

**Multiannual Staff Policy Plan**  
**European Food Safety Authority 2008 – 2010**

**I. General overview of the situation of the Agency**

***1) Own tasks and requirements – current situation***

a) Description of the Agency, its mission and programme tasks

***Missions and tasks***

The European Food Safety Authority (EFSA) was established by Council Regulation (EEC) No. 178/2002 of 28 January 2002<sup>1</sup>, amended by Council Regulation (EC) No. 1640/2003 of 22 July 2003<sup>2</sup>.

EFSA is the keystone of European Union risk assessment regarding food and feed safety. In close collaboration with national authorities and in open consultation with its stakeholders, EFSA provides independent scientific advice and clear communication on existing and emerging risks.

EFSA was established to ‘ensure a high level of consumer protection through which consumer confidence can be restored and maintained’<sup>3</sup>.

EFSA’s mission is to deliver the best science at the right time and in the most appropriate manner. Its vision is to become globally recognised as the European reference body on risk assessment on food and feed safety, nutrition, animal health and welfare, plant protection and plant health.

EFSA produces scientific opinions and advice to provide a sound foundation for European food safety policy and legislation. It undertakes risk assessment and risk communications to enable effective and timely risk management decisions to be taken by the European Commission, Member States and the European Parliament.

Through its work, EFSA contributes to the protection of public health in relation to risks associated with the food chain. Risk management measures and the operation of food control systems are not within EFSA’s remit and remain the responsibility of the European Commission and Member States.

Throughout its activities EFSA is subject to very high standards of openness and transparency and has taken a series of initiatives that include making public declarations of interest available to the public, publishing scientific opinions and studies, seeking stakeholders and the public’s views on its initiatives and being accessible.

EFSA serves but operates independently from the EU institutions and the Member States.

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<sup>1</sup> OJ L 31, 1.2.2002, p.1

<sup>2</sup> OJ L 245, 29.9.2003, p4

<sup>3</sup> White Paper on Food Safety, European Commission, January 2000

### ***Structures***

EFSA is governed by a **Management Board** appointed to act in the public interest and which guarantees its independence. EFSA Management Board consists of 14 members appointed by the Council of Ministers, in consultation with the European Parliament, from a list drawn up by the European Commission, and 1 representative from the European Commission. All members are appointed in a personal capacity on the basis of their expertise, knowledge and experience and not as representatives of the organisations, sector, government or country from which they come. The key tasks of the Board is to appoint the Executive Director, setting the budgets and the work programmes and has overall responsibility for ensuring that EFSA works effectively with its partners across the European Union

Chaired by the Executive Director, the **Advisory Forum** is at the heart of EFSA's collaborative approach to risk assessment across Europe. The Forum comprises representatives from the national food safety authorities, or those with a similar remit, from all 27 Member States with observers from Norway, Iceland and Switzerland. The Forum enables EFSA and the Member States to share risk assessment data, notify new risk assessment issues, share opinions, create liaison groups between Member States and EFSA on emerging risk assessments, co-ordinate risk communication and avoid duplication of work, it also advises on EFSA's work programme.

The **Executive Director** is the legal representative of the Authority and is responsible for the day-to-day administration of the Authority on all operational matters, staff matters and for proposing budgets, work programmes and annual reports to the Board. The current Executive Director, Catherine Geslain-Lanéelle, was appointed in July 2006 for five years.

The **Scientific Committee and Scientific Panels** are responsible for formulating the scientific opinions from EFSA. Their members are highly qualified scientists and risk assessment experts appointed by the Management Board through an open competition for three-year terms that may be renewed.

The Scientific Committee comprises the Chairs of each of the nine Panels and six independent scientists. The Scientific Panels consider and provide opinions for their respective remits. EFSA's nine Scientific Panels are:

- Panel on food additives, flavourings, processing aids and materials in contact with food (AFC)
- Panel on animal health and welfare (AHAW)
- Panel on biological hazards (BIOHAZ), including BSE-TSE-related risks
- Panel on contaminants in the food chain (CONTAM)
- Panel on additives and products or substances used in animal feed (FEEDAP)
- Panel on genetically modified organisms (GMO)
- Panel on dietetic products, nutrition and allergies (NDA)
- Panel on plant protection products and their residues (PPR)
- Panel on plant health (PLH)

In addition to the Panels and Scientific Committee, scientific groups including experts from Member States have been set up to deal with specific issues. These are:

- Task Force on Zoonoses Data Collection, which advises on the collection and reporting of data to monitor diseases that can be transferred from animals to humans.

- Pesticide Risk Assessment Peer Review, which carries out a Europe-wide peer review of active substances used in plant protection products.

EFSA staff in the Science Directorate provides scientific and technical assistance and support to all of our Panels and Working Groups. The Scientific Assistance and Cooperation (SAC) department provides advice, information and risk assessment with specialists working in data collection, environmental effects, hazard characterization and animal welfare, assessment modeling, toxicology and epidemiology and exposure.

