

## A Policy on Independence and Scientific Decision-Making Processes of the European Food Safety Authority

### 1. Introduction

2 In 2002, EFSA was established as the European Union's independent risk assessment body for food and feed safety as part of a wide-ranging reform of European food safety policy in response to a series of damaging food crises in the late 1990s and early 2000s. The 2000 Commission *White Paper on Food Safety* recognised the fundamental importance of having an independent Authority<sup>1</sup> with a legal personality separate from the institutions of the European Union. The separation of science from policy was seen as critical in strengthening food safety and rebuilding public confidence in the European food chain after the BSE and dioxin crises in particular.

8 EFSA's Founding Regulation (Regulation (EC) No 178/2002<sup>2</sup>) introduced the functional separation of risk assessment and risk management and enshrined the interrelated core values of independence, scientific excellence, transparency, and openness. The legislator considered these core values as instrumental to the accomplishment of EFSA's mission, most fundamentally the provision of high-quality scientific advice. Article 22(7) of EFSA's Founding Regulation stipulates that the Authority has to be a point of reference of risk assessment in the food chain by virtue of its independence, the scientific and technical quality of the outputs it issues and the information it disseminates, the transparency of its procedures and processes, and its diligence in performing its tasks. In addition and for what concerns in particular independence, Article 37 foresees that members of EFSA's bodies shall undertake to act independently in the public interest.

17 Since its creation, the European Food Safety Authority has put in place a range of initiatives to safeguard its core values and build trust in its work. According to the *Eurobarometer report on perceptions of food-related risk* (2010), EU citizens have a high level of trust of in both scientists (73%) and national and European food safety agencies (64%) as sources of information on food risks<sup>3</sup>. Nonetheless, less than half of EU citizens (47%) think that scientific advice on food-related risks is independent of commercial or political interests. In fact, as shown in the *Eurobarometer Survey Report on Science and Technology* (2010)<sup>4</sup> public concerns in relation to objectivity of scientific advice are widespread: 58% of Europeans have little confidence in scientists and scientific research because of the work they do with industry. Neither are regulators operating in the life sciences and food safety domains immune from criticism, most frequently in relation to genetically modified organisms (GMOs). Independence,

<sup>1</sup> European Commission: White Paper on Food Safety (2000), see [http://ec.europa.eu/dgs/health\\_consumer/library/pub/pub06\\_en.pdf](http://ec.europa.eu/dgs/health_consumer/library/pub/pub06_en.pdf).

<sup>2</sup> Article 37 of Regulation (EC) No 178/2002 of the European Parliament and of the Council of 28 January 2002 laying down the general principles and requirements of food law, establishing the European Food Safety Authority and laying down procedures in matters of food safety, OJ L 31 1.2.2002, p. 1.

<sup>3</sup> Special Eurobarometer 354 on Food-related risks [http://ec.europa.eu/public\\_opinion/archives/ebs/ebs\\_354\\_en.pdf](http://ec.europa.eu/public_opinion/archives/ebs/ebs_354_en.pdf).

<sup>4</sup> Eurobarometer Survey Report on Science and Technology (2010), see [http://ec.europa.eu/public\\_opinion/archives/ebs/ebs\\_340\\_en.pdf](http://ec.europa.eu/public_opinion/archives/ebs/ebs_340_en.pdf).

26 objectivity and high standards of professional conduct by all those involved in the activities of EFSA are crucial for its  
27 reputation because “no matter what seems to be the right decision for those involved in the advisory process, it is  
28 essential that interested parties and the public at large are themselves convinced that decisions are sound”<sup>5</sup> and  
29 therefore trust the process that led to that advice. While the majority of respondents to a 2010 survey on attitudes  
30 towards EFSA among key partners and stakeholders viewed EFSA as an organisation with “as much independence  
31 as can reasonably be expected” and with a “focus on avoiding conflicts of interest working very well”, the Authority is  
32 committed to further improve the way it implements its core values in order to continue to build trust in the quality of  
33 EFSA’s scientific advice<sup>6</sup>.

