / Spanish CoJ	AD7	Law yer Linguist	ES		13	0	0	13
EPSO/AD/306/15 - Law yer Linguists / AD7 / French CoJ	AD7	Law yer Linguist	FR		15	4	0	11
EPSO/AD/307/15 - Law yer Linguists / AD7 / Italian CoJ	AD7	Law yer Linguist	IT		8	0	0	8
EPSO/AD/308/15 (AD11) Doctors Brussels	AD11	Doctors		EUR28	10	5	0	5
EPSO/AD/309/15 (AD11) Doctors Ispra	AD11	Doctors		EUR28	5	1	0	4
EPSO/AD/309/15 (AD11) Doctors Luxembourg	AD11	Doctors		EUR28	5	0	0	5
EPSO/AD/310/15 - AD7 / Museum Educator	AD7	Museum Educators		EUR28	20	2	0	18
EPSO/AD/310/15 - AD7 / Curator	AD7	Curators		EUR28	15	0	0	15
EPSO/AD/311/15 - Interpreters / AD7 / Czech	AD7	Interpretation	CZ		5	1	0	4
EPSO/AD/312/15 - Interpreters / AD6 / Croatian	AD6	Interpretation	HR		3	0	0	3
EPSO/AD/313/15 - Interpreters / AD6 / Lithuanian	AD6	Interpretation	LT		6	1	0	5
EPSO/AD/313/15 - Interpreters / AD7 / Lithuanian	AD7	Interpretation	LT		1	0	0	1
EPSO/AD/314/15 - Interpreters / AD6 / Maltese	AD6	Interpretation	MT		3	0	0	3
EPSO/AD/314/15 - Interpreters / AD7 / Maltese	AD7	Interpretation	MT		3	0	0	3
EPSO/AD/315/15 - AD6 Finnish Translators Option 1	AD6	Translation	FI		20	3	1	16
EPSO/AD/315/15 - AD6 Finnish Translators Option 2	AD6	Translation	FI		9	0	0	9
EPSO/AD/316/15 - AD6 Translators Hungarian Option 1	AD6	Translation	HU		13	1	0	12
EPSO/AD/316/15 - AD6 Translators Hungarian Option 2	AD6	Translation	HU		10	0	0	10
EPSO/AD/317/15 - AD6 Translators Latvian Option 1	AD6	Translation	LV		14	2	0	12
EPSO/AD/317/15 - AD6 Translators Latvian Option 2	AD6	Translation	LV		5	0	0	5
EPSO/AD/318/15 - AD6 Translators Polish Option 1	AD6	Translation	PL		24	1	0	23
EPSO/AD/318/15 - AD6 Translators Polish Option 2	AD6	Translation	PL		1	0	0	1
EPSO/AD/319/15 - AD6 Translators Portuguese Option 1	AD6	Translation	PT		26	6	0	20
EPSO/AD/319/15 - AD6 Translators Portuguese Option 2	AD6	Translation	PT		1	0	0	1
EPSO/AD/320/15 - AD6 Translators Slovak Option 1	AD6	Translation	SK		17	2	0	15
EPSO/AD/320/15 - AD6 Translators Slovak Option 2	AD6	Translation	SK		3	0	0	3
EPSO/AST/137/16 - AST1 Linguistic Assistants DA	AST1	Linguistic assistants	DA		16	0	0	16
EPSO/AST/137/16 - AST1 Linguistic Assistants GA	AST1	Linguistic assistants	GA		9	0	0	9
EPSO/AST/137/16 - AST1 Linguistic Assistants HR	AST1	Linguistic assistants	HR		16	0	0	16
EPSO/AST/137/16 - AST1 Linguistic Assistants HU	AST1	Linguistic assistants	HU		12	0	0	12
EPSO/AST/137/16 - AST1 Linguistic Assistants MT	AST1	Linguistic assistants	MT		12	0	0	12
EPSO/AST/137/16 - AST1 Linguistic Assistants NL	AST1	Linguistic assistants	NL		13	0	0	13
EPSO/AST/137/16 - AST1 Linguistic Assistants SK	AST1	Linguistic assistants	SK		13	0	0	13
EPSO/AST/137/16 - AST1 Linguistic Assistants SL	AST1	Linguistic assistants	SL		13	0	0	13

## 2.4.2 Planned competitions

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

**Number of expected laureates from ongoing and planned competitions by function group**

Non-Linguistic profile					Linguistic profile		Total
AD	AST	AST/SC	Advisers	Other	AD-L	AST-L	
783	328	488			304		1,903

**ONGOING COMPETITIONS AS OF 01/04/2017**

COMPETITION LABEL	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of candidates	Number of candidates invited to assessment phase	Number of laureates expected	Laureates lists expected by
EPSO/AD/322/16	AD5	Audit IAS + CoA		EUR28	4469	200	71	May 2017
EPSO/AD/322/16	AD7	Audit IAS + CoA		EUR28	1731	50	15	May 2017
EPSO/AD/323/16	AD7	OLAF: Investigators		EUR28	1205	199	40	October 2017
EPSO/AD/324/16	AD9	OLAF: Investigators - Team Leaders		EUR28	315	39	10	October 2017
EPSO/AD/325/16	AD5	Translators	DA		160	on-going	26	July-Aug 2017
EPSO/AD/326/16	AD5	Translators	GA		210	on-going	62	July-Aug 2017
EPSO/AD/327/16	AD5	Translators	HR		563	on-going	14	July-Aug 2017
EPSO/AD/328/16	AD5	Translators	LT		312	on-going	16	July-Aug 2017
EPSO/AD/329/16	AD5	Translators	MT		142	on-going	26	July-Aug 2017
EPSO/AST/138/16	AST3	Audiovisual and Conference Technicians		EUR28	700	93	12	April 2017
EPSO/AST-SC/05/16	AST-SC1	Accreditation Officers		EUR28	2946	137	45	June 2017
EPSO/AST-SC/05/16	AST-SC2	Accreditation Officers		EUR28	1044	31	10	June 2017
EPSO/AD/330/16	AD7	Nuclear Safeguards Inspectors + Policy Officers		EUR28	706	107	35	July 2017
EPSO/AD/331/16	AD7	1. Data Analysis and IT Service Specialists		EUR28	852	on-going	30	July 2017
EPSO/AD/331/16	AD7	2. Digital Workplace, Office Automation and Mobile Computing Specialists		EUR28	258	on-going	25	July 2017
EPSO/AD/331/16	AD7	3. Enterprise Resource Planning (ERP) Experts		EUR28	418	on-going	14	July 2017
EPSO/AD/331/16	AD7	4. ICT Security Experts		EUR28	595	on-going	49	July 2017
EPSO/AD/331/16	AD7	5. IT Infrastructure Experts		EUR28	208	on-going	38	July 2017
EPSO/AD/331/16	AD7	6. IT Portfolio/Programme Management and Enterprise Architecture Experts		EUR28	626	on-going	24	July 2017
EPSO/AD/332/16	AD7	Law yer-Linguists EP/Council	EL		622	on-going	8	February 2018
EPSO/AD/333/16	AD7	Law yer-Linguists EP/Council	ES		773	on-going	8	February 2018
EPSO/AD/334/16	AD7	Law yer-Linguists EP/Council	IT		1022	on-going	8	February 2018
EPSO/AD/335/16	AD7	Law yer-Linguists EP/Council	LT		99	on-going	9	February 2018
EPSO/AD/336/16	AD7	Law yer-Linguists EP/Council	MT		33	on-going	9	February 2018
EPSO/AD/337/16	AD7	Law yer-Linguists EP/Council	SV		53	on-going	10	February 2018
EPSO/AST/139/16	AST3	Finance and Human Resources		EUR28	4720	on-going	116	January 2018
EUIPO/AD/01/17	AD6	Administrators in the field of Intellectual Property		EUR28	943	on-going	75	November 2017
EUIPO/AST/02/17	AST3	Assistants in the field of Intellectual Property		EUR28	1110	on-going	70	November 2017
EPSO/AD/338/17	AD5	Generalists		EUR28	registration on-going	on-going	124	April 2018

**PLANNED COMPETITIONS AS OF 01/04/2017**

COMPETITION LABEL	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates expected	Laureates lists expected by
EPSO/AST/140/17	AST3	Nurses		EUR28	16	May 2018
EPSO/AD/339/17	AD7	Financial Economics and Microeconomics		EUR28	82	May 2018
EPSO/AD/340/17	AD6	Health and food safety - audit, inspection and evaluation		EUR28	20	June 2018
EPSO/AD/341/17	AD6	Food safety - policy and legislation		EUR28	20	July 2018
	AD6	Building Management		EUR28	25	July 2018
	AST3	1. Building construction coordinators/technicians		EUR28	26	July 2018
	AST3	2. Building coordinators/technicians in air conditioning and electromechanical and electrical engineering		EUR28	22	July 2018
	AST3	3. Occupational and building safety assistants		EUR28	11	July 2018
	AD5	Translators	DE		14	July 2018
	AD5	Translators	FR		13	July 2018
	AD5	Translators	IT		14	July 2018
	AD5	Translators	NL		15	July 2018
	AST-SC1	AST-SC Cycle		EUR28	210	September 2018
	AST-SC2	AST-SC Cycle		EUR28	123	September 2018
	AD	Communication and Media		EUR28	36	October 2018
	AST3	Communication and Media		EUR28	41	October 2018
	AD7	JRC Research		EUR28	50	November 2018
	AD7	Law yer-Linguists EP/Council	CS		3	November 2018
	AD7	Law yer-Linguists EP/Council	DA		8	November 2018
	AD7	Law yer-Linguists EP/Council	ET		8	November 2018
	AD7	Law yer-Linguists EP/Council	GA		9	November 2018
	AD7	Law yer-Linguists EP/Council	HR		8	November 2018
	AD7	Law yer-Linguists EP/Council	LV		8	November 2018
	AD7	Law yer-Linguists EP/Council	SL		8	November 2018
	AST-SC2	Laboratory Workers or Conference Operators		EUR28	20	December 2018
	AST-SC1	Security Agents		EUR28	80	December 2018
	AST3	Generalists		EUR28	14	December 2018



