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Safety and security

Section 34

Safety and security

Programme 28

Safety and security

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* [A/78/50](#).

** In keeping with paragraph 10 of General Assembly resolution [77/267](#), the part consisting of the programme plan and programme performance information (part II) is submitted through the Committee for Programme and Coordination for the consideration of the Assembly.

*** In keeping with paragraph 10 of General Assembly resolution [77/267](#), the part consisting of the post and non-post resource requirements (part III) is submitted through the Advisory Committee on Administrative and Budgetary Questions for the consideration of the Assembly.



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Foreword

The Department of Safety and Security has been on a journey of reform. It has reoriented security as a centrepiece in United Nations effectiveness. By embracing agility, collaboration, partnerships and a solutions orientation and refocusing its toolkit and mindset towards its contribution to United Nations results, the Department has demonstrated that security can and must be configured as an enabler for its partners.

Over the course of 2024, the Department intends to continue down this path, embedding tools and mechanisms that are proving essential for the Department's ability to respond quickly during crises. Its operations will include newly strengthened capabilities that support resilience, while security decisions will be supported by nuanced analysis that is grounded in political, social and economic realities. The Department's physical security expertise will reach maturity, capable of meeting the demands of a system with an increasing presence in areas in which the United Nations is vulnerable and in which staff and representatives of Member States deserve to work from accessible and secure premises. Partners will be better supported through innovative, data-driven security advice based on improved knowledge and information management systems. Capitalizing on recent progress, the Department will deploy gender-sensitive security operations and make progress towards gender parity.

There is no indication that the risks that pose a challenge to the Department's work will decrease in 2024. Political unrest, economic uncertainty, disinformation, a growing disregard for international humanitarian law and the compounding effects of climate change will continue to drive instability. The Department can no longer afford security approaches that function on the basis of "business as usual".

(Signed) Gilles **Michaud**
Under-Secretary-General for Safety and Security

A. Proposed programme plan for 2024 and programme performance in 2022

Overall orientation

Mandates and background

- 34.1 The Department of Safety and Security is responsible for providing leadership, operational support and oversight of the United Nations security management system. The mandate derives from the priorities established in relevant General Assembly resolutions and decisions, including resolution [59/276](#), by which the Department was established. The Department enables the United Nations to carry out its operations and programmes globally and provides support to approximately 180,000 personnel and 400,000 of their dependants in more than 125 States.
- 34.2 The security environment in which the United Nations operates remains highly complex and unpredictable, owing to multiple factors including the expansion by non-State armed groups of their scope and capabilities by exploiting unaddressed grievances, unprecedented levels of climate change-induced migration and the indifference to international humanitarian law of some actors in places where the United Nations is called to deliver its mandates.

Strategy and external factors for 2024

- 34.3 The Department will continue to align its activities and capabilities with United Nations mandates and objectives, with a focus on enabling United Nations system entities to carry out their programmes while keeping their personnel safe in often complex and challenging operating environments.
- 34.4 The unpredictable global security environment is expected to continue in 2024, with the potential for political, economic or social unrest across many locations where the United Nations delivers programmes. The negative and widespread impacts of numerous armed conflicts as well as rising inflation globally are expected to continue to add political and economic stressors to the security environment in which the United Nations delivers its programmes. As a result, the need for security support will remain high in 2024 if the United Nations is to maintain its ability to stay and deliver.
- 34.5 The Department will further strengthen its planning approaches and systems by increasing its engagement in broader United Nations planning processes, including those led by humanitarian actors, development entities and peace operations, and by gradually developing country plans that articulate the Department's contributions to United Nations results as presented in the United Nations Sustainable Development Cooperation Framework and in humanitarian response plans. An enhanced emphasis on results-based management and substantive engagement with United Nations programmes, supported by increased training and capacity-building opportunities, will inform continuing efforts to update the Department's security management tools, improve its business processes and monitor its performance. The Department completed the review of its internal structures with a focus on service delivery and the grouping of complementary roles and functions. As a result, to increase coherence between a range of services and the policies that underpin them and to leverage partnerships that can make such services more effective, the Department proposes that the partnerships and policy functions be consolidated in the Department and that it be renamed the Division of Partnerships and Specialized Support.
- 34.6 The Department will implement this shift towards a United Nations results focus by enhancing support capabilities and systems at Headquarters, designed and implemented with a view to enabling and empowering leadership in delivering adequate security support in the field. Areas of dedicated attention for increased Headquarters support will include preparedness analysis and planning, emergency responses, crisis-related psychosocial resilience, information management, digital transformation and resource mobilization. The Department will also continue to reorient other

Headquarters functions as enablers of effective in-country security operations, such as strategic communications, compliance, evaluation and lessons learned, physical security expertise and risk management. To sustain support for the alignment of the Department's activities with the work of United Nations country teams and United Nations peace operations, the Department will maintain regular communication with the leadership of all relevant United Nations entities, as well as with Member States, providing updates and seeking engagement with the Department's enabling mission. The Department will implement the multi-year standardized access control project to upgrade the United Nations security infrastructure, as presented in the report of the Secretary-General on capital investment planning ([A/77/519](#)).

- 34.7 The Department will continue to update and enhance its training programme in support of integrated security workforce performance and the cultivation of relevant security competencies, skills and expertise, supported by human resources strategies designed to equip the Department with a diverse workforce that is fit for purpose and empowered to provide trusted security leadership at all levels.
- 34.8 With regard to cooperation with other entities at the global, regional, national and local levels, the Department will maintain its close collaboration with implementing partners of the United Nations, including non-governmental organizations, notably through the Saving Lives Together framework, which promotes security-related information-sharing and best practice exchanges between the United Nations and international non-government organizations. These partners remain essential to United Nations operations and, through continuous exchanges of information and knowledge-sharing on security approaches, are expected to continue to contribute to a shared understanding of security issues and effective security solutions.
- 34.9 With regard to inter-agency coordination and liaison, the Department will continue to play a leadership role in the development, updating and implementation of system-wide policies and measures aimed at improving personnel security training and awareness. It will do so through the Inter-Agency Security Management Network, its steering group and its working groups, thus ensuring effective cooperation and collaboration among United Nations departments, organizations, funds, programmes and affiliated international organizations that are part of the United Nations security management system. The Department will intensify its efforts to enable and monitor compliance with policies and to strengthen its evaluative functions in support of strategic decision-making and policy development. Moreover, to ensure system-wide policy coherence, the Department will maintain its engagement in the development of policy by Secretariat entities and provide guidance on strategic issues that have security implications. Furthermore, the Department will continue to participate in inter-agency coordination mechanisms, including the High-level Committee on Management of the United Nations System Chief Executives Board for Coordination (CEB) and its networks, and the Secretary-General's Executive Committee and Deputies Committee.
- 34.10 With regard to the external factors, the Department considered applicable risks identified in its risk register and, accordingly, the overall plan for 2024 is based on the following planning assumptions:
 - (a) Security needs in environments experiencing war, armed conflict, civil unrest, crime and natural hazards will intensify, with a high degree of volatility in the high-threat locations where United Nations assistance is required;
 - (b) Crises and security environments will evolve quickly and unpredictably, leading to large-scale and complex emergencies, necessitating agility, flexibility and rapid security responses to support the scale-up and reorientation of the United Nations presence and humanitarian programmes;
 - (c) The ability of the United Nations to gain safe access to areas and communities for programme delivery will continue to be challenged, and a range of obstacles to access will require robust planning, preparedness and adaptability in operational modalities;
 - (d) Personnel of the United Nations and its premises will continue to face direct and indirect threats;

- (e) Threat actors will continue to develop innovative and advanced techniques that will require new and specialized responses from the United Nations security management system;
 - (f) Host Governments will continue to provide security support to the United Nations; in some cases, this support may need to be supplemented depending on the security context and capacities;
 - (g) Demand for enhanced levels of security risk analysis, training, advice, responses and solutions to support the security needs and obligations of United Nations Designated Security Officials and of members of the Security Management Team will continue.
- 34.11 The Department integrates a gender perspective in its operational activities, deliverables and results. It aims to produce results in support of a gender-sensitive approach to security management and security operations through the creation of an inclusive and enabling culture. In 2024, the Department expects to have in place an updated women's empowerment strategy, which is currently under development, for the next five-year period. The strategy will be a reflection of and supports the mandate of the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women), tailored to enabling security services that mainstream a gender perspective. For example, the needs of recipients will be taken into account in the delivery of the Department's services. The strategy will also further strengthen and refine the Department's approach to creating a safe working environment for United Nations staff and operations and increasing awareness of and taking action to prevent sexual exploitation and abuse, among other matters.
- 34.12 In line with the United Nations Disability Inclusion Strategy, the Department will continue to build a supportive environment for persons with disabilities. It will continue to incorporate disability inclusion into its risk management process and engage with organizations of persons with disabilities when developing plans and strategies. It will work on developing its own internal guidelines on areas such as reasonable accommodation and accessibility for staff and delegates, and will consider ways to address staff satisfaction with the level of support received. The Department will also continue to operationalize the disability-related guidelines that have been developed and will implement any additional guidance provided for Secretariat entities on related matters.

Impact of the pandemic and lessons learned

- 34.13 The continuation of the coronavirus disease (COVID-19) pandemic into 2022 had an impact on the implementation of mandates under all subprogrammes, in particular with regard to field missions, some of which had to be curtailed, postponed or cancelled. For example, the pandemic limited the ability to develop situational awareness from field locations and reduced leadership visits, which had an impact on compliance, oversight and consistency in safety and security. There was reduced flexibility to deploy staff to some locations as surge capacity, putting additional pressure on existing staff, coupled with the impact on operational activities and mandate delivery. The reduced flexibility hampered the capacity to conduct security assessments and workforce training, provide hands-on support to designated officials and liaise with local authorities. The impact also prevented the implementation of the critical incident stress management certification programme for United Nations counsellors and external mental health professionals under subprogramme 3.
- 34.14 The Department continues to mainstream lessons learned and best practices related to the adjustments to and adaptation of the programme owing to the COVID-19 pandemic, including with regard to the relevance and cost-effectiveness of hybrid and blended training formats. These lessons learned and best practices inform the development of country plans and operational modalities across field locations. For example, in the Syrian Arab Republic, a local training application and e-learning platform was developed to reduce the number of face-to-face days of training and contact among staff.

Legislative mandates

34.15 The list below provides all mandates entrusted to the programme.

General Assembly resolutions and decisions

54/192 , 55/175 , 77/31	Safety and security of humanitarian personnel and protection of United Nations personnel	Decision 57/567	Inter-organizational security measures: framework for accountability for the United Nations field security management system
56/255 , sect. VIII	Special subjects relating to the proposed programme budget for the biennium 2002–2003: safety and security of United Nations personnel	59/276 , sect. XI	Questions relating to the programme budget for the biennium 2004–2005: strengthened and unified security management system for the United Nations
56/286	Strengthening the security and safety of United Nations premises	61/263	Strengthened and unified security management system

Security Council resolution

[1502 \(2003\)](#)

Deliverables

34.16 Table 34.1 lists all cross-cutting deliverables of the programme.

Table 34.1

Cross-cutting deliverables for the period 2022–2024, by category and subcategory

Category and subcategory	2022 planned	2022 actual	2023 planned	2024 planned
A. Facilitation of the intergovernmental process and expert bodies				
Parliamentary documentation (number of documents)	1	1	1	1
1. Report on the safety and security of humanitarian personnel and protection of United Nations personnel	1	1	1	1
Substantive services for meetings (number of three-hour meetings)	3	3	3	3
Meetings of:				
2. The Fifth Committee	1	1	1	1
3. The Committee for Programme and Coordination	1	1	1	1
4. The Advisory Committee on Administrative and Budgetary Questions	1	1	1	1
B. Generation and transfer of knowledge				
Technical materials	2	2	2	2
5. Security Policy Manual	1	1	1	1
6. Designated Official and Security Management Team Handbook	1	1	1	1
E. Enabling deliverables				
Safety and security: internal United Nations security management system policies, procedures and guidelines, technical support briefings on security policies, procedures and guidelines of the United Nations security management system for more than 150 designated officials for security and security decision makers and for 4,000 security professionals and United Nations personnel in the field and at Headquarters; and security-related platforms, including the United Nations Security Managers Information Network and the programme criticality database used in all high- and very high-risk areas of operations.				

Evaluation activities

- 34.17 The evaluation of the Department's gender strategy, completed in 2022, has guided the proposed programme plan for 2024.
- 34.18 The results and lessons of the evaluation referenced above have been taken into account for the proposed programme plan for 2024. For example, the evaluation of the gender strategy will inform adjustments to security policies, security risk management and training for personnel on the ground as well as the implementation of related United Nations commitments in the areas of prevention of sexual exploitation and abuse and anti-discrimination.
- 34.19 Two evaluations are planned for 2024, the subjects of which are to be determined.

Programme of work

Subprogramme 1 Security and safety services

Objective

- 34.20 The objective, to which this subprogramme contributes, is to ensure a safe and secure environment for all United Nations personnel, delegates, dignitaries and other visitors while conducting activities at United Nations Headquarters, offices away from Headquarters and regional commissions and while attending special events hosted by the United Nations at external locations.

Strategy

- 34.21 To contribute to the objective, the subprogramme will continue to provide strategic coordination and management of the security and safety services, as well as operational guidance and technical supervision with regard to security risk management, physical security, close protection, crisis management, fire safety, recruitment, training and oversight of security and safety projects, at the locations mentioned in paragraph 34.20.
- 34.22 The above-mentioned work is expected to result in:
- (a) Safe and secure access of delegates, staff and visitors to United Nations premises and external special events;
 - (b) Smooth delivery of United Nations mandates and programmes at United Nations premises and external special events.

