OSCE

Organization for Security and Co-operation in Europe
Permanent Council

PC.DEC/1073
7 February 2013

Original: ENGLISH

940th Plenary Meeting
PC Journal No. 940, Agenda item 3

DECISION No. 1073
APPROVAL OF THE 2013 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 2013 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,

        Underlining the importance of the oversight of the OSCE's administrative and financial activities exercised by the participating States, and recalling 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 and reiterating that any request for a supplementary budget during a financial year shall be met, wherever reasonable, by reallocating existing resources,

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;

2.   Tasks the ACMF to continue deliberations on amending the OSCE Financial Regulations with the aim of achieving approval of new OSCE Financial Regulations;

3.   Undertakes to continue efforts, including throughout the Unified Budget cycle in 2013, 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;

4.   Recalling Permanent Council Decision No. 981 of 23 December 2010, decides to apply 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;

5.   Tasks the ACMF to submit recommendations with regard to Staff Standard Costs and human resource practices, in particular staff salaries and benefits, by 1 September 2013, with a view to ensuring the long-term financial sustainability of these costs;

6.   Tasks the ACMF to continue to review the augmentation practice and to report its preliminary findings to the Permanent Council by 1 August 2013;

7.   Requests the Secretary General to comprehensively review the issue of local staff income tax in those locations where such tax is still charged, and to submit recommendations to the ACMF in consultation with the respective host countries by 1 July 2013 with a view to achieving full compliance with the Common Regulatory Management System.

THE 2013 UNIFIED BUDGET

Fund **Main Programme** Programme	**EUR**

I. FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS

The Secretariat
Secretary General and Central Services

A.1.1	Executive Management	1,011,000
A.1.2	Security Management	375,500
A.1.3	External Co-operation	668,100
A.1.4	Legal Services	529,900
A.1.5	Press and Public Information	1,204,500
A.2.1	Records Management	264,300
A.2.2	Prague Office	395,400
B.4.1	Gender Issues	359,000
	Total	**4,807,700**

Chairman-in-Office

A.1.1	Short Term Mission/Visits of CiO and PR of the CiO	390,000
A.1.2	Advisory Committee on Management and Finance (ACMF)	15,000
A.1.3	Panel of Adjudicators	39,000
A.1.4	Audit Committee	49,200
A.1.5	External Auditors	100,000
	Total	**593,200**

Internal Oversight

A.1.1	Internal Oversight	1,342,300
	Total	**1,342,300**

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	894,000
	Total	**894,000**

Addressing Transnational Threats

B.4.1	Co-ordination of TNT Activities	518,000
B.4.2	Strategic Police Matters Unit	598,300
B.4.3	Action against Terrorism	751,700
B.4.4	Borders Security and Management	411,500
	Total	**2,279,500**

THE 2013 UNIFIED BUDGET (continued)

Fund **Main Programme** Programme	**EUR**
Activities Relating to the Economic and Environmental Aspects of Security	
B.2.1 Co-ordinator of OSCE Economic and Environmental Activities	1,470,300
B.2.2 Economic and Environmental Forum	449,100
Total	**1,919,400**
Conflict Prevention	
A.1.1 CPC Direction and Management	403,300
A.1.2 Policy Support Service	886,100
A.1.3 Operations Service	677,100
A.1.4 Programming and Evaluation Support Unit	349,300
B.1.1 FSC Chairmanship	33,100
B.1.2 FSC Support	563,400
B.1.3 Communications Network	560,800
Total	**3,473,100**
Human Resources Management	
A.2.1 HR Direction and Management	452,000
A.2.2 Personnel Management and Payroll Administration	1,095,700
A.2.3 Common Staff Costs	2,019,900
A.2.4 Recruitment	543,800
A.2.5 Training Section	996,300
Total	**5,107,700**
Department of Management and Finance	
A.1.1 DMF Direction and Management	325,700
A.2.1 Conference and Language Services	4,936,200
A.2.2 Budget and Internal Control Services	641,700
A.2.3 Financial Accounting and Treasury Services	934,000
A.2.4 Information and Communication Technology Services	2,052,800
A.2.5 Mission Support Service	1,329,300
A.2.6 Secretariat Common Operational Costs	3,307,400
Total	**13,527,100**
Total for the Secretariat	**33,944,000**
Office for Democratic Institutions and Human Rights	
A.1.1 Direction and Policy	1,264,800
A.2.1 Fund Administration Unit	2,018,200
A.2.2 Common Operational Costs	834,500
B.3.1 Human Dimension Meetings	658,800

THE 2013 UNIFIED BUDGET (continued)

Fund **Main Programme** Programme	**EUR**
B.3.2 Democratization	1,468,200
B.3.3 Human Rights	1,180,300
B.3.4 Elections	6,544,200
B.3.5 Tolerance and Non-Discrimination	1,295,300
B.3.6 Roma and Sinti Issues	540,900
Total	**15,805,200**
High Commissioner on National Minorities	
A.2.1 Fund Administration Unit	363,700
A.2.2 Common Operational Costs	175,400
B.1.1 Office of the High Commissioner	2,868,500
Total	**3,407,600**
Representative on Freedom of the Media	
A.1.1 Freedom of the Media	1,451,600
Total	**1,451,600**
TOTAL FOR FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS	**54,608,400**

II. FUNDS RELATED TO OSCE FIELD OPERATIONS

Augmentations **Secretariat Augmentations**	
A.1.1 Press and Public Information	268,500
A.1.2 Internal Oversight	282,400
A.1.3 Policy Support Service	399,600
A.1.4 Operations Service	179,400
A.1.5 Programming and Evaluation Support Unit	59,800
A.2.1 Personnel Management and Payroll Administration	312,300
A.2.2 Recruitment	514,000
A.2.3 Budget and Internal Control Services	396,100
A.2.4 Financial Accounting and Treasury Services	455,500
A.2.5 Information and Communication Technology Services	1,357,900
A.2.6 Mission Support Service	1,100,200
Total	**5,325,700**
ODIHR Augmentation	
B.3.1 ODIHR Democratization	234,100
Total	**234,100**
Total for Augmentations	**5,559,800**

THE 2013 UNIFIED BUDGET (continued)

Fund **Main Programme** Programme	**EUR**

SOUTH-EASTERN EUROPE

Mission in Kosovo

A.1.1	Office of Head of Mission	2,977,700
A.2.1	Fund Administration Unit	2,594,300
A.2.2	Common Operational Costs	3,798,200
B.1.1	Security and Public Safety	1,298,700
B.3.1	Democratization	2,901,500
B.3.2	Human Rights and Communities	6,942,400
	Total	**20,512,800**

Tasks in Bosnia and Herzegovina

A.1.1	Office of Head of Mission	1,519,900
A.2.1	Fund Administration Unit	1,948,400
A.2.2	Common Operational Costs	2,498,300
B.1.1	Security Co-operation	591,600
B.3.1	Human Dimension	6,523,000
	Total	**13,081,200**

Regional Stabilization/Arms Control

B.1.1	Implementation of Article IV	212,900
	Total	**212,900**

Total for tasks in Bosnia and Herzegovina	**13,294,100**

Mission to Serbia

A.1.1	Office of Head of Mission	954,900
A.2.1	Fund Administration Unit	748,400
A.2.2	Common Operational Costs	1,333,300
B.1.1	Police Affairs	1,300,600
B.3.1	Democratization	1,143,300
B.3.2	Media	402,800
B.3.3	Rule of Law and Human Rights	1,026,200
	Total	**6,909,500**

Presence in Albania

A.1.1	Office of Head of Mission	475,400
A.2.1	Fund Administration Unit	422,500
A.2.2	Common Operational Costs	695,800
B.1.1	Security Co-operation	356,700
B.2.1	Governance in Economic and Environmental Issues	303,500

THE 2013 UNIFIED BUDGET (continued)

