

# AMENDING BUDGET 2/2020

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The main objective of this amending budget is to propose a reallocation of appropriations which enables the ETF to respond to the challenges and opportunities raised by the COVID-19 outbreak and to integrate in the ETF budget the transfers performed following the adoption of the first amending budget of 8 July 2020. The impact of the COVID-19 crisis has prompted a review of working modalities and the need to expand support on specific areas (such as online interaction with stakeholders, performant IT equipment). This has led to some activities being replaced by others on the one hand and some existing actions being extended on the other, all contributing to the same agreed ETF objectives. New working modalities with restrictions on travel and on face-to-face events have made it possible to reallocate resources to reinforce key priorities identified in the ETF's single programming document, such as digitalisation and greening ETF. At the same time, the ETF is adjusting its payment estimates by the end of the year.

The attached amending budget refers to the 2020 amended budget 1 adopted by the Board through written procedure on 8 Jul 2020 (GB 20 DEC 14).

## Revenue

The ETF's main source of revenue is its contribution 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 contribution (Titles 1, 2, 3)

For the year 2020, the initial adopted contribution amounts to €20 957 000 for both commitment and payment appropriations. There are no modifications to the commitment appropriations the ETF expects to implement by the end of the year. In terms of payment appropriations, representing the contribution the ETF is receiving from the European Commission, the ETF has reviewed its estimates of requirements up to the end of the financial year, in line with the implemented, ongoing and planned activities and is proposing a reduction of use of €557 000 (2,6% of the initial contribution amount).

This amending budget therefore proposes an amount of €20 957 000 for commitment appropriations and of €20 400 000 for payment appropriations. In other terms, while ETF expects engaging in all its activities defined in the single programming document, part of the operational activities has started later than planned due to the COVID-19 outbreak and will be paid next year.

### 1b. External assigned revenue (Title 4)

The ETF has no assigned revenue from previous years to integrate in the 2020 budget and does not expect to receive any during 2020.

## Expenditure

The activities performed until now and the proposed changes are fully in line with the priorities and objectives in the single programming document 2020-2022 adopted by the Board on 31 March 2020 (GB 20 DEC 001) and revised with the amending budget 1 on 8 July 2020 (GB 20 DEC 14).

### 2a. ETF contribution (Titles 1, 2, 3)

The amending budget 2/2020 includes three transfers falling under the authority of the Director that have already been performed, as well as a proposal for reallocation which takes into account the various limitations and opportunities stemming from the COVID-19 outbreak, as well as the lessons learned during the first stages of the crisis:

- the impossibility to carry out missions;
- the restrictions linked to the organisation of traditional events and the need to ensure tools and skills are adapted to online interaction and meeting;
- the health and safety measures to be implemented;
- the attempt to ensure at least the same efficiency and effectiveness of staff working remotely;
- the technological opportunities represented by the necessity to organise increased online presence, online meetings and online workshops;
- the acceleration of the ETF digitalisation project, with the anticipation of some actions agreed in the digitalisation roadmap.

In Title 1, there are further savings from the salaries linked to delay in occupation of vacant positions, mission costs and cancellation of face-to-face learning and development actions, as well as a reinforcement of the interim support and external consultancy for HR strategy and organisational development.

In Title 2, as the cost tendency for the rest of the year linked to the use of the building and ICT infrastructure is becoming clearer, some savings are materialising and are proposed to be allocated to Title 3 for online media partnerships.

In Title 3, the ETF has performed a further review of the activities as part of the work programme and in respect with the agreed objectives, aligned to the geopolitical and sanitary situation in our partner countries. Further reduction in the operational missions is implemented, as it becomes clear that travel during 2020 will not be likely. Increased needs for translation of ETF key documents and vacancies, for support to operational activities anticipated from 2021, as well as for investment in online media partnerships are absorbing the savings.

Here below a table summarising the changes per Title, in commitment appropriations:

Amendments by title	Amending Budget 1-2020	Current amendments	Amending Budget 2-2020	%
Title 1	€14 103 200	- 85,300.00	€14 017 900	-0.6%
Title 2	€2 362 950	- 76,430.00	€2 286 520	-3.2%
Title 3	€4 490 850	+ 161,730.00	€4 652 580	+3.6%
<b>Total ETF</b>	<b>€20 957 000</b>		<b>€20 957 000</b>	

More detailed information on the activities can be found in the “Assumptions” column of the amending budget tables.

The total redistribution of expenditure covered by this amending budget represents €408 150, commitment appropriations corresponding to 1.9% of the total contribution.

## Presentation

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

Currently, in 2020 the ETF is expected to manage a subvention of €20 957 000 in commitment appropriations and €20 400 000 in payment appropriations and no external assigned revenue.

