

Chairmanship: Serbia

**SPECIAL MEETING OF THE PERMANENT COUNCIL  
(1084th Plenary Meeting)**

1. Date: Thursday, 31 December 2015

Opened: 10.35 a.m.

Closed: 11.10 a.m.

2. Chairperson: Mr. M. Pančeski

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

Agenda item 1: DECISION ON APPROVAL OF THE 2016 UNIFIED  
BUDGET

Chairperson

**Decision:** The Permanent Council adopted Decision No. 1197 (PC.DEC/1197) on approval of the 2016 Unified Budget, the text of which is appended to this journal.

Russian Federation (interpretative statement, see attachment 1 to the decision), Belarus (also on behalf of the Russian Federation) (interpretative statement, see attachment 2 to the decision), Luxembourg-European Union (interpretative statement, see attachment 3 to the decision), Ukraine (interpretative statement, see attachment 4 to the decision), Azerbaijan (interpretative statement, see attachment 5 to the decision), United States of America (interpretative statement, see attachment 6 to the decision), United Kingdom (interpretative statement, see attachment 7 to the decision), Germany (Annex)

Agenda item 2: REVIEW OF CURRENT ISSUES

None

Agenda item 3: ANY OTHER BUSINESS

None

4. Next meeting:

Thursday, 14 January 2016, at 10 a.m., in the Neuer Saal



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

PC.JOUR/1084  
31 December 2015  
Annex

ENGLISH  
Original: GERMAN

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**1084th Plenary Meeting**  
PC Journal No. 1084, Agenda item 1

## **STATEMENT BY THE DELEGATION OF GERMANY**

We have adopted a budget for 2016 just in time to enable the Organization to function effectively and without disruption, and also just in time to enable us all during the year of Germany's Chairmanship to address the urgent issues and to overcome the great challenges facing us.

I should like explicitly to thank everyone who has made this decision possible today, demonstrating in this way that we remain capable of acting even in difficult times.

I cannot hide the fact, however, that we would have preferred a different budget. The fact that some delegations have insisted on zero nominal growth not only made last-minute changes necessary but also brings problems in many areas, particularly for the High Commissioner on National Minorities (HCNM), the Representative on Freedom of the Media and the Office for Democratic Institutions and Human Rights (ODIHR), offices that in our view perform essential work for us all and in the interests of strengthening our common security, and that we would like to have seen strengthened.

For Germany as holder of the OSCE Chairmanship in 2016, the adoption of the 2016 Budget is nevertheless a positive signal as far as the implementation of the focuses of our Chairmanship are concerned. Our main concern has always been to improve the OSCE's capabilities in the conflict cycle. Although concessions had to be made even at the last moment, it has nevertheless been possible to substantially strengthen the Conflict Prevention Centre (CPC) through the creation of three new posts. These will extend the CPC's potential for early warning and conflict prevention, post-conflict rehabilitation and operative conflict management. This was urgently needed to provide even greater support for the large special missions like the Special Monitoring Mission to Ukraine (SMM) and to ensure that the OSCE also remains able to act in countries that no longer have field missions.

The adoption of the Budget will also enable us from the beginning of January to work intensively to safeguard the continued functioning of the SMM, through the extension of its mandate and also the provision of the necessary resources for it. We shall be commencing consultations in that regard in the very near future.

The crisis in and around Ukraine will unfortunately continue to occupy us intensively in 2016. The Heads of State or Government of the four Normandy States (Germany, France,

Russia and Ukraine) yesterday telephoned with one another and confirmed their concerted support for the continued full implementation in 2016 of the Minsk Package of Measures. Ambassador Sajdik, the Special Representative of the Chairperson-in-Office, and the co-ordinators of the Trilateral Contact Group's four working groups will step up their efforts.

Allow me to quote Federal Minister Steinmeier: "The OSCE and its institutions need to be in a position to actually fulfil their mandates in all conflicts and regions – in Ukraine, and also in the South Caucasus and Moldova. We cannot allow the dangerous tremors that are rippling through the European security order to spread to other regions of our continent. The remaining trouble spots must be resolved on the basis of the agreements that have been made, the OSCE principles and international law."

Apart from the crisis in and around Ukraine, Germany will also devote considerable attention to a solution of the protracted conflicts in the OSCE region. We shall appoint Ambassador Meier-Klodt as Special Representative for the "5+2" process and have set ourselves the objective of reviving formal negotiations. Parallel to this, work on confidence-building measures will need to be continued.

As holder of the OSCE Chairmanship and member of the Minsk Group, Germany supports the work of the Minsk Group and the efforts of the co-chairs to reach agreement on a solution to the conflict. These efforts must be intensified. We are concerned at the situation on the line of contact and at the border between Armenia and Azerbaijan. Germany supports suggestions by the co-chairs to create a mechanism to investigate ceasefire violations on the line of contact and the Armenia-Azerbaijan border. We shall renew Ambassador Andrzej Kasprczyk's appointment as Special Representative of the Chairperson-in-Office and are in favour of extending his capacities.

Ambassador Bächler, our designated Special Representative for South Caucasus, will look in detail at the conflicts in the region and has already participated as an observer in the most recent international talks in Geneva.

The German Chairmanship programme will also focus in particular on strengthening the OSCE's economic and environmental dimension. I am therefore pleased that it has been possible to strengthen the office of the Co-ordinator of OSCE Economic and Environmental Activities at least to a slight degree. There have also been increases in the budget for field missions: the office of the Project Co-ordinator in Ukraine has been augmented by 20.2 per cent, the Mission in Tajikistan by 5.7 per cent, and the Mission in Uzbekistan by 5.9 per cent. There have also been added resources for Ashgabat and Yerevan.

One piece of bad news for us is the fact that the Budget adopted today, as mentioned earlier, has not strengthened the offices of the HCNM and Representative on Freedom of the Media or the ODIHR as autonomous institutions to the extent that Germany would have wished. The decision nevertheless permits these institutions to put their specific plans for 2016 into practice.

Budget issues are not just about politics or specific tasks but always about housekeeping as well. A number of participating States have expressed serious reservations about the structure and distribution of resources in our Organization's budget. We therefore agreed in today's decision to set up a working group within the Advisory Committee on

Management and Finance, which we shall convene in the near future. I look forward to their intensive work and constructive results.

Once more, I should like to thank everyone who has contributed to the establishment of the Budget, and in particular also Mr. Erik Tintrup and Ms. Ilona Salaba and all the excellent people in the Secretariat. I wish you all a Happy New Year and us all every success in 2016.

**1084th Plenary Meeting**

PC Journal No. 1084, Agenda item 1

**DECISION No. 1197**  
**APPROVAL OF THE 2016 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 2016 Unified Budget contained in Annex I;
2. Approves the 2016 Unified Budget Post Table contained in Annex II;

II. Recalling relevant Ministerial Council Decisions, *inter alia*, No. 18/06 on further strengthening the effectiveness of OSCE executive structures and No. 19/06 on strengthening the effectiveness of the OSCE,

Taking into account Permanent Council Decision No. 705 of 1 December 2005 on the Common Regulatory Management System (CRMS), and striving to contribute to strengthening the efficiency, effectiveness and transparency of the OSCE,

Underlining the importance of the oversight of the OSCE's administrative and financial activities exercised by the participating States, and recalling Permanent Council Decision No. 552 of 27 June 2003, setting out the responsibilities of the Advisory Committee on Management and Finance (ACMF),

Taking into consideration financial constraints faced currently by the participating States and reiterating that any request for a supplementary budget during a financial year shall be met, wherever reasonable, by reallocating existing resources, and

Taking note of the report of the Secretary General to the Permanent Council on local staff income taxation, SEC.GAL/122/13 of 28 June 2013, its update, SEC.GAL/136/14 of 28 August 2014, as well as the Chairmanship Conference on Local Staff Income Tax held on 2 September 2014,

1. Undertakes to continue efforts, including throughout the Unified Budget cycle in 2016, to focus, streamline and prioritize the work of the OSCE across the three dimensions in those areas where it has comparative advantage;

2. Tasks the ACMF, in co-ordination with the Secretary General, to continue efforts to improve further the programme and budget planning process within the OSCE;
3. Tasks the fund managers to ensure full compliance of their programme activities with the body of the OSCE principles, commitments and decisions as well as their respective mandates;
4. Tasks the Chair of the ACMF to initiate a working group on horizontal issues of the OSCE budget in order to identify efficiencies in particular in the field of staff costs. The working group shall start its work as soon as possible and prepare recommendations to the ACMF by June 2016 to be taken to the Permanent Council and reflected in the 2017 Unified Budget Proposal if agreed. The chair of this group will report to the ACMF every three months;
5. Tasks the ACMF and the Chairmanship, in co-ordination with the Secretary General, to continue discussions on local staff income tax and to actively pursue solutions with a view to ensuring full compliance with the OSCE Staff Regulations and Staff Rules.

## THE 2016 UNIFIED BUDGET

<b>Fund</b>		<b>EUR</b>
<b>Main Programme</b>		
Programme		
<b><u>I. FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS</u></b>		
<b><u>The Secretariat</u></b>		
<b>Secretary General and Central Services</b>		
A.1.1	Executive Management	1,174,600
A.1.2	Security Management	401,000
A.1.3	External Co-operation	692,300
A.1.4	Legal Services	589,800
A.1.5	Communication and Media Relations Section	1,253,500
A.1.6	Conference and Language Services	5,149,400
A.2.1	Records Management	306,300
A.2.2	The OSCE Documentation Centre in Prague	424,100
B.4.1	Gender Issues	<u>401,800</u>
	<b>Total</b>	<b>10,392,800</b>
<b>Chairman-in-Office</b>		
A.1.1	Short Term Mission/Visits of CiO and PR of the CiO	534,000
A.1.2	Advisory Committee on Management and Finance (ACMF)	15,000
A.1.3	Panel of Adjudicators	39,000
A.1.4	Audit Committee	49,200
A.1.5	External Auditors	<u>100,000</u>
	<b>Total</b>	<b>737,200</b>
<b>Internal Oversight</b>		
A.1.1	Internal Oversight	<u>1,408,000</u>
	<b>Total</b>	<b>1,408,000</b>
<b>Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings</b>		
B.4.1	Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings	<u>935,300</u>
	<b>Total</b>	<b>935,300</b>
<b>Addressing Transnational Threats</b>		
B.4.1	Co-ordination of TNT Activities	556,500
B.4.2	Strategic Police Matters Unit	652,200
B.4.3	Action against Terrorism	895,300



**THE 2016 UNIFIED BUDGET (continued)**

<b>Fund</b>		
<b>Main Programme</b>		
Programme		<b>EUR</b>
B.4.4	Borders Security and Management	<u>510,500</u>
	<b>Total</b>	<b>2,614,500</b>
	<b>Activities Relating to the Economic and Environmental Aspects of Security</b>	
B.2.1	Co-ordinator of OSCE Economic and Environmental Activities	1,696,800
B.2.2	Economic and Environmental Forum	<u>444,200</u>
	<b>Total</b>	<b>2,141,000</b>
	<b>Conflict Prevention</b>	
A.1.1	CPC Direction and Management	423,800
A.1.2	Policy Support Service	1,303,100
A.1.3	Operations Service	897,500
A.1.4	Programming and Evaluation Support Unit	376,200
B.1.1	FSC Chairmanship	41,700
B.1.2	FSC Support	676,100
B.1.3	Communications Network	<u>584,500</u>
	<b>Total</b>	<b>4,302,900</b>
	<b>Human Resources Management</b>	
A.2.1	HR Direction and Management	456,700
A.2.2	HR Services	1,178,300
A.2.3	Common Staff Costs	1,904,200
A.2.4	Talent Management	<u>1,783,100</u>
	<b>Total</b>	<b>5,322,300</b>
	<b>Department of Management and Finance</b>	
A.2.1	Management and Co-ordination	566,900
A.2.2	Budget and Finance Services	1,352,000
A.2.3	Information and Communication Technology Services	1,871,800
A.2.4	Mission Support Service	1,483,700
A.2.5	Secretariat Common Operational Costs	<u>3,227,100</u>
	<b>Total</b>	<b>8,501,500</b>
	<b>Total for the Secretariat</b>	<b>36,355,500</b>
	<b><u>Office for Democratic Institutions and Human Rights</u></b>	
A.1.1	Direction and Policy	1,286,400
A.2.1	Fund Administration Unit	2,150,400
A.2.2	Common Operational Costs	800,600
B.3.1	Human Dimension Meetings	603,000

**THE 2016 UNIFIED BUDGET (continued)**

<b><u>Fund</u></b>		
<b>Main Programme</b>		
Programme		<b>EUR</b>
B.3.2	Democratization	1,511,500
B.3.3	Human Rights	1,232,200
B.3.4	Elections	6,480,200
B.3.5	Tolerance and Non-Discrimination	1,431,300
B.3.6	Roma and Sinti Issues	<u>549,600</u>
	<b>Total</b>	<b>16,045,200</b>
<b><u>High Commissioner on National Minorities</u></b>		
A.2.1	Fund Administration Unit	372,600
A.2.2	Common Operational Costs	171,200
B.1.1	Office of the High Commissioner	<u>2,863,800</u>
	<b>Total</b>	<b>3,407,600</b>
<b><u>Representative on Freedom of the Media</u></b>		
A.1.1	Freedom of the Media	<u>1,481,600</u>
	<b>Total</b>	<b>1,481,600</b>
<b>TOTAL FOR FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS</b>		<b>57,289,900</b>
<b><u>II. FUNDS RELATED TO OSCE FIELD OPERATIONS</u></b>		
<b><u>Augmentations</u></b>		
<b>Secretariat Augmentations</b>		
A.1.1	Communication and Media Relations Section	273,600
A.1.2	Internal Oversight	186,700
A.1.3	Policy Support Service	322,300
A.1.4	Operations Service	197,100
A.1.5	Programming and Evaluation Support Unit	76,900
A.2.1	HR Services	280,600
A.2.2	Talent Management	316,900
A.2.3	Management and Co-ordination	76,500
A.2.4	Budget and Finance Services	664,000
A.2.5	Information and Communication Technology Services	1,118,800
A.2.6	Mission Support Service	989,900
	<b>Total</b>	<b>4,503,300</b>
<b>ODIHR Augmentation</b>		
B.3.1	ODIHR Democratization	<u>234,100</u>
	<b>ODIHR Augmentation Total</b>	<b>234,100</b>
<b>Total for Augmentations</b>		<b>4,737,400</b>