Fund **Main Programme** Programme		**EUR**
B.3.1	Democratization	447,200
B.3.2	Rule of Law and Human Rights	<u>339,500</u>
	Total	**3,040,600**
	Mission to Skopje	
A.1.1	Office of Head of Mission	961,800
A.2.1	Fund Administration Unit	868,900
A.2.2	Common Operational Costs	1,014,100
B.1.1	Public Safety and Community Outreach	1,864,600
B.3.1	Human Dimension	<u>1,854,900</u>
	Total	**6,564,300**
	Mission to Montenegro	
A.1.1	Office of Head of Mission	336,600
A.2.1	Fund Administration Unit	267,800
A.2.2	Common Operational Costs	436,300
B.1.1	Police Affairs	419,400
B.1.2	Politico-Military Activities	
B.3.1	Democratization	409,300
B.3.2	Media	119,300
B.3.3	Rule of Law and Human Rights	<u>255,200</u>
	Total	**2,243,900**
	Total for South-Eastern Europe	**52,565,200**
	EASTERN EUROPE	
	Mission to Moldova	
A.1.1	Office of Head of Mission	400,800
A.2.1	Fund Administration Unit	221,500
A.2.2	Common Operational Costs	479,200
B.1.1	Conflict Prevention/Resolution	461,000
B.3.1	Human Rights Monitoring/Democratization	294,000
B.3.2	Anti-Trafficking/Gender	<u>268,700</u>
	Total	**2,125,200**
	Project Co-ordinator in Ukraine	
A.1.1	Office of Head of Mission	211,300
A.2.1	Fund Administration Unit	324,700
A.2.2	Common Operational Costs	394,900
B.3.1	Democratization and Good Governance	306,400
B.3.2	Rule of Law and Human Rights	897,200

THE 2013 UNIFIED BUDGET (continued)

	Fund **Main Programme** Programme	**EUR**
B.4.1	Economic, Environmental and Politico-Military Projects	691,500
	Total	**2,826,000**
	Representative to the Latvian-Russian Joint Commission on Military Pensioners	
A.1.1	Office of Head of Mission	9,300
	Total	**9,300**
	Total for Eastern Europe	**4,960,500**
	CAUCASUS	
	Office in Yerevan	
A.1.1	Office of Head of Mission	286,800
A.2.1	Fund Administration Unit	220,600
A.2.2	Common Operational Costs	389,000
B.1.1	Politico-Military Activities	526,500
B.2.1	Economic and Environmental Activities	489,800
B.3.1	Democratization	270,200
B.3.2	Human Rights	297,600
B.4.1	Good Governance	310,900
	Total	**2,791,400**
	Office in Baku	
A.1.1	Office of Head of Mission	253,800
A.2.1	Fund Administration Unit	280,100
A.2.2	Common Operational Costs	568,500
B.1.1	Politico-Military Activities	511,000
B.2.1	Economic and Environmental Activities	392,400
B.3.1	Democratization	401,600
B.3.2	Rule of Law and Human Rights	422,500
	Total	**2,829,900**
	High-Level Planning Group	
A.1.1	Office of Head of Mission	245,100
	Total	**245,100**
	The Minsk Process	
A.1.1	Office of Head of Mission	927,500
	Total	**927,500**

THE 2013 UNIFIED BUDGET (continued)

Fund **Main Programme** Programme	**EUR**
Personal Representative of the CiO on the Conflict Dealt with by the Minsk Conference	
A.1.1 Office of Head of Mission	545,500
A.2.1 Fund Administration Unit	225,300
A.2.2 Common Operational Costs	396,200
Total	**1,167,000**
Total for the Caucasus	**7,960,900**
CENTRAL ASIA	
Centre in Astana	
A.1.1 Office of Head of Mission	208,000
A.2.1 Fund Administration Unit	249,200
A.2.2 Common Operational Costs	383,300
B.1.1 Politico-Military Activities	430,300
B.2.1 Economic and Environmental Activities	443,700
B.3.1 Human Dimension Activities	433,900
Total	**2,148,400**
Centre in Ashgabat	
A.1.1 Office of Head of Mission	297,900
A.2.1 Fund Administration Unit	178,900
A.2.2 Common Operational Costs	268,200
B.1.1 Conflict Prevention and Confidence- and Security-Building	281,800
B.2.1 Economic and Environmental Activities	236,900
B.3.1 Human Dimension Activities	248,000
Total	**1,511,700**
Centre in Bishkek	
A.1.1 Office of Head of Mission	1,020,200
A.2.1 Fund Administration Unit	563,800
A.2.2 Common Operational Costs	804,000
B.1.1 Politico-Military Activities	1,376,200
B.2.1 Economic and Environmental Activities	1,096,100
B.3.1 Human Dimension Activities	1,006,500
B.4.1 Police Reform Programme	943,600
Total	**6,810,400**
Project Co-ordinator in Uzbekistan	
A.1.1 Office of Head of Mission	180,200
A.2.1 Fund Administration Unit	105,100

THE 2013 UNIFIED BUDGET (continued)

Fund **Main Programme** Programme	**EUR**
A.2.2 Common Operational Costs	268,500
B.1.1 Politico-Military Activities	405,100
B.2.1 Economic and Environmental Activities	523,500
B.3.1 Human Dimension Activities	<u>496,700</u>
Total	**1,979,100**
Office in Tajikistan	
A.1.1 Office of Head of Mission	1,183,500
A.2.1 Fund Administration Unit	602,400
A.2.2 Common Operational Costs	1,633,700
B.1.1 Political and Military Aspects of Security	1,310,900
B.2.1 Economic and Environmental Activities	961,200
B.3.1 Human Dimension Activities	<u>1,026,500</u>
Total	**6,718,200**
Total for Central Asia	**19,167,800**
TOTAL FOR FUNDS RELATED TO OSCE FIELD **OPERATIONS**	**90,214,200**
GRAND TOTAL	**144,822,600**

POST TABLE

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
The Secretariat			
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	
Executive Officer	S	2	
Policy and Planning Officer	S	1	
Senior Political/Administrative Assistant	G7	1	Upgrade, subject to classification
Senior Executive Assistant	G7	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 Assistant	G4	1	Upgrade

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
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	P4	1	
Editor	P3	1	
Press and Public Information Officer	P3	2	
Web Architect	P3	1	
Assistant Web Developer	P1	1	
Senior Press and Public Information Assistant	G6	1	Upgrade
Press and Public Information Assistant	G5	1	
A.2.1 Records Management			
Chief, Records Management	P3	1	
Registry and Records Assistant	G4	3	
A.2.2 Prague Office			
Head of Office and Officer-in-Charge of Meetings	S	1	
Senior Documentation and Information Assistant	G7	1	
Senior Information Technology Assistant	G6	1	
Senior Finance and Administrative Assistant	G6	1	
Administrative Secretary	G5	1	
Archives Assistant	G5	1	
Information Technology Assistant	G4	1	
Cleaner/Photocopier	G1	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 Management Audit Services/Deputy Director	P5	1	
Head, Internal Audit/Deputy Director	P5	1	
Senior Auditor	P4	1	
Senior Investigator	P4	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Senior Evaluator	P4	1	
Auditor	P3	2	
Investigator	P3	1	New post
Evaluation Officer	S	1	New post
Senior Auditing Assistant	G6	2	

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	
Deputy Co-ordinator, Combating Trafficking in Human Beings	S	1	
Co-ordination Adviser	P4	1	
Adviser	P3	1	
Programme Officer	P3	1	
Adviser	P3	1	
Executive Adviser	S	1	
Public Information Officer	S	1	
Advocacy and Project Officer	S	1	
Country Visit Officer	S	1	New post
Administrative Assistant	G5	1	
Senior Secretary	G5	1	
Addressing Transnational Threats **B.4.1 Co-ordination of TNT Activities**			
Co-ordinator of Activities to Address Transnational Threats	D1	1	Change from programme Co-ordination Cell
Information Management Officer	P3	1	Change from programme Co-ordination Cell
Cyber Security Officer	P2	1	Change from programme Co-ordination Cell

