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### FINANCING OF THE UNITED NATIONS OBSERVER MISSION IN EL SALVADOR

#### Report of the Secretary-General

#### Addendum

#### EXECUTIVE SUMMARY

The present report includes the financial performance report of the United Nations Observer Mission in El Salvador (ONUSAL) for the period from 1 June to 30 November 1994 and cost estimates for the operation of the Observer Mission for the period from 1 December 1994 to 30 April 1995. It provides for a strength of 150 civilian staff (59 international and 91 local), 46 civilian police monitors and 3 military observers, gradually proposed for phasing-out in the period from 1 December 1994 to 30 April 1995.

The total expenditure of the Observer Mission for the period from 1 June to 30 November 1994 amounts to \$11,704,200 gross (\$10,397,300 net), resulting in an unencumbered balance of \$270,400 gross (\$338,900 net) for the period. The actions to be taken by the General Assembly are set out in paragraph 42 of the report and include, *inter alia*, the appropriation and assessment of \$11,704,200 gross (\$10,397,300 net) for the operation of the Observer Mission for the period from 1 June to 30 November 1994 and the appropriation and assessment of an amount of \$5,215,600 gross (\$4,613,900 net) for the operation of the Mission for the period from 1 December 1994 to 30 April 1995.

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## I. INTRODUCTION

1. The United Nations Observer Mission in El Salvador (ONUSAL) was established by the Security Council by its resolution 693 (1991) of 20 May 1991 to monitor all agreements concluded between the Government of El Salvador and the Frente Farabundo Martí para la Liberación Nacional (FMLN) for an initial period of 12 months beginning on 1 July 1991. On 14 January 1992, the Council, by its resolution 729 (1992), decided to enlarge the mandate of ONUSAL to include the verification and monitoring of the implementation of all the agreements signed in Mexico City between the Government of El Salvador and the FMLN, as specified in the letter dated 27 January 1992 to the Secretary-General from the Permanent Representative of El Salvador to the United Nations (A/46/864-S/23501). The Council further extended the existing mandate of ONUSAL until 31 October 1992.

2. The Security Council, by its resolution 784 (1992) of 30 October 1992, extended the mandate of ONUSAL for an interim period of one month, until 30 November 1992, and, by its resolution 791 (1992) of 30 November 1992, for a further period of six months, from 1 December 1992 until 31 May 1993.

3. By its resolution 832 (1993) of 27 May 1993, the Security Council extended the mandate of the Mission from 1 June to 30 November 1993 and by resolution 888 (1993) of 30 November 1993 extended it further from 1 December 1993 until 31 May 1994.

4. In his report to the Security Council of 11 May 1994, 1/ the Secretary-General informed the Council, inter alia, that there were serious shortcomings in the implementation of the Peace Accords and that much would remain to be done as at 1 June 1994, in spite of all the efforts in previous months to make up for lost time. The shortcomings related to delays in the areas of public security, the land transfer programmes, aspects of reintegration of ex-combatants into civil society, as well as non-compliance with the recommendations of the Commission on the Truth. Those unresolved issues were of such importance as to make it even more necessary for ONUSAL to remain in existence for a further period, with sufficient capacity to verify implementation of the outstanding provisions of the Peace Accords and to make its good offices available to help resolve any difficulties that might arise in that regard. The Secretary-General suggested, therefore, that it would be necessary to extend the mandate of the Mission for a period of six months, from 1 June to 30 November 1994.

5. It is recalled that the General Assembly, in its resolution 48/243 of 5 April 1994, decided to appropriate to the ONUSAL Special Account an amount of \$19,527,000 gross (\$17,672,700 net) for the operation of ONUSAL for the period from 1 December 1993 to 31 May 1994. In the same resolution, the Assembly authorized the Secretary-General to enter into commitments for the Observer Mission in an amount not to exceed \$3,895,900 gross (\$3,612,300 net), for the period from 1 June to 15 September 1994, subject to the decision of the Security Council to extend the mandate of ONUSAL beyond 31 May 1994 and subject also to approval by the Advisory Committee on Administrative and Budgetary Questions.

6. The Security Council, by its resolution 920 (1994) of 26 May 1994, decided to extend the mandate of ONUSAL for the period of six months from 1 June to 30 November 1994.

7. In order to provide ONUSAL with resources to fulfil its mandate in accordance with Security Council resolution 920 (1994), the concurrence of the Advisory Committee on Administrative and Budgetary Questions was requested to enter into commitments in an amount of \$8,772,400 gross (\$7,852,900 net) for the period from 1 June to 30 September 1994, including an amount of \$3,895,900 gross (\$3,612,300 net) authorized in accordance with General Assembly resolution 48/243. However, the actual utilized amount of commitment authority for the period from 1 June to 30 September 1994 was \$6,330,900 gross.

8. On the basis of the recommendations of the Advisory Committee, the General Assembly, in its decision 49/405 of 14 October 1994, authorized the Secretary-General to enter into commitments for the operation of ONUSAL for the period ending 30 November 1994 in an amount of \$5,643,700 gross (\$5,040,800 net) in addition to the \$6,330,900 utilized for the period from 1 June to 30 September 1994. These amounts are not yet assessed.

9. The mandate of ONUSAL was further extended up to 30 April 1995 by the Security Council in its resolution 961 (1994) of 23 November 1994.

## II. POLITICAL MANDATE

10. ONUSAL was established to monitor the application of agreements between the Government of El Salvador and the Frente Farabundo Martí para la Liberación Nacional (FMLN) aimed at ending a decade-long civil war. Those agreements relate to the cease-fire, the demobilization of FMLN forces and their reintegration into civilian life, reduction and reform of government armed forces, creation of a new civilian police force, constitutional, economic and social reforms, and respect of human rights.

11. The Secretary-General, in a letter dated 26 January 1993, 2/ informed the Council that on 8 January 1993 the Government of El Salvador had officially requested the United Nations to observe the general elections scheduled for March 1994, which would mark the culmination of the peace process. In his report of 21 May 1993, 3/ the Secretary-General recommended to the Security Council that it renew the mandate of ONUSAL until 30 November 1993 and authorize the addition of an Electoral Division to observe the elections.

12. In its resolution 832 (1993) of 27 May 1993, the Security Council decided, inter alia, to enlarge the political mandate of ONUSAL to include the observation of the electoral process due to conclude with the general elections to be held in El Salvador in March 1994. The Council also decided that the mandate of ONUSAL, enlarged in accordance with resolution 832 (1993), would be extended until 30 November 1993 and that it would be reviewed at that time on the basis of recommendations to be presented by the Secretary-General. Following the elections, which took place in March and April 1994, ONUSAL continued to monitor implementation of the agreements.

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### III. OPERATIONAL PLAN

13. In his report to the Security Council of 31 October 1994, 4/ the Secretary-General informed the Council, inter alia, that it was essential to retain ONUSAL in existence for one further mandate period, albeit at a much reduced strength not exceeding a total of 100 international staff, to ensure that the incomplete undertakings, such as the full deployment of the National Civil Police, the completion of the demobilization of the National Police, the reform of the judicial and electoral systems, the transfer of land to former combatants and the conclusion of some important economic reintegration programmes for their benefit, as well as the implementation of the recommendations of the Commission on the Truth and the completion of the ongoing process to extend all public services to the former conflict zones, were fully implemented, particularly until such time as the National Police had been completely disbanded and the National Civil Police was fully deployed and operational.

14. The Secretary-General further noted that these goals in the public security field should be accomplished in about five months. At that time it would be possible to consider how best to approach the remaining verification duties incumbent upon the Organization, which, although they would not involve United Nations military or police personnel, nevertheless concerned critical and sensitive components of the Peace Accords. These included the institutional reforms in the judiciary, the recommendations of the Commission on the Truth and, most of all, the reintegration programmes, especially the extremely slow-moving land programme, which were critical to a durable peace.

15. The Security Council, by its resolution 961 (1994) of 23 November 1994, having considered the report of the Secretary-General, 4/ decided to extend the mandate of the Mission for one final period, from 1 December 1994 to 30 April 1995.

### IV. STATUS OF ASSESSED CONTRIBUTIONS

16. In paragraph 9 of its resolution 46/240 of 22 May 1992, the General Assembly decided that the special accounts for the United Nations Observer Group in Central America (ONUCA) and ONUSAL should be merged. The status of assessed contributions received and unpaid for ONUSAL and ONUCA, as at 1 March 1995, is summarized in the table below. Total outstanding assessments of \$23,650,597 are due from Member States for ONUCA (\$10,666,652) and for ONUSAL (\$12,983,945).

