

1148th Plenary Meeting

PC Journal No. 1148, Agenda item 4

DECISION No. 1252
APPROVAL OF THE 2017 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 2017 Unified Budget contained in Annex I;
2. Approves the 2017 Unified Budget Post Table contained in Annex II;

II. Taking into account 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,

Taking into account Permanent Council Decision No. 1216 of 21 July 2016 on amending OSCE Staff Regulations and the recommendations contained therein,

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, the Chairmanship Conference on Local Staff Income Tax held on 2 September 2014 as well as document PC.ACMF/63/16 of 7 November 2016,

1 This corrigendum corrects technical errors on pages 5 and 10 of Annex II.

1. Undertakes to continue efforts, including throughout the Unified Budget cycle in 2017, 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 Secretariat and the ACMF to continue efforts to improve further the programme and budget planning process and the evaluation process within the OSCE, including through sharing Key Performance Indicators with participating States, with a view to discussion in the ACMF;
3. Tasks the fund managers to ensure full compliance of their programme activities, in accordance with the body of the OSCE principles, commitments and decisions as well as their respective mandates;
4. Tasks all fund managers to distribute an open-ended list of Unified Budget projects to be undertaken and funded within the 2017 Unified Budget. The project list may be further supplemented by the fund managers within their respective funds, as appropriate, and an updated list should be issued to participating States twice a year;
5. Tasks the ACMF to make a recommendation to the Permanent Council on the revision of the budget of the OSCE field operation in Tajikistan, no later than 31 December 2017;
6. Tasks the OSCE Secretariat to implement the new methodology of calculation of the board and lodging allowance (BLA) for Unified Budget funded field operations as per PC.ACMF/20/17/Rev.1 of 18 May 2017, with a view to more closely reflecting both efficiencies as well as alignment with cost indicators provided through the UN Common System;
7. Tasks the ACMF, in co-ordination with the Chairmanship, to review the BLA methodology of the Office of the Personal Representative of the OSCE Chairperson-in-Office on the Conflict Dealt with by the OSCE Minsk Conference with a view to exploring how to align this BLA with those of other Unified Budget funded field operations;
8. Tasks the ACMF and the Chairmanship, in co-ordination with the Secretary General, to continue discussions on possible solutions on local staff income tax with a view to ensuring full compliance with the OSCE Staff Regulations and Staff Rules;
9. Calls upon participating States to reach an agreement on future Scales of Contributions starting from 2018.

THE 2017 UNIFIED BUDGET

<u>Fund</u>	EUR
Main Programme	
Programme	
<u>I. FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS</u>	
<u>The Secretariat</u>	
Secretary General and Central Services	
A.1.1 Executive Management	1,201,000
A.1.2 Security Management	539,800
A.1.3 External Co-operation	739,000
A.1.4 Legal Services	645,000
A.1.5 Communication and Media Relations Section	1,363,000
A.1.6 Conference and Language Services	5,409,900
A.2.1 Records Management	324,300
A.2.2 The OSCE Documentation Centre in Prague	425,200
B.4.1 Gender Issues	<u>426,800</u>
Total	11,074,000
Chairman-in-Office	
A.1.1 Short Term Mission/Visits of CiO and PR of the CiO	550,000
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>
Total	753,200
Internal Oversight	
A.1.1 Internal Oversight	<u>1,677,100</u>
Total	1,677,100
Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings	
B.4.1 Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings	<u>1,003,300</u>
Total	1,003,300
Addressing Transnational Threats	
B.4.1 Co-ordination of TNT Activities	582,500
B.4.2 Strategic Police Matters Unit	737,800
B.4.3 Action against Terrorism	889,500

THE 2017 UNIFIED BUDGET (continued)

Fund	EUR
Main Programme	
Programme	
B.4.4	<u>745,700</u>
Total	2,955,500
Activities Relating to the Economic and Environmental Aspects of Security	
B.2.1	1,817,800
B.2.2	<u>444,200</u>
Total	2,262,000
Conflict Prevention	
A.1.1	447,800
A.1.2	1,398,800
A.1.3	942,900
A.1.4	498,200
B.1.1	41,700
B.1.2	723,100
B.1.3	<u>598,200</u>
Total	4,650,700
Human Resources Management	
A.2.1	480,500
A.2.2	1,360,200
A.2.3	<u>1,834,300</u>
Total	3,675,000
Department of Management and Finance	
A.2.1	689,000
A.2.2	1,410,100
A.2.3	4,311,900
A.2.4	<u>2,377,800</u>
Total	8,788,800
Total for the Secretariat	36,839,600
<u>Office for Democratic Institutions and Human Rights</u>	
A.1.1	1,286,400
A.2.1	2,951,000
B.3.1	603,000
B.3.2	1,511,500
B.3.3	1,232,200
B.3.4	6,480,200

THE 2017 UNIFIED BUDGET (continued)

Fund		
Main Programme		
Programme		EUR
B.3.5	Tolerance and Non-Discrimination	1,431,300
B.3.6	Roma and Sinti Issues	<u>549,600</u>
	Total	16,045,200
<u>High Commissioner on National Minorities</u>		
A.2.1	Fund Administration Unit	574,500
B.1.1	Office of the High Commissioner	<u>2,833,100</u>
	Total	3,407,600
<u>Representative on Freedom of the Media</u>		
A.1.1	Freedom of the Media	<u>1,481,600</u>
	Total	1,481,600
TOTAL FOR FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS		57,774,000
<u>II. FUNDS RELATED TO OSCE FIELD OPERATIONS</u>		
<u>Augmentations</u>		
Secretariat Augmentations		
A.1.1	Communication and Media Relations Section	311,400
A.1.2	Internal Oversight	16,100
A.1.3	Policy Support Service	359,700
A.1.4	Operations Service	197,400
A.2.1	HR Services	293,500
A.2.2	Talent Management	337,000
A.2.3	Management and Co-ordination	103,800
A.2.4	Budget and Finance Services	690,000
A.2.5	Information and Communication Technology Services	983,600
A.2.6	Mission Support Service	<u>1,031,900</u>
	Total	4,324,400
ODIHR Augmentation		
B.3.1	ODIHR Democratization	<u>234,100</u>
	Total	234,100
	Total for Augmentations	4,558,500

THE 2017 UNIFIED BUDGET (continued)

<u>Fund</u>	EUR
Main Programme	
Programme	
SOUTH-EASTERN EUROPE	
<u>Mission in Kosovo</u>	
A.1.1 Office of Head of Mission	2,834,900
A.2.1 Fund Administration Unit	5,494,300
B.1.1 Security and Public Safety	1,490,100
B.3.1 Democratization	1,918,800
B.3.2 Human Rights and Communities	<u>5,772,400</u>
Total	17,510,500
<u>Mission to Bosnia and Herzegovina</u>	
A.1.1 Office of Head of Mission	2,165,000
A.2.1 Fund Administration Unit	3,992,500
A.2.2 Shared Service Centre, ICT Help Desk	129,700
B.3.1 Human Dimension	<u>5,086,400</u>
Total	11,373,600
<u>Mission to Serbia</u>	
A.1.1 Office of Head of Mission	981,600
A.2.1 Fund Administration Unit	1,695,600
B.1.1 Police Affairs	930,300
B.3.1 Democratization	1,153,900
B.3.2 Media	419,400
B.3.3 Rule of Law and Human Rights	<u>1,057,200</u>
Total	6,238,000
<u>Presence in Albania</u>	
A.1.1 Office of Head of Mission	474,300
A.2.1 Fund Administration Unit	990,300
B.1.1 Security Co-operation	356,300
B.2.1 Governance in Economic and Environmental Issues	300,300
B.3.1 Democratization	430,500
B.3.2 Rule of Law and Human Rights	<u>341,000</u>
Total	2,892,700
<u>Mission to Skopje</u>	
A.1.1 Office of Head of Mission	928,100
A.2.1 Fund Administration Unit	1,816,200
B.1.1 Public Safety and Community Outreach	1,854,200

THE 2017 UNIFIED BUDGET (continued)

Fund		
Main Programme		
Programme		EUR
B.3.1	Human Dimension	<u>1,844,100</u>
	Total	6,442,600
	<u>Mission to Montenegro</u>	
A.1.1	Office of Head of Mission	325,600
A.2.1	Fund Administration Unit	661,100
B.1.1	Security Co-operation	346,700
B.3.1	Democratization	393,400
B.3.2	Media	173,600
B.3.3	Rule of Law and Human Rights	<u>245,800</u>
	Total	2,146,200
	Total for South-Eastern Europe	46,603,600
	EASTERN EUROPE	
	<u>Mission to Moldova</u>	
A.1.1	Office of Head of Mission	414,900
A.2.1	Fund Administration Unit	817,800
B.1.1	Conflict Prevention/Resolution	474,400
B.3.1	Human Rights Monitoring/Democratization	295,600
B.3.2	Anti-Trafficking/Gender	<u>261,300</u>
	Total	2,264,000
	<u>Project Co-ordinator in Ukraine</u>	
A.1.1	Office of Head of Mission	298,600
A.2.1	Fund Administration Unit	889,600
B.3.1	Democratization and Good Governance	484,100
B.3.2	Rule of Law and Human Rights	778,900
B.4.1	Human Security	569,100
B.4.2	Economic, Environmental and Politico-Military Projects	<u>578,500</u>
	Total	3,598,800
	<u>Representative to the Latvian-Russian Joint Commission on Military Pensioners</u>	
A.1.1	Office of Head of Mission	<u>5,500</u>
	Total	5,500
	Total for Eastern Europe	5,868,300

THE 2017 UNIFIED BUDGET (continued)

Fund	EUR
Main Programme	
Programme	
CAUCASUS	
<u>Office in Yerevan¹</u>	
A.1.1 Office of Head of Mission	179,700
A.2.1 Fund Administration Unit	726,000
B.1.1 Politico-Military Activities	105,000
B.2.1 Economic and Environmental Activities	154,700
B.3.1 Democratization	114,600
B.3.2 Human Rights	75,900
B.4.1 Good Governance	95,000
Total	1,450,900
<u>High-Level Planning Group</u>	
A.1.1 Office of Head of Mission	264,000
Total	264,000
<u>The Minsk Process</u>	
A.1.1 Office of Head of Mission	911,200
Total	911,200
<u>Personal Representative of the CiO on the Conflict Dealt with by the Minsk Conference</u>	
A.1.1 Office of Head of Mission	472,000
A.2.1 Fund Administration Unit	763,800
Total	1,235,800
Total for Caucasus	3,861,900
CENTRAL ASIA	
<u>Programme Office in Astana</u>	
A.1.1 Office of Head of Mission	224,000
A.2.1 Fund Administration Unit	623,200
B.1.1 Politico-Military Activities	441,200
B.2.1 Economic and Environmental Activities	444,800
B.3.1 Human Dimension Activities	441,300
Total	2,174,500
<u>Centre in Ashgabat</u>	
A.1.1 Office of Head of Mission	368,500

1 The 2017 Unified Budget for Office in Yerevan includes the actual expenditure as of 5 May 2017 and anticipated budget amount for the closure of the Office in Yerevan.

