

**Amendment No 1 to  
The Single Programming Document of  
the Agency for Support for BEREC  
('BEREC Office')  
for the period 2023-2025**

**29 June 2023**

---

<sup>1</sup> This document replaces document No MB (22) 81

## Contents

Foreword.....	3
List of acronyms.....	5
Mission Statement .....	8
Section I – General Context .....	9
Section II – Multi-annual programming.....	11
1. Multi-annual work programme .....	11
2. Human and financial resource - outlook for years 2023-2025.....	12
2.1 Overview of the past and current situation .....	13
2.2 Outlook for the years 2023-2025 .....	15
2.3 Resources programming for the years 2023-2025 .....	17
2.3.1. Financial Resources.....	17
2.3.2. Human Resources .....	21
2.4 Strategy for achieving efficiency gains .....	21
2.5 Negative priorities / decrease of existing tasks.....	24
Section III – Annual Work Programme (AWP) 2023 .....	25
1. Executive Summary.....	25
2. Activities .....	28
Operational Activities.....	28
2.1 Support to BEREC Working Groups (WGs), Sustainability Expert Networking Group (ENG) and phase II cases.....	28
2.2 High level meetings and support to the Boards .....	31
2.3 ICT support to BEREC .....	35
2.4 Information gathering and distribution .....	41
2.5 BEREC Communications activities.....	46
Horizontal activities.....	50
2.6 General coordination activities .....	50
2.7 Centralised finance and procurement.....	55
2.8 Human Resources (HR) management .....	58
2.9 ICT, security and document management.....	60
Annex I: Organisation chart.....	66
Annex II: Resource allocation per BEREC Office activity for the period 2023-2025.....	68
Annex III: Financial Resources 2023-2025.....	69

Table 1 - Revenue .....	69
General revenues .....	69
Table 2 - Expenditure .....	71
Table 3 - Budget outturn and cancellation of appropriations 2019-2021 .....	74
Annex IV: Human resources quantitative .....	75
Table 1 - Staff population and its evolution; Overview of all categories of staff .....	75
A. Statutory staff and SNE .....	75
B. Additional external staff expected to be financed from grant, contribution or service-level agreements.....	76
C. Other Human Resources .....	76
Table 2 - Multi-annual staff policy plan 2023 - 2025.....	77
Table 3 - Recruitment forecasts for 2023 following retirement/mobility or new requested posts (information on the entry level for each type of posts: indicative table) .....	80
Annex V: Human resources qualitative .....	81
A. Recruitment policy .....	81
B. Appraisal and reclassification/promotions.....	81
Table 1 - Reclassification of TA/promotion of officials .....	82
Table 2 - Reclassification of contract staff .....	84
C. Gender representation.....	85
Table 1 - Data on 31/12/2021 /statutory staff (only officials, TA and CA).....	85
Table 2 - Data regarding gender evolution over 5 years of the Middle and Senior management.....	86
D. Geographical balance.....	87
Table 1 - Data on 31/12/2021 - statutory staff only (officials, TAs and CAs) .....	87
Table 2 - Evolution over 5 years of the most represented nationality in the Agency .....	88
E. Schooling .....	89
Annex VI: Environment management.....	90
Annex VII: Building policy – year 2023 .....	92
Annex VIII: Privileges and immunities .....	94
Annex IX: Evaluations .....	97
Annex X: Strategy for the organisational management and internal control systems.....	98
Annex XI: Plan for grant, contribution or service-level agreements.....	101
Annex XII: Strategy for cooperation with third countries and/or international organisations .....	102

## Foreword

The Body of European Regulators for Electronic Communications (BEREC) and the Office (an EU agency) were established in 2009. BEREC acts as a forum for cooperation among the National Regulatory Authorities (NRAs) and between NRAs and the European Commission in the exercise of the full range of their responsibilities under the Union regulatory framework. BEREC was established to provide expertise and to act independently and transparently. BEREC also serves as a body for reflection, debate and advice for the European Parliament, the Council and the Commission in the field of electronic communications.

The Office as a decentralised EU agency with its seat in Riga, Latvia, was established to provide professional and administrative support to BEREC.

The new regulation of 2018 acknowledges that BEREC and the Office have made a positive contribution towards the consistent implementation of the regulatory framework for electronic communications. In order to further contribute to the development of the internal market for electronic communications throughout the Union as well as to the promotion of access to, and take-up of very high capacity networks, competition in the provision of electronic communications networks, services and associated facilities and the interests of the citizens of the Union, the European Electronic Communications Code of 2018 assigns a significant number of tasks to BEREC and the new BEREC Regulation (EU) 2018/1971 aims to strengthen its role. Such a strengthened role complements the enhanced role played by BEREC following adoption of multiple legislative acts in the past years, for example on mobile international roaming, on open internet or on cyber security. Recent legislative changes or other developments in these domains increase duties of BEREC and of the Agency, pressing for re-considering resource allocation and prioritisation during the programming period.

The Office is confirmed in the new regulation as a decentralised EU agency, which now has a proper name, Agency for Support for BEREC, and a formal short name: BEREC Office. The BEREC Office should provide all necessary professional and administrative support for the work of BEREC, including financial, organisational and logistical support, and should contribute to BEREC's regulatory work. Moreover, the rules on the governance and operation of the BEREC Office should be aligned with the principles of the Joint Statement of the European Parliament, the Council and the European Commission of 19 July 2012 on decentralised agencies.

We are proud of the achievements reached in past years, as confirmed by the annual reports of the European Court of Auditors as well as by the European Parliament as Discharge Authority when concluding that the resources made available in the EU budgets are used in accordance with the expectations of the legislators. Aligning the operation with the principles of the referred

Joint Statement and of the Inter-institutional Agreement on budgetary discipline, on cooperation in budgetary matters and on sound financial management, in accordance with the will of the co-legislators, will allow the Agency to acquire and to maintain the necessary expertise and competences during the programming period. Addressing the challenges of the repeating waves of COVID-19 pandemic led to the acceleration of digitisation in the operation, and we are going to continue the digital transition in the years ahead. The concept of 'Smart Agency' is continuously applied in efforts to improve facilities, internal processes and skills of staff.

We believe that our contribution to the completion of the digital single market will be even more visible and obvious within the revised regulatory framework.

**Annegret Groebel**

BEREC Office Advisory Group Chair

**Laszlo Igneczki**

Director

**List of acronyms**

<b>Acronym</b>	<b>Meaning</b>
ABAC	<b>A</b> ccrual <b>B</b> ased <b>A</b> ccounting
ABB	Activity based budgeting
ABC	Activity based costing
AD	Administrator
AGM	Advanced Gateway to your Meetings application
AST	Assistant
AST/SC	Secretaries and clerks
AWP	Annual work programme
BaaS	Backup as a service
BAG	BEREC Office Advisory Group
BEREC	Body of European Regulators for Electronic Communications
BEREC Office (or 'Agency')	Agency for Support for BEREC
BEREC Regulation	<a href="#"><u>Regulation (EU) 2018/1971 of the European Parliament (EP) and of the Council of 11 December 2018 establishing the Body of European Regulators for Electronic Communications (BEREC) and the Agency for Support for BEREC (BEREC Office), amending Regulation (EU) 2015/2120 and repealing Regulation (EC) No 1211/2009<sup>2</sup></u></a>
BoR	BEREC Board of Regulators
CA	Contract Agent
CAAR	Consolidated annual activity report
CIAR	Consolidated interim activity report
CEOS	Conditions of Employment of Other Servants
CERT	Computer emergency response team
CN	Contact Network
DRaaS	Disaster recovery as a service

<sup>2</sup> OJ L 321, 17.12.2018, p. 1–35 (BG, ES, CS, DA, DE, ET, EL, EN, FR, GA, HR, IT, LV, LT, HU, MT, NL, PL, PT, RO, SK, SL, FI, SV) ; <https://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1546511040230&uri=CELEX:32018R1971>

Acronym	Meaning
DPO	Data Protection Officer
EC	European Commission
EECC	European Electronic Communications Code (Directive (EU) 2018/1972 of the EP and of the Council of 11 December 2018 establishing the European Electronic Communications Code <sup>3</sup> )
EDPS	European Data Protection Supervisor
EEA	European Economic Area
EFTA	European Free Trade Association
ENG	Expert Networking Group
ENISA	European Network and Information Security Agency
EP	European Parliament
EU	European Union
EUAN	European Union Agencies' Network
FG	Functional group
FTE	Full-time equivalent post
FWC	Framework contract
HAN	HERMES <sup>4</sup> -ARES <sup>5</sup> -NomCom <sup>6</sup>
HR	Human resources
ICT	Information and communication technologies
IT	Information technologies
KPI	Key performance indicator
MB	BEREC Office Management Board
MoU	Memorandum of Understanding

<sup>3</sup> OJ L 321, 17.12.2018, p. 36–214 (BG, ES, CS, DA, DE, ET, EL, EN, FR, GA, HR, IT, LV, LT, HU, MT, NL, PL, PT, RO, SK, SL, FI, SV) ; <https://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1546582829499&uri=CELEX:32018L1972>

<sup>4</sup> The Commission unique repository for all official documents.

<sup>5</sup> Advanced Records System.

<sup>6</sup> Nomenclature Commune.

Acronym	Meaning
MS	Member State
NRA	National Regulatory Authority
the Office	The Office of the Body of European Regulators for Electronic Communications as established by Regulation (EC) No 1211/2009 of the EP and of the Council of 25 November 2009 <sup>7</sup>
OLAF	European Anti-Fraud Office
RBFM	Report on budgetary and financial management
RoP	Rules of Procedure
SLA	Service Level Agreement
SNE	Seconded National Expert
Sysper2	Système de gestion du Personnel <sup>8</sup> , version 2
RPO	Recovery point objective
RTO	Recovery time objective
TA	Temporary Agent
TSM Regulation	Telecoms Single Market Regulation (Regulation (EU) 2015/2120 of the EP and of the Council of 25 November 2015 laying down measures concerning open internet access and amending Directive 2002/22/EC on universal service and users' rights relating to electronic communications networks and services and Regulation (EU) No 531/2012 on roaming on public mobile communications networks within the Union) <sup>9</sup>
WG	Working Group
WP	Work Programme

<sup>7</sup> OJ L 337, 18.12.2009, p. 1–10 (BG, ES, CS, DA, DE, ET, EL, EN, FR, GA, IT, LV, LT, HU, MT, NL, PL, PT, RO, SK, SL, FI, SV); a special edition (HR); <https://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1546582997398&uri=CELEX:32009R1211>; No longer in force, Date of end of validity: 19/12/2018; Repealed by [32018R1971](#)

<sup>8</sup> System for management of the personnel

<sup>9</sup> OJ L 310, 26.11.2015, pp. 1–18



## Mission Statement

The Agency for Support for BEREC (BEREC Office) was established by [Regulation \(EU\) No 2018/1971 of the European Parliament and of the Council of 11 December 2018](#), replacing the previous Regulation (EC) No 1211/2009. The BEREC Office is a body of the European Union (EU) with legal personality created to provide professional and administrative support services to the Body of European Regulators for Electronic Communications (BEREC), which is a body of the EU without a legal personality.

BEREC contributes to the development and better functioning of the internal market for electronic communications networks and services. It does so, by aiming to ensure a consistent application of the EU regulatory framework and by aiming to promote an effective internal market in the telecoms' sector, in order to bring ever greater benefits to consumers and businesses alike.

### BEREC Office mission statement:

'The BEREC Office is an EU Agency supporting BEREC in the fulfilment of its mission to ensure the consistent implementation of the European regulatory framework for electronic communications. To achieve this, the BEREC Office provides all necessary professional and administrative support for the work of BEREC, including financial, organisational and ICT services, and contributes to BEREC's regulatory work for the benefit of people in Europe.'

The guiding principles that lead the BEREC Office to achieve our professional objectives are as follows:

- **Professionalism:** We are results oriented and believe that by performing consistently to high standards we deliver value to BEREC and our stakeholders. Professionalism also means for us transparency and integrity in all our actions, working always with the highest level of ethics in our contribution to the interests of the organisation and stakeholders;
- **Efficiency:** We take pride in our work and strive for both efficiency and quality in everything we do. We are committed to use the resources available in the most efficient way;
- **Effectiveness:** We aim to contribute to the work of BEREC with real value through tangible and evident results;
- **Accountability:** We take responsibility for our actions and their outcome both as individuals and as a team. We honour our commitments and obligations. We are held accountable to our constituency (and the public at large) regarding the adherence to the mission, the transparency of internal processes and the execution of our mandate.

The guiding principles of our behaviour in working with our colleagues and interacting with our stakeholders:

- **Teamwork** is the foundation of our organization. We share knowledge and expertise working cooperatively to achieve our goals. We foster collaboration while maintaining individual accountability;
- **Diversity:** We respect the diversity of our colleagues, BEREC community and the European Union. We understand that each individual is unique and we recognize and value the different skills and strengths of our team. We believe that diversity fosters creativity and growth and we promote an open and respectful working environment.

More information on the BEREC Office tasks and mission can be found on the BEREC and BEREC Office website at: [https://berec.europa.eu/eng/berec\\_office/tasks\\_and\\_role/](https://berec.europa.eu/eng/berec_office/tasks_and_role/)

## Section I – General Context

### Historical background

BEREC and the Office were established by Regulation (EC) No 1211/2009 of the European Parliament (EP) and of the Council<sup>10</sup>. BEREC replaced the European regulators Groups for Electronic Communications Networks and Services (ERG)<sup>11</sup>, and was designed to contribute to the development and the better functioning, of the internal market for electronic communications networks and services by aiming to ensure the consistent implementation of the regulatory framework for electronic communications. BEREC acts as a forum for cooperation among the national regulatory authorities (NRAs) and between NRAs and the European Commission (EC) in the exercise of the full range of their responsibilities under the Union regulatory framework. BEREC was established to provide expertise and to act independently and transparently. BEREC also serves as a body for reflection, debate and advice for the EP, the Council and the EC in the field of electronic communications.

The Office was established as a Community body with legal personality to carry out the tasks referred to in Regulation (EC) No 1211/2009, in particular the provision of professional and administrative support services to BEREC. In order to support BEREC efficiently, the Office was given legal, administrative and financial autonomy. It was expected to operate as a Brussels-based support office as the successor of the former ERG secretariat.

By Decision 2010/349/EU<sup>12</sup>, the Representatives of the Governments of the Member States decided that the Office would have its seat in Riga, thus becoming a decentralised regulatory agency.

### Current policy context and legal base in force

BEREC and the Office have made a positive contribution towards the consistent implementation of the regulatory framework for electronic communications. In order to further contribute to the development of the internal market for electronic communications throughout the Union as well as to the promotion of access to, and take-up of very high capacity networks, competition in the provision of electronic communications networks, services and associated facilities and the interests of the citizens of the Union, the revised Regulation (EU) 2018/1971 (BEREC Regulation) aims to strengthen the role of BEREC. Such a strengthened role would complement the enhanced

---

<sup>10</sup> Regulation (EC) No 1211/2009 of the European Parliament and of the Council of 25 November 2009 establishing the Body of European Regulators for Electronic Communications (BEREC) and the Office (OJ L 337, 18.12.2009, p. 1).

<sup>11</sup> Commission Decision 2002/627/EC of 29 July 2002 establishing the European Regulators Group for Electronic Communications Networks and Services (OJ L 200, 30.7.2002, p. 38).

<sup>12</sup> Decision taken by common accord between the Representatives of the Governments of the Member States of 31 May 2010 on the location of the seat of the Office of the Body of European Regulators for Electronic Communications (BEREC) (2010/349/EU) (OJ L 156, 23.6.2010, p. 12).

role played by BEREC following Regulations (EU) No 531/2012<sup>13</sup> as amended and (EU) 2015/2120<sup>14</sup> and Directive (EU) 2018/1972<sup>15</sup>.

As stated in the new founding regulation, the new official name of the Office is 'Agency for Support for BEREC'. The designation 'BEREC Office' is used as the Agency's short name. To enable the BEREC Office to enjoy legal, administrative and financial autonomy, the legislator has established the BEREC Office as a body of the Union with legal personality (e.g. decentralised agency), which operates within its mandate and the existing institutional framework.

#### Duties and compliance obligations

The BEREC Office is tasked to provide all necessary professional and administrative support services to BEREC and contributes to BEREC's regulatory work. Furthermore, the Agency is also responsible for data gathering from the NRAs or other entities for BEREC needs, drafting regular report on regulatory topics (for example international roaming, termination rates benchmarking). It also sets up and maintains registries and databases, establishes and manages information and communications systems for BEREC, supports the smooth functioning of the BEREC working groups and of the Board of Regulators, etc.

The BEREC Office is tasked with ensuring compliance with the transparency obligations of BEREC, including implementation of the BEREC communication strategy and deployment of all necessary tools for disseminating the outcome of BEREC's works.

In carrying out its duties the BEREC Office is entitled to cooperate with competent Union bodies, offices, agencies and advisory groups, with competent authorities of third countries and with international organisations – for the needs of the implementation of its mandate.

The BEREC Office has the obligation to comply with its founding act and other legal acts of the Union, including Regulation No 1 determining the languages to be used with the EU<sup>16</sup>.

#### Specificities for the programming period

By 21 December 2023, and every five years thereafter, the EC is required to carry out an evaluation to assess BEREC's and the BEREC Office's performance in relation to their objectives, mandate, tasks and location. The evaluation will specifically address the possible need to modify the structure or mandate of BEREC and the BEREC Office, and the financial implications of any such modification. Depending on the outcome of the evaluation, the EC may propose to the legislator to amend or repeal the BEREC Regulation. Consequently, the outcome of the evaluation may impact the current single programming document.

---

<sup>13</sup> Regulation (EU) No 531/2012 of the European Parliament and of the Council of 13 June 2012 on roaming on public mobile communications networks within the Union (OJ L 172, 30.6.2012, p. 10).

<sup>14</sup> Regulation (EU) 2015/2120 of the European Parliament and of the Council of 25 November 2015 laying down measures concerning open internet access and amending Directive 2002/22/EC on universal service and users' rights relating to electronic communications networks and services and Regulation (EU) No 531/2012 on roaming on public mobile communications networks within the Union (OJ L 310, 26.11.2015, p. 1).

<sup>15</sup> Directive (EU) 2018/1972 of the European Parliament and of the Council of 11 December 2018 establishing the European Electronic Communications Code (see page 36 of this Official Journal).

<sup>16</sup> [OJ 17, 6.10.1958, p. 385](#)

Recent changes in relevant EU legislation, such as on mobile international roaming or other developments on open internet, as well as initiatives for facilitating cooperation between the EU and neighbouring and candidate countries, for example in the domain of mobile international roaming with Western Balkan territories, will add further duties to BEREC and consequently to the BEREC Office. Completion of ongoing legislative processes on digital market and digital services might also increase the duties of BEREC and the Agency. These changes will require re-consideration of the resource allocation and prioritisation during the programming period.

## Section II – Multi-annual programming

### 1. Multi-annual work programme

As the main task of the BEREC Office is to assist BEREC, it is required to possess the necessary capacity to support all BEREC activities. This includes the financial means for finance certain BEREC operations and activities, but it is even more important to maintain an efficient human capital with the necessary expertise, to effectively and efficiently support the increasing demands of the BEREC Board of Regulators and its preparatory bodies: the Contract Network and the BEREC Working Groups (WGs).

To align with the outcome of the review of the regulatory framework for electronic communications, the focus of the BEREC Office should be on maintaining this valuable human capacity along with the development and support of new applications, web-based portals and databases in view of supporting the demanding tasks that BEREC will face in the future. This requires the staff of the BEREC Office to be able to understand and cope with the job type and the workload that the challenges deriving from technology, market and regulatory domains will bring. On top of this, the BEREC Office shall support BEREC towards further improved working methods and ever higher quality on its output. The BEREC Office must be ready to assist BEREC to meet its future challenges for the further development of the European market for electronic communications and services and the welfare of European citizens. The Agency aims to maintain and strengthen its capability to contribute to achieving the policy objectives of BEREC within the ambitions of the EU for more digital economy and society. For that sake, the BEREC Office will continue to apply its *Smart Agency* concept in the programming period, in three domains<sup>17</sup>: (i) infrastructure and facilities, (ii) processes and way of working, (iii) people. The key performance indicators (KPIs) are identified and set accordingly, as follows:

Objectives	KPIs	Measure	Target
1. Maintain appropriate capacity for supporting existing and new BEREC tasks and	Fully staffed indicator	Number of temporary agents (TAs), contract agents (CAs), seconded national experts (SNEs) and interim staff / max. number	100%

<sup>17</sup> An own initiative with four target features: being 'knowledge based', 'modern', 'environmental friendly' and efficient' in those three domains.

Objectives	KPIs	Measure	Target
activities		of a fully staffed BEREC Office	
2.Improve the quality of work of BEREC by assisting with improvements to its work methods and the quality of its outputs	Quality of support to BEREC and its WGs	Measure quarterly the level of satisfaction of the BEREC Chair and the BEREC WGs Co-Chairs on a 5 grade scale on the basis of multiple questions	Minimum 85% of responses are in the top 2 scores
3. Develop and manage tools to operate effectively and efficiently	Availability rate of supporting tools	Percentage of time of proper operation of BEREC website, email server, BERECNet+, Information sharing portal, public consultation platform, etc.	Minimum 95%

## 2. Human and financial resource - outlook for years 2023-2025

The BEREC Regulation of 2018 set an obligation for the BEREC Office to apply Activity-based Budgeting and Management (ABM) principles to programming its human and financial resources. To ensure compliance with this requirement and to have an effective management tool for monitoring and programming the use of its limited resources the BEREC Office launched a project with the involvement of the BEREC Office Advisory Group (BAG), which has led to the establishment of the main specifications in terms of resource planning and monitoring, as well as cost drivers, workload drivers and performance indicators for each activity to be performed. The applied principles and indicators, including the above multi-annual key performance indicators (KPIs) will be reviewed based on experiences during the programming period.

The outcome of the simulation undertaken in the ABM tool, as developed in cooperation with the BAG, has been used as the main input for preparing the resource programming in the current document for each activity and for the whole Agency. The resource programming covers all tasks assigned to the BEREC Office in the BEREC Regulation or by other European Union (EU) legal acts, as well as the need for compliance with the regulations applicable to all EU decentralised agencies. For certain functions, which are outsourced to the European Commission (EC) services, other EU Agencies or external service providers, the current Single Programming Document foresees only budgetary appropriations without staff.

However, it should be noted that the BEREC Office was informed by DG BUDG on early termination of the Service Level Agreement regarding the provision of the accounting services in 2023. In line with Article 72 of the Financial Regulation concerning the segregation of duties between the Authorizing Officer and the Accounting Officer, an increase of the BEREC Office's

establishment plan with 1 Temporary Agent (TA)<sup>18</sup> is required during the second half of 2023, bearing in mind the length and the complexity of the hand-over period.

