
Portuguese Chairmanship**SPECIAL MEETING OF THE PERMANENT COUNCIL
(386th PLENARY MEETING)**

1. Date: Wednesday, 27 March 2002

Opened: 4.10 p.m.

Closed: 4.20 p.m.

2. Chairperson: Mr. J. de Lima Pimentel
Mr. A. Telles de Menezes

3. Subjects discussed - Statements - Decisions:

Agenda item 1: DECISION ON THE UNIFIED 2002 BUDGET

Chairperson, Spain-European Union, Armenia, Ukraine, Turkmenistan

Decision: The Permanent Council, subject to a silence procedure expiring on Wednesday, 3 April 2002, at 5 p.m., adopted the decision on the unified 2002 budget.

Agenda item 2: DECISION ON A REVISED STANDARD SCALE OF CONTRIBUTIONS

Discussion under agenda item 1

Decision: The Permanent Council, subject to a silence procedure expiring on Wednesday, 3 April 2002, at 5 p.m., adopted a decision on a revised standard scale of contributions.

Agenda item 3: ANY OTHER BUSINESS

None

4. Next meeting:

Thursday, 11 April 2002, at 10 a.m., in the Neuer Saal



**Organization for Security and Co-operation in Europe
Permanent Council**

PC.DEC/
27 March 2002

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386th Plenary Meeting

PC Journal No. 386, Agenda item 1

**DECISION ON THE UNIFIED 2002 BUDGET,
SUBJECT TO A SILENCE PROCEDURE EXPIRING ON
WEDNESDAY, 3 APRIL 2002, AT 5 P.M.**

The Permanent Council,

- I. Decides to approve:
 1. The Unified 2002 Budget contained in Annex I; and
 2. The Post Table contained in Annex II.

- II. Agrees to adopt, in due course, a supplementary budget for the organization and observation of municipal elections in Kosovo in 2002.

THE UNIFIED 2002 BUDGET

<u>Fund</u>	
Main Programme	
Subprogramme or Cost Category	EUR
I. <u>The General Fund</u>	
Secretary General and Central Services	
Executive Management	633,800
Press and Public Information	803,300
Legal Services	216,400
Internal Oversight	557,600
External Co-operation	440,900
Seminars	30,900
Gender Issues	130,300
Strategic Police Matters	88,700
Short Term Missions/Visits of CiO and PR of CiO	<u>225,000</u>
Total	3,126,900
Management/Information Technology Improvement Plan	
Project Management	0
Total	0
Activities Relating to the Economic and Environmental Aspects of Security	
Co-ordinator of the OSCE Economic and Environmental Activities	654,950
Economic Forum Meeting	<u>222,300</u>
Total	877,250
Conflict Prevention Activities	
Direction and Management	261,100
Mission Programme Section	581,700
Field Security	118,800
Operation Centre	526,400
Situation/Communication Room	<u>56,800</u>
Total	1,544,800
Activities Relating to Military Aspects of Security	
Communications Network	381,500
Forum for Security Co-operation (FSC) - Support Unit	283,800
Seminars	<u>48,000</u>
Total	713,300

THE UNIFIED 2002 BUDGET (continued)

<u>Fund</u>	
Main Programme	
Subprogramme or Cost Category	EUR
Human Resources Management	
Direction and Management	286,500
Recruitment	489,200
Personnel Management	436,400
Training and Capacity Building	<u>366,700</u>
Total	1,578,800
Department of Management and Finance/Common Services in Vienna	
Direction and Management	246,450
General Services	1,714,300
Finance Services	1,183,700
Information Technology Services	3,171,400
Mission Support Services	922,000
Central Records and Documents Management	<u>260,200</u>
Total	7,498,050
Department of Management and Finance/Conference Services in Vienna	
Direction and Management	186,800
Meeting Services and Administration	2,136,800
Language Services	<u>2,833,000</u>
Total	5,156,600
Department of Management and Finance/Prague Office	
Conference Services in Prague	0
Public Information, Documentation and Other Services	<u>405,200</u>
Total	405,200
Funding for the Administrative Closure of the Missions to Estonia and Latvia	
Estonia (Closing Procedure)	47,200
Latvia (Closing Procedure)	<u>196,600</u>
Total	243,800
Total for the General Fund	21,144,700

THE UNIFIED 2002 BUDGET (continued)

<u>Fund</u>	
Main Programme	
Subprogramme or Cost Category	EUR
II. <u>Fight Against Terrorism Fund</u>	
Anti-Terrorism Unit/OSG	68,800
Anti-Terrorism Unit/Military Aspects of Security	0
Anti-Terrorism Unit/ODIHR	<u>351,400</u>
Total for Fight Against Terrorism Fund	420,200
III. <u>Office for Democratic Institutions and Human Rights (ODIHR)</u>	
Human Dimension Activities	
Elections	2,590,600
Democratization	1,497,200
Human Rights Monitoring	500,000
Public Affairs	200,400
Implementation Meeting	397,300
Roma and Sinti Issues	<u>206,700</u>
Total	5,392,200
Common Services	
Executive Management	398,000
General Services	794,300
Finance Services	<u>377,000</u>
Total	1,569,300
Total for ODIHR	6,961,500
IV. <u>High Commissioner on National Minorities</u>	
Activities of the High Commissioner	
Direction and Management	1,020,600
On-site Consultations	431,800
Projects	<u>102,500</u>
Total	1,554,900
Common Services	
General Services	658,300
Finance Services	<u>5,700</u>
Total	664,000
Total for HCNM	2,218,900

THE UNIFIED 2002 BUDGET (continued)

<u>Fund</u>	
Main Programme	
Subprogramme or Cost Category	EUR
V. <u>Representative on Freedom of the Media</u>	
Management	766,400
Total Representative on Freedom of the Media	766,400
VI. Funds Relating to the Conflict Dealt with by the OSCE Minsk Conference	
<u>High Level Planning Group</u>	175,000
<u>The Minsk Process</u>	939,300
<u>Personal Representative of the CiO</u>	<u>1,022,500</u>
Total Funds Relating to the Conflict dealt with by the OSCE Minsk Conference	2,136,800
VII. OSCE Missions and Field Operations	
<u>Centre in Almaty</u>	
Post Table Staff Costs	134,100
Non-post Table Staff Costs	6,600
Board and Lodging	197,100
Travel Costs	148,900
Other Services and Utilities	90,300
Representation	7,000
Language Services	5,400
Investment Costs	32,300
Supplies	18,000
Training Activities	22,200
Head of Mission Facility	<u>19,900</u>
Total	681,800
<u>Centre in Ashgabad</u>	
Post Table Staff Costs	92,700
Non-post Table Staff Costs	1,700
Board and Lodging	231,000
Travel Costs	68,900
Other Services and Utilities	138,000
Representation	5,600
Language Services	5,000
Investment Costs	16,800
Supplies	15,300
Training Activities	15,000
Head of Mission Facility	<u>17,700</u>
Total	607,700

THE UNIFIED 2002 BUDGET (continued)

<u>Fund</u>	
Main Programme	
Subprogramme or Cost Category	EUR
<u>Centre in Bishkek</u>	
Post Table Staff Costs	127,400
Non-post Table Staff Costs	13,700
Board and Lodging	336,700
Travel Costs	116,700
Other Services and Utilities	174,800
Representation	7,500
Language Services	3,000
Investment Costs	62,800
Supplies	45,700
Training Activities	31,100
Head of Mission Facility	<u>27,600</u>
Total	947,000
<u>Centre in Tashkent</u>	
Post Table Staff Costs	94,800
Non-post Table Staff Costs	3,000
Board and Lodging	258,400
Travel Costs	119,200
Other Services and Utilities	146,500
Representation	10,000
Language Services	8,000
Investment Costs	31,700
Supplies	23,500
Training Activities	14,200
Head of Mission Facility	<u>21,200</u>
Total	730,500
<u>Mission to Tajikistan</u>	
Post Table Staff Costs	363,600
Non-post Table Staff Costs	236,900
Board and Lodging	669,000
Travel Costs	143,200
Other Services and Utilities	413,800
Representation	15,900
Language Services	2,000
Investment Costs	134,600
Supplies	113,600
Training Activities	35,000
Mission Security Officer	110,400
Head of Mission Facility	<u>50,000</u>
Total	2,288,000

THE UNIFIED 2002 BUDGET (continued)

<u>Fund</u>	
Main Programme	
Subprogramme or Cost Category	EUR
<u>Representative to the Estonian Commission on Military Pensioners</u>	
Post Table Staff Costs	14,900
Non-post Table Staff Costs	0
Board and Lodging	29,400
Travel Costs	42,700
Other Services and Utilities	30,100
Representation	3,000
Language Services	4,200
Investment Costs	6,600
Supplies	800
Training Activities	0
Head of Mission Facility	<u>0</u>
Total	131,700
<u>Advisory and Monitoring Group to Belarus</u>	
Post Table Staff Costs	122,100
Non-post Table Staff Costs	14,000
Board and Lodging	285,000
Travel Costs	112,300
Other Services and Utilities	277,550
Representation	25,000
Language Services	14,000
Investment Costs	40,250
Supplies	59,800
Training Activities	15,400
Head of Mission Facility	<u>29,000</u>
Total	994,400
<u>Project Co-ordinator in Ukraine</u>	
Post Table Staff Costs	50,100
Non-post Table Staff Costs	10,800
Board and Lodging	180,200
Travel Costs	34,400
Other Services and Utilities	131,900
Representation	4,800
Language Services	10,000
Investment Costs	29,400
Supplies	18,600
Training Activities	7,300
Head of Mission Facility	<u>210,000</u>
Total	687,500

THE UNIFIED 2002 BUDGET (continued)

<u>Fund</u>	
Main Programme	
Subprogramme or Cost Category	EUR
<u>Mission to Moldova</u>	
Post Table Staff Costs	111,100
Non-post Table Staff Costs	5,000
Board and Lodging	447,200
Travel Costs	74,200
Other Services and Utilities	76,100
Representation	17,000
Language Services	0
Investment Costs	26,100
Supplies	37,400
Training Activities	9,400
Head of Mission Facility	<u>24,100</u>
Total	827,600
<u>Office in Yerevan</u>	
Post Table Staff Costs	146,400
Non-post Table Staff Costs	4,500
Board and Lodging	256,200
Travel Costs	45,000
Other Services and Utilities	95,000
Representation	4,000
Language Services	3,000
Investment Costs	15,000
Supplies	20,000
Training Activities	9,800
Head of Mission Facility	<u>18,000</u>
Total	616,900
<u>Office in Baku</u>	
Post Table Staff Costs	163,200
Non-post Table Staff Costs	9,800
Board and Lodging	359,900
Travel Costs	31,800
Other Services and Utilities	129,500
Representation	10,000
Language Services	1,200
Investment Costs	22,500
Supplies	31,400
Training Activities	12,200
Head of Mission Facility	<u>23,100</u>
Total	794,600