Status of contributions since the inception of the United Nations Observer Group in Central America (7 November 1989) and the United Nations Observer Mission in El Salvador (1 July 1991) as at 1 March 1995

(United States dollars)

	ONUCA	ONUSAL	Total
1. <u>Resources</u>			
Appropriated	114 163 900	107 527 000	221 690 900
Authorized	<u>-</u>	<u>15 974 600</u>	<u>15 974 600</u>
Total	<u>114 163 900</u>	<u>123 501 600</u>	<u>237 665 500</u>
2. <u>Amount apportioned</u>	114 163 900	107 527 000	221 690 900
<u>Applied credits</u>			
Income from staff assessment	(19 202 036)	(12 942 133)	(32 144 169)
Unencumbered balance	<u>-</u>	<u>-</u>	<u>-</u>
Net amount apportioned	<u>94 961 864</u>	<u>94 584 867</u>	<u>189 546 731</u>
3. Payment received	<u>84 295 212</u>	<u>81 600 922</u>	<u>165 896 134</u>
4. Balance due of assessments	<u>10 666 652</u>	<u>12 983 945</u>	<u>23 650 597</u>

V. VOLUNTARY CONTRIBUTIONS AND TRUST FUND

A. Contributions to ONUSAL

17. To date, voluntary contributions in cash provided to ONUSAL total \$78,398, consisting of SwF 100,000 (equivalent to \$70,397.75) from Switzerland on 14 October 1993 and \$8,000 on 10 March 1994.

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B. Trust Fund for the Commission on the Truth for El Salvador

18. As at 28 February 1995, total income received in the Trust Fund for the Commission on the Truth for El Salvador amounted to \$2,475,322, consisting of voluntary contributions (\$2,309,069) and interest income (\$166,253). Total expenditure authorized from the Trust Fund amounted to \$2,292,345, resulting in an unencumbered balance of \$182,977.

VI. FINANCIAL ADMINISTRATION

19. Annex XI provides information on the summary of resources made available and operating costs of ONUSAL (including ONUCA) for the period ending 31 March 1995 and the projected cash position of the ONUSAL Special Account as at that date.

VII. DISPOSITION OF ASSETS

20. It is proposed that, upon completion of ONUSAL, the Mission's equipment and other property be disposed of in accordance with the endorsement given by the General Assembly in its resolution 49/233 of 23 December 1994 in the following manner:

(a) Equipment in good condition that conforms to established standardization or is considered compatible with existing equipment will be redeployed to other United Nations operations elsewhere in the world or will be placed in reserve to form the start-up kits for use by future missions;

(b) Equipment that is not required by other peace-keeping missions that may be useful for operations of other United Nations agencies, international organizations or non-governmental organizations, and which it is not feasible to keep in reserve, will be sold to a relevant agency or organizations;

(c) Any equipment or property that would not be required or that it would not be feasible to dispose of in the above manners or which is in poor condition will be subject to commercial disposal within the country, following standard United Nations regulations and procedures;

(d) Any surplus mission assets that after disposition under the terms referred to under paragraphs (a) to (c) above, and/or any assets that have already been installed in the country and that, if dismantled, would in fact set back the transformation process in El Salvador, will be contributed to its Government. In this connection (a) all efforts should be made to obtain from the Government its agreement to compensate the United Nations in a mutually acceptable form (contributions, services, tax exemption and so on) for the residual value of any surplus mission assets installed in the country that could not be otherwise disposed of; and (b) the General Assembly would, as a matter of principle, be requested to approve any such disposition of mission assets that would constitute a free-of-charge contribution to the Government.

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A full report on the disposal of the assets of ONUSAL will be submitted to the Advisory Committee on Administrative and Budgetary Questions and to the General Assembly at a later date.

VIII. FINANCIAL PERFORMANCE REPORT FOR THE PERIOD FROM  
1 JUNE TO 30 NOVEMBER 1994

21. Annex I to the present report sets out by budget line item the resources made available and the related expenditure for the Observer Mission for the period from 1 June to 30 November 1994. As indicated, total expenditure amounted to \$11,704,200 gross (\$10,397,300 net) and resulted in an unencumbered balance of \$270,400 gross (\$338,900 net) for the period. Supplementary information on the expenditure under each line item is provided in annex II.

IX. COST ESTIMATE FOR THE PERIOD FROM 1 DECEMBER 1994  
TO 30 APRIL 1995

22. Pending submission of the present report on the financing of ONUSAL, in order to provide resources for the operation of the Observer Mission, the concurrence of the Advisory Committee on Administrative and Budgetary Questions was requested to authorize the Secretary-General to enter into commitments at a rate not to exceed \$4,169,600 gross (\$3,568,200 net) for the period from 1 December 1994 to 31 March 1995, pursuant to the terms of General Assembly resolution 48/229 of 23 December 1993 on unforeseen and extraordinary expenses for the biennium 1994-1995. The Advisory Committee, in a letter dated 6 December 1994 from its Chairman to the Secretary-General, authorized the latter to enter into commitments for the operation of the Observer Mission at a rate not to exceed \$1 million gross per month for the period of four months from 1 December 1994 to 31 March 1995.

23. The total requirements of ONUSAL for the period from 1 December 1994 to 30 April 1995 amount to \$5,215,600 gross (\$4,613,900 net) and are presented in summary form in annex V. Supplementary information under each line item is provided in annex VI. The currently authorized and proposed staffing of the Mission for the period from 1 December 1994 to 30 April 1995 is provided in annex VII. Details of the civilian staff and related costs for the period from 1 December 1994 to 30 April 1995 are contained in annex IX. The proposed distribution of the civilian personnel by office during this period is shown in annex X.

X. COST ESTIMATE FOR THE LIQUIDATION OF THE MISSION FOR  
THE PERIOD FROM 1 TO 31 MAY 1995

24. Provision is made for 8 international staff (1 D-1, 1 P-2, 4 Field Service and 2 General Service) and 16 local staff for one month to deal with residual matters, such as the payment of local invoices, the closing of regional offices and the packing and dispatch of equipment and furniture. The total estimated cost of \$113,300 consists of international staff salaries (\$35,700), local staff

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salaries (\$13,100), common staff costs (\$27,500), mission subsistence allowance (\$17,100), rental of premises (\$2,000) and staff assessment (\$17,900).

XI. OBSERVATIONS AND COMMENTS ON PREVIOUS RECOMMENDATIONS  
OF THE ADVISORY COMMITTEE ON ADMINISTRATIVE AND  
BUDGETARY QUESTIONS

25. The Advisory Committee on Administrative and Budgetary Questions in its report of 30 September 1994 on the financing of ONUSAL (A/49/458) made recommendations and comments on certain aspects of the financial and administrative activities of the Observer Mission. Those recommendations together with the comments of the Secretary-General are provided below.

The estimates for ONUSAL were not based on an updated plan of operations (para. 8).

26. The cost estimates of the Observer Mission for the period from 1 June to 30 November 1994 were based on the operational plan of the Mission as at that time. It is recalled that in his report to the Security Council of 11 May 1994, 1/ the Secretary-General informed the Council, inter alia, that the unresolved issues such as delays in the areas of public security, the land transfer programmes, aspects of reintegration of ex-combatants into civil society, as well as non-compliance with the recommendations of the Commission on the Truth, were of such importance as to make it even more necessary for ONUSAL to remain in existence for a further period with sufficient capacity to verify implementation of the outstanding provisions of the Accords, and to make its good offices available to help resolve any difficulties that might arise in that regard. The Secretary-General further recommended the extension of the ONUSAL mandate for the period of six months from 1 June to 30 November 1994. The staff requirements during the extension period, which consisted of 274 civilian and 255 military personnel, were proposed by the Secretary-General in his report to the Security Council of 25 May 1994. 5/ The Security Council, in its resolution 920 (1994), concurred with the recommendations of the Secretary-General. In his report on the financing of ONUSAL (A/48/842/Add.1), the Secretary-General provided cost estimates for the extension of the Observer Mission for the period from 1 June to 30 November 1994. The staff requirements for the period of six months from 1 June to 30 November 1994 were based on the actual requirements of the Mission. Those requirements provided for the gradual reduction from a total of 529 personnel (274 civilian and 255 military) to 431 (258 civilian and 173 military) over the period from July to October 1994. The proposals were made on the assumption that the liquidation of the Observer Mission would start on 1 November 1994, which was not in fact the case.

The civilian staff costs have not been calculated or justified in terms of operational requirements of the Mission. The Committee also recommended that any further report by the Secretary-General on ONUSAL provide a clear analysis and justification for police and civilian personnel in terms of the actual requirements of the operation (para. 13).

27. The proposed numbers of civilian and military personnel in the mission area for the period from 1 December 1994 to 30 April 1995 total 199 persons, consisting of 59 international staff, 91 locally recruited staff, 46 civilian police monitors and 3 military observers. It is projected that this number will be gradually reduced during the period to 192 in January 1995, 190 in March

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and 177 at the beginning of April 1995, during which month the remaining civilian and military staff will be repatriated.

