Organization for Security and Co-operation in Europe
Permanent Council

Chairmanship: Switzerland

SPECIAL MEETING OF THE PERMANENT COUNCIL
(1032nd Plenary Meeting)

1. <u>Date</u>:   30 December 2014

     Opened: 4.45 p.m.
     Closed: 5.10 p.m.

2. <u>Chairperson</u>:   Ambassador T. Greminger

3. <u>Subjects discussed – Statements – Decisions/documents adopted</u>:

Agenda item 1:   DECISION ON REVISED FINANCING MODALITIES FOR THE SPECIAL MONITORING MISSION TO UKRAINE

     Chairperson

     <u>Decision</u>: The Permanent Council adopted Decision No. 1157 (PC.DEC/1157) on revised financing modalities for the Special Monitoring Mission to Ukraine, the text of which is appended to this journal.

     United States of America (PC.DEL/1510/14), Russian Federation (interpretative statement, see attachment to the decision)

Agenda item 2:   DECISION ON APPROVAL OF THE 2015 UNIFIED BUDGET

     Chairperson

     <u>Decision</u>: The Permanent Council adopted Decision No. 1158 (PC.DEC/1158) on approval of the 2015 Unified Budget, the text of which is appended to this journal.

     United States of America (interpretative statement, see attachment 1 to the decision), Azerbaijan (interpretative statement, see attachment 2 to the decision), Italy-European Union (interpretative statement, see attachment 3 to the decision), Austria (also on behalf of Germany and Norway) (Annex),

France (also on behalf of Spain and the United Kingdom) (interpretative statement, see attachment 4 to the decision), Serbia, Chairperson

Agenda item 3:   REVIEW OF CURRENT ISSUES

(a)   *Meetings of the Trilateral Contact Group and the implementation of the Minsk Protocol*: United States of America (PC.DEL/1509/14/Corr.1), Russian Federation, Chairperson, Germany

(b)   *Sentencing of Mr. A. Navalny and Mr. O. Navalny in the Russian Federation*: United States of America (PC.DEL/1508/14), Russian Federation, Germany

Agenda item 4:   ANY OTHER BUSINESS

None

4.   Next meeting:

Thursday, 15 January 2015, at 10 a.m., in the Neuer Saal

1032nd Plenary Meeting
PC Journal No. 1032, Agenda item 2

STATEMENT BY THE DELEGATION OF AUSTRIA
(ALSO ON BEHALF OF GERMANY AND NORWAY)

We underline the importance of having the Unified Budget of the OSCE adopted in time. This adoption is of crucial importance for the whole Organization as it provides the agreed financial basis for the year 2015. We, therefore, express our recognition and gratitude to the incoming Serbian OSCE Chairmanship for the efforts undertaken to make this happen today.

We subscribe to the declaration made by the Italian delegation on behalf of the Member States of the European Union and want to add two more observations in our national capacity:

The year 2014 was characterized by an increase of challenges and threats to stability and security in our region. The OSCE has demonstrated its ability to serve not only as a platform for dialogue but also to provide valuable instruments to cope with these challenges. In such a context, it is of particular importance that the Organization is provided with the necessary human and financial resources. Regrettably, a number of valuable proposals for new and increased funding have not been taken up this year.

Germany, Norway and Austria underline that the responsibility for sound financial planning and management shall remain with the fund managers. OSCE budget negotiations are not the suitable place for micromanagement without political significance. This observation shall guide us in forthcoming budget negotiations.

Mr. Chairperson, we would ask you to have this statement attached to the journal of the day.

OSCE

1032nd Plenary Meeting
PC Journal No. 1032, Agenda item 1

DECISION No. 1157
REVISED FINANCING MODALITIES FOR THE SPECIAL MONITORING MISSION TO UKRAINE

The Permanent Council,

Recalling its Decisions No. 1117 of 21 March 2014 and No. 1129 of 22 July 2014 on the deployment of an OSCE Special Monitoring Mission to Ukraine,

Decides to approve the revised arrangements as well as the financial and human resources for the OSCE Special Monitoring Mission to Ukraine as contained in document PC.ACMF/50/14/Rev.1 for the period of the mandate extension covered by Decision No. 1129. In this respect, authorizes the assessment of 10,000,000 euros on the basis of the field operation scale;

Tasks the Chief Monitor, as Fund Manager, to administer the Special Fund in accordance with the Financial Regulations and Staff Regulations and Staff Rules and to report to the ACMF on the implementation of the Special Fund on a quarterly basis;

Encourages the Fund Manager to take all necessary measures in order to improve efficiency and to achieve cost savings in the relevant components of the Special Fund.

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

By the delegation of the Russian Federation:

"We appreciate the work of the OSCE Special Monitoring Mission in Ukraine (SMM). It carries out a large number of important tasks contained in its mandate and also in the Minsk agreements of 5 and 19 September 2014. This applies in particular to monitoring compliance with the ceasefire regime at the line of separation and the withdrawal from it by the conflicting parties of heavy armaments. At the same time, attention to other regions of Ukraine should not be allowed to slacken. The observers there and in the south-eastern regions should be equipped with all necessary facilities to enable them to fulfil the tasks within the Mission's mandate, especially the monitoring of the human rights of national minorities.

We endorse the view regarding the importance of providing the SMM with all necessary financial and material resources, including those required to deal with the priority issues of reducing risks to the safety of personnel. We are willing to continue helping to strengthen the SMM, in particular through the assignment to it of highly qualified observers and the provision of the necessary technical infrastructure. The Mission currently has around 20 Russian members working in it. To date Russia has made a voluntary contribution of around 600,000 euros to assist the Mission.

The additional budget of around 10 million provided for in today's decision of the Permanent Council should be used sensibly without any unjustified expenditures. This is particularly important in today's complicated economic situation. We trust that in future the heads of the SMM and the OSCE Secretariat will consider further requests for financing more rigorously. The justification for the planned expenditures and requests for additional resources should be subject to scrupulous analysis, and they should be presented to the participating States in good time. There should be no automatic fast-tracked increases in expenditures.

We request that this statement be attached to the decision and included as an annex to the journal of today's meeting of the Permanent Council.

Thank you for your attention."

Organization for Security and Co-operation in Europe
Permanent Council

PC.DEC/1158
30 December 2014

Original: ENGLISH

1032nd Plenary Meeting
PC Journal No. 1032, Agenda item 2

DECISION No. 1158
APPROVAL OF THE 2015 UNIFIED BUDGET

The Permanent Council,

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

1.   Approves the 2015 Unified Budget contained in Annex I;

2.   Approves the 2015 Unified Budget Post Table contained in Annex II;

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

Taking note of the discussions in the framework of the Helsinki+40 process on the efficiency and effectiveness of the budget cycle,

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

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

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

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

PCOEW5871

1.   Tasks the ACMF, in co-ordination with the Secretary General, to continue efforts to improve further the programme and budget planning process within the OSCE;

2.   Undertakes to continue efforts, including throughout the Unified Budget cycle in 2015, to focus, streamline and prioritize the work of the OSCE across the three dimensions in those areas where it has comparative advantage, and tasks the fund managers to ensure the coherence of their programme activities, in accordance with the body of the OSCE principles, commitments and decisions as well as their respective mandates;

3.   Tasks the Secretary General to explore options for finding further efficiencies in Staff Standard Costs; and tasks the ACMF to discuss these options with a view to optimization during 2015;

4.   Tasks the ACMF and the Chairmanship, in co-ordination with the Secretary General, to continue discussions for taking practical steps on local staff income tax with a view to achieving full compliance with the OSCE Staff Regulations and Staff Rules;

5.   Tasks the ACMF to discuss the procurement strategy and process with a view to ensuring respect for openness, transparency and effective competition.

THE 2015 UNIFIED BUDGET

Fund	
Main Programme	**EUR**
Programme	

I. FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS

The Secretariat
Secretary General and Central Services

A.1.1	Executive Management	1,144,100
A.1.2	Security Management	391,400
A.1.3	External Co-operation	675,800
A.1.4	Legal Services	544,700
A.1.5	Communication and Media Relations Section	1,223,300
A.1.6	Conference and Language Services	5,002,100
A.2.1	Records Management	300,900
A.2.2	Prague Office	388,300
B.4.1	Gender Issues	374,400
	Total	**10,045,000**

Chairman-in-Office

A.1.1	Short-Term Mission/Visits of CiO and PR of the CiO	540,000
A.1.2	Advisory Committee on Management and Finance (ACMF)	15,000
A.1.3	Panel of Adjudicators	39,000
A.1.4	Audit Committee	49,200
A.1.5	External Auditors	100,000
	Total	**743,200**

Internal Oversight

A.1.1	Internal Oversight	1,297,900
	Total	**1,297,900**

Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings

B.4.1	Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings	896,800
	Total	**896,800**

Addressing Transnational Threats

B.4.1	Co-ordination of TNT Activities	542,200
B.4.2	Strategic Police Matters Unit	674,600
B.4.3	Action against Terrorism	855,300

THE 2015 UNIFIED BUDGET (continued)

Fund **Main Programme** Programme	**EUR**
B.4.4 Borders Security and Management	464,400
Total	**2,536,500**
Activities Relating to the Economic and Environmental Aspects of Security	
B.2.1 Co-ordinator of OSCE Economic and Environmental Activities	1,570,400
B.2.2 Economic and Environmental Forum	448,800
Total	**2,019,200**
Conflict Prevention	
A.1.1 CPC Direction and Management	413,900
A.1.2 Policy Support Service	1,013,500
A.1.3 Operations Service	796,000
A.1.4 Programming and Evaluation Support Unit	366,900
B.1.1 FSC Chairmanship	33,100
B.1.2 FSC Support	573,900
B.1.3 Communications Network	576,400
Total	**3,773,700**
Human Resources Management	
A.2.1 HR Direction and Management	447,000
A.2.2 HR Services	1,064,200
A.2.3 Common Staff Costs	1,910,800
A.2.4 Talent Management	1,785,100
Total	**5,207,100**
Department of Management and Finance	
A.2.1 Management and Co-ordination	582,000
A.2.2 Budget and Finance Services	1,238,000
A.2.3 Information and Communication Technology Services	1,805,700
A.2.4 Mission Support Service	1,431,400
A.2.5 Secretariat Common Operational Costs	3,228,900
Total	**8,286,000**
Total for the Secretariat	**34,805,400**
Office for Democratic Institutions and Human Rights	
A.1.1 Direction and Policy	1,293,000
A.2.1 Fund Administration Unit	2,151,900
A.2.2 Common Operational Costs	769,700
B.3.1 Human Dimension Meetings	605,900

THE 2015 UNIFIED BUDGET (continued)

	Fund **Main Programme** Programme	**EUR**
B.3.2	Democratization	1,520,200
B.3.3	Human Rights	1,242,300
B.3.4	Elections	6,480,200
B.3.5	Tolerance and Non-Discrimination	1,381,300
B.3.6	Roma and Sinti Issues	550,700
	Total	**15,995,200**
	High Commissioner on National Minorities	
A.2.1	Fund Administration Unit	369,100
A.2.2	Common Operational Costs	176,200
B.1.1	Office of the High Commissioner	2,862,300
	Total	**3,407,600**
	Representative on Freedom of the Media	
A.1.1	Freedom of the Media	1,481,600
	Total	**1,481,600**
	TOTAL FOR FUNDS RELATED TO THE **SECRETARIAT AND INSTITUTIONS**	**55,689,800**
	II. FUNDS RELATED TO OSCE FIELD OPERATIONS	
	Augmentations **Secretariat Augmentations**	
A.1.1	Communication and Media Relations Section	268,800
A.1.2	Internal Oversight	257,000
A.1.3	Policy Support Service	390,300
A.1.4	Operations Service	189,900
A.1.5	Programming and Evaluation Support Unit	63,300
A.2.1	HR Services	356,700
A.2.2	Talent Management	309,400
A.2.3	Management and Co-ordination	75,300
A.2.4	Budget and Finance Services	701,900
A.2.5	Information and Communication Technology Services	1,239,600
A.2.6	Mission Support Service	973,300
	Total	**4,825,500**
	ODIHR Augmentation	
B.3.1	ODIHR Democratization	234,100
	ODIHR Augmentation Total	**234,100**
	Total for Augmentations	**5,059,600**

THE 2015 UNIFIED BUDGET (continued)

