

# AMENDING BUDGET 1/2015

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The main objective of this amending budget is to integrate in the ETF budget the assigned revenues, which were undefined at the time of the adoption of the budget (November 2014 for the 2015 budget) and to reflect the adjustments for 2015.

The attached budget refers to the 2015 budget adopted by the Board at its meeting of 21 November 2014.

## Revenue

The ETF's main source of revenue is its subvention from the European Commission. In addition, in accordance with Article 15.3 of its founding Regulation, the ETF can receive funding from other sources for activities included in its mandate.

### 1a. **ETF's subvention (Titles 1, 2, 3)**

There are no modifications to the subvention ETF received from the European Commission.

### 1b. **Assigned revenue – ITF (Title 4)**

The amending budget integrates €3,743.17 available from previous years, assigned to the ETF by the Trust Fund of the Italian Ministry of Foreign Affairs. After the finalisation of the payments for activities committed in previous years, the remaining amount will be reimbursed.

### 1c. **Assigned revenue – GEMM (Title 4)**

The Governance for Employability in the Mediterranean (GEMM) project has a budget of €3 130 000 (out of which the ETF's contribution is €1 130 000), started in 2013 and to be finalised in 2016.

The amending budget integrates the amount of € 790 599.96 remaining from the 2013 and 2014 pre-financing for the GEMM project. The ETF expects a final instalment for the GEMM project for an amount of €402,019, to be integrated in a future amending budget.

### 1d. **Assigned revenue – FRAME (Title 4)**

The Frame Skills for the Future (FRAME) project has a budget of €1 400 000, started in 2013 and its activities have finished in 2014.

The amending budget integrates the amount of € 86 893.22 remaining from the FRAME project. After the finalisation of the payments for activities committed in previous years, the remaining amount will be reimbursed.

## Expenditure

The activities performed until now are in line with the work programme adopted by the Board on 21 November 2014.

### 2a. ETF's subvention (Titles 1, 2, 3)

During the first months of 2015, the ETF carried out two budgetary transfers:

- under the authority of the Director payment appropriations have been re-distributed in Title 3 in order to allow payment of RAL from last year's projects
- following a written consultation of the Governing Board (concluded with decision GB/15/DEC/001 of 26/3/2015) in order to adapt the budget to actual needs.

A third reallocation is covered by this amending budget, aiming to adapt to changes which have emerged since the launch of the above-mentioned written consultation in February:

- an increase in interim staff to compensate for unforeseen parental/maternity leaves (+ €60,000);
- introduction of psychosocial support for a trial period of 6 months, as part of the actions following the results of the work-related stress risk survey (+€7,000);
- increased cost for selections linked to recruitments and use of the EPSO list as recommended in the past by the European Court of Auditors (+€9,000).
- alignment of costs for the travel allowance to the place of origin with current staff estimation (+ €10,000)

The availability for this reallocation comes from a revision of moving expenses and temporary daily allowances based on actual costs and from the postponement of the recruitment of the SNE post.

The total redistribution of expenditure covered by this amending budget represents €551 000.00 commitment appropriations and €1 995 373.19 payment appropriations (2.74% and 9.91% respectively, of total subvention).

### 2b. Assigned revenue – ITF (Title 4)

The €3,743.17 available from previous years of funding from the Italian Ministry of Foreign Affairs will support the finalisation and payment of ETF's agreed activities in Lebanon.

### 2c. Assigned revenue – GEMM (Title 4)

The €790 599.96 included in this amending budget are funds available from previous years, part of pre-financing and are used to conclude and pay the activities committed in the 2013 and 2014 phases of the project, as well as to commit new activities in 2015.

### 2d. Assigned revenue – FRAME (Title 4)

The ETF has received all €1 400 000 foreseen for the Frame Skills for the Future (FRAME) project, implemented during 2013-2014. The € 86 893.22 included in this amending budget are used for final payment of the activities committed through the project.

## Presentation

The attached amending budget contains the details of the original budget and the above mentioned modifications.

Currently, in 2015 the ETF is expected to manage a subvention of €20 144 000 and an assigned revenue of € 881 236.35.

Item/Art.	Title	Budget 2015		Amendments 1 / 2015		Amending Budget 1 / 2015	
		COM	PAY	COM	PAY	COM	PAY

**TITLE 1 European Union contribution**

Chap.1 2	European Training Foundation (15.02.12, ex 15.02.27)	19 945 000.00	19 945 000.00	-	-	19 945 000.00	19 945 000.00
1 20	European Training Foundation	19 945 000.00	19 945 000.00	-	-	19 945 000.00	19 945 000.00
1 20 0	ETF - Subsidy	19 945 000.00	19 945 000.00			19 945 000.00	19 945 000.00
1 20 1	ETF - Subsidy under Titles 1 and 2						
1 20 2	ETF - Subsidy under Title 3						
Chap.1 3	Union contribution from recovery of surplus from previous years	199 000.00	199 000.00	-	-	199 000.00	199 000.00
1 30	Union contribution from recovery of surplus from previous years	199 000.00	199 000.00	-	-	199 000.00	199 000.00
1 30 0	Contribution	199 000.00	199 000.00			199 000.00	199 000.00
1 30 1	Contribution to Title 1 and 2						
1 30 2	Contribution to Title 3						
<b>TITLE 1</b>		<b>TOTAL TITLE 1</b>	<b>20 144 000.00</b>	<b>20 144 000.00</b>		<b>20 144 000.00</b>	<b>20 144 000.00</b>

**TITLE 8 European Union contribution in kind**

Chap. 8 0	European Union contribution in kind	p.m.	p.m.	-	-	p.m.	p.m.
8 00	European Union contribution in kind	p.m.	p.m.				
8 00 0	European Union contribution in kind	p.m.	p.m.				
<b>TITLE 8</b>		<b>TOTAL TITLE 8</b>	<b>p.m.</b>	<b>p.m.</b>			

**TITLE 9 MISCELLANEOUS REVENUE**

Chap. 9 0	Miscellaneous revenue	p.m.	p.m.	-	-	p.m.	p.m.
9 00	Miscellaneous revenue	p.m.	p.m.	-	-	p.m.	p.m.
9 00 0	Miscellaneous revenue	p.m.	p.m.			p.m.	p.m.
<b>TITLE 9</b>		<b>TOTAL TITLE 9</b>	<b>p.m.</b>	<b>p.m.</b>		<b>p.m.</b>	<b>p.m.</b>

**TITLE 10 RESULTS EARLIER YEARS**

Chap. 10 1	Results earlier years	p.m.	p.m.	-	-	p.m.	p.m.
10 11	Results earlier years	p.m.	p.m.	-	-	p.m.	p.m.
10 11 1	Result budget year -/- 1	p.m.	p.m.			p.m.	p.m.
<b>TITLE 10</b>		<b>TOTAL TITLE 10</b>	<b>p.m.</b>	<b>p.m.</b>		<b>p.m.</b>	<b>p.m.</b>
<b>TOTAL ETF SUBVENTION REVENUE</b>		<b>20 144 000.00</b>	<b>20 144 000.00</b>			<b>20 144 000.00</b>	<b>20 144 000.00</b>
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Item/Art.	Title	Budget 2015		Amendments 1 / 2015		Amending Budget 1 / 2015	
		COM	PAY	COM	PAY	COM	PAY

**TITLE 4 REVENUE FROM OTHER SOURCES (Earmarked revenue)**

<b>Chap. 4 2</b>	<b>Co-operation with other European institutions and other bodies</b>	<b>p.m.</b>	<b>p.m.</b>	<b>877 493.18</b>	<b>877 493.18</b>	<b>877 493.18</b>	<b>877 493.18</b>
4 20	Projects related to agreements between European Commission and the Foundation	p.m.	p.m.	-	-	p.m.	p.m.
4 20 0	GEMM Project	p.m.	p.m.			p.m.	p.m.
4 20 1	FRAME Project	p.m.	p.m.			p.m.	p.m.
4 21	Financing earlier years	p.m.	p.m.	877 493.18	877 493.18	877 493.18	877 493.18
4 21 0	GEMM Project	p.m.	p.m.	790 599.96	790 599.96	790 599.96	790 599.96
4 21 1	FRAME Project	p.m.	p.m.	86 893.22	86 893.22	86 893.22	86 893.22
<b>Chap. 4 3</b>	<b>Cooperation with Italian institutions</b>	<b>p.m.</b>	<b>p.m.</b>	-	-	<b>p.m.</b>	<b>p.m.</b>
4 30	Cooperation with Italian institutions	p.m.	p.m.			p.m.	p.m.
4 30 0	Cooperation with Italian institutions	p.m.	p.m.			p.m.	p.m.
<b>Chap. 4 9</b>	<b>Cooperation with Italian institutions - Financing earlier years</b>	<b>p.m.</b>	<b>p.m.</b>	<b>3 743.17</b>	<b>3 743.17</b>	<b>3 743.17</b>	<b>3 743.17</b>
4 90	Cooperation with Italian institutions - Financing earlier years	p.m.	p.m.	3 743.17	3 743.17	3 743.17	3 743.17
4 90 0	Cooperation with Italian institutions - Financing earlier years	p.m.	p.m.	3 743.17	3 743.17	3 743.17	3 743.17
<b>TITLE 4</b>	<b>TOTAL TITLE 4</b>	<b>p.m.</b>	<b>p.m.</b>	<b>881 236.35</b>	<b>881 236.35</b>	<b>881 236.35</b>	<b>881 236.35</b>