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
Policy and Co-ordination Officer	S	1	Change from programme Co-ordination Cell
Senior Information Management Assistant	G7	1	Change from programme Co-ordination Cell
Senior Secretary	G5	1	Change from programme Co-ordination Cell
B.4.2 Strategic Police Matters Unit			
Senior Police Adviser/Head, SPMU	S	1	
Deputy Head of SPMU, Community Police Adviser	P4	1	
Police Affairs Officer on Combating Illicit Drugs	P4	1	
Police Affairs Officer, Training Adviser	P4	1	
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	
Administrative Assistant	G4	1	
B.4.3 Action against Terrorism			
Head on Anti-Terrorism Issues	S	1	
Programme Co-ordinator	P4	1	
Senior Programme Officer	P4	1	
Programme Officer	P3	1	
Assistant Programme Officer	P1	3	
Adviser on Anti-Terrorism Issues	S	1	
Counter Terrorism Officer	S	1	
Project Assistant	G5	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
B.4.4 Borders Security and Management			
Senior Border Issues Adviser	S	1	Change from programme Borders Team
Customs Adviser	P3	1	Change from programme Borders Team
Programme Management Officer	P3	1	Change from programme Borders Team
Border Adviser	P2	1	Change from programme Borders Team
Border Adviser	S	1	Change from programme Borders Team
Administrative Assistant	G4	1	Change from programme Borders Team
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 and Environmental Officer	P4	1	Upgrade
Senior Economic Officer	P4	1	
Economic Adviser	P3	1	
Environmental Programme Officer	P3	1	
Environmental Affairs Adviser	P3	1	
Associate Environmental Affairs Officer	P2	1	
Economic Affairs Officer	S	2	
Economic and Environmental Affairs Adviser	S	1	
Environmental Affairs Adviser	S	1	
Environmental Affairs Adviser	S	1	New post
Senior Programme Officer, Energy Security	S	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
Programme Officer, Economic Co-operation and Governance	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 CPC/Deputy Head of the OSCE Secretariat	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	
A.1.3 Operations Service			
Deputy Director for Operations Service	P5	1	
Senior Operational Adviser	P4	1	
Operational Support Officer	P3	1	
Chief, Situation/Communications Room	S	1	
Operational Support Officer	S	1	
Mediation Support Officer	S	1	New post
Analyst/Researcher	S	1	
Deputy Chief, Situation/Communications Room	G6	1	
Administrative/Programme Assistant	G5	1	
Duty Officer	G5	2	
A.1.5 Programming and Evaluation Support Unit			
Head/Programming and Evaluation Support Unit	P4	1	
Project/Programme Evaluation Officer	P3	1	
Associate Project Co-ordination Officer	P2	1	
Senior Project Assistant	G6	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
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	
Security Co-operation Adviser	S	1	New post
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	
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			
Chief, Recruitment Section	P5	1	
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	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
Training Officer	P3	2	
Senior Training Assistant	G6	1	
IRMA Training Assistant	G5	1	
Training Assistant	G5	1	
Training Clerk	G3	1	
Department of Management and Finance			
A.1.1 DMF Direction and Management			
Director for Management and Finance	D2	1	
Senior Administrative Assistant	G6	1	
Senior Administrative/Finance Assistant	G6	1	
A.2.1 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	1	
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 Finance Systems and Business Process Co-ordination Officer	P4	1	
Chief, Budget Unit	P4	1	
Budget Officer	P3	1	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
IRMA Focal Point, Contracting and Materials Management	P3	1	
Risk Management and Internal Control Officer	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 Extrabudgetary Contributions Officer	P4	1	
Associate Treasury Officer	P2	1	
Senior Finance Assistant	G7	1	
Senior Accounting Assistant	G6	1	
Senior Treasury Assistant	G6	1	
Senior Extrabudgetary Contributions Assistant	G6	1	
A.2.4 Information and Communication Technology Services			
Deputy Director for ICT Services	P5	1	
Chief, Information Systems	P4	1	
Chief, ICT Infrastructure Support	P4	1	
IT Governance, Security and Systems Architect	P4	1	
Chief, Software Development	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	2	
Senior ICT Assistant	G6	1	
Senior IT Assistant	G6	1	
Senior IT Assistant, Database Administrator	G6	1	
Senior Programme Assistant	G6	1	
Senior Programming Assistant	G6	1	
Information Technology User Support Assistant	G5	2	
ICT Assistant	G5	1	
ICT Help Desk Assistant	G4	1	Upgrade
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	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Materials Management Officer	P3	1	
Procurement Officer	P3	1	
Chief, Building 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	
Mission Support Assistant	G5	1	
Receptionist	G3	1	
A.2.6 Secretariat Common Operational Costs			
Security Guard	G3	2	
Driver	G2	1	
Cleaner	G1	7	
Total for the Secretariat		**299.5**	
Office for Democratic Institutions and Human Rights			
A.1.1 Direction and Policy			
Director of ODIHR	D/ODI	1	
First Deputy Director of ODIHR	D1	1	
Second Deputy Director of 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	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
Chief, Human Resources Unit	P3	1	
Chief, Information Technology Unit	P3	1	
Logistics and Security Officer	P3	1	
Finance Co-ordinator	P3	1	
Finance Officer	P2	1	
Associate Procurement 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 Assistant	G6	1	Upgrade
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	
ICT Assistant	G5	1	
ICT Assistant	G5	1	Upgrade
Logistics and Shipping Assistant	G5	1	
Meetings and Building Services Assistant	G5	1	
Personnel/Training Assistant	G5	1	
Procurement Assistant	G5	1	
Supply Assistant	G5	1	
Treasury Assistant	G5	1	
Documents and Records Management Assistant	G4	1	
Finance Assistant	G4	1	
Front Office Clerk	G3	2.5	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
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, Legislative Support Unit	P4	1	
Chief, Rule of Law Unit	P4	1	
Chief, Democratic Governance and Gender 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	2	
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	2	
Human Rights Adviser, Capacity-Building Co-ordinator	P3	1	
Officer on Anti-Trafficking Issues	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	
Senior Election Adviser	P4	2	
Senior Adviser on New Voting Technologies	P4	1	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
Election Adviser	P3	6	
Technical Assistance Adviser	S	1	
Senior Administrative Assistant	G6	1	
Senior Programme Assistant	G6	1	Upgrade
Senior Documents Management Assistant	G6	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	1	
Web Editor	P3	1	
Hate Crime Officer	P3	1	
Adviser on Combating Anti-Semitism	P3	1	
Adviser on Combating Racism and Xenophobia	P3	1	
Assistant Programme Officer	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	
Information Management Assistant	G5	1	
B.3.6 Roma and Sinti Issues			
Senior Adviser on Roma and Sinti Issues, Chief of the CPRSI	P4	1	
Adviser on Roma and Sinti Issues, Deputy Chief of the CPRSI	P3	1	
Officer on Roma and Sinti Issues	P2	2	
Administrative Assistant	G5	1	
Total for the Office for Democratic Institutions and Human Rights		**134**	
High Commissioner on National Minorities			
A.2.1 Fund Administration Unit			
Senior Administrative Officer	P4	1	
Information Technology Specialist	P3	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
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	
Senior Adviser	P4	5	
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	
Information Assistant	G5	1	
Project Assistant	G5	2	
Communication and Editorial Assistant	G5	1	
Administrative Assistant	G4	2	
Total for the High Commissioner on National Minorities		**30**	
Representative on Freedom of the Media			
A.1.1 Freedom of the Media			
Representative on Freedom of the Media	RFOM	1	
Director, Office of the RFoM	D1	1	
Senior Adviser	P4	1	
Adviser	P3	1	Upgrade
Adviser	P2	1	
Project Officer	P2	1	
Assistant Research Officer	P1	1	
Project Co-ordinator	S	1	
Senior Adviser	S	4	
Principal Adviser to Head of Institution	S	1	
Senior Administrative Assistant	G7	1	
Senior Project Assistant	G6	1	
Programme Secretary	G4	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
Total for the Representative on Freedom of the Media		**16**	
Augmentations			
Secretariat Augmentations			
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.1.5 Programming and Evaluation Support Unit			
Budget Assistant, Extrabudgetary Contributions	G5	1	
A.1.1 Press and Public Information			
Press and Public Information Officer	P3	1	
Web Editor	P3	2	
A.2.3 Budget and Internal Control Services			
Senior Officer, Internal Control and Risk Management	P4	1	
Budget Officer	P3	1	
Associate FAU Support Officer	P2	1	
Budget Assistant	G5	1	
Budget and Internal Control Assistant	G6	1	Upgrade, subject to classification
A.2.4 Financial Accounting and Treasury Services			
Associate Finance Officer	P2	1	
Finance Assistant	G5	1	
Treasury Assistant	G5	1	
Finance Assistant	G4	5	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
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 Information Technology Assistant	G6	2	
Senior Programming Assistant	G6	2	
Senior Communications Assistant	G6	1	
Senior Documents and Information Assistant	G6	1	
Information Technology User Support Assistant	G5	2	
ICT User Support Assistant	G5	2	
A.2.6 Mission Support Service			
Procurement Officer	P3	1	
Contracts Officer	P3	1	
Travel Officer	P3	1	
Senior Asset Management Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Senior Contracts Assistant	G6	1	
Senior Freight Distribution Control Assistant	G6	1	
Senior Insurance Assistant	G6	1	
Procurement Assistant	G5	1	
Procurement Information Assistant	G5	1	
Building Support Assistant	G5	1	
Property Control Assistant	G5	1	
Mail Processing Assistant	G4	1	
Warehouse Clerk	G3	1	New post
Transport Dispatcher	G3	1	
Messenger	G2	1	
Manual Worker	G2	1	
A.2.1 Personnel Management and Payroll **Administration**			
Personnel Officer	P3	1	
Personnel Assistant	G5	2	
Payroll Assistant	G4	1	
Personnel Clerk	G3	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
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	
ODIHR Augmentation			
B.3.1 ODIHR Democratization			
Deputy Head, Democratization Department	P4	1	
Total for Augmentations		**73.5**	
SOUTH-EASTERN EUROPE			
Mission in Kosovo			
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	
Special Adviser on Non-Albanian Communities and Outreach Co-ordinator	P4	1	Change from programme Human Rights and Communities
Chief of Mission Security	P4	1	Budgeted for six months
Head of Legal Affairs	P4	1	Budgeted for six months
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	3	
Head of Legal Affairs	S4	1	Budgeted for six months
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	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Deputy Head, Office of Central Co-ordination	S3	1	
Senior Legal Adviser	S2	1	
Senior Political Officer	S2	2	
Deputy Head of Office/Political Affairs Officer	S2	1	
Project/Programme Evaluation Officer	S2	1	New post, subject to categorization
Regional Security and Safety Officer	S2	1	New post, subject to categorization
Political Officer	S1	1	
Co-ordination/Reporting Officer	S1	1	
National Legal Officer	NP3	1	
National Deputy Spokesperson	NP3	1	
National Legal Officer	NP2	1	
National Political Officer	NP2	2	
National Press and Public Information Officer	NP2	1	New post
National Graphic Presentation Officer	NP1	1	
National Legal Officer	NP1	1	Downgrade
National Co-ordination Officer	NP1	1	
Senior Co-ordination Assistant	G6	1	
Senior Legal Assistant	G6	1	Upgrade
Senior Monitoring Assistant	G6	1	
Senior Press and Public Information Assistant	G6	1	
Senior Project Assistant	G6	1	
Administrative Assistant	G5	1	
Senior Secretary	G5	1	Downgrade
Security Planning Assistant	G5	1	
Senior Secretary	G5	2	
Situation Centre Duty Assistant	G5	5	
Fire and Safety Assistant	G5	1	
Web/Intranet 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	Change from programme Human Rights and Communities

