

**757th Plenary Meeting**

PC Journal No. 757, Agenda item 1

**DECISION No. 888**  
**APPROVAL OF THE 2009 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 2009 Unified Budget contained in Annex I, effective as of 1 January 2009;
  2. Approves the Post Table contained in Annex II;
- II. Taking into account 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 as well as Permanent Council Decision No. 839 on approval of the 2008 Unified Budget,
  1. Tasks the Advisory Committee on Management and Finance (ACMF), in co-ordination with the Secretary General, with continuing efforts on the further improvement of the programme and budget planning process within the OSCE;
  2. Takes note of the latest version of the open-ended list of Unified Budget projects to be undertaken and funded within the budget, as contained in SEC.GAL/236/08. The project list may be further supplemented by the fund managers within their respective funds, as appropriate, and an updated list should continue to be issued to participating States twice a year;
  3. Undertakes to intensify efforts, including in the context of the 2010 Programme Outline exercise, to focus and prioritize the work of the Organization across the three dimensions in those areas where it has a comparative advantage and tasks the fund managers to ensure the coherence of programme activities, in accordance with the body of OSCE principles, commitments and decisions;

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

1. Reiterates the Secretary General's responsibility as Chief Administrative Officer of the Organization to duly implement the OSCE Financial and Staff Regulations and other decisions of the Permanent Council on financial and management issues, as well as to seek and obtain relevant guidance from the Permanent Council in a timely fashion;
2. Tasks the ACMF with discussing all outstanding issues relating to the amendment of the Financial Regulations of the OSCE and with submitting recommendations thereon to the Permanent Council;
3. Tasks the ACMF with discussing possible improvements to the OSCE Staff Regulations.

## THE 2009 UNIFIED BUDGET

<u>Fund</u>	EUR
Main Programme	
Programme	
<b><u>I. FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS</u></b>	
<b><u>The Secretariat</u></b>	
<b>Secretary General and Central Services</b>	
A.1.1 Executive Management	1,105,800
A.1.2 Security Management	411,100
A.1.3 External Co-operation	663,100
A.1.4 Legal Services	496,400
A.1.5 Press and Public Information	1,188,900
B.4.1 Gender Issues	311,500
<b>Total</b>	<b>4,176,800</b>
<b>Chairman-in-Office</b>	
A.1.1 Short Term Mission/Visits of CiO and PR of the CiO	300,000
A.1.2 Advisory Committee on Management and Finance (ACMF)	15,000
A.1.3 Panel of Adjudicators	40,000
A.1.4 Audit Committee	50,000
A.1.5 External Auditors	100,000
<b>Total</b>	<b>505,000</b>
<b>Internal Oversight</b>	
A.1.1 Internal Oversight	1,285,600
<b>Total</b>	<b>1,285,600</b>
<b>Strategic Police Matters</b>	
B.1.1 Strategic Police Matters Unit	847,900
<b>Total</b>	<b>847,900</b>
<b>Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings</b>	
B.4.1 Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings	913,500
<b>Total</b>	<b>913,500</b>
<b>Action Against Terrorism Unit</b>	
B.1.1 Action Against Terrorism	860,200
<b>Total</b>	<b>860,200</b>

## THE 2009 UNIFIED BUDGET (continued)

<u>Fund</u>	EUR
Main Programme	
Programme	
<b>Activities Relating to the Economic and Environmental Aspects of Security</b>	
B.2.1 Co-ordinator of OSCE Economic and Environmental Activities	1,412,700
B.2.2 Economic and Environmental Forum	473,400
<b>Total</b>	<b>1,886,100</b>
<b>Conflict Prevention</b>	
A.1.1 CPC Direction and Management	382,100
A.1.2 Policy Support Service	849,600
A.1.3 Operations Service	643,700
A.1.4 Operations Service / Borders Team	368,400
A.1.5 Programming and Evaluation Support Unit	320,800
B.1.1 FSC Chairmanship	32,100
B.1.2 FSC Support	479,200
B.1.3 Communications Network	525,100
<b>Total</b>	<b>3,601,000</b>
<b>Human Resources Management</b>	
A.2.1 HR Direction and Management	457,800
A.2.2 Personnel Management and Payroll Administration	969,400
A.2.3 Recruitment	617,400
A.2.4 Training Section	1,091,400
<b>Total</b>	<b>3,136,000</b>
<b>Department of Management and Finance</b>	
A.2.1 DMF Direction and Management	390,500
A.1.1 Conference and Language Services	4,890,600
A.2.2 Budget and Internal Control Services	657,500
A.2.3 Financial Accounting and Treasury Services	925,100
A.2.4 Information and Communication Technology Services	2,676,700
A.2.5 Mission Support Service	1,475,100
A.2.6 Secretariat Common Operational Costs	2,898,500
A.2.7 Prague Office	388,800
<b>Total</b>	<b>14,302,800</b>
<b>Total for The Secretariat</b>	<b>31,514,900</b>
<b><u>Office for Democratic Institutions and Human Rights</u></b>	
A.1.1 Direction and Policy	1,295,800
A.2.1 Fund Administration Unit	1,617,500
A.2.2 Common Operational Costs	910,700

**THE 2009 UNIFIED BUDGET (continued)**

<b><u>Fund</u></b>		
<b>Main Programme</b>		<b>EUR</b>
<b>Programme</b>		
B.3.1	Human Dimension Meetings	769,200
B.3.2	Democratization	1,320,200
B.3.3	Human Rights	1,156,900
B.3.4	Elections	6,555,000
B.3.5	Tolerance and Non-Discrimination	1,237,000
B.3.6	Roma and Sinti Issues	536,800
	<b>Total</b>	<b>15,399,100</b>
<b><u>High Commissioner on National Minorities</u></b>		
A.1.1	Office of High Commissioner	1,551,000
A.2.1	Fund Administration Unit	364,200
A.2.2	Common Operational Costs	170,100
B.1.1	Conflict Prevention Activities	1,033,200
	<b>Total</b>	<b>3,118,500</b>
<b><u>Representative on Freedom of the Media</u></b>		
A.1.1	Office of Representative	594,200
B.3.1	Freedom of the Media	717,800
	<b>Total</b>	<b>1,312,000</b>
<b>TOTAL FOR FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS</b>		<b>51,344,500</b>
<b><u>II. FUNDS RELATED TO OSCE FIELD OPERATIONS</u></b>		
<b>AUGMENTATIONS</b>		
<b><u>Augmentations</u></b>		
<b><u>Secretariat Augmentations</u></b>		
A.1.1	Press and Public Information	270,300
A.1.2	Internal Oversight	275,900
A.1.3	Policy Support Service	390,500
A.1.4	Operations Service	159,600
A.2.1	Personnel Management and Payroll Administration	292,200
A.2.2	Recruitment	482,000
A.2.3	Budget and Internal Control Services	372,600
A.2.4	Financial Accounting and Treasury Services	491,500
A.2.5	Information and Communication Technology Services	1,308,300
A.2.6	Mission Support Service	1,015,600
	<b>Total</b>	<b>5,058,500</b>

**THE 2009 UNIFIED BUDGET (continued)**

<b>Fund</b>		
<b>Main Programme</b>		<b>EUR</b>
<b>Programme</b>		
	<b>ODIHR Augmentations</b>	
B.3.1	ODIHR Democratization	249,900
	<b>Total</b>	<b>249,900</b>
	<b>Total for Augmentations</b>	<b>5,308,400</b>
	<b>TOTAL FOR AUGMENTATIONS</b>	<b>5,308,400</b>
	<b>SOUTH-EASTERN EUROPE</b>	
	<b><u>Mission in Kosovo</u></b>	
A.1.1	Office of Head of Mission	4,475,100
A.2.1	Fund Administration Unit	3,757,600
A.2.2	Common Operational Costs	5,211,400
B.1.1	Security and Public Safety	2,009,800
B.3.1	Democratization	3,831,300
B.3.2	Human Rights and Communities	7,624,800
	<b>Total</b>	<b>26,910,000</b>
	<b><u>Tasks in Bosnia and Herzegovina</u></b>	
A.1.1	Office of Head of Mission	1,688,600
A.2.1	Fund Administration Unit	1,952,900
A.2.2	Common Operational Costs	3,304,500
B.1.1	Security Co-operation	733,000
B.3.1	Human Rights and Rule of Law	2,641,200
B.3.2	Education	1,584,600
B.4.1	Democratization	3,030,900
	<b>Total for the Mission</b>	<b>14,935,700</b>
	<b>Regional Stabilization/Arms Control</b>	
B.1.1	Implementation of Article IV	225,200
	<b>Total Regional Stabilization/Arms Control</b>	<b>225,200</b>
	<b>Grand Total</b>	<b>15,160,900</b>
	<b><u>Office in Zagreb</u></b>	
A.1.1	Office of Head of Mission	378,500
A.2.1	Fund Administration Unit	327,900
A.2.2	Common Operational Costs	643,200
B.3.1	War Crimes Monitoring	708,500
B.3.2	Housing Care Implementation	254,700
	<b>Total</b>	<b>2,312,800</b>

**THE 2009 UNIFIED BUDGET (continued)**

<b>Fund</b>	<b>EUR</b>
<b>Main Programme</b>	
Programme	
<b><u>Mission to Serbia</u></b>	
A.1.1 Office of Head of Mission	966,000
A.2.1 Fund Administration Unit	763,600
A.2.2 Common Operational Costs	1,536,200
B.1.1 Police Affairs	1,819,400
B.3.1 Democratization	1,210,700
B.3.2 Media	400,000
B.3.3 Rule of Law and Human Rights	1,159,400
<b>Total</b>	<b>7,855,300</b>
<b><u>Presence in Albania</u></b>	
A.1.1 Office of Head of Mission	804,300
A.2.1 Fund Administration Unit	429,000
A.2.2 Common Operational Costs	937,300
B.1.1 Security Co-operation	249,000
B.2.1 Governance in Economic and Environmental Issues	268,000
B.3.1 Democratization	379,200
B.3.2 Rule of Law and Human Rights	335,000
<b>Total</b>	<b>3,401,800</b>
<b><u>Spillover Monitor Mission to Skopje</u></b>	
A.1.1 Office of Head of Mission	1,340,100
A.2.1 Fund Administration Unit	1,116,300
A.2.2 Common Operational Costs	1,441,200
B.1.1 Police Development	1,877,600
B.3.1 Rule of Law	1,478,300
B.4.1 Monitoring and Good Governance	1,286,400
<b>Total</b>	<b>8,539,900</b>
<b><u>Mission to Montenegro</u></b>	
A.1.1 Office of Head of Mission	338,200
A.2.1 Fund Administration Unit	230,300
A.2.2 Common Operational Costs	445,200
B.1.1 Police Affairs	434,900
B.1.2 Politico-Military Activities	41,100
B.2.1 Economic and Environmental	97,800
B.3.1 Democratization	351,400

**THE 2009 UNIFIED BUDGET (continued)**

<b><u>Fund</u></b>		
<b>Main Programme</b>		<b>EUR</b>
<b>Programme</b>		
B.3.2	Media	118,500
B.3.3	Rule of Law and Human Rights	260,900
	<b>Total</b>	<b>2,318,300</b>
<b>TOTAL FOR SOUTH-EASTERN EUROPE</b>		<b>66,499,000</b>
<b>EASTERN EUROPE</b>		
<b><u>Mission to Moldova</u></b>		
A.1.1	Office of Head of Mission	345,700
A.2.1	Fund Administration Unit	183,700
A.2.2	Common Operational Costs	446,600
B.1.1	Conflict Prevention/Resolution	433,700
B.3.1	Human Rights Monitoring/Democratization	290,500
B.3.2	Anti-Trafficking/Gender	259,900
	<b>Total</b>	<b>1,960,100</b>
<b><u>Project Co-ordinator in Ukraine</u></b>		
A.1.1	Office of Head of Mission	216,300
A.2.1	Fund Administration Unit	261,300
A.2.2	Common Operational Costs	448,300
B.3.1	Democratization and Good Governance	205,600
B.3.2	Rule of Law and Human Rights	771,900
B.4.1	Economic, Environmental and Politico-Military Projects	855,100
	<b>Total</b>	<b>2,758,500</b>
<b><u>Office in Minsk</u></b>		
A.1.1	Office of Head of Mission	200,000
A.2.1	Fund Administration Unit	131,200
A.2.2	Common Operational Costs	203,700
B.2.1	Economic and Environmental Activities	209,700
B.3.1	Institution Building, Rule of Law and Civil Society	288,100
	<b>Total</b>	<b>1,032,700</b>
<b><u>Representative to the Latvian-Russian Joint Commission on Military Pensioners</u></b>		
A.1.1	Office of Head of Mission	9,300
	<b>Total</b>	<b>9,300</b>
<b>TOTAL FOR EASTERN EUROPE</b>		<b>5,760,600</b>



## THE 2009 UNIFIED BUDGET (continued)

<u>Fund</u>	EUR
Main Programme	
Programme	
 <b><u>CAUCASUS</u></b>	
<b><u>End of Mandate Procedure (Mission to Georgia)*</u></b>	<b>5,773,600</b>
 <b><u>Office in Yerevan</u></b>	
A.1.1 Office of Head of Mission	305,500
A.2.1 Fund Administration Unit	196,100
A.2.2 Common Operational Costs	395,000
B.1.1 Politico-Military Activities	479,300
B.2.1 Economic and Environmental Activities	492,300
B.3.1 Democratization	266,500
B.3.2 Human Rights	233,500
B.4.1 Good Governance	326,700
<b>Total</b>	<b>2,694,900</b>
 <b><u>Office in Baku</u></b>	
A.1.1 Office of Head of Mission	228,400
A.2.1 Fund Administration Unit	184,800
A.2.2 Common Operational Costs	464,600
B.1.1 Politico-Military Activities	628,100
B.2.1 Economic and Environmental Activities	368,200
B.3.1 Democratization	390,500
B.3.2 Rule of Law and Human Rights	409,200
<b>Total</b>	<b>2,673,800</b>
 <b><u>High-Level Planning Group</u></b>	
A.1.1 Office of Head of Mission	192,200
<b>Total</b>	<b>192,200</b>
 <b><u>The Minsk Process</u></b>	
A.1.1 Office of Head of Mission	953,300
<b>Total</b>	<b>953,300</b>
 <b><u>Personal Representative of the CiO on the Conflict Dealt with by the Minsk Conference</u></b>	
A.1.1 Office of Head of Mission	514,500
A.2.1 Fund Administration Unit	182,200
A.2.2 Common Operational Costs	358,200
<b>Total</b>	<b>1,054,900</b>

\* The Fund includes:

- (a) Administrative closure activities due to expiration of mandate (EUR 4,436,100); and
- (b) Military Monitoring Officers activities (EUR 1,337,500).

