

555th Plenary Meeting

PC Journal No. 555, Agenda item 4(b)

**DECISION No. 672
APPROVAL OF THE 2005 UNIFIED BUDGET**

The Permanent Council,

- I. Acting in accordance with the relevant provisions of the Financial Regulations and Permanent Council Decision No. 553 of 27 June 2003,
 1. Approves the 2005 Unified Budget contained in Annex I;
 2. Approves the Post Table contained in Annex II;
- II. Noting the improvements to the 2005 Unified Budget Proposal which have resulted in a greater degree of transparency and accountability in the Unified Budget process,
 1. Encourages the Secretary General to further improve quality control of the narrative parts of the 2006 Programme Outline and 2006 Unified Budget Proposal to ensure that they fully correspond to the mandates of the relevant OSCE structures and are consistent with OSCE decisions;
 2. Requests the Secretary General through the Department of Management and Finance, Conflict Prevention Centre, Internal Oversight and other relevant structures of the Secretariat to further improve the assistance and advice, including evaluation, provided to Fund Managers regarding formulation and implementation of project activities conducted within approved programmes and in accordance with their respective mandates, and in regard to the field operations in close consultations with the host countries;
 3. Decides that Fund Managers shall provide an overview of project activities for which they are responsible in their regular reports to the Permanent Council, as a means of further improving the transparency of the OSCE's activities;
 4. Takes note of the open-ended list of projects to be undertaken and funded within this budget as contained in SEC.GAL/100/05. The project list may be further supplemented in the course of 2005 by the Fund Managers within their respective Funds, as appropriate;

5. Further requests the Secretary General to submit by 30 September 2005 a report on the implementation of Financial Instruction 4/2004, including an evaluation of the extent to which OSCE activities are attaining desired outcomes in accordance with the Financial Regulations;

III. Welcoming the efforts of the Advisory Committee on Management and Finance (ACMF) to improve the efficiency and effectiveness of OSCE structures, in accordance with its Terms of Reference set out in Permanent Council Decision No. 552 of 27 June 2003,

1. Tasks the ACMF to continue its deliberations on finding further efficiencies in the Organization's administrative structures and processes;

IV. Recalling Permanent Council Decision No. 554 of 27 June 2003,

1. Tasks the ACMF to complete its review of the Financial Regulations, including provisions related to the management of extra-budgetary contributions, and to submit recommendations to the Permanent Council, *inter alia*, on ways to further improve the transparency of the OSCE's activities and accountability of Fund Managers no later than 15 December 2005;

V. Taking positive note of the roll-out of the Integrated Resource Management (IRMA) system in 2005 and the ongoing reform of the Organization's management processes, as well as of the improved system of informing participating States through the Delegates' Website,

1. Tasks the ACMF to review the proposal for streamlining and re-aligning administrative support as a result of the OSCE Management Reform and IRMA (PC.ACMF/26/05 of 28 February 2005) with a view to provide its guidance to Fund Managers for incorporation in 2006 Unified Budget Proposal;

2. Notes the ongoing need for proper dissemination of information, improvement in the quality and ensuring correctness of OSCE publications in accordance with Permanent Council Decision No. 485 of 28 June 2002;

VI. Reiterates the Secretary General's responsibility as Chief Administrative Officer of the Organization to duly implement the OSCE Financial and Staff Regulations and other decisions of the Permanent Council on financial and management issues, as well as to seek and obtain relevant guidance from the Permanent Council in a timely fashion;

VII. Emphasizing the importance of proper human resource management for the effectiveness of the OSCE's activities, in particular through full application of the Staff Regulations,

1. Tasks the ACMF to finalize its deliberations on compensation policy for locally recruited staff;

2. Tasks the ACMF to continue the review of classification of professional and general service positions. Further tasks the ACMF to consider further measures to bring the classification of OSCE positions in line with the standards prescribed by the International Civil Service Commission;

3. Notes the existing practices of national income tax assessed on OSCE local staff salaries. Tasks the ACMF to review the recommendations contained in PC.ACMF/128/04 and to consider possible further measures to be undertaken. Further encourages the Secretary General to consult with the host countries on this issue;

VIII. Referring to the OSCE's operational and other running costs,

1. Commends the Secretary General for his efforts to rationalize the use of the travel budgets, in particular through revision of Organization Directive on Travel, and requests him to effect further improvements in the planning and management of travel throughout the Organization;
2. Also commends the Secretary General for his efforts to rationalize the Information and Communication Technology (ICT) cost category and requests him to continue to take the necessary measures to further improve the Organization's policies and practices in this respect;
3. Notes the ongoing improvements in the OSCE's asset management practices, as a result of IRMA, and requests the Secretary General to continue to apply the principle of best value in asset purchases and maintenance. Further requests the Secretary General to refine OSCE write-off procedures and to submit relevant proposals to the ACMF not later than 15 September 2005;
4. Recalls Permanent Council Decision No. 590 of 24 December 2003 and notes the Secretary General's efforts to reduce rental costs for premises of OSCE field operations. Further encourages him to continue consultations with those host countries where the provisions of Memoranda of Understanding to provide the premises to the OSCE field operations free of charge, are not observed;
5. Notes the allocations under the budget line "Consultancy and Sub-contracting" and underlines that this budget line should not be used to circumvent the Post Table;
6. Recalls its request to the Secretary General in Permanent Council Decision No. 590 of 24 December 2003 to submit a proposal for improving management of the Organization's representation budgets to the Permanent Council;

IX. Referring to the Secretariat's system of support to field operations ("augmentation"),

1. Tasks the ACMF to continue addressing this outstanding issue in the context of the Secretary General's ongoing review of the Secretariat's structures and to ensure that this system is treated in a manner consistent with the Organization's commitment to financial, administrative and budgetary transparency.

THE 2005 UNIFIED BUDGET

Programme Number	<u>Fund</u> Main Programme Programme	EUR
<u>I. FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS</u>		
<u>The Secretariat</u>		
Secretary General and Central Services		
A.1.1	Executive Management	910,300
A.1.2	Security Management	409,500
A.1.3	External Co-operation	631,900
A.1.4	Legal Services	312,300
A.1.5	Press and Public Information	1,180,400
B.3.1	Gender Issues	254,300
	Total	3,698,700
Chairman-in-Office		
A.1.6	Short-term Missions, Visits of CiO and PR CiO	300,000
A.1.7	Advisory Committee on Management and Finance (ACMF)	15,000
A.1.8	Panel of Adjudicators	65,000
A.1.9	Audit Committee	34,800
A.1.10	Special Representative on Combating Trafficking in Human Beings	216,900
	Total	631,700
Anti-Trafficking Assistance Unit		
B.4.1	Anti-Trafficking Assistance Unit	405,800
	Total	405,800
Internal Oversight		
A.1.11	Internal Oversight	1,063,500
	Total	1,063,500
Strategic Police Matters Unit		
B.1.1	Strategic Police Matters	772,700
	Total	772,700
Action Against Terrorism Unit		
B.1.2	Action Against Terrorism Unit	712,200
	Total	712,200

THE 2005 UNIFIED BUDGET (continued)

Programme Number	<u>Fund</u> Main Programme Programme	EUR
Activities Related to Economic and Environmental Aspects of Security		
B.2.1	Co-ordinator of OSCE Economic and Environmental Activities	1,102,700
B.2.2	Economic Forum Meeting	483,400
	Total	1,586,100
Conflict Prevention		
A.1.12	CPC Direction and Management	358,000
A.1.13	Mission Programme Section	750,700
A.1.14	Project Co-ordination Cell	159,100
B.1.3	FSC Chairmanship	32,100
B.1.4	FSC Support Unit	395,800
B.1.5	Communications Network	548,400
B.1.6	Operations Unit and Situation/Communications Room	861,900
	Total	3,106,000
Human Resources Management		
A.2.1	HR Direction and Management	390,900
A.2.2	Personnel Management	830,300
A.2.3	Recruitment	573,700
A.2.4	Training Section	725,400
	Total	2,520,300
Department of Management and Finance		
A.1.15	Conference and Language Services Vienna	5,412,900
A.2.5	DMF Direction and Management	426,500
A.2.6	Central Documents and Records Management	290,600
A.2.7	Finance Service	1,174,600
A.2.8	Information and Communication Technology Services	2,970,200
A.2.9	Mission Support Services	1,485,500
A.2.10	Secretariat Common Operational Costs	1,823,200
A.2.11	Doc.In	100,000
A.2.12	Prague Office	392,900
	Total	14,076,400

THE 2005 UNIFIED BUDGET (continued)

Programme Number	Fund Main Programme Programme	EUR
	New OSCE Premises	
A.2.13	New OSCE Premises	1,300,000
	Total	1,300,000
	Total for The Secretariat	29,873,400
	<u>Office for Democratic Institutions and Human Rights</u>	
A.1.1	Direction and Policy	1,620,900
A.2.1	Fund Administration Unit	1,506,900
A.2.2	Common Operational Costs	888,500
B.3.1	Democratization	1,229,000
B.3.2	Human Rights	998,600
B.3.3	Elections	4,666,100
B.3.4	Tolerance and Non-Discrimination	641,400
B.3.5	Roma and Sinti Issues	411,500
	Total	11,962,900
	<u>High Commissioner on National Minorities</u>	
A.1.1	Office of High Commissioner	1,426,500
A.2.1	Fund Administration Unit	292,000
A.2.2	Common Operational Costs	267,100
B.1.1	Conflict Prevention Activities	746,500
	Total	2,732,100
	<u>Representative on Freedom of the Media</u>	
A.1.1	Office of Representative	300,900
B.3.1	Freedom of the Media	850,900
	Total	1,151,800
	TOTAL FOR FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS	45,720,200
	<u>II. FUNDS RELATED TO OSCE FIELD OPERATIONS</u>	
	SOUTH-EASTERN EUROPE	
	<u>Mission to Kosovo</u>	
A.1.1	Office of Head of Mission	4,321,700
A.2.1	Fund Administration Unit	6,627,500
A.2.2	Common Operational Costs	6,166,400

THE 2005 UNIFIED BUDGET (continued)

Programme Number	Fund Main Programme Programme	EUR
B.1.1	Police Education and Development	4,756,800
B.3.1	Democratization	6,046,100
B.3.2	Human Rights and Rule of Law	4,375,500
B.3.3	Temporary Media Commission/IMC	157,600
B.3.4	Elections	961,000
B.3.5	Ombudsperson Institution	190,000
	Total for the Mission	33,602,600
	Secretariat Augmentations	3,176,900
	ODIHR Augmentations	
B.3.6	ODIHR Human Dimension	295,400
	Total	295,400
	Grand Total	37,074,900
	<u>Tasks in Bosnia and Herzegovina</u>	
A.1.1	Office of Head of Mission	1,491,800
A.2.1	Fund Administration Unit	2,580,700
A.2.2	Common Operational Costs	2,801,500
B.1.1	Security Co-operation	871,300
B.2.1	Public Administration Reform	1,468,300
B.3.1	Democratization	2,397,900
B.3.2	Human Rights and Rule of Law	3,171,300
B.3.3	Education	1,909,300
	Total of the Mission	16,692,100
	Regional Stabilization/Arms Control	
B.1.1	Implementation of Article IV	410,500
	Total Regional Stabilization/Arms Control	410,500
	Secretariat Augmentations	1,249,500
	Grand Total	18,352,100
	<u>Mission to Croatia</u>	
A.1.1	Office of Head of Mission	1,200,700
A.2.1	Fund Administration Unit	1,104,300
A.2.2	Common Operational Costs	1,404,700
B.3.1	Democratization	1,684,000
B.3.2	Rule of Law (including Police)	1,802,500

THE 2005 UNIFIED BUDGET (continued)

Programme Number	<u>Fund</u> Main Programme Programme	EUR
B.3.3	Return and Integration	1,916,900
	Total for the Mission	9,113,100
	Secretariat Augmentation	232,700
	Grand Total	9,345,800
	<u>Mission to Serbia and Montenegro</u>	
A.1.1	Office of Head of Mission	1,041,200
A.2.1	Fund Administration Unit	952,800
A.2.2	Common Operational Costs	1,764,000
B.1.1	Police Affairs	2,396,300
B.2.1	Economic and Environmental	298,500
B.3.1	Democratization	1,268,200
B.3.2	Media	537,800
B.3.3	Rule of Law and Human Rights	1,201,500
	Total	9,460,300
	<u>Presence in Albania</u>	
A.1.1	Office of Head of Mission	691,000
A.2.1	Fund Administration Unit	356,000
A.2.2	Common Operational Costs	764,300
B.1.1	Security Co-operation	418,000
B.3.1	Democratization	832,000
B.3.2	Rule of Law and Human Rights	597,000
	Total	3,658,300
	<u>Spillover Monitor Mission to Skopje</u>	
A.1.1	Office of Head of Mission	1,228,000
A.2.1	Fund Administration Unit	1,860,500
A.2.2	Common Operational Costs	2,176,900
B.1.1	Confidence-Building	1,148,400
B.1.2	Police Development	2,536,800
B.3.1	Media Development	362,300
B.3.2	Rule of Law	1,416,800
B.3.3	Public Administration Support	478,200
	Total for the Mission	11,207,900

THE 2005 UNIFIED BUDGET (continued)

Programme Number	<u>Fund</u> Main Programme Programme	EUR
	Secretariat Augmentation	154,400
	Grand Total	11,362,300
	TOTAL FOR SOUTH-EASTERN EUROPE	89,253,700
	EASTERN EUROPE	
	<u>Mission to Moldova</u>	
A.1.1	Office of Head of Mission	277,400
A.2.1	Fund Administration Unit	166,800
A.2.2	Common Operational Costs	391,900
B.1.1	Conflict Prevention/Resolution	289,200
B.3.1	Human Right Monitoring/Democratization	360,600
	Total	1,485,900
	<u>Project co-ordinator in Ukraine</u>	
A.1.1	Office of Head of Mission	114,000
A.2.1	Fund Administration Unit	79,500
A.2.2	Common Operational Costs	131,100
B.4.1	Support to the Ukraine Institutions through Projects	1,335,000
	Total	1,659,600
	<u>Office in Minsk</u>	
A.1.1	Office of Head of Mission	251,500
A.2.1	Fund Administration Unit	77,700
A.2.2	Common Operational Costs	272,600
B.2.1	Economic and Environmental Activities	173,600
B.3.1	Institution-Building, Rule of Law and Civil Society	172,400
	Total	947,800
	<u>Representative on the Estonian Commission on Military Pensioners</u>	
A.1.1	Office of Head of Mission	77,100
A.2.1	Fund Administration Unit	21,100
A.2.2	Common Operational Costs	13,500
	Total	111,700

THE 2005 UNIFIED BUDGET (continued)

Programme Number	Fund Main Programme Programme	EUR
<u>Representative on the Latvian-Russian Joint Commission on Military Pensioners</u>		
A.1.1	Office of Head of Mission	11,700
	Total	11,700
TOTAL FOR EASTERN EUROPE		4,216,700
CAUCASUS		
<u>Mission to Georgia</u>		
A.1.1	Office of Head of Mission	1,834,400
A.2.1	Fund Administration Unit	1,801,900
A.2.2	Common Operational Costs	2,198,700
B.1.1	Political and Military Aspects of Security and Police Activities	1,164,700
B.1.2	Border Monitoring Operations	1,841,500
B.1.3	Training Assistance Programme	2,608,200
B.2.1	Economic and Environmental Activities	275,000
B.3.1	Human Dimension Activities	1,175,400
	Total	12,899,800
<u>Office in Yerevan</u>		
A.1.1	Office of Head of Mission	362,200
A.2.1	Fund Administration Unit	142,600
A.2.2	Common Operational Costs	340,500
B.1.1	Politico-Military Activities	213,000
B.2.1	Economic and Environmental Activities	275,800
B.3.1	Democratization Activities	109,900
B.3.2	Human Right Activities	126,900
	Total	1,570,900
<u>Office in Baku</u>		
A.1.1	Office of Head of Mission	167,100
A.2.1	Fund Administration Unit	168,900
A.2.2	Common Operational Costs	272,100
B.1.1	Politico-Military Activities	360,000
B.2.1	Economic and Environmental Activities	286,200
B.3.1	Human Dimension Activities	434,200
	Total	1,688,500

THE 2005 UNIFIED BUDGET (continued)

Programme Number	Fund Main Programme Programme	EUR
	<u>High-Level Planning Group</u>	
A.1.1	Office of Head of Mission	174,600
	Total	174,600
	<u>The Minsk Process</u>	
A.1.1	Office of Head of Mission	953,300
	Total	953,300
	<u>Personal Representative of the CIO</u>	
A.1.1	Office of Head of Mission	599,000
A.2.1	Fund Administration Unit	210,500
A.2.2	Common Operational Costs	177,400
	Total	986,900
	TOTAL FOR CAUCASUS	18,274,000
	CENTRAL ASIA	
	<u>Centre in Almaty</u>	
A.1.1	Office of Head of Mission	152,900
A.2.1	Fund Administration Unit	90,400
A.2.2	Common Operational Costs	269,700
B.1.1	Support for the Democratic Development of Political Institutions	238,300
B.2.1	Economic Development and Ecological Improvement	250,000
B.3.1	Democratic Development and Freedom of the Media	466,700
B.3.2	Capacity-Building and Civil Society Support	142,000
B.4.1	Assistance for Democratic Police Development	150,000
	Total	1,760,000
	<u>Centre in Ashgabad</u>	
A.1.1	Office of Head of Mission	155,100
A.2.1	Fund Administration Unit	87,600
A.2.2	Common Operational Costs	117,100
B.4.1	Support for Building up Democratic Society, Rule of Law and Market Reforms	792,700
	Total	1,152,500
	<u>Centre in Bishkek</u>	
A.1.1	Office of Head of Mission	534,900
A.2.1	Fund Administration Unit	137,400

THE 2005 UNIFIED BUDGET (continued)

Programme Number	<u>Fund</u> Main Programme Programme	EUR
A.2.2	Common Operational Costs	423,500
B.1.1	Politico-Military Activities	479,400
B.2.1	Economic and Environmental Activities	389,400
B.3.1	Human Dimension Activities	490,200
	Total	2,454,800
	<u>Centre in Tashkent</u>	
A.1.1	Office of Head of Mission	159,900
A.2.1	Fund Administration Unit	78,400
A.2.2	Common Operational Costs	304,600
B.1.1	Politico-Military Activities Programme	322,400
B.2.1	Economic and Environmental Activities	321,600
B.3.1	Democratization and Rule of Law Programme	311,000
B.3.2	Youth and Education	100,000
B.4.1	Anti-Trafficking Programme	150,000
	Total	1,747,900
	<u>Centre in Dushanbe</u>	
A.1.1	Office of Head of Mission	195,300
A.2.1	Fund Administration Unit	274,500
A.2.2	Common Operational Costs	640,400
B.1.1	Fostering Political Dialogue and Security	458,000
B.1.2	Mine Action, Border Management and Security Activities	510,800
B.2.1	Addressing Environmental Issues — Capacity-Building	253,000
B.2.2	Supporting Economic Development in Tajikistan	528,400
B.3.1	Promoting Democratization in Tajikistan	396,000
B.3.2	Fostering Democratization of Media in Tajikistan	440,800
B.3.3	Gender Awareness and Equality in Tajikistan	308,100
	Total	4,005,300
	TOTAL FOR CENTRAL ASIA	11,120,500
	TOTAL FOR FUNDS RELATED TO THE OSCE FIELD OPERATIONS	122,864,900
	TOTAL OSCE UNIFIED BUDGET	168,585,100