## 2.5 Overview on 2016 mobility of officials

### 2.5.1 Within the Commission

**Commission internal mobility of officials between DGs by function groups in 2016**  
All establishment plans

DGs/Services	AD			AST			SC			Total		
	Arrivals	Departures	Balance (**)	Arrivals	Departures	Balance (**)	Arrivals	Departures	Balance	Arrivals	Departures	Balance
Cabinets	17	14	3	16	12	4	4		4	37	26	11
Secretariat-General	61	25	36	27	12	15				88	37	51
Legal Service	5	3	2	2	2					7	5	2
DG Communication	14	18	-4	4	7	-3				18	25	-7
European Political Strategy Centre	1	1		1	1	-1				1	2	-1
Task Force for the Preparation and Conduct of the Negotiations with the U	6		6	3		3				9		9
DG Economic and Financial Affairs	11	20	-9	8	12	-4				19	32	-13
DG Internal Market, Industry, Entrepreneurship and SMEs	24	42	-18	1	5	-4				25	47	-22
DG Competition	8	21	-13	5	11	-6				13	32	-19
DG Employment, Social Affairs and Inclusion	12	12		3	11	-8				15	23	-8
DG Agriculture and Rural Development	12	34	-22	3	10	-7				15	44	-29
DG Mobility and Transport	10	11	-1	3	4	-1	2	-2		13	17	-4
DG Energy	13	9	4	3	4	-1				16	13	3
DG Environment	13	13		2	1	1				15	14	1
DG Climate Action	10	12	-2	3	2	1	1	-1		13	15	-2
DG Communications Networks, Content and Technology	6	16	-10		9	-9				6	25	-19
DG Research and Innovation	13	18	-5	7	8	-1	1	-1		20	27	-7
Joint Research Centre	10	11	-1	6	3	3				16	14	2
DG Maritime Affairs and Fisheries	8	7	1	3	3					11	10	1
DG Financial Stability, Financial Services and Capital Markets Union	11	13	-2	1	2	-1				12	15	-3
DG Regional and Urban Policy	13	24	-11	1	8	-7				14	32	-18
DG Taxation and Customs Union	7	9	-2	2	4	-2				9	13	-4
DG Education, Youth, Sport and Culture	18	11	7	5	1	4	1	-1		23	13	10
DG Health and Food Safety	9	12	-3	1	4	-3				10	16	-6
DG Migration and Home Affairs	42	18	24	8	3	5	1	1		51	21	30
DG Justice and Consumers	8	12	-4	10	6	4				18	18	
Service for Foreign Policy Instruments	4	5	-1	1	1					5	6	-1
DG Trade	19	11	8	9	9					28	20	8
DG Neighbourhood and Enlargement Negotiations	17	16	1	7	9	-2				24	25	-1
DG International Cooperation and Development	25	20	5	10	10		1	1		36	30	6
DG European Civil Protection and Humanitarian Aid Operations (ECHO)	20	8	12	5	5		1	1		26	13	13
Eurostat	7	2	5	3	6	-3				10	8	2
DG Human Resources and Security	13	15	-2	8	5	3	1	1		22	21	1
DG Informatics	15	14	1	10	7	3		1	-1	25	22	3
DG Budget	18	10	8	6	4	2				24	14	10
Internal Audit Service	7	4	3	2	2					9	6	3
European Anti-Fraud Office	6	8	-2	2	5	-3	1	-1		8	14	-6
DG Interpretation	1	4	-3	3	1	2				4	5	-1
DG Translation	2	17	-15	6	3	3				8	20	-12
Publications Office	2		2	5	2	3				7	2	5
Office for Infrastructure and Logistics in Brussels	7	1	6	4	2	2				11	3	8
Office for the Administration and Payment of Individual Entitlements	3	4	-1	4	2	2				7	6	1
Office for Infrastructure and Logistics in Luxembourg	3	2	1	1		1				4	2	2
European Personnel Selection Office	1	2	-1		1	-1				1	3	-2
Staff Committee - Representative Trade Unions and Staff Associations	1	1		3		3				4	1	3
<b>TOTAL (*)</b>	<b>533</b>	<b>530</b>	<b>3</b>	<b>216</b>	<b>219</b>	<b>-3</b>	<b>8</b>	<b>8</b>		<b>757</b>	<b>757</b>	
<i>TOTAL without reorganisations</i>	<i>504</i>	<i>501</i>		<i>200</i>	<i>203</i>		<i>8</i>	<i>8</i>		<i>712</i>	<i>712</i>	

(\*) Since 2015, the mobility includes certified staff (passing from AST to AD function group by the certification procedure)

NB: Unlike years before 2008, the mobility between DGs has been calculated on basis of the Sysper2 database.

(\*\*) Some AST have been certified in a new DG, which explains the difference between the arrivals and departures

## Commission internal mobility of officials between DGs for the period 1990-2016

YEAR	AD	AST	TOTAL
1990	317	517	834
1991	216	461	677
1992	211	476	687
1993	276	582	858
1994	218	511	729
1995	238	527	765
1996	296	564	860
1997	370	729	1,099
1998	402	700	1,102
1999	374	684	1,058
2000	446	674	1,120
2001	572	784	1,356
2002	610	778	1,388
2003	361	816	1,177
2004	466	881	1,347
2005	344	639	983
2006	394	699	1,093
2007	428	632	1,060
2008	607	663	1,270
2009	672	526	1,198
2010	818	581	1,399
2011	564	444	1,008
2012	618	494	1,112
2013	575	438	1,013
2014	791	400	1,191
2015	1,099	505	1,604
2016	530	219	749

(\*) Since 2015 the figure are the departures from DGs

## 2.5.2 Between the Commission and the other institutions

Movements of posts between the Commission and other institutions have been identified and summarised in the table below. Interinstitutional movements in which the Commission is not involved are not listed below and should be obtained from other institutions. For the period 1 January to 31 December 2016, as in previous years, movements confirm the trend already noticed of a **negative balance to the detriment of the Commission** (arrivals - departures), particularly as in previous years to the benefit of the decentralised bodies, of the European Parliament and the EEAS.

**Mobility between the Commission and other EU Institutions and bodies,  
by function groups in 2016**

	AD			AST			AST/SC			TOTAL		
	Departures from Commission	Arrivals to Commission	Balance	Departures from Commission	Arrivals to Commission	Balance	Departures from Commission	Arrivals to Commission	Balance	Departures from Commission	Arrivals to Commission	Balance
Council of the European Union	9	7	-2	8	2	-6		2	2	17	11	-6
European Parliament	14	14		35	4	-31	2		-2	51	18	-33
Court of Justice of the European Union	8	6	-2	6	3	-3				14	9	-5
European Court of Auditors	8	5	-3	1		-1				9	5	-4
European External Action Service	22	5	-17	13	4	-9	1		-1	36	9	-27
European Economic and Social Committee	3	3		5	1	-4				8	4	-4
Committee of the Regions of the EU	4	5	1							4	5	1
European Investment Bank	1		-1							1		-1
European Ombudsman	1	1									1	1
European Data Protection Supervisor	1	1		1		-1				2	1	-1
Agencies and other EU bodies (*)	32	1	-31	4		-4				36	1	-35
<b>TOTAL</b>	<b>102</b>	<b>48</b>	<b>-54</b>	<b>73</b>	<b>14</b>	<b>-59</b>	<b>3</b>	<b>2</b>	<b>-1</b>	<b>178</b>	<b>64</b>	<b>-114</b>

(\*) including executive agencies

### **3. COMMISSION HUMAN RESOURCES – THE REQUEST FOR 2018 DRAFT BUDGET**

#### **3.1 2018 Draft Budget: the global request for human resources**

##### **3.1.1 The overall picture for year 2018**

The Commission strives to ensure the optimal allocation of its resources, reflecting its political priorities, legal and institutional obligations, and policy developments. In the context of ever growing challenges ahead of the EU, it is of critical importance to deploy resources in the most efficient manner, making the best use of staff talents.

In 2017 the Commission achieved the target of a 5 % staff cut over the period 2013-2017, which resulted in a reduction of 1 254 posts in its establishment plan. Moreover, the Commission reduced by 552 the number of other personnel full-time equivalents over the same period.

The 2018 DB includes the ongoing transfer of the delegation of certain tasks in the 2014-2020 programming period to executive agencies. Given the Commission's commitment to the overall reduction in staff, and with a view to ensuring budget neutrality with regard to administrative expenditure, the human resources 'freed-up' in the Commission as a result of the delegation of programme management to executive agencies translate into a further reduction in the number of posts in the Commission's establishment plans and related expenditure, to offset the administrative expenditure related to the additional FTEs in the executive agencies.

The 2018 DB therefore includes a reduction of 111 FTE in the Commission (63 posts and 48 other FTE). The resulting combined savings in the Commission staff expenditure are estimated at EUR 11.6 million compared to a EUR 9.1 million increase of staff expenditure in the executive agencies. In terms of staff mix, the staff increase in the executive agencies mostly consists of contract agents, whereas the staff reduction in the Commission is mostly composed of establishment plan posts. As a result, the delegation exercise leads to a net reduction of establishment plan posts in the Commission and the executive agencies combined.

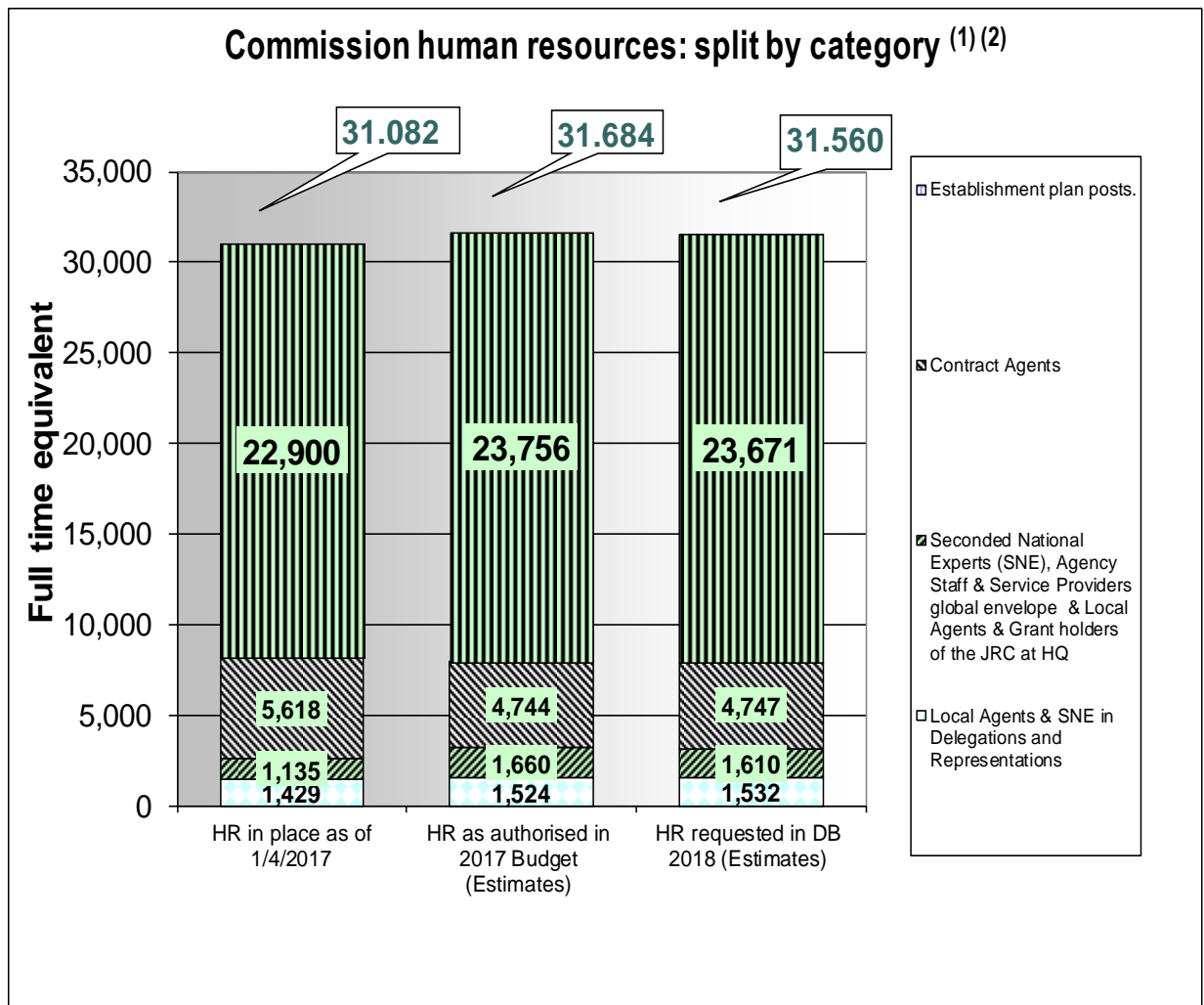
The 2018 DB takes into account the additional compensations of 12 FTE linked to the staff increase at the European GNSS agency (6 posts) and the redeployment of appropriations, originally expected to be managed by the Commission departments, to the European Fund for Strategic Investments (EFSI) which entails a reduction of 4 posts and 2 other FTEs.

Finally, additional 2 posts are requested to cater for the gradual phasing-in by 31 December 2021 of the Irish language translations in line with the Council Regulation 2015/2264 of 3 December 2015.

In 2018, the Commission proposes a reduction of its overall number of human resources, with a net reduction in its establishment plans of 85 posts (-0.4 %) and 124 FTE (-0,4 %) including other types of personnel, and a net increase of 104 FTE in executive agencies.

