



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

PC.DEC/560
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468th Plenary Meeting
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**DECISION No. 560
MID-YEAR REVIEW OF THE YEAR 2003
OSCE UNIFIED BUDGET**

The Permanent Council,

Acting in accordance with the relevant provisions of the Financial Regulations, particularly Financial Regulation 2.09, and Permanent Council Decision No. 527 of 30 December 2002,

Taking note of the document on the mid-year review of the year 2003 OSCE Unified Budget (PC.ACMF/16/03, PC.ACMF/16/03/Rev.1 and PC.ACMF/16/03/Rev.2),

Recalling Permanent Council Decision No. 542 of 10 April 2003 on the reallocation of resources for the supplementary budget for the Four Conferences,

Approves the reallocations as presented in the Summary Table in Annex A, and the Post Table as presented in Annex B.

OSCE MID-YEAR REVIEW SUMMARY TABLE

Fund Main Programme Subprogramme	Initial Budget PC. DEC/527	PC Decisions Increase (Decrease) 534 and 542	Current Revised Budget	Utilization Rate percentage as at 31 May	Increase (Decrease) as per the Mid-Year Review (5)	Proposed Revised Budget after Mid-Year Review (6)=(3)+(5)
	(1)	(2)	(3) = (1) + (2)	(4)	(5)	(6)=(3)+(5)
I. <u>THE GENERAL FUND (Secretariat)</u>						
Secretary General and Central Services						
Executive Management	817,000		817,000	26	(44,300)	772,700
Press and Public Information	1,034,800		1,034,800	41	0	1,034,800
Legal Services	222,000		222,000	48	0	222,000
Internal Oversight	776,700		776,700	26	35,900	812,600
External Co-operation	543,800		543,800	35	(20,300)	523,500
Seminars	63,200		63,200	0	0	63,200
Gender Issues	149,800		149,800	35	(100)	149,700
Short Term Missions/Visits of CIO and PR of the CIO	225,000		225,000	1	0	225,000
Total	3,832,300	0	3,832,300	31	(28,800)	3,803,500
Strategic Police Matters						
	574,800		574,800	29	(46,900)	527,900
Total	574,800	0	574,800	29	(46,900)	527,900
Action Against Terrorism Unit						
	238,300		238,300	11	0	238,300
Total	238,300	0	238,300	11	0	238,300
Activities Relating to the Economic and Environmental Aspects of Security						
Co-ordinator of OSCE Economic and Environmental Activities	923,100	(30,000)	893,100	30	(67,100)	826,000
Economic Forum Meeting	403,100		403,100	61	0	403,100
Total	1,326,200	(30,000)	1,296,200	40	(67,100)	1,229,100
Conflict Prevention Activities						
Direction and Management	329,900		329,900	30	(20,300)	309,600
Project Management Co-ordination	77,300		77,300	22	0	77,300

OSCE MID-YEAR REVIEW SUMMARY TABLE (continued)

Fund Main Programme Subprogramme	Initial Budget PC. DEC/527	PC Decisions Increase (Decrease) 534 and 542	Current Revised Budget	Utilization Rate percentage as at 31 May	Increase (Decrease) as per the Mid-Year Review (5)	Proposed Revised Budget after Mid-Year Review (6)=(3)+(5)
	(1)	(2)	(3) = (1) + (2)	(4)		(6)=(3)+(5)
Mission Programme Section	707,200		707,200	33	(40,600)	666,600
Field Security	117,300		117,300	45	0	117,300
Operations Planning Unit	426,300		426,300	38	0	426,300
Situation/Communication Room	151,300		151,300	37	0	151,300
Total	1,809,300	0	1,809,300	34	(60,900)	1,748,400
Activities Relating to Military Aspects of Security						
Communications Network	349,300		349,300	31	(18,000)	331,300
Forum for Security Co-operation — Support Unit	325,900		325,900	44	18,000	343,900
Seminars	46,000		46,000	45	0	46,000
Total	721,200	0	721,200	38	0	721,200
Human Resources Management						
Direction and Management	289,300		289,300	32	35,000	324,300
Recruitment	463,100		463,100	41	0	463,100
Personnel Management	499,300		499,300	44	0	499,300
Training Section	647,900		647,900	39	0	647,900
Total	1,899,600	0	1,899,600	40	35,000	1,934,600
Department of Management and Finance/Common Services in Vienna						
Direction and Management	368,500		368,500	41	0	368,500
General Services	1,739,000		1,739,000	62	85,600	1,824,600
Finance Services	1,145,300		1,145,300	36	(47,600)	1,097,700
Information Technology Section	3,216,300		3,216,300	45	0	3,216,300
Mission Support Services	943,800		943,800	35	(38,000)	905,800
Central Records and Documents Management	220,700		220,700	41	0	220,700
Total	7,633,600	0	7,633,600	46	0	7,633,600

OSCE MID-YEAR REVIEW SUMMARY TABLE (continued)

Fund Main Programme Subprogramme	Initial Budget PC. DEC/527	PC Decisions Increase (Decrease) 534 and 542	Current Revised Budget	Utilization Rate percentage as at 31 May	Increase (Decrease) as per the Mid-Year Review	Proposed Revised Budget after Mid-Year Review
	(1)	(2)	(3) = (1) + (2)	(4)	(5)	(6)=(3)+(5)
Department of Management and Finance/Conference Services in Vienna						
Direction and Management	186,400		186,400	41	0	186,400
Meeting Services and Administration	2,136,200	269,200	2,405,400	29	0	2,405,400
Language Services	2,827,700		2,827,700	32	0	2,827,700
Total	5,150,300	269,200	5,419,500	31	0	5,419,500
Department of Management and Finance/Prague Office						
Conference Services	0		0	0	0	0
Public Information, Documentation and Other Services	404,600		404,600	30	(3,900)	400,700
Total	404,600	0	404,600	30	(3,900)	400,700
TOTAL FOR THE GENERAL FUND	23,590,200	239,200	23,829,400	37	(172,600)	23,656,800
II. OFFICE FOR DEMOCRATIC INSTITUTIONS AND HUMAN RIGHTS (ODIHR)						
Human Dimension Activities						
Elections	4,345,400		4,345,400	28	0	4,345,400
Democratization	1,575,200		1,575,200	30	0	1,575,200
Human Rights Monitoring	609,700		609,700	45	0	609,700
Public Affairs	249,100		249,100	32	0	249,100
Implementation Meeting	397,300		397,300	0	0	397,300
Roma and Sinti Issues	263,500		263,500	41	0	263,500
Action Against Terrorism Unit/ODIHR	355,000		355,000	26	0	355,000
Total	7,795,200	0	7,795,200	29	0	7,795,200

OSCE MID-YEAR REVIEW SUMMARY TABLE (continued)

Fund Main Programme Subprogramme	Initial Budget PC. DEC/527	PC Decisions Increase (Decrease) 534 and 542	Current Revised Budget	Utilization Rate percentage as at 31 May	Increase (Decrease) as per the Mid-Year Review (5)	Proposed Revised Budget after Mid-Year Review (6)=(3)+(5)
	(1)	(2)	(3) = (1) + (2)	(4)		(6)=(3)+(5)
Common Services						
Executive Management	402,900		402,900	37	0	402,900
General Administration	1,031,800		1,031,800	41	0	1,031,800
Finance Services	398,600		398,600	34	0	398,600
Total	1,833,300	0	1,833,300	38	0	1,833,300
TOTAL FOR ODIHR	9,628,500	0	9,628,500	31	0	9,628,500
III. <u>HIGH COMMISSIONER ON NATIONAL MINORITIES (HCNM)</u>						
Activities of the High Commissioner						
Direction and Management	1,136,400		1,136,400	42	0	1,136,400
On-site consultations	422,800		422,800	33	0	422,800
Projects	200,000		200,000	5	0	200,000
Total	1,759,200	0	1,759,200	36	0	1,759,200
Common Services						
General Services	654,700		654,700	35	0	654,700
Finance Services	5,700		5,700	0	0	5,700
Total	660,400	0	660,400	34	0	660,400
TOTAL HCNM	2,419,600	0	2,419,600	35	0	2,419,600

OSCE MID-YEAR REVIEW SUMMARY TABLE (continued)

<u>Fund</u> Main Programme Subprogramme	Initial Budget PC. DEC/527	PC Decisions Increase (Decrease) 534 and 542	Current Revised Budget	Utilization Rate percentage as at 31 May	Increase (Decrease) as per the Mid-Year Review (5)	Proposed Revised Budget after Mid-Year Review (6)=(3)+(5)
	(1)	(2)	(3) = (1) + (2)	(4)	(5)	(6)=(3)+(5)
IV. <u>REPRESENTATIVE ON FREEDOM OF THE MEDIA</u>						
Direction and Management	890,900		890,900	31	0	890,900
TOTAL FOR REPRESENTATIVE ON FREEDOM OF THE MEDIA	890,900	0	890,900	31	0	890,900
V. <u>FUNDS REL. TO THE CONFLICT DEALT WITH BY THE OSCE MINSK CONFERENCE</u>						
<u>High Level Planning Group</u>	211,900		211,900	28	(500)	211,400
<u>The Minsk Process</u>	999,300		999,300	8	0	999,300
<u>Personal Representative of the CIO</u>	1,000,800		1,000,800	39	(29,900)	970,900
TOTAL FUNDS RELATING TO THE CONFLICT DEALT WITH BY THE OSCE MINSK CONFERENCE	2,212,000	0	2,212,000	24	(30,400)	2,181,600
VI. <u>OSCE MISSIONS AND FIELD OPERATIONS</u>						
<u>Centre in Almaty</u>	1,251,900		1,251,900	29	(25,000)	1,226,900
<u>Centre in Ashgabad</u>	1,078,000		1,078,000	20	(109,800)	968,200
<u>Centre in Bishkek</u>	1,668,300	50,800	1,719,100	21	(169,300)	1,549,800
<u>Centre in Tashkent</u>	1,272,900	44,100	1,317,000	19	(45,700)	1,271,300
<u>Centre in Dushanbe</u>	3,009,200		3,009,200	25	54,400	3,063,600
<u>Representative to the Estonian Commission on Military Pensioners</u>	136,500		136,500	29	(500)	136,000
<u>Representative to the Latvian — Russian JC on Military</u>	13,500		13,500	10	0	13,500