POST TABLE

Fund/Post title	Post Grade	Number of Posts	Note
The Secretariat			
Secretary General and Central Services			
A.1.1 Executive Management			
SECRETARY GENERAL	SG	1	
DIRECTOR, OFFICE OF THE SECRETARY GENERAL	D1	1	
SENIOR ADVISER	P4	1	
EXECUTIVE OFFICER	P3	1	
PERSONAL ASSISTANT TO THE SG	S	1	
SENIOR EXECUTIVE ASSISTANT	G7	1	Change in Grade
SECRETARY, OSG	G5	1	
A.1.2 Security Management			
SENIOR SECURITY CO-ORDINATOR	P4	1	
FIELD SECURITY OFFICER	P3	1	
PROTECTIVE SERVICES OFFICER	P2	1	
SECURITY ASSISTANT	G7	1	Change in Programme
SECRETARY	G3	1	Change from Part-time to Full-time
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	2	
SENIOR EXTERNAL CO-OPERATION ASSISTANT	G6	1	
SECRETARY	G4	1	
A.1.4 Legal Services			
SENIOR LEGAL ADVISER	P5	1	
LEGAL OFFICER	P3	1	Change in Grade
ASSOCIATE LEGAL OFFICER	P2	1	
SECRETARY	G4	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
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	
EDITOR	P3	1	
PRESS OFFICER	P3	2	
PUBLIC WEBSITE MANAGER	P3	1	
WEB DEVELOPER	P2	1	
PRESS AND PUBLIC INFORMATION ASSISTANT	G5	1	
WEBSITE ASSISTANT	G5	1	Change in Grade
B.3.1 Gender Issues			
SENIOR ADVISER ON GENDER ISSUES	P4	1	
GENDER ADVISER	P3	1	New Post
GENDER OFFICER	S	1	New Post
SECRETARY	G4	1	
Chairman-in-Office			
A.1.10 Special Representative on Combating Trafficking in Human Beings			
SPECIAL REPRESENTATIVE	D2	1	
EXECUTIVE OFFICER	S	1	New Post
Anti-Trafficking Assistance Unit			
B.4.3 Anti-Trafficking Assistance Unit			
SENIOR ADVISER	P4	1	
ADVISER	P3	2	
HEAD OF THE ANTI-TRAFFICKING ASSISTANCE UNIT	S	1	
SENIOR PUBLIC INFORMATION OFFICER	S	1	New Post
SECRETARY	G4	1	
Internal Oversight			
A.1.8 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	
AUDITOR	P3	2	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
INFORMATION TECHNOLOGY AUDITOR	P3	1	
SENIOR AUDITING ASSISTANT	G6	2	
Strategic Police Matters			
B.1.1 Strategic Police Matters			
POLICE AFFAIRS OFFICER/DEPUTY HEAD, SPMU	P5	1	Change in Grade
POLITICAL AFFAIRS OFFICER	S	1	
POLICE AFFAIRS OFFICER	P4	1	
PROGRAMME CO-ORDINATOR	P4	1	
INFORMATION MANAGEMENT OFFICER	P3	1	
POLICE AFFAIRS OFFICER	S	3	
SENIOR POLICE ADVISER	S	1	
SECRETARY	G4	1	
ADMINISTRATIVE CLERK	G3	1	
Action Against Terrorism Unit			
B.1.2 Action Against Terrorism Unit			
HEAD ON ANTI-TERRORISM ISSUES	S	1	
PROGRAMME CO-ORDINATOR	P4	1	Change in Grade
PROGRAMME OFFICER	P3	1	
COUNTER-TERRORISM OFFICER	S	1	New Post
ASSISTANT PROGRAMME OFFICER	P1	2	New Post
ASSISTANT PROGRAMME OFFICER	P1	1	
ADVISER ON ANTI-TERRORISM ISSUES	S	1	
PROJECT SECRETARY	G4	1	New Post
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	
ASSOCIATE PROGRAMME OFFICER	P2	2	
ECONOMIC AND ENVIRONMENTAL ADVISER	S	1	
ENVIRONMENTAL ADVISER	S	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
SENIOR ECONOMIC AFFAIRS OFFICER	S	1	
ADMINISTRATIVE SECRETARY	G5	1	Change in Grade
SENIOR SECRETARY	G5	1	
PROJECT SECRETARY	G4	1	
Conflict Prevention			
A.1.9 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.1.10 Mission Programme Section			
DEPUTY DIRECTOR, CPC/HEAD OF MISSION PROGRAMME SECTION	P5	1	
SENIOR MISSION PROGRAMME OFFICER	P4	3	
MISSION PROGRAMME OFFICER	P3	2	
MISSION PROGRAMME OFFICER	S	3	
MISSION PROGRAMME OFFICER	S	1	
MISSION PROGRAMME ASSISTANT	G5	1	
A.1.11 Project Co-ordination Cell			
SENIOR PROJECT MANAGEMENT CO-ORDINATOR	P4	1	
SENIOR PROJECT ASSISTANT	G6	1	
B.1.4 FSC Support Unit			
SENIOR COMMUNICATIONS NETWORK OFFICER	P4	1	
SENIOR FSC SUPPORT OFFICER	P4	1	
CSBM OFFICER	P3	1	
FSC SUPPORT OFFICER	S	1	
PROGRAMME ASSISTANT	G5	1	Change in Grade
B.1.5 Communications Network			
SENIOR NETWORK MANAGEMENT OFFICER	P4	1	
NETWORK MANAGEMENT OFFICER	P3	1	
B.1.6 Operations Unit and Situation/Communication Room			
HEAD, OPERATIONS UNIT AND SITUATION/COMMUNICATION ROOM	P5	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
MILITARY LIAISON OFFICER	P4	1	
RESOURCE PLANNER	P4	1	
PROGRAMME MANAGEMENT OFFICER	P3	1	
BORDER ADVISER	S	1	
SENIOR BORDER ISSUES OFFICER	S	1	
ANALYST/RESEARCHER	S	1	
CHIEF, SITUATION/COMMUNICATIONS ROOM	S	1	
DEPUTY CHIEF, SITUATION/COMMUNICATIONS ROOM	G6	1	
DUTY OFFICER	G5	2	
PROGRAMME SECRETARY	G4	1	
Human Resources Management			
A.2.1 HR Direction and Management			
DIRECTOR FOR HUMAN RESOURCES	D2	1	
SENIOR ADVISER TO DIRECTOR FOR HUMAN RESOURCES	S	1	
SENIOR SECRETARY	G5	1	
A.2.2 Personnel Management			
CHIEF, PERSONNEL SECTION	P4	1	
JOB EVALUATION OFFICER	P4	1	New Post
PERSONNEL OFFICER	P3	1	
SENIOR PAYROLL ASSISTANT	G6	1	Change in Programme
SENIOR PERSONNEL ASSISTANT	G6	4	
PAYROLL ASSISTANT	G5	1	Change in Programme
PERSONNEL ASSISTANT	G4	1	
PERSONNEL CLERK	G3	1	
A.2.3 Recruitment			
DEPUTY DIRECTOR/CHIEF RECRUITMENT SECTION	P5	1	
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	
TRAINING OFFICER	P3	1	
TRAINING OFFICER	P3	1	New Post

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
TRAINING OFFICER	P2	1	
TRAINING OFFICER	S	1	
SENIOR TRAINING ASSISTANT	G6	1	
TRAINING ASSISTANT	G4	1	
TRAINING CLERK	G3	1	
Department of Management and Finance			
A.1.15 Conference and Language Services Vienna			
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	3	
SUPERVISOR, MEETINGS SUPPORT AND DOCUMENTS UNIT	G6	1	
SUPERVISOR, TEXT CONTROL AND PROCESSING UNIT	G6	1	
ASSISTANT SUPERVISOR, TEXT CONTROL AND PROCESSING UNIT	G5	1	
PROTOCOL ASSISTANT	G5	1	
SECRETARY	G5	1	
ADMINISTRATIVE SECRETARY	G4	1	
ASSISTANT SUPERVISOR, MEETINGS SUPPORT AND DOCUMENTS UNIT	G4	1	
SUPPORT SERVICES ASSISTANT	G4	1	
TEXT CONTROL AND REFERENCE ASSISTANT	G4	0.5	
WORD PROCESSING OPERATOR	G4	12	
MEETING ROOM ATTENDANT	G3	4	
REPRODUCTION EQUIPMENT OPERATOR	G3	1	
SWITCHBOARD OPERATOR	G2	1	
A.2.5 DMF Direction and Management			
DIRECTOR FOR MANAGEMENT AND FINANCE	D2	1	
FINANCIAL CONTROLLER	P5	1	
PLANNING AND CO-ORDINATION OFFICER	P3	1	
SENIOR SECRETARY	G5	1	
A.2.6 Central Documents and Records Management			
CHIEF, CENTRAL RECORDS AND DOCUMENTS MANAGEMENT SECTION	P4	1	
INFORMATION MANAGEMENT OFFICER	P3	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
SENIOR RECORDS MANAGEMENT ASSISTANT	G6	1	
REGISTRY ASSISTANT	G4	1	
A.2.7 Finance Services			
DEPUTY DIRECTOR FOR FINANCE	P5	1	
CHIEF, ACCOUNTS UNIT	P4	1	
CHIEF, BUDGET UNIT	P4	1	
BUDGET OFFICER	P3	3	
TREASURER	P3	1	
IRMA FOCAL POINT, FINANCE	P2	1	
SENIOR ACCOUNTING ASSISTANT	G6	2	
SENIOR TREASURY ASSISTANT	G6	1	
ADMINISTRATIVE SECRETARY	G5	1	
A.2.8 Information and Communication Technology Services			
HEAD, INFORMATION TECHNOLOGY SERVICES	P5	1	
CHIEF, DATABASES INFORMATION SYSTEMS	P4	1	
CHIEF, ERP SYSTEM	P4	1	
CHIEF, INFRASTRUCTURE SUPPORT	P4	1	
CHIEF, COMMUNICATIONS UNIT	P3	1	
CHIEF, TECHNICAL AND NETWORKING UNIT	P3	1	
COMMUNICATIONS OFFICER	P2	1	
SENIOR APPLICATION SPECIALIST	G7	1	
SENIOR CORPORATE ERP APPLICATIONS ASSISTANT	G7	1	
SENIOR INFORMATION TECHNOLOGY ASSISTANT	G7	1	
SENIOR INFORMATION TECHNOLOGY ASSISTANT	G6	3	
INFORMATION TECHNOLOGY USER SUPPORT ASSISTANT	G5	2	
PROGRAMME ASSISTANT	G5	1	
TECHNICAL ASSISTANT	G5	1	
INFORMATION TECHNOLOGY CLERK	G3	1	
A.2.9 Mission Support Service			
DEPUTY DIRECTOR FOR MISSION SUPPORT	P5	1	
CHIEF, ASSET MANAGEMENT UNIT	P4	1	
CHIEF, PROCUREMENT AND CONTRACTING UNIT	P4	1	
BUILDING SUPPORT OFFICER	P3	1	
ASSOCIATE ASSET MANAGEMENT OFFICER	P2	1	
IRMA FOCAL POINT, CONTRACTING AND MATERIALS MANAGEMENT	P2	1	
MATERIALS MANAGEMENT OFFICER	P2	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
MISSION PLANNING ASSISTANT	G6	1	
SENIOR ASSET MANAGEMENT ASSISTANT	G6	1	
SUPERVISOR, TRAVEL AND GENERAL SUPPORT	G6	1	
ADMINISTRATIVE SECRETARY	G5	1	
ASSET/INVENTORY ASSISTANT	G5	1	
BAR CODING ASSISTANT	G5	1	
ASSET CLERK	G4	1	
TRAVEL ASSISTANT	G4	1	
DRIVER	G3	1	
RECEPTIONIST	G3	1	
CLEANER	G1	3	
A.2.12 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	
Total Fund:		252.5	
Office for Democratic Institutions and Human Rights			
A.1.1 Direction and Policy			
DIRECTOR OF THE ODIHR	D/ODI	1	
FIRST DEPUTY DIRECTOR OF THE ODIHR	D1	1	
SECOND DEPUTY DIRECTOR OF THE ODIHR	P5	1	
PROJECT CO-ORDINATOR	P4	1	
SPOKESPERSON/SENIOR PRESS AND PUBLIC INFORMATION OFFICER	P4	1	Change in Grade
ASSISTANT PUBLIC AFFAIRS OFFICER	P1	1	
WEB DEVELOPER	P1	1	
SENIOR POLITICAL ADVISER	S	1	
SPECIAL ADVISER	S	2	
EXECUTIVE ASSISTANT	G7	1	Change in Grade
ADMINISTRATIVE ASSISTANT	G5	1	New Post
PRESS AND PUBLIC AFFAIRS ASSISTANT	G5	0.5	New Post

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
A.2.1 Fund Administration Unit			
CHIEF, FINANCE UNIT	P4	1	Change in Grade
CHIEF, HUMAN RESOURCES UNIT	P3	1	
CHIEF, INFORMATION TECHNOLOGY UNIT	P3	1	
CONFERENCE SERVICES SUPPORT OFFICER	P2	1	
FINANCE OFFICER	P2	1	
ASSISTANT PROCUREMENT OFFICER	P1	1	
SENIOR ADMINISTRATIVE ASSISTANT	G7	1	New Post
SENIOR FINANCE ASSISTANT	G7	1	
SENIOR ADMINISTRATIVE ASSISTANT	G6	1	
SENIOR INFORMATION TECHNOLOGY ASSISTANT	G6	1	
SENIOR IT ASSISTANT	G6	1	Change in Grade
SENIOR LOGISTICS ASSISTANT	G6	1	
ACCOUNTING ASSISTANT	G5	1	
ADMINISTRATIVE SECRETARY	G5	1	
BUDGET ASSISTANT	G5	7	
FINANCE ASSISTANT	G5	4	
IT SYSTEMS SUPPORT ASSISTANT	G5	1	
MEETINGS AND BUILDING SERVICES ASSISTANT	G5	1	
PERSONNEL ASSISTANT	G5	1	
PROCUREMENT ASSISTANT	G5	1	
PROCUREMENT/INVENTORY ASSISTANT	G5	1	
REGISTRY AND DOCUMENTS ASSISTANT	G5	1	Change in Grade
TREASURY ASSISTANT	G5	1	
IT USER SUPPORT ASSISTANT	G4	1	Change in Grade
SUPPLY ASSISTANT	G4	1	
ADMINISTRATIVE CLERK	G3	0.5	New Post
DRIVER/MESSENGER	G3	1	
RECEPTIONIST	G3	1.5	
B.3.1 Democratization			
HEAD OF DEMOCRATIZATION SECTION	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	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
MIGRATION/FREEDOM OF MOVEMENT OFFICER	P3	1	Change in Grade
NGO AND DEMOCRATIC GOVERNANCE ADVISER	P3	1	
RULE OF LAW ADVISER	P3	1	Change in Grade
GENDER OFFICER	P2	1	
ASSOCIATE LEGAL OFFICER	P2	1	Change in Category
NGO OFFICER	P2	1	
DEPUTY HEAD OF DEMOCRATIZATION SECTION	S	1	
LEGAL EXPERT	S	1	
RULE OF LAW EXPERT	S	1	
RULE OF LAW OFFICER	S	2	
ADMINISTRATIVE ASSISTANT	G5	6	
B.3.2 Human Rights			
HEAD, HUMAN RIGHTS SECTION	P5	1	Change in Grade
SENIOR ANTI-TRAFFICKING ADVISER	P4	1	Change in Programme
CO-ORDINATOR, ANTI-TERRORISM ISSUES	P3	1	
HUMAN RIGHTS ADVISER	P3	1	
ANTI-TRAFFICKING OFFICER	P2	1	Change in Programme
ASSOCIATE HUMAN RIGHTS OFFICER	P2	1	
HUMAN RIGHTS OFFICER	P2	1	
ADVISER ON ANTI-TRAFFICKING ISSUES	S	1	Change in Programme
DEPUTY HEAD, HUMAN RIGHTS SECTION	S	1	New Post
HUMAN RIGHTS OFFICER	S	2	
ADMINISTRATIVE ASSISTANT	G5	2	
B.3.3 Elections			
HEAD OF ELECTION SECTION	P5	1	
DEPUTY HEAD, ELECTION SECTION	P4	1	
DEPUTY HEAD, POST-ELECTION FOLLOW-UP AND IMPLEMENTATION	P4	1	
SENIOR ELECTION ADVISER	P4	1	New Post
ELECTION ADVISER	P3	1	New Post
ELECTION ADVISER	P3	5	
SENIOR DOCUMENTS CONTROL/INFORMATION MANAGEMENT ASSISTANT	G7	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
SENIOR ADMINISTRATIVE ASSISTANT	G6	1	
ADMINISTRATIVE ASSISTANT	G5	1	
ADMINISTRATIVE/TRAVEL ASSISTANT	G5	1	
B.3.4 Tolerance and Non-Discrimination			
SENIOR ADVISER	P4	1	New Post
INFORMATION LINE CO-ORDINATOR	P3	1	New Post
ADVISER, FREEDOM OF RELIGION OR BELIEF	P3	1	New Post
TOLERANCE AND NON-DISCRIMINATION OFFICER	P2	1	New Post
LEGAL ADVISER	S	1	New Post
ADVISER ON ANTI-RACISM AND TOLERANCE	S	1	New Post
ADVISER ON ANTI-SEMITISM	S	1	Change in Programme
SYSTEM ANALYST	S	1	New Post
SENIOR DOCUMENT MANAGEMENT ASSISTANT	G5	1	New Post
PROGRAMME ASSISTANT	G5	1	New Post
ADMINISTRATIVE ASSISTANT	G4	1	New Post
B.3.5 Roma and Sinti Issues			
ADVISER ON ROMA AND SINTI ISSUES	P4	1	
OFFICER ON ROMA AND SINTI ISSUES	P2	1	
ADMINISTRATIVE ASSISTANT	G5	1	
Total Fund:		112.5	
High Commissioner on National Minorities			
A.1.1 Office of High Commissioner			
HIGH COMMISSIONER	HCNM	1	
DIRECTOR	D1	1	
SENIOR ADVISER	P5	1	
SENIOR POLITICAL ADVISER	P5	1	Change in Grade
POLITICAL ADVISER	P4	1	Change in Grade
SENIOR ADVISER	P4	2	
SENIOR LEGAL ADVISER	P4	1	
LEGAL ADVISER	P3	1	
POLITICAL ADVISER	P3	1	Change in Grade
LEGAL OFFICER	P2	1	
PERSONAL ADVISER	S	1	
SECRETARY HCNM	S	1	
ADMINISTRATIVE ASSISTANT	G5	1	Change in

