Organization for Security and Co-operation in Europe
Permanent Council

PC.DEC/590
24 December 2003

Original: ENGLISH

489th Plenary Meeting
PC Journal No. 489, Agenda item 1

DECISION No. 590
APPROVAL OF THE OSCE'S 2004 UNIFIED BUDGET

The Permanent Council,

I.   Acting in accordance with the relevant provisions of the Financial Regulations and Decision No. 553 of 27 June 2003,

1.   Approves the 2004 Unified Budget contained in Annex I;

2.   Approves the Post Table contained in Annex II;

II.   Welcoming the efforts of the Advisory Committee on Management and Finance to ensure significant improvements in the quality of the budget information,

1.   Tasks the Advisory Committee on Management and Finance, in close consultation with the Secretariat, with completing its review of the structure and format of the OSCE's Unified Budget in time for the preparation of the 2005 Unified Budget;

2.   Underlining the need to further improve both the transparency and the management of the OSCE's project-based activities, requests the Secretary General (a) to ensure that appropriate information on such activities is made available in the context of the 2005 Programme Outline, and (b) to develop relevant proposals on project management for consideration by the Advisory Committee on Management and Finance prior to submission of the OSCE's 2005 Unified Budget proposal;

III.   Recalling the approval of the OSCE's Staff Regulations and welcoming in this regard the subsequent efforts to rationalize the staff costs categories,

1.   Endorses the Secretary General's methodology outlined in document SEC.GAL/174/03 and its attachments for determining the board and lodging allowances and decides to implement the resulting rates over a three-year period in accordance with the Table in Annex III. Furthermore, decides to review the BLA rates   in 2006 based on the different elements used in this methodology;

2.   Requests the Secretary General to complete the ongoing review of the local staff salary scales and to submit his proposals to the Advisory Committee on Management

and Finance with a view to addressing any budgetary implications thereof in the context of the Mid-Year Review of the 2004 Unified Budget;

3.   Endorses the recommendation of the Advisory Committee on Management and Finance to defer consideration of the requested upgrading of positions in the Organization to 2004, and tasks it with completing its review in time for any budgetary implications thereof to be addressed in the context of the Mid-Year Review of the 2004 Unified Budget;

4.   Tasks the Advisory Committee on Management and Finance with further consideration of the issue of the harmonization of the Provident Fund with the United Nations Joint Pension Fund Scheme;

IV.   Referring to the OSCE's security management system,

1.   Notes the allocation of extra resources in this respect and requests the Secretary General to report, as appropriate, on the ongoing review of the Organization's security management system;

V.   Referring to the Organization's operational and other running costs,

1.   Recalls Permanent Council Decision No. 527 of 30 December 2002 and reiterates its request to the Secretary General to review the appropriateness of existing transportation policies, including the number and use of the Organization's vehicles;

2.   Endorses the vehicle replacement plans of the OSCE Mission in Kosovo and the OSCE Spillover Monitor Mission to Skopje;

3.   Requests the Secretary General to take the necessary steps to further rationalize the use of the Organization's travel budgets;

4.   Commends the Secretary General for his efforts to rationalize the information and communication technology (ICT) cost category and requests him to continue to take the necessary measures to further improve the Organization's policies and practices in this respect;

5.   Recalls that according to the Memoranda of Understanding signed between the OSCE and the majority of host countries of OSCE field operations, the premises of the OSCE's field operations should be made available by these host countries free of charge to the Organization and, in this regard, requests the Secretary General to consult with those host countries where this arrangement is not observed. Requests also the Secretary General to consider further ways to reduce rental costs for premises of all OSCE operations;

6.   Requests the Secretary General to take the necessary measures to improve, as appropriate, the use of the Organization's representation budgets and submit a relevant proposal to the Permanent Council for consideration in the course of 2004. Decides to allocate, as an exceptional measure for 2004, a special additional provision

to the representation cost category as listed in Annex IV, to be used by the Heads of
OSCE field operations in connection with their representational duties;

VI.   Recalling Ministerial Council Decision No. 4/03 of 2 December 2003 regarding the
offers by Germany, Belgium and France to host, respectively, an OSCE Conference on
Anti-Semitism, an OSCE Conference on Racism, Xenophobia and Discrimination, and a
forward-looking event on the use of the internet for propagating hate crimes,

1.   Requests the Secretary General to elaborate a cost-sharing arrangement between the
        OSCE and these three hosting countries whereby the OSCE's total share in the costs
        shall not exceed the provision hereby allocated in the 2004 Unified Budget;

2.   Tasks the Advisory Committee on Management and Finance with reviewing this
        cost-sharing arrangement prior to its taking effect;

3.   Notes the allocation of resources to the ODIHR resulting from the Ministerial Council
        decisions of 2 December 2003 and requests the Secretary General to provide the
        Advisory Committee on Management and Finance with information on the precise
        distribution of these resources in view of possible adjustments to the ODIHR's Post
        Table;

VII.   Referring to the Secretariat's system of support to field operations ("augmentation"),

1.   Tasks the Advisory Committee on Management and Finance (a) with addressing this
        outstanding issue in the context of both the Secretary General's ongoing review of the
        Secretariat's structures and the upcoming review of the scales of contribution and
        (b) with ensuring that this system is treated in a manner consistent with the
        Organization's commitment to financial, administrative and budgetary transparency;

VIII.   Referring to issues relating to specific OSCE field operations,

1.   Notes that it will further consider the financing requirements for the OSCE's border
        monitoring operation in Georgia in the context of its mid-year deliberations of the
        BMO's mandate;

2.   Welcomes the administrative start-up of the OSCE Academy in Bishkek and hereby
        decides to allocate a final provision for funding its activities;

3.   In view of Permanent Council Decision No. 588 of 18 December 2003, in order to
        reflect the focused and updated mandate of the OSCE Presence in Albania, requests
        the Secretary General to submit to the Permanent Council, through the Advisory
        Committee on Management and Finance, an adjusted budget proposal in the context
        of the mid-year review, taking into account the need to improve the efficiency and
        cost-effectiveness of its activities;

4.   Referring to the OSCE Mission in Kosovo (OMiK),

        (a)   Authorizes the Secretary General to make the appropriate allotments from
                OMiK's 2004 approved budget for the purpose of remunerating the local staff

of the Kosovo Police Service School at current OSCE salary scales. In this regard, requests the Secretary General to submit to the Permanent Council by 31 January 2004, through the Advisory Committee on Management and Finance, relevant proposals for adjustments to OMiK's 2004 budget, which shall, consequently, under no circumstance exceed the level of its budget hereby approved;

(b)   Tasks the Advisory Committee on Management and Finance to obtain the necessary clarification about the funding arrangements between OMiK and UNMIK, in particular relating to the local staff of the Kosovo Police Service School, and to submit recommendations on this issue to the Permanent Council in time for a further administrative and budgetary decision in this regard to be taken by 31 March 2004.

THE UNIFIED 2004 BUDGET

Fund	
Main Programme	**EUR**
Programme	

I. FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS

The Secretariat

Secretary General and Central Services

Executive Management	857,100
Press and Public Information	1,099,300
External Co-operation	625,000
Legal Services	272,400
Gender Issues	158,900
Security Management	310,900
Total	**3,323,600**

Chairman in Office

Short-term Missions, Visits of CiO and PR of CiO	225,000
Advisory Committee on Management and Finance	15,000
Special Representative on Combating Trafficking in Human Beings	133,700
Total	**373,700**

Special Unit on Combating Trafficking in Human Beings

Special Unit on Combating Trafficking in Human Beings	305,900
Total	**305,900**

Internal Oversight

Internal Oversight	913,900
Total	**913,900**

Strategic Police Matters Unit

Strategic Police Matters	677,700
Total	**677,700**

Action Against Terrorism Unit

Action Against Terrorism	433,700
Total	**433,700**

Activities Related to Economic and Environmental Aspects of Security

Co-ordinator of OSCE Economic and Environmental Activities	967,300
Economic Forum Meeting	395,000
Total	**1,362,300**

THE UNIFIED 2004 BUDGET (continued)

Fund	
Main Programme	**EUR**
Programme	

Conflict Prevention

Direction and Management	350,500
Mission Programme Section	734,200
Project Co-ordination Cell	139,400
Communications Network	666,000
FSC Support Unit	381,000
Operation Planning Unit and Situation/Communications Room	929,800
Total	**3,200,900**

Human Resources Management

Direction and Management	388,900
Recruitment	495,800
Personnel Management	625,100
Training Section	642,600
Total	**2,152,400**

Department of Management and Finance

Direction and Management	368,100
Finance Service	1,098,000
Information and Communication Technology	3,102,300
Mission Support Services	2,628,700
Central Documents and Records Management	276,700
Conference and Language Services Vienna	5,618,000
Prague Office	413,400
Total	**13,505,200**

Total for The Secretariat	**26,249,300**

Office for Democratic Institutions and Human Rights

Direction and Policy	1,536,700
Fund Administration Unit	2,342,500
Elections	3,930,900
Democratization	1,249,900
Roma and Sinti Issues	310,100
Human Rights	795,600
Total	**10,165,700**

High Commissioner on National Minorities

Office of High Commissioner	1,279,700
Fund Administration Unit	643,400

THE UNIFIED 2004 BUDGET (continued)

Fund	
Main Programme	**EUR**
Programme	
Conflict Prevention Activities	641,800
Total	**2,564,900**
Representative on Freedom of the Media	
Office of Representative	316,400
Freedom of the Media	662,400
Total	**978,800**
Total for Funds Related to the Secretariat and Institutions	**39,958,700**

II. FUNDS RELATED TO OSCE FIELD OPERATIONS

South-Eastern Europe

Mission to Kosovo	
Office of Head of Mission	2,389,700
Fund Administration Unit	15,652,500
Democratization	5,842,300
Temporary Media Commission/IMC	144,700
Ombudsperson Institution	424,800
Human Rights and Rule of Law	4,762,500
Elections	5,148,300
Police Education and Development	4,808,500
Total for the Mission	**39,173,300**
Secretariat Augmentations	**3,224,500**
ODHIR Augmentations	**263,700**
Grand Total	**42,661,500**
Tasks in Bosnia and Herzegovina	
Office of Head of Mission	1,815,700
Fund Administration Unit	3,426,000
Security Co-operation	1,186,700
Public Administration Reform	1,799,200
Education	1,889,300
Democratization	3,198,900
Human Rights and Rule of Law	4,348,100
Total of the Mission	**17,663,900**

Regional Stabilization/Arms Control

THE UNIFIED 2004 BUDGET (continued)

Fund **Main Programme** Programme	**EUR**
Implementation of Articles II and IV	536,200
Total Regional Stabilization/Arms Control	**536,200**
Secretariat Augmentations	**1,252,900**
Grand Total	**19,453,000**
Mission to Croatia	
Office of Head of Mission	1,185,700
Fund Administration Unit	2,635,000
Return and Integration	2,166,400
Rule of Law (including Police)	2,160,100
Democratization	1,959,400
Total for the Mission	**10,106,600**
Secretariat Augmentation	**297,700**
Grand Total	**10,404,300**
Mission to Serbia and Montenegro	
Office of Head of Mission	950,600
Fund Administration Unit	3,021,000
Police Affairs	2,485,900
Economic and Environmental	321,300
Human Rights and Rule of Law	1,241,500
Democratization	1,267,100
Media	572,900
Grand Total	**9,860,300**
Presence in Albania	
Office of Head of Mission	804,300
Fund Administration Unit	639,400
Security Co-operation	804,700
Democratization	802,000
Human Rights and Rule of Law	725,500
Grand Total	**3,775,900**
Spillover Monitor Mission to Skopje	
Office of Head of Mission	1,684,600
Fund Administration Unit	4,030,400
Police Development	3,900,500

THE UNIFIED 2004 BUDGET (continued)

Fund **Main Programme** Programme	**EUR**
Confidence-Building	1,369,200
Rule of Law	1,636,500
Media Development	465,200
Public Administration Support	502,700
Total for the Mission	**13,589,100**
Secretariat Augmentation	**156,500**
Grand Total	**13,745,600**
Total for South-Eastern Europe	**99,900,600**
Eastern Europe	
Mission to Moldova	
Office of Head of Mission	292,300
Fund Administration Unit	492,300
Conflict Prevention/Resolution	262,000
Human Right Monitoring/Democratization	451,600
Total	**1,498,200**
Project Co-ordinator in Ukraine	
Office of Head of Mission	163,100
Fund Administration Unit	187,300
Support to the Ukraine Institutions through Projects	734,900
Total	**1,085,300**
Office in Minsk	
Office of Head of Mission	360,400
Fund Administration Unit	157,900
Economic and Environmental Activities	212,300
Institution-Building, Rule of Law and Civil Society	211,500
Total	**942,100**
Representative to the Estonian Commission on Military Pensioners	
Office of Head of Mission	102,200
Fund Administration Unit	21,100
Total	**123,300**
Representative to the Latvian-Russian Joint Commission on Military Pensioners	

THE UNIFIED 2004 BUDGET (continued)

Fund **Main Programme** Programme	**EUR**
Office of Head of Mission	12,200
Total	**12,200**
Total for Eastern Europe	**3,661,100**
Caucasus	
Mission to Georgia	
Office of Head of Mission	1,643,200
Fund Administration Unit	2,262,800
Political and Military Aspects Security and Police Aspects	889,800
Border Monitoring Operations	15,100,400
Economic and Environmental Activities	186,700
Human Dimension Activities	1,189,000
Total	**21,271,900**
Office in Yerevan	
Office of Head of Mission	195,600
Fund Administration Unit	343,900
Politico-Military Activities	345,300
Economic and Environmental Activities	244,600
Human Dimension Activities	209,600
Total	**1,339,000**
Office in Baku	
Office of Head of Mission	189,600
Fund Administration Unit	267,800
Politico-Military Activities	371,700
Economic and Environmental Activities	258,400
Human Dimension Activities	470,100
Total	**1,557,600**
High Level Planning Group	
Office of Head of Mission	211,400
Total	**211,400**
The Minsk Process	
Office of Head of Mission	953,300
Total	**953,300**
Personal Representative of the CIO	

THE UNIFIED 2004 BUDGET (continued)

Fund **Main Programme** Programme	**EUR**
Office of Head of Mission	642,700
Fund Administration Unit	247,300
Total	**890,000**
Total for Caucasus	**26,223,200**

Central Asia

Centre in Almaty

Office of Head of Mission	108,000
Fund Administration Unit	458,200
Support for the Democratic Development of Political Institutions	206,500
Economic Development and Ecological Improvement	201,800
Capacity-Building and Civil Society Support	137,600
Democratic Development and Freedom of Media	398,900
Total	**1,511,000**

Centre in Ashgabad

Office of Head of Mission	159,500
Fund Administration Unit	161,600
Support for Building up Democratic Society, Rule of Law and Market Reforms	805,400
Total	**1,126,500**

Centre in Bishkek

Office of Head of Mission	268,000
Fund Administration Unit	356,500
Enhancing Political Stability and Democracy	156,100
Scientific Co-operation in the Second Dimension	235,100
Human Dimension Activities	267,200
Democratic Transformation	455,900
Assistance to the Legal Reform Process	172,500
Total	**1,911,300**

Centre in Tashkent

Office of Head of Mission	133,200
Fund Administration Unit	337,900
Good Governance Programme	347,900
Democratization and Rule of Law Programme	278,500
Parliamentary Reform Programme	177,800
Anti-Trafficking Programme	150,000

THE UNIFIED 2004 BUDGET (continued)

Fund	
Main Programme	**EUR**
Programme	
Media Programme	65,000
Education for Young People Programme	127,800
Total	**1,618,100**
Centre in Dushanbe	
Office of Head of Mission	195,300
Fund Administration Unit	914,900
Supporting Economic Development in Tajikistan	528,400
Addressing Environmental Issue — Capacity-Building	253,000
Promoting Democratization in Tajikistan	396,000
Fostering Democratization of Media in Tajikistan	440,800
Fostering Political Dialogue and Security	458,000
Mine Action in Tajikistan	360,800
Gender Awareness and Equality in Tajikistan	308,100
Total	**3,855,300**
Total for Central Asia	**10,022,200**
Total for Funds Related to the OSCE Field Operations	**139,807,100**
Total OSCE Unified Budget	**179,765,800**

