

# AMENDING BUDGET 1/2016

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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 2015 for the 2016 budget) and to reflect the adjustments for 2016.

The attached budget refers to the 2016 budget adopted by the Board at its meeting of 24 November 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 has received from the European Commission.

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

The amending budget integrates €304.66 available from previous years, assigned to the ETF by the Trust Fund of the Italian Ministry of Foreign Affairs. The ETF expects no further funding from the Trust Fund.

### 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). It started in 2013 and will be finalised in 2016.

The amending budget integrates the amount of € 754 412.23 remaining from the previous years financing for the GEMM project. The ETF expects no further funding for the GEMM project.

## Expenditure

The activities performed until now are in line with the work programme adopted by the Board on 24 November 2014.

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

Since the beginning of the year, a list of proposals with activities, which could be funded in the case of budget availability, has been maintained. Available appropriations were allocated to the highest priorities during a first transfer performed under the authority of the Director on 5/4/2016 (ETF.5970).

Availability derived from an updated recruitment plan (start of service), updates on the weighting factor and salary adaptation, and revision of mission costs.

Appropriations have been reallocated to the publication of Director's vacancy notice (€75 000), IT improvements (€39 600), mandatory translations for vacancy notices (€50 000) and development of an online database for the Torino Process (€80 000), for a total of €244 600.

A second reallocation addresses remaining priorities and is proposed for adoption through this amending budget:

#### Activity reassignment

The amount of €31 000 is proposed to be moved from the Facilities budget line to the Information and Communication Technology (ICT) budget line as a consequence of the change of responsibility for the project on improvement of multimedia equipment in the meeting rooms and printing services.

#### Availability

The availability derives from:

- postponements in the recruitment of an expert, in order to match the profile to the outcome of the ongoing expertise area analysis and of a deputy director (with impact on salary costs, installation, daily allowances, for €70 000),
- reduction of the number of Local Agents from 2 to 1 (€50 000)
- rationalisation of administrative missions (€23 000)
- medical expenses - savings linked to the new contract in place (€4 000)
- one seconded national expert was planned to start mid-2016, but will be postponed at least until September (€23 000)
- financial expenditure - lower bank fees (€1 750)
- legal expenditure - needs lower than expected (€6 680)

#### Proposals for reallocation

Based on the updated list of activities and the framework proposed by the Memo 2016-617 (9 March 2016), a set of priority activities has been identified.

| Unit/Department                                     | Second reallocation proposal |
|---|------------------------------|
| Activity reassigned from Facilities to ICT          | €31 000                      |
| Information and Communication technology - ICT (AD) | €22 350                      |
| Facilities (AD)                                     | €8 000                       |
| Communications (COMM)                               | €78 080                      |
| Operations (OPS)                                    | €70 000                      |
| <b>Total</b>  | <b>€209 430</b>              |

**Administration:**

- ICT - Activities in the area of software development for a total of €22 350: €2 150 for Events taxonomy, €6 200 for a publications authoring system in Sharepoint, €14 000 for improvement performance of the Dashboard system;
- Facilities – Consultancy services for building and systems - €8 000;

**Communication:**

- Production of a film demonstrating ETF activities and their impact - €38 080;
- Workshop on presentation of data from Torino process for creating an infographic - €30 000
- Funding for the last number of Live and Learn, which was deprioritised in order to ensure ETF's presence, together with the other EU actors, at the Commission's open days - €10 000

**Operations:**

- Torino Process strategic project- current expenditure indicates that workshops in the countries have been underestimated - €45,000
- Provision of VET Quality strategic project- National expertise for a SEMED WBL review (Egypt and Jordan) together with UNESCO (€15 000) and additional participants for the meeting of the regional project WBL on 28-30 June (€10 000)

More detailed information on the activities can be found in the "Revised Assumptions" column in the Amending budget.

The total redistribution of expenditure covered by this amending budget, including the first transfer, represents €454 030.00 commitment and payment appropriations, corresponding to 2.3% of total subvention.

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

The €304.66 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 amount of €754 412.23 included in this amending budget represents funds available from previous years, to be used for the last activities foreseen for the GEMM project.

## Presentation

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

Currently, in 2016 the ETF is expected to manage a subvention of €20 145 000 and an assigned revenue of €754 716.89.

| Item/Art. | Title | Initial Budget 2016 |     | Amendments |     | Amending Budget 1 / 2016 |     |
|-----------|-------|---------------------|-----|------------|-----|--------------------------|-----|
|           |       | COM                 | PAY | COM        | PAY | COM                      | PAY |

**TITLE 1 European Union contribution**

|                |   |                      |                      |          |          |                      |                      |
|----------------|---|----------------------|----------------------|----------|----------|----------------------|----------------------|
| Chap.1 2       | European Training Foundation (15.02.12, ex 15.02.27)            | 19 956 000.00        | 19 956 000.00        | -        | -        | 19 956 000.00        | 19 956 000.00        |
| 1 20           | European Training Foundation                                    | 19 956 000.00        | 19 956 000.00        | -        | -        | 19 956 000.00        | 19 956 000.00        |
| 1 20 0         | ETF - Subsidy   | 19 956 000.00        | 19 956 000.00        |          |          | 19 956 000.00        | 19 956 000.00        |
| 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 | 189 000.00           | 189 000.00           | -        | -        | 189 000.00           | 189 000.00           |
| 1 30           | Union contribution from recovery of surplus from previous years | 189 000.00           | 189 000.00           | -        | -        | 189 000.00           | 189 000.00           |
| 1 30 0         | Contribution  | 189 000.00           | 189 000.00           |          |          | 189 000.00           | 189 000.00           |
| 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>20 145 000.00</b> | <b>20 145 000.00</b> | <b>-</b> | <b>-</b> | <b>20 145 000.00</b> | <b>20 145 000.00</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.        | -        | -        | p.m.        | p.m.        |
| 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 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>-</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.        |
| 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>-</b> | <b>p.m.</b> | <b>p.m.</b> |

**TOTAL ETF SUBVENTION REVENUE** **20 145 000.00** **20 145 000.00** **-** **-** **20 145 000.00** **20 145 000.00**

| Item/Art. | Title | Initial Budget 2016 |     | Amendments |     | Amending Budget 1 / 2016 |     |
|-----------|-------|---------------------|-----|------------|-----|--------------------------|-----|
|           |       | 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>+ 754 412.23</b> | <b>+ 754 412.23</b> | <b>754 412.23</b> | <b>754 412.23</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.        | + 754 412.23        | + 754 412.23        | 754 412.23        | 754 412.23        |
| 4 21 0           | GEMM Project  | p.m.        | p.m.        | + 754 412.23        | + 754 412.23        | 754 412.23        | 754 412.23        |
| 4 21 1           | FRAME Project   | p.m.        | p.m.        | -                   | -                   | p.m.              | p.m.              |
| <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>+ 304.66</b>     | <b>+ 304.66</b>     | <b>304.66</b>     | <b>304.66</b>     |
| 4 90             | Cooperation with Italian institutions - Financing earlier years               | p.m.        | p.m.        | + 304.66            | + 304.66            | 304.66            | 304.66            |
| 4 90 0           | Cooperation with Italian institutions - Financing earlier years               | p.m.        | p.m.        | + 304.66            | + 304.66            | 304.66            | 304.66            |
| <b>TITLE 4</b>   | <b>TOTAL TITLE 4</b>  | <b>p.m.</b> | <b>p.m.</b> | <b>+ 754 716.89</b> | <b>+ 754 716.89</b> | <b>754 716.89</b> | <b>754 716.89</b> |