Programme performance in 2022

Safety of delegates and personnel safeguarded at United Nations premises and external United Nations conferences

- 34.23 The United Nations returned to normal operations in 2022. The subprogramme responded to the latest phase of the return to the office by re-establishing all its operational posts at United Nations Headquarters, offices away from Headquarters and regional commissions in order to meet the requirements of providing secure access and a safe working environment for staff and delegates to perform their functions. The subprogramme also supported security operations for external United Nations conferences.
- 34.24 Progress towards the objective is presented in the performance measure below (see table 34.2).

Table 34.2
Performance measure

2020 (actual)	2021 (actual)	2022 (actual)
Critical staff and delegates safely and securely accessed the eight United Nations premises during the COVID-19 pandemic	United Nations staff and delegates were able to access the eight United Nations premises safely and securely during the COVID-19 pandemic Access to in-person events was limited, on an as-required basis	United Nations staff and delegates safely resumed full activities at all eight United Nations premises External United Nations conferences resumed without any significant security incidents while allowing for higher participation than pre-pandemic levels. The largest external conference, the twenty-seventh session of the Conference of the Parties to the United Nations Framework Convention on Climate Change, held in Egypt, recorded significant increases in participation of 32 per cent and 77 per cent, respectively, compared with the previous two events, namely the twenty-sixth and twenty-fifth sessions

Planned results for 2024

Result 1: improved security and safety support to persons with disabilities attending United Nations events

Programme performance in 2022 and target for 2024

- 34.25 The subprogramme’s work, in coordination with organizations of persons with disabilities and host countries, contributed to improved access conditions for persons with disabilities to conferences and events at duty stations, which met the planned target.
- 34.26 Progress towards the objective and the target for 2024 are presented in the performance measure below (see table 34.3).

Table 34.3
Performance measure

2020 (actual)	2021 (actual)	2022 (actual)	2023 (planned)	2024 (planned)
Limited special procedures and access points for persons with disabilities in place	Improved access control arrangements and reasonable accommodations for persons with disabilities for conferences at all duty stations	Improved access conditions for persons with disabilities for conferences and events at duty stations	Access and accommodation of persons with disabilities are improved at all duty stations through the implementation of new access control design, technologies and procedures	Peer review assessment indicates an improvement in access conditions for persons with disabilities at all duty stations and for all external conferences and special events held at venues outside the duty stations

Result 2: safety and security of United Nations staff, delegates and premises during critical incidents

Programme performance in 2022 and target for 2024

- 34.27 The subprogramme’s work contributed to increased preparedness for an adequate and effective response to critical incidents, which met the planned target.
- 34.28 Progress towards the objective and the target for 2024 are presented in the performance measure below (see table 34.4).

Table 34.4
Performance measure

2020 (actual)	2021 (actual)	2022 (actual)	2023 (planned)	2024 (planned)
–	United Nations first responders have access to improved and updated training, with practical exercises and a victim-centred approach	Increased preparedness for an adequate and effective response to critical incidents	Enhanced knowledge and skills of security staff and improved coordination with host countries in the response to critical incidents	All partners participate in joint security operation exercises with host country law enforcement and emergency services agencies in real-life scenarios A peer evaluation assesses joint security operations as having an adequate level of preparedness and effectiveness to respond to critical incidents, including initial response time and incident resolution timelines

Result 3: delegates and participants experience a uniform and consistent approach to security- and safety-related matters for conferences and special events held at external venues

Proposed programme plan for 2024

- 34.29 The subprogramme is responsible for providing security and safety services for conferences and special events held at external venues. The subprogramme works with host countries to advise them of requirements and undertake risk assessments, including capability requirements, for conferences and special events.

Lessons learned and planned change

- 34.30 The lesson for the subprogramme was that, while the security and safety services have provided security support to external conferences and special events, there has often been an inconsistency in the approach to the joint security operation with the host country law enforcement and emergency services, which has resulted in an inconsistent standard of service. In applying the lesson, the subprogramme will, regardless of the hosting venue, develop systems to create a uniform and consistent approach to security- and safety-related matters for United Nations conferences or special

events. The subprogramme plans to review the minimum operating standards for the provision of security and safety services at external venues and develop a training programme and operations manual for all event security coordinators to ensure consistency in the approach across all events and venues.

34.31 Expected progress towards the objective is presented in the performance measure below (see table 34.5).

**Table 34.5
Performance measure**

<i>2020 (actual)</i>	<i>2021 (actual)</i>	<i>2022 (actual)</i>	<i>2023 (planned)</i>	<i>2024 (planned)</i>
–	–	Delegates receive security and safety services, including collection of credentials and physical security screening, according to the expertise and experience of the event security coordinator and interaction with the host country security counterpart	Review and establishment of minimum operating security and safety standards to ensure consistency in the approach to services provided for physical security screening and the collection of credentials in line with the benchmarks established at Headquarters	The length of time for the collection of credentials and for security screening at all conferences and special events held at external venues does not exceed the benchmarks established at Headquarters

Deliverables

34.32 Table 34.6 lists all deliverables of the subprogramme.

**Table 34.6
Subprogramme 1: deliverables for the period 2022–2024, by category and subcategory**

Category and subcategory

E. Enabling deliverables

Safety and security: security and access control for approximately 6 million people per year at United Nations Headquarters, offices away from Headquarters and regional economic and social commissions; security for approximately 74 United Nations special events and conferences held away from United Nations premises; approximately 9,000 close protection operations for senior United Nations officials and visiting dignitaries; 2,600 security incident investigations; 2,400 fire safety checks.

Subprogramme 2 Field operations

Objective

34.33 The objective, to which this subprogramme contributes, is to ensure the safety and security of personnel and the security of United Nations premises and assets in the United Nations field duty stations to enable the implementation of United Nations mandates, programmes and activities worldwide.

Strategy

- 34.34 To contribute to the objective, the subprogramme will:
- (a) Provide operational security support for United Nations field programme delivery and field programme personnel through effective and timely security coordination and advice;
 - (b) Provide consistent operational guidance for field operations in the preparation for and management of security crises;
 - (c) Deploy security professionals in a rapid and timely fashion to countries, missions and areas affected by crisis situations and security contingencies;
 - (d) Conduct security assessment missions to field locations for the purpose of reviewing and assessing local security management processes and procedures;
 - (e) Conduct regional workshops and global conferences for all the Department's senior field security professionals for the purpose of sharing operational best practices and lessons learned and ensuring consistent security management practices and procedures;
 - (f) Develop its capacity to capture and analyse data and deliver analytical products that are useful for security decision makers when evaluating courses of action.
- 34.35 The above-mentioned work is expected to result in:
- (a) Improved effectiveness and relevance of security risk management processes;
 - (b) Enhanced capacity to enable humanitarian programmes to be carried out in high-risk environments, in line with the United Nations goal to stay and deliver;
 - (c) Enhanced security risk management capacity of security decision makers;
 - (d) Enhanced and streamlined security management measures in the field.

Programme performance in 2022

United Nations response and programme delivery maintained during crises

- 34.36 The subprogramme enabled the United Nations to continue to deliver its critical mandates, programmes and activities across the globe, including in areas characterized as being at high and very high levels of risk. The trajectory of global trends over 2022 highlighted multiple crises across different regions that had to be managed simultaneously, with increasing momentum and complexity. The subprogramme deployed its crisis management expertise and surge support in response to such crises, where the capacity was unavailable or insufficient, to enable the continued delivery of United Nations programmes. The crises were of varying natures, including hostage incident management, election security, security analysis, response to natural disasters and the conduct of humanitarian operations. For example, through the deployment of surge officers, the subprogramme provided increased security management support based on changing and increased requirements for Afghanistan, Ethiopia, the Niger, Ukraine and Yemen.
- 34.37 Progress towards the objective is presented in the performance measure below (see table 34.7).

Table 34.7
Performance measure

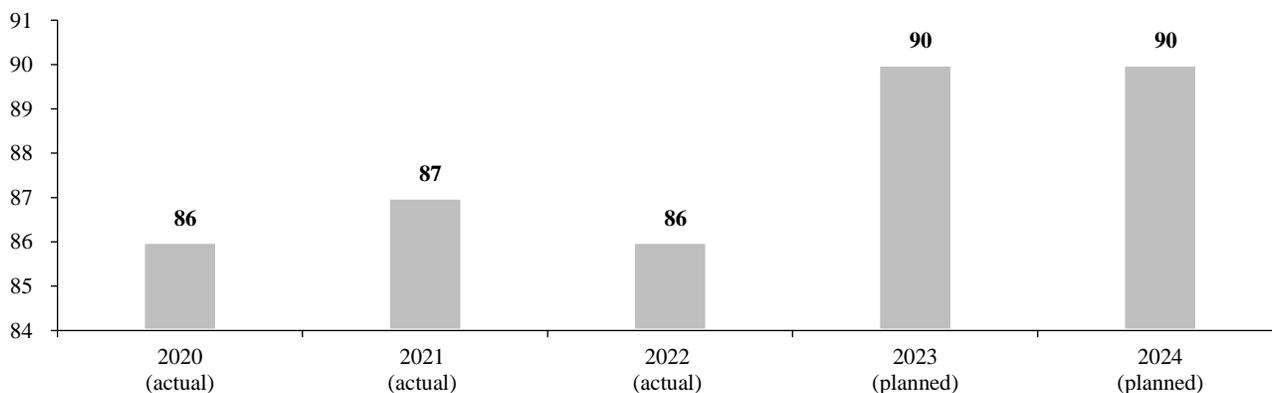
2020 (actual)	2021 (actual)	2022 (actual)
United Nations programme delivery remained in place through timely support during crisis situations, with 47 surge deployments to 18 countries	United Nations personnel worldwide had access to COVID-19 vaccinations and Member States had access to vaccinations facilitated by the United Nations, as requested United Nations programme delivery remained in place through the understanding of specific risks, the identification of threats and the provision of support during crisis situations, with 55 surge deployments to 15 countries	United Nations programme delivery remained in place through greater agility and a targeted response to crises by managing operational risks, with 90 surge deployments to 26 States

Result 1: a more responsive security risk management for the United Nations

Programme performance in 2022 and target for 2024

- 34.38 The subprogramme’s work contributed to enhanced security risk management, with 86 per cent of security risk management reviews approved, which did not meet the planned target of 90 per cent. The target was not met owing to the unforeseen increased complexity of the review process.
- 34.39 Progress towards the objective and the target for 2024 are presented in the performance measure below (see figure 34.I).

Figure 34.I
Performance measure: percentage of approved security risk management reviews (annual)



Result 2: enhanced security decision-making through timely and relevant data and analytical information

Programme performance in 2022 and target for 2024

- 34.40 The subprogramme’s work contributed to enhanced security decision-making by security personnel through access to structured information, segregating facts from analytical judgments, with clear meaning and significance for programme delivery, including in high-risk and kinetic environments such as in Haiti, where analytical products provided a detailed assessment of kidnapping risks and allowed for a focused response, which met the planned target.

34.41 Progress towards the objective and the target for 2024 are presented in the performance measure below (see table 34.8).

Table 34.8
Performance measure

2020 (actual)	2021 (actual)	2022 (actual)	2023 (planned)	2024 (planned)
–	A total of 317 security personnel (120 from the Department of Safety and Security and 197 from the United Nations security management system) enhanced their knowledge and skills in the use of security threat information	Enhanced security decision-making by security personnel through access to structured data and analytical information, segregating facts from analytical judgments, with clear meaning and significance for programme delivery, including in high-risk and kinetic environments, such as in Haiti, where analytical products provided a detailed assessment of kidnapping risks and allowed for a focused response	Decision makers have timely and relevant security data and analytical information	Decision makers have access to a more rapid and agile security threat information cycle for analysis and dissemination through targeted data access and streaming technology, tailored for regional differences

Result 3: improved coherence and consistency of security management processes and procedures to better enable United Nations operations across field operations globally

Proposed programme plan for 2024

34.42 Through its regional desks, the subprogramme is responsible for: (a) the daily coordination of security operations conducted by the Department’s field offices and staff in more than 125 States; and (b) preparing for, preventing and responding to all security incidents in the field. The subprogramme has established several ways to provide security-related assistance, including security assessment visits and workshops that impart knowledge and guidance while ensuring leadership and oversight over the full range of security areas. However, during the pandemic there were limited security assistance visits to duty stations. The subprogramme also provides daily security coordination with the field and operational guidance and security advisories to all United Nations personnel deployed to field duty stations.

Lessons learned and planned change

34.43 The lesson for the subprogramme was that remote assistance provided to designated security areas during the pandemic, though important, did not adequately meet the diverse and specific needs at the level previously provided. For example, the added value of security assistance visits to duty stations as well as of in-person workshops for security professionals was recognized and demonstrated in 2022. In applying the lesson, the subprogramme will focus on in-person security assistance visits and assessments and similar activities to heighten targeted assistance to enhance security risk management. The subprogramme will roll out regional workshops and security

assistance visits with a focus on security planning, gender-sensitive approaches to security operations and mainstreaming best practices.

34.44 Expected progress towards the objective is presented in the performance measure below (see table 34.9).

Table 34.9
Performance measure

2020 (actual)	2021 (actual)	2022 (actual)	2023 (planned)	2024 (planned)
–	–	Field operations adopted recommendations related to risk mitigation measures, such as in Somalia, where United Nations operations mainstreamed security analysis and operational responses into programming and budgeting, as well as the availability of timely and up-to-date information to Member States	Strengthened local security management processes and procedures Local security decision makers use improved tools to forecast emerging trends, which inform security management processes and procedures in order to maintain programme delivery	Improved coherence and consistency of security management processes and procedures deployed by field operations globally Field operations more readily identify indications of possible emerging security threats to United Nations programme delivery through heightened and targeted assistance

Deliverables

34.45 Table 34.10 lists all deliverables of the subprogramme.

Table 34.10
Subprogramme 2: deliverables for the period 2022–2024, by category and subcategory

Category and subcategory

E. Enabling deliverables

Safety and security: approximately 15 security assessment visits as well as security services and surge deployments in response to emergencies; approximately 600 security risk management reviews; approximately 360 records per month entered into the Safety and Security Incident Recording System; approximately 5,000 premises records maintained in the premises database; workshops and training on crisis management/preparedness, analysis, security management, leadership and best practices for key security personnel of United Nations security management systems.