OSCE MID-YEAR REVIEW SUMMARY TABLE (continued)

<u>Fund</u> Main Programme Subprogramme	Initial Budget PC. DEC/527	PC Decisions Increase (Decrease) 534 and 542	Current Revised Budget	Utilization Rate percentage as at 31 May	Increase (Decrease) as per the Mid-Year Review (5)	Proposed Revised Budget after Mid-Year Review (6)=(3)+(5)
	(1)	(2)	(3) = (1) + (2)	(4)	(5)	(6)=(3)+(5)
<u>Pensioners</u>						
<u>Office in Minsk</u>	899,100	141,000	1,040,100	22	(41,500)	998,600
<u>Project Co-ordinator in the Ukraine</u>	1,146,300		1,146,300	26	(10,200)	1,136,100
<u>Mission to Moldova</u>	1,026,100	244,600	1,270,700	30	(37,500)	1,233,200
<u>Office in Yerevan</u>	1,133,400		1,133,400	23	(12,000)	1,121,400
<u>Office in Baku</u>	1,366,300		1,366,300	30	(47,100)	1,319,200
<u>Administrative Closure of the Assistance Group to Chechnya</u>	1,847,400	(1,580,500)	266,900	78	0	266,900
<u>Presence in Albania</u>	4,288,100		4,288,100	33	(150,000)	4,138,100
TOTAL OSCE MISSIONS AND FIELD OPERATIONS	20,137,000	(1,100,000)	19,037,000	27	(594,200)	18,442,800
<u>VII. LARGE OSCE MISSIONS AND PROJECTS</u>						
<u>Mission to Serbia and Montenegro</u>						
Office of the Head of Mission	671,800		671,800	37	69,100	740,900
Administration and Finance	2,245,100		2,245,100	49	(200)	2,244,900
Law Enforcement Department	2,473,500		2,473,500	28	(81,700)	2,391,800
Rule of Law/Human Rights Department	589,700		589,700	33	50,000	639,700
Media Department	467,900		467,900	27	0	467,900
Democratization Department	928,700		928,700	34	0	928,700
Economics and Environmental Department	346,700		346,700	33	(41,100)	305,600
Office in Podgorica	1,311,700		1,311,700	33	(78,800)	1,232,900
Head of Mission Facility	50,000		50,000	81	0	50,000
Total	9,085,100	0	9,085,100	36	(82,700)	9,002,400
<u>Mission to Croatia</u>						
Central Services	3,333,000		3,333,000	41	(1,300)	3,331,700

OSCE MID-YEAR REVIEW SUMMARY TABLE (continued)

Fund Main Programme Subprogramme	Initial Budget PC. DEC/527	PC Decisions Increase (Decrease) 534 and 542	Current Revised Budget	Utilization Rate percentage as at 31 May	Increase (Decrease) as per the Mid-Year Review	Proposed Revised Budget after Mid-Year Review
	(1)	(2)	(3) = (1) + (2)	(4)	(5)	(6)=(3)+(5)
Democratization	2,451,500		2,451,500	36	0	2,451,500
Department for Human Rights and Rule of Law	2,103,600		2,103,600	41	0	2,103,600
Political Affairs	429,200		429,200	36	0	429,200
Return and Integration	2,094,700		2,094,700	37	0	2,094,700
Head of Mission Facility	50,000		50,000	1	0	50,000
Total for the Mission	10,462,000		10,462,000	39	(1,300)	10,460,700
Secretariat Augmentation	304,900		304,900	42	2,500	307,400
Total	10,766,900	0	10,766,900	39	1,200	10,768,100
<u>Spillover Monitor Mission to Skopje</u>						
Head of Mission and Central Services	991,600		991,600	34	106,200	1,097,800
Administration and Finance	6,200,200		6,200,200	50	(127,500)	6,072,700
Confidence-Building Department	364,400		364,400	32	(85,000)	279,400
Rule of Law Department	417,900		417,900	34	121,800	539,700
Media Development	373,200		373,200	15	(5,000)	368,200
Police Development Services	4,600,300		4,600,300	30	(402,900)	4,197,400
Field Stations	3,714,000		3,714,000	37	(211,900)	3,502,100
Total for the Mission	16,661,600	0	16,661,600	39	(604,300)	16,057,300
Secretariat Augmentation	142,600		142,600	34	5,700	148,300
Total	16,804,200	0	16,804,200	39	(598,600)	16,205,600
<u>Tasks in Bosnia and Herzegovina</u>						
Central Office	5,026,300		5,026,300	50	(500)	5,025,800
Training	186,300		186,300	29	0	186,300
Democratization	1,572,000		1,572,000	32	(100)	1,571,900
Human Rights	946,300		946,300	42	(200)	946,100
Press and Public Information	602,400		602,400	41	0	602,400

OSCE MID-YEAR REVIEW SUMMARY TABLE (continued)

Fund Main Programme Subprogramme	Initial Budget PC. DEC/527	PC Decisions Increase (Decrease) 534 and 542	Current Revised Budget	Utilization Rate percentage as at 31 May	Increase (Decrease) as per the Mid-Year Review (5)	Proposed Revised Budget after Mid-Year Review (6)=(3)+(5)
	(1)	(2)	(3) = (1) + (2)	(4)		(6)=(3)+(5)
Security Co-operation	1,102,600		1,102,600	32	(200)	1,102,400
Regional Centres	8,648,100		8,648,100	42	(1,000)	8,647,100
Education Reform	721,200		721,200	34	(100)	721,100
Total for Mission	18,805,200	0	18,805,200	42	(2,100)	18,803,100
Regional Stabilization/Arms Control						
Negotiation (Articles II and IV)	462,200		462,200	37	0	462,200
Verification Co-ordination	135,100		135,100	34	0	135,100
Regional Stabilization/Arms Control	597,300		597,300	36	0	597,300
Secretariat Augmentation	1,339,600		1,339,600	41	0	1,339,600
Total	20,742,100	0	20,742,100	42	(2,100)	20,740,000
Mission in Kosovo						
The Mission						
Department of the Head of Mission	2,222,000		2,222,000	39	(8,500)	2,213,500
Department of Democratization	5,706,800		5,706,800	34	(118,000)	5,588,800
Office of TSM/ISM	406,600		406,600	40	(144,900)	261,700
Ombudsperson Institution	606,800		606,800	31	0	606,800
Department of Human Rights and Rule of Law	4,749,700		4,749,700	33	(239,100)	4,510,600
Department of Elections Operations	3,319,500		3,319,500	24	(55,400)	3,264,100
Department of Police Education and Development	8,088,000		8,088,000	45	(43,400)	8,044,600
Department of Administration and Support	19,841,100		19,841,100	38	(472,400)	19,368,700
Total for the Mission	44,940,500	0	44,940,500	37	(1,081,700)	43,858,800

OSCE MID-YEAR REVIEW SUMMARY TABLE (continued)

<u>Fund</u> Main Programme Subprogramme	Initial Budget PC. DEC/527	PC Decisions Increase (Decrease) 534 and 542	Current Revised Budget	Utilization Rate percentage as at 31 May	Increase (Decrease) as per the Mid-Year Review (5)	Proposed Revised Budget after Mid-Year Review (6)=(3)+(5)
	(1)	(2)	(3) = (1) + (2)	(4)	(5)	(6)=(3)+(5)
Secretariat Augmentation	3,265,000		3,265,000	40	1,400	3,266,400
ODIHR Augmentation	263,700		263,700	27	0	263,700
Total	48,469,200	0	48,469,200	37	(1,080,300)	47,388,900
<u>Mission to Georgia</u>						
Head Office	1,699,000		1,699,000	36	(42,300)	1,656,700
Human Dimension	1,004,400		1,004,400	25	(31,100)	973,300
Economic and Environmental Dimension	218,900		218,900	27	(9,600)	209,300
Administration and Finance Services	1,390,300		1,390,300	41	(15,200)	1,375,100
Border Monitoring Operation	16,657,700	1,100,000	17,757,700	35	(720,500)	17,037,200
Head of Mission Facility	0		0	0	10,000	10,000
Total	20,970,300	1,100,000	22,070,300	35	(808,700)	21,261,600
TOTAL LARGE MISSIONS AND PROJECTS	126,837,800	1,100,000	127,937,800	38	(2,571,200)	125,366,600
Retained Pending Future PC Decisions					3,129,200	3,129,200
GRAND TOTAL	185,716,000	239,200	185,955,200	36	(239,200)	185,716,000

OSCE MID-YEAR REVIEW POST TABLE

<u>Fund</u>	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
<u>The General Fund (Secretariat)</u>					
Secretary General and Central Services					
Executive Management					
Secretary General	—	C			
Director, Office of the Secretary General	D1	C			Change in Functional title only, No change in grade
Personal Assistant to the SG	S1	S			
Senior Adviser	P4	C			
Executive Officer	P3	C			Retitled as a result of 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 (Russian Language)	P3	C			Retitled as a result of Classification
Public Website Manager	P3	C			
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					
Director of Internal Oversight	D2	C			Change in functional title only. No changes in grade
Deputy Director for Internal Oversight	P5	C			

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Head, Programme Evaluation	P5	C			Retitled as a result of Classification
Senior Internal Auditor (Head of Management Services)	P5	C			Retitled as a result of Classification
Internal Auditor	P3	C		2	
Senior Auditing Assistant	G6	C			
Senior Auditing Assistant	G6	C			Upgraded as a result of Classification
External Co-operation					
Head, External Co-operation Section	P5	C			
Senior External Co-operation Officer	P4	C		2	
External Co-operation Officer	P3	C			
External Co-operation Officer	S1	S		2	
Senior External Co-operation Assistant	G6	C			
Secretary	G4	C			
Gender Issues					
Senior Adviser on Gender Issues	P4	C			
Secretary	G4	C			
Strategic Police Matters					
Strategic Police Matters					
Senior Police Adviser	S4	S			
Police Affairs Officer (Training)	P4	C			
Executive Officer	P4	C/S			
Programme Co-ordinator	P4	C			
Information Management Officer	P3	C			Retitled as a result of classification
Police Affairs Officer (Uniform and Support)	P4	C			Retitle
Police Affairs Officer (Crime)	S2	S			Retitle
Police Affairs Officer (Police-Borders, Military and ATU Liaison)	S2	S			Retitle
Secretary	G4	C			