THE UNIFIED 2002 BUDGET (continued)

<u>Fund</u>	
Main Programme	
Subprogramme or Cost Category	EUR
<u>Mission to Georgia</u>	
Post Table Staff Costs	918,500
Non-post Table Staff Costs	684,100
Board and Lodging	4,404,600
Travel Costs	259,400
Other Services and Utilities	4,160,400
Representation	25,000
Language Services	3,000
Investment Costs	801,900
Supplies	485,400
Training Activities	120,000
Mission Security Officer	113,900
Head of Mission Facility	<u>50,000</u>
Total	12,026,200
<u>Assistance Group to Chechnya</u>	
Post Table Staff Costs	128,600
Non-post Table Staff Costs	133,300
Board and Lodging	204,600
Travel Costs	395,100
Other Services and Utilities	756,400
Representation	4,000
Language Services	0
Investment Costs	192,000
Supplies	32,800
Training Activities	19,700
Humanitarian Assistance	<u>80,000</u>
Total	1,946,500
<u>Presence in Albania</u>	
Post Table Staff Costs	826,000
Non-post Table Staff Costs	90,500
Board and Lodging	1,553,100
Travel Costs	283,300
Other Services and Utilities	966,900
Representation	27,000
Language Services	2,000
Investment Costs	420,100
Supplies	257,400
Training Activities	80,000
Head of Mission Facility	<u>50,000</u>
Total	4,556,300

THE UNIFIED 2002 BUDGET (continued)

<u>Fund</u>	
Main Programme	
Subprogramme or Cost Category	EUR
<u>Mission to the Federal Republic of Yugoslavia</u>	
Office of Head of Mission	642,800
Administration and Finance Department	2,543,800
Law Enforcement Department	2,817,900
Rule of Law/Human Rights Department	456,400
Media Department	361,800
Democratization Department	1,014,100
Economics and Environment Department	289,900
Office in Montenegro	948,800
Head of Mission Facility	<u>50,000</u>
Total	9,125,500
<u>Mission to Croatia</u>	
The Mission	
Central Services	3,861,900
Democratization	2,231,800
Human Dimension	2,219,400
Political Affairs	495,000
Return and Integration	<u>2,181,400</u>
Total for the Mission	10,989,500
Secretariat Augmentation	407,400
Grand Total	11,396,900
Total for OSCE Missions and Field Operations	48,359,100
VIII. Large OSCE Missions and Projects	
<u>Tasks in Bosnia and Herzegovina</u>	
The Mission	
Central Office	5,607,900
Training and Capacity Building	200,000
Democratization	1,659,800
Elections/Implementation	534,700
Human Rights	930,200
Press and Public Information	441,100
Security Co-operation	798,300
Regional Centres	<u>8,108,500</u>
Total for the Mission	18,280,500
Regional Stabilization/Arms Control	597,300
Secretariat Augmentation	<u>1,291,100</u>
Grand Total	20,168,900

THE UNIFIED 2002 BUDGET (continued)

<u>Fund</u>	
Main Programme	
Subprogramme or Cost Category	EUR
<u>Mission in Kosovo</u>	
The Mission	
Head Office	2,263,700
Department for Administration and Support	24,213,800
Department for Democratization	4,902,000
Department of Human Rights and Rule of Law	4,856,900
Ombudsperson Institution	689,900
Department for Elections	3,400,000
Department for Media Affairs	1,416,500
Police Education and Development	<u>8,903,500</u>
Total for the Mission	50,646,300
Secretariat Augmentation	3,343,300
ODIHR Augmentation	<u>260,100</u>
Grand Total	54,249,700
<u>Spillover Monitor Mission to Skopje</u>	
The Mission	
Head of Mission and Central Services	1,081,100
Administration and Finance	5,098,400
Good Governance Programme	1,234,200
Confidence-Building Monitoring Services	5,836,400
Police Development Services	<u>7,703,100</u>
Total for the Mission	20,953,200
Secretariat Augmentation	<u>120,600</u>
Grand Total	21,073,800
Total Large OSCE Missions and Projects	95,492,400
Total OSCE Unified Budget	177,500,000

OSCE POST TABLE

<u>Fund</u>	Grade of Category* Post	Expiry Date of Post**	Number of Positions	Note
Main Programme				
<i>Subprogramme</i>				
Post Title				
<u>The General Fund (Secretariat)</u>				
Secretary General and Central Services				
<i>Executive Management</i>				
Secretary General	-	C		
Head of the Office	D1	C		
Personal Assistant to the SG	-	S		
Senior Secretary	G6	C		
Secretary	G4	C		
<i>Press and Public Information</i>				
Spokesperson/Head of Press and Public Information	P5	C		
Public Information Officer	P3	C		
Press Officer	P3	C		
On-Line Manager	P3	C		Budgeted for 8 months
Web-developer	P2	C		
Editor	P3	C		Grade and title subject to classification, budgeted for 6 months
Press and Public Information Assistant	G5	C		
Secretary	G4	C		
<i>Legal Services</i>				
Senior Legal Advisor	P5	C		
Legal Officer	P2	C		
Secretary	G4	C		
<i>Internal Oversight</i>				
Head of Internal Oversight	D2	C		
Deputy Director for Internal Oversight	P5	C		
Senior Internal Auditor	P5	C		
Internal Auditor	P3	C		
Internal Auditor	-	S		
Senior Auditing Assistant	G6	C		

OSCE POST TABLE (continued)

Fund	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
<i>Subprogramme</i>					
Post Title					
<i>External Co-operation</i>					
Head, External Co-operation Section	P5	C			
Senior External Co-operation Officer	P4	C			
Senior External Co-operation Officer	P4	C			
External Co-operation Officer	-	S		3.00	
Senior External Co-operation Assistant Secretary	G6	C			
	G4	C			
<i>Gender Issues</i>					
Gender Adviser	P4	C			Grade subject to classification
<i>Strategic Police Matters</i>					
Senior Police Adviser	-	S			
Police Affairs Officer	-	S			
Secretary - 50 per cent	G4	C			
Management/Information Technology Improvement Project					
<i>Direction and Management</i>					
Senior Project Manager	-	S			
Business System Advisor	-	S			
Activities Relating to the Economic and Environmental Aspects of Security					
<i>Co-ordinator of OSCE Economic and Environmental Activities</i>					
<i>Co-ordinator of OSCE Economic and Environmental Activities</i>					
Co-ordinator of OSCE Economic and Environmental Activities	D2	C			
Deputy Co-ordinator of OSCE Economic and Environmental Activities	P5	C			
Senior Economic Adviser	P5	C			
Environmental Adviser	-	S			
Economic/Environmental Affairs Officer	P3	C			
Secretary	G5	C			
Secretary	G4	C			
Conflict Prevention Activities					
<i>Direction and Management</i>					
Director of the Conflict Prevention Centre	D2	C			
Secretary	G5	C			
Secretary	G4	C			
<i>Field Security</i>					
Senior Security Co-ordinator	P4	C			

OSCE POST TABLE (continued)

Fund	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
<i>Subprogramme</i>					
Post Title					
<i>Mission Programme Section</i>					
Deputy Director of the Conflict Prevention Centre/Head of Mission Programme Section	P5	C			
Senior Mission Programme Officer	P4	C		3.00	
Junior Mission Programme Officer	-	S		4.00	
Mission Programme Assistant	G5	C			Grade and title subject to classification
<i>Operation Centre</i>					
Head of Operation Centre	P5	C			
Resource Planner	P4	C			
Police Advisor	P4	C			
Military Liaison Officer	P4	C			
Analyst/Researcher	-	S			
Secretary	G4	C			
<i>Situation/Communication Room</i>					
Chief, Situation/Communications Room	-	S			
Deputy Chief, Situation/Communications Room	-	S			
Duty Officer	-	S			
Duty Officer	G5	C			
Activities Relating to Military Aspects of Security					
<i>Communications Network</i>					
Senior Network Management Officer	P4	C			
Network Management Officer	P3	C			
<i>Forum for Security Co-operation (FSC) - Support Unit</i>					
Senior Communications Network Officer	P4	C			
Senior FSC Support Officer	P4	C			
CSBM Officer	P2	C			
Secretary - 50 per cent	G4	C			
Human Resources Management					
<i>Direction and Management</i>					
Director for Human Resources	D2	C			
Secretary	G5	C			
<i>Recruitment</i>					
Deputy Director/Chief Recruitment Section	P5	C			Grade and title subject to classification
Senior Recruitment Assistant	G6	C		4.00	

OSCE POST TABLE (continued)

<u>Fund</u>	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
<i>Subprogramme</i>					
Post Title					
<i>Personnel Management</i>					
Chief, Personnel Section	P4	C			
Personnel Officer	P3	C			
Senior Personnel Assistant	G6	C		3.00	
Personnel Assistant	G4	C			
<i>Training and Capacity Building</i>					
Co-ordinator for Training and Capacity Building - 75 per cent	-	S			Until 30 September 2002
Co-ordinator for Training and Capacity Building - 25 per cent	P4	C			New post from 1 October 2002
Training Officer	P3	C			
Training Officer	-	S		2.00	
Training Officer	P2	C			
Senior Training Assistant	G6	C			
Training Assistant	G4	C			
Training Clerk - 50 per cent	G3	C			
Department of Management and Finance/Common Services					
<i>Direction and Management</i>					
Director for Management and Finance - 50 per cent	D2	C			
Planning and Co-ordination Officer	P3	C			
Secretary	G5	C			
<i>General Services</i>					
Chief, Administrative Services Unit	P2	C			
Supervisor, Travel and General Support	G6	C			
Travel Assistant	G4	C			
Receptionist	G3	C			
Driver	G3	C			
Cleaner	G1	C		3.00	
<i>Finance Services</i>					
Deputy Director for Finance	P5	C			
Financial Controller	P4	C			
Chief, Budget Unit	P4	C			
Chief, Accounts Unit	P4	C			
Treasurer	P3	C			
Budget Officer	P2	C		2.00	
Finance Officer	P2	C			
Senior Treasury Assistant	G6	C			
Senior Finance Assistant	G6	C		2.00	
Administrative Secretary	G5	C			

OSCE POST TABLE (continued)

