

845th Plenary Meeting

PC Journal No. 845, Agenda item 2

**DECISION No. 981
APPROVAL OF THE 2011 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 2011 Unified Budget contained in Annex I;
2. Approves the Post Table contained in Annex II;

II. Recalling 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,

Taking into account Permanent Council Decision No. 705 of 1 December 2005 on the Common Regulatory Management System (CRMS), and striving to contribute to strengthening the efficiency, effectiveness and transparency of the Organization,

Noting the Permanent Council Decision No. 945 of 13 July 2010 on amending OSCE Staff Regulations and expressing its appreciation for the work done in 2010 by the Informal Working Group on Financial Regulations,

Underlining the importance of the oversight of the OSCE's administrative and financial activities exercised by the participating States, and recalling the Permanent Council Decision No. 552 of 27 June 2003, setting out the responsibilities of the Advisory Committee on Management and Finance (ACMF), and

Taking into consideration financial constraints faced currently by the participating States,

1. Tasks the ACMF, in co-ordination with the Secretary General, to continue efforts to improve further the programme and budget planning process within the OSCE, *inter alia*, taking into account the relevant proposals made in the framework of the Corfu Process and the preparations for the Astana Summit meeting;
2. Tasks the ACMF to intensify its work on reaching an agreement on the OSCE Financial Regulations and possible amendments to the OSCE Staff Regulations and

submit its recommendations on these subjects to the Permanent Council by the end of June 2011;

3. Takes note of the latest version of the open-ended list of projects to be undertaken and funded within the 2011 Unified Budget, as contained in SEC.GAL/145/10, which may be supplemented by fund managers within their respective funds as appropriate in the course of 2011, and which should be updated and distributed to participating States twice in the course of the year;
4. Undertakes to intensify efforts, including throughout the Unified Budget cycle in 2011, 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;
5. Underlining the continued need to provide Heads of Mission with money to facilitate mandate implementation, decides that in 2011 the ceiling for the Head of Mission Facility will be reduced by 35.7 per cent compared with the ceiling that would be set on the basis of the formula contained in the Permanent Council Decision No. 399 of 14 December 2000;
6. Recalling Permanent Council Decision No. 590 of 24 December 2003, decides to amend the OSCE methodology on calculation of the board and lodging allowances by using the 24-month moving average of the UN Retail Price Indexes with details available before submission of the Unified Budget Proposal for the following year;
7. Tasks the ACMF to continue discussions in 2011 on Staff Standard Costs issues, in particular staff salaries, with a view to addressing possible major intra-year fluctuations in the future, to ensure the long-term financial sustainability of these costs, and to analyze possibilities for denomination of OSCE staff salaries in euros;
8. Tasks the ACMF, in co-ordination with the Secretary General to reflect on the ways to make optimal use of the Unified Budget mid-year review process;
9. Reiterates that any request for a supplementary budget during a financial year shall be met, wherever reasonable, by reallocating existing resources;
10. Tasks the ACMF, in co-ordination with the Secretary General, to review the issue of local staff income tax in those locations where such tax is still charged;
11. Tasks the OSCE Centre in Bishkek, in co-ordination with the Secretary General, to report to the ACMF by 1 March 2011 on the use of the supplementary funds it received in 2010.

THE 2011 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	1,136,100
A.1.2 Security Management	368,800
A.1.3 External Co-operation	667,700
A.1.4 Legal Services	513,600
A.1.5 Press and Public Information	1,179,100
B.4.1 Gender Issues	<u>344,900</u>
Total	4,210,200
Chairman-in-Office	
A.1.1 Short Term Mission/Visits of CiO and PR of the CiO	325,000
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	530,000
Internal Oversight	
A.1.1 Internal Oversight	<u>1,275,400</u>
Total	1,275,400
Strategic Police Matters	
B.1.1 Strategic Police Matters Unit	<u>842,000</u>
Total	842,000
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>895,500</u>
Total	895,500
Action Against Terrorism Unit	
B.1.1 Action Against Terrorism	<u>830,600</u>
Total	830,600

THE 2011 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	1,428,800
B.2.2 Economic and Environmental Forum	<u>471,200</u>
Total	1,900,000
Conflict Prevention	
A.1.1 CPC Direction and Management	400,200
A.1.2 Policy Support Service	872,700
A.1.3 Operations Service	655,200
A.1.4 Operations Service/Borders Team	359,600
A.1.5 Programming and Evaluation Support Unit	320,600
B.1.1 FSC Chairmanship	35,000
B.1.2 FSC Support	480,300
B.1.3 Communications Network	<u>517,600</u>
Total	3,641,200
Human Resources Management	
A.2.1 HR Direction and Management	451,400
A.2.2 Personnel Management and Payroll Administration	1,051,700
A.2.3 Common Staff Costs	1,890,300
A.2.4 Recruitment	610,800
A.2.5 Training Section	<u>1,076,100</u>
Total	5,080,300
Department of Management and Finance	
A.2.1 DMF Direction and Management	333,000
A.1.1 Conference and Language Services	4,821,400
A.2.2 Budget and Internal Control Services	663,500
A.2.3 Financial Accounting and Treasury Services	918,200
A.2.4 Information and Communication Technology Services	2,040,300
A.2.5 Mission Support Service	1,636,900
A.2.6 Secretariat Common Operational Costs	3,216,300
A.2.7 Prague Office	<u>403,600</u>
Total	14,033,200
Total for the Secretariat	33,238,400

THE 2011 UNIFIED BUDGET (continued)

Fund	EUR
Main Programme	
Programme	
<u>Office for Democratic Institutions and Human Rights</u>	
A.1.1 Direction and Policy	1,267,500
A.2.1 Fund Administration Unit	2,045,100
A.2.2 Common Operational Costs	900,100
B.3.1 Human Dimension Meetings	661,800
B.3.2 Democratization	1,435,400
B.3.3 Human Rights	1,157,200
B.3.4 Elections	6,524,600
B.3.5 Tolerance and Non-Discrimination	1,261,500
B.3.6 Roma and Sinti Issues	<u>551,100</u>
Total	15,804,300
<u>High Commissioner on National Minorities</u>	
A.2.1 Fund Administration Unit	366,900
A.2.2 Common Operational Costs	184,500
B.1.1 Office of the High Commissioner	<u>2,813,100</u>
Total	3,364,500
<u>Representative on Freedom of the Media</u>	
A.1.1 Freedom of the Media	<u>1,429,300</u>
Total	1,429,300
TOTAL FOR FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS	
	53,836,500
<u>II. FUNDS RELATED TO OSCE FIELD OPERATIONS</u>	
AUGMENTATION	
<u>Augmentations</u>	
Secretariat Augmentations	
A.1.1 Press and Public Information	260,400
A.1.2 Internal Oversight	278,600
A.1.3 Policy Support Service	391,300
A.1.4 Operations Service	168,600
A.2.1 Personnel Management and Payroll Administration	296,700
A.2.2 Recruitment	489,600
A.2.3 Budget and Internal Control Services	373,600
A.2.4 Financial Accounting and Treasury Services	512,000
A.2.5 Information and Communication Technology Services	1,360,500
A.2.6 Mission Support Service	<u>1,048,000</u>
Total	5,179,300