28. In order to implement the United Nations mandate in El Salvador in full, the following issues will have to be addressed during the mandate period.

(a) Public security

29. The territorial deployment of the National Civil Police has continued, leaving only parts of 2 of the country's 14 departments without full coverage. While all nine functional divisions of the National Civil Police are deployed, some of them are not yet fully operational. Continued deficiencies in training and gaps in the legal framework that governs the operations of the National Civil Police, underline again the need for a more expeditious and effective implementation of ONUSAL recommendations for the correction of irregularities in the National Civil Police and the functioning of the National Public Security Academy in order to avoid a further erosion of public confidence in the new force. Until this is done, the National Civil Police will remain fragile and unable to develop as an effective enforcer of the law. In addition, the Customs Police will not be fully demobilized until 31 March 1995.

(b) Human rights and the judicial system

30. The verification functions of the ONUSAL Human Rights Division have been implemented by investigation of human rights violations and the strengthening of national institutions so as to overcome deficiencies and leave those institutions with the capacity to meet the demands of the Peace Accords.

31. The Human Rights Division has emphasized the strengthening of national institutions such as the National Council of the Judiciary and the Office of the Attorney-General of the Republic, and the national development of a new doctrine for the armed forces. A mechanism for the joint verification of human rights violations was established with the National Council for the Defence of Human Rights, together with a training and specialization programme for officials of that Council. The Division has also continued to conduct seminars and specialized workshops on human rights for members of the judicial system, the armed forces and non-governmental organizations active in the field of human rights.

32. In the present phase of the peace process, institution-building is crucial for the consolidation of the progress achieved in the protection of human rights and due process. In view of the winding-up of ONUSAL, programmes to ensure continuous support for institution-building are being prepared.

33. However, serious deficiencies still exist that prevent the eradication of impunity. With the establishment of the new Supreme Court of Justice, conditions exist for the required reform of the judicial system, an issue that must be promptly and effectively addressed by the new Court, together with the adequate training of judges. While initial progress has been made on the latter issue through specialized courses for judges sponsored by ONUSAL, that task should now be assumed on a permanent basis by the Supreme Court and the Judicial Training School, with the support of the international community. Without the

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completion of judicial reform, the institutional framework for guaranteeing the rule of law and respect for human rights will remain weak, notwithstanding the development of the National Civil Police and parallel efforts to strengthen the National Council for the Defence of Human Rights.

(c) Land-transfer programme

34. In spite of a number of measures taken by the Government to accelerate the land-transfer programme through decentralization of decision-making and streamlining of procedures, just over 30 per cent of the established total potential beneficiaries have received land. The remaining operational problems should not be underestimated. The relocation of an estimated 8,000 landholders, which should be left for the end of the programme, will also be a problem.

35. In addition to the problem of transferring land, there is that of human settlements, which is the most serious problem that remains to be resolved. The Government was urged to adopt a flexible policy to ensure that the settlements can be transferred easily and quickly. The socio-political consequences of breaking up settlements would be serious and it was for that reason that the Government had agreed to adopt a new policy.

(d) Reintegration programmes

36. There continue to be delays with regard to implementation of some of the reintegration programmes. The programme for agricultural credit, which is essential to reactivate production in the zones of conflict, is still paralysed. Another matter of concern is the Government's unilateral decision to reduce credit to landholders. This will deprive them of the ability to produce the minimum required for subsistence and servicing their debts. At the same time, the agricultural technical assistance programme to beneficiaries of the land programme covers only a small number of properties.

37. Delays in housing programmes, including those targeted for middle-level former commanders of the FMLN are also a source of concern, as is the lack of adequate resources for the Fund for the Protection of the Wounded and War-Disabled as a Consequence of the Armed Conflict.

38. The proposed staffing of ONUSAL is based on the operational plan of the Mission, which will be focused on the implementation of the incomplete undertakings mentioned above. Out of 199 staff proposed in December 1994 and then being gradually reduced in number during the mandate period, 109 are support personnel (9 General Service, 9 Field Service and 91 local staff), whose functions, along with the secretarial and clerical support to the Professional staff will also include preparatory work for the withdrawal of the Observer Mission. The civilian police monitors include 15 police monitors assigned to the National Public Security Academy and 31 providing security and verification duties. Three military observers will continue to investigate and destroy any weapons and munitions found, and ensure that a link exists with the Salvadorian military on matters related to the implementation of the Peace Accords. The Professional staff, who will be gradually reduced in number during the period, are assigned monitoring, administrative and liaison functions, including preparation for and actual closure of the Observer Mission.

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39. The proposed detailed distribution of civilian personnel by office for the period from 1 December 1994 to 30 April 1994 is provided in annex X.

Provision under helicopter rental for the period from 1 June to 30 November 1994 should be reviewed in relation to the actual requirements of the Mission (para. 18).

40. This recommendation of the Advisory Committee has been taken into consideration and implemented. The budgetary provision for the helicopter rental, including 20 flying hours per month for the period from 1 June to 30 November 1994, was made to assist in the deployment of the National Civil Police and to service the communications repeaters located on the mountain tops. Following the recommendation of the Advisory Committee, this provision was reviewed and limited to 10 flying hours per month.

41. The budgetary provision for the helicopter rental requirements for the period from 1 December 1994 to 30 April 1995 are made for the following reasons. The Mission now has its communications repeaters installed on the mountain tops, which can be reached by air only. In addition to the regular services required, these repeaters will have to be dismantled gradually for shipment outside the mission area following the ONUSAL withdrawal. It is, therefore, proposed to rent a helicopter commercially on an "as needed" basis for an average of 12 flying hours per month, including fuel and waiting time, for the four-and-a-half-month period from December 1994 to mid-April 1995.

XII. ACTION TO BE TAKEN BY THE GENERAL ASSEMBLY  
AT ITS FORTY-NINTH SESSION

42. The actions to be taken by the General Assembly at its forty-ninth session in connection with the financing of ONUSAL are as follows:

(a) The appropriation and the assessment thereof of an amount of \$11,704,200 gross (\$10,397,300 net) for the operation of ONUSAL for the period from 1 June to 30 November 1994, inclusive of the amount of \$3,895,900 gross (\$3,612,300 net) authorized by the Assembly in its resolution 48/243, the amount of \$5,643,700 gross (\$5,040,800 net) authorized in its decision 49/405 and the reduced amount of \$2,164,600 gross (\$1,744,200 net) authorized by the Advisory Committee under the terms of resolution 48/229 on unforeseen and extraordinary expenses for the biennium 1994-1995;

(b) A decision to set off against the assessment on Member States their respective share in the unencumbered balance of \$542,100 gross (\$534,500 net) for the period from 1 December 1993 to 31 May 1994;

(c) The appropriation and the assessment thereof of an amount of \$5,215,600 gross (\$4,613,900 net) for the operation of the Observer Mission for the period from 1 December 1994 to 30 April 1995;

(d) The appropriation and the assessment thereof of an amount of \$113,300 gross (\$95,400 net) for the liquidation of the Observer Mission for the period from 1 to 31 May 1995.

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Notes

1/ S/1994/561.

2/ S/25241.

3/ S/25812.

4/ S/1994/1212.

5/ S/1994/561/Add.1.

ANNEX I

Financial performance report for the period from  
1 June to 30 November 1994

Summary statement

(Thousands of United States dollars)

	Apportionment (1)	Expenditure (2)	Savings/(overruns) (3) (1)-(2)
1. <u>Military personnel costs</u>			
(a) <u>Military observers</u>			
Mission subsistence allowance	204.5	211.5	(7.0)
Travel costs	43.8	55.2	(11.4)
Clothing and equipment allowance	1.9	1.9	-
Subtotal	250.2	268.6	(18.4)
(b) <u>Military contingents</u>	-	-	-
(c) <u>Other costs pertaining to military personnel</u>	-	-	-
Total, line 1	250.2	268.6	(18.4)
2. <u>Civilian personnel costs</u>			
(a) <u>Civilian police</u>			
Mission subsistence allowance	2 439.8	2 266.8	173.0
Travel costs	478.7	299.5	179.2
Clothing and equipment allowance	23.6	23.6	-
Subtotal	2 942.1	2 589.9	352.2
(b) <u>International and local staff</u>			
International staff salaries	2 250.5	2 369.4	(118.9)
Local staff salaries	755.3	812.4	(57.1)
Consultants	60.2	34.9	25.3
Overtime	18.0	9.9	8.1
Common staff costs	1 150.9	1 231.8	(80.9)
Mission subsistence allowance	1 099.4	1 147.6	(48.2)
Travel to and from the mission area	155.5	45.6	109.9
Other travel costs	-	-	-
Subtotal	5 489.8	5 651.6	(161.8)

