

**429th Plenary Meeting**

PC Journal No. 429, Agenda item 2

**DECISION No. 527  
2003 UNIFIED BUDGET**

The Permanent Council,

- I. Acting in accordance with the relevant provisions of the Financial Regulations,
  1. Approves the 2003 Unified Budget contained in Annex I;
  2. Approves the Post Table contained in Annex II;
- II. Acknowledging the increased complexity of the management of the Organization's resources and underlining the importance it attaches to further strengthening its comprehensive capacity in this regard,
  1. Welcomes the improvements achieved so far in the budget process and requests the informal Financial Committee, with the support of the Secretariat, to continue its efforts in this regard;
  2. Notes the reservations of participating States regarding the narrative of certain sections in the Unified Budget proposal and tasks the informal Financial Committee, with the support of the Secretariat, to consider ways and means to further the implementation of Decision No. 486 in respect of the content and format of the Unified Budget;
  3. Tasks the informal Financial Committee to review its working methods and to submit to the Permanent Council, at the earliest opportunity, its recommendations on how to strengthen its functioning with the objective of increasing the effectiveness of its oversight capacity regarding the Organization's budgetary and resources management;
- III. Regarding the allocation of resources to a number of field operations for increased programmatic and project-based activities in accordance with PC.IFC/120/02/Add.2/Rev.1 of 16 December 2002,
  1. Requests the Secretary General to ensure that the relevant sections in the Secretariat and the respective field operations co-ordinate and co-operate closely in the implementation of these activities, which are to be pursued in full compliance with Decision No. 486;

IV. Welcoming the efforts undertaken to further rationalize overhead costs to the Organization,

1. Requests the Secretary General to develop policies with the aim of reducing the Organization's telecommunications expenditure;
2. Requests the Secretary General to provide the Permanent Council, through the informal Financial Committee, with information on the policies for the purchase, use and replacement of IT hardware;
3. Requests the Secretary General to undertake all efforts to reduce the rental costs incurred by the Organization's field operations - in particular for temporary conference and meeting facilities - including, *inter alia*, through increased co-operation with host Governments;
4. Requests the Secretary General to review the appropriateness of existing travel and transportation policies, including the number and use of the Organization's vehicles, and to inform the informal Financial Committee at the earliest opportunity;

V. Referring to the Mid-Year Review of the 2003 Unified Budget,

1. Welcomes the implementation of the proposal contained in PC.IFC/111/02/Rev.1 (restructuring of Mission Support) and intends to consider any savings accruing from this;
2. Intends to consider the proposals for classification of newly approved posts which, at the time of this Decision, have not been confirmed by the Classifier;
3. Requests the Secretary General and the Head of the OSCE Mission to Kosovo to increase their efforts to secure funding for relevant activities from the Kosovo Consolidated Budget;
4. Decides to further consider the financing requirements for the Border Monitoring Operation in Georgia;

VI. Referring to the 2004 Programme Outline,

1. Decides to review the Secretariat's system of support to field operations ("augmentation") in order to have changes to the system clearly reflected in the 2004 Unified Budget proposal;
2. Requests the Secretary General to develop Post Tables for national professionals in the Organization's field operations and to provide indicative information on G-level positions in field operations;

- VII. Referring to the review of the Staff Regulations and Staff Rules,
1. Decides to further consider more detailed proposals on the harmonization of the Organization's Provident Fund with the UNJSPF;
  2. Decides to further consider ways and means to rationalize the Organization's local staff costs category;
- VIII. Referring to the Board and Lodging entitlements,
1. Welcomes the initiatives to rationalize and streamline payments of Board and Lodging entitlements and requests the Secretary General to provide recommendations on applying criteria specific to field operations for the determination of such entitlements;
  2. Decides that budgetary reallocations into and out of the Board and Lodging Allowance cost category can only be made with its permission;
- IX. Relating to the mandate of the Assistance Group to Chechnya,
1. Decides that resources planned within the OSCE Unified Budget for 2003 for funding activities of the Assistance Group, EUR 1,847,400, shall be used for these purposes only if a new decision is adopted by the Permanent Council on the mandate of the Group before its expiration;
  2. Tasks the Secretary General, in the event of expiration of the mandate of the Assistance Group to Chechnya on 31 December 2002 and in absence of a new decision on its mandate, to ensure fulfilment of essential administrative-financial obligations of the Group until its closure is completed and to submit no later than 24 January 2003 to the Permanent Council proposals on modalities of the administrative closure of the Assistance Group to Chechnya, taking into account that the whole procedure of its administrative closure shall be completed no later than 21 March 2003, as well as proposals on appropriate adjustments in the OSCE Unified Budget for the year 2003;
- X. Relating to the Office in Minsk,
1. Requests the Secretary General in accordance with PC.DEC/486 to submit to the Permanent Council, through the informal Financial Committee, an adjusted budget proposal for the OSCE Office in Minsk, including Programme Trends for the year 2003, in accordance with the mandate of the Office, as well as any necessary proposals for possible budgetary reallocations within the 2003 Unified Budget, no later than 15 February 2003;
  2. The decision on the revised budget of the OSCE Office in Minsk should be adopted no later than 1 March 2003.

## THE UNIFIED 2003 BUDGET

<u>Fund</u>	EUR
Main Programme	
Subprogramme or Cost Category	
<b>I. <u>The General Fund (Secretariat)</u></b>	
<b>Secretary General and Central Services</b>	
Executive Management	817,000
Press and Public Information	1,034,800
Legal Services	222,000
Internal Oversight	776,700
External Co-operation	543,800
Seminars	63,200
Gender Issues	149,800
Short Term Mission/Visits of CiO and PR of the CiO	225,000
<b>Total</b>	<b>3,832,300</b>
<b>Strategic Police Matters</b>	<b>574,800</b>
<b>Action Against Terrorism Unit</b>	<b>238,300</b>
<b>Activities Relating to the Economic and Environmental Aspects of Security</b>	
Co-ordinator of the OSCE Economic and Environmental Activities	923,100
Economic Forum Meeting	403,100
<b>Total</b>	<b>1,326,200</b>
<b>Conflict Prevention Activities</b>	
Direction and Management	329,900
Project Management Co-ordination	77,300
Mission Programme Section	707,200
Field Security	117,300
Operations Planning Unit	426,300
Situation/Communication Room	151,300
<b>Total</b>	<b>1,809,300</b>
<b>Activities Relating to Military Aspects of Security</b>	
Communications Network	349,300
Forum for Security Co-operation (FSC) - Support Unit	325,900
Seminars	46,000
<b>Total</b>	<b>721,200</b>

**THE UNIFIED 2003 BUDGET (continued)**

<b>Fund</b>	
<b>Main Programme</b>	EUR
Subprogramme or Cost Category	
<b>Human Resources Management</b>	
Direction and Management	289,300
Recruitment	463,100
Personnel Management	499,300
Training Section	<u>647,900</u>
<b>Total</b>	<b>1,899,600</b>
<b>Department of Management and Finance/Common Services in Vienna</b>	
Direction and Management	368,500
General Services	1,739,000
Finance Services	1,145,300
Information Technology Services	3,216,300
Mission Support Services	943,800
Central Records and Documents Management	<u>220,700</u>
<b>Total</b>	<b>7,633,600</b>
<b>Department of Management and Finance/Conference Services in Vienna</b>	
Direction and Management	186,400
Meeting Services and Administration	2,136,200
Language Services	<u>2,827,700</u>
<b>Total</b>	<b>5,150,300</b>
<b>Department of Management and Finance/Prague Office</b>	
Conference Services in Prague	0
Public Information, Documentation and Other Services	<u>404,600</u>
<b>Total</b>	<b>404,600</b>
<b>Total for the General Fund</b>	<b>23,590,200</b>

**THE UNIFIED 2003 BUDGET (continued)**

<b>Fund</b>	EUR
Main Programme	
Subprogramme or Cost Category	
<b>II. <u>Office for Democratic Institutions and Human Rights (ODIHR)</u></b>	
<b>Human Dimension Activities</b>	
Elections	4,345,400
Democratization	1,575,200
Human Rights Monitoring	609,700
Public Affairs	249,100
Implementation Meeting	397,300
Roma and Sinti Issues	263,500
Action Against Terrorism Unit/ODIHR	355,000
<b>Total</b>	<b>7,795,200</b>
<b>Common Services</b>	
Executive Management	402,900
General Administration	1,031,800
Finance Services	398,600
<b>Total</b>	<b>1,833,300</b>
<b>Total for ODIHR</b>	<b>9,628,500</b>
<b>III. <u>High Commissioner on National Minorities (HCNM)</u></b>	
<b>Activities of the High Commissioner</b>	
Direction and Management	1,136,400
On-site Consultations	422,800
Projects	200,000
<b>Total</b>	<b>1,759,200</b>
<b>Common Services</b>	
General Services	654,700
Finance Services	5,700
<b>Total</b>	<b>660,400</b>
<b>Total for HCNM</b>	<b>2,419,600</b>
<b>IV. <u>Representative on Freedom of the Media</u></b>	
Direction and Management	890,900
<b>Total for Representative on Freedom of the Media</b>	<b>890,900</b>

**THE UNIFIED 2003 BUDGET (continued)**

<b>Fund</b>	EUR
Main Programme	
Subprogramme or Cost Category	
<b>V. Funds Relating to the Conflict Dealt With by the OSCE Minsk Conference</b>	
<b><u>High Level Planning Group</u></b>	<b>211,900</b>
<b><u>The Minsk Process</u></b>	<b>999,300</b>
<b><u>Personal Representatives of the CiO</u></b>	<b>1,000,800</b>
<b>Total Funds Relating to the Conflict Dealt With by the OSCE Minsk Conference</b>	<b>2,212,000</b>
<b>VI. <u>OSCE Missions and Field Operations</u></b>	
<b><u>Centre in Almaty</u></b>	
Post Table Staff Costs	172,800
Non-post Table Staff Costs	9,700
Board and Lodging	189,200
Travel Costs	127,100
Other Services and Utilities	595,000
Representation	7,000
Language Services	5,400
Investment Costs	64,400
Supplies	37,700
Training Activities	20,000
<b>Head of Mission Facility</b>	<b>23,600</b>
<b>Total</b>	<b>1,251,900</b>
<b><u>Centre in Ashgabad</u></b>	
Post Table Staff Costs	90,500
Non-post Table Staff Costs	1,700
Board and Lodging	329,700
Travel Costs	60,200
Other Services and Utilities	503,600
Representation	5,600
Language Services	5,000
Investment Costs	32,000
Supplies	15,300
Training Activities	15,000
<b>Head of Mission Facility</b>	<b>19,400</b>
<b>Total</b>	<b>1,078,000</b>

