



**European Union Agency for Network and Information Security
Management Board Meeting**

**21-22 October, Athens, Greece
Minutes**

Participants:

Member States' Representatives: Reinhard POSCH (Member, AT), Daniel LETECHEUR (Member, BE), Krasimir SIMONSKI (Member, BG), Antonis ANTONIADES (Member, CY), Roman PACKA (Alternate, CZ), Flemming FABER (Member DK), Karoliina AINGE (Alternate, EE), Pii NYSTROM (Alternate, FI), Jean-Baptiste DEMAISON (Member, FR), Michael HANGE (Member, DE), Ferenc SUBA (Vice Chair, HU), Kevin FOLEY (Member, IE), Rita FORSI (Member, IT), Ieva KUPCE (Member, LV), Rytis RAINYS (Alternate, LT), Hans de VRIES (Member, NL), Krzysztof SILICKI (Member, PL), Manuel PEDROSA De BARROS (Alternate, PT), Augustin JIANU (Member, RO), Jörgen SAMUELSSON (Chair, SE), Rachael BISHOP (Member, UK)

Commission Representatives: Ken DUCATEL (Member, DG DIGIT)

EEA-Countries' representatives: Björn GEIRSSON (Member, IS), Martin KJELLEN (Alternate, NO)

ENISA: Udo HELMBRECHT (Executive Director), Steve PURSER (Head of Core Operations Department), Paulo EMPADINHAS (Head of Administration and Support Department), Legal Officer, Ingrida TAURINA (MB & PSG Secretariat)

Other Participants: Gemma CAROLILLO (DG CONNECT)

Apologies: Timo KIEVARI (Member FI), Paul TIMMERS (Member, COM), Toomas VAKS (Member, EE), John AGIUS (Member, MT), Francois THILL (Member, LU), Jan HOCHMANN (Member, SK), Gorazd BOZIC (Member, SI), Jose Carlos Barreira MARTINS (Member, PT)

Proxies:

COM member Paul Timmers gave a proxy to Ken Ducatel,
Member from MT gave a proxy to CY,
Member from LU gave a proxy to AT,
Member from SK gave a proxy to CZ,
Member from SI gave a proxy to PL.

ITEM 1 Opening of the meeting and announcements of the Chair

The Chair opened the Ordinary meeting of the ENISA Management Board (MB). He explained to participants that the meeting is organised for 1,5 days. The first day is dedicated to a discussion on ENISA strategy.

The Chair continued by informing the MB about apologies received from the MB members for not being able to participate at the meeting and announced proxies received.

The Chair welcomed new members to the MB: alternate member from Finland, member from Bulgaria, member from the Netherlands, alternate member from Estonia, returning member from Denmark, alternate member from Norway. These members briefly presented themselves to the meeting.

Also, he announced the observers from Iceland, Norway and from the European Commission (COM).

The Chair informed the Board that an external participant has been invited by the Agency (a representative from McKinsey) for the agenda item on 21 October 2015. He will present future challenges in the area of network and information security.

The Chair also gave a reminder that documents regarding reimbursement should be promptly communicated to the secretariat during the meeting in order to finalise all payments in due course.

ITEM 2 Adoption of the Agenda

The Agenda was unanimously **adopted**.

ITEM External evaluation of the core operational activities of the European Union Agency for Network and Information Security (ENISA) carried out in 2014

The Chair explained to the meeting that ENISA has conducted an ex post evaluation of its activities as required under Art 29 (5) of the Financial Regulation, and that under the requirements of ENISA regulation (Art 11.2(f)) the Executive Director has to prepare an action plan following up on the conclusions of the retrospective evaluations and has to report on progress every two years to the Commission and regularly to the Management Board.

The document “Ex post evaluation of ENISA core operation activities”, together with slides, was dispatched to the MB mailing list before the meeting.

The Chair gave the floor to the ENISA representative to present the main findings (presentation delivered by MB Secretariat). The MB Secretariat noted that this report is for the MB for information only.

This annual evaluation exercise had specific objectives, namely to:

- provide reliable performance information to assist management to deliver against targeted results, to address problems promptly and to take planning and budget decisions;
- improve internal learning on the effectiveness and performance of ENISA through the regular review of its activities;
- strengthen accountability and transparency by providing empirical evidence on the outcomes of ENISA’s activities and communicate this to EU institutions/stakeholders.

Overall, the evaluation findings of activities carried out in 2014 are positive and it can be established that ENISA has contributed to:

- ensuring a high level of network and information security (NIS) within the EU;

- raising awareness of NIS within the EU;
- promoting a culture of NIS within the EU.