THE 2017 UNIFIED BUDGET (continued)

Fund		
Main Programme		
Programme		EUR
A.2.1	Fund Administration Unit	500,100
B.1.1	Conflict Prevention and Confidence- and Security-Building	260,900
B.2.1	Economic and Environmental Activities	246,600
B.3.1	Human Dimension Activities	<u>279,300</u>
	Total	1,655,400
<u>Programme Office in Bishkek</u>		
A.1.1	Office of Head of Mission	1,188,600
A.2.1	Fund Administration Unit	1,460,100
B.1.1	Politico-Military Activities	1,766,800
B.2.1	Economic and Environmental Activities	1,334,600
B.3.1	Human Dimension Activities	<u>1,047,300</u>
	Total	6,797,400
<u>Project Co-ordinator in Uzbekistan</u>		
A.1.1	Office of Head of Mission	244,700
A.2.1	Fund Administration Unit	417,400
B.1.1	Politico-Military Activities	415,000
B.2.1	Economic and Environmental Activities	552,800
B.3.1	Human Dimension Activities	<u>504,300</u>
	Total	2,134,200
<u>Office in Tajikistan</u>		
A.1.1	Office of Head of Mission	1,575,300
A.2.1	Fund Administration Unit	2,019,500
B.1.1	Political and Military Aspects of Security	1,858,700
B.2.1	Economic and Environmental Activities	1,022,000
B.3.1	Human Dimension Activities	<u>1,079,300</u>
	Total	7,554,800
	Total for Central Asia	20,316,300
	TOTAL FOR FUNDS RELATED TO OSCE FIELD OPERATIONS	81,208,600
	GRAND TOTAL	138,982,600

POST TABLE

Fund			
Main Programme	Post	Number	
Programme	Grade	of Posts	Note
Post Title			
<u>The Secretariat</u>			
Secretary General and Central Services			
A.1.1 Executive Management			
Secretary General	SG	1.0	
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	
Strategic Planning and Resource Mobilization Co-ordinator	S	1.0	
Senior Political/Administrative Assistant	G7	1.0	
Senior Secretary	G6	1.0	
Senior Secretary	G5	1.0	
Senior Secretary	G5	1.0	Downgrade as a result of Secretariat's Post Table Review
Driver	G3	1.0	
A.1.2 Security Management			
Head, Security Management	P5	1.0	
Field Security Officer	P3	1.0	
Protective Services Officer	P2	1.0	
Associate Security Officer	S	1.0	New post
Administrative Assistant	G5	1.0	
Security Guard	G3	2.0	Change from programme Secretariat Common Operational Costs
A.1.3 External Co-operation			
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	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Senior External Co-operation Assistant	G6	1.0	
Secretary	G4	1.0	
A.1.4 Legal Services			
Head, Legal Services	P5	1.0	
Legal Adviser	P4	1.0	
Legal Officer	P3	2.0	
Legal Officer	S	2.0	
Associate Legal Officer	S	1.0	New post
Legal Assistant	G5	1.0	
Legal Assistant	G4	1.0	
A.1.5 Communication and Media Relations Section			
Head, Communication and Media Relations Section	P5	1.0	
Deputy Spokesperson/Deputy Head of COMMS	P4	1.0	
Online Communications Manager	P4	1.0	
Media Officer	P3	1.0	
Web Architect	P3	1.0	
Media and Outreach Officer	P3	1.0	
Publications and Outreach Officer	P3	1.0	New post
Assistant Web Developer	P1	1.0	
Senior Media Assistant	G6	1.0	
Media Assistant	G5	1.0	
A.1.6 Conference and Language Services			
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	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
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	
Conference Support Clerk	G2	3.0	New posts
A.2.1 Records Management			
Chief, Records Management	P3	1.0	
Registry and Records Assistant	G4	3.0	
A.2.2 The OSCE Documentation Centre in Prague			
Head of Office and Officer in Charge of Meetings	S	1.0	
Senior Documentation and Information Assistant	G7	1.0	
Senior Information Technology Assistant	G6	1.0	
Senior Finance and Administrative Assistant	G6	1.0	
Administrative Secretary	G5	1.0	
Archives Assistant	G5	1.0	
Information Technology Assistant	G5	1.0	Upgrade
Cleaner/Photocopier	G1	1.0	
B.4.1 Gender Issues			
Senior Adviser on Gender Issues	P5	1.0	
Adviser on Gender Issues	P3	1.0	
Adviser on Gender Issues	S	1.0	
Adviser on Gender Issues	S	1.0	New post
Gender Adviser	S	1.0	
Administrative/Programme Assistant	G5	1.0	
Internal Oversight			
A.1.1 Internal Oversight			
Director of Internal Oversight	D1	1.0	Downgrade as a result of Secretariat's Post Table Review
Head, Internal Audit/Deputy Director	P5	1.0	
Head of Evaluation/Deputy Director	P5	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Senior Auditor	P4	1.0	
Senior Investigator	P4	1.0	
Senior Evaluator	P4	1.0	
Auditor	P3	3.0	
Auditor	P3	1.0	Transfer from Augmentations
Evaluation Officer	S	1.0	
Senior Administrative Assistant	G6	1.0	
Senior Auditing Assistant	G6	1.0	
Senior Auditing Assistant	G6	1.0	Transfer from Augmentations
Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings			
B.4.1 Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings			
Special Representative	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 and Capacity-Building Officer	P3	1.0	Full post budgeted for four months in 2016
Associate Officer on CTHB	P2	1.0	
Assistant Officer on CTHB	P1	1.0	
Associate Public Information Officer	S	1.0	
Executive Programme Officer	S	1.0	
Country Visit Officer	S	1.0	
Senior Adviser	S	1.0	New post
Administrative Assistant	G5	1.0	
Senior Secretary	G5	1.0	
Addressing Transnational Threats			
B.4.1 Co-ordination of TNT Activities			
Co-ordinator of Activities to Address Transnational Threats	D1	1.0	
Information Management Officer	P3	1.0	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Associate Cybersecurity Officer	P2	1.0	
Policy and Co-ordination Officer	S	1.0	
Senior Information Management Assistant	G6	1.0	
Senior Programme Assistant	G6	1.0	
B.4.2 Strategic Police Matters Unit			
Head, Strategic Police Matters Unit	S	1.0	
Deputy Head of SPMU, Community Police Adviser	P4	1.0	
Police Affairs Officer, Adviser on Analysis and Reporting	P4	1.0	
Police Affairs Officer on Combating Illicit Drugs	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	
B.4.3 Action against Terrorism			
Head, Anti-Terrorism Issues Unit	S	1.0	
Deputy Head, Anti-Terrorism Issues Unit	P4	1.0	
Programme Officer	P3	1.0	
Associate Programme Officer	P2	1.0	
Associate Programme Officer	P2	1.0	Full post budgeted for eight months in 2016
Assistant Programme Officer	P1	1.0	
Assistant Programme Officer	P1	1.0	Full post budgeted for eight months in 2016
Senior Legal Counter-Terrorism Adviser	S	1.0	
Adviser on Anti-Terrorism Issues	S	1.0	
Counter-Terrorism Officer	S	1.0	
Project Assistant	G5	1.0	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
B.4.4 Borders Security and Management			
Head, Border Security and Management Unit	S	1.0	
Customs Adviser	P3	1.0	
Programme Management Officer	P3	1.0	
Border Adviser	P2	1.0	
Associate Programme Officer	P2	1.0	Change from programme Action Against Terrorism
Border Adviser	S	1.0	
Administrative Assistant	G4	1.0	
Activities Relating to the Economic and Environmental Aspects of Security			
B.2.1 Co-ordinator of OSCE Economic and Environmental Activities			
Co-ordinator of OSCE Economic and Environmental Activities	D2	1.0	
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 Environmental Affairs Adviser	P4	1.0	
Senior Economic Adviser	P4	1.0	
Economic Adviser	P3	1.0	
Environmental Programme Officer	P3	1.0	
Associate Environmental Affairs Officer	P2	1.0	
Associate Anti-Corruption Officer	P2	1.0	
Associate Economic Affairs Officer	S	1.0	
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	2.0	
Administrative Assistant	G4	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Conflict Prevention			
A.1.1 CPC Direction and Management			
Director of the CPC/Deputy Head of the OSCE Secretariat	D2	1.0	
Planning and Co-ordination Officer	P3	1.0	
Senior Secretary	G5	1.0	
Secretary	G4	1.0	
A.1.2 Policy Support Service			
Deputy Director for Policy Support Service	P5	1.0	
Senior Policy Support Officer	P4	4.0	
Policy Support Officer	P3	3.0	
Policy Support Officer	S	5.0	
Senior Policy Support Assistant	G6	3.0	
Secretary	G4	1.0	
A.1.3 Operations Service			
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	
Duty Officer	G5	3.0	
Secretary	G4	1.0	
A.1.4 Programming and Evaluation Support Unit			
Chief, Programming and Evaluation Support Unit	P4	1.0	
Project/Programme Evaluation Officer	P3	1.0	
Associate Project Co-ordination Officer	P2	1.0	
Associate Project Co-ordination Officer	S	1.0	New post
Senior Project Assistant	G6	1.0	
Senior Project Assistant, Extrabudgetary Contributions	G6	1.0	Transfer from Augmentations