**THE UNIFIED 2003 BUDGET (continued)**

<b>Fund</b>	
<b>Main Programme</b>	EUR
Subprogramme or Cost Category	
<b><u>Centre in Bishkek</u></b>	
Post Table Staff Costs	212,900
Non-post Table Staff Costs	11,400
Board and Lodging	319,200
Travel Costs	85,800
Other Services and Utilities	883,100
Representation	7,300
Language Services	6,600
Investment Costs	25,100
Supplies	52,300
Training Activities	35,700
<b>Head of Mission Facility</b>	<b>28,900</b>
<b>Total</b>	<b>1,668,300</b>
<b><u>Centre in Tashkent</u></b>	
Post Table Staff Costs	130,600
Non-post Table Staff Costs	3,300
Board and Lodging	307,300
Travel Costs	119,200
Other Services and Utilities	586,300
Representation	10,000
Language Services	4,000
Investment Costs	52,100
Supplies	22,500
Training Activities	12,600
<b>Head of Mission Facility</b>	<b>25,000</b>
<b>Total</b>	<b>1,272,900</b>
<b><u>Centre in Dushanbe</u></b>	
Post Table Staff Costs	409,500
Non-post Table Staff Costs	234,000
Board and Lodging	703,500
Travel Costs	132,200
Other Services and Utilities	1,005,400
Representation	15,900
Language Services	3,000
Investment Costs	165,300
Supplies	137,300
Training Activities	35,000
Mission Security Officer	118,100
<b>Head of Mission Facility</b>	<b>50,000</b>
<b>Total</b>	<b>3,009,200</b>



**THE UNIFIED 2003 BUDGET (continued)**

<b>Fund</b>	EUR
<b>Main Programme</b>	
Subprogramme or Cost Category	
<b><u>Representative to the Estonian Commission on Military Pensioners</u></b>	
Post Table Staff Costs	16,000
Non-post Table Staff Costs	900
Board and Lodging	29,800
Travel Costs	41,000
Other Services and Utilities	29,500
Representation	3,000
Language Services	4,200
Investment Costs	5,600
Supplies	4,000
Training Activities	2,500
<b>Total</b>	<b>136,500</b>
<b><u>Representative to the Latvian-Russian Joint Commission on Military Pensioners</u></b>	
Post Table Staff Costs	0
Non-post Table Staff Costs	0
Board and Lodging	0
Travel Costs	12,100
Other Services and Utilities	800
Representation	600
Language Services	0
Investment Costs	0
Supplies	0
Training Activities	0
<b>Total</b>	<b>13,500</b>
<b><u>Office in Minsk</u></b>	
Post Table Staff Costs	111,400
Non-post Table Staff Costs	13,600
Board and Lodging	289,000
Travel Costs	126,600
Other Services and Utilities	178,100
Representation	25,000
Language Services	8,000
Investment Costs	39,200
Supplies	67,800
Training Activities	12,800
<b>Head of Mission Facility</b>	<b>27,600</b>
<b>Total</b>	<b>899,100</b>

**THE UNIFIED 2003 BUDGET (continued)**

<b>Fund</b>	
<b>Main Programme</b>	EUR
Subprogramme or Cost Category	
<b><u>Project Co-ordinator in Ukraine</u></b>	
Post Table Staff Costs	62,900
Non-post Table Staff Costs	10,800
Board and Lodging	207,000
Travel Costs	37,200
Other Services and Utilities	200,600
Representation	5,500
Language Services	11,000
Investment Costs	8,400
Supplies	19,100
Training Activities	7,300
<b>Projects</b>	<b>576,500</b>
<b>Total</b>	<b>1,146,300</b>
<b><u>Mission to Moldova</u></b>	
Post Table Staff Costs	110,500
Non-post Table Staff Costs	4,000
Board and Lodging	445,000
Travel Costs	72,000
Other Services and Utilities	239,500
Representation	20,100
Language Services	0
Investment Costs	56,000
Supplies	34,700
Training Activities	13,000
<b>Head of Mission Facility</b>	<b>31,300</b>
<b>Total</b>	<b>1,026,100</b>
<b><u>Office in Yerevan</u></b>	
Post Table Staff Costs	194,700
Non-post Table Staff Costs	4,500
Board and Lodging	277,600
Travel Costs	54,000
Other Services and Utilities	508,600
Representation	5,000
Language Services	2,000
Investment Costs	30,900
Supplies	25,000
Training Activities	11,000
<b>Head of Mission Facility</b>	<b>20,100</b>
<b>Total</b>	<b>1,133,400</b>

**THE UNIFIED 2003 BUDGET (continued)**

<b>Fund</b>	EUR
<b>Main Programme</b>	
Subprogramme or Cost Category	
<b><u>Office in Baku</u></b>	
Post Table Staff Costs	197,200
Non-post Table Staff Costs	7,200
Board and Lodging	352,800
Travel Costs	41,400
Other Services and Utilities	655,200
Representation	9,400
Language Services	3,600
Investment Costs	22,100
Supplies	36,400
Training Activities	16,500
<b>Head of Mission Facility</b>	<b>24,500</b>
<b>Total</b>	<b>1,366,300</b>
<b><u>Assistance Group to Chechnya</u></b>	
Post Table Staff Costs	148,700
Non-post Table Staff Costs	136,800
Board and Lodging	207,000
Travel Costs	379,100
Other Services and Utilities	695,500
Representation	4,000
Language Services	0
Investment Costs	143,800
Supplies	32,800
Training Activities	19,700
<b>Humanitarian Assistance</b>	<b>80,000</b>
<b>Total</b>	<b>1,847,400</b>
<b><u>Presence in Albania</u></b>	
Head of Presence Office	241,500
Administration and Finance Department	1,986,800
Rule of Law and Human Rights Department	344,300
Democratization Department	420,700
Security Co-operation Department	99,100
Field Stations Co-ordination Department	1,145,700
Head of Mission Facility	50,000
<b>Total</b>	<b>4,288,100</b>
<b>Total OSCE Missions and Field Operations</b>	<b>20,137,000</b>

**THE UNIFIED 2003 BUDGET (continued)**

<b>Fund</b>	
<b>Main Programme</b>	EUR
Subprogramme or Cost Category	
<b>VII. <u>Large OSCE Missions and Projects</u></b>	
<b><u>Mission to the Federal Republic of Yugoslavia</u></b>	
Office of Head of Mission	671,800
Administration and Finance	2,245,100
Law Enforcement Department	2,473,500
Rule of Law/Human Rights Department	589,700
Media Department	467,900
Democratization Department	928,700
Economics and Environment Department	346,700
Office in Podgorica	1,311,700
Head of Mission Facility	50,000
<b>Grand Total</b>	<b>9,085,100</b>
<b><u>Mission to Croatia</u></b>	
<b>The Mission</b>	
Central Services	3,333,000
Democratization	2,451,500
Department for Human Rights and Rule of Law	2,103,600
Political Affairs	429,200
Return and Integration	2,094,700
Head of Mission Facility	50,000
<b>Total for the Mission</b>	<b>10,462,000</b>
<b>Secretariat Augmentation</b>	<b>304,900</b>
<b>Grand Total</b>	<b>10,766,900</b>
<b><u>Spillover Monitor Mission to Skopje</u></b>	
<b>The Mission</b>	
Head of Mission and Central Services	991,600
Administration and Finance	6,200,200
Confidence Building Department	364,400
Rule of Law Department	417,900
Media Development	373,200
Police Development Services	4,600,300
Field Stations	3,714,000
<b>Total for the Mission</b>	<b>16,661,600</b>
<b>Secretariat Augmentation</b>	<b>142,600</b>
<b>Grand Total</b>	<b>16,804,200</b>

**THE UNIFIED 2003 BUDGET (continued)**

<b>Fund</b>	
<b>Main Programme</b>	EUR
Subprogramme or Cost Category	
<b><u>Tasks in Bosnia and Herzegovina</u></b>	
<b>The Mission</b>	
Central Office	5,026,300
Training	186,300
Democratization	1,572,000
Human Rights	946,300
Press and Public Information	602,400
Security Co-operation	1,102,600
Regional Centres	8,648,100
Education Reform	721,200
<b>Total for the Mission</b>	<b>18,805,200</b>
<b>Regional Stabilization/Arms Control</b>	
Negotiation (Articles II and IV)	462,200
Verification Co-ordinator	135,100
<b>Total Regional Stabilization/Arms Control</b>	<b>597,300</b>
<b>Secretariat Augmentation</b>	<b>1,339,600</b>
<b>Grand Total</b>	<b>20,742,100</b>
<b><u>Mission in Kosovo</u></b>	
<b>The Mission</b>	
Department of the Head of Mission	2,222,000
Department of Democratization	5,706,800
Office of TMS/ISM	406,600
Ombudsperson Institution	606,800
Department of Human Rights and Rule of Law	4,749,700
Department of Elections Operations	3,319,500
Department of Police Education and Development	8,088,000
Department of Administration and Support	19,841,100
<b>Total for the Mission</b>	<b>44,940,500</b>
<b>Secretariat Augmentation</b>	<b>3,265,000</b>
<b>ODIHR Augmentation</b>	<b>263,700</b>
<b>Grand Total</b>	<b>48,469,200</b>

**THE UNIFIED 2003 BUDGET (continued)**

<b><u>Fund</u></b>	
<b>Main Programme</b>	EUR
Subprogramme or Cost Category	
<b><u>Mission to Georgia</u></b>	
Head Office	1,699,000
Human Dimension	1,004,400
Economic and Environmental Dimension	218,900
Administration and Finance Services	1,390,300
Border Monitoring Operation	16,657,700
Head of Mission Facility	0
<b>Grand Total</b>	<b>20,970,300</b>
<b>Total Large OSCE Missions and Projects</b>	<b>126,837,800</b>
<b>Total OSCE Unified Budget</b>	<b>185,716,000</b>

## POST TABLE

<b>Fund</b>					
<b>Main Programme</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
Sub Programme					
Post Title					
<b><u>The General Fund (Secretariat)</u></b>					
<b>Secretary General and Central Services</b>					
Executive Management					
Secretary General	SG	C			
Head of the Office	D1	C			
Personal Assistant to the SG	-	S			
Senior Adviser	P4	C			New Post subject to classification
Executive Management	P3	C			New Post subject to classification
Senior Assistant, OSG	G6	C			
Secretary, OSG	G5	C			
Press and Public Information					
Spokesperson/Head of Press and Public Information	P5	C			
Senior Public Information Officer	P4	C			
Press Officer	P3	C			
Press Officer	P3	C			New Post subject to classification
Public Website Manager	P3	C			Retitle
Web-developer	P2	C			
Editor	P3	C			
Press and Public Information Assistant	G5	C			
Secretary	G4	C			
Legal Services					
Senior Legal Adviser	P5	C			
Legal Officer	P2	C			
Secretary	G4	C			
Internal Oversight					
Head of Internal Oversight	D2	C			
Deputy Director for Internal Oversight	P5	C			
Senior Internal Auditor	P5	C			
Senior Internal Auditor	P5	C			New Post subject to classification
Internal Auditor	P3	C			
Internal Auditor	P3	C			Subject to classification