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Action Against Terrorism					
Anti-terrorism Activities					
Head on Anti-terrorism Issues	S4	S			
Adviser on Anti-terrorism Issues	S2	S			
Programme Officer	P3	C			Retitle as a result of classification
Secretary	G4	C			
Activities Relating to the Economic and Environmental Aspects of Security					
Co-ordinator of OSCE Economic and Environmental Activities					
Co-ordinator of OSCE Economic and Environmental Activities	D2	C			
Deputy Co-ordinator of OSCE Economic and Environmental Activities	P5	C			
Senior Economic Adviser	P5	C			
Senior Programme Officer	P4	C			Retitled as a result of classification
Environmental Adviser	S1	S			
Economic and Environmental Adviser	S1	S			
Economic/Environmental Affairs Officer	P3	C			
Associate Programme Officer (Environmental Security Issues)	P2	C			Retitled as a result of classification
Associate Programme Officer (Economic Security Issues)	P2	C			Retitled as a result of classification
Senior Secretary	G5	C			
Secretary	G4	C			
Project Secretary	G4	C			Retitled as a result of classification
Conflict Prevention Activities					
Direction and Management					
Director of the Conflict Prevention Centre	D2	C			
Planning and Co-ordination Officer	P3	C			
Senior Secretary	G5	C			
Secretary	G4	C			

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Project Management Co-ordination					
Senior Project Management Co-ordinator	P4	C			Retitled as a result of classification
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 (Central Asia and/or Caucasus Desks)	P3	C			
Mission Programme Officer (Caucasus and/or Central Asia Desks)	P3	C			
Junior Mission Programme Officer	S1	S		4	
Mission Programme Assistant	G5	C			
Field Security					
Senior Security Co-ordinator	P4	C			
Operations Planning Unit (Operation Centre)					
Head of Operations Planning Unit	P5	C			
Resource Planner	P4	C			
Military Liaison Officer	P4	C			
Analyst/Researcher	S1	S			
Border Issues Co-ordination Officer	S2	S			
Secretary	G4	C			
Situation/Communication Room					
Chief, Situation/Communications Room	S3	S			
Deputy Chief, Situation/Communications Room	G6	C			
Duty Officer	G5	C		2	

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Activities Relating to Military Aspects of Security					
Communications Network					
Senior Network Management					
Officer	P4	C			
Network Management Officer	P3	C			
Forum for Security Co-operation (FSC) — Support Unit					
Senior Communications Network					
Officer	P4	C			
Senior FSC Support Officer	P4	C			
CSBM Officer	P3	C			
FSC Support Officer	S1	S			
Secretary	G4	C			
Human Resources Management					
Direction and Management					
Director for Human Resources	D2	C			
Senior Adviser to Director for					
Human Resources	S2	S			
Senior Secretary	G5	C			
Recruitment					
Deputy Director/Chief					
Recruitment Section	P5	C			
Staffing Co-ordinator	S1	S			
Senior Recruitment					
Assistant (seconded staff)	G6	C			
Senior Recruitment Assistant	G6	C		2	
Recruitment Assistant (seconded staff)	G5	C			
Personnel Services					
Chief, Personnel Section					
Personnel Officer	P3	C			
Senior Personnel Assistant	G6	C		4	
Personnel Assistant	G4	C			
Personnel Clerk	G3	C			

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Training Section					
OSCE Training Co-ordinator	P4	C			
Training Officer	P3	C			
Training Officer	S1	S			
Training Officer	P2	C			
Senior Training Assistant	G6	C			
Training Assistant	G4	C			
Training Clerk — 50 per cent	G3	C			
Department for Management and Finance/Common Services in Vienna					
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			
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			
Budget Officer	P3	C		2	
Budget Officer (Extra-budgetary)	P3	C			
Finance Officer	P2	C			
Senior Treasury Assistant	G6	C			
Senior Finance Assistant	G6	C		2	
Administrative Secretary	G5	C			
Information Technology Services					

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Head, Information Technology Services	P5	C			
Chief, Databases Information Systems	P4	C			
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 Application Specialist	G7	C			
Senior Corporate ERP Application Specialist	G7	C			
Senior Information Technology Assistant	G6	C			
Senior Information Technology Assistant (Hofburg)	G6	C			
Senior Information Technology Assistant (GroupWare System Admin)	G6	C			
Technical Assistant	G5	C			
Programme Assistant	G5	C			
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			
Mission Support Services					
Deputy Director for Mission Support	P5	C			
Chief, Procurement and Contracting Unit	P4	C			Result of proposed restructuring of Mission Support Section

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Chief, Asset Management Unit	P4	C			Result of proposed restructuring of Mission Support Section
Chief, Logistics Section	P3	C			
Chief, Supply Unit	P2	C			
Building Support Officer	P3	C			Result of proposed restructuring of Mission Support Section.
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			
Administrative Secretary	G5	C			Upgraded as a result of classification
Central Records and Documents Management					
Chief, Central Records and Documents Management Section	P4	C			
Senior Records Management Assistant	G6	C			
Senior Documentation and Information Assistant	G7	C			
Registry Assistant	G4	C			
Department of Management and Finance/Conference Services					
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			

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Supervisor, Meetings Support and Documents Unit	G6	C			
Support Services Assistant	G4	C			
Assistant Supervisor, Meetings Support and Documents Unit	G4	C			
Reproduction Equipment Operator	G3	C			
Meeting Room Attendant	G3	C		3	
Meeting Room Attendant — 50 per cent	G3	C			
Information Technology Clerk — 50 per cent	G3	C			
Switchboard Operator	G2	C			
Language Services					
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	
Text Control and Reference Assistant	G4	C			Grade changed as a result of classification (G3 to G4)
Department of Management and Finance/Prague Office					
Public Information, Documentation and Other Services					
Head of Office and Officer in Charge of Meetings	S3	S			
Senior Information Technology Assistant	G6	C			
Senior Finance and Administrative Assistant	G6	C			
Archives Assistant	G5	C			
Information Technology Assistant	G4	C			
Secretary	G4	C			
Cleaner/Photocopier	G1	C			

Office for Democratic Institutions and Human Rights (ODIHR)

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Human Dimension Activities					
Elections					
Head of Election Section	P5	C			
Deputy Head, Election Section	P4	C			
Senior Election Adviser	P4	C			
Election Adviser	P3	C		5	
Senior Document Control and Information Management Assistant	G7	C			Retitled as a result of classification
Senior Administrative Assistant	G6	C			
Administrative/Travel Assistant	G5	C			
Democratization					
Head of Democratization Section	P5	C			
Deputy Head of Democratization Section	S3	S			
Chief, Rule of Law Unit	P4	C			
Chief, Migration/Freedom of Movement Unit	P4	C			
NGO Adviser	P3	C			
Adviser on Anti-Trafficking Issues	P3	C			
Officer on Anti-Trafficking Issues	P2	C			
Rule of Law Officer	P2	C			
NGO Officer	P2	C			
Freedom of Movement/Migration Officer	P2	C			
Gender Adviser	P3	C			
Gender Officer	P2	C			
Administrative Assistant	G5	C		3	
Human Rights Monitoring					
Head, Human Rights Monitoring	P4	C			
Human Rights Monitoring Officer	P2	C			
Associate Human Rights Officer	P2	C			Retitled as a result of classification
Public Affairs					
Spokesperson, Press and Public Information Adviser	P3	C			
Web Developer	P1	C			
Assistant Public Affairs Officer	P1	C			

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Roma and Sinti Issues					
Adviser on Roma and Sinti Issues	P4	C			
Officer on Roma and Sinti Issues	P2	C			
Anti-terrorism Activities					
Co-ordinator, Anti-terrorism Issues	P3	C			
Common Services					
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	S1	S			
General Services					
Chief, Information Technology	P3	C			Retitled as a result of classification
Administrative Officer	P2	C			
Assistant Procurement Officer	P1	C			
Senior Information Technology Assistant	G6	C			
Senior Logistics Assistant	G6	C			
Personal Assistant	G6	C			
Senior Administrative Assistant	G6	C			
Information Technology Assistant	G5	C			
Administrative/Travel Assistant	G5	C			Retitled as a result of classification
Supply Assistant	G4	C			
Procurement Assistant	G5	C			
Receptionist	G3	C			
Driver/Messenger	G3	C			
Registry Assistant	G4	C			
Finance					
Chief, Finance Unit	P3	C			
Finance Officer	P2	C			
Senior Finance Assistant	G7	C			

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Treasury Assistant	G5	C			
Finance Assistant	G5	C		3	
<u>High Commissioner on National Minorities</u>					
Activities of the High Commissioner					
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			
Assistant Political Officer	P1	C			Retitled as a result of classification
Personal Adviser	S1	S			
Project Officer	S1	S		3	
Common Services					
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	S1	S			
<u>Representative on Freedom of the Media</u>					
Direction and Management					
Representative on Freedom of the Media	—	C			
Senior Adviser	S4	S		3	
Senior Adviser	S2	S			New Post
Senior Adviser	P5	C			
Adviser	P3	C			
Assistant Research Officer	P1	C			
Project Co-ordinator	S1	S			
Senior Administrative Secretary	G6	C			

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Information Technology User					
Support Assistant Help Desk —					
25 per cent	G5	C			
Project Assistant	G5	C			
Programme Secretary	G5	C			
<u>Funds Relating to the Conflict Dealt with by the OSCE Minsk Conference</u>					
<u>High-Level Planning Group</u>					
Senior Administrative Assistant	G6	C			
Information Technology User					
Support Assistant Help Desk —					
25 per cent	G5	C			
Officer	S2	S		8	
<u>Personal Representative of the CiO</u>					
Personal Representative of the CiO	HOM	S			
Co-ordinator of Mission	S2	S			
Personal Assistant to the PR	S2	S			
Field Assistant to the PR	S2	S		3	
OSCE Missions and Field Operations					
<u>Centre in Almaty</u>					
Head of Centre	HOM	S	31.12.03		
Political Officer	S2	S	31.12.03		
Human Dimension Officer	S2	S	31.12.03		
Economic and Environmental					
Officer	S2	S	31.12.03		
<u>Centre in Ashgabad</u>					
Head of Centre	HOM	S	31.12.03		
Political Officer	S2	S	31.12.03		
Human Dimension Officer	S2	S	31.12.03		
Economic and Environmental					
Officer	S2	S	31.12.03		
Administrative and Finance					
Officer	S2	S	31.12.03		
Project Officer	S2	S	31.12.03		
Project Co-ordinator	S3	S	31.12.03		
<u>Centre in Bishkek</u>					