POST TABLE

Fund	Post Title	Grade	Number of Post	Note
The Secretariat				
	Secretary General and Central Services			
	Programme A.1.1.: Executive Management			
	Secretary General	SG	1	
	Director, Office of the Secretary General	D1	1	See Note 1
	Senior Adviser	P4	1	
	Executive Officer	P3	1	
	Personal Assistant to the SG	S	1	
	Senior Assistant, OSG	G6	1	
	Secretary, OSG	G5	1	
	Programme A.1.2.: Press and Public Information			
	Spokesperson/Head of Press and Public Information	P5	1	
	Senior Public Information Officer	P4	1	
	Press Officer (Russian Language)	P3	1	
	Public Website Manager	P3	1	
	Press Officer	P3	1	
	Editor	P3	1	
	Web-developer	P2	1	
	Press and Public Information Assistant	G5	1	
	Secretary	G4	1	See Note 1
	Programme A.1.3.: External Co-operation			
	Head, External Co-operation Section	P5	1	
	Senior External Co-operation Officer	P4	2	
	External Co-operation Officer	P3	1	
	External Co-operation Officer	S	2	
	Senior External Co-operation Assistant	G6	1	
	Secretary	G4	1	
	Programme A.1.4.: Legal Services			
	Senior Legal Adviser	P5	1	
	Legal Officer	P2	1	New post, subject to classification
	Legal Officer	P2	1	See Note 1
	Secretary	G4	1	
	Programme A.1.5.: Security Management			
	Senior Security Co-ordinator	P4	1	
	Field Security Officer	P3	1	New post, subject to classification budgeted for 9 months
	Protective Services Officer	P2	1	New post, subject to classification budgeted for 9 months
	Secretary	G3	0.5	New post, subject to classification

POST TABLE (continued)

Fund Post Title	Grade	Number of Post	Note
Programme B.3.1.: Gender Issues			
Senior Adviser on Gender Issues	P4	1	
Secretary	G4	1	
Chairman-in-Office			
Programme B.3.1.: Combating Trafficking in Human Beings			
Special Representative	–	1	New post
Anti-Trafficking Assistance Unit			
Programme B.3.2.: Anti-Trafficking Assistance Unit			
Senior Adviser	P4	1	New post, subject to classification
Adviser	P3	2	New post, subject to classification
Executive Officer	S	1	New post
Secretary	G4	1	New post, subject to classification
Internal Oversight			
Programme A.1.5.: Internal Oversight			
Director of Internal Oversight	D2	1	
Head, Internal Audit and Deputy Director	P5	1	
Head, Evaluation and Management Audit Services/Deputy Director for Internal Oversight	P5	1	
Senior Auditor	P4	1	New post, subject to classification
Auditor	P3	2	
Auditor	P3	1	New post, subject to classification
Senior Auditing Assistant	G6	1	
Senior Auditing Assistant	G6	1	
Strategic Police Matters			
Programme B.4.1.: Strategic Police Matters			
Police Affairs Officer (Uniform and Support)	P4	1	See Note 1
Police Affairs Officer (Training)	P4	1	
Programme Co-ordinator	P4	1	
Information Management Officer	P3	1	
Police Affairs Officer (Anti-Trafficking)	S	1	New post
Senior Police Adviser	S	1	
Executive Officer	S	1	
Police Affairs Officer (Crime)	S	1	
Police Affairs Officer (Police-Borders, Military and ATU Liaison)	S	1	
Secretary	G4	1	
Administrative Assistant	G3	1	New post, subject to classification
Action Against Terrorism Unit			
Programme B.1.1.: Action Against Terrorism Unit			
Programme Co-ordinator	P3	1	See Note 1
Programme Officer	P3	1	New post, subject to classification
Programme Officer	P1	1	New post, subject to classification

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Head on Anti-Terrorism Issues	S	1	
	Adviser on Anti-Terrorism Issues	S	1	
	Secretary	G4	1	

Activities Relating to the Economic and Environmental
Programme B.2.1.: Co-ordinator of OSCE Economic and Environmental Activities

Fund	Post Title	Grade	Number of Post	Note
	Co-ordinator of OSCE Economic and Environmental Activities	D2	1	
	Deputy Co-ordinator of OSCE Economic and Environmental Activities	P5	1	
	Senior Economic Adviser	P5	1	
	Senior Programme Officer	P4	1	
	Economic/Environmental Affairs Officer	P3	1	
	Associate Programme Officer (Economic Security Issues)	P2	1	
	Associate Programme Officer (Environmental Security Issues)	P2	1	
	Environmental Adviser	S	1	
	Economic and Environmental Adviser	S	1	
	Senior Economic Affairs Officer	S	1	
	Senior Secretary	G5	1	
	Administrative Secretary	G4	1	
	Project Secretary	G4	1	See Note 1

Conflict Prevention
Programme A.1.6.: Direction and Management

Fund	Post Title	Grade	Number of Post	Note
	Director of the Conflict Prevention Centre	D2	1	
	Planning and Co-ordination Officer	P3	1	
	Senior Secretary	G5	1	
	Secretary	G4	1	

Programme A.1.7.: Mission Programme Section

Fund	Post Title	Grade	Number of Post	Note
	Deputy Director of the Conflict Prevention Centre/Head of Mission Programme Section	P5	1	See Note 1
	Senior Mission Programme Officer	P4	3	
	Mission Programme Officer	P3	1	
	Mission Programme Officer	P3	1	
	Mission Programme Officer	S	1	
	Junior Mission Programme Officer	S	3	
	Mission Programme Assistant	G5	1	

Programme A.1.9.: Project Co-ordination Cell

Fund	Post Title	Grade	Number of Post	Note
	Senior Project Management Co-ordinator	P4	1	
	Project Assistant	G6	1	New post, subject to classification

Programme B.1.1.: Communications Network

Fund	Post Title	Grade	Number of Post	Note
	Senior Network Management Officer	P4	1	

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Network Management Officer	P3	1	
	Programme B.1.2.: Forum for Security Co-operation (FSC) – Support Unit			
	Senior Communications Network Officer	P4	1	
	Senior FSC Support Officer	P4	1	
	CSBM Officer	P3	1	
	FSC Support Officer	S	1	
	Secretary	G4	1	See Note 1
	Programme B.1.3.: Operations Planning Unit and Situation/Communication Room			
	Head of Operations Planning Unit	P5	1	
	Resource Planner	P4	1	
	Military Liaison Officer	P4	1	
	Programme Management Officer	P3	1	New post, subject to classification
	Chief, Situation/Communications Room	S	1	
	Border Issues Co-ordination Officer	S	1	
	Analyst/Researcher	S	1	
	Senior Border Issues Co-ordinator	S	1	New post
	Deputy Chief, Situation/Communication Room	G6	1	
	Duty Officer	G5	2	
	Secretary	G4	1	
	Human Resources Management			
	Programme A.2.1.: Direction and Management			
	Director for Human Resources	D2	1	
	Senior Adviser to Director for Human Resources	S	1	
	Senior Secretary	G5	1	
	Programme A.2.2.: Recruitment			
	Deputy Director/Chief Recruitment Section	P5	1	
	Staffing Co-ordinator	S	1	
	Senior Recruitment Assistant (seconded staff)	G6	1	
	Senior Recruitment Assistant	G6	2	
	Recruitment Assistant (seconded staff)	G5	1	
	Programme A.2.3.: Personnel Management			
	Chief, Personnel Section	P4	1	
	Personnel Officer	P3	1	
	Senior Personnel Assistant	G6	4	
	Personnel Assistant	G4	1	
	Personnel Clerk	G3	1	
	Programme A.2.4.: Training Section			
	OSCE Training Co-ordinator	P4	1	
	Training Officer	P3	1	

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Training Officer	P2	1	
	Training Officer	S	1	
	Senior Training Assistant	G6	1	
	Training Assistant	G4	1	
	Training Clerk	G3	1	
	Department of Management and Finance			
	Programme A.2.5.: Direction and Management			
	Director for Management and Finance – 50 per cent	D2	0.5	
	Financial Controller	P5	1	
	Planning and Co-ordination Officer	P3	1	
	Senior Secretary	G5	1	
	Programme A.2.6.: Finance Services			
	Deputy Director for Finance	P5	1	
	Chief, Budget Unit	P4	1	
	Chief, Accounts Unit	P4	1	
	Treasurer	P3	1	
	Budget Officer	P3	2	
	Budget Officer (Extra-budgetary funds)	P3	1	
	Finance Officer	P2	1	
	Senior Treasury Assistant	G6	1	
	Senior Finance Assistant	G6	2	
	Administrative Secretary	G5	1	
	Programme A.2.7.: Information and Communication Technology			
	Head, Information Technology Services	P5	1	
	Chief, Infrastructure Support	P4	1	
	Chief, ERP System	P4	1	
	Chief, Databases Information Systems	P4	1	
	Chief, Technical and Networking Unit	P3	1	
	Chief, Communications Unit	P3	1	
	Communications Officer	P2	1	
	Senior Information Technology Assistant (Internet/Intranet)	G7	1	
	Senior Application Specialist	G7	1	
	Senior Corporate ERP Application Specialist	G7	1	
	Senior Information Technology Assistant	G6	1	
	Senior Information Technology Assistant (Hofburg)	G6	1	
	Senior Information Technology Assistant (GroupWare System Admin)	G6	1	
	Technical Assistant	G5	1	
	Information Technology User Support Assistant (Help Desk/LAN)	G5	1	
	Programme Assistant	G5	1	

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Information Technology User Support Assistant (Help Desk)	G5	1	See Note 1
	Information Technology Clerk – 50 per cent	G3	0.5	
	Programme A.2.8.: Mission Support Services			
	Deputy Director for Mission Support	P5	1	
	Chief, Procurement and Contracting Unit	P4	1	
	Chief, Asset Management Unit	P4	1	
	Building Support Officer	P3	1	
	Chief, Administrative Services Unit	P2	1	See Note 1
	Asset Management Officer	P2	1	New post, subject to classification
	Materials Management Officer	P2	1	New post, subject to classification
	Asset Assistant	G6	1	New post, subject to classification
	Supervisor, Travel and General Support	G6	1	
	Mission Planning Assistant	G6	1	New post, subject to classification
	Bar Coding Assistant	G5	1	New post, subject to classification
	Asset/Inventory Assistant	G5	1	New post, subject to classification
	Administrative Secretary	G5	1	
	Travel Assistant	G4	1	See Note 1
	Asset Clerk	G4	1	New post, subject to classification
	Receptionist	G3	1	
	Driver	G3	1	
	Cleaner	G1	3	
	Programme A.2.9.: Central Records and Documents Management			
	Chief, Central Records and Documents Management Section	P4	1	
	Information Management Officer	P3	1	New post
	Senior Records Management Assistant	G6	1	
	Registry Assistant	G4	1	
	Programme A.2.10.: Conference and Language Services Vienna			
	Director for Management and Finance – 50 per cent	D2	0.5	
	Deputy Director for Conference Services	P5	1	
	Chief, Language Services Section	P4	1	
	Financial Management Officer	P3	1	
	Conference Officer	P3	1	
	Security Officer	G7	1	
	Senior Language Services Assistant	G6	1	
	Senior Meetings Assistant	G6	2	
	Supervisor, Text Control and Processing Unit	G6	1	
	Senior Meetings Assistant	G6	1	New post, subject to classification
	Supervisor, Meetings Support and Documents Unit	G6	1	
	Protocol Assistant	G5	1	
	Secretary	G5	1	

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Assistant Supervisor, Text Control and Processing Unit	G5	1	
	Support Services Assistant	G4	1	
	Assistant Supervisor, Meetings Support and Documents Unit	G4	1	
	Administrative Secretary	G4	1	
	Word Processing Operator	G4	12	
	Text Control and Reference Assistant – 50 per cent	G4	0.5	
	Reproduction Equipment Operator	G3	1	
	Information Technology Clerk – 50 per cent	G3	0.5	
	Meeting Room Attendant	G3	3	
	Meeting Room Attendant	G3	1	
	Switchboard Operator	G2	1	

Programme A.2.11.: Prague Office

Fund	Post Title	Grade	Number of Post	Note
	Head of Office and Officer in Charge of Meetings	S	1	
	Senior Documentation and Information Assistant	G7	1	
	Senior Information Technology Assistant	G6	1	
	Senior Finance and Administrative Assistant	G6	1	
	Archives Assistant	G5	1	
	Secretary	G4	1	See Note 1
	Information Technology Assistant	G4	1	
	Cleaner/Photocopier	G1	1	

Office for Democratic Institutions and Human Rights (ODIHR)

Programme A.1.1.: Direction and Policy

Fund	Post Title	Grade	Number of Post	Note
	Director of the ODIHR	–	1	
	First Deputy Director of the ODIHR	D1	1	See Note 1
	Second Deputy Director for Common Service Department	P5	1	See Note 1
	Project Co-ordinator	P4	1	New post, subject to classification
	Spokesperson/Press and Public Affairs Adviser	P3	1	
	Assistant Public Affairs Officer	P1	1	
	Web Developer	P1	1	See Note 1
	Special Adviser	S	1	
	Senior Political Adviser	S	1	
	Special Adviser	S	1	
	Personal Assistant	G6	1	See Note 1

Programme A.2.1 .: Fund Administration Unit

Fund	Post Title	Grade	Number of Post	Note
	Chief, Finance Unit	P3	1	See Note 1
	Chief, Information Technology Unit	P3	1	
	Human Resources Adviser	P3	1	New post, subject to classification
	Finance Officer	P2	1	See Note 1

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Administrative Officer	P2	1	
	Assistant Procurement Officer	P1	1	
	Senior Finance Assistant	G7	1	
	Senior Administrative Assistant	G6	1	
	Senior Information Technology Assistant	G6	1	
	Senior Logistics Assistant	G6	1	
	Administrative Assistant	G5	1	
	Procurement Assistant	G5	1	
	Procurement/Inventory Assistant	G5	1	
	Personnel Assistant	G5	1	
	Information Technology Assistant	G5	2	
	Information Technology Assistant	G5	1	
	Budget Assistant	G5	3	
	Programme Finance Assistant	G5	4	
	Accounting Assistant	G5	1	
	Finance Assistant	G5	1	
	Finance Assistant	G5	3	
	Treasury Assistant	G5	1	
	Maintenance/Administrative Assistant	G5	1	
	Supply Assistant	G4	1	
	Registry and Documents Assistant	G4	1	
	Receptionist	G3	1	
	Receptionist – 50 per cent	G3	0.5	
	Driver/Messenger	G3	1	

Programme B.3.1.: Elections

	Post Title	Grade	Number of Post	Note
	Head of Election Section	P5	1	See Note 1
	Deputy Head, Election Section	P4	1	
	Deputy Head, Election Section	P4	1	Retitle, subject to classification
	Election Adviser	P3	5	
	Senior Document Control and Information Management Assistant	G7	1	
	Senior Administrative Assistant	G6	1	
	Administrative/Travel Assistant	G5	1	
	Administrative Assistant	G5	1	

Programme B.3.2.: Democratization

	Post Title	Grade	Number of Post	Note
	Head of Democratization Section	P5	1	See Note 1
	Chief, Rule of Law Unit	P4	1	
	Chief, Migration/Freedom of Movement Unit	P4	1	
	Head of Legislative Support Unit	P4	1	New post, subject to classification
	NGO Adviser	P3	1	See Note 1
	Adviser on Anti-Trafficking Issues	P3	1	See Note 1
	Gender Adviser	P3	1	See Note 1
	Rule of Law Officer	P2	1	
	Officer on Anti-Trafficking Issues	P2	1	
	NGO Officer	P2	1	See Note 1