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Senior Auditing Assistant	G6	C			
Auditing Assistant	G4	C			New Post subject to classification
<b>External Co-operation</b>					
Head, External Co-operation Section	P5	C			
Senior External Co-operation Officer	P4	C		2	
External Co-operation Officer	P3	C			Subject to Classification
External Co-operation Officer	-	S		2	
Senior External Co-operation Assistant	G6	C			
Secretary	G4	C			
<b>Gender Issues</b>					
Senior Adviser on Gender Issues	P4	C			Retitle
Secretary	G4	C			New Post
<b>Strategic Police Matters</b>					
Strategic Police Matters					
Senior Police Adviser	-	S			
Police Affairs Officer (Training)	P4	C			Retitle
Executive Officer	P4	C/S			New Post seconded for 6 months and contracted for 6 months, subject to classification
Programme Co-ordinator	P4	C			New Post subject to classification
Project Officer	P3	C			New Post subject to classification
Police Adviser	P4	C			
Police Affairs Officer	-	S		2	
Secretary	G4	C			Transfer to full time
<b>Action Against Terrorism</b>					
Action Against Terrorism Unit					
Head on Anti-terrorism Issues	-	S			Retitle
Adviser on Anti-terrorism Issues	-	S			Retitle
Adviser on Anti-terrorism Issues	P3	C			Subject to classification
Secretary	G4	C			Transfer to full-time
<b>Activities Relating to the Economic and Environmental Aspects of Security</b>					
Co-ordinator of OSCE Economic and Environmental Activities					
Co-ordinator of OSCE Economic and Environmental Activities	D2	C			



**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Deputy Co-ordinator of OSCE Economic and Environmental Activities	P5	C			
Senior Economic Adviser	P5	C			
Senior Programme Manager	P4	C			New Post Subject to classification
Environmental Adviser	-	S			
Economic and Environmental Adviser	-	S			New Post
Economic/Environmental Affairs Officer	P3	C			
Project Support Officer	P2	C			New Post subject to classification
Junior Programme Manager	P2	C			New Post subject to classification
Senior Secretary	G5	C			Retitle
Secretary	G4	C			
Secretary	G4	C			New Post
<b>Conflict Prevention Activities</b>					
Direction and Management					
Director of the Conflict Prevention Centre	D2	C			
Planning and Co-ordination Officer	P3	C			New Post, subject to classification
Senior Secretary	G5	C			Retitle
Secretary	G4	C			
Project Management Co-ordination					
Projects Management Co-ordination Officer	P4	C			New Post, subject to classification
Field Security					
Senior Security Co-ordinator	P4	C			
Mission Programme Section					
Deputy Director of the Conflict Prevention Centre/Head of Mission Programme Section	P5	C			
Senior Mission Programme Officer	P4	C		3	
Mission Programme Officer	P3	C		2	New Post, subject to classification
Junior Mission Programme Officer	-	S		4	
Mission Programme Assistant	G5	C			

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
<b>Operations Planning Unit</b>					
Head of Operations Planning Unit	P5	C			Retitle
Resource Planner	P4	C			
Military Liaison Officer	P4	C			
Analyst/Researcher	-	S			
Border Issues Co-ordination Officer	-	S			New Post
Secretary	G4	C			
<b>Situation/Communication Room</b>					
Chief, Situation/Communications Room	-	S			
Deputy Chief, Situation/Communications Room	G6	C			Subject to classification
Duty Officer	G5	C			
Duty Officer	G5	C			
<b>Activities Relating to Military Aspect of Security</b>					
<b>Communications Network</b>					
Senior Network Management Officer	P4	C			
Network Management Officer	P3	C			
<b>Forum for Security Co-operation (FSC) - Support Unit</b>					
Senior Communications Network Officer	P4	C			
Senior FSC Support Officer	P4	C			
CSBM Officer	P3	C			
FSC Support Officer	-	S			
Secretary	G4	C			
<b>Human Resources Management</b>					
<b>Direction and Management</b>					
Director for Human Resources	D2	C			
Senior Adviser to Director for Human Resources	-	S			
Senior Secretary	G5	C			Retitle
<b>Recruitment</b>					
Deputy Director/Chief Recruitment Section	P5	C			
Staffing Co-ordinator	-	S			

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Senior Recruitment Assistant	G6	C		3	
Recruitment Assistant	G5	C			
Personnel Services					
Chief, Personnel Section	P4	C			
Personnel Officer	P3	C			
Senior Personnel Assistant	G6	C		4	
Personnel Assistant	G4	C			
Personnel Clerk	G3	C			
Training Section					
OSCE Training Co-ordinator	P4	C			Retitle
Training Officer	P3	C			
Training Officer	P2	C			
Training Officer	-	S			
Senior Training Assistant	G6	C			
Training Assistant	G4	C			
Training Clerk - 50 per cent	G3	C			
<b>Department for Management and Finance/ Common Services in Vienna</b>					
Direction and Management					
Director for Management and Finance - 50 per cent	D2	C			
Financial Controller	P5	C			
Planning and Co-ordination					
Officer	P3	C			
Senior Secretary	G5	C			Retitle
General Services					
Chief, Administrative Services Unit	P2	C			
Supervisor, Travel and General Support	G6	C			
Travel Assistant	G4	C			
Receptionist	G3	C			
Driver	G3	C			
Cleaner	G1	C		3	
Finance Services					
Deputy Director for Finance	P5	C			
Chief, Budget Unit	P4	C			
Chief, Accounts Unit	P4	C			
Treasurer	P3	C			

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Budget Officer	P3	C		2	
Budget Officer (Extra-budgetary)	P3	C			New Post subject to classification
Finance Officer	P2	C			
Senior Treasury Assistant	G6	C			
Senior Finance Assistant	G6	C		2	
Administrative Secretary	G5	C			
<b>Information Technology Services</b>					
Head, Information Technology Services	P5	C			
Chief, Databases Information Systems	P4	C			Retitle
Chief, Infrastructure Support	P4	C			
Chief, ERP System	P4	C			
Chief, Technical and Networking Unit	P3	C			
Chief, Communications Unit	P3	C			
Communications Officer	P2	C			
Senior Information Technology Assistant (Internet/Intranet)	G7	C			
Senior Applications Specialist	G7	C			
Senior Corporate ERP Applications Assistant	G7	C			
Senior Information Technology Assistant	G6	C			
Senior Information Technology Assistant (Hofburg)	G6	C			
Senior Information Technology Assistant (GroupWare System Admin)	G6	C			
Technical Assistant	G5	C			
Programme Assistant	G5	C			Retitle
Information Technology User Support Assistant (Help Desk)	G5	C			
Information Technology User Support Assistant (Help Desk/LAN)	G5	C			
Information Technology Clerk - 50 per cent	G3	C			
<b>Mission Support Services</b>					
Deputy Director for Mission Support	P5	C			
Chief, Procurement Unit	P3	C			

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Chief, Vehicle Management and Transport Unit	P3	C			Retitle
Chief, Logistics Section	P3	C			Title and duties under review
Chief, Supply Unit	P2	C			
Mission Support Service Officer	P2	C			Title and duties under review
Transport Officer	P2	C			
Vehicle Management Officer	P2	C			
Senior Vehicle Management Assistant	G6	C			
Supply Assistant (Fixed Assets Control)	G5	C			
Logistics Assistant	G5	C			
Secretary	G4	C			
Central Records and Documents Management					
Chief, Central Records and Documents Management Section	P4	C			
Senior Records Management Assistant	G6	C			Retitle
Senior Documentation and Information Assistant	G7	C			Located in Prague
Registry Assistant	G4	C			
<b>Department of Management and Finance/Conference Services</b>					
Direction and Management					
Director for Management and Finance - 50 per cent	D2	C			
Deputy Director for Conference Services	P5	C			
Protocol Assistant	G5	C			
Secretary	G5	C			
Meeting Services and Administration					
Financial Management Officer	P3	C			
Conference Officer	P3	C			
Security Officer	G7	C			
Senior Meetings Assistant	G6	C		2	
Supervisor, Meetings Support and Documents Unit	G6	C			
Support Services Assistant	G4	C			
Assistant Supervisor, Meetings Support and Documents Unit	G4	C			

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Reproduction Equipment Operator	G3	C		3	
Meeting Room Attendant	G3	C			
Meeting Room Attendant - 50 per cent	G3	C			New Post
Information Technology Clerk - 50 per cent	G3	C			
Switchboard Operator	G2	C			
<b>Language Services</b>					
Chief, Language Services Section	P4	C			
Senior Language Services Assistant	G6	C			
Supervisor, Text Control and Processing Unit	G6	C			
Assistant Supervisor, Text Control and Processing Unit	G5	C			
Administrative Secretary	G4	C			
Word Processing Operator	G4	C		12	
Assistant Text Control and Processing Unit - 50 per cent	G3	C			New Post subject to classification
<b>Department of Management and Finance/Prague Office</b>					
<b>Public Information, Documentation and Other Services</b>					
Head of Office and Officer in Charge of Meetings	-	S			
Senior Information Technology Assistant	G6	C			
Senior Finance and Administrative Assistant	G6	C			
Archives Assistant	G5	C			
Information Technology Assistant	G4	C			
Secretary	G4	C			Incumbent remains at G5
Cleaner/Photocopier	G1	C			
<b>Office for Democratic Institutions and Human Rights (ODIHR)</b>					
<b>Human Dimension Activities</b>					
<b>Elections</b>					
Head of Election Section	P5	C			
Deputy Head, Election Section	P4	C			
Senior Election Adviser	P4	C			
Election Adviser	P3	C		5	

