
202nd Plenary Meeting

PC Journal No. 202, Agenda item 6

DECISION No. 282

The Permanent Council,

- I. Acting in accordance with the relevant provisions of the Financial Regulations (DOC.PC/1/96) as approved by the Permanent Council on 27 June 1996,
 1. Approves the 1999 Budget contained in Annex 1; and
 2. Approves the OSCE Post Table contained in Annex 2.
- II. Furthermore, the Permanent Council,
 1. Pending the adoption of the 1999 budget for the Kosovo Verification Mission (KVM), which will take place not later than 31 January 1999, authorizes the Secretary General to incur obligations of up to ATS 300 million in respect of the fulfillment of its tasks, and to bill participating States for amounts up to the level of 50 per cent of the KVM budget approved by the Permanent Council in its Decision No. 266 (PC.DEC/266);
 - 2.(a) Decides, in accordance with OSCE Financial Regulation 2.05a, to conduct a general discussion of the budget outline for the year 2000 not later than 31 May 1999. In the framework of this discussion, special attention will be paid to ways of improving the process of preparation of the budget, programme budgeting methods, and financial control mechanisms;
 - (b) Further tasks the Chairman of the informal Financial Committee with presenting a report and recommendations to the Permanent Council which will serve as the basis for this discussion;
 3. Recalling Decision No. 4 of the Oslo Ministerial Council (MC(7).DEC/4), decides to convene a special informal Financial Committee meeting with experts from capitals, not later than 30 April 1999, to study ways of further strengthening the operational capacities of the OSCE. This meeting will also review progress in the implementation of paragraph 5 of Decision No. 8 of the Copenhagen Ministerial Council (MC(6).DEC/8);
 4. Tasks the Secretary General with considering the relevance of nominating a Deputy Director of the Conflict Prevention Centre (CPC) and reporting his findings to the Permanent Council no later than 31 March 1999;

5. Pending conclusion of negotiations on an OSCE training strategy, agrees that funds will be allocated on a provisional basis within mission budgets for training programmes in 1999 and tasks the informal Financial Committee with reviewing the allocation of these funds to ensure the funds approved match the approved training strategy;
6. Decides that a review of the budget for OSCE Tasks in Bosnia and Herzegovina will take place should municipal elections not be held in 1999;
7. Tasks the OSCE Mission to Bosnia and Herzegovina with seeking a commitment by the authorities of Bosnia and Herzegovina to finance the Project 8.1, "Ballot Production", within the election part of the Mission budget; in the event that such financing cannot be obtained through the Bosnia and Herzegovina authorities, further tasks the Secretary General with issuing a call for voluntary contributions to cover these costs. Should voluntary contributions not be pledged by 30 April 1999, the Mission is authorized to obtain funding for this project through the transfer of funds from other parts of its budget;
8. Tasks the Secretary General with reviewing the permanent staffing of the Secretariat whenever the number or scale of large OSCE Missions decreases, in order to ensure that its strength is proportionate to its reduced tasks;
9. Recalling its Decision No. 249 (PC.DEC/249), notes that funds committed for the implementation of the Information Systems Strategic Plan, which foresees three-year non-recurrent investments, will not form part of the baseline figure for future budget negotiations;
10. Tasks the informal Financial Committee with conducting periodic reviews of the implementation of the Information Systems Strategic Plan and related information technology proposals and of the presentation of information technology programmes in OSCE budgets, and with reporting its findings to the Council. Such reviews shall be conducted on the basis of reports furnished by the Secretary General, including details of the budgetary implications of these information technology programmes. Further tasks the Chairman of the informal Financial Committee with establishing a roster of information technology experts to assist in these reviews;
11. Recognizing the significant level of resources committed to travel and related costs within this budget, tasks the informal Financial Committee with reviewing the OSCE's travel policies with the aim of enhancing the cost-effectiveness of travel budgets and the clarity of their presentation in OSCE budget documents and with presenting a report and recommendations to the Council by 31 July 1999. This review should take account of the best practices contained in the travel policies of other international organizations and of the participating States;
12. Recognizing the growing complexity of the OSCE's procurement requirements, tasks the informal Financial Committee with reviewing the OSCE's procurement procedures and with presenting a report and recommendations to the Council by 31 July 1999;
- 13.(a) While reiterating its commitment to secondment as the basis of ODIHR Election Observation Missions, agrees that funds should be allocated on an exceptional basis in

