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FINANCING OF THE UNITED NATIONS OBSERVER MISSION IN GEORGIA

Report of the Secretary-General

EXECUTIVE SUMMARY

The present report contains the financial performance report of the United Nations Observer Mission in Georgia (UNOMIG) for the period from 14 January to 15 May 1995. An amount totalling \$6,880,136 gross (\$6,468,136 net) was appropriated by the General Assembly for the operation of UNOMIG for that period. Of that amount, expenditure totalled \$4,913,600 gross (\$4,609,500 net), resulting in an unencumbered balance of \$1,966,500 gross (\$1,858,600 net).

The reported unencumbered balance resulted primarily from the unavailability of the planned helicopter and the non-deployment of a fixed-wing aircraft. Additional savings accrued under military and civilian personnel, transport operations, supplies and services and public information programmes. These savings were partially offset by additional requirements under communications equipment to cover the purchase of a satellite Earth station, which was rolled over from the prior mandate period.

The action to be taken by the General Assembly at its fiftieth session in connection with the financing of the Mission is as follows: a decision to retain the unencumbered balance of \$1,966,500 gross (\$1,858,600 net) for the period from 14 January to 15 May 1995 in the light of the outstanding assessed contributions.

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I. INTRODUCTION

1. In annex V to the report of the Secretary-General on the financing of the United Nations Observer Mission in Georgia (UNOMIG) (A/49/429) of 26 September 1994 and in paragraph 5 of addendum 2 to that report, the monthly cost of maintaining (UNOMIG) was estimated at \$1,788,700 gross (\$1,685,700 net) or \$7,154,800 gross (\$6,742,800 net) for a four-month period.

2. The General Assembly, by its resolution 49/231 A of 23 December 1994, authorized the Secretary-General to enter into commitments for a six-month period, commencing on 14 January 1995, at a monthly rate not to exceed \$1,720,034 gross (\$1,617,034 net) in connection with the operation of UNOMIG. By resolution 49/231 B of 12 July 1995, the Assembly appropriated an amount of \$6,880,136 gross (\$6,468,136 net) for UNOMIG for the four-month period from 14 January to 15 May 1995.

II. FINANCIAL PERFORMANCE REPORT FOR THE PERIOD FROM 14 JANUARY TO 15 MAY 1995

3. The financial performance report for the period from 14 January to 15 May 1995 (annex I) and the supplementary information thereon (annexes II and III) reflect estimated expenditures of \$4,913,600 gross (\$4,609,500 net), resulting in an unencumbered balance of \$1,966,500 gross (\$1,858,600 net) from an appropriation of \$6,880,136 gross (\$6,468,100 net). This unencumbered balance results primarily from savings under air operations (\$1,413,700) due to the unavailability of the planned helicopter and non-deployment of a fixed-wing aircraft, military personnel costs (\$158,300), civilian personnel costs (\$323,400), transport operations (\$36,600), supplies and services (\$22,800) and public information programmes (\$83,600). Savings for military and civilian personnel resulted from fewer rotations and slower than anticipated deployment, respectively. The savings that accrued for transport operations were a result of lower costs for petrol, oil and lubricants and reduced spare parts requirements as 29 of the vehicles received were new. Savings under supplies and services relate mainly to medical supplies that did not require replenishment. The provision for public information programmes was not utilized as the planned activities were not undertaken.

4. The action to be taken by the General Assembly at its fiftieth session in connection with the financing of the Mission is as follows: a decision to retain the unencumbered balance of \$1,966,500 gross (\$1,858,600 net) for the period from 14 January to 15 May 1995 in the light of the outstanding assessed contributions.

Annex I

FINANCIAL PERFORMANCE REPORT FOR THE PERIOD FROM 14 JANUARY
TO 15 MAY 1995

Summary statement

(In thousands of United States dollars)