### ***Key priorities for future development***

The provision of independent and excellent scientific advice to ultimately underpin EU food law will continue to be EFSA's core work and in this respect EFSA will seek to enhance its working methods, internal arrangements, quality and delivery. EFSA will continue to develop its policies and mission to work in an independent, transparent and open manner, delivering the highest quality scientific risk assessments, opinions and advice in a timely manner.

EFSA will place emphasis in particular on building greater networking and stronger cooperation with Member States through the Advisory Forum, collaborative activities and outsourcing of activities to national organisations. EFSA will develop open and transparent mechanisms for networking closely with external scientific organisations at national and international level that are active in the field of improving the risk assessment approaches and methodologies.

EFSA's overall activities will also be guided by the Management Board recommendations arising from Art. 61 evaluation issued in June 2006, as follows:

1. Develop active networking and stronger co-operation with Member States;
2. Strengthen EFSA's relationships with its institutional partners and stakeholders;
3. Improve EFSA's organisation;
4. Enhance the impact and effectiveness of EFSA's communications;
5. Develop EFSA's role in the area of nutrition;
6. Define EFSA's medium and long-term vision.

These priority areas will guide EFSA through its second phase of development and consolidation. Through effective leadership and collaboration with its partners, EFSA will work to strengthen coherence in European risk assessment and risk communications.

In order to achieve these priorities, EFSA human resources will be a key element and it is a great challenge to reach the 300 staff members foreseen in the 2007 establishment plan.

### ***Location***

The operational activities of EFSA started in 2003 in Brussels. Following the Heads of State and Government decision to locate its Seat in Parma (Italy), the move was gradually done and was completed in October 2005.

b) 1) Current Establishment Plan*(As adopted by the Management Board on 19 December 2006)*

Category and grade	EP 2007	
	Perm..	Temp.
AD 16		0
AD 15		1
AD 14	1	1
AD 13		0
AD 12	1	12
AD 11		16
AD 10	1	2
AD 9	1	21
AD 8		30
AD 7	1	35
AD 6	1	22
AD 5		20
<b>Total AD</b>	<b>6</b>	<b>160</b>
AST 8		1
AST 7		5
AST 6		2
AST 5	2	20
AST 4		30
AST 3		20
AST 2		21
AST 1	2	31
<b>Total AST</b>	<b>4</b>	<b>130</b>
<b>Grand total</b>	<b>10</b>	<b>290</b>

b) 2) Occupancy Establishment plan 2006

Category and grade	EP 2006		Actual Occupation at 31/12/2006		Occupancy Rate EP 2006	
	Perm..	Temp.	Perm.	Temp.	Perm.	Temp.
AD 16	0	0	0	0		
AD 15	0	1	0	1		
AD 14	0	2	0	1		
AD 13	0	0	0	0		
AD 12	0	8	0	5		
AD 11	0	19	0	16		
AD 10	0	0	1	1		
AD 9	1	14	0	8		
AD 8	0	29	0	26		
AD 7	1	28	0	5		
AD 6	0	21	0	21		
AD 5	0	17	0	2		
<b>Total AD</b>	<b>2</b>	<b>139</b>	<b>1</b>	<b>86</b>		

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AST 8		0	0	0		
AST 7		4	0	3		
AST 6		0	0	0		
AST 5	0	16	0	9		
AST 4	1	24	0	11		
AST 3		14	0	15		
AST 2		18	0	8		
AST 1	1	31	1	40		
<b>Total AST</b>	<b>2</b>	<b>107</b>	<b>1</b>	<b>85</b>		
<b>Grand total</b>	<b>4</b>	<b>246</b>	<b>2</b>	<b>171</b>	<b>50%</b>	<b>69.5%</b>

c) Current annual staff-related expenditure, in absolute terms and as percentage

The budget figures for staff covered by this Staff Policy Plan (officials, temporary agents and contracts agents) are:

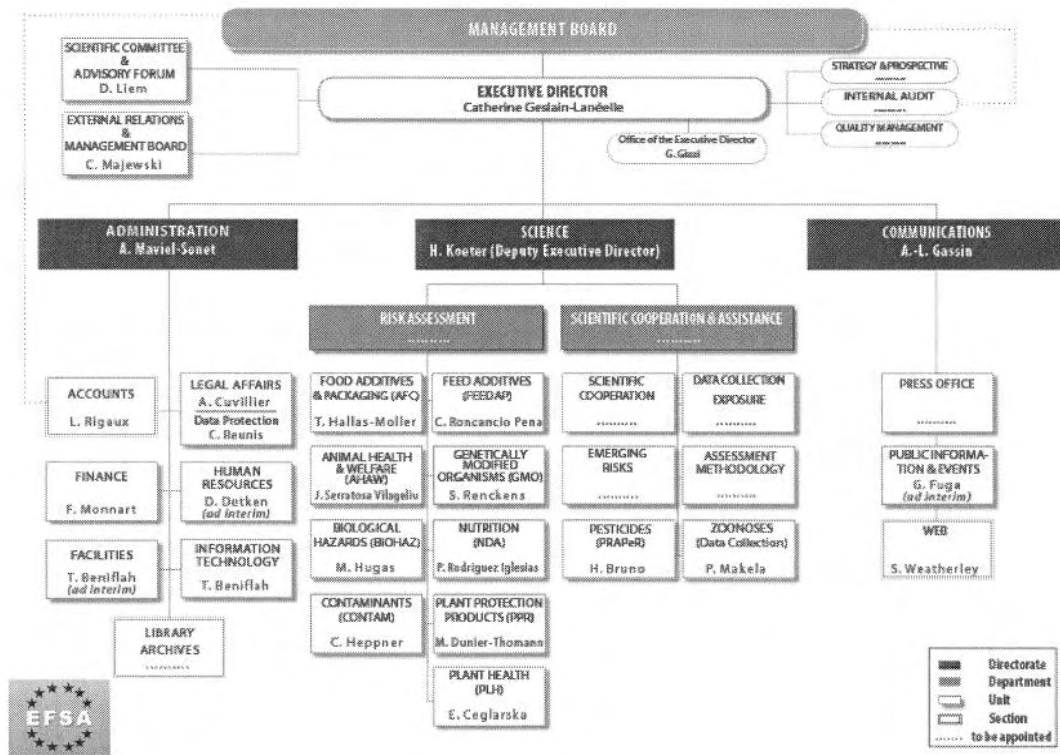
Title 1	2007 <sup>4</sup> €	% of total
ATs and Officials	12 596 263	24.38%
AXs and Contractuals	2 062 000	3.99%
Allowances and Weighting	6 770 403	13.10%
Other Title 1 costs (Interim, ENDS, missions, trainings...)	3 121 104	6.04%
<b>Title 1 total</b>	<b>24 549 770</b>	<b>47.52%</b>
Title 2	8 857 370	17.14%
Title 3	18 255 860	35.34%
<b>TOTAL</b>	<b>51 663 000</b>	<b>100 %</b>

The EFSA budget, in particular Title 1 covering the personnel expenses would increase from EUR 34.2 million in 2008 to EUR 41.3 million in 2013 in line with the increase of the staff.

<sup>4</sup> After application of the reserve, as adopted by the Board on 19 December 2006

