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Organization for Security and Co-operation in Europe
Permanent Council

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1001st Plenary Meeting
PC Journal No. 1001, Agenda item 3

DECISION No. 1123
APPROVAL OF THE 2014 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 2014 Unified Budget contained in Annex I;

2.   Approves the 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 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 Organization,

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,

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 2014, to focus, streamline and prioritize the work of the Organization 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. Decides that the period for in-grade movement between consecutive salary increments shall be two years, and tasks the Secretariat to implement this measure by formulating amendments to relevant provisions of the OSCE Staff Regulations and Staff Rules which shall be subject to approval by the Permanent Council by 31 July 2014;

4. Tasks the Secretary General to request the International Civil Service Commission (ICSC) to exercise greater vigilance with regard to increases in staff costs across the Common System, particularly within the context of the ongoing comprehensive review being undertaken by the ICSC, and tasks the ACMF to continue discussions on Staff Standard Costs issues with a view to ensuring the financial sustainability of those costs;

5. Requests the ACMF and the Chairmanship, in co-ordination with the Secretary General, to continue discussions on local staff income tax with a view to achieving full compliance with the OSCE Staff Regulations and Staff Rules.

THE 2014 UNIFIED BUDGET

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

I. FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS

The Secretariat
Secretary General and Central Services

A.1.1	Executive Management	1,042,400
A.1.2	Security Management	392,000
A.1.3	External Co-operation	680,900
A.1.4	Legal Services	540,600
A.1.5	Communication and Media Relations Section	1,219,100
A.1.6	Conference and Language Services	4,947,200
A.2.1	Records Management	255,800
A.2.2	Prague Office	402,400
B.4.1	Gender Issues	363,600
	Total	**9,844,000**

Chairman-in-Office

A.1.1	Short Term Mission/Visits of CiO and PR of the CiO	440,000
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	**643,200**

Internal Oversight

A.1.1	Internal Oversight	1,363,400
	Total	**1,363,400**

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	756,800
	Total	**756,800**

Addressing Transnational Threats

B.4.1	Co-ordination of TNT Activities	525,000
B.4.2	Strategic Police Matters Unit	618,300
B.4.3	Action against Terrorism	783,400

THE 2014 UNIFIED BUDGET (continued)

Fund	
Main Programme	**EUR**
Programme	

B.4.4	Borders Security and Management	428,700
	Total	**2,355,400**
	Activities Relating to the Economic and Environmental Aspects of Security	
B.2.1	Co-ordinator of OSCE Economic and Environmental Activities	1,512,400
B.2.2	Economic and Environmental Forum	448,800
	Total	**1,961,200**
	Conflict Prevention	
A.1.1	CPC Direction and Management	414,200
A.1.2	Policy Support Service	907,100
A.1.3	Operations Service	698,100
A.1.4	Programming and Evaluation Support Unit	363,200
B.1.1	FSC Chairmanship	33,100
B.1.2	FSC Support	571,200
B.1.3	Communications Network	573,200
	Total	**3,560,100**
	Human Resources Management	
A.2.1	HR Direction and Management	449,600
A.2.2	Personnel Management and Payroll Administration	1,183,800
A.2.3	Common Staff Costs	1,908,500
A.2.4	Recruitment	547,900
A.2.5	Training Section	996,600
	Total	**5,086,400**
	Department of Management and Finance	
A.2.1	DMF Direction and Management	313,800
A.2.2	Budget and Internal Control Services	641,700
A.2.3	Financial Accounting and Treasury Services	838,600
A.2.4	Information and Communication Technology Services	1,965,100
A.2.5	Mission Support Service	1,447,800
A.2.6	Secretariat Common Operational Costs	3,293,700
	Total	**8,500,700**
	Total for the Secretariat	**34,071,200**
	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

THE 2014 UNIFIED BUDGET (continued)

	Fund **Main Programme** Programme	**EUR**
A.2.2	Common Operational Costs	769,700
B.3.1	Human Dimension Meetings	605,900
B.3.2	Democratization	1,520,200
B.3.3	Human Rights	1,202,300
B.3.4	Elections	6,405,200
B.3.5	Tolerance and Non-Discrimination	1,306,300
B.3.6	Roma and Sinti Issues	550,700
	Total	**15,805,200**
	High Commissioner on National Minorities	
A.2.1	Fund Administration Unit	369,700
A.2.2	Common Operational Costs	176,400
B.1.1	Office of the High Commissioner	2,861,500
	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**	**54,765,600**

II. FUNDS RELATED TO OSCE FIELD OPERATIONS

	Augmentations **Secretariat Augmentations**	
A.1.1	Communication and Media Relations Section	273,000
A.1.2	Internal Oversight	291,400
A.1.3	Policy Support Service	401,300
A.1.4	Operations Service	186,600
A.1.5	Programming and Evaluation Support Unit	62,200
A.2.1	Personnel Management and Payroll Administration	354,300
A.2.2	Recruitment	449,700
A.2.3	Budget and Internal Control Services	321,600
A.2.4	Financial Accounting and Treasury Services	471,600
A.2.5	Information and Communication Technology Services	1,311,100
A.2.6	Mission Support Service	1,063,400
	Total	**5,186,200**

THE 2014 UNIFIED BUDGET (continued)

	Fund **Main Programme** Programme	**EUR**
	ODIHR Augmentation	
B.3.1	ODIHR Democratization	234,100
	Total	**234,100**
	Total for Augmentations	**5,420,300**
	SOUTH-EASTERN EUROPE	
	Mission in Kosovo	
A.1.1	Office of Head of Mission	2,991,600
A.2.1	Fund Administration Unit	2,580,900
A.2.2	Common Operational Costs	3,627,500
B.1.1	Security and Public Safety	1,311,800
B.3.1	Democratization	2,365,600
B.3.2	Human Rights and Communities	6,802,500
	Total	**19,679,900**
	Tasks in Bosnia and Herzegovina	
A.1.1	Office of Head of Mission	1,286,600
A.2.1	Fund Administration Unit	1,864,600
A.2.2	Common Operational Costs	2,385,800
B.1.1	Security Co-operation	511,700
B.3.1	Human Dimension	6,119,200
	Total	**12,167,900**
	Regional Stabilization/Arms Control	
B.1.1	Implementation of Article IV	219,400
	Total	**219,400**
	Total for Tasks in Bosnia and Herzegovina	**12,387,300**
	Mission to Serbia	
A.1.1	Office of Head of Mission	931,000
A.2.1	Fund Administration Unit	677,000
A.2.2	Common Operational Costs	1,180,600
B.1.1	Police Affairs	1,125,300
B.3.1	Democratization	1,163,600
B.3.2	Media	414,500
B.3.3	Rule of Law and Human Rights	1,086,500
	Total	**6,578,500**

THE 2014 UNIFIED BUDGET (continued)

