



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

PC.DEC/469  
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**387th Plenary Meeting**

PC Journal No. 387, Agenda item 2

**DECISION No. 469  
UNIFIED 2002 BUDGET**

The Permanent Council,

I. Decides to approve:

1. The Unified 2002 Budget contained in Annex I; and
2. The Post Table contained in Annex II.

II. Agrees to adopt, in due course, a supplementary budget for the organization and observation of municipal elections in Kosovo in 2002.

## THE UNIFIED 2002 BUDGET

<u>Fund</u>		
Main Programme		
Subprogramme or Cost Category		EUR
<b>I. <u>The General Fund (Secretariat)</u></b>		
<b>Secretary General and Central Services</b>		
Executive Management		633,800
Press and Public Information		803,300
Legal Services		216,400
Internal Oversight		557,600
External Co-operation		440,900
Seminars		30,900
Gender Issues		130,300
Strategic Police Matters		88,700
Short Term Missions/Visits of CiO and PR of CiO		225,000
<b>Total</b>		<b>3,126,900</b>
<b>Management/Information Technology Improvement Plan</b>		
Project Management		0
<b>Total</b>		<b>0</b>
<b>Activities Relating to the Economic and Environmental Aspects of Security</b>		
Co-ordinator of the OSCE Economic and Environmental Activities		654,950
Economic Forum Meeting		222,300
<b>Total</b>		<b>877,250</b>
<b>Conflict Prevention Activities</b>		
Direction and Management		261,100
Mission Programme Section		581,700
Field Security		118,800
Operation Centre		526,400
Situation/Communication Room		56,800
<b>Total</b>		<b>1,544,800</b>
<b>Activities Relating to Military Aspects of Security</b>		
Communications Network		381,500
Forum for Security Co-operation (FSC) - Support Unit		283,800
Seminars		48,000
<b>Total</b>		<b>713,300</b>

<b><u>Fund</u></b>	
<b>Main Programme</b>	
<b>Subprogramme or Cost Category</b>	
<b>Human Resources Management</b>	
Direction and Management	286,500
Recruitment	489,200
Personnel Management	436,400
Training and Capacity Building	366,700
<b>Total</b>	<b>1,578,800</b>
<b>Department of Management and Finance/Common Services in Vienna</b>	
Direction and Management	246,450
General Services	1,714,300
Finance Services	1,183,700
Information Technology Services	3,171,400
Mission Support Services	922,000
Central Records and Documents Management	260,200
<b>Total</b>	<b>7,498,050</b>
<b>Department of Management and Finance/Conference Services in Vienna</b>	
Direction and Management	186,800
Meeting Services and Administration	2,136,800
Language Services	2,833,000
<b>Total</b>	<b>5,156,600</b>
<b>Department of Management and Finance/Prague Office</b>	
Conference Services in Prague	0
Public Information, Documentation and Other Services	405,200
<b>Total</b>	<b>405,200</b>
<b>Funding for the Administrative Closure of the Missions to Estonia and Latvia</b>	
Estonia (Closing Procedure)	47,200
Latvia (Closing Procedure)	196,600
<b>Total</b>	<b>243,800</b>
<b>Total for the General Fund</b>	<b>21,144,700</b>

<u>Fund</u>	
Main Programme	
Subprogramme or Cost Category	
<b>II. <u>Fight Against Terrorism Fund</u></b>	
Anti-Terrorism Unit/OSG	68,800
Anti-Terrorism Unit/Military Aspects of Security	0
Anti-Terrorism Unit/ODIHR	351,400
<b>Total for Fight Against Terrorism Fund</b>	<b>420,200</b>
<b>III. <u>Office for Democratic Institutions and Human Rights (ODIHR)</u></b>	
<b>Human Dimension Activities</b>	
Elections	2,590,600
Democratization	1,497,200
Human Rights Monitoring	500,000
Public Affairs	200,400
Implementation Meeting	397,300
Roma and Sinti Issues	206,700
<b>Total</b>	<b>5,392,200</b>
<b>Common Services</b>	
Executive Management	398,000
General Services	794,300
Finance Services	377,000
<b>Total</b>	<b>1,569,300</b>
<b>Total for ODIHR</b>	<b>6,961,500</b>
<b>IV. <u>High Commissioner on National Minorities</u></b>	
<b>Activities of the High Commissioner</b>	
Direction and Management	1,020,600
On-site Consultations	431,800
Projects	102,500
<b>Total</b>	<b>1,554,900</b>
<b>Common Services</b>	
General Services	658,300
Finance Services	5,700
<b>Total</b>	<b>664,000</b>
<b>Total for HCNM</b>	<b>2,218,900</b>

<u>Fund</u>	
<b>Main Programme</b>	
Subprogramme or Cost Category	
<b>V. <u>Representative on Freedom of the Media</u></b>	
Management	766,400
<b>Total Representative on Freedom of the Media</b>	<b>766,400</b>
<b>VI. Funds Relating to the Conflict Dealt with by the OSCE Minsk Conference</b>	
<u>High Level Planning Group</u>	175,000
<u>The Minsk Process</u>	939,300
<u>Personal Representative of the CiO</u>	1,022,500
<b>Total Funds Relating to the Conflict dealt with by the OSCE Minsk Conference</b>	<b>2,136,800</b>
<b>VII. OSCE Missions and Field Operations</b>	
<b><u>Centre in Almaty</u></b>	
Post Table Staff Costs	134,100
Non-post Table Staff Costs	6,600
Board and Lodging	197,100
Travel Costs	148,900
Other Services and Utilities	90,300
Representation	7,000
Language Services	5,400
Investment Costs	32,300
Supplies	18,000
Training Activities	22,200
<b>Head of Mission Facility</b>	<b>19,900</b>
<b>Total</b>	<b>681,800</b>
<b><u>Centre in Ashgabad</u></b>	
Post Table Staff Costs	92,700
Non-post Table Staff Costs	1,700
Board and Lodging	231,000
Travel Costs	68,900
Other Services and Utilities	138,000
Representation	5,600
Language Services	5,000
Investment Costs	16,800
Supplies	15,300
Training Activities	15,000
<b>Head of Mission Facility</b>	<b>17,700</b>
<b>Total</b>	<b>607,700</b>

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**Fund****Main Programme****Subprogramme or Cost Category**

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**Centre in Bishkek**

Post Table Staff Costs	127,400
Non-post Table Staff Costs	13,700
Board and Lodging	336,700
Travel Costs	116,700
Other Services and Utilities	174,800
Representation	7,500
Language Services	3,000
Investment Costs	62,800
Supplies	45,700
Training Activities	31,100
<b>Head of Mission Facility</b>	<b>27,600</b>

<b>Total</b>	<b>947,000</b>
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**Centre in Tashkent**

Post Table Staff Costs	94,800
Non-post Table Staff Costs	3,000
Board and Lodging	258,400
Travel Costs	119,200
Other Services and Utilities	146,500
Representation	10,000
Language Services	8,000
Investment Costs	31,700
Supplies	23,500
Training Activities	14,200
<b>Head of Mission Facility</b>	<b>21,200</b>

<b>Total</b>	<b>730,500</b>
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**Mission to Tajikistan**

Post Table Staff Costs	363,600
Non-post Table Staff Costs	236,900
Board and Lodging	669,000
Travel Costs	143,200
Other Services and Utilities	413,800
Representation	15,900
Language Services	2,000
Investment Costs	134,600
Supplies	113,600
Training Activities	35,000
Mission Security Officer	110,400
<b>Head of Mission Facility</b>	<b>50,000</b>

<b>Total</b>	<b>2,288,000</b>
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**Fund****Main Programme****Subprogramme or Cost Category**

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**Representative to the Estonian Commission on Military Pensioners**

Post Table Staff Costs	14,900
Non-post Table Staff Costs	0
Board and Lodging	29,400
Travel Costs	42,700
Other Services and Utilities	30,100
Representation	3,000
Language Services	4,200
Investment Costs	6,600
Supplies	800
Training Activities	0
<b>Head of Mission Facility</b>	<b>0</b>

<b>Total</b>	<b>131,700</b>
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**Advisory and Monitoring Group to Belarus**

Post Table Staff Costs	122,100
Non-post Table Staff Costs	14,000
Board and Lodging	285,000
Travel Costs	112,300
Other Services and Utilities	277,550
Representation	25,000
Language Services	14,000
Investment Costs	40,250
Supplies	59,800
Training Activities	15,400
<b>Head of Mission Facility</b>	<b>29,000</b>

<b>Total</b>	<b>994,400</b>
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**Project Co-ordinator in Ukraine**

Post Table Staff Costs	50,100
Non-post Table Staff Costs	10,800
Board and Lodging	180,200
Travel Costs	34,400
Other Services and Utilities	131,900
Representation	4,800
Language Services	10,000
Investment Costs	29,400
Supplies	18,600
Training Activities	7,300
<b>Head of Mission Facility</b>	<b>210,000</b>

<b>Total</b>	<b>687,500</b>
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**Fund**

**Main Programme**

**Subprogramme or Cost Category**

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**Mission to Moldova**

Post Table Staff Costs	111,100
Non-post Table Staff Costs	5,000
Board and Lodging	447,200
Travel Costs	74,200
Other Services and Utilities	76,100
Representation	17,000
Language Services	0
Investment Costs	26,100
Supplies	37,400
Training Activities	9,400
<b>Head of Mission Facility</b>	<b>24,100</b>

**Total** **827,600**

**Office in Yerevan**

Post Table Staff Costs	146,400
Non-post Table Staff Costs	4,500
Board and Lodging	256,200
Travel Costs	45,000
Other Services and Utilities	95,000
Representation	4,000
Language Services	3,000
Investment Costs	15,000
Supplies	20,000
Training Activities	9,800
<b>Head of Mission Facility</b>	<b>18,000</b>

**Total** **616,900**

**Office in Baku**

Post Table Staff Costs	163,200
Non-post Table Staff Costs	9,800
Board and Lodging	359,900
Travel Costs	31,800
Other Services and Utilities	129,500
Representation	10,000
Language Services	1,200
Investment Costs	22,500
Supplies	31,400
Training Activities	12,200
<b>Head of Mission Facility</b>	<b>23,100</b>

