

# AMENDING BUDGET 2/2015

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The main objective of this amending budget is to incorporate the new miscellaneous revenue and to reflect the last transfer (GB/15/DEC/011).

The attached budget uses as reference the Amended Budget 1-2015 adopted by the Board at its meeting of 5 June 2015.

## 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 the ETF received from the European Commission.

### 1b. Assigned revenue – ITF, GEMM, FRAME (Title 4)

There are no modifications in the assigned revenue.

### 1c. Miscellaneous revenue (Title 9)

Starting from 2014, the ETF can incorporate the interest generated by the subvention received from the Commission (Art. 58 ETF Financial regulation). The amount accumulated as interest for the first three quarters of 2015 amounts to €9 041.65 and represents miscellaneous revenue.

## Expenditure

The activities performed until now are in line with the work programme adopted by the Board on 21 November 2014 and revised with the Amended Budget 1-2015.

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

Since the previous Amended Budget, the ETF carried out one budgetary transfer following a written consultation of the Governing Board (concluded with decision GB/15/DEC/011 of 16/09/2015) in order to adapt the budget to actual needs. The revenue from accumulated interest (€9 041.65) is proposed to be allocated for the refurbishment of the offices.

### 2b. Assigned revenue

There are no modifications in the assigned revenue.

## Presentation

The attached amending budget contains the details of the last amended budget (1-2015) and the above mentioned modifications.

Currently, in 2015 the ETF is expected to manage a subvention of €20 144 000, an assigned revenue of € 881 236.35 and miscellaneous revenue of €9 041.65.

Item/Art.	Title	Amending Budget 1 / 2015		Amendments 2 / 2015		Amending Budget 2 / 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.	-	-	-	-
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.	9 041.65	9 041.65	9 041.65	9 041.65
9 00	Miscellaneous revenue	p.m.	p.m.	9 041.65	9 041.65	9 041.65	9 041.65
9 00 0	Miscellaneous revenue	p.m.	p.m.	9 041.65	9 041.65	9 041.65	9 041.65
<b>TITLE 9</b>		<b>TOTAL TITLE 9</b>	<b>p.m.</b>	<b>p.m.</b>	<b>9 041.65</b>	<b>9 041.65</b>	<b>9 041.65</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>-</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>9 041.65</b>	<b>9 041.65</b>	<b>20 153 041.65</b>	<b>20 153 041.65</b>
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Item/Art.	Title	Amending Budget 1 / 2015		Amendments 2 / 2015		Amending Budget 2 / 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>877 493.18</b>	<b>877 493.18</b>			<b>877 493.18</b>	<b>877 493.18</b>
4 20	<i>Projects related to agreements between European Commission and the Foundation</i>	<i>p.m.</i>	<i>p.m.</i>	-	-	<i>p.m.</i>	<i>p.m.</i>
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	<i>Financing earlier years</i>	<i>877 493.18</i>	<i>877 493.18</i>	-	-	<i>877 493.18</i>	<i>877 493.18</i>
4 21 0	GEMM Project	790 599.96	790 599.96			790 599.96	790 599.96
4 21 1	FRAME Project	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	<i>Cooperation with Italian institutions</i>	<i>p.m.</i>	<i>p.m.</i>	-	-	<i>p.m.</i>	<i>p.m.</i>
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>3 743.17</b>	<b>3 743.17</b>			<b>3 743.17</b>	<b>3 743.17</b>
4 90	<i>Cooperation with Italian institutions - Financing earlier years</i>	<i>3 743.17</i>	<i>3 743.17</i>	-	-	<i>3 743.17</i>	<i>3 743.17</i>
4 90 0	Cooperation with Italian institutions - Financing earlier years	3 743.17	3 743.17			3 743.17	3 743.17
<b>TITLE 4</b>	<b>TOTAL TITLE 4</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>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>21 025 236.35</b>	<b>21 025 236.35</b>	<b>9 041.65</b>	<b>9 041.65</b>	<b>21 034 278.00</b>	<b>21 034 278.00</b>
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Item/Art.	Title	Amending Budget 1 / 2015		Amendments 2 / 2015		Amending Budget 2 / 2015		Assumptions 2015
		COM	PAY	COM	PAY	COM	PAY	
<b>TITLE 1 EXPENDITURE RELATING TO PERSONS WORKING WITH THE FOUNDATION</b>								
<b>Chap. 1 1 Staff in active employment</b>		<b>13 215 000.00</b>	<b>13 215 000.00</b>	<b>- 376 986.00</b>	<b>- 376 986.00</b>	<b>12 838 014.00</b>	<b>12 838 014.00</b>	
<b>Art. 110 Agents included in the workforce</b>		<b>9 923 802.00</b>	<b>9 923 802.00</b>	<b>- 190 000.00</b>	<b>- 190 000.00</b>	<b>9 733 802.00</b>	<b>9 733 802.00</b>	
1 10 0 Basic salaries		7 954 802.00	7 954 802.00	- 182 000.00	- 182 000.00	7 772 802.00	7 772 802.00	<p>This budget line covers 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 for Amending Budget 2: Availability deriving from staffing updated situation (resignations, posts vacant, parental leave, part times, newcomers entitlements, etc.) and very limited salary increase and reduced weighting factor as part of past salary adaptation.</p> <p>See also below impact on other salary related budget lines. (- €182,000 - Transfer 4 - GB/15/DEC/011)</p>
1 10 1 Family allowances		923 000.00	923 000.00	+ 30 000.00	+ 30 000.00	953 000.00	953 000.00	<p>This budget line covers 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> <p>Revised assumptions for Amending Budget 2: The amount is adjusted to current situation of ETF staff. (+ €30,000 - Transfer 4 - GB/15/DEC/011)</p>
1 10 2 Transfer and expatriation allowance		1 046 000.00	1 046 000.00	- 38 000.00	- 38 000.00	1 008 000.00	1 008 000.00	<p>This budget line covers 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 for Amending Budget 2: same as for Budget line 1100 (- €38,000 - Transfer 4 - GB/15/DEC/011)</p>
1 10 3 Secretarial allowance		p.m.	p.m.			p.m.	p.m.	
<b>Art. 111 Other staff</b>		<b>2 010 000.00</b>	<b>2 010 000.00</b>	<b>- 58 000.00</b>	<b>- 58 000.00</b>	<b>1 952 000.00</b>	<b>1 952 000.00</b>	
1 11 0 Contract agents		1 875 000.00	1 875 000.00	- 58 000.00	- 58 000.00	1 817 000.00	1 817 000.00	<p>This budget line covers all salaries, allowances, social security and contributions, weighting factor, salary adaptation, annual leave not taken at the end of the contract, cost of starting and end of service.</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 for Amending Budget 2: same as for Budget line 1100 (- €58,000 - Transfer 4 - GB/15/DEC/011)</p>
1 11 2 Local staff		135 000.00	135 000.00	-	-	135 000.00	135 000.00	<p>This budget line covers all salaries, allowances, social security and contributions 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>- 14 000.00</b>	<b>- 14 000.00</b>	<b>414 000.00</b>	<b>414 000.00</b>	