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
B.1.2 FSC Support			
Senior FSC Support Officer	P4	1.0	
Project Support Officer	P3	1.0	
CSBM Officer	P3	1.0	
Associate Project Officer	P2	1.0	
Associate FSC Support Officer	S	1.0	
Project Officer	S	1.0	
Programme Assistant	G5	1.0	
Office Assistant	G4	1.0	
B.1.3 Communications Network			
Senior Communications Network Officer	P4	1.0	
Network Management Officer	P3	1.0	
Network Management Assistant	G5	1.0	Downgrade as a result of Secretariat's Post Table Review
Human Resources Management			
A.2.1 HR Direction and Management			
Director for Human Resources	D2	1.0	
Planning and Co-ordination Officer	P3	1.0	
Senior Secretary	G5	1.0	
A.2.2 HR Services			
Deputy Director/Head, HR Services and OSCE Ethics Co-ordinator	P5	1.0	
Chief, Payroll and ERP Systems	P4	1.0	
Human Resources Officer	P3	1.0	
Human Resources Officer	S	1.0	New post
Senior IRMA HR Support Assistant	G7	1.0	
Senior Payroll Assistant	G6	2.0	
Senior HR Assistant	G6	3.0	
Payroll Assistant	G5	1.0	
HR Assistant	G4	2.0	
HR Clerk	G3	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
A.2.3 Talent Management			
Deputy Director/Head, Talent Management Section	P5	1.0	
Chief, Learning and Development Unit	P4	1.0	
Chief, Recruitment Unit	P4	1.0	
Talent Management Officer	P3	1.0	
Learning and Development Officer	P3	1.0	
Talent Management Officer	S	1.0	
Associate Recruitment Officer	S	1.0	New post
Senior HR Assistant	G7	1.0	
Senior Recruitment Assistant	G6	2.0	
Senior Learning and Development Assistant	G6	1.0	
Recruitment Assistant	G5	1.0	Downgrade as a result of Secretariat's Post Table Review
Learning and Development Assistant	G5	2.0	
Recruitment Assistant	G4	1.0	
HR Assistant	G4	1.0	
Learning and Development Clerk	G3	1.0	
Department of Management and Finance			
A.2.1 Management and Co-ordination			
Director for Management and Finance	D2	1.0	
Chief, Information Security and Co-ordination	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	
Senior Administrative/Finance Assistant	G6	1.0	Change from programme Budget and Finance Services
A.2.2 Budget and Finance Services			
Deputy Director for Budget and Finance Services	P5	1.0	
Chief, Accounts Unit	P4	1.0	
Chief, Treasury and Extrabudgetary Contributions Unit	P4	1.0	
Chief, Budget Unit	P4	1.0	
Senior Extrabudgetary Contributions Officer	P4	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Budget Officer	P3	1.0	
Associate Treasury Officer	P2	1.0	
Associate Finance Officer	P2	1.0	
Senior Finance Assistant	G7	1.0	
Senior Accounting Assistant	G6	1.0	
Senior Treasury Assistant	G6	1.0	
Senior Extrabudgetary Contributions Assistant	G6	1.0	
A.2.3 Information and Communication			
Technology Services			
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	
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	
Senior Programming Assistant	G6	1.0	Transfer from Augmentations
ICT Assistant	G5	1.0	
ICT Communications Assistant	G5	1.0	
Information Technology User Support Assistant	G5	1.0	
ICT Help Desk Assistant	G4	1.0	
A.2.4 Mission Support Service			
Deputy Director for Mission Support Services	P5	1.0	
Chief, Procurement and Contracting Unit	P4	1.0	
Chief, Asset, Logistics and Travel Support Unit	P4	1.0	
Procurement Officer	P3	1.0	
Chief, Building Support Services	P3	1.0	
Associate Procurement Officer	P2	1.0	
Senior Asset Management Assistant	G6	1.0	
Senior Building Maintenance Assistant	G6	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
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	
Receptionist	G3	1.6	
Warehouse Clerk	G3	1.0	
Transport Dispatcher	G3	1.0	
Driver	G2	1.0	Change from programme Secretariat Common Operational Costs
Messenger	G2	1.0	
Manual Worker	G2	1.0	
Cleaner	G1	6.0	Change from programme Secretariat Common Operational Costs
Total for the Secretariat		334.1	
<u>Office for Democratic Institutions and Human Rights</u>			
A.1.1 Direction and Policy			
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	
Policy and Fund Raising Adviser	S	1.0	
Senior Political Adviser/Head of Director's Office	S	1.0	
Special Adviser/Director's Representative in Vienna	S	1.0	
Executive Assistant	G7	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Administrative Assistant/Human Dimension Meetings Assistant	G5	1.0	
Press and Public Affairs Assistant	G5	1.0	
A.2.1 Fund Administration Unit			
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	
Finance Officer, Elections	P2	1.0	
Associate Documents and Records Management Officer	P2	1.0	
Senior Administrative Assistant	G7	1.0	
Senior Finance Assistant	G7	1.0	
Senior Finance Assistant	G6	1.0	
Senior Human Resources Assistant	G6	1.0	
Senior Information Technology Assistant	G6	1.0	
Senior IT Assistant	G6	2.0	
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	4.0	
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	1.0	
Supply Assistant	G5	1.0	
Treasury Assistant	G5	1.0	
Budget Assistant, EOM	G5	3.0	
Documents and Records Management Assistant	G4	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Finance Assistant	G4	1.0	
Front Office Clerk	G3	2.5	
Senior Driver	G3	1.0	Change from programme Common Operational Costs
Driver	G2	1.0	Change from programme Common Operational Costs
B.3.1 Human Dimension Meetings			
Human Dimension Meetings Officer	P2	1.0	
Senior Human Dimension Meetings Assistant	G6	1.0	
B.3.2 Democratization			
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	
Associate Gender Officer	P2	1.0	
Associate Democratic Governance Officer	P2	1.0	
Associate 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.3.3 Human Rights			
Head, Human Rights Department	P5	1.0	
Deputy Head, Human Rights Department	P4	1.0	
Senior Adviser on Freedom of Religion and Belief	P4	1.0	
Adviser on Anti-Terrorism Issues	P3	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Human Rights Adviser	P3	2.0	
Human Rights Adviser, Capacity-Building Co-ordinator	P3	1.0	
Associate Officer on Freedom of Religion and 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	
Senior Administrative Assistant	G6	1.0	
Administrative Assistant	G5	2.0	
B.3.4 Elections			
Head, Election Department	P5	1.0	
Senior Election Adviser	P4	2.0	
Senior Adviser on New Voting Technologies	P4	1.0	
Deputy Head, Election Department	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	
B.3.5 Tolerance and Non-Discrimination			
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	
Hate Crime Officer	S	1.0	
Gender Adviser for Tolerance and Non-Discrimination	S	1.0	
Senior Administrative Assistant	G6	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Senior Library Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Information Management Assistant	G5	1.0	
B.3.6 Roma and Sinti Issues			
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	
Associate Programme Officer, Roma and Sinti Issues	S	1.0	
Administrative Assistant	G5	1.0	
<u>Total for the Office for Democratic Institutions and Human Rights</u>		<u>137.0</u>	
<u>High Commissioner on National Minorities</u>			
A.2.1 Fund Administration Unit			
Senior Administrative Officer	P4	1.0	
Information Technology Officer	P3	1.0	
Senior Administrative Assistant	G7	1.0	
Finance Assistant	G5	0.5	New post
Procurement Assistant	G5	1.0	
B.1.1 Office of the High Commissioner			
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	
Legal Adviser	P3	1.0	
Political Adviser	P3	1.0	
Project Officer	P3	1.0	
Project Officer	S	2.0	
Secretary HCNM	S	1.0	
Senior Legal Adviser	S	1.0	
Personal Adviser	S	1.0	
Administrative Assistant	G5	3.0	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Information Assistant	G5	1.0	
Communication and Editorial Assistant	G5	1.0	
Project Assistant	G5	2.0	
<u>Total for the High Commissioner on National Minorities</u>		<u>30.5</u>	
<u>Representative on Freedom of the Media</u>			
<u>A.1.1 Freedom of the Media</u>			
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	
<u>Total for the Representative on Freedom of the Media</u>		<u>16.0</u>	
<u>Funds related to OSCE field operations</u>			
<u>Augmentations</u>			
<u>Secretariat Augmentations</u>			
<u>A.1.1 Communication and Media Relations Section</u>			
Media and Outreach Officer	P3	1.0	
Online Communications Officer	P3	1.0	
Online Communications Officer	P3	1.0	
<u>A.1.3 Policy Support Service</u>			
Senior Policy Support Officer	P4	1.0	
Policy Support Officer	P3	2.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
A.1.4 Operations Service			
Duty Officer	G5	3.0	
A.2.1 HR Services			
HR Policy and Procedures Officer	P3	1.0	
HR Assistant	G5	2.0	
Payroll Assistant	G4	1.0	
A.2.2 Talent Management			
Recruitment Officer	P3	1.0	
Recruitment Assistant	G5	2.0	
Recruitment Assistant	G4	1.0	
Recruitment Clerk	G3	0.3	Part-time post budgeted for eight months
Recruitment Clerk	G3	0.3	Change to full-time post budgeted for four months
A.2.3 Management and Co-ordination			
Information Security Officer	P3	1.0	Upgrade
A.2.4 Budget and Finance Services			
Budget Officer	P3	1.0	
Finance Officer	P3	1.0	
Budget Assistant	G5	2.0	
Finance Assistant	G5	1.0	
Treasury Assistant	G5	1.0	
Finance Assistant	G4	4.0	
A.2.5 Information and Communication Technology Services			
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	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Information Technology User Support Assistant	G5	2.0	
ICT User Support Assistant	G5	1.0	
A.2.6 Mission Support Service			
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	
ODIHR Augmentation			
B.3.1 ODIHR Democratization			
Deputy Head, Democratization Department	P4	1.0	
<u>Total for Augmentations</u>		<u>54.7</u>	
SOUTH-EASTERN EUROPE			
<u>Mission in Kosovo</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	
Head of Office of Political Affairs and Communications	P4	1.0	
Special Adviser on Non-Albanian Communities and Outreach Co-ordinator	P4	1.0	
Chief of Mission Security	S4	1.0	
Head of Legal Affairs	S4	1.0	
Head of Office of Central Co-ordination	S4	1.0	New post
Deputy Chief Mission Security	S3	1.0	
Deputy Head of Office	S3	1.0	
Deputy Head, Legal Affairs	S3	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Deputy Head, Office of Central Co-ordination	S3	1.0	
Gender Adviser	S3	1.0	
Regional Security Officer	S3	1.0	
Special Assistant to the Head of Mission	S2	1.0	
Project/Programme Evaluation Officer	S2	1.0	
Field Political Reporting Officer	S2	3.0	New post
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	4.0	
National Press and Public Information Officer	NP2	1.0	
National Graphic Presentation Officer	NP1	1.0	
National Security Officer	NP1	1.0	New post
National Co-ordination Officer	NP1	1.0	
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	
Senior Secretary	G5	1.0	
Senior Secretary	G5	1.0	New post
Web/Intranet Assistant	G5	1.0	
Office Assistant	G4	1.0	
Security Assistant	G4	5.0	
Security Assistant	G4	4.0	New post
Close Protection Specialist	G3	3.0	
Senior Driver	G3	3.0	Change from programme Fund Administration Unit
Security Monitor	G3	42.0	New post
A.2.1 Fund Administration Unit			
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	
Chief, General Services	S3	1.0	