Item/Art.	Title	Amending Budget 1/2020		Amendments		Amending Budget 2/2020	
		COM	PAY	COM	PAY	COM	PAY
<b>TITLE 1 European Union contribution</b>							
<b>Chap.1 2</b>	<b>European Training Foundation (04.03.14, ex 15.02.12, ex 15.02.27)</b>	<b>20 936 899</b>	<b>20 936 899</b>	-	- 557 000	<b>20 936 899</b>	<b>20 379 899</b>
1 20	European Training Foundation	20 936 899	20 936 899	-	- 557 000	20 936 899	20 379 899
1 20 0	ETF - Subsidy	20 936 899	20 936 899		- 557 000	20 936 899	20 379 899
1 20 1	ETF - Subsidy under Titles 1 and 2						
1 20 2	ETF - Subsidy under Title 3						
<b>Chap.1 3</b>	<b>Union contribution from recovery of surplus from previous years</b>	<b>20 101</b>	<b>20 101</b>	-	-	<b>20 101</b>	<b>20 101</b>
1 30	Union contribution from recovery of surplus from previous years	20 101	20 101	-	-	20 101	20 101
1 30 0	Contribution	20 101	20 101			20 101	20 101
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>20 957 000</b>	<b>20 957 000</b>	-	- 557 000	<b>20 957 000</b>	<b>20 400 000</b>
<b>TITLE 8 European Union contribution in kind</b>							
<b>Chap. 8 0</b>	<b>European Union contribution in kind</b>	<b>p.m.</b>	<b>p.m.</b>	-	-	<b>p.m.</b>	<b>p.m.</b>
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>p.m.</b>	<b>p.m.</b>
<b>TITLE 9 MISCELLANEOUS REVENUE</b>							
<b>Chap. 9 0</b>	<b>Miscellaneous revenue</b>	<b>p.m.</b>	<b>p.m.</b>	-	-	<b>p.m.</b>	<b>p.m.</b>
9 00	Miscellaneous revenue	p.m.	p.m.	-	-	p.m.	p.m.
9 00 0	Miscellaneous revenue	p.m.	p.m.	-	-	p.m.	p.m.
<b>TITLE 9</b>	<b>TOTAL TITLE 9</b>	<b>p.m.</b>	<b>p.m.</b>	-	-	<b>p.m.</b>	<b>p.m.</b>
<b>TITLE 10 RESULTS EARLIER YEARS</b>							
<b>Chap. 10 1</b>	<b>Results earlier years</b>	<b>p.m.</b>	<b>p.m.</b>	-	-	<b>p.m.</b>	<b>p.m.</b>
10 11	Results earlier years	p.m.	p.m.	-	-	p.m.	p.m.
10 11 1	Result budget year -/- 1	p.m.	p.m.	-	-	p.m.	p.m.
<b>TITLE 10</b>	<b>TOTAL TITLE 10</b>	<b>p.m.</b>	<b>p.m.</b>	-	-	<b>p.m.</b>	<b>p.m.</b>
<b>TOTAL ETF SUBVENTION REVENUE</b>		<b>20 957 000</b>	<b>20 957 000</b>	-	- 557 000	<b>20 957 000</b>	<b>20 400 000</b>

Amending Budget 2/2020

REVENUE

Item/Art.	Title	Amending Budget 1/2020		Amendments		Amending Budget 2/2020	
		COM	PAY	COM	PAY	COM	PAY
<b>TITLE 4 REVENUE FROM OTHER SOURCES (Earmarked revenue)</b>							
<b>Chap. 4 2</b>	<b>Co-operation with other European institutions and other bodies</b>		<b>p.m.</b>				<b>p.m.</b>
4 20	<i>Projects related to agreements between European Commission and the Foundation</i>		<i>p.m.</i>		-		<i>p.m.</i>
4 20 0	GEMM Project		p.m.				p.m.
4 20 1	FRAME Project		p.m.				p.m.
<b>4 21</b>	<b>Financing earlier years</b>		<b>p.m.</b>		-		<b>p.m.</b>
4 21 0	GEMM Project		p.m.				p.m.
4 21 1	FRAME Project		p.m.				p.m.
<b>Chap. 4 3</b>	<b>Cooperation with Italian institutions</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>
4 30 0	Cooperation with Italian institutions		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>
4 90	<i>Cooperation with Italian institutions - Financing earlier years</i>		<i>p.m.</i>		-		<i>p.m.</i>
4 90 0	Cooperation with Italian institutions - Financing earlier years		p.m.		-		p.m.
<b>TITLE 4</b>	<b>TOTAL TITLE 4</b>		<b>p.m.</b>		-		<b>p.m.</b>
<b>TOTAL EARMARKED / PROJECT REVENUE</b>			<b>p.m.</b>		-		<b>p.m.</b>
<b>GRAND TOTAL</b>			<b>20 957 000</b>		<b>- 557 000</b>		<b>20 957 000</b>
							<b>20 400 000</b>

