

1269th Plenary Meeting
PC Journal No. 1269, Agenda item 6

DECISION No. 1369
APPROVAL OF THE 2020 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 2020 Unified Budget contained in Annex I;
2. Approves the 2020 Unified Budget Post Table contained in Annex II;

II. Taking into account relevant Ministerial Council Decisions, *inter alia*, No. 18/06 on further strengthening the effectiveness of OSCE executive structures and No. 19/06 on strengthening the effectiveness of the OSCE,

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 OSCE,

Taking into account Permanent Council Decision No. 1216 of 21 July 2016 on amending OSCE Staff Regulations and the recommendations contained therein,

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),

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,

Recalling Permanent Council Decision No. 1288 of 15 February 2018, establishing a special fund for the purpose of carrying out observation of local elections in certain areas of the Donetsk and Luhansk regions of Ukraine, and

Bearing in mind the previous discussions on horizontal issues and their outcomes, including the Augmentations Fund, the board and lodging allowance (BLA), local staff income tax, the secondment system as well as the budget cycle, as a separate issue,

1. Undertakes to continue efforts, including throughout the Unified Budget cycle in 2020, to focus, streamline and prioritize the work of the OSCE across the three dimensions in those areas where it has comparative advantage;
2. Tasks the Secretariat and the ACMF to continue efforts to improve further the programme and budget planning process and the evaluation process within the OSCE in order to increase efficiency, transparency and accountability;
3. Tasks the Secretariat and the ACMF to conduct an assessment of the new BLA methodology at the end of the first year of implementation in line with Permanent Council Decision No. 1305;
4. Tasks the fund managers to ensure full compliance of their programme activities with respective mandates and with the body of the OSCE principles, commitments and decisions;
5. Tasks all fund managers to distribute an open-ended list of Unified Budget projects to be undertaken and funded within the 2020 Unified Budget. The project list may be further supplemented by the fund managers within their respective funds, as appropriate, and an updated list should be issued to participating States once a year;
6. Tasks the Secretariat to amend Financial Administrative Instruction No. 9 on OSCE official travel management to reduce travel costs in line with PC.ACMF/111/18.

THE 2020 UNIFIED BUDGET

<u>Fund</u>	EUR
Main Programme	
Programme	
<u>I. FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS</u>	
<u>The Secretariat</u>	
Secretary General and Central Services	
A.1.1 Executive Management	1,165,400
A.1.2 Security Management	577,200
A.1.3 External Co-operation	672,500
A.1.4 Office of Legal Affairs	773,200
A.1.5 Communication and Media Relations Section	1,552,000
A.1.6 Conference and Language Services	5,430,000
A.2.1 The OSCE Documentation Centre in Prague	646,700
B.4.1 Gender Issues	<u>446,400</u>
Total	11,263,400
Chairperson-in-Office	
A.1.1 Short Term Mission/Visits of CiO and PR of the CiO	550,000
A.1.2 Advisory Committee on Management and Finance (ACMF)	15,000
A.1.3 Panel of Adjudicators	39,100
A.1.4 Audit Committee	49,000
A.1.5 External Auditors	<u>100,200</u>
Total	753,300
Internal Oversight	
A.1.1 Internal Oversight	<u>1,807,400</u>
Total	1,807,400
Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings	
B.4.1 Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings	<u>1,106,600</u>
Total	1,106,600
Addressing Transnational Threats	
B.4.1 Co-ordination of TNT Activities	564,700
B.4.2 Strategic Police Matters Unit	749,300
B.4.3 Action against Terrorism	888,100

THE 2020 UNIFIED BUDGET (continued)

Fund	EUR
Main Programme	
Programme	
B.4.4	<u>739,700</u>
Total	2,941,800
Activities Relating to the Economic and Environmental Aspects of Security	
B.2.1	1,953,000
B.2.2	<u>390,700</u>
Total	2,343,700
Conflict Prevention	
A.1.1	470,500
A.1.2	1,480,200
A.1.3	1,165,600
A.1.4	525,100
B.1.1	32,100
B.1.2	730,900
B.1.3	<u>635,700</u>
Total	5,040,100
Human Resources Management	
A.2.1	<u>3,783,800</u>
Total	3,783,800
Department of Management and Finance	
A.2.1	765,500
A.2.2	1,746,000
A.2.3	4,163,300
A.2.4	<u>2,496,900</u>
Total	9,171,700
Total for the Secretariat	38,211,800
<u>Office for Democratic Institutions and Human Rights</u>	
A.1.1	1,294,600
A.2.1	2,970,700
B.3.1	603,000
B.3.2	1,580,300
B.3.3	1,232,200
B.3.4	6,505,200
B.3.5	1,418,200

THE 2020 UNIFIED BUDGET (continued)

Fund		
Main Programme		
Programme		EUR
B.3.6	Roma and Sinti Issues	<u>555,700</u>
	Total	16,159,900
<u>High Commissioner on National Minorities</u>		
A.2.1	Fund Administration Unit	526,400
B.1.1	Office of the High Commissioner	<u>2,977,600</u>
	Total	3,504,000
<u>Representative on Freedom of the Media</u>		
A.1.1	Freedom of the Media	<u>1,608,800</u>
	Total	1,608,800
TOTAL FOR FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS		59,484,500
<u>II. FUNDS RELATED TO OSCE FIELD OPERATIONS</u>		
<u>Augmentations</u>		
Secretariat Augmentations		
A.1.1	Communication and Media Relations Section	113,200
A.1.2	Policy Support Service	242,400
A.2.1	Department of Human Resources	293,900
A.2.2	Management and Co-ordination	113,200
A.2.3	Budget and Finance Services	361,400
A.2.4	Information and Communication Technology Services	813,600
A.2.5	Mission Support Service	<u>724,300</u>
	Total	2,662,000
ODIHR Augmentation		
B.3.1	ODIHR Democratization	<u>234,100</u>
	Total	234,100
Total for Augmentations		2,896,100
SOUTH-EASTERN EUROPE		
<u>Mission in Kosovo</u>		
A.1.1	Office of Head of Mission	2,766,500
A.2.1	Fund Administration Unit	5,463,000
B.1.1	Security and Public Safety	1,589,900
B.3.1	Democratization	1,764,800

THE 2020 UNIFIED BUDGET (continued)

Fund		
Main Programme		
Programme		EUR
B.3.2	Human Rights and Communities	<u>5,878,400</u>
	Total	17,462,600
	<u>Mission to Bosnia and Herzegovina</u>	
A.1.1	Office of Head of Mission	1,589,500
A.2.1	Fund Administration Unit	3,917,500
A.2.2	Shared Service Centre, ICT Help Desk	255,900
B.1.1	Security Co-operation	594,900
B.3.1	Human Dimension	<u>5,324,200</u>
	Total	11,682,000
	<u>Mission to Serbia</u>	
A.1.1	Office of Head of Mission	978,200
A.2.1	Fund Administration Unit	1,700,600
B.1.1	Security Co-operation	944,800
B.3.1	Democratization	1,134,700
B.3.2	Media	429,400
B.3.3	Rule of Law and Human Rights	<u>1,070,900</u>
	Total	6,258,600
	<u>Presence in Albania</u>	
A.1.1	Office of Head of Mission	481,900
A.2.1	Fund Administration Unit	1,037,800
B.1.1	Security Co-operation	349,800
B.2.1	Governance in Economic and Environmental Issues	309,000
B.3.1	Democratization	435,200
B.3.2	Rule of Law and Human Rights	<u>367,500</u>
	Total	2,981,200
	<u>Mission to Skopje</u>	
A.1.1	Office of Head of Mission	1,033,300
A.2.1	Fund Administration Unit	1,892,800
B.1.1	Public Safety and Community Outreach	1,781,300
B.3.1	Human Dimension	<u>1,798,700</u>
	Total	6,506,100
	<u>Mission to Montenegro</u>	
A.1.1	Office of Head of Mission	316,100
A.2.1	Fund Administration Unit	603,800
B.3.1	Democratization	467,900
B.3.2	Media	361,700

THE 2020 UNIFIED BUDGET (continued)

Fund		
Main Programme		
Programme		EUR
B.4.1	Security Co-operation and Governance	<u>402,600</u>
	Total	2,152,100
	Total for South-Eastern Europe	47,042,600
EASTERN EUROPE		
<u>Mission to Moldova</u>		
A.1.1	Office of Head of Mission	443,500
A.2.1	Fund Administration Unit	839,300
B.1.1	Conflict Prevention/Resolution	535,200
B.3.1	Human Rights	<u>484,700</u>
	Total	2,302,700
<u>Project Co-ordinator in Ukraine</u>		
A.1.1	Office of Head of Mission	328,500
A.2.1	Fund Administration Unit	923,700
B.3.1	Democratization and Good Governance	484,100
B.3.2	Rule of Law and Human Rights	780,100
B.4.1	Human Security	589,800
B.4.2	Economic, Environmental and Politico-Military Projects	<u>512,300</u>
	Total	3,618,500
<u>Representative to the Latvian-Russian Joint Commission on Military Pensioners</u>		
A.1.1	Office of Head of Mission	<u>5,500</u>
	Total	5,500
	Total for Eastern Europe	5,926,700
CAUCASUS		
<u>High-Level Planning Group</u>		
A.1.1	Office of Head of Mission	<u>247,600</u>
	Total	247,600
<u>The Minsk Process</u>		
A.1.1	Office of Head of Mission	<u>911,200</u>
	Total	911,200

THE 2020 UNIFIED BUDGET (continued)

<u>Fund</u>	EUR
Main Programme	
Programme	EUR
<u>Personal Representative of the CiO on the Conflict Dealt with by the Minsk Conference</u>	
A.1.1 Office of Head of Mission	461,600
A.2.1 Fund Administration Unit	<u>718,100</u>
Total	1,179,700
Total for Caucasus	2,338,500
CENTRAL ASIA	
<u>Programme Office in Nur-Sultan</u>	
A.1.1 Office of Head of Mission	230,000
A.2.1 Fund Administration Unit	662,000
B.1.1 Politico-Military Activities	445,600
B.2.1 Economic and Environmental Activities	449,300
B.3.1 Human Dimension Activities	<u>445,800</u>
Total	2,232,700
<u>Centre in Ashgabat</u>	
A.1.1 Office of Head of Mission	403,900
A.2.1 Fund Administration Unit	526,400
B.1.1 Conflict Prevention and Confidence- and Security-Building	251,400
B.2.1 Economic and Environmental Activities	252,100
B.3.1 Human Dimension Activities	<u>227,400</u>
Total	1,661,200
<u>Programme Office in Bishkek</u>	
A.1.1 Office of Head of Mission	1,215,100
A.2.1 Fund Administration Unit	1,365,400
B.1.1 Politico-Military Activities	1,402,800
B.2.1 Economic and Environmental Activities	1,596,100
B.3.1 Human Dimension Activities	<u>1,231,600</u>
Total	6,811,000
<u>Project Co-ordinator in Uzbekistan</u>	
A.1.1 Office of Head of Mission	266,700
A.2.1 Fund Administration Unit	513,900
B.1.1 Politico-Military Activities	515,900
B.2.1 Economic and Environmental Activities	654,500
B.3.1 Human Dimension Activities	<u>548,200</u>
Total	2,499,200

THE 2020 UNIFIED BUDGET (continued)

<u>Fund</u>		
Main Programme		
Programme		EUR
	<u>Programme Office in Dushanbe</u>	
A.1.1	Office of Head of Mission	1,169,300
A.2.1	Fund Administration Unit	2,035,500
B.1.1	Political and Military Aspects of Security	1,857,300
B.2.1	Economic and Environmental Activities	1,112,000
B.3.1	Human Dimension Activities	<u>1,137,500</u>
	Total	7,311,600
	Total for Central Asia	20,515,700
	TOTAL FOR FUNDS RELATED TO OSCE FIELD OPERATIONS	78,719,600
	GRAND TOTAL	138,204,100

