

MANAGEMENT BOARD DECISION 8/2025

of 26 March 2025

adopting the European Border and Coast Guard standing corps annual planning for 2026 and indicative multiannual planning of profiles

THE MANAGEMENT BOARD

Having regard to the European Border and Coast Guard Regulation¹ (hereinafter ‘the Regulation’), in particular Article 100(2)(i) thereof,

Whereas:

- (1) In accordance with Article 54(4) of the Regulation, the Management Board, on the basis of a proposal by the Executive Director taking into account the Agency’s risk analysis, the results of the vulnerability assessment and the multiannual strategic policy for European integrated border management, and building on the numbers and profiles of staff available to the Agency through its statutory staff and ongoing secondments, by 31 March of each year, shall adopt a decision:
 - a. On the number of staff per specific profile of categories 1, 2, and 3 staff to form teams in the following year based on the expected operational needs for the following year;
 - b. Specifying further the contributions set out in Annexes II and III to the Regulation by setting the specific numbers and profiles of staff per Member State² to be seconded to the Agency in accordance with Article 56 of the Regulation and to be nominated in accordance with Article 57 of the Regulation in the following year;
 - c. Specifying further the contributions set out in Annex IV to the Regulation by setting the specific numbers and profiles of staff per Member State under the reserve for rapid reaction to be provided in the following year in the event of rapid border interventions in accordance with Articles 39 and 58 of the Regulation³; and

¹ Regulation (EU) 2019/1896 of 13 November 2019 on the European Border and Coast Guard (OJ L 295, 14.11.2019, p. 1).

² For the purpose of this Decision, the term “Member States” includes also the States participating in the relevant development of the Schengen acquis within the meaning of the Treaty on the Functioning of the European Union and its Protocol (No) 19 on the Schengen acquis integrated into the framework of the European Union.

³ In accordance with Annex I of the Regulation, the reserve for rapid reaction (category 4) has been phased out as of 2025. The resources to be deployed in rapid border interventions (Article 39 of the Regulation) will be supplied by way of redeployments of available members of the teams present in other operational areas and additional deployments of operational staff in accordance with Article 57 of the Regulation.

- d. Setting out an indicative multiannual planning of profiles for the subsequent years to facilitate the long-term planning for the Member States' contributions and the recruitment of statutory staff.
- (2) Provisions set out in point (a) of Article 54(4) of the Regulation shall be addressed with a separate Management Board Decision to be adopted no later than 31 March 2025.
- (3) In accordance with Article 54(5) of the Regulation, the crew for technical equipment provided in accordance with Article 64 of the Regulation shall be taken into account as part of the contributions for short-term deployments provided by the Member States pursuant to Article 57 of the Regulation for the following year. With a view to preparing the relevant Management Board decision referred to in Article 54(4) of the Regulation, the Member State concerned shall inform the Agency about its intention to deploy the technical equipment with the corresponding crew by the end of January of each year.

HAS DECIDED AS FOLLOWS:

Article 1

Annual planning for 2026 including technical equipment with corresponding crew

1. The numbers per specific profiles for categories 1, 2 and 3 operational staff to form teams in 2026 within the European Border and Coast Guard standing corps as set out in Annex I (tables 2, 3 and 4) to this Decision, are hereby adopted.
2. The specific numbers and profiles of staff per Member State to be seconded to the Agency under Category 2 staff and to be nominated under category 3 staff in 2026 as set out in Annex I (tables 5 and 6) to this Decision, are hereby adopted.
3. The Member States who have informed the Agency about their intentions to deploy technical equipment with corresponding crew by 31 January 2025 shall be eligible to take into account the crew as part of their contributions for short-term deployments (category 3) for 2026. This shall be formalised through an agreement between the respective Member State and the Agency as part of the Annual Bilateral Negotiations for 2026. Annex I (table 8) to this Decision includes the maximum number of crew members to be taken into account for the category 3 contributions of the Member State concerned.

Article 2

Indicative multiannual planning of profiles

The indicative multiannual planning of profiles of staff of the European Border and Coast Guard standing corps, as set out in Annex II to this Decision, is hereby adopted.

Article 3

Adjustments to the planning of profiles

Where a Member State is unable to meet the number to be contributed to a specific profile as set out in Annex I to this Decision, the Agency may allow for adjustments of not more than ten percent of the overall annual quota for the respective category for that Member State, whereby any reduction shall be offset by an increase in the contribution to another profile. Such adjustments shall be made in line with the operational needs as part of the Annual Bilateral Negotiations for 2026 while maintaining the overall contribution of each Member State as set out in the Regulation.

Article 4

Entry into force

This Decision enters into force on the day following the date of its adoption.

Done in Warsaw, on 26 March 2025

For the Management Board

[signed]

Alexander Fritsch
Chairperson of the Management Board

Annexes:

I. Annual planning of profiles of staff of the European Border and Coast Guard Standing Corps for 2026.

II. Indicative multiannual planning of profiles of staff of the European Border and Coast Guard Standing Corps.

Warsaw, 20 February 2025

Ref: CAP/PLAN/2025

Annex I

Annual planning of profiles of staff of the European Border and Coast Guard Standing Corps for 2026

Contents

1. Introduction	3
2. Context	3
3. Categories 1, 2 and 3 staff to form teams based on the expected operational needs in 2026	4
4. Category 2 – Specific numbers and profiles of staff per Member State	5
5. Category 3 - Specific numbers and profiles of staff per Member State	6
5.1. Contribution of crew members under category 3	8

1. Introduction

In accordance with Article 54(4)(b), (c) and (d) of the Regulation, this Annex establishes the numbers and profiles of categories 1, 2 and 3 of the standing corps for operational activities in 2026.

2. Context

In accordance with Article 9 of the Regulation, integrated planning comprises capability development planning, contingency planning and operational planning. The process of capability planning and the establishment of the pools is, in this context, a sub-process of the operational planning processes, and is regulated by Articles 51, 54-59, and 62-65 of the Regulation. The adoption of the Management Board Decision on the profiles and numbers in accordance with Article 54(4) of the Regulation is a part of this sub-process.

This part of the sub-process is steered by the operational needs identified in the operational planning processes and reflected in the operational plans¹. It further takes into account risk analysis, in particular with regard to the skills needed to perform operational tasks in order to tackle existing and emerging operational risks. Vulnerability assessment, in particular with regard to the ability of each Member State to provide staff for categories 2 and 3, is also taken into account. This also applies to the lessons learnt from previous cycles of the process for capability planning and establishment of the pools, in particular the composition of the established pools and the ability of each Member State to provide staff. Lastly, crew members of those Member States that have by 31 January 2025 informed the Agency about their intention to deploy technical equipment with the corresponding crew in 2026 are to be considered as contributions to category 3.

The timeline to plan the capabilities and establish the pools for operational activities in 2026 can be found in Table 1.

Table 1: Timeline for the planning of capabilities and establishment of the pools for operational activities in 2026.

