

Chairmanship: Slovakia

1225th PLENARY MEETING OF THE COUNCIL

1. Date: Thursday, 11 April 2019

Opened: 10.10 a.m.
Closed: 12.55 p.m.

2. Chairperson: Ambassador R. Boháč
Mr. B. Lysák

3. Subjects discussed – Statements – Decisions/documents adopted:

Agenda item 1: DECISION ON THE SCALES OF CONTRIBUTIONS FOR
2019

Chairperson

Decision: The Permanent Council adopted Decision No. 1325 (PC.DEC/1325) on the Scales of Contributions for 2019, the text of which is appended to this journal.

United Kingdom (also on behalf of Belgium, Canada, France and Italy) (interpretative statement, see attachment 1 to the decision), France (interpretative statement, see attachment 2 to the decision), Ukraine (interpretative statement, see attachment 3 to the decision), Canada, United States of America (interpretative statement, see attachment 4 to the decision)

Agenda item 2: DECISION ON THE APPROVAL OF THE 2019 UNIFIED
BUDGET

Chairperson

Decision: The Permanent Council adopted Decision No. 1326 (PC.DEC/1326) on the approval of the 2019 Unified Budget, the text of which is appended to this journal.

Romania-European Union (interpretative statement, see attachment 1 to the decision), France (interpretative statement, see attachment 2 to the decision), United States of America (interpretative statement, see attachment 3 to the decision)

Agenda item 3: DECISION ON THE DATES OF THE 2019 ANNUAL
SECURITY REVIEW CONFERENCE (ASRC)

Chairperson

Decision: The Permanent Council adopted Decision No. 1327 (PC.DEC/1327) on the dates of the 2019 Annual Security Review Conference (ASRC), the text of which is appended to this journal.

Chairperson

Agenda item 4: REVIEW OF CURRENT ISSUES

Chairperson

- (a) *Russia's ongoing aggression against Ukraine and illegal occupation of Crimea:* Ukraine (PC.DEL/413/19), Romania-European Union (with the candidate countries Albania, Montenegro and North Macedonia; the European Free Trade Association countries Iceland, Liechtenstein, and Norway, members of the European Economic Area; as well as Georgia and Moldova, in alignment) (PC.DEL/421/19), Switzerland (PC.DEL/416/19 OSCE+), Turkey, United States of America (PC.DEL/406/19), Canada (PC.DEL/414/19 OSCE+)
- (b) *Situation in Ukraine and the need to implement the Minsk agreements:* Russian Federation (PC.DEL/409/19), Ukraine
- (c) *47th round of the Geneva International Discussions, held in Geneva on 3 April 2019:* Romania-European Union (with the candidate countries Albania, Montenegro and North Macedonia; the country of the Stabilisation and Association Process and potential candidate country Bosnia and Herzegovina; the European Free Trade Association countries Iceland, Liechtenstein and Norway, members of the European Economic Area; as well as Canada, Georgia, Moldova, San Marino and Ukraine, in alignment) (PC.DEL/422/19), United States of America (PC.DEL/407/19), Switzerland (PC.DEL/418/19 OSCE+), Russian Federation (PC.DEL/419/19), Georgia (PC.DEL/424/19)
- (d) *International Roma Day, celebrated on 8 April 2019:* Romania-European Union (with the candidate countries Albania, Montenegro, North Macedonia and Serbia; the country of the Stabilisation and Association Process and potential candidate country Bosnia and Herzegovina; the European Free Trade Association countries Iceland and Liechtenstein, members of the European Economic Area; as well as Armenia, Georgia, Moldova, San Marino and Ukraine, in alignment) (PC.DEL/420/19), United States of America

(PC.DEL/408/19), Canada (PC.DEL/412/19 OSCE+), Russian Federation (PC.DEL/411/19), Turkey

- (e) *The sentencing of journalists in Turkey: Romania-European Union (with the candidate countries Albania, Montenegro and North Macedonia; the country of the Stabilisation and Association Process and potential candidate country Bosnia and Herzegovina; the European Free Trade Association countries Iceland and Norway, members of the European Economic Area; as well as Armenia and Canada, in alignment) (PC.DEL/423/19), Turkey*

Agenda item 5: REPORT ON THE ACTIVITIES OF THE
CHAIRMANSHIP-IN-OFFICE

- (a) *Participation of the Chairmanship-in-Office in a two-day retreat with staff from the OSCE Special Monitoring Mission to Ukraine and the OSCE Secretariat on 4 and 5 April 2019: Chairperson*
- (b) *Address by the Chairperson-in-Office to the US Helsinki Commission, delivered in Washington, DC, on 3 April 2019: Chairperson*
- (c) *Visit of the Chairperson-in-Office to Kazakhstan and Kyrgyzstan from 7 to 9 April 2019: Chairperson*
- (d) *13th annual meeting of the OSCE Border Security and Management National Focal Point Network, held in Bratislava on 10 April 2019: Chairperson*
- (e) *Joint OSCE-Biometrics Institute conference “ID@Borders and The Future of Travel Conference 2019”, being held in Vienna on 11 and 12 April 2019: Chairperson*
- (f) *Joint report by the Chairs of the 29th Meeting of the Council of Europe-OSCE Co-ordination Group: Russian Federation (PC.DEL/417/19 OSCE+), Chairperson, Turkey*

Agenda item 6: REPORT OF THE SECRETARY GENERAL

- (a) *Meeting of the Secretary General with the OSCE Chairperson-in-Office, held in Bratislava on 11 April 2019: Secretary General (SEC.GAL/73/19 OSCE+)*
- (b) *Lack of consensus on the appointment of the OSCE External Auditor for 2019: Secretary General (SEC.GAL/73/19 OSCE+) (SEC.GAL/73/19/Add.1 OSCE+)*
- (c) *Closing remarks by the Secretary General at the 19th OSCE Alliance against Trafficking in Persons Conference, held in Vienna on 8 and 9 April 2019: Secretary General (SEC.GAL/73/19 OSCE+) (SEC.GAL/73/19/Add.1 OSCE+)*

- (d) *Participation of the Secretary General in the OSCE Parliamentary Assembly Bureau meeting held in Copenhagen on 7 and 8 April 2019: Secretary General (SEC.GAL/73/19 OSCE+) (SEC.GAL/73/19/Add.1 OSCE+)*
- (e) *Participation of the Secretary General in the 2019 High-Level Regional Conference on Countering Terrorist Financing and Organized Crime, to be held in Ashgabat on 17 and 18 April 2019: Secretary General (SEC.GAL/73/19 OSCE+) (SEC.GAL/73/19/Add.1 OSCE+)*
- (f) *Participation of the Secretary General, on 23 April 2019, in the Eighth Moscow Conference on International Security, to be held in Moscow from 23 to 25 April 2019: Secretary General (SEC.GAL/73/19 OSCE+) (SEC.GAL/73/19/Add.1 OSCE+)*

Agenda item 7: ANY OTHER BUSINESS

- (a) *Presidential election in Kazakhstan, to be held on 9 June 2019: Kazakhstan (PC.DEL/410/19 OSCE+)*
- (b) *Ambassadorial retreat on the occasion of the 25th anniversary of the Contact Group with the Mediterranean Partners for Co-operation, to be held in Valletta on 5 and 6 June 2019: Malta*
- (c) *Farewell to the Permanent Representative of Bulgaria to the OSCE, Ambassador S. Spassov: Dean of the Permanent Council (Liechtenstein), Chairperson, Bulgaria*

4. Next meeting:

Thursday, 2 May 2019, at 10 a.m., in the Neuer Saal



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

PC.DEC/1325
11 April 2019

Original: ENGLISH

1225th Plenary Meeting
PC Journal No. 1225, Agenda item 1

**DECISION No. 1325
SCALES OF CONTRIBUTIONS FOR 2019**

The Permanent Council,

Approves the standard and field operations Scales of Contributions as contained in the annex for the period 1 January 2019 to 31 December 2019.

THE SCALES OF CONTRIBUTIONS FOR 2019

Participating State	Standard scale per cent for 2019	Field operation scale per cent for 2019
Albania	0.125	0.020
Germany	9.350	12.060
United States of America	11.500	14.000
Andorra	0.125	0.020
Armenia	0.050	0.020
Austria	2.503	2.156
Azerbaijan	0.050	0.020
Belarus	0.280	0.040
Belgium	3.229	3.406
Bosnia and Herzegovina	0.125	0.020
Bulgaria	0.546	0.051
Canada	5.530	5.340
Cyprus	0.189	0.110
Croatia	0.190	0.110
Denmark	2.094	2.044
Spain	4.584	4.998
Estonia	0.189	0.020
Finland	1.843	1.971
France	9.364	11.081
Georgia	0.050	0.020
United Kingdom	9.350	11.090
Greece	0.978	0.730
Hungary	0.598	0.380
Ireland	0.750	0.790
Iceland	0.190	0.090
Italy	9.337	11.056
Kazakhstan	0.360	0.060
Kyrgyzstan	0.050	0.020
Latvia	0.189	0.025
Liechtenstein	0.125	0.020
Lithuania	0.189	0.025
Luxembourg	0.470	0.250
North Macedonia	0.125	0.020
Malta	0.125	0.025
Moldova	0.050	0.020
Monaco	0.125	0.020
Mongolia	0.050	0.020
Montenegro	0.050	0.020

THE SCALES OF CONTRIBUTIONS FOR 2019 (continued)

Participating State	Standard scale per cent for 2019	Field operation scale per cent for 2019
Norway	2.050	2.070
Uzbekistan	0.350	0.050
Netherlands	4.351	3.567
Poland	1.350	1.050
Portugal	0.980	0.560
Romania	0.600	0.120
Russian Federation	6.000	2.500
San Marino	0.125	0.020
Holy See	0.125	0.020
Serbia	0.140	0.020
Slovakia	0.280	0.150
Slovenia	0.219	0.175
Sweden	3.231	3.399
Switzerland	2.810	2.720
Tajikistan	0.050	0.020
Czech Republic	0.570	0.420
Turkmenistan	0.050	0.020
Turkey	1.010	0.750
Ukraine	0.680	0.140
Total	99.998	99.939

**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 Kingdom (also on behalf of Belgium, Canada, France and Italy):

“Thank you, Mr Chairperson.

I am making this statement on behalf of Belgium, Canada, France, Italy and the United Kingdom.

We wish to make an interpretative statement under paragraph IV.1(A)6 of the Rules of Procedure of the Organization for Security and Co-operation in Europe.

We welcome the adoption of Scales of Contributions for 2019 and reiterate our full support to the process initiated under your Chairmanship, namely: a solution to the Scales of Contributions for 2019 and a longer-term reform of the OSCE Scales of Contributions.

In joining consensus on this decision, we refer to document PC.ACMF/24/19 of 8 April that states: ‘This proposal is an exceptional emergency solution to prevent further aggravation of the current critical situation, with a view to place the Organization on sound budgetary footing and ensure proper financial management.’ We underline that: ‘The proposal is without prejudice to the future agreement on revised Scales of Contributions for any subsequent period.’

The decision we have just adopted does not address the root cause of the problem and we risk ending up in the same unhelpful and uncomfortable situation next year if a longer term reform of the OSCE Scales of Contributions, that reflects the capacity to pay and provides the Organization with clear, transparent and reliable budgetary footing, is not agreed by 31 December 2019.

For these reasons, we reiterate our commitment to work on such a reform and support the call by the Chairmanship to the sense of responsibility of all participating States. We fully support continuing and intensifying the renewed process that was relaunched at the recent Bratislava conference on scales. We are of the view that we need a credible negotiation process and timetable for the months to come.

We request that this statement be recorded in the journal of the day.”

PC.DEC/1325
11 April 2019
Attachment 2

ENGLISH
Original: FRENCH

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

By the delegation of France:

“France aligns itself with the interpretative statement made by the United Kingdom, also on behalf of France.

It would also like to make a national interpretative statement in its own name under paragraph IV.1(A)6 of the Rules of Procedure of the OSCE covering the following elements.

We welcome the adoption of new scales for 2019 and reiterate our thanks to the Slovak Chairmanship and State Secretary Lukáš Parížek for their efforts over these past three months.

This decision constitutes a first change in the Scales of Contributions, which have not been revised for 14 years.

It is a step forward, even if the changes are modest in relation to the aim, which is still a comprehensive reform to achieve fairer scales based on the economic realities. France has decided, in order to underscore its aim, to reinvest the sum corresponding to the change in its scale of contribution to the OSCE, probably in the form of extrabudgetary projects.

The scales are a question of political and financial responsibility vis-à-vis our Organization. They expired in December 2017, and we once again emphasize the urgency of agreeing on sustainable and fair scales. Our agreement to this new interim solution, which is a slight improvement on the arrangement agreed last year, in no way prejudices our future position in the event that no progress is made on a sustainable reform of the Scales of Contributions.”

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

By the delegation of Ukraine:

“Mr. Chairperson,

In connection with the Permanent Council decision on the Scales of Contributions for 2019, the delegation of Ukraine would like to make the following interpretative statement under paragraph IV.1(A)6 of the Rules of Procedure of the Organization for Security and Co-operation in Europe.

We thank the Slovak and former OSCE Chairmanships for their efforts dedicated to developing a solution to the long-standing issue of reforming the system of apportionment of OSCE expenses based on systemic, predictable and measurable criteria.

Today’s decision is considered to be an ad hoc measure to urgently form the financial basis for the Organization’s functioning and adoption of its Unified Budget. It is with this understanding and in a spirit of compromise that the delegation of Ukraine joined consensus on the decision.