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Freedom of Movement/Migration Officer	P2	1	
	Gender Officer	P2	1	
	Rule of Law Officer	S	2	1 new post
	Rule of Law Expert	S	1	
	Legal Expert	S	2	
	Expert on Anti-Trafficking Issues	S	1	
	Senior Human Rights/Legal Adviser	S	1	
	Deputy Head of Democratization Section	S	1	
	Administrative Assistant	G5	2	See Note 1
	Administrative Assistant	G5	4	1 new post, subject to classification
	Programme B.3.3.: Roma and Sinti Issues			
	Adviser on Roma and Sinti Issues	P4	1	
	Officer on Roma and Sinti Issues	P2	1	
	Administrative Assistant	G5	1	
	Programme B.3.4.: Human Rights			
	Head, Human Rights	P4	1	See Note 1
	Co-ordinator, Anti-Terrorism Issues	P3	1	
	Human Rights Adviser	P3	1	New post, subject to classification
	Human Rights Monitoring Officer	P2	1	
	Associate Human Rights Officer	P2	1	
	Human Rights Officer	S	3	1 new post
	Administrative Assistant	G5	2	1 new post, subject to classification
High Commissioner on National Minorities (HCNM)				
	Programme A.1.1.: Office of High Commissioner			
	High Commissioner	–	1	
	Director	D1	1	
	Senior Adviser	P5	1	
	Senior Adviser	P4	1	See Note 1
	Senior Legal Adviser	P4	1	
	Senior Adviser	P4	2	
	Political Adviser	P3	1	See Note 1
	Project Officer	P3	1	New post
	Legal Adviser	P3	1	
	Legal Officer	P2	1	
	Assistant Political Officer	P1	1	
	Secretary HCNM	S	1	
	Personal Adviser	S	1	
	Programme A.2.1.: Fund Administration Unit			
	Senior Administrative Officer	P4	1	
	Information Technology Specialist	P3	1	
	Senior Administrative Assistant	G7	1	
	Information Assistant	G5	1	
	Administrative Assistant	G5	1	

POST TABLE (continued)

Fund Post Title	Grade	Number of Post	Note
Secretary	G4	2	
Programme B.1.1.: Conflict Prevention Activities			
Project Officer	S	3	
Finance Assistant	G5	1	
Representative on Freedom of the Media			
Programme A.1.1.: Office of Representative			
Representative on Freedom of the Media	–	1	
Senior Adviser	S	1	
Senior Administrative Assistant	G6	1	
Programme B.3.1.: Freedom of the Media			
Senior Adviser	P5	1	
Adviser	P3	1	
Assistant Research Officer	P1	1	
Senior Adviser	S	3	
Project Co-ordinator	S	1	
Information Technology User Support Assistant Help Desk – 25 per cent	G5	0.25	
Project Assistant	G5	1	
Programme Secretary	G4	1	
Mission in Kosovo			
Programme A.1.1.: Office of Head of Mission			
Executive Assistant to Head of Mission	P2	1	Subject to classification
Executive Assistant to Deputy Head of Mission	P2	1	Subject to classification
Head of Mission	HOM	1	
Deputy Head of Mission	DHOM	1	
Director of Field Operation	S4	1	
Director of the Office of Political Affairs	S4	1	
Mission Spokesperson	S3	1	
Field Co-ordinator	S3	1	Subject to grade confirmation
Situation Center/Senior Duty Officer	S3	1	
Head of OSCE Field Office	S3	8	
Adviser (Chief Adviser)	S3	1	
Senior Public Information Officer	S2	1	
Senior Legal Adviser	S2	1	
Adviser on Communities	S2	1	
Adviser on Human Rights	S2	1	
Adviser on Good Governance, Equal Opportunity and Gender Issues	S2	1	
Assembly Monitor	S2	1	New post
Senior Public Affairs Officer	S2	1	
Senior Policy Adviser on Returns	S2	1	
Chief Extra-Budgetary Operation Officer	S2	1	
Policy Adviser	S2	1	

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Deputy Spokesperson	S2	1	
	Political Officer	S1	5	
	Extra-Budgetary Operation Officer	S1	1	
	Belgrade Liaison Officer	S1	1	
	National Press Officer	NP2	1	
	National Legal Officer	NP2	1	
	National Assistant Graphic Presentation Officer	NP1	1	
	National Assistant Public Information Officer	NP1	1	
	Personal Assistant to Head of Mission	G6	1	
	Senior Webpage/Intranet Assistant	G6	1	
	Press Assistant/Translator	G5	1	
	Duty Assistant	G5	5	
	Administrative Assistant/Translator	G5	1	
	Admin Assistant of Head of Field Operations	G5	1	
	Assembly Monitoring Assistant	G5	1	
	Administrative Assistant	G5	6	
	Secretary	G5	2	
	Information Assistant	G5	1	
	Public Information and Media Assistant	G4	3	
	Media Monitor Assistant	G4	3	
	Intranet Assistant	G4	1	
	Translation Assistant	G4	1	
	Administrative Assistant	G4	2	
	Language Assistant (Belgrade)	G4	1	
	Secretary/Assistant	G4	1	
	Assistant/Secretary/Interpreter	G4	7	
	Language Assistant	G4	1	
	Senior Driver to Head of Mission	G3	2	
	Senior Driver to Deputy Head of Mission	G3	1	
	Driver (Belgrade)	G2	1	
Programme A.2.1.: Fund Administration Unit				
	Director	D1	1	
	Chief Medical Officer	P5	1	
	Deputy Director and Head General Services	P5	1	
	Chief, Information Technology Section	P4	1	
	Chief, Procurement and Contractual Services Section	P4	1	
	Chief of Mission Security	P4	1	
	Chief Communication Section	P4	1	
	Chief Logistics Support Section	P4	1	
	Chief of Financial Management	P4	1	
	Chief of Personnel	P4	1	
	Chief of Engineering and Mechanical Services	P4	1	
	Contracts Officer	P3	1	
	Deputy Chief Mission Security	P3	1	
	Information Technology Officer (Internet)	P3	1	

POST TABLE (continued)

Fund	**Post Title**	**Grade**	**Number of Post**	**Note**
	Information Technology Officer (Equipment)	P3	1	
	Database Design Officer	P3	1	
	Planning and Co-ordination Officer	P3	1	
	Chief, Radio Communication Unit	P3	1	
	Chief Electrical Engineer	P3	1	
	Chief, Transport Unit	P3	1	
	Chief Property Control and Material Management	P3	1	
	Chief of Training	P3	1	
	Senior Personnel Officer	P3	1	Retitle, subject to classification
	Chief of Budget	P3	1	
	Chief of Accounts	P3	1	
	Chief, Supply Unit	P3	1	
	Chief, Telecommunications Unit	P3	1	
	Building Maintenance Officer	P2	1	
	Building Management Officer	P2	1	
	Construction Engineer	P2	1	
	Procurement Officer	P2	1	
	Information Technology Officer (User Support)	P2	1	
	Security Officer	P2	2	
	Chief, Travel/Traffic Unit	P2	1	
	Customs Clearance Officer	P2	1	
	Finance Officer	P2	0.25	Delete effective 1 April 2004
	Transport Officer	P2	1	
	Personnel Officer	P2	3	
	Treasurer	P2	1	
	Inventory Control Officer	P2	1	
	Assistant Co-ordination Officer	P1	1	
	Administrative Technical Support officer	P1	1	
	Archives Officer	P1	1	New post
	Warehouse Manager	S1	1	
	Security Officer	S1	3	
	Administrative Officer	S1	1	
	National Medical Officer	NP3	2	
	National Construction Engineer	NP2	1	
	National Database Developer	NP2	1	
	National Radio Communication Engineer	NP2	1	
	National Supply Officer	NP2	1	
	National Communications Officer	NP2	1	
	National Assistant Training Officer	NP2	1	Subject to classification
	National Administrative Officer	NP2	4	Subject to classification
	National Assistant Personnel Officer	NP2	1	
	National IT Officer (LAN/WAN)	NP2	1	
	National Assistant Procurement Officer	NP1	1	
	National Assistant Training Officer	NP1	2	
	National Assistant Finance Officer	NP1	2	
	National Assistant Engineering Co-ordination Officer	NP1	1	

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	National Assistant Claims Officer	NP1	1	
	National Assistant Budget Officer	NP1	1	
	National Assistant Material Control Officer	NP1	1	
	Senior General Maintenance Engineer Assistant	G6	1	
	Senior IT Assistant, HD Team Leader	G6	1	
	Senior Transport Assistant	G6	1	
	Senior Security Assistant	G6	1	
	Senior Radio Comms Technician/ Communications Technician – Telephone	G6	1	
	Senior Personnel Assistant	G6	1	
	Senior Medical Assistant	G6	1	
	Senior IT Assistant, LAN/WAN	G6	3	
	Senior IT Assistant, Internet	G6	1	
	Senior Administrative Assistant	G6	1	
	Comms/IT Technician	G6	2	
	Senior Comms/IT Assistant	G6	1	
	Senior Communication Technician	G6	1	
	Senior Communications Assistant	G6	1	
	Senior Communications Technician	G6	1	
	Senior Finance Assistant	G6	3	
	Senior IT Assistant	G6	5	
	Cashier	G6	1	
	Senior Generator Maintenance Assistant	G6	1	
	Treasurer Assistant	G5	1	
	Security Planning Assistant	G5	1	
	IT Assistant, Helpdesk	G5	4	
	Monitoring Assistant	G5	3	
	Personnel Assistant	G5	12	
	Radio Communication Technician Assistant	G5	1	
	Secretary	G5	1	
	Security Assistant	G5	1	
	Space Allocation Assistant	G5	1	
	Supply Assistant	G5	5	
	Telecom Billing Co-ordinator	G5	1	
	Training Assistant	G5	1	
	IT Assistant (EMRU)	G5	1	
	Travel Assistant	G5	1	
	Nurse	G5	1	
	Treasury Assistant	G5	1	
	Transport Assistant	G5	5	
	Administrative Assistant	G5	4	
	Procurement Assistant	G5	1	
	Executive Secretary	G5	1	
	Inventory Assistant	G5	1	
	Administrative Assistant [Admin Assistant/Personnel/Finance]	G5	1	
	Assistant Communication Technician – Satellite	G5	1	

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Assistant Communication Technician – Telephone	G5	1	
	Assistant Radio Communication Technician	G5	1	
	Assistant/Comms – IT	G5	1	
	Budget Assistant	G5	2	
	Finance Assistant	G5	1	
	Building Management Assistant	G5	5	
	Generator Mechanic	G5	2	
	Database Development Assistant	G5	1	
	Communications Technician – Telephone Assistant	G5	2	
	Communications Technician Assistant	G5	1	
	Communication/Technician Assistant	G5	2	
	Communication/Technician	G5	1	
	Security Administrative Assistant	G4	2	
	Telecom Billing Assistant	G4	1	
	Security Supervisor/Supply and Inventory Assistant	G4	2	
	Security Control Room Supervisor	G4	1	
	Security Escort Unit Leader	G4	1	
	Security Guard/Supply and Inventory Assistant	G4	1	
	Security Guard/Transport Assistant/Driver	G4	1	
	Security Shift Supervisor	G4	4	
	Security Assistant	G4	4	
	Security Supervisor/Transport Assistant/Driver	G4	3	
	Supply and Inventory Assistant/Technical Assistant	G4	1	
	Warehouse Assistant	G4	2	
	Technical Assistant	G4	2	
	Warehouse Worker (COMMS)	G4	1	
	Transport Assistant/Driver	G4	1	
	Administrative Assistant	G4	1	
	Secretary/Finance Assistant	G4	1	
	Supply Assistant	G4	4	
	Fire Safety Assistant	G4	2	
	Assistant/Secretary/Interpreter	G4	1	
	Secretary	G4	4	
	Assistant Office Equipment Technician	G4	1	
	Finance Assistant	G4	4	
	Accommodation and Welfare Assistant	G4	1	
	Fuel Supply Assistant	G4	1	
	Generator Charge Hand	G4	1	
	Medical Assistant	G4	1	
	Customs Assistant	G4	1	
	Photocopy Technician Assistant	G4	1	
	Generator Overhaul Mechanic	G4	1	
	Maintenance Assistant	G4	1	
	LPSB Assistant	G4	1	

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Investigation Assistant	G4	1	
	Inventory Assistant	G4	1	
	Inspection Assistant	G4	1	
	Security Escort Unit Member	G3	8	
	Truck Driver/Forklift Operator	G3	1	
	Registry Clerk	G3	2	
	Radio Operator	G3	8	
	Security Administrative Clerk	G3	1	
	Security Control Room Operators	G3	4	
	Radio Operator/Guard	G3	4	
	Security Shift Team Leader	G3	4	
	Security Supervisor	G3	26	
	Supply Clerk	G3	2	
	Technical Clerk	G3	1	
	Technical Clerk/Air-conditioning	G3	1	
	Technical Clerk/Driver	G3	2	
	Engineering Admin Clerk	G3	1	
	Transport Clerk	G3	1	
	Dispatcher	G3	1	
	Plumber	G3	2	
	Inventory Clerk	G3	1	
	Admin Clerk, CCTV Technician	G3	1	
	Admin. Clerk	G3	1	
	BMS Technical Clerk	G3	1	
	Data Input Clerk	G3	3	
	Driver	G3	1	
	Driver/Bus	G3	3	
	Driver/Truck	G3	5	
	Electrician	G3	5	
	Fleet Clerk	G3	2	
	Mail Clerk	G3	1	
	Movement Control Clerk	G3	3	
	Comms Operator	G3	1	
	Switchboard Operator	G2	5	
	Security Guard	G2	49	
	Warehouse Worker	G2	3	
	Driver	G2	35	
	Bar Code Clerk	G2	1	
	Cleaner Supervisor	G2	2	
	Receptionist	G2	2	
	Trades Helper	G1	3	
	Cleaner	G1	11.5	
	Handyman	G1	2.5	
	Photocopy Operator	G1	1	

Programme B.3.1.: Democratization
| | Budget/Administrative Officer | P2 | 1 | |

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Deputy Director	S4	1	
	Director	S4	1	
	AR Co-ordinator	S3	1	
	Programme Officer, (Team leader) Citizen Participation and Reconciliation Support	S2	1	
	Programme Officer, (Team Leader) Media Journalism Support	S2	1	
	Democratization Officer, (Team Leader)	S2	8	
	Programme Officer, (Team Leader) Project Management	S2	1	
	Programme Officer, (Team Leader) Municipal Governance Support	S2	1	
	Programme Officer, (Team Leader) Central Governance Support	S2	1	
	Institution Building Officer	S2	1	
	Media Affairs Officer	S2	1	
	Adviser on Minority Affairs	S2	1	
	Programme Officer, Citizen Participation and Reconciliation Support	S1	1	
	Programme Officer, Media Journalism Support	S1	3	
	Democratization Officer	S1	22	
	Programme Officer, Central Governance Support (Public Administration Support Cell)	S1	1	
	Media Democratization Officer	S1	3	
	Programme Officer, Central Governance Support	S1	2	
	Democratization Information Officer	S1	1	
	Programme Officer, Municipal Governance Support	S1	1	
	National Associate Deputy Director	NP2	1	
	National Assistant Administrative Officer	NP1	1	
	National Assistant Programme Officer	NP1	10	
	National Assistant Media Democratization Officer	NP1	3	
	National Assistant Democratization Officer	NP1	15	
	Senior Language Assistant	G6	2	
	Senior Programme Assistant	G6	4	
	Senior Democratization Assistant	G6	5	
	Media Democratization Assistant	G5	5	
	Assistant/Secretary/Interpreter	G5	1	
	Budget/Administrative Assistant	G4	1	
	Democratization Assistant	G4	32	
	Language Assistant	G4	5	
	Programme Assistant	G4	8	
	Clerk	G3	1	
	Supply Clerk	G3	1	
	Driver	G2	1	

Programme B.3.2.: Human Rights and Rule of Law

POST TABLE (continued)

Fund	**Post Title**	**Grade**	**Number of Post**	**Note**
	Budget/Administrative Officer	P2	1	
	Director	S4	1	
	Co-Director of Kosovo Judicial Institute	S4	1	
	Head of Human Rights Division	S4	1	
	Analysis and Reports Co-ordinator	S3	1	
	Institution Building Co-ordinator	S3	1	
	Chief of Capacity Building Section	S3	1	
	Chief of Legal System Monitoring Section (LSM)	S3	1	
	Chief of Rule of Law Liaison	S3	1	
	Programme Co-ordinator	S3	1	
	Senior Human Rights Officer Victim Advocacy	S2	1	
	Human Rights Adviser	S2	35	5 new posts, grade is subject to classification
	Judicial Training Officer	S2	2	
	Legal Analyst	S1	2	
	Human Rights Training Co-ordinator	S2	2	
	Legal Adviser on Victim Advocacy	S2	1	
	Senior Human Rights Adviser	S2	9	
	Senior Criminal Law Adviser	S2	1	
	Human Rights Legal Adviser	S1	3	
	Legal System Monitor	S1	5	
	Rule of Law Officer	S1	2	
	National Chief Language Services Unit	NP2	1	
	National Assistant Legal Adviser/Women Children	NP2	1	
	National Human Rights Training Officer	NP2	2	
	National Chief Legal Community Support	NP2	1	
	National Assistant Legal Officer	NP1	5	
	National Assistant Human Rights Officer	NP1	8	
	Legal Adviser on Property Issues	G6	1	
	National Legal Adviser	G6	1	
	Senior Human Rights Assistant	G6	6	
	Senior Interpreter	G6	4	
	Legal Adviser	G6	1	
	Administrative Assistant	G5	1	
	Assistant/Secretary/Interpreter	G5	1	
	Legal Assistant	G5	1	
	Assistant/Secretary/Interpreter	G4	56	
	Administrative Assistant	G4	1	
	Driver/Office Clerk	G3	1	
	Driver	G2	1	