	Fund **Main Programme** Programme	**EUR**
	Presence in Albania	
A.1.1	Office of Head of Mission	474,900
A.2.1	Fund Administration Unit	420,300
A.2.2	Common Operational Costs	652,300
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
B.3.2	Rule of Law and Human Rights	342,100
	Total	**2,982,400**
	Mission to Skopje	
A.1.1	Office of Head of Mission	994,400
A.2.1	Fund Administration Unit	849,800
A.2.2	Common Operational Costs	972,200
B.1.1	Public Safety and Community Outreach	1,808,200
B.3.1	Human Dimension	1,803,100
	Total	**6,427,700**
	Mission to Montenegro	
A.1.1	Office of Head of Mission	335,700
A.2.1	Fund Administration Unit	270,500
A.2.2	Common Operational Costs	416,100
B.1.1	Police Affairs	375,900
B.3.1	Democratization	411,300
B.3.2	Media	118,600
B.3.3	Rule of Law and Human Rights	255,800
	Total	**2,183,900**
	Total for South-Eastern Europe	**50,239,700**
	EASTERN EUROPE	
	Mission to Moldova	
A.1.1	Office of Head of Mission	434,700
A.2.1	Fund Administration Unit	224,600
A.2.2	Common Operational Costs	497,000
B.1.1	Conflict Prevention/Resolution	461,500
B.3.1	Human Rights Monitoring/Democratization	294,600
B.3.2	Anti-Trafficking/Gender	267,600
	Total	**2,180,000**

THE 2014 UNIFIED BUDGET (continued)

	Fund **Main Programme** Programme	**EUR**
	Project Co-ordinator in Ukraine	
A.1.1	Office of Head of Mission	262,100
A.2.1	Fund Administration Unit	330,100
A.2.2	Common Operational Costs	393,200
B.3.1	Democratization and Good Governance	304,900
B.3.2	Rule of Law and Human Rights	864,900
B.4.1	Economic, Environmental and Politico-Military Projects	717,800
	Total	**2,873,000**
	Representative to the Latvian-Russian Joint Commission **on Military Pensioners**	
A.1.1	Office of Head of Mission	9,300
	Total	**9,300**
	Total for Eastern Europe	**5,062,300**
	CAUCASUS	
	Office in Yerevan	
A.1.1	Office of Head of Mission	308,500
A.2.1	Fund Administration Unit	220,600
A.2.2	Common Operational Costs	396,700
B.1.1	Politico-Military Activities	533,400
B.2.1	Economic and Environmental Activities	491,400
B.3.1	Democratization	292,200
B.3.2	Human Rights	305,000
B.4.1	Good Governance	314,200
	Total	**2,862,000**
	Project Co-ordinator in Baku	
A.1.1	Office of Head of Mission	213,300
A.2.1	Fund Administration Unit	239,800
A.2.2	Common Operational Costs	430,000
B.1.1	Politico-Military Activities	272,800
B.2.1	Economic and Environmental Activities	254,100
B.3.1	Human Dimension Activities	390,000
	Total	**1,800,000**
	High-Level Planning Group	
A.1.1	Office of Head of Mission	250,600
	Total	**250,600**

THE 2014 UNIFIED BUDGET (continued)

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

The Minsk Process

A.1.1	Office of Head of Mission	<u>927,500</u>
	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	529,700
A.2.1	Fund Administration Unit	225,200
A.2.2	Common Operational Costs	<u>438,100</u>
	Total	**1,193,000**

	Total for the Caucasus	**7,033,100**

CENTRAL ASIA

Centre 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	421,000
B.1.1	Politico-Military Activities	420,383
B.2.1	Economic and Environmental Activities	424,034
B.3.1	Human Dimension Activities	<u>420,383</u>
	Total	**2,148,400**

Centre in Ashgabat

A.1.1	Office of Head of Mission	323,000
A.2.1	Fund Administration Unit	176,800
A.2.2	Common Operational Costs	272,100
B.1.1	Conflict Prevention and Confidence- and Security-Building	260,700
B.2.1	Economic and Environmental Activities	240,600
B.3.1	Human Dimension Activities	<u>253,700</u>
	Total	**1,526,900**

Centre in Bishkek

A.1.1	Office of Head of Mission	1,008,800
A.2.1	Fund Administration Unit	561,600
A.2.2	Common Operational Costs	854,000
B.1.1	Politico-Military Activities	1,541,200
B.2.1	Economic and Environmental Activities	1,246,400
B.3.1	Human Dimension Activities	1,046,500

THE 2014 UNIFIED BUDGET (continued)

Fund **Main Programme** Programme	**EUR**
B.4.1 Police Matters Programme	<u>651,100</u>
Total	**6,909,600**
<u>Project Co-ordinator in Uzbekistan</u>	
A.1.1 Office of Head of Mission	184,700
A.2.1 Fund Administration Unit	102,800
A.2.2 Common Operational Costs	281,200
B.1.1 Politico-Military Activities	403,200
B.2.1 Economic and Environmental Activities	523,800
B.3.1 Human Dimension Activities	<u>484,300</u>
Total	**1,980,000**
<u>Office in Tajikistan</u>	
A.1.1 Office of Head of Mission	1,161,100
A.2.1 Fund Administration Unit	605,400
A.2.2 Common Operational Costs	1,567,600
B.1.1 Political and Military Aspects of Security	1,745,400
B.2.1 Economic and Environmental Activities	1,080,400
B.3.1 Human Dimension Activities	<u>1,058,300</u>
Total	**7,218,200**
Total for Central Asia	**19,783,100**
TOTAL FOR FUNDS RELATED TO OSCE FIELD OPERATIONS	**87,538,500**
GRAND TOTAL	**142,304,100**

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 Officer	P4	1	
Senior Afghanistan Engagement Support Officer	S	1	New post
Executive Officer	S	2	
Policy and Planning Officer	S	1	
Senior Political/Administrative Assistant	G7	1	
Senior Executive Assistant	G7	1	
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	G4	1	
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	
Legal Assistant	G5	1	
Administrative Assistant	G4	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
A.1.5 Communication and Media Relations Section			
Spokesperson/Head of Press and Public Information	P5	1	Change from programme Press and Public Information
Public Website Manager	P4	1	Change from programme Press and Public Information
Deputy Spokesperson/Deputy Head of PPIS	P4	1	Change from programme Press and Public Information
Editor	P3	1	Change from programme Press and Public Information
Press and Public Information Officer	P3	1	Change from programme Press and Public Information
Web Architect	P3	1	Change from programme Press and Public Information
Media and Outreach Officer	P3	1	Change from programme Press and Public Information
Assistant Web Developer	P1	1	Change from programme Press and Public Information
Senior Press and Public Information Assistant	G6	1	Change from programme Press and Public Information

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
Press and Public Information Assistant	G5	1	Change from programme Press and Public Information
A.1.6 Conference and Language Services			
Head, Conference Services	P5	1	Change from programme Conference and Language Services
Chief Linguist	P4	1	New post
Conference Officer	P3	1	Change from programme Conference and Language Services
Senior Language Services Assistant	G6	1	Change from programme Conference and Language Services
Senior Meetings Assistant	G6	3	Change from programme Conference and Language Services
Supervisor, Meetings Support and Documents Unit	G6	1	Change from programme Conference and Language Services
Supervisor, Text Control and Processing Unit	G6	1	Change from programme Conference and Language Services
Administrative Assistant	G5	1	Change from programme Conference and Language Services
Assistant Supervisor, Documents Control	G5	1	Change from programme Conference and Language Services