Under the above constraints, notably migration, the refugee crisis, internal and external aspects of security; the implementation of the Investment Plan for Europe, the creation of the European Solidarity Corps; the Defence Action Plan; the Capacity Building for Security and Development; and the IT security require continuing major prioritization and redeployment efforts detailed under point 3.2.2. below.

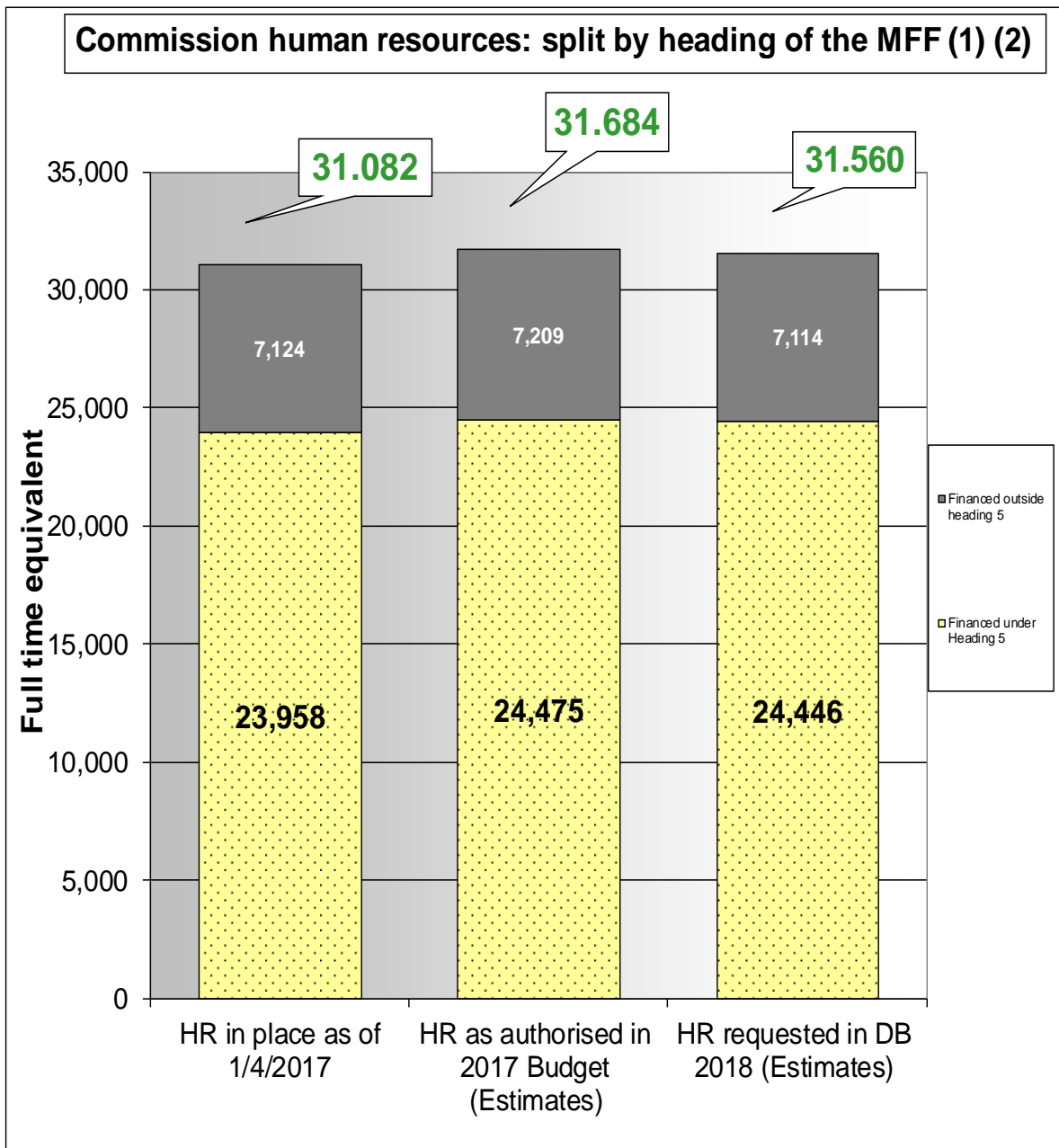
3.1.2 Overview of establishment plan posts & estimated FTE of external staff requested for 2018 – by category of staff



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

(2) Excluding external personnel financed from earmarked revenue.

3.1.3 Overview of establishment plan posts & estimated FTE of external staff requested for 2018 within and outside Heading 5 of the MFF



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

## 3.2 2018 DB: the establishment plans

### 3.2.1 Global evolution for 2018

In 2017 the Commission achieved the target of a 5 % staff cut over the period 2013-2017, which resulted in a reduction of 1 254 posts in its establishment plan.

Furthermore, the 2018 DB includes the impact of the delegation of certain tasks of the 2014-2020 programming period to executive agencies. With a view to ensuring budget neutrality with regard to administrative expenditure, the human resources ‘freed’ in the Commission as a result of delegating programme management translate into a reduction by 73 posts in its establishment plan and related expenditure, to offset the expenditure corresponding to the additional FTEs in the executive agencies. Another 6 posts are cut to compensate for the staff increase at the GNSS agency. Furthermore, 4 posts are cut to compensate the transfer of appropriations from the Commission to the European Fund for Strategic Investments (EFSI). Finally, additional 2 posts are requested to cater for the gradual phasing-in by 31 December 2021 of the Irish language translations in line with the Council Regulation 2015/2264 of 3 December 2015. . Taking into account the transformation of 16 posts into appropriations for contract agents and 2 interinstitutional transfers to the Commission, the overall impact on the 2018 Commission establishment plan is **a reduction by 85 posts**.

Commission Human Resources in 2018									Commission Human Resources including 2018 Irish language related request					
2017 Budget Authorisation (Posts & estimated FTE of ext. Pers.)	Transfers of external personnel (2)	Impact of delegation of tasks to (executive) agencies (1)	Transformation of establishment plan posts into appropriations	Transformation of appropriations into establishment plan posts	Transfer between establishment plans (3)	2018 staff request	2018 combined result		2018 staff request without Irish language request	2018 Irish language related request	Inter-Institutional transfers	TOTAL 2018 DB request	Evolution 2018/2017	
Total Commission Posts	23,756	0	-73	-16	0	0	23,667	-0.37%	-89	23,667	2	2	23,671	-85
Total Commission External Personnel	7,928	-5	-50	16	0	0	7,889	-0.50%	-39	7,889	0	0	7,889	-39
<b>Total Commission HR</b>	<b>31,684</b>	<b>-5</b>	<b>-123</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>31,556</b>	<b>-0.40%</b>	<b>-128</b>	<b>31,556</b>	<b>2</b>	<b>2</b>	<b>31,560</b>	<b>-124</b>
Total Executive Agencies staff	2,359		104	0	0	0	2,463	4.41%	104	2,463	0	0	2,463	104
<b>Grand Total HR Commission &amp; Executive Agencies</b>	<b>34,043</b>	<b>-5</b>	<b>-19</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>34,019</b>	<b>-0.07%</b>	<b>-24</b>	<b>34,019</b>	<b>2</b>	<b>2</b>	<b>34,023</b>	<b>-20</b>

(1) Includes: 6 posts cut for the compensation of the increase of the GSA agency; 4 posts and 2 external personnel due to EFSI impact; 5 posts (of which 1 in EACEA) and 27 external personnel (of which 4 in EACEA and 1 in EASME) for the delegation of SEDIA; 3 external personnel following delegation of EUCI from HOME to REA; 2 external personnel for 2015 delegation of Sygma to REA.

(2) Includes FTEs transferred from the Commission to the 'Office for Infrastructures and Logistics - Brussels' in the context of the Logistics strand of the Synergies and Efficiencies review.

(3) Includes posts transferred from the Commission to the 'Office for Infrastructures and Logistics - Brussels' in the context of the Logistics strand of the Synergies and Efficiencies review.



Institution	2017 budget	2017		2018 DB (excl. other reductions and requests)	Progress in staff reduction		Difference with - 5 % target	2018			2018 DB total	Net change	
		Remaining distance to - 5 % target			2018 / 2017			Other reductions	other requests			2018 / 2017	
European Parliament	6,743	-154	6,589	6,683	-60	-0.9%	94	0	0		6,683	-60	-0.9%
European Council and Council	3,027	0	3,027	3,027	0	0.0%	0	-2	6	(a)(d)	3,031	4	0.1%
Commission	23,756	0	23,756	23,756	0	0.0%	0	-87	2	(a)(b)(d)	23,671	-85	-0.4%
Court of Justice of the European Union	2,063	-19	2,044	2,063	0	0.0%	19	0	0	( e)	2,063	0	0.0%
Court of Auditors	853	0	853	853	0	0.0%	0	0	0		853	0	0.0%
European Economic and Social Committee	665	0	665	665	0	0.0%	0	0	3	(a)	668	3	0.5%
Committee of the Regions	489	0	489	489	0	0.0%	0	0	2	(a)	491	2	0.4%
European Ombudsman	65	0	65	65	0	0.0%	0	0	0		65	0	0.0%
European Data Protection Supervisor	56	0	56	56	0	0.0%	0	0	8	(c)	64	8	14.3%
European External Action Service	1,611	-16	1,595	1,595	-16	-1.0%	0	0	0		1,595	-16	-1.0%
<b>Total institutions</b>	<b>39,328</b>	<b>-189</b>	<b>39,139</b>	<b>39,252</b>	<b>-76</b>	<b>-0.2%</b>	<b>113</b>	<b>-89</b>	<b>21</b>		<b>39,184</b>	<b>-144</b>	<b>-0.4%</b>

(a) Additional posts requested in relation to the phasing-out of the derogation for the Irish language

(b) Including a reduction of 73 posts of which 63 following the delegation of some tasks of the 2014-2020 programming period to executive agencies, to the European GNSS agency - GSA (6 posts) and to the European Fund for Strategic Investments – EFSI (4 posts).

(c) Request for 6 additional posts for the finalisation of the setting-up of independent secretariat of the European Data Protection Board and a conversion of 2 contractual agents into 2 posts for temporary agents

(d) 2 posts from the Council transferred to the Commission

(e) Posts granted to the Institution by the Budget Authority during the period 2013-2017 thus consciously deviating from the trajectory proposed by the Commission to reach the overall reduction target.

### 3.2.2 Exploiting all redeployment possibilities

In light of the overall Commission staff reduction (-124 FTE), Commission services have undertaken major efforts to implement new Commission's priorities with fewer human resources:

The Commission has redefined the procedure for the reallocation of posts, strengthening the link to political priorities, increasing transparency, and resulting in a much more differentiated approach – the most recent reallocation decision resulted in reallocation of 181 posts.

At the same time the review of four horizontal functions is being gradually implemented (HR, ICT, Communication, Logistics and Events) and is expected to bring, in the medium-term, synergies and efficiency gains, allowing the redeployment of existing Commission resources to priority tasks;

Individual DGs intend to redeploy internally a substantial number of posts (556) to operational activities in 2018, concentrating reinforcement on policy making and programme management;

The exploration of flexible arrangements is continued. The mechanism of pooling expertise for specific time-bound tasks is still being used to allow temporary posting of officials within services facing a sustained enhanced workload (for example to Support Group for Ukraine and for a specific task force to deal with the triggering by the United Kingdom of Article 50 of the EU Treaty).