Year	Deadline	Milestone	Resource
n-1	25-Jan 2025	Frontex sends to the Member States a proposal for the numbers for category 2 and category 3 for 2026 and organises, in the following weeks, bilateral discussions with Member States who have expressed intent to offer counterproposals.	HR, TE
n-1	31-Jan 2025	Member States planning to deploy technical equipment with the corresponding crew inform Frontex of their intentions.	TE
n-1	21-Feb 2025	Frontex presents the 2026 numbers for category 2 and category 3 in a Pooled Resources Network meeting.	HR, TE
n-1	31-Mar 2025	The Management Board adopts decisions on profiles, minimum number of items of technical equipment, rapid reaction equipment pool, distribution of profiles per category per Member States, and multiannual planning.	HR, TE
n-1	30-Jun 2025	Member States nominate candidates to category 2 (1250) and category 3 (preliminary updated national list) for deployment in 2026.	HR
n-1	31-Jul 2025	Frontex requests Member States to contribute with specific number of individual category 3 staff within the required numbers (5250) and profiles and sends an open call for technical equipment.	HR, TE
n-1	01-Aug - 15-Sep 2025	Frontex verifies the operational staff nominated to category 2.	HR
n-1	31-Oct 2025	Frontex allocates confirmed resources to the operational needs and pre-allocates Member State resources for further negotiations.	HR, TE
n-1	01-Dec 2025	Frontex and Member States finalise annual negotiations related to the allocation of category 3 (final annual list) and technical equipment.	HR, TE
n	01-Jan 2026	Resources from Frontex and Member States are deployed.	HR, TE
n	Q1-2 2026	The Management Board adopts the annual implementation report and submits it to the European Parliament, the Council and the Commission.	HR, TE

¹ Pursuant to Article 9(2) of the Regulation for the activities of the Agency, operational planning processes for the following year shall be set out in an annex to the single programming document referred to in Article 102. For each specific operational activity, operational planning processes shall result in the operational plans referred to in Article 38 and Article 74(3).

3. Categories 1, 2 and 3 staff to form teams based on the expected operational needs in 2026

The distribution of profile and numbers of categories 1, 2 and 3 staff in accordance with Article 54(4)(b) can be found in Tables 2, 3 and 4.

Table 2: Distribution of profiles and numbers for category 1².

	Advanced Level Document Officer	Border and Coast Guard Officer	Cross-border Crime Detection Officer	Debriefing Officer	Dog Handler	Frontex Return Escort and Support Officer	Logistics and Occupational Safety and Health Support Officer	Information Officer	Return Specialist	Total
Total category 1	154	1068	152	120	9	120	104	70	76	1873

Table 3: Distribution of profiles and numbers for category 2.

	Advanced Level Document Officer	Border and Coast Guard Officer	Cross-border Crime Detection	Debriefing Officer	Dog Handler	Frontex Return Escort and Support Officer	Logistics and Occupational Safety and Health Support Officer	Information Officer	Return Specialist	Total
Total category 2	173	605	132	118	5	75	40	59	43	1250

² Annex I to the Regulation stipulates that Frontex shall contribute 2500 of its statutory staff, category 1, to the capacity of the standing corps. Based on Articles 54(7) and 54(8) of the Regulation, this figure also includes staff for supportive or monitoring functions for the establishment of the standing corps, for the planning and management of its operations, and for the acquisition of the Agency's own equipment, also known as Operational Support Staff, which amounts up to 4% of the total standing corps capacity, as well as European Travel Information and Authorisation System (ETIAS) staff. For 2026, it is expected that up to 360 posts will be filled by the Operational Support Staff and up to 221 by ETIAS staff; taking also into account 46 staff temporarily reallocated to eu-LISA and Europol, the figure in Table 2 thus deducts a total of 627 staff from 2500. This results in a total of 1873 category 1 to be made available for operational activities following successful completion of applicable training. The trends observed in the ongoing recruitment procedures points to the Agency reaching approximately 1800 deployable staff. This takes into account that several staff that are already part of the standing corps have applied for posts of a higher grade within the standing corps.

Table 4: Distribution of profiles and numbers for category 3.

	Advanced Level Document Officer	Border and Coast Guard Officer	Crew Member ^{3,4}	Cross-border Crime Detection Officer	Debriefing Officer	Dog Handler	Frontex Return Escort and Support Officer	Information Officer	Logistics and Occupational Safety and Health Support Officer	Return Specialist	Total
Total category 3	503	2796	607	286	357	120	230	153	118	80	5250

4. Category 2 - Specific numbers and profiles of staff per Member State

The distribution of profile and numbers of category 2 in accordance with Article 54(4)(c) can be found in Table 5.

Table 5: Distribution of profiles and numbers for category 2.

	Advanced Level Document Officer	Border and Coast Guard Officer	Cross-border Crime Detection Officer	Debriefing Officer	Dog Handler	Frontex Return Escort and Support Officer	Information Officer	Logistics and Occupational Safety and Health Support Officer	Return Specialist	Total
Austria	11	6	4	2	0	1	2	0	2	28
Belgium	3	6	4	4	0	3	1	1	3	25
Bulgaria	1	16	4	5	0	1	5	1	0	33
Croatia	5	26	10	2	0	6	3	0	2	54
Cyprus	0	5	0	0	0	1	1	0	0	7
Czech Republic	1	10	1	2	0	2	1	0	0	17
Denmark	1	4	2	12	0	2	0	0	3	24

³ In accordance with Article 54(5) of the Regulation, the crew for technical equipment provided in accordance with Article 64 of the Regulation shall be taken into account as part of the contributions for short-term deployments provided by the Member States pursuant to Article 57 of the Regulation for the following year. With a view to preparing the relevant Management Board decision referred to in Article 54(4) of the Regulation, the Member State concerned shall inform the Agency about its intention to deploy the technical equipment with the corresponding crew by the end of January of each year.

⁴ The numbers presented in this column are the maximum to be taken into account as contributions to category 3. The calculations have been made in accordance with the methodology presented in the subsequent pages on the basis of the record of what technical equipment Member States will deploy.

Estonia	0	10	0	3	0	1	0	0	1	15
Finland	1	17	2	1	0	0	2	2	0	25
France	15	80	13	17	0	5	2	5	4	141
Germany	28	110	14	14	1	7	4	8	1	187
Greece	7	15	7	3	0	3	3	2	2	42
Hungary	11	25	5	3	0	5	2	2	1	54
Iceland	0	2	0	0	0	0	0	0	0	2
Italy	13	42	16	7	0	10	8	3	5	104
Latvia	6	9	1	1	3	3	0	2	0	25
Liechtenstein	0	0	0	0	0	0	0	0	0	0
Lithuania	6	20	2	3	0	0	1	0	1	33
Luxembourg	0	2	0	5	0	0	0	0	0	7
Malta	1	4	0	0	0	0	0	0	0	5
Netherlands	14	4	5	4	0	2	5	4	4	42
Norway	2	4	0	6	0	1	1	0	3	17
Poland	8	61	1	2	1	3	4	0	3	83
Portugal	1	12	9	2	0	0	1	0	0	25
Romania	10	33	9	5	0	1	4	1	0	63
Slovakia	2	19	2	0	0	5	0	0	1	29
Slovenia	3	15	5	2	0	2	1	0	1	29
Spain	16	34	13	7	0	7	5	6	5	93
Sweden	1	11	3	4	0	4	1	3	1	28
Switzerland	6	3	0	2	0	0	2	0	0	13
Total category 2	173	605	132	118	5	75	59	40	43	1250

5. Category 3 - Specific numbers and profiles of staff per Member State

The distribution of profile and numbers of category 3 in accordance with Article 54(4)(c) can be found in Table 6.

Table 6: Distribution of profiles and numbers for category 3.

	Advanced Level Document Officer	Border and Coast Guard Officer	Crew Member ^{5,6}	Cross-border Crime Detection Officer	Debriefing Officer	Dog Handler	Frontex Return Escort and Support Officer	Information Officer	Logistics and Occupational Safety and Health Support Officer	Return Specialist	Total
Austria	22	72	0	10	5	0	3	1	6	0	119
Belgium	10	23	0	9	37	1	10	6	2	7	105
Bulgaria	6	84	22	5	7	2	3	8	3	0	140
Croatia	11	135	25	16	11	3	11	9	0	7	228
Cyprus	2	18	0	2	2	0	2	1	1	0	28
Czech Republic	8	48	0	1	6	2	0	2	3	0	70
Denmark	2	17	62	2	11	3	0	0	0	5	102
Estonia	2	29	13	4	5	7	0	3	0	0	63
Finland	10	44	19	4	8	11	1	4	3	1	105
France	70	398	14	32	63	0	2	4	7	3	593
Germany	82	563	6	41	50	8	8	4	22	1	785
Greece	23	63	16	22	19	2	5	12	10	3	175
Hungary	20	139	0	16	2	2	30	8	5	6	228
Iceland	0	6	1	0	0	0	0	0	0	0	7
Italy	62	116	145	26	23	4	17	25	17	3	438
Latvia	4	23	67	0	1	9	1	0	0	0	105
Liechtenstein	0	0	0	0	0	0	0	0	0	0	0
Lithuania	17	55	28	8	4	8	9	5	3	0	137
Luxembourg	0	10	10	1	6	0	0	0	0	1	28
Malta	2	11	5	2	1	0	0	0	0	0	21

⁵Ibid footnote 2.⁶Ibid footnote 3.

