

Chairmanship: Greece

**SPECIAL MEETING OF THE PERMANENT COUNCIL
(787th Plenary Meeting)**

1. Date: Tuesday, 22 December 2009

Opened: 4.20 p.m.

Closed: 4.50 p.m.

2. Chairperson: Ambassador M. Marinaki

3. Subjects discussed – Statements – Decisions/documents adopted:

Agenda item 1: DECISION ON APPROVAL OF THE 2010 UNIFIED
BUDGET

Chairperson

Decision: The Permanent Council adopted Decision No. 923 (PC.DEC/923) on approval of the 2010 Unified Budget, the text of which is appended to this journal.

Sweden-European Union (with the candidate countries Croatia, the former Yugoslav Republic of Macedonia and Turkey; the countries of the Stabilisation and Association Process and potential candidate countries Albania, Bosnia and Herzegovina, Montenegro and Serbia; the European Free Trade Association countries Iceland, Liechtenstein and Norway, members of the European Economic Area; as well as Armenia, Moldova and Ukraine, in alignment) (PC.DEL/1013/09), Belarus (interpretative statement, see attachment to the decision), United States of America, Canada (PC.DEL/1015/09), Russian Federation, Chairperson, Kazakhstan

Agenda item 2: DECISION ON THE SCALES OF CONTRIBUTIONS FOR
2010

Chairperson

Decision: The Permanent Council adopted Decision No. 924 (PC.DEC/924) on the Scales of Contributions for 2010, the text of which is appended to this journal.

Sweden-European Union (with the candidate countries Croatia, the former Yugoslav Republic of Macedonia and Turkey; the countries of the Stabilisation and Association Process and potential candidate countries Albania, Bosnia and Herzegovina, Montenegro and Serbia; the European Free Trade Association countries Iceland and Norway, members of the European Economic Area; as well as Moldova and Ukraine, in alignment) (PC.DEL/1014/09), United States of America (interpretative statement, see attachment 1 to the decision), Canada (interpretative statement, see attachment 2 to the decision)

Agenda item 3: REVIEW OF CURRENT ISSUES

None

Agenda item 4: ANY OTHER BUSINESS

Organizational matters: Chairperson

4. Next meeting:

To be announced

787th Plenary Meeting

PC Journal No. 787, Agenda item 1

**DECISION No. 923
APPROVAL OF THE 2010 UNIFIED BUDGET**

The Permanent Council,

- I. Acting in accordance with the relevant provisions of the Financial Regulations and Permanent Council Decision No. 553 of 27 June 2003,
 1. Approves the 2010 Unified Budget contained in Annex I;
 2. Approves the Post Table contained in Annex II;
- II. Decides to allocate EUR 400,000 from the 2009 Mission in Kosovo approved budget to the 2010 Human Rights and Communities Programme in the Mission in Kosovo in addition to the funds approved in Annex I,
- III. Taking into account relevant Ministerial Council Decisions, *inter alia*, No. 18/06 on further strengthening the effectiveness of OSCE executive structures and No. 19/06 on strengthening the effectiveness of the OSCE,

Underlining the oversight exercised by the participating States, and recalling Permanent Council Decision No. 552 of 27 June 2003, setting out the responsibilities of the Advisory Committee for Management and Finance (ACMF),

1. Reiterates its tasking to the ACMF, in co-ordination with the Secretary General, to improve further the programme and budget planning process within the OSCE;
2. Takes note of the latest version of the open-ended list of projects to be undertaken and funded within the 2010 Unified Budget, as contained in SEC.GAL/205/09, which may be supplemented by fund managers within their respective funds as appropriate in the course of 2010, and which should be updated and distributed to participating States twice in the course of the year;
3. Undertakes to intensify efforts, including throughout the Unified Budget cycle in 2010, to focus, streamline and prioritize the work of the Organization across the three dimensions in those areas where it has comparative advantage, and tasks the fund managers to ensure the coherence of their programme activities, in accordance with

the body of OSCE principles, commitments and decisions as well as their respective mandates;

IV. Recalling Ministerial Council Decisions Nos. 18/06 and 19/06, taking into account Permanent Council Decision No. 705 on the Common Regulatory Management System (CRMS), and striving to contribute to strengthening the efficiency, effectiveness and transparency of the Organization,

1. Reiterates the Secretary General's responsibility as Chief Administrative Officer of the Organization to implement duly the OSCE Financial and Staff Regulations and other decisions of the Permanent Council on financial and management issues, as well as to seek, obtain and execute relevant guidance from the Permanent Council in a timely fashion;
2. Tasks the ACMF to submit recommendations to the Permanent Council by the end of June 2010 on amendments to the OSCE's Financial Regulations;
3. Tasks the ACMF to submit recommendations to the Permanent Council by the end of April 2010 on possible improvements to the OSCE's Staff Regulations, to ensure that the Organization has in place the staffing mechanisms and necessary procedures, including with regard to transparent recruitment, to function efficiently and effectively, and, to this end, expressing its concern about the application of Article III of the Staff Regulations, requests the Secretary General to provide the participating States by the end of February 2010 with a report on the designation and recruitment of OSCE officials;
4. Welcoming the efforts of the ACMF to improve the efficiency and effectiveness of OSCE executive structures, in accordance with its terms of reference set out in Permanent Council Decision No. 552 of 27 June 2003, tasks the Secretary General to provide a report by the end of February 2010 on the state of implementation of relevant Permanent Council decisions pertaining to the management of the OSCE resources, and recommendations on outstanding issues to the ACMF;

V. Referring to the replacement of the OSCE network operating system (PC.ACMF/54/09 of 10 November 2009),

1. Takes note of the Secretariat's intention to propose the establishment of a separate fund for the financing of the replacement of the OSCE's network operating system, which will be subject to a separate Permanent Council decision regarding approval and funding modalities, and undertakes to consider this proposal in due course within the ACMF.

THE 2010 UNIFIED BUDGET

<u>Fund</u>	EUR
Main Programme	
Programme	
<u>I. FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS</u>	
<u>The Secretariat</u>	
Secretary General and Central Services	
A.1.1 Executive Management	1,085,100
A.1.2 Security Management	336,800
A.1.3 External Co-operation	640,400
A.1.4 Legal Services	483,900
A.1.5 Press and Public Information	1,126,200
B.4.1 Gender Issues	<u>318,300</u>
Total	3,990,700
Chairman-in-Office	
A.1.1 Short Term Mission/Visits of CiO and PR of the CiO	300,000
A.1.2 Advisory Committee on Management and Finance (ACMF)	15,000
A.1.3 Panel of Adjudicators	40,000
A.1.4 Audit Committee	50,000
A.1.5 External Auditors	<u>100,000</u>
Total	505,000
Internal Oversight	
A.1.1 Internal Oversight	<u>1,235,600</u>
Total	1,235,600
Strategic Police Matters	
B.1.1 Strategic Police Matters Unit	<u>807,300</u>
Total	807,300
Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings	
B.4.1 Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings	<u>860,300</u>
Total	860,300
Action Against Terrorism Unit	
B.1.1 Action Against Terrorism	<u>791,300</u>
Total	791,300

THE 2010 UNIFIED BUDGET (continued)

Fund	EUR
Main Programme	
Programme	
Activities Relating to the Economic and Environmental Aspects of Security	
B.2.1 Co-ordinator of OSCE Economic and Environmental Activities	1,353,300
B.2.2 Economic and Environmental Forum	<u>473,400</u>
Total	1,826,700
Conflict Prevention	
A.1.1 CPC Direction and Management	374,600
A.1.2 Policy Support Service	806,600
A.1.3 Operations Service	628,800
A.1.4 Operations Service/Borders Team	341,500
A.1.5 Programming and Evaluation Support Unit	301,600
B.1.1 FSC Chairmanship	35,000
B.1.2 FSC Support	447,400
B.1.3 Communications Network	<u>510,800</u>
Total	3,446,300
Human Resources Management	
A.2.1 HR Direction and Management	435,800
A.2.2 Personnel Management and Payroll Administration	1,021,300
A.2.4 Recruitment	619,000
A.2.5 Training Section	1,036,700
A.2.3 Common Staff Costs	<u>1,764,900</u>
Total	4,877,700
Department of Management and Finance	
A.2.1 DMF Direction and Management	303,300
A.1.1 Conference and Language Services	4,834,300
A.2.2 Budget and Internal Control Services	620,900
A.2.3 Financial Accounting and Treasury Services	877,600
A.2.4 Information and Communication Technology Services	1,987,900
A.2.5 Mission Support Service	1,507,500
A.2.6 Secretariat Common Operational Costs	3,279,100
A.2.7 Prague Office	<u>388,800</u>
Total	13,799,400
Total for the Secretariat	32,140,300
<u>Office for Democratic Institutions and Human Rights</u>	
A.1.1 Direction and Policy	1,240,600
A.2.1 Fund Administration Unit	1,791,700

THE 2010 UNIFIED BUDGET (continued)

Fund	Main Programme	EUR
Programme		
A.2.2	Common Operational Costs	951,400
B.3.1	Human Dimension Meetings	736,000
B.3.2	Democratization	1,341,500
B.3.3	Human Rights	1,094,600
B.3.4	Elections	6,532,200
B.3.5	Tolerance and Non-Discrimination	1,240,800
B.3.6	Roma and Sinti Issues	<u>524,400</u>
	Total	15,453,200
 <u>High Commissioner on National Minorities</u>		
A.2.1	Fund Administration Unit	367,600
A.2.2	Common Operational Costs	172,200
B.1.1	Office of the High Commissioner	<u>2,777,700</u>
	Total	3,317,500
 <u>Representative on Freedom of the Media</u>		
A.1.1	Freedom of the Media	<u>1,392,600</u>
	Total	1,392,600
 TOTAL FOR FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS		 52,303,600
 <u>II. FUNDS RELATED TO OSCE FIELD OPERATIONS</u>		
AUGMENTATION		
<u>Augmentations</u>		
Secretariat Augmentations		
A.1.1	Press and Public Information	241,200
A.1.2	Internal Oversight	271,400
A.1.3	Policy Support Service	369,000
A.1.4	Operations Service	166,200
A.2.1	Personnel Management and Payroll Administration	288,500
A.2.2	Recruitment	472,800
A.2.3	Budget and Internal Control Services	352,800
A.2.4	Financial Accounting and Treasury Services	500,800
A.2.5	Information and Communication Technology Services	1,334,800
A.2.6	Mission Support Service	<u>1,017,400</u>
	Total	5,014,900

THE 2010 UNIFIED BUDGET (continued)

Fund	EUR
Main Programme	
Programme	
ODIHR Augmentation	
B.3.1 ODIHR Democratization	226,800
Total	226,800
Total for Augmentations	5,241,700
TOTAL FOR AUGMENTATIONS	5,241,700
SOUTH-EASTERN EUROPE	
<u>Mission in Kosovo</u>	
A.1.1 Office of Head of Mission	3,800,000
A.2.1 Fund Administration Unit	3,163,800
A.2.2 Common Operational Costs	4,735,900
B.1.1 Security and Public Safety	1,303,200
B.3.1 Democratization	3,408,500
B.3.2 Human Rights and Communities	7,135,200
Total	23,546,600
<u>Tasks in Bosnia and Herzegovina</u>	
A.1.1 Office of Head of Mission	1,650,200
A.2.1 Fund Administration Unit	1,947,600
A.2.2 Common Operational Costs	3,305,800
B.1.1 Security Co-operation	704,600
B.3.1 Human Dimension	7,464,200
Total for the Mission	15,072,400
Regional Stabilization/Arms Control	
B.1.1 Implementation of Article IV	205,900
Total Regional Stabilization/Arms Control	205,900
Grand Total	15,278,300
<u>Office in Zagreb</u>	
A.1.1 Office of Head of Mission	229,400
A.2.1 Fund Administration Unit	297,100
A.2.2 Common Operational Costs	531,800
B.3.1 War Crimes Monitoring	406,500
B.3.2 Housing Care Implementation	148,600
Total	1,613,400

THE 2010 UNIFIED BUDGET (continued)

Fund	EUR
Main Programme	
Programme	
<u>Mission to Serbia</u>	
A.1.1 Office of Head of Mission	997,100
A.2.1 Fund Administration Unit	790,200
A.2.2 Common Operational Costs	1,533,700
B.1.1 Police Affairs	1,794,000
B.3.1 Democratization	1,216,100
B.3.2 Media	416,800
B.3.3 Rule of Law and Human Rights	<u>1,184,200</u>
Total	7,932,100
<u>Presence in Albania</u>	
A.1.1 Office of Head of Mission	717,200
A.2.1 Fund Administration Unit	427,600
A.2.2 Common Operational Costs	946,500
B.1.1 Security Co-operation	223,600
B.2.1 Governance in Economic and Environmental Issues	259,600
B.3.1 Democratization	403,200
B.3.2 Rule of Law and Human Rights	<u>318,500</u>
Total	3,296,200
<u>Spillover Monitor Mission to Skopje</u>	
A.1.1 Office of Head of Mission	1,284,800
A.2.1 Fund Administration Unit	1,115,800
A.2.2 Common Operational Costs	1,441,200
B.1.1 Police Development	1,802,000
B.3.1 Rule of Law	1,453,100
B.4.1 Monitoring and Good Governance	<u>1,263,800</u>
Total	8,360,700
<u>Mission to Montenegro</u>	
A.1.1 Office of Head of Mission	354,400
A.2.1 Fund Administration Unit	235,900
A.2.2 Common Operational Costs	437,400
B.1.1 Police Affairs	464,100
B.1.2 Politico-Military Activities	41,000
B.3.1 Democratization	460,100
B.3.2 Media	125,700
B.3.3 Rule of Law and Human Rights	<u>273,500</u>
Total	2,392,100
TOTAL FOR SOUTH-EASTERN EUROPE	62,419,400