## 2.1 Overview of the past and current situation

In 2015 the amended Roaming Regulation and the TSM Regulation, and then in 2018 the EECC and the BEREC Regulation, assigned new tasks to BEREC. The new responsibilities of BEREC in the field of net neutrality have attracted the attention of the civil society<sup>19</sup>. The growing trend among consumers towards internet enabled services is expected to continue and therefore preserving open internet access will become even more important. To address adequately these expectations BEREC has defined new strategic areas of work and has requested more professional support from the BEREC Office. BEREC requested the Agency to manage procurements of studies and tools, run public consultations, organise specialised training for NRA experts and to deploy modern IT applications in support to BEREC.

Against this background the BEREC Office needed to cut two establishment plan posts thus further reducing its extremely limited capacity.<sup>20</sup> In 2019, the Agency received two additional establishment plan posts, reinstating the number of posts as it was at the Agency in 2013 and 2014. In 2019 the Agency established nine additional contract agent (CA) posts and two additional seconded national expert (SNE) posts, and in 2020 four new CA and three additional SNE posts were approved by the MB for the BEREC Office. To provide the requested support to BEREC and to cope with its day-to-day operations the Agency introduced different measures oriented to achieving efficiency gains and outsourced different technical tasks to EC services<sup>21</sup> or private contractors<sup>22</sup>.

To free up further capacity for increased support to BEREC the staff involved in operational activities has been discharged from administrative and financial assignments. As of 1 February 2020 only the staff of the respective centralised horizontal services prepare financial transactions (register data, initiate and verify transactions) in the EC IT system for accrued based accounting

<sup>18</sup> In accordance with Job Titles&Job Families 3<sup>rd</sup> edition issued in OCT 2018 by EC the accounting officer belongs to administrators' function group AD

<sup>19</sup> During the public consultation on the draft BEREC Guidelines in the summer of 2016 the BEREC Office received around 500 000 contributions.

<sup>20</sup> In 2015 the BEREC Office was required to cut one establishment plan post, which constituted 6.25 % of the total number of establishment plan posts and, therefore, the BEREC Office completed the objective to render 5 % of its staff as agreed in the Inter-institutional Agreement of 2 December 2013 between the EP, the Council and the EC See p. 27, 2013/C 373/01, Interinstitutional Agreement of 2 December 2013 between the EP, the Council and the EC on budgetary discipline, on cooperation in budgetary matters and on sound financial management, OJ C 373, 20.12.2013, p. 1–11, . Moreover, in 2017 the BEREC Office had to contribute with one post to the redeployment pool of EU Agencies. As a consequence, the establishment plan post of the Budget Assistant, vacant as of September 2016, was not filled in and was removed from the establishment plan as of January 2017.

<sup>21</sup> Such as accounting officer services, treasury management, ICT procurement, development and maintenance of specific accounting, document management, HR, mission management, procurement and other IT tools, publications, establishment of individual rights for staff, interpretations, medical officer services.

<sup>22</sup> Event organisation, hiring interim agents, building / office maintenance, physical security, removal, cleaning, ensuring business continuity and disaster recovery, etc.



(ABAC), including for transactions in support to BEREC. Furthermore, as of 1 June 2020 the centralised services have taken over also the management of the staff missions from an operational point of view. Freeing up the operational resources of the Agency from the responsibility to perform financial transactions is essential for coping with the increasing workload of tasks as a result of more ambitious and demanding BEREC Work Programmes every year.

It should be emphasised that on the administrative side the requirements applied to the BEREC Office are identical to those applied to larger EU bodies, and relate not only to the implementation of the Financial and Staff Regulations (incl. staff implementing rules) but also to other areas related to programming, reporting, internal controls, risk management, business continuity, security, etc. The changes in the data protection legislation introduced in 2018, in the BEREC Regulation in 2018 in terms of security and in the Framework Financial Regulation of 2019 further increased the administrative burden for the BEREC Office.

As of 2020 the Agency was required to produce the additional strategies listed below, which apply as of January 2021:

- (a) strategy for cooperation with third countries and/or international organisations;
- (b) strategy for achieving efficiency gains and synergies;
- (c) strategy for the organisational management and internal control systems.

The limited size of the Agency requires the use of a multitasking approach, which makes the assignments of staff more demanding than in other bodies of the EU. These challenges, in combination with other factors, such as low correction coefficient for Latvia and difficulties in the establishment of the family members of the staff in the host country, tend to contribute to the complications in attracting and retaining staff (especially in the lower grades). Specifically, the staff on the administrative side remain highly susceptible to turnover, as they have universal job profiles.

In order to improve the situation the management has launched the implementation of several projects oriented to increasing the attractiveness of the Agency, including the one with the host Member State under the new Headquarters Agreement, whose full scope is expected to be deployed after the signature of a Service Level Agreement with the Latvian Government. Completion of the premises project, preferably within the initiative for a House of Europe in Riga, is also expected during the programming period.

A point of concern continues to be the missing capacity of the Internal Control Coordinator and internal audit capability. This function has been either filled-in temporarily by interim workers or outsourced to external services provider for specific aspects of the function (such as the assessment of the efficiency and effectiveness of the internal control system, which will not be possible to perform in 2023 due to the lack of resources. This set-up does not ensure the service continuity and therefore during the programming period the BEREC Office will continue to explore all possibilities for finding a sustainable solution for this function.

It should be emphasised that due to its supportive role for BEREC, the BEREC Office does not determine the work priorities for BEREC and has to be prepared to use the most appropriate and

efficient approach to address the increase in its workload and so, to be able to fully support BEREC, as required by the 2018 Regulation.

## **2.2 Outlook for the years 2023-2025**

### **a) Overview**

Since 2019, the BEREC Office operates with 16 temporary agents posts in the establishment plan that is below the number of posts that are actually needed for mandatory profiles. The missing capacities are covered by using external staff (contract agents and seconded national experts) and structural service providers. Despite the difficulties of attracting and retaining staff, the BEREC Office is aiming to be fully staffed in 2023.

Irrespective of the challenges, the main objective for the period of 2023-2025 is to ensure stable working environment for staff by the measures described below, thus maintaining staff motivation and decreasing staff turnover to the minimum. It is expected that implementing the new Headquarters Agreement (signed at the end of 2020) and the Service Level Agreement (signed in 2022) will contribute to improving the working and living conditions of the staff and will have a positive impact on staff retention, as well as increase the attractiveness of the Agency for future staff. In addition, as the professional support to BEREC is highly dependent on the availability of seconded national experts (SNEs) from the national regulatory authorities, the situation of SNE engagements will be closely monitored during the programming period and mitigating actions will be initiated in case of risks of non-availability of experts.

During the programming period 2023-2025, the BEREC Office management together with HR will commit to continuous further promotion of career development through internal mobility and stabilisation of the job profiles. Last but not least, the Agency, with the assistance of the Government of the Republic of Latvia<sup>23</sup>, will continue the implementation of the social welfare plan for staff, and keep continuous close collaboration with the Latvian authorities with regard to the improvement of staff working and living conditions, including establishment of an accredited European School in Riga or its vicinity.

The main objective in the area of HR management for the period of 2023-2025 is to ensure a stable working environment for staff and job satisfaction as well as to keep staff turnover at manageable levels, including expedient filling of posts which become vacant from existing reserve lists.

---

<sup>23</sup> Ares(2021)3922814 - Headquarters Agreement between the Agency for Support for the Body of European Regulators for Electronic Communications and the Government of the Republic of Latvia  
Ares(2022)4676181 - Service Level Agreement between the Agency for Support for the Body of European Regulators for Electronic Communications and the Government of the Republic of Latvia



## **b) New tasks**

### **i. On the operation side (support to BEREC)**

Recent changes in relevant EU legislation, such as on mobile international roaming, or other developments in areas of BEREC activities, such as in open internet, as well as completion of ongoing legislative processes on digital market and digital services further increase the duties of BEREC and the BEREC Office. These changes will require re-consideration of resource allocation and prioritisation during the programming period. The recruitment of a data specialist for supporting all BEREC databases will take place during 2023. According to Article 48 of the BEREC Regulation, the European Commission will carry out an evaluation of the work of BEREC and the BEREC Office by 21 December 2023. The outcome of the evaluation may impact the tasks of the BEREC Office.

### **i. On the administrative side**

#### **1. Establishing accounting officer function**

As indicated previously following the decision of DG BUDG on early termination of the Service Level Agreement regarding the provisions of the accounting services to the BEREC Office, the establishment plan of the BEREC Office should be increased with one temporary agent (TA) post. A budgetary neutral solution is considered, having an accounting officer shared with another agency. One TA post is envisaged to serve two agencies and to be financed from the same expenses that are currently paid to the EC for this service. Until reaching an agreement with another Agency of the EU for sharing the accounting officer function, the BEREC Office will assign to the job holder also the responsibility to ask as Internal Control Coordinator.

#### **2. Meeting the requirements of the future cybersecurity and information security legislation**

To strengthen the information security in the Union Institutions and bodies of the EU in 2021 the EC has proposed two new regulations on cybersecurity, which are in a final stage of preparation by the co-legislator.

The new legislation, expected to be in force as of mid-2023, requires, among others, that each entity (i) shall establish its own internal cybersecurity framework, then (ii) it shall approve the entity's own cybersecurity baseline to address the risks identified in the framework, (iii) shall appoint a Local Cybersecurity Officer, (iv) shall carry out a cybersecurity maturity assessment at least every three years and (v) shall approve and regularly update its cybersecurity plan.

### **c) Growth of existing tasks**

At the moment of the preparation of the document there has been no evidence about expected growth in existing tasks.

## 2.3 Resources programming for the years 2023-2025

The number of staff and corresponding financial resources presented in the current document are proposed in accordance with the provisions of Article 23(2) and (4) and Article 24(1), taking account of point (a) of Article 5 and all other tasks assigned to the BEREC Office by the BEREC Regulation or by other Union legal acts, as well as the need for compliance with the regulations applicable to all EU decentralised agencies.

The resource allocation for the period 2023-2025 has been provided in accordance with the principle of activity-based management of human and financial resources. More details on the resources for 2023-2025 per activity are presented in Annex II.

### 2.3.1. Financial Resources

#### 2.3.1.1. Revenue

The 2023 sources of revenue for the BEREC Office budget are: contribution from the EU, contributions from third countries, other contributions (Member States, NRAs, etc.) and revenue from administrative activity, which are estimated as follows:

<b>Contribution from the Union:</b>	
	<b>7,647,494.00</b>
• <b>Main EU subsidy 2023:</b>	
• <b>Assigned revenues deriving from previous years surpluses:</b>	<b>49,770.87</b>
<b>Third countries contribution (incl. EFTA and candidate countries):</b>	<b>p.m.</b>
<b>Other contributions (Member states<sup>24</sup>, NRAs, etc.)</b>	<b>p.m</b>
<b>Other revenue from administrative operations</b>	<b>p.m</b>
<b>TOTAL 2023:</b>	<b>7,697,264.87</b>

#### a) Union contribution

The Union contribution approved by the Budgetary Authority in the voted Budget of the EU for 2023 for the BEREC Office amounts to EUR 7,697,264. Additionally the BEREC Office will receive the surplus deriving from previous years amounting to EUR 49,770.87.

Consequently, the total amount of the Union contribution will be **EUR 7,697,264.87**.

<sup>24</sup> Incl. voluntary financial contribution from the Member States

**b) Third countries contribution (incl. EFTA and candidate countries):**

Pursuant to Article 35(2) of Regulation (EU) 2018/1971 of the European Parliament and of the Council, the activities of the BEREC Board of Regulators (BoR), the BEREC Working Groups (WGs) and the BEREC Office Management Board (MB) have been open for participation of regulatory authorities of third countries with primary responsibility in the field of electronic communications. This is subject to the conclusion of working arrangements between BEREC/BEREC Office and the National Regulatory Authorities (NRAs) of the third countries, which further specify the nature, extent and manner in which the regulatory authorities of the third countries concerned will participate without the right to vote in the work of BEREC and BEREC Office, including their financial contributions.

On 18 March 2019 the European Commission (EC) adopted six decisions<sup>25</sup> on the participation of the NRAs of third countries in the work of BEREC and the BEREC Office. On 7 June 2022 the EC adopted an additional decision on the participation of the NRA of Ukraine in BEREC and the BEREC Office<sup>26</sup>.

Each of these decisions is accompanied by an annex outlining the Terms of Reference (ToR) for participation of the NRAs of third countries in the work of BEREC and the BEREC Office which states that the participating NRAs shall pay financial contribution to the BEREC Office budget, that corresponds to the full cost of their participation in the activity of BEREC and the BEREC Office, which includes their participation in the BEREC BoR, BEREC WGs and the BEREC Office MB.

The financial contributions shall cover the following costs:

- costs for reimbursement of travel expenses of the NRA representatives for BEREC meetings, according to the reimbursement rules of the BEREC Office;
- administrative costs relating to the above reimbursements for travel expenses, amounting to a maximum of 3 % of the amounts paid as reimbursements for travel expenses;
- administrative costs relating to the overall participation of the NRAs in the BEREC/BEREC Office activities.

The amount of the financial contribution shall be determined taking into account the anticipated meetings for the upcoming year and the actual reimbursements for the past year(s).

The calculation of the financial contribution for 2023 has been based on the meetings planned for 2023 and actual participation of experts from these NRAs in previous years. The level of financial contribution calculated for 2023 is at levels not exceeding 10,000.00 EUR per NRA, which, on the basis of the *de minimis* principle, is proposed not to be collected. In addition, all participating NRAs except the Ukrainian, which joined the work of BEREC and the BEREC Office in 2022, have a positive balance from previous year's contribution that is above the estimated financial

---

<sup>25</sup> Official Journal of the European Union, C 115, 27 March 2019 <<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=OJ:C:2019:115:TOC>>

<sup>26</sup> Official Journal of the European Union, C 236, 20 June 2022 <<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=OJ:C:2022:236:TOC>>

contribution for 2023. Therefore, it is suggested not to collect any contributions from the participating NRAs for the year 2023.

Awaiting for 'horizontal' approach to applying the EU telecom legislation to the ETFA countries, which will result in collection of contribution from those countries, the Third countries contribution (incl. EFTA and candidate countries) is marked as being p.m.

### **c) Other contributions (Member states<sup>27</sup>, NRAs, etc.)**

Furthermore, in accordance with the provisions of Article 12(2) and Annex 2<sup>28</sup> of the Service Level Agreement between the Government of the Republic of Latvia and the BEREC Office the host Member State has undertaken to contribute to the schooling costs of the children of the staff of the Agency until accredited European school is established. In the meaning of Article 25 (3) (b) of the BEREC Regulation<sup>29</sup>, this contribution from the host Member State is treated as 'voluntary financial contribution from the Member States'. It should be noted that the contribution to the schooling costs from the host Member State is a function of the number of children and of the budget availability in the final Latvian State Budget for the respective financial year. Due to the fact that the amount is uncertain<sup>30</sup>, it is encoded as p.m. and will be treated as assigned revenue as soon as received.

## **2.3.1.2. Expenditure**

The revenue listed above will be used to finance the following expenditure:

### **Title 1 Staff expenditure:**

- Expenditure is based on the staff numbers for the programming period and associated costs, incl. adjustments of the automatic step, possible reclassifications, potential impact of the annual indexation of basic salaries and changes in the correction coefficient. In calculating the salaries, an annual indexation of 2% has been assumed for the 2023 year-end correction (with the usual retroactive effect), on top of the full year effect of the 2022 correction. For the next budgetary period the allocated funds for missions, learning and development of staff, team building events and social welfare were considerably reduced in order to balance the staff expenditure with the significant salary increase approved by the EC for Latvia in December 2022<sup>31</sup>. In case the envisaged annual indexation increase would be exceeded and/or the correction coefficient will be also increased during the course of the next budgetary period, further de-prioritisations will be applied to ensure adequate financial

<sup>27</sup> Incl. voluntary financial contribution from the Member States

<sup>28</sup> The procedure envisaged in Annex 2 provided for an advance payment of the full cost for schooling by the BEREC Office and a follow-up submission of an application for reimbursement of part of the expenditure.

<sup>29</sup> OJ L 321, 17.12.2018, p. 1–35, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A32018R1971&qid=1669621943801>

<sup>30</sup> See Article 20 (7) of the BEREC Office Financial Regulation

<sup>31</sup> OJ C 474, 14.12.2022, p. 38–43, [https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=uriserv%3AOJ.C\\_.2022.474.01.0038.01.ENG&toc=OJ%3AC%3A2022%3A474%3ATOCTOC](https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=uriserv%3AOJ.C_.2022.474.01.0038.01.ENG&toc=OJ%3AC%3A2022%3A474%3ATOCTOC)

resources for the payment of staff's monthly financial benefits.

- The expenditure for external services (including those provided by the European Commission (EC) Services), the temporary financing of multi-lingual tuition for the children of the staff and the social welfare costs have been adjusted with the inflation rates, where applicable, of the amount of the planned traineeship grants have been recalculated on the basis of the salaries for staff in Latvia approved by the EC in December 2022.

**Title 2 *Buildings, equipment and miscellaneous operating expenditure:***

- Rents of premises occupied by the Agency, including rent of parking spaces and associated expenditure (insurances, fitting-out of the premises and repair works, purchase/repairs of furniture, payments of utilities, etc.).
- Purchase, rent, maintenance, installation and deployment of ICT and security equipment, software, digital certificates; external data processing services, including fees for IT systems and applications offered by the EC services.
- Agency's legal and other operating expenditure, including accounting officer services, external audit and/or consultancy services expenditure arising from the Headquarters Agreement and SLA with Latvian authorities and others.
- Costs of internal and external communications activities, incl. for organization of events, production of audio-visual and digital content, publications and branded items and others.

**Title 3 *Operational expenditure:***

The appropriations of Title 3 will be used for financing the activities in support to BEREC, as follows:

- Supporting the activities of the BEREC Working Groups (WGs) and the Expert Networking Group (ENG) on Sustainability, organising meetings, workshops, including ad hoc meetings for Article 32/33 phase II cases and reimbursing travel and accommodation expenses of the meeting participants;
- Providing services related to trainings to the national regulatory authorities' experts on the topics related to the BEREC area of activities, language services necessary for BEREC work, maintenance of information data bases and on-line platforms necessary for the work of BEREC WGs, commissioning of studies specified in the BEREC Work Programme and other projects required for BEREC work;
- Expenditure for meetings of the BEREC Board of Regulators, the Management Board of the BEREC Office, and respectively their Chair and Chairperson and Vice-Chairs and Deputy Chairpersons, the Contact Network including reimbursements to meeting participants;
- Provision of licenses, hardware, IT support and business continuity service to BEREC, management of multiple information and communications systems for BEREC needs, such as the platform for collaboration - BERECNet+, the public BEREC website, ensuring continuity in the availability of systems and services, purchase and maintenance of other IT

applications and tools (for example, audio video conferencing, video streaming, etc.), establishment and maintenance of databases in accordance with the EECC, supporting the activity of ICT ENG and others.

- Implementation of the BEREC external communications strategy, incl. by organizing high level stakeholder events and public debriefings, producing publications, audio-visual and digital content, implementation of a multilingual policy, supporting the activity of Communication ENG, etc.

More details on the projection of the financial resources needed in the period 2023-2025 are provided in Annex III: Financial Resources 2023-2025.

### **2.3.2. Human Resources**

In 2021 the BEREC Office conducted a staffing bottom-up exercise, which demonstrated that the minimum necessary competencies and mass of staff at the Agency required 47 people of staff. The staffing bottom-up exercise was concluded with the presumption that there would be stability in the outsourced service, especially those outsourced to the Commission services, which are the biggest majority and which are critical for running the administrative processes at the Agency.

However, as indicated above, that the BEREC Office was informed by DG BUDG of the forthcoming termination of the Service Level Agreement regarding the provision of the accounting services in 2023. In line with Article 72 of the Financial Regulation concerning the segregation of duties between the Authorising Officer and the Accounting Officer, an increase of the BEREC Office establishment plan with 1 temporary agent (TA)<sup>32</sup> has been approved by the Budgetary authority.

As of the entry into force of this amendment the BEREC Office will operate with 17 TAs, 22 contact agents and nine seconded national experts. More details about in BEREC Office the human resources are provided in the tables of Annex IV: Human resources quantitative.

## **2.4 Strategy for achieving efficiency gains**

### **2.4.1 Introduction and background**

The BEREC Office is an EU Agency with limited capacity on the administrative side due to its small size. Therefore, since its establishment the BEREC Office has seen the outsourcing of administrative and auxiliary tasks as the main means for filling in missing capacities, where possible, and achieving efficiency gains (both quantitative and qualitative).

The BEREC Office has already signed multiple Service level agreements (SLA) and Memoranda of Understanding with the European Commission (EC) Services, other Agencies of the EU and the Government of the host Member State for use of administrative services or sharing capacities in the field of meeting organisation and expert reimbursement, IT and security, procurement,

---

<sup>32</sup> In accordance with Job Titles&Job Families 3<sup>rd</sup> edition issued in OCT 2018 by EC the accounting officer belongs to administrators' function group AD

translations, interpretation, accounting, payroll and management of individual entitlement of staff, missions, HR management, learning and development activities, medical services, etc.

The BEREC Office is largely an IT-based agency, viewing information and communication technologies (ICT) as key enabler for the regulatory work that it carries out in support to BEREC and for its day-to-day operations. The availability of all data in digital format ensures accessibility and automation in the processing of that data.

In the course of 2021 a new area for possible further efficiency gains and synergies with the local offices of the EC and the European Parliament (EP) has been discovered, namely for sharing a joint building in the future House of Europe in Riga, which will ensure synergies and efficiency gains in terms of security, IT services, benefits from joint procurement and increased visibility. If there will be a positive decision for the implementation of this joint project from the side of the decision makers in the EP and EC, this will be the main element the Strategy for achieving efficiency gains during the programming period.

The Agency will maintain and, where possible, further expand the efficiency gains already in place by making use of joint procurement with the EC, other bodies of the EU and the host member state, use of EC IT applications and others, as follows:

#### ***2.4.2 Strategy for achieving efficiency gains and synergies in the area of premises management and security***

During the first half of 2021, the BEREC Office expressed its interest in a letter to the EP Secretary General to be a possible partner in the new House of Europe Project in Riga, which will host the European Parliament Liaison Office and European Commission Representation. This possible partnership may bring efficiencies gains and synergies in the area of premises management, security and ICT and public relations, which could be mutually beneficial for all parties involved in the project.

The synergies would definitively have a positive impact in terms of better use of public money, since the BEREC Office could share with the other parties the physical and technical security, conference and meeting rooms, technical rooms and adjacent facilities, video-conferencing and other IT equipment. Moreover, the EP and EC local offices could also benefit of the services of the BEREC Office ICT capabilities that can provide, for example, deployment and maintenance of the AVC equipment for common use of the conference room. All parties can also easily engage in joint campaigns for increasing the awareness of the EU in Latvia or benefit from joint purchasing arrangement on the local market.

The BEREC Office highly appreciates the cooperation at expert level with the EP and EC in the development of this project, and will invest all its efforts to make the project possible from its side.