Subprogramme 3 Partnerships and specialized support

Objective

34.46 The objective, to which this subprogramme contributes, is to ensure the safety and security of United Nations operations, premises and personnel and to improve the efficiency and effectiveness of the security operations and security management system of the United Nations.

Strategy

34.47 To contribute to the objective, the subprogramme will:

- (a) Implement an information management strategy to provide the United Nations security management system with the operational backbone required for efficient, data-driven approaches and to build and manage business processes and technology, including such solutions as a protective services management tool, electronic travel advisory, staff list management, learning management system, critical incident stress data management system and road safety management system;
- (b) Provide leadership, coordination and oversight for safety and security training, including analysis, design, development, implementation, monitoring, evaluation and validation, on physical security, close protection, resilience-building, operational safeguarding training, and policies and procedures of the United Nations security management system, among other topics;
- (c) Increase and diversify strategic partnerships with regional and global networks in the field of close protection expertise with the intention of benchmarking and aligning United Nations protective services to international best practices;
- (d) Provide leadership and coordination for a rapid psychosocial support response in the aftermath of critical incidents and collaborate with the United Nations system and external partners to build the psychological resilience of United Nations security management system personnel;
- (e) Develop physical security guidelines, standards and technical specifications and undertake physical security assessments of United Nations system premises worldwide, in order to identify vulnerabilities and recommend solutions.

34.48 The above-mentioned work is expected to result in:

- (a) Effective prevention of and response to security incidents by United Nations security management system actors;
- (b) Effective management of risks for the movement of senior United Nations officials;
- (c) Mitigation of the short- and long-term psychological impact of exposure to critical incidents on United Nations security management system personnel;
- (d) Reduction of physical security risks to United Nations premises and personnel;
- (e) Reduction of road crash fatalities for United Nations security management system personnel.

Programme performance in 2022

United Nations security management system personnel have access to psychosocial support and resilience training throughout the pandemic despite operating challenges

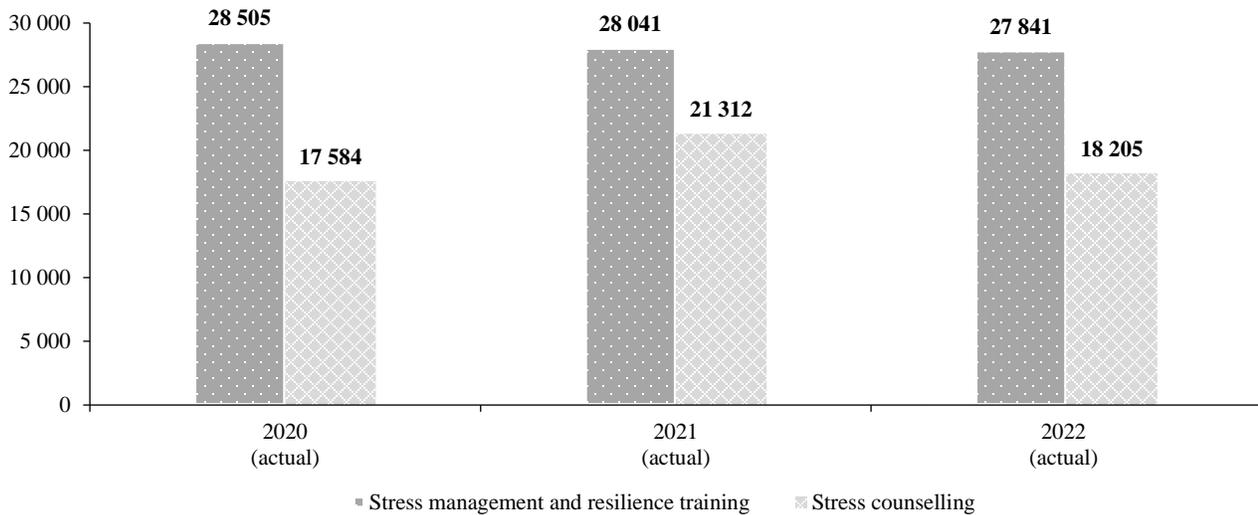
34.49 The subprogramme provides critical incident stress management support and resilience-building for United Nations security management system personnel. In the 2020–2021 period, there was a 50 per cent increase in demand for psychosocial support services driven by the COVID-19 pandemic and multiple complex emergencies that had an impact on security management system personnel and their dependants. The challenges and demand continued in 2022, including field-based capacity constraints. Throughout the pandemic, information technology was used for psychosocial support services in the preparation for and response to critical incident stress, which allowed for ease of outreach in difficult locations, including those affected by pandemic-related restrictions, and increased outputs in terms of training and stress counselling. The resilience of security managers was enhanced by providing training to 189 security managers on stress prevention and management. In addition, the subprogramme supported the capacity development of 103 United Nations Secretariat field counsellors through technical supervision and coaching, and 1,405 managerial

consultations were carried out to support United Nations managers dealing with critical incidents affecting their teams.

34.50 Progress towards the objective is presented in the performance measure below (see figure 34.II).

Figure 34.II

Performance measure: access of United Nations security management system personnel to stress counselling and resilience training



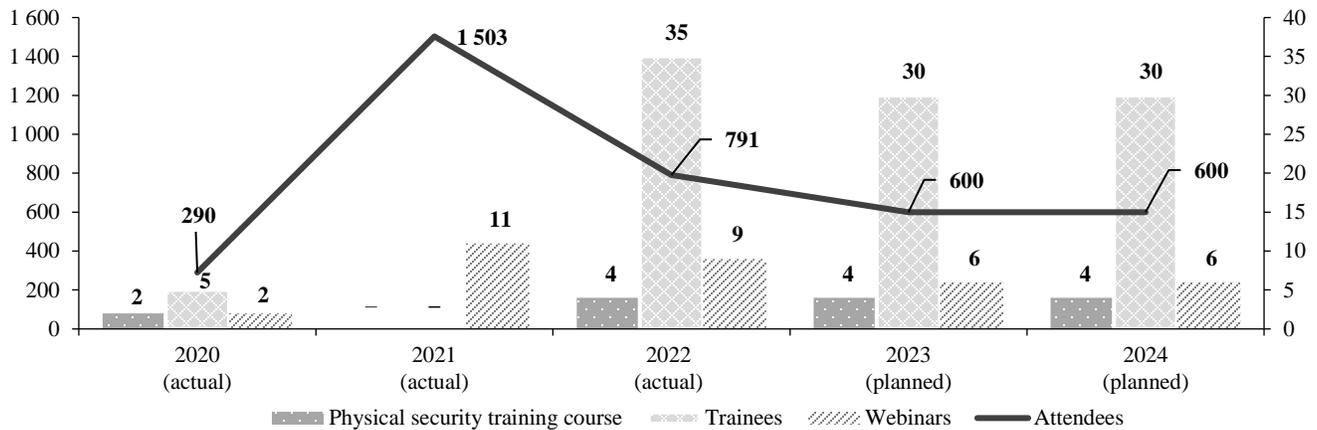
Planned results for 2024

Result 1: improved physical security awareness through the United Nations security management system

Programme performance in 2022 and target for 2024

- 34.51 The subprogramme’s work contributed to physical security awareness by reaching 791 personnel of agencies, funds and programmes through nine physical security webinars on specific security topics, and 35 personnel of agencies, funds and programmes through four physical security training courses. The planned target of eight webinars with 560 participants was exceeded, and the planned participation of 70 personnel of agencies, funds and programmes in five physical security training courses was not achieved because of the subprogramme’s contributions to operational field requirements.
- 34.52 Progress towards the objective and the target for 2024 are presented in the performance measure below (see figure 34.III).

Figure 34.III
Performance measure: number of physical security training courses and webinars, and trainees and attendees completing the courses (annual)



Result 2: improved management and strategic use of information and data to inform security services across the United Nations security management system

Programme performance in 2022 and target for 2024

- 34.53 The subprogramme’s work contributed to improved data accessibility and enhanced information-sharing across the United Nations security management system by consistently implementing cloud-based solutions that enable centralized storage of data and files, facilitate collaboration across teams and provide data visualization capabilities (e.g. PowerBI and an enhanced United Nations Security Managers Information Network), which met the planned target.
- 34.54 Progress towards the objective and the target for 2024 are presented in the performance measure below (see table 34.11).

Table 34.11
Performance measure

2020 (actual)	2021 (actual)	2022 (actual)	2023 (planned)	2024 (planned)
-	-	Improved data accessibility and enhanced information-sharing across the United Nations security management system through technological solutions	Security professionals have access to relevant data and information for decision-making	Security professionals have access to new information management tools, enabling decision-making informed by up-to-date and tailored data

Result 3: security personnel certified to enable programme delivery with an acceptable level of risk

Proposed programme plan for 2024

- 34.55 To enable safe operations in the United Nations system, the subprogramme provides safety and security training programmes to all security personnel, managers with security responsibilities and United Nations system personnel at large. The subprogramme implemented the Department’s

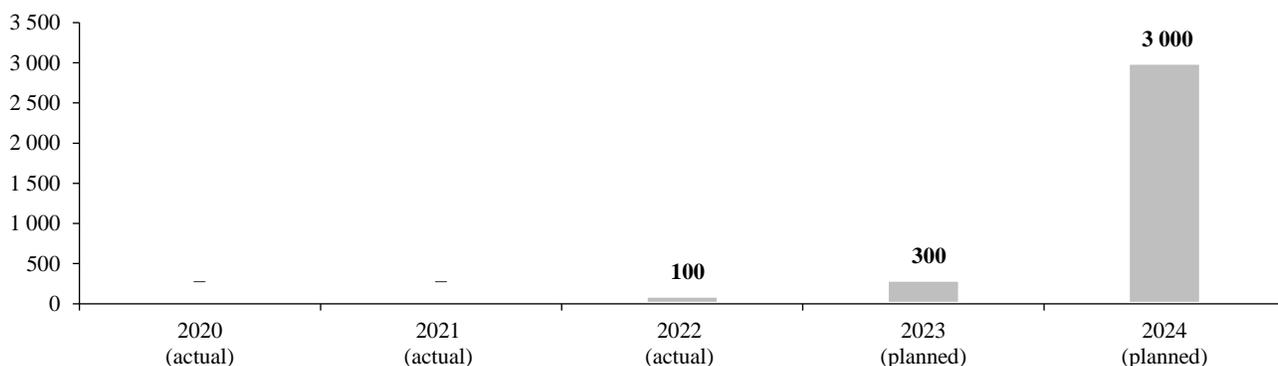
learning strategy to upgrade courses to online and blended delivery formats, allowing for an increase in reach and more flexible delivery modes.

Lessons learned and planned change

- 34.56 The lesson for the subprogramme was that blended learning, which includes both a trainer and online components as well as multiple language options, can improve the effectiveness of security training outcomes. In response, all courses will be redesigned to enable blended learning, and translation into other languages will be prioritized along with the enhancement of local trainers’ skills and knowledge. The subprogramme is planning to launch the refocused security certification programme, targeting up to 3,000 professionals. The refocused programme will update the skills and knowledge of security personnel, including those in leadership positions, to ensure the consistency of security management advisories to decision makers and direct security support to United Nations personnel. It will be focused on applying technical knowledge in the areas of Security Coordination Officer roles and responsibilities, writing of security-related reports and communications, security risk management, physical security, security planning and crisis/critical incident management. Additional courses focusing on multiple target audiences will be developed to support security management.
- 34.57 Expected progress towards the objective is presented in the performance measure below (see figure 34.IV).

Figure 34.IV

Performance measure: number of security personnel certified to provide precise and effective security management advice, enabling programme delivery with an acceptable level of risk (cumulative)



Deliverables

- 34.58 Table 34.12 lists all deliverables of the subprogramme.

Table 34.12

Subprogramme 3: deliverables for the period 2022–2024, by category and subcategory

Category and subcategory

E. Enabling deliverables

Safety and security: emotional first aid and psychosocial support for United Nations security management system personnel; stress management training for personnel in field duty stations; technical supervision sessions for United Nations field counsellors; expert advice and consultations on psychosocial well-being for managers in the field and at Headquarters; briefings on the management of stress and critical incident stress for security managers; dedicated assessments of the physical security of United Nations premises globally; topical guidance, physical security training and analysis of data provided by the physical security assessment application; security training throughout the United Nations security management system; travel tracking and coordination of the movement of senior United Nations officials; planning and coordination with respective Missions; mandatory certification training for close protection officers.