Fund **Main Programme** Programme	**EUR**

SOUTH-EASTERN EUROPE

Mission in Kosovo

A.1.1	Office of Head of Mission	2,931,000
A.2.1	Fund Administration Unit	2,540,500
A.2.2	Common Operational Costs	3,310,900
B.1.1	Security and Public Safety	1,295,500
B.3.1	Democratization	2,208,500
B.3.2	Human Rights and Communities	6,600,200
	Total	**18,886,600**

Tasks in Bosnia and Herzegovina

A.1.1	Office of Head of Mission	1,528,600
A.2.1	Fund Administration Unit	1,776,700
A.2.2	Common Operational Costs	2,338,000
B.3.1	Human Dimension	5,672,300
	Total	**11,315,600**

Regional Stabilization/Arms Control

B.1.1	Implementation of Article IV	134,700
	Total	**134,700**

Total for Tasks in Bosnia and Herzegovina	**11,450,300**

Mission to Serbia

A.1.1	Office of Head of Mission	1,038,800
A.2.1	Fund Administration Unit	646,500
A.2.2	Common Operational Costs	1,072,400
B.1.1	Police Affairs	988,500
B.3.1	Democratization	1,193,300
B.3.2	Media	429,600
B.3.3	Rule of Law and Human Rights	1,059,900
	Total	**6,429,000**

Presence in Albania

A.1.1	Office of Head of Mission	473,800
A.2.1	Fund Administration Unit	392,600
A.2.2	Common Operational Costs	626,200
B.1.1	Security Co-operation	357,300
B.2.1	Governance in Economic and Environmental Issues	302,800
B.3.1	Democratization	432,700

THE 2015 UNIFIED BUDGET (continued)

	Fund **Main Programme** Programme	**EUR**
B.3.2	Rule of Law and Human Rights	333,100
	Total	**2,918,500**
	Mission to Skopje	
A.1.1	Office of Head of Mission	991,700
A.2.1	Fund Administration Unit	760,800
A.2.2	Common Operational Costs	974,200
B.1.1	Public Safety and Community Outreach	1,764,500
B.3.1	Human Dimension	1,766,000
	Total	**6,257,200**
	Mission to Montenegro	
A.1.1	Office of Head of Mission	326,000
A.2.1	Fund Administration Unit	264,600
A.2.2	Common Operational Costs	416,500
B.1.1	Security Co-operation	365,900
B.3.1	Democratization	406,500
B.3.2	Media	115,300
B.3.3	Rule of Law and Human Rights	251,400
	Total	**2,146,200**
	Total for South-Eastern Europe	**48,087,800**
	EASTERN EUROPE	
	Mission to Moldova	
A.1.1	Office of Head of Mission	428,800
A.2.1	Fund Administration Unit	228,100
A.2.2	Common Operational Costs	531,600
B.1.1	Conflict Prevention/Resolution	456,700
B.3.1	Human Rights Monitoring/Democratization	291,100
B.3.2	Anti-Trafficking/Gender	263,700
	Total	**2,200,000**
	Project Co-ordinator in Ukraine	
A.1.1	Office of Head of Mission	219,800
A.2.1	Fund Administration Unit	349,100
A.2.2	Common Operational Costs	425,100
B.3.1	Democratization and Good Governance	313,100
B.3.2	Rule of Law and Human Rights	930,500
B.4.1	Economic, Environmental and Politico-Military Projects	755,400
	Total	**2,993,000**

THE 2015 UNIFIED BUDGET (continued)

Fund Main Programme Programme	EUR

Representative to the Latvian-Russian Joint Commission on Military Pensioners

A.1.1	Office of Head of Mission	9,000
	Total	**9,000**

	Total for Eastern Europe	**5,202,000**

CAUCASUS

Office in Yerevan

A.1.1	Office of Head of Mission	302,900
A.2.1	Fund Administration Unit	223,600
A.2.2	Common Operational Costs	396,700
B.1.1	Politico-Military Activities	533,400
B.2.1	Economic and Environmental Activities	526,400
B.3.1	Democratization	307,200
B.3.2	Human Rights	330,000
B.4.1	Good Governance	334,200
	Total	**2,954,400**

Project Co-ordinator in Baku

A.1.1	Office of Head of Mission	229,600
A.2.1	Fund Administration Unit	215,500
A.2.2	Common Operational Costs	305,900
B.1.1	Politico-Military Activities	313,200
B.2.1	Economic and Environmental Activities	292,000
B.3.1	Human Dimension Activities	443,800
	Total	**1,800,000**

High-Level Planning Group

A.1.1	Office of Head of Mission	251,300
	Total	**251,300**

The Minsk Process

A.1.1	Office of Head of Mission	927,500
	Total	**927,500**

Personal Representative of the CiO on the Conflict Dealt with by the Minsk Conference

A.1.1	Office of Head of Mission	472,500
A.2.1	Fund Administration Unit	217,800

THE 2015 UNIFIED BUDGET (continued)

Fund **Main Programme** Programme	**EUR**
A.2.2 Common Operational Costs	482,700
Total	**1,173,000**
Total for Caucasus	**7,106,200**
CENTRAL ASIA	
OSCE Programme Office in Astana	
A.1.1 Office of Head of Mission	212,000
A.2.1 Fund Administration Unit	250,600
A.2.2 Common Operational Costs	398,400
B.1.1 Politico-Military Activities	428,000
B.2.1 Economic and Environmental Activities	431,600
B.3.1 Human Dimension Activities	428,100
Total	**2,148,700**
Centre in Ashgabat	
A.1.1 Office of Head of Mission	333,100
A.2.1 Fund Administration Unit	174,600
A.2.2 Common Operational Costs	283,800
B.1.1 Conflict Prevention and Confidence- and Security-Building	262,900
B.2.1 Economic and Environmental Activities	249,900
B.3.1 Human Dimension Activities	266,500
Total	**1,570,800**
Centre in Bishkek	
A.1.1 Office of Head of Mission	1,156,600
A.2.1 Fund Administration Unit	623,100
A.2.2 Common Operational Costs	928,100
B.1.1 Politico-Military Activities	1,844,700
B.2.1 Economic and Environmental Activities	1,299,400
B.3.1 Human Dimension Activities	1,057,700
Total	**6,909,600**
Project Co-ordinator in Uzbekistan	
A.1.1 Office of Head of Mission	198,800
A.2.1 Fund Administration Unit	106,600
A.2.2 Common Operational Costs	266,300
B.1.1 Politico-Military Activities	404,900
B.2.1 Economic and Environmental Activities	533,900
B.3.1 Human Dimension Activities	484,400
Total	**1,994,900**

THE 2015 UNIFIED BUDGET (continued)

Fund	
Main Programme	**EUR**
Programme	

Office in Tajikistan

A.1.1	Office of Head of Mission	1,185,000
A.2.1	Fund Administration Unit	587,400
A.2.2	Common Operational Costs	1,446,100
B.1.1	Political and Military Aspects of Security	1,928,200
B.2.1	Economic and Environmental Activities	1,106,900
B.3.1	Human Dimension Activities	1,084,600
	Total	**7,338,200**
	Total for Central Asia	**19,962,200**
	TOTAL FOR FUNDS RELATED TO OSCE FIELD OPERATIONS	**85,417,800**
	GRAND TOTAL	**141,107,600**

POST TABLE

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
The Secretariat			
Secretary General and Central Services			
A.1.1 Executive Management			
Secretary General	SG	1	
Director, Office of the Secretary General	D1	1	
Senior Adviser	P4	1	
Senior Co-ordination Adviser	P4	1	
Senior Planning and Policy Officer	S	1	New post
Executive Officer	S	3	
Senior Afghanistan Engagement Support Adviser	S	1	
Senior Political/Administrative Assistant	G7	1	
Senior Executive Assistant	G7	1	
Senior Secretary	G6	1	Change from programme Internal Oversight
Senior Secretary, OSG	G5	1	
Driver	G3	1	
A.1.2 Security Management			
Head, Security Management	P5	1	
Field Security Officer	P3	1	
Protective Services Officer	P2	1	
Administrative Assistant	G5	1	Upgrade
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	1	
Senior External Co-operation Assistant	G6	1	
Secretary	G4	1	
A.1.4 Legal Services			
Head, Legal Services	P5	1	
Legal Adviser	P4	1	
Legal Officer	P3	2	
Legal Officer	S	2	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Legal Assistant	G5	1	
Administrative Assistant	G4	1	
A.1.5 Communication and Media Relations Section			
Spokesperson/Head of COMMS	P5	1	
Deputy Spokesperson/Deputy Head of COMMS	P4	1	
Online Communications Manager	P4	1	
Editor	P3	1	
Web Architect	P3	1	
Media Officer	P3	1	
Media and Outreach Officer	P3	1	
Assistant Web Developer	P1	1	
Senior Media Assistant	G6	1	
Media Assistant	G5	1	
A.1.6 Conference and Language Services			
Head, Conference Services	P5	1	
Chief Linguist	P4	1	
Conference Officer	P3	1	
Senior Language Services Assistant	G6	1	
Senior Meetings Assistant	G6	3	
Supervisor, Meetings Support and Documents Unit	G6	1	
Supervisor, Text Control and Processing Unit	G6	1	
Administrative Assistant	G5	1	
Assistant Supervisor, Documents Control	G5	1	
Assistant Supervisor, Meetings Support and Documents Unit	G5	1	
Protocol Assistant	G5	1	
Administrative Secretary	G4	1	
Support Services Assistant	G4	1	
Technical Assistant	G4	1	
Text Control and Reference Assistant	G4	1	
Word Processing Operator	G4	9.5	
Documents and Meetings Support Assistant	G4	4	
Meetings Support Services Clerk	G3	1	
A.2.1 Records Management			
Chief, Records Management	P3	1	
Registry and Records Assistant	G4	3	

POST TABLE (continued)

Fund **Main Programme Programme** Post Title	Post Grade	Number of Posts	Note
A.2.2 Prague Office			
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	
Administrative Secretary	G5	1	
Archives Assistant	G5	1	
Information Technology Assistant	G4	1	
Cleaner/Photocopier	G1	1	
B.4.1 Gender Issues			
Senior Adviser on Gender Issues	P5	1	
Adviser on Gender Issues	P3	1	
Adviser on Gender Issues	S	1	
Gender Adviser	S	1	
Administrative/Programme Assistant	G5	1	
Internal Oversight **A.1.1 Internal Oversight**			
Director of Internal Oversight	D2	1	
Head, Internal Audit/Deputy Director	P5	1	
Head of Evaluation/Deputy Director	P5	1	
Senior Auditor	P4	1	
Senior Investigator	P4	1	
Senior Evaluator	P4	1	
Auditor	P3	3	
Evaluation Officer	S	1	
Senior Auditing Assistant	G6	1	
Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings **B.4.1 Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings**			
Special Representative	S	1	Full post budgeted for ten months in 2014