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
Human Resources Officer	S2	1.0	
National Medical Officer	NP3	1.0	
National Chief of Accounts	NP3	1.0	
National ICT Officer, Software Development	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	2.0	
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 ICT Officer, Service Support	NP2	1.0	
National ICT Officer, LAN Systems	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 Budget Officer, Programme Support	NP1	1.0	
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 Technician Microwave/ VSAT	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, Software Development	G6	1.0	
Senior ICT Assistant, Field Support	G6	1.0	
Senior ICT Assistant, Help Desk Team Leader	G6	1.0	
Senior ICT Mobile Communications Technician	G6	1.0	
Senior ICT Technician, LAN Systems	G6	2.0	

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
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	4.0	
ICT Assistant	G5	1.0	
ICT Technician Microwave/VSAT	G5	1.0	
Maintenance Foreman	G5	1.0	
Material Management Assistant	G5	1.0	
Procurement Assistant	G5	3.0	
Supply Assistant	G5	1.0	
Transport Assistant	G5	1.0	
Treasury Assistant	G5	1.0	
ICT Mobile Communication Technician	G5	1.0	
ICT Help Desk Assistant	G5	2.0	
Budget Assistant, Programme Support	G5	1.0	
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	
Office Assistant	G4	1.0	Change from programme Human Rights and Communities
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	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Bus/Truck Driver	G3	4.0	Change from programme Common Operational Costs
General Services Clerk	G3	4.0	
Vehicle Tracking Clerk	G3	1.0	
Driver	G2	12.0	Change from programme Common Operational Costs
Pool Operator	G2	1.0	
Switchboard Operator	G2	0.5	
B.1.1 Security and Public Safety			
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	4.0	
Senior Community Policing Officer, Security	S2	2.0	
Senior Police Development Officer	S2	1.0	
Senior Police Monitoring Officer	S2	1.0	
National Chief of Analysis and Reporting Cell	NP3	1.0	
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	
National Programme Officer, Analysis and Reporting	NP1	1.0	
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 Monitoring	G5	3.0	
Programme Assistant, Police Development	G5	3.0	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Programme Assistant	G4	2.0	
B.3.1 Democratization			
Director	S4	1.0	
Deputy Director	S4	1.0	
Chief of Section	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	
Senior Legal Adviser	S2	1.0	
Senior Programme Officer	S2	5.0	
Senior Media Adviser	S2	1.0	
National Elections Adviser	NP3	1.0	
National Programme Officer	NP2	2.0	
National Legal Officer	NP1	1.0	
National Programme Officer	NP1	9.0	
National Reporting and Information Officer	NP1	1.0	
Senior Monitoring Assistant	G6	1.0	
Senior Translator/Interpreter Assistant	G6	8.0	
Programme Assistant	G5	4.0	
Project Assistant	G5	2.0	
Office Assistant	G4	2.0	
Project Assistant	G4	2.0	
Office Clerk	G3	1.0	
B.3.2 Human Rights and Communities			
Director	S4	1.0	
Deputy Director	S4	1.0	
Chief of Communities Section	S3	1.0	
Chief of Section	S3	1.0	
Chief of Analysis and Reporting Cell	S3	1.0	
Chief, Law and Justice Section	S3	1.0	
Director Regional Centre	S3	5.0	New post
Human Rights Adviser	S2	1.0	New post
Senior Adviser	S2	2.0	
Senior Communities Adviser, Protection	S2	2.0	
Senior Communities Policy Adviser	S2	1.0	
Senior Democratization Officer	S2	4.0	
Senior Democratization Officer	S2	1.0	Change from programme Democratization

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Senior Human Rights Adviser/Property	S2	1.0	
Senior Human Rights/Legal Adviser	S2	1.0	
Senior Legal Officer	S2	7.0	
Senior Programme Officer	S2	1.0	Change from programme Democratization
Senior Project Officer	S2	1.0	
Human Rights Adviser, Human Rights and Security	S2	2.0	
Senior Communities Officer	S2	5.0	Change in grade
Communities Policy Officer	S1	1.0	
Communities Protection Officer	S1	1.0	
Legal Officer	S1	1.0	
Community Policy Officer/Return	S1	1.0	
Human Rights Adviser/Property	S1	1.0	
Human Rights Officer	S1	10.0	
Programme Officer	S1	8.0	New post
National Co-ordinator	NP3	1.0	
National Language Services Co-ordinator	NP2	1.0	
National Programme Officer	NP2	2.0	Change from programme Democratization
National Programme Officer, Property	NP2	1.0	New post
National Programme Officer, Property	NP2	4.0	Upgrade
National Human Rights Adviser	NP2	1.0	
National Programme Officer, Communities Policy	NP2	2.0	
National Legal Officer	NP1	11.0	
National Legal Officer, Property	NP1	2.0	
National Programme Officer	NP1	3.0	
National Programme Officer	NP1	17.0	New post
National Human Rights Legal Officer	NP1	1.0	
National Human Rights Legal Officer	NP1	1.0	New post
Personal Assistant	G6	1.0	
Senior Legal Assistant	G6	1.0	
Senior Programme Assistant	G6	27.0	
Senior Programme Assistant	G6	4.0	New post
Senior Translator/Interpreter Assistant	G6	4.0	
Legal Assistant	G5	9.0	
Programme Assistant	G5	7.0	Upgrade
Assistant Interpreter	G5	3.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Office Assistant	G4	24.0	
Office Assistant	G4	5.0	New post
<u>Total for the Mission in Kosovo</u>		<u>503.0</u>	
<u>Mission to Bosnia and Herzegovina</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	
Chief of Policy and Planning	P4	1.0	
Senior Political Adviser	S3	1.0	
Head of Security Co-operation	S3	1.0	
Senior Planning Adviser	S3	1.0	
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	
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	
National Political Officer	NP2	1.0	
National Programme Officer	NP2	1.0	Upgrade
National Executive Officer	NP1	2.0	
National Political Officer	NP1	1.0	
National Press Officer	NP1	4.0	
National Programme Officer	NP1	1.0	New post
National Project Officer	NP1	3.0	
National Public Information Officer	NP1	1.0	
National Monitoring and Evaluation Officer	NP1	1.0	
National Programme Officer, Gender Issues	NP1	1.0	
National Programme Officer, Gender Strategies	NP1	1.0	
National Communications and Reporting Officer	NP1	1.0	
National Planning Officer	NP1	1.0	New post
Senior Project Assistant	G6	1.0	
Senior Public Information Assistant	G6	1.0	
Senior Assistant Translator/Interpreter	G6	3.0	
Programme Assistant	G5	2.0	
Programme Assistant	G5	1.0	New post