|  |                      |                      |                     |                     |                      |                      |
|--|----------------------|----------------------|---------------------|---------------------|----------------------|----------------------|
| <b>TOTAL EARMARKED / PROJECT REVENUE</b> | <b>p.m.</b>          | <b>p.m.</b>          | <b>+ 754 716.89</b> | <b>+ 754 716.89</b> | <b>754 716.89</b>    | <b>754 716.89</b>    |
| <b>GRAND TOTAL</b>                       | <b>20 145 000.00</b> | <b>20 145 000.00</b> | <b>+ 754 716.89</b> | <b>+ 754 716.89</b> | <b>20 899 716.89</b> | <b>20 899 716.89</b> |

| Item/Art.  | Title | Initial Budget 2016  |                      | Amendments          |                     | Amending Budget 1 / 2016 |                      | Revised assumptions 1 / 2016  |
|--|-------|----------------------|----------------------|---------------------|---------------------|--------------------------|----------------------|---|
|  |       | 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>13 359 000.00</b> | <b>13 359 000.00</b> | <b>- 278 500.00</b> | <b>- 278 500.00</b> | <b>13 080 500.00</b>     | <b>13 080 500.00</b> |   |
| <i>Art. 110 Agents included in the workforce</i>   |       | <i>10 712 000.00</i> | <i>10 712 000.00</i> | <i>- 220 000.00</i> | <i>- 220 000.00</i> | <i>10 492 000.00</i>     | <i>10 492 000.00</i> |   |
| 1 10 0 Temporary Agents  |       | 10 712 000.00        | 10 712 000.00        | - 220 000.00        | - 220 000.00        | 10 492 000.00            | 10 492 000.00        | <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). As from 2016, 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 for Temporary Agents (previously on budget lines 1101, 1102, 1130, 1131, 1132, 1140, 1141, 1181, 1182, 1183, 1184), as well as the possible modifications due to the weighting factor (1190) and salary adaptation (1191). Until 2016 this budget line was named "Basic Salary"</p> <p>Planning assumptions: The ETF establishment plan of 90 posts will be achieved from the beginning of 2016. No increase in weighting factor is expected for 2015 and only a very small increase (from 100.4 to 100.6) in 2016. The salary adaptation for 2015 is estimated at +1%, same for 2016. It is assumed that 1 FTE will not be paid linked to part-time arrangements</p> <p>Revised assumptions (1): Availability derives from current recruitment situation (start of service, recruitment place without installation/removal/etc), combination with the unexpected negative Weighting Factor 2015 impacting 2016 and increased salary cost (2.4%), estimated salary adaptation 2016 of 1% and no change in the Weighting Factor at the end of the year ( €-150,000 on 5/4/2016, -€70,000 with Amending budget )</p> |
| 1 10 1 Family allowances   |       | -                    | -                    | -                   | -                   | -                        | -                    | <p>This budget line covered 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: As from 2016, this line will be integrated in budget line 1100</p>   |
| 1 10 2 Transfer and expatriation allowance   |       | -                    | -                    | -                   | -                   | -                        | -                    | <p>This budget line covered 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: As from 2016, this line will be integrated in budget line 1100</p>   |
| <i>Art. 111 Other staff</i>  |       | <i>2 250 000.00</i>  | <i>2 250 000.00</i>  | <i>- 133 500.00</i> | <i>- 133 500.00</i> | <i>2 116 500.00</i>      | <i>2 116 500.00</i>  |   |
| 1 11 0 Contract agents   |       | 2 115 000.00         | 2 115 000.00         | - 70 000.00         | - 70 000.00         | 2 045 000.00             | 2 045 000.00         | <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 for Contract Agents.</p> <p>Planning assumptions: From early 2016 until the end of the year, 40 contract agents will be employed, accounted for 39 full time equivalents due to part time arrangements.</p> <p>Revised assumptions (1): see budget line 1100 ( €-70,000 on 5/4/2016 )</p>   |
| 1 11 2 Local staff   |       | 135 000.00           | 135 000.00           | - 63 500.00         | - 63 500.00         | 71 500.00                | 71 500.00            | <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> <p>Revised assumptions (1): There were foreseen 2 Local agents for 2016, there will be only one ( €-13,500 on 5/4/2016, €-50,000 with Amending budget )</p>   |
| <i>Art. 113 Insurance against sickness, accidents and occupational disease, unemployment insurance and maintenance of pension rights</i> |       | -                    | -                    | -                   | -                   | -                        | -                    |   |
| 1 13 0 Insurance against sickness  |       | -                    | -                    | -                   | -                   | -                        | -                    | <p>This budget line covered 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)</p> <p>Planning assumptions: As from 2016, this line will be integrated in budget line 1100</p>  |

| Item/Art.  | Title   | Initial Budget 2016 |            | Amendments  |             | Amending Budget 1 / 2016 |            | Revised assumptions 1 / 2016   |  |
|--|---|---------------------|------------|-------------|-------------|--------------------------|------------|--|--|
|  |   | COM                 | PAY        | COM         | PAY         | COM                      | PAY        |  |  |
| 1 13 1   | Insurance against accidents and occupational disease                    | -                   | -          | -           | -           | -                        | -          | This budget line covered 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)<br><br>Planning assumptions: As from 2016, this line will be integrated in budget line 1100   |  |
| 1 13 2   | Unemployment insurance for temporary staff                              | -                   | -          | -           | -           | -                        | -          | This budget line covered insurance against unemployment costs for Temporary Agents as per article 28a of the Conditions of Employment of Other Servants of the European Communities<br><br>Planning assumptions: As from 2016, this line will be integrated in budget line 1100  |  |
| <i>Art. 114 Sundry allowances</i>                    |   | -                   | -          | -           | -           | -                        | -          |  |  |
| 1 14 0   | Birth and death allowance   | -                   | -          | -           | -           | -                        | -          | 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).<br><br>This budget line covered :<br>- birth grants;<br>- in the event of an official's death:<br>– the deceased's full remuneration until the end of the third month following that in which death occurred,<br>– the costs of transporting the body to the deceased's place of origin<br><br>Planning assumptions: As from 2016, this line will be integrated in budget line 1100   |  |
| 1 14 1   | Annual travel costs from the place of employment to the place of origin | -                   | -          | -           | -           | -                        | -          | Staff Regulations of Officials of the European Communities, and in particular Art. 8 of Annex VII therefore applicable by analogy to Temporary Agents.<br><br>This budget line covered the lump-sum payment of travel costs of relevant staff, their spouses and dependants from the place of employment to the place of origin.<br><br>Planning assumptions: As from 2016, this line will be integrated in budget line 1100   |  |
| <i>Art. 117 Supplementary services</i>               |   | 368 000.00          | 368 000.00 | -           | -           | 368 000.00               | 368 000.00 |  |  |
| 1 17 2   | Cost of organising traineeships with the Foundation                     | -                   | -          | -           | -           | -                        | -          | 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.<br><br>Planning assumptions: No internships are foreseen in 2016  |  |
| 1 17 7   | Other services rendered and institutional audit services                | 368 000.00          | 368 000.00 | -           | -           | 368 000.00               | 368 000.00 | 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).<br><br>Planning assumptions: * Services provided by the EU administrative bodies through Service Level Agreements ( processing of salary costs and other optional services) and Interagency Service Legal Agreement for secretariat of coordination agency and cost of EC badge<br>* Approximately 3 FTE interim staff can be contracted 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.,<br>* Service providers (reception services)- calculation made on 250 days of service.<br>* Relocation services for 4 newcomers.<br>* HR consultancy and Job satisfaction survey & Followup |  |
| <i>Art. 118 Recruitment and transformation costs</i> |   | 29 000.00           | 29 000.00  | + 75 000.00 | + 75 000.00 | 104 000.00               | 104 000.00 |  |  |