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Senior Election Assistant	G7	C			New Post, Subject to Classification
Senior Administrative Assistant	G6	C			
Administrative/Travel Assistant	G5	C			Retitle
<b>Democratization</b>					
Head of Democratization Section	P5	C			
Deputy Head of Democratization Section	-	S			New Post
Chief, Rule of Law Unit	P4	C			
NGO Adviser	P3	C			
Chief, Migration/Freedom of Movement Unit	P4	C			
Adviser on Anti-Trafficking Issues	P3	C			
Officer on Anti-Trafficking Issues	P2	C			
Rule of Law Officer	P2	C			
NGO Officer	P2	C			
Freedom of Movement/Migration Officer	P2	C			
Gender Adviser	P3	C			
Gender Officer	P2	C			
Administrative Assistant	G5	C		3	
<b>Human Rights Monitoring</b>					
Head, Human Rights Monitoring	P4	C			
Human Rights Monitoring Officer	P2	C			
Human Rights Officer	P2	C			New Post, Subject to Classification
<b>Public Affairs</b>					
Spokesperson, Press and Public Information Adviser	P3	C			
Web Developer	P1	C			
Assistant Public Affairs Officer	P1	C			New Post, Subject to Classification
<b>Roma and Sinti Issues</b>					
Adviser on Roma and Sinti Issues	P4	C			
Officer on Roma and Sinti Issues	P2	C			New Post, Subject to Classification

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Action Against Terrorism					
Co-ordinator, Anti-Terrorism Issues	P3	C			Retitle
<b>Common Services</b>					
Executive Management					
Director of the ODIHR	-	C			
First Deputy Director of the ODIHR	D1	C			
Second Deputy Director for Administration and Conference Section	P5	C			
Personal Adviser to the Director of the ODIHR	-	S			
General Services					
Chief, Information Technology	P3	C			New Post, Subject to Classification
Administrative Officer	P2	C			
Assistant Procurement Officer	P1	C			New Post, Subject to Classification
Senior Information Technology Assistant	G6	C			
Senior Logistics Assistant	G6	C			
Personal Assistant	G6	C			
Senior Administrative Assistant Information Technology	G6	C			
Assistant	G5	C			
Procurement Assistant	G5	C			
Supply Assistant	G4	C			New Post
Procurement Assistant	G5	C			New Post, Subject to Classification
Receptionist	G3	C			
Driver/Messenger	G3	C			
Registry and Documents Assistant	G4	C			
Finance					
Chief, Finance Unit	P3	C			
Finance Officer	P2	C			
Senior Finance Assistant	G7	C			
Treasury Assistant	G5	C			
Finance Assistant	G5	C			



**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
<b><u>High Commissioner on National Minorities</u></b>					
<b>Activities of the High Commissioner</b>					
Direction and Management					
High Commissioner	-	C			
Director	D1	C			
Senior Adviser	P5	C			
Senior Legal Adviser	P4	C			
Senior Adviser	P4	C		3	
Legal Adviser	P3	C			
Political Adviser	P3	C			
Legal Officer	P2	C			
Junior Political Officer	P1	C			New Post, Subject to classification
Personal Adviser	-	S			
Project Officer	-	S		3	
<b>Common Services</b>					
General Services					
Senior Administrative Officer	P4	C			
Information Technology Specialist	P3	C			
Senior Administrative Assistant	G7	C			
Programme Assistant	G5	C			
Secretary to HCNM	G5	C			
Information Assistant	G5	C			
Secretary	G4	C		2	
Secretary	-	S			
<b><u>Representative on Freedom of the Media</u></b>					
Direction and Management					
Representative on Freedom of the Media	-	C			
Senior Adviser	-	S		3	
Senior Adviser	P5	C			
Adviser	P3	C			
Assistant Research Officer	P1	C			New Post, Subject to Classification
Project Co-ordinator	-	S			
Senior Administrative Assistant	G6	C			
Information Technology User					
Support Assistant Help Desk - 25 per cent	G5	C			
Project Assistant	G5	C			
Programme Secretary	G4	C			New Post

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
<b>Funds Relating to the Conflict Dealt with by the OSCE Minsk Conference</b>					
<b><u>High-Level Planning Group</u></b>					
Senior Administrative Assistant	G6	C			
Information Technology User					
Support Assistant Help Desk - 25 per cent	G5	C			
Officer	-	S		8	
<b><u>Personal Representative of the CiO</u></b>					
Personal Representative of the CiO	-	S			
Co-ordinator of Mission	-	S			
Personal Assistant to the PR	-	S			
Field Assistant to the PR	-	S		3	
<b>OSCE Missions and Field Operations</b>					
<b><u>Centre in Almaty</u></b>					
Head of Centre	-	S			
Political Officer	-	S			
Human Dimension Officer	-	S			
Economic and Environmental Officer	-	S			
<b><u>Centre in Ashgabad</u></b>					
Head of Centre	-	S	31.12.03		
Political Officer	-	S	31.12.03		
Human Dimension Officer	-	S	31.12.03		
Economic and Environmental Officer	-	S	31.12.03		
Administrative and Finance Officer	-	S	31.12.03		
Project Officer	-	S	31.12.03		New Post
Project Co-ordinator	-	S	31.12.03		New Post
<b><u>Centre in Bishkek</u></b>					
Head of Centre	-	S	31.12.03		
Political Officer	-	S	31.12.03		
Economic and Environmental Officer	-	S	31.12.03	2	
Human Dimension Officer	-	S	31.12.03		
Political and Human Dimension Officer	-	S	31.12.03		

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
<b><u>OSCE Centre in Tashkent</u></b>					
Head of the Office	-	S	31.12.03		
Human Dimension/ Democratization Expert	-	S	31.12.03		
Economic and Environmental Expert	-	S	31.12.03		
Political Officer	-	S	31.12.03		
<b><u>Centre in Dushanbe</u></b>					
Head of Centre	-	S	31.12.03		Retitle
Deputy Head of Centre, Training Focal Point	-	S	31.12.03		Retitle
Administrative and Finance Officer	P2	C	31.12.03		
Political and Security Officer	-	S	31.12.03		
Human Dimension Officer	-	S	31.12.03		
Environmental Officer	-	S	31.12.03		Retitle
Gender Issues Officer	-	S	31.12.03		
Economic Officer	-	S	31.12.03		Retitle
Political and Media Officer	-	S	31.12.03		Retitle
Programme Co-ordinator	-	S	31.12.03		Retitle
Field Officer - Kulyab	-	S	31.12.03		
Field Officer - Kurgan - Tyube	-	S	31.12.03		
Field Officer - Khujand	-	S	31.12.03		
Field Officer - Shartuz	-	S	31.12.03		
Field Officer - Garm	-	S	31.12.03		Retitle
Security Officer	P2	C	31.12.03		
<b><u>Representative to the Estonian Commission on Military Pensioners</u></b>					
Representative to the Estonian Commission on Military Pensioners	-	S	31.12.03		
<b><u>Office in Minsk</u></b>					
Head of Office	-	S	31.12.03		Retitle
Deputy Head of Office	-	S	31.12.03		Retitle
Office Member	-	S	31.12.03		Retitle
Office Member	-	S	31.12.03		Retitle
Administrative and Finance Officer	-	S	31.12.03		Retitle
<b><u>Project Co-ordinator in Ukraine</u></b>					
Senior Project Officer	-	S	31.12.03		
Project Officer	-	S	31.12.03		Retitle
Project Co-ordinator	-	S	31.12.03		

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
<b><u>Mission to Moldova</u></b>					
Head of Mission	-	S	31.12.03		
Deputy Head of Mission	-	S	31.12.03		
Political - Military Officer	-	S	31.12.03		Retitle
Political Adviser	-	S	31.12.03		
Human Dimension Officer	-	S	31.12.03		
Public Affairs Officer/Spokesman	-	S	31.12.03		
Military Member	-	S	31.12.03	2	
Administrator	-	S	31.12.03		
Anti-Trafficking Officer	-	S	31.12.03		
<b><u>Office in Yerevan</u></b>					
Head of Office	-	S	31.12.03		
Deputy Head of Office	-	S	31.12.03		
Human Rights Officer	-	S	31.12.03		
Democratization Officer	-	S	31.12.03		
Economic Environmental Officer	-	S	31.12.03		
Administrative and Finance Officer	P2	C	31.12.03		
Project Co-ordinator	-	S	31.12.03		New Post
<b><u>Office in Baku</u></b>					
Head of Office	-	S	31.12.03		
Deputy Head of Office/Political Affairs Officer	-	S	31.12.03		
Economic and Environmental Officer	-	S	31.12.03		
Democratization Officer	-	S	31.12.03		
Human Dimension Officer	-	S	31.12.03		
Administrative and Finance Officer	P2	C	31.12.03		
<b><u>Assistance Group to Chechnya</u></b>					
Head of AG	-	S	31.12.03		
Deputy Head of AG	-	S	31.12.03		
AG Member	-	S	31.12.03	4	
<b><u>Presence in Albania</u></b>					
<b>Head of Presence Office</b>					
Head of Presence	-	S	31.12.03		
Executive Assistant	-	S	31.12.03		
Deputy Head of Presence	-	S	31.12.03		
Political Officer	-	S	31.12.03		

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
<b>Administration and Finance</b>					
Mission Support Officer	-	S	31.12.03		
<b>Human Rights and Rule of Law</b>					
Head of Rule and Human Rights Departments	-	S	31.12.03		Retitle
Adviser to Gen. Sec. Council of Ministers	-	S	31.12.03		
Trafficking Officer	-	S	31.12.03		Retitle
Judicial Reform Officer	-	S	31.12.03		New Post
Prosecutor/Court Project Manager	-	S	31.12.03		New Post
<b>Democratization</b>					
Head of Democratization Department	-	S	31.12.03		New Post
Electoral Reform Officer	-	S	31.12.03		Retitle
Parliamentary Capacity Building Officer	-	S	31.12.03		
Parliamentary Expert	-	S	31.12.03		New Post
NGO Liaison Officer	-	S	31.12.03		
Spokesperson/Media Development Officer	-	S	31.12.03		Retitle
<b>Security Co-operation Department</b>					
Head of Security Co-operation Department	-	S	31.12.03		Retitle
Border Management Officer	-	S	31.12.03		Retitle
<b>Field Station Co-ordination</b>					
Field Stations Co-ordinator	-	S	31.12.03		
Field Station Officer	-	S	31.12.03	17	
Field Station Officer	-	S		2	Budgeted for 181 days
<b>Mission to the Federal Republic of Yugoslavia</b>					
<b>Head Office</b>					
Head of Mission	-	S	31.12.03		
Deputy Head of Mission	-	S	31.12.03		
Executive Assistant	-	S	31.12.03		
Reporting Officer	-	S	31.12.03		
Chief, Head of Mission's Office/Spokesperson	-	S	31.12.03		Retitle
Junior Reporting Officer	-	S	31.12.03		Retitle