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
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	
A.2.1 Fund Administration Unit			
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 Budget Assistant	G6	1.0	Upgrade
Senior Material Management Assistant	G6	1.0	
Senior Finance/Administrative Assistant	G6	1.0	
Finance Assistant	G5	2.0	
Human Resources Assistant	G5	3.0	
Payroll Assistant	G5	1.0	
Procurement Assistant	G5	2.0	
Training Assistant	G5	1.0	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
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	
Office Clerk	G3	1.0	New post
Receptionist	G3	2.0	
Senior Driver	G3	3.0	Change from programme Common Operational Costs
Driver	G2	29.0	Change from programme Common Operational Costs
Manual Worker	G2	1.5	
Cleaner	G1	4.5	Change from programme Common Operational Costs
A.2.2 Shared Service Centre, ICT Help Desk			
National ICT Officer	NP1	1.0	
ICT Server Administration Assistant	G5	1.0	
ICT ERP User Support Assistant	G5	1.0	New post
ICT Help Desk Co-ordination Assistant	G5	1.0	
ICT Help Desk Technician	G4	2.0	
B.3.1 Human Dimension			
Head, Human Dimension Department	P5	1.0	
Deputy Head, Human Dimension Department	P4	1.0	
Head of Field Office	S3	8.0	
Head of Human Rights	S3	1.0	
Head of Rule of Law	S3	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
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	1.0	
National Chief, Education Section	NP3	1.0	
National Chief of Democratic Governance	NP3	1.0	
National Anti-Trafficking Officer	NP2	1.0	
National Legal Officer	NP2	11.0	
National Legal Officer	NP2	1.0	New post
National Legal Officer	NP2	1.0	Upgrade
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	2.0	
National Political Officer	NP1	1.0	
National Programme Officer	NP1	2.0	
National Programme Officer	NP1	1.0	New post
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, Human Rights	NP1	1.0	New post
National Programme Officer, Ombudsman	NP1	1.0	
National Programme Officer, Legislative Support	NP1	3.0	
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	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Programme Assistant	G5	29.0	
Rule of Law Monitoring Assistant	G5	21.0	
Programme Assistant, Roma Monitoring	G5	1.0	
<u>Total for the Mission to Bosnia and Herzegovina</u>		<u>320.0</u>	
<u>Mission to Serbia</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	
Senior Policy and Planning Officer	S3	1.0	
Municipal Co-ordinator	S2	1.0	
Project Manager	S2	1.0	
Chief of Political and Press Affairs Unit	S2	1.0	
Political Affairs/Reporting Officer	S2	1.0	Change in grade
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	
Field Programme Assistant	G5	2.0	
Programme Assistant	G5	1.0	
Project Assistant	G5	3.0	
Press and Political Assistant	G5	1.0	
Translator/Interpreter Assistant	G5	1.0	
Office Assistant	G4	1.0	
Security Assistant	G4	1.0	
Security Guard	G2	4.0	
A.2.1 Fund Administration Unit			
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	
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	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
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	
Senior Driver	G3	2.0	Change from programme Common Operational Costs
Material Management Clerk	G3	1.0	
Driver	G2	6.0	Change from programme Common Operational Costs
Cleaner	G1	2.0	Change from programme Common Operational Costs
B.1.1 Police Affairs			
Head of Police Affairs	S4	1.0	
Senior Legal Adviser	S3	1.0	
Organized Crime Adviser	S2	1.0	
Senior Organized Crime Adviser	S2	1.0	
Senior Community Policing Adviser	S2	1.0	
National Programme Officer	NP2	2.0	
National Programme Officer	NP1	4.0	
Senior Programme Assistant	G6	2.0	
Project Assistant	G5	5.0	
Administrative Assistant	G4	1.0	
B.3.1 Democratization			
Head of Democratization	S4	1.0	
Senior Governance Adviser	S2	1.0	
Senior Adviser on Human Rights and Non-Discrimination	S2	1.0	
Senior Adviser on National Minorities	S2	1.0	
National Legal Adviser	NP2	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
National Governance Officer	NP1	1.0	
National Programme Officer	NP1	5.0	
National Programme Co-ordination Officer	NP1	1.0	
National Programme 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.3.2 Media			
Head of Media	S4	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.3.3 Rule of Law and Human Rights			
Head of Rule of Law and Human Rights	S4	1.0	
Legal Adviser Judicial Reform	S2	1.0	
Senior Legal Adviser	S2	1.0	
Anti-Corruption Adviser	S2	1.0	
National Legal Adviser	NP3	1.0	Upgrade
National Legal Officer	NP2	2.0	
National Legal Officer	NP1	1.0	Downgrade
National Legal Officer	NP1	4.0	
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	
<u>Total for the Mission to Serbia</u>		<u>127.0</u>	
<u>Presence in Albania</u>			
A.1.1 Office of Head of Mission			
Head of Presence	HoM	1.0	
Deputy Head of Presence	DHoM	1.0	
Chief Political, Public Affairs and Reporting Officer	S3	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Project Co-ordination Officer	S3	1.0	
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	
Programme Assistant	G5	1.0	
Senior Secretary	G5	2.0	
Security Guard	G2	3.0	
A.2.1 Fund Administration Unit			
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	
Senior Driver	G3	1.0	Change from programme Common Operational Costs
Building Maintenance Technician/Driver	G3	1.0	Change from programme Common Operational Costs
Driver	G2	3.0	Change from programme Common Operational Costs
Handyman	G2	0.5	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
B.1.1 Security Co-operation			
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	
Translator/Interpreter	G5	1.0	
Programme Assistant	G4	1.0	
B.2.1 Governance in Economic and Environmental Issues			
Head of Governance, Economy and 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	
Administrative Assistant	G5	1.0	
Project Assistant	G5	1.0	
Translator/Interpreter	G5	1.0	
B.3.1 Democratization			
Head of Democratization Department	S3	1.0	
Senior Media 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	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
B.3.2 Rule of Law and Human Rights			
Head of Rule of Law and Human Rights	S3	1.0	
Department			
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	
Programme Assistant	G5	1.0	
Translator/Interpreter	G5	1.0	
Legal Assistant	G4	1.0	
<u>Total for the Presence in Albania</u>		<u>82.5</u>	
<u>Mission to Skopje</u>			
A.1.1 Office of Head of Mission			
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	
Chief, Communication and Media Relations Unit	S3	1.0	Change in grade
Political Adviser	S2	1.0	
Mission Security 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	
Senior Project Assistant	G6	1.0	
Senior Public Information and Media Assistant	G6	2.0	
Political Assistant	G5	1.0	
Security Assistant	G5	1.0	
Senior Secretary	G5	1.0	
Situation Centre Assistant	G5	2.0	
Language Assistant II	G4	2.0	
Situation Centre Operator	G3	4.0	
Security Guard	G2	8.0	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P3	1.0	
General Services Officer	P2	1.0	

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
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	
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	1.0	Change to full-time
Records Management Assistant	G5	1.0	Upgrade
Asset Management Assistant	G4	1.0	
Human Resources Assistant	G4	1.0	
Vehicle Maintenance Assistant	G4	1.0	
ICT Help Desk Technician	G4	1.0	
Bus Driver	G3	1.0	Change from programme Common Operational Costs
Senior Driver	G3	1.0	Change from programme Common Operational Costs
Senior Driver	G3	2.0	Change from programme Office of Head of Mission
Finance Clerk	G3	1.0	
Material Management Clerk	G3	1.0	
Driver	G2	3.0	Change from programme Common Operational Costs
Cleaner	G1	1.5	Change from programme Common Operational Costs

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
B.1.1 Public Safety and Community Outreach			
Head of Public Safety and Community Outreach Department	S4	1.0	
Chief of Police Development Unit	S3	1.0	
Chief of Monitoring Unit	S3	1.0	
Police Adviser	S2	4.0	
Police Training Adviser	S2	1.0	Change in grade
Senior Monitoring Officer	S2	2.0	
Senior Police Adviser	S2	1.0	Change in grade
Senior Police Training Adviser	S2	1.0	
Police Adviser on Organized Crime	S2	1.0	
Police Adviser on Border Affairs	S2	1.0	
Adviser on Migrants/Refugees Security	S2	1.0	New post
Adviser on Counter-Terrorism/Violent Extremism	S2	1.0	New post
Monitoring Officer	S1	6.0	
National Programme Officer	NP2	1.0	Upgrade
Office Assistant	G5	1.0	Upgrade
Programme Assistant	G5	4.0	
Police Training Assistant	G5	1.0	
Monitoring Assistant	G4	8.0	
Programme Assistant	G4	8.0	
Programme Assistant	G4	1.0	Downgrade
Programme Assistant	G4	1.0	New post
B.3.1 Human Dimension			
Head of Human Dimension Department	S4	1.0	
Chief of Rule of Law Unit	S3	1.0	
Senior Co-ordinator Inter-Ethnic Relations	S3	1.0	
Chief, Democratic Governance and Social Cohesion Unit	S3	1.0	
Senior Democratic Governance Officer	S2	1.0	
Senior Rule of Law Officer	S2	1.0	Change in grade
Senior Rule of Law Officer	S2	1.0	
Senior Evaluation, Reporting and Programme Support Officer	S2	1.0	Change in grade
Senior Democratic Governance and Social Cohesion Officer	S2	1.0	Change in grade
Rule of Law Officer	S1	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
National Legal Officer	NP1	1.0	
National Programme Officer	NP1	5.0	
National Programme Officer	NP1	1.0	New post
National Programme Officer	NP1	1.0	Change from programme Office of Head of Mission
National Rule of Law Officer	NP1	4.0	
Senior Legal Assistant	G6	2.0	
Senior Programme Assistant	G6	3.0	
Senior Programme Assistant	G6	1.0	Upgrade
Legal Translator Assistant	G5	1.0	
Programme Assistant	G5	8.0	
Total for the Mission to Skopje		<u>150.5</u>	
<u>Mission to Montenegro</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1.0	
Deputy Head of Mission/Programme Co-ordinator	DHoM	1.0	
Political 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	
Senior Language and Political Assistant	G6	1.0	
Senior Secretary	G5	1.0	
Security Guard	G2	2.0	
A.2.1 Fund Administration Unit			
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	
Procurement Assistant	G5	1.0	
Finance/Treasury Assistant	G5	1.0	
Human Resources Assistant	G4	1.0	Upgrade
Material Management Assistant	G4	1.0	
Senior Driver	G3	1.0	Change from programme Common Operational Costs

