

Chairmanship: Finland

**SPECIAL MEETING OF THE PERMANENT COUNCIL
(705th Plenary Meeting)**

1. Date: Friday, 7 March 2008

Opened: 3.10 p.m.
Closed: 3.40 p.m.

2. Chairperson: Mr. A. Turunen

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

Agenda item 1: DECISION ON THE APPROVAL OF THE 2008 UNIFIED
BUDGET

Chairperson

Decision: The Permanent Council adopted Decision No. 839 (PC.DEC/839), the text of which is appended to this journal, on the approval of the 2008 Unified Budget.

Chairperson, Slovenia-European Union (with the candidate countries Croatia, the former Yugoslav Republic of Macedonia and Turkey; the countries of the Stabilisation and Association Process and potential candidate countries Albania, Bosnia and Herzegovina, Montenegro and Serbia; the European Free Trade Association country Iceland, member of the European Economic Area; as well as Armenia, Georgia, Moldova and Ukraine, in alignment) (PC.DEL/204/08), Russian Federation (PC.DEL/203/08 OSCE+), Tajikistan (interpretative statement, see attachment to the decision), Norway (PC.DEL/202/08), Kyrgyzstan, Canada, United States of America, Secretary General

Agenda item 2: REVIEW OF CURRENT ISSUES

None

Agenda item 3: ANY OTHER BUSINESS

Selection process for the appointment of the Director of the Office for Democratic Institutions and Human Rights: Chairperson

4. Next meeting:

Thursday, 13 March 2008, at 10 a.m., in the Neuer Saal

705th Plenary Meeting

PC Journal No. 705, Agenda item 1

DECISION No. 839
APPROVAL OF THE 2008 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, cognizant of the provisions of Article II of this decision,

1. Approves the 2008 Unified Budget contained in Annex I, effective as of 1 January 2008;
2. Approves the Post Table contained in Annex II;

II. Decides that the provisions of the 2008 Unified Budget and Post Table of the OSCE Mission to Georgia relating to the eight new Military Monitoring Officers (MMOs) shall take effect after close consultation with the head of mission and upon the adoption of a separate Permanent Council decision on their deployment,

III. Taking into account Ministerial Council Decisions, *inter alia*, No. 17/06 on improvement of the consultative process, 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. 780 on approval of the 2007 Unified Budget,

1. Tasks the Advisory Committee on Management and Finance (ACMF), in co-ordination with the Secretary General, to submit to the Permanent Council by the end of September 2008, proposals and recommendations on the further improvement of the programme and budget planning process within the OSCE;
2. Takes note of the open-ended list of Unified Budget projects to be undertaken and funded within the budget, as contained in SEC.GAL/232/07. The project list may be further supplemented by the fund managers within their respective funds, as appropriate, and an updated list should be issued to participating States twice a year;
3. Undertakes to intensify efforts, including in the context of the 2009 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;

IV. Recalling Ministerial Council Decision No. 19/06 and taking into account Permanent Council Decision No. 705 on the Common Regulatory Management System (CRMS),

1. Tasks the ACMF to discuss all outstanding issues relating to the amendment of the Financial Regulations of the OSCE and to submit recommendations thereon to the Permanent Council no later than 30 September 2008;

V. Emphasizing the importance of proper human resources management for the effectiveness of the OSCE's activities, appreciating the Secretary General's close attention to this issue,

1. Tasks the ACMF to continue its deliberations on a compensation policy for locally recruited staff in the context of the 2009 Programme Outline and Unified Budget Proposal;

VI. Taking note of the Secretary General's consultations with the respective host countries in 2007 on the exemption of locally recruited staff from income tax,

1. Undertakes to resolve the issue of income taxation of locally recruited staff.

THE 2008 UNIFIED BUDGET

<u>Fund</u>	EUR
Main Programme	
Programme	
<u>I. FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS</u>	
<u>The Secretariat</u>	
Secretary General and Central Services	
A.1.1 Executive Management	1,105,900
A.1.2 Security Management	411,100
A.1.3 External Co-operation	663,100
A.1.4 Legal Services	494,600
A.1.5 Press and Public Information	1,109,700
B.3.1 Gender Issues	276,200
Total	4,060,600
Chairman-in-Office	
A.1.1 Short-Term Mission/Visits of CiO and PR of the CiO	300,000
A.1.2 Advisory Committee on Management and Finance (ACMF)	15,000
A.1.3 Panel of Adjudicators	40,000
A.1.4 Audit Committee	50,000
A.1.5 External Auditors	100,000
Total	505,000
Internal Oversight	
A.1.1 Internal Oversight	1,290,800
Total	1,290,800
Strategic Police Matters	
B.1.1 Strategic Police Matters Unit	917,900
Total	917,900
Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings	
B.4.1 Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings	749,900
Total	749,900
Action against Terrorism Unit	
B.1.1 Action against Terrorism	781,800
Total	781,800

THE 2008 UNIFIED BUDGET (continued)

Fund	EUR
Main Programme	
Programme	
Activities Relating to the Economic and Environmental Aspects of Security	
B.2.1 Co-ordinator of OSCE Economic and Environmental Activities	1,409,900
B.2.2 Economic and Environmental Forum	473,400
Total	1,883,300
Conflict Prevention	
A.1.1 CPC Direction and Management	379,000
A.1.2 Policy Support Service	850,800
A.1.3 Operations Service	1,016,700
A.1.4 Programming and Evaluation Support Unit	260,500
B.1.1 FSC Chairmanship	32,100
B.1.2 FSC Support	577,000
B.1.3 Communications Network	560,100
Total	3,676,200
Human Resources Management	
A.2.1 HR Direction and Management	365,800
A.2.2 Personnel Management	972,700
A.2.3 Recruitment	681,200
A.2.4 Training Section	1,061,400
Total	3,081,100
Department of Management and Finance	
A.1.1 Conference and Language Services	5,144,800
A.2.1 DMF Direction and Management	314,600
A.2.2 Financial Compliance, Systems and Support	431,400
A.2.3 Finance Services	1,174,900
A.2.4 Information and Communication Technology Services	2,731,400
A.2.5 Mission Support Service	1,391,400
A.2.6 Secretariat Common Operational Costs	3,113,700
A.2.7 Prague Office	368,300
Total	14,670,500
 Total for the Secretariat	 31,617,100
<u>Office for Democratic Institutions and Human Rights</u>	
A.1.1 Direction and Policy	1,292,900
A.2.1 Fund Administration Unit	1,480,300

THE 2008 UNIFIED BUDGET (continued)

<u>Fund</u>	EUR
Main Programme	
Programme	
A.2.2 Common Operational Costs	818,900
B.3.1 Human Dimension Meetings	761,500
B.3.2 Democratization	1,264,900
B.3.3 Human Rights	1,069,200
B.3.4 Elections	6,104,200
B.3.5 Tolerance and Non-Discrimination	1,180,400
B.3.6 Roma and Sinti Issues	432,800
Total	14,405,100
 <u>High Commissioner on National Minorities</u>	
A.1.1 Office of High Commissioner	1,543,400
A.2.1 Fund Administration Unit	337,600
A.2.2 Common Operational Costs	184,400
B.1.1 Conflict Prevention Activities	951,700
Total	3,017,100
 <u>Representative on Freedom of the Media</u>	
A.1.1 Office of Representative	589,000
B.3.1 Freedom of the Media	723,000
Total	1,312,000
 TOTAL FOR FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS	
	50,351,300
 <u>II. FUNDS RELATED TO OSCE FIELD OPERATIONS</u>	
 AUGMENTATIONS	
 <u>Augmentations</u>	
<u>Secretariat Augmentations</u>	
A.1.5 Press and Public Information	264,900
A.1.1 Internal Oversight	279,000
A.1.2 Policy Support Service	394,000
A.1.3 Operations Service	160,500
A.2.2 Personnel Management	296,300
A.2.3 Recruitment	502,900
A.2.2 Financial Compliance, Systems and Support	179,200
A.2.3 Finance Services	671,600
A.2.4 Information and Communication Technology Services	1,315,900
A.2.5 Mission Support Service	1,022,700
Total	5,087,000

THE 2008 UNIFIED BUDGET (continued)

<u>Fund</u>	EUR
Main Programme	
Programme	
<u>ODIHR Augmentations</u>	
B.3.1 ODIHR Democratization	253,900
Total	253,900
Total for Augmentations	5,340,900
TOTAL FOR AUGMENTATIONS	5,340,900
SOUTH-EASTERN EUROPE	
<u>Mission in Kosovo</u>	
A.1.1 Office of Head of Mission	4,117,400
A.2.1 Fund Administration Unit	4,177,100
A.2.2 Common Operational Costs	5,878,300
B.1.1 Security and Public Safety	2,121,200
B.3.2 Monitoring Programme	8,398,600
B.3.1 Assistance Programme	5,367,700
Total	30,060,300
<u>Tasks in Bosnia and Herzegovina</u>	
A.1.1 Office of Head of Mission	1,712,800
A.2.1 Fund Administration Unit	1,982,200
A.2.2 Common Operational Costs	3,334,700
B.1.1 Security Co-operation	736,200
B.3.1 Human Rights and Rule of Law	2,648,100
B.3.2 Education	1,546,400
B.4.1 Democratization	3,013,700
Total for the Mission	14,974,100
Regional Stabilization/Arms Control	
B.1.1 Implementation of Article IV	280,400
Total Regional Stabilization/Arms Control	280,400
Grand Total	15,254,500
<u>Office in Zagreb</u>	
A.1.1. Office of Head of Mission	480,000
A.2.1 Fund Administration Unit	478,100
A.2.2 Common Operational Costs	711,100

THE 2008 UNIFIED BUDGET (continued)

Fund	EUR
Main Programme	
Programme	
B.3.1 War Crimes Monitoring	802,200
B.3.2 Housing Care Implementation	277,400
Total	2,748,800
 <u>Mission to Serbia</u>	
A.1.1 Office of Head of Mission	1,040,700
A.2.1 Fund Administration Unit	804,700
A.2.2 Common Operational Costs	1,564,400
B.1.1 Police Affairs	1,879,600
B.2.1 Economic and Environmental	280,800
B.3.2 Democratization	1,064,100
B.3.2 Media	427,100
B.3.3 Rule of Law and Human Rights	1,139,000
Total	8,200,400
 <u>Presence in Albania</u>	
A.1.1 Office of Head of Mission	913,500
A.2.1 Fund Administration Unit	426,100
A.2.2 Common Operational Costs	972,900
B.1.1 Security Co-operation	249,100
B.2.1 Governance in Economic and Environmental Issues	267,500
B.3.1 Democratization	380,200
B.3.1 Rule of Law and Human Rights	335,300
Total	3,544,600
 <u>Spillover Monitor Mission to Skopje</u>	
A.1.1 Office of Head of Mission	1,264,800
A.2.1 Fund Administration Unit	1,157,800
A.2.2 Common Operational Costs	1,619,300
B.1.1 Confidence Building	778,000
B.1.2 Police Development	1,905,300
B.3.1 Media Development	241,300
B.3.2 Rule of Law	1,584,500
B.3.3 Public Administration Support	527,800
Total	9,078,800
 <u>Mission to Montenegro</u>	
A.1.1 Office of Head of Mission	346,100
A.2.1 Fund Administration Unit	235,000
A.2.2 Common Operational Costs	456,400
B.1.1 Police Affairs	427,700
B.1.1 Politico-Military Activities	39,200

THE 2008 UNIFIED BUDGET (continued)