We also register Ukraine’s position that this decision does not set a precedent for the participating States’ rates of assessment beyond the year 2019. A durable scale mechanism is to be determined and agreed, based on the criterion of capacity to pay which is broadly employed by other international organizations.

The delegation of Ukraine requests that this statement be attached to the decision and registered in the journal of the day.

Thank you, Mr. Chairperson.”

PC.DEC/1325
11 April 2019
Attachment 4

Original: ENGLISH

**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 an interpretative statement under paragraph IV.1(A)6 of the Rules of Procedure of the Organization for Security and Co-operation in Europe.

In joining consensus on this OSCE Scales of Contributions decision for 2019, the United States has made no commitment regarding the US contribution beyond this period. OSCE Permanent Council Decision No. 408, adopted in 2001, established a 14 per cent ceiling for the field operations scale. The logic behind the ceiling remains valid, and we see no reason for changing it. Furthermore, we recall the significance of the concept of shared responsibilities for both the standard and field operations scales, and intend to participate in future discussions on that basis. Moreover, it is our long-held view that all five criteria applied to the OSCE Scales of Contributions – capacity to pay; the OSCE’s political nature; ceilings; floors; and UN Gross National Income data – remain of equal weight. If the OSCE scales are opened for negotiation beyond 2019, the United States will insist on decreases for both the standard and field operations scales.

We request that this statement be attached to this decision and recorded in the journal of the day.

Thank you, Mr. Chairperson.”

1225th Plenary Meeting

PC Journal No. 1225, Agenda item 2

DECISION No. 1326
APPROVAL OF THE 2019 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 2019 Unified Budget contained in Annex I;
2. Approves the 2019 Unified Budget Post Table contained in Annex II;

II. Taking into account 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 OSCE,

Taking into account Permanent Council Decision No. 1216 of 21 July 2016 on amending OSCE Staff Regulations and the recommendations contained therein,

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,

Taking into consideration that 318,300 euros of the 2016 cash surplus were credited against the first 2019 Unified Budget provisional bills, partially offsetting the financial needs of the 2019 Unified Budget,

Recalling Permanent Council Decision No. 1288 of 15 February 2018, establishing a special fund for the purpose of carrying out observation of local elections in certain areas of the Donetsk and Luhansk regions of Ukraine, and

Bearing in mind the previous discussions on horizontal issues and their outcomes, including the Augmentations Fund, the board and lodging allowance (BLA), local staff income tax, the secondment system as well as the budget cycle, as a separate issue,

1. Undertakes to continue efforts, including throughout the Unified Budget cycle in 2019, to focus, streamline and prioritize the work of the OSCE across the three dimensions in those areas where it has comparative advantage;
2. Tasks the Secretariat and the ACMF to continue efforts to improve further the programme and budget planning process and the evaluation process within the OSCE in order to increase efficiency, transparency and accountability;
3. Tasks the Secretariat and the ACMF to conduct an assessment of the new BLA methodology at the end of the first year of implementation in line with Permanent Council Decision No. 1305;
4. Tasks the fund managers to ensure full compliance of their programme activities with respective mandates and with the body of the OSCE principles, commitments and decisions;
5. Tasks all fund managers to distribute an open-ended list of Unified Budget projects to be undertaken and funded within the 2019 Unified Budget. The project list may be further supplemented by the fund managers within their respective funds, as appropriate, and an updated list should be issued to participating States once a year;
6. Tasks the Secretariat to amend Financial Administrative Instruction No. 9 on OSCE official travel management to reduce travel costs in line with PC.ACMF/111/18.

THE 2019 UNIFIED BUDGET

<u>Fund</u>	EUR
Main Programme	
Programme	EUR
<u>I. FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS</u>	
<u>The Secretariat</u>	
Secretary General and Central Services	
A.1.1 Executive Management	1,197,100
A.1.2 Security Management	565,500
A.1.3 External Co-operation	738,500
A.1.4 Office of Legal Affairs	693,800
A.1.5 Communication and Media Relations Section	1,561,300
A.1.6 Conference and Language Services	5,381,200
A.2.1 Records Management	191,000
A.2.2 OSCE Documentation Centre in Prague	447,100
B.4.1 Gender Issues	<u>443,800</u>
Total	11,219,300
Chairperson-in-Office	
A.1.1 Short Term Mission/Visits of CiO and PR of the CiO	550,000
A.1.2 Advisory Committee on Management and Finance (ACMF)	15,000
A.1.3 Panel of Adjudicators	39,100
A.1.4 Audit Committee	49,000
A.1.5 External Auditors	<u>100,100</u>
Total	753,200
Internal Oversight	
A.1.1 Internal Oversight	<u>1,798,100</u>
Total	1,798,100
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	<u>1,091,800</u>
Total	1,091,800
Addressing Transnational Threats	
B.4.1 Co-ordination of TNT Activities	652,700
B.4.2 Strategic Police Matters Unit	746,200
B.4.3 Action against Terrorism	880,800

THE 2019 UNIFIED BUDGET (continued)

<u>Fund</u>	EUR
Main Programme	
Programme	
B.4.4	<u>753,200</u>
Total	3,032,900
Activities Relating to the Economic and Environmental Aspects of Security	
B.2.1	1,933,300
B.2.2	<u>379,900</u>
Total	2,313,200
Conflict Prevention	
A.1.1	469,300
A.1.2	1,478,200
A.1.3	1,103,200
A.1.4	524,200
B.1.1	35,100
B.1.2	733,000
B.1.3	<u>583,600</u>
Total	4,926,600
Human Resources Management	
A.2.1	435,400
A.2.2	1,280,600
A.2.3	<u>1,930,700</u>
Total	3,646,700
Department of Management and Finance	
A.2.1	695,900
A.2.2	1,558,300
A.2.3	4,057,500
A.2.4	<u>2,424,400</u>
Total	8,736,100
Total for the Secretariat	37,517,900
<u>Office for Democratic Institutions and Human Rights</u>	
A.1.1	1,294,600
A.2.1	2,970,700
B.3.1	603,000
B.3.2	1,580,300
B.3.3	1,232,200
B.3.4	6,505,200

THE 2019 UNIFIED BUDGET (continued)

Fund		
Main Programme		
Programme		EUR
B.3.5	Tolerance and Non-Discrimination	1,418,200
B.3.6	Roma and Sinti Issues	<u>555,700</u>
	Total	16,159,900
<u>High Commissioner on National Minorities</u>		
A.2.1	Fund Administration Unit	552,000
B.1.1	Office of the High Commissioner	<u>2,952,000</u>
	Total	3,504,000
<u>Representative on Freedom of the Media</u>		
A.1.1	Freedom of the Media	<u>1,603,100</u>
	Total	1,603,100
TOTAL FOR FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS		58,784,900
<u>II. FUNDS RELATED TO OSCE FIELD OPERATIONS</u>		
<u>Augmentations</u>		
Secretariat Augmentations		
A.1.1	Communication and Media Relations Section	111,800
A.1.2	Policy Support Service	239,600
A.1.3	Operations Service	69,700
A.2.1	HR Services	251,200
A.2.2	Talent Management	251,200
A.2.3	Management and Co-ordination	111,800
A.2.4	Budget and Finance Services	545,700
A.2.5	Information and Communication Technology Services	907,200
A.2.6	Mission Support Service	<u>874,500</u>
	Total	3,362,700
ODIHR Augmentation		
B.3.1	ODIHR Democratization	<u>234,100</u>
	Total	234,100
	Total for Augmentations	3,596,800

THE 2019 UNIFIED BUDGET (continued)

<u>Fund</u>	EUR
Main Programme	
Programme	
SOUTH-EASTERN EUROPE	
<u>Mission in Kosovo</u>	
A.1.1 Office of Head of Mission	2,746,900
A.2.1 Fund Administration Unit	5,521,200
B.1.1 Security and Public Safety	1,615,700
B.3.1 Democratization	1,785,100
B.3.2 Human Rights and Communities	<u>5,793,700</u>
Total	17,462,600
<u>Mission to Bosnia and Herzegovina</u>	
A.1.1 Office of Head of Mission	1,564,600
A.2.1 Fund Administration Unit	3,973,100
A.2.2 Shared Service Centre, ICT Help Desk	209,100
B.1.1 Security Co-operation	603,500
B.3.1 Human Dimension	<u>5,331,700</u>
Total	11,682,000
<u>Mission to Serbia</u>	
A.1.1 Office of Head of Mission	978,200
A.2.1 Fund Administration Unit	1,700,600
B.1.1 Security Co-operation	944,800
B.3.1 Democratization	1,134,700
B.3.2 Media	429,400
B.3.3 Rule of Law and Human Rights	<u>1,070,900</u>
Total	6,258,600
<u>Presence in Albania</u>	
A.1.1 Office of Head of Mission	483,200
A.2.1 Fund Administration Unit	1,027,800
B.1.1 Security Co-operation	366,000
B.2.1 Governance in Economic and Environmental Issues	308,200
B.3.1 Democratization	432,600
B.3.2 Rule of Law and Human Rights	<u>363,400</u>
Total	2,981,200
<u>Mission to Skopje</u>	
A.1.1 Office of Head of Mission	1,034,300
A.2.1 Fund Administration Unit	1,892,800
B.1.1 Public Safety and Community Outreach	1,777,300

THE 2019 UNIFIED BUDGET (continued)

<u>Fund</u>	EUR
Main Programme Programme	
B.3.1 Human Dimension	<u>1,801,700</u>
Total	6,506,100
 <u>Mission to Montenegro</u>	
A.1.1 Office of Head of Mission	316,100
A.2.1 Fund Administration Unit	603,800
B.3.1 Democratization	467,900
B.3.2 Media	361,700
B.4.1 Security Co-operation and Governance	<u>402,600</u>
Total	2,152,100
 Total for South-Eastern Europe	 47,042,600
 EASTERN EUROPE	
 <u>Mission to Moldova</u>	
A.1.1 Office of Head of Mission	446,300
A.2.1 Fund Administration Unit	832,200
B.1.1 Conflict Prevention/Resolution	538,600
B.3.1 Human Rights	<u>485,600</u>
Total	2,302,700
 <u>Project Co-ordinator in Ukraine</u>	
A.1.1 Office of Head of Mission	328,400
A.2.1 Fund Administration Unit	923,600
B.3.1 Democratization and Good Governance	484,100
B.3.2 Rule of Law and Human Rights	780,100
B.4.1 Human Security	589,900
B.4.2 Economic, Environmental and Politico-Military Projects	<u>512,400</u>
Total	3,618,500
 <u>Representative to the Latvian-Russian Joint Commission on Military Pensioners</u>	
A.1.1 Office of Head of Mission	<u>5,500</u>
Total	5,500
 Total for Eastern Europe	 5,926,700

THE 2019 UNIFIED BUDGET (continued)

<u>Fund</u>	EUR
Main Programme	
Programme	
CAUCASUS	
<u>High-Level Planning Group</u>	
A.1.1 Office of Head of Mission	<u>246,500</u>
Total	246,500
<u>The Minsk Process</u>	
A.1.1 Office of Head of Mission	<u>911,200</u>
Total	911,200
<u>Personal Representative of the CiO on the Conflict Dealt with by the Minsk Conference</u>	
A.1.1 Office of Head of Mission	461,600
A.2.1 Fund Administration Unit	<u>718,100</u>
Total	1,179,700
Total for Caucasus	2,337,400
CENTRAL ASIA	
<u>Programme Office in Nur-Sultan</u>	
A.1.1 Office of Head of Mission	234,500
A.2.1 Fund Administration Unit	660,800
B.1.1 Politico-Military Activities	444,500
B.2.1 Economic and Environmental Activities	448,200
B.3.1 Human Dimension Activities	<u>444,700</u>
Total	2,232,700
<u>Centre in Ashgabat</u>	
A.1.1 Office of Head of Mission	376,000
A.2.1 Fund Administration Unit	506,800
B.1.1 Conflict Prevention and Confidence- and Security-Building	267,600
B.2.1 Economic and Environmental Activities	269,300
B.3.1 Human Dimension Activities	<u>241,500</u>
Total	1,661,200
<u>Programme Office in Bishkek</u>	
A.1.1 Office of Head of Mission	1,250,700
A.2.1 Fund Administration Unit	1,326,200
B.1.1 Politico-Military Activities	1,402,800
B.2.1 Economic and Environmental Activities	1,644,200

THE 2019 UNIFIED BUDGET (continued)

<u>Fund</u>	EUR
Main Programme	
Programme	
B.3.1 Human Dimension Activities	<u>1,187,100</u>
Total	6,811,000
 <u>Project Co-ordinator in Uzbekistan</u>	
A.1.1 Office of Head of Mission	269,600
A.2.1 Fund Administration Unit	490,100
B.1.1 Politico-Military Activities	517,800
B.2.1 Economic and Environmental Activities	653,500
B.3.1 Human Dimension Activities	<u>568,200</u>
Total	2,499,200
 <u>Programme Office in Dushanbe</u>	
A.1.1 Office of Head of Mission	1,169,300
A.2.1 Fund Administration Unit	2,185,500
B.1.1 Political and Military Aspects of Security	1,857,300
B.2.1 Economic and Environmental Activities	1,022,000
B.3.1 Human Dimension Activities	<u>1,077,500</u>
Total	7,311,600
 Total for Central Asia	 20,515,700
 TOTAL FOR FUNDS RELATED TO OSCE FIELD OPERATIONS	 79,419,200
 GRAND TOTAL	 138,204,100

