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Proposed programme budget for the biennium 2016-2017

Estimates in respect of special political missions, good offices and other political initiatives authorized by the General Assembly and/or the Security Council

United Nations Assistance Mission for Iraq

Sixteenth report of the Advisory Committee on Administrative and Budgetary Questions on the proposed programme budget for the biennium 2016-2017

I. Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered an advance version of the report of the Secretary-General on estimates in respect of special political missions, good offices and other political initiatives authorized by the General Assembly and/or the Security Council that contains the proposed resource requirements for 2016 for the United Nations Assistance Mission for Iraq ([A/70/348/Add.5](#)). During its consideration of the report, the Advisory Committee met with representatives of the Secretary-General, who provided additional information and clarification, concluding with written responses received on 4 November 2015.

2. The main report of the Secretary-General ([A/70/348](#)) provides an overview of the proposed resource requirements for 2016 for 35 special political missions and related cross-cutting issues, and the five addenda to the main report cover the specific requirements for thematic clusters I to III and the two largest missions, the United Nations Assistance Mission in Afghanistan (UNAMA) and the United Nations Assistance Mission for Iraq (UNAMI) ([A/70/348/Add.1-5](#)). Issues of a cross-cutting nature pertaining to all special political missions will be dealt with in the main report of the Advisory Committee ([A/70/7/Add.10](#)), while the budget proposals for thematic clusters I to III and UNAMA and UNAMI will be presented in its related reports ([A/70/7/Add.11-15](#)). The budget proposal of the Secretary-General for the Office of the Special Envoy of the Secretary-General for Yemen



(cluster I) is contained in a separate addendum (A/70/348/Add.6),¹ and the related report of the Committee will be issued as document A/70/7/Add.16.

3. The Advisory Committee recalls that a biennial provision of \$1,124.4 million for special political missions was included in section 3, Political affairs, of the Secretary-General's proposed programme budget for 2016-2017 (see A/70/6 (Sect. 3), paras. 3.96-3.100). The comments and recommendations of the Committee on the level of the biennial provision, in particular a proposed reduction of \$6 million attributed to "efficiencies" (see A/70/7, para. II.3 (c)), will be included in its main report (A/70/7/Add.10), along with other cross-cutting issues relating to the proposed resource requirements, including air operations and travel and security arrangements, as well as ratios for, inter alia, vehicles and computing devices.

II. Resource utilization in the biennium 2014-2015

4. Sections I and III of the report of the Secretary-General provide an overview of the resource requirements for UNAMI for 2016, including priorities and planning assumptions for 2016 and projected performance information for 2015 (see A/70/348/Add.5, paras. 14-38). Table 1 provides a breakdown of the estimated expenditure of the Mission for the period from 1 January 2014 to 31 December 2015 and projected requirements for 2016.

Table 1

United Nations Assistance Mission for Iraq: total resource requirements (net)

(Thousands of United States dollars)

Category	2014-2015			Total requirements for 2015	Requirements for 2016		Variance 2015-2016
	Appropriation	Estimated expenditure	Variance		Total	Non-recurrent	
	(1)	(2)	(3)=(1)-(2)		(5)	(6)	
Military and police personnel	15 957.5	14 617.2	1 340.3	8 613.4	8 581.4	—	(32.0)
Civilian personnel	164 414.2	163 652.1	762.1	80 139.3	80 293.8	—	154.5
Operational costs	80 803.7	80 696.6	107.1	47 404.1	31 221.5	2 882.5	(16 182.6)
Total	261 175.4	258 965.9	2 209.5	136 156.8	120 096.7	2 882.5	(16 060.1)

5. An analysis of estimated expenditure for 2014-2015 is included in table 1 of the report of the Secretary-General, with explanations contained in paragraphs 213 to 253 of the same report. The projected net underexpenditure for 2014-2015 of \$2.2 million, or 0.85 per cent, comprises:

(a) Lower-than-budgeted requirements for military and police personnel (\$1,340,300), owing mainly to the reduction in the number of troops from 272 to 245 in October 2014; reduced requirements for freight related to contingency-owned equipment and for rations; and an actual average deployment of two police advisers

¹ The Secretary-General provides the explanation for the separate addendum in paragraph 10 of his report (A/70/348).

in 2014, compared with a budgeted strength of five, and no deployment of police advisers in 2015, compared with a budgeted strength of one;