Fund	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
<i>Subprogramme</i>					
Post Title					
<i>Information Technology Services</i>					
Head, Information Technology Services	P5	C			
Chief, Management Information Systems Section	P4	C			
Chief, Infrastructure Support	P4	C			Grade and title subject to classification
Chief, ERP System	P4	C			
Chief, Technical and Networking Unit	P3	C			Grade and title subject to classification
Chief, Communications Unit	P3	C			
Communications Officer	P2	C			
Senior Information Technology Assistant (Internet/Intranet)	G7	C			
Senior Applications Specialist	G7	C			
Senior Information Technology Assistant	G6	C			
Senior Information Technology Assistant (Hofburg)	G6	C			
Senior Information Technology Assistant (Groupware System Admin)	G6	C			
Application Training Assistant	G5	C			
Technical Assistant	G5	C			
Secretary	G5	C			Grade and title subject to classification
Information Technology User Support Assistant (Help Desk)	G5	C			
Information Technology User Support Assistant (Help Desk/LAN)	G5	C			
Information Technology Clerk - 50 per cent	G3	C			
<i>Mission Support Services</i>					
Deputy Director for Mission Support	P5	C			
Chief, Procurement Unit	P3	C			
Chief, Transport Unit	P3	C			
Chief, Logistics Section	P3	C			
Chief, Supply Unit	P2	C			
Chief, Vehicle Management Unit	P2	C			
Transport Officer	P2	C			
Vehicle Management Officer	P2	C			
Supply Assistant (Fixed Assets Control)	G5	C			
Logistics Assistant	G5	C			

OSCE POST TABLE (continued)

<u>Fund</u>	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
<i>Subprogramme</i>					
Post Title					
Senior Vehicle Management Assistant	G6	C			
Secretary	G4	C			
<i>Central Records and Documents Management</i>					
Chief, Central Records and Documents Management Section	P4	C			
Supervisor, Electronic Archive Unit	G7	C			Grade and title subject to classification
Senior Documentation and Information Assistant	G7	C			Located in Prague
Registry Assistant	G4	C			Grade and title subject to classification
Department of Management and Finance/Conference Services					
<i>Direction and Management</i>					
Director for Management and Finance - 50 per cent	D2	C			
Deputy Director for Conference Services	P5	C			
Protocol Assistant	G5	C			
Secretary	G5	C			
<i>Meeting Services and Administration</i>					
Financial Management Officer	P3	C			
Conference Officer	P3	C			
Security Officer	G7	C			
Senior Meetings Assistant	G6	C			
Supervisor, Meetings Support and Documents Unit	G6	C			
Senior Meetings Assistant	G6	C			
Support Services Assistant	G4	C			
Assistant Supervisor, Meetings Support and Documents Unit	G4	C			
Reproduction Equipment Operator	G3	C			
Meeting Room Attendant	G3	C		3.00	
Information Technology Clerk - 50 per cent	G3	C			
Switchboard Operator	G2	C			
<i>Language Services</i>					
Chief, Language Services Section	P4	C			
Senior Language Services Assistant	G6	C			
Supervisor, Text Control and Processing Unit	G6	C			
Assistant Supervisor, Text Control and Processing Unit	G5	C			

OSCE POST TABLE (continued)

<u>Fund</u>	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
<i>Subprogramme</i>					
Post Title					
Administrative Secretary	G4	C			
Word Processing Operator	G4	C		12.00	
Department of Management and Finance/Prague Office					
<i>Public Information, Documentation and Other Services</i>					
Head of Office and Officer in Charge of Meetings	-	S			
Senior Information Technology Assistant	G6	C			
Senior Finance and Administrative Assistant	G6	C			
Archives Assistant	G5	C			
Information Technology Assistant	G4	C			
Secretary	G4	C			
Cleaner/Photocopier	G1	C			
Funding for the Administrative closure of the Missions to Estonia and Latvia					
<i>Estonia (Closure Procedure)</i>					
Former Administrator	-	S			59 days
<i>Latvia (Closure Procedure)</i>					
Former Head of Mission	-	S			31 days
Former Deputy Head of Mission	-	S			151 days
Former Administrative and Finance Officer	-	S			151 days
Former Political Officer	-	S			90 days
<u>Fight Against Terrorism Fund</u>					
Anti-Terrorism Unit/OSG					
<i>Anti-terrorism Unit</i>					
Advisor on Anti-terrorism Issues	-	S			
Officer on Anti-terrorism Issues	-	S			
Secretary - 50 per cent	G4	C			
Anti-Terrorism Unit/Military Aspects of Security					
<i>Anti-terrorism Unit</i>					
Compliance and Analysis Officer	-	S			
Anti-Terrorism Unit/ODIHR					
<i>Anti-terrorism Unit</i>					
Co-ordinator	P3	C			Grade and title subject to classification

OSCE POST TABLE (continued)

Fund	Grade of Category* Post	Expiry Date of Post**	Number of Positions	Note
Main Programme				
<i>Subprogramme</i>				
Post Title				
<u>Office for Democratic Institutions and Human Rights (ODIHR)</u>				
Human Dimension Activities				
<i>Elections</i>				
Head of Election Section	P5	C		
Deputy Head, Election Section	P4	C		
Senior Election Adviser	P4	C		
Election Adviser	P3	C	3.00	
Election Adviser	P3	C	2.00	
Senior Administrative Assistant	G6	C		
Administrative Assistant	G5	C		
<i>Democratization</i>				
Head of Democratization Section	P5	C		
Rule of Law Adviser	P3	C		
NGO Adviser	P3	C		
Freedom of Movement/Migration Adviser	P3	C		
Adviser on Anti-Trafficking Issues	P3	C		
Officer on Anti-Trafficking Issues	P2	C		
Rule of Law Officer	P2	C		
NGO Officer	P2	C		
Freedom of Movement/Migration Officer	P2	C		
Gender Adviser	P3	C		
Gender Officer	P2	C		
Administrative Assistant	G5	C	3.00	
<i>Human Rights Monitoring</i>				
Head, Human Rights Monitoring	P4	C		
Human Rights Monitoring Officer	P2	C		
<i>Public Affairs</i>				
Spokesperson, Press and Public Information Adviser	P3	C		
Web Developer	P1	C		
<i>Roma and Sinti Issues</i>				
Adviser on Roma and Sinti Issues	P4	C		
Common Services				
<i>Executive Management</i>				
Director of the ODIHR	----	C		
First Deputy Director of the ODIHR	D1	C		
Second Deputy Director for Administration and Conference Section	P5	C		
Personal Adviser to the Director of the ODIHR	-	S		

OSCE POST TABLE (continued)

<u>Fund</u>	Grade of Category* Post	Expiry Date of Post**	Number of Positions	Note
Main Programme				
<i>Subprogramme</i>				
Post Title				
<i>General Services</i>				
Administrative Officer	P1	C		
Senior Information Technology Assistant	G6	C		
Senior Logistics Assistant	G6	C		
Personal Assistant	G6	C		
Administrative Assistant	G5	C		
Information Technology Assistant	G5	C		
Procurement Assistant	G5	C		
Receptionist	G3	C		
Driver/Messenger	G3	C		
Registry Clerk	G3	C		
<i>Finance</i>				
Chief, Finance Unit	P3	C		
Finance Officer	P2	C		
Senior Finance Assistant	G7	C		
Treasury Assistant	G5	C		
Finance Assistant	G5	C	3.00	
<u>High Commissioner on National Minorities</u>				
Activities of the High Commissioner				
<i>Direction and Management</i>				
High Commissioner	----	C		
Director	D1	C		
Senior Adviser	P5	C		
Senior Legal Adviser	P4	C		
Senior Adviser	P4	C	3.00	
Legal Adviser	P3	C		
Political Adviser	P3	C		
Legal Officer	P2	C		Budgeted for 7 months only
Personal Adviser	-	S		
Project Co-ordinator	-	S		
Project Officer	-	S	2.00	
Common Services				
<i>General Services</i>				
Senior Administrative Officer	P4	C		Budgeted for 7 months only
Information Technology Specialist	P3	C		
Senior Administrative Assistant	G7	C		
Programme Assistant	G5	C		
Secretary to HCNM	G5	C		

OSCE POST TABLE (continued)

<u>Fund</u>	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
<i>Subprogramme</i>					
Post Title					
Information Assistant	G5	C			
Secretary	G4	C		2.00	
Driver	G3	C			Budgeted for 8 months
Secretary	-	S			
<u>Representative on Freedom of the Media</u>					
<i>Direction and Management</i>					
Representative on Freedom of the Media	--	C			
Senior Adviser	-	S		3.00	
Senior Adviser	P5	C			
Adviser	P2	C			
Project Co-ordinator	-	S			
Administrative Secretary	G5	C			
Information Technology User Support Assistant	G5	C			
Help Desk - 25 per cent					
Project Assistant	G5	C			Transfer to full-time, reclassified
Funds Relating to the Conflict Dealt with by the OSCE Minsk Conference					
<u>High-Level Planning Group</u>					
Senior Administrative Assistant	G6	C			
Information Technology User Support Assistant	G5	C			
Help Desk - 25 per cent					
Officer	-	S		8.00	
<u>Personal Representative of the CiO</u>					
Personal Representative of the CiO	-	S			
Co-ordinator of Mission	-	S			
Personal Assistant to the PR	-	S			
Field Assistant to the PR	-	S		3.00	
OSCE Missions and Field Operations					
<u>Centre in Almaty</u>					
Head of Centre	-	S	31.12.02		
Political Officer	-	S	31.12.02		
Human Dimension Officer	-	S	31.12.02		
Economic and Environmental Officer	-	S	31.12.02		

OSCE POST TABLE (continued)

<u>Fund</u>	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
<i>Subprogramme</i>					
Post Title					
<u>Centre in Ashgabad</u>					
Administrative and Finance Officer	-	C	31.12.02		6 months as contracted P2 and the other 6 months as National Officer
Head of Centre	-	S	31.12.02		
Political Officer	-	S	31.12.02		
Human Dimension Officer	-	S	31.12.02		
Economic and Environmental Officer	-	S	31.12.02		
<u>Centre in Bishkek</u>					
Administrative and Finance Officer	-	C	31.12.02		National Officer
Head of Centre	-	S	31.12.02		
Political Officer	-	S	31.12.02		
Economic and Environmental Officer	-	S	31.12.02		
Human Dimension Officer	-	S	31.12.02		
Economic and Environmental Officer	-	S	31.12.02		
Political and Human Dimension Officer	-	S	31.12.02		
Public Relations/Media Officer	-	C	31.12.02		National Officer
<u>OSCE Centre in Tashkent</u>					
Head of the Office	-	S	31.12.02		
Human Dimension/Democratization Expert	-	S	31.12.02		
Economic and Environmental Expert	-	S	31.12.02		
Political Officer	-	S	31.12.02		
<u>Mission to Tajikistan</u>					
Administrative and Finance Officer	P2	C	31.12.02		
Head of Mission	-	S	31.12.02		
Deputy Head of Mission	-	S	31.12.02		
Political and Security Officer	-	S	31.12.02		
Human Dimension Officer	-	S	31.12.02		
Economic and Environmental Officer	-	S	31.12.02		
Gender Issues Officer	-	S	31.12.02		
Political and Media Officer	-	S	31.12.02		
Field Officer	-	S	31.12.02	7.00	
Mission Security Officer	P2	C	31.12.02		
<u>Representative to the Estonian Commission on Military Pensioners</u>					
Representative to the Estonian Commission on Military Pensioners	-	S	31.12.02		

OSCE POST TABLE (continued)