POST TABLE

<u>Fund</u>			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
<u>The Secretariat</u>			
Secretary General and Central Services			
A.1.1 Executive Management			
Secretary General	SG	1	
Director, Office of the Secretary General	D1	1	
Senior Adviser	P4	1	
Senior Co-ordination Adviser	P4	1	
Executive Officer	S	3	
Senior Afghanistan Engagement Support Adviser	S	1	
Strategic Planning and Resource Mobilization Co-ordinator	S	1	
Adviser on Youth and Security	S	1	New post
Senior Political/Administrative Assistant	G7	1	
Senior Secretary	G6	1	
Senior Secretary	G5	2	
Driver	G3	1	
A.1.2 Security Management			
Head, Security Management	P5	1	
Field Security Officer	P3	1	
Protective Services Officer	P2	1	
Associate Security Officer	S	1	
Administrative Assistant	G5	1	
Security Guard	G3	2	
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	
Senior External Co-operation Officer	S	1	
External Co-operation Assistant	G4	1	
A.1.4 Office of Legal Affairs			
Head, Office of Legal Affairs	P5	1	
Deputy Head, Office of Legal Affairs	P4	1	
Legal Adviser	P3	2	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Associate Legal Officer	P2	1	Downgrade, full-time P3 post budgeted for two months in 2019
Legal Officer	S	2	
Associate Legal Officer	S	1	
Legal Assistant	G5	1	
Legal Assistant	G4	1	
A.1.5 Communication and Media Relations Section			
Spokesperson/Head, Communication and Media Relations Section	P5	1	
Deputy Spokesperson/Deputy Head of COMMS	P4	1	
Online Communications Manager	P4	1	
Media Officer	P3	1	
Information Architect	P3	1	
Media and Outreach Officer	P3	2	
Publications Editor and Outreach Officer	P3	1	
Associate Web Developer	P2	1	
Associate Online Communications Officer	P2	1	
Senior Media Assistant	G6	1	
Media Assistant	G5	1	
A.1.6 Conference and Language Services			
Head, Conference Services	P5	1	
Chief Linguist	P4	1	
Conference Officer	P3	1	
Senior Language Services Assistant	G6	1	
Senior Meetings Assistant	G6	4	
Supervisor, Meetings Support and Documents Unit	G6	1	
Supervisor, Documents Control 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	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Technical Assistant	G4	1	
Word Processing Operator	G4	9	
Documents and Meetings Support Assistant	G4	5	
Conference Support Clerk	G2	3	
A.2.1 The OSCE Documentation Centre in Prague			
Head of Office and Officer in Charge of Meetings	S	1	
Associate Records Management Officer	P2	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	G5	1	
Registry and Records Assistant	G4	3	Change from programme Records Management
Cleaner/Photocopier	G1	1	
B.4.1 Gender Issues			
Senior Adviser on Gender Issues	P5	1	
Adviser on Gender Issues	P3	1	
Senior Co-ordination Adviser	S	1	
Adviser on Gender Issues	S	4	
Administrative/Programme Assistant	G5	1	
Internal Oversight			
A.1.1 Internal Oversight			
Director of Internal Oversight	D1	1	
Head, Internal Audit/Deputy Director	P5	1	
Head of Evaluation/Deputy Director	P5	1	
Senior Auditor	P4	1	
Senior Investigator	P4	1	
Senior Evaluator	P4	1	
Auditor	P3	4	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Associate Investigation Officer	P2	0.7	Full-time post budgeted for nine months
Senior Evaluator	S	1	
Evaluation Officer	S	1	
Associate Investigation Officer	S	1	
Senior Administrative Assistant	G6	1	
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	S	1	
Deputy Co-ordinator, Combating Trafficking in Human Beings	S	1	
Senior Co-ordination Adviser	P4	1	
Programme Officer	P3	2	
Programme and Capacity-Building Officer	P3	1	
Associate Officer on CTHB	P2	1	
Associate Country Visit Officer	P2	1	
Assistant Officer on CTHB	P1	1	
Senior Adviser	S	1	
Executive Programme Officer	S	1	
Associate Public Information Officer	S	1	
Senior Secretary	G5	1	
Administrative Assistant	G4	1	
Addressing Transnational Threats			
B.4.1 Co-ordination of TNT Activities			
Co-ordinator of Activities to Address Transnational Threats	D1	1	
Policy and Co-ordination Officer	S	1	
Information Management Officer	P3	1	
Cybersecurity Officer	P3	1	
Senior Programme Assistant	G6	1	
B.4.2 Strategic Police Matters Unit			
Head, Strategic Police Matters Unit	S	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Deputy Head of SPMU, Adviser on Cybercrime	P4	1	
Police Affairs Officer on Combating Illicit Drugs	P4	1	
Police Affairs Officer, Adviser on Analysis and Reporting	P4	1	
Police Affairs Officer, Adviser on Police Reform	S	1	
Adviser on Combating Trafficking in Human Beings	S	1	
Adviser on Fight against Organized Crime	S	1	
Police Affairs Officer, Adviser on Community Policing	S	1	
Administrative Assistant	G5	1	
B.4.3 Action against Terrorism			
Head, Anti-Terrorism Issues Unit	S	1	
Deputy Head, Action against Terrorism Unit	P4	1	
Programme Officer	P3	1	
Associate Programme Officer	P2	1	
Assistant Programme Officer	P1	2	
Counter-Terrorism Officer	S	1	
Senior Legal Counter-Terrorism Adviser	S	1	
Senior Adviser on Anti-Terrorism Issues	S	1	
Project Assistant	G5	1	
Office Assistant	G4	1	
B.4.4 Border Security and Management			
Head, Border Security and Management Unit	S	1	
Programme Management Officer	P3	1	
Customs Adviser	P3	1	
Associate Programme Officer	P2	1	
Associate Border Security Officer	P2	1	
Border Adviser	S	1	
Administrative Assistant	G4	1	
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	D1	1	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Deputy Co-ordinator/Head, Economic Activities	P5	1	
Deputy Co-ordinator/Head, Environmental Activities	P5	1	
Senior Economic and Environmental Officer	P4	1	
Senior Economic Officer	P4	1	
Senior Environmental Affairs Adviser	P4	1	
Economic Adviser	P3	1	
Environmental Programme Officer	P3	1	
Associate Environmental Affairs Officer	P2	1	
Associate Anti-Corruption Officer	P2	1	
Economic Connectivity Officer	S	1	
Associate Economic Affairs Officer	S	1	
Economic Affairs Officer	S	1	
Economic and Environmental Officer	S	1	
Economic and Environmental Affairs Adviser	S	1	
Environmental Affairs Adviser	S	1	
Senior Programme Officer, Energy Security	S	1	
Programme Officer, Economic Co-operation and Governance	S	1	
Environmental Governance Officer	S	1	
Associate Energy Security Officer	S	1	
Executive Secretary	G6	1	
Administrative Assistant	G5	1	
Programme Assistant	G5	2	
Administrative Assistant	G4	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	4	
Policy Support Officer	P3	3	
Policy Support Officer	S	6	
Senior Policy Support Assistant	G6	3	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Secretary	G4	1	
A.1.3 Operations Service			
Deputy Director for Operations Service	P5	1	
Senior Operational Adviser	P4	1	
Operational Support Officer	P3	1	
Chief, Situation/Communications Room	S	1	
Senior Operational Support Officer	S	1	
Mediation Support Officer	S	3	
Analyst/Researcher	S	1	
Deputy Chief, Situation/Communications Room	G6	1	
Senior Operations Assistant	G6	1	
Duty Officer	G5	5	
Duty Officer	G5	1	Transfer from Augmentations
Secretary	G4	1	
A.1.4 Programming and Evaluation Support Unit			
Chief, Programming and Evaluation Support Unit	P4	1	
Project/Programme Evaluation Officer	P3	1	
Associate Project Co-ordination Officer	P2	1	
Associate Project Co-ordination Officer	S	1	
Senior Project Assistant	G6	1	
Senior Project Assistant, Extrabudgetary Contributions	G6	1	
B.1.2 FSC Support			
Senior FSC Support Officer	P4	1	
CSBM Officer	P3	1	
Project Support Officer	P3	1	
Associate Project Officer	P2	1	
Project Officer	S	1	
Associate FSC Support Officer	S	1	
Programme Assistant	G5	1	
Office Assistant	G4	1	

POST TABLE (continued)

Fund	Main Programme	Post Grade	Number of Posts	Note
Programme				
Post Title				
B.1.3 Communications and Technology Unit				
	Chief, Communications and Technology Unit	P4	1	Change from programme Communications Network
	Network Management Officer	P3	1	Change from programme Communications Network
	Technology Officer	S	1	Change from programme Communications Network
	Network Management Assistant	G5	1	Change from programme Communications Network
Human Resources Management				
A.2.1 Department of Human Resources				
	Director for Human Resources	D1	1	Change from programme HR Direction and Management
	Deputy Director for Human Resources	P5	1	New post
	OSCE Ethics Co-ordinator	P4	1	New post
	Chief, Talent Development	P4	1	Change from programme Talent Management
	Chief, Talent Acquisition	P4	1	Change from programme Talent Management
	Chief, Payroll and HR Analytics	P4	1	Change from programme HR Services
	Chief, HR Administration	P4	1	Upgrade, change from programme HR Services

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Planning and Co-ordination Officer	P3	1	Change from programme HR Direction and Management
Talent Development Officer	P3	2	Change from programme Talent Management
HR Adviser, Duty of Care	S	1	New post
Chief OSCE Medical Officer	S	1	New post
Ethics Officer	S	1	Change from programme HR Services
HR Adviser, Talent Acquisition	S	1	Change from programme Talent Management
HR Policy and Employee Relations Officer	S	1	Change from programme HR Services
Associate Talent Acquisition Officer	S	1	Change from programme Talent Management
Senior HR Assistant	G7	1	Change from programme Talent Management
Senior Payroll Assistant	G6	2	Change from programme HR Services
Senior HR Assistant	G6	3	Change from programme HR Services
Senior Talent Development Assistant	G6	1	Change from programme Talent Management
Senior Talent Acquisition Assistant	G6	2	Change from programme Talent Management
Payroll Assistant	G5	1	Change from programme HR Services

POST TABLE (continued)

Fund	Main Programme	Post Grade	Number of Posts	Note
Programme	Post Title			
	Senior Secretary	G5	1	Change from programme HR Direction and Management
	HR Assistant	G5	1	Change from programme HR Services, transfer from Augmentations
	Talent Development Assistant	G5	2	Change from programme Talent Management
	Talent Acquisition Assistant	G5	1	Change from programme Talent Management
	Talent Acquisition Assistant	G5	1	Change from programme Talent Management, transfer from Augmentations
	Talent Acquisition Assistant	G5	1	Change from programme Talent Management, transfer from Augmentations
	Payroll Assistant	G4	1	Change from programme HR Services
	HR Assistant	G4	1	Change from programme HR Services
	HR Assistant	G4	1	Change from programme Talent Management
	Talent Acquisition Assistant	G4	2	Change from programme Talent Management
	HR Clerk	G3	1	Change from programme HR Services

POST TABLE (continued)

Fund				
Main Programme		Post	Number	Note
Programme		Grade	of Posts	
Post Title				
Talent Development Clerk		G3	1	Change from programme Talent Management
Talent Acquisition Clerk		G3	1	Change from programme Talent Management
Department of Management and Finance				
A.2.1 Management and Co-ordination				
Director for Management and Finance		D1	1	
Chief, Information Security and Co-ordination		P4	1	
Risk Management and Internal Control Officer		P3	1	
Associate Risk Management Officer		P2	1	
Senior Planning and Co-ordination Assistant		G6	1	
Senior Administrative/Finance Assistant		G6	1	
Administrative Assistant		G5	1	Change from programme Mission Support Service
A.2.2 Budget and Finance Services				
Deputy Director for Budget and Finance Services		P5	1	
Chief, Accounts Unit		P4	1	
Chief, Budget Unit		P4	1	
Chief, Treasury and Extrabudgetary Contributions Unit		P4	1	
Budget Officer		P3	1	
Extrabudgetary Contributions Officer		P3	1	Downgrade
Associate Treasury Officer		P2	1	
Associate Finance Officer		P2	1	
Associate Extrabudgetary Contributions Officer		S	1	
Senior Finance Assistant		G7	1	
Senior Accounting Assistant		G6	1	
Senior Treasury Assistant		G6	1	
Senior Extrabudgetary Contributions Assistant		G6	1	
Finance Assistant		G5	1	
Treasury Assistant		G5	1	Transfer from Augmentations
Finance Assistant		G4	2	Transfer from Augmentations
Finance Assistant		G4	1	