| | Original cost <u>estimates</u> (1) | <u>Apportionment</u> (2) | Estimated <u>expenditures</u> (3) | Savings/ (<u>overruns</u>) (4)=(2-3) |
|---|---|-----------------------------|---|--|
| <u>1. Military personnel costs</u> | | | | |
| (a) <u>Military observers</u> | | | | |
| Mission subsistence allowance | 1 447.7 | 1 447.7 | 1 372.1 | 75.6 |
| Travel costs | 180.0 | 240.0 | 145.1 | 94.9 |
| Clothing and equipment allowance | 9.0 | 9.0 | 9.2 | (0.2) |
| Subtotal | 1 636.7 | 1 696.7 | 1 526.4 | 170.3 |
| (b) <u>Military contingents</u> | - | - | - | - |
| (c) <u>Other costs pertaining to military personnel</u> | | | | |
| Contingent-owned equipment | 12.0 | - | 12.0 | (12.0) |
| Death and disability compensation | 18.0 | 18.0 | 18.0 | - |
| Subtotal | 30.0 | 18.0 | 30.0 | (12.0) |
| Total, line 1 | 1 666.7 | 1 714.7 | 1 556.4 | 158.3 |
| <u>2. Civilian personnel costs</u> | | | | |
| (a) <u>Civilian police</u> | - | - | - | - |
| (b) <u>International and local staff</u> | | | | |
| International staff salaries | 1 106.9 | 971.8 | 821.0 | 150.8 |
| Local staff salaries | 64.8 | 64.8 | 50.5 | 14.3 |
| Consultants | - | - | - | - |
| Overtime | - | - | 2.5 | (2.5) |
| Common staff costs | 706.1 | 698.6 | 519.2 | 179.4 |
| Mission subsistence allowance | 660.8 | 605.7 | 476.0 | 129.7 |
| Travel to and from the Mission area | 58.3 | 58.3 | 46.0 | 12.3 |
| Other travel costs | 9.0 | 9.0 | 169.6 | (160.6) |
| Subtotal | 2 606.0 | 2 408.2 | 2 084.8 | 323.4 |

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| | Original cost <u>estimates</u> (1) | <u>Apportionment</u> (2) | Estimated <u>expenditures</u> (3) | Savings/ (overruns) (4)=(2-3) |
|--|---|-----------------------------|---|-------------------------------------|
| (c) <u>International contractual personnel</u> | - | - | - | - |
| (d) <u>United Nations Volunteers</u> | - | - | - | - |
| (e) <u>Government-provided personnel</u> | - | - | - | - |
| (f) <u>Civilian electoral observers</u> | - | - | - | - |
| Total, line 2 | 2 606.0 | 2 408.2 | 2 084.8 | 323.4 |
| 3. <u>Premises/accommodation</u> | | | | |
| Rental of premises | 77.2 | 77.2 | 84.6 | (7.4) |
| Alterations and renovations to premises | - | - | 7.0 | (7.0) |
| Maintenance supplies | 14.0 | 14.0 | 12.7 | 1.3 |
| Maintenance services | 15.4 | 15.4 | 4.3 | 11.1 |
| Utilities | 16.4 | 16.4 | 4.7 | 11.7 |
| Construction/prefabricated buildings | - | - | - | - |
| Total, line 3 | 123.0 | 123.0 | 113.3 | 9.7 |
| 4. <u>Infrastructure repairs</u> | - | - | - | - |
| 5. <u>Transport operations</u> | - | - | - | - |
| Purchase of vehicles | - | - | - | - |
| Rental of vehicles | - | - | - | - |
| Workshop equipment | - | - | - | - |
| Spare parts, repairs and maintenance | 103.4 | 51.7 | 38.7 | 13.0 |
| Petrol, oil and lubricants | 90.3 | 45.2 | 21.6 | 23.6 |
| Vehicle insurance | 22.7 | 11.3 | 11.3 | - |
| Total, line 5 | 216.4 | 108.2 | 71.6 | 36.6 |
| 6. <u>Air operations</u> | | | | |
| (a) <u>Helicopter operations</u> | | | | |
| Hire/charter costs | 810.0 | 810.0 | - | 810.0 |
| Aviation fuel and lubricants | 75.7 | 75.7 | - | 75.7 |
| Positioning/depositioning costs | - | - | - | - |
| Resupply flights | - | - | - | - |
| Painting/preparation | - | - | - | - |
| Liability and war-risk insurance | 100.0 | 100.0 | - | 100.0 |
| Subtotal | 985.7 | 985.7 | - | 985.7 |