<b>TOTAL EARMARKED / PROJECT REVENUE</b>	<b>p.m.</b>	<b>p.m.</b>	<b>881 236.35</b>	<b>881 236.35</b>	<b>881 236.35</b>	<b>881 236.35</b>
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<b>GRAND TOTAL</b>	<b>20 144 000.00</b>	<b>20 144 000.00</b>	<b>881 236.35</b>	<b>881 236.35</b>	<b>21 025 236.35</b>	<b>21 025 236.35</b>
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Item/Art.	Title	Budget 2015		Amendments 1 / 2015		Amending Budget 1 / 2015		Assumptions 2015
		COM	PAY	COM	PAY	COM	PAY	
<b>TITLE 1 EXPENDITURE RELATING TO PERSONS WORKING WITH THE FOUNDATION</b>								
<b>Chap. 11 Staff in active employment</b>		<b>13 607 000.00</b>	<b>13 607 000.00</b>	<b>- 392 000.00</b>	<b>- 392 000.00</b>	<b>13 215 000.00</b>	<b>13 215 000.00</b>	
<b>Art. 110 Agents included in the workforce</b>		<b>10 123 802.00</b>	<b>10 123 802.00</b>	<b>- 200 000.00</b>	<b>- 200 000.00</b>	<b>9 923 802.00</b>	<b>9 923 802.00</b>	
1 10 0 Basic salaries		8 084 802.00	8 084 802.00	- 130 000.00	- 130 000.00	7 954 802.00	7 954 802.00	<p>This appropriation is intended to cover the basic salary costs and management allowance of the ETF's Temporary Agents as indicated in the Staff regulations (art. 44 &amp; 66) and Conditions of Employment of Other Servants of the European Communities (art. 20).</p> <p>Planning assumptions: The ETF establishment plan is of 92 posts expected to be reached by end 2015, while starting the year with all 2014 posts filled in (94). It is also envisaged to use art. 38.2 of the FR to recruit one additional TA to compensate for part time arrangements. It is expected that 1.3 FTE will not be paid linked to part time arrangements and 1.2 FTE can be saved through posts that will remain vacant and postponement of start of services for new staff to replace departing staff.</p> <p>The figure is based on the expectation that there will be no salary adaptation for 2014.</p> <p>Revised assumptions (1): Forecast of actual staff costs based on the updated weighting factor, on recruitments, occupation of posts and part-time arrangements ( - €120,000, as per GB/15/DEC/001 of 26/3/2015, - €10,000 new transfer)</p>
1 10 1 Family allowances		923 000.00	923 000.00	-	-	923 000.00	923 000.00	<p>This appropriation is intended to cover the family allowances of the ETF's Temporary Agents as indicated in the Staff Regulations (art. 67) and Conditions of Employment of Other Servants of the European Communities (art. 20).</p> <p>Planning assumptions: It is estimated that staff who were entitled to family and education allowances in 2014 will still be in 2015. Therefore the estimated needs for 2015 is based on both the assumption that the majority of newly recruited staff in 2015 will be entitled to this allowance.</p>
1 10 2 Transfer and expatriation allowance		1 116 000.00	1 116 000.00	- 70 000.00	- 70 000.00	1 046 000.00	1 046 000.00	<p>This appropriation is intended to cover the expatriation allowance of the Temporary Agents of the ETF as indicated in the Staff Regulations (art. 69) and Conditions of Employment of Other Servants of the European Communities (art. 20).</p> <p>Planning assumptions: It is estimated that staff who were entitled to expatriation allowance in 2014 will still be in 2015. Therefore the estimated needs for 2015 is based on both the assumption that the majority of newly recruited staff in 2015 will be entitled to this allowance.</p> <p>Revised assumptions (1): Forecast of actual staff costs based on the updated weighting factor, on recruitments, occupation of posts and part-time arrangements ( - €70,000, as per GB/15/DEC/001 of 26/3/2015)</p>
1 10 3 Secretarial allowance		p.m.	p.m.	-	-	p.m.	p.m.	
<b>Art. 111 Other staff</b>		<b>2 020 000.00</b>	<b>2 020 000.00</b>	<b>- 10 000.00</b>	<b>- 10 000.00</b>	<b>2 010 000.00</b>	<b>2 010 000.00</b>	
1 11 0 Contract agents		1 885 000.00	1 885 000.00	- 10 000.00	- 10 000.00	1 875 000.00	1 875 000.00	<p>This appropriation covers all salaries, allowances, social security related costs for Contract Agents + annual leave not taken at the end of their contract by Contract Agents and related salary adaptations.</p> <p>Planning assumptions: By end 2014, 39 Contract Agents will be employed and it is expected to be as such for the whole 2015. It is expected that 0.5 FTE will not be paid linked to part time arrangements. This budget line shall also cover for the cost relating to start and end of service such as installation, daily allowances, travel costs at start, end of service, annual home travel allowance etc.).</p> <p>Revised assumptions (1): Forecast of actual staff costs based on the updated weighting factor, on recruitments, occupation of posts and part-time arrangements ( - €10,000, as per GB/15/DEC/001 of 26/3/2015)</p>
1 11 2 Local staff		135 000.00	135 000.00	-	-	135 000.00	135 000.00	<p>This appropriation covers all salaries, allowances, social security related costs for Local Agents.</p> <p>Planning assumptions: 2 Local Agents. Slight increase for expected salary adaptation for Local Agents based on historical trend., Service provided by an Italian labour law company for application of Italian legislation to Local Agents and preparation of salary related documentation.</p>
<b>Art. 113 Insurance against sickness, accidents and occupational disease, unemployment insurance and maintenance of pension rights</b>		<b>428 000.00</b>	<b>428 000.00</b>	<b>-</b>	<b>-</b>	<b>428 000.00</b>	<b>428 000.00</b>	

Item/Art.	Title	Budget 2015		Amendments 1 / 2015		Amending Budget 1 / 2015		Assumptions 2015
		COM	PAY	COM	PAY	COM	PAY	
1 13 0	Insurance against sickness	276 000.00	276 000.00	-	-	276 000.00	276 000.00	This appropriation covers insurance against sickness costs as per article 72 of the Staff Regulations and Conditions of Employment of Other Servants of the European Communities (art. 28) Planning assumptions: It is known that this insurance cost is for all staff. Therefore the estimated needs for 2015 are based on the estimated number of FTE mentioned under BL1100.
1 13 1	Insurance against accidents and occupational disease	41 000.00	41 000.00	-	-	41 000.00	41 000.00	This appropriation covers insurance against accident and occupational disease costs as per article 73 of the Staff Regulations and Conditions of Employment of Other Servants of the European Communities (art. 28) Planning assumptions: It is known that this insurance cost is for all staff. Therefore the estimated needs for 2015 are based on the estimated number of FTE mentioned under BL1100.
1 13 2	Unemployment insurance for temporary staff	111 000.00	111 000.00	-	-	111 000.00	111 000.00	This appropriation covers insurance against unemployment costs for Temporary Agents as per article 28a of the Conditions of Employment of Other Servants of the European Communities Planning assumptions: It is known that this insurance cost is for all staff. Therefore the estimated needs for 2015 are based on the estimated number of FTE mentioned under BL1100.
1 13 3	Pension	p.m.	p.m.	-	-	p.m.	p.m.	
<b>Art. 114 Sundry allowances</b>		<b>100 794.00</b>	<b>100 794.00</b>	<b>+ 10 000.00</b>	<b>+ 10 000.00</b>	<b>110 794.00</b>	<b>110 794.00</b>	
1 14 0	Birth and death allowance	794.00	794.00	-	-	794.00	794.00	Staff Regulations of Officials of the European Communities, and in particular art. 70, 74 and 75 thereof and Conditions of Employment of Other Servants of the European Communities (art. 28).  This appropriation is intended to cover : - birth grants; - in the event of an official's death: – the deceased's full remuneration until the end of the third month following that in which death occurred, – the costs of transporting the body to the deceased's place of origin Planning assumptions: Birth and death allowance based on historical trend of 4 per year
1 14 1	Annual travel costs from the place of employment to the place of origin	100 000.00	100 000.00	+ 10 000.00	+ 10 000.00	110 000.00	110 000.00	Staff Regulations of Officials of the European Communities, and in particular Art. 8 of Annex VII therefore applicable by analogy to Temporary Agents.  This appropriation covers the lump-sum payment of travel costs of relevant staff, their spouses and dependants from the place of employment to the place of origin. Planning assumptions: It is known that this cost is paid to part of ETF staff as per the 2014 Staff Regulations. Therefore the estimated needs for 2015 are based on 2014 costs. Revised assumptions (1): Following an update of the staff-costs estimation, the total amount needed for annual travel allowance, to be paid by July, amounts to €110,000, therefore an increase of €10,000 is needed. This should cover all needs until the end of the year (+ €10,000)
1 14 2	Accommodation and transport allowances	p.m.	p.m.	-	-	p.m.	p.m.	
1 14 3	Fixed entertainment allowances	p.m.	p.m.	-	-	p.m.	p.m.	
1 14 4	Fixed local travel allowances	p.m.	p.m.	-	-	p.m.	p.m.	
1 14 7	Allowances for shift work or standby duty at the official's place of work and/or at home	p.m.	p.m.	-	-	p.m.	p.m.	Staff Regulations of Officials of the European Communities, and in particular Art. 56a and Conditions of Employment of Other Servants (art. 16).
<b>Art. 115 Overtime</b>		<b>p.m.</b>	<b>p.m.</b>	<b>-</b>	<b>-</b>	<b>p.m.</b>	<b>p.m.</b>	
1 15 0	Overtime	p.m.	p.m.	-	-	p.m.	p.m.	
<b>Art. 117 Supplementary services</b>		<b>312 804.00</b>	<b>312 804.00</b>	<b>+ 110 000.00</b>	<b>+ 110 000.00</b>	<b>422 804.00</b>	<b>422 804.00</b>	
1 17 0	Freelance interpreters and conference personnel	p.m.	p.m.	-	-	p.m.	p.m.	
1 17 2	Cost of organising traineeships with the Foundation	30 000.00	30 000.00	-	-	30 000.00	30 000.00	These appropriations cover the costs of traineeships for young professionals from the EU and ETF partner countries in order to give them the opportunity to get to know the practices of an EU agency. Planning assumptions: Estimated costs for 3 internship for 6 months (1.5 FTE)

