

---

**ENISA Management Board Extraordinary Meeting**  
held on 3 February 2020  
in Athens, Greece

**Minutes**

Member States' Representatives: Herbert LEITOLD (AT), Phedra CLOUNER (BE), Mario POSAVEC (HR), Antonis ANTONIADES (CY), Tomas MINARIK (CZ), Thomas LUND-SORENSEN (DK), Thomas WULFF (DK), Raul RIKK (EE), Heidi KIVEKAS (FI), Jean-Baptiste DEMAISON (Chair, FR), Aude LE TELLIER (FR), Horst SAMSEL (DE), Theofanis ANAGNOSTOPOULOS (EL), Bela VERECKEI (HU), Eva SPINA (IT), Sanita ZOGOTA (LV), Rytis RAINYS (LT), Hans DE VRIES (NL), Krzysztof SILICKI (PL), Lino SANTOS (PT), Rastislav JANOTA (SK), Marjan KAVCIC (SI), Alejandro PINTO GONZALEZ (ES), Staffan LINDMARK (SE)

Representatives of the European Commission: Miguel GONZÁLEZ-SANCHO (DG CNECT), Ken DUCATEL (DG DIGIT)

Representative of the EEA (Observers): Sigurdur PALSSON (IS), Bente MICHAELSEN (NO)

Apologies: from IE, MT, RO, LU, BG

Proxies from IE to NL, from LU to AT

In attendance:

ENISA:

Paulo EMPADINHAS (Head of Resources Department), Juhani LEPASSAAR (Executive Director), Steve PURSER (Head of Core Operations Department), Ingrida TAURINA (MB Secretariat)

Observers: Polyxeni MITSAKI (DG CNECT), Martin SPAET (DG CNECT), Natalie WENKERS (DE)

Before the Extraordinary meeting was open, the Chair thanked ENISA for organising informal Strategy day between ENISA and the MB taking place on 4 February 2020. He also noted that the practice to organise two half-day meetings (afternoon and morning) is welcomed and should be continued.

**ITEM 1**

**Opening of the meeting and announcements of the Chair**

**Adoption of the agenda**

**Approval of the minutes of the previous meeting**

The Chair opened the meeting of the ENISA Management Board (MB) and announced apologies from absent members, presence of observers, and proxy votes received.

It was announced that observers as well as ENISA senior management, Management Board Secretariat were attending the meeting and no objections were raised by the Board to their attendance at the meeting.

The floor was given to newly appointed MB Members and alternate members: Eva SPINA (IT), Raul RIKK (EE), Mario POSAVEC (HR), Tomas MINARIK (CZ)

The Chair continued with a brief outline of the agenda. It was suggested to postpone draft decision for approval under silence procedure, namely draft MB Decision on Anti-fraud Strategy, and to add new item for adoption - draft MB Decision endorsing programming document 2021 – 2023, draft budget 2021 and establishment plan 2021. He invited the Board to adopt updated agenda. The updated agenda was adopted.

The minutes of the previous meeting were approved as well.

## **ITEM 2**

### **A point – silent approval**

The Chair informed the Board that decisions tabled for adoption were scrutinised by the Executive Board. The adoption of one decision (on Anti-fraud Strategy) was postponed and the draft decision on setting up National Liaison Officers Network would be discussed as a separate agenda item. No comments were raised.

### **The following MB decisions were adopted:**

- On Rules of Procedure for the Advisory Group (Art. 21.2 of the CSA);
- Call for expression of interest for membership on the Advisory Group (MB Decision on Rules of Procedure for the Advisory Group).

## **ITEM 3**

### **Appointment of an alternate member on the ENISA Executive Board**

The Board was informed by the Chair that for a vacant position on the Executive Board – an alternate member (1 vacancy) one nomination was received, namely from Ms Sanita Zogota, LV.

It was noted that pursuant to Article 18.6 of the Rules of Procedure for the MB and for the EB, the vote takes place in the case where there are more candidacies than the number of vacant positions.

**The Management Board appointed Ms Sanita Zogota as alternate member on the ENISA Executive Board.**

## **ITEM 4**

### **Updates by the Commission**

The Chair gave the floor to the Commission (COM) representative. The following priorities were briefly presented by COM:

- 5G
- AI white paper
- Industrial strategy
- Competence Centre and Network proposal.

It was noted that Article 12 of the Cybersecurity Act mandates ENISA with a role in the area of research and that this task should be looked at in the context of the ENISA outputs in the Programming Document 2021 – 2023 and also in the context of the proposal on the Competence Centre and Network.

It was agreed that the slides presented would be circulated to the Management Board after the meeting.

**ITEM 5****Draft MB Decision on principles for ENISA's organisation**

The Board was informed that the draft decision was scrutinised by the Executive Board at its meeting on 3 February 2020. The Chair gave the floor to ENISA Executive Director to provide an overview of the objectives for reorganisation and identified problem areas.

The following problem areas were briefly presented to the Board:

- Organisation is not fit for purpose;
- Rivalry and lack of trust;
- Misfit between talent and function, function and aims;
- Internal controls and compliance systems;
- Limited synergies (internally and externally);
- Talent management.

The meeting was informed that staff was invited to assess the identified problem areas at the ENISA Strategy day held on 16 January 2020. The results of the staff assessment were presented to the Board as well. It was further clarified that any change that would be carried out by the Appointing Authority, would follow particular principles. In total 9 principles were presented.