POST TABLE

<u>Fund</u>			
Main Programme	Post	Number	
Programme	Grade	of Posts	Note
Post Title			
<u>The Secretariat</u>			
Secretary General and Central Services			
A.1.1 Executive Management			
Secretary General	SG	1.0	
Director, Office of the Secretary General	D1	1.0	
Senior Adviser	P4	1.0	
Senior Co-ordination Adviser	P4	1.0	
Executive Officer	S	3.0	
Senior Afghanistan Engagement Support Adviser	S	1.0	
Strategic Planning and Resource Mobilization Co-ordinator	S	1.0	
Senior Political/Administrative Assistant	G7	1.0	
Senior Secretary	G6	1.0	
Senior Secretary	G5	2.0	
Driver	G3	1.0	
A.1.2 Security Management			
Head, Security Management	P5	1.0	
Field Security Officer	P3	1.0	
Protective Services Officer	P2	1.0	
Associate Security Officer	S	1.0	
Administrative Assistant	G5	1.0	
Security Guard	G3	2.0	
A.1.3 External Co-operation			
Head, External Co-operation Section	P5	1.0	
Senior External Co-operation Officer	P4	2.0	
External Co-operation Officer	P3	1.0	
External Co-operation Officer	S	1.0	
Senior External Co-operation Assistant	G6	0.8	
Secretary	G4	1.0	Abolished, budgeted for ten months
A.1.4 Office of Legal Affairs			
Head, Office of Legal Affairs	P5	1.0	
Deputy Head, Office of Legal Affairs	P4	1.0	

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
Legal Officer	P3	0.2	New post, budgeted for two months
Legal Adviser	P3	2.0	
Legal Adviser	S	1.0	
Legal Officer	S	1.0	
Associate Legal Officer	S	1.0	
Legal Assistant	G5	1.0	
Legal Assistant	G4	1.0	
A.1.5 Communication and Media Relations Section			
Head, Communication and Media Relations Section	P5	1.0	
Deputy Spokesperson/Deputy Head of COMMS	P4	1.0	
Online Communications Manager	P4	1.0	
Media Officer	P3	1.0	
Web Architect	P3	1.0	
Media and Outreach Officer	P3	2.0	
Publications Editor and Outreach Officer	P3	1.0	
Associate Web Developer	P2	1.0	
Associate Online Communications Officer	P2	1.0	Transfer from Augmentations
Senior Media Assistant	G6	1.0	
Media Assistant	G5	1.0	
A.1.6 Conference and Language Services			
Head, Conference Services	P5	1.0	
Chief Linguist	P4	1.0	
Conference Officer	P3	1.0	
Senior Language Services Assistant	G6	1.0	
Senior Meetings Assistant	G6	4.0	
Supervisor, Meetings Support and Documents Unit	G6	1.0	
Supervisor, Documents Control Unit	G6	1.0	
Administrative Assistant	G5	1.0	
Assistant Supervisor, Documents Control	G5	1.0	
Assistant Supervisor, Meetings Support and Documents Unit	G5	1.0	
Protocol Assistant	G5	1.0	
Administrative Secretary	G4	1.0	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Support Services Assistant	G4	1.0	
Technical Assistant	G4	1.0	
Word Processing Operator	G4	9.0	
Documents and Meetings Support Assistant	G4	4.0	
Documents and Meetings Support Assistant	G4	1.0	Upgrade
Conference Support Clerk	G2	3.0	
A.2.1 Records Management			
Registry and Records Assistant	G4	3.0	
A.2.2 OSCE Documentation Centre in Prague			
Head of Office and Officer-in-Charge of Meetings	S	1.0	
Associate Records Management Officer	P2	1.0	Downgrade, subject to classification, change from programme Records Management
Senior Documentation and Information Assistant	G7	1.0	
Senior Information Technology Assistant	G6	1.0	
Senior Finance and Administrative Assistant	G6	1.0	
Administrative Secretary	G5	1.0	
Archives Assistant	G5	1.0	
Information Technology Assistant	G5	1.0	
Cleaner/Photocopier	G1	1.0	
B.4.1 Gender Issues			
Senior Adviser on Gender Issues	P5	1.0	
Adviser on Gender Issues	P3	1.0	
Adviser on Gender Issues	S	3.0	
Gender Adviser	S	1.0	
Senior Co-ordination Adviser	S	1.0	
Administrative/Programme Assistant	G5	1.0	
Internal Oversight			
A.1.1 Internal Oversight			
Director of Internal Oversight	D1	1.0	
Head, Internal Audit/Deputy Director	P5	1.0	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Head of Evaluation/Deputy Director	P5	1.0	
Senior Auditor	P4	1.0	
Senior Investigator	P4	1.0	
Senior Evaluator	P4	1.0	
Auditor	P3	4.0	
Associate Investigation Officer	P2	0.7	New post, budgeted for nine months
Evaluation Officer	S	1.0	
Evaluation Officer	S	1.0	New post
Associate Investigation Officer	S	1.0	
Senior Administrative Assistant	G6	1.0	
Senior Auditing Assistant	G6	2.0	
Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings			
B.4.1 Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings			
Special Representative	S	1.0	
Deputy Co-ordinator, Combating Trafficking in Human Beings	S	1.0	
Senior Co-ordination Adviser	P4	1.0	
Programme Officer	P3	2.0	
Programme and Capacity-Building Officer	P3	1.0	
Associate Officer on CTHB	P2	1.0	
Associate Country Visit Officer	P2	1.0	
Assistant Officer on CTHB	P1	1.0	
Senior Adviser	S	1.0	
Executive Programme Officer	S	1.0	
Associate Public Information Officer	S	1.0	
Senior Secretary	G5	1.0	
Administrative Assistant	G4	1.0	
Addressing Transnational Threats			
B.4.1 Co-ordination of TNT Activities			
Co-ordinator of Activities to Address Transnational Threats	D1	1.0	
Information Management Officer	P3	1.0	
Cybersecurity Officer	P3	1.0	
Policy and Co-ordination Officer	S	1.0	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Senior Information Management Assistant	G6	1.0	
Senior Programme Assistant	G6	1.0	
B.4.2 Strategic Police Matters Unit			
Head, Strategic Police Matters Unit	S	1.0	
Deputy Head of SPMU, Adviser on Cybercrime	P4	1.0	
Police Affairs Officer on Combating Illicit Drugs	P4	1.0	
Police Affairs Officer, Adviser on Analysis and Reporting	P4	1.0	
Police Affairs Officer, Adviser on Community Policing	S	1.0	
Police Affairs Officer, Adviser on Police Reform	S	1.0	
Adviser on Combating Trafficking in Human Beings	S	1.0	
Adviser on Fight against Organized Crime Administrative Assistant	S G5	1.0 1.0	
B.4.3 Action against Terrorism			
Head, Action against Terrorism Unit	S	1.0	
Deputy Head, Action against Terrorism Unit	P4	1.0	
Programme Officer	P3	1.0	
Associate Programme Officer	P2	1.0	
Assistant Programme Officer	P1	2.0	
Counter-Terrorism Officer	S	1.0	
Senior Legal Counter-Terrorism Adviser	S	1.0	
Senior Adviser on Anti-Terrorism Issues	S	1.0	
Project Assistant	G5	1.0	
Office Assistant	G4	1.0	New post
B.4.4 Borders Security and Management			
Head, Border Security and Management Unit	S	1.0	
Customs Adviser	P3	1.0	
Programme Management Officer	P3	1.0	
Associate Programme Officer	P2	1.0	
Associate Border Security Officer	P2	1.0	
Border Adviser	S	1.0	
Administrative Assistant	G4	1.0	

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
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	D1	1.0	
Deputy Co-ordinator/Head, Economic Activities	P5	1.0	
Deputy Co-ordinator/Head, Environmental Activities	P5	1.0	
Senior Economic and Environmental Officer	P4	1.0	
Senior Economic Officer	P4	1.0	
Senior Environmental Affairs Adviser	P4	1.0	
Economic Adviser	P3	1.0	
Environmental Programme Officer	P3	1.0	
Associate Environmental Affairs Officer	P2	1.0	
Associate Anti-Corruption Officer	P2	1.0	
Economic Connectivity Officer	S	1.0	
Associate Economic Affairs Officer	S	1.0	
Economic Affairs Officer	S	1.0	
Economic and Environmental Officer	S	1.0	
Economic and Environmental Affairs Adviser	S	1.0	
Environmental Affairs Adviser	S	1.0	
Senior Programme Officer, Energy Security	S	1.0	
Programme Officer, Economic Co-operation and Governance	S	1.0	
Environmental Governance Officer	S	1.0	
Energy Security Officer	S	1.0	
Executive Secretary	G6	1.0	
Administrative Assistant	G5	1.0	
Programme Assistant	G5	2.0	
Administrative Assistant	G4	1.0	
Conflict Prevention			
A.1.1 CPC Direction and Management			
Director of the CPC/Deputy Head of the OSCE Secretariat	D2	1.0	
Planning and Co-ordination Officer	P3	1.0	
Senior Secretary	G5	1.0	
Secretary	G4	1.0	

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
A.1.2 Policy Support Service			
Deputy Director for Policy Support Service	P5	1.0	
Senior Policy Support Officer	P4	4.0	
Policy Support Officer	P3	3.0	
Policy Support Officer	S	5.0	
Policy Support Officer	S	1.0	New post
Senior Policy Support Assistant	G6	3.0	
Secretary	G4	1.0	
A.1.3 Operations Service			
Deputy Director for Operations Service	P5	1.0	
Senior Operational Adviser	P4	1.0	
Operational Support Officer	P3	1.0	
Chief, Situation/Communications Room	S	1.0	
Senior Operational Support Officer	S	1.0	
Mediation Support Officer	S	3.0	
Analyst/Researcher	S	1.0	
Deputy Chief, Situation/Communications Room	G6	1.0	
Senior Operations Assistant	G6	1.0	
Duty Officer	G5	4.0	
Duty Officer	G5	1.0	Transfer from Augmentations
Secretary	G4	1.0	
A.1.4 Programming and Evaluation Support Unit			
Chief, Programming and Evaluation Support Unit	P4	1.0	
Project/Programme Evaluation Officer	P3	1.0	
Associate Project Co-ordination Officer	P2	1.0	
Associate Project Co-ordination Officer	S	1.0	
Senior Project Assistant	G6	1.0	
Senior Project Assistant, Extrabudgetary Contributions	G6	1.0	
B.1.2 FSC Support			
Senior FSC Support Officer	P4	1.0	
CSBM Officer	P3	1.0	
Project Support Officer	P3	1.0	
Associate Project Officer	P2	1.0	

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
Project Officer	S	1.0	
Associate FSC Support Officer	S	1.0	
Programme Assistant	G5	1.0	
Office Assistant	G4	1.0	
B.1.3 Communications Network			
Senior Communications Network Officer	P4	1.0	
Network Management Officer	P3	1.0	
Technology Officer	S	1.0	New post
Network Management Assistant	G5	1.0	
Human Resources Management			
A.2.1 HR Direction and Management			
Director for Human Resources	D1	1.0	
Planning and Co-ordination Officer	P3	1.0	
Senior Secretary	G5	1.0	
A.2.2 HR Services			
Deputy Director/Head, HR Services and OSCE Ethics Co-ordinator	P5	1.0	
Chief, Payroll and HR ERP Systems	P4	1.0	
Human Resources Officer	P3	1.0	
Associate HR Policy and Procedures Officer	S	1.0	
Associate Ethics Officer	S	1.0	
Senior IRMA HR Support Assistant	G7	1.0	
Senior Payroll Assistant	G6	2.0	
Senior HR Assistant	G6	3.0	
Payroll Assistant	G5	1.0	
Payroll Assistant	G4	1.0	Transfer from Augmentations
HR Assistant	G4	1.0	
HR Clerk	G3	1.0	
A.2.4 Talent Management			
Deputy Director/Head, Talent Management Section	P5	1.0	
Chief, Learning and Development Unit	P4	1.0	
Chief, Recruitment Unit	P4	1.0	
Learning and Development Officer	P3	1.0	
Talent Management Officer	P3	1.0	
Senior Talent Management Adviser	S	1.0	

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
Associate Recruitment Officer	S	1.0	
Senior HR Assistant	G7	1.0	
Senior Recruitment Assistant	G6	2.0	
Senior Learning and Development Assistant	G6	1.0	
Recruitment Assistant	G5	1.0	
Learning and Development Assistant	G5	2.0	
Recruitment Assistant	G4	1.0	
Recruitment Assistant	G4	1.0	Transfer from Augmentations
HR Assistant	G4	1.0	
Learning and Development Clerk	G3	1.0	
Recruitment Clerk	G3	1.0	Transfer from Augmentations
Department of Management and Finance			
A.2.1 Management and Co-ordination			
Director for Management and Finance	D1	1.0	
Chief, Information Security and Co-ordination	P4	1.0	
Risk Management and Internal Control Officer	P3	1.0	
Associate Risk Management Officer	P2	1.0	
Senior Administrative Assistant	G6	1.0	
Senior Administrative/Finance Assistant	G6	1.0	
A.2.2 Budget and Finance Services			
Deputy Director for Budget and Finance Services	P5	1.0	
Chief, Accounts Unit	P4	1.0	
Senior Extrabudgetary Contributions Officer	P4	1.0	
Chief, Budget Unit	P4	1.0	
Chief, Treasury and Extrabudgetary Contributions Unit	P4	1.0	
Budget Officer	P3	1.0	
Associate Treasury Officer	P2	1.0	
Associate Finance Officer	P2	1.0	
Extrabudgetary Contributions Officer	S	1.0	
Senior Finance Assistant	G7	1.0	
Senior Accounting Assistant	G6	1.0	
Senior Treasury Assistant	G6	1.0	
Senior Extrabudgetary Contributions Assistant	G6	1.0	
Finance Assistant	G5	1.0	