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Head of Centre	HOM	S	31.12.03		
Political Officer	S2	S	31.12.03		
Economic and Environmental Officer	S2	S	31.12.03		
General Support Officer	S3	S	31.12.03		
Economic and Environmental Officer	S2	S	31.12.03		
Human Dimension Officer	S2	S	31.12.03		
Political and Human Dimension Officer	S2	S	31.12.03		
<u>Centre in Tashkent</u>					
Head of the Office	HOM	S	31.12.03		
Human Dimension/ Democratization Expert	S2	S	31.12.03		
Economic and Environmental Expert	S2	S	31.12.03		
General Support Officer	S3	S	31.12.03		
Political Officer	S2	S	31.12.03		
<u>Centre in Dushanbe</u>					
Head of Centre	HOM	S	31.12.03		
Deputy Head of Centre	DHOM	S	31.12.03		Retitle
Administrative and Finance Officer	P2	C	31.12.03		
Political and Security Officer	S2	S	31.12.03		
Human Dimension Officer	S2	S	31.12.03		
Environmental Officer	S2	S	31.12.03		
Gender Issues Officer	S2	S	31.12.03		
Economic Officer	S2	S	31.12.03		
Political and Media Officer	S2	S	31.12.03		
Programme Co-ordinator, Training Focal Point	S1	S	31.12.03		Retitle
Field Officer-Kulyab	S1	S	31.12.03		
Field Officer-Kurgan-Tyube	S1	S	31.12.03		
Field Officer-Khujand	S1	S	31.12.03		
Field Officer-Shartuz	S1	S	31.12.03		
Field Officer-Garm	S1	S	31.12.03		
Security Officer	P2	C	31.12.03		
<u>Representative to the Estonian Commission on Military Pensioners</u>					

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Representative to the Estonian Commission on Military Pensioners	HOM	S	31.12.03		
Office in Minsk					
Head of Office	HOM	S	31.12.03		
Deputy Head of Officer	DHOM	S	31.12.03		
Office member	S2	S	31.12.03	2	
Administrative and Finance Officer	S2	S	31.12.03		
Project Co-ordinator in Ukraine					
Project Co-ordinator	HOM	S	31.12.03		
Senior Project Officer	S2	S	31.12.03		
Project Officer	S2	S	31.12.03		
Mission to Moldova					
Head of Mission	HOM	S	31.12.03		
Deputy Head of Mission	DHOM	S	31.12.03		
Political — Military Officer	S2	S	31.12.03		
Political Adviser	S2	S	31.12.03		
Human Dimension Officer	S2	S	31.12.03		
Public Affairs Officer/Spokesman	S2	S	31.12.03		
Military Member	S2	S	31.12.03	2	
Administrator	S2	S	31.12.03		
Anti-Trafficking Officer	S2	S	31.12.03		
Office in Yerevan					
Head of Office	HOM	S	31.12.03		
Deputy Head of Office	DHOM	S	31.12.03		
Human Rights Officer	S2	S	31.12.03		
Democratization Officer	S2	S	31.12.03		
Economic Environmental Officer	S2	S	31.12.03		
Administrative and Finance Officer	P2	C	31.12.03		
Project Co-ordinator	S3	S	31.12.03		
Office in Baku					
Head of Office	HOM	S	31.12.03		
Deputy Head of Office/Political Affairs Officer	DHOM	S	31.12.03		

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Economic and Environmental Officer	S2	S	31.12.03		
Democratization Officer	S2	S	31.12.03		
Human Dimension Officer	S2	S	31.12.03		
Administrative and Finance Officer	P2	C	31.12.03		
<u>Presence in Albania</u>					
Head of Presence Office					
Head of Presence	HOM	S	31.12.03		
Deputy Head of Presence	DHOM	S	31.12.03		
Executive Assistant	S1	S	31.12.03		
Political Officer	S2	S	31.12.03		
Administration and Finance					
Mission Support Officer	S3	S	31.12.03		
Logistics and Transport Officer	S1	S	31.12.03		New Post
Human Rights and Rule of Law					
Head of Rule and Human Rights Departments	S3	S	31.12.03		
Adviser to Gen. Sec. Council of Ministers	S2	S	31.12.03		
Anti Trafficking Officer	S2	S	31.12.03		Retitle
Judicial Reform Officer	S2	S	31.12.03		
Prosecutor/Court Project Manager	S3	S	31.12.03		
Democratization					
Head of Democratization Department	S2	S	31.12.03		
Project Co-ordinator	S2	S	31.12.03		Retitle
Parliamentary Project Manager	S3	S	31.12.03		Retitle
Parliamentary Expert	S2	S	31.12.03		
Civil Social Development and Gender Adviser	S2	S	31.12.03		Retitle
Spokesperson/Media Development Officer	S2	S	31.12.03		
Policing and Security Department					
Head of Security Co-operation Department	S2	S	31.12.03		

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Border Management Officer	S1	S	31.12.03		
Field Station Co-ordination					
Field Stations Co-ordinator	S2	S	31.12.03		
Field Station Officer/Liaison Officer Tirana	S1	S	31.12.03		Retitle
Field Station Officer/Liaison Officer Durres	S1	S	31.12.03		Retitle
Head of Field Station, Shkodra	S1	S	31.12.03		Retitle
Field Station Officer, Shkodra	S1	S	31.12.03	2	Retitle
Head of Field Station, Kukes	S1	S	31.12.03		Retitle
Field Station Officer, Kukes	S1	S	31.12.03	2	Retitle
Head of Field Station, Peshkopi	S1	S	31.12.03		Retitle
Field Station Officer, Peshkopi	S1	S	31.12.03		Retitle
Head of Field Station Officer, Gjirokastra	S1	S	31.12.03		Retitle
Field Station Officer, Gjirokastra	S1	S	31.12.03		Retitle
Head of Field Station Officer, Vlora	S1	S	31.12.03		Retitle
Field Station Officer, Vlora	S1	S	31.12.03		Retitle
Head of Field Station Officer, Elbasan	S1	S	31.12.03		Retitle
Field Station Officer, Elbasan	S1	S	31.12.03		Retitle
Field Station Officer					Delete
Field Station Officer					Delete
Field Station Officer					Delete
<u>Mission to Serbia and Montenegro</u>					
Head Office					
Head of Mission	HOM	S	31.12.03		
Deputy Head of Mission	DHOM	S	31.12.03		
Executive Assistant	S1	S	31.12.03		
Reporting Officer	S1	S	31.12.03		
Spokesperson	S2	S	31.12.03		Retitle
Reporting Officer	S1	S	31.12.03		Retitle
Senior Political Officer	S2	S	31.12.03	3	
Municipal Co-ordinator	S2	S	31.12.03		Retitle
Administration and Finance Department					
Chief, Administration and Finance	P3	C	31.12.03		
Finance Officer	P2	C	31.12.03		

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Transport and Procurement	S1	S	31.12.03		
Administrative Services Officer	S1	S	31.12.03		New Post
Law Enforcement Department					
Head Law Enforcement	S2	S	31.12.03		
Head of Strategic Development					
Unit	S2	S	31.12.03		Retitle
Strategic Adviser	S2	S	31.12.03		Retitle
Accountability Programme					
Manager	S2	S	31.12.03		
Rule of Law/Human Rights Department					
Head HR and RoL	S2	S	31.12.03		
Legal Adviser Judicial Reform	S2	S	31.12.03		
Legal Adviser on Human Rights					
Institutions and Prison Reform	S2	S	31.12.03		Retitle
Legal Adviser on Economic					
Transparency Officer	S2	S	31.12.03		Retitle
Senior Co-ordinator for Judicial					
and Legal Reform	S2	S	31.12.03		New Post
Media Department					
Head Media	S2	S	31.12.03		
License and Frequency	S2	S	31.12.03		
Media Training Co-ordinator	S2	S	31.12.03		
Democratization Department					
Head Democratization	S2	S	31.12.03		
Senior Parliamentary Officer	S2	S	31.12.03		
Anti-Trafficking Programme					
Officer	S2	S	31.12.03		Retitle
Parliamentary Programme					
Co-ordinator	S2	S	31.12.03		
Human Rights Adviser	S2	S	31.12.03		
Trafficking Adviser	S2	S	31.12.03		
Office in Podgorica					
Deputy Head of Mission (Pod)	DHOM	S	31.12.03		Retitle
Deputy Head of Office/Programme					
Co-ordinator	S3	S	31.12.03		

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Media Officer	S2	S	31.12.03		Retitle
Programme Adviser Police Reform	S2	S	31.12.03		
Programme Expert Police Reform	S2	S	31.12.03		Transfer from Contracted to Seconded Position
Programme Officer Legislation	S2	S	31.12.03		
Programme Officer Institution Building	S2	S	31.12.03		
Programme Officer (Democratization)	S2	S	31.12.03		
Administrative and Finance Officer	S1	S	31.12.03		
South Serbia Programme					
External Oversight Adviser Administrative Officer Law Enforcement	S2	S	31.12.03		
Police Trainer	S1	S	31.12.03	10	Retitle
Curriculum Development	S1	S	31.12.03		Retitle
Police Trainer	S1	S	31.12.03	2	Retitle
Crime Forensic Adviser	S1	S	31.12.03		Retitle
Domestic Affairs Adviser	S1	S	31.12.03		Retitle
Police Training Belgrade					
Police Education Programme Manager	S3	S	31.12.03		Retitle
Police Adviser (Information Technology)	S2	S	31.12.03		
Organized Crime Adviser Programme Manager	S2	S	31.12.03		
Community Policing Project Manager	S2	S	31.12.03		
Border Policing Programme Manager	S2	S	31.12.03		
Legal Organized Crime Adviser	S2	S	31.12.03		Retitle
Organized Crime Adviser	S2	S	31.12.03		
Training Co-ordinator	S2	S	31.12.03		Retitle
Programme Evaluation Officer	S1	S	31.12.03		Retitle