Netherlands	16	97	3	8	16	1	10	6	5	13	175
Norway	10	29	0	4	8	5	5	2	4	3	70
Poland	16	258	4	8	21	5	10	11	8	9	350
Portugal	1	53	20	11	5	4	0	11	0	0	105
Romania	14	72	111	8	7	12	29	3	3	4	263
Slovakia	4	78	1	1	2	4	29	4	0	0	123
Slovenia	8	96	0	6	4	4	2	0	2	1	123
Spain	49	186	20	33	20	18	27	22	9	5	389
Sweden	7	55	15	6	9	3	13	0	5	6	119
Switzerland	25	18	0	0	4	2	3	2	0	2	56
Total category 3	503	2796	607	286	357	120	230	153	118	80	5250

5.1. Contribution of crew members under category 3

The methodology⁷ used during the annual bilateral negotiations (“ABN”) for 2025, on the calculation of how crew members are taken into account as contributions to category 3, is applied should an agreement be reached during ABN 2025 on the deployment of the technical equipment in line with declarations of the respective Member States by 31 January 2025.

Member States’ technical equipment deployed in the framework of Frontex joint operations shall be compliant with national safety rules and regulations, which adhere to the corresponding established international ones. The scope of these rules and regulations includes, among other things, fulfilling requirements on safe manning. The methodology uses therefore the safe manning⁸ requirements and other relevant standards^{9,10,11,12,13,14} for different types of technical equipment as the basis for the calculations of number of crew members to be taken into account as part of the contributions to category 3. Relevant information stemming from historical data on previous deployments of technical equipment as well as the technical compliance sheets and Running Expenditure of Means (REM) sheets are also taken into account.

The numbers of crew members to be considered as part of the contributions to category 3 shall not exceed those prescribed in this document. Hence, Member States shall comply with the national safety rules and regulations in terms of crew planning, rest and fatigue management; however, crew members exceeding the numbers set out in this document shall not be considered.

⁷ Participants were nominated upon their voluntary expression of interest to participate in the work of an expert group within the framework of the Pooled Resources Network to develop the methodology in view of the establishing the pools for 2021.

⁸ Safe manning is a function of the number of qualified and experienced crew members necessary for the safety of the asset, crew, passengers, cargo and property for the protection of the natural environment.

⁹ European Border and Coast Guard Agency - Technical Standards adopted through Management Board Decision 51/2021.

¹⁰ IMO Resolution A.1047 (27) - Principles of Minimum Safe Manning

¹¹ International Convention on Standards of Training, Certification and Watch-keeping for Seafarers (STCW)

¹² European Border and Coast Guard Agency - Technical Standards on Aerial Equipment, Technical Expert Group Agreement (TEGA) 2020 - 002 (Draft)

¹³ Regulation (EU) 2018/1139 on common rules in the field of civil aviation and establishing a European Union Aviation Safety Agency, and Regulation (EU) 1178/2011 laying down technical requirements and administrative procedures related to civil aviation aircrew, with applicable annexes

¹⁴ EASA’s ‘Easy Access Rules for Aircrew: aviation rules for the 21st Century’ (May 2019)

The numbers of crew members for different types of technical equipment to be considered are the ceiling. If the number of crew members for particular technical equipment from a Member State falls below the ceiling, only the actual number of crew members shall be taken into account.

The financial reimbursements covering the costs associated with the running expenditure, including the costs for the crew members, fall outside the scope of this methodology and are thus not impacted by the numbers of crew members to be considered.

Only crew members operating technical equipment fulfilling the requirements in the technical equipment compliance sheets and able to perform the operational tasks as described in the operational plan of the respective joint operation shall be considered as part of the contributions to category 3.

Table 7: The number of crew members ("CREW") for different types of technical equipment shall be taken into account as part of the contributions to category 3¹⁵.

Coastal patrol boat <i>Endurance < 600 nautical miles (NM)</i>	7 m (minimum length): maximum 3 CREW - For every 1 m above 7 m: + 1 CREW
Coastal patrol vessel <i>Endurance > 600 and up to 1500 NM</i>	25 m (minimum length): maximum 12 CREW - For every 2 m above 25 m: + 1 CREW
Offshore patrol vessel <i>Endurance > 1 500 NM</i>	- Up to 50 m: maximum 24 CREW - For every 5 m above 50 m: + 1 CREW
Helicopter	Short range (Up to 1,5 h): maximum 2 CREW
	Medium range (Up to 2 h): maximum 3 CREW
	Long range (More than 2 h): maximum 4 CREW
Fixed wing aircraft	Short range (Up to 3 h): maximum 3/4 CREW
	Medium range (Up to 4 h): maximum 4/6 CREW
	Long range (More than 4 h): maximum 6/8 CREW

¹⁵ This is limited to the scope of Article 54(5) in the Regulation and does not have any impact on the reimbursement of costs associated with the running expenditure of technical equipment deployed by Member States

Table 8 provides a record of the Member States that have informed the Agency by the 31 January 2025 about their intention to deploy technical equipment for the operational cycle starting in 2026. The table contains data on the number of assets, the duration of deployment and crew members. Based on the methodology described above, calculations have been made on how these crew members shall be considered as contributions to category 3.

Table 8: Information received from Member States on the intention to deploy technical equipment with corresponding crew.

	Coastal Patrol Boat details	Coastal Patrol Vessel details	Offshore Patrol Vessel details	Fixed Wing Aircraft details	Helicopter details	Maximum number of crew members to be considered as contributions to category 3
Bulgaria		1 asset for 4 periods with 17 CREW (ISF/SA), 1 asset for 2 periods with 9 CREW				22
Croatia	1 asset for 9 periods with 11 CREW (ISF/SA)					25
Denmark	1 asset for 13 periods with 15 CREW (ISF/SA)			1 asset for 2 period with 8 CREW, 1 asset for 2 periods with 6 CREW	1 asset for 6 periods with 4 CREW	62
Estonia	1 asset for 6 periods with 7 CREW			1 asset for 1 period with 14 CREW		13
Finland	1 asset for 12 periods with 5 CREW (ISF/SA), 1 asset for 4 periods with 4 CREW (ISF/SA)					19
France		1 asset for 1 period with 12 CREW	1 asset for 1 period with 25 CREW	1 asset for 2 periods with 10 CREW (ISF/SA)	1 asset for 1 period with 10 CREW	14
Germany	1 asset for 8 periods with 3 CREW (ISF/SA)					6
Greece		1 asset for 4 periods with 16 CREW				16