#### ***2.4.3 Strategy for achieving efficiency gains and synergies in the field of procurement***

Joint purchasing arrangements can give rise to efficiency gains. In particular, due to economies of scale they can lead of cost savings such as lower purchase prices or improved client services for the same price. Moreover, joint procurement arrangements may give rise to qualitative efficiency gains by leading supplies to innovate and introduce new or improved products or services on the market.



Therefore, during the programming period the BEREC Office will join as many inter-institutional procedures as possible for the provision of goods and services that the Agency may need for its administrative and operational projects.

For its administrative needs the BEREC Office will also reply on joint procurement projects with the Government of the host Member State.

#### ***2.4.4 Efficiency gains achieved via the higher use or introduction of additional EC IT applications***

##### **i. Use of Advanced Gateways for Meetings (AGM)**

In 2019 the BEREC Office introduced the EC on-line tool for organisation of meetings and expert reimbursements – AGM. Due to the outbreak of COVID-19 in 2020 and the limited number of physical meetings, the tool was not used frequently, neither in 2020, nor in 2021. Yet already in 2022 some of the meetings, such as high-level BEREC meetings, Working Group and ENG meetings were organised through the AGM tool, thus making the reimbursement process streamlined and efficient.

With the gradual return to 'normal' and increase in use of the AGM for the organisation of BEREC events is expected. The objective would be to reach a high level of use of the tool in 2023 with the target to process 95% of the applications for expert reimbursement by the end of 2023 through the tool.

The extensive use of the AGM tool by experts is expected to lead to both qualitative and quantitative efficiency gains and to free-up HR and financial resources, which could be redirected to other activities. This effect was already taken into account in the 'Staffing bottom-up exercise' that was conducted from November 2020 to March 2021.

##### **ii. Use of additional modules of Sysper2 for managing the HR resources**

The BEREC Office uses most of the modules of the European Commission tool Sysper2 for managing the Agency's staff.

The Agency is committed to introduce gradually all Sysper2 modules available to the decentralised Agencies and will target to complete this process during the programming period.

Such an approach will lead to qualitative efficiency gains due to the establishment of a single, high quality database of the personal files of the staff, which currently are managed in the electronic document management system with a parallel paper e-signatory.

#### ***2.4.5 Use of services and capacities offered by the Latvian public authorities***

As referred to before, the BEREC Office has some missing capacities, which could be addressed via finding synergies with the Latvian public authorities, to the extent possible, under conditions to be agreed in the Service Level Agreement for the implementation of the new Headquarters agreement with the Government of the Republic of Latvia, signed on 21 December 2020, which may include joint public procurement, assistance to the BEREC Office entities in executing routine tasks, including management of relations with local authorities and economic operators, assistance to the staff members and their families in host member state.



The main objective will be to ensure smooth running of the Agency, while achieving qualitative and quantitative efficiency gains, including improving the living conditions for staff and their families in the host member state.

#### ***2.4.6 Outsourcing of technical and auxiliary tasks to private service providers***

The achieving of the efficiency gains listed above is strongly dependent on external parties and reaching appropriate agreements with them.

If the BEREC Office does not reach an agreement for the implementation of these measures, it will outsource technical and auxiliary activities, to the extent possible, to economic operations following procurement procedures.

The implementation of this measure will be considered as last resort and if only all efforts have failed to implement the other measures for achieving efficiencies of gains as listed above.

#### ***2.4.7 Matrix management of human resources***

In an effort to optimise the resources for the support of the BEREC WGs, the work of the relevant staff is organised using a matrix management approach. This approach treats the available staff as a pool of human resources and allows assigning experts of all teams to their work tasks according to the day-to-day needs and to the availability. By using this method, the unit eliminates any idle time of the staff and offers the best experts available to the WGs and a variety of work to the employees. It also allows for effective backups to all activities which perfectly match to the work type the units must fulfil.

### **2.5 Negative priorities / decrease of existing tasks**

At the moment of preparing this document no negative priorities or proposed decrease of existing tasks have been identified.

## Section III – Annual Work Programme (AWP) 2023

### 1. Executive Summary

The activities in the BEREC Office AWP for 2023 are split into the following main groups:

- a) operational activities;
- b) horizontal activities.

The activities in the AWP are developed in such a way to contribute to the achievement of the multi-annual objectives outlined earlier in Section II.

**The operational activities** of the BEREC Office are those, directly related to the mission and core tasks of the agency and in 2023 they will include all actions undertaken by the BEREC Office in support to BEREC's work, which are grouped as follows:

- 1. Support to BEREC Working Groups (WGs) and phase II cases** This activity includes assistance in setting-up the WGs and supporting their activities to fulfil the BEREC WP, which may include but is not limited to organisation of external workshops, participation of WG experts in 3<sup>rd</sup> party meetings, costs for WG event organisation, reimbursement of travel expenses and accommodation allowance of event participants, etc. Additionally, this activity includes supporting BEREC activities under Articles 32 and 33 of the European Electronic Communications Code<sup>33</sup> (EECC), including collection and tracking of all notifications, establishing and coordinating relevant ad hoc WGs, ensuring high-level quality and consistency of the BEREC opinions and others.
- 2. High level meetings - Boards' secretariat** This activity includes assisting the Board of Regulators (BoR), the Miniboard, the BEREC Office Management Board (MB), and respectively their Chair and Chairperson and Vice-Chairs and Deputy Chairpersons, the Contact Network (CN), and the BEREC Office Advisory Group (BAG) in fulfilling their assignments, especially in preparation of the BoR, MB and CN meetings, the BEREC meetings with the EU institutions, high-level BEREC workshops, events attended by the Chair and Vice-Chairs on behalf of BEREC as well as international events.
- 3. Information and communication technologies (ICT) support to BEREC** This activity includes ICT support to BEREC and its preparatory bodies, purchase and maintenance of software and hardware and ensuring business continuity for BEREC. This activity also covers maintaining the BEREC Website, the internal platform for collaboration (BERECNet+), developing and maintaining IT applications and tools (for example, audio video conferencing, video streaming, etc.), portals and platforms. This activity covers the establishment and maintenance of databases required by the EECC.
- 4. Information gathering and distributing** The activity comprises procuring and managing the necessary services, such as subscription services to telecommunications and digital economy

---

<sup>33</sup> Directive (EU) 2018/1972 of the EP and of the Council of 11 December 2018 establishing the European Electronic Communications Code, *OJ L 321, 17.12.2018, p. 36–214 (BG, ES, CS, DA, DE, ET, EL, EN, FR, GA, HR, IT, LV, LT, HU, MT, NL, PL, PT, RO, SK, SL, FI, SV)* ; <https://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1546582829499&uri=CELEX:32018L1972>

intelligence services, commissioning of studies following the request of BEREC, provision of public consultations online tool, any other necessary tools to assist in the WG activities and deliverables. Also includes the provision of necessary data sets to support for instance Remedies WG work, maintenance of IS Portal and training courses for NRAs' experts and the coordination of the preparation of the BEREC annual reports.

5. **BEREC communications activities** These activities ensure maximum internal and external transparency and accountability of BEREC activities, including thorough implementation of the BEREC external communications strategy and annual communications plans, maintaining the BEREC website and social media accounts, managing media and stakeholders relations, and organisation of public events.

**The horizontal activities** (or cross-cutting activities) are those carried out in support to operational activities and staff. In 2023 the horizontal activities will be, as follows:

1. **The general coordination includes the following recurring activities:**

- a. **General coordination:** preparation of the single programming documents, reporting on the past activities (consolidates interim and annual activity reports), coordination of the discharge process and reporting to the Discharge Authority, participation in the EU Agencies' Network, coordination of the audits (by the European Court of Auditors, independent auditors and the European Commission Internal Audit Service) as well as implementation of the Internal control framework, including risk management.
- b. **BEREC Office communications activities:** the scope of the activities include organisation of traditional BEREC Office public events, production of digital and audio-visual content, planning and executing the internal communications activities of the Agency.
- c. **Legal advice and data protection:** includes provision of legal advice on matters related to the Staff Regulation and CEOS, access to documents, implementation of the BEREC Regulation, ethics and anti-fraud and any other legal matters; coordination of handling of court cases, investigations by OLAF, the Ombudsman or by the European Data Protection Supervisor; and the activities of the Data Protection Officer in ensuring compliance of BEREC and BEREC Office with the applicable data protection rules.

2. **Centralised finance and procurement:** includes budget management, finance, accounting and procurement for all activities: in support to BEREC and for the day-to-day Agency operation; centralised mission and authorised travel management; asset registration; legal advice on matters governed by the Financial Regulations and maintenance and use of the necessary IT tools for the activity.
3. **Human resources (HR) management:** includes selection and recruitment, day-to-day personnel management, (including payroll), career development, provision of social welfare to the staff, as required by the Staff Regulations, etc., running of the traineeship programme, provision of interim workers' services, etc.
4. **ICT, security and document management;** includes IT support for system maintenance, management of access rights, development of policies, procuring and managing the

necessary services such licenses, provision of hardware and business continuity services for the needs of the BEREK Office. This activity covers also facility management and logistics, which includes building and facility management (including premises and equipment) and office supplies.

The AWP contains detailed objectives, expected results and the description of the actions to be financed, including an indication of the amount of financial and HR allocated to each action. All activities listed above are developed on the basis of the availability of the following financial and HR:

Amount of EU contribution	Establishment plan posts	External personnel
EUR 7,697,264.87	17	31

The split of financial and HR resources between the different activities is presented in Annex II.

## 2. Activities

### Operational Activities

#### 2.1 Support to BEREC Working Groups (WGs), Sustainability Expert Networking Group (ENG) and phase II cases

##### 2.1.1. Overview

According to the BEREC Regulation, the BEREC Office assists in setting up BEREC WGs, following the request of the BEREC Board of Regulators (BoR) and provides them with the appropriate administrative, professional and logistics support.

In accordance with Article 12 of the Rules of Procedure of the Management Board of the BEREC Office, the Management Board creates Expert Networking Groups (ENG). The ENG should deliver expertise on specific matters requested by the BEREC Office in support to BEREC.

As sustainability is a key element for BEREC strategy and annual work programme, there is an ambition to change the operation of BEREC and the BEREC Office to be more environmental friendly. Therefore the Sustainability ENG is tasked to understand the challenge and to discover the options, and to provide inputs to future annual work programmes and programming documents in this domain.

The BEREC Office also manages changes relating to WGs, collects resource commitments from the national regulatory authorities (NRAs), sets up and manages the contact lists and email distribution lists related to the WGs.

The BEREC Office provides administrative support to the WGs (including Sustainability ENG) in organising meetings and workshops - either physical or virtual and maintaining the information flow among members. Furthermore, it also provides logistical support to WGs and ENG, such as reimbursement of experts' travel expenses to the NRAs. Depending on the deliverable, the BEREC Office provides professional support to WGs and ENG in preparation of BEREC documents, assisting in public consultations process and undertaking the role of drafters whenever required.

##### 2.1.2. Objective, indicators, expected results and main outputs

Objective	Provision of administrative and professional support to WGs and Sustainability ENG with organising of meetings
<b>Expected results</b>	<ol style="list-style-type: none"> <li>1. Organising WGs/ENG meetings or workshops (virtual or physical);</li> <li>2. Supporting the WGs in accordance with the request of BEREC or of the WGs co-chairs;</li> <li>3. Maintaining updated distribution and contact lists of WG/ENG drafters and members;</li> <li>4. Providing support, assistance and coordination in disseminating all kind of information and/or analysis of collected market data;</li> </ol>

	5. Assisting in the timely submission of BEREC Opinions to the European Commission (EC); 6. Regularly updating the records of Market Analysis notifications; 7. Contributing to drafting of BEREC deliverables, including SUST ENG deliverables; 8. Implementation of mid- and long-term sustainability objectives and KPIs to monitor the progress.		
Indicators	Latest result	Target Year 2023	Means and frequency of verification
1. Provision of virtual WG meetings, including ENG SUST	2021: 479 <sup>34</sup>	2023: ≤500	Monthly report, CIAR, CAAR
2. Provision of support to physical WG/ENG SUST meetings	2021: 2	2023: ≤30 <sup>35</sup>	Monthly report, CIAR, CAAR
3. Provision of support to workshops with external experts (physical & virtual)	2021: 9	2023: ≤9	Monthly report, CIAR, CAAR
4. Provision of support to participation in 3rd party meetings (physical & virtual)	2021: 0	2023: ≤5	Monthly report, CIAR, CAAR
5. Provision of ad hoc meetings under Article 32/33 procedures (former Art 7/7A), physical & virtual	2021: 8 <sup>36</sup>	2023: ≤5	Monthly report, CIAR, CAAR
6. Level of satisfaction of WG meeting organisation (measure the level of satisfaction of the WG co-chairs on a 5 grade scale on the basis of multiple questions)	2021: 95.5% of responses are in the top 2 scores	≥85% of responses are in the top 2 scores	Quarterly, CAAR
7. Level of satisfaction of responses and communication (measure the level of satisfaction of the WG co-chairs on a 5 grade scale on the basis of multiple questions)	2021: 91.9% of responses are in the top 2 scores	≥85% of responses are in the top 2 scores	Quarterly, CAAR
8. Level of satisfaction of provided support to WGs (measure the level of satisfaction of the WG co-chairs on a 5 grade scale on the basis of multiple questions)	2021: 84.9% of responses are in the top 2 scores	≥85% of responses are in the top 2 scores	Quarterly, CAAR

<sup>34</sup> The number of AVC meetings organised in 2021 for all BEREC WGs (full group, drafters, only between co-chairs, bilateral, etc) in parallel to the physical meetings.

<sup>35</sup> Estimate based on experiences. It is a priority task, resources will be reallocated if needed.

<sup>36</sup> AVC meetings related to Phase II cases: IE/2021/2332-2333, IE/2021/2344, DK/2021/2346

9. Level of satisfaction of data collection exercises (measure the level of satisfaction of the WG co-chairs on a 5 grade scale on the basis of multiple questions)	2021: 100% of responses are in the top 2 scores	≥85% of responses are in the top 2 scores	Quarterly, CAAR
10. Level of satisfaction of pre-draft documents (measure the level of satisfaction of the WG co-chairs on a 5 grade scale on the basis of multiple questions)	2021: 89.0% of responses are in the top 2 scores	≥85% of responses are in the top 2 scores	Quarterly, CAAR
11. Carbon footprint of WG meetings	2021: n/a	n/a <sup>37</sup>	Quarterly, CAAR
<b>Main outputs</b>			
<ol style="list-style-type: none"> <li>1. Support to physical WGs/SUST ENG meetings and workshops with internal and/or external experts, and audio-video conferences and webinars to ensure their proper functioning (including invitations to meetings, document circulation and reimbursement of related travel and accommodation expenses to persons invited to attend meetings in and expert capacity;</li> <li>2. Active participation of BEREC Office members as drafters in the work of WGs/ENG upon request;</li> <li>3. Structured and timely provision of support for BEREC information and/or analysis on collected market data (upon the request or in accordance with SPD);</li> <li>4. Full logistic and technical support to the organisation of WG public workshops – selection and rental of venue, ICT services, technical equipment and tools (like microphones, recordings, remote access provision, translation / interpretation services etc.), catering services;</li> <li>5. Data collection and dissemination upon request from WGs or the BEREC Chair;</li> <li>6. Monitoring sustainability KPIs and reporting those;</li> <li>7. Coordination of the BEREC activities in accordance with the Article 32/33 of the EECC procedures;</li> <li>8. Establishment of Ad Hoc WGs Article 32/33 EECC cases and regularly updating the list of focal points, keeping –up and updating the notification database and coordinating the work on BEREC Opinion and its timely submission and acting as experts/rapporteurs of the group if required;</li> <li>9. Contribution to the drafting of the following reports (in due time): <ol style="list-style-type: none"> <li>a) Annual reports;</li> <li>b) International roaming benchmark reports;</li> <li>c) Termination rates at European level;</li> <li>d) Report on transparency and comparability of international roaming tariffs;</li> <li>e) Report on the implementation of the Open Internet Regulation.</li> </ol> </li> </ol>			

<sup>37</sup> This indicator will be measured for the first time in 2022, therefore it is difficult to set its targeted value without comparison to previous years.

### 2.1.3 Resources<sup>38</sup>

The total resources required for the support to BEREC WGs including Sustainability ENG, including assist in setting up WGs and providing support, workshop organisation and participation in 3rd party meetings, including a data specialist capability:

Financial resources (EUR)	FTEs
1,768,320.73	17.77

### 2.1.4 Estimates of quantifiable workload drivers

Workload driver	Latest result	Estimate 2023
Number of BEREC physical WG/ENG SUST meetings	2021: 2	2023: ≤30 (see footnote 35)
Number of BEREC virtual WG/ENG SUST meetings	2021: 479	2023: ≤500
Number of BEREC physical external workshops	2021: 0	2023: ≤3
Number of BEREC virtual external workshops	2021: 9	2023: ≤6
Number of BEREC physical Phase II cases meetings	2021: 0	2023: ≤3
Number of BEREC virtual Phase II cases meetings	2021: 8	2023: ≤2
Number of reimbursements for meeting participants invited to the events listed above	2021: 20	2023: ≤300 <sup>39</sup>

## 2.2 High level meetings and support to the Boards

### 2.2.1 Overview

According to the BEREC Regulation, BEREC should assist and advise the NRAs and the Commission in the execution of their responsibilities under the Union regulatory framework through the pooling of expertise from NRAs without duplicating work already undertaken. BEREC, as a technical body with expertise on electronic communications and composed of representatives from NRAs and the Commission, should contribute to consistent implementation of the regulatory framework for electronic communications. BEREC should also serve as a body

<sup>38</sup> Please note that the 'Resources' information hereafter in all activities include the direct expenses on the respective budget lines and the allocated expenses based on the human resources assumed to be assigned to the activity.

<sup>39</sup> Subject to change, in case COVID travel restrictions are applied again and in view of third countries participation in BEREC meetings.



for reflection, debate and advice for the European Parliament, the Council and the Commission in the electronic communications field.

These objectives, among others, are achieved through the adoption of a number of BEREC deliverables, which are approved either during the meetings of the Board of Regulators and the Management Board, with the former deciding mainly on regulatory matters and the latter on administrative matters such as the budget, staff and audits etc., or by electronic voting procedures.

Additionally, in order to enhance the cooperation between NRAs, Commission, European Parliament, the Council and interested parties (stakeholders) BEREC organizes different events and participates in events organized by third parties during which the Chair or the Vice-Chair present BEREC views and share BEREC expertise.

Therefore, the BEREC Office provides professional and administrative support services to the Board of Regulators (BoR), the Management Board of the BEREC Office (MB), and respectively their Chair and Chairperson and Vice-Chairs and Deputy Chairpersons, the Contact Network (CN) and BEREC Office Advisory Group (BAG) in fulfilling their assignments.

In order to increase efficiency and flexibility for BEREC meetings, BEREC Office will continue using new smart tools enhancing videoconference capabilities to allow for organisation of numerous remote high-level events.

### ***2.2.2 Objectives, indicators, results and outputs***

<b>Objective 1</b>	<b>To provide efficient professional and administrative supporting services to the Chair and Vice-Chairs of the BoR, Chairperson and Deputy Chairpersons of the MB of the BEREC Office, Miniboard, the BoR and MB, the CN and BAG in execution of their tasks and responsibilities, including cooperation and liaison with the EC, EP, the Council, other Union bodies, offices, agencies, advisory groups, regulatory authorities of third countries, international organisations, and other stakeholders.</b>
<b>Expected results</b>	<ol style="list-style-type: none"> <li>1. Assistance in the organisation of the high-level BEREC events, such as BoR, MB, Miniboard, and CN meetings, and high-level workshops, including via videoconferencing systems;</li> <li>2. Assistance in the organisation of BoR and MB electronic voting procedures;</li> <li>3. Maintaining updated public lists of BoR, MB Members, Participants without voting rights and their Alternates, including their Declaration of Interest and Commitments and CVs;</li> <li>4. Maintaining updated lists of the CN Members and BAG Members and their Alternates;</li> <li>5. Assistance in the organisation of the high-level BEREC and BEREC Office events, such as high-level workshops, meetings</li> </ol>

	<p>with the EU institutions and other similar events also via videoconferencing systems;</p> <p>6. Assistance in the establishment of working arrangements and liaison with the European Commission, European Parliament, the Council, other Union bodies, offices, agencies, advisory groups, regulatory authorities of third countries, international organisations, and other stakeholders.</p>		
Indicators	Latest result	Target Year 2023	Means and frequency of verification
1. Level of satisfaction with high-level meetings (measure the level of satisfaction of the CN members, WG Co-Chairs and the Miniboard on a 5 grade scale on the basis of multiple questions)	2021: 94% of responses are in the top 2 scores	≥85% of responses are in the top 2 scores	CIAR, CAAR
2. Carbon footprint of high-level meetings	2021: n/a	n/a <sup>40</sup>	Monthly report, CIAR, CAAR
<b>Main outputs</b>			
<ol style="list-style-type: none"> <li>1. Assistance in the organisation of 4 CN meetings;</li> <li>2. Assistance in the organisation of 4 ordinary BoR and MB plenary meetings;</li> <li>3. Organisation of 4 BEREK Office Advisory Group (BAG) video conferences;</li> <li>4. Assistance in the organisation of 20-30 Miniboard meetings;</li> <li>5. Management of documents related to the above-mentioned activities and follow-up activities;</li> <li>6. High-quality support to the organisation of up to 25 electronic voting procedures;</li> <li>7. Preparation of regular overviews of the outcome of electronic voting procedures as well as information on electronic voting procedures planned in the period to the next plenary meeting (for each CN and plenary meetings);</li> <li>8. Regular updates to internal BoR, MB, Miniboard, CN and BAG contact lists and publishing the updated BoR and MB Members and Alternates lists;</li> <li>9. Collection and publication of the Declarations of Interests and Commitments and CVs of the BoR and MB Members Participants without voting rights and their Alternates on the BEREK website;</li> <li>10. Assistance in the organisation of up to 2 BEREK high-level workshops (public or internal) organised back-to-back with the BoR ordinary meetings;</li> <li>11. Assistance in the organisation of up to 2 BEREK meetings with the EU institutions (excluding meetings</li> </ol>			

<sup>40</sup> This indicator will be measured for the first time in 2022, therefore it is difficult to set its targeted value without comparison to previous years.

only with the BEREC Chair/Vice-Chairs, which are included in the Chair's events);
12. Assistance in the organisation of approx. 45 meetings of the BEREC Chair and Vice-Chairs and Chairperson and Deputy Chairpersons of the Management Board of the BEREC Office and events attended by them or their representatives, such as: conferences, events organised by other EU bodies and/or EU institutions, bilateral meetings with interested parties, etc.;
13. Assistance in the organisation of up to 10 BEREC international events (organised by BEREC or other stakeholders), including Miniboard study trip;
14. Assistance in the organisation of 5 events and meetings related with the implementation of the Memoranda of Understanding or Working Arrangements signed by BEREC;
15. Management of documents related to the above-mentioned activities;
16. Maintaining updated lists of key contact points and liaising with the European Commission, European Parliament, the Council, other Union bodies, offices, agencies, advisory groups, regulatory authorities of third countries, international organisations, and other stakeholders with whom BEREC and BEREC Office cooperates;
17. Calculation of financial contributions from the third country NRAs participating in the work of BEREC and BEREC Office.