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Local Posts in Kosovo Judicial Institute*			
	National Co-Director	N/A	1	
	National Programme Co-ordinator	N/A	1	
	Executive Assistant	N/A	1	
	National Judicial Training Officer	N/A	5	
	Head of Administration/Finance Department	N/A	1	
	Statistics and Information Officer	N/A	1	
	Finance Officer	N/A	1	
	Admin. Assistant	N/A	1	
	IT Manager	N/A	1	
	Driver/Handyman	N/A	1	
	Receptionist	N/A	1	
	Cleaner	N/A	2	
	Language Assistant	N/A	4	
	Programme B.3.3.: Elections			
	Chief IT Unit	P3	1	
	Administrative Officer	P2	1	
	IT Officer	P2	4	2 new posts
	IT Projects Officer	P2	2	New posts
	Senior Auditor	P2	1	Retitle, subject to classification
	Director of Elections	S4	1	
	Head of Legal Division	S3	1	
	Senior Voter Services Officer	S3	1	
	Senior Trainer	S3	1	
	Sr. CEC Secretariat Co-ordinator	S3	1	Retitle, subject to grade confirmation
	Head of Transition Division	S3	1	
	Deputy Director	S3	1	
	Head of Technical Division	S3	1	Retitle, subject to grade confirmation
	Procedural Adviser	S1	1	
	Print Production Adviser	S1	1	
	CEC Secretariat Adviser	S2	1	Subject to grade confirmation
	Public Information Adviser	S1	1	Retitle, subject to grade confirmation
	Senior Field Transition Officer	S2	5	
	Senior Legal Adviser	S2	1	
	Senior Legal Adviser – ECAC	S2	1	
	Information Officer	S1	1	
	Voter Services Officer	S1	1	
	National Assistant BMO Project Officer	NP1	1	
	National Assistant Archive Officer	NP1	1	
	National Political Entity Certification Adviser	NP1	1	
	National Assistant Election Support Officer	NP1	1	
	National Field Election Specialist	NP1	20	

*   Local staff under operational and administrative control by OMiK in accordance with pay
scales and other service conditions compliant with UNMIK Administrative Direction
No. 2003/2.

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	National Assistant Field Elections Officer	NP1	1	
	National Assistant Voter Services Officer	NP1	1	
	National Assistant Legal Adviser	NP1	1	
	National Graphic Designer	NP1	1	
	National Assistant Finance Officer	NP1	1	
	Translation Cell Co-ordinator	G6	1	
	Senior Translator (Albanian)	G6	2	
	Senior Translator (Serbian)	G6	2	
	Auditor Assistant	G5	1	
	Training Assistants	G5	6	
	Assistant/Secretary/Interpreter	G4	8	
	Language Assistant – Albanian	G4	2	
	Language Assistant – Serbian	G4	1	
	Language Assistant – Turkish	G4	2	
	Driver	G2	1	

Programme B.3.4.: Police Education and Development

Fund	Post Title	Grade	Number of Post	Note
	Head of Educational Support Division	P4	1	
	Director, Police Education and Development	S4	1	
	Chief of Security/Transport section	S3	1	
	Head of Police Training Division	S3	1	
	Chief, Advance and Specialized Training	S3	1	
	Chief, Basic Training	S3	1	
	Head of Administration and Support	S3	1	
	Staff Development Adviser	S2	1	
	Chief of Curriculum	S2	1	
	Chief of Firearms Training Section	S2	1	
	General Policing Adviser	S2	1	
	Planning Adviser	S2	1	
	Chief of Management Supervision Training	S2	1	
	Executive Officer of the Director	S1	1	Subject to grade confirmation
	Specialized Training Adviser	S2	1	
	Chief of Operational Police Skills Section	S2	1	
	Database Developer	S1	1	
	Police Instructor	S1	25	
	Instructor/Training Domestic Violence	S1	1	
	Instructor Traffic Training	S1	2	
	Instructor Specialized Training	S1	7	
	Instructor Management Supervision	S1	8	
	Evaluator	S1	1	
	Instructor Development Officer	S1	1	
	Curriculum Development Officer	S1	1	
	Co-ordinator Bilateral Programme	S1	1	
	Community Liaison Officer	S1	1	
	Transportation Officer	S1	1	
	Administration Officer	S1	1	
	Course Administration Officer	S1	1	

POST TABLE (continued)

Fund	**Post Title**	**Grade**	**Number of Post**	**Note**
	General Services Officer	S1	1	
	General Policing Officer	S1	1	
	Local Posts in Kosovo Police Services School			
	Medical Officer	N/A	1	
	Assistant Curriculum Development Officer	N/A	1	
	Curriculum Development Officer	N/A	4	
	IT Officer	N/A	1	
	Legal Training Officer	N/A	1	
	Student Support Officer	N/A	1	
	Assistant Legal Officer	N/A	1	
	Assistant Training Officer	N/A	1	
	Assistant Training Evaluation Officer	N/A	1	
	Assistant Testing Officer	N/A	1	
	Assistant Legal Training Officer	N/A	1	
	Assistant General Services Officer	N/A	1	
	Assistant Finance Officer	N/A	1	
	Assistant Public Information Officer	N/A	1	
	Armourer	N/A	1	
	Senior IT Assistant	N/A	2	
	Personnel Assistant	N/A	2	
	Senior Finance Assistant	N/A	1	
	Senior Personnel Assistant	N/A	2	
	Administrative Assistant	N/A	1	
	IT Assistant	N/A	1	
	Trainer	N/A	1	
	Legal Affairs Instructor	N/A	2	
	Language Assistant	N/A	70	
	Translator	N/A	9	
	Testing Assistant	N/A	1	
	Supply Assistant	N/A	2	
	Senior Driver Instructor	N/A	1	
	Security Operations Supervisor	N/A	1	
	Printshop Operator	N/A	1	
	Medical Nurse	N/A	2	
	Laundry Manager	N/A	1	
	Inventory Assistant	N/A	1	
	House Keeper	N/A	1	
	Fleet Maintenance Assistant	N/A	1	
	Driver Instructor	N/A	4	
	Database Assistant	N/A	1	
	Curriculum Development Assistant	N/A	7	
	Administrative Assistant	N/A	21	
	Lead Language Assistant	N/A	1	
	Heavy Truck Driver	N/A	2	
	Plumber	N/A	3	
	Security Shift Leader	N/A	4	

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Database Developer	N/A	1	
	Electrician	N/A	3	
	Heating Plant Technician	N/A	4	
	Driver	N/A	10	
	Security Guard	N/A	25	
	Switchboard Operator	N/A	2	
	Warehouse Clerk	N/A	2	
	Laundry Attendant	N/A	7	
	Warehouse Worker	N/A	3	
	Programme B.3.5.: Temporary Media Commission/IMC			
	Executive Director to TMC	S4	1	
	Senior Adviser on Media Analysis and Media Monitoring	S2	1	Retitle, subject to grade confirmation
	Senior Media Legal Adviser	S2	1	
	Local Posts in Temporary Media Commission/IMC*			
	Chief Executive Officer	N/A	1	
	Senior Public Affairs Officer	N/A	1	
	Executive Assistant	N/A	1	
	Head of Administration Dept./Chief Finance Officer	N/A	1	
	Deputy Head of Administration Dept.	N/A	1	
	IT Manager	N/A	1	
	Logistics Officer	N/A	1	
	Data Storage and Information Officer	N/A	1	
	Language Assistant	N/A	2	
	Receptionist	N/A	1	
	Head of Legal Department	N/A	1	
	Legal Officer	N/A	2	
	Senior Technical Officer	N/A	1	
	Senior Licensing Officer	N/A	1	
	Technical Officer	N/A	1	
	Licensing Officer	N/A	1	
	Head of Media Monitoring and Analysis Dept.	N/A	1	
	Deputy Head of Media Monitoring and Analysis Dept.	N/A	1	
	Media Monitor	N/A	4	

Secretariat Augmentation

Programme A.1.2 : Secretariat – Press and Public Information

Press and Public Information Officer	P3	1	
Web Editor (Extranet) – 50 per cent	P2	0.5	

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*   Local staff under operational and administrative control by OMiK in accordance with pay
       scales and other service conditions compliant with UNMIK Administrative Direction
       No. 2003/2.

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Programme A.1.5.: Secretariat – Internal Oversight			
	Auditor	P3	1	
	Senior Auditing Assistant	G6	1	
	Programme A.1.7.: Secretariat – Mission Programme Section			
	Senior Mission Programme Officer	P4	1	
	Mission Programme Assistant	G5	1	
	Programme B.1.3.: Secretariat – Operations Planning Unit and Situation/Communication Room			
	Duty Officer	G5	1	
	Programme A.2.2.: Secretariat – Recruitment			
	Recruitment Officer	P3	2	
	Recruitment and MSIS Assistant (seconded staff)	G5	1	
	Recruitment Assistant (seconded staff)	G5	1	
	Recruitment Assistant	G4	1	
	Programme A.2.3.: Secretariat – Personnel Management			
	Personnel Officer	P2	1	See Note 1
	Personnel Assistant	G5	1	
	Personnel Clerk	G3	1	
	Programme A.2.6.: Secretariat – Finance Services			
	Finance Officer	P2	1	
	Senior Budget Assistant	G6	1	
	Budget Assistant	G5	1	
	Finance Assistant	G5	2	
	Treasury Assistant	G5	1	
	Budget Assistant	G4	1	
	Finance Assistant	G4	1	
	Secretary 50 – per cent	G4	0.5	
	Treasury Assistant	G4	1	
	Programme A.2.7.: Secretariat – Information and Communication Technology			
	Information Technology Mission Support Co-ordinator	P3	1	
	Web System Specialist	P2	1	
	Senior Communications Assistant	G6	1	
	Senior Programming Assistant (REACT)	G6	1	
	Senior Information Technology Assistant	G6	1	
	Senior Programming Assistant (Oracle)	G6	1	
	Information Technology Assistant	G5	1	
	Information Technology User Support Assistant (Helpdesk) Kärntnerring	G5	1	
	Programming Assistant	G5	1	

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Programme A.2.8.: Secretariat – Mission Support Services			
	Chief, Technical Support and Planning Unit	P4	1	
	Contracts Officer	P3	1	New post, subject to classification
	Procurement Officer	P2	1	
	Travel/Insurance Officer	P2	1	New post, subject to classification
	Travel/Insurance Assistant	G6	1	New post, subject to classification
	Procurement Assistant	G6	4	New post, subject to classification
	Building Support Assistant	G6	1	New post, subject to classification
	Administrative Assistant	G4	1	
	Transport Clerk	G3	1	
	Driver	G2	1	
	Messenger	G2	1	
	Manual Worker	G2	1	
	Cleaner	G1	2	
	Programme A.2.9.: Secretariat – Central Records and Documents Management			
	Senior Documents and Information Assistant	G6	1	
	Documents Assistant	G4	2	
	Programme B.3.2.: ODIHR Democratization			
	Adviser on South-Eastern Europe	P3	1	See Note 1
	Tasks in Bosnia and Herzegovina			
	Programme A.1.1.: Office of Head of Mission			
	Head of Mission	HOM	1	
	Deputy Head of Mission	DHOM	1	
	Director of Regional Centre	S4	4	
	Spokesperson	S3	1	Subject to grade confirmation
	Deputy Director of Regional Centre	S3	4	
	Political Adviser	S2	1	
	Economic and Environmental Adviser	S2	1	
	Planning Officer	S2	1	
	Senior Policy and Planning Adviser	S2	1	
	Senior Public Information Adviser	S2	1	
	Election Adviser	S2	1	New post, subject to grade confirmation
	Programme Officer	S2	2	
	Executive Assistant	S1	2	
	Reporting Officer	S1	1	Subject to grade confirmation
	Deputy Spokesperson	NP2	1	
	Policy Planning Officer	NP1	2	
	Public Information Officer	NP1	1	
	Press Officer	NP1	1	
	Webmaster/Graphic Designer	NP1	1	
	Personal Assistant to HOM	NP1	1	
	Personal Assistant to DHOM	NP1	1	
	Political Officer	NP1	3	

POST TABLE (continued)

Fund	**Post Title**	**Grade**	**Number of Post**	**Note**
	Press Officer	NP1	5	
	Senior Press Assistant/Interpreter	G5	1	
	Junior Public Information Officer	G5	1	
	Graphic Design Assistant	G5	1	
	Senior Interpreter	G5	8	
	Graphic Design/Webmaster Assistant	G5	1	
	Assistant/Interpreter	G4	12	
	Language Lector	G4	3	
	Morning Report Producer/PI Assistant	G3	1	
	Programme A.2.1.: Fund Administration Unit			
	Chief of Staff and Director of Planning	D1	1	
	Head of Administration and Finance	P5	1	
	Chief of Operations	P3	1	
	Chief of Personnel	P3	1	
	Technology Adviser	P2	1	
	Personnel Officer	P2	1	
	Chief of Finance	S3	1	
	Administration Officer	S3	1	Subject to grade confirmation
	Chief of Investigations	S3	1	
	Chief of Procurement and Supply	S3	1	
	Logistics Officer	S3	1	
	Chief of Mission Training	S3	1	
	Chief of Communication and Information Services	NP3	1	
	Medical Officer	NP3	1	
	Chief of Budget	NP3	1	
	Chief of Security	NP3	1	
	Personnel Officer	NP2	1	
	Deputy Chief of Communication and Information Services	NP2	1	
	Executive Assistant	NP2	1	
	Procurement Officer	NP2	1	
	Finance Officer	NP2	4	
	Accounts Supervisor	NP2	2	
	Network Administrator	NP1	1	
	Procurement Officer	NP1	1	
	Secretary of the Local Property Survey Claims Board	NP1	1	
	Archivist	NP1	1	
	Communications Officer	NP1	1	
	Cashier	NP1	1	
	Administration Officer (Legal)	NP1	1	
	ERP System Administrator	NP1	1	
	Operations Officer	NP1	3	
	Transport Manager	G6	1	
	Supply Officer	G6	1	

POST TABLE (continued)

Fund	**Post Title**	**Grade**	**Number of Post**	**Note**
	Personal Assistant	G6	1	
	Inventory Officer	G6	1	
	Training Support Assistant	G5	1	
	Budget Assistant	G5	1	
	Email Manager/Helpdesk Operator	G5	1	
	Finance Assistant	G5	11	
	SMS Server Operator/Helpdesk Operator	G5	1	
	Transport Maintenance Supervisor	G5	1	
	Travel and Accommodation Assistant	G5	2	
	Procurement Assistant	G5	1	
	Inventory Assistant	G4	1	
	Administration Assistant	G4	4	
	Archivist Assistant	G4	2	
	Assistant Building Manager	G4	3	
	Communications Technicians	G4	1	
	Investigation Assistants	G4	2	
	Help Desk Operator	G4	2	
	Dispatcher	G4	1	
	Operations Assistant	G4	3	
	Payroll Clerk	G4	1	
	Personnel Assistant	G4	2	
	Procurement Assistant	G4	2	
	Supply Assistant	G4	1	
	Transport Assistant	G4	1	
	IT/Comms Assistant	G4	6	
	Documents Management Assistant	G3	3	
	Switchboard Operator	G3	2	
	Storekeeper	G3	1	
	Senior Driver	G3	1	
	Receptionist	G3	2	
	Driver DHOM	G3	1	
	Security Guards	G2	9	
	Drivers	G2	19	
	Watchmen	G1	3	
	Cleaners	G1	12	
	Programme B.1.1.: Security Co-operation			
	Director of Security Co-operation	S4	1	
	Head of Liaison and Assessment Section	S3	1	Retitle, subject to grade confirmation
	Head of Articles II and IV Support Section	S3	1	Retitle, subject to grade confirmation
	Head of Institution Building Section	S3	1	Retitle, subject to grade confirmation
	Senior Adviser	S3	1	Retitle, subject to grade confirmation
	Policy Adviser	S2	2	Retitle, subject to grade confirmation
	Security Co-operation Officer	S2	2	
	Parliamentary Liaison Officer	S2	1	Retitle, subject to grade confirmation
	Project Officer	S2	1	Retitle, subject to grade confirmation
	Information Exchange Officer	S2	1	