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| | Original cost <u>estimates</u> (1) | <u>Apportionment</u> (2) | Estimated <u>expenditures</u> (3) | Savings/ (<u>overruns</u>) (4)=(2-3) |
|--|---|-----------------------------|---|--|
| (b) <u>Fixed-wing aircraft</u> | | | | |
| Hire/charter costs | 257.2 | 257.2 | - | 257.2 |
| Aviation fuel and lubricants | 40.1 | 40.1 | 1.8 | 38.3 |
| Positioning/depositioning costs | - | - | - | - |
| Resupply flights | - | - | - | - |
| Painting/preparation | - | - | - | - |
| Liability and war-risk insurance | 100.0 | 100.0 | - | 100.0 |
| Subtotal | 397.3 | 397.3 | 1.8 | 395.5 |
| (c) <u>Aircrew subsistence allowance</u> | - | - | 4.6 | (4.6) |
| (d) <u>Other air operation costs</u> | | | | |
| Air traffic control services and equipment | - | - | - | - |
| Landing fees and ground handling | 40.0 | 40.0 | 2.9 | 37.1 |
| Fuel storage containers | - | - | - | - |
| Subtotal | 40.0 | 40.0 | 7.5 | 32.5 |
| Total, line 6 | 1 422.9 | 1 423.0 | 9.3 | 1 413.7 |
| 7. <u>Naval operations</u> | - | - | - | - |
| 8. <u>Communications</u> | | | | |
| (a) <u>Complimentary communication</u> | | | | |
| Communications equipment | - | - | 191.8 | (191.8) |
| Spare parts and supplies | 20.0 | 20.0 | 22.9 | (2.9) |
| Workshop and test equipment | - | - | - | - |
| Commercial communications | 139.2 | 139.2 | 139.2 | - |
| Subtotal | 159.2 | 159.2 | 353.9 | (194.7) |
| (b) <u>Main trunking contract</u> | - | - | - | - |
| Total, line 8 | 159.2 | 159.2 | 353.9 | (194.7) |
| 9. <u>Other equipment</u> | | | | |
| Office furniture | - | - | 5.6 | (5.6) |
| Office equipment | - | - | 8.0 | (8.0) |
| Data-processing equipment | - | - | - | - |
| Generators | - | - | 0.2 | (0.2) |
| Observation equipment | - | - | - | - |
| Petrol tank plus metering equipment | - | - | - | - |
| Medical and dental equipment | - | - | - | - |

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| | Original cost <u>estimates</u> (1) | <u>Apportionment</u> (2) | Estimated <u>expenditures</u> (3) | Savings/ (overruns) (4)=(2-3) |
|--|---|-----------------------------|---|-------------------------------------|
| Accommodation equipment | - | - | - | - |
| Miscellaneous equipment | - | - | 8.0 | (8.0) |
| Field defence equipment | - | - | - | - |
| Water purification equipment | - | - | - | - |
| Spare parts, repairs and maintenance | 29.5 | 29.5 | 2.5 | 27.0 |
| Total, line 9 | 29.5 | 29.5 | 24.3 | 5.2 |
| 10. <u>Supplies and services</u> | | | | |
| (a) <u>Miscellaneous services</u> | | | | |
| Audit services | 9.0 | 9.0 | 9.0 | - |
| Contractual services | 8.0 | 8.0 | 7.2 | 0.8 |
| Data-processing services | - | - | - | - |
| Security services | - | - | - | - |
| Medical treatment and services | 13.3 | 13.3 | - | 13.3 |
| Maintenance services | - | - | - | - |
| Claims and adjustments | 4.0 | 4.0 | 4.0 | - |
| Official hospitality | 0.8 | 0.8 | - | 0.8 |
| Miscellaneous other services | 6.0 | 6.0 | 41.9 | (35.9) |
| Subtotal | 41.2 | 41.1 | 62.1 | (21.0) |
| (b) <u>Miscellaneous supplies</u> | | | | |
| Stationery and office supplies | 13.0 | 13.0 | 13.5 | (0.5) |
| Medical supplies | 60.0 | 60.0 | 34.2 | 25.8 |
| Sanitation and cleaning materials | 8.0 | 8.0 | 1.3 | 6.7 |
| Subscriptions | 2.0 | 2.0 | 0.3 | 1.7 |
| Electrical supplies | 4.0 | 4.0 | 1.2 | 2.8 |
| Ballistic-protective blankets for vehicles | - | - | - | - |
| Uniform items, flags and decals | 9.8 | 9.8 | 0.6 | 9.2 |
| Field defence stores | 4.4 | 4.4 | - | 4.4 |
| Operational maps | 1.7 | 1.7 | - | 1.7 |
| Quartermaster and general stores | - | - | 8.0 | (8.0) |
| Subtotal | 102.8 | 102.9 | 59.1 | 43.8 |
| Total, line 10 | 144.0 | 144.0 | 121.2 | 22.8 |