<u>Fund</u>	Grade of Category* Post	Expiry Date of Post**	Number of Positions	Note
Main Programme				
<i>Subprogramme</i>				
Post Title				
<u>Advisory and Monitoring Group to Belarus</u>				
Deputy Head of Group Political Affairs	-	S	31.12.02	
Counsellor	-	S	31.12.02	
Head of Group	-	S	31.12.02	
First Secretary	-	S	31.12.02	2.00
<u>Project Co-ordinator in Ukraine</u>				
Senior Project Officer	-	S	31.12.02	
Project Officer/Human Dimension/Finance	-	S	31.12.02	
Project Co-ordinator	-	S	31.12.02	
<u>Mission to Moldova</u>				
Executive Assistant to Head of Mission on VF	-	S	31.12.02	
Political Adviser	-	S	31.12.02	
Human Dimension Officer	-	S	31.12.02	
Public Affairs Officer/Spokesman	-	S	31.12.02	
Military Member	-	S	31.12.02	2.00
Administrator	-	S	31.12.02	
Head of Mission	-	S	31.12.02	
Deputy Head of Mission	-	S	31.12.02	
Anti-Trafficking Officer	-	S	31.12.02	
<u>Office in Yerevan</u>				
Administrative and Finance Officer	P2	C	31.12.02	
Head of Office	-	S	31.12.02	
Deputy Head of Office	-	S	31.12.02	
Human Rights Officer	-	S	31.12.02	
Democratization Officer	-	S	31.12.02	
Economic Environmental Officer	-	S	31.12.02	
<u>Office in Baku</u>				
Administrative and Finance Officer	P2	C	31.12.02	
Head of Office	-	S	31.12.02	
Deputy Head of Office/Political Affairs Officer	-	S	31.12.02	
Economic and Environmental Officer	-	S	31.12.02	
Democratization Officer	-	S	31.12.02	
Human Dimension Officer	-	S	31.12.02	
<u>Mission to Georgia</u>				
<i>Core Budget</i>				
Chief of Administration and Finance Services	P3	C	31.12.02	
Democratization Officer	-	S	31.12.02	
Head of Mission	-	S	31.12.02	
Deputy Head of Mission	-	S	31.12.02	

OSCE POST TABLE (continued)

Fund	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
<i>Subprogramme</i>					
Post Title					
Press Officer/Spokesperson	-	S	31.12.02		
Chief of Mission Support Services/Military Adviser	-	S	31.12.02		
Finance Officer	P2	C	31.12.02		
Training and Staffing Officer	-	S	31.12.02		
Communication Officer	-	S	31.12.02		
Transportation Officer	-	S	31.12.02		
Monitoring Officer, South Ossetia	-	S	31.12.02		
Head of Human Dimension Team	-	S	31.12.02		
Human Dimension Officer	-	S	31.12.02		
Human Rights Officer	-	S	31.12.02		
Economic and Environmental Officer	-	S	31.12.02		
Political Officer/Legal Adviser	-	S	31.12.02		
Human Rights and Democratization Officer, Abkhazia	-	S	31.12.02		
Political Officer/Head of Field Office	-	S	31.12.02		
Political Officer, Abkhazia	-	S	31.12.02		
IDP and Refugee Officer	-	S	31.12.02		
Senior Political Advisor	-	S	31.12.02		
Mission Security Officer	P2	C	31.12.02		
<i>Border Monitoring Operation Chechnya Portion of the Georgian - Russian Border (Full Year)</i>					
Head of Border Monitoring Operation	-	S	31.12.02		
Personal Assistant to the HoBMO	-	S	31.12.02		
BMO Alpine Advisor	-	S	31.12.02		
BMO Operations Officer	-	S	31.12.02		
BMO Deputy Operations Officer	-	S	31.12.02		
BMO Logistics Officer	-	S	31.12.02		
Border Monitor	-	S	31.12.02	20.00	
Border Monitor, Team Leader	-	S	31.12.02	3.00	
Deputy Head of Border Monitoring Operation	-	S	31.12.02		
<i>(Summer Period Only)</i>					
Deputy Logistics Officer	-	S			
BMO Administration Officer	-	S			
Border Monitor	-	S		10.00	
<i>Border Monitoring Operation Ingush Portion of the Georgian - Russian Border (Full Year)</i>					
Border Monitor	-	S	31.12.02	12.00	

OSCE POST TABLE (continued)

<u>Fund</u>	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
<i>Subprogramme</i>					
Post Title					
<u>Assistance Group to Chechnya</u>					
AG Member	-	S	31.12.02	4.00	
Deputy Head of AG	-	S	31.12.02		
Head of AG	-	S	31.12.02		
<u>Presence in Albania</u>					
Head of Presence	-	S	31.12.02		
Finance Officer	-	C	31.12.02		National Officer
Legal Adviser	-	S	31.12.02	2.00	
Legal Adviser	-	S			215 days
Legal Adviser	-	S			105 days
Liaison Officer Local Government	-	S	31.12.02		
Logistics and Transportation Officer	-	S			270 days
Mission Support Officer	-	S	31.12.02		
Economy and Environmental Officer	-	S	31.12.02		
Friends of Albania Officer	-	S	31.12.02		
Advisor to Gen. Sec. Council of Ministers	-	S	31.12.02		
NGO Liaison Officer	-	S	31.12.02		
Political Officer	-	S	31.12.02		
Executive Assistant	-	S	31.12.02		
Deputy Head Of Presence	-	S	31.12.02		
Press and Public Information Officer	-	S	31.12.02		
Policing Section Officer	-	S	31.12.02		
Parliamentary Capacity Building Officer	-	S	31.12.02		
Field Stations Co-ordinator	-	S	31.12.02		
Field Station Officer	-	S	31.12.02	20.00	
<u>Mission to the Federal Republic of Yugoslavia</u>					
Office of Head of Mission					
Head of Mission	-	S	31.12.02		
Deputy Head of Mission	-	S	31.12.02		
Executive Assistant	-	S	31.12.02		
Reporting Officer	-	S	31.12.02		
Spokesperson	-	S	31.12.02		
Regional Affairs Advisor	-	S	31.12.02	3.00	
<i>Administration and Finance Department</i>					
Chief, Administration and Finance	P3	C	31.12.02		Budgeted for 6 months only
Finance Officer	P2	C	31.12.02		
Transport and Procurement	-	S	31.12.02		

OSCE POST TABLE (continued)

Fund	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
<i>Subprogramme</i>					
Post Title					
<i>Law Enforcement Department</i>					
Head Law Enforcement	-	S	31.12.02		
Police Training Liaison	-	S	31.12.02		
Crime Liaison Officer	-	S	31.12.02		
Project Manager	-	S	31.12.02		
<i>Rule of Law/Human Rights Department</i>					
Head HR and RoL	-	S	31.12.02		
Legal Advisor Judicial Reform	-	S	31.12.02		
Ombudsman Support	-	S	31.12.02		
Economic Transparency Officer	-	S	31.12.02		
<i>Media Department</i>					
Head Media	-	S	31.12.02		
License and Frequency	-	S	31.12.02		
Media Training Co-ordinator	-	S	31.12.02		
<i>Department for Democratization</i>					
Head Democratization	-	S	31.12.02		
Programme Co-ordinator Good Governance	-	S	31.12.02		
Public Administration	-	S	31.12.02		
Programme Co-ordinator Parliamentary Reform	-	S	31.12.02		
Human Rights	-	S	31.12.02		
Trafficking Issues Adviser	-	S	31.12.02		
<i>Office in Montenegro</i>					
Head of Office	-	S	31.12.02		
Deputy Head of Office	-	S	31.12.02		
Programme Co-ordinator Officer	-	S	31.12.02		
Programme Advisor Police Reform	-	S	31.12.02		
Programme Expert Police Reform	P3	C	31.12.02		Grade and title subject to classification
Programme Officer Legislation	-	S	31.12.02		
Programme Officer Institution Building	-	S	31.12.02		
Programme Officer (Democratization)	-	S	31.12.02		
Administrative and Finance Officer	-	S	31.12.02		
<i>South Serbia Programme</i>					
South Serbia Programme Co-ordinator	-	S	31.12.02		
Site Manager	-	S	31.12.02		
Police Trainer	-	S	31.12.02	27.00	

OSCE POST TABLE (continued)

<u>Fund</u>	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
<i>Subprogramme</i>					
Post Title					
<i>Belgrade</i>					
Police Project Manager	-	S	31.12.02		
Police Trainer	-	S	31.12.02	8.00	
<u>Mission to Croatia</u>					
<i>Central Services</i>					
Maintenance/Transportation Officer	P3	C	31.12.02		
Finance Officer	P3	C	31.12.02		
Personnel Officer	P3	C	31.12.02		
Training Officer	P3	C	31.12.02		
Executive Assistant to Head of Mission	-	S	31.12.02		
Head of Field Support Unit	-	S	31.12.02		
Chief of Admin/Field Support	-	S	31.12.02		
Procurement Officer	P3	C	31.12.02		Subject to classification
Admin/Finance Officer	P2	C	31.12.02		
Administrative Officer	-	S	31.12.02	2.00	
Logistics Officer	-	S	31.12.02		
<i>Democratization</i>					
Deputy Head of Mission	-	S	31.12.02		
Head of Unit, Spokesperson	-	S	31.12.02		
Head of Unit	-	S	31.12.02		
<i>DHCC/COS</i>					
Democratization Officer	-	S	31.12.02		
Field Officer	-	S	31.12.02	2.00	
Head of FO	-	S	31.12.02	2.00	
Field Officer (Police)	-	S	31.12.02		
<i>DHCC/COS</i>					
Field Officer	-	S	31.12.02	4.00	
Field Officer (Police)	-	S	31.12.02		
Head of FO	-	S	31.12.02		
<i>DHCC/COS</i>					
Field Officer	-	S	31.12.02		
Field Officer (Police)	-	S	31.12.02		
Field Officer	-	S	31.12.02		
Field Officer	-	S	31.12.02		
Field Officer	-	S	31.12.02		
<i>Human Dimension</i>					
Head of Mission	-	S	31.12.02		
Police Affairs Adviser	-	S	31.12.02		
Legal Officer	-	S	31.12.02		

OSCE POST TABLE (continued)