| Item/Art.  | Title                                | Initial Budget 2016 |           | Amendments  |             | Amending Budget 1 / 2016 |            | Revised assumptions 1 / 2016   |  |
|--|--------------------------------------|---------------------|-----------|-------------|-------------|--------------------------|------------|--|--|
|  |                                      | COM                 | PAY       | COM         | PAY         | COM                      | PAY        |  |  |
| 1 18 0   | Sundry recruitment expenses          | 29 000.00           | 29 000.00 | + 75 000.00 | + 75 000.00 | 104 000.00               | 104 000.00 | <p>Staff Regulations of Officials of the European Communities, and in particular Art. 27 to 31 and 33 thereof.</p> <p>This budget line covers 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: Average cost based on historical trend for up to 4 selection procedures planned with an average 5 candidates entitled to reimbursement per procedure.</p> <p>Travel/hotel cost for pre-recruitment medical check up (average cost Bruxelles/Luxembourg/Turin) and pre-recruitment medical check up costs.</p> <p>Organisation of one assessment centre.</p> <p>Revised assumptions (1): Estimated cost linked to Director publication of vacancy notice ( €75,000 on 5/4/2016)</p> |  |
| 1 18 1   | Travelling expenses                  | -                   | -         | -           | -           | -                        | -          | <p>Staff Regulation of Officials of the European Communities, and in particular Art. 71 thereof.</p> <p>This budget line covered travel expenses for staff members and their families when they start or end their service.</p> <p>Planning assumptions: As from 2016, this line will be integrated in budget line 1100</p>  |  |
| 1 18 2   | Installation allowance               | -                   | -         | -           | -           | -                        | -          | <p>Staff Regulations of Officials of the European Communities, and in particular Art. 5 and 6 of Annex VII thereof.</p> <p>This budget line covered 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: As from 2016, this line will be integrated in budget line 1100</p>   |  |
| 1 18 3   | Moving expenses                      | -                   | -         | -           | -           | -                        | -          | <p>Staff Regulations of officials of the European Communities, and in particular Art. 20 and 71 thereof and Art. 9 of Annex VII thereof.</p> <p>This budget line covered the removal expenses of a new staff entering the service as well as the expenses of members of staff leaving the ETF.</p> <p>Planning assumptions: As from 2016, this line will be integrated in budget line 1100</p>   |  |
| 1 18 4   | Temporary daily allowance            | -                   | -         | -           | -           | -                        | -          | <p>Staff Regulation of Officials of the European Communities, and in particular Art. 20 and 71 thereof and Art. 10 of Annex VII thereto.</p> <p>This budget line covered 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.</p> <p>Planning assumptions: As from 2016, this line will be integrated in budget line 1100</p>  |  |
| <i>Art. 119 Weightings (Correction coefficients)</i> |                                      | -                   | -         | -           | -           | -                        | -          | <p>Staff Regulations of Officials of the European Communities, and in particular Art. 64 and 65 and Art. 17 (3) of Annex VII thereof.</p> <p>This budget line covered 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 covered the cost of weightings applied to any emoluments transferred to a country other than the country of employment.</p> <p>Planning assumptions: As from 2016, this line will be integrated in budget line 1100</p>   |  |
| 1 19 0   | Weightings (Correction coefficients) | -                   | -         | -           | -           | -                        | -          |  |  |

| Item/Art.  | Title                       | Initial Budget 2016 |                   | Amendments         |                    | Amending Budget 1 / 2016 |                   | Revised assumptions 1 / 2016  |  |
|--|-----------------------------|---------------------|-------------------|--------------------|--------------------|--------------------------|-------------------|---|--|
|  |                             | COM                 | PAY               | COM                | PAY                | COM                      | PAY               |   |  |
| 1 19 1   | Salarial adaptation         | -                   | -                 | -                  | -                  | -                        | -                 | 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). |  |
| <b>Chap. 1 3 Missions and travel</b>                                   |                             | <b>150 000.00</b>   | <b>150 000.00</b> | <b>- 34 100.00</b> | <b>- 34 100.00</b> | <b>115 900.00</b>        | <b>115 900.00</b> | This budget line covered the costs of any adjustments to remuneration approved by the Council during the financial year.  |  |
| <i>Art. 130 Mission and travel expenses</i>                            |                             | <i>150 000.00</i>   | <i>150 000.00</i> | <i>- 34 100.00</i> | <i>- 34 100.00</i> | <i>115 900.00</i>        | <i>115 900.00</i> | Planning assumptions: As from 2016, this line will be integrated in budget line 1100  |  |
| 1 30 0   | Mission and travel expenses | 150 000.00          | 150 000.00        | - 34 100.00        | - 34 100.00        | 115 900.00               | 115 900.00        | Staff Regulations of Officials of the European Communities, and in particular Art. 11 to 13 of Annex VII thereof.   |  |
| <b>Chap. 1 4 Socio-medical infrastructure</b>                          |                             | <b>310 000.00</b>   | <b>310 000.00</b> | <b>- 4 000.00</b>  | <b>- 4 000.00</b>  | <b>306 000.00</b>        | <b>306 000.00</b> | 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.  |  |
| <i>Art. 143 Medical service</i>  |                             | <i>35 000.00</i>    | <i>35 000.00</i>  | <i>- 4 000.00</i>  | <i>- 4 000.00</i>  | <i>31 000.00</i>         | <i>31 000.00</i>  | Planning assumptions: administrative missions linked to governance, learning and development  |  |
| 1 43 0   | Medical service             | 35 000.00           | 35 000.00         | - 4 000.00         | - 4 000.00         | 31 000.00                | 31 000.00         | Revised assumptions (1): Decision to reduce and rationalise administrative missions in line with the actual expenditure of 2015 ( €-11,100 on 5/4/2016, €23,000 with Amending Budget)   |  |
| <i>Art. 144 Internal training</i>                                      |                             | <i>250 000.00</i>   | <i>250 000.00</i> | -                  | -                  | <b>250 000.00</b>        | <b>250 000.00</b> | Staff Regulations of Officials of the European Communities, and in particular Art. 59 and Art. 8 of Annex II thereof.   |  |
| 1 44 0   | Internal training           | 250 000.00          | 250 000.00        | -                  | -                  | 250 000.00               | 250 000.00        | 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.).  |  |
| <i>Art. 144 Internal training</i>                                      |                             | <i>250 000.00</i>   | <i>250 000.00</i> | -                  | -                  | <b>250 000.00</b>        | <b>250 000.00</b> | 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. Psychosocial support to staff and other initiatives.      |  |
| 1 44 0   | Internal training           | 250 000.00          | 250 000.00        | -                  | -                  | 250 000.00               | 250 000.00        | Revised assumptions (1): Availability derives from lower medical expenses. New contract in place since end of Q1 2016 ( €-4,000 with Amending Budget)   |  |
| <i>Art. 144 Internal training</i>                                      |                             | <i>250 000.00</i>   | <i>250 000.00</i> | -                  | -                  | <b>250 000.00</b>        | <b>250 000.00</b> | Staff Regulations of Officials of the European Communities, and in particular Art. 24 (3) thereof.  |  |
| 1 44 0   | Internal training           | 250 000.00          | 250 000.00        | -                  | -                  | 250 000.00               | 250 000.00        | 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.  |  |
| <i>Art. 144 Internal training</i>                                      |                             | <i>250 000.00</i>   | <i>250 000.00</i> | -                  | -                  | <b>250 000.00</b>        | <b>250 000.00</b> | Planning assumptions: This appropriation correspond to expected needs at corporate level including follow-up of Staff survey of 2015, 360° and personal development plan for managers, strategic project leaders (SPLs) and Coordinators, individual training requests, LTR as well as corporate and team activities;                                 |  |
| <i>Art. 149 Other interventions</i>                                    |                             | <i>25 000.00</i>    | <i>25 000.00</i>  | -                  | -                  | <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.   |  |
| <i>Art. 149 Other interventions</i>                                    |                             | <i>25 000.00</i>    | <i>25 000.00</i>  | -                  | -                  | <b>25 000.00</b>         | <b>25 000.00</b>  | Planning assumptions: Social/well being activies and services such as ETF Christmas events, canteen/coffee services, other social events, cost for canteen.   |  |
| <b>Chap. 1 5 Staff exchanges between the ETF and the public sector</b> |                             | <b>40 000.00</b>    | <b>40 000.00</b>  | <b>- 23 000.00</b> | <b>- 23 000.00</b> | <b>17 000.00</b>         | <b>17 000.00</b>  |   |  |
| <i>Art. 152 Staff exchanges between the ETF and the public sector</i>  |                             | <i>40 000.00</i>    | <i>40 000.00</i>  | <i>- 23 000.00</i> | <i>- 23 000.00</i> | <i>17 000.00</i>         | <i>17 000.00</i>  |   |  |