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| | Original cost <u>estimates</u> (1) | <u>Apportionment</u> (2) | Estimated <u>expenditures</u> (3) | Savings/ (<u>overruns</u>) (4)=(2-3) |
|--|---|-----------------------------|---|--|
| 11. <u>Election-related supplies and services</u> | - | - | - | - |
| 12. <u>Public information programmes</u> | 83.6 | 83.6 | - | 83.6 |
| 13. <u>Training programmes</u> | - | - | - | - |
| 14. <u>Mine-clearing programmes</u> | - | - | - | - |
| 15. <u>Assistance for disarmament and demobilization</u> | - | - | - | - |
| 16. <u>Air and surface freight</u> | | | | |
| Transport of contingent-owned equipment | - | - | - | - |
| Military airlifts | - | - | - | - |
| Commercial freight and cartage | 60.0 | 60.0 | 60.0 | - |
| Total, line 16 | 60.0 | 60.0 | 60.0 | - |
| 17. <u>Integrated Management Information System</u> | 10.0 | 10.0 | 10.0 | - |
| 18. <u>Support account for peace-keeping operations</u> | 221.5 | 204.7 | 204.7 | - |
| 19. <u>Staff assessment</u> | 412.0 | 412.0 | 304.1 | 107.9 |
| Gross total, lines 1-19 | 7 154.8 | 6 880.1 | 4 913.6 | 1 966.5 |
| 20. <u>Income from staff assessment</u> | (412.0) | (412.0) | (304.1) | (107.9) |
| Net total | 6 742.8 | 6 468.1 | 4 609.5 | 1 858.6 |
| 21. <u>Voluntary contributions in kind</u> | - | - | - | - |
| Total resources | 6 742.8 | 6 468.1 | 4 609.5 | 1 858.6 |

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Annex II

FINANCIAL PERFORMANCE REPORT FOR THE PERIOD FROM
14 JANUARY TO 15 MAY 1995

Supplementary information

Savings/
(overruns)
(United States
dollars)

1. Military personnel costs

(a) Military observers 170 300

1. Savings under mission subsistence allowance (\$75,600) resulted from a change to a single lower rate of \$85 per day. The original cost estimates were based on a rate of \$112 for the first 30 days and \$86 after 30 days for 135 observers. Savings for travel costs (\$94,900) were due to the rotation of 46 observers instead of the 60 anticipated and to the purchase of round-trip air tickets at an average cost of \$3,000 instead of \$4,000 each as the majority of the observers originated in Europe during this mandate period. The additional requirement (\$200) under clothing allowance resulted from the payment of the allowance to 46 instead of 45 observers.

(b) Military contingents -

2. No change.

(c) Other costs pertaining to military personnel -

(i) Contingent-owned equipment (12 000)

3. An additional amount of \$12,000 was needed for reimbursement to a Government for the use of three ambulances.

(ii) Death and disability compensation

4. The amount of \$18,000 allocated for death and disability has been fully obligated to cover potential claims for death, disability or injury of military personnel. As of the present date, no claims have been received. The total unliquidated obligations for this purpose from the inception of the Mission up to 15 May 1995 amount to \$94,500.