Item/Art.	Title	Amending Budget 1/2020		Amendments		Amending Budget 2/2020		Assumptions 2020
		COM	PAY	COM	PAY	PAY	PAY	
<b>TITLE 1 EXPENDITURE RELATING TO PERSONS WORKING WITH THE FOUNDATION</b>								
<b>Chap. 1 1 Staff in active employment</b>		<b>13 861 200</b>	<b>13 861 200</b>	<b>- 53 500</b>	<b>- 53 500</b>	<b>13 807 700</b>	<b>13 807 700</b>	
<i>Art. 110 Agents included in the workforce</i>		<b>11 076 200</b>	<b>11 076 200</b>	<b>- 110 800</b>	<b>- 110 800</b>	<b>10 965 400</b>	<b>10 965 400</b>	
1 10 0	Temporary Agents	11 076 200	11 076 200	- 110 800	- 110 800	10 965 400	10 965 400	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 & 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" Planning assumptions: The ETF establishment plan of 86 posts will be achieved from the beginning of 2020. Estimated salary adaptation of 3.1% in 2019 and 2.5% in 2020 compensated by a decrease in the weighting factor. Small increase foreseen for automatic increase in step and reclassification, as well as savings from part-time and staff turnover. Revised assumptions (first amendment): Based on the estimates on the salary costs (+€40,000 on 16-Apr-2020); Actual costs of salaries, taking into account the effect of reclassifications and planned vacancies (-€64,000 on 8-Jul-2020) Revised assumptions (second amendment): Savings linked to recovery of undue payments on education allowances and other salary savings (-€110,800 on 11-Sep-2020);
<i>Art. 111 Other staff</i>		<b>2 380 000</b>	<b>2 380 000</b>	<b>+ 3 300</b>	<b>+ 3 300</b>	<b>2 383 300</b>	<b>2 383 300</b>	
1 11 0	Contract agents	2 315 000	2 315 000	-	-	2 315 000	2 315 000	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. Planning assumptions: In 2020 there are expected 42 full time equivalents contract agents
1 11 2	Local staff	65 000	65 000	+ 3 300	+ 3 300	68 300	68 300	This budget line covers all salaries, allowances, social security and contributions for Local Agents. Planning assumptions: Salary for 1 Local Agent and services provided by an Italian labour law company for application of Italian legislation to Local Agents and preparation of salary related documentation. Revised assumptions (second amendment): Estimated salary adaptation for local agents (+€3,300 on 11-Sep-2020);
<i>Art. 117 Supplementary services</i>		<b>368 000</b>	<b>368 000</b>	<b>+ 55 500</b>	<b>+ 55 500</b>	<b>423 500</b>	<b>423 500</b>	
1 17 2	Cost of organising traineeships with the Foundation	50 000	50 000	- 20 000	- 20 000	30 000	30 000	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: the ETF foresees 3 internships in 2020 Revised assumptions (first amendment): The ETF expects to increase the number of trainees during 2020 (+€30,000 on 16-Apr-2020) Revised assumptions (second amendment): Savings based on the actual usage of traineeships (-€20,000 on 19-Oct-2020);
1 17 7	Other services rendered and institutional audit services	318 000	318 000	+ 75 500	+ 75 500	393 500	393 500	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 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 * Approximately 4.5 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., * Relocation services newcomers. Revised assumptions (first amendment): Revisions to the forthcoming staff engagement survey and increased interim support (+€38,000 on 8-Jul-2020) Revised assumptions (second amendment): Increase in interim support (+€30,000 on 11-Sep-2020); External consultancy for HR strategy and organisational development and additional temporary support staff (+€45,500 on 19-Oct-2020);
<i>Art. 118 Recruitment and transformation costs</i>		<b>37 000</b>	<b>37 000</b>	<b>- 1 500</b>	<b>- 1 500</b>	<b>35 500</b>	<b>35 500</b>	
1 18 0	Sundry recruitment expenses	37 000	37 000	- 1 500	- 1 500	35 500	35 500	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). Planning assumptions: Average cost based on historical trend for up to 25 candidates entitled to reimbursement per procedure. Travel/hotel cost for pre-recruitment medical check up (average cost Bruxelles/Luxembourg/Turin); As of 2018 the pre-recruitment medical check up costs are funded under BL1430 - medical services. Revised assumptions (first amendment): ETF considered an additional assessment centre will be needed for 2020 recruitments (+€6,000 on 16-Apr-2020); Extra cost linked to online assessment centres for HoU recruitments (estimated 18 candidates). (+€12,000 on 8-Jul-2020). Revised assumptions (second amendment): Savings linked to online interviews (-€1,500 on 11-Sep-2020);
<b>Chap. 1 3 Missions and travel</b>		<b>16 000</b>	<b>16 000</b>	<b>- 9 500</b>	<b>- 9 500</b>	<b>6 500</b>	<b>6 500</b>	
<i>Art. 130 Mission and travel expenses</i>		<b>16 000</b>	<b>16 000</b>	<b>- 9 500</b>	<b>- 9 500</b>	<b>6 500</b>	<b>6 500</b>	