**THE 2016 UNIFIED BUDGET (continued)**

<b>Fund</b>		<b>EUR</b>
<b>Main Programme</b>		
Programme		
<b>SOUTH-EASTERN EUROPE</b>		
<b><u>Mission in Kosovo</u></b>		
A.1.1	Office of Head of Mission	2,948,800
A.2.1	Fund Administration Unit	2,603,100
A.2.2	Common Operational Costs	3,057,500
B.1.1	Security and Public Safety	1,497,800
B.3.1	Democratization	1,979,400
B.3.2	Human Rights and Communities	<u>5,855,800</u>
	<b>Total</b>	<b>17,942,400</b>
<b><u>Mission to Bosnia and Herzegovina</u></b>		
A.1.1	Office of Head of Mission	2,100,900
A.2.1	Fund Administration Unit	1,723,900
A.2.2	Common Operational Costs	2,309,500
A.2.3	Shared Service Centre, ICT Help Desk	111,200
B.3.1	Human Dimension	<u>5,247,800</u>
	<b>Total</b>	<b>11,493,300</b>
<b><u>Mission to Serbia</u></b>		
A.1.1	Office of Head of Mission	1,004,600
A.2.1	Fund Administration Unit	658,500
A.2.2	Common Operational Costs	1,062,000
B.1.1	Police Affairs	951,100
B.3.1	Democratization	1,181,300
B.3.2	Media	425,500
B.3.3	Rule of Law and Human Rights	<u>1,082,000</u>
	<b>Total</b>	<b>6,365,000</b>
<b><u>Presence in Albania</u></b>		
A.1.1	Office of Head of Mission	473,200
A.2.1	Fund Administration Unit	399,100
A.2.2	Common Operational Costs	593,100
B.1.1	Security Co-operation	359,100
B.2.1	Governance in Economic and Environmental Issues	304,400
B.3.1	Democratization	435,200
B.3.2	Rule of Law and Human Rights	<u>343,800</u>
	<b>Total</b>	<b>2,907,900</b>
<b><u>Mission to Skopje</u></b>		
A.1.1	Office of Head of Mission	987,700

**THE 2016 UNIFIED BUDGET (continued)**

<b>Fund</b>		
<b>Main Programme</b>		
Programme		<b>EUR</b>
A.2.1	Fund Administration Unit	779,800
A.2.2	Common Operational Costs	984,500
B.1.1	Public Safety and Community Outreach	1,774,900
B.3.1	Human Dimension	<u>1,819,100</u>
	<b>Total</b>	<b>6,346,000</b>
 <b><u>Mission to Montenegro</u></b>		
A.1.1	Office of Head of Mission	336,000
A.2.1	Fund Administration Unit	270,800
A.2.2	Common Operational Costs	416,000
B.1.1	Security Co-operation	359,000
B.3.1	Democratization	398,800
B.3.2	Media	115,300
B.3.3	Rule of Law and Human Rights	<u>250,300</u>
	<b>Total</b>	<b>2,146,200</b>
	 <b>Total for South-Eastern Europe</b>	 <b>47,200,800</b>
 <b>EASTERN EUROPE</b>		
 <b><u>Mission to Moldova</u></b>		
A.1.1	Office of Head of Mission	437,800
A.2.1	Fund Administration Unit	234,800
A.2.2	Common Operational Costs	586,000
B.1.1	Conflict Prevention/Resolution	477,300
B.3.1	Human Rights Monitoring/Democratization	295,100
B.3.2	Anti-Trafficking/Gender	<u>261,000</u>
	<b>Total</b>	<b>2,292,000</b>
 <b><u>Project Co-ordinator in Ukraine</u></b>		
A.1.1	Office of Head of Mission	283,500
A.2.1	Fund Administration Unit	387,800
A.2.2	Common Operational Costs	512,900
B.3.1	Democratization and Good Governance	483,900
B.3.2	Rule of Law and Human Rights	754,700
B.4.1	Human Security	563,000
B.4.2	Economic, Environmental and Politico-Military Projects	<u>613,000</u>
	<b>Total</b>	<b>3,598,800</b>

**THE 2016 UNIFIED BUDGET (continued)**

<u>Fund</u>	<b>EUR</b>
<b>Main Programme</b>	
Programme	
<b><u>Representative to the Latvian-Russian Joint Commission on Military Pensioners</u></b>	
A.1.1 Office of Head of Mission	<u>5,000</u>
<b>Total</b>	<b>5,000</b>
<b>Total for Eastern Europe</b>	<b>5,895,800</b>
<b>CAUCASUS</b>	
<b><u>Office in Yerevan</u></b>	
A.1.1 Office of Head of Mission	315,800
A.2.1 Fund Administration Unit	240,300
A.2.2 Common Operational Costs	402,400
B.1.1 Politico-Military Activities	543,100
B.2.1 Economic and Environmental Activities	535,000
B.3.1 Democratization	313,900
B.3.2 Human Rights	337,800
B.4.1 Good Governance	<u>341,900</u>
<b>Total</b>	<b>3,030,200</b>
<b><u>High-Level Planning Group</u></b>	
A.1.1 Office of Head of Mission	<u>257,700</u>
<b>Total</b>	<b>257,700</b>
<b><u>The Minsk Process</u></b>	
A.1.1 Office of Head of Mission	<u>927,500</u>
<b>Total</b>	<b>927,500</b>
<b><u>Personal Representative of the CiO on the Conflict Dealt with by the Minsk Conference</u></b>	
A.1.1 Office of Head of Mission	474,000
A.2.1 Fund Administration Unit	246,100
A.2.2 Common Operational Costs	<u>519,100</u>
<b>Total</b>	<b>1,239,200</b>
<b>Total for Caucasus</b>	<b>5,454,600</b>
<b>CENTRAL ASIA</b>	
<b><u>Programme Office in Astana</u></b>	
A.1.1 Office of Head of Mission	214,000
A.2.1 Fund Administration Unit	279,900

**THE 2016 UNIFIED BUDGET (continued)**

<b>Fund</b>		
<b>Main Programme</b>		
Programme		<b>EUR</b>
A.2.2	Common Operational Costs	343,400
B.1.1	Politico-Military Activities	435,900
B.2.1	Economic and Environmental Activities	439,500
B.3.1	Human Dimension Activities	436,000
	<b>Total</b>	<b>2,148,700</b>
<b><u>Centre in Ashgabat</u></b>		
A.1.1	Office of Head of Mission	352,900
A.2.1	Fund Administration Unit	196,300
A.2.2	Common Operational Costs	299,300
B.1.1	Conflict Prevention and Confidence- and Security-Building	255,500
B.2.1	Economic and Environmental Activities	241,300
B.3.1	Human Dimension Activities	256,900
	<b>Total</b>	<b>1,602,200</b>
<b><u>Centre in Bishkek</u></b>		
A.1.1	Office of Head of Mission	1,216,600
A.2.1	Fund Administration Unit	683,100
A.2.2	Common Operational Costs	898,100
B.1.1	Politico-Military Activities	1,754,700
B.2.1	Economic and Environmental Activities	1,299,400
B.3.1	Human Dimension Activities	1,057,700
	<b>Total</b>	<b>6,909,600</b>
<b><u>Project Co-ordinator in Uzbekistan</u></b>		
A.1.1	Office of Head of Mission	225,200
A.2.1	Fund Administration Unit	136,500
A.2.2	Common Operational Costs	288,600
B.1.1	Politico-Military Activities	417,500
B.2.1	Economic and Environmental Activities	547,000
B.3.1	Human Dimension Activities	497,500
	<b>Total</b>	<b>2,112,300</b>
<b><u>Office in Tajikistan</u></b>		
A.1.1	Office of Head of Mission	1,340,900
A.2.1	Fund Administration Unit	748,100
A.2.2	Common Operational Costs	1,500,200
B.1.1	Political and Military Aspects of Security	1,932,800
B.2.1	Economic and Environmental Activities	1,073,500
B.3.1	Human Dimension Activities	1,160,800
	<b>Total</b>	<b>7,756,300</b>

**THE 2016 UNIFIED BUDGET (continued)**

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<b><u>Fund</u></b>	
<b>Main Programme</b>	
<b>Programme</b>	<b>EUR</b>
<b>Total for Central Asia</b>	<b>20,529,100</b>
<b>TOTAL FOR FUNDS RELATED TO OSCE FIELD OPERATIONS</b>	<b>83,817,700</b>
<b>GRAND TOTAL</b>	<b>141,107,600</b>

## POST TABLE

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
<b><u>The Secretariat</u></b>			
<b>Secretary General and Central Services</b>			
<b>A.1.1 Executive Management</b>			
Secretary General	SG	1.0	
Director, Office of the Secretary General	D1	1.0	
Senior Adviser	P4	1.0	
Senior Co-ordination Adviser	P4	1.0	
Executive Officer	S	3.0	
Senior Afghanistan Engagement Support Adviser	S	1.0	
Senior Planning and Policy Officer	S	1.0	
Senior Political/Administrative Assistant	G7	1.0	
Senior Executive Assistant	G7	1.0	
Senior Secretary	G6	1.0	
Senior Secretary, OSG	G5	1.0	
Driver	G3	1.0	
<b>A.1.2 Security Management</b>			
Head, Security Management	P5	1.0	
Field Security Officer	P3	1.0	
Protective Services Officer	P2	1.0	
Administrative Assistant	G5	1.0	
<b>A.1.3 External Co-operation</b>			
Head, External Co-operation Section	P5	1.0	
Senior External Co-operation Officer	P4	2.0	
External Co-operation Officer	P3	1.0	
External Co-operation Officer	S	1.0	
Senior External Co-operation Assistant	G6	1.0	
Secretary	G4	1.0	
<b>A.1.4 Legal Services</b>			
Head, Legal Services	P5	1.0	
Legal Adviser	P4	1.0	
Legal Officer	P3	2.0	
Legal Officer	S	1.0	
Associate Legal Officer	S	1.0	
Legal Assistant	G5	1.0	



**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
Administrative Assistant	G4	1.0	
<b>A.1.5 Communication and Media Relations Section</b>			
Spokesperson/Head of COMMS	P5	1.0	
Deputy Spokesperson/Deputy Head of COMMS	P4	1.0	
Online Communications Manager	P4	1.0	
Editor	P3	1.0	
Media Officer	P3	1.0	
Web Architect	P3	1.0	
Media and Outreach Officer	P3	1.0	
Assistant Web Developer	P1	1.0	
Senior Media Assistant	G6	1.0	
Media Assistant	G5	1.0	
<b>A.1.6 Conference and Language Services</b>			
Head, Conference Services	P5	1.0	
Chief Linguist	P4	1.0	
Conference Officer	P3	1.0	
Senior Language Services Assistant	G6	1.0	
Senior Meetings Assistant	G6	4.0	
Supervisor, Meetings Support and Documents Unit	G6	1.0	
Administrative Assistant	G5	1.0	
Assistant Supervisor, Documents Control	G5	1.0	
Assistant Supervisor, Meetings Support and Documents Unit	G5	1.0	
Protocol Assistant	G5	1.0	
Administrative Secretary	G4	1.0	
Support Services Assistant	G4	1.0	
Technical Assistant	G4	1.0	
Text Control and Reference Assistant	G4	1.0	
Word Processing Operator	G4	9.5	
Documents and Meetings Support Assistant	G4	4.0	
Meetings Support Services Clerk	G3	1.0	
<b>A.2.1 Records Management</b>			
Chief, Records Management	P3	1.0	
Registry and Records Assistant	G4	3.0	

**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
Post Title			
<b>A.2.2 The OSCE Documentation Centre in Prague</b>			
Head of Office and Officer in Charge of Meetings	S	1.0	Change from programme Prague Office
Senior Documentation and Information Assistant	G7	1.0	Change from programme Prague Office
Senior Information Technology Assistant	G6	1.0	Change from programme Prague Office
Senior Finance and Administrative Assistant	G6	1.0	Change from programme Prague Office
Administrative Secretary	G5	1.0	Change from programme Prague Office
Archives Assistant	G5	1.0	Change from programme Prague Office
Information Technology Assistant	G4	1.0	Change from programme Prague Office
Cleaner/Photocopier	G1	1.0	Change from programme Prague Office
<b>B.4.1 Gender Issues</b>			
Senior Adviser on Gender Issues	P5	1.0	
Adviser on Gender Issues	P3	1.0	
Adviser on Gender Issues	S	1.0	
Gender Adviser	S	1.0	
Administrative/Programme Assistant	G5	1.0	
<b>Internal Oversight</b>			
<b>A.1.1 Internal Oversight</b>			
Director of Internal Oversight	D2	1.0	
Head, Internal Audit/Deputy Director	P5	1.0	
Head of Evaluation/Deputy Director	P5	1.0	
Senior Auditor	P4	1.0	
Senior Investigator	P4	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Senior Evaluator	P4	1.0	
Auditor	P3	3.0	
Evaluation Officer	S	1.0	
Senior Auditing Assistant	G6	1.0	
Senior Administrative Assistant	G6	1.0	Transfer from Augmentations
<b>Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings</b>			
<b>B.4.1 Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings</b>			
Special Representative	S	1.0	
Deputy Co-ordinator, Combating Trafficking in Human Beings	S	1.0	
Senior Co-ordination Adviser	P4	1.0	
Adviser	P3	1.0	
Programme Officer	P3	1.0	
Programme Officer	P3	0.7	Full post budgeted for eight months
Programme and Capacity-Building Officer	P3	0.3	New post, full post budgeted for four months
Associate Officer on CTHB	P2	1.0	
Assistant Officer on CTHB	P1	1.0	
Public Information Officer	S	1.0	
Executive Programme Officer	S	1.0	
Country Visit Officer	S	1.0	
Administrative Assistant	G5	1.0	
Senior Secretary	G5	1.0	
<b>Addressing Transnational Threats</b>			
<b>B.4.1 Co-ordination of TNT Activities</b>			
Co-ordinator of Activities to Address Transnational Threats	D1	1.0	
Information Management Officer	P3	1.0	
Associate Cyber-Security Officer	P2	1.0	
Policy and Co-ordination Officer	S	1.0	
Senior Information Management Assistant	G6	1.0	Downgrade
Senior Secretary	G6	1.0	Upgrade