**THE 2009 UNIFIED BUDGET (continued)**

<u>Fund</u>	EUR
Main Programme	
Programme	
<b>TOTAL FOR CAUCASUS</b>	<b>13,342,700</b>
<b>CENTRAL ASIA</b>	
<b><u>Centre in Astana</u></b>	
A.1.1 Office of Head of Mission	235,800
A.2.1 Fund Administration Unit	227,800
A.2.2 Common Operational Costs	359,100
B.1.1 Politico-Military Activities	403,300
B.2.1 Economic and Environmental Activities	430,800
B.3.1 Human Dimension Activities	413,600
<b>Total</b>	<b>2,070,400</b>
<b><u>Centre in Ashgabad</u></b>	
A.1.1 Office of Head of Mission	253,200
A.2.1 Fund Administration Unit	160,600
A.2.2 Common Operational Costs	229,000
B.1.1 Conflict Prevention and Confidence and Security Building	268,800
B.2.1 Economic and Environmental Activities	220,200
B.3.1 Human Dimension Activities	269,900
<b>Total</b>	<b>1,401,700</b>
<b><u>Centre in Bishkek</u></b>	
A.1.1 Office of Head of Mission	657,300
A.2.1 Fund Administration Unit	286,500
A.2.2 Common Operational Costs	572,500
B.1.1 Politico-Military Activities	1,079,600
B.2.1 Economic and Environmental Activities	881,400
B.3.1 Human Dimension Activities	830,400
B.4.1 Police Reform Programme	1,101,600
<b>Total</b>	<b>5,409,300</b>
<b><u>Project Co-ordinator in Uzbekistan</u></b>	
A.1.1 Office of Head of Mission	196,300
A.2.1 Fund Administration Unit	90,900
A.2.2 Common Operational Costs	250,100
B.1.1 Politico-Military Activities	382,400
B.2.1 Economic and Environmental Activities	504,400
B.3.1 Human Dimension Activities	486,200
<b>Total</b>	<b>1,910,300</b>

**THE 2009 UNIFIED BUDGET (continued)**

<b><u>Fund</u></b>		
<b>Main Programme</b>		<b>EUR</b>
<b>Programme</b>		
<b><u>Office in Tajikistan</u></b>		
A.1.1	Office of Head of Mission	988,700
A.2.1	Fund Administration Unit	352,100
A.2.2	Common Operational Costs	1,111,900
B.1.1	Political and Military Aspects of Security	1,176,500
B.2.1	Economic and Environmental Activities	986,100
B.3.1	Human Dimension Activities	1,014,500
	<b>Total</b>	<b>5,629,800</b>
	<b>TOTAL FOR CENTRAL ASIA</b>	<b>16,421,500</b>
	<b>TOTAL FOR FUNDS RELATED TO OSCE FIELD OPERATIONS</b>	<b>107,332,200</b>
	<b>TOTAL OSCE UNIFIED BUDGET</b>	<b>158,676,700</b>

## POST TABLE

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

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
Legal Officer	P3	2	
Legal Officer	S	2	
Legal Assistant	G5	1	
Administrative Clerk	G3	0.5	
<b>A.1.5 Press and Public Information</b>			
Spokesperson/Head of Press and Public Information	P5	1	
Public Website Manager	P4	1	
Senior Press and Public Information Officer/Deputy Spokesperson	P4	1	
Editor	P3	1	
Press Officer	P3	2	
Web Developer/Architect	P3	1	
Assistant Web Developer	P1	1	
Press and Public Information Assistant	G5	1	
Website Assistant	G5	1	
<b>B.4.1 Gender Issues</b>			
Senior Adviser on Gender Issues	P5	1	Upgrade, change from programme Gender Issues
Adviser on Gender Issues	P3	1	Change from programme Gender Issues
Adviser on Gender Issues	S	1	New post
Gender Officer	S	1	Change from programme Gender Issues
Administrative/Programme Assistant	G5	1	Change from programme Gender Issues
<b>Internal Oversight</b>			
<b>A.1.1 Internal Oversight</b>			
Director of Internal Oversight	D2	1	
Head, Evaluation and Mgt Audit Services/Deputy Director	P5	1	
Head, Internal Audit/Deputy Director	P5	1	
Senior Auditor	P4	2	
Senior Investigator	P4	1	
Auditor	P3	2	
Senior Auditing Assistant	G6	2	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
<b>Strategic Police Matters</b>			
<b>B.1.1 Strategic Police Matters Unit</b>			
Senior Police Adviser/Head, SPMU	S	1	
Deputy Head of SPMU, Community Police Adviser	P5	1	
Police Affairs Officer on Combating Illicit Drugs	P4	1	
Police Affairs Officer, Training Adviser	P4	1	
Information Management Officer	P3	1	
Police Affairs Officer, Adviser on Combating THB	S	1	
Police Affairs Officer, Adviser on Fight against Crime	S	1	
Police Affairs Officer, Adviser on Research and Analysis	S	1	
Political Affairs Officer, Police Matters	S	1	
Senior Information Management Assistant	G7	1	
Senior Secretary	G5	1	
Administrative Assistant	G4	1	
<b>Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings</b>			
<b>B.4.1 Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings</b>			
Special Representative	D2	1	
Deputy Co-ordinator, Combating Trafficking in Human Beings	S	1	
Senior Adviser	P4	1	
Adviser	P3	2	
Programme Officer	P3	1	New post
Executive Officer	S	1	
Public Information Officer	S	1	
Administrative Assistant	G5	1	Downgrade
Senior Secretary	G5	1	Upgrade

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
<b>Action against Terrorism Unit</b>			
<b>B.1.1 Action against Terrorism</b>			
Adviser on Anti-Terrorism Issues	S	1	
Programme Co-ordinator	P4	1	
Senior Programme Officer	P4	1	
Programme Officer	P3	1	
Associate Programme Officer	P2	1	Upgrade
Assistant Programme Officer	P1	2	
Assistant Programme Officer	P1	1	New post
Counter Terrorism Officer	S	1	
Head on Anti-Terrorism Issues	S	1	
Administrative Assistant	G4	1	
Project Secretary	G4	1	
<b>Activities Relating to the Economic and Environmental Aspects of Security</b>			
<b>B.2.1 Co-ordinator of OSCE Economic and Environmental Activities</b>			
Co-ordinator of OSCE Economic and Environmental Activities	D2	1	
Deputy Co-ordinator, OCEEA	P5	1	
Senior Economic Adviser	P5	1	
Senior Programme Officer	P4	1	
Economic/Environmental Affairs Officer	P3	1	
Economic Adviser	P3	1	
Economic and Environmental Adviser	P3	1	
Environmental Programme Officer	P3	1	
Associate Programme Officer	P2	1	
Economic Affairs Officer	S	2	
Economic and Environmental Adviser	S	1	
Economic Programme Officer	S	1	
Environmental Adviser	S	1	
Special Adviser	S	1	
Executive Secretary	G6	1	
Administrative Secretary	G5	1	
Project Secretary	G4	1	
Administrative Clerk	G3	1	

**POST TABLE (continued)**

<b>Fund</b>				
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>		<b>Note</b>
<b>Programme</b>				
<b>Post Title</b>				
<b>Conflict Prevention</b>				
<b>A.1.1 CPC Direction and Management</b>				
Director of the Conflict Prevention Centre	D2	1		
Planning and Co-ordination Officer	P3	1		
Senior Secretary	G5	1		
Secretary	G4	1		
<b>A.1.2 Policy Support Service</b>				
Deputy Director for Policy Support Service	P5	1		
Senior Policy Support Officer	P4	3		
Policy Support Officer	P3	2		
Policy Support Officer	S	5		
Senior Policy Support Assistant	G6	1		
Secretary	G4	1		
<b>A.1.3 Operations Service</b>				
Deputy Director for Operations Service	P5	1		
Senior Operational Adviser	P4	1		
Operational Support Officer	P3	1		
Analyst/Researcher	S	1		
Chief, Situation/Communications Room	S	1		
Operational Support Officer	S	1		
Deputy Chief, Situation/Communications Room	G6	1		
Administrative/Programme Assistant	G5	1		
Duty Officer	G5	2		
<b>A.1.4 Operations Service/Borders Team</b>				
Senior Border Issues Adviser	S	1	Change from programme Operations Service	
Customs Adviser	P3	1	Change from programme Operations Service	
Programme Management Officer	P3	1	Change from programme Operations Service	



**POST TABLE (continued)**

<b>Fund</b>	<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
	<b>Programme</b>			
	Post Title			
	Border Adviser	P2	1	Change from programme Operations Service
	Border Adviser	S	1	Change from programme Operations Service
	<b>A.1.5 Programming and Evaluation Support Unit</b>			
	Head/Programming and Evaluation Support Unit	P4	1	
	Associate Project Co-ordination Officer	P2	1	
	Associate Project/Programme Evaluation Officer	P2	1	New post
	Senior Project Assistant	G6	1	
	<b>B.1.2 FSC Support</b>			
	Senior FSC Support Officer	P4	1	
	CSBM Officer	P3	1	
	CSBM/Projects Officer	P3	1	New post
	Associate Project Support Officer	P2	1	
	FSC Support Officer	S	1	
	Programme Assistant	G5	1	
	<b>B.1.3 Communications Network</b>			
	Senior Communications Network Officer	P4	1	Change from programme FSC Support
	Network Management Officer	P3	1	
	Senior Network Management Assistant	G6	1	New post
	<b>Human Resources Management</b>			
	<b>A.2.1 HR Direction and Management</b>			
	Director for Human Resources	D2	1	
	Planning and Co-ordination Officer	P3	1	New post
	Senior Secretary	G5	1	
	<b>A.2.2 Personnel Management and Payroll Administration</b>			
	Chief, Personnel Section	P5	1	Upgrade
	Personnel Officer	P3	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
Personnel Officer, Payroll and ERP System	P3	1	
Senior Payroll Assistant	G6	2	
Senior Personnel Assistant	G6	4	
Payroll Assistant	G5	1	
Personnel Assistant	G4	1	
Personnel Clerk	G3	1	
<b>A.2.3 Recruitment</b>			
Deputy Director/Chief Recruitment Section	P5	1	
Senior Recruitment Project Officer	S	1	
Senior Recruitment Assistant	G6	3	
<b>A.2.4 Training Section</b>			
OSCE Training Co-ordinator	P4	1	
Senior Training Officer	P4	1	
Training Officer	P3	2	
Training Officer	S	1	
Senior Training Assistant	G6	1	
IRMA Training Assistant	G5	1	
Training Assistant	G5	1	
Training Clerk	G3	1	
<b>Department of Management and Finance</b>			
<b>A.2.1 DMF Direction and Management</b>			
Director for Management and Finance Planning and Co-ordination Officer	D2	1	
Senior Administrative/Finance Assistant	P3	1	
	G6	1	Change from programme Financial Accounting and Treasury Services
Senior Secretary	G5	1	
<b>A.1.1 Conference and Language Services</b>			
Deputy Director for Conference Services	P5	1	
Chief, Language Services Section	P4	1	
Administrative Officer	P3	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number of</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>Posts</b>	
Post Title			
Conference Officer	P3	1	
Senior Language Services Assistant	G6	1	
Senior Meetings Assistant	G6	3	
Supervisor, Meetings Support and Documents Unit	G6	1	
Supervisor, Text Control and Processing Unit	G6	1	
Administrative Assistant	G5	1	
Assistant Supervisor, Documents Control	G5	1	
Assistant Supervisor, Meetings Support and Documents Unit	G5	1	
Protocol Assistant	G5	1	
Administrative Secretary	G4	1	
Documents Distribution and Meeting Support Assistant	G4	4	
Secretary	G4	0.5	Downgrade, change to part-time
Support Services Assistant	G4	1	
Technical Assistant	G4	1	
Text Control and Reference Assistant	G4	1	
Word Processing Operator	G4	10	
Meetings Support Services Clerk	G3	1	
<b>A.2.2 Budget and Internal Control Services</b>			
Deputy Director for Budget and Internal Control Services	P5	1	Change from programme Financial Compliance, Systems and Support
Senior Budget Officer	P4	1	Upgrade, change from programme Financial Accounting and Treasury Services
Budget Officer	P3	1	Change from programme Financial Accounting and Treasury Services
Financial Policy and Control Analyst	P3	1	Change from programme Financial Compliance, Systems and Support