THE 2010 UNIFIED BUDGET (continued)

Fund	EUR
Main Programme	
Programme	
EASTERN EUROPE	
<u>Mission to Moldova</u>	
A.1.1 Office of Head of Mission	377,600
A.2.1 Fund Administration Unit	207,600
A.2.2 Common Operational Costs	457,400
B.1.1 Conflict Prevention/Resolution	463,500
B.3.1 Human Rights Monitoring/Democratization	302,300
B.3.2 Anti-Trafficking/Gender	<u>275,500</u>
Total	2,083,900
<u>Project Co-ordinator in Ukraine</u>	
A.1.1 Office of Head of Mission	213,300
A.2.1 Fund Administration Unit	259,800
A.2.2 Common Operational Costs	446,600
B.3.1 Democratization and Good Governance	255,600
B.3.2 Rule of Law and Human Rights	849,700
B.4.1 Economic, Environmental and Politico-Military Projects	<u>727,300</u>
Total	2,752,300
<u>Office in Minsk</u>	
A.1.1 Office of Head of Mission	205,600
A.2.1 Fund Administration Unit	156,700
A.2.2 Common Operational Costs	193,600
B.2.1 Economic and Environmental Activities	252,100
B.3.1 Institution Building, Rule of Law and Civil Society	<u>361,100</u>
Total	1,169,100
<u>Representative to the Latvian-Russian Joint Commission on Military Pensioners</u>	
A.1.1 Office of Head of Mission	<u>9,300</u>
Total	9,300
TOTAL FOR EASTERN EUROPE	6,014,600
CAUCASUS	
<u>Office in Yerevan</u>	
A.1.1 Office of Head of Mission	307,700
A.2.1 Fund Administration Unit	195,600
A.2.2 Common Operational Costs	395,000
B.1.1 Politico-Military Activities	507,700

THE 2010 UNIFIED BUDGET (continued)

Fund	Main Programme	EUR
Programme		
B.2.1	Economic and Environmental Activities	492,400
B.3.1	Democratization	279,300
B.3.2	Human Rights	285,700
B.4.1	Good Governance	<u>325,500</u>
	Total	2,788,900
 <u>Office in Baku</u>		
A.1.1	Office of Head of Mission	238,700
A.2.1	Fund Administration Unit	206,500
A.2.2	Common Operational Costs	531,500
B.1.1	Politico-Military Activities	615,300
B.2.1	Economic and Environmental Activities	366,200
B.3.1	Democratization	404,200
B.3.2	Rule of Law and Human Rights	<u>427,500</u>
	Total	2,789,900
 <u>High-Level Planning Group</u>		
A.1.1	Office of Head of Mission	<u>245,000</u>
	Total	245,000
 <u>The Minsk Process</u>		
A.1.1	Office of Head of Mission	953,300
	Total	953,300
 <u>Personal Representative of the CiO on the Conflict dealt with by the Minsk Conference</u>		
A.1.1	Office of Head of Mission	581,600
A.2.1	Fund Administration Unit	188,700
A.2.2	Common Operational Costs	<u>373,500</u>
	Total	1,143,800
	TOTAL FOR CAUCASUS	7,920,900
 CENTRAL ASIA		
<u>Centre in Astana</u>		
A.1.1	Office of Head of Mission	251,000
A.2.1	Fund Administration Unit	217,900
A.2.2	Common Operational Costs	393,000
B.1.1	Politico-Military Activities	432,200
B.2.1	Economic and Environmental Activities	458,600

THE 2010 UNIFIED BUDGET (continued)

Fund	Main Programme	EUR
Programme		
B.3.1	Human Dimension Activities	435,500
	Total	2,188,200
	<u>Centre in Ashgabat</u>	
A.1.1	Office of Head of Mission	249,900
A.2.1	Fund Administration Unit	166,600
A.2.2	Common Operational Costs	243,100
B.1.1	Conflict Prevention and Confidence- and Security-Building	261,000
B.2.1	Economic and Environmental Activities	213,100
B.3.1	Human Dimension Activities	268,000
	Total	1,401,700
	<u>Centre in Bishkek</u>	
A.1.1	Office of Head of Mission	656,700
A.2.1	Fund Administration Unit	285,000
A.2.2	Common Operational Costs	583,700
B.1.1	Politico-Military Activities	1,137,200
B.2.1	Economic and Environmental Activities	881,400
B.3.1	Human Dimension Activities	836,600
B.4.1	Police Reform Programme	1,099,800
	Total	5,480,400
	<u>Project Co-ordinator in Uzbekistan</u>	
A.1.1	Office of Head of Mission	185,400
A.2.1	Fund Administration Unit	85,400
A.2.2	Common Operational Costs	241,600
B.1.1	Politico-Military Activities	394,000
B.2.1	Economic and Environmental Activities	484,200
B.3.1	Human Dimension Activities	477,700
	Total	1,868,300
	<u>Office in Tajikistan</u>	
A.1.1	Office of Head of Mission	1,019,700
A.2.1	Fund Administration Unit	449,200
A.2.2	Common Operational Costs	1,329,100
B.1.1	Political and Military Aspects of Security	1,158,400
B.2.1	Economic and Environmental Activities	967,000
B.3.1	Human Dimension Activities	1,002,800
	Total	5,926,200
	TOTAL FOR CENTRAL ASIA	16,864,800

THE 2010 UNIFIED BUDGET (continued)

<u>Fund</u>	
Main Programme	EUR
Programme	
TOTAL FOR FUNDS RELATED TO OSCE FIELD OPERATIONS	98,461,400
TOTAL OSCE UNIFIED BUDGET	150,765,000

POST TABLE

Fund			
Main Programme	Post	Number	
Programme	Grade	of Posts	Note
Post Title			
<u>The Secretariat</u>			
Secretary General and Central Services			
A.1.1 Executive Management			
Secretary General	SG	1	
Director, Office of the Secretary General	D1	1	
Senior Adviser	P4	1	
Senior Co-ordination Officer	P4	1	
Senior Policy and Planning Adviser	P4	1	
Executive Officer	S	1	
Personal Assistant to the SG	S	1	
Policy and Planning Officer	S	1	
Senior Assistant, OSG	G7	1	
Senior Political/Administrative Assistant	G6	1	
Secretary, OSG	G5	1	
Driver	G3	1	
A.1.2 Security Management			
Head, Security Management	P5	1	
Field Security Officer	P3	1	
Protective Services Officer	P2	1	
Administrative Assistant	G4	1	
A.1.3 External Co-operation			
Head, External Co-operation Section	P5	1	
Senior External Co-operation Officer	P4	2	
External Co-operation Officer	P3	1	
External Co-operation Officer	S	1	
Senior External Co-operation Assistant	G6	1	
Secretary	G4	1	
A.1.4 Legal Services			
Senior Legal Adviser	P5	1	
Legal Adviser	P4	1	
Legal Officer	P3	2	
Legal Officer	S	2	
Legal Assistant	G5	1	
Administrative Clerk	G3	1	Change to Full-Time

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
A.1.5 Press and Public Information			
Spokesperson/Head of Press and Public Information	P5	1	
Public Website Manager	P4	1	
Deputy Spokesperson/Deputy Head of PPIS Editor	P4	1	
	P3	1	
Press and Public Information Officer	P3	2	
Web Architect	P3	1	
Assistant Web Developer	P1	1	
Press and Public Information Assistant	G5	1	
Website Assistant	G5	1	
B.4.1 Gender Issues			
Senior Adviser on Gender Issues	P5	1	
Adviser on Gender Issues	P3	1	
Adviser on Gender Issues	S	1	
Gender Officer	S	1	
Administrative/Programme Assistant	G5	1	
Internal Oversight			
A.1.1 Internal Oversight			
Director of Internal Oversight	D2	1	
Head, Evaluation and Mgt Audit Services/Deputy Director	P5	1	
Head, Internal Audit/Deputy Director	P5	1	
Senior Auditor	P4	1	
Senior Investigator	P4	1	
Senior Evaluator	P4	1	
Auditor	P3	2	
Senior Auditing Assistant	G6	2	
Strategic Police Matters			
B.1.1 Strategic Police Matters Unit			
Senior Police Adviser/Head, SPMU	S	1	
Deputy Head of SPMU, Community Police Adviser	P5	1	
Police Affairs Officer on Combating Illicit Drugs	P4	1	
Police Affairs Officer, Training Adviser	P4	1	
Information Management Officer	P3	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	
Programme	Grade	of Posts	Note
Post Title			
Police Affairs Officer, Adviser on Combating THB	S	1	
Police Affairs Officer, Adviser on Fight against Crime	S	1	
Police Affairs Officer, Adviser on Research and Analysis	S	1	
Political Affairs Officer, Police Matters	S	1	
Senior Information Management Assistant	G7	1	
Senior Secretary	G5	1	
Administrative Assistant	G4	1	
Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings			
B.4.1 Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings			
Special Representative	D2	1	
Senior Adviser	P4	1	
Adviser	P3	2	
Programme Officer	P3	1	
Deputy Co-ordinator, Combating Trafficking in Human Beings	S	1	
Executive Officer	S	1	
Public Information Officer	S	1	
Administrative Assistant	G5	1	
Senior Secretary	G5	1	
Action against Terrorism Unit			
B.1.1 Action against Terrorism			
Head on Anti-Terrorism Issues	S	1	
Programme Co-ordinator	P4	1	
Senior Programme Officer	P4	1	
Programme Officer	P3	1	
Associate Programme Officer	P2	1	
Assistant Programme Officer	P1	3	
Adviser on Anti-Terrorism Issues	S	1	
Counter Terrorism Officer	S	1	
Project Assistant	G5	1	Upgrade
Administrative Assistant	G4	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Activities Relating to the Economic and Environmental Aspects of Security			
B.2.1 Co-ordinator of OSCE Economic and Environmental Activities			
Co-ordinator of OSCE Economic and Environmental Activities	D2	1	
Deputy Co-ordinator/Head, Economic Activities	P5	1	
Deputy Co-ordinator/Head, Environmental Activities	P5	1	
Senior Economic Officer	P4	1	
Economic/Environmental Affairs Officer	P3	1	
Economic Adviser	P3	1	
Economic and Environmental Adviser	P3	1	
Environmental Programme Officer	P3	1	
Environmental Officer	P2	1	
Economic Affairs Officer	S	2	
Economic and Environmental Adviser	S	1	
Economic Programme Officer	S	1	
Environmental Adviser	S	1	
Special Adviser	S	1	
Executive Secretary	G6	1	
Administrative Assistant	G5	1	
Project Secretary	G4	1	
Administrative Clerk	G3	1	
Conflict Prevention			
A.1.1 CPC Direction and Management			
Director of the Conflict Prevention Centre	D2	1	
Planning and Co-ordination Officer	P3	1	
Senior Secretary	G5	1	
Secretary	G4	1	
A.1.2 Policy Support Service			
Deputy Director for Policy Support Service	P5	1	
Senior Policy Support Officer	P4	3	
Policy Support Officer	P3	2	
Policy Support Officer	S	5	
Senior Policy Support Assistant	G6	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Secretary	G4	1	
A.1.3 Operations Service			
Deputy Director for Operations Service	P5	1	
Senior Operational Adviser	P4	1	
Operational Support Officer	P3	1	
Analyst/Researcher	S	1	
Chief, Situation/Communications Room	S	1	
Operational Support Officer	S	1	
Deputy Chief, Situation/Communications Room	G6	1	
Administrative/Programme Assistant	G5	1	
Duty Officer	G5	2	
A.1.4 Operations Service/Borders Team			
Senior Border Issues Adviser	S	1	
Customs Adviser	P3	1	
Programme Management Officer	P3	1	
Border Adviser	P2	1	
Border Adviser	S	1	
A.1.5 Programming and Evaluation Support Unit			
Head/Programming and Evaluation Support Unit	P4	1	
Associate Project Co-ordination Officer	P2	1	
Associate Project/Programme Evaluation Officer	P2	1	
Senior Project Assistant	G6	1	
B.1.2 FSC Support			
Senior FSC Support Officer	P4	1	
CSBM Officer	P3	1	
CSBM/Projects Officer	P3	1	
Associate Project Support Officer	P2	1	
FSC Support Officer	S	1	
Programme Assistant	G5	1	
B.1.3 Communications Network			
Senior Communications Network Officer	P4	1	

POST TABLE (continued)