## 34 **2. Why a policy on independence and scientific decision-making processes?**

35 This policy describes all the steps that have been taken by EFSA to ensure the implementation of its core values in  
36 its scientific outputs and decision-making processes. These include structure and governance as well as working  
37 procedures. The goal of this document is to produce a comprehensive, overarching policy document that outlines the  
38 many, different facets of the measures that the Authority has progressively put in place to assure high-quality  
39 scientific outputs based on transparent, open and unbiased scientific decision-making processes.

## 40 **3. EFSA’s core values**

41 In order to deliver high-quality science, the Legislator of the European Union required EFSA to found its operations  
42 on the core values deriving from Article 22 (7) of Regulation (EC) 178/2002: notably scientific excellence, openness,  
43 transparency and independence. Any of these core values is to be viewed in the broader context of the quality of  
44 EFSA’s scientific decision-making processes which are critical in building trust in its scientific advice, and not as a  
45 standalone principle or as a goal in itself.

46 The Authority’s core values are implemented by EFSA through a number of rules and procedures put in place over  
47 time. These can be identified in several pillars, described in detail in the following paragraphs. They cover, on the one  
48 hand, organisational governance and, on the other, scientific governance. The latter includes the procedures  
49 regulating how mandates are negotiated and accepted, the development of scientific work, communication and  
50 consultation, and other elements aiming at quality assurance.

51 This integrated policy brings together all those elements, along with the input received from a wide consultation  
52 process and the experience gained since inception.

## 53 **4. Organisational governance**

54 The governance structures laid down in EFSA’s Founding Regulation provide a strong basis for the decision-making  
55 processes that implement EFSA’s core values. The functional separation at European level of risk assessment,  
56 attributed to EFSA, from risk management, reserved to the European Commission, Council, European Parliament  
57 and Member States ensures that EFSA’s advice is free from any undue influence and the emphasis on openness  
58 and transparency means that its activities are easily accessible to public scrutiny and provides opportunities for  
59 engagement and involvement in EFSA’s work. By also giving EFSA a mandate in risk communication, the Union  
60 legislators ensured that EFSA would have a trusted scientific voice on scientific matters related to food safety.

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<sup>5</sup> European Commission, *Communication from the Commission on the collection and use of expertise by the commission: principles and guidelines. “Improving the knowledge base for better policies”*, COM(2002) 713 final, at 3.

<sup>6</sup> F. Paeps, Image of EFSA: Qualitative Research Report, see <http://www.efsa.europa.eu/en/mb100318/docs/mb100318-ax8a.pdf>.

61 EFSA's Management Board plays a crucial role in ensuring that the Authority acts in line with its core values. The  
62 members of the Board are appointed in a personal capacity by the Council, in consultation with the European  
63 Parliament, from a shortlist of candidates drawn up by the European Commission following a public call for  
64 expression of interest. A representative of the European Commission is also part of the Management Board. By law,  
65 four of the members shall have a background in organisations representing consumers and other interests in the food  
66 chain<sup>7</sup>. Nonetheless, all members of the Board, including the Chair and Vice-Chairs, are appointed in a personal  
67 capacity: they are required to act independently in the public interest and refrain from any activity that could result in  
68 a conflict of interest or is likely to be perceived as such by the public<sup>8</sup>. Pursuant to the Rules of Procedure of the  
69 Management Board, compliance with that obligation is ensured by the Chair of the Board, who is required to screen  
70 the declarations of interest to be submitted annually in writing by each member of the Board. The Board acts  
71 according to a Code of Conduct that it committed to respect<sup>9</sup>. For any matters linked to the independence of  
72 members of the Board, the Authority might consult the Commission.

73 The Management Board is entrusted with the task of providing strategic direction and the adoption of strategic  
74 documents including internal rules, budget, annual work programme, and statements of estimates of revenue and  
75 expenditure, and establishment plan. The Executive Director is EFSA's legal representative and implements the  
76 strategic documents adopted by the Board as well as managing the daily operations of the Authority. The Advisory  
77 Forum advises the Executive Director regarding cooperation and networking with Member State authorities. EFSA's  
78 scientific staff provides scientific and technical advice and secretarial support to the Scientific Committee and  
79 Scientific Panels. Finally, the Scientific Panels and Scientific Committee adopt scientific opinions.