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
A.2.3 Information and Communication			
Technology Services			
Deputy Director for ICT Services	P5	1	
Chief, ICT Infrastructure Support	P4	1	
IT Governance, Security and Systems Architect	P4	1	
Chief, Software Development	P4	1	
Chief, Functional Support	P4	1	
Senior Information Technology Assistant	G7	1	
Senior ERP Applications Assistant	G7	2	
Senior IRMA HR Support Assistant	G7	1	Change from programme HR Services
Senior System Administration Assistant	G7	1	
Senior ICT Assistant	G6	1	
Senior Information Management Assistant	G6	1	Change from programme Co-ordination of TNT Activities
Senior Information Technology Assistant	G6	2	
Senior IT Assistant	G6	1	
Senior IT Assistant, Database Administrator	G6	1	
Senior Programme Assistant	G6	1	
Senior Programming Assistant	G6	2	
Senior IRMA Functional Support Assistant	G6	1	
ICT Assistant, Communications	G5	1	Transfer from Augmentations
ICT Assistant	G5	1	
Information Technology User Support Assistant	G5	1	
ICT User Support Assistant	G5	1	
ICT Help Desk Assistant	G4	1	
A.2.4 Mission Support Service			
Deputy Director for Mission Support Services	P5	1	
Chief, Procurement and Contracting Unit	P4	1	
Chief, Asset, Logistics and Travel Support Unit	P4	1	
Procurement Officer	P3	1	
Chief, Facilities Management	P3	1	
Logistics and Transport Officer	P3	1	Unfunded
Associate Procurement Officer	P2	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Senior Asset Management Assistant	G7	1	
Senior Asset Management Assistant	G6	1	
Senior Building Maintenance Assistant	G6	1	
Senior Travel Assistant	G6	1	
Asset Management Assistant	G5	1	
Building Maintenance Assistant	G5	1	
Procurement Information Assistant	G5	1	Transfer from Augmentations
Procurement/Administrative Assistant	G5	1	
Mail Processing Assistant	G4	1	Transfer from Augmentations
Warehouse Clerk	G3	1	
Transport Dispatcher	G3	1	
Building Support Clerk	G3	1	
Receptionist	G3	1	
Driver	G2	1	
Manual Worker	G2	1	
Cleaner	G1	6	
Total for the Secretariat		368.8	
<u>Office for Democratic Institutions and Human Rights</u>			
A.1.1 Direction and Policy			
Director of the ODIHR	D/ODI	1	
First Deputy Director of the ODIHR	D1	1	
Second Deputy Director of the ODIHR	P5	1	
Project Co-ordinator	P4	1	
Spokesperson/Senior Press and Public Information Officer	P4	1	
Editor	P3	1	
Web Editor	P2	1	
Legal Officer	S	1	New post
Special Adviser	S	1	
Senior Political Adviser/Head of Director's Office	S	1	
Special Adviser/Director's Representative in Vienna	S	1	
Policy and Fundraising Adviser	S	1	
Ethics Adviser	S	1	
Executive Assistant	G7	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Administrative Assistant/Human Dimension Meetings Assistant	G5	1	
Press and Public Affairs Assistant	G5	1	
A.2.1 Fund Administration Unit			
Chief of Finance/Deputy Head, Common Services	P4	1	
Chief, Human Resources Unit	P3	1	
Chief, ICT	P3	1	
Logistics and Security Officer	P3	1	
Procurement Officer	P3	1	
Associate Procurement and Contracting Officer, EOM	P2	3	
Associate Finance Officer, Elections	P2	1	
Associate Finance Officer	P2	1	
Associate Documents and Records Management Officer	P2	1	
Senior Administrative Assistant	G7	1	
Senior Finance Assistant	G7	1	
Senior Finance Assistant	G6	1	
Senior Human Resources Assistant	G6	1	
Senior Information Technology Assistant	G6	1	
Senior IT Assistant	G6	2	
Senior Procurement Assistant	G6	1	
Senior Procurement/Asset Management Assistant	G6	1	
Senior Recruitment Assistant	G6	1	
Senior Budget Assistant	G6	1	
Administrative Assistant	G5	1	
Budget Assistant	G5	7	
Documents and Records Management Assistant	G5	1	
Finance Assistant	G5	1	
ICT Assistant	G5	2	
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	

POST TABLE (continued)

Fund			
Main Programme		Post	Number
Programme		Grade	of Posts
Post Title			Note
Front Office Clerk		G3	2.5
Senior Driver		G3	1
Driver		G2	1
B.3.1 Human Dimension Meetings			
Human Dimension Meetings Officer		P2	1
Senior Human Dimension Meetings Assistant		G6	1
B.3.2 Democratization			
Head, Democratization Department		P5	1
Chief, 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	1
Deputy Chief, Rule of Law Unit		P3	1
Adviser on Migration, Freedom of Movement and Human Contacts		P3	1
Associate Gender Officer		P2	1
Associate Democratic Governance Officer		P2	1
Legal Officer		S	1
Rule of Law Officer		S	3
Associate Democratic Governance Officer		S	2
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 Freedom of Religion or Belief		P4	1
Adviser on Anti-Terrorism Issues		P3	1
Human Rights Adviser		P3	1
Human Rights Adviser/Monitoring and Response Co-ordinator		P3	1
Human Rights Adviser, Capacity-Building Co-ordinator		P3	1
Associate Officer on Freedom of Religion or Belief		P2	1

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Adviser on Anti-Trafficking Issues	S	1	
Human Rights Adviser	S	1	
Human Rights Officer	S	2	
Adviser on Torture Prevention	S	1	
Senior Administrative Assistant	G6	1	
Administrative Assistant	G5	2	
B.3.4 Elections			
Head, Election Department	P5	1	
Senior Election Adviser	P4	2	
Senior Adviser on New Voting Technologies	P4	1	
Deputy Head, Election Department	P4	1	
Election Adviser	P3	6	
Technical Assistance Adviser	S	1	
Senior Administrative Assistant	G6	1	
Senior Programme Assistant	G6	1	
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	
Hate Crime Officer	P3	1	
Adviser on Combating Anti-Semitism	P3	1	
Adviser on Combating Racism and Xenophobia	P3	1	
Associate Web Editor	P2	1	
Assistant Programme Officer	P1	1	
Adviser on Civil Society Relations	S	1	
Hate Crime Officer	S	1	
Gender Adviser for Tolerance and Non-Discrimination	S	1	
Senior Administrative Assistant	G6	1	
Senior Library Assistant	G6	1	
Administrative Assistant	G5	1	
Information Management Assistant	G5	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
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	P3	1	
Associate Programme Officer, Roma and Sinti Issues	P2	1	
Associate Programme Officer, Roma and Sinti Issues	P2	1	
Associate Programme Officer, Roma and Sinti Issues	S	1	
Adviser on Roma and Sinti Issues	S	1	
Administrative Assistant	G5	1	
Total for the Office for Democratic Institutions and Human Rights		141	
High Commissioner on National Minorities			
A.2.1 Fund Administration Unit			
Senior Administrative Officer	P4	1	
Senior Administrative Assistant	G7	1	
Senior ICT Assistant	G6	1	Upgrade
Finance Assistant	G5	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	
Associate Policy Support Officer	P2	1	
Project Officer	S	2	
Senior Legal Adviser	S	1	
Personal Adviser	S	1	
Communications Officer	S	1	New post
Administrative Assistant	G5	3	
Project Assistant	G5	2.5	
Senior Secretary	G5	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Communication and Editorial Assistant	G5	1	
<u>Total for the High Commissioner on National Minorities</u>		<u>32.5</u>	
<u>Representative on Freedom of the Media</u>			
A.1.1 Freedom of the Media			
Representative on Freedom of the Media	RFOM	1	
Director, Office of the RFoM	D1	1	
Senior Adviser	P4	1	
Adviser	P3	1	
Adviser	P2	1	
Associate Project Officer	P2	1	
Assistant Research Officer	P1	1	
Senior Adviser	S	4	
Principal Adviser to Head of Institution	S	1	
Media Freedom Project Officer	S	1	
Senior Administrative Assistant	G7	1	
Senior Project Assistant	G6	1	
Senior Secretary, RFoM	G5	1	Downgrade
Programme Secretary	G4	1	
<u>Total for the Representative on Freedom of the Media</u>		<u>17</u>	
<u>Augmentations</u>			
Secretariat Augmentations			
A.1.1 Communication and Media Relations Section			
Online Communications Officer	P3	1	
A.1.2 Policy Support Service			
Senior Policy Support Officer	P4	1	
Policy Support Officer	P3	1	
A.2.1 Department of Human Resources			
Talent Acquisition Officer	P3	1	Change from programme Talent Management

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
HR Policy and Employee Relations Officer	P3	1	Change from programme HR Services
HR Assistant	G5	1	Change from programme HR Services
A.2.2 Management and Co-ordination			
Information Security Officer	P3	1	
A.2.3 Budget and Finance Services			
Budget Officer	P3	1	
Finance Officer	P3	1	
Budget Assistant	G5	2	
A.2.4 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 Information Technology Assistant	G6	2	
Senior ICT Support Assistant	G6	1	
Information Technology User Support Assistant	G5	1	
A.2.5 Mission Support Service			
Procurement Officer	P3	1	
Travel Officer	P3	1	
Procurement and Contracting Officer	P3	1	
Senior Procurement Assistant	G6	1	
Senior Contracts Assistant	G6	1	
Senior Freight Distribution Control Assistant	G6	1	
Senior Insurance Assistant	G6	1	
Property Control Assistant	G5	1	
ODIHR Augmentation			
B.3.1 ODIHR Democratization			
Deputy Head, Democratization Department	P4	1	

POST TABLE (continued)