POST TABLE (continued)

Fund	Main Programme	Post Grade	Number of Posts	Note
Programme				
Post Title				
	Finance Assistant	G4	1.0	Transfer from Augmentations
A.2.3 Information and Communication				
Technology Services				
	Deputy Director for ICT Services	P5	1.0	
	Chief, ICT Infrastructure Support	P4	1.0	
	IT Governance, Security and Systems Architect	P4	1.0	
	Chief, Software Development	P4	1.0	
	Chief, Functional Support	P4	1.0	
	Senior Information Technology Assistant	G7	1.0	
	Senior ERP Applications Assistant	G7	2.0	
	Senior System Administration Assistant	G7	1.0	
	Senior ICT Assistant	G6	1.0	
	Senior Information Technology Assistant	G6	2.0	
	Senior IT Assistant	G6	1.0	
	Senior IT Assistant, Database Administrator	G6	1.0	
	Senior Programme Assistant	G6	1.0	
	Senior Programming Assistant	G6	2.0	
	Senior IRMA Functional Support Assistant	G6	1.0	
	ICT Assistant	G5	1.0	
	Information Technology User Support Assistant	G5	2.0	
	ICT Help Desk Assistant	G4	1.0	
A.2.4 Mission Support Service				
	Deputy Director for Mission Support Services	P5	1.0	
	Chief, Procurement and Contracting Unit	P4	1.0	
	Chief, Asset, Logistics and Travel Support Unit	P4	1.0	
	Procurement Officer	P3	1.0	
	Chief, Facilities Management	P3	1.0	
	Logistics and Transport Officer	P3	1.0	New post, unfunded
	Associate Procurement Officer	P2	1.0	
	Senior Asset Management Assistant	G7	1.0	
	Senior Asset Management Assistant	G6	1.0	
	Senior Building Maintenance Assistant	G6	1.0	
	Senior Travel Assistant	G6	1.0	
	Administrative Assistant	G5	1.0	
	Asset Management Assistant	G5	1.0	
	Building Maintenance Assistant	G5	1.0	
	Procurement/Administrative Assistant	G5	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Receptionist	G3	1.0	
Warehouse Clerk	G3	1.0	
Transport Dispatcher	G3	1.0	
Building Support Clerk	G3	1.0	Downgrade, transfer from Augmentations
Driver	G2	1.0	
Manual Worker	G2	1.0	
Cleaner	G1	6.0	
Total for the Secretariat		<u>355.8</u>	
<u>Office for Democratic Institutions and Human Rights</u>			
A.1.1 Direction and Policy			
Director of the ODIHR	D/ODI	1.0	
First Deputy Director of the ODIHR	D1	1.0	
Second Deputy Director of the ODIHR	P5	1.0	
Project Co-ordinator	P4	1.0	
Spokesperson/Senior Press and Public Information Officer	P4	1.0	
Editor	P3	1.0	
Web Editor	P2	1.0	
Special Adviser	S	1.0	
Policy and Fund Raising Adviser	S	1.0	
Senior Political Adviser/Head of the Director's Office	S	1.0	
Special Adviser/Director's Representative in Vienna	S	1.0	
Ethics Adviser	S	1.0	New post
Executive Assistant	G7	1.0	
Administrative Assistant/Human Dimension Meetings Assistant	G5	1.0	
Press and Public Affairs Assistant	G5	1.0	
A.2.1 Fund Administration Unit			
Chief of Finance/Deputy Head, Common Services	P4	1.0	
Chief, Human Resources Unit	P3	1.0	
Chief, ICT	P3	1.0	
Logistics and Security Officer	P3	1.0	

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
Procurement Officer	P3	1.0	
Associate Finance Officer	P2	1.0	
Associate Procurement and Contracting Officer, EOM	P2	3.0	
Finance Officer, Elections	P2	1.0	
Associate Documents and Records Management Officer	P2	1.0	
Senior Administrative Assistant	G7	1.0	
Senior Finance Assistant	G7	1.0	
Senior Finance Assistant	G6	1.0	
Senior Human Resources Assistant	G6	1.0	
Senior Information Technology Assistant	G6	1.0	
Senior IT Assistant	G6	2.0	
Senior Procurement Assistant	G6	1.0	
Senior Procurement/Asset Management Assistant	G6	1.0	
Senior Recruitment Assistant	G6	1.0	
Senior Budget Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Budget Assistant	G5	7.0	
Documents and Records Management Assistant	G5	1.0	
Finance Assistant	G5	1.0	
ICT Assistant	G5	2.0	
Logistics and Shipping Assistant	G5	1.0	
Meetings and Building Services Assistant	G5	1.0	
Personnel/Training Assistant	G5	1.0	
Procurement Assistant	G5	1.0	
Supply Assistant	G5	1.0	
Treasury Assistant	G5	1.0	
Documents and Records Management Assistant	G4	1.0	
Finance Assistant	G4	1.0	
Front Office Clerk	G3	2.5	
Senior Driver	G3	1.0	
Driver	G2	1.0	
B.3.1 Human Dimension Meetings			
Human Dimension Meetings Officer	P2	1.0	
Senior Human Dimension Meetings Assistant	G6	1.0	
B.3.2 Democratization			
Head, Democratization Department	P5	1.0	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Chief, Legislative Support Unit	P4	1.0	
Chief, Rule of Law Unit	P4	1.0	
Chief, Democratic Governance and Gender Unit	P4	1.0	
Adviser on Gender Issues	P3	1.0	
Legislative Support Officer	P3	2.0	
Migration/Freedom of Movement Adviser	P3	1.0	
Deputy Chief, Rule of Law Unit	P3	1.0	
Adviser on Migration, Freedom of Movement and Human Contacts	P3	1.0	
Associate Gender Officer	P2	1.0	
Associate Democratic Governance Officer	P2	1.0	
Legal Officer	S	1.0	
Rule of Law Officer	S	3.0	
Associate Democratic Governance Officer	S	1.0	
Associate Democratic Governance Officer	S	1.0	New post
Senior Administrative Assistant	G6	2.0	
Administrative Assistant	G5	2.0	
B.3.3 Human Rights			
Head, Human Rights Department	P5	1.0	
Deputy Head, Human Rights Department	P4	1.0	
Senior Adviser on Freedom of Religion or Belief	P4	1.0	
Adviser on Anti-Terrorism Issues	P3	1.0	
Human Rights Adviser	P3	1.0	
Human Rights Adviser/Monitoring and Response Co-ordinator	P3	1.0	
Human Rights Adviser, Capacity-Building Co-ordinator	P3	1.0	
Associate Officer on Freedom of Religion or Belief	P2	1.0	
Adviser on Anti-Trafficking Issues	S	1.0	
Human Rights Adviser	S	1.0	
Human Rights Officer	S	2.0	
Adviser on Torture Prevention	S	1.0	
Senior Administrative Assistant	G6	1.0	
Administrative Assistant	G5	2.0	
B.3.4 Elections			
Head, Election Department	P5	1.0	

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
Senior Election Adviser	P4	2.0	
Senior Adviser on New Voting Technologies	P4	1.0	
Deputy Head, Election Department	P4	1.0	
Election Adviser	P3	6.0	
Technical Assistance Adviser	S	1.0	
Senior Administrative Assistant	G6	1.0	
Senior Programme Assistant	G6	1.0	
Senior Documents Management Assistant	G6	1.0	
Administrative/Travel Assistant	G5	1.0	
Administrative Assistant	G4	0.5	
B.3.5 Tolerance and Non-Discrimination			
Head, Tolerance and Non-Discrimination	P5	1.0	
Deputy Head, Tolerance and Non-Discrimination	P4	1.0	
Adviser on Combating Racism, Xenophobia and Discrimination	P3	1.0	
Hate Crime Officer	P3	1.0	
Adviser on Combating Anti-Semitism	P3	1.0	
Adviser on Combating Racism and Xenophobia	P3	1.0	
Associate Web Editor	P2	1.0	
Assistant Programme Officer	P1	1.0	
Adviser on Civil Society Relations	S	1.0	
Gender Adviser for Tolerance and Non-Discrimination	S	1.0	
Officer on Hate Crimes	S	1	
Senior Administrative Assistant	G6	1.0	
Senior Library Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Information Management Assistant	G5	1.0	
B.3.6 Roma and Sinti Issues			
Senior Adviser on Roma and Sinti Issues, Chief of the CPRSI	P4	1.0	
Adviser on Roma and Sinti Issues	P3	1.0	
Officer on Roma and Sinti Issues	P2	1.0	
Associate Programme Officer, Roma and Sinti Issues	P2	1.0	
Associate Programme Officer, Roma and Sinti Issues	S	1.0	
Adviser on Roma and Sinti Issues	S	1.0	New post

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
Administrative Assistant	G5	1.0	
<u>Total for the Office for Democratic Institutions and Human Rights</u>		<u>140.0</u>	
<u>High Commissioner on National Minorities</u>			
<u>A.2.1 Fund Administration Unit</u>			
Senior Administrative Officer	P4	1.0	
Senior Administrative Assistant	G7	1.0	
Finance Assistant	G5	1.0	Change to full-time
ICT Assistant	G5	1.0	New post
Procurement Assistant	G5	1.0	
<u>B.1.1 Office of the High Commissioner</u>			
High Commissioner	HCNM	1.0	
Director	D1	1.0	
Head of Section/Senior Adviser	P5	2.0	
Senior Adviser	P4	5.0	
Senior Legal Adviser	P4	2.0	
Legal Adviser	P3	1.0	
Policy Officer	P2	1.0	New post, subject to classification
Political Adviser	P3	1.0	
Project Officer	P3	1.0	
Project Officer	S	2.0	
Senior Legal Adviser	S	1.0	
Personal Adviser	S	1.0	
Administrative Assistant	G5	3.0	
Project Assistant	G5	2.0	
Project Assistant	G5	0.5	New post
Senior Secretary	G5	1.0	
Communication and Editorial Assistant	G5	1.0	
<u>Total for the High Commissioner on National Minorities</u>		<u>31.5</u>	
<u>Representative on Freedom of the Media</u>			
<u>A.1.1 Freedom of the Media</u>			
Representative on Freedom of the Media	RFOM	1.0	
Director, Office of the RFoM	D1	1.0	
Senior Adviser	P4	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Adviser	P3	1.0	
Adviser	P2	1.0	
Associate Project Officer	P2	1.0	
Assistant Research Officer	P1	1.0	
Senior Adviser	S	4.0	
Principal Adviser to Head of Institution	S	1.0	
Media Freedom Project Officer	S	1.0	
Senior Administrative Assistant	G7	1.0	
Senior Project Assistant	G6	1.0	
Personal Assistant to the RFoM	G6	1.0	New post
Programme Secretary	G4	1.0	
<u>Total for the Representative on Freedom of the Media</u>		<u>17.0</u>	
<u>Augmentations</u>			
Secretariat Augmentations			
A.1.1 Communication and Media Relations Section			
Online Communications Officer	P3	1.0	
A.1.2 Policy Support Service			
Senior Policy Support Officer	P4	1.0	
Policy Support Officer	P3	1.0	
A.1.3 Operations Service			
Duty Officer	G5	1.0	
A.2.1 HR Services			
HR Policy and Procedures Officer	P3	1.0	
HR Assistant	G5	2.0	
A.2.2 Talent Management			
Recruitment Officer	P3	1.0	
Recruitment Assistant	G5	2.0	
A.2.3 Management and Co-ordination			
Information Security Officer	P3	1.0	
A.2.4 Budget and Finance Services			
Budget Officer	P3	1.0	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Finance Officer	P3	1.0	
Budget Assistant	G5	2.0	
Treasury Assistant	G5	1.0	
Finance Assistant	G4	2.0	
A.2.5 Information and Communication			
Technology Services			
Chief, ICT Service and Support Section	P4	1.0	
Associate Computer Information Systems Officer	P2	1.0	
Senior Information Technology Assistant	G7	1.0	
Senior Programming Assistant	G7	1.0	
Senior ERP Applications Assistant	G7	1.0	
Senior ICT Assistant	G6	1.0	
Senior Information Technology Assistant	G6	2.0	
Information Technology User Support Assistant	G5	1.0	
ICT User Support Assistant	G5	0.3	Abolished, budgeted for four months
ICT Communications Assistant	G5	1.0	
A.2.6 Mission Support Service			
Procurement Officer	P3	1.0	
Procurement and Contracting Officer	P3	1.0	
Travel Officer	P3	1.0	
Senior Procurement Assistant	G6	1.0	
Senior Contracts Assistant	G6	1.0	
Senior Freight Distribution Control Assistant	G6	1.0	
Senior Insurance Assistant	G6	1.0	
Procurement Assistant	G5	0.3	Abolished, budgeted for four months
Procurement Information Assistant	G5	1.0	
Property Control Assistant	G5	1.0	
Mail Processing Assistant	G4	1.0	
ODIHR Augmentation			
B.3.1 ODIHR Democratization			
Deputy Head, Democratization Department	P4	1.0	

