



Minutes

of the 19th ENISA Management Board Meeting

22 March 2011 – 08h30-16h30

Hilton Budapest WestEnd, Budapest, Hungary

Participants:

Member States Representatives: Reinhard POSCH (Chairperson/Member, AT), Antonis ANTONIADES (Member, CY), Marie SVOBODOVÁ (Alternate, CZ), Flemming FABER (Member, DK), Jaak TEPANDI (Alternate, EE), Mari HERRANEN (Member/Chairperson, FI), Sylvain LEROY (Alternate, FR), Michael HANGE (Member, DE), Ferenc SUBA (Vice Chair, HU), Aidan RYAN (Member, IE), Rita FORSI (Member, IT), Maris ANDZANS (Alternate, LV), François THILL (Member, LU), Rodney NAUDI (Alternate, MT), Edgar R. DE LANGE (Member, NL), Krzysztof SILICKI (Member, PL), Pedro Manuel BARBOSA VEIGA (Member, PT), Peter BIRO (Member, SK), Gorazd BOZIC (Member, SI), Salvador SORIANO MALDONADO (Member, ES), Jörgen SAMUELSSON (Member, SE), Geoff SMITH (Member, UK)

Commission Representatives: Robert MADELIN (Member, DG INFSO), Francisco GARCIA MORAN (Member, Director General DG Informatics), Andrea SERVIDA (Alternate, DG INFSO)

Stakeholders' Representatives: Kai RANNENBERG (Academia Representative), Markus BAUTSCH (Consumer Representative)

EEA-Countries representatives: Björn GEIRSSON (Member, IS), Eivind JAHREN (Alternate, NO)

ENISA: Udo HELMBRECHT (Executive Director), Graeme COOPER, Andreas MITRAKAS, Steve PURSER, Manel MEDINA, Silvia PORTESI (Secretariat to the Board)

Other Participants: Rogier HOLLA (DG INFSO)

Apologies: Luc HINDRYCKX (Member, BE), Valeri BORISOV (Member, BG), Constantine STEPHANIDIS (Member, EL), Mireille RADOI (Member, RO)

1. Opening of the meeting, opening address, and announcements

The Chair opened the 19th Management Board (MB) Meeting and welcomed the participants.

He announced the opening address by Mr Zoltán Guba, Head of Secretariat, Ministry of National Development, Ministry of State for Infocommunication, on behalf of Mr Zsolt Nyitrai, State Minister, Hungary, who was sending apologies for not being able to be present.

Mr Guba, on behalf of the Hungarian Government and of the Hungarian EU Presidency welcomed the MB and the Executive Director (ED), and thanked the Chair for having accepted the invitation to hold the MB Meeting in Budapest.

Mr Guba outlined the approach of the Hungarian Government in the field of Network and Information Security (NIS) and he stressed the importance of the Digital Agenda for Europe. He emphasised the relevance of collaboration in Europe and highlighted the crucial role of ENISA. He gave an overview of the current status of the proposals for the renewal and for the extension of the ENISA mandate.

Mr Guba mentioned the Telecom Ministerial Conference on Critical Information Infrastructure Protection (CIIP), organised by the Hungarian Presidency of the Council of the European Union which will take place on 14-15 April 2011 in Balatonfüred, Hungary. He explained how this event will be a platform for dialogue; he expressed his wish for a constructive contribution to this event and for a fruitful cooperation to achieve common objectives of the EU.

The Chair thanked Mr Guba for the opening address.

The Chair announced the following changes to the composition of the MB:

- Mr Robert Madelin (Member, European Commission)
- Mr Gerard De Graaf (Member, European Commission), replacing as from 01/03/2011 Mr Michael Niebel (Member, European Commission)
- Mr Jakub Boratynski (Alternate, European Commission)
- Mr Rodney Naudi (Alternate, MT), replacing as from 14/01/2011 Mr Robert De Bono (Alternate, MT)

The Chair informed the MB that he received proxy statements enabling him to vote, also for the election of the new Chairperson, on behalf of Belgium and Romania and Mr Madelin on behalf of Mr De Graaf.

The Chair informed the MB that Belgium, Bulgaria, Greece and Romania sent apologies for not being able to participate in the meeting.