### 2.2.3 Resources

The total resources required for the organisation of high-level meetings and support to the Board's secretariat are, as follows:

Financial resources (EUR)	FTEs
803,365.77	3.25

### 2.2.4 Estimates of quantifiable workload drivers

Workload driver	Latest result	Estimate 2023
Number of high-level meetings with reopening of competition <sup>41</sup>	2021: 4	2023: 7
Number of high-level meetings without reopening of competition <sup>42</sup>	2021: 30	2023: 30
Number of reimbursements	2021: 119	2023: 300

<sup>41</sup> Organisation of meetings with launching procurement procedure - a competition among the parties to an existing framework contract.

<sup>42</sup> Organisation of meetings without launching any procurement procedure.

Workload driver	Latest result	Estimate 2023
Number of electronic voting procedures	2021: 13	2023: 25

## 2.3 ICT support to BEREC

The BEREC Office is committed to continue providing a high-quality support to BEREC and business partners in regards to ICT services and video conferencing services ensuring the availability of different software solutions, professional equipment, unified communication services needed for BEREC's information systems and Audio-Visual meetings either physical or digitally organized events.

The Agency is committed to maintain an efficient and effective governance and service model to achieve and provide high level of operational ICT delivery to BEREC. During the course of 2023-2025, the Agency will focus on a data management strategy. The management of BEREC's data, data governance, data quality, data collection, data access and usage of metadata described in a data management strategy is considered as an important aspect, which will be providing publicly available access of documents to all citizens.

During 2023-2025, the BEREC will be using modern cloud-based solution regarding the corporate home page, more specifically its back-end, allowing agile and secure mode of operation for this key Information system. The platform will allow deployment in different environment.

Depending on the continuation of the Cloud Broker Framework contract, which is due to expire in 2023, the Agency may need to allocate resources for the migration of its information systems and infrastructure to another service provider which is an important and challenging task. In addition, the Agency will work on assessment for use of public cloud resources, which will contribute towards the overall efficiency and optimization of the ICT resources.

### 2.3.1 IT Support, Licenses, Hardware and Business Continuity for BEREC

#### 2.3.1.1 Overview

In order to provide the necessary technical functionality of the existing operational IT systems and platforms, corresponding software licenses and IT services must be purchased on a yearly basis. In addition, the provision of ICT services such as necessary hardware, software, services like IaaS, SaaS and PaaS, ICT consultancy have to be ensured on a yearly basis. In order to comply with the corporate Business Continuity (BC) strategy, it is necessary to continue usage of back up as a service and disaster recovery as a service of business-critical operational data and ICT systems, including considering potential migration of infrastructure and services.

The Expert Networking Group of ICT experts is continuing to operate with the support of the BEREC (see point 2.5), continuing to operate and deliver capacity to the BEREC ICT needs.

The BERECNet+ platform is the common platform for the exchange of information between BEREC, the Commission and National Regulatory Authorities (NRAs) according to Art. 41 of the BEREC Regulation. Relevant managed services linked to the maintenance, availability and

operability of the Information and communication system are envisaged to be procured via existing FWCs already in place.

According to the EECC,

- BEREC shall maintain an EU database of the notifications transmitted to the competent authorities (Article 12(4)).
- BEREC shall establish and maintain a central registry database on the numbering resources with a right of extraterritorial use within the Union.

According to Article 16 of Regulation (EU) 2022/612 of the European Parliament and of the Council of 6 April 2022 on roaming on public mobile communications networks within the Union (hereinafter: Roaming Regulation), BEREC was required to establish and maintain a single Union-wide database of numbering ranges for value-added services<sup>43</sup> (hereinafter: VAS) and a database of means of access to emergency services by 31 December 2022. The objective is to protect roaming customers from incurring additional costs when using VAS in visited Member States and to ensure access to emergency services for users while roaming in the EU. Roaming providers are required to use this information in these databases in order to inform their customers about the costs for VAS-numbers while roaming and how to access emergency services while roaming. In line with the Roaming Regulation and the BEREC Work Program, BEREC continues to maintain these databases in 2023.

During 2023 a number of operational costs and managed services linked to maintenance of these databases will have to be allocated in terms of licences, technical and security upgrades and technical support works. After the finalisation of the technical upgrade to a modern and secure back-end solution and the planned approval of the new web design, resources for the maintenance and upgrade of the BEREC home page will be allocated as of 2023, in terms of licences, security maintenance, and technical support works.

BEREC regulation (Article 5(c)) determines that the BEREC Office shall produce regular draft reports on specific aspects of development in the European electronic communications market, such as roaming and benchmarking reports to be submitted to BEREC. During 2023 BEREC Office will recruit a data specialist in the PMU to work with developing automatic databases for roaming benchmarking exercises. IT expenses in terms of licences, technical and security upgrades, and technical support works are also expected.

### ***2.3.1.2 Objectives, indicators, results and outputs***

<b>Objective 1</b>	<p><b>Enable operations by maintaining high availability of IT services (dedicated applications, databases, web sites) in regard to IT infrastructure and services (on prem. and cloud). Provision of necessary licenses and IT support.</b></p> <p><b>Provision of expertise on ICT matters in support to BEREC (knowledge exchange).</b></p>
--------------------	--

<sup>43</sup> For example communications to premium-rate numbers, freephone numbers or shared cost numbers.

<b>Expected result</b>	<ol style="list-style-type: none"> <li>1. Continuous provision of software licenses and IT support services for operational needs;</li> <li>2. Ensure a sustainable back-up system for the BEREC data as well as functional disaster recovery service;</li> <li>3. Maintained and secured infrastructures and applications, hosted as per SLA requirements;</li> <li>4. Existing solutions maintained;</li> <li>5. Continuous support for the NRA's ICT network.</li> </ol>		
<b>Indicator</b>	<b>Latest result</b>	<b>Target Year 2023</b>	<b>Means and frequency of verification</b>
1. Ratio of tickets require more than 1.5 days resolution time	2021: <10%	2023: <10%	Reports from ticketing system
2. System Availability: a. BERECNet+ b. BEREC Website	2021: a. 99.8% b. 100%	2023: a. >99.8% b. >99.8%	Reports from monitoring tool
<b>Main outputs</b>			
<ol style="list-style-type: none"> <li>1. Signed contracts for software licensing (no interruption of IT services related to software licensing), ensuring the continuous availability of licenses (BERECNet+, Microsoft, Cisco, Webex, Security related products and other licenses);</li> <li>2. Continuous availability of necessary software products for IT support to BEREC;</li> <li>3. Continuous availability of IT support in regard to ICT system for the exchange of information - user management and WG sections;</li> <li>4. Continuous availability of licenses for video conferencing needs;</li> <li>5. Continuous availability of IT support and managed services for video conferencing;</li> <li>6. Continuous availability of IT support for management of email distribution groups and managed security services for email communication system;</li> <li>7. Continuous availability of IT support for provision of necessary security administration of corporate website;</li> <li>8. Continuous availability of IT support for the management of cloud infrastructure linked to back up as a service and disaster recovery as a service of business-critical operational data and ICT systems;</li> <li>9. Continuous availability of licenses for backup solution;</li> <li>10. Continuous availability of onsite IT support for the development and maintenance of ICT projects such as databases and ICT systems linked to BEREC activities;</li> <li>11. Continuous availability and operability of ICT systems for operational needs;</li> </ol>			

12. Reduced time and increased efficiency for provided IT support to BEREC activities;
13. Continuous availability of business-critical operational data and IT systems;
14. Usage of cloud services in order to ensure business continuity linked to Back up as a service (BaaS), Disaster recovery as a service (DRaaS) and Infrastructure as a service (IaaS); Provision of systems operational from cloud environment;
15. Reduced RTO and RPO as defined in the corporate BCM programme;
16. Fully independent management of DNS records
17. Ensure availability of Video-conferencing licences and services as well as equipped meeting rooms in Brussels and Riga sites for these reasons.
18. Assessment, development and maintenance of BEREC Website and its data assets;
19. Availability of mobile AVC equipment (inc. portable AVC suitcases);
20. Maintained BERECNet+ product; Availability and usage of managed services BERECNet+;
21. Maintained data set tool for benchmarking exercise;
22. Maintained Database (notifications under general authorisation);
23. Maintained Database (numbering);
24. Promote shared ICT knowledge and experience sharing in order to exchange good ICT practices;
25. Inter-NRA cooperation on issues of common interest in the area of Information and Communication Technologies;
26. Sustain an Expert Networking Group of ICT professionals across NRAs in order to benefit from synergies and shared experience;
27. Foster collaboration on common ICT problems.

## 2.3.2 IT Projects for BEREC

### 2.3.2.1 Overview

Depending on the continuation of the Cloud Broker Framework contract, an existing FWC under which operational systems are made available is due to expire in 2023. All operational systems may need to become available from a different environment preceded by migration efforts depending on different possibilities allowing for such a change taking into account minimal costs, migration efforts, system availability and compliance with EU data protection regulation. Such activities will result into a project, and therefore enough resources have to be allocated during the course of 2023.

The continuous availability and usage of video-conferencing services became very important for all BEREC and BEREC Office staff members. The provision of new high-availability unified communication services including reliable AVC equipment in meetings rooms have to be ensured during the course of 2023-2025 to BEREC and BEREC Office in Brussels and Riga, replacing current AVC systems. This will serve as enabler for higher level of efficiency, cooperation and objective outcomes in digital meetings. In that regard reliable web-streaming platform as a service, allowing much easier organization of digital meetings, delivering content to the general

audience, in a very reliable and user-friendly way is of an utmost importance. During 2023, the Agency will start a project to deliver newer, more technologically modern, setup to BEREC in terms of AVC systems and services in Brussels and Riga sites as well as new streaming platform and features.

The ICT ENG will provide expertise in the ICT domain in support to BEREC with the aim to explore possibilities and foster collaboration across the NRAs within the ICT domain. The ICT ENG will focus on identification of policies and operational procedures, which can be used for better ICT governance.

### **2.3.2.2 Objectives, indicators, results and outputs**

<b>Objective 1</b>	<b>Development and maintenance of ICT systems according to BEREC regulation. Maintenance and availability of the existing products for ensuring their reliability, their need to meet evolving business needs and the need to be kept interoperable with other systems overtime.</b>		
<b>Expected results</b>	<ol style="list-style-type: none"> <li>1. New systems developed;</li> <li>2. Systems and services piloted and implemented (on premises and cloud).</li> </ol>		
<b>Indicator</b>	<b>Latest result</b>	<b>Target Year 2023</b>	<b>Means and frequency of verification</b>
Support man days of external service provider	2021: N/A – new indicator	2023: 750	Monthly, CIAR, CAAR
<b>Main outputs</b>			
<ol style="list-style-type: none"> <li>1. Development of reliable IT solutions meeting the business needs;</li> <li>2. Developed and maintained new core-business and administrative solutions;</li> <li>3. Implementation and usage of modern and secure cloud services and solutions;</li> <li>4. Developed and maintained Infotainment system for WG meetings;</li> <li>5. Developed and maintained other ICT tools for the needs of BEREC.</li> </ol>			

<b>Objective 2</b>	<b>Development and deployment of new AVC facility/setup in Brussels.</b>		
<b>Expected results</b>	<ol style="list-style-type: none"> <li>1. New AVC system delivered replacing current AVC system;</li> <li>2. Ensured AVC interoperability between sites;</li> <li>3. New streaming platform delivered.</li> </ol>		



Indicator	Latest result	Target Year 2023	Means and frequency of verification
Number of new AVC systems, platforms delivered	2021: N/A – new indicator	2023: AVC installation completed by the end of year	CIAR, CAAR
<b>Main outputs</b>			
<ol style="list-style-type: none"> <li>1. Develop and deploy reliable AVC solution for all kind of setup (physical, hybrid and fully virtual meetings) for WG meetings;</li> <li>2. Ensure availability of new Video-conferencing licences and services as well as equipped meeting rooms;</li> <li>3. Ensure interoperability between AVC systems;</li> <li>4. Ensure web-streaming services are made available.</li> </ol>			

Objective 3	Provision of expertise in the ICT domain in support to BEREC		
<b>Expected results</b>	<ol style="list-style-type: none"> <li>1. Sharing experience and benefiting from synergies, e. g. optimisation of security settings for on-premises and cloud environments; surveys on important topics;</li> <li>2. Fostering collaboration on common ICT problems, e.g. impacting smooth communication services provided by ICT tools, implementation and usage of secure email;</li> <li>3. Support of the coordination of common ICT initiatives among NRAs, e. g. usage of video-conferencing solutions, better IT Governance and IT Security; usage of 2FA for log in and mobile devices (BYOD).</li> </ol>		
Indicators	Latest result	Target Year 2023	Means and frequency of verification
1. Provision of virtual meetings	2021: 14	2023: 15	CIAR, CAAR
2. Provision of support of physical WG meetings	2021: 1	2023: 1	CIAR, CAAR
<b>Main outputs</b>			
<ol style="list-style-type: none"> <li>1. Bi-annual meetings organised with ICT colleagues from across NRAs. Establishment of contact details for communication concerning ICT emergency response – for issues and immediate collaboration linked to security and urgent issues;</li> </ol>			

2. Plot version of common collaboration space (section on BERECNet+) for sharing ideas, procedures, policies, guidelines, comments, etc. – for fostering the ICT collaboration across NRAs; Exploring further optimization of BERECNet+.
3. Identification and comparison of standard operation procedures in the ICT domain.
4. Provision of support to the proper functioning of ENGs and audio-video conferences and ENG meetings (such as invitations to meetings, document circulation and reimbursement of related travel and accommodation expenses to persons invited to attend meetings in expert capacity).

### 2.3.3 Resources

The total resources required for ICT support to BEREC are:

Financial resources (EUR)	FTEs
638,579.28	3.16

### 2.3.4 Estimates of quantifiable workload drivers

Workload driver	Latest result	Estimate 2023
Number of tickets	2021: 1441	2023: 1750
Number of BERECNet+ users	2021: 1624	2023: 1800
Number of small projects (< = 150.000)	2021: 6	2023: 1
Number of big projects (> 150.000)	2021: 0	2023: 0
Number of ICT ENG meetings	2021: 7	2023: 17

## 2.4 Information gathering and distribution

### 2.4.1 Regulatory information and training for BEREC

#### 2.4.1.1 Overview

The BEREC Office will continue providing necessary training to BEREC experts also in 2023. The course related to communication, moderation and/or planning of work of the co-Chairs of the Working Groups and Expert Networking Groups will be provided next year to assist the co-Chairs in their tasks to fulfil the WP objectives. Depending on the available financial resources the Agency might extend the training to provide a course on the topics related the regulatory framework for electronic communications and other topics related to BEREC activities. The training programme might also cover latest developments on digital topics.

**2.4.1.2 Objectives, indicators, results and outputs**

Objective 1	Provision of information and knowledge dissemination		
<b>Expected results:</b>	Provision of regular training to update and enhance the professional knowledge of BEREK experts in the areas of BEREK activities.		
Indicators	Latest result	Target Year 2023	Means and frequency of verification
1. Provision of training courses per academic year for NRA experts	2021: 4	2023: 1	Monthly report, CIAR, CAAR
2. Satisfaction in organisation of trainings (measure the level of satisfaction on a 5 grade scale on the basis of multiple questions)	2021: 87.0% of responses are in the top 2 scores	≥85% of responses are in the top 2 scores	Quarterly, CIAR, CAAR
3. Satisfaction on the content/delivery of the trainings (measure the level of satisfaction on a 5 grade scale on the basis of multiple questions)	2021: 92.0% of responses are in the top 2 scores	≥85% of responses are in the top 2 scores	Quarterly, CIAR, CAAR
Main outputs			
1. Organisation of procurement procedures both for the provision of content of the trainings as well as for the organisational and logistical aspects (selection of venue, catering, invitations to registered participants, reimbursement of travel and accommodation expenses) if the training is organised onsite; 2. Professional training delivered on an annual basis to NRA experts.			

**2.4.1.3 Estimates of quantifiable workload drivers**

Workload driver	Latest result	Estimate 2023
Number of physical training sessions	2021: 0	2023: ≤0

Workload driver	Latest result	Estimate 2023
Number of virtual training sessions	2021: 36 <sup>44</sup>	2023: ≤ 4
Number of reimbursements of training participants	2021: 0 <sup>45</sup>	2023: ≥ 0
Number of data collection exercises	2021: 5	2023: ≤ 6
Number of draft documents	2021: 35	2023: ≥ 35

## 2.4.2 Studies and other projects for BEREC

### 2.4.2.1 Overview

As supporting the implementation of the BEREC WP, the BEREC Office shall deliver studies and research reports or any other material, upon request from the WGs (including ENG on Sustainability) or from BEREC, including by launching and managing the necessary procurement procedures (where applicable) and/or contracts. Furthermore, the BEREC Office supports already initiated projects defined in the previous year's SPD.

In 2023, the BEREC Office will continue to provide support in procuring two studies defined in the BEREC Work Programme of the year (BEREC study on the evolution of the competition dynamics of tower and access infrastructure companies not directly providing retail services and BEREC study on the trends and policy/regulatory challenges of cloudification, virtualisation and softwarisation in telecommunications).

BEREC Office continues providing an on line EU Survey platform for organising and holding public consultations during preparation of the draft BEREC documents. The platform ensures transparency and allows a more active involvement of stakeholders in the work of BEREC.

The Information Sharing Portal (IS Portal) is designed to complement the information available on NRAs websites. It provides a one-stop access point to public documents in the field of electronic communications and ensures public access to a comprehensive, regularly updated list of documents. The portal includes several sections and covers all categories of documents issued by NRAs for public use.

BEREC Office has a Service Level Agreement with the European Commission Translation Centre for provision of translation and editing services. In order to ensure good quality of BEREC public documents the Agency will continue using the services of the EC Translation Centre, so the final document is well written, precise, and easy to read.

The BEREC Office is required by BEREC to collect exchange and transmit information between NRAs regarding regulatory tasks assigned to BEREC. BEREC Office is also mandated to contribute to draft reports on specific aspects of the communications market, and to acquire appropriate databases, financial software and necessary historical data sets (among those for

<sup>44</sup> 4 training courses of a total of 88 hrs of training; with a virtual training session of 2 hrs on average.

<sup>45</sup> All the training sessions were organized virtually in 2021.

calculating certain parameters underlying the weighted average cost of capital) necessary for BEREC work.

#### **2.4.2.2 Objective, indicator, expected results and main output**

<b>Objective 1</b>	<b>Ensure visibility and further improved quality of BEREC deliverables</b>		
<b>Expected results</b>	<ol style="list-style-type: none"> <li>1. Studies according to the BEREC WP is procured and delivered;</li> <li>2. BEREC visibility provided through the IS Portal;</li> <li>3. Language service for BEREC documents is provided;</li> <li>4. Acquisition and provision of financial software and necessary historical data sets for the calculation of certain parameters underlying the weighted average cost of capital (WACC);</li> <li>5. Necessary tools and subscriptions are provided to the WGs.</li> </ol>		
<b>Indicators</b>	<b>Latest result</b>	<b>Target Year 2023</b>	<b>Means and frequency of verification</b>
1. Number of documents sent for language service	2021: 3	2023≥5	Quarterly, CIAR, CAAR
2. Satisfaction on studies & projects (measure the level of satisfaction on a 5 grade scale on the basis of multiple questions)	2021: 92.8% of responses are in the top 2 scores	≥85% of responses are in the top 2 scores	CAAR
<b>Main outputs</b>			
<ol style="list-style-type: none"> <li>1. Purchase (procurement) of the studies/project;</li> <li>2. Coordination and monitoring during elaboration phase of the study/project;</li> <li>3. Supervision of final delivery of the studies/project;</li> <li>4. Maintenance of IS Portal.</li> <li>5. Language services of relevant BEREC documents.</li> <li>6. Acquisition and provision of financial software and historical data sets for the calculation of certain parameters underlying the weighted average cost of capital (WACC) and other financial parameters.</li> </ol>			

Objective 2	Improvement of reimbursement process		
Expected results	Reimbursement process is organised through AGM tool		
Indicators	Latest result	Target Year 2023	Means and frequency of verification
Reimbursement of the expenses of participants in the BEREC meetings and events listed above in compliance with the applicable BEREC Office rules and within the deadlines envisaged in the BEREC Office Financial Regulation	2021: 141	2023 >600 <sup>46</sup> experts	Monthly reports, CIAR, CAAR
Main outputs			
<ol style="list-style-type: none"> <li>1. Organisation of meetings;</li> <li>2. Online registration of participants for the meetings;</li> <li>3. Organisation of provision through the AGM tool of travel, subsistence and other expenses incurred in the course of journey made by experts invited to the BEREC WG and other BEREC and BEREC Office meetings and events;</li> <li>4. Provision of training and support to BEREC experts regarding the tool.</li> </ol>			

#### 2.4.2.3 Estimates of quantifiable workload drivers

Workload driver	Latest result	Estimate 2023
Number of studies/projects without procurement procedure (using existing FWC)	2021: 6	2023:>5
Number of studies/projects with procurement procedure (no existing FWC)	2021: 2 <sup>47</sup>	2023: 2

<sup>46</sup> This number includes all the meetings and events supported by the Agency (OSU and PMU) and organised through the AGM tool.

<sup>47</sup> 1) Study on consumer behaviour & attitudes towards digital platforms as means of communication was launched in 2020, but the project was executed in 2021; 2) Study on post-Covid measures to close the digital divide.

### 2.4.3 Resources

The total resources required for Information gathering and distribution are, as follows:

Financial resources (EUR)	FTEs
348,613.81	0.46

## 2.5 BEREC Communications activities

### 2.5.1 Overview

In line with its Regulation, BEREC is working towards reaching its communications objectives by ensuring that key target audiences receive appropriate, objective, reliable and easily accessible information on the BEREC tasks and the results of its work. As well as to strengthening and expanding the perception of BEREC as an independent, European, future-orientated expert body. These objectives are reached by implementing the BEREC External Communications Strategy through its annual communications plans. BEREC Communications Expert Networking Group (ENG) is mandated to draft and implement the BEREC External Communications Strategy and respective annual communications plans and other relevant strategic documents, in collaboration with the BEREC Office, the Incoming BEREC Chair's team and the Planning and Future Trends Working Group. Besides, it is responsible for handling ad hoc tasks on pre-defined communications projects. The ENG has also a role in promoting BEREC in the individual Member States, by encouraging knowledge exchange between the communications staff of all the BEREC members, who can act as multipliers of the communications messages. The ENG is created in accordance with Article 12 of the Rules of Procedure of the Management Board of the BEREC Office for the period of 2 years (2022-2023). In 2023, the BEREC Office will continue supporting the ENG by organizing its meetings and workshops, as well as by providing drafting support to the strategical documents and in production of communications content and campaigns.