THE 2011 UNIFIED BUDGET (continued)

	<u>Fund</u> Main Programme Programme	EUR
	ODIHR Augmentation	
B.3.1	ODIHR Democratization	<u>235,000</u>
	Total	235,000
	TOTAL FOR AUGMENTATIONS	5,414,300
	SOUTH-EASTERN EUROPE	
	<u>Mission in Kosovo</u>	
A.1.1	Office of Head of Mission	3,484,500
A.2.1	Fund Administration Unit	2,948,700
A.2.2	Common Operational Costs	4,765,100
B.1.1	Security and Public Safety	1,274,500
B.3.1	Democratization	3,152,100
B.3.2	Human Rights and Communities	<u>6,981,400</u>
	Total	22,606,300
	<u>Tasks in Bosnia and Herzegovina</u>	
A.1.1	Office of Head of Mission	1,730,400
A.2.1	Fund Administration Unit	1,963,400
A.2.2	Common Operational Costs	3,142,200
B.1.1	Security Co-operation	681,600
B.3.1	Human Dimension	<u>7,255,100</u>
	Total for the Mission	14,772,700
	Regional Stabilization/Arms Control	
B.1.1	Implementation of Article IV	<u>206,300</u>
	Total Regional Stabilization/Arms Control	206,300
	Grand Total for Tasks in Bosnia and Herzegovina	14,979,000
	<u>Office in Zagreb</u>	
A.1.1	Office of Head of Mission	193,600
A.2.1	Fund Administration Unit	258,100
A.2.2	Common Operational Costs	518,300
B.3.1	War Crimes Monitoring	343,500
B.3.2	Housing Care Implementation	<u>150,100</u>
	Total	1,463,600

THE 2011 UNIFIED BUDGET (continued)

Fund	EUR
Main Programme	
Programme	
<u>Mission to Serbia</u>	
A.1.1 Office of Head of Mission	972,400
A.2.1 Fund Administration Unit	769,300
A.2.2 Common Operational Costs	1,405,800
B.1.1 Police Affairs	1,661,800
B.3.1 Democratization	1,202,100
B.3.2 Media	410,800
B.3.3 Rule of Law and Human Rights	<u>1,122,200</u>
Total	7,544,400
<u>Presence in Albania</u>	
A.1.1 Office of Head of Mission	691,000
A.2.1 Fund Administration Unit	422,400
A.2.2 Common Operational Costs	872,500
B.1.1 Security Co-operation	229,600
B.2.1 Governance in Economic and Environmental Issues	259,600
B.3.1 Democratization	397,600
B.3.2 Rule of Law and Human Rights	<u>318,500</u>
Total	3,191,200
<u>Mission to Skopje</u>	
A.1.1 Office of Head of Mission	1,583,100
A.2.1 Fund Administration Unit	1,059,400
A.2.2 Common Operational Costs	1,167,700
B.1.1 Police Development	1,414,100
B.3.1 Good Governance	621,000
B.3.2 Rule of Law	<u>1,205,700</u>
Total	7,051,000
<u>Mission to Montenegro</u>	
A.1.1 Office of Head of Mission	337,100
A.2.1 Fund Administration Unit	252,000
A.2.2 Common Operational Costs	431,500
B.1.1 Police Affairs	465,400
B.1.2 Politico-Military Activities	43,900
B.3.1 Democratization	448,300
B.3.2 Media	120,700
B.3.3 Rule of Law and Human Rights	<u>276,800</u>
Total	2,375,700
TOTAL FOR SOUTH-EASTERN EUROPE	59,211,200

THE 2011 UNIFIED BUDGET (continued)

<u>Fund</u>	EUR
Main Programme	
Programme	
EASTERN EUROPE	
<u>Mission to Moldova</u>	
A.1.1 Office of Head of Mission	378,400
A.2.1 Fund Administration Unit	208,000
A.2.2 Common Operational Costs	444,000
B.1.1 Conflict Prevention/Resolution	487,400
B.3.1 Human Rights Monitoring/Democratization	294,300
B.3.2 Anti-Trafficking/Gender	<u>271,800</u>
Total	2,083,900
<u>Project Co-ordinator in Ukraine</u>	
A.1.1 Office of Head of Mission	208,900
A.2.1 Fund Administration Unit	265,800
A.2.2 Common Operational Costs	396,600
B.3.1 Democratization and Good Governance	294,300
B.3.2 Rule of Law and Human Rights	857,000
B.4.1 Economic, Environmental and Politico-Military Projects	<u>729,700</u>
Total	2,752,300
<u>Office in Minsk</u>	
A.1.1 Office of Head of Mission	198,500
A.2.1 Fund Administration Unit	143,800
A.2.2 Common Operational Costs	187,200
B.2.1 Economic and Environmental Activities	269,500
B.3.1 Institution Building, Rule of Law and Civil Society	<u>359,500</u>
Total	1,158,500
<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	6,004,000
CAUCASUS	
<u>Office in Yerevan</u>	
A.1.1 Office of Head of Mission	289,500
A.2.1 Fund Administration Unit	201,100
A.2.2 Common Operational Costs	395,700
B.1.1 Politico-Military Activities	531,000

THE 2011 UNIFIED BUDGET (continued)

Fund		
Main Programme		EUR
Programme		
B.2.1	Economic and Environmental Activities	500,800
B.3.1	Democratization	264,600
B.3.2	Human Rights	297,600
B.4.1	Good Governance	328,900
	Total	2,809,200
<u>Office in Baku</u>		
A.1.1	Office of Head of Mission	226,600
A.2.1	Fund Administration Unit	216,600
A.2.2	Common Operational Costs	553,500
B.1.1	Politico-Military Activities	617,400
B.2.1	Economic and Environmental Activities	370,300
B.3.1	Democratization	409,600
B.3.2	Rule of Law and Human Rights	442,300
	Total	2,836,300
<u>High-Level Planning Group</u>		
A.1.1	Office of Head of Mission	245,000
	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	580,600
A.2.1	Fund Administration Unit	193,400
A.2.2	Common Operational Costs	381,300
	Total	1,155,300
	TOTAL FOR CAUCASUS	7,999,100
CENTRAL ASIA		
<u>Centre in Astana</u>		
A.1.1	Office of Head of Mission	244,300
A.2.1	Fund Administration Unit	249,100
A.2.2	Common Operational Costs	363,600
B.1.1	Politico-Military Activities	445,200
B.2.1	Economic and Environmental Activities	451,100