2. Civilian personnel costs

(a) Civilian police -

5. No change.

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| | |
|---|---------|
| (b) <u>International and local staff</u> | 323 400 |
| <p>6. Savings totalling \$486,500 were realized for international staff salaries (\$150,800), local staff salaries (\$14,300), common staff costs (\$179,400), mission subsistence allowance (\$129,700) and travel to and from the mission area (\$12,300) since only 55 international staff and 62 local staff were deployed by the end of the mandate period instead of the 59 international staff and 81 local staff included in the cost estimates. Additional requirements totalling \$163,100 arose for overtime (\$2,500) and other travel costs (\$160,600) for which no provision had been made in the cost estimates. The increased travel costs relate to travel by the Secretary-General to the Mission (\$126,000), travel by two Accounts Division staff to install the PROGEN payroll system and train staff in its operation (\$16,548) and to travel to Istanbul, Moscow and other destinations within the Mission area (\$18,037) by Mission staff on official duty.</p> | |
| (c) <u>International contractual personnel</u> | - |
| 7. No change. | |
| (d) <u>United Nations Volunteers</u> | - |
| 8. No change. | |
| (e) <u>Government-provided personnel</u> | - |
| 9. No change. | |
| (f) <u>Civilian electoral observers</u> | - |
| 10. No change. | |
| 3. <u>Premises/accommodation</u> | 9 700 |
| <p>11. Savings totalling \$24,100 were realized under maintenance supplies (\$1,300) and maintenance services (\$11,100) and utilities (\$11,700). Monthly maintenance supplies costs were lower than anticipated; maintenance services were, for the most part, included in leases and the Pitsunda headquarters required only minimal maintenance. There were savings on utilities because of the irregular supply of electricity, resulting in reliance on generators instead.</p> | |
| <p>12. An additional amount of \$14,400 was required for rental of premises (\$7,400) and alterations and renovations to premises (\$7,000). Costs were incurred for the rental of newly established team-site bases and to supplement the existing provision for rental of premises, which was inadequate for the new headquarters, located in Pitsunda instead of Tskaltubo. Repairs were effected to driveways and electrical wiring upgraded at the Zugdidi Sector office. Doors and grills were secured for the cash vault, repairs/extension to the garage workshop and warehouse were undertaken and Mission premises were secured with barbed wire.</p> | |

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4. Infrastructure repairs -

13. No change.

5. Transport operations 36 600

14. Savings totalling \$36,600 for spare parts, repairs and maintenance (\$13,000) and petrol, oil and lubricants (\$23,600) were realized under this heading as the 29 new vehicles that arrived during the period required no repairs. Savings on the average daily operating costs for vehicles were realized as petrol, oil and lubricants were available at an average cost of \$0.14 per litre for fuel and at \$4 per litre for oil and lubricants.

6. Air operations 985 700

(a) Helicopter operations

15. Savings of \$985,700 were realized for hire/charter costs (\$810,000) aviation fuel and lubricants (\$75,700) and liability insurance (\$100,000) as the planned helicopter was not available during the mandate period.

(b) Fixed-wing aircraft 395 500

16. Savings totalling \$395,500 were realized for hire/charter costs (\$257,200), aviation fuel and lubricants (\$38,300) and liability insurance (\$100,000). The aircraft, which was received on 13 April 1995, was released on 30 June 1995 as the contractor was unable to obtain landing rights for its operation in countries other than the Russian Federation.

(c) Aircrew subsistence allowance (4 600)

17. A requirement of \$4,600 arose to cover payments to the aircraft crew while the aircraft was in the Mission area. No provision had been made for this expense in the original cost estimates.

(d) Other air operation costs

(i) Landing fees and ground handling 37 100

18. Savings of \$37,100 were realized under this heading as the aircraft was not operational during the mandate period.

7. Naval operations..... -

19. No change.

8. Communications (194 700)

20. Additional requirements under this heading include communications equipment (\$191,800) and spare parts and supplies (\$2,900). The above expenditures represent the rollover of the cost of a satellite Earth station that was not purchased in the prior mandate period.

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9. Other equipment 5 200

21. Savings totalling \$27,000 were realized for spare parts since the Mission was still without much of the equipment it needed. Additional requirements of \$21,800 arose for the purchase of furniture (\$5,600), office equipment (\$8,000), generators (\$200) and miscellaneous equipment (\$8,000). These requirements represent partial rollovers from the prior mandate period and are as follows:

(a) Office furniture: chairs - 20; desks - 3; and filing cabinets and shelving required by 15 staff members who arrived during the mandate period;

(b) Office equipment: safes - 3; cash-counting machine - 1; overhead projectors - 6; paper shredders - 6; and calculators - 3;

(c) Miscellaneous equipment: cookers, gas cylinders and refrigerators.

10. Supplies and services

(a) Miscellaneous services (21 000)

22. An additional \$35,900 under miscellaneous services was incurred for bank charges, for which no provision had been made. Remittances had to be channelled from New York Headquarters through the United Nations Information Centre office in Moscow owing to the lack of banking facilities in the Mission area. Savings totalling \$14,900 were realized for contractual services (\$800), medical treatment and services (\$13,300) and official hospitality (\$800). No outside medical assistance was required and no hospitality expenses were incurred during the mandate period.