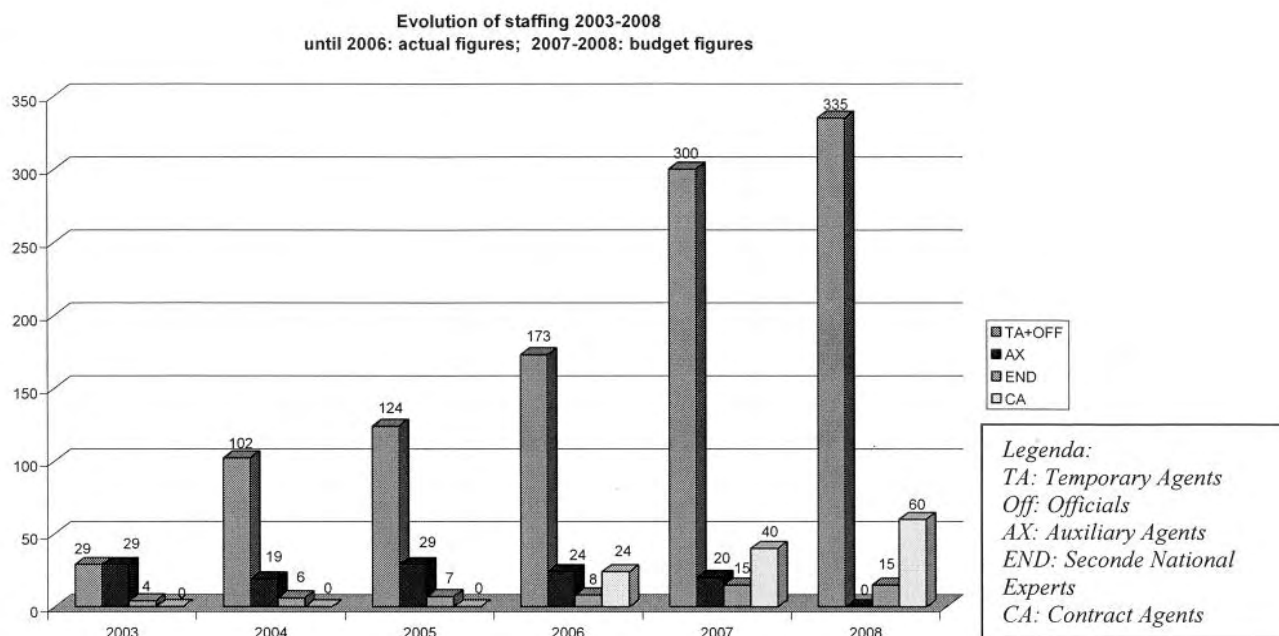
Organisation and organigramme

The following organigramme was implemented in October 2006



## 2) General presentation of the staff policy followed by EFSA

### a) Type and number of staff required to fulfil the missions and tasks



### *Temporary agents and permanent posts*

EFSA is a growing organisation and has placed a high priority in terms of its management activities on recruitment and retention of highly qualified staff. Yet, due to difficulties in meeting recruitment targets in previous years, EFSA will start 2007 with staffing figures below those anticipated: as at 31 December 2006, the posts in the Establishment Plan are occupied at 70%. As a consequence, 2007 recruitment activities will be a great challenge as EFSA intends to achieve its target of 300 staff by the end of 2007.

Future posts will be dedicated to support the implementation of the new organigramme in particular on priority areas such as scientific cooperation, emerging risks and nutrition and to strengthen the administrative organization.

Of the 290 temporary posts in the 2007 Establishment Plan, 160 are in category AD and 130 in category AST.

A total of 9 permanent posts (5 AD and 4 AST) are foreseen in the 2007 Establishment Plan. Two of the four permanent posts available under the 2006 Establishment Plan are occupied, both in the science area. The permanent posts for 2007 are planned in order to allow transfers from the Institutions to fill posts of a sensitive character or allow staff to plan their career not only in the Agency but also in a wider context including the European Institutions.

***Auxiliary and Contracts agents***

Twenty four auxiliary agents were employed by EFSA on 31 December 2006; their contracts will be phased out during 2007. The auxiliary agent contracts can lead to contract agent contracts or Temporary agent contracts via recruitment procedures.

Twenty four contract agents were employed by EFSA on 31 December 2006. Contract agents in EFSA serve the purpose of increasing capacity mainly in support functions and to fill gaps during long-time absences. Up to the end of 2006, they were recruited in Function groups II, other groups will be considered in the future.

***Seconded national experts***

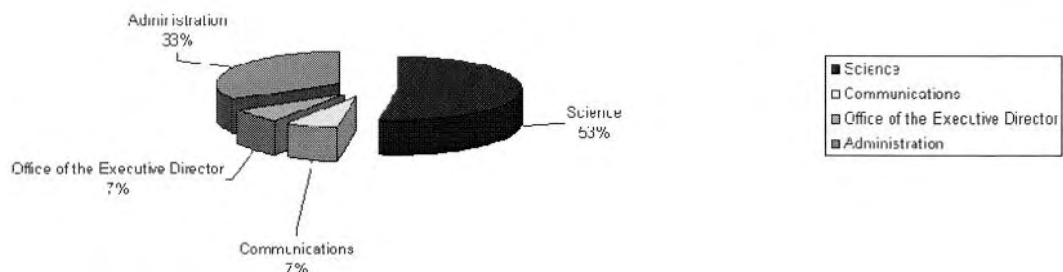
Seven National Experts were seconded to the EFSA on 31 December 2006. In line with EFSA’s aim to develop active networking and strengthen co-operation with Member States, the recruitment of Seconded Experts from competent organisations in the Member States will be increased in 2007 to reach at least 15 posts.

**b) Type and number of posts, job titles, duration of employment, grade corresponding to the tasks and functions**

The following graph identifies staff assignment in the main structural areas as foreseen at the end of December 2007. The 2008 recruitment plan aims at increasing the percentage of scientific staff in order to reach at least 55 %.

Details on job titles and grades are set out in Annex I (based on the existing post as at 31.12.06). Until December 2006, all Temporary agents have been considered as “long term posts” recruited on a 5 year contract renewable. The possibility of offering short term contracts will be further investigated in those cases where the nature of the work requires only shorter contracts.

**TA by departments**





c) Recruitment policy in regard to the different types of employment

***Recruitment of temporary and contract agents***

EFSA follows the recruitment policy for temporary agents and contract agents as laid down in the Staff Regulation and Conditions for Other Servants. Specific implementing rules are being elaborated in the framework of the Agencies Coordination Group. Officials from other Institutions can be recruited to permanent posts through a formal transfer agreement with the releasing Institution.