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	Apportionment (1)	Expenditure (2)	Savings/(overruns) (3) (1)-(2)
(c) <u>International contractual personnel</u>	-	-	-
(d) <u>United Nations Volunteers</u>	-	-	-
(e) <u>Government-provided personnel</u>	-	-	-
(f) <u>Civilian electoral observers</u>	-	-	-
Total, line 2	8 431.9	8 241.5	190.4
3. <u>Premises/accommodation</u>			
Rental of premises	409.7	352.2	57.5
Alterations and renovation of premises	18.0	18.0	-
Maintenance supplies	-	1.5	(1.5)
Maintenance services	-	35.6	(35.6)
Utilities	36.0	44.8	(8.8)
Construction/prefabricated buildings	-	-	-
Total, line 3	463.7	452.1	11.6
4. <u>Infrastructure repairs</u>	-	-	-
5. <u>Transport operations</u>			
Purchase of vehicles	-	-	-
Rental of vehicles	-	-	-
Workshop equipment	-	-	-
Spare parts, repairs and maintenance	366.0	347.3	18.7
Petrol, oil and lubricants	134.5	67.6	66.9
Vehicle insurance	30.0	33.4	(3.4)
Total, line 5	530.5	448.3	82.2
6. <u>Air operations</u>			
(a) <u>Helicopter operations</u>			
Hire/charter costs	180.0	50.0	130.0
Aviation fuel and lubricants	9.4	5.5	3.9
Positioning/depositioning costs	-	-	-
Resupply flights	-	-	-
Painting/preparation	-	-	-
Liability insurance	-	-	-
Subtotal	189.4	55.5	133.9
(b) <u>Fixed-wing aircraft</u>	-	-	-
(c) <u>Aircrew subsistence allowance</u>	-	-	-
(d) <u>Other air operation costs</u>	-	-	-
Total, line 6	189.4	55.5	133.9
7. <u>Naval operations</u>	-	-	-

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	Apportionment (1)	Expenditure (2)	Savings/(overruns) (3) (1)-(2)
8. <u>Communications</u>			
(a) <u>Complementary communications</u>			
Communications equipment	-	-	-
Spare parts and supplies	12.0	5.8	6.2
Workshop and test equipment	-	-	-
Commercial communications	30.0	111.0	(81.0)
Subtotal	42.0	116.8	(74.8)
(b) <u>Main trunking contract</u>	-	-	-
Total, line 8	42.0	116.8	(74.8)
9. <u>Other equipment</u>			
Office furniture	3.0	0.4	2.6
Office equipment	-	-	-
Data-processing equipment	3.0	0.8	2.2
Generators	-	-	-
Observation equipment	-	-	-
Petrol tank plus metering equipment	-	-	-
Medical and dental equipment	-	-	-
Accommodation equipment	-	-	-
Miscellaneous equipment	-	-	-
Field defence equipment	-	-	-
Spare parts, repairs and maintenance	18.0	13.4	4.6
Water-purification equipment	-	-	-
Total, line 9	24.0	14.6	9.4

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	Apportionment (1)	Expenditure (2)	Savings/(overruns) (3) (1)-(2)
10. <u>Supplies and services</u>			
(a) <u>Miscellaneous services</u>			
Audit services	13.0	13.0	-
Contractual services	30.0	34.0	(4.0)
Data-processing services	-	-	-
Security services	124.5	131.1	(6.6)
Medical treatment and services	24.0	24.0	-
Claims and adjustments	3.0	1.2	1.8
Official hospitality	3.0	12.8	(9.8)
Miscellaneous other services	6.0	6.0	-
Subtotal	203.5	222.1	(18.6)
(b) <u>Miscellaneous supplies</u>			
Stationery and office supplies	72.0	40.0	32.0
Medical supplies	10.0	6.0	4.0
Sanitation and cleaning materials	24.0	8.4	15.6
Subscriptions	6.0	6.6	(0.6)
Electrical supplies	-	-	-
Ballistic-protective blankets for vehicles	-	-	-
Uniform items, flags and decals	5.0	0.8	4.2
Field defence stores	-	-	-
Operational maps	-	-	-
Quartermaster and general stores	-	-	-
Subtotal	117.0	61.8	55.2
Total, line 10	320.5	283.9	36.6
11. <u>Election-related supplies and services</u>	-	-	-
12. <u>Public information programmes</u>			
Equipment	-	-	-
Materials and supplies	5.5	5.5	-
Contractual services	12.0	9.3	2.7
DPI production costs	30.0	18.0	12.0
Total, line 12	47.5	32.8	14.7
13. <u>Training programmes</u>	-	-	-
14. <u>Mine-clearing programmes</u>	-	-	-
15. <u>Assistance for disarmament and demobilization</u>	-	-	-
16. <u>Air and surface freight</u>			
Transport of contingent-owned equipment	-	-	-

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	Apportionment (1)	Expenditure (2)	Savings/(overruns) (3) (1)-(2)
Military airlifts	-	-	-
Commercial freight and cartage	9.0	2.9	6.1
Total, line 16	9.0	2.9	6.1
17. <u>Integrated Management Information System</u>	-	-	-
18. <u>Support account for peace-keeping operations</u>	427.5	480.3	(52.8)
19. <u>Staff assessment</u>	1 238.4	1 306.9	(68.5)
Gross total, lines 1-19	11 974.6	11 704.2	270.4
20. <u>Income from staff assessment</u>	(1 238.4)	(1 306.9)	68.5
Net total, lines 1-20	10 736.2	10 397.3	338.9
21. <u>Voluntary contributions in kind</u>	-	-	-
Total resources	10 736.2	10 397.3	338.9

ANNEX II

Financial performance report for the period  
from 1 June to 30 November 1994

Supplementary information

(United States dollars)

1. Military personnel costs

(a) Military observers

1. Effective 1 June 1994, the military component of the Observer Mission consisted of 19 military observers. The cost estimates of the military personnel in the mission area in the budget presentation for the period from 1 June to 30 November 1994 were based on the assumption that the number of military observers would be reduced to 15 in October 1994. It was further projected that 15 military observers would be repatriated during November 1994. However, following the extension of the Observer Mission's mandate for a period of five months, from 1 December 1994 to 30 April 1995, the planned repatriation of military observers in November 1994 was not completed. Three military observers remained in the mission area as at 1 December 1994. The authorized and actual staffing of the Observer Mission for the period from 1 June to 30 November 1994 is presented in annex III of the report.

(i) Mission subsistence allowance ..... (7 000)

2. Overexpenditure of \$7,000 was due to the following factors:

(a) Mission subsistence allowance was paid at a rate of \$85 per person per day for the first 30 days to six military observers deployed in the mission area on a rotation basis in November 1994. The rotation of military observers includes three days' overlap for handover procedures for the incoming observer. No provision was made for this in the cost estimates for the period from 1 June to 30 November 1994 in view of the planned repatriation of the remaining 15 military observers in November 1994;

(b) Since it was anticipated that all military observers would be repatriated in November 1994, provision for mission subsistence allowance for that month was made at 50 per cent of the cost. Following the extension of the Observer Mission's mandate for the period from 1 December 1994 to 30 April 1995, three military observers were not repatriated in November 1994.

(ii) Travel ..... (11 400)

3. Overexpenditure of \$11,400 was due to six unforeseen rotations of military observers in November 1994. No such provisions were made in the original cost estimates since it was expected that all military observers would be repatriated in November 1994.

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- (iii) Clothing and equipment allowance ..... -
- (b) Military contingents ..... -
- (c) Other costs pertaining to military personnel ..... -

4. No change under the above headings.

2. Civilian personnel costs

(a) Civilian police

(i) Mission subsistence allowance ..... 173 000

5. Savings of \$173,000 occurred due to the lower than projected number of civilian police monitors in the mission area during the period from June to September 1994. The authorized and actual numbers of the civilian police monitors in the mission area for the period from 1 June to 30 November 1994 were as follows:

	June	July	August	September	October	November
Authorized	236	211	211	161	161	-
Actual	<u>218</u>	<u>201</u>	<u>188</u>	<u>161</u>	<u>161</u>	<u>46</u>
Difference	<u>18</u>	<u>10</u>	<u>23</u>	<u>-</u>	<u>-</u>	<u>46</u>

(ii) Travel ..... 179 200

6. Savings under the above heading were due to the lower than projected number of police monitors repatriated during the period under review. Following the extension of the Observer Mission's mandate for the five-month period from 1 December 1994 to 30 April 1995, a total of 115 police monitors were repatriated against 161 planned. The authorized and actual numbers of civilian police monitors in the mission area for the period from 1 June to 30 November 1994 are presented in annex III.