(b) Lower-than-budgeted overall expenditure for civilian personnel (\$762,100), as a result of lower costs for national staff (\$8,646,000), due mainly to a projected vacancy rate with respect to National Professional Officers of 24 per cent, compared with the authorized rate of 16 per cent, and a projected vacancy rate with respect to Local level staff members of 18 per cent, compared with the authorized rate of 13 per cent, as well as to a reduction in the number of local staff members based in Kuwait. These reduced costs were offset in part by higher costs for international staff (\$7,883,900), due mainly to higher expenditure for common staff costs associated with the relocation of staff within the Mission as a result of the security situation in Iraq;

(c) Lower-than-budgeted requirements under operational costs (\$107,100), *inter alia*, in connection with facilities and infrastructure (\$770,200), due to the reduced requirements for generator fuel in Iraq as a result of the improved power supply and for the acquisition and replacement of furniture and equipment following the extension of the lifetime of furniture and equipment in acceptable condition; ground transportation (\$1,253,900), due to lower fuel consumption as a result of movement restrictions and to the reduced use of spare parts as a result of the underutilization of armoured vehicles in Baghdad following the relocation of staff from Baghdad to Erbil; and air transportation (\$1,088,800), due to the discontinuation (and related reduced fuel requirements) in 2015 of rotary-wing aircraft not suited to the security conditions on the ground, offset in part by increased requirements for fixed-wing aircraft due to the chartering of a second Learjet from August 2014 to April 2015 and for additional aircraft in 2014 for the evacuation of staff from Baghdad. However, the overall lower requirements under operational costs are substantially counterbalanced owing to significantly higher expenditure under official travel (\$4,079,100), stemming from the payment of daily subsistence allowance in connection with the relocation of staff from Baghdad to Kuwait, Amman and Erbil as a result of the security situation.

III. Mandate and resource requirements for 2016

A. Mandate and planning for 2016

6. The Secretary-General states that the assumptions for 2016 draw on the findings of the strategic assessment mission conducted in April 2015. It is likely that the Government of Iraq will approach UNAMI for assistance in formulating policies that address the urgent needs of the country. Furthermore, it is expected that the Mission and the United Nations country team will have a role to play, in particular in the peaceful resolution of disputes, access to justice and the promotion of an inclusive democratic system of governance, the rule of law, human rights and social and economic development. The Secretary-General also states that the environment in Iraq will continue to be affected by regional dynamics and the country's relations with its neighbours, and therefore facilitating regional support for the reform programme of the Government will continue to be a Mission priority. In addition, the planning assumptions with respect to electoral assistance are based on the findings of the needs assessment mission deployed to Iraq in March 2015, and the

United Nations will remain the only technical election adviser to the electoral institutions, with the International Foundation for Electoral Systems withdrawing and with no current United Nations Development Programme (UNDP) project (ibid., paras. 24 and 25).

7. The Secretary-General indicates that a variety of internal and external security, humanitarian, human rights, governance and socioeconomic factors will likely contribute to an uncertain outlook for the Mission in 2016. UNAMI will continue to provide support for political dialogue and national reconciliation at three levels: high-level political engagement, grass-roots community reconciliation and regional engagement. The Mission also plans to facilitate the adoption of key legislative reforms, to continue to conduct extensive activities related to human rights and, as the Government needs to secure and stabilize newly recaptured areas, to play a major role in facilitating their stabilization. In addition, the Mission plans to study which of its functions could be transitioned to other entities in order to start a multi-year process of transitioning certain of its substantive, support and security functions to partners in the United Nations country team (ibid., paras. 26-30).

8. The Advisory Committee was informed upon enquiry that the strategic assessment mission had concluded that, since Iraq's security sector had been affected as a result of the attacks carried out by the so-called Islamic State of Iraq and the Levant (ISIL) in the summer of 2014, there was a need for further engagement by the United Nations in the areas of the rule of law and security sector reform, leveraging the resources of UNAMI and the United Nations country team. The responsibility for the training and capacity-building of police had rested primarily with the UNAMI Human Rights Office, while agencies, funds and programmes, including the International Organization for Migration and UNDP, had engaged in advancing the reform of the security sector. In that connection, the strategic assessment mission recommended that a number of duties and responsibilities previously carried out by UNAMI military and police advisers now be assumed by the Human Rights Office and the United Nations country team. Those responsibilities would include: (a) providing technical advice on capacity-building and strengthening of the security system; (b) drafting new legislation on security services and developing a nationwide community-oriented policing programme; (c) providing technical advice on the rehabilitation of police and military facilities and infrastructure and overall institutional development; (d) assessing the performance of the Iraqi security forces; and (e) providing advice to UNAMI on assistance provided to the Iraqi security forces.