Item/Art.	Title	Amending Budget 1/2020		Amendments		Amending Budget 2/2020		Assumptions 2020
		COM	PAY	COM	PAY	PAY	PAY	
1 30 0	Mission and travel expenses	16 000	16 000	- 9 500	- 9 500	6 500	6 500	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: Covers directorate's and administrative missions. Attempts are made to reduce the appropriations for missions by a more intensive use of videoconference facilities and synergy. As of 2019, learning and development missions are funded from the budget line 1440 - Internal training Revised assumptions (first amendment): Decrease in administrative missions, linked to suspension of missions during COVID-19 emergency (-€15,000 on 16-Apr-2020); Savings linked to cancellation of administrative missions until the end of the year (-€34,000 on 8-Jul-2020). Revised assumptions (second amendment): Not likely that any administrative missions will be still carried out in 2020, maintaining a small reserve for future missions of about 1200€ (-€9,500 on 11-Sep-2020);
<b>Chap. 1 4 Socio-medical infrastructure</b>		<b>222 000</b>	<b>222 000</b>	<b>- 19 300</b>	<b>- 19 300</b>	<b>202 700</b>	<b>202 700</b>	
<i>Art. 143 Medical service</i>		<b>44 000</b>	<b>44 000</b>	-	-	<b>44 000</b>	<b>44 000</b>	
1 43 0	Medical service	44 000	44 000	-	-	44 000	44 000	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 and pre-recruitment 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; Psycho-social support to staff and other initiatives; Pre-recruitment medical costs. Revised assumptions (first amendment): Medical and protection material linked to COVID-19 emergency (+€19,000 on 16-Apr-2020)
<i>Art. 144 Internal training</i>		<b>143 000</b>	<b>143 000</b>	<b>- 25 000</b>	<b>- 25 000</b>	<b>118 000</b>	<b>118 000</b>	
1 44 0	Internal training	143 000	143 000	- 25 000	- 25 000	118 000	118 000	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, individual training requests, language training as well as corporate and team activities; as of 2019 it includes mission costs related to learning and development. Revised assumptions (first amendment): Decrease in training needs, due to cancellation and postponement of training initiatives linked to COVID-19 emergency (-€80,000 on 16-Apr-2020); Savings linked to language trainings and training missions (-€22,000 on 8-Jul-2020). Revised assumptions (second amendment): Lower costs than initially foreseen, linked mainly to the difficulty to travel (-€25,000 on 19-Oct-2020);
<i>Art. 149 Other interventions</i>		<b>35 000</b>	<b>35 000</b>	<b>+ 5 700</b>	<b>+ 5 700</b>	<b>40 700</b>	<b>40 700</b>	
1 49 0	Other interventions	35 000	35 000	+ 5 700	+ 5 700	40 700	40 700	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 for staff events and internal meetings, other social events and contribution to schooling costs; basic cost for canteen and water dispenser moved under budget item 2030 - facilities. Revised assumptions (second amendment): Updated costs on reimbursement for international schools and social measure on handicapped children (final cost will only be known towards the end of the year) as well as potential end of the year celebration. Potential extra needs in case of additional social measures under discussion (+€3,200 on 11-Sep-2020); higher reimbursements for the top-up educational allowance (+€2,500 on 19-Oct-2020);
<b>Chap. 1 5 Staff exchanges between the ETF and the public sector</b>		<b>p.m.</b>	<b>p.m.</b>	-	-	<b>p.m.</b>	<b>p.m.</b>	
<i>Art. 152 Staff exchanges between the ETF and the public sector</i>		<b>p.m.</b>	<b>p.m.</b>	-	-	<b>p.m.</b>	<b>p.m.</b>	
1 52 0	National experts seconded	p.m.	p.m.	-	-	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: No Seconded National Experts are foreseen in 2020
<b>Chap. 1 7 Entertainment and representation expenses</b>		<b>4 000</b>	<b>4 000</b>	<b>- 3 000</b>	<b>- 3 000</b>	<b>1 000</b>	<b>1 000</b>	
<i>Art. 170 Entertainment and representation expenses</i>		<b>4 000</b>	<b>4 000</b>	<b>- 3 000</b>	<b>- 3 000</b>	<b>1 000</b>	<b>1 000</b>	
1 70 0	Entertainment and representation expenses	4 000	4 000	- 3 000	- 3 000	1 000	1 000	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 as well as representation costs linked to the end of the year activities Revised assumptions (second amendment): Representation expenses lower than initially estimated (-€3,000 on 19-Oct-2020);
<b>TITLE 1</b>	<b>TOTAL TITLE 1</b>	<b>14 103 200</b>	<b>14 103 200</b>	<b>- 85 300</b>	<b>- 85 300</b>	<b>14 017 900</b>	<b>14 017 900</b>	