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
EDITORIAL ASSISTANT	G5	0.5	Programme New Post
INFORMATION ASSISTANT	G5	1	Change in Programme
ADMINISTRATIVE SECRETARY	G4	1	Change in Programme
SECRETARY	G4	1	Change in Programme
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	New Post
B.1.1 Conflict Prevention Activities			
PROJECT OFFICER	P3	1	Change in Programme
PROJECT OFFICER	S	3	
PROJECT ASSISTANT	G5	1	New Post
Total Fund:		26.5	
Representative on Freedom of the Media			
A.1.1 Office of Representative			
REPRESENTATIVE ON FREEDOM OF THE MEDIA	RFOM	1	
SENIOR ADVISER	S	1	
SENIOR ADMINISTRATIVE ASSISTANT	G6	1	
B.3.1 Freedom of the Media			
SENIOR ADVISER	P5	1	
ADVISER	P3	1	
ADVISER	P2	1	New Post
ASSISTANT RESEARCH OFFICER	P1	1	
PROJECT CO-ORDINATOR	S	1	
SENIOR ADVISER	S	3	
PROJECT ASSISTANT	G5	1	
PROGRAMME SECRETARY	G4	1	
Total Fund:		13	
Mission in Kosovo			
A.1.1 Office of Head of Mission			
HEAD OF MISSION	HoM	1	
DEPUTY HEAD OF MISSION	DHoM	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
DIRECTOR OF FIELD OPERATION	S4	1	
DIRECTOR OF THE OFFICE OF POLITICAL AFFAIRS	S4	1	
CHIEF OF MISSION SECURITY	P4	1	Change in Programme
ADVISER	S3	1	
DEPUTY DIRECTOR TO THE OPA	S3	1	Change in Grade
FIELD CO-ORDINATOR	S3	1	
HEAD OF OSCE FIELD OFFICE	S3	8	
MISSION SPOKESPERSON	S3	1	
SITUATION CENTRE/SENIOR DUTY OFFICER	S3	1	
DEPUTY CHIEF MISSION SECURITY	P3	1	Change in Programme
ADVISER ON COMMUNITIES	S2	1	
ADVISER ON HUMAN RIGHTS	S2	1	
ADVISER, GOOD GOVERNANCE/EQUAL OPPORTUNITY/GENDER ISSUES	S2	1	
ASSEMBLY MONITOR	S2	1	
DEPUTY HEAD OF OFFICE	S2	2	New Post
DEPUTY SPOKESPERSON	S2	1	
HEAD OF PROJECT CO-ORDINATION UNIT	S2	1	
SENIOR LEGAL ADVISER	S2	1	
SENIOR POLICY ADVISER ON RETURNS	S2	1	
SENIOR PUBLIC AFFAIRS OFFICER	S2	1	
SENIOR PUBLIC INFORMATION OFFICER	S2	1	
HUMAN CAPITAL DEVELOPMENT PROGRAMME MANAGER	S2	1	New Post
INSTITUTION-BUILDING PROGRAM MANAGER	S2	1	New Post
EXECUTIVE ASSISTANT	P2	2	
SECURITY OFFICER	P2	3	Change in Category
SECURITY OFFICER	P2	2	Change in Programme
SECURITY OFFICER	P2	1	New Post
BELGRADE LIAISON OFFICER	S1	1	
POLITICAL OFFICER	S1	5	
PROJECT OFFICER	S1	1	
LANGUAGE ASSISTANT — BELGRADE	G4	1	
DRIVER — BELGRADE	G2	1	
NATIONAL LEGAL OFFICER	NP2	1	
NATIONAL PRESS OFFICER	NP2	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
ASSISTANT HUMAN CAPITAL DEVELOPMENT PROGRAMME MANAGER	NP2	1	New Post
ASSISTANT HUMAN CAPITAL DEVELOPMENT PROGRAMME MANAGER	NP2	1	New Post
NATIONAL ASSISTANT GRAPHIC PRESENTATION OFFICER	NP1	1	
NATIONAL ASSISTANT PUBLIC INFORMATION OFFICER	NP1	1	
PERSONAL ASSISTANT TO HEAD OF MISSION	G6	1	
SENIOR LEGAL ASSISTANT	G6	2	Change in Grade
SENIOR WEBPAGE/INTRANET ASSISTANT	G6	1	
ADMINISTRATIVE ASSISTANT	G5	7	
ADMINISTRATIVE ASSISTANT/TRANSLATOR	G5	1	
ASSEMBLY MONITORING ASSISTANT	G5	1	
DUTY ASSISTANT	G5	5	
INFORMATION ASSISTANT	G5	1	
MEDIA MONITOR ASSISTANT	G5	1	Change in Grade
PRESS ASSISTANT/TRANSLATOR	G5	1	
SECRETARY	G5	2	
SECURITY ASSISTANT	G5	1	Change in Programme
SECURITY PLANNING ASSISTANT	G5	1	Change in Programme
ADMINISTRATIVE ASSISTANT	G4	2	
ASSISTANT/SECRETARY/INTERPRETER	G4	5	
FIRE SAFETY ASSISTANT	G4	2	Change in Programme
INTRANET ASSISTANT	G4	1	
INVESTIGATION ASSISTANT	G4	1	Change in Programme
LANGUAGE ASSISTANT	G4	1	
MEDIA MONITOR ASSISTANT	G4	2	
OFFICE ASSISTANT	G4	1	Change in Grade and Programme
PUBLIC INFORMATION AND MEDIA ASSISTANT	G4	3	
SECRETARY	G4	1	Change in Programme
SECRETARY/ASSISTANT	G4	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
SECURITY ADMINISTRATIVE ASSISTANT	G4	2	Change in Programme
SECURITY ASSISTANT	G4	4	Change in Programme
SECURITY PLANNING ASSISTANT	G4	1	Change in Programme
SECURITY SHIFT SUPERVISOR	G4	4	Change in Programme
TRANSLATION ASSISTANT	G4	1	
ADMINISTRATIVE CLERK, CCTV TECHNICIAN	G3	1	Change in Programme
RADIO OPERATOR	G3	9	Change in Programme
RADIO OPERATOR/GUARD	G3	3	Change in Programme
SECURITY ADMINISTRATIVE CLERK	G3	1	Change in Programme
SECURITY CONTROL ROOM OPERATORS	G3	4	Change in Programme
SECURITY ESCORT UNIT MEMBER	G3	8	Change in Programme
SECURITY SHIFT TEAM LEADER	G3	4	Change in Programme
SECURITY SUPERVISOR	G3	25	Change in Programme
SENIOR DRIVER TO DEPUTY HEAD OF MISSION	G3	1	
SENIOR DRIVER TO HEAD OF MISSION	G3	2	
RECEPTIONIST	G2	2	Change in Programme
SECURITY GUARD	G2	3	Change in Grade and Programme
SECURITY GUARD	G2	45	Change in Programme
A.2.1 Fund Administration Unit			
DIRECTOR	D1	1	
CHIEF MEDICAL OFFICER	P5	1	
CHIEF COMMUNICATIONS SECTION	P4	1	
CHIEF LOGISTICS SUPPORT SECTION	P4	1	
CHIEF OF ENGINEERING AND MECHANICAL SERVICES	P4	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
CHIEF OF FINANCIAL MANAGEMENT	P4	1	
CHIEF OF PERSONNEL	P4	1	
CHIEF, INFORMATION TECHNOLOGY SECTION	P4	1	
CHIEF, PROCUREMENT AND CONTRACTUAL SERVICES SECTION	P4	1	
CHIEF, BUILDING MANAGEMENT SERVICES	P3	1	Change in Grade
CHIEF ELECTRICAL ENGINEER	P3	1	
CHIEF, PLANNING AND BUDGET	P3	1	
CHIEF OF TRAINING	P3	1	
CHIEF, PROPERTY CONTROL AND MATERIAL MANAGEMENT	P3	1	
CHIEF, RADIO COMMUNICATIONS UNIT	P3	1	
CHIEF, TELECOMMUNICATIONS UNIT	P3	1	
CHIEF, TRANSPORT UNIT	P3	1	
CONTRACTS OFFICER	P3	1	
DATABASE DESIGN OFFICER	P3	1	
FINANCE OFFICER	P3	1	
INFORMATION TECHNOLOGY OFFICER	P3	1	
PERSONNEL OFFICER	P3	1	
PLANNING AND CO-ORDINATION OFFICER	P3	1	
CONSTRUCTION ENGINEER	P2	1	
INFORMATION TECHNOLOGY OFFICER	P2	1	
INVENTORY CONTROL OFFICER	P2	1	
PERSONNEL OFFICER	P2	2	
PROCUREMENT OFFICER	P2	1	
TRANSPORT OFFICER	P2	1	
WAREHOUSE OFFICER	P2	1	Change in Category
ADMINISTRATIVE OFFICER	S1	1	
CUSTOMS CLEARANCE OFFICER	S1	1	Change in Category
ADMINISTRATIVE TECHNICAL SUPPORT OFFICER	P1	1	
ARCHIVES OFFICER	P1	1	
ASSISTANT CO-ORDINATION OFFICER	P1	1	
NATIONAL MEDICAL OFFICER	NP3	2	
NATIONAL ADMINISTRATIVE OFFICER	NP2	1	
NATIONAL ASSISTANT PERSONNEL OFFICER	NP2	1	
NATIONAL COMMUNICATIONS OFFICER	NP2	1	
NATIONAL CONSTRUCTION ENGINEER	NP2	1	
NATIONAL DATABASE DEVELOPER	NP2	1	
NATIONAL IT OFFICER	NP2	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
NATIONAL PERSONNEL OFFICER	NP2	1	Change in Category
NATIONAL RADIO COMMUNICATIONS ENGINEER	NP2	1	
NATIONAL SUPPLY OFFICER	NP2	1	
NATIONAL ASSISTANT BUDGET OFFICER	NP1	1	
NATIONAL ASSISTANT CLAIMS OFFICER	NP1	1	
NATIONAL ASSISTANT FINANCE OFFICER	NP1	2	
NATIONAL ASSISTANT MATERIAL CONTROL OFFICER	NP1	1	
NATIONAL ASSISTANT PROCUREMENT OFFICER	NP1	1	
NATIONAL ASSISTANT TRAINING OFFICER	NP1	1	
NATIONAL ENGINEERING CO-ORDINATION OFFICER	NP1	1	
NATIONAL ASSISTANT TRAINING OFFICER	NP1	1	Change in Grade
CASHIER	G6	1	
SENIOR ADMINISTRATIVE ASSISTANT	G6	3	Change in Grade
SENIOR ADMINISTRATIVE ASSISTANT	G6	1	
SENIOR COMMUNICATIONS/IT ASSISTANT	G6	5	
SENIOR FINANCE ASSISTANT	G6	2	
SENIOR IT ASSISTANT	G6	1	
SENIOR IT ASSISTANT, HD TEAM LEADER	G6	1	
SENIOR IT ASSISTANT, INTERNET	G6	1	
SENIOR IT ASSISTANT, LAN/WAN	G6	3	
SENIOR MEDICAL ASSISTANT	G6	1	
SENIOR PAYROLL ASSISTANT	G6	1	
SENIOR RADIO COMMUNICATIONS TECHNICIAN	G6	1	
SENIOR TELECOMMUNICATIONS TECHNICIAN	G6	2	
SENIOR TRAVEL ASSISTANT	G6	1	
ADMINISTRATIVE ASSISTANT	G5	2	
BUDGET ASSISTANT	G5	1	
BUILDING MANAGEMENT ASSISTANT	G5	5	
COMMUNICATIONS/IT TECHNICIAN	G5	1	Change in Grade
COMMUNICATIONS/IT TECHNICIAN	G5	1	
DATABASE DEVELOPMENT ASSISTANT	G5	1	
EXECUTIVE SECRETARY	G5	1	
GENERATOR MECHANIC	G5	2	
GENERATOR TECHNICIAN	G5	1	Change in Grade
INVENTORY ASSISTANT	G5	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
IT ASSISTANT, HELPDESK	G5	4	
IT TECHNICIAN	G5	2	
MONITORING ASSISTANT	G5	3	
NURSE	G5	1	
PAYROLL ASSISTANT	G5	1	
PERSONNEL ASSISTANT	G5	1	Change in Grade
PERSONNEL ASSISTANT	G5	11	
PROCUREMENT ASSISTANT	G5	1	
RADIO COMMUNICATIONS TECHNICIAN	G5	4	
SECRETARY	G5	1	
SPACE ALLOCATION ASSISTANT	G5	1	
SUPPLY ASSISTANT	G5	5	
TELECOMMUNICATIONS BILLING CO-ORDINATOR	G5	1	
TELECOMMUNICATIONS TECHNICIAN	G5	5	
TRANSPORT ASSISTANT	G5	1	Change in Grade
TRANSPORT ASSISTANT	G5	4	
TRAVEL ASSISTANT	G5	1	
TREASURER ASSISTANT	G5	1	
TREASURY ASSISTANT	G5	1	
ADMINISTRATIVE ASSISTANT	G4	2	
ASSISTANT/SECRETARY/INTERPRETER	G4	1	
CUSTOMS ASSISTANT	G4	1	
DISPATCHER	G4	2	Change in Grade
FINANCE ASSISTANT	G4	3	
FUEL SUPPLY ASSISTANT	G4	1	
GENERATOR CHARGE HAND	G4	1	
GENERATOR OVERHAUL MECHANIC	G4	1	
INSPECTION ASSISTANT	G4	1	
MAINTENANCE ASSISTANT	G4	1	
MEDICAL ASSISTANT	G4	1	
OFFICE ASSISTANT	G4	1	
PHOTOCOPY TECHNICIAN	G4	1	
POOL ADMINISTRATOR	G4	1	Change in Grade
SECRETARY	G4	2	
SECRETARY/FINANCE ASSISTANT	G4	1	
SECURITY GUARD/SUPPLY AND INVENTORY ASSISTANT	G4	1	
SECURITY GUARD/TRANSPORT	G4	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
ASSISTANT/DRIVER			
SECURITY SUPERVISOR/SUPPLY AND INVENTORY ASSISTANT	G4	2	
SECURITY SUPERVISOR/TRANSPORT ASSISTANT/DRIVER	G4	2	
STAFF WELFARE ASSISTANT	G4	1	
SUPPLY AND INVENTORY ASSISTANT/TECHNICAL ASSISTANT	G4	1	
SUPPLY ASSISTANT	G4	3	
TECHNICAL ASSISTANT	G4	2	
TRANSPORT ASSISTANT/DRIVER	G4	1	
WAREHOUSE ASSISTANT	G4		1 Change in Grade
WAREHOUSE ASSISTANT	G4	3	
ADMINISTRATIVE CLERK	G3	1	
BMS TECHNICAL CLERK	G3	1	
DATA INPUT CLERK	G3	1	
DRIVER	G3	1	
DRIVER/BUS	G3	3	
DRIVER/TRUCK	G3	4	
ELECTRICIAN	G3	4	
FLEET CLERK	G3	3	
INVENTORY CLERK	G3		1 Change in Grade
INVENTORY CLERK	G3	1	
MAIL CLERK	G3	1	
MAINTENANCE CLERK	G3	2	
MOVEMENT CONTROL CLERK	G3	3	
PLUMBER	G3	2	
RADIO OPERATOR	G3		2 Change in Grade
REGISTRY CLERK	G3	2	
TECHNICAL CLERK	G3	1	
TECHNICAL CLERK/AIR-CONDITIONING	G3	1	
TECHNICAL CLERK/DRIVER	G3	2	
TELECOMMUNICATIONS BILLING CLERK	G3	1	
TRAVEL CLERK	G3		1 Change in Grade and Programme
TRUCK DRIVER/FORKLIFT OPERATOR	G3	1	
CLEANER SUPERVISOR	G2	2	
DRIVER	G2		2 Change in

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
			Programme
DRIVER	G2	30	
POOL OPERATOR	G2	2	
REGISTRY CLERK	G2	1	
SWITCHBOARD OPERATOR	G2	4	
CLEANER	G1	10.5	
HANDYMAN	G1	1	Change from Part-time to Full-time
HANDYMAN	G1	2	
TRADES HELPER	G1	3	
B.1.1 Police Education and Development			
DIRECTOR, POLICE EDUCATION AND DEVELOPMENT	S4	1	
CHIEF OF TRAINING MATERIALS SECTION	S3	1	Change in Grade
CHIEF OF TRAINING STANDARDS	S3	1	Change in Grade
CHIEF, ADVANCE AND SPECIALIZED TRAINING	S3	1	
CHIEF, BASIC TRAINING	S3	1	
HEAD OF ADMINISTRATION AND SUPPORT	S3	1	
HEAD OF POLICE TRAINING DIVISION	S3	1	
CHIEF OF FIREARMS TRAINING SECTION	S2	1	
CHIEF OF MANAGEMENT SUPERVISION TRAINING	S2	1	
CHIEF OF OPERATIONAL POLICE SKILLS SECTION	S2	1	
GENERAL POLICING ADVISER	S2	1	
PLANNING ADVISER	S2	1	
POLICY ADVISER	S2	1	Change in Grade
SPECIALIZED TRAINING ADVISER	S2	1	
IT/COMMUNICATIONS OFFICER	P2	1	Change in Category
SECURITY/TRANSPORT OFFICER	P2	1	New Post
ADMINISTRATIVE OFFICER	S1	1	
BILATERAL PROGRAMME CO-ORDINATOR	S1	1	
CO-ORDINATOR BILATERAL PROGRAMME	S1	1	
COMMUNITY LIAISON OFFICER	S1	1	
COURSE ADMINISTRATION OFFICER	S1	1	
DATABASE DEVELOPER	S1	1	
EXECUTIVE OFFICER OF THE DIRECTOR	S1	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
GENERAL POLICING OFFICER	S1	1	
GENERAL SERVICES OFFICER	S1	1	
INSTRUCTOR MANAGEMENT SUPERVISION	S1	7	
INSTRUCTOR SPECIALIZED TRAINING	S1	8	
INSTRUCTOR/TRAINING DOMESTIC VIOLENCE	S1	1	
POLICE INSTRUCTOR	S1	1	Change in Grade
POLICE INSTRUCTOR	S1	15	
TRAINING NEEDS AND EVALUATIONS OFFICER	S1	2	
TRAINING STANDARDS OFFICER	S1	1	
TRANSPORTATION OFFICER	S1	1	
MEDICAL OFFICER	NP3	1	
CURRICULUM DEVELOPMENT OFFICER	NP2	3	
LEGAL TRAINING OFFICER	NP2	1	
NATIONAL EXECUTIVE OFFICER	NP2	1	
ASSISTANT FINANCE OFFICER	NP1	1	
ASSISTANT GENERAL SERVICES OFFICER	NP1	1	
ASSISTANT LEGAL TRAINING OFFICER	NP1	1	
ASSISTANT PUBLIC INFORMATION OFFICER	NP1	1	
ASSISTANT TRAINING OFFICER	NP1	1	
ARMOURER	G6	1	
SENIOR IT ASSISTANT	G6	1	Change in Category
SENIOR IT ASSISTANT	G6	2	
SENIOR TESTING ASSISTANT	G6	1	Change in Category
ADMINISTRATIVE ASSISTANT	G5	1	
IT ASSISTANT	G5	1	
LEGAL AFFAIRS INSTRUCTOR	G5	1	Change in Category
LEGAL AFFAIRS INSTRUCTOR	G5	2	
PERSONNEL ASSISTANT	G5	2	
SECRETARY	G5	1	Change in Category
SENIOR FINANCE ASSISTANT	G5	1	
SENIOR PERSONNEL ASSISTANT	G5	2	
TRAINER	G5	2	Change in Category
TRAINER	G5	1	
ADMINISTRATIVE ASSISTANT	G4	20	
CURRICULUM DEVELOPMENT ASSISTANT	G4	7	
DATABASE ASSISTANT	G4	1	Change in