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Demobilization Adviser	S2	1	Retitle, subject to grade confirmation
	Legal Adviser	S2	1	Retitle, subject to grade confirmation
	Budget and Finance Adviser	S2	1	
	Field Operations Officer	S2	1	
	Implementation Officer	S2	2	
	Defense Affairs Analyst	NP1	1	
	Co-ordination Officer	NP1	1	
	Implementation Officer	NP1	1	
	Politico-Military Analyst	NP1	1	
	Legal Officer	NP1	1	Retitle, subject to classification
	Senior Interpreter	G5	1	
	Interpreter	G5	1	
	Interpreter	G4	2	
	Logistics Assistant	G4	1	
	Personal Assistant	G4	1	
	Assistant/Interpreter	G4	2	

Programme B.2.1.: Public Administration Reform

Fund	Post Title	Grade	Number of Post	Note
	Director of Public Administration Reform	S4	1	New post, subject to grade confirmation
	Human Resource Management Project Co-ordinator	S3	1	New post, subject to grade confirmation
	Public Finance Project Co-ordinator	S3	1	
	Project Technical Co-ordinator	S2	1	New post, subject to grade confirmation
	Senior Public Administration Reform Adviser	S2	4	
	Legal Adviser	NP2	1	
	Human Resource Management Adviser	NP1	17	
	Public Finance Adviser	NP1	17	
	Personal Assistant HPARU	G5	1	
	Assistant HRMPC	G5	1	
	Office Manager	G5	7	
	Assistant Interpreter	G4	3	
	SPARA Assistant	G4	4	
	Watchmen	G1	6	
	Cleaner	G1	9	

Programme B.3.1.: Education

Fund	Post Title	Grade	Number of Post	Note
	Director of Education	S4	1	
	Deputy Director – Education	S3	1	
	Deputy Director – Legislation Reform	S3	1	Retitle, subject to grade confirmation
	Education Management and Finance Adviser	S2	1	
	Education Non-Discrimination Adviser	S2	1	
	Higher Education Adviser	S2	1	
	Primary and Secondary Education Adviser	S2	1	
	Information and Reporting Officer	S2	1	Retitle, subject to grade confirmation
	Regional Education Co-ordinator	S2	3	

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Regional Education Officer	NP2	1	
	Field Education Officers	NP1	26	
	Legal Officer	NP1	1	
	Education Officer	NP1	2	
	Education Project Manager	G6	1	
	Senior Interpreter	G5	1	
	Assistant/Interpreter	G4	12	
	Receptionist	G3	1	
	Security Guard	G2	5	
	Driver	G2	13	
Programme B.3.2.: Democratization				
	Director of Democratization	S4	1	
	Deputy Director – Good Governance Co-ordinator	S3	1	Retitle, subject to grade confirmation
	Deputy Director – Civil Society Co-ordinator	S3	1	Retitle, subject to grade confirmation
	Youth Project Manager	S3	1	Subject to grade confirmation
	Senior Democratization Officer	S2	4	
	Local Governance Project Manager	S2	1	Subject to grade confirmation
	Democratization Officer	S1	17	
	Information Officer	S1	1	Subject to grade confirmation
	Parliamentary Support Project Manager	S1	1	Subject to grade confirmation
	Legal Adviser	NP2	1	
	Parliamentary Adviser	NP1	1	
	PRC/Citizen Participation Project Manager	NP1	1	
	Governance Trainer	NP1	5	
	Democratization Officer	NP1	10	
	Fair Employment Protection Officer	NP1	1	
	Personal Assistant	G5	1	
	Fair Employment Monitor	G5	1	
	Office Manager	G5	6	
	Project Assistant	G5	1	
	PRC/Civil Participation Project Assistant	G5	1	
	SGI Administrator	G5	1	
	Local Governance Project Assistant	G5	1	
	Parliamentary Support Project Assistant	G5	1	
	Civil Society Co-ordinator Assistant	G4	1	
	Youth Assistant	G4	1	
	Assistant/Interpreter	G4	30	
	Receptionist	G4	1	
	Security Guard	G2	5	
	Driver	G2	12	
	Cleaner	G1	9	
	Watchmen	G1	6	
Programme B.3.3.: Human Rights and Rule of Law				
	Director of Human Rights	S4	1	

POST TABLE (continued)

Fund	**Post Title**	**Grade**	**Number of Post**	**Note**
	Deputy Director – Rule of Law	S3	1	Subject to grade confirmation
	Deputy Director – Human Rights	S3	1	
	Legal Adviser, Property	S2	1	
	Rule of Law Legal Adviser	S2	4	
	Legal Adviser, Economic and Social Rights	S2	1	
	Senior Human Rights Officer	S2	4	
	Legal Adviser, Anti-Trafficking	S2	1	
	Legal Adviser, Rule of Law	S2	5	2 new posts
	Legal Adviser, Analysis and Reporting	S2	1	
	Judicial Training Centre Legal Adviser	S2	1	
	Legal Adviser, Human Rights Institutions	S2	2	
	Human Rights Officer	S1	20	
	Legal Adviser – Rule of Law	NP2	1	
	Legal Adviser	NP2	1	
	Legal Adviser	NP2	1	
	Legal Adviser – Rule of Law	NP2	1	
	Legal Adviser	NP2	3	
	Legal Adviser	NP2	2	
	Legal Adviser – Rule of Law	NP2	1	
	Database Developer	NP1	1	
	Reporting and Information Officer	NP1	1	
	Roma Officer	NP1	1	
	Victim Advocacy/Assistance Anti-Trafficking Officer	NP1	1	
	Human Rights Officer	NP1	2	
	Human Rights Officer	NP1	1	
	Human Rights Officer	NP1	1	
	Office Manager	G5	8	
	Human Rights Monitor	G5	11	
	Legal Assistant	G5	6	
	Regional Return Monitor	G5	1	
	Rule of Law Monitor	G5	15	
	Senior Translator/Interpreter	G5	1	
	JTC legal Assistant	G5	1	
	Personal Assistant	G5	1	
	Roma Monitor	G4	1	
	Roma Assistant	G4	1	
	Assistant/Interpreter	G4	28	
	Security Guard	G2	10	
	Driver	G2	21	
	Watchmen	G1	8	
	Cleaner	G1	9	

Programme B.1.1.: Implementation of Articles II an IV

	Special Adviser to the Personal Representative	S	1	
	Analyst Staff Officer	S	1	
	Senior Operation Staff Officer	S	1	

POST TABLE (continued)

Fund	**Post Title**	**Grade**	**Number of Post**	**Note**
	Implementation Officer	S	1	
	Driver	S	1	
	Personal Representative of the CiO	S	1	
	Administrative Secretary	G5	1	
	Information Technology User Support Help Desk Assistant – 25 per cent	G5	0.25	

Secretariat Augmentation
Programme A.1.2 : Secretariat – Press and Public Information

	Web-editor	P2	1	
	Web Editor (Extranet) – 50 per cent	P2	0.5	

Programme A.1.5.: Secretariat – Internal Oversight

	Senior Secretary	G5	1	

Programme A.1.7.: Mission Programme Section

	Senior Mission Programme Officer	P4	1	

Programme B.1.3.: Secretariat – Operations Planning Unit and Situation/Communication Room

	Duty Officer	G5	1	

Programme A.2.2.: Secretariat – Recruitment

	Recruitment Assistant (seconded staff)	G5	1	
	Recruitment Assistant	G4	1	

Programme A.2.6.: Secretariat – Finance Services

	Senior Finance Assistant	G6	1	
	Budget Assistant	G5	1	
	Treasury Assistant	G5	1	
	Treasury Assistant	G4	1	
	Finance Assistant	G4	3	

Programme A.2.7.: Secretariat – Information and Communication Technology

	Senior Information Technology Assistant (LAN/WAN)	G7	1	
	Senior Applications Specialist	G7	1	
	Senior Programming Assistant (Oracle)	G7	1	
	Senior Information Technology Assistant	G6	1	
	Information Technology User Support Assistant/Help Desk – 25 Per cent	G5	0.25	
	IT Assistant (ERP Application Support)	G5	1	

Programme A.2.8.: Secretariat – Mission Support Services

	Asset Assistant	G6	1	New post, subject to classification
	Asset Assistant (PSB/Transfer and Loan)	G5	1	New post, subject to classification
	Asset/Warehouse Assistant	G5	1	New post, subject to classification
	Freight Forwarding Assistant	G5	1	New post, subject to classification

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Procurement Clerk	G4	1	New post, subject to classification

Programme A.2.9.: Secretariat – Central Records and Documents Management

	Documents Assistant	G4	1	

Mission to Croatia

Programme A.1.1.: Office of Head of Mission

	Post Title	Grade	Number of Post	Note
	Head of Mission	HOM	1	
	Deputy Head of Mission	DHOM	1	
	Head of Unit, Spokesperson	S3	1	
	Head of Unit	S3	1	
	Political Affairs Adviser	S2	1	
	Police Affairs Officer	S2	2	
	Executive Assistant to HoM	S1	1	
	National Public Information Officer	NP1	4	
	Senior Assistant to Public Affairs	G6	1	
	Field Assistant (Political)	G5	1	
	Assistant to Political Affairs Unit	G5	1	
	Secretary	G5	1	
	Secretary	G5	1	
	Interpreter/Translator	G5	3	
	Assistant to Public Affairs Unit	G5	1	
	Assistant to Public Affairs Unit	G5	1	
	Field Assistant (Political)	G5	1	
	Media Assistant	G4	1	
	Media Assistant	G4	1	
	Media Assistant	G4	1	
	Field Assistant (Political)	G4	1	
	Driver	G2	1	
	Driver	G2	1	
	Driver	G2	1	
	Cleaner	G1	1	
	Cleaner	G1	1	

Programme A.2.1.: Fund Administration Unit

	Post Title	Grade	Number of Post	Note
	Chief, Finance and Personnel Unit	P3	1	
	Chief, General Services	P3	1	
	Chief of Admin/Field Support	S4	1	
	Deputy CAFS	S3	1	
	National Training Officer	NP1	1	
	National IT Officer	NP1	1	
	IT Assistants	G6	2	
	Senior Personnel Assistant	G6	1	
	Inventory Supply Assistant	G5	1	
	Transport and Travel Assistant	G5	1	
	Supply Assistant	G5	1	
	Personnel Assistant	G5	2	

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Finance Assistants	G5	3	
	Director of DIR Unit	G5	1	
	Communications Assistant	G5	1	
	CAFS/Protocol Assistant	G5	1	
	Procurement Assistant	G5	1	
	DIR Assistants	G4	2	
	Finance Clerk	G4	1	
	Travel and Maint. Assistant	G4	1	
	Warehouse Assistant	G4	1	
	Receptionist	G3	1	
	Driver	G2	3	
	Driver/Maint.	G2	1	
	Cleaner	G1	3	
	Programme B.3.1.: Return and Integration			
	RR (Head of FC)	S4	3	
	Head of FO	S3	7	
	Head of Unit	S3	1	
	Return and Integration Officer	S1	6	
	Field Officer	S1	4	
	National Legal Officer	NP1	1	
	Assistant to R and I Casework Unit	G6	1	
	Field Assistant (Prog and Admin)	G6	1	
	Personal Assistant to HFC/RR	G5	1	
	Personal Assistant to HFC/RR	G5	1	
	Legal Assistant	G5	2	
	IT Assistant	G5	1	
	Field Assistant (R and I)	G5	1	
	Field Assistant (Prog)	G5	2	
	Personal Assistant to HFC/RR	G5	1	
	Legal Assistant	G5	2	
	Finance/Personnel Assistant	G5	1	
	Field Assistant (R and I)	G5	3	
	Assistant to Return and Integration	G5	2	
	Logistics Assistant	G5	1	
	Legal Assistant	G5	2	
	Field Assistant	G5	3	
	Field Assistant (R and I)	G5	2	
	Field Assistant (R and I)	G5	1	
	Receptionist	G3	1	
	Driver	G2	2	
	Driver	G2	1	
	Driver	G2	1	
	Cleaner	G1	1	
	Cleaner	G1	3	
	Cleaner	G1	1	

POST TABLE (continued)

Fund	**Post Title**	**Grade**	**Number of Post**	**Note**
	Programme B.3.2.: Rule of Law (including Police)			
	Head of Unit	S3	1	
	Senior Police Affairs Adviser	S2	1	
	Community Policing Adviser	S2	1	
	Field Adviser (Police)	S2	3	
	Police Reform Adviser	S2	1	
	Legal and Human Rights Officer	S1	3	
	Field Officer	S1	6	
	Legal Officer	S1	2	
	National Legal Officer	NP1	2	
	National Field Programme Officer	NP1	1	
	Legal Assistant	G6	1	
	Legal Assistant	G6	1	
	Legal Assistant	G6	2	
	IT Assistant	G5	1	
	Field Assistant (Police)	G5	3	
	Logistics Assistant	G5	1	
	Field Assistant (Prog)	G5	3	
	Field Assistant (Police)	G5	1	
	Field Assistant (Legal and HR)	G5	1	
	Legal Assistant	G5	2	
	Field Assistant (Police)	G5	3	
	Police Affairs Assistant	G5	3	
	Legal Assistant	G5	1	
	Finance/Personnel Assistant	G5	1	
	Field Assistant	G5	1	
	Field Assistant (Rule of Law)	G5	3	
	Legal Assistant to Rule of Law Unit	G4	1	
	Receptionist	G3	3	
	Transport Assistant	G3	1	
	Driver	G2	1	
	Driver	G2	2	
	Cleaner	G1	1	
	Cleaner	G1	1	
	Programme B.3.3.: Democratization			
	Head of Unit	S3	1	
	DRR/COS	S3	3	
	Democratization Officer	S1	1	
	Field Officer	S1	8	
	National Field Programme Officer	NP1	1	
	National Democratization Officer	NP1	1	
	National Democratization Officer	NP1	3	
	IT Assistant	G5	1	
	Finance/Personnel Assistant	G5	1	
	Personal Assistant to DRR	G5	1	
	Field Assistant (Democ)	G5	3	

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Field Assistant	G5	3	
	Personal Assistant to DRR	G5	1	
	Democratization Assistant	G4	1	
	Democratization Assistant	G4	2	
	Democratization Assistant	G4	1	
	Democratization Assistant	G4	1	
	Democratization Assistant	G4	2	
	Personal Assistant to DRR	G4	1	
	Transport Assistant	G3	1	
	Maintenance Personnel	G3	1	
	Driver	G2	1	
	Driver	G2	1	
	Driver	G2	2	
	Cleaner	G1	1	
	Cleaner	G1	3	
	Cleaner	G1	1	

Secretariat Augmentation
  Programme B.1.3.: Secretariat – Operations Planning Unit and Situation/Communication Room

Fund	Post Title	Grade	Number of Post	Note
	Duty Officer	G5	1	

  Programme A.2.2.: Secretariat – Recruitment

Fund	Post Title	Grade	Number of Post	Note
	Recruitment Clerk (seconded staff)	G3	1	

  Programme A.2.6.: Secretariat – Finance Services

Fund	Post Title	Grade	Number of Post	Note
	Finance Assistant	G5	1	
	Secretary – 50 per cent	G4	0.5	

  Programme A.2.8.: Secretariat – Mission Support Services

Fund	Post Title	Grade	Number of Post	Note
	Procurement Assistant	G6	1	New post, subject to classification
	Driver	G2	1	New post, subject to classification

  Programme A.2.9.: Secretariat – Central Records and Documents Management

Fund	Post Title	Grade	Number of Post	Note
	Mail Processing Assistant	G4	1	

Mission to Serbia and Montenegro
  Programme A.1.1.: Office of Head of Mission

Fund	Post Title	Grade	Number of Post	Note
	Head of Mission	HOM	1	
	Deputy Head of Mission	DHOM	1	
	Deputy Head of Mission (Pod)	DHOM	1	
	Deputy Head of Office/Programme Co-ordinator	S3	1	
	Spokesperson	S2	1	
	Senior Political Officer	S2	2	
	Municipal Co-ordinator	S2	1	
	Executive Assistant to HOM	S1	1	
	Reporting Officer	S1	2	
	National Special Adviser, CSBM	NP3	1	