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
<b>B.4.2 Strategic Police Matters Unit</b>			
Head, Strategic Police Matters Unit	S	1.0	
Deputy Head of SPMU, Community Police Adviser	P4	1.0	
Police Affairs Officer on Combating Illicit Drugs	P4	1.0	
Police Affairs Officer, Adviser on Analysis and Reporting	P4	1.0	
Police Affairs Officer, Adviser on Combating THB	S	1.0	
Police Affairs Officer, Adviser on Fight against Crime	S	1.0	
Police Affairs Officer, Adviser on Research and Analysis	S	1.0	
Police Affairs Officer, Planning and Project Co-ordination	S	1.0	
Administrative Assistant	G5	1.0	Upgrade
<b>B.4.3 Action against Terrorism</b>			
Head, Anti-Terrorism Issues Unit	S	1.0	
Deputy Head, Anti-Terrorism Issues Unit	P4	1.0	
Senior Programme Officer	P4	0.3	Full post budgeted for four months
Programme Officer	P3	1.0	
Associate Programme Officer	P2	2.0	
Associate Programme Officer	P2	0.7	New post, full post budgeted for eight months
Assistant Programme Officer	P1	1.0	
Assistant Programme Officer	P1	0.7	New post, full post budgeted for eight months
Adviser on Anti-Terrorism Issues	S	1.0	
Counter-Terrorism Officer	S	1.0	
Senior Legal Counter-Terrorism Adviser	S	1.0	
Project Assistant	G5	1.0	
<b>B.4.4 Borders Security and Management</b>			
Head, Border Security and Management Unit	S	1.0	
Customs Adviser	P3	1.0	

**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
Post Title			
Programme Management Officer	P3	1.0	
Border Adviser	P2	1.0	
Border Adviser	S	1.0	
Administrative Assistant	G4	1.0	
<b>Activities Relating to the Economic and Environmental Aspects of Security</b>			
<b>B.2.1 Co-ordinator of OSCE Economic and Environmental Activities</b>			
Co-ordinator of OSCE Economic and Environmental Activities	D2	1.0	
Deputy Co-ordinator/Head, Economic Activities	P5	1.0	
Deputy Co-ordinator/Head, Environmental Activities	P5	1.0	
Senior Economic and Environmental Officer	P4	1.0	
Senior Economic Officer	P4	1.0	
Senior Environmental Affairs Adviser	P4	1.0	
Economic Adviser	P3	1.0	
Environmental Programme Officer	P3	1.0	
Associate Environmental Affairs Officer	P2	1.0	
Anti-Corruption Officer	P2	1.0	New post
Economic Affairs Officer	S	1.0	
Associate Economic Affairs Officer	S	1.0	
Economic and Environmental Affairs Adviser	S	1.0	
Environmental Affairs Adviser	S	1.0	
Senior Programme Officer, Energy Security	S	1.0	
Programme Officer, Economic Co-operation and Governance	S	1.0	
Associate Environmental Governance Officer	S	1.0	
Executive Secretary	G6	1.0	
Administrative Assistant	G5	1.0	
Programme Assistant	G5	1.0	
Programme Assistant	G5	1.0	Upgrade
Administrative Assistant	G4	1.0	
<b>Conflict Prevention</b>			
<b>A.1.1 CPC Direction and Management</b>			
Director of the CPC/Deputy Head of the OSCE Secretariat	D2	1.0	
Planning and Co-ordination Officer	P3	1.0	

**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
Post Title			
Senior Secretary	G5	1.0	
Secretary	G4	1.0	
<b>A.1.2 Policy Support Service</b>			
Deputy Director for Policy Support Service	P5	1.0	
Senior Policy Support Officer	P4	3.0	
Senior Policy Support Officer	P4	1.0	New post
Policy Support Officer	P3	2.0	
Policy Support Officer	P3	1.0	
Policy Support Officer	S	5.0	
Senior Policy Support Assistant	G6	1.0	
Senior Policy Support Assistant	G6	1.0	Transfer from Augmentations
Senior Policy Support Assistant	G6	1.0	New post
Secretary	G4	1.0	
<b>A.1.3 Operations Service</b>			
Deputy Director for Operations Service	P5	1.0	
Senior Operational Adviser	P4	1.0	
Operational Support Officer	P3	1.0	
Chief, Situation/Communications Room	S	1.0	
Operational Support Officer	S	1.0	
Mediation Support Officer	S	3.0	
Analyst/Researcher	S	1.0	
Deputy Chief, Situation/Communications Room	G6	1.0	
Senior Operations Assistant	G6	1.0	Upgrade
Duty Officer	G5	3.0	
Secretary	G4	1.0	New post
<b>A.1.4 Programming and Evaluation Support Unit</b>			
Chief, Programming and Evaluation Support Unit	P4	1.0	
Project/Programme Evaluation Officer	P3	1.0	
Associate Project Co-ordination Officer	P2	1.0	
Senior Project Assistant	G6	1.0	
<b>B.1.1 FSC Support</b>			
Senior FSC Support Officer	P4	1.0	
Project Support Officer	P3	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
CSBM Officer	P3	1.0	
Associate Project Officer	P2	1.0	
FSC Support Officer	S	1.0	
Associate Regional Project Officer	S	1.0	
Programme Assistant	G5	1.0	
Office Assistant	G4	1.0	
<b>B.1.2 Communications Network</b>			
Senior Communications Network Officer	P4	1.0	
Network Management Officer	P3	1.0	
Senior Network Management Assistant	G6	1.0	
<b>Human Resources Management</b>			
<b>A.2.1 HR Direction and Management</b>			
Director for Human Resources	D2	1.0	
Planning and Co-ordination Officer	P3	1.0	
Senior Secretary	G5	1.0	
<b>A.2.2 HR Services</b>			
Deputy Director/Head, HR Services and OSCE Ethics Co-ordinator	P5	1.0	
Chief, Payroll and HR ERP Systems	P4	1.0	
Human Resources Officer	P3	1.0	
Senior IRMA HR Support Assistant	G7	1.0	Transfer from Augmentations
Senior Payroll Assistant	G6	2.0	
Senior HR Assistant	G6	3.0	
Payroll Assistant	G5	1.0	
HR Assistant	G4	1.0	
HR Assistant	G4	1.0	
HR Clerk	G3	1.0	
<b>A.2.3 Talent Management</b>			
Deputy Director/Head, Talent Management Section	P5	1.0	
Chief, Learning and Development Unit	P4	1.0	
Chief, Recruitment Unit	P4	1.0	
Learning and Development Officer	P3	2.0	
Talent Management Officer	S	1.0	
Senior HR Assistant	G7	1.0	
Senior Recruitment Assistant	G6	3.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Senior Learning and Development Assistant	G6	1.0	
Learning and Development Assistant	G5	2.0	
Recruitment Assistant	G4	1.0	
HR Assistant	G4	1.0	
Learning and Development Clerk	G3	1.0	
<b>Department of Management and Finance</b>			
<b>A.2.1 Management and Co-ordination</b>			
Director for Management and Finance	D2	1.0	
IT Security Co-ordinator	P4	1.0	
Risk Management and Internal Control Officer	P3	1.0	
Associate Risk Management Officer	P2	1.0	
Senior Administrative Assistant	G6	1.0	
<b>A.2.2 Budget and Finance Services</b>			
Deputy Director for Budget and Finance Services	P5	1.0	
Chief, Accounts Unit	P4	1.0	
Treasurer	P4	1.0	
Senior Extrabudgetary Contributions Officer	P4	1.0	
Chief, Budget Unit	P4	1.0	
Budget Officer	P3	1.0	
Associate Treasury Officer	P2	1.0	
Associate Finance Officer	P2	1.0	New post
Senior Finance Assistant	G7	1.0	
Senior Accounting Assistant	G6	1.0	
Senior Administrative/Finance Assistant	G6	1.0	
Senior Treasury Assistant	G6	1.0	
Senior Extrabudgetary Contributions Assistant	G6	1.0	
<b>A.2.3 Information and Communication Technology Services</b>			
Deputy Director for ICT Services	P5	1.0	
Chief, ICT Infrastructure Support	P4	1.0	
IT Governance, Security and Systems Architect	P4	1.0	
Chief, Software Development	P4	1.0	
Chief, Functional Support	P4	1.0	
Senior Information Technology Assistant	G7	1.0	
Senior ERP Applications Assistant	G7	2.0	
Senior System Administration Assistant	G7	1.0	Transfer from Augmentations



**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
Senior ICT Assistant	G6	1.0	
Senior Information Technology Assistant	G6	2.0	
Senior IT Assistant	G6	1.0	
Senior IT Assistant, Database Administrator	G6	1.0	
Senior Programme Assistant	G6	1.0	
Senior Programming Assistant	G6	1.0	
ICT Assistant	G5	1.0	
Information Technology User Support Assistant	G5	2.0	
ICT Help Desk Assistant	G4	1.0	
<b>A.2.4 Mission Support Service</b>			
Deputy Director for Mission Support Services	P5	1.0	
Chief, Procurement and Contracting Unit	P4	1.0	
Chief, Asset Management and Logistics Unit	P4	1.0	
Procurement Officer	P3	1.0	
Chief, Building Support Services	P3	1.0	
Associate Asset Management Officer	P2	1.0	
Associate Procurement Officer	P2	1.0	
Senior Asset Management Assistant	G6	1.0	
Senior Building Maintenance Assistant	G6	1.0	
Senior Travel Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Asset Management Assistant	G5	1.0	
Building Maintenance Assistant	G5	1.0	
Mission Support Assistant	G5	1.0	
Transport Dispatcher	G3	1.0	
Warehouse Clerk	G3	1.0	
Receptionist	G3	1.6	
Messenger	G2	1.0	
Manual Worker	G2	1.0	
<b>A.2.5 Secretariat Common Operational Costs</b>			
Security Guard	G3	2.0	
Driver	G2	1.0	
Cleaner	G1	6.0	
<b><u>Total for the Secretariat</u></b>		<b><u>320.8</u></b>	

**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
Post Title			
<b><u>Office for Democratic Institutions and Human Rights</u></b>			
<b>A.1.1 Direction and Policy</b>			
Director of ODIHR	D/ODI	1.0	
First Deputy Director of ODIHR	D1	1.0	
Second Deputy Director of ODIHR	P5	1.0	
Project Co-ordinator	P4	1.0	
Spokesperson/Senior Press and Public Information Officer	P4	1.0	
Editor	P3	1.0	
Web Editor	P2	1.0	
Special Adviser	S	1.0	
Special Adviser/Director's Representative in Vienna	S	1.0	
Policy and Fund Raising Adviser	S	1.0	
Senior Political Adviser/Head of Director's Office	S	1.0	
Executive Assistant	G7	1.0	
Administrative Assistant/Human Dimension Meetings Assistant	G5	1.0	
Press and Public Affairs Assistant	G5	1.0	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Finance/Deputy Head, Common Services	P4	1.0	
Chief, Human Resources Unit	P3	1.0	
Chief, ICT	P3	1.0	
Logistics and Security Officer	P3	1.0	
Procurement Officer	P3	1.0	
Finance Officer	P2	1.0	
Associate Procurement and Contracting Officer, EOM	P2	3.0	
Associate Documents and Records Management Officer	P2	1.0	
Finance Officer, Elections	P2	1.0	
Senior Administrative Assistant	G7	1.0	
Senior Finance Assistant	G7	1.0	
Senior Finance Assistant	G6	1.0	
Senior Information Technology Assistant	G6	1.0	
Senior IT Assistant	G6	2.0	
Senior Personnel Assistant	G6	1.0	

**POST TABLE (continued)**

<b>Fund</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Main Programme</b>	<b>Grade</b>	<b>of Posts</b>	
<b>Programme</b>			
Post Title			
Senior Procurement Assistant	G6	1.0	
Senior Procurement/Asset Management Assistant	G6	1.0	
Senior Recruitment Assistant	G6	1.0	
Senior Budget Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Budget Assistant	G5	7.0	
Documents and Records Management Assistant	G5	1.0	
Finance Assistant	G5	1.0	
ICT Assistant	G5	2.0	
Logistics and Shipping Assistant	G5	1.0	
Meetings and Building Services Assistant	G5	1.0	
Personnel/Training Assistant	G5	1.0	
Procurement Assistant	G5	0.5	Change to part-time
Procurement Assistant	G5	0.5	Change to part-time
Supply Assistant	G5	1.0	
Treasury Assistant	G5	1.0	
Documents and Records Management Assistant	G4	1.0	
Finance Assistant	G4	1.0	
Front Office Clerk	G3	2.5	
<b>A.2.2 Common Operational Costs</b>			
Senior Driver	G3	1.0	
Driver	G2	1.0	
<b>B.3.1 Human Dimension Meetings</b>			
Human Dimension Meetings Officer	P2	1.0	
Senior Human Dimension Meetings Assistant	G6	1.0	
<b>B.3.2 Democratization</b>			
Head, Democratization Department	P5	1.0	
Chief, Legislative Support Unit	P4	1.0	
Chief, Rule of Law Unit	P4	1.0	
Chief, Democratic Governance and Gender Unit	P4	1.0	
Adviser on Gender Issues	P3	1.0	
Legislative Support Officer	P3	2.0	
Migration/Freedom of Movement Adviser	P3	1.0	
Deputy Chief, Rule of Law Unit	P3	1.0	
Advisor on Migration, Freedom of Movement and Human Contacts	P3	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
Associate Democratic Governance Officer	P2	1.0	
Associate Gender Officer	P2	1.0	
Democratic Governance Officer	S	1.0	
Legal Officer	S	1.0	
Rule of Law Officer	S	3.0	
Senior Administrative Assistant	G6	2.0	
Administrative Assistant	G5	2.0	
<b>B.3.3 Human Rights</b>			
Head, Human Rights Department	P5	1.0	
Deputy Head, Human Rights Department	P4	1.0	
Senior Adviser on Freedom of Religion or Belief	P4	1.0	
Adviser on Anti-Terrorism Issues	P3	1.0	
Human Rights Adviser	P3	2.0	
Human Rights Adviser, Capacity-Building Co-ordinator	P3	1.0	
Associate Officer on Freedom of Religion or Belief	P2	1.0	
Adviser on Anti-Trafficking Issues	S	1.0	
Human Rights Adviser	S	1.0	
Human Rights Officer	S	2.0	
Adviser on Torture Prevention	S	1.0	New post
Senior Administrative Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Administrative Assistant	G5	0.5	Change to part-time
Administrative Assistant	G5	0.5	Change to part-time
<b>B.3.4 Elections</b>			
Head, Elections Department	P5	1.0	
Deputy Head, Elections Department	P4	1.0	
Senior Election Adviser	P4	2.0	
Senior Adviser on New Voting Technologies	P4	1.0	
Election Adviser	P3	6.0	
Technical Assistance Adviser	S	1.0	
Senior Administrative Assistant	G6	1.0	
Senior Programme Assistant	G6	1.0	
Senior Documents Management Assistant	G6	1.0	
Administrative/Travel Assistant	G5	1.0	
Administrative Assistant	G4	0.5	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
<b>B.3.5 Tolerance and Non-Discrimination</b>			
Head, Tolerance and Non-Discrimination	P5	1.0	
Deputy Head, Tolerance and Non-Discrimination	P4	1.0	
Adviser on Combating Racism, Xenophobia and Discrimination	P3	1.0	
Hate Crime Officer	P3	1.0	
Adviser on Combating Anti-Semitism	P3	1.0	
Adviser on Combating Racism and Xenophobia	P3	1.0	
Associate Web Editor	P2	1.0	
Assistant Programme Officer	P1	1.0	
Adviser on Civil Society Relations	S	1.0	
Adviser, Freedom of Religion or Belief	S	1.0	
Hate Crime Officer	S	1.0	
Senior Administrative Assistant	G6	1.0	
Senior Library Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Information Management Assistant	G5	1.0	
<b>B.3.6 Roma and Sinti Issues</b>			
Senior Adviser on Roma and Sinti Issues, Chief of the CPRSI	P4	1.0	
Adviser on Roma and Sinti Issues, Deputy Chief of the CPRSI	P3	1.0	
Officer on Roma and Sinti Issues	P2	1.0	
Associate Programme Officer, Roma and Sinti Issues	P2	1.0	
Officer on Roma and Sinti Issues	S	1.0	New post
Administrative Assistant	G5	1.0	
<b><u>Total for the Office For Democratic Institutions and Human Rights</u></b>		<b><u>137.0</u></b>	
<b><u>High Commissioner on National Minorities</u></b>			
<b>A.2.1 Fund Administration Unit</b>			
Senior Administrative Officer	P4	1.0	
Information Technology Specialist	P3	1.0	
Senior Administrative Assistant	G7	1.0	
Procurement Assistant	G5	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
<b>B.1.1 Office of the High Commissioner</b>			
High Commissioner	HCNM	1.0	
Director	D1	1.0	
Head of Section/Senior Adviser	P5	2.0	
Senior Adviser	P4	5.0	
Senior Legal Adviser	P4	2.0	
Political Adviser	P3	1.0	
Legal Adviser	P3	1.0	
Project Officer	P3	1.0	
Senior Legal Adviser	S	1.0	
Project Officer	S	2.0	
Secretary HCNM	S	1.0	
Personal Adviser	S	1.0	
Administrative Assistant	G5	1.0	
Information Assistant	G5	1.0	
Project Assistant	G5	2.0	
Communication and Editorial Assistant	G5	1.0	
Administrative Assistant	G5	2.0	Upgrade
<b><u>Total for the High Commissioner on National Minorities</u></b>		<b><u>30.0</u></b>	
<b><u>Representative on Freedom of the Media</u></b>			
<b>A.1.1 Freedom of the Media</b>			
Representative on Freedom of the Media	RFoM	1.0	
Director, Office of the RFoM	D1	1.0	
Senior Adviser	P4	1.0	
Adviser	P3	1.0	
Adviser	P2	1.0	
Associate Project Officer	P2	1.0	
Assistant Research Officer	P1	1.0	
Senior Adviser	S	4.0	
Principal Adviser to Head of Institution	S	1.0	
Media Freedom Project Officer	S	1.0	
Senior Administrative Assistant	G7	1.0	
Senior Project Assistant	G6	1.0	
Programme Secretary	G4	1.0	
<b><u>Total for the Representative on Freedom of the Media</u></b>		<b><u>16.0</u></b>	