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
			Grade
DATABASE ASSISTANT	G4	1	
DRIVER INSTRUCTOR	G4	4	
EVALUATION ASSISTANT	G4	3	
FLEET MAINTENANCE ASSISTANT	G4	1	
HOUSE KEEPER	G4	1	
INVENTORY ASSISTANT	G4	1	
LANGUAGE ASSISTANT	G4	54	
LAUNDRY MANAGER	G4	1	
MEDICAL NURSE	G4	2	
PRINTSHOP OPERATOR	G4	1	
SECURITY OPERATIONS SUPERVISOR	G4	1	
SENIOR DRIVER INSTRUCTOR	G4	1	
STUDENT SUPPORT ASSISTANT	G4	1	
SUPPLY ASSISTANT	G4	2	
TESTING ASSISTANT	G4	1	
TRANSLATOR	G4	6	
ELECTRICIAN	G3	3	
HEATING PLANT TECHNICIAN	G3	2	Change in Grade
HEATING PLANT TECHNICIAN	G3	4	
HEAVY TRUCK DRIVER	G3	2	
PLUMBER	G3	3	
SECURITY SHIFT LEADER	G3	4	
DRIVER	G2	2	Change in Grade
DRIVER	G2	10	
SECURITY GUARD	G2	2	Change in Grade
SECURITY GUARD	G2	25	
SWITCHBOARD OPERATOR	G2	2	
WAREHOUSE CLERK	G2	2	
LAUNDRY ATTENDANT	G1	7	
WAREHOUSE WORKER	G1	3	
B.3.1 Democratization			
DEPUTY DIRECTOR	S4	1	
DIRECTOR	S4	1	
SENIOR ADVISER ON MINORITY RIGHTS	S3	1	Change in Grade
SENIOR MEDIA ADVISER	S3	1	Change in Grade

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
SENIOR MEDIA CO-ORDINATOR	S3	1	
DEMOCRATIZATION OFFICER, TEAM LEADER	S2	8	
PROGRAMME OFFICER, CENTRAL GOVERNANCE SUPPORT TEAM LEADER	S2	1	
PROGRAMME OFFICER, MEDIA JOURNALISM SUPPORT TEAM LEADER	S2	1	
PROGRAMME OFFICER, PROJECT MANAGEMENT TEAM LEADER	S2	1	
PROGRAMME OFFICER/TEAM LEADER, CITIZEN PARTICIPATION SUPPORT	S2	1	1 New Post
PROGRAMME OFFICER/TEAM LEADER, MUNICIPAL GOVERNANCE SUPPORT RESEARCH OFFICER	S2	1	
BUDGET/ADMINISTRATIVE OFFICER	P2	1	
DEMOCRATIZATION INFORMATION OFFICER	S1	1	
DEMOCRATIZATION OFFICER	S1	21	
MEDIA DEMOCRATIZATION OFFICER	S1	3	
PROGRAMME OFFICER, CENTRAL GOVERNANCE SUPPORT	S1	3	
PROGRAMME OFFICER, MEDIA JOURNALISM SUPPORT	S1	3	
PROGRAMME OFFICER, MUNICIPAL GOVERNANCE SUPPORT	S1	1	
PROGRAMME OFFICER, PROJECT MANAGEMENT TEAM	S1	1	1 New Post
SENIOR PROGRAMME OFFICER	S1	1	1 Change in Grade
NATIONAL POLITICAL ADVISER	NP2	1	1 Change in Grade
NATIONAL ASSISTANT ADMINISTRATIVE OFFICER	NP1	1	
NATIONAL ASSISTANT DEMOCRATIZATION OFFICER	NP1	15	
NATIONAL ASSISTANT MEDIA DEMOCRATIZATION OFFICER	NP1	3	
NATIONAL ASSISTANT PROGRAMME OFFICER	NP1	9	
PERSONAL ASSISTANT TO THE D/DD	G6	1	1 Change in Grade
SENIOR DEMOCRATIZATION ASSISTANT	G6	5	
SENIOR LANGUAGE ASSISTANT	G6	2	
SENIOR PROGRAMME ASSISTANT	G6	4	
MEDIA DEMOCRATIZATION ASSISTANT	G5	1	1 New Post
MEDIA DEMOCRATIZATION ASSISTANT	G5	5	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
PROGRAMME ASSISTANT	G5	2	Change in Grade
BUDGET/ADMINISTRATIVE ASSISTANT	G4	1	
DEMOCRATIZATION ASSISTANT	G4	1	Change in Category
DEMOCRATIZATION ASSISTANT	G4	29	
LANGUAGE ASSISTANT	G4	5	
PROGRAMME ASSISTANT	G4	8	
SUPPLY CLERK	G3	1	
TRANSPORT CLERK	G3	1	
B.3.2 Human Rights and Rule of Law			
CO-DIRECTOR OF KOSOVO JUDICIAL INSTITUTE	S4	1	
DIRECTOR	S4	1	
HEAD OF HUMAN RIGHTS DIVISION	S4	1	
ANALYSIS AND REPORTS CO-ORDINATOR	S3	1	
CHIEF OF CAPACITY-BUILDING SECTION	S3	1	
CHIEF OF LEGAL SYSTEM MONITORING SECTION	S3	1	
CHIEF OF RULE OF LAW SECTION	S3	1	
INSTITUTION-BUILDING CO-ORDINATOR	S3	1	
PROGRAMME CO-ORDINATOR	S3	1	
HUMAN RIGHTS ADVISER	S2	35	
HUMAN RIGHTS CAPACITY-BUILDING OFFICER	S2	1	
LEGAL ANALYST	S2	2	Change in Grade
SENIOR HUMAN RIGHTS ADVISER	S2	9	
SENIOR HUMAN RIGHTS ADVISER LIAISON	S2	3	
SENIOR HUMAN RIGHTS ADVISER (PROJECT CO-ORDINATOR)	S2	1	
BUDGET/ADMINISTRATIVE OFFICER	P2	1	
HUMAN RIGHTS LEGAL ADVISER	S1	3	
LEGAL SYSTEM MONITOR	S1	1	Change in Grade
LEGAL SYSTEM MONITOR	S1	5	
RULE OF LAW OFFICER	S1	2	
CO-ORDINATOR CRIMINAL MONITORING	NP2	1	Change in Grade
NATIONAL ASSISTANT LEGAL ADVISER/WOMEN CHILDREN	NP2	1	
NATIONAL CHIEF LANGUAGE SERVICES UNIT	NP2	1	
NATIONAL HUMAN RIGHTS TRAINING OFFICER	NP2	3	
ASSISTANT HUMAN RIGHTS TRAINING OFFICER	NP1	2	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
NATIONAL ASSISTANT HUMAN RIGHTS OFFICER	NP1	6	
NATIONAL ASSISTANT LEGAL OFFICER	NP1	4	
SENIOR HUMAN RIGHTS ASSISTANT/LSM	G6	5	
SENIOR INTERPRETER	G6	1	Change in Grade
SENIOR INTERPRETER	G6	4	
SENIOR LEGAL ASSISTANT	G6	1	Change in Grade
SENIOR LEGAL ASSISTANT	G6	4	
LEGAL ASSISTANT	G5	2	
SENIOR SECRETARY	G5	1	
ADMINISTRATIVE ASSISTANT	G4	1	
HUMAN RIGHTS ASSISTANT	G4	51	
PROJECT ASSISTANT	G4	1	
RULE OF LAW ASSISTANT	G4	3	
DRIVER/OFFICE CLERK	G3	1	
Local Posts in Kosovo Judicial Institute*			
NATIONAL CO-DIRECTOR	N/A	1	
NATIONAL PROGRAMME CO-ORDINATOR	N/A	1	
EXECUTIVE ASSISTANT	N/A	1	
NATIONAL JUDICIAL TRAINING OFFICER	N/A	5	
HEAD OF ADMINISTRATION/FINANCE DEPARTMENT	N/A	1	
STATISTICS AND INFORMATION OFFICER	N/A	1	
FINANCE OFFICER	N/A	1	
ADMINISTRATIVE ASSISTANT	N/A	1	
IT MANAGER	N/A	1	
DRIVER/HANDYMAN	N/A	1	
RECEPTIONIST	N/A	1	
CLEANER	N/A	2	
LANGUAGE ASSISTANT	N/A	4	
Local Posts in Temporary Media Commission/IMC*			
CHIEF EXECUTIVE OFFICER	N/A	1	
SENIOR PUBLIC AFFAIRS OFFICER	N/A	1	
EXECUTIVE ASSISTANT	N/A	1	
HEAD OF ADMINISTRATION DEPARTMENT/CHIEF FINANCE OFFICER	N/A	1	

* Local staff under operational and administrative control by OMiK in accordance with pay scales and other service conditions compliant with UNMIK Administrative Direction No. 2003/2.

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
DEPUTY HEAD OF ADMINISTRATION DEPARTMENT	N/A	1	
IT MANAGER	N/A	1	
LOGISTICS OFFICER	N/A	1	
DATA STORAGE AND INFORMATION OFFICER	N/A	1	
LANGUAGE ASSISTANT	N/A	2	
RECEPTIONIST	N/A	1	
HEAD OF LEGAL DEPARTMENT	N/A	1	
LEGAL OFFICER	N/A	2	
SENIOR TECHNICAL OFFICER	N/A	1	
SENIOR LICENSING OFFICER	N/A	1	
TECHNICAL OFFICER	N/A	1	
LICENSING OFFICER	N/A	1	
HEAD OF MEDIA MONITORING AND ANALYSIS DEPARTMENT	N/A	1	
DEPUTY HEAD OF MEDIA MONITORING AND ANALYSIS DEPARTMENT	N/A	1	
MEDIA MONITOR	N/A	4	
B.3.3 Temporary Media Commission/IMC			
EXECUTIVE DIRECTOR TO TMC	S4	1	
SENIOR ADVISER ON MEDIA ANALYSIS AND MEDIA MONITORING	S2	1	
SENIOR LEGAL ADVISER	S2	1	
B.3.4 Elections			
DIRECTOR OF ELECTIONS	S4	1	
DEPUTY DIRECTOR	S3	1	
SENIOR ELECTION TECHNICAL ADVISER	S3	1	
SENIOR LEGAL ADVISER	S3	1	
ELECTION TECHNICAL ADVISER	S2	1	Change in Grade
ELECTION TECHNICAL ADVISER	S2	3	New Post
ELECTIONS COMPLIANCE AUDITOR	S2	1	Change in Category
IT OFFICER	P2	2	
NATIONAL ASSISTANT LEGAL ADVISER	NP1	1	
NATIONAL ASSISTANT VOTER SERVICES OFFICER	NP1	1	
SENIOR ADMINISTRATIVE ASSISTANT	G6	1	Change in Category
SENIOR ARCHIVE ASSISTANT	G6	1	Change in Category

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
SENIOR AUDITING ASSISTANT	G6	1	Change in Grade
SENIOR ELECTION FIELD ASSISTANT	G6	5	Change in Category
SENIOR ELECTION FIELD ASSISTANT	G6	1	Change in Grade
SENIOR ELECTION LOGISTICS ASSISTANT	G6	1	Change in Category
SENIOR ELECTION TECHNICAL ASSISTANT	G6	1	Change in Category
SENIOR POLITICAL PARTY SERVICES ASSISTANT	G6	1	Change in Grade
SENIOR TRANSLATOR — ALBANIAN	G6	2	
SENIOR TRANSLATOR — SERBIAN	G6	2	
TRANSLATION CELL CO-ORDINATOR	G6	1	
TRAINING ASSISTANTS	G5	2	
ASSISTANT/SECRETARY/INTERPRETER	G4	2	
The Secretariat Augmentation			
A.1.5 Press and Public Information			
PRESS AND PUBLIC INFORMATION OFFICER	P3	1	
WEB EDITOR	P2	1	
A.1.8 Internal Oversight			
AUDITOR	P3	1	
SENIOR AUDITING ASSISTANT	G6	1	
A.1.10 Mission Programme Section			
SENIOR MISSION PROGRAMME OFFICER	P4	1	
MISSION PROGRAMME ASSISTANT	G5	1	
B.1.5 Operations Unit and Situation/Communication Room			
DUTY OFFICER	G5	1	
A.2.2 Personnel Management			
PERSONNEL OFFICER	P3	1	Change in Grade
PERSONNEL ASSISTANT	G5	1	
PERSONNEL CLERK	G3	1	
A.2.3 Recruitment			
RECRUITMENT OFFICER	P3	2	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
RECRUITMENT AND HRMS ASSISTANT	G5	1	
RECRUITMENT ASSISTANT	G5	1	
RECRUITMENT ASSISTANT	G4	1	
A.2.6 Central Documents and Records Management			
SENIOR DOCUMENTS AND INFORMATION ASSISTANT	G6	1	
DOCUMENTS ASSISTANT	G4	2	
A.2.8 Finance Services			
FINANCE OFFICER	P2	1	
SENIOR BUDGET ASSISTANT	G6	1	
BUDGET ASSISTANT	G5	1	
FINANCE ASSISTANT	G5	2	
TREASURY ASSISTANT	G5	1	
BUDGET ASSISTANT	G4	1	
FINANCE ASSISTANT	G4	1	
FINANCE ASSISTANT	G4	1	
TREASURY ASSISTANT	G4	1	
A.2.9 Information and Communication Technology Services			
INFORMATION TECHNOLOGY MISSION SUPPORT CO-ORDINATOR	P3	1	
WEB SYSTEM SPECIALIST	P2	1	
SENIOR COMMUNICATIONS ASSISTANT	G6	1	
SENIOR INFORMATION TECHNOLOGY ASSISTANT	G6	1	
SENIOR IT ASSISTANT	G6	1	Change in Grade
SENIOR PROGRAMMING ASSISTANT	G6	2	
INFORMATION TECHNOLOGY USER SUPPORT ASSISTANT	G5	1	
PROGRAMMING ASSISTANT	G5	1	
A.2.10 Mission Support Service			
CHIEF, TECHNICAL SUPPORT AND PLANNING UNIT	P4	1	
CONTRACTS OFFICER	P3	1	
PROCUREMENT OFFICER	P2	1	
TRAVEL/INSURANCE OFFICER	P2	1	
BUILDING SUPPORT ASSISTANT	G6	1	
PROCUREMENT ASSISTANT	G6	2	
SENIOR CONTRACTS ASSISTANT	G6	1	
SENIOR TRAINING SUPPORT ASSISTANT	G6	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
TRAVEL/INSURANCE ASSISTANT	G6	1	
ADMINISTRATIVE ASSISTANT	G4	1	
TRANSPORT DISPATCHER	G3	1	
DRIVER	G2	1	
MANUAL WORKER	G2	1	
MESSENGER	G2	1	
CLEANER	G1	2	
Office for Democratic Institutions and Human Rights			
Augmentation			
B.3.6 ODIHR Human Dimension			
ADVISER ON KOSOVO AND THE STABILITY PACT FOR SOUTH EASTERN EUROPE	P4		1 Change in Grade
Total Fund:		1,178.50	
Tasks in Bosnia and Herzegovina			
A.1.1 Office of Head of Mission			
HEAD OF MISSION	HoM	1	
DEPUTY HEAD OF MISSION	DHoM	1	
DIRECTOR OF REGIONAL CENTRE	S4	4	
SPOKESPERSON	S3	1	
ELECTION ADVISER	S2	1	
HEAD OF RESEARCH AND EVALUATION	S2	1	
OHR LIAISON OFFICER	S2	1	
PLANNING OFFICER	S2	1	
PROGRAMME ANALYST	S2	1	
SENIOR POLICY ADVISER	S2	1	
SENIOR PUBLIC INFORMATION ADVISER	S2	1	
EXECUTIVE ASSISTANT TO HOM	S2		1 Change in Grade
ECONOMIC AND ENVIRONMENTAL ADVISER	S2	1	
EXECUTIVE ASSISTANT	S1		1 Change in Grade
REPORTING OFFICER	S1		1 Change in Grade
DEPUTY SPOKESPERSON	NP2	1	
PERSONAL ASSISTANT TO DHOM	NP1	1	
PERSONAL ASSISTANT TO HOM	NP1	1	
POLICY PLANNING OFFICER	NP1	2	
PRESS OFFICER	NP1	4	
PUBLIC INFORMATION OFFICER	NP1	1	
REGIONAL POLITICAL OFFICER	NP1		1 Change in