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	National Political-Economic Affairs Officer	NP2	1	
	National Press and Public Information Officer	NP1	1	
	Senior Assistant (Political Affairs)	G7	1	Retitle, subject to classification
	Personal Assistant to HOM	G6	1	
	Senior Translator/Interpreter	G6	1	
	Senior Public Information Assistant	G6	1	
	Senior Press and Public Information Assistant – 50 per cent	G6	0.5	
	Public Information Assistant	G5	1	
	Field Support and Interpretation Assistant	G5	1	
	Field Support and Interpretation Assistant	G5	1	New post
	Administrative Secretary/Interpreter	G5	1	See Note 1
	Personal Assistant to HO	G5	1	Retitle, subject to classification
	Reports Assistant	G5	1	
	Secretary/Interpreter	G4	1	
	Programme Support Assistant South Serbia	G4	1	
	Programme A.2.1.: Fund Administration Unit			
	Chief, Administration and Finance	P3	1	
	Finance Officer	P2	1	
	Administrative and Finance Officer	S1	1	
	Transport and Procurement	S1	1	
	Administrative Services Officer	S1	1	
	National Personnel Officer	NP1	1	See Note 1
	Senior Personnel and Training Assistant	G6	1	Subject to classification
	Procurement Assistant	G6	1	
	Senior IT Assistant	G6	1	
	LAN/WAN Administrator	G6	1	
	Senior Communications Assistant	G6	1	
	Senior Administrative Assistant	G6	1	
	Senior Finance Assistant	G6	1	
	Supervisor, Security Unit	G5	1	
	Accounting and Finance Assistant	G5	1	
	IT User Support	G5	1	Retitle, subject to classification
	Budget Assistant	G5	1	
	Assistant to Chief of Admin/Finance	G5	1	Subject to classification
	Treasury Assistant	G5	1	
	Personnel Assistant	G5	1	
	Inventory Control and Supply Assistant	G4	1	
	Procurement Assistant	G4	1	Subject to classification
	Transport Assistant	G4	1	
	IT User Support Assistant	G4	1	
	Finance Assistant	G4	1	Subject to classification
	IT User Support Assistant	G4	1	New post
	Personnel Assistant	G4	1	New post, subject to classification
	Buildings Maintenance Technician	G3	1	See Note 1
	Receptionist	G3	1	Subject to classification

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Transport Assistant	G3	1	Subject to classification
	Senior Guard	G3	1	Subject to classification
	Receptionist	G3	1	
	Senior Driver	G3	1	
	Senior Driver	G3	1	
	Driver	G2	5	
	Messenger	G2	1	
	Security Guard	G2	8	
	Driver	G2	1	
	Gardener	G1	1	New post
	Cleaner	G1	1	
	Handyman	G1	1	New post, subject to classification
	Cleaner	G1	3	
	Cleaner	G1	1	New post
	Cleaner	G1	1	
Programme B.1.1.: Police Affairs				
	Police Education Programme Manager	S3	1	
	Border Policing Programme Manager	S2	1	
	War Crime Adviser	S2	1	
	Programme Adviser Police Reform	S2	1	
	Police Expert Organized Crime	S2	1	New post, subject to grade confirmation
	Community Policing Adviser	S2	1	
	Training Co-ordinator	S2	1	
	Community Policing Programme Manager	S2	1	
	Accountability Programme Manager	S2	1	
	Organized Crime Adviser	S2	1	
	Organized Crime Programme Manager	S2	1	
	Strategic Adviser	S2	1	
	Head of Strategic Development Unit	S2	1	
	Head Law Enforcement	S2	1	
	External Oversight Adviser	S2	1	
	Curriculum Developer	S1	1	
	Programme Evaluation Officer	S1	1	
	Police Trainer	S1	12	
	Administrative Officer Law Enforcement	S1	1	
	Crime Scene Forensic Adviser	S1	1	
	Assistant to Head of LED	G6	1	Subject to classification
	Programme Assistant (Police Reform)	G5	1	
	Project Assistant (Law Enforcement)	G5	1	
	Project Assistant (Law Enforcement)	G5	1	
	Project Assistant (Police Reform)	G5	2	
	Project Assistant (Police Reform)	G5	1	New post
	Curriculum Development Assistant	G5	1	
	Project Assistant (Police Reform)	G5	1	New post
	Language Assistant (Police Academy)	G4	4	

POST TABLE (continued)

Fund Post Title	Grade	Number of Post	Note
Language Assistant (Police Academy)	G4	5	
Language Assistant (ATC)	G4	1	
Language Assistant (ATC)	G4	3	
Language Assistant (Police Academy)	G4	2	
Project Assistant (Police Reform)	G4	5	See Note 1
Driver	G2	2	
Driver	G2	1	
Driver	G2	1	New post
Programme B.2.1.: Economic and Environmental			
National Personnel Officer	NP3	1	
Senior Project Assistant (E and E Affairs)	G6	1	New post, subject to classification
Senior Project Assistant (Environmental Affairs)	G6	1	
Senior Project Assistant (Economic Affairs)	G6	1	
Programme Secretary	G5	1	
Programme B.3.1.: Rule of Law and Human Rights			
Programme Officer Institution Building	S2	1	
Head HR and RoL	S2	1	
Legal Adviser Judicial Reform	S2	1	
Legal Adviser on Human Rights Institutions and Prison Reform	S2	1	
Legal Adviser on Economic Transparency Officer	S2	1	
Senior Co-ordinator for Judicial and Legal Reform	S2	1	
Legal Adviser on Organized Crime	S2	1	New post
Programme Officer Legislation	S2	1	
National Legal Officer	NP2	1	New post, subject to classification
National Legal Officer (Judicial and Legal Reform)	NP2	1	Retitle, subject to classification
National Legal Officer (Economic Transparency)	NP2	1	
National Legal Officer (Prison Reform)	NP1	1	
Senior Legal Assistant (Legislative Reform)	G7	1	
Senior Legal Assistant (Legal Reform)	G7	1	
Trial Monitor	G7	2	New post, subject to classification
Senior Administrative Assistant	G6	1	
Senior Legal Assistant	G6	1	
Translator/Interpreter	G5	2	
Programme Assistant (Prison Reform)	G5	1	
Programme Assistant (Institution Building)	G5	1	
Legal Assistant (Legal Reform)	G5	1	See Note 1
Programme B.3.2.: Democratization			
Head Democratization	S2	1	
Senior Parliamentary Officer	S2	1	
Anti-Trafficking Programme Officer	S2	1	

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Parliamentary Programme Co-ordinator	S2	1	
	Human Rights Adviser	S2	1	
	Senior Anti-Trafficking Adviser	S2	1	
	Programme Officer (Democratization)	S2	1	
	Ethnic Minority Officer	S2	1	New post, subject to grade confirmation
	National Legal Adviser	NP2	1	
	National Training Officer	NP1	1	Subject to classification
	National Democratization Officer (Gender Issues)	NP1	1	
	National Education Officer	NP1	1	Subject to classification
	Senior Programme Assistant	G6	1	See Note 1
	Senior Democratization Assistant	G6	1	
	Senior Programme Assistant (Minority Issues)	G6	1	Subject to classification
	Senior Programme Assistant (Human Rights)	G6	1	Subject to classification
	Senior Governance Training Assistant	G6	1	
	Programme Assistant (Trafficking Issues)	G5	1	
	Programme Assistant (Democratization)	G5	1	
	Programme Assistant (Anti-Trafficking Issues)	G5	1	New post, subject to classification
	Programme Assistant (Gender Issues)	G5	1	
	Programme Assistant (Parliamentary Training)	G5	1	
	Programme Assistant (Parliamentary Support)	G5	1	
	Programme Assistant (Trafficking Issues)	G5	1	
Programme B.3.3.: Media				
	Head Media	S2	1	
	License and Frequency	S2	1	
	Media Officer	S2	1	
	Electronic Media Officer	S1	1	
	National Legal Officer (Media Legislation)	NP1	1	
	Senior Media Analysis Assistant	G7	1	
	Senior Programme Co-ordination Assistant (Media Affairs)	G6	1	See Note 1
	Senior Administrative Assistant	G6	1	
	Senior Media Legislation Assistant	G6	1	
	Media Training Assistant (Serbia and Montenegro)	G5	1	
	Media Training Assistant (Serbia and Montenegro)	G5	1	
	Media Training Assistant (South Serbia)	G5	1	
	Media Affairs Assistant (Private Media)	G5	1	
	Media Affairs Assistant (Public Media)	G5	1	
	Media Assistant	G5	1	Subject to classification

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
Presence in Albania				
	Programme A.1.1.: Office of Head of Mission			
	Head of Presence	HOM	1	
	Deputy Head of Presence	DHOM	1	
	Spokesperson/Media Development Officer	S2	1	
	Project Co-ordinator	S2	1	
	Political Officer	S2	1	
	Executive Assistant	S1	1	
	Field Station Officer/Liaison Officer Tirana	S1	1	
	Field Station Officer/Liaison Officer Tirana	S1	1	
	Field Station Officer/Liaison Officer Durres	S1	1	
	National Interpreter	G7	1	
	Assistant to Liaison Office, Durres	G5	1	
	Assistant to Political Officer	G5	1	See Note 1
	Assistant to HoP	G5	1	
	Assistant to DHoP	G5	1	
	Assistant to Liaison Office, Tirana	G5	1	
	Registry Clerk	G4	1	
	Driver of HoP	G3	1	
	Driver	G2	1	
	Cleaner	G1	1	
	Programme A.2.1.: Fund Administration Unit			
	Mission Support Officer	S3	1	
	Logistics and Transport Officer	S1	1	
	National Finance Officer	NP1	1	
	Assistant to Finance Officer	G6	2	
	Asset Management and Inventory Control Assistant	G6	1	
	IT System and Internet Administrator	G6	2	
	Assistant to IT System and Int. Admin.	G5	1	
	Translator/Interpreter	G5	1	
	Assistant to Head of Administration and Finance	G5	1	
	Transport Assistant	G5	1	
	Communication Officer	G5	1	
	Assistant to Communication Officer	G4	1	See Note 1
	Supply Assistant	G3	1	See Note 1
	Receptionist	G3	1	
	Driver/Generator Technician	G3	1	
	Head Guard	G3	1	
	Driver	G2	1	
	Guard	G2	8	
	Cleaner	G1	1	
	Gardener	G1	1	

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Programme B.1.1.: Security Co-operation			
	Head of Security Co-operation Department	S3	1	
	Border Management Officer	S2	1	
	Anti Trafficking Officer	S2	1	
	Head of Field Station, Shkodra	S1	1	
	Field Station Officer, Shkodra	S1	2	
	Head of Field Station, Kukes	S1	1	
	Field Station Officer, Kukes	S1	2	
	National Anti-Trafficking Officer	NP1	1	New post, subject to classification
	Assistant to Anti-Trafficking Officer	G5	1	
	Assistant to Head of Security Co-operation Department	G5	1	
	Admin. Assistant to Security Co-operation Department	G5	1	
	Translator/Interpreter	G5	1	
	FS Assistant Shkodra	G4	3	
	FS Assistant Kukes	G4	3	
	Driver	G2	1	
	FS Driver Shkodra	G2	2	
	FS Driver Kukes	G2	3	
	FS Cleaner Shkodra	G1	1	
	FS Cleaner Kukes	G1	1	
	Programme B.3.1.: Democratization			
	Head of Democratization Department	S3	1	
	Parliamentary Expert	S2	1	
	Civil Social Development and Gender Adviser	S2	1	
	Head of Field Station Officer, Gjirokastra	S1	1	
	Field Station Officer, Gjirokastra	S1	1	
	Parliamentary Project Manager	S1	1	
	National Electoral Reform Officer	NP2	1	
	National Economic and Environment Officer	NP2	1	
	National Media Development Officer	NP1	1	New post, subject to classification
	Translator/Interpreter	G6	1	
	Assistant to Civil Society Development and Gender Adviser	G5	1	
	Assistant to Economic and Environment Officer	G5	1	
	Press and Public Information Assistant	G5	2	
	Assistant to Head of Democratization Department	G5	1	
	Assistant to Parliament Project Manager	G5	1	See Note 1
	Assistant to Project Co-ordinator	G5	1	
	FS Assistant Gjirokastra	G4	3	
	Assistant to Parliamentary Expert	G3	1	
	Driver	G2	2	

POST TABLE (continued)

Fund	**Post Title**	**Grade**	**Number of Post**	**Note**
	FS Driver Gjirokastra	G2	1	
	FS Cleaner Gjirokastra	G1	1	
	Programme B.3.2.: Rule of Law and Human Rights			
	Head of Rule and Human Rights Departments	S3	1	
	Adviser to Gen. Sec. Council of Ministers	S2	1	
	Judicial Reform Officer	S2	1	
	Prosecutor/Court Project Manager	S2	1	
	Head of Field Station Officer, Vlora	S1	1	
	Field Station Officer, Vlora	S1	1	
	National Legal Officer	NP1	1	
	National Legal Officer	NP1	1	
	National Legal Officer (Human Rights)	NP1	1	
	National Legal Officer	NP1	1	
	National Legal Officer	NP1	1	
	Assistant to Head of Rule of Law and Human Rights Department	G5	1	
	Translator/Interpreter	G5	1	
	FS Assistant Vlora	G4	3	
	Administrative Assistant to Rule of Law and Human Rights Department	G3	1	
	FS Driver Vlora	G2	2	
	Driver	G2	2	
	Cleaner	G1	1	
	FS Cleaner Vlora	G1	1	
Spillover Monitor Mission to Skopje				
	Programme A.1.1.: Office of Head of Mission			
	Head of Mission	HOM	1	
	Deputy Head of Mission	DHOM	1	
	CBM/Field Station Co-ordinator	S3	1	Field Station Kumanovo
	Chief, Political/Reporting	S3	1	
	CBM/Field Station Co-ordinator	S3	1	Field Station Tetovo
	Political Adviser	S2	1	
	CBM/Deputy Field Station Co-ordinator	S2	1	Field Station Tetovo
	Senior Project Officer	S2	1	
	CBM/Deputy Field Station Co-ordinator	S2	1	Field Station Kumanovo
	Mission Spokesperson	S2	1	
	Executive Assistant to Head of Mission	S1	1	
	Political/Reporting Officer	S1	1	
	Press and Public Information Officer	S1	1	
	CBM/Administrative/Logistics Officer	S1	1	
	CBM/Administrative/Logistics Officer	S1	1	
	National Executive Officer	NP2	1	
	National Political Liaison Officer	NP2	1	
	National Records and Archives Officer	NP1	1	
	Senior Assistant (Roma)	G6	1	

POST TABLE (continued)

Fund	**Post Title**	**Grade**	**Number of Post**	**Note**
	Senior Secretary	G5	1	
	Senior Political Assistant	G5	2	
	Administrative Assistant (Logistics)	G4	1	Field Station Kumanovo
	Language Assistant II	G4	1	Field Station Kumanovo
	Language Assistant II	G4	1	Field Station Kumanovo
	Administrative Assistant (Personnel/Finance)	G4	2	Field Station Kumanovo
	Office Assistant	G4	1	Field Station Kumanovo
	Administrative Assistant (Personnel/Finance)	G4	2	Field Station Kumanovo
	Office Assistant	G4	1	Field Station Kumanovo
	Language Assistant II	G4	5	
	Archives Assistant	G4	2	
	Administrative Assistant (Logistics)	G4	1	Field Station Kumanovo
	Protocol Clerk	G3	2	
	Language Assistant I	G3	1	
	Radio Operator	G3	5	Field Station Kumanovo
	Radio Operator	G3	5	Field Station Tetovo
	Receptionist	G2	1	Field Station Kumanovo
	Security Guard	G2	6	Field Station Tetovo
	Driver	G2	2	Field Station Tetovo
	Receptionist	G2	1	Field Station Tetovo
	Driver	G2	2	Field Station Kumanovo
	Office Clerk	G2	3	
	Security Guard	G2	6	Field Station Kumanovo
	Cleaner	G1	2	Field Station Kumanovo
	Cleaner	G1	2	Field Station Tetovo
Programme A.2.1.: Fund Administration Unit				
	Head, Administration and Finance	P5	1	
	Chief, Personnel	P3	1	
	Chief, Finance	P3	1	
	Chief, General Services	P3	1	
	IT/Communications Officer	P3	1	
	Communications Officer	P2	1	
	Mission Security Officer	P2	1	
	Training Co-ordinator	S3	1	
	Supply Officer	S1	1	
	Transport Officer	S1	1	
	Procurement Officer	S1	1	
	National Personnel Officer	NP1	1	
	National IT Officer	NP1	1	
	National Supply Officer	NP1	1	
	National Finance Officer	NP1	1	
	National Administrative Officer	NP1	1	
	National Building Management Officer	NP1	1	
	Nurse	G6	1	
	Personnel Assistant	G5	4	
	Telecommunications Technician	G5	1	