**POST TABLE (continued)**

<b>Fund</b>				
<b>Main Programme</b>	<b>Post</b>	<b>Number of</b>		<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>Posts</b>		
Post Title				
IRMA Focal Point, Contracting and Materials Management	P3	1		Change from programme Financial Compliance, Systems and Support
IRMA Focal Point, Finance	P3	1		Change from programme Financial Compliance, Systems and Support
<b>A.2.3 Financial Accounting and Treasury Services</b>				
Head, Financial, Accounting and Treasury Services	P5	1		
Chief, Accounts Unit	P4	1		
Treasurer	P4	1		
Contributions Officer	P3	1		
Associate Treasury Officer	P2	1		
Senior Finance Assistant	G7	1		
Senior Accounting Assistant	G6	1		
Senior Treasury Assistant	G6	2		
<b>A.2.4 Information and Communication Technology Services</b>				
Head, Information Technology Services	P5	1		
Chief, Information Management	P4	1		
Chief, Information Systems	P4	1		
Chief, Infrastructure Support	P4	1		
ICT System and Security Architect	P4	1		
Chief, Communications Unit	P3	1		
Information Management Officer	P3	1		
Senior Application Specialist	G7	1		
Senior Applications Specialist	G7	1		
Senior Information Technology Assistant	G7	1		
Senior Information Technology Assistant	G6	3		
Senior IT Assistant, Database Administrator	G6	1		New post
Senior Programming Assistant	G6	1		
Senior Records Management Assistant	G6	1		

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
Information Technology User Support Assistant	G5	3	
Programme Assistant	G5	1	
Information Technology Clerk	G3	1	
<b>A.2.5 Mission Support Service</b>			
Deputy Director for Materials Management	P5	1	
Chief, Asset Management Unit	P4	1	
Chief, Procurement and Contracting Unit	P4	1	
Building Support Officer	P3	1	
Materials Management Officer	P3	1	
Associate Asset Management Officer	P2	1	
Associate Procurement Officer	P2	1	
Building Maintenance Officer	P2	1	Change from programme Secretariat Common Operational Costs
Senior Asset Management Assistant	G6	1	
Senior Building Maintenance Assistant	G6	1	
Senior Building Maintenance Assistant	G6	1	Change from programme Secretariat Common Operational Costs
Senior Travel Assistant	G6	1	
Administrative Assistant	G5	1	
Asset Management Assistant	G5	1	
Mission Support Assistant	G5	1	
Building Support Assistant	G4	1	
Registry and Documents Assistant	G4	3	Change from programme Conference and Language Services
Receptionist	G3	1	
<b>A.2.6 Secretariat Common Operational Costs</b>			
Driver	G2	2	
Cleaner	G1	5	
Cleaner	G1	2	New post

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number of</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>Posts</b>	
Post Title			
<b>A.2.7 Prague Office</b>			
Head of Office and Officer-in-Charge of Meetings	S	1	
Senior Documentation and Information Assistant	G7	1	
Senior Finance and Administrative Assistant	G6	1	
Senior Information Technology Assistant	G6	1	
Administrative Secretary	G5	1	Upgrade
Archives Assistant	G5	1	
Information Technology Assistant	G4	1	
Cleaner/Photocopier	G1	1	
<b><u>The Secretariat total</u></b>		<b><u>294</u></b>	
<b><u>Office for Democratic Institutions and Human Rights</u></b>			
<b>A.1.1 Direction and Policy</b>			
Director of the ODIHR	D/ODI	1	
First Deputy Director of the ODIHR	D1	1	
Second Deputy Director of the ODIHR	P5	1	
Project Co-ordinator	P4	1	
Spokesperson/Senior Press and Public Information Officer	P4	1	
Editor	P3	1	
Web Editor	P2	1	
Senior Political Adviser	S	1	
Special Adviser	S	2	
Executive Assistant	G7	1	
Administrative Assistant/Human Dimension Meetings Assistant	G5	1	
Documents and Records Management Assistant	G5	1	
Press and Public Affairs Assistant	G5	1	
Documents and Records Management Assistant	G4	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
<b>A.2.1 Fund Administration Unit</b>			
Chief of Finance/Deputy Head, Common Services	P4	1	
Chief, Human Resources Unit	P3	1	
Chief, Information Technology Unit	P3	1	
Logistics and Security Officer	P3	1	
Associate Procurement Officer	P2	1	Upgrade
Finance Officer	P2	2	
Senior Administrative Assistant	G7	1	
Senior Finance Assistant	G7	1	
Senior Information Technology Assistant	G6	1	
Senior IT Applications Assistant	G6	1	New post
Senior IT Assistant	G6	1	
Senior Personnel Assistant	G6	1	
Senior Procurement and Contracting Assistant, EOM	G6	1	New post
Senior Procurement/Asset Management Assistant	G6	1	
Senior Recruitment Assistant	G6	1	
Administrative Assistant	G5	1	
Budget Assistant	G5	7	
Finance Assistant	G5	3	
IT Assistant, Service Delivery	G5	1	
Logistics and Shipping Assistant	G5	1	New post
Meetings and Building Services Assistant	G5	1	
Personnel/Training Assistant	G5	1	
Procurement/Travel Assistant	G5	1	
Treasury Assistant	G5	1	
IT User Support Assistant	G4	1	
Supply Assistant	G4	1	
Front Office Clerk	G3	2.5	
<b>A.2.2 Common Operational Costs</b>			
Senior Driver	G3	1	
Driver	G2	1	
<b>B.3.1 Human Dimension Meetings</b>			
Human Dimension Meetings Officer	P2	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number of</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>Posts</b>	
Post Title			
Senior Human Dimension Meetings Assistant	G6	1	
<b>B.3.2 Democratization</b>			
Head, Democratization Department	P5	1	
Chief, Democratic Governance and Participation Unit	P4	1	Upgrade
Chief, Legislative Support Unit	P4	1	
Chief, Rule of Law Unit	P4	1	
Adviser on Gender Issues	P3	1	
Legislative Support Officer	P3	1	Upgrade
Migration/Freedom of Movement Adviser	P3	1	
Migration/Freedom of Movement Adviser	P3	1	Downgrade
Rule of Law Adviser	P3	1	
Democratic Governance Officer	P2	1	
Gender Officer	P2	1	
Legal Officer	S	1	
Democratic Governance Project Officer	S	1	
Legislative Support Adviser	S	1	
Rule of Law Officer	S	3	
Senior Administrative Assistant	G6	1	
Senior Administrative/Project Assistant	G6	1	
Administrative Assistant	G5	2	
<b>B.3.3 Human Rights</b>			
Head, Human Rights Department	P5	1	
Deputy Head, Human Rights Department	P4	1	
Senior Anti-Trafficking Adviser	P4	1	
Adviser on Anti-Terrorism Issues	P3	1	
Human Rights Adviser	P3	3	
Anti-Trafficking Officer	P2	1	
Adviser on Anti-Trafficking Issues	S	1	
Human Rights Adviser	S	1	
Human Rights Officer	S	2	
Senior Administrative Assistant	G6	1	Upgrade
Administrative Assistant	G5	2	



**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
<b>B.3.4 Elections</b>			
Head, Elections Department	P5	1	
Deputy Head for Operations, Elections Department	P4	1	
Deputy Head, Post-Election Follow-Up and Implementation	P4	1	
Senior Election Adviser	P4	1	
Election Adviser	P3	6	
Technical Assistance Adviser	S	1	
Senior Documents Control/Information Management Assistant	G7	1	
Senior Administrative Assistant	G6	1	
Administrative Assistant	G5	1	
Administrative/Travel Assistant	G5	1	
Administrative Assistant	G4	0.5	
<b>B.3.5 Tolerance and Non-Discrimination</b>			
Head, Tolerance and Non-Discrimination	P5	1	
Deputy Head, Tolerance and Non-Discrimination	P4	1	
Adviser on Combating Racism, Xenophobia and Discrimination	P3	3	
Information Management Adviser	P3	1	
Associate Hate Crime Reporting Officer	P2	1	
Assistant System Analyst	P1	1	
Adviser on Civil Society Relations	S	1	
Adviser, Freedom of Religion or Belief	S	1	
Legal Adviser	S	1	
Senior Administrative Assistant	G6	1	Upgrade
Senior Library Assistant	G6	1	
Administrative Assistant	G5	1	
Administrative Assistant	G4	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
<b>B.3.6 Roma and Sinti Issues</b>			
Senior Adviser on Roma and Sinti Issues	P4	1	
Adviser on Roma and Sinti Issues	P3	1	New post
Officer on Roma and Sinti Issues	P2	2	
Administrative Assistant	G5	1	
<b><u>Office for Democratic Institutions and Human Rights total</u></b>		<b><u>128</u></b>	
<b><u>High Commissioner on National Minorities</u></b>			
<b>A.1.1 Office of High Commissioner</b>			
High Commissioner	HCNM	1	
Director	D1	1	
Senior Adviser	P5	1	
Senior Political Adviser	P5	1	
Political Adviser	P4	1	
Senior Adviser	P4	2	
Senior Legal Adviser	P4	2	
Legal Officer	P3	1	
Political Adviser	P3	1	
Chef de Cabinet	S	1	
Legal Officer	S	1	
Secretary, HCNM	S	1	
Administrative Assistant	G5	1	
Editorial Assistant	G5	1	Change to full-time
Information Assistant	G5	1	
Administrative Secretary	G4	1	
Secretary	G4	1	
<b>A.2.1 Fund Administration Unit</b>			
Senior Administrative Officer	P4	1	
Information Technology Specialist	P3	1	
Senior Administrative Assistant	G7	1	
Procurement Assistant	G5	1	
<b>B.1.1 Conflict Prevention Activities</b>			
Project Officer	P3	1	
Project Officer	S	2	
Senior Adviser	S	1	
Project Assistant	G5	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Project Assistant	G5	1	Upgrade, change to full-time
<b><u>High Commissioner on National Minorities total</u></b>		<b><u>29</u></b>	
<b><u>Representative on Freedom of the Media</u></b>			
<b>A.1.1 Office of Representative</b>			
Representative on Freedom of the Media	RFOM	1	
Director of the Office/Principal Adviser	D1	1	
Project Officer	P2	2	
Senior Adviser	S	1	
Senior Administrative Assistant	G7	1	
<b>B.3.1 Freedom of the Media</b>			
Adviser	P3	1	
Adviser	P2	1	
Assistant Research Officer	P1	1	
Project Co-ordinator	S	1	
Senior Adviser	S	4	
Senior Project Assistant	G6	1	Upgrade
Programme Secretary	G4	1	
<b><u>Representative on Freedom of the Media total</u></b>		<b><u>16</u></b>	
<b><u>Augmentations</u></b>			
<b>The Secretariat Augmentations</b>			
<b>A.1.1 Press and Public Information</b>			
Press and Public Information Officer	P3	1	
Web Editor	P3	2	
<b>A.1.2 Internal Oversight</b>			
Auditor	P3	1	
Senior Administrative Assistant	G6	1	
Senior Auditing Assistant	G6	1	
<b>A.1.3 Policy Support Service</b>			
Senior Policy Support Officer	P4	2	
Policy Support Officer	P3	1	
Senior Policy Support Assistant	G6	1	

**POST TABLE (continued)**

<b>Fund</b>				
<b>Main Programme</b>	<b>Post</b>	<b>Number of</b>		<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>Posts</b>		
Post Title				
<b>A.1.4 Operations Service</b>				
Duty Officer	G5	3		
<b>A.2.1 Personnel Management and Payroll Administration</b>				
Personnel Officer	P3	1		
Personnel Assistant	G5	2		
Payroll Assistant	G4	1		
Personnel Clerk	G3	1		
<b>A.2.2 Recruitment</b>				
Recruitment Officer	P3	2		
Senior IRMA HR Support Assistant	G7	1		
Recruitment Assistant	G5	2		
Recruitment Assistant	G4	2		
Recruitment Clerk	G3	0.5	Change to part-time	
<b>A.2.3 Budget and Internal Control Services</b>				
Senior Officer, FCSS	P4	1	Change from programme Financial Compliance, Systems and Support	
Budget Officer	P3	1	New post	
Associate FAU Support Officer	P2	1	Change from programme Financial Compliance, Systems and Support	
Budget Assistant	G5	2	Change from programme Financial Accounting and Treasury Services	
<b>A.2.4 Financial Accounting and Treasury Services</b>				
Associate Finance Officer	P2	1		
Budget Assistant, Extrabudgetary Contributions	G5	1		
Finance Assistant	G5	1		
Treasury Assistant	G5	1		
Finance Assistant	G4	5		