**Total** **794,600**



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**Fund**

**Main Programme**

**Subprogramme or Cost Category**

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**Mission to Georgia**

Post Table Staff Costs	918,500
Non-post Table Staff Costs	684,100
Board and Lodging	4,404,600
Travel Costs	259,400
Other Services and Utilities	4,160,400
Representation	25,000
Language Services	3,000
Investment Costs	801,900
Supplies	485,400
Training Activities	120,000
Mission Security Officer	113,900
<b>Head of Mission Facility</b>	<b>50,000</b>

**Total** **12,026,200**

**Assistance Group to Chechnya**

Post Table Staff Costs	128,600
Non-post Table Staff Costs	133,300
Board and Lodging	204,600
Travel Costs	395,100
Other Services and Utilities	756,400
Representation	4,000
Language Services	0
Investment Costs	192,000
Supplies	32,800
Training Activities	19,700
<b>Humanitarian Assistance</b>	<b>80,000</b>

**Total** **1,946,500**

**Presence in Albania**

Post Table Staff Costs	826,000
Non-post Table Staff Costs	90,500
Board and Lodging	1,553,100
Travel Costs	283,300
Other Services and Utilities	966,900
Representation	27,000
Language Services	2,000
Investment Costs	420,100
Supplies	257,400
Training Activities	80,000
<b>Head of Mission Facility</b>	<b>50,000</b>

**Total** **4,556,300**

<b><u>Fund</u></b>	
<b>Main Programme</b>	
<b>Subprogramme or Cost Category</b>	
<b><u>Mission to the Federal Republic of Yugoslavia</u></b>	
Office of Head of Mission	642,800
Administration and Finance Department	2,543,800
Law Enforcement Department	2,817,900
Rule of Law/Human Rights Department	456,400
Media Department	361,800
Democratization Department	1,014,100
Economics and Environment Department	289,900
Office in Podgorica	948,800
<b>Head of Mission Facility</b>	<b>50,000</b>
<b>Total</b>	<b>9,125,500</b>
<b><u>Mission to Croatia</u></b>	
<b>The Mission</b>	
Central Services	3,861,900
Democratization	2,231,800
Human Dimension	2,219,400
Political Affairs	495,000
Return and Integration	2,181,400
<b>Total for the Mission</b>	<b>10,989,500</b>
<b>Secretariat Augmentation</b>	<b>407,400</b>
<b>Grand Total</b>	<b>11,396,900</b>
<b>Total for OSCE Missions and Field Operations</b>	<b>48,359,100</b>
<b>VIII. Large OSCE Missions and Projects</b>	
<b><u>Tasks in Bosnia and Herzegovina</u></b>	
<b>The Mission</b>	
Central Office	5,607,900
Training and Capacity Building	200,000
Democratization	1,659,800
Elections/Implementation	534,700
Human Rights	930,200
Press and Public Information	441,100
Security Co-operation	798,300
Regional Centres	8,108,500
<b>Total for the Mission</b>	<b>18,280,500</b>
<b>Regional Stabilization/Arms Control</b>	<b>597,300</b>
<b>Secretariat Augmentation</b>	<b>1,291,100</b>
<b>Grand Total</b>	<b>20,168,900</b>

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**Fund****Main Programme****Subprogramme or Cost Category**

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**Mission in Kosovo****The Mission**

Head Office	2,263,700
Department for Administration and Support	24,213,800
Department for Democratization	4,902,000
Department of Human Rights and Rule of Law	4,856,900
Ombudsperson Institution	689,900
Department for Elections	3,400,000
Department for Media Affairs	1,416,500
Police Education and Development	8,903,500

**Total for the Mission** **50,646,300**

**Secretariat Augmentation** 3,343,300

**ODIHR Augmentation** 260,100

**Grand Total** **54,249,700**

**Spillover Monitor Mission to Skopje****The Mission**

HoM and Central Services	1,081,100
Administration and Finance	5,098,400
Good Governance Programme	1,234,200
Confidence Building Monitoring Services	5,836,400
Police Development Services	7,703,100

**Total for the Mission** **20,953,200**

**Secretariat Augmentation** 120,600

**Grand Total** **21,073,800**

**Total Large OSCE Missions and Projects** **95,492,400**

**Total OSCE Unified Budget** **177,500,000**

## OSCE POST TABLE

<u>Fund</u>	Grade of	Category	Expiry	Number	Note
Main Programme	Post	*	Date of	of	
Sub Programme			Post **	Positions	
Post Title					
<b><u>The General Fund (Secretariat)</u></b>					
<b>Secretary General and Central Services</b>					
Executive Management					
Secretary General	-	C			
Head of the Office	D1	C			
Personal Assistant to the SG	-	S			
Senior Secretary	G6	C			
Secretary	G4	C			
Press and Public Information					
Spokesperson/Head of Press and Public Information	P5	C			
Public Information Officer	P3	C			
Press Officer	P3	C			
On-Line Manager	P3	C			Budgeted for 8 months
Web-developer	P2	C			
Editor	P3	C			Grade and Title Subject to classification, budgeted for 6 months
Press and Public Information Assistant	G5	C			
Secretary	G4	C			
Legal Services					
Senior Legal Advisor	P5	C			
Legal Officer	P2	C			
Secretary	G4	C			
Internal Oversight					
Head of Internal Oversight	D2	C			
Deputy Director for Internal Oversight	P5	C			
Senior Internal Auditor	P5	C			
Internal Auditor	P3	C			
Internal Auditor	-	S			
Senior Auditing Assistant	G6	C			
External Co-operation					
Head, External Co-operation Section	P5	C			
Senior External Co-operation Officer	P4	C			
Senior External Co-operation Officer	P4	C			
External Co-operation Officer	-	S		3.00	
Senior External Co-operation Assistant	G6	C			
Secretary	G4	C			

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Gender Issues					
Gender Adviser	P4	C			Grade Subject to Classification
Strategic Police Matters					
Senior Police Adviser	-	S			
Police Affairs Officer	-	S			
Secretary - 50 per cent	G4	C			
<b>Management/Information Technology Improvement Project</b>					
Direction and Management					
Senior Project Manager	-	S			
Business System Advisor	-	S			
<b>Activities Relating to the Economic and Environmental Aspects of Security</b>					
Co-ordinator of OSCE Economic and Environmental Activities					
Co-ordinator of OSCE Economic and Environmental Activities	D2	C			
Deputy Co-ordinator of OSCE Economic and Environmental Activities	P5	C			
Senior Economic Adviser	P5	C			
Environmental Adviser	-	S			
Economic/Environmental Affairs Officer	P3	C			
Secretary	G5	C			
Secretary	G4	C			
<b>Conflict Prevention Activities</b>					
Direction and Management					
Director of the Conflict Prevention Centre	D2	C			
Secretary	G5	C			
Secretary	G4	C			
Field Security					
Senior Security Co-ordinator	P4	C			
Mission Programme Section					
Deputy Director of the Conflict Prevention Centre/Head of Mission Programme Section	P5	C			
Senior Mission Programme Officer	P4	C		3.00	

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Junior Mission Programme Officer	-	S		4.00	
Mission Programme Assistant	G5	C			Grade and Title Subject to Classification
<b>Operation Centre</b>					
Head of Operation Centre	P5	C			
Resource Planner	P4	C			
Police Advisor	P4	C			
Military Liaison Officer	P4	C			
Analyst/Researcher	-	S			
Secretary	G4	C			
<b>Situation/Communication Room</b>					
Chief, Situation/Communications Room	-	S			
Deputy Chief, Situation/Communications Room	-	S			
Duty Officer	-	S			
Duty Officer	G5	C			
<b>Activities Relating to Military Aspects of Security</b>					
<b>Communications Network</b>					
Senior Network Management Officer	P4	C			
Network Management Officer	P3	C			
<b>Forum for Security Co-operation (FSC) - Support Unit</b>					
Senior Communications Network Officer	P4	C			
Senior FSC Support Officer	P4	C			
CSBM Officer	P2	C			
Secretary - 50 per cent	G4	C			
<b>Human Resources Management</b>					
<b>Direction and Management</b>					
Director for Human Resources	D2	C			
Secretary	G5	C			
<b>Recruitment</b>					
Deputy Director/Chief Recruitment Section	P5	C			Grade and Title Subject to Classification
Senior Recruitment Assistant	G6	C			
Senior Recruitment Assistant	G6	C			
Senior Recruitment Assistant	G6	C		2.00	

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
<b>Personnel Management</b>					
Chief, Personnel Section	P4	C			
Personnel Officer	P3	C			
Senior Personnel Assistant	G6	C		3.00	
Personnel Assistant	G4	C			
<b>Training and Capacity Building</b>					
Co-ordinator for Training and Capacity Building - 75 per cent	-	S			Until 30 September 2002
Co-ordinator for Training and Capacity Building - 25 per cent	P4	C			New Post from 1 October 2002
Training Officer	P3	C			
Training Officer	-	S		2.00	
Training Officer	P2	C			
Senior Training Assistant	G6	C			
Training Assistant	G4	C			
Training Clerk - 50 per cent	G3	C			
<b>Department of Management and Finance/Common Services</b>					
<b>Direction and Management</b>					
Director for Management and Finance - 50 per cent	D2	C			
Planning and Co-ordination Officer	P3	C			
Secretary	G5	C			
<b>General Services</b>					
Chief, Administrative Services Unit	P2	C			
Supervisor, Travel and General Support	G6	C			
Travel Assistant	G4	C			
Receptionist	G3	C			
Driver	G3	C			
Cleaner	G1	C		3.00	
<b>Finance Services</b>					
Deputy Director for Finance	P5	C			
Financial Controller	P4	C			
Chief, Budget Unit	P4	C			
Chief, Accounts Unit	P4	C			
Treasurer	P3	C			
Budget Officer	P2	C		2.00	
Finance Officer	P2	C			
Senior Treasury Assistant	G6	C			
Senior Finance Assistant	G6	C		2.00	
Administrative Secretary	G5	C			