The Chair thanked the Executive Director for inclusive and transparent approach for developing a new internal structure for ENISA.

The following topics were clarified further:

- ENISA's competitive aspects versus the private sector in order to attract talent to ENISA and ways on how ENISA is recruiting experts. The Board was informed that a combined call was in preparation.
- Timeframe of reorganisation foresees that the draft MB Decision on internal structure would be tabled for adoption in June 2020.
- The implementation of the internal structure and training policies would remain at the remit of the Executive Director.

The Board was invited to send their comments, if any, directly to the Executive Director.

The Board concluded that the decision would be adopted by written procedure.

**ITEM 6****Draft MB Decision on setting up NLO Network**

The Chair explained to the Board that the NLO Network was initially set up in 2004 as an informal point of reference into the Member States. As of 27 June 2019 the National Liaison Officers network has become a statutory body of ENISA. Guidelines on the NLO network approved by the Management Board in 2017 formed the basis for the draft MB decision. Representatives designated by the European Commission can participate in the NLO Network as observers.

The following was noted:

- The NLO network would bring added value to ENISA and to Member States so that the mandate is implemented as provided in the CSA. It was noted that the support to implement the work programme is important.
- NLO would serve ENISA as a point of contact/entry into a member state
- Mailing list would be created to allow interactivity within the Network and that the meetings would take place 2 times a year. Also, an NLO Portal would be created at a later stage.
- The role of the EEA countries was discussed and limitations of the Cybersecurity Act were noted.

- 
- Working arrangements for the NLO Network would be discussed and agreed by the Network themselves.

The Board exchanged views on some provisions of the draft decisions, in particular in relation to the alternate members and on the role of observers. The document was edited during the meeting and the finalised version in track changes mode was made available on the MB Portal.

**The Board adopted the draft MB Decision with agreed editorial changes.**

#### **ITEM 7**

##### **MB meetings in 2020 – dates**

The Board agreed to hold two ordinary meeting in 2020 on 25-26 June 2020 and on 18-19 November 2020. Additional meetings may be organised if needs arise.

#### **NEW ITEM**

##### **Draft MB Decision endorsing programming document 2021 – 2023, draft budget 2021 and establishment plan 2021**

The Chair summarised the situation explaining that the document was not adopted by the written procedure. Based on the comments provided by the COM, the written procedure was closed without a decision. ENISA has prepared an updated version reflecting these changes. It was explained that these comments were taken on board to be able to provide input for the budgetary cycle for 2021.

It was noted that the Board will be consulted in the course of 2020 to review the programming document 2021 – 2023 in order to align it with the Strategy, once it is adopted and other changes.

COM also noted and asked for technical scrutiny reserve by the end of the week to be able to cross check the annexes of the programming document.

The Board approved the draft MB Decision endorsing the draft Programming document 2021- 2023, the draft Statement of Estimates 2021 and the draft Establishment plan 2021.

#### **AOB:**

NL announced that BlueOlex exercise would be organised on 28 or 29 September 2020 in Amsterdam.

#### **Closure of the meeting**

The Chair thanked the MB members for their participation and ENISA representatives for their support during the meeting.

For the Management Board

Jean Baptiste Demaison  
The Chairperson

Page 4 of 6

Annex 1

**Updated agenda**

<b>Time</b>	<b>Item</b>
15:30 – 16:00	<b>Registration and coffee</b>
16:00 – 16:10	<p><b>Item 1</b></p> <p>Approval of the agenda Approval of minutes of the previous MB meeting held on 21 November 2019 Action: Decision</p>
	<p><b>Item 2</b></p> <p><b>A point – silent approval</b>, scrutinised by the Executive Board at its meeting on 03.02.2020.</p> <p>Adoption of the following MB decisions:</p> <ul style="list-style-type: none"> <li>1) On advisory group – terms of reference;</li> <li>2) Call for expression of interest for membership on the Advisory group;</li> <li>3) <u>(postponed)</u> On Anti Fraud Strategy;</li> </ul> <p>A cover note is provided for each draft decision. Action: Decision</p>
16:10 – 16:30	<p><b>Item 3</b></p> <p><b>Appointment of an alternate member to the ENISA Executive Board</b> Deadline to apply/nominate candidates: 21 January 2020. Action: Elections</p>
16:30 – 17:00	<p><b>Item 4</b></p> <p><b>Updates by the Commission</b></p>
17:00 – 17:30	<p><b>Item 5</b></p> <p><b>Draft MB Decision on principles for ENISA internal reorganisation</b> Scrutinised by the Executive Board at its meeting on 03.02.2020. Action: exchange of views and adoption</p>
17:30 – 17:50	<p><b>Item 6</b></p> <p><b>Draft MB Decision setting up NLO network</b> Scrutinised by the Executive Board at its meeting on 03.02.2020. Action: exchange of views and adoption</p>
17:50 – 18:15	<p><b>Item 7</b></p> <p><b>MB meetings in 2020 – dates</b> Two ordinary meetings are required (Art.17.2 of the CSA) 25-26 June 2020 (TBD) agenda: approval of annual activity report/final accounts/other items 18-19 November 2020 (TBD) Agenda: approval of the Programming Document/budget/other items Additional meetings may be organised Action: Decision</p>
	<p><b>New Item</b></p> <p><b>Draft MB Decision endorsing programming document 2021 – 2023, draft budget 2021 and establishment plan 2021</b> Action: adoption</p>
18:15 – 18:30	<b>AOB</b>
	Closure of the MB Extraordinary meeting