9. The Advisory Committee was also informed upon enquiry that the Secretary-General's proposed resource requirements for 2016 were based primarily on the results of the strategic assessment mission and that the efficient and effective delivery of all mandated programmes and activities had been the primary consideration in the determination of the resource requirements for 2016, while, at the same time, ensuring the safety and security of all United Nations staff, operations and assets remained of paramount importance.

B. Resource requirements for 2016

10. As shown in table 1, the proposed resources in the amount of \$120,096,700 for 2016 for UNAMI represent an overall decrease of \$16,060,100, or 11.8 per cent,

compared with the appropriation for 2015 and are attributable to decreased requirements of \$32,000 under military and police personnel and \$16,182,600 under operational costs, offset by higher requirements of \$154,500 for civilian personnel. Details relating to the proposed resource requirements for 2016 are explained in paragraphs 213 to 253 of the report of the Secretary-General.

1. Military and police personnel

11. The estimated requirements for military and police personnel for 2016 amount to \$8.58 million, reflecting a decrease of \$32,000, or 0.37 per cent, compared with the approved resources for 2015. The proposed resources would provide for the deployment of 245 United Nations Guard Unit personnel, compared with an authorized strength of 13 military advisers, 245 Guard Unit personnel and 6 police advisers in 2015. The Secretary-General indicates that, in accordance with the recommendations of the strategic assessment mission, the functions related to the rule of law would be implemented by other United Nations entities, such as UNDP, the Office of the United Nations High Commissioner for Human Rights and other members of the United Nations country team and that, therefore, no military and police advisers would be deployed in 2016 (*ibid.*, para. 214) (see also para. 8 above).

2. Civilian personnel

12. The approved staffing requirements for 2015 and the proposals of the Secretary-General for 2016 are summarized in table 2.

Table 2

United Nations Assistance Mission for Iraq: staffing requirements

	<i>Positions</i>	<i>Level</i>
Approved positions for 2015	900	1 USG, 2 ASG, 1 D-2, 7 D-1, 20 P-5, 59 P-4, 59 P-3, 9 P-2, 217 FS, 105 NPO, 420 LL
Proposed positions for 2016	879	1 USG, 2 ASG, 1 D-2, 6 D-1, 17 P-5, 57 P-4, 54 P-3, 8 P-2, 210 FS, 116 NPO, 407 LL
Proposed new positions	13	1 P-4, 1 P-3, 1 P-2, 1 FS, 9 NPO
Proposed redeployments	29	10 FS, 1 NPO, 18 LL
Proposed abolishments	34	1 D-1, 3 P-5, 3 P-4, 5 P-3, 2 P-2, 5 FS, 1 NPO, 14 LL

Abbreviations: USG, Under-Secretary-General; ASG, Assistant Secretary-General; FS, Field Service; NPO, National Professional Officer; LL, Local level.

13. The proposed staffing requirements for 2016 consist of 879 positions, comprising 356 international staff (146 in the Professional and higher categories and 210 Field Service) and 523 national staff (116 National Professional Officer and 407 Local level). The staffing requirements for 2016 reflect a net decrease of 21 positions (12 Professional and higher, 7 Field Service and 2 national staff (as a result of an increase of 11 National Professional Officers and a decrease of 13 Local level staff)) compared with the approved level of 900 positions for 2015. Detailed information on those staffing requirements are contained in tables 2 and 3 and paragraphs 40 to 212 of the report of the Secretary-General.

14. Tables 4 and 5 of the Secretary-General's report provide information on the proposed establishment of 13 new positions (1 P-4, 1 P-3, 1 P-2, 1 Field Service and 9 National Professional Officer) and the abolishment of 34 approved positions (1 D-1, 3 P-5, 3 P-4, 5 P-3, 2 P-2, 5 Field Service, 1 National Professional Officer and 14 Local level).

15. With regard to the proposed abolishment of one position of Chief of Development and Humanitarian Affairs (D-1) and one position of Senior Programme Officer (P-5) (ibid., para. 99), the Advisory Committee was informed upon enquiry that the functions associated with those positions would henceforth be assumed by the Development Operations Coordination Office and a newly established in-country presence of the Office for the Coordination of Humanitarian Affairs, respectively.