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Assistant Supervisor, Meetings Support and Documents Unit	G5	1	Change from programme Conference and Language Services
Protocol Assistant	G5	1	Change from programme Conference and Language Services
Administrative Secretary	G4	1	Change from programme Conference and Language Services
Support Services Assistant	G4	1	Change from programme Conference and Language Services
Technical Assistant	G4	1	Change from programme Conference and Language Services
Text Control and Reference Assistant	G4	1	Change from programme Conference and Language Services
Word Processing Operator	G4	9.5	Change from programme Conference and Language Services
Documents and Meetings Support Assistant	G4	4	Change from programme Conference and Language Services
Meetings Support Services Clerk	G3	1	Change from programme Conference and Language Services

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, Evaluation and Management Audit Services/Deputy Director	P5	1	
Head, Internal Audit/Deputy Director	P5	1	
Senior Auditor	P4	1	
Senior Investigator	P4	1	
Senior Evaluator	P4	1	
Auditor	P3	2	
Investigator	P3	1	
Evaluation Officer	S	1	
Senior Auditing Assistant	G6	2	
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	D2	1	Budgeted for two months

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Special Representative	S	1	New post, budgeted for ten months
Deputy Co-ordinator, Combating Trafficking in Human Beings	S	1	
Senior Co-ordination Adviser	P4	1	
Adviser	P3	2	
Programme Officer	P3	1	
Public Information Officer	S	1	
Executive Adviser to the SR/CTHB	S	1	
Advocacy and Project Officer	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 Trafficking in Human Beings	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 on Anti-Terrorism Issues	S	1	
Programme Co-ordinator	P4	1	
Senior Programme Officer	P4	1	
Programme Officer	P3	1	
Associate Programme Officer	P2	2	Upgrade
Assistant Programme Officer	P1	1	
Adviser on Anti-Terrorism Issues	S	1	
Counter Terrorism Officer	S	1	
Senior Legal Counter-Terrorism Adviser	S	1	New post
Project Assistant	G5	1	
B.4.4 Borders Security and Management			
Head, Border 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	
Economic Adviser	P3	1	
Environmental Programme Officer	P3	1	
Environmental Affairs Adviser	P4	1	Upgrade
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	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Programme Officer, Economic Co-operation and Governance	S	1	
Environmental Governance Officer	S	1	
Executive Secretary	G6	1	
Administrative Assistant	G5	1	
Project Assistant	G4	1	
Administrative Clerk	G3	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	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	1	
Mediation Support Officer	S	2	New post
Analyst/Researcher	S	1	
Deputy Chief, Situation/Communications Room	G6	1	
Administrative/Programme Assistant	G5	1	
Duty Officer	G5	2	
A.1.4 Programming and Evaluation Support Unit			
Head/Programming and Evaluation Support Unit	P4	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Project/Programme Evaluation Officer	P3	1	
Associate Project Co-ordination Officer	P2	1	
Senior Project Assistant	G6	1	
B.1.2 FSC Support			
Senior FSC Support Officer	P4	1	
CSBM Officer	P3	1	
CSBM/Projects Officer	P3	1	
Associate Project Officer	P2	1	
FSC Support Officer	S	1	
Security Co-operation Officer	S	1	
Programme Assistant	G5	1	
B.1.3 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 Personnel Management and Payroll Administration			
Deputy Director/Chief, Personnel Section	P5	1	
Senior Personnel Officer, Payroll and ERP System	P4	1	
Personnel Officer	P3	1	
Senior Personnel Assistant	G7	1	
Senior Payroll Assistant	G6	2	
Senior Personnel Assistant	G6	3	
Payroll Assistant	G5	1	
Personnel Assistant	G4	2	
Personnel Clerk	G3	1	
Personnel Clerk	G3	1	Transfer from Augmentations
A.2.4 Recruitment			
Deputy Director/Chief, Recruitment Section	P5	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Recruitment Project Officer	S	1	
Senior Recruitment Assistant	G6	3	
A.2.5 Training Section			
OSCE Training Co-ordinator	P4	1	
Senior Training Officer	P4	1	
Training Officer	P3	2	
Senior Training Assistant	G6	1	
Training Assistant	G5	1	
Training Assistant	G5	1	
Training Clerk	G3	1	
Department of Management and Finance			
A.2.1 DMF Direction and Management			
Director for Management and Finance	D2	1	
Senior Administrative Assistant	G6	1	
Senior Administrative/Finance Assistant	G6	1	
A.2.2 Budget and Internal Control Services			
Deputy Director for Budget and Internal Control Services	P5	1	
Senior Finance Systems and Business Process Co-ordination Officer	P4	1	
Chief, Budget Unit	P4	1	
Budget Officer	P3	1	
Risk Management and Internal Control Officer	P3	1	
Internal Controls Officer	P3	1	
A.2.3 Financial Accounting and Treasury Services			
Head, Financial, Accounting and Treasury Services	P5	1	Budgeted for one month
Chief, Accounts Unit	P4	1	
Treasurer	P4	1	
Senior Extrabudgetary Contributions Officer	P4	1	
Associate Treasury Officer	P2	1	
Senior Finance Assistant	G7	1	
Senior Accounting Assistant	G6	1	
Senior Treasury Assistant	G6	1	
Senior Extrabudgetary Contributions Assistant	G6	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
A.2.4 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	
Information Management Officer	P3	1	
ICT Mission Support Co-ordinator	P3	1	Budgeted for one month
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.2.5 Mission Support Service			
Deputy Director for Mission Support Services	P5	1	
Chief, Procurement and Contracting Unit	P4	1	
Chief, Asset Management and Logistics Unit	P4	1	
Materials Management Officer	P3	1	Budgeted for two months
Procurement Officer	P3	1	
Chief, Building Support Services	P3	1	
Associate Asset Management Officer	P2	1	
Associate Procurement Officer	P2	1	
Senior Administrative Assistant	G6	1	New post, subject to classification
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	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Receptionist	G3	1	
Messenger	G2	1	Transfer from Augmentations
Manual Worker	G2	1	Transfer from Augmentations
A.2.6 Secretariat Common Operational Costs			
Security Guard	G3	2	
Driver	G2	1	
Cleaner	G1	7	
Total for the Secretariat		**308.5**	
Office for Democratic Institutions and Human Rights			
A.1.1 Direction and Policy			
Director of the ODIHR	D/ODI	1	
First Deputy Director of the ODIHR	D1	1	
Second Deputy Director of the ODIHR	P5	1	
Project Co-ordinator	P4	1	
Spokesperson/Senior Press and Public Information Officer	P4	1	
Editor	P3	1	
Web Editor	P2	1	
Policy and Fund Raising Adviser	S	1	
Special Adviser	S	2	
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	Upgrade
Finance Officer	P2	1	
Associate Procurement and Contracting Officer, EOM	P2	2	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Associate Procurement and Contracting Officer, EOM	P2	1	New post
Documents and Records Management Officer	P2	1	
Finance Officer, Elections	P2	1	Downgrade
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	
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	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
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	2	
Deputy Chief, Rule of Law Unit	P3	1	
Democratic Governance Officer	P2	1	
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	New post, subject to classification
Adviser on Anti-Terrorism Issues	P3	1	
Human Rights Adviser	P3	2	
Human Rights Adviser, Capacity-Building Co-ordinator	P3	1	
Officer on Freedom of Religion and Belief	P2	1	New post, subject to classification
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	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
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	
Web Editor	P3	1	
Hate Crime Officer	P3	1	
Adviser on Combating Anti-Semitism	P3	1	
Adviser on Combating Racism and Xenophobia	P3	1	
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	
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		**134**	
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	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
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	
Legal Adviser	P3	1	
Political 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	
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**	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
Augmentations			
Secretariat Augmentations			
A.1.2 Internal Oversight			
Auditor	P3	1	
Senior Administrative Assistant	G6	1	
Senior Auditing Assistant	G6	1	
A.1.3 Policy Support Service			
Senior Policy Support Officer	P4	1	
Senior Policy Support Officer	P4	1	Budgeted for six months
Policy Support Officer	P3	1	Downgrade of P4 Senior Policy Support Officer, budgeted for six months
