

DECISION OF THE MANAGEMENT BOARD of 11 June 2026 concerning the modification of the Establishment Plan for 2026 of the European Maritime Safety Agency (EMSA)

THE MANAGEMENT BOARD,

Having regard to the Treaty on the Functioning of the European Union,

Having regard to Regulation (EU) 2025/2434 of the European Parliament and of the Council of 26 November 2025 on the European Maritime Safety Agency of the European Parliament and of the Council, and in particular Articles 22 and 25 thereof,

Having regard to the Financial Regulation of the European Maritime Safety Agency adopted by the Administrative Board on 25 July 2019, and in particular Article 38 thereof,

WHEREAS:

- (1) The Agency shall fill in posts at the appropriate level according to the competency level of the Agency as defined for the post;
- (2) Following turnover in staff and expected changes in assignments the Agency has a specific need to amend its establishment plan;
- (3) In order to ensure an efficient use of resources, it is appropriate to transform one Assistant (AST) post, becoming vacant upon retirement in September 2026, into one Administrator (AD) post while keeping the overall number of temporary staff posts unchanged;
- (4) In accordance with Article 38(1) of the EMSA Financial Regulation, the Management Board may amend the Establishment Plan provided that the volume of staff appropriations is not affected, the total number of authorised posts is not exceeded, and the Agency participates in the Commission's benchmarking exercise;
- (5) The proposed transformation of an AST post into an AD post has no budgetary impact, does not alter the total number of authorised posts, and EMSA fulfils the benchmarking requirement, as evidenced in the Consolidated Annual Activity Report 2025;

HAS DECIDED AS FOLLOWS:

Article 1

The establishment table of the European Maritime Safety Agency for the year 2026 shall be amended as set out in Annex I of this decision, in order to provide for the transformation of one Assistant (AST) post into one Administrator (AD) post, without affecting the total number of authorised posts or the volume of staff appropriations.

Article 2

This decision shall take effect on the 1 October 2026.

Done at Ponta Delgada, on 11 June 2026

For EMSA


Wojciech Zdanowicz
Chairman of the Management Board

Annex I – Establishment table of the year 2026 and draft 2027 establishment plan

Function Group and Grade	2026 Authorised		2027 Draft Budget ¹	
	Permanent	Temporary	Permanent	Temporary
AD16				
AD15		1		1
AD14		5		6
AD13	1	6	1	7
AD12	1	23	1	25
AD11		23		23
AD10	1	29	1	29
AD9		23		22
AD8		17		15
AD7		16		16
AD6		23		21
AD5		8		10
Total AD	3	174	3	175
AST11				
AST10		2		2
AST9		4		6
AST8		11		12
AST7		16		15
AST6		12		11
AST5		8		6
AST4		3		4
AST3		4		4
AST2		1		1
AST1				
Total AST		61		61
Total AD + AST	3	235	3	236
Grand Total	238		239	



¹ The figures are provisional; they include 1 new post (1 AD5) related to the new EMSA mandate: Regulation (EU) 2025/2434 of the European Parliament and of the Council of 26 November 2025 on the European Maritime Safety Agency and repealing Regulation (EC) No 1406/2002.