<u>Fund</u>	<u>Grade of</u>	<u>Category</u>	<u>Expiry</u>	<u>Number</u>	<u>Note</u>
<u>Main Programme</u>	<u>Post</u>	<u>*</u>	<u>Date of</u>	<u>of</u>	
<u>Sub Programme</u>			<u>Post **</u>	<u>Positions</u>	
<u>Post Title</u>					
Information Technology Services					
Head, Information Technology Services	P5	C			
Chief, Management Information Systems Section	P4	C			
Chief, Infrastructure Support	P4	C			Grade and Title Subject to Classification
Chief, ERP System	P4	C			Grade and Title Subject to Classification
Chief, Technical and Networking Unit	P3	C			
Chief, Communications Unit	P3	C			
Communications Officer	P2	C			
Senior Information Technology Assistant (Internet/Intranet)	G7	C			
Senior Applications Specialist	G7	C			
Senior Information Technology Assistant	G6	C			
Senior Information Technology Assistant (Hofburg)	G6	C			
Senior Information Technology Assistant (Groupware System Admin)	G6	C			
Application Training Assistant	G5	C			
Technical Assistant	G5	C			
Secretary	G5	C			Grade and Title Subject to Classification
Information Technology User Support Assistant (Help Desk)	G5	C			
Information Technology User Support Assistant (Help Desk/LAN)	G5	C			
Information Technology Clerk - 50 per cent	G3	C			
Mission Support Services					
Deputy Director for Mission Support	P5	C			
Chief, Procurement Unit	P3	C			
Chief, Transport Unit	P3	C			
Chief, Logistics Section	P3	C			
Chief, Supply Unit	P2	C			
Chief, Vehicle Management Unit	P2	C			
Transport Officer	P2	C			
Vehicle Management Officer	P2	C			
Supply Assistant (Fixed Assets Control)	G5	C			
Logistics Assistant	G5	C			
Senior Vehicle Management Assistant	G6	C			
Secretary	G4	C			



<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Central Records and Documents Management					
Chief, Central Records and Documents Management Section	P4	C			
Supervisor Electronic Archive Unit	G7	C			Grade and Title Subject to Classification
Senior Documentation and Information Assistant	G7	C			Located in Prague
Registry Assistant	G4	C			Grade and Title Subject to Classification
<b>Department of Management and Finance/Conference Services</b>					
Direction and Management					
Director for Management and Finance - 50 per cent	D2	C			
Deputy Director for Conference Services	P5	C			
Protocol Assistant	G5	C			
Secretary	G5	C			
Meeting Services and Administration					
Financial Management Officer	P3	C			
Conference Officer	P3	C			
Security Officer	G7	C			
Senior Meetings Assistant	G6	C			
Supervisor, Meetings Support and Documents Unit	G6	C			
Senior Meetings Assistant	G6	C			
Support Services Assistant	G4	C			
Assistant Supervisor, Meetings Support and Documents Unit	G4	C			
Reproduction Equipment Operator	G3	C			
Meeting Room Attendant	G3	C		3.00	
Information Technology Clerk - 50 per cent	G3	C			
Switchboard Operator	G2	C			
Language Services					
Chief, Language Services Section	P4	C			
Senior Language Services Assistant	G6	C			
Supervisor, Text Control and Processing Unit	G6	C			
Assistant Supervisor, Text Control and Processing Unit	G5	C			
Administrative Secretary	G4	C			
Word Processing Operator	G4	C		12.00	

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
<b>Department of Management and Finance/Prague Office</b>					
Public Information, Documentation and Other Services					
Head of Office and Officer in Charge of Meetings	-	S			
Senior Information Technology Assistant	G6	C			
Senior Finance and Administrative Assistant	G6	C			
Archives Assistant	G5	C			
Information Technology Assistant	G4	C			
Secretary	G4	C			
Cleaner/Photocopier	G1	C			
<b>Funding for the Administrative closure of the Missions to Estonia and Latvia</b>					
Estonia (Closure Procedure)					
Former Administrator	-	S			59 days
Latvia (Closure Procedure)					
Former Head of Mission	-	S			31 days
Former Deputy Head of Mission	-	S			151 days
Former Administrative and Finance Officer	-	S			151 days
Former Political Officer	-	S			90 days
<b><u>Fight Against Terrorism Fund</u></b>					
<b>Anti-Terrorism Unit/OSG</b>					
Anti-terrorism Unit					
Advisor on Anti-terrorism Issues	-	S			
Officer on Anti-terrorism Issues	-	S			
Secretary - 50 per cent	G4	C			
<b>Anti-Terrorism Unit/Military Aspects of Security</b>					
Anti-terrorism Unit					
Compliance and Analysis Officer	-	S			
<b>Anti-Terrorism Unit/ODIHR</b>					
Anti-terrorism Unit					
Co-ordinator	P3	C			Grade and Title Subject to Classification

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
<b>Office for Democratic Institutions and Human Rights (ODIHR)</b>					
<b>Human Dimension Activities</b>					
Elections					
Head of Election Section	P5	C			
Deputy Head, Election Section	P4	C			
Senior Election Adviser	P4	C			
Election Adviser	P3	C		3.00	
Election Adviser	P3	C		2.00	
Senior Administrative Assistant	G6	C			
Administrative Assistant	G5	C			
Democratization					
Head of Democratization Section	P5	C			
Rule of Law Adviser	P3	C			
NGO Adviser	P3	C			
Freedom of Movement/Migration Adviser	P3	C			
Adviser on Anti-Trafficking Issues	P3	C			
Officer on Anti-Trafficking Issues	P2	C			
Rule of Law Officer	P2	C			
NGO Officer	P2	C			
Freedom of Movement/Migration Officer	P2	C			
Gender Adviser	P3	C			
Gender Officer	P2	C			
Administrative Assistant	G5	C		3.00	
Human Rights Monitoring					
Head, Human Rights Monitoring	P4	C			
Human Rights Monitoring Officer	P2	C			
Public Affairs					
Spokesperson, Press and Public Information Adviser	P3	C			
Web Developer	P1	C			
Roma and Sinti Issues					
Adviser on Roma and Sinti Issues	P4	C			
<b>Common Services</b>					
Executive Management					
Director of the ODIHR	----	C			
First Deputy Director of the ODIHR	D1	C			
Second Deputy Director for Administration and Conference Section	P5	C			
Personal Adviser to the Director of the ODIHR	-	S			

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
<b>General Services</b>					
Administrative Officer	P1	C			
Senior Information Technology Assistant	G6	C			
Senior Logistics Assistant	G6	C			
Personal Assistant	G6	C			
Administrative Assistant	G5	C			
Information Technology Assistant	G5	C			
Procurement Assistant	G5	C			
Receptionist	G3	C			
Driver/Messenger	G3	C			
Registry Clerk	G3	C			
<b>Finance</b>					
Chief, Finance Unit	P3	C			
Finance Officer	P2	C			
Senior Finance Assistant	G7	C			
Treasury Assistant	G5	C			
Finance Assistant	G5	C		3.00	
<b>High Commissioner on National Minorities</b>					
<b>Activities of the High Commissioner</b>					
<b>Direction and Management</b>					
High Commissioner	----	C			
Director	D1	C			
Senior Adviser	P5	C			
Senior Legal Adviser	P4	C			
Senior Adviser	P4	C		3.00	
Legal Adviser	P3	C			
Political Adviser	P3	C			
Legal Officer	P2	C			Budgeted for 7 month only
Personal Adviser	-	S			
Project Co-ordinator	-	S			
Project Officer	-	S		2.00	
<b>Common Services</b>					
<b>General Services</b>					
Senior Administrative Officer	P4	C			Budgeted for 7 month only
Information Technology Specialist	P3	C			
Senior Administrative Assistant	G7	C			
Programme Assistant	G5	C			
Secretary to HCNM	G5	C			
Information Assistant	G5	C			
Secretary	G4	C		2.00	
Driver	G3	C			Budgeted for 8 months
Secretary	-	S			

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
<b><u>Representative on Freedom of the Media</u></b>					
Direction and Management					
Representative on Freedom of the Media	--	C			
Senior Adviser	-	S		3.00	
Senior Adviser	P5	C			
Adviser	P2	C			
Project Co-ordinator	-	S			
Administrative Secretary	G5	C			
Information Technology User Support	G5	C			
Assistant Help Desk - 25 per cent					
Project Assistant	G5	C			Transfer to Full-time, Reclassified
<b>Funds Relating to the Conflict Dealt with by the OSCE Minsk Conference</b>					
<b><u>High-Level Planning Group</u></b>					
Senior Administrative Assistant	G6	C			
Information Technology User Support	G5	C			
Assistant Help Desk - 25 per cent Officer	-	S		8.00	
<b><u>Personal Representative of the CiO</u></b>					
Personal Representative of the CiO	-	S			
Co-ordinator of Mission	-	S			
Personal Assistant to the PR	-	S			
Field Assistant to the PR	-	S		3.00	
<b>OSCE Missions and Field Operations</b>					
<b><u>Centre in Almaty</u></b>					
Head of Centre	-	S	31.12.02.		
Political Officer	-	S	31.12.02.		
Human Dimension Officer	-	S	31.12.02.		
Economic and Environmental Officer	-	S	31.12.02.		
<b><u>Centre in Ashgabad</u></b>					
Administrative and Finance Officer	-	C	31.12.02.		6 months as Contracted P2 and the other 6 months as National Officer
Head of Centre	-	S	31.12.02.		
Political Officer	-	S	31.12.02.		
Human Dimension Officer	-	S	31.12.02.		
Economic and Environmental Officer	-	S	31.12.02.		

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
<b><u>Centre in Bishkek</u></b>					
Administrative and Finance Officer	-	C	31.12.02.		National Officer
Head of Centre	-	S	31.12.02.		
Political Officer	-	S	31.12.02.		
Economic and Environmental Officer	-	S	31.12.02.		
Human Dimension Officer	-	S	31.12.02.		
Economic and Environmental Officer	-	S	31.12.02.		
Political and Human Dimension Officer	-	S	31.12.02.		
Public Relations/Media Officer	-	C	31.12.02.		National Officer
<b><u>OSCE Centre in Tashkent</u></b>					
Head of the Office	-	S	31.12.02.		
Human Dimension/Democratization Expert	-	S	31.12.02.		
Economic and Environmental Expert	-	S	31.12.02.		
Political Officer	-	S	31.12.02.		
<b><u>Mission to Tajikistan</u></b>					
Administrative and Finance Officer	P2	C	31.12.02.		
Head of Mission	-	S	31.12.02.		
Deputy Head of Mission	-	S	31.12.02.		
Political and Security Officer	-	S	31.12.02.		
Human Dimension Officer	-	S	31.12.02.		
Economic and Environmental Officer	-	S	31.12.02.		
Gender Issues Officer	-	S	31.12.02.		
Political and Media Officer	-	S	31.12.02.		
Field Officer	-	S	31.12.02.	7.00	
Mission Security Officer	P2	C	31.12.02.		
<b><u>Representative to the Estonian Commission on Military Pensioners</u></b>					
Representative to the Estonian Commission on Military Pensioners	-	S	31.12.02.		
<b><u>Advisory and Monitoring Group to Belarus</u></b>					
DHoG Political Affairs	-	S	31.12.02.		
Counselor	-	S	31.12.02.		
Head of Group	-	S	31.12.02.		
First Secretary	-	S	31.12.02.	2.00	
<b><u>Project Co-ordinator in Ukraine</u></b>					
Senior Project Officer	-	S	31.12.02.		
Project Officer/Human Dimension/Finance	-	S	31.12.02.		
Project Coordinator	-	S	31.12.02.		