Fund	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
<i>Subprogramme</i>					
Post Title					
Civil Affairs Officer (Police)	-	S	31.12.02		
Head of Unit	-	S	31.12.02		
Human Dimension Unit Officer	-	S	31.12.02		
Legal and Human Rights Officer	-	S	31.12.02		
Police Affairs Officer	-	S	31.12.02		
Field Officer	-	S	31.12.02		
Head of FO	-	S	31.12.02		
Field Officer	-	S	31.12.02	3.00	
Legal and Human Rights Officer	-	S	31.12.02		
Police Affairs Officer	-	S	31.12.02		
Field Officer	-	S	31.12.02		
Field Officer	-	S	31.12.02		
Field Officer (Police)	-	S	31.12.02		
Field Officer	-	S	31.12.02		
Police Affairs Officer	-	S	31.12.02		
HR Officer	-	S	31.12.02		
Field Officer	-	S	31.12.02		
Field Officer	-	S	31.12.02		
Field Officer (Police)	-	S	31.12.02		
<i>Political Affairs</i>					
Head of Unit	-	S	31.12.02		
Political Officer	-	S	31.12.02	2.00	
Political Affairs Officer	-	S	31.12.02	3.00	
<i>Return and Integration</i>					
Head of Unit	-	S	31.12.02		
R and I Officer	-	S	31.12.02	2.00	
Head of CC	-	S	31.12.02		
Return and Integration Officer	-	S	31.12.02		
Head of FO	-	S	31.12.02		
Field Officer (Police)	-	S	31.12.02		
Field Officer	-	S	31.12.02	2.00	
Head of CC	-	S	31.12.02		
Return and Integration Officer	-	S	31.12.02		
Head of FO	-	S	31.12.02		
Field Officer	-	S	31.12.02		
Head of FO	-	S	31.12.02	3.00	
Field Officer	-	S	31.12.02		

OSCE POST TABLE (continued)

<u>Fund</u>	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
<i>Subprogramme</i>					
Post Title					
Head of CC	-	S	31.12.02		
Return and Integration Officer	-	S	31.12.02		
Head of FO	-	S	31.12.02		
Field Officer	-	S	31.12.02		
Head of FO	-	S	31.12.02		
Field Officer	-	S	31.12.02		
Head of FO	-	S	31.12.02		
Field Officer	-	S	31.12.02		
Secretariat Augmentation					
<i>Conflict Prevention Activities</i>					
<i>Mission Programme Section</i>					
Senior Mission Programme Officer	P4	C	31.12.02		
<i>Situation/Communication Room</i>					
Duty Officer	G5	C	31.12.02		
<i>Human Resources Management</i>					
Recruitment					
Clerk	G3	C	31.12.02		
<i>Department of Management and Finance/Common Services</i>					
Finance Services					
Secretary - 50 per cent	G4	C	31.12.02		
Finance Assistant	G4	C	31.12.02		
<i>Mission Support Services</i>					
Procurement Assistant	G5	C	31.12.02		
Vehicle Management Assistant	G5	C	31.12.02		
<i>Central Records and Documents Management</i>					
Mail Processing Assistant	G4	C	31.12.02		
Large OSCE Missions and Projects					
<u>Tasks in Bosnia and Herzegovina</u>					
<i>Central Services</i>					
Head, Administration and Finance	P5	C	31.12.02		
Chief Logistics Officer	P3	C	31.12.02		
Chief of Personnel	P3	C	31.12.02		
Personnel Officer	P2	C	31.12.02		
Executive Assistant	-	S	31.12.02	2.00	
Political Advisor	-	S	31.12.02		
Head of Mission	-	S	31.12.02		
Deputy Head of Mission	-	S	31.12.02		

OSCE POST TABLE (continued)

<u>Fund</u>	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
<i>Subprogramme</i>					
Post Title					
Chief of Procurement and Supply	-	S	31.12.02		
Head of Operations	-	S	31.12.02		
Chief of Operations	-	S	31.12.02		
Senior Archivist	-	S	31.12.02		
Logistics Officer	-	S	31.12.02		
Chief of Investigations	-	S	31.12.02		
Chief of Staff and Planning	-	S	31.12.02		
Legal Advisor	-	S	31.12.02		
Administration Officer	-	S	31.12.02		
<i>Training and Capacity Building</i>					
Chief of Mission Training	-	S	31.12.02		
<i>Democratization</i>					
Director of Democratization Rule of Law	-	S	31.12.02		
Deputy Director of Democratization	-	S	31.12.02		
Governance Co-ordinator	-	S	31.12.02		
PSP Project Manager	-	S	31.12.02		
Youth Politics Project Manager	-	S	31.12.02		
Information Officer	-	S	31.12.02		
Political Development Co-ordinator	-	S	31.12.02		
<i>Elections/Implementation</i>					
Deputy Director for Implementation	-	S	31.12.02		
Deputy Director for Elections	-	S	31.12.02		
Director of Elections/Implementation	-	S	31.12.02		
Technology Advisor	P2	C	31.12.02		
<i>Human Rights</i>					
Senior Legal Advisor, Property	-	S	31.12.02	2.00	
Director of Human Rights	-	S	31.12.02		
Deputy Director of Human Rights	-	S	31.12.02		
Senior Legal Advisor, Sustainable Return	-	S	31.12.02		
Senior Legal Advisor, Human Rights	-	S	31.12.02		
Institutions					
Senior Legal Advisor, Regional Return	-	S	31.12.02		
Liaison/Reporting Officer	-	S	31.12.02		
Senior Legal Advisor, Economics and Social Rights	-	S	31.12.02		
<i>Press and Public Information</i>					
Director of Press and Public Information/Spokesperson	-	S	31.12.02		
Deputy Director of Public Information	-	S	31.12.02		
Deputy Spokesperson	-	S	31.12.02		

OSCE POST TABLE (continued)

Fund	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
<i>Subprogramme</i>					
Post Title					
<i>Security Co-operation</i>					
Director of Security Co-operation	-	S	31.12.02		
Executive Assistant	-	S	31.12.02		
Deputy Director Security Co-operation	-	S	31.12.02		
Chief of Plans and Policy Section	-	S	31.12.02		
Political Military Analyst	-	S	31.12.02		
Budget Analyst	-	S	31.12.02		
Field Operations Officer	-	S	31.12.02		
Chief of Verification Operations and Implementation Section	-	S	31.12.02		
Data Exchange Officer	-	S	31.12.02		
Chief of Support Section	-	S	31.12.02		
<i>Regional Centre in Banja Luka</i>					
Finance Officer	-	S	31.12.02		
Senior Election/Implementation Officer	-	S	31.12.02		
Security Co-operation Officer	-	S	31.12.02		
Political Advisor to RCD	-	S	31.12.02		
Director	-	S	31.12.02		
Deputy Director	-	S	31.12.02		
Senior Democratization Officer	-	S	31.12.02		
Senior Human Rights Officer	-	S	31.12.02		
Democratization Officer	-	S	31.12.02	6.00	
Human Rights Officer	-	S	31.12.02	7.00	
Press Officer	-	S	31.12.02		
<i>Regional Centre in Tuzla</i>					
Director	-	S	31.12.02		
Deputy Director	-	S	31.12.02		
Senior Democratization Officer	-	S	31.12.02		
Senior Human Rights Officer	-	S	31.12.02		
Senior Election/Implementation Officer	-	S	31.12.02		
Security Co-operation Officer	-	S	31.12.02		
Political Advisor to RCD	-	S	31.12.02		
Finance Officer	-	S	31.12.02		
Democratization Officer	-	S	31.12.02	4.00	
Human Rights Officer	-	S	31.12.02	6.00	
<i>Regional Centre in Mostar</i>					
Director	-	S	31.12.02		
Deputy Director	-	S	31.12.02		
Senior Democratization Officer	-	S	31.12.02		
Senior Human Rights Officer	-	S	31.12.02		
Senior Election/Implementation Officer	-	S	31.12.02		

OSCE POST TABLE (continued)

Fund	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
<i>Subprogramme</i>					
Post Title					
Security Co-operation Officer	-	S	31.12.02		
Political Advisor to RCD	-	S	31.12.02		
Press Officer	-	S	31.12.02		
Democratization Officer - FO	-	S	31.12.02	5.00	
Human Rights Officer - FO	-	S	31.12.02	6.00	
<i>Regional Centre in Sarajevo</i>					
Director	-	S	31.12.02		
Deputy Director	-	S	31.12.02		
Senior Democratization Officer	-	S	31.12.02		
Senior Human Rights Officer	-	S	31.12.02		
Finance Officer	-	S	31.12.02		
Democratization Officer	-	S	31.12.02	6.00	
Human Rights Officer	-	S	31.12.02	5.00	
<i>Brcko Centre</i>					
Director	-	S	31.12.02		
Human Rights Officer	-	S	31.12.02		
Democratization Officer	-	S	31.12.02		
Regional Stabilization/Arms Control					
<i>Negotiation (Articles II and IV)</i>					
Administrative Secretary	G5	C	31.12.02		
Information Technology User Support Help Desk Assistant - 25 per cent	G5	C	31.12.02		
Driver	-	S	31.12.02		
Personal Representative	-	S	31.12.02		
Special Advisor to the Personal Representative	-	S	31.12.02		
<i>Verification Co-ordination</i>					
Analyst Staff Officer	-	S	31.12.02		
Implementation Officer	-	S	31.12.02		
Senior Operation Staff Officer	-	S	31.12.02		
Operation Staff Officer	-	S	31.12.02		
Verification Co-ordinator	-	S	31.12.02		
Secretariat Augmentation					
<i>Secretary General and Central Services</i>					
<i>Press and Public Information</i>					
Web-editor	P2	C	31.12.02		
Web Editor (Extranet) - 50 per cent	P2	C	31.12.02		
<i>Internal Oversight</i>					
Secretary	G5	C	31.12.02		

OSCE POST TABLE (continued)

Fund	Grade of Category* Post	Expiry Date of Post**	Number of Positions	Note
Main Programme				
<i>Subprogramme</i>				
Post Title				
<i>Economic and Environmental Aspects Co-ordinator</i>				
Senior Economic Affairs Officer	-	S	31.12.02	
<i>Conflict Prevention Activities</i>				
<i>Mission Programme Section</i>				
Senior Mission Programme Officer	P4	C	31.12.02	
<i>Situation/Communication Room</i>				
Duty Officer	G5	C	31.12.02	
<i>Human Resources Management</i>				
Recruitment				
Recruitment Assistant	G5	C	31.12.02	
Recruitment Clerk	G3	C	31.12.02	
<i>Department of Management and Finance/Common Services</i>				
<i>Finance Services</i>				
Treasury Assistant	G5	C	31.12.02	
Budget Assistant	G5	C	31.12.02	
Finance Assistant	G5	C	31.12.02	
Treasury Assistant	G4	C	31.12.02	
Finance Assistant	G4	C	31.12.02	3.00
<i>Information Technology Services</i>				
Senior Information Technology Assistant (LAN/WAN)	G7	C	31.12.02	
Senior Applications Specialist	G7	C	31.12.02	
Senior Programming Assistant (Oracle)	G7	C	31.12.02	
Senior Information Technology Assistant	G6	C	31.12.02	
Information Technology User Support Assistant/Help Desk - 25 Per cent	G5	C	31.12.02	
Information Technology Assistant/Help Desk	G4	C	31.12.02	
<i>Mission Support Services</i>				
Supply Assistant (Fixed Assets Control)	G5	C	31.12.02	
Procurement Assistant	G5	C	31.12.02	2.00
Procurement Assistant	G4	C	31.12.02	
Secretary	G4	C	31.12.02	
Warehouse Assistant	G4	C	31.12.02	
Driver	G2	C	31.12.02	2.00
<i>Central Records and Documents Management</i>				
Documents Assistant	G4	C	31.12.02	Grade and title subject to classification