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
<u>Mission to Croatia</u>					
Central Services					
Chief, Finance and Personnel Unit	P3	C	31.12.03		
Chief of Admin/Field Support	S4	S	31.12.03		
Deputy CAFS	P3	C	31.12.03		
Chief, General Services	P3	C	31.12.03		
Democratization					
Deputy Head of Mission	DHOM	S	31.12.03		
DRR/COS	S3	S	31.12.03	3	
Head of Unit, Spokesperson	S2	S	31.12.03		
Head of Unit	S2	S	31.12.03		
Democratization Officer	S1	S	31.12.03		
Field Officer	S1	S	31.12.03	10	
Rule of Law					
Head of Mission	HOM	S	31.12.03		
Head of Unit	S2	S	31.12.03		
Police Affairs Adviser	S2	S	31.12.03		
Police Affairs Officer	S2	S	31.12.03	4	
Executive Assistant to Head of Mission	S1	S	31.12.03		
Field Officer	S1	S	31.12.03	7	
Field Officer (Police)	S1	S	31.12.03		
Legal and Human Rights Officer	S1	S	31.12.03	3	
Legal Officer	S1	S	31.12.03	2	
Political Affairs					
Head of Unit	S2	S	31.12.03		
Political Affairs Officer	S2	S	31.12.03	2	
Political Officer	S1	S	31.12.03		
Return and Integration					
RR (Head of FC)	S4	S	31.12.03	3	
Head of FO	S3	S	31.12.03	7	
Head of Unit	S3	S	31.12.03		
Field Officer	S1	S	31.12.03	4	
Return and Integration Officer	S1	S	31.12.03	6	
Secretariat Augmentation					
Conflict Prevention Activities					

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Situation/Communication Room					
Duty Officer	G5	C	31.12.03		
Human Resources Management					
Recruitment					
Recruitment Clerk (seconded staff)	G3	C	31.12.03		
Department of Management and Finance/Common Services					
Finance Services					
Secretary — 50 per cent	G4	C	31.12.03		
Finance Assistant	G5	C	31.12.03		Upgraded as a result of classification
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		
<u>Spillover Monitor Mission to Skopje</u>					
Head of Mission and Central Services					
Executive Management					
Head of Mission	HOM	S	31.12.03		
Deputy Head of Mission	DHOM	S	31.12.03		
Senior Adviser	S2	S	31.12.03		Retitle
Senior Project Officer	S2	S	31.12.03		Transfer from Field Station Kumanovo/ Media Development and Retitle
Executive Assistant to Head of Mission	S1	S	31.12.03		
Political Reporting					
Chief, Political/Reporting	S3	S	31.12.03		
Political Adviser	S2	S	31.12.03		
Political/Reporting Officer	S1	S	31.12.03		
Programme Officer	S1	S	31.12.03		Transfer from Confidence-Building/ Management and Retitle

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
Sub Programme					
Post Title					
Public Administration Reform Co-ordinator	S1	S	31.12.03		Transfer from Confidence-Building/ Management and Retitle
Press and Public Information Mission Spokesperson	S2	S	31.12.03		
Press and Public Information Officer	S1	S	31.12.03		
Situation Centre CBM/Chief of Situation Centre			31.12.03		Transfer to Field Station Kumanovo/ Confidence-Building
CBM/Situation Centre Officer			31.12.03		Transfer to Confidence-Building
CBM/Situation Centre Officer			31.12.03		Transfer to Confidence-Building
Administration and Finance Management Head, Administration and Finance	P5	C	31.12.03		
General Services Chief, General Services	P3	C	31.12.03		
Material Control Officer	S1	S	31.12.03		
Supply Officer	S1	S	31.12.03		
Transport Officer	S1	S	31.12.03		
Procurement Officer	S1	S	31.12.03		
Finance Chief, Finance Unit	P3	C	31.12.03		
Human Resources Chief, Personnel Unit	P3	C	31.12.03		
Personnel Officer	NP	C	31.12.03		Transfer from Seconded to National Professional Position, subject to classification
Training Co-ordinator	S3	S	31.12.03		

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
Sub Programme					
Post Title					
Information Technology and Communications					
IT/Communications Officer	P3	C	31.12.03		
Communications Officer	P2	C	31.12.03		
Security					
Mission Security Officer	P2	C	31.12.03		
Confidence-Building Management					
CBM/Head of Confidence-Building/Situation Centre	S3	S	31.12.03		Retitle
CBM/Confidence-Building Field Co-ordinator	S2	S	31.12.03		
CBM/Local Governance Co-ordinator					Transfer to HoM and Central Services/ Political Reporting
CBM/Programme Officer					Transfer to HoM and Central Services/ Political Reporting
Situation Centre					
CBM/Situation Centre Officer	S1	S	31.12.03		Transfer from HoM and Central Services/Situation Centre
CBM/Situation Centre Officer	S1	S	31.12.03		Transfer from HoM and Central Services/Situation Centre
Rule of Law Management					
CBM/Head of Rule of Law	S3	S	31.12.03		
CBM/Co-ordination and Analysis Officer	S2	S	31.12.03		
CBM/Rule of Law Officer/Judicial Reform	S2	S	31.12.03		Retitle
CBM/Rule of Law Officer/Anti-Trafficking	S2	S	31.12.03		

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
CBM/Rule of Law					
Officer/Institution Building	S2	S	31.12.03		
CBM/Rule of Law Officer	S1	S	31.12.03		Transfer from Field Station Kumanovo/Rule of Law
CBM/Rule of Law Officer	S1	S	31.12.03		Transfer from Field Station Tetovo/Rule of Law
Media Development					
Management					
CBM/Head of Media Development	S3	S	31.12.03		
CBM/Media Development Officer	S1	S	31.12.03		
Police Development					
Management					
Head Police Development					
Department	S4	S	31.12.03		
Deputy Head Police Development					
Department	S3	S	31.12.03		
Head of Division	S3	S	31.12.03		Transfer from Police Development/Field Training and Retitle
Head of Division	S3	S	31.12.03		Transfer from Police Development/Field Training and Retitle
Senior Adviser	S2	S	31.12.03		
Senior Planner	S2	S	31.12.03		
Administrative Officer	S1	S	31.12.03		
Project Officer	S1	S	31.12.03		Transfer from Police Development/Field Training and Retitle
Reporting Analysis Officer	S1	S	31.12.03	2	
Reporting Analysis Officer	S1	S	31.12.03		Transfer from Police Development/Field Training and Retitle
Legal Adviser					Transfer to Field Station Kumanovo/Confidence-Building
Logistics Officer					Delete

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Training Section					
Chief of Police Training	S4	S	31.12.03		
Deputy Chief of Police Training	S3	S	31.12.03		
Police Instructor	S1	S	31.12.03	25	
Police Instructor	S1	S	31.12.03	23	Budgeted for seven months only
Police Instructor	S1	S	31.12.03	9	Transfer from Police Development/Field Training and Retitle
Curriculum Development Officer					Transfer to Police Development/Education Support Section
Curriculum Development Officer					Transfer to Police Development/Education Support Section
Police Academy Site Manager					Delete
Education Support Section					
Chief, Education Support	S3	S	31.12.03		Transfer from Police Development/Field Training and Retitle
Curriculum Development Officer	S1	S	31.12.03	2	Transfer from Police Development/Police Academy
Field Training					
Senior Field Training Co-ordinator					Transfer to Police Development/Management
Field Training Co-ordinator					Transfer to Police Development/Management
Field Training Co-ordinator					Transfer to Police Development/Management
Field Training Co-ordinator					Transfer to Police Development/Management
Field Training Co-ordinator					Transfer to Police Development/Education Support

OSCE MID-YEAR REVIEW POST TABLE (continued)

<u>Fund</u>	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Field Training Co-ordinator					Transfer to Police Development/Police Academy
Field Training Co-ordinator					Transfer to Police Development/Police Academy
Field Training Co-ordinator					Transfer to Police Development/Police Academy
Field Training Co-ordinator					Transfer to Police Development/Police Academy
Field Training Co-ordinator					Transfer to Police Development/Police Academy
Field Training Co-ordinator					Transfer to Police Development/Police Academy
Field Training Co-ordinator					Transfer to Police Development/Police Academy
Field Training Co-ordinator					Transfer to Police Development/Police Academy
Field Training Co-ordinator					Transfer to Police Development/Police Academy
Field Training Co-ordinator					Transfer to Police Development/Community Section
Field Training Co-ordinator					Transfer to Police Development/Community Section
Community Development Section Chief, Community Development	S3	S	31.12.03		Transfer from Police Development/Field Training and Retitle
Community Police Trainer	S1	S	31.12.03		Retitle
Community Police Trainer	S1	S	31.12.03	9	

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Police Reforms					
Chief, Police Reform	S3	S	31.12.03		Retitle
Police Reform Adviser	S1	S	31.12.03	2	
Field Stations					
Kumanovo					
Management					
CBM/Field Station Co-ordinator	S3	S	31.12.03		
CBM/Deputy Field Station Co-ordinator	S2	S	31.12.03		
CBM/Administrative/Logistics Officer	S1	S	31.12.03		
Rule of Law					
CBM Senior/Rule of Law Officer	S2	S	31.12.03		
CBM/Rule of Law Officer			31.12.03		Transfer to Rule of Law/Management
CBM/Rule of Law Officer	NP	C	31.12.03		Transfer from Seconded to National Professional Contracted Position, subject to classification
CBM/Rule of Law Officer	S1	S	31.12.03	5	
CBM/Rule of Law Officer	S1	S	31.12.03		Transfer from Field Station Tetovo/Rule of Law
Media Development					
CBM/Press/Media Officer					Transfer to HoM/Executive Management
Confidence-Building					
CBM/Senior Confidence-Building Officer	S1	S	31.12.03		
Confidence-Building Officer	S1	S	31.12.03	6	
Confidence-Building Officer					Transfer to Field Station/Tetovo
Confidence-Building Officer	S1	S	31.12.03		Confidence-Building Transfer from HoM Central Services/Situation