1999 to hire On-Site Election Co-ordinators and necessary support staff if no suitable secondments can be provided by the participating States;

- (b) Tasks the Director of the ODIHR with seeking such secondments in good time before the launching of each ODIHR Election Observation Mission;

14. Recognizing the importance of gender mainstreaming in the OSCE, calls upon participating States to provide voluntary contributions to assist the focal point on gender issues in staffing;

15. Encourages the Secretary General, in consultation with the Chairman-in-Office, to examine the possibility of appointing within the OSCE Secretariat additional focal points to deal with issues of common interest to the participating States;

16. Calls upon participating States, partners for co-operation, Mediterranean partners for co-operation and other States, as well as international organizations and institutions, to consider making voluntary contributions, in particular towards the support of large-scale Missions and the ODIHR;

17. Reaffirming the importance of the economic dimension of the OSCE, encourages participating States, partners for co-operation, Mediterranean partners for co-operation and other States, as well as international organizations and institutions, to contribute to the Voluntary Fund for Activities Related to the Economic Aspects of Security. Should appropriate funds not be identified by 30 July 1999, the Permanent Council will review the practice of financing economic and environmental seminars, based on a report prepared by the Secretary General.

1999 BUDGET

<u>Fund</u>		ATS	ATS
Main Programme			
Subprogramme			
I. <u>The General Fund</u>			
Secretary General and Central Services			
1. Executive Management	4,949,527		
2. Press and Public Information	5,071,008		
3. Legal Services	1,104,000		
4. Auditing Services	2,687,204		
5. Short Term Missions/Visits of CiO and PR of the CiO	3,000,000		
6. Short Term Missions	<u>100,000</u>		
7. Total			16,911,739
Activities Relating to the Economic and Environmental Aspects of Security			
8. Co-ordinator of OSCE Economic and Environmental Activities	5,072,500		
9. Seminars	0		
10. Economic Forum Meeting	<u>3,005,500</u>		
11. Total			8,078,000
Conflict Prevention Activities			
12. Management	3,215,487		
13. Mission Liaison	6,437,397		
14. Mission Staffing	2,388,000		
15. External Co-operation	5,044,083		
16. Gender Issues	497,000		
17. Central Asian Office Activities	5,876,016		
18. Training and Capacity Building	1,655,910		
19. Seminars	<u>1,062,425</u>		
20. Total			26,176,318

1999 BUDGET (continued)

Fund			
	Main Programme		
	Subprogramme		
		ATS	ATS
	Activities Relating to Military Aspects of Security		
21.	Communications Network	5,139,370	
22.	FSC Support Unit	1,956,155	
23.	Seminars	<u>850,000</u>	
24.	Total		7,945,525
	Conference Services in Vienna		
25.	Direction and Management	1,313,596	
26.	Conferences	<u>48,521,305</u>	
27.	Total		49,834,901
	Conference Services in Prague		
28.	Senior Council Meetings	<u>1,111,000</u>	
29.	Total		1,111,000
	Common Services in Vienna		
30.	Direction and Management	3,054,699	
31.	General Services	17,167,386	
32.	Human Resources Management	4,644,799	
33.	Finance	9,814,776	
34.	Information Technology Section	32,638,516	
35.	Operations	<u>9,654,442</u>	
36.	Total		76,974,618
	Common Services in Prague		
37.	General Services and Documentation	4,237,244	
38.	Finance	<u>235,000</u>	
39.	Total		4,472,244
40.	Total for the General Fund		191,504,345