**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
Post Title			
<b><u>Funds related to OSCE field operations</u></b>			
<b><u>Augmentations</u></b>			
<b>Secretariat Augmentations</b>			
<b>A.1.1 Communication and Media Relations</b>			
<b>Section</b>			
Online Communications Officer	P3	1.0	
Online Communications Officer	P3	1.0	
Media and Outreach Officer	P3	1.0	
<b>A.1.2 Internal Oversight</b>			
Auditor	P3	1.0	
Senior Auditing Assistant	G6	1.0	
<b>A.1.3 Policy Support Service</b>			
Policy Support Officer	P3	1.0	
Policy Support Officer	P3	1.0	
<b>A.1.4 Operations Service</b>			
Duty Officer	G5	3.0	
<b>A.1.5 Programming and Evaluation Support</b>			
<b>Unit</b>			
Senior Policy Support Officer	P4	1.0	
Senior Project Assistant, Extrabudgetary Contributions	G6	1.0	Upgrade
<b>A.2.1 HR Services</b>			
Human Resources Officer	P3	1.0	
HR Assistant	G5	2.0	
Payroll Assistant	G4	1.0	
<b>A.2.2 Talent Management</b>			
Recruitment Officer	P3	1.0	
Recruitment Assistant	G5	2.0	
Recruitment Assistant	G4	1.0	
Recruitment Clerk	G3	0.5	
<b>A.2.3 Management and Co-ordination</b>			
Associate Information Security Officer	P2	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
<b>A.2.4 Budget and Finance Services</b>			
Finance Officer	P3	1.0	
Budget Officer	P3	1.0	
Budget Assistant	G5	2.0	
Finance Assistant	G5	1.0	
Treasury Assistant	G5	1.0	
Finance Assistant	G4	4.0	
<b>A.2.5 Information and Communication</b>			
<b>Technology Services</b>			
Chief, ICT Service and Support Section	P4	1.0	
Associate Computer Information Systems Officer	P2	1.0	
Senior Information Technology Assistant	G7	1.0	
Senior Programming Assistant	G7	1.0	
Senior ERP Applications Assistant	G7	1.0	
Senior ICT Assistant	G6	1.0	
Senior Information Technology Assistant	G6	2.0	
Senior Programming Assistant	G6	2.0	
Senior Communications Assistant	G6	1.0	
Information Technology User Support Assistant	G5	2.0	
ICT User Support Assistant	G5	1.0	
<b>A.2.6 Mission Support Service</b>			
Procurement Officer	P3	1.0	
Procurement and Contracting Officer	P3	1.0	
Travel Officer	P3	1.0	
Senior Asset Management Assistant	G7	1.0	
Senior Procurement Assistant	G6	1.0	
Senior Contracts Assistant	G6	1.0	
Senior Freight Distribution Control Assistant	G6	1.0	
Senior Insurance Assistant	G6	1.0	
Procurement Assistant	G5	1.0	
Procurement Information Assistant	G5	1.0	
Building Support Assistant	G5	1.0	
Property Control Assistant	G5	1.0	
Mail Processing Assistant	G4	1.0	



**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
<b>ODIHR Augmentation</b>			
<b>B.3.1 ODIHR Democratization</b>			
Deputy Head, Democratization Department	P4	1.0	
<b>Total for Augmentations</b>		<b><u>59.5</u></b>	
<b>SOUTH-EASTERN EUROPE</b>			
<b>Mission in Kosovo</b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	
Head of Office of Political Affairs and Communications	P4	1.0	
Head of Office of Central Co-ordination	P4	1.0	Downgrade
Special Adviser on Non-Albanian Communities and Outreach Co-ordinator	P4	1.0	
Chief of Mission Security	S4	1.0	
Director of Regional Centre	S4	2.0	
Head of Legal Affairs	S4	1.0	
Deputy Chief Mission Security	S3	1.0	
Deputy Director of Regional Centre	S3	1.0	
Deputy Head of Office	S3	1.0	
Deputy Head, Legal Affairs	S3	1.0	
Deputy Head, Office of Central Co-ordination	S3	1.0	
Gender Adviser	S3	1.0	New post
Field Co-ordination Officer	S3	1.0	
Regional Security Officer	S3	1.0	
Special Assistant to the Head of Mission	S2	1.0	New post
Project/Programme Evaluation Officer	S2	1.0	
Regional Security and Safety Officer	S2	1.0	
Political Officer	S1	1.0	
Co-ordination/Reporting Officer	S1	1.0	
National Legal Officer	NP3	1.0	
National Deputy Spokesperson	NP3	1.0	
National Legal Officer	NP2	1.0	
National Political Officer	NP2	3.0	
National Press and Public Information Officer	NP2	1.0	
National Political Officer	NP2	1.0	New post
National Graphic Presentation Officer	NP1	1.0	
National Co-ordination Officer	NP1	1.0	

**POST TABLE (continued)**

<b>Fund</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Main Programme</b>	<b>Grade</b>	<b>of Posts</b>	
<b>Programme</b>			
<b>Post Title</b>			
Senior Co-ordination Assistant	G6	1.0	
Senior Legal Assistant	G6	1.0	
Senior Monitoring Assistant	G6	1.0	
Senior Press and Public Information Assistant	G6	1.0	
Senior Project Assistant	G6	1.0	
Media Monitoring Assistant	G5	2.0	
Security Planning Assistant	G5	1.0	
Senior Secretary	G5	3.0	
Situation Centre Assistant	G5	5.0	
Fire and Safety Assistant	G5	1.0	
Web/Intranet Assistant	G5	1.0	
CCTV Technician	G4	1.0	
Fire Safety Assistant	G4	1.0	
Investigation Assistant	G4	1.0	
Office Assistant	G4	1.0	
Security Assistant	G4	5.0	
Security Planning Assistant	G4	1.0	
Security Shift Supervisor	G4	4.0	
Radio Operator	G3	16.0	
Security Escort Unit Member	G3	3.0	
Security Shift Team Leader	G3	4.0	
Control Room Operator	G3	4.0	
Security Guard	G2	21.0	
<b>A.2.1 Fund Administration Unit</b>			
Head, Administration and Finance	P5	1.0	
Chief of Financial Management	P4	1.0	
Chief, ICT	P4	1.0	
Contracts/Procurement Officer	P3	1.0	
Chief, Human Resources Management	S4	1.0	New post
Chief, General Services	S3	1.0	
Human Resources Officer	S2	1.0	New post
National Medical Officer	NP3	1.0	
National Chief of Accounts	NP3	1.0	
National Database Design Officer	NP3	1.0	
National Asset Management Officer	NP2	1.0	
National Budget Officer	NP2	1.0	
National Finance Officer	NP2	1.0	
National Human Resources Officer	NP2	1.0	
National Human Resources Officer	NP2	1.0	New post
National ICT Officer	NP2	2.0	

**POST TABLE (continued)**

<b>Fund</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Main Programme</b>	<b>Grade</b>	<b>of Posts</b>	
<b>Programme</b>			
Post Title			
National Procurement Officer	NP2	1.0	
National Training Co-ordinator	NP2	1.0	
National ICT Officer VOIP, Internet Security	NP2	1.0	
National ICT Officer, Communications	NP2	1.0	
National Building Management Officer	NP2	1.0	
National Archives Officer	NP1	1.0	
National Training Officer	NP1	1.0	
National Travel Officer	NP1	1.0	
National Transport Officer	NP1	1.0	
National General Services Officer	NP1	1.0	
National Budget Officer, Programme Support	NP1	1.0	New post
Executive Assistant	G6	1.0	
Nurse	G6	1.0	
Senior Administrative Assistant	G6	4.0	
Senior Conference Services Assistant	G6	1.0	
Senior Finance Assistant	G6	1.0	
Senior Human Resources Assistant	G6	2.0	
Senior ICT Assistant	G6	2.0	
Senior ICT Assistant, HD Team Leader	G6	1.0	
Senior ICT Technician Microwave/VSAT	G6	1.0	
Senior ICT Technician, Mobile Communications	G6	1.0	
Senior Materials Control Assistant	G6	1.0	
Senior Payroll Assistant	G6	0.5	
Senior Procurement Assistant	G6	1.0	
Senior Budget Assistant	G6	1.0	
Senior Human Resources/Payroll Assistant	G6	1.0	
Senior ICT Technician VOIP, Internet Security	G6	2.0	
Senior ICT Billing Assistant	G6	1.0	
Senior ICT Technician	G6	2.0	
CS Technician Microwave/Conference Equipment	G5	1.0	
Finance Assistant	G5	2.0	
Generator Mechanic	G5	1.0	
Generator Technician	G5	1.0	
Human Resources Assistant	G5	3.0	
Human Resources Assistant	G5	1.0	Change to full-time
ICT Assistant	G5	1.0	
ICT Assistant Equipment Management and Repair	G5	1.0	
ICT Assistant, Helpdesk	G5	2.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
ICT Technician Microwave/VSAT	G5	1.0	
Maintenance Foreman	G5	1.0	
Material Management Assistant	G5	1.0	
Procurement Assistant	G5	1.0	
Procurement Assistant	G5	2.0	New posts
Supply Assistant	G5	1.0	
Transport Assistant	G5	1.0	
Treasury Assistant	G5	1.0	
ICT Mobile Communication Technician	G5	1.0	
Budget Assistant, Programme Support	G5	1.0	New post
Archives Assistant	G4	1.0	
Asset Management Assistant	G4	1.0	
Conference Equipment Technician	G4	1.0	
Dispatcher	G4	2.0	
Inspection Assistant	G4	1.0	
Office Assistant	G4	1.0	
Supply Assistant	G4	1.0	
Technical Assistant	G4	1.0	
Vehicle Maintenance Assistant	G4	1.0	
Fuel Supply and Customs Assistant	G4	1.0	
BMS Assistant	G4	1.0	
MFD Technician	G4	1.0	
Technician/Mechanic	G4	1.0	
Building Maintenance Technician	G3	1.0	
Electrician	G3	2.0	
Fleet Clerk	G3	1.0	
Inventory Clerk	G3	1.0	
Warehouse Clerk	G3	1.0	
General Services Clerk	G3	4.0	
Vehicle Tracking Clerk	G3	1.0	
Pool Operator	G2	1.0	
Switchboard Operator	G2	0.5	
<b>A.2.2 Common Operational Costs</b>			
Senior Driver to Deputy Head of Mission	G3	1.0	
Senior Driver to Head of Mission	G3	2.0	
Bus/Truck Driver	G3	4.0	
Driver	G2	12.0	
<b>B.1.1 Security and Public Safety</b>			
Director	S4	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Deputy Director	S4	1.0	
Chief of Section	S3	2.0	
Chief of Police Development and Monitoring Section	S3	1.0	
Senior Community Policing Officer	S2	1.0	
Senior Organized Crime Adviser	S2	3.0	
Senior Organized Crime Adviser	S2	1.0	New post
Senior Community Policing Officer, Security	S2	2.0	
Senior Police Development Officer	S2	1.0	
Senior Police Monitoring Officer	S2	1.0	New post
National Chief of Analysis and Reporting Cell	NP3	1.0	Upgrade
National Programme Officer	NP1	2.0	
National Project Co-ordination Officer	NP1	1.0	
National Public Safety Awareness Officer	NP1	1.0	
National Organized Crime Adviser	NP1	1.0	
National Programme Officer, Police Monitoring	NP1	5.0	New posts
National Programme Officer, Analysis and Reporting	NP1	1.0	New post
National Programme Officer, Police Development	NP1	1.0	
National KAPS Officer	NP1	1.0	
Senior Programme Assistant	G6	3.0	
Senior Programme Assistant, ARC	G6	1.0	
Programme Assistant	G5	4.0	
Senior Secretary	G5	1.0	
Programme Assistant, Police Development	G5	2.0	
Programme Assistant, Police Development	G5	1.0	Upgrade
Programme Assistant, Police Monitoring	G5	3.0	New posts
Programme Assistant	G4	2.0	
<b>B.3.1 Democratization</b>			
Director	S4	1.0	
Deputy Director	S4	1.0	
Chief of Section	S3	1.0	
Field Activities Co-ordinator	S3	1.0	
Chief, Analysis and Reporting Cell	S3	1.0	
Chief of Media Section	S3	1.0	
Chief of Governance Section	S3	1.0	New post
Senior Democratization Officer	S2	1.0	
Senior Legal Adviser	S2	1.0	