***Selection procedures***

Recruitment procedures include the following main steps:

- Publication of vacancy notice on the website of the Agency, on the EPSO website, and on Intracomm, fixing eligibility and selection criteria, indicating type and duration of contract and recruitment grade.
- Setting up of a selection committee of minimum three members representing the activities and staff committee.
- First evaluation of the candidates' application forms, on the basis of eligibility requirements, and further evaluation of eligible candidates on the basis of essential and assets criteria.
- Shortlisted candidates will be invited for interviews with the selection committee and will undergo a competency assessment exercise on the basis of pre-decided question covering the specific competences in the area of expertise, knowledge of EFSA, soft skills, and language abilities. For long-term posts this will include written tests in line with the Guidelines on Staff Policy agreed by the Agencies.
- The selection committee establishes a reserve list of successful candidates which is sent to the Appointing Authority.
- The Appointing Authority decides on the basis of the proposal of the selection committee to offer a contract.

***Grade and function group corresponding to the tasks and to the level of the post***

Temporary agents will be recruited at the levels indicated below in order to permit a long term career development.

- AST 1 to AST 4 for the AST category
- AD 5 to AD 8 for the AD category.

Temporary agents at the level of Head of Unit will be recruited at the level of AD 9 – AD 12. For 2007, 8 Heads of Department and Unit will be hired in order to fulfil the posts created by the introduction of the new EFSA organigramme in October 2006.

EFSA will monitor whether the recruitment of grades AD 9-11 and in exceptional cases, at grade AD 12, remain within the limits of 20% of recruitments per year for

long-term employment (for 2008, this limits to 3 the number of this type of recruitments).

***Duration of employment***

Temporary agents are offered a contract of five years, renewable for another time limited period not exceeding five years. Renewals for a second prolongation will be of an indefinite character. All renewals of contract will be subject to a thorough examination of the performance of the staff member and will depend on available budgetary provisions.

Contract agents are offered a contract for a fixed period of minimum three months and not exceeding five years, with a possibility of renewal.

d) Career profiles with regard to the different types of employment.

***Evaluation and promotion or reclassification***

EFSA has developed in 2006 a Staff Appraisal and Career Development Cycle which is currently being implemented with senior management. The key features of the scheme are to establish an annual dialogue with management / superior on performance, to set up clear and measurable objectives, to put in place meaningful indicators to measure performance against individual objectives and to ensuring a clear link between the staff appraisal exercise and promotion.

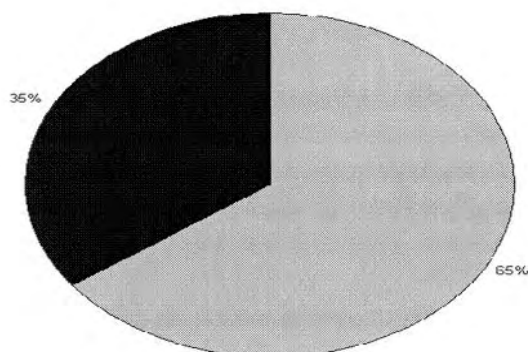
EFSA will implement in 2007 an internal decision on promotions or reclassification which will be based on the model proposed by the Working Group on implementing rules (representing DG.ADMIN and Agencies), currently under discussion.

This staff appraisal system will also allow to decide on the extension of the staff whose contracts are expiring in 2008 – 2010.

e) Statistics and general orientations to promote equal opportunities and concrete measures planned in order to ensure equal treatment among staff members, in particular between men and women.

Even if the overall gender balance amongst EFSA staff demonstrates female majority as shown in the graph below, a 50-50 ratio is noted for management positions (Directors, Heads of Department, Heads of Unit, Heads of Section and team leaders).

Gender distribution TA 12/2006



In order to promote equal opportunities, the terms of the vacancy notices published prevent any kind of discrimination the selection committee composition is balanced as far as possible.

A particular attention will also be taken in order to attract staff members from the new Members States as their representation among EFSA staff is low.

In 2007, the EFSA intends to explore opportunities for recruiting disabled staff.

f) Mobility policy in regard to the different types of employment

***Mobility within the Agency***

Whilst all recruitment publications have gone externally in the initial build up phase of the organisation, EFSA intends to initiate in 2007 internal publications and will adopt a specific policy in this regards in early 2007 whereby internal moves are facilitated but do not consist in a promotion system as the internal moves will remain at the same level of grades.

***Mobility among Agencies***

EFSA intends to take part in the interagency job market in accordance with the agreement between agencies to be signed in this respect and currently under consideration by the Coordination Group of Agencies. As for all other agencies, the basis of EFSA's participation in the interagency job market is to offer possibilities of mobility to staff in agencies by assuring a continuation of careers and grades.

***Mobility between the agency and the institutions***

The two permanent posts in the Establishment Plan are at the moment occupied by officials transferred from other institutions. By opening up for a further eight permanent posts the possibility for mobility in this sense will further increase.