THE 2011 UNIFIED BUDGET (continued)

Fund		
Main Programme		EUR
Programme		
B.3.1	Human Dimension Activities	<u>450,500</u>
	Total	2,203,800
	<u>Centre in Ashgabat</u>	
A.1.1	Office of Head of Mission	255,700
A.2.1	Fund Administration Unit	165,000
A.2.2	Common Operational Costs	262,300
B.1.1	Conflict Prevention and Confidence- and Security-Building	260,400
B.2.1	Economic and Environmental Activities	210,900
B.3.1	Human Dimension Activities	<u>247,400</u>
	Total	1,401,700
	<u>Centre in Bishkek</u>	
A.1.1	Office of Head of Mission	1,030,200
A.2.1	Fund Administration Unit	423,200
A.2.2	Common Operational Costs	747,400
B.1.1	Politico-Military Activities	1,412,200
B.2.1	Economic and Environmental Activities	960,400
B.3.1	Human Dimension Activities	1,055,800
B.4.1	Police Reform Programme	<u>1,138,300</u>
	Total	6,767,500
	<u>Project Co-ordinator in Uzbekistan</u>	
A.1.1	Office of Head of Mission	173,900
A.2.1	Fund Administration Unit	95,100
A.2.2	Common Operational Costs	251,800
B.1.1	Politico-Military Activities	407,100
B.2.1	Economic and Environmental Activities	524,000
B.3.1	Human Dimension Activities	<u>499,900</u>
	Total	1,951,800
	<u>Office in Tajikistan</u>	
A.1.1	Office of Head of Mission	1,046,000
A.2.1	Fund Administration Unit	476,900
A.2.2	Common Operational Costs	1,341,000
B.1.1	Political and Military Aspects of Security	1,140,800
B.2.1	Economic and Environmental Activities	951,200
B.3.1	Human Dimension Activities	<u>1,018,900</u>
	Total	5,974,800
	TOTAL FOR CENTRAL ASIA	18,299,600

THE 2011 UNIFIED BUDGET (continued)

<u>Fund</u>	
Main Programme	EUR
Programme	

TOTAL FOR FUNDS RELATED TO OSCE FIELD OPERATIONS	96,928,200
TOTAL OSCE UNIFIED BUDGET	150,764,700

POST TABLE

<u>Fund</u>			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
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	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
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	
Website Assistant	G5	1	
Press and Public Information 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	
Police Affairs Officer, Adviser on Combating THB	S	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
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	
Co-ordination Adviser	P4	1	New post
Adviser	P3	1	
Programme Officer	P3	1	
Executive Adviser to the SR/CTHB	P3	1	
Adviser	S	1	
Deputy Co-ordinator, Combating Trafficking in Human Beings	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	
Administrative Assistant	G4	1	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
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 Adviser	P3	1	
Environmental Programme Officer	P3	1	
Environmental Affairs Adviser	P3	1	
Economic and Environmental Adviser	P3	1	
Associate Environmental Officer	P2	1	
Economic Affairs Officer	S	2	
Programme Officer, Economic Co-operation and Governance	S	1	
Environmental Adviser	S	1	
Economic and Environmental Affairs Adviser	S	1	
Senior Programme Officer, Energy Security	S	1	
Executive Secretary	G6	1	
Administrative Assistant	G5	1	
Project Assistant	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	
Secretary	G4	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
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			
Customs Adviser	P3	1	
Programme Management Officer	P3	1	
Border Adviser	P2	1	
Border Adviser	S	1	
Senior Border Issues 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 Officer	P2	1	
FSC Support Officer	S	1	
Programme Assistant	G5	1	
B.1.3 Communications Network			
Senior Communications Network Officer	P4	1	
Network Management Officer	P3	1	
Senior Network Management Assistant	G6	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
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	
Personnel Officer	P3	1	
Senior Personnel Assistant	G7	1	
Senior Payroll Assistant	G6	2	
Senior Personnel Assistant	G6	3	
Payroll Assistant	G5	1	
Personnel Assistant	G4	2	
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	
Department of Management and Finance			
A.2.1 DMF Direction and Management			
Director for Management and Finance	D2	1	
Senior Administrative Assistant	G6	1	
Senior Administrative/Finance Assistant	G6	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
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	
Budget Officer	P3	1	
Financial Policy and Control Analyst	P3	1	
IRMA Focal Point, Contracting and Materials Management	P3	1	
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	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
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			
Deputy Director, Information and Communications 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	
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, Procurement and Contracting Unit	P4	1	
Chief, Asset Management and Logistics Unit	P4	1	
Materials Management Officer	P3	1	
Procurement Officer	P3	1	
Chief, Building Support Services	P3	1	
Chief, Support Services	P3	1	
Associate Asset Management Officer	P2	1	
Associate Procurement Officer	P2	1	
Senior Asset Management Assistant	G6	1	
Senior Building Maintenance Assistant	G6	1	
Senior Travel Assistant	G6	1	
Administrative Assistant	G5	1	
Asset Management Assistant	G5	1	
Building Maintenance Assistant	G5	1	Downgrade

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
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	
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>	
<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	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
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	
Associate Procurement Officer	P2	1	
Finance Officer	P2	1	
Associate Procurement and Contracting Officer, EOM	P2	2	
Documents and Records Management Officer	P2	1	
Senior Administrative Assistant	G7	1	
Senior Finance Assistant	G7	1	
Senior Finance Assistant	G6	1	
Senior Information Technology Assistant	G6	1	
Senior IT Assistant	G6	2	
Senior Personnel Assistant	G6	1	
Senior Procurement and Contracting Assistant, EOM	G6	1	
Senior Procurement/Asset Management Assistant	G6	1	
Senior Recruitment Assistant	G6	1	
Senior Budget Assistant	G6	1	
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	
Procurement/Travel Assistant	G5	1	
Supply Assistant	G5	1	
Treasury Assistant	G5	1	
Documents and Records Management Assistant	G4	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Finance Assistant	G4	1	New post
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	2	
Migration/Freedom of Movement Adviser	P3	2	
Deputy Chief, Rule of Law Unit	P3	1	
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 Adviser on Anti-Trafficking Issues	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	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
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	
Senior Election Adviser	P4	2	
Senior Adviser on New Voting Technologies	P4	1	
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	
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	
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, Chief of CPRSI	P4	1	New post
Adviser on Roma and Sinti Issues, Deputy Chief of CPRSI	P3	1	New post