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Office Assistant	G4	1	
Security Administrative Assistant	G4	1	
Security Assistant	G4	5	
Security Planning Assistant	G4	1	
Security Shift Supervisor	G4	4	
Radio Operator	G3	13	
Radio Operator	G3	3	New post
Security Escort Unit Member	G3	3	
Security Shift Team Leader	G3	4	
Control Room Operator	G3	4	
Security Guard	G2	21	
A.2.1 Fund Administration Unit			
Head, Administration and Finance	P5	1	
Chief of Financial Management	P4	1	
Chief, Human Resources Management	P4	1	
Chief, ICT	P4	1	Budgeted for six months
Human Resources Officer	P3	1	
Chief, General Services	S3	1	
Chief, ICT	S3	1	New post, budgeted for six months
Contracts/Procurement Officer	S2	1	
National Medical Officer	NP3	1	
National Chief of Accounts	NP3	1	
National Database Design Officer	NP3	1	
National Supply Officer	NP3	1	
National Building Management Officer	NP3	1	
National Asset Management Officer	NP2	1	
National Budget Officer	NP2	1	
National Electrical Engineer	NP2	1	
National Finance Officer	NP2	1	
National Human Resources Officer	NP2	1	
National ICT Officer	NP2	2	
National Procurement Officer	NP2	1	Upgrade
National Training Co-ordinator	NP2	1	
National ICT Officer VOIP, Internet Security	NP2	1	
National ICT Officer, Communications	NP2	1	
National Archives Officer	NP1	1	
National Training Officer	NP1	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
National Travel Officer	NP1	1	
National Transport Officer	NP1	1	
Executive Assistant	G6	1	
Senior Paramedic Assistant	G6	1	New post
Nurse	G6	1	
Senior Administrative Assistant	G6	4	New post
Senior Conference Services Assistant	G6	1	
Senior Finance Assistant	G6	1	
Senior Human Resources Assistant	G6	2	
Senior ICT Assistant	G6	2	
Senior ICT Assistant, HD Team Leader	G6	1	
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	0.5	Change to part-time
Senior Procurement Assistant	G6	1	
Senior Treasury Assistant	G6	0.5	Change to part-time
Transport Assistant	G6	1	
Senior Human Resources/Payroll Assistant	G6	1	
Senior ICT Technician VOIP, Internet Security	G6	2	
Senior ICT Billing Assistant	G6	1	
Senior Budget Assistant	G6	1	Upgrade
CS Technician Microwave/Conference Equipment	G5	1	
Finance Assistant	G5	2	
Generator Mechanic	G5	1	
Generator Technician	G5	1	
Human Resources Assistant	G5	5	
ICT Assistant Equipment Management and Repair	G5	1	
ICT Assistant, Helpdesk	G5	2	
ICT Technician Microwave/VSAT	G5	2	
Maintenance Foreman	G5	1	
Material Management Assistant	G5	1	
Procurement Assistant	G5	1	
Supply Assistant	G5	1	
Training Assistant	G5	1	
Treasury Assistant	G5	1	
Fuel Supply Assistant	G5	1	
ICT Mobile Communication Technician	G5	2	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
ICT Assistant	G5	3	New post
Archives Assistant	G4	1	
Conference Equipment Technician	G4	1	
Customs Assistant	G4	1	
Dispatcher	G4	3	
Generator Overhaul Mechanic	G4	1	
Inspection Assistant	G4	1	
Maintenance Assistant	G4	1	
Office Assistant	G4	1	
Supply Assistant	G4	1	
Technical Assistant	G4	1	
Contracts/Procurement/Administrative Assistant	G4	1	
Facilities Assistant	G4	1	
ICT Billing Assistant	G4	1	
Photocopy Technician	G4	1	
General Services Clerk	G3	4	New post
Building Maintenance Technician	G3	1	
Electrician	G3	3	
Fleet Clerk	G3	1	
Inventory Clerk	G3	2	
Maintenance Clerk	G3	0.5	Change to part-time
Movement Control/Vehicle Tracking Clerk	G3	1	
Truck Driver/Forklift Operator	G3	1	
Registry Clerk	G3	1	
Pool Operator	G2	1	
Switchboard Operator	G2	0.5	Change to part-time
A.2.2 Common Operational Costs			
Senior Driver to Deputy Head of Mission	G3	1	
Senior Driver to Head of Mission	G3	2	
Bus/Truck Driver	G3	6	
Driver	G2	12	
Driver	G2	1	Downgrade
B.1.1 Security and Public Safety			
Director	S4	1	
Deputy Director	S4	1	
Chief of Section	S3	3	
Senior Training Development Officer	S2	3	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
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 Analysis and Reporting Officer	NP2	1	New post
National KCPSED Adviser	NP1	1	
National Programme Officer	NP1	2	
National Project Co-ordination Officer	NP1	1	New post
National Public Safety Awareness Officer	NP1	1	
National Training Development Officer	NP1	1	
National Organized Crime Adviser	NP1	1	
Senior Programme Assistant	G6	4	
Administrative Assistant	G5	1	
Programme Assistant	G5	9	
Senior Secretary	G5	1	
Programme Assistant	G4	3	
B.3.1 Democratization			
Director	S4	1	
Deputy Director	S4	1	
Chief, Elections Division	P4	1	
IT Officer	P2	1	
Chief of Section	S3	2	
Field Activities Co-ordinator	S3	1	
Chief, Analysis and Reporting Cell	S3	1	
Chief of Media Section	S3	1	
Elections Operations Adviser	S2	1	
Senior Programme Officer	S2	2	
Senior Programme Officer	S2	1	New post, subject to categorization
Senior Project Adviser	S2	1	
Senior Adviser on Independent Institutions	S2	1	
Senior Elections Legal Adviser	S2	1	
Unit Co-ordinator/Senior Adviser	S2	1	
Senior Media Adviser	S2	2	
Senior Legal Adviser to ECAP	S2	1	
Programme Officer	S1	1	
National Deputy Chief, Elections Division	NP3	1	
National Administrative Officer	NP2	1	
National Programme Officer	NP2	3	New post