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
Deputy Co-ordinator, Combating Trafficking in Human Beings	S	1	
Senior Co-ordination Adviser	P4	1	
Adviser	P3	2	
Programme Officer	P3	1	
Associate Officer on CTHB	P2	1	New post
Assistant Officer on CTHB	P1	1	New post
Public Information Officer	S	1	
Executive Adviser to the SR/CTHB	S	1	
Country Visit Officer	S	1	
Administrative Assistant	G5	1	
Senior Secretary	G5	1	
Addressing Transnational Threats			
B.4.1 Co-ordination of TNT Activities			
Co-ordinator of Activities to Address Transnational Threats	D1	1	
Information Management Officer	P3	1	
Associate Cyber-Security Officer	P2	1	
Policy and Co-ordination Officer	S	1	
Senior Information Management Assistant	G7	1	
Senior Secretary	G5	1	
B.4.2 Strategic Police Matters Unit			
Head, Strategic Police Matters Unit	S	1	
Deputy Head of SPMU, Community Police Adviser	P4	1	
Police Affairs Officer on Combating Illicit Drugs	P4	1	
Police Affairs Officer, Adviser on Analysis and Reporting	P4	1	
Police Affairs Officer, Adviser on Combating THB	S	1	
Police Affairs Officer, Adviser on Fight against Crime	S	1	
Police Affairs Officer, Adviser on Research and Analysis	S	1	
Police Affairs Officer, Planning and Project Co-ordination	S	1	
Administrative Assistant	G4	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
B.4.3 Action against Terrorism			
Head, Anti-Terrorism Issues Unit	S	1	
Programme Co-ordinator	P4	1	
Senior Programme Officer	P4	1	
Programme Officer	P3	1	
Associate Programme Officer	P2	2	
Assistant Programme Officer	P1	1	
Adviser on Anti-Terrorism Issues	S	1	
Counter-Terrorism Officer	S	1	
Senior Legal Counter-Terrorism Adviser	S	1	
Project Assistant	G5	1	
B.4.4 Borders Security and Management			
Head, Border Security and Management Unit	S	1	
Customs Adviser	P3	1	
Programme Management Officer	P3	1	
Border Adviser	P2	1	
Border Adviser	S	1	
Administrative Assistant	G4	1	
Activities Relating to the Economic and Environmental Aspects of Security			
B.2.1 Co-ordinator of OSCE Economic and Environmental Activities			
Co-ordinator of OSCE Economic and Environmental Activities	D2	1	
Deputy Co-ordinator/Head, Economic Activities	P5	1	
Deputy Co-ordinator/Head, Environmental Activities	P5	1	
Senior Economic and Environmental Officer	P4	1	
Senior Economic Officer	P4	1	
Senior Environmental Affairs Adviser	P4	1	
Economic Adviser	P3	1	
Environmental Programme Officer	P3	1	
Associate Environmental Affairs Officer	P2	1	
Economic Affairs Officer	S	2	
Economic and Environmental Affairs Adviser	S	1	
Environmental Affairs Adviser	S	1	
Senior Programme Officer, Energy Security	S	1	
Programme Officer, Economic Co-operation and Governance	S	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
Associate Environmental Governance Officer	S	1	
Executive Secretary	G6	1	
Administrative Assistant	G5	1	
Programme Assistant	G5	1	Change from programme FSC Support
Administrative Assistant	G4	1	Upgrade
Project Assistant	G4	1	
Conflict Prevention			
A.1.1 CPC Direction and Management			
Director of the CPC/Deputy Head of the OSCE Secretariat	D2	1	
Planning and Co-ordination Officer	P3	1	
Senior Secretary	G5	1	
Secretary	G4	1	
A.1.2 Policy Support Service			
Deputy Director for Policy Support Service	P5	1	
Senior Policy Support Officer	P4	3	
Policy Support Officer	P3	2	
Policy Support Officer	P3	1	New post
Policy Support Officer	S	5	
Senior Policy Support Assistant	G6	1	
Secretary	G4	1	
A.1.3 Operations Service			
Deputy Director for Operations Service	P5	1	
Senior Operational Adviser	P4	1	
Operational Support Officer	P3	1	
Chief, Situation/Communications Room	S	1	
Operational Support Officer	S	1	
Mediation Support Officer	S	3	
Analyst/Researcher	S	1	
Deputy Chief, Situation/Communications Room	G6	1	
Administrative/Programme Assistant	G5	1	
Duty Officer	G5	2	
Duty Officer	G5	1	New post

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
A.1.4 Programming and Evaluation Support **Unit**			
Chief, Programming and Evaluation Support Unit	P4	1	
Project/Programme Evaluation Officer	P3	1	
Associate Project Co-ordination Officer	P2	1	
Senior Project Assistant	G6	1	
B.1.1 FSC Support			
Senior FSC Support Officer	P4	1	
CSBM/Project Officer	P3	1	
CSBM Officer	P3	1	
Associate Project Officer	P2	1	
Security Co-operation Officer	S	1	
FSC Support Officer	S	1	
Office Assistant	G4	1	Downgrade, change from programme Mission Support Service
B.1.2 Communications Network			
Senior Communications Network Officer	P4	1	
Network Management Officer	P3	1	
Senior Network Management Assistant	G6	1	
Human Resources Management **A.2.1 HR Direction and Management**			
Director for Human Resources	D2	1	
Planning and Co-ordination Officer	P3	1	
Senior Secretary	G5	1	
A.2.2 HR Services			
Deputy Director/Head, HR Services and Ethics Co-ordinator	P5	1	Change from programme Personnel Management and Payroll Administration

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Senior HR Officer, Payroll and ERP System	P4	1	Change from programme Personnel Management and Payroll Administration
Human Resources Officer	P3	1	Change from programme Personnel Management and Payroll Administration
Senior Payroll Assistant	G6	2	Change from programme Personnel Management and Payroll Administration
Senior HR Assistant	G6	3	Change from programme Personnel Management and Payroll Administration
Payroll Assistant	G5	1	Change from programme Personnel Management and Payroll Administration
HR Assistant	G4	1	Change from programme Personnel Management and Payroll Administration

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
HR Assistant	G4	1	Upgrade, change from programme Personnel Management and Payroll Administration
HR Clerk	G3	1	Change from programme Personnel Management and Payroll Administration
A.2.3 Talent Management			
Deputy Director/Head, Talent Management Section	P5	1	Change from programme Recruitment
Chief, Learning and Development Unit	P4	1	Change from programme Training Section
Chief, Recruitment Unit	P4	1	Change from programme Training Section
Learning and Development Officer	P3	2	Change from programme Training Section
Talent Management Project Officer	S	1	Change from programme Recruitment
Senior HR Assistant	G7	1	Change from programme Personnel Management and Payroll Administration
Senior Recruitment Assistant	G6	3	Change from programme Recruitment
Senior Learning and Development Assistant	G6	1	Change from programme Training Section

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Learning and Development Assistant	G5	2	Change from programme Training Section
Recruitment Assistant	G4	1	Transfer from Augmentations, change from programme Recruitment
HR Assistant	G4	1	Change from programme Personnel Management and Payroll Administration
Learning and Development Clerk	G3	1	Change from programme Training Section
Department of Management and Finance **A.2.1 Management and Co-ordination** Director for Management and Finance	D2	1	Change from programme DMF Direction and Management
IT Security Co-ordinator	P4	1	Change from programme Budget and Internal Control Services
Risk Management and Internal Control Officer	P3	1	Change from programme Budget and Internal Control Services
Associate Risk Management Officer	P2	1	Downgrade, change from programme Budget and Internal Control Services
Senior Administrative Assistant	G6	1	Change from programme DMF Direction and Management

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
A.2.2 Budget and Finance Services			
Deputy Director for Budget and Finance Services	P5	1	Change from programme Budget and Internal Control Services
Chief, Accounts Unit	P4	1	Change from programme Financial Accounting and Treasury Services
Treasurer	P4	1	Change from programme Financial Accounting and Treasury Services
Senior Extrabudgetary Contributions Officer	P4	1	Change from programme Financial Accounting and Treasury Services
Chief, Budget Unit	P4	1	Change from programme Budget and Internal Control Services
Budget Officer	P3	1	Change from programme Budget and Internal Control Services
Associate Treasury Officer	P2	1	Change from programme Financial Accounting and Treasury Services
Senior Finance Assistant	G7	1	Change from programme Financial Accounting and Treasury Services

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Senior Accounting Assistant	G6	1	Change from programme Financial Accounting and Treasury Services
Senior Administrative/Finance Assistant	G6	1	Change from programme DMF Direction and Management
Senior Treasury Assistant	G6	1	Change from programme Financial Accounting and Treasury Services
Senior Extrabudgetary Contributions Assistant	G6	1	Change from programme Financial Accounting and Treasury Services

A.2.3 Information and Communication Technology Services

Deputy Director for ICT Services	P5	1
Chief, ICT Infrastructure Support	P4	1
IT Governance, Security and Systems Architect	P4	1
Chief, Software Development	P4	1
Chief, Functional Support	P4	1
Senior Information Technology Assistant	G7	1
Senior ERP Applications Assistant	G7	2
Senior ICT Assistant	G6	1
Senior Information Technology Assistant	G6	2
Senior IT Assistant	G6	1
Senior IT Assistant, Database Administrator	G6	1
Senior Programme Assistant	G6	1
Senior Programming Assistant	G6	1
ICT Assistant	G5	1
Information Technology User Support Assistant	G5	2
ICT Help Desk Assistant	G4	1