(iii) Clothing and equipment allowance ..... -

7. No change.

(b) International and local staff

(i) International staff salaries ..... (118 900)

8. The overexpenditure of \$118,900 under the above line item was due to the fact that the projected repatriation of 70 international staff in November 1994 did not take place following the extension of the Observer Mission's mandate for

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the period from 1 December 1994 to 30 April 1995. Out of 70 international staff due for repatriation in November 1994, only 30 were actually repatriated, leaving a balance of 59 international staff in the mission area as at 30 November 1994. The authorized and actual staffing of the Observer Mission for the period under review is provided in annex III.

(ii) Local staff salaries ..... (57 100)

9. The overexpenditure of \$57,100 under the above heading occurred because the planned termination of 80 locally recruited staff in November 1994 did not take place in view of the extension of the Observer Mission's mandate. As at 30 November 1994, 91 local staff were on board against 85 planned/budgeted for in the cost estimates for the period from 1 June to 30 November 1994. The authorized and actual numbers of local staff in the mission area for the period under review are provided in annex III.

(iii) Consultants ..... 25 300

10. Savings under the above heading resulted from lower work/months utilization by the consultants during the period under review.

(iv) Overtime ..... 8 100

11. Savings under the above heading were due to the lower than anticipated utilization of extra hours of work during the period under review.

(v) Common staff costs ..... (80 900)

12. The overexpenditure here occurred as a result of the non-repatriation of staff from the mission area as originally planned in view of the prolongation of the Observer Mission's mandate. The authorized and actual numbers of staff in the mission area for the period from 1 June to 30 November 1994 are shown in annex III.

(vi) Mission subsistence allowance ..... (48 200)

13. Overexpenditure of \$48,200 was due to the non-repatriation of 70 international staff from the mission area in November 1994 in view of the extension of the Observer Mission's mandate. The authorized and actual numbers of international staff during the period under review are provided in annex III.

(vii) Travel to and from the mission area ..... 109 900

14. Savings here were due to the non-repatriation of 70 international staff in November 1994 in view of the extension of the Observer Mission's mandate.

(viii) Other travel costs ..... -

(c) International contractual personnel ..... -

(d) United Nations Volunteers ..... -

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- (e) Government-provided personnel ..... -
- (f) Civilian electoral observers ..... -
15. No change under the above headings.
3. Premises/accommodation
- (a) Rental of premises ..... 57 500
16. Most of the savings under the above heading were due to the fact that the rental fee for the ONUSAL premises at headquarters, projected at an increased rate of \$65,100 per month (an increase of \$32,500 per month) for the two-month period from 1 October to 30 November 1994, did not in fact go up.
- (b) Alterations and renovation of premises ..... -
17. No change.
- (c) Maintenance supplies ..... (1 500)
18. No provisions were made under this heading since the above requirements were not foreseen at the time of the preparation of the budget. However, provision of \$1,500 was required during the period under review, which relates to supplies for the cleaning of ONUSAL facilities.
- (d) Maintenance services ..... (35 600)
19. No provisions were made under this heading since the above requirements were not foreseen at the time of the preparation of the budget. However, provision of \$35,600 was required to cover the costs of cleaning services at ONUSAL facilities.
- (e) Utilities ..... (8 800)
20. The overexpenditure under this line item was due to increased costs of electricity and other utilities during the period under review.
- (f) Construction/prefabricated buildings ..... -
21. No change.
4. Infrastructure repairs ..... -
22. No change.
5. Transport operations
- (a) Purchase of vehicles ..... -
- (b) Rental of vehicles ..... -

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(c) Workshop equipment ..... -

23. No change under the above headings.

(d) Spare parts, repairs and maintenance ..... 18 700

24. Savings under this heading were due to lower than expected costs for vehicle maintenance, following the reduction in the number of vehicles in the mission area from 427 to 91, instead of 250 vehicles as estimated.

(e) Petrol, oil and lubricants ..... 66 900

25. Savings under the above line item were due to reduced fuel consumption as a result of lower mileage per vehicle during the off-peak activities and the overall reduction in the number of vehicles in the mission area from 427 to 91 during the period under review.

(f) Vehicle insurance ..... (3 400)

26. The overexpenditure of \$3,400 under the above line item resulted from higher than expected insurance costs for vehicles during the period under review.

6. Air operations

(a) Helicopter operations

(i) Hire/charter costs ..... 130 000

27. Savings under helicopter hire/charter costs were due to the change in the contractual arrangements from a "stand-by" to an "as required" basis. The use of a Bell helicopter was reduced from the projected 20 flying hours per month to 10 flying hours per month following the partial withdrawal of military observers from the mission area.

(ii) Aviation fuel and lubricants ..... 3 900

28. Savings of \$3,900 occurred because the actual number of flying hours per month was 10 hours less than budgeted for, following changes in the contractual arrangements of the helicopter from a "stand-by" to an "as required" basis, and partial withdrawal of military observers from the mission area.

(iii) Positioning/depositioning costs ..... -

(iv) Resupply flights ..... -

(v) Painting/preparation ..... -

(vi) Liability insurance ..... -

(b) Fixed-wing aircraft ..... -

/...

- (c) Aircrew subsistence allowance ..... -
- (d) Other air operation costs ..... -
29. No change under the above headings.
7. Naval operations ..... -
30. No change.
8. Communications
- (a) Complementary communications
- (i) Communications equipment ..... -
31. No provision was made under this heading.
- (ii) Spare parts and supplies ..... 6 200
32. There were savings of \$6,200 here since fewer spare parts and supplies for communications equipment were required than had been anticipated.
- (iii) Workshop and test equipment ..... -
33. No change.
- (iv) Commercial communications ..... (81 000)
34. The overexpenditures resulted from the ONUSAL share for voice/facsimile traffic transmitted via the United Nations network for the period 1 June to 30 November 1994 and applied retroactively.
- (b) Main trunking contract ..... -
35. No change.
9. Other equipment
- (a) Office furniture ..... 2 600
36. Savings under the above heading were due to the fact that less damaged and/or unserviceable office furniture had to be replaced than originally anticipated.
- (b) Office equipment ..... -
37. No change.
- (c) Data-processing equipment ..... 2 200

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38. Savings under the above heading were due to the lower than expected costs of replacement for damaged or unserviceable data-processing equipment during the period under review.

(d)	<u>Generators</u> .....	-
(e)	<u>Observation equipment</u> .....	-
(f)	<u>Petrol tank plus metering equipment</u> .....	-
(g)	<u>Medical and dental equipment</u> .....	-
(h)	<u>Accommodation equipment</u> .....	-
(i)	<u>Miscellaneous equipment</u> .....	-
(j)	<u>Field defence equipment</u> .....	-

39. No change under the above headings.

(k)	<u>Spare parts, repairs and maintenance</u> .....	4 600
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40. Savings of \$4,600 were due to the lower costs than anticipated for spare parts, repairs and maintenance of the Mission's equipment during the period under review.

(l)	<u>Water-purification equipment</u> .....	-
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41. No change.

#### 10. Supplies and services

(a)	<u>Miscellaneous services</u>	
(i)	<u>Audit services</u> .....	-

42. No change.

(ii)	<u>Contractual services</u> .....	(4 000)
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43. Overexpenditure under the above heading was due to the higher than foreseen costs of technical repairs and contractual cleaning services provided to the Observer Mission during the period under review.

(iii)	<u>Data-processing services</u> .....	-
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44. No change.

(iv)	<u>Security services</u> .....	(6 600)
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45. The overexpenditure under the above heading was due to the increased cost of contractual security services effective 1 September 1994.

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(v) Medical treatment and services ..... -

46. No change.

(vi) Miscellaneous services, claims and adjustments ..... 1 800

47. Savings of \$1,800 under the above heading were due to lower than expected charges for the miscellaneous services and adjustments received by the Mission during the period under review.

(vii) Official hospitality ..... (9 800)

48. Requirements for official hospitality were underestimated. Limited hospitality was extended to visiting and local dignitaries in the official interests of the Mission.

(viii) Miscellaneous other services ..... -

49. No change.

(b) Miscellaneous supplies

(i) Stationery and office supplies ..... 32 000

50. Savings under the above line item were due to the lower than expected costs of stationery and office supplies during the period under review.

(ii) Medical supplies ..... 4 000

51. Savings under the above heading were due to the lower cost of medical supplies than originally estimated during the period under review.

(iii) Sanitation and cleaning materials ..... 15 600

52. Savings under the above heading were due to lower costs of sanitation and cleaning materials during the period under review.