Policy Support Officer	P3	1	
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.1.1 Communication and Media Relations Section			
Media and Outreach Officer	P3	1	Change from programme Press and Public Information
Online Communications Officer	P3	2	Change from programme Press and Public Information
A.2.3 Budget and Internal Control Services			
Senior Officer, Internal Control and Risk Management	P4	1	
Budget Officer	P3	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Budget Assistant	G5	1	
Budget Assistant	G5	1	Downgrade
A.2.4 Financial Accounting and Treasury Services			
Associate Finance Officer	P2	1	
Finance Assistant	G5	1	
Treasury Assistant	G5	1	
Finance Assistant	G4	5	
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			
Procurement Officer	P3	1	
Procurement and Contracting Officer	P3	1	
Travel Officer	P3	1	
Senior Asset Management Assistant	G7	1	Upgrade
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	
Warehouse Clerk	G3	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
Transport Dispatcher	G3	1	
A.2.1 Personnel Management and Payroll Administration			
Personnel Officer	P3	1	
Senior IRMA HR Support Assistant	G7	1	Change from programme Recruitment
Personnel Assistant	G5	2	
Payroll Assistant	G4	1	
A.2.2 Recruitment			
Recruitment Officer	P3	2	
Recruitment Assistant	G5	2	
Recruitment Assistant	G4	2	
Recruitment Clerk	G3	0.5	
ODIHR Augmentation			
B.3.1 ODIHR Democratization			
Deputy Head, Democratization Department	P4	1	
Total for Augmentations		**70.5**	
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	
Mission Spokesperson	P4	1	
Special Adviser on Non-Albanian Communities and Outreach Co-ordinator	P4	1	
Security Officer	P2	1	
Special Assistant to the Head of Mission	P2	1	
Chief of Mission Security	S4	1	New post
Director of Regional Centre	S4	2	
Director of Regional Centre/Senior Human Rights Officer	S4	1	
Head of Legal Affairs	S4	1	
Head of the Office of Political Affairs	S4	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Deputy Chief Mission Security	S3	1	New post
Deputy Director of Regional Centre	S3	1	
Deputy Head, Legal Affairs	S3	1	
Deputy Head, Office of Central Co-ordination	S3	1	
Senior Political Officer	S2	2	
Deputy Head of Office/Political Affairs 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	
National Press and Public Information Officer	NP2	1	
National Graphic Presentation Officer	NP1	1	
National Legal 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	
Security Planning Assistant	G5	1	
Senior Secretary	G5	3	
Situation Centre Duty 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	
Media Monitor Assistant	G4	2	
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	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
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	New post
Contracts/Procurement Officer	P3	1	New post
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	
National Asset Management Officer	NP2	1	
National Budget Officer	NP2	1	
National Electrical Engineer	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 Archives Officer	NP1	1	
National Training Officer	NP1	1	
National Travel Officer	NP1	1	
National Transport Officer	NP1	1	
National General Service Officer	NP1	1	New post, subject to classification
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	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
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	
Senior Paramedic 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	4	
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	
Training Assistant	G5	1	
Transport Assistant	G5	1	Downgrade
Treasury Assistant	G5	1	
ICT Mobile Communication Technician	G5	1	
Archives Assistant	G4	1	
Asset Management Assistant	G4	1	Upgrade
Conference Equipment Technician	G4	1	
Customs Assistant	G4	1	
Dispatcher	G4	3	
Generator Overhaul Mechanic	G4	1	
Inspection Assistant	G4	1	
Vehicle Maintenance Assistant	G4	1	
Office Assistant	G4	1	
Supply Assistant	G4	1	
Technical Assistant	G4	1	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
Contracts/Procurement/Administrative Assistant	G4	1	
Facilities Assistant	G4	1	
Photocopy Technician	G4	1	
Building Maintenance Technician	G3	1	
Electrician	G3	3	
Fleet Clerk	G3	1	
Inventory Clerk	G3	1	
Maintenance Clerk	G3	0.5	
Vehicle Tracking Clerk	G3	1	
Truck Driver/Forklift Operator	G3	1	
General Services Clerk	G3	4	
Pool Operator	G2	1	
Switchboard Operator	G2	0.5	
A.2.2 Common Operational Costs			
Senior Driver to Head of Mission	G3	2	
Senior Driver to Deputy Head of Mission	G3	1	
Bus/Truck Driver	G3	6	
Driver	G2	13	
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	
Senior Training Development Officer	S2	1	New post
National Administrative Officer	NP2	1	
National Analysis and Reporting Officer	NP2	1	
National KCPSED Adviser	NP1	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	
Senior Programme Assistant	G6	4	
Administrative Assistant	G5	1	
Programme Assistant	G5	9	
Senior Secretary	G5	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Programme Assistant	G4	3	
B.3.1 Democratization			
Director	S4	1	
Deputy Director	S4	1	
Chief of Section	S3	2	
Chief of Section	S3	2	New post
Field Activities Co-ordinator	S3	1	
Chief, Analysis and Reporting Cell	S3	1	
Chief of Media Section	S3	1	
Elections Operations Adviser	S2	1	
Senior Programme Officer	S2	3	
Senior Programme Officer	S2	3	New post
Senior Project Adviser	S2	1	
Senior Elections Legal Adviser	S2	1	
Senior Media Adviser	S2	1	
Senior Legal Adviser to ECAP	S2	1	
Programme Officer	S1	1	
National Deputy Chief, Elections Division	NP3	1	
National Administrative Officer	NP2	1	
National Programme Officer	NP2	2	
National Programme Officer	NP2	1	New post, subject to classification
National Media Adviser	NP2	1	New post, subject to classification
National Legal Officer	NP1	2	
National Programme Officer	NP1	7	
National Reporting and Information Officer	NP1	1	
National Voter Services Officer	NP1	1	
National Elections External Relations Officer	NP1	1	
Senior Administrative Assistant	G6	1	
Senior Elections Field Assistant	G6	2	
Senior Programme Assistant	G6	1	
Senior Elections Assistant	G6	1	
Senior Translator/Interpreter Assistant	G6	8	
Monitoring Assistant	G5	2	
Programme Assistant	G5	3	
Project Assistant	G5	1	
Project Assistant	G5	1	Downgrade
Office Assistant	G4	2	
Programme Assistant	G4	2	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Project Assistant	G4	1	
Project Assistant	G4	1	
Office Clerk	G3	1	
B.3.2 Human Rights and Communities			
Director	S4	1	
Deputy Director	S4	1	
Chief of Communities Section	S3	1	
Chief of Legal System Monitoring Section	S3	1	
Chief of Property Section	S3	1	
Chief of Security Monitoring Section	S3	1	
Field Activities Co-ordinator	S3	1	
Chief of Analysis and Reporting Cell	S3	1	
Chief, Equality/Non-Discrimination/ Anti-Trafficking Section	S3	1	
Senior Human Rights Officer/Head of Regional Office	S3	2	
Field Projects Coordinator	S3	1	New post
Human Rights Adviser, Security Monitoring Section	S2	4	
Legal Analyst	S2	2	
Legal Analyst	S2	1	New post
Senior Adviser	S2	2	
Senior Communities Adviser, Protection	S2	2	
Senior Communities Policy Adviser	S2	2	
Senior Democratization Officer	S2	5	
Senior Human Rights Adviser/Property	S2	1	
Senior Human Rights/Legal Adviser	S2	1	
Senior Human Rights Officer	S2	2	
Senior Human Rights Adviser, Security Monitoring Section	S2	1	
Senior Legal Officer, Legislative Review	S2	1	
Senior Legal System Monitor	S2	1	New post, subject to categorization
Communities Policy Officer	S1	1	
Communities Protection Officer	S1	1	
Human Dimension Officer	S1	45	
Legal Officer, Legislative Review Section	S1	1	
Legal System Monitor	S1	6	
Project Officer	S1	1	
Human Rights Officer, Property	S1	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
Community Policy Officer/Return	S1	1	
Human Rights Legal Officer	S1	1	
Human Rights Adviser/Property	S1	1	
National Administrative Officer	NP2	1	
National Co-ordinator, Criminal Monitoring	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, Property	NP1	2	
National Legal System Officer	NP1	6	
National Programme Officer	NP1	2	
National Property Officer	NP1	4	
National Civil Legal Officer	NP1	1	
National Programme Officer, Human Rights	NP1	5	
National Legal Officer, Legislative Review	NP1	2	
Personal Assistant	G6	1	
Senior Legal Assistant	G6	1	
Senior Programme Assistant	G6	44	
Senior Project Assistant	G6	1	
Senior Translator/Interpreter	G6	4	
Administrative Assistant	G5	1	
Human Rights Assistant	G5	6	
Legal Assistant	G5	2	
Legal System Assistant	G5	8	
Programme Assistant	G5	1	
Assistant Interpreter	G5	3	Upgrade
Office Assistant	G4	2	
Programme Assistant	G4	37	
Office Clerk	G3	1	
Receptionist	G2	0.5	