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Officer on Roma and Sinti Issues	P2	2	
Administrative Assistant	G5	1	
<u>Office for Democratic Institutions and Human Rights Total</u>		<u>134</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	
Director	D1	1	
Head of Section/Senior Adviser	P5	2	
Political Adviser	P4	1	
Senior Adviser	P4	4	
Senior Legal Adviser	P4	2	
Legal Adviser	P3	1	
Political Adviser	P3	1	
Project Officer	P3	1	
Legal Officer	S	1	
Project Officer	S	2	
Secretary HCNM	S	1	
Personal Adviser	S	1	
Administrative Assistant	G5	1	
Editorial Assistant	G5	1	
Information Assistant	G5	1	
Project Assistant	G5	2	
Administrative Secretary	G4	1	
Secretary	G4	1	
<u>High Commissioner on National Minorities Total</u>		<u>30</u>	
<u>Representative on Freedom of the Media</u>			
A.1.1 Freedom of the Media			
Representative on Freedom of the Media	RFOM	1	
Director of the Office/Principal Adviser	D1	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Senior Adviser	P4	1	
Adviser	P2	2	
Project Officer	P2	1	
Assistant Research Officer	P1	1	
Project Co-ordinator	S	1	
Senior Adviser	S	5	
Senior Administrative Assistant	G7	1	
Senior Project Assistant	G6	1	
Programme Secretary	G4	1	
<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	
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	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
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 Contributions	G5	1	
Finance Assistant	G5	1	
Treasury Assistant	G5	1	
Finance Assistant	G4	5	
A.2.5 Information and Communication Technology Services			
Chief, ICT Service and Support Section	P4	1	
Associate Computer Information Systems Officer	P2	1	
Senior Information Technology Assistant	G7	1	
Senior Programming Assistant	G7	1	
Senior ERP Applications Assistant	G7	1	
Senior System Administration 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	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
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	
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	
Deputy Chief Mission Security	P3	1	
Security Officer	P2	1	
Special Assistant to the Head of Mission	P2	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	
Mission Internal Oversight Officer	S3	1	
Deputy Head, Office of Central Co-ordination	S3	1	
Senior Legal Adviser	S2	2	
Senior Political Officer	S2	3	
Senior Public Affairs Officer	S2	1	
Planning and Co-ordination Officer	S1	1	New post

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Political Officer	S1	2	
Project Officer	S1	1	
Security Officer	S1	3	New post
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	
Personal Assistant to Head of Mission	G6	1	
Senior Co-ordination Assistant	G6	1	
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	
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	
Intranet/Internet Assistant	G5	1	
CCTV Technician	G4	1	
Fire Safety Assistant	G4	1	
Investigation Assistant	G4	1	
Media Monitor Assistant	G4	2	
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	9	
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	40	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
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	
Human Resources Officer	P3	1	
Building Management Services Officer	P3	1	Budgeted for six months
Supply and Transport Officer	S3	1	
Contracts/Procurement Officer	S2	1	New post
ICT Officer	S2	1	New post
Customs Clearance Officer	S1	1	Budgeted for six months
National Medical Officer	NP3	1	
National Chief of Accounts	NP3	1	
National Database Design Officer	NP3	1	
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 ICT Engineer, Mobile Communications	NP2	1	
National ICT Officer	NP2	2	
National Training Co-ordinator	NP2	1	
National ICT Engineer, Microwave/VSAT	NP2	1	
National ICT Officer VoIP, Internet Security	NP2	1	
National Supply Officer	NP2	1	
National Archives Officer	NP1	1	
National Asset Management Officer	NP1	1	
National Procurement Officer	NP1	1	
National Training Officer	NP1	1	
National Travel Officer	NP1	1	
National Transport Officer	NP1	1	New post
Executive Assistant	G6	1	
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	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Senior ICT Technician LAN	G6	2	
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	
Senior Procurement Assistant	G6	1	
Senior Project Assistant	G6	1	New post
Senior Treasury Assistant	G6	1	
Senior Human Resources/Payroll Assistant	G6	1	
Senior ICT Technician VoIP, Internet Security	G6	2	
Administrative Assistant	G5	1	
CS Technician Microwave/Conference Equipment	G5	1	
Electrical Foreman	G5	1	
Finance Assistant	G5	2	
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	2	
ICT Technician	G5	1	
ICT Technician Microwave/VSAT	G5	3	
ICT Technician, Mobile Communications	G5	2	
Logistics Assistant	G5	4	
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	
Transport Assistant	G5	1	
Travel Assistant	G5	1	
Treasury Assistant	G5	1	
Budget Audit Assistant	G5	1	
Database Development Assistant	G5	1	
Archives Assistant	G4	2	
Building Management Assistant	G4	1	Downgrade
Conference Equipment Technician	G4	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Customs Assistant	G4	1	
Dispatcher	G4	3	
Generator Overhaul Mechanic	G4	1	
Human Resources Assistant	G4	1	
Inspection Assistant	G4	1	
Maintenance Assistant	G4	1	
Office Assistant	G4	2	
Photocopy Technician	G4	1	
Supply Assistant	G4	2	
Technical Assistant	G4	1	
Contracts/Procurement/Administrative Assistant	G4	1	
Facilities Assistant	G4	1	
Fuel 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	
Driver	G2	14	
B.1.1 Security and Public Safety			
Director	S4	1	
Deputy Director	S4	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Chief	S3	1	
Chief of Section	S3	3	
Senior KCPSED Adviser	S2	1	
Senior Training Development Officer	S2	4	
Senior Community Policing Officer	S2	1	
Senior Organized Crime Adviser	S2	3	
Senior Community Policing Officer, Security	S2	2	
National Administrative Officer	NP2	1	
National KCPSED Adviser	NP1	1	
National Programme Officer	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 Organised Crime Adviser	NP1	1	
Senior Programme Assistant	G6	3	
Senior Project Assistant	G6	1	
Senior Analysis and Reporting Assistant	G6	1	
Administrative Assistant	G5	1	
Programme Assistant	G5	12	
Senior Secretary	G5	1	
Programme Assistant	G4	3	
B.3.1 Democratization			
Director	S4	1	
Deputy Director	S4	1	
Chief, Elections Division	P4	1	
Administrative Officer	P2	1	
IT Officer	P2	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	
Elections Operations Adviser	S2	1	
Senior Adviser on Higher Education, Academic Management	S2	1	
Senior Advisor to the IMC	S2	1	
Senior Programme Officer	S2	1	
Senior Project Adviser	S2	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Senior Reporting and Information Officer	S2	1	
Special Adviser to OI	S2	1	
Unit Co-ordinator/Senior Adviser on Higher Education	S2	1	
Senior Adviser on Independent Institutions	S2	1	
Senior Elections Legal Adviser	S2	1	
Programme Officer	S1	2	
National Deputy Chief, Elections Division	NP3	1	
National Legal Officer	NP1	2	
National Programme Officer	NP1	11	
National Programme Officer	NP1	1	New post
National Reporting and Information Officer	NP1	1	New post
National Training Officer	NP1	1	
National Voter Services Officer	NP1	1	
National Elections External Relations Officer	NP1	1	
Personal Assistant	G6	1	
Senior Administrative Assistant	G6	1	
Senior Election Compliance Auditor Assistant	G6	1	
Senior Election Field Assistant	G6	6	
Senior Elections Operations Assistant	G6	1	
Senior Programme Assistant	G6	1	
Senior Training Assistant	G6	1	
Senior Translator/Interpreter	G6	9	
Senior Elections Field Co-ordinator	G6	1	
Monitoring Assistant	G5	2	
Programme Assistant	G5	3	
Office Assistant	G4	1	
Programme Assistant	G4	4	
Office Clerk	G3	1	
B.3.2 Human Rights and Communities			
Director	S4	1	
Deputy Director	S4	1	
Special Adviser on Non-Albanian Communities and Outreach Co-ordinator	P4	1	
Administrative Officer	P2	1	
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	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
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	
Special Adviser to Kosovo Judicial Institute	S2	1	
Senior Human Rights Officer	S2	5	
Senior Human Rights Adviser, Security Monitoring Section	S2	1	
Communities Policy Officer	S1	1	
Communities Protection Officer	S1	1	
Human Dimension Officer	S1	50	
Human Rights Adviser/Property	S1	1	
Legal Officer, Legislative Review Section	S1	1	
Legal System Monitor	S1	6	
Human Rights Officer, Property	S1	1	
Community Policy Officer/Return	S1	1	New post
National Communities Policy Adviser	NP2	1	
National Co-ordinator, Criminal Monitoring	NP2	1	
National Language Services Co-ordinator	NP2	1	
National Legal Adviser on Woman and Children	NP2	1	
National Human Rights Adviser	NP2	1	
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	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
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 Programme Assistant	G6	6	New post
Senior Project Assistant	G6	1	New post
Senior Translator/Interpreter	G6	5	
Administrative Assistant	G5	1	
Anti-Trafficking Assistant	G5	1	
Human Rights Assistant	G5	6	
Legal Assistant	G5	1	
Legal System Assistant	G5	9	
Assistant/Secretary/Interpreter	G4	5	
Office Assistant	G4	2	New post
Programme Assistant	G4	40	
Office Clerk	G3	1	
Receptionist	G2	1	
<u>Mission in Kosovo Total</u>		<u>684</u>	
<u>Tasks in Bosnia and Herzegovina</u>			
A.1.1 Office of Head of Mission			
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	
Senior Political Adviser	S2	1	
Executive Assistant to Deputy Head of Mission	S1	1	
Political Analyst	S1	1	New post
National Chief of Security	NP3	1	
National Spokesperson	NP3	1	
National Deputy Chief of Security	NP2	1	
National Planning and Co-ordination Officer	NP2	1	New post