| Item/Art.  | Title                                     | Initial Budget 2016  |                      | Amendments          |                     | Amending Budget 1 / 2016 |                      | Revised assumptions 1 / 2016   |  |
|--|---|----------------------|----------------------|---------------------|---------------------|--------------------------|----------------------|--|--|
|  |   | COM                  | PAY                  | COM                 | PAY                 | COM                      | PAY                  |  |  |
| 1 52 0   | National experts seconded                 | 40 000.00            | 40 000.00            | - 23 000.00         | - 23 000.00         | 17 000.00                | 17 000.00            | 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. |  |
| <b>Chap. 1 7 Entertainment and representation expenses</b>   |   | <b>8 400.00</b>      | <b>8 400.00</b>      | -                   | -                   | <b>8 400.00</b>          | <b>8 400.00</b>      | Planning assumptions: Cost estimated for 1 Seconded National Expert for half of the year   |  |
| <i>Art. 170 Entertainment and representation expenses</i>  |   | <i>8 400.00</i>      | <i>8 400.00</i>      | -                   | -                   | <i>8 400.00</i>          | <i>8 400.00</i>      |  |  |
| 1 70 0   | Entertainment and representation expenses | 8 400.00             | 8 400.00             | -                   | -                   | 8 400.00                 | 8 400.00             | Revised assumptions (1): One SNE planned for mid 2016 but will not start before September ( €-23,000 with Amending Budget)   |  |
| <b>TITLE 1</b>   | <b>TOTAL TITLE 1</b>                      | <b>13 867 400.00</b> | <b>13 867 400.00</b> | <b>- 339 600.00</b> | <b>- 339 600.00</b> | <b>13 527 800.00</b>     | <b>13 527 800.00</b> | This chapter covers expenses linked to hospitality costs for guests (e.g. lunches, dinners, etc.).   |  |
| Planning assumptions: representation costs including catering expenses, local transport costs and small gifts authorised by the Director and representation costs linked to the end of the year activities |   |                      |                      |                     |                     |                          |                      |  |  |

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

|  |                   |                   |            |            |                   |                   |  |  |  |  |  |  |
|--|-------------------|-------------------|------------|------------|-------------------|-------------------|--|--|--|--|--|--|
| Chap. 2 0 Investments in immovable property, rental of buildings and associated costs  | 617 600.00        | 617 600.00        | + 8 000.00 | + 8 000.00 | 625 600.00        | 625 600.00        |  |  |  |  |  |  |
| <i>Art. 200 Rentals</i>  | <i>14 501.00</i>  | <i>14 501.00</i>  | -          | -          | <i>14 501.00</i>  | <i>14 501.00</i>  |  |  |  |  |  |  |
| 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>  | -                 | -                 | -          | -          | -                 | -                 | Planning assumptions: Symbolic amount for rental of ETF Villa Gualino premises: €1. Rent for office in Joseph II : €12,000 including indexation, Reservation for ETF alternative office: €2,500.   |  |  |  |  |  |
| <i>Art. 202 Water, gas, electricity and heating</i>  | <i>143 742.00</i> | <i>143 742.00</i> | -          | -          | <i>143 742.00</i> | <i>143 742.00</i> |  |  |  |  |  |  |
| 2 02 0 Water, gas, electricity and heating   | 143 742.00        | 143 742.00        | -          | -          | 143 742.00        | 143 742.00        | This budget line covers utilities (water, gas, electricity and heating).   |  |  |  |  |  |
| <i>Art. 203 Cleaning and maintenance</i>   | <i>227 050.00</i> | <i>227 050.00</i> | -          | -          | <i>227 050.00</i> | <i>227 050.00</i> | Planning assumptions: based on current expenditure trend and Villa Gualino forecast , with an indexation of 3% due to general increase in costs.   |  |  |  |  |  |
| 2 03 0 Cleaning and maintenance  | 227 050.00        | 227 050.00        | -          | -          | 227 050.00        | 227 050.00        | 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 common parts of the building 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. |                   |                   |            |            |                   |                   |  |  |  |  |  |  |
| <i>Art. 204 Furnishing of premises</i>   | <i>65 000.00</i>  | <i>65 000.00</i>  | -          | -          | <i>65 000.00</i>  | <i>65 000.00</i>  | Planning assumptions: Charge locative for office in Bruxelles /Joseph II ( €5,400 including indexation); Cleaning services as per current contract, including extraordinary maintenance, (€100,000) Costs reimbursements to Regione Piemonte for Villa Gualino (€35,000 ) Management of technological systems (€55,000) Green plants maintenance ( €1650) Extraordinary works linked to management of technological system (€30,000) |  |  |  |  |  |
| 2 04 0 Furnishing of premises  | 65 000.00         | 65 000.00         | -          | -          | 65 000.00         | 65 000.00         | Priorities not covered: improvement of existing activities (€28,050)   |  |  |  |  |  |
| <i>Art. 205 Security and surveillance</i>  | <i>128 007.00</i> | <i>128 007.00</i> | -          | -          | <i>128 007.00</i> | <i>128 007.00</i> | 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 (€15,000) ETF's contribution to extraordinary maintenance (€50,000)  |                   |                   |            |            |                   |                   |  |  |  |  |  |  |
| Priorities not covered: Painting of additional offices (€3,000)  |                   |                   |            |            |                   |                   |  |  |  |  |  |  |