Iceland				1 asset for 4 periods with 1 CREW		1
Italy	1 asset for 8 periods with 8 CREW (ISF/SA), 1 asset for 20 periods with 5 CREW (ISF/SA)	1 asset for 7 periods with 10 CREW (ISF/SA), 1 asset for 1 period with 10 CREW (ISF/SA), 1 asset for 4 periods with 22 CREW (ISF/SA)	1 asset for 4 periods with 30 CREW (ISF/SA)	1 asset for 4 periods with 11 CREW (ISF/SA)		145
Latvia	1 asset for 7 periods with 6 CREW		1 asset for 13 periods with 16 CREW		1 asset for 4 periods with 8 CREW	67
Lithuania	2 assets for 4 periods with 6 CREW each (ISF/SA)	1 asset for 4 periods with 13 CREW (ISF/SA)			1 asset for 3 periods with 14 CREW	28
Luxembourg					1 asset for 10 periods with 4 CREW	10
Malta	1 asset for 2 periods with 9 CREW					5
Netherlands	1 asset for 4 periods with 2 CREW (ISF/SA)			1 asset for 1 period with 4 CREW		3
Poland				1 asset for 2 periods with 7 CREW (ISF/SA)		4
Portugal	1 asset for 13 periods with 6 CREW (ISF/SA)	1 asset for 4 periods with 13 CREW (ISF/SA)		1 asset for 7 periods with 7 CREW		45
Romania	1 asset for 12 periods with 8 CREW	1 asset for 8 periods with 29 CREW	1 asset for 4 periods with 29 CREW			111
Slovakia				1 asset for 1 period with 4 CREW		1
Spain		1 asset for 4 periods with 10 CREW (ISF/SA)		1 asset for 4 periods with 12 CREW (ISF/SA)	1 asset for 2 periods with 6 CREW	20

Sweden	1 asset for 7 deployment periods with 8 CREW, 1 asset for 6 deployment period with 4 CREW					15
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Annex II

Indicative Multiannual Planning of Profiles of Staff of the European Border and Coast Guard Standing Corps

2022-2027

Updated in 2025



Contents

1	Introduction	3
2	Context	3
3	A Future Ready Standing Corps	3
3.1	Vision 2027	3
3.2	Priorities	6
3.2.1	Continuous - 2022 and Onwards: A Conscious Planner	6
3.2.2	Immediate-Term - 2022: A Committed Developer	7
3.2.3	Short-Term - 2023 -2024: A Competent Manager	9
3.2.4	Medium-Term - 2024 to 2027: A Constructive Transformer	10
3.2.5	Long-Term - 2028 and Onwards: A Capable Provider	11
4	Indicative Long Term Profile Distribution Ratios	12
4.1	Category 1	13
4.2	Category 2	14
4.3	Category 3	16

1 Introduction

This document establishes the Indicative Multiannual Planning of Profiles of categories 1, 2, 3 and 4 staff of the Standing Corps for operational activities for the period 2022-2027. The inclusion of the strategic framework for the development of the Standing Corps beyond mere numbers and profiles was first introduced in the Indicative Multiannual Planning adopted in March 2022¹. A slightly amended version was adopted in March 2023², harmonising it with a template established for National Capability Development Plans and aligning it with the capability development framework of the Agency that had been developed while drafting the Agency's Multiannual Strategy for the Acquisition and Management of Equipment, which was subsequently adopted by the Management Board in September 2023³.

The latest update, in March 2024, retained the 2022-2027 strategic framework. It takes on board the Multiannual Strategic Policy for European Integrated Border Management adopted by the Commission in March 2023⁴ and the Technical and Operational Strategy for Integrated Border Management for 2023 to 2027, which was adopted by the Agency's Management Board in September 2023⁵. It also contains minor editorial and cosmetic amendments.

The current update introduces full alignment with the Capability Roadmap as adopted in March 2024, and includes the plan towards sustainable delivery of training.

2 Context

In accordance with Article 9 of the Regulation, the integrated planning comprises operational planning, contingency planning and capability development planning.

Article 9(5) further states that the Management Board shall discuss and approve the Capability Roadmap on the basis of a proposal by the Executive Director. This Capability Roadmap shall be based on an overview of National Capability Development Plans, taking into account, inter alia, the results of the Risk Analyses and Vulnerability Assessments carried out in accordance with Articles 29 and 32 of the Regulation, and the Agency's own Multiannual Plans for developing its own capabilities, including the Multiannual Strategy for the Acquisition of the Agency's equipment referred to in Article 63 of the Regulation and the Multiannual Planning for Profiles of staff for the Standing Corps.

3 A Future Ready Standing Corps

3.1 Vision 2027

A shared responsibility between Member States and the Agency, the vision is to make the Standing Corps future ready, able to be deployed and to operate at the external borders and in Third Countries, in order to support Member States in implementing European Integrated Border Management, as ambassadors of EU values and in full respect of fundamental rights.

One of the goals of the Technical and Operational Strategy for European Integrated Border Management 2023-2027, supporting the overall vision of a Strengthened European Border and Coast Guard Built on Trust to Protect and Connect Europe, Future-Proofing the External Borders and Accelerating Innovation, which can be achieved only ensuring the effective and fully-fledged operation of the Standing Corps at the EU external borders and beyond.

¹ Management Board Decision 20/2022 of 16 March 2022 adopting the European Border and Coast Guard standing corps annual planning for 2023 and indicative multiannual planning of profiles

² Management Board Decision 11/2023 of 22 March 2023 adopting the European Border and Coast Guard standing corps annual planning for 2024 and indicative multiannual planning of profiles

³ Management Board Decision 28/2023 of 15 September 2023 adopting the Multiannual Strategy for the Acquisition and Management of the Agency's Equipment

⁴ Communication from the Commission to the European Parliament and the Council Establishing the Multiannual Strategic Policy for European Integrated Border Management, Strasbourg, 14.3.2023, COM(2023) 146 final

⁵ Management Board Decision of 20 September 2023 adopting the Technical and Operational Strategy for European Integrated Border Management 2023-2027.

The Standing Corps members will not only be one of the key resources which will help support Member States with migration and border management on the ground, but they will also be the EU ambassadors promoting the European values including full respect for fundamental rights.

The Agency's capability development framework acknowledges that towards 2027 will be in a state of construction and expansion, not least acknowledging the growth of the Standing Corps as prescribed by the Regulation and the ambition in the Multiannual Strategy for Acquiring and Managing the Agency's equipment. In parallel the Agency is delivering operational and return related activities drawing on both existing capabilities in Member States and the Agency.

Therefore, while planning consciously throughout, making informed and balanced decisions, by 2028 the aim is to maintain credibility and to become a capable partner to Member States and Schengen Associated Countries.

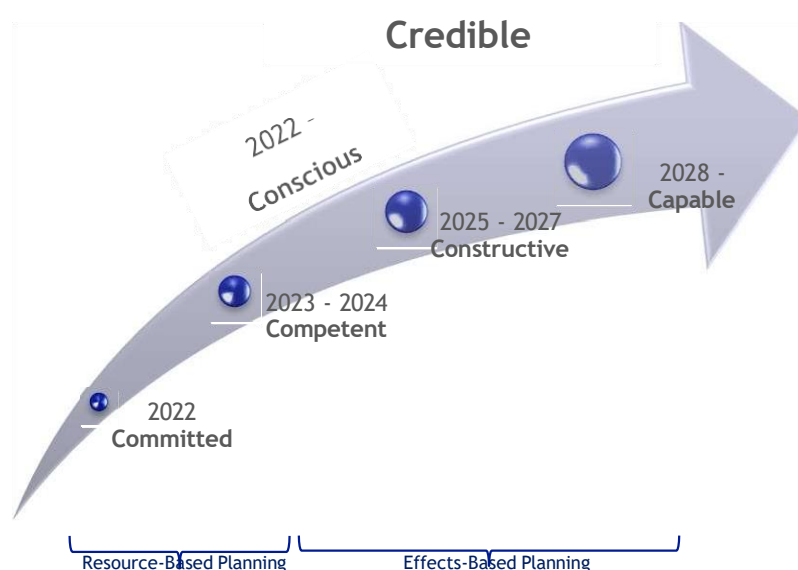


Figure 1: Towards becoming a credible and capable partner to Member States in providing capabilities.