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
B.1.1 Security Co-operation			
Programme Manager	S2	1.0	
Organized Crime Police Adviser	S2	1.0	
National Politico-Military Officer	NP1	1.0	
National Security Co-operation Officer	NP1	1.0	Full post budgeted for six months in 2016
Senior Programme Assistant	G6	1.0	
Programme Assistant	G5	1.0	
Project Assistant	G5	1.0	
B.3.1 Democratization			
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.3.2 Media			
Programme Manager	S2	1.0	
National Programme Officer	NP1	1.0	New post
Programme Assistant	G5	1.0	
Project Assistant	G5	1.0	New post
B.3.3 Rule of Law and Human Rights			
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	
<u>Total for the Mission to Montenegro</u>		<u>42.0</u>	
EASTERN EUROPE			
<u>Mission to Moldova</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	
Mission Spokesperson	S2	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
National Programme 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	
A.2.1 Fund Administration Unit			
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	
Senior Driver/Dispatcher	G3	1.0	Change from programme Common Operational Costs
Archives/Records Clerk	G3	1.0	
Driver	G2	2.0	Change from programme Common Operational Costs
Receptionist	G2	1.0	
Cleaner	G1	1.0	Change from programme Common Operational Costs
Housekeeper	G1	1.0	Change from programme Common Operational Costs
B.1.1 Conflict Prevention/Resolution			
Programme Manager	S4	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Senior Political Officer	S3	1.0	
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	
B.3.1 Human Rights			
Monitoring/Democratization			
Human Dimension Officer	S3	1.0	
Human Dimension Officer	S2	1.0	
National Legal Officer	NP1	3.0	
Programme Assistant	G5	1.0	
B.3.2 Anti-Trafficking/Gender			
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	
<u>Total for the Mission to Moldova</u>		<u>52.0</u>	
<u>Project Co-ordinator in Ukraine</u>			
A.1.1 Office of Head of Mission			
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	
Personal Assistant to HoC	G5	1.0	
Security Guard	G2	2.0	
A.2.1 Fund Administration Unit			
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	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Senior Procurement Assistant	G6	1.0	
Senior Treasury Assistant	G6	1.0	
Asset Management Assistant	G5	1.0	
Human Resources Assistant	G5	1.0	
Procurement Assistant	G5	1.0	
Secretary	G4	1.0	
Senior Driver	G3	1.0	Change from programme Common Operational Costs
Driver	G2	2.0	Change from programme Common Operational Costs
Cleaner	G1	2.0	Change from programme Common Operational Costs
B.3.1 Democratization and Good Governance			
National Elections and Governance Officer	NP2	1.0	
National Project Officer	NP1	3.0	
Project Assistant	G5	1.0	
B.3.2 Rule of Law and Human Rights			
National Legal Adviser	NP3	1.0	
National Programme Manager	NP2	1.0	
National Programme Manager, Legal Reform	NP2	1.0	
National Project Officer	NP1	2.0	
National Programme Officer, Legislation	NP1	1.0	
National Project Officer, Human Rights	NP1	1.0	
Project Assistant	G5	1.0	
Project Assistant, Legal Reform	G5	1.0	
B.4.1 Human Security			
National Programme Manager	NP2	1.0	
National Project Officer, CTHB and Migration	NP1	1.0	
National Project Officer, Gender	NP1	1.0	
National Project Officer, Reintegration	NP1	1.0	
Senior Project Assistant	G6	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
	Project Assistant	G5	1.0
B.4.2 Economic, Environmental and Politico-Military Projects			
	National Programme Manager	NP2	1.0
	National Project Officer	NP1	1.0
	National Project Officer, Economic	NP1	1.0
	Senior Project Assistant	G6	1.0
	Project Assistant	G5	1.0
<u>Total for the Project Co-ordinator in Ukraine</u>			<u>50.0</u>
CAUCASUS			
<u>Office in Yerevan</u>			
A.1.1 Office of Head of Mission			
	Head of Office	HoM	0.7
	National Programme Co-ordinator	NP2	0.7
	National Public Information Officer	NP2	0.7
	Senior Project Assistant	G6	0.7
	Senior Public Information Assistant	G6	0.7
	Interpreter/Translator	G5	0.7
	Senior Secretary	G5	0.7
	Senior Watchman	G3	0.7
	Watchman	G2	2.0
			Full post budgeted for eight months
			Full post budgeted for eight months
			Full post budgeted for eight months
			Full post budgeted for eight months
			Full post budgeted for eight months
			Full post budgeted for eight months
			Full post budgeted for eight months
			Three full posts budgeted for eight months
A.2.1 Fund Administration Unit			
	Chief of Fund Administration	P2	0.7
			Full post budgeted for eight months

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
National Finance Officer	NP1	0.7	Full post budgeted for eight months
Senior Administrative Assistant	G6	0.7	Full post budgeted for eight months
Senior Finance and Treasury Assistant	G6	0.7	Full post budgeted for eight months
Senior Human Resources Assistant	G6	0.7	Full post budgeted for eight months
Senior ICT Assistant	G6	0.7	Full post budgeted for eight months
Senior Procurement and Asset Management Assistant	G6	0.7	Full post budgeted for eight months
Recruitment Assistant	G4	0.7	Full post budgeted for eight months
Senior Driver	G3	0.7	Change from programme Common Operational Costs, full post budgeted for eight months
Driver	G2	2.0	Change from programme Common Operational Costs, three full posts budgeted for eight months
Cleaner	G1	1.3	Change from programme Common Operational Costs, two full posts budgeted for eight months
B.1.1 Politico-Military Activities			
Politico-Military Officer	S2	0.7	Full post budgeted for eight months
National Programme Officer	NP2	1.3	Two full posts budgeted for eight months

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Senior Programme Assistant	G6	0.7	Full post budgeted for eight months
Programme Assistant	G5	0.7	Full post budgeted for eight months
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	0.7	Full post budgeted for eight months
National Programme Co-ordinator	NP1	0.7	Full post budgeted for eight months
National Programme Officer	NP1	1.3	Two full posts budgeted for eight months
Senior Programme Assistant	G6	0.7	Change from programme Good Governance, full post budgeted for eight months
Project Assistant	G5	0.7	Full post budgeted for eight months
Driver	G2	0.7	Full post budgeted for eight months
B.3.1 Democratization			
Democratization Officer	S2	0.7	Full post budgeted for eight months
National Programme Officer	NP2	0.7	Full post budgeted for eight months
National Programme Officer	NP1	0.7	Full post budgeted for eight months
Senior Programme Assistant	G6	1.3	Two full posts budgeted for eight months
B.3.2 Human Rights			
Human Rights Officer	S2	0.7	Full post budgeted for eight months
National Legal Officer	NP2	0.7	Full post budgeted for eight months

POST TABLE (continued)

Fund				
Main Programme		Post	Number	
Programme		Grade	of Posts	Note
Post Title				
Senior Programme Assistant		G6	0.7	Full post budgeted for eight months
B.4.1 Good Governance				
Deputy Head of Office		DHoM	0.7	Full post budgeted for eight months
National Programme Officer		NP2	0.7	Full post budgeted for eight months
Senior Programme Assistant		G6	0.7	Full post budgeted for eight months
<u>Total for the Office in Yerevan</u>			<u>31.9</u>	
<u>High-Level Planning Group</u>				
A.1.1 Office of Head of Mission				
Officer		S	8.0	
Senior Administrative Assistant		G6	1.0	
<u>Total for the High-Level Planning Group</u>			<u>9.0</u>	
<u>Personal Representative of the CiO on the Conflict Dealt with by the Minsk Conference</u>				
A.1.1 Office of Head of Mission				
Personal Representative of the CiO		HoM	1.0	
Field Assistant to the PR		S2	3.0	
Personal Assistant to the PR		S2	1.0	
A.2.1 Fund Administration Unit				
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	
Senior Driver		G3	1.0	Change from programme Common Operational Costs
Driver – Baku		G3	1.0	Change from programme Common Operational Costs

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Driver – Stepanakert/Khankendi	G3	1.0	Change from programme Common Operational Costs
Driver Instructor/Mechanic – Tbilisi	G3	1.0	Change from programme Common Operational Costs
Driver – Yerevan	G3	1.0	Change from programme Common Operational Costs
Housekeeper – Baku	G1	1.0	Change from programme Common Operational Costs
Housekeeper – Stepanakert/Khankendi	G1	1.0	Change from programme Common Operational Costs
Housekeeper – Yerevan	G1	1.0	Change from programme Common Operational Costs
<u>Total for the Personal Representative of the</u>		<u>17.0</u>	
<u>CiO on the Conflict Dealt with by the</u>			
<u>Minsk Conference</u>			

CENTRAL ASIA**Programme Office in Astana****A.1.1 Office of Head of Mission**

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

A.2.1 Fund Administration Unit

Chief of Fund Administration	P2	1.0
National Administrative Officer	NP1	1.0

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
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	
Senior Driver	G3	1.0	Change from programme Common Operational Costs
Travel Clerk	G3	1.0	
Driver	G2	2.0	Change from programme Common Operational Costs
Cleaner	G1	1.0	Change from programme Common Operational Costs
B.1.1 Politico-Military Activities			
Political Officer	S2	1.0	
National Political/Media Officer	NP1	1.0	
Senior Project Assistant	G6	1.0	
Programme Assistant	G5	1.0	
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1.0	
National Economic and Environmental Officer	NP1	1.0	
Senior Project Assistant	G6	2.0	
B.3.1 Human Dimension Activities			
Human Dimension Officer	S2	1.0	
National Legal Officer	NP1	1.0	
Senior Legal Assistant	G6	1.0	
Senior Programme Assistant	G6	1.0	
<u>Total for the Programme Office in Astana</u>		<u>28.0</u>	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
<u>Centre in Ashgabat</u>			
A.1.1 Office of Head of Mission			
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	
A.2.1 Fund Administration Unit			
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	
Senior Driver	G3	1.0	Change from programme Common Operational Costs
Driver	G2	2.0	Change from programme Common Operational Costs
Cleaner	G1	1.0	Change from programme Common Operational Costs
B.1.1 Conflict Prevention and Confidence- and Security-Building			
Political Officer	S2	1.0	
Senior Programme Assistant	G6	1.0	
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1.0	
Programme Assistant	G5	1.0	
B.3.1 Human Dimension Activities			
Human Dimension Officer	S2	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Programme Assistant	G5	1.0	
<u>Total for the Centre in Ashgabat</u>		<u>25.0</u>	
<u>Programme Office in Bishkek</u>			
A.1.1 Office of Head of Mission			
Head of Programme Office	HoM	1.0	
Deputy Head of Programme Office	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 Programme Office	S3	0.6	Full post budgeted for seven months
Field Officer	S2	0.6	Full post budgeted for seven months
National Legal Officer	NP2	1.0	
National Press and Public Information Officer	NP2	1.0	
National Security Officer	NP2	1.0	
National Executive 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	
Public Information Assistant	G5	1.0	Upgrade
Security Assistant	G5	0.6	Full post budgeted for seven months
Translator/Interpreter	G5	1.0	
Office Assistant	G4	2.0	
Senior Security Guard	G3	2.0	
Senior Security Guard	G3	0.6	Full post budgeted for seven months
Security Guard	G2	5.0	
Security Guard	G2	4.1	Seven full posts budgeted for seven months
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P3	1.0	
Procurement Officer	P2	1.0	
Administrative and Finance Officer	P2	1.0	