OSCE POST TABLE (continued)

Fund	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
<i>Subprogramme</i>					
Post Title					
<u>Mission in Kosovo</u>					
<i>Head Office</i>					
<i>Mission Management</i>					
Deputy Head of Mission	-	S	31.12.02		
Executive Assistant	-	S	31.12.02		
Plans and Donor Co-ordinator	-	S	31.12.02		
Head of Mission	-	S	31.12.02		
Executive Assistant to Head of Mission	-	S	31.12.02	2.00	
Legal Advisor	-	S	31.12.02		
Senior Legal Advisor	-	S	31.12.02		
Chef de Cabinet	-	S	31.12.02		
Political Advisor	-	S	31.12.02		
Policy Advisor	-	S	31.12.02		
Senior Advisor to the Head of the Mission	-	S	31.12.02		
Political Officer	-	S	31.12.02	4.00	
Mission Spokesperson	-	S	31.12.02		
Press Officer-Headquarters	-	S	31.12.02		
Press Officer-Regional	-	S	31.12.02		
Senior Public Affairs Officer	-	S	31.12.02		
Information Officer	-	S	31.12.02	2.00	
Head of Field Operations	-	S	31.12.02		
Field Co-ordinator	-	S	31.12.02		
Situation Center Officer	-	S	31.12.02	3.00	
<i>Department for Democratic Governance and Civil Society</i>					
Advisor	-	S	31.12.02	4.00	
Advisor	-	S	31.12.02	3.00	for six months
<i>OSCE Offices - Mission Management</i>					
Head	-	S	31.12.02	9.00	
<i>Department for Administration and Support</i>					
Director	D1	C	31.12.02		
Planning and Co-ordination Officer	P3	C	31.12.02		
Assistant Co-ordination Officer	P1	C	31.12.02		
Executive Secretary	G5	C	31.12.02		
<i>Finance</i>					
Head of Financial Management	P5	C	31.12.02		
Chief of Accounts	P3	C	31.12.02		
Chief of Budget	P3	C	31.12.02		
Finance Officer	P2	C	31.12.02	2.00	
Treasurer	P2	C	31.12.02		
Budget Officer	P2	C	31.12.02		

OSCE POST TABLE (continued)

Fund	Grade of Category* Post	Expiry Date of Post**	Number of Positions	Note
Main Programme				
<i>Subprogramme</i>				
Post Title				
<i>Human Resources</i>				
Head of Human Resources	P5	C	31.12.02	
Chief of Personnel	P4	C	31.12.02	
Personnel Officer	P2	C	31.12.02	5.00
Chief, Personnel Unit (Local Staff)	P3	C	31.12.02	
Chief Medical Officer	P5	C	31.12.02	
<i>Senior Staff Counsellor</i>				
Senior Counsellor	P4	C	31.12.02	
Senior Counsellor	P3	C	31.12.02	
Nurse/Medical Trainer	P2	C	31.12.02	
Chief of Training	P3	C	31.12.02	
Training Officer	P2	C	31.12.02	
<i>General Services</i>				
Head, Division of General Services	P5	C	31.12.02	
Chief, Logistics Support Section	P4	C	31.12.02	
Deputy Chief, Logistics Support Section	P3	C	31.12.02	
Supply Officer	P2	C	31.12.02	
Maintenance Officer	P2	C	31.12.02	
Fleet Safety Officer	P2	C	31.12.02	
Fleet Management Officer	P2	C	31.12.02	
Chief, Transport Unit	P3	C	31.12.02	
Chief, Customs Clearance Unit	P2	C	31.12.02	
Customs Clearance Officer	P2	C	31.12.02	
Warehouse Manager	P2	C	31.12.02	
Chief, Inventory Unit	P2	C	31.12.02	
Chief, Travel/Traffic Unit	P2	C	31.12.02	
Chief, Supply Unit	P3	C	31.12.02	
Chief, Engineering Support Services	P4	C	31.12.02	
Maintenance Officer	P2	C	31.12.02	
Facility Management Officer	P2	C	31.12.02	
Chief, Civil Engineering	P3	C	31.12.02	
Construction Engineer	P2	C	31.12.02	
Construction Engineer	P2	C	31.12.02	
Chief, Mechanical Engineering	P3	C	31.12.02	
Chief Electrical Engineer	P3	C	31.12.02	
Chief, Procurement and Contractual Services Section	P4	C	31.12.02	
Procurement Officer	P2	C	31.12.02	2.00
Contracts Officer	P3	C	31.12.02	
<i>IT/Communication</i>				
Chief, Information Technology Section	P4	C	31.12.02	
Information Technology Officer	P3	C	31.12.02	3.00

OSCE POST TABLE (continued)

Fund	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
<i>Subprogramme</i>					
Post Title					
Database Administrator	P2	C	31.12.02		
Information Technology Officer	P2	C	31.12.02		
Administrative Support Services Co-ordinator	P3	C	31.12.02		
Photocopy Officer	P2	C	31.12.02		
Chief, Communications Section	P4	C	31.12.02		
Chief, Radio Communication Unit	P3	C	31.12.02		
Chief, Telecommunications Unit	P3	C	31.12.02		
Communications Officer	P2	C	31.12.02	2.00	
<i>Security</i>					
Head, Division of Security and Safety	P5	C	31.12.02		
Chief, Security Planning and Administration	P2	C	31.12.02		
Chief, Security Operations and Investigations	P3	C	31.12.02		
Fire and Safety Officer	P2	C	31.12.02		
<i>Skopje Support Group</i>					
Chief of Administration and Support	P2	C	31.12.02		
<i>OSCE Offices - Administration and Support</i>					
Administrative Officer	P2	C	31.12.02	5.00	
Security Officer	P2	C	31.12.02	3.00	
<i>Department for Democratization</i>					
Budget/Administrative Officer	P2	C	31.12.02		
Cross Divisional Project Co-ordinator	-	S	31.12.02		
Director	-	S	31.12.02		
Reporting/Analysis Officer	-	S	31.12.02		
Democratization Training and Field Co-ordinator	-	S	31.12.02		
Advisor on Roma Issues	-	S	31.12.02		
Advisor on Minority Issues	-	S	31.12.02		
SIMF Co-ordinator	-	S	31.12.02		
<i>Political Party Development</i>					
Political Affairs Officer	-	S	31.12.02		
Head of Political Party Development	-	S	31.12.02		
Senior Political Officer-Political Party Development	-	S	31.12.02		
<i>NGO/Civil Society Development</i>					
Programme Officer/NGO/Civil Society Development	-	S	31.12.02		
Head of NGO/Civil Society Development	-	S	31.12.02		
Senior Programme Officer-NGO/Civil Society Development	-	S	31.12.02		

OSCE POST TABLE (continued)

Fund	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
<i>Subprogramme</i>					
Post Title					
<i>Training and Civil Administration Support</i>					
Head of Civil Administration Support/Principal of CAI	-	S	31.12.02		
Chief of Studies	-	S	31.12.02		
Chief of Documentation/Chief of Seminar Programme	-	S	31.12.02		
Programme Manager in Public Management	-	S	31.12.02		
Programme Manager of Economics	-	S	31.12.02		
Programme Manager in Legal issues	-	S	31.12.02		
Programme Manager in Public Finance	-	S	31.12.02		
Programme Manager in Human Resources Management	-	S	31.12.02		
Programme Manager in Urban Development	-	S	31.12.02		
<i>OSCE Offices - Democratization</i>					
Democratization Officer	-	S	31.12.02	29.00	
<i>Department of Human Rights and Rule of Law</i>					
Director	-	S	31.12.02		
Budget/Administrative Officer	P2	C	31.12.02		
Human Rights Legal Advisor	-	S	31.12.02	2.00	
Analysis and Reports Co-ordinator	-	S	31.12.02		
Domestic Capacity Building Co-ordinator	-	S	31.12.02		
<i>Human Rights</i>					
Head of Human Rights Division	-	S	31.12.02		
Human Rights Field Co-ordinator	-	S	31.12.02		
Legal Adviser - Property Issues	-	S	31.12.02		
Senior Human Rights Field Co-ordinator	-	S	31.12.02		
Human Rights Training Co-ordinator	-	S	31.12.02	2.00	
Senior Human Rights Training Co-ordinator	-	S	31.12.02		
Missing Person's Co-ordinator	-	S	31.12.02		
Senior Advisor on Minorities	-	S	31.12.02		
Legal Adviser Law Enforcement	-	S	31.12.02		
Senior Human Rights Officer Property	-	S	31.12.02		
Senior Human Rights Officer Non-Discrimination	-	S	31.12.02		
Senior Human Rights Officer Security	-	S	31.12.02		
Senior Human Rights Victim Advocacy	-	S	31.12.02		
Legal System Monitor	-	S	31.12.02	2.00	
Chief of LSM	-	S	31.12.02		

OSCE POST TABLE (continued)

<u>Fund</u>	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
<i>Subprogramme</i>					
Post Title					
<i>Rule of Law</i>					
Head of Rule of Law	-	S	31.12.02		
Rule of Law liaison Officer	-	S	31.12.02		
<i>Kosovo Judicial Institute</i>					
Judicial Training Officer	-	S	31.12.02	4.00	
Co-Director of Judicial Institute	-	S	31.12.02		
Programme Co-ordinator	-	S	31.12.02		
<i>Kosovo Law Centre</i>					
Co-Director	-	S	31.12.02		
Programme Co-ordinator	-	S	31.12.02		
Legal Advisor	-	S	31.12.02		
<i>Criminal Defence Resource Centre</i>					
Programme Manager of the Criminal Defence Resource Centre	-	S	31.12.02		
Senior Criminal Defence Advisor	-	S	31.12.02		
Criminal Defence Advisor	-	S	31.12.02		
<i>OSCE Offices - Human Rights and Rule of Law</i>					
Human Rights Officer	-	S	31.12.02	30.00	
Legal System Monitor	-	S	31.12.02	5.00	
Rule of Law Officer	-	S	31.12.02	2.00	
<i>Ombudsperson Institution</i>					
Chief of Ombudsperson Institution	-	S	31.12.02		
Deputy Ombudsperson	-	S	31.12.02		
Executive Director of the Ombudsperson Institution	-	S	31.12.02		
Ombudsperson Institution Legal Officer	-	S	31.12.02		
<i>Department for Elections</i>					
Management and Administration					
Director of Election Operations	-	S	31.12.02		
Senior Advisor	-	S	31.12.02		
Executive Assistant	-	S	31.12.02		
Senior Executive Officer	-	S	31.12.02		
Executive Officer - Management	-	S	31.12.02		
Admin Personnel Officer	P3	C	31.12.02		
Personnel Officer	P2	C	31.12.02		
Budget Officer	-	S	31.12.02		
Finance Officer	P2	C	31.12.02		
Information Officer	-	S	31.12.02		