Drawing on benchmarks that exist in Member States and building on the experiences gained to date from operationalising the Standing Corps, the ambition is to design it:

- Acknowledging the **complementarity** of generalists, coping with the bulk of the operational tasks, and specialists, providing expertise in niche areas;
- Embedding **flexibility**, in terms of ability to be deployed and redeployed, by designing the Standing Corps as multinational teams that can perform a set of tasks and functions;
- Exploiting the **versatility** of the members of the team, making the best possible use of their knowledge, skills and competences, enabling them to perform multiple tasks, filling capacity gaps detected by Vulnerability Assessment and developing new capabilities.

Table 1: Strategy Dashboard illustrating that the Agency, while continuing to make the Standing Corps available to the operational activities (Priority Theme 1), will remain in a state of gradually building up the Standing Corps towards 2027 (Priority Themes 2, 3 and 4), after which it is expected the Agency is expected to be on par with Member States and Schengen Associated Countries (Priority Theme 5).

Vision				
A Credible and Equal Partner to Member States European Border and Coast Guard				
	2022	2023 to 2024	2025 to 2027	2028 and beyond
Thematic Priorities	Priority Theme 1 A Conscious Planner			
	• Maintaining Good Administration and Business Continuity ◦ Delivering Operational Availability, Quality, Sustainability and Compliance with Fundamental Rights • Making Sound Decisions, Adapting to Change and Managing Risks ◦ Going Lean and Agile • Adding EU Value, Delivering Quality and Enhancing Sustainability ◦ Complementing Member States and Schengen Associated Countries			
	Priority Theme 2 A Committed Developer	Priority Theme 3 A Competent Manager	Priority Theme 4 A Constitutive Transformer	Priority Theme 5 A Capable Provider
	• Establishing Core Concepts, Policies and Organisation ◦ Developing Standing Corps Concepts • Consolidating and Integrating Planning, Implementation and Evaluation Processes ◦ Integrating the Planning and Deployment Continuum • Operationalising the Standing Corps ◦ Demonstrating the Standing Corps Potential • Automating Capability Management and Reporting ◦ Simplifying Reporting on Planning and Deployments	• Providing Thoroughly Prepared Recommendations on Strategic Decisions ◦ Examining Options and Proposing Solutions • Strengthening Capability Management ◦ Developing Additional Tools to Facilitate Capability Management • Catering to the Evolving Operational Footprint and Growth of the Standing Corps ◦ Rolling out the Chain of Command ◦ Increasing Responsiveness • Embedding Quality, Safety, Interoperability and Sustainability Management ◦ Adopting a Sustainable Approach	• Transitioning to Effects-Based Planning ◦ Providing Standing Corps Teams as Part of Capability Packages • Reinforcing the Response Palette ◦ Delivering Standing Corps at Full Capacity ◦ While Anticipating Emerging Needs	• Shouldering the Baseline Operational Requirements ◦ Providing a Future Ready Standing Corps • Balancing Needs, Costs and Effectiveness Responsibly ◦ Establishing Long Term Investment Plans • Leading Sustainability and Driving Transformation ◦ Operating a Green Standing Corps
	A Capable Provider			
Conceptual Approach	Adequacy	Increased adequacy		Enhanced adequacy
	Availability	Growing availability		Maximum availability
	Affordability	Predictability and stability		Cost-effectiveness
	Adaptability	Limited adaptability		Modularity and scalability
Accountability	Compliance with legislation		Proactive contribution to EU wide policies	At the forefront of sustainability
			Effective system safety management	
Mission				
Sustain Relevant, Resilient and Robust European Border and Coast Guard Capabilities				



3.2 Priorities

3.2.1 Continuous - 2022 and Onwards: A Conscious Planner

Priority 1	Title A Conscious Planner	
References <i>European Integrated Border Management</i> - Goals: G and H - Actions: 16.4 <i>Source of Identified Need</i> - Regulation	<i>Capability Roadmap</i> N/A	<i>Agency Capability Development Plan</i> Priority 1
	<i>Challenges Addressed</i> Integrated Planning	<i>Expected Outcome</i> Informed decisions and effective execution on the evolution of the development of the Agency's equipment capability

Delivering Operational Availability, Quality, Sustainability and Compliance with Fundamental Rights

Towards 2027, the Agency will be in a phase of transition, with the growth of the Standing Corps and the development of the Agency's ability to manage it. In parallel the Agency is expected to respond to operational needs by deploying and re-deploying Standing Corps along the external borders, in Third Countries and in the pre-frontier areas.

- **Business Continuity:** Across rotations as well as staff turnover it is essential to sustain a high degree of operational availability and presence in operational theatre and in order to ensure business continuity. This is will thus demonstrate continually the added value of the Standing Corps.
- **Effects Based Planning:** Planning shall gradually move from being resource-based to effects-based, planning, focusing on the overall capability in response to the assessed operational requirements and the desired operational effects.
- **Managing Longevity:** The Agency will seek to strengthen its ability to manage quality and sustainability of what it delivers throughout the lifecycle of capability development and management.
- **Complying with Fundamental Rights:** The Agency will continuously assess and improve its compliance with fundamental rights.

Going Lean and Agile

Due to the finite resources available for managing the rapidly growing Standing Corps it is essential that efficiencies are maximised across the whole lifecycle.

- **Streamlining:** The streamlining of processes pertaining to Standing Corps management as part of Integrated Planning needs to be continuously maintained and bureaucracy minimised.
- **Responsiveness:** At the same time processes should not impose rigidity, which compromises the response to changes in operational needs.

Complementing Member States and Schengen Associated Countries

Leading up to 2027, the Agency will need to tangibly demonstrate the added value of the Standing Corps.

- **Seamless Interoperability:** The Standing Corps - trained and equipped - should establish itself as the natural partner to the authorities of Member States, able to integrate in the national command structures when deployed, and able to be fully interoperable with the national counterparts at the tactical level, both in times of high operational intensity, such as crises as well as, low intensity routine type activities.
- **Providing EU Value:** A Standing Corps that truly complements Member States and Schengen Associated Countries, is one that can both boost their existing capacities at national level and provide specialist skills that are not readily available at the national level.



3.2.2 Immediate-Term - 2022: A Committed Developer

Priority 2	Title A Committed Developer	
References <i>European Integrated Border Management</i> • Goals: G and H • Actions: 16.4 <i>Source of Identified Need</i> • Regulation	<i>Capability Roadmap</i> • N/A	<i>Agency Capability Development Plan</i> • Priority 2
	<i>Challenges Addressed</i> • Integrated Planning	<i>Expected Outcome</i> • Equipped Standing Corps for Initial Operating Capability

Developing Standing Corps Concepts

In order for the Standing Corps to attain initial operational capability a set of key concepts need to be established.