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
Sub Programme					
Post Title					
					Centre and Retitle
Confidence-Building Officer	S1	S	31.12.03		Transfer from Police Development/ Management and Retitle
Police Development					
Community Police Trainer	S1	S	31.12.03	10	
Tetovo					
Management					
CBM/Field Station Co-ordinator	S3	S	31.12.03		Retitle
CBM/Deputy Field Station Co-ordinator	S2	S	31.12.03		Retitle
CBM/Administrative/Logistics Officer	S1	S	31.12.03		
Rule of Law					
Senior CBM/Rule of Law	S2	S	31.12.03		
CBM/Rule of Law					Transfer to Rule of Law/Management
CBM/Rule of Law					Transfer to Field Station Kumanovo/Rule of Law
CBM/Rule of Law	NP	C	31.12.03		Transfer form Seconded to National Professional Contracted Position, subject to classification
CBM/Rule of Law	S1	S	31.12.03	3	
CBM/Rule of Law	S1	S	31.12.03		Retitle
Media Development					
CBM/Press/Media Development Officer	S1	S	31.12.03		
Confidence-Building					
Senior CBM/					
Confidence-Building Officer	S1	S	31.12.03		
CBM/Confidence-Building Officer	S1	S	31.12.03	7	

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
Sub Programme					
Post Title					
CBM/Confidence-Building Officer	S1	S	31.12.03		Transfer from Field Station Kumanovo/Confidence-Building
Police Development					
Community Police Trainer	S1	S	31.12.03	10	
Secretariat Augmentation					
Conflict Prevention Activities					
Mission Programme Section					
Mission Programme Officer	P3	C	31.12.03		Upgraded as a result of Classification
Human Resources Management					
Personnel Management					
Personnel Assistant	G5	C	31.12.03		
Tasks in Bosnia and Herzegovina					
Central Services					
Head of Mission	HOM	S	31.12.03		
Deputy Head of Mission	DHOM	S	31.12.03		
Deputy Head of Mission					Delete from 15.08.03
Economic and Environmental Adviser	S4	S	31.12.03		New Post from 15.08.03
Executive Assistant	S2	S	31.12.03		
Executive Assistant	S1	S	31.12.03		
Technology Adviser	P2	C	31.12.03		Transfer from Seconded to Contracted Position effective 15.8.03
Political Adviser	S4	S	31.12.03		
Chief of Staff and Director of Planning	D1	C	31.12.03		
Chief of Investigations	S3	S	31.12.03		
Legal Adviser	S2	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	S2	S	31.12.03		
Chief of Procurement and Supply	S3	S	31.12.03		
Head of Operations					Delete

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Chief of Finance	S3	S	31.12.03		New Post
Chief of Operations	P3	C	31.12.03		
Reporting Officer	S1	S	31.12.03		
Logistics Officer	S3	S	31.12.03		
Administration Officer	S3	S	31.12.03		
Political Adviser	S2	S	31.12.03		New Post
Senior Policy and Planning Adviser	S2	S	31.12.03		New Post
Training					
Chief of Mission Training	S3	S	31.12.03		
Democratization					
Director of Democratization Rule of Law	S4	S	31.12.03		
Public Finance Project Co-ordinator	S3	S	31.12.03		Retitle
Youth and Politics Project Manager	S3	S	31.12.03		
Deputy Director of Democratization	S2	S	31.12.03		
Local Governance Project Manager	S2	S	31.12.03		Retitle
Political Development Co-ordinator	S2	S	31.12.03		
Information Officer	S1	S	31.12.03		
PSP Project Manager	S1	S	31.12.03		
Human Rights					
Director of Human Rights	S4	S	31.12.03		
Deputy Director — Rule of Law	S2	S	31.12.03		Retitle
Deputy Director of Human Rights	S2	S	31.12.03		
Judicial Training Centre Legal Adviser	S2	S	31.12.03		
Legal Adviser for Legislative Reform	S2	S	31.12.03		
Legal Adviser, Economics and Social Rights	S2	S	31.12.03		
Legal Adviser, Human Rights Institutions	S2	S	31.12.03		

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Legal Adviser, Human Rights Institutions	S2	S	31.12.03		
Legal Adviser, Property	S2	S	31.12.03	2	
Legal Adviser, Rule of Law	S2	S	31.12.03	2	
Education Department					
Director of Education	S4	S	31.12.03		
Deputy Director of Education	S3	S	31.12.03		
Education Legislation Adviser	S2	S	31.12.03		
Education Management and Finance Adviser	S2	S	31.12.03		
Education Non-Discrimination Adviser	S2	S	31.12.03		
Higher Education Adviser	S2	S	31.12.03		
Primary and Secondary Education Adviser	S2	S	31.12.03		
Vocational Education Adviser	S2	S	31.12.03		
Press and Public Information					
Director of Press and Public Information/Spokesperson	S4	S	31.12.03		
Senior Public Information Adviser	S2	S	31.12.03		Retitle
Deputy Spokesperson	NP	C	31.12.03		Transfer from Seconded to National Professional Contracted Position, subject to classification
Security Co-operation					
Director of Security Co-operation	S4	S	31.12.03		
Budget Analyst	S2	S	31.12.03		
Chief of Articles II & IV Assistant Section	S2	S	31.12.03		Retitle
Chief of Compliance Assistant Section	S2	S	31.12.03		
Chief of Defence Reforms Section	S2	S	31.12.03		Retitle
Deputy Director Security Co-operation	S2	S	31.12.03		
Executive Officer	S2	S	31.12.03		Retitle
Field Operations Officer	S2	S	31.12.03		
Implementation Officer	S2	S	31.12.03		Retitle

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Implementation Officer — Land Mines/SALW	S2	S	31.12.03		Retitle
Implementation Officer — Small Arms and Light Weapons	S2	S	31.12.03		
Information Exchange Officer	S2	S	31.12.03		Retitle
Military Policy Officer	S2	S	31.12.03		Retitle
NATO Liaison Officer	S2	S	31.12.03		Retitle
Reporting Officer	S2	S	31.12.03		Retitle
Senior Analyst	S2	S	31.12.03		Retitle
Chief of Support Section					Delete
Regional Centre in Banja Luka					
Director	S4	S	31.12.03		
Democratization Officer	S3	S	31.12.03	2	
Human Rights Officer	S3	S	31.12.03	2	
Deputy Director	S2	S	31.12.03		
JTC Legal Adviser	S2	S	31.12.03		
Political Adviser to RCD	S2	S	31.12.03		
Security Co-operation Officer	S2	S	31.12.03		
Senior Democratization Officer	S2	S	31.12.03		
Senior Human Rights Officer	S2	S	31.12.03		
Democratization Officer	S1	S	31.12.03	5	
Finance Officer	S1	S	31.12.03		
Human Rights Officer	S1	S	31.12.03	5	
Senior Public Administrative Reform Adviser	S1	S	31.12.03		Retitle
Regional Centre in Tuzla					
Director	S4	S	31.12.03		
Human Rights Officer	S3	S	31.12.03		
Deputy Director	S2	S	31.12.03		
Political Adviser to RCD	S2	S	31.12.03		
Regional Education Co-ordinator	S2	S	31.12.03		
Rule of Law Legal Adviser	S2	S	31.12.03		
Senior Democratization Officer	S2	S	31.12.03		
Senior Human Rights Officer	S2	S	31.12.03		
Democratization Officer	S1	S	31.12.03	5	
Finance Officer	S1	S	31.12.03		
Human Rights Officer	S1	S	31.12.03	5	
Senior Public Administrative					

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Reform Adviser	S1	S	31.12.03		Retitle
Regional Centre in Mostar					
Director	S4	S	31.12.03		
Human Rights Officer	S3	S	31.12.03		
Deputy Director	S2	S	31.12.03		
Political Adviser to RCD	S2	S	31.12.03		
Regional Education Co-ordinator	S2	S	31.12.03		
Security Co-operation Officer	S2	S	31.12.03		
Senior Democratization Officer	S2	S	31.12.03		
Senior Human Rights Officer	S2	S	31.12.03		
Senior Public Administrative					
Reform Adviser	S2	S	31.12.03		Retitle
Democratization Officer	S1	S	31.12.03		
Human Rights Officer	S1	S	31.12.03	3	
Regional Centre in Sarajevo					
Director	S4	S	31.12.03		
Human Rights Officer	S3	S	31.12.03		
Deputy Director	S2	S	31.12.03		
Regional Education Co-ordinator	S2	S	31.12.03		
Rule of Law Legal Adviser	S2	S	31.12.03		
Senior Democratization Officer	S2	S	31.12.03		
Senior Human Rights Officer	S2	S	31.12.03		
Democratization Officer	S1	S	31.12.03	5	
Finance Officer	S1	S	31.12.03		
Human Rights Officer	S1	S	31.12.03	4	
Senior Public Administrative					
Reform Adviser	S1	S	31.12.03		Retitle
Regional Stabilization/Arms Control					
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		
Personal Representative	S4	S	31.12.03		
Implementation Officer	S2	S	31.12.03		
Special Adviser to the Personal					
Representative	S2	S	31.12.03		

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Special Adviser to the Personal Representative	S2	S	31.12.03		
Driver	S1	S	31.12.03		
Verification Co-ordination					
Verification Co-ordinator	S4	S	31.12.03		
Senior Operation Staff Officer	S2	S	31.12.03		
Analyst Staff Officer	S1	S	31.12.03		
Operation Staff Officer	S1	S	31.12.03		
Secretariat Augmentation					
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					
Secretary	G5	C	31.12.03		
Activities Relating to the Economic and Environmental Aspects of Security					
Senior Economic Affairs Officer	S2	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 (seconded staff)	G5	C	31.12.03		
Recruitment Assistant	G4	C	31.12.03		Upgraded as a result of Classification
Department of Management and Finance/Common Services					
Finance Services					
Senior Finance Assistant	G6	C	31.12.03		
Budget Assistant	G5	C	31.12.03		