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
			Category
REGIONAL POLITICAL OFFICER	NP1	3	
WEBMASTER/GRAPHIC DESIGNER	NP1	1	
GRAPHIC DESIGN ASSISTANT	G5	1	
GRAPHIC DESIGN/WEBMASTER ASSISTANT	G5	1	
JUNIOR PUBLIC INFORMATION OFFICER	G5	1	
SENIOR INTERPRETER	G5	8	
ASSISTANT/INTERPRETER	G4	12	
LANGUAGE LECTOR	G4	3	
PRESS ASSISTANT	G4	1	Change in Grade
PUBLIC INFORMATION ASSISTANT	G4	1	Change in Grade
ASSISTANT/INTERPRETER	G4	1	New Post
A.2.1 Fund Administration Unit			
CHIEF OF STAFF AND FUND ADMINISTRATION	D1	1	
HEAD OF ADMINISTRATION AND FINANCE	P5	1	
CHIEF OF PERSONNEL	P4	1	Change in Grade
CHIEF OF FINANCE	S3	1	
CHIEF OF INVESTIGATIONS	S3	1	
CHIEF OF MISSION TRAINING	S3	1	
CHIEF OF PROCUREMENT AND SUPPLY	S3	1	
CHIEF OF OPERATIONS	P3	1	
ASSOCIATE PERSONNEL OFFICER	P2	1	
SECURITY OFFICER	P2	1	New Post
TECHNOLOGY ADVISER	P2	1	
CHIEF OF BUDGET	NP3	1	
CHIEF OF COMMUNICATIONS AND INFORMATION TECHNOLOGY SERVICES	NP3	1	
CHIEF OF SECURITY	NP3	1	
MEDICAL OFFICER	NP3	1	
ACCOUNTS SUPERVISOR	NP2	2	
DEPUTY CHIEF OF COMMUNICATION AND INFORMATION SERVICES	NP2	1	
EXECUTIVE ASSISTANT	NP2	1	
FINANCE OFFICER	NP2	2	
PROCUREMENT OFFICER	NP2	1	
ADMINISTRATIVE OFFICER	NP1	1	
ARCHIVIST	NP1	1	
CASHIER	NP1	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
COMMUNICATIONS OFFICER	NP1	1	
ERP SYSTEM ADMINISTRATOR	NP1	1	
NETWORK ADMINISTRATOR	NP1	1	
OPERATIONS OFFICER	NP1	3	
PERSONNEL OFFICER	NP1	1	Change in Grade
PROCUREMENT OFFICER	NP1	1	
RECRUITMENT OFFICER	NP1	1	
SECRETARY OF THE LOCAL PROPERTY SURVEY CLAIMS BOARD	NP1	1	
E-MAIL MANAGER/HELPDESK OPERATOR	G6	1	Change in Grade
INVENTORY OFFICER	G6	1	
PERSONAL ASSISTANT	G6	1	
SENIOR INVENTORY ASSISTANT	G6	1	New Post
SUPPLY OFFICER	G6	1	
TRANSPORT MANAGER	G6	1	
BUDGET ASSISTANT	G5	1	
FINANCE ASSISTANT	G5	10	
HELP DESK OPERATOR	G5	1	Change in Grade
PROCUREMENT ASSISTANT	G5	1	
SMS SERVER OPERATOR/HELPDESK OPERATOR	G5	1	
STOREKEEPER	G5	1	Change in Grade
TRAINING SUPPORT ASSISTANT	G5	1	
TRANSPORT MAINTENANCE SUPERVISOR	G5	1	
TRAVEL AND ACCOMMODATION ASSISTANT	G5	2	
ADMINISTRATIVE ASSISTANT	G4	4	
ARCHIVIST ASSISTANT	G4	2	
ASSISTANT BUILDING MANAGER	G4	3	
COMMUNICATIONS TECHNICIAN	G4	1	
DISPATCHER	G4	1	
INVENTORY ASSISTANT	G4	1	
INVESTIGATIONS ASSISTANT	G4	2	
IT/COMMUNICATIONS ASSISTANT	G4	6	
OPERATIONS ASSISTANT	G4	3	
PERSONNEL ASSISTANT	G4	3	
PROCUREMENT ASSISTANT	G4	2	
SUPPLY ASSISTANT	G4	1	
TRANSPORT ASSISTANT	G4	1	
DOCUMENTS MANAGEMENT ASSISTANT	G3	3	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
DRIVER DHOM	G3	1	
RECEPTIONIST	G3	2	
SENIOR DRIVER	G3	1	
SWITCHBOARD OPERATOR	G3	2	
DRIVER	G2	19	
SECURITY GUARD	G2	9	
CLEANER	G1	12	
WATCHMAN	G1	4	New Post
WATCHMAN	G1	3	
B.1.1 Security Co-operation			
DIRECTOR OF SECURITY CO-OPERATION	S4	1	
HEAD OF ARMS CONTROL SECTION	S3	1	
HEAD OF INSTITUTION-BUILDING SECTION	S3	1	
SENIOR ADVISER	S3	1	
DEMOBILIZATION ADVISER	S2	1	
IMPLEMENTATION OFFICER	S2	1	
INFORMATION AND REPORTING OFFICER	S2	1	
INFORMATION EXCHANGE OFFICER	S2	1	
PARLIAMENTARY LIAISON OFFICER	S2	1	
SENIOR POLICY ADVISER	S2	1	
POLICY ADVISER	S2	2	
POLITICAL ADVISER	S2	1	
POLICY AND PLANNING OFFICER	S2	1	
DEFENCE AFFAIRS ANALYST	NP1	1	
IMPLEMENTATION OFFICER	NP1	1	Change in Category
LEGAL OFFICER	NP1	1	
POLITICO-MILITARY ANALYST	NP1	1	
PROJECT OFFICER	NP1	1	
PERSONAL ASSISTANT	G5	1	Change in Grade
SENIOR INTERPRETER	G5	1	
ASSISTANT/INTERPRETER	G4	1	New Post
ASSISTANT/INTERPRETER	G4	2	
INTERPRETER	G4	1	Change in Grade
INTERPRETER	G4	2	
LOGISTICS ASSISTANT	G4	1	
B.2.1 Public Administration Reform			
DEPUTY DIRECTOR OF PUBLIC ADMINISTRATION	S3	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
REFORM			
DEPUTY DIRECTOR OF PUBLIC ADMINISTRATION	S3	1	New Post
REFORM			
HUMAN RESOURCES MANAGEMENT PROJECT	S3	1	
CO-ORDINATOR			
PUBLIC FINANCE PROJECT CO-ORDINATOR	S3	1	
INFORMATION OFFICER	S2	1	New Post
INTERNAL CONTROL CO-ORDINATOR	S2	1	
SENIOR PUBLIC ADMINISTRATION REFORM	S2	4	
ADVISER			
LEGAL ADVISER	NP2	1	New Post
LEGAL ADVISER	NP2	1	
HUMAN RESOURCES MANAGEMENT ADVISER	NP1	17	
PUBLIC FINANCE ADVISER	NP1	17	
ASSISTANT HRMPC	G5	1	
OFFICE MANAGER	G5	7	
PERSONAL ASSISTANT HPARU	G5	1	
PROGRAMME ASSISTANT	G5	1	New Post
ASSISTANT/INTERPRETER	G4	5	
SPARA ASSISTANT	G4	1	
CLEANER	G1	9	
WATCHMAN	G1	6	
B.3.1 Democratization			
DIRECTOR OF DEMOCRATIZATION	S4	1	
CIVIL SOCIETY CO-ORDINATOR	S3	1	
DEPUTY DIRECTOR — GOOD GOVERNANCE	S3	1	
CO-ORDINATOR			
INFORMATION OFFICER	S2	1	Change in Grade
LOCAL GOVERNANCE PROJECT MANAGER	S2	1	
PARLIAMENTARY SUPPORT PROJECT MANAGER	S2	1	Change in Grade
SENIOR DEMOCRATIZATION OFFICER	S2	4	
DEMOCRATIZATION OFFICER	S1	13	
LEGAL ADVISER	NP2	1	
CORPORATE GOVERNANCE PROJECT MANAGER	NP1	1	
DEMOCRATIZATION OFFICER	NP1	2	Change in Category
DEMOCRATIZATION OFFICER	NP1	10	
GOVERNANCE ADVISER	NP1	1	New Post
GOVERNANCE ADVISER	NP1	4	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
GOVERNANCE TRAINER	NP1	1	
PARLIAMENTARY ADVISER	NP1	1	
PRC/CITIZEN PARTICIPATION PROJECT MANAGER	NP1	1	
YOUTH PROJECT MANAGER	NP1	1	Change in Category
CORPORATE GOVERNANCE PROJECT ASSISTANT	G5	3	New Post
CORPORATE GOVERNANCE PROJECT ASSISTANT	G5	1	
LOCAL GOVERNANCE PROJECT ASSISTANT	G5	1	
OFFICE MANAGER	G5	5	
PARLIAMENTARY SUPPORT PROJECT ASSISTANT	G5	1	
PERSONAL ASSISTANT	G5	1	
PRC/CIVIL PARTICIPATION PROJECT ASSISTANT	G5	1	
PROJECT ASSISTANT	G5	1	
YOUTH PARTICIPATION PROJECT ASSISTANT	G5	1	New Post
ASSISTANT/INTERPRETER	G4	28	
CIVIL SOCIETY PROJECT ASSISTANT	G4	1	
RECEPTIONIST	G4	1	
YOUTH ASSISTANT	G4	1	
DRIVER	G2	12	
SECURITY GUARD	G2	5	
CLEANER	G1	9	
WATCHMAN	G1	5	
B.3.2 Human Rights and Rule of Law			
DIRECTOR OF HUMAN RIGHTS	S4	1	
DEPUTY DIRECTOR — HUMAN RIGHTS	S3	1	
DEPUTY DIRECTOR — RULE OF LAW	S3	1	
HUMAN RIGHTS ADVISER, ECONOMIC AND SOCIAL RIGHTS	S2	1	
LEGAL ADVISER, ANALYSIS AND REPORTING	S2	1	
LEGAL ADVISER, ECONOMIC AND SOCIAL RIGHTS	S2	1	
LEGAL ADVISER, HUMAN RIGHTS INSTITUTIONS	S2	1	
LEGAL ADVISER, RULE OF LAW	S2	4	
RULE OF LAW LEGAL ADVISER	S2	1	New Post
RULE OF LAW LEGAL ADVISER	S2	2	
SENIOR HUMAN RIGHTS OFFICER	S2	4	
HUMAN RIGHTS OFFICER	S1	1	
HUMAN RIGHTS OFFICER	S1	1	New Post
HUMAN RIGHTS OFFICER	S1	14	
LEGAL ADVISER	NP2	7	
LEGAL ADVISER — RULE OF LAW	NP2	3	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
ANTI-TRAFFICKING OFFICER	NP1	1	Change in Category
ANTI-TRAFFICKING OFFICER	NP1	1	
DATABASE DEVELOPER	NP1	1	
HUMAN RIGHTS OFFICER	NP1	5	Change in Category
HUMAN RIGHTS OFFICER	NP1	4	
PROPERTY RIGHTS OFFICER	NP1	1	Change in Category
REPORTING AND INFORMATION OFFICER	NP1	1	
ROMA OFFICER	NP1	1	
HUMAN RIGHTS MONITOR	G5	7	
LEGAL ASSISTANT	G5	1	New Post
LEGAL ASSISTANT	G5	5	
OFFICE MANAGER	G5	8	
PERSONAL ASSISTANT	G5	1	
REGIONAL RETURN MONITOR	G5	1	
ROMA MONITOR	G5	1	Change in Grade
RULE OF LAW MONITOR	G5	5	New Post
RULE OF LAW MONITOR	G5	20	
SENIOR TRANSLATOR/INTERPRETER	G5	1	
ASSISTANT/INTERPRETER	G4	23	
DRIVER	G2	21	
SECURITY GUARD	G2	10	
CLEANER	G1	9	
WATCHMAN	G1	8	
B.3.3 Education			
DIRECTOR OF EDUCATION	S4	1	
DEPUTY DIRECTOR — EDUCATION	S3	1	
DEPUTY DIRECTOR — LEGISLATION REFORM	S3	1	
POLICY AND INFORMATION OFFICER	S2	1	
POLICY AND REGIONAL CO-ORDINATOR	S2	3	
STANDARDS AND INSTITUTIONAL CAPACITY ADVISER	S2	2	
CURRICULUM ADVISER	NP2	1	New Post
LEGAL ADVISER	NP2	1	New Post
POLICY AND REGIONAL CO-ORDINATOR	NP2	1	
STANDARDS AND INSTITUTIONAL CAPACITY ADVISER	NP2	1	Change in Category
EDUCATION OFFICER	NP1	3	New Post

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
EDUCATION OFFICER	NP1	27	
LEGAL OFFICER	NP1	2	
SUPPORT CO-ORDINATOR	NP1	1	New Post
PROGRAMME ASSISTANT	G5	3	New Post
PROJECT ASSISTANT	G5	1	New Post
PROJECT ASSISTANT	G5	1	
ASSISTANT/INTERPRETER	G4	8	
PROJECT ASSISTANT	G4	4	
RECEPTIONIST	G3	1	
DRIVER	G2	13	
SECURITY GUARD	G2	5	
Regional Stabilization/Arms Control			
B.1.1 Implementation of Article IV			
ANALYST STAFF OFFICER	S	1	
DRIVER	S	1	
IMPLEMENTATION OFFICER	S	1	
PERSONAL REPRESENTATIVE OF THE CIO	S	1	
SENIOR OPERATIONS STAFF OFFICER	S	1	
SPECIAL ADVISER TO THE PERSONAL REPRESENTATIVE	S	1	
ADMINISTRATIVE SECRETARY	G5	1	
The Secretariat Augmentation			
A.1.5 Press and Public Information			
WEB EDITOR	P2	1	
A.1.8 Internal Oversight			
SENIOR SECRETARY	G5	1	
A.1.10 Mission Programme Section			
SENIOR MISSION PROGRAMME OFFICER	P4	1	
B.1.5 Operations Unit and Situation/Communication Room			
DUTY OFFICER	G5	1	
A.2.3 Recruitment			
RECRUITMENT ASSISTANT	G5	1	
RECRUITMENT ASSISTANT	G4	1	
A.2.6 Central Documents and Records Management			
DOCUMENTS ASSISTANT	G4	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
A.2.8 Finance Services			
BUDGET ASSISTANT	G5	1	
TREASURY ASSISTANT	G5	1	
FINANCE ASSISTANT	G4	3	
TREASURY ASSISTANT	G4	1	
A.2.9 Information and Communication Technology Services			
SENIOR APPLICATIONS SPECIALIST	G7	1	
SENIOR INFORMATION TECHNOLOGY ASSISTANT	G7	1	
SENIOR PROGRAMMING ASSISTANT	G7	1	
SENIOR INFORMATION TECHNOLOGY ASSISTANT	G6	1	
INFORMATION TECHNOLOGY USER SUPPORT ASSISTANT	G5	1	
IT ASSISTANT	G5	1	
A.2.10 Mission Support Service			
SENIOR ASSET MANAGEMENT ASSISTANT	G6	1	
ASSET/WAREHOUSE ASSISTANT	G5	1	
FREIGHT FORWARDING ASSISTANT	G5	1	
PROPERTY CONTROL ASSISTANT	G5	1	
PROCUREMENT ASSISTANT	G4	1	
Total Fund:		729	
Mission to Croatia			
A.1.1 Office of Head of Mission			
HEAD OF MISSION	HoM	1	
DEPUTY HEAD OF MISSION	DHoM	1	
HEAD OF UNIT	S3	1	
HEAD OF UNIT, SPOKESPERSON	S3	1	
POLITICAL AFFAIRS ADVISER	S2	1	
POLITICAL AFFAIRS OFFICER	S2	2	
HEAD OF EXECUTIVE UNIT	S1	1	
NATIONAL POLITICAL AFFAIRS OFFICER	NP1	1	New Post
NATIONAL PUBLIC INFORMATION OFFICER	NP1	4	
PROGRAMME ASSISTANT	G5	1	
PUBLIC INFORMATION ASSISTANT	G5	1	Change in Grade
SENIOR SECRETARY	G5	2	
LANGUAGE ASSISTANT II	G4	3	Change in Grade
POLITICAL AFFAIRS ASSISTANT	G4	2	Change in

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
			Grade
POLITICAL AFFAIRS ASSISTANT	G4	1	
PUBLIC INFORMATION ASSISTANT	G4	2	Change in Grade
PUBLIC INFORMATION ASSISTANT	G4	3	
DRIVER	G2	3	
CLEANER	G1	2	
A.2.1 Fund Administration Unit			
CHIEF OF ADMINISTRATION AND FIELD SUPPORT	S4	1	
DEPUTY CAFS	S3	1	
CHIEF, FINANCE AND PERSONNEL UNIT	P3	1	
CHIEF, GENERAL SERVICES	P3	1	
NATIONAL IT OFFICER	NP1	1	
NATIONAL TRAINING OFFICER	NP1	1	
SENIOR PERSONNEL ASSISTANT	G6	1	
COMMUNICATIONS ASSISTANT	G5	1	
FINANCE ASSISTANT	G5	1	
IT ASSISTANT	G5	2	Change in Grade
FINANCE ASSISTANT	G4	2	Change in Grade
INVENTORY SUPPLY ASSISTANT	G4	1	Change in Grade
OFFICE ASSISTANT	G4	1	Change in Grade
PERSONNEL ASSISTANT	G4	2	Change in Grade
PROCUREMENT ASSISTANT	G4	1	Change in Grade
SUPERVISOR, DISTRIBUTION AND RECORDS UNIT	G4	1	Change in Grade
SUPPLY ASSISTANT	G4	1	Change in Grade
TRANSPORT AND TRAVEL ASSISTANT	G4	1	Change in Grade
FINANCE CLERK	G3	1	Change in Grade
REGISTRY CLERK	G3	2	Change in Grade
SENIOR DRIVER	G3	1	Change in Grade

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
TRANSPORT ASSISTANT	G3	1	Change in Grade
WAREHOUSE CLERK	G3	1	Change in Grade
DRIVER	G2	3	
OFFICE CLERK/RECEPTIONIST	G2	1	Change in Grade
CLEANER	G1	3	
B.3.1 Democratization			
HEAD OF UNIT	S3	1	
DEMOCRATIZATION OFFICER	S1	1	
FIELD OFFICER	S1	6	
NATIONAL DEMOCRATIZATION OFFICER	NP1	4	
NATIONAL FIELD PROGRAMME OFFICER	NP1	1	Change in Category
NATIONAL FIELD PROGRAMME OFFICER	NP1	1	
SENIOR PROGRAMME AND ADMINISTRATIVE ASSISTANT	G6	2	Change in Grade
ADMINISTRATIVE ASSISTANT	G5	1	
LOGISTICS ASSISTANT	G5	1	Change in Grade
PROGRAMME ASSISTANT	G5	4	
DEMOCRATIZATION ASSISTANT	G4	1	Change in Grade
DEMOCRATIZATION ASSISTANT	G4	7	
IT HELP DESK ASSISTANT	G4	1	Change in Grade
OFFICE ASSISTANT	G4	1	
BUILDING MAINTENANCE TECHNICIAN	G3	1	
DRIVER	G2	3	
CLEANER	G1	5	
B.3.2 Rule of Law (including Police)			
HEAD OF UNIT	S3	1	
SENIOR POLICE AFFAIRS ADVISER/HEAD OF POLICE AFFAIRS UNIT	S3	1	Change in Grade
COMMUNITY POLICING ADVISER	S2	1	
FIELD ADVISER	S2	3	
POLICE REFORM ADVISER	S2	1	
FIELD OFFICER	S1	3	
LEGAL AND HUMAN RIGHTS OFFICER	S1	3	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
LEGAL OFFICER	S1	2	
NATIONAL FIELD PROGRAMME OFFICER	NP1	1	
NATIONAL LEGAL OFFICER	NP1	2	
SENIOR PROGRAMME AND ADMINISTRATIVE ASSISTANT	G6	2	Change in Grade
ADMINISTRATIVE ASSISTANT	G5	1	
FIELD POLICE AFFAIRS ASSISTANT	G5	3	
LOGISTICS ASSISTANT	G5	1	
POLICE AFFAIRS ASSISTANT	G5	3	
PROGRAMME ASSISTANT	G5	5	Change in Grade
PROGRAMME ASSISTANT	G5	7	
IT HELP DESK ASSISTANT	G4	1	Change in Grade
LANGUAGE ASSISTANT II	G4	2	Change in Grade
OFFICE CLERK	G3	1	
TRANSPORT ASSISTANT	G3	1	
DRIVER	G2	3	
OFFICE CLERK/RECEPTIONIST	G2	2	Change in Grade
CLEANER	G1	2	
B.3.3 Return and Integration			
HEAD OF FO	S3	6	
HEAD OF UNIT	S3	1	
FIELD OFFICER	S1	4	
RETURN AND INTEGRATION OFFICER	S1	5	
NATIONAL LEGAL OFFICER	NP1	1	
SENIOR PROGRAMME AND ADMINISTRATIVE ASSISTANT	G6	2	Change in Grade
SENIOR PROGRAMME AND ADMINISTRATIVE ASSISTANT	G6	1	
ADMINISTRATIVE ASSISTANT	G5	1	
LOGISTICS ASSISTANT	G5	1	
PROGRAMME ASSISTANT	G5	1	Change in Grade
PROGRAMME ASSISTANT	G5	12	
IT HELP DESK ASSISTANT	G4	1	Change in Grade
LANGUAGE ASSISTANT II	G4	1	Change in Grade

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
OFFICE ASSISTANT	G4	3	Change in Grade
RETURN AND INTEGRATION ASSISTANT	G4	5	Change in Grade
DRIVER	G2	4	
OFFICE CLERK/RECEPTIONIST	G2	1	Change in Grade
CLEANER	G1	4	
The Secretariat Augmentation			
B.1.5 Operations Unit and Situation/Communication Room			
DUTY OFFICER	G5	1	
A.2.3 Recruitment			
RECRUITMENT CLERK	G3	1	
A.2.6 Central Documents and Records Management			
MAIL PROCESSING ASSISTANT	G4	1	
A.2.10 Mission Support Service			
SENIOR PROCUREMENT ASSISTANT	G6	1	
DRIVER	G2	1	
Total Fund:		219	
Mission to Serbia and Montenegro			
A.1.1 Office of Head of Mission			
HEAD OF MISSION	HoM	1	
DEPUTY HEAD OF MISSION	DHoM	1	
DEPUTY HEAD OF MISSION/HEAD OF OFFICE IN PODGORICA	DHoM	1	
DEPUTY HEAD OF OFFICE/PROGRAMME CO-ORDINATOR	S3	1	
MUNICIPAL CO-ORDINATOR	S2	1	
SENIOR POLITICAL OFFICER	S2	1	
SENIOR POLITICAL OFFICER	S2	1	
SPOKESPERSON	S2	1	
EXECUTIVE ASSISTANT TO HOM	S1	1	
REPORTING OFFICER	S1	2	
NATIONAL SPECIAL ADVISER, CSBM	NP3	1	
NATIONAL POLITICAL-ECONOMIC AFFAIRS OFFICER	NP2	1	
NATIONAL POLITICAL ADVISER	NP1	1	Change in