- **Duty of Care:** To enable the Agency to assume the full responsibility of Duty of Care for the Standing Corps, it is imperative that an Occupational Safety and Health Policy is established⁶, designed to accommodate both the Agency's legal obligations and responsibilities towards categories 1, 2 and 3. This shall be accompanied by a comprehensive concept for Safety, Security and Health for all operational activities.
- **Reporting Lines:** While an interim concept for reporting lines is being implemented, the Agency intends to revisit the concept with a view of creating a clear and streamlined reporting system during basic training, specialised training and while on deployment.
- **Lines of Communication:** It is important to streamline the communication channels for the growing Standing Corps and allow them to receive information in a timely manner regardless of deployment location. The lines of communication need to ensure that staff are informed of e.g. the individual deployment, personal development, annual tests and annual leave plans for at least a year in advance to allow staff to plan accordingly. It should further ensure that information on readiness to respond to emerging and urgent operational needs is conveyed as early possible while ensuring that all the measures to evacuate in the context of growing international tensions are known to all deployed.
- **Rotations Concept:** For planning purposes, both for members of the standing corps and staff in the headquarters planning operations and providing the necessary resources, it is important to standardize the approach to deployment. Of particular importance is the concept of rotations and how it is implemented in order to optimise the time deployed in the theatre of operations while ensuring enough time out of theatre to accommodate annual leave, necessary annual tests for e.g. use of firearms and both personal and profile development, as well as support to training of standing corps staff.
- **Deployment Arrangements:** With the experience gained over the first year of deploying the standing corps, the aim is to establish a cost-effective system for organising the deployment arrangements, including accommodation and travel arrangements, in the context deployments, redeployments and possible evacuation, which fits both within the framework for how the different types of operational activities are being conducted and within the Agency's Mission rules.
- **Teams Concept and Pilot:** In line with the Regulation, the staff of the standing corps acting as members of teams, i.e. deployed through Border Management Teams, Migration Management Support Teams and Return Teams. The aim is to develop a concept for Teams that can cater for the needs of different types of operational activities, their respective scale, duration and location and launch piloting activity.
- **Personal Equipment:** The Agency will further develop a concept for members of the standing corps.
- **Personal and Professional Development Prospects:** Initial steps will be taken to establish a systematic way of developing the staff of the Standing Corps, both personally and professionally.

⁶ Adopted and established by Executive Director Decision 145/2022

Integrating the Planning and Deployment Continuums

With the initial establishment phase of the Standing Corps complete, the planning and deployment processes are continuously running in parallel that must be integrated.

- **Compliance:** The numbers of staff to be allocated to the Agency (category 1) and Member States (categories 2, 3 and 4) are regulated by the Regulation. Furthermore, the distribution of profiles and numbers for both the Agency and Member States is given annually by the adoption of a decision by the Management Board by the end of March of every year, that is based on an initial operational needs assessment. The aim is to ensure the systematic compliance with both the Regulation and the annual decisions by the Management Board.
- **Coherence:** Once the Management Board decisions are established it is important that the detailed operational planning acknowledge these confines and do not exceed what has been set out in the decisions unless justified.
- **Transparency:** Throughout the planning processes it is important to retain full transparency with the Member States and Schengen Associated Countries. It is of equal importance to retain transparency in relation to the individual members of the Standing Corps, in particular with regard to categories 1 and 2 and their personal development, assignment profiles and allocation to operational activities.

Simplifying Reporting on Planning and Deployments

There is a great interest from stakeholders to be informed about the state of play of the Standing Corps and the requests for reports are likely to grow.

- **Automation:** Automating the reporting process, providing standardised reports for different types of audiences and reporting on a regular basis reduces the overall administrative workload.
- **Data Quality and Analysis:** Managing data quality in the reports is essential as is being able to provide an adequate analysis when needed.

Demonstrating the Potential

Demonstrating the potential of the Standing Corps already in its infancy is a key success factor.

- **Readiness, Responsiveness and Deployability:** Having in place all the administrative and logistical support, the Standing Corps needs to be able to demonstrate a degree of readiness and responsiveness to changes in the operational requirements, along with the physical deployability to the external borders, Third Countries and the pre-frontier area.
- **Reputation:** The Standing Corps needs to establish a reputation of delivering quality when performing tasks in the operational areas in host Member States⁷.

⁷ Including Schengen Associated Countries i.e., Iceland, Lichtenstein, Norway and Switzerland

3.2.3 Short-Term - 2023 -2024: A Competent Manager

Priority 3	Title A Competent Manager	
References <i>European Integrated Border Management</i> • Goals: G and H • Actions: 16.4 <i>Source of Identified Need</i> • Regulation	<i>Capability Roadmap</i> • N/A	<i>Agency Capability Development Plan</i> • Priority 3
	<i>Challenges Addressed</i> • Coherent management	<i>Expected Outcome</i> • Full equipment lifecycle management capability

Examining the Options and Proposing Solutions

The Agency will emphasise its efforts on the need to prepare the ground for a capability-driven effects-based approach to planning based on the steer from the Capability Roadmap and Multiannual Strategic Policy for European Integrated Border Management.

- **Crew Planning:** When considering large investments in different types of equipment it is essential that this is done in full synchronisation with the planning of Standing Corps and the training and sustainment of the necessary crews as well as the necessary in-theatre technical and logistic support staff.
- **Complying with Fundamental Rights:** The development of the Standing Corps' abilities to comply with legal requirements of fundamental rights should be continuous and fully integrated as part of capability development planning and implementation.

Rolling out the Chain of Command

Establishing clear command and control structures is another key success factor.

- **Fully Operational Chain of Command:** An effective standing corps relies on being organised around a clear Chain of Coordination that is fully interoperable with the corresponding one in Host Member States. While the Agency is and has been operating with a Chain of Command, there is a need to ensure that the Chain of Command can be used for all types of operational activities and can be scaled up to meet the needs of the growing Standing Corps and its operational footprint.

Developing Additional Tools to Facilitate Capability Management

The effectiveness of the Standing Corps relies on having in place the right enablers at the operational level.

- **Standing Corps Management:** Tools need to be further developed to both support the management of Standing Corps when deployed as well as their personal development.
- **Enabling Services:** The necessary contracts need to be secured to ensure that the Standing Corps are provided with e.g. appropriate means of travel to the operational areas as well as accommodation.

Increasing Responsiveness

With the growth of the Standing Corps and the addition of new skills sets through training, the responsiveness will increase significantly.

- **Rapid Response:** With time the growth of categories 1 and 2 will lead to these categories being the backbone of the Standing Corps, thus limiting the needs for category 3 top-ups and niche areas of expertise. Response to urgent operational needs will require as a first measure rapid redeployment of categories 1 and 2, followed by an assessment of the need for reinforcements of category 3. Therefore, the Agency will further strengthen its redeployment capabilities in relation to the capacity, mobility and speed.
- **Increased Versatility:** In order for categories 1 and 2 to be able to act as the backbone, the versatility of each member of these categories should increase in terms of the ability to perform tasks. Therefore, the Agency will continue to provide specialised training to categories 1 and 2 with a view to enable it to begin to shoulder a wider spectrum of operational tasks.

- **Strengthened Capability to Deliver Training:** Delivery of training to the standing corps relies to a large extent on Member States in terms of making available trainers and facilities. With the growth of the Standing Corps there is an increasing expectation on the Agency's ability to deliver training thus contributing to the overall versatility of in particular members of categories 1 and 2. This will most likely result in a requirement to ensure the delivery of training in a more continuous fashion (year-to-year). The Agency will therefore assess the different options in order to provide a recommendation to the Management Board on the way forward.

Adopting a Sustainable Approach

Sustaining the Standing Corps requires adapting to customer needs, upholding morale and mitigating adverse effects to the surroundings.

- **Measuring Customer Satisfaction:** Processes and procedures need to be established to be able to measure the customer satisfaction of deployments of Standing Corps
- **Ensuring Well-Being:** When deployed for longer periods time, it is necessary to establish well-functioning infrastructure to ensure the well-being of Standing Corps staff and their families.
- **Reducing the Standing Corps Environmental and Energy Footprint:** With the gradually increasing footprint of the Standing Corps measures need to be taken to ensure that their e.g., presence in operational theatres, re-deployments and continuous training adhere to the best practices in sustainability management.

3.2.4 Medium-Term - 2024 to 2027: A Constructive Transformer

Priority	Title	
4	A Constructive Transformer	
References		
European Integrated Border Management	Capability Roadmap	Agency Capability Development Plan
• Goals: G and H	• N/A	• Priority 4
• Actions: 16.4		
Source of Identified Need	Challenges Addressed	Expected Outcome
• Regulation	• Emerging needs	• Solutions for emerging needs drawing on innovation

Providing Standing Corps Teams as Part of Capability Packages

In the transition to effects-based planning, the operational requirements will be derived from the desired effects that are needed in order to tackle the risks.