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
National Legal Officer	NP1	2	
National Programme Officer	NP1	8	
National Reporting and Information 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	New post
Senior Election Field Assistant	G6	2	
Senior Programme Assistant	G6	1	
Senior Elections Assistant	G6	1	
Senior Elections Compliance Auditor Assistant	G6	1	
Senior Translator/Interpreter Assistant	G6	8	
Monitoring Assistant	G5	2	
Programme Assistant	G5	3	
Project Assistant	G5	2	New post
Office Assistant	G4	2	
Programme Assistant	G4	4	
Translation Assistant	G4	1	
Office Clerk	G3	1	
B.3.2 Human Rights and Communities			
Director	S4	1	
Deputy Director	S4	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, Equality/Non-Discrimination/ Anti-Trafficking Section	S3	1	
Senior Human Rights Officer/Head of Regional Office	S3	1	
Senior Human Rights Officer/Head of Regional Office	S3	1	New post
Human Rights Adviser, Security Monitoring Section	S2	4	
Legal Analyst	S2	2	
Senior Adviser	S2	2	
Senior Communities Adviser, Protection	S2	2	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
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	Budgeted for six months
Senior Human Rights Officer	S2	3	
Senior Human Rights Adviser, Security Monitoring Section	S2	1	
Communities Policy Officer	S1	1	
Communities Protection Officer	S1	1	
Human Dimension Officer	S1	45	
Legal Officer, Legislative Review Section	S1	1	
Legal System Monitor	S1	6	
Project Officer	S1	1	
Human Rights Officer, Property	S1	1	
Community Policy Officer/Return	S1	1	
Human Rights Legal Officer	S1	1	
Human Rights Adviser/Property	S1	1	
National Administrative Officer	NP2	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	
National Human Rights Legal Adviser	NP1	1	
National Legal Officer, Legislative Review Section	NP1	2	
National Legal Officer, Property	NP1	2	
National Legal System Officer	NP1	6	
National Programme Officer	NP1	2	
National Property Officer	NP1	4	
National Civil Legal Officer	NP1	1	
National Programme Officer, Human Rights	NP1	4	
National Programme Officer, Human Rights	NP1	1	New post
Personal Assistant	G6	1	
Senior Legal Assistant	G6	1	
Senior Programme Assistant	G6	44	
Senior Project Assistant	G6	1	
Senior Translator/Interpreter	G6	4	
Administrative Assistant	G5	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
Human Rights Assistant	G5	6	
Legal Assistant	G5	1	
Legal Assistant	G5	1	New post
Legal System Assistant	G5	9	
Programme Assistant	G5	1	
Office Assistant	G4	2	
Programme Assistant	G4	37	
Assistant/Secretary/Interpreter	G4	3	
Office Clerk	G3	1	
Receptionist	G2	0.5	
Total for the Mission in Kosovo		**603.5**	
Tasks in Bosnia and Herzegovina **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	
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Chief Executive Officer	P3	1	New post
Director of Policy and Planning	S4	1	
Senior Representative of the Head of Mission	S4	2	
Deputy Director, PPU	S3	1	
Political Adviser	S2	1	
Legal and Political Adviser	S2	1	
Executive Assistant to Deputy Head of Mission	S1	1	
Political Analyst	S1	1	
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	
National Policy Officer	NP2	1	New post
National Personal Assistant to DHoM	NP1	1	
National Personal Assistant to HoM	NP1	1	
National Political Officer	NP1	6	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
National Political Officer	NP1	0.5	Change to part-time
National Press Officer	NP1	4	
National Website Manager	NP1	1	
Senior Assistant Interpreter	G6	1	Upgrade
Programme Assistant	G5	2	
Programme Assistant	G5	1	New post
Public Information Assistant	G5	1	
Senior Interpreter	G5	3	
Website Assistant	G5	1	
Office Assistant	G4	1	New post
Operations Assistant	G4	1	
Press Assistant	G4	1	
Close Protection Specialist	G3	1	
Close Protection Specialist	G3	1	New post
Security Guard	G2	5	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P4	1	Downgrade
Chief, General Services	P3	1	New post
Chief of Procurement and Building Support Services	S3	1	
Legal Adviser	S2	1	
National Medical Officer	NP3	1	
National Chief of ICT Services	NP3	1	
National Chief of Budget and Finance	NP3	1	
National Chief of Human Resources	NP3	1	
National Accounting Officer	NP2	1	
National Budget Officer	NP2	1	
National ICT Officer	NP2	1	
National Procurement Officer	NP2	1	
National Planning and Co-ordination Officer	NP2	1	
National Procurement and Building Management Officer	NP2	1	
National Administrative Officer	NP1	3	
National Administrative Officer	NP1	1	New post
National Archives Officer	NP1	1	
National Communications Officer	NP1	1	
National ERP System Administrator	NP1	1	
National FMMC Officer	NP1	1	
National Network Administrator	NP1	1	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
National Personnel Officer	NP1	1	
National Recruitment Officer	NP1	1	
National Treasury Officer	NP1	1	
National Information Systems Developer	NP1	1	
National Transport Officer	NP1	1	New post
Senior Administrative Assistant	G6	3	New post
Senior ICT Assistant	G6	1	
Senior Material Management Assistant	G6	1	
Budget Assistant	G5	1	
Finance Assistant	G5	4	
Investigations Assistant	G5	1	
Payroll Assistant	G5	1	
Procurement Assistant	G5	1	
Procurement Assistant	G5	2	Upgrade
Training Assistant	G5	1	
Transport Maintenance Supervisor	G5	1	
Travel Assistant	G5	2	
ICT Help Desk Co-ordinator	G5	1	
ICT Server Administration Assistant	G5	1	
Administrative Assistant	G4	10	Upgrade
Archives Assistant	G4	1	
Asset Management Assistant	G4	1	New post
Dispatcher	G4	1	
Personnel Assistant	G4	3	
Storekeeper	G4	1	Downgrade
Transport Assistant	G4	1	
ICT Help Desk Technician	G4	4	
Contracts Management Assistant	G4	1	New post
Office Clerk	G3	2	
Office Clerk	G3	1	New post
Receptionist	G3	3	
Receptionist	G3	2	Change to full-time
Manual Worker	G2	3	Downgrade
A.2.2 Common Operational Costs			
Senior Driver	G3	3	
Driver	G2	31	
Cleaner	G1	7.5	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
B.1.1 Security Co-operation			
Director of Security Co-operation	S4	1	
Deputy Director, DSC	S3	1	
Head of Arms Control Section	S3	1	
Arms Control Implementation Officer	S2	1	
Policy and Information Officer	S2	1	
Project Officer	S2	1	
National Legal Officer	NP1	1	
National Project Officer	NP1	3	
Senior Executive Assistant	G6	1	Upgrade
Senior Assistant Interpreter	G6	1	Upgrade
Logistics Assistant	G5	1	
Assistant Interpreter	G5	3	Upgrade
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 Parliamentary Section	S3	1	
Head of Community Engagement Section	S3	1	
Senior Human Dimension Officer/Head of Field Office	S3	4	
Head of Education Section	S3	1	
Head, Human Rights Section	S3	1	
Head of Rule of Law Section	S3	1	
Head of Governance 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	
Programme Co-ordinator	S2	1	
Senior Reporting and Information Officer	S2	1	
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	
Human Rights Officer	S1	9	
Information Officer	S1	1	
Project Co-ordination Officer	S1	1	
Programme Officer, Governance and Community Affairs	S1	5	
National Anti-Trafficking Officer	NP2	1	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
National Legal Officer	NP2	9	
National Programme Officer	NP2	1	
National Project Officer	NP2	1	
National Chief of Programme Support Section	NP2	1	
National Programme Officer, Education	NP2	1	
National Programme Officer, Access and Non-Discrimination	NP2	1	
National Programme Officer, Finance and Management	NP2	1	
National Legal Officer	NP1	2	
National Programme Officer	NP1	11	
National Public Information Officer	NP1	1	
National Monitoring and Evaluation Officer	NP1	1	
National Programme Officer, Community Engagement	NP1	13	
National Programme Officer, Education	NP1	22	
National Programme Officer, Governance Development	NP1	1	
National Programme Officer, Governance Support	NP1	17	
National Programme Officer, Governance Support	NP1	1	New post
National Programme Officer, Information and Reporting	NP1	1	
National Programme Officer, Social Inclusion	NP1	1	
National Legal Officer, Trial Monitoring	NP1	1	
National Programme Officer, Gender Issues	NP1	1	
National Programme Officer, Governance Consolidation	NP1	1	New post
National Programme Officer, Governance Sustainability	NP1	1	New post
Senior Executive Assistant	G6	1	Downgrade
Assistant Translator/Interpreter	G5	0.5	Change to part-time
Legal Assistant	G5	5	
Programme Assistant	G5	33	
Programme Assistant	G5	25	Upgrade
Senior Secretary	G5	1	
Rule of Law Monitoring Assistant	G5	21	
Programme Assistant, Roma Monitoring	G5	1	
Total for tasks in Bosnia and Herzegovina		**419.5**	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
Mission to Serbia			
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	
Executive Officer	S1	1	
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	
Field Programme Assistant	G5	2	
Programme Assistant	G5	1	
Senior Secretary	G5	1	
Supervisor, Security Unit	G5	1	
Press and Political Assistant	G5	1	
Office Assistant	G4	1	Downgrade
Project Assistant	G4	1	
Senior Security Guard	G3	1	
Security Guard	G2	7	
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 Human Resources and Training Assistant	G6	1	
Senior ICT Assistant	G6	1	
Senior ICT Assistant	G6	0.5	Change to part-time
Senior Procurement Assistant	G6	1	
Asset Management Assistant	G5	1	
Assistant to CFA	G5	1	
Finance Assistant	G5	2	
Treasury Assistant	G5	1	
Human Resources Assistant	G4	1.5	
ICT Assistant	G4	2	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Procurement Assistant	G4	1	
Transport Assistant	G4	1	
Building Maintenance Technician	G3	1	
Receptionist	G3	1	
Finance Clerk	G3	1	
Gardener/Handyman	G2	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	2	
Driver	G2	7	
Cleaner	G1	7	
B.1.1 Police Affairs			
Head Law Enforcement	S3	1	
Community Policing Adviser	S2	1	
Community Policing Programme Manager	S2	1	
Organized Crime Adviser	S2	1	
Organized Crime Programme Manager	S2	1	
Police Training Adviser	S2	4	
Economic Crime Adviser	S2	1	
Police Training Programme Manager	S2	1	
National Programme Officer	NP1	2	
National Curriculum Development Officer	NP1	1	
Senior Programme Assistant	G6	1	
Project Assistant	G5	14	
Administrative Assistant	G4	1	
B.3.1 Democratization			
Head Democratization	S3	1	
Environmental Adviser	S2	1	
Governance Adviser	S2	1	
Senior Adviser on Human Rights and Non-Discrimination	S2	1	
National Legal Adviser	NP2	1	
National Governance Officer	NP1	1	
National Programme Officer	NP1	6	
National Programme Co-ordination Officer	NP1	1	
Senior Governance Training Assistant	G6	1	
Senior Programme Assistant	G6	4	
Administrative Assistant	G5	1	
Programme Assistant	G5	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Project Assistant	G5	1	
B.3.2 Media			
Head Media	S3	1	
National Legal Officer	NP1	2	
National Programme Officer	NP1	1	
Senior Media Legislation Assistant	G6	1	
Senior Programme Assistant	G6	1	
Administrative Assistant	G5	1	
Media Monitoring Assistant	G5	1	
Programme Assistant	G5	2	
B.3.3 Rule of Law and Human Rights			
Head HR and RoL	S3	1	
Economic Transparency Adviser	S2	1	
Legal Adviser Judicial Reform	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 Officer	NP1	3	
Senior Administrative Assistant	G6	1	
Senior Programme Assistant	G6	1	
Senior Programme Assistant	G6	1	Downgrade
Senior Project Assistant	G6	1	
Assistant Translator/Interpreter	G5	1	
Programme Assistant	G5	1	
Total for the Mission to Serbia		**146.5**	
Presence in Albania			
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 Co-ordination Officer	S3	1	
Executive Officer to HoP	S2	1	
National Public Affairs and Reporting Officer	NP2	1	
National Political Officer	NP1	2	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
National Project Co-ordination Officer	NP1	1	
Senior Public Affairs Assistant	G6	1	
Senior Translator/Interpreter	G6	1	
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	
Vehicle Maintenance Clerk	G3	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	5	
B.1.1 Security Co-operation			
Head of Security Co-operation Department	S3	1	
Senior Police Assistance Officer	S2	1	
Police Assistance Officer	S2	1	New post
National Border Management Officer	NP2	1	
National Security Officer	NP1	1	
Programme Assistant	G5	2	
Translator/Interpreter	G5	1	
Programme Assistant	G4	1	New post