2. Adoption of the agenda

The agenda was **adopted** with one change in the order of the items: the item ‘Date and venue of future 2011 meetings’ was moved right after the item ‘Election of the Chair and Vice-Chair’.

3. Information from the Chair

The Chair informed the MB of the written procedures concluded since the previous MB Meeting, in particular:

- Written procedure Approval WP2011
- Written procedure Approval Minutes 18th MB Meeting, 14 October 2010, Athens.

4. Report by the Executive Director on the Activities of the Agency

The ED introduced Mr Cooper, Head of Public Affairs Unit and Mr Medina, Deputy Head of Technical Competence Department, ENISA.

The ED reported on ENISA activities and key achievements since the 18th MB Meeting. He highlighted past and ongoing activities in the Multi-Thematic Programme 1 (MTP) on 'Improving Resilience in European eCommunication Networks', in the MTP 2 on 'Developing & Maintaining Cooperation Models', and in the MTP 3 on 'Identifying Emerging Risks for Creating Trust & Confidence' as well as on the Preparatory Action 1 (PA 1) on 'Identity, Accountability & Trust' and PA 2 on 'Drivers & Frameworks for EU NIS Cooperation'. In addition, concerning the first quarter of 2011 (Q1/2011), he reported on Work Stream 1 (WS 1) on 'ENISA as a Facilitator for Improving Cooperation', WS 2 on 'ENISA as a Competence Centre for Securing Current & Future Technologies' and WS 3 on 'ENISA as a Promoter of Privacy & Trust'. The ED mentioned the MB Newsletter as a means to keep the MB updated on key ENISA deliverables and events. In summary, all key deliverables of the 2010 work programme were delivered on time and within budget. There was some limited slippage on minor deliverables which came about as a result of re-prioritisation during the year.

The ED reported on the budget consumption in 2010; he gave an overview of the activity-based budgeting for 2011 and on the budget evolution 2007-2011, including the evolution in the staff-related expenditure. The budget 2010 commitment rate was 99,95%, which is the highest level of consumption recorded since the formation of the Agency and which reflects the maturity of the financial management activities.

Concerning human resources matters, the ED outlined the resources evolution 2006-2011 and presented the current organisational chart¹. He also gave an overview of the staff composition (see Appendix 1).

As an update on some issues addressed in the 18th MB meeting, the ED gave an overview of the geo-balance in other EU Agencies and he provided some information on the salary correction coefficient in EU Member States (see Appendix 2).

The ED reported on the discussion on the use of ENISA's Branch Office in Athens. He explained that the Office in Athens has been qualified as a Branch Office by the Hellenic Republic by letter of

¹ An organisational chart of ENISA is available on the ENISA website through the page on the internal structure: <http://www.enisa.europa.eu/about-enisa/structure-organization/internal-structure>

11/08/2008. He stated that this Branch Office has been made available under the conditions provided in Article 1.1 of the current Seat Agreement (see above letter) and “on the same conditions as the facility use for the Agency’s seat in Heraklion in conformance to Articles 1, 2, 3, 4 of the Seat Agreement. All privileges and arrangements stipulated for the Agency’s Seat are extended mutatis mutandis to the branch office in Athens (*ibidem*)”. He noted that limitations to the use of these premises have been unilaterally communicated by ENISA by means of verbal notes dated 13 and 16 July 2009. He informed the MB that an “Inter-ministerial committee for addressing problems encountered by the European Network and Information Security Agency (ENISA)” has been established since 13 December 2010, comprising of representatives of the Agency and of various competent Ministries and services of the Greek Government. He reported that a delegation of the Greek Government led by Prof. Spyros Vougas, Deputy Minister of Infrastructure, Transport and Networks visited ENISA on 28 January 2011 and that ongoing bilateral discussion with the ED on the use of the Athens’ office is taking place. The ED highlighted that to improve the performance of the Agency and to reduce mission costs for operational staff travelling via Athens to Heraklion, operational staff need to be located in Athens. The ED stated very clearly that this does not challenge the fact that the Seat of ENISA is located in Heraklion.