## 80 **5. Scientific decision-making processes**

81 As far as scientific governance is concerned, EFSA has put in place several procedures and workflows to ensure the  
82 implementation of its core values in its scientific processes, bodies and outputs.

### 83 **5.1 Processing of requests and mandates**

84 EFSA receives its mandates from the EU's risk managers – predominantly the European Commission, but also the  
85 European Parliament and Member States – and also has the capacity to initiate its own scientific work (i.e. "self-  
86 mandate") when appropriate. The progress of a mandate from receipt through to the adoption of the scientific output  
87 can be checked at all times and freely accessed via the EFSA website, the Register of Questions database<sup>10</sup>,  
88 meeting minutes, outcomes of public consultations, ongoing contacts with applicants, and EFSA's newly created  
89 Applications Desk.

90 The request outlines what is being asked of EFSA: the terms of reference, the timeframe, the context and the  
91 relevance of the matter for the European Union. Upon receipt of a request, EFSA considers its contents, discusses it  
92 with the requestor and addresses any issues that need clarifying, such as the feasibility of the deadline. Following  
93 these discussions, EFSA and the requestor agree on a mandate, which includes the final terms of reference and a  
94 mutually agreed deadline.

95 An important feature of EFSA's independence is represented by its ability to self task. This possibility is used by  
96 EFSA on a regular basis in particular in relation with the development of risk assessment methodologies or  
97 approaches.

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<sup>7</sup> Article 25 of Regulation (EC) No 178/2002.

<sup>8</sup> Article 37 of Regulation (EC) No 178/2002.

<sup>9</sup> A draft Code of Conduct has been submitted to the Management Board for discussion at the meeting taking place on 16 June 2011.

<sup>10</sup> EFSA Register of Questions Database, see <http://www.efsa.europa.eu/en/request/requests.htm>

98 Information on each mandate, be it external (requested from the EU institutions or the Member States) or internal,  
99 including supporting documents and the current status, is available to the public in the Register of Questions  
100 database<sup>11</sup>.

101 **5.2 Development of methodologies**

102 Over time, EFSA has invested significant resources to the development of a comprehensive body of good risk  
103 assessment practices and methodologies to guide the work of its Scientific Committee, Scientific Panels and its  
104 scientific staff to ensure their opinions respect the highest scientific standards<sup>12</sup>. This in itself represents an additional  
105 procedural guarantee of the excellence, objectivity and transparency of the scientific processes and standards  
106 followed by EFSA. Indeed, the fact that general good risk assessment practices and methodologies have been  
107 developed helps avoiding a case-by-case approach that could otherwise be detrimental to the impartiality of the work  
108 of EFSA's scientific experts or the coherence of the scientific output.

109 **5.3 Information gathering: data from Member States, applicants and scientific literature**

110 Data collection is one of the core tasks of EFSA and a fundamental requirement of the risk assessment process.  
111 Article 33 of the Founding Regulation stipulates that, in addition to collection, EFSA is tasked with collating,  
112 analysing, validating and summarising data as well as harmonising data collection methodologies to facilitate transfer  
113 of data from Member States and increase the comparability of data. In relation to dossiers received from applicants  
114 seeking authorisation of substances, products or claims, EFSA not only collects the data from Member States and  
115 stakeholders alike, but also directs the data requirements that applicants need to comply with when submitting a  
116 dossier and where appropriate that legal requirements are complied with. Moreover, the Authority has the internal  
117 capacity in fields such as statistics and risk assessment methodologies to analyse and validate data to ensure they  
118 are fit for purpose.

119 **5.4 Working groups**

120 After a mandate has been accepted, EFSA assigns the task to the competent Scientific Panel(s) or Scientific  
121 Committee, which then establish a working group of selected experts to develop a draft scientific opinion. EFSA's  
122 secretariat publishes the minutes of each working group meeting. The initial draft position put forward by the  
123 rapporteur of the working group is thoroughly discussed, amended and endorsed by the working group. After being  
124 agreed at working group level, the draft assessment is then tabled before the competent Scientific Panel(s) or  
125 Scientific Committee.

126 **6. EFSA's Scientific Committee and Panels**

127 After discussion and endorsement by a working group, a draft scientific output is transferred to the competent  
128 Scientific Panel or Scientific Committee where the debate becomes more focused as drafts are discussed, amended  
129 and finally adopted.