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
<b>A.2.3 Information and Communication Technology Services</b>			
Chief, ICT Service and Support Section	P3	1	
Associate Computer Information Systems Officer	P2	1	
Senior Application Specialist	G7	1	
Senior Information Technology Assistant	G7	1	
Senior Programming Assistant	G7	1	Upgrade
Senior System Administration Assistant	G7	1	
Senior Communications Assistant	G6	1	
Senior Documents and Information Assistant	G6	1	
Senior Information Technology Assistant	G6	2	
Senior Programming Assistant	G6	2	
Information Technology User Support Assistant	G5	2	
IT Assistant	G5	1	
Programming Assistant	G5	1	
<b>A.2.4 Mission Support Service</b>			
Contracts Officer	P3	1	
Procurement Officer	P3	1	
Travel Officer	P3	1	
Senior Asset Management Assistant	G6	1	
Senior Contracts Assistant	G6	1	
Senior Freight Distribution Control Assistant	G6	1	
Senior Insurance Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Building Support Assistant	G5	1	
Procurement Assistant	G5	1	
Procurement Information Assistant	G5	1	
Property Control Assistant	G5	1	
Asset/Warehouse Assistant	G4	1	
Mail Processing Assistant	G4	1	
Transport Dispatcher	G3	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Manual Worker	G2	1	
Messenger	G2	1	
<b>Office for Democratic Institutions and Human Rights</b>			
<b>Augmentation</b>			
<b>B.3.1 ODIHR Democratization</b>			
Deputy Head, Democratization Department	P4	1	
<b><u>Augmentations total</u></b>		<b><u>73.5</u></b>	
<b><u>Mission in Kosovo</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Head of Co-ordination	P5	1	New post
Chief of Mission Security	P4	1	
Head of Legal Affairs	P4	1	
Deputy Chief of Mission Security	P3	1	
Mission Internal Oversight Officer	P3	1	
Security Officer	P2	6	
Special Assistant to the Head of Mission	P2	1	
Planning and Co-ordination Officer	P1	2	
Director of Regional Centre	S4	5	
Head of the Office of Political Affairs	S4	1	Upgrade, change from programme Human Rights and Communities
Deputy Director of Regional Centre	S3	1	
Deputy Head, Legal Affairs	S3	1	
Mission Spokesperson	S3	1	
Senior Planning and Co-ordination Officer	S3	1	Upgrade
Senior Project Co-ordinator	S3	1	Change from programme Democratization
Liaison Officer	S2	1	Change from programme Human Rights and Communities
Senior Legal Adviser	S2	3	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number of</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>Posts</b>	
Post Title			
Senior Political Officer	S2	2	Change from programme Human Rights and Communities
Senior Public Affairs Officer	S2	1	
Political Officer	S1	3	Change from programme Human Rights and Communities
Project Officer	S1	1	New post
National Deputy Spokesperson	NP3	1	Change in category
National Legal Adviser	NP2	1	
National Political Officer	NP2	2	Change from programme Human Rights and Communities
National Press Officer	NP2	1	
National Graphic Presentation Officer	NP1	1	
National Legal Adviser	NP1	1	
National Public Information Officer	NP1	1	
National Radio and TV Production Officer	NP1	1	
Personal Assistant to Head of Mission	G6	1	
Senior Co-ordination Assistant	G6	1	
Senior Internal Oversight Assistant	G6	1	Change in category, change from programme Democratization
Senior Legal Assistant	G6	2	
Senior Monitoring Assistant	G6	1	
Senior Press and Public Information Assistant	G6	1	
Senior Project Assistant	G6	1	Change from programme Democratization
Senior Webpage/Intranet Assistant	G6	1	
Administrative Assistant	G5	1	
Administrative Assistant/Translator	G5	1	Change from programme Human Rights and Communities
Secretary	G5	1	
Security Planning Assistant	G5	1	
Situation Centre Duty Assistant	G5	5	
CCTV Technician	G4	1	
Fire Safety Assistant	G4	2	
Intranet Assistant	G4	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
Investigation Assistant	G4	1	
Language Assistant — Belgrade	G4	1	Change from programme Human Rights and Communities
Media Monitor Assistant	G4	3	
Press Assistant/Translator	G4	1	
Secretary	G4	1	
Security Administrative Assistant	G4	1	
Security Assistant	G4	6	
Security Planning Assistant	G4	1	
Security Shift Supervisor	G4	4	
Translation Assistant	G4	1	
Radio Operator	G3	13	
Radio Operator/Guard	G3	3	
Security Control Room Operators	G3	4	
Security Escort Unit Member	G3	4	
Security Shift Team Leader	G3	4	
Security Guard	G2	64	
<b>A.2.1 Fund Administration Unit</b>			
Head, Administration and Finance	P5	1	Downgrade
Chief Logistics Support Section	P4	1	
Chief Medical Officer	P4	1	
Chief of Financial Management	P4	1	
Chief, Human Resources Management	P4	1	
Chief, ICT	P4	1	
Chief, Procurement and Contractual Services Section	P4	1	
Chief of Accounts	P3	1	
Chief, Building Management Services	P3	1	
Contracts/Procurement Officer	P3	1	
Database Design Officer	P3	1	
Human Resources Officer	P3	1	
ICT Officer	P3	1	
Material Management Officer	P3	1	
Transport Services Officer	P3	1	
Human Resources Officer	P2	1	
Customs Clearance Officer	S1	1	
National Medical Officer	NP3	1	
National Budget Officer	NP2	1	
National Construction Engineer	NP2	1	



**POST TABLE (continued)**

<b>Fund</b>	<b>Post</b>	<b>Number of</b>	<b>Note</b>
<b>Main Programme</b>	<b>Grade</b>	<b>Posts</b>	
<b>Programme</b>			
Post Title			
National Electrical Engineer	NP2	1	
National Engineering Co-ordination Officer	NP2	1	Upgrade
National Finance Officer	NP2	2	
National Human Resources Officer	NP2	1	
National ICT Engineer Microwave/ VSAT	NP2	1	
National ICT Engineer, Mobile Communications	NP2	1	
National ICT Officer	NP2	1	
National ICT Officer	NP2	1	Change in category, downgrade
National ICT Officer, VOIP	NP2	1	
National Supply Officer	NP2	1	
National Training Co-ordinator	NP2	1	Upgrade
National Archives Officer	NP1	1	
National Asset Management Officer	NP1	1	
National Construction Engineer	NP1	1	
National Procurement Officer	NP1	1	
National Training Officer	NP1	1	
National Travel Officer	NP1	1	Change in category, upgrade
Senior Administrative Assistant	G6	1	
Senior Administrative Assistant	G6	5	Upgrade
Senior Conference Services Assistant	G6	1	
Senior Finance Assistant	G6	1	
Senior Human Resources Assistant	G6	3	
Senior ICT Assistant	G6	1	New post
Senior ICT Assistant, Field Support	G6	1	
Senior ICT Assistant, HD Team Leader	G6	1	
Senior ICT Technician	G6	6	
Senior ICT Technician Internet	G6	1	
Senior ICT Technician LAN	G6	3	
Senior ICT Technician Microwave/VSAT	G6	1	
Senior ICT Technician, Mobile Communications	G6	1	
Senior Materials Control Assistant	G6	1	
Senior Payroll Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Senior Transport Assistant	G6	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number of</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>Posts</b>	
Post Title			
Senior Treasury Assistant	G6	1	
Administrative Assistant	G5	2	
Budget Audit Assistant	G5	1	
Building Management Assistant	G5	1	
CS Technician	G5	1	
Microwave/Conference Equipment			
Database Development Assistant	G5	2	
Electrical Foreman	G5	1	
Finance Assistant	G5	3	
Fleet Assistant	G5	1	
Generator Mechanic	G5	1	
Generator Technician	G5	1	
Human Resources Assistant	G5	6	
ICT Admin/Billing Co-ordinator	G5	1	
ICT Assistant Equipment	G5	1	
Management and Repair			
ICT Assistant, Helpdesk	G5	3	
ICT Technician	G5	1	
ICT Technician Microwave/VSAT	G5	3	
ICT Technician Mobile	G5	2	
Communications			
Logistics Assistant	G5	4	
Maintenance Foreman	G5	1	
Material Management Assistant	G5	1	
Nurse	G5	1	
Payroll Assistant	G5	1	
Procurement Assistant	G5	1	
Secretary to the FMMC	G5	1	Upgrade
Senior Secretary	G5	1	
Supply Assistant	G5	2	
Transport Assistant	G5	1	
Travel Assistant	G5	1	
Treasury Assistant	G5	1	
Administrative Assistant	G4	2	
Archives Assistant	G4	2	
Conference Equipment Technician	G4	1	
Customs Assistant	G4	1	
Dispatcher	G4	3	
Facilities Assistant	G4	1	
Fuel Supply Assistant	G4	1	
Generator Overhaul Mechanic	G4	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
Inspection Assistant	G4	1	
Maintenance Assistant	G4	1	
Office Assistant	G4	1	
Office Assistant	G4	1	Upgrade
Photocopy Technician	G4	1	
Secretary	G4	2	
Supply Assistant	G4	2	
Technical Assistant	G4	1	
Technical Materials Warehouse Assistant	G4	1	
Training Assistant	G4	2	
BMS Technical Clerk	G3	1	
Electrician	G3	4	
Fleet Clerk	G3	1	
ICT Billing Clerk	G3	1	
Inventory Clerk	G3	3	
Mail Clerk	G3	1	
Maintenance Clerk	G3	2	
Movement Control/Vehicle Tracking Clerk	G3	2	
Plumber	G3	2	
Technical Clerk	G3	3	
Technical Clerk/Air-Conditioning	G3	1	
Truck Driver/Forklift Operator	G3	1	
Warehouse Clerk	G3	1	
Pool Operator	G2	1	
Switchboard Operator	G2	2	
Handyman	G1	1	
Trades Helper	G1	2	
<b>A.2.2 Common Operational Costs</b>			
Driver	G3	1	
Driver/Bus	G3	3	
Driver/Truck	G3	4	
Senior Driver to Deputy Head of Mission	G3	2	Change from programme Office of Head of Mission
Senior Driver to Head of Mission	G3	2	Change from programme Office of Head of Mission
Cleaner Supervisor	G2	2	
Driver	G2	29	
Driver — Belgrade	G2	1	

**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
Post Title			
<b>B.1.1 Security and Public Safety</b>			
Director	S4	1	
Deputy Director	S4	1	
Chief	S3	1	Upgrade
Chief of Section	S3	2	
Chief of Section	S3	1	Upgrade
Senior Community Safety Implementation Officer	S2	1	
Senior Community Safety Monitoring Officer	S2	1	
Senior Emergency Management Development Officer	S2	1	
Senior KCPSSED Adviser	S2	1	Downgrade
Senior Organized Crime Adviser	S2	1	
Senior Training Development Officer	S2	1	
Community Safety Implementation Officer	S1	2	
Community Safety Monitoring Officer	S1	2	
Emergency Management Development Officer	S1	1	
KCPSSED Adviser	S1	2	
Organized Crime Adviser	S1	3	
Organized Crime Adviser	S1	1	Downgrade
Training Development Officer	S1	1	
Training Development Officer	S1	3	Change in category
Training Development Officer	S1	1	Downgrade
National Administrative Officer	NP2	1	Upgrade
National KCPSSED Adviser	NP1	1	Change in category, downgrade
National Monitoring Officer	NP1	1	Change in category, upgrade
National Organized Crime Officer	NP1	1	Change in category, upgrade
National Public Safety Awareness Officer	NP1	1	Change in category, upgrade
National Training Development Officer	NP1	1	Change in category, upgrade
Senior Monitoring Assistant	G6	1	
Senior Monitoring Assistant	G6	1	Upgrade
Senior Programme Assistant	G6	3	
Senior Programme Assistant	G6	1	Upgrade
Senior Project Assistant	G6	1	Upgrade

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
Administrative Assistant	G5	1	
Armourer	G5	1	
Monitoring Assistant	G5	2	
Programme Assistant	G5	6	
Programme Assistant	G5	1	Downgrade
Programme Assistant	G5	3	Upgrade
Senior Secretary	G5	1	
Administrative Assistant	G4	1	
Programme Assistant	G4	11	
<b>B.3.1 Democratization</b>			
Director	S4	1	
Deputy Director	S4	1	
Chief, Elections Division	P4	1	
Budget/Administrative Officer	P2	1	
IT Officer	P2	1	
Chief	S3	1	Upgrade
Chief of Section	S3	3	
Chief of Section	S3	1	Upgrade
Field Activities Co-ordinator	S3	1	Upgrade
Deputy Chief/Senior Legal Officer	S2	1	Change from programme Human Rights and Communities
Deputy Chief/Senior Adviser	S2	1	
Election Technical Adviser	S2	1	
Elections Operations Adviser	S2	1	
Senior Adviser on Higher Education, Academic Management	S2	1	
Senior Adviser on Higher Education/CTTCD	S2	1	
Senior Adviser to the IMC	S2	1	
Senior Assembly Adviser	S2	1	
Senior Programme Officer	S2	1	
Senior Project Adviser	S2	1	
Senior Reporting and Information Officer	S2	1	
Legal Officer	S1	1	Change from programme Human Rights and Communities
Programme Officer	S1	5	
National Policy Adviser	NP2	1	Change in category

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
National Political Adviser	NP2	1	
National Legal Officer	NP1	3	Change from programme Human Rights and Communities
National Programme Officer	NP1	14	
National Project Liaison Officer	NP1	1	
National Training Officer	NP1	2	
National Voter Services Officer	NP1	1	
Personal Assistant	G6	1	
Senior Administrative Assistant	G6	1	
Senior Archive Assistant	G6	1	
Senior Election Compliance Auditor Assistant	G6	1	
Senior Election Field Assistant	G6	6	
Senior Election Technical Assistant	G6	1	
Senior Elections Operations Assistant	G6	1	
Senior Political Entity Certification Assistant	G6	1	
Senior Programme Assistant	G6	5	
Senior Translator/Interpreter	G6	10	
Monitoring Assistant	G5	2	
Programme Assistant	G5	2	
Project Assistant	G5	1	
Administrative Assistant	G4	1	
Programme Assistant	G4	7	
Programme Assistant	G4	1	Change from programme Human Rights and Communities
Transport Clerk	G3	1	
<b>B.3.2 Human Rights and Communities</b>			
Director	S4	1	
Deputy Director	S4	1	Change in category
Budget/Administrative Officer	P2	1	
Senior Human Rights Advisor/Non-Albanian Communities	S4	1	Upgrade, change from programme Democratization
Analysis and Reports Co-ordinator	S3	1	
Chief of Anti-Trafficking Section	S3	1	Upgrade
Chief of Communities Section	S3	1	Downgrade