In cooperation with the BEREC Chair's office and the Co-chairs of the BEREC Working Groups, the BEREC Office ensures the day-to-day BEREC communications activities, as well as the relations with media and stakeholders and compliance with the multilingualism provisions of the Agency. In collaboration with content responsible partner organizations, the BEREC Office organises and runs the BEREC public events that include public debriefings, Stakeholder Forums and different joint events.

### 2.5.2 Objective, indicator, expected results and main output

Objective 1	Provision of expertise on communications matters in support to BEREC
Expected results	<ol style="list-style-type: none"> <li>1. Implementation of the BEREC External Communications Strategy and its annual plan and delivery of the communications outputs;</li> <li>2. Execution of ad hoc tasks on pre-defined communications projects;</li> </ol>

	3. Promotion of BEREC in the individual Member States, mainly by encouraging knowledge exchange between the communications staff of all the BEREC members, who can also act as multipliers of the message; 4. Drafting the BEREC Communications Plan 2024.		
Indicators	Latest result	Target Year 2023	Means and frequency of verification
1. Number of physical ENG meetings	2021: 4	2023: up to 1	CIAR, CAAR
2. Number of virtual ENG meetings	2021: 2	2023: up to 7	CIAR, CAAR
<b>Main outputs</b>			
1. Outputs identified under the Objective 2, section 2.5 BEREC Communications of this document; 2. Document to deliver for the adoption: BEREC Communications Plan 2024; 3. Up to 1 physical (hybrid) meetings; 4. Up to seven video-conferences organized for the experts of the ENG and/or the Co-chairs; 5. Up to two workshops organized in support to drafting of the BEREC Communications Plan 2024 and respective planning/strategic documents.			

Objective 2	Provide efficient professional and administrative support services to BEREC in the implementation of the BEREC External Communications Strategy and the BEREC Communications Plan 2023
<b>Expected results</b>	1. Assistance in the implementation of the activities and outputs planned under the BEREC Communications Plan 2023; 2. Support provision to the development of BEREC communications projects and campaigns by the BEREC Communications Expert Networking Group; 3. Dissemination of information on BEREC tasks, activities and results of its work through the BEREC Communications Expert Networking Group; 4. Assistance in the identification and planning of the BEREC communications activities for 2024; 5. Drafting the day-to-day communications materials (news items, press releases, social media posts and visuals, newsletters) reflecting the BEREC Chair's external activities, BEREC events and the BEREC work and its results;



	6. Regular update of the information on the website and its mobile version; 7. Regular update of the information on the BEREC social media accounts on Twitter, LinkedIn and YouTube; 8. Maintaining and updating the lists of website subscribers, stakeholders and media representatives; 9. Active interaction with stakeholder and media representatives upon request and according to the projects foreseen in the annual communications plan; 10. Assistance in the production, publication and distribution of BEREC Annual reports, Work Programme and annual BEREC Calendar; 11. Production, publication and distribution of infographics, brochures, banners, posters and other type of information materials, branded items and audio-visual content; 12. Organization of public debriefings, press events, high-level stakeholder events, including BEREC Stakeholder Forums and joint events, etc.; 13. Organization of the livestreaming of the BEREC public events on its website. Assisting the engagement with stakeholders at the events and via social media during the livestreaming; 14. BEREC Visual Identity guidelines are up-to-date and used when communicating on BEREC, its tasks and the result of its work; 15. Assistance in development of the design and content for the new BEREC website; 16. Provision of the multilingualism for communications materials produced.		
Indicator	Latest result	Target Year 2023	Means and frequency of verification
1. Social media coverage (number of mentions of BEREC on Twitter and LinkedIn)	2021: 736	2023: 900	CIAR, CAAR
2. Number of live connections at all BEREC public events with the livestreaming	2021: 793	2023: Up to 800	CIAR, CAAR
3. Satisfaction of BEREC public events (logistics)	2021: 100%	2023: >90%	CIAR, CAAR
<b>Main outputs</b>			

1. Online and printed information materials produced according to the request in the annual BEREK Communications Plan;
2. Contribution to the drafting of an annual BEREK Communications Plan 2024;
3. News items published on the BEREK website monthly;
4. Press releases sent out to the Media subscribers list;
5. Regularly updated content on the BEREK website dedicated sections;
6. Social media posts published on the BEREK social media accounts monthly;
7. Newsletters drafted and distributed to the website subscribers, stakeholders and media representatives monthly;
8. Regularly maintained lists of website subscribers, stakeholders and media representatives;
9. Responses provided to the stakeholders and media, upon request;
10. Production of the design and publication/distribution of BEREK Annual reports, BEREK Work Programme and BEREK Calendar;
11. Up to six livestreaming recordings are produced and published;
12. Four BEREK public debriefings, a Stakeholder Forums and/or one joint event is organized;
13. BEREK public events, such as public debriefings, Stakeholder Forum(s) and/or joint BEREK events are livestreamed on the BEREK or dedicated website with a possibility to engage online;
14. The new BEREK website design is implemented and functional, in accordance with the priorities;
15. Various subscriptions to the digital communications tools.

### 2.5.3 Resources

The total resources required for the support to BEREK communications activities are as follows:

Financial resources (EUR)	FTEs
511,136.20	2.82

### 2.5.4 Estimates of quantifiable workload drivers

Workload driver	Latest result	Estimate 2023
Number of small events (< = 100 physical participants)	2021: 4	2023: up to 4
Number of big events (>100 physical participants)	2021: 2	2023: 1
Drafting support to ENG (number of meetings, trainings, documents and outputs)	2021: 40	2023: 40

Workload driver	Latest result	Estimate 2023
Project based	2021: 1	2023: 1
Information items and publications	2021: 489	2023: 500
Translations (number of orders)	2021: 1	2023: 0

## Horizontal activities

### 2.6 General coordination activities

#### 2.6.1 General coordination

##### 2.6.1.1 Overview

The general coordination includes the following recurring activities: preparation of the Single Programming Documents (SPDs), reporting on the past activities (Consolidated interim (H1) and annual activity reports), coordination of discharge process and report to the Discharge Authority, participation in the EU Agencies' Network, coordination of the audits (by the European Court of Auditors (ECA), including independent auditors and the European Commission Internal Audit Service (IAS)), implementation of the Internal control framework, including risk management. .

##### 2.6.1.2 Objectives, indicators, results and outputs

Objective	Delivery of BEREC Office planning and reporting documents within the set deadlines and smooth running of activities linked to audit management, budgetary discharge, internal controls and risk management		
Expected results	<ol style="list-style-type: none"> <li>1) Timely preparation of the following documents: <ul style="list-style-type: none"> <li>• Single programming documents</li> <li>• Consolidated Interim (H1) and Annual Activity Reports (CIAR and CAAR)</li> <li>• Other horizontal documents requested</li> </ul> </li> <li>2) Timely transmission of information to the Discharge Authority, ECA, the IAS and the independent auditors;</li> <li>3) Implementation of the internal control framework and risk management at appropriate level;</li> <li>4) Smooth operation of the Agency via the implementation of the Headquarters' Agreement/Service level agreement with the Government of Latvia.</li> </ol>		
Indicators	Latest result	Target Year 2023	Means and frequency of verification
1. Compliance with legal deadlines	2021: 100% of	100 % of FR	CIAR, CAAR,

or deadlines for submission of documents to MB ordinary meetings	FR deadlines are met	deadlines are met	management meetings (if and when relevant)
2. Number of IAS audit recommendations	2021: N/A <sup>48</sup>	2023<3	CIAR, CAAR,
<b>Main outputs</b>			
<ol style="list-style-type: none"> <li>1. CIAR and CAAR</li> <li>2. BEREK Office SPDs</li> <li>3. Other documents for the MB ordinary meetings or BAG meetings, not following in the scope of any of the other activities of the BEREK Office.</li> <li>4. Reply to ECA observations;</li> <li>5. Report to Discharge authority;</li> <li>6. Risk assessment workshop, risk management peer review;</li> <li>7. Maintenance of risk register and reporting on follow-up of most significant risks;</li> <li>8. Assessment of the efficiency and effectiveness of the internal control framework;</li> <li>9. Action Plan to address IAS recommendations.</li> <li>10. Effective cooperation with the host Member State authorities in the interest of the BEREK Office and its staff.</li> </ol>			

### **2.6.1.3 Estimates of quantifiable workload drivers**

Workload driver	Latest result	Estimate 2023
Programming, reporting, risk management and assessment of the effectiveness of the control system	2021: 5	2022: 4
Number of audits	2021: 3 <sup>49</sup>	2023: 3

## **2.6.2 BEREK Office Communications activities**

### **2.7.2.1 Overview**

Complementing the list of communications activities in support to BEREK, the BEREK Office will continue its efforts in raising awareness of BEREK work among citizens in the hosting country by the organization of small-scale communications activities, including the provisions of the Headquarters Agreement. The BEREK Office will also continue its work towards strengthening the BEREK Office profile and recognition on LinkedIn to support recruitment procedures. In 2023,

<sup>48</sup> No IAS audits were complete in 2021; in 2020 the IAS report contained 3 recommendations

<sup>49</sup> The audits performed by the European Court of Auditors (ECA), Internal Audit Service (IAS) and independent audit company

the Agency will continue to strengthen internal communication to improve intra-agency information and knowledge sharing and to facilitate the engagement and commitment of employees. These communication activities will focus on organizational, operational, administrative and inspirational news and information. A modern online platform will introduce new formats to facilitate two-way communication between management and the staff. Internal communication will be managed in line with the BEREC Office Internal Communications Strategy complemented by an internal communications activity plan for 2023.

#### **2.6.2.2 Objectives, indicators, results and outputs**

<b>Objective</b>	<b>To provide professional and administrative support to the BEREC Management Board in implementing the BEREC Office communications activities</b>		
<b>Expected results</b>	<ol style="list-style-type: none"> <li>1. Organisation of traditional BEREC Office public events including production of relevant materials;</li> <li>2. Production of information items (social media posts, newsletters, news, press releases) targeted to the stakeholders in the host country of the Agency;</li> <li>3. Production of promotional items of the Agency;</li> <li>4. Strengthening the BEREC Office profile and recognition on social media;</li> <li>5. Production and distribution of internal newsletters to the staff of the Agency and to the BEREC Management Board;</li> <li>6. Implementation of the BEREC Office Internal Communications strategy and activity plan 2023;</li> <li>7. Development of the BEREC Office Internal Communications Plan 2024.</li> </ol>		
<b>Indicators</b>	<b>Latest result</b>	<b>Target Year 2023</b>	<b>Means and frequency of verification</b>
1. Number of events	2021: 3	2023: up to 4	CIAR, CAAR
2. External info items	2021: 60	2023: 60	CIAR, CAAR
3. Internal info items	2021: 46	2023: 50	CIAR, CAAR
<b>Main outputs</b>			

1. Organisation of up to four BEREC Office public events;
2. Information items (social media posts, newsletters, news, press releases, etc.) produced and distributed monthly;
3. A set of promotional items produced;
4. Internal information items produced and distributed (bi-weekly newsletters to staff, monthly newsletters to MB);
5. BEREC Office Internal Communications Annual plan 2024.

## 2.6.3 Legal advice and data protection

### 2.6.3.1 Overview

The Legal officer performs the professional function of legal support to the activities of the Agency with the aim of ensuring compliance with the applicable legal framework and mitigating the risk of possible litigation. In addition, the Legal Officer exercises the function of Data Protection Officer (DPO), Transparency Officer (under Regulation EC 1049/2001) and Anti-Fraud Officer.

The activities of the Legal Officer in the area of access to documents and data protection focuses on 2 main objectives which are recurring and continue from year-to-year (see Objectives 1 and 2 listed below).

In 2023, the Legal Officer will continue to provide legal advice to staff and Units in line with the BEREC Office legal framework (BEREC Regulation, Staff Regulation, etc.) and to assist, when requested, in the preparation of agreements, Director's Decision, Management Board decision, Memoranda of Understanding and other legal documents. When needed, the Legal Officer will represent the Agency in court cases and coordinate the work on OLAF or Ombudsman investigations.

As Transparency Officer, the Legal Officer will continue to advice staff on the implementation of the rules regarding public access to documents (Regulation EC 1049/2001). As DPO, the Legal Officer will continue ensuring that the Agency complies with the data protection obligations and requirements set in Regulation (EU) 2018/1725 and will assist in the preparation of responses to requests or inspections of the European Data Protection Supervisor (EDPS). The cooperation with the EDPS will continue as a priority and key element for accountability.

In the function of Anti-Fraud Officer, by the end of 2022, it is foreseen that the Legal Officer will initiate and coordinate the drafting of the BEREC Office Anti-Fraud Strategy 2023-2025 and will assist in implementing the corresponding Anti-Fraud Strategy Action Plan.

In order to raise staff awareness on compliance with the applicable legal framework, the Legal officer will provide regular staff trainings on data protection, on anti-fraud/ethics, on access to documents and on any other topic that may be needed.

### 2.6.3.2 Objectives, indicators, results and outputs

Objective 1	Timely processing of applications for access to
-------------	---

	<b>documents</b>		
<b>Expected results</b>	Processing of applications for access to documents within the deadlines prescribed by Regulation 1049/2001 on access to documents		
<b>Indicators</b>	<b>Latest result</b>	<b>Target Year 2023</b>	<b>Means and frequency of verification</b>
Applications processed within 15 working days	2021:80%	100 %	CIAR, CAAR
<b>Main outputs</b>			
Replies to the applicants			

<b>Objective 2</b>	<b>Effective and efficient protection of personal data</b>		
<b>Expected results</b>	Full compliance with EU data protection rules and enhanced awareness on data protection related issues		
<b>Indicators</b>	<b>Latest result</b>	<b>Target Year 2023</b>	<b>Means and frequency of verification</b>
1. Number of data protection policies (or DPO notification) in place compared to the number of processing operations identified	2021: 100 %	90%	CIAR, CAAR
2. Number of personal data breaches notified to the EDPS	2021: 1	≤ 3	CIAR, CAAR
3. Negative references to the BEREC Office in the European Data Protection Supervisor (EDPS) annual report	2021: 0	≤ 2	CIAR, CAAR
4. Number of internal trainings organised for newcomers	2021: 2	Training is provided to each group of newcomers	CIAR, CAAR
<b>Main outputs</b>			
Data protection policies.			

### 2.6.4 Resources

The total resources required for general coordination activities are, as follows:

Financial resources (EUR)	FTEs
795,432.74	4.17

## 2.7 Centralised finance and procurement

### 2.7.1 Overview

The activities of the BEREK Office in this area consist of managing the Agency's budget, ensuring that all financial transactions and workflows are executed in compliance with the requirements of the Financial Regulation, managing procurement procedures in a centralised way and the provision of accounting services to the Agency. This activity also includes timely preparation of all budgetary and legal commitments, payments, other financial documents and further reporting to the Authorising Officer(s) (by delegation), as well as the implementation of the activity based costing and budgeting.

This activity also includes developing and updating the internal instructions, guidelines and templates for staff in line with the legislation in force. It also includes full support for mission and authorised travel management.

### 2.7.2 Objectives, indicators, results and outputs

Objective 1	Timely provision of state-of-the-art supplies and services in support to BEREK and for the needs of the BEREK Office and smooth running of activities linked to accounting, finance and budget management
Expected results	<ol style="list-style-type: none"> <li>1. Management of all procurement procedures, incl. reopening of competition and inter-institutional procurement procedures;</li> <li>2. Updating templates and the internal procurement procedures in the fields of procurement, activity-based management and finance;</li> <li>3. Maintenance and use of e-procurement tools (i.e. PPMT, e-Tendering, e-Submission) and usage of procurement platforms (provided by EUAN and Latvian Government, i.e. EIS);</li> <li>4. Preparation of the draft budget, the financial statement, amended budget(s) and other documents in accordance with the legal requirements;</li> <li>5. Monitoring and coordination of the level of budget execution;</li> <li>6. Activity based budget and costing management;</li> </ol>



	7. Internalisation of the Accounting Officer function, application of accounting standards and rules, and ensuring quality of accounting; 8. Ensure the ex-ante controls of the Agency's financial transactions.		
Indicators	Latest result	Target Year 2023	Means and frequency of verification
1. Number of launched procurement procedures per type (NP1, NP3, NP5, OT, RoC and other).	2021: 20, of which OT – 4 <sup>50</sup> NP – 0 NP5 – 3 <sup>51</sup> NP3 – 0 NP1 – 3 RoC – 10	30, of which OT – 5 NP – 1 NP5 – 2 NP3 – 1 NP1 – 5 RoC – 16	CIAR, CAAR
2. Commitment appropriations' rate	2021: 99.97%	≥95 %	Monthly reports, internal budget meetings, CIAR, CAAR,
3. Cancellation rate of commitment and payment appropriations carried over	2021: 1.14%	≤5 %	Internal budget meetings, CIAR, CAAR, RBFM
4. Payments of contractual obligations within the limits set by the Financial Regulation	2021: 96.89%	≥95 %	Monthly reports, internal budgetary meetings, ICAR, CAAR, RBFM
<b>Main outputs</b>			

<sup>50</sup> 1 OT procedure carried over from 2020

<sup>51</sup> 1 NP5 procedure carried over from 2020

1. Director's documentation (incl. decisions, letters, guidelines, policies, financial circuits, etc.);
2. Procurement documentation;
3. Inter-institutional agreements (memoranda of understanding, delegation agreements, working arrangements and other documents) for participation in institutional procurement procedures.
4. Legal commitments (contracts, SLA, MoU, etc.);
5. Documents relating to court decisions related to procurement/contracts;
6. Maintenance of registers and reporting (on procurement (BEREC Office and inter-institutional), contracts, exceptions);
7. Financial transactions (budgetary commitments, invoices and asset registration, payments);
8. Mission and authorised travel management and reimbursement;
9. Monthly, quarterly, annual budget and financial reports;
10. Draft/final BEREC Office Budget 2024;
11. Estimate and final financial statements for the financial years;
12. Report on Budgetary and Financial Management 2022;
13. Regular reports on the quality of accounting;
14. Implementation of the ABM practices (costing and budgeting);
15. VAT exoneration;
16. Implementation of the BEREC Office obligations stemming from the SLA with the EC Accounting Officer and DG Budget until its termination (expected at the latest by 1 December 2023);
17. Provisional and final annual accounts and MB Opinion on final accounts;
18. Appointment of new accounting officer by the Management Board;
19. Hand-over of the accounting officer function from the EC accounting officer to the newly appointed accounting officer;
20. Amendment of the SLA with the EC Accounting Officer and DG Budget.

### **2.7.3 Resources**

The total resources required for centralised finance and procurement activity are, as follows:

Financial resources (EUR)	FTEs
681,263.56	6.94

### **2.7.4 Estimates of quantifiable workload drivers**

Workload driver	Latest result	Estimate 2023
Number of transactions	2021: 1999	2023: 3000
Number of procurement procedures	2021: 20	2023: 25

## 2.8 Human Resources (HR) management

### 2.9.1 Overview

The current activity covers the tasks executed by the HR professionals (frequently referred to as the “Entity in charge of HR”) and includes a lot of recurring tasks, related to the management of the Agency’s Human Resources, such as: managing selection and recruitment procedures, establishing staff individual rights, running appraisal and reclassification procedures, managing annual and special leave, monitoring the implementation of the working time arrangements, incl. flexitime, telework, and sick leave, supporting the management of probationary periods, administrative inquiries, disciplinary measures, HR reporting, managing interim staff, etc.

While in 2023, the Agency’s entity in charge of HR will continue its efforts to retain and further develop the highly specialised staff through different measures, it will focus also on:

- promoting career development within the Agency;
- implementing a competency framework in order to further enhance the competencies necessary for supporting BEREK;
- continuing the efforts with the Latvian Authorities for improving the living and working conditions of the staff, by ensuring the implementation of the new Headquarters Agreement, and in particular the establishment of the European School;
- continuing and review of the implementation of the action plan for social welfare;
- efficient and timely recruitment of highly specialised staff to fill vacant posts (if any).

In parallel, the entity in charge of HR will continue its efforts to ensure paperless HR management by optimising and further expanding the use of the relevant European Commission’s tools (mainly Sysper2) made available to the decentralised agencies. This task is strongly depended on the will and availability of EC staff to further enhance the use of the available HR management tools for the Agencies.

### 2.8.2 Objectives, indicators, results and outputs

Objective	To maintain the appropriate HR capacity in line with the Agency’s updated multiannual staff policy plan approved by the MB and to develop the skills required to offer the necessary support to BEREK and its members
Expected results	<ol style="list-style-type: none"> <li>1. Timely payment of salaries to the staff;</li> <li>2. Recruitment of the staff (including trainees) in line with the Agency’s updated multiannual staff policy plan and replace departing staff (if any) in an efficient and timely manner, and a high staff retention rate;</li> <li>3. Ensure adequate development opportunities through appropriate training courses including on the job training aimed to further develop existing skills and competencies</li> </ol>

	which are to be considered during the annual appraisal and reclassification exercises;  4. Continuation of the efforts for digitalizing the HR management to the benefit of managers and staff and to ensure consistent application of the staff implementing rules throughout the Agency;  5. Ensure that the legal basis in force and the procedures in place are up to date.		
Indicators	Latest result	Target Year 2023	Means and frequency of verification
1. Fully staffed indicator (Nr of TAs, CAs, SNEs and interim staff / max. number of a fully staffed BEREC Office)	2021: 102% <sup>52</sup>	100%	CIAR, CAAR
2. Gender balance (TA, CA, SNE and trainees)	2021: 52% Female, 48% Male	50% Female 50% Male	CIAR, CAAR
3. Geographical balance (TA; CA; SNE and Trainees nationalities)	2021: representatives of 13 EU member states and 2 Western Balkans	Representatives of 15 EU member states and 2 Western Balkan states	CIAR, CAAR
4. Staff turnover (Ratio of total number of leavers divided by average number of staff at the beginning period and end period <sup>53</sup> ) per category of staff and total:  a) establishment plan posts (TAs); external staff: b) CAs; c) SNEs; d) total (all staff: TAs + CAs +SNEs)	2021:  a) 6.9%  b) 4.8% c) 0.0% d) 4.6%	Maintain	CIAR, CAAR
<b>Main outputs</b>			

<sup>52</sup> At 31/12/2021 the Agency had 48 TAs, CAs, SNEs and interim workers for its needs, of which one CA and one interim worker were working together in parallel – for hand-over purposes; for more details, see annex IV

<sup>53</sup> Annual Turnover Rate % = (Number of employees who left/ (Beginning + ending number of employees)/ 2) x 100%

1. Salaries to staff are paid in a timely manner;
2. Staff with the necessary knowledge and skills (including trainees) is recruited and retained in the Agency in line with the interest of the service and the applicable law;
3. Learning and development activities are made available as per identified needs in the annual objectives and training plans of staff;
4. Implementation and update, if needed, of policies and rules.<sup>[68]</sup>
5. Availability of interim workers in case of need in line with the internal policy;
6. Annual traineeship programme availability for maximum 6 trainees.