It was noted that despite ENISA's limited mandate and small resources, the Agency manages to make a real contribution towards increased NIS in Europe, as perceived by key stakeholders.

COM mentioned that more ambition is needed. For the next evaluation he suggested to identify strategic gaps, and target evaluation on those gaps.

Some members (UK, PT, SE) pointed out that the number of respondents should be increased. It was also noted that the presented references to activities in NIS in Europe is not complete, for instance, eIDAS Regulation, Telecom Package directives is missing, and some others.

To the question (PT) regarding the action plan and follow-up, the ENISA Executive Director, Mr Helmbrecht, explained that this will be communicated to the Board in due course.

The Board took into consideration the information provided.

ITEM Future challenges for ENISA – evolution of IT technology and business models- How the Digital Single Market Strategy impacts ENISA

The Chair gave the floor to the ENISA representative Mr Purser and an external expert from McKinsey to present future challenges for ENISA, and the evolution of IT technology and business models - how the Digital Single Market Strategy impacts ENISA.

The McKinsey representative presented slides on macroeconomics and microeconomics drawing context from the cyber security challenges. It was explained that McKinsey's Cyber Risk Maturity survey was developed in cooperation with CISOs.

Cyber security is a large and growing market in Europe (€20b in 2015 and projected to grow at 7% for the next four years). However, European executives still have key concerns about the maturity of their enterprise security. McKinsey survey data shows a concern level higher than non-European enterprises on a number of dimensions and there are issues finding talent (projected shortage of 300k jobs by 2018).

Economically, the European cyber market is under-penetrated versus the US (€1.3b spend/€1t GDP in Europe vs. €1.7b spend/€1t GDP in the US). US companies are over-represented in the global market (the US is 43% of the market, but has 64% of the revenue of the top 50 companies) and our market is projected to grow more slowly than the US (7% vs. 8%). In risk terms, if we cannot provide confidence to enterprise and citizens on security then €640b of economic value is at stake (driven by slower adoption of new technologies).

In conclusion, it was noted that ENISA can play a role in supporting the economic benefits of cyber security in Europe (through helping companies better protect/create value based on effective security, as well as supporting European vendors to access and grow in the market), and ENISA's

contribution could come in the form of additional information, support and community building, on the threat and the solutions.

Mr Purser continued by explaining ENISA's operational model – building communities around its activities, thus facilitating the take-up of its recommendations, hands-on activities and policy implementation. He also outlined the EU cyber security governance. The “super objective”, four strategic objectives and one horizontal objective, was presented to the Board as well. These objectives were proposed for the ENISA strategy, which was due to be discussed during this MB meeting later on the agenda.

Questions and notes from the Board:

DK pointed out that a correlation of (slide p17) “more spend – better” in security might not be true. He noted that slides are mixing economics with security spending. It was noted that products/tools for SMEs are left without much attention.

PL suggested having a correlation with the DSM strategy.

HU noted that the energy sector is crucial and should be taken into consideration. An added value of ENISA is the activity of mobilising communities. ENISA shall be phased out from the community when the cooperation matures and is self-sufficient. The establishment of FI ISAC is an example: now it is a self-organised activity, but it started with the support of ENISA.

In reply to the questions, the McKinsey representative noted that vendors see DSM as “citizens online” and “citizens connected”. The EU is under-represented and opportunities in the EU are available to expand companies' economies in certain areas. There is a room to link the initiatives of the COM and ENISA to the private sector: not just spending money on more security products, but also ensuring their capabilities is important.

The Board thanked the ENISA and McKinsey representatives for their presentations and **took into consideration the information provided.**

ITEM ENISA's future strategic orientations – a governmental perspective

The Chair reminded the Board that FR had distributed a combined proposal from FR, UK and DE, the “ENISA Strategy”, and passed the floor to FR.

FR briefly explained to the meeting the document page by page. He also noted that strategic objectives are aligned with a proposal from ENISA. The document aims to explain ENISA's mission to the general public.

The Chair thanked the member from FR for his presentation and explained to the Board that exchange of views is foreseen as a separate agenda item.

The Board took into consideration the information provided.

ITEM Proposal for ENISA to engage in international relations

The Chair informed the Board that FR had distributed a document – guiding principles for ENISA’s international relations. This draft is tabled to facilitate dialogue among Board members on the principles, objectives and rules underpinning ENISA’s international relations with parties outside the EU.

The Board briefly exchanged views on the documents tabled and suggested areas to be addressed such as reports/recommendations for SMEs, practical ENISA output such as hands-on training, etc.

No action taken by the Board.