The ED gave an overview of demographics of staff with children at schooling age (see Appendix 3) and he provided some updates on the new building for the School of European Education (SEE, Appendix 4).

The ED concluded his report with an overview of the Agency’s eAdministration tools, deployed and planned. He provided some updates on the Internal Audit Service (IAS) audit and he briefly reported on the Court of Auditors audit on Annual Accounts 2009.

Some questions and comments by the MB followed.

Mr Smith thanked the ED for the report and he emphasised the importance for the Agency on focusing on the output. He expressed interest in the staff survey currently being carried out. In addition, he asked what role the MB could play with reference to the ENISA office in Athens.

The Chair noted that the MB is interested in having an Agency efficient in all aspects. Although this matter does not fall directly under the MB’s responsibility, the MB expressed their full support to the ED in taking decisions to achieve this.

Ms Herranen congratulated the Agency for the work performed. She encouraged the ED to continue to use the MB Newsletter as a means to keep the MB updated on ENISA deliverables and events. By referring to the Staff Policy Plan, she expressed interest in the possibility mentioned in it to carry out a survey among the staff for the purpose of determining the main drivers behind resigning from the Agency.

Mr De Lange thanked the ED for the report and asked for a clarification on how the issue of the ENISA office in Athens and the issue of the new ENISA building in Heraklion are possibly inter-related.

Mr Samuelsson asked for some more information about the salary correction coefficient. The Chair clarified that the MB cannot change the coefficient.

Mr De Lange expressed his support to the ED's approach for the use of Athens office.

Mr Jahren asked for clarification on the Court of Auditors audit and in particular the comment on the carry-forwards.

In the light of the questions and comments made by the MB, the ED provided some additional information and clarifications.

With regard to the allocation of resources, the ED clarified that some staff were moved from other Departments/Units to the Technical Competence Department (TCD) to increase operational resources and that focus is given on streamlining and optimising administrative processes. He also noted that some IT services have been outsourced.

The ED informed the MB that two members of the staff left the Agency for reasons related to schooling issues (no secondary education) and to the difficulty of commuting. In addition, he highlighted the challenges faced by the Agency in recruiting staff in the age range between 33-55 years.

The ED clarified that the rent for both the ENISA building in Heraklion and the ENISA office in Athens is paid by the Greek Government.

The ED provided some more details on the role of NLO/NCOs (National Liaison Officers/National Contact Officers), he stated that no NLO meeting took place in 2010 but that one is planned for 2011.

The ED provided clarifications on the comment from the Court of Auditors regarding the size of the appropriations carried forward; in specific the Agency has a dependency on the execution of its work programme on an annual basis as opposed to a multi-annual basis. The situation that the Agency faces is very similar to that of other Agencies.

5. Update by the COM

Mr Madelin made some preliminary remarks regarding the EU Agencies in general and some characteristic common challenges that they may face (e.g. issues of school, local staff, administrative burden, and staff retention). He appreciated the work of the ED and pointed out that the administrative burden for a European Agency is in some cases comparable with that of the Commission, which could have a detrimental effect on performance.

Mr Madelin gave an update on the ENISA-related policy development and stressed the importance of supporting the Agency.

When mentioning the areas directly related to ENISA, Mr Madelin highlighted the importance of ENISA acting as a credible global player (additional to national Agencies), and as a facilitator of the dialogue between the public and the private sectors.

Mr Madelin expressed the COM's wish that the proposal for an extension of the ENISA's mandate '*à l'identique*' for 18 months (as an *interim* measure) would be agreed upon by the end of May. He mentioned that the agreement on the second proposal (the proposal for a new mandate to strengthen and modernise ENISA) might not be reached by the end of the year.

He also made reference to the plans to establish a CERT for the EU institutions and explained that the initial step would be to establish a pre-configuration team, which would be charged with starting up operations. Mr Madelin went on to say that it made sense for ENISA to be part of this initial pre-configuration team and that the Agency could play a useful supporting role in supporting the EU institutional CERT once it is entirely operational. When addressing the activities in CIP, Mr Madelin highlighted the importance of the international perspective, mentioning the interest in ENISA's work expressed by international organisations and third countries.