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
<b><u>Mission to Moldova</u></b>					
Executive Assistant to Head of Mission on VF	-	S	31.12.02.		
Political Adviser	-	S	31.12.02.		
Human Dimension Officer	-	S	31.12.02.		
Public Affairs Officer/Spokesman	-	S	31.12.02.		
Military Member	-	S	31.12.02.	2.00	
Administrator	-	S	31.12.02.		
Head of Mission	-	S	31.12.02.		
Deputy Head of Mission	-	S	31.12.02.		
Anti-Trafficking Officer	-	S	31.12.02.		
<b><u>Office in Yerevan</u></b>					
Administrative and Finance Officer	P2	C	31.12.02.		
Head of Office	-	S	31.12.02.		
Deputy Head of Office	-	S	31.12.02.		
Human Rights Officer	-	S	31.12.02.		
Democratization Officer	-	S	31.12.02.		
Economic Environmental Officer	-	S	31.12.02.		
<b><u>Office in Baku</u></b>					
Administrative and Finance Officer	P2	C	31.12.02.		
Head of Office	-	S	31.12.02.		
Deputy Head of Office/Political Affairs Officer	-	S	31.12.02.		
Economic and Environmental Officer	-	S	31.12.02.		
Democratization Officer	-	S	31.12.02.		
Human Dimension Officer	-	S	31.12.02.		
<b><u>Mission to Georgia</u></b>					
Core Budget					
Chief of Administration and Finance Services	P3	C	31.12.02.		
Democratization Officer	-	S	31.12.02.		
Head of Mission	-	S	31.12.02.		
Deputy Head of Mission	-	S	31.12.02.		
Press Officer/Spokesperson	-	S	31.12.02.		
Chief of Mission Support Services/Military Adviser	-	S	31.12.02.		
Finance Officer	P2	C	31.12.02.		
Training and Staffing Officer	-	S	31.12.02.		
Communication Officer	-	S	31.12.02.		
Transportation Officer	-	S	31.12.02.		
Monitoring Officer, South Ossetia	-	S	31.12.02.		
Head of Human Dimension Team	-	S	31.12.02.		
Human Dimension Officer	-	S	31.12.02.		
Human Rights Officer	-	S	31.12.02.		
Economic and Environmental Officer	-	S	31.12.02.		

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Political Officer/Legal Adviser	-	S	31.12.02.		
Human Rights and Democratization Officer, Abkhazia	-	S	31.12.02.		
Political Officer/Head of Field Office	-	S	31.12.02.		
Political Officer, Abkhazia	-	S	31.12.02.		
IDP and Refugee Officer	-	S	31.12.02.		
Senior Political Advisor	-	S	31.12.02.		
Mission Security Officer	P2	C	31.12.02.		
<b>Border Monitoring Operation Chechnya Portion of the Georgian - Russian Border</b>					
Full Year					
Head of Border Monitoring Operation	-	S	31.12.02.		
Personal Assistant to the HoBMO	-	S	31.12.02.		
BMO Alpine Advisor	-	S	31.12.02.		
BMO Operations Officer	-	S	31.12.02.		
BMO Deputy Operations Officer	-	S	31.12.02.		
BMO Logistics Officer	-	S	31.12.02.		
Border Monitor	-	S	31.12.02.	20.00	
Border Monitor, Team Leader	-	S	31.12.02.	3.00	
Deputy Head of Border Monitoring Operation	-	S	31.12.02.		
Summer Period Only					
Deputy Logistics Officer	-	S			
BMO Administration Officer	-	S			
Border Monitor	-	S		10.00	
<b>Border Monitoring Operation Ingush Portion of the Georgian - Russian Border</b>					
Full Year					
Border Monitor	-	S	31.12.02.	12.00	
<b><u>Assistance Group to Chechnya</u></b>					
AG Member	-	S	31.12.02.	4.00	
Deputy Head of AG	-	S	31.12.02.		
Head of AG	-	S	31.12.02.		
<b><u>Presence in Albania</u></b>					
Head of Presence	-	S	31.12.02.		
Finance Officer	-	C	31.12.02.		National Officer
Legal Adviser	-	S	31.12.02.	2.00	
Legal Adviser	-	S			215 days
Legal Adviser	-	S			105 days
Liaison Officer Local Government	-	S	31.12.02.		
Logistics and Transportation Officer	-	S			270 days
Mission Support Officer	-	S	31.12.02.		
Economy and Environmental Officer	-	S	31.12.02.		
Friends of Albania Officer	-	S	31.12.02.		
Advisor to Gen. Sec. Council of Ministers	-	S	31.12.02.		
NGO Liaison Officer	-	S	31.12.02.		



<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Political Officer	-	S	31.12.02.		
Executive Assistant	-	S	31.12.02.		
Deputy Head of Presence	-	S	31.12.02.		
Press and Public Information Officer	-	S	31.12.02.		
Policing Section Officer	-	S	31.12.02.		
Parliamentary Capacity Building Officer	-	S	31.12.02.		
Field Stations Coordinator	-	S	31.12.02.		
Field Station Officer	-	S	31.12.02.	20.00	
<b><u>Mission to the Federal Republic of Yugoslavia</u></b>					
Office of Head of Mission					
Head of Mission	-	S	31.12.02.		
Deputy Head of Mission	-	S	31.12.02.		
Executive Assistant	-	S	31.12.02.		
Reporting Officer	-	S	31.12.02.		
Spokesperson	-	S	31.12.02.		
Regional Affairs Advisor	-	S	31.12.02.	3.00	
Administration and Finance Department					
Chief, Administration and Finance	P3	C	31.12.02.		Budgeted for 6 months only
Finance Officer	P2	C	31.12.02.		
Transport and Procurement	-	S	31.12.02.		
Law Enforcement Department					
Head Law Enforcement	-	S	31.12.02.		
Police Training Liaison	-	S	31.12.02.		
Crime Liaison Officer	-	S	31.12.02.		
Project Manager	-	S	31.12.02.		
Rule of Law/Human Rights Department					
Head HR and RoL	-	S	31.12.02.		
Legal Advisor Judicial Reform	-	S	31.12.02.		
Ombudsman Support	-	S	31.12.02.		
Economic Transparency Officer	-	S	31.12.02.		
Media Department					
Head Media	-	S	31.12.02.		
License and Frequency	-	S	31.12.02.		
Media Training Co-ordinator	-	S	31.12.02.		
Department for Democratization					
Head Democratization	-	S	31.12.02.		
Programme Co-ordinator Good Governance	-	S	31.12.02.		
Public Administration	-	S	31.12.02.		
Programme Co-ordinator Parliamentary Reform	-	S	31.12.02.		

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Human Rights	-	S	31.12.02.		
Trafficking Issues Adviser	-	S	31.12.02.		
Office in Podgorica					
Head of Office		S	31.12.02.		
Deputy Head of Office		S	31.12.02.		
Programme Co-ordinator Officer		S	31.12.02.		
Programme Advisor Police Reform		S	31.12.02.		
Programme Expert Police Reform	P3	C	31.12.02.		Grade and Title Subject to Classification
Programme Officer Legislation		S	31.12.02.		
Programme Officer Institution Building		S	31.12.02.		
Programme Officer (Democratization)		S	31.12.02.		
Administrative and Finance Officer		S	31.12.02.		
South Serbia Programme					
South Serbia Program Coordinator	-	S	31.12.02.		
Site Manager	-	S	31.12.02.		
Police Trainer	-	S	31.12.02.	27.00	
Belgrade					
Police Project Manager	-	S	31.12.02.		
Police Trainer	-	S	31.12.02.	8.00	
<b><u>Mission to Croatia</u></b>					
Central Services					
Maintenance/Transportation Officer	P3	C	31.12.02.		
Finance Officer	P3	C	31.12.02.		
Personnel Officer	P3	C	31.12.02.		
Training Officer	P3	C	31.12.02.		
Executive Assistant to Head of Mission	-	S	31.12.02.		
Head of Field Support Unit	-	S	31.12.02.		
Chief of Admin/Field Support	-	S	31.12.02.		
Procurement Officer	P3	C	31.12.02.		Subject to Classification
Admin/Finance Officer	P2	C	31.12.02.		
Administrative Officer	-	S	31.12.02.	2.00	
Logistics Officer	-	S	31.12.02.		
Democratization					
Deputy Head of Mission	-	S	31.12.02.		
Head of Unit, Spokesperson	-	S	31.12.02.		
Head of Unit	-	S	31.12.02.		
DHCC/COS	-	S	31.12.02.		
Democratization Officer	-	S	31.12.02.		