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Radio Communications Technician	G5	1	
	Webmaster/Database Administrator	G5	1	
	Senior Transport Assistant	G5	1	
	Senior IT Network Technician	G5	1	
	Satellite Communications Technician	G5	1	
	Supply Assistant	G5	1	
	Training Assistant	G5	1	
	Senior Budget Assistant	G5	1	
	Senior Treasury Assistant	G5	1	
	Senior Accounting Assistant	G5	1	
	Senior Inventory Assistant	G5	1	
	Senior Procurement Assistant	G5	1	
	Finance Assistant (National Staff)	G4	1	
	IT Help Desk Technician	G4	4	
	Building Management Assistant	G4	1	
	Maintenance Assistant	G4	1	
	Procurement Assistant	G4	2	
	Warehouse Assistant	G4	1	
	Payroll Assistant (International Staff)	G4	1	
	Treasury Assistant (Cash)	G4	1	
	Administrative Assistant	G4	2	
	Office Assistant	G4	1	
	Material Control Assistant	G4	1	
	Warehouse Clerk	G3	1	
	Administrative Clerk	G3	1	
	Bus Driver	G3	2	
	Technician	G3	1	
	Transport Dispatcher	G3	2	
	Transport Clerk	G3	1	
	Customs Clerk	G3	1	
	Supply Clerk	G3	3	
	Inventory Clerk	G3	2	
	Office Clerk	G3	1	
	Training Clerk	G3	1	
	Close Protection Specialist	G3	1	
	Personnel Clerk	G3	1	
	Mechanic	G2	1	
	Security Guard	G2	16	
	Warehouse Clerk	G2	1	
	Warehouse Worker	G2	2	
	Warehouse Worker (Handyman)	G2	1	
	Driver	G2	11	
	Maintenance Clerk	G2	1	
	Cleaner	G1	6	
	Handyman	G1	3	

Programme B.1.1.: Police Development

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Head Police Development Department	S4	1	
	Deputy Chief of Police Training	S3	1	
	Chief, Education Support	S3	1	
	Chief of Police Training	S3	1	
	Head of Reform and Community Service Division	S3	1	
	Head of Training and Educational Support Division	S3	1	
	Deputy Head Police Development Department	S3	1	
	Chief, Community Development	S3	1	
	Senior Adviser	S2	1	
	Senior Planner	S2	1	
	Curriculum Development Officer	S1	2	
	Police Instructor	S1	19	
	Community Police Trainer	S1	10	
	Community Police Trainer	S1	10	
	Community Police Trainer	S1	10	
	Reporting Analysis Officer	S1	2	
	Reporting Analysis Officer	S1	1	
	Project Officer	S1	1	
	Administrative Officer	S1	1	
	Police Instructor	S1	12	
	Police Reform Adviser	S1	2	
	National Legal Adviser	NP1	1	
	Senior Secretary	G5	1	
	Publications Assistant	G4	1	
	Administrative Assistant (Personnel/Finance)	G4	3	
	Administrative Assistant (Logistics)	G4	2	
	Language Assistant I	G3	10	Field Station Tetovo
	Language Assistant I	G3	10	Field Station Kumanovo
	Language Assistant I	G3	15	
	Data Entry Clerk	G3	1	
	Language Assistant I	G3	31	
Programme B.1.2.: Confidence-Building				
	CBM/Head of Confidence-Building/Situation Centre	S3	1	
	CBM/Confidence-Building Field Co-ordinator	S2	1	
	CBM/Senior Confidence-Building Officer	S2	1	Subject to grade confirmation
	CBM/Senior Confidence-Building Officer	S2	1	Subject to grade confirmation
	CBM/Situation Centre Officer	S1	1	
	Confidence-Building Officer	S1	8	
	Confidence-Building Officer	S1	8	
	CBM/Situation Centre Officer	S1	1	
	Assistant	G5	2	
	Office Assistant	G4	1	
	Assistant	G4	1	

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Language Assistant I	G3	9	Field Station Tetovo
	Radio Operator	G3	5	
	Language Assistant I	G3	9	Field Station Kumanovo
	Programme B.3.1.: Rule of Law			
	CBM/Head of Rule of Law	S3	1	
	CBM/Rule of Law Officer/Judicial Reform	S2	1	
	CBM/Rule of Law Officer/Anti-Trafficking	S2	1	
	CBM/Rule of Law Officer/Institution Building	S2	1	
	CBM/Senior Rule of Law Officer	S2	1	Field Station Kumanovo
	CBM/Senior Rule of Law Officer	S2	1	Field Station Tetovo
	CBM/Co-ordination and Analysis Officer	S2	1	
	CBM/Rule of Law Officer	S1	3	Field Station Tetovo
	CBM/Rule of Law Officer	S1	1	Field Station Tetovo to be nationalized by mid-year
	CBM/Rule of Law Officer	S1	5	Field Station Kumanovo
	CBM/Rule of Law Officer	S1	2	
	CBM/Rule of Law Officer	S1	1	Field Station Kumanovo to be nationalized by mid-year
	National Legal Adviser	NP1	1	
	National Rule of Law Officer	NP1	1	Field Station Kumanovo
	National Rule of Law Officer	NP1	1	Field Station Kumanovo to be nationalized by mid-year
	National Rule of Law Officer	NP1	1	Field Station Tetovo
	National Rule of Law Officer	NP1	1	Field Station Tetovo to be nationalized by mid-year
	Senior Legal Assistant	G6	1	
	Legal Assistant	G5	1	
	Senior Assistant	G5	1	Field Station Kumanovo
	Senior Assistant	G5	1	Field Station Tetovo
	Legal Assistant	G4	1	
	Programme Assistant	G4	1	
	Language Assistant I	G3	1	
	Language Assistant I	G3	7	Field Station Kumanovo
	Language Assistant I	G3	5	Field Station Tetovo
	Programme B.3.2.: Media Development			
	CBM/Head of Media Development	S3	1	
	CBM/Media Development Officer	S1	1	
	CBM/Press/Media Development Officer	S1	1	
	Assistant	G4	2	
	Press Assistant	G4	1	Field Station Tetovo
	Press Assistant	G4	1	Field Station Kumanovo
	Programme B.3.3.: Public Administration Support			
	Head of Public Administration Reform (Support)	S3	1	Retitle, subject to grade confirmation
	Programme Officer	S1	1	

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	National Public Finance Officer	NP1	2	
	National Governance Officer	NP1	2	
	Senior Assistant	G5	2	
	Assistant	G4	1	
	Secretariat Augmentation			
	Programme A.1.7.: Secretariat – Mission Programme Section			
	Mission Programme Officer	P3	1	
	Programme A.2.3.: Secretariat – Personnel Management			
	Personnel Assistant	G5	1	
	Mission to Moldova			
	Programme A.1.1.: Office of Head of Mission			
	Head of Mission	HOM	1	
	Deputy Head of Mission	DHOM	1	
	Public Affairs Officer/Spokesman	S2	1	
	Secretary HoM	G6	1	
	Interpreter	G6	1	
	Media Assistant	G6	1	
	Senior Driver HoM	G3	1	
	Programme A.2.1.: Fund Administration Unit			
	Administrator	S2	1	
	Financial Assistant	G6	1	
	Financial Assistant	G6	1	New post, subject to classification
	Office Manager Tiraspol	G5	1	
	Mission Secretary	G4	1	
	Office Assistant	G3	1	
	Secretary Tiraspol	G3	1	
	Maintenance Assistant	G2	1	
	Cleaner	G1	1	
	Vehicle Mechanic/Cleaner	G1	1	New post, subject to classification
	Receptionist	G1	2	
	Cleaner Tiraspol	G1	1	
	Programme B.1.1.: Conflict Prevention/Resolution			
	Political Officer	S2	1	
	Political Officer	S2	1	New post, subject confirmation of grade
	Politico-Military Officer	S2	1	
	Military Member	S2	2	
	Programme B.3.1.: Human Rights/Democratization			
	Human Dimension Officer	S2	1	
	Anti-Trafficking Officer	S2	1	
	Human Rights Assistant	G6	1	

POST TABLE (continued)

Fund Post Title	Grade	Number of Post	Note
Anti-Trafficking Assistant	G6	1	

Project Co-ordinator in the Ukraine
Programme A.1.1.: Office of Head of Mission

Project Co-ordinator	HOM	1	
Administrative Officer/Interpreter	G5	1	
Administrative Assistant/Senior Driver	G3	1	

Programme A.2.1.: Fund Administration Unit

Senior Programme Officer	S2	1	
Finance Officer	G7	1	
Administrative Officer/Secretary	G5	1	
Finance Assistant	G4	1	New post, subject to classification
Administrative Assistant/Driver	G3	1	
Cleaner – 60 per cent	G1	0.6	

Programme B.4.1.: Support to Ukrainian Institutions through Projects

Senior Project Officer	S2	1	
Legal Adviser	G7	1	
Project Assistant/Custodian	G4	1	

Office in Minsk
Programme A.1.1.: Economic and Environmental Activities

Economic and Environmental Officer	S2	1	
Project Assistant	G6	1	

Programme A.2.1.: Fund Administration Unit

Administrative and Finance Officer	S2	1	
Finance/Procurement Assistant	G5	1	
Logistics Assistant	G4	1	

Programme A.1.1.: Office of Head of Mission

Head of Office	HOM	1	
Deputy Head of Office	DHOM	1	
Senior Secretary	G5	1	
Language Assistant	G4	1	
Office Assistant	G4	1	
Driver	G2	1	

Programme B.3.1.: Institution Building, Rule of Law and Civil Society

Human Dimension Officer	S2	1	
Democratization Assistant	G5	1	

Representative to the Estonian Commission on Military Pensioner
Programme A.1.1.: Office of Head of Mission

Representative to the Estonian Commission on Military Pensioners	S	1	

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
Programme A.2.1.: Fund Administration Unit				
	Assistant/Accountant	G5	1	
Mission to Georgia				
Programme A.1.1.: Office of Head of Mission				
	Chief Security Officer	P3	1	
	Security Officer	P2	1	
	Head of Mission	HOM	1	
	Deputy Head of Mission	DHOM	1	
	Head of Tskhinvali Field Office	S3	1	
	Spokesperson/Press and Public Information Officer	S2	1	Budgeted for 6 months only
	Mission Legal Adviser	S2	1	New post
	Project Co-ordinator	S2	1	
	Personal Assistant to the HoM	G6	1	
	Senior Press and Public Information Assistant	G6	1	New post, subject to classification
	Senior Secretary	G5	1	New post, subject to classification
	Legal Assistant	G5	1	New post, subject to classification
	Programme Assistant, FO	G5	1	
	Safety and Security Assistant	G4	1	Subject to classification
	Press and Public Information Assistant	G4	1	
	Legal Translator	G4	1	New post, subject to classification
	Duty Room Assistant	G4	5	
	Secretary, FO	G4	1	New post
	Administrative Assistant, FO	G4	1	Retitle, subject to classification
	Security Assistant	G4	1	
	Receptionist	G3	1	
	Security Guard	G3	1	
	Driver, FO	G2	1	New post
	Housekeeper, FO	G1	1	
	Housekeeper	G1	1	
Programme A.2.1.: Fund Administration Unit				
	Head, Administration and Finance	P4	1	See Note 1
	Chief, Human Resource Management	P3	1	
	Chief, General Services	P3	1	
	Chief, Communications/IT	P3	1	
	Chief, Finance	P3	1	
	Transport Officer	P2	1	
	Documents and Records Management Officer	S1	1	
	National IT Officer	NP1	1	
	National Mission Support Officer	NP1	1	See Note 1
	National Personnel Officer	NP1	1	See Note 1
	Senior Treasury Assistant	G7	1	
	Senior Recruitment and Personnel Assistant	G7	1	Subject to classification
	Senior Training Assistant	G7	1	

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Senior Procurement Assistant	G7	1	Subject to classification
	Senior Inventory Control and Supply Assistant	G7	1	Subject to classification
	Senior Facilities Management Assistant	G7	1	New post, subject to classification
	Senior Budget Assistant	G7	1	
	Senior Accounting and Finance Assistant	G6	1	See Note 1
	Documents and Records Management Assistant	G5	1	
	IT Assistant	G5	2	
	Procurement Assistant	G5	1	
	Mission Support Assistant	G5	1	New post, subject to classification
	Budget Assistant	G5	1	
	Accounting and Finance Assistant	G5	2	Subject to classification
	Buildin Management Assistant	G4	1	
	Transport Assistant	G4	2	1 new post
	Inventory Control and Supply Assistant	G4	1	
	IT User Support Assistant	G4	1	
	Communications Assistant	G4	2	
	Personnel Assistant	G4	1	
	Accounting and Finance Assistant	G4	2	
	Treasury Assistant	G4	1	See Note 1
	Training Assistant	G4	1	
	Procurement Clerk	G3	2	
	Generator Clerk	G3	1	New post, subject to classification
	Driver/Mechanic	G3	3	1 new post
	Senior Driver	G3	1	
	Transport Clerk	G3	1	
	Communications Clerk	G3	2	
	Computer Operations Clerk	G3	1	
	Electrician	G3	2	1 new post
	Inventory Control and Supply Clerk	G3	2	
	Personnel Clerk	G3	1	New post, subject to classification
	Human Resource Management Clerk	G3	1	New post, subject to classification
	Administration Clerk	G3	1	
	Administration Assistant	G3	1	See Note 1
	Warehouse Clerk	G3	1	New post
	Driver	G2	8	2 new posts
	Handyman	G2	1	New post

Programme B.1.1.: Political and Military Aspects of Security and Police Activities

Fund	Post Title	Grade	Number of Post	Note
	Head of Political Affairs	S3	1	
	Political Officer, Abkhazia	S2	1	
	Military Adviser	S2	1	
	Monitoring Officer	S2	3	
	Police Adviser	S2	1	New post
	Senior Programme Assistant	G6	1	See Note 1
	Senior Programme Assistant	G6	1	
	Programme Assistant	G5	1	New post, subject to classification
	Assistant to Military Adviser	G4	1	New post, subject to classification

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Programme B.1.2.: Border Monitoring Operation			
	Administrative Officer	P3	1	
	Head of Border Monitoring Operation	S4	1	
	Deputy Head of Border Monitoring Operation	S3	1	
	Personal Assistant to the HoBMO	S2	1	
	BMO Chief Operations Officer	S2	1	
	BMO Operations Officer	S2	2	
	BMO Helicopter Operations Officer	S2	1	
	BMO Planning Officer	S2	1	
	BMO Training Officer	S2	1	
	BMO Logistics Officer	S2	1	
	BMO Logistics Officer	S2	1	Budgeted for 6 months only
	Border Monitor	S1	3	New post for 7.5 months
	Border Monitor	S1	63	Budgeted for 7.5 months
	Border Monitor	S1	70	
	Secretary	G4	1	
	Logistics Assistant	G4	1	
	Training Assistant	G4	1	New post
	Administration Assistant	G4	5	5 new posts, subject to classification
	Inventory Control and Supply Assistant	G4	1	
	Logistics Clerk	G3	4	
	Driver, PB	G2	9	
	Cook-Cleaner, PB	G1	9	1 new post
	Cook-Cleaner, PB	G1	4.5	9 new posts – 50 per cent
	Programme B.2.1.: Economic and Environmental Activities			
	Economic and Environmental Officer	S2	1	
	Economic and Environmental Assistant	G5	1	
	Programme B.3.1.: Human Dimension Activities			
	Head of Human Dimension	S3	1	
	Rule of Law Adviser	S2	1	
	Human Rights Officer, Gali FO	S2	1	
	Human Rights Officer, Abkhazia, Georgia	S2	1	
	Democratization Officer	S2	1	
	Human Dimension Officer	S2	1	
	National Rule of Law Officer	NP2	1	
	National Human Rights Officer	NP1	1	New post, subject to classification
	Senior Freedom of the Media Assistant	G7	1	
	Senior Democratization Assistant	G6	1	See Note 1
	Senior Human Rights Assistant	G6	1	
	Senior Democratization Assistant	G6	1	
	Rule of Law Assistant	G6	1	New post, subject to classification
	Secretary, Gali FO	G4	1	
	Secretary	G4	1	