Item/Art.	Title	Amending Budget 1/2020		Amendments		Amending Budget 2/2020		Assumptions 2020
		COM	PAY	COM	PAY	PAY	PAY	
<b>TITLE 2 BUILDING, EQUIPMENT AND MISCELLANEOUS OPERATING EXPENDITURE</b>								
<b>Chap. 2 0</b>	<b>Investments in immovable property, rental of buildings and associated costs</b>	<b>1 038 974</b>	<b>1 038 974</b>	<b>- 17 210</b>	<b>- 17 210</b>	<b>1 021 764</b>	<b>1 021 764</b>	
<i>Art. 200</i>	<i>Rentals</i>	<b>3 551</b>	<b>3 551</b>	-	-	<b>3 551</b>	<b>3 551</b>	
2 00 0	Rentals	3 551	3 551	-	-	3 551	3 551	This budget line covers property rental. Since 2017 it includes also the "charges locatives", which were previously on budget line 2030. Planning assumptions: Symbolic amount for rental of ETF Villa Gualino premises, alternative office. The office in Bruxelles has been closed mid-2019. Revised assumptions (first amendment): Top up rental till the end of the year archive area in Turin; explore possibility to rent an additional archive space to stock events' material (+€1,050 on 8-Jul-2020)
<i>Art. 202</i>	<i>Water, gas, electricity and heating</i>	<b>140 000</b>	<b>140 000</b>	-	-	<b>140 000</b>	<b>140 000</b>	
2 02 0	Water, gas, electricity and heating	140 000	140 000	-	-	140 000	140 000	This budget line covers utilities (water, gas, electricity and heating). Planning assumptions: Utilities cost forecast based on current consumption
<i>Art. 203</i>	<i>Building associated costs (ex. Cleaning and Maintenance)</i>	<b>895 423</b>	<b>895 423</b>	<b>- 17 210</b>	<b>- 17 210</b>	<b>878 213</b>	<b>878 213</b>	
2 03 0	Building associated costs (ex. Cleaning and Maintenance)	895 423	895 423	- 17 210	- 17 210	878 213	878 213	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. Since 2017 it is renamed from "Cleaning and Maintenance" to "Building associated costs" and takes over expenditure from budget lines 2040, 2050, 2090, 2355. Planning assumptions: Canteen, reception, cleaning, management of technological systems, green plant maintenance, on site surveillance, inspection and radio surveillance; regione Piemonte costs ; greening, optimisation and extra-ordinary maintenance of management of technological system (heating, lights) - towards EMAS certification; RSPP services; ETF's Access control system; garbage taxes to Turin municipality ; insurance on the building - reimbursement to the region; EEAS security advice Revised assumptions (first amendment): Various works linked to EMAS, such as respecting the legal requirement for a new separated emergency power generator, replacing the current shared, damaged one (50,000€), replacement of lightbulbs with the new-generation economic LED lights - estimated savings per year 7,000€ (estimated at €92,000), water-saving touchless water taps (€5,000), introduction of sectoral meters (€14,600) ; Health and Safety measures: COVID-19 sanitisation and protection of work environment (€35,000), protection equipment for staff (€15,000). Works for introducing the LEDs is providing the opportunity to revise the false ceilings eliminating accumulation of dust and nests of insects which has never been done since the initial restructuring of the ETF 26 years ago (€80,000). Restoring a reserve for extra-ordinary maintenance. (overall +€300,900 on 8-Jul-2020) Revised assumptions (second amendment): Decrease in services for the building maintenance contract and therefore monthly fees were reduced for the period April-September (-€17,210 on current proposal);
<i>Art. 204</i>	<i>Furnishing of premises (discontinued)</i>	-	-	-	-	-	-	
2 04 0	Furnishing of premises (discontinued)	-	-	-	-	-	-	Until 2016, this budget line covered the performance of small-scale jobs for fitting out the building (such as changes to partitions, nameplates and signs, painting, etc.). Since 2017 it has been merged into 2030.
<i>Art. 205</i>	<i>Security and surveillance (discontinued)</i>	-	-	-	-	-	-	
2 05 0	Security and surveillance (discontinued)	-	-	-	-	-	-	Until 2016, this budget line covered the various expenses relating to the security and safety of the building. The following activities were 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. Since 2017 it has been merged into 2030.
<i>Art. 209</i>	<i>Other expenditure on buildings (discontinued)</i>	-	-	-	-	-	-	
2 09 0	Other expenditure on buildings (discontinued)	-	-	-	-	-	-	Until 2016, 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. Since 2017, this budget line has been merged into BL2030.
<b>Chap. 2 1</b>	<b>Information &amp; Communication Technology</b>	<b>1 175 776</b>	<b>1 175 776</b>	<b>-</b>	<b>-</b>	<b>1 175 776</b>	<b>1 175 776</b>	
<i>Art. 210</i>	<i>ICT expenditure</i>	<b>1 175 776</b>	<b>1 175 776</b>	<b>-</b>	<b>-</b>	<b>1 175 776</b>	<b>1 175 776</b>	
2 10 0	ICT hardware	335 621	335 621	-	-	335 621	335 621	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. Since 2017 it also includes expenses related to copiers/faxes etc, previously on budget line 2200. Planning assumptions: Maintenance and improvement of ICT infrastructure including WiFi, wired network infrastructure, servers and storage; managed print services; digital workplace - hardware; multimedia equipment; mobile devices. Revised assumptions (first amendment): Servers and mobile equipment (phones, computers, tablets) in order to maintain and increase staff's efficiency both in office and during smart-working (+€176,500 on 8-Jul-2020)
2 10 1	Software acquisition, maintenance and development	431 320	431 320	+ 33 870	+ 33 870	465 190	465 190	This budget line covers the purchase of standard software applications, its maintenance and the development of software systems. Planning assumptions: Software licences and maintenance fees; cloud and hosting services; Advancing information management, sharing and integration; cloud migration; ICT consultancy services; end user support services; digital technology partners Revised assumptions (first amendment): Additional phases in the Digitalisation project (taxonomy review, review of ICT governance, induction of enterprise architect) (+€56,700 on 8-Jul-2020) Revised assumptions (second amendment): Anticipation of procurement for the cloud firewall - needed for securing the IT systems (+€33,870 on 19-Oct-2020);