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
B.2.1 Governance in Economic and Environmental Issues			
Head of Governance, Economy and Environmental Issues Department	S3	1	
Senior Governance Adviser	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	
Parliamentary Support and Monitoring Officer	S2	1	New post
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	
Programme Assistant	G4	1	New post
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	
Legal Assistant	G4	1	New post

Total for the Presence in Albania   **85**

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
Mission to Skopje			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Chief, Political and Reporting Unit	S3	1	
Political Adviser	S2	1	
Senior Policy and Planning Officer	S2	1	
Mission Security Officer	S2	1	
Public Information and Media Officer	S2	1	New post, subject to categorization
Political/Reporting Officer	S1	1	
National Executive Officer	NP2	1	
National Legal Officer	NP2	1	
National Political/Liaison Officer	NP2	1	
National Programme Officer, Roma Issues	NP1	1	New post
Senior Political Assistant	G6	1	
Senior Project Assistant	G6	1	
Senior Public Information and Media Assistant	G6	2	
Security Assistant	G5	1	
Senior Secretary	G5	1	
Situation Centre Assistant	G5	1	
Language Assistant II	G4	2	
Situation Centre Assistant	G4	1	
Radio Operator	G3	2	
Radio Operator	G3	1	Change to part-time
Senior Driver	G3	2	
Security Guard	G2	7	
Security Guard	G2	1	Change to part-time
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P3	1	Downgrade
Human Resources Officer	P2	1	Downgrade
General Services Officer	P2	1	Downgrade
National Finance Officer	NP2	1	New post
National ICT Officer	NP2	1	Downgrade
National Human Resources Officer	NP1	1	
National Records and Archives Officer	NP1	1	
Senior Procurement Assistant	G6	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Senior Transport Assistant	G6	1	
Senior IT Network Technician	G6	1	
Senior Material Management Assistant	G6	1	
Finance Assistant	G5	2	
Human Resources Assistant	G5	2	
Procurement Assistant	G5	2	
Training Assistant	G5	0.5	Change to part-time
Treasury Assistant	G5	1	
Web/Database Developer	G5	0.5	Change to part-time
ICT Help Desk Technician	G5	1	
Asset Management Assistant	G4	1	
Human Resources Assistant	G4	1	
Office Assistant	G4	1	
Vehicle Maintenance Assistant	G4	1	
ICT Help Desk Technician	G4	2	
Finance Clerk	G3	0.5	New post
Warehouse Worker	G2	1	
A.2.2 Common Operational Costs			
Bus Driver	G3	2	
Driver	G2	4	
Cleaner	G1	1	
Cleaner	G1	0.5	Change to part-time
B.1.1 Public Safety and Community Outreach			
Head of Public Safety and Community Outreach	S4	1	New post, Subject to categorization
Chief of Police Development Unit	S4	1	Change from programme Police Development
Senior Police Adviser	S3	1	Change from programme Police Development

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Chief of Monitoring	S3	1	Change from programme Office of Head of Mission
Chief, Police Training	S3	1	Change from programme Police Development
Chief, Police Affairs	S3	1	Change from programme Police Development
Police Adviser	S2	4	Change in grade, subject to categorization, change from programme Police Development
Senior Monitoring Officer	S2	2	Change from programme Office of Head of Mission
Senior Police Training Adviser	S2	1	Change from programme Police Development
Monitoring Officer	S1	5	Change from programme Office of Head of Mission
Police Adviser	S1	3	Change from programme Police Development
Police Training Adviser	S1	2	Change from programme Police Development

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Reporting Analysis Officer	S1	1	Change from programme Police Development
National Legal Adviser	NP1	1	Change from programme Police Development
National Project Officer	NP1	1	New post
Administrative Assistant	G5	1	Change from programme Police Development
Project Assistant	G5	3	Change from programme Police Development
Police Training Assistant	G5	2	Change from programme Police Development
Office Assistant	G4	1	Change from programme Office of Head of Mission
Office Assistant	G4	2	Change from programme Police Development
Language Assistant I	G3	8	Change from programme Office of Head of Mission
Language Assistant I	G3	8	Change from programme Police Development

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
B.3.1 Human Dimension			
Chief of Rule of Law Unit	S4	1	Change from programme Rule of Law
Head of Human Dimension Department	S4	1	Change from programme Good Governance
Senior Co-ordinator Inter-ethnic Issues	S3	1	Change in grade, subject to categorization, change from programme Office of Head of Mission
Senior Rule of Law Adviser	S3	1	Change from programme Rule of Law
Chief of Democratic Governance Unit	S3	1	Change from programme Good Governance
Senior Rule of Law Officer/Judicial Reform	S2	1	Change from programme Rule of Law
Senior Rule of Law Officer, Legislation Reform	S2	1	Change from programme Rule of Law
Democratic Governance Officer	S1	1	Change from programme Good Governance
Reporting Analysis Officer	S1	1	New post, subject to categorization
Rule of Law Officer	S1	3	Change from programme Rule of Law