1999 BUDGET (continued)

<u>Fund</u>	Main Programme		
	Subprogramme		
		ATS	ATS
II.	<u>Office for Democratic Institutions and Human Rights (ODIHR)</u>		
	Human Dimension Activities		
	41. Elections	39,433,547	
	42. Democratization	18,329,891	
	43. Roma and Sinti Issues	<u>1,773,050</u>	
	44. Total		59,536,488
	Common Services		
	45. Executive Management	4,618,767	
	46. General Administration	7,918,180	
	47. Finance	<u>2,340,454</u>	
	48. Total		14,877,401
	49. Total for ODIHR		74,413,889
III.	<u>High Commissioner on National Minorities (HCNM)</u>		
	Activities of the High Commissioner		
	50. Management	8,508,375	
	51. On-site Consultations	4,690,000	
	52. Reporting to the OSCE	<u>495,000</u>	
	53. Total		13,693,375
	Common Services		
	54. General Administration	3,388,552	
	55. Finance	<u>75,000</u>	
	56. Total		3,463,552
	57. Total for HCNM		17,156,927

1999 BUDGET (continued)

<u>Fund</u>		ATS	ATS
Main Programme			
Subprogramme			
IV. <u>Representative on Freedom of the Media</u>			
58. Management		6,146,401	
59. Total for Representative on Freedom of the Media			6,146,401
V. <u>Funds relating to the Conflict dealt with by the OSCE Minsk Conference</u>			
60. High Level Planning Group		2,717,156	
61. The Minsk Process		19,005,340	
62. Personal Representative of the CiO		<u>9,701,034</u>	
63. Total Funds relating to the Conflict dealt with by the OSCE Minsk Conference			31,423,530
VI. <u>OSCE Missions and Field Operations</u>			
64. Centre in Almaty			
Staff Costs		384,661	
Travel Costs		3,037,184	
Other Services and Utilities		569,080	
Representation		48,000	
Language Services		0	
Investment Costs		350,000	
Supplies		148,360	
Undistributed Costs		<u>175,792</u>	
Total			4,713,077
65. Centre in Ashgabat			
Staff Costs		225,550	
Travel Costs		2,581,784	
Other Services and Utilities		569,080	
Representation		48,000	
Language Services		0	
Investment Costs		498,360	
Supplies		0	
Undistributed Costs		<u>175,792</u>	
Total			4,098,566

1999 BUDGET (continued)

<u>Fund</u>	Main Programme		
	Subprogramme		
		ATS	ATS
66.	Centre in Bishkek		
	Staff Costs	351,417	
	Travel Costs	3,418,544	
	Other Services and Utilities	569,080	
	Representation	48,000	
	Language Services	0	
	Investment Costs	350,000	
	Supplies	148,360	
	Undistributed Costs	<u>175,792</u>	
	Total		5,061,193
67.	Presence in Albania		
	Staff Costs	4,847,685	
	Travel Costs	26,062,732	
	Other Services and Utilities	10,019,508	
	Representation	342,000	
	Language Services	0	
	Investment Costs	1,951,407	
	Supplies	1,951,284	
	Undistributed Costs	<u>153,276</u>	
	Total		45,327,892
68.	Assistance Group to Chechnya		
	Staff Costs	3,194,540	
	Travel Costs	10,207,965	
	Other Services and Utilities	4,255,800	
	Representation	50,000	
	Language Services	0	
	Investment Costs	2,402,042	
	Supplies	1,515,945	
	Undistributed Costs	<u>16,951</u>	
	Total		21,643,243
69.	Representative to the Joint Commission on Skrunda Radar Station		
	Staff Costs	0	
	Travel Costs	241,960	
	Other Services and Utilities	0	
	Representation	35,000	
	Language Services	0	
	Investment Costs	0	