(iv) Subscriptions ..... (600)

53. The overexpenditure under the above heading was due to the higher costs of subscriptions and periodicals than originally planned.

(v) Electrical supplies ..... -

54. No change.

(vi) Ballistic-protective blankets for vehicles ..... -

55. No change.

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(vii)	<u>Uniform items, flags and decals</u> .....	4 200
56.	Savings under the above item were due to the non-procurement of uniforms for drivers and cleaners in view of the reduction in number of those staff.	
(viii)	<u>Field defence stores</u> .....	-
(ix)	<u>Operational maps</u> .....	-
(x)	<u>Quartermaster and general stores</u> .....	-
57.	No change under the above headings.	
11.	<u>Election-related supplies and services</u> .....	-
58.	No change.	
12.	<u>Public information programmes</u>	
(a)	<u>Equipment</u> .....	-
59.	No change.	
(b)	<u>Materials and supplies</u> .....	-
60.	No change.	
(c)	<u>Contractual services</u> .....	2 700
61.	Savings of \$2,700 under the above heading were due to lower than expected costs of contracting the services of the local company to monitor, record and transcribe the news by the local television and radio channels.	
(d)	<u>DPI production costs</u> .....	12 000
62.	Savings under the above heading were due to the postponement of the publicity campaigns associated with the withdrawal of ONUSAL in view of the extension of the Observer Mission's mandate for the period from 1 December 1994 to 30 April 1995.	
13.	<u>Training programmes</u> .....	-
14.	<u>Mine-clearing programmes</u> .....	-
15.	<u>Assistance for demobilization and disarmament</u> .....	-
63.	No change under the above headings.	
16.	<u>Air and surface freight</u>	
(a)	<u>Transport of contingent-owned equipment</u> .....	-

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64. No change.

(b) Military airlifts ..... -

65. No change.

(c) Commercial freight and cartage ..... 6 100

66. Savings under the above heading were due to the lower volume of freight to and from the mission area than expected during the period under review.

17. Integrated Management Information System ..... -

67. No change.

18. Support account for peace-keeping operations ..... (52 800)

68. In accordance with General Assembly resolution 48/226 C of 29 July 1994, additional requirements of \$52,800 under this heading reflect the application of an 8.5 per cent rate to the actual expenditure for civilian staff expenses.

19. Staff assessment ..... (68 500)

69. Additional expenditure of \$68,500 under the staff assessment line item was due to the non-repatriation of international and local staff from the mission area as planned in November 1994, in view of the extension of the ONUSAL mandate for the period from 1 December 1994 to 30 April 1995.

20. Income from staff assessment ..... 68 500

70. This amount is derived from item 19 above.

## ANNEX III

Authorized and actual staff on board for the period from 1 June to 30 November 1994

Grade	June		July		August		September		October		30 November 1994	
	Authorized	Actual	Authorized	Actual	Authorized	Actual	Authorized	Actual	Authorized	Actual	Authorized	Actual
<u>Civilian staff</u>												
<u>Professional category and above</u>												
USG	1	1	1	1	1	1	1	1	1	1	-	1
D-2	3	3	3	3	3	3	3	3	3	3	-	1
D-1	5	5	5	5	5	5	5	5	5	5	1	4
P-5	13	13	13	13	13	13	13	12	13	12	-	2
P-4	23	23	21	21	21	20	21	18	19	19	1	7
P-3	14	14	14	15	14	14	14	14	14	14	2	17
P-2/1	10	10	10	10	10	9	10	9	10	9	1	9
Subtotal	69	69	67	68	67	64	67	62	65	63	5	41
<u>General Service and other categories</u>												
General Service	18	17	17	17	17	15	17	15	17	15	9	9
Field Service	12	12	12	12	12	12	11	12	11	11	9	9
Subtotal	30	29	29	29	29	27	28	27	28	26	18	18
Total, inter-national staff	99	98	96	97	96	91	95	89	93	89	23	59
<u>Local staff</u>	175	175	170	164	165	168	165	168	165	165	85	91
Total, civilian staff	274	273	266	261	261	259	260	257	258	254	108	150
<u>Military personnel</u>												
Military observers	19	19	19	15	19	20	19	15	15	15	-	3
Civilian police	236	218	211	201	211	188	161	161	161	161	-	46
Total, military personnel	255	237	230	216	230	208	180	176	176	176	-	49
Grand total	529	510	496	477	491	467	440	433	434	430	108	199

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English

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## ANNEX IV

Distribution of transportation and communications equipment and  
generators by geographical location as at 1 December 1994

	Mission	Regional	Reserve	Total
1. <u>Transportation equipment</u>				
Sedan	27	1	-	28
Minibus/bus	2	3	-	5
Pick-up	4	2	-	6
Patrol vehicle, 4x4	<u>18</u>	<u>34</u>	<u>-</u>	<u>52</u>
Total	<u>51</u>	<u>40</u>	<u>-</u>	<u>91</u>
2. <u>Communications equipment</u>				
(a) <u>Base stations</u>				
HF station	-	-	-	-
UHF station	<u>7</u>	<u>4</u>	<u>1</u>	<u>12</u>
Subtotal	7	4	1	12
(b) <u>Vehicular stations</u>				
UHF station	46	41	-	87
Handie-talkie	<u>52</u>	<u>84</u>	<u>25</u>	<u>161</u>
Subtotal	98	125	25	248
(c) <u>Other</u>				
Satellite station	1	-	-	1
Facsimile machine	9	3	3	15
Telephone exchange	1	3	1	5
Power supply (UPS)	<u>5</u>	<u>1</u>	<u>-</u>	<u>6</u>
Subtotal	<u>16</u>	<u>7</u>	<u>4</u>	<u>27</u>
Total	<u>121</u>	<u>136</u>	<u>30</u>	<u>287</u>
3. <u>Generators</u>				
KVA 453	-	-	4	4
KVA 14.0	-	2	1	3
KVA 3L8	<u>3</u>	<u>-</u>	<u>2</u>	<u>5</u>
Total	<u>3</u>	<u>2</u>	<u>7</u>	<u>12</u>

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ANNEX V

Cost estimate for the period from 1 December 1994 to 30 April 1995

Summary statement

(Thousands of United States dollars)

		Cost estimate
<hr/>		
1.	<u>Military personnel costs</u>	
(a)	<u>Military observers</u>	
	Mission subsistence allowance	27.7
	Travel costs	6.0
	Clothing and equipment allowance	<u>0.3</u>
	Subtotal	34.0
(b)	<u>Military contingents</u>	-
(c)	<u>Other costs pertaining to military personnel</u>	<u>-</u>
	Total, line 1	34.0
2.	<u>Civilian personnel costs</u>	
(a)	<u>Civilian police</u>	
	Mission subsistence allowance	393.7
	Travel costs	92.0
	Clothing and equipment allowance	<u>4.6</u>
	Subtotal	490.3
(b)	<u>International and local staff</u>	
	International staff salaries	1 214.3
	Local staff salaries	346.7
	Consultants	70.2
	Overtime	1.5
	Common staff costs	692.8
	Mission subsistence allowance	566.9
	Travel to and from the mission area	118.0
	Other travel costs	<u>5.2</u>
	Subtotal	3 015.6

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		Cost estimate
(c)	<u>International contractual personnel</u>	-
(d)	<u>United Nations Volunteers</u>	-
(e)	<u>Government-provided personnel</u>	-
(f)	<u>Civilian electoral observers</u>	-
Total, line 2		3 505.9
3.	<u>Premises/accommodation</u>	
	Rental of premises	274.0
	Alterations and renovation of premises	15.0
	Maintenance supplies	-
	Maintenance services	-
	Utilities	20.0
	Construction/prefabricated buildings	-
Total, line 3		309.0
4.	<u>Infrastructure repairs</u>	-
5.	<u>Transportation operations</u>	
	Purchase of vehicles	-
	Rental of vehicles	17.0
	Workshop equipment	-
	Spare parts, repairs and maintenance	54.6
	Petrol, oil and lubricants	20.7
	Vehicle insurance	9.1
Total, line 5		101.4
6.	<u>Air operations</u>	
(a)	<u>Helicopter operations</u>	
	Hire/charter costs	33.8
	Aviation fuel and lubricants	-
	Positioning/depositioning costs	-
	Resupply flights	-
	Painting/preparation	-
	Liability insurance	-
Subtotal		33.8

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	Cost estimate
(b) <u>Fixed-wing aircraft</u>	-
(c) <u>Aircrew subsistence allowance</u>	-
(d) <u>Other air operation costs</u>	-
Total, line 6	33.8
7. <u>Naval operations</u>	-
8. <u>Communications</u>	
(a) <u>Complementary communications</u>	
Communications equipment	-
Spare parts and supplies	8.0
Workshop and test equipment	-
Commercial communications	15.0
Subtotal	23.0
(b) <u>Main trunking contract</u>	-
Total, line 8	23.0
9. <u>Other equipment</u>	
Office furniture	-
Office equipment	-
Data-processing equipment	-
Generators	-
Observation equipment	-
Petrol tank plus metering equipment	-
Medical and dental equipment	-
Accommodation equipment	-
Miscellaneous equipment	-
Field defence equipment	-
Spare parts, repairs and maintenance	2.0
Water-purification equipment	-
Total, line 9	2.0

/...