B. Proposed post and non-post resource requirements for 2024

Overview

- 34.59 Given the dual responsibility of the Department of Safety and Security to provide for both the safety and security of staff, delegates and visitors at the main locations of the United Nations, as well as at their premises, and the safety and security of the United Nations system field operations, the activities of the Department are financed both from the regular budget and on a cost-sharing basis with other organizations covered by the security management system in the field.
- 34.60 The functions and activities of the Department that are jointly financed with other organizations of the security management system are those under:
- (a) Security and safety services (subprogramme 1);
 - (b) Field operations (subprogramme 2);
 - (c) Partnerships and specialized support (subprogramme 3);
 - (d) Programme support.
- 34.61 With regard to the jointly financed activities of the United Nations security management system, the financial responsibility of each participating organization is based on its proportional share of the personnel operating in the field. The principles of the cost-sharing arrangement were adopted by the General Assembly in its resolution [56/255](#). Following the recommendation of the Assembly, in its resolution [61/263](#), on achieving a workable cost-sharing arrangement, the High-level Committee on Management of CEB agreed that field-related security costs would be apportioned on the basis of actual percentages of staff according to data provided by CEB. Subsequently, the Secretary-General outlined revised cost-sharing arrangements for the cost of the United Nations security management system (see [A/62/641](#)). In October 2021, the High-level Committee on Management endorsed a revision of the cost-sharing arrangement (see CEB/2021/HLCM/FB/5), effective from 2023, which, while preserving the principles adopted by the Assembly in its resolution [56/255](#), updated the membership fee, which had not been changed since its establishment; addressed the principle of equitability by having all organizations pay a membership fee and reinforced the notion of shared ownership for the system; and ensured that organizations in countries of the Organisation for Economic Co-operation and Development pay their fair share of the security costs.
- 34.62 Based on the cost-sharing arrangement, the Secretariat share for security and safety services is 17.0 per cent for 2024, which is based on the CEB field staff census as at 31 December 2022, compared with 16.8 per cent for 2023, which was based on the census as at 31 December 2021. The level of resources proposed for 2024 for the jointly financed activities of the United Nations security management system presented in this budget fascicle reflects the recommendations of the Finance and Budget Network of the High-level Committee on Management. As the budget methodology of the vast majority of United Nations system entities does not accommodate further increases due to recosting, the level of resources recommended by the Network already takes into account increases due to anticipated inflation, as determined by the Network. These proposed resources will therefore not be subject to further recosting.
- 34.63 In addition to the jointly financed field activities described above, separate local cost-sharing arrangements govern the provision of security and safety services at the United Nations Office at Vienna, as well as other duty stations. The cost-sharing arrangements in Vienna are based on a formula agreed upon by the four organizations located at the Vienna International Centre; similarly, the cost-sharing arrangements at the other duty stations are agreed upon locally by the participating organizations. The Secretariat share for security and safety services at the United Nations Office at Vienna is 23.2 per cent for 2024, compared with 23.0 per cent for 2023. Those security and safety services relate to subprogramme 1.

Note: The following abbreviations are used in tables and figures: ASG, Assistant Secretary-General; GS (OL), General Service (Other level); GS (PL), General Service (Principal level); LL, Local level; NPO, National Professional Officer; SS, Security Service; USG, Under-Secretary-General.

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34.64 The proposed regular budget resources for 2024, including the breakdown of resource changes, as applicable, are reflected in tables 34.13 to 34.15. Similarly, the proposed gross budget for jointly financed activities is reflected in tables 34.16 to 34.20. The gross jointly financed budget of the Department is also presented to the General Assembly for its consideration and approval in accordance with established practice.

Table 34.13

Overall: evolution of financial resources by object of expenditure (regular budget)

(Thousands of United States dollars)

Object of expenditure	2022 expenditure	2023 appropriation	Changes				Total	Percentage	2024 estimate (before recosting)
			Technical adjustments	New/expanded mandates	Other				
Post	84 970.8	86 101.2	394.6	–	818.7	1 213.3	1.4	87 314.5	
Other staff costs	8 447.3	5 562.2	(22.2)	37.3	(818.7)	(803.6)	(14.4)	4 758.6	
Consultants	39.7	59.3	–	–	–	–	–	59.3	
Travel of representatives	1.7	–	–	–	–	–	–	–	
Travel of staff	2 440.3	475.5	–	–	–	–	–	475.5	
Contractual services	1 206.9	1 650.2	–	–	7.0	7.0	0.4	1 657.2	
General operating expenses	1 624.0	1 930.9	–	–	(32.0)	(32.0)	(1.7)	1 898.9	
Supplies and materials	626.7	991.3	–	–	12.2	12.2	1.2	1 003.5	
Furniture and equipment	539.7	677.9	–	–	12.8	12.8	1.9	690.7	
Improvement of premises	0.1	–	–	–	–	–	–	–	
Grants and contributions	28 034.0	29 504.2	(175.4)	–	50.3	(125.1)	(0.4)	29 379.1	
Total	127 931.1	126 952.7	197.0	37.3	50.3	284.6	0.2	127 237.3	

Table 34.14

Overall: proposed posts and post changes for 2024 (regular budget)

(Number of posts)

	Number	Details
Approved for 2023	1 044	1 USG, 1 ASG, 2 D-2, 4 D-1, 7 P-5, 18 P-4, 16 P-3, 7 P-2/1, 8 GS (PL), 162 GS (OL), 306 SS, 512 LL
Redeployment	–	1 P-5, 1 P-3, 1 P-2 and 1 GS (OL) from executive direction and management to subprogramme 3 1 P-3 from subprogramme 3 to executive direction and management
Conversion from general temporary assistance	12	5 GS (OL) and 7 LL under subprogramme 1
Proposed for 2024	1 056	1 USG, 1 ASG, 2 D-2, 4 D-1, 7 P-5, 18 P-4, 16 P-3, 7 P-2/1, 8 GS (PL), 167 GS (OL), 306 SS, 519 LL

Table 34.15
Overall: proposed posts by category and grade (regular budget)

(Number of posts)

Category and grade	Changes				Total	2024 proposed
	2023 approved	Technical adjustments	New/expanded mandates	Other		
Professional and higher						
USG	1	–	–	–	–	1
ASG	1	–	–	–	–	1
D-2	2	–	–	–	–	2
D-1	4	–	–	–	–	4
P-5	7	–	–	–	–	7
P-4	18	–	–	–	–	18
P-3	16	–	–	–	–	16
P-2/1	7	–	–	–	–	7
Subtotal	56	–	–	–	–	56
General Service and related						
GS (PL)	8	–	–	–	–	8
GS (OL)	162	–	–	5	5	167
SS	306	–	–	–	–	306
LL	512	–	–	7	7	519
Subtotal	988	–	–	12	12	1 000
Total	1 044	–	–	12	12	1 056

Table 34.16
Overall: evolution of financial resources by object of expenditure (jointly financed activities)

(Thousands of United States dollars)

Object of expenditure	Changes						Total	Percentage	2024 estimate
	2022 expenditure	2023 appropriation	Technical adjustments	New/expanded mandates	Other				
Post	116 902.7	130 992.0	–	–	450.2	450.2	0.3	131 442.2	
Other staff costs	4 229.7	5 193.7	–	–	2 398.0	2 398.0	46.2	7 591.7	
Consultants	235.9	71.7	–	–	–	–	–	71.7	
Travel of staff	6 123.2	5 437.1	–	–	–	–	–	5 437.1	
Contractual services	3 816.1	3 859.3	–	–	–	–	–	3 859.3	
General operating expenses	9 308.0	9 363.6	–	–	–	–	–	9 363.6	
Supplies and materials	1 418.8	2 601.0	–	–	–	–	–	2 601.0	
Furniture and equipment	4 126.4	1 219.8	–	–	–	–	–	1 219.8	
Construction alteration maintenance	2.5	–	–	–	–	–	–	–	
Grants and contributions	3 822.3	6 452.7	–	–	(2 552.7)	(2 552.7)	(39.6)	3 900.0	
Other costs	(18.6)	–	–	–	–	–	–	–	
Total	149 966.9	165 190.9	–	–	295.5	295.5	0.2	165 486.4	

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Table 34.17

Overall: evolution of financial resources by component and subprogramme (jointly financed activities)

(Thousands of United States dollars)

Component/subprogramme	2022 expenditure	2023 appropriation	Changes				2024 estimate
			Technical adjustments	New/expanded mandates	Other	Total Percentage	
A. Programme of work							
1. Security and safety services	16 632.6	16 319.3	–	–	–	–	16 319.3
2. Field operations	123 894.9	140 057.9	–	–	(1 097.1)	(1 097.1)	(0.8) 138 960.8
3. Partnerships and specialized support	9 439.4	8 813.7	–	–	–	–	8 813.7
Subtotal, A	149 966.9	165 190.9	–	–	(1 097.1)	(1 097.1)	(0.7) 164 093.8
B. Programme support	–	–	–	–	1 392.6	1 392.6	– 1 392.6
Total	149 966.9	165 190.9	–	–	295.5	295.5	0.2 165 486.4

Table 34.18

Overall: proposed posts and post changes for 2024 (jointly financed activities)

(Number of posts)

	Number	Details
Approved for 2023	958	1 D-2, 9 D-1, 28 P-5, 197 P-4, 116 P-3, 14 P-2/1, 4 GS (PL), 26 GS (OL), 153 SS, 410 LL
Abolishment	(5)	5 LL under subprogramme 2
Establishment	5	5 NPO under subprogramme 2
Proposed for 2024	958	1 D-2, 9 D-1, 28 P-5, 197 P-4, 116 P-3, 14 P-2/1, 4 GS (PL), 26 GS (OL), 153 SS, 405 LL, 5 NPO

Table 34.19

Overall: proposed posts by category and grade (jointly financed activities)

(Number of posts)

Category and grade	2023 approved	Changes			Total	2024 proposed
		Technical adjustments	New/expanded mandates	Other		
Professional and higher						
D-2	1	–	–	–	–	1
D-1	9	–	–	–	–	9
P-5	28	–	–	–	–	28
P-4	197	–	–	–	–	197
P-3	116	–	–	–	–	116
P-2/1	14	–	–	–	–	14
Subtotal	365	–	–	–	–	365
General Service and related						
GS (PL)	4	–	–	–	–	4
GS (OL)	26	–	–	–	–	26
SS	153	–	–	–	–	153
LL	410	–	–	(5)	(5)	405
NPO	–	–	–	5	5	5
Subtotal	593	–	–	–	–	593
Total	958	–	–	–	–	958

Table 34.20

Overall: proposed posts for 2024 by component and subprogramme (jointly financed activities)

(Number of posts)

Component/subprogramme	2023 approved	Changes			Total	2024 proposed
		Technical adjustments	New/expanded mandates	Other		
A. Programme of work						
1. Security and safety services	160	–	–	–	–	160
2. Field operations	764	–	–	–	–	764
3. Partnerships and specialized support	34	–	–	–	–	34
Subtotal, A	958	–	–	–	–	958
Total	958	–	–	–	–	958

Resource requirements for regular budget activities

34.65 Additional details on the distribution of the proposed resources for 2024 are reflected in tables 34.21 to 34.23 and figure 34.V.

34.66 As reflected in tables 34.21 (1) and 34.22 (1), the overall resources proposed for 2024 amount to \$127,237,300 before recosting, reflecting a net increase of \$284,600 (or 0.2 per cent) compared with the appropriation for 2023. Resource changes result from three factors, namely: (a) technical adjustments; (b) new mandates; and (c) other changes. The proposed level of resources provides for the full, efficient and effective implementation of mandates.

Table 34.21

Overall: evolution of financial resources by source of funding, component and subprogramme

(Thousands of United States dollars)

(1) *Regular budget*

Component/subprogramme	2022 expenditure	2023 appropriation	Changes			Total	Percentage	2024 estimate (before recosting)
			Technical adjustments	New/expanded mandates	Other			
A. Executive direction and management	2 828.5	3 285.7	97.8	–	(517.5)	(419.7)	(12.8)	2 866.0
B. Programme of work								
1. Security and safety services	96 530.4	93 503.7	(554.9)	37.3	–	(517.6)	(0.6)	92 986.1
2. Field operations	22 650.9	23 389.3	335.6	–	(187.1)	148.5	0.6	23 537.8
3. Partnerships and specialized support	2 993.0	3 498.5	318.5	–	517.5	836.0	23.9	4 334.5
Subtotal, B	122 174.3	120 391.5	99.2	37.3	330.4	466.9	0.4	120 858.4
C. Programme support	2 928.3	3 275.5	–	–	237.4	237.4	7.2	3 512.9
Subtotal, 1	127 931.1	126 952.7	197.0	37.3	50.3	284.6	0.2	127 237.3

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(2) *Other assessed*

<i>Component/subprogramme</i>	<i>2022 expenditure</i>	<i>2023 estimate</i>	<i>Change</i>	<i>Percentage</i>	<i>2024 estimate</i>
B. Programme of work					
2. Field operations	3 812.0	3 986.1	(135.7)	(3.4)	3 850.4
Subtotal, 2	3 812.0	3 986.1	(135.7)	(3.4)	3 850.4

(3) *Extrabudgetary*

<i>Component/subprogramme</i>	<i>2022 expenditure</i>	<i>2023 estimate</i>	<i>Change</i>	<i>Percentage</i>	<i>2024 estimate</i>
B. Programme of work					
1. Security and safety services	10 675.3	14 554.6	–	–	14 554.6
3. Partnerships and specialized support	470.2	644.8	–	–	644.8
Subtotal, B	11 145.5	15 199.4	–	–	15 199.4
Subtotal, 3	11 145.5	15 199.4	–	–	15 199.4
Total	142 888.6	146 138.2	148.9	0.1	146 287.1

Table 34.22

Overall: proposed posts for 2024 by source of funding, component and subprogramme

(Number of posts)

(1) *Regular budget*

<i>Component/subprogramme</i>	<i>Changes</i>					<i>2024 proposed</i>
	<i>2023 approved</i>	<i>Technical adjustments</i>	<i>New/expanded mandates</i>	<i>Other</i>	<i>Total</i>	
A. Executive direction and management	17	–	–	(3)	(3)	14
B. Programme of work						
1. Security and safety services	1 000	–	–	12	12	1 012
2. Field operations	–	–	–	–	–	–
3. Partnerships and specialized support	12	–	–	3	3	15
Subtotal, B	1 012	–	–	15	15	1 027
C. Programme support	15	–	–	–	–	15
Subtotal, 1	1 044	–	–	12	12	1 056