| Item/Art.   | Title   | Initial Budget 2016 |                   | Amendments         |                    | Amending Budget 1 / 2016 |                   | Revised assumptions 1 / 2016   |  |
|---|---|---------------------|-------------------|--------------------|--------------------|--------------------------|-------------------|--|--|
|   |   | COM                 | PAY               | COM                | PAY                | COM                      | PAY               |  |  |
| 2 05 0  | Security and surveillance                         | 128 007.00          | 128 007.00        | -                  | -                  | 128 007.00               | 128 007.00        | 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.  |  |
| Art. 209  | Other expenditure on buildings                    | <b>39 300.00</b>    | <b>39 300.00</b>  | <b>+ 8 000.00</b>  | <b>+ 8 000.00</b>  | <b>47 300.00</b>         | <b>47 300.00</b>  | Planning assumptions: On Site Surveillance services (€80,000), inspections and radiosurveillance (€35,000), RSPP services as per current contract rates (€8,000).<br>New solution for ETF's Access control system (€5,007).<br><br>Priorities not covered: Better option for ETF's access control system (€1,000)  |  |
| 2 09 0  | Other expenditure on buildings                    | 39 300.00           | 39 300.00         | + 8 000.00         | + 8 000.00         | 47 300.00                | 47 300.00         | 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.<br><br>Planning assumptions: Garbage taxes to Turin municipality (€38,000), Insurance reimbursement to Villa Gualino (€1,300)<br>Priorities not covered: Consultancy on the building (to follow up extraordinary maintenance works to technological systems and building the Regione Piemonte will perform under the new contract)<br><br>Revised assumptions (1): Technical support to the negotiation between EC and Regione Piemonte for the division of the utilities systems and additional space (€8,000 with Amending Budget)   |  |
| <b>Chap. 2 1 Information &amp; Communication Technology</b> |   | <b>675 200.00</b>   | <b>675 200.00</b> | <b>+ 92 950.00</b> | <b>+ 92 950.00</b> | <b>768 150.00</b>        | <b>768 150.00</b> |  |  |
| Art. 210  | ICT expenditure                                   | <b>555 300.00</b>   | <b>555 300.00</b> | <b>+ 92 950.00</b> | <b>+ 92 950.00</b> | <b>648 250.00</b>        | <b>648 250.00</b> |  |  |
| 2 10 0  | ICT hardware                                      | 118 000.00          | 118 000.00        | + 31 000.00        | + 31 000.00        | 149 000.00               | 149 000.00        | This budget line 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.<br><br>Planning assumptions: Maintenance (€38,000) and replacement (€52,000) of ICT infrastructure, server hardware, storage devices, printers, firewalls. Expenses for toner, back-up media, network infrastructure improvements (wifi and wired).<br><br>Priorities not covered: up to €75,000 would be needed to allow all replacement and improvement needs.<br><br>Revised assumptions (1): Following the internal re-structuring of AD services, it was decided to group all hardware items under ICT. As a result, the budget for the project related to "Improve multimedia equipment in meeting rooms and printing services" is moved from Facilities to ICT (€31,000 with Amending Budget)  |  |
| 2 10 1  | Software acquisition, maintenance and development | 269 700.00          | 269 700.00        | + 61 950.00        | + 61 950.00        | 331 650.00               | 331 650.00        | This budget line covers the purchase of standard software applications, its maintenance and the development of software systems.<br><br>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<br><br>Priorities not covered: up to €37950 additional would be needed to cover all enhancements and developments currently needed.<br><br>Revised assumptions (1): Various improvement of IT systems - Consultancy Days for Outlook Coaching and unplanned long absence (€15,000 on 5/04/2016), Outlook Integration, Performance Appraisal, Reports and Certificates, upgrade to latest version (Allegro) (€16,000 on 5/4/2016), Dashboard incorporation of Performance Indicators Reporting for Key, Productivity and Quality (result from Efficiency Study) (€8,600 on 5/4/2016), Introducing events taxonomy (€2,150 with Amending Budget), an authoring tool for publications in Sharepoint (€6,200 with Amending Budget), performance improvements for the internam monitoring system Dashboard (€14,000 with Amending Budget) |  |

| Item/Art.  | Title  | Initial Budget 2016 |                  | Amendments         |                    | Amending Budget 1 / 2016 |                  | Revised assumptions 1 / 2016   |  |
|--|--|---------------------|------------------|--------------------|--------------------|--------------------------|------------------|--|--|
|  |  | COM                 | PAY              | COM                | PAY                | COM                      | PAY              |  |  |
| 2 10 3   | Telecoms costs                               | 167 600.00          | 167 600.00       | -                  | -                  | 167 600.00               | 167 600.00       | This budget line covers the fixed costs of subscriptions, communication costs and internet service fees.   |  |
| 2 10 5   | European Commission IT systems               | 119 900.00          | 119 900.00       | -                  | -                  | 119 900.00               | 119 900.00       | Planning assumptions: Fixed and mobile telephony consumption charges, telecommunication services, internet, phones and videoconference maintenance   |  |
| <b>Chap. 2 2 Movable property and associated costs</b>       |  | <b>87 100.00</b>    | <b>87 100.00</b> | <b>- 31 000.00</b> | <b>- 31 000.00</b> | <b>56 100.00</b>         | <b>56 100.00</b> | This budget line covers expenses relating to the use of EC distributed systems   |  |
| <i>Art. 220 Technical installations and office equipment</i> |  | <i>67 100.00</i>    | <i>67 100.00</i> | <i>- 31 000.00</i> | <i>- 31 000.00</i> | <i>36 100.00</i>         | <i>36 100.00</i> | Planning assumptions: ABAC annual fee, ABAC Asset annual fee, ABAC Hosting fees, ABAC e-invoicing, Testa-ng , SYSPER implementation costs.   |  |
| 2 20 0   | Technical installations and office equipment | 67 100.00           | 67 100.00        | - 31 000.00        | - 31 000.00        | 36 100.00                | 36 100.00        | This budget line covers the purchase of technical and office equipment, especially audiovisual, copying, archiving and interpretation equipment.<br>This budget line is also used for the general replacement of old office equipment such as faxes, binding machines etc.   |  |
|  |  | <b>20 000.00</b>    | <b>20 000.00</b> | -                  | -                  | <b>20 000.00</b>         | <b>20 000.00</b> | Planning assumptions: Rental of black&white and colour copy/printing facilities (€65,000) , rental of water dispensers (€1,100)  |  |
| <i>Art. 221 Furniture</i>                                    |  | <i>20 000.00</i>    | <i>20 000.00</i> | -                  | -                  | <i>20 000.00</i>         | <i>20 000.00</i> | Priorities not covered: optimisation of meeting rooms(€1,000)  |  |
| 2 21 0   | Purchase                                     | 20 000.00           | 20 000.00        | -                  | -                  | 20 000.00                | 20 000.00        | Revised assumptions (1): Following the internal re-structuring of AD services, it was decided to group all hardware items under ICT. The budget for the project related to "Improve multimedia equipment in meeting rooms and printing services" is moved from Facilities to ICT ( €-31,000 with Amending Budget)) |  |
| <b>Chap. 2 3 Current administrative expenditure</b>          |  | <b>83 000.00</b>    | <b>83 000.00</b> | <b>- 8 430.00</b>  | <b>- 8 430.00</b>  | <b>74 570.00</b>         | <b>74 570.00</b> | This budget line covers the purchase of new furniture.   |  |
| <i>Art. 230 Stationery and office supplies</i>               |  | <i>43 000.00</i>    | <i>43 000.00</i> | -                  | -                  | <i>43 000.00</i>         | <i>43 000.00</i> | Planning assumptions: Replacement of obsolete office furniture and related items, including ergonomics   |  |
| 2 30 0   | Stationery and office supplies               | 43 000.00           | 43 000.00        | -                  | -                  | 43 000.00                | 43 000.00        | Office supplies, normal and headed paper, envelopes, business cards, etc. as well as promotional material (pens, bags, mouse mats)   |  |
|  |  | <b>2 000.00</b>     | <b>2 000.00</b>  | <b>- 1 750.00</b>  | <b>- 1 750.00</b>  | <b>250.00</b>            | <b>250.00</b>    | Planning assumptions: Normal and branded stationery , headed paper, envelopes, business cards, etc., promotional material (pens, bags, mouse mats, etc.) used for meetings and visitors.   |  |
| <i>Art. 232 Financial charges</i>                            |  | <i>2 000.00</i>     | <i>2 000.00</i>  | <i>- 1 750.00</i>  | <i>- 1 750.00</i>  | <i>250.00</i>            | <i>250.00</i>    | This budget line covers bank charges and other financial charges as well as damages and interest.  |  |
| 2 32 0   | Miscellaneous Financial expenditure          | 2 000.00            | 2 000.00         | - 1 750.00         | - 1 750.00         | 250.00                   | 250.00           | Planning assumptions: Miscellaneous financial expenditure (covers bank charges)  |  |
|  |  | <b>10 000.00</b>    | <b>10 000.00</b> | <b>- 6 680.00</b>  | <b>- 6 680.00</b>  | <b>3 320.00</b>          | <b>3 320.00</b>  | Revised assumptions (1): Availability derives from lower bank fees ( €-1,750 with Amending Budget)   |  |
| <i>Art. 233 Legal expenses</i>                               |  | <i>10 000.00</i>    | <i>10 000.00</i> | <i>- 6 680.00</i>  | <i>- 6 680.00</i>  | <i>3 320.00</i>          | <i>3 320.00</i>  | This budget line covers<br>* general legal expenses,<br>* trial expenses,<br>* external lawyers' expenses.   |  |
| 2 33 0   | Legal expenses                               | 10 000.00           | 10 000.00        | - 6 680.00         | - 6 680.00         | 3 320.00                 | 3 320.00         | Planning assumptions: Legal services - reserve for external legal advice   |  |
|  |  | <b>23 500.00</b>    | <b>23 500.00</b> | -                  | -                  | <b>23 500.00</b>         | <b>23 500.00</b> | Revised assumptions (1): Availability derives from lower need in Legal expenditure ( €-6,680 with Amending Budget)   |  |
| <i>Art. 235 Other operating expenditure</i>                  |  | <i>18 500.00</i>    | <i>18 500.00</i> | -                  | -                  | <i>18 500.00</i>         | <i>18 500.00</i> | This budget line covers sundry insurance expenses (notably civil liability, insurance against theft, insurance for computer equipment and cabling; for the safes and contents).  |  |
| 2 35 0   | Miscellaneous insurance                      | 18 500.00           | 18 500.00        | -                  | -                  | 18 500.00                | 18 500.00        | Planning assumptions: Accident insurance VANBREDA, Civil Liability MARSH , Theft and robbery Unipol , Collective insurance versus accidents for non statutory (VanBreda), Fire, ARD and electronic insurance UNIPOL , reserve for reconciliation   |  |