Total for the Mission in Kosovo　　　　　　**586.5**

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	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
Director of Policy and Planning	S4	1	Budgeted for six months
Senior Representative of the Head of Mission	S4	1	
Political Adviser	S2	1	New post
Legal and Political Adviser	S2	1	
Executive Assistant to Deputy Head of Mission	S1	1	
Political Analyst	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 Planning and Co-ordination Officer	NP2	1	
National Policy Officer	NP2	1	
National Personal Assistant to HoM	NP1	1	
National Personal Assistant to DHoM	NP1	1	
National Political Officer	NP1	2	
National Press Officer	NP1	3	
National Website Manager	NP1	1	
Senior Public Information Assistant	G6	1	New post
Administrative Assistant	G5	1	
Programme Assistant	G5	2	
Senior Interpreter	G5	3	
Website Assistant	G5	1	
Office Assistant	G4	1	
Close Protection Specialist	G3	2	
Security Monitor	G3	5	Upgrade
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P4	1	
Chief, General Services	P3	1	
Chief of Procurement and Building Support Services	S3	1	
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	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
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 FMMC Officer	NP1	1	
National Network Administrator	NP1	1	
National Personnel 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 Administrative Assistant	G6	3	
Senior ICT Assistant	G6	1	
Senior Material Management Assistant	G6	1	
Senior ICT Assistant	G6	1	New post
Budget Assistant	G5	1	
Finance Assistant	G5	4	
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	7	
Archives Assistant	G4	1	
Asset Management Assistant	G4	1	
Dispatcher	G4	1	
Personnel Assistant	G4	3	
Storekeeper	G4	1	
Transport Assistant	G4	1	
ICT Help Desk Technician	G4	1	
Contracts Management Assistant	G4	1	
Office Clerk	G3	3	
Office Clerk	G3	2	New post
Receptionist	G3	2	
Manual Worker	G2	3	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
A.2.2 Common Operational Costs			
Senior Driver	G3	3	
Driver	G2	29	
Driver	G2	1	New post
Cleaner	G1	6.5	
B.1.1 Security Co-operation			
Director of Security Co-operation	S4	1	Budgeted for five months
Deputy Director, DSC	S3	1	
Arms Control Project Officer	S2	1	
Policy and Information Officer	S2	1	
National Legal Officer	NP1	1	
National Project Officer	NP1	3	
Senior Executive Assistant	G6	1	
Senior Assistant Interpreter	G6	1	
Logistics Assistant	G5	1	
Assistant Interpreter	G5	3	
B.3.1 Human Dimension			
Head, Human Dimension Department	P5	1	
Deputy Director	S4	1	
Head of Field Office	S3	3	
Head of Field Office	S3	6	Change in grade
Head of Education Section	S3	1	Budgeted for four months
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, Major Crimes and Legal Reform	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	New post
Human Rights Officer	S1	6	
Information Officer	S1	1	
Project Co-ordination Officer	S1	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
National Chief, Education Section	NP3	1	New post
National Chief, Sarajevo Zone Unit	NP3	1	New post
National Chief, Local Governance Section	NP3	1	New post
National Anti-Trafficking Officer	NP2	1	
National Legal Officer	NP2	9	
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	2	
National Legal Officer	NP1	1	New post
National Political Officer	NP1	3	Change from programme Office of Head of Mission
National Programme Officer	NP1	9	
National Public Information Officer	NP1	1	
National Monitoring and Evaluation Officer	NP1	1	
National Programme Officer, Community Engagement	NP1	10	
National Programme Officer, Education	NP1	17	
National Programme Officer, Education	NP1	3	New post
National Programme Officer, Governance Development	NP1	1	
National Programme Officer, Governance Support	NP1	14	
National Programme Officer, Information and Reporting	NP1	1	
National Programme Officer, Social Inclusion	NP1	1	
National Legal Officer, Trial Monitoring	NP1	1	
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	New post
National Programme Officer, Governance	NP1	2	New post
Senior Executive Assistant	G6	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
Assistant Translator/Interpreter	G5	1	Change to full-time
Legal Assistant	G5	5	
Programme Assistant	G5	47	
Programme Assistant	G5	1	New post
Senior Secretary	G5	1	
Rule of Law Monitoring Assistant	G5	16	
Rule of Law Monitoring Assistant	G5	5	New post
Programme Assistant, Roma Monitoring	G5	1	
Regional Stabilization/Arms Control			
B.1.1 Implementation of Article IV			
Personal Representative of the CiO	S	1	
Military Adviser	S	1	
Operation Staff Officer	S	1	
Driver	S	1	
Administrative Secretary	G5	1	
Total for tasks in Bosnia and Herzegovina		**372.5**	
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	Change in grade
Municipal Co-ordinator	S2	1	
Senior Political Officer	S2	1	
Political Officer	S1	1	
Political/Reporting Officer	S1	1	
National Special Adviser, CSBM	NP3	1	
National Project Co-ordination Officer	NP1	1	
Personal Assistant to HoM	G6	1	
Senior Security Assistant	G6	1	Upgrade
Senior Press and Political Assistant	G6	1	
Senior Press and Political Assistant	G6	1	Change to full-time
Assistant Translator/Interpreter	G5	1	
Field Programme Assistant	G5	2	
Programme Assistant	G5	1	
Project Assistant	G5	1	Upgrade
Senior Secretary	G5	1	
Press and Political Assistant	G5	1	
Office Assistant	G4	1	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
Senior Security Guard	G3	1	
Security Guard	G2	4	
A.2.1 Fund Administration Unit			
Chief, Fund Administration Unit	P3	1	
Administrative Officer	S2	1	Change in grade
National Finance Officer	NP2	1	New post
National Human Resources Officer	NP2	1	
National ICT Officer	NP1	1	
Senior Human Resources and Training Assistant	G6	1	
Senior ICT Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Senior Treasury Assistant	G6	1	Upgrade
Senior Material Management Assistant	G6	1	Upgrade
Assistant to CFA	G5	1	
Finance Assistant	G5	2	
ICT Assistant	G5	1	Upgrade
Procurement Assistant	G5	1	Upgrade
Human Resources Assistant	G4	1.5	
ICT Assistant	G4	1	
Transport Assistant	G4	1	
Receptionist	G3	1	
Finance Clerk	G3	1	
Material Management Clerk	G3	1	New post
A.2.2 Common Operational Costs			
Senior Driver	G3	2	
Driver	G2	7	
Cleaner	G1	0.5	New post
Cleaner	G1	3.5	Change to part-time
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	
Police Training Adviser	S2	1	
Economic Crime Adviser	S2	1	
Police Training Programme Manager	S2	1	
National Programme Officer	NP1	2	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
National Curriculum Development Officer	NP1	1	
Senior Programme Assistant	G6	1	
Project Assistant	G5	11	
Administrative Assistant	G4	1	
B.3.1 Democratization			
Head Democratization	S3	1	
Environmental Adviser	S2	1	
Governance Adviser	S2	1	
Senior Adviser on Human Rights and Non-Discrimination	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 Governance Training Assistant	G6	1	
Senior Programme Assistant	G6	4	
Administrative Assistant	G5	1	
Programme Assistant	G5	1	
Programme Assistant	G5	1	New post
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 Co-ordinator for Rule of Law and Human Rights	S2	1	
Senior Legal Adviser	S2	1	New post
Anti-Corruption Adviser	S2	1	
National Legal Adviser	NP2	1	
National Legal Officer	NP2	3	
National Criminal Justice System Adviser	NP1	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
National Legal Officer	NP1	2	
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		**134.5**	
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 Project Co-ordination Officer	NP1	1	
Senior Public Affairs Assistant	G6	1	
Senior Translator/Interpreter	G6	1	
Project Assistant	G5	1	
Project Co-ordination Assistant	G5	1	
Project Assistant	G5	1	
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	
Vehicle Maintenance Clerk	G3	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	4	
B.1.1 Security Co-operation			
Head of Security Co-operation Department	S3	1	
Security Sector Development Officer	S2	1	
Police Assistance 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 Legal Officer, Property	NP1	1	
National Programme Officer	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 Civil Society and Gender Officer	NP1	1	
National Election Legal Officer	NP1	1	
National Project Officer	NP1	1	New post
Senior Media Development Assistant	G6	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
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		**84**	
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	Change in grade
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	New post
National Programme Officer, Roma Issues	NP1	1	
Senior Project Assistant	G6	1	
Senior Public Information and Media Assistant	G6	2	
Security Assistant	G5	1	
Senior Secretary	G5	1	
Situation Centre Assistant	G5	1	
Language Assistant II	G4	2	
Situation Centre Assistant	G4	1	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
Senior Driver	G3	2	
Situation Centre Operator	G3	2	
Situation Centre Operator	G3	2	Change to full-time
Security Guard	G2	7	
Security Guard	G2	1	Change to full-time
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P3	1	
Human Resources Officer	P2	1	
General Services Officer	P2	1	
National Finance Officer	NP2	1	
National ICT Officer	NP2	1	
National Human Resources Officer	NP1	1	
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	2	
Procurement Assistant	G5	2	
Training Assistant	G5	0.5	
Treasury Assistant	G5	1	
Web/Database Developer	G5	1	Change to full-time
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	0.5	
Material Management Clerk	G3	1	Upgrade
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	S4	1	
Chief of Police Development Unit	S3	1	Change in grade