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Inter-ethnic Relations Officer	S1	1	Change from programme Office of Head of Mission
Education Officer	S1	1	Change from programme Good Governance
National Programme Officer	NP1	4	Change from programme Good Governance
National Rule of Law Officer	NP1	6	Change from programme Rule of Law
Senior Legal Assistant	G6	2	Change from programme Rule of Law
Senior Programme Assistant	G6	2	Change from programme Good Governance
Legal Translator Assistant	G5	1	Change from programme Rule of Law
Programme Assistant	G5	1	Change from programme Office of Head of Mission
Programme Assistant	G5	1	Change from programme Good Governance
Rule of Law Assistant	G5	1	Change from programme Rule of Law
Senior Assistant	G5	1	Change from programme Rule of Law

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
Programme Assistant	G4	5	Change from programme Rule of Law
Total for the Mission to Skopje		**159**	
Mission to Montenegro			
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	
National Programme Co-ordination Officer	NP1	1	New post
Senior Political Assistant	G6	1	
Senior Press and Public Information Assistant	G6	1	Upgrade
Senior Secretary/Personal Assistant to HoM	G6	1	
Assistant Translator/Interpreter	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	
Senior ICT Assistant	G6	1	Upgrade
Finance Assistant	G5	1	
Procurement Assistant	G5	1	
Asset Management Assistant	G4	1	Upgrade
Office Clerk	G3	1	Upgrade
A.2.2 Common Operational Costs			
Senior Driver	G3	1	Upgrade
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	1	Budgeted for six months

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
National Politico-Military Officer	NP1	1	Change from programme Politico-Military Activities
Senior Programme Assistant	G6	1	
Programme Assistant	G5	2	
Project Assistant	G5	1	
B.3.1 Democratization			
Programme Manager	S2	1	
National Programme Officer	NP1	2	
Senior Programme Assistant	G6	1	
Senior Programme Assistant	G6	1	Upgrade
Senior Programme Support Assistant	G6	1	
Project Assistant	G5	1	
B.3.2 Media			
Programme Manager	S2	1	
Programme Assistant	G5	1	
B.3.3 Rule of Law and Human Rights			
Programme Manager, Rule of Law/Human Rights	S2	1	
National Legal Officer	NP1	2	
Senior Programme Assistant	G6	1	New post
Project Assistant	G5	1	
Total for the Mission to Montenegro		**43**	
EASTERN EUROPE			
Mission to Moldova			
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	
Senior Assistant Translator/Interpreter	G6	1	
Senior Interpreter/Political Assistant	G6	1	
Public Information Assistant	G5	1	
Senior Secretary	G5	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
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	
A.2.2 Common Operational Costs			
Senior Driver/Dispatcher	G3	1	
Driver	G2	1	
Cleaner	G1	2	
Housekeeper	G1	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	
B.1.1 Conflict Prevention/Resolution			
Military Member	S2	2	
Political Officer	S2	2	
Politico-Military Officer	S2	2	
National Programme Officer	NP2	1	
Senior Programme Assistant	G6	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Senior Interpreter/Political Assistant	G6	1	
Total for the Mission to Moldova		**52**	
Project Co-ordinator in Ukraine			
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	
Security Guard	G2	1	
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	
Procurement 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.3.2 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	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
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	
Senior Project Assistant	G6	1	Upgrade
B.3.1 Democratization and Good Governance			
National Elections and Governance Officer	NP2	1	
National Project Officer	NP1	2	
National Project Officer, Media	NP1	1	
Project Assistant	G5	1	
Total for the Project Co-ordinator in Ukraine		**44**	
CAUCASUS			
Office in Yerevan			
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	
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	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
Driver	G2	3	
Cleaner	G1	2	
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	2	
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	
Total for the Office in Yerevan		**47**	
Office in Baku			
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	NP2	1	Upgrade
Senior Project Co-ordination Assistant	G6	1	New post
Language Assistant	G5	1	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
Senior Secretary	G5	1	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
National Finance Officer	NP1	1	New post
Senior Human Resources Assistant	G6	1	New post
Senior ICT Assistant	G6	1	
Senior Administrative and Finance Assistant	G6	1	
Administrative Assistant	G5	1	
Procurement/Asset Management Assistant	G5	1	
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	
Senior Police Adviser	S2	1	
Police Adviser, Transnational Threats	S2	1	
National Project Officer	NP1	1	
Senior Programme Assistant	G6	1	
Project Assistant	G5	2	
B.2.1 Economic and Environmental Activities			
Head, Economic and Environmental Unit	S3	1	
Environmental Officer	S2	1	
Senior Project Assistant	G6	1	
Senior Programme Assistant	G6	1	
B.3.1 Democratization			
Head Democratization	S3	1	
National Project Officer	NP1	1	New post
National Capacity-Building Officer	NP1	1	
Senior Programme Assistant	G6	1	
Programme Assistant	G5	1	
B.3.2 Rule of Law and Human Rights			
Head of Rule of Law Unit	S3	1	
Judicial Affairs Officer	S2	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
National Legal Officer	NP2	1	
National Legal Officer	NP1	1	
Programme Assistant	G5	1	
Office Assistant	G4	1	
Total for the Office in Baku		**40**	
High-Level Planning Group **A.1.1 Office of Head of Mission**			
Officer	S	8	
Senior Administrative Assistant	G6	1	
Total for the High-Level Planning Group		**9**	
Personal Representative of the CiO on the **Conflict Dealt with by the Minsk Conference** **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	
Procurement/Asset Management Assistant	G4	1	New post
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	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Housekeeper – Tbilisi	G1	1	
Housekeeper – Yerevan	G1	1	
Total for the Personal Representative of the CiO **on the Conflict Dealt with by the Minsk** **Conference**		**18**	
CENTRAL ASIA			
Centre in Astana			
A.1.1 Office of Head of Mission			
Head of Centre	HoM	1	
Deputy Head of Centre	DHoM	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** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
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	
Total for the Centre in Astana		**28**	
Centre in Ashgabat			
A.1.1 Office of Head of Mission			
Head of Centre	HoM	1	
Project Co-ordinator	S3	1	
National Legal Adviser	NP2	1	
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** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
B.3.1 Human Dimension Activities			
Human Dimension Officer	S2	1	
Programme Assistant	G5	1	
Total for the Centre in Ashgabat		**25**	
Centre in Bishkek			
A.1.1 Office of Head of Mission			
Head of Centre	HoM	1	
Deputy Head of Centre	DHoM	1	
Security Officer	P2	1	
Programme Co-ordinator	S3	1	
Spokesperson	S3	1	
Senior Field Representative of the Head of Centre	S3	1	
Field Officer	S2	1	
National Legal Officer	NP2	1	
National Security Officer	NP2	1	
Senior Security Assistant	G6	1	
Assistant to Head of Centre	G5	1	
Programme Assistant	G5	6	
Office Assistant	G4	1	Downgrade
Security Guard	G2	17	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P3	1	
Procurement Officer	P2	1	
Administrative and Finance Officer	P2	1	
National Administrative Officer	NP1	1	
National Finance Officer	NP1	1	
National Human Resources Officer	NP1	1	New post
Senior Human Resources Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Asset Management Assistant	G5	1	
Finance and Treasury Assistant	G5	1	
Finance Assistant	G5	1	
Finance Assistant	G5	1	New post
ICT Assistant	G5	2	
Procurement Assistant	G5	2	
Treasury Assistant	G5	1	
Administrative Assistant	G4	1	
Finance Assistant	G4	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
Human Resources Assistant	G4	1	
Transport 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, Politico-Military Unit	S4	1	
Senior Political Officer	S3	1	
Senior Politico-Military Officer	S3	1	
Border Issues Co-ordination Officer	S2	1	
Political Officer	S2	1	
Institution Building Officer	S2	1	
National Media Officer	NP1	1	
Senior Programme Assistant	G6	3	
Senior Project Assistant	G6	1	
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	3	
Senior Project Assistant	G6	2	
B.3.1 Human Dimension Activities			
Senior Human Dimension Officer	S3	1	
Human Dimension Officer	S2	2	
Penitentiary Reform Adviser	S2	1	
National Project Co-ordinator	NP1	1	
Senior Legal Assistant	G6	1	
Senior Programme Assistant	G6	4	
Programme Assistant	G5	1	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
B.4.1 Police Reform Programme			
Head of Police Affairs	S3	1	
Community Policing Adviser	S2	2	
Police Adviser	S2	1	
Senior Programme Assistant	G6	3	
Project Assistant	G5	3	
Translator/Interpreter	G5	1	
Total for the Centre in Bishkek		**117**	
Project Co-ordinator in Uzbekistan			
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	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
B.3.1 Human Dimension Activities			
Senior Project Officer	S2	1	
Programme Assistant	G5	1	Upgrade
Total for the Project Co-ordinator in Uzbekistan		**21**	
Office in Tajikistan			
A.1.1 Office of Head of Mission			
Head of Office	HoM	1	
Deputy Head of Office	DHoM	1	
Security Officer	P3	1	
Senior Executive Officer	S3	1	
Field Officer	S2	3	
Political Officer	S2	1	Change from programme Political and Military Aspects of Security
National Project Co-ordination Officer	NP1	1	New post
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	4	
Office Assistant	G4	1	
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	
Materials Management Officer	P2	1	New post
National Accounting Officer	NP1	1	
National Human Resources Officer	NP1	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
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	
Recruitment and Training Assistant	G5	1	
Treasury Assistant	G5	1	
Building Maintenance Assistant	G4	1	
Human Resources Assistant	G4	1	
Office Assistant	G4	1	
Transport Assistant	G4	1	
Travel Assistant	G4	1	
IT Help Desk Technician	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			
Head, Politico-Military Department	S3	1	
Border Management Adviser	S2	1	
Border Management Officer	S2	1	
Counter-Terrorism and Police Issues Adviser	S2	1	
Demining Officer	S2	1	
National Politico-Military Officer	NP2	1	
National Border Management Officer	NP1	1	
National Political Dialogue Officer	NP1	1	New post
Programme Assistant	G5	6	
Project Assistant	G5	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
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	
Water and Energy Policy Adviser	S2	1	
Field Officer, Economic and Environmental Issues	S1	1	
National Environmental Officer	NP1	1	
Programme Assistant	G5	5	
Project Assistant	G5	1	
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	
Rule of Law Officer	S2	1	
Legal and Electoral Reform Officer	S2	1	
National Gender Officer	NP1	1	
National Programme Officer, Human Rights	NP1	1	New post
National Media Development Officer	NP1	1	
Senior Programme Assistant	G6	3	
Programme Assistant	G5	4	
Project Assistant	G5	1	
Senior Secretary	G5	1	
Total for the Office in Tajikistan		**160**	
GRAND TOTAL		**2570.5**	