Item/Art.	Title	Budget 2015		Amendments 1 / 2015		Amending Budget 1 / 2015		Assumptions 2015
		COM	PAY	COM	PAY	COM	PAY	
1 17 5	Other translation and typing services and work to be contracted out		p.m.		-	p.m.	p.m.	
1 17 7	Other services rendered and institutional audit services	282 804.00	282 804.00	+ 110 000.00	+ 110 000.00	392 804.00	392 804.00	<p>This appropriation is intended to cover recourse to other suppliers of services, consultants and experts, for services under the general administration of the ETF when such services cannot be provided by ETF staff (for reasons of expertise or availability).</p> <p>Planning assumptions: Services provided, for instance by the EU administrative bodies through Service Level Agreements ( i.e processing of salary costs and other optional services, financial management services etc.) + Interagency Service Legal Agreement for secretariat of coordination agency + cost of EC badge, Approx 2 FTE interim staff can be planned with the budget available. Usually used for compensating for ETF staff absence (long-sickness, parental leave or else) or for covering peak periods + associated cost for interim according to Italian Law., Service providers (reception services)- calculation made on 250 days of service., Relocation services for 4 newcomers. , This appropriation is for HR consultancy and/or Job satisfaction survey &amp; Followup. Considering budget current restrictions, the current appropriation represents only the yearly minimum cost necessary for Inter-Agency cost through a common framework contract for staff surveys and the launch of a new satisfaction survey in 2015.</p> <p>Revised assumptions (1): Increase linked to need of interim services for the first part of the year ( +€ 50,000); Planned extensions of current interim staff (2 for the whole year) and additional request to compensate for parental/maternity leave ( + €60,000)</p>
<b>Art. 118 Recruitment and transformation costs</b>		<b>267 600.00</b>	<b>267 600.00</b>	<b>- 52 000.00</b>	<b>- 52 000.00</b>	<b>215 600.00</b>	<b>215 600.00</b>	
1 18 0	Sundry recruitment expenses	13 600.00	13 600.00	+ 9 000.00	+ 9 000.00	22 600.00	22 600.00	<p>Staff Regulations of Officials of the European Communities, and in particular Art. 27 to 31 and 33 thereof.</p> <p>This appropriation is intended to cover various recruitment expenses including :</p> <ul style="list-style-type: none"> <li>- publication costs,</li> <li>- costs directly linked to the promotion and organisation of group recruitment tests (hire of rooms, furniture, machines and miscellaneous equipment, water, fees for the preparation and correction of tests, etc.),</li> <li>- travel costs and daily allowances for candidates and external selection panel member(s)</li> <li>- pre-recruitment medical examinations.</li> </ul> <p>Planning assumptions: Reimbursement to candidates &amp; other :</p> <ul style="list-style-type: none"> <li>Average cost based on historical trend</li> <li>up to 2 selection procedures planned</li> <li>Average 9 candidates entitled to reimbursement per procedure</li> </ul> <p>Travel/hotel cost for pre-recruitment medical check up (average cost BRX/LUX/TUR)</p> <p>Pre-recruitment medical check up costs</p> <p>Specific supplies for tests/interviews needed/publication</p> <p>External SAB members based on historical trends</p> <p>Should an assessment centre be organised, additional funds would be needed</p> <p>Revised assumptions (1): Increased number of selections linked to current recruitment plan ( +€9,000)</p>
1 18 1	Travelling expenses	7 000.00	7 000.00	-	-	7 000.00	7 000.00	<p>Staff Regulation of Officials of the European Communities, and in particular Art. 71 thereof.</p> <p>This appropriation is intended to cover travel expenses for staff members and their families when they start or end their service.</p> <p>Planning assumptions: Travel cost for staff upon start and end of service.</p>
1 18 2	Installation allowance	117 000.00	117 000.00	-	-	117 000.00	117 000.00	<p>Staff Regulations of Officials of the European Communities, and in particular Art. 5 and 6 of Annex VII thereof.</p> <p>This appropriation covers installation and resettlement allowances due to staff having to change their place of residence on taking up their duties, on transfer to a new place of employment and upon leaving the institution and resettling elsewhere.</p> <p>Planning assumptions: Cost linked to installation cost of new comers who started in 2014 and who will start in 2015 as well as cost linked to re-installation allowance for leavers in 2015 or who have left before but have not yet relocate outside Turin. Cost estimated for 7 double + 1 single (re-)installations.</p>

Item/Art.	Title	Budget 2015		Amendments 1 / 2015		Amending Budget 1 / 2015		Assumptions 2015
		COM	PAY	COM	PAY	COM	PAY	
1 18 3	Moving expenses	78 000.00	78 000.00	- 37 000.00	- 37 000.00	41 000.00	41 000.00	Staff Regulations of officials of the European Communities, and in particular Art. 20 and 71 thereof and Art. 9 of Annex VII thereof.  This appropriation is intended to cover the removal expenses of a new staff entering the service as well as the expenses of members of staff leaving the ETF. Planning assumptions: Cost linked to removal cost of new comers who started in 2014 and who will start in 2015 as well as cost linked to removal cost for leavers in 2015 or who have left before but have not yet relocate outside Turin. Currently estimated for 7 temporary agents and 1 contract agent. Revised assumptions (1): Based on current estimations (- €37,000)
1 18 4	Temporary daily allowance	52 000.00	52 000.00	- 24 000.00	- 24 000.00	28 000.00	28 000.00	Staff Regulation of Officials of the European Communities, and in particular Art. 20 and 71 thereof and Art. 10 of Annex VII thereto.  This appropriation covers temporary daily subsistence allowances for staff who can prove that they must change their place of residence on taking up their duties, or transferring to a new place of employment. Planning assumptions: Cost linked to new comers upon start of service and depend on both their family situation, place of recruitment. Current planned needs for 44 months @ daily rate for staff entitled to household allowance. Revised assumptions (1): Forecast of actual staff costs based on the updated weighting factor, on recruitments, occupation of posts and part-time arrangements (- €15,000, as per GB/15/DEC/001 of 26/3/2015 and a further -€9,000)
<b>Art. 119</b>	<b>Weightings (Correction coefficients)</b>	<b>354 000.00</b>	<b>354 000.00</b>	<b>- 250 000.00</b>	<b>- 250 000.00</b>	<b>104 000.00</b>	<b>104 000.00</b>	
1 19 0	Weightings (Correction coefficients)	354 000.00	354 000.00	- 250 000.00	- 250 000.00	104 000.00	104 000.00	Staff Regulations of Officials of the European Communities, and in particular Art. 64 and 65 and Art. 17 (3) of Annex VII thereof.  This appropriation covers the cost of weightings applied to the remuneration of staff. The weightings are adopted by the Council on a proposal from the Commission but are agreed at the end of the year with the increases/decreases backdated to 1 July. It also covers the cost of weightings applied to any emoluments transferred to a country other than the country of employment. Planning assumptions: It is known that this weighting is for all staff. Therefore the estimated needs for 2014 is based on the estimated cost FTE expected to be paid (see BL1100) @ the rate known as of today. Should the weighting factor for Italy is increased or diminished more than currently expected, the appropriation will need to be revised. Indeed, this amount correspond to an expected decrease in 2014, impacting 2015 as well as a further decrease in 2015 that shall compensate also the salary adaptation increase for 2015. Revised assumptions (1): Forecast of actual staff costs based on the updated weighting factor, on recruitments, occupation of posts and part-time arrangements (- €250,000, as per GB/15/DEC/001 of 26/3/2015)
1 19 1	Salarial adaptation	p.m.	p.m.	-	-	p.m.	p.m.	Staff Regulations of Officials of the European Communities, and in particular Articles 65 and 65a and Annex XI thereof. Financial Regulation of 21 December 1977 applicable to the general budget of the European Communities (OJ L 356, 31.12.1977, p. 1) as last amended by Regulation (EC, ECSC, Euratom) No 2548/98 (OJ L 320, 28.11.1998, p. 1).  This appropriation is intended to cover the costs of any adjustments to remuneration approved by the Council during the financial year. It is purely provisional and backdated to 1 July. Planning assumptions: It is usually estimated 1% increase for salary adaptations, but it is expected that there would be a further decrease of Italian Weighting Factor, therefore compensating fully for the estimated increase, leading to put this line as p.m.
<b>Chap. 1 3 Missions and travel</b>		<b>114 000.00</b>	<b>114 000.00</b>	<b>+ 15 000.00</b>	<b>+ 15 000.00</b>	<b>129 000.00</b>	<b>129 000.00</b>	
<b>Art. 130 Mission and travel expenses</b>		<b>114 000.00</b>	<b>114 000.00</b>	<b>+ 15 000.00</b>	<b>+ 15 000.00</b>	<b>129 000.00</b>	<b>129 000.00</b>	