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
National Personal Assistant to DHoM	NP1	1	
National Personal Assistant to HoM	NP1	1	
National Political Officer	NP1	7	
National Press Officer	NP1	4	
National Reporting Officer	NP1	1	
National Website Manager	NP1	1	
Political Assistant	G5	1	
Programme Assistant	G5	1	
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	
Security Guard	G2	15	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P5	1	
Chief of Finance	P3	1	
Chief of Procurement and Logistics	S3	1	
Legal Adviser	S2	1	
National Chief of Human Resources	NP3	1	New Post
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	
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	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	
Programme	Grade	of Posts	Note
Post Title			
National Recruitment Officer	NP1	1	
National Treasury Officer	NP1	1	
National Information Systems Developer	NP1	1	
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/Help Desk 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	
Medical Secretary	G4	1	New post
Administrative Clerk	G3	11	
Documents Management Clerk	G3	2	
Receptionist	G3	4	
Switchboard Operator	G3	2	
A.2.2 Common Operational Costs			
Driver DHoM	G3	1	
Senior Driver	G3	2	
Driver	G2	47.5	
Cleaner	G1	22.5	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
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	4	
B.3.1 Human Dimension			
Head, Human Dimension Department	P5	1	
Deputy Director, Operations Unit	S4	1	
Deputy Director, Programmes Unit	S4	1	
Head of Education Institutions and Legislation Section	S3	1	
Head of Economic and Social Rights and Equality Section	S3	1	
Head of Diversity and Inclusion in Schools Section	S3	1	
Head of Community Engagement Section	S3	1	
Head of Governance Development and Support Section	S3	1	
Senior Human Dimension Officer/Head of Field Office	S3	4	
Head of Parliamentary Support and Monitoring Section	S3	1	
Head of Judicial and Legal Reform Section	S3	1	
Human Rights Adviser, Economic and Social Rights	S2	1	
Legal Adviser, Anti-Discrimination	S2	1	
Legal Adviser, Judicial and Legal Reform	S2	2	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Head of Field Office	S2	10	
Legal Adviser, War Crimes and Transitional Justice	S2	1	
Legal Adviser, War Crimes and Rule of Law	S2	1	
Legal Adviser, Analysis and Reporting	S2	1	
Field Advocacy Co-ordinator	S2	1	
Human Rights Officer	S1	10	
Programme Officers, Governance and Community Affairs	S1	8	
Programme Officer, Governance	S1	1	New post
Information Officer	S1	1	New post
Project Co-ordination Officer	S1	1	New post
National Anti-Trafficking Officer	NP2	1	
National Legal Adviser	NP2	9	
National Programme Adviser, Finance and Management	NP2	1	
National Programme Adviser, Education	NP2	1	
National Programme Adviser, Civic Involvement	NP2	1	
National Programme Adviser, Access and Non-Discrimination	NP2	1	
National Communications Officer	NP1	1	
National Human Rights Officer	NP1	9	
National Legal Officer	NP1	2	
National Trial Monitoring Officer	NP1	1	
National Monitoring and Evaluation Officer	NP1	1	
National Human Rights Adviser	NP1	1	
National Programme Officer, Assembly/Council Support	NP1	1	
National Chief of Programme Support Section	NP1	1	
National Programme Officer, Communication and Outreach	NP1	1	
National Programme Officer, Community Cohesion	NP1	1	
National Programme Officer, Community Engagement	NP1	13	
National Programme Officer, Community Mobilization	NP1	1	
National Programme Officer, Education	NP1	27	
National Programme Officer, Governance Development	NP1	1	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
National Programme Officer, Governance Support	NP1	16	
National Programme Officer, Governance Support	NP1	3	New post
National Programme Officer, Information and Reporting	NP1	1	
National Programme Officer, Parliamentary Affairs	NP1	1	
National Programme Officer, Policy Advocacy	NP1	1	New post
National Programme Officer, Social Inclusion	NP1	1	New post
Senior Database Assistant	G6	0.5	
Senior Programme Assistant, Human Rights	G6	1	
Legal Assistant	G5	6	
Personal Assistant	G5	3	
Programme Assistant	G5	7	
Programme Assistant, Community Engagement	G5	16	
Roma Monitor	G5	1	
Senior Interpreter	G5	1	
Programme Assistant, Education	G5	3	
Programme Assistant, Governance and Community Affairs	G5	7	
Programme Assistant, Governance Development and Support	G5	5	
Programme Assistant, Governance Support	G5	11	
Programme Assistant, Parliamentary Monitor	G5	3	
Programme Assistant, Parliamentary Support	G5	3	
Rule of Law Monitoring Assistant	G5	24	
Office Assistant	G4	3	
Programme Assistant	G4	3	
Programme Assistant, Education	G4	7	
Programme Assistant, Human Rights	G4	15	
Regional Stabilization/Arms Control			
B.1.1 Implementation of Article IV			
Driver	S	1	
Military Adviser	S	1	
Operation Staff Officer	S	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Personal Representative of the CiO	S	1	
Administrative Secretary	G5	1	
<u>Tasks in Bosnia and Herzegovina Total</u>		<u>523.5</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	
A.2.1 Fund Administration Unit			
National Administrative Officer	NP2	1	New post
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	
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	
<u>Office in Zagreb Total</u>		<u>19</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	
Municipal Co-ordinator	S2	1	
Senior Political Officer	S2	1	
Head of Political and Press Affairs	S2	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Executive Officer	S1	1	New post
Political Officer	S1	1	
Political/Reporting Officer	S1	1	
National Special Adviser, CSBM	NP3	1	
National Project Co-ordination Officer	NP1	1	
Personal Assistant to HoM	G6	1	
Senior Press and Political Assistant	G6	1.5	
Assistant Translator/Interpreter	G5	1	New post
Field Programme Assistant	G5	2	
Programme Assistant	G5	1	
Senior Secretary	G5	1	
Supervisor, Security Unit	G5	1	
Press and Political Assistant	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	
Finance Assistant	G5	2	
Human Resources Assistant	G5	1	
Treasury Assistant	G5	1	
Human Resources Assistant	G4	1.5	
ICT Assistant	G4	2	
Procurement Assistant	G4	1	
Transport Assistant	G4	1	
Building Maintenance Technician	G3	1	
Receptionist	G3	1	
Finance Clerk	G3	1	New post
Gardener/Handyman	G2	1	
Handyman	G2	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
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	
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	2	
National Curriculum Development Officer	NP1	1	
Senior Programme Assistant	G6	1	
Project Assistant	G5	14	
Project Assistant	G5	5	New post
Administrative Assistant	G4	1	
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	5	
National Programme Officer	NP1	1	New post
National Programme Co-ordination Officer	NP1	1	New post
Senior Governance Training Assistant	G6	1	
Senior Programme Assistant	G6	5	
Senior Programme Co-ordination Assistant	G6	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
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	
Senior Administrative Assistant	G6	1	
Senior Media Legislation Assistant	G6	1	
Administrative Assistant	G5	1	
Media Monitoring Assistant	G5	1	
Programme Assistant	G5	3	
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	
Senior Co-ordinator for Rule of Law and Human Rights	S2	1	
National Legal Adviser	NP2	1	
National Legal Officer	NP2	3	
National Criminal Justice System Adviser	NP1	1	
National Legal Adviser	NP1	1	New post
National Legal Officer	NP1	2	
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>170</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	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Head of Project Office	S2	3	
Project Finance Officer	S2	1	
National Public Affairs and Reporting Officer	NP2	1	
National Field Programme Officer	NP1	1	
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	
Asset Management Assistant	G5	1	
Finance Assistant	G5	2	
ICT Assistant	G5	1	
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	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
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	
Media Development Officer	S2	1	
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	
Presence in Albania Total		96	