| Item/Art.                                      | Title  | Initial Budget 2016 |                     | Amendments         |                    | Amending Budget 1 / 2016 |                     | Revised assumptions 1 / 2016  |  |
|--|--|---------------------|---------------------|--------------------|--------------------|--------------------------|---------------------|---|--|
|  |  | COM                 | PAY                 | COM                | PAY                | COM                      | PAY                 |   |  |
| 2 35 2   | Miscellaneous expenditure on internal meetings | p.m.                | p.m.                | -                  | -                  | p.m.                     | p.m.                | This budget line covers expenditure related to internal ETF meetings (coffee, tea, water). Expenditure (coffee, tea, water) related to internal meetings for training and recruitment procedures will be covered by BL 1440 and BL 1180 respectively. |  |
| 2 35 5   | Petty expenses                                 | 5 000.00            | 5 000.00            | -                  | -                  | 5 000.00                 | 5 000.00            | Planning assumptions: No expenditure is foreseen for 2016.  |  |
| Art. 236                                       | <i>Publications</i>                            | <b>4 500.00</b>     | <b>4 500.00</b>     | -                  | -                  | <b>4 500.00</b>          | <b>4 500.00</b>     | This budget line covers other operating expenditure for which no special provision is made (e.g. broken windows/doors, flooding, plumber, change of locks, etc.).   |  |
| 2 36 0   | Publications                                   | 4 500.00            | 4 500.00            | -                  | -                  | 4 500.00                 | 4 500.00            | Planning assumptions: Imprest Account for petty expenses, Urgent expenses Staff on Duty   |  |
| <b>Chap. 2 4 Post and telecommunications</b>   |  | <b>26 200.00</b>    | <b>26 200.00</b>    | -                  | -                  | <b>26 200.00</b>         | <b>26 200.00</b>    | This budget line covers the cost of legal documents, which the ETF is obliged to publish (budget, invitations to tender, etc.).   |  |
| Art. 240                                       | <i>Correspondence and courier expenses</i>     | <b>26 200.00</b>    | <b>26 200.00</b>    | -                  | -                  | <b>26 200.00</b>         | <b>26 200.00</b>    | Planning assumptions: Publication of the ETF budget and related documents in the Official Journal   |  |
| 2 40 0   | Correspondence and courier expenses            | 26 200.00           | 26 200.00           | -                  | -                  | 26 200.00                | 26 200.00           | This budget line covers correspondence and courier expenses, including the dispatching of parcels by post.  |  |
| <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>   | Planning assumptions: DHL - Estimation based on previous year (€25,000), Purchase of stamps,Imprest Account for mailing (€1,200)  |  |
| Art. 250                                       | <i>Meetings and associated costs</i>           | <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.   |  |
| <b>TITLE 2</b>                                 |  | <b>1 589 100.00</b> | <b>1 589 100.00</b> | <b>+ 61 520.00</b> | <b>+ 61 520.00</b> | <b>1 650 620.00</b>      | <b>1 650 620.00</b> | Planning assumptions: First GB meeting, Turin, 1 day, 50 participants, Second GB meeting, Turin, 1 days, 50 participants  |  |

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

|                                       |  |                   |                    |                    |                    |   |                   |   |  |
|---------------------------------------|--|-------------------|--------------------|--------------------|--------------------|---|-------------------|---|--|
| <b>Chap. 3 0 Operational expenses</b> | <b>569 500.00</b>                        | <b>569 500.00</b> | <b>+ 98 080.00</b> | <b>+ 98 080.00</b> | <b>667 580.00</b>  | <b>667 580.00</b>                         |                   |   |  |
| Art. 301                              | <i>Publicising of information</i>        | <b>384 500.00</b> | <b>384 500.00</b>  | <b>+ 48 080.00</b> | <b>+ 48 080.00</b> | <b>432 580.00</b>                         | <b>432 580.00</b> |   |  |
| 3 01 0                                | General publications                     | 384 500.00        | 384 500.00         | + 48 080.00        | + 48 080.00        | 432 580.00                                | 432 580.00        | 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 other corporate communication activities, website maintenance and development.   |  |
|                                       |  |                   |                    |                    |                    |   |                   | Planning assumptions: DIGITAL MEDIA: Continued work on building social media networks, website upgrade and maintenance (€170,000)<br>EXTERNAL COMMUNICATION: Ongoing corporate media and audiovisual activities (€110,000)<br>INTERNAL COMMUNICATION: small budget for miscellaneous internal communication activities (€4,500)<br>PUBLICATIONS: publications and other content production (films, online presentations, publications, Live and Learn magazine, templates, quality through the editorial board) ( €100,000) |  |
|                                       |  |                   |                    |                    |                    |   |                   | Revised assumptions (1): Film demonstrating ETF activities and their positive impact (4 partner countries) as a tool for visibility of the ETF's activities as part of an experiment in use of social media as an alternative to advertising (€38,080 with Amending Budget) and coverage for the last number of Live and Learn magazine, postponed in order to have funds available for the ETF's participation to Commission open day (€10,000 with Amending Budget)   |  |
| Art. 303                              | <i>Professional memberships and fees</i> | <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 budget line covers the costs associated with professional memberships and fees.  |  |
|                                       |  |                   |                    |                    |                    | Planning assumptions: Various memberships |                   |   |  |
| Art. 304                              | <i>Translation costs</i>                 | <b>180 000.00</b> | <b>180 000.00</b>  | <b>+ 50 000.00</b> | <b>+ 50 000.00</b> | <b>230 000.00</b>                         | <b>230 000.00</b> |   |  |