Fund		Post	Number	
Main Programme		Grade	of Posts	Note
Programme				
Post Title				
<u>Total for Augmentations</u>			<u>29</u>	
SOUTH-EASTERN EUROPE				
<u>Mission in Kosovo</u>				
A.1.1 Office of Head of Mission				
Head of Mission		HoM	1	
Deputy Head of Mission		DHoM	1	
Special Adviser on Non-Albanian Communities and Outreach Co-ordinator		P4	1	
Head of Office of Political Affairs and Communications		P4	1	
Chief of Mission Security		S4	1	
Head of Legal Affairs		S4	1	
Head of Office of Central Co-ordination		S4	1	
Deputy Head, Legal Affairs		S3	1	
Deputy Head, Office of Central Co-ordination		S3	1	
Gender Adviser		S3	1	
Regional Security Officer		S3	1	
Deputy Head, Office of Political Affairs and Communications		S3	1	
Senior Political Officer		S2	1	Change in grade
Special Assistant to the Head of Mission		S2	1	
Project/Programme Evaluation Officer		S2	1	
Field Political Reporting Officer		S2	3	
Field Political Reporting Officer		S2	2	New post
Co-ordination/Reporting Officer		S1	1	
Co-ordination Officer		S1	1	
National Legal Officer		NP3	1	
National Political Officer		NP3	1	Upgrade
National Deputy Spokesperson		NP3	1	
National Legal Officer		NP2	1	
National Political Officer		NP2	3	
National Press and Public Information Officer		NP2	1	
National Security Officer		NP2	1	Upgrade
National Graphic Presentation Officer		NP1	1	
National Project Officer		NP1	1	
National Co-ordination Officer		NP1	1	
Senior Co-ordination Assistant		G6	1	
Senior Legal Assistant		G6	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Senior Monitoring Assistant	G6	1	
Senior Communications Assistant	G6	1	
Media Monitoring Assistant	G5	2	
Senior Secretary	G5	2	
Web/Intranet Assistant	G5	1	
Office Assistant	G4	1	
Security Assistant	G4	9	
Senior Driver	G3	3	
Security Monitor	G3	42	
Monitoring and Close Protection Specialist	G3	2	
A.2.1 Fund Administration Unit			
Head, Administration and Finance	P5	1	
Chief of Financial Management	P4	1	
Chief, ICT	P4	1	
Chief, Human Resources Management	P3	1	
Contracts/Procurement Officer	P3	1	
Chief, General Services	S4	1	New post
Human Resources Officer	S2	1	
National Medical Officer	NP3	1	
National Chief of Accounts	NP3	1	
National ICT Officer, Software Development	NP3	1	
National Asset Management Officer	NP2	1	
National Budget Officer	NP2	1	
National Finance Officer	NP2	1	
National Human Resources Officer	NP2	1	
National Procurement Officer	NP2	1	
National Training Co-ordinator	NP2	1	
National ICT Officer VoIP, Internet Security	NP2	1	
National ICT Officer, Communications	NP2	1	
National ICT Officer, Service Support	NP2	1	
National ICT Officer, LAN Systems	NP2	1	
National Transport and Building Management Officer	NP2	1	New post
National Archives Officer	NP1	1	
National Training Officer	NP1	1	
National Budget Officer, Programme Support	NP1	1	
Executive Assistant	G6	1	
Nurse	G6	1	
Senior Administrative Assistant	G6	4	
Senior Finance Assistant	G6	1	