By recalling the experience from other EU Agencies and their policies on the disclosure of interests for the MB Members, Mr Madelin noted the importance of transparency, especially when an Agency is working both with public and private organisations.

Following the COM update, a discussion on different issues took place.

Mr Smith stated that the UK supported the idea of the MB disclosure of interests. Mr Smith also noted the impact of financial rules on a small agency. He expressed the view that the move of operational staff to Athens would be of benefit.

The Chair reminded the MB that the ED has full freedom to allocate the Agency's resources in the most effective manner and that the ED should work to reduce the obstacles preventing an efficient management of the Agency. Mr De Lange expressed the view that, should the MB be in the position to somehow support the ED in dealing with this matter, the MB should do so. The Chair noted the strong support of the MB to the ED.

Mr Tepandi asked the Commission for clarifications on ENISA's visibility in the US and on the EU-US cooperation.

Mr Madelin indicated that in order to ensure the fullest efficiency of ENISA, the Agency should be extremely empowering, so enabling staff to perform at the maximum extent: there should be renewed effort to reconcile the place of assignment, the places of daily work, on mission or tele-working, and the right of staff to freely choose the arrangements for their families. He stressed the importance of having as a priority an efficient organisation and of supporting full ED use of all available flexibility.

By providing the requested clarifications on ENISA's visibility in the US and on the EU-US cooperation, Mr Servida highlighted the importance of the Member States' engagement in bringing their experience and activities into the EU-US cooperation.

6. Provisional Work Programme 2012

The ED made some general remarks on the changes in the process of developing the Work programme (WP). Mr Purser explained the process according to which the work programme was developed: 1) that the input from MB and Permanent Stakeholders' Group (PSG) had been gathered at an earlier stage of the WP development process; 2) that all activities foreseen in the WP were impact-related; 3) that the budget cycle had been changed in order to allow more distribution of the deliverables along the year.

A presentation on the Provisional WP2012 was delivered by ENISA.

Mr Purser summarised the process of the WP development and the related timeline. He outlined the input from MB and PSG as well as the selection criteria followed. He then presented the Provisional WP 2012, which is based on the input from MB and PSG and takes into account the feedback to the Outline WP 2012 document circulated last December.

Mr Purser presented the structure of the Provisional WP, which is composed of three Work Streams (WS) with thirteen Work Packages (WPKs). He explained that these WPKs were selected based on the criteria previously agreed to by the MB. He highlighted that budget and resource allocation reflect the maturity of the work envisaged and the priorities of the Member States as well as the most recent budget communication from DG INFSO.

Mr Purser presented the following Work Streams:

- 1) WS 1: Identifying & Responding to the Evolving Threat Environment;
- 2) WS 2: Improving Pan-European CIIP & Resilience;
- 3) WS 3: Securing the Digital Economy.

The ED briefly presented what is foreseen in the Provisional WP with regard to the Stakeholder Activities, to IT services and to Administration. He also gave an overview of the foreseen next steps in the WP 2012 development.

The Chair opened the floor for discussion. The Chair clarified that remarks and comments would be gathered and that the Agency would then explain how the comments would be managed and be implemented.

Mr Faber expressed appreciation for the Provisional WP 2012. He suggested improving the definition of the stakeholders and he explained how clear stakeholders' analysis and mapping would be beneficial for the stakeholders' engagement during the implementation of the WP.

Ms Herranen congratulated the Agency for the good drafting of the Provisional WP and for the involvement of the MB in the WP development process. While referring to the Informal MB Meeting on Strategic Guidance for WP 2012, which took place in December 2010 in Brussels, she asked the Agency's view on this meeting. She expressed her agreement on having three WS. With reference to the Public Affairs activities, she asked the Agency to provide some more detail. She highlighted the relevance of identifying the customers in order to tailor dissemination to their requirements and the importance of proactively taking into account social media. With reference to the WPK on 'European

Public-Private Partnership for Resilience' (EP3R), Ms Herranen expressed her appreciation for ENISA having an important role in the area and for foreseeing exploiting synergies (e.g. between Commission, ENISA and PSG). In addition, she suggested to move the acronyms table to the end of the document and to change the document title.