**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
Post Title			
Senior Programme Officer	S2	7.0	
Senior Media Adviser	S2	1.0	
National Elections Adviser	NP3	1.0	
National Programme Officer	NP2	4.0	
National Legal Officer	NP1	1.0	
National Programme Officer	NP1	8.0	
National Programme Officer	NP1	1.0	New post
National Reporting and Information Officer	NP1	1.0	
Senior Monitoring Assistant	G6	1.0	Upgrade
Senior Translator/Interpreter Assistant	G6	8.0	
Programme Assistant	G5	3.0	
Programme Assistant	G5	1.0	New post
Project Assistant	G5	2.0	
Office Assistant	G4	1.0	
Office Assistant	G4	1.0	
Project Assistant	G4	2.0	
Office Clerk	G3	1.0	
<b>B.3.2 Human Rights and Communities</b>			
Director	S4	1.0	
Deputy Director	S4	1.0	
Director of Regional Centre/Senior Human Rights Officer	S4	1.0	
Chief of Communities Section	S3	1.0	
Chief of Analysis and Reporting Cell	S3	1.0	
Senior Human Rights Officer/Head of Regional Office	S3	2.0	
Chief, Law and Justice Section	S3	1.0	
Chief, Property, Cultural Heritage and Inter-Faith Dialogue	S3	1.0	
Senior Adviser	S2	2.0	
Senior Adviser	S2	1.0	New post
Senior Communities Adviser, Protection	S2	2.0	
Senior Communities Policy Adviser	S2	1.0	
Senior Democratization Officer	S2	4.0	
Senior Human Rights Adviser/Property	S2	1.0	
Senior Human Rights/Legal Adviser	S2	1.0	
Senior Legal Officer	S2	7.0	
Senior Project Officer	S2	1.0	
Senior Human Rights Officer	S2	2.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Human Rights Adviser, Human Rights and Security	S2	2.0	
Communities Policy Officer	S1	1.0	
Communities Protection Officer	S1	1.0	
Human Dimension Officer	S1	35.0	
Legal Officer	S1	1.0	
Community Policy Officer/Return	S1	1.0	
Human Rights Legal Officer	S1	1.0	
Human Rights Adviser/Property	S1	1.0	
National Co-ordinator	NP3	1.0	
National Language Services Co-ordinator	NP2	1.0	
National Human Rights Adviser	NP2	1.0	
National Programme Officer, Communities Policy	NP2	1.0	
National Programme Officer, Communities Policy	NP2	1.0	New post
National Legal Officer	NP1	9.0	
National Legal Officer	NP1	2.0	New posts
National Legal Officer, Property	NP1	2.0	
National Programme Officer	NP1	3.0	
National Property Officer	NP1	4.0	
National Human Rights Legal Officer	NP1	1.0	
Personal Assistant	G6	1.0	
Senior Legal Assistant	G6	1.0	
Senior Programme Assistant	G6	46.0	
Senior Translator/Interpreter Assistant	G6	4.0	
Legal Assistant	G5	9.0	
Assistant Interpreter	G5	3.0	
Office Assistant	G4	2.0	
Programme Assistant	G4	34.0	
Receptionist	G2	0.5	
<b><u>Total for the Mission in Kosovo</u></b>		<b><u>532.5</u></b>	
<b><u>Mission to Bosnia and Herzegovina</u></b>			
<b><u>A.1.1 Office of Head of Mission</u></b>			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	
Chief of Policy and Planning	P4	1.0	Upgrade

**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
Post Title			
Project Co-ordination Officer	P1	1.0	Change from programme Human Dimension
Senior Political Adviser	S3	1.0	Change in grade
Head of Security Co-operation	S3	1.0	
Senior Information and Co-ordination Adviser	S3	1.0	Change in grade, change from programme Human Dimension
Policy and Information Officer	S2	1.0	
Arms Control Project Officer	S2	1.0	
Political Analyst	S1	1.0	
Executive Officer to Deputy Head of Mission	S1	1.0	
Information and Co-ordination Officer	S1	2.0	Change from programme Human Dimension
National Chief of Security	NP3	1.0	
National Spokesperson	NP3	1.0	
National Deputy Chief of Security	NP2	1.0	
National Legal Officer	NP2	1.0	New post
National Political Officer	NP2	1.0	Upgrade
National Executive Officer	NP1	2.0	
National Political Officer	NP1	1.0	
National Press Officer	NP1	2.0	
National Press Officer	NP1	2.0	New posts
National Project Officer	NP1	3.0	
National Project Officer	NP1	1.0	New post
National Public Information Officer	NP1	1.0	
National Monitoring and Evaluation Officer	NP1	1.0	Change from programme Human Dimension
National Programme Officer, Gender Issues	NP1	1.0	Change from programme Human Dimension
National Programme Officer, Gender Strategies	NP1	1.0	Change from programme Human Dimension
National Communications and Reporting Officer	NP1	1.0	Change from programme Human Dimension
Senior Project Assistant	G6	1.0	



**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
Senior Public Information Assistant	G6	1.0	
Senior Assistant Translator/Interpreter	G6	3.0	
Programme Assistant	G5	1.0	
Programme Assistant	G5	1.0	Change from programme Human Dimension
Project Assistant	G5	1.0	
Website Assistant	G5	1.0	
Press and Public Information Assistant	G5	1.0	
Project Assistant/Translator/Interpreter	G5	2.0	
Close Protection Specialist	G3	2.0	
Security Monitor	G3	5.0	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P4	1.0	
Chief, General Services	P3	1.0	
Human Resources Officer	S2	1.0	
National Medical Officer	NP3	1.0	
National Chief of ICT Services	NP3	1.0	
National Chief of Budget and Finance	NP3	1.0	
National Chief of Human Resources	NP3	1.0	
National Accounting Officer	NP2	1.0	
National Budget Officer	NP2	1.0	
National ICT Officer	NP2	1.0	
National Procurement Officer	NP2	1.0	
National Planning and Co-ordination Officer	NP2	1.0	
National Procurement and Building Management Officer	NP2	1.0	
National Administrative Officer	NP1	5.0	
National Archives Officer	NP1	1.0	
National Communications Officer	NP1	1.0	
National Personnel Officer	NP1	1.0	
National Project Co-ordination Officer	NP1	1.0	
National Recruitment Officer	NP1	1.0	
National Treasury Officer	NP1	1.0	
National Information Systems Developer	NP1	1.0	
National Transport Officer	NP1	1.0	
Senior Finance and Treasury Assistant	G6	1.0	
Senior ICT Assistant	G6	2.0	
Senior Material Management Assistant	G6	1.0	
Senior Finance/Administrative Assistant	G6	1.0	

**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
Post Title			
Budget Assistant	G5	1.0	
Finance Assistant	G5	2.0	
Human Resources Assistant	G5	2.0	
Human Resources Assistant	G5	1.0	Upgrade, full post budgeted for six months in 2015
Payroll Assistant	G5	1.0	
Procurement Assistant	G5	2.0	
Training Assistant	G5	1.0	
Transport Maintenance Supervisor	G5	1.0	
Travel Assistant	G5	2.0	
Administrative Assistant	G4	3.0	
Archives Assistant	G4	1.0	
Asset Management Assistant	G4	1.0	
Dispatcher	G4	1.0	
ICT Assistant	G4	1.0	
Storekeeper	G4	1.0	
Transport Assistant	G4	1.0	
Contracts Management Assistant	G4	1.0	
Office Clerk	G3	5.0	
Receptionist	G3	2.0	
Manual Worker	G2	1.5	
<b>A.2.2 Common Operational Costs</b>			
Senior Driver	G3	3.0	
Driver	G2	29.0	
Cleaner	G1	5.0	
<b>A.2.3 Shared Service Centre, ICT Help Desk</b>			
National Network Administrator	NP1	1.0	Change from programme Fund Administration Unit
ICT Help Desk Co-ordinator	G5	1.0	Change from programme Fund Administration Unit
ICT Server Administration Assistant	G5	1.0	Change from programme Fund Administration Unit
ICT Help Desk Technician	G4	2.0	New posts

**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
Post Title			
<b>B.3.1 Human Dimension</b>			
Head, Human Dimension Department	P5	1.0	
Deputy Head, Human Dimension Department	P4	1.0	
Head of Field Office	S3	6.0	
Head of Field Office	S3	2.0	Change in grade
Head of Human Rights	S3	1.0	
Head of Rule of Law	S3	1.0	
Head of Democratic Governance	S3	1.0	
Human Rights Adviser, Economic and Social Rights	S2	1.0	
Legal Adviser, Anti-Discrimination	S2	1.0	
Legal Adviser, War Crimes and Transitional Justice	S2	1.0	
Legal Adviser, War Crimes and Rule of Law	S2	1.0	
Legal Adviser, Major Crimes and Legal Reform	S2	1.0	
Human Rights Officer	S1	5.0	
National Chief, Education Section	NP3	1.0	
National Chief, Sarajevo Zone Unit	NP3	1.0	
National Chief, Local Governance Section	NP3	1.0	
National Anti-Trafficking Officer	NP2	1.0	
National Legal Officer	NP2	11.0	
National Programme Officer	NP2	1.0	
National Project Officer	NP2	1.0	
National Chief of Programme Support Section	NP2	1.0	
National Programme Officer, Education	NP2	1.0	
National Programme Officer, Finance and Management	NP2	1.0	
National Programme Officer, Access and Non-Discrimination	NP2	1.0	
National Legal Officer	NP1	3.0	
National Political Officer	NP1	1.0	
National Programme Officer	NP1	2.0	
National Programme Officer, Education	NP1	18.0	
National Programme Officer, Governance Development	NP1	1.0	
National Legal Officer, Trial Monitoring	NP1	1.0	
National Programme Officer, Human Rights	NP1	12.0	
National Programme Officer, Ombudsman	NP1	1.0	
National Programme Officer, Legislative Support	NP1	3.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
National Programme Officer, Democratic Development	NP1	18.0	
Senior Executive Assistant	G6	1.0	
Assistant Translator/Interpreter	G5	1.0	
Legal Assistant	G5	5.0	
Programme Assistant	G5	30.0	
Rule of Law Monitoring Assistant	G5	22.0	
Programme Assistant, Roma Monitoring	G5	1.0	
<b><u>Total for the Mission to Bosnia and Herzegovina</u></b>		<b><u>321.5</u></b>	
<b><u>Mission to Serbia</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	
Executive Officer	S2	1.0	
Municipal Co-ordinator	S2	1.0	
Project Manager	S2	1.0	
Chief of Political and Press Affairs Unit	S2	1.0	
Political Officer	S1	1.0	
Political and Press Affairs Officer	S1	1.0	
National Programme Co-ordination Officer	NP2	1.0	
National Security Officer	NP1	1.0	
National Political and Press Affairs Officer	NP1	1.0	
Personal Assistant to HoM	G6	1.0	
Senior Press and Political Assistant	G6	2.0	
Translator/Interpreter Assistant	G5	1.0	
Field Programme Assistant	G5	2.0	
Programme Assistant	G5	1.0	
Project Assistant	G5	3.0	
Press and Political Assistant	G5	1.0	
Office Assistant	G4	1.0	
Security Assistant	G4	1.0	Upgrade
Security Guard	G2	4.0	
<b>A.2.1 Fund Administration Unit</b>			
Chief, Fund Administration Unit	P3	1.0	
National Finance Officer	NP2	1.0	
National Human Resources Officer	NP2	1.0	
National Material Management Officer	NP2	1.0	

**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
Post Title			
National ICT Officer	NP1	1.0	
Senior Human Resources and Training Assistant	G6	1.0	
Senior ICT Assistant	G6	1.0	
Senior Treasury Assistant	G6	1.0	
Senior Material Management Assistant	G6	1.0	
Finance Assistant	G5	1.0	
ICT Assistant	G5	1.0	
Procurement Assistant	G5	3.0	
Finance Assistant	G4	1.0	
Human Resources Assistant	G4	2.0	
ICT Assistant	G4	1.0	
Receptionist	G3	1.0	
Material Management Clerk	G3	1.0	
<b>A.2.2 Common Operational Costs</b>			
Senior Driver	G3	2.0	
Driver	G2	6.0	
Cleaner	G1	2.0	
<b>B.1.1 Police Affairs</b>			
Head of Police Affairs	S3	1.0	
Organized Crime Adviser	S2	1.0	
Senior Legal Adviser	S2	1.0	
Senior Organized Crime Adviser	S2	1.0	
Senior Community Policing Adviser	S2	1.0	
National Programme Officer	NP2	2.0	Upgrade
National Programme Officer	NP1	1.0	
National Programme Officer	NP1	3.0	New posts
Senior Programme Assistant	G6	1.0	
Senior Programme Assistant	G6	1.0	Upgrade
Project Assistant	G5	5.0	
Administrative Assistant	G4	1.0	
<b>B.3.1 Democratization</b>			
Head of Democratization	S3	1.0	
Environmental Adviser	S2	1.0	
Senior Governance Adviser	S2	1.0	
Senior Adviser on Human Rights and Non-Discrimination	S2	1.0	
National Legal Adviser	NP2	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
National Governance Officer	NP1	1.0	
National Programme Officer	NP1	6.0	
National Programme Co-ordination Officer	NP1	1.0	
Senior Administrative Assistant	G6	1.0	
Senior Governance Training Assistant	G6	1.0	
Senior Programme Assistant	G6	4.0	
Programme Assistant	G5	2.0	
<b>B.3.2 Media</b>			
Head of Media	S3	1.0	
National Legal Officer	NP1	2.0	
National Programme Officer	NP1	1.0	
Senior Programme Assistant	G6	2.0	
Media Monitoring Assistant	G5	1.0	
Programme Assistant	G5	3.0	
<b>B.3.3 Rule of Law and Human Rights</b>			
Head of Rule of Law and Human Rights	S3	1.0	
Legal Adviser Judicial Reform	S2	1.0	
Senior Legal Adviser	S2	1.0	
Anti-Corruption Adviser	S2	1.0	
National Legal Adviser	NP2	1.0	
National Legal Officer	NP2	3.0	
National Legal Officer	NP1	3.0	
National Legal Officer	NP1	1.0	New post
National Programme Officer	NP1	1.0	
Senior Administrative Assistant	G6	1.0	
Senior Programme Assistant	G6	2.0	
Senior Project Assistant	G6	1.0	
Assistant Translator/Interpreter	G5	1.0	
Programme Assistant	G5	1.0	
<b><u>Total for the Mission to Serbia</u></b>		<b><u>127.0</u></b>	
<b><u>Presence in Albania</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Presence	HoM	1.0	
Deputy Head of Presence	DHoM	1.0	
Chief Political, Public Affairs and Reporting Officer	S3	1.0	
Project Co-ordination Officer	S3	1.0	