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Field Officer	-	S	31.12.02.	2.00	
Head of FO	-	S	31.12.02.	2.00	
Field Officer (Police)	-	S	31.12.02.		
DHCC/COS	-	S	31.12.02.		
Field Officer	-	S	31.12.02.	4.00	
Field Officer (Police)	-	S	31.12.02.		
Head of FO	-	S	31.12.02.		
DHCC/COS	-	S	31.12.02.		
Field Officer	-	S	31.12.02.		
Field Officer ( Police)	-	S	31.12.02.		
Field Officer	-	S	31.12.02.		
Field Officer	-	S	31.12.02.		
Field Officer	-	S	31.12.02.		
Field Officer	-	S	31.12.02.		
Human Dimension					
Head of Mission	-	S	31.12.02.		
Police Affairs Adviser	-	S	31.12.02.		
Legal Officer	-	S	31.12.02.		
Civil Affairs Officer (Police)	-	S	31.12.02.		
Head of Unit	-	S	31.12.02.		
Human Dimension Unit Officer	-	S	31.12.02.		
Legal & Human Rights Officer	-	S	31.12.02.		
Police Affairs Officer	-	S	31.12.02.		
Field Officer	-	S	31.12.02.		
Head of FO	-	S	31.12.02.		
Field Officer	-	S	31.12.02.	3.00	
Legal & Human Rights Officer	-	S	31.12.02.		
Police Affairs Officer	-	S	31.12.02.		
Field Officer	-	S	31.12.02.		
Field Officer	-	S	31.12.02.		
Field Officer (Police)	-	S	31.12.02.		
Field Officer	-	S	31.12.02.		
Police Affairs Officer	-	S	31.12.02.		
HR Officer	-	S	31.12.02.		
Field Officer	-	S	31.12.02.		
Field Officer	-	S	31.12.02.		
Field Officer ( Police)	-	S	31.12.02.		
Political Affairs					
Head of Unit	-	S	31.12.02.		
Political Officer	-	S	31.12.02.	2.00	
Political Affairs Officer	-	S	31.12.02.	3.00	

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
<b>Return and Integration</b>					
Head of Unit	-	S	31.12.02.		
R&I Officer	-	S	31.12.02.	2.00	
Head of CC	-	S	31.12.02.		
Return & Integration Officer	-	S	31.12.02.		
Head of FO	-	S	31.12.02.		
Field Officer (Police)	-	S	31.12.02.		
Field Officer	-	S	31.12.02.	2.00	
Head of CC	-	S	31.12.02.		
Return & Integration Officer	-	S	31.12.02.		
Head of FO	-	S	31.12.02.		
Field Officer	-	S	31.12.02.		
Head of FO	-	S	31.12.02.	3.00	
Field Officer	-	S	31.12.02.		
Head of CC	-	S	31.12.02.		
Return & Integration Officer	-	S	31.12.02.		
Head of FO	-	S	31.12.02.		
Field Officer	-	S	31.12.02.		
Head of FO	-	S	31.12.02.		
Field Officer	-	S	31.12.02.		
Head of FO	-	S	31.12.02.		
Field Officer	-	S	31.12.02.		
<b>Secretariat Augmentation</b>					
Conflict Prevention Activities					
Mission Programme Section					
Senior Mission Programme Officer	P4	C	31.12.02.		
Situation/Communication Room					
Duty Officer	G5	C	31.12.02.		
Human Resources Management					
Recruitment					
Clerk	G3	C	31.12.02.		
Department of Management and Finance/Common Services					
Finance Services					
Secretary - 50 per cent	G4	C	31.12.02.		
Finance Assistant	G4	C	31.12.02.		

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Mission Support Services					
Procurement Assistant	G5	C	31.12.02.		
Vehicle Management Assistant	G5	C	31.12.02.		
Central Records and Documents Management					
Mail Processing Assistant	G4	C	31.12.02.		
<b>Large OSCE Missions and Projects</b>					
<b><u>Tasks in Bosnia and Herzegovina</u></b>					
Central Services					
Head, Administration and Finance	P5	C	31.12.02.		
Chief Logistics Officer	P3	C	31.12.02.		
Chief of Personnel	P3	C	31.12.02.		
Personnel Officer	P2	C	31.12.02.		
Executive Assistant	-	S	31.12.02.	2.00	
Political Advisor	-	S	31.12.02.		
Head of Mission	-	S	31.12.02.		
Deputy Head of Mission	-	S	31.12.02.		
Chief of Procurement and Supply	-	S	31.12.02.		
Head of Operations	-	S	31.12.02.		
Chief of Operations	-	S	31.12.02.		
Senior Archivist	-	S	31.12.02.		
Logistics Officer	-	S	31.12.02.		
Chief of Investigations	-	S	31.12.02.		
Chief of Staff and Planning	-	S	31.12.02.		
Legal Advisor	-	S	31.12.02.		
Administration Officer	-	S	31.12.02.		
Training and Capacity Building					
Chief of Mission Training	-	S	31.12.02.		
Democratization					
Director of Democratization Rule of Law	-	S	31.12.02.		
Deputy Director of Democratization	-	S	31.12.02.		
Governance Coordinator	-	S	31.12.02.		
PSP Project Manager	-	S	31.12.02.		
Youth Politics Project Manager	-	S	31.12.02.		
Information Officer	-	S	31.12.02.		
Political Development Co-ordinator	-	S	31.12.02.		
Elections/Implementation					
Deputy Director for Implementation	-	S	31.12.02.		
Deputy Director for Elections	-	S	31.12.02.		
Director of Elections/Implementation	-	S	31.12.02.		
Technology Advisor	P2	C	31.12.02.		

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
<b>Human Rights</b>					
Senior Legal Advisor, Property	-	S	31.12.02.	2.00	
Director of Human Rights	-	S	31.12.02.		
Deputy Director of Human Rights	-	S	31.12.02.		
Senior Legal Advisor, Sustainable Return	-	S	31.12.02.		
Senior Legal Advisor, Human Rights	-	S	31.12.02.		
Institutions					
Senior Legal Advisor, Regional Return	-	S	31.12.02.		
Liaison/Reporting Officer	-	S	31.12.02.		
Senior Legal Advisor, Economics and Social Rights	-	S	31.12.02.		
<b>Press and Public Information</b>					
Director of Press and Public Information/Spokesperson	-	S	31.12.02.		
Deputy Director of Public Information	-	S	31.12.02.		
Deputy Spokesperson	-	S	31.12.02.		
<b>Security Co-operation</b>					
Director of Security Co-operation	-	S	31.12.02.		
Executive Assistant	-	S	31.12.02.		
Deputy Director Security Co-operation	-	S	31.12.02.		
Chief of Plans and Policy Section	-	S	31.12.02.		
Political Military Analyst	-	S	31.12.02.		
Budget Analyst	-	S	31.12.02.		
Field Operations Officer	-	S	31.12.02.		
Chief of Verification Operations and Implementation Section	-	S	31.12.02.		
Data Exchange Officer	-	S	31.12.02.		
Chief of Support Section	-	S	31.12.02.		
<b>Regional Centre in Banja Luka</b>					
Finance Officer	-	S	31.12.02.		
Senior Election/Implementation Officer	-	S	31.12.02.		
Security Co-operation Officer	-	S	31.12.02.		
Political Advisor to RCD	-	S	31.12.02.		
Director	-	S	31.12.02.		
Deputy Director	-	S	31.12.02.		
Senior Democratization Officer	-	S	31.12.02.		
Senior Human Rights Officer	-	S	31.12.02.		
Democratization Officer	-	S	31.12.02.	6.00	
Human Rights Officer	-	S	31.12.02.	7.00	
Press Officer	-	S	31.12.02.		

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Regional Centre in Tuzla					
Director	-	S	31.12.02.		
Deputy Director	-	S	31.12.02.		
Senior Democratization Officer	-	S	31.12.02.		
Senior Human Rights Officer	-	S	31.12.02.		
Senior Election/Implementation Officer	-	S	31.12.02.		
Security Co-operation Officer	-	S	31.12.02.		
Political Advisor to RCD	-	S	31.12.02.		
Finance Officer	-	S	31.12.02.		
Democratization Officer	-	S	31.12.02.	4.00	
Human Rights Officer	-	S	31.12.02.	6.00	
Regional Centre in Mostar					
Director	-	S	31.12.02.		
Deputy Director	-	S	31.12.02.		
Senior Democratization Officer	-	S	31.12.02.		
Senior Human Rights Officer	-	S	31.12.02.		
Senior Election/Implementation Officer	-	S	31.12.02.		
Security Co-operation Officer	-	S	31.12.02.		
Political Advisor to RCD	-	S	31.12.02.		
Press Officer	-	S	31.12.02.		
Democratization Officer - FO	-	S	31.12.02.	5.00	
Human Rights Officer - FO	-	S	31.12.02.	6.00	
Regional Centre in Sarajevo					
Director	-	S	31.12.02.		
Deputy Director	-	S	31.12.02.		
Senior Democratization Officer	-	S	31.12.02.		
Senior Human Rights Officer	-	S	31.12.02.		
Finance Officer	-	S	31.12.02.		
Democratization Officer	-	S	31.12.02.	6.00	
Human Rights Officer	-	S	31.12.02.	5.00	
Brcko Centre					
Director	-	S	31.12.02.		
Human Rights Officer	-	S	31.12.02.		
Democratization Officer	-	S	31.12.02.		
<b>Regional Stabilization/Arms Control</b>					
Negotiation (Articles II and IV)					
Administrative Secretary	G5	C	31.12.02.		
Information Technology User Support	G5	C	31.12.02.		
Help Desk Assistant - 25 per cent					
Driver	-	S	31.12.02.		
Personal Representative	-	S	31.12.02.		
Special Advisor to the Personal Representative	-	S	31.12.02.		

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Verification Co-ordination					
Analyst Staff Officer	-	S	31.12.02.		
Implementation Officer	-	S	31.12.02.		
Senior Operation Staff Officer	-	S	31.12.02.		
Operation Staff Officer	-	S	31.12.02.		
Verification Co-ordinator	-	S	31.12.02.		
<b>Secretariat Augmentation</b>					
Secretary General and Central Services					
Press and Public Information					
Web-editor	P2	C	31.12.02.		
Web Editor (Extranet) - 50 per cent	P2	C	31.12.02.		
Internal Oversight					
Secretary	G5	C	31.12.02.		
Economic & Environmental Aspects Co-ordinator					
Senior Economic Affairs Officer	-	S	31.12.02.		
Conflict Prevention Activities					
Mission Programme Section					
Senior Mission Programme Officer	P4	C	31.12.02.		
Situation/Communication Room					
Duty Officer	G5	C	31.12.02.		
Human Resources Management					
Recruitment					
Recruitment Assistant	G5	C	31.12.02.		
Recruitment Clerk	G3	C	31.12.02.		
Department of Management and Finance/Common Services					
Finance Services					
Treasury Assistant	G5	C	31.12.02.		
Budget Assistant	G5	C	31.12.02.		
Finance Assistant	G5	C	31.12.02.		
Treasury Assistant	G4	C	31.12.02.		
Finance Assistant	G4	C	31.12.02.	3.00	
Information Technology Services					
Senior Information Technology Assistant (LAN/WAN)	G7	C	31.12.02.		
Senior Applications Specialist	G7	C	31.12.02.		
Senior Programming Assistant (Oracle)	G7	C	31.12.02.		
Senior Information Technology Assistant	G6	C	31.12.02.		
Information Technology User Support Assistant/Help Desk - 25 Per cent	G5	C	31.12.02.		