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
			Grade
PERSONAL ASSISTANT TO HOM	G6	1	
SENIOR PRESS AND PUBLIC INFORMATION ASSISTANT	G6	0.5	
SENIOR PUBLIC INFORMATION ASSISTANT	G6	1	
SENIOR TRANSLATOR/INTERPRETER	G6	1	
FIELD SUPPORT AND INTERPRETATION ASSISTANT	G5	2	
PROGRAMME SUPPORT ASSISTANT	G5	1	Change in Grade
PUBLIC INFORMATION ASSISTANT	G5	1	Change in Category
PUBLIC INFORMATION ASSISTANT	G5	1	
REPORTS ASSISTANT	G5	1	
SENIOR SECRETARY	G5	2	
SUPERVISOR, SECURITY UNIT	G5	1	Change in Programme
OFFICE ASSISTANT	G4	1	
SENIOR SECURITY GUARD	G3	1	Change in Programme
SECURITY GUARD	G2	8	Change in Programme
A.2.1 Fund Administration Unit			
CHIEF, ADMINISTRATION AND FINANCE	P3	1	
FINANCE OFFICER	P2	1	
ADMINISTRATIVE AND FINANCE OFFICER	S1	1	
ADMINISTRATIVE SERVICES OFFICER	S1	1	
TRANSPORT AND PROCUREMENT OFFICER	S1	1	
NATIONAL PERSONNEL OFFICER	NP2	1	Change in Grade
LAN/WAN ADMINISTRATOR	G6	1	
PROCUREMENT ASSISTANT	G6	1	
SENIOR ADMINISTRATIVE ASSISTANT	G6	1	
SENIOR COMMUNICATIONS ASSISTANT	G6	1	
SENIOR FINANCE ASSISTANT	G6	1	
SENIOR IT ASSISTANT	G6	1	
ACCOUNTING AND FINANCE ASSISTANT	G5	1	
BUDGET ASSISTANT	G5	1	
FINANCE ASSISTANT	G5	1	Change in Grade
IT USER SUPPORT ASSISTANT	G5	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
OFFICE ASSISTANT	G5	1	
PERSONNEL ASSISTANT	G5	1	
TRAINING AND PERSONNEL ASSISTANT	G5	1	Change in Grade
TREASURY ASSISTANT	G5	1	
INVENTORY CONTROL AND SUPPLY ASSISTANT	G4	1	
IT USER SUPPORT ASSISTANT	G4	2	
PERSONNEL ASSISTANT	G4	1	
PROCUREMENT ASSISTANT	G4	1	
TRANSPORT ASSISTANT	G4	1	
BUILDINGS MAINTENANCE TECHNICIAN	G3	1	
RECEPTIONIST	G3	1	
SENIOR DRIVER	G3	2	
TRANSPORT CLERK	G3	1	
DRIVER	G2	6	
GARDENER/HANDYMAN	G2	1	Change in Grade
HANDYMAN	G2	1	Change in Grade
MESSENGER	G2	1	
OFFICE CLERK	G2	1	Change in Grade
CLEANER	G1	6	
B.1.1 Police Affairs			
POLICE EDUCATION PROGRAMME MANAGER	S3	1	
ACCOUNTABILITY PROGRAMME MANAGER	S2	1	
BORDER POLICING ADVISER	S2	1	Change in Grade
BORDER POLICING PROGRAMME MANAGER	S2	1	
COMMUNITY POLICING ADVISER	S2	1	
COMMUNITY POLICING PROGRAMME MANAGER	S2	1	
EXTERNAL OVERSIGHT ADVISER	S2	1	
HEAD, LAW ENFORCEMENT	S2	1	
HEAD OF STRATEGIC DEVELOPMENT UNIT	S2	1	
ORGANIZED CRIME ADVISER	S2	1	
ORGANIZED CRIME PROGRAMME MANAGER	S2	1	
POLICE EXPERT ORGANIZED CRIME	S2	1	
PROGRAMME ADVISER POLICE REFORM	S2	1	
STRATEGIC ADVISER	S2	1	
TRAINING CO-ORDINATOR	S2	1	
WAR CRIME ADVISER	S2	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
CRIME SCENE FORENSIC ADVISER	S1	1	
CURRICULUM DEVELOPER	S1	1	
POLICE TRAINER	S1	12	
PROGRAMME EVALUATION OFFICER	S1	1	
CURRICULUM DEVELOPMENT ASSISTANT	G5	1	
PROGRAMME ASSISTANT	G5	1	
PROJECT ASSISTANT	G5	7	Change in Grade
PROJECT ASSISTANT	G5	6	
SENIOR SECRETARY	G5	1	Change in Grade
LANGUAGE ASSISTANT	G4	13	
DRIVER	G2	4	
B.2.1 Economic and Environmental			
HEAD, ECONOMIC AND ENVIRONMENTAL DEPARTMENT	NP3	1	
SENIOR PROJECT ASSISTANT	G6	2	
PROGRAMME SECRETARY	G5	1	
PROJECT ASSISTANT	G5	1	Change in Grade
B.3.1 Democratization			
ANTI-TRAFFICKING PROGRAMME OFFICER	S2	1	
ETHNIC MINORITY OFFICER	S2	1	
GOVERNANCE ADVISER	S2	1	
HEAD DEMOCRATIZATION	S2	1	
HUMAN RIGHTS ADVISER	S2	1	Change in Programme
PROGRAMME OFFICER	S2	1	
SENIOR ADVISER ON MINORITY ISSUES	S2	1	
SENIOR PARLIAMENTARY OFFICER	S2	1	
YOUTH AND EDUCATION ADVISER	S2	1	Change in Grade
NATIONAL LEGAL ADVISER	NP2	1	
NATIONAL DEMOCRATIZATION OFFICER	NP1	1	
NATIONAL EDUCATION OFFICER	NP1	1	
NATIONAL PROGRAMME OFFICER	NP1	1	Change in Category
NATIONAL TRAINING OFFICER	NP1	1	
SENIOR DEMOCRATIZATION ASSISTANT	G6	1	Change in Programme

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
SENIOR GOVERNANCE TRAINING ASSISTANT	G6	1	
SENIOR PROGRAMME ASSISTANT	G6	1	Change in Programme
SENIOR PROGRAMME ASSISTANT	G6	1	
SENIOR PROGRAMME CO-ORDINATION ASSISTANT	G6	1	
PROGRAMME ASSISTANT	G5	6	
B.3.2 Media			
HEAD MEDIA	S2	1	
LICENCE AND FREQUENCY OFFICER	S2	1	
MEDIA OFFICER	S2	1	
ELECTRONIC MEDIA OFFICER	S1	1	
NATIONAL LEGAL OFFICER	NP1	1	
SENIOR MEDIA ANALYSIS ASSISTANT	G7	1	
SENIOR ADMINISTRATIVE ASSISTANT	G6	1	
SENIOR MEDIA LEGISLATION ASSISTANT	G6	1	
SENIOR PROGRAMME CO-ORDINATION ASSISTANT	G6	1	
MEDIA AFFAIRS ASSISTANT	G5	2	
MEDIA TRAINING ASSISTANT	G5	3	
PROGRAMME 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 ECONOMIC TRANSPARENCY OFFICER	S2	1	
LEGAL ADVISER ON HUMAN RIGHTS INSTITUTIONS AND PRISON REFORM	S2	1	
LEGAL ADVISER ON ORGANIZED CRIME	S2	1	
PROGRAMME OFFICER, INSTITUTION-BUILDING	S2	1	
PROGRAMME OFFICER, LEGISLATION	S2	1	
SENIOR CO-ORDINATOR FOR JUDICIAL AND LEGAL REFORM	S2	1	
NATIONAL LEGAL OFFICER	NP2	2	
NATIONAL CRIMINAL JUSTICE SYSTEM ADVISER	NP1	2	Change in Grade
NATIONAL LEGAL OFFICER	NP1	1	Change in Grade
NATIONAL LEGAL OFFICER	NP1	1	
SENIOR LEGAL ASSISTANT	G7	1	Change in

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
			Grade
SENIOR LEGAL ASSISTANT	G7	2	
SENIOR ADMINISTRATIVE ASSISTANT	G6	1	
SENIOR LEGAL ASSISTANT	G6	1	
LEGAL TRANSLATOR/INTERPRETER	G5	2	
PROGRAMME ASSISTANT	G5	2	
Total Fund:		215.5	
Presence in Albania			
A.1.1 Office of Head of Mission			
HEAD OF PRESENCE	HoM	1	
DEPUTY HEAD OF PRESENCE	DHoM	1	
POLITICAL OFFICER	S2	1	
PROJECT CO-ORDINATOR	S2	1	
SPOKESPERSON/MEDIA DEVELOPMENT OFFICER	S2	1	
EXECUTIVE ASSISTANT	S1	1	
FIELD STATION OFFICER/LIAISON OFFICER TIRANA/DURRES	S1	1	
HEAD OF LIAISON OFFICE TIRANA/DURRES	S1	1	
NATIONAL POLITICAL AFFAIRS OFFICER	NP1	1	1 New Post
ASSISTANT TO HOP	G6	1	1 Change in Grade
NATIONAL INTERPRETER	G6	1	1 Change in Grade
ASSISTANT TO DHOP	G5	1	
ASSISTANT TO LIAISON OFFICE, TIRANA/DURRES	G5	2	
ASSISTANT TO POLITICAL OFFICER	G5	1	
INTERNAL SECURITY SUPERVISOR	G4	1	1 Change in Programme
REGISTRY CLERK	G4	1	
DRIVER OF HOP	G3	1	1 Change in Programme
DRIVER	G2	1	1 Change in Programme
SECURITY GUARD	G2	1	1 Change in Grade
SECURITY GUARD	G2	1	1 Change in Grade and Programme
SECURITY GUARD	G2	7	7 Change in Programme
CLEANER	G1	1	1 Change in

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
			Programme
A.2.1 Fund Administration Unit			
CHIEF, FUND ADMINISTRATION UNIT	P3	1	Change in Category
LOGISTICS AND TRANSPORT OFFICER	S1	1	
NATIONAL FINANCE OFFICER	NP1	1	
ASSISTANT TO FINANCE OFFICER	G6	2	
IT SYSTEM AND INTERNET ADMINISTRATOR	G6	2	
SENIOR ADMINISTRATIVE ASSISTANT	G6	1	Change in Grade
SENIOR ASSET MANAGEMENT AND INVENTORY CONTROL ASSISTANT	G6	1	
COMMUNICATIONS ASSISTANT	G5	1	Change in Grade
COMMUNICATIONS OFFICER	G5	1	
PROCUREMENT ASSISTANT	G5	1	New Post
TRANSPORT ASSISTANT	G5	1	
SUPPLY ASSISTANT	G4	1	Change in Grade
DRIVER/GENERATOR TECHNICIAN	G3	1	
LOGISTICS CLERK	G3	1	Change in Grade
RECEPTIONIST	G3	1	
DRIVER	G2	1	
CLEANER	G1	1	
GARDENER	G1	1	
B.1.1 Security Co-operation			
HEAD OF SECURITY CO-OPERATION DEPARTMENT	S3	1	
ANTI-TRAFFICKING OFFICER	S2	1	
POLICE ASSISTANCE AND BORDER MANAGEMENT OFFICER	S2	1	
FIELD STATION OFFICER, KUKES	S1	1	
HEAD OF FIELD STATION, KUKES	S1	1	
NATIONAL SECURITY OFFICER	NP1	1	
ASSISTANT TO ANTI-TRAFFICKING OFFICER	G5	1	
ASSISTANT TO HEAD OF SECURITY CO-OPERATION DEPARTMENT	G5	1	
ASSISTANT TO POLICE ASSISTANCE AND BORDER MANAGEMENT OFFICER	G5	1	
TRANSLATOR/INTERPRETER	G5	1	Change in

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
FS ASSISTANT, KUKES	G4	2	Programme
DRIVER	G2	1	Change in Programme
FS DRIVER, KUKES	G2	2	
FS CLEANER, KUKES	G1	1	
B.3.1 Democratization			
HEAD OF DEMOCRATIZATION DEPARTMENT	S3	1	
CIVIL SOCIAL DEVELOPMENT AND GENDER ADVISER	S2	1	
PROJECT OUTREACH OFFICER	S2	1	Change in Programme
PROJECT MANAGER	S2	1	
FIELD STATION OFFICER, GJIROKASTRA	S1	1	
FIELD STATION OFFICER, SHKODRA	S1	1	Change in Programme
HEAD OF FIELD STATION OFFICER, GJIROKASTRA	S1	1	
HEAD OF FIELD STATION, SHKODRA	S1	1	Change in Programme
PROJECT OFFICER	S1	1	Change in Programme
NATIONAL ECONOMIC AND ENVIRONMENT OFFICER	NP2	1	
NATIONAL ELECTORAL REFORM OFFICER	NP2	1	
NATIONAL MEDIA DEVELOPMENT OFFICER	NP1	1	
NATIONAL PARLIAMENTARY PROJECT CO-ORDINATOR	NP1	1	Change in Category
ASSISTANT TO CIVIL SOCIETY DEVELOPMENT AND GENDER ADVISER	G5	1	
ASSISTANT TO ECONOMIC AND ENVIRONMENT OFFICER	G5	1	
ASSISTANT TO HEAD OF DEMOCRATIZATION DEPARTMENT	G5	1	
ASSISTANT TO NATIONAL ELECTORAL REFORM OFFICER	G5	1	
PUBLIC AFFAIRS AND MEDIA ASSISTANT	G5	2	
TRANSLATOR/INTERPRETER	G5	1	
FS ASSISTANT, GJIROKASTRA	G4	2	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
FS ASSISTANT, SHKODRA	G4	2	Change in Programme
PARLIAMENTARY PROJECT ASSISTANT	G3	1	
DRIVER	G2	2	Change in Programme
FS DRIVER, GJIROKASTRA	G2	1	
FS DRIVER, SHKODRA	G2	2	Change in Programme
FS CLEANER, GJIROKASTRA	G1	1	
FS CLEANER, SHKODRA	G1	1	Change in Programme
B.3.2 Rule of Law and Human Rights			
HEAD OF RULE OF LAW AND HUMAN RIGHTS DEPARTMENT	S3	1	
JUDICIAL REFORM OFFICER	S2	1	
PROJECT MANAGER	S2	1	
FIELD STATION OFFICER, VLORA	S1	1	
HEAD OF FIELD STATION OFFICER, VLORA	S1	1	
LEGAL OFFICER	S1	1	Change in Programme
NATIONAL LEGAL OFFICER	NP1	5	
ASSISTANT TO HEAD OF RULE OF LAW AND HUMAN RIGHTS DEPARTMENT	G5	1	
ASSISTANT TO PROJECT MANAGER	G5	1	Change in Grade
TRANSLATOR/INTERPRETER	G5	1	Change in Programme
FS ASSISTANT, VLORA	G4	2	
ADMINISTRATIVE ASSISTANT, RULE OF LAW AND HUMAN RIGHTS DEPARTMENT	G3	1	
DRIVER	G2	2	Change in Programme
FS DRIVER, VLORA	G2	2	
CLEANER	G1	1	Change in Programme
FS CLEANER, VLORA	G1	1	
Total Fund:		120	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
Spillover Monitor Mission to Skopje			
A.1.1 Office of Head of Mission			
HEAD OF MISSION	HoM	1	
DEPUTY HEAD OF MISSION	DHoM	1	
CBM/FIELD STATION CO-ORDINATOR	S3	2	
CHIEF, POLITICAL/REPORTING	S3	1	
MISSION SPOKESPERSON	S2	1	
POLITICAL ADVISER	S2	1	
SENIOR PROJECT OFFICER	S2	1	
MISSION SECURITY OFFICER	P2	1	Change in Programme
POLITICAL/REPORTING OFFICER	S1	1	
PRESS AND PUBLIC INFORMATION OFFICER	S1	1	
PROGRAMME CO-ORDINATOR	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	
ADMINISTRATIVE ASSISTANT	G5	2	Change in Grade
SENIOR POLITICAL ASSISTANT	G5	2	
SENIOR SECRETARY	G5	1	
ADMINISTRATIVE ASSISTANT	G4	4	
ARCHIVES ASSISTANT	G4	2	
LANGUAGE ASSISTANT II	G4	4	
OFFICE ASSISTANT	G4	1	
PRESS AND PUBLIC INFORMATION ASSISTANT	G4	2	
PROGRAMME ASSISTANT	G4	1	
PROTOCOL CLERK	G3	2	
DRIVER	G2	2	
OFFICE CLERK	G2	2	
SECURITY GUARD	G2	10	
CLEANER	G1	2	
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	
IT/COMMUNICATIONS OFFICER	P3	1	
PROCUREMENT OFFICER	S1	1	
TRANSPORT OFFICER	S1	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
NATIONAL SUPPLY OFFICER	NP2	1	Change in Grade
NATIONAL ADMINISTRATIVE OFFICER	NP1	1	
NATIONAL BUILDING MANAGEMENT OFFICER	NP1	1	
NATIONAL FINANCE OFFICER	NP1	1	
NATIONAL IT OFFICER	NP1	1	
NATIONAL PERSONNEL OFFICER	NP1	1	
NURSE	G6	1	
MATERIAL MANAGEMENT ASSISTANT	G5	1	
PERSONNEL ASSISTANT	G5	3	
RADIO COMMUNICATIONS TECHNICIAN	G5	1	
SATELLITE COMMUNICATIONS TECHNICIAN	G5	1	
SENIOR ACCOUNTING ASSISTANT	G5	1	
SENIOR BUDGET ASSISTANT	G5	1	
SENIOR IT NETWORK TECHNICIAN	G5	1	
SENIOR PROCUREMENT ASSISTANT	G5	1	
SENIOR TRANSPORT ASSISTANT	G5	1	
SENIOR TREASURY ASSISTANT	G5	1	
SUPPLY ASSISTANT	G5	1	
TELECOMMUNICATIONS TECHNICIAN	G5	1	
TRAINING ASSISTANT	G5	1	
WEBMASTER/DATABASE ADMINISTRATOR	G5	1	
ADMINISTRATIVE ASSISTANT	G4	1	
FINANCE ASSISTANT	G4	1	
IT HELP DESK TECHNICIAN	G4	3	
MAINTENANCE ASSISTANT	G4	1	
MATERIAL CONTROL ASSISTANT	G4	1	
OFFICE ASSISTANT	G4	1	
PROCUREMENT ASSISTANT	G4	2	
TREASURY ASSISTANT	G4	1	
WAREHOUSE ASSISTANT	G4	1	
ADMINISTRATIVE CLERK	G3	1	
BUS DRIVER	G3	2	
CLOSE PROTECTION SPECIALIST	G3	1	
CUSTOMS CLERK	G3	1	
MATERIAL MANAGEMENT CLERK	G3	2	
OFFICE CLERK	G3	1	
PERSONNEL CLERK	G3	1	
SUPPLY CLERK	G3	2	
TECHNICIAN	G3	1	
TRAINING CLERK	G3	1	
TRANSPORT DISPATCHER	G3	2	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
WAREHOUSE CLERK	G3	1	
DRIVER	G2	8	
MAINTENANCE CLERK	G2	1	
SECURITY GUARD	G2	14	
WAREHOUSE WORKER	G2	2	
CLEANER	G1	6	
HANDYMAN	G1	1	
B.1.1 Confidence Building			
CBM/HEAD OF CONFIDENCE-BUILDING/SITUATION CENTRE EDUCATION DEVELOPMENT CO-ORDINATOR	S3	1	
CBM/SENIOR CONFIDENCE-BUILDING OFFICER	S2	2	
CBM/SITUATION CENTRE OFFICER	S1	1	
CONFIDENCE-BUILDING OFFICER	S1	1	Change in Programme
CONFIDENCE-BUILDING OFFICER	S1	1	Change in Grade
CONFIDENCE-BUILDING OFFICER	S1	6	Change in Programme
EDUCATION DEVELOPMENT OFFICER	S1	2	New Post
EDUCATION DEVELOPMENT OFFICER ASSISTANT	S1	4	
CONFIDENCE-BUILDING ASSISTANT	G5	2	
CONFIDENCE-BUILDING ASSISTANT	G5	1	Change in Grade
SITUATION CENTRE ASSISTANT	G5	1	Change in Category
OFFICE ASSISTANT	G4	1	
LANGUAGE ASSISTANT I	G3	1	Change in Programme
LANGUAGE ASSISTANT I	G3	2	New Post
LANGUAGE ASSISTANT I	G3	12	
RADIO OPERATOR	G3	4	Change in Programme
RADIO OPERATOR	G3	5	
B.1.2 Police Development			
HEAD, POLICE DEVELOPMENT DEPARTMENT	S4	1	
CHIEF OF POLICE TRAINING	S3	1	
CHIEF, COMMUNITY DEVELOPMENT	S3	1	
CHIEF, EDUCATION SUPPORT	S3	1	
DEPUTY HEAD, POLICE DEVELOPMENT	S3	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
DEPARTMENT			
ADMINISTRATIVE OFFICER	S1	1	
COMMUNITY POLICE TRAINER	S1	20	
CURRICULUM DEVELOPMENT OFFICER	S1	2	
POLICE INSTRUCTOR	S1	7	New Post
POLICE INSTRUCTOR	S1	11	
PROJECT OFFICER	S1	1	
REPORTING ANALYSIS OFFICER	S1	1	
NATIONAL LEGAL ADVISER	NP1	1	
SENIOR SECRETARY	G5	1	
ADMINISTRATIVE ASSISTANT	G4	4	
CURRICULUM DEVELOPMENT ASSISTANT	G4	3	Change in Grade
PUBLICATIONS ASSISTANT	G4	1	
LANGUAGE ASSISTANT I	G3	37	
B.3.1 Media Development			
CBM/HEAD OF MEDIA DEVELOPMENT	S3	1	
CBM/MEDIA DEVELOPMENT OFFICER	S1	1	
ASSISTANT	G4	2	
PRESS ASSISTANT	G4	2	
B.3.2 Rule of Law			
CBM/HEAD OF RULE OF LAW	S3	1	
CBM/CO-ORDINATION AND ANALYSIS OFFICER	S2	1	
CBM/RULE OF LAW OFFICER/ANTI-TRAFFICKING	S2	1	
CBM/RULE OF LAW OFFICER/ INSTITUTION-BUILDING	S2	1	
CBM/RULE OF LAW OFFICER/JUDICIAL REFORM	S2	1	
CBM/SENIOR RULE OF LAW OFFICER	S2	2	
CBM/RULE OF LAW OFFICER	S1	7	
NATIONAL LEGAL ADVISER	NP2	1	
NATIONAL RULE OF LAW OFFICER	NP1	1	Change in Category
NATIONAL RULE OF LAW OFFICER	NP1	4	
SENIOR LEGAL ASSISTANT	G6	1	
LEGAL ASSISTANT	G5	1	
RULE OF LAW ASSISTANT	G5	1	Change in Grade
SENIOR ASSISTANT	G5	2	
LANGUAGE ASSISTANT II	G4	5	Change in Grade