130 **6.1 Selection of experts**

131 The members of EFSA's Scientific Committee and Scientific Panels are selected based on their scientific expertise  
132 and experience in risk assessment, and according to objective and transparent criteria predetermined in an open call

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<sup>11</sup> The Register of Questions is available on the internet at <http://registerofquestions.efsa.europa.eu/roqFrontend/questionsList.jsf>.

<sup>12</sup> For more information on the on EFSA's good risk assessment practices and methodologies  
<http://www.efsa.europa.eu/en/efsahow/rapractice.htm>.

133 for expression of interests. As regards the composition of the Scientific Committee and Scientific Panels, every effort  
134 is made to secure an appropriate geographical and gender balance, taking into consideration issues such as the  
135 diversity of scientific expertise and disciplines.

136 Unlike some other risk assessment bodies, EFSA relies heavily on external expertise from academia or research  
137 organisations (50 % of the experts) and national risk assessment bodies to generate its scientific advice. Public-  
138 private partnerships are an established feature of research in the EU and worldwide and hence many of the scientific  
139 experts who contribute to EFSA will inevitably have links with the private sector. Therefore, during the selection  
140 process, all relevant interests declared by the applicants, such as financial ones, are screened with a view to  
141 preventing the appointment of candidates with evident and general conflicts of interest. In other words, a candidate is  
142 not considered anymore for membership of the Scientific Committee or Scientific Panels when EFSA identifies a  
143 potential conflict of interest of such a magnitude that would prevent his or her active participation in the majority of the  
144 meetings of that Committee or Panel. In addition, for the selection of members of the Scientific Committee and  
145 Scientific Panels, independent external evaluators and observers review the assessment of applications to ensure  
146 that the selection process is carried out in a consistent manner<sup>13</sup>.

147 **6.2 Rules of procedure**

148 The Rules of Procedure of EFSA's Scientific Committee, Scientific Panels and their Working Groups, revised by  
149 EFSA's Management Board in 2009<sup>14</sup>, provide a procedural framework for the establishment and operation of the  
150 those scientific groups, covering issues such as the number of members in a panel; renewal of membership;  
151 reimbursement of panel members; the *quorum* for the adoption of outputs; the assignment of tasks to the Scientific  
152 Committee or Panels; the creation of Working Groups; the attendance of observers to meetings; and public hearings.  
153 This ensures coherence in EFSA's scientific decision-making workflows, thereby granting impartiality and preventing  
154 any form of bias of its outputs.

155 **6.3 Collegial decision making**

156 EFSA's Scientific Committee, Scientific Panels and Working Groups are populated by scientists with a wide range of  
157 complementary skills and experiences, drawn from diverse backgrounds. As outputs are adopted by consensus or by  
158 majority decision following a process that does provides room for contradictory debates at the working group level  
159 and the plenary sessions, the risk of one viewpoint exerting an undue influence over the other members of the group  
160 is limited and EFSA's advice does not represent the views of any single expert or school of thought. As a last resort,  
161 experts who do not agree with the majority of their peers may adopt a duly reasoned minority opinion, where they  
162 explain the reasons for a divergent position. EFSA records all minority views and publishes them in its scientific  
163 outputs to ensure that the full plurality of views is transparently reflected in its advice. The quality of EFSA's scientific  
164 outputs is therefore also enhanced by ensuring a shared responsibility of all members of a Panel and competent  
165 Working Group in relation to the preparatory work.

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<sup>13</sup> For more information on the selection of EFSA's scientific experts, see <http://www.efsa.europa.eu/en/keydocs/docs/expertselection.pdf>.

<sup>14</sup> Decision concerning the establishment and operations of the Scientific Committee, Scientific Panels and their Working Groups, see <http://www.efsa.europa.eu/en/keydocs/docs/paneloperation.pdf>.