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number of</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>Posts</b>	
Post Title			
Chief of Legal System Monitoring Section	S3	1	
Chief of Legislative Review Section	S3	1	
Chief of Property Section	S3	1	
Chief of Section	S3	1	Change from programme Democratization
Chief of Security Monitoring Section	S3	1	
Field Activities Co-ordinator	S3	1	
Deputy Chief/Senior Adviser	S2	1	Change from programme Democratization
Human Rights Adviser, Security Monitoring Section	S2	6	
Legal Analyst	S2	2	
Senior Adviser	S2	3	Change from programme Democratization
Senior Communities Adviser, Protection	S2	2	
Senior Communities Policy Adviser	S2	2	
Senior Democratization Officer	S2	5	
Senior Human Rights Adviser, Security Monitoring Section	S2	1	
Senior Human Rights Adviser/Property	S2	1	
Senior Human Rights Officer	S2	5	
Senior Human Rights/Legal Adviser	S2	1	
Senior Legal Officer, Legislative Review Section	S2	1	
Special Adviser to Kosovo Judicial Institute	S2	1	
Special Adviser to OI	S2	1	
Communities Policy Officer	S1	1	
Communities Protection Officer	S1	1	
Human Dimension Officer	S1	55	
Human Rights Adviser/Property	S1	1	
Human Rights Legal Adviser	S1	1	
Legal Officer, Legislative Review Section	S1	1	
Legal System Monitor	S1	6	
Municipal Co-ordination Officer	S1	1	
Municipal Property Officer	S1	1	

**POST TABLE (continued)**

<b>Fund</b>	<b>Post</b>	<b>Number of</b>	<b>Note</b>
<b>Main Programme</b>	<b>Grade</b>	<b>Posts</b>	
<b>Programme</b>			
Post Title			
National Adviser	NP2	2	Change from programme Democratization
National Communities Policy Adviser	NP2	1	
National Co-ordinator, Criminal Monitoring	NP2	1	
National Language Services Co-ordinator	NP2	1	
National Legal Adviser on Women and Children	NP2	1	
National Anti-Trafficking Officer	NP1	1	
National Budget/Administrative Officer	NP1	1	
National Civil Legal Adviser	NP1	1	
National Communities Policy Adviser	NP1	1	
National Human Rights Legal Adviser	NP1	1	
National Legal Adviser	NP1	1	
National Legal Adviser, Security Monitoring Section	NP1	2	
National Legal Officer, Legislative Review Section	NP1	3	
National Legal Officer, Property	NP1	1	
National Legal Officer, Property	NP1	1	Change in category, upgrade
National Legal System Officer	NP1	6	
National Programme Officer	NP1	1	Change in category, upgrade, change from programme Democratization
National Property Officer	NP1	4	
Personal Assistant	G6	1	
Senior Legal Assistant	G6	1	
Senior Programme Assistant	G6	71	
Senior Translator/Interpreter	G6	6	
Administrative Assistant	G5	2	
Anti-Trafficking Assistant	G5	1	
Human Rights Assistant	G5	6	
Legal Assistant	G5	1	
Legal System Assistant	G5	9	
Assistant/Secretary/Interpreter	G4	5	Change from programme Office of Head of Mission
Human Rights Assistant	G4	1	
Programme Assistant	G4	45	



**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
Programme Assistant	G4	6	Change from programme Democratization
Driver/Office Clerk	G3	1	
Receptionist	G2	1	Change from programme Office of Head of Mission
<b><u>Mission in Kosovo total</u></b>		<b><u>857</u></b>	
<b><u>Tasks in Bosnia and Herzegovina</u></b>			
<b><u>A.1.1 Office of Head of Mission</u></b>			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Director of Banja Luka Office	S4	1	
Director of Mostar Office	S4	1	
Director of Policy and Planning	S4	1	
Director of Sarajevo Office	S4	1	
Director of Tuzla Office	S4	1	
Election Adviser	S2	1	
Executive Assistant to Head of Mission	S2	1	
OHR/EUSR Liaison Officer	S2	1	
Programme Evaluation Officer	S2	1	
Senior Political Adviser, Economic and Environmental Issues	S2	1	
Executive Assistant to Deputy Head of Mission	S1	1	
National Chief of Security	NP3	1	
National Spokesperson	NP3	1	
National Deputy Chief of Security	NP2	1	Upgrade
National Personal Assistant to DHoM	NP1	1	
National Personal Assistant to HoM	NP1	1	
National Political Officer	NP1	1	
National Political Officer	NP1	1	Change to full-time
National Press Officer	NP1	4	
National Regional Political Officer	NP1	4	
National Reporting Officer	NP1	1	
National Website Manager	NP1	1	
Senior Political Assistant	G6	1	
Political Assistant	G5	1	New post
Public Information Assistant	G5	1	
Senior Interpreter	G5	7	
Website Assistant	G5	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number of</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>Posts</b>	
Post Title			
Assistant/Interpreter	G4	5	
Language Lecturer	G4	3	
Operations Assistant	G4	1	
Press Assistant	G4	1	
Security Guard	G2	16	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P5	1	
Chief, Human Resources	P4	1	
Chief of Finance	P3	1	
ICT Analyst	P2	1	
Chief of Procurement and Logistics	S3	1	
Legal Adviser	S2	1	
National Chief of Budget	NP3	1	
National Chief of Communications and Information Technology Services	NP3	1	
National Medical Officer	NP3	1	
National Accounts Officer	NP2	1	
National Budget Officer	NP2	1	
National Deputy Chief of Communication and Information Services	NP2	1	
National Executive Assistant	NP2	1	
National Finance Officer	NP2	2	
National Procurement Officer	NP2	2	
National Administrative Officer	NP1	1	
National Archives Officer	NP1	1	
National Communications Officer	NP1	1	
National ERP System Administrator	NP1	1	
National FMMC Officer	NP1	1	
National General Services Officer	NP1	2	
National Network Administrator	NP1	1	
National Personnel Officer	NP1	1	
National Recruitment Officer	NP1	1	
National Treasury Officer	NP1	1	
Email Manager/Helpdesk Operator	G6	1	
Senior Inventory Assistant	G6	1	
Senior Supply Assistant	G6	1	
Senior Transport Assistant	G6	1	
Budget Assistant	G5	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number of</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>Posts</b>	
Post Title			
Finance Assistant	G5	5	
Investigations Assistant	G5	2	
IT/Help Desk Co-ordinator	G5	1	
Payroll Assistant	G5	1	
Procurement Assistant	G5	1	
SMS Server Operator/Helpdesk Operator	G5	1	
Storekeeper	G5	1	
Training Support Assistant	G5	1	
Transport Maintenance Supervisor	G5	1	
Travel and Accommodation Assistant	G5	2	
Administrative Assistant	G4	3	
Archivist Assistant	G4	2	
Assistant Building Manager	G4	3	
Dispatcher	G4	1	
General Services Assistant	G4	2	
IT/Communications Assistant	G4	5	
Personnel Assistant	G4	2	
Personnel Assistant	G4	1	Change to full-time
Procurement Assistant	G4	1	
Transport Assistant	G4	1	
Administrative Clerk	G3	11	
Documents Management Clerk	G3	2	
Receptionist	G3	2	Change to part-time
Receptionist	G3	0.5	New post
Switchboard Operator	G3	2	
<b>A.2.2 Common Operational Costs</b>			
Driver DHoM	G3	1	
Senior Driver	G3	1	
Driver	G2	48	
Driver	G2	0.5	New post
Cleaner	G1	27	
Cleaner	G1	1	Change to part-time
<b>B.1.1 Security Co-operation</b>			
Director of Security Co-operation	S4	1	
Head of Arms Control Section	S3	1	
Head of Director's Office/Policy and Planning Officer	S3	1	
Head of Institution Building Section	S3	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
Head of Parliamentary Section	S3	1	
Arms Control Implementation Officer	S2	1	
Article IV Implementation Officer	S2	1	
Parliamentary Officer	S2	1	
Policy and Information Officer	S2	1	
National Compliance Officer	NP1	1	
National Defence and Security Affairs Officer	NP1	1	
National Legal Officer	NP1	1	
National Politico-Military Officer	NP1	1	
Logistics Assistant, Arms Control	G5	1	Upgrade
Personal Assistant	G5	1	
Senior Interpreter	G5	1	
Assistant/Interpreter	G4	5	
<b>B.3.1 Human Rights and Rule of Law</b>			
Director of Human Rights	S4	1	
Deputy Director — Human Rights	S3	1	
Field Advocacy Co-ordinator	S2	1	
Human Rights Adviser, Economic and Social Rights	S2	1	
Legal Adviser — Co-ordinator, Judicial and Legal Reform	S2	1	
Legal Adviser, Analysis and Reporting	S2	1	
Legal Adviser, Anti-Discrimination	S2	1	
Legal Adviser, Human Rights Institutions	S2	1	
Legal Adviser, Judicial and Legal Reform	S2	2	
Legal Adviser, War Crimes	S2	2	
Legal Adviser/Co-ordinator, ESR and Equality	S2	1	
Senior Human Rights Officer	S2	6	
Human Rights Officer	S1	12	
National Anti-Trafficking Officer	NP2	1	
National Legal Adviser	NP2	6	
National Legal Affairs Co-ordinator	NP2	1	
National Human Rights Officer	NP1	9	
National Property Rights Adviser	NP1	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
National Reporting and Information Officer	NP1	1	
National Trial Monitoring Officer	NP1	1	New post
Senior Database Assistant	G6	0.5	
Senior Programme Assistant	G6	1	
Language Assistant	G5	1	New post
Legal Assistant	G5	6	
Personal Assistant	G5	1	
Programme Assistant	G5	2	
Roma Monitor	G5	1	
Rule of Law Monitor	G5	24	
Assistant/Interpreter	G4	19	
<b>B.3.2 Education</b>			
Director, Department of Education Reform	S4	1	
Deputy Director — Education	S3	1	
Principal Adviser to the Director, HDE	S3	1	
Legal Adviser	S2	1	
Policy and Co-ordination Adviser	S2	1	
Policy and Regional Co-ordinator	S2	1	
National Education Adviser, Access and Non-Discrimination	NP2	1	
National Education Adviser, Civic Involvement	NP2	1	
National Finance and Management Adviser	NP2	1	
National Policy and Regional Co-ordinator	NP2	1	
National Legal Officer	NP1	2	
National Co-ordinator, Education Support	NP1	1	
National Education Officer	NP1	27	
National Information and Reporting Officer	NP1	1	
Programme Assistant	G5	4	
Project Assistant	G5	1	
Assistant/Interpreter	G4	6	
Project Assistant	G4	3	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
<b>B.4.1 Democratization</b>			
Director of Democratization	S4	1	
Deputy Director	S3	1	
Community Engagement Manager	S2	1	
Information Officer	S2	1	
Municipal Interventions Manager	S2	1	
Municipal Learning Manager	S2	1	
Programme Support Co-ordinator	S2	1	
Senior Parliamentary Support Officer	S2	1	
Municipal Co-ordinator	S1	13	
National Legal Adviser	NP2	3	
National Parliamentary Adviser	NP1	1	
National Programme Officer, Citizen Participation	NP1	13	
National Programme Officer, Community Development	NP1	1	
National Programme Officer, Local Economic Development	NP1	1	
National Programme Officer, Municipal Communication	NP1	1	
National Programme Officer, Municipal Development	NP1	20	
National Programme Officer, Municipal Legislation	NP1	1	
National Programme Officer, Participation and Partnership	NP1	1	
National Programme Officer, Youth Adviser	NP1	1	
Parliamentary Support Project Assistant	G5	1	
Personal Assistant	G5	1	
Programme Assistant	G5	2	
Programme Assistant, Community Development	G5	14	
Programme Assistant, Community Engagement	G5	2	
Programme Assistant, Governance	G5	13	
Programme Assistant, Municipal Co-ordination	G5	13	
Programme Assistant, Municipal Interventions	G5	2	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number of</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>Posts</b>	
Post Title			
Programme Assistant, Municipal Learning	G5	4	
Administrative Secretary	G4	1	
<b>Regional Stabilization/Arms Control</b>			
<b>B.1.1 Implementation of Article IV</b>			
Analyst Staff Officer	S	1	
Driver	S	1	
Military Adviser	S	1	
Operation Staff Officer	S	1	
Personal Representative of the CiO	S	1	
Administrative Secretary	G5	1	
<b>Tasks in Bosnia and Herzegovina</b>		<b>538.5</b>	
<b>total</b>			
<b>Office in Zagreb</b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Office	HoM	1	
Head of Unit	S3	1	
Programme Assistant	G5	1	
Public Information Assistant	G5	1	
Senior Secretary	G5	1	
Language Assistant II	G4	1	
<b>A.2.1 Fund Administration Unit</b>			
Chief, Fund Administration Unit	P3	1	
Senior Finance and Personnel Assistant	G6	1	
IT Assistant	G5	1	
Office Assistant	G4	1	
Procurement Assistant	G4	1	
Transport and Travel Assistant	G4	1	
<b>A.2.2 Common Operational Costs</b>			
Driver	G2	2	
<b>B.3.1 War Crimes Monitoring</b>			
Head of Unit	S3	1	
Legal and Human Rights Officer	S1	2	
Legal Officer	S1	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
National Field Programme Officer	NP1	2	
National Legal Officer	NP1	2	
Programme Assistant	G5	4	
<b>B.3.2 Housing Care Implementation</b>			
Head of Unit	S3	1	
National Field Programme Officer	NP1	1	
National Legal Officer	NP1	1	
Programme Assistant	G5	2	
<b><u>Office in Zagreb total</u></b>		<b><u>31</u></b>	
<b><u>Mission to Serbia</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Head of Press and Public Information	S2	1	
Municipal Co-ordinator	S2	1	
Senior Political Officer	S2	1	
Political Officer	S1	1	
Political/Reporting Officer	S1	1	
National Special Adviser, CSBM	NP3	1	
National Executive Officer	NP1	1	Change in category
National Project Co-ordination Officer	NP1	1	
Personal Assistant to HoM	G6	1	
Senior Press and Public Information Assistant	G6	1.5	
Field Programme Assistant	G5	2	
Public Information Assistant	G5	1	
Reports Assistant	G5	1	
Senior Secretary	G5	1	
Supervisor, Security Unit	G5	1	
Project Assistant	G4	1	
Senior Security Guard	G3	1	
Security Guard	G2	8	
<b>A.2.1 Fund Administration Unit</b>			
Chief, Fund Administration Unit	P3	1	
Finance Officer	P2	1	
Procurement Officer	S1	1	
National Human Resources Officer	NP2	1	
National ICT Officer	NP1	1	Change in category