Item/Art.	Title	Amending Budget 1/2020		Amendments		Amending Budget 2/2020		Assumptions 2020
		COM	PAY	COM	PAY	PAY	PAY	
2 10 3	Telecoms costs	174 635	174 635	- 5 050	- 5 050	169 585	169 585	This budget line covers the fixed costs of subscriptions, communication costs and internet service fees. Planning assumptions: Mobile services; internet connectivity; hosted IP PBX and related services Revised assumptions (first amendment): Increase of bandwidth (+€5,000 on 8-Jul-2020) Revised assumptions (second amendment): Savings based on actual telecommunication costs until the end of the year and delayed Internet band upgrade (-€5,050 on 19-Oct-2020);
2 10 5	European Commission IT systems	234 200	234 200	- 28 820	- 28 820	205 380	205 380	This budget line covers expenses relating the the use of EC distributed systems Planning assumptions: ABAC annual fee; ABAC hosting fee; ABAC Assets annual fee; ePrior (eInvoice ;eSubmission; eTendering; eRequest) fees; TESTA-ng connectivity fee; SYSPER annual fee (estimate); CERT-EU; Ares and Rachel annual fees; no fees are yet foreseen for MIPS. Revised assumptions (second amendment): Savings linked to costs for EU-CERT being lower than originally estimated, following re-negotiations with the Agencies (-€28,820 on 19-Oct-2020);
<b>Chap. 2 2 Movable property and associated costs</b>		<b>20 000</b>	<b>20 000</b>	<b>- 1 620</b>	<b>- 1 620</b>	<b>18 380</b>	<b>18 380</b>	
<i>Art. 220 Technical equipment and furniture (ex Technical installations and office equipment)</i>		<b>20 000</b>	<b>20 000</b>	<b>- 1 620</b>	<b>- 1 620</b>	<b>18 380</b>	<b>18 380</b>	
2 20 0	Technical equipment and furniture (ex Technical installations and office equipment)	20 000	20 000	- 1 620	- 1 620	18 380	18 380	This budget line covers the purchase of technical and office equipment, especially audiovisual, copying, archiving and interpretation equipment. It was also used for the general replacement of old office equipment such as faxes, binding machines etc. Since 2017, it changed its name into "Technical equipment and furniture" from "Technical installations and office equipment", and includes Furniture (previously 2210) . Expenditure related to fax/copiers have been moved to 2100. Planning assumptions: Continuous upgrade of obsolete furniture Revised assumptions (second amendment): Savings after acquisition of 2020 furniture (-€1,620 on current proposal);
<i>Art. 221 Furniture (discontinued)</i>		-	-	-	-	-	-	
<i>2 21 0 Purchase (discontinued)</i>		-	-	-	-	-	-	Until 2016, this budget line covered the purchase of new furniture.Since 2017 it has been merged into 2200
<b>Chap. 2 3 Current administrative expenditure</b>		<b>70 000</b>	<b>70 000</b>	<b>- 22 700</b>	<b>- 22 700</b>	<b>47 300</b>	<b>47 300</b>	
<i>Art. 230 Stationery and office supplies</i>		<b>40 000</b>	<b>40 000</b>	<b>- 18 200</b>	<b>- 18 200</b>	<b>21 800</b>	<b>21 800</b>	
2 30 0	Stationery and office supplies	40 000	40 000	- 18 200	- 18 200	21 800	21 800	Office supplies, normal and headed paper, envelopes, business cards, etc. as well as promotional material (pens, bags, mouse mats) Planning assumptions: Normal and branded stationery , headed paper, envelopes, business cards, etc., promotional material (pens, bags, etc.) used for meetings and visitors. Revised assumptions (second amendment): Very low consumption of paper and stationary mainly due to the lockdown and the cancellation of events and trainings (-€18,200 on current proposal);
<i>Art. 232 Financial charges</i>		<b>2 000</b>	<b>2 000</b>	-	-	<b>2 000</b>	<b>2 000</b>	
2 32 0	Miscellaneous Financial expenditure	2 000	2 000	-	-	2 000	2 000	This budget line covers bank charges and other financial charges as well as damages and interest. Planning assumptions: Miscellaneous financial expenditure (covers bank charges) Revised assumptions (first amendment): Higher than expected costs for opening and operating the new ETF bank account (+€1,000 on 8-Jul-2020)
<i>Art. 233 Other expenses (ex Legal expense)</i>		<b>28 000</b>	<b>28 000</b>	<b>- 4 500</b>	<b>- 4 500</b>	<b>23 500</b>	<b>23 500</b>	
2 33 0	Miscellaneous legal, insurance and publication expenditure (ex Legal expenses)	28 000	28 000	- 4 500	- 4 500	23 500	23 500	Until 2016 this budget line covered only general legal expenses, trial expenses, external lawyers' expenses. Since 2017, it has absorbed miscellaneous expenditure on insurance (2350) , and publications (2360) under the new name of "Miscellaneous legal, insurance and publication expenditure" (instead of "Legal expenses") Planning assumptions: Legal services - reserve for external legal advice; publication of the ETF budget and related documents in the Official Journal ; accident insurance , civil liability , theft and robbery , collective insurance versus accidents for non statutory , fire, ARD and electronic insurance , reserve for reconciliation. Revised assumptions (second amendment): Costs for publication of official documents in the OJ is now covered by the Publication Office (-€4,500 on current proposal);
<i>Art. 235 Other operating expenditure (discontinued)</i>		-	-	-	-	-	-	
2 35 0	Miscellaneous insurance (discontinued)	-	-	-	-	-	-	This budget line covers sundry insurance expenses (notably civil liability, insurance against theft, insurance for computer equipment and cabling; for the safes and contents). Since 2017, this has been merged into 2330.
2 35 2	Miscellaneous expenditure on internal meetings (discontinued)	-	-	-	-	-	-	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 has been covered by BL 1440 and BL 1180 respectively. Since 2017, this has been merged into 1490.
2 35 5	Petty expenses (discontinued)	-	-	-	-	-	-	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.). Since 2017, this has been merged into 2030.
<i>Art. 236 Publications (discontinued)</i>		-	-	-	-	-	-	
2 36 0	Publications (discontinued)	-	-	-	-	-	-	This budget line covers the cost of legal documents, which the ETF is obliged to publish (budget, invitations to tender, etc.). Since 2017, this has merged into 2330.
<b>Chap. 2 4 Post and telecommunications</b>		<b>8 200</b>	<b>8 200</b>	<b>- 4 900</b>	<b>- 4 900</b>	<b>3 300</b>	<b>3 300</b>	
<i>Art. 240 Correspondence and courier expenses</i>		<b>8 200</b>	<b>8 200</b>	<b>- 4 900</b>	<b>- 4 900</b>	<b>3 300</b>	<b>3 300</b>	
2 40 0	Correspondence and courier expenses	8 200	8 200	- 4 900	- 4 900	3 300	3 300	This budget line covers correspondence and courier expenses, including the dispatching of parcels by post. Planning assumptions: Courier expenses - estimation based on previous year , purchase of stamps, imprest account for mailing Revised assumptions (first amendment): Lower costs than originally foreseen (-€7,000 on 8-Jul-2020) Revised assumptions (second amendment): Very few parcels in 2020 due to the lockdown and the cancellation of events (-€4,900 on current proposal);
<b>Chap. 2 5 Meetings and associated costs</b>		<b>50 000</b>	<b>50 000</b>	<b>- 30 000</b>	<b>- 30 000</b>	<b>20 000</b>	<b>20 000</b>	
<i>Art. 250 Meetings and associated costs</i>		<b>50 000</b>	<b>50 000</b>	<b>- 30 000</b>	<b>- 30 000</b>	<b>20 000</b>	<b>20 000</b>	