**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
Post Title			
Associate Co-ordination Officer	S1	1.0	
National Public Affairs and Reporting Officer	NP2	1.0	
National Political Officer	NP1	2.0	
National Monitoring Officer	NP1	1.0	
Senior Public Affairs Assistant	G6	1.0	
Senior Translator/Interpreter	G6	1.0	
Senior Political and Reporting Assistant	G6	1.0	
Senior Programme Co-ordination Assistant	G6	1.0	Upgrade
Programme Assistant	G5	1.0	
Senior Secretary	G5	2.0	
Security Guard	G2	3.0	
<b>A.2.1 Fund Administration Unit</b>			
Chief, Fund Administration Unit	P3	1.0	
Human Resources Officer	S2	1.0	
Administrative and General Service Officer	S2	1.0	
National Finance Officer	NP1	1.0	
Senior Human Resources Assistant	G6	1.0	
Senior ICT Assistant	G6	1.0	
Asset Management Assistant	G5	1.0	
Finance Assistant	G5	2.0	
ICT Assistant	G5	1.0	
Procurement Assistant	G5	2.0	
Transport Assistant	G5	1.0	
Administrative Assistant	G4	1.0	
Registry Assistant	G4	1.0	
Supply Assistant	G4	1.0	
Handyman	G2	0.5	New post
<b>A.2.2 Common Operational Costs</b>			
Senior Driver	G3	1.0	
Building Maintenance Technician/Driver	G3	1.0	
Driver	G2	3.0	
<b>B.1.1 Security Co-operation</b>			
Head of Security Co-operation Department	S3	1.0	
Security Sector Development Officer	S2	1.0	
Law Enforcement Development Officer	S2	1.0	
National Border Management Officer	NP2	1.0	
National Security Officer	NP1	1.0	
Programme Assistant	G5	2.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Translator/Interpreter	G5	1.0	
Programme Assistant	G4	1.0	
<b>B.2.1 Governance in Economic and Environmental Issues</b>			
Head of Governance, Economy & Environmental Issues Department	S3	1.0	
Senior Governance Adviser	S2	1.0	
National Anti-Trafficking Officer	NP2	1.0	
National Programme Officer, Economy and Anti-Corruption	NP1	1.0	
National Programme Officer, Local Governance and Property	NP1	1.0	
Senior Project Assistant	G6	1.0	Upgrade
Administrative Assistant	G5	1.0	
Project Assistant	G5	1.0	
Translator/Interpreter	G5	1.0	
<b>B.3.1 Democratization</b>			
Head of Democratization Department	S3	1.0	
Media Development Officer	S2	1.0	
Senior Democratization Officer	S2	1.0	
National Electoral Reform Officer	NP2	1.0	
National Programme Officer, Parliamentary Support	NP2	1.0	
National Civil Society and Gender Officer	NP1	1.0	
National Election Legal Officer	NP1	1.0	
Senior Media Development Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Programme Assistant	G5	1.0	
Office Assistant	G4	1.0	
Programme Assistant	G4	1.0	
<b>B.3.2 Rule of Law and Human Rights</b>			
Head of Rule of Law and Human Rights Department	S3	1.0	
Senior Judicial Officer	S2	1.0	
Senior Legal Officer	S2	1.0	
Legal Officer	S1	1.0	
National Legal Officer	NP1	3.0	
Legal Assistant	G5	2.0	



**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
Programme Assistant	G5	1.0	
Translator/Interpreter	G5	1.0	
Legal Assistant	G4	1.0	
<b><u>Total for the Presence in Albania</u></b>		<b><u>82.5</u></b>	
<b><u>Mission to Skopje</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	
Senior Policy and Planning Officer	S3	1.0	
Chief, Political and Reporting Unit	S3	1.0	
Political Adviser	S2	1.0	
Mission Security Officer	S2	1.0	
Public Information and Media Officer	S2	1.0	
Political/Reporting Officer	S1	1.0	
National Executive Officer	NP2	1.0	
National Political/Liaison Officer	NP2	1.0	
National Political Officer	NP1	1.0	
National Programme Officer, Roma Issues	NP1	1.0	
Senior Project Assistant	G6	1.0	
Senior Public Information and Media Assistant	G6	2.0	
Political Assistant	G5	1.0	New post
Security Assistant	G5	1.0	
Senior Secretary	G5	1.0	
Situation Centre Assistant	G5	2.0	
Language Assistant II	G4	2.0	
Senior Driver	G3	2.0	
Situation Centre Operator	G3	4.0	
Security Guard	G2	8.0	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P3	1.0	
General Services Officer	P2	1.0	
National Finance Officer	NP2	1.0	
National Human Resources Officer	NP2	1.0	
National ICT Officer	NP2	1.0	
Senior Human Resources Assistant	G6	1.0	
Senior Procurement Assistant	G6	1.0	
Senior Transport Assistant	G6	1.0	
Senior IT Network Technician	G6	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
Senior Material Management Assistant	G6	1.0	
Finance Assistant	G5	2.0	
Human Resources Assistant	G5	1.0	
Procurement Assistant	G5	1.0	
Treasury Assistant	G5	1.0	
Web/Database Developer	G5	1.0	
ICT Help Desk Technician	G5	1.0	
Recruitment Assistant	G5	0.5	
Asset Management Assistant	G4	1.0	
Human Resources Assistant	G4	1.0	
Office Assistant	G4	1.0	
Vehicle Maintenance Assistant	G4	1.0	
ICT Help Desk Technician	G4	1.0	
Finance Clerk	G3	1.0	
Material Management Clerk	G3	1.0	
<b>A.2.2 Common Operational Costs</b>			
Bus Driver	G3	2.0	
Driver	G2	3.0	
Cleaner	G1	1.5	
<b>B.1.1 Public Safety and Community Outreach</b>			
Head of Public Safety and Community Outreach Department	S4	1.0	
Senior Police Adviser	S3	1.0	
Chief of Police Development Unit	S3	1.0	
Chief of Monitoring Unit	S3	1.0	
Police Adviser	S2	4.0	
Senior Monitoring Officer	S2	2.0	
Senior Police Training Adviser	S2	1.0	
Police Adviser on Organized Crime	S2	1.0	
Police Adviser on Border Affairs and Migration	S2	1.0	
Monitoring Officer	S1	5.0	
Monitoring Officer	S1	1.0	New post
Police Training Adviser	S1	2.0	
Reporting Analysis Officer	S1	1.0	
National Project Officer	NP1	1.0	
Administrative Assistant	G5	1.0	
Programme Assistant	G5	3.0	
Project Assistant	G5	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
Police Training Assistant	G5	2.0	
Monitoring Assistant	G4	8.0	
Office Assistant	G4	1.0	
Programme Assistant	G4	8.0	
<b>B.3.1 Human Dimension</b>			
Head of Human Dimension Department	S4	1.0	
Chief of Rule of Law Unit	S3	1.0	
Chief of Democratic Governance Unit	S3	1.0	
Senior Co-ordinator Inter-Ethnic Relations	S3	1.0	
Senior Democratic Governance Officer	S2	1.0	
Senior Rule of Law Officer	S2	2.0	Change in grade
Democratic Governance Officer	S1	1.0	
Reporting Analysis Officer	S1	1.0	
Rule of Law Officer	S1	1.0	
Interethnic Relations Officer	S1	1.0	
National Legal Officer	NP1	1.0	Downgrade, change from programme Office of Head of Mission
National Programme Officer	NP1	4.0	
National Rule of Law Officer	NP1	4.0	
National Interethnic Relations Officer	NP1	1.0	
Senior Legal Assistant	G6	2.0	
Senior Programme Assistant	G6	3.0	
Legal Translator Assistant	G5	1.0	
Programme Assistant	G5	8.0	
Project Assistant	G5	1.0	
<b><u>Total for the Mission to Skopje</u></b>		<b><u>150.0</u></b>	
<b><u>Mission to Montenegro</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Mission	HoM	1.0	
Deputy Head of Mission/Programme	DHoM	1.0	
Co-ordinator			
Senior Policy and Planning Co-ordination Officer	S2	1.0	
National Programme Co-ordination Officer	NP1	1.0	
Senior Political Assistant	G6	1.0	
Senior Press and Public Information Assistant	G6	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
Senior Language and Political Assistant	G6	1.0	
Senior Secretary	G5	1.0	
Security Guard	G2	2.0	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P2	1.0	
National Finance Officer	NP1	1.0	
Senior Human Resources Assistant	G6	1.0	
Senior ICT Assistant	G6	1.0	
Finance Assistant	G5	1.0	
Procurement Assistant	G5	1.0	
Asset Management Assistant	G4	1.0	
Office Clerk	G3	1.0	
<b>A.2.2 Common Operational Costs</b>			
Senior Driver	G3	1.0	
Cleaner	G1	1.0	
<b>B.1.1 Security Co-operation</b>			
Organized Crime Police Adviser	S2	1.0	
Programme Manager	S2	1.0	
Police Educational and Training Adviser	S2	0.5	Full post budgeted for six months
National Politico-Military Officer	NP1	1.0	
National Security Co-operation Officer	NP1	0.5	New post, full post budgeted for six months
Senior Programme Assistant	G6	1.0	
Programme Assistant	G5	1.0	
Project Assistant	G5	1.0	
<b>B.3.1 Democratization</b>			
Programme Manager	S2	1.0	
National Programme Officer	NP1	2.0	
Senior Programme Assistant	G6	2.0	
Senior Programme Support Assistant	G6	1.0	
Project Assistant	G5	1.0	
<b>B.3.2 Media</b>			
Programme Manager	S2	1.0	
Programme Assistant	G5	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
<b>B.3.3 Rule of Law and Human Rights</b>			
Programme Manager, Rule of Law/Human Rights	S2	1.0	
National Legal Officer	NP1	2.0	
Senior Programme Assistant	G6	1.0	
Project Assistant	G5	1.0	
<b>Total for the Mission to Montenegro</b>		<b>41.0</b>	
<b>EASTERN EUROPE</b>			
<b>Mission to Moldova</b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	
Mission Spokesperson	S2	1.0	
National Legal Officer	NP1	1.0	
National Public Information Officer	NP1	1.0	
Senior Assistant Translator/Interpreter	G6	1.0	
Senior Interpreter/Political Assistant	G6	1.0	
Public Information Assistant	G5	1.0	
Senior Secretary	G5	1.0	
Office Assistant	G4	1.0	
Security Guard	G2	4.0	
Housekeeper	G1	1.0	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P2	1.0	
National Finance Officer	NP1	1.0	
Senior Human Resources Assistant	G6	1.0	
Senior ICT Assistant	G6	1.0	
Senior Procurement Assistant	G6	1.0	
Finance Assistant	G5	1.0	
Asset Management Assistant	G4	1.0	
Procurement Assistant	G4	1.0	
Travel Assistant	G4	1.0	
Archives/Records Clerk	G3	1.0	
Receptionist	G2	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
<b>A.2.2 Common Operational Costs</b>			
Senior Driver/Dispatcher	G3	1.0	
Driver	G2	2.0	
Cleaner	G1	1.0	
Housekeeper	G1	1.0	
<b>B.1.1 Conflict Prevention/Resolution</b>			
Programme Manager	S4	1.0	Change in grade
Senior Political Officer	S3	1.0	Change in grade
Military Member	S2	2.0	
Political Officer	S2	1.0	
Politico-Military Officer	S2	1.0	
National Programme Officer	NP2	1.0	
Senior Programme Assistant	G6	1.0	
Senior Interpreter/Political Assistant	G6	1.0	
Administrative Assistant	G4	1.0	New post
<b>B.3.1 Human Rights</b>			
<b>Monitoring/Democratization</b>			
Human Dimension Officer	S3	1.0	
Human Dimension Officer	S2	1.0	
National Legal Officer	NP1	3.0	
Programme Assistant	G5	1.0	
<b>B.3.2 Anti-Trafficking/Gender</b>			
Anti-Trafficking and Gender Officer	S3	1.0	
National Legal Officer	NP1	1.0	
National Anti-Trafficking and Gender Adviser	NP1	1.0	
Senior Programme Assistant	G6	1.0	
Programme Assistant	G5	1.0	
<b><u>Total for the Mission to Moldova</u></b>		<b><u>52.0</u></b>	
<b><u>Project Co-ordinator in Ukraine</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Project Co-ordinator	HoM	1.0	
Senior Project Officer	S3	1.0	
National Programme Co-ordinator	NP2	2.0	
National Evaluation Officer	NP1	1.0	New post
Personal Assistant to HoC	G5	1.0	
Security Guard	G2	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Security Guard	G2	1.0	New post
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P3	1.0	
National Finance Officer	NP1	1.0	
National Human Resources Officer	NP1	1.0	
National Procurement Officer	NP1	1.0	
Senior Finance Assistant	G6	1.0	
Senior ICT Assistant	G6	1.0	
Senior Procurement Assistant	G6	1.0	
Senior Treasury Assistant	G6	1.0	
Asset Management Assistant	G5	1.0	
Human Resources Assistant	G5	1.0	Upgrade
Procurement Assistant	G5	1.0	
Secretary	G4	1.0	
<b>A.2.2 Common Operational Costs</b>			
Senior Driver	G3	1.0	
Driver	G2	2.0	
Cleaner	G1	2.0	
<b>B.3.1 Democratization and Good Governance</b>			
National Elections and Governance Officer	NP2	1.0	
National Project Officer	NP1	3.0	
Project Assistant	G5	1.0	
<b>B.3.2 Rule of Law and Human Rights</b>			
National Legal Adviser	NP3	1.0	
National Programme Manager	NP2	1.0	
National Programme Manager, Legal Reform	NP2	1.0	
National Project Officer	NP1	1.0	
National Programme Officer, Legislation	NP1	1.0	
National Project Officer, Human Rights	NP1	2.0	
Project Assistant	G5	1.0	
Project Assistant, Legal Reform	G5	1.0	