### **3. Various types of employment deriving from the analysis of the tasks and requirements of the Agency.**

#### **a) Officials/temporary agents on long term employment and short term employment**

On the basis of its missions and tasks set out by EU legislation (founding Regulation and other legislative acts giving it tasks and responsibilities), EFSA has taken it that most of its existing workforce can be identified as positions of long term duration, whether in core business activities (Science and Communication, for which continuous expertise needs to be built and maintained) or support activities in the area of Administration.

All tasks of a permanent nature, both in the AD and the AST function groups, will be carried out by the core staff, i.e. officials/temporary agents. It is expected that the current balance between AD and AST staff will remain.

All temporary agent posts in the 2007 Establishment Plan have been identified as posts of long duration, they are offered five year contracts. The implementation of short term contract could be decided if “short term” assignments are identified in 2007.

In 2007, EFSA will also further develop its policy on sensitive posts (as per the implementation of the internal control standards).

#### **b) Contract agents**

Contract agents in EFSA are employed under Title 1, Article 3a of the Conditions of other servants of the European Communities, they are considered for the time being as short term posts. Criteria applied for employment are the following:

- Reinforcement of capacities in areas of work needing staff within a specific area of expertise for a limited time period or where long-term requirement has not yet been defined.
- To work with specific, time limited projects.
- Reinforcement of existing capacities in support functions when necessary.
- To fill gaps during long-time absences.

Their number should not exceed 20% of the Establishment Plan.

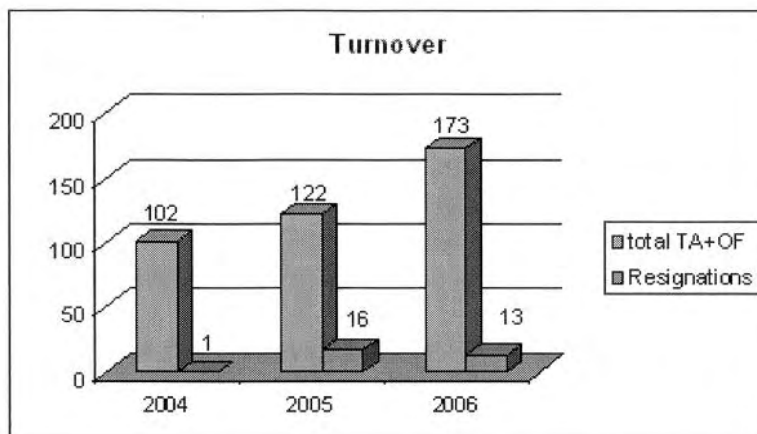
## **II. Overview of the situation over the next three years**

The development of the EFSA multi-annual Staff Policy Plan has been driven by an analysis of the past trends and three main principles:

- Adaptation of the Establishment Plan for 2008 in order to reflect the current situation.
- Respect of the limits of 20% of recruitments per year for long-term AD 9 - AD 12 employment,

- Introduction of promotion policy impacting on 10 % to 20% of (eligible) temporary agents per year.

1. Turnover due to retirement or termination of employment



Due to moving from Brussels to its permanent seat in Parma, Italy, EFSA had to deal with a number of resignations in 2005 equal to 12%. The trend is decreasing in 2006 (7%).

None of the current staff members will reach the retirement age of 65 years during 2008-2010.

Taking into account that 30 contracts are expiring in 2008, EFSA has estimated the number of terminations of contract (non renewed) and the number of resignations to 15 in 2008. This number (15) is also expected for 2009 and 2010 where respectively 46 and 37 contracts will expire. It is expected to replace the departures by the same level of posts in order to ease the promotion exercise.

2. Career developments in the Agency: expected promotion and reclassification

EFSA estimates that a yearly promotion rate for the period 2008 – 2010 should approximately amount to 15 to 25 promotions per year. As a matter of fact, it is estimated that about 90 staff members will be eligible for promotion in 2008 (ie: staff members having worked more than 2 years in EFSA in 2008) and 140 in 2009 and the percentage of promotion is stated at 20% maximum.

The promotions will be the result of the appraisal exercise which is introduced by EFSA this year (2007) but it is expected that they will be allocated proportionally between AD and AST grades. (The appraisal exercise will also lead to build the training plan based on the identified needs in order to improve the career developments).

3. Workload

2007 is a key year of EFSA as it reaches its 5 year of existence and it is the year of “final growth” and positioning. As EFSA business processes are maturing, the staff

workload will become more predictable and better controlled, which in turn should help produce better and more accurate recruitment forecast in the subsequent years.

As indicated in the Work Plan for 2007 adopted by the Management Board on 19 December 2006, EFSA will face in the forthcoming years the following challenges:

- Take up its responsibilities and tasks as laid down in EU legislation, taking into account food and feed safety policy environments, in particular emphasis being placed in the area on diet and nutrition and their relation to health and on animal and plant health.
- Continue the development and growth of the organisation to reach 375 temporary staff by 2013
- Implement the priority action areas set out by the Board in its recommendations arising from the 2005 external evaluation (details in the introduction to this note).