## Amending Budget 2/2020

## EXPENDITURE

Item/Art.	Title	Amending Budget 1/2020		Amendments		Amending Budget 2/2020		Assumptions 2020
		COM	PAY	COM	PAY	PAY	PAY	
2 50 0	Meetings expenses in general	50 000	50 000	- 30 000	- 30 000	20 000	20 000	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: Two governing board meetings Revised assumptions (first amendment): June Governing Board meeting is cancelled and replaced through written consultation. (-€50,000 on 8-Jul-2020) Revised assumptions (second amendment): Also the second Governing Board meeting will be held online, so actual costs are considerably lower. (-€30,000 on current proposal);
<b>TITLE 2</b>	<b>TOTAL TITLE 2</b>	<b>2 362 950</b>	<b>2 362 950</b>	<b>- 76 430</b>	<b>- 76 430</b>	<b>2 286 520</b>	<b>2 286 520</b>	

## TITLE 3 EXPENSES RELATING TO PERFORMANCE OF SPECIFIC MISSIONS

Chap. 3 0 Operational expenses		375 000	375 000	+ 217 430	+ 217 430	592 430	592 430	
Art. 301	Communications	312 000	312 000	+ 152 430	+ 152 430	464 430	464 430	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. its name until 2016 has been "General Publications". Planning assumptions: website design and development , hosting and technical support, corporate publications , Live and Learn, thematic publications , media relations , Printer , audio visual , design Revised assumptions (second amendment): Online media partnerships (advertorials on BBC.com, presence in Politico.eu) (+€76,000 on 19-Oct-2020 and +€76,430 on current proposal);
3 01 0	Communications	312 000	312 000	+ 152 430	+ 152 430	464 430	464 430	
Art. 303	Professional memberships and fees	3 000	3 000	-	-	3 000	3 000	This budget line covers the costs associated with professional memberships and fees. Planning assumptions: various memberships
3 03 0	Professional memberships and fees	3 000	3 000	-	-	3 000	3 000	
Art. 304	Translation costs	60 000	60 000	+ 65 000	+ 65 000	125 000	125 000	This budget line covers translation costs for corporate documents unrelated to specific operational activities. Planning assumptions: Translation of corporate documents Revised assumptions (second amendment): Increased need for translations of vacancies (+€25,000 on 29-Jul-2020);Increased cost for translation of vacancies, HR guide and additional languages for documents (+€40,000 on 11-Sep-2020);
3 04 0	Translation costs	60 000	60 000	+ 65 000	+ 65 000	125 000	125 000	
<b>Chap. 3 1 Priority actions : Work programme activities</b>		<b>3 895 000</b>	<b>3 895 000</b>	<b>+ 53 350</b>	<b>- 503 650</b>	<b>3 948 350</b>	<b>3 391 350</b>	
Art. 310	Priority actions : Work programme activities	3 648 000	3 648 000	+ 53 350	- 503 650	3 701 350	3 144 350	
3 10 0	Operational Projects	3 648 000	3 648 000	+ 53 350	- 503 650	3 701 350	3 144 350	This budget line covers costs associated with the implementation of the operational projects, as described in the work programme. Planning assumptions: Implementation of the operational activities. More details can be found in the work programme. Revised assumptions (second amendment): Increased support for COVES/ENE conference, communication materials for the Skills for enterprise activity, career guidance study, anticipation of Smart Specialisation in Ukraine, (+€72,350 on 11-Sep-2020);Savings reflecting the current activities (-€19,000 on 19-Oct-2020); Reduction in payment appropriation of 557,000 as while ETF expects engaging in all its activities defined in the single programming document, part of the operational activities have started later than planned due to the COVID-19 outbreak and will be paid next year
Art. 314	Projects to support strenghtening knowledge and systems	247 000	247 000	-	-	247 000	247 000	This budget line covers expenditure related to evaluation and audit. The ETF has established an indicative 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. More details are in the work programme.
3 14 0	Projects to support strenghtening knowledge and systems	247 000	247 000	-	-	247 000	247 000	
<b>Chap. 3 2 Operational Missions</b>		<b>220 850</b>	<b>220 850</b>	<b>- 109 050</b>	<b>- 109 050</b>	<b>111 800</b>	<b>111 800</b>	
Art. 320	Operational Missions	220 850	220 850	- 109 050	- 109 050	111 800	111 800	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 operational projects. Attempts are made to reduce the appropriations for missions by a more intensive use of videoconference facilities and synergy. Revised assumptions (first amendment): Savings linked to cancellation of operational missions until the end of the year (-€414,150 on 8-Jul-2020) Revised assumptions (second amendment): Not needed based on the estimates for missions until the end of the year (-€25,000 on 29-Jul-2020);Savings linked to missions being put on hold , leaving a reserve of 50,000€ for eventual operational missions in 2020 (-€27,050 on 11-Sep-2020);Savings in operational missions linked to ETF's decision to stop travels (-€57,000 on 19-Oct-2020);
3 20 0	Operational Missions	220 850	220 850	- 109 050	- 109 050	111 800	111 800	
<b>TITLE 3</b>	<b>TOTAL TITLE 3</b>	<b>4 490 850</b>	<b>4 490 850</b>	<b>+ 161 730</b>	<b>- 395 270</b>	<b>4 652 580</b>	<b>4 095 580</b>	