**POST TABLE (continued)**

<b><u>Fund</u></b>				
<b>Main Programme</b>		<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>		<b>Grade</b>	<b>of Posts</b>	
Post Title				
<b>B.4.1 Human Security</b>				
National Programme Manager		NP2	1.0	Change from programme Rule of Law and Human Rights
National Project Officer, CTHB and Migration		NP1	1.0	Change from programme Rule of Law and Human Rights
National Project Officer, Gender		NP1	1.0	Change from programme Rule of Law and Human Rights
National Project Officer, Reintegration		NP1	1.0	Change from programme Economic, Environmental and Politico-Military Projects
Senior Project Assistant		G6	1.0	Change from programme Rule of Law and Human Rights
Project Assistant		G5	1.0	Change from programme Rule of Law and Human Rights
<b>B.4.2 Economic, Environmental and Politico-Military Projects</b>				
National Programme Manager		NP2	1.0	
National Project Officer, Environmental Affairs		NP1	1.0	
National Project Officer, Economic		NP1	1.0	New post
Senior Project Assistant		G6	1.0	
Project Assistant		G5	1.0	New post
<b><u>Total for the Project Co-ordinator in Ukraine</u></b>			<b><u>50.0</u></b>	



**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
<b>CAUCASUS</b>			
<b><u>Office in Yerevan</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Office	HoM	1.0	
National Programme Co-ordinator	NP2	1.0	
National Public Information Officer	NP2	1.0	
Senior Project Assistant	G6	1.0	
Senior Public Information Assistant	G6	1.0	
Interpreter/Translator	G5	1.0	
Senior Secretary	G5	1.0	
Senior Watchman	G3	1.0	
Watchman	G2	3.0	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P2	1.0	
National Finance Officer	NP1	1.0	
Senior Administrative Assistant	G6	1.0	
Senior Finance and Treasury Assistant	G6	1.0	
Senior Human Resources Assistant	G6	1.0	
Senior ICT Assistant	G6	1.0	
Senior Procurement and Asset Management Assistant	G6	1.0	
Recruitment Assistant	G4	1.0	
<b>A.2.2 Common Operational Costs</b>			
Senior Driver	G3	1.0	
Driver	G2	3.0	
Cleaner	G1	2.0	
<b>B.1.1 Politico-Military Activities</b>			
Politico-Military Officer	S2	1.0	
National Programme Officer	NP2	2.0	
Senior Programme Assistant	G6	1.0	
Programme Assistant	G5	1.0	
<b>B.2.1 Economic and Environmental Activities</b>			
Economic and Environmental Officer	S2	1.0	
National Programme Co-ordinator	NP1	1.0	
National Programme Officer	NP1	2.0	

**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
Post Title			
Project Assistant	G5	1.0	
Driver	G2	1.0	
<b>B.3.1 Democratization</b>			
Democratization Officer	S2	1.0	
National Programme Officer	NP2	1.0	
National Programme Officer	NP1	1.0	
Senior Programme Assistant	G6	2.0	
<b>B.3.2 Human Rights</b>			
Human Rights Officer	S2	1.0	
National Legal Officer	NP2	1.0	Upgrade
Senior Programme Assistant	G6	1.0	
<b>B.4.1 Good Governance</b>			
Deputy Head of Office	DHoM	1.0	
National Programme Officer	NP2	1.0	
Senior Programme Assistant	G6	2.0	
<b><u>Total for the Office in Yerevan</u></b>		<b><u>48.0</u></b>	
<b><u>High-Level Planning Group</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Officer	S	8.0	
Senior Administrative Assistant	G6	1.0	
<b><u>Total for the High-Level Planning Group</u></b>		<b><u>9.0</u></b>	
<b><u>Personal Representative of the CiO on the</u></b>			
<b><u>Conflict Dealt with by the Minsk</u></b>			
<b><u>Conference</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Personal Representative of the CiO	HoM	1.0	
Field Assistant to the PR	S2	3.0	
Personal Assistant to the PR	S2	1.0	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P2	1.0	
Senior Administrative Assistant	G6	1.0	
Finance and Treasury Assistant	G5	1.0	
Procurement/Asset Management Assistant	G4	1.0	

**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
Post Title			
<b>A.2.2 Common Operational Costs</b>			
Driver – Baku	G3	1.0	
Driver – Stepanakert/Khankendi	G3	1.0	
Driver Instructor/Mechanic – Tbilisi	G3	1.0	
Senior Driver – Tbilisi	G3	1.0	
Driver – Yerevan	G3	1.0	
Housekeeper – Baku	G1	1.0	
Housekeeper – Stepanakert/Khankendi	G1	1.0	
Housekeeper – Yerevan	G1	1.0	
<b><u>Total for the Personal Representative of the</u></b>		<b><u>17.0</u></b>	
<b><u>CiO on the Conflict Dealt with by the</u></b>			
<b><u>Minsk Conference</u></b>			
<b>CENTRAL ASIA</b>			
<b><u>Programme Office in Astana</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Programme Office	HoM	1.0	
Deputy Head of Programme Office	DHoM	1.0	
Assistant to Head of Programme Office	G5	1.0	
Office Assistant	G4	1.0	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P2	1.0	
National Administrative Officer	NP1	1.0	
Senior Finance Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Procurement/Asset Management Assistant	G5	1.0	
Finance/Treasury Assistant	G5	1.0	
Human Resources/Payroll Assistant	G5	1.0	
Office Clerk	G3	1.0	
<b>A.2.2 Common Operational Costs</b>			
Senior Driver	G3	1.0	
Driver	G2	2.0	
Cleaner	G1	1.0	Two part-time posts merged to full-time post

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
<b>B.1.1 Politico-Military Activities</b>			
Political Officer	S2	1.0	
National Political/Media Officer	NP1	1.0	
Senior Project Assistant	G6	1.0	
Programme Assistant	G5	1.0	
<b>B.2.1 Economic and Environmental Activities</b>			
Economic and Environmental Officer	S2	1.0	
National Economic and Environmental Officer	NP1	1.0	
Senior Project Assistant	G6	1.0	
Senior Project Assistant	G6	1.0	Upgrade
<b>B.3.1 Human Dimension Activities</b>			
Human Dimension Officer	S2	1.0	
National Legal Officer	NP1	1.0	
Senior Legal Assistant	G6	1.0	
Senior Programme Assistant	G6	1.0	
<b><u>Total for the Programme Office in Astana</u></b>		<b><u>28.0</u></b>	
<b><u>Centre in Ashgabat</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Centre	HoM	1.0	
Project Co-ordinator	S3	1.0	
National Legal Adviser	NP2	1.0	
National Public Information Officer	NP1	1.0	
Project Co-ordination Assistant	G5	1.0	
Senior Secretary	G5	1.0	
Security Guard	G2	4.0	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P2	1.0	
Senior Finance Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Procurement/Asset Management Assistant	G5	1.0	
Human Resources and Payroll Assistant	G5	1.0	
<b>A.2.2 Common Operational Costs</b>			
Senior Driver	G3	1.0	
Driver	G2	2.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Cleaner	G1	1.0	
<b>B.1.1 Conflict Prevention and Confidence- and Security-Building</b>			
Political Officer	S2	1.0	
Senior Programme Assistant	G6	1.0	
<b>B.2.1 Economic and Environmental Activities</b>			
Economic and Environmental Officer	S2	1.0	
Programme Assistant	G5	1.0	
<b>B.3.1 Human Dimension Activities</b>			
Human Dimension Officer	S2	1.0	
Programme Assistant	G5	1.0	
<b><u>Total for the Centre in Ashgabat</u></b>		<b><u>25.0</u></b>	
<b><u>Centre in Bishkek</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Centre	HoM	1.0	
Deputy Head of Centre	DHoM	1.0	
Security Officer	P2	1.0	
Programme Co-ordinator	S3	1.0	
Senior Political Officer	S3	1.0	
Senior Executive Officer	S3	1.0	
Senior Field Representative of the Head of Centre	S3	1.0	
Field Officer	S2	1.0	
National Legal Officer	NP2	1.0	
National Press and Public Information Officer	NP2	1.0	New post
National Security Officer	NP2	1.0	
National Executive Officer	NP1	1.0	
National Media Officer	NP1	1.0	
National Security Officer	NP1	1.0	
Senior Political Assistant	G6	1.0	
Political Assistant	G5	1.0	
Programme Assistant	G5	6.0	
Security Assistant	G5	1.0	New post
Translator/Interpreter	G5	1.0	
Office Assistant	G4	3.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
Senior Security Guard	G3	3.0	
Security Guard	G2	12.0	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P3	1.0	
Procurement Officer	P2	1.0	
Administrative and Finance Officer	P2	1.0	
National Finance Officer	NP2	1.0	
National Administrative Officer	NP1	1.0	
National Human Resources Officer	NP1	1.0	
Senior Human Resources Assistant	G6	1.0	
Senior ICT Assistant	G6	1.0	
Senior Procurement Assistant	G6	1.0	
Asset Management Assistant	G5	1.0	
Finance and Treasury Assistant	G5	1.0	
Finance Assistant	G5	3.0	
ICT Assistant	G5	2.0	
Procurement Assistant	G5	2.0	
Treasury Assistant	G5	1.0	
Human Resources Assistant	G4	1.0	
Office Assistant	G4	1.0	
Procurement Assistant	G4	1.0	
Transport Assistant	G4	1.0	
Travel Assistant	G4	1.0	
Administrative Assistant	G4	1.0	
Office Clerk	G3	1.0	
<b>A.2.2 Common Operational Costs</b>			
Senior Driver	G3	1.0	
Transport Clerk	G3	1.0	
Driver	G2	7.0	
Cleaner	G1	6.0	
<b>B.1.1 Politico-Military Activities</b>			
Head, Politico-Military Unit	S4	1.0	
Senior Politico-Military Officer	S3	1.0	
Head of Police Affairs	S3	1.0	
Border Issues Co-ordination Officer	S2	1.0	
Organized Crime Adviser	S2	1.0	
Political Officer	S2	1.0	
Institution Building Officer	S2	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
National Programme Officer	NP1	2.0	
Senior Programme Assistant	G6	8.0	
Senior Project Assistant	G6	1.0	
Political Assistant	G5	1.0	
Project Assistant	G5	2.0	
<b>B.2.1 Economic and Environmental Activities</b>			
Senior Economic and Environmental Officer	S3	1.0	
Economic and Environmental Officer	S2	1.0	
Economic Governance Officer	S2	1.0	
Environmental Officer	S2	1.0	
National Programme Officer	NP1	1.0	
Senior Programme Assistant	G6	4.0	
Senior Programme Assistant	G6	1.0	New post
Senior Project Assistant	G6	1.0	
<b>B.3.1 Human Dimension Activities</b>			
Senior Human Dimension Officer	S3	1.0	
Human Dimension Officer	S2	2.0	
Rule of Law Officer	S2	1.0	New post
National Project Co-ordinator	NP1	1.0	
Senior Legal Assistant	G6	1.0	
Senior Programme Assistant	G6	4.0	
Programme Assistant	G5	1.0	
<b><u>Total for the Centre in Bishkek</u></b>		<b><u>126.0</u></b>	
<b><u>Project Co-ordinator in Uzbekistan</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Office	HoM	1.0	
National Project Officer	NP2	1.0	
Senior Secretary	G5	1.0	
Senior Security Guard	G3	1.0	
Security Guard	G2	4.0	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	NP2	1.0	
Senior Finance Assistant	G6	1.0	
Asset Management Assistant	G5	1.0	
Human Resources Assistant	G5	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
Information Technology Assistant	G5	1.0	
<b>A.2.2 Common Operational Costs</b>			
Senior Driver	G3	1.0	
Driver	G2	1.0	
Cleaner	G1	2.0	
<b>B.1.1 Politico-Military Activities</b>			
National Project Officer	NP2	1.0	
Programme Assistant	G5	1.0	
<b>B.2.1 Economic and Environmental Activities</b>			
Senior Project Officer	S2	1.0	
National Economic and Environmental Officer	NP2	1.0	
Programme Assistant	G5	1.0	
<b>B.3.1 Human Dimension Activities</b>			
Senior Project Officer	S2	1.0	
National Project Officer	NP2	1.0	
Programme Assistant	G5	1.0	
<b><u>Total for the Project Co-ordinator in</u></b>		<b><u>25.0</u></b>	
<b><u>Uzbekistan</u></b>			
<b><u>Office in Tajikistan</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Office	HoM	1.0	
Deputy Head of Office	DHoM	1.0	
Security Officer	P3	1.0	
Senior Executive Officer	S3	1.0	
Field Officer	S2	3.0	
Political Officer	S2	1.0	
National Project Co-ordination Officer	NP1	1.0	
National Security Officer	NP1	1.0	
Senior Field Assistant	G6	1.0	
Senior Legal Assistant	G6	1.0	
Senior Press and Public Information Assistant	G6	1.0	
Senior Programme Assistant	G6	1.0	
Senior Assistant Translator/Interpreter	G6	1.0	
Field Assistant	G5	5.0	