166 **7. Other elements of quality assurance**

167 **7.1 Consultation: scientific experts from Member States, civil society, interested parties and partners**

168 EFSA is committed to openness and regularly consults and meets its partners, stakeholders and the public at large  
169 on key issues, both scientific and otherwise. This includes EFSA's core planning and strategy documents as well as  
170 key scientific issues and all guidance documents<sup>15</sup>. Consultations and scientific events contribute to enhancing the  
171 quality and completeness of EFSA's scientific outputs. Guidance documents lay down the data  
172 requirements/methodologies that will be utilised by Panels in carrying out risk assessments. In other words, Panels  
173 do not determine their risk assessment methodologies in isolation – these are openly discussed and debated. EFSA  
174 consults both civil society, through public consultations, and its partners, via networks. Networks consist of nationally  
175 appointed EU Member State organisations with expertise in the fields covered by the network. Representatives of the  
176 Commission and other organisations, including those from outside the EU with specific expertise, may also be invited  
177 to participate in the work of the networks. In 2010, EFSA launched 91 public consultations and a similar number is  
178 planned for 2011. Furthermore, EFSA frequently uses its capacity to invite hearing experts to participate in  
179 discussions that require specialist knowledge, further broadening the scientific expertise at its disposal without  
180 directly influencing the scientific decision-making process. This allows the Authority to take stock of the data or  
181 expertise developed by industry, nongovernmental organisations and other interested parties on newly developed  
182 practices, processes, substances and products. In addition, technical meetings and workshops are regularly  
183 organised with specific stakeholder groups and where appropriate are webcast live on EFSA's website<sup>16</sup>.

184 **7.2 Process transparency**

185 All documentation supporting the scientific decision-making process, including all background documents, are  
186 published alongside the final output in the EFSA Journal. To guide transparency in risk assessment, EFSA's  
187 Scientific Committee, which includes the Chairs of all the Scientific Panels, has issued two sets of guidance  
188 documents. The first one (2006)<sup>17</sup> deals with procedural aspects and the second (2010)<sup>18</sup> with the general principles  
189 to be applied to the identification of data sources, criteria for inclusion/exclusion of data, handling of confidential data,  
190 documentation and explanation of assumptions and uncertainties.

191 **7.3 Quality review programme**

192 To ensure the quality of its scientific outputs, a proportion of EFSA's outputs are subject to thorough programme  
193 comprising several steps,<sup>19</sup> both pre- and post-adoption. This ensures adherence with the best scientific and risk  
194 assessment practices and compliance with internal standard operating procedures in the generation of EFSA's  
195 scientific advice. EFSA will further develop its quality programme with the objective of building a fully integrated  
196 quality management system.

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<sup>15</sup> For EFSA's approach to public consultations on science, see <http://www.efsa.europa.eu/en/keydocs/docs/consultationpolicy.pdf>.

<sup>16</sup> For example, the workshop on draft guidance for GM plant comparators - Webcast available <http://www.efsa.europa.eu/en/events/event/gmo110331.htm> or the meeting on gut and immune function health claims, see <http://www.efsa.europa.eu/en/press/news/nda101206.htm>.

<sup>17</sup> Transparency in risk assessment carried out by EFSA: Guidance Document on procedural aspects, see <http://www.efsa.europa.eu/en/efsajournal/pub/353.htm>.

<sup>18</sup> Guidance of the Scientific Committee on Transparency in the Scientific Aspects of Risk Assessments carried out by EFSA. Part 2: General Principles, see <http://www.efsa.europa.eu/en/efsajournal/pub/1051.htm>.

<sup>19</sup> Scientific Advice by the Scientific Committee: Internal and External Review: Proposal for a Review System for EFSA's Scientific Activities, see <http://www.efsa.europa.eu/en/efsajournal/pub/526.htm>.

198 **8. Enhanced contribution of scientific staff**

199 EFSA staff members with a scientific background currently provide scientific support for the operation of its Scientific  
200 Committee, Scientific Panels, Working Groups and Networks. These staff members are engaged in background or  
201 preparatory work of a scientific nature which in certain cases represents a fundamental step in the drafting and  
202 adoption of the final output. To meet EFSA's increasing workload and enable the Scientific Committee and Scientific  
203 Panels to focus on more fundamental scientific and overarching matters, EFSA is currently developing a science  
204 strategy that in the long term will enable the Authority to have at its disposal a range of internal expertise to address  
205 the important workload represented by the assessment of regulated claims, products and substances and react  
206 swiftly to unexpected needs and urgencies.