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
National Finance Officer	NP2	1.0	
National Human Resources Officer	NP2	1.0	Upgrade
National Administrative Officer	NP1	1.0	
Senior Human Resources Assistant	G6	1.0	
Senior Procurement Assistant	G6	1.0	
Senior ICT Assistant	G6	1.0	
Asset Management Assistant	G5	1.0	
Finance and Treasury Assistant	G5	1.0	
Finance Assistant	G5	3.0	
Human Resources Assistant	G5	1.0	Upgrade
ICT Assistant	G5	1.0	
ICT Assistant	G5	0.6	Full post budgeted for seven months
Procurement Assistant	G5	2.0	
Treasury Assistant	G5	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	
Senior Driver	G3	1.0	Change from programme Common Operational Costs
Transport Clerk	G3	1.0	Change from programme Common Operational Costs
Driver	G2	5.0	Change from programme Common Operational Costs
Driver	G2	1.2	Change from programme Common Operational Costs, two full posts budgeted for seven months

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Cleaner	G1	4.0	Change from programme Common Operational Costs
Cleaner	G1	1.2	Change from programme Common Operational Costs, two full posts budgeted for seven months
B.1.1 Politico-Military Activities			
Head, Politico-Military Unit	S4	1.0	
Senior Police Adviser	S3	1.0	
Senior Politico-Military Officer	S3	1.0	
Border Issues Co-ordination Officer	S2	1.0	
Democratic Governance Officer	S2	1.0	
Organized Crime Adviser	S2	1.0	
National Programme Officer	NP1	1.0	
National Counter-Terrorism Officer	NP1	0.5	New post, full post budgeted for six months. Subject to classification.
National Border Management Officer	NP1	0.5	New post, full post budgeted for six months. Subject to classification.
Senior Programme Assistant	G6	8.0	
Senior Project Assistant	G6	1.0	
Project Assistant	G5	1.0	
Administrative Assistant	G5	0.5	New post, full post budgeted for six months. Subject to classification.
B.2.1 Economic and Environmental Activities			
Senior Economic and Environmental Officer	S3	1.0	
Economic and Environmental Officer	S2	0.6	Full post budgeted for seven months

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Economic Governance Officer	S2	1.0	
Environmental Officer	S2	1.0	
National Programme Officer	NP1	1.0	
National Anti-Corruption Officer	NP1	0.5	New post, full post budgeted for six months. Subject to classification.
National Customs and Transport Officer	NP1	0.5	New post, full post budgeted for six months. Subject to classification.
Senior Programme Assistant	G6	5.0	
Senior Project Assistant	G6	1.0	
Administrative Assistant	G5	0.5	New post, full post budgeted for six months. Subject to classification.
B.3.1 Human Dimension Activities			
Senior Human Dimension Officer	S3	1.0	
Human Dimension Officer	S2	1.0	
Rule of Law Officer	S2	1.0	
National Legal Officer	NP1	1.0	New post
National Human Rights Officer	NP1	0.5	New post, full post budgeted for six months. Subject to classification.
National Democratic Institutions Officer	NP1	0.5	New post, full post budgeted for six months. Subject to classification.
Senior Programme Assistant	G6	4.0	
Senior Programme Assistant	G6	1.0	New post
Programme Assistant	G5	1.0	
Administrative Assistant	G5	0.5	New post, full post budgeted for six months. Subject to classification.
Total for the Programme Office in Bishkek		117.4	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
<u>Project Co-ordinator in Uzbekistan</u>			
A.1.1 Office of Head of Mission			
Head of the Office	HoM	1.0	
National Project Officer	NP2	1.0	
Senior Secretary	G5	1.0	
Language Assistant	G5	1.0	New post
Senior Security Guard	G3	1.0	
Security Guard	G2	4.0	
A.2.1 Fund Administration Unit			
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	
Information Technology Assistant	G5	1.0	
Senior Driver	G3	1.0	Change from programme Common Operational Costs
Driver	G2	1.0	Change from programme Common Operational Costs
Cleaner	G1	2.0	Change from programme Common Operational Costs
B.1.1 Politico-Military Activities			
National Project Officer	NP2	1.0	
Programme Assistant	G5	1.0	
B.2.1 Economic and Environmental Activities			
Senior Project Officer	S2	1.0	
National Economic and Environmental Officer	NP2	1.0	
Programme Assistant	G5	1.0	
B.3.1 Human Dimension Activities			
Senior Project Officer	S2	1.0	
National Project Officer	NP2	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Programme Assistant	G5	1.0	
<u>Total for the Project Co-ordinator in Uzbekistan</u>		<u>26.0</u>	
<u>Office in Tajikistan</u>			
A.1.1 Office of Head of Mission			
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	6.0	
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	
Driver	G2	3.0	Change from programme Fund Administration Unit
Security Guard	G2	32.0	
Cleaner	G1	5.0	Change from programme Fund Administration Unit
Cook	G1	3.0	
A.2.1 Fund Administration Unit			
Chief, Administration and Finance	P4	1.0	
Finance Officer	P2	1.0	
Materials Management Officer	P2	1.0	
National Accounting Officer	NP1	1.0	

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
National Human Resources Officer	NP1	1.0	
National IT/Communications Officer	NP1	1.0	
National Building Maintenance Officer	NP1	1.0	
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	
Asset Management Assistant	G5	1.0	
Budget Assistant	G5	1.0	
Communications Assistant	G5	1.0	
Finance Assistant	G5	3.0	
Finance Assistant	G5	1.0	New post
IT Assistant	G5	1.0	
Procurement Assistant	G5	2.0	
Travel Assistant	G5	1.0	
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	
Driver/Mechanic	G3	2.0	Change from programme Common Operational Costs
Senior Driver	G3	1.0	Change from programme Common Operational Costs
Warehouse Clerk	G3	1.0	
Driver	G2	6.0	Change from programme Common Operational Costs
Handyman	G2	1.0	Change from programme Common Operational Costs

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Senior Cook	G2	1.0	Change from programme Common Operational Costs
Cleaner	G1	3.0	Change from programme Common Operational Costs
Cook	G1	1.0	Change from programme Common Operational Costs
B.1.1 Political and Military Aspects of Security			
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	2.0	
National Political Dialogue Officer	NP1	1.0	
National Police Assistance Officer	NP1	1.0	
Senior Programme Assistant	G6	1.0	
Programme Assistant	G5	6.0	
Project Assistant	G5	1.0	
B.2.1 Economic and Environmental Activities			
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	
Administrative Assistant	G5	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Programme Assistant	G5	5.0	
Project Assistant	G5	1.0	
B.3.1 Human Dimension Activities			
Head, Human Dimension Department	S3	1.0	
Democratization Officer	S2	1.0	
Gender and Anti-Trafficking 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	
<u>Total for the Office in Tajikistan</u>		<u>167.0</u>	
<u>GRAND TOTAL</u>		<u>2,320.6</u>	

**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 Malta, 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 welcome the adoption of the OSCE Unified Budget for 2017 and regret the increasing number of delays in its adoption over the last few months. They recognize the difficulty of this budgetary exercise in the current context and reiterate their support to the Austrian Chairmanship in implementing it. We should like to take this opportunity of honouring the memory of our colleague Hans-Michael Plut, who chaired the Advisory Committee on Management and Finance in such a competent and talented way in the first months of the negotiations on the budget that we are approving today. He will be greatly missed.

Unfortunately, as in previous years, this budget presents a number of recurrent difficulties.

The limited number of credits allocated to the Office for Democratic Institutions and Human Rights (ODIHR) remains highly inadequate given the current issues and challenges. It is a matter of extreme concern and jeopardizes the ODIHR’s ability to fully accomplish its mandate. The Office in Warsaw sees its scope for action narrowed and threatened from year to year by the reduction in resources, in particular in the area of election observation, which merely exposes all of the participating States unnecessarily to additional costs that are bound to give rise to inevitable demands for extrabudgetary funds as a result of this artificial reduction. We reiterate our support for the existing election observation methodology. It should not be called into question on account of budgetary constraints. We remain determined to rectify this situation and have spared no efforts in that regard.

The situation with respect to the budget for the Representative on Freedom of the Media and the High Commissioner on National Minorities is no less worrying. These two institutions should also receive more resources. We deplore the fact that, as every year, some countries continue to obstruct this in spite of the limited financial stakes and the commitments that they themselves have undertaken within the OSCE.

We should like to reiterate our full support for the mandates of the three autonomous institutions and stress the importance of providing them with human and financial resources sufficient for them to carry out their mandates properly.

We regret the continued erosion of the budgets for the field missions.

The missions in Central Asia are still under-budgeted and the allocations correspond less and less to the security challenges encountered in that region. In that context, we make reference to our interpretative statements on the adoption of the new mandates for the field missions in Bishkek and Dushanbe.

Given the context and the challenges still existing in South-Eastern Europe, we fail to understand the demands for reducing the budget of some missions in the region, where these resources are needed more than ever to enable the OSCE to see through the task it has been assigned.

Likewise, we are disappointed and concerned at the restrictions placed on the resources for the staff of the Project Co-ordinator in Ukraine.