<b>2018 Establishment Plan Posts internal redeployment effort within individual Directorates-General/Services</b>			
<b>Work profile description</b>	<b>Reduction</b>	<b>Reinforcement</b>	<b>Net result</b>
Administrative support	-92	25	-67
General coordination	-41	43	2
Budgetary management & antifraud	-65	74	9
Law making, monitoring and enforcement	-78	91	13
Linguistic	0	4	4
Programme management	-102	104	2
<b>Policy making</b>	<b>-173</b>	<b>210</b>	<b>37</b>
Communication	-5	5	0
<b>Total DGs/Services</b>	<b>-556</b>	<b>556</b>	<b>0</b>

### 3.2.3 Adjusting staff structure to future needs

The continued adjustment of the structure of establishment plan posts is linked to the reduction of clerical tasks and the growing need for administrators. The 2018 DB request will follow up on this trend by requesting a budgetary neutral upgrading (from AST to AD category) of some 100 establishment plan posts;

Following the creation of the new function group AST/SC as provided for by the 2013 reform of the Staff Regulation, the 2018 DB requests the conversion of 100 AST posts into AST/SC according to the needs of each service.

The return of former D-category posts (that mainly included, prior to the 2004 reform of the Staff Regulation, drivers, ushers and messengers) becoming vacant (6 posts to be converted into appropriations for contract agents as agreed in the framework of the reform of the Staff Regulations) and the gradual return of posts agreed at the creation of the administrative offices (10 posts also to be converted into contract agents) accompanied by a request to transform a limited value of appropriations for external personnel in offices into posts to ensure the required stability of statutory staff.

### 3.2.4 Other transformations to the establishment plans

#### 3.2.4.1 Commission establishment plan- Operating Budget

##### Career policy measures:

In order to follow the career policy measures applied by the Commission (Article 6 of the new Staff Regulations and, for officials recruited before 1 May 2004, Articles 6, 9 and 10 of Annex XIII), the following conversions will be requested for 2018:

AD16	
AD15	
AD14	
AD13	
AD12	
AD11	+91
AD10	+96
AD9	+24
AD8	-11
AD7	
AD6	-114
AD5	-86

AST11	
AST10	
AST9	+63
AST8	
AST7	-80
AST6	+147
AST5	+60
AST4	
AST3	-117
AST2	-73
AST1	

AST/SC 6	
AST/SC 5	+35
AST/SC 4	-50
AST/SC 3	+15
AST/SC 2	+15
AST/SC 1	-15

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

In accordance with the principles approved in the 2004 revision of the Staff Regulations, 6 ex-D\* posts (that mainly included, prior to the 2004 reform of the Staff Regulation, drivers, ushers and messengers) will be transferred into appropriations. This allows the Commission to recruit contract agents as referred to in article 3a of the Conditions of Employment of Other Servants ('CEOS') in Function Group I.

Accordingly, the modifications requested to the establishment plan for 2018 include the conversion of 6 AST5 posts into appropriations for contract agents.

3.2.4.2 Establishment plans of the offices

Career policy measures:

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

Conversion of posts into appropriations for contract agents:

In accordance with the Communication of 6 November 2002 relating to the creation of the administrative offices, the establishment plans of the latter will consolidate the conversion of posts into appropriations for contract agents. Accordingly, it is proposed to reduce their respective establishment plans in the 2018 Draft Budget by 10 AST posts broken down as follows: OIL 2 and OIB 8 posts.

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

For 2018, the agreed transfer of certain activities between services results in the following movements of posts between establishment plans:

- Transfers from the offices to the Commission establishment plan in the framework of HR Modernisation process in the context of the Synergies and efficiencies review:
  - OP: 3 AST7 and 6 AST6 are transferred;
  - OLAF: 1 AD9, 1 AST8, 2 AST7, 1 AST6 and 2 AST5a are transferred;
  - OIB: 1 AST9, 1 AST8, 2 AST5 and 2 AST4 are transferred;
  - OIL: 1 AD8 and 1 AST6 are transferred;
  - PMO: 1 AD13, 1 AD6, 1 AST9 and 1 AST7 are transferred.
- Transfer of 71 posts from the Commission establishment plan to OIB in the framework of Logistics review in the context of the Synergies and efficiencies review.
  - 2 drivers (1 AST6 and 1 AST5) are transferred from the Publications Office (OP) to the OIL establishment plan.

3.2.4.4 Commission establishment plan- Research budget

Indirect Research

Horizon 2020 defines the framework for research and innovation over the period 2014-2020. The delegation of tasks to executive agencies for the period 2014-2020 has been reflected by a

reduction of 50 posts in the 2018 establishment plan for indirect actions. In addition, 4 posts will be deducted as compensation for the redeployment of appropriations from Horizon 2020 to the European Fund for Strategic Investments (EFSI).

The modifications to the 2018 establishment plan for research indirect actions are summarised in table 10.4. The distribution of research posts takes into account the on-going delegation process to executive agencies. Related administrative appropriations requested in the 2018 DB (XX 01 05 01 lines) reflect this situation by integrating the salary increase of 2018.

The 2018 DB also integrates a modification to the establishment plan of the indirect research budget in order to follow career policy measures (Article 6 of the Staff Regulations) applied by the Commission.

### Direct Research

Resources will be reallocated internally by the Joint Research Centre (JRC) to implement the work on Data, Information and Knowledge Management as well as for the implementation of e-Procurement.

The 2018 establishment plan requested for JRC plan also reflects modifications requested to follow career policy measures in accordance with Article 6 of the new Staff Regulations as applied by the Commission (see table 10.3).

#### 3.2.5 Net impact of the overall request

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

Commission Human Resources in 2018

Commission Human Resources including 2018 Irish language related request

2017 Budget Authorisation (Posts & estimated FTE of ext. Pers.)	Transfers of external personnel (2)	Impact of delegation of tasks to (executive) agencies (1)	Transformation of establishment plan posts into appropriations	Transformation of appropriations into establishment plan posts	Transfer between establishment plans (3)	2018 staff request	2018 combined result
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2018 staff request without Irish language request	2018 Irish language related request	Inter-Institutional transfers	TOTAL 2018 DB request	Evolution 2018/2017
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Establishment Plan Posts

Commission	18,786		-17	-6		-42	18,721	-0.35%	-65
Research - Direct Actions	1,748		-1				1,747	-0.06%	-1
Research - Indirect Actions	1,537		-55				1,482	-3.58%	-55
OP	595					-11	584	-1.85%	-11
OLAF	349					-7	342	-2.01%	-7
EPSO	109						109	0.00%	0
OIB	339			-8		65	396	16.81%	57
OIL	128			-2			126	-1.56%	-2
PMO	165					-5	160	-3.03%	-5
<b>Total Commission Posts</b>	<b>23,756</b>	<b>0</b>	<b>-73</b>	<b>-16</b>	<b>0</b>	<b>0</b>	<b>23,667</b>	<b>-0.37%</b>	<b>-89</b>

18,721	2	2	18,725	-61
1,747			1,747	-1
1,482			1,482	-55
584			584	-11
342			342	-7
109			109	0
396			396	57
126			126	-2
160			160	-5
<b>23,667</b>	<b>2</b>	<b>2</b>	<b>23,671</b>	<b>-85</b>

(1) Includes: 6 posts cut for the compensation of the increase of the GSA agency; 4 posts and 2 external personnel due to EFSI impact; 5 posts (of which 1 in EACEA) and 27 external personnel (of which 4 in EACEA and 1 in EASME) for the delegation of SEDIA; 3 external personnel following delegation of EUCI from HOME to REA; 2 external personnel for 2015 delegation of Sygma to REA.

(2) Includes FTEs transferred from the Commission to the 'Office for Infrastructures and Logistics - Brussels' in the context of the Logistics strand of the Synergies and Efficiencies review.

(3) Includes posts transferred from the Commission to the 'Office for Infrastructures and Logistics - Brussels' in the context of the Logistics strand of the Synergies and Efficiencies review.

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

### 3.2.5.1 On the Commission establishment plan– Operating Budget (excl. Research & Offices)

**TABLE 10.1 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2018 DB  
SECTION III COMMISSION, Without Offices, Permanent Posts**

Function group & grades	Posts 2017	Reduction of posts following delegation of tasks (1)	Transfer of tasks and posts between establishment plans (2) (3)	Technical exchanges between establishment plans	Inter-Institutional transfers	New posts 2018 (Irish language)	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2018
AD 16	24											24
AD 15	190											190
AD 14	637											637
AD 13	1,732		2									1,734
AD 12	1,290											1,290
AD 11	797								91			888
AD 10	976								96			1,072
AD 9	1,298								24			1,322
AD 8	1,466		1						-11			1,456
AD 7	1,322	-2										1,320
AD 6	925	-4	1						-114			808
AD 5	883	-2			1	2		100	-86			898
<b>Total AD</b>	<b>11,540</b>	<b>-8</b>	<b>4</b>		<b>1</b>	<b>2</b>		<b>100</b>				<b>11,639</b>
AST 11	190											190
AST 10	151		-1									150
AST 9	608		2						63			673
AST 8	584											584
AST 7	1,107	-1	2						-80			1,028
AST 6	650		-4					-100	147			693
AST 5	1,047	-1	-32						60		-6	1,068
AST 4	861	-2	-13									846
AST 3	632	-3							-117			512
AST 2	295	-1							-73			221
AST 1	210	-1	-1		1			-100				109
<b>Total AST</b>	<b>6,335</b>	<b>-9</b>	<b>-47</b>		<b>1</b>			<b>-200</b>			<b>-6</b>	<b>6,074</b>
AST/SC 6												
AST/SC 5									35			35
AST/SC 4	65								-50			15
AST/SC 3									15			15
AST/SC 2	70								15			85
AST/SC 1	401							100	-15			486
<b>Total AST/SC</b>	<b>536</b>							<b>100</b>				<b>636</b>
<b>Total</b>	<b>18,411</b>	<b>-17</b>	<b>-43</b>		<b>2</b>	<b>2</b>					<b>-6</b>	<b>18,349</b>

(1) Including the additional reduction of 6 posts to compensate the staff increase at the GNSS agency in line with Commission proposal COM(2013) 40 of 06.02.2013.

(2) Transfer of posts from Offices to the Commission establishment plan following 2017 redeployments of posts to serve Commission priorities.

(3) Transfer of 1 post (AD13) from PMO to the Commission establishment plan following the agreement between DG HR and PMO.