Mr Smith emphasised the value of the new WP development process as well as the fact that the Provisional WP this year is much better and in a more advanced state than last year's Provisional WP. He highlighted that the stakeholders are one of the Agency's strengths and he supported the comments from Denmark and Finland on the importance of well-identifying the stakeholders. Mr Smith commented that the WPK on 'Empower citizens, businesses and NIS stakeholders' seemed to be very ambitious and that to foresee how it will look like was not easy. He also asked the Commission how the WP is expected to change in the light of the upcoming Communication on CIIP.

Mr De Lange agreed in principle with having three WS, but also proposed to consider splitting the WS on 'Improving Pan-European CIIP & Resilience' which seems to be extremely extensive. He noted that this WS is very much dependent on private participation and asked whether ENISA is in the position of having such participation in the specific areas addressed. He also raised the question on how the upcoming Commission Communication would influence the content of the WP. He observed that in the Provisional WP some involvement of ENISA in the Seventh Framework Programme (FP7) and Eighth Framework Programme (FP8) was missing. He gave as a possible example of ENISA's involvement the role of providing guidance in setting the priorities for the FP8. In addition, he noted that the amount of deliverables foreseen in the WP (forty-seven deliverables, mostly in the WS on 'Improving Pan-European CIIP & Resilience') seems to be too ambitious and that a prioritisation of the deliverables could be useful (e.g. distinguishing between primary and secondary deliverables).

Mr Leroy expressed his appreciation for the new approach to the WP development and asked whether a MB-PSG joint meeting is planned for June; he encouraged having such a meeting. He also positively commented on the WS on 'Identifying & Responding to the Evolving Threat Environment' and WS on 'Improving Pan-European CIIP & Resilience'. He commented that WS3 does not fall within the core mission of ENISA.

Mr Jahren thanked ENISA for the Provisional WP 2012. He provided some comments on the WS on 'Improving Pan-European CIIP & Resilience' and in particular on the outcomes and the deliverables of the WPK on 'Support and enhance CERT's operational capabilities'. Concerning activities in the area of Awareness Raising, he observed that it is important to use the material already available.

Mr Tepandi asked who the ENISA's stakeholders in Estonia and in general are. He noted that one important stakeholder has been and is the Commission, and observed that ENISA is in a good position to coordinate the Member States. He emphasised that the WS on 'Improving Pan-European CIIP & Resilience' was the most important WS for Estonia. He expressed doubt on companies being the main customers of ENISA. He noted that the added value of the WS on 'Identifying & Responding to the Evolving Threat Environment' could be clarified.

Mr Samuelsson suggested making in the WP the references to the ENISA Regulation more consistent. He also proposed defining in the WP the word 'cyber-security' (e.g. clarifying the

difference between ‘cyber-security’ and ‘network and information security’). He asked for a clarification about the meaning of ‘entertainment and representation expenses’ mentioned in the Provisional WP and about the possible role of ENISA with reference to FP8. Furthermore, he asked ENISA for some editorial changes to improve the text of the Provisional WP and some corrections, e.g. inconsistency in the budget line 3003 (MB Secretariat). In addition, Mr Samuelsson noted that the CERT exercises should be managed at national level and he asked for further information about EISAS (European Information Sharing and Alert System). With reference to the WPK on ‘Empower citizens and business’, he observed that it is difficult to see the added value of ENISA’s activities in this field because this is an area where the Commission has already developed material.

Mr Rannenberg expressed his appreciation for the Provisional WP 2012; he raised some concerns regarding the fact that the Provisional WP 2012 seems to have less vision and to be less strategy-linked in comparison to the WP 2012 Outline from December 2010. He also noted that most activities seem to be concentrated on CIIP and much less, for instance, on privacy which is an important area too.

Mr Andzans reported that ENISA visibility in Latvia is still quite low but that it rose with the exercises; he expressed the view that this should continue also in the future. He stated that the WS ‘on Improving Pan-European CIIP & Resilience’ should be a priority for ENISA.

Mr Madelin highlighted the openness of the WP 2012 development process and welcomed the impact approach adopted. In addition, he emphasised the importance of investing in making stakeholders actively contributing and of adopting a proactive attitude. With reference to WPK on ‘Support and enhance (co)operation between CERTS’, he noted that there is a need for improvement of interfaces with CERTs. He also suggested that the Agency participates in the discussion on the common strategic framework for research.