16. In connection with the ongoing need for five positions of Movement Control Assistant (2 Field Service and 3 Local level) in the Baghdad International Zone (ibid., para. 192), the Advisory Committee was informed upon enquiry that the discontinuation of all helicopter movement between the International Zone and the airport would result in increased movement by road and, therefore, an increased related workload (see also para. 23 below). The Committee was also informed that the Movement Control Assistants would work according to a split duty roster to plan, coordinate and then dispatch and receive vehicle convoys transporting staff to and from the airport.

17. The Secretary-General indicates that the resource requirements for the proposed new National Professional Officer position reflect the application of an annual average vacancy factor of 20 per cent (ibid., para. 223). The Advisory Committee notes that the application of a single vacancy factor for all new and continuing posts and positions is consistent with the approach proposed by the Secretary-General across all sections of the programme budget. In its report on the proposed programme budget for the biennium 2016-2017, the Committee recommended a return to the previous practice of applying a different budgetary treatment for new and continuing posts and, therefore, that the General Assembly apply the vacancy factor of 50 per cent for new Professional posts and 35 per cent for new General Service posts (see [A/70/7](#), para. 57). **The Advisory Committee recommends, therefore, that the 2016 resource requirements in respect of the 13 new positions be reduced accordingly to reflect the application of a separate vacancy factor for newly established posts.**

18. With regard to the matter of the Mission's long-vacant positions, the Advisory Committee was informed upon enquiry that nine positions had been vacant for two years or more, including one position of Administrative Assistant, which had been vacant since January 2009 and would now be readvertised, as no suitable candidate had been previously identified, and one position of P-4 Security Officer, which had been vacant since January 2013 and was now proposed for abolishment (see annex II). **As a general principle, the Advisory Committee reiterates its overall view that all vacant positions should be filled expeditiously. Otherwise, they should be rejustified or proposed for abolishment.**

19. **The Advisory Committee reiterates its recommendation that the General Assembly encourage the Secretary-General to undertake more robust efforts to strengthen the Mission's national staffing complement, whenever appropriate, by nationalizing positions, considering the availability of qualified individuals in the local labour market (see also [A/69/628](#), para. 197).** Further comments and recommendations of the Committee on staffing requirements are contained in paragraphs 24 to 27 below.

20. The Secretary-General proposes the merging of the Acquisition Management Section into the Central Warehouse Section, thus consolidating the processes of planning, acquisition of life support and major supply items, warehousing and inventory, and asset management. In that connection, it is proposed that nine positions (2 Contract Management Officer (Field Service), 1 Contract Management Assistant (Field Service), 1 Supply Assistant (Field Service) and 5 Supply Assistant (Local level)) be redeployed from the Acquisition Management Section to the Central Warehouse Section and that nine positions (3 Contract Management Assistant (Local level) and 6 Supply Assistant (Local level)) be abolished. Upon enquiry, the Advisory Committee was informed that merging the functions of those two sections would enhance staffing and operational efficiencies by reducing the number of staff carrying out similar functions and by synchronizing the acquisition process with the warehouse storage and issuance function, which would enable UNAMI to coordinate the ordering process and reduce obsolescence.

21. **The Advisory Committee welcomes the consolidation of similar or overlapping functions and looks forward to receiving in the next report of the Secretary-General information on efficiencies achieved and lessons learned. The Committee considers that the operations of other special political missions may also benefit from a similar consolidation of functions, where appropriate.**

3. Operational costs

22. Paragraphs 226 to 253 of the report of the Secretary-General provide a summary of the estimates of operational costs by category of expenditure, including the appropriation and estimated expenditure for 2014-2015 and the projected requirements for 2016 (see table 3).

Table 3

United Nations Assistance Mission for Iraq: operational costs

(Thousands of United States dollars)

Category of expenditure	2014-2015				2016		
	Appropriation	Estimated expenditures	Variance	Total 2015	Total	Non-recurrent	Variance 2015-2016
	(1)	(2)	(3)=(1)-(2)	(4)	(5)	(6)	(7)=(5)-(4)
Operational costs							
1. Consultants	766.3	705.9	60.4	508.4	227.6	—	(280.8)
2. Official travel	3 561.7	7 640.8	(4 079.1)	1 979.4	1 718.0	—	(261.4)
3. Facilities and infrastructure	17 536.9	16 766.7	770.2	11 615.6	10 288.3	465.4	(1 327.3)
4. Ground transportation	2 540.5	1 286.6	1 253.9	1 163.3	1 047.3	16.0	(116.0)
5. Air transportation	26 301.0	25 212.2	1 088.8	19 032.6	6 309.7	—	(12 722.9)
6. Communications	9 632.4	9 756.9	(124.5)	5 770.1	5 448.4	1 940.4	(321.7)
7. Information technology	3 875.3	3 172.2	703.1	2 049.3	1 977.5	460.7	(71.8)
8. Medical	1 139.6	717.3	422.3	694.1	502.2	—	(191.9)
9. Other supplies, services and equipment	15 450.0	15 438.0	12.0	4 591.3	3 702.5	—	(888.8)
Total	80 803.7	80 696.6	107.1	47 404.1	31 221.5	2 882.5	(16 182.6)