A.2.4 Mission Support Service

Deputy Director for Mission Support Services	P5	1

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Chief, Procurement and Contracting Unit	P4	1	
Chief, Asset Management and Logistics Unit	P4	1	
Procurement Officer	P3	1	
Chief, Building Support Services	P3	1	
Associate Asset Management Officer	P2	1	
Associate Procurement Officer	P2	1	
Senior Asset Management Assistant	G6	1	
Senior Building Maintenance Assistant	G6	1	
Senior Travel Assistant	G6	1	
Administrative Assistant	G5	1	
Asset Management Assistant	G5	1	
Building Maintenance Assistant	G5	1	
Mission Support Assistant	G5	1	
Transport Dispatcher	G3	1	Transfer from Augmentations
Warehouse Clerk	G3	1	Transfer from Augmentations
Receptionist	G3	1	
Receptionist	G3	0.6	New post, part-time post budgeted for twelve months
Messenger	G2	1	
Manual Worker	G2	1	
A.2.5 Secretariat Common Operational Costs			
Security Guard	G3	2	
Driver	G2	1	
Cleaner	G1	6	
Total for the Secretariat		**310.1**	
Office for Democratic Institutions and Human Rights			
A.1.1 Direction and Policy			
Director of ODIHR	D/ODI	1	
First Deputy Director of ODIHR	D1	1	
Second Deputy Director of ODIHR	P5	1	
Project Co-ordinator	P4	1	
Spokesperson/Senior Press and Public Information Officer	P4	1	
Editor	P3	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Web Editor	P2	1	
Special Adviser	S	1	
Special Adviser/Director's Representative in Vienna	S	1	
Policy and Fund Raising Adviser	S	1	
Senior Political Adviser/Head of Director's Office	S	1	New post
Executive Assistant	G7	1	
Administrative Assistant/Human Dimension Meetings Assistant	G5	1	
Press and Public Affairs Assistant	G5	1	
A.2.1 Fund Administration Unit			
Chief of Finance/Deputy Head, Common Services	P4	1	
Chief, Human Resources Unit	P3	1	
Chief, ICT	P3	1	
Logistics and Security Officer	P3	1	
Procurement Officer	P3	1	
Finance Officer	P2	1	
Associate Procurement and Contracting Officer, EOM	P2	3	
Documents and Records Management Officer	P2	1	
Finance Officer, Elections	P2	1	
Senior Administrative Assistant	G7	1	
Senior Finance Assistant	G7	1	
Senior Finance Assistant	G6	1	
Senior Information Technology Assistant	G6	1	
Senior IT Assistant	G6	2	
Senior Personnel Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Senior Procurement/Asset Management Assistant	G6	1	
Senior Recruitment Assistant	G6	1	
Senior Budget Assistant	G6	1	
Administrative Assistant	G5	1	
Budget Assistant	G5	7	
Documents and Records Management Assistant	G5	1	
Finance Assistant	G5	1	
ICT Assistant	G5	2	
Logistics and Shipping Assistant	G5	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Meetings and Building Services Assistant	G5	1	
Personnel/Training Assistant	G5	1	
Procurement Assistant	G5	1	
Supply Assistant	G5	1	
Treasury Assistant	G5	1	
Documents and Records Management Assistant	G4	1	
Finance Assistant	G4	1	
Front Office Clerk	G3	2.5	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	1	
B.3.1 Human Dimension Meetings			
Human Dimension Meetings Officer	P2	1	
Senior Human Dimension Meetings Assistant	G6	1	
B.3.2 Democratization			
Head, Democratization Department	P5	1	
Chief, Legislative Support Unit	P4	1	
Chief, Rule of Law Unit	P4	1	
Chief, Democratic Governance and Gender Unit	P4	1	
Adviser on Gender Issues	P3	1	
Legislative Support Officer	P3	2	
Migration/Freedom of Movement Adviser	P3	1	
Deputy Chief, Rule of Law Unit	P3	1	
Advisor on Migration, Freedom of Movement and Human Contacts	P3	1	New post
Democratic Governance Officer	P2	1	
Associate Gender Officer	P2	1	
Democratic Governance Officer	S	1	
Legal Officer	S	1	
Rule of Law Officer	S	3	
Senior Administrative Assistant	G6	2	
Administrative Assistant	G5	2	
B.3.3 Human Rights			
Head, Human Rights Department	P5	1	
Deputy Head, Human Rights Department	P4	1	
Senior Adviser on Freedom of Religion and Belief	P4	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Adviser on Anti-Terrorism Issues	P3	1	
Human Rights Adviser	P3	2	
Human Rights Adviser, Capacity-Building Co-ordinator	P3	1	
Associate Officer on Freedom of Religion and Belief	P2	1	
Adviser on Anti-Trafficking Issues	S	1	
Human Rights Adviser	S	1	
Human Rights Officer	S	2	
Senior Administrative Assistant	G6	1	
Administrative Assistant	G5	2	
B.3.4 Elections			
Head, Elections Department	P5	1	
Deputy Head for Operations, Elections Department	P4	1	
Senior Election Adviser	P4	2	
Senior Adviser on New Voting Technologies	P4	1	
Election Adviser	P3	6	
Technical Assistance Adviser	S	1	
Senior Administrative Assistant	G6	1	
Senior Programme Assistant	G6	1	
Senior Documents Management Assistant	G6	1	
Administrative/Travel Assistant	G5	1	
Administrative Assistant	G4	0.5	
B.3.5 Tolerance and Non-Discrimination			
Head, Tolerance and Non-Discrimination	P5	1	
Deputy Head, Tolerance and Non-Discrimination	P4	1	
Adviser on Combating Racism, Xenophobia and Discrimination	P3	1	
Hate Crime Officer	P3	1	
Adviser on Combating Anti-Semitism	P3	1	
Adviser on Combating Racism and Xenophobia	P3	1	
Associate Web Editor	P2	1	Downgrade
Assistant Programme Officer	P1	1	
Adviser on Civil Society Relations	S	1	
Adviser, Freedom of Religion or Belief	S	1	
Hate Crime Officer	S	1	
Senior Administrative Assistant	G6	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
Senior Library Assistant	G6	1	
Administrative Assistant	G5	1	
Information Management Assistant	G5	1	
B.3.6 Roma and Sinti Issues			
Senior Adviser on Roma and Sinti Issues, Chief of the CPRSI	P4	1	
Adviser on Roma and Sinti Issues, Deputy Chief of the CPRSI	P3	1	
Officer on Roma and Sinti Issues	P2	2	
Administrative Assistant	G5	1	
Total for the Office for Democratic Institutions and Human Rights		**135**	
High Commissioner on National Minorities			
A.2.1 Fund Administration Unit			
Senior Administrative Officer	P4	1	
Information Technology Specialist	P3	1	
Senior Administrative Assistant	G7	1	
Procurement Assistant	G5	1	
B.1.1 Office of the High Commissioner			
High Commissioner	HCNM	1	
Director	D1	1	
Head of Section/Senior Adviser	P5	2	
Senior Adviser	P4	5	
Senior Legal Adviser	P4	2	
Political Adviser	P3	1	
Legal Adviser	P3	1	
Project Officer	P3	1	
Legal Officer	S	1	
Project Officer	S	2	
Secretary HCNM	S	1	
Personal Adviser	S	1	
Administrative Assistant	G5	1	
Information Assistant	G5	1	
Project Assistant	G5	2	
Communication and Editorial Assistant	G5	1	
Administrative Assistant	G4	2	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
Total for the High Commissioner on National Minorities		**30**	
Representative on Freedom of the Media			
A.1.1 Freedom of the Media			
Representative on Freedom of the Media	RFOM	1	
Director, Office of the RFOM	D1	1	
Senior Adviser	P4	1	
Adviser	P3	1	
Adviser	P2	1	
Associate Project Officer	P2	1	
Assistant Research Officer	P1	1	
Senior Adviser	S	4	
Principal Adviser to Head of Institution	S	1	
Media Freedom Project Officer	S	1	
Senior Administrative Assistant	G7	1	
Senior Project Assistant	G6	1	
Programme Secretary	G4	1	
Total for the Representative on Freedom of the Media		**16**	
Funds related to OSCE field operations			
Augmentations			
Secretariat Augmentations			
A.1.1 Communication and Media Relations Section			
Online Communications Officer	P3	2	
Media and Outreach Officer	P3	1	
A.1.2 Internal Oversight			
Auditor	P3	1	
Senior Auditing Assistant	G6	1	
Senior Administrative Assistant	G6	1	
A.1.3 Policy Support Service			
Senior Policy Support Officer	P4	1	
Policy Support Officer	P3	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Policy Support Officer	P3	1	Full post budgeted for six months in 2014
Senior Policy Support Assistant	G6	1	
A.1.4 Operations Service Duty Officer	G5	3	
A.1.5 Programming and Evaluation Support Unit Budget Assistant, Extrabudgetary Contributions	G5	1	
A.2.1 HR Services Human Resources Officer	P3	1	Change from programme Personnel Management and Payroll Administration
Senior IRMA HR Support Assistant	G7	1	Change from programme Personnel Management and Payroll Administration
HR Assistant	G5	2	Change from programme Personnel Management and Payroll Administration
Payroll Assistant	G4	1	Change from programme Personnel Management and Payroll Administration

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
A.2.2 Talent Management			
Recruitment Officer	P3	1	Change from programme Recruitment
Recruitment Assistant	G5	2	Change from programme Recruitment
Recruitment Assistant	G4	1	Change from programme Recruitment
Recruitment Clerk	G3	0.5	Change from programme Recruitment
A.2.3 Management and Co-ordination			
Associate Information Security Officer	P2	1	Downgrade, Change from programme Budget and Internal Control Services
A.2.4 Budget and Finance Services			
Finance Officer	P3	1	Upgrade, change from programme Financial Accounting and Treasury Services
Budget Officer	P3	1	Change from programme Budget and Internal Control Services
Budget Assistant	G5	2	Change from programme Budget and Internal Control Services
Finance Assistant	G5	1	Change from programme Financial Accounting and Treasury Services

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Treasury Assistant	G5	1	Change from programme Financial Accounting and Treasury Services
Finance Assistant	G4	5	Change from programme Financial Accounting and Treasury Services
A.2.5 Information and Communication Technology Services			
Chief, ICT Service and Support Section	P4	1	
Associate Computer Information Systems Officer	P2	1	
Senior Information Technology Assistant	G7	1	
Senior Programming Assistant	G7	1	
Senior ERP Applications Assistant	G7	1	
Senior System Administration Assistant	G7	1	
Senior ICT Assistant	G6	1	
Senior Information Technology Assistant	G6	2	
Senior Programming Assistant	G6	2	
Senior Communications Assistant	G6	1	
Information Technology User Support Assistant	G5	2	
ICT User Support Assistant	G5	2	
A.2.6 Mission Support Service			
Travel Officer	P3	1	
Procurement Officer	P3	1	
Procurement and Contracting Officer	P3	1	
Senior Asset Management Assistant	G7	1	
Senior Procurement Assistant	G6	1	
Senior Contracts Assistant	G6	1	
Senior Freight Distribution Control Assistant	G6	1	
Senior Insurance Assistant	G6	1	
Procurement Assistant	G5	1	
Procurement Information Assistant	G5	1	
Building Support Assistant	G5	1	
Property Control Assistant	G5	1	
Mail Processing Assistant	G4	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
ODIHR Augmentation			
B.3.1 ODIHR Democratization			
Deputy Head, Democratization Department	P4	1	
Total for Augmentations		**65.5**	
SOUTH-EASTERN EUROPE			
Mission in Kosovo			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Senior Co-ordination Officer	P5	1	
Special Adviser on Non-Albanian Communities and Outreach Co-ordinator	P4	1	
Head of Office of Political Affairs and Communications	P4	1	New post
Special Assistant to the Head of Mission	P2	1	
Chief of Mission Security	S4	1	
Director of Regional Centre	S4	2	
Head of Legal Affairs	S4	1	
Deputy Chief Mission Security	S3	1	
Deputy Director of Regional Centre	S3	1	
Deputy Head of Office	S3	1	Change in grade
Deputy Head, Legal Affairs	S3	1	
Deputy Head, Office of Central Co-ordination	S3	1	
Field Co-ordination Officer	S3	1	Change from programme Human Rights and Communities
Regional Security Officer	S3	1	New post
Senior Political Officer	S2	1	
Project/Programme Evaluation Officer	S2	1	
Regional Security and Safety Officer	S2	1	
Political Officer	S1	1	
Co-ordination/Reporting Officer	S1	1	
National Legal Officer	NP3	1	
National Deputy Spokesperson	NP3	1	
National Legal Officer	NP2	1	
National Political Officer	NP2	2	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
National Political Officer	NP2	1	New post
National Press and Public Information Officer	NP2	1	
National Graphic Presentation Officer	NP1	1	
National Co-ordination Officer	NP1	1	
Senior Co-ordination Assistant	G6	1	
Senior Legal Assistant	G6	1	
Senior Monitoring Assistant	G6	1	
Senior Press and Public Information Assistant	G6	1	
Senior Project Assistant	G6	1	
Administrative Assistant	G5	1	
Media Monitoring Assistant	G5	2	Upgrade
Security Planning Assistant	G5	1	
Senior Secretary	G5	3	
Situation Centre Assistant	G5	5	
Fire and Safety Assistant	G5	1	
Web/Intranet Assistant	G5	1	
CCTV Technician	G4	1	
Fire Safety Assistant	G4	1	
Investigation Assistant	G4	1	
Office Assistant	G4	1	
Security Administrative Assistant	G4	1	
Security Assistant	G4	5	
Security Planning Assistant	G4	1	
Security Shift Supervisor	G4	4	
Radio Operator	G3	16	
Security Escort Unit Member	G3	3	
Security Shift Team Leader	G3	4	
Control Room Operator	G3	4	
Security Guard	G2	21	
A.2.1 Fund Administration Unit			
Head, Administration and Finance	P5	1	
Chief of Financial Management	P4	1	
Chief, Human Resources Management	P4	1	
Chief, ICT	P4	1	
Contracts/Procurement Officer	P3	1	
Human Resources Officer	P3	1	
Chief, General Services	S3	1	
National Medical Officer	NP3	1	
National Chief of Accounts	NP3	1	
National Database Design Officer	NP3	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
National Asset Management Officer	NP2	1	
National Budget Officer	NP2	1	
National Finance Officer	NP2	1	
National Human Resources Officer	NP2	1	
National ICT Officer	NP2	2	
National Procurement Officer	NP2	1	
National Training Co-ordinator	NP2	1	
National ICT Officer VOIP, Internet Security	NP2	1	
National ICT Officer, Communications	NP2	1	
National Building Management Officer	NP2	1	
National Archives Officer	NP1	1	
National Training Officer	NP1	1	
National Travel Officer	NP1	1	
National Transport Officer	NP1	1	
National General Services Officer	NP1	1	
Executive Assistant	G6	1	
Nurse	G6	1	
Senior Administrative Assistant	G6	4	
Senior Conference Services Assistant	G6	1	
Senior Finance Assistant	G6	1	
Senior Human Resources Assistant	G6	2	
Senior ICT Assistant	G6	2	
Senior ICT Assistant, HD Team Leader	G6	1	
Senior ICT Technician LAN	G6	2	
Senior ICT Technician Microwave/VSAT	G6	1	
Senior ICT Technician, Mobile Communications	G6	1	
Senior Materials Control Assistant	G6	1	
Senior Payroll Assistant	G6	0.5	
Senior Procurement Assistant	G6	1	
Senior Treasury Assistant	G6	0.5	
Senior Budget Assistant	G6	1	
Senior Human Resources/Payroll Assistant	G6	1	
Senior ICT Technician VOIP, Internet Security	G6	2	
Senior ICT Billing Assistant	G6	1	
CS Technician Microwave/Conference Equipment	G5	1	
Finance Assistant	G5	2	
Generator Mechanic	G5	1	
Generator Technician	G5	1	
Human Resources Assistant	G5	3	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
Human Resources Assistant	G5	0.5	Change to part-time
ICT Assistant	G5	3	
ICT Assistant Equipment Management and Repair	G5	1	
ICT Assistant, Helpdesk	G5	2	
ICT Technician Microwave/VSAT	G5	1	
Maintenance Foreman	G5	1	
Material Management Assistant	G5	1	
Procurement Assistant	G5	1	
Supply Assistant	G5	1	
Transport Assistant	G5	1	
Treasury Assistant	G5	1	
ICT Mobile Communication Technician	G5	1	
Archives Assistant	G4	1	
Asset Management Assistant	G4	1	
Conference Equipment Technician	G4	1	
Customs Assistant	G4	1	
Dispatcher	G4	3	
Inspection Assistant	G4	1	
Office Assistant	G4	1	
Supply Assistant	G4	1	
Technical Assistant	G4	1	
Vehicle Maintenance Assistant	G4	1	
Contracts/Procurement/Administrative Assistant	G4	1	
Facilities Assistant	G4	1	
Photocopy Technician	G4	1	
Technician/Mechanic	G4	1	
Building Maintenance Technician	G3	1	
Electrician	G3	2	
Fleet Clerk	G3	1	
Inventory Clerk	G3	1	
Truck Driver/Forklift Operator	G3	1	
General Services Clerk	G3	4	
Vehicle Tracking Clerk	G3	1	
Pool Operator	G2	1	
Switchboard Operator	G2	0.5	