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
PROGRAMME ASSISTANT	G4	1	Change in Grade and Programme
PROGRAMME ASSISTANT	G4	1	
LANGUAGE ASSISTANT I	G3	4	
B.3.3 Public Administration Support			
HEAD OF PUBLIC ADMINISTRATION REFORM PROGRAMME OFFICER	S3	1	
NATIONAL PUBLIC ADMINISTRATION REFORM OFFICER	NP1	4	
PROJECT ASSISTANT	G5	1	Change in Grade
SENIOR ASSISTANT	G5	1	
The Secretariat Augmentation			
A.1.10 Mission Programme Section			
MISSION PROGRAMME OFFICER	P3	1	
A.2.2 Personnel Management			
PERSONNEL ASSISTANT	G5	1	
Total Fund:		338	
Mission to Moldova			
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	
INTERPRETER	G6	1	
MEDIA ASSISTANT	G6	1	
SECRETARY HOM	G6	1	
SENIOR DRIVER HOM	G3	1	
A.2.1 Fund Administration Unit			
ADMINISTRATIVE AND FINANCE OFFICER	P2	1	Change in Category
FINANCE ASSISTANT	G6	2	
OFFICE MANAGER TIRASPOL	G5	1	
SECRETARY	G4	1	
OFFICE ASSISTANT	G3	1	
SECRETARY TIRASPOL	G3	1	
MAINTENANCE ASSISTANT	G2	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
CLEANER	G1	1	
CLEANER TIRASPOL	G1	1	
RECEPTIONIST	G1	2	
VEHICLE MECHANIC/CLEANER	G1	1	
B.1.1 Conflict Prevention/Resolution			
MILITARY MEMBER	S2	2	
POLITICAL OFFICER	S2	2	
POLITICO-MILITARY OFFICER	S2	1	
B.3.1 Human Rights Monitoring/Democratization			
ANTI-TRAFFICKING OFFICER	S2	1	
HUMAN DIMENSION OFFICER	S2	1	
ANTI-TRAFFICKING ASSISTANT	G6	1	
HUMAN RIGHTS ASSISTANT	G6	1	
Total Fund:		29	
Project Co-ordinator in Ukraine			
A.1.1 Office of Head of Mission			
PROJECT CO-ORDINATOR	HoM	1	
ADMINISTRATIVE OFFICER/INTERPRETER	G5	1	
ADMINISTRATIVE ASSISTANT/SENIOR DRIVER	G3	1	
A.2.1 Fund Administration Unit			
CHIEF, FUND ADMINISTRATION UNIT	NP2	1	New Post
FINANCE OFFICER	G7	1	
SENIOR PROCUREMENT ASSISTANT	G7	1	Change in Grade
PERSONNEL ASSISTANT	G5	1	Change in Grade
CLEANER	G1	0.6	
B.4.1 Support to Ukrainian Institutions through Projects			
SENIOR PROGRAMME OFFICER	S2	1	Change in Programme
SENIOR PROJECT OFFICER	S2	1	
LEGAL ADVISER	G7	1	
PROJECT ASSISTANT/CUSTODIAN	G4	1	
SECRETARY	G4	1	New Post
ADMINISTRATIVE ASSISTANT/DRIVER	G3	1	Change in Programme
Total Fund:		13.6	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
Office in Minsk			
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	
OFFICE ASSISTANT	G4	1	
DRIVER	G2	1	
A.2.1 Fund Administration Unit			
ADMINISTRATIVE AND FINANCE OFFICER	S2	1	
FINANCE/PROCUREMENT ASSISTANT	G5	1	
LOGISTICS ASSISTANT	G4	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	
DEMOCRATIZATION ASSISTANT	G5	1	
Total Fund:		13	
Representative to the Estonian Commission on Military Pensioners			
A.1.1 Office of Head of Mission			
REPRESENTATIVE TO ESTONIAN COMMISSION ON MILITARY PENSIONERS	S4	1	
A.2.1 Fund Administration Unit			
ASSISTANT/ACCOUNTANT	G5	1	
Total Fund:		2	
Mission to Georgia			
A.1.1 Office of Head of Mission			
HEAD OF MISSION	HoM	1	
DEPUTY HEAD OF MISSION	DHoM	1	
HEAD OF TSKHINVALI FIELD OFFICE	S3	1	
CHIEF SECURITY OFFICER	P3	1	
ADVISER ON ANTI-TERRORISM ISSUES	S2	1	New Post
EXECUTIVE ADVISER	S2	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
MISSION LEGAL ADVISER	S2	1	
SPOKESPERSON/PRESS AND PUBLIC INFORMATION OFFICER	S2	1	
SECURITY OFFICER	P2	1	
NATIONAL PUBLIC INFORMATION OFFICER	NP2	1	Change in Grade
NATIONAL LEGAL OFFICER	NP1	1	Change in Grade
PERSONAL ASSISTANT TO THE HOM LEGAL TRANSLATOR	G6 G5	1	1 Change in Grade
SECURITY ASSISTANT	G5	1	Change in Grade
SENIOR SECRETARY	G5	1	
DUTY ROOM ASSISTANT	G4	5	
MAINTENANCE AND SECURITY ASSISTANT	G4	1	
OFFICE ASSISTANT	G4	1	
PRESS AND PUBLIC INFORMATION ASSISTANT	G4	1	Change in Programme
PRESS AND PUBLIC INFORMATION ASSISTANT	G4	1	
SAFETY AND SECURITY ASSISTANT	G4	1	
RECEPTIONIST	G3	1	
SECURITY GUARD	G3	1	
DRIVER	G2	1	
SECURITY GUARD	G2	26	New Post
HOUSEKEEPER	G1	2	
A.2.1 Fund Administration Unit			
HEAD, ADMINISTRATION AND FINANCE	P5	1	Change in Grade
CHIEF, COMMUNICATIONS/IT	P3	1	
CHIEF, FINANCE	P3	1	
CHIEF, GENERAL SERVICES	P3	1	
CHIEF, HUMAN RESOURCES MANAGEMENT	P3	1	
TRANSPORT OFFICER	P2	1	
DOCUMENTS AND RECORDS MANAGEMENT OFFICER	S1	1	
FACILITIES MANAGEMENT OFFICER	S1	1	Change in Programme
WAREHOUSE OFFICER	S1	1	Change in Programme
NATIONAL ACCOUNTING OFFICER	NP2	1	Change in

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
NATIONAL BUDGET OFFICER	NP1	1	Category Change in Category
NATIONAL CIVIL ENGINEER	NP1	1	Category Change in Category
NATIONAL IT OFFICER	NP1	1	
NATIONAL MISSION SUPPORT OFFICER	NP1	1	
NATIONAL PERSONNEL OFFICER	NP1	1	
NATIONAL TRAINING OFFICER	NP1	1	Category Change in Category
NATIONAL TREASURY OFFICER	NP1	1	Category Change in Category
DOCUMENTS AND RECORDS MANAGEMENT ASSISTANT	G6	1	Grade Change in Grade
SENIOR INVENTORY CONTROL ASSISTANT	G6	1	Grade Change in Grade
SENIOR PROCUREMENT ASSISTANT	G6	1	Grade Change in Grade
SENIOR RECRUITMENT AND PERSONNEL ASSISTANT	G6	1	Grade Change in Grade
ACCOUNTING AND FINANCE ASSISTANT	G5	2	Grade Change in Grade
ACCOUNTING AND FINANCE ASSISTANT	G5	2	
BUDGET ASSISTANT	G5	1	
IT ASSISTANT	G5	2	
PROCUREMENT ASSISTANT	G5	1	
TREASURY ASSISTANT	G5	1	Grade Change in Grade
ADMINISTRATIVE ASSISTANT	G4	1	Programme Change in Programme
COMMUNICATIONS ASSISTANT	G4	2	
FACILITIES MANAGEMENT ASSISTANT	G4	1	
INVENTORY CONTROL AND SUPPLY ASSISTANT	G4	1	
IT USER SUPPORT ASSISTANT	G4	1	
OFFICE ASSISTANT	G4	1	Grade Change in Grade
PERSONNEL ASSISTANT	G4	1	
TRAINING ASSISTANT	G4	1	
TRANSPORT ASSISTANT	G4	2	
TRAVEL ASSISTANT	G4	1	Grade Change in Grade
COMMUNICATIONS CLERK	G3	2	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
DRIVER/MECHANIC	G3	3	
ELECTRICIAN	G3	2	
GENERATOR MANAGEMENT CLERK	G3	1	
HUMAN RESOURCES MANAGEMENT CLERK	G3	1	
INVENTORY CONTROL CLERK	G3	1	
INVENTORY CONTROL AND SUPPLY CLERK	G3	1	
OFFICE CLERK	G3	1	
PERSONNEL CLERK	G3	1	
PROCUREMENT CLERK	G3	2	
REGISTRY CLERK	G3	1	
SENIOR DRIVER	G3	1	
TRANSPORT CLERK	G3	1	
DRIVER	G2	8	
HANDYMAN	G2	1	
WAREHOUSE WORKER	G2	1	Change in Grade
B.1.1 Political and Military Aspects of Security and Police Activities			
CHIEF MILITARY OFFICER	S3	1	Change in Grade
POLICE ADVISER	P3	1	Change in Category
MONITORING OFFICER	S2	5	
POLITICAL OFFICER	S2	1	Change in Grade
POLITICAL OFFICER	S2	1	New Post
POLITICAL OFFICER	S2	1	
MILITARY OBSERVER	S2	3	New Post
SENIOR PROGRAMME ASSISTANT	G6	2	
PROGRAMME ASSISTANT	G5	1	
B.1 Border Monitoring Operation			
HEAD OF BORDER MONITORING OPERATION	S4	1	Duration 5 months
DEPUTY HEAD OF BORDER MONITORING OPERATION	S3	1	Duration 5 months
ADMINISTRATIVE OFFICER	P3	1	Duration 5 months
BMO CHIEF OPERATIONS OFFICER	S2	1	Duration 5 months
BMO HELICOPTER OPERATIONS OFFICER	S2	1	Duration 5 months

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
BMO LOGISTICS OFFICER	S2	2	Duration 5 months
BMO PLANNING AND REPORTING OFFICER	S2	1	Duration 5 months
BMO TRAINING OFFICER	S2	1	Duration 5 months
PERSONAL ASSISTANT TO THE HOBMO	S2	1	Duration 5 months
BORDER MONITOR	S1	80	Duration 5 months
TRAINING ASSISTANT	G5	1	Change in Grade, duration 5 months
ADMINISTRATIVE ASSISTANT	G4	3	Duration 5 months
INVENTORY CONTROL AND SUPPLY ASSISTANT	G4	1	Duration 5 months
LOGISTICS ASSISTANT	G4	1	Duration 5 months
SECRETARY	G4	1	Duration 5 months
ADMINISTRATIVE CLERK	G3	1	Change in Grade, duration 5 months
LOGISTICS CLERK	G3	4	Duration 5 months
DRIVER, PB	G2	9	Duration 5 months
COOK/CLEANER	G1	11.5	Duration 5 months
COOK/CLEANER, PB	G1	2	Duration 5 months
B.1.3 Training Assistance Programme			
PROGRAMME MANAGER	S4	1	New Post
LIAISON OFFICER	S2	1	New Post
TRAINING CO-ORDINATOR	S2	1	New Post
TRAINING OFFICER	S2	2	New Post
LOGISTIC/HELICOPTER OFFICER	S2	1	New Post

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
EXPERT	S1	24	New Post
MOVEMENT CONTROL ASSISTANT	G5	1	New Post
LOGISTICS ASSISTANT	G4	1	New Post
ASSISTANT	G4	12	New Post
SECRETARY	G4	2	New Post
HOUSEKEEPER	G1	4	New Post
B.2.1 Economic and Environmental Activities			
ECONOMIC AND ENVIRONMENTAL OFFICER	S2	1	
NATIONAL ECONOMIC AND ENVIRONMENT OFFICER	NP1	1	New Post
ECONOMIC AND ENVIRONMENTAL ASSISTANT	G5	1	
B.3.1 Human Dimension Activities			
HEAD OF HUMAN DIMENSION	S3	1	
DEMOCRATIZATION/ELECTIONS OFFICER	S2	1	New Post
DEMOCRATIZATION OFFICER	S2	1	
HUMAN DIMENSION OFFICER	S2	1	
HUMAN RIGHTS OFFICER	S2	1	New Post
HUMAN RIGHTS OFFICER, ABKHAZIA, GEORGIA	S2	1	
HUMAN RIGHTS OFFICER, GALI FO	S2	1	
LOCAL GOVERNMENT OFFICER	S2	1	New Post
RULE OF LAW ADVISER	S2	1	
NATIONAL HUMAN RIGHTS OFFICER	NP2	1	Change in Grade
NATIONAL RULE OF LAW OFFICER	NP2	1	
NATIONAL DEMOCRATIZATION OFFICER	NP1	1	Change in Category
SENIOR FREEDOM OF THE MEDIA ASSISTANT	G7	1	
SENIOR DEMOCRATIZATION ASSISTANT	G6	1	
SENIOR HUMAN RIGHTS ASSISTANT	G6	1	
SENIOR RULE OF LAW ASSISTANT	G6	1	
DEMOCRATIZATION ASSISTANT	G5	1	New Post
PROGRAMME ASSISTANT	G5	1	Change in Programme
PROGRAMME ASSISTANT	G5	1	New Post
OFFICE ASSISTANT	G4	1	
SECRETARY	G4	1	
DRIVER	G2	1	
HOUSEKEEPER	G1	1	
Total Fund:		342.5	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
Office in Yerevan			
A.1.1 Office of Head of Mission			
HEAD OF OFFICE	HoM	1	
DEPUTY HEAD OF OFFICE	DHoM	1	Change in Programme
NATIONAL ASSISTANT LEGAL OFFICER	NP1	1	Change in Category
NATIONAL ASSISTANT PROJECT CO-ORDINATOR	NP1	1	
ASSISTANT TO HEAD OF CENTRE	G6	1	New Post
SENIOR PRESS AND PUBLIC INFORMATION ASSISTANT	G6	1	
INTERPRETER/TRANSLATOR	G5	1	
SENIOR DRIVER	G3	1	
A.2.1 Fund Administration Unit			
ADMINISTRATIVE AND FINANCE OFFICER	P2	1	
SENIOR ADMINISTRATIVE ASSISTANT	G6	1	
SENIOR FINANCE ASSISTANT	G6	1	New Post
RECEPTIONIST/REGISTRY CLERK	G4	1	
CLEANER	G1	1	
B.1.1 Politico-Military Activities			
POLITICO-MILITARY OFFICER	S2	1	Change in Grade
SENIOR PROGRAMME ASSISTANT	G6	1	New Post
DRIVER	G2	1	
B.2.1 Economic and Environmental Activities			
ECONOMIC AND ENVIRONMENTAL OFFICER	S2	1	
SENIOR PROGRAMME ASSISTANT	G6	1	New Post
SENIOR PROGRAMME ASSISTANT	G6	1	
B.3.1 Democratization			
DEMOCRATIZATION OFFICER	S2	1	Change in Programme
SENIOR PROGRAMME ASSISTANT	G6	1	Change in Programme
PROJECT ASSISTANT	G5	1	Change in Programme
B.3.2 Human Rights			
HUMAN RIGHTS OFFICER	S2	1	Change in