(b) Miscellaneous supplies 43 800

23. Savings of \$52,300 were realized under this heading for medical supplies (\$25,800), sanitation and cleaning materials (\$6,700), subscriptions (\$1,700), electrical supplies (\$2,800), uniform items, flags and decals (\$9,200), field defence stores (\$4,400) and operational maps (\$1,700). The requirement for medical supplies was less than anticipated as the existing stock was adequate. Cleaning supplies were available locally at lower prices than expected. The Mission obtained fewer magazines/newspapers than envisaged. Minimal electrical supplies were bought as existing facilities are adequate. The provision for uniform items was not fully utilized owing to fewer rotations of observers than planned. Savings for field defence stores and operational maps resulted from the slow expansion into team-site bases and observation posts. Additional requirements (\$8,500) arose for quartermaster and general stores (\$8,000) and stationery (\$500). The items purchased were lock cylinders, keys, padlocks, screws, ladder, hose, batteries, copy-machine toners and film.

11. Election-related supplies and services -

24. No change.

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| 12. | <u>Public information programme</u> | 83 600 |
| 25. | The scope of the public information activities originally envisaged for the Mission could not be undertaken during this brief period. It has since been decided to limit the activities to the distribution of printed material. | |
| 13. | <u>Training programmes</u> | - |
| 26. | No change. | |
| 14. | Mine-clearing programmes | - |
| 27. | No change. | |
| 15. | <u>Assistance for disarmament and demobilization</u> | - |
| 28. | No change. | |
| 16. | <u>Air and surface freight</u> | - |
| 29. | No change. | |
| 17. | <u>Integrated Management Information System</u> | - |
| 30. | No change. | |
| 18. | <u>Support account for peace-keeping operations</u> | - |
| 31. | No change. | |
| 19. | <u>Staff assessment</u> | 107 900 |
| 32. | Savings totalling \$107,900 accrued under this heading as only 55 of the 69 international civilian staff envisaged were on board. | |
| 20. | <u>Income from staff assessment</u> | (107 900) |
| 33. | This amount is derived from item 19 above. | |

Annex III

INCUMBENCY REPORT FOR THE PERIOD FROM 14 JANUARY TO 15 MAY 1995

| | January 1995 | | February 1995 | | March 1995 | | April 1995 | | May 1995 | |
|------------------------------|-----------------------------|---------------------------|-----------------------------|---------------------------|-----------------------------|---------------------------|-----------------------------|---------------------------|-----------------------------|---------------------------|
| | Author- ized staffing | Actual deploy- ment | Author- ized staffing | Actual deploy- ment | Author- ized staffing | Actual deploy- ment | Author- ized staffing | Actual deploy- ment | Author- ized staffing | Actual deploy- ment |
| Military observers | 135 | 135 | 135 | 135 | 135 | 135 | 135 | 135 | 135 | 135 |
| Civilian staff | | | | | | | | | | |
| International staff | | | | | | | | | | |
| Professional and above | | | | | | | | | | |
| D-2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| D-1 | 1 | - | 1 | - | 1 | - | 1 | - | 1 | - |
| P-5 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 2 |
| P-4 | 4 | 2 | 4 | 2 | 4 | 3 | 4 | 3 | 4 | 3 |
| P-3 | 9 | 3 | 9 | 3 | 9 | 3 | 5 | 5 | 5 | 5 |
| P-2/1 | - | 2 | - | 3 | - | 3 | 4 | 4 | 4 | 4 |
| Subtotal | 16 | 9 | 16 | 10 | 16 | 11 | 16 | 15 | 16 | 15 |
| General Service and other | | | | | | | | | | |
| General Service | 16 | 14 | 16 | 13 | 16 | 14 | 16 | 16 | 16 | 15 |
| Field Service | 20 | 18 | 20 | 21 | 20 | 26 | 20 | 20 | 20 | 19 |
| Security Service | 7 | 2 | 7 | 2 | 7 | 3 | 7 | 6 | 7 | 6 |
| Subtotal | 43 | 34 | 43 | 36 | 43 | 43 | 43 | 42 | 43 | 40 |
| Total, international staff | 59 | 43 | 59 | 46 | 59 | 54 | 59 | 57 | 59 | 55 |
| Vacancy rate | | 27% | | 22% | | 8% | | 3% | | 7% |
| Local staff | 81 | 52 | 81 | 57 | 81 | 57 | 81 | 60 | 81 | 62 |
| Vacancy rate | | 36% | | 30% | | 30% | | 26% | | 23% |