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 European Union:

"The European Union Member States thank the Ukrainian Chairmanship for its outstanding work and all of its efforts that made it possible to adopt the Unified Budget for 2013. However, we regret the delay in adopting the budget, when we had been willing to accept the Chairmanship's proposal of 28 December despite our great reluctance to join the consensus.

The work of the OSCE's three independent institutions, which are dealing with ever more requests for co-operation from the participating States, needs unwavering support. For the next budget cycle, we aspire to ensuring that the Unified Budget resources earmarked for the Office for Democratic Institutions and Human Rights, the Representative on Freedom of the Media and the High Commissioner on National Minorities correspond to the growing demands in these areas. The oft-repeated desire of certain participating States to challenge the institutions' mandates, including through budget negotiations, is a particular cause for concern.

It is regrettable that no consensus could be reached on an ambitious budget as regards appropriations for the resolution of protracted conflicts or for the implementation of Ministerial Council Decision No. 3/11, adopted in Vilnius, on elements of the conflict cycle, especially in relation to early action.

The initiatives undertaken by the field missions in south-eastern Europe to make savings through significant reorganization efforts, especially with regard to administrative costs, are to be welcomed and continued.

With regard to Central Asia, we remain convinced that the growing security challenges in the three dimensions mean that more appropriate financial and human resources need to be allocated to the field missions."

The acceding country Croatia[1], the candidate countries the former Yugoslav Republic of Macedonia[1], Montenegro[1], Iceland[2] and Serbia[1], the Stabilisation and Association Process and potential candidate countries Albania and Bosnia and Herzegovina, the European Free Trade Association country Liechtenstein and the Republic of Moldova, Georgia and San Marino align themselves with this statement.

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[1]   Croatia, the former Yugoslav Republic of Macedonia, Montenegro and Serbia continue to be part of the Stabilisation and Association Process.

[2]   Iceland continues to be a member of the European Free Trade Association.

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:

"Mr. Chairperson,

The United States would like to make the following interpretative statement under paragraph IV.1(A)6 of the Rules of Procedure of the Organization for Security and Co-operation in Europe.

The United States sincerely thanks Ukraine, in particular Ukraine's ACMF chairperson Ms. Victoria Kuvshynnykova, for its hard work and leadership on the budget this year. Without your dedication, we would not have this agreement today.

Again this year, the United States has joined consensus on the 2013 Unified Budget not because we are happy with the budget we have just passed, but because we believe that the Organization needs a sound budgetary footing to move ahead with programmes and activities.

We are, in fact, disappointed that participating States have not been able to find consensus and provide funding for a number of important activities that would help the OSCE maintain its relevance as a regional organization that addresses challenges of the 21st Century and promotes the comprehensive security of its participating States. The Border Management Staff College in Dushanbe is engaged in meaningful work with border and customs officials from across the OSCE. I regret to say that we are concerned for its future given that no funding is provided for its operations in this Unified Budget. In addition, we find no logic in limiting the OSCE's ability to address the threat of proliferation of weapons of mass destruction and their means of delivery by blocking funding for UNSCR 1540 work in this budget. We recognize that the vast majority of participating States understood the importance of and supported the funding for these two programmes.

We agree fully with the reductions in funding for field missions in South-Eastern Europe, where the security situation has improved significantly over the years of OSCE engagement in that region. On the other hand, we continue to believe that the growing challenges in Central Asia warrant greater budgetary increases in that part of the OSCE space. We regret that participating States could not find consensus on larger increases there, and we will continue to seek adjustments to the budget in future years to better reflect current realities and challenges to security.

In 2013, we hope to see movement toward resolution of the protracted conflicts, a long-standing priority for the OSCE. The United States supported additional funding and personnel, for example for the Mission in Moldova, to help achieve progress.

The budgets of the institutions, the Office for Democratic Institutions and Human Rights, the High Commissioner on National Minorities, and the Representative for Freedom of the Media, were subject to undue scrutiny and micromanagement this year during the budget negotiations. They operate according to the mandates participating States have approved, and should be given the latitude and resources needed to fulfil their mandates to the best of their abilities. We could not agree to cuts in their budgets, and, in fact, we believe this budget still falls short of their needs for 2013.

Finally, we will continue to place emphasis on strong project assessment and evaluation to demonstrate the impact of OSCE activities. We encourage the Secretariat to share more of its internal evaluations as well, to help us make the case for funding to support OSCE priorities.

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

Thank you, Mr. Chairperson."

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 Norway (also on behalf of Switzerland):

"Mr. Chairperson,

I would like to make the following interpretative statement on behalf of Switzerland and Norway and according to paragraph IV.1(A)6 of the OSCE Rules of Procedure.

We thank you, Mr. Chairperson, and the Chairperson of the ACMF for your tireless efforts to form consensus on the 2013 Unified Budget. We regret, however, that for the first time since 2008 we were unable to adopt the budget in time.

The primary responsibility for the late approval of the budget has to be carried by the Russian Federation. Already in December we had a proposal that represented a compromise that should have been acceptable to all of us.

As we all know, the budget decision was made possible through extrabudgetary contributions from Kazakhstan, Switzerland, Turkey and Norway.

Switzerland and Norway did not contribute because we thought that the project now to be carried out by the ODIHR is of particular importance. Nor do we approve of the way in which it has been promoted.

Our primary concern was the detrimental effects to our Organization of the situation in which we found ourselves.

We would also like to note that we would have liked to see a more co-operative and pragmatic approach from other participating States which usually share our human dimension priorities.

Mr. Chairperson,

We live in times of increasing uncertainty. We are faced with challenges in all three dimensions. The OSCE has the instruments to assist us in meeting these challenges. Therefore, we are particularly disappointed with the low level of funding now allocated to the Office for Democratic Institutions and Human Rights, the High Commissioner on National Minorities and the Representative on Freedom of the Media.

We are also disappointed that requests for more human resources in some of the field missions in Central Asia were not met.

Looking ahead, we should also make sure that we have the necessary resources to re-establish a presence in Belarus and Georgia and to establish some kind of OSCE presence in Mongolia.

Mr. Chairperson,

Our Organization derives its effectiveness in large part from the expertise and motivation of its staff. The key to maintain a high level of performance is our ability to retain and attract qualified staff. For this reason, we have during the budget negotiations strongly argued in favour of maintaining a remuneration policy that is compatible with those of comparable employers.

Mr. Chairperson,

Ten years ago, in 2003, the OSCE had a budget of 170 million euros. Adjusted for an average consumer price index increase, that would in 2013 amount to approximately 225 million. The budget we have just approved has a balance of less than 145 million.

The OSCE has over these ten years lost a lot of its strength and capacity. We do not believe this is the direction in which our Organization should be going.

Mr. Chairperson, I request that this statement be attached to the journal of today's meeting.

Thank you."