The ED thanked for the valuable comments made by the MB representatives that would help to further enhance the WP 2012.

The ED informed the MB that the comments will be incorporated by the Agency and that an updated version will be re-circulated. In addition, he invited the MB to send to the Agency suggestions for editorial changes too.

In reply to the question from Ms Herranen, the ED stated that the Informal MB meeting on Strategic Guidance for WP 2012 held last December was of help to the Agency and also this contributed to having the Provisional WP in a more mature stage this year than last year.

In reply to the question from Mr Leroy, the ED confirmed that a MB-PSG joint meeting is proposed for June and that the MB will be invited to decide on it when addressing Item 12 (Dates and venue of future meetings). He highlighted the importance of this meeting to better define the priorities.

Concerning the comments on ENISA stakeholders, the ED observed that the current understanding is to deal with stakeholders with reference to the specific projects. With reference to the WPK ‘Empower citizens and business’, the ED acknowledged that it is not feasible for ENISA to reach all the citizens in Europe but that in the past awareness raising material was produced by ENISA with a

wide target (e.g. some posters and video for awareness raising) and the Awareness Raising Community was built up.

With reference to the WS on 'Securing the Digital Economy', the ED observed a need for privacy and security by design.

In reply to Mr Samuelsson's remark on the definition of the word 'cyber-security', the ED referred to the ENISA Regulation and also to the interchangeable usage that in practice the words 'cyber-security', 'IT-security' and 'network and information security' are used synonymously. He provided some clarification on the kind of costs under 'entertainment and representation expenses'.

The ED suggested discussing the distribution of resources after incorporating the comments resulting from the proposed MB-PSG Joint Meeting in June.

The Chair thanked for the open discussion, invited the MB to send, if any, written remarks on the WP to the Agency, and explained that the next main steps in the WP development would be the MB-PSG Joint Meeting in June.

7. Statement of estimates 2012

A printed copy of the draft Statement of Estimates (budget) for the budgetary year 2012 was distributed to the MB. Mr Mitrakas explained that the version distributed was slightly updated in comparison to the version distributed electronically to the MB on the 7/03/2011: the version distributed included the correction of a small discrepancy.

Mr Mitrakas explained that the 2012 budget is about 400.000 euros higher than the 2011 budget thanks to an increased allocation by the Commission. He noted that this increase was distributed almost evenly to accommodate the need for additional personnel (e.g. new posts that are likely to be authorised and possible reclassification costs) and operational activities. He also explained that the existing seven operational budget lines in Title 3 had been grouped to three new budget lines in order to make the management of the following areas more functional: the three new budget lines are titled: 1) collaboration with stakeholders; 2) NIS policies; and 3) NIS technologies.

Mr Leroy asked for clarifications on possible impact of the new ENISA Regulation on the Statements of Estimates and on the Establishment Plan for 2012. The Chair explained that the 2012 budget was drafted under the assumption of the extension '*à l'identique*' of the ENISA mandate. Mr Servida confirmed that 2012 statement of estimates is defined based on the current mandate.

Mr De Lange asked the Agency to clarify whether the Subsidy from the Ministry of Transportation of Greece (Title 300) consisted of a contribution in money or in kind. Mr Mitrakas replied that, due to the lack of legal basis for a contribution in money, the contribution given by the Hosting Country was in kind (e.g. rent waiver for the premises in the Agency's Seat and in Athens).

By referring to the ENISA Regulation, the Chair invited the MB to adopt the draft Statement of Estimates for the budgetary year 2012.

The draft statement of estimates was unanimously **adopted**.

8. Staff Policy Plan 2012-2014 and Establishment Plan 2012

Mr Mitrakas presented the draft Staff Policy Plan 2012-2014. He explained the difference between long term and short term contracts, and noted that the Agency in all but one case, has been able to meet long term needs mostly due to the nature of its tasks.