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Treasury Assistant	G5	C	31.12.03		
Treasury Assistant	G4	C	31.12.03		
Finance Assistant	G4	C	31.12.03	3	
Information Technology Services					
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		
Mission Support Services					
Procurement Assistant	G5	C	31.12.03	2	
Supply Assistant (Fixed Assets Control)	G5	C	31.12.03		
Procurement Assistant	G4	C	31.12.03		
Secretary	G4	C	31.12.03		
Warehouse Assistant	G4	C	31.12.03		
Driver	G2	C	31.12.03	2	
Central Records and Documents Management					
Documents Assistant	G4	C	31.12.03		
<u>Mission in Kosovo</u>					
Department of the Head of Mission					
Mission Management					
Head of Mission	HOM	S	31.12.03		
Deputy Head of Mission	DHOM	S	31.12.03		
Director of the Office of Political Affairs	S4	S	31.12.03		
Director of Field Operation	S3	S	31.12.03		
Situation Centre/Senior Duty Officer	S3	S	31.12.03		Retitle
Chief Extra-Budgetary Operation					

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Officer	S2	S	31.12.03		Retitle
Mission Spokesperson	S2	S	31.12.03		
Policy Adviser	S2	S	31.12.03		
Political Officer	S2	S	31.12.03		
Senior Legal Adviser	S2	S	31.12.03		
Senior Political Adviser on Returns	S2	S	31.12.03		Retitle
Senior Public Affairs Officer	S2	S	31.12.03		
Belgrade Liaison Officer	S1	S	31.12.03		
Deputy Spokesperson	S1	S	31.12.03		Retitle
Executive Assistant	S1	S	31.12.03		
Executive Assistant to Head of Mission	S1	S	31.12.03		
Extra-Budgetary Operation Officer	S1	S	31.12.03		
Field Co-ordinator	S1	S	31.12.03		
Information Officer	S1	S	31.12.03		
Political Officer	S1	S	31.12.03	4	
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)	S2	S	31.12.03		
Adviser (Equal Opportunity Bureau)	S2	S	31.12.03		
Adviser (NGO Support Bureau)	S2	S	31.12.03		
Adviser (Human Rights policy Bureau)	S1	S	31.12.03		
Adviser (Kosovo Assembly Project)					Delete from 1.7.03
Adviser (Kosovo Assembly Project)					Delete from 1.7.03
OSCE Offices — Mission Management					
Head	S3	S	31.12.03	9	
Department for Democratization					
Deputy Director	S4	S	31.12.03		
Director	S4	S	31.12.03		
Senior Planning Officer	S3	S	31.12.03		Retitle
Senior Media Adviser	S3	S	31.12.03		
Democratization Information Officer	S1	S	31.12.03		Retitle
Budget/Administrative Officer	P2	C	31.12.03		

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Press and Media Officer					Transfer to Local Democratization Team and Retitle
Programme Officer, Ethnic Community Support					Transfer to Good Governance
Programme Officer, Ethnic Community Support					Transfer to Good Governance
Programme Officer, Gender Affairs					Transfer to Citizen participation Support
Programme Officer, Project Implementation					Transfer to Project Implementation Support
Good Governance/Central Assembly Support Team					
Programme Officer, Central Assembly Support	S2	S	31.12.03		Transfer from Office of the Director and Retitle
Programme Officer (Team Leader), Central Assembly Support	S1	S	31.12.03		Retitle
Programme Officer, Central Assembly Support	S1	S	31.12.03		Retitle
Programme Officer, Central Assembly Support	S1	S	31.12.03		
Good Governance/Municipal Assembly Support Team					
Programme Officer, (Team Leader) Municipal Assembly Support	S3	S	31.12.03		Retitle
Programme Officer, Municipal Assembly Support	S3	S	31.12.03		Retitle
Good Governance/Public Administration Support team					
Programme Officer, (Team Leader) Public Administration Support	S3	S	31.12.03		Retitle
Programme Officer, Public Administration Support	S1	S	31.12.03		Transfer from Office of the Director
Training and Civil Administration Support					Transfer to Local Democratization Team

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Reconciliation, Advocacy and Participation/Ethnic Community Support Team					
Programme Officer, (Team Leader) Ethnic Community Support	S3	S	31.12.03		Retitle
Programme Officer, Ethnic Community Support	S1	S	31.12.03		Retitle
Reconciliation, Advocacy and Participation Citizen Participation Support Team					
Programme Officer, (Team leader) Citizen Participation Support	S1	S	31.12.03		Retitle
Programme Officer, Citizen Participation Support	S2	S	31.12.03		Retitle
Programme Officer, Gender Affairs	S2	S	31.12.03		Transfer from Office of the Director
Reconciliation, Advocacy and Participation/Project Implementation Support Team					
Programme Officer, (Team Leader) Project Implementation	S3	S	31.12.03		Transfer from Office of the Director
Media and Journalism Support/Media Development Team					
Programme Officer, (Team Leader) Media Development	S1	S	31.12.03		Retitle
Programme Officer, Media Development	S1	S	31.12.03		Retitle
Programme Officer, Media Development	S1	S	31.12.03		Retitle
Programme Officer					Transfer to Local Democratization Team
Media and Journalism Support/Media Training					
Programme Officer, Media Training	S1	S	31.12.03		Retitle
Programme Officer, Media Training	S1	S	31.12.03		Retitle
Media and Journalism Support/Regional Media Co-ordination Team					
Programme Officer, (Team Leader) Regional Media Co-ordination	S1	S	31.12.03		Retitle

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
OSCE Offices — Democratization (Local Democratization Team)					
Democratization Officer	S1	S	31.12.03	17	
Democratization Officer, Team Leader)	S1	S	31.12.03	8	Retitle
Media Democratization Officer	S1	S	31.12.03		Transfer from Office of Director
Media Democratization Officer	S1	S	31.12.03		Transfer from Media and Journalism Support
Media Democratization Officer	S1	S	31.12.03		Transfer from NGO/Civil Society Development
Office of TMC/IMC					
Executive Director of the Independent Media Commission	S2	S	31.12.03		
Senior Media Analyst	S2	S	31.12.03		
Senior Media Regulatory Adviser	S2	S	31.12.03		
Senior Legal Adviser	S2	S	31.12.03		
Ombudsperson Institution					
Co-Head Investigation					Delete from 1.7.03
Deputy Ombudsperson					Delete from 1.7.03
Executive Director of the Ombudsperson Institution					Delete from 1.7.03
Department of Human Rights & Rule of Law					
Director	S4	S	31.12.03		
Analysis and Reports Co-ordinator	S3	S	31.12.03		
Institution Building Co-ordinator	S2	S	31.12.03		
Human Rights Legal Adviser	S1	S	31.12.03	3	
Budget/Administrative Officer	P2	C	31.12.03		
Human Rights					
Head of Human Rights Division	S4	S	31.12.03		
Chief of LSM	S3	S	31.12.03		
Senior Human Rights Training Co-ordinator	S3	S	31.12.03		
Human Rights Training Co-ordinator	S2	S	31.12.03	2	
Legal Adviser — Property Issues	S2	S	31.12.03		
Legal Adviser on Security Issues	S2	S	31.12.03		

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Legal Adviser on Victim Advocacy	S2	S	31.12.03		
Legal Analyst	S2	S	31.12.03	2	
Missing Person's Co-ordinator	S2	S	31.12.03		
Senior Human Rights Expert	S2	S	31.12.03		Retitle
Senior Human Rights Officer Non-Discrimination	S2	S	31.12.03		
Senior Human Rights Officer Property	S2	S	31.12.03		
Senior Human Rights Officer Security	S2	S	31.12.03		
Senior Human Rights Victim Advocacy	S2	S	31.12.03		
Senior Legal Adviser on Non-Discrimination	S2	S	31.12.03		Retitle
Rule of Law					
Senior Rule of Law Legal Adviser	S3	S	31.12.03		Retitle
Chief of Rule of Law liaison	S2	S	31.12.03		
Kosovo Judicial Institute					
Co-Director of Judicial Institute	S3	S	31.12.03		
Programme Co-ordinator	S3	S	31.12.03		
Judicial Training Officer	S2	S	31.12.03	2	
Kosovo Law Centre					
Special Adviser to the Director Kosovo Law Centre					Delete from 1.7.03
Programme Co-ordinator	S3	S	31.12.03		
Criminal Defence Resource Centre					
Senior Criminal Defence Adviser	S2	S	31.12.03		
Criminal Defence Adviser	S1	S	31.12.03		
OSCE Offices — Human Rights and Rule of Law					
Senior Human Rights Expert	S2	S	31.12.03	2	Retitle
Human Rights Officer	S1	S	31.12.03	28	
Legal System Monitor	S1	S	31.12.03	5	
Rule of Law Officer	S1	S	31.12.03	2	

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade of Post	Category*	Expiry Date of Post**	Number of Positions	Note
Main Programme					
Sub Programme					
Post Title					
Department for Elections					
Management and Administration					
Director of Election Operations	S4	S	31.12.03		
Deputy Director	S3	S	31.12.03		Retitle
Head of Operational Transition Division	S2	S	31.12.03		Retitle
PEMB Transition Officer	S2	S	31.12.03		Retitle
Senior EMB Transition Officer	S2	S	31.12.03		Retitle
Archive Officer	S1	S	31.12.03		
Senior Executive Officer	S1	S	31.12.03		Retitle
Senior Resources Planning Officer	S1	S	31.12.03		Transfer from Contracted to Seconded Position and Retitle
Administrative Officer	P2	C	31.12.03		
Political Entity Auditor	P2	C	31.12.03		
Central Election Commission					
Senior CEC/EWG Officer	S3	S	31.12.03		Retitle
Voter Services					
Senior Voter Data Projects Officer	S3	S	31.12.03		Retitle
Voter Data Project Officer	S1	S	31.12.03		
Political Party Services					
Senior Electoral Regulation Officer	S3	S	31.12.03		Retitle
Political Entity Project Co-ordinator	S1	S	31.12.03		
Elections Services					
Senior Best Practices Development Officer	P2	C	31.12.03		Transfer from Seconded to Contracted Position and Retitle, subject to classification
Head of Legal Transition	S3	S	31.12.03		Retitle