**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number of</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>Posts</b>	
Post Title			
Senior Administrative Assistant	G6	1	
Senior Communications Assistant	G6	1	
Senior Human Resources and Training Assistant	G6	1	
Senior ICT Assistant	G6	2	
Senior Procurement Assistant	G6	1	
Asset Management Assistant	G5	1	
Assistant to CFA	G5	1	
Budget Assistant	G5	1	
Finance Assistant	G5	2	
Human Resources Assistant	G5	1	
Treasury Assistant	G5	1	
Human Resources Assistant	G4	0.5	
ICT Assistant	G4	2	
Procurement Assistant	G4	1	
Transport Assistant	G4	1	
Building Maintenance Technician	G3	1	
Office Clerk	G3	1	
Receptionist	G3	1	
Gardener/Handyman	G2	1	
Handyman	G2	1	
Registry Clerk	G2	0.5	
<b>A.2.2 Common Operational Costs</b>			
Senior Driver	G3	2	
Driver	G2	8	
Cleaner	G1	7	
<b>B.1.1 Police Affairs</b>			
Accountability Programme Manager	S2	1	
Border Policing Adviser	S2	1	
Community Policing Adviser	S2	2	
Community Policing Programme Manager	S2	1	
Crime Scene Forensic Adviser	S2	1	
Curriculum Development Adviser	S2	1	
Head Law Enforcement	S2	1	
Head of Strategic Development Unit	S2	1	
Organized Crime Adviser	S2	1	
Organized Crime Programme Manager	S2	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number of</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>Posts</b>	
Post Title			
Police Education Programme Manager	S2	1	
Police Training Adviser	S2	8	
Strategic Planning Adviser	S2	1	
Training Co-ordinator	S2	1	
War Crimes Adviser	S2	1	
National Programme Officer	NP1	1	
Senior Programme Assistant	G6	1	
Curriculum Development Assistant	G5	1	
Project Assistant	G5	13	
Training/Language Assistant	G4	8	
<b>B.3.1 Democratization</b>			
Environmental Adviser	S2	1	
Governance Adviser	S2	1	
Head Democratization	S2	1	
Human Rights Programme Co-ordinator	S2	1	
Senior Adviser on Minority Issues	S2	1	
Senior Parliamentary Officer	S2	1	
National Legal Adviser	NP2	1	
National Governance Officer	NP1	1	
National Programme Officer	NP1	3	
National Programme Officer	NP1	1	New post
Senior Governance Training Assistant	G6	1	
Senior Programme Assistant	G6	5	
Senior Programme Assistant	G6	1	Change from programme Economic and Environmental Activities
Senior Programme Co-ordination Assistant	G6	1	
Programme Assistant	G5	1	
Project Assistant	G5	1	Change from programme Economic and Environmental Activities
<b>B.3.2 Media</b>			
Head Media	S2	1	
National Media Programme Development Officer	NP2	1	
National Legal Officer	NP1	2	
Senior Administrative Assistant	G6	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number of</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>Posts</b>	
Post Title			
Senior Media Legislation Assistant	G6	1	
Senior Media/FOM Assistant	G6	1	
Administrative Assistant	G5	1	
Media Monitoring Assistant	G5	1	
Media Training Assistant	G5	2	
<b>B.3.3 Rule of Law and Human Rights</b>			
Economic Transparency Adviser	S2	1	
Head HR and RoL	S2	1	
Legal Adviser Judicial Reform	S2	1	
Legal Adviser on Organized Crime	S2	1	
Legal Reform Adviser	S2	1	
Senior Co-ordinator for Rule of Law and Human Rights	S2	1	
National Legal Adviser	NP2	1	
National Legal Officer	NP2	3	
National Criminal Justice System Adviser	NP1	1	
National Legal Officer	NP1	1	
National War Crimes Trials Adviser	NP1	1	
Senior Legal Assistant	G7	2	
Senior Administrative Assistant	G6	1	
Senior Programme Assistant	G6	1	
Senior Project Assistant	G6	1	Change from programme Economic and Environmental Activities
Legal Translator/Interpreter	G5	2	
<b><u>Mission to Serbia total</u></b>		<b><u>173.5</u></b>	
<b><u>Presence in Albania</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Presence	HoM	1	
Deputy Head of Presence	DHoM	1	
Chief Political, Public Affairs and Reporting Officer	S3	1	
Project Finance Officer	S2	1	Upgrade
Project Office Co-ordinator	S2	1	
Head of Project Office	S1	4	
National Public Affairs Officer	NP2	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number of</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>Posts</b>	
Post Title			
National Donor and Project Co-ordination Officer	NP1	1	Change in category
National Political Officer	NP1	2	
Senior Public Affairs Assistant	G6	1	
Senior Translator/Interpreter	G6	1	
Field Assistant	G5	8	
Project Assistant	G5	1	
Project Assistant	G5	1	Upgrade
Project Co-ordination Assistant	G5	1	
Senior Secretary	G5	2	
Security Supervisor	G3	1	
Video/Electronic Technician	G3	1	
Security Guard	G2	3	
<b>A.2.1 Fund Administration Unit</b>			
Chief, Fund Administration Unit	P3	1	
Human Resources Officer	S2	1	Upgrade
Material Resources Officer	S2	1	
National Finance Officer	NP1	1	
Senior Human Resources Assistant	G6	1	
Senior ICT Assistant	G6	1	
Asset Management Assistant	G5	1	
Finance Assistant	G5	2	
ICT Assistant	G5	1	
Procurement Assistant	G5	2	
Transport Assistant	G5	1	
Administrative Assistant	G4	1	Upgrade
Human Resources and Training Assistant	G4	1	
Registry Assistant	G4	1	
Supply Assistant	G4	1	
Travel Clerk/Receptionist	G3	1	
Vehicle Maintenance Clerk	G3	1	
<b>A.2.2 Common Operational Costs</b>			
Senior Driver	G3	1	
Driver	G2	10	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
<b>B.1.1 Security Co-operation</b>			
Head of Security Co-operation Department	S3	1	
Police Assistance and Border Management Officer	S2	1	
Senior Police Assistance Officer	S2	1	
National Security Officer	NP1	1	
Programme Assistant	G5	2	
Translator/Interpreter	G5	1	
<b>B.2.1 Governance in Economic and Environmental Issues</b>			
Head of Governance, Economy and Environmental Issues Dept	S3	1	
Economic and Environment and Regional Reform Officer	S2	1	
National Anti-Trafficking Officer	NP2	1	Upgrade
National Legal Officer, Property	NP1	1	
National Programme Officer	NP1	1	Downgrade
Programme Assistant	G5	1	
Project Assistant	G5	1	
Project Assistant	G5	1	Upgrade
Translator/Interpreter	G5	1	
<b>B.3.1 Democratization</b>			
Head of Democratization Department	S3	1	
Senior Democratization Officer	S2	1	
Media Development Officer	S1	1	
National Electoral Reform Officer	NP2	1	
National Civil Society and Gender Officer	NP1	1	
National Election Legal Officer	NP1	1	
Senior Media Development Assistant	G6	1	
Administrative Assistant	G5	1	
Programme Assistant	G5	1	
Programme Assistant	G4	1	Downgrade
<b>B.3.2 Rule of Law and Human Rights</b>			
Head of Rule of Law and Human Rights Department	S3	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number of</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>Posts</b>	
Post Title			
Senior Judicial Officer	S2	1	
Senior Legal Officer	S2	1	
Legal Officer	S1	1	
National Legal Officer	NP1	3	
Legal Assistant	G5	2	
Programme Assistant	G5	1	
Translator/Interpreter	G5	1	
<b><u>Presence in Albania total</u></b>		<b><u>100</u></b>	
<b><u>Spillover Monitor Mission to Skopje</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Chief Security Officer	P3	1	
Chief, Political/Reporting	S3	1	
Political Adviser	S2	1	
Programme Co-ordinator	S2	1	
Public Information and Media Officer	S2	1	Upgrade, change from programme Media
Senior Project Officer	S2	1	
Political/Reporting Officer	S1	1	
National Executive Officer	NP2	1	
National Political Liaison Officer	NP2	1	
National Records and Archives Officer	NP1	1	
Senior Assistant, Roma Issues	G6	1	
Senior Political Assistant	G6	1	
Senior Public Information and Media Assistant	G6	2	Upgrade, change from programme Media
Project Assistant	G5	1	
Senior Secretary	G5	1	Downgrade
Administrative Assistant	G4	1	
Archives Assistant	G4	2	
Language Assistant II	G4	2	
Security Assistant	G4	1	
Situation Centre Assistant	G4	3	
Close Protection Specialist	G3	1	
Protocol Clerk	G3	1	
Radio Operator	G3	5	
Driver	G2	2	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number of</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>Posts</b>	
Post Title			
Office Clerk	G2	1	
Security Guard	G2	14	
<b>A.2.1 Fund Administration Unit</b>			
Head, Administration and Finance	P5	1	
Chief, Finance	P3	1	
Chief, General Services	P3	1	
Chief, Human Resources Management	P3	1	
Procurement Officer	S1	1	
National ICT Officer	NP3	1	
National Supply Officer	NP2	1	
National Administrative Officer	NP1	1	
National Building Management Officer	NP1	1	
National Finance Officer	NP1	1	
National Human Resources Officer	NP1	1	
Nurse	G6	1	
Senior Communications Technician	G6	1	
Senior Training Assistant	G6	1	
Senior Transport Assistant	G6	1	Upgrade
Communications Technician	G5	1	
Finance Assistant	G5	1	
Human Resources Assistant	G5	2	
IT Network Technician	G5	1	
Procurement Assistant	G5	1	
Treasury Assistant	G5	1	
Web/Database Developer	G5	1	
Administrative Assistant	G4	1	
IT Help Desk Technician	G4	2	
Material Management Assistant	G4	2	
Procurement Assistant	G4	1	
Vehicle Maintenance Assistant	G4	1	
Finance Clerk	G3	1	
Human Resources Clerk	G3	1	
Material Control Clerk	G3	1	
Technician	G3	0.5	Change to part-time
Transport Dispatcher	G3	1	
Material Management Clerk	G2	1	
Warehouse Worker	G2	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
<b>A.2.2 Common Operational Costs</b>			
Bus Driver	G3	2	
Driver	G2	5	
Cleaner	G1	1	
<b>B.1.1 Police Development</b>			
Head, Police Development Department	S4	1	
Chief of Police Training	S3	1	
Chief, Community Development	S3	1	
Deputy Head Police Development Department	S3	1	
Senior Border Police Adviser	S3	1	New post
Police Adviser, Community/Minority	S2	1	New post
Senior Police Training Adviser	S2	1	New post
Community Police Adviser	S1	14	
Curriculum Development Officer	S1	1	
Police Instructor	S1	3	
Project Officer	S1	1	
Reporting Analysis Officer	S1	1	
National Legal Adviser	NP1	1	
Administrative Assistant	G5	1	
Curriculum Development Assistant	G5	2	
Project Assistant	G5	1	
Project Assistant	G5	3	New post
Publications Assistant	G5	1	
Senior Secretary	G5	1	
Administrative Assistant	G4	2	
Language Assistant I	G3	18	
<b>B.3.1 Rule of Law</b>			
Head of Rule of Law	S4	1	
Deputy Head of Rule of Law	S3	1	
Senior Rule of Law Officer/Anti-Trafficking	S2	1	
Senior Rule of Law Officer/Capacity-Building	S2	1	
Senior Rule of Law Officer/Judicial Reform	S2	1	
Analysis and Reporting Officer	S1	1	
Rule of Law Officer	S1	2	



