

# MANAGEMENT BOARD DECISION

**DECISION No MB/2026/05**

**OF THE ENISA MANAGEMENT BOARD**

**of 3<sup>rd</sup> March 2026,**

**on the request for the Commission Agreement for derogation from implementing rules to the Staff Regulations with regard to Commission Decision C(2025)7357 of 06.11.2025 on the general provisions for implementing Article 27 of the Staff Regulations and Article 12(1) of the Conditions of Employment of Other Servants of the European Union.**

## THE MANAGEMENT BOARD OF THE EUROPEAN UNION AGENCY FOR CYBERSECURITY

**Having regard to**

- The Treaty on the Functioning of the European Union;
- The Regulation (EU) 2019/881 of the European Parliament and of the Council of 17 April 2019 on ENISA (the European Union Agency for Cybersecurity) and on information and communications technology, cybersecurity certification and repealing Regulation (EU) No 526/2013 (Cybersecurity Act), hereinafter referred to as the "Regulation" and in particular Article 15 (1) (m);
- The Staff Regulations of Officials of the European Union (hereinafter 'Staff Regulations') and the Conditions of Employment of Other Servants of the European Union (hereinafter 'CEOS'), laid down by Council Regulation (EEC, Euratom, ECSC) No 259/68<sup>1</sup>, as last amended, and in particular Article 110(2), third subparagraph of the Staff Regulations;
- Communication C(2014)6543 final of 26 September 2014 from Vice-President Šefčovič to the Commission on the guidelines on the implementation of Article 110(2) of the Staff Regulations with regard to the implementing rules applicable in the agencies, and in particular Point 3.3. B) thereof;
- Consultation of the Staff Committee on 9 January 2026.

**Whereas:**

- 1) Pursuant Article 110(2) of the Staff Regulations implementing rules adopted by the Commission to give effect to the Staff Regulations shall apply by analogy to the agencies to that end, the Commission informs the agencies of any such implementing rule without delay after adoption;
- 2) On 18.11.2025 the Commission informed the agency on the adoption of Commission Decision C(2025)7357 of 6.11.2025 on the general provisions for implementing Article 27 of the Staff Regulations of Officials of the European Union and Article 12(1) of the Conditions of Employment of Other Servants of the European Union;

<sup>1</sup> OJ L 56, 4.3.1968, p. 1, ELI: [http://data.europa.eu/eli/reg/1968/259\(1\)/oj](http://data.europa.eu/eli/reg/1968/259(1)/oj).

- 3) This communication triggered the nine-month deadline for agencies to decide if they will apply the rules by analogy or request a derogation;
- 4) The Agency considers that Commission Decision C(2025)7357 is not suitable to be applied by analogy to the Agency, mainly because of its different characteristics of the establishment plan, namely with regard to the number of its statutory staff;
- 5) Therefore, it is appropriate to request a derogation not to apply these rules by analogy and to adopt different rules;
- 6) The Agencies Standing Working Party (SWP) has informed the agencies that in coordination with the Commission, a specific model decision adapted to agencies will be developed and which will better suit the needs of the agencies;
- 7) Pursuant to Article 110(2) of the Staff Regulations and guidelines on the implementation of Article 110(2) of the Staff Regulations with regard to the implementing rules applicable in the agencies, the Management Board must empower the executive Director to request the Commission's agreement for derogation.

## HAS DECIDED AS FOLLOWS:

### Article 1

With a view to adopting different rules and pending the finalisation of a model decision on this matter for agencies, the Executive Director of the Agency is hereby empowered to request the Commission's agreement on the derogation from Commission Decision C(2025)7357 of 6.11.2025 on the general provisions for implementing Article 27 of the Staff Regulations of Officials of the European Union and Article 12(1) of the Conditions of Employment of Other Servants of the European Union.

### Article 2

This decision shall take effect on the day following that of its adoption.

Done by written procedure on 3<sup>rd</sup> March 2026

On behalf of the Management Board,

Mr Tomas Minarik  
Deputy Chair of the Management Board of ENISA