<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Information Technology Assistant/Help Desk	G4	C	31.12.02.		
Mission Support Services					
Supply Assistant (Fixed Assets Control)	G5	C	31.12.02.		
Procurement Assistant	G5	C	31.12.02.	2.00	
Procurement Assistant	G4	C	31.12.02.		
Secretary	G4	C	31.12.02.		
Warehouse Assistant	G4	C	31.12.02.		
Driver	G2	C	31.12.02.	2.00	
Central Records and Documents Management					
Documents Assistant	G4	C	31.12.02.		Grade and Title Subject to Classification
<b>Mission in Kosovo</b>					
Head Office					
Mission Management					
Deputy Head of Mission	-	S	31.12.02.		
Executive Assistant	-	S	31.12.02.		
Plans and Donor Co-ordinator	-	S	31.12.02.		
Head of Mission	-	S	31.12.02.		
Executive Assistant to Head of Mission	-	S	31.12.02.		
Executive Secretary to Head of Mission	-	S	31.12.02.		
Legal Advisor	-	S	31.12.02.		
Senior Legal Advisor	-	S	31.12.02.		
Chef de Cabinet	-	S	31.12.02.		
Political Advisor	-	S	31.12.02.		
Policy Advisor	-	S	31.12.02.		
Senior Advisor to the Head of the Mission	-	S	31.12.02.		
Political Officer	-	S	31.12.02.	4.00	
Mission Spokesperson	-	S	31.12.02.		
Press Officer-Headquarters	-	S	31.12.02.		
Press Officer-Regional	-	S	31.12.02.		
Senior Public Affairs Officer	-	S	31.12.02.		
Information Officer	-	S	31.12.02.	2.00	
Head of Field Operations	-	S	31.12.02.		
Field Co-ordinator	-	S	31.12.02.		
Situation Center Officer	-	S	31.12.02.	3.00	
Department for Democratic Governance and Civil Society					
Advisor	-	S	31.12.02.	4.00	
Advisor	-	S	31.12.02.	3.00	for six months
OSCE Offices - Mission Management					
Head	-	S	31.12.02.	9.00	

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Department for Administration and Support					
Director	D1	C	31.12.02.		
Planning and Co-ordination Officer	P3	C	31.12.02.		
Assistant Co-ordination Officer	P1	C	31.12.02.		
Executive Secretary	G5	C	31.12.02.		
Finance					
Head of Financial Management	P5	C	31.12.02.		
Chief of Accounts	P3	C	31.12.02.		
Chief of Budget	P3	C	31.12.02.		
Finance Officer	P2	C	31.12.02.	2.00	
Treasurer	P2	C	31.12.02.		
Budget Officer	P2	C	31.12.02.		
Human Resources					
Head of Human Resources	P5	C	31.12.02.		
Chief of Personnel	P4	C	31.12.02.		
Personnel Officer	P2	C	31.12.02.	5.00	
Chief, Personnel Unit (Local Staff)	P3	C	31.12.02.		
Chief Medical Officer	P5	C	31.12.02.		
Senior Staff Counsellor	P4	C	31.12.02.		
Senior Counsellor	P3	C	31.12.02.		
Nurse/Medical Trainer	P2	C	31.12.02.		
Chief of Training	P3	C	31.12.02.		
Training Officer	P2	C	31.12.02.		
General Services					
Head, Division of General Services	P5	C	31.12.02.		
Chief, Logistics Support Section	P4	C	31.12.02.		
Deputy Chief, Logistics Support Section	P3	C	31.12.02.		
Supply Officer	P2	C	31.12.02.		
Maintenance Officer	P2	C	31.12.02.		
Fleet Safety Officer	P2	C	31.12.02.		
Fleet Management Officer	P2	C	31.12.02.		
Chief, Transport Unit	P3	C	31.12.02.		
Chief, Customs Clearance Unit	P2	C	31.12.02.		
Customs Clearance Officer	P2	C	31.12.02.		
Warehouse Manager	P2	C	31.12.02.		
Chief, Inventory Unit	P2	C	31.12.02.		
Chief, Travel/Traffic Unit	P2	C	31.12.02.		
Chief, Supply Unit	P3	C	31.12.02.		
Chief, Engineering Support Services	P4	C	31.12.02.		
Maintenance Officer	P2	C	31.12.02.		
Facility Management Officer	P2	C	31.12.02.		
Chief, Civil Engineering	P3	C	31.12.02.		
Construction Engineer	P2	C	31.12.02.		
Construction Engineer	P2	C	31.12.02.		

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Chief, Mechanical Engineering	P3	C	31.12.02.		
Chief Electrical Engineer	P3	C	31.12.02.		
Chief, Procurement and Contractual Services Section	P4	C	31.12.02.		
Procurement Officer	P2	C	31.12.02.	2.00	
Contracts Officer	P3	C	31.12.02.		
IT/Communication					
Chief, Information Technology Section	P4	C	31.12.02.		
Information Technology Officer	P3	C	31.12.02.	3.00	
Database Administrator	P2	C	31.12.02.		
Information Technology Officer	P2	C	31.12.02.		
Administrative Support Services Co-ordinator	P3	C	31.12.02.		
Photocopy Officer	P2	C	31.12.02.		
Chief, Communications Section	P4	C	31.12.02.		
Chief, Radio Communication Unit	P3	C	31.12.02.		
Chief, Telecommunications Unit	P3	C	31.12.02.		
Communications Officer	P2	C	31.12.02.	2.00	
Security					
Head, Division of Security and Safety	P5	C	31.12.02.		
Chief, Security Planning and Administration	P2	C	31.12.02.		
Chief, Security Operations and Investigations	P3	C	31.12.02.		
Fire and Safety Officer	P2	C	31.12.02.		
Skopje Support Group					
Chief of Administration and Support	P2	C	31.12.02.		
OSCE Offices - Administration and Support					
Administrative Officer	P2	C	31.12.02.	5.00	
Security Officer	P2	C	31.12.02.	3.00	
Department for Democratization					
Budget/Administrative Officer	P2	C	31.12.02.		
Cross Divisional Project Coordinator	-	S	31.12.02.		
Director	-	S	31.12.02.		
Reporting/Analysis Officer	-	S	31.12.02.		
Democratization Training and Field Co-ordinator	-	S	31.12.02.		
Advisor on Roma Issues	-	S	31.12.02.		
Advisor on Minority Issues	-	S	31.12.02.		
SIMF Co-ordinator	-	S	31.12.02.		
Political Party Development					
Political Affairs Officer	-	S	31.12.02.		

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Head of Political Party Development	-	S	31.12.02.		
Senior Political Officer-Political Party Development	-	S	31.12.02.		
NGO/Civil Society Development					
Program Officer/NGO/Civil Society Development	-	S	31.12.02.		
Head of NGO/Civil Society Development	-	S	31.12.02.		
Senior Program Officer-NGO/Civil Society Development	-	S	31.12.02.		
Training and Civil Administration Support					
Head of Civil Administration Support/Principal of CAI	-	S	31.12.02.		
Chief of Studies	-	S	31.12.02.		
Chief of Documentation/Chief of Seminar program	-	S	31.12.02.		
Program Manager in Public Management	-	S	31.12.02.		
Program Manager of Economics	-	S	31.12.02.		
Program Manager in Legal issues	-	S	31.12.02.		
Program Manager in Public Finance	-	S	31.12.02.		
Program Manager in Human Resources Management	-	S	31.12.02.		
Program Manager in Urban Development	-	S	31.12.02.		
OSCE Offices - Democratization					
Democratization Officer	-	S	31.12.02.	29.00	
Department of Human Rights & Rule of Law					
Director	-	S	31.12.02.		
Budget/Administrative Officer	P2	C	31.12.02.		
Human Rights Legal Advisor	-	S	31.12.02.	2.00	
Analysis and Reports Co-ordinator	-	S	31.12.02.		
Domestic Capacity Building Co-ordinator	-	S	31.12.02.		
Human Rights					
Head of Human Rights Division	-	S	31.12.02.		
Human Rights Field Co-ordinator	-	S	31.12.02.		
Legal Adviser - Property Issues	-	S	31.12.02.		
Senior Human Rights Field Co-ordinator	-	S	31.12.02.		
Human Rights Training Co-ordinator	-	S	31.12.02.	2.00	
Senior Human Rights Training Co-ordinator	-	S	31.12.02.		
Missing Person's Co-ordinator	-	S	31.12.02.		
Senior Advisor on Minorities	-	S	31.12.02.		
Legal Adviser Law Enforcement	-	S	31.12.02.		
Senior Human Rights Officer Property	-	S	31.12.02.		
Senior Human Rights Officer Non-Discrimination	-	S	31.12.02.		

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Senior Human Rights Officer Security	-	S	31.12.02.		
Senior Human Rights Victim Advocacy	-	S	31.12.02.		
Legal System Monitor	-	S	31.12.02.	2.00	
Chief of LSM	-	S	31.12.02.		
Rule of Law					
Head of Rule of Law	-	S	31.12.02.		
Rule of Law liaison Officer	-	S	31.12.02.		
Kosovo Judicial Institute					
Judicial Training Officer	-	S	31.12.02.	4.00	
Co-Director of Judicial Institute	-	S	31.12.02.		
Programme Coordinator	-	S	31.12.02.		
Kosovo Law Centre					
Co-Director	-	S	31.12.02.		
Programme Co-ordinator	-	S	31.12.02.		
Legal Advisor	-	S	31.12.02.		
Criminal Defence Resource Centre					
Programme Manager of the Criminal Defence Resource Centre	-	S	31.12.02.		
Senior Criminal Defence Advisor	-	S	31.12.02.		
Criminal Defence Advisor	-	S	31.12.02.		
OSCE Offices - Human Rights & Rule of Law					
Human Rights Officer	-	S	31.12.02.	30.00	
Legal System Monitor	-	S	31.12.02.	5.00	
Rule of Law Officer	-	S	31.12.02.	2.00	
Ombudsperson Institution					
Chief of Ombudsperson Institution	-	S	31.12.02.		
Deputy Ombudsperson	-	S	31.12.02.		
Executive Director of the Ombudsperson Institution	-	S	31.12.02.		
Ombudsperson Institution Legal Officer	-	S	31.12.02.		
Department for Elections					
Management and Administration					
Director of Election Operations	-	S	31.12.02.		
Senior Advisor	-	S	31.12.02.		
Executive Assistant	-	S	31.12.02.		
Senior Executive Officer	-	S	31.12.02.		
Executive Officer - Management	-	S	31.12.02.		
Admin Personnel Officer	P3	C	31.12.02.		
Personnel Officer	P2	C	31.12.02.		
Budget Officer	-	S	31.12.02.		
Finance Officer	P2	C	31.12.02.		
Information Officer	-	S	31.12.02.		