POST TABLE (continued)

Fund				
Main Programme		Post	Number	
Programme		Grade	of Posts	Note
Post Title				
<u>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	
Senior Political Officer		S3	1	
Chief of Monitoring		S3	1	Change from Programme Monitoring and Good Governance
Political Adviser		S2	1	
Senior Monitoring Officer		S2	1	Change from Programme Monitoring and Good Governance
Special Assistant to the Head of Mission		S2	1	
Senior Policy and Planning Officer		S2	1	
Programme Co-ordinator for Inter-Ethnic Relations		S2	1	
Monitoring Officer		S1	6	Change from Programme Monitoring and Good Governance
Political/Reporting Officer		S1	1	
Inter-Ethnic Relations Officer		S1	1	Change from Programme Monitoring and Good Governance
National Executive Officer		NP2	1	
National Legal Adviser		NP2	1	Change from Programme Rule of Law
National Political Liaison Officer		NP2	1	
Senior Assistant, Roma Issues		G6	1	
Senior Political Assistant		G6	1	
Senior Public Information and Media Assistant		G6	2	
Programme Assistant		G5	1	Change from Programme Monitoring and Good Governance
Senior Secretary		G5	1	
Language Assistant II		G4	2	
Office Assistant		G4	1	Change from Programme Monitoring and Good Governance
Security Assistant		G4	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Situation Centre Assistant	G4	3	
Language Assistant I	G3	8	Change from Programme Monitoring and Good Governance
Radio Operator	G3	4	
Senior Driver	G3	2	
Security Guard	G2	9	
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 Material Management Officer	NP2	1	
National Human Resources Officer	NP1	1	
National Records and Archives Officer	NP1	1	Change from Programme Office of Head of Mission
Nurse	G6	1	
Senior Project Assistant	G6	1	Change from Programme Office of Head of Mission
Senior Transport Assistant	G6	1	
Senior IT Network Technician	G6	1	
Senior Building Management Assistant	G6	1	New post
Finance Assistant	G5	2	
Human Resources Assistant	G5	2	
Procurement Assistant	G5	1	
Training Assistant	G5	1	
Treasury Assistant	G5	1	
Web/Database Developer	G5	1	
ICT Help Desk Technician	G5	1	
Administrative Assistant	G4	1	
Archives Assistant	G4	1	Change from Programme Office of Head of Mission
Asset Management Assistant	G4	1	New post
Human Resources Assistant	G4	1	
Procurement Assistant	G4	1	
Vehicle Maintenance Assistant	G4	1	
ICT Help Desk Technician	G4	2	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Travel and Administrative Assistant	G4	1	
Warehouse Worker	G2	1	
A.2.2 Common Operational Costs			
Bus Driver	G3	2	
Driver	G2	4	
Cleaner	G1	2	
B.1.1 Police Development			
Head Police Development Department	S4	1	
Chief of Police Training	S3	1	
Chief, Community Development	S3	1	
Senior Police Adviser	S3	1	
Project Officer	S2	1	
Senior Police Training Adviser	S2	1	
Senior Community Police Adviser	S2	1	
Community Police Adviser	S1	8	
Police Adviser	S1	3	
Police Training Adviser	S1	2	
Reporting Analysis Officer	S1	1	
National Legal Adviser	NP1	1	
Administrative Assistant	G5	1	
Project Assistant	G5	4	
Police Training Assistant	G5	2	New post
Office Assistant	G4	2	
Language Assistant	G3	3	
Language Assistant I	G3	8	
B.3.1 Good Governance			
Senior Good Governance Officer	S3	1	Change from Programme Monitoring and Good Governance
Head of Good Governance Department	S3	1	Change from Programme Monitoring and Good Governance
Democratization/Elections Officer	S1	1	Change from Programme Monitoring and Good Governance
Education Reform Officer	S1	1	Change from Programme Monitoring and Good Governance