(2) *Other assessed*

<i>Component/subprogramme</i>	<i>2023 estimate</i>	<i>Change</i>	<i>2024 estimate</i>
B. Programme of work			
2. Field operations	16	1	17
Subtotal, 2	16	1	17

(3) Extrabudgetary

Component/subprogramme	2023 estimate	Change	2024 estimate
B. Programme of work			
1. Security and safety services	60	–	60
Subtotal, 3	60	–	60
Total	1 120	13	1 133

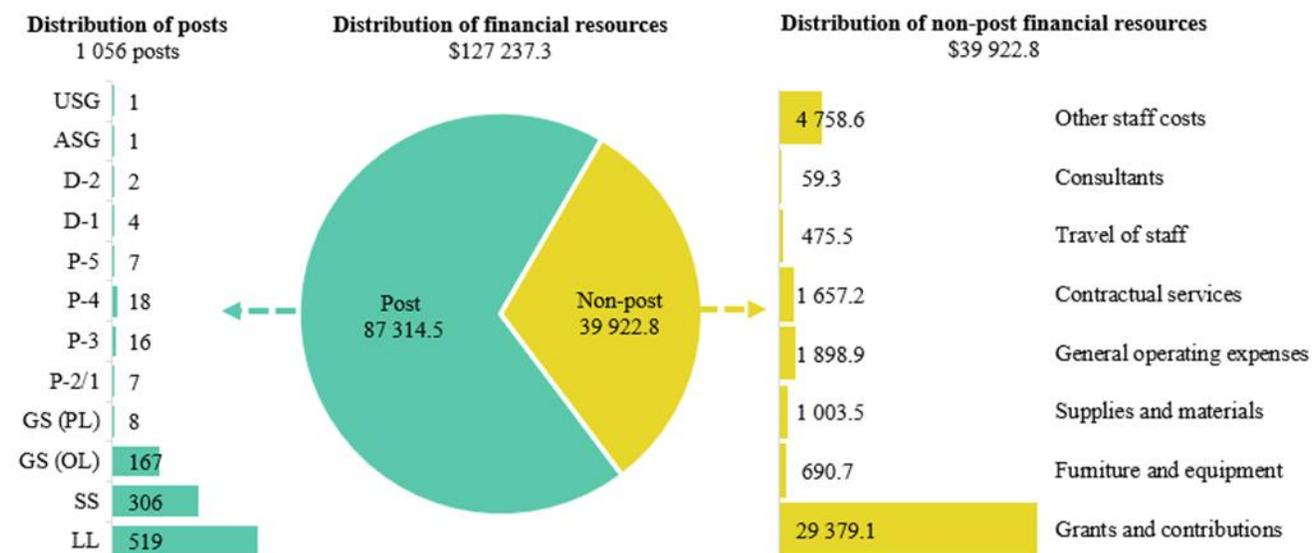
Table 34.23
Overall: evolution of financial and post resources

(Thousands of United States dollars/number of posts)

	2022 expenditure	2023 appropriation	Changes				Total	Percentage	2024 estimate (before recosting)
			Technical adjustments	New/expanded mandates	Other				
Financial resources by main category of expenditure									
Post	84 970.8	86 101.2	394.6	–	818.7	1 213.3	1.4	87 314.5	
Non-post	42 960.3	40 851.5	(197.6)	37.3	(768.4)	(928.7)	(2.3)	39 922.8	
Total	127 931.1	126 952.7	197.0	37.3	50.3	284.6	0.2	127 237.3	
Post resources by category									
Professional and higher		56	–	–	–	–	–	56	
General Service and related		988	–	–	12	12	1.2	1 000	
Total		1 044	–	–	12	12	1.1	1 056	

Figure 34.V
Distribution of proposed resources for 2024 (before recosting)

(Number of posts/thousands of United States dollars)



Explanation of variances by factor, component and subprogramme

Overall resource changes (regular budget)

Technical adjustments

34.67 As reflected in table 34.21 (1), resource changes reflect a net increase of \$197,000, as follows:

- (a) **Executive direction and management.** The increase of \$97,800 reflects the higher provision for one post of Programme Management Officer (P-4) established in 2023 pursuant to General Assembly resolution [77/262](#), which was subject to a 50 per cent vacancy rate in accordance with the established practice for the costing of new posts;
- (b) **Subprogramme 1, Security and safety services.** The net decrease of \$554,900 includes:
 - (i) A decrease of \$587,400 under other staff costs (\$22,200) and grants and contributions (\$565,200), relating to the removal of non recurrent provisions in 2023 in support of:
 - a. Security personnel requirements for the renovation of the Africa Hall at the Economic Commission for Africa in Addis Ababa (\$331,900) and the replacement of blocks A to J at the United Nations Office at Nairobi (\$233,300), pursuant to Assembly resolution [77/263](#) (parts IX and XII) (the related resource requirements for 2024 will be presented later in the year as part of the progress reports on the construction projects);
 - b. Overtime for security personnel for the resumed fifth session of the intergovernmental conference on an international legally binding instrument under the United Nations Convention on the Law of the Sea on the conservation and sustainable use of marine biological diversity of areas beyond national jurisdiction, pursuant to Assembly resolution [77/248](#) (\$22,200);
 - (ii) An increase of \$32,500 under grants and contributions, due to a higher Secretariat percentage share (23.2 per cent for 2024 compared with 23.0 per cent for 2023) in the cost of the jointly financed activities at the United Nations Office at Vienna;
- (c) **Subprogramme 2, Field operations.** An increase of \$335,600 under grants and contributions, relating to a higher Secretariat percentage share (17.0 per cent for 2024 compared with 16.8 per cent for 2023) in the cost of the jointly financed field security operations, based on the CEB field staff census as at 31 December 2022;
- (d) **Subprogramme 3, Partnerships and specialized support.** The increase of \$318,500 includes:
 - (i) An increase of \$296,800 under posts, relating to the higher provision for three posts (one Director (D-2), one Programme Officer for road safety (P-4) and one Associate Information Management Officer (P-2)) established in 2023 pursuant to Assembly resolution [77/262](#), which were subject to a 50 per cent vacancy rate in accordance with the established practice for new posts;
 - (ii) An increase of \$21,700 under grants and contributions, relating to a higher Secretariat percentage share (17.0 per cent for 2024, compared with 16.8 per cent for 2023) in the cost of the jointly financed field security operations, based on the CEB field staff census as at 31 December 2022.

New mandates

34.68 As reflected in table 34.21 (1), resource changes reflect an increase of \$37,300 under subprogramme 1. The increase of \$37,300 under other staff costs reflects overtime costs for security personnel in support of the Summit of the Future, on the theme “Multilateral solutions for a better tomorrow”, to be held in New York in 2024, pursuant to General Assembly resolution [76/307](#).

Other changes

- 34.69 As reflected in table 34.21 (1), resource changes reflect a net increase of \$50,300, which reflects the regular budget share of 17 per cent of an increase of \$295,500 of the overall budget for jointly financed activities, as follows:
- (a) **Executive direction and management.** The decrease of \$517,500 is attributable to the cost-neutral outward redeployment of resources to subprogramme 3, as follows:
 - (i) A decrease of \$498,900 under posts, relating to the proposed outward redeployment of four posts (1 P-5, 1 P-3, 1 P-2 and 1 (General Service (Other level))) from the Strategic Planning Service to the Strategic Partnerships and Policy Section under subprogramme 3, offset partially by the inward redeployment of one P-3 post from subprogramme 3 to the Strategic Planning Service, as explained in annex III;
 - (ii) A decrease of \$18,600 under travel of staff, relating to the associated travel requirements in respect of the proposed outward redeployment of the four posts mentioned in paragraph 34.69 (a) (i) above;
 - (b) **Subprogramme 1, Security and safety services.** The cost-neutral redeployment of \$818,700 from other staff costs to posts, reflecting the proposed conversion of 12 general temporary assistance positions (5 General Service (Other level)) and 7 Local level) to established posts, as explained in annex III;
 - (c) **Subprogramme 2, Field operations.** The decrease of \$187,100 under grants and contributions corresponds to the Secretariat share of the proposed decrease in resources for jointly financed field operations under subprogramme 2, as explained in paragraph 34.70 (a) below;
 - (d) **Subprogramme 3, Partnerships and specialized support.** The increase of \$517,500 is attributable to the cost-neutral inward redeployment of resources from executive direction and management, as explained in paragraph 34.69 (a) above;
 - (e) **Programme support.** The increase of \$237,400 reflects the Secretariat share of the proposed increase in resources for jointly financed field security operations, as explained in paragraph 34.70 (b) below.

Overall resource changes (jointly financed activities)**Other changes**

- 34.70 As reflected in table 34.17, resource changes reflect a net increase of \$295,500. This increase reflects: (a) a net decrease of \$370,200 resulting from the abolishment of five Local level posts and the establishment of five National Professional Officer posts, the reduction of the level of programme support costs paid to the United Nations Development Programme (UNDP) made possible by the enhancement of the support architecture in the Executive Office of the Department of Safety and Security, and the establishment of six temporary positions in support of security risk management; and (b) an increase of \$665,700 for adjustments in line with the level of resources recommended by the Finance and Budget Network for 2024, as further explained below:
- (a) Subprogramme 2, Field operations. The decrease of \$1,097,100 includes:
 - (i) A net increase of \$450,200 under posts, as follows:
 - a. A net decrease of \$215,500 reflects the planned abolishment of five Local level posts, offset partially by the planned establishment of five new National Professional Officer posts at a vacancy rate of 50 per cent, as explained in annex III;
 - b. An increase of \$665,700 reflects adjustments taking into account higher salary costs due to anticipated inflation, as determined by the Finance and Budget Network. As a result, these resources will no longer be subject to recosting;

- (ii) An increase of \$1,005,400 under other staff costs to provide for six temporary positions (4 P-4 and 2 P-3) in the Threat and Risk Assessment Service and in support of security risk management in Vienna, Bangkok, Kampala, Amman and New York, to strengthen the capacity to capture and analyse data and deliver analytical products for security decision makers, for emergency responses and crisis situations in high-risk environments, and to improve the effectiveness and relevance of security risk management processes;
 - (iii) A decrease of \$2,552,700 under grants and contributions reflects the reduced level of programme support costs paid to UNDP as a result of a reduced scope of services rendered, which are now limited to location-dependent general administrative services in the Department's field-based offices, following the enhancement of the support architecture in the Executive Office referred to in para 34.70 (b) below and the transition of the administration of all field staff from UNDP to the United Nations Secretariat;
- (b) **Programme support.** An increase of \$1,392,600 under other staff costs would provide for nine general temporary assistance positions (1 P-4, 4 P-3, 1 General Service (Principal level) and 3 General Service (Other level)) in the Executive Office for all location-independent services related to human resources administration, the managed reassignment programme for Professional and higher categories and the Field Service category, finance and budget, and general administration services in 128 countries with 241 duty stations.

Other assessed and extrabudgetary resources

- 34.71 As reflected in tables 34.21 (2) and 34.22 (2), other assessed resources under the support account for peacekeeping operations amount to \$3,850,400. The resources would enable the Department to provide backstopping security support to peacekeeping missions. The expected decrease is attributable to updated salary costs, in particular higher vacancy rates, offset in part by the proposed establishment of one Programme Management Officer (P-4) post for psychosocial support.
- 34.72 As reflected in tables 34.21 (3) and 34.22 (3), extrabudgetary resources amount to \$15,199,400. The resources would complement regular budget resources and would be used mainly to provide security services to other agencies and organizations in various locations and special events within and surrounding the premises.
- 34.73 The extrabudgetary resources under the present section are subject to the oversight of the Department, which has delegated authority from the Secretary-General.

Executive direction and management

- 34.74 The Under-Secretary-General for Safety and Security is responsible for the overall direction, supervision and management of the Department in the implementation of its mandates and its approved programme of work. The Under-Secretary-General is the Chair of the United Nations security management system and is assisted in the internal functioning and day-to-day management of the Department by the Assistant Secretary-General.
- 34.75 In managing the Department, the Under-Secretary-General is supported by the Strategic Planning Service, which is responsible for strategic planning and risk management, strategic communications, gender and inclusivity, corporate governance, evaluation, compliance monitoring, lessons learned, best practices and innovation. Together, these areas enable the dissemination and implementation of a results-based focus across the Department, in line with United Nations mandates, objectives and values at the global and country levels.
- 34.76 In accordance with the 2030 Agenda for Sustainable Development, in particular target 12.6 of the Sustainable Development Goals, in which organizations are encouraged to integrate sustainability information into their reporting cycles, and in compliance with the cross-cutting mandate set out in paragraph 19 of General Assembly resolution [72/219](#), the Department is integrating environmental management practices into its operations. In 2024, the Department will continue to enhance the

electronic security risk management tools to facilitate the electronic review and approval of security plans and documents.

34.77 Information on the timely submission of documentation and advance booking for air travel is reflected in table 34.24.

34.78 The Department will continue to make efforts to implement advance travel planning and the early nomination of travellers. In the event of rapid security surge redeployment and close protection-related travel, the Department will work more closely with the travel unit and the agent to reserve tickets in advance on the basis of a preliminary itinerary. Despite an improvement in compliance in 2022 compared with 2020 and 2021, the low compliance rate in 2022 was attributable primarily to rapid security surges in volatile security environments, which made advance planning challenging.