We recall our strong support for better control of the costs of the Secretariat, which continue to grow. We are committed to supporting the positive impetus to reforms provided by the Working Group on Horizontal Issues and would like to see its work continue in other areas. We welcome the increased attention that the Secretariat is to give to the evaluation by sharing its key performance indicators without further ado with the participating States.

We should like to see a review from this year of the implementation of the new methodology for calculating board and lodging allowances (BLA). This review should take place with account taken of the feedback and reform of the policy for seconded OSCE staff. We expect that from 2018 the BLA rate for the team of the Permanent Representative of the Chairperson-in-Office on the Conflict Dealt with by the OSCE Minsk Conference will be brought into line, so that the same methodology is used for all executive structures within the framework of the Unified Budget.

The discussion of the 2017 budget has also once again demonstrated the urgent need to find a solution for the Augmentations Fund with account taken of the financial arrangement adopted by the participating States regarding their level of contribution. We reiterate our support for the continued transfer of the posts concerned to the scale for the Secretariat.

Finally, we look forward to a solution to the question of reimbursement from the Unified Budget of taxes levied by certain participating States on the income of local mission staff. The discussion and consultations that have taken place for many years have revealed directions that should now form the basis without delay for concrete and formal proposals by the Secretariat. We shall be looking out for them.

In conclusion, we note with satisfaction that within the Secretariat the Conflict Prevention Centre will still have sufficient human resources to continue to deal with the crisis in Ukraine and with other priorities, through the addition of four new support posts for the Special Monitoring Mission in the Secretariat financed through the Unified Budget.

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

The candidate countries the former Yugoslav Republic of Macedonia¹, Montenegro¹, Serbia¹ and Albania¹ and the country of the Stabilisation and Association Process and potential candidate Bosnia and Herzegovina align themselves with this statement.

1 The former Yugoslav Republic of Macedonia, Montenegro, Serbia and Albania continue to be part of the Stabilisation and Association Process.

**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 Austrian Chairmanship during difficult budget discussions this year. Without such leadership, today’s decision on the 2017 Unified Budget would not have been possible.

We have joined consensus on the 2017 Unified Budget because we believe in the OSCE and the OSCE must have a budget to move forward with its critical programmes and activities. But this budget is far from ideal and 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 for 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.

Russian aggression in Ukraine 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 provide the appropriate level of support to the Government of Ukraine in its pursuit of a democratic, secure, and prosperous future for the country and its people.

We equally regret the impending closure of the OSCE Office in Yerevan – the OSCE’s last field operation in the South Caucasus – the OSCE Programme Office in Bishkek’s Osh presence, and the OSCE Office in Tajikistan’s field offices. Field operations provide invaluable support to their host countries by providing early warning and crisis management, and promoting dialogue between government and civil society. Field operations further contribute to regional security co-operation, regional economic integration, democratic reforms, good governance, and promoting human rights and freedoms.

For another year, we are disappointed that the Border Management Staff College, one of Central Asia's only forums for regional border security and co-operation with neighbouring Afghanistan, was excluded from the Unified Budget.

Finally, we continue to be concerned about rising administrative costs. We therefore encourage the Secretariat to fully implement cost-containment measures and to offset future budget increases with additional efficiencies.

The OSCE region has many growing security challenges. 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 has the resources necessary 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 Kazakhstan:

“Mr Chairperson,

The delegation of Kazakhstan would like to make the following interpretative statement under paragraph IV.1(A)6 of the OSCE Rules of Procedure in connection with the adoption of the Permanent Council decision on the 2017 Unified Budget.

We welcome the fact that eventually we reached consensus on the 2017 Unified Budget, although the decision was not adopted in due time.

We commend the inclusion in this decision of a paragraph proposed by Kazakhstan, although in a shortened version, which requires all Fund Managers to share an open-ended list of Unified Budget projects with all participating States twice a year. Our interpretation of this paragraph is that the requirement to issue these lists of projects twice a year is valid for all future years starting from 2017, unless explicitly overruled by the Permanent Council by consensus.

Kazakhstan expects that this requirement would ensure compliance of all Fund Managers with one of the basic norms governing the work of this Organization – that any activity of any OSCE executive structure must be carried out with consent of a hosting participating State and with full transparency to all participating States.

We expect that, from now on, any Fund Manager shall provide, at the request of any participating State and at any time, more substantive and detailed information about its programmatic and project activities to the concerned participating State. We therefore consider this requirement as a useful supplementary tool for verifying compliance of OSCE executive structures with their mandates and other guidance given by participating States, in addition to the oversight exercised by the Permanent Council through the Unified Budget process.

Mr. Chairperson,

I request that this interpretive statement be attached to the decision and included in the journal of the day.

I thank you.”

**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 France:

“France aligns itself with the interpretative statement made on behalf of the Member States of the European Union.

It would also like to make an interpretative statement in its own name under paragraph IV.1(A)6 of the Rules of Procedure of the OSCE regarding the following elements.

The late adoption of the Unified Budget for 2017 is all the more regrettable and prejudicial to the smooth functioning of our Organization in a difficult context for being the result of tactical games most often motivated by political objectives not closely connected with real discussion issues and contrary to the higher interests pursued within the OSCE.

France deplores the fact that its own legitimate interests and demands have been neglected as a result, in spite of the consistent financial and political support it has given to the Organization.

In spite of the highly unsatisfactory nature of this budget, in particular because of the continuing threat it poses to the effectiveness of the autonomous institutions and several field missions, France has joined the consensus subject to the following interpretations:

- The omission from the Unified Budget of the costs of interpretation for the two preparatory meetings for the annual Economic and Environmental Forum because of the exceptional and unusual circumstance that they were held in two of the six official OSCE languages is a solution that should be regarded as definitive and permanent;
- The unusual and unjustified continuation of the Augmentations Fund, whose abolition has been demanded for too many years now, is no longer acceptable. From this year, France will no longer pay the contributions unduly attributed to it in that regard. It urges the large majority of participating States in the same situation to do likewise;
- France reserves the right to do the same regarding its contribution to the inappropriate reimbursement to local OSCE mission staff of income tax that some participating States continue to levy, if concrete solutions are not proposed and implemented within the Unified Budget for 2018;

- The new methodology for calculating the board and lodging allowance (BLA), whose inclusion in the 2017 budget France has consistently opposed, should only apply to the 2017 budget year and should be subject to review this very year, particularly in relation to the reform of the policy regarding the employment of seconded staff, which is closely linked with the BLA. France cannot accept a misuse of the secondment system that would turn the BLA into a remuneration package compensating for the failure by certain participating States to pay the staff. The long-term application of a revised methodology will not be acceptable unless all of the OSCE missions and posts concerned are subject to it;
- Finally, any increase in expenditure under the Organization’s Unified Budget remains subject to the review of the scales of contributions, which is to take place at the end of this year on the expiry of the current scales, whose simple renewal will not be considered by France.

If the OSCE participating States are on an equal footing in political terms, they are not equal when it comes to their financial contributions. We would recall once again that France is one of the main contributors to our Organization, accounting for over 10 per cent of its budget. The European Union and its Member States contribute 70 per cent of the OSCE budget, the North American participating States 20 per cent, and Switzerland and Norway 5 per cent, while 40 of the 57 participating States each contribute less than 1 per cent. This situation is untenable.

Mr. Chairperson, I request that this statement be appended to the decision adopted, and included in 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 Russian Federation:

“Having joined the consensus regarding the Permanent Council decision on the approval of the 2017 Unified Budget, the delegation of the Russian Federation notes the following.

The OSCE budget is the key instrument for financing the Organization’s activities aimed at implementing the decisions of the OSCE decision-making bodies. This document should, therefore, be inclusive and reflect the interests of all participating States, and the budget process itself should not be linked to discussions on the agreement of future scales of contributions.

Unfortunately, we note continuing attempts to preserve the unjustified bias in the budget in favour of the humanitarian basket. In this area the OSCE executive structures continue to demonstrate a politicized approach and double standards, at times allowing a departure from their mandates and elaborating non-consensus programmes and documents at will. We therefore continue to advocate that the budgetary resources allocated to these structures be used exclusively for programmatic activities approved by all countries. In the absence of Ministerial Council decisions on new tasks for the OSCE institutions, we see no grounds for an increase in their budget forecasts.

We trust that the Office for Democratic Institutions and Human Rights (ODIHR) will heed the comments and proposals of the Russian Federation regarding all aspects of the Office’s activities, above all in the electoral sphere. We believe that there is a need for a fundamental change in the ODIHR’s current election observation methodology, which should be based on principles and rules approved by all participating States.

In view of the growing overall OSCE expenditure brought about by the increase in the budget of the OSCE Special Monitoring Mission to Ukraine, it is essential that the ODIHR and other institutions along with the field presences pay particular attention to measures for improving the effectiveness and transparency of the use of budgetary resources.

We assume that all OSCE field presences will spend their funds solely on the implementation of mandated tasks, work on the basis of consensus decisions and regularly report on their project activities, including detailed information on all projects, their purpose, cost, implementation time-frame and the implementing partners. All projects should be

agreed upon with the authorities of the host States. This requirement also applies to the project activities of the institutions in the humanitarian sphere.

We trust that the heads of all the executive structures will take our comments into consideration.

We request that this statement be appended to the decision adopted, and included in 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 2017 OSCE Chairmanship, Austria:

“I should like to make the following interpretative statement under paragraph IV.1(A)6 of the OSCE Rules of Procedure.

With regard to the paragraph 6 of the Permanent Council decision on approval of the 2017 Unified Budget, which tasks the OSCE Secretariat to implement the new methodology of calculation of the board and lodging allowance (BLA) for Unified Budget funded field operations with a view to more closely reflecting both efficiencies as well as alignment with cost indicators provided through the UN Common System, I would like to express that the Chairmanship will task the OSCE Secretariat to review the implementation of the new BLA methodology, based on lessons learned in 2017, by the end of the year. We will also devote particular attention to the reform of the secondment policy as it closely relates to the BLA methodology.

This statement will be attached to the decision and to the journal of the day.”