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
<u>Total for Augmentations</u>		<u>39.7</u>	
SOUTH-EASTERN EUROPE			
<u>Mission in Kosovo</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	
Special Adviser on Non-Albanian Communities and Outreach Co-ordinator	P4	1.0	
Head of Office of Political Affairs and Communications	P4	1.0	
Chief of Mission Security	S4	1.0	
Head of Legal Affairs	S4	1.0	
Head of Office of Central Co-ordination	S4	1.0	
Deputy Chief Mission Security	S3	1.0	
Deputy Head of Office	S3	1.0	
Deputy Head, Legal Affairs	S3	1.0	
Deputy Head, Office of Central Co-ordination	S3	1.0	
Gender Adviser	S3	1.0	
Regional Security Officer	S3	1.0	
Special Assistant to the Head of Mission	S2	1.0	
Project/Programme Evaluation Officer	S2	1.0	
Field Political Reporting Officer	S2	3.0	
Political Officer	S1	1.0	
Co-ordination/Reporting Officer	S1	1.0	
Co-ordination Officer	S1	1.0	New post
National Legal Officer	NP3	1.0	
National Deputy Spokesperson	NP3	1.0	
National Legal Officer	NP2	1.0	
National Political Officer	NP2	4.0	
National Press and Public Information Officer	NP2	1.0	
National Graphic Presentation Officer	NP1	1.0	
National Project Officer	NP1	1.0	New post
National Security Officer	NP1	1.0	
National Co-ordination Officer	NP1	1.0	
Senior Co-ordination Assistant	G6	1.0	
Senior Legal Assistant	G6	1.0	
Senior Monitoring Assistant	G6	1.0	
Senior Communications Assistant	G6	1.0	
Media Monitoring Assistant	G5	2.0	

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
Senior Secretary	G5	2.0	
Web/Intranet Assistant	G5	1.0	
Office Assistant	G4	1.0	
Security Assistant	G4	9.0	
Close Protection Specialist	G3	2.0	
Senior Driver	G3	3.0	
Security Monitor	G3	42.0	
Security Monitor	G3	1.0	New post
A.2.1 Fund Administration Unit			
Head, Administration and Finance	P5	1.0	
Chief of Financial Management	P4	1.0	
Chief, ICT	P4	1.0	
Chief, Human Resources Management	P3	1.0	New post
Contracts/Procurement Officer	P3	1.0	
Chief, General Services	S3	1.0	
Human Resources Officer	S2	1.0	
National Medical Officer	NP3	1.0	
National Chief of Accounts	NP3	1.0	
National ICT Officer, Software Development	NP3	1.0	
National Asset Management Officer	NP2	1.0	
National Budget Officer	NP2	1.0	
National Finance Officer	NP2	1.0	
National Human Resources Officer	NP2	2.0	
National Procurement Officer	NP2	1.0	
National Training Co-ordinator	NP2	1.0	
National ICT Officer VoIP, Internet Security	NP2	1.0	
National Transport Officer	NP2	1.0	
National ICT Officer, Communications	NP2	1.0	
National Building Management Officer	NP2	1.0	
National ICT Officer, Service Support	NP2	1.0	
National ICT Officer, LAN Systems	NP2	1.0	
National Archives Officer	NP1	1.0	
National Training Officer	NP1	1.0	
National Travel Officer	NP1	1.0	
National Budget Officer, Programme Support	NP1	1.0	
Executive Assistant	G6	1.0	
Nurse	G6	1.0	
Senior Administrative Assistant	G6	4.0	
Senior Finance Assistant	G6	1.0	
Senior Human Resources Assistant	G6	2.0	

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
Senior ICT Technician Microwave/VSAT	G6	1.0	
Senior Materials Control Assistant	G6	1.0	
Senior Payroll Assistant	G6	0.5	
Senior Procurement Assistant	G6	1.0	
Senior Budget Assistant	G6	1.0	
Senior Human Resources/Payroll Assistant	G6	1.0	
Senior ICT Technician VoIP, Internet Security	G6	2.0	
Senior ICT Billing Assistant	G6	1.0	
Senior ICT Technician, Software Development	G6	1.0	
Senior ICT Assistant, Field Support	G6	1.0	
Senior ICT Assistant, Help Desk Team Leader	G6	1.0	
Senior ICT Mobile Communications Assistant	G6	1.0	
Senior ICT Technician, LAN Systems	G6	2.0	
Finance Assistant	G5	2.0	
Generator Technician	G5	1.0	
Human Resources Assistant	G5	4.0	
ICT Assistant	G5	1.0	
ICT Technician Microwave/VSAT	G5	1.0	
Maintenance Foreman	G5	1.0	
Material Management Assistant	G5	1.0	
Procurement Assistant	G5	3.0	
Supply Assistant	G5	1.0	
Transport Assistant	G5	1.0	
Treasury Assistant	G5	1.0	
ICT Help Desk Assistant	G5	2.0	
Budget Assistant, Programme Support	G5	1.0	
ICT Mobile Communications Technician	G5	1.0	
Archives Assistant	G4	1.0	
Asset Management Assistant	G4	1.0	
Conference Equipment Technician	G4	1.0	
Conference Equipment Technician	G4	1.0	Downgrade
Conference Equipment Technician	G4	1.0	New post
Dispatcher	G4	2.0	
Inspection Assistant	G4	1.0	
Office Assistant	G4	2.0	
Supply Assistant	G4	1.0	
Technical Assistant	G4	1.0	
Vehicle Maintenance Assistant	G4	1.0	
Fuel Supply and Customs Assistant	G4	1.0	
BMS Assistant	G4	1.0	
MFD Technician	G4	1.0	

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
Technician/Mechanic	G4	1.0	
Building Maintenance Technician	G3	1.0	
Electrician	G3	2.0	
Fleet Clerk	G3	1.0	
Inventory Clerk	G3	1.0	
Warehouse Clerk	G3	1.0	
Bus/Truck Driver	G3	4.0	
General Services Clerk	G3	4.0	
Vehicle Tracking Clerk	G3	1.0	
Driver	G2	12.0	
Handyman	G2	1.0	
Pool Operator	G2	1.0	
Switchboard Operator	G2	0.5	
B.1.1 Security and Public Safety			
Director	S4	1.0	
Chief of Section	S3	1.0	
Chief of Police Development and Monitoring Section	S3	1.0	
Chief of Section/Deputy Director	S3	1.0	
Senior Community Policing Officer	S2	1.0	
Senior Organized Crime Adviser	S2	4.0	
Senior Community Policing Officer, Security	S2	2.0	
Senior Police Development Officer	S2	1.0	
Senior Police Monitoring Officer	S2	1.0	
Senior Adviser on VERLT	S2	1.0	
National Chief of Analysis and Reporting Cell	NP3	1.0	
National Programme Officer	NP1	2.0	
National Project Co-ordination Officer	NP1	1.0	
National Public Safety Awareness Officer	NP1	1.0	
National Organized Crime Adviser	NP1	1.0	
National Programme Officer, Police Monitoring	NP1	5.0	
National Programme Officer, Analysis and Reporting	NP1	1.0	
National Programme Officer, Police Development	NP1	1.0	
National KAPS Officer	NP1	1.0	
Senior Programme Assistant	G6	3.0	
Senior Programme Assistant, ARC	G6	1.0	
Programme Assistant	G5	4.0	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Senior Secretary	G5	1.0	
Programme Assistant, Police Monitoring	G5	3.0	
Programme Assistant, Police Development	G5	3.0	
Office Assistant	G4	1.0	
Programme Assistant	G4	1.0	
B.3.1 Democratization			
Director	S4	1.0	
Deputy Director	S4	1.0	
Chief of Section	S3	1.0	
Chief of Media Section	S3	1.0	
Chief of Governance Section	S3	1.0	
Senior Legal Adviser	S2	1.0	
Senior Programme Officer	S2	5.0	
Senior Programme Officer, Media	S2	1.0	
National Elections Adviser	NP3	1.0	
National Programme Officer	NP2	2.0	
National Analysis, Information and Reporting Co-ordinator	NP2	1.0	Upgrade
National Legal Officer	NP1	1.0	
National Programme Officer	NP1	9.0	
Senior Monitoring Assistant	G6	1.0	
Senior Translator/Interpreter Assistant	G6	8.0	
Programme Assistant	G5	4.0	
Project Assistant	G5	2.0	
Office Assistant	G4	2.0	
Project Assistant	G4	2.0	
Office Clerk	G3	1.0	
B.3.2 Human Rights and Communities			
Director	S4	1.0	
Deputy Director	S4	1.0	
Chief of Communities Section	S3	1.0	
Chief of Section	S3	1.0	
Director of Regional Centre	S3	5.0	
Chief of Analysis and Reporting Cell	S3	1.0	
Chief, Law and Justice Section	S3	1.0	
Human Rights Adviser	S2	1.0	
Senior Adviser	S2	3.0	
Senior Communities Adviser, Protection	S2	2.0	
Senior Communities Policy Adviser	S2	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Senior Democratization Officer	S2	5.0	
Senior Human Rights/Legal Adviser	S2	1.0	
Senior Legal Officer	S2	7.0	
Senior Programme Officer	S2	1.0	
Senior Project Officer	S2	1.0	
Human Rights Adviser, Human Rights and Security	S2	2.0	
Senior Communities Officer	S2	5.0	
Communities Policy Officer	S1	1.0	
Communities Protection Officer	S1	1.0	
Human Rights Officer	S1	11.0	
Legal Officer	S1	1.0	
Programme Officer	S1	8.0	
Community Policy Officer/Return	S1	1.0	
National Co-ordinator	NP3	1.0	
National Language Services Co-ordinator	NP2	1.0	
National Programme Officer	NP2	2.0	
National Human Rights Adviser	NP2	1.0	
National Programme Officer, Communities Policy	NP2	2.0	
National Programme Officer, Property	NP2	5.0	
National Legal Officer	NP1	12.0	
National Legal Officer, Property	NP1	2.0	
National Programme Officer	NP1	20.0	
National Human Rights Legal Officer	NP1	1.0	
Personal Assistant	G6	1.0	
Senior Legal Assistant	G6	1.0	
Senior Programme Assistant	G6	31.0	
Senior Translator/Interpreter Assistant	G6	4.0	
Legal Assistant	G5	9.0	
Programme Assistant	G5	7.0	
Assistant Interpreter	G5	3.0	
Office Assistant	G4	29.0	
Total for the Mission in Kosovo		504.0	
<u>Mission to Bosnia and Herzegovina</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	
Chief of Policy and Planning	P4	1.0	

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
Senior Political Adviser	S3	1.0	
Senior Planning Adviser	S3	1.0	
Political Analyst	S1	1.0	
Executive Officer to Deputy Head of Mission	S1	1.0	
Information and Co-ordination Officer	S1	2.0	
National Chief of Security	NP3	1.0	
National Spokesperson	NP3	1.0	
National Deputy Chief of Security	NP2	1.0	
National Legal Officer	NP2	1.0	
National Political Officer	NP2	1.0	
National Programme Officer, Gender and Youth	NP2	1.0	Upgrade
National Executive Officer	NP1	2.0	
National Political Officer	NP1	1.0	
National Press Officer	NP1	1.0	
National Press Officer	NP1	2.0	New post
National Public Information Officer	NP1	1.0	
National Monitoring and Evaluation Officer	NP1	1.0	
National Programme Officer, Gender Issues	NP1	1.0	
National Communications and Reporting Officer	NP1	1.0	
National Planning Officer	NP1	1.0	
Senior Public Information Assistant	G6	1.0	
Senior Assistant Translator/Interpreter	G6	3.0	
Programme Assistant	G5	2.0	
Press and Public Information Assistant	G5	1.0	
Online Communications Assistant	G5	1.0	
Close Protection Specialist	G3	2.0	
Security Monitor	G3	5.0	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P4	1.0	
Chief, General Services	P3	1.0	
Human Resources Officer	S2	1.0	
National Medical Officer	NP3	1.0	
National Chief of ICT Services	NP3	1.0	
National Chief of Budget and Finance	NP3	1.0	
National Chief of Human Resources	NP3	1.0	
National Accounting Officer	NP2	1.0	
National Budget Officer	NP2	1.0	
National ICT Officer	NP2	1.0	

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
National Procurement Officer	NP2	1.0	
National Planning and Co-ordination Officer	NP2	1.0	
National Procurement and Building Management Officer	NP2	1.0	
National Administrative Officer	NP1	5.0	
National Archives Officer	NP1	1.0	
National Communications Officer	NP1	1.0	
National Personnel Officer	NP1	1.0	
National Project Co-ordination Officer	NP1	1.0	
National Recruitment Officer	NP1	1.0	
National Treasury Officer	NP1	1.0	
National Information Systems Developer	NP1	1.0	
National Transport Officer	NP1	1.0	
Senior Finance and Treasury Assistant	G6	1.0	
Senior ICT Assistant	G6	2.0	
Senior Budget Assistant	G6	1.0	
Senior Material Management Assistant	G6	1.0	
Senior Finance/Administrative Assistant	G6	1.0	
Finance Assistant	G5	2.0	
Human Resources Assistant	G5	3.0	
Payroll Assistant	G5	1.0	
Procurement Assistant	G5	2.0	
Training Assistant	G5	1.0	
Transport Maintenance Supervisor	G5	1.0	
Travel Assistant	G5	2.0	
Administrative Assistant	G4	3.0	
Archives Assistant	G4	1.0	
Asset Management Assistant	G4	1.0	
Dispatcher	G4	1.0	
ICT Assistant	G4	1.0	
Storekeeper	G4	1.0	
Transport Assistant	G4	1.0	
Contracts Management Assistant	G4	1.0	
Office Clerk	G3	5.0	
Receptionist	G3	2.0	
Senior Driver	G3	3.0	
Driver	G2	17.0	
Driver	G2	9.0	New post
Manual Worker	G2	1.5	

POST TABLE (continued)