207 **9. Organisational culture**

208 EFSA has gradually created, and continuously fosters, an organisational culture that does not tolerate conflicts of  
209 interest. This is ensured in a number of ways, ranging from the implementation of the staff regulations, to the  
210 systematic organisation of training courses on ethics and integrity for staff members and scientific experts, the  
211 implementation of a sophisticated and stringent screening system of interests declared by key people, the publication  
212 of all relevant documents regarding that system, the development of workflows, standard operating procedures and  
213 the provision of systematic legal advice to ensure a coherent interpretation of the comprehensive system put in  
214 place<sup>20</sup>.

215 In order to implement the more general provision stipulated under Article 22(7) of EFSA's Founding Regulation,  
216 Article 37 of that Regulation requires that members of the Management Board, Advisory Forum, Scientific Committee  
217 and Panels, external experts taking part in the Working Groups of the Scientific Committee and Scientific Panels and  
218 the Executive Director shall undertake to act independently. Article 37 of that Regulation imposes on them the  
219 obligation to make a declaration of commitment and an annual declaration of interests "indicating either the absence  
220 of any interests which might be considered prejudicial to their independence or any direct or indirect interests which  
221 might be considered prejudicial to their independence".

222 EFSA's Management Board adopted a *Policy on Declarations of Interests (DOIs)*<sup>21</sup> in 2007 which laid down specific  
223 provisions for preventing conflicts of interest. To implement the policy, a set of comprehensive rules and procedures  
224 were drawn up<sup>22</sup>, supported by a detailed *Guidance Document on Declarations of Interest*<sup>23</sup>.

225 The Authority has made and continues to make significant investments in tools to facilitate the implementation,  
226 monitoring and enforcement of the DoI screening system<sup>24</sup>. The effective implementation of DoI procedures has been  
227 validated by a number of both independent and internal reviews performed from 2008 to 2011 by contractors and  
228 auditors.

229 The DoI pillar of this Policy takes account of more than three years of experience in the implementation of the 2007  
230 *Policy on DIs*, as well as the recommendations put forward by independent contractors and auditors delivering

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<sup>20</sup> For further details see below, § 5.VIII.

<sup>21</sup> EFSA Policy on Declarations of Interest, see <http://www.efsa.europa.eu/en/keydocs/docs/doipolicy.pdf>.

<sup>22</sup> Implementing Act to the Policy on Declaration of Interests: Procedure for Identifying and Handling Potential Conflicts of Interest, see <http://www.efsa.europa.eu/en/keydocs/docs/doiconflicts.pdf>.

<sup>23</sup> Implementing Act to the Policy on Declaration Of Interests: Guidance Document on Declarations of Interest, see <http://www.efsa.europa.eu/en/keydocs/docs/doiguidance.pdf>.

<sup>24</sup> EFSA has invested more than €0.6 mil in the development of an electronic DoI tool, and annually the Authority allocates an estimated three full time equivalents and €180 k budget to the screening of DIs and related administrative tasks.

231 respectively a benchmarking report<sup>25</sup>, an external review of the implementation<sup>26</sup> and audit reports. The Dol system is  
232 based on the principle that high-quality scientific expertise is by nature based on prior experience, that interests are a  
233 natural and inevitable consequence of attaining scientific recognition at international level in a given field, and that  
234 some of those interests may conflict with EFSA's aim to deliver objective scientific advice. Food and feed safety are  
235 no exception to these general principles, and the Dol pillar must strive to ensure the broadest multidisciplinary  
236 participation possible in order to warrant the highest scientific quality of its outputs while guaranteeing that those  
237 responsible for the adoption of the relevant outputs look at the scientific matter in an objective and unbiased way. In  
238 doing so, the implementing decision lays down proportionate and implementable rules and procedures.

239 While it is recognised that conflicts can only be assessed by considering whether the specific affiliations/interests  
240 declared by a person are compatible with the tasks to be assigned to him/her by EFSA, it is appropriate to apply as a  
241 guideline the following definition of conflicts of interest which shall be considered as any "*situation whereby one or*  
242 *more of the interests held by, or entrusted to, a single person are considered incompatible with that person's role in*  
243 *the context of his or her cooperation with EFSA*".