Item/Art.	Title	Budget 2015		Amendments 1 / 2015		Amending Budget 1 / 2015		Assumptions 2015
		COM	PAY	COM	PAY	COM	PAY	
1 30 0	Mission and travel expenses	114 000.00	114 000.00	+ 15 000.00	+ 15 000.00	129 000.00	129 000.00	Staff Regulations of Officials of the European Communities, and in particular Art. 11 to 13 of Annex VII thereof.  This appropriation is intended to cover: transport expenses; payments of daily mission allowances and the necessary or extraordinary costs incurred in the performance of a mission by staff covered by the Staff Regulations applicable to Officials of the European Communities. Planning assumptions: Administrative missions linked to governance, learning and development Revised assumptions (1): Increase to cover needs for training missions ( €15,000 as per GB/15/DEC/001 of 26/3/2015)
<b>Chap. 1 4 Socio-medical infrastructure</b>		<b>290 000.00</b>	<b>290 000.00</b>	<b>+ 7 000.00</b>	<b>+ 7 000.00</b>	<b>297 000.00</b>	<b>297 000.00</b>	
<b>Art. 140</b>	<b>Running costs of restaurants and canteens</b>	<b>p.m.</b>	<b>p.m.</b>	-	-	<b>p.m.</b>	<b>p.m.</b>	
1 40 0	Running costs of restaurants and canteens	p.m.	p.m.	-	-	p.m.	p.m.	
<b>Art. 142</b>	<b>Restaurants, meals and canteens</b>	<b>p.m.</b>	<b>p.m.</b>	-	-	<b>p.m.</b>	<b>p.m.</b>	
1 42 0	Restaurants, meals and canteens	p.m.	p.m.	-	-	p.m.	p.m.	
<b>Art. 143</b>	<b>Medical service</b>	<b>25 000.00</b>	<b>25 000.00</b>	<b>+ 7 000.00</b>	<b>+ 7 000.00</b>	<b>32 000.00</b>	<b>32 000.00</b>	
1 43 0	Medical service	25 000.00	25 000.00	+ 7 000.00	+ 7 000.00	32 000.00	32 000.00	Staff Regulations of Officials of the European Communities, and in particular Art. 59 and Art. 8 of Annex II thereof.  This appropriation is intended to cover the costs of the external health service acting for the ETF (in particular carrying out regular medical examinations of ETF staff, the cost of a medical officer and medical products, first aid material etc.). Planning assumptions: annual medical check up visits (average cost for 90 visits), ETF medical advisor visits and consultancy cost, including mission cost when representing the ETF at the Inter-institutional Medical College, Medical supplies and medicines, or other medical services. Should a potential psycho-socio support be offered to staff, this appropriation will have to be increased. Revised assumptions (1): Introduction of psychosocial support for a trial period of 6 months, following internal survey results ( €7,000)
<b>Art. 144</b>	<b>Internal training</b>	<b>240 000.00</b>	<b>240 000.00</b>	-	-	<b>240 000.00</b>	<b>240 000.00</b>	
1 44 0	Internal training	240 000.00	240 000.00	-	-	240 000.00	240 000.00	Staff Regulations of Officials of the European Communities, and in particular Art. 24 (3) thereof.  This appropriation is intended to cover introductory courses for new recruits, staff development courses, retraining, courses on the use of modern techniques, seminars, information sessions on EU matters etc. It also covers the purchase of equipment, supplies and documentation and the hiring of consultants. Planning assumptions: This appropriation correspond to expected needs at corporate level (including specific follow-up further to 2014 360° feedback for managerial development) and individual level. Priority will be given to coaching and management trainings, language courses and efficiency management related trainings.
<b>Art. 149</b>	<b>Other interventions</b>	<b>25 000.00</b>	<b>25 000.00</b>	-	-	<b>25 000.00</b>	<b>25 000.00</b>	
1 49 0	Other interventions	25 000.00	25 000.00	-	-	25 000.00	25 000.00	This appropriation is intended to cover amongst other social events and institutional well being programmes that the ETF is putting in place.  Planning assumptions: Social/well being activies and services such as ETF Christmas events, canteen/coffee services. Priorities not covered: Ergonomic campaign (€10,000)
<b>Chap. 1 5 Staff exchanges between the ETF and the public sector</b>		<b>72 000.00</b>	<b>72 000.00</b>	<b>- 30 000.00</b>	<b>- 30 000.00</b>	<b>42 000.00</b>	<b>42 000.00</b>	
<b>Art. 152</b>	<b>Staff exchanges between the ETF and the public sector</b>	<b>72 000.00</b>	<b>72 000.00</b>	<b>- 30 000.00</b>	<b>- 30 000.00</b>	<b>42 000.00</b>	<b>42 000.00</b>	

Item/Art.	Title	Budget 2015		Amendments 1 / 2015		Amending Budget 1 / 2015		Assumptions 2015
		COM	PAY	COM	PAY	COM	PAY	
1 52 0	National experts seconded	72 000.00	72 000.00	- 30 000.00	- 30 000.00	42 000.00	42 000.00	This appropriation is intended to cover the costs of national or international officials and of private sector employees temporarily seconded to the ETF to provide knowledge of matters in which they have in-depth experience. Planning assumptions: Cost for 1 Seconded National Expert for the full year Revised assumptions (1): No SNE has yet been recruited ( - €30,000)
<b>Chap. 17</b>	<b>Entertainment and representation expenses</b>	<b>12 000.00</b>	<b>12 000.00</b>	-	-	<b>12 000.00</b>	<b>12 000.00</b>	
<i>Art. 170</i>	<i>Entertainment and representation expenses</i>	<i>12 000.00</i>	<i>12 000.00</i>	-	-	<i>12 000.00</i>	<i>12 000.00</i>	
1 70 0	Entertainment and representation expenses	12 000.00	12 000.00	-	-	12 000.00	12 000.00	This chapter covers expenses linked to hospitality costs for guests (e.g. lunches, dinners, etc.). Planning assumptions: representation costs including catering expenses, taxi costs and small gifts authorised by the Director and representation costs linked to the end of the year activities
<b>Chap. 19</b>	<b>Pensions and pension subsidies</b>	<b>p.m.</b>	<b>p.m.</b>	-	-	<b>p.m.</b>	<b>p.m.</b>	
<i>Art. 190</i>	<i>Pensions and pension subsidies</i>	<i>p.m.</i>	<i>p.m.</i>	-	-	<i>p.m.</i>	<i>p.m.</i>	
1 90 0	Pensions and pension subsidies	p.m.	p.m.	-	-	p.m.	p.m.	
<b>TITLE 1</b>	<b>TOTAL TITLE 1</b>	<b>14 095 000.00</b>	<b>14 095 000.00</b>	<b>- 400 000.00</b>	<b>- 400 000.00</b>	<b>13 695 000.00</b>	<b>13 695 000.00</b>	