A.2.2 Common Operational Costs

Senior Driver to Deputy Head of Mission	G3	1	
Senior Driver to Head of Mission	G3	2	
Bus/Truck Driver	G3	6	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
Driver	G2	12	
B.1.1 Security and Public Safety			
Director	S4	1	
Deputy Director	S4	1	
Chief of Section	S3	3	
Senior Training Development Officer	S2	2	
Senior Community Policing Officer	S2	1	
Senior Organized Crime Adviser	S2	3	
Senior Community Policing Officer, Security	S2	2	
National Administrative Officer	NP2	1	
National Analysis and Reporting Officer	NP2	1	
National Programme Officer	NP1	2	
National Project Co-ordination Officer	NP1	1	
National Public Safety Awareness Officer	NP1	1	
National Training Development Officer	NP1	1	
National Organized Crime Adviser	NP1	1	
National KAPS Officer	NP1	1	
Senior Programme Assistant	G6	4	
Administrative Assistant	G5	1	
Programme Assistant	G5	9	
Senior Secretary	G5	1	
Programme Assistant	G4	3	
B.3.1 Democratization			
Director	S4	1	
Deputy Director	S4	1	
Chief of Section	S3	4	
Field Activities Co-ordinator	S3	1	
Chief, Analysis and Reporting Cell	S3	1	
Chief of Media Section	S3	1	
Senior Democratization Officer	S2	1	Change from programme Human Rights and Communities
Senior Legal Adviser	S2	1	New post
Senior Programme Officer	S2	6	
Senior Programme Officer	S2	1	New post
Senior Programme Officer	S2	1	Change in grade
Senior Media Adviser	S2	1	
National Deputy Chief, Elections Division	NP3	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
National Administrative Officer	NP2	1	
National Programme Officer	NP2	3	
National Media Adviser	NP2	1	
National Legal Officer	NP1	1	
National Programme Officer	NP1	8	
National Programme Officer	NP1	3	New post
National Reporting and Information Officer	NP1	1	
Senior Administrative Assistant	G6	1	
Senior Programme Assistant	G6	1	
Senior Translator/Interpreter Assistant	G6	8	
Monitoring Assistant	G5	2	
Programme Assistant	G5	2	
Programme Assistant	G5	1	New post
Project Assistant	G5	2	
Office Assistant	G4	2	New post
Office Assistant	G4	1	
Programme Assistant	G4	1	
Project Assistant	G4	2	
Office Clerk	G3	1	
B.3.2 Human Rights and Communities			
Director	S4	1	
Deputy Director	S4	1	
Director of Regional Centre/Senior Human Rights Officer	S4	1	Change from programme Office of Head of Mission
Chief of Communities Section	S3	1	
Chief of Property Section	S3	1	
Field Activities Co-ordinator	S3	1	
Chief of Analysis and Reporting Cell	S3	1	
Senior Human Rights Officer/Head of Regional Office	S3	2	
Chief, Human Rights and Security Section	S3	1	
Chief, Law and Justice Section	S3	1	
Chief, Tolerance and Non-Discrimination Section	S3	1	
Senior Adviser	S2	2	
Senior Communities Adviser, Protection	S2	2	
Senior Communities Policy Adviser	S2	2	
Senior Democratization Officer	S2	4	
Senior Human Rights Adviser/Property	S2	1	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
Senior Human Rights/Legal Adviser	S2	1	
Senior Legal Officer	S2	5	
Senior Legal Officer	S2	2	New post
Senior Project Officer	S2	1	Change in grade
Senior Human Rights Officer	S2	2	
Senior Human Rights Adviser, Human Rights and Security	S2	1	
Human Rights Adviser, Human Rights and Security	S2	4	
Communities Policy Officer	S1	1	
Communities Protection Officer	S1	1	
Human Dimension Officer	S1	41	
Legal Officer	S1	3	
Human Rights Officer, Property	S1	1	
Community Policy Officer/Return	S1	1	
Human Rights Legal Officer	S1	1	
Human Rights Adviser/Property	S1	1	
National Co-ordinator	NP3	1	Upgrade
National Administrative Officer	NP2	1	
National Language Services Co-ordinator	NP2	1	
National Human Rights Adviser	NP2	1	
National Programme Officer, Communities Policy	NP2	1	
National Human Rights Legal Officer	NP1	1	
National Legal Officer	NP1	9	
National Legal Officer, Property	NP1	2	
National Programme Officer	NP1	3	
National Property Officer	NP1	4	
National Programme Officer, Human Rights	NP1	4	
Personal Assistant	G6	1	
Senior Legal Assistant	G6	1	
Senior Programme Assistant	G6	44	
Senior Programme Assistant	G6	2	New post
Senior Project Assistant	G6	1	
Senior Translator/Interpreter Assistant	G6	4	
Administrative Assistant	G5	1	
Human Rights Assistant	G5	5	
Legal Assistant	G5	8	
Office Assistant	G5	1	
Programme Assistant	G5	1	
Assistant Interpreter	G5	3	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
Office Assistant	G4	1	Downgrade
Office Assistant	G4	3	
Programme Assistant	G4	34	
Office Clerk	G3	1	
Receptionist	G2	0.5	
Total for the Mission in Kosovo		**567.5**	
Tasks in Bosnia and Herzegovina			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Chief Executive Officer	P3	1	
Senior Representative of the Head of Mission	S4	1	
Head, Politico-Military Unit	S3	1	New post
Policy and Information Officer	S2	1	New post
Political Adviser	S2	1	
Arms Control Project Officer	S2	1	New post
Political Analyst	S1	1	
Executive Officer to Deputy Head of Mission	S1	1	
National Chief of Security	NP3	1	
National Chief, Press and Public Information Unit	NP3	1	
National Deputy Chief of Security	NP2	1	
National Executive Officer	NP1	2	
National Political Officer	NP1	2	
National Press Officer	NP1	1	
National Press Officer	NP1	1	New post
National Project Officer	NP1	3	New post
National Website Manager	NP1	1	
Senior Project Assistant	G6	1	New post
Senior Public Information Assistant	G6	1	
Senior Assistant Translator/Interpreter	G6	3	Upgrade
Administrative Assistant	G5	1	
Programme Assistant	G5	1	
Project Assistant	G5	1	New post
Website Assistant	G5	1	
Translator/Interpreter/Administrative Assistant	G5	2	New post
Close Protection Specialist	G3	2	
Security Monitor	G3	5	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P4	1	
Chief, General Services	P3	1	
Human Resources Officer	S2	1	New post
National Medical Officer	NP3	1	
National Chief of ICT Services	NP3	1	
National Chief of Budget and Finance	NP3	1	
National Chief of Human Resources	NP3	1	
National Accounting Officer	NP2	1	
National Budget Officer	NP2	1	
National ICT Officer	NP2	1	
National Procurement Officer	NP2	1	
National Planning and Co-ordination Officer	NP2	1	
National Procurement and Building Management Officer	NP2	1	
National Administrative Officer	NP1	4	
National Administrative Officer	NP1	1	New post
National Archives Officer	NP1	1	
National Communications Officer	NP1	1	
National Network Administrator	NP1	1	
National Personnel Officer	NP1	1	
National Project Co-ordination Officer	NP1	1	
National Recruitment Officer	NP1	1	
National Treasury Officer	NP1	1	
National Information Systems Developer	NP1	1	
National Transport Officer	NP1	1	
Senior Finance and Treasury Assistant	G6	1	New post
Senior ICT Assistant	G6	2	
Senior Material Management Assistant	G6	1	
Senior Finance/Administrative Assistant	G6	1	New post
Budget Assistant	G5	1	
Finance Assistant	G5	2	
Human Resources Assistant	G5	2	Upgrade
Payroll Assistant	G5	1	
Procurement Assistant	G5	2	
Training Assistant	G5	1	
Transport Maintenance Supervisor	G5	1	
Travel Assistant	G5	2	
ICT Help Desk Co-ordinator	G5	1	
ICT Server Administration Assistant	G5	1	
Administrative Assistant	G4	3	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
Archives Assistant	G4	1	
Asset Management Assistant	G4	1	
Dispatcher	G4	1	
Personnel Assistant	G4	0.5	Full post budgeted for six months
Storekeeper	G4	1	
Transport Assistant	G4	1	
ICT Help Desk Technician	G4	1	
Contracts Management Assistant	G4	1	
Office Clerk	G3	5	
Receptionist	G3	2	
Manual Worker	G2	1.5	Change to part-time
A.2.2 Common Operational Costs			
Senior Driver	G3	3	
Driver	G2	26	
Driver	G2	3	New post
Cleaner	G1	4.5	
Cleaner	G1	0.5	New post
B.3.1 Human Dimension			
Head, Human Dimension Department	P5	1	
Deputy Head, Human Dimension Department	P4	1	New post
Project Co-ordination Officer	P1	1	New post, subject to classification
Head of Field Office	S3	5	
Head of Field Office	S3	1	New post
Head of Governance	S3	1	
Head of Human Rights	S3	1	
Head of Rule of Law	S3	1	
Head of Office	S2	2	
Human Rights Adviser, Economic and Social Rights	S2	1	
Legal Adviser, Anti-Discrimination	S2	1	
Legal Adviser, War Crimes and Transitional Justice	S2	1	
Legal Adviser, War Crimes and Rule of Law	S2	1	
Senior Information and Co-ordination Officer	S2	1	
Legal Adviser, Major Crimes and Legal Reform	S2	1	
Human Rights Officer	S1	4	
Human Rights Officer	S1	1	New post