### 2.8.3 Resources

The total resources required for human resources management are, as follows:

Financial resources (EUR)	FTEs
282,191.86	3

### 2.8.4 Estimates of quantifiable workload drivers

Workload driver	Latest result	Estimate 2023
Number of selection procedures	2021: 8 <sup>54</sup>	2023: max 5 <sup>55</sup>
Number of staff managed (TA, CA, SNE, Trainees, Interim workers)	2021: 60	2023: 57
HR documents not related to the number of staff (incl. data protection policies for processing of personal data)	2021: 12	2023: 10

## 2.9 ICT, security and document management

### 2.9.1 ICT systems

#### 2.9.1.1 Overview

The software development and maintenance of tailor-made applications for the Agency's day-to-day operation, requiring high number of FTEs for activities like software development, testing, system deployment and maintenance, given the limited number of IT personnel currently in place is therefore not possible. The Agency will continue to use as far as possible applications already

<sup>54</sup> 5 staff selections and 3 trainees selections

<sup>55</sup> The number of selection procedures in 2023 shall not exceed 5 to allow the HR professional to develop the competency framework, as required by the Internal Control Framework

developed by the EC and offered to the EU decentralised agencies. During the course of 2023-2025, more than 90% of the Agency's ICT systems will be operational from cloud environment. That would require allocation of sufficient resources needed for licences, managed services, technical and security upgrades, operational costs for systems infrastructure and technical support works.

Depending on the continuation of the Cloud Broker Framework contract, which is due to expire in 2023, the Agency may need to allocate resources for migration of its information systems and infrastructure to another service provider which is an important and complex task. In addition, the Agency will work on assessment of use of public cloud resources which will contribute towards overall efficiency and optimization of ICT resources. In addition, taking into account the possible migration of ICT resources, the Agency has to develop and deploy new reliable back-up-as-a-service and disaster-recovery-as-a-service models and plans needed to comply with the Business continuity strategy. Therefore, sufficient number of operational resources, for these reasons, will have to be allocated in terms of costs for licences, managed services, rented or own hardware and technical support works.

Depending on the re-allocation activities of the BEREC Office to another building in Riga is linked to many ICT related tasks, which have to be taken into account, such as ICT infrastructure move, setup of new services like Internet, end-user devices, printer and scanner devices and services, installation of Wi-Fi, etc. That would require sufficient allocation of resources in order to ensure smooth transition/re-allocation process.

During 2022, several contracts for ICT services and ICT support have been adjusted to annuity, which decreased carry-forwards significantly with 696K Euro. For 2023-2025 the Agency intends to continue applying this approach in the ICT area and keep the level of carry-forward close to zero (in all cases where possible) or very low otherwise.

#### **2.9.1.2 Objectives, indicators, results and outputs**

<b>Objective 1</b>	<b>Provide ICT systems, services and infrastructure and ensure ICT security, confidentiality, integrity and availability of BEREC Office data and ICT systems</b>		
<b>Expected results</b>	1. Ensure reliable IT services to BEREC Office; 2. Secure and reliable IT environment and guaranteed high level of availability of the BEREC Office corporate IT systems.		
<b>Indicators</b>	<b>Latest result</b>	<b>Target Year 2023</b>	<b>Means and frequency of verification</b>
Timely response to user requests provided	2021: <10% of user requests required more than 2.5 days to resolve	less than 10% of user requests require more than 2.5 days to resolve;	CIAR, CAAR
<b>Main outputs</b>			

1. Ensured access to corporate tools and ICT systems;
2. Ensured IT support services to BEREC Office;
3. Improved administration of IT infrastructure, security management and user performance;
4. Ensured smooth running of the EC applications already in place at the BEREC Office such as ABAC, HAN, Sysper2, EU-Learn, e-Tendering, MiPS, PPMT, etc. and continuous support to the staff with the migration to any new applications;
5. Ensured licences and maintenance subscriptions for IT products such as, Microsoft, Sophos, GlobalSign, Adobe, AutoCAD, Veeam, MDM solutions, etc.;
6. Gradual replacement of hardware (servers, routers, computers and mobile phones) with more modern and secure operation;
7. High-level security of IT operations. Ensured security measures and procedures are in place for the usage of tools and ICT systems;
8. Usage of cloud resources such as IaaS, SaaS and PaaS and dedicated managed services;
9. Penetration testing of on-site systems and networks, verification of IT security compliance;
10. Deployment and usage of IT audit software and EU CERT services;
11. Organization of information security awareness training for BEREC Office staff;
12. Implementation of IT security plan according to MC/2018/03 - BEREC Office MC Decision concerning the decision on IT security and ensuring compliance.

### **2.9.1.3 Estimates of quantifiable workload drivers**

Workload driver	Latest result	Estimate 2023
Number of tickets	2021: 1287	2023: 1350
Number of penetration and business continuity tests	2021: 1	2023: 1

## **2.9.2 Security and business continuity of the Agency**

### **2.9.2.1 Overview**

According to the provision of Article 39 of BEREC Regulation of the European Parliament and of the Council of 11 December 2018 establishing the Body of European Regulators for Electronic Communications (BEREC) and the Agency for Support for BEREC (BEREC Office), amending Regulation (EU) 2015/2120 and repealing Regulation (EC) No 1211/2009 (BEREC Regulation) the BEREC Office has to adopt its own security rules equivalent to the Commission's security rules for protecting European Union Classified Information and sensitive non-classified

information, as set out in Commission Decisions (EU, Euratom) 2015/443<sup>56</sup> and (EU, Euratom) 2015/444<sup>57</sup>. Alternatively, the BEREC Office may adopt a decision applying the Commission's rules mutatis mutandis.

With the recruitment of LSO in August 2021, the Agency will work on the establishment and improvement of the security standards by adopting security rules equivalent to the European Commission's.

According to the decision to leave the current premises in 2023, the agency underwent appropriate improvements of the security standards of the existing premises, based on the security recommendations done by European Commission - DG HR – Security, Improvements of intrusion detection system (unified and programmed with different zones)

- Improved CCTV (monitoring of parking and its entry/exit )

Additional security measures proposed by the recommendations could not be realized due to the planned move of the Agency:

- Improved protection of the emergency exits
- Windows looking into the public spaces covered with window protection film
- Burglar resistant main entrance door (meeting the EN norm)
- Metal detector and X-ray tunnel close to the main entrance

A major task concerning security in 2023 will be the assessment of the security measures of the potential new premises and an action plan how to become compliant with the EC security regulation. A crucial element of this action plan will be the evaluation of synergies with potential other tenants of the new premises.

In order to provide an extra layer of protection and security for the visitors and the staff members of the Agency, two security measures are applied and achieved by CCTV for surveillance and security of the premises and Access Control System providing automated badge access control.

Another important task under this activity is the obligation for ensuring business continuity. The purpose of this task is to enable the BEREC Office to withstand interruptions to business functions, and to protect mission-critical business functions from the effect of major failures of information systems or disasters and to ensure their timely resumption.

### **2.9.2.2 Objectives, indicators, results and outputs**

Objective 1	Ensure proper functioning of the access card and video-surveillance systems of the Agency
Expected results	Appropriate level of security and protection for the staff and visitors, safeguards of the Agency's assets (incl. informational).

<sup>56</sup> Commission Decision (EU, Euratom) 2015/443 of 13 March 2015 on Security in the Commission ([OJ L 72, 17.3.2015, p. 41](#)).

<sup>57</sup> Commission Decision (EU, Euratom) 2015/444 of 13 March 2015 on the security rules for protecting EU classified information ([OJ L 72, 17.3.2015, p. 53](#)).



Indicators	Latest result	Target Year 2023	Means and frequency of verification
1. Operational CCTV system	2021: 99%	Minimum: 98%	Reports on registered incidents through ticketing system; Daily morning / evening checklist report
2. Operational access control system	2021: 99%	Minimum: 98%	Reports on registered incidents through ticketing system; Daily morning / evening checklist report
<b>Main outputs</b>			
<ol style="list-style-type: none"> <li>1. Ensure continuous availability and performance of CCTV and access control systems;</li> <li>2. Provide additional layer of security and protection.</li> </ol>			

<b>Objective 2</b>	<b>Deployment and use of proper back-up services for the Agency data and development of a reliable disaster recovery plan</b>		
Expected results	<ol style="list-style-type: none"> <li>1. Up-date of the business continuity strategy and plan;</li> <li>2. Comply with recovery point objective (RPO) and recovery time objective (RTO) for corporate data.</li> </ol>		
Indicators	Latest result	Target Year 2023	Means and frequency of verification
Usage of BaaS services	2021: 100%	100%	Biannual recovery reports for restoration success;
<b>Main outputs</b>			
<ol style="list-style-type: none"> <li>1. Up-dated business continuity and disaster recovery plan;</li> <li>2. Ensured reliable backup and disaster recovery procedures are in place - usage of BaaS and DRaaS services with cloud provider;</li> <li>3. Ensured critical infrastructure operational from cloud environment; Usage of IaaS and managed services;</li> <li>4. Continuous availability of business-critical corporate data and IT systems;</li> </ol>			

5. Reduced RTO and RPO as defined in the up-dated corporate business continuity strategy;
6. Ensured system availability from cloud environment and improved costs for system maintenance;
7. Provision of core ICT hardware on demand in disaster events for the secondary location of the Agency as described in the BCM programme.

## 2.9.3 Facility management and logistics

### 2.9.3.1 Overview

The BEREC Office operates in one site, in Riga, Latvia (detailed information on the building is available in Annex VII: Buildings).

Currently, the BEREC Office premises are located at 14 Zigfrida Annas Meierovica boulevard, Riga, Latvia, and they occupy a part of a historical building owned by the property management company - VNI. Over the years the lease agreement has been amended several times with a view to gradual increase the leased office space. The infrastructure of the current historical building is outdated and the premises are not compliant with the security rules and as consequence in March 2020 the BEREC Office Management Board took a decision for finding new headquarters of the Agency, which could be compliant with the EU security requirements and meet the staff wellbeing needs.

In parallel, the European Parliament and European Commission also decide to identify new premises for their local representations and to establish new “*House of Europe*”. Taking into account limited resources and capacity of the BEREC Office to run such a complicated project alone, the Agency expressed its interest to join the new “*House of Europe*”. The latter would be a preferred solution since it would allow benefiting of different synergies and saving public money. As in the case of other Agencies, the synergies would involve sharing physical and technical security, conference rooms, technical rooms and facilities and other services.

The new BEREC Office premises will be based on the concept of smart and flexible workplace, therefore, a shared desk policy will be applied with the aim of moving the Agency toward a digital and paperless working environment. Moreover, this strategy will allow aligning the office surface of the new premises with the European Commission working space ratio of 15 m<sup>2</sup> per working station.

Moving into the new premises will require considerable effort for a small Agency like the BEREC Office<sup>58</sup> and therefore the BEREC Office will rely mainly on external resources.

---

<sup>58</sup> The BEREC Office currently has only 1 Facilities Assistant (CA FG III)

**2.9.3.2 Objectives, indicators, results and outputs**

<b>Objective</b>	<b>Relocation of the Agency in the new premises and application of the policy on sharing desk with the aim of moving toward a fully digital and paperless working environment</b>		
<b>Expected results</b>	<ol style="list-style-type: none"> <li>1. Management of the BEREC Office premises in line with the evolving needs of the Agency as a priority.</li> <li>2. Relocation of the Agency in new premises in Riga.</li> <li>3. Provision of logistic services for the need of the Agency, office supplies, drinkable water, tea, coffee.</li> <li>4. Providing all the office areas with ergonomics furniture and decoration and their maintenance.</li> </ol>		
<b>Indicators</b>	<b>Latest result</b>	<b>Target Year 2023</b>	<b>Means and frequency of verification</b>
Occupancy rates of the offices according to EC building manual <sup>59</sup>	2021: 102.7%	100% <sup>60</sup>	CIAR, CAAR
<b>Main outputs</b>			
<ol style="list-style-type: none"> <li>1. Preparation for relocation and fit-out of the new premises according to the definitive technical specifications.</li> <li>2. Orders for services and supplies needed for the functioning of the Agency; Services and supplies are provided to the BEREC Office.</li> <li>3. Application of the policy on standard work stations, which will enable desk sharing.</li> </ol>			

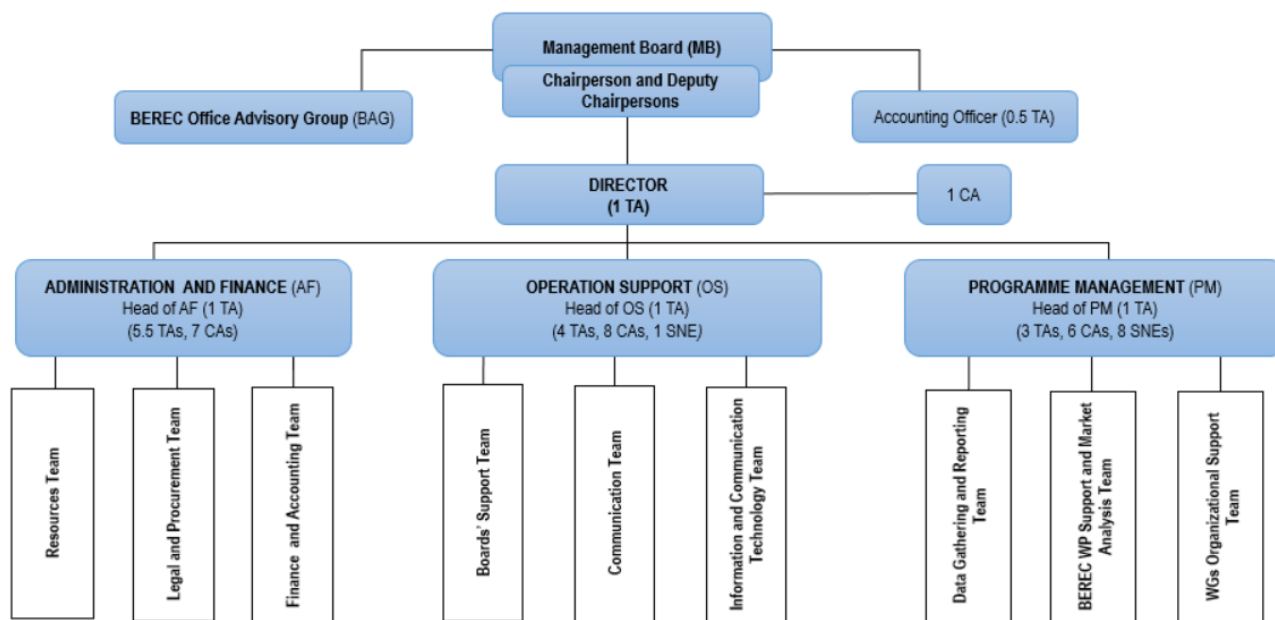
**2.9.4 Resources**

The total resources required for ICT, security and document management are, as follows:

<b>Financial resources (EUR)</b>	<b>FTEs</b>
1,868,360.92	5.76

<sup>59</sup> The data refers to office spaces only, thus excluding meeting rooms, technical spaces, etc.

<sup>60</sup> Including via the application of shared desk policy.

Annex I: Organisation chart<sup>61</sup>

**Abbreviations**  
 TA - Temporary Agent; CA - Contract Agent; SNE - Seconded National Expert

<sup>61</sup> Valid from 01.09.2023

## Annex II: Resource allocation per BEREC Office activity for the period 2023-2025

Annual activities	2022			Planned 2023			Estimate 2024 <sup>62</sup>			Estimate 2025 <sup>63</sup>		
	TA <sup>64</sup>	CA & SNE (FTE) <sup>65</sup>	Budget allocated	TA	CA & SNE (FTE)	Budget allocated	TA	CA & SNE (FTE)	Budget allocated	TA	CA & SNE (FTE)	Budget allocated
<b>Operational Activities</b>												
1.1. Support to BEREC WGs including Phase 2 cases	3.9	12.8	1,517,516.00	3.97	13.8	1,768,320.73	3.97	13.8	1,803,639.64	3.97	13.8	1,839,707.82
1.2. High level meetings Board's secretariat	1.2	2	617,001.00	1.25	2	803,365.77	1.25	2	819,410.67	1.25	2	835,796.79
1.3. ICT support to BEREC	1.1	2.5	1,223,301.00	0.81	2.35	638,579.28	0.81	2.35	651,333.28	0.81	2.35	664,358.46
1.4. Information gathering and distribution	0.4	0.4	587,066.00	0.16	0.3	348,613.81	0.16	0.3	355,576.39	0.16	0.3	362,687.29
1.5. BEREC Communications activities	1	1.4	700,734.00	1.17	1.65	511,136.20	1.17	1.65	521,344.40	1.17	1.65	531,770.05
<b>TOTAL Operational Activities</b>	<b>7.6</b>	<b>19.1</b>	<b>4,645,618.00</b>	<b>7.36</b>	<b>20.1</b>	<b>4,070,015.78</b>	<b>7.36</b>	<b>20.1</b>	<b>4,151,304.37</b>	<b>7.36</b>	<b>20.1</b>	<b>4,234,320.42</b>
<b>Horizontal Activities</b>												
2.1. Coordination activities	1.4	2.8	533,844.00	2.62	1.55	795,432.74	2.62	1.55	811,718.94	2.62	1.55	828,352.12
2.2. Centralised finance and procurement	2.6	3.6	571,590.00	3.14	3.8	681,263.56	3.81	3.8	714,071.2	3.81	3.8	727,151.37
2.3. Human Resources Management	1.1	2	284,439.00	1	2	282,191.86	1	2	278,027.72	1	2	283,987.63
2.4. ICT, security, logistics and document management	2.4	3.4	1,392,965.00	2.21	3.55	1,868,360.92	2.21	3.55	1,895,877.77	2.21	3.55	1,934,188.47
<b>TOTAL Horizontal Activities</b>	<b>7.5</b>	<b>11.8</b>	<b>2,782,838.00</b>	<b>8.97</b>	<b>10.9</b>	<b>3,627,249.09</b>	<b>9.64</b>	<b>10.9</b>	<b>3,699,695.63</b>	<b>9.64</b>	<b>10.9</b>	<b>3,773,679.59</b>
<b>TOTAL</b>	<b>15.1</b>	<b>30.9</b>	<b>7,428,456.00</b>	<b>16.33</b>	<b>31</b>	<b>7,697,264.87</b>	<b>17</b>	<b>31</b>	<b>7,851,000.00</b>	<b>17</b>	<b>31</b>	<b>8,008,000.00</b>

<sup>62</sup> Calculated in accordance with the activity based budgeting and management established at BEREC Office, as required by article 23(2) of the BEREC regulation

<sup>63</sup> idem

<sup>64</sup> Data as of Q3 2022

<sup>65</sup> idem

## Annex III: Financial Resources 2023-2025

Table 1 - Revenue

### General revenues

REVENUES	2022	2023
	Final Budget	Final Budget
EU contribution	7,428,456	7,697,264.87
Other revenue	0	p.m.
<b>TOTAL REVENUES</b>	<b>7,428,456</b>	<b>7,697,264.87</b>

REVENUES	General revenues						
	Executed budget	Voted budget	Budget 2023		VAR	Envisaged	Envisaged 2025
	2021	2022	Agency request	Final Budget	2023/2022 (%)	2024	
1 REVENUE FROM FEES AND CHARGES	N/A						
2 EU CONTRIBUTION	7,282,800.00	7,428,456.00	7,577,000.00	7,697,264.87	104%	7,851,000.00	8,008,000.00
- Of which assigned revenues deriving from previous years' surpluses	32,419.00	90,774.00	49,770.87	49,770.87	55%	p.m.	p.m.
3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)	58,557.00	0	p.m.	p.m.	p.m.	p.m.	p.m.
- Of which EEA/EFTA (excl. Switzerland)	N/A	N/A	p.m.	p.m.	p.m.	p.m.	p.m.
- Of which candidate countries	39,038.00	N/A	p.m.	p.m.	p.m.	p.m.	p.m.
4 OTHER CONTRIBUTIONS	0	p.m	p.m.	p.m.	p.m.	p.m.	p.m.
5 ADMINISTRATIVE OPERATIONS	0	p.m	p.m.	p.m.	p.m.	p.m.	p.m.