**TITLE 2 BUILDING, EQUIPMENT AND MISCELLANEOUS OPERATING EXPENDITURE**

<b>Chap. 20 Investments in immovable property, rental of buildings and associated costs</b>	<b>549 798.00</b>	<b>549 798.00</b>	<b>+ 46 000.00</b>	<b>+ 46 000.00</b>	<b>595 798.00</b>	<b>595 798.00</b>	
<b>Art. 200 Rentals</b>	<b>14 501.00</b>	<b>14 501.00</b>			<b>14 501.00</b>	<b>14 501.00</b>	
2 00 0 Rentals	14 501.00	14 501.00			14 501.00	14 501.00	
<b>Art. 201 Insurance</b>	<b>p.m.</b>	<b>p.m.</b>			<b>p.m.</b>	<b>p.m.</b>	
2 01 0 Insurance	p.m.	p.m.			p.m.	p.m.	
<b>Art. 202 Water, gas, electricity and heating</b>	<b>170 000.00</b>	<b>170 000.00</b>			<b>170 000.00</b>	<b>170 000.00</b>	
2 02 0 Water, gas, electricity and heating	170 000.00	170 000.00			170 000.00	170 000.00	
<b>Art. 203 Cleaning and maintenance</b>	<b>194 000.00</b>	<b>194 000.00</b>	<b>+ 26 000.00</b>	<b>+ 26 000.00</b>	<b>220 000.00</b>	<b>220 000.00</b>	
2 03 0 Cleaning and maintenance	194 000.00	194 000.00	+ 26 000.00	+ 26 000.00	220 000.00	220 000.00	
<b>Art. 204 Furnishing of premises</b>	<b>13 490.00</b>	<b>13 490.00</b>			<b>13 490.00</b>	<b>13 490.00</b>	
2 04 0 Furnishing of premises	13 490.00	13 490.00			13 490.00	13 490.00	
<b>Art. 205 Security and surveillance</b>	<b>116 507.00</b>	<b>116 507.00</b>	<b>+ 10 000.00</b>	<b>+ 10 000.00</b>	<b>126 507.00</b>	<b>126 507.00</b>	

Item/Art.	Title	Budget 2015		Amendments 1 / 2015		Amending Budget 1 / 2015		Assumptions 2015
		COM	PAY	COM	PAY	COM	PAY	
2 05 0	Security and surveillance	116 507.00	116 507.00	+ 10 000.00	+ 10 000.00	126 507.00	126 507.00	<p>This appropriation is intended to cover the various expenses relating to the security and safety of the building. The following activities are gathered under this budget item: surveillance, maintenance of anti-intrusion system, purchase and maintenance of fire equipment and costs of inspections required by Italian laws.</p> <p>Planning assumptions: On Site Surveillance services: based on current rates. New tender should be launched in 2015, with the risk of higher hourly costs., Inspections and radiosurveillance as per current contract rates. New tender should be launched in 2015 with the risk of increase in the hourly rates, RSPP services, running from 15 July 2015: tender to be launched in 2015, ETF's Access control system accordig to current contract</p> <p>Revised assumptions (1): Maintenance and ensuring compliance with new legal standards of the firefighting system in the archives + surveillance until end of the year ( €10,000, as per GB/15/DEC/001 of 26/3/2015)</p>
<b>Art. 209</b>	<b>Other expenditure on buildings</b>	<b>41 300.00</b>	<b>41 300.00</b>	<b>+ 10 000.00</b>	<b>+ 10 000.00</b>	<b>51 300.00</b>	<b>51 300.00</b>	<p>This appropriation is intended to cover other expenses related to the building not specifically provided for, notably taxes and roads, drainage, refuse collection, as well as administrative costs, payable to the Villa Gualino Consortium as provided for in the contract CON/03/ETF/0071.</p> <p>Planning assumptions: Garbage taxes to Turin municipality, Insurance reimbursement to Villa Gualino</p> <p>Priorities not covered: Consultancy on the building (€10,000)</p> <p>Revised assumptions (1): Consultancy on the building due to the Villa Gualino situation ( €10,000, as per GB/15/DEC/001 of 26/3/2015)</p>
<b>Chap. 2 1</b>	<b>Information &amp; Communication Technology</b>	<b>756 152.00</b>	<b>756 152.00</b>	<b>+ 86 700.00</b>	<b>+ 86 700.00</b>	<b>842 852.00</b>	<b>842 852.00</b>	
<b>Art. 210</b>	<b>ICT expenditure</b>	<b>592 702.00</b>	<b>592 702.00</b>	<b>+ 86 700.00</b>	<b>+ 86 700.00</b>	<b>679 402.00</b>	<b>679 402.00</b>	
2 10 0	ICT hardware	118 799.00	118 799.00	+ 70 000.00	+ 70 000.00	188 799.00	188 799.00	<p>This item covers the purchase of computer hardware including network servers, personal computers, printers and networking / communications equipment etc. as well as accessories and consumables. The life cycle of ICT equipment is usually of three/four years with smaller or larger procurement depending upon the amount of equipment reaching obsolescence.</p> <p>Planning assumptions: ELEX maintenance of Clock-in/out system Yearly fee contract price for 2015, On site server maintenance CON/12/ETF/0030 , Extreme Networks ICT infrastructure Maintenance CON/11/ETF/0031 Price for 3rd year 18000, Running from December to December, Replacement desktop PCs with leaner clients, Replacement network printers, Replacement outdated Server Hardware, Maintenance Enterasys Wireless Infrastructure, Printers consumables, Backup media</p> <p>Priorities not covered: Replacement infrastructure switches (end-of-support) - postponed to 2016 if not feasable in 2015 (€70,000)</p> <p>Revised assumptions (1): Replacement of network infrastructure switches. The current support contract ends in December 2015 and cannot be extended as the manufacturer considers the switches at end of life. Must be replaced before December 2015. Any failure of the network infrastructure switches could cause unavailability of all ETF systems to ETF staff and public for an unknown period of time. ( €70,000, as per GB/15/DEC/001 of 26/3/2015)</p>
2 10 1	Software acquisition, maintenance and development	305 450.00	305 450.00	+ 16 700.00	+ 16 700.00	322 150.00	322 150.00	<p>This item has been allocated to cover the purchase of standard software applications, pay for its maintenance and for the development of software systems.</p> <p>Planning assumptions: Support service intranet, Enhance Intranet functionality, Enhance functionality of IBM Connection Extranet, Enhance Allegro functionality , Project management system, ALLEGRO Maintenance, Migration e-mail to MS Exchange Outlook, licences and maintenance fees, Continuation of deployment of Sharepoint as corporate document and knowledge management system, integration with ETF Microsoft environment (e.g. Office, Project, Exchange)environment, Maintenance of corporate IBM Notes based systems such as TRAMS, Dashboard, Timerecording etc and their integration with other corporate systems such as ALLEGRO, ABAC</p> <p>Priorities not covered: Additional Allegro functionality enhancement, Geographic Information System (€30,000)</p> <p>Revised assumptions (1): Allegro (HR system) fine tuning of Learning and Development module and Change Request list 2015 ( €16,700, as per GB/15/DEC/001 of 26/3/2015)</p>
2 10 3	Telecoms costs	168 453.00	168 453.00	-	-	168 453.00	168 453.00	<p>This appropriation is intended to cover the fixed costs of subscriptions, communication costs and internet service fees.</p> <p>Planning assumptions: New mobile devices, Service to control roaming costs, Mobile device Management software, Avaya IP PBX Maintenance, Fixed Telephony Consumptiion Charges, Telecommunication Services, Mobile Telephony Consumption and Subscription Charges</p>