**TABLE 10.2 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2018 DB**  
**SECTION III COMMISSION Without Offices, Temporary Posts**

Function group & grades	Posts 2017	Reduction of posts following delegation of tasks	Transfer of tasks and posts between establishment plans	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts (TCE)	Transformation of establishment plan posts into appropriations (TEC)	Total posts 2018
AD 16											
AD 15	22										22
AD 14	31										31
AD 13											
AD 12	44										44
AD 11	62										62
AD 10	21										21
AD 9	9		1								10
AD 8	26										26
AD 7	20										20
AD 6	10										10
AD 5	6										6
<b>Total AD</b>	<b>251</b>		<b>1</b>								<b>252</b>
AST 11											
AST 10	10										10
AST 9											
AST 8	13										13
AST 7	18										18
AST 6	19										19
AST 5	16										16
AST 4											
AST 3											
AST 2	13										13
AST 1											
<b>Total AST</b>	<b>89</b>										<b>89</b>
AST/SC 6											
AST/SC 5											
AST/SC 4	35										35
AST/SC 3											
AST/SC 2											
AST/SC 1											
<b>Total AST/SC</b>	<b>35</b>										<b>35</b>
<b>Total</b>	<b>375</b>		<b>1</b>								<b>376</b>



3.2.5.2 On the Commission establishment plan – Research Budget

**TABLE 10.3 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2018 DB  
RESEARCH BUDGET - Direct Actions (JRC) - Permanent Posts**

Function group & grades	Posts 2017	Reduction of posts following delegation of tasks	Transfer of tasks and posts between establishment plans	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2018
AD 16	2										2
AD 15	10							1			11
AD 14	70										70
AD 13	223										223
AD 12	170										170
AD 11	44							8			52
AD 10	49							8			57
AD 9	86										86
AD 8	80										80
AD 7	68							-6			62
AD 6	48						12	-11			49
AD 5	9										9
<b>Total AD</b>	<b>859</b>						<b>12</b>				<b>871</b>
AST 11	53							3			56
AST 10	62										62
AST 9	153										153
AST 8	80										80
AST 7	101						-12	6			95
AST 6	91							6			97
AST 5	121							18			139
AST 4	116							-18			98
AST 3	73							-9			64
AST 2	25							-6			19
AST 1	5										5
<b>Total AST</b>	<b>880</b>						<b>-12</b>				<b>868</b>
AST/SC 6											
AST/SC 5											
AST/SC 4											
AST/SC 3											
AST/SC 2	1										1
AST/SC 1	8	-1									7
<b>Total AST/SC</b>	<b>9</b>	<b>-1</b>									<b>8</b>
<b>Total</b>	<b>1,748</b>	<b>-1</b>									<b>1,747</b>

**TABLE 10.4 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2018 DB  
RESEARCH BUDGET - Indirect Actions - Permanent posts**

Function group & grades	Posts 2017	Reduction of posts following delegation of tasks	Transfer of tasks and posts between establishment plans	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2018
AD 16	1										1
AD 15	19										19
AD 14	94										94
AD 13	238										238
AD 12	142										142
AD 11	54	-3									51
AD 10	77	-5									72
AD 9	110	-5									105
AD 8	84	-5									79
AD 7	71	-5									66
AD 6	58	-4					2				56
AD 5	34	-4									30
<b>Total AD</b>	<b>982</b>	<b>-31</b>					<b>2</b>				<b>953</b>
AST 11	17										17
AST 10	15										15
AST 9	52	-2						7			57
AST 8	42	-2						6			46
AST 7	87	-3					-2	-2			80
AST 6	103	-9						-4			90
AST 5	102	-8						-4			90
AST 4	76							-3			73
AST 3	34										34
AST 2	9										9
AST 1	2										2
<b>Total AST</b>	<b>539</b>	<b>-24</b>					<b>-2</b>				<b>513</b>
AST/SC 6											
AST/SC 5											
AST/SC 4											
AST/SC 3	3										3
AST/SC 2	5										5
AST/SC 1	8										8
<b>Total AST/SC</b>	<b>16</b>										<b>16</b>
<b>Total</b>	<b>1,537</b>	<b>-55</b>									<b>1,482</b>

### 3.2.5.3 On the establishment plan of the Offices

**TABLE 10.5 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2018 DB**  
Publications Office (OP), Permanent posts

Function group & grades	Posts 2017	Transfer of tasks and posts between establishment plans (1) (2)	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2018
AD 16	1									1
AD 15	3									3
AD 14	8						1			9
AD 13	9									9
AD 12	14									14
AD 11	9						1			10
AD 10	14						3			17
AD 9	20						-3			17
AD 8	13						1			14
AD 7	14						2			16
AD 6	13						-2			11
AD 5	16						-3			13
<b>Total AD</b>	<b>134</b>									<b>134</b>
AST 11	20						2			22
AST 10	20									20
AST 9	46									46
AST 8	39						4			43
AST 7	63	-3					9			69
AST 6	84	-7					10			87
AST 5	90	-1					-13			76
AST 4	57						-1			56
AST 3	38						-11			27
AST 2										
AST 1										
<b>Total AST</b>	<b>457</b>	<b>-11</b>								<b>446</b>
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2	2									2
AST/SC 1	2									2
<b>Total AST/SC</b>	<b>4</b>									<b>4</b>
<b>Total</b>	<b>595</b>	<b>-11</b>								<b>584</b>

(1) 3 AST7 and 6 AST6 are transferred to the Commission establishment plan following the redeployment to AMC - HR Support.

(2) 1 AST6 and 1 exD-AST5 (drivers) are proposed for transfer to OIL.

**TABLE 10.6 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2018 DB**  
**European Antifraud Office (OLAF), Permanent posts**

Function group & grades	Posts 2017	Transfer of tasks and posts between establishment plans (1)	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts (TCE')	Transformation of establishment plan posts into appropriations (TEC')	Total posts 2018
AD 16	1									1
AD 15	2				1					3
AD 14	13									13
AD 13	22									22
AD 12	21									21
AD 11	19						2			21
AD 10	17						3			20
AD 9	22						-1			21
AD 8	15						2			17
AD 7	21									21
AD 6	11									11
AD 5	15						-6			9
<b>Total AD</b>	<b>179</b>				<b>1</b>					<b>180</b>
AST 11	6									6
AST 10	9						-1			8
AST 9	15									15
AST 8	12	-1								11
AST 7	15	-2								13
AST 6	6	-1					7			12
AST 5	19	-2					5			22
AST 4	19						-5			14
AST 3	12						-5			7
AST 2	4					-1	-1			2
AST 1										
<b>Total AST</b>	<b>117</b>	<b>-6</b>				<b>-1</b>				<b>110</b>
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3							2			2
AST/SC 2	4									4
AST/SC 1	4					1	-2			3
<b>Total AST/SC</b>	<b>8</b>					<b>1</b>				<b>9</b>
<b>Total</b>	<b>304</b>	<b>-6</b>			<b>1</b>					<b>299</b>

(1) Transfer to the Commission establishment plan following 2017 redeployment of posts to serve Commission priorities (HR synergies and efficiencies).

**TABLE 10.7 -PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2018 DB**  
**European Anti-Fraud Office (OLAF), Temporary posts**

Function group & grades	Posts 2017	Transfer of tasks and posts between establishment plans (1)	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts (TCE)	Transformation of establishment plan posts into appropriations (TEC)	Total posts 2018
AD 16										
AD 15	1				-1					
AD 14										
AD 13	6									6
AD 12	7									7
AD 11										
AD 10	1									1
AD 9	6	-1								5
AD 8										
AD 7										
AD 6										
AD 5										
<b>Total AD</b>	<b>21</b>	<b>-1</b>			<b>-1</b>					<b>19</b>
AST 11	9									9
AST 10	4									4
AST 9	2									2
AST 8	9									9
AST 7										
AST 6										
AST 5										
AST 4										
AST 3										
AST 2										
AST 1										
<b>Total AST</b>	<b>24</b>									<b>24</b>
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
<b>Total AST/SC</b>										
<b>Total</b>	<b>45</b>	<b>-1</b>			<b>-1</b>					<b>43</b>

(1) Transfer to the Commission establishment plan following 2017 redeployment of posts to serve Commission priorities (HR synergies and efficiencies).



**TABLE 10.8A - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2018 DB**  
**European Personnel Selection Office (EPSO), Permanent posts**

Function group & grades	Posts 2017	Transfer of tasks and posts between establishment plans	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts (TCE)	Transformation of establishment plan posts into appropriations (TEC)	Total posts 2018
AD 16										
AD 15										
AD 14	1						1			2
AD 13	7						-1			6
AD 12	4									4
AD 11	3									3
AD 10	3									3
AD 9	3									3
AD 8	3									3
AD 7	1									1
AD 6	1									1
AD 5	5									5
<b>Total AD</b>	<b>31</b>									<b>31</b>
AST 11	4									4
AST 10	4									4
AST 9	7									7
AST 8	6									6
AST 7	12									12
AST 6	10									10
AST 5	12									12
AST 4	11									11
AST 3	8									8
AST 2	2									2
AST 1										
<b>Total AST</b>	<b>76</b>									<b>76</b>
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2	1									1
AST/SC 1										
<b>Total AST/SC</b>	<b>1</b>									<b>1</b>
<b>Total</b>	<b>108</b>									<b>108</b>

TABLE 10.8B - EPSO of which European School of Administration (EUSA), Permanent posts

Function group & grades	Posts 2017	Transfer of tasks and posts (1)	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ("TCE ")	Transformation of establishment plan posts into appropriations ("TEC")	Total posts 2018
AD 16										
AD 15										
AD 14										
AD 13										
AD 12	3									3
AD 11	1									1
AD 10										
AD 9										
AD 8	2									2
AD 7										
AD 6										
AD 5										
<b>Total AD</b>	<b>6</b>									<b>6</b>
AST 11										
AST 10	1									1
AST 9	2	-1								1
AST 8	1									1
AST 7	1									1
AST 6										
AST 5	1									1
AST 4	1									1
AST 3	2									2
AST 2										
AST 1										
<b>Total AST</b>	<b>9</b>	<b>-1</b>								<b>8</b>
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
<b>Total AST/SC</b>										
<b>Total</b>	<b>15</b>	<b>-1</b>								<b>14</b>

(1) Following an internal agreement, and in order contribute to taxes paid during 2012-2017, 1 AST9 post will move from EUSA to EPSO (within the same establishment plan)

**TABLE 10.9 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2018 DB**  
**European Personnel Selection Office (EPSO), Temporary posts**

Function group & grades	Posts 2017	Transfer of tasks and posts between establishment plans	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts (TCE)	Transformation of establishment plan posts into appropriations (TEC)	Total posts 2018
AD 16										
AD 15	1									1
AD 14										
AD 13										
AD 12										
AD 11										
AD 10										
AD 9										
AD 8										
AD 7										
AD 6										
AD 5										
<b>Total AD</b>	<b>1</b>									<b>1</b>
AST 11										
AST 10										
AST 9										
AST 8										
AST 7										
AST 6										
AST 5										
AST 4										
AST 3										
AST 2										
AST 1										
<b>Total AST</b>										
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
<b>Total AST/SC</b>										
<b>Total</b>	<b>1</b>									<b>1</b>



**TABLE 10.10 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2018 DB**  
**Office for "Infrastructure and Logistics" in Brussels (OIB), Permanent posts**

Function group & grades	Posts 2017	Transfer of tasks and posts between establishment plans (1) (2)	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts (TCE)	Transformation of establishment plan posts into appropriations (TEC)	Total posts 2018
AD 16										
AD 15	1									1
AD 14	7									7
AD 13	13									13
AD 12	7									7
AD 11	5									5
AD 10	8						1			9
AD 9	7						3			10
AD 8	7						2			9
AD 7	8									8
AD 6	9									9
AD 5	12					3	-6			9
<b>Total AD</b>	<b>84</b>					<b>3</b>				<b>87</b>
AST 11	8									8
AST 10	8	1								9
AST 9	14	-1					1			14
AST 8	19	1								20
AST 7	42	4								46
AST 6	42	12				-3				51
AST 5	72	34							-8	98
AST 4	26	13								39
AST 3	24							-1		23
AST 2										
AST 1		1								1
<b>Total AST</b>	<b>255</b>	<b>65</b>				<b>-3</b>			<b>-8</b>	<b>309</b>
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
<b>Total AST/SC</b>										
<b>Total</b>	<b>339</b>	<b>65</b>							<b>-8</b>	<b>396</b>

(1) Transfers from the Commission establishment plan following Synergies and Efficiencies review in the Logistics domain.

(2) Transfers to the Commission establishment plan following Synergies and Efficiencies review in the HR Modernisation domain.