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
Senior Human Resources Assistant	G6	2	
Senior ICT Technician Microwave/VSAT	G6	1	
Senior Payroll Assistant	G6	0.5	
Senior Procurement Assistant	G6	1	
Senior Budget 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 Translator/Interpreter Assistant	G6	2	New post
Senior ICT Technician, Software Development	G6	1	
Senior ICT Assistant, Field Support	G6	1	
Senior ICT Assistant, Help Desk Team Leader	G6	1	
Senior ICT Mobile Communications Assistant	G6	1	
Senior ICT Technician, LAN Systems	G6	2	
Finance Assistant	G5	2	
Generator Technician	G5	1	
Human Resources Assistant	G5	4	
ICT Assistant	G5	1	
ICT Technician Microwave/VSAT	G5	1	
Maintenance Foreman	G5	1	
Material Management Assistant	G5	1	
Procurement Assistant	G5	3	
Supply Assistant	G5	1	
Transport Assistant	G5	1	
Travel Assistant	G5	1	New post
Treasury Assistant	G5	1	
ICT Help Desk Assistant	G5	2	
ICT Mobile Communications Technician	G5	1	
Building Management Assistant	G5	1	New post
Archives Assistant	G4	1	
Asset Management Assistant	G4	1	
Conference Equipment Technician	G4	3	
Dispatcher	G4	1	
Inspection Assistant	G4	1	
Office Assistant	G4	1	
Supply Assistant	G4	1	
Technical Assistant	G4	1	
Vehicle Maintenance Assistant	G4	1	
Fuel Supply and Customs Assistant	G4	1	
BMS Assistant	G4	1	
MFD Technician	G4	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Technician/Mechanic	G4	1	
Building Maintenance Assistant	G3	1	
Electrician	G3	1	
Fleet Clerk	G3	1	
Inventory Clerk	G3	1	
Warehouse Clerk	G3	1	
Bus/Truck Driver	G3	4	
General Services Clerk	G3	4	
Vehicle Tracking Clerk	G3	1	
Driver	G2	11	
Handyman	G2	1	
Switchboard Operator	G2	0.5	
B.1.1 Security and Public Safety			
Director	S4	1	
Chief of Section	S3	1	
Chief of Police Development and Monitoring Section	S3	1	
Chief of Section/Deputy Director	S3	1	
Senior Community Policing Officer	S2	1	
Senior Organized Crime Adviser	S2	4	
Senior Community Policing Officer, Security	S2	1	
Senior Police Development Officer	S2	1	
Senior Police Monitoring Officer	S2	1	
Senior Adviser on VERLT	S2	1	
National Chief of Analysis and Reporting Cell	NP3	1	
National Programme Officer	NP2	1	Upgrade
National Programme Officer	NP1	1	
National Project Co-ordination Officer	NP1	1	
National Public Safety Awareness Officer	NP1	1	
National Organized Crime Adviser	NP1	1	
National Programme Officer, Police Monitoring	NP1	5	
National Programme Officer, Analysis and Reporting	NP1	1	
National Programme Officer, Police Development	NP1	1	
National KAPS Officer	NP1	1	
Senior Programme Assistant	G6	3	
Senior Programme Assistant, ARC	G6	1	
Programme Assistant	G5	4	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
	G5	1	
Senior Secretary	G5	3	
Programme Assistant, Police Monitoring	G5	3	
Programme Assistant, Police Development	G4	1	
Office Assistant	G4	1	
Programme Assistant			
B.3.1 Democratization			
Director	S4	1	
Deputy Director	S4	1	
Chief of Section	S3	1	
Chief of Media Section	S3	1	
Chief of Governance Section	S3	1	
Senior Legal Adviser	S2	1	
Senior Programme Officer	S2	5	
Senior Media Literacy Analyst	S2	1	New post
National Elections Adviser	NP3	1	
National Programme Officer	NP2	2	
National Analysis, Information and Reporting Co-ordinator	NP2	1	
National Legal Officer	NP1	1	
National Programme Officer	NP1	8	
Senior Monitoring Assistant	G6	1	
Senior Translator/Interpreter Assistant	G6	8	
Programme Assistant	G5	4	
Project Assistant	G5	2	
Office Assistant	G4	2	
Project Assistant	G4	2	
Office Clerk	G3	1	
B.3.2 Human Rights and Communities			
Director, Human Rights and Communities	S4	1	
Deputy Director	S4	1	
Chief of Communities Section	S3	1	
Chief of Section	S3	1	
Director of Regional Centre	S3	5	
Chief of Analysis and Reporting Cell	S3	1	
Chief, Law and Justice Section	S3	1	
Human Rights Adviser	S2	1	
Senior Adviser	S2	3	
Senior Communities Adviser, Protection	S2	2	
Senior Communities Policy Adviser	S2	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Senior Democratization Officer	S2	5	
Senior Human Rights/Legal Adviser	S2	1	
Senior Legal Officer	S2	7	
Senior Programme Officer	S2	1	
Senior Project Officer	S2	1	
Human Rights Adviser, Human Rights and Security	S2	2	
Senior Communities Officer	S2	5	
Communities Policy Officer	S1	1	
Communities Protection Officer	S1	1	
Human Rights Officer	S1	11	
Legal Officer	S1	1	
Programme Officer	S1	8	
Community Policy Officer/Return	S1	1	
National Co-ordinator	NP3	1	
National Language Services Co-ordinator	NP2	1	
National Legal Officer, Property	NP2	1	Upgrade
National Programme Officer	NP2	2	
National Human Rights Adviser	NP2	1	
National Programme Officer, Communities Policy	NP2	2	
National Programme Officer, Communities Policy	NP2	1	New post
National Programme Officer, Property	NP2	5	
National Legal Officer	NP1	12	
National Legal Officer, Property	NP1	1	
National Programme Officer	NP1	20	
National Human Rights Officer	NP1	1	
Personal Assistant	G6	1	
Senior Legal Assistant	G6	1	
Senior Programme Assistant	G6	30	
Senior Translator/Interpreter Assistant	G6	4	
Legal Assistant	G5	9	
Programme Assistant	G5	7	
Programme Assistant	G5	1	New post
Programme Assistant	G5	1	Upgrade
Assistant Interpreter	G5	3	
Office Assistant	G4	28	
<u>Total for the Mission in Kosovo</u>		<u>497</u>	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
<u>Mission to Bosnia and Herzegovina</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Chief of Policy and Planning	P4	1	
Senior Political Adviser	S3	1	
Senior Planning Adviser	S3	1	
Political/Reporting Officer	S1	1	
Political Analyst	S1	1	
Executive Officer to Deputy Head of Mission	S1	1	
Information and Co-ordination Officer	S1	1	
National Chief of Security	NP3	1	
National Spokesperson	NP3	1	
National Deputy Chief of Security	NP2	1	
National Legal Officer	NP2	1	
National Political Officer	NP2	1	
National Programme Officer, Gender and Youth	NP2	1	
National Executive Officer	NP1	2	
National Political Officer	NP1	1	
National Press Officer	NP1	3	
National Public Information Officer	NP1	1	
National Monitoring and Evaluation Officer	NP1	1	
National Programme Officer, Gender Issues	NP1	1	
National Communications and Reporting Officer	NP1	1	
National Planning Officer	NP1	1	
National Political Officer	NP1	1	Change from programme Human Dimension
Senior Public Information Assistant	G6	1	
Senior Assistant Translator/Interpreter	G6	3	
Programme Assistant	G5	2	
Press and Public Information Assistant	G5	1	
Online Communications Assistant	G5	1	
Close Protection Specialist	G3	2	
Security Monitor	G3	5	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P4	1	
Chief, General Services	P3	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Human Resources Officer	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 Information Systems Developer	NP2	1	Upgrade
National Planning and Co-ordination Officer	NP2	1	
National Procurement and Building Management Officer	NP2	1	
National Administrative Officer	NP1	5	
National Archives Officer	NP1	1	
National Personnel Officer	NP1	1	
National Recruitment Officer	NP1	1	
National Treasury Officer	NP1	1	
National Transport Officer	NP1	1	
Senior Administrative Assistant	G6	1	New post
Senior Finance and Treasury Assistant	G6	1	
Senior ICT Assistant	G6	2	
Senior ICT Assistant	G6	1	New post
Senior Budget Assistant	G6	1	
Senior Material Management Assistant	G6	1	
Senior Finance/Administrative Assistant	G6	1	
Administrative Assistant	G5	3	Upgrade
Finance Assistant	G5	2	
Human Resources Assistant	G5	3	
Payroll Assistant	G5	1	
Procurement Assistant	G5	2	
Procurement Assistant	G5	1	New post
Transport Maintenance Supervisor	G5	1	
Travel Assistant	G5	1	New post
Archives Assistant	G4	1	
Asset Management Assistant	G4	1	
Dispatcher	G4	1	
Storekeeper	G4	1	
Transport Assistant	G4	1	
Contracts Management Assistant	G4	1	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Contracts Management and Procurement Assistant	G4	1	New post
Office Clerk	G3	3	
Receptionist	G3	2	
Senior Driver	G3	3	
Driver	G2	26	
Manual Worker	G2	1.5	
A.2.2 Shared Service Centre, ICT Help Desk			
National Information Security Officer	NP2	1	
National ICT Officer	NP1	1	
Senior ICT Assistant	G6	2	
ICT Server Administration Assistant	G5	1	
ICT ERP User Support Assistant	G5	1	
ICT ERP User Support Assistant	G5	2	New post
ICT Help Desk Co-ordination Assistant	G5	1	
ICT Help Desk Technician	G4	2	
B.1.1 Security Co-operation			
Head of Security Co-operation	S4	1	
Programme Co-ordinator	S3	1	
Arms Control Project Officer	S2	1	
National Chief of P/CVERLT	NP3	1	
National Legal Officer	NP2	1	New post
National Programme Officer	NP1	3	
National Programme Officer, P/CVERLT	NP1	1	
Senior Programme Assistant	G6	1	
Programme Assistant	G5	2	
Programme Assistant, P/CVERLT	G5	1	
Programme Assistant, Arms Control	G5	1	
B.3.1 Human Dimension			
Head, Human Dimension Department	P5	1	
Deputy Head, Human Dimension Department	P4	1	
Head of Field Office	S3	8	
Head of Human Rights	S3	1	
Head of Rule of Law	S3	1	
Human Rights Adviser, Economic and Social Rights	S2	1	
Legal Adviser, Anti-Discrimination	S2	1	
Legal Adviser, War Crimes and Rule of Law	S2	1	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Legal Adviser, Justice Sector Policy	S2	1	
Legal Adviser, Major Crimes	S2	1	
Human Rights Officer	S1	1	
Project Officer	S1	1	
National Chief, Education Section	NP3	1	
National Chief of Democratic Governance	NP3	1	
National Anti-Trafficking Officer	NP2	1	
National Legal Officer	NP2	13	
National Programme Officer	NP2	2	
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, Trial Monitoring	NP2	1	
National Programme Officer, Ombudsman	NP2	1	
National Programme Officer, Civil Society	NP2	1	
National Analysis and Reporting Officer	NP2	2	
National Programme Officer, Fundamental Freedoms	NP2	1	
National Legal Officer, Anti-Corruption	NP2	1	
National Legal Officer	NP1	2	
National Legal Officer	NP1	1	New post
National Programme Officer	NP1	1	
National Programme Officer, Education	NP1	17	
National Programme Officer, Governance Development	NP1	1	
National Programme Officer, Human Rights	NP1	14	
National Programme Officer, Legislative Support	NP1	4	
National Programme Officer, Democratic Development	NP1	16	
National Programme Officer, Anti-Corruption	NP1	1	
National Legal Officer, Justice Sector Policy	NP1	1	
Senior Executive Assistant	G6	2	
Senior Programme Assistant, Rule of Law	G6	1	
Senior Programme Assistant, Trial Monitoring	G6	1	
Assistant Translator/Interpreter	G5	1	
Legal Assistant	G5	3	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Programme Assistant	G5	24	
Rule of Law Monitoring Assistant	G5	20	
<u>Total for the Mission to Bosnia and Herzegovina</u>		<u>314.5</u>	
<u>Mission to Serbia</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Senior Policy and Planning Officer	S3	1	
Municipal Co-ordinator	S2	1	
Project Manager	S2	1	
Chief of Political and Press Affairs Unit	S2	1	
Political Affairs/Reporting Officer	S2	1	
Political Affairs Officer	S2	1	
National Programme Co-ordination Officer	NP2	1	
National Security Officer	NP1	1	
National Political and Press Affairs Officer	NP1	1	
Personal Assistant to HoM	G6	1	
Senior Press and Political Assistant	G6	2	
Field Programme Assistant	G5	2	
Office Assistant	G5	1	
Programme Assistant	G5	1	
Project Assistant	G5	3	
Press and Political Assistant	G5	1	
Translator/Interpreter Assistant	G5	1	
Receptionist	G3	1	
Security Clerk	G3	1	
Security Guard	G2	2	
A.2.1 Fund Administration Unit			
Chief, Fund Administration Unit	P3	1	
National Finance Officer	NP2	1	
National Human Resources Officer	NP2	1	
National Material Management Officer	NP2	1	
National ICT Officer	NP1	1	
Senior Human Resources Assistant	G6	1	
Senior ICT Assistant	G6	1	
Senior Treasury Assistant	G6	1	
Senior Material Management Assistant	G6	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Finance Assistant	G5	1	
ICT Assistant	G5	1	
Procurement Assistant	G5	3	
Finance Assistant	G4	1	
Human Resources Assistant	G4	2	
ICT Help Desk Assistant	G4	1	
Senior Driver	G3	2	
Transport Dispatcher	G3	1	
Material Management Clerk	G3	1	
Driver	G2	5	
Maintenance Technician	G2	0.5	
Cleaner	G1	1.5	
B.1.1 Security Co-operation			
Head of Security Co-operation	S4	1	
Organized Crime Adviser	S2	1	
Senior Organized Crime Adviser	S2	1	
Senior Security Governance Adviser	S2	1	
National Programme Officer	NP2	2	
National Community Policing Officer	NP2	1	
National Legal Officer	NP1	1	
National Programme Officer	NP1	4	
Senior Programme Assistant	G6	2	
Project Assistant	G5	4	
Administrative Assistant	G4	1	
B.3.1 Democratization			
Head of Democratization	S4	1	
Senior Adviser on Human Rights and Non-Discrimination	S2	1	
Senior Governance Adviser	S2	1	
Senior Adviser on National Minorities	S2	1	
National Programme Officer	NP2	1	
National Programme Co-ordination Officer	NP2	1	
National Governance Officer	NP1	1	
National Programme Officer	NP1	4	
National Environmental Affairs Officer	NP1	1	
Senior Administrative Assistant	G6	1	
Senior Governance Training Assistant	G6	1	
Senior Programme Assistant	G6	3	
Programme Assistant	G5	3	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
B.3.2 Media			
Head of Media	S4	1	
National Media Development Officer	NP2	1	
National Legal Officer	NP1	2	
Senior Programme Assistant	G6	2	
Media Monitoring Assistant	G5	1	
Programme Assistant	G5	3	
B.3.3 Rule of Law and Human Rights			
Head of Rule of Law and Human Rights	S4	1	
Senior Legal Adviser, Judicial Reform	S3	1	
Senior Legal Adviser	S2	1	
Senior Anti-Corruption Adviser	S2	1	
National Legal Adviser	NP3	1	
National Legal Officer	NP2	2	
National Legal Officer	NP1	5	
National Programme Officer	NP1	1	
Senior Administrative Assistant	G6	1	
Senior Programme Assistant	G6	1	
Senior Project Assistant	G6	1	
Assistant Translator/Interpreter	G5	1	
Programme Assistant	G5	2	
<u>Total for the Mission to Serbia</u>		<u>124</u>	
<u>Presence in Albania</u>			
A.1.1 Office of Head of Mission			
Head of Presence	HoM	1	
Deputy Head of Presence	DHoM	1	
Chief Political, Public Affairs and Reporting Officer	S3	1	
Head of Programme Co-ordination	S3	1	
Associate Co-ordination Officer	S1	1	
National Public Affairs and Reporting Officer	NP2	1	
National Political Officer	NP1	2	
National Monitoring Officer	NP1	1	
Senior Public Affairs Assistant	G6	1	
Senior Translator/Interpreter	G6	1	
Senior Political and Reporting Assistant	G6	1	
Senior Programme Co-ordination Assistant	G6	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Programme Assistant	G5	1	
Senior Secretary	G5	2	
Senior Security Guard	G3	1	Upgrade
Security Guard	G2	2	
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	
Human Resources Assistant	G4	1	
Supply Assistant	G4	1	
Records Management Assistant	G4	1	
Bus Driver	G3	1	Upgrade
Senior Driver	G3	1	
Building Maintenance Technician/Driver	G3	1	
Driver	G2	2	
Handyman	G2	0.5	
B.1.1 Security Co-operation			
Head of Security Co-operation Department	S3	1	
Security Sector Development Officer	S2	1	
Law Enforcement Development Officer	S2	1	
National Border Management Officer	NP2	1	
National Security Officer	NP1	1	
National Community Safety Officer	NP1	1	
Programme Assistant	G5	1	
Translator/Interpreter	G5	1	
Programme Assistant	G4	1	
B.2.1 Governance in Economic and Environmental Issues			
Head of Governance, Economy and Environmental Issues Department	S3	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Senior Governance Adviser	S2	1	
National Anti-Trafficking Officer	NP2	1	
National Programme Officer, Economy and Anti-Corruption	NP1	1	
National Programme Officer, Local Governance and Property	NP1	1	
Senior Project Assistant	G6	1	
Administrative Assistant	G5	1	
Project Assistant	G5	1	
Translator/Interpreter	G5	1	
B.3.1 Democratization			
Head of Democratization Department	S3	1	
Senior Democratization Officer	S2	1	
Senior Media Officer	S2	1	
National Electoral Reform Officer	NP2	1	
National Programme Officer, Parliamentary Support	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	2	
Office Assistant	G4	1	
B.3.2 Rule of Law and Human Rights			
Head of Rule of Law and Human Rights Department	S3	1	
Senior Legal Officer	S2	1	
Legal Officer	S1	1	
National Legal Officer	NP1	4	
Legal Assistant	G5	3	
Programme Assistant	G5	1	
Translator/Interpreter	G5	1	
Legal Assistant	G4	1	
<u>Total for the Presence in Albania</u>		<u>83.5</u>	
<u>Mission to Skopje</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Deputy Head of Mission	DHoM	1	
Senior Policy and Planning Officer	S3	1	
Chief, Political and Reporting Unit	S3	1	
Chief, Communication and Media Relations Unit	S3	1	
Political Adviser	S2	1	
Mission Security Officer	S2	1	
Political/Reporting Officer	S1	1	
National Political/Liaison Officer	NP2	1	
National Executive Officer	NP1	1	New post
National Political Officer	NP1	1	
National Project Co-ordination Officer	NP1	1	Downgrade
Senior Political Assistant	G6	1	
Senior Public Information and Media Assistant	G6	2	
Assistant Translator/Interpreter	G5	2	
Political Assistant	G5	1	
Security Assistant	G5	1	
Senior Secretary	G5	1	
Situation Centre Assistant	G5	2	
Media Assistant	G5	1	
Situation Centre Operator	G3	4	
Security Guard	G2	8	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P3	1	
General Services Officer	P2	1	
National Finance Officer	NP2	1	
National Human Resources Officer	NP2	1	
National ICT Officer	NP2	1	
Senior Finance Assistant	G6	1	
Senior Human Resources Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Senior Transport Assistant	G6	1	
Senior Material Management Assistant	G6	1	
Senior ICT Network Technician	G6	1	
Finance Assistant	G5	1	
Human Resources Assistant	G5	1	
Procurement Assistant	G5	1	
Treasury Assistant	G5	1	
ICT Help Desk Technician	G5	1	
Recruitment Assistant	G5	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Records Management Assistant	G5	1	
ICT Assistant, Software Development	G5	1	
Asset Management Assistant	G4	1	
Finance Assistant	G4	1	Upgrade
Human Resources Assistant	G4	1	
Procurement Assistant	G4	1	
Vehicle Maintenance Assistant	G4	1	
ICT Help Desk Technician	G4	1	
Bus Driver	G3	2	
Senior Driver	G3	3	
Material Management Clerk	G3	1	
Driver	G2	2	
Cleaner	G1	1.5	
B.1.1 Public Safety and Community Outreach			
Head of Public Safety and Community Outreach Department	S4	1	
Chief of Police Development Unit	S3	1	
Chief of Monitoring Unit	S3	1	
Police Adviser	S2	4	
Police Training Adviser	S2	1	
Senior Monitoring Officer	S2	2	
Senior Police Adviser	S2	2	
Police Adviser on Organized Crime	S2	1	
Adviser on Counter-Terrorism/Violent Extremism	S2	1	
Adviser on Integrated Border Management	S2	1	New post
Monitoring Officer	S1	6	
National Programme Officer	NP2	1	
National Programme Officer	NP1	2	New post
Senior Programme Assistant	G6	1	
Office Assistant	G5	1	
Programme Assistant	G5	3	
Police Training Assistant	G5	1	
Monitoring Assistant	G4	8	
Programme Assistant	G4	9	
B.3.1 Human Dimension			
Head of Human Dimension Department	S4	1	
Chief of Democratization Unit	S3	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Chief of Rule of Law and Human Rights Unit	S3	1	
Senior Democratization Officer	S2	1	
Senior Rule of Law Officer	S2	1	
Senior Gender Officer	S2	1	New post
Senior Programme Compliance Officer	S2	1	
National Legal Officer	NP1	1	
National Programme Officer	NP1	9	
National Rule of Law Officer	NP1	5	
National Rule of Law Officer	NP1	1	New post
Senior Legal Assistant	G6	1	
Senior Programme Assistant	G6	3	
Senior Programme Assistant	G6	2	Upgrade
Legal Translator Assistant	G5	1	
Programme Assistant	G5	7	
<u>Total for the Mission to Skopje</u>		<u>153.5</u>	
<u>Mission to Montenegro</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission/Programme Co-ordinator	DHoM	1	
Political Officer	S2	1	
National Political Officer	NP1	1	
National Programme Co-ordination Officer	NP1	1	
National Public Affairs Officer	NP1	1	
Senior Secretary	G5	1	
Security Guard	G2	2	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
Human Resources Officer	S1	1	
National Finance Officer	NP1	1	
Human Resources Assistant	G5	1	Upgrade
Procurement Assistant	G5	1	
Finance/Treasury Assistant	G5	1	
Material Management Assistant	G4	1	
Senior Driver	G3	1	
B.3.1 Democratization			
Programme Manager	S2	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
National Programme Officer	NP1	2	
Senior Programme Assistant	G6	3	
B.3.2 Media			
Programme Manager	S2	1	
National Programme Officer	NP1	1	
Programme Assistant	G5	1	
Project Assistant	G5	1	
B.4.1 Security Co-operation and Governance			
Organized Crime Police Adviser	S2	1	
Programme Manager, Security Co-operation and Governance	S2	1	
National Security Co-operation Officer	NP1	1	
Programme Assistant	G5	1	
Project Assistant	G5	1	
<u>Total for the Mission to Montenegro</u>		<u>32</u>	
EASTERN EUROPE			
<u>Mission to Moldova</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Mission Spokesperson	S2	1	
National Programme Officer	NP1	1	
National Project Co-ordinator	NP1	1	
National Public Information Officer	NP1	1	
Senior Assistant Translator/Interpreter	G6	1	
Senior Interpreter/Political Assistant	G6	1	
Project Assistant	G5	1	
Public Information Assistant	G5	1	
Senior Secretary	G5	1	
Office Assistant	G4	1	
Security Guard	G2	4	
Housekeeper	G1	1	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
National Finance Officer	NP1	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Senior Human Resources Assistant	G6	1	
Senior ICT Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Finance Assistant	G5	1	
Administrative Assistant	G4	1	
Asset Management Assistant	G4	1	
ICT Assistant	G4	1	New post
Procurement Assistant	G4	1	
Senior Driver/Dispatcher	G3	1	
Archives/Records Clerk	G3	1	
Driver	G2	2	
Receptionist	G2	1	
Cleaner	G1	1	
Housekeeper	G1	1	
B.1.1 Conflict Prevention/Resolution			
Programme Manager	S3	1	
Senior Political Officer	S3	1	
Military Member	S2	2	
Political Officer	S2	1	
Politico-Military Officer	S2	1	
National Programme Officer	NP3	1	
National Programme Officer	NP1	1	
Senior Programme Assistant	G6	1	
Senior Interpreter/Political Assistant	G6	1	
Programme Assistant	G5	1	
B.3.1 Human Rights			
Programme Manager	S3	1	
Human Dimension Officer	S2	2	
National Legal Officer	NP1	3	
Senior Programme Assistant	G6	1	
Programme Assistant	G5	1	
<u>Total for the Mission to Moldova</u>		<u>53</u>	
<u>Project Co-ordinator in Ukraine</u>			
A.1.1 Office of Head of Mission			
Project Co-ordinator	HoM	1	
Senior Project Officer	S4	1	
National Programme Co-ordinator	NP2	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
National Communications Officer	NP1	1	
National Evaluation Officer	NP1	1	
Senior Programme Assistant	G6	1	
Personal Assistant to HoC	G5	1	
Security Guard	G2	2	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P3	1	
National Finance Officer	NP1	1	
National Human Resources Officer	NP1	1	
National Procurement Officer	NP1	1	
Senior Asset Management Assistant	G6	1	
Senior Finance Assistant	G6	1	
Senior ICT Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Senior Treasury Assistant	G6	1	
Human Resources Assistant	G5	1	
Procurement Assistant	G5	1	
Secretary	G4	1	
Senior Driver	G3	1	
Driver	G2	2	
Cleaner	G1	3	
B.3.1 Democratization and Good Governance			
National Elections and Governance Officer	NP2	1	
National Project Officer	NP1	3	
Project Assistant	G5	1	
B.3.2 Rule of Law and Human Rights			
National Legal Adviser	NP3	1	
National Programme Manager	NP2	1	
National Programme Manager, Legal Reform	NP2	1	
National Project Officer	NP1	2	
National Programme Officer, Legislation	NP1	1	
National Project Officer, Human Rights	NP1	1	
Project Assistant	G5	1	
Project Assistant, Legal Reform	G5	1	
B.4.1 Human Security			
National Programme Manager	NP2	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
National Project Officer, CTHB and Migration	NP1	1	
National Project Officer, Gender	NP1	1	
National Project Officer, Reintegration	NP1	1	
Senior Project Assistant	G6	1	
Project Assistant	G5	1	
B.4.2 Economic, Environmental and Politico-Military Projects			
National Programme Manager	NP2	1	
National Project Officer	NP1	1	
National Project Officer, Economic	NP1	1	
Senior Project Assistant	G6	1	
Project Assistant	G5	1	
<u>Total for the Project Co-ordinator in Ukraine</u>		<u>52</u>	
CAUCASUS			
<u>High-Level Planning Group</u>			
A.1.1 Office of Head of Mission			
Officer	S	8	
Senior Administrative Assistant	G6	1	
<u>Total for the High-Level Planning Group</u>		<u>9</u>	
<u>Personal Representative of the CiO on the Conflict Dealt with by the Minsk Conference</u>			
A.1.1 Office of Head of Mission			
Personal Representative of the CiO	HoM	1	
Field Assistant to the PR	S2	3	
Personal Assistant to the PR	S2	1	
A.2.1 Fund Administration Unit			
Chief of Fund Administration/Executive Officer	P3	1	Upgrade
Senior Administrative Assistant	G6	1	
Finance and Treasury Assistant	G5	1	
Procurement/Asset Management Assistant	G4	1	
Driver – Baku	G3	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Driver – Stepanakert/Khankendi	G3	1	
Driver Instructor/Mechanic – Tbilisi	G3	1	
Senior Driver	G3	1	
Driver – Yerevan	G3	1	
Housekeeper – Baku	G1	1	
Housekeeper – Stepanakert/Khankendi	G1	1	
Housekeeper – Yerevan	G1	1	
<u>Total for the Personal Representative of the</u>		<u>17</u>	
<u>CiO on the Conflict Dealt with by the</u>			
<u>Minsk Conference</u>			
CENTRAL ASIA			
<u>Programme Office in Nur-Sultan</u>			
<u>A.1.1 Office of Head of Mission</u>			
Head of Programme Office	HoM	1	
Deputy Head of Programme Office	DHoM	1	
Assistant to Head of Programme Office	G5	1	
Office Assistant	G4	1	
<u>A.2.1 Fund Administration Unit</u>			
Chief of Fund Administration	P2	1	
National Administrative Officer	NP1	1	
Senior Finance Assistant	G6	1	
Administrative Assistant	G5	1	
Procurement/Asset Management Assistant	G5	1	
Finance/Treasury Assistant	G5	1	
Human Resources/Payroll Assistant	G5	1	
Senior Driver	G3	1	
Travel Clerk	G3	1	
Driver	G2	2	
Cleaner	G1	1	
<u>B.1.1 Politico-Military Activities</u>			
Political Officer	S2	1	
National Political/Media Officer	NP1	1	
Senior Project Assistant	G6	1	
Programme Assistant	G5	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1	
National Economic and Environmental Officer	NP1	1	
Senior Project Assistant	G6	2	
B.3.1 Human Dimension Activities			
Human Dimension Officer	S2	1	
National Legal Officer	NP1	1	
Senior Legal Assistant	G6	1	
Senior Programme Assistant	G6	1	
<u>Total for the Programme Office in Nur-Sultan</u>		<u>28</u>	
<u>Centre in Ashgabat</u>			
A.1.1 Office of Head of Mission			
Head of Centre	HoM	1	
Programme Co-ordinator	S4	1	New post
National Legal Adviser	NP2	1	
National Public Information Officer	NP1	1	
Project Co-ordination Assistant	G5	1	
Senior Secretary	G5	1	
Senior Security Guard	G3	1	
Security Guard	G2	3	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
Senior Finance Assistant	G6	1	
Administrative Assistant	G5	1	
ICT Assistant	G5	1	
Procurement/Asset Management Assistant	G5	1	
Human Resources and Payroll Assistant	G5	1	
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	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
	Project Assistant	G5	1
B.2.1 Economic and Environmental Activities			
	Economic and Environmental Officer	S2	1
	Senior Programme Assistant	G6	1
	Programme Assistant	G4	1
B.3.1 Human Dimension Activities			
	Human Dimension Officer	S2	1
	Programme Assistant	G5	1
	Project Assistant	G4	1
			New post
Total for the Centre in Ashgabat		29	
Programme Office in Bishkek			
A.1.1 Office of Head of Mission			
	Head of Programme Office	HoM	1
	Deputy Head of Programme Office	DHoM	1
	Senior Political Adviser	S3	1
	Senior Planning and Co-ordination Officer	S3	1
	National Executive Officer	NP2	1
	National Legal Officer	NP2	1
	National Political Officer	NP2	1
	National Press and Public Information Officer	NP2	1
	National Security Officer	NP2	1
	National Programme Officer	NP1	3
	National Security Officer	NP1	1
	Senior Political Assistant	G6	1
	Senior Translator/Interpreter Assistant	G6	1
	Administrative Assistant	G5	1
	Public Information Assistant	G5	1
	Senior Secretary	G5	1
	Archives Assistant	G4	1
	Senior Security Guard	G3	1
	Security Guard	G2	5
	Security Guard	G2	2
			New post
A.2.1 Fund Administration Unit			
	Chief of Fund Administration	P3	1
	Human Resources Officer	P2	1
			New post