#### 4. Consequences of 1, 2 and 3 on the number of staff in the Agency for the period 2008 – 2010:

EFSA will significantly increase the number of temporary agents in 2007 (by around 100 people) as 2007 challenges will rest on its staff and the recruitment effort should enable to complete the tasks of EFSA 2007 plan.

EFSA will then increase its posts by 12% (35) in 2008, the 2009 and 2010 increase in posts will be less significant (respectively 6% and 1% eg. 20 and 5 posts) to reach its “fully operational size” under its current mandate.

Among these 35 posts foreseen in 2008, it is expected that the 3 senior posts (AD9 – AD12) will mostly be required to fulfil scientific posts requiring high expertise.

EFSA will maintain the total number of permanent officials.

The adaptation of the 2008 Draft Establishment Plan has also been done in order to better reflect the current situation of posts and grades in the Agency.

### **III. Adaptation of the Establishment Plan following the staff policy defined in I and the evolution foreseen for the next 3 years in II.**

See table II at annex for 2008 reflecting the following estimation (as described above):

- 15 departures
- 15 promotions
- 35 new posts (including 3 senior positions AD9/AD11)

and reaching the 335 posts including 10 Officials with a repartition of 185 AD and 150 AST.

It also takes into account that the global budget will increase by 13% in 2008 and reach € 60.8 millions including € 34.2 millions for Title I. In 2009, the overall budget will amount to € 66 millions including € 38.6 millions for Title 1).

For 2009 and 2010 the allocation of the 20 and 5 posts (respectively) will need to be better analysed at the end of 2007.

#### **IV. Schooling**

In order to facilitate the integration of EFSA staff and their families in Parma and in the absence of International or European schooling facilities in the vicinity, the Italian authorities established and agreed to fund in 2004 a School for Europe (“Scuola per l’Europa”).

In October 2006, the School has been accredited as “Associated European School” by the Board of Governors of European Schools and offers a curriculum consistent with the European School system for children up to 5<sup>th</sup> grade in three language sections (English, French and Italian).

The next objective for 2008 - 2010 is to obtain full accreditation of the curriculum up to the baccalaureate.

#### **V. State of play of implementing rules adopted by EFSA consistent with its Staff Policy**

In 2004, EFSA transposed a series of implementing rules of the new Staff Regulation, ie those applicable at the Commission and applicable by analogy by agencies.

EFSA has been fully involved in the coordination of agencies group and has recently taken the following actions:

- Draft decisions on leave on personal grounds and unpaid leave, on part time work and on contract staff have been finalised based on the framework decisions agreed within the coordination of agencies group and are currently subject to formal consultation with the Commission on the basis of Article 110 of the Staff Regulation.
- Other rules are currently under preparation and will be finalised once the framework decisions are agreed with DG ADMIN and the Agency coordination group. Those are decisions on temporary agents, on promotions, on middle management staff and on temporary occupation of management posts.
- EFSA is implementing on an experimental basis a draft Career Development and Staff Appraisal System which will be revisited in the light of experience before formal Commission consultation under Article 110 of the Staff Regulation
- EFSA has signed the Service Level Agreement on Training which has entered into force on 1 October 2006

## EFSA SPP

- EFSA is willing to participate in common initiatives such as the Inter-agency job market, the Joint Disciplinary Board and the future Service level Agreement with EPSO.



**II – Adaptations to the establishment plan in the first year (N) and indicative adaptations in the following years (N+1 and N+2).** As agreed within the Agencies Coordination Group, detailed figures are provided for 2008 and total establishment plan figures for 2009 and 2010.

Grade	Year N-1 (2007)										Year N (2008) *																			
	Staff					Establishment Plan					Staff evolution					Organisational evolution					Establishment Plan									
	Employed on 31.12 (current grade)					Authorised					Promotion / Career advancement					Turn-over					New posts					Requested (Provisional Draft Budget)				
	Officials	TA - LT	TA - ST	Total	Perm	Temp	Total	Perm	Temp	Total	Officials	TA - LT	TA - ST	Officials	TA - LT	TA - ST	TA - ST	Perm	Temp	Temp - ST	Perm	Temp	Temp - ST	Perm	Temp	Temp - ST	Perm	Temp	Temp - ST	
AD16	0		0		0	0		0	0																					
AD15	1		1		1	1		1	1																					
AD14	1		1	1	1	2		2	2																					
AD13	0		0		0	0		0	0																					
AD12	5		5	1	12	13		13	13																					
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AD10	1		2	1	2	3		3	3																					
AD9	8		8	1	21	22		22	22																					
AD8	27		27		30	30		30	30																					
AD7	5		5	1	35	36		36	36																					
AD6	20		20	1	22	23		23	23																					
AD5	2		2		20	20		20	20																					
<b>Total AD</b>	<b>1</b>	<b>86</b>	<b>0</b>	<b>87</b>	<b>6</b>	<b>160</b>	<b>6</b>	<b>160</b>	<b>166</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-1</b>	<b>20</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>		
AST11	0		0		0	0		0	0																					
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AST5	9		9	2	20	22		22	22																					
AST4	11		11		30	30		30	30																					
AST3	15		15		20	20		20	20																					
AST2	8		8		21	21		21	21																					
AST1	1	39	40	2	31	33		33	33																					
<b>Total AST</b>	<b>1</b>	<b>85</b>	<b>0</b>	<b>86</b>	<b>4</b>	<b>130</b>	<b>4</b>	<b>130</b>	<b>134</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>-8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>16</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>Overall Total</b>	<b>2</b>	<b>171</b>	<b>0</b>	<b>173</b>	<b>10</b>	<b>290</b>	<b>10</b>	<b>290</b>	<b>300</b>	<b>0</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>-15</b>	<b>0</b>	<b>-1</b>	<b>36</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>0</b>		