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Senior Political Officer South Serbia Programme Co-ordinator	-	S	31.12.03	3	Retitle and one New Post
	-	S	31.12.03		
<b>Administration and Finance Department</b>					
Chief, Administration and Finance	P3	C	31.12.03		
Finance Officer	P2	C	31.12.03		
Transport and Procurement	-	S	31.12.03		
<b>Law Enforcement Department</b>					
Head Law Enforcement Police Reform Project Co-ordinator	-	S	31.12.03		
Police Operating and Training Co-ordinator	-	S	31.12.03		Retitle
Accountability Programme Manager	-	S	31.12.03		Retitle
<b>Rule of Law/Human Rights Department</b>					
Head HR and RoL	-	S	31.12.03		
Legal Adviser Judicial Reform H.R. Institution and Prison Reform Officer	-	S	31.12.03		
Economic Transparency Officer	-	S	31.12.03		Retitle
<b>Media Department</b>					
Head Media	-	S	31.12.03		
License and Frequency Media Training Co-ordinator	-	S	31.12.03		
<b>Democratization Department</b>					
Head Democratization	-	S	31.12.03		
Senior Parliamentary Officer	-	S	31.12.03		Retitle
Youth Programme Co-ordinator	-	S	31.12.03		Retitle
Parliamentary Programme Co-ordinator	-	S	31.12.03		Retitle
Human Rights Adviser	-	S	31.12.03		Retitle
Trafficking Adviser	-	S	31.12.03		Retitle
<b>Office in Podgorica</b>					
Head of Office	-	S	31.12.03		
Deputy Head of Office/Programme Co-ordinator	-	S	31.12.03		Retitle
Programme Co-ordinator Officer	-	S	31.12.03		

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Programme Adviser Police Reform	-	S	31.12.03		
Programme Expert Police Reform	P3	C	31.12.03		
Programme Officer Legislation	-	S	31.12.03		
Programme Officer Institution Building	-	S	31.12.03		
Programme Officer (Democratization)	-	S	31.12.03		
Administrative and Finance Officer	-	S	31.12.03		
<b>South Serbia Programme</b>					
External Oversight Adviser	-	S	31.12.03		Retitle
Police Trainer Management	-	S	31.12.03		Retitle
Police Trainer (Crime Scene Management)	-	S	31.12.03		Retitle
Police Trainer (Serious Incident Management)	-	S	31.12.03		Retitle
Police Trainer (Specialist Anti-Terrorism)	-	S	31.12.03		Retitle
Police Trainer (Specialist Criminal Investigation)	-	S	31.12.03	5	Retitle
Police Trainer (Specialist Education Evaluation)	-	S	31.12.03	3	Retitle
Police Trainer (Police Monitoring Group)	-	S	31.12.03	4	Retitle
<b>Police Training Belgrade</b>					
Police Education Development Project Manager	-	S	31.12.03		Retitle
Police Adviser (Information Technology)	-	S	31.12.03		Retitle
Organized Crime Adviser Programme Manager	-	S	31.12.03		Retitle
Community Policing Project Manager	-	S	31.12.03		Retitle
Border Policing Programme Manager	-	S	31.12.03		Retitle
Internal Control/Corruption Adviser	-	S	31.12.03		Retitle
Organized Crime Adviser	-	S	31.12.03		Retitle
Training Development Adviser	-	S	31.12.03		Retitle
Special Trainer Management	-	S	31.12.03		Retitle

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
<b><u>Mission to Croatia</u></b>					
Central Services					
Chief, Finance and Personnel Unit	P3	C	31.12.03		Retitle
Chief of Admin/Field Support	-	S	31.12.03		
Deputy CAFS	P3	C	31.12.03		Retitle
Chief, General Services	P3	C	31.12.03		Retitle
Democratization					
Deputy Head of Mission	-	S	31.12.03		
Head of Unit, Spokesperson	-	S	31.12.03		
Head of Unit	-	S	31.12.03		
DRR/COS	-	S	31.12.03	3	Retitle
Democratization Officer	-	S	31.12.03		
Field Officer	-	S	31.12.03	10	
Human Dimension and Rule of Law					
Head of Mission	-	S	31.12.03		
Executive Assistant to Head of Mission	-	S	31.12.03		
Head of Unit	-	S	31.12.03		
Police Affairs Adviser	-	S	31.12.03		
Police Affairs Officer	-	S	31.12.03		Retitle
Police Affairs Officer	-	S	31.12.03	3	
Legal and Human Rights Officer	-	S	31.12.03		Retitle
Legal and Human Rights Officer	-	S	31.12.03	2	
Legal Officer	-	S	31.12.03		
Legal Officer	-	S	31.12.03		Retitle
Field Officer (Police)	-	S	31.12.03		
Field Officer	-	S	31.12.03	7	
Political Affairs					
Head of Unit	-	S	31.12.03		
Political Officer	-	S	31.12.03		
Political Affairs Officer	-	S	31.12.03	2	
Return and Integration					
Head of Unit	-	S	31.12.03		
R and I Officer	-	S	31.12.03	2	
RR (Head of FC)	-	S	31.12.03		Retitle
Return and Integration Officer	-	S	31.12.03		
Field Officer	-	S	31.12.03		
R and I Officer	-	S	31.12.03		Retitle
RR (Head of FC)	-	S	31.12.03		Retitle
Return and Integration Officer	-	S	31.12.03		
Head of FO	-	S	31.12.03		



**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Field Officer	-	S	31.12.03		
Head of FO	-	S	31.12.03	3	
Field Officer	-	S	31.12.03		
RR (Head of FC)	-	S	31.12.03		Retitle
Return and Integration Officer	-	S	31.12.03		
Head of FO	-	S	31.12.03		
Field Officer	-	S	31.12.03		
Head of FO	-	S	31.12.03	2	
<b>Secretariat Augmentation</b>					
Conflict Prevention Activities					
Situation/Communication Room					
Duty Officer	G5	C	31.12.03		
Human Resources Management					
Recruitment					
Recruitment Clerk	G3	C	31.12.03		Retitle
Department for Management and Finance/Common Services in Vienna					
Finance Services					
Secretary - 50 per cent	G4	C	31.12.03		
Finance Assistant	G4	C	31.12.03		
Mission Support Services					
Procurement Assistant	G5	C	31.12.03		
Vehicle Management Assistant	G5	C	31.12.03		
Central Records and Documents Management					
Mail Processing Assistant	G4	C	31.12.03		
<b>Mission to Georgia</b>					
<b>Head Office</b>					
Head of Mission	-	S	31.12.03		
Deputy Head of Mission	-	S	31.12.03		
Press and Public Information Officer/Spokesperson	-	S	31.12.03		Retitle
Head of Political and Military Affairs	-	S	31.12.03		Retitle
Political Officer, South Ossetia	-	S	31.12.03		Retitle
Political Officer, Abkhazia	-	S	31.12.03		
Head of Tskhinvali Field Office	-	S	31.12.03		Retitle
Military Adviser	-	S	31.12.03		Retitle
Monitoring Officer	-	S	31.12.03	3	
Mission Security Officer	P3	C	31.12.03		Subject to classification

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
<b>Human Dimension</b>					
Head of Human Dimension	-	S	31.12.03		Retitle
Democratization Officer	-	S	31.12.03		
Human Dimension Officer	-	S	31.12.03		
Legal Adviser	-	S	31.12.03		Retitle
Human Rights and Democratization Officer, Abkhazia, Georgia	-	S	31.12.03		
Human Rights Officer	-	S	31.12.03		
<b>Economic and Environmental Dimension</b>					
Economic and Environmental Officer	-	S	31.12.03		
<b>Administration and Finance Services</b>					
Chief of Administration and Finance Services	P4	C	31.12.03		Title and Grade subject to classification
Chief of Finance	P3	C	31.12.03		Subject to classification
Chief of General Services	P3	C	31.12.03		New Post subject to classification
Chief of Human Resources	P3	C	31.12.03		Subject to classification
<b>Border Monitoring Operation</b>					
Head of Border Monitoring Operation	-	S	31.12.03		
Deputy Head of Border Monitoring Operation	-	S	31.12.03		
Personal Assistant to the HoBMO	-	S	31.12.03		
Administration Officer	P3	C	31.12.03		New Post subject to classification
BMO Training Officer	-	S	31.12.03		Retitle
BMO Operations Officer	-	S	31.12.03		
BMO Deputy Operations Officer	-	S	31.12.03		
BMO Planning Officer	-	S	31.12.03		
BMO Logistics Officer	-	S	31.12.03		Retitle
BMO Deputy Logistics Officer	-	S	31.12.03		
Border Monitor, Team Leader Shatili	-	S	31.12.03		
Border Monitor, Team Leader Omalo	-	S	31.12.03		
Border Monitor, Team Leader Girevi/Tebulo	-	S	31.12.03		

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Border Monitor, Team Leader					
Sno	-	S	31.12.03		
Border Monitor	-	S	31.12.03	36	
<b>The Border between Georgia and Dagestan Republic of the Russian Federation</b>					
BMO Logistics Officer	-	S	31.12.03		New Post
BMO Operations Officer	-	S	31.12.03		New Post
Border Monitor	-	S	31.12.03	67	New Post
<b>Enhancement of the Border Monitoring Operation</b>					
Border Monitor	-	S		21	New Post for 5 months
<b>Spillover Monitor Mission to Skopje</b>					
<b>HoM and Central Services</b>					
Executive Management					
Head of Mission	-	S	31.12.03		
Deputy Head of Mission	-	S	31.12.03		
Executive Assistant to Head of Mission	-	S	31.12.03		
Chairmanship Liaison Officer	-	S	31.12.03		
Political Reporting Unit					
Chief, Political/Reporting	-	S	31.12.03		
Political/Reporting Officer	-	S	31.12.03		
Political Adviser	-	S	31.12.03		Retitle
Press and Public Information Unit					
Mission Spokesperson	-	S	31.12.03		
Press and Public Information Officer	-	S	31.12.03		
Situation Centre					
CBM/Chief of Situation Centre	-	S	31.12.03		
CBM/Situation Centre Officer	-	S	31.12.03	2	
<b>Administration and Finance</b>					
Management					
Head, Administration and Finance	P5	C	31.12.03		
General Services					
Chief, General Services	P3	C	31.12.03		
Material Control Officer	-	S	31.12.03		
Supply Officer	-	S	31.12.03		