<u>Fund</u>	EUR
Main Programme	
Programme	
B.2.1 Economic and Environmental	97,000
B.3.2 Democratization	346,200
B.3.2 Media	116,500
B.3.3 Rule of Law and Human Rights	245,400
Total	2,309,500
TOTAL FOR SOUTH-EASTERN EUROPE	71,196,900
EASTERN EUROPE	
<u>Mission to Moldova</u>	
A.1.1 Office of Head of Mission	345,700
A.2.1 Fund Administration Unit	170,900
A.2.2 Common Operational Costs	456,600
B.1.1 Conflict Prevention/Resolution	432,800
B.3.1 Human Rights Monitoring/Democratization	290,500
B.3.2 Anti-Trafficking/Gender	259,900
Total	1,956,400
<u>Project Co-ordinator in Ukraine</u>	
A.1.1 Office of Head of Mission	156,600
A.2.1 Fund Administration Unit	270,000
A.2.2 Common Operational Costs	266,800
B.3.1 Democratization and Good Governance	287,500
B.3.3 Rule of Law and Human Rights	771,900
B.4.1 Economic, Environmental and Politico-Military Projects	855,100
Total	2,607,900
<u>Office in Minsk</u>	
A.1.1 Office of Head of Mission	238,500
A.2.1 Fund Administration Unit	134,800
A.2.2 Common Operational Costs	188,200
B.2.1 Economic and Environmental Activities	197,800
B.3.1 Institution Building, Rule of Law and Civil Society	203,000
Total	962,300

THE 2008 UNIFIED BUDGET (continued)

Fund	EUR
Main Programme	
Programme	
<u>Representative to the Latvian-Russian Joint Commission on Military Pensioners</u>	
A.1.1 Office of Head of Mission	9,600
Total	9,600
TOTAL FOR EASTERN EUROPE	5,536,200
CAUCASUS	
<u>Mission to Georgia</u>	
A.1.1 Office of Head of Mission	2,232,000
A.2.1 Fund Administration Unit	1,126,300
A.2.2 Common Operational Costs	2,606,100
B.1.1 Political and Military Aspects of Security and Police Activities	1,923,500
B.2.1 Economic and Environmental Activities	467,000
B.3.1 Human Dimension Activities	1,395,800
Total	9,750,700
<u>Office in Yerevan</u>	
A.1.1 Office of Head of Mission	270,700
A.2.1 Fund Administration Unit	181,800
A.2.2 Common Operational Costs	340,900
B.1.1 Politico-Military Activities	472,600
B.2.1 Economic and Environmental Activities	432,000
B.3.2 Democratization	247,800
B.3.3 Human Rights	200,500
B.4.1 Good Governance	326,900
Total	2,473,200
<u>Office in Baku</u>	
A.1.1 Office of Head of Mission	215,500
A.2.1 Fund Administration Unit	164,900
A.2.2 Common Operational Costs	385,600
B.1.1 Politico-Military Activities	653,900
B.2.1 Economic and Environmental Activities	367,300
B.3.2 Democratization	341,900
B.3.3 Rule of Law and Human Rights	369,700
Total	2,498,800

THE 2008 UNIFIED BUDGET (continued)

Fund	EUR
Main Programme	
Programme	
<u>High-Level Planning Group</u>	
A.1.1 Office of Head of Mission	192,200
Total	192,200
<u>The Minsk Process</u>	
A.1.1 Office of Head of Mission	953,300
Total	953,300
<u>Personal Representative of the CiO on the Conflict Dealt with by the Minsk Conference</u>	
A.1.1 Office of Head of Mission	566,800
A.2.1 Fund Administration Unit	178,400
A.2.2 Common Operational Costs	305,700
Total	1,050,900
TOTAL FOR CAUCASUS	16,919,100
CENTRAL ASIA	
<u>Centre in Astana</u>	
A.1.1 Office of Head of Mission	231,500
A.2.1 Fund Administration Unit	226,900
A.2.2 Common Operational Costs	390,500
B.1.1 Politico-Military Activities	406,900
B.2.1 Economic and Environmental Activities	399,900
B.3.1 Human Dimension Activities	411,900
Total	2,067,600
<u>Centre in Ashgabad</u>	
A.1.1 Office of Head of Mission	252,700
A.2.1 Fund Administration Unit	136,700
A.2.2 Common Operational Costs	216,600
B.1.1 Conflict Prevention and Confidence and Security Building	260,900
B.2.1 Economic and Environmental Activities	214,200
B.3.1 Human Dimension Activities	257,000
Total	1,338,100
<u>Centre in Bishkek</u>	
A.1.1 Office of Head of Mission	783,300
A.2.1 Fund Administration Unit	262,400
A.2.2 Common Operational Costs	698,100

THE 2008 UNIFIED BUDGET (continued)

Fund	EUR
Main Programme	
Programme	
B.1.1 Politico-Military Activities	653,600
B.2.1 Economic and Environmental Activities	783,100
B.3.1 Human Dimension Activities	810,900
B.4.1 Police Reform Programme	1,060,500
Total	5,051,900
<u>Project Co-ordinator in Uzbekistan</u>	
A.1.1 Office of Head of Mission	189,900
A.2.1 Fund Administration Unit	73,700
A.2.2 Common Operational Costs	287,600
B.1.1 Politico-Military Activities	317,900
B.2.1 Economic and Environmental Activities	420,600
B.3.1 Human Dimension Activities	351,600
Total	1,641,300
<u>Centre in Dushanbe</u>	
A.1.1 Office of Head of Mission	746,200
A.2.1 Fund Administration Unit	326,700
A.2.2 Common Operational Costs	875,600
B.1.1 Fostering Political Dialogue and Security	347,400
B.1.2 SALW and CA, Mine Action, Anti-Terrorism and Security-Related Activities	607,300
B.2.1 Addressing Environmental Issues — Capacity Building	363,800
B.2.2 Supporting Economic Development in Tajikistan	485,700
B.3.1 Promoting Democratization in Tajikistan	272,700
B.3.2 Fostering Democratization of Media in Tajikistan	389,300
B.3.3 Gender Awareness and Equality in Tajikistan	310,200
Total	4,724,900
TOTAL FOR CENTRAL ASIA	14,823,800
TOTAL FOR FUNDS RELATED TO OSCE FIELD OPERATIONS	113,816,900
TOTAL OSCE UNIFIED BUDGET	164,168,200