- **Package Solutions:** The days of managing individual deployments of staff will be over. Instead, capability packages that combine trained Standing Corps with the necessary equipment, organised in different types of units, each dedicated to perform a specific set of operational tasks, will be the basis for deployments. Depending on the type and location and of an operational activity, the capability packages can be combined in a modular way and scaled-up to cater to the expected operational intensity and coverage.

Delivering Standing Corps at Full Capacity While Anticipating Emerging Needs

By the end of 2027, the Standing Corps will have reached its full capacity as a versatile complement to staff of national authorities in Member States.

- **A Fully Operational Standing Corps at Full Capacity:** By 2027 categories 1 and 2 shall be able to cover the bulk of the operational needs. The Agency will strive to develop categories 1 and 2 to cover persistent staff shortages with specific skills e.g. Dog Handlers, Advanced Level Document Officers and Cultural Interpreters⁸. It further entails developing category 3 as complementing category 1 and 2 to manage peaks and needs for reinforcements. This will further category 3 staff to gain sufficient experience to be eligible for category 2.
- **Emerging Skills Needs:** Linked to the above is also the need to identify new skills needs, driven by the capability development planning processes at National and European level.
- **Sustainable Training Solutions:** The Agency will develop and aim to implement the concept of training delivery with centralised entry level training, decentralised specialisation training in Member States training institutions and tactical training associated with Antenna Offices and contingents.
- **Crew Members:** Crew members are essential for the Agency to be able to operate its own complex equipment such as vessels and aircraft. Therefore, the Agency will take steps to gradually build up a pool of crew members, drawing on the expertise of Member States, in order to operate the Agency's own equipment.

3.2.5 Long-Term - 2028 and Onwards: A Capable Provider

Priority	Title	
5	A Capable Provider	
References	European Integrated Border Management	Agency Capability Development Plan
	• Goals: G and H	• Priority 5
	• Actions: 16.4	
Source of Identified Need	Capability Roadmap	Expected Outcome
	Challenges Addressed	• Full complementarity to Member States and Schengen Associated Countries

Providing a Future Ready Standing Corps

A future ready Standing Corps requires being fully interoperable with its partners as well as at the forefront of transformation to meet emerging needs.

- **Standing Corps as an Integrated Capability:** By 2028 the Standing Corps shall be fully integrated as a capability of the European Border and Coast Guard, striking an appropriate balance between being expeditionary and having a more permanent presence.
- **Capability-Pull and Technology Push:** The future design of the Standing Corps will subsequently be defined by capability needs in relation to the evolving spectrum of both conventional operational and novel challenges at the borders. It will also be defined by technological opportunities coming from e.g. the increased use of unmanned systems putting staff out of harm's way, artificial intelligence and computing technologies that increase the speed of information processing and technologies that reduce the logistical footprint such as three-dimensional printing.

Establishing Long Term Investment Plans

While the European Border and Coast Guard have in the current Multiannual Financial Framework been granted a very generous financial resources, it is only through long term plans that sufficient resources can be considered for the purpose of sustaining is being built up.

- **Comprehensive Plans:** Long term investment plans are necessary to create full transparency on what investments are needed beyond the current Multiannual Financial Framework in order to remain relevant. This in particular important for plans for investments in equipment, logistics and personnel alongside enablers such as information technologies. Moreover, these plans need to be fully synchronised to ensure a successful outcome.

Operating a Green Standing Corps

⁸ Currently provided for through the Agency's contract for provision of interpretation cultural mediation and interpretation services.

Going green is not only necessary for the sake of the environment but has positive impact on e.g. operational endurance, energy consumption and costs.

- **Leader in Sustainability:** As the biggest agency, operating the only uniformed service of the Union, comprising contributions from Member States, Schengen Associated Countries and the Agency, the aim is to be at the forefront of employing the principles of sustainability along with the available concepts, standards and tools to deliver a tangible and positive impact.

4 Indicative Long Term Profile Distribution Ratios

In accordance with Article 9 of the Regulation, integrated planning comprises operational planning, contingency planning and capability development planning.

Given that the Capability Roadmap and its priorities are foreseen to be finalised and approved by the Management Board by the beginning of 2024 and in accordance with the Roadmap for the implementation of Regulation, the multiannual planning uses the annual planning for 2025 as set out in Annex I to this decision as the baseline. The annual planning is grounded in the operational needs, which take in to account the overall findings of risk analysis and vulnerability assessment. For each Member State the proportional distribution of numbers across the different profiles is used for the multiannual planning. These proportions are subsequently adjusted against specific findings from risk analysis and vulnerability assessment, in particular with regard to particular profiles and the inherent capacity of each Member State, with an assessed impact on the medium to long term.

$$\begin{array}{c}
 \text{MS}^{\text{Multiannual Programming}} \\
 \text{Ratio Profile X in Category Y}
 \end{array}
 = \frac{
 \begin{array}{c}
 \text{MS}^{2026} \\
 \text{Number of Profile X in Category Y}
 \end{array}
 }{
 \begin{array}{c}
 \text{MS}^{2026} \\
 \text{Total Number in Category Y}
 \end{array}
 }$$

Figure 2: The baseline for the multiannual programming are the proportions

4.1 Category 1

The distribution of profile and numbers for category 1 can be found in Table 1.

Table 1: Distribution of profiles and numbers for category 1.

	Advanced Level Document Officer	Border and Coast Guard Officer	Cross-border Crime Detection Officer	Debriefing Officer	Dog Handler	Frontex Return Escort and Support Officer	Information Officer	Logistics and Occupational Safety and Health Support Officer	Return Specialist	Total
Total category 1	8.2%	57.0%	8.1%	6.4%	0.5%	6.4%	3.7%	5.6%	4.1%	100.0%

4.2 Category 2

The distribution of profile and numbers for category 2 can be found in Table 2.

Table 2: Distribution of profiles and numbers for category 2.

	Advanced Level Document Officer	Border and Coast Guard Officer	Cross-border Crime Detection Officer	Debriefing Officer	Dog Handler	Frontex Return Escort and Support Officer	Information Officer	Logistics and Occupational Safety and Health Support Officer	Return Specialist	Total
Austria	39,3%	21,4%	14,3%	7,1%	0,0%	3,6%	7,1%	0,0%	7,1%	100,0%
Belgium	12,0%	24,0%	16,0%	16,0%	0,0%	12,0%	4,0%	4,0%	12,0%	100,0%
Bulgaria	3,0%	48,5%	12,1%	15,2%	0,0%	3,0%	15,2%	3,0%	0,0%	100,0%
Croatia	9,3%	48,1%	18,5%	3,7%	0,0%	11,1%	5,6%	0,0%	3,7%	100,0%
Cyprus	0,0%	71,4%	0,0%	0,0%	0,0%	14,3%	14,3%	0,0%	0,0%	100,0%
Czech Republic	5,9%	58,8%	5,9%	11,8%	0,0%	11,8%	5,9%	0,0%	0,0%	100,0%
Denmark	4,2%	16,7%	8,3%	50,0%	0,0%	8,3%	0,0%	0,0%	12,5%	100,0%
Estonia	0,0%	66,7%	0,0%	20,0%	0,0%	6,7%	0,0%	0,0%	6,7%	100,0%
Finland	4,0%	68,0%	8,0%	4,0%	0,0%	0,0%	8,0%	8,0%	0,0%	100,0%
France	10,6%	56,7%	9,2%	12,1%	0,0%	3,5%	1,4%	3,5%	2,8%	100,0%
Germany	15,0%	58,8%	7,5%	7,5%	0,5%	3,7%	2,1%	4,3%	0,5%	100,0%
Greece	16,7%	35,7%	16,7%	7,1%	0,0%	7,1%	7,1%	4,8%	4,8%	100,0%
Hungary	20,4%	46,3%	9,3%	5,6%	0,0%	9,3%	3,7%	3,7%	1,9%	100,0%
Iceland	0,0%	100,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	100,0%
Italy	12,5%	40,4%	15,4%	6,7%	0,0%	9,6%	7,7%	2,9%	4,8%	100,0%
Latvia	24,0%	36,0%	4,0%	4,0%	12,0%	12,0%	0,0%	8,0%	0,0%	100,0%
Liechtenstein	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0%
Lithuania	18,2%	60,6%	6,1%	9,1%	0,0%	0,0%	3,0%	0,0%	3,0%	100,0%
Luxembourg	0,0%	28,6%	0,0%	71,4%	0,0%	0,0%	0,0%	0,0%	0,0%	100,0%
Malta	20,0%	80,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	100,0%