REVENUES	General revenues						
	Executed budget	Voted budget	Budget 2023		VAR	Envisaged	Envisaged 2025
	2021	2022	Agency request	Final Budget	2023/2022 (%)	2024	
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 58)	0	0	N/A	N/A	N/A	N/A	N/A
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>	0	0	N/A	N/A	N/A	N/A	N/A
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>	0	0	N/A	N/A	N/A	N/A	N/A
<b>TOTAL</b>	<b>7,341,357.00</b>	<b>7,428,456.00</b>	<b>7,577,000.00</b>	<b>7,697,264.87</b>	<b>104%</b>	<b>7,851,000.00</b>	<b>8,008,000.00</b>

Table 2 - Expenditure

Expenditure	2022		2023	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 - Staff expenditure	4,155,412.16	4,155,412.16	4,604,573.00	4,604,573.00
Title 2 - Buildings, equipment and miscellaneous operating expenditure	998,000.00	998,000.00	1,698,345.95	1,698,345.95
Title 3 - Operational expenditure	2,275,043.84	2,275,043.84	1,394,345.92	1,394,345.92
<b>TOTAL EXPENDITURE</b>	<b>7,428,456.00</b>	<b>7,428,456.00</b>	<b>7,697,264.87</b>	<b>7,697,264.87</b>

Titles	Description	Executed 2021	Approved budget 2022	Budget 2023		VAR 2023/2022	Envisaged 2024	Envisaged 2025
Chapters								
Articles								
Items				Agency request	Final forecast			
1	STAFF EXPENDITURE							
1 1								
1100	Temporary agents' salaries and allowances	1,447,657.99	1,675,260.48	1,650,000.00	2,168,678.00	129%	2,211,992.00	2,256,227.00
	Total Article 110:	1,447,657.99	1,675,260.48	1,650,000.00	2,168,678.00	129%	2,211,992.00	2,256,227.00
1111	Contract staff and Seconded National Experts (SNEs)	1,342,272.62	1,469,860.01	1,560,000.00	1,844,304.00	125%	1,881,140.00	1,918,758.00
	Total Article 111:	1,342,272.62	1,469,860.01	1,560,000.00	1,844,304.00	125%	1,881,140.00	1,918,758.00
	TOTAL CHAPTER 11:	2,789,930.61	3,145,120.49	3,210,000.00	4,012,982.00	128%	4,093,132.00	4,174,985.00
12	MISCELLANEOUS EXPENDITURE ON STAFF RECRUITMENT AND TRANSFER							
1200	Recruitment expenses	1,014.08	7,199.37	12,000.00	10,000.00	139%	10,200.00	10,404.00
	Total CHAPTER 12:	1,014.08	7,199.37	12,000.00	10,000.00	139%	10,200.00	10,404.00
13	MISSIONS AND DUTY TRAVEL							
1300	Mission expenses, duty travel expenses and other ancillary expenditure	50,000.00	150,000.00	200,000.00	100,500.00	67%	102,507.00	104,557.00



Titles	Description	Executed 2021	Approved budget 2022	Budget 2023		VAR 2023/2022	Envisaged 2024	Envisaged 2025
Chapters				Agency request	Final forecast			
Articles								
Items								
	Total CHAPTER 13:	50,000.00	150,000.00	200,000.00	100,500.00	67%	102,507.00	104,557.00
14	SOCIOMEDICAL SERVICES							
1400	Medical service	8,321.00	8,359.00	12,000.00	17,000.00	203%	17,340.00	17,686.00
	TOTAL CHAPTER 14:	8,321.00	8,359.00	12,000.00	17,000.00	203%	17,340.00	17,686.00
15	TRAININGS							
1500	Training	78,235.60	97,957.71	104,000.00	45,000.00	46%	45,899.00	46,817.00
	TOTAL CHAPTER 15:	78,235.60	97,957.71	104,000.00	45,000.00	46%	45,899.00	46,817.00
16	EXTERNAL SERVICES							
1600	External services	862,159.68	726,880.99	450,000.00	417,091.00	57%	425,421.00	433,929.00
	TOTAL CHAPTER 16:	862,159.68	726,880.99	450,000.00	417,091.00	57%	425,421.00	433,929.00
17	REPRESENTATION AND MISCELLANEOUS STAFF COSTS							
1700	Representation, receptions and events, and miscellaneous staff expenses	14,817.16	19,894.60	20,000.00	2,000.00	10%	2,040.00	2,081.00
	TOTAL CHAPTER 17:	14,817.16	19,894.60	20,000.00	2,000.00	10%	2,040.00	2,081.00
	TOTAL TITLE 1:	3,804,478.13	4,155,412.16	4,008,000.00	4,604,573.00	111%	4,696,539.00	4,790,459.00
2	BUILDINGS, EQUIPMENT AND MISCELLANEOUS OPERATING EXPENDITURE							
20	RENTAL OF BUILDINGS AND ASSOCIATED COSTS							
2000	Rent of building and associated costs	217,450.28	248,299.89	255,000.00	244,923.00	99%	249,815.00	254,810.00
	TOTAL CHAPTER 20:	217,450.28	248,299.89	255,000.00	244,923.00	99%	249,815.00	254,810.00
21	DATA PROCESSING AND TELECOMMUNICATIONS							
2100	Information and Communication Technology and Security	597,820.44	512,600.00	530,000.00	1,129,832.95	220%	1,152,399.00	1,175,444.00
	TOTAL CHAPTER 21:	597,820.44	512,600.00	530,000.00	1,129,832.95	220%	1,152,399.00	1,175,444.00
22	MOVABLE PROPERTY AND ASSOCIATED COSTS							
2200	Movable property and logistic services	99,495.67	39,537.28	70,000.00	38,800.00	98%	39,575.00	40,366.00
	Total CHAPTER 22:	99,495.67	39,537.28	70,000.00	38,800.00	98%	39,575.00	40,366.00

Titles	Description	Executed 2021	Approved budget 2022	Budget 2023		VAR 2023/2022	Envisaged 2024	Envisaged 2025
Chapters				Agency request	Final forecast			
Articles								
Items								
23	CURRENT ADMINISTRATIVE EXPENDITURE							
2300	Legal and other operating services	227,718.08	159,562.83	270,000.00	236,790.00	148%	241,519.00	246,349.00
	TOTAL CHAPTER 23:	227,718.08	159,562.83	270,000.00	236,790.00	148%	241,519.00	246,349.00
24	NON-OPERATIONAL MEDIA AND PUBLIC RELATIONS							
2400	Non-operational media and public relations	65,920.60	35,000.00	40,000.00	45,000.00	129%	45,899.00	46,817.00
	TOTAL CHAPTER 24:	65,920.60	35,000.00	40,000.00	45,000.00	129%	45,899.00	46,817.00
25	NON-OPERATIONAL MEETINGS							
2500	Non-operational meetings	319.45	3,000.00	3,000.00	3,000.00	100%	3,060.00	3,121.00
	TOTAL CHAPTER 25:	319.45	3,000.00	3,000.00	3,000.00	100%	3,060.00	3,121.00
	TOTAL TITLE 2:	1,208,724.52	998,000.00	1,168,000.00	1,698,345.95	170%	1,732,267.00	1,766,907.00
3	OPERATIONAL EXPENDITURE							
30	BEREC PROGRAMME MANAGMENET SUPPORT							
3001	BEREC Programme Management Support	387,154.00	653,000.00	655,000.00	418,600.00	64%	426,961.00	435,499.00
	TOTAL CHAPTER 30:	387,154.00	653,000.00	655,000.00	418,600.00	64%	426,961.00	435,499.00
31	OPERATION AND STRATEGIC SUPPORT TO BEREC							
3101	Operation and strategic support to BEREC	1,941,000.35	1,622,043.84	1,746,000.00	975,745.92	60%	995,233.00	1,015,135.00
	TOTAL CHAPTER 31:	1,941,000.35	1,622,043.84	1,746,000.00	975,745.92	60%	995,233.00	1,015,135.00
	TOTAL TITLE 3:	2,328,154.35	2,275,043.84	2,401,000.00	1,394,345.92	61%	1,422,194.00	1,450,634.00
	TOTAL:	7,341,357.00	7,428,456.00	7,577,000.00	7,697,264.87	104%	7,851,000.00	8,008,000.00

**Table 3 - Budget outturn and cancellation of appropriations 2019-2021**

	<b>2019</b>	<b>2020</b>	<b>2021</b>
<b>Revenue actually received (+)</b>	5,701,000.20	7,218,110.89	7,362,596.60
<b>Payments made (-)</b>	-4,674,263.82	-4,422,493.91	-5,089,798.93
<b>Carry-over of appropriations (-)</b>	-1,022,676.07	-2,744,121.88	-2,253,390.51
<b>Cancellation of appropriations carried over (+)</b>	28,405.57	39,381.92	31,228.77
<b>Adjustment for carry-over of assigned revenue appropriations from previous year (+)</b>	0	0	0
<b>Exchange rate differences (+/-)</b>	-46.75	-123.03	8.25
<b>Adjustment for negative balance from previous year (-)</b>	0	0	-849.31
<b>TOTAL:</b>	<b>32,419.13</b>	<b>90,753.99</b>	<b>49,770.87</b>

The BEREK Office Budget 2021 (revenue and expenditure), as adopted by the Management Board, amounted to 7,341,357 EUR (in 2020 – 7,233,653 EUR). The revenue in the voted budget consists of two parts: EUR 7,282,800.13 - EU subsidy and EUR 58,556.94 - Third countries contribution. The revenue in the voted budget 2021 was cashed in full. Further the BEREK Office cashed EUR 15,541.85 as Third countries contributions carried over from previous years, as well as EUR 5,697.68 as administrative operations and miscellaneous income. Out of 7,341,357 EUR of the total appropriations amount 7,338,814.26 (99.97%) was accepted in commitments and EUR 5,089,798.93 (69.33%) were paid.

The amount of EUR 2,253,390.51 (31% of total established commitments) were carried-over from 2021 for payments still to be processed in 2022 (C8/2022). The total carry-over from 2020 to 2021 (C8/2021) was EUR 2,744,101.88 (38% of total commitments established in 2020). The amount of EUR 31,228.77 (1.14%) was cancelled during 2021 (for comparison in 2020 the BEREK Office cancelled 3.85% of the amounts carry-overs and in 2019: 3.82%). This demonstrated the good planning of the appropriations carried over from 2020 (C8/2021 credits) by the BEREK Office. Most of the cancellations were small leftover amounts below EUR 1000 that were cancelled after receipt of the final invoice for the recurring services based on actual consumption.

The amount, which was neither committed by the end of 2021 nor carried over to 2022 is to be returned to the EU Budget. The general rule is that if the implementation of commitment appropriations (voted budget) in the budget for 2021 would remain below 95%, penalties amounting to a 2% reduction in the 2023 budget would be foreseen. This indicator for the BEREK Office is 99.97 % meaning that 2,542.74 EUR (0.03%) is to be returned to the EU Budget together with the cancelled C8/2021.

## Annex IV: Human resources quantitative

Table 1 - Staff population and its evolution; Overview of all categories of staff

## A. Statutory staff and SNE

Staff	2021			2022	2023	2024	2025
ESTABLISHMENT PLAN POSTS	Authorised Budget	Actually filled as of 31/12/2021	Occupancy rate %	Authorised staff	Envisaged staff	Envisaged staff	Envisaged staff
Administrators (AD)	13	12	92	13	14	14	14
Assistants (AST)	3	3	100	3	3	3	3
Assistants/Secretaries (AST/SC)	0	0	0	0	0	0	0
TOTAL ESTABLISHMENT PLAN POSTS	16	15	94	16	17	17	17
EXTERNAL STAFF	FTE corresponding to the authorised budget	Executed FTE as of 31/12/2021	Execution Rate %	Headcount as of 31/12/2022 <sup>66</sup>	FTE corresponding to the authorised budget	Envisaged FTE	Envisaged FTE
Contract Agents (CA)	22	21 <sup>67</sup>	95	22	22	22	22
Seconded National Experts (SNE)	9	9	100	9	9	9	9
TOTAL EXTERNAL STAFF	31	30	97	31	31	31	31
TOTAL STAFF	47	45	96	47	48	48	48

<sup>66</sup> As approved by the MB based on the available appropriations

<sup>67</sup> Please provide the total number of CA in place at 31/12/2021 no matter what is the source of funding. Detail in the footnote the number of CA financed from the EU contribution and the number of CA financed from other sources.

**B. Additional external staff expected to be financed from grant, contribution or service-level agreements**

Human Resources	2022	2023	2024	2025
	Envisaged FTE	Envisaged FTE	Envisaged FTE	Envisaged FTE
Contract Agents (CA)	0	0	0	0
Seconded National Experts (SNE)	0	0	0	0
<b>TOTAL</b>	0	0	0	0

**C. Other Human Resources**

Structural service providers <sup>68</sup>	Actually in place as of 31/12/2021, expressed in FTEs
Security guards	3.4 <sup>69</sup>
IT on-site support	3
Secretarial, clerical and logistics support	0
On-site premises cleaning	1.5 <sup>70</sup>

Interim workers	Total FTEs in year 2021
Number	8.5 <sup>71</sup>

<sup>68</sup> Service providers are contracted by a private company and carry out specialised outsourced tasks of a horizontal/support nature. At the Commission, following general criteria should be fulfilled: 1) no individual contract with the Commission 2) on the Commission premises, usually with a PC and desk 3) administratively followed by the Commission (badge, etc.) and 4) contributing to the added value of the Commission.

<sup>69</sup> Includes 2 physical security guard posts serviced 13.5 h per day

<sup>70</sup> Day cleaner 6h/day, 3 cleaners 2 h/day each. 12/8=1.5 FTE

<sup>71</sup> 2.92 FTE for replacement of vacant posts and absent staff, and 5.58 FTE for specific tasks, including four posts for the establishment of a temporary Liaison mechanism with the Latvian authorities as a bridge to the implementation of the new SLA to be signed in 2022

Table 2 - Multi-annual staff policy plan 2023 - 2025

Function group and grade	2021				2022		2023		2024		2025	
	Authorised budget		Actually filled as of 31/12		Authorised budget		Envisaged		Envisaged		Envisaged	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Perm. posts	Temp. posts	Perm. posts	Temp. posts	Perm. posts	Temp. posts	Perm. posts	Temp. posts
AD 16												
AD 15												
AD 14		1		1		1		1		1		1
AD 13												
AD 12						1		1		1		2
AD 11		1		1		1		2		2		2
AD 10		2		1		2		2		2		2
AD 9		2		3		3		2		3		3
AD 8		2		0		2		2		2		2
AD 7		2		0		1		3		3		2
AD 6		2		5		2		1				
AD 5		1		1								
AD TOTAL		13		12		13		14		14		14
AST 11												
AST 10												
AST 9												
AST 8												

Function group and grade	2021				2022		2023		2024		2025	
	Authorised budget		Actually filled as of 31/12		Authorised budget		Envisaged		Envisaged		Envisaged	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Perm. posts	Temp. posts	Perm. posts	Temp. posts	Perm. posts	Temp. posts	Perm. posts	Temp. posts
AST 7						1		1		1		1
AST 6		2				1		1		2		2
AST 5		1		1		1		1				
AST 4				2								
AST 3												
AST 2												
AST 1												
AST TOTAL		3		3		3		3		3		3
AST/SC 6												
AST/SC 5												
AST/SC 4												
AST/SC 3												
AST/SC 2												
AST/SC 1												
AST/SC TOTAL		0		0		0		0		0		0
TOTAL		3		3		3		3		3		3
GRAND TOTAL	16		15		16		17		17		17	

- External personnel

*Contract Agents*

Contract agents	FTE corresponding to the authorised budget 2021	Executed FTE as of 31/12/2021	Headcount as of 31/12/2021	FTE corresponding to the authorised budget 2022	FTE corresponding to the authorised budget 2023	FTE corresponding to the authorised budget 2024	FTE corresponding to the authorised budget 2025
Function Group IV	12	12	12	12	12	12	12
Function Group III	6	5	5	6	6	6	6
Function Group II	4	4	4	4	4	4	4
Function Group I	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>22</b>	<b>21</b>	<b>21</b>	<b>22</b>	<b>22</b>	<b>22</b>	<b>22</b>

*Seconded National Experts*

Seconded National Experts	FTE corresponding to the authorised budget 2021	Executed FTE as of 31/12/2021	Headcount as of 31/12/2021	FTE corresponding to the authorised budget 2022	FTE corresponding to the authorised budget 2023	FTE corresponding to the authorised budget 2024	FTE corresponding to the authorised budget 2025
<b>TOTAL</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>9</b>



**Table 3 - Recruitment forecasts for 2023 following retirement/mobility or new requested posts (information on the entry level for each type of posts: indicative table)**

Job title in the Agency	Type of contract (Official, TA or CA)		TA/Official		CA
			Function group/grade of recruitment internal (Brackets) and external (single grade) foreseen for publication *		Recruitment Function Group (I, II, III and IV)
	Due to foreseen retirement/ mobility	New post requested due to additional tasks	Internal (brackets)	External (brackets)	
Accounting Officer*	N/A	1 TA AD7**	N/A	N/A	N/A

\*Justification: in 2016 the BEREC Office signed a Service level agreement (SLA) with DG BUDG for the provision of full accounting offer services. As a consequence, the EC Accounting Officer has been appointed as the BEREC Office Accounting Officer and the BEREC Office has no post for Accounting Officer. In 2022, DG BUDG announced its decision to terminate the provision of the accounting services to BEREC Office. Therefore, to be able to take-over the accounting, the BEREC Office needs to establish an additional TA post for its accounting officer (e.g., increase from 16 to 17 temporary agents).

The BEREC Office is willing to share this post with other EU Agencies of the same size and complexity of the accounting and this option has been offered to interested all EU Agencies and will be included in the EUAN catalogues of possibilities for shared services.

\*\* Justification: in accordance with Job Titles & Job Families 3<sup>rd</sup> edition issued in OCT 2018 by EC the accounting officer belongs to administrators' function group AD. The grade has been chosen in line with the duties to be assigned to the job holder, which will involve, among others, the preparation and signature of the provisional and final account of the Agency.

Number of inter-agency mobility Year 2022 from and to the Agency: to be reported after the year-end.

## **Annex V: Human resources qualitative**

### **A. Recruitment policy**

Implementing rules in place

<b>Subject</b>	<b>Model Decision</b>	<b>Yes</b>	<b>No</b>	<b>If no, which other implementing rules are in place</b>
Engagement of CA	Model Decision C(2019)3016	x		
Engagement of TA	Model Decision C(2015)1509	x		
Middle management	Model decision C(2018)2542	x		
Type of posts	Model Decision C(2018)8800	x		

### **B. Appraisal and reclassification/promotions**

Implementing rules in place:

<b>Subject</b>	<b>Model Decision</b>	<b>Yes</b>	<b>No</b>	<b>If no, which other implementing rules are in place</b>
Reclassification of TA	Model Decision C(2015)9560	x		
Reclassification of CA	Model Decision C(2015)9561	x		

**Table 1 - Reclassification of TA/promotion of officials**

	Average seniority in the grade among reclassified staff						
Grades	2018	2019	2020	2021	2022	Actual average over 5 years	Average over 5 years (According to decision C(2015)9563)
AD05	2.00						2.8
AD06							2.8
AD07	2.75						2.8
AD08			4.25	4.00			3
AD09			3.71				4
AD10				4.42			4
AD11							4
AD12							6.7
AD13							6.7
AST1							3
AST2							3
AST3		3.58	2.83				3
AST4	3.00						3
AST5							4
AST6							4

Grades	2018	2019	2020	2021	2022	Actual average over 5 years	Average over 5 years (According to decision C(2015)9563)
AST7							4
AST8							4
AST9							N/A
AST10 (Senior assistant)							5
AST/SC1							4
AST/SC2							5
AST/SC3							5.9
AST/SC4							6.7
AST/SC5							8.3

**Table 2 - Reclassification of contract staff**

Function Group	Grade	Staff in activity at 01.01.2020	How many staff members were reclassified in Year 2021	Average number of years in grade of reclassified staff members	Average number of years in grade of reclassified staff members according to Decision C(2015)9561
CA IV	17				Between 6 and 10 years
	16	1			Between 5 and 7 years
	15				Between 4 and 6 years
	14	5			Between 3 and 5 years
	13	3	2	4.48	Between 3 and 5 years
CA III	11				Between 6 and 10 years
	10				Between 5 and 7 years
	9	1			Between 4 and 6 years
	8				Between 3 and 5 years
CA II	6				Between 6 and 10 years
	5	2			Between 5 and 7 years
	4				Between 3 and 5 years
CA I	2				Between 6 and 10 years
	1				Between 3 and 5 years

## C. Gender representation

Table 1 - Data on 31/12/2021 /statutory staff (only officials, TA and CA)

		Official		Temporary		Contract Agents		Grand Total	
		Staff	%	Staff	%	Staff	%	Staff	%
Female	Administrator level			4	57	7	58	11	58
	Assistant level (AST & AST/SC)			3	43	5	42	8	42
	<b>Total</b>			<b>7</b>	<b>47</b>	<b>12</b>	<b>57</b>	<b>19</b>	<b>53</b>
Male	Administrator level			8	100	5	56	13	76
	Assistant level (AST & AST/SC)			0	0	4	44	4	24
	<b>Total</b>			<b>8</b>	<b>53</b>	<b>9</b>	<b>43</b>	<b>17</b>	<b>47</b>
<b>Grand Total</b>				<b>15</b>	<b>100</b>	<b>21</b>	<b>100</b>	<b>36</b>	<b>100</b>

**Table 2 - Data regarding gender evolution over 5 years of the Middle and Senior management<sup>72</sup>**

	2017		2021	
	Number	%	Number	%
<b>Female Managers</b>	1	33 <sup>73</sup>	1	25 <sup>74</sup>
<b>Male Managers</b>	2	67 <sup>75</sup>	3	75 <sup>76</sup>

**In case of significant continuous imbalance, please explain and detail action plan implemented in the agency.**

Due to its small size the BEREC Office has only one senior management position - that of the Director. For the same reasons, till recently there were only two middle management positions irrespectively of the fact that the BEREC Office had three Units<sup>77</sup>. With the assignment of new tasks to the BEREC Office with the new BEREC Regulation the number of staff of the third BEREC Office Unit was significantly increased. Therefore the Management Board decided to create an additional middle management post to ensure better management of the Agency's human resources. The establishment of an additional middle management post has led to a change in the established 50/50 % balance in middle management positions.

It should be pointed out that when engaging temporary staff (including management positions) the BEREC Office applies the principle of equality of the Union's citizens and staff are recruited only on the basis of their merit, as required by the Staff Regulations.

Nevertheless, the BEREC Office is committed to undertake the necessary measures to work towards achievement of the recommendation of point 16 of the Opinion of the European Commission on the draft Single Programming Document of the BEREC Office for the period 2022-2024<sup>78</sup>. Therefore, taking into account the forthcoming expiry of the Director's contract in 2024, the BEREC Office, taking into account the provisions of Annex V (Selection Procedure for the Director), point 3, of the MB Rule of Procedure<sup>79</sup>, will work in close collaboration with its partner DG – DG Connect, to develop a detailed action plan in order to attract more women candidates for this vacancy, which may lead to balance in the senior and middle management positions in terms of their gender.

<sup>72</sup> Staff who is defined as middle manager by the applicable General Implementing provisions on middle management.

<sup>73</sup> Which corresponds to 1 female middle manager

<sup>74</sup> Which corresponds to 1 female middle manager

<sup>75</sup> Out of which: 1 male senior manager and 1 male middle manager

<sup>76</sup> Out of which: 1 male senior manager and 2 male middle managers

<sup>77</sup> At that time the Director was also the head of one of the Agency's Units.

<sup>78</sup> C(2021) 6082 final of 23.08.2021

<sup>79</sup> MB (19) 95 rev. 1, Rules of Procedure of the Management Board of the BEREC Office,

[https://bereg.europa.eu/eng/document\\_register/subject\\_matter/bereg\\_office/rules\\_of\\_procedure/8834-rules-of-procedure-of-the-management-board-of-the-bereg-office](https://bereg.europa.eu/eng/document_register/subject_matter/bereg_office/rules_of_procedure/8834-rules-of-procedure-of-the-management-board-of-the-bereg-office)

## D. Geographical balance

Explanatory figures to highlight nationalities of staff (split per Administrator/CA FG IV and Assistant /CA FG I, II, III)

**Table 1 - Data on 31/12/2021 - statutory staff only (officials, TAs and CAs)**

Nationality	AD + CA FG IV		AST/SC-AST + CA FGI/CA FGII/CA FGIII		TOTAL	
	Number	% of total staff members in AD and FG IV categories	Number	% of total staff members in AST SC/AST and FG I, II and III categories	Number	% of total staff
Latvia	8	33.3	10	83.3	18	50.0
Lithuania	4	16.7			4	11.1
Hungary	3	12.5			3	8.3
Bulgaria	2	8.3			2	5.6
Germany	2	8.3			2	5.6
Italy	1	4.2	1	8.3	2	5.6
Czech Republic	1	4.2			1	2.8
Greece	1	4.2			1	2.8
The Netherlands	1	4.2			1	2.8
Poland	1	4.2			1	2.8
Romania			1	8.3	1	2.8
<b>TOTAL</b>	24	100	12	100	36	100



**Table 2 - Evolution over 5 years of the most represented nationality in the Agency**

Most represented nationality	2017		2021	
	Number	%	Number	%
Latvia	7	30	18	50

**E.     Schooling**

<b>Agreement in place with the European School(s) of ..... None</b>				
<b>Contribution agreements signed with the EC on type I European schools</b>	<b>Yes</b>		<b>No</b>	X
<b>Contribution agreements signed with the EC on type II European schools</b>	<b>Yes</b>		<b>No</b>	X
<b>Number of service contracts in place with international schools:</b>	6			
<b>Description of any other solutions or actions in place:</b> Service level agreement with the Government of the Republic of Latvia to cover part of the costs for the international schools				

## Annex VI: Environment management

Planning the years ahead, it is essential to consider the effective and efficient operation of BEREC without forgetting the effect of its activities on the environment. Therefore, the strategic objectives should also be to consider the environmental footprint of BEREC and the BEREC Office.