POST TABLE

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

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Legal Assistant	G5	1	
Administrative Clerk	G3	0.5	New post
A.1.5 Press and Public Information			
Spokesperson/Head of Press and Public Information	P5	1	
Senior Press and Public Information Officer/Deputy Spokesperson	P4	1	
Public Website Manager	P4	1	
Editor	P3	1	
Press Officer	P3	2	
Web Developer/Architect	P3	1	
Press and Public Information Assistant	G5	1	
Website Assistant	G5	1	
B.3.1 Gender Issues			
Senior Adviser on Gender Issues	P4	1	
Adviser on Gender Issues	P3	1	
Gender Officer	S	1	
Administrative/Programme Assistant	G5	1	
Internal Oversight			
A.1.1 Internal Oversight			
Director of Internal Oversight	D2	1	
Head, Evaluation and Mgt Audit Services/Deputy Director	P5	1	
Head, Internal Audit/Deputy Director	P5	1	
Senior Auditor	P4	1	New post
Senior Auditor	P4	1	
Senior Auditor	P4	1	New post, budgeted for six months
Auditor	P3	2	
Information Technology Auditor	P3	1	Budgeted for six months
Senior Auditing Assistant	G6	2	
Strategic Police Matters Unit			
B.1.1 Strategic Police Matters Unit			
Senior Police Adviser/Head, SPMU	S	1	
Deputy Head of SPMU, Community Police Adviser	P5	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Police Affairs Officer on Combating Illicit Drugs	P4	1	
Police Affairs Officer, Training Adviser	P4	1	
Information Management Officer	P3	1	
Assistant Database Administrator/System Analyst	P1	1	
Police Affairs Officer, Adviser on Trafficking in Human Beings	S	1	
Police Affairs Officer, Adviser on Fight against Crime	S	1	
Police Affairs Officer, Adviser on Research and Analysis	S	1	
Political Affairs Liaison Officer, Police Matters	S	1	
Senior Information Management Assistant	G7	1	
Senior Secretary	G5	1	Upgrade
Administrative Assistant	G4	1	Upgrade
Office of the Special			
Representative/Co-ordinator for			
Combating Trafficking in Human			
Beings			
B.4.1 Office of the Special			
Representative/Co-ordinator for			
Combating Trafficking in Human			
Beings			
Special Representative	D2	1	
Senior Adviser	P4	1	
Adviser	P3	2	
Deputy Co-ordinator, Combating Trafficking in Human Beings	S	1	
Executive Officer	S	1	
Public Information Officer	S	1	
Senior Administrative Assistant	G6	1	
Secretary	G4	1	
Action against Terrorism Unit			
B.1.1 Action against Terrorism			
Head on Anti-Terrorism Issues	S	1	
Programme Co-ordinator	P4	1	
Senior Programme Officer	P4	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Programme Officer	P3	1	New post
Assistant Programme Officer	P1	3	
Adviser on Anti-Terrorism Issues	S	1	
Counter Terrorism Officer	S	1	
Administrative Assistant	G4	1	
Project Secretary	G4	1	
Activities Relating to the Economic and Environmental Aspects of Security			
B.2.1 Co-ordinator of OSCE Economic and Environmental Activities			
Co-ordinator of OSCE Economic and Environmental Activities	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 and Environmental Adviser	P3	1	
Environmental Programme Officer	P3	1	
Economic Adviser	P3	1	Upgrade
Associate Programme Officer	P2	1	
Economic and Environmental Adviser	S	2	
Environmental Adviser	S	1	
Senior Economic Affairs Officer	S	1	
Special Adviser	S	1	
Economic Programme Officer	S	1	
Executive Secretary	G6	1	
Administrative Secretary	G5	1	
Project Secretary	G4	1	
Administrative Clerk	G3	1	
Conflict Prevention			
A.1.1 CPC Direction and Management			
Director of the Conflict Prevention Centre	D2	1	
Planning and Co-ordination Officer	P3	1	
Senior Secretary	G5	1	
Secretary	G4	1	
A.1.2 Policy Support Service			
Deputy Director for Policy Support Service	P5	1	
Senior Policy Support Officer	P4	3	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Policy Support Officer	P3	2	
Policy Support Officer	S	4	
Assistant Policy Support Officer	S	1	
Senior Policy Support Assistant	G6	1	
Secretary	G4	1	
A.1.3 Operations Service			
Deputy Director for Operations Service	P5	1	
Senior Operational Adviser	P4	1	
Operational Support Officer	P3	1	
Programme Management Officer	P3	1	
Customs Adviser	P3	1	New post
Border Adviser	P2	1	New post
Analyst/Researcher	S	1	
Border Adviser	S	1	
Chief, Situation/Communications Room	S	1	
Operational Support Officer	S	1	
Senior Border Issues Adviser	S	1	
Deputy Chief, Situation/Communications Room	G6	1	
Administrative/Programme Assistant	G5	1	
Duty Officer	G5	2	
A.1.4 Programming and Evaluation Support Unit			
Head/Programming and Evaluation Support Unit	P4	1	
Associate Project Co-ordination Officer	P2	1	
Project/Programme Evaluation Officer	S	1	
Senior Project Assistant	G6	1	
B.1.2 FSC Support			
Head/FSC Support Section	P4	1	
Senior Communications Network Officer	P4	1	
CSBM Officer	P3	1	
Associate Project Support Officer	P2	1	
FSC Support Officer	S	1	
Programme Assistant	G5	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
B.1.3 Communications Network			
Senior Network Management Officer	P4	1	
Network Management Officer	P3	1	
Human Resources Management			
A.2.1 HR Direction and Management			
Director for Human Resources	D2	1	
Planning and Co-ordination Officer	S	1	
Senior Secretary	G5	1	
A.2.2 Personnel Management			
Chief, Personnel Section	P4	1	
Personnel Officer	P3	1	
Payroll Officer	P3	1	Downgrade, change from programme Finance Services
Senior Payroll Assistant	G6	1	Downgrade, change from programme Finance Services
Senior Payroll Assistant	G6	1	
Senior Personnel Assistant	G6	4	
Payroll Assistant	G5	1	
Personnel Assistant	G4	1	
Personnel Clerk	G3	1	
A.2.3 Recruitment			
Deputy Director/Chief Recruitment Section	P5	1	
Senior Recruitment Project Officer	S	1	
Senior Recruitment Assistant	G6	3	
Recruitment Assistant	G5	1	
A.2.4 Training Section			
OSCE Training Co-ordinator	P4	1	
Senior Training Officer	P4	1	
Training Officer	P3	2	
Training Officer	S	1	
Senior IRMA Training Assistant	G6	1	
Senior Training Assistant	G6	1	
Training Assistant	G5	1	
Training Clerk	G3	1	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Department of Management and Finance			
A.1.1 Conference and Language Services			
Deputy Director for Conference Services	P5	1	
Chief, Language Services Section	P4	1	
Administrative Officer	P3	1	
Conference Officer	P3	1	
Senior Language Services Assistant	G6	1	
Senior Meetings Assistant	G6	1	Upgrade
Senior Meetings Assistant	G6	2	
Supervisor, Text Control and Processing Unit	G6	1	
Supervisor, Meetings Support and Documents Unit	G6	1	
Administrative Assistant	G5	1	Upgrade
Protocol Assistant	G5	1	
Secretary	G5	1	
Assistant Supervisor, Documents Control	G5	1	
Assistant Supervisor, Meetings Support and Documents Unit	G5	1	
Administrative Secretary	G4	1	
Documents Distribution and Meeting Support Assistant	G4	4	
Registry and Documents Assistant	G4	3	
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	Downgrade
Switchboard Operator	G2	1	
A.2.1 DMF Direction and Management			
Director for Management and Finance	D2	1	
Planning and Co-ordination Officer	P3	1	
Senior Secretary	G5	1	
A.2.2 Financial Compliance, Systems and Support			
Head, Financial Compliance, Systems and Support	P5	1	
Financial Policy and Control Analyst	P3	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
IRMA Focal Point, Contracting and Materials Management	P3	1	
IRMA Focal Point, Finance	P3	1	
A.2.3 Finance Services			
Deputy Director for Finance	P5	1	
Chief, Accounts Unit	P4	1	
Treasurer	P4	1	
Budget Officer	P3	2	
Contributions Officer	P3	1	
Associate Treasury Officer	P2	1	
Senior Accounting Assistant	G7	1	Upgrade, subject to classification
Senior Accounting Assistant	G6	1	
Senior Administrative/Finance Assistant	G6	1	
Senior Treasury Assistant	G6	2	
A.2.4 Information and Communication Technology Services			
Head, Information Technology Services	P5	1	
Chief, Databases Information Systems	P4	1	
Chief, Information Management	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 Programming Assistant	G6	1	New post
Senior Records Management Assistant	G6	1	
Information Technology User Support Assistant	G5	3	
Programme Assistant	G5	1	
Information Technology Clerk	G3	1	
A.2.5 Mission Support Service			
Deputy Director for Mission Support	P5	1	
Chief, Asset Management Unit	P4	1	
Chief, Procurement and Contracting Unit	P4	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	
Programme	Grade	of Posts	Note
Post Title			
Building Support Officer	P3	1	
Materials Management Officer	P3	1	
Associate Asset Management Officer	P2	1	
Associate Procurement Officer	P2	1	
Senior Asset Management Assistant	G6	1	
Senior Travel Assistant	G6	1	
Senior Building Maintenance Assistant	G6	1	
Administrative Assistant	G5	1	
Asset Management Assistant	G5	1	
Mission Support Assistant	G5	1	
Building Support Assistant	G4	1	
Receptionist	G3	1	
A.2.6 Secretariat Common Operational Costs			
Building Maintenance Officer	P2	1	
Buildings Engineer Assistant	G6	1	New post
Driver	G2	2	
Cleaner	G1	5	
A.2.7 Prague Office			
Head of Office and Officer in Charge of Meetings	S	1	
Senior Documentation and Information Assistant	G7	1	
Senior Finance and Administrative Assistant	G6	1	
Senior Information Technology Assistant	G6	1	
Archives Assistant	G5	1	
Information Technology Assistant	G4	1	
Secretary	G4	1	
Cleaner/Photocopier	G1	1	
<u>The Secretariat Total:</u>		290.5	
<u>Office for Democratic Institutions and Human Rights</u>			
A.1.1 Direction and Policy			
Director of the ODIHR	D/ODI	1	
First Deputy Director of the ODIHR	D1	1	
Second Deputy Director of the ODIHR	P5	1	
Project Co-ordinator	P4	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Spokesperson/Senior Press and Public Information Officer	P4	1	
Editor	P3	1	
Web Editor	P2	1	Upgrade
Senior Political Adviser	S	1	
Special Adviser	S	2	
Executive Assistant	G7	1	
Documents and Records Management Assistant	G5	1	
Press and Public Affairs Assistant	G5	1	
Administrative Assistant/Human Dimension Meetings Assistant	G5	1	Change from programme Democratization
Documents and Records Management Assistant	G4	1	
A.2.1 Fund Administration Unit			
Chief, Finance Unit/Deputy Head, Common Services	P4	1	
Chief, Human Resources Unit	P3	1	
Chief, Information Technology Unit	P3	1	
Logistics and Security Officer	P3	1	
Finance Officer	P2	2	
Procurement Officer	P1	1	
Senior Administrative Assistant	G7	1	
Senior Finance Assistant	G7	1	
Senior Information Technology Assistant	G6	1	
Senior IT Assistant	G6	1	
Senior Personnel Assistant	G6	1	
Senior Recruitment Assistant	G6	1	New post
Senior Procurement/Asset Management Assistant	G6	1	Upgrade
Administrative Assistant	G5	1	
Budget Assistant	G5	7	
Finance Assistant	G5	3	
IT Systems Support Assistant	G5	1	
Meetings and Building Services Assistant	G5	1	
Treasury Assistant	G5	1	
Personnel/Training Assistant	G5	1	
Procurement/Travel Assistant	G5	1	
IT User Support Assistant	G4	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Supply Assistant	G4	1	
Front Office Clerk	G3	2.5	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	1	Change to full-time
B.3.1 Human Dimension Meetings			
Human Dimension Meetings Officer	P2	1	
Senior Human Dimension Meetings Assistant	G6	1	
B.3.2 Democratization			
Head, Democratization Department	P5	1	
Chief, Legislative Support Unit	P4	1	
Chief, Migration/Freedom of Movement Unit	P4	1	
Chief, Rule of Law Unit	P4	1	
Adviser on Gender Issues	P3	1	
Migration/Freedom of Movement Adviser	P3	1	
Rule of Law Adviser	P3	1	
Democratic Governance Adviser	P3	1	
Gender Officer	P2	1	
Legal Officer	P2	1	
Democratic Governance Officer	P2	1	Upgrade
Legal Officer	S	1	
Rule of Law Officer	S	3	
Legislative Support Adviser	S	1	New post
Democratic Governance Project Officer	S	1	
Senior Administrative Assistant	G6	1	Upgrade
Senior Administrative/Project Assistant	G6	1	Upgrade
Administrative Assistant	G5	2	
B.3.3 Human Rights			
Head, Human Rights Department	P5	1	
Deputy Head, Human Rights Department	P4	1	Change in category
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	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Human Rights Adviser	S	1	New post
Human Rights Officer	S	2	
Administrative Assistant	G5	3	
B.3.4 Elections			
Head, Elections Department	P5	1	
Deputy Head for Operations, Elections Department	P4	1	
Deputy Head, Post-Election Follow-Up and Implementation	P4	1	
Senior Election Adviser	P4	1	
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	New post
B.3.5 Tolerance and Non-Discrimination			
Head, Tolerance and Non-Discrimination	P5	1	Upgrade
Deputy Head, Tolerance and Non-Discrimination	P4	1	New post
Information Management Adviser	P3	1	
Adviser on Combating Racism, Xenophobia and Discrimination Focusing on Combating Anti-Semitism	P3	1	
Adviser on Combating Racism, Xenophobia and Discrimination Focusing on Intolerance and Discrimination against Muslims	P3	1	
Adviser on Combating Racism, Xenophobia and Discrimination Also Focusing on Intolerance and Discrimination against Christians and Members of Other Religions	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	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Legal Adviser	S	1	
Senior Library Assistant	G6	1	
Administrative Assistant	G5	1	
Programme Assistant	G5	1	
Administrative Assistant	G4	1	
B.3.6 Roma and Sinti Issues			
Senior Adviser on Roma and Sinti Issues	P4	1	
Officer on Roma and Sinti Issues	P2	1	New post
Officer on Roma and Sinti Issues	P2	1	
Administrative Assistant	G5	1	
<u>Office for Democratic Institutions and Human Rights Total:</u>		124	
<u>High Commissioner on National Minorities</u>			
A.1.1 Office of High Commissioner			
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	Upgrade
Political Adviser	P3	1	
Chef de Cabinet	S	1	
Legal Officer	S	1	
Secretary HCNM	S	1	
Administrative Assistant	G5	1	
Editorial Assistant	G5	0.5	
Information Assistant	G5	1	
Administrative Secretary	G4	1	
Secretary	G4	1	
A.2.1 Fund Administration Unit			
Senior Administrative Officer	P4	1	
Information Technology Specialist	P3	1	
Senior Administrative Assistant	G7	1	
Procurement Assistant	G5	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
B.1.1 Conflict Prevention Activities			
Project Officer	P3	1	
Project Officer	S	2	
Senior Adviser	S	1	
Project Assistant	G5	1	
Project Assistant	G4	0.5	
High Commissioner on National Minorities Total:		28	
Representative on Freedom of the Media			
A.1.1 Office of Representative			
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.3.1 Freedom of the Media			
Adviser	P3	1	
Adviser	P2	1	
Assistant Research Officer	P1	1	
Project Co-ordinator	S	1	
Senior Adviser	S	4	
Project Assistant	G5	1	
Programme Secretary	G4	1	
Representative on Freedom of the Media Total:		16	
Augmentations			
The Secretariat Augmentation			
A.1.1 Press and Public Information			
Press and Public Information Officer	P3	1	
Web Editor	P3	2	
A.1.2 Internal Oversight			
Auditor	P3	1	
Senior Administrative Assistant	G6	1	Upgrade
Senior Auditing Assistant	G6	1	
A.1.3 Policy Support Service			
Senior Policy Support Officer	P4	2	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
	Policy Support Officer	P3	1
	Senior Policy Support Assistant	G6	1
	A.1.4 Operations Service		
	Duty Officer	G5	3
	A.2.1 Personnel Management		
	Personnel Officer	P3	1
	Personnel Assistant	G5	2
	Payroll Assistant	G4	1 Change from programme Finance Services
	Personnel Clerk	G3	1
	A.2.2 Recruitment		
	Recruitment Officer	P3	2
	Senior IRMA HR Support Assistant	G7	1 Upgrade
	Recruitment Assistant	G5	2
	Recruitment Assistant	G4	2
	Recruitment Clerk	G3	1
	A.2.3 Financial Compliance, Systems and Support		
	Senior Officer, FCSS	P4	1
	Associate FAU Support Officer	P2	1
	A.2.4 Finance Services		
	Associate Finance Officer	P2	1
	Senior Budget Assistant	G6	1
	Budget Assistant	G5	2
	Finance Assistant	G5	1
	Treasury Assistant	G5	1
	Budget Assistant, Extrabudgetary Contributions	G5	1 Upgrade
	Finance Assistant	G4	5
	A.2.5 Information and Communication Technology Services		
	Chief, ICT Service and Support Section	P3	1
	Associate Computer Information System Officer	P2	1
	Senior Application Specialist	G7	1