**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
Rule of Law Officer/Capacity-Building	S1	1	
National Legal Adviser	NP2	1	
National Rule of Law Officer	NP1	8	
Senior Legal Assistant	G6	2	
Legal Translator Assistant	G5	2	
Rule of Law Assistant	G5	1	
Senior Assistant	G5	1	
Programme Assistant	G4	6	
<b>B.4.1 Monitoring and Good Governance</b>			
Head of Monitoring and Good Governance Department	S3	1	Change from programme Confidence Building
Senior Good Governance Officer	S2	1	Change from programme Public Administration Support
Senior Monitoring Officer	S2	2	Change from programme Confidence Building
Education Development Officer	S1	2	Change from programme Confidence Building
Monitoring and Reporting Officer	S1	1	Change from programme Confidence Building
Monitoring Officer	S1	6	Change from programme Confidence Building
Project Officer	S1	1	Change from programme Confidence Building
National Good Governance Officer	NP1	4	Change from programme Public Administration Support
Good Governance Project Assistant	G5	1	Change from programme Public Administration Support
Project Assistant	G5	1	Change from programme Confidence Building
Project Assistant	G5	2	Upgrade, change from programme Confidence Building
Office Assistant	G4	1	Change from programme Confidence Building

**POST TABLE (continued)**

<b>Fund</b>				
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>		<b>Note</b>
<b>Programme</b>				
<b>Post Title</b>				
Language Assistant I	G3	8		Change from programme Confidence Building
<b><u>Spillover Monitor Mission to Skopje</u></b>		<b><u>213.5</u></b>		
<b><u>total</u></b>				
<b><u>Mission to Montenegro</u></b>				
<b>A.1.1 Office of Head of Mission</b>				
Head of Mission	HoM	1		
Deputy Head of Mission/Programme Co-ordinator	DHoM	1		
Senior Political Officer	S2	1		
Senior Political Assistant	G6	1		
Senior Programme Support Assistant	G6	1	Upgrade	
Senior Secretary/Personal Assistant to HoM	G6	1		
Assistant Translator/Interpreter	G5	1		
Public Information Assistant	G5	1		
Security Guard	G2	2		
<b>A.2.1 Fund Administration Unit</b>				
Chief of Fund Administration	P2	1		
National Finance Officer	NP1	1	Downgrade	
Senior Human Resources Assistant	G6	1	Upgrade	
Finance Assistant	G5	1		
ICT/DocIn Assistant	G5	1		
Procurement Assistant	G5	1		
Transport Clerk	G3	1		
Receptionist	G2	1		
<b>A.2.2 Common Operational Costs</b>				
Driver	G2	1		
Cleaner	G1	1		
<b>B.1.1 Police Affairs</b>				
Chief of Police Training Centre	S2	1		
Police Expert Organized Crime	S2	1		
Programme Manager	S2	1		
Police Trainer	S1	2		
Senior Programme Assistant	G6	1		
Programme Assistant	G5	1		
Training Assistant	G5	3	Upgrade	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number of</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>Posts</b>	
Post Title			
<b>B.1.2 Politico-Military Activities</b>			
National Politico-Military Officer	NP1	1	
<b>B.2.1 Economic and Environmental</b>			
National Programme Officer	NP2	1	
Project Assistant	G5	1	
<b>B.3.1 Democratization</b>			
Democratization Officer	S2	1	
Programme Manager	S2	1	
National Education Officer	NP1	1	
National Training Officer	NP1	1	
Senior Programme Assistant	G6	1	Upgrade
Programme Assistant	G5	1	
<b>B.3.2 Media</b>			
Programme Manager	S2	1	
Programme Assistant	G5	1	
<b>B.3.3 Rule of Law and Human Rights</b>			
Human Rights Officer	S2	1	
Programme Manager, Rule of Law/Human Rights	S2	1	
National Legal Officer	NP1	2	
Programme Assistant	G5	1	
<b><u>Mission to Montenegro total</u></b>		<b><u>46</u></b>	
<b><u>Mission to Moldova</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Public Affairs Officer/Spokesperson	S2	1	
National Legal Adviser	NP1	1	
Senior Media/FOM Assistant	G7	1	
Interpreter/Executive Assistant	G6	1	
Senior Programme Assistant	G6	1	
Assistant/Secretary to the HoM	G5	1	
Media Assistant	G5	1	
Secretary	G4	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number of</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>Posts</b>	
Post Title			
Security Guard	G2	3	
Security Guard	G2	2	New post
Office Support Clerk	G1	1	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P2	1	
National Finance Officer	NP1	1	
Senior IT Assistant	G7	1	
Senior Personnel Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Finance Assistant	G5	1	
Administrative Assistant	G4	1	
Mission Secretary/Travel Assistant	G4	1	
Supply Assistant	G4	1	
Office Clerk	G3	1	
Receptionist	G2	2	
<b>A.2.2 Common Operational Costs</b>			
Senior Driver/Dispatcher	G3	1	
Office Clerk	G2	1	
Vehicle Mechanic/Driver	G2	1	
Cleaner	G1	1	
<b>B.1.1 Conflict</b>			
<b>Prevention/Resolution</b>			
Military Member	S2	2	
Political Officer	S2	2	
Politico-Military Officer	S2	2	
Senior Programme Assistant	G6	1	
Assistant Translator/Interpreter	G5	1	
<b>B.3.1 Human Rights</b>			
<b>Monitoring/Democratization</b>			
Human Dimension Officer	S2	2	
National Legal Adviser	NP1	2	
National Legal Adviser	NP1	1	Change in category, upgrade
<b>B.3.2 Anti-Trafficking/Gender</b>			
Anti-Trafficking Officer	S2	1	
National Civil Legal Adviser	NP1	1	
Senior Programme Assistant	G6	2	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Programme/Administrative Assistant	G5	1	
<b><u>Mission to Moldova total</u></b>		<b><u>50</u></b>	
<b><u>Project Co-ordinator in Ukraine</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Project Co-ordinator	HoM	1	
Senior Project Officer	S3	1	
National Programme Co-ordinator	NP2	1	Downgrade, change from programme Democratization and Good Governance
National Programme Co-ordinator	NP2	1	Upgrade, change from programme Democratization and Good Governance
Personal Assistant to HoC	G5	1	
Project Assistant	G5	1	Change in category, downgrade, change from programme Democratization and Good Governance
Security Guard	G2	2	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P3	1	
National Finance Officer	NP1	1	
National Human Resources Officer	NP1	1	
National Procurement Officer	NP1	1	
Senior Finance Assistant	G6	1	
Senior ICT Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Senior Treasury Assistant	G6	1	
Asset Management Assistant	G5	1	
Human Resources Assistant	G4	1	
Secretary	G4	1	
<b>A.2.2 Common Operational Costs</b>			
Senior Driver	G3	1	
Driver	G2	1	
Cleaner	G1	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
<b>B.3.1 Democratization and Good Governance</b>			
National Elections and Governance Officer	NP1	1	
National Project Officer	NP1	1	
National Project Officer, Media Project Assistant	NP1	1	
	G5	1	
<b>B.3.2 Rule of Law and Human Rights</b>			
National Legal Adviser	NP3	1	Upgrade
National Programme Officer	NP2	1	
National Project Manager	NP2	2	
National Legal Officer	NP1	2	
National Project Officer	NP1	4	
Senior Project Assistant	G6	1	
Project Assistant	G5	3	
<b>B.4.1 Economic, Environmental and Politico-Military Projects</b>			
National Project Manager	NP2	1	
National Programme Officer, Politico Military	NP1	1	
National Project Officer, Environmental Affairs	NP1	1	
Project Assistant	G5	1	
<b><u>Project Co-ordinator in Ukraine</u></b>		<b><u>44</u></b>	
<b><u>total</u></b>			
<b><u>Office in Minsk</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Office	HoM	1	
Deputy Head of Office	DHoM	1	
Senior Programme and Administrative Assistant	G6	1	Change from programme Economic and Environmental Activities
Language Assistant	G4	1	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P2	1	
Senior Finance Assistant	G6	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Administrative/Human Resources Assistant	G5	1	
Material Management Assistant	G5	1	
<b>A.2.2 Common Operational Costs</b>			
Senior Driver	G3	1	
<b>B.2.1 Economic and Environmental Activities</b>			
Economic and Environmental Officer	S2	1	
Senior Programme Assistant	G6	1	Upgrade, change from programme Office of Head of Mission
<b>B.3.1 Institution Building, Rule of Law and Civil Society</b>			
Human Dimension Officer	S2	1	
Programme Assistant	G5	1	
<b><u>Office in Minsk total</u></b>		<b><u>13</u></b>	
<b><u>Office in Yerevan</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Office	HoM	1	
National Programme Co-ordinator	NP2	1	Upgrade
National Public Information Officer	NP2	1	
Senior Press and Public Information Assistant	G6	1	
Senior Project Assistant	G6	1	
Interpreter/Translator	G5	1	
Senior Secretary	G5	1	
Senior Watchman	G3	1	New post
Watchman	G2	3	New post
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P2	1	
National Finance Officer	NP1	1	
Senior Administrative Assistant	G6	1	
Senior Finance and Treasury Assistant	G6	1	
Senior Human Resources Assistant	G6	1	Upgrade
Senior ICT Assistant	G6	1	New post

**POST TABLE (continued)**

<b>Fund</b>				
<b>Main Programme</b>	<b>Post</b>	<b>Number of</b>		<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>Posts</b>		
Post Title				
Senior Procurement and Assets Management Assistant	G6	1	Upgrade	
<b>B.1.1 Politico-Military Activities</b>				
Politico-Military Officer	S2	1		
National Programme Officer	NP2	2		
Senior Programme Assistant	G6	2		
<b>B.2.1 Economic and Environmental Activities</b>				
Economic and Environmental Officer	S2	1		
National Programme Officer	NP1	1		
National Programme Officer	NP1	1	Change in category, upgrade	
National Project Co-ordinator	NP1	1		
Project Assistant	G5	1		
Driver	G2	1	Downgrade	
<b>B.3.1 Democratization</b>				
Democratization Officer	S2	1		
National Programme Officer	NP2	1		
National Programme Officer	NP1	1		
Senior Programme Assistant	G6	1		
Programme Assistant	G5	1		
<b>B.3.2 Human Rights</b>				
Human Rights Officer	S2	1		
National Assistant Legal Adviser	NP1	1		
Senior Programme Assistant	G6	1		
<b>B.4.1 Good Governance</b>				
Deputy Head of Office	DHoM	1		
National Programme Officer	NP2	1		
Senior Programme Assistant	G6	2		
<b>A.2.2 Common Operational Costs</b>				
Senior Driver	G3	1		
Driver	G2	1		
Driver	G2	1	Downgrade	
Driver	G2	1	New post	
Cleaner	G1	1		



**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
Cleaner	G1	1	New post
<b>Office in Yerevan total</b>		<b>47</b>	
<b>Office in Baku</b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Office	HoM	1	
Deputy Head of Office	DHoM	1	
National Press and Public Information Officer	NP1	1	
Language Assistant	G5	1	New post
Senior Secretary	G5	1	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P2	1	
Senior Administrative and Finance Assistant	G6	1	
Senior IT Assistant	G6	1	New post
Administrative Assistant	G5	1	
Finance Assistant	G5	1	
Procurement/Asset Management Assistant	G5	1	
Human Resources Assistant	G4	0.5	New post
Office Assistant	G4	1	
<b>A.2.2 Common Operational Costs</b>			
Senior Driver	G3	1	
Driver	G2	1	
Cleaner	G1	1	
<b>B.1.1 Politico-Military Activities</b>			
Head, Politico-Military Unit	S3	1	
Police Expert	S2	2	
Senior Police Adviser	S2	1	
Senior Programme Assistant	G6	1	
Project Assistant	G5	2	
<b>B.2.1 Economic and Environmental Activities</b>			
Head, Economic and Environmental Unit	S3	1	
Economic and Environmental Officer	S2	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Senior Programme Assistant	G6	1	
Senior Project Assistant	G6	1	
<b>B.3.2 Rule of Law and Human Rights</b>			
Head of Rule of Law Unit	S3	1	
Judicial Training Officer	S2	1	
National Legal Officer	NP1	2	
Programme Assistant	G5	1	
<b>B.3.1 Democratization</b>			
Democratization Officer	S2	1	
National Capacity-Building Officer	NP1	1	New post
Senior Programme Assistant	G6	2	
Programme Assistant	G5	1	New post
<b><u>Office in Baku total</u></b>		<b><u>36.5</u></b>	
<b><u>High-Level Planning Group</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Officer	S	8	
Senior Administrative Assistant	G6	1	
<b><u>High-Level Planning Group total</u></b>		<b><u>9</u></b>	
<b><u>Personal Representative of the CiO on the Conflict Dealt with by the Minsk Conference</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Personal Representative of the CiO	HoM	1	
Field Assistant to the PR	S2	3	
Personal Assistant to the PR	S2	1	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P2	1	
Senior Administrative Assistant	G6	1	
Finance Assistant	G5	1	
<b>A.2.2 Common Operational Costs</b>			
Driver/Administrative Assistant — Yerevan	G5	1	
Driver — Stepanakert/Khankendi	G3	1	
Driver Instructor/Mechanic — Tbilisi	G3	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
Driver — Baku	G2	1	
Driver — Tbilisi	G2	1	
Housekeeper — Baku	G1	1	
Housekeeper — Stepanakert/Khankendi	G1	1	
Housekeeper — Tbilisi	G1	1	
Housekeeper — Yerevan	G1	1	
<b><u>Personal Representative of the CiO</u></b>		<b><u>17</u></b>	
<b><u>on the Conflict Dealt with by the</u></b>			
<b><u>Minsk Conference total</u></b>			
<b><u>Centre in Astana</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Centre	HoM	1	
Deputy Head of Centre	S4	1	
Personal Assistant/Secretary to HoC	G5	1	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P2	1	
National Administrative and Finance Officer	NP1	1	
Senior Finance Assistant	G6	1	
Administrative/Human Resources Assistant	G5	1	
Asset Management Assistant	G5	1	
Finance Assistant	G5	1	
Material Management Assistant	G5	1	
<b>A.2.2 Common Operational Costs</b>			
Senior Driver	G3	1	
Driver	G2	3	
Cleaner	G1	0.5	Change to part-time
<b>B.1.1 Politico-Military Activities</b>			
Political Officer	S2	1	
National Political/Media Officer	NP1	1	
Senior Programme Assistant	G6	1	
Project Assistant	G5	1	New post