Item/Art.	Title	Amending Budget 1 / 2015		Amendments 2 / 2015		Amending Budget 2 / 2015		Assumptions 2015
		COM	PAY	COM	PAY	COM	PAY	
1 13 0	Insurance against sickness	276 000.00	276 000.00	- 9 000.00	- 9 000.00	267 000.00	267 000.00	This budget line 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.  Revised assumptions for Amending Budget 2: same as for Budget line 1100 (- €9,000 - Transfer 4 - GB/15/DEC/011)
1 13 1	Insurance against accidents and occupational disease	41 000.00	41 000.00	-	-	41 000.00	41 000.00	This budget line 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	- 5 000.00	- 5 000.00	106 000.00	106 000.00	This budget line 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.  Revised assumptions for Amending Budget 2: same as for Budget line 1100 (- €5,000 - Transfer 4 - GB/15/DEC/011)
1 13 3	Pension	p.m.	p.m.	-	-	p.m.	p.m.	
<b>Art. 114 Sundry allowances</b>		<b>110 794.00</b>	<b>110 794.00</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 budget line covers : - 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	110 000.00	110 000.00	-	-	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 budget line 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.
1 14 2	Accommodation and transport allowances	p.m.	p.m.	-	-	p.m.		
1 14 3	Fixed entertainment allowances	p.m.	p.m.	-	-	p.m.		
1 14 4	Fixed local travel allowances	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.	-	-			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>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>422 804.00</b>	<b>422 804.00</b>	<b>- 16 986.00</b>	<b>- 16 986.00</b>	<b>405 818.00</b>	<b>405 818.00</b>	
1 17 0	Freelance interpreters and conference personnel	p.m.	p.m.	-	-			