244 The Dol pillar of this policy is implemented by a single decision of the Executive Director outlining the main principles,  
245 definitions and procedures applicable to the screening of declarations of interest. The single implementing decision  
246 will build on the two implementing documents of the 2007 *Policy on Dols* from which it will retain the scope,  
247 procedural workflow, list of declarable interests, main features of the relevant definitions, and other basic principles.

248 The three-step Dol screening process is maintained: depending on the roles, functions and relevant groups of the  
249 persons concerned, they are required to complete and submit (i) an annual written Dol (ADol); and/or (ii) a written  
250 specific Dol (SDol) linked to a specific subject matter (e.g. an application dossier); and/or (iii) an oral declaration of  
251 interests (ODol) at the beginning of each meeting. ADols are posted by EFSA on its website, whereas SDols and  
252 ODols resulting in a potential conflict of interest are recorded in the minutes of the relevant meeting. The measures  
253 that EFSA may adopt will depend on the severity of the potential Col identified, will range from the obligation for the  
254 concerned person to abstain from voting on a certain matter to his or her exclusion from all activities impacting on  
255 that interest and will foresee stricter measures for Chairs, Vice-Chairs of groups and rapporteurs of scientific  
256 documents. The implementing decision will simplify the applicable rules and clarify certain procedural aspects such  
257 as the obligation of experts to take ownership of their declarations. The implementing document will also enhance the  
258 level of detail provided on how conclusions regarding conflicts of interests are reached and, where appropriate and  
259 proportionate, extend the obligation to complete Dols to contractors and grant beneficiaries performing preparatory  
260 scientific work for EFSA.

## 261 **10. Staff operating in the public interest**

262 For what concerns the rules applicable to EFSA staff, the Authority is bound by the Staff Regulations adopted by the  
263 Council and by implementing measures of those Regulations that have to be cleared by the European Commission  
264 before adoption<sup>27</sup>. EFSA staff is hired on fixed-term contracts following calls for expression of interest that follow  
265 transparent procedures foreseeing both written and oral examinations, under the scrutiny of a Panel of staff members  
266 already employed by EFSA, another fellow agency or another Union Institution. EFSA staff is fully subject to the

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<sup>25</sup> Comparison between the tools ensuring EFSA's independent scientific advice and the instruments in use by organizations similar to EFSA, final report, February 2011.

<sup>26</sup> Independent report of factual findings in connection with the implementation of EFSA policy on Declarations of Interests in certain Scientific Panels.

<sup>27</sup> Regulation No 31 (EEC), 11 (EAEC), laying down the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Economic Community and the European Atomic Energy Community, as last amended.

267 obligations of avoiding conflicts of interest during their time at EFSA, being impartial and fair, behaving professionally  
268 and respecting the confidentiality of data acquired in the context of their work at EFSA. In order to implement the  
269 obligation foreseen in the Staff Regulations of avoiding conflicts of interest for the duration of their contract with  
270 EFSA, staff members of "administrator" level or equivalent are required to complete an annual DoI, which is then  
271 screened by the Appointing Authority<sup>28</sup> and used as a basis for preventing the occurrence of conflicts of interest.  
272 Declarations of Interest of senior managers and executive staff are available on the Authority's website.

273 In order to foster even further the general obligation that EFSA staff operate in the public interest, EFSA has adopted  
274 implementing rules of the Staff Regulations that bind all EFSA staff leaving the Authority to get a prior authorisation  
275 for any occupational activity that they intend to engage in over a period of two years after the termination of service  
276 with the Authority.

## 277 **11. Implementation and entry into force**

278 The present policy enters into force on the day of its signature and replaces EFSA's *Policy on Declarations of*  
279 *Interests* adopted by the Management Board in 2007. The appropriate implementing measures shall be adopted by  
280 the Executive Director not later than 31 December 2011. As a transitional measure, the implementing documents to  
281 the *Policy on Declarations of Interests* (2007) remain in force until the implementing measures of the present policy  
282 are adopted.

## 283 **12. Review of the Policy**

284 The policy set out in this document shall be reviewed within four years of its adoption.

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290 For the EFSA Management Board  
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Diána Bánáti  
Chair of the Management Board

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<sup>28</sup> In the case of EFSA, that corresponds to the Executive Director.