Air transportation

23. The requirements under air transportation for 2016, in the amount of \$6.3 million, reflect a significant reduction compared with the estimated expenditure for 2015. They exclude a provision for two rotary-wing aircraft, which have been discontinued as they are not considered suitable for the security environment, and include a provision for two fixed-wing aircraft and related operating requirements. With regard to the latter, the Advisory Committee requested detailed flight occupancy information on the regularly scheduled flights carried out by the two aircraft in 2015, in order to be able to ascertain utilization rates and their operational needs, but did not receive such information (see [A/70/348/Add.5](#), paras. 240-242). **The Advisory Committee recommends that the General Assembly request the Secretary-General to commission the Office of Internal Oversight Services to include an operational audit of UNAMI air operations in the course of its audit programme for 2016.**

Resident Auditor Unit

24. In the proposed programme budget for the biennium 2016-2017, the Secretary-General proposed the transfer of the resident auditor functions of UNAMI and UNAMA from section 3, Political affairs, to section 30, Internal oversight, as well as the merging of the Resident Audit Offices of the two missions into a single office in Kuwait to centralize the administration and provision of audit services (see [A/70/6 \(Sect. 30\)](#), paras. 30.9 and 30.32-30.35). The Advisory Committee expressed its reservations with respect to the proposed financing of that proposal, the ability of the proposed office to provide adequate on-the-ground coverage across the mission area and the lack of adequate justification in terms of cost savings and/or economies of scale (see [A/70/7](#), para. IX.27). Consequently, the Committee recommended against the Secretary-General's proposal to merge the offices and the related staffing changes, in the absence of any operational or resource-related benefits (*ibid.*, para. IX.28).

25. As far as UNAMI is concerned, the above-mentioned proposal would result in the abolishment of the Office of the Resident Auditor, comprising two auditor positions (1 P-4 and 1 P-3) as well as one position of Administrative Assistant (Field Service) and one position of Accounting Assistant (Local level), in 2016, as reflected in annex I to the present report (see also [A/70/348/Add.5](#), para. 48).

26. The Advisory Committee notes that, as at the time of the finalization of the present report, the proposal of the Secretary-General for the provision of resident audit services, as well as the Committee's recommendation thereon, remained before the General Assembly for its consideration. Should the Assembly endorse the Committee's recommendation, the Committee recommends that the two auditor positions (1 P-4 and 1 P-3) and the positions of Administrative Assistant (Field Service) and Accounting Assistant (Local level) be retained to ensure the ongoing delivery of internal audit services to the Mission and that the resource requirements for 2016, including any related non-post resources, be adjusted accordingly (see also [A/70/7/Add.14](#), paras. 28-30).

UNAMI Support Office in Kuwait and Kuwait Joint Support Office

27. Information on the cost-sharing and collaboration in support areas with respect to the Kuwait Joint Support Office financed under the budget for UNAMI is

provided in paragraphs 12 and 210 to 212 of the report of the Secretary-General. Staffing with respect to the Kuwait Joint Support Office and the UNAMI Support Office in Kuwait is set out in annex III to the present report. Upon enquiry, the Advisory Committee was informed that the restructuring of Mission Support involved the relocation of most support functions from Kuwait to Iraq and that there was no continued need to retain a number of functions, as they could be performed by the incumbents of existing positions in Erbil and Baghdad (see [A/70/348/Add.5](#), para. 207). The Committee provides further comments on the Kuwait Joint Support Office in its report on UNAMA (see [A/70/7/Add.14](#), paras. 21-26).

Trust Fund for the construction of the United Nations Integrated Compound in Baghdad

28. The Trust Fund for the construction of the United Nations Integrated Compound in Baghdad was established in March 2010 by the Government of Iraq, with an initial contribution of \$25 million; that amount was subsequently increased to \$50 million (see [A/65/328/Add.5](#), para. 325, and [A/66/7/Add.12](#), para. 215). In that connection, the Secretary-General indicates that work related to the sewage system and the wastewater treatment plant, as well as work related to recreational facilities and the Hammurabi Building, has been completed, while work on accommodation units and buildings is ongoing and is expected to be completed by June 2016 (see [A/70/348/Add.5](#), paras. 254-257).