Item/Art.	Title	Amending Budget 1 / 2015		Amendments 2 / 2015		Amending Budget 2 / 2015		Assumptions 2015
		COM	PAY	COM	PAY	COM	PAY	
1 17 2	Cost of organising traineeships with the Foundation	30 000.00	30 000.00	- 24 986.00	- 24 986.00	5 014.00	5 014.00	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)  Revised assumptions for Amending Budget 2: same as for Budget line 1100 (- €24,986 - Transfer 4 - GB/15/DEC/011)
1 17 5	Other translation and typing services and work to be contracted out	p.m.	p.m.	-	-	p.m.	p.m.	
1 17 7	Other services rendered and institutional audit services	392 804.00	392 804.00	+ 8 000.00	+ 8 000.00	400 804.00	400 804.00	This budget line covers 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).  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 & 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.  Revised assumptions for Amending Budget 2: Needed to cover part of the staff satisfaction survey and relocation service for 2 new comers expected before the end of 2015 (+ €8,000 - Transfer 4 - GB/15/DEC/011)
<b>Art. 118 Recruitment and transformation costs</b>		<b>215 600.00</b>	<b>215 600.00</b>	<b>- 48 000.00</b>	<b>- 48 000.00</b>	<b>167 600.00</b>	<b>167 600.00</b>	
1 18 0	Sundry recruitment expenses	22 600.00	22 600.00	-	-	22 600.00	22 600.00	Staff Regulations of Officials of the European Communities, and in particular Art. 27 to 31 and 33 thereof.  This budget line covers various recruitment expenses including : - publication costs, - 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.), - travel costs and daily allowances for candidates and external selection panel member(s) - pre-recruitment medical examinations.  Planning assumptions: Reimbursement to candidates & other : Average cost based on historical trend up to 2 selection procedures planned Average 9 candidates entitled to reimbursement per procedure Travel/hotel cost for pre-recruitment medical check up (average cost BRX/LUX/TUR) Pre-recruitment medical check up costs Specific supplies for tests/interviews needed/publication External SAB members based on historical trends Should an assessment centre be organised, additional funds would be needed
1 18 1	Travelling expenses	7 000.00	7 000.00	-	-	7 000.00	7 000.00	Staff Regulation of Officials of the European Communities, and in particular Art. 71 thereof.  This budget line covers travel expenses for staff members and their families when they start or end their service.  Planning assumptions: Travel cost for staff upon start and end of service.
1 18 2	Installation allowance	117 000.00	117 000.00	- 35 000.00	- 35 000.00	82 000.00	82 000.00	This budget line 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.  Planning assumptions: Cost linked to installation cost of new comers who started in 2014 and who will start in 2015 as well as cost lined 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.  Revised assumptions for Amending Budget 2: same as for Budget line 1100 (- €35,000 - Transfer 4 - GB/15/DEC/011)

Item/Art.	Title	Amending Budget 1 / 2015		Amendments 2 / 2015		Amending Budget 2 / 2015		Assumptions 2015
		COM	PAY	COM	PAY	COM	PAY	
1 18 3	Moving expenses	41 000.00	41 000.00	- 6 000.00	- 6 000.00	35 000.00	35 000.00	Staff Regulations of officials of the European Communities, and in particular Art. 20 and 71 thereof and Art. 9 of Annex VII thereof.  This budget line covers 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 for Amending Budget 2: Additional removal postponed to next year (part of availability already used with previous transfer) (- €6,000 - Transfer 4 - GB/15/DEC/011)
1 18 4	Temporary daily allowance	28 000.00	28 000.00	- 7 000.00	- 7 000.00	21 000.00	21 000.00	Staff Regulation of Officials of the European Communities, and in particular Art. 20 and 71 thereof and Art. 10 of Annex VII thereto.  This budget line 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 for Amending Budget 2: same as for Budget line 1100 (- €7,000 - Transfer 4 - GB/15/DEC/011)
<b>Art. 119</b>	<b>Weightings (Correction coefficients)</b>	<b>104 000.00</b>	<b>104 000.00</b>	<b>- 50 000.00</b>	<b>- 50 000.00</b>	<b>54 000.00</b>	<b>54 000.00</b>	
1 19 0	Weightings (Correction coefficients)	104 000.00	104 000.00	- 50 000.00	- 50 000.00	54 000.00	54 000.00	Staff Regulations of Officials of the European Communities, and in particular Art. 64 and 65 and Art. 17 (3) of Annex VII thereof.  This budget line 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 for Amending Budget 2: same as for Budget line 1100 (- €50,000 - Transfer 4 - GB/15/DEC/011)
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 budget line covers 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>129 000.00</b>	<b>129 000.00</b>	<b>-</b>	<b>-</b>	<b>129 000.00</b>	<b>129 000.00</b>	
<b>Art. 130</b>	<b>Mission and travel expenses</b>	<b>129 000.00</b>	<b>129 000.00</b>	<b>-</b>	<b>-</b>	<b>129 000.00</b>	<b>129 000.00</b>	
1 30 0	Mission and travel expenses	129 000.00	129 000.00	-	-	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 budget line covers: 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

Item/Art.	Title	Amending Budget 1 / 2015		Amendments 2 / 2015		Amending Budget 2 / 2015		Assumptions 2015
		COM	PAY	COM	PAY	COM	PAY	
<b>Chap. 1 4 Socio-medical infrastructure</b>		<b>297 000.00</b>	<b>297 000.00</b>	-	-	<b>297 000.00</b>	<b>297 000.00</b>	
<b>Art. 140 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 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 Medical service</b>		<b>32 000.00</b>	<b>32 000.00</b>	-	-	<b>32 000.00</b>	<b>32 000.00</b>	
1 43 0 Medical service		32 000.00	32 000.00	-	-	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 budget line covers 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.
<b>Art. 144 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 budget line covers 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 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 budget line covers amongst other social events and institutional well being programmes that the ETF is putting in place.  Planning assumptions: Social/well being activities 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>42 000.00</b>	<b>42 000.00</b>	<b>- 42 000.00</b>	<b>- 42 000.00</b>	<b>p.m.</b>	<b>p.m.</b>	
<b>Art. 152 Staff exchanges between the ETF and the public sector</b>		<b>42 000.00</b>	<b>42 000.00</b>	<b>- 42 000.00</b>	<b>- 42 000.00</b>	<b>p.m.</b>	<b>p.m.</b>	
1 52 0 National experts seconded		42 000.00	42 000.00	- 42 000.00	- 42 000.00	p.m.	p.m.	This budget line covers 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 for Amending Budget 2: ETF's attempts to recruit an SNE until now have been unsuccessful and no further attempts will be made until the end of the year, therefore the amount reserved for SNE can be released (- €42,000 - Transfer 4 - GB/15/DEC/011)
<b>Chap. 1 7 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>	
<b>Art. 170 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>	
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. 1 9 Pensions and pension subsidies</b>		<b>p.m.</b>	<b>p.m.</b>	-	-	<b>p.m.</b>	<b>p.m.</b>	
<b>Art. 190 Pensions and pension subsidies</b>		<b>p.m.</b>	<b>p.m.</b>	-	-	<b>p.m.</b>	<b>p.m.</b>	
1 90 0 Pensions and pension subsidies		p.m.	p.m.	-	-	p.m.	p.m.	p 7 / 17