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
Senior Police Adviser	S3	1	
Chief of Monitoring	S3	1	
Chief, Police Training	S3	1	
Chief, Police Affairs	S3	1	
Police Adviser	S2	4	
Police Adviser	S2	2	Change in grade
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	
Administrative Assistant	G5	1	
Project Assistant	G5	3	
Police Training Assistant	G5	2	
Monitoring Assistant	G4	8	Upgrade
Office Assistant	G4	2	
Programme Assistant	G4	8	Upgrade
B.3.1 Human Dimension			
Head of Human Dimension Department	S4	1	
Chief of Rule of Law Unit	S3	1	Change in grade
Chief of Democratic Governance Unit	S3	1	
Senior Co-ordinator Inter-Ethnic Relations	S3	1	
Senior Rule of Law Officer/Judicial Reform	S2	1	
Senior Rule of Law Officer, Legislation Reform	S2	1	
Senior Democratic Governance Officer	S2	1	Change in grade
Democratic Governance Officer	S1	1	
Reporting Analysis Officer	S1	1	
Rule of Law Officer	S1	3	
Inter-Ethnic 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	2	
Senior Programme Assistant	G6	1	Upgrade
Legal Translator Assistant	G5	1	
Programme Assistant	G5	1	
Programme Assistant	G5	1	New post
Rule of Law Assistant	G5	1	
Project Assistant	G5	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
Programme Assistant	G4	5	
Total for the Mission to Skopje		**153.5**	
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 Political Officer	S2	1	
National Programme Co-ordination Officer	NP1	1	
Senior Political Assistant	G6	1	
Senior Press and Public Information Assistant	G6	1	
Senior Secretary/Personal Assistant to HoM	G6	1	
Assistant Translator/Interpreter	G5	1	
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 Police Affairs			
Police Expert Organized Crime	S2	1	
Programme Manager	S2	1	
Police Educational and Training Adviser	S2	1	
National Politico-Military Officer	NP1	1	
Senior Programme Assistant	G6	1	
Programme Assistant	G5	1	
Project Assistant	G5	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
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	
Public Information Assistant	G5	1	
Senior Secretary	G5	1	
Office Assistant	G4	1	
Security Guard	G2	5	
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	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
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	
Receptionist	G2	2	
A.2.2 Common Operational Costs			
Senior Driver/Dispatcher	G3	1	
Driver	G2	1	
Cleaner	G1	2	
Housekeeper	G1	1	
B.1.1 Conflict Prevention/Resolution			
Military Member	S2	2	
Political Officer	S2	2	
Politico-Military Officer	S2	2	
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	S2	2	
National Legal Officer	NP1	3	
B.3.2 Anti-Trafficking/Gender			
Anti-Trafficking and Gender Officer	S2	1	
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	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
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	
Cleaner	G1	1	
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	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
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		**44**	
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 Administrative Officer	NP1	1	
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	
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	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
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	
Total for the Office in Yerevan		**47**	
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	New post, subject to classification
Senior Executive Assistant	G6	1	Re-titled, subject to classification
Assistant Translator/Interpreter	G5	1	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
National Administrative Officer	NP1	1	Re-titled, subject to classification
Senior Finance Assistant	G6	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
Senior ICT Assistant	G6	0.5	Full-time to part-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	
B.2.1 Economic and Environmental Activities			
Senior Project Officer	S3	1	
National Project Officer	NP1	1	New post, subject to classification
B.3.2 Human Dimension Activities			
Senior Project Officer	S3	1	New post
National Project Officer	NP1	1	New post, subject to classification
Total for the Project Co-ordinator in Baku		**18.5**	
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	