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Transport Officer	-	S	31.12.03		
Procurement Officer	-	S	31.12.03		
<b>Finance</b>					
Chief Finance Unit	P3	C	31.12.03		
<b>Human Resources</b>					
Chief of Personnel	P3	C	31.12.03		
Personnel Officer	-	S	31.12.03		
Training Co-ordinator	-	S	31.12.03		
<b>Information Technology and Communications</b>					
IT/Communication Officer	P3	C	31.12.03		
Communications Officer	P2	C	31.12.03		Subject to classification
<b>Security</b>					
Mission Security Officer	P2	C	31.12.03		
<b>Confidence Building</b>					
<b>Management</b>					
CBM/Head of Confidence Building	-	S	31.12.03		
CBM/Local Governance Co-ordinator	-	S	31.12.03		
CBM/Programme Officer	-	S	31.12.03		
CBM/Confidence-Building Field Co-ordinator	-	S	31.12.03		
<b>Rule of Law</b>					
<b>Management</b>					
CBM/Head of Rule of Law	-	S	31.12.03		
CBM/Co-ordination and Analysis Officer	-	S	31.12.03		Retitle
CBM/Rule of Law Officer/Anti-Trafficking	-	S	31.12.03		Retitle
CBM/Rule of Law Officer/Institution Building	-	S	31.12.03		Retitle
CBM/Rule of Law Officer	-	S	31.12.03		Retitle
<b>Media Development</b>					
<b>Management</b>					
CBM/Head of Media Development	-	S	31.12.03		
CBM/Media Development Officer	-	S	31.12.03		

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
<b>Police Development</b>					
Management					
Head Police Development Department	-	S	31.12.03		Retitle
Deputy Head Police Development Department	-	S	31.12.03		Retitle
Legal Adviser	-	S	31.12.03		
Senior Adviser	-	S	31.12.03		
Senior Planner	-	S	31.12.03		
Logistics Officer	-	S	31.12.03		
Reporting Analysis Officer	-	S	31.12.03	2	
Administrative Officer	-	S	31.12.03		
Police Academy					
Chief of Police Training	-	S	31.12.03		
Deputy Chief of Police Training	-	S	31.12.03		
Police Instructor	-	S		23	Budgeted for 7 months only
Police Instructor	-	S	31.12.03	9	
Police Academy Site Manager	-	S			Budgeted for 3 months only
Police Instructor	-	S	31.12.03	13	
Police Instructor	-	S	31.12.03	3	Retitle
Curriculum Development Officer	-	S	31.12.03	2	
Field Training					
Senior Field Training Co-ordinator	-	S	31.12.03		
Field Training Co-ordinator	-	S	31.12.03	9	
Field Training Co-ordinator	-	S	31.12.03	6	Retitle
Community Policing					
Community Police Training Co-ordinator	-	S	31.12.03		
Community Police Trainer	-	S	31.12.03	9	
Police Reforms					
Police Reform Adviser	-	S	31.12.03	2	
Police Reform Adviser	-	S	31.12.03		Retitle
<b>Field Stations</b>					
Kumanovo					
Management					
CBM/Field Station Co-ordinator	-	S	31.12.03		Retitle

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
CBM/Deputy Field Station Co-ordinator	-	S	31.12.03		
CBM/Administrative/Logistics Officer	-	S	31.12.03		
Rule of Law					
CBM Senior/Rule of Law Officer	-	S	31.12.03		Retitle
CBM/Rule of Law Officer	-	S	31.12.03	7	
Media Development					
CBM/Press/Media Officer	-	S	31.12.03		Retitle
Confidence Building					
CBM/Senior Confidence-Building Officer	-	S	31.12.03		Retitle
Confidence-Building Officer	-	S	31.12.03	7	
Police Development					
Community Police Trainer	-	S	31.12.03	10	
Tetovo Management					
CBM/Field Office Co-ordinator	-	S	31.12.03		
CBM/Deputy Field Office Co-ordinator	-	S	31.12.03		
CBM/Administrative/Logistics Officer	-	S	31.12.03		
Rule of Law					
Senior CBM/Rule of Law	-	S	31.12.03		Retitle
CBM/Rule of Law	-	S	31.12.03	6	
CBM/Field Station Co-ordinator	-	S	31.12.03		
Media Development					
CBM/Press/Media Development Officer	-	S	31.12.03		
Confidence Building					
Senior CBM/Confidence-Building Officer	-	S	31.12.03		
CBM/Confidence-Building Officer	-	S	31.12.03	4	
CBM/Confidence-Building Officer	-	S	31.12.03	3	

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Police Development					
Community Police Trainer	-	S	31.12.03		
Community Police Trainer	-	S	31.12.03	9	Retitle
<b>Secretariat Augmentation</b>					
Conflict Prevention Activities					
Mission Programme Section					
Junior Mission Programme					
Officer	P2	C	31.12.03		
Human Resources Management					
Personnel Services					
Personnel Assistant	G5	C	31.12.03		
<b>Tasks in Bosnia and Herzegovina</b>					
Central Services					
Head of Mission	-	S	31.12.03		
Deputy Head of Mission	-	S	31.12.03		
Deputy Head of Mission	-	S	31.12.03		
Executive Assistant	-	S	31.12.03	3	
Political Adviser	-	S	31.12.03		
Chief of Staff and Director of					
Planning	D1	C	31.12.03		
Chief of Investigations	-	S	31.12.03		
Legal Adviser	-	S	31.12.03		
Head, Administration and					
Finance	P5	C	31.12.03		
Chief of Personnel	P3	C	31.12.03		
Personnel Officer	P2	C	31.12.03		
Programme Officer	-	S	31.12.03		
Chief of Procurement and Supply	-	S	31.12.03		
Head of Operations	-	S	31.12.03		
Chief of Operations	P3	C	31.12.03		
Reporting Officer	-	S	31.12.03		Retitle
Logistics Officer	-	S	31.12.03		
Administration Officer	-	S	31.12.03		
Training					
Chief of Mission Training	-	S	31.12.03		
Democratization					
Director of Democratization Rule					
of Law	-	S	31.12.03		
Deputy Director of					
Democratization	-	S	31.12.03		
Governance Co-ordinator	-	S	31.12.03		

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
PSP Project Manager	-	S	31.12.03		
Youth and Politics Project Manager	-	S	31.12.03		
Information Officer	-	S	31.12.03		
Political Development Co-ordinator	-	S	31.12.03		
MIFI Project Manager	-	S	31.12.03		New Post
<b>Human Rights</b>					
Director of Human Rights	-	S	31.12.03		
Deputy Director of Human Rights	-	S	31.12.03		
Legal Adviser, Property	-	S	31.12.03	2	
Legal Adviser, Rule of Law	-	S	31.12.03		
Legal Adviser, Human Rights Institutions	-	S	31.12.03	2	
Legal Adviser, Rule of Law	-	S	31.12.03		
Legal Adviser, Economics and Social Rights	-	S	31.12.03		
Roma Officer	-	S	31.12.03		
Legal Adviser for Legislative Reform	-	S	31.12.03		
Judicial Training Centre Legal Adviser	-	S	31.12.03		New Post
<b>Education Reform</b>					
Director of Education	-	S	31.12.03		
Deputy Director of Education	-	S	31.12.03		
Education Non-Discrimination Adviser	-	S	31.12.03		
Primary and Secondary Education Adviser	-	S	31.12.03		New Post
Vocational Education Adviser	-	S	31.12.03		New Post
Higher Education Adviser	-	S	31.12.03		New Post
Education Management and Finance Adviser	-	S	31.12.03		New Post
Education Legislation Adviser	-	S	31.12.03		New Post
<b>Press and Public Information</b>					
Director of Press and Public Information/Spokesperson	-	S	31.12.03		
Deputy Director of Public Information	-	S	31.12.03		
Deputy Spokesperson	-	S	31.12.03		



**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
<b>Security Co-operation</b>					
Director of Security Co-operation	-	S	31.12.03		
Deputy Director Security Co-operation	-	S	31.12.03		
Executive Assistant	-	S	31.12.03		New Post
SCMM Liaison Officer	-	S	31.12.03		New Post
Implementation Officer - Small Arms and Light Weapons	-	S	31.12.03		New Post
Implementation Officer - Weapons Export Commission	-	S	31.12.03		New Post
Implementation Officer - Land Mines/Demining Commission	-	S	31.12.03		New Post
Field Operations Officer	-	S	31.12.03		
Data Exchange Officer	-	S	31.12.03		
Chief of Support Section	-	S	31.12.03		
Budget Analyst	-	S	31.12.03		
Implementation Officer - Vienna Document	-	S	31.12.03		Retitle
Defence Policy and Doctrine Officer	-	S	31.12.03		New Post
Chief of Politico-Military Section	-	S	31.12.03		Retitle
Chief of Compliance Assistant Section	-	S	31.12.03		Retitle
Chief of Articles II and IV Section	-	S	31.12.03		Retitle
Parliamentary Control Officer	-	S	31.12.03		Retitle
<b>Regional Centre in Banja Luka</b>					
Director	-	S	31.12.03		
Deputy Director	-	S	31.12.03		
Senior Democratization Officer	-	S	31.12.03		
Senior Human Rights Officer	-	S	31.12.03		
Security Co-operation Officer	-	S	31.12.03		
Political Adviser to RCD	-	S	31.12.03		
Finance Officer	-	S	31.12.03		
Democratization Officer	-	S	31.12.03	6	
Democratization Officer	-	S	31.12.03		New Post
Human Rights Officer	-	S	31.12.03	7	
Press Officer	-	S	31.12.03		
JTC Legal Adviser	-	S	31.12.03		New Post
<b>Regional Centre in Tuzla</b>					
Director	-	S	31.12.03		
Deputy Director	-	S	31.12.03		

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Senior Democratization Officer	-	S	31.12.03		
Senior Human Rights Officer	-	S	31.12.03		
Regional Education Co-ordinator	-	S	31.12.03		
Political Adviser to RCD	-	S	31.12.03		
Finance Officer	-	S	31.12.03		
Democratization Officer	-	S	31.12.03	4	
Democratization Officer	-	S	31.12.03		New Post
Human Rights Officer	-	S	31.12.03	6	
Human Rights Officer	-	S	31.12.03		New Post
Rule of Law Legal Adviser	-	S	31.12.03		New Post
<b>Regional Centre in Mostar</b>					
Director	-	S	31.12.03		
Deputy Director	-	S	31.12.03		
Senior Democratization Officer	-	S	31.12.03		
Senior Human Rights Officer	-	S	31.12.03		
Regional Education Co-ordinator	-	S	31.12.03		
Security Co-operation Officer	-	S	31.12.03		
Political Adviser to RCD	-	S	31.12.03		
Democratization Officer	-	S	31.12.03	2	
Human Rights Officer	-	S	31.12.03	4	
<b>Regional Centre in Sarajevo</b>					
Director	-	S	31.12.03		
Deputy Director	-	S	31.12.03		
Senior Democratization Officer	-	S	31.12.03		
Senior Human Rights Officer	-	S	31.12.03		
Regional Education Co-ordinator	-	S	31.12.03		
Finance Officer	-	S	31.12.03		
Democratization Officer	-	S	31.12.03	5	
Human Rights Officer	-	S	31.12.03	5	
Human Rights Officer	-	S	31.12.03		New Post
Rule of Law Legal Adviser	-	S	31.12.03		New Post
<b>Regional Stabilization/Arms Control</b>					
Negotiation (Articles II and IV)					
Administrative Secretary	G5	C	31.12.03		
Information Technology User Support Help Desk Assistant - 25 per cent	G5	C	31.12.03		
Special Adviser to the Personal Representative	-	S	31.12.03		
Implementation Officer	-	S	31.12.03		
Personal Representative	-	S	31.12.03		