ITEM ENISA Quo Vadis – discussion and way forward

The Chair opened tour de table, inviting the Board to discuss the documents presented under the previous agenda items, in particular reflecting the presentation by FR on ENISA strategy.

COM noted the situation of austerity in the EU institutions. In this context, a prioritisation of ENISA activities is necessary; work programme items to provide support to EU institutions are resource intensive, therefore the strategy shall be focused on what is achievable within the given budgetary envelope and within the tasks of ENISA provided in the legislation. The proposal for the NIS directive is expected to be adopted soon, and ENISA’s role is crucial for its implementation. More emphasis shall be put on that. In relation to the paper from Member States (UK, DE, FR). COM suggested to review the document, in particular the policy section, to make sure it is aligned with ENISA’s mandate and clarify ENISA’s supporting role to COM’s policy making.

BG welcomed the explanation of how strategy is linked to the market situation. An all-inclusive strategy (too many areas to be addressed by the Agency) is worrying as it raises a concern about the lack of ambition and focus given limited resources. The external audience reading this strategy will expect a real power behind it. The next challenge will be KILs for the strategy’s risk assessment, and how to consider the strategy to be successfully implemented. Some of the activities can be within the scope of the COM. It was noted that some of the activities may be dropped.

UK pointed out that ENISA’s presentation on strategy and economical aspects fits well with the joint proposal from three members of the Board. Expressing the work that has been done in an understandable manner is necessary. The McKinsey presentation fits well into the discussion about the internal market. Regarding the policy initiatives – ENISA should be advising the COM regarding the policy initiatives and the Agency’s advice shall be taken on board. This tabled draft is a good baseline for further improvement and finalisation.

NL invited the Agency to set priorities – refocusing within the ENISA mandate. Soon to be adopted NIS directive will extend ENISA’s mandate. The question to the COM and ENISA is whether it has been taken into account that the new tasks will require additional resources? The MB shall take into account this aspect when discussing the ENISA Strategy document.

The Chair noted that the budget discussion regarding the additional resources is on the table and it is

expected to be addressed once the NIS directive is adopted.

LV noted that sharing practices among Member States regarding the economic aspects of cybersecurity is necessary and welcomed the presentation of the McKinsey and ENISA representatives. Practical deliverables are welcomed in particular, e.g. hands-on training. More products with an easy to implement solution for SMEs are needed. ENISA is a good point of reference, but more products (with clear recommendations and easy to understand) are needed for a broader audience (such as SMEs). Also, it is not clear how ENISA can increase the number of IT professionals available in the EU. A correlation of activities and a map of own resources should be rearranged to be more efficient.

FI, with reference to the joint paper from three MB members, asked what, in addition to the annual work programme, is the added value of the ENISA Strategy, and what are the risks associated.

DE pointed out that the joint strategy paper is a practical document. Everyone has expectations of seeing the bigger picture and this paper provides that. If an incident happens, policy initiatives arise as a reaction to major incidents, such as Stuxnet or identity theft. ENISA is not involved in activities carried out at the operational area (such as the CSIRT area or defence), but the Agency shall give technical advice to upcoming legislative proposals. Experts developing policy initiatives are not necessarily experts in digital forensics. What is the strength of ENISA and what expertise has it to build internally to address the challenges?

PT asked the Agency to provide information regarding ENISA's capacity to deliver the ENISA Strategy – how ENISA can ensure the access to talented people in Europe, how to sustain them in the organisation, and how to sustain the talent already built in the agency.

PL suggested the strategy to be as practical as possible. Every objective agreed by the MB in the Strategy shall have concrete examples of how to achieve it; for example, implementing standard procedures for cooperation.

NL welcomed the strategy proposal and its clear language.

ENISA representative Mr Purser noted that the tabled strategy proposal is within ENISA's mandate and it provides interpretation of how ENISA sees its mandate's implementation. Cyber security industry training is feasible for ENISA. He also explained other considerations regarding the issues raised, for example ENISA has not been involved in the NIS directive discussion at an early enough stage.

FR noted that the structure of the proposed Strategy kept the structure of the annual work programme, but is written in a language understandable to a broader audience. Mentioning examples in the Strategy document is not necessary, as the Strategy addresses the question "What ENISA should do?" The voice of ENISA is not heard within the COM and it is crucial to put emphasis on ENISA's engagement in the policy development within COM in the NIS area. CSIRT-related material is highly valued by the national authorities and shall be continued.

COM mentioned to the Board that the structure and approach of the document is useful and welcomed. The policy chapter is very important and should be further reviewed since the upcoming NIS directive will attribute new tasks to ENISA. The MB shall focus on the currently available resources to perform the new tasks, with a view to bid for additional resources once the Directive is adopted.