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	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 – Stepanakert/Khankendi	G3	1	
Driver Instructor/Mechanic – Tbilisi	G3	1	
Driver – Baku	G3	1	Upgrade
Driver – Tbilisi	G2	1	
Driver – Yerevan	G3	1	Downgrade
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

Centre in Astana

A.1.1 Office of Head of Mission			
Head of Centre	HoM	1	
Deputy Head of Centre	DHoM	1	
Assistant to Head of Centre	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 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	3	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
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 Centre in Astana		**28**	
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	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
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	
Security Officer	P2	1	
Programme Co-ordinator	S3	1	
Spokesperson	S3	1	
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 Security Officer	NP1	1	New post
National Executive Officer	NP1	1	New post
Programme Assistant	G5	6	
Translator/Interpreter	G5	1	Change from programme Police Reform Programme
Office Assistant	G4	1	Upgrade, change from programme Fund Administration Unit
Office Assistant	G4	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Senior Security Guard	G3	2	Upgrade
Senior Security Guard	G3	1	New post
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	Upgrade
National Administrative Officer	NP1	1	
National Human Resources Officer	NP1	1	
Senior Human Resources Assistant	G6	1	
Senior ICT Assistant	G6	1	Upgrade
Senior Procurement Assistant	G6	1	
Asset Management Assistant	G5	1	
Finance and Treasury Assistant	G5	1	
Finance Assistant	G5	2	
ICT Assistant	G5	1	
ICT Assistant	G5	1	New post
Procurement Assistant	G5	2	
Treasury Assistant	G5	1	
Administrative Assistant	G4	1	
Finance Assistant	G4	1	
Human Resources Assistant	G4	1	
Procurement Assistant	G4	1	New post
Transport Assistant	G4	1	
Travel Assistant	G4	1	
Office Clerk	G3	1	
A.2.2 Common Operational Costs			
Driver/Mechanic	G3	1	
Senior Driver	G3	1	
Driver	G2	7	
Cleaner	G1	5	
B.1.1 Politico-Military Activities			
Head, Politico-Military Unit	S4	1	
Senior Political Officer	S3	1	
Senior Politico-Military Officer	S3	1	
Border Issues Co-ordination Officer	S2	1	
Political Officer	S2	1	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Institution-Building Officer	S2	1	
National Media Officer	NP1	1	
National Programme Officer	NP1	1	New post
Senior Programme Assistant	G6	1	New post
Senior Programme Assistant	G6	3	
Senior Project Assistant	G6	1	
Political Assistant	G5	1	
Programme Assistant	G5	2	
Project Assistant	G5	1	
B.2.1 Economic and Environmental Activities			
Senior Economic and Environmental Officer	S3	1	
Economic and Environmental Officer	S2	1	
Economic and Environmental Officer	S2	1	New post
Senior Programme Assistant	G6	3	
Senior Programme Assistant	G6	1	New post
Senior Project Assistant	G6	2	
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	
B.4.1 Police Matters Programme			
Head of Police Affairs	S3	1	Change from programme Police Reform Programme
Organized Crime Adviser	S2	1	Change from programme Police Reform Programme
Police Education and Development Adviser	S2	1	Change from programme Police Reform Programme
National Programme Officer	NP1	1	New post
Senior Programme Assistant	G6	3	Change from programme Police Reform Programme

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Project Assistant	G5	3	Change from programme Police Reform Programme
Total for the Centre in Bishkek		**121**	
Project Co-ordinator in Uzbekistan			
A.1.1 Office of Head of Mission			
Head of the Office	HoM	1	
National Project Officer	NP2	1	New post
Senior Secretary	G5	1	
Senior Security Guard	G3	1	
Security Guard	G2	2	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	NP2	1	
Asset Management Assistant	G5	1	
Finance 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	New post

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Programme Assistant	G5	1	
Total for the Project Co-ordinator in Uzbekistan		**23**	
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	
National Security Officer	NP1	1	New post
Senior Field Assistant	G6	1	
Senior Legal Assistant	G6	1	
Senior Press and Public Information Assistant	G6	1	
Senior Programme Assistant	G6	1	
Assistant Translator/Interpreter	G5	1	
Field Assistant	G5	5	
Project Assistant	G5	1	
Senior Secretary	G5	2	
Administrative Assistant	G4	4	
Office Assistant	G4	1	
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	Upgrade
Senior Procurement Assistant	G6	1	
Senior Treasury Assistant	G6	1	Upgrade

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
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	
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	New post
National Political Dialogue Officer	NP1	1	
Programme Assistant	G5	5	
Project Assistant	G5	1	
B.2.1 Economic and Environmental Activities			
Head, Economic and Environmental Department	S3	1	
Senior Anti-Corruption Officer	S3	1	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
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	
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	3	
Programme Assistant	G5	4	
Project Assistant	G5	1	
Senior Secretary	G5	1	
Total for the Office in Tajikistan		**160**	
GRAND TOTAL		**2475.5**	

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 (also on behalf of Belarus):

"In joining the consensus on the Permanent Council decision on approval of the 2014 Unified Budget, the Russian Federation and the Republic of Belarus do not undertake any commitments regarding the change to the procedure for financing the Augmentations Fund established by Permanent Council Decision No. 827 of 21 December 2007.

We take the position that similar questions, if they arise, should be examined in the Working Group on the Scales of Contributions, which was established to 'comprehensively review all elements and criteria with regard to the scales of contributions'.

Any attempts to force unilateral approaches through the budget will only make it more difficult to adopt decisions on the budget in the future. We shall not tolerate them.

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

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

By the delegation of the United States of America:

"Thank you, Mr. Chairperson.

The United States wishes to make the following interpretative statement under paragraph IV.1A (6) of the Rules of Procedure of the Organization for Security and Co-operation in Europe.

The United States sincerely thanks the Chairmanship, and particularly the efforts and hard work of the ACMF Chairs Alexander Hoffet and Mathew Quinn on helping us to achieve the adoption of the 2014 Unified Budget. This is an extraordinary year for the OSCE. As the crisis in Ukraine continues to capture much of our attention, your focus and dedication made it possible for the budget to be adopted today.

The United States has agreed to join consensus on the 2014 Unified Budget not because we are satisfied with the budget we have just passed, but because we are now more than five months into 2014, and the Organization needs a budget to allow it to move forward with its operations and implement programmes and activities. The United States, along with the majority of the participating States, were in fact prepared to accept the Chairmanship's budget proposal of January 2014, but due to the unwillingness of very few participating States to engage in constructive negotiations, the adoption of the budget was delayed until now.