Fund	Main Programme	Post Grade	Number of Posts	Note
Programme				
Post Title				
	Network Management Officer	P3	1	
	Senior Network Management Assistant	G6	1	
Human Resources Management				
A.2.1 HR Direction and Management				
	Director for Human Resources	D2	1	
	Planning and Co-ordination Officer	P3	1	
	Senior Secretary	G5	1	
A.2.2 Personnel Management and Payroll Administration				
	Chief, Personnel Section	P5	1	
	Senior Personnel Officer, Payroll and ERP System	P4	1	Upgrade
	Personnel Officer	P3	1	
	Senior Personnel Assistant	G7	1	Upgrade
	Senior Payroll Assistant	G6	2	
	Senior Personnel Assistant	G6	3	
	Payroll Assistant	G5	1	
	Personnel Assistant	G4	1	
	Personnel Assistant	G4	1	New Post
	Personnel Clerk	G3	1	
A.2.4 Recruitment				
	Deputy Director/Chief Recruitment Section	P5	1	
	Senior Recruitment Project Officer	S	1	
	Senior Recruitment Assistant	G6	3	
A.2.5 Training Section				
	OSCE Training Co-ordinator	P4	1	
	Senior Training Officer	P4	1	
	Training Officer	P3	2	
	Training Officer	S	1	
	Senior Training Assistant	G6	1	
	IRMA Training Assistant	G5	1	
	Training Assistant	G5	1	
	Training Clerk	G3	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	
Programme	Grade	of Posts	Note
Post Title			
Department of Management and Finance			
A.2.1 DMF Direction and Management			
Director for Management and Finance	D2	1	
Senior Administrative Assistant	G6	1	Upgrade
Senior Administrative/Finance Assistant	G6	1	
A.1.1 Conference and Language Services			
Deputy Director for Conference Services	P5	1	
Chief, Language Services Section	P4	1	
Conference Officer	P3	1	
Senior Language Services Assistant	G6	1	
Senior Meetings Assistant	G6	3	
Supervisor, Meetings Support and Documents Unit	G6	1	
Supervisor, Text Control and Processing Unit	G6	1	
Administrative Assistant	G5	1	
Assistant Supervisor, Documents Control	G5	1	
Assistant Supervisor, Meetings Support and Documents Unit	G5	1	
Protocol Assistant	G5	1	
Administrative Secretary	G4	2	
Support Services Assistant	G4	1	
Technical Assistant	G4	1	
Text Control and Reference Assistant	G4	1	
Word Processing Operator	G4	9.5	
Documents and Meetings Support Assistant	G4	4	
Meetings Support Services Clerk	G3	1	
A.2.2 Budget and Internal Control Services			
Deputy Director for Budget and Internal Control Services	P5	1	
Senior Budget Officer	P4	1	
Senior Finance Systems and Business Process Co-ordination Officer	P4	1	Upgrade
Budget Officer	P3	1	
Financial Policy and Control Analyst	P3	1	
IRMA Focal Point, Contracting and Materials Management	P3	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	
Programme	Grade	of Posts	Note
Post Title			
A.2.3 Financial Accounting and Treasury Services			
Head, Financial, Accounting and Treasury Services	P5	1	
Chief, Accounts Unit	P4	1	
Treasurer	P4	1	
Senior Finance Officer, Extrabudgetary Contributions	P4	1	Upgrade
Associate Treasury Officer	P2	1	
Senior Finance Assistant	G7	1	
Senior Accounting Assistant	G6	1	
Senior Treasury Assistant	G6	2	
A.2.4 Information and Communication Technology Services			
Head, Information Technology Services	P5	1	
Chief, Information Management	P4	1	
Chief, Information Systems	P4	1	
Chief, Infrastructure Support	P4	1	
ICT System and Security Architect	P4	1	
Chief, Communications Unit	P3	1	
Information Management Officer	P3	1	
Senior Information Technology Assistant	G7	1	
Senior ERP Applications Assistant	G7	2	
Senior Information Technology Assistant	G6	3	
Senior IT Assistant, Database Administrator	G6	1	
Senior Programme Assistant	G6	1	Upgrade
Senior Programming Assistant	G6	1	
Senior Records Management Assistant	G6	1	
Information Technology User Support Assistant	G5	3	
Information Technology Clerk	G3	1	
A.2.5 Mission Support Service			
Deputy Director for Materials Management	P5	1	
Chief, Asset Management Unit	P4	1	
Chief, Procurement and Contracting Unit	P4	1	
Materials Management Officer	P3	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Procurement Officer	P3	1	Change from Programme DMF Direction and Management
Chief, Building Support Services	P3	1	
Chief, Support Services	P3	1	Change from Programme Conference and Language Services
Associate Asset Management Officer	P2	1	
Associate Procurement Officer	P2	1	
Senior Asset Management Assistant	G6	1	
Senior Building Maintenance Assistant	G6	2	
Senior Travel Assistant	G6	1	
Administrative Assistant	G5	1	
Asset Management Assistant	G5	1	
Mission Support Assistant	G5	1	
Registry and Documents Assistant	G4	3	
Receptionist	G3	1	
A.2.6 Secretariat Common Operational Costs			
Security Guard	G3	2	New Post
Driver	G2	2	
Cleaner	G1	7	
A.2.7 Prague Office			
Head of Office and Officer-in-Charge of Meetings	S	1	
Senior Documentation and Information Assistant	G7	1	
Senior Finance and Administrative Assistant	G6	1	
Senior Information Technology Assistant	G6	1	
Administrative Secretary	G5	1	
Archives Assistant	G5	1	
Information Technology Assistant	G4	1	
Cleaner/Photocopier	G1	1	
<u>The Secretariat Total</u>		<u>294.5</u>	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	
Programme	Grade	of Posts	Note
Post Title			
<u>Office for Democratic Institutions and Human Rights</u>			
A.1.1 Direction and Policy			
Director of the ODIHR	D/ODI	1	
First Deputy Director of the ODIHR	D1	1	
Second Deputy Director of the ODIHR	P5	1	
Project Co-ordinator	P4	1	
Spokesperson/Senior Press and Public Information Officer	P4	1	
Editor	P3	1	
Web Editor	P2	1	
Senior Political Adviser	S	1	
Special Adviser	S	2	
Executive Assistant	G7	1	
Administrative Assistant/Human Dimension Meetings Assistant	G5	1	
Press and Public Affairs Assistant	G5	1	
A.2.1 Fund Administration Unit			
Chief of Finance/Deputy Head, Common Services	P4	1	
Chief, Human Resources Unit	P3	1	
Chief, Information Technology Unit	P3	1	
Logistics and Security Officer	P3	1	
Finance Co-ordinator	P3	1	Upgrade
Associate Procurement Officer	P2	1	
Finance Officer	P2	1	
Associate Procurement and Contracting Officer, EOM	P2	2	New Post
Associate Documents and Records Management Officer	P2	1	New Post
Senior Administrative Assistant	G7	1	
Senior Finance Assistant	G7	1	
Senior Finance Assistant	G6	1	Upgrade
Senior Information Technology Assistant	G6	1	
Senior IT Assistant	G6	2	
Senior Personnel Assistant	G6	1	
Senior Procurement and Contracting Assistant, EOM	G6	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Senior Procurement/Asset Management Assistant	G6	1	
Senior Recruitment Assistant	G6	1	
Senior Budget Assistant	G6	1	Upgrade
Administrative Assistant	G5	1	
Budget Assistant	G5	7	
Documents and Records Management Assistant	G5	1	
Finance Assistant	G5	1	
IT Assistant, Service Delivery	G5	1	
Logistics and Shipping Assistant	G5	1	
Meetings and Building Services Assistant	G5	1	
Personnel/Training Assistant	G5	1	
Procurement Assistant	G5	1	New Post
Procurement/Travel Assistant	G5	1	
Supply Assistant	G5	1	Upgrade
Treasury Assistant	G5	1	
Documents and Records Management Assistant	G4	1	
IT User Support Assistant	G4	1	
Front Office Clerk	G3	2.5	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	1	
B.3.1 Human Dimension Meetings			
Human Dimension Meetings Officer	P2	1	
Senior Human Dimension Meetings Assistant	G6	1	
B.3.2 Democratization			
Head, Democratization Department	P5	1	
Chief, Democratic Governance and Participation Unit	P4	1	
Chief, Legislative Support Unit	P4	1	
Chief, Rule of Law Unit	P4	1	
Adviser on Gender Issues	P3	1	
Legislative Support Officer	P3	1	
Legislative Support Officer	P3	1	New Post
Migration/Freedom of Movement Adviser	P3	2	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Deputy Chief, Rule of Law Unit	P3	1	New Post
Democratic Governance Officer	P2	1	
Gender Officer	P2	1	
Democratic Governance Officer	S	1	
Legal Officer	S	1	
Rule of Law Officer	S	3	
Senior Administrative Assistant	G6	1	
Senior Administrative/Project Assistant	G6	1	
Administrative Assistant	G5	2	
B.3.3 Human Rights			
Head, Human Rights Department	P5	1	
Deputy Head, Human Rights Department	P4	1	
Senior Anti-Trafficking Adviser	P4	1	
Adviser on Anti-Terrorism Issues	P3	1	
Human Rights Adviser	P3	3	
Anti-Trafficking Officer	P2	1	
Adviser on Anti-Trafficking Issues	S	1	
Human Rights Adviser	S	1	
Human Rights Officer	S	2	
Senior Administrative Assistant	G6	1	
Administrative Assistant	G5	2	
B.3.4 Elections			
Head, Elections Department	P5	1	
Deputy Head for Operations, Elections Department	P4	1	
Deputy Head, Post-Election Follow-Up and Implementation	P4	1	
Senior Election Adviser	P4	1	
Senior Adviser on New Voting Technologies	P4	1	New Post
Election Adviser	P3	6	
Technical Assistance Adviser	S	1	
Senior Documents Control/Information Management Assistant	G7	1	
Senior Administrative Assistant	G6	1	
Administrative Assistant	G5	1	
Administrative/Travel Assistant	G5	1	
Administrative Assistant	G4	0.5	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
B.3.5 Tolerance and Non-Discrimination			
Head, Tolerance and Non-Discrimination	P5	1	
Deputy Head, Tolerance and Non-Discrimination	P4	1	
Adviser on Combating Racism, Xenophobia and Discrimination	P3	3	
Information Management Adviser	P3	1	
Hate Crime Officer	P3	1	Upgrade
Assistant System Analyst	P1	1	
Adviser on Civil Society Relations	S	1	
Adviser, Freedom of Religion or Belief	S	1	
Hate Crime Officer	S	1	
Senior Administrative Assistant	G6	1	
Senior Library Assistant	G6	1	
Administrative Assistant	G5	1	
Administrative Assistant	G4	1	
B.3.6 Roma and Sinti Issues			
Senior Adviser on Roma and Sinti Issues	P4	1	
Adviser on Roma and Sinti Issues	P3	1	
Officer on Roma and Sinti Issues	P2	2	
Administrative Assistant	G5	1	
<u>Office for Democratic Institutions and Human Rights Total</u>		<u>133</u>	
<u>High Commissioner on National Minorities</u>			
A.2.1 Fund Administration Unit			
Senior Administrative Officer	P4	1	
Information Technology Specialist	P3	1	
Senior Administrative Assistant	G7	1	
Procurement Assistant	G5	1	
B.1.1 Office of the High Commissioner			
High Commissioner	HCNM	1	Change from Programme Office of High Commissioner
Director	D1	1	Change from Programme Office of High Commissioner
Head of Section/Senior Adviser	P5	2	Change from Programme Office of High Commissioner

POST TABLE (continued)

Fund	Main Programme	Post Grade	Number of Posts	Note
	Political Adviser	P4	1	Change from Programme Office of High Commissioner
	Senior Adviser	P4	2	New Post
	Senior Adviser	P4	2	Change from Programme Office of High Commissioner
	Senior Legal Adviser	P4	2	Change from Programme Office of High Commissioner
	Legal Adviser	P3	1	Change from Programme Office of High Commissioner
	Political Adviser	P3	1	Change from Programme Office of High Commissioner
	Project Officer	P3	1	Change from Programme Conflict Prevention Activities
	Legal Officer	S	1	Change from Programme Office of High Commissioner
	Project Officer	S	2	Change from Programme Conflict Prevention Activities
	Secretary HCNM	S	1	Change from Programme Office of High Commissioner
	Personal Adviser	S	1	Change from Programme Office of High Commissioner
	Administrative Assistant	G5	1	Change from Programme Office of High Commissioner
	Editorial Assistant	G5	1	Change from Programme Office of High Commissioner
	Information Assistant	G5	1	Change from Programme Office of High Commissioner
	Project Assistant	G5	2	Change from Programme Conflict Prevention Activities
	Administrative Secretary	G4	1	Change from Programme Office of High Commissioner
	Secretary	G4	1	Change from Programme Office of High Commissioner
	<u>High Commissioner on National Minorities</u>		<u>30</u>	
	<u>Total</u>			

POST TABLE (continued)