OSCE POST TABLE (continued)

<u>Fund</u>	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
<i>Subprogramme</i>					
Post Title					
Plans Officer	-	S	31.12.02		
Archive Officer	-	S	31.12.02		
<i>Central Election Commission</i>					
Head of the Central Election Commission	-	S	31.12.02		
Senior Legal Advisor	-	S	31.12.02		
<i>Election Complaints and Appeals Commission</i>					
Senior Legal Advisor	-	S	31.12.02		
<i>Voter Services</i>					
Head of Voter Services	-	S	31.12.02		
Voter Services Officer	-	S	31.12.02		
Voter Services Officer	-	S	31.12.02		
Chief, Anti-Fraud Officer	-	S	31.12.02		
<i>Political Party Services</i>					
Head of Political Party Services	-	S	31.12.02		
Political Party Services Officer	-	S	31.12.02		
<i>Elections Services</i>					
Head of Election Services	-	S	31.12.02		
Election Services Officer	-	S	31.12.02		
Graphics Designer	P2	C	31.12.02		Grade and title subject to classification
<i>Capacity Building</i>					
Head of Capacity Building	-	S	31.12.02		
Capacity-Building Officer	-	S	31.12.02		
Chief of Training	-	S	31.12.02		
International Trainer	-	S	31.12.02		
International Trainer	-	S	31.12.02	4.00	
<i>Field Operation</i>					
Head of Field Operations	-	S	31.12.02		
Field Co-ordinator	-	S	31.12.02	3.00	
Senior Election Officer	-	S	31.12.02	10.00	
<i>Public Information</i>					
Head of Elections Public Information	-	S	31.12.02		
Public Information Officer - Print	-	S	31.12.02		
Dissemination Officer HQ	-	S	31.12.02		

OSCE POST TABLE (continued)

<u>Fund</u>	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
<i>Subprogramme</i>					
Post Title					
<i>Support</i>					
Head of Election Support	-	S	31.12.02		
Election Support Planning Officer	-	S	31.12.02		
Chief of Election General Services	-	S	31.12.02		
<i>Information Technology</i>					
Head of Election IT	-	S	31.12.02		
Chief of Database Development	P4	C	31.12.02		Grade and title subject to classification
Database Developer	P2	C	31.12.02	2.00	Grade and title subject to classification
IT Projects Officer	P2	C	31.12.02		Grade and title subject to classification
IT Help Desk officer	P2	C	31.12.02		Grade and title subject to classification
<i>Supervision</i>					
Head of Supervision	-	S	31.12.02		
<i>Department for Media Affairs</i>					
Budget/Administrative Officer	P2	C	31.12.02		
Director	-	S	31.12.02		
Senior Advisor for Media Affairs	-	S	31.12.02		
Interim Media Commissioner	-	S	31.12.02		
<i>Media Regulation, Laws and Standards</i>					
Head of Media Regulations, Laws, and Standards	-	S	31.12.02		
Senior Media Regulatory Advisor	-	S	31.12.02		
Senior Legal Advisor	-	S	31.12.02		
<i>Independent Media Support</i>					
Media Management Development Officer	-	S	31.12.02		
Radio Development Officer	-	S	31.12.02		
Print Media Development Officer	-	S	31.12.02		
Print Media Training Officer	-	S	31.12.02		
Broadcast Media Development Officer	-	S	31.12.02		
Head of Independent Media Support	-	S	31.12.02		
Broadcast Officer	-	S	31.12.02		

OSCE POST TABLE (continued)

Fund	Grade of Category* Post	Expiry Date of Post**	Number of Positions	Note
Main Programme				
<i>Subprogramme</i>				
Post Title				
<i>Media Monitoring</i>				
Head of Media Monitoring	-	S	31.12.02	
Media Analyst/Statistician	-	S	31.12.02	
<i>OSCE Offices - Media</i>				
Press and Media Officer	-	S	31.12.02	4.00
<i>Police Education and Development Management</i>				
Director-Police Education and Development	-	S	31.12.02	
Executive Officer of the Director	-	S	31.12.02	
Chief of Staff/Deputy Director	-	S	31.12.02	
<i>Administration</i>				
Head of Administration and Support	-	S	31.12.02	
Chief Finance and Administration	P3	C	31.12.02	
Administration Officer	-	S	31.12.02	
Finance Officer	P2	C	31.12.02	
Chief of Personnel Section	P3	C	31.12.02	
Chief Communications/ IT	-	S	31.12.02	
Chief General Services	-	S	31.12.02	
Building Management Officer	-	S	31.12.02	
Supply/Procurement Officer	-	S	31.12.02	
Maintenance Facility Officer	-	S	31.12.02	
Chief of Security/Transport Section	-	S	31.12.02	
Transportation Officer	-	S	31.12.02	
Chief of Recruitment And Selection	-	S	31.12.02	
Chief of Field And In-Service Training	-	S	31.12.02	
Head of Educational Support Division	-	S	31.12.02	
Chief of Community Liaison	-	S	31.12.02	
Head of Police Training Division	-	S	31.12.02	
Chief of Specialized Training	-	S	31.12.02	
Chief of Management Supervision Training	-	S	31.12.02	
Chief of Traffic Training Section	-	S	31.12.02	
Chief of Student Support Section	-	S	31.12.02	
Chief of General Policing Section	-	S	31.12.02	
Chief of Firearms Training Section	-	S	31.12.02	
Chief of Operational Police Skills Section	-	S	31.12.02	
Chief of Curriculum Section	-	S	31.12.02	
Chief Student Records	-	S	31.12.02	
Chief of Staff Development	-	S	31.12.02	
Chief of Evaluation Section	-	S	31.12.02	
Chief of Planning Section	-	S	31.12.02	
Police Instructor	-	S	31.12.02	79.00

OSCE POST TABLE (continued)

Fund	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
<i>Subprogramme</i>					
Post Title					
Secretariat Augmentation					
<i>Secretary General and Central Services</i>					
<i>Press and Public Information</i>					
Public Information Officer	P3	C	31.12.02		Grade and title subject to classification
Web Editor (Extranet) - 50 per cent	P2	C	31.12.02		
<i>Internal Oversight</i>					
Internal Auditor	P3	C	31.12.02		
Senior Auditing Assistant	G6	C	31.12.02		
Secretary - 50 per cent	G4	C	31.12.02		
<i>Conflict Prevention Activities</i>					
<i>Mission Programme Section</i>					
Senior Mission Programme Officer	P4	C	31.12.02		
Mission Monitoring Assistant	G5	C	31.12.02		
<i>Situation/Communication Room</i>					
Duty Officer	G5	C	31.12.02		
<i>Human Resources Management</i>					
<i>Recruitment</i>					
Recruitment Officer	P3	C	31.12.02	2.00	
Recruitment Assistant	G5	C	31.12.02	2.00	
Recruitment Secretary	G4	C	31.12.02		
<i>Personnel Management</i>					
Personnel Officer	P2	C	31.12.02		
Personnel Assistant	G5	C	31.12.02	2.00	
Personnel Clerk	G3	C	31.12.02		
<i>Department of Management and Finance/Common Services</i>					
<i>General Services</i>					
Administrative Assistant	G4	C	31.12.02		
Messenger	G2	C	31.12.02		
Manual Worker	G2	C	31.12.02		
Cleaner	G1	C	31.12.02	2.00	
<i>Finance Services</i>					
Finance Officer	P2	C	31.12.02		
Senior Budget Assistant	G6	C	31.12.02		
Treasury Assistant	G5	C	31.12.02		
Finance Assistant	G5	C	31.12.02	2.00	
Finance Assistant	G4	C	31.12.02		

OSCE POST TABLE (continued)

Fund	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
<i>Subprogramme</i>					
Post Title					
Budget Assistant	G5	C	31.12.02		
Budget Assistant	G4	C	31.12.02		
Treasury Assistant	G4	C	31.12.02		
<i>Information Technology Services</i>					
Information Technology Mission Support Co-ordinator	P3	C	31.12.02		
Web System Specialist	P2	C	31.12.02		
Senior Information Technology Assistant	G6	C	31.12.02		
Senior Programming Assistant (Oracle)	G6	C	31.12.02		
Programming Assistant	G5	C	31.12.02		
Senior Programming Assistant (REACT)	G6	C	31.12.02		
Information Technology User Support Assistant (Helpdesk) Kärntnerring	G5	C	31.12.02		
Information Technology User Support Assistant (Help Desk)	G5	C	31.12.02		
Senior Communications Assistant	G6	C	31.12.02		
<i>Mission Support Services</i>					
Chief for Mission Support	P4	C	31.12.02		
Supply Officer	P2	C	31.12.02		
Procurement Officer	P2	C	31.12.02		
Contracts Officer	P2	C	31.12.02		
Transport Assistant	G5	C	31.12.02		
Procurement Assistant	G5	C	31.12.02	4.00	
Vehicle Management Assistant	G5	C	31.12.02		
Supply Assistant	G5	C	31.12.02		
Transport Clerk	G3	C	31.12.02		
Supply Clerk	G3	C	31.12.02		
Warehouse Worker	G2	C	31.12.02		
Procurement Clerk	G3	C	31.12.02		
Driver	G2	C	31.12.02		
<i>Central Records and Documents Management</i>					
Records Management Support Assistant	G7	C	31.12.02		Grade and title subject to classification
Documents Assistant	G4	C	31.12.02	2.00	Grade and title subject to classification
ODIHR Augmentation					
<i>Human Dimension Activities</i>					
Political Adviser (Kosovo and the Stability Pact for South East Europe)	P3	C	31.12.02		

OSCE POST TABLE (continued)

<u>Fund</u>	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
<i>Subprogramme</i>					
Post Title					
<u>Spillover Monitor Mission to Skopje</u>					
<i>Head of Mission and Central Services</i>					
Head of Mission		S	31.12.02		
Deputy Head of Mission		S	31.12.02		
Political Advisor		S	31.12.02	2.00	
Senior Legal Advisor		S	31.12.02		
Executive Assistant to Head of Mission		S	31.12.02		
Mission Spokesperson		S	31.12.02		
Chairmanship Liaison Officer		S	31.12.02		
Elections Advisor/Liaison to ODIHR		S	31.12.02		
<i>Security</i>					
Mission Security Officer	P2	C	31.12.02		
<i>Administration and Finance Management</i>					
Head, Administration and Finance	P5	C	31.12.02		Grade and title subject to classification
Admin Officer (Police School)	-	S	31.12.02		
<i>General Services</i>					
Chief, General Services	P3	C	31.12.02		Grade and title subject to classification
Supply Officer		S	31.12.02		
Logistics Officer		S	31.12.02		
Transport Officer		S	31.12.02		
Procurement Officer		S	31.12.02		
<i>Finance</i>					
Finance/Accounts Officer	P2	C	31.12.02		Grade and title subject to classification
Finance Officer		C			National Officer
<i>Human Resources</i>					
Chief of Personnel	P3	C	31.12.02		
Personnel Officer		S	31.12.02		
Staff Counsellor	-	S	31.12.02		