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Public Administration Officer	S1	1	Change from Programme Monitoring and Good Governance
National Democratization Officer	NP1	1	Change from Programme Monitoring and Good Governance
National Public Administration Reform Officer	NP1	3	Change from Programme Monitoring and Good Governance
Senior Programme Assistant	G6	1	Change from Programme Monitoring and Good Governance
Programme Assistant	G5	1	Change from Programme Monitoring and Good Governance
Project Assistant	G5	1	Change from Programme Monitoring and Good Governance
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/Judicial Reform	S2	1	
Senior Rule of Law Officer, Legislation Reform	S2	1	
Rule of Law Officer	S1	3	
National Rule of Law Officer	NP1	7	
Senior Legal Assistant	G6	2	
Legal Translator Assistant	G5	2	
Rule of Law Assistant	G5	1	
Senior Assistant	G5	1	
Programme Assistant	G4	6	
<u>Mission to Skopje Total</u>		<u>178</u>	
<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	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
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	
Procurement Assistant	G5	1	
ICT/DocIn 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	3	
Project Assistant	G5	1	
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	NP1	2	
Senior Programme Assistant	G6	1	Downgrade
Senior Programme Support Assistant	G6	1	
Project Assistant	G5	2	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
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	
Project 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	
Mission Spokesperson	S2	1	
National Legal Officer	NP1	1	
National Public Information Officer	NP1	1	New post
Senior Assistant Translator/Interpreter	G6	1	
Senior Interpreter/Political Assistant	G6	1	New post
Public Information Assistant	G5	1	New post
Senior Secretary	G5	1	
Office Assistant	G4	1	
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	
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	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
A.2.2 Common Operational Costs			
Senior Driver/Dispatcher	G3	1	
Driver	G2	1	
Cleaner	G1	1	
Cleaner	G1	1	New post
Housekeeper	G1	1	
B.1.1 Conflict Prevention/Resolution			
Military Member	S2	2	
Political Officer	S2	2	
Politico–Military Officer	S2	2	
National Programme Officer	NP2	1	New post
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	
Senior Programme Assistant	G6	1	
Programme Assistant	G5	1	
<u>Mission to Moldova Total</u>		<u>52</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	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
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	
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	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Deputy Head of Office	DHOM	1	
Senior Programme and Administrative Assistant	G6	1	
Public Information Assistant	G5	1	New post
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	
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 Project Assistant	G6	1	
Senior Public Information 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	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
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	
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	
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	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
<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	
Office Assistant	G4	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	2	
Cleaner	G1	1	
B.1.1 Politico-Military Activities			
Head, Politico-Military Unit	S3	1	
Police Expert	S2	2	
Senior Police Adviser	S2	1	
National Project Officer	NP1	1	New post
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	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Judicial Training Officer	S2	1	
National Legal Officer	NP2	1	
National Legal Officer	NP1	1	
Programme Assistant	G5	1	
Office Assistant	G4	1	
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>39.5</u>	
<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	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Housekeeper – Stepanakert/Khankendi	G1	1	
Housekeeper – Tbilisi	G1	1	
Housekeeper – Yerevan	G1	1	
<u>Personal Representative of the CiO on the Conflict Dealt with by the Minsk Conference Total</u>		<u>17</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	
Office Assistant	G4	1	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
National Administrative Officer	NP1	1	
Senior Finance Assistant	G6	1	
Administrative Assistant	G5	1	
Finance Assistant	G5	1	
Procurement/Asset Management Assistant	G5	1	
Human Resources and Payroll Assistant	G5	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	3	
Cleaner	G1	1	
B.1.1 Politico-Military Activities			
Political Officer	S2	1	
National Political/Media Officer	NP1	1	
Senior Project Assistant	G6	1	
Programme Assistant	G5	1	
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1	
National Economic and Environmental Officer	NP1	1	
Senior Project Assistant	G6	1	
Project Assistant	G5	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
B.3.1 Human Dimension Activities			
Human Dimension Officer	S2	1	
National Legal Officer	NP1	1	
Senior Legal Assistant	G6	1	
Senior Programme Assistant	G6	1	
<u>Centre in Astana Total</u>		<u>28</u>	
<u>Centre in Ashgabat</u>			
A.1.1 Office of Head of Mission			
Head of Centre	HOM	1	
Project Co-ordinator	S3	1	
National Legal Officer	NP2	1	Change from Programme Human Dimension Activities
National Public Information Officer	NP1	1	
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	
Administrative Assistant	G5	1	
Procurement/Asset Management Assistant	G5	1	
Human Resources and Payroll Assistant	G5	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	2	
Cleaner	G1	1	
B.1.1 Conflict Prevention and Confidence- and Security-Building			
Political Officer	S2	1	
Senior Programme Assistant	G6	1	
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1	
Programme Assistant	G5	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
B.3.1 Human Dimension Activities			
Human Dimension Officer	S2	1	
Programme Assistant	G5	1	
<u>Centre in Ashgabat Total</u>		<u>25</u>	
<u>Centre in Bishkek</u>			
A.1.1 Office of Head of Mission			
Head of Centre	HOM	1	
Deputy Head of Centre	DHOM	1	
Security Officer	P2	1	
Head of Field Office Osh	S3	1	
Programme Co-ordinator	S3	1	
Spokesperson	S3	1	
Field Officer	S2	1	
National Security Officer	NP2	1	
Senior Programme Assistant	G6	1	
Senior Security Assistant	G6	1	
Assistant to Head of Centre	G5	1	
Assistant Translator/Interpreter	G5	1	
Programme Assistant	G5	6	
Security Guard	G2	17	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P3	1	
Administrative and Finance Officer	P2	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	2	
Procurement Assistant	G5	2	
Treasury Assistant	G5	1	
Administrative Assistant	G4	1	
Finance Assistant	G4	1	
Human Resources Assistant	G4	1	
Transport Assistant	G4	1	New post
Travel Assistant	G4	1	
Office Clerk	G3	2	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
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, Politico-Military Unit	S4	1	
Senior Political Officer	S3	1	
Senior Politico-Military Officer	S3	1	
Adviser on Anti-Terrorism Issues	S2	1	
Border Issues Co-ordination Officer	S2	1	
Political Officer	S2	1	
National Media Officer	NP1	1	
Senior Programme Assistant	G6	4	
Political Assistant	G5	1	
Programme Assistant	G5	2	
Project Assistant	G5	1	
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	
Senior Project Assistant	G6	1	
B.3.1 Human Dimension Activities			
Senior Human Dimension Officer	S3	1	
Human Dimension Officer	S2	2	
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	3	
Programme Assistant	G5	1	
B.4.1 Police Reform Programme			
Police Reform Adviser	S3	1	
Community Police Adviser	S2	1	
Community Policing Adviser	S2	1	
Police Adviser	S2	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Senior Programme Assistant	G6	3	
Programme Assistant	G5	1	
Project Assistant	G5	2	
Translator/Interpreter	G5	1	
<u>Centre in Bishkek Total</u>		<u>113</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	
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	
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	
<u>Project Co-ordinator in Uzbekistan Total</u>		<u>21</u>	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
<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	3	
Senior Field Assistant	G6	1	
Senior Legal Assistant	G6	1	
Senior Press and Public Information Assistant	G6	1	
Senior Programme Assistant	G6	1	
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	
Finance Officer	P2	1	
Material Management Officer	S2	1	
National Accounting Officer	NP1	1	
National Human Resources Officer	NP1	1	
National IT/Communications Officer	NP1	1	
Senior Asset Management Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Asset Management Assistant	G5	1	
Budget Assistant	G5	1	
Communications Assistant	G5	1	
Finance Assistant	G5	2	
IT Assistant	G5	1	
Payroll Assistant	G5	1	
Procurement Assistant	G5	2	
Treasury Assistant	G5	1	
Recruitment and Training Assistant	G5	1	
Building Maintenance Assistant	G4	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Human Resources Assistant	G4	1	
IT Help Desk Technician	G4	1	
Office Assistant	G4	1	
Transport Assistant	G4	1	
Travel Assistant	G4	1	
Warehouse Clerk	G3	1	
A.2.2 Common Operational Costs			
Driver/Mechanic	G3	2	
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	
Demining 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	
Programme Assistant	G5	6	
Assistant to Head Politico-Military	G5	1	
B.2.1 Economic and Environmental Activities			
Senior Anti-Corruption Officer	S3	1	
Head, Economic and Environmental Department	S3	1	
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	6	