Fund	Main Programme	Post Grade	Number of Posts	Note
Programme				
Post Title				
A.2.2 Shared Service Centre, ICT Help Desk				
	National Information Security Officer	NP2	1.0	
	National ICT Officer	NP1	1.0	
	Senior ICT Assistant	G6	2.0	
	ICT Server Administration Assistant	G5	1.0	
	ICT ERP User Support Assistant	G5	1.0	
	ICT Help Desk Co-ordination Assistant	G5	1.0	
	ICT Help Desk Technician	G4	2.0	
B.1.1 Security Co-operation				
	Head of Security Co-operation	S4	1.0	Change in grade, change from programme Office of Head of Mission
	Programme Co-ordinator	S3	1.0	Change in grade, change from programme Office of Head of Mission
	Arms Control Project Officer	S2	1.0	Change from programme Office of Head of Mission
	National Chief of P/CVERLT	NP3	1.0	Change from programme Office of Head of Mission
	National Programme Officer	NP1	3.0	Change from programme Office of Head of Mission
	National Programme Officer, P/CVERLT	NP1	1.0	Change from programme Office of Head of Mission
	Senior Programme Assistant	G6	1.0	Change from programme Office of Head of Mission
	Programme Assistant	G5	2.0	Change from programme Office of Head of Mission
	Programme Assistant, P/CVERLT	G5	1.0	Change from programme Office of Head of Mission

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
Programme Assistant, Arms Control	G5	1.0	Change from programme Office of Head of Mission
B.3.1 Human Dimension			
Head, Human Dimension Department	P5	1.0	
Deputy Head, Human Dimension Department	P4	1.0	
Head of Field Office	S3	8.0	
Head of Human Rights	S3	1.0	
Head of Rule of Law	S3	1.0	
Human Rights Adviser, Economic and Social Rights	S2	1.0	
Legal Adviser, Anti-Discrimination	S2	1.0	
Legal Adviser, War Crimes and Rule of Law	S2	1.0	
Legal Adviser, Major Crimes	S2	1.0	
Legal Adviser, Justice Sector Policy	S2	1.0	
Human Rights Officer	S1	1.0	
Project Officer	S1	1.0	
National Chief, Education Section	NP3	1.0	
National Chief of Democratic Governance	NP3	1.0	
National Anti-Trafficking Officer	NP2	1.0	
National Legal Officer	NP2	12.0	
National Legal Officer	NP2	1.0	New post
National Programme Officer	NP2	2.0	
National Project Officer	NP2	1.0	
National Chief of Programme Support Section	NP2	1.0	
National Programme Officer, Education	NP2	1.0	
National Programme Officer, Access and Non-Discrimination	NP2	1.0	
National Programme Officer, Finance and Management	NP2	1.0	
National Legal Officer, Trial Monitoring	NP2	1.0	Upgrade
National Programme Officer, Ombudsman	NP2	1.0	
National Programme Officer, Civil Society	NP2	1.0	
National Analysis and Reporting Officer	NP2	2.0	New post
National Programme Officer, Fundamental Freedoms	NP2	1.0	New post
National Legal Officer, Anti-Corruption	NP2	1.0	
National Legal Officer	NP1	2.0	
National Political Officer	NP1	1.0	
National Programme Officer	NP1	1.0	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
National Programme Officer, Education	NP1	17.0	
National Programme Officer, Governance Development	NP1	1.0	
National Programme Officer, Human Rights	NP1	10.0	
National Programme Officer, Human Rights	NP1	1.0	New post, subject to classification
National Programme Officer, Human Rights	NP1	3.0	New post
National Programme Officer, Legislative Support	NP1	3.0	
National Programme Officer, Legislative Support	NP1	1.0	New post
National Programme Officer, Democratic Development	NP1	16.0	
National Programme Officer, Anti-Corruption	NP1	1.0	
National Legal Officer, Justice Sector Policy	NP1	1.0	New post
Senior Executive Assistant	G6	1.0	
Senior Executive Assistant	G6	1.0	Upgrade
Senior Programme Assistant, Rule of Law	G6	1.0	New post
Senior Programme Assistant, Trial Monitoring	G6	1.0	New post
Assistant Translator/Interpreter	G5	1.0	
Legal Assistant	G5	2.0	
Legal Assistant	G5	1.0	New post
Programme Assistant	G5	21.0	
Programme Assistant	G5	4.0	New post
Rule of Law Monitoring Assistant	G5	17.0	
Rule of Law Monitoring Assistant	G5	3.0	New post
Programme Assistant, Roma Monitoring	G5	1.0	
Total for the Mission to Bosnia and Herzegovina		315.5	
Mission to Serbia			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	
Senior Policy and Planning Officer	S3	1.0	
Municipal Co-ordinator	S2	1.0	
Project Manager	S2	1.0	
Chief of Political and Press Affairs Unit	S2	1.0	
Political Affairs/Reporting Officer	S2	1.0	
Political Affairs Officer	S2	1.0	

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
National Programme Co-ordination Officer	NP2	1.0	
National Security Officer	NP1	1.0	
National Political and Press Affairs Officer	NP1	1.0	
Personal Assistant to HoM	G6	1.0	
Senior Press and Political Assistant	G6	2.0	
Field Programme Assistant	G5	2.0	
Office Assistant	G5	1.0	
Programme Assistant	G5	1.0	
Project Assistant	G5	3.0	
Press and Political Assistant	G5	1.0	
Translator/Interpreter Assistant	G5	1.0	
Receptionist	G3	1.0	Change from programme Fund Administration Unit
Security Clerk	G3	1.0	
Security Guard	G2	2.0	
A.2.1 Fund Administration Unit			
Chief, Fund Administration Unit	P3	1.0	
National Finance Officer	NP2	1.0	
National Human Resources Officer	NP2	1.0	
National Material Management Officer	NP2	1.0	
National ICT Officer	NP1	1.0	
Senior Human Resources Assistant	G6	1.0	
Senior ICT Assistant	G6	1.0	
Senior Treasury Assistant	G6	1.0	
Senior Material Management Assistant	G6	1.0	
Finance Assistant	G5	1.0	
ICT Assistant	G5	1.0	
Procurement Assistant	G5	3.0	
Finance Assistant	G4	1.0	
Human Resources Assistant	G4	2.0	
ICT Help Desk Assistant	G4	1.0	
Senior Driver	G3	2.0	
Transport Dispatcher	G3	1.0	
Material Management Clerk	G3	1.0	
Driver	G2	5.0	
Maintenance Technician	G2	0.5	
Cleaner	G1	1.5	

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
B.1.1 Security Co-operation			
Head of Security Co-operation	S4	1.0	
Senior Legal Adviser	S3	1.0	
Organized Crime Adviser	S2	1.0	
Senior Organized Crime Adviser	S2	1.0	
National Programme Officer	NP2	2.0	
National Community Policing Officer	NP2	1.0	
National Legal Officer	NP1	1.0	
National Programme Officer	NP1	4.0	
Senior Programme Assistant	G6	2.0	
Project Assistant	G5	4.0	
Administrative Assistant	G4	1.0	
B.3.1 Democratization			
Head of Democratization	S4	1.0	
Senior Adviser on Human Rights and Non-Discrimination	S2	1.0	
Senior Governance Adviser	S2	1.0	
Senior Adviser on National Minorities	S2	1.0	
National Programme Officer	NP2	1.0	
National Programme Co-ordination Officer	NP2	1.0	
National Governance Officer	NP1	1.0	
National Programme Officer	NP1	4.0	
National Environmental Affairs Officer	NP1	1.0	
Senior Administrative Assistant	G6	1.0	
Senior Governance Training Assistant	G6	1.0	
Senior Programme Assistant	G6	3.0	
Programme Assistant	G5	2.0	
Programme Assistant	G5	1.0	Downgrade
B.3.2 Media			
Head of Media	S4	1.0	
National Media Development Officer	NP2	1.0	
National Legal Officer	NP1	2.0	
Senior Programme Assistant	G6	2.0	
Media Monitoring Assistant	G5	1.0	
Programme Assistant	G5	3.0	
B.3.3 Rule of Law and Human Rights			
Head of Rule of Law and Human Rights	S4	1.0	
Senior Legal Adviser, Judicial Reform	S3	1.0	

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
Senior Legal Adviser	S2	1.0	
Senior Anti-Corruption Adviser	S2	1.0	
National Legal Adviser	NP3	1.0	
National Legal Officer	NP2	2.0	
National Legal Officer	NP1	5.0	
National Programme Officer	NP1	1.0	
Senior Administrative Assistant	G6	1.0	
Senior Programme Assistant	G6	1.0	
Senior Project Assistant	G6	1.0	
Assistant Translator/Interpreter	G5	1.0	
Programme Assistant	G5	1.0	
Programme Assistant	G5	1.0	Downgrade
<u>Total for the Mission to Serbia</u>		<u>124.0</u>	
<u>Presence in Albania</u>			
A.1.1 Office of Head of Mission			
Head of Presence	HoM	1.0	
Deputy Head of Presence	DHoM	1.0	
Chief Political, Public Affairs and Reporting Officer	S3	1.0	
Head of Programme Co-ordination	S3	1.0	
Associate Co-ordination Officer	S1	1.0	
National Public Affairs and Reporting Officer	NP2	1.0	
National Political Officer	NP1	2.0	
National Monitoring Officer	NP1	1.0	
Senior Public Affairs Assistant	G6	1.0	
Senior Translator/Interpreter	G6	1.0	
Senior Political and Reporting Assistant	G6	1.0	
Senior Programme Co-ordination Assistant	G6	1.0	
Programme Assistant	G5	1.0	
Senior Secretary	G5	2.0	
Security Guard	G2	3.0	
A.2.1 Fund Administration Unit			
Chief, Fund Administration Unit	P3	1.0	
Human Resources Officer	S2	1.0	
Administrative and General Service Officer	S2	1.0	
National Finance Officer	NP1	1.0	
Senior Human Resources Assistant	G6	1.0	
Senior ICT Assistant	G6	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Asset Management Assistant	G5	1.0	
Finance Assistant	G5	2.0	
ICT Assistant	G5	1.0	
Procurement Assistant	G5	2.0	
Transport Assistant	G5	1.0	
Administrative Assistant	G4	1.0	
Registry Assistant	G4	1.0	
Supply Assistant	G4	1.0	
Senior Driver	G3	1.0	
Building Maintenance Technician/Driver	G3	1.0	
Driver	G2	3.0	
Handyman	G2	0.5	
B.1.1 Security Co-operation			
Head of Security Co-operation Department	S3	1.0	
Security Sector Development Officer	S2	1.0	
Law Enforcement Development Officer	S2	1.0	
National Border Management Officer	NP2	1.0	
National Security Officer	NP1	1.0	
National Community Safety Officer	NP1	1.0	
Programme Assistant	G5	1.0	
Translator/Interpreter	G5	1.0	
Programme Assistant	G4	1.0	
B.2.1 Governance in Economic and Environmental Issues			
Head of Governance, Economy and Environmental Issues Department	S3	1.0	
Senior Governance Adviser	S2	1.0	
National Anti-Trafficking Officer	NP2	1.0	
National Programme Officer, Economy and Anti-Corruption	NP1	1.0	
National Programme Officer, Local Governance and Property	NP1	1.0	
Senior Project Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Project Assistant	G5	1.0	
Translator/Interpreter	G5	1.0	
B.3.1 Democratization			
Head of Democratization Department	S3	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Senior Democratization Officer	S2	1.0	
Senior Media Officer	S2	1.0	
National Electoral Reform Officer	NP2	1.0	
National Programme Officer, Parliamentary Support	NP2	1.0	
National Civil Society and Gender Officer	NP1	1.0	
National Election Legal Officer	NP1	1.0	
Senior Media Development Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Programme Assistant	G5	1.0	
Programme Assistant	G5	1.0	Upgrade
Office Assistant	G4	1.0	
B.3.2 Rule of Law and Human Rights			
Head of Rule of Law and Human Rights Department	S3	1.0	
Senior Legal Officer	S2	1.0	
Legal Officer	S1	1.0	
National Legal Officer	NP1	4.0	
Legal Assistant	G5	3.0	
Programme Assistant	G5	1.0	
Translator/Interpreter	G5	1.0	
Legal Assistant	G4	1.0	
Total for the Presence in Albania		83.5	
Mission to Skopje			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	
Senior Policy and Planning Officer	S3	1.0	
Chief, Political and Reporting Unit	S3	1.0	
Chief, Communication and Media Relations Unit	S3	1.0	
Political Adviser	S2	1.0	
Mission Security Officer	S2	1.0	
Political/Reporting Officer	S1	1.0	
National Executive Officer	NP2	1.0	
National Political/Liaison Officer	NP2	1.0	
National Political Officer	NP1	1.0	
Senior Political Assistant	G6	1.0	