1999 BUDGET (continued)

<u>Fund</u>	Main Programme		
	Subprogramme		
		ATS	ATS
	Supplies	0	
	Undistributed Costs	<u>0</u>	
Total			276,960
70. Estonia			
	Staff Costs	845,534	
	Travel Costs	3,981,925	
	Other Services and Utilities	1,251,879	
	Representation	140,000	
	Language Services	0	
	Investment Costs	501,744	
	Supplies	224,500	
	Undistributed Costs	<u>75,943</u>	
Total			7,021,525
71. Georgia			
	Staff Costs	1,270,892	
	Travel Costs	12,315,300	
	Other Services and Utilities	3,371,898	
	Representation	250,000	
	Language Services	0	
	Investment Costs	1,274,737	
	Supplies	861,200	
	Undistributed Costs	<u>143,718</u>	
Total			19,487,745
72. Kosovo, Sandjak and Vojvodina			0
73. Latvia			
	Staff Costs	758,562	
	Travel Costs	4,444,154	
	Other Services and Utilities	1,610,973	
	Representation	175,000	
	Language Services	0	
	Investment Costs	977,242	
	Supplies	246,200	
	Undistributed Costs	<u>204,909</u>	
Total			8,417,040
74. Moldova			
	Staff Costs	467,850	

1999 BUDGET (continued)

<u>Fund</u>			
Main Programme			
Subprogramme		ATS	ATS
	Travel Costs	4,830,592	
	Other Services and Utilities	1,042,785	
	Representation	145,000	
	Language Services	0	
	Investment Costs	779,070	
	Supplies	270,000	
	Undistributed Costs	<u>207,452</u>	
Total			7,742,749
75. Advisory and Monitoring Group to Belarus			
	Staff Costs	693,234	
	Travel Costs	6,350,740	
	Other Services and Utilities	1,910,344	
	Representation	63,250	
	Language Services	328,900	
	Investment Costs	244,745	
	Supplies	416,010	
	Undistributed Costs	<u>258,412</u>	
Total			10,265,635
76. Representative to the Estonian Commission on Military Pensioners			
	Staff Costs	277,038	
	Travel Costs	742,244	
	Other Services and Utilities	269,700	
	Representation	36,000	
	Language Services	10,000	
	Investment Costs	286,500	
	Supplies	39,600	
	Undistributed Costs	<u>0</u>	
Total			1,661,082
77. Skopje			
	Staff Costs	1,146,798	
	Travel Costs	3,828,710	
	Other Services and Utilities	1,466,630	
	Representation	200,000	
	Language Services	40,000	
	Investment Costs	495,196	
	Supplies	417,800	

1999 BUDGET (continued)

<u>Fund</u>	<u>Main Programme</u>		
	<u>Subprogramme</u>		
		ATS	ATS
	Undistributed Costs	<u>347,502</u>	
Total			7,942,636
78. Tajikistan			
	Staff Costs	1,313,759	
	Travel Costs	7,190,180	
	Other Services and Utilities	2,729,025	
	Representation	95,500	
	Language Services	20,000	
	Investment Costs	1,354,897	
	Supplies	702,240	
	Undistributed Costs	<u>301,413</u>	
Total			13,707,014
79. Ukraine			
	Staff Costs	692,299	
	Travel Costs	3,854,930	
	Other Services and Utilities	724,500	
	Representation	40,000	
	Language Services	30,000	
	Investment Costs	632,494	
	Supplies	280,500	
	Undistributed Costs	<u>43,699</u>	
Total			6,298,422
80. Total OSCE Missions and Field Operations			163,664,779
VII. <u>Large OSCE Missions and Projects</u>			
81. Croatia			
	Head Office in Zagreb	202,919,534	
	Co-ordination Centres	95,366,280	
	Secretariat Augmentation	<u>8,419,036</u>	
Total			306,704,850
82. Tasks in Bosnia and Herzegovina			
	The Mission		
	Central Office	125,634,951	
	Democratization	47,238,980	
	Human Rights	14,921,499	
	Regional Stabilization	12,818,164	

1999 BUDGET (continued)

<u>Fund</u>			
Main Programme			
Subprogramme		ATS	ATS
	Provisional Election Commission	3,831,173	
	Election Appeals Sub-Commission	4,590,509	
	Elections	257,273,690	
	Regional Centres	<u>136,361,509</u>	
	Total for the Mission		602,670,475
	Federation Ombudsmen	16,395,800	
	Ombudsmen in the Republika Srpska	6,773,788	
	Regional Stabilization	14,240,622	
	Secretariat Augmentation	<u>11,887,107</u>	
	Grand Total for Tasks in Bosnia and Herzegovina		651,967,792
83.	Total Large OSCE Missions and Projects		958,672,642
84.	Miscellaneous Income		(8,657,895)
85.	Grand Total		1,434,324,618