Fund			
Main Programme	Post	Number	
Programme	Grade	of Posts	Note
Post Title			
<u>Representative on Freedom of the Media</u>			
A.1.1 Freedom of the Media			
Representative on Freedom of the Media	RFOM	1	Change from Programme Office of Representative
Director of the Office/Principal Adviser	D1	1	Change from Programme Office of Representative
Senior Adviser	P4	1	Upgrade, Change from Programme Freedom of the Media
Adviser	P2	1	Change from Programme Office of Representative
Adviser	P2	1	Change from Programme Freedom of the Media
Project Officer	P2	1	Change from Programme Office of Representative
Assistant Research Officer	P1	1	Change from Programme Freedom of the Media
Project Co-ordinator	S	1	Change from Programme Freedom of the Media
Senior Adviser	S	1	Change from Programme Office of Representative
Senior Adviser	S	4	Change from Programme Freedom of the Media
Senior Administrative Assistant	G7	1	Change from Programme Office of Representative
Senior Project Assistant	G6	1	Change from Programme Freedom of the Media
Programme Secretary	G4	1	Change from Programme Freedom of the Media
<u>Representative on Freedom of the Media</u>		<u>16</u>	
<u>Total</u>			
<u>Augmentations</u>			
Secretariat Augmentations			
A.1.1 Press and Public Information			
Press and Public Information Officer	P3	1	
Web Editor	P3	2	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
A.1.2 Internal Oversight			
Auditor	P3	1	
Senior Administrative Assistant	G6	1	
Senior Auditing Assistant	G6	1	
A.1.3 Policy Support Service			
Senior Policy Support Officer	P4	2	
Policy Support Officer	P3	1	
Senior Policy Support Assistant	G6	1	
A.1.4 Operations Service			
Duty Officer	G5	3	
A.2.1 Personnel Management and Payroll			
Administration			
Personnel Officer	P3	1	
Personnel Assistant	G5	2	
Payroll Assistant	G4	1	
Personnel Clerk	G3	1	
A.2.2 Recruitment			
Recruitment Officer	P3	2	
Senior IRMA HR Support Assistant	G7	1	
Recruitment Assistant	G5	2	
Recruitment Assistant	G4	2	
Recruitment Clerk	G3	0.5	
A.2.3 Budget and Internal Control Services			
Senior Officer, BICS	P4	1	
Budget Officer	P3	1	
Associate FAU Support Officer	P2	1	
Budget Assistant	G5	2	
A.2.4 Financial Accounting and Treasury			
Services			
Associate Finance Officer	P2	1	
Budget Assistant, Extrabudgetary	G5	1	
Contributions			
Finance Assistant	G5	1	
Treasury Assistant	G5	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Finance Assistant	G4	5	
A.2.5 Information and Communication Technology Services			
Chief, ICT Service and Support Section	P4	1	Upgrade
Associate Computer Information Systems Officer	P2	1	
Senior Information Technology Assistant	G7	1	
Senior Programming Assistant	G7	1	
Senior System Administration Assistant	G7	1	
Senior ERP Applications Assistant	G7	1	
Senior Communications Assistant	G6	1	
Senior Documents and Information Assistant	G6	1	
Senior Information Technology Assistant	G6	2	
Senior Programming Assistant	G6	2	
Information Technology User Support Assistant	G5	2	
ICT User Support Assistant	G5	2	
A.2.6 Mission Support Service			
Contracts Officer	P3	1	
Procurement Officer	P3	1	
Travel Officer	P3	1	
Senior Asset Management Assistant	G6	1	
Senior Contracts Assistant	G6	1	
Senior Freight Distribution Control Assistant	G6	1	
Senior Insurance Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Building Support Assistant	G5	1	
Procurement Assistant	G5	1	
Procurement Information Assistant	G5	1	
Property Control Assistant	G5	1	
Asset/Warehouse Assistant	G4	1	
Mail Processing Assistant	G4	1	
Transport Dispatcher	G3	1	
Manual Worker	G2	1	
Messenger	G2	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	
Programme	Grade	of Posts	Note
Post Title			
ODIHR Augmentation			
B.3.1 ODIHR Democratization			
Deputy Head, Democratization Department	P4	1	
<u>Augmentations Total</u>		<u>73.5</u>	
<u>Mission in Kosovo</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HOM	1	
Deputy Head of Mission	DHOM	1	
Senior Co-ordination Officer	P5	1	
Chief of Mission Security	P4	1	
Head of Legal Affairs	P4	1	
Mission Spokesperson	P4	1	New Post
Deputy Chief Mission Security	P3	1	
Mission Internal Oversight Officer	P3	1	
Security Officer	P2	5	
Special Assistant to the Head of Mission	P2	1	
Planning and Co-ordination Officer	P1	1	
Director of Regional Centre	S4	5	
Head of the Office of Political Affairs	S4	1	
Deputy Director of Regional Centre	S3	1	
Deputy Head, Legal Affairs	S3	1	
Head of Project Co-ordination Unit	S3	1	
Senior Legal Adviser	S2	2	
Senior Political Officer	S2	3	
Senior Public Affairs Officer	S2	1	
Political Officer	S1	2	
Project Officer	S1	1	
National Deputy Spokesperson	NP3	1	
National Legal Adviser	NP2	1	
National Political Officer	NP2	2	
National Press Officer	NP2	1	
National Graphic Presentation Officer	NP1	1	
National Legal Adviser	NP1	1	
National Public Information Officer	NP1	1	
National Co-ordination Officer	NP1	1	New Post
Personal Assistant to Head of Mission	G6	1	
Senior Co-ordination Assistant	G6	1	
Senior Internal Oversight Assistant	G6	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Senior Legal Assistant	G6	1	
Senior Monitoring Assistant	G6	1	
Senior Press and Public Information Assistant	G6	1	
Senior Project Assistant	G6	1	
Senior Public Information Assistant	G6	1	Upgrade
Administrative Assistant	G5	1	
Security Planning Assistant	G5	1	
Senior Secretary	G5	2	
Situation Centre Duty Assistant	G5	5	
Fire and Safety Assistant	G5	1	Upgrade
Intranet/Internet Assistant	G5	1	Upgrade
CCTV Technician	G4	1	
Fire Safety Assistant	G4	1	
Investigation Assistant	G4	1	
Media Monitor Assistant	G4	3	
Office Assistant	G4	1	
Security Administrative Assistant	G4	1	
Security Assistant	G4	5	
Security Planning Assistant	G4	1	
Security Shift Supervisor	G4	4	
Translation Assistant	G4	1	
Radio Operator	G3	13	
Radio Operator/Guard	G3	3	
Security Control Room Operators	G3	4	
Security Escort Unit Member	G3	4	
Security Shift Team Leader	G3	4	
Security Guard	G2	45	
A.2.1 Fund Administration Unit			
Head, Administration and Finance	P5	1	
Chief Medical Officer	P4	1	
Chief of Financial Management	P4	1	
Chief, Human Resources Management	P4	1	
Chief, ICT	P4	1	
Head, General Services	P4	1	
Chief, Building Management Services	P3	1	
Contracts/Procurement Officer	P3	1	
Human Resources Officer	P3	1	
ICT Officer	P3	1	
Material Management Officer	P3	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Transport Services Officer	S3	1	New Post
Customs Clearance Officer	S1	1	
National Medical Officer	NP3	1	
National Chief of Accounts	NP3	1	Upgrade
National Database Design Officer	NP3	1	New Post
National Budget Officer	NP2	1	
National Electrical Engineer	NP2	1	
National Engineering Co-ordination Officer	NP2	1	
National Finance Officer	NP2	1	
National Human Resources Officer	NP2	1	
National Human Resources Officer	NP2	1	New Post
National ICT Engineer, Mobile Communications	NP2	1	
National ICT Officer	NP2	2	
National ICT Officer, VOIP	NP2	1	
National Supply Officer	NP2	1	
National Training Co-ordinator	NP2	1	
National ICT Engineer, Microwave/VSAT	NP2	1	
National Archives Officer	NP1	1	
National Asset Management Officer	NP1	1	
National Finance Officer	NP1	1	New Post
National Procurement Officer	NP1	1	
National Training Officer	NP1	1	
National Travel Officer	NP1	1	
National Building Maintenance Officer	NP1	1	New Post
Executive Assistant	G6	1	New Post
Senior Administrative Assistant	G6	5	
Senior Conference Services Assistant	G6	1	
Senior Finance Assistant	G6	1	
Senior Human Resources Assistant	G6	2	
Senior ICT Assistant	G6	1	
Senior ICT Assistant, HD Team Leader	G6	1	
Senior ICT Technician	G6	4	
Senior ICT Technician Internet	G6	1	
Senior ICT Technician LAN	G6	3	
Senior ICT Technician Microwave/VSAT	G6	1	
Senior ICT Technician, Mobile Communications	G6	1	
Senior Materials Control Assistant	G6	1	
Senior Payroll Assistant	G6	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Senior Procurement Assistant	G6	1	
Senior Transport Assistant	G6	1	
Senior Treasury Assistant	G6	1	
Senior Human Resources/Payroll Assistant	G6	1	
Administrative Assistant	G5	1	
Budget Audit Assistant	G5	1	
Building Management Assistant	G5	1	
CS Technician Microwave/Conference Equipment	G5	1	
Database Development Assistant	G5	1	
Electrical Foreman	G5	1	
Finance Assistant	G5	1	
Fleet Assistant	G5	1	
Generator Mechanic	G5	1	
Generator Technician	G5	1	
Human Resources Assistant	G5	5	
ICT Admin/Billing Co-ordinator	G5	1	
ICT Assistant Equipment Management and Repair	G5	1	
ICT Assistant, Helpdesk	G5	3	
ICT Technician	G5	1	
ICT Technician Microwave/VSAT	G5	3	
ICT Technician Mobile Communications	G5	2	
Logistics Assistant	G5	3	
Logistics Assistant	G5	1	New Post
Maintenance Foreman	G5	1	
Material Management Assistant	G5	1	
Nurse	G5	1	
Procurement Assistant	G5	1	
Secretary to the FMCC	G5	1	
Supply Assistant	G5	1	
Training Assistant	G5	2	Upgrade
Travel Assistant	G5	1	
Treasury Assistant	G5	1	
Archives Assistant	G4	2	
Conference Equipment Technician	G4	1	
Customs Assistant	G4	1	
Dispatcher	G4	3	
Facilities Assistant	G4	1	
Generator Overhaul Mechanic	G4	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Inspection Assistant	G4	1	
Maintenance Assistant	G4	1	
Office Assistant	G4	2	
Photocopy Technician	G4	1	
Secretary	G4	2	
Supply Assistant	G4	2	
Technical Assistant	G4	1	
BMS Technical Clerk	G3	1	
Electrician	G3	3	
Fleet Clerk	G3	1	
ICT Billing Clerk	G3	1	
Inventory Clerk	G3	3	
Mail Clerk	G3	1	
Maintenance Clerk	G3	1	
Movement Control/Vehicle Tracking Clerk	G3	2	
Plumber	G3	1	
Technical Clerk	G3	2	
Technical Clerk/Air-Conditioning	G3	1	
Truck Driver/Forklift Operator	G3	1	
Warehouse Clerk	G3	1	
Pool Operator	G2	1	
Switchboard Operator	G2	1	
Handyman	G1	1	
A.2.2 Common Operational Costs			
Driver	G3	1	
Driver/Bus	G3	3	
Driver/Truck	G3	3	
Senior Driver to Deputy Head of Mission	G3	2	
Senior Driver to Head of Mission	G3	2	
Cleaner Supervisor	G2	1	
Driver	G2	14	
B.1.1 Security and Public Safety			
Deputy Director	S4	1	
Director	S4	1	
Chief	S3	1	
Chief of Section	S3	1	
Chief of Section	S3	1	New Post
Chief of Section	S3	1	Upgrade