The Chair noted that ENISA regulation Art.3 provides specifically that ENISA shall support the Union's policy development.

AT asked the Agency to inform the Board what expertise needs to be sustained in the Agency in order to achieve the Strategy, given its limited human resources available in the establishment plan. Member States see diverging activities developing in the COM. It is necessary to develop a united ecosystem of activities addressing NIS in the EU. Responding to Art.14 requests is an instrument to address the practical needs of the Member State not policy aspects of NIS in the EU.

LT agreed with the view that there is a cyber-security specialist shortage in the EU, irrespective of the amounts invested. The ENISA deliverables – trainings for cyber security specialists - are not aimed at a general audience. ENISA's cooperation with academia to develop synergies is needed. He mentioned the example of detecting incidents as a crucial skill. Projects identifying best practices of visibility of cyber-attacks and detection of cyber-attacks are therefore welcomed as part of the ENISA work programme.

The Board agreed to have a dedicated MB Ad Hoc Group meeting to further discuss the document "ENISA Strategy".

The Chair thanked the meeting for fruitful discussions and announced a break until 22 October 2015 at 9:00.

The meeting reconvened on 22 October 2015 at 9:00. The Board agreed to rearrange agenda items for the meeting on 22 October. Agenda items related to the implementation of ENISA Regulation No 526/2013 were moved up to be handled before the agenda items related to planning of 2017.

ITEM 3 Update by the MB Chair about the work of the Executive Board

The Chair briefly presented to the Board members of the Executive Board, explained the mandate and presented the page of the MB Portal where the minutes are uploaded for the Board's information.

No questions from the floor.

The Board took note of the information provided.

ITEM 4 Update by the MB Chair about the work of the Executive Board

COM gave an update on ENISA-related policy development since the last MB meeting:

- 1) The proposal for the NIS directive – political agreement expected during the LUX presidency and formal agreement is expected during the NL presidency. The NIS directive will be a game changer in the EU cyber landscape, including for ENISA's activities. There are additional responsibilities foreseen, such as the secretariat of the CSIRTs network. He mentioned that the next triologue meeting is scheduled for 17 November.
- 2) NIS platform – a voluntary mechanism foreseen by the Cybersecurity Strategy has three working groups. The MB Ad Hoc Group meeting scheduled for 10 November 2015 in Brussels will take

place on the same day as the presentation of the Strategic Research Agenda by the NIS Platform Working Group on Secure ICT Research and Innovation (WG3).

- 3) Public consultation on contractual PPP is planned for publication in December. The actual launch of the contractual PPP, one of the key initiatives of the Digital Single Market strategy, is foreseen for spring 2016.

The ENISA representative, Mr Purser, took the floor to address the issue of the Art.1 of the draft NIS directive and what mechanism is planned to be used to translate the Art.1 into practical terms. If ENISA is involved in this work, this shall be communicated to the Agency well in advance as it is a resource intensive activity.

NL pointed out that the Agency shall be working together with DG CNECT regarding developing the public consultation documents, namely on contractual PPP.

UK stressed that it is expected that the work carried out in the research group feeds the consultation document for the contractual PPP. COM was asked to provide more information about consulting ENISA before publishing a consultation document on contractual PPP. ENISA's involvement in drafting the consultation document is necessary.

COM explained that ENISA cannot benefit in monetary terms from the research funding, but ENISA's involvement in the cPPP is not only welcomed but needed. ENISA's involvement in drafting the consultation document will be taken bilaterally and a more sustainable mechanism for direct contact in the areas of common areas shall be established. COM also outlined that the wish of the Commission is to support the implementation of the NIS directive through implementing acts but is still not confirmed.

The ENISA representative, Mr Empadinhas, briefly explained to the meeting that financial delegation agreements between the COM and ENISA are possible under the EU Financial Regulation, in particular Art.60. After the meeting it was clarified that this is also foreseen in Art. 8 of the ENISA Financial Regulation.

There were no further questions from the floor.

The Board took note of the information provided.

ITEM 5 Report by the Executive Director on Activities of the Agency

The Chair gave the floor to the ENISA Executive Director (ED) to report on ENISA activities and key achievements in 2015.

1. Core activities

The ED highlighted the status of the implementation of the Work Programme (WP) 2015 and gave an additional overview on the deliverables of each Work Package. He stressed ENISA's role to provide sustainable support for the Member States, in particular, via the mechanism of the Art. 14¹.

¹ Article 14 of ENISA Regulation (EU) No 526/2013

He noted that all deliverables are expected to be finalised as initially foreseen within the set timeline and resources allocated for their implementation.