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Driver	-	S	31.12.03		
Special Adviser to the Personal Representative	-	S	31.12.03		
Verification Co-ordination					
Analyst Staff Officer	-	S	31.12.03		
Senior Operation Staff Officer	-	S	31.12.03		
Operation Staff Officer	-	S	31.12.03		
Verification Co-ordinator	-	S	31.12.03		
<b>Secretariat Augmentation</b>					
Secretary General and Central Services					
Press and Public Information					
Web Editor	P2	C	31.12.03		
Web Editor (Extranet) - 50 per cent	P2	C	31.12.03		
Internal Oversight					
Senior Secretary	G5	C	31.12.03		Retitle
Activities Relating to the Economic and Environmental Aspects of Security					
Senior Economic Affairs Officer	-	S	31.12.03		
Conflict Prevention Activities					
Mission Programme Section					
Senior Mission Programme Officer	P4	C	31.12.03		
Situation/Communication Room					
Duty Officer	G5	C	31.12.03		
Human Resources Management					
Recruitment					
Recruitment Assistant	G5	C	31.12.03		
Recruitment Clerk	G3	C	31.12.03		
Department of Management and Finance/Common Services					
Finance Services					
Senior Finance Assistant	G6	C	31.12.03		
Treasury Assistant	G5	C	31.12.03		
Budget Assistant	G5	C	31.12.03		
Treasury Assistant	G4	C	31.12.03		
Finance Assistant	G4	C	31.12.03	3	

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
<b>Information Technology Services</b>					
Senior Information Technology Assistant (LAN/WAN)	G7	C	31.12.03		
Senior Applications Specialist	G7	C	31.12.03		
Senior Programming Assistant (Oracle)	G7	C	31.12.03		
Senior Information Technology Assistant	G6	C	31.12.03		
Information Technology User Support Assistant/Help Desk - 25 per cent	G5	C	31.12.03		
IT Assistant (ERP Application Support)	G5	C	31.12.03		
<b>Mission Support Services</b>					
Supply Assistant (Fixed Assets Control)	G5	C	31.12.03		
Procurement Assistant	G5	C	31.12.03	2	
Procurement Assistant	G4	C	31.12.03		Incumbent at G5 Level
Secretary	G4	C	31.12.03		
Warehouse Assistant	G4	C	31.12.03		
Driver	G2	C	31.12.03	2	
<b>Central Records and Documents Management</b>					
Documents Assistant	G4	C	31.12.03		
<b>Mission in Kosovo</b>					
<b>Department of the Head of Mission</b>					
<b>Mission Management</b>					
Head of Mission	-	S	31.12.03		
Deputy Head of Mission	-	S	31.12.03		
Executive Assistant	-	S	31.12.03		
Political Officer	-	S	31.12.03		Retitle
Executive Assistant to Head of Mission	-	S	31.12.03		
Senior Legal Adviser	-	S	31.12.03		
Extra-Budgetary Operation Officer	-	S	31.12.03	2	New Post
Director of the Office of Political Affairs	-	S	31.12.03		
Belgrade Liaison Officer	-	S	31.12.03		
Mission Spokesperson	-	S	31.12.03		
Policy Adviser	-	S	31.12.03		
Political Officer	-	S	31.12.03	5	
Press Officer-Headquarters	NP	C	31.12.03		Transfer to Local Professional Post

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Press Officer-Regional	-	S	31.12.03		
Senior Public Affairs Officer	-	S	31.12.03		
Information Officer	-	S	31.12.03		
Information Officer	NP	C	31.12.03		Transfer to Local Professional Post
Director of Field Operation	-	S	31.12.03		Retitle
Field Co-ordinator	-	S	31.12.03		
Situation Centre Officer	-	S	31.12.03		
Advisory Office for Good Governance, Human Rights, Equal Opportunity and Gender, and the Advisory Office on Communities in the Office of the Prime Minister					
Adviser (Chief Adviser)	-	S	31.12.03		
Adviser (Kosovo Assembly Project)	-	S	31.12.03		
Adviser (Kosovo Assembly Project)	-	S	31.12.03		
Adviser (Human Rights policy Bureau)	-	S	31.12.03		Retitle
Adviser (Equal Opportunity Bureau)	-	S	31.12.03		
Adviser (NGO Support Bureau)	-	S	31.12.03		
OSCE Offices - Mission Management Head	-	S	31.12.03	9	
Department for Democratization					
Director	-	S	31.12.03		
Budget/Administrative Officer	P2	C	31.12.03		
Programme Officer, Gender Affairs	-	S	31.12.03		Retitle
Reporting/Analysis Officer	-	S	31.12.03		
Senior Democratization Officer/Planning Officer	-	S	31.12.03		Retitle
Programme Officer, Ethnic Community Support	-	S	31.12.03	2	Retitle
Programme Officer, Project Implementation	-	S	31.12.03		Retitle
Deputy Director	-	S	31.12.03		
Senior Media Adviser	-	S	31.12.03		
Press and Media Officer	-	S	31.12.03		

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
<b>Political Party Development</b>					
Programme Officer, Central Assembly	-	S	31.12.03		Retitle
Programme Officer, Municipal Assembly	-	S	31.12.03		Retitle
Programme Officer, Central Assembly Support	-	S	31.12.03		Retitle
<b>NGO/Civil Society Development</b>					
Programme Officer, Citizen Participation Support	-	S	31.12.03		Retitle
Programme Officer (Democratization)	NP	C	31.12.03		Transfer to Local Professional Post
Programme Officer, Citizen Participation Support Training and Civil Administration Support	-	S	31.12.03		Retitle
Programme Officer, Public Administration Support	-	S	31.12.03		Retitle
Programme Officer, Ethnic Community Support	-	S	31.12.03		Retitle
Programme Officer, Central Assembly Support	-	S	31.12.03		Retitle
Programme Officer, Municipal Assembly Support	-	S	31.12.03		Retitle
Programme Officer, Public Administration Support	-	S	31.12.03		Retitle
Programme Manager in Urban Development	NP	C	31.12.03		Transfer to Local Professional Post
<b>Media and Journalism Support</b>					
Programme Officer	-	S	31.12.03	7	Retitle
<b>OSCE Offices - Democratization</b>					
Democratization Officer	-	S	31.12.03	25	
Democratization Officer	NP	C	31.12.03	3	Transfer to Local Professional Post
<b>Office of TMC/IMC</b>					
Executive Director of the Independent Media Commission	-	S	31.12.03		
Senior Media Analyst	-	S	31.12.03		
Senior Media Regulatory Adviser	-	S	31.12.03		
Senior Legal Adviser	-	S	31.12.03		
<b>Ombudsperson Institution</b>					
Co-Head Investigation	-	S	31.12.03		Until 30 June 2003

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Deputy Ombudsperson	-	S	31.12.03		Until 30 June 2003
Executive Director of the Ombudsperson Institution	-	S	31.12.03		Until 30 June 2003
Department of Human Rights and Rule of Law					
Director	-	S	31.12.03		
Budget/Administrative Officer	P2	C	31.12.03		
Human Rights Legal Adviser	-	S	31.12.03	2	
Human Rights Legal Adviser Analysis and Reports	-	S	31.12.03		
Co-ordinator	-	S	31.12.03		
Institution Building Co-ordinator	-	S	31.12.03		Retitle
Human Rights					
Head of Human Rights Division	-	S	31.12.03		
Human Rights Field Co-ordinator	-	S	31.12.03		
Legal Adviser - Property Issues	-	S	31.12.03		
Legal Adviser on Victim Advocacy	-	S	31.12.03		Retitle
Human Rights Training Co-ordinator	-	S	31.12.03	2	
Senior Human Rights Training Co-ordinator	-	S	31.12.03		
Missing Person's Co-ordinator	-	S	31.12.03		
Senior Adviser on Minorities	-	S	31.12.03		
Legal Adviser on Security Issues	-	S	31.12.03		Retitle
Senior Human Rights Officer Property	-	S	31.12.03		
Senior Human Rights Officer Non-Discrimination	-	S	31.12.03		
Senior Human Rights Officer Security	-	S	31.12.03		
Senior Human Rights Victim Advocacy	-	S	31.12.03		
Legal Analyst	-	S	31.12.03	2	Retitle
Chief of LSM	-	S	31.12.03		
Rule of Law					
Head of Rule of Law	-	S	31.12.03		
Chief of Rule of Law liaison	-	S	31.12.03		Retitle
Kosovo Judicial Institute					
Judicial Training Officer	-	S	31.12.03	2	
Co-Director of Judicial Institute Programme Co-ordinator	-	S	31.12.03		

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Kosovo Law Centre					
Special Adviser to the Director					
Kosovo Law Centre	-	S	31.12.03		Retitle
Programme Co-ordinator	-	S	31.12.03		
Criminal Defence Resource Centre					
Senior Criminal Defence Adviser	-	S	31.12.03		
Criminal Defence Adviser	-	S	31.12.03		
OSCE Offices - Human Rights and Rule of Law					
Human Rights Officer	-	S	31.12.03	30	
Legal System Monitor	-	S	31.12.03	5	
Rule of Law Officer	-	S	31.12.03	2	
Department for Elections					
Management and Administration					
Director of Election Operations	-	S	31.12.03		
Transition Officer	-	S	31.12.03		Retitle
Head of Transition	-	S	31.12.03		Retitle
Head of Technical	-	S	31.12.03		Retitle
Administrative Officer	P2	C	31.12.03		
Resource Planning Officer	P2	C	31.12.03		Retitle
Political Entity Auditor	P2	C	31.12.03		Retitle, until 30 June 2003
Technical Management Officer	-	S	31.12.03		Retitle
PEMB Transition Co-ordinator	-	S	31.12.03		Retitle
Archive Officer	-	S	31.12.03		
Central Election Commission					
CEC/EWG Co-ordinator	-	S	31.12.03		Retitle
Voter Services					
Voter Data Project Co-ordinator	-	S	31.12.03		Retitle
Voter Data Project Officer	-	S	31.12.03		Retitle
Political Party Services					
Electoral Regulation					
Co-ordinator	-	S	31.12.03		Retitle
Political Entity Project					
Co-ordinator	-	S	31.12.03		Retitle
Elections Services					
Best Practices Development					
Co-ordinator	-	S	31.12.03		Retitle
Print Production Officer	-	S	31.12.03		Retitle