**TABLE 10.11 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2018 DB**  
**Office for "Infrastructure and Logistics" in Luxembourg (OIL), Permanent posts**

Function group & grades	Posts 2017	Transfer of tasks and posts between establishment plans (1)	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2018
AD 16										
AD 15	1									1
AD 14	3									3
AD 13	4									4
AD 12	4									4
AD 11	2									2
AD 10	2						1			3
AD 9	4						1			5
AD 8	4	-1								3
AD 7	3						-1			2
AD 6	3						-1			2
AD 5						1				1
<b>Total AD</b>	<b>30</b>	<b>-1</b>				<b>1</b>				<b>30</b>
AST 11	2									2
AST 10	2									2
AST 9	8									8
AST 8	7									7
AST 7	14									14
AST 6	14					-1				13
AST 5	19	1							-2	18
AST 4	17									17
AST 3	10									10
AST 2	1									1
AST 1										
<b>Total AST</b>	<b>94</b>	<b>1</b>				<b>-1</b>			<b>-2</b>	<b>92</b>
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2	2						1			3
AST/SC 1	2						-1			1
<b>Total AST/SC</b>	<b>4</b>									<b>4</b>
<b>Total</b>	<b>128</b>								<b>-2</b>	<b>126</b>

(1) 1 AD8 and 1 AST 6 transferred to the Commission establishment plan following the redeployment to AMC - HR Support.  
2 drivers (1 AST6 and 1 AST5) transferred from Publications Office (OP)

**TABLE 10.12 – PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2018 DB**  
**Office for Administration and Settlement of Individual Entitlements – PMO, Permanent posts**

Function group & grades	Posts 2017*	Transfer of tasks and posts between establishment plans (1)	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts (TCE)	Transformation of establishment plan posts into appropriations (TEC)	Total posts 2018
AD 16										0
AD 15	1									1
AD 14	5									5
AD 13	10	-2								8
AD 12	7									7
AD 11	1									1
AD 10	4									4
AD 9	2									2
AD 8	5									5
AD 7	2									2
AD 6	1	-1								0
AD 5										0
<b>Total AD</b>	<b>38</b>	<b>-3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>35</b>
AST 11	6									6
AST 10	7									7
AST 9	15	-1								14
AST 8	18									18
AST 7	42	-1								41
AST 6	30									30
AST 5	7									7
AST 4	1									1
AST 3	1									1
AST 2										0
AST 1										0
<b>Total AST</b>	<b>127</b>	<b>-2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>125</b>
AST/SC 6										0
AST/SC 5										0
AST/SC 4										0
AST/SC 3										0
AST/SC 2										0
AST/SC 1										0
<b>Total AST/SC</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total</b>	<b>165</b>	<b>-5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>160</b>

\*included 5 AD and 2 AST from OLAF establishment plan to PMO establishment plan following the note Ares(2016)6448240 - Commission Decision 22 February 2017.

(1) Transfer of 1 AD post (AD13) from PMO to the Commission establishment plan following the agreement between DG HR and PMO Ares(2016)1823437 - 18/04/2016.

Transfer of 1 AD post (AD13) from PMO to the Commission establishment plan following the HR synergies and efficiencies review - note Ares(2017)730668.

Transfer of 1 AD post (AD6) from PMO to the Commission establishment plan following the HR Synergies and efficiencies review - note Ares(2017)730668

Transfer of 1 AST post (AST7) from PMO to the Commission establishment plan following the HR Synergies and efficiencies review - note Ares(2017)730668

Transfer of 1 AST post (AST9) from PMO to the Commission establishment plan following the HR Synergies and efficiencies review - note Ares(2017)730668

### 3.3 2018 DB: appropriations for the external staff:

#### 3.3.1 Global evolution for 2018

**Commission external staff was not exempt from the staff reduction of 5 % over 5 years proposed by the Commission. The Commission reached its 5 % reduction target already in 2016 with 453 FTE reduced since 2013.**

Taking account of the conversion of 16 posts into appropriations for contract agents, the global reduction of external staff amounts to the equivalent of 39 full time equivalent units:

Commission Human Resources in 2018								Commission Human Resources including 2018 Irish language related request				
2017 Budget Authorisation (Posts & estimated FTE of ext. Pers.)	Transfers of external personnel (2)	Impact of delegation of tasks to (executive) agencies (1)	Transformation of establishment plan posts into appropriations	Transformation of appropriations into establishment plan posts	2018 staff request	2018 combined result		2018 staff request without Irish language request	2018 Irish language related request	Inter-Institutional transfers	TOTAL 2018 DB request	Evolution 2018/2017
External Personnel												
Under Heading 5	4,004	2	-19	16	0	4,004	-0.01%	4,004			4,004	
Outside Heading 5	3,924	-7	-32	0	0	3,885	-0.99%	3,885			3,885	-39
Total Commission External Personnel	7,928	-5	-50	16	0	7,889	-0.50%	7,889	0	0	7,889	-39

(1) Includes: 6 posts cut for the compensation of the increase of the GSA agency; 4 posts and 2 external personnel due to EFSI impact; 5 posts (of which 1 in EACEA) and 27 external personnel (of which 4 in EACEA and 1 in EASME) for the delegation of SEDIA; 3 external personnel following delegation of EUCI from HOME to REA; 2 external personnel for 2015 delegation of Sygma to REA.  
(2) Includes FTEs transferred from the Commission to the 'Office for Infrastructures and Logistics - Brussels' in the context of the Logistics strand of the Synergies and Efficiencies review.

#### 3.3.2 Evolution of external staff financed under Heading 5 of the MFF

As part of the overall effort to contain administrative expenditure as much as possible, the 2018 budget request for the following lines XX 01 02 01 and XX 01 02 11 increases by 0.44% corresponding to the 2018 salary adjustment (on a six-month basis).

#### 3.3.3 Evolution of external staff financed under other Headings of the MFF

##### 3.3.3.1 External staff financed under articles XX 01 05 (Indirect and Direct Research)

###### Indirect Research (budget lines XX 01 05 02)

For 2018, EUR 45,5 million are requested for external personnel under the indirect research budget. This results in an estimate of 652 FTE available to the Research DGs concerned, i.e. an estimated decrease of 28 FTE, including a compensation of 2 FTE due to the transfer of appropriations to the European Fund for Strategic Investments (EFSI). Related administrative appropriations requested integrate the above mentioned salary indexations.

###### Direct research (budget line 10 01 05 02)

For 2018, appropriations for external personnel under budget line 10 01 05 02 amount to EUR 43,3 million, accounting for an estimate of 740 FTE available to JRC.

##### 3.3.3.2 External staff financed under articles XX 01 04 of the budget

In 2000, the Commission committed itself to the following<sup>9</sup>:

– To phase out a number of Technical Assistance Offices (the so-called 'BATs') and, for a limited number of them, to integrate their activities in its services. For these very specific cases, the budgetary authority allowed the Commission to temporarily finance external personnel at headquarters through a specific budgetary comment establishing a sub-ceiling under the operational lines of the programmes concerned (the so-called former 'BA lines'). These authorisations are without prejudice to the so-called 'mini budgets' whereby Structural Funds may historically finance external personnel from the operational appropriations concerned;

<sup>9</sup> Amending Letter 1/2001, SEC(2000) 1363 final, 4.9.2000.

– To improve the management of external aid through the de-concentration policy. To this end, the budgetary authority allowed the Commission to finance external personnel in delegations from the operational lines of the programmes concerned.

For the 2018 DB, the sub-ceilings decrease by 9 FTE compared to the 2017 budget (as detailed in Table 7). The changes in the evolution of external personnel concern in particular the management of external aid programmes in delegations, in particular the Instrument contributing to Stability and Peace and the Partnership Instrument. 5 FTE are deducted in relation to the offsetting of resources delegated to the Research Executive Agency for the implementation of SEDIA.

All relevant budget lines, related appropriations requested for 2018 and the corresponding estimation in FTE is summarised in the table below.

**Table 7 - 2018 DB - Appropriations for external personnel authorised on former BA lines**

Budget line	Service	MFF heading	Programme Title	2018 Sub-ceiling (in €)	2018 estimated FTE
<b>External Personnel authorized under Structural Funds, Rural Development and European Fisheries Fund "mini budgets" at Headquarters</b>					
04 01 04 01	EMPL	1.2	Support expenditure for European Social Fund and non-operational technical assistance (ESF)	5,000,000	83
05 01 04 04	AGRI	2	Support expenditure for the European Agricultural Fund for Rural Development (EAFRD) — Non-operational technical assistance	1,850,000	30
11 01 04 01	MARE	2	Support expenditure for maritime affairs and fisheries — Non-operational administrative and technical assistance	850,000	14
13 01 04 01	REGIO	1.2	Support expenditure for European Regional Development Fund (ERDF)	3,060,000	50
13 01 04 03	REGIO	1.2	Support expenditure for the Cohesion Fund (CF)	1,340,000	23
Sub-total				12,100,000	200
<b>External Personnel authorised under former BA lines at Headquarters (former Technical Assistance Bureaux - "BATs")</b>					
13 01 04 02	REGIO	4	Support expenditure for the Instrument for Pre-Accession Assistance (IPA) — Regional development component	1,873,475	23
19 01 04 03	FPI	4	Support expenditure for the European Instrument for Democracy and Human Rights (EIDHR) — Expenditure related to election observation Missions (EOMs)	336,727	6
21 01 04 01	DEVCO	4	Support expenditure for the Development Cooperation Instrument (DCI)*	7,549,714	126
21 01 04 03	DEVCO	4	Support expenditure for the European Instrument for Democracy and Human Rights (EIDHR)	1,613,273	27
21 01 04 05	DEVCO	4	Support expenditure for the Instrument for Nuclear Safety Cooperation (INSC)	968,300	16
22 01 04 01	NEAR	4	Support expenditure for Instrument for Pre-accession Assistance (IPA)	5,146,149	85
22 01 04 02	NEAR	4	Support expenditure for the European Neighbourhood Instrument (ENI)	4,846,907	81
23 01 04 01	ECHO	4	Support expenditure for humanitarian aid, food aid and disaster preparedness	1,800,000	29
29 01 04 01	ESTAT	1.1	Support expenditure for the European statistical programme	2,300,000	38
Sub-total				26,434,545	431
<b>External Personnel authorised under former BA lines in Delegations for the management of deconcentrated external aid actions</b>					
05 01 04 03	AGRI	4	Support expenditure for the Pre-accession assistance in the field of agriculture and rural development (IPA)	329,650	3
11 01 04 01	MARE	2	Support expenditure for maritime affairs and fisheries — Non-operational administrative and technical assistance	1,300,000	9
19 01 04 01	FPI	4	Support expenditure for the Instrument contributing to Stability and Peace (IcSP)	5,040,000	33
19 01 04 04	FPI	4	Support expenditure for the Partnership Instrument	4,948,000	39
21 01 04 01	DEVCO	4	Support expenditure for the Development Cooperation Instrument (DCI)*	62,170,297	799
21 01 04 03	DEVCO	4	Support expenditure for the European Instrument for Democracy and Human Rights (EIDHR)	4,308,102	41
21 01 04 04	DEVCO	4	Support expenditure for the Instrument contributing to Stability and Peace (IcSP)	706,049	5
22 01 04 01	NEAR	4	Support expenditure for Instrument for Pre-accession Assistance (IPA)*	30,505,270	433
22 01 04 02	NEAR	4	Support expenditure for the European Neighbourhood Instrument (ENI)**	37,262,816	500
Sub- total				146,570,184	1,862
<b>Grand Total - External Personnel authorised on xx0104 (the so called former "BA" lines)</b>				<b>185,104,729</b>	<b>2,493</b>

\* includes deduction for SEDIA compensation: - 3 LA for 21 01 04 01 DCI and - 2 LA for 22 01 04 01 IPA.

\*\*Includes 17 FTE for the Trust Fund for Syria

### 3.4 2018 DB: Administrative support expenditure financed under articles XX 01 04

Although not related to staff, this last section of working document part II offers for the sake of exhaustivity and transparency a consolidated overview of administrative expenditure (other than staff) financed outside Heading 5 of the MFF, under the envelope of the different operational programmes (the so-called 'former BA lines' regrouped under XX 01 04 articles of the budget). The last table reproduced below in point 3.4.2 retraces the corresponding budget 2017 and the requested budget for 2018.