Item/Art.	Title	Budget 2015		Amendments 1 / 2015		Amending Budget 1 / 2015		Assumptions 2015
		COM	PAY	COM	PAY	COM	PAY	
2 10 5	European Commission IT systems	163 450.00	163 450.00	-	-	163 450.00	163 450.00	This appropriation is intended to cover expenses relating to the use of EC distributed systems Planning assumptions: ABAC annual fee, ABAC Asset annual fee, S-Testa bridging 6 months, ABAC Hosting fees, ABAC e-invoicing, Testa- <input type="checkbox"/>
<b>Chap. 2 2 Movable property and associated costs</b>		<b>65 600.00</b>	<b>65 600.00</b>	-	-	<b>65 600.00</b>	<b>65 600.00</b>	
<b>Art. 220 Technical installations and office equipment</b>		<b>65 600.00</b>	<b>65 600.00</b>	-	-	<b>65 600.00</b>	<b>65 600.00</b>	
2 20 0	Technical installations and office equipment	65 600.00	65 600.00	-	-	65 600.00	65 600.00	This appropriation is intended to cover the purchase of technical and office equipment, especially audiovisual, copying, archiving and interpretation equipment. This appropriation is also used for the general replacement of old office equipment such as faxes, binding machines etc. Planning assumptions: Rental of black&white copiers, Rental of colour printing facilities (internal publications), Rental of water dispensers Priorities not covered: other unforeseen maintenance costs (€1,000)
2 20 3	Maintenance, utilisation and repairs	p.m.	p.m.	-	-	p.m.	p.m.	This appropriation covers the costs of maintenance and repair of the materials and equipment listed under items 2200 to 2202 and the cost of additional copies in excess of the number stipulated in the Foundation's supplier framework contract.
<b>Art. 221 Furniture</b>		<b>p.m.</b>	<b>p.m.</b>	-	-	<b>p.m.</b>	<b>p.m.</b>	
2 21 0	Purchase	p.m.	p.m.	-	-	p.m.	p.m.	This appropriation covers the purchase of new furniture. Planning assumptions: No funds are allocated due to budget shortage. Priorities not covered: Replacement of office chairs, including ergonomics (attempt to anticipate in 2014 due to tight budget in 2015) (€90,000)
<b>Art. 225 Documentation and library</b>		<b>p.m.</b>	<b>p.m.</b>	-	-	<b>p.m.</b>	<b>p.m.</b>	
2 25 0	Purchase of non-operational publications and subscriptions	p.m.	p.m.	-	-	p.m.	p.m.	This appropriation is intended for the acquisition of publications and subscriptions, for general ETF use and/or the use of the non-operational departments (e.g. computer manuals, legal books, newspapers, magazines etc.)
<b>Chap. 2 3 Current administrative expenditure</b>		<b>103 450.00</b>	<b>103 450.00</b>	-	-	<b>103 450.00</b>	<b>103 450.00</b>	<input type="checkbox"/>
<b>Art. 230 Stationery and office supplies</b>		<b>60 000.00</b>	<b>60 000.00</b>	-	-	<b>60 000.00</b>	<b>60 000.00</b>	
2 30 0	Stationery and office supplies	60 000.00	60 000.00	-	-	60 000.00	60 000.00	Office supplies, normal and headed paper, envelopes, business cards, etc. as well as promotional material (pens, bags, mouse mats) Planning assumptions: branded stationery (2,000 folders + 2,000 block notes), headed paper, envelopes, business cards, etc., promotional material (pens, bags, mouse mats, etc.) used for meetings and visitors, Additional items for 20th anniversary, Stationery
<b>Art. 232 Financial charges</b>		<b>2 000.00</b>	<b>2 000.00</b>	-	-	<b>2 000.00</b>	<b>2 000.00</b>	
2 32 0	Miscellaneous Financial expenditure	2 000.00	2 000.00	-	-	2 000.00	2 000.00	This item covers bank charges and other financial charges as well as damages and interest. Planning assumptions: Miscellaneous financial expenditure (covers bank charges)
2 32 1	Exchange rate losses	p.m.	p.m.	-	-	p.m.	p.m.	
2 32 2	Other financial charges	p.m.	p.m.	-	-	p.m.	p.m.	
<b>Art. 233 Legal expenses</b>		<b>10 000.00</b>	<b>10 000.00</b>	-	-	<b>10 000.00</b>	<b>10 000.00</b>	
2 33 0	Legal expenses	10 000.00	10 000.00	-	-	10 000.00	10 000.00	This item is intended to cover * general legal expenses, * trial expenses, * external lawyers' expenses. Planning assumptions: Legal services - reserve for possible cases
<b>Art. 235 Other operating expenditure</b>		<b>26 950.00</b>	<b>26 950.00</b>	-	-	<b>26 950.00</b>	<b>26 950.00</b>	
2 35 0	Miscellaneous insurance	18 450.00	18 450.00	-	-	18 450.00	18 450.00	This appropriation is intended to cover sundry insurance expenses (notably civil liability, insurance against theft, insurance for computer equipment and cabling; for the safes and contents). Planning assumptions: Accident insurance VANBREDA, Civil Liability MARSH, Theft and robbery ALLIANZ, Collective insurance versus accidents for non statutory (VanBreda), Fire, ARD and electronic insurance UNIPOL, reserve for reconciliation

Item/Art.	Title	Budget 2015		Amendments 1 / 2015		Amending Budget 1 / 2015		Assumptions 2015
		COM	PAY	COM	PAY	COM	PAY	
2 35 2	Miscellaneous expenditure on internal meetings	5 000.00	5 000.00	-	-	5 000.00	5 000.00	This item is intended to cover expenditure (coffee, tea, water) related to internal ETF meetings. Expenditures (coffee, tea, water) related to internal meetings for training and recruitment procedures will be covered by BL 1440 and BL 1180 respectively. The amount budgeted under BL 2352 is to cover all miscellaneous expenditure on internal meetings Planning assumptions: catering costs related to internal meetings at the ETF (water, brown bag lunches, light aperitif)
2 35 5	Petty expenses	3 500.00	3 500.00	-	-	3 500.00	3 500.00	This item is intended to cover other operating expenditure for which no special provision is made (e.g. broken windows/doors, flooding, plumber, change of locks, etc.). Planning assumptions: Imprest Account for petty expenses, Urgent expenses Staff on Duty Priorities not covered: Reserve for urgent interventions and/or repairs (€1,500)
<b>Art. 236</b>	<b>Publications</b>	<b>4 500.00</b>	<b>4 500.00</b>	-	-	<b>4 500.00</b>	<b>4 500.00</b>	
2 36 0	Publications	4 500.00	4 500.00	-	-	4 500.00	4 500.00	This appropriation is intended to cover the cost of legal documents, which the ETF is obliged to publish (budget, invitations to tender, etc.). Planning assumptions: Publication of the ETF budget and related documents in the Official Journal
<b>Chap. 2 4</b>	<b>Post and telecommunications</b>	<b>31 000.00</b>	<b>31 000.00</b>	-	-	<b>31 000.00</b>	<b>31 000.00</b>	
<b>Art. 240</b>	<b>Correspondence and courier expenses</b>	<b>31 000.00</b>	<b>31 000.00</b>	-	-	<b>31 000.00</b>	<b>31 000.00</b>	
2 40 0	Correspondence and courier expenses	31 000.00	31 000.00	-	-	31 000.00	31 000.00	This appropriation is intended to cover correspondence and courier expenses, including the dispatching of parcels by post. Planning assumptions: Purchase of stamps, DHL - Estimation based on previous year Priorities not covered: Imprest Account for mailing (€100)
<b>Chap. 2 5</b>	<b>Meetings and associated costs</b>	<b>100 000.00</b>	<b>100 000.00</b>	-	-	<b>100 000.00</b>	<b>100 000.00</b>	<input type="checkbox"/>
<b>Art. 250</b>	<b>Meetings and associated costs</b>	<b>100 000.00</b>	<b>100 000.00</b>	-	-	<b>100 000.00</b>	<b>100 000.00</b>	
2 50 0	Meetings expenses in general	100 000.00	100 000.00	-	-	100 000.00	100 000.00	This appropriation is intended to cover the costs relating to the meetings of the Governing Board and the participation of GB members to other meetings organised by the ETF. Planning assumptions: First GB meeting, Turin, 2 days, 50 participants, Second GB meeting, Turin, 2 days, 50 participants
<b>TITLE 2</b>	<b>TOTAL TITLE 2</b>	<b>1 606 000.00</b>	<b>1 606 000.00</b>	<b>+ 132 700.00</b>	<b>+ 132 700.00</b>	<b>1 738 700.00</b>	<b>1 738 700.00</b>	

**TITLE 3 EXPENSES RELATING TO PERFORMANCE OF SPECIFIC MISSIONS**

<b>Chap. 3 0</b>	<b>Operational expenses</b>	<b>455 000.00</b>	<b>455 000.00</b>	-	-	<b>455 000.00</b>	<b>455 000.00</b>	<input type="checkbox"/>
<b>Art. 300</b>	<b>Operational documentation</b>	<b>p.m.</b>	<b>p.m.</b>	-	-	<b>p.m.</b>	<b>p.m.</b>	
3 00 0	Purchase of operational publications and subscriptions	p.m.	p.m.	-	-	p.m.	p.m.	This appropriation is intended for the acquisition of publications and subscriptions, which are intended for the use of the operational departments. Planning assumptions: integrated into Knowledge management on BL3140
<b>Art. 301</b>	<b>Publicising of information</b>	<b>250 000.00</b>	<b>250 000.00</b>	-	-	<b>250 000.00</b>	<b>250 000.00</b>	
3 01 0	General publications	250 000.00	250 000.00	-	-	250 000.00	250 000.00	This appropriation is intended to cover the costs associated with writing, editing, printing and distributing publications of a corporate nature (e.g. information leaflet, Work Programme, Annual Report, Highlights), as well as corporate activities, website maintenance and development. Planning assumptions: DIGITAL MEDIA Continued work on building social media networks, PUBLICATIONS - publications and other content production (films, online presentations, publications, Live and Learn magazine, quality through the editorial board), MEDIA promotion Priorities not covered: DIGITAL MEDIA Website upgrade and maintenance - design and usability (€50,000)
<b>Art. 303</b>	<b>Professional memberships and fees</b>	<b>5 000.00</b>	<b>5 000.00</b>	-	-	<b>5 000.00</b>	<b>5 000.00</b>	
3 03 0	Professional memberships and fees	5 000.00	5 000.00	-	-	5 000.00	5 000.00	This appropriation is intended to cover the costs associated with professional memberships and fees. Planning assumptions: Various memberships
<b>Art. 304</b>	<b>Translation costs</b>	<b>200 000.00</b>	<b>200 000.00</b>	-	-	<b>200 000.00</b>	<b>200 000.00</b>	
3 04 0	Translation costs	200 000.00	200 000.00	-	-	200 000.00	200 000.00	This appropriation is intended to cover translation costs for corporate documents unrelated to specific operational activities. Planning assumptions: Translations for corporate documents, based on previous years.
<b>Art. 305</b>	<b>Meetings of the Advisory Forum</b>	<b>p.m.</b>	<b>p.m.</b>	-	-	<b>p.m.</b>	<b>p.m.</b>	
3 05 0	Meetings of the Advisory Forum	p.m.	p.m.	-	-	p.m.	p.m.	Appropriations to cover corporate advisory meetings (Advisory Forum)