**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Capacity Building					
Senior Trainer	-	S	31.12.03		Retitle
Field Operation					
Field Transition Co-ordinator	-	S	31.12.03		Retitle
Field Transition Officer	-	S	31.12.03	5	Retitle
Information Technology					
IT Co-ordinator	P3	C	31.12.03		
IT Officer	P2	C	31.12.03	2	Retitle
Police Education and Development Management					
Director, Police Education and Development	-	S	31.12.03		
Executive Officer of the Director	-	S	31.12.03		
Chief of Staff/Deputy Director	-	S	31.12.03		
Administration					
Head of Administration and Support	-	S	31.12.03		
Chief, Finance and Administration	P3	C	31.12.03		
Administration Officer	-	S	31.12.03		
Chief, General Services	-	S	31.12.03		
Police Instructor	-	S	31.12.03		Retitle
Chief of Security/Transport Section	-	S	31.12.03		
Transportation Officer	-	S	31.12.03		
Chief of Course Administration	-	S	31.12.03		Retitle
Police Instructor	-	S	31.12.03		
Head of Educational Support Division	-	S	31.12.03		
Chief of Community Liaison	-	S	31.12.03		
Head of Police Training Division	-	S	31.12.03		
Chief of Specialized Training	-	S	31.12.03		
Chief of Management Supervision Training	-	S	31.12.03		
Chief of Traffic Training Section	-	S	31.12.03		
Co-ordinator Bilateral Programme	-	S	31.12.03		Retitle
Chief of General Policing Section	-	S	31.12.03		
Chief of Firearms Training Section	-	S	31.12.03		
Chief of Operational Police Skills Section	-	S	31.12.03		

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Instructor Traffic Training	-	S	31.12.03		Retitle
Instructor Traffic Training	-	S	31.12.03		Retitle
Chief of Staff Development	-	S	31.12.03		
Chief of Curriculum	-	S	31.12.03		Retitle
Chief of Planning Section	-	S	31.12.03		
Instructor Traffic Training	-	S	31.12.03		Retitle
Instructor Specialized Training	-	S	31.12.03	9	Retitle
Instructor Management Supervision	-	S	31.12.03	10	Retitle
Deputy Chief of Instructor Development	-	S	31.12.03		Retitle
Deputy Chief of Curriculum Development	-	S	31.12.03		Retitle
Evaluator	-	S	31.12.03		Retitle
Database Development	-	S	31.12.03		Retitle
Deputy Head Advance and Specialized Training	-	S	31.12.03		Retitle
Deputy Head Basic Training	-	S	31.12.03		Retitle
Deputy Chief of General Policing Section	-	S	31.12.03		Retitle
Police Instructor	-	S	31.12.03	32	
Police Instructor	NP	C	31.12.03	5	Transfer to Local Professional Post
Department for Administration and Support					
Director	D1	C	31.12.03		
Planning and Co-ordination Officer	P3	C	31.12.03		
Assistant Co-ordination Officer	P1	C	31.12.03		
Executive Secretary	G5	C	31.12.03		
Financial Management					
Chief of Financial Management	P4	C	31.12.03		
Chief of Accounts	P3	C	31.12.03		
Chief of Budget	P3	C	31.12.03		
Finance Officer	P2	C	31.12.03		
Treasurer	P2	C	31.12.03		
Budget Officer	NP	C	31.12.03		Transfer to Local Professional Post
Human Resources Management					
Chief of Personnel	P4	C	31.12.03		
Chief of National Staff Unit	P3	C	31.12.03		Retitle
Personnel Officer	P2	C	31.12.03	4	
Chief Medical Officer	P5	C	31.12.03		

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Senior Staff Counsellor	P4	C	31.12.03		
Nurse/Medical Trainer	NP	C	31.12.03		Transfer to Local Professional Post
Chief of Training	P3	C	31.12.03		
Training Officer	P2	C	31.12.03		
General Services					
Head, Division of General Services	P5	C	31.12.03		
Chief, Logistics Support Section	P4	C	31.12.03		
Deputy Chief, Logistics Support Section	P3	C	31.12.03		
Transport Officer	P2	C	31.12.03	2	Retitle
Chief, Transport Unit	P3	C	31.12.03		
Customs Clearance Officer	P2	C	31.12.03		
Warehouse Manager	P2	C	31.12.03		
Chief, Inventory Unit	P2	C	31.12.03		
Chief, Travel/Traffic Unit	P2	C	31.12.03		
Chief, Supply Unit	P3	C	31.12.03		
Chief of Engineering and Mechanical Services	P4	C	31.12.03		Retitle
Generator Maintenance Officer	NP	C	31.12.03		Transfer to Local Professional Post
Building Management Officer	P2	C	31.12.03		Retitle
Chief, Civil Engineering	P3	C	31.12.03		
Construction Engineer	P2	C	31.12.03		
Construction Engineer	NP	C	31.12.03		Transfer to Local Professional Post
Chief, Electrical Engineer	P3	C	31.12.03		
Chief, Procurement and Contractual Services Section	P4	C	31.12.03		
Procurement Officer	P2	C	31.12.03		
Contracts Officer	P3	C	31.12.03		
IT/Communication					
Chief, Information Technology Section	P4	C	31.12.03		
Information Technology Officer	P3	C	31.12.03	2	
Database Design Officer	P3	C	31.12.03		Retitle
Information Technology Officer Administrative and Technical Officer	P2	C	31.12.03		
Chief, Communications Section	P1	C	31.12.03		
Chief, Radio Communication Unit	P4	C	31.12.03		
Chief, Telecommunications Unit	P3	C	31.12.03		
Chief, Telecommunications Unit	P3	C	31.12.03		

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Communications Officer	P2	C	31.12.03		
Communications Officer	NP	C	31.12.03		Transfer to Local Professional Post
Security					
Chief of Mission Security	P4	C	31.12.03		
Deputy Chief Mission Security	P3	C	31.12.03		
Chief of Investigations	P3	C	31.12.03		Retitle
Liaison Cell in Skopje					
Chief of Administration and Support	-	S	31.12.03		
OSCE Offices - Administration and Support					
Administrative Officer	P2	C	31.12.03	4	
Security Officer	P2	C	31.12.03	3	
<b>Secretariat Augmentation</b>					
Secretary General and Central Services					
Press and Public Information					
Public Information Officer	P3	C	31.12.03		
Web Editor (Extranet) - 50 per cent	P2	C	31.12.03		
Internal Oversight					
Internal Auditor	P3	C	31.12.03		
Senior Auditing Assistant	G6	C	31.12.03		
Secretary - 50 per cent	G4	C	31.12.03		
Conflict Prevention Activities					
Mission Programme Section					
Senior Mission Programme Officer	P4	C	31.12.03		
Mission Monitoring Assistant	G5	C	31.12.03		
Situation/Communication Room					
Duty Officer	G5	C	31.12.03		
Human Resources Management					
Recruitment					
Recruitment Officer	P3	C	31.12.03		
Recruitment Officer	P3	C	31.12.03		
Recruitment Assistant	G5	C	31.12.03	2	
Recruitment Assistant	G4	C	31.12.03		Retitle

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Personnel Services					
Personnel Officer	P2	C	31.12.03		
Personnel Assistant	G5	C	31.12.03		
Personnel Clerk	G3	C	31.12.03		
Department for Management and Finance/ Common Services in Vienna					
General Services					
Administrative Assistant	G4	C	31.12.03		
Messenger	G2	C	31.12.03		
Manual Worker	G2	C	31.12.03		
Cleaner	G1	C	31.12.03	2	
Finance Services					
Finance Officer	P2	C	31.12.03		
Senior Budget Assistant	G6	C	31.12.03		
Treasury Assistant	G5	C	31.12.03		
Finance Assistant	G5	C	31.12.03	2	
Finance Assistant	G4	C	31.12.03		
Budget Assistant	G5	C	31.12.03		
Budget Assistant	G4	C	31.12.03		
Treasury Assistant	G4	C	31.12.03		
Secretary - 50 per cent	G4	C	31.12.03		
Information Technology Services					
Information Technology Mission					
Support Co-ordinator	P3	C	31.12.03		
Web System Specialist	P2	C	31.12.03		
Senior Information Technology Assistant	G6	C	31.12.03		
Senior Programming Assistant (Oracle)	G6	C	31.12.03		
Programming Assistant	G5	C	31.12.03		
Senior Programming Assistant (REACT)	G6	C	31.12.03		
Information Technology User Support Assistant (Helpdesk)					
Kärntnerring	G5	C	31.12.03		
Information Technology User Support Assistant (Help Desk)	G5	C	31.12.03		
Senior Communications Assistant	G6	C	31.12.03		

**POST TABLE (continued)**

<b>Fund</b>	<b>Grade of Post</b>	<b>Category*</b>	<b>Expiry Date of Post**</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
<b>Mission Support Services</b>					
Chief for Mission Support	P4	C	31.12.03		
Supply Officer	P2	C	31.12.03		
Procurement Officer	P2	C	31.12.03		
Contracts Officer	P2	C	31.12.03		
Transport Assistant	G5	C	31.12.03		
Procurement Assistant	G5	C	31.12.03	4	
Vehicle Management Assistant	G5	C	31.12.03		
Supply Assistant	G5	C	31.12.03		
Transport Clerk	G3	C	31.12.03		
Inventory Assistant	G4	C	31.12.03		
Procurement Clerk	G3	C	31.12.03		
Driver	G2	C	31.12.03		
<b>Central Records and Documents Management</b>					
Records Management Support					
Assistant	G7	C	31.12.03		
Documents Assistant	G4	C	31.12.03	2	
<b>ODIHR Augmentation</b>					
<b>Human Dimension Activities</b>					
Political Adviser (Kosovo and the Stability Pact for South East Europe)	P3	C	31.12.03		

\* S = Seconded, C = Contracted

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

PC.DEC/527  
30 December 2002  
Attachment

Original: ENGLISH

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

By the Delegation of the Czech Republic:

“With regard to the decision of the Permanent Council on the 2003 Unified Budget the Czech Republic would like to underline that as to the budget for the Department of Management and Finance/Prague Office its understanding is that the zero budget provision for ‘Conference Services in Prague’ as reflected in Annex I to the above Decision is to no prejudice to the possibility of convening a Senior Council meeting in Prague in 2003, as appropriate, which would imply the need for allocating the necessary resources for such purpose.

We ask that this interpretative statement be attached to the Journal of the Day.”