Item/Art.	Title	Amending Budget 1 / 2015		Amendments 2 / 2015		Amending Budget 2 / 2015		Assumptions 2015
		COM	PAY	COM	PAY	COM	PAY	
TITLE 1	TOTAL TITLE 1	13 695 000.00	13 695 000.00	- 418 986.00	- 418 986.00	13 276 014.00	13 276 014.00	

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

Chap. 2 0 Investments in immovable property, rental of buildings and associated costs	595 798.00	595 798.00	+ 92 577.65	+ 92 577.65	688 375.65	688 375.65	
<i>Art. 200 Rentals</i>	<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	This budget line covers property rental
<i>Art. 201 Insurance</i>	<b>p.m.</b>	<b>p.m.</b>	-	-	<b>p.m.</b>	<b>p.m.</b>	Planning assumptions: Symbolic amount for rental of ETF Villa Gualino premises: 1 €, Rent for office in Joseph II : 12000 including indexation, Reservation for ETF alternative office.
2 01 0 Insurance	p.m.	p.m.	-	-	p.m.	p.m.	
<i>Art. 202 Water, gas, electricity and heating</i>	<b>170 000.00</b>	<b>170 000.00</b>	- 23 100.00	- 23 100.00	<b>146 900.00</b>	<b>146 900.00</b>	
2 02 0 Water, gas, electricity and heating	170 000.00	170 000.00	- 23 100.00	- 23 100.00	146 900.00	146 900.00	This budget line covers utilities (water, gas, electricity and heating).
							Planning assumptions: Current expenditure trend and VG forecast indicated that in 2014 we will likely pay 160,000. Increase of 10,000€ is proposed as safety net
							Revised assumptions for Amending Budget 2: According to the estimation received from the Region in July, the budget committed so far would be sufficient to cover for the 2015 utility cost and the difference can be released. (- €23,100 - Transfer 4 - GB/15/DEC/011)
<i>Art. 203 Cleaning and maintenance</i>	<b>220 000.00</b>	<b>220 000.00</b>	+ 8 000.00	+ 8 000.00	<b>228 000.00</b>	<b>228 000.00</b>	
2 03 0 Cleaning and maintenance	220 000.00	220 000.00	+ 8 000.00	+ 8 000.00	228 000.00	228 000.00	This budget line covers maintenance costs (infrastructure, plants, lifts, heating, air-conditioning, pipes) and cleaning of the common spaces as well as for the cleaning of the ETF building areas.
							The total cost for maintenance and cleaning of the parts of the building jointly used varies according to the number of unforeseen repairs and interventions during the year. The age of the property and infrastructure tends to place this estimate at risk due to breakages, failures and urgent needs that may emerge with preventative maintenance or replacements.
							Planning assumptions: Charge locative for office in Joseph II : 5400 including indexation, Cleaning services as per current contract, including extraordinary maintenance, VG costs reimbursements 31,000€ in 2014, ordinary maintenance of building systems as per current contract, green plants maintenance , extraordinary works linked to technical equipment
							Revised assumptions for Amending Budget 2: Increased costs of maintenance for the air-conditioning system (5,000€) and electricity works for the Training Room (3,000€) (+ €8,000 - Transfer 4 - GB/15/DEC/011)
<i>Art. 204 Furnishing of premises</i>	<b>13 490.00</b>	<b>13 490.00</b>	+ 33 127.65	+ 33 127.65	<b>46 617.65</b>	<b>46 617.65</b>	
2 04 0 Furnishing of premises	13 490.00	13 490.00	+ 33 127.65	+ 33 127.65	46 617.65	46 617.65	This budget line covers the performance of small-scale jobs for fitting out the building (such as changes to partitions, nameplates and signs, painting, etc.).
							Planning assumptions: building graphics, painting
							Revised assumptions for Amending Budget 2: Following confirmation of ETF's premises until 2018, office painting works (13,500€) and Training room refurbishment (10,586€) should be initiated. (+ €24,086 - Transfer 4 - GB/15/DEC/011). In addition, the miscellaneous revenue derived from accumulated interest on EU contribution (9,041.65) is allocated as a contribution to refurbishment of the offices
<i>Art. 205 Security and surveillance</i>	<b>126 507.00</b>	<b>126 507.00</b>	+ 54 550.00	+ 54 550.00	<b>181 057.00</b>	<b>181 057.00</b>	