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
<b>B.2.1 Economic and Environmental Activities</b>			
Economic and Environmental Officer	S2	1	
National Economic and Environmental Co-ordinator	NP1	1	
Senior Programme Assistant	G6	1	
Project Assistant	G5	1	New post
<b>B.3.1 Human Dimension Activities</b>			
Human Dimension Officer	S2	1	
National Legal Officer	NP1	1	
Senior Legal Assistant	G6	1	
Senior Project Assistant	G6	1	
<b><u>Centre in Astana total</u></b>		<b><u>26.5</u></b>	
<b><u>Centre in Ashgabad</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Centre	HoM	1	
Project Co-ordinator	S3	1	
Senior Public Information Assistant	G6	1	
Personal Assistant to HoC	G5	1	
Project Assistant	G5	1	
Security Guard	G2	4	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P2	1	
Senior Finance Assistant	G6	1	
Administrative Assistant	G5	1	
Procurement Assistant	G5	1	
<b>A.2.2 Common Operational Costs</b>			
Driver/Technician	G3	1	
Senior Driver	G3	1	
Driver	G2	1	
Cleaner	G1	1	
<b>B.1.1 Conflict Prevention and Confidence and Security Building</b>			
Political Officer	S2	1	
Senior Programme Assistant	G6	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
<b>B.2.1 Economic and Environmental Activities</b>			
Economic and Environmental Officer	S2	1	
Programme Assistant	G5	1	
<b>B.3.1 Human Dimension Activities</b>			
Human Dimension Officer	S2	1	
National Legal Adviser	NP1	1	
Programme Assistant	G5	1	
<b><u>Centre in Ashgabad total</u></b>		<b><u>24</u></b>	
<b><u>Centre in Bishkek</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Centre	HoM	1	
Deputy Head of Centre	DHoM	1	
Programme Co-ordinator	S3	1	
Senior Programme Assistant	G6	1	
Senior Security Assistant	G6	1	
Assistant to Head of Centre	G5	1	
Programme Assistant	G5	5	Change from programme Economic and Environmental Activities
Project Assistant	G5	1	
Security Guard	G2	13	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P3	1	
National Administrative Officer	NP1	1	
National Finance Officer	NP1	1	Change in category, upgrade
Senior Human Resources Assistant	G6	1	Upgrade
Senior Procurement Assistant	G6	1	
Assets Management Assistant	G5	1	
Finance and Treasury Assistant	G5	1	
ICT Assistant	G5	1	
Procurement Assistant	G5	1	
Treasury Assistant	G5	1	
Administrative Assistant	G4	1	
Finance Assistant	G4	1	
Human Resources Assistant	G4	1	
Travel Assistant	G4	1	
Office Clerk	G3	2	New post

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number of</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>Posts</b>	
Post Title			
<b>A.2.2 Common Operational Costs</b>			
Driver/Mechanic	G3	1	
Senior Driver	G3	1	
Driver	G2	7	
Cleaner	G1	4	
Cleaner	G1	1	New post
<b>B.1.1 Politico-Military Activities</b>			
Head of Field Office, Osh	S3	1	
Senior Political Officer	S3	1	
Adviser on Anti-Terrorism Issues	S2	1	
National Media Officer	NP1	1	Change from programme Office of Head of Mission
Senior Programme Assistant	G6	3	
Senior Programme Assistant	G6	1	New post
Programme Assistant	G5	1	
<b>B.2.1 Economic and Environmental Activities</b>			
Senior Economic and Environmental Officer	S3	1	Upgrade
Economic and Environmental Officer	S2	1	
Senior Programme Assistant	G6	4	
<b>B.3.1 Human Dimension Activities</b>			
Senior Human Dimension Officer	S3	1	
Human Dimension Officer	S2	1	
Penitentiary Reform Adviser	S2	1	
National Legal Officer	NP2	1	Change from programme Office of Head of Mission
National Project Co-ordinator	NP1	1	
Senior Legal Assistant	G6	1	
Senior Programme Assistant	G6	2	
Programme Assistant	G5	1	
<b>B.4.1 Police Reform Programme</b>			
Police Reform Adviser	S3	1	
Community Policing Adviser	S2	2	
Police Adviser	S2	1	Change from programme Office of Head of Mission

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number of</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>Posts</b>	
Post Title			
Senior Programme Assistant	G6	3	
Programme Assistant	G5	1	
Project Assistant	G5	2	
Translator/Interpreter	G5	1	
<b><u>Centre in Bishkek total</u></b>		<b><u>90</u></b>	
<b><u>Project Co-ordinator in Uzbekistan</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of the Office	HoM	1	
Senior Secretary	G5	1	
Senior Security Guard	G3	1	
Security Guard	G2	2	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	NP2	1	
Asset Management Assistant	G5	1	
Finance Assistant	G5	1	
Human Resources Assistant	G5	1	
Information Technology Assistant	G5	1	
<b>A.2.2 Common Operational Costs</b>			
Senior Driver	G3	1	
Driver	G2	1	
Cleaner	G1	2	
<b>B.1.1 Politico-Military Activities</b>			
National Project Officer	NP2	1	
<b>B.2.1 Economic and Environmental Activities</b>			
Senior Project Officer	S2	1	
National Economic and Environmental Officer	NP2	1	
Programme Assistant	G5	1	New post
<b>B.3.1 Human Dimension Activities</b>			
Senior Project Officer	S2	1	
<b><u>Project Co-ordinator in Uzbekistan total</u></b>		<b><u>19</u></b>	

**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
Post Title			
<b><u>Office in Tajikistan</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Office	HoM	1	
Deputy Head of Office	DHoM	1	
Security Officer	P3	1	
Programme Co-ordinator	S3	1	
Field Officer	S2	1	
Field Officer	S1	2	
Senior Field Assistant	G6	1	Upgrade
Senior Legal Assistant	G6	1	New post
Senior Press and Public Information Assistant	G6	1	
Senior Programme Assistant	G6	1	
Assistant Translator/Interpreter	G5	1	
Field Assistant	G5	4	
Field Assistant	G5	1	New post
Project Assistant	G5	1	New post
Security Assistant	G5	1	
Senior Secretary	G5	2	
Administrative Assistant	G4	5	
Receptionist	G3	1	New post
Senior Security Guard	G3	1	
Security Guard	G2	19	
Security Guard	G2	13	New post
Cook	G1	3	
<b>A.2.1 Fund Administration Unit</b>			
Chief, Fund Administration Unit	P3	1	
Associate Finance Officer	P2	1	
National Administrative Officer	NP2	1	
National Personnel Officer	NP1	1	
Senior Finance Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Administrative Assistant	G5	1	
Asset Management Assistant	G5	1	
Communications Assistant	G5	1	
Finance Assistant	G5	1	
Finance Assistant	G5	1	New post
Human Resources Assistant	G5	1	New post
IT Assistant	G5	1	
Procurement Assistant	G5	1	New post



**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
Treasury Assistant	G5	1	
Building Maintenance Assistant	G4	1	
Human Resources Assistant	G4	1	
Transport Assistant	G4	1	New post
<b>A.2.2 Common Operational Costs</b>			
Senior Driver	G3	1	
Driver	G2	9	
Handyman	G2	1	
Senior Cook	G2	1	Upgrade
Cleaner	G1	7	
Cleaner	G1	1	New post
Cook	G1	1	
<b>B.1.1 Political and Military Aspects of Security</b>			
Border Management Adviser	S2	1	Change from programme SALW and CA, Mine Action, Anti-Terrorism and Security-Related Activities
Border Management Officer	S2	1	Upgrade, change from programme SALW and CA, Mine Action, Anti-Terrorism and Security-Related Activities
Counter-Terrorism and Police Issues Adviser	S2	1	Change from programme Fostering Political Dialogue and Security
De-Mining Officer	S2	1	Change from programme SALW and CA, Mine Action, Anti-Terrorism and Security-Related Activities
Political Officer	S2	1	Change from programme Fostering Political Dialogue and Security
Politico-Military Officer	S2	1	Change from programme SALW and CA, Mine Action, Anti-Terrorism and Security-Related Activities
National Politico-Military Officer	NP2	1	New post

**POST TABLE (continued)**

<b>Fund</b>	<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
	<b>Programme</b>			
	Post Title			
	National Border Management Officer	NP1	1	Change from programme SALW and CA, Mine Action, Anti-Terrorism and Security-Related Activities
	Programme Assistant	G5	2	Change from programme Fostering Political Dialogue and Security
	Programme Assistant	G5	2	Change from programme SALW and CA, Mine Action, Anti-Terrorism and Security-Related Activities
	Programme Assistant	G5	3	New post
	<b>B.2.1 Economic and Environmental Activities</b>			
	Senior Economic and Environmental Officer	S3	1	Change from programme Supporting Economic Development in Tajikistan
	Economic Officer	S2	1	Change from programme Supporting Economic Development in Tajikistan
	Environmental Officer	S2	1	Change from programme Addressing Environmental Issues — Capacity-Building
	Regional Economic and Environmental Adviser	S2	1	Change from programme Supporting Economic Development in Tajikistan
	Water Management Adviser	S2	1	Change from programme Addressing Environmental Issues — Capacity-Building
	Field Officer, Economic and Environmental Issues	S1	1	Change from programme Supporting Economic Development in Tajikistan
	National Environmental Officer	NP1	1	Change from programme Addressing Environmental Issues — Capacity-Building
	Programme Assistant	G5	1	Change from programme Addressing Environmental Issues — Capacity-Building

**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
Post Title			
Programme Assistant	G5	1	Change from programme Supporting Economic Development in Tajikistan
Project Assistant	G5	3	Change from programme Supporting Economic Development in Tajikistan
<b>B.3.1 Human Dimension Activities</b>			
Senior Human Dimension Officer	S3	1	New post
Elections Reform Officer	S2	1	New post
Gender and Anti-Trafficking Officer	S2	1	Change from programme Gender Awareness and Equality in Tajikistan
Human Rights Officer	S2	1	Change from programme Promoting Democratization in Tajikistan
Media Officer	S2	1	Change from programme Fostering Democratization of Media in Tajikistan
National Gender Officer	NP1	1	Change from programme Gender Awareness and Equality in Tajikistan
National Public Information Officer	NP1	1	Change from programme Fostering Democratization of Media in Tajikistan
Senior Programme Assistant	G6	2	New post
Senior Programme Assistant	G6	1	New post, subject to classification
Programme Assistant	G5	1	Change from programme Gender Awareness and Equality in Tajikistan
Programme Assistant	G5	1	Change from programme Promoting Democratization in Tajikistan
Programme Assistant	G5	1	New post
Public Information Assistant	G5	1	Change from programme Fostering Democratization of Media in Tajikistan

**POST TABLE (continued)**

<b><u>Fund</u></b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number of</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>Posts</b>	
<b>Post Title</b>			
Trial Monitoring Assistant	G5	1	Change from programme Promoting Democratization in Tajikistan
<b><u>Office in Tajikistan total</u></b>		<b><u>144</u></b>	
<b><u>Grand total</u></b>		<b><u>3020</u></b>	

PC.DEC/888  
2 April 2009  
Attachment

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 Republic of Belarus:

“In connection with the adoption of the decision on the adoption of the Unified Budget of the OSCE for 2009, we should like to make the following statement.

The delegation of the Republic of Belarus has joined the consensus on the decision to adopt the Unified Budget of the OSCE for 2009.

At the same time, we are forced to note that in a number of instances the decisions to create new posts are not in line with the decisions adopted by the OSCE Ministerial Council meeting, which specify that the activities of the OSCE in the areas in question must be conducted exclusively within the limits of existing resources.

In a spirit of compromise, our delegation has not objected to the creation within the OSCE Office for Democratic Institutions and Human Rights (ODIHR) of the post of adviser on Roma and Sinti issues. We regard this step as an extraordinary measure aimed at improving the implementation of OSCE documents adopted earlier on Roma and Sinti issues and we emphasize that today’s decision is not to be regarded as a precedent for any further unfounded and unchecked increase in the budget or post table of the ODIHR.

We are convinced that in their work the executive structures of the OSCE must be guided first and foremost by the decisions of the Organization’s collective bodies and that they must plan their outlays and frame their budget proposals specifically on the basis of those decisions.

We call on all the executive structures of the OSCE to be guided, when drawing up their proposals for the discussion of the Programme Outline for 2010, by their specific mandates and real needs.

Madam Chairperson, I would request that this interpretative statement be attached to the journal of today’s meeting.”