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
Senior Project Assistant	G6	1.0	
Senior Public Information and Media Assistant	G6	2.0	
Assistant Translator/Interpreter	G5	2.0	Upgrade
Political Assistant	G5	1.0	
Security Assistant	G5	1.0	
Senior Secretary	G5	1.0	
Situation Centre Assistant	G5	2.0	
Media Assistant	G5	1.0	
Situation Centre Operator	G3	4.0	
Security Guard	G2	8.0	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P3	1.0	
General Services Officer	P2	1.0	
National Finance Officer	NP2	1.0	
National Human Resources Officer	NP2	1.0	
National ICT Officer	NP2	1.0	
Senior Finance Assistant	G6	1.0	
Senior Human Resources Assistant	G6	1.0	
Senior Procurement Assistant	G6	1.0	
Senior Transport Assistant	G6	1.0	
Senior Material Management Assistant	G6	1.0	
Senior ICT Network Technician	G6	1.0	
Finance Assistant	G5	1.0	
Human Resources Assistant	G5	1.0	
Procurement Assistant	G5	1.0	
Treasury Assistant	G5	1.0	
Web/Database Developer	G5	1.0	
ICT Help Desk Technician	G5	1.0	
Recruitment Assistant	G5	1.0	
Records Management Assistant	G5	1.0	
Asset Management Assistant	G4	1.0	
Human Resources Assistant	G4	1.0	
Procurement Assistant	G4	1.0	
Vehicle Maintenance Assistant	G4	1.0	
ICT Help Desk Technician	G4	1.0	
Bus Driver	G3	2.0	
Senior Driver	G3	3.0	
Finance Clerk	G3	1.0	
Material Management Clerk	G3	1.0	
Driver	G2	2.0	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Cleaner	G1	1.5	
B.1.1 Public Safety and Community Outreach			
Head of Public Safety and Community Outreach Department	S4	1.0	
Chief of Police Development Unit	S3	1.0	
Chief of Monitoring Unit	S3	1.0	
Police Adviser	S2	4.0	
Police Training Adviser	S2	1.0	
Senior Monitoring Officer	S2	2.0	
Senior Police Adviser	S2	2.0	
Police Adviser on Organized Crime	S2	1.0	
Police Adviser on Border Affairs	S2	1.0	
Adviser on Migrants/Refugees Security	S2	1.0	
Adviser on Counter-Terrorism and Violent Extremism	S2	1.0	
Monitoring Officer	S1	6.0	
National Programme Officer	NP2	1.0	
Senior Programme Assistant	G6	1.0	
Office Assistant	G5	1.0	
Programme Assistant	G5	3.0	
Police Training Assistant	G5	1.0	
Monitoring Assistant	G4	8.0	
Programme Assistant	G4	10.0	
B.3.1 Human Dimension			
Head of Human Dimension Department	S4	1.0	
Chief of Rule of Law Unit	S3	1.0	
Chief, Democratic Governance and Social Cohesion Unit	S3	1.0	
Senior Democratic Governance Officer	S2	1.0	
Senior Rule of Law Officer	S2	2.0	
Senior Evaluation, Reporting and Programme Support Officer	S2	1.0	
Senior Social Cohesion Officer	S2	1.0	
National Legal Officer	NP1	1.0	
National Programme Officer	NP1	9.0	
National Rule of Law Officer	NP1	4.0	
National Rule of Law Officer	NP1	1.0	New post
Senior Legal Assistant	G6	1.0	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Senior Programme Assistant	G6	3.0	
Legal Translator Assistant	G5	1.0	
Programme Assistant	G5	8.0	
Programme Assistant	G5	1.0	Downgrade
Total for the Mission to Skopje		153.5	
Mission to Montenegro			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1.0	
Deputy Head of Mission/Programme Co-ordinator	DHoM	1.0	
Political Officer	S2	1.0	
National Political Officer	NP1	1.0	
National Programme Co-ordination Officer	NP1	1.0	
National Public Affairs Officer	NP1	1.0	
Senior Secretary	G5	1.0	
Security Guard	G2	2.0	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1.0	
Human Resources Officer	S1	1.0	
National Finance Officer	NP1	1.0	
Procurement Assistant	G5	1.0	
Finance/Treasury Assistant	G5	1.0	
Human Resources Assistant	G4	1.0	
Material Management Assistant	G4	1.0	
Senior Driver	G3	1.0	
B.3.1 Democratization			
Programme Manager	S2	1.0	
National Programme Officer	NP1	2.0	
Senior Programme Assistant	G6	2.0	
Senior Programme Support Assistant	G6	1.0	
B.3.2 Media			
Programme Manager	S2	1.0	
National Programme Officer	NP1	1.0	
Programme Assistant	G5	1.0	
Project Assistant	G5	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
B.4.1 Security Co-operation and Governance			
Organized Crime Police Adviser	S2	1.0	
Programme Manager, Security Co-operation and Governance	S2	1.0	
National Security Co-operation Officer	NP1	1.0	
Programme Assistant	G5	1.0	
Project Assistant	G5	1.0	
Total for the Mission to Montenegro		32.0	
EASTERN EUROPE			
<u>Mission to Moldova</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	
Mission Spokesperson	S2	1.0	
National Programme Officer	NP1	1.0	
National Project Co-ordinator	NP1	1.0	
National Public Information Officer	NP1	1.0	
Senior Assistant Translator/Interpreter	G6	1.0	
Senior Interpreter/Political Assistant	G6	1.0	
Project Assistant	G5	1.0	
Public Information Assistant	G5	1.0	
Senior Secretary	G5	1.0	
Office Assistant	G4	1.0	
Security Guard	G2	4.0	
Housekeeper	G1	1.0	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1.0	
National Finance Officer	NP1	1.0	
Senior Human Resources Assistant	G6	1.0	
Senior ICT Assistant	G6	1.0	
Senior Procurement Assistant	G6	1.0	
Finance Assistant	G5	1.0	
Asset Management Assistant	G4	1.0	
Procurement Assistant	G4	1.0	
Travel Assistant	G4	1.0	
Senior Driver/Dispatcher	G3	1.0	
Archives/Records Clerk	G3	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Driver	G2	2.0	
Receptionist	G2	1.0	
Cleaner	G1	1.0	
Housekeeper	G1	1.0	
B.1.1 Conflict Prevention/Resolution			
Programme Manager	S3	1.0	
Senior Political Officer	S3	1.0	
Military Member	S2	2.0	
Political Officer	S2	1.0	
Politico-Military Officer	S2	1.0	
National Programme Officer	NP3	1.0	
National Programme Officer	NP1	1.0	
Senior Programme Assistant	G6	1.0	
Senior Interpreter/Political Assistant	G6	1.0	
Programme Assistant	G5	1.0	
B.3.1 Human Rights			
Programme Manager	S3	1.0	
Human Dimension Officer	S2	2.0	
National Legal Officer	NP1	3.0	
Senior Programme Assistant	G6	1.0	
Programme Assistant	G5	1.0	
Total for the Mission to Moldova		52.0	
Project Co-ordinator in Ukraine			
A.1.1 Office of Head of Mission			
Project Co-ordinator	HoM	1.0	
Senior Project Officer	S3	1.0	
National Programme Co-ordinator	NP2	1.0	
National Communications Officer	NP1	1.0	New post
National Evaluation Officer	NP1	1.0	
Senior Programme Assistant	G6	1.0	New post
Personal Assistant to HoC	G5	1.0	
Security Guard	G2	2.0	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P3	1.0	
National Finance Officer	NP1	1.0	
National Human Resources Officer	NP1	1.0	

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
National Procurement Officer	NP1	1.0	
Senior Asset Management Assistant	G6	1.0	
Senior Finance Assistant	G6	1.0	
Senior ICT Assistant	G6	1.0	
Senior Procurement Assistant	G6	1.0	
Senior Treasury Assistant	G6	1.0	
Human Resources Assistant	G5	1.0	
Procurement Assistant	G5	1.0	
Secretary	G4	1.0	
Senior Driver	G3	1.0	
Driver	G2	2.0	
Cleaner	G1	2.0	
Cleaner	G1	1.0	New post
B.3.1 Democratization and Good Governance			
National Elections and Governance Officer	NP2	1.0	
National Project Officer	NP1	3.0	
Project Assistant	G5	1.0	
B.3.2 Rule of Law and Human Rights			
National Legal Adviser	NP3	1.0	
National Programme Manager	NP2	1.0	
National Programme Manager, Legal Reform	NP2	1.0	
National Project Officer	NP1	2.0	
National Programme Officer, Legislation	NP1	1.0	
National Project Officer, Human Rights	NP1	1.0	
Project Assistant	G5	1.0	
Project Assistant, Legal Reform	G5	1.0	
B.4.1 Human Security			
National Programme Manager	NP2	1.0	
National Project Officer, CTHB and Migration	NP1	1.0	
National Project Officer, Gender	NP1	1.0	
National Project Officer, Reintegration	NP1	1.0	
Senior Project Assistant	G6	1.0	
Project Assistant	G5	1.0	
B.4.2 Economic, Environmental and Politico-Military Projects			
National Programme Manager	NP2	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
National Project Officer	NP1	1.0	
National Project Officer, Economic	NP1	1.0	
Senior Project Assistant	G6	1.0	
Project Assistant	G5	1.0	
<u>Total for the Project Co-ordinator in Ukraine</u>		<u>52.0</u>	
CAUCASUS			
<u>High-Level Planning Group</u>			
A.1.1 Office of Head of Mission			
Officer	S	8.0	
Senior Administrative Assistant	G6	1.0	
<u>Total for the High-Level Planning Group</u>		<u>9.0</u>	
<u>Personal Representative of the CiO on the Conflict Dealt with by the Minsk Conference</u>			
A.1.1 Office of Head of Mission			
Personal Representative of the CiO	HoM	1.0	
Field Assistant to the PR	S2	3.0	
Personal Assistant to the PR	S2	1.0	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1.0	
Senior Administrative Assistant	G6	1.0	
Finance and Treasury Assistant	G5	1.0	
Procurement/Asset Management Assistant	G4	1.0	
Driver – Baku	G3	1.0	
Driver – Stepanakert/Khankendi	G3	1.0	
Driver Instructor/Mechanic – Tbilisi	G3	1.0	
Senior Driver	G3	1.0	
Driver – Yerevan	G3	1.0	
Housekeeper – Baku	G1	1.0	
Housekeeper – Stepanakert/Khankendi	G1	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Housekeeper – Yerevan	G1	1.0	
<u>Total for the Personal Representative of the</u>		<u>17.0</u>	
<u>CiO on the Conflict Dealt with by the</u>			
<u>Minsk Conference</u>			
CENTRAL ASIA			
<u>Programme Office in Nur-Sultan</u>			
A.1.1 Office of Head of Mission			
Head of Programme Office	HoM	1.0	
Deputy Head of Programme Office	DHoM	1.0	
Assistant to Head of Programme Office	G5	1.0	
Office Assistant	G4	1.0	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1.0	
National Administrative Officer	NP1	1.0	
Senior Finance Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Procurement/Asset Management Assistant	G5	1.0	
Finance/Treasury Assistant	G5	1.0	
Human Resources/Payroll Assistant	G5	1.0	
Senior Driver	G3	1.0	
Travel Clerk	G3	1.0	
Driver	G2	2.0	
Cleaner	G1	1.0	
B.1.1 Politico-Military Activities			
Political Officer	S2	1.0	
National Political/Media Officer	NP1	1.0	
Senior Project Assistant	G6	1.0	
Programme Assistant	G5	1.0	
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1.0	
National Economic and Environmental Officer	NP1	1.0	
Senior Project Assistant	G6	2.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
B.3.1 Human Dimension Activities			
Human Dimension Officer	S2	1.0	
National Legal Officer	NP1	1.0	
Senior Legal Assistant	G6	1.0	
Senior Programme Assistant	G6	1.0	
<u>Total for the Programme Office in Nur-Sultan</u>		<u>28.0</u>	
<u>Centre in Ashgabat</u>			
A.1.1 Office of Head of Mission			
Head of Centre	HoM	1.0	
Deputy Head of Centre	DHoM	1.0	Full-time post budgeted for one month in 2018
National Legal Adviser	NP2	1.0	
National Public Information Officer	NP1	1.0	
Project Co-ordination Assistant	G5	1.0	
Senior Secretary	G5	1.0	
Senior Security Guard	G3	1.0	Upgrade
Security Guard	G2	3.0	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1.0	
Senior Finance Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
ICT Assistant	G5	1.0	New post
Procurement/Asset Management Assistant	G5	1.0	
Human Resources and Payroll Assistant	G5	1.0	
Senior Driver	G3	1.0	
Driver	G2	2.0	
Cleaner	G1	1.0	
B.1.1 Conflict Prevention and Confidence- and Security-Building			
Political Officer	S2	1.0	
Senior Programme Assistant	G6	1.0	
Project Assistant	G5	1.0	New post

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1.0	
Senior Programme Assistant	G6	1.0	
Programme Assistant	G4	1.0	New post
B.3.1 Human Dimension Activities			
Human Dimension Officer	S2	1.0	
Programme Assistant	G5	1.0	
Total for the Centre in Ashgabat		28.0	
<u>Programme Office in Bishkek</u>			
A.1.1 Office of Head of Mission			
Head of Programme Office	HoM	1.0	
Deputy Head of Programme Office	DHoM	1.0	
Security Officer	P2	1.0	
Policy and Planning Officer	S3	1.0	
Senior Policy Adviser	S3	1.0	
National Executive Officer	NP2	1.0	
National Legal Officer	NP2	1.0	
National Press and Public Information Officer	NP2	1.0	
National Security Officer	NP2	1.0	
National Policy Officer	NP2	1.0	
National Programme Officer	NP1	2.0	
National Programme Officer	NP1	1.0	New post
National Security Officer	NP1	1.0	
Senior Political Assistant	G6	1.0	
Senior Translator/Interpreter Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Public Information Assistant	G5	1.0	
Senior Secretary	G5	1.0	
Archives Assistant	G4	1.0	
Senior Security Guard	G3	1.0	
Security Guard	G2	5.0	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P3	1.0	
Procurement and Materials Management Officer	P2	1.0	
National Finance Officer	NP2	1.0	