Item/Art.	Title	Amending Budget 1 / 2015		Amendments 2 / 2015		Amending Budget 2 / 2015		Assumptions 2015
		COM	PAY	COM	PAY	COM	PAY	
2 05 0	Security and surveillance	126 507.00	126 507.00	+ 54 550.00	+ 54 550.00	181 057.00	181 057.00	<p>This budget line covers 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 for Amending Budget 2: Upgrading the fire-fighting equipment in the ETF's data centres following confirmation of ETF's premises (43,800€), renewal of external security responsible (10,000€) and replacement of damaged handles for security doors (750€) (+ €54,550 - Transfer 4 - GB/15/DEC/011)</p>
	<b>Art. 209 Other expenditure on buildings</b>	<b>51 300.00</b>	<b>51 300.00</b>	<b>+ 20 000.00</b>	<b>+ 20 000.00</b>	<b>71 300.00</b>	<b>71 300.00</b>	
2 09 0	Other expenditure on buildings	51 300.00	51 300.00	+ 20 000.00	+ 20 000.00	71 300.00	71 300.00	<p>This budget line covers 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 for Amending Budget 2: Following various room partitioning across the last years, the Region requested ETF to formalise all adaptations with the Italian authorities. (+ €20,000 - Transfer 4 - GB/15/DEC/011)</p>
	<b>Chap. 2 1 Information &amp; Communication Technology</b>	<b>842 852.00</b>	<b>842 852.00</b>	<b>+ 91 300.00</b>	<b>+ 91 300.00</b>	<b>934 152.00</b>	<b>934 152.00</b>	
	<b>Art. 210 ICT expenditure</b>	<b>679 402.00</b>	<b>679 402.00</b>	<b>+ 91 300.00</b>	<b>+ 91 300.00</b>	<b>770 702.00</b>	<b>770 702.00</b>	
2 10 0	ICT hardware	188 799.00	188 799.00	-	-	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>

Item/Art.	Title	Amending Budget 1 / 2015		Amendments 2 / 2015		Amending Budget 2 / 2015		Assumptions 2015
		COM	PAY	COM	PAY	COM	PAY	
2 10 1	Software acquisition, maintenance and development	322 150.00	322 150.00	+ 91 300.00	+ 91 300.00	413 450.00	413 450.00	<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 for Amending Budget 2: €6,000 - increased license cost need on framework contract EC, due to migration to Skype for Business; €3,600 - increased licence costs for virtualisation</p> <p>Activities initially planned for 2015 but placed in reserve:</p> <p>€3,500 - further tuning of migration and coexistence between IBM Notes and MS Exchange/Outlook environment (on to-do list 2015 but budgeted activities are not sufficient to finalize migration process); €3,500 - upgrade and tuning Mobile device management software, due to additional needs discovered in implementation phase; €8,600 - Dashboard WP 2015/2016 structure requirements, as from 2015 costing is not longer based on countries (Country Costing changes based on Activities as a result of Project Outcomes becoming Country independent); € 10,000 - HR software development for appraisal and e-recruitment; € 3,500 - upgrade virtualization infrastructure (on to-do list 2015 but not budgeted so far)</p> <p>Activities initially planned for 2015 but placed in reserve as no budget allocation:</p> <p>€1,720 - eStationery in app user Authentication to remove dependence on Cookies; €8,600 - TRAMS functional refinements potentially including interface to ABAC and reporting budget consumption management; €8,600 - Connections Registration profile update promotion; €8,600 - Automate and Document End of Year Data conversion procedures for ABB; €25,000 - Following the external evaluation of the ETF's key indicators and possible improvement of IT systems, this amount is proposed to be allocated to cover the first set of actions proposed as follow-up. (+ €91,300 - Transfer 4 - GB/15/DEC/011)</p>
2 10 3	Telecoms costs	168 453.00	168 453.00	-	-	168 453.00	168 453.00	<p>This budget line covers 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 Consumption Charges, Telecommunication Services, Mobile Telephony Consumption and Subscription Charges</p>
2 10 5	European Commission IT systems	163 450.00	163 450.00	-	-	163 450.00	163 450.00	<p>This budget line covers expenses relating to the use of EC distributed systems</p> <p>Planning assumptions: ABAC annual fee, ABAC Asset annual fee, S-Testa bridging 6 months, ABAC Hosting fees, ABAC e-invoicing, Testing</p>
<b>Chap. 22 Movable property and associated costs</b>	<b>Art. 220 Technical installations and office equipment</b>	<b>65 600.00</b>	<b>65 600.00</b>	<b>+ 37 050.00</b>	<b>+ 37 050.00</b>	<b>102 650.00</b>	<b>102 650.00</b>	
		<b>65 600.00</b>	<b>65 600.00</b>	<b>+ 6 000.00</b>	<b>+ 6 000.00</b>	<b>71 600.00</b>	<b>71 600.00</b>	
2 20 0	Technical installations and office equipment	65 600.00	65 600.00	+ 6 000.00	+ 6 000.00	71 600.00	71 600.00	<p>This budget line covers the purchase of technical and office equipment, especially audiovisual, copying, archiving and interpretation equipment.</p> <p>This budget line is also used for the general replacement of old office equipment such as faxes, binding machines etc.</p> <p>Planning assumptions: Rental of black&amp;white copiers, Rental of colour printing facilities (internal publications), Rental of water dispensers</p> <p>Priorities not covered: other unforeseen maintenance costs (€1,000)</p> <p>Revised assumptions for Amending Budget 2: In order to improve the usability of the meeting rooms, an upgrade of 2 video-projectors, as well as video projector's lamps and maintenance services for 4 projectors are needed. (+ €6,000 - Transfer 4 - GB/15/DEC/011)</p>
2 20 3	Maintenance, utilisation and repairs	p.m.	p.m.	-	-	p.m.	p.m.	<p>This budget line 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.</p>
<b>Art. 221 Furniture</b>		<b>p.m.</b>	<b>p.m.</b>	<b>+ 31 050.00</b>	<b>+ 31 050.00</b>	<b>31 050.00</b>	<b>31 050.00</b>	