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Senior KCPSSED Adviser	S2	1	
Senior Training Development Officer	S2	4	Upgrade
Senior Community Policing Officer	S2	3	New Post
Senior Organized Crime Adviser	S2	2	
Senior Organized Crime Adviser	S2	2	Upgrade
National Administrative Officer	NP2	1	
National KCPSSED Adviser	NP1	1	
National Programme Officer	NP1	1	New Post
National Public Safety Awareness Officer	NP1	1	
National Training Development Officer	NP1	1	
National PIK Adviser	NP1	1	
National Organized Crime Adviser	NP1	1	
Senior Programme Assistant	G6	2	
Senior Programme Assistant	G6	1	New Post
Senior Project Assistant	G6	1	New Post
Senior Analysis and Reporting Assistant	G6	1	
Administrative Assistant	G5	1	
Monitoring Assistant	G5	1	
Programme Assistant	G5	7	
Programme Assistant	G5	4	New Post
Senior Secretary	G5	1	
Programme Assistant	G4	3	
B.3.1 Democratization			
Chief, Elections Division	P4	1	
Administrative Officer	P2	1	
IT Officer	P2	1	
Deputy Director	S4	1	
Director	S4	1	
Chief of Section	S3	1	
Field Activities Co-ordinator	S3	1	
Chief of Division	S3	1	
Chief, Analysis and Reporting Cell	S3	1	
Deputy Chief of Division/Senior Media Adviser	S3	1	
Deputy Chief/Senior Legal Officer	S2	1	
Election Technical Adviser	S2	1	
Elections Operations Adviser	S2	1	
Senior Adviser on Higher Education, Academic Management	S2	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Senior Adviser to the IMC	S2	1	
Senior Programme Officer	S2	1	
Senior Project Adviser	S2	1	
Senior Reporting and Information Officer	S2	1	
Special Adviser to OI	S2	1	Change from Programme Human Rights and Communities
Unit Co-ordinator/Senior Adviser on Higher Education	S2	1	
Senior Adviser on Independent Institutions	S2	1	
Programme Officer	S1	2	
National Deputy Chief, Elections Division	NP3	1	Upgrade
National Legal Officer	NP1	2	
National Programme Officer	NP1	11	
National Training Officer	NP1	1	
National Voter Services Officer	NP1	1	
National Elections External Relations Officer	NP1	1	New Post
Personal Assistant	G6	1	
Senior Administrative Assistant	G6	1	
Senior Election Compliance Auditor Assistant	G6	1	
Senior Election Field Assistant	G6	6	
Senior Election Technical Assistant	G6	1	
Senior Elections Operations Assistant	G6	1	
Senior Programme Assistant	G6	3	
Senior Training Assistant	G6	1	New Post
Senior Translator/Interpreter	G6	9	
Monitoring Assistant	G5	2	
Programme Assistant	G5	2	
Programme Assistant	G5	1	Upgrade, Change from Programme Human Rights and Communities
Programme Assistant	G4	5	
Office Clerk	G3	1	
B.3.2 Human Rights and Communities			
Special Adviser on Non-Albanian Communities and Outreach Co-ordination	P4	1	New Post
Budget/Administrative Officer	P2	1	
Deputy Director	S4	1	
Director	S4	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Chief of Anti-Trafficking Section	S3	1	
Chief of Communities Section	S3	1	
Chief of Legal System Monitoring Section	S3	1	
Chief of Legislative Review Section	S3	1	
Chief of Property Section	S3	1	
Chief of Security Monitoring Section	S3	1	
Field Activities Co-ordinator	S3	1	
Chief of Analysis and Reporting Cell	S3	1	
Chief of Human Rights Section	S3	1	
Human Rights Adviser, Security Monitoring Section	S2	6	
Legal Analyst	S2	2	
Senior Adviser	S2	3	
Senior Communities Adviser, Protection	S2	2	
Senior Communities Policy Adviser	S2	2	
Senior Democratization Officer	S2	5	
Senior Human Rights Adviser/Property	S2	1	
Senior Human Rights/Legal Adviser	S2	1	
Senior Legal Officer, Legislative Review Section	S2	1	
Senior Human Rights Adviser	S2	1	
Special Adviser to Kosovo Judicial Institute	S2	1	
Senior Human Rights Officer	S2	4	
Senior Human Rights Officer	S2	1	
Senior Human Rights Adviser	S2	1	
Communities Policy Officer	S1	1	
Communities Protection Officer	S1	1	
Human Dimension Officer	S1	55	
Human Rights Adviser/Property	S1	1	
Human Rights Legal Adviser	S1	1	
Legal Officer, Legislative Review Section	S1	1	
Legal System Monitor	S1	6	
Human Rights Officer, Property	S1	1	
Municipal Co-ordination Officer	S1	1	
National Communities Policy Adviser	NP2	1	
National Co-ordinator, Criminal Monitoring	NP2	1	
National Language Services Co-ordinator	NP2	1	
National Legal Adviser on Women and Children	NP2	1	
National Human Rights Adviser	NP2	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
National Anti-Trafficking Officer	NP1	1	
National Budget/Administrative Officer	NP1	1	
National Civil Legal Adviser	NP1	1	
National Communities Policy Adviser	NP1	1	
National Human Rights Legal Adviser	NP1	1	
National Legal Adviser	NP1	1	
National Legal Adviser, Security Monitoring Section	NP1	2	
National Legal Officer, Legislative Review Section	NP1	3	
National Legal Officer, Property	NP1	2	
National Legal System Officer	NP1	6	
National Programme Officer	NP1	1	
National Property Officer	NP1	4	
Personal Assistant	G6	1	
Senior Legal Assistant	G6	1	
Senior Programme Assistant	G6	38	
Senior Translator/Interpreter	G6	5	
Administrative Assistant	G5	2	
Anti-Trafficking Assistant	G5	1	
Human Rights Assistant	G5	6	
Legal Assistant	G5	1	
Legal System Assistant	G5	9	
Assistant/Secretary/Interpreter	G4	5	
Programme Assistant	G4	40	
Office Clerk	G3	1	
Receptionist	G2	1	
<u>Mission in Kosovo Total</u>		<u>698</u>	
<u>Tasks in Bosnia and Herzegovina</u>			
<u>A.1.1 Office of Head of Mission</u>			
Head of Mission	HOM	1	
Deputy Head of Mission	DHOM	1	
Director of Policy and Planning	S4	1	
Senior Representative of the Head of Mission	S4	3	
Election Adviser	S2	1	
Executive Assistant to Head of Mission	S2	1	
OHR/EUSR Liaison Officer	S2	1	
Programme Evaluation Officer	S2	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Senior Political Adviser	S2	1	
Executive Assistant to Deputy Head of Mission	S1	1	
National Chief of Security	NP3	1	
National Spokesperson	NP3	1	
National Deputy Chief of Security	NP2	1	
National Personal Assistant to DHOM	NP1	1	
National Personal Assistant to HOM	NP1	1	
National Political Officer	NP1	6	
National Political Officer	NP1	1	New Post
National Press Officer	NP1	4	
National Reporting Officer	NP1	1	
National Website Manager	NP1	1	
Political Assistant	G5	1	
Programme Assistant	G5	1	Upgrade
Public Information Assistant	G5	1	
Senior Interpreter	G5	6	
Website Assistant	G5	1	
Assistant/Interpreter	G4	3	
Language Lecturer	G4	3	
Operations Assistant	G4	1	
Press Assistant	G4	1	
Close Protection Specialist	G3	1	Upgrade
Security Guard	G2	15	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P5	1	
Chief, Human Resources	P4	1	
Chief of Finance	P3	1	
Chief of Procurement and Logistics	S3	1	
Legal Adviser	S2	1	
National Chief of Budget	NP3	1	
National Medical officer	NP3	1	
National Chief of ICT Services	NP3	1	
National Accounting Officer	NP2	1	
National Budget Officer	NP2	1	
National Executive Assistant	NP2	1	
National Finance Officer	NP2	2	
National Procurement Officer	NP2	2	
National Deputy Chief of ICT Services	NP2	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	
Programme	Grade	of Posts	Note
Post Title			
National Administrative Officer	NP1	1	
National Archives Officer	NP1	1	
National Communications Officer	NP1	1	
National ERP System Administrator	NP1	1	
National FMMC Officer	NP1	1	
National General Services Officer	NP1	2	
National Network Administrator	NP1	1	
National Personnel Officer	NP1	1	
National Recruitment Officer	NP1	1	
National Treasury Officer	NP1	1	
National Information Systems Developer	NP1	1	New Post
Senior ICT Assistant	G6	1	
Senior Inventory Assistant	G6	1	
Senior Supply Assistant	G6	1	
Senior Transport Assistant	G6	1	
Budget Assistant	G5	1	
Finance Assistant	G5	5	
Investigations Assistant	G5	2	
IT/Help Desk Co-ordinator	G5	1	
Payroll Assistant	G5	1	
Procurement Assistant	G5	1	
SMS Server Operator/Helpdesk Operator	G5	1	
Storekeeper	G5	1	
Training Support Assistant	G5	1	
Transport Maintenance Supervisor	G5	1	
Travel and Accommodation Assistant	G5	2	
Administrative Assistant	G4	3	
Archivist Assistant	G4	2	
Assistant Building Manager	G4	3	
Dispatcher	G4	1	
General Services Assistant	G4	2	
IT/Communications Assistant	G4	5	
Personnel Assistant	G4	3	
Procurement Assistant	G4	1	
Transport Assistant	G4	1	
Administrative Clerk	G3	11	
Documents Management Clerk	G3	2	
Receptionist	G3	2.5	
Switchboard Operator	G3	2	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
A.2.2 Common Operational Costs			
Driver DHOM	G3	1	
Senior Driver	G3	1	
Senior Driver	G3	1	Upgrade
Driver	G2	47.5	
Cleaner	G1	27	
Cleaner	G1	1	Change to Full-Time
B.1.1 Security Co-operation			
Director of Security Co-operation	S4	1	
Head of Arms Control Section	S3	1	
Head of Director's Office/Policy and Planning Officer	S3	1	
Head of Institution Building Section	S3	1	
Head of Parliamentary Section	S3	1	
Arms Control Implementation Officer	S2	1	
Parliamentary Officer	S2	1	
Policy and Information Officer	S2	1	
National Compliance Officer	NP1	1	
National Legal Officer	NP1	1	
National Politico-Military Officer	NP1	1	
National Defence and Security Officer	NP1	1	
Logistics Assistant, Arms Control	G5	1	
Personal Assistant	G5	1	
Senior Interpreter	G5	1	
Assistant/Interpreter	G4	5	
B.3.1 Human Dimension			
Head, Human Dimension Department	P5	1	New Post
Deputy Director, Operations Unit	S4	1	New Post
Deputy Director, Programmes Unit	S4	1	New Post
Senior Human Dimension Officer	S3	5	New Post
Community Engagement Co-ordinator	S3	1	Upgrade, Change from Programme Democratization
Judicial and Legal Reform Co-ordinator	S3	1	Upgrade, Change from Programme Human Rights and Rule of Law
Parliamentary Monitoring and Support Co-ordinator	S3	1	Upgrade, Change from Programme Democratization

POST TABLE (continued)

Fund	Main Programme	Post Grade	Number of Posts	Note
Programme				
Post Title				
	Municipal Development Co-ordinator	S3	1	Upgrade, Change from Programme Democratization
	Equality, Economic and Social Rights Co-ordinator	S3	1	Upgrade, Change from Programme Human Rights and Rule of Law
	Education Institutions and Legislation Co-ordinator	S3	1	New Post
	Diversity and Inclusion in Schools Co-ordinator	S3	1	New Post
	Field Advocacy Co-ordinator	S2	1	Change from Programme Human Rights and Rule of Law
	Human Rights Adviser, Economic and Social Rights	S2	1	Change from Programme Human Rights and Rule of Law
	Legal Adviser	S2	1	Change from Programme Education
	Legal Adviser, Analysis and Reporting	S2	1	Change from Programme Human Rights and Rule of Law
	Legal Adviser, Anti-Discrimination	S2	1	Change from Programme Human Rights and Rule of Law
	Legal Adviser, Human Rights Institutions	S2	1	Change from Programme Human Rights and Rule of Law
	Legal Adviser, Judicial and Legal Reform	S2	2	Change from Programme Human Rights and Rule of Law
	Legal Adviser, War Crimes	S2	2	Change from Programme Human Rights and Rule of Law
	Policy and Co-ordination Adviser	S2	1	Change from Programme Education
	Policy and Regional Co-ordinator	S2	1	Change from Programme Education
	Head of Field Office	S2	8	New Post
	Human Rights Officer	S1	10	Change from Programme Human Rights and Rule of Law

POST TABLE (continued)

Fund	Main Programme	Post Grade	Number of Posts	Note
Post Title				
	Governance Officer	S1	12	Change from Programme Democratization
	National Anti-Trafficking Officer	NP2	1	Change from Programme Human Rights and Rule of Law
	National Education Adviser, Access and Non-Discrimination	NP2	1	Change from Programme Education
	National Education Adviser, Civic Involvement	NP2	1	Change from Programme Education
	National Finance and Management Adviser	NP2	1	Change from Programme Education
	National Legal Adviser	NP2	3	Change from Programme Democratization
	National Legal Adviser	NP2	6	Change from Programme Human Rights and Rule of Law
	National Legal Affairs Co-ordinator	NP2	1	Change from Programme Human Rights and Rule of Law
	National Policy and Regional Co-ordinator	NP2	1	Change from Programme Education
	National Co-ordinator, Education Support	NP1	1	Change from Programme Education
	National Education Officer	NP1	27	Change from Programme Education
	National Human Rights Officer	NP1	9	Change from Programme Human Rights and Rule of Law
	National Information and Reporting Officer	NP1	1	Change from Programme Education
	National Legal Officer	NP1	2	Change from Programme Education
	National Parliamentary Adviser	NP1	1	Change from Programme Democratization
	National Programme Officer, Citizen Participation	NP1	13	Change from Programme Democratization
	National Programme Officer, Community Development	NP1	1	Change from Programme Democratization
	National Programme Officer, Local Economic Development	NP1	1	Change from Programme Democratization

POST TABLE (continued)

Fund	Main Programme	Post Grade	Number of Posts	Note
Programme				
Post Title				
	National Programme Officer, Municipal Communication	NP1	1	Change from Programme Democratization
	National Programme Officer, Municipal Development	NP1	20	Change from Programme Democratization
	National Programme Officer, Municipal Legislation	NP1	1	Change from Programme Democratization
	National Programme Officer, Participation and Partnership	NP1	1	Change from Programme Democratization
	National Programme Officer, Youth Adviser	NP1	1	Change from Programme Democratization
	National Property Rights Adviser	NP1	1	Change from Programme Human Rights and Rule of Law
	National Reporting and Information Officer	NP1	1	Change from Programme Human Rights and Rule of Law
	National Trial Monitoring Officer	NP1	1	Change from Programme Human Rights and Rule of Law
	National Monitoring and Evaluation Officer	NP1	1	New Post
	Senior Database Assistant	G6	0.5	Change from Programme Human Rights and Rule of Law
	Senior Programme Assistant	G6	1	Change from Programme Human Rights and Rule of Law
	Language Assistant	G5	1	Change from Programme Human Rights and Rule of Law
	Legal Assistant	G5	6	Change from Programme Human Rights and Rule of Law
	Parliamentary Support Project Assistant	G5	1	Change from Programme Democratization
	Personal Assistant	G5	1	Change from Programme Democratization
	Personal Assistant	G5	1	Change from Programme Human Rights and Rule of Law

POST TABLE (continued)

Fund	Main Programme	Post Grade	Number of Posts	Note
Programme				
Post Title				
	Programme Assistant	G5	2	Change from Programme Democratization
	Programme Assistant	G5	2	New Post
	Programme Assistant	G5	4	Change from Programme Education
	Programme Assistant	G5	2	Change from Programme Human Rights and Rule of Law
	Programme Assistant, Community Development	G5	14	Change from Programme Democratization
	Programme Assistant, Community Engagement	G5	2	Change from Programme Democratization
	Programme Assistant, Governance	G5	13	Change from Programme Democratization
	Programme Assistant, Municipal Co-ordination	G5	13	Change from Programme Democratization
	Programme Assistant, Municipal Interventions	G5	2	Change from Programme Democratization
	Programme Assistant, Municipal Learning	G5	4	Change from Programme Democratization
	Project Assistant	G5	1	Change from Programme Education
	Roma Monitor	G5	1	Change from Programme Human Rights and Rule of Law
	Rule of Law Monitor	G5	24	Change from Programme Human Rights and Rule of Law
	Administrative Assistant	G4	1	Change from Programme Human Rights and Rule of Law
	Administrative Secretary	G4	1	Change from Programme Democratization
	Assistant/Interpreter	G4	6	Change from Programme Education
	Assistant/Interpreter	G4	18	Change from Programme Human Rights and Rule of Law
	Project Assistant	G4	2	Change from Programme Education