OSCE POST TABLE

<u>Fund</u>		Grade	Expiry
Main Programme		of	Date of
Subprogramme		Post	Post
1. <u>The General Fund: The OSCE Secretariat</u>			
Secretary General and Central Services			
Executive Management	Secretary General	-	
	Personal Assistant to the SG (S/12M)	-	
	Senior Adviser to the SG	P5	
	Senior Secretary	G6	
	Secretary B - half-time	G4	
Press and Public Information	Spokesperson	P4	
	Press Officer	P3	
	Public Information Officer	P3	
	On-Line Manager	P2	
	Secretary B - half-time	G4	
Legal Services	Legal Adviser	P3	
Auditing Services	Internal Auditor	P4	
	Internal Auditor	P2	
	Secretary B - half-time	G4	
Activities Relating to the Economic and Environmental Aspects of Security			
	Co-ordinator of OSCE Economic and Environmental Activities	D2/D1*	
	Senior Economic Adviser	P5	
	Secretary A	G5	
Conflict Prevention Activities			
Management	Director of the Conflict Prevention Centre	D2	
	Secretary A	G5	
	Secretary B	G4	
Mission Liaison	Head of Mission Liaison Section	P5	
	Senior Mission Liaison Officer	P4	
	Senior Mission Liaison Officer	P4	
	Senior Mission Liaison Officer	P4	
	Senior Mission Liaison Officer (S/12M)	P4	
	Security Co-ordinator	P3	
	Secretary B	G4	
Mission Staffing	Chief Mission Staffing Officer	P4	
	Senior Mission Staffing Assistant	G6	
	Senior Mission Staffing Assistant	G6	

* Incumbent appointed at the level of D2

OSCE POST TABLE (continued)

Fund		Grade	Expiry
Main Programme		of	Date of
Subprogramme		Post	Post
External Co-operation	Head of Section for External Co-operation	D1	
	Senior Diplomatic Adviser	P4	
	Adviser	P2	
	Secretary A	G5	
	Secretary B - half-time	G4	
Central Asian Office Activities	Head of the Office (seconded)	-	
	Political Officer	P3	20001231
	Human Dimension Expert/Legal Adviser	P3	20001231
	Economic/Environmental Expert	P3	20001231
	Secretary/Interpreter	G4	20001231
	Secretary B	G4	20001231
	Driver	G2	20001231
	Driver	G2	20001231
Training and Capacity Building	Co-ordinator for Training and Capacity Building (S/12M)	-	
	Training Assistant	G5	
Activities Relating to Military Aspects of Security			
	CSBM Officer/Communications and Information	P3	
	FSC Support Officer	P3	
Conference Services in Vienna			
Direction and Management	Director for Resources - half-time	D2	
	Deputy Director for Conference Services	P4	
Conferences	Language Services Co-ordinator	P4	
	Administration and Finance Officer	P3/L	
	Meetings Officer	P2	
	Senior Assistant, Language Services Unit	G6	
	Security Officer	G6	
	Senior Documents Control Assistant	G6	
	Secretary A	G5	
	Secretary A	G5	
	Documents Control Assistant	G5	
	Documents Distribution and Meeting Room Supervisor	G5	
	Secretary B	G4	
	Meeting Assistant	G4	
	Meeting Assistant	G4	
	Information Desk Attendant	G4	
	Meeting Room Attendant	G3	
	Meeting Room Attendant	G3	
	Meeting Room Attendant	G3	
	Meeting Room Attendant	G3	

OSCE POST TABLE (continued)

