

Annex 4 EBA staffing plan 2025

1. Summary

Human Resources	2023	2023	2024	2025
	Authorised under the EU Budget	EBA Modification in application of flexibility rule	Authorised under the EU Budget	Authorised under the EU budget
Establishment plan posts: AD	151 / 172*		151 / 177 *	152 / 183 *
Establishment plan posts: AST	11 / 12 **		12 **	11 / 13 **
Total Establishment plan posts	162 / 184 (with SDFA, MiCAR, DORA)		163 / 189 (with SDFA, MiCAR, DORA)	163 / 196 (with SDFA, MiCAR, DORA, EMIR)
Contract Agents	51**		51 / 53 ***	51 / 55 ***
Seconded National Experts	19		19	19 / 20**** (19+1 FFP EMIR)
TOTAL STAFF	232 / 254 (with SDFA, MiCAR, DORA)		233 / 261 (with SDFA, MiCAR, DORA)	233 / 271 (with SDFA, MiCAR, DORA, EMIR)

2024:
* 151 TA/AD standard allocated posts + 1 additional TA/AD6 from DG REFORM for SDFA (recruited in 2023) + additionally to the 15 TA/ADs posts in 2023, 3 TA/ADs fee-funded posts and 2 TA/AD EU/NCA posts, representing a total of 20 TA/AD posts in 2024 for MiCAR. 5 TA/ADs and 1 TA/AST4 (recruited for DORA IT in 2024) for DORA. A total of 189 TA posts including SDFA, MiCAR, DORA. One TA/AD9 post may be upgraded into TA/AD12 to recruit a director to set up the new JON DORA structure.
** 11 TA/AST standard allocated posts + 1 TA/AST4 for DORA IT (EU/NCA post funded till Q3-2025 and then fee-funded).
*** 50 CA standard allocated posts + 1 additional CA/FG IV from DG REFORM for SDFA (recruited in 2023) + 2 CA/FG IV union/NCA funded posts for indirect supervision tasks for MiCAR.

2025:
* 183 TA/AD posts, of which:
 • 151 TA/AD standard allocated posts
 • 1 additional TA/AD6 from DG REFORM for SDFA (recruited in 2023; assumption that the SLA will be extended, hence 1 TA post is kept)
 • 22 TA/AD for MiCAR (additional 2 TA/ADs fee funded posts FFP are allocated in 2025, representing a total of 20 TA/ADs FFP and 2 TA/AD EU/NCA posts
 • 6 TA/AD FFP posts for DORA (additional 1 TA/AD FFP post allocated for DORA in 2025, representing a total of 6 TA/AD and 1,25 TA/AST FFP posts and 0.75 TA/AST EU/NCA funded)
 • 3 TA/AD FFP posts for EMIR/SIMM validation
** 13 TA/AST posts, of which:
 • 11 TA/AST standard allocated posts
 • 1 TA/AST4 for DORA IT (EU/NCA post funded till Q3-2025 and then fee-funded)
 • 1 TA/AST FFP for DORA Director’s assistance (this post is to be recategorised as AST/SC as per EC/DG HR recommendation to implement this new staff category as part of the SR reform.
*** 55 CA posts, of which:
 • 50 CA standard allocated posts
 • 1 CA/FG IV from DG REFORM for SDFA (recruited in 2023, assumption that the SLA will be extended, hence 1 CA post is kept)
 • 2 CA/FG IV EU/NCA funded posts for indirect supervision tasks for MiCAR
 • 2 CA/FG IV FFP posts for DORA
**** 20 SNE positions, of which:
 • 19 SNE standard authorized positions
 • 1 SNE FFP post for EMIR/SIMM validation

A total of 271 TA posts including SDFA, MiCAR, DORA and EMIR, representing 237.75 EU/NCA funded posts and 33.25 fee funded posts.

2. Establishment plan posts

Function group and grade	2023		2023	2024		2025	
	Authorised under the EU Budget		EBA Modification in application of flexibility rule	Authorised under the EU Budget		Authorised under the EU Budget ¹	
	Permanent posts	Temporary posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16		1			1		1

Function group and grade	2023		2023	2024		2025	
	Authorised under the EU Budget		EBA Modification in application of flexibility rule	Authorised under the EU Budget		Authorised under the EU Budget ¹	
	Permanent posts	Temporary posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 15		1			1		1
AD 14		3			5		5
AD 13		0			2		2
AD 12		8			8		12
AD 11		12			12		10
AD 10		20			13		19
AD 9		24			25		25
AD 8		30			28		30
AD 7		35			32		35
AD 6		20			21		20
AD 5		18			29		23
AD TOTAL		172			177		183
AST 11							
AST 10							
AST 9							
AST 8							
AST 7							1
AST 6		1			3		2
AST 5		2			4		2
AST 4		3			3		5
AST 3		3			1		2
AST 2		3			1		1
AST 1							
AST TOTAL		12			12		13
TOTAL		184			189		196

¹ These figures reflect the grades as per the adopted EU general budget. In 2025, the EBA will modify the grades to reflect the 2025 reclassification exercise needs.

3. External personnel

Contract staff posts	2023	2024	2025
FG IV	36	38	47
FG III	15	15	8
FG II	-	-	-
FG I	-	-	-
Total CAs	51	53	55
Seconded national experts	19	19	20
Total staff	70	72	75