2. Administration

The ED informed the meeting about the discharge report voted by the European Parliament and the results of budget 2015 execution, which is aiming to facilitate staff wellbeing. The Agency foresees the need to reinvest the amounts from the salary reductions into the staff wellbeing under the rules of financial regulation. All social measures are applied on an annual basis.

He also mentioned that recommendations from the Internal Audit Service are implemented and that ENISA is now considered to be a low-risk agency. **The ED** informed the Board about actions taken to address the schooling issues of the staff. Staff facing schooling issues in Heraklion may request a move to Athens where international schools are available. He also gave an overview of the staff composition.

The Chair thanked the Agency for the work done so far to implement WP2015 and opened the floor for comments.

The **COM** noted that the COM services are aware of the proposal regarding the effects on the salary weighting factor. When deciding on social benefits, a context and a background are needed, as the salary drop in the COM is also affecting COM staff. The COM recognised the efforts put in place for staff retention.

BG noted the seasonality of deliverables – at the end of the year. A marketing season is needed to help the Member States in the dissemination of deliverables as ENISA provides a lot of information at the end of the year. Such a marketing season would help Member States to better target the deliverables to their constituencies.

FR noted that the recruitment issues mentioned by the Agency may be tackled by putting additional efforts into advertising the attractiveness of working in Greece.

PL was impressed by the deliverables and analyses made. Additionally, it was suggested that published deliverables be accompanied by a short presentation or infographics showing the main conclusions and main analysis.

The Chair thanked the meeting for the discussion and closed the agenda item.

ITEM 6 Amending Budget 1/2015

The Chair gave the floor to Mr Empadinhas who continued by informing the Board that the Amending Budget 1/2015 is expected due to transfers between titles. This document will be tabled in November 2015.

COM noted that the procedure provided in the Art. 27 of the ENISA Financial Regulation shall be followed.

The Chair closed the agenda item.

ITEM 7 Draft Work Programme 2016

The proposal for the Work Programme 2016 was presented by **ENISA representative Mr Purser** with the aim of agreement on the final version. He briefly introduced comments received during the last round of consultation.

In total, during the two rounds of consultation, comments have been received from the COM, UK, PT, SE, IE, HU and FR. CZ, BE and FI supported the draft Work Programme 2016. All previous changes have been accepted at the 09/09 2015 MB Ad Hoc Group meeting and a summary document has been distributed to the MB mailing list.

Mr Purser continued his presentation by outlining the outcome of the MB Ad Hoc Group meeting. The Track Changes are kept in the column document, with clarifications in the last column:

- the text proposed for clarifying capacity vs capability terminology (in section 1.1.);
- the updated text proposed for D5, D6 WPK 3.2;
- other observed editorial inconsistencies;
- changes in the description of WPK2.4 (NEW);
- changes in the description of text related to eIDAS (in WPK 3.2. C) (NEW, following the feedback from the COM eIDAS Task Force).

COM informed the meeting that the COM opinion on the ENISA Work Programme 2016 has been adopted and distributed to the MB via the MB mailing list.

Mr Purser briefly introduced to the meeting the main points mentioned in the opinion from the COM, in particular, comments on the CEF DSI on a cyber security core service platform that is to be set up in the second half of 2016. Mr Purser stressed that the Agency would like to build this facility and ENISA would like to manage this facility.

Several members requested the floor:

BE pointed out that ENISA was not be involved in the project but that it is essential that ENISA becomes involved in it.

FR noted that this platform will help the CSIRT network development and therefore supports ENISA's involvement. A proactive role by ENISA is seen as crucial for the development of the CSIRTs network. He mentioned that training of CSIRTs can be financed through this platform.

AT noted that the issue of the platform is acute because the action was started, on the assumption that the NIS directive would be in place by now. The actions undertaken now shall feed into a sustainable project. He invited the COM to submit a paper with key factors of the project and timeline, addressing the sustainability and the success of the project in the long term.

DK echoed the views of AT.

UK noted that it is crucial for the COM services to consult ENISA in advance in order to avoid such issues at a later stage. In the long term, the platform developed under this project should be under ENISA's ownership and future activities funded by the platform (trainings/exercises) should be aligned with

ENISA's activities. The COM was invited to draft a paper on the timeline and activities foreseen under the project.

FR stressed that the budget amount allocated to this project is at least twice, if not more, that of the ENISA budget. Seeing the COM developing and assigning resources to projects which are related to ENISA's mandate, triggers questions on how decisions are made. It is necessary to have a more strategic and coordinated approach regarding the financing of NIS policy developments in the EU.