Item/Art.	Title	Amending Budget 1 / 2015		Amendments 2 / 2015		Amending Budget 2 / 2015		Assumptions 2015
		COM	PAY	COM	PAY	COM	PAY	
2 21 0	Purchase			+ 31 050.00	+ 31 050.00	31 050.00	31 050.00	This budget line 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)  Revised assumptions for Amending Budget 2: 8,500€ - Small furniture acquisition - Furniture for canteen (following first months of use, some change in layout is needed), small tables for the office ,hanging folders for HR cupboards 12,550€ - Replacement of remaining obsolete office chairs 10,000€ - Planned as reserve activity, improvement of Training Room would require adequate furniture. This activity can be launched after the signature of the contract that secures ETF's presence in Villa Gualino until 2018 (signed Jul 2015). (+ €31,050 - Transfer 4 - GB/15/DEC/011)
<i>Art. 225 Documentation and library</i>		<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 budget line 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>	
<i>Art. 230 Stationery and office supplies</i>		<b>60 000.00</b>	<b>60 000.00</b>	-	-	<b>60 000.00</b>	<b>60 000.00</b>	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
<i>Art. 232 Financial charges</i>		<b>2 000.00</b>	<b>2 000.00</b>	-	-	<b>2 000.00</b>	<b>2 000.00</b>	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 0	Miscellaneous Financial expenditure	2 000.00	2 000.00	-	-	2 000.00	2 000.00	
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.	
<i>Art. 233 Legal expenses</i>		<b>10 000.00</b>	<b>10 000.00</b>	-	-	<b>10 000.00</b>	<b>10 000.00</b>	This item covers * general legal expenses, * trial expenses, * external lawyers' expenses.  Planning assumptions: Legal services - reserve for possible cases
2 33 0	Legal expenses	10 000.00	10 000.00	-	-	10 000.00	10 000.00	
<i>Art. 235 Other operating expenditure</i>		<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 budget line covers 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
2 35 2	Miscellaneous expenditure on internal meetings	5 000.00	5 000.00	-	-	5 000.00	5 000.00	This item covers 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 covers 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)
<i>Art. 236 Publications</i>		<b>4 500.00</b>	<b>4 500.00</b>	-	-	<b>4 500.00</b>	<b>4 500.00</b>	

Item/Art.	Title	Amending Budget 1 / 2015		Amendments 2 / 2015		Amending Budget 2 / 2015		Assumptions 2015
		COM	PAY	COM	PAY	COM	PAY	
2 36 0	Publications	4 500.00	4 500.00	-	-	4 500.00	4 500.00	This budget line covers 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 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 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 budget line covers 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 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>	
<b>Art. 250 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 budget line covers 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>1 738 700.00</b>	<b>1 738 700.00</b>	<b>+ 220 927.65</b>	<b>+ 220 927.65</b>	<b>1 959 627.65</b>	<b>1 959 627.65</b>	

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

<b>Chap. 3 0 Operational expenses</b>	<b>455 000.00</b>	<b>455 000.00</b>	<b>+ 42 500.00</b>	<b>+ 42 500.00</b>	<b>497 500.00</b>	<b>497 500.00</b>		
<b>Art. 300 Operational documentation</b>	<b>p.m.</b>	<b>p.m.</b>	<b>-</b>	<b>-</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 budget line 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 Publicising of information</b>	<b>250 000.00</b>	<b>250 000.00</b>	<b>+ 42 500.00</b>	<b>+ 42 500.00</b>	<b>292 500.00</b>	<b>292 500.00</b>		
3 01 0	General publications	250 000.00	250 000.00	+ 42 500.00	+ 42 500.00	292 500.00	292 500.00	This budget line covers 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 Professional memberships and fees</b>	<b>5 000.00</b>	<b>5 000.00</b>	<b>-</b>	<b>-</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 budget line covers the costs associated with professional memberships and fees.  Planning assumptions: Various memberships
<b>Art. 304 Translation costs</b>	<b>200 000.00</b>	<b>200 000.00</b>	<b>-</b>	<b>-</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 budget line covers translation costs for corporate documents unrelated to specific operational activities.  Planning assumptions: Translations for corporate documents, based on previous years
<b>Art. 305 Meetings of the Advisory Forum</b>	<b>p.m.</b>	<b>p.m.</b>	<b>-</b>	<b>-</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)
<b>Chap. 3 1 Priority actions : Work programme activities</b>	<b>3 536 600.00</b>	<b>3 536 600.00</b>	<b>+ 145 600.00</b>	<b>+ 145 600.00</b>	<b>3 682 200.00</b>	<b>3 682 200.00</b>		
<b>Art. 310 Priority actions : Work programme activities</b>	<b>3 226 600.00</b>	<b>1 859 976.81</b>	<b>+ 145 600.00</b>	<b>+ 145 600.00</b>	<b>3 372 200.00</b>	<b>2 005 576.81</b>		