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Information Officer	S1	1	
Information Officer	S1	1	New post
National Chief, Education Section	NP3	1	
National Chief, Sarajevo Zone Unit	NP3	1	
National Chief, Local Governance Section	NP3	1	
National Anti-Trafficking Officer	NP2	1	
National Legal Officer	NP2	10	
National Legal Officer	NP2	1	New post
National Programme Officer	NP2	1	
National Project Officer	NP2	1	
National Chief of Programme Support Section	NP2	1	
National Programme Officer, Education	NP2	1	
National Programme Officer, Access and Non-Discrimination	NP2	1	
National Programme Officer, Finance and Management	NP2	1	
National Legal Officer	NP1	3	
National Political Officer	NP1	1	
National Programme Officer	NP1	8	
National Public Information Officer	NP1	1	
National Monitoring and Evaluation Officer	NP1	1	
National Programme Officer, Education	NP1	16	
National Programme Officer, Education	NP1	2	New post
National Programme Officer, Governance Development	NP1	1	
National Programme Officer, Social Inclusion	NP1	1	
National Legal Officer, Trial Monitoring	NP1	1	
National Programme Officer, Human Rights	NP1	3	
National Programme Officer, Human Rights	NP1	3	New post
National Programme Officer, Gender Issues	NP1	1	
National Programme Officer, Governance Sustainability	NP1	1	
National Programme Officer, Ombudsman	NP1	1	
National Programme Officer, Legislative Support	NP1	3	New post
National Programme Officer, Democratic Development	NP1	18	New post
Senior Executive Assistant	G6	1	
Assistant Translator/Interpreter	G5	1	
Legal Assistant	G5	5	
Programme Assistant	G5	25	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
Programme Assistant	G5	6	New post
Senior Secretary	G5	1	
Rule of Law Monitoring Assistant	G5	18	
Rule of Law Monitoring Assistant	G5	4	New post
Programme Assistant, Roma Monitoring	G5	1	
Regional Stabilization/Arms Control			
B.1.1 Implementation of Article IV			
Driver	S	1	
Military Adviser	S	1	
Operation Staff Officer	S	1	
Personal Representative of the CiO	S	1	
Administrative Secretary	G5	1	
Total for tasks in Bosnia and Herzegovina		**323**	
Mission to Serbia			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Executive Officer	S2	1	
Municipal Co-ordinator	S2	1	
Project Manager	S2	1	New post
Chief of Political and Press Affairs Unit	S2	1	
Political Officer	S1	1	
Political and Press Affairs Officer	S1	1	
National Programme Co-ordination Officer	NP2	1	Upgrade
National Security Officer	NP1	1	New post
National Political and Press Affairs Officer	NP1	1	New post
Personal Assistant to HoM	G6	1	
Senior Press and Political Assistant	G6	2	
Assistant Translator/Interpreter	G5	1	
Field Programme Assistant	G5	2	
Programme Assistant	G5	1	
Project Assistant	G5	1	
Project Assistant	G5	2	New post
Senior Secretary	G5	1	
Press and Political Assistant	G5	1	
Office Assistant	G4	1	
Senior Security Guard	G3	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Security Guard	G2	4	Change to part-time, four part-time posts budgeted for twelve months
A.2.1 Fund Administration Unit			
Chief, Fund Administration Unit	P3	1	
National Finance Officer	NP2	1	
National Human Resources Officer	NP2	1	
National Material Management Officer	NP2	1	New post
National ICT Officer	NP1	1	
Senior Human Resources and Training Assistant	G6	1	
Senior ICT Assistant	G6	1	
Senior Treasury Assistant	G6	1	
Senior Material Management Assistant	G6	1	
Finance Assistant	G5	1	
ICT Assistant	G5	1	
Procurement Assistant	G5	1	
Procurement Assistant	G5	1	Downgrade
Procurement Assistant	G5	1	New post
Finance Assistant	G4	1	Downgrade
Human Resources Assistant	G4	1	
Human Resources Assistant	G4	1	Change to full-time
ICT Assistant	G4	1	
Receptionist	G3	1	
Material Management Clerk	G3	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	2	
Driver	G2	6	
Cleaner	G1	2	
B.1.1 Police Affairs			
Head Law Enforcement	S3	1	
Community Policing Adviser	S2	1	
Community Policing Programme Manager	S2	1	
Organized Crime Adviser	S2	1	
Organized Crime Programme Manager	S2	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
Senior Legal Adviser	S2	1	Change from programme Rule of Law and Human Rights
Economic Crime Adviser	S2	1	
National Programme Officer	NP1	3	
Senior Programme Assistant	G6	1	
Project Assistant	G5	8	
Administrative Assistant	G4	1	
B.3.1 Democratization			
Head Democratization	S3	1	
Environmental Adviser	S2	1	
Senior Adviser on Human Rights and Non-Discrimination	S2	1	
Senior Governance Adviser	S2	1	
National Legal Adviser	NP2	1	
National Governance Officer	NP1	1	
National Programme Officer	NP1	6	
National Programme Co-ordination Officer	NP1	1	
Senior Administrative Assistant	G6	1	Upgrade
Senior Governance Training Assistant	G6	1	
Senior Programme Assistant	G6	4	
Programme Assistant	G5	2	
B.3.2 Media			
Head Media	S3	1	
National Legal Officer	NP1	2	
National Programme Officer	NP1	1	
Senior Media Legislation Assistant	G6	1	
Senior Programme Assistant	G6	1	
Administrative Assistant	G5	1	
Media Monitoring Assistant	G5	1	
Programme Assistant	G5	2	
B.3.3 Rule of Law and Human Rights			
Head HR and RoL	S3	1	
Legal Adviser Judicial Reform	S2	1	
Senior Legal Adviser	S2	1	
Anti-Corruption Adviser	S2	1	
National Legal Adviser	NP2	1	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
National Legal Officer	NP2	3	
National Legal Officer	NP1	3	
National Programme Officer	NP1	1	
Senior Administrative Assistant	G6	1	
Senior Programme Assistant	G6	2	
Senior Project Assistant	G6	1	
Assistant Translator/Interpreter	G5	1	
Programme Assistant	G5	1	
Total for the Mission to Serbia		**128**	
Presence in Albania			
A.1.1 Office of Head of Mission			
Head of Presence	HoM	1	
Deputy Head of Presence	DHoM	1	
Chief Political, Public Affairs and Reporting Officer	S3	1	
Project Co-ordination Officer	S3	1	
Associate Co-ordination Officer	S2	1	
National Public Affairs and Reporting Officer	NP2	1	
National Political Officer	NP1	2	
National Monitoring Officer	NP1	1	
Senior Public Affairs Assistant	G6	1	
Senior Translator/Interpreter	G6	1	
Senior Political and Reporting Assistant	G6	1	Upgrade
Programme Assistant	G5	2	
Senior Secretary	G5	2	
Security Guard	G2	3	
A.2.1 Fund Administration Unit			
Chief, Fund Administration Unit	P3	1	
Human Resources Officer	S2	1	
Administrative and General Service Officer	S2	1	
National Finance Officer	NP1	1	
Senior Human Resources Assistant	G6	1	
Senior ICT Assistant	G6	1	
Asset Management Assistant	G5	1	
Finance Assistant	G5	2	
ICT Assistant	G5	1	
Procurement Assistant	G5	2	
Transport Assistant	G5	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
Administrative Assistant	G4	1	
Human Resources and Training Assistant	G4	1	
Registry Assistant	G4	1	
Supply Assistant	G4	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Building Maintenance Technician/Driver	G3	1	Upgrade
Driver	G2	3	
B.1.1 Security Co-operation			
Head of Security Co-operation Department	S3	1	
Police Assistance Officer	S2	1	
Security Sector Development Officer	S2	1	
National Border Management Officer	NP2	1	
National Security Officer	NP1	1	
Programme Assistant	G5	2	
Translator/Interpreter	G5	1	
Programme Assistant	G4	1	
B.2.1 Governance in Economic and **Environmental Issues**			
Head of Governance, Economy and Environmental Issues Department	S3	1	
Senior Governance Adviser	S2	1	
National Anti-Trafficking Officer	NP2	1	
National Programme Officer	NP1	1	
National Programme Officer, Local Governance and Property	NP1	1	
Administrative Assistant	G5	1	
Project Assistant	G5	2	
Translator/Interpreter	G5	1	
B.3.1 Democratization			
Head of Democratization Department	S3	1	
Media Development Officer	S2	1	
Senior Democratization Officer	S2	1	
National Electoral Reform Officer	NP2	1	
National Programme Officer, Parliamentary Support	NP2	1	Upgrade
National Civil Society and Gender Officer	NP1	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
National Election Legal Officer	NP1	1	
Senior Media Development Assistant	G6	1	
Administrative Assistant	G5	1	
Programme Assistant	G5	1	
Office Assistant	G4	1	
Programme Assistant	G4	1	
B.3.2 Rule of Law and Human Rights			
Head of Rule of Law and Human Rights Department	S3	1	
Senior Judicial Officer	S2	1	
Senior Legal Officer	S2	1	
Legal Officer	S1	1	
National Legal Officer	NP1	3	
Legal Assistant	G5	2	
Programme Assistant	G5	1	
Translator/Interpreter	G5	1	
Legal Assistant	G4	1	
Total for the Presence in Albania		**83**	
Mission to Skopje			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Senior Policy and Planning Officer	S3	1	
Chief, Political and Reporting Unit	S3	1	
Political Adviser	S2	1	
Mission Security Officer	S2	1	
Public Information and Media Officer	S2	1	
Political/Reporting Officer	S1	1	
National Executive Officer	NP2	1	
National Legal Officer	NP2	1	
National Political/Liaison Officer	NP2	1	
National Political Officer	NP1	1	
National Programme Officer, Roma Issues	NP1	1	
Senior Project Assistant	G6	1	
Senior Public Information and Media Assistant	G6	2	
Senior Secretary	G5	1	
Security Assistant	G5	1	
Situation Centre Assistant	G5	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Situation Centre Assistant	G5	1	Upgrade
Language Assistant II	G4	2	
Senior Driver	G3	2	
Situation Centre Operator	G3	4	
Security Guard	G2	8	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P3	1	
General Services Officer	P2	1	
National Finance Officer	NP2	1	
National Human Resources Officer	NP2	1	Upgrade
National ICT Officer	NP2	1	
Senior Human Resources Assistant	G6	1	Upgrade
Senior Procurement Assistant	G6	1	
Senior Transport Assistant	G6	1	
Senior IT Network Technician	G6	1	
Senior Material Management Assistant	G6	1	
Finance Assistant	G5	2	
Human Resources Assistant	G5	1.5	
Procurement Assistant	G5	1	
Treasury Assistant	G5	1	
Web/Database Developer	G5	1	
ICT Help Desk Technician	G5	1	
Asset Management Assistant	G4	1	
Human Resources Assistant	G4	1	
Office Assistant	G4	1	
Vehicle Maintenance Assistant	G4	1	
ICT Help Desk Technician	G4	1	
Finance Clerk	G3	1	Change to full-time
Material Management Clerk	G3	1	
A.2.2 Common Operational Costs			
Bus Driver	G3	2	
Driver	G2	3	
Cleaner	G1	1.5	
B.1.1 Public Safety and Community Outreach			
Head of Public Safety and Community Outreach Department	S4	1	
Senior Police Adviser	S3	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Chief of Police Development Unit	S3	1	
Chief of Monitoring Unit	S3	1	
Police Adviser	S2	6	
Senior Monitoring Officer	S2	2	
Senior Police Training Adviser	S2	1	
Monitoring Officer	S1	5	
Police Training Adviser	S1	2	
Reporting Analysis Officer	S1	1	
National Project Officer	NP1	1	
Programme Assistant	G5	3	
Administrative Assistant	G5	1	
Project Assistant	G5	1	Upgrade
Police Training Assistant	G5	2	
Office Assistant	G4	1	
Monitoring Assistant	G4	8	
Programme Assistant	G4	8	
B.3.1 Human Dimension			
Head of Human Dimension Department	S4	1	
Chief of Rule of Law Unit	S3	1	
Chief of Democratic Governance Unit	S3	1	
Senior Co-ordinator Inter-Ethnic Relations	S3	1	
Senior Democratic Governance Officer	S2	1	
Democratic Governance Officer	S1	1	
Reporting Analysis Officer	S1	1	
Rule of Law Officer	S1	3	
Interethnic Relations Officer	S1	1	
National Programme Officer	NP1	4	
National Rule of Law Officer	NP1	5	
Senior Legal Assistant	G6	2	
Senior Programme Assistant	G6	3	
Legal Translator Assistant	G5	1	
Programme Assistant	G5	2	
Programme Assistant	G5	5	Upgrade
Project Assistant	G5	1	
Rule of Law Assistant	G5	1	
Total for the Mission to Skopje		**148**	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
Mission to Montenegro			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission/Programme Co-ordinator	DHoM	1	
Senior Policy and Planning Co-ordination Officer	S2	1	
National Programme Co-ordination Officer	NP1	1	
Senior Political Assistant	G6	1	
Senior Press and Public Information Assistant	G6	1	
Senior Language and Political Assistant	G6	1	Upgrade
Senior Secretary	G5	1	Downgrade
Security Guard	G2	2	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
National Finance Officer	NP1	1	
Senior Human Resources Assistant	G6	1	
Senior ICT Assistant	G6	1	
Finance Assistant	G5	1	
Procurement Assistant	G5	1	
Asset Management Assistant	G4	1	
Office Clerk	G3	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Cleaner	G1	1	
B.1.1 Security Co-operation			
Police Expert Organized Crime	S2	1	Change from programme Police Affairs
Programme Manager	S2	1	Change from programme Police Affairs
Police Educational and Training Adviser	S2	1	Change from programme Police Affairs
National Politico-Military Officer	NP1	1	Change from programme Police Affairs

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
Senior Programme Assistant	G6	1	Change from programme Police Affairs
Programme Assistant	G5	1	Change from programme Police Affairs
Project Assistant	G5	1	Change from programme Police Affairs
B.3.1 Democratization			
Programme Manager	S2	1	
National Programme Officer	NP1	2	
Senior Programme Assistant	G6	2	
Senior Programme Support Assistant	G6	1	
Project Assistant	G5	1	
B.3.2 Media			
Programme Manager	S2	1	
Programme Assistant	G5	1	
B.3.3 Rule of Law and Human Rights			
Programme Manager, Rule of Law/Human Rights	S2	1	
National Legal Officer	NP1	2	
Senior Programme Assistant	G6	1	
Project Assistant	G5	1	
Total for the Mission to Montenegro		**41**	