Table 34.24
Compliance rate
 (Percentage)

	<i>Actual 2020</i>	<i>Actual 2021</i>	<i>Actual 2022</i>	<i>Planned 2023</i>	<i>Planned 2024</i>
Timely submission of documentation	100	100	100	100	100
Air tickets purchased at least 2 weeks before the commencement of travel	36	31	44	100	100

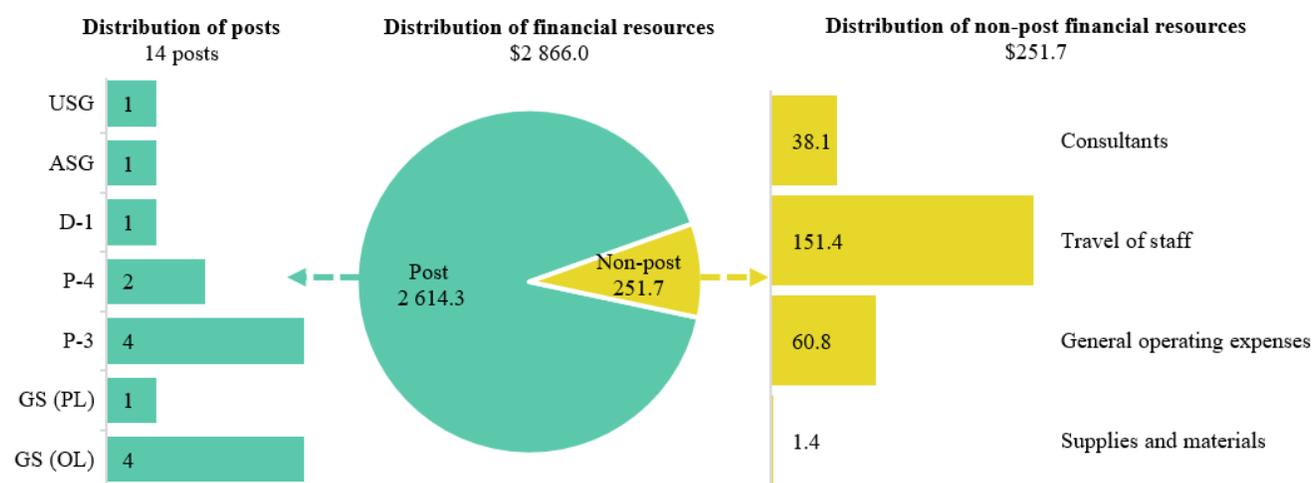
34.79 The proposed regular budget resources for 2024 amount to \$2,866,000 and reflect a decrease of \$419,700 compared with the appropriation for 2023. The proposed decrease is explained in paragraphs 34.67 (a) and 34.69 (a). Additional details on the distribution of the proposed resources for 2024 are reflected in table 34.25 and figure 34.VI.

Table 34.25
Executive direction and management: evolution of financial and post resources
 (Thousands of United States dollars/number of posts)

	<i>2022 expenditure</i>	<i>2023 appropriation</i>	<i>Changes</i>					<i>2024 estimate (before recosting)</i>
			<i>Technical adjustments</i>	<i>New/expanded mandates</i>	<i>Other</i>	<i>Total</i>	<i>Percentage</i>	
Financial resources by main category of expenditure								
Post	2 580.6	3 015.4	97.8	–	(498.9)	(401.1)	(13.3)	2 614.3
Non-post	247.9	270.3	–	–	(18.6)	(18.6)	(6.9)	251.7
Total	2 828.5	3 285.7	97.8	–	(517.5)	(419.7)	(12.8)	2 866.0
Post resources by category								
Professional and higher		11	–	–	(2)	(2)	(18.2)	9
General Service and related		6	–	–	(1)	(1)	(16.7)	5
Total		17	–	–	(3)	(3)	(17.6)	14

Figure 34.VI
Executive direction and management: distribution of proposed resources for 2024 (before recosting)

(Number of posts/thousands of United States dollars)



Programme of work

Subprogramme 1 Security and safety services

Regular budget resource requirements

34.80 The proposed regular budget resources for 2024 amount to \$92,986,100 and reflect a decrease of \$517,600 compared with the appropriation for 2023. The proposed decrease is explained in paragraphs 34.67 (b), 34.68 and 34.69 (b). Additional details on the distribution of the proposed resources for 2024 are reflected in table 34.26 and figure 34.VII.

Table 34.26

Subprogramme 1: evolution of financial and post resources (regular budget)

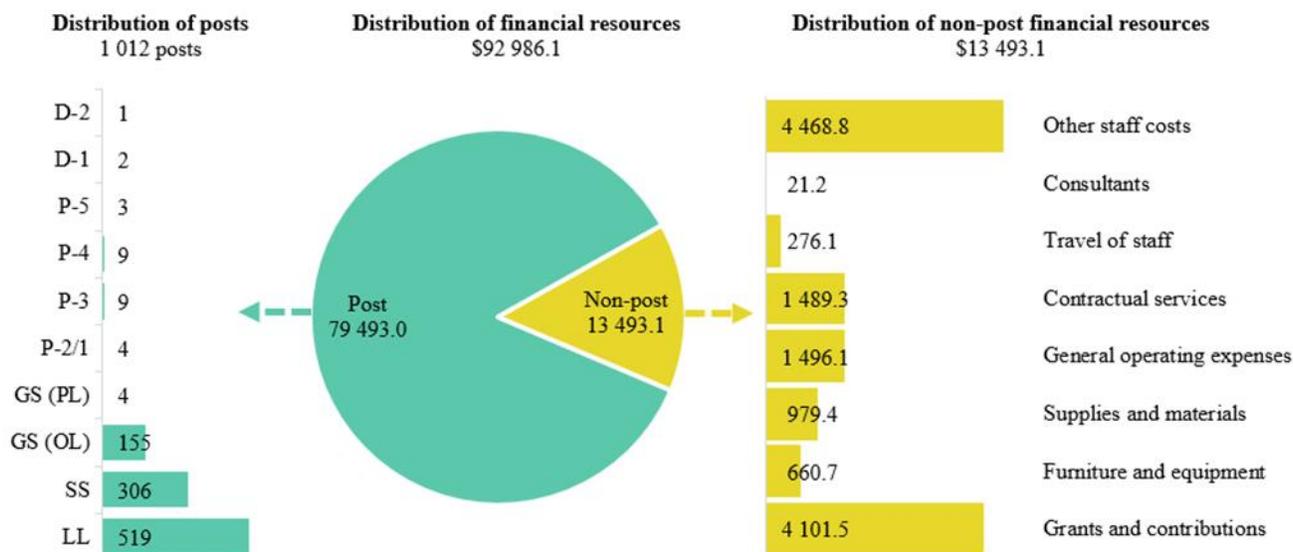
(Thousands of United States dollars/number of posts)

	2022 expenditure	2023 appropriation	Changes				Total	Percentage	2024 estimate (before recosting)
			Technical adjustments	New/expanded mandates	Other				
Financial resources by main category of expenditure									
Post	78 598.6	78 674.3	–	–	818.7	818.7	1.0	79 493.0	
Non-post	17 931.8	14 829.4	(554.9)	37.3	(818.7)	(1 336.3)	(9.0)	13 493.1	
Total	96 530.4	93 503.7	(554.9)	37.3	–	(517.6)	(0.6)	92 986.1	
Post resources by category									
Professional and higher		28	–	–	–	–	–	28	
General Service and related		972	–	–	12	12	1.2	984	
Total		1 000	–	–	12	12	1.2	1 012	

Note: Resources include the Secretariat share for 2024 of the jointly financed Security and Safety Service in Vienna, amounting to \$3,743,200, and the jointly financed activities relating to regional field security operations, amounting to \$31,300.

Figure 34.VII
Subprogramme 1: distribution of proposed resources for 2024 (before recosting)

(Number of posts/thousands of United States dollars)



Resource requirements for jointly financed activities

34.81 The proposed jointly financed resources for 2024 amount to \$16,319,300 and reflect no change compared with the appropriation for 2023. Additional details on the distribution of the proposed resources for 2024 are reflected in table 34.27 and figure 34.VIII.

Table 34.27
Subprogramme 1: evolution of financial and post resources (jointly financed activities)

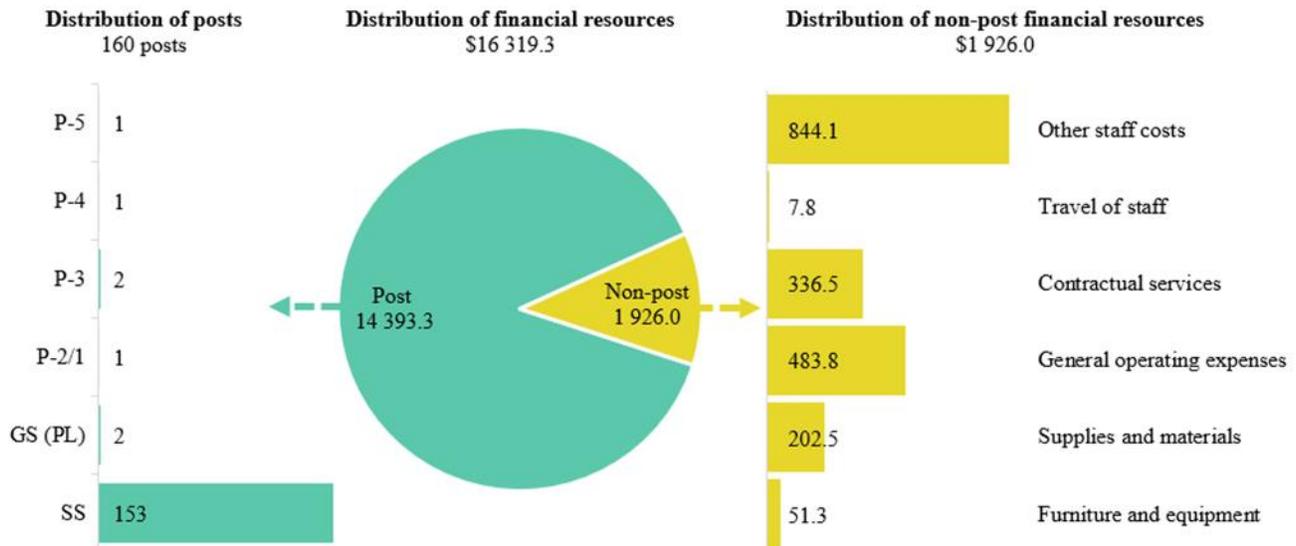
(Thousands of United States dollars/number of posts)

	2022 expenditure	2023 appropriation	Changes				Total	Percentage	2024 estimate (before recosting)
			Technical adjustments	New/expanded mandates	Other				
Financial resources by main category of expenditure									
Post	14 997.8	14 393.3	–	–	–	–	–	14 393.3	
Non-post	1 634.8	1 926.0	–	–	–	–	–	1 926.0	
Total	16 632.6	16 319.3	–	–	–	–	–	16 319.3	
Post resources by category									
Professional and higher		5	–	–	–	–	–	5	
General Service and related		155	–	–	–	–	–	155	
Total		160	–	–	–	–	–	160	

Note: Resources include the Secretariat share for 2024 of the jointly financed Security and Safety Service in Vienna, amounting to \$3,743,200, and the jointly financed activities relating to regional field security operations, amounting to \$31,300.

Figure 34.VIII
Subprogramme 1: distribution of proposed resources for 2024 (jointly financed activities)

(Number of posts/thousands of United States dollars)



Extrabudgetary resources

34.82 Extrabudgetary resources for this subprogramme amount to \$14,554,600. The resources would complement regular budget resources and would be used mainly to provide security services to other agencies and organizations in various locations and special events within and surrounding the premises.

**Subprogramme 2
 Field operations**

Regular budget resource requirements

34.83 The proposed regular budget resources for 2024 amount to \$23,537,800 and reflect an increase of \$148,500 compared with the appropriation for 2023. The proposed increase is explained in paragraphs 34.67 (c) and 34.69 (c). Additional details on the distribution of the proposed resources for 2024 are reflected in table 34.28.

Table 34.28
Subprogramme 2: evolution of financial and post resources

(Thousands of United States dollars/number of posts)

	2022 expenditure	2023 appropriation	Technical adjustments	Changes			Total	Percentage	2024 estimate (before recosting)
				New/expanded mandates	Other				
Financial resources by main category of expenditure									
Non-post									
Grants and contributions	22 650.9	23 389.3	335.6	–	(187.1)	148.5	0.6	23 537.8	
Total	22 650.9	23 389.3	335.6	–	(187.1)	148.5	0.6	23 537.8	

Note: Resources include the Secretariat share for 2024 of jointly financed activities relating to regional field security operations, amounting to \$23,040,600, and the United Nations share of the malicious acts insurance policy, amounting to \$497,200.

Resource requirements for jointly financed activities

34.84 The proposed jointly financed resources for 2024 amount to \$138,960,800 and reflect a decrease of \$1,097,100 compared with the appropriation for 2023. The proposed decrease is explained in paragraph 34.70 (a). Additional details on the distribution of the proposed resources for 2024 are reflected in table 34.29 and figure 34.IX.