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Regional Stabilization/Arms Control			
B.1.1 Implementation of Article IV			
Driver	S	1	
Military Adviser	S	1	
Operation Staff Officer	S	1	
Personal Representative of the CiO	S	1	
Administrative Secretary	G5	1	
<u>Tasks in Bosnia and Herzegovina Total</u>		<u>534.5</u>	
<u>Office in Zagreb</u>			
A.1.1 Office of Head of Mission			
Head of Office	HOM	1	
Programme Assistant	G5	1	
Senior Secretary	G5	1	
Language Assistant II	G4	1	
A.2.1 Fund Administration Unit			
Chief, Fund Administration Unit	P3	1	
Senior Finance and Payroll Assistant	G6	1	
IT Assistant	G5	1	
Office Assistant	G4	1	
Procurement Assistant	G4	1	
A.2.2 Common Operational Costs			
Driver	G2	1	
B.3.1 War Crimes Monitoring			
Head of Unit	S3	1	
Legal Officer	S1	1	
National Field Programme Officer	NP1	2	
National Legal Officer	NP1	2	
Programme Assistant	G5	2	
B.3.2 Housing Care Implementation			
Head of Unit	S3	1	
National Field Programme Officer	NP1	1	
Programme Assistant	G5	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
<u>Office in Zagreb Total</u>		<u>21</u>	
<u>Mission to Serbia</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HOM	1	
Deputy Head of Mission	DHOM	1	
Head of Press and Public Information	S2	1	
Municipal Co-ordinator	S2	1	
Senior Political Officer	S2	1	
Political Officer	S1	1	
Political/Reporting Officer	S1	1	
National Special Adviser, CSBM	NP3	1	
National Executive Officer	NP1	1	
National Project Co-ordination Officer	NP1	1	
Personal Assistant to HOM	G6	1	
Senior Press and Public Information Assistant	G6	1.5	
Field Programme Assistant	G5	2	
Public Information Assistant	G5	1	
Reports Assistant	G5	1	
Senior Secretary	G5	1	
Supervisor, Security Unit	G5	1	
Project Assistant	G4	1	
Senior Security Guard	G3	1	
Security Guard	G2	8	
A.2.1 Fund Administration Unit			
Chief, Fund Administration Unit	P3	1	
Finance Officer	P2	1	
Procurement Officer	S1	1	
National Human Resources Officer	NP2	1	
National ICT Officer	NP1	1	
Senior Administrative Assistant	G6	1	
Senior Human Resources and Training Assistant	G6	1	
Senior ICT Assistant	G6	2	
Senior Procurement Assistant	G6	1	
Asset Management Assistant	G5	1	
Assistant to CFA	G5	1	
Budget Assistant	G5	1	
Finance Assistant	G5	2	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	
Programme	Grade	of Posts	Note
Post Title			
Human Resources Assistant	G5	1	
Treasury Assistant	G5	1	
Human Resources Assistant	G4	0.5	
Human Resources Assistant	G4	1	New Post
ICT Assistant	G4	2	
Procurement Assistant	G4	1	
Transport Assistant	G4	1	
Building Maintenance Technician	G3	1	
Office Clerk	G3	1	
Receptionist	G3	1	
Gardener/Handyman	G2	1	
Handyman	G2	1	
Registry Clerk	G2	0.5	
A.2.2 Common Operational Costs			
Senior Driver	G3	2	
Driver	G2	8	
Cleaner	G1	7	
B.1.1 Police Affairs			
Accountability Programme Manager	S2	1	
Border Policing Adviser	S2	1	
Community Policing Adviser	S2	2	
Community Policing Programme Manager	S2	1	
Head Law Enforcement	S2	1	
Head of Strategic Development Unit	S2	1	
Organized Crime Adviser	S2	1	
Organized Crime Programme Manager	S2	1	
Police Education Programme Manager	S2	1	
Police Training Adviser	S2	6	
Strategic Planning Adviser	S2	1	
Training Co-ordinator	S2	1	
Accountability Adviser	S2	1	
Economic Crime Adviser	S2	1	
National Programme Officer	NP1	1	
National Programme Officer	NP1	1	New Post
National Curriculum Development Officer	NP1	1	New Post
Senior Programme Assistant	G6	1	
Project Assistant	G5	13	
Project Assistant	G5	1	New Post

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Administrative Assistant	G4	1	New Post
Training/Language Assistant	G4	6	
B.3.1 Democratization			
Environmental Adviser	S2	1	
Governance Adviser	S2	1	
Head Democratization	S2	1	
Human Rights Programme Co-ordinator	S2	1	
Senior Adviser on Equal Opportunities	S2	1	
National Legal Adviser	NP2	1	
National Governance Officer	NP1	1	
National Programme Officer	NP1	4	
National Programme Officer	NP1	1	New Post
Senior Governance Training Assistant	G6	1	
Senior Programme Assistant	G6	6	
Senior Programme Co-ordination Assistant	G6	1	
Programme Assistant	G5	1	
Project Assistant	G5	1	
B.3.2 Media			
Head Media	S2	1	
National Legal Officer	NP1	2	
National Programme Officer	NP1	1	Downgrade
Senior Administrative Assistant	G6	1	
Senior Media Legislation Assistant	G6	1	
Administrative Assistant	G5	1	
Media Monitoring Assistant	G5	2	
Programme Assistant	G5	1	
Programme Assistant	G5	1	Downgrade
B.3.3 Rule of Law and Human Rights			
Economic Transparency Adviser	S2	1	
Head HR and RoL	S2	1	
Legal Adviser Judicial Reform	S2	1	
Legal Adviser on Organized Crime	S2	1	
Legal Reform Adviser	S2	1	
Senior Co-ordinator for Rule of Law and Human Rights	S2	1	
National Legal Adviser	NP2	1	
National Legal Officer	NP2	3	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	
Programme	Grade	of Posts	Note
Post Title			
National Criminal Justice System Adviser	NP1	1	
National Legal Officer	NP1	1	
National Legal Officer	NP1	1	New Post
National War Crimes Trials Adviser	NP1	1	
Senior Legal Assistant	G7	1	
Senior Administrative Assistant	G6	1	
Senior Programme Assistant	G6	1	
Senior Project Assistant	G6	1	
Legal Translator/Interpreter	G5	2	
<u>Mission to Serbia Total</u>		<u>171.5</u>	
<u>Presence in Albania</u>			
A.1.1 Office of Head of Mission			
Head of Presence	HOM	1	
Deputy Head of Presence	DHOM	1	
Chief Political, Public Affairs and Reporting Officer	S3	1	
Project Office Co-ordinator	S3	1	Upgrade
Head of Project Office	S2	3	Upgrade
Project Finance Officer	S2	1	
National Public Affairs and Reporting Officer	NP2	1	
National Field Programme Officer	NP1	1	New Post
National Political Officer	NP1	2	
National Project Co-ordination Officer	NP1	1	
Senior Public Affairs Assistant	G6	1	
Senior Translator/Interpreter	G6	1	
Field Programme Assistant	G5	6	
Project Assistant	G5	1	
Project Co-ordination Assistant	G5	2	
Senior Secretary	G5	2	
Security Guard	G2	3	
A.2.1 Fund Administration Unit			
Chief, Fund Administration Unit	P3	1	
Human Resources Officer	S2	1	
Administrative and General Service Officer	S2	1	
National Finance Officer	NP1	1	
Senior Human Resources Assistant	G6	1	
Senior ICT Assistant	G6	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Asset Management Assistant	G5	1	
Finance Assistant	G5	2	
ICT Assistant	G5	1	
ICT Assistant	G5	1	New Post
Procurement Assistant	G5	2	
Transport Assistant	G5	1	
Administrative Assistant	G4	1	
Human Resources and Training Assistant	G4	1	
Registry Assistant	G4	1	
Supply Assistant	G4	1	
Travel Clerk/Receptionist	G3	1	
Vehicle Maintenance Clerk	G3	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	10	
B.1.1 Security Co-operation			
Head of Security Co-operation Department	S3	1	
Senior Police Assistance Officer	S2	1	
National Border Management Officer	NP2	1	New Post
National Security Officer	NP1	1	
Programme Assistant	G5	2	
Translator/Interpreter	G5	1	
B.2.1 Governance in Economic and Environmental Issues			
Head of Governance, Economy and Environmental Issues Department	S3	1	
Economic and Environment and Regional Reform Officer	S2	1	
National Anti-Trafficking Officer	NP2	1	
National Legal Officer, Property	NP1	1	
National Programme Officer	NP1	1	
Administrative Assistant	G5	1	
Project Assistant	G5	2	
Translator/Interpreter	G5	1	
B.3.1 Democratization			
Head of Democratization Department	S3	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Media Development Officer	S2	1	Upgrade
Senior Democratization Officer	S2	1	
National Electoral Reform Officer	NP2	1	
National Civil Society and Gender Officer	NP1	1	
National Election Legal Officer	NP1	1	
Senior Media Development Assistant	G6	1	
Administrative Assistant	G5	1	
Programme Assistant	G5	1	
Office Assistant	G4	1	
B.3.2 Rule of Law and Human Rights			
Head of Rule of Law and Human Rights Department	S3	1	
Senior Judicial Officer	S2	1	
Senior Legal Officer	S2	1	
Legal Officer	S1	1	
National Legal Officer	NP1	3	
Legal Assistant	G5	2	
Programme Assistant	G5	1	
Translator/Interpreter	G5	1	
<u>Presence in Albania Total</u>		<u>97</u>	
<u>Spillover Monitor Mission to Skopje</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HOM	1	
Deputy Head of Mission	DHOM	1	
Chief Security Officer	P3	1	
Chief, Political/Reporting	S3	1	
Political Adviser	S2	1	
Programme Co-ordinator	S2	1	
Public Information and Media Officer	S2	1	
Special Assistant to the Head of Mission	S2	1	
Political/Reporting Officer	S1	1	
National Executive Officer	NP2	1	
National Political Liaison Officer	NP2	1	
National Records and Archives Officer	NP1	1	
Senior Assistant, Roma Issues	G6	1	
Senior Political Assistant	G6	1	
Senior Project Assistant	G6	1	Upgrade

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Senior Public Information and Media Assistant	G6	2	
Senior Secretary	G5	1	
Archives Assistant	G4	2	
Language Assistant II	G4	2	
Security Assistant	G4	1	
Situation Centre Assistant	G4	3	
Close Protection Specialist	G3	1	
Radio Operator	G3	5	
Senior Driver	G3	2	Upgrade
Office Clerk	G2	1	
Security Guard	G2	14	
A.2.1 Fund Administration Unit			
Head, Administration and Finance	P5	1	
Chief, Finance	P3	1	
Chief, General Services	P3	1	
Chief, Human Resources Management	P3	1	
Procurement Officer	S1	1	
National ICT Officer	NP3	1	
National Supply Officer	NP2	1	
National Administrative Officer	NP1	1	
National Building Management Officer	NP1	1	
National Finance Officer	NP1	1	
National Human Resources Officer	NP1	1	
Nurse	G6	1	
Senior Transport Assistant	G6	1	
Senior IT Network Technician	G6	1	Upgrade
Communications Technician	G5	1	
Finance Assistant	G5	1	
Finance Assistant	G5	1	New Post
Human Resources Assistant	G5	2	
IT Help Desk Technician	G5	1	Upgrade
Procurement Assistant	G5	1	
Training Assistant	G5	1	Downgrade
Treasury Assistant	G5	1	
Web/Database Developer	G5	1	
Administrative Assistant	G4	1	
Administrative Assistant	G4	1	Change from Programme Office of Head of Mission