Item/Art.	Title	Amending Budget 1 / 2015		Amendments 2 / 2015		Amending Budget 2 / 2015		Assumptions 2015
		COM	PAY	COM	PAY	COM	PAY	
3 10 0	Strategic Projects	3 226 600.00	1 859 976.81	+ 145 600.00	+ 145 600.00	3 372 200.00	2 005 576.81	<p>Strategic projects</p> <p>Planning assumptions: 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 for Amending Budget 2: Strategic projects:</p> <p>Torino Process- release €35,800 following update of actual costs of Torino Process conference.</p> <p>Governance - €96,000</p> <p>Initially it was foreseen to organise the award of the second call of the Entrepreneurial Communities project as part of the Torino Process conference together with a discussion on the future of the project. However, this was not feasible. Instead, it has been agreed to organise a conference in cooperation with the Committee of Regions to take place in December to combine the award ceremony with a discussion of the future of the initiative as part of the ETF's work in the area of multilevel governance.</p> <p>Support to EU release of €28,000 - the reserve of 30,000 at the beginning of the year has been reduced to 5,000 since at this stage there is only the likelihood of one additional request. Provision of VET and Quality - 30,000€ needed to complement statistical analysis of the survey (done with internal resources) and to support demonstration projects with a communication campaign</p> <p>EL 60,000€ Policy forum as part of the Good Practice action was not included in the budget for 2015 in the expectation that an increase of the budget could be granted in 2015. 30 000€ should be allocated now to the EL SP to start this activity with 2015 funds. In addition, an amount of € 30 000€ is needed for expertise in the field of skills for SMEs to assist in the preparation of increased ETF support for the development of SMEs. As SBA assessments demonstrate progress on development of training policy, countries will move focus towards policy implementation, requiring preparatory work on options for training design and delivery to SMEs.</p> <p>Employment 23,400€ - The publication of the six skills matching and anticipation guides was foreseen in the SP Implementation Plan only in electronic form. All 6 guides will be printed in a format that has been agreed with ILO and Cedefop. (+ €145,600 - Transfer 4 - GB/15/DEC/011)</p>
	<b>Art. 314 Projects to support strengthening knowledge and systems</b>	<b>310 000.00</b>	<b>310 000.00</b>	-	-	<b>310 000.00</b>	<b>310 000.00</b>	
3 14 0	Projects to support strengthening knowledge and systems	310 000.00	310 000.00	-	-	310 000.00	310 000.00	<p>This budget line 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. Mode details are in the work programme.</p>
	<b>Art. 315 Projects in support of EU's External Assistance in the Neighbourhood area</b>	<b>p.m. 652 390.07</b>		-	-	<b>p.m. 652 390.07</b>		
3 15 0	Projects in support of EU's External Assistance in the Neighbourhood area	p.m. 652 390.07		-	-	p.m. 652 390.07		<p>This budget line 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>
	<b>Art. 316 Projects in support of EU's External Assistance in the Enlargement area</b>	<b>p.m. 338 095.51</b>		-	-	<b>p.m. 338 095.51</b>		
3 16 0	Projects in support of EU's External Assistance in the Enlargement area	p.m. 338 095.51		-	-	p.m. 338 095.51		<p>This budget line 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>
	<b>Art. 317 Projects in support of EU's External Assistance in the Development Co-operation instrument</b>	<b>p.m. 106 418.51</b>		-	-	<b>p.m. 106 418.51</b>		