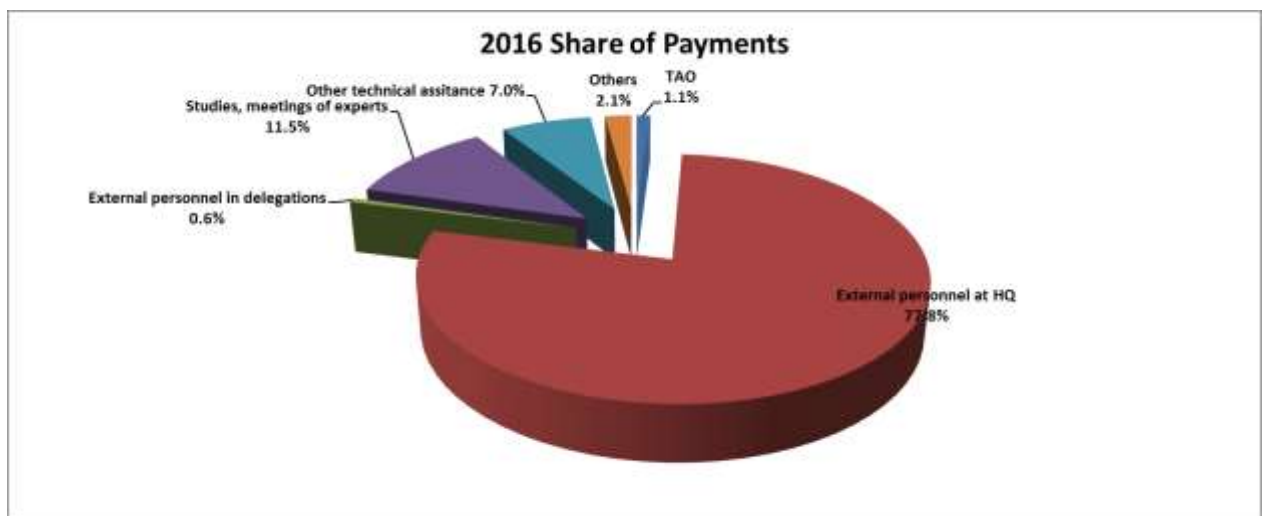
#### 3.4.1 Appropriations implemented in 2016

In 2016, total payments on articles XX 01 04 (the so-called former 'BA' lines) amounted to EUR 223,5 million<sup>10</sup>. This compares to EUR 270.4 million in payments in 2015. This reduction is mainly due to a decrease of the external staff in delegations and technical assistance.

All in all, the four possible sub-groups<sup>11</sup> of expenditure authorised on former 'BA' lines represented the following share in total payments in 2016:

- 11,5 % related to support expenditure such as studies, meetings of experts, information or publication directly linked to the achievement of a programme (10,7 % in 2015);
- 8,0 % related to the remaining TAO (1,1 % thereof) and other technical assistance (24,3 % in 2015);
- 77,8 % related to sub-ceiling of external staff at Headquarters (54,9 % in 2015);
- 0,6 % of total payments related to sub-ceilings of external staff in delegations (8,6 % in 2015).

The graphs reproduced below illustrate 2016 and 2015 figures.

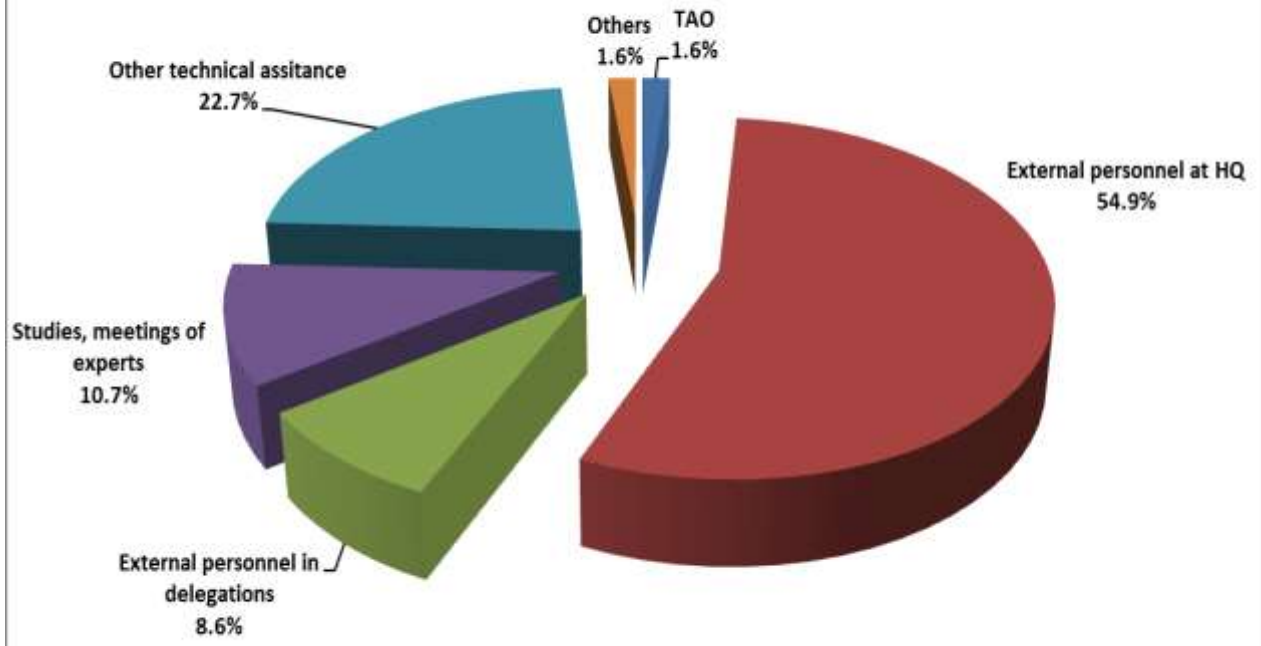


<sup>10</sup> EFTA appropriations not included.

<sup>11</sup> The fifth sub-group, namely contribution from operational programmes to the functioning of executive agencies, is detailed in Working Document III to the DB dedicated to Agencies.



## 2015 Share of Payments





### 3.4.2 Appropriations requested for 2018 under XX 01 04 articles (including structural funds)

In the 2018 DB, the total commitment appropriations requested under budget articles XX 01 04 amounts to **EUR 322.9 million**<sup>12</sup>, showing an increase by **2,1 %** compared to 2017 (EUR 316.2 million).

The total number of budget articles concerned is 51<sup>13</sup> (excluding items with a *p.m.* entry or a dash, *i.e.* where no appropriations are foreseen in 2018), as presented in the table reproduced below. Some 67,9 % of the requested appropriations concern heading 4 “*Global Europe*”, including pre-accession expenditure. A further 20,6 % concern heading 1 “*Smart and inclusive growth*”, some 6,5 % concern heading 2 “*Sustainable growth: natural resources*” and another 5,0 % concern heading 3 “*Security and citizenship*”.

As in previous years around 2/3 of the budget on former BA-lines concern programmes falling under heading 4 of the MFF. The increase in total appropriations (EUR 6.7 millions or +2,1 %) mainly affects heading 4 “*Global Europe*” and heading 1 “*Smart and inclusive growth*” which increase respectively by 2,6 % and 3,3 % whereas heading 3 “*Security and citizenship*” decreases by 5,3 %.

“*Smart and inclusive growth*” under **heading 1 increase** (+ EUR 2,1 million) is mainly due to the increase of the appropriations foreseen for the support expenditure for the European Solidarity Corps (+EUR 4,5 million) and the reduction of the support expenditure for European Social Fund and non-operational technical assistance (- EUR 2,7 million).

“*Sustainable growth: natural resources*” under **heading 2 decrease** (- EUR 0,1 million) is due to the decrease of the support expenditure for the European Agricultural Fund for Rural Development (EAFRD) — Non-operational technical assistance (- EUR 0,2 million), the decrease of the support expenditure for maritime affairs and fisheries — Non-operational administrative and technical assistance (- EUR 0,2 million) and the increase of the support expenditure for the European Agricultural Guarantee Fund (EAGF) — Non-operational technical assistance (+ EUR 0,3 million).

**Heading 3** “*Security and citizenship*” shows a decrease of EUR 0,9 million mainly due to the decrease of the support expenditure for Emergency support within the Union (- EUR 1 million).

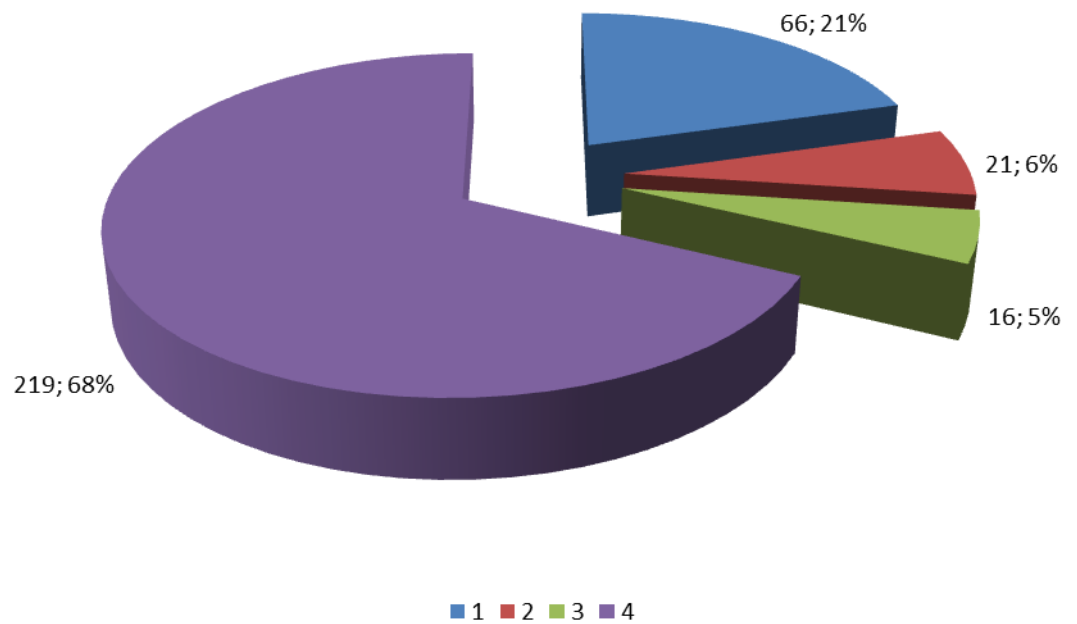
**Heading 4** “*Global Europe*” shows an increase of EUR 5,5 million. This mainly concerns the increases of the support expenditure for the European Neighbourhood Instrument (ENI) (+ EUR 1,9 million), the support expenditure for the Instrument for Pre-accession Assistance (IPA) (+ EUR 1,1 million) and the support expenditure for the Development Cooperation Instrument (DCI) (+ EUR 1,1 million) and the support expenditure for Instrument contributing to Stability and Peace (+ EUR 0,8 million).

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<sup>12</sup> It has to be noted that figures in annex includes all budget items XX 01 04 with the exception of executive Agencies, and ITER.

<sup>13</sup> The total number of lines with payment appropriations remains the same.

## 2018 total commitment (in € million and %)



- (1) Smart and inclusive growth
- (2) Sustainable growth, natural resources
- (3) Security and citizenship
- (4) Global Europe

A significant part of the appropriations will be used in 2018 to finance the cost of external staff: in the 2018 DB, 23 out of the total 50 items are used to cover sub-ceilings of external staff. Appropriations for external staff at Headquarters and/or delegations are estimated at EUR 185.1 million in 2018, corresponding to 57 % of the total commitment appropriations. The remaining amount of appropriations (some EUR 138 million) relates to other types of support expenditure linked to the achievement of the objective of the programmes.