PT pointed out to the meeting that it is not clear when the proposal of the NIS directive will be adopted. Lack of leadership of the dossier is obvious. Once adopted, the NIS directive will require good leadership at the EU level.

COM stated that for the nature of the activities CEF funding is not available to ENISA and advised ENISA to assess what resources are needed for implementation of the NIS directive and put them aside.

Mr Purser noted that ENISA would like to avoid the development of two systems, one run by ENISA and the other one as an outcome of a CEF-financed project.

COM noted that it is the advisory board of the project that shall set the strategy objective for the options (with pros and cons).

AT stressed that the management and work packages performance of the project should be supervised by ENISA.

COM concluded that it is not for the ENISA MB to agree on the CEF project.

ENISA representative Mr Helmbrecht pointed out that a possible solution provided in the financial regulation (Art. 60) could be used. There are enough resources to finance NIS at the EU level. With the NIS landscape changing rapidly, a coordinated approach at EU level is needed with regards to budget distribution. ENISA sees this CEF project as complementary to ENISA's work.

DE asked the COM to provide for more transparency regarding this CEF project.

COM explained they will keep the MB updated on the developments of the project, with a specific focus on long term sustainability of the project and ENISA's role in the future of the initiative.

Mr Purser invited the meeting to support the ENISA position. While there were no objections, COM regarded the debate as a quasi-vote and abstained.

The discussion continued regarding the ENISA WP 2016 part on reinforcement of NIS in the Union's institutions, bodies and agencies.

COM noted that the current version of the draft WP does not accurately reflect the state of the art situation. This was opposed by FR. The draft WP 2016 provides that any support to the EU institutions is "upon request" only.

In addition to the documents tabled for the meeting, the **COM** suggested two additional modifications, which were discussed.

UK pointed out that such last minute proposals are not good practice and create confusion.

In the spirit of compromise, it was agreed to drop the D3 deliverable on page 24 of WP 2016, thus freeing the resources for the new proposals (certification on page 30 of WP 2016).

FI suggested that a discussion between the ENISA and the COM should take place before a meeting where a document is tabled for adoption.

COM explained that the latest suggested changes were sent to ENISA the week before the MB.

During the meeting, the Agency circulated the updated Work Programme 2016 with Track Changes version with the final modifications on pages 24, 50 and 51.

The Chair invited the Board to adopt the Work Programme with the addition that the Agency integrates the modifications provided at the meeting.

The Board unanimously adopted the Work Programme 2016 with presented modifications.

ITEM 8 Draft Budget 2016; Multiannual Staff Policy Plan 2016-2018; Draft Establishment Plan 2016

ENISA representative Mr Empadinhas briefly presented the draft Statement of Estimates for 2016.

The Board unanimously adopted the Statement of Estimates 2016. The budget will become final following the final adoption of the general budget of the European Union.

Mr Empadinhas continued by presenting to the meeting the Multiannual Staff Policy Plan 2016- 2018 and the Establishment Plan for the financial year 2016.

COM pointed out that if ENISA wishes to change the distribution between FG grades, the condition is that total Title I expenditure is not increased. If expenditure is not increased, we could in principle agree. But it should be noted that if the Agency can hire more CA than foreseen in FG IV within the available budget, this could be interpreted as that the Commission has been too generous with the agency in the 2016 draft budget. It would be advisable that ENISA explains how it achieves the change in the distribution.

Mr Empadinhas explained to the meeting that ENISA does not plan to increase Title I and expects to reach the budget neutrality conditions. The structure of staff members and the expected expenditure of the current staff population are very well known to ENISA. Nevertheless ENISA will always remain vigilant regarding the forecasted budget expenditure. The population of CA is to be managed by the Agency vis-a-vis the tasks entrusted and the policies adopted. The prospect of running a network and information security agency based on lower grades is not acceptable from a policy perspective. This is a specialised agency requiring specialised skills. We need, when possible, to allow people to advance

or be recruited at an appropriate level where persons with the appropriate skills are encouraged to join ENISA.

The Board unanimously adopted the Multiannual Staff Policy Plan 2016-2018 and the Establishment Plan 2016. The Establishment Plan 2016 will become final following the final adoption of the general budget of the European Union.

ITEM 10 MB Decision on amending the Rules of Procedure for the MB and for the EB

The Chair informed the Board that Article 22 of the Rules of Procedure for the Management Board provides that the MB shall revise these rules every two years in light of their application. The amendments were drafted in cooperation with the COM services and were scrutinised by the Executive Board on 7 September 2015.

The Chair gave the floor to the ENISA representative (Legal Officer) to provide more details on the amendments.