29. Upon enquiry, the Advisory Committee was informed that the Trust Fund would be used principally to fund all costs related to the construction and renovation of the United Nations Integrated Compound in Baghdad. This included but was not limited to the provision of office space, accommodation and other related security requirements necessary to ensure the safety of United Nations personnel, with projects that included the construction of new accommodation and office structures, the renovation of existing structures, security and safety enhancement work, the improvement of support utilities and recreation facilities, and greening and general site improvement. The Committee was also informed upon enquiry that as at 31 October 2015, \$13,266,817 had been allotted to the Trust Fund and \$9,701,532 had been spent. **The Advisory Committee encourages the Secretary-General to continue the efforts to secure further voluntary contributions in support of the construction and renovation requirements for the United Nations Integrated Compound in Baghdad.**

IV. Recommendations for action required of the General Assembly

30. **The Secretary-General's budgetary proposals for the 35 special political missions for 2016, which require action to be taken by the General Assembly, are set out in paragraph 74 of his main report on estimates in respect of special political missions, good offices and other political initiatives authorized by the Assembly and/or the Security Council ([A/70/348](#)). The Advisory Committee recommends the approval of the Secretary-General's proposal for the resource requirements for 2016 for UNAMI, subject to the recommendations contained in paragraphs 17 and 26 above, as well as the recommendations in the main report of the Committee ([A/70/7/Add.10](#)).**

Annex I

**Existing and proposed staffing levels and functional units
pertaining to the UNAMI presence and the UNAMI-financed
positions in the Kuwait Joint Support Office**

Office/section/unit	UNAMI positions in Kuwait (2015)			UNAMI positions in Kuwait (2016)			Proposed change	Remarks
	International	National	Total	International	National	Total		
UNAMI non-Kuwait Joint Support Office presence in Kuwait								
Aviation and Movement Control Section	—	5	5	—	5	5	—	—
Geospatial, Information and Telecommunications Technology Service	2	8	10	1	7	8	(2)	Abolishment of 1 position of Information Technology Assistant/Network Assistant (Field Service) in Kuwait and 1 position of Billing Assistant (Local level) in Kuwait
Engineering Section	—	1	1	—	1	1	—	—
Central Warehouse Section	—	2	2	—	2	2	—	—
Facilities Management and Services Section	—	3	3	—	3	3	—	—
Procurement Section	1	7	8	—	7	7	(1)	Redeployment of 1 Procurement Officer (Field Service) from Kuwait to Erbil
Property Management Section	—	6	6	—	6	6	—	—
Surface Transport Section	—	4	4	—	4	4	—	—
Integrated Training	—	1	1	—	1	1	—	—
Visa Liaison Unit	—	1	1	—	—	—	(1)	Redeployment of 1 Visa Liaison Assistant (Local level) from Kuwait to Baghdad
Security Unit	1	4	5	—	5	5	—	Reclassification of 1 Security Officer (Field Service) as Security Assistant (Local level)
Conduct and Discipline Unit	—	1	1	—	1	1	—	—
Resident Auditor	3	1	4	—	—	—	(4)	1 Resident Auditor (P-4), 1 Auditor (P-3), 1 Administrative Assistant (Field Service) and 1 Accounting Assistant (Local level) are to be budgeted under subprogramme 1 of section 30, Internal oversight
Subtotal	7	44	51	1	42	43	(8)	

Office/section/unit	UNAMI positions in Kuwait (2015)			UNAMI positions in Kuwait (2016)			Proposed change	Remarks
	International	National	Total	International	National	Total		
UNAMI Kuwait Joint Support Office								
Finance Section	7	10	17	7	10	17	–	–
Travel Unit	1	2	3	1	2	3	–	–
Human Resources Section	4	13	17	4	13	17	–	–
Subtotal	12	25	37	12	25	37	–	
Total	19	69	88	13	67	80	(8)	

Annex II**UNAMI positions vacant for more than two years (as at 31 August 2015)**