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Plans Officer	-	S	31.12.02.		
Archive Officer	-	S	31.12.02.		
Central Election Commission					
Head of the Central Election Commission	-	S	31.12.02.		
Senior Legal Advisor	-	S	31.12.02.		
Election Complains and Appeals Commission					
Senior Legal Advisor	-	S	31.12.02.		
Voter Services					
Head of Voter Services	-	S	31.12.02.		
Voter Services Officer	-	S	31.12.02.		
Voter Services Officer	-	S	31.12.02.		
Chief, Anti-Fraud Officer	-	S	31.12.02.		
Political Party Services					
Head of Political Party Services	-	S	31.12.02.		
Political Party Services Officer	-	S	31.12.02.		
Elections Services					
Head of Election Services	-	S	31.12.02.		
Election Services Officer	-	S	31.12.02.		
Graphic Designer	P2	C	31.12.02.		Grade and Title Subject to Classification
Capacity Building					
Head of Capacity Building	-	S	31.12.02.		
Capacity Building Officer	-	S	31.12.02.		
Chief of Training	-	S	31.12.02.		
International Trainer	-	S	31.12.02.		
International Trainer	-	S	31.12.02.	4.00	
Field Operation					
Head of Field Operations	-	S	31.12.02.		
Field Co-ordinator	-	S	31.12.02.	3.00	
Senior Election Officer	-	S	31.12.02.	10.00	
Public Information					
Head of Elections Public Information	-	S	31.12.02.		
Public Information Officer - Print	-	S	31.12.02.		
Dissemination Officer HQ	-	S	31.12.02.		
Support					
Head of Election Support	-	S	31.12.02.		
Election Support Planning Officer	-	S	31.12.02.		
Chief of Election General Services	-	S	31.12.02.		

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Information Technology					
Head of Election IT	-	S	31.12.02.		
Chief of Database Development	P4	C	31.12.02.		Grade and Title Subject to Classification
Database Developer	P2	C	31.12.02.	2.00	Grade and Title Subject to Classification
IT Projects Officer	P2	C	31.12.02.		Grade and Title Subject to Classification
IT Help Desk officer	P2	C	31.12.02.		Grade and Title Subject to Classification
Supervision					
Head of Supervision	-	S	31.12.02.		
Department for Media Affairs					
Budget/Administrative Officer	P2	C	31.12.02.		
Director	-	S	31.12.02.		
Senior Advisor for Media Affairs	-	S	31.12.02.		
Interim Media Commissioner	-	S	31.12.02.		
Media Regulation, Laws and Standards					
Head of Media Regulations, Laws, and Standards	-	S	31.12.02.		
Senior Media Regulatory Advisor	-	S	31.12.02.		
Senior Legal Advisor	-	S	31.12.02.		
Independent Media Support					
Media Management Development Officer	-	S	31.12.02.		
Radio Development Officer	-	S	31.12.02.		
Print Media Development Officer	-	S	31.12.02.		
Print Media Training Officer	-	S	31.12.02.		
Broadcast Media Development Officer	-	S	31.12.02.		
Head of Independent Media Support	-	S	31.12.02.		
Broadcast Officer	-	S	31.12.02.		
Media Monitoring					
Head of Media Monitoring	-	S	31.12.02.		
Media Analyst/Statistician	-	S	31.12.02.		
OSCE Offices - Media					
Press and Media Officer	-	S	31.12.02.	4.00	

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
<b>Police Education and Development Management</b>					
Director-Police Education and Development	-	S	31.12.02.		
Executive Officer of the Director	-	S	31.12.02.		
Chief of Staff/Deputy Director	-	S	31.12.02.		
<b>Administration</b>					
Head of Administration and Support	-	S	31.12.02.		
Chief Finance and Administration	P3	C	31.12.02.		
Administration Officer	-	S	31.12.02.		
Finance Officer	P2	C	31.12.02.		
Chief of Personnel Section	P3	C	31.12.02.		
Chief Communications/IT	-	S	31.12.02.		
Chief General Services	-	S	31.12.02.		
Building Management Officer	-	S	31.12.02.		
Supply/Procurement Officer	-	S	31.12.02.		
Maintenance Facility Officer	-	S	31.12.02.		
Chief of Security/Transport section	-	S	31.12.02.		
Transportation Officer	-	S	31.12.02.		
Chief of Recruitment And Selection	-	S	31.12.02.		
Chief of Field And In-Service Training	-	S	31.12.02.		
Head of Educational Support Division	-	S	31.12.02.		
Chief of Community Liaison	-	S	31.12.02.		
Head of Police Training Division	-	S	31.12.02.		
Chief of Specialized Training	-	S	31.12.02.		
Chief of Management Supervision	-	S	31.12.02.		
Training					
Chief of Traffic Training Section	-	S	31.12.02.		
Chief of Student Support Section	-	S	31.12.02.		
Chief of General Policing Section	-	S	31.12.02.		
Chief of Firearms Training Section	-	S	31.12.02.		
Chief of Operational Police Skills Section	-	S	31.12.02.		
Chief of Curriculum Section	-	S	31.12.02.		
Chief Student Records	-	S	31.12.02.		
Chief of Staff Development	-	S	31.12.02.		
Chief of Evaluation Section	-	S	31.12.02.		
Chief of Planning Section	-	S	31.12.02.		
Police Instructor	-	S	31.12.02.	79.00	
<b>Secretariat Augmentation</b>					
<b>Secretary General and Central Services</b>					
<b>Press and Public Information</b>					
Public Information Officer	P3	C	31.12.02.		Grade and Title Subject to Classification



<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Web Editor (Extranet) - 50 per cent	P2	C	31.12.02.		
Internal Oversight					
Internal Auditor	P3	C	31.12.02.		
Senior Auditing Assistant	G6	C	31.12.02.		
Secretary - 50 per cent	G4	C	31.12.02.		
Conflict Prevention Activities					
Mission Programme Section					
Senior Mission Programme Officer	P4	C	31.12.02.		
Mission Monitoring Assistant	G5	C	31.12.02.		
Situation/Communication Room					
Duty Officer	G5	C	31.12.02.		
Human Resources Management					
Recruitment					
Recruitment Officer	P3	C	31.12.02.	2.00	
Recruitment Assistant	G5	C	31.12.02.	2.00	
Recruitment Secretary	G4	C	31.12.02.		
Personnel Management					
Personnel Officer	P2	C	31.12.02.		
Personnel Assistant	G5	C	31.12.02.	2.00	
Personnel Clerk	G3	C	31.12.02.		
Department of Management and Finance/Common Services					
General Services					
Administrative Assistant	G4	C	31.12.02.		
Messenger	G2	C	31.12.02.		
Manual Worker	G2	C	31.12.02.		
Cleaner	G1	C	31.12.02.	2.00	
Finance Services					
Finance Officer	P2	C	31.12.02.		
Senior Budget Assistant	G6	C	31.12.02.		
Treasury Assistant	G5	C	31.12.02.		
Finance Assistant	G5	C	31.12.02.	2.00	
Finance Assistant	G4	C	31.12.02.		
Budget Assistant	G5	C	31.12.02.		
Budget Assistant	G4	C	31.12.02.		
Treasury Assistant	G4	C	31.12.02.		
Information Technology Services					
Information Technology Mission Support Coordinator	P3	C	31.12.02.		
Web System Specialist	P2	C	31.12.02.		
Senior Information Technology Assistant	G6	C	31.12.02.		
Senior Programming Assistant (Oracle)	G6	C	31.12.02.		
Programming Assistant	G5	C	31.12.02.		

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Senior Programming Assistant (REACT)	G6	C	31.12.02.		
Information Technology User Support Assistant (Helpdesk) Kärntnerring	G5	C	31.12.02.		
Information Technology User Support Assistant (Help Desk)	G5	C	31.12.02.		
Senior Communications Assistant	G6	C	31.12.02.		
<b>Mission Support Services</b>					
Chief for Mission Support	P4	C	31.12.02.		
Supply Officer	P2	C	31.12.02.		
Procurement Officer	P2	C	31.12.02.		
Contracts Officer	P2	C	31.12.02.		
Transport Assistant	G5	C	31.12.02.		
Procurement Assistant	G5	C	31.12.02.	4.00	
Vehicle Management Assistant	G5	C	31.12.02.		
Supply Assistant	G5	C	31.12.02.		
Transport Clerk	G3	C	31.12.02.		
Supply Clerk	G3	C	31.12.02.		
Warehouse Worker	G2	C	31.12.02.		
Procurement Clerk	G3	C	31.12.02.		
Driver	G2	C	31.12.02.		
<b>Central Records and Documents Management</b>					
Records Management Support Assistant	G7	C	31.12.02.		Grade and Title Subject to Classification
Documents Assistant	G4	C	31.12.02.	2.00	Grade and Title Subject to Classification
<b>ODIHR Augmentation</b>					
<b>Human Dimension Activities</b>					
Political Adviser ( Kosovo and the Stability Pact for the South East Europe)	P3	C	31.12.02.		
<b>Spillover Monitor Mission to Skopje</b>					
<b>HoM and Central Services</b>					
Head of Mission		S	31.12.02.		
Deputy Head of Mission		S	31.12.02.		
Political Advisor		S	31.12.02.	2.00	
Senior Legal Advisor		S	31.12.02.		
Executive Assistant to Head of Mission		S	31.12.02.		
Mission Spokesperson		S	31.12.02.		
Chairmanship Liaison Officer		S	31.12.02.		
Elections Advisor/Liaison to ODIHR		S	31.12.02.		
<b>Security</b>					
Mission Security Officer	P2	C	31.12.02.		