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Senior Information Technology Assistant	G7	1	
Senior System Administration Assistant	G7	1	
Senior Communications Assistant	G6	1	
Senior Documents and Information Assistant	G6	1	
Senior Information Technology Assistant	G6	3	
Senior Programming Assistant	G6	2	
Information Technology User Support Assistant	G5	2	
IT Assistant	G5	1	
Programming Assistant	G5	1	
A.2.6 Mission Support Service			
Contracts Officer	P3	1	
Procurement Officer	P3	1	
Travel Officer	P3	1	
Senior Asset Management Assistant	G6	1	
Senior Contracts Assistant	G6	1	
Senior Freight Distribution Control Assistant	G6	1	
Senior Insurance Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Building Support Assistant	G5	1	
Procurement Assistant	G5	1	
Procurement Information Assistant	G5	1	
Property Control Assistant	G5	1	
Asset/Warehouse Assistant	G4	1	
Mail Processing Assistant	G4	1	
Transport Dispatcher	G3	1	
Manual Worker	G2	1	
Messenger	G2	1	
Office for Democratic Institutions and Human Rights Augmentation			
B.3.1 ODIHR Democratization			
Deputy Head/Senior Adviser on Kosovo and SEE	P4	1	
<u>Augmentations Total:</u>		74	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
<u>Mission in Kosovo</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Chief of Mission Security	P4	1	
Head of Legal Affairs	P4	1	
Deputy Chief Mission Security	P3	1	
Mission Internal Oversight Officer	P3	1	Change from programme Fund Administration Unit
Executive Assistant	P2	1	
Security Officer	P2	5	
Special Assistant to the Head of Mission	P2	1	
Planning and Co-ordination Officer	P1	2	New post, subject to classification
Director of Regional Centre	S4	5	
Mission Spokesperson	S3	1	
Deputy Director of Regional Centre	S3	1	
Deputy Head, Legal Affairs	S3	1	
Deputy Spokesperson	S2	1	
Senior Legal Adviser	S2	4	
Senior Public Affairs Officer	S2	1	
National Legal Officer	NP2	1	
National Press Officer	NP2	1	
National Assistant Graphic Presentation Officer	NP1	1	
National Assistant Legal Adviser	NP1	1	
National Assistant Public Information Officer	NP1	1	
National Radio and TV Production Officer	NP1	1	
Personal Assistant to Head of Mission	G6	1	
Senior Documentation and Information Assistant	G6	1	Upgrade, subject to classification
Senior Legal Assistant	G6	2	
Senior Monitoring Assistant	G6	1	
Senior Press and Public Information Assistant	G6	1	Upgrade
Senior Webpage/Intranet Assistant	G6	1	
Administrative Assistant	G5	1	
Secretary	G5	1	
Security Planning Assistant	G5	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Situation Centre Duty Assistant	G5	5	
Assistant/Secretary/Interpreter	G4	5	
CCTV Technician	G4	1	
Fire Safety Assistant	G4	2	
Intranet Assistant	G4	1	
Investigation Assistant	G4	1	
Media Monitor Assistant	G4	3	
Press Assistant/Translator	G4	1	Downgrade
Secretary	G4	1	
Security Administrative Assistant	G4	1	
Security Assistant	G4	1	Downgrade
Security Assistant	G4	5	
Security Planning Assistant	G4	1	
Security Shift Supervisor	G4	4	
Translation Assistant	G4	1	
Radio Operator	G3	1	New post
Radio Operator	G3	1	Upgrade
Radio Operator	G3	11	
Radio Operator/Guard	G3	3	
Security Control Room Operators	G3	5	
Security Escort Unit Member	G3	4	
Security Shift Team Leader	G3	4	
Senior Driver to Deputy Head of Mission	G3	1	
Senior Driver to Head of Mission	G3	2	
Receptionist	G2	1	
Security Guard	G2	3	Downgrade
Security Guard	G2	2	Downgrade, change from programme Fund Administration Unit
Security Guard	G2	7	New post
Security Guard	G2	52	
A.2.1 Fund Administration Unit			
Director	D1	1	
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	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
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 Field Operations Officer	P3	1	
ICT Systems Officer	P3	1	
Material Management Officer	P3	1	
Transport Services Officer	P3	1	
Human Resources Officer	P2	1	
Conference Services Support Officer	P2	1	
Customs Clearance Officer	S1	1	
National Medical Officer	NP3	2	
ICT Engineer Microwave/ VSAT	NP2	1	
ICT Engineer Mobile Communications	NP2	1	
ICT Officer VOIP	NP2	1	
National Budget Officer	NP2	1	
National Construction Engineer	NP2	1	
National Finance Officer	NP2	2	
National ICT Officer	NP2	1	
National Supply Officer	NP2	1	
National Electrical Engineer	NP2	1	Change in category, downgrade
National Human Resources Officer	NP2	1	
National Construction Engineer	NP1	1	
National Engineering Co-ordination Officer	NP1	1	
National Procurement Officer	NP1	1	
National Training Officer	NP1	2	
National Archives Officer	NP1	1	
National Asset Management Officer	NP1	1	Change in category, upgrade
Senior Administrative Assistant	G6	1	
Senior Finance Assistant	G6	1	
Senior Human Resources Assistant	G6	3	
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	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Senior ICT Technician, Mobile Communications	G6	1	
Senior Payroll Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Senior Transport Assistant	G6	1	New post
Senior Travel Assistant	G6	1	
Senior Treasury Assistant	G6	1	
Senior Materials Control Assistant	G6	1	Change in category, downgrade
Senior Conference Services Assistant	G6	1	
Administrative Assistant	G5	4	Downgrade
Administrative Assistant	G5	3	
Budget Audit Assistant	G5	1	
Building Management Assistant	G5	1	
CS Technician Microwave/Conference Equipment	G5	1	
Database Development Assistant	G5	2	
Electrical Foreman	G5	1	
Finance Assistant	G5	3	
Fleet Assistant	G5	1	
Generator Mechanic	G5	2	
Generator Technician	G5	1	
Human Resources Assistant	G5	7	
ICT Admin/Billing Co-ordinator	G5	1	
ICT Assistant Equipment Management and Repair	G5	1	
ICT Assistant, Helpdesk	G5	3	
ICT Technician	G5	1	
ICT Technician Microwave/VSAT	G5	3	
ICT Technician Mobile Communications	G5	2	
Logistics Assistant	G5	4	
Maintenance Foreman	G5	1	
Material Management Assistant	G5	1	
Nurse	G5	1	
Payroll Assistant	G5	1	
Procurement Assistant	G5	1	
Secretary	G5	1	
Supply Assistant	G5	2	
Transport Assistant	G5	1	
Travel Assistant	G5	1	
Treasury Assistant	G5	2	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Administrative Assistant	G4	3	
Archives Assistant	G4	2	
Assistant/Secretary/Interpreter	G4	1	
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	
Inspection Assistant	G4	1	
Maintenance Assistant	G4	1	
Photocopy Technician	G4	1	
Protocol Assistant	G4	1	
Secretary	G4	2	
Supply Assistant	G4	2	
Technical Assistant	G4	1	
Technical Materials Warehouse Assistant	G4	1	
Training Assistant	G4	2	
Warehouse Assistant	G4	1	
Protocol and Staff Welfare Assistant	G4	1	Upgrade
BMS Technical Clerk	G3	1	
Electrician	G3	5	
Fleet Clerk	G3	1	
ICT Billing Clerk	G3	1	
Inventory Clerk	G3	3	
Mail Clerk	G3	1	
Maintenance Clerk	G3	2	
Maintenance Worker	G3	1	
Movement Control Clerk	G3	3	
Plumber	G3	2	
Technical Clerk	G3	2	Downgrade
Technical Clerk	G3	1	
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	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
A.2.2 Common Operational Costs			
Driver	G3	1	
Driver/Bus	G3	3	
Driver/Truck	G3	4	
Cleaner	G2	2	
Cleaner Supervisor	G2	2	
Driver	G2	29	
Driver, Belgrade	G2	1	Change from programme Office of Head of Mission
Cleaner	G1	9	
B.1.1 Security and Public Safety			
Budget/Administrative Officer	P2	1	Change in category, subject to classification
Deputy Director	S4	1	Upgrade
Director	S4	1	
Chief of Section	S3	2	Upgrade
Chief of Section	S3	1	
Senior KCPSED Adviser	S3	1	
KCPSED Adviser	S2	2	
Analysis and Reporting Officer	S2	1	Change in category
Governmental Training Co-ordinator	S2	1	
Senior Public Safety Development Officer	S2	1	
Senior Security Awareness Issues Officer	S2	1	
Senior Community Safety Officer	S2	1	Upgrade
Senior Public Safety Officer	S2	2	Upgrade
Community Safety Officer	S1	1	Downgrade
Community Safety Officer	S1	4	
Public Safety Development Officer	S1	1	
Security Awareness Issues Officer	S1	1	Downgrade
Public Safety Officer	S1	10	
National Administrative Officer	NP1	1	
Senior Programme Assistant	G6	2	Change in category, downgrade
Senior Programme Assistant	G6	1	Upgrade
Senior Programme Assistant	G6	1	
Senior Programme Co-ordination Assistant	G6	1	Upgrade
Senior Training Assistant	G6	3	Upgrade
Senior Training Assistant	G6	1	
Personnel Assistant	G5	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Programme Assistant	G5	9	Upgrade
Senior Secretary	G5	1	Upgrade
Armourer	G5	1	Downgrade
Administrative Assistant	G4	1	
Programme Assistant	G4	19	
Programme Assistant	G4	1	Downgrade
B.3.2 Monitoring Programme			
Deputy Director, Monitoring Department	P5	1	Change from programme Office of Head of Mission
Budget/Administrative Officer	P2	1	
Director	S4	1	
Head of Communities Division	S4	1	
Head of Division	S4	1	
Head of Human Rights Division	S4	1	
Analysis and Reports Co-ordinator	S3	1	
Chief of Legal System Monitoring Section	S3	1	
Chief of Property Section	S3	1	
Chief of Section	S3	1	
Head of the Office of Political Affairs	S3	1	Change from programme Office of Head of Mission
Field Activities Co-ordinator	S3	1	Change from programme Office of Head of Mission
Chief, Police Service Monitoring Section	S3	1	
Human Rights Adviser/PSMS	S2	6	
Legal Analyst	S2	2	
Liaison Officer	S2	1	Change from programme Office of Head of Mission
Planning and Co-ordination Officer	S2	1	
Senior Democratization Officer	S2	5	
Senior Human Rights Adviser/Property	S2	1	
Senior Human Rights Adviser/PSMS	S2	1	
Senior Human Rights Officer	S2	5	
Senior Human Rights/Legal Adviser	S2	1	
Senior Legal Officer	S2	2	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Senior Political Officer	S2	3	Change from programme Office of Head of Mission
Special Adviser to Kosovo Judicial Institute	S2	1	
Senior Communities Adviser, Policy	S2	2	
Senior Communities Adviser, Protection	S2	2	
Senior Human Rights Adviser, Anti-Trafficking Unit	S2	1	
Special Adviser to OI	S2	1	
Communities Protection Officer	S1	1	
Human Dimension Officer	S1	70	
Human Rights Adviser/Property	S1	1	
Human Rights Legal Adviser	S1	1	
Legal Officer	S1	2	
Legal System Monitor	S1	6	
Municipal Co-ordination Officer	S1	1	
Municipal Property Officer	S1	1	
Political Officer	S1	3	Change from programme Office of Head of Mission
Communities Policy Officer	S1	1	
Co-ordinator Criminal Monitoring	NP2	1	
National Language Services Co-ordinator	NP2	1	
National Policy Adviser Communities	NP2	1	
National Political Officer	NP2	2	Change from programme Office of Head of Mission
National Legal Adviser on Women and Children	NP2	1	
Municipal Co-ordination Officer	NP1	1	
National Assistant Legal System Officer	NP1	1	
National Legal Adviser	NP1	2	
National Legal Officer	NP1	2	Change in category, upgrade
National Legal Officer	NP1	4	
National Policy Adviser Communities	NP1	1	Downgrade
National Budget/Administrative Officer	NP1	1	
National Civil Legal Adviser	NP1	1	
National Human Rights Legal Adviser	NP1	2	
National Legal Officer, Property	NP1	1	
National Legal System Officer	NP1	6	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
National Property Officer	NP1	4	
Senior Legal Assistant	G6	2	
Senior Programme Assistant	G6	71	
Senior Translator/Interpreter	G6	6	
Administrative Assistant	G5	2	
Administrative Assistant/Translator	G5	1	Change from programme Office of Head of Mission
Anti-Trafficking Assistant	G5	1	
Human Rights Assistant	G5	6	Upgrade
Legal System Assistant	G5	9	
Reports Assistant	G5	1	
Senior Secretary	G5	1	
Human Rights Assistant	G4	2	
Language Assistant, Belgrade	G4	1	Change from programme Office of Head of Mission
Programme Assistant	G4	49	
Driver/Office Clerk	G3	1	
B.3.1 Assistance Programme			
Chief of Section	P4	1	Change in category, subject to classification
Co-ordination Officer	P3	1	New post, subject to classification
Budget/Administrative Officer	P2	1	Change in category, subject to classification
Elections Administrative and Operations Officer	P2	1	
Elections Compliance Auditor	P2	1	
IT Officer	P2	1	
Deputy Director	S4	1	
Director	S4	1	
Chief of Section	S3	4	
Head of Project Co-ordination Unit	S3	1	Change from programme Office of Head of Mission
Adviser to OPM	S2	1	
Election Technical Adviser	S2	1	
Elections Operations Adviser	S2	1	
Senior Adviser	S2	8	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Senior Adviser on Higher Education, Academic Management	S2	1	
Senior Adviser to the IMC	S2	1	Downgrade
Senior Adviser to the President of the Kosovo Assembly	S2	1	
Senior Assembly Adviser	S2	1	
Senior Programme Officer	S2	3	
Senior Reporting and Information Officer	S2	2	
Deputy Co-ordinator/Senior Adviser	S2	3	
Senior Adviser on Higher Education/CTTCD	S2	1	
Senior Municipal Co-ordination Officer	S2	1	
Programme Officer	S1	1	Downgrade
Programme Officer	S1	5	
Project Officer	S1	1	Change from programme Office of Head of Mission
Reporting and Information Officer	S1	1	Downgrade
National Political Adviser	NP2	1	
National Adviser	NP2	3	
National Assistant Programme Officer	NP1	2	New post
National Assistant Programme Officer	NP1	1	
National Programme Officer	NP1	11	
National Training Officer	NP1	2	Change in category, upgrade, subject to classification
Project Liaison Officer	NP1	1	
National Voter Services Officer	NP1	1	
Personal Assistant	G6	1	
Senior Administrative Assistant	G6	1	
Senior Archive 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 Project Assistant	G6	1	Change from programme Office of Head of Mission
Senior Translator/Interpreter	G6	12	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Senior Elections Compliance Auditor Assistant	G6	1	
Programme Assistant	G5	3	
Project/Administrative Assistant	G5	1	Change from programme Office of Head of Mission
Monitoring Assistant	G5	2	
Administrative Assistant	G4	1	
Programme Assistant	G4	1	Downgrade
Programme Assistant	G4	1	New post
Programme Assistant	G4	16	
Transport Clerk	G3	1	
<u>Mission in Kosovo Total:</u>		926	
<u>Tasks in Bosnia and Herzegovina</u>			
<u>A.1.1 Office of Head of Mission</u>			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Field Co-ordinator	S4	0.5	
Director of Banja Luka Office	S4	1	
Director of Mostar Office	S4	1	
Director of Policy and Planning	S4	1	Upgrade
Director of Sarajevo Office	S4	1	Upgrade
Director of Tuzla Office	S4	1	
Assistant Field Co-ordinator	S2	0.5	
Election Adviser	S2	1	
Executive Assistant to HoM	S2	1	
OHR Liaison Officer	S2	1	
Senior Political Adviser, Economic and Environmental Issues	S2	1	
Programme Evaluation Officer	S2	1	Upgrade
Executive Assistant to Deputy Head of Mission	S1	1	
Chief of Security	NP3	1	
Spokesperson	NP3	1	Upgrade
National Political Officer	NP1	1	Change in category, upgrade
Operations Officer	NP1	1	
Personal Assistant to DHoM	NP1	1	
Personal Assistant to HoM	NP1	1	
Political Officer	NP1	0.5	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Press Officer	NP1	4	
Regional Political Officer	NP1	4	
Reporting Officer	NP1	1	
National Website Manager	NP1	1	
Senior Political Assistant	G6	1	New post
Public Information Assistant	G5	1	Upgrade
Senior Interpreter	G5	7	
Website Assistant	G5	1	
Assistant/Interpreter	G4	5	
Language Lecturer	G4	3	
Operations Assistant	G4	1	
Press Assistant	G4	1	
Security Guard	G2	7	Upgrade
Security Guard	G2	9	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P5	1	
Chief, Human Resources	P4	1	
Chief of Finance	P3	1	
Technology Adviser	P2	1	
Chief of Procurement and Logistics	S3	1	
Legal Adviser	S2	1	New post
Chief of Budget	NP3	1	
Chief of Communications and Information Technology Services	NP3	1	
Medical Officer	NP3	1	
Accounts Supervisor	NP2	1	
Deputy Chief of Communication and Information Services	NP2	1	
Executive Assistant	NP2	1	
Finance Officer	NP2	2	
National Budget Officer	NP2	1	
National Procurement Officer	NP2	1	Upgrade
Procurement Officer	NP2	1	
Administrative Officer	NP1	1	
Archivist	NP1	1	
Cashier	NP1	1	
Communications Officer	NP1	1	
ERP System Administrator	NP1	1	
General Services Officer	NP1	2	
Network Administrator	NP1	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Personnel Officer	NP1	1	
Recruitment Officer	NP1	1	
National FMMC Officer	NP1	1	
E-mail Manager/Helpdesk Operator	G6	1	
Senior Inventory Assistant	G6	1	
Supply Officer	G6	1	
Transport Manager	G6	1	
Budget Assistant	G5	1	
Finance Assistant	G5	5	
Investigations Assistant	G5	2	Upgrade
Payroll Assistant	G5	1	Upgrade
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	
IT/Help Desk Co-ordinator	G5	1	
Administrative Assistant	G4	3.5	
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	
Procurement Assistant	G4	1	
Supply Assistant	G4	1	
Transport Assistant	G4	1	
Administrative Clerk	G3	11	New post
Documents Management Assistant	G3	2	
Receptionist	G3	4	
Switchboard Operator	G3	2	
A.2.2 Common Operational Costs			
Driver DHoM	G3	1	
Senior Driver	G3	1	
Driver	G2	7	New post
Driver	G2	41	
Cleaner	G1	1	New post
Cleaner	G1	28	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
B.1.1 Security Co-operation			
Director of Security Co-operation	S4	1	
Head of Arms Control Section	S3	1	
Head of Director's Office/Policy and Planning Officer	S3	1	
Head of Institution Building Section	S3	1	
Head of Parliamentary Section	S3	1	
Arms Control Implementation Officer	S2	1	
Article IV Implementation Officer	S2	1	
Parliamentary Officer	S2	1	
Policy and Information Officer	S2	1	
Compliance Assistance Officer	NP1	1	
Defence and Security Affairs Analyst	NP1	1	
Legal Officer	NP1	1	
Politico-Military Analyst	NP1	1	
Personal Assistant	G5	1	
Senior Interpreter	G5	1	
Arms Control and Logistics Assistant	G4	1	
Assistant/Interpreter	G4	5	
B.3.1 Human Rights and Rule of Law			
Director of Human Rights	S4	1	
Deputy Director of 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, Human Rights Institutions	S2	1	
Legal Adviser, Judicial and Legal Reform	S2	3	
Legal Adviser, War Crimes	S2	3	
Legal Adviser/Co-ordinator, ESR and Equality	S2	1	
Senior Human Rights Officer	S2	3	Upgrade
Senior Human Rights Officer	S2	3	
Human Rights Officer	S1	12	
Legal Adviser	NP2	3	
Legal Advisory Co-ordinator	NP2	1	
National Legal Adviser	NP2	3	
National Anti-Trafficking Officer	NP2	1	Upgrade