## TITLE 8 European Union contribution in kind

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

## Amending Budget 2/2020

## EXPENDITURE

Item/Art.	Title	Amending Budget 1/2020		Amendments		Amending Budget 2/2020		Assumptions 2020
		COM	PAY	COM	PAY	PAY	PAY	
<b>TITLE 9 EXPENSES NOT SPECIFICALLY PROVIDED FOR</b>								
<b>Chap. 9 9</b>	<b>Expenses not specifically provided for</b>	<b>p.m.</b>	<b>p.m.</b>	-	-	<b>p.m.</b>	<b>p.m.</b>	
<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>p.m.</b>	<b>p.m.</b>	
<b>TITLE 10 RESULTS EARLIER YEARS</b>								
<b>Chap. 10 1</b>	<b>Results earlier years</b>	<b>p.m.</b>	<b>p.m.</b>	-	-	<b>p.m.</b>	<b>p.m.</b>	
<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>p.m.</b>	<b>p.m.</b>	
<b>TOTAL EXPENDITURE ETF PROPER</b>		<b>20 957 000</b>	<b>20 957 000</b>	-	<b>- 557 000</b>	<b>20 957 000</b>	<b>20 400 000</b>	
<b>TITLE 4 Cooperation with other organisations (Earmarked expenditure)</b>								
<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>p.m.</b>	<b>p.m.</b>	
<i>Art. 420</i>	<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	-	-	-	-	-	-	Planning assumptions: The ETF has received all funds 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). The activities have been finalised in 2016. Last payments for the project might be in 2017. The remaining amount has been reimbursed to the European Commission in 2017, no further funds are expected.
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. No further funds are expected.
<b>Chap. 4 3</b>	<b>Co-operation with national institutions</b>	<b>p.m.</b>	<b>p.m.</b>	-	-	<b>p.m.</b>	<b>p.m.</b>	
<i>Art. 430</i>	<i>Co-operation 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	-	-	-	-	-	-	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, no further funds nor activities are expected under this co-operation.
<b>TITLE 4</b>	<b>TOTAL TITLE 4</b>	<b>p.m.</b>	<b>p.m.</b>	-	-	<b>p.m.</b>	<b>p.m.</b>	
<b>TOTAL ETF EARMARKED EXPENDITURE</b>		<b>p.m.</b>	<b>p.m.</b>	<b>p.m.</b>	<b>p.m.</b>	<b>p.m.</b>	<b>p.m.</b>	
<b>GRAND TOTAL EXPENDITURE</b>		<b>20 957 000</b>	<b>20 957 000</b>	-	<b>- 557 000</b>	<b>20 957 000</b>	<b>20 400 000</b>	

European Training Foundation  
 Amending Budget 2/2020  
 ESTABLISHMENT PLAN

GB/20/DEC/012

Grade	2020 Authorised posts		2019 Authorised posts		2018 Actual on 31/12/2018	
	Permanent	Temp.	Permanent	Temp.	Permanent	Temp.
AD 16						
AD 15						
AD 14		1		1		1
AD 13		5		5		3
AD 12		10		15		4
AD 11		10		9		9
AD 10		9		6		11
AD 9		13		12		13
AD 8		6		7		8
AD 7		1		1		5
AD 6		1				0
AD 5						1
<i>Sub-total AD</i>	<i>0</i>	<i>56</i>	<i>0</i>	<i>56</i>	<i>0</i>	<i>55</i>
AST 11		1		3		1
AST 10		3		6		0
AST 9		10		8		8
AST 8		10		7		9
AST 7		4		4		0
AST 6		1		2		3
AST 5		1				5
AST 4						4
AST 3						
AST 2						
AST 1						
<i>Sub-total AST</i>		<i>30</i>		<i>30</i>		<i>30</i>
<b>Total</b>	<b>0</b>	<b>86</b>	<b>0</b>	<b>86</b>	<b>0</b>	<b>85</b>

*In 2018, on the basis of article 38.2 of the ETF Financial Regulation, the ETF used for the first time the opportunity to “offset the effects of part-time work” by recruiting one additional appointment (function group AD). From 2020 it is expected to reach 86 +2.*

**European Training Foundation**  
**Amending Budget 2/2020**  
**Payment Schedule**

**Chapter 3 0**

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

<b>Commitments</b>		<b>Payments</b>	
		<b>2020</b>	<b>2021</b>
Pre-2020 commitments still outstanding	85 091	85 091	-
Appropriations 2020	<b>592 430</b>	507 339	85 091
<b>Total</b>	<b>677 521</b>	<b>592 430</b>	85 091

**Chapter 3 1**

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

<b>Commitments</b>		<b>Payments</b>	
		<b>2020</b>	<b>2021</b>
Pre-2020 commitments still outstanding	1 064 400	1 064 400	-
Appropriations 2020	<b>3 948 350</b>	2 326 950	1 621 400
<b>Total</b>	<b>5 012 750</b>	<b>3 391 350</b>	1 621 400

**Chapter 3 2**

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

<b>Commitments</b>		<b>Payments</b>	
		<b>2020</b>	<b>2021</b>
Pre-2020 commitments still outstanding	42 614	42 614	-
Appropriations 2020	<b>111 800</b>	69 186	42 614
<b>Total</b>	<b>154 414</b>	<b>111 800</b>	42 614