Legenda:  
TA-LT: Temporary agents long term  
TA-ST: Temporary agents short term  
Perm: Permanent officials

EFSA SPP

\* The figures and adaptations for year N (2008) here reported have not been authorised yet by EFSA Management Board.

Grade	Year N (2008)				Year N+1 (2009)											
	Establishment Plan				Staff evolution						Organisational evolution			Establishment Plan		
	Requested (Provisional Draft Budget)				Promotion / Career advancement			Turn-over			New posts			Provisional planning		
	Perm	Temp	Total	Officials	TA - LT	TA - ST	Officials	TA - LT	TA - ST	TA - ST	Perm	Temp - LT	Temp - ST	Perm	Temp	Total
AD16	0	0	0													
AD15	0	1	1													
AD14	0	2	2													
AD13	0	0	0													
AD12	1	12	13													
AD11	0	14	14													
AD10	1	2	3													
AD9	1	26	27													
AD8	0	31	31													
AD7	1	42	43													
AD6	1	26	27													
AD5	0	24	24													
<b>Total AD</b>	<b>5</b>	<b>180</b>	<b>185</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>0</b>	<b>0</b>	<b>0</b>
AST11	0	0	0													
AST10	0	0	0													
AST9	0	0	0													
AST8	0	1	1													
AST7	0	5	5													
AST6	0	3	3													
AST5	2	16	18													
AST4	0	35	35													
AST3	0	21	21													
AST2	0	29	29													
AST1	2	36	38													
<b>Total AST</b>	<b>4</b>	<b>146</b>	<b>150</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>0</b>	<b>0</b>	<b>0</b>
<b>Total</b>	<b>9</b>	<b>326</b>	<b>335</b>	<b>0</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>20</b>	<b>0</b>	<b>9</b>	<b>346</b>	<b>355</b>	

\* The figures and adaptations for year N (2008) here reported have not been authorised yet by EFSA Management Board.

Grade	Year N+2 (2010)														
	Year N (2009)			Staff evolution						Organisational evolution			Establishment Plan		
	Establishment Plan (Provisional Draft Budget)			Promotion / Career advancement			Turn-over			New posts			Provisional planning		
	Perm	Temp	Total	Officials	TA - LT	TA - ST	Officials	TA - LT	TA - ST	Perm	Temp - LT	Temp - ST	Perm	Temp	Total
AD16															
AD15															
AD14															
AD13															
AD12															
AD11															
AD10															
AD9															
AD8															
AD7															
AD6															
AD5															
<b>Total AD</b>															
AST11															
AST10															
AST9															
AST8															
AST7															
AST6															
AST5															
AST4															
AST3															
AST2															
AST1															
<b>Total AST</b>															
<b>Total</b>	<b>9</b>	<b>346</b>	<b>355</b>					<b>20</b>					<b>5</b>	<b>351</b>	<b>360</b>

Grade	Year N+2 (2010)													
	Year N (2009)			Staff evolution				Organisational evolution			Establishment Plan			
	Establishment Plan		Requested (Provisional Draft Budget)	Promotion / Career advancement		Turn-over		New posts			Provisional planning			
Perm	Temp	Officials		TA - LT	TA - ST	Officials	TA - LT	TA - ST	Perm	Temp - LT	Temp - ST	Perm	Temp	Total
AD16														
AD15														
AD14														
AD13														
AD12														
AD11														
AD10														
AD9														
AD8														
AD7														
AD6														
AD5														
<b>Total AD</b>														
AST11														
AST10														
AST9														
AST8														
AST7														
AST6														
AST5														
AST4														
AST3														
AST2														
AST1														
<b>Total AST</b>														
<b>Total</b>	<b>9</b>	<b>346</b>	<b>355</b>									<b>9</b>	<b>351</b>	<b>360</b>