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Human Resources Assistant	G4	1	Upgrade
IT Help Desk Technician	G4	1	
IT Help Desk Technician	G4	1	New Post
Material Management Assistant	G4	1	
Procurement Assistant	G4	1	
Procurement Assistant	G4	1	New Post
Vehicle Maintenance Assistant	G4	1	
Material Control Clerk	G3	1	
Technician	G3	0.5	
Transport Dispatcher	G3	1	
Material Management Clerk	G2	1	
Warehouse Worker	G2	1	
A.2.2 Common Operational Costs			
Bus Driver	G3	2	
Driver	G2	5	
Cleaner	G1	1	
Cleaner	G1	1	New Post
B.1.1 Police Development			
Head Police Development Department	S4	1	
Chief of Police Training	S3	1	
Chief, Community Development	S3	1	
Deputy Head Police Development Department	S3	1	
Senior Border and Organized Crime Adviser	S3	1	
Police Adviser, Community/Minority	S2	1	
Project Officer	S2	1	Upgrade
Senior Police Training Adviser	S2	1	
Community Police Adviser	S1	11	
Police Adviser	S1	3	
Police Instructor	S1	1	
Police Training Adviser	S1	3	
Reporting Analysis Officer	S1	1	
National Legal Adviser	NP1	1	
Administrative Assistant	G5	1	
Curriculum Development Assistant	G5	2	
Project Assistant	G5	3	
Publications Assistant	G5	1	
Senior Secretary	G5	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	
Programme	Grade	of Posts	Note
Post Title			
Project Management Assistant	G5	1	
Administrative Assistant	G4	1	
Office Assistant	G4	2	New Post
Programme Assistant	G4	1	New Post
Language Assistant	G3	4	
Language Assistant I	G3	12	
B.3.1 Rule of Law			
Head of Rule of Law	S4	1	
Deputy Head of Rule of Law	S3	1	
Senior Rule of Law Officer/Capacity-Building	S2	1	
Senior Rule of Law Officer/Judicial Reform	S2	1	
Senior Rule of Law Officer	S2	1	
Analysis and Reporting Officer	S1	1	
Rule of Law Officer	S1	2	
Rule of Law Officer/Capacity-Building	S1	1	
National Legal Adviser	NP2	1	
National Rule Law Officer	NP1	8	
Senior Legal Assistant	G6	2	
Legal Translator Assistant	G5	2	
Rule of Law Assistant	G5	1	
Senior Assistant	G5	1	
Programme Assistant	G4	6	
B.4.1 Monitoring and Good Governance			
Head of Monitoring and Good Governance Department	S3	1	
Chief of Good Governance Unit	S3	1	Upgrade
Chief of Monitoring Unit	S3	1	Upgrade
Senior Monitoring Officer	S2	1	
Democratization/Elections Officer	S1	1	
Monitoring Officer	S1	6	
Education Reform Officer	S1	2	
Public Administration Officer	S1	1	
National Democratization Officer	NP1	1	
National Public Administration Reform Officer	NP1	3	
Senior Programme Assistant	G6	1	Upgrade
Democratization/Elections Assistant	G5	1	
Education Reform Assistant	G5	2	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Office Assistant	G4	1	
Language Assistant I	G3	8	
Spillover Monitor Mission to Skopje Total		213.5	
<u>Mission to Montenegro</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HOM	1	
Deputy Head of Mission/Programme Co-ordinator	DHOM	1	
Senior Political Officer	S2	1	
Senior Political Assistant	G6	1	
Senior Programme Support Assistant	G6	1	
Senior Secretary/Personal Assistant to HOM	G6	1	
Assistant Translator/Interpreter	G5	1	
Public Information Assistant	G5	1	
Security Guard	G2	2	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
National Finance Officer	NP1	1	
Senior Human Resources Assistant	G6	1	
Finance Assistant	G5	1	
ICT/DocIn Assistant	G5	1	
Procurement Assistant	G5	1	
Transport Clerk	G3	1	
Receptionist	G2	1	
A.2.2 Common Operational Costs			
Driver	G2	1	
Cleaner	G1	1	
B.1.1 Police Affairs			
Chief of Police Training Centre	S2	1	
Police Expert Organized Crime	S2	1	
Programme Manager	S2	1	
Police Trainer	S1	2	
Senior Programme Assistant	G6	1	
Programme Assistant	G5	4	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	
Programme	Grade	of Posts	Note
Post Title			
B.1.2 Politico-Military Activities			
National Politico-Military Officer	NP1	1	
B.3.1 Democratization			
Democratization Officer	S2	1	
Programme Manager	S2	1	
National Programme Officer	NP2	1	Change from Programme Economic and Environmental
National Education Officer	NP1	1	
National Training Officer	NP1	1	
Senior Programme Support Assistant	G6	1	
Programme Assistant	G5	1	
Project Assistant	G5	1	Change from Programme Economic and Environmental
B.3.2 Media			
Programme Manager	S2	1	
Programme Assistant	G5	1	
B.3.3 Rule of Law and Human Rights			
Human Rights Officer	S2	1	
Programme Manager, Rule of Law/Human Rights	S2	1	
National Legal Officer	NP1	2	
Programme Assistant	G5	1	
<u>Mission to Montenegro Total</u>		<u>46</u>	
<u>Mission to Moldova</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HOM	1	
Deputy Head of Mission	DHOM	1	
Public Affairs Officer/Spokesperson	S2	1	
National Legal Officer	NP1	1	
Senior Assistant Translator/Interpreter	G6	1	
Senior Media Assistant	G6	1	Downgrade
Programme Assistant	G5	1	
Programme Assistant	G5	1	Downgrade
Senior Secretary	G5	1	
Office Assistant	G4	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Security Guard	G2	5	
Housekeeper	G1	1	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
National Finance Officer	NP1	1	
Senior Human Resources Assistant	G6	1	
Senior ICT Assistant	G6	1	Downgrade
Senior Procurement Assistant	G6	1	
Finance Assistant	G5	1	
Asset Management Assistant	G4	1	
Procurement Assistant	G4	1	
Travel Assistant	G4	1	
Building Maintenance Technician	G3	1	
Receptionist	G2	2	
A.2.2 Common Operational Costs			
Senior Driver/Dispatcher	G3	1	
Driver	G2	1	
Cleaner	G1	1	
Housekeeper	G1	1	Downgrade
B.1.1 Conflict Prevention/Resolution			
Military Member	S2	2	
Political Officer	S2	2	
Politico-Military Officer	S2	2	
Senior Programme Assistant	G6	1	
Assistant Translator/Interpreter	G5	1	
B.3.1 Human Rights			
Monitoring/Democratization			
Human Dimension Officer	S2	2	
National Legal Officer	NP1	3	
B.3.2 Anti-Trafficking/Gender			
Anti-Trafficking and Gender Officer	S2	1	
National Legal Officer	NP1	1	
National Anti-Trafficking and Gender Adviser	NP1	1	New Post
Senior Programme Assistant	G6	1	
Programme Assistant	G5	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
<u>Mission to Moldova Total</u>		<u>50</u>	
<u>Project Co-ordinator in Ukraine</u>			
A.1.1 Office of Head of Mission			
Project Co-ordinator	HOM	1	
Senior Project Officer	S3	1	
National Programme Co-ordinator	NP2	2	
Personal Assistant to HoC	G5	1	
Project Assistant	G5	1	
Security Guard	G2	2	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P3	1	
National Finance Officer	NP1	1	
National Human Resources Officer	NP1	1	
National Procurement Officer	NP1	1	
Senior Finance Assistant	G6	1	
Senior ICT Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Senior Treasury Assistant	G6	1	
Asset Management Assistant	G5	1	
Human Resources Assistant	G4	1	
Secretary	G4	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	1	
Cleaner	G1	1	
B.3.1 Democratization and Good Governance			
National Project Officer	NP1	2	
National Project Officer, Media	NP1	1	
Project Assistant	G5	1	
B.3.2 Rule of Law and Human Rights			
National Legal Adviser	NP3	1	
National Programme Officer	NP2	1	
National Project Manager	NP2	2	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
National Legal Officer	NP1	2	
National Project Officer	NP1	4	
Senior Project Assistant	G6	1	
Project Assistant	G5	3	
B.4.1 Economic, Environmental and Politico-Military Projects			
National Project Manager	NP2	1	
National Programme Officer, Politico-Military	NP1	1	
National Project Officer, Environmental Affairs	NP1	1	
Project Assistant	G5	1	
<u>Project Co-ordinator in Ukraine Total</u>		<u>44</u>	
<u>Office in Minsk</u>			
A.1.1 Office of Head of Mission			
Head of Office	HOM	1	
Deputy Head of Office	DHOM	1	
Senior Programme and Administrative Assistant	G6	1	
Language Assistant	G4	1	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
Senior Finance Assistant	G6	1	
Administrative/Human Resources Assistant	G5	1	
Material Management Assistant	G5	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1	
Senior Programme Assistant	G6	1	
B.3.1 Institution Building, Rule of Law and Civil Society			
Human Dimension Officer	S2	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	
Programme	Grade	of Posts	Note
Post Title			
Programme Assistant	G5	1	
<u>Office in Minsk Total</u>		<u>13</u>	
<u>Office in Yerevan</u>			
A.1.1 Office of Head of Mission			
Head of Office	HOM	1	
National Programme Co-ordinator	NP2	1	
National Public Information Officer	NP2	1	
Senior Press and Public Information Assistant	G6	1	
Senior Project Assistant	G6	1	
Interpreter/Translator	G5	1	
Senior Secretary	G5	1	
Senior Watchman	G3	1	
Watchman	G2	3	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
National Finance Officer	NP1	1	
Senior Administrative Assistant	G6	1	
Senior Finance and Treasury Assistant	G6	1	
Senior Human Resources Assistant	G6	1	
Senior ICT Assistant	G6	1	
Senior Procurement and Asset Management Assistant	G6	1	
B.1.1 Politico-Military Activities			
Politico-Military Officer	S2	1	
National Programme Officer	NP2	2	
Senior Programme Assistant	G6	1	
Programme Assistant	G5	1	Downgrade
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1	
National Programme Co-ordinator	NP1	1	
National Programme Officer	NP1	2	
Project Assistant	G5	1	
Driver	G2	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
B.3.1 Democratization			
Democratization Officer	S2	1	
National Programme Officer	NP2	1	
National Programme Officer	NP1	1	
Senior Programme Assistant	G6	1	
Programme Assistant	G5	1	
B.3.2 Human Rights			
Human Rights Officer	S2	1	
National Assistant Legal Adviser	NP1	1	
Senior Programme Assistant	G6	1	
B.4.1 Good Governance			
Deputy Head of Office	DHOM	1	
National Programme Officer	NP2	1	
Senior Programme Assistant	G6	2	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	3	
Cleaner	G1	2	
<u>Office in Yerevan Total</u>		<u>47</u>	
<u>Office in Baku</u>			
A.1.1 Office of Head of Mission			
Head of Office	HOM	1	
Deputy Head of Office	DHOM	1	
National Press and Public Information Officer	NP1	1	
Language Assistant	G5	1	
Senior Secretary	G5	1	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
Senior Administrative and Finance Assistant	G6	1	
Senior IT Assistant	G6	1	
Administrative Assistant	G5	1	
Finance Assistant	G5	1	
Procurement/Asset Management Assistant	G5	1	
Human Resources Assistant	G4	0.5	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	
Programme	Grade	of Posts	Note
Post Title			
Office Assistant	G4	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	1	
Driver	G2	1	New Post
Cleaner	G1	1	
B.1.1 Politico-Military Activities			
Head, Politico-Military Unit	S3	1	
Police Expert	S2	2	
Senior Police Adviser	S2	1	
Senior Programme Assistant	G6	1	
Project Assistant	G5	2	
B.2.1 Economic and Environmental Activities			
Head, Economic and Environmental Unit	S3	1	
Economic and Environmental Officer	S2	1	
Senior Programme Assistant	G6	1	
Senior Project Assistant	G6	1	
B.3.2 Rule of Law and Human Rights			
Head of Rule of Law Unit	S3	1	
Judicial Training Officer	S2	1	
National Legal Officer	NP2	1	Upgrade
National Legal Officer	NP1	1	
Programme Assistant	G5	1	
Office Assistant	G4	1	New Post
B.3.1 Democratization			
Democratization Officer	S2	1	
National Capacity Building Officer	NP1	1	
Senior Programme Assistant	G6	2	
Programme Assistant	G5	1	
<u>Office in Baku Total</u>		<u>38.5</u>	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
<u>High-Level Planning Group</u>			
A.1.1 Office of Head of Mission			
Officer	S	8	
Senior Administrative Assistant	G6	1	
<u>High-Level Planning Group Total</u>		<u>9</u>	
<u>Personal Representative of the CiO on the</u>			
<u>Conflict Dealt with by the Minsk</u>			
<u>Conference</u>			
A.1.1 Office of Head of Mission			
Personal Representative of the CiO	HOM	1	
Field Assistant to the PR	S2	3	
Personal Assistant to the PR	S2	1	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
Senior Administrative Assistant	G6	1	
Finance Assistant	G5	1	
A.2.2 Common Operational Costs			
Driver/Administrative Assistant – Yerevan	G5	1	
Driver – Stepanakert/Khankendi	G3	1	
Driver Instructor/Mechanic – Tbilisi	G3	1	
Driver – Baku	G2	1	
Driver – Tbilisi	G2	1	
Housekeeper – Baku	G1	1	
Housekeeper – Stepanakert/Khankendi	G1	1	
Housekeeper – Tbilisi	G1	1	
Housekeeper – Yerevan	G1	1	
<u>Personal Representative of the CiO on the</u>		<u>17</u>	
<u>Conflict Dealt with by the Minsk</u>			
<u>Conference Total</u>			
<u>Centre in Astana</u>			
A.1.1 Office of Head of Mission			
Head of Centre	HOM	1	
Deputy Head of Centre	S4	1	
Senior Secretary	G5	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Office Assistant	G4	1	New Post
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
National Administrative and Finance Officer	NP1	1	
Senior Finance Assistant	G6	1	
Administrative/Human Resources Assistant	G5	1	
Asset Management Assistant	G5	1	
Finance Assistant	G5	1	
Material Management Assistant	G5	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	3	
Cleaner	G1	1	Change to Full-Time
B.1.1 Politico-Military Activities			
Political Officer	S2	1	
National Political/Media Officer	NP1	1	
Senior Programme Assistant	G6	1	
Project Assistant	G5	1	
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1	
National Economic and Environmental Co-ordinator	NP1	1	
Senior Programme Assistant	G6	1	
Project Assistant	G5	1	
B.3.1 Human Dimension Activities			
Human Dimension Officer	S2	1	
National Legal Officer	NP1	1	
Senior Legal Assistant	G6	1	
Senior Project Assistant	G6	1	
<u>Centre in Astana Total</u>		<u>28</u>	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Centre in Ashgabat			
A.1.1 Office of Head of Mission			
Head of Centre	HOM	1	
Project Co-ordinator ¹	S3	1	
National Public Information Officer	NP1	1	New Post
Project Co-ordination Assistant	G5	1	
Senior Secretary	G5	1	
Security Guard	G2	4	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
Senior Finance Assistant	G6	1	Re-Established
Administrative Assistant	G5	1	
Procurement/Asset Management Assistant	G5	1	
Human Resources and Payroll Assistant	G5	1	New Post
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	1	
Driver	G2	1	Downgrade
Cleaner	G1	1	
B.1.1 Conflict Prevention and Confidence- and Security-Building			
Political Officer	S2	1	
Senior Programme Assistant	G6	1	Re-Established
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1	
Programme Assistant	G5	1	Re-Established
B.3.1 Human Dimension Activities			
Human Dimension Officer	S2	1	
National Legal Officer	NP2	1	Upgrade
Programme Assistant	G5	1	
Centre in Ashgabat Total		25	