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Human Rights Officer	NP1	9	
Property Rights Adviser	NP1	1	
Reporting and Information Officer	NP1	1	
Senior Programme Assistant	G6	1	Upgrade
Senior Database Assistant	G6	0.5	Change in category, downgrade, change to part-time
Legal Assistant	G5	6	
Personal Assistant	G5	1	
Programme Assistant	G5	2	New post
Roma Monitor	G5	1	
Rule of Law Monitor	G5	24	
Assistant/Interpreter	G4	19	
B.3.2 Education			
Director, Department of Education Reform	S4	1	
Deputy Director of 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	
Education Adviser for Access and Non-Discrimination	NP2	1	
Education Adviser for Civic Involvement	NP2	1	
Finance and Management Adviser	NP2	1	
Policy and Regional Co-ordinator	NP2	1	
Education Officer	NP1	27	
Information and Reporting Officer	NP1	1	
Legal Officer	NP1	2	
Support Co-ordinator	NP1	1	
Programme Assistant	G5	1	Upgrade
Programme Assistant	G5	3	
Project Assistant	G5	1	
Assistant/Interpreter	G4	6	
Project Assistant	G4	3	
B.4.1 Democratization			
Director of Democratization	S4	1	
Deputy Director	S3	1	
Information Officer	S2	1	
Senior Parliamentary Support Officer	S2	1	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Community Engagement Manager	S2	1	New post
Municipal Interventions Manager	S2	1	New post
Municipal Learning Manager	S2	1	New post
Programme Support Co-ordinator	S2	1	New post
Municipal Co-ordinator	S1	13	New post
Legal Adviser	NP2	3	
Parliamentary Adviser	NP1	1	
National Programme Officer, Community Development	NP1	1	New post
National Programme Officer, Citizen Participation	NP1	13	New post
National Programme Officer, Municipal Development	NP1	20	New post
National Programme Officer, Local Economic Development	NP1	1	
National Programme Officer, Municipal Communication	NP1	1	
National Programme Officer, Municipal Legislation	NP1	1	New post
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 Engagement	G5	2	New post
Programme Assistant, Governance	G5	13	New post
Programme Assistant, Municipal	G5	13	New post
Programme Assistant, Municipal Interventions	G5	2	New post
Programme Assistant, Municipal Learning	G5	4	New post
Programme Assistant, Community Development	G5	14	New post
Assistant/Interpreter	G4	1	
Regional Stabilization/Arms Control			
B.1.1 Implementation of Article IV			
Analyst Staff Officer	S	1	
Driver	S	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Military Adviser	S	1	
Operation Staff Officer	S	1	
Personal Representative of the CiO	S	1	
Administrative Secretary	G5	1	
Tasks in Bosnia and Herzegovina Total:		539.5	
<u>Office in Zagreb</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Head of Unit	S3	1	
National Democratization Officer	NP1	1	
Programme Assistant	G5	1	
Public Information Assistant	G5	1	
Senior Secretary	G5	1	
Language Assistant II	G4	1	
A.2.1 Fund Administration Unit			
Chief, Fund Administration Unit	P3	1	
Senior Personnel Assistant	G6	1	
Finance Assistant	G5	1	
IT Assistant	G5	1	
Office Assistant	G4	1	
Procurement Assistant	G4	1	
Transport and Travel Assistant	G4	1	
A.2.2 Common Operational Costs			
Driver	G2	2	
B.3.1 War Crimes Monitoring			
Head of Unit	S3	1	
Legal and Human Rights Officer	S1	2	
Legal Officer	S1	2	
National Field Programme Officer	NP1	2	
National Legal Officer	NP1	2	
Programme Assistant	G5	4	
B.3.2 Housing Care Implementation			
Head of Unit	S3	1	
National Field Programme Officer	NP1	1	
National Legal Officer	NP1	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Programme Assistant	G5	2	
Office in Zagreb Total:		34	
<u>Mission to Serbia</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Executive Adviser to HoM	S2	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 Political-Economic Affairs Officer	NP2	1	
National Project Co-ordination Officer	NP1	1	Change in category, upgrade
Personal Assistant to HoM	G6	1	
Senior Press and Public Information Assistant	G6	1.5	
Senior Translator/Interpreter	G6	1	
Public Information Assistant	G5	1	
Reports Assistant	G5	1	
Senior Secretary	G5	1	
Supervisor, Security Unit	G5	1	
Field Programme Assistant	G5	2	
Project Assistant	G4	1	
Senior Security Guard	G3	1	
Security Guard	G2	8	
A.2.1 Fund Administration Unit			
Chief, Fund Administration Unit	P3	1	
Finance Officer	P2	1	
Asset Management Officer	S1	1	
ICT Officer	S1	1	
National Human Resources Officer	NP2	1	
Senior Administrative Assistant	G6	1	
Senior Communications Assistant	G6	1	
Senior ICT Assistant	G6	2	
Senior Procurement Assistant	G6	1	

POST TABLE (continued)