EASTERN EUROPE

Mission to Moldova
A.1.1 Office of Head of Mission

Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Mission Spokesperson	S2	1	
National Legal Officer	NP1	1	
National Public Information Officer	NP1	1	
Senior Assistant Translator/Interpreter	G6	1	
Senior Interpreter/Political Assistant	G6	1	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
Public Information Assistant	G5	1	
Senior Secretary	G5	1	
Office Assistant	G4	1	
Security Guard	G2	4	
Housekeeper	G1	1	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
National Finance Officer	NP1	1	
Senior Human Resources Assistant	G6	1	
Senior ICT Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Finance Assistant	G5	1	
Asset Management Assistant	G4	1	
Procurement Assistant	G4	1	
Travel Assistant	G4	1	
Building Maintenance Technician	G3	1	
Archives/Records Clerk	G3	1	Upgrade
Receptionist	G2	1	
A.2.2 Common Operational Costs			
Senior Driver/Dispatcher	G3	1	
Driver	G2	1	
Driver	G2	1	New post
Cleaner	G1	1	
Housekeeper	G1	1	
B.1.1 Conflict Prevention/Resolution			
Politico-Military Officer	S3	1	Change in grade
Military Member	S2	2	
Political Officer	S2	2	
Politico-Military Officer	S2	1	
National Programme Officer	NP2	1	
Senior Programme Assistant	G6	1	
Senior Interpreter/Political Assistant	G6	1	
B.3.1 Human Rights **Monitoring/Democratization**			
Human Dimension Officer	S3	1	Change in grade
Human Dimension Officer	S2	1	
National Legal Officer	NP1	3	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
Programme Assistant	G5	1	New post
B.3.2 Anti-Trafficking/Gender			
Anti-Trafficking and Gender Officer	S3	1	Change in grade
National Legal Officer	NP1	1	
National Anti-Trafficking and Gender Adviser	NP1	1	
Senior Programme Assistant	G6	1	
Programme Assistant	G5	1	
Total for the Mission to Moldova		**52**	
Project Co-ordinator in Ukraine			
A.1.1 Office of Head of Mission			
Project Co-ordinator	HoM	1	
Senior Project Officer	S3	1	
National Programme Co-ordinator	NP2	2	
Personal Assistant to HoC	G5	1	
Security Guard	G2	1	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P3	1	
National Finance Officer	NP1	1	
National Human Resources Officer	NP1	1	
National Procurement Officer	NP1	1	
Senior Finance Assistant	G6	1	
Senior ICT Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Senior Treasury Assistant	G6	1	
Asset Management Assistant	G5	1	
Procurement Assistant	G5	1	
Human Resources Assistant	G4	1	
Secretary	G4	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	1	
Driver	G2	1	New post
Cleaner	G1	1	
Cleaner	G1	1	New post

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
B.3.1 Democratization and Good Governance			
National Elections and Governance Officer	NP2	1	
National Project Officer	NP1	2	
National Project Officer, Media	NP1	1	
Project Assistant	G5	1	
B.3.2 Rule of Law and Human Rights			
National Legal Adviser	NP3	1	
National Programme Officer	NP2	1	
National Project Manager	NP2	2	
National Legal Officer	NP1	2	
National Project Officer	NP1	4	
Senior Project Assistant	G6	1	
Project Assistant	G5	3	
B.4.1 Economic, Environmental and **Politico-Military Projects**			
National Project Manager	NP2	1	
National Programme Officer, Politico-Military	NP1	1	
National Project Officer, Environmental Affairs	NP1	1	
Senior Project Assistant	G6	1	
Total for the Project Co-ordinator in Ukraine		**46**	
CAUCASUS			
Office in Yerevan			
A.1.1 Office of Head of Mission			
Head of Office	HoM	1	
National Programme Co-ordinator	NP2	1	
National Public Information Officer	NP2	1	
Senior Project Assistant	G6	1	
Senior Public Information Assistant	G6	1	
Interpreter/Translator	G5	1	
Senior Secretary	G5	1	
Senior Watchman	G3	1	
Watchman	G2	3	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
National Finance Officer	NP1	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Senior Administrative Assistant	G6	1	
Senior Finance and Treasury Assistant	G6	1	
Senior Human Resources Assistant	G6	1	
Senior ICT Assistant	G6	1	
Senior Procurement and Asset Management Assistant	G6	1	
Recruitment Assistant	G4	1	New post
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	3	
Cleaner	G1	2	
B.1.1 Politico-Military Activities			
Politico-Military Officer	S2	1	
National Programme Officer	NP2	2	
Senior Programme Assistant	G6	1	
Programme Assistant	G5	1	
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1	
National Programme Co-ordinator	NP1	1	
National Programme Officer	NP1	2	
Project Assistant	G5	1	
Driver	G2	1	
B.3.1 Democratization			
Democratization Officer	S2	1	
National Programme Officer	NP2	1	
National Programme Officer	NP1	1	
Senior Programme Assistant	G6	2	
B.3.2 Human Rights			
Human Rights Officer	S2	1	
National Assistant Legal Adviser	NP1	1	
Senior Programme Assistant	G6	1	
B.4.1 Good Governance			
Deputy Head of Office	DHoM	1	
National Programme Officer	NP2	1	
Senior Programme Assistant	G6	2	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Total for the Office in Yerevan		**48**	
Project Co-ordinator in Baku			
A.1.1 Office of Head of Mission			
Project Co-ordinator	HoM	1	
National Press and Public Information Officer	NP2	1	
National Programme Officer	NP2	1	
Senior Executive Assistant	G6	1	
Assistant Translator/Interpreter	G5	1	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
National Administrative Officer	NP1	1	
Senior ICT Assistant	G6	1	Change to full-time
Administrative Assistant	G5	1	
Procurement/Asset Management Assistant	G5	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	1	
B.1.1 Politico-Military Activities			
Senior Project Officer	S3	1	
National Project Officer	NP1	1	
Senior Project Assistant	G6	1	New post
B.2.1 Economic and Environmental Activities			
Senior Project Officer	S3	1	
National Project Officer	NP1	1	
Senior Project Assistant	G6	1	New post
B.3.1 Human Dimension Activities			
Senior Project Officer	S3	1	
National Project Officer	NP1	1	
Senior Project Assistant	G6	1	New post
Total for the Project Co-ordinator in Baku		**21**	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
High-Level Planning Group			
A.1.1 Office of Head of Mission			
Officer	S	8	
Senior Administrative Assistant	G6	1	
Total for the High-Level Planning Group		**9**	
Personal Representative of the CiO on the Conflict Dealt with by the Minsk Conference			
A.1.1 Office of Head of Mission			
Personal Representative of the CiO	HoM	1	
Field Assistant to the PR	S2	3	
Personal Assistant to the PR	S2	1	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
Senior Administrative Assistant	G6	1	
Finance and Treasury Assistant	G5	1	
Procurement/Asset Management Assistant	G4	1	
A.2.2 Common Operational Costs			
Driver – Baku	G3	1	
Driver – Stepanakert/Khankendi	G3	1	
Driver Instructor/Mechanic – Tbilisi	G3	1	
Senior Driver – Tbilisi	G3	1	Upgrade
Driver – Yerevan	G3	1	
Housekeeper – Baku	G1	1	
Housekeeper – Stepanakert/Khankendi	G1	1	
Housekeeper – Yerevan	G1	1	
Total for the Personal Representative of the CiO on the Conflict Dealt with by the Minsk Conference		**17**	
CENTRAL ASIA			
OSCE Programme Office in Astana			
A.1.1 Office of Head of Mission			
Head of Programme Office	HoM	1	
Deputy Head of Programme Office	DHoM	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Assistant to Head of Programme Office	G5	1	
Office Assistant	G4	1	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
National Administrative Officer	NP1	1	
Senior Finance Assistant	G6	1	
Administrative Assistant	G5	1	
Finance/Treasury Assistant	G5	1	
Procurement/Asset Management Assistant	G5	1	
Human Resources/Payroll Assistant	G5	1	
Office Clerk	G3	1	New post
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	2	
Cleaner	G1	1	
B.1.1 Politico-Military Activities			
Political Officer	S2	1	
National Political/Media Officer	NP1	1	
Senior Project Assistant	G6	1	
Programme Assistant	G5	1	
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1	
National Economic and Environmental Officer	NP1	1	
Senior Project Assistant	G6	1	
Project Assistant	G5	1	
B.3.1 Human Dimension Activities			
Human Dimension Officer	S2	1	
National Legal Officer	NP1	1	
Senior Legal Assistant	G6	1	
Senior Programme Assistant	G6	1	
Total for the OSCE Programme Office in Astana		**28**	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Centre in Ashgabat			
A.1.1 Office of Head of Mission			
Head of Centre	HoM	1	
Project Co-ordinator	S3	1	
National Legal Adviser	NP2	1	
National Public Information Officer	NP1	1	
Project Co-ordination Assistant	G5	1	
Senior Secretary	G5	1	
Security Guard	G2	4	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
Senior Finance Assistant	G6	1	
Administrative Assistant	G5	1	
Procurement/Asset Management Assistant	G5	1	
Human Resources and Payroll Assistant	G5	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	2	
Cleaner	G1	1	
B.1.1 Conflict Prevention and			
Confidence- and Security-Building			
Political Officer	S2	1	
Senior Programme Assistant	G6	1	
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1	
Programme Assistant	G5	1	
B.3.1 Human Dimension Activities			
Human Dimension Officer	S2	1	
Programme Assistant	G5	1	
Total for the Centre in Ashgabat		**25**	
Centre in Bishkek			
A.1.1 Office of Head of Mission			
Head of Centre	HoM	1	
Deputy Head of Centre	DHoM	1	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
Security Officer	P2	1	
Programme Co-ordinator	S3	1	
Senior Political Officer	S3	1	Change from programme Politico-Military Activities
Senior Executive Officer	S3	1	New post
Senior Field Representative of the Head of Centre	S3	1	
Field Officer	S2	1	
National Legal Officer	NP2	1	
National Security Officer	NP2	1	
National Executive Officer	NP1	1	
National Media Officer	NP1	1	Change from programme Politico-Military Activities
National Security Officer	NP1	1	
Senior Political Assistant	G6	1	Change from programme Politico-Military Activities
Programme Assistant	G5	6	
Political Assistant	G5	1	Change from programme Politico-Military Activities
Translator/Interpreter	G5	1	
Office Assistant	G4	1	Downgrade, change from programme Police Matters Programme
Office Assistant	G4	2	
Senior Security Guard	G3	3	
Security Guard	G2	12	