While presenting the draft Establishment Plan 2012, Mr Mitrakas informed the MB that no substantive changes were made in comparison to the Establishment Plan of 14/10/2010. The changes introduced regarded the possible extension of the mandate of the Agency as from 2012, in which case an increase in the total number of agents is likely to take effect; temporary agents could in this case increase by 2 in AD and 1 in AST grades, while 1 additional Contract Agent could be added.

Mr Leroy expressed the view that it was important to clarify in the first part of the Staff Policy Plan the hypothesis and the basis of the Establishment Plan.

Mr Samuelsson expressed agreement on the Staff Policy Plan. He commented on the wording "two new tasks were assigned to the Agency" on p. 3 of the Staff Policy Plan.

Staff Policy Plan 2012-2014 and Establishment Plan 2012 were **adopted**.

9. General Report 2010

The General Report 2010 was briefly presented.

Mr Samuelsson and Mr De Lange asked for some corrections in their contact details in the General Report.

Mr Samuelsson asked for some clarifications about the focus and target audience of the General Report in general. The Commission provided clarifications on which institutions the General Report is transmitted to (e.g. European Parliament).

Mr Smith proposed to add to the General Report the declaration of interests of the MB Members. The proposal of adding such declarations was discussed with reference to next year's General Report.

The General Report 2010 was **adopted**.

Closed session

10. Election of the Chair and Vice-Chair

The Chair informed the MB that Ms Herranen notified her candidature to stand for the election of the new Chairperson. He invited the MB to announce additional new names; no additional new names were announced.

The Chair illustrated the formal process for the election of the Chairperson and Vice-Chairperson, including the required number of votes.

The Chair reminded of the proxy statements received, in other words that he was to vote also on behalf of Belgium and Romania and Mr Madelin also on behalf of Mr De Graaf.

The Chair asked the MB Members whether they agreed on proceeding to vote by raising hands instead of secret ballot. The MB unanimously agreed.

Ms Herranen was unanimously **elected** as new Chairperson of the Management Board of ENISA.

Mr Posch informed the MB that Mr Suba notified his candidature for the election of the Deputy-Chairperson. Following the same procedure, Mr Suba was unanimously **elected** as Vice-Chairperson of the Management Board of ENISA.

As from that moment, the meeting was chaired by Ms Herranen.

Mr Posch congratulated the newly appointed Chair and Vice-Chair. He thanked the Agency for the support provided during his Chairmanship and the MB Members for their fruitful collaboration.

The MB Members expressed their high appreciation to Mr Posch and thanked him for his commitment during his Chairmanship. They welcomed Ms Herranen and Mr Suba as new Chair and Vice-Chair.

Ms Herranen thanked the MB Members and emphasised the strategic role of the MB. She expressed her confidence in a constructive and fruitful cooperation. She thanked Mr Posch for his excellent Chairmanship and she congratulated Mr Suba as the new Vice-Chair.

The ED thanked Mr Posch for his appreciated work and commitment for the Agency and congratulated Ms Herranen and Mr Suba as new Chair and Vice-Chair.

Mr Garcia Morán thanked Mr Posch for all the efforts put on the Agency, his devotion to the Agency, his constructive cooperation with the Commission's Team and the essential role that he played. Mr Garcia Morán welcomed Ms Herranen and Mr Suba as new Chair and Vice-Chair.

11. Dates and venue of future meetings

After a brief discussion, the MB **decided** on the date and venue of the following MB meetings as follows:

- MB-PSG Joint Meeting, Monday 04/07/2011, Heraklion, Greece;

- 20th MB Meeting, Tuesday 11/10/2011, ENISA Branch Office in Athens, Greece;
- Informal MB Meeting on Strategic Guidance on WP2012, Tuesday 29/11/2011, ENISA Branch Office in Athens, Greece.

12. Updates from the Member States

Mr De Lange provided an update on the cyber-security strategy in The Netherlands, including the actors involved, the integrated approach adopted, the planned establishment of the Cyber-security Board and the attention given to cyber-war and cyber-defence.

13. Any other business

The Chair invited the MB Members to give their consent to have their pictures taken during the lunch break and the meeting published on the ENISA website and on other publications. The MB Members gave their consent.

Mr Posch briefly explained the content and frequency of Meetings of the Chairs of the Management Boards of the European Agencies and he reported on the 4th Meeting which took place on 10/03/2011 in Amsterdam.