Fund				
Main Programme	Post	Number		Note
Programme	Grade	of Posts		
Post Title				
Senior Human Resources and Training Assistant	G6	1		Upgrade
Asset Management Assistant	G5	1		Upgrade
Budget Assistant	G5	1		
Finance Assistant	G5	1		Downgrade
Finance Assistant	G5	1		
Human Resources Assistant	G5	1		
Treasury Assistant	G5	1		
Assistant to CFA	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		Downgrade, change to full-time
Receptionist	G3	1		
Gardener/Handyman	G2	1		
Handyman	G2	1		
Registry Clerk	G2	0.5		
A.2.2 Common Operational Costs				
Senior Driver	G3	2		
Driver	G2	8		
Cleaner	G1	1		New post
Cleaner	G1	6		
B.1.1 Police Affairs				
Accountability Programme Manager	S2	1		
Border Policing Adviser	S2	1		
Community Policing Adviser	S2	2		
Community Policing Programme Manager	S2	1		
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 and Border Policing Programme Manager	S2	1		
Police Education Programme Manager	S2	1		
Police Training Adviser	S2	8		

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
	S2	1	
Training Co-ordinator	S2	1	
War Crimes Adviser	S2	1	
Strategic Planning Adviser	S2	1	Change from programme Media
National Programme Officer	NP1	1	
Senior Programme Assistant	G6	1	Upgrade
Curriculum Development Assistant	G5	1	
Project Assistant	G5	13	
Training/Language Assistant	G4	8	
B.2.1 Economic and Environmental			
Head, Economic and Environmental Department	NP3	1	
Senior Programme Assistant	G6	2	
Programme Secretary	G5	1	
B.3.1 Democratization			
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	
Youth and Education Adviser	S2	1	Upgrade
National Legal Adviser	NP2	1	
National Democratization Officer	NP1	1	
National Programme Officer	NP1	2	
National Governance Officer	NP1	1	
Senior Governance Training Assistant	G6	1	
Senior Programme Assistant	G6	5	
Senior Programme Co-ordination Assistant	G6	1	
Programme Assistant	G5	1	
B.3.2 Media			
Head Media	S2	1	
National Media Programme Development Officer	NP2	1	Change in category, upgrade
National Legal Officer	NP1	1	Change in category
National Legal Officer	NP1	1	
Senior Administrative Assistant	G6	1	
Senior Media Legislation Assistant	G6	1	
Senior Media/FoM Assistant	G6	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Administrative Assistant	G5	1	
Media Training Assistant	G5	2	
Media Monitoring Assistant	G5	1	
B.3.3 Rule of Law and Human Rights			
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	
Economic Transparency Adviser	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	New post
Senior Legal Assistant	G7	2	
Senior Administrative Assistant	G6	1	
Senior Programme Assistant	G6	1	
Legal Translator/Interpreter	G5	2	
<u>Mission to Serbia Total:</u>		175.5	
<u>Presence in Albania</u>			
A.1.1 Office of Head of Mission			
Head of Presence	HoM	1	
Deputy Head of Presence	DHoM	1	
Chief Political, Public Affairs and Reporting Officer	S3	1	Upgrade
Project Office Co-ordinator	S2	1	
Donor and Project Co-ordination Officer	S1	1	
Field Officer	S1	2	
Head of Project Office	S1	4	
Project Finance Officer	S1	1	
National Public Affairs Officer/Spokesperson	NP2	1	Change from programme Human Dimension Activities
National Political Officer	NP1	2	
Senior Translator/Interpreter	G6	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Senior Public Affairs Assistant	G6	1	Change from programme Human Dimension Activities
Field Assistant	G5	8	
Programme Assistant	G5	1	
Project Assistant	G5	1	
Senior Secretary	G5	2	
Political Assistant	G4	1	Downgrade, subject to classification
Internal Security Supervisor	G3	1	
Technical Security Clerk	G3	1	
Security Guard	G2	3	
A.2.1 Fund Administration Unit			
Chief, Fund Administration Unit	P3	1	
Material Resources Officer	S2	1	
Human Resources Officer	S1	1	
National Finance Officer	NP1	1	
Senior Human Resources Assistant	G6	1	
Senior ICT Assistant	G6	1	
Asset Management Assistant	G5	1	
Finance Assistant	G5	2	
ICT Assistant	G5	1	
Procurement Assistant	G5	2	
Transport Assistant	G5	1	
Human Resources and Training Assistant	G4	1	
Registry Assistant	G4	1	
Supply Assistant	G4	1	
Office Clerk	G3	1	
Travel Clerk/Receptionist	G3	1	
Vehicle Maintenance Clerk	G3	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	10	
B.1.1 Security Co-operation			
Head of Security Co-operation Department	S3	1	
Police Assistance and Border Management Officer	S2	1	
Senior Police Assistance Officer	S2	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
National Security Officer	NP1	1	
Programme Assistant	G5	1	
Programme/Administrative Assistant	G5	1	
Translator/Interpreter	G5	1	
B.2.1 Governance in Economic and Environmental Issues			
Head of Governance, Economy and Environmental Issues Department	S3	1	
Economic and Environment and Regional Reform Officer	S2	1	
National Economic and Environment Officer	NP2	1	
National Anti-Trafficking Officer	NP1	1	
National Property Legal Adviser	NP1	1	
Programme/Administrative Assistant	G5	1	
Project Assistant	G5	1	
Translator/Interpreter	G5	1	
Project Assistant	G4	1	
B.3.1 Democratization			
Head of Democratization Department	S3	1	Change from programme Human Dimension Activities
Civil Society Development Officer	S2	1	Change from programme Human Dimension Activities
Media Development Officer	S1	1	Change from programme Human Dimension Activities
National Electoral Reform Officer	NP2	1	Change from programme Human Dimension Activities
National Civil Society and Gender Officer	NP1	1	Change from programme Human Dimension Activities
National Election Legal Officer	NP1	1	Change from programme Human Dimension Activities

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Senior Public Information Assistant	G6	1	Change from programme Human Dimension Activities
Programme Assistant	G5	2	Change from programme Human Dimension Activities
Programme/Administrative Assistant	G5	1	Change from programme Human Dimension Activities
B.3.2 Rule of Law and Human Rights			
Head of Rule of Law and Human Rights Department	S3	1	Upgrade, change from programme Human Dimension Activities
Senior Judicial Officer	S2	1	Change from programme Human Dimension Activities
Senior Legal Officer	S2	1	Change from programme Human Dimension Activities
Legal Officer	S1	1	Change from programme Human Dimension Activities
National Legal Officer	NP1	3	Change from programme Human Dimension Activities
Legal Assistant	G5	2	Change from programme Human Dimension Activities
Programme Assistant	G5	1	Change from programme Human Dimension Activities
Translator/Interpreter	G5	1	Change from programme Human Dimension Activities
Presence in Albania Total:		102	
Spillover Monitor Mission to Skopje			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Chief Security Officer	P3	1	
CBM/Field Station Co-ordinator	S3	1	
Chief, Political/Reporting	S3	1	
Political Adviser	S2	1	
Programme Co-ordinator	S2	1	
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	Upgrade
Senior Political Assistant	G6	1	
Senior Assistant Translator/Interpreter	G6	1	Upgrade
Administrative Assistant	G5	1	
Project Assistant	G5	1	
Administrative Assistant	G4	1	
Archives Assistant	G4	2	
Language Assistant II	G4	2	
Security Assistant	G4	1	Upgrade
Situation Centre Assistant	G4	3	Downgrade
Close Protection Specialist	G3	1	
Protocol Clerk	G3	1	
Radio Operator	G3	7	
Driver	G2	2	Change from programme Common Operational Costs
Office Clerk	G2	1	
Security Guard	G2	15	
A.2.1 Fund Administration Unit			
Head, Administration and Finance	P5	1	
Chief, Finance	P3	1	
Chief, General Services	P3	1	
Chief, Human Resources Management	P3	1	
Transport Officer	S1	1	
National ICT Officer	NP3	1	
National Supply Officer	NP2	1	
National Administrative Officer	NP1	1	
National Assistant Building Management Officer	NP1	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
National Assistant Finance Officer	NP1	1	
National Human Resources Officer	NP1	1	Downgrade
Nurse	G6	1	
Senior Training Assistant	G6	1	
Senior Communications Technician	G6	1	Upgrade
Communications Technician	G5	1	Upgrade
Finance Assistant	G5	2	
IT Network Technician	G5	1	
Personnel Assistant	G5	2	
Senior Procurement Assistant	G5	1	
Senior Transport Assistant	G5	1	
Treasury Assistant	G5	1	Upgrade
Web/Database Assistant	G5	1	
Administrative Assistant	G4	1	
IT Help Desk Assistant	G4	2	
Material Management Assistant	G4	2	
Procurement Assistant	G4	1	
Vehicle Maintenance Assistant	G4	1	Upgrade
Finance Clerk	G3	1	
Material Control Clerk	G3	1	
Personnel Clerk	G3	2	
Technical Clerk	G3	1	
Transport Clerk	G3	2	
Material Management Clerk	G2	2	
Warehouse Worker	G2	1	
A.2.2 Common Operational Costs			
Bus Driver	G3	2	
Driver	G2	5	
Cleaner	G1	1	
B.1.1 Confidence Building			
Head of Confidence Building	S3	1	
CBM/Senior Confidence-Building Officer	S2	2	
Confidence-Building Officer	S1	5	
Education Development Officer	S1	2	
Confidence-Building Officer	S1	3	
Project Assistant	G5	1	
Office Assistant	G4	1	
Programme Assistant	G4	2	
Language Assistant I	G3	8	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
B.1.2 Police Development			
Head Police Development Department	S4	1	
Chief of Police Training	S3	1	
Chief, Community Development	S3	1	
Deputy Head Police Development Department	S3	1	
Community Police Adviser	S1	17	
Curriculum Development Officer	S1	1	
Police Instructor	S1	8	
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	Upgrade
Publications Assistant	G5	1	
Senior Secretary	G5	1	
Administrative Assistant	G4	2	
Language Assistant I	G3	23	
B.3.1 Media Development			
CBM/Head of Media Affairs/Spokesperson	S3	1	
Press and Public Information/Media Development Officer	S1	1	
Media Assistant	G4	2	
Press and Public Information Assistant	G4	1	
B.3.2 Rule of Law			
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	
Senior Rule of Law Officer	S2	1	
Rule of Law Officer	S1	3	
Rule of Law Officer/Capacity-Building	S1	1	
Analysis and Reporting Officer	S1	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
National Legal Adviser	NP2	1	
National Rule of Law Officer	NP1	9	
Senior Legal Assistant	G6	2	Upgrade
Rule of Law Assistant	G5	1	
Senior Assistant	G5	1	
Legal Translator Assistant	G5	2	Upgrade
Programme Assistant	G4	6	
B.3.3 Public Administration Support			
Head of Public Administration Reform	S3	1	
Programme Officer	S2	1	Upgrade
National Administrative Public Reform Officer	NP1	2	
National Public Administration Reform Officer	NP1	3	
Project Assistant	G5	1	
Spillover Monitor Mission to Skopje			
Total:		238	
Mission to Montenegro			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission/Programme Co-ordinator	DHoM	1	
Senior Political Officer	S2	1	
National Political Adviser	NP1	1	
Senior Secretary/Personal Assistant to HoM	G6	1	
Public Information Assistant	G5	1	
Assistant Translator/Interpreter	G5	1	Upgrade, change from programme Police Affairs
Programme Support Assistant	G5	1	
Security Guard	G2	2	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
Finance Officer	NP2	1	
Finance Assistant	G5	1	
Human Resources Assistant	G5	1	
ICT/DocIn Assistant	G5	1	
Procurement Assistant	G5	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
	G3	1	
Transport Clerk			
Receptionist	G2	1	
A.2.2 Common Operational Costs			
Driver	G2	1	
Cleaner	G1	1	
B.1.1 Police Affairs			
Chief of Police Training Centre	S2	1	
Police Expert Organized Crime	S2	1	
Programme Manager	S2	1	
Police Trainer	S1	2	
Senior Programme Assistant	G6	1	Upgrade
Programme Assistant	G5	1	Change from programme Office of Head of Mission
Language Assistant	G4	3	
B.2.1 Economic and Environmental			
National Programme Officer	NP2	1	Upgrade
Project Assistant	G5	1	New post
B.3.1 Democratization			
Democratization Officer	S2	1	
Programme Manager	S2	1	
National Education Officer	NP1	1	
National Training Officer	NP1	1	
Programme Assistant	G5	2	
B.3.2 Media			
Programme Manager	S2	1	
Programme Assistant	G5	1	
B.3.3 Rule of Law and Human Rights			
Human Rights Officer	S2	1	
Programme Manager, Rule of Law/Human Rights	S2	1	
National Legal Officer	NP1	1	
Senior Legal Adviser	G6	1	
Programme Assistant	G5	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
B.1.2 Politico-Military Activities			
National Politico-Military Officer	NP1	1	New post
<u>Mission to Montenegro Total:</u>		46	
<u>Mission to Moldova</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Public Affairs Officer/Spokesperson	S2	1	
National Assistant 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	
Security Guard	G2	3	New post
Office Support Clerk	G1	1	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
National Assistant 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	
A.2.2 Common Operational Costs			
Senior Driver/Dispatcher	G3	1	
Office Clerk	G2	1	
Vehicle Mechanic/Driver	G2	1	
Cleaner	G1	1	
B.1.1 Conflict Prevention/Resolution			
Military Member	S2	2	
Political Officer	S2	2	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
	Politico-Military Officer	S2	2
	Senior Programme Assistant	G6	1 New post
	Assistant Translator/Interpreter	G5	1 New post
B.3.1 Human Rights			
Monitoring/Democratization			
	Human Dimension Officer	S2	2
	National Assistant Legal Adviser	NP1	2
	Senior Legal Assistant	G6	1
B.3.2 Anti-Trafficking/Gender			
	Anti-Trafficking Officer	S2	1
	National Assistant Civil Legal Adviser	NP1	1
	Senior Programme Assistant	G6	2
	Programme/Administrative Assistant	G5	1
	<u>Mission to Moldova Total:</u>		48
<u>Project Co-ordinator in Ukraine</u>			
A.1.1 Office of Head of Mission			
	Project Co-ordinator	HoM	1
	Senior Project Officer	S3	1
	Personal Assistant to HoC	G5	1
	Security Guard	G2	2 New post
A.2.1 Fund Administration Unit			
	Chief of Fund Administration	P3	1
	National Finance Officer	NP1	1
	National Procurement Officer	NP1	1
	National HR Officer	NP1	1 Upgrade
	Senior Finance Assistant	G6	1
	Senior ICT Assistant	G6	1 Upgrade
	Senior Procurement Assistant	G6	1
	Senior Treasury Assistant	G6	1 New post
	Asset Management Assistant	G5	1 New post
	Secretary	G4	1 Change from programme Democratization and Good Governance
	HR Assistant	G4	1 New post
A.2.2 Common Operational Costs			
	Senior Driver	G3	1