1 Project Co-ordinator also will assume Deputy Head of Centre responsibilities for a trial period of one year.

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
<u>Centre in Bishkek</u>			
A.1.1 Office of Head of Mission			
Head of Centre	HOM	1	
Deputy Head of Centre	DHOM	1	
Programme Co-ordinator	S3	1	
Senior Programme Assistant	G6	1	
Senior Security Assistant	G6	1	
Assistant to Head of Centre	G5	1	
Programme Assistant	G5	5	
Security Guard	G2	13	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P3	1	
National Administrative Officer	NP1	1	
National Finance Officer	NP1	1	
Senior Human Resources Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Asset Management Assistant	G5	1	
Finance and Treasury Assistant	G5	1	
ICT Assistant	G5	1	
Procurement Assistant	G5	1	
Treasury Assistant	G5	1	
Administrative Assistant	G4	1	
Finance Assistant	G4	1	
Human Resources Assistant	G4	1	
Travel Assistant	G4	1	
Office Clerk	G3	2	
A.2.2 Common Operational Costs			
Driver/Mechanic	G3	1	
Senior Driver	G3	1	
Driver	G2	7	
Cleaner	G1	5	
B.1.1 Politico-Military Activities			
Head of Field Office Osh	S3	1	
Senior Political Officer	S3	1	
Adviser on Anti-Terrorism Issues	S2	1	
Border Issues Co-ordination Officer	S2	1	New Post

POST TABLE (continued)

Fund			
Main Programme	Post	Number	
Programme	Grade	of Posts	Note
Post Title			
National Media Officer	NP1	1	
Senior Programme Assistant	G6	4	
Programme Assistant	G5	1	
Project Assistant	G5	1	Change from Programme Office of Head of Mission
B.2.1 Economic and Environmental Activities			
Senior Economic and Environmental Officer	S3	1	
Economic and Environmental Officer	S2	1	
Senior Programme Assistant	G6	4	
B.3.1 Human Dimension Activities			
Senior Human Dimension Officer	S3	1	
Human Dimension Officer	S2	1	
Penitentiary Reform Adviser	S2	1	
National Legal Officer	NP2	1	
National Project Co-ordinator	NP1	1	
Senior Legal Assistant	G6	1	
Senior Programme Assistant	G6	2	
Programme Assistant	G5	1	
B.4.1 Police Reform Programme			
Police Reform Adviser	S3	1	
Community Policing Adviser	S2	2	
Police Adviser	S2	1	
Senior Programme Assistant	G6	3	
Programme Assistant	G5	1	
Project Assistant	G5	2	
Translator/Interpreter	G5	1	
<u>Centre in Bishkek Total</u>		<u>91</u>	
<u>Project Co-ordinator in Uzbekistan</u>			
A.1.1 Office of Head of Mission			
Head of the Office	HOM	1	
Senior Secretary	G5	1	
Senior Security Guard	G3	1	
Security Guard	G2	2	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	
Programme	Grade	of Posts	Note
Post Title			
A.2.1 Fund Administration Unit			
Chief of Fund Administration	NP2	1	
Asset Management Assistant	G5	1	
Finance Assistant	G5	1	
Human Resources Assistant	G5	1	
Information Technology Assistant	G5	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	1	
Cleaner	G1	2	
B.1.1 Politico-Military Activities			
National Project Officer	NP2	1	
Programme Assistant	G5	1	New Post
B.2.1 Economic and Environmental Activities			
Senior Project Officer	S2	1	
National Economic and Environmental Officer	NP2	1	
Programme Assistant	G5	1	
B.3.1 Human Dimension Activities			
Senior Project Officer	S2	1	
Project Assistant	G4	1	New Post
<u>Project Co-ordinator in Uzbekistan Total</u>		<u>21</u>	
<u>Office in Tajikistan</u>			
A.1.1 Office of Head of Mission			
Head of Office	HOM	1	
Deputy Head of Office	DHOM	1	
Security Officer	P3	1	
Programme Co-ordinator	S3	1	
Field Officer	S2	1	
Field Officer	S2	2	Upgrade
Senior Field Assistant	G6	1	
Senior Legal Assistant	G6	1	
Senior Press and Public Information Assistant	G6	1	
Senior Programme Assistant	G6	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Assistant Translator/Interpreter	G5	1	
Field Assistant	G5	5	
Project Assistant	G5	1	
Security Assistant	G5	1	
Senior Secretary	G5	2	
Administrative Assistant	G4	5	
Receptionist	G3	1	
Senior Security Guard	G3	1	
Security Guard	G2	32	
Cook	G1	3	
A.2.1 Fund Administration Unit			
Chief, Administration and Finance	P4	1	Upgrade
Finance Officer	P2	1	Re-Established
Material Management Officer	S2	1	New Post
National Human Resources Officer	NP1	1	
National Accounting Assistant	NP1	1	New Post
National IT/Communications Officer	NP1	1	New Post
Senior Asset Management Assistant	G6	1	New Post
Senior Procurement Assistant	G6	1	
Asset Management Assistant	G5	1	
Budget Assistant	G5	1	New Post
Communications Assistant	G5	1	
Finance Assistant	G5	2	
IT Assistant	G5	1	
Payroll Assistant	G5	1	
Procurement Assistant	G5	1	
Procurement Assistant	G5	1	New Post
Treasury Assistant	G5	1	
Recruitment and Training Assistant	G5	1	New Post
Building Maintenance Assistant	G4	1	
Human Resources Assistant	G4	1	
IT Help Desk Technician	G4	1	New Post
Office Assistant	G4	1	New Post
Transport Assistant	G4	1	
Travel Assistant	G4	1	New Post
Warehouse Clerk	G3	1	New Post

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
A.2.2 Common Operational Costs			
Driver/Mechanic	G3	2	New Post
Senior Driver	G3	1	
Driver	G2	9	
Handyman	G2	1	
Senior Cook	G2	1	
Cleaner	G1	8	
Cook	G1	1	
B.1.1 Political and Military Aspects of Security			
Border Management Adviser	S2	1	
Border Management Officer	S2	1	
Counter-Terrorism and Police Issues Adviser	S2	1	
De-Mining Officer	S2	1	
Political Officer	S2	1	
Politico-Military Officer	S2	1	
National Politico-Military Officer	NP2	1	
National Border Management Officer	NP1	1	
Senior Project Assistant	G6	1	New Post
Programme Assistant	G5	6	
Programme Assistant	G5	1	Re-Established
B.2.1 Economic and Environmental Activities			
Senior Economic and Environmental Officer	S3	1	
Senior Anti-Corruption Officer	S3	1	New Post
Economic Officer	S2	1	
Environmental Officer	S2	1	
Regional Economic and Environmental Adviser	S2	1	
Water Management Adviser	S2	1	
Field Officer, Economic and Environmental Issues	S1	1	
National Environmental Officer	NP1	1	
Programme Assistant	G5	2	
Programme Assistant	G5	1	New Post
Project Assistant	G5	3	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	
Programme	Grade	of Posts	Note
Post Title			
B.3.1 Human Dimension Activities			
Senior Human Dimension Officer	S3	1	
Elections Reform Officer	S2	1	
Gender and Anti-Trafficking Officer	S2	1	
Human Rights Officer	S2	1	
Media Officer	S2	1	
National Gender Officer	NP1	1	
National Media Development Officer	NP1	1	
Senior Programme Assistant	G6	3	
Programme Assistant	G5	3	
Project Assistant	G5	1	
Senior Secretary	G5	1	New Post
Trial Monitoring Assistant	G5	1	
<u>Office in Tajikistan Total</u>		<u>158</u>	
<u>Grand Total</u>		<u>2870</u>	

PC.DEC/923
22 December 2009
Attachment

Original: ENGLISH

**INTERPRETATIVE STATEMENT UNDER
PARAGRAPH IV.1(A)6 OF THE RULES OF PROCEDURE
OF THE ORGANIZATION FOR SECURITY AND
CO-OPERATION IN EUROPE**

By the delegation of Belarus:

“The delegation of the Republic of Belarus has joined the consensus on the Decision on Approval of the 2010 Unified Budget without prejudice to a possible decision on the extension of the mandate of the OSCE Office in Minsk, which may necessitate appropriate adjustments to the budget of this Office for the year 2010.

I request that this interpretative statement be attached to the journal of the day.”

787th Plenary Meeting

PC Journal No. 787, Agenda item 2

**DECISION No. 924
SCALES OF CONTRIBUTIONS FOR 2010**

The Permanent Council,

Recalling Permanent Council Decision No. 850 of 15 May 2008 on the Scales of Contributions for 2008 and 2009,

1. Approves, as a provisional measure, the attached standard and field operations scales of contributions as contained in the annex, from 1 January 2010 to 31 December 2010;
2. Tasks the Advisory Committee on Management and Finance (ACMF) to begin discussions in January 2010 on the Scales of Contributions for 2011–2013, based on the below-mentioned criteria, by establishing an informal Working Group and requests the Chairperson of the ACMF to report to the Permanent Council on this matter by the end of June 2010;
3. Decides that the scales of contributions for 2011–2013 should be established in accordance with the following criteria:
 - Gradual application of the principle of capacity to pay, based on the United Nations criteria for contributions;
 - Political nature of the Organization;
 - Revised level of the ceiling in the field operations scale for the contribution of any one participating State;
 - A floor for the contribution of any one participating State;
 - Revision of the scales every three years based on the above criteria and the current United Nations adjusted GNI figures.

THE SCALES OF CONTRIBUTIONS FOR 2010

Participating State	Standard scale per cent for 2010	Field operation scale per cent for 2010
Albania	0.125	0.020
Germany	9.350	12.060
United States of America	11.500	14.000
Andorra	0.125	0.020
Armenia	0.050	0.020
Austria	2.510	2.160
Azerbaijan	0.050	0.020
Belarus	0.280	0.040
Belgium	3.240	3.420
Bosnia and Herzegovina	0.125	0.020
Bulgaria	0.550	0.050
Canada	5.530	5.340
Cyprus	0.190	0.110
Croatia	0.190	0.110
Denmark	2.100	2.050
Spain	4.580	5.000
Estonia	0.190	0.020
Finland	1.850	1.980
France	9.350	11.090
Georgia	0.050	0.020
United Kingdom	9.350	11.090
Greece	0.980	0.730
Hungary	0.600	0.380
Ireland	0.750	0.790
Iceland	0.190	0.090
Italy	9.350	11.090
Kazakhstan	0.360	0.060
Kyrgyzstan	0.050	0.020
Latvia	0.190	0.025
the former Yugoslav Republic of Macedonia	0.125	0.020
Liechtenstein	0.125	0.020
Lithuania	0.190	0.025
Luxembourg	0.470	0.250

THE SCALES OF CONTRIBUTIONS FOR 2010 (continued)

Participating State	Standard scale per cent for 2010	Field operation scale per cent for 2010
Malta	0.125	0.025
Moldova	0.050	0.020
Monaco	0.125	0.020
Montenegro	0.050	0.020
Norway	2.050	2.070
Uzbekistan	0.350	0.050
Netherlands	4.360	3.570
Poland	1.350	1.050
Portugal	0.980	0.560
Romania	0.600	0.120
Russian Federation	6.000	2.500
San Marino	0.125	0.020
Holy See	0.125	0.020
Serbia	0.140	0.020
Slovakia	0.280	0.150
Slovenia	0.220	0.175
Sweden	3.240	3.410
Switzerland	2.810	2.720
Tajikistan	0.050	0.020
Czech Republic	0.570	0.420
Turkmenistan	0.050	0.020
Turkey	1.010	0.750
Ukraine	0.680	0.140
Total	100.005	100.010

PC.DEC/924
22 December 2009
Attachment 1

Original: ENGLISH

**INTERPRETATIVE STATEMENT UNDER
PARAGRAPH IV.1(A)6 OF THE RULES OF PROCEDURE
OF THE ORGANIZATION FOR SECURITY AND
CO-OPERATION IN EUROPE**

By the delegation of the United States of America:

“The United States of America wishes to make the following interpretative statement under paragraph IV.1(A)6 of the OSCE’s Rules of Procedure.

In joining consensus on this scale of contributions decision, the United States has made no commitment to any further increases in the U.S. contributions levels. Permanent Council Decision No. 408, adopted in 2001, established a 14 per cent ceiling on the Field Operations (Vienna) scale. The logic behind that ceiling remains valid and we see no reason for changing it. Furthermore, in the thirty-fourth year since the Helsinki Accords were signed, we recall the significance of the concept of shared participating State responsibilities (for both the Helsinki and the Vienna scales), and we intend to participate in future discussions on that basis. Moreover, it remains our view that all criteria applied to future discussions on scales remain of equal weight.

We understand that these scales of contribution shall apply from January 1 through December 31, 2010 and that the reference in operative paragraph 1 to “as a provisional measure” shall have no effect on that period.

We request that this statement be duly registered and attached to the journal of the day.

Thank you, Madam Chair.”

**INTERPRETATIVE STATEMENT UNDER
PARAGRAPH IV.1(A)6 OF THE RULES OF PROCEDURE
OF THE ORGANIZATION FOR SECURITY AND
CO-OPERATION IN EUROPE**

By the delegation of Canada:

“Canada joins consensus on the decision on the scales of contributions for 2010 with the understanding that this decision represents only a guideline for the establishment of scales of contributions post-2010 and to this effect, does not:

- Impose limitations on the nature and scope of the discussions on scales of contributions past 2010 and of the recommendations that will eventually be made by the ACMF and the working group, and;
- Restrict in any way the possibility to discuss and adopt changes to the various criteria listed in operative paragraph 3.

We request that this interpretative statement be attached to the journal of the day.”