We regret that consensus was not found on funding a number of important activities that would position the OSCE to more effectively address today's challenges and to move the Organization in a direction that would promote the comprehensive security of its participating States. Most disappointing is the exclusion of funding for the Border Management Staff College (BMSC) from the budget, blocked by one participating State despite repeated appeals from the host country, the fund manager, a large number of participating States, the Secretary General, and the Swiss Chairmanship to secure long-term financial sustainability for the college. The BMSC is a valuable OSCE institution, and we should secure its future, particularly ahead of the security challenges that are likely to come with Afghanistan's security and political transitions in 2014. It is imperative that participating States come together and move to include the BMSC in the Unified Budget.

In the Western Balkans, which currently represents more than 60 per cent of total field missions' budget, we believe that further reductions should be sought. As the countries in the Balkans make progress towards greater Euro and Euro-Atlantic integration and consolidate democratic reforms, the logical evolution of OSCE operations in the region would be to work toward the handover of successful reform programs to other international and local actors. To this end, Western Balkans missions as well as field missions should look to the Mission in Bosnia and Herzegovina as a model to rightsize their funding and resource usage. Further funding reductions in South-Eastern Europe, where the security situation has improved significantly over the years of OSCE engagement, will make way for necessary budgetary increases in Central Asia, where challenges continue to grow.

Of serious concern are the inadequate funding levels for institutions – the Office for Democratic Institutions and Human Rights, the High Commissioner on National Minorities, and the Representative on Freedom on the Media – to properly carry out much needed work in line with their mandates. The ODIHR, in particular, is now at zero nominal growth, that is to say real cuts, for the fourth year in a row. This is unacceptable, and the trend cannot be sustained. Particularly for those who are critical of the ODIHR, they should see reason in resourcing it properly, or else silence their criticisms. These institutions need the appropriate funding and resources to effectively carry out their work, which grows each year while their funding does not. We must, as responsible members of this important Organization, help them achieve the work in the human dimension, as well as in the other dimensions, that we have tasked them to do.

We stress our deep disappointment with the dramatic reduction in the funding and staffing levels for the new office in Baku, which has severely limited the Project Co-ordinator in Baku's (PCB) ability to carry out its activities, and also undermined the mandate that participating States worked so hard to reach consensus on last year. We hope the PCB can still continue to conduct meaningful programmatic work in important areas of democratic development and greater governmental transparency.

We will continue to press for these priorities as we prepare for the 2015 Unified Budget negotiations, which will begin in just a few short months. We urge all delegations and their capitals to take a sincere look at the future of this Organization and the resources it needs to accomplish what we all know it can and must do to ensure our comprehensive security.

The United States requests that this statement be recorded to 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 Armenia:

"Thank you Mr. Chairperson.

In regard to the adoption of the decision on approval of the 2014 Unified Budget the delegation of Armenia would like to state the following:

The delegation of Armenia was actively and constructively engaged in the discussions of the Unified Budget and we appreciate the co-operation that we received from almost all interested delegations. However, on various occasions we were faced with the reality that the controversial changes were made on revisions of the Unified Budget not on the merit of their wider acceptance but as a result of the position of one delegation. Therefore, it requires considerable efforts for the delegation of Armenia to join the consensus at this late stage of the adoption of the Unified Budget.

We reiterate that the issue of the illegal practice of non-refundable compensation of the local staff income tax should be abolished through joint efforts of the Chairmanship, the ACMF and the Secretariat. This issue cannot become a hostage of one participating State which does not present any arguments in favour of maintaining the current practice of compensation of local staff income tax, but does its utmost to get both taxation and compensation. The Armenian side looks forward to the discussions on addressing this issue. Without significant progress on this issue my delegation will not be in a position to endorse a budget envisaging compensation of local income tax.

The delegation of Armenia expresses its disappointment on the changes made on budget of the Personal Representative of the OSCE Chairperson-in-Office. We reiterate our principled position that the Office should be strengthened both in terms of staff and financial resources and have proper operational capacities, corresponding to the evolving needs on the ground.

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

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

By the delegation of Canada:

"Canada wishes to make an interpretative statement in connection with the PC decision just adopted under paragraph IV.1(A)6 of the OSCE Rules of Procedure.

We would first like to thank the Swiss Chairmanship for its tireless efforts during the long negotiations on the 2014 Unified Budget.

While Canada joins consensus on this decision, we would like to make two comments.

First, we are concerned about the resources available for our three institutions, in particular the ODIHR and the HCNM, which will both remain at their 2013 levels. With their increasing workload and recognized expertise, it is essential that the institutions receive the resources necessary to carry out their mandates. It is disappointing that we continue to be unable to agree to do so, due to the opposition of a very small number of participating States.

Second, we take note of the minor increase in the budget of the Project Co-ordinator in Ukraine (PCU). We welcome the approval of security improvements to the office premises recommended by the Secretariat's Security Management section. The safety and security of OSCE staff is our primary concern.

However, we are deeply disappointed to see cuts to the PCU's programmatic activities. The OSCE is playing a key role in helping resolve the crisis in Ukraine, and has taken significant steps to that end, notably with the deployment of the Special Monitoring Mission. A decrease in programmatic activities sends contradictory signals about the commitment of all participating States to assist Ukraine.

In particular, we continue to believe that it is deeply misguided to cut back on programmatic activities at the current time in the areas of democratization/good governance and rule of law/human rights.

Mr. Chairperson, we request that this statement be attached to the decision adopted and reflected in the journal of the day.

Thank you."

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

By the European Union:

"The Member States of the European Union thank the Swiss Chairmanship for its tireless efforts which have made it possible to adopt the 2014 Unified Budget in a difficult economic and political context.

We deplore the delay in the adoption of the budget. A lack of co-operation on the part of some delegations, which have shown neither willingness to compromise nor a constructive commitment to finalize these negotiations in time, can only strengthen our belief that this budgetary process would benefit from being completely revised.

The work of the three independent institutions of the OSCE at the very time when violations of commitments are increasing requires unwavering support. On this point, we reluctantly joined the consensus while being convinced that the human and financial resources in this area are not sufficient to meet the current challenges. For the next budget, we shall call for the Unified Budget resources for the Office for Democratic Institutions and Human Rights, the Representative on Freedom of the Media and the High Commissioner on National Minorities to be sufficient to allow the complete fulfilment of their mandate. The persistent attempts by some participating States to use the budget negotiations to challenge the mandates of these institutions are unacceptable.

The failure to reach a consensus on a more ambitious budget for funds for the resolution of protracted conflicts or the implementation of Ministerial Council Decision No. 3/11, adopted in Vilnius, in particular the part concerning early action, sends a bad signal. This goes against the needs identified, especially this year with the events taking place in Ukraine showing that the OSCE should be provided with appropriate resources to respond quickly and effectively to crises.

Savings made by the field missions in South-East Europe thanks to significant reorganization efforts, particularly with regard to administrative costs, should be applauded and continued. The Secretariat's share of the budget should not increase at the expense of the budget for the missions and independent institutions. Despite the savings identified, we note with concern that some participating States continue to oppose significant reallocations of human and financial resources in Central Asia and places where they would be needed. We regret that the Border Management Staff College in Dushanbe was not included in the

Unified Budget as originally proposed. We appreciate the work of the College, which should benefit from a more sustainable financial basis.

The budget negotiations this year revealed the need to find a solution to the Augmentations Fund within the 2015 budget cycle respecting the Financial Regulations and the commitments undertaken by the participating States on their level of contribution."