| Item/Art. | Title  | Initial Budget 2016 |                     | Amendments          |                     | Amending Budget 1 / 2016 |                     | Revised assumptions 1 / 2016  |  |
|-----------|--|---------------------|---------------------|---------------------|---------------------|--------------------------|---------------------|---|--|
|           |  | COM                 | PAY                 | COM                 | PAY                 | COM                      | PAY                 |   |  |
| 3 04 0    | Translation costs  | 180 000.00          | 180 000.00          | + 50 000.00         | + 50 000.00         | 230 000.00               | 230 000.00          | 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>Chap. 3 1 Priority actions : Work programme activities</b>                    | <b>3 358 000.00</b> | <b>3 358 000.00</b> | <b>+ 180 000.00</b> | <b>+ 180 000.00</b> | <b>3 538 000.00</b>      | <b>3 538 000.00</b> | Revised assumptions (1): New requirement for all job vacancies to be translated into all official languages (€50000 on 5/4/2016)  |  |
|           | <i>Art. 310 Priority actions : Work programme activities</i>                     | <i>3 138 000.00</i> | <i>3 138 000.00</i> | <i>+ 180 000.00</i> | <i>+ 180 000.00</i> | <i>3 318 000.00</i>      | <i>3 318 000.00</i> |   |  |
| 3 10 0    | Strategic Projects   | 3 138 000.00        | 3 138 000.00        | + 180 000.00        | + 180 000.00        | 3 318 000.00             | 3 318 000.00        | This budget line covers costs associated with the implementation of the strategic projects, as described in the work programme.   |  |
|           |  |                     |                     |                     |                     |                          |                     | Planning assumptions: The strategic projects of ETF are focused on the following thematic areas:  |  |
|           |  |                     |                     |                     |                     |                          |                     | <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>   |  |
|           |  |                     |                     |                     |                     |                          |                     | More details can be found in the work programme.  |  |
|           |  |                     |                     |                     |                     |                          |                     | Revised assumptions (1): Torio Process: On-line database and interactive navigation for content and data for Torino Process, which is an important action and development for the all ETF ( €80,000 on 5/4/2016); Torino Process: cover the revised estimation of workshops in the countries (€45,000 with Amending Budget) and an workshop on presentation of collected data aiming at production of infographics (€30,000 with Amending Budget) |  |
|           |  |                     |                     |                     |                     |                          |                     | Provision on VET Quality - National expertise for a SEMED WBL review (Egypt and Jordan) together with UNESCO (€15,000 with Amending Budget) and additional cost of the meeting of the regional project WBL in EE and KAZ event on 28-30 June in Turin for additional participants (€10,000 with Amending Budget).   |  |
| Art. 314  | <i>Projects to support strengthening knowledge and systems</i>                   | <i>220 000.00</i>   | <i>220 000.00</i>   | -                   | -                   | <i>220 000.00</i>        | <i>220 000.00</i>   |   |  |
| 3 14 0    | Projects to support strengthening knowledge and systems                          | 220 000.00          | 220 000.00          | -                   | -                   | 220 000.00               | 220 000.00          | This budget line covers expenditure related to 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.   |  |
|           |  |                     |                     |                     |                     |                          |                     | Planning assumptions: Monitoring and Evaluation, Audit and Risk management, Stakeholder's management, Knowledge management. More details are in the work programme.   |  |
| Art. 315  | <i>Projects in support of EU's External Assistance in the Neighbourhood area</i> | <i>p.m.</i>         | <i>p.m.</i>         | -                   | -                   | <i>p.m.</i>              | <i>p.m.</i>         |   |  |
| 3 15 0    | Projects in support of EU's External Assistance in the Neighbourhood area        | -                   | -                   | -                   | -                   | -                        | -                   | 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                     |  |
|           |  |                     |                     |                     |                     |                          |                     | Planning assumptions: as from 2015, all project activities are grouped under BL3100, payment appropriation will be made available for activities committed previously.  |  |
| Art. 316  | <i>Projects in support of EU's External Assistance in the Enlargement area</i>   | <i>p.m.</i>         | <i>p.m.</i>         | -                   | -                   | <i>p.m.</i>              | <i>p.m.</i>         |   |  |

| Item/Art.                             | Title   | Initial Budget 2016 |                     | Amendments          |                     | Amending Budget 1 / 2016 |                     | Revised assumptions 1 / 2016  |  |
|---------------------------------------|---|---------------------|---------------------|---------------------|---------------------|--------------------------|---------------------|---|--|
|                                       |   | COM                 | PAY                 | COM                 | PAY                 | COM                      | PAY                 |   |  |
| 3 16 0                                | Projects in support of EU's External Assistance in the Enlargement area                           | -                   | -                   | -                   | -                   | -                        | -                   | 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 |  |
| Art. 317                              | <i>Projects in support of EU's External Assistance in the Development Co-operation instrument</i> | <b>p.m.</b>         | <b>p.m.</b>         | -                   | -                   | <b>p.m.</b>              | <b>p.m.</b>         | Planning assumptions: as from 2015, all project activities are grouped under BL3100, payment appropriation will be made available for activities committed previously.  |  |
| 3 17 0                                | Projects in support of EU's External Assistance in the Development Co-operation instrument        | -                   | -                   | -                   | -                   | -                        | -                   | 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   |  |
| Art. 318                              | <i>Projects: Thematic expertise development</i>   | <b>p.m.</b>         | <b>p.m.</b>         | -                   | -                   | <b>p.m.</b>              | <b>p.m.</b>         | Planning assumptions: as from 2015, all project activities are grouped under BL3100, payment appropriation will be made available for activities committed previously.  |  |
| 3 18 0                                | Projects in Thematic expertise development  | -                   | -                   | -                   | -                   | -                        | -                   | 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   |  |
| Art. 319                              | <i>Projects: Evidence based policy making</i>   | <b>p.m.</b>         | <b>p.m.</b>         | -                   | -                   | <b>p.m.</b>              | <b>p.m.</b>         | Planning assumptions: as from 2015, all project activities are grouped under BL3100, payment appropriation will be made available for activities committed previously.  |  |
| 3 19 0                                | Projects in Evidence based policy making  | -                   | -                   | -                   | -                   | -                        | -                   | 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  |  |
| <b>Chap. 3 2 Operational Missions</b> |   | <b>761 000.00</b>   | <b>761 000.00</b>   | -                   | -                   | <b>761 000.00</b>        | <b>761 000.00</b>   |   |  |
| Art. 320                              | <i>Operational Missions</i>   | <b>761 000.00</b>   | <b>761 000.00</b>   | -                   | -                   | <b>761 000.00</b>        | <b>761 000.00</b>   |   |  |
| 3 20 0                                | Operational Missions  | 761 000.00          | 761 000.00          | -                   | -                   | 761 000.00               | 761 000.00          | 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.  |  |
| <b>TITLE 3</b>                        | <b>TOTAL TITLE 3</b>  | <b>4 688 500.00</b> | <b>4 688 500.00</b> | <b>+ 278 080.00</b> | <b>+ 278 080.00</b> | <b>4 966 580.00</b>      | <b>4 966 580.00</b> | Planning assumptions: Operational Missions to support the implementation of the strategic projects  |  |

**TITLE 8 European Union contribution in kind**

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

**TITLE 9 EXPENSES NOT SPECIFICALLY PROVIDED FOR**

|  |                      |             |             |   |             |             |             |  |  |
|--|----------------------|-------------|-------------|---|-------------|-------------|-------------|--|--|
| Chap. 9 9 Expenses not specifically provided for | <b>p.m.</b>          | <b>p.m.</b> | -           | - | <b>p.m.</b> | <b>p.m.</b> |             |  |  |
| Art. 990 Reserve                                 | <b>p.m.</b>          | <b>p.m.</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>p.m.</b> | <b>p.m.</b> |  |  |

| Item/Art. | Title | Initial Budget 2016 |     | Amendments |     | Amending Budget 1 / 2016 |     | Revised assumptions 1 / 2016 |     |
|-----------|-------|---------------------|-----|------------|-----|--------------------------|-----|------------------------------|-----|
|           |       | COM                 | PAY | COM        | PAY | COM                      | PAY | COM                          | PAY |