The ENISA Legal Officer briefly outlined the main proposals for amendments, which are as follows:

- 1 To align with ENISA Regulation (EU) No 526/2013, e.g.
 - Extend the title to include the internal rules of procedure for both the MB and the EB.
 - Replace Vice Chair with Deputy Chair.
 - Replace simple majority with 2/3 majority for election of the Chair/Deputy Chair.
- 2 Vires to conduct business for the MB and the EB via teleconference.
- 3 Article 17 clarifies the longest serving member of the EB.
- 4 Article 18 (1) clarifies that the COM member of the EB can be represented by either COM member of the MB.
- 5 Article 18 (2) Decoupling the appointment of the new EB from replacement of Chairperson and requirement for replacement at the end of a four year mandate by election of the MB.

In addition to these amendments, **the COM** has tabled new amendments for Article 2, which were distributed to the Board on 16 October 2015.

After a brief exchange of views, **it was agreed to revisit the draft MB Decision on amending rules of procedure for the MB and for the EB at the Executive Board meeting scheduled for Q4 2015 and postpone the adoption of the decision.** The decision will be adopted by written procedure once the Executive Board has agreed on the final version of the amendments.

ITEM 11 MB Decision amending rules on the secondment of national experts (SNEs) to the Agency

The Chair gave the floor to the **ENISA Legal Officer** who informed the Board that the Regulation of the European Parliament and of the Council No 423/2014 of 16 April 2014 has adjusted, with effect from 1 July 2012, the remuneration and pensions of officials and other servants of the European Union and the correction coefficients applied.

This also affects the remuneration levels for SNEs. The MB Decision adopted in 2013 implemented remuneration levels applicable at that time which now need to be modified.

The Board unanimously adopted the MB Decision amending rules on the secondment of national experts (SNEs) to the Agency.

ITEM 9 Multiannual and annual Work Programme 2017

The Chair gave the floor to **ENISA representative Mr Purser**, who informed the Board that the COM has issued guidelines (template) for decentralised agencies regarding their programming document. For ENISA, it means that the Work Programme document and the Multiannual Staff Policy Plan will change regarding their presentation.

EE pointed out that the topic on cryptography was dropped from WP 2016 and asked if there is a chance to bringing it back for WP 2017.

The Chair noted that the cryptography subject has been controversial and tuned down accordingly but is important enough and that a dedicated meeting thus is necessary to discuss it. Mr Purser noted that if this subject is introduced in the WP, a procedure and a structured approach are needed. The Chair pointed for the general rule for the Agency to follow. If ENISA approaches national agencies, the member of the respective Member State should be informed.

COM noted that according to the new guidelines the COM services are aiming to table the COM Opinion on the draft WP 2017 by 1 July 2016.

Mr Purser presented the timeline for the drafting exercise.

It was agreed to organise two Ad Hoc Group meetings in 2015, followed by the written procedure in January to agree on the first draft version of WP 2017.

Two additional Ad Hoc Group meetings will be organised between July and September to finalise the document for the adoption at the MB meeting in October.

ITEM 12 Date and venue for future meetings

MB Ad Hoc Group meeting - 10 November 2015 in Brussels.

MB Ad Hoc Group meeting - 27 November 2015 in Brussels.

Executive Board (for Executive Board members only) – afternoon 9 December 2015 in Brussels.

Pencil in the election date of the Chairperson and the Deputy Chairperson- Executive Board meeting/ MB Extraordinary meeting in Brussels, 9 June 2016.

MB Ordinary meeting: 3-4 October 2016.

ITEM Any Other Business

1) Report from the United Nations Group of Governmental Experts (presentation by FR).

After the meeting, MB SEC made the slides presented available on the MB Portal.

2) Exchange of views regarding the MB/EB and PSG meetings being organised in Athens.

It was agreed that all statutory meetings are organised at the ENISA premises in Athens.

3) The MB appointed the following members as **the reporting officers** for the reference year 2014 for the annual appraisal of the Executive Director as required by the MB Decision MB/2013/1 concerning the appraisal for the Executive Director:

Mr Ferenc Suba;
Mr Ken Ducatel.

4) **BE** announced that the Cyber security centre in BE is being established and once fully operational, will begin cooperation with ENISA.

5) **FI** informed the Board that the document being drafted by the FI authorities regarding the national strategy has been distributed to the MB mailing list.

Closure of the meeting

The Chair thanked the meeting for a fruitful discussion and ENISA for its great hospitality.