Netherlands	33,3%	9,5%	11,9%	9,5%	0,0%	4,8%	11,9%	9,5%	9,5%	100,0%
Norway	11,8%	23,5%	0,0%	35,3%	0,0%	5,9%	5,9%	0,0%	17,6%	100,0%
Poland	9,6%	73,5%	1,2%	2,4%	1,2%	3,6%	4,8%	0,0%	3,6%	100,0%
Portugal	4,0%	48,0%	36,0%	8,0%	0,0%	0,0%	4,0%	0,0%	0,0%	100,0%
Romania	15,9%	52,4%	14,3%	7,9%	0,0%	1,6%	6,3%	1,6%	0,0%	100,0%
Slovakia	6,9%	65,5%	6,9%	0,0%	0,0%	17,2%	0,0%	0,0%	3,4%	100,0%
Slovenia	10,3%	51,7%	17,2%	6,9%	0,0%	6,9%	3,4%	0,0%	3,4%	100,0%
Spain	17,2%	36,6%	14,0%	7,5%	0,0%	7,5%	5,4%	6,5%	5,4%	100,0%
Sweden	3,6%	39,3%	10,7%	14,3%	0,0%	14,3%	3,6%	10,7%	3,6%	100,0%
Switzerland	46,2%	23,1%	0,0%	15,4%	0,0%	0,0%	15,4%	0,0%	0,0%	100,0%
Total category 2	13,8%	48,4%	10,6%	9,4%	0,4%	6,0%	4,7%	3,2%	3,4%	100,0%

4.3 Category 3

The distribution of profiles and numbers for category 3 can be found in Table 3.

Table 3: Distribution of profiles and numbers for category 3.

	Advanced Level Document Officer	Border and Coast Guard Officer	Crew Member ^{9,10}	Cross-border Crime Detection Officer	Debriefing Officer	Dog Handler	Frontex Return Escort and Support Officer	Information Officer	Logistics and Occupational Safety and Health Support	Return Specialist	Total
Austria	18,5%	60,5%	0,0%	8,4%	4,2%	0,0%	2,5%	0,8%	5,0%	0,0%	100%
Belgium	9,5%	21,9%	0,0%	8,6%	35,2%	1,0%	9,5%	5,7%	1,9%	6,7%	100%
Bulgaria	4,3%	60,0%	15,7%	3,6%	5,0%	1,4%	2,1%	5,7%	2,1%	0,0%	100%
Croatia	4,8%	59,2%	11,0%	7,0%	4,8%	1,3%	4,8%	3,9%	0,0%	3,1%	100%
Cyprus	7,1%	64,3%	0,0%	7,1%	7,1%	0,0%	7,1%	3,6%	3,6%	0,0%	100%
Czech Republic	11,4%	68,6%	0,0%	1,4%	8,6%	2,9%	0,0%	2,9%	4,3%	0,0%	100%
Denmark	2,0%	16,7%	60,8%	2,0%	10,8%	2,9%	0,0%	0,0%	0,0%	4,9%	100%
Estonia	3,2%	46,0%	20,6%	6,3%	7,9%	11,1%	0,0%	4,8%	0,0%	0,0%	100%
Finland	9,5%	41,9%	18,1%	3,8%	7,6%	10,5%	1,0%	3,8%	2,9%	1,0%	100%
France	11,8%	67,1%	2,4%	5,4%	10,6%	0,0%	0,3%	0,7%	1,2%	0,5%	100%
Germany	10,4%	71,7%	0,8%	5,2%	6,4%	1,0%	1,0%	0,5%	2,8%	0,1%	100%
Greece	13,1%	36,0%	9,1%	12,6%	10,9%	1,1%	2,9%	6,9%	5,7%	1,7%	100%
Hungary	8,8%	61,0%	0,0%	7,0%	0,9%	0,9%	13,2%	3,5%	2,2%	2,6%	100%
Iceland	0,0%	85,7%	14,3%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	100%
Italy	14,2%	26,5%	33,1%	5,9%	5,3%	0,9%	3,9%	5,7%	3,9%	0,7%	100%
Latvia	3,8%	21,9%	63,8%	0,0%	1,0%	8,6%	1,0%	0,0%	0,0%	0,0%	100%
Liechtenstein	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0%

⁹ In accordance with Article 54(5) of the Regulation, the crew for technical equipment provided in accordance with Article 64 of the Regulation shall be taken into account as part of the contributions for short-term deployments provided by the Member States pursuant to Article 57 of the Regulation for the following year. With a view to preparing the relevant Management Board decision referred to in Article 54(4) of the Regulation, the Member State concerned shall inform the Agency about its intention to deploy the technical equipment with the corresponding crew by the end of January of each year.

¹⁰ The numbers presented in this column are the maximum to be taken into account as contributions to Category 3. The calculations have been made in accordance with the methodology presented in the subsequent pages on the basis of the record of what technical equipment Member States have informed about their intention to deploy (Table 7).

Lithuania	12,4%	40,1%	20,4%	5,8%	2,9%	5,8%	6,6%	3,6%	2,2%	0,0%	100%
Luxembourg	0,0%	35,7%	35,7%	3,6%	21,4%	0,0%	0,0%	0,0%	0,0%	3,6%	100%
Malta	9,5%	52,4%	23,8%	9,5%	4,8%	0,0%	0,0%	0,0%	0,0%	0,0%	100%
Netherlands	9,1%	55,4%	1,7%	4,6%	9,1%	0,6%	5,7%	3,4%	2,9%	7,4%	100%
Norway	14,3%	41,4%	0,0%	5,7%	11,4%	7,1%	7,1%	2,9%	5,7%	4,3%	100%
Poland	4,6%	73,7%	1,1%	2,3%	6,0%	1,4%	2,9%	3,1%	2,3%	2,6%	100%
Portugal	1,0%	50,5%	19,0%	10,5%	4,8%	3,8%	0,0%	10,5%	0,0%	0,0%	100%
Romania	5,3%	27,4%	42,2%	3,0%	2,7%	4,6%	11,0%	1,1%	1,1%	1,5%	100%
Slovakia	3,3%	63,4%	0,8%	0,8%	1,6%	3,3%	23,6%	3,3%	0,0%	0,0%	100%
Slovenia	6,5%	78,0%	0,0%	4,9%	3,3%	3,3%	1,6%	0,0%	1,6%	0,8%	100%
Spain	12,6%	47,8%	5,1%	8,5%	5,1%	4,6%	6,9%	5,7%	2,3%	1,3%	100%
Sweden	5,9%	46,2%	12,6%	5,0%	7,6%	2,5%	10,9%	0,0%	4,2%	5,0%	100%
Switzerland	44,6%	32,1%	0,0%	0,0%	7,1%	3,6%	5,4%	3,6%	0,0%	3,6%	100%
Total category 3	9,6%	53,3%	11,6%	5,4%	6,8%	2,3%	4,4%	2,9%	2,2%	1,5%	100%