For that purpose, the BEREC Office Expert Networking Group (ENG) on Sustainability had been established and tasked with:

- the estimation of the environmental footprint of BEREC and the BEREC Office own activities, and
- the preparations of proposals for a more environmental friendly operation by assessing methods for reducing these footprints;

The ENG has taken concrete steps in 2022 and developed proposals that have been approved for implementation at the 52nd Ordinary Plenary Meeting of the BEREC Office Management Board (MB). By doing so, BEREC and the BEREC Office are meeting its responsibility to lead by example in the transition towards a climate neutral society in accordance with the political goals of the EU Green Deal and are following the lead of the European Commission which has adopted its Greening the Commission Communication (C(2022) 2230 final) in April 2022.

In particular, the intention is to limit a return to the pre-pandemic levels of carbon emissions after the significant reduction (more than 80%) during the Covid-19 pandemic and to keep striving for even lower levels of emissions and carbon neutral operations. With the reductions achieved during 2020-2022, BEREC and the BEREC Office have already achieved more than the European Commission's own goal of a 60% reduction of GHG emissions by 2030. This provides a good basis for BEREC and the BEREC Office to be ambitious in their decarbonisation strategy.

Specific actions to be undertaken by the BEREC Office are:

- 1) To develop a **Multiannual Greening Action Plan** for BEREC and the BEREC Office that will include targets and steps for GHG reduction (to be submitted for approval at P3-2023);
- 2) to prepare for **EMAS certification**, aiming for certification in 2025.

### Multiannual Greening Action Plan

While EMAS is the management instrument, developed by the European Commission, to evaluate, report and improve environmental performance, BEREC's Greening Action Plan will lay out the goals, targets and main actions that BEREC/BO will commit to. The EC's Greening Communication and its 'Feasibility and scoping study for the Commission to become climate neutral by 2030', as well as similar efforts from other (decentralised) EU agencies will provide guidance on the scope of the Action Plan which will take into account the specificities of BEREC's and the BEREC Office's operations and organisational size. Potential actions may include:

- maximum quotas of physical meetings at all levels;
- including targets in the five-year BEREC strategy on the annual BEREC Work Program and the multi-annual programming document of BO;
- reporting of achieved milestones in the BEREC Annual Activity Report and the Consolidated Annual Activity Report of the BEREC Office.

### EMAS certification

In an internal measure, the BEREC Office will set up a taskforce for EMAS implementation with staff from all units involved to cover all relevant aspects like building and facilities management, green procurement, internal and external communication etc. EMAS certification is planned as a multiannual objective that could be achieved over the period of 3 years, potentially making the BEREC Office the first EMAS certified body or company in Latvia.

**Carbon neutrality**

In June 2022, the inter-agencies procurement procedure, run by the EUIPO, for a cascading framework contract (FWC) on 'Consultancy and management of greenhouse gas emissions offsets' concluded with the award decision. By taking part in this procurement, the BEREC Office will be able to procure in 2023-2025 consulting services to support its efforts to achieve EMAS certification as well as technical and administrative support for the offsetting of residual greenhouse gas emissions.

For these purposes, the BO has estimated and indicated in the FWC a total financial volume of EUR 76.000. Additional costs and human resources, which potentially may not to be covered by this FWC, and that will likely incur during the EMAS certification process are expenditures for:

- Updating legal requirements and EMAS & Carbon footprint report by an external provider
- BEREC Office internal resources (estimated at 0.5 FTE/annually).

For these purposes and other related actions under BEREC's Greening Action Plan, the BEREC Office estimates to set aside additional financial resources of EUR 8.000 annually for 2023-2025.

## Annex VII: Building policy – year 2023

The BEREC Office premises are located at 14 Zigfrida Annas Meierovica boulevard, Riga, Latvia, on part of 1st, 2nd and 3.5 floor of an historical building. The Agency shares the building with several other tenants. The BEREC Office rents its premises in accordance with the New Headquarters Agreement<sup>80</sup>, which entered in force on 15 June 2021. Upon the entry into the force of this Agreement the Seat Agreement signed on 24 February 2011 and the Memorandum of Understanding with the Government of the Republic of Latvia, signed on 30 September 2011 were terminated. The New Headquarters Agreement governs all arrangements concerning the accommodation to be provided for the BEREC Office in the Republic of Latvia. On 16 June 2022 a [BEREC Office and the Government of the Republic of Latvia](#) was signed, which further regulates the relations between the Agency and the host Member State in terms of the rented premises<sup>81</sup>.

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT					Host country (grant or support)
			Office space	non- office	Total	RENT (€/year)	Duration of the contract	Type	Breakout clause Y/N	Conditions attached to the breakout clause (if applicable)	
1	Historical building	14 Zigfrida Annas Meierovica boulevard, Riga, Latvia	1,678.40 m <sup>2</sup>	211.30 m <sup>2</sup>	1,889.70 m <sup>2</sup>	134,935.32	Until 30/06/2028	Premises leasing contract	Yes Contract breakable with 6 month notice	N/A	N.A.
<b>TOTAL</b>			1,678.40 m <sup>2</sup>	211.30 m <sup>2</sup>	1,889.70 m <sup>2</sup>	134,935.32					

### Building projects in planning phase

The BEREC Office has expressed interest in joining the new House of Europe in Riga to be developed jointly by the European Parliament and the European Commission.

While the decision is still not taken from the side of the lead institution if it would be possible for the BEREC Office to join this project, the Agency's staff is involved in the technical discussions and is contributing at expert level to the process.

The BEREC Office Management Board (MB) strongly believes that new premises shared between the European Parliament Information Office and the European Commission Representation in Riga, from the one side, and the BEREC Office, from the other side, will bring clear benefits to all three organisations due to the possible synergies, being more cost-effective for the General Budget of the European Union (EU). The possible synergies are in the area of security, IT, facility management, meeting rooms and amenities.

<sup>80</sup> [https://berec.europa.eu/eng/document\\_register/subject\\_matter/berec\\_office/others/9989](https://berec.europa.eu/eng/document_register/subject_matter/berec_office/others/9989) Headquarters Agreement between the Agency for Support for the Body of European Regulators for Electronic Communications and the Government of the Republic of Latvia entered into force on 15 June 2021, which is the date of receipt of the written notification by the Latvian side informing that their internal legal procedures had been fulfilled.

<sup>81</sup> See Articles 6 and 7 of document with ref. No Ares(2022)4676181, <https://berec.europa.eu/en/document-categories/berec-office/others/service-level-agreement-between-the-agency-for-support-for-the-body-of-european-regulators-for-electronic-communications-and-the-government-of-the-republic-of-latvia>

The MB is convinced that these synergies will lead to gains in terms of financial and human resources for all three organisations. The MB is convinced that the gained resources could be devoted to the organisations' core mandates, which in the case of the BEREC Office is the support the Agency provides to BEREC, the Body of European Regulators for Electronic Communications.

Aside from the benefits that the inclusion of the BEREC Office in the 'House of Europe' project could bring, the MB appreciate how it demonstrates the unity and cooperation between the different institutions and bodies of the EU in the interest of the EU citizens. The MB trusts that with continuous good cooperation, this 'House of Europe' project will be a success.

**Building projects submitted to the European Parliament and the Council**

*Not applicable*

## Annex VIII: Privileges and immunities

In accordance with Article 34 of Regulation (EU) 2018/1971, the Protocol on the Privileges and Immunities of the European Union shall apply to the BEREC Office and its staff.

On 21 December 2020, in accordance with the provisions of Article 47 of the BEREC Regulation the BEREC Office and the Latvian Government signed a new Headquarters Agreement, which entered into force on 15 June 2021. The new Headquarters Agreement governs all arrangements concerning the accommodation to be provided to the BEREC Office in Latvia and the facilities to be made available to the Director, members of the Management Board, the staff and the members of their families.

With the entry into force of the Headquarters Agreement, the Seat Agreement and the Memorandum of Understanding (MoU) between the BEREC Office and the Latvian Government of 2011 were terminated.

To ensure the continuity in operations and the smooth functioning of the BEREC Office, the Latvian Government and the BEREC Office signed a Service Level Agreement (SLA) to establish working arrangements for implementation of the Headquarters Agreement and to add other elements, which existed previously only in the MoU, such as requirement to the premises and the respective costing model, or which are not sufficiently regulated in the Headquarters Agreement.

According to the current Headquarters Agreement the BEREC Office and the staff has the following privileges:

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
According to Article 2 of Regulation (EU) 2018/1971, the BEREC Office is a body of the European Union and as such, it enjoys the most extensive legal capacity accorded to legal persons under the laws of the Host Member State (MS) . It may, in particular, acquire or dispose of movable and immovable property and may be party to legal proceedings.	Statutory staff of the BEREC Office, and their family members forming part of the household shall have access to all the public services provided by the Host MS, including medical services, schooling services, child care services and rental rights without discrimination in relation to nationals of the Host MS.	There is no European School operating in Riga in 2021 The Government of Latvia aims at ensuring in 2022/2023 the accreditation of one school as European School in Latvia, accessible by priority for the children of the staff of the BEREC Office and the members of the family forming part of the household. The accredited European School shall provide the nursery classes 1 and 2, primary and secondary school education. Until then the Government of Latvia facilitate access to education system and contribute to the schooling costs of the children of the staff of the BEREC Office within the limits of the budget available.
Immunity, Inviolability and Communications		

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
The premises and buildings of the BEREC Office as well as its archives, documentation and data are inviolable.	The BEREC Office staff shall enjoy immunity from jurisdiction as regards acts carried out by them in their official capacity, including their spoken and written statements. This immunity shall continue after cessation of their functions.	
The premises and buildings of the BEREC Office are exempt from search, requisition, confiscation, expropriation or any form of seizure.	The Director, statutory staff and seconded national experts, as well as the members of their family forming part of their household shall be exempt from any immigration restrictions or formalities for the registration of aliens.	
The property and assets of the BEREC Office cannot be the subject of any administrative or legal measure of constraint without the authorisation of the Court of Justice of the European Union.	The Director and the members of his/her family, provided they are not Host MS nationals or have held permanent residence status before being employed by the BEREC Office, are accorded the privileges and immunities, exemptions and facilities accorded to the heads of diplomatic missions and the members of their family in accordance with the Vienna Convention on Diplomatic Relations of 18 April 1961.	
Communications and the transmission of all BEREC Office documents are treated in the same way as documents and communications of diplomatic missions.		
Exemption from taxes, duties, national, regional and municipal fees		
The BEREC Office is exempt from:	BEREC Office staff are exempt from:	
- all direct taxes and administrative fees with regard to the premises it owns or rents, its assets, revenues and other property; as well as on the supply of goods and services (including those on the consumption of gas, electricity and any type of fuel) for official use by the BEREC Office.	Salaries, wages, emoluments, SNEs' allowances, retirement, invalidity and survivor's pensions paid by the BEREC Office or by the EU are exempted from national taxes.	
- value added tax (VAT) and excise duty with regard to purchase of all goods and services; exemption will be granted indirectly by reimbursement in accordance with a procedure established in legal acts by the Republic of Latvia. The exemption from VAT and excise duty will be applied directly by the supplier of goods and services, when the BEREC Office has a VAT and/or excise duty exemption certificate issued.	The VAT included in the price of articles listed in an annex A to the Headquarters Agreement acquired by the BEREC Office staff in Latvia during his/her employment at the Agency is reimbursed to the staff provided that the single article price is not less than 50 EUR. This rule is applicable to SNEs one year after taking up their duties, but is not applicable for nationals or permanent residents of Latvia.	



Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
- The BEREK Office shall be exempt from all customs duties, prohibitions and restrictions on imports and exports in respect of articles intended for its official use including vehicles and other technical equipment and spare parts.	The statutory staff and SNEs, who are not nationals or permanent residents of the Republic of Latvia, at the time of taking up the duties at the BEREK Office shall be refunded the VAT for one vehicle purchased in the Republic of Latvia and refund shall be provided once in a period of three years.	
- Vehicles intended for the official use of the BEREK Office shall be registered under a special series similar to the registration of vehicles used by the diplomatic missions accredited to Latvia.	The statutory staff of the BEREK Office, who are not nationals or permanent residents of the Republic of Latvia, at the time of taking up the duties, have the right to import from their last country of residence or from the country of which they are nationals, free of duty and without prohibitions or restrictions, in respect of initial establishment, within two years of taking up their appointment with the BEREK Office furniture and personal effects, including motor vehicles, which shall be registered under a special series in accordance with the usual practice for staff with immunity in the Republic of Latvia.	
<b>Liaison Office</b>		
The Government of Latvia shall establish the Liaison Office within a period of one year from the entry into force of the Headquarters Agreement, and in compliance with conditions agreed in a Service level agreement (SLA).	The Liaison Office shall assist and advise the BEREK Office and its Staff, including members of their family, on issues generally related to settling in and staying in Latvia. It shall provide support on general administrative matters such as, but not limited to, submitting tax declarations, complying with the social security obligations, and registering motor vehicle. On the request of the BEREK Office, the Liaison Office can, inter alia, facilitate access to the job market, to the day-care facilities, to the schools and universities, to banking and insurance. It also can assist in searches for premises and facilities, housing and real estate brokerage, and telecommunications.	

## **Annex IX: Evaluations**

According to the provisions of Article 48 'Evaluation' of the new BEREC Regulation, by 21 December 2023, and every five years thereafter, the legislator has requested the European Commission (EC) to carry out an evaluation in compliance with the EC guidelines and to assess both BEREC's and the BEREC Office's performance in relation to their objectives, mandate, tasks and location.

Since this Regulation confers new tasks on BEREC and the BEREC Office, and other Union legal acts may confer additional tasks to them, the EC should carry out a regular evaluation of the operation of BEREC and the BEREC Office and the effectiveness of their institutional structure in a changing digital environment. If, as the outcome of that evaluation, the EC finds that the institutional structure is not suited to the carrying out BEREC's and the BEREC Office's tasks, and, in particular, to ensure the consistent implementation of the regulatory framework for electronic communications, it should explore all possible options for improving that structure

The evaluation shall, in particular, address the possible need to modify the structure or mandate of BEREC and the BEREC Office, and the financial implications of any such modification.

Where the EC considers that the continuation of BEREC or the BEREC Office is no longer justified with regard to its assigned objectives, mandate and tasks, it may propose to the legislator to amend the BEREC Regulation or to repeal it.

The EC shall report to the European Parliament (EP), the Council and the BEREC Office Management Board (MB) on the findings of its evaluation and shall make those findings public.

As stated above, the first evaluation is due by 21 December 2023 and consequently there have been no evaluation reports submitted by the EC to the EP, the Council and MB yet.

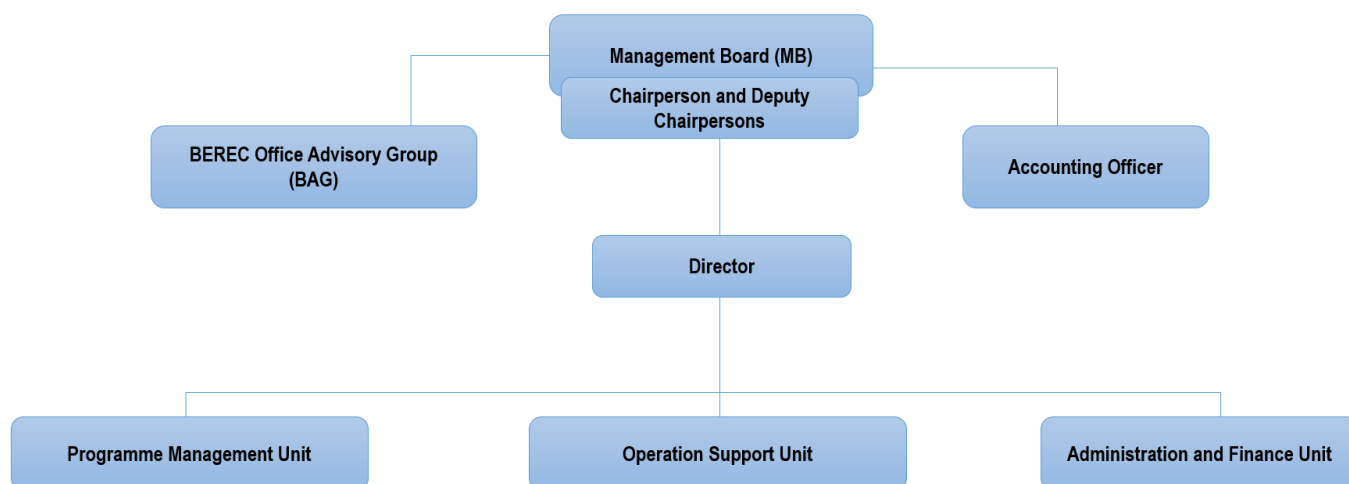
## Annex X: Strategy for the organisational management and internal control systems

### 1. Strategy for organisational management

The BEREC Office internal organisational structure shall contain:

- 1 senior management level (1 Director);
- 1 middle management level (3 Heads of Unit);
- Staff (organised in teams)

The current internal structure of the Agency is based on three Units – Programme Management, Operation Support and Administration and Finance, as follows:



The Director, who is the BEREC Office authorising officer shall put in place the organisational structure and the internal control systems suited to the performance of the duties of authorising officer, in accordance with the minimum standards or principles adopted by the Management Board on the basis of the Internal Control Framework laid down by the Commission for its own departments and having due regard to the risks associated with the management environment and the nature of the actions financed.

The establishment of such structure and systems shall be supported by a comprehensive risk analysis, which takes into account their cost-effectiveness and performance considerations.

The authorising officer may establish within his or her departments an expertise and advice function to help him or her control the risks involved in his or her activities.

Currently the BEREC Office has no such internal posts and therefore will search for opportunities for the externalisation of this function to the EC services or another body of the EU. As a temporary measure, before the conclusion of such agreements, the function will be performed by an interim worker or another appropriate arrangement available on the market.

### 2. Internal control strategy

Following the new Internal Control Framework of the BEREC Office and requirement in the BEREC Offices Financial regulation<sup>82</sup> Article 32 subparagraph 1 there is an obligation for BEREC Office to have an Internal Control Strategy. This Strategy should ensure proper implementation and functioning of Internal Control Framework of the BEREC Office.

The Internal Control System of the BEREC Office is based on five internal control components:

- the control environment,
- risk assessment,
- control activities,
- information and communication and
- monitoring activities.

They are the building blocks that underpin the framework's structure and support the Agency in its efforts to achieve its objectives. The five components are interrelated and must be present and effective at all levels of the organisation for internal control over operations to be considered effective.

Each component consists of several principles. Working with these principles helps to provide reasonable assurance that the BEREC Office's objectives have been met. The principles specify the actions required for internal control to be effective. The following principles shall be applied by the management in the Internal Control programme:

**Principle 1** – The BEREC Office demonstrates a commitment to integrity and ethical values.

**Principle 2** – The Management exercises oversight of the development and performance of internal control.

**Principle 3** – The Management establishes structures, reporting lines, and appropriate authorities and responsibilities in the pursuit of objectives.

**Principle 4** – The BEREC Office demonstrates a commitment to attract, develop and retain competent individuals in alignment with objectives.

**Principle 5** – The BEREC Office holds individuals accountable for their internal control responsibilities in the pursuit of objectives.

**Principle 6** – The BEREC Office specifies objectives with sufficient clarity to enable the identification and assessment of risks relating to objectives.

**Principle 7** – The BEREC Office identifies risks to the achievement of its objectives across the organisation and analyses risks as a basis for determining how the risks should be managed.

---

<sup>82</sup> Decision No MB/2019/13 of the Management Board of the BEREC Office on the financial regulation applicable to the BEREC Office

[https://bereg.europa.eu/eng/document\\_register/subject\\_matter/bereg\\_office/decisions\\_of\\_the\\_management\\_board/8699-decision-no-mb201913-of-the-management-board-of-the-bereg-office-on-the-financial-regulation-applicable-to-the-bereg-office](https://bereg.europa.eu/eng/document_register/subject_matter/bereg_office/decisions_of_the_management_board/8699-decision-no-mb201913-of-the-management-board-of-the-bereg-office-on-the-financial-regulation-applicable-to-the-bereg-office)

**Principle 8** – The BEREC Office considers the potential for fraud in assessing risks to the achievement of objectives.

**Principle 9** – The BEREC Office identifies and assesses changes that could significantly impact the internal control system.

**Principle 10** – The BEREC Office selects and develops control activities that contribute to the mitigation of risks to the achievement of objectives to acceptable levels.

**Principle 11** – The BEREC Office selects and develops general control activities over technology to support the achievement of objectives.

**Principle 12** – The BEREC Office deploys control activities through corporate policies that establish what is expected and in procedures that put the policies into action.

**Principle 13** – The BEREC Office obtains or generates and uses relevant quality information to support the functioning of internal control.

**Principle 14** – The BEREC Office internally communicates information, including objectives and responsibilities for internal control, necessary to support the functioning of internal control.

**Principle 15** – The BEREC Office communicates with external parties about matters affecting the functioning of internal control.

**Principle 16** – The BEREC Office selects, develops, and performs ongoing and/or separate assessments to ascertain whether the components of internal control are present and functioning.

**Principle 17** – The BEREC Office assesses and communicates internal control deficiencies in a timely manner to those parties responsible for taking corrective action, including the senior management, as appropriate.

The characteristics of each principle shall be based on already existing characteristics set out in Internal Control Framework and on those of the Commission, but shall be defined in such a way as to take into account the specific governance arrangements and the specific situation of the BEREC Office.

There is no requirement for the BEREC Office to assess whether each individual characteristic is in place. The characteristics shall be defined to assist management in implementing internal control procedures and in assessing whether the principles are present and functioning.

For the purposes of the implementation of the budget, internal control shall be applied at all levels of management and shall be designed to provide reasonable assurance of achieving effectiveness, efficiency and economy of operations, reliability of reporting, safeguarding of assets and information, prevention, detection, correction and follow-up of fraud and irregularities and adequate management of the risks relating to the legality and regularity of the underlying transactions, taking into account the character of programmes and the nature of the payments concerned.

The effectiveness of functioning of the internal control system will be evaluated each year.

## **Annex XI: Plan for grant, contribution or service-level agreements**

- This Annex does not apply to the Agency.

## **Annex XII: Strategy for cooperation with third countries and/or international organisations**

In light of market and technological developments, which often entail an increased cross-border dimension, as well as increasing convergence between the sectors providing electronic communications services, and the horizontal dimension of regulatory issues related to their development BEREC and the BEREC Office may cooperate with competent Union bodies, offices, agencies and advisory groups, with competent authorities of third countries and with international organisations in order to achieve the objectives set out in this Regulation and carry out its tasks.

BEREC Office will provide necessary resources and assistance to BEREC in establishment and implementation of working arrangements with regulatory authorities of third countries, regional regulatory networks, international organisations, institutional groups, and other stakeholders.