		Cost estimate
10.	<u>Supplies and services</u>	
(a)	<u>Miscellaneous services</u>	
	Audit services	8.5
	Contractual services	25.0
	Data-processing services	-
	Security services	72.5
	Medical treatment and services	20.0
	Miscellaneous services	-
	Official hospitality	5.0
	Miscellaneous other services	<u>2.5</u>
	Subtotal	133.5
(b)	<u>Miscellaneous supplies</u>	
	Stationery and office supplies	12.0
	Medical supplies	3.0
	Sanitation and cleaning materials	5.0
	Subscriptions	2.0
	Electrical supplies	-
	Ballistic-protective blankets for vehicles	-
	Uniform items, flags and decals	1.5
	Field defence stores	-
	Operational maps	-
	Quartermaster and general stores	-
	Subtotal	<u>23.5</u>
	Total, line 10	157.0
11.	<u>Election-related supplies and services</u>	-
12.	<u>Public information programmes</u>	
	Equipment	-
	Materials and supplies	-
	Contractual services	-
	DPI production costs	<u>20.0</u>
	Total, line 12	20.0

/...

	Cost estimate
13. <u>Training programmes</u>	-
14. <u>Mine-clearing programmes</u>	-
15. <u>Assistance for disarmament and demobilization</u>	-
16. <u>Air and surface freight</u>	
Transport of contingent-owned equipment	-
Military airlifts	-
Commercial freight and cartage	<u>171.5</u>
Total, line 16	171.5
17. <u>Integrated Management Information System</u>	-
18. <u>Support account for peace-keeping operations</u>	256.3
19. <u>Staff assessment</u>	<u>601.7</u>
Gross total, lines 1-19	<u>5 215.6</u>
20. <u>Income from staff assessment</u>	<u>(601.7)</u>
Net total, lines 1-20	<u>4 613.9</u>
21. <u>Voluntary contributions in kind</u>	-
Total resources	<u>4 613.9</u>

## ANNEX VI

### Cost estimate for the period from 1 December 1994 to 30 April 1995

#### Supplementary information

(United States dollars)

#### I. COST PARAMETERS

1. The cost estimates for the five-month period from 1 December 1994 to 30 April 1995 are based on the parameters provided below.

##### (a) Mission subsistence allowance

2. Mission subsistence allowance is payable to all mission personnel, excluding locally recruited staff, at a rate of \$85 per day for the first 30 days and \$68 per day thereafter. These rates are subject to supplements of 10 and 25 per cent for staff at the D-1/D-2 and ASG/USG levels, respectively.

##### (b) Travel costs

3. The travel costs of military and civilian personnel to the mission area on assignment, rotation or repatriation have been estimated at an average of \$2,000 per person one way, or \$4,000 round trip (basic air fare of \$1,000, plus 100 kilogrammes of unaccompanied baggage and travel allowances at \$1,000). The cost of a round-trip travel on a three-day official mission to New York is estimated at \$1,400 (\$700 basic airfare and \$700 in allowances and daily subsistence allowance).

##### (c) Civilian personnel costs

4. Salaries and common staff costs of international staff are net of staff assessment and are based on New York standard costs except for staff appointed for the Mission. Salaries and common staff costs of local staff are based on the local salary scale established for San Salvador.

#### II. REQUIREMENTS

##### 1. Military personnel costs

##### (a) Military observers

5. Effective 1 December 1994, the military component of the Observer Mission has been reduced to the level of three military observers. It is anticipated that one military observer will be repatriated on 31 March 1995 and the two other military observers will remain in the mission area until 22 April 1995. The phasing-out schedule of the military observers is provided in annex VIII.

/...

- (i) Mission subsistence allowance ..... 27 700
6. Provision is made for mission subsistence allowance for three military observers for the period from 1 December 1994 to 31 March 1995 for a total of 363 person/days at a rate of \$68 per person per day (\$24,700). Additional provision is made for two military observers for the period from 1 to 22 April 1995 for a total of 44 person/days at a rate of \$68 per person per day (\$3,000).
- (ii) Travel costs ..... 6 000
7. Provision is made for the repatriation travel of three military observers at a cost of \$2,000 each trip.
- (iii) Clothing and equipment allowance ..... 300
8. Provision is made for the payment of a clothing allowance at a rate of \$100 per person for three military observers.
- (b) Military contingents ..... -
9. No provision is required under this heading.
- (c) Other costs pertaining to military personnel ..... -
10. No provision is required under this heading.
2. Civilian personnel costs
- (a) Civilian police
11. Effective 1 December 1994, the police component of the Observer Mission has been reduced to 31 civilian police monitors, plus 15 police instructors posted to the National Public Security Academy. It is anticipated that the total civilian police force of 46 will be repatriated by 30 April 1995 in accordance with the phasing-out schedule provided in annex VIII.
- (i) Mission subsistence allowance ..... 393 700
12. Provision is made for mission subsistence allowance at a rate of \$68 per person per day for 46 civilian police in December 1994 (\$97,000), 40 police for the period from 1 January to 31 March 1995 (\$244,800), 33 police for the period from 1 to 15 April 1995 (\$33,700), 28 for the period from 16 to 22 April 1995 (\$13,300) and 9 for the period from 23 to 30 April 1995 (\$4,900). The phasing-out schedule of the civilian police is provided in annex VIII.
- (ii) Travel costs ..... 92 000
13. Provision is made for the repatriation travel of 31 civilian police monitors (\$62,000) and 15 police instructors (\$30,000) at an estimated cost of \$2,000 per trip.

/...

(iii) Clothing and equipment allowance ..... 4 600

14. Provision is made for the payment of a clothing allowance at a rate of \$100 per person for 31 civilian police monitors and 15 police instructors.

(b) International and local staff

15. The total of 59 international and 91 local staff is projected in the mission area for the period from 1 December 1994 to 30 April 1995. The currently authorized and proposed staffing for that period is shown in annex VII. The proposed distribution of civilian personnel by office in the period from 1 December 1994 to 30 April 1995 is provided in annex X. Details of the civilian staff and related costs for the period are contained in annex IX. Provisions for civilian staff and related costs of international and local staff are based on the phasing-out schedule provided in annex VIII.

(i) International staff salaries ..... 1 214 300

16. Provision is made for the salaries of 59 international staff, based on the phasing-out schedule shown in annex VIII, for the period from 1 December 1994 to 30 April 1995, as detailed in annex IX.

(ii) Local staff salaries ..... 346 700

17. Provision is made for the salaries of 91 locally recruited staff for the period from 1 December 1994 to 30 April 1995, in accordance with the phasing-out schedule shown in annex VIII. This estimate is based on a net average salary of local staff of \$820 per person per month, as reflected in the local salary scale for El Salvador. Detailed calculations of these requirements are provided in annex IX.

(iii) Consultants ..... 70 200

18. Provision is made for the recruitment of two international consultants in the Office of the Chief of the Mission to assist in the rapid and complete implementation of the remaining issues of the Peace Accords, such as the land transfer programme and constitutional reforms regarding the judiciary. The consultants will also evaluate the progress in the institutional strengthening process. The estimate is based on a total of 6.5 work/months of international consultancy (for both consultants) at an estimated cost of \$10,800 per month, including fee, travel and daily subsistence allowance.

(iv) Overtime ..... 1 500

19. Provision is made for overtime and night differentials (drivers, telephone operators), estimated at 50 hours per month at \$6 per hour for the five-month period from December 1994 to 30 April 1995.

/...



(v) Common staff costs ..... 692 800

20. Provisions for the common staff costs for 59 international staff (\$679,100) and 91 local staff (\$72,700) are made for the period from 1 December 1994 to 30 April 1995, based on the phasing-out schedule shown in annex VIII, less one half of the amount provided for travel of international staff from the mission area (\$59,000). Calculations of these costs are provided in annex IX.

(vi) Mission subsistence allowance ..... 566 900

21. Provision is made for the mission subsistence allowance for 59 international staff for the period from 1 December 1994 to 30 April 1995 at the rates specified in paragraph 2 of section I of the present annex. These requirements are based on the phasing-out schedule provided in annex VIII. Detailed calculations of these costs are contained in annex IX.