14. Closing of meeting

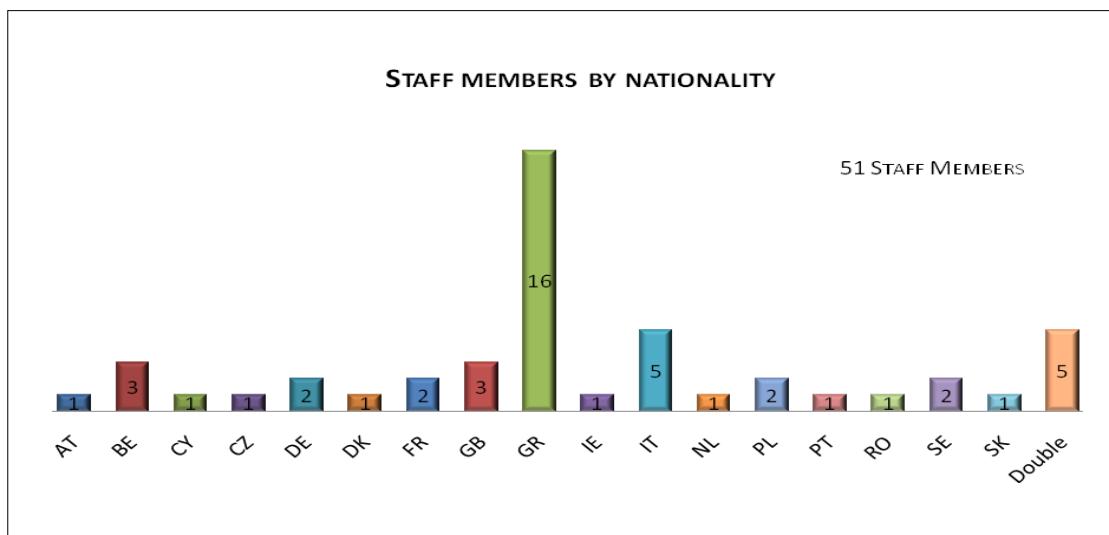
The Chair thanked the MB Members for their fruitful participation and ENISA for the preparation of the meeting.

For the Management Board

Mari Herranen

Chairperson

APPENDIX 1: Staff composition overview



APPENDIX 2: Salary correction coefficient in EU Member States

Bulgarie	62,7	Hongrie	79,2
Rép. tchèque	84,2	Malte	82,2
Danemark	134,1	Pays-Bas	104,1
Allemagne	94,8	Autriche	106,2
Bonn	94,7	Pologne	77,1
Karlsruhe	92,1	Portugal	85,0
Münich	103,7	Roumanie	59,1
Estonie	75,6	Slovénie	89,6
Grèce	94,8	Slovaquie	80,0
Espagne	97,7	Finlande	119,4
France	116,1	Suède	118,6
Irlande	109,1	Grande-Bretagne	108,4
Italie	106,6	Culham	104,5
Varese	92,3		
Chypre	83,7		
Lettonie	74,3		
Lituanie	72,5		

APPENDIX 3: Demographics of staff children at schooling age

Overview of children at schooling age of ENISA staff (ages 2-18)				
	SEE	other school in GR	other school	Total
Nursery/ Kindergarten Ages 2-5	5	2	1	8
Elementary Ages 6-11	6	3	4	13
High School Ages 12-18	-	1	4	5
TOTAL	11	6	9	26

• Number of SEE teachers lags number of levels i.e. 2 teachers for 5 class levels
 • class 1&2 in 1 classroom with 1 teacher
 • class 3, teacher arrived in Dec10; but currently on leave
 • class 4&5 in 1 classroom with 1 teacher

APPENDIX 4: Time Schedule of new SEE building

Planned SEE capacity		
	No of pupils	Surface [sq.m.]
Kindergarten	60 infants	488
Full-day Primary School	300 pupils	2,079
Junior High School – High School	420 pupils	3,129
Administration buildings	-	312
TOTAL	780 pupils	6 008

Timeline

Phase A Land acquisition June 2010 – January 2011	January – August 2011	Phase B International Architectural competition September 2011 – June 2013
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