A.2.1 Fund Administration Unit

Chief of Fund Administration	P3	1	
Procurement Officer	P2	1	
Administrative and Finance Officer	P2	1	
National Finance Officer	NP2	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
National Administrative Officer	NP1	1	
National Human Resources Officer	NP1	1	
Senior Human Resources Assistant	G6	1	
Senior ICT Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Asset Management Assistant	G5	1	
Finance and Treasury Assistant	G5	1	
Finance Assistant	G5	2	
Finance Assistant	G5	1	Upgrade
ICT Assistant	G5	2	
Procurement Assistant	G5	2	
Treasury Assistant	G5	1	
Office Assistant	G4	1	New post
Human Resources Assistant	G4	1	
Procurement Assistant	G4	1	
Transport Assistant	G4	1	
Travel Assistant	G4	1	
Administrative Assistant	G4	1	
Office Clerk	G3	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Transport Clerk	G3	1	Upgrade
Driver	G2	6	
Driver	G2	1	Downgrade
Cleaner	G1	5	
Cleaner	G1	1	New post
B.1.1 Politico-Military Activities			
Head, Politico-Military Unit	S4	1	
Senior Politico-Military Officer	S3	1	
Head of Police Affairs	S3	1	Change from programme Police Matters Programme
Border Issues Co-ordination Officer	S2	1	
Organized Crime Adviser	S2	1	Change from programme Police Matters Programme
Political Officer	S2	1	
Institution Building Officer	S2	1	
National Programme Officer	NP1	1	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
National Programme Officer	NP1	1	Change from programme Police Matters Programme
Senior Programme Assistant	G6	3	
Senior Programme Assistant	G6	2	Upgrade
Senior Programme Assistant	G6	3	Change from programme Police Matters Programme
Senior Project Assistant	G6	1	
Political Assistant	G5	1	
Project Assistant	G5	2	Change from programme Police Matters Programme
B.2.1 Economic and Environmental Activities			
Senior Economic and Environmental Officer	S3	1	
Economic and Environmental Officer	S2	2	
Economic Governance Officer	S2	1	Change from programme Police Matters Programme
National Programme Officer	NP1	1	New post
Senior Programme Assistant	G6	4	
Senior Project Assistant	G6	1	
B.3.1 Human Dimension Activities			
Senior Human Dimension Officer	S3	1	
Human Dimension Officer	S2	2	
Penitentiary Reform Adviser	S2	1	
National Project Co-ordinator	NP1	1	
Senior Legal Assistant	G6	1	
Senior Programme Assistant	G6	4	
Programme Assistant	G5	1	
Total for the Centre in Bishkek		**123**	
Project Co-ordinator in Uzbekistan			
A.1.1 Office of Head of Mission			
Head of the Office	HoM	1	
National Project Officer	NP2	1	
Senior Secretary	G5	1	
Senior Security Guard	G3	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
Security Guard	G2	2	
Security Guard	G2	2	New post
A.2.1 Fund Administration Unit			
Chief of Fund Administration	NP2	1	
Senior Finance Assistant	G6	1	Upgrade
Asset Management Assistant	G5	1	
Human Resources Assistant	G5	1	
Information Technology Assistant	G5	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	1	
Cleaner	G1	2	
B.1.1 Politico-Military Activities			
National Project Officer	NP2	1	
Programme Assistant	G5	1	
B.2.1 Economic and Environmental Activities			
Senior Project Officer	S2	1	
National Economic and Environmental Officer	NP2	1	
Programme Assistant	G5	1	
B.3.1 Human Dimension Activities			
Senior Project Officer	S2	1	
National Project Officer	NP2	1	
Programme Assistant	G5	1	
Total for the Project Co-ordinator in **Uzbekistan**		**25**	
Office in Tajikistan			
A.1.1 Office of Head of Mission			
Head of Office	HoM	1	
Deputy Head of Office	DHoM	1	
Security Officer	P3	1	
Senior Executive Officer	S3	1	
Field Officer	S2	3	
Political Officer	S2	1	
National Project Co-ordination Officer	NP1	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
National Security Officer	NP1	1	
Senior Field Assistant	G6	1	
Senior Legal Assistant	G6	1	
Senior Press and Public Information Assistant	G6	1	
Senior Programme Assistant	G6	1	
Senior Assistant Translator/Interpreter	G6	1	Upgrade
Field Assistant	G5	5	
Field Programme Assistant	G5	1	Upgrade
Project Assistant	G5	1	
Senior Secretary	G5	2	
Administrative Assistant	G4	4	
Receptionist	G3	1	
Senior Security Guard	G3	1	
Security Guard	G2	32	
Cook	G1	3	
A.2.1 Fund Administration Unit			
Chief, Administration and Finance	P4	1	
Finance Officer	P2	1	
Materials Management Officer	P2	1	
National Accounting Officer	NP1	1	
National Human Resources Officer	NP1	1	
National IT/Communications Officer	NP1	1	
Senior Asset Management Assistant	G6	1	
Senior Payroll Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Senior Treasury Assistant	G6	1	
Asset Management Assistant	G5	1	
Budget Assistant	G5	1	
Communications Assistant	G5	1	
Finance Assistant	G5	2	
IT Assistant	G5	1	
Procurement Assistant	G5	2	
Recruitment and Training Assistant	G5	1	
Building Maintenance Assistant	G4	1	
Human Resources Assistant	G4	1	
Office Assistant	G4	1	
Transport Assistant	G4	1	
Travel Assistant	G4	1	
IT Help Desk Technician	G4	1	
Warehouse Clerk	G3	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
A.2.2 Common Operational Costs			
Driver/Mechanic	G3	2	
Senior Driver	G3	1	
Driver	G2	9	
Handyman	G2	1	
Senior Cook	G2	1	
Cleaner	G1	8	
Cook	G1	1	
B.1.1 Political and Military Aspects of **Security**			
Head, Politico-Military Department	S3	1	
Border Management Adviser	S2	1	
Border Management Officer	S2	1	
Counter-Terrorism and Police Issues Adviser	S2	1	
Demining Officer	S2	1	
National Politico-Military Officer	NP2	1	
National Border Management Officer	NP1	1	
National Programme Officer	NP1	1	
National Political Dialogue Officer	NP1	1	
Senior Programme Assistant	G6	1	Change from programme Human Dimension Activities
Programme Assistant	G5	5	
Project Assistant	G5	1	
B.2.1 Economic and Environmental Activities			
Senior Anti-Corruption Officer	S3	1	
Head, Economic and Environmental Department	S3	1	
Economic Officer	S2	1	
Environmental Officer	S2	1	
Water and Energy Policy Adviser	S2	1	
Field Officer, Economic and Environmental Issues	S1	1	
National Environmental Officer	NP1	1	
Programme Assistant	G5	5	
Project Assistant	G5	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
B.3.1 Human Dimension Activities			
Head, Human Dimension Department	S3	1	
Gender and Anti-Trafficking Officer	S2	1	
Human Rights Officer	S2	1	
Media Officer	S2	1	
Rule of Law Officer	S2	1	
Legal and Electoral Reform Officer	S2	1	
National Gender Officer	NP1	1	
National Media Development Officer	NP1	1	
National Programme Officer, Human Rights	NP1	1	
Senior Programme Assistant	G6	2	
Programme Assistant	G5	4	
Project Assistant	G5	1	
Senior Secretary	G5	1	
Total for the Office in Tajikistan		**160**	
GRAND TOTAL		**2,401.1**	

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

By the delegation of the United States of America:

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

The United States commends the Serbian ACMF Chairperson
Ms. Marina Milanovic-Ilic for her leadership of the budget discussions this year.

We have joined consensus today on the 2015 Unified Budget because we believe the Organization must have a budget to move ahead with important programmes and activities to meet its mandates. We believe this budget falls short, however, of adequately addressing the many demands facing the Organization in the coming year.

We are particularly disappointed that the budget does not sufficiently meet the resource needs of the OSCE's three independent institutions: the Office for Democratic Institutions and Human Rights (ODIHR), the High Commissioner on National Minorities (HCNM), and the Representative for Freedom of the Media (RFoM). These institutions, in particular the ODIHR, have been underfunded for years, hampering their ability to implement their mandates to assist participating States to meet their OSCE commitments under the Helsinki Final Act and subsequent agreements. As responsible stewards of the OSCE's financial resources, we must ensure that these institutions receive adequate funding.

Events in and around Ukraine this year have placed tremendous pressure on the resources of the Project Co-ordinator in Ukraine (PCU). We regret that the budget does not provide for additional funding to the PCU above the level proposed in the 2015 budget to allow it to better support the Government of Ukraine's transition towards a democratic, secure, and prosperous future for the country and its people.

We remain concerned with the disproportionate level of the budget that is devoted to field missions in Southeast Europe, and we urge those missions to continue to find cost efficiencies. We would like to see additional funding for field missions in Central Asia to address the security and governance risks and challenges in that region. Again this year, we are disappointed that the Border Management Staff College, the region's only forum for regional border security and co-operation, was excluded from the Unified Budget.

We regret the exclusion from the budget of the UNSCR 1540 programmatic work, which is so critical for the Organization to address the threats of proliferation of weapons of mass destruction and to meet its commitments under the decisions of the Forum for Security Co-operation.

We welcome that this budget begins to correct the shortfall introduced last year by funding two additional positions in the Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings.

We continue to call on the Secretariat to seek further efficiencies and greater cost containment, particularly related to Staff Standard Costs, and to focus the Secretariat's resources on programmatic activities.

The OSCE today is very different from the OSCE of a year ago, as demonstrated by the Organization's response to the crisis in European security that has manifested itself in and around Ukraine. We call on participating States to take a renewed look at the unique role of the Organization and to ensure that it is well resourced to carry out its mandate across all three dimensions of comprehensive security.

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

Thank you, Mr. Chairperson."

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

By the delegation of Azerbaijan:

"While joining the consensus on the Permanent Council decision on approval of the 2015 Unified Budget, the Delegation of the Republic of Azerbaijan would like to make an interpretative statement under paragraph IV.1(A)6 of the Rules of Procedure of the OSCE.

'It has been our longstanding concern that significant resources allocated through the Unified Budget to the OSCE Office in Yerevan, have been used to provide technical support and equipment to Armenia, not least by means of the activities of Office in the politico-military dimension. Office's continued efforts aimed at upgrading capacities of the Armenian Humanitarian Demining Centre are an example in this regard.

We joined consensus on 2015 Unified Budget decision on the understanding that the OSCE, especially the Office in Yerevan, will keep an oversight of these activities and ensure that technical assistance and equipment provided to Armenia in the area of demining will not be used in the occupied territories of the Republic of Azerbaijan.'

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

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

By the delegation of Italy on behalf of the European Union:

"The Member States of the European Union thank the incoming Serbian Chairmanship for its fruitful efforts and professionalism to make possible the adoption of the 2015 OSCE Unified Budget in good time in accordance with the provisions of the decisions on the budget cycle.

This budget nevertheless presents a number of recurrent difficulties.

– The slight increase in the allocation to the Office for Democratic Institutions and Human Rights does not reflect the current issues and challenges. It is by no means satisfactory. The Office in Warsaw cannot continue in particular to work with unchanged resources for election monitoring, which jeopardizes the full accomplishment of its mandate in this area. We shall ensure that this situation is rectified next year.

– The budget for the OSCE Representative on Freedom of the Media and the High Commissioner on National Minorities is also a cause for concern. A larger allocation should be allowed for these two institutions. We regret that, as every year, some countries continue to object in spite of the fact that the amount at stake is small.

– The budgets for the missions in Central Asia are still too small and do not reflect the security challenges encountered in this region. The slight increase is not adequate in particular for Tajikistan, where the OSCE Border Staff Management College in Dushanbe is now faced by an uncertain financial situation because of its non-inclusion in the Unified Budget.

– Finally, certain cross-cutting issues continue to weaken the OSCE budget in the long term. In particular, the salary costs are not being sufficiently contained, and the Secretariat has not made an adequate proposal to remedy the situation. This has a negative impact on the Organization's regular operations.

At the same time, we should like to welcome some positive developments.

–   Within the Secretariat, the Conflict Prevention Centre will be provided with additional personnel to deal with the crisis in Ukraine. It will also have a significant allocation for crisis management.

–   Moreover, the economy measures undertaken by the field missions in south-eastern Europe thanks to the important reorganization efforts are bearing fruit, enabling a reallocation of these funds to other executive structures.

Finally, the discussion on the 2015 Budget this year once again demonstrated the need to find a solution to the matter of the augmentation fund in the 2016 budget cycle in compliance with the commitments made by the participating States regarding their scale of contributions."

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

By the delegation of France (also on behalf of Spain and the United Kingdom):

"This statement is made on behalf of France, Spain and the United Kingdom.

We thank the incoming Serbian Chairmanship for its untiring efforts and skill to enable the OSCE Unified Budget for 2015 to be adopted in accordance with the provisions of the decisions on the budget cycle.

We fully endorse the statement made by the delegation of Italy on behalf of the Member States of the European Union and would like to point out that as individual countries we were only able to join the consensus on the following terms:

– The 2015 Unified Budget contains a special "augmentation fund", which has no legal basis. Decision No. 827 adopted by the Permanent Council in 2007 clearly stated that it was established on a provisional basis and that it was linked to the budget for the 2008 financial year.

– The continuation of this practice, which consists of invoicing part of the Secretariat's personnel costs according to the scale of contributions for field operations, cannot thus be regarded as having a legal basis.

– Its continuation was tolerated in order to facilitate consensus.

– As a result of this practice, 65.5 posts based in the Secretariat will continue to be indexed in the 2015 Unified Budget according to the scale for field operations, which means that 11 participating States are having to pay a larger contribution than they should have done according to the financial commitments detailed in Permanent Council Decision No. 1072.

So as not to delay the adoption of the OSCE Budget, France, Spain and the United Kingdom have agreed not to contest the continuation of this practice this year, despite the fact that it is contrary to the financial regulations.

We should like to inform the Permanent Council that under no circumstances will this agreement apply to future financial years and that we shall not be in a position to accept the inclusion of a fund of this type in future Unified Budgets.

France, Spain and the United Kingdom request the Secretariat to bear this in mind when preparing the 2016 Unified Budget proposal and to comply strictly with the relevant decisions adopted here.

I request that this statement be attached to the decision."