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Procurement and Materials Management Officer	P2	1	
National Finance Officer	NP2	1	
National ICT Officer	NP1	1	
National Procurement Officer	NP1	1	New post
Senior Asset Management Assistant	G6	1	
Senior Finance Assistant	G6	1	
Senior ICT Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Senior Human Resources/Payroll Assistant	G6	1	
Administrative Assistant	G5	1	
Finance Assistant	G5	2	
Human Resources Assistant	G5	1	
ICT Assistant	G5	1	
Procurement Assistant	G5	2	
Travel Assistant	G5	1	
Treasury Assistant	G5	1	
Recruitment/Training Assistant	G5	1	
Building Management Assistant	G5	1	
Transport Assistant	G4	1	
Office Clerk	G3	1	
Senior Driver	G3	1	
Warehouse Clerk	G3	1	
Driver	G2	3	
Driver	G2	2	New post
Cleaner	G1	4	
B.1.1 Politico-Military Activities			
Head of Politico-Military Department	S3	1	
Police Matters Adviser	S2	1	
National Border Management Officer	NP1	1	
National Programme Officer	NP1	1	
National Counter-Terrorism Officer	NP1	1	
Senior Programme Assistant	G6	9	
Senior Project Assistant	G6	1	
Administrative Assistant	G5	1	
Programme Assistant	G5	1	
Project Assistant	G5	3	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
B.2.1 Economic and Environmental Activities			
Head of Economic and Environmental Department	S3	1	
Regional Development Officer	S2	1	
National Environmental Officer	NP1	1	
National Anti-Corruption Officer	NP1	1	
National Customs and Transport Officer	NP1	1	
National Economic Officer	NP1	1	
Senior Programme Assistant	G6	6	
Senior Project Assistant	G6	1	
Administrative Assistant	G5	1	
Programme Assistant	G5	8	
B.3.1 Human Dimension Activities			
Head of Human Security Department	S3	1	
Rule of Law Officer	S2	1	
National Anti-Trafficking Officer	NP1	1	New post
National Human Rights Officer	NP1	1	
National Democratic Institutions Officer	NP1	1	
National Legal Reform Officer	NP1	1	
Senior Programme Assistant	G6	9	
Senior Programme Assistant	G6	1	New post
Administrative Assistant	G5	1	
Programme Assistant	G5	1	
Project Assistant	G5	1	New post
<u>Total for the Programme Office in Bishkek</u>		<u>123</u>	
<u>Project Co-ordinator in Uzbekistan</u>			
A.1.1 Office of Head of Mission			
Head of the Office	HoM	1	
National Project Officer	NP2	1	
Senior Programme Assistant	G6	1	
Senior Secretary	G5	1	
Language Assistant	G5	1	
Senior Security Guard	G3	1	
Security Guard	G2	4	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	NP2	1	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Senior Finance Assistant	G6	1	
Senior Procurement/Asset Management Assistant	G6	1	
Human Resources Assistant	G5	1	
ICT Assistant	G5	1	
Payroll Assistant	G5	1	
Treasury Assistant	G5	1	
Procurement Assistant	G4	1	
Senior Driver	G3	1	
Driver	G2	1	
Driver	G2	1	New post
Cleaner	G1	2	
B.1.1 Politico-Military Activities			
Senior Project Officer	S2	1	New post
National Project Officer	NP2	1	
National Project Officer	NP1	1	
Senior Programme Assistant	G6	1	
Programme Assistant	G5	2	
B.2.1 Economic and Environmental Activities			
Senior Project Officer	S2	1	
National Economic and Environmental Officer	NP2	1	
Senior Programme Assistant	G6	1	
Programme Assistant	G5	2	
B.3.1 Human Dimension Activities			
Senior Project Officer	S2	1	
National Project Officer	NP2	1	
Senior Programme Assistant	G6	1	
Programme Assistant	G5	1	
Programme Assistant	G5	1	New post
Total for the Project Co-ordinator in Uzbekistan		39	
Programme Office in Dushanbe			
A.1.1 Office of Head of Mission			
Head of Office	HoM	1	
Deputy Head of Office	DHoM	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Security Officer	P2	1	
Senior Executive Officer	S3	1	
Political Officer	S2	1	
National Legal Officer	NP1	1	
National Project Co-ordination Officer	NP1	1	
National Security Officer	NP1	1	
National Outreach Officer	NP1	1	
Senior Press and Public Information Assistant	G6	1	
Senior Programme Assistant	G6	1	
Senior Public Information Assistant	G6	1	
Programme Assistant	G5	1	
Senior Secretary	G5	2	
Programme Outreach Assistant	G5	2	
Receptionist	G3	1	
Senior Security Guard	G3	1	
Security Guard	G2	14	
A.2.1 Fund Administration Unit			
Chief, Fund Administration Unit	P3	1	
Finance Officer	P2	1	
Materials Management Officer	P2	1	
Human Resources Officer	S2	1	New post
National Accounting Officer	NP1	1	
National IT/Communications Officer	NP1	1	
National Building Maintenance Officer	NP1	1	
Senior Asset Management Assistant	G6	1	
Senior Payroll Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Senior Treasury Assistant	G6	1	
Administrative Assistant	G5	1	
Asset Management Assistant	G5	1	
Budget Assistant	G5	1	
Communications Assistant	G5	1	
Finance Assistant	G5	6	
Human Resources Assistant	G5	1	
IT Assistant	G5	1	
Procurement Assistant	G5	3	
Transport Assistant	G5	1	
Travel Assistant	G5	2	
Recruitment and Training Assistant	G5	1	
Building Maintenance Assistant	G4	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Human Resources Assistant	G4	1	
IT Help Desk Technician	G4	1	
Driver/Mechanic	G3	2	
Senior Driver	G3	1	
Warehouse Clerk	G3	1	
Driver	G2	6	
Handyman	G2	2	
Senior Cook	G2	1	
Cleaner	G1	3	
Cook	G1	1	
B.1.1 Political and Military Aspects of Security			
Head, Politico-Military Department	S3	1	
Border Management Officer	S2	1	
Counter-Terrorism and Police Issues Adviser	S2	1	
Countering Security Threats Officer	S2	1	
National Politico-Military Officer	NP2	1	
National Border Management Officer	NP1	1	
National Programme Officer	NP1	2	
National Political Dialogue Officer	NP1	1	
National Police Assistance Officer	NP1	1	
National Liaison Officer	NP1	1	
Senior Programme Assistant	G6	1	
Programme Assistant	G5	6	
Project Assistant	G5	1	
B.2.1 Economic and Environmental Activities			
Head, Economic and Environmental Department	S3	1	
Economic Officer	S2	1	
Water and Energy Policy Adviser	S2	1	
Good Governance Officer	S2	1	
National Environmental Officer	NP1	1	
National Programme Officer	NP1	1	
Administrative Assistant	G5	1	
Programme Assistant	G5	5	
Project Assistant	G5	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
B.3.1 Human Dimension Activities			
Head, Human Dimension Department	S3	1	
Gender and Anti-Trafficking Officer	S2	1	
Human Rights Officer	S2	1	
Media Officer	S2	1	
Rule of Law Officer	S2	1	
National Anti-Trafficking Officer	NP1	1	
National Gender Officer	NP1	1	
National Programme Officer, Human Rights	NP1	1	
National Programme Officer, Gender and Democratization	NP1	1	
Senior Programme Assistant	G6	2	
Programme Assistant	G5	4	
Project Assistant	G5	1	
Senior Secretary	G5	1	
<u>Total for the Programme Office in Dushanbe</u>		<u>132</u>	
<u>GRAND TOTAL</u>		<u>2,274.8</u>	