Item/Art.	Title	Budget 2015		Amendments 1 / 2015		Amending Budget 1 / 2015		Assumptions 2015
		COM	PAY	COM	PAY	COM	PAY	
	<b>Chap. 3 1 Priority actions : Work programme activities</b>	<b>3 288 000.00</b>	<b>3 288 000.00</b>	<b>+ 248 600.00</b>	<b>+ 248 600.00</b>	<b>3 536 600.00</b>	<b>3 536 600.00</b>	
	<b>Art. 310 Priority actions : Work programme activities</b>	<b>3 008 000.00</b>	<b>3 008 000.00</b>	<b>+ 188 600.00</b>	<b>- 1 178 023.19</b>	<b>3 196 600.00</b>	<b>1 829 976.81</b>	
3 10 0	Strategic Projects	3 008 000.00	3 008 000.00	+ 188 600.00	- 1 178 023.19	3 196 600.00	1 829 976.81	<p>Strategic projects</p> <p>Planning assumptions:</p> <p>The strategic projects of ETF are focused on the following thematic areas:</p> <ul style="list-style-type: none"> <li>• Support to the EU policy and external assistance (IPA, ENI-South, ENI-East, DCI)</li> <li>• Torino Process</li> <li>• Qualifications</li> <li>• VET governance</li> <li>• VET provision and quality</li> <li>• Employment and employability</li> <li>• Entrepreneurial learning and enterprise skills</li> </ul> <p>More details can be found in the work programme.</p> <p>Revised assumptions:</p> <p>Reallocation of payment appropriation for RAL commitments to their original budget lines ( -€1,366,623.19); Transfer of further commitment and payment appropriations as per GB written consultation GB/15/DEC/001 of 26/3/2015</p>
	<b>Art. 314 Projects to support strengthening knowledge and systems</b>	<b>280 000.00</b>	<b>280 000.00</b>	<b>+ 60 000.00</b>	<b>+ 60 000.00</b>	<b>340 000.00</b>	<b>340 000.00</b>	
3 14 0	Projects to support strengthening knowledge and systems	280 000.00	280 000.00	+ 60 000.00	+ 60 000.00	340 000.00	340 000.00	<p>This appropriation refers to the quality control of ETF activities through evaluation and audit. The ETF has established a benchmark of 7.5% of Chapter 31 appropriations for its quality control activities. These funds are allocated according to annual audit and evaluation plans adopted in the Work Programme.</p> <p>Planning assumptions: Monitoring and Evaluation, Audit and Risk management, Stakeholder's management, Knowledge management. More details are in the work programme.</p> <p>Revised assumptions (1): Allocation of knowledge management appropriations under strategic projects ( -€30,000); Carry out an analysis of current ETF processes and information systems for planning, monitoring, evaluation and reporting in view of recommending a simplified, integrated information system in line with the performance management framework concept. Approach to monitoring efficiency gains following the implementation of the new ETF structure. ( €60,000, as per GB/15/DEC/001 of 26/3/2015)</p>
	<b>Art. 315 Projects in support of EU's External Assistance in the Neighbourhood area</b>	<b>p.m.</b>	<b>p.m.</b>	<b>- + 652 390.07</b>		<b>p.m.</b>	<b>652 390.07</b>	
3 15 0	Projects in support of EU's External Assistance in the Neighbourhood area	p.m.	p.m.	- + 652 390.07		p.m.	652 390.07	<p>This appropriation covers the costs of the ETF's contribution to prosperity and development in the European Neighbourhood region through co-operation and partnership in human resource policy development and implementation (ENPI - SEMED and Eastern Europe). The budget line includes operational costs as well as associated publication and translation costs. Details on the projects can be found in the Work Programme</p> <p>Planning assumptions: all project activities are now grouped under BL3100</p> <p>Revised assumptions (1): Provision of payment appropriation to cover RAL commitments ( €652,390.07)</p>
	<b>Art. 316 Projects in support of EU's External Assistance in the Enlargement area</b>	<b>p.m.</b>	<b>p.m.</b>	<b>- + 338 095.51</b>		<b>p.m.</b>	<b>338 095.51</b>	
3 16 0	Projects in support of EU's External Assistance in the Enlargement area	p.m.	p.m.	- + 338 095.51		p.m.	338 095.51	<p>This appropriation covers the costs of the ETF's contribution to the EU enlargement process (IPA / SEET) by supporting the modernisation and reform of education, labour market and training systems in candidate and potential candidate countries. The budget line includes operational costs as well as associated publication and translation costs. Details on the projects can be found in the Work Programme</p> <p>Planning assumptions: all project activities are now grouped under BL3100</p> <p>Revised assumptions (1): Provision of payment appropriation to cover RAL commitments ( €338,095.51)</p>
	<b>Art. 317 Projects in support of EU's External Assistance in the Development Co-operation instrument</b>	<b>p.m.</b>	<b>p.m.</b>	<b>- + 106 418.51</b>		<b>p.m.</b>	<b>106 418.51</b>	

Item/Art.	Title	Budget 2015		Amendments 1 / 2015		Amending Budget 1 / 2015		Assumptions 2015
		COM	PAY	COM	PAY	COM	PAY	
3 17 0	Projects in support of EU's External Assistance in the Development Co-operation instrument	p.m.	p.m.	- + 106 418.51		p.m.	106 418.51	This appropriation covers the costs of the ETF's contribution to human resources development in developing countries (DCI / CA). The budget line includes operational costs as well as associated publication and translation costs. Details on the projects can be found in the Work Programme Planning assumptions: all project activities are now grouped under BL3100 Revised assumptions (1): Provision of payment appropriation to cover RAL commitments ( €106,418.51)
<b>Art. 318</b>	<b>Projects: Thematic expertise development</b>	<b>p.m.</b>	<b>p.m.</b>	<b>- + 269 719.10</b>		<b>p.m.</b>	<b>269 719.10</b>	
3 18 0	Projects in Thematic expertise development	p.m.	p.m.	- + 162 512.40		p.m.	162 512.40	This budget line covers the costs of support to the European Commission and partner country policy development through Thematic expertise development (TED). The budget line includes operational costs as well as associated publication and translation costs. Details on the projects can be found in the Work Programme Planning assumptions: all project activities are now grouped under BL3100 Revised assumptions (1): Provision of payment appropriation to cover RAL commitments ( €162,512.4)
<b>Art. 319</b>	<b>Projects: Evidence based policy making</b>	<b>p.m.</b>	<b>p.m.</b>	<b>- + 107 206.70</b>		<b>p.m.</b>	<b>107 206.70</b>	
3 19 0	Projects in Evidence based policy making	p.m.	p.m.	- + 107 206.70		p.m.	107 206.70	This budget line covers the costs of support to the European Commission and partner country policy development through evidence based policy making (EBPM). The budget line includes operational costs as well as associated publication and translation costs. Details on the projects can be found in the Work Programme Planning assumptions: all project activities are now grouped under BL3100 Revised assumptions (1): Provision of payment appropriation to cover RAL commitments ( €107,206.7)
<b>Chap. 3 2</b>	<b>Operational Missions</b>	<b>700 000.00</b>	<b>700 000.00</b>	<b>+ 18 700.00</b>	<b>+ 18 700.00</b>	<b>718 700.00</b>	<b>718 700.00</b>	<input type="checkbox"/>
<b>Art. 320</b>	<b>Operational Missions</b>	<b>700 000.00</b>	<b>700 000.00</b>	<b>+ 18 700.00</b>	<b>+ 18 700.00</b>	<b>718 700.00</b>	<b>718 700.00</b>	
3 20 0	Operational Missions	700 000.00	700 000.00	+ 18 700.00	+ 18 700.00	718 700.00	718 700.00	This appropriation is intended to cover: transport expenses; payments of daily mission allowances and the necessary or extraordinary costs incurred in the performance of a mission by staff covered by the Staff Regulations applicable to Officials of the European Communities. Planning assumptions: Operational Missions to support the implementation of the strategic projects Revised assumptions (1): Increase deployment of ETF expertise in the field: Strategic project "Entrepreneurship Learning" (€5,000) and strategic project "Employment" (€13,700), as per GB/15/DEC/001 of 26/3/2015
<b>TITLE 3</b>	<b>TOTAL TITLE 3</b>	<b>4 443 000.00</b>	<b>4 443 000.00</b>	<b>+ 267 300.00</b>	<b>+ 267 300.00</b>	<b>4 710 300.00</b>	<b>4 710 300.00</b>	<input type="checkbox"/>