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Driver, Gali FO	G2	1	
	Housekeeper, Gali FO	G1	1	

Office in Yerevan

Programme A.1.1.: Office of Head of Mission

	Head of Office	HoM	1	
	National Assistant Project Co-ordinator	NP1	1	
	Senior Press and Public Information Assistant	G6	1	
	Interpreter/Translator	G5	1	
	Senior Driver	G3	1	

Programme A.2.1.: Fund Administration Unit

	Administrative and Finance Officer	P2	1	
	Senior Administrative and Finance Assistant	G6	1	
	Receptionist/Registry Clerk	G4	1	
	Cleaner	G1	1	

Programme B.1.1.: Politico-Military Activities

	Deputy Head of Office	DHoM	1	
	Project Co-ordinator	S3	1	
	Senior Programme Assistant (Political Issues)	G6	1	See Note 1
	Driver	G2	1	Current incumbent is on G3 level

Programme B.2.1.: Economic and Environmental Activities

	Economic and Environmental Officer	S2	1	
	Senior Programme Assistant/Economic and Environmental Issues	G6	1	

Programme B.3.1.: Human Dimension Activities

	Democratization Officer	S2	1	
	Human Rights Officer	S2	1	
	Senior Legal Assistant Human Rights	G7	1	See Note 1
	Senior Programme Assistant/Human Rights Issues	G6	1	
	Senior Programme Assistant/Democratization Issues	G6	1	
	Programme Assistant	G5	1	New post, subject to classification
	Driver/Technician	G3	1	

Office in Baku

Programme A.1.1.: Office of Head of Mission

	Head of Office	HOM	1	
	Secretary for HoO/DHoO	G4	1	
	Senior Driver	G2	1	

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Programme A.2.1.: Fund Administration Unit			
	Administrative and Finance Officer	P2	1	
	Administrative and Finance Assistant	G5	1	
	Administrative and Finance Assistant	G4	1	
	Secretary/Receptionist/Office Translator	G3	1	
	Driver	G1	1	
	Office Cleaner	G1	1	
	Programme B.1.1.: Politico-Military Activities			
	Deputy Head of Office/Political Affairs Officer	DHOM	1	
	Media/Political Adviser	G4	1	
	Programme B.2.1.: Economic and Environmental Activities			
	Economic and Environmental Officer	S2	1	
	Economic and Environmental Assistant	G4	1	
	Programme B.3.1.: Human Dimension Activities			
	Human Dimension Officer	S2	1	
	Democratization Officer	S2	1	
	Legal Assistant	G5	1	
	Programme Assistant	G5	1	
	Human Dimension Assistant	G4	1	

High Level Planning Group

Fund	Post Title	Grade	Number of Post	Note
	Programme A.1.1.: Office of Head of High Level Planning Group			
	Officer	S	8	
	Senior Administrative Assistant	G6	1	
	Information Technology User Support Assistant	G5	0.25	
	Help Desk – 25 per cent			

Personal Representative of the CiO

Fund	Post Title	Grade	Number of Post	Note
	Programme A.1.1.: Personal Representative			
	Personal Representative of the CiO	HOM	1	
	Personal Assistant to the PR	S2	1	
	Field Assistant to the PR	S2	3	
	Driver/Administrative Assistant (Yerevan)	G5	1	
	Driver (Stepanakert/Khankendi)	G3	1	
	Driver (Tbilisi)	G2	1	
	Driver (Baku)	G2	1	
	Programme A.2.1.: Fund Administration Unit			
	Chief Administration/Finance Section	S3	1	
	Secretary (Tbilisi)	G3	1	
	Driver Instructor/Mechanic (Tbilisi)	G3	1	
	Housekeeper (Baku)	G1	1	
	Housekeeper (Tbilisi)	G1	1	
	Housekeeper (Yerevan)	G1	1	

POST TABLE (continued)

Fund Post Title	Grade	Number of Post	Note
Housekeeper (Stepanakert/Khankendi)	G1	1	

Centre in Almaty

Programme A.1.1.: Office of Head of Mission

Head of Centre	HOM	1	
Administrative Assistant	G4	1	
Driver	G2	1	

Programme A.2.1.: Fund Administration Unit

Administrator	G6	1	
Astana Liaison Office Co-ordinator	G5	1	
Finance Assistant	G3	1	
Driver	G1	1	
Cleaner	G1	1	

Programme B.1.1.: Support for Democratic Development of Political Institutions

Political Officer	S2	1	
Assistant to Political Officer	G6	1	

Programme B.2.1.: Economic Development and Ecological Improvements

Economic and Environmental Officer	S2	1	
Project Co-ordinator	G6	1	
Econ/Ecol Expert	G6	1	

Programme B.3.1.: Capacity-Building and Civil Society Support

Human Dimension Officer	S2	1	
Legal/Project Expert	G6	1	
Project Assistant	G5	1	

Programme B.4.1.: Democratic Development and Freedom of the Media

National Project Co-ordinator	G6	1	

Centre in Ashgabad

Programme A.1.1.: Office of Head of Mission

Head of Centre	HOM	1	
Assistant to Head of Centre	G5	1	
Driver	G2	1	

Programme A.2.1.: Fund Administration Unit

Administrative and Finance Officer	S2	1	
Administrative and Finance Assistant	G5	1	
Driver	G2	1	
Cleaner	G1	1	

Programme B.4.1.: Support for build up democratic society, rule of law and market reforms

Project Co-ordinator	S3	1	
Human Dimension Officer	S2	1	

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Economic and Environmental Officer	S2	1	
	Political Officer	S2	1	
	Legal Adviser	G7	1	
	Programme Assistant	G5	1	
	Project Assistant	G5	1	
	Economic and Environmental Assistant	G5	1	
	Political Assistant	G5	1	

Centre in Bishkek

Programme A.1.1.: Office of Head of Mission

	Post Title	Grade	Number	Note
	Head of Centre	HOM	1	CiB
	General Support Officer	S3	1	CiB
	National Press and Public Information Officer	NP1	1	CiB
	Legal Assistant	G6	1	CiB
	Personal Assistant to HoC	G5	1	New post, subject to classification, CiB
	Secretary/Interpreter	G4	1	CiB
	Senior Driver	G3	1	CiB

Programme A.2.1.: Fund Administration Unit

	Post Title	Grade	Number	Note
	National Administrative and Finance Officer	NP1	1	CiB
	Administrative/Finance Assistant	G6	1	CiB
	Administrative Assistant	G5	1	New post, subject to classification, CiB
	Field Assistant	G4	1	Osh FO
	Secretary/Interpreter	G4	1	Osh FO
	Driver	G2	1	CiB
	Driver	G2	1	Osh FO

Programme B.1.1.: Enhancing Political Stability and Democracy

	Post Title	Grade	Number	Note
	Political Officer	S2	1	CiB
	Project Assistant	G5	1	CiB

Programme B.2.1.: Scientific Co-operation in the Second Dimension

	Post Title	Grade	Number	Note
	Economic and Environmental Officer	S2	1	Osh FO
	Economic and Environmental Officer	S2	1	CiB
	Project Assistant	G6	1	CiB
	Driver	G2	1	CiB

Programme B.3.1.: Human Dimension Activities

	Post Title	Grade	Number	Note
	Human Dimension Officer	S2	1	CiB
	National Assistant Project Co-ordinator	NP1	1	Osh FO
	Project Assistant	G5	1	New post, subject to classification, CiB
	Driver	G2	1	Osh FO

Programme B.4.1.: Democratic Transformation

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
	Human Dimension Officer	S2	1	Osh FO
	National Assistant Project Co-ordinator	NP1	1	CiB
	Driver	G2	1	New post, subject to classification, CiB
	Programme B.4.2.: Assistance to Legal Reform Process			
	National Assistant Project Co-ordinator	NP1	1	CiB
	Legal Assistant	G6	1	Osh FO
Centre in Tashkent				
	Programme A.1.1.: Office of Head of Mission			
	Head of the Office	HOM	1	
	Assistant/Secretary to the Head of Office	G4	1	See Note 1
	Programme A.2.1.: Fund Administration Unit			
	Project Co-ordination Officer	S3	1	
	National Assistant Project Co-ordinator	NP1	2	
	Public Information Assistant	G5	1	New post
	Administrative Assistant	G5	1	
	Finance Assistant	G4	1	See Note 1
	Driver	G2	2	
	Programme B.2.1.: Good Governance Programme			
	Economic and Environmental Officer	S2	1	
	Economic assistant	G5	1	
	Environmental Assistant	G4	1	See Note 1
	Programme B.3.1.: Democratization and Rule of Law Programme			
	Human Dimension/Democratization Officer	S2	1	
	Rule of Law Assistant	G5	1	
	Senior Programme Assistant	G5	1	
	Legal Assistant	G5	1	
	Programme B.4.1.: Parliamentary Reform Programme			
	Political Officer	S2	1	
Centre in Dushanbe				
	Programme A.1.1.: Office of Head of Mission			
	Head of Centre	HOM	1	
	Deputy Head of Centre	DHOM	1	
	Assistant to Head of Center	G4	1	
	Assistant to Deputy Head of Center	G4	1	
	Senior Driver	G3	1	
	Programme A.2.1.: Fund Administration Unit			
	Administrative and Finance Officer	P2	1	
	Finance Officer	S2	1	New post, subject to grade

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note
				confirmation
	Security Officer	P2	1	
	Programme Co-ordinator, Training Focal Point	S3	1	
	National Assistant Project Co-ordinator	NP1	1	
	National Assistant Project Co-ordinator	NP1	1	
	Senior Finance Assistant	G6	1	
	IT Assistant	G6	1	
	Finance Assistant	G5	1	
	Communication Assistant	G5	1	
	Engineer	G4	1	
	Admin Assistant	G4	1	
	Assistant to Security Officer	G4	1	
	Translator	G4	1	
	Personnel Assistant	G3	1	
	Receptionist	G3	1	
	Driver	G2	1	
	Cook	G1	2	
	Cleaner	G1	3	
	Gardener	G1	1	

Programme B.2.1.: Supporting Economic Development in Tajikistan

Fund	Post Title	Grade	Number of Post	Note
	Economic Officer	S2	1	
	Field Officer	S1	1	
	Senior Field Assistant	G6	6	
	Assistant to Economic Officer	G4	1	
	Driver	G2	1	
	Cleaner	G1	1	
	Cook	G1	1	
	Helper/Guard	G1	4	

Programme B.2.2.: Addressing Environmental Issues – Capacity-Building

Fund	Post Title	Grade	Number of Post	Note
	Environmental Officer	S2	1	
	Field Officer	S1	1	
	Assistant to Environmental Officer	G4	1	
	Driver	G2	1	

Programme B.4.1.: Promoting Democratization in Tajikistan

Fund	Post Title	Grade	Number of Post	Note
	Human Dimension Officer	S2	1	
	Field Officer	S1	1	
	Legal Adviser	G6	1	
	Field Assistant	G5	5	
	Assistant to HD Officer	G4	1	
	Assistant to the Legal Adviser	G3	1	
	Driver	G2	2	
	Helper/Guard	G1	4	
	Cleaner	G1	1	
	Cook	G1	1	

POST TABLE (continued)

Fund	Post Title	Grade	Number of Post	Note

Programme B.4.2.: Fostering Democratization on Media in Tajikistan

	Post Title	Grade	Number of Post	Note
	Political and Media Officer	S2	1	
	Field Officer	S1	1	
	Media Analyst	G6	1	
	Media Assistant	G4	1	
	Driver	G2	1	
	Helper/Guard	G1	4	
	Cleaner	G1	1	
	Cook	G1	1	

Programme B.4.3.: Fostering Political Dialogue and Security

	Post Title	Grade	Number of Post	Note
	Political and Security Officer	S2	1	
	Field Officer	S1	1	
	Assistant for HR and Democratization	G4	1	
	Assistant to Political Officer	G4	1	
	Driver	G2	1	
	Cleaner	G1	1	
	Cook	G1	1	
	Helper/Guard	G1	4	

Programme B.4.5.: Gender Awareness and Equality in Tajikistan

	Post Title	Grade	Number of Post	Note
	Gender Issues Officer	S2	1	
	Gender Issues Assistant	G4	1	
	Driver	G2	1	
	Cook	G1	1	
	Helper/Guard	G1	4	
	Cleaner	G1	1	

Note:

1. These positions have been requested for upgrading.
2. The Local General Services positions in the Office in Baku, Presence in Albania and Centre in Bishkek are subject to initial classification review in 2004; result will be announced.

BOARD AND LODGING ALLOWANCE
(in Euros)

Field Operation	BLA Rates 2004	BLA Rates 2005	BLA Rates 2006
South-Eastern Europe			
Mission in Kosovo	100	100	100
Tasks in Bosnia and Herzegovina	100	100	100
Mission to Croatia	118	118	136
Mission to Serbia and Montenegro	107	107	113
Presence in Albania	107	107	116
Spillover Monitor Mission to Skopje	100	100	100
Eastern Europe			
Mission to Moldova	122	122	122
Project Co-ordinator in Ukraine	140	140	122
Office in Minsk	140	140	115
Representative to the Estonian Commission on Military Pensioners*	73	73	73
Caucasus			
Mission to Georgia	158	158	158
Office in Yerevan	105	105	105
Office in Baku	148	148	128
Personal Representative of the CiO**	254	254	254
Central Asia			
Centre in Almaty	121	121	121
Centre in Ashgabad	140	140	154
Centre in Bishkek	133	133	133
Centre in Tashkent	145	145	114
Centre in Dushanbe	129	129	129

*   Represents only the Board portion of the Allowance.
**   For indicative purposes only. BLA amount varies and decreases when staying in officially provided accommodation.

Field Operation	Annual Special Additional Provision*
	EUR
South-Eastern Europe	
Mission in Kosovo	4,000
Tasks in Bosnia and Herzegovina	4,000
Mission to Croatia	4,000
Mission to Serbia and Montenegro	4,000
Presence in Albania	4,000
Spillover Monitor Mission to Skopje	4,000
Eastern Europe	
Mission to Moldova	4,000
Project Co-ordinator in Ukraine	4,000
Office in Minsk	4,000
Caucasus	
Mission to Georgia	4,000
Office in Yerevan	4,000
Office in Baku	4,000
Central Asia	
Centre in Almaty	4,000
Centre in Ashgabad	4,000
Centre in Bishkek	4,000
Centre in Tashkent	4,000
Centre in Dushanbe	4,000

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*   The Annual Special Additional Provision of EUR 4,000 is to be paid on a monthly basis.

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

By the Delegation of Turkey:

"As would be recalled, this Delegation has stated on numerous occasions that the new positions to be established at the OSCE Secretariat should in principle be contracted but not seconded. However, in the 2004 Unified Budget that we just adopted, three new seconded positions are established at the Secretariat for anti-trafficking and border issues.

Without changing our basic and principled attitude concerning establishment of new seconded positions at the Secretariat, we reluctantly go along with the establishment of these three seconded positions, mainly because they also relate to implementation of Ministerial Decisions.

On the other hand, we continue to believe that in order to ensure fair representation in the OSCE field operations, the board and lodging allowances (BLAs) should be determined taking into consideration all relevant factors, including the fact that for many such seconded staff BLAs are the only source of income. For that reason, although we still have some doubts about the proposed methodology for determination of BLAs, in order to be able to adopt the 2004 Unified Budget in time, we reluctantly agree with the transitory approach contained in the decision just adopted.

We expect that our future deliberations on this issue and our forthcoming review of BLAs will yield better results for the morale and efficiency of our seconded staff in the field operations.

We request that this statement be attached to the Journal of today's meeting."

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

By the Delegation of Turkmenistan:

"Delegation of Turkmenistan joins the statement made by the Delegation of Turkey and requests that our statement be attached to the Journal of today's meeting."