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Capacity Building					
Senior Trainer	S3	S	31.12.03		
Field Operation					
Senior Field Transition Officer	S2	S	31.12.03	6	Retitle
Information Technology					
Senior IT Officer	P3	C	31.12.03		Retitle
IT Officer	P2	C	31.12.03		
IT Officer	P2	C	31.12.03		
Police Education and Development					
Management					
Director-Police Education and					
Development	S4	S	31.12.03		
Executive Officer of the Director	S1	S	31.12.03		
Police Instructor	S3	S	31.12.03		Retitle
Administration					
Head of Administration and					
Support	S3	S	31.12.03		
Chief Finance and Administration					Delete
Chief General Services	S3	S	31.12.03		
Chief of Course Administration	S3	S	31.12.03		
Chief of Security/Transport					
Section	S3	S	31.12.03		
Administration Officer	S1	S	31.12.03		
Police Instructor	S1	S	31.12.03		
Police Instructor	S1	S	31.12.03		
Transportation Officer	S1	S	31.12.03		
Head of Educational Support					
Division	P4	S	31.12.03		Transfer from Seconded to Contracted position as of 1.7.03, grade subject to classification
Chief of Community Liaison	S3	S	31.12.03		
Chief of Management Supervision					
Training	S3	S	31.12.03		
Chief of Planning Section	S3	S	31.12.03		
Chief of Specialized Training	S3	S	31.12.03		
Chief of Staff Development	S3	S	31.12.03		
Chief of Traffic Training Section	S3	S	31.12.03		

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Head of Police Training Division	S3	S	31.12.03		
Chief of Curriculum	S2	S	31.12.03		
Chief of Firearms Training Section	S2	S	31.12.03		
Chief of Operational Police Skills Section	S2	S	31.12.03		
Chief of General Policing Section	S1	S	31.12.03		
Co-ordinator Bilateral Programme	S1	S	31.12.03		
Database Development	S1	S	31.12.03		
Deputy Chief of Curriculum Development	S1	S	31.12.03		
Deputy Chief of General Policing Section	S1	S	31.12.03		
Deputy Chief of Instructor Development	S1	S	31.12.03		
Deputy Head Advance and Specialized Training	S1	S	31.12.03		
Deputy Head Basic Training	S1	S	31.12.03		
Evaluator	S1	S	31.12.03		
Instructor Management Supervision	S1	S	31.12.03	10	
Instructor Specialized Training	S1	S	31.12.03	9	
Instructor Traffic Training	S1	S	31.12.03	3	
Instructor/Training Domestic Violence	S1	S	31.12.03		Retitle
Police Instructor	S1	S	31.12.03	31	
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		

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Human Resources Management					
Chief of Personnel	P4	C	31.12.03		
Chief of National Staff Unit	P3	C	31.12.03		
Personnel Officer	P2	C	31.12.03		
Personnel Officer	P2	C	31.12.03		
Personnel Officer	P2	C	31.12.03		
Personnel Officer	P2	C	31.12.03		
Chief Medical Officer	P5	C	31.12.03		
Senior Staff Counsellor	P4	C	31.12.03		
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		
Chief Property Control and Material Management	P3	C	31.12.03		Retitle as a result of classification
Transport Officer	P2	C	31.12.03		
Transport Officer	P2	C	31.12.03		
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		
Building Management Officer	P2	C	31.12.03		
Building Maintenance Officer	P2	C	31.12.03		Retitle and downgrade as a result of classification
Construction Engineer	P2	C	31.12.03		
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, Communications Section	P4	C	31.12.03		

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Chief, Information Technology Section	P4	C	31.12.03		
Chief, Radio Communication Unit	P3	C	31.12.03		
Chief, Telecommunications Unit	P3	C	31.12.03		
Database Design Officer	P3	C	31.12.03		
Information Technology Officer	P3	C	31.12.03		
Information Technology Officer	P3	C	31.12.03		
Communications Officer	P2	C	31.12.03		
Information Technology Officer	P2	C	31.12.03		
Administrative Technical Support Officer	P1	C	31.12.03		
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		
Liaison Cell in Skopje					
Chief of Administration and Support	S1	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	
Secretariat Augmentation					
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		

OSCE MID-YEAR REVIEW POST TABLE (continued)

<u>Fund</u>	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Situation/Communication Room Duty Officer	G5	C	31.12.03		
Human Resources Management Recruitment Recruitment Officer	P3	C	31.12.03	2	

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Recruitment and MSIS Assistant (seconded staff)	G5	C	31.12.03		
Recruitment Assistant (seconded staff)	G5	C	31.12.03		
Recruitment Assistant	G4	C	31.12.03		
Personnel Management					
Personnel Officer	P2	C	31.12.03		
Personnel Assistant	G5	C	31.12.03		
Personnel Clerk	G3	C	31.12.03		
Department of Management and Finance/Common Services					
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		
Budget Assistant	G5	C	31.12.03		
Finance Assistant	G5	C	31.12.03	2	
Treasury Assistant	G5	C	31.12.03		
Budget Assistant	G4	C	31.12.03		
Finance Assistant	G4	C	31.12.03		
Secretary — 50 per cent	G4	C	31.12.03		
Treasury Assistant	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 Communications Assistant	G6	C	31.12.03		
Senior Information Technology Assistant	G6	C	31.12.03		
Senior Programming Assistant (Oracle)	G6	C	31.12.03		
Senior Programming Assistant (REACT)	G6	C	31.12.03		

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Information Technology User Support Assistant (Help Desk)	G5	C	31.12.03		
Information Technology User Support Assistant (Helpdesk)	G5	C	31.12.03		
Kärntnerring	G5	C	31.12.03		
Programming Assistant	G5	C	31.12.03		
Mission Support Services					
Chief, Technical Support and Planning Unit	P4	C	31.12.03		Retitled as a result of proposed restructuring of Mission Support
Contracts Officer	P2	C	31.12.03		
Procurement Officer	P2	C	31.12.03		
Supply Officer	P2	C	31.12.03		
Procurement Assistant	G5	C	31.12.03	4	
Supply Assistant	G5	C	31.12.03		
Transport Assistant	G5	C	31.12.03		
Vehicle Management Assistant	G5	C	31.12.03		
Inventory Assistant	G4	C	31.12.03		
Procurement Clerk	G3	C	31.12.03		
Transport Clerk	G3	C	31.12.03		
Driver	G2	C	31.12.03		
Central Records and Documents Management					
Senior Documents and Information Assistant	G7	C	31.12.03		Retitle
Documents Assistant	G4	C	31.12.03	2	
ODIHR Augmentation					
Human Dimension Activities					
Political Adviser (Kosovo and the Stability Pact for the South East Europe)	P3	C	31.12.03		
Mission to Georgia					
Head Office					
Head of Mission	HOM	S	31.12.03		
Deputy Head of Mission	DHOM	S	31.12.03		
Head of Tskhinvali Field Office	S2	S	31.12.03		
Military Adviser	S2	S	31.12.03		
Monitoring Officer	S2	S	31.12.03	3	

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Political Officer, Abkhazia	S2	S	31.12.03		
Political Officer, South Ossetia	S2	S	31.12.03		
Project Co-ordinator	S2	S	31.12.03		Retitle
Spokesperson/Press and Public Information Officer	S2	S	31.12.03		
Chief Security Officer	P3	C	31.12.03		Retitle as a result of classification
Security Officer	P2	C	31.12.03		New Post
Human Dimension					
Democratization Officer	S2	S	31.12.03		
Head of Human Dimension	S2	S	31.12.03		
Human Dimension Officer	S2	S	31.12.03		
Human Rights and Democratization Officer, Abkhazia, Georgia	S2	S	31.12.03		
Human Rights Officer	S2	S	31.12.03		
Legal Adviser	S2	S	31.12.03		
Economic and Environmental Dimension					
Economic and Environmental Officer	S2	S	31.12.03		
Administration and Finance Services					
Head of Administration and Finance Services	P4	C	31.12.03		
Chief of Finance	P3	C	31.12.03		
Chief, General Services	P3	C	31.12.03		Retitled as a result of classification
Chief, Human Resource Management	P3	C	31.12.03		Retitled as a result of classification
Chief, Communications/IT	P3	C	31.12.03		New Post
Transport Officer	P2	C	31.12.03		New Post
Documents and Records Management Officer	S1	S	31.12.03		New Post
Border Monitoring Operation					
Head of Border Monitoring Operation	S4	S	31.12.03		

OSCE MID-YEAR REVIEW POST TABLE (continued)

Fund	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
Deputy Head of Border Monitoring Operation	S3	S	31.12.03		
BMO Deputy Logistics Officer	S1	S	31.12.03		
BMO Deputy Operations Officer	S1	S	31.12.03		
BMO Logistics Officer	S1	S	31.12.03		
BMO Logistics Officer	S1	S	31.12.03		Transfer form the Border between Georgia and Dagestan Republic of the Russian Federation
BMO Chief Operations Officer	S3	S	31.12.03		Retitle
BMO Operations Officer	S1	S	31.12.03		Transfer form the Border between Georgia and Dagestan Republic of the Russian Federation
BMO Training Officer	S1	S	31.12.03		
Border Monitor	S1	S	31.12.03		Retitle
Border Monitor	S1	S	31.12.03		Retitle
Border Monitor	S1	S	31.12.03		Retitle
Border Monitor	S1	S	31.12.03		Retitle
Border Monitor	S1	S	31.12.03	36	
Border Monitor	S1	S	31.12.03	67	Transfer form the Border between Georgia and Dagestan Republic of the Russian Federation
Border Monitor	S1	S	31.12.03	21	Transfer from Enhancement of the Border Monitoring Operation budgeted for five months
Personal Assistant to the HoBMO	S1	S	31.12.03		
Administrative Officer	P3	C	31.12.03		Retitle
The Border between Georgia and Dagestan Republic of the Russian Federation					
BMO Logistics Officer					Transfer to Border Monitoring Operation

OSCE MID-YEAR REVIEW POST TABLE (continued)

<u>Fund</u>	Grade	Category*	Expiry	Number	Note
Main Programme	of Post		Date of	of	
Sub Programme			Post**	Positions	
Post Title					
	BMO Operations Officer				Transfer to Border Monitoring Operation
	Border Monitor				Transfer to Border Monitoring Operation
Enhancement of the Border Monitoring Operation					
Border Monitor					Transfer to Border Monitoring Operation

* S = Seconded, C = Contracted

** Expiry date does not reflect PC approved mandate duration