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
<b>Administration and Finance Management</b>					
Head, Administration and Finance	P5	C	31.12.02.		Grade and Title Subject to Classification
Admin Officer (Police School)	-	S	31.12.02.		
<b>General Services</b>					
Chief, General Services	P3	C	31.12.02.		Grade and Title Subject to Classification
Supply Officer		S	31.12.02.		
Logistics Officer		S	31.12.02.		
Transport Officer		S	31.12.02.		
Procurement Officer		S	31.12.02.		
<b>Finance</b>					
Finance/Accounts Officer	P2	C	31.12.02.		Grade and Title Subject to Classification National Officer
Finance Officer		C			
<b>Human Resources</b>					
Chief of Personnel	P3	C	31.12.02.		
Personnel Officer		S	31.12.02.		
Staff Counsellor	-	S	31.12.02.		
<b>Information Technology and Communications</b>					
IT/Communication Officer	P3	C	31.12.02.		Grade and Title Subject to Classification
Communications Officer	-	S	31.12.02.		
<b>Good Governance Programme Management and Programme Officers</b>					
Chief of TAP	-	S	31.12.02.		
Local Governance Officer	-	S	31.12.02.		
Local Governance Project Officer	-	S	31.12.02.		
Inter-ethnic Relations Officer	-	S	31.12.02.		
Media Development Officer (Liaison to OSCE FoMedia Rep)	-	S	31.12.02.		
Development Fund Programme Officer	-	S	31.12.02.		
Human Dimension Officer	-	S	31.12.02.		
<b>Confidence Building Monitoring Services Management</b>					
Head of Operations	-	S	31.12.02.		
Deputy Head of Operations	-	S	31.12.02.		

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Senior Human Dimension Coordinator	-	S	31.12.02.		
Human Dimension coordinator	-	S	31.12.02.		
Border Monitor (Field Co-ordinator Future OPS)	-	S	31.12.02.		
Border Monitor (Field Co-ordinator Current OPS)	-	S	31.12.02.		
Border Monitor (OPS Officer)	-	S	31.12.02.	2.00	
Border Monitor (OPS Reporting Officer)	-	S	31.12.02.		
Border Monitor (Logistics Officer)	-	S	31.12.02.		
Border Monitor (Chief Duty Officer)	-	S	31.12.02.		
Border Monitor (Duty Officer)	-	S	31.12.02.	4.00	
Field Co-ordination - Kumanovo					
Border Monitor (Head of Field Station)	-	S	31.12.02.		
Border Monitor (Dpty Head of Field Station)	-	S	31.12.02.		
Border Monitor (OPS Officer)	-	S	31.12.02.		
Border Monitor (Duty Officer)	-	S	31.12.02.		
Border Monitor (Logistics/ Administration Officer)	-	S	31.12.02.		
Border Monitor (Human Dimension)	-	S	31.12.02.		
Border Monitor	-	S	31.12.02.	18.00	
Confidence Building Managers					
Field-Co-ordination Tetovo					
Border Monitor (Head of Field Station)	-	S	31.12.02.		
Border Monitor (Dpty Head of Field Station)	-	S	31.12.02.		
Border Monitor (OPS Officer)	-	S	31.12.02.		
Border Monitor (Duty Officer)	-	S	31.12.02.		
Border Monitor (Logistics/ Administration Officer)	-	S	31.12.02.		
Border Monitor(Human Dimension)	-	S	31.12.02.		
Border Monitor	-	S	31.12.02.	22.00	
Confidence Building Managers					
Field Co-ordination - Gostivar					
Border Monitor (Team Leader)	-	S	31.12.02.		
Border Monitor (OPS Officer)	-	S	31.12.02.		
Border Monitor	-	S	31.12.02.	4.00	
Field Co-ordination – Crna Gora					
Border Monitor (Head of Field Station)	-	S	31.12.02.		
Border Monitor (Dpty Head of Field Station)	-	S	31.12.02.		
Border Monitor (OPS Officer)	-	S	31.12.02.		
Border Monitor (Duty Officer)	-	S	31.12.02.		
Border Monitor (Logistics/ Administration Officer)	-	S	31.12.02.		

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
Border Monitor (Human Dimension)	-	S	31.12.02.		
Border Monitor	-	S	31.12.02.	18.00	
Police Advisor	-	S	31.12.02.	60.00	
Confidence Building Managers					
Field Co-ordination - Struga					
Border Monitor (Team Leader)	-	S	31.12.02.		
Border Monitor (OPS Officer)	-	S	31.12.02.		
Border Monitor	-	S	31.12.02.	4.00	
Field Co-ordination Kicevo					
Border Monitor (Team Leader)	-	S	31.12.02.		
Border Monitor (OPS Officer)	-	S	31.12.02.		
Border Monitor	-	S	31.12.02.	4.00	
Field Co-ordination Debar					
Border Monitor (Team Leader)	-	S	31.12.02.		
Border Monitor (OPS Officer)	-	S	31.12.02.		
Border Monitor	-	S	31.12.02.	4.00	
Police Development Services					
Management					
Director PDU	-	S	31.12.02.		
Deputy Director PDU	-	S	31.12.02.		
Legal Advisor	-	S	31.12.02.		
Police Liaison Officer	-	S	31.12.02.		
Training Academy					
Chief of Police Training	-	S	31.12.02.		
Deputy Head of Police training	-	S	31.12.02.		
Police Instructor	-	S	31.12.02.	36.00	
Police Development Unit					
Police Instructor	-	S	31.12.02.	19.00	
Field Training					
Senior Field Training Co-ordinator	-	S	31.12.02.		
Field Training Co-ordinator	-	S	31.12.02.	19.00	
Police Development Unit					
Community Police Trainers					
CPLO Coordinator	-	S	31.12.02.		
CPLO	-	S	31.12.02.	20.00	
Police Reforms					
Police Reform Advisor	-	S	31.12.02.	2.00	

<b>Fund</b>	<b>Grade of Post</b>	<b>Category *</b>	<b>Expiry Date of Post **</b>	<b>Number of Positions</b>	<b>Note</b>
<b>Main Programme</b>					
Sub Programme					
Post Title					
<b>Secretariat Augmentation</b>					
Conflict Prevention Activities					
Mission Programme Section					
Junior Mission Programme Officer	P2	C	31.12.02.		
Human Resources Management					
Personnel Management					
Personnel Assistant	G5	C	31.12.02.		

\* S = Seconded, C = Contracted

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

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

By the Delegation of Spain on behalf of the European Union, Bulgaria, Cyprus, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Romania, Slovakia, Slovenia and the Czech Republic:

“The EU welcomes the adoption of the long overdue decision on the OSCE Budget for 2002, as well as the decision on a revised standard scale of contributions. We regret that it has taken three months to adopt the budget. Through increased efforts and concessions on the part of the EU Member States and others, in particular Norway and Switzerland, financial relief has been provided to many participating States. We expect that these contributions and the resulting stability on this front will be of benefit to the functioning of the Organization. This delay has been damaging, and we welcome the fact that the agreement on scales covers three years, as this will provide a period of stability.

The EU also welcomes the agreement formalized within this budget decision to adopt a supplementary budget for the organization and supervision of municipal elections in Kosovo. On the basis of the decision we have adopted today, the understanding of the EU is that this work should be concluded in the very near future. The EU stresses that any further delays, for whatever reason, would only increase the cost to the OSCE of organizing these elections.

The EU praises the achievements of the Secretariat and encourages the Secretary General to continue work on financial and staff regulations, on measures to further strengthen the management of the OSCE and streamline the budgetary process. The EU would be very much in favour of the adoption by the Permanent Council of a decision on these important subjects. The EU looks forward to beginning work on these issues immediately so that results can be achieved at the earliest possible date.

We express our sincere hope that those participating States that have not yet paid the assessed contribution will now take advantage of the relief provided to do so in the future.

Mr. Chairman,

The European Union particularly wants to praise, at this stage, all the efforts made by the Portuguese Chairmanship in this exercise, efforts which have now led to a successful conclusion.

Finally, Mr. Chairman, I request that this statement be attached to the Journal of the day in relation to the two decisions on a revised standard scale of contributions and on the Unified 2002 Budget.”

PC.DEC/469  
11 April 2002  
Attachment 2

Original: ENGLISH

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

By the Delegation of Turkey:

“Now that the decision on the Unified 2002 Budget and the decision on a revised standard scale of contribution have been adopted, I would first of all like to express my Delegation’s appreciation to all who have contributed to this welcome though belated outcome.

On the other hand, I also would like to register my Delegation’s uneasiness and concern about the manner in which the two decisions have been handled and in fact linked with each other by some. I hope this practice will not constitute a precedent.

Furthermore, I would like to reiterate that our interpretative statement annexed to Permanent Council Decision No. 408 is still valid. It is the conviction of this Delegation that the percentage contributions of Turkey under both the Standard and the Vienna scales of contribution are not in line with the principle of capacity to pay. This point will guide us in future deliberations on the establishment of new scales.

I would like to request that this statement be attached to the Journal of the day.”



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

By the Delegation of the United States:

“The United States would like to commend the Chair for the perseverance it has shown in forging consensus on the two decisions we have just adopted. We also want to take this opportunity to thank the Secretary General and his staff for the professional integrity and dedication they demonstrated repeatedly under very challenging circumstances.

The decision on scales, through an adjustment of the Standard Scale, as well as a lowering of the threshold under the Vienna Scale, will provide real financial relief for the majority of OSCE States. Norway and Switzerland deserve special praise for the role they assumed, commendably, in helping to produce final agreement on these decisions.

Mr. Chairman, it is worth noting for the record that adoption of these two decisions, including agreement to adopt a supplementary budget for the organization and supervision of elections in Kosovo and agreement on a Standard Scale to apply until 2005, provides this Organization with the kind of long-term stability we need to move ahead in addressing many important matters that have been neglected in recent months.

The United States is prepared to enter into a frank discussion about developing a methodology for the Standard Scale to apply starting in 2005.

However, we urge that we also build on the stability and momentum created by adoption of these decisions today to move forward in addressing the kinds of issues, including expeditious adoption of a supplemental Kosovo elections budget, that will produce concrete improvements in our ability to meet our collective commitments and responsibilities.

Mr. Chairman, I request that this statement be attached to the Journal of the day.”

PC.DEC/469  
11 April 2002  
Attachment 4

Original: ENGLISH

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

By the Delegation of Armenia:

“The Delegation of the Republic of Armenia would like to state, with regard to the Book III component of the Unified 2002 Budget, the following:

Book III is a working document, and no part of its textual or editorial content, including descriptive headings, can be taken to imply OSCE accepted language having any political significance. The text of Book III is only technical in purpose.”

PC.DEC/469  
11 April 2002  
Attachment 5

Original: ENGLISH

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

By the Delegation of the Czech Republic:

“With regard to the Decision of the Permanent Council on the Unified 2002 Budget this delegation would like to underline that as to the budget for the Department of Management and Finance/Prague Office of the OSCE Secretariat, its understanding is that the zero budget provision for “Conference Services in Prague” as reflected in Annex 1 to the above Decision is to no prejudice to the possibility of convening a Senior Council meeting in Prague in 2002, as appropriate, which would imply the need for allocating the necessary resources for such purpose.

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