**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 Kazakhstan:

“Thank you, Mr. Chairperson.

In connection with the adoption of the decision on the approval of the 2020 OSCE Unified Budget, the delegation of Kazakhstan would like to make the following interpretative statement under paragraph IV.1(A)6 of the OSCE Rules of Procedure:

We emphasize the importance of adopting the OSCE Unified Budget for 2020 as early as possible in order to ensure the Organization’s smooth functioning. In view of the impact of the COVID-19 pandemic on the activities of the OSCE executive structures and the savings that may result from the cancellation or deferral of some of those activities, we call for a review of the Unified Budget to be organized later in the year.

Over the past three years Kazakhstan has been promoting the idea of the First President of the Republic of Kazakhstan, Nursultan Nazarbayev, to foster the Organization’s presence in the Eurasian part of the OSCE area, in particular through the initiative to establish an OSCE thematic centre on sustainable connectivity.

In accordance with Regulation 2.08 of the OSCE Financial Regulations, ‘Decisions involving Additional Expenditures’ (DOC.PC/1/96 of 27 June 1996), the delegation of Kazakhstan proposed to include in the draft decision on the 2020 Unified Budget a reference to the discussion, within the OSCE, of the aforementioned initiative. That proposal demonstrates the transparent, constructive and flexible approach taken by Kazakhstan in the framework of the OSCE.

We regret that, despite receiving overwhelming support from participating States for the idea of promoting connectivity in the OSCE area, our proposal to include the reference to the discussion on an OSCE thematic centre on sustainable connectivity in the draft decision on the 2020 Unified Budget did not find consensus.

We firmly believe that strengthening the second dimension can serve as a confidence-building measure at a time of growing mistrust among participating States, and as an effective tool for making our societies and economies more resilient to crises and tackling new challenges, especially in the context of the COVID-19 pandemic.

For the sake of reaching consensus, Kazakhstan withdrew its proposal on the text of the draft decision on the 2020 Unified Budget. We express our gratitude to the Albanian Chairmanship for its readiness to launch a discussion process on the establishment of an OSCE thematic centre on sustainable connectivity.

We are convinced that such thematic centres will be a key element in the OSCE's future work. We would urge participating States to become actively involved in the aforementioned discussion process.

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

Thank you.”

PC.DEC/1369
28 May 2020
Attachment 2

ENGLISH
Original: RUSSIAN

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

By the delegation of the Russian Federation:

“Having joined the consensus regarding the Permanent Council decision on the approval of the 2020 OSCE Unified Budget, the Russian Federation notes the following.

We regret that some OSCE participating States, including the principal contributors to its budget, continue to impose a policy of zero nominal growth on the Secretariat’s expenditure without taking into account its real needs in terms of resources. Adherence to this line over a period of many years, together with a refusal to take into account the consequences of inflation and exchange rate fluctuations, leads to a reduction in the purchasing power of the budget allocations. It jeopardizes the implementation of mandates in such crucial fields of OSCE activity as conflict resolution, countering new challenges and threats, and developing economic co-operation.

We believe that a correction in the balance in the allocation of resources between the three dimensions of security is long overdue. This should be achieved, first of all, by optimizing the excessive outlay on the needs of the humanitarian sphere. The savings made should be reallocated to non-military aspects of security and to the economic and environmental basket.

Additional effort is required with a view to increasing transparency and accountability in the use of funds provided by donors. We trust that the practice of informing participating States about the implementation of extrabudgetary projects by the institutions and field presences will be continued.

In our view, double standards and unilateral approaches in the work of the executive structures and field missions are unacceptable. They should take account of the opinions and concerns of all participating States in equal measure and in an inclusive manner. We reaffirm once again our call on the Office for Democratic Institutions and Human Rights to improve its election observation methodology and practice, which should be based on the agreed principles and rules for election monitoring. We are disappointed at the lack of progress on this matter over many years.

OSCE programmes and projects should be fully in line with the approved mandates. It is unacceptable to include in them types of activities on which there is no consensus among

the participating States. It applies particularly to security sector governance and reform. We intend to return to this matter when considering the budget requests of individual field operations for 2021.

One participating State continues, as it did last year, to attempt to link the approval of the budget proposal with the reform of the Scales of Contributions. We regard this as unfounded, counter-productive and not in the interests of the Organization. Such behaviour results in delays in the adoption of the Unified Budget, which creates obstacles to the smooth planning and implementation of OSCE programmatic activities.

We request that this statement be appended to the adopted decision and the journal of the day.”

PC.DEC/1369
28 May 2020
Attachment 3

ENGLISH
Original: FRENCH

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

The delegation of Croatia, in its capacity as EU Presidency, passed the floor to the representative of the European Union, who delivered the following statement:

“The Member States of the European Union welcome the adoption of the OSCE Unified Budget for 2020. They recognize the difficulty of this exercise and reiterate their support to the Albanian Chairmanship in implementing it.

The EU Member States, whose contributions account for 60 per cent of our Organization’s budget, remain committed to providing the Organization with adequate resources so that it can implement its comprehensive approach to security.

This budget represents a cautious approach by the participating States in a difficult economic situation as a result of the COVID-19 crisis. We recall in this context our firm support for better management of the costs of the Organization, including the Secretariat, and call for greater cost management efforts. However, this budget does not reflect all of the priorities of the EU Member States. We reiterate our full support for the mandates of the field missions and the three autonomous institutions and stress the importance and priority that we attach to their being provided with appropriate human and financial resources for them to carry out their mandates properly.

We recall that the human dimension is at the core of the OSCE’s mandate and is indispensable for its accomplishment. The credits allocated to the Office for Democratic Institutions and Human Rights are still much too low given the current issues and challenges. The scope for action of the Office in Warsaw remains inadequate, particularly in the area of election observation. We reiterate our support for the existing election observation methodology. It should not be called into question on account of budgetary constraints. We remain determined to continue our efforts in that regard.

The Representative on Freedom of the Media should receive more resources in view of the growing number of issues justifying his intervention.

The EU Member States will continue to promote gender equality in all of the OSCE’s activities. We support the allocation of sufficient resources for implementing this principle. We stress the importance of a gender policy in the OSCE and the crucial role that women can

play at all levels of the decision-making process, including the peace processes and mediation.

We are willing to support the financing of investments in essential infrastructures through cash surpluses, insofar as such investments generate substantial savings in the future. We are not convinced, however, that these surpluses should or can be used systematically to cover expenses incurred through the OSCE's main activities within the Unified Budget.

The EU Member States will continue to place qualified personnel at the OSCE's disposal. We shall pay close attention to ensuring that the implementation of the new methodology for calculating board and lodging allowances is reviewed with account taken of the ongoing reform of the secondment system.