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
NATIONAL ASSISTANT LEGAL OFFICER	NP1		Programme 1 Change in Category
SENIOR PROGRAMME ASSISTANT	G6	1	Change in Programme
DRIVER/TECHNICIAN	G3		1 Change in Programme
Total Fund:		26	
Office in Baku			
A.1.1 Office of Head of Mission			
HEAD OF OFFICE	HoM	1	
SECRETARY	G4	1	
SENIOR DRIVER	G3		1 Change in Grade
A.2.1 Fund Administration Unit			
ADMINISTRATIVE AND FINANCE OFFICER	P2	1	
SENIOR ADMINISTRATIVE AND FINANCE ASSISTANT	G6		1 Change in Grade
FINANCE ASSISTANT	G4	1	
SECRETARY — TRANSLATOR/INTERPRETER	G4		1 Change in Grade
DRIVER	G2		1 Change in Grade
CLEANER	G1	1	
B.1.1 Politico-Military Activities			
DEPUTY HEAD OF OFFICE/POLITICAL AFFAIRS OFFICER	DHoM	1	
NATIONAL PRESS AND PUBLIC INFORMATION OFFICER	NP1		1 Change in Grade
B.2.1 Economic and Environmental Activities			
ECONOMIC AND ENVIRONMENTAL OFFICER	S2	1	
SENIOR PROGRAMME ASSISTANT	G6		1 Change in Grade
B.3.1 Human Dimension Activities			
DEMOCRATIZATION OFFICER	S2	1	
HUMAN DIMENSION OFFICER	S2	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
SENIOR LEGAL ASSISTANT	G6	1	Change in Grade
PROGRAMME ASSISTANT	G5	1	
PROGRAMME ASSISTANT	G4	1	
Total Fund:		18	
High-Level Planning Group			
A.1.1 Office of Head of Mission			
OFFICER	S	8	
SENIOR ADMINISTRATIVE ASSISTANT	G6	1	
Total Fund:		9	
Personal Representative of the CiO			
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	
DRIVER/ADMINISTRATIVE ASSISTANT — YEREVAN	G5	1	
DRIVER — BAKU	G2	1	
DRIVER — TBILISI	G2	1	
DRIVER — STEPANAKERT/KHANKENDI	G3	1	
A.2.1 Fund Administration Unit			
CHIEF, ADMINISTRATION AND FINANCE	P2	1	Change in Category
HOUSEKEEPER — YEREVAN	G1	1	
HOUSEKEEPER — BAKU	G1	1	
SENIOR SECRETARY	G5	1	Change in Grade
ADMINISTRATIVE AND FINANCE ASSISTANT	G4	1	New Post
DRIVER INSTRUCTOR/MECHANIC — TBILISI	G3	1	
HOUSEKEEPER — TBILISI	G1	1	
HOUSEKEEPER — STEPANAKERT/KHANKENDI	G1	1	
Total Fund:		17	
Centre in Almaty			
A.1.1 Office of Head of Mission			
HEAD OF CENTRE	HoM	1	
ADMINISTRATIVE ASSISTANT	G4	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
SENIOR DRIVER	G3	1	Change in Grade
A.2.1 Fund Administration Unit			
NATIONAL ADMINISTRATIVE AND FINANCE OFFICER	NP2	1	Change in Category
ASTANA LIAISON OFFICE CO-ORDINATOR	G5	1	
FINANCE ASSISTANT	G5	1	Change in Grade
PROCUREMENT ASSISTANT	G5	1	New Post
DRIVER	G2	1	Change in Grade
CLEANER	G1	1	
B.1.1 Support for the Democratic Development of Political Institutions			
POLITICAL OFFICER	S2	1	
NATIONAL POLITICAL/MEDIA CO-ORDINATOR	NP1	1	Change in Category
B.2.1 Economic Development and Ecological Improvement			
ECONOMIC AND ENVIRONMENTAL OFFICER	S2	1	
NATIONAL ECONOMIC AND ENVIRONMENTAL PROJECT CO-ORDINATOR	NP1	1	Change in Category
ECONOMIC/ECOLOGICAL EXPERT	G6	1	
B.3.1 Democratic Development and Freedom of the Media			
PROJECT CO-ORDINATION OFFICER	S3	1	New Post
NATIONAL PROJECT CO-ORDINATOR	G6	1	
B.3.2 Capacity Building and Civil Society Support			
HUMAN DIMENSION OFFICER	S2	1	
LEGAL/PROJECT EXPERT	G6	1	
PROJECT ASSISTANT	G5	1	
Total Fund:		19	
Centre in Ashgabad			
A.1.1 Office of Head of Mission			
HEAD OF CENTRE	HoM	1	
SENIOR PUBLIC INFORMATION ASSISTANT	G6	1	New Post
ASSISTANT TO HEAD OF CENTRE	G5	1	
DRIVER	G2	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
A.2.1 Fund Administration Unit			
ADMINISTRATIVE AND FINANCE OFFICER	S2	1	
ADMINISTRATIVE AND FINANCE ASSISTANT	G5	1	
DRIVER	G2	1	
CLEANER	G1	1	
B.4.1 Support for Building up Democratic Society, Rule of Law and Market Reforms			
PROJECT CO-ORDINATOR	S3	1	
ECONOMIC AND ENVIRONMENTAL OFFICER	S2	1	
HUMAN DIMENSION OFFICER	S2	1	
POLITICAL OFFICER	S2	1	
LEGAL ADVISER	G7	1	
ECONOMIC AND ENVIRONMENTAL ASSISTANT	G5	1	
POLITICAL ASSISTANT	G5	1	
PROGRAMME ASSISTANT	G5	1	
PROJECT ASSISTANT	G5	1	
Total Fund:		17	
Centre in Bishkek			
A.1.1 Office of Head of Mission			
HEAD OF CENTRE	HoM	1	
DEPUTY HEAD OF CENTRE	DHoM	1	New Post
GENERAL SUPPORT OFFICER	S3	1	
SENIOR PROGRAMME CO-ORDINATOR	S2	1	New Post
NATIONAL PRESS AND PUBLIC INFORMATION OFFICER	NP1	1	
SECURITY CO-ORDINATOR	NP1	1	New Post
LEGAL ASSISTANT	G6	1	
PERSONAL ASSISTANT TO HOC	G6	1	Change in Grade
SECRETARY/INTERPRETER	G5	1	Change in Grade
SECURITY GUARD	G2	7	New Post
SECURITY GUARD	G2	2	New Post
A.2.1 Fund Administration Unit			
NATIONAL ADMINISTRATIVE AND FINANCE OFFICER	NP1	1	
ADMINISTRATIVE/FINANCE ASSISTANT	G6	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
PROCUREMENT/ADMINISTRATIVE ASSISTANT	G6	1	Change in Grade
FIELD ASSISTANT	G5	1	Change in Grade
GENERAL ADMINISTRATION/FINANCE ASSISTANT	G5	1	New Post
RECEPTIONIST/GENERAL SUPPORT ASSISTANT	G4	1	New Post
SECRETARY/INTERPRETER	G4	1	
DRIVER/MECHANIC	G3	1	Change in Grade and Programme
SENIOR DRIVER	G3	1	Change in Programme
DRIVER	G2	1	Change in Programme
DRIVER	G2	2	
DRIVER	G2	2	New Post
CLEANER	G1	3	New Post
B.1.1 Politico-Military Activities			
HEAD OF FIELD OFFICE	S3	1	New Post
POLITICAL OFFICER	S2	1	Change in Programme
SENIOR LEGAL ASSISTANT	G6	1	Change in Programme
SENIOR PROJECT ASSISTANT	G6	1	Change in Programme
SENIOR PROJECT ASSISTANT	G6	1	New Post
PROJECT ASSISTANT	G5	1	New Post
B.2.1 Economic and Environmental Activities			
ECONOMIC AND ENVIRONMENTAL OFFICER	S2	2	Change in Programme
ECONOMIC/ENVIRONMENTAL EXPERT	NP1	1	New Post
SENIOR PROJECT ASSISTANT	G7	1	Change in Category
SENIOR PROJECT ASSISTANT	G6	1	Change in Grade and Programme

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
B.3.1 Human Dimension Activities			
HUMAN DIMENSION OFFICER	S2	1	Change in Programme
HUMAN DIMENSION OFFICER	S2	1	
NATIONAL ASSISTANT PROJECT CO-ORDINATOR	NP1	1	
SENIOR PROJECT ASSISTANT	G7	1	Change in Category
SENIOR PROJECT ASSISTANT	G6	1	Change in Grade
Total Fund:		51	
Centre in Tashkent			
A.1.1 Office of Head of Mission			
HEAD OF THE OFFICE	HoM	1	
SENIOR SECRETARY	G5	1	Change in Grade
SENIOR SECURITY GUARD	G3	1	New Post
SECURITY GUARD	G2	2	New Post
A.2.1 Fund Administration Unit			
CHIEF, FUND ADMINISTRATION UNIT	NP2	1	Change in Grade
ASSET MANAGEMENT ASSISTANT	G5	1	Change in Grade
HUMAN RESOURCES ASSISTANT	G5	1	
FINANCE ASSISTANT	G5	1	Change in Grade
SENIOR DRIVER	G3	1	Change in Grade
DRIVER	G2	1	
CLEANER	G1	2	New Post
B.1.1 Politico-Military Activities			
POLITICAL OFFICER	S2	1	Change in Programme
PROGRAMME ASSISTANT	G5	1	New Post
SENIOR PROGRAMME ASSISTANT	G6	1	Change in Category
PUBLIC INFORMATION ASSISTANT	G5	1	Change in Programme

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
B.2.1 Economic and Environmental Activities			
ECONOMIC AND ENVIRONMENTAL OFFICER	S2	1	
SENIOR PROGRAMME ASSISTANT	G6	1	Change in Grade
PROGRAMME ASSISTANT	G5	1	Change in Grade
B.3.1 Democratization and Rule of Law Programme			
HUMAN DIMENSION/DEMOCRATIZATION OFFICER	S2	1	
SENIOR PROGRAMME ASSISTANT	G6	1	Change in Grade
PROGRAMME ASSISTANT	G5	1	
Total Fund:		23	
Centre in Dushanbe			
A.1.1 Office of Head of Mission			
HEAD OF CENTRE	HOM	1	
DEPUTY HEAD OF CENTRE	DHOM	1	
ASSISTANT TO HEAD OF CENTRE	G4	1	
ASSISTANT TO DEPUTY HEAD OF CENTRE	G4	1	
SENIOR DRIVER	G3	1	
A.2.1 Fund Administration Unit			
ADMINISTRATIVE AND FINANCE OFFICER	P2	1	
FINANCE OFFICER	S2	1	
SECURITY OFFICER	P2	1	
PROGRAMME CO-ORDINATOR, TRAINING FOCAL POINT	S3	1	
NATIONAL ASSISTANT PROJECT CO-ORDINATOR	NP1	1	
NATIONAL ASSISTANT PROJECT CO-ORDINATOR	NP1	1	
SENIOR FINANCE ASSISTANT	G6	1	
IT ASSISTANT	G6	1	
FINANCE ASSISTANT	G5	1	
COMMUNICATION ASSISTANT	G5	1	
ENGINEER	G4	1	
ADMINISTRATIVE ASSISTANT	G4	1	
ASSISTANT TO SECURITY OFFICER	G4	1	
TRANSLATOR	G4	1	
PERSONNEL ASSISTANT	G3	1	
RECEPTIONIST	G3	1	
DRIVER	G2	1	
COOK	G1	2	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
CLEANER	G1	3	
GARDENER	G1	1	
B.1.1 Fostering Political Dialogue and Security			
POLITICAL AND SECURITY OFFICER	S2	1	
FIELD OFFICER	S1	1	
ASSISTANT FOR HR AND DEMOCRATIZATION	G4	1	
ASSISTANT TO POLITICAL OFFICER	G4	1	
DRIVER	G2	1	
CLEANER	G1	1	
COOK	G1	1	
HELPER/GUARD	G1	4	
B.2.1 Addressing Environmental Issues — Capacity-Building			
ENVIRONMENTAL OFFICER	S2	1	
FIELD OFFICER	S1	1	
ASSISTANT TO ENVIRONMENTAL OFFICER	G4	1	
DRIVER	G2	1	
B.2.2 Supporting Economic Development in Tajikistan			
ECONOMIC OFFICER	S2	1	
FIELD OFFICER	S1	1	
SENIOR FIELD ASSISTANT	G6	6	
ASSISTANT TO ECONOMIC OFFICER	G4	1	
DRIVER	G2	1	
CLEANER	G1	1	
COOK	G1	1	
HELPER/GUARD	G1	4	
B.3.1 Promoting Democratization in Tajikistan			
HUMAN DIMENSION OFFICER	S2	1	
FIELD OFFICER	S1	1	
LEGAL ADVISER	G6	1	
FIELD ASSISTANT	G5	5	
ASSISTANT TO HD OFFICER	G4	1	
ASSISTANT TO THE LEGAL ADVISER	G3	1	
DRIVER	G2	2	
HELPER/GUARD	G1	4	
CLEANER	G1	1	
COOK	G1	1	

POST TABLE (continued)

Fund/Post title	Post Grade	Number of Posts	Note
B.3.2 Fostering Democratization of Media in Tajikistan			
POLITICAL AND MEDIA OFFICER	S2	1	
FIELD OFFICER	S1	1	
MEDIA ANALYST	G6	1	
MEDIA ASSISTANT	G4	1	
DRIVER	G2	1	
HELPER/GUARD	G1	4	
CLEANER	G1	1	
COOK	G1	1	
B.3.3 Gender Awareness and Equality in Tajikistan			
GENDER ISSUES OFFICER	S2	1	
GENDER ISSUES ASSISTANT	G4	1	
DRIVER	G2	1	
COOK	G1	1	
HELPER/GUARD	G1	4	
CLEANER	G1	1	
Total Fund:		97	
Grand Total:		3,881.60	

**INTERPRETATIVE STATEMENT
UNDER PARAGRAPH 79 (CHAPTER 6) OF THE FINAL
RECOMMENDATIONS OF THE HELSINKI CONSULTATIONS**

By the Delegation of Luxembourg on behalf of the European Union:

“With regard to the decision just adopted by the Permanent Council, the delegation of Luxembourg, speaking also on behalf of the European Union, the acceding countries Bulgaria and Romania, the candidate countries Turkey and Croatia* and the EFTA country Norway, member of the European Economic Area, would like to make an interpretative statement under Paragraph 79 (Chapter 6) of the Final Recommendations of the Helsinki Consultations.

The delay in reaching agreement on the budget and the scales of contribution has been very damaging for the effectiveness, efficiency and credibility of the Organization and for the morale of its staff. This should not be allowed to happen again. This underlines the need to reach agreement on scales of contribution for 2005–2007 as soon as possible, and at the latest by 1 December 2005, as set out in the decision on the provisional financing arrangement for implementation of the 2005 Unified Budget.

The European Union would like to reiterate its full support for the action taken by the Secretary General earlier this year in issuing the first interim bill to participating States. The Secretary General has exercised his authority under the Financial Regulations, which contain all relevant provisions on budgeting and financing in the absence of an approved budget and scales of contribution, in order to ensure the continuing functioning of the Organization.

We underline that the decision adopted on the provisional financing arrangement is distinct from and in no way a substitute for the action taken by the Secretary General on interim billing. The decision does not therefore preclude the Secretary General having to take similar action in the future.

The EU is committed to the adoption of scales of contribution for 2005–2007, and to their retroactive application provided the decision is adopted preferably by 30 September 2005, but at the very latest by 1 December 2005.

The EU further remains committed to the principle of programme budgeting, as outlined in Permanent Council Decision No. 553 of 27 June 2003. We would like to recall that by adopting this Permanent Council decision, the OSCE has adhered to the principle of programme budgeting, recognizing the individual programme as the core element of the Unified Budget. The European Union views the indicative list of projects recently circulated under SEC.GAL/100/05 as a document of a purely informative nature.

Mr. Chairman, we request that this statement be attached to the Journal of the day.”

* Croatia continues to be part of the Stabilization and Association Process.

PC.DEC/672
12 May 2005
Attachment 2

Original: ENGLISH

**INTERPRETATIVE STATEMENT
UNDER PARAGRAPH 79 (CHAPTER 6) OF THE
FINAL RECOMMENDATIONS OF THE HELSINKI CONSULTATIONS**

By the Delegation of the United States of America:

“With regard to the decision just adopted by the Permanent Council (PC.DEC/672), the United States delegation would like to make an interpretative statement under Paragraph 79 (Chapter 6) of the Final Recommendations of the Helsinki Consultations.

The United States remains strongly committed to the principle of programme-based budgeting, as outlined in Permanent Council Decision No. 553 of 27 June 2003. We would like to recall that by adopting this Permanent Council decision, the OSCE has adhered to the principle of programme budgeting, recognizing individual programmes as the core elements of the Unified Budget. The United States sees the indicative list of projects recently circulated under SEC.GAL/100/05 as an informative document only.

Mr. Chairman, we request that this statement be attached to the Journal of the day.”

PC.DEC/672
12 May 2005
Attachment 3

Original: ENGLISH

**INTERPRETATIVE STATEMENT
UNDER PARAGRAPH 79 (CHAPTER 6) OF THE
FINAL RECOMMENDATIONS OF THE HELSINKI CONSULTATIONS**

By the Delegation of Canada:

“Canada very much regrets the late adoption of the 2005 Unified Budget and urges all delegations to respect the deadline for approval of the Unified Budget in future, as set out in the Financial Regulations. Failure to approve the 2005 Unified Budget in a timely fashion has impaired the OSCE’s ability to carry out mandated activities and has damaged the Organization’s credibility as a reliable international partner.

Canada also reaffirms its support for the principle of programme budgeting as outlined in Permanent Council Decision No. 553. In this context, we reiterate our position that the open-ended list of projects contained in SEC.GAL/100/05 should be used for informative purposes only.

Lastly, Canada does not recognize any connection between the institutional structure of the new Tolerance and Non-Discrimination programme in the ODIHR and the mandates of the three Special Representatives appointed by the Chairman-in-Office for 2005.

We request that this interpretative statement be attached to the Journal of today’s meeting.”

PC.DEC/672

12 May 2005

Attachment 4

ENGLISH

Original: RUSSIAN

**INTERPRETATIVE STATEMENT
UNDER PARAGRAPH 79 (CHAPTER 6) OF THE
FINAL RECOMMENDATIONS OF THE HELSINKI CONSULTATIONS**

By the Delegation of the Russian Federation:

“In agreeing to the approval of the 2005 OSCE Unified Budget, we welcome the inclusion in the package of budget documents of a list of projects which are to be implemented under the Unified Budget. This significantly increases the transparency of the Organization’s budget and programme activities.

Taking note of this list of projects, we do, however, notice a number of shortcomings in it. Firstly, it does not, unfortunately, fully reflect the Organization’s project activities in their entirety. Secondly, no financial data are given for the projects contained in the list.

We emphasize the need for further improvement in the planning of OSCE project activities as regards both the political priorities of the Organization and the preparation of its annual budget.

We request that the text of this statement be attached to the decision adopted by appending it to the Journal of the day.”

PC.DEC/672

12 May 2005

Attachment 5

ENGLISH

Original: RUSSIAN

**INTERPRETATIVE STATEMENT
UNDER PARAGRAPH 79 (CHAPTER 6) OF THE
FINAL RECOMMENDATIONS OF THE HELSINKI CONSULTATIONS**

By the Delegation of Uzbekistan:

“Uzbekistan subscribes to the decision on approval of the 2005 OSCE Unified Budget on the understanding that the letter of the Head of the OSCE Centre in Tashkent of 12 May 2005 containing an additional list of the Centre’s projects for 2005 will be distributed in the Secretariat and among delegations together with document SEC.GAL/100/05.”