POST TABLE (continued)

<u>Fund</u>			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
B.3.1 Human Dimension Activities			
Head, Human Dimension Department	S3	1	
Gender and Anti-Trafficking Officer	S2	1	
Human Rights Officer	S2	1	
Media Officer	S2	1	
Legal and Electoral Reform Officer	S2	1	
National Gender Officer	NP1	1	
National Media Development Officer	NP1	1	
Senior Programme Assistant	G6	3	
Programme Assistant	G5	4	
Project Assistant	G5	1	
Senior Secretary	G5	1	
<u>Office in Tajikistan Total</u>		<u>158</u>	
<u>Grand Total</u>		<u>2831</u>	

PC.DEC/981
23 December 2010
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:

“Thank you, Mr. Chairman.

Thank you also, Lithuania, for your leadership of the ACMF to pass, for the second time in a row, a budget on time. The United States has joined consensus on the 2011 Unified Budget, as we believe it is extremely important to put the OSCE on a stable financial footing. Having the budget in place ensures that we can devote our attention from January onward to building on the results of the Astana Summit.

The United States of America wishes to make an interpretative statement under paragraph 79 (Chapter 6) of the Final Recommendations of the Helsinki Consultations.

We know that continuing years of Zero Nominal Growth has the effect of decreasing resources the OSCE needs to carry out the mandates and tasks we, as the Permanent Council, give it, a point made frequently by fund managers and the Secretariat over the course of the budget deliberations. We had hoped to see a budget closer to the Secretary General’s original proposal. At the same time, we recognize that for some participating States, tough economic choices were made to approve the budget we have before us today.

Given these realities, we must ensure that the resources we contribute are used in a practical manner, and will ask the ACMF Chair to address the issue of improving the OSCE’s project assessment and evaluation methodology in 2011, both in connection with the Program Budget Performance Report in spring and throughout the 2012 Unified Budget process.

The United States requests that this statement be recorded in the journal of the day.

Thank you, Mr. Chairman.”

PC.DEC/981
23 December 2009
Attachment 2

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 2011 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 2011.

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

PC.DEC/981
23 December 2010
Attachment 3

ENGLISH
Original: RUSSIAN

**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 Russian Federation:

“In connection with the decision that has been adopted by the Permanent Council on the Unified Budget for 2011, we should like to make the following statement.

In the interest of maintaining a consensus and strengthening the compromise that has been reached on reducing budget expenditure, the Russian Federation has displayed goodwill and has supported the decision in question. We hope that this will help the Lithuanian Chairmanship to impart a timely start to the Organization’s work in the coming year.

At the same time, a number of important issues directly related to the budget process remain unresolved.

1. The situation remains unclear as regards the financing of the Community Security Initiative, a project involving interaction with the Ministry of Internal Affairs of the Kyrgyz Republic and which is being implemented through the OSCE Centre in Bishkek. In that connection, we insist on the submission of a clear concept for this project, including a detailed description of the budget and a precise breakdown between the budgetary and extrabudgetary components.
2. The practice of using Unified Budget funds to compensate local mission staff for their income tax liabilities is continuing. This is in contradiction to paragraph 5.05 of the OSCE Staff Rules and Regulations. We should like to warn in advance that this situation is no longer tolerable and that there is no point in counting on our agreement to the inclusion of these expenditures in the budget for 2012.
3. We are grateful to the Lithuanian chairmanship of the Advisory Committee on Management and Finance and to our partners for supporting our proposal to use the Head of Mission facility to look for ways of economizing on budgetary resources. We think it advisable to seek greater transparency in the expenditure of funding allocated under this item, as provided for in Permanent Council Decision No. 399 of 14 December 2000.

We would request, Mr. Chairperson, that this statement be attached to the Permanent Council decision that has been adopted and, accordingly, reflected in the journal of today’s meeting.”