POST TABLE (continued)

Fund				
Main Programme	Post	Number		Note
Programme	Grade	of Posts		
Post Title				
Driver	G2	1		Downgrade
Cleaner	G1	1		
B.3.1 Democratization and Good Governance				
National Elections and Governance Adviser	NP3	1		New post
National Project Officer	NP1	3		New post
National Elections and Governance Officer	NP1	1		New post
National Project Officer, Media	NP1	1		New post
Project Assistant	G5	1		New post
B.3.2 Rule of Law and Human Rights				
National Programme Officer	NP2	1		New post
National Project Manager	NP2	1		New post
National Project Manager	NP2	1		Upgrade
National Legal Adviser	NP1	1		New post
National Legal Officer	NP1	3		New post
National Project Officer	NP1	3		New post
Senior Project Assistant	G6	1		
Project Assistant	G5	3		New post
B.4.1 Economic, Environmental and Politico-Military Projects				
National Project Manager, FDI Promotion	NP2	1		New post
National Programme Officer, Politico-Military	NP1	1		
National Project Officer, Environmental Affairs	NP1	1		New post
Project Assistant	G5	1		
<u>Project Co-ordinator in Ukraine Total:</u>		44		
<u>Office in Minsk</u>				
A.1.1 Office of Head of Mission				
Head of Office	HoM	1		
Deputy Head of Office	DHoM	1		
Senior Secretary	G5	1		
Language Assistant	G4	1		
A.2.1 Fund Administration Unit				
Chief of Fund Administration	P2	1		
Senior Finance Assistant	G6	1		

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Administrative/Human Resources Assistant	G5	1	
Material Management Assistant	G5	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1	
Project Assistant	G6	1	
B.3.1 Institution Building, Rule of Law and Civil Society			
Human Dimension Officer	S2	1	
Programme Assistant	G5	1	
<u>Office in Minsk Total:</u>		13	
<u>Mission to Georgia</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Chief of Security	P3	1	
Programme Officer	P2	1	Change in Category
Security Officer	P2	1	
Head of Tskhinvali Field Office	S3	1	
Executive Adviser	S2	1	
Mission Legal Adviser	S2	1	
Spokesperson/Press and Public Information Officer	S2	1	
National Legal Officer	NP2	1	
National Public Information Officer	NP2	1	
National Project Co-ordinator	NP2	1	New post
National Project Officer	NP1	1	New post
Personal Assistant to the HoM	G6	1	
Press and Public Information Assistant	G5	3	Upgrade
Programme Assistant	G5	1	
Senior Secretary	G5	1	
Administrative Assistant, FO	G4	1	
Duty Room Assistant	G4	1	New post
Duty Room Assistant	G4	5	
Maintenance and Security Assistant	G4	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Office Assistant	G4	1	New post
Office Assistant	G4	1	
Safety and Security Assistant	G4	1	
Security Assistant	G4	1	Upgrade
Security Assistant	G4	1	
Security Guard Team Leader	G4	1	
Senior Driver	G3	1	
Security Guard	G2	2	New post
Security Guard	G2	31	
A.2.1 Fund Administration Unit			
Head, Administration and Finance	P5	1	
Chief, Finance	P3	1	
Chief, Human Resources Management	P3	1	
Chief, Material Management	P3	1	
Warehouse Officer	S1	1	
National ICT Officer	NP3	1	
National Accounting Officer	NP2	1	
National Associate Transport Officer	NP2	1	
Documents and Records Management Officer	NP1	1	
National Budget Officer	NP1	1	
National Civil Engineer	NP1	1	
National Personnel Officer	NP1	1	
National Procurement Officer	NP1	1	
National Training Officer	NP1	1	
National Treasury Officer	NP1	1	
Senior Inventory Control Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Senior Recruitment and Personnel Assistant	G6	1	
Accounting and Finance Assistant	G5	2	
Budget Assistant	G5	1	
Facilities Management Assistant	G5	1	
Human Resources Assistant	G5	1	Upgrade
IT Assistant	G5	1	New post
IT Assistant	G5	2	
Procurement Assistant	G5	1	
Telecommunications Assistant	G5	1	
Telecommunications Technician	G5	1	
Treasury Assistant	G5	1	
Administrative Assistant	G4	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Dispatcher/Transport Assistant	G4	1	
Inventory Control Assistant	G4	1	
IT/Communications Assistant	G4	1	
Office Assistant	G4	2	
Training Assistant	G4	1	
Transport Assistant	G4	1	
Travel Assistant	G4	1	
Electrician	G3	2	
Generator Management Clerk	G3	1	
Inventory Control Clerk	G3	2	
Personnel Clerk	G3	1	
Procurement Clerk	G3	1	
Transport Clerk	G3	1	
Handyman	G2	1	
Messenger	G2	1	Downgrade
Warehouse Worker	G2	1	
A.2.2 Common Operational Costs			
Driver/Mechanic	G3	3	
Driver	G2	6.5	
Housekeeper	G1	0.5	New post
Housekeeper	G1	3	
B.1.1 Political and Military Aspects of Security and Police Activities			
Police Adviser	P3	1	
Chief Military Officer	S3	1	
Project Co-ordinator	S3	1	
Military Monitoring Officer	S2	8	New post
Military Monitoring Officer	S2	8	
Political Officer	S2	3	
Senior Programme Assistant	G6	2	
Programme Assistant	G5	2	
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S3	1	Upgrade
Good Governance Officer	S2	1	
National Assistant Economic Officer	NP1	1	
National Environmental Officer	NP1	1	Change in category, upgrade

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Programme Assistant	G5	1	New post
Administrative Assistant	G4	1	
B.3.1 Human Dimension Activities			
Head of Human Dimension	S4	1	
Democratization/Elections Officer	S2	1	
Democratization Officer	S2	2	
Human Rights Officer	S2	1	
Human Rights Officer, Abkhazia, Georgia	S2	1	
Human Rights Officer — Gali Fo	S2	1	
Rule of Law Adviser	S2	1	
National Human Rights Officer	NP2	1	
National Rule of Law Officer	NP2	1	
National Assistant Freedom of Media Officer	NP1	1	
National Gender and Anti-Trafficking Officer	NP1	1	
Senior Democratization Assistant	G6	1	
Senior Human Rights Assistant	G6	1	
Senior Programme Assistant	G6	1	
Senior Rule of Law Assistant	G6	1	
Democratization Assistant	G5	1	
Programme Assistant	G5	2	
Office Assistant	G4	2	
<u>Mission to Georgia Total:</u>		183	
<u>Office in Yerevan</u>			
A.1.1 Office of Head of Mission			
Head of Office	HoM	1	
National Public Information Officer	NP2	1	New post
National Assistant Project Co-ordinator	NP1	1	
Senior Press and Public Information Assistant	G6	1	
Senior Project Assistant	G6	1	New post
Interpreter/Translator	G5	1	
Senior Secretary	G5	1	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
National Assistant Finance Officer	NP1	1	
Senior Administrative Assistant	G6	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Senior Finance and Administrative Assistant	G6	1	
Procurement/Administrative Assistant	G5	1	
Receptionist/Registry Clerk	G4	1	
A.2.2 Common Operational Costs			
Driver/Technician	G3	1	
Senior Driver	G3	1	
Driver	G2	1	
Cleaner	G1	1	
B.1.1 Politico-Military Activities			
Politico-Military Officer	S2	1	
National Programme Officer	NP2	1	Change in category, upgrade
National Programme Officer	NP2	1	New post
Senior Programme Assistant	G6	2	
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1	
National Assistant Programme Officer	NP1	1	
National Assistant Project Co-ordinator	NP1	1	
Senior Programme Assistant	G6	1	
Project Assistant	G5	1	
Driver/Technician	G3	1	
B.3.1 Democratization			
Democratization Officer	S2	1	
National Associate Programme Officer	NP2	1	
National Assistant Programme Officer	NP1	1	
Senior Programme Assistant	G6	1	
Programme Assistant	G5	1	
B.3.2 Human Rights			
Human Rights Officer	S2	1	
National Assistant Legal Adviser	NP1	1	
Senior Programme Assistant	G6	1	
B.4.1 Good Governance			
Deputy Head of Office	DHoM	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
National Associate Programme Officer	NP2	1	
Senior Programme Assistant	G6	1	
Senior Project Assistant	G6	1	
Office in Yerevan Total:		40	
Office in Baku			
A.1.1 Office of Head of Mission			
Head of Office	HoM	1	
Deputy Head of Office	DHoM	1	Change from programme Politico-Military Activities
National Press and Public Information Officer	NP1	1	Change from programme Politico-Military Activities
Personal Assistant/Secretary	G5	1	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
Senior Finance Assistant	G6	1	
Administrative Assistant	G5	1	New post
Finance Assistant	G5	1	
Procurement/Asset Management Assistant	G5	1	
Secretary	G4	1	Change from programme Office of Head of Mission
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	1	
Cleaner	G1	1	
B.1.1 Politico-Military Activities			
Head, Politico-Military Unit	S3	1	New post
Police Expert	S2	2	New post
Police Expert, Community Policing	S2	1	New post
Senior Programme Assistant	G6	1	
Project Assistant	G5	2	New post
B.2.1 Economic and Environmental Activities			
Head, Economic and Environmental Unit	S3	1	Upgrade