Nomenclature	Heading	OD CND	PF	SPF	PFE	2016 Outturn		2017 Budget->AB3		2018 Hearing	
						CA	PA	CA	PA	CA	PA
02 01 04 01	Support expenditure for Competitiveness of enterprises and small and medium-sized enterprises (COSME)	CND	1	1.1	1.1.4	3,109,344.40	3,109,344.40	3,440,000	3,440,000	3,500,000	3,500,000
02 01 04 02	Support expenditure for standardisation and approximation of legislation	CND	1	1.1	1.1.OTH	158,843.46	158,843.46	160,000	160,000	160,000	160,000
02 01 04 03	Support expenditure for European satellite navigation programmes	CND	1	1.1	1.1.11	3,809,285.67	3,809,285.67	2,500,000	2,500,000	3,000,000	3,000,000
02 01 04 04	Support expenditure for European Earth observation programme (Copernicus)	CND	1	1.1	1.1.13	2,664,299.29	2,664,299.29	2,600,000	2,600,000	2,600,000	2,600,000
04 01 04 01	Support expenditure for European Social Fund and non-operational technical assistance	CND	1	1.2	1.2.31	11,528,040.19	11,528,040.19	14,500,000	14,500,000	11,800,000	11,800,000
04 01 04 02	Support expenditure for the programme Employment and Social Innovation	CND	1	1.1	1.1.6	3,721,281.71	3,721,281.71	4,000,000	4,000,000	3,400,000	3,400,000
04 01 04 03	Support expenditure for the Instrument for Pre-Accession Assistance — Employment, Social Policies and Human Resources Development	CND	4	4	4.0.1	0.00	0.00	p.m.	p.m.	p.m.	p.m.
04 01 04 04	Support expenditure for European Globalisation Adjustment Fund	CND	9	9	9.0.2	272,655.99	272,655.99	p.m.	p.m.	p.m.	p.m.
04 01 04 05	Support expenditure for the Fund for European Aid to the Most Deprived	CND	1	1.2	1.2.4	380,000.00	380,000.00	430,000	430,000	400,000	400,000
05 01 04 01	Support expenditure for the European Agricultural Guarantee Fund (EAGF) — Non-operational technical assistance	CND	2	2	2.0.10	5,362,011.83	5,362,011.83	7,682,000	7,682,000	8,000,000	8,000,000
05 01 04 03	Support expenditure for pre-accession assistance in the field of agriculture and rural development (IPA)	CND	4	4	4.0.1	281,065.24	281,065.24	459,960	459,960	449,650	449,650
05 01 04 04	Support expenditure for the European Agricultural Fund for Rural Development (EAFRD) — Non-operational technical assistance	CND	2	2	2.0.20	3,246,016.77	3,246,016.77	4,910,000	4,910,000	4,689,000	4,689,000
06 01 04 01	Support expenditure for Connecting Europe Facility (CEF) — Transport	CND	1	1.1	1.1.82	2,134,274.12	2,134,274.12	2,000,000	2,000,000	2,000,000	2,000,000
07 01 04 01	Support expenditure for the Programme for the Environment and Climate Action (LIFE) — Sub-programme for Environment	CND	2	2	2.0.4	1,599,434.81	1,599,434.81	1,600,000	1,600,000	1,600,000	1,600,000
09 01 04 01	Support expenditure for Connecting Europe Facility (CEF) — Information and communication technologies (ICT)	CND	1	1.1	1.1.83	520,888.05	520,888.05	609,000	609,000	1,009,000	1,009,000
09 01 04 02	Support expenditure for Creative Europe Programme — MEDIA Sub-programme	CND	3	3	3.0.11	1,501,046.63	1,501,046.63	1,471,680	1,471,680	1,530,900	1,530,900
11 01 04 01	Support expenditure for maritime affairs and fisheries — Non-operational administrative and technical assistance	CND	2	2	2.0.31	3,128,987.63	3,128,987.63	3,700,000	3,700,000	3,500,000	3,500,000
13 01 04 01	Support expenditure for European Regional Development Fund (ERDF)	CND	1	1.2	1.2.31	10,307,869.64	10,307,869.64	11,300,000	11,300,000	11,160,000	11,160,000
13 01 04 02	Support expenditure for the Instrument for Pre-Accession Assistance (IPA) — Regional development component	CND	4	4	4.0.1	1,873,475.00	1,873,475.00	1,951,902	1,951,902	1,951,902	1,951,902
13 01 04 03	Support expenditure for the Cohesion Fund	CND	1	1.2	1.2.31	3,740,621.70	3,740,621.70	4,200,000	4,200,000	4,140,000	4,140,000
13 01 04 04	Support expenditure for Structural Reform Support Programme (SRSF)	CND	1	1.2	1.2.31			1,125,000	1,125,000	947,750	947,750
14 01 04 01	Support expenditure for Customs	CND	1	1.1	1.1.7	99,980.50	99,980.50	100,000	100,000	100,000	100,000
14 01 04 02	Support expenditure for Fiscals	CND	1	1.1	1.1.7	100,000.00	100,000.00	100,000	100,000	100,000	100,000
15 01 04 01	Support expenditure for Erasmus+	CND	1	1.1	1.1.5	14,615,571.21	14,615,571.21	11,673,300	11,673,300	11,906,700	11,906,700
15 01 04 02	Support expenditure for Creative Europe programme — Culture sub-programme	CND	3	3	3.0.11	1,098,238.36	1,098,238.36	864,320	864,320	899,100	899,100
15 01 04 03	Support expenditure for the European Solidarity Corps	CND	1	1.1	1.1.14					4,550,000	4,550,000
16 01 04 02	Support expenditure for communication actions	CND	3	3	3.0.SPE C	1,033,729.82	1,033,729.82	1,090,000	1,090,000	1,146,000	1,146,000
17 01 04 02	Support expenditure for the 'Third programme for the Union's action in the field of health (2014-2020)'	CND	3	3	3.0.9	1,547,700.01	1,547,700.01	1,500,000	1,500,000	1,500,000	1,500,000
17 01 04 03	Support expenditure in the field of food and feed safety, animal health, animal welfare and plant health	CND	3	3	3.0.8	1,500,000.00	1,500,000.00	1,500,000	1,500,000	1,500,000	1,500,000
18 01 04 01	Support expenditure for Internal Security Fund	CND	3	3	3.0.2	2,144,140.63	2,144,140.63	2,500,000	2,500,000	2,500,000	2,500,000
18 01 04 02	Support expenditure for Asylum, Migration and Integration Fund	CND	3	3	3.0.1	2,321,015.07	2,321,015.07	2,500,000	2,500,000	2,500,000	2,500,000
18 01 04 03	Support expenditure for the programme 'Europe for citizens'	CND	3	3	3.0.7	218,150.00	218,150.00	167,000	167,000	174,000	174,000
18 01 04 04	Support expenditure for the Justice programme — Anti-drugs	CND	3	3	3.0.4	59,204.57	59,204.57	100,000	100,000	100,000	100,000
18 01 04 05	Support expenditure for Emergency support within the Union	CND	3	3	3.0.12	458,053.22	458,053.22	2,000,000	2,000,000	1,000,000	1,000,000
19 01 04 01	Support expenditure for Instrument contributing to Stability and Peace	CND	4	4	4.0.6	6,704,000.00	6,704,000.00	6,980,000	6,980,000	7,765,000	7,765,000
19 01 04 02	Support expenditure for the common foreign and security policy (CFSP)	CND	4	4	4.0.8	415,245.00	415,245.00	500,000	500,000	400,000	400,000
19 01 04 03	Support expenditure for the European Instrument for Democracy and Human Rights (EIDHR) — Expenditure related to election observation Missions (EOMs)	CND	4	4	4.0.5	679,480.50	679,480.50	721,211	721,211	706,727	706,727
19 01 04 04	Support expenditure for the Partnership Instrument	CND	4	4	4.0.4	4,840,851.48	4,840,851.48	5,020,000	5,020,000	5,298,000	5,298,000
21 01 04 01	Support expenditure for the Development Cooperation Instrument (DCI)	CND	4	4	4.0.3	84,533,774.07	84,533,774.07	84,993,151	84,993,151	86,064,960	86,064,960
21 01 04 03	Support expenditure for the European Instrument for Democracy and Human Rights (EIDHR)	CND	4	4	4.0.5	9,899,022.56	9,899,022.56	10,108,836	10,108,836	10,337,861	10,337,861
21 01 04 04	Support expenditure for the Instrument contributing to Stability and Peace (IcSP)	CND	4	4	4.0.6	2,206,696.58	2,206,696.58	2,200,000	2,200,000	2,300,000	2,300,000
21 01 04 05	Support expenditure for the Instrument for Nuclear Safety Cooperation (INSC)	CND	4	4	4.0.9	1,431,889.00	1,431,889.00	1,446,869	1,446,869	1,461,337	1,461,337
21 01 04 06	Support expenditure for the European Union-Greenland partnership	CND	4	4	4.0.OTH	236,746.47	236,746.47	254,000	254,000	285,000	285,000
21 01 04 07	Support expenditure for the European Development Fund (EDF)	CND	4	4	4.0.OTH	110,322,763.37	110,322,763.37	p.m.	p.m.	p.m.	p.m.
21 01 04 08	Support expenditure for trust funds managed by the Commission	CND	4	4	4.0.OTH	4,190,672.84	4,190,672.84	p.m.	p.m.	p.m.	p.m.
22 01 04 01	Support expenditure for the Instrument for Pre-accession Assistance (IPA)	CND	4	4	4.0.1	39,585,901.73	39,585,901.73	42,161,419	42,161,419	43,251,419	43,251,419
22 01 04 02	Support expenditure for the European Neighbourhood Instrument (ENI)	CND	4	4	4.0.2	45,253,277.75	45,253,277.75	47,795,875	47,795,875	49,709,723	49,709,723
22 01 04 03	Support expenditure for trust funds managed by the Commission	CND	4	4	4.0.OTH	492,872.34	492,872.34	p.m.	p.m.	p.m.	p.m.
23 01 04 01	Support expenditure for humanitarian aid, food assistance and disaster preparedness	CND	4	4	4.0.7	9,405,775.61	9,405,775.61	9,229,000	9,229,000	9,365,358	9,365,358
26 01 04 01	Support expenditure for interoperability solutions for European public administrations, businesses and citizens (ISA <sup>2</sup> )	CND	1	1.1	1.1.OTH	410,800.00	410,800.00	400,000	400,000	400,000	400,000
29 01 04 01	Support expenditure for the European statistical programme	CND	1	1.1	1.1.OTH	2,996,510.14	2,996,510.14	3,148,000	3,148,000	3,230,000	3,230,000
32 01 04 01	Support expenditure for Connecting Europe Facility — Energy	CND	1	1.1	1.1.81	1,821,960.50	1,821,960.50	1,978,000	1,978,000	1,978,000	1,978,000
32 01 04 02	Support expenditure for nuclear decommissioning assistance programme	CND	1	1.1	1.1.2	0.00	0.00	p.m.	p.m.	p.m.	p.m.
33 01 04 01	Support expenditure for the 'Rights, equality and citizenship' programme	CND	3	3	3.0.5	1,044,899.04	1,044,899.04	1,100,000	1,100,000	1,100,000	1,100,000
33 01 04 02	Support expenditure for the Justice programme	CND	3	3	3.0.4	1,009,910.39	1,009,910.39	1,100,000	1,100,000	1,100,000	1,100,000
33 01 04 03	Support expenditure for the Consumer programme	CND	3	3	3.0.10	1,091,877.63	1,091,877.63	1,100,000	1,100,000	1,049,600	1,049,600
34 01 04 01	Support expenditure for the programme for the environment and climate action (LIFE) — Sub-programme for climate action	CND	2	2	2.0.4	3,207,018.19	3,207,018.19	3,282,000	3,282,000	3,282,000	3,282,000
<b>Total</b>						<b>416,317,170.71</b>	<b>416,317,170.71</b>	<b>316,252,523</b>	<b>316,252,523</b>	<b>322,898,987</b>	<b>322,898,987</b>

#### 4. GLOSSARY

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

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