Table 34.29

Subprogramme 2: evolution of financial and post resources (jointly financed activities)

(Thousands of United States dollars/number of posts)

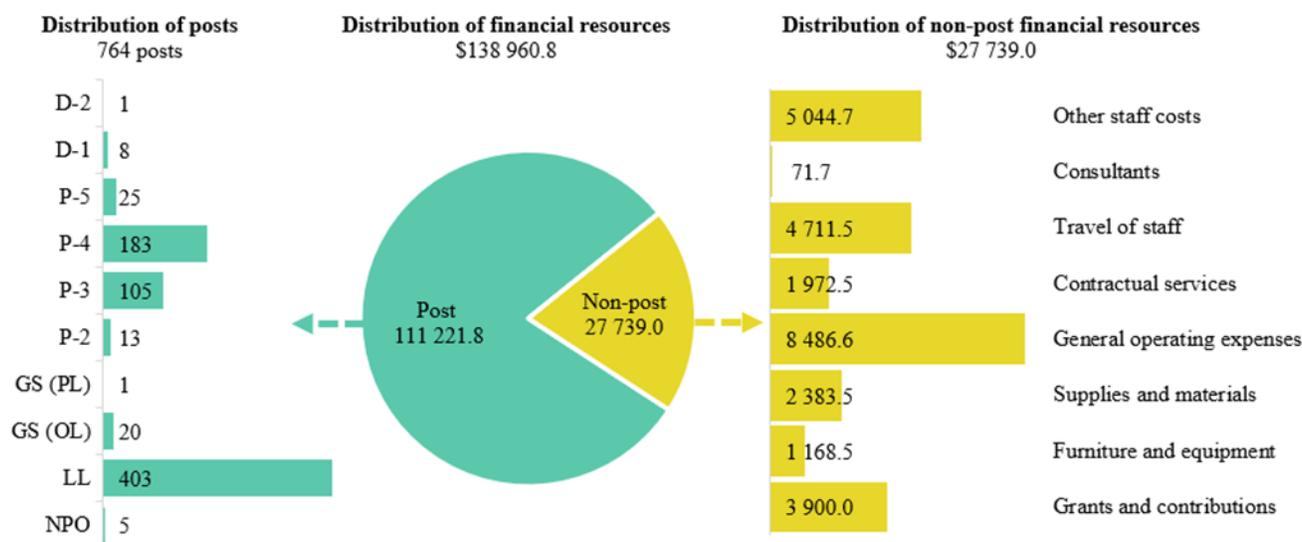
	2022 expenditure	2023 appropriation	Changes				2024 estimate (before recosting)	
			Technical adjustments	New/expanded mandates	Other	Total		
Financial resources by main category of expenditure								
Post	95 289.8	110 771.6	–	–	450.2	450.2	0.4	111 221.8
Non-post	28 605.1	29 286.3	–	–	(1 547.3)	(1 547.3)	(5.3)	27 739.0
Total	123 894.9	140 057.9	–	–	(1 097.1)	(1 097.1)	(0.8)	138 960.8
Post resources by category								
Professional and higher		335	–	–	–	–	–	335
General Service and related		429	–	–	–	–	–	429
Total		764	–	–	–	–	–	764

Note: Non-post resources include a provision for the malicious acts insurance policy in the amount of \$3,795,400 for 2024. The Secretariat share of jointly financed activities and the malicious acts insurance policy amounts to \$23,537,800 for 2024.

Figure 34.IX

Subprogramme 2: distribution of proposed resources for 2024 (jointly financed activities)

(Number of posts/thousands of United States dollars)



Other assessed resources

34.85 Other assessed resources for the subprogramme are estimated at \$3,850,400 and would enable the Department to provide backstopping security support to peacekeeping missions.

Subprogramme 3 Partnerships and specialized support

Regular budget resource requirements

34.86 The proposed regular budget resources for 2024 amount to \$4,334,500 and reflect an increase of \$836,000 compared with the appropriation for 2023. The proposed increase is explained in paragraphs 34.67 (d) and 34.69 (d). Additional details on the distribution of the proposed resources for 2024 are reflected in table 34.30 and figure 34.X.

Table 34.30
Subprogramme 3: evolution of financial and post resources

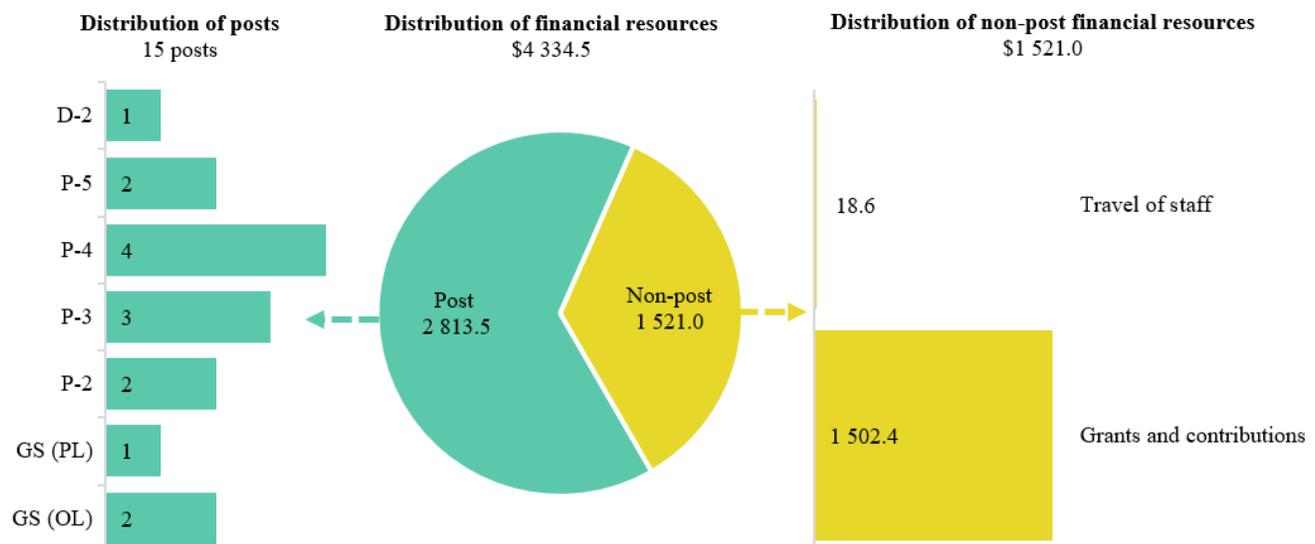
(Thousands of United States dollars/number of posts)

	2022 expenditure	2023 appropriation	Changes				2024 estimate (before recosting)	
			Technical adjustments	New/expanded mandates	Other	Total		Percentage
Financial resources by main category of expenditure								
Post	1 564.1	2 017.8	296.8	–	498.9	795.7	39.4	2 813.5
Non-post	1 428.9	1 480.7	21.7	–	18.6	40.3	2.7	1 521.0
Total	2 993.0	3 498.5	318.5	–	517.5	836.0	23.9	4 334.5
Post resources by category								
Professional and higher		10	–	–	2	2	20.0	12
General Service and related		2	–	–	1	1	50.0	3
Total		12	–	–	3	3	25.0	15

Note: Resources include the Secretariat share for 2024 of jointly financed activities under the established cost-sharing arrangements in the estimated amount of \$1,502,400.

Figure 34.X
Subprogramme 3: distribution of proposed resources for 2024 (before recosting)

(Number of posts/thousands of United States dollars)



Resource requirements for jointly financed activities

34.87 The proposed jointly financed resources for 2024 amount to \$8,813,700 and reflect no change compared with the appropriation for 2023. Additional details on the distribution of the proposed resources for 2024 are reflected in table 34.31 and figure 34.XI.

Table 34.31

Subprogramme 3: evolution of financial and post resources (jointly financed activities)

(Thousands of United States dollars/number of posts)

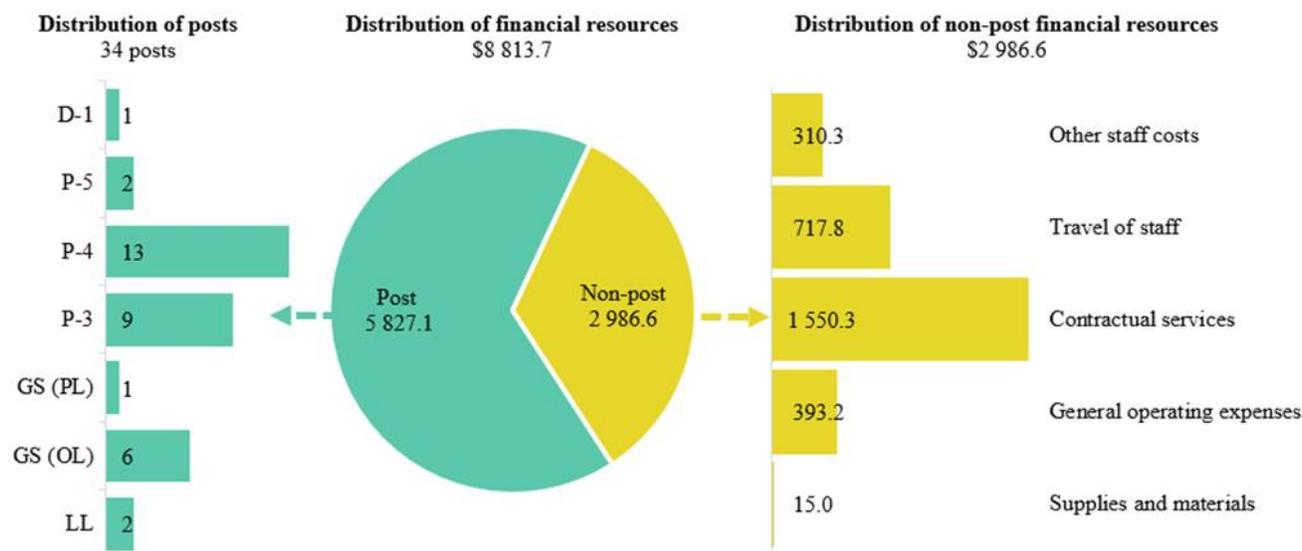
	2022 expenditure	2023 appropriation	Changes				2024 estimate (before recosting)
			Technical adjustments	New/expanded mandates	Other	Total	
Financial resources by main category of expenditure							
Post	6 615.0	5 827.1	–	–	–	–	5 827.1
Non-post	2 824.3	2 986.6	–	–	–	–	2 986.6
Total	9 439.4	8 813.7	–	–	–	–	8 813.7
Post resources by category							
Professional and higher		25	–	–	–	–	25
General Service and related		9	–	–	–	–	9
Total		34	–	–	–	–	34

Note: The Secretariat share for 2024 of jointly financed activities amounts to \$1,502,400.

Figure 34.XI

Subprogramme 3: distribution of proposed resources for 2024 (jointly financed activities)

(Number of posts/thousands of United States dollars)



Extrabudgetary resources

34.88 Extrabudgetary resources for the subprogramme are estimated at \$644,800. These resources would complement regular budget resources and would be used mainly for the close protection officer certification programme and the Safe and Secure Approaches in Field Environments training.

Programme support

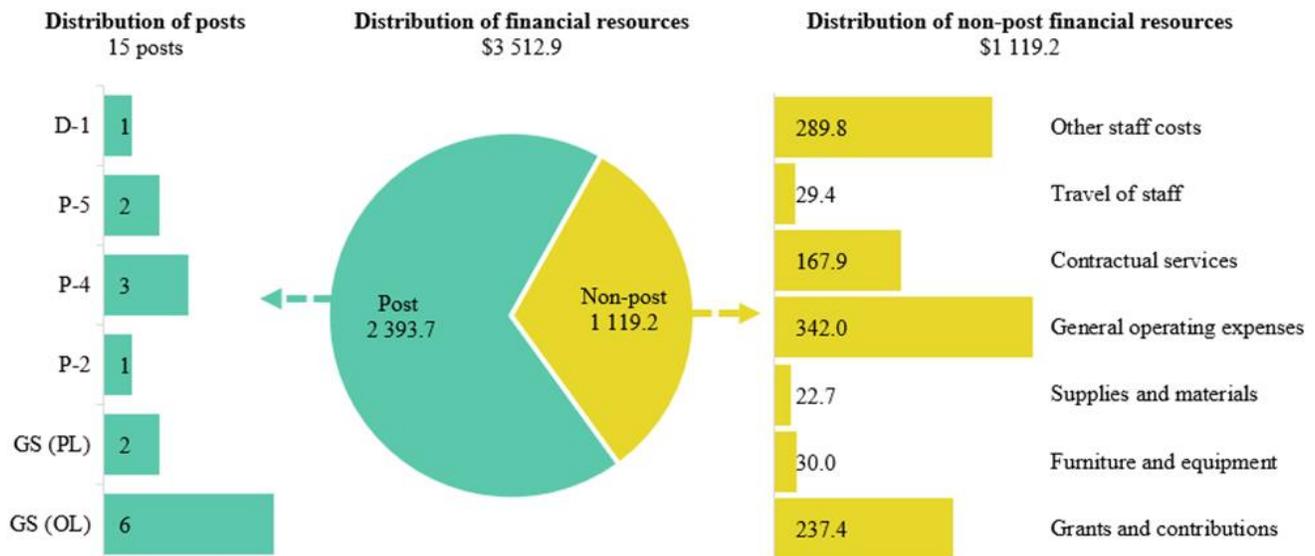
Regular budget resource requirements

- 34.89 The Executive Office provides central administrative services to the Department in the areas of human resources, financial management and general administration.
- 34.90 The proposed regular budget resources for 2024 amount to \$3,512,900 and reflect an increase of \$237,400 compared with the appropriation for 2023. The proposed increase is explained in paragraph 34.69 (e). Additional details on the distribution of the proposed resources for 2024 are reflected in table 34.32 and figure 34.XII.

Table 34.32
Programme support: evolution of financial and post resources
 (Thousands of United States dollars/number of posts)

	2022 expenditure	2023 appropriation	Changes				Total	Percentage	2024 estimate (before recosting)
			Technical adjustments	New/expanded mandates	Other				
Financial resources by main category of expenditure									
Post	2 227.4	2 393.7	–	–	–	–	–	2 393.7	
Non-post	700.9	881.8	–	–	237.4	237.4	26.9	1 119.2	
Total	2 928.3	3 275.5	–	–	237.4	237.4	7.2	3 512.9	
Post resources by category									
Professional and higher		7	–	–	–	–	–	7	
General Service and related		8	–	–	–	–	–	8	
Total		15	–	–	–	–	–	15	

Figure 34.XII
Programme support: distribution of proposed resources for 2024 (before recosting)
 (Number of posts/thousands of United States dollars)



Resource requirements for jointly financed activities

34.91 The proposed jointly financed resources for 2024 amount to \$1,392,600. Additional details on the distribution of the proposed resources for 2024 are reflected in table 34.33.