The discussion of the 2020 budget has also once again demonstrated the urgent need to find a solution for the Augmentations Fund with account taken of the financial arrangement adopted by the participating States regarding their level of contribution. We reiterate our support for the continued transfer of the posts concerned to the scale for the Secretariat.

We look forward to a rapid solution to the question of reimbursement from the Unified Budget of taxes levied by certain participating States on the income of local mission staff, all the more so as Uzbekistan has made a responsible choice, which we welcome again, to comply with its commitments in this area and to settle its outstanding payments to our Organization.

Finally, we wish to reiterate our commitment to making the necessary improvements to cost-sharing among participating States. Since the expiry of the Scales of Contributions in December 2017, only provisional or temporary solutions have been adopted. The efforts by the Albanian Chairmanship to find a lasting solution, which we welcome, should be continued so that a consensus, which remains essential, can be achieved as quickly as possible.

We request that this statement be appended to the adopted decision and included in the journal of the day.”

**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 Italy:

“Thank you, Mr. Chairperson.

Italy wishes to make an interpretative statement under paragraph IV.1(A)6 of the OSCE Rules of Procedure.

In joining the consensus on the OSCE 2020 Unified Budget, Italy is once again displaying, to the fullest possible extent, a sense of pragmatism, realism and responsibility. During more than seven months of negotiation, Italy explicitly supported the Albanian Chairmanship and its five different Unified Budget Proposals, even though those proposals became increasingly remote from our national interests and important elements, which had featured high on our priorities, were dropped.

On 18 May 2020, a new draft decision was distributed in which the expansion of the title of the post of ‘Director of the Office of the Secretary General’ to include the additional words ‘Deputy Head of the OSCE Secretariat’ was retracted. Italy had clearly expressed its position on this issue several times and, aware of the divergence of opinions among the participating States, asked for a compromise solution.

Italy would like to recall the background to this issue and restate some of the arguments in support of its position.

On 23 and 24 July 2019, the Secretariat issued vacancy notices for, respectively, the posts of Director of the Office of the Secretary General and Director of the Conflict Prevention Centre, both of which were additionally entitled ‘Deputy Head of the OSCE Secretariat’. In the former case, this involved a retitling of the post of Director of the Office of the Secretary General, in which various relevant practices and instructions were taken into account – notably Financial/Administrative Instruction No. 2, paragraph 5.9, which provides that the retitling of a post ‘can be performed by the Fund Managers in consultation with the Secretariat, without the formal approval of the Permanent Council’.

More than 150 candidates from numerous participating States, including Italy, applied for the post of Director of the Office of the Secretary General/Deputy Head of the OSCE Secretariat.

At the end of September 2019, the 2020 Unified Budget Proposal was distributed, in which the titles of the two Director posts were reflected as in the aforementioned vacancy notices. During the ensuing debate at the Permanent Council, some delegations raised the possibility of downgrading the post of Director of the Conflict Prevention Centre from D2 to D1.

In the first half of November 2019, the candidates shortlisted for the position of Director of the Office of the Secretary General were invited to interviews, which took place on 20 November 2019. In due course, the appointment of the Director of the Office of the Secretary General/Deputy Head of the OSCE Secretariat was formally announced on 11 December 2019.

On 13 December 2019, at a meeting of the Advisory Committee on Management and Finance (ACMF), two delegations questioned the change in the title of the Director of the Office of the Secretary General, in particular the additional words ‘Deputy Head of the OSCE Secretariat’.

We believe that the expansion of the original title to ‘Director of the Office of the Secretary General/Deputy Head of the OSCE Secretariat’, which does not have any budgetary implications, is justified and necessary for various reasons, including the following:

1. It is common practice for the heads of organizations – especially organizations of a certain category – to rely on two or more deputies. This reflects the need to divide the areas of competence of the head of the organization so that the deputies really are able to provide added value to its management. A similar practice is already encountered within the OSCE itself – for example, in the Special Monitoring Mission to Ukraine, the Office for Democratic Institutions and Human Rights and many of the Secretariat’s departments;
2. The retitling formalizes and reflects the additional duties already being fulfilled by the Director of the Office of the Secretary General;
3. The retitling responds to a clear necessity raised by the Secretary General, Mr. Thomas Greminger, who was designated by the Ministerial Council and who, pursuant to the Staff Regulations and Staff Rules, is accountable in his role as chief administrative officer of the Organization to the Permanent Council. The Secretary General’s recommendations should be taken into serious consideration and overruled only for valid reasons. No such reasons could be heard by Italy.

Italy rejects the opinion that the vacancy was issued in violation of the relevant Financial Regulations. That opinion was also rejected by the OSCE Office of Legal Affairs, which confirmed that ‘in assigning the title of Deputy Head of the Secretariat to the Director of the Office of the Secretary General, the Common Regulatory Management System or standard process has not been breached by the Secretary General/Secretariat’.

In particular, Italy cannot agree with the view that Financial/Administrative Instruction No. 2, paragraph 5.9, is inconsistent with the Financial Regulations for the following reasons:

- The Financial Regulations do not provide any definition of ‘post table’, nor do they specify what the table should include. Therefore, Financial/Administrative Instruction No. 2 provides an essential interpretation of what ‘post table’ entails at the OSCE. In particular, the Instruction distinguishes between actions that do require approval by the Permanent Council, such as the establishment and abolition of posts or the regrading of posts, and actions that do not require such approval, including changes to the title of a post.
- The Financial/Administrative Instructions are the third layer of the Common Regulatory Management System. Before issuing an Instruction, the Secretariat must inform the ACMF and also consult participating States, should this be requested by one or more of them. Financial/Administrative Instruction No. 2 was not challenged by participating States at the time of its issuance or later, which means that they have accepted the interpretation given to the ‘post table’ concept by the Instruction.
- This interpretation is in line with the practice common to several international organizations, whose post tables specify only the ‘posts’ and their ‘classification’ (D2, D1, P5 and so on) and departmental affiliation. Even more telling is the example of international organizations whose governing bodies do not adopt any post table whatsoever as part of the budget.
- There are precedents within the OSCE which prove, *a fortiori*, that the standard process as envisaged by the Common Regulatory Management System was not breached in retitling the post of Director of the Office of the Secretary General. For instance: on 31 August 2017, the vacancy of Director for Management and Finance was advertised as a D1 post, even though in the post table adopted by the Permanent Council on 1 June 2017 the position had been classified as D2. The issuance of that vacancy notice could have implied a violation of the Financial Regulations, since what was at stake there was not the title but the classification of the post. Yet, no objections were raised either to the vacancy or to the appointment.

Furthermore, the Financial Regulations and Financial Rules do not lay down any specific consequences in the event of anomalies in the procedure. In this case, it is impossible to argue that the alleged anomaly in the procedure should automatically lead to revocation of the expanded title. On the contrary, in dealing with the alleged anomaly it is important to consider other aspects, such as the interests of the participating States that took part in good faith in the selection process for the position of Director of the Office of the Secretary General.

In conclusion, Italy maintains that one key argument should have been taken into account from the outset: over 150 candidates, including those sponsored by many of the participating States now objecting to the expanded title, applied for the post. No public objections were raised during the selection process, in which the majority of participating States evidently took part in good faith.

This good faith, which is crucial to the functioning of the Organization, should be preserved in future discussions on this topic.

I request that this interpretative statement be attached to the decision and to 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 Albania:

“Mr. Chairperson,

Albania wishes to make an interpretative statement under paragraph IV.1(A)6 of the Rules of Procedure of the Organization for Security and Co-operation in Europe.

While thanking participating States for joining consensus for the adoption of the 2020 Unified Budget, Albania regrets that, despite over eight months of intense negotiations, participating States were only able to agree to what we see as a lowest-common denominator solution.

Albania notes that the position of the Director of the Office of the Secretary General was advertised and recruited under the post title ‘Director of the Office of the Secretary General/Deputy Head of the OSCE Secretariat’. Albania understands that there are different views among participating States as to whether such a procedure adhered to the OSCE Common Regulatory Management System. Albania commits to initiating an appropriate procedure to discuss the possible identification of another position tasked with deputizing for the Head of the OSCE Secretariat.

I would like to request that this statement be appended to the decision adopted, and included in the journal of the day.”

PC.DEC/1369
28 May 2020
Attachment 6

Original: ENGLISH

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

By the delegation of the United Kingdom:

“The United Kingdom welcomes the adoption of the OSCE 2020 Unified Budget. We would like to thank the Chairperson and his team for their tireless efforts in reaching a solution. It is essential that the OSCE is able to implement its mandate both effectively and efficiently, and we regret that it was not possible to reach a decision sooner.

The 2020 Unified Budget does not reflect all of our priorities. We would like to have seen more resources for the OSCE’s autonomous institutions and field operations, that add value on the ground. But we recognize at this late stage, and in light of the COVID-19 crisis, that the Budget on the table is the best we can achieve at this time and under these circumstances.

We would also like to stress the importance of building on some of the discussions that were started during the 2020 budget process, particularly as we move to the next budget cycle. This is specifically the case with respect to ‘ethics’.

We request that this statement be attached to the adopted decision and included in the journal of the day.”

**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 France:

“France aligns itself with the interpretative statement by Croatia made on behalf of the European Union Member States.

France has joined the consensus subject to the following comments:

- The budget for the autonomous institutions remains inadequate. The autonomous institutions and field missions should have priority and receive significant financing;
- The savings and efficiency measures in the Secretariat are also inadequate. We support the establishment, as announced by Albania, of a working group to evaluate and reform the Secretariat and its functioning. We recall in this regard that the post table is an integral component of the budget and any change to it is subject to approval by consensus by the participating States at the end of the consultations, in accordance with OSCE Financial Regulation 2.07;
- The unusual and unjustified continuation of the Augmentations Fund, whose abolition has been demanded for too many years now, is unacceptable. France has ceased payment of the unduly invoiced amounts for this item. It urges the participating States to do likewise;
- In spite of the encouraging efforts by Uzbekistan, certain participating States continue to levy tax on the income of local OSCE mission staff, which is unacceptable. France has stopped paying the amounts invoiced for this item and urges the participating States to do likewise and the States concerned to follow the example of Uzbekistan;
- The new methodology for calculating the board and lodging allowance (BLA), which France has consistently opposed since its inclusion in the 2017 budget, remains subject to annual review, particularly in relation to the reform of the policy regarding the employment of seconded staff, which is closely linked with the BLA. France cannot accept a misuse of the secondment system that would turn the BLA into a remuneration package compensating for the failure of certain participating States to pay staff. We believe that this review should be proposed this year by the Secretariat without further delay, in accordance with the commitments undertaken since 2017.

The failure to conduct a review in 2019 already showed harmful disregard for these commitments and must not be repeated this year;

- The cash surplus should be returned to the participating States in accordance with the Financial Regulations. As an exception, it could be used for well-documented and agreed priorities;
- Finally, in spite of the efforts by the Albanian Chairmanship, which we welcome and support, the Organization has been without Scales of Contributions since 31 December 2019, with just temporary solutions being in place since 31 December 2017. We urge all participating States to act responsibly and to accept a fairer distribution of the financial burden of this Organization. It is not acceptable for 17 participating States alone to finance 99 per cent of the OSCE Budget. It is also inconceivable for an international organization such as the OSCE to function in the long term without an agreement on the Scales of Contributions that more widely reflect the participating States' capacity to pay. In reality, the opposition as a matter of principle by some participating States to increasing their contributions by a few hundred euros demonstrates the absence by them of political commitment and a profound lack of consideration for the security stakes in Europe and of our Organization, which addresses them. With COVID-19 affecting all of our economies and ultimately our security, it is high time for these participating States to take a responsible decision in line with the challenges we will have to face. In that regard, we continue our support for the activities of the Informal Working Group on Scales of Contributions.

Mr. Chairperson, I request that this statement be attached to the adopted decision, and included in the journal of the day.”