Item/Art.	Title	Amending Budget 1 / 2015		Amendments 2 / 2015		Amending Budget 2 / 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.	106 418.51	-	-	p.m.	106 418.51	This budget line 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
<i>Art. 318</i>	<i>Projects: Thematic expertise development</i>	<i>p.m.</i>	<i>269 719.10</i>	-	-	<i>p.m.</i>	<i>269 719.10</i>	
3 18 0	Projects in Thematic expertise development	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
<i>Art. 319</i>	<i>Projects: Evidence based policy making</i>	<i>p.m.</i>	<i>107 206.70</i>	-	-	<i>p.m.</i>	<i>107 206.70</i>	
3 19 0	Projects in Evidence based policy making	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
<b>Chap. 3 2 Operational Missions</b>		<b>718 700.00</b>	<b>718 700.00</b>	<b>+ 19 000.00</b>	<b>+ 19 000.00</b>	<b>737 700.00</b>	<b>737 700.00</b>	
<i>Art. 320</i>	<i>Operational Missions</i>	<i>718 700.00</i>	<i>718 700.00</i>	<i>+ 19 000.00</i>	<i>+ 19 000.00</i>	<i>737 700.00</i>	<i>737 700.00</i>	
3 20 0	Operational Missions	718 700.00	718 700.00	+ 19 000.00	+ 19 000.00	737 700.00	737 700.00	This budget line covers: 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 for Amending Budget 2: CPD - +5,000 - Mission budget in case of extra meetings of the external evaluation steering committee - 2-3 missions to Brussels Qualifications - 9 000€ for missions were already requested in the original IP and reiterated in the first budget transfer request. Missions are still planned and the current level of expenditure confirms they will be needed in 2015. If no additional mission budget will be available, some activities will have to be cancelled. OPS Central - 5,000€ Needed to cover not budgeted participation to conferences on ETF behalf and to the KSS seminar in Thessaloniki and Devco training in Brussels in November (+ €19,000 - Transfer 4 - GB/15/DEC/011)
<b>TITLE 3</b>	<b>TOTAL TITLE 3</b>	<b>4 710 300.00</b>	<b>4 710 300.00</b>	<b>+ 207 100.00</b>	<b>+ 207 100.00</b>	<b>4 917 400.00</b>	<b>4 917 400.00</b>	

**TITLE 8 European Union contribution in kind**

Chap. 8 0	European Union contribution in kind	p.m.	p.m.	-	-	p.m.	p.m.	
<i>Art. 880</i>	<i>European Union contribution in kind</i>	<i>p.m.</i>	<i>p.m.</i>	-	-	<i>p.m.</i>	<i>p.m.</i>	
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.	
<i>Art. 990</i>	<i>Reserve</i>	<i>p.m.</i>	<i>p.m.</i>	-	-	<i>p.m.</i>	<i>p.m.</i>	
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.	
<i>10 10</i>	<i>Results earlier years</i>	<i>p.m.</i>	<i>p.m.</i>	-	-	<i>p.m.</i>	<i>p.m.</i>	
10 10 0	Results earlier years	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>-</b>	<b>-</b>	<b>p.m.</b>	<b>p.m.</b>	

Item/Art.	Title	Amending Budget 1 / 2015		Amendments 2 / 2015		Amending Budget 2 / 2015		Assumptions 2015
		COM	PAY	COM	PAY	COM	PAY	

TOTAL EXPENDITURE ETF PROPER	20 144 000.00	20 144 000.00	+ 9 041.65	+ 9 041.65	20 153 041.65	20 153 041.65	
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**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.		
<i>Art. 410 Co-operation with other international institutions</i>	<i>p.m.</i>	<i>p.m.</i>	-	-	<i>p.m.</i>	<i>p.m.</i>		
4 10 0 World bank	p.m.	p.m.	-	-	p.m.	p.m.		
<i>Art. 411 Co-operation with other international institutions</i>	<i>p.m.</i>	<i>p.m.</i>	-	-	<i>p.m.</i>	<i>p.m.</i>		
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	790 599.96	790 599.96	-	-	877 493.18	877 493.18		
<i>Art. 420 Projects related to agreements between European Commission and the Foundation</i>	<i>790 599.96</i>	<i>790 599.96</i>	-	-	<i>877 493.18</i>	<i>877 493.18</i>		
4 20 0 GEMM Project	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	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	3 743.17	3 743.17	-	-	3 743.17	3 743.17		
<i>Art. 430 Co-operation with Italian institutions</i>	<i>3 743.17</i>	<i>3 743.17</i>	-	-	<i>3 743.17</i>	<i>3 743.17</i>		
4 30 0 Cooperation with Italian institutions	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 have been completed in 2014, and last payments have been made in 2015.	
Chap. 4 4 Implementation of EU member states projects	p.m.	p.m.	-	-	p.m.	p.m.		
<i>Art. 440 Projects related to bilateral agreement between EU member states and other countries</i>	<i>p.m.</i>	<i>p.m.</i>	-	-	<i>p.m.</i>	<i>p.m.</i>		
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.		
<b>TITLE 4</b>	<b>TOTAL TITLE 4</b>	<b>881 236.35</b>	<b>881 236.35</b>	<b>-</b>	<b>-</b>	<b>881 236.35</b>	<b>881 236.35</b>	

TOTAL ETF EARMARKED EXPENDITURE	881 236.35	881 236.35	-	-	881 236.35	881 236.35	
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GRAND TOTAL EXPENDITURE	21 025 236.35	21 025 236.35	+ 9 041.65	+ 9 041.65	21 034 278.00	21 034 278.00	
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**European Training Foundation  
Amending Budget 2 / 2015  
ESTABLISHMENT PLAN**

GB/15/DEC/015

<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 2 / 2015  
Payment Schedule**

GB/15/DEC/015

**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>497 500</b>	365 202
Total	629 798	<b>497 500</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>3 682 200</b>	2 259 686
Total	5 104 714	<b>3 682 200</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>737 700</b>	553 093
Total	922 307	<b>737 700</b>
		184 607