Table 34.33

Programme support: evolution of financial and post resources (jointly financed activities)

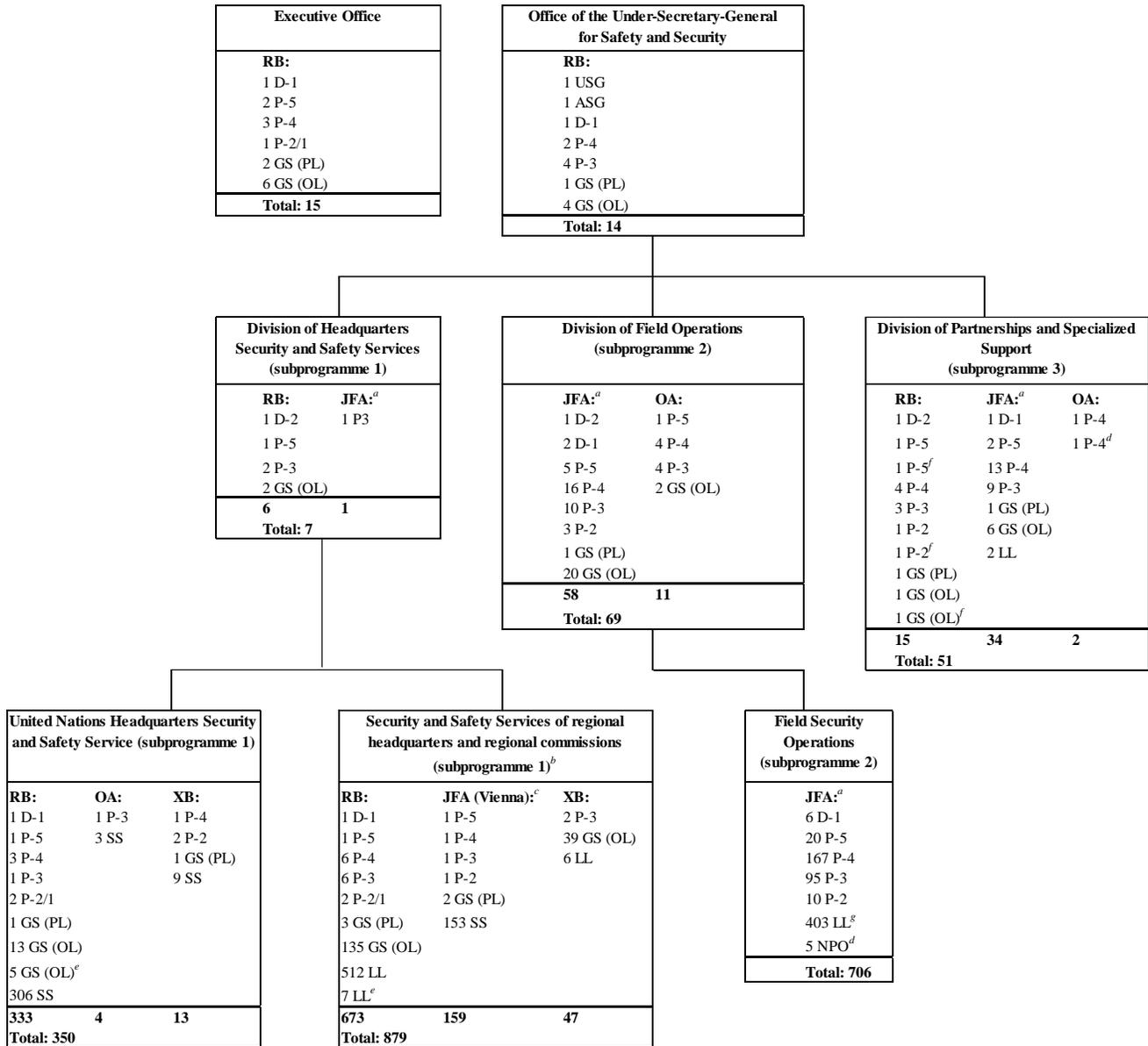
(Thousands of United States dollars/number of posts)

	2022 expenditure	2023 appropriation	Changes			Total	Percentage	2024 estimate (before recosting)
			Technical adjustments	New/expanded mandates	Other			
Financial resources by main category of expenditure								
Other staff costs	–	–	–	–	1 392.6	1 392.6	–	1 392.6
Total	–	–	–	–	1 392.6	1 392.6	–	1 392.6

Note: The Secretariat share for 2024 of jointly financed activities amounts to \$237,400.

Annex I

Organizational structure and posts distribution for 2024



Abbreviations: ASG, Assistant Secretary-General; GS (OL), General Service (Other level); GS (PL), General Service (Principal level); JFA, jointly financed activities; LL, Local level; NPO, National Professional Officer; OA, other assessed; RB, regular budget; USG, Under-Secretary-General; XB, extrabudgetary.

^a Jointly financed by all the organizations participating in the security management system in the field.

^b Including the Security and Safety Services at other Headquarters locations and the regional commissions.

^c Jointly financed by all Vienna International Centre-based organizations relating to the Security and Safety Services.

^d Establishment.

^e Conversion.

^f Redeployment.

^g Abolishment of five Local level posts.

Annex II

Summary of follow-up action taken to implement relevant recommendations of advisory and oversight bodies

Brief description of the recommendation

Action taken to implement the recommendation

Advisory Committee on Administrative and Budgetary Questions (A/77/7)

The Advisory Committee therefore recommends that the General Assembly request the Secretary-General to update his bulletin on the organization of the Department of Safety and Security so as to bring it into line with existing mandates and to provide clarification to the Assembly on the related roles and responsibilities of the Department of Safety and Security, the Department of Operational Support and other relevant entities at the time of its consideration of the report and in the context of the next budget submission (para. XII.9).

The Department of Safety and Security is working internally to update the Secretary-General's bulletin on the organization of the Department. The bulletin will be finalized following consideration by the General Assembly of the Department's reorganization and the consolidation of the partnerships and policy functions in the Division of Specialized Operational Support, presented in the proposed programme budget for 2024.

Regarding the division of labour related to road and aviation safety, as well as on staff counselling, the Department of Safety and Security has been actively engaging with the Department of Operational Support to that ensure there is no overlap and to promote synergy.

It should be noted that the Department of Safety and Security is not the lead United Nations entity on occupational safety and health issues, as this is a system-wide effort under the High-Level Committee on Management's occupational safety and health mechanism, comprising all United Nations entities, including Secretariat departments such as the Department of Safety and Security, the Department of Operational Support and the Department of Management Strategy, Policy and Compliance, as well as United Nations agencies, funds and programmes. The Division of Health-Care Management and Occupational Safety and Health is the Secretariat's lead entity for health-related services in New York and in over 100 locations worldwide.

The role of the Department of Safety and Security on aviation and road safety is focused on the development and review of policy guidance and on supporting the entities in the United Nations Secretariat and, broadly, the United Nations security management system and system-wide efforts. On aviation safety, the Department's functions are performed in close collaboration with aviation safety work in the Department of Operational Support.

Section 34 **Safety and security**

Brief description of the recommendation

Action taken to implement the recommendation

Given the prolonged period of the general temporary assistance positions in question, the Advisory Committee trusts that the Department will address the related requirements in a sustainable way and will provide an update in the context of the next budget submission (para. XII.16).

The Advisory Committee trusts that an updated breakdown of cost-recovery income will be routinely provided in all future programme budget submissions (para. XII.28).

The roles and responsibilities of the Department of Safety and Security on road safety are in line with relevant General Assembly resolutions on road safety, including resolution [74/299](#).

The Department has initiated a detailed review of all temporary positions. As a result, those functions identified as providing long-term critical functions and of a continuing nature are initially being proposed for conversion to established posts while the review continues in 2024.

Information on actual cost-recovery income will be provided in the context of the financial performance report on the programme budget for 2022.

Annex III

Summary of post changes, by component and subprogramme

<i>Component/subprogramme</i>	<i>Posts</i>	<i>Grade</i>	<i>Description</i>	<i>Reason for change</i>
Regular budget				
Executive direction and management	(1)	P-5	Redeployment of 1 Chief Security Officer	<p>The Department of Safety and Security completed the review of its internal structures, with a focus on service delivery and harnessing synergies, including grouping complementary roles and functions. The Department proposes that the partnerships and policy functions be consolidated in the Division of Specialized Operational Support and rename it the Division of Partnerships and Specialized Support.</p> <p>The proposed redeployments are associated with the leadership role that the Department plays with regard to inter-agency coordination and liaison, in developing, updating and implementing system-wide security management policies and measures aimed at improving personnel security training and awareness. It will do so through the Inter-Agency Security Management Network, its steering group and its working groups, thus ensuring effective cooperation and collaboration among United Nations departments, organizations, funds, programmes and affiliated international organizations that are part of the United Nations security management system. With the redeployed posts, the Strategic Partnerships and Policy Section of the Division of Partnerships and Specialized Support would carry out various tasks such as focusing on issues related to policies and guidance for the United Nations security management system, striving to enhance collaboration and support for field security professionals, focusing on policy coordination on security and other related strategic issues in various United Nations inter-agency and interdepartment mechanisms and promoting and coordinating strategic partnerships within the United Nations Secretariat and with other entities in the United Nations system, regional organizations, other multilateral institutions and Member States.</p> <p>Together with other functions under executive direction and management, the inward redeployment of 1 post of Programme Management Officer for evaluation and compliance monitoring would provide support to the management to enable the dissemination and implementation of a results-based focus across the Department.</p>
	(1)	P-3	Redeployment of 1 Security Coordination Officer	
	(1)	P-2	Redeployment of 1 Associate Security Officer	
	(1)	GS (OL)	Redeployment of 1 Staff Assistant	
	1	P-3	Redeployment of 1 Programme Management Officer	
Subprogramme 1 Security and safety services	7	LL	Conversion of 7 temporary positions (1 Sergeant and 4 Security Officers in Bangkok; and 1 Team Assistant and 1 Electronic Engineering Technician in Santiago) to established posts	<p>The proposed conversion of 12 temporary positions to posts in the Security and Safety Services in Bangkok, New York and Santiago would provide long-term stability in the execution of essential functions in support of 24/7 security and safety operations in the respective duty stations. The proposed conversion is also consistent with the recommendation contained in para. XII.16 of the report of the Advisory Committee on Administrative and Budgetary Questions (A/77/7), given the long-term nature of the functions performed by the incumbents of these positions as follows.</p>
	5	GS (OL)	Conversion of 5 temporary positions of Team Assistant to established posts in New York	

Section 34 Safety and security

<i>Component/subprogramme</i>	<i>Posts</i>	<i>Grade</i>	<i>Description</i>	<i>Reason for change</i>
				<p>The security-related positions (6 Local level) in Bangkok (1 Sergeant and 4 Security Officers) and in Santiago (1 Electronic Engineer Technician) are critical to monitoring and overseeing all elements of the physical and technical security systems in place. Personnel assigned to these functions at the Security Control Centre provide first-hand command and control support to security officers on the ground and are the point of contact with host country law enforcement and emergency response agencies for all security incidents and engagements at the United Nations premises.</p> <p>The 6 Team Assistant positions in the Pass and Identification Offices in New York (5 General Service (Other level)) and Santiago (1 Local level) perform functions that are required on a full-time basis to provide the minimum coverage at the Offices on regular operations. The incumbents provide badging services to all clients at United Nations Headquarters and the Economic Commission for Latin America and the Caribbean, including for all meetings, conferences and events. They work in a sensitive environment and are entrusted with handling confidential information, having access to data, equipment and supplies required for the issuance of passes.</p>
Subprogramme 3 Partnerships and specialized support	1	P-5	Redeployment of 1 Chief Security Officer	An explanation is provided under executive direction and management.
	1	P-3	Redeployment of 1 Security Coordination Officer	
	1	P-2	Redeployment of 1 Associate Security Officer	
	1	GS (OL)	Redeployment of 1 Staff Assistant	
	(1)	P-3	Redeployment of 1 Programme Management Officer	
Jointly financed activities				
Subprogramme 2 Field Operations	5	NPO	Establishment of 5 Security Coordination Officer posts	<p>The planned establishment of 5 National Professional Officer posts will strengthen national capacity-building and national execution of United Nations programmes and help to support greater self-reliance, together with the empowerment and promotion of the local labour force.</p> <p>In countries in which national security institutions are present, where threats to United Nations personnel are related mainly to criminality, security support for the United Nations security management system can be provided by National Professional Officers. These posts will enable the Department to utilize professionals from the country with the right level of education, expertise and access to the host country authorities at the appropriate level. The use of staff in National Professional Officer posts will be limited to functions that have a national content and would allow the Department to gain specialized knowledge of the security environment, host country methods, technologies and systems as well as the national language(s), culture and institutions, thereby positively transforming and strengthening the Department's capacity to perform liaison and coordination functions with officials of the Government as well as national political actors and interlocutors.</p>

Part XII **Safety and security**

<i>Component/subprogramme</i>	<i>Posts</i>	<i>Grade</i>	<i>Description</i>	<i>Reason for change</i>
	(5)	LL	Abolishment of 5 Field Security Assistant posts	The planned abolishment of 5 Local level posts is due mainly to the suitable level of security experience required in countries with a predominant threat profile that requires extensive work with local authorities and representation at the National Professional Officer level to liaise with host country government officials as well as national political actors and interlocutors.

Abbreviations: GS (OL), General Service (Other level); LL, Local level; NPO, National Professional Officer.