**TITLE 10 RESULTS EARLIER YEARS**

|                                     |                       |                      |                      |          |          |             |                      |                      |  |
|-------------------------------------|-----------------------|----------------------|----------------------|----------|----------|-------------|----------------------|----------------------|--|
| Chap. 10 1 Results earlier years    |                       | p.m.                 | p.m.                 | -        | -        | p.m.        | p.m.                 |                      |  |
| 10 10 1 Results earlier years       |                       | p.m.                 | p.m.                 | -        | -        | p.m.        | p.m.                 |                      |  |
| 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>          |                      |  |
| <b>TOTAL EXPENDITURE ETF PROPER</b> |                       | <b>20 145 000.00</b> | <b>20 145 000.00</b> |          | <b>-</b> | <b>-</b>    | <b>20 145 000.00</b> | <b>20 145 000.00</b> |  |

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

|  |                      |             |             |                     |                     |                   |                   |   |  |
|--|----------------------|-------------|-------------|---------------------|---------------------|-------------------|-------------------|---|--|
| Chap. 4 2 Co-operation with other European institutions and other bodies               |                      | p.m.        | p.m.        | + 754 412.23        | + 754 412.23        | 754 412.23        | 754 412.23        |   |  |
| Art. 420 Projects related to agreements between European Commission and the Foundation |                      | p.m.        | p.m.        | + 754 412.23        | + 754 412.23        | 754 412.23        | 754 412.23        |   |  |
| 4 20 0 GEMM Project  |                      | p.m.        | p.m.        | + 754 412.23        | + 754 412.23        | 754 412.23        | 754 412.23        | In 2013, the ETF has received the first installment for the Governance for Employability in the Mediterranean (GEMM) project, which will have an overall of 3 130 000€ (out of which 1 130 000€ will be co-financed by ETF by staff allocation) and will finalise in 2016. All funds currently available derive from funding from previous year, no additional funds are expected in 2016.          |  |
| 4 20 1 FRAME Project   |                      | -           | -           | -                   | -                   | -                 | -                 | 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 and last payments, reporting and audit were in 2015. The project is finalised.   |  |
| Chap. 4 3 Co-operation with national institutions                                      |                      | p.m.        | p.m.        | + 304.66            | + 304.66            | 304.66            | 304.66            |   |  |
| Art. 430 Co-operation with Italian institutions  |                      | p.m.        | p.m.        | + 304.66            | + 304.66            | 304.66            | 304.66            | 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, no further funds nor activities are expected under this co-operation.<br>Planning assumptions: The remaining amount will be used for the originally assigned purpose (support ETF's activities in Lebanon) |  |
| 4 30 0 Cooperation with Italian institutions   |                      | p.m.        | p.m.        | + 304.66            | + 304.66            | 304.66            | 304.66            |   |  |
| <b>TITLE 4</b>   | <b>TOTAL TITLE 4</b> | <b>p.m.</b> | <b>p.m.</b> | <b>+ 754 716.89</b> | <b>+ 754 716.89</b> | <b>754 716.89</b> | <b>754 716.89</b> |   |  |

|  |  |                      |                      |                     |                     |                      |                      |  |  |
|--|--|----------------------|----------------------|---------------------|---------------------|----------------------|----------------------|--|--|
| <b>TOTAL ETF EARMARKED EXPENDITURE</b> |  | p.m.                 | p.m.                 | + 754 716.89        | + 754 716.89        | 754 716.89           | 754 716.89           |  |  |
| <b>GRAND TOTAL EXPENDITURE</b>         |  | <b>20 145 000.00</b> | <b>20 145 000.00</b> | <b>+ 754 716.89</b> | <b>+ 754 716.89</b> | <b>20 899 716.89</b> | <b>20 899 716.89</b> |  |  |

**European Training Foundation  
Amending Budget 1 / 2016  
ESTABLISHMENT PLAN**

GB/16/DEC/007

| <b>Grade</b>         | <b>2016</b>      |           | <b>2015</b>      |           | <b>2014</b>           |           |
|----------------------|------------------|-----------|------------------|-----------|-----------------------|-----------|
|                      | Authorised posts |           | Authorised posts |           | Actual on 31 Dec 2014 |           |
|                      | Permanent        | Temp.     | Permanent        | Temp.     | Permanent             | Temp.     |
| AD 16                |                  |           |                  |           |                       |           |
| AD 15                |                  |           |                  |           |                       |           |
| AD 14                |                  | 1         |                  |           | 1                     |           |
| AD 13                |                  | 6         |                  |           | 6                     |           |
| AD 12                |                  | 13        |                  |           | 12                    |           |
| AD 11                |                  | 9         |                  |           | 8                     |           |
| AD 10                |                  | 6         |                  |           | 4                     |           |
| AD 9                 |                  | 12        |                  |           | 12                    |           |
| AD 8                 |                  | 7         |                  |           | 8                     |           |
| AD 7                 |                  | 5         |                  |           | 9                     |           |
| AD 6                 |                  |           |                  |           |                       | 1         |
| AD 5                 |                  |           |                  |           |                       | 1         |
| <i>Sub-total AD</i>  | <b>0</b>         | <b>59</b> | <b>0</b>         | <b>60</b> | <b>0</b>              | <b>59</b> |
| AST 11               |                  | 2         |                  |           |                       |           |
| AST 10               |                  | 4         |                  |           | 4                     |           |
| AST 9                |                  | 9         |                  |           | 9                     |           |
| AST 8                |                  | 6         |                  |           | 6                     |           |
| AST 7                |                  | 4         |                  |           | 4                     |           |
| AST 6                |                  | 4         |                  |           | 4                     |           |
| AST 5                |                  | 2         |                  |           | 5                     |           |
| AST 4                |                  |           |                  |           |                       | 3         |
| AST 3                |                  |           |                  |           |                       | 5         |
| AST 2                |                  |           |                  |           |                       |           |
| AST 1                |                  |           |                  |           |                       |           |
| <i>Sub-total AST</i> |                  | <b>31</b> |                  | <b>32</b> |                       | <b>33</b> |
| <b>Total</b>         | <b>0</b>         | <b>90</b> | <b>0</b>         | <b>92</b> | <b>0</b>              | <b>92</b> |

**European Training Foundation  
Amending Budget 1 / 2016  
Payment Schedule**

GB/16/DEC/007

**Chapter 3 0**

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

| <b>Commitments</b>                     | <b>Payments</b> |                |
|--|-----------------|----------------|
|  | <b>2016</b>     | <b>2017</b>    |
| Pre-2016 commitments still outstanding | 129 662         | 129 662        |
| Appropriations 2016                    | <b>667 580</b>  | 537 918        |
| Total                                  | 797 242         | <b>667 580</b> |
|  |                 | 129 662        |

**Chapter 3 1**

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

| <b>Commitments</b>                     | <b>Payments</b>  |                  |
|--|------------------|------------------|
|  | <b>2016</b>      | <b>2017</b>      |
| Pre-2016 commitments still outstanding | 1 540 764        | 1 540 764        |
| Appropriations 2016                    | <b>3 538 000</b> | 1 997 236        |
| Total                                  | 5 078 764        | <b>3 538 000</b> |
|  |                  | 1 540 764        |

**Chapter 3 2**

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

| <b>Commitments</b>                     | <b>Payments</b> |                |
|--|-----------------|----------------|
|  | <b>2016</b>     | <b>2017</b>    |
| Pre-2016 commitments still outstanding | 159 430         | 159 430        |
| Appropriations 2016                    | <b>761 000</b>  | 601 570        |
| Total                                  | 920 430         | <b>761 000</b> |
|  |                 | 159 430        |