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Economic and Environmental Officer	S2	1	New post
Senior Programme Assistant	G6	1	
Senior Project Assistant	G6	1	New post
B.3.1 Democratization			
Democratization Officer	S2	1	
Senior Programme Assistant	G6	2	
B.3.2 Rule of Law and Human Rights			
Head of Rule of Law Unit	S3	1	
Judicial Training Officer	S2	1	
National Legal Officer	NP1	2	
Legal Assistant	G5	1	
<u>Office in Baku Total:</u>		32	
<u>High-Level Planning Group</u>			
A.1.1 Office of Head of Mission			
Officer	S	8	
Senior Administrative Assistant	G6	1	
<u>High-Level Planning Group Total:</u>		9	
<u>Personal Representative of the CiO on</u>			
<u>the Conflict Dealt with by the Minsk</u>			
<u>Conference</u>			
A.1.1 Office of Head of Mission			
Personal Representative of the CiO	HoM	1	
Field Assistant to the PR	S2	3	
Personal Assistant to the PR	S2	1	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
Senior Administrative Assistant	G6	1	Upgrade
Finance Assistant	G5	1	
A.2.2 Common Operational Costs			
Driver/Administrative Assistant — Yerevan	G5	1	
Driver — Stepanakert/Khankendi	G3	1	
Driver Instructor/Mechanic — Tbilisi	G3	1	
Driver — Baku	G2	1	
Driver — Tbilisi	G2	1	

POST TABLE (continued)

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

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
B.3.1 Human Dimension Activities			
Human Dimension Officer	S2	1	
National Legal Officer	NP1	1	
Senior Legal Assistant	G6	1	Upgrade, change from programme Office of Head of Mission
Senior Project Assistant	G6	1	
Centre in Astana Total:		25	
Centre in Ashgabad			
A.1.1 Office of Head of Mission			
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	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
Senior Finance Assistant	G6	1	
Administrative Assistant	G5	1	New post
Procurement Assistant	G5	1	
A.2.2 Common Operational Costs			
Driver/Technician	G3	1	
Senior Driver	G3	1	
Driver	G2	1	New post
Cleaner	G1	1	
B.1.1 Conflict Prevention and Confidence and Security Building			
Political Officer	S2	1	
Senior Programme Assistant	G6	1	
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1	
Programme Assistant	G5	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
B.3.1 Human Dimension Activities			
Human Dimension Officer	S2	1	
National Assistant Legal Adviser	NP1	1	
Programme Assistant	G5	1	
Centre in Ashgabad Total:		24	
Centre in Bishkek			
A.1.1 Office of Head of Mission			
Head of Centre	HoM	1	
Deputy Head of Centre	DHoM	1	
Cross-Dimensional Adviser	S3	1	Upgrade
Programme Co-ordinator	S3	1	
National Legal Officer	NP2	1	Change in category, upgrade
National Press and Public Information Officer	NP1	1	
Senior Programme Assistant	G6	1	
Senior Security Assistant	G6	1	
Assistant to Head of Centre	G5	1	
Project Assistant	G5	1	New post
Security Guard	G2	3	New post
Security Guard	G2	10	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P3	1	Upgrade
National Administrative and Finance Officer	NP1	1	
Procurement/Administrative Assistant	G6	1	
Senior Finance Assistant	G6	1	
Administrative and Finance Assistant	G5	1	
ICT Assistant	G5	1	New post
Personnel Assistant	G5	1	
Procurement Assistant	G5	1	New post
Procurement Assistant	G5	1	
Treasury Assistant	G5	1	
Administrative Assistant	G4	2	
Finance Assistant	G4	2	
A.2.2 Common Operational Costs			
Driver/Mechanic	G3	1	
Senior Driver	G3	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Driver	G2	7	
Cleaner	G1	4	
B.1.1 Politico-Military Activities			
Head of Field Office — Osh	S3	1	
Senior Political Officer	S3	1	Upgrade
Adviser on Anti-Terrorism Issues	S2	1	New post
Senior Programme Assistant	G6	3	
Programme Assistant	G5	1	New post
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	2	
Senior Programme Assistant	G6	4	
Programme Assistant	G5	5	Change from programme Office of Head of Mission
B.3.1 Human Dimension Activities			
Senior Human Dimension Officer	S3	1	Upgrade
Human Dimension Officer	S2	1	
Penitentiary Reform Adviser	S2	1	New post
National Assistant Project Co-ordinator	NP1	1	
Senior Legal Assistant	G6	1	Change from programme Politico-Military Activities
Senior Programme Assistant	G6	2	
Programme Assistant	G5	1	New post
B.4.1 Police Reform Programme			
Police Reform Adviser	S3	1	Upgrade
Community Policing Adviser	S2	1	New post
Community Policing Adviser	S2	1	
Senior Programme Assistant	G6	1	New post
Senior Programme Assistant	G6	2	
Programme Assistant	G5	1	New post
Project Assistant	G5	2	
Translator/Interpreter	G5	1	New post
Centre in Bishkek Total:		86	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Project Co-ordinator in Uzbekistan			
A.1.1 Office of Head of Mission			
Head of the Office	HoM	1	
Senior Secretary	G5	1	
Senior Security Guard	G3	1	
Security Guard	G2	2	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	NP2	1	
Asset Management Assistant	G5	1	
Finance Assistant	G5	1	
Human Resources Assistant	G5	1	
Information Technology Assistant	G5	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	1	
Cleaner	G1	2	
B.1.1 Politico-Military Activities			
National Project Officer	NP2	1	
B.2.1 Economic and Environmental Activities			
Senior Project Officer	S2	1	
National Economic and Environmental Officer	NP2	1	Change from programme Human Dimension Activities
B.3.1 Human Dimension Activities			
Senior Project Officer	S2	1	
Project Co-ordinator in Uzbekistan			
Total:		18	
Centre in Dushanbe			
A.1.1 Office of Head of Mission			
Head of Centre	HoM	1	
Deputy Head of Centre	DHoM	1	
Security Officer	P3	1	Upgrade

POST TABLE (continued)

Fund	Main Programme	Post Grade	Number of Posts	Note
Programme	Post Title			
	Programme Co-ordinator	S3	1	Change from programme SALW and CA, Mine Action, Anti-Terrorism and Security-Related Activities
	Field Officer	S2	1	Change from programme Fostering Political Dialogue and Security
	Field Officer	S1	1	Change from programme Promoting Democratization in Tajikistan
	Field Officer	S1	1	Change from programme Supporting Economic Development in Tajikistan
	Senior Press and Public Information Assistant	G6	1	
	Senior Programme Assistant	G6	1	Upgrade
	Field Assistant	G5	1	Change from programme Fostering Political Dialogue and Security
	Field Assistant	G5	1	Change from programme Promoting Democratization in Tajikistan
	Field Assistant	G5	1	Change from programme Supporting Economic Development in Tajikistan
	Field Assistant	G5	1	Change from programme Fostering Democratization of Media in Tajikistan
	Field Assistant	G5	1	Change from programme Gender Awareness and Equality in Tajikistan
	Security Assistant	G5	1	
	Senior Secretary	G5	2	
	Assistant Translator/Interpreter	G5	1	Upgrade

POST TABLE (continued)

Fund	Main Programme	Post Grade	Number of Posts	Note
Programme	Post Title			
	Administrative Assistant	G4	1	Change from programme Fostering Political Dialogue and Security
	Administrative Assistant	G4	1	Change from programme Promoting Democratization in Tajikistan
	Administrative Assistant	G4	1	Change from programme Supporting Economic Development in Tajikistan
	Administrative Assistant	G4	1	Change from programme Fostering Democratization of Media in Tajikistan
	Administrative Assistant	G4	1	Change from programme Gender Awareness and Equality in Tajikistan
	Office Assistant	G4	1	New post
	Senior Security Guard	G3	1	New post
	Handyman	G2	3	Change from programme Fostering Political Dialogue and Security
	Handyman	G2	2	Change from programme Promoting Democratization in Tajikistan
	Handyman	G2	2	Change from programme Supporting Economic Development in Tajikistan
	Handyman	G2	2	Change from programme Fostering Democratization of Media in Tajikistan
	Handyman	G2	1	Change from programme Gender Awareness and Equality in Tajikistan
	Security Guard	G2	9	New post

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Cook	G1	1	Change from programme Fostering Political Dialogue and Security
Cook	G1	1	Change from programme Promoting Democratization in Tajikistan
Cook	G1	1	Change from programme Supporting Economic Development in Tajikistan
A.2.1 Fund Administration Unit			
Chief, Fund Administration Unit	P3	1	
Associate Finance Officer	P2	1	
National Associate Administrative Officer	NP2	1	
National Personnel Officer	NP1	1	Upgrade, change in category
Senior Finance Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Administrative Assistant	G5	1	Upgrade
Asset Management Assistant	G5	1	New post
Communications Assistant	G5	1	
Finance Assistant	G5	1	
IT Assistant	G5	1	
Treasury Assistant	G5	1	
Building Maintenance Assistant	G4	1	
Human Resources/Office Assistant	G4	1	Upgrade
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	9	
Handyman	G2	1	Change from programme Fostering Democratization of Media in Tajikistan
Cleaner	G1	7	

POST TABLE (continued)

Fund	Main Programme	Post Grade	Number of Posts	Note
	Programme			
	Post Title			
	Cook	G1	1	Change from programme Fostering Democratization of Media in Tajikistan
	Cook	G1	1	Change from programme Gender Awareness and Equality in Tajikistan
	B.1.1 Fostering Political Dialogue and Security			
	Political Officer	S2	1	
	Counter-Terrorism and Police Issues Adviser	S2	1	New post
	Programme Assistant	G5	1	New post
	Programme Assistant	G5	1	
	B.1.2 SALW and CA, Mine Action, Anti-Terrorism and Security-Related Activities			
	Politico-Military Officer	S2	1	New post
	Border Management Adviser	S2	1	New post
	De-Mining Officer	S2	1	New post
	Field Officer, Border Issues	S1	1	Change from programme Gender Awareness and Equality in Tajikistan
	National Border Management Officer	NP1	1	New post
	Programme Assistant	G5	1	New post
	Programme Assistant	G5	1	
	B.2.1 Addressing Environmental Issues — Capacity Building			
	Environmental Officer	S2	1	
	Water Management Adviser	S2	1	New post
	National Environmental Officer	NP1	1	New post
	Programme Assistant	G5	1	
	B.2.2 Supporting Economic Development in Tajikistan			
	Senior Economic and Environmental Officer	S3	1	New post
	Economic Officer	S2	1	

POST TABLE (continued)

Fund				
Main Programme	Post	Number		Note
Programme	Grade	of Posts		
Post Title				
Regional Economic and Environmental Adviser	S2	1		New post
Field Officer, Economic and Environmental Issues	S1	1		Change from programme Fostering Democratization of Media in Tajikistan
Programme Assistant	G5	1		
Project Assistant	G5	3		New post
B.3.1 Promoting Democratization in Tajikistan				
Human Dimension Officer	S2	1		
Programme Assistant	G5	2		
B.3.2 Fostering Democratization of Media in Tajikistan				
Media Officer	S2	1		
National Public Information Officer	NP1	1		
Public Information Assistant	G5	1		
B.3.3 Gender Awareness and Equality in Tajikistan				
Gender Issues Officer	S2	1		
National Gender Officer	NP1	1		New post
Programme Assistant	G5	1		
Centre in Dushanbe Total:		113		
Grand Total		3,245.5		

PC.DEC/839
7 March 2008
Attachment

Original: ENGLISH

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

By the delegation of Tajikistan:

“Mr. Chairman,

On behalf of the delegation of Tajikistan I am authorized to make the following interpretative statement to be attached to the journal of the day:

In supporting the Permanent Council Decision on approval of the 2008 Unified Budget the delegation of Tajikistan agrees with the increase of 19 per cent of the budget of the OSCE Centre in Dushanbe only for 2008, taking into account that this increase will be used for financing priority projects proposed by the Ministry of Foreign Affairs of the Republic of Tajikistan, in particular the arrangement of the Dushanbe International Conference on Water Related Disaster Reduction (27 and 28 June 2008), project on establishment of the Republican Information Press-Center and other projects.”