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
National Human Resources Officer	NP2	1.0	
National ICT Officer	NP1	1.0	
Senior Asset Management Assistant	G6	1.0	
Senior Finance Assistant	G6	1.0	
Senior ICT Assistant	G6	1.0	
Senior Procurement Assistant	G6	1.0	
Senior Human Resources/Payroll Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Finance Assistant	G5	3.0	
Human Resources Assistant	G5	1.0	
ICT Assistant	G5	1.0	
Procurement Assistant	G5	2.0	
Travel Assistant	G5	1.0	
Treasury Assistant	G5	1.0	
Recruitment/Training Assistant	G5	1.0	
Building Management Assistant	G5	1.0	
Transport Assistant	G4	1.0	
Office Clerk	G3	1.0	
Senior Driver	G3	1.0	
Warehouse Clerk	G3	1.0	
Driver	G2	3.0	
Cleaner	G1	4.0	
B.1.1 Politico-Military Activities			
Head of Politico-Military Dimension	S3	1.0	
Police Co-operation Officer	S2	1.0	
National Border Management Officer	NP1	1.0	
National Programme Officer	NP1	1.0	
National Counter-Terrorism Officer	NP1	1.0	
Senior Programme Assistant	G6	9.0	
Senior Project Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Programme Assistant	G5	1.0	
Project Assistant	G5	3.0	
B.2.1 Economic and Environmental Activities			
Head of Economic and Environmental Dimension	S3	1.0	
Regional Development Officer	S2	1.0	
National Environmental Officer	NP1	1.0	

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
National Programme Officer	NP1	1.0	
National Anti-Corruption Officer	NP1	1.0	
National Customs and Transport Officer	NP1	1.0	
Senior Programme Assistant	G6	6.0	
Senior Project Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Programme Assistant	G5	12.0	
B.3.1 Human Dimension Activities			
Head of Human Dimension	S3	1.0	
Rule of Law Officer	S2	1.0	
National Human Rights Officer	NP1	1.0	
National Democratic Institutions Officer	NP1	1.0	
National Legal Reform Officer	NP1	1.0	
Senior Programme Assistant	G6	9.0	
Administrative Assistant	G5	1.0	
Programme Assistant	G5	1.0	
<u>Total for the Programme Office in Bishkek</u>		<u>121.0</u>	
<u>Project Co-ordinator in Uzbekistan</u>			
A.1.1 Office of Head of Mission			
Head of the Office	HoM	1.0	
National Project Officer	NP2	1.0	
Senior Programme Assistant	G6	1.0	New post, subject to classification
Senior Secretary	G5	1.0	
Language Assistant	G5	1.0	
Senior Security Guard	G3	1.0	
Security Guard	G2	4.0	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	NP2	1.0	
Senior Finance Assistant	G6	1.0	
Senior Procurement/Asset Management Assistant	G6	1.0	Upgrade
Human Resources Assistant	G5	1.0	
ICT Assistant	G5	1.0	
Payroll Assistant	G5	1.0	New post
Treasury Assistant	G5	1.0	
Procurement Assistant	G4	1.0	New post

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Senior Driver	G3	1.0	
Driver	G2	1.0	
Cleaner	G1	2.0	
B.1.1 Politico-Military Activities			
National Project Officer	NP2	1.0	
National Project Officer	NP1	1.0	
Senior Programme Assistant	G6	1.0	New post
Programme Assistant	G5	2.0	
B.2.1 Economic and Environmental Activities			
Senior Project Officer	S2	1.0	
National Economic and Environmental Officer	NP2	1.0	
Senior Programme Assistant	G6	1.0	New post
Programme Assistant	G5	2.0	
B.3.1 Human Dimension Activities			
Senior Project Officer	S2	1.0	
National Project Officer	NP2	1.0	
Senior Programme Assistant	G6	1.0	New post
Programme Assistant	G5	1.0	
<u>Total for the Project Co-ordinator in Uzbekistan</u>		<u>36.0</u>	
<u>Programme Office in Dushanbe</u>			
A.1.1 Office of Head of Mission			
Head of Office	HoM	1.0	
Deputy Head of Office	DHoM	1.0	
Security Officer	P2	1.0	
Senior Executive Officer	S3	1.0	
Political Officer	S2	1.0	
National Legal Officer	NP1	1.0	New post
National Project Co-ordination Officer	NP1	1.0	
National Security Officer	NP1	1.0	
National Outreach Officer	NP1	1.0	
Senior Press and Public Information Assistant	G6	1.0	
Senior Programme Assistant	G6	1.0	
Senior Public Information Assistant	G6	1.0	
Project Assistant	G5	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Senior Secretary	G5	2.0	
Programme Outreach Assistant	G5	2.0	
Receptionist	G3	1.0	
Senior Security Guard	G3	1.0	
Security Guard	G2	14.0	
A.2.1 Fund Administration Unit			
Chief, Fund Administration Unit	P3	1.0	
Finance Officer	P2	1.0	
Materials Management Officer	P2	1.0	
National Accounting Officer	NP1	1.0	
National Human Resources Officer	NP1	1.0	
National IT/Communications Officer	NP1	1.0	
National Building Maintenance Officer	NP1	1.0	
Senior Asset Management Assistant	G6	1.0	
Senior Payroll Assistant	G6	1.0	
Senior Procurement Assistant	G6	1.0	
Senior Treasury Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Asset Management Assistant	G5	1.0	
Budget Assistant	G5	1.0	
Communications Assistant	G5	1.0	
Finance Assistant	G5	6.0	
Human Resources Assistant	G5	1.0	
IT Assistant	G5	1.0	
Procurement Assistant	G5	3.0	
Transport Assistant	G5	1.0	Upgrade
Travel Assistant	G5	2.0	
Recruitment and Training Assistant	G5	1.0	
Building Maintenance Assistant	G4	1.0	
Human Resources Assistant	G4	1.0	
IT Help Desk Technician	G4	1.0	
Driver/Mechanic	G3	2.0	
Senior Driver	G3	1.0	
Warehouse Clerk	G3	1.0	
Driver	G2	6.0	
Handyman	G2	2.0	
Senior Cook	G2	1.0	
Cleaner	G1	3.0	
Cook	G1	1.0	

POST TABLE (continued)

Fund	Post	Number	Note
Main Programme	Grade	of Posts	
Programme			
Post Title			
B.1.1 Political and Military Aspects of Security			
Head, Politico-Military Department	S3	1.0	
Border Management Officer	S2	1.0	
Counter-Terrorism and Police Issues Adviser	S2	1.0	
Demining Officer	S2	1.0	
National Politico-Military Officer	NP2	1.0	
National Border Management Officer	NP1	1.0	
National Programme Officer	NP1	2.0	
National Political Dialogue Officer	NP1	1.0	
National Police Assistance Officer	NP1	1.0	
National Liaison Officer	NP1	1.0	
Senior Programme Assistant	G6	1.0	
Programme Assistant	G5	6.0	
Project Assistant	G5	1.0	
B.2.1 Economic and Environmental Activities			
Head, Economic and Environmental Department	S3	1.0	
Economic Officer	S2	1.0	
Water and Energy Policy Adviser	S2	1.0	
Good Governance Officer	S2	1.0	
Field Officer, Economic and Environmental Issues	S1	1.0	
National Environmental Officer	NP1	1.0	
National Programme Officer	NP1	1.0	
Administrative Assistant	G5	1.0	
Programme Assistant	G5	5.0	
Project Assistant	G5	1.0	
B.3.1 Human Dimension Activities			
Head, Human Dimension Department	S3	1.0	
Gender and Anti-Trafficking Officer	S2	1.0	
Human Rights Officer	S2	1.0	
Media Officer	S2	1.0	
Rule of Law Officer	S2	1.0	
National Anti-Trafficking Officer	NP1	1.0	New post
National Gender Officer	NP1	1.0	
National Programme Officer, Human Rights	NP1	1.0	

POST TABLE (continued)

<u>Fund</u>			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
National Programme Officer, Gender and Democratization	NP1	1.0	
Senior Programme Assistant	G6	2.0	
Programme Assistant	G5	4.0	
Project Assistant	G5	1.0	
Senior Secretary	G5	1.0	
<u>Total for the Programme Office in Dushanbe</u>		<u>133.0</u>	
<u>GRAND TOTAL</u>		<u>2,272.4</u>	

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

The delegation of Romania, in its capacity as EU Presidency, passed the floor to the representative of the European Union, who delivered the following statement:

“The Member States of the European Union welcome the adoption of the OSCE Unified Budget for 2019. They recognize the difficulty of this exercise and reiterate their support to the Slovak Chairmanship in implementing it.

The EU Member States, whose contributions account for 70 per cent of our Organization’s budget, remain committed to providing the Organization with adequate resources so that it can implement its comprehensive approach to security.

This budget presents a balanced compromise between the positions of the participating States but it does not reflect all of the priorities of the EU Member States.

We reiterate our full support for the mandates of the three autonomous institutions and stress the importance and priority that we attach to their being provided with appropriate human and financial resources for them to carry out their mandates properly. We recall that the human dimension is at the core of the OSCE’s mandate and indispensable for its accomplishment.

The credits allocated to the Office for Democratic Institutions and Human Rights, which have been increased by 80,000 euros, are still much too low given the current issues and challenges. The scope for action of the Office in Warsaw remains inadequate, particularly in the area of election observation. We reiterate our support for the existing election observation methodology. It should not be called into question on account of budgetary constraints. We remain determined to continue our efforts in that regard.

The Representative on Freedom of the Media should receive more resources in view of the growing number of issues justifying his intervention.

The EU Member States will continue to promote gender equality in all of the OSCE’s activities. We support the allocation of sufficient resources for implementing this principle. We stress the importance of a gender policy in the OSCE and the crucial role that women can play at all levels of the decision-making process, including in peace processes and mediation.

We are willing to support the financing of investments in essential infrastructures through cash surpluses, insofar as such investments generate substantial savings in the future. We are not convinced, however, that these surpluses should or can be used systematically to cover reasonable expenses incurred through the OSCE's main activities within the Unified Budget.

We recall our strong support for better control of the costs of the Secretariat and call for greater cost management efforts.

The EU Member States will continue to place qualified personnel at the OSCE's disposal. We shall pay close attention to ensuring that the implementation of the new methodology for calculating board and lodging allowances (BLA) is reviewed with account taken of the ongoing reform of the secondment system.

The discussion of the 2019 budget has also once again demonstrated the urgent need to find a solution for the Augmentations Fund with account taken of the financial arrangement adopted by the participating States regarding their level of contribution. We reiterate our support for the continued transfer of the posts concerned to the scale for the Secretariat.

We look forward to a rapid solution to the question of reimbursement from the Unified Budget of taxes levied by certain participating States on the income of local mission staff, all the more so as Uzbekistan has recently made a responsible choice, which we welcome, to comply with its commitments in this area and to settle its outstanding payments to our Organization.

We request that this statement be appended to the adopted decision 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 France:

“France aligns itself with the interpretative statement by Romania made on behalf of the European Union Member States.

It would also like to make a national interpretative statement in its own name under paragraph IV.1(A)6 of the Rules of Procedure of the OSCE.

France has joined the consensus subject to the following comments:

- The budget for the autonomous institutions remains inadequate, in spite of a slight increase in the budget for the Office for Democratic Institutions and Human Rights. The autonomous institutions and field missions should have priority and receive significant financing;
- We welcome the fact that there is no increase in the budget for the Secretariat, but the savings and efficiency measures should continue;
- The unusual and unjustified continuation of the Augmentations Fund, whose abolition has been demanded for too many years now, is unacceptable. France has ceased payment of the unduly invoiced amounts for this item and notified the Secretariat of this decision. It urges the large majority of participating States in the same position to do likewise;
- In spite of the encouraging efforts by Uzbekistan, certain participating States continue to levy tax on the income of local OSCE mission staff, which is unacceptable. As it advised when the 2018 Unified Budget was adopted, France has decided to stop paying the amounts unduly invoiced for this item;
- The new methodology for calculating the board and lodging allowance (BLA), which France has consistently opposed since its inclusion in the 2017 budget, remains subject to review in 2019, particularly in relation to the reform of the policy regarding the employment of seconded staff, which is closely linked with the BLA. France cannot accept a misuse of the secondment system that would turn the BLA into a

remuneration package compensating for the failure of certain participating States to pay staff;

- The cash surplus should be returned to the participating States in accordance with the Financial Regulations. As an exception, it could be used for well-documented and agreed priorities;
- Finally, any increase in the expenditure under the OSCE Unified Budget should remain subject to the revision of the Scales of Contributions. We reiterate our support for the efforts by the Slovak Chairmanship, notably at the high-level meeting in Bratislava on 5 April;
- The discussion by the participating States on a reform of the budget cycle and the Financial Regulations, in particular paragraph 3.04, should continue as part of a comprehensive effort to improve the governance of our Organization.

Mr. Chairperson, I request that this statement be attached to the adopted decision, and included in the journal of the day.”

PC.DEC/1326
11 April 2019
Attachment 3

Original: ENGLISH

**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 an interpretative statement under paragraph IV.1(A)6 of the Rules of Procedure of the Organization for Security and Co-operation in Europe.

In joining consensus on this OSCE 2019 Unified Budget, the United States notes that the inclusion of cash surpluses in this budget does not imply any commitment by the United States to increases in US contributions in future years.

We request that this statement be attached to this decision and recorded in the journal of the day.

Thank you, Mr. Chairperson.”



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

PC.DEC/1327
11 April 2019

Original: ENGLISH

1225th Plenary Meeting
PC Journal No. 1225, Agenda item 3

**DECISION No. 1327
DATES OF THE 2019 ANNUAL SECURITY
REVIEW CONFERENCE (ASRC)**

The Permanent Council,

Taking into account the recommendation of the Forum for Security Co-operation,

Decides that the 2019 Annual Security Review Conference will take place in Vienna from 25 to 27 June 2019.