OSCE POST TABLE (continued)

Fund	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
<i>Subprogramme</i>					
Post Title					
<i>Information Technology and Communications</i>					
IT/ Communication Officer	P3	C	31.12.02		Grade and title subject to classification
Communications Officer	-	S	31.12.02		
<i>Good Governance Programme</i>					
Management and Programme Officers					
Chief of TAP	-	S	31.12.02		
Local Governance Officer	-	S	31.12.02		
Local Governance Project Officer	-	S	31.12.02		
Inter-ethnic Relations Officer	-	S	31.12.02		
Media Development Officer (Liaison to OSCE FoMedia Rep)	-	S	31.12.02		
Development Fund Programme Officer	-	S	31.12.02		
Human Dimension Officer	-	S	31.12.02		
<i>Confidence-Building Monitoring Services Management</i>					
Head of Operations	-	S	31.12.02		
Deputy Head of Operations	-	S	31.12.02		
Senior Human Dimension Co-ordinator	-	S	31.12.02		
Human Dimension co-ordinator	-	S	31.12.02		
Border Monitor (Field Co-ordinator Future OPS)	-	S	31.12.02		
Border Monitor (Field Co-ordinator Current OPS)	-	S	31.12.02		
Border Monitor (OPS Officer)	-	S	31.12.02	2.00	
Border Monitor (OPS Reporting Officer)	-	S	31.12.02		
Border Monitor (Logistics Officer)	-	S	31.12.02		
Border Monitor (Chief Duty Officer)	-	S	31.12.02		
Border Monitor (Duty Officer)	-	S	31.12.02	4.00	
<i>Field Co-ordination - Kumanovo</i>					
Border Monitor (Head of Field Station)	-	S	31.12.02		
Border Monitor (Dpty Head of Field Station)	-	S	31.12.02		
Border Monitor (OPS Officer)	-	S	31.12.02		
Border Monitor (Duty Officer)	-	S	31.12.02		
Border Monitor (Logistics /Administration Officer)	-	S	31.12.02		
Border Monitor (Human Dimension)	-	S	31.12.02		
Border Monitor	-	S	31.12.02	18.00	

OSCE POST TABLE (continued)

Fund	Grade of Category* Post	Expiry Date of Post**	Number of Positions	Note
Main Programme				
<i>Subprogramme</i>				
Post Title				
<i>Confidence-Building Managers</i>				
Field Co-ordination - Tetovo				
Border Monitor (Head of Field Station)	- S	31.12.02		
Border Monitor (Dpty Head of Field Station)	- S	31.12.02		
Border Monitor (OPS Officer)	- S	31.12.02		
Border Monitor (Duty Officer)	- S	31.12.02		
Border Monitor (Logistics /Administration Officer)	- S	31.12.02		
Border Monitor(Human Dimension)	- S	31.12.02		
Border Monitor	- S	31.12.02	22.00	
<i>Confidence-Building Managers</i>				
Field Co-ordination - Gostivar				
Border Monitor (Team Leader)	- S	31.12.02		
Border Monitor (OPS Officer)	- S	31.12.02		
Border Monitor	- S	31.12.02	4.00	
<i>Field Co-ordination - Crna Gora</i>				
Border Monitor (Head of Field Station)	- S	31.12.02		
Border Monitor (Dpty Head of Field Station)	- S	31.12.02		
Border Monitor (OPS Officer)	- S	31.12.02		
Border Monitor (Duty Officer)	- S	31.12.02		
Border Monitor (Logistics/Administration Officer)	- S	31.12.02		
Border Monitor (Human Dimension)	- S	31.12.02		
Border Monitor	- S	31.12.02	18.00	
Police Advisor	- S	31.12.02	60.00	
<i>Confidence-Building Managers</i>				
Field Co-ordination - Struga				
Border Monitor (Team Leader)	- S	31.12.02		
Border Monitor (OPS Officer)	- S	31.12.02		
Border Monitor	- S	31.12.02	4.00	
<i>Field Co-ordination - Kicevo</i>				
Border Monitor (Team Leader)	- S	31.12.02		
Border Monitor (OPS Officer)	- S	31.12.02		
Border Monitor	- S	31.12.02	4.00	
<i>Field Co-ordination - Debar</i>				
Border Monitor (Team Leader)	- S	31.12.02		
Border Monitor (OPS Officer)	- S	31.12.02		
Border Monitor	- S	31.12.02	4.00	

OSCE POST TABLE (continued)

<u>Fund</u>	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
<i>Subprogramme</i>					
Post Title					
<i>Police Development Services Management</i>					
Director PDU	-	S	31.12.02		
Deputy Director PDU	-	S	31.12.02		
Legal Advisor	-	S	31.12.02		
Police Liaison Officer	-	S	31.12.02		
<i>Training Academy</i>					
Chief of Police Training	-	S	31.12.02		
Deputy Head of Police Training	-	S	31.12.02		
Police Instructor	-	S	31.12.02	36.00	
<i>Police Development Unit</i>					
Police Instructor	-	S	31.12.02	19.00	
<i>Field Training</i>					
Senior Field Training Co-ordinator	-	S	31.12.02		
Field Training Co-ordinator	-	S	31.12.02	19.00	
<i>Police Development Unit</i>					
Community Police Trainers					
CPLO Co-ordinator	-	S	31.12.02		
CPLO	-	S	31.12.02	20.00	
<i>Police Reforms</i>					
Police Reform Advisor	-	S	31.12.02	2.00	
Secretariat Augmentation					
<i>Conflict Prevention Activities</i>					
<i>Mission Programme Section</i>					
Junior Mission Programme Officer	P2	C	31.12.02		
Human Resources Management					
Personnel Management					
Personnel Assistant	G5	C	31.12.02		

* S = Seconded, C = Contracted

** Expiry date does not reflect PC approved mandate duration.



386th Plenary Meeting

PC Journal No. 386, Agenda item 2

**DECISION ON A
REVISED STANDARD SCALE OF CONTRIBUTIONS, SUBJECT TO A
SILENCE PROCEDURE EXPIRING ON WEDNESDAY,
3 APRIL 2002, AT 5 P.M.**

The Permanent Council,

Recalling the 1992 Helsinki Summit Decision No. 12 (the Helsinki Document 1992, Chapter XII), the 1997 Copenhagen Ministerial Council Decision No. 8 (MC(6).DEC/8) and the Vienna Ministerial Council Decision No. 6 (MC(8).DEC/6) on reviewing the OSCE scale of assessments and criteria for financing OSCE activities,

Recalling the Istanbul Summit Declaration (paragraph 44) and relevant decisions of the OSCE Permanent Council, in particular PC.DEC/408/Corr.1 of 5 April 2001,

1. Approves the attached Standard Scales of Contributions, which will apply retroactively from 1 January 2002 until 31 December 2002, and from 1 January 2003 until 31 December 2004 respectively (Annex), to expenditure other than that covered by the Vienna Scale of Contributions in accordance with PC.DEC/408/Corr.1 of 5 April 2001, and replace the scale decided at the 1992 Helsinki Summit;
2. Decides that, as an exceptional measure, the OSCE Mission to Croatia will be funded in 2002 through the application of the Scale of Contributions, as established by PC.DEC/408/Corr.1 of 5 April 2001;
3. Decides that the threshold of application for the Vienna Scale of Contributions shall be amended as follows:
 - As of 1 January 2003: €6 million;
 - As of 1 January 2004: €0 million;
4. Decides to instruct the Informal Financial Committee to open discussions immediately on the methodology which should be used to establish a new standard Scale of Contributions to fund OSCE activities other than missions and field operations, which is to be applied as of 1 January 2005. This methodology should take account of the following criteria:
 - Capacity to pay taking into account the United Nations criteria of contributions;

- The political nature of the Organization;
- A ceiling on the contribution of any one participating State;
- A floor on the contribution of any one participating State;
- Revision of the Scale every three years based on the above criteria and the current United Nations adjusted GNP figures.

The IFC should report on progress made to the Permanent Council by 1 October 2002.

**DECISION ON A
REVISED STANDARD SCALE OF CONTRIBUTIONS, SUBJECT TO A
SILENCE PROCEDURE EXPIRING ON WEDNESDAY,
3 APRIL 2002, AT 5 P.M.**

OSCE Helsinki Scale of Contribution

Participating State	Proposed Helsinki Scale 2002	Proposed Helsinki Scale 2003-2004
Albania	0.19	0.19
Germany	9.10	9.10
United States of America	9.00	9.00
Andorra	0.125	0.125
Armenia	0.15	0.11
Austria	2.05	2.30
Azerbaijan	0.15	0.11
Belarus	0.58	0.55
Belgium	3.55	3.55
Bosnia and Herzegovina	0.19	0.19
Bulgaria	0.55	0.55
Canada	5.45	5.45
Cyprus	0.19	0.19
Croatia	0.19	0.19
Denmark	2.05	2.05
Spain	3.80	4.00
Estonia	0.19	0.19
Finland	2.05	2.05
France	9.10	9.10
Georgia	0.17	0.11
United Kingdom	9.10	9.10
Greece	0.70	0.85
Hungary	0.70	0.70

Participating State	Proposed Helsinki Scale 2002	Proposed Helsinki Scale 2003-2004
Ireland	0.55	0.65
Iceland	0.19	0.19
Italy	9.10	9.10
Kazakhstan	0.475	0.475
Kyrgyzstan	0.15	0.11
Latvia	0.19	0.19
the former Yugoslav Republic of Macedonia	0.19	0.19
Liechtenstein	0.125	0.125
Lithuania	0.19	0.19
Luxembourg	0.55	0.55
Malta	0.125	0.125
Moldova	0.17	0.11
Monaco	0.125	0.125
Norway	2.05	2.15
Uzbekistan	0.475	0.465
Netherlands	3.80	3.80
Poland	1.40	1.40
Portugal	0.85	0.85
Romania	0.70	0.70
Russian Federation	9.00	9.00
San Marino	0.125	0.125
Holy See	0.125	0.125
Slovakia	0.33	0.33
Slovenia	0.19	0.19
Sweden	3.55	3.55
Switzerland	2.30	2.40
Tajikistan	0.15	0.11
Czech Republic	0.67	0.67

Participating State	Proposed Helsinki Scale 2002	Proposed Helsinki Scale 2003-2004
Turkmenistan	0.15	0.11
Turkey	1.00	1.00
Ukraine	1.49	0.95
New Member:		
Federal Republic of Yugoslavia	<u>0.19</u>	<u>0.19</u>
All participating States	100.00	100.00