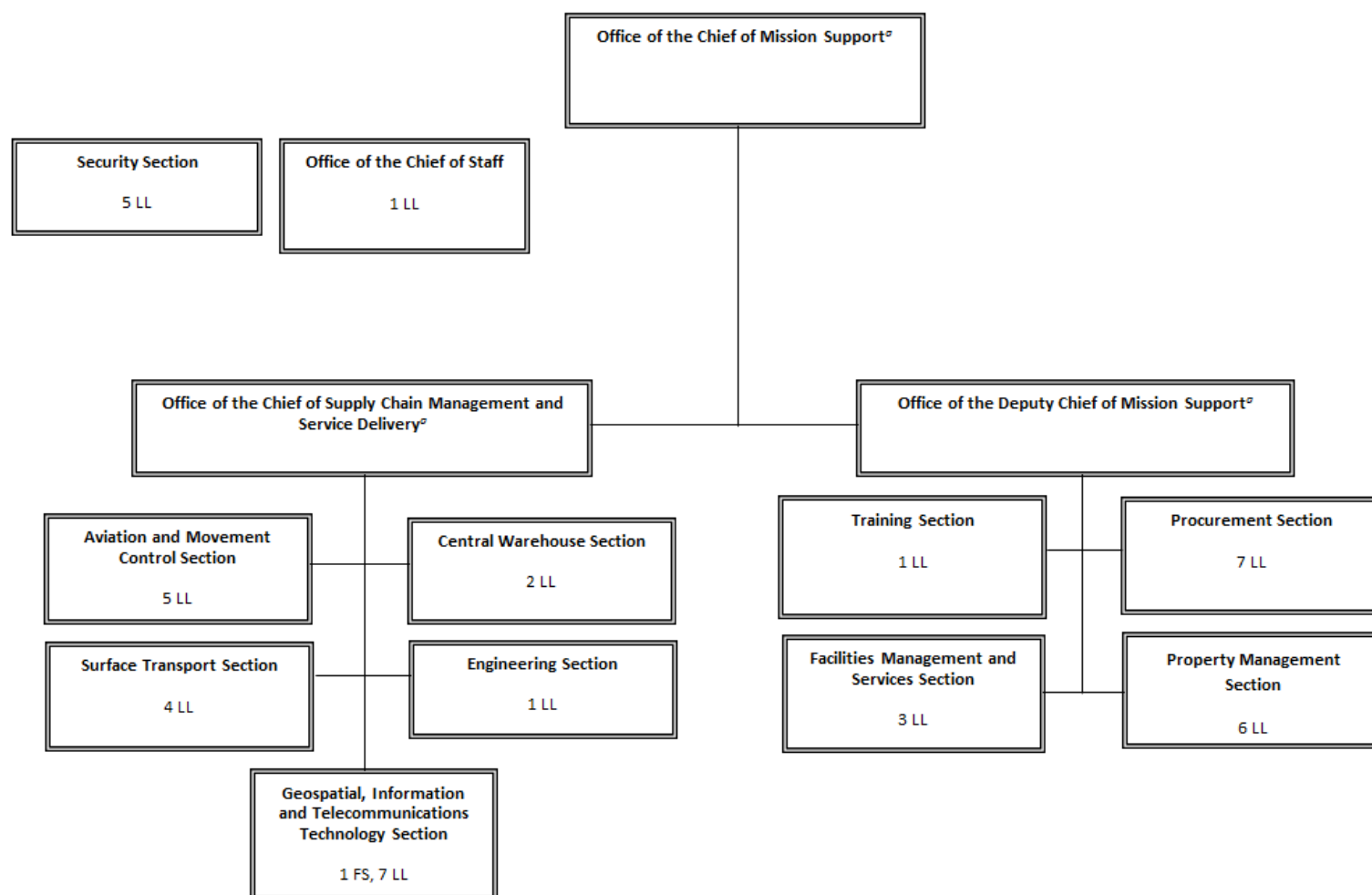
<i>Office</i>	<i>Level</i>	<i>Title</i>	<i>Vacant since</i>	<i>Current status of recruitment</i>	<i>Justification for retaining the position in 2016</i>
Security Section	P-4	Security Officer	1 January 2013	Position has been proposed for abolishment in 2016	Not applicable
Security Section	P-4	Security Information Analyst	4 February 2013	Candidate onboarding	The initial recruitment drive did not yield the desired candidates. Subsequent efforts to recruit were hampered owing to deterioration in the security situation in June 2014 and uncertainty regarding the continuity of the position. A renewed effort was initiated to complete the process by the end of the year by reprofiling the position as appropriate in accordance with the new “Security and safety in Iraq” management strategy.
Security Section	P-2	Associate Security Officer	21 April 2013	Position has been proposed for abolishment in 2016	Not applicable
Office of the Chief of Supply Chain Management	Local level	Administrative Assistant	1 January 2009	Pre-posting of job opening	The position was advertised, and no suitable candidate was found; the readvertisement of the position is planned.
Office of the Deputy Special Representative of the Secretary-General for Political Affairs and Electoral Assistance	Local level	Administrative Assistant	1 January 2011	Pre-posting of job opening	Recruitment in progress