**TITLE 8 European Union contribution in kind**

Chap. 8 0	European Union contribution in kind	p.m.	p.m.	-	-	p.m.	p.m.	
<b>Art. 880</b>	<b>European Union contribution in kind</b>	<b>p.m.</b>	<b>p.m.</b>	<b>-</b>	<b>-</b>	<b>p.m.</b>	<b>p.m.</b>	
8 00 0	European Union contribution in kind	p.m.	p.m.	-	-	p.m.	p.m.	
<b>TITLE 8</b>	<b>TOTAL TITLE 8</b>	<b>p.m.</b>	<b>p.m.</b>	<b>-</b>	<b>-</b>	<b>p.m.</b>	<b>p.m.</b>	

**TITLE 9 EXPENSES NOT SPECIFICALLY PROVIDED FOR**

Chap. 9 9	Expenses not specifically provided for	p.m.	p.m.	-	-	p.m.	p.m.	
<b>Art. 990</b>	<b>Reserve</b>	<b>p.m.</b>	<b>p.m.</b>	<b>-</b>	<b>-</b>	<b>p.m.</b>	<b>p.m.</b>	
9 90 0	Reserve	p.m.	p.m.	-	-	p.m.	p.m.	
<b>TITLE 9</b>	<b>TOTAL TITLE 9</b>	<b>p.m.</b>	<b>p.m.</b>	<b>-</b>	<b>-</b>	<b>p.m.</b>	<b>p.m.</b>	

**TITLE 10 RESULTS EARLIER YEARS**

Chap. 10 1	Results earlier years	p.m.	p.m.	-	-	p.m.	p.m.	
<b>10 10</b>	<b>Results earlier years</b>	<b>p.m.</b>	<b>p.m.</b>	<b>-</b>	<b>-</b>	<b>p.m.</b>	<b>p.m.</b>	
10 10 0	Results earlier years	p.m.	p.m.	-	-	p.m.	p.m.	

Item/Art.	Title	Budget 2015		Amendments 1 / 2015		Amending Budget 1 / 2015		Assumptions 2015
		COM	PAY	COM	PAY	COM	PAY	
TITLE 10	TOTAL TITLE 10	p.m.	p.m.	-	-	p.m.	p.m.	
	TOTAL EXPENDITURE ETF PROPER	20 144 000.00	20 144 000.00	-	-	20 144 000.00	20 144 000.00	

**TITLE 4 Cooperation with other organisations (Earmarked expenditure)**

Chap. 4.1 Co-operation with other international institutions	p.m.	p.m.	-	-	p.m.	p.m.		
Art. 410 Co-operation with other international institutions	p.m.	p.m.	-	-	p.m.	p.m.		
4 10 0 World bank	p.m.	p.m.	-	-	p.m.	p.m.		
Art. 411 Co-operation with other international institutions	p.m.	p.m.	-	-	p.m.	p.m.		
4 11 0 Swiss Agency for Development and Cooperation	p.m.	p.m.	-	-	p.m.	p.m.		
Chap. 4.2 Co-operation with other European institutions and other bodies	p.m.	p.m.	+ 877 493.18	+ 877 493.18	877 493.18	877 493.18		
Art. 420 Projects related to agreements between European Commission and the Foundation	p.m.	p.m.	+ 877 493.18	+ 877 493.18	877 493.18	877 493.18		
4 20 0 GEMM Project	p.m.	p.m.	+ 790 599.96	+ 790 599.96	790 599.96	790 599.96	Planning assumptions: The ETF will likely receive in 2015 the amount of €402,019 as last instalment for the Governance for Employability in the Mediterranean project (GEMM). The project has a total budget of €3 130 000 (out of which the ETF's contribution is €1 130 000) and is expected to be finalised Feb 2016. When received, it will be integrated through an amending budget.	
4 20 1 FRAME Project	p.m.	p.m.	+ 86 893.22	+ 86 893.22	86 893.22	86 893.22	Planning assumptions: The ETF has received in 2013 and 2014 from DG Enlargement the €1 400 000 planned for the Frame Skills for the Future (FRAME) project, to be implemented during 2013-2014. All activities are planned to be finalised in 2014, while in 2015 there will be the last payments, reporting and audit.	
Chap. 4.3 Co-operation with national institutions	p.m.	p.m.	+ 3 743.17	+ 3 743.17	3 743.17	3 743.17		
Art. 430 Co-operation with Italian institutions	p.m.	p.m.	+ 3 743.17	+ 3 743.17	3 743.17	3 743.17		
4 30 0 Cooperation with Italian institutions	p.m.	p.m.	+ 3 743.17	+ 3 743.17	3 743.17	3 743.17	Planning assumptions: Residual funding from the Italian Ministry of Foreign Affairs to support the finalisation and payment of ETF's agreed activities in Lebanon. All planned activities should be completed in 2014, eventual last payments will be made in 2015.	
Chap. 4.4 Implementation of EU member states projects	p.m.	p.m.	-	-	p.m.	p.m.		
Art. 440 Projects related to bilateral agreement between EU member states and other countries	p.m.	p.m.	-	-	p.m.	p.m.		
4 40 0 Technical assistance	p.m.	p.m.	-	-	p.m.	p.m.		
4 40 1 "Italian Small and Medium Enterprises Programme for Albania" (ISMEPA)	p.m.	p.m.	-	-	p.m.	p.m.		
TITLE 4	TOTAL TITLE 4	p.m.	p.m.	+ 881 236.35	+ 881 236.35	881 236.35	881 236.35	

Item/Art.	Title	Budget 2015		Amendments 1 / 2015		Amending Budget 1 / 2015		Assumptions 2015
		COM	PAY	COM	PAY	COM	PAY	
	<b>TOTAL ETF EARMARKED EXPENDITURE</b>		p.m.	p.m.	+ 881 236.35	+ 881 236.35	881 236.35	881 236.35
	<b>GRAND TOTAL EXPENDITURE</b>	20 144 000.00	20 144 000.00		+ 881 236.35	+ 881 236.35	21 025 236.35	21 025 236.35

**European Training Foundation  
Amending Budget 1 / 2015  
ESTABLISHMENT PLAN**

GB/15/DEC/006

<b>Grade</b>	<b>2015</b>		<b>2014</b>		<b>2013</b>	
	Authorised posts		Authorised posts		Actual on 31 Dec 2013	
	Permanent	Temp.	Permanent	Temp.	Permanent	Temp.
AD 16						
AD 15						
AD 14		1		1		1
AD 13		6		4		0
AD 12		12		10		7
AD 11		8		8		11
AD 10		4		4		3
AD 9		12		12		14
AD 8		8		8		7
AD 7		9		14		14
AD 6				0		0
AD 5				0		2
<i>Sub-total AD</i>	<b>0</b>	<b>60</b>	<b>0</b>	<b>61</b>	<b>0</b>	<b>59</b>
AST 11						
AST 10		4		3		2
AST 9		9		8		6
AST 8		6		6		3
AST 7		4		4		7
AST 6		4		4		3
AST 5		5		5		3
AST 4		0		2		4
AST 3		0		1		4
AST 2				0		1
AST 1				0		0
<i>Sub-total AST</i>		<b>32</b>		<b>33</b>		<b>33</b>
<b>Total</b>	<b>0</b>	<b>92</b>	<b>0</b>	<b>94</b>	<b>0</b>	<b>92</b>

**European Training Foundation  
Amending Budget 1 / 2015  
Payment Schedule**

GB/15/DEC/006

**Chapter 3 0**

The likely schedule of payments vis-à-vis commitments is as follows:

<b>Commitments</b>	<b>Payments</b>	
	<b>2015</b>	<b>2016</b>
Pre-2015 commitments still outstanding	132 298	132 298
Appropriations 2015	<b>455 000</b>	322 702
Total	587 298	<b>455 000</b>
		132 298

**Chapter 3 1**

The likely schedule of payments vis-à-vis commitments is as follows:

<b>Commitments</b>	<b>Payments</b>	
	<b>2015</b>	<b>2016</b>
Pre-2015 commitments still outstanding	1 422 514	1 422 514
Appropriations 2015	<b>3 536 600</b>	2 114 086
Total	4 959 114	<b>3 536 600</b>
		1 422 514

**Chapter 3 2**

The likely schedule of payments vis-à-vis commitments is as follows:

<b>Commitments</b>	<b>Payments</b>	
	<b>2015</b>	<b>2016</b>
Pre-2015 commitments still outstanding	184 607	184 607
Appropriations 2015	<b>718 700</b>	534 093
Total	903 307	<b>718 700</b>
		184 607