Fund		Grade	Expiry
Main Programme		of	Date of
Subprogramme		Post	Post
	Switchboard Operator	G2	
Common Services in Vienna			
Direction and Management	Director for Resources - half-time	D2	
	Operations Officer	P3	
	Secretary A	G5	
General Services	Administrative Services Officer	P2/L	
	Senior Administrative Services Assistant	G6	
	Senior Archivist	G5	
	Archivist	G4	
	Driver	G2	
	Receptionist	G2	
	Cleaner	G1	
	Cleaner	G1	
	Cleaner	G1	
Human Resources Management	Chief of Personnel	P3	
	Personnel Officer	P2/L	
	Personnel Assistant	G5	
	Personnel Assistant	G5	
	Secretary B	G4	
Finance	Deputy Director for Finance	P5	
	Chief of Budget (S/5M)	P4	
	Chief of Accounts	P3	
	Treasurer	P2/L	
	Budget Officer	P2/L	
	Budget Officer	P2/L	
	Accountant	G7	
	Senior Treasury Assistant	G6	
	Finance Assistant	G5	
	Finance Assistant	G4	
	Secretary B - half-time	G4	
Information Technology Section	Chief Information Technology Section	P5	
	Senior IT Operations Officer	P3	
	Senior Systems Officer	P3	
	Systems Administrator (F/MMS)	P3	20010630
	Business Analyst (DMS)	P3	20010630
	Business Analyst (FMS)	P3	20000731
	Business Analyst (MMS)	P3	20000731
	Internet Specialist	P2	
	Senior Information Technology Assistant	G6	
	Senior Information Technology Assistant	G6	
	Information Technology Assistant (Help Desk)	G5	
	Technical/Administrative Assistant	G4	

OSCE POST TABLE (continued)

Fund		Grade	Expiry
Main Programme		of	Date of
Subprogramme		Post	Post
	Operations	Chief of Operations	P5
		Logistics Officer	P3/L
		Procurement Officer	P3/L
		Transportation Officer	P3/L
		Supply Officer	P2
		Communications Officer	P2
		Maintenance Officer	P2/L
		Deputy Communications Officer	P2/L
		Logistics Assistant	G4
		Secretary B	G4
		Fleet Management Clerk	G2
	Common Services in Prague		
	General Services and Documentation	Head of Office and Officer in Charge of Meetings (S/12M)	P3
		Senior Assistant for Documentation and Information	G7
		Senior Information Technology Assistant	G6
		Secretary A	G5
		Archivist	G5
		Cleaner (75%)	G1
	Finance	Senior Assistant, Administration and Finance	G6
	2. <u>Office for Democratic Institutions and Human Rights (ODIHR)</u>		
	Human Dimension Activities		
	Elections	Head of Election Section	P5
		Elections Adviser	P3
		Elections Adviser	P3
		Elections Adviser	P3
		Elections Adviser	P2
		Junior Elections Officer	P1
		Junior Elections Officer	P1
	Democratization	Head of Democratization Section	P5
		Rule of Law Adviser	P3
		Human Rights Adviser	P3
		NGO/Public Affairs Adviser	P3
		Freedom of Movement/ Migration Adviser	P3
		Junior Rule of Law Officer	P1
		Junior Public Affairs Officer	P1
		Junior Human Dimension Officer	P1
		Junior NGO Officer	P1
		Junior Freedom of Movement/ Migration Officer	P1

OSCE POST TABLE (continued)

Fund		Grade	Expiry
Main Programme		of	Date of
Subprogramme		Post	Post
	Roma and Sinti Issues	Adviser on Roma and Sinti Issues	P4
Common Services			
	Executive Management	Director of the ODIHR	-
		Personal Adviser to the Director of the ODIHR (S/12M)	-
		First Deputy Director of the ODIHR	D1
		Second Deputy Director for Administration and Conference Services	P5
	General Administration	Junior Administration and Personnel Officer	P1
		Senior Information Technology Assistant	G6
		Senior Information Technology Assistant	G6
		Logistic/Conference Services Assistant	G5
		Executive Assistant	G5
		Secretary A	G5
		Secretary A	G5
		Secretary A	G5
		Secretary A	G5
		Archivist/Secretary B	G4
		Receptionist	G4
		Driver/Messenger	G2
	Finance	Financial Adviser	P2
		Junior Finance Officer	P1
		Financial Assistant	G5
3. <u>High Commissioner on National Minorities (HCNM)</u>			
Activities of the High Commissioner			
		High Commissioner	-
		Personal Adviser (S/12M)	-
		Senior Adviser	P5
		Senior Adviser	P5
		Senior Adviser	P4
		Senior Adviser	P4
		Senior Adviser	P4
		Legal Adviser	P3
Common Services			
		Senior Administrative Assistant	G6
		Secretary A	G5
		Secretary B	G4
		Documentation and Information Assistant	G4