**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
Post Title			
Field Assistant	G5	1.0	Upgrade
Field Programme Assistant	G5	1.0	
Project Assistant	G5	1.0	
Senior Secretary	G5	2.0	
Administrative Assistant	G4	3.0	
Receptionist	G3	1.0	
Senior Security Guard	G3	1.0	
Security Guard	G2	32.0	
Cook	G1	3.0	
<b>A.2.1 Fund Administration Unit</b>			
Chief, Administration and Finance	P4	1.0	
Finance Officer	P2	1.0	
Materials Management Officer	P2	1.0	
National Accounting Officer	NP1	1.0	
National Human Resources Officer	NP1	1.0	
National IT/Communications Officer	NP1	1.0	
National Building Maintenance Officer	NP1	1.0	New post
Senior Asset Management Assistant	G6	1.0	
Senior Payroll Assistant	G6	1.0	
Senior Procurement Assistant	G6	1.0	
Senior Treasury Assistant	G6	1.0	
Administrative Assistant	G5	1.0	Upgrade
Asset Management Assistant	G5	1.0	
Budget Assistant	G5	1.0	
Communications Assistant	G5	1.0	
Finance Assistant	G5	2.0	
Finance Assistant	G5	1.0	New post
IT Assistant	G5	1.0	
Procurement Assistant	G5	2.0	
Travel Assistant	G5	1.0	Upgrade
Recruitment and Training Assistant	G5	1.0	
Building Maintenance Assistant	G4	1.0	
Human Resources Assistant	G4	1.0	
Transport Assistant	G4	1.0	
IT Help Desk Technician	G4	1.0	
Warehouse Clerk	G3	1.0	
<b>A.2.2 Common Operational Costs</b>			
Driver/Mechanic	G3	2.0	
Senior Driver	G3	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Driver	G2	9.0	
Handyman	G2	1.0	
Senior Cook	G2	1.0	
Cleaner	G1	8.0	
Cook	G1	1.0	
<b>B.1.1 Political and Military Aspects of Security</b>			
Head, Politico-Military Department	S3	1.0	
Border Management Adviser	S2	1.0	
Border Management Officer	S2	1.0	
Counter-Terrorism and Police Issues Adviser	S2	1.0	
De-Mining Officer	S2	1.0	
National Politico-Military Officer	NP2	1.0	
National Border Management Officer	NP1	1.0	
National Programme Officer	NP1	1.0	
National Programme Officer	NP1	1.0	New post
National Political Dialogue Officer	NP1	1.0	
National Police Assistance Officer	NP1	1.0	New post
Senior Programme Assistant	G6	1.0	
Programme Assistant	G5	5.0	
Programme Assistant	G5	1.0	New post
Project Assistant	G5	1.0	
<b>B.2.1 Economic and Environmental Activities</b>			
Head, Economic and Environmental Department	S3	1.0	
Senior Anti-Corruption Officer	S3	1.0	
Economic Officer	S2	1.0	
Water and Energy Policy Adviser	S2	1.0	
Field Officer, Economic and Environmental Issues	S1	1.0	
National Environmental Officer	NP1	1.0	
National Programme Officer	NP1	1.0	New post
Administrative Assistant	G5	1.0	New post
Programme Assistant	G5	5.0	
Project Assistant	G5	1.0	
<b>B.3.1 Human Dimension Activities</b>			
Head, Human Dimension Department	S3	1.0	

**POST TABLE (continued)**

<b><u>Fund</u></b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
Gender and Anti-Trafficking Officer	S2	1.0	
Human Dimension Officer	S2	1.0	
Human Rights Officer	S2	1.0	
Media Officer	S2	1.0	
Rule of Law Officer	S2	1.0	
National Gender Officer	NP1	1.0	
National Media Development Officer	NP1	1.0	
National Programme Officer, Human Rights	NP1	1.0	
Senior Programme Assistant	G6	2.0	
Programme Assistant	G5	4.0	
Project Assistant	G5	1.0	
Senior Secretary	G5	1.0	
<b><u>Total for the Office in Tajikistan</u></b>		<b><u>166.0</u></b>	
<b><u>GRAND TOTAL</u></b>		<b><u>2,363.8</u></b>	

PC.DEC/1197  
31 December 2015  
Attachment 1

ENGLISH  
Original: RUSSIAN

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

By the delegation of the Russian Federation:

“While joining the consensus on the Permanent Council decision on approval of the 2016 Unified Budget, the delegation of the Russian Federation would like to stress the following.

We regard the OSCE Budget as an important operative instrument designed to provide the financial resources to strengthen key areas of our Organization’s work based on decisions by the OSCE’s decision-making bodies and reflecting the common interests of all participating States. In that connection, we are seriously concerned by the continuing imbalance in the Budget, in which a large part of the resources are allocated to programmes in the humanitarian sphere. We are no less perturbed by the activities of the executive structures in this area, namely the Office for Democratic Institutions and Human Rights (ODIHR) and the offices of the OSCE High Commissioner on National Minorities and the OSCE Representative on Freedom of the Media. We are forced to note the continuing application of double standards in their work, the politicization, the departure from their mandates and also the unauthorized elaboration of programmes and documents. We shall continue to insist that the budgetary resources allocated to these executive structures be used exclusively for programme activities based on decisions by the OSCE’s directive bodies and reflecting the priorities agreed by all participating States.

We trust that the leadership of the ODIHR will heed the comments of the Russian Federation in all aspects of its work, as well as the specific proposals for a substantial modification to it, including the preparation and organization of events in the humanitarian sphere. We believe that there is a need for a fundamental change in the ODIHR’s current election observation methodology, which must be based on the principles and rules approved by all participating States.

We expect the OSCE field presences to make effective use of the budgetary resources, to strictly observe their mandates and to conduct their activities on the basis of decisions by the OSCE’s decision-making bodies and the consensus by the participating States with regard to their programmes. Thus, in our view it is important that the additional resources allocated to the OSCE Project Co-ordinator in Ukraine for 2016 be used to foster genuine national dialogue, also involving the representatives of certain regions of Donetsk and Luhansk, rather than being wasted on dubious initiatives like the Youth Contact Groups. We trust that the

projects carried out by the Co-ordinator's office will take account of the legitimate rights and interests of all citizens in the country regardless of their place of residence and their ethnic, linguistic, cultural or religious affiliation.

We request that this statement be appended to the decision adopted and attached to the journal of the day.”

PC.DEC/1197  
31 December 2015  
Attachment 2

ENGLISH  
Original: RUSSIAN

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

By the delegation of Belarus (also on behalf of the Russian Federation):

“Joining the consensus on the Permanent Council decision on approval of the 2016 Unified Budget, the Republic of Belarus and the Russian Federation once again stress that they will not accept any commitments regarding a change in the procedure for financing the Augmentations Fund established by Permanent Council Decision No. 827 of 21 December 2007.

It is our opinion that issues relating to changes in the Augmentations Fund are not covered by the mandate of the working group on horizontal OSCE budget issues to be set up under the aegis of the chairperson of the Advisory Committee on Management and Finance and should be dealt with exclusively by the open-ended informal working group on the Scale of Contributions created to undertake ‘a comprehensive review of all elements and criteria with regard to the Scales of Contributions’.

We request that this statement be attached to the decision and the journal of the day.”

PC.DEC/1197  
31 December 2015  
Attachment 3

ENGLISH  
Original: FRENCH

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

The delegation of Luxembourg, in its capacity as EU Presidency, passed the floor to the representative of the European Union, who delivered the following statement:

“The Member States of the European Union thank the incoming German Chairmanship for its efforts to permit the timely adoption of the 2016 OSCE Unified Budget in accordance with the provisions of the decisions on the budget cycle.

The budget nevertheless presents a number of recurrent difficulties.

The limited allocation to the Office for Democratic Institutions and Human Rights does not reflect the current stakes and challenges. It is a matter of considerable concern. The reduction in resources could jeopardize the Warsaw office’s capacities for election observation and could endanger the full performance of its mandate. We shall ensure in future that this situation is rectified. The budget for the Representative on Freedom of the Media and the High Commissioner on National Minorities is also a cause of concern. These two institutions should be allocated more resources. We deeply regret the fact that, as every year, some countries continue to obstruct this in spite of the minor financial stakes and the commitments undertaken within the OSCE. We should like to reiterate our full support for the mandates of these three independent institutions and stress the importance of providing them with the appropriate human and financial resources to enable them to carry out their mandates properly.

The budgets for the missions in Central Asia are still cut and do not reflect the security challenges encountered in this region. In particular, the OSCE Border Staff Management College in Dushanbe continues to be in a precarious financial situation because of its omission from the Unified Budget.

Some horizontal issues are a continued source of concern. In particular, the wage costs have not been contained and the answers provided by the Secretariat are still unsatisfactory. We hope that the working group on horizontal issues will be able to correct this situation without delay, and we urge the Secretariat to engage in good faith in the discussions.

Finally, negotiation of the 2016 budget has shown again this year the need to resolve the matter of the Augmentations Fund in the 2017 budget cycle with account taken of the

financial arrangement adopted by the participating States on their scales of contribution. We reiterate our position in favour of following up the transfer of the relevant posts to the Secretariat.

In conclusion, we should like to express our satisfaction on the following points.

First, within the Secretariat the Conflict Prevention Centre will have sufficient human resources to continue to deal with the crisis in Ukraine and other priorities.

Second, the notable efforts by the field missions in south-eastern Europe to achieve savings through reorganization continue to bear fruit and enable these resources to be allocated to other executive structures.

We request that this statement be attached to the decision and the journal of the day.”



PC.DEC/1197  
31 December 2015  
Attachment 4

Original: ENGLISH

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

By the delegation of Ukraine:

“Mr. Chairperson,

In connection with the decision of the Permanent Council on the approval of the 2016 Unified Budget, the delegation of Ukraine would like to make the following interpretative statement under paragraph IV.1(A)6 of the Rules of Procedure of the Organization for Security and Co-operation in Europe.

The delegation of Ukraine extends sincere gratitude to German ACMF Chairmanship for the tireless and dedicated work to reach agreement on the OSCE budget for the next year.

Mindful of the need to place the activities of the Organization on a solid financial footing and in the spirit of compromise, Ukraine joins consensus on the 2016 Unified Budget.

We continue to emphasize the increased needs of the OSCE Project Co-ordinator in Ukraine (PCU). It is essential that the PCU be provided with adequate resources to be able to assist the government of Ukraine in advancing far-reaching domestic reforms.

We look forward that the PCU will be given additional resources to further strengthen its programmatic activities in the future.

The delegation of Ukraine requests that this statement be attached to the decision and recorded in the journal of the day.

Thank you, Mr. Chairperson.”

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

By the delegation of Azerbaijan:

“While joining the consensus on the Permanent Council decision on approval of the 2016 Unified Budget, the delegation of the Republic of Azerbaijan would like to make the following interpretative statement under paragraph IV.1(A)6 of the Rules of Procedure of the OSCE:

“The delegation of the Republic of Azerbaijan continues to be of the strong view that the OSCE executive structures, including the field missions are the common assets of all 57 OSCE participating States, providing that they act in full compliance with the OSCE principles, commitments and decisions and by no means harm the legitimate interests of the participating States. Accountability and transparency are prerequisite to ensuring collective support of the participating States to the activities of the OSCE institutions and field missions.

In this regard, lack of proper guarantees against the utilization of the skills and capacities acquired by Armenia through assistance of the OSCE Office in Yerevan in the occupied territories of Republic of Azerbaijan and their misuse to sustain and consolidate the occupation of Azerbaijani territories continues to be a serious concern. Office’s continued efforts aimed at upgrading capacities of Armenia in the area of demining are an example in this regard. In some other cases, the resources of the Unified Budget have been spent even in support of activities not related to the OSCE commitments. It is within this context that the Azerbaijani side has on numerous occasions questioned the allocation of resources from the Unified Budget to provide technical support and equipment to Armenia, not least by means of the activities of the Office in the politico-military dimension.

We have joined consensus on 2016 Unified Budget decision on the understanding that the OSCE, in particular the incoming German Chairmanship and the CPC will keep an effective oversight of these activities of the OSCE Office in Yerevan with a view to ensuring that assistance provided to Armenia will in no circumstances be utilized in the occupied territories of the Republic of Azerbaijan and serve to consolidation of the occupation of Azerbaijani territories by Armenia.’

We request that this statement be attached to the decision adopted and be included to the journal of the day.”

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

By the delegation of the United States of America:

“The United States wishes to make an interpretative statement under paragraph IV.1(A)6 of the Rules of Procedure of the Organization for Security and Co-operation in Europe.

The United States commends the efforts of the German Chairmanship, particularly those of Mr. Erik Tintrup and Ms. Ilona Salaba, during challenging budget discussions this year. Without such leadership, today’s decision on the 2016 Unified Budget would not have been possible.

We have joined consensus on the 2016 Unified Budget because we believe in the OSCE and that the OSCE must have a budget to move forward with its critical programmes and activities. The budget we adopt today is far from ideal, however, as, we believe it falls short in several vital areas.

We are disappointed that the budget does not sufficiently meet the resource needs of the OSCE’s three independent institutions: the Office for Democratic Institutions and Human Rights (ODIHR), the High Commissioner on National Minorities (HCNM), and the Representative on Freedom of the Media (RFoM). These institutions have been underfunded for many years, hampering their ability to implement their mandates to assist participating States to meet their OSCE commitments under the Helsinki Final Act and subsequent instruments. As responsible stewards of the OSCE’s financial resources, we must ensure that these institutions receive adequate funding. For those who have withheld the needed support for the institutions, we expect that they have ceded their right to criticize them.

The Russia-Ukraine crisis continues to place tremendous pressure on the resources of the Project Co-ordinator in Ukraine (PCU). We regret that the budget does not provide for the additional funding requested to allow the PCU to better support the Government of Ukraine’s transition towards a democratic, secure, and prosperous future for the country and its people.

Again this year, we regret that the Border Management Staff College, the region’s only forum for regional border security and co-operation, was excluded from the Unified Budget.

We continue to be concerned about rising staff standard and other operational costs which, if not adequately addressed, may one day bankrupt this Organization. We call on the Secretariat to seek further efficiencies in the coming year and to focus its resources on programmatic activities. We strongly support the establishment of a working group on horizontal issues and urge its members to work diligently on cost containment.

As the events of the past year have so clearly shown us, the OSCE region is still a very dangerous place. We call on all participating States to take a renewed look at the unique role of this Organization to meet security threats head on and to ensure that it is well resourced to carry out its vital mandates.

The United States requests that this statement be appended to the adopted decision and recorded in the journal of the day.

Thank you, Mr. Chairperson.”

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

By the delegation of the United Kingdom:

“Mr. Chairperson,

The United Kingdom wishes to make the following interpretative statement under paragraph IV.1A(6) of the OSCE Rules of Procedure.

We would first like to thank the German Chairperson of the ACMF, Mr. Erik Tintrup, and his colleagues for their tireless efforts to secure agreement.

The United Kingdom fully supports the statement made on behalf of the Member States of the European Union but would like to add the following comments in our national capacity.

We believe that the OSCE cannot be immune from the tight financial climate affecting participating States and which is reflected in other international organizations. We should recall that the OSCE has also received – and we expect it will continue to receive in 2016 – considerable additional resources for its important work in Ukraine, which we strongly support.

We have joined consensus despite deep disappointment that the Unified Budget for 2016 does not adequately address the issue of staff costs in line with the tasking in Permanent Council Decision No. 1158. We expect the working group on horizontal issues established under the decision on the 2016 Budget to identify specific and substantive measures on the agreed timescale which can be reflected in the Unified Budget Proposal for 2017. The working group should focus on Staff Standard Costs, and must include all options for reducing them, including addressing the issue of alignment with the UN. We expect the Secretariat to engage actively in that process in good faith so that we can ensure maximum available resources are focused where our governments and peoples expect, not on self-administration, but on making a practical difference to co-operation and security.

Mr. Chairperson, I ask that this statement be attached to the decision and recorded in the journal of the day.

Thank you.”