For the Management Board

Jörgen Samuelsson
The Chairperson

Annex I: Agenda**Management Board Ordinary meeting**

Meeting Date:	21 October 2015 15:00 – 19:00 22 October 2015 9:00 – 18:00
Location:	Athens, Greece, ENISA office in Athens (1 Vass Sofias Str., Maroussi 151 24)
Dinner:	21 October 20:00 restaurant “Kastelorizo”

MB Meeting on 21 October 2015 – ENISA Strategy Agenda

Time/agenda item	Item
1.	Opening of the meeting, opening address, announcements
2.	Draft Agenda (adoption)
15:10 – 15:30	External evaluation of the core operational activities of the European Union Agency for Network and Information Security (ENISA) carried out in 2014 <ul style="list-style-type: none"> - Main findings presented by ENISA
15:30 – 16:15	Future challenges for ENISA –evolution of IT technology and business models. How the Digital Single Market strategy impacts ENISA <ul style="list-style-type: none"> - speaker/contributor: representative from McKinsey and ENISA
16:15 – 16:40	ENISA’s future strategic orientations – a governmental perspective Proposal for ENISA to engage in international relations <ul style="list-style-type: none"> - speaker/contributor FR
16:40 – 19:00	ENISA Quo Vadis – discussion and way forward <ul style="list-style-type: none"> - Discussion and exchange of views (moderated by ENISA representative)

Closure of the agenda items dedicated to ENISA strategy discussion

MB Meeting on 22 October 2015**Agenda**

Agenda item A – supported by the Executive Board

Agenda item B – other items

INDICATIVE TIMING	ITEM NUMBER	ITEM	DOCUMENTS AND PRESENTATIONS	ACTION
8:45		Registration, reimbursement claims, annual declaration forms		
2015 REPORTS				
9:10 - 9:30	A	3	Update by the MB Chair about the work of the Executive Board Presentation	Information

9:30-9:45	-	4	Update by the COM	Oral update	Information/discussion
9:45-10:30	B	5	Report by the Executive Director on the activities of the Agency	The ED's Report-presentation including: - Work Programme 2015 implementation report - Implementation of Budget 2015 - Current status of Art.14 requests - Internal audit and Court of Auditors - MoUs, etc.	Information/Discussion
10:30-10:45	A	6	Amending Budget 1/2015	Presentation	Information
10:45	Family picture (gathering in front of ENISA building)				
10:45 – 11:00	Coffee Break				
2016 PLANNING					
11:00 – 12:30	B	7	Draft Work Programme 2016	1) Draft Work Programme 2016 2) Summary document of the MB Ad hoc group meeting on WP 2016 3) Column document with comments received – outcome of MB ad hoc group meeting on 09.09.2015 4) Minutes of the MB Crypto workshop 5) Presentation	Adoption
12:30-13:00	A	8	Statement of estimates, Establishment Plan; Multi-annual Staff Policy Plan 2016-2018	1) Draft budget 2016 2) Multiannual Staff Policy Plan 2016-2018 3) Draft Establishment plan 2016 4) Presentation	Adoption
13:00-14:30	Lunch				
2017 PLANNING					
14:30 – 15:15	B	9	Multiannual and annual Work Programme 2017	1) New guidelines from the COM 2) Presentation on guidelines, WP 2017 structure and timeline 3) Summary document of the MB Ad hoc group meeting on WP 2017 4) MB Ad hoc group status (ED note to the MB)	Information/Discussion
IMPLEMENTATION OF REGULATION (EU) No 526/2013					
15:15 – 15:40	A	10	Implementing Art.5(3)	1) MB Decision on Amending Rules of Procedure for the MB and for the EB - <i>Procedural aspects and timeline re.MB Chairperson and Deputy Chairperson</i> 2) Explanatory note about	Adoption Discussion

				amendments; 3) Consolidated version of Rules of procedure in track changes 4) Presentation	
15:40-15:50	A	11	Implementing Art. 25 (2)	1) MB Decision Amending Rules on the secondment of national experts (SNE) to the Agency 2) Consolidated version of Rules on SNE in track changes	Adoption
15:50-16:15	Coffee Break				
16:15-17:15	CLOSED SESSION				
17:15 - 17:20	B	12	Date and venue for future meetings	1) <u>Ad hoc group meetings:</u> 10 November 2015 , Brussels (after the ENISA High Level Event) 7 or 8 December 2015 , Luxembourg (adjacent to LUX PRES event - Luxembourg internet days) 2) <u>MB Ordinary meeting:</u> October 2016 (date/place TBC)	Adoption
17:20-18:00	B	AOB: 1) Report from the United Nations Group of Governmental Experts (presentation by FR) 2) Meetings of the MB, the EB and the PSG taking place at the ENISA premises, Athens 3) Tbc.			
Closure of the meeting					