OSCE POST TABLE (continued)

<u>Fund</u>		Grade	Expiry
<u>Main Programme</u>		of	Date of
<u>Subprogramme</u>		Post	Post
4. <u>Representative on Freedom of the Media</u>			
	Representative on Freedom of the Media	-	
	Adviser (S/12M)	P5	
	Adviser (S/12M)	P5	
	Adviser	P4	
	Secretary A	G5	
	Secretary B - half-time	G4	
5. <u>The Conflict dealt with by the OSCE Minsk Conference</u>			
	Administrative Assistant	G6	
6. <u>Large OSCE Missions and Projects</u>			
Mission to Croatia			
Head Office and Co-ordination Centres	Information Technology Officer	P3	19991231
	Maintenance/Supply Officer	P3	19991231
	Finance Officer	P3	19991231
	Communications Officer	P3	19991231
	Personnel Officer	P3	19991231
	Training Officer	P3	19991231
	Personnel/Finance Officer	P2	19991231
Secretariat Augmentation			
Mission Liaison	Mission Liaison Officer	P3	19991231
Mission Staffing	Mission Staffing Assistant	G5	19991231
	Secretary B	G4	19991231
General Services	Administrative Assistant/Archivist	G4	19991231
Finance	Budget Assistant	G5	19991231
	Finance Assistant	G5	19991231
	Secretary B - half-time	G4	19991231
Information Technology Section	Information Technology Assistant (Help Desk)	G5	19991231
Operations	Deputy Chief of Operations	P4	
	Communications Assistant	G5	19991231
	Procurement Assistant	G5	19991231
	Maintenance/Transportation Assistant	G5	19991231
Tasks in Bosnia and Herzegovina			
Mission to Bosnia and Herzegovina	Director of Administration and Support	P5	19991231

OSCE POST TABLE (continued)

Fund		Grade	Expiry
Main Programme		of	Date of
Subprogramme		Post	Post
	Chief Budget and Deputy Director for Administration	P4	19991231
	Chief Logistics Officer	P3	19991231
	Chief Finance Officer	P3	19991231
	Chief Personnel Officer	P3	19991231
	Chief Procurement Officer	P3	19991231
	Finance Officer	P2	19991231
	Finance Officer	P2	19991231
	Finance Officer	P2	19991231
	Finance Officer	P2	19991231
Regional Stabilization/Arms Control			
	Negotiation (Art. II and IV)	Secretary	G3 19991231
	Negotiation (Art. V)	Diplomatic Advisor	P4 19991231
		Arms Specialist (S/12M)	P4 19991231
		Legal Advisor (S/12M)	P4 19991231
		Military Advisor (S/12M)	P4 19991231
		Secretary	G5 19991231
Secretariat Augmentation			
	Mission Liaison	Mission Liaison Officer (S/12M)	P3 19991231
	Mission Staffing	Mission Staffing Assistant	G5 19991231
	General Services	Archivist	G4 19991231
	Finance	Senior Claims Examination Assistant	G6 19991231
		Finance Assistant	G5 19991231
		Finance Assistant	G5 19991231
		Finance Assistant	G5 19991231
		Cashier	G5 19991231
		Budget Assistant	G4 19991231
		Treasury Assistant - half-time	G4 19991231
	Information Technology Section	Information Technology Assistant	G5 19991231
		Information Technology Assistant (LAN Administrator)	G5 19991231
		Software Development Assistant	G5 19991231
	Operations	Inventory Control Assistant	G5 19991231
		Procurement Assistant	G5
		Procurement Assistant	G5 19991231
		Secretary B	G4 19991231
		Secretary B	G4 19991231
		Warehouse Clerk	G3 19991231
		Driver	G2 19991231
		Driver	G2 19991231