<i>Office</i>	<i>Level</i>	<i>Title</i>	<i>Vacant since</i>	<i>Current status of recruitment</i>	<i>Justification for retaining the position in 2016</i>
Office of the Chief of Staff	Local level	Administrative Assistant	1 January 2012	Pre-posting of job opening	Recruitment was placed on hold, owing largely to the overall situation in the country; considering that until recently the Mission was staffed with critical/essential personnel only, with frequent absences of national staff as a result of the security situation, obtaining a qualified candidate would have proved challenging. Recruitment is to be initiated.
Security Section	Local level	Security Assistant	18 January 2013	Pre-posting of job opening	The initial recruitment drive did not yield the desired candidates. Subsequent efforts to recruit were hampered owing to deterioration in the security situation in June 2014. A renewed effort was initiated to complete the process by the end of the year in accordance with the new "Security and safety in Iraq" management strategy.
Public Information Office	Local level	Public Information Assistant	30 May 2013	Pre-posting of job opening	Owing to the ongoing situation in Kirkuk and for security reasons, it was decided not to fill the position for the time being. However, as the situation persists and is not likely to improve, the position will be relocated to Baghdad.
Security Section	Local level	Security Assistant	13 August 2013	Pre-posting of job opening	The initial recruitment drive did not yield the desired candidates. Subsequent efforts to recruit were hampered owing to deterioration in the security situation in June 2014. A renewed effort was initiated to complete the process by the end of the year in accordance with the new "Security and safety in Iraq" management strategy.

Annex III

Organization charts

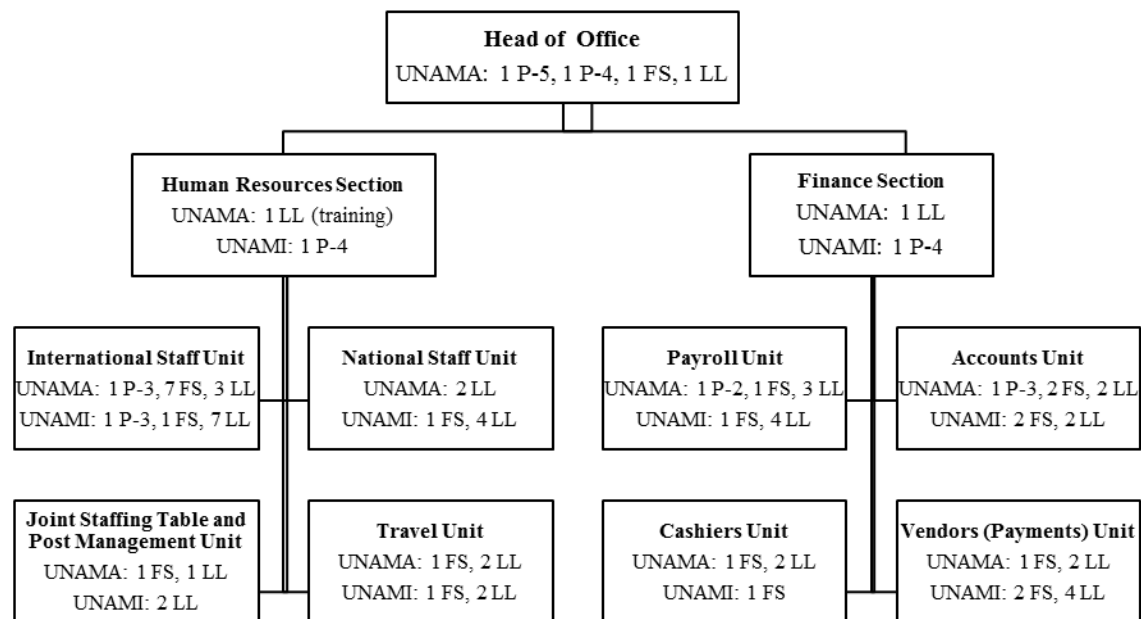
A. UNAMI offices in Kuwait



Abbreviations: FS, Field Service; LL, Local level.

^a These three supervising offices do not maintain staff in Kuwait.

B. Kuwait Joint Support Office, including UNAMI and UNAMA



Abbreviations: FS, Field Service; LL, Local level.