(vii) Travel to and from the mission area ..... 118 000

22. Provision is made for the repatriation travel of 59 international staff at an average cost of \$2,000 per trip.

(viii) Other travel costs ..... 5 200

23. Provision is made for three official trips of three days' duration each by senior mission officials to New York for consultations, at an average cost of \$1,400 per trip.

(c) International contractual personnel ..... -

(d) United Nations Volunteers ..... -

(e) Government-provided personnel ..... -

(f) Civilian electoral observers ..... -

24. No provisions are required under the above headings.

### 3. Premises/accommodation

(a) Rental of premises ..... 274 000

25. Provision is made for the continued rental of ONUSAL headquarters at a rate of \$32,600 per month for the five-month period from 1 December 1994 to 30 April 1995 (\$163,000). Provisions are also made under this heading for:

(a) Garage/parking space for ONUSAL headquarters at \$1,100 per month for the four month period from 1 December 1994 to 31 March 1995 (\$4,400);

(b) Regional office at San Salvador at \$2,700 per month for the four-month period from 1 December 1994 to 31 March 1995 (\$10,800);

/...

(c) Two regional offices (at Chalatenango and San Miguel) at \$2,300 per month for the five-month period from 1 December 1994 to 30 April 1995 (\$11,500);

(d) A warehouse in San Salvador at \$2,100 per month for the five-month period from 1 December 1994 to 30 April 1995 (\$10,500);

(e) A parking space for ONUSAL vehicles and equipment awaiting disposal at \$2,000 per month for the four-month period from 1 December 1994 to 31 March 1995 (\$8,000);

(f) An office for the ONUSAL police force at \$5,000 per month for one month (December 1994);

(g) An office near ONUSAL headquarters to accommodate transport and communications workshops, to be relocated on the closure of the regional office at San Salvador, at \$800 per month for one month (\$800);

(h) Additional provision is made for the storage at headquarters of mission records for a period of three years (\$60,000).

(b) Alterations and renovation of premises ..... 15 000

26. Provision is made for the maintenance of and alterations to ONUSAL premises, including necessary repairs, to return the buildings to their original state upon completion of the tenancy of ONUSAL, at a rate of \$3,000 per month for the five-month period from 1 December 1994 to 30 April 1995.

(c) Maintenance supplies ..... -

27. No provision is required under this heading.

(d) Maintenance services ..... -

28. No provision is required under this heading.

(e) Utilities ..... 20 000

29. Provision is made for water and electricity charges for all locations throughout the mission area, at an estimated cost of \$4,000 per month for the five-month period from 1 December 1994 to 30 April 1995.

(f) Construction/prefabricated buildings ..... -

30. No provision is required under this heading.

4. Infrastructure repairs ..... -

31. No provision is required under this heading.

/...

5. Transport operations

32. Effective 1 December 1994, the number of vehicles in the mission area was reduced to 91. It is estimated that each of the remaining vehicles will have two scheduled maintenance services during the period from 1 December 1994 to 30 April 1995, plus a service preparatory to shipment out of the mission area.

(a) Purchase of vehicles ..... -

33. No provision is required under this heading.

(b) Rental of vehicles ..... 17 000

34. Provision is made under this heading to cover the costs of renting small trucks in April 1995 for the transportation of office, communications and other equipment to and from the ONUSAL warehouse for shipment out of the mission area (\$15,000). Additional provision is made for the rental of five cars for a period of approximately one week in April 1995 for the staff to carry out duties after the shipment of ONUSAL vehicles out of the mission area is completed (\$2,000).

(c) Workshop equipment ..... -

35. No provision is required under this heading.

(d) Spare parts, repairs and maintenance ..... 54 600

36. Provision is made for two maintenance services of the remaining 91 vehicles in the mission area during the five-month period from 1 December 1994 to 30 April 1995, which will be undertaken under commercial arrangements estimated at \$200 per vehicle per service, including spare parts, tyres, batteries and repairs (\$36,400), plus a one-time preparation charge of \$200 per vehicle to make them ready for shipment out of the mission area (\$18,200).

(e) Petrol, oil and lubricants ..... 20 700

37. Provision is made for the cost of fuel and lubricants, estimated at \$53 per vehicle per month for the remaining 91 vehicles for the four-month period from 1 December 1994 to 31 March 1995 (\$19,300). Provision is also made for fuel for the satellite earth station generator at the Mission's headquarters and outstationed generators for the five-month period from 1 December 1994 to 30 April 1995 (\$1,400).

(f) Vehicle insurance ..... 9 100

38. Provision is made to cover the third-party liability insurance costs for the remaining 91 vehicles in the mission area, at an estimated cost of \$100 per vehicle for the five-month period from 1 December 1994 to 30 April 1995.

6. Air operations

(a) Helicopter operations

(i) Hire/charter costs ..... 33 800

39. Provision is made for the rental of a local helicopter to service and dismantle the communications repeaters located on the mountain tops. The dismantling of the Mission's communications network repeaters can only be done by air and will, therefore, depend on helicopter services during the final months of the liquidation of the Mission. It is proposed to rent a helicopter on an "as needed" basis for an average of 12 flying hours per month at a cost of \$625 per hour of flying time, including fuel and waiting time, for the four-and-a-half-month period from 1 December 1994 to 15 April 1995.

(ii) Aviation fuel and lubricants ..... -

(iii) Positioning/depositioning costs ..... -

(iv) Resupply flights ..... -

(v) Painting/preparation ..... -

(b) Fixed-wing aircraft ..... -

(c) Aircrew subsistence allowance ..... -

(d) Other air operation costs ..... -

40. No provisions are required under the above headings.

7. Naval operations ..... -

41. No provision is required under this heading.

8. Communications

(a) Complementary communications

(i) Communications equipment ..... -

42. No provision is required under this heading.

(ii) Spare parts and supplies ..... 8 000

43. Provision is made for supplies and spare parts for communications equipment, for certain test and workshop equipment and for the preparation of communications equipment and generators for shipment out of the mission area, at an average cost of \$2,000 per month for the four-month period from 1 December 1994 to 31 March 1995.

/...

(iii) Workshop and test equipment ..... -

44. No provision is required under this heading.

(iv) Commercial communications ..... 15 000

45. Provision is made for user charges for commercial communications by facsimile, telephone and pouch services, and satellite charges at an average cost of \$3,000 per month for the five-month period from 1 December 1994 to 30 April 1995.

(b) Main trunking contract ..... -

46. No provision is required under this heading.

9. Other equipment

(a) Office furniture ..... -

(b) Office equipment ..... -

(c) Data-processing equipment ..... -

(d) Generators ..... -

(e) Observation equipment ..... -

(f) Petrol tank plus metering equipment ..... -

(g) Medical and dental equipment ..... -

(h) Accommodation equipment ..... -

(i) Miscellaneous equipment ..... -

(j) Field defence equipment ..... -

47. No provisions are required under the above headings.

(k) Spare parts, repairs and maintenance ..... 2 000

48. Provision is made under this heading at an average cost of \$500 per month for the four-month period from 1 December 1994 to 31 March 1995.

(l) Water-purification equipment ..... -

49. No provision is required under this heading.

/...

10. Supplies and services

(a) Miscellaneous services

(i) Audit services ..... 8 500

50. Provision is made to cover the cost of external audit services for the five-month period from 1 December 1994 to 30 April 1995.

(ii) Contractual services ..... 25 000

51. Provision is made for various contractual services, including garbage removal, car washing, technical repairs and cleaning of the ONUSAL premises. Provision also includes the employment of the additional personnel (handymen, radio and communications technicians and so on) to assist in the closing down of the Mission. These requirements are estimated at \$5,000 per month for the five-month period from 1 December 1994 to 30 April 1995.

(iii) Data-processing services ..... -

52. No provision is required under this heading.

(iv) Security services ..... 72 500

53. Provision is made for the contractual services of security guards for ONUSAL headquarters, parking lots and warehouse, as well as for the remaining regional offices, based on an estimated cost of \$14,500 per month for the five-month period from 1 December 1994 to 30 April 1995.

(v) Medical treatment and services ..... 20 000

54. Provision is made for medical examinations and services for military and civilian personnel in the mission area, including approximately 90 exit examinations, at an estimated cost of \$4,000 per month for the five-month period from 1 December 1994 to 30 April 1995.

(vi) Miscellaneous services ..... -

55. No provision is required under this heading.

(vii) Official hospitality ..... 5 000

56. Provision is made for official hospitality to local and visiting dignitaries in the context of goodwill and in the official interests of the Mission, based on an average of \$1,000 per month for the five-month period from 1 December 1994 to 30 April 1995. It should be noted that the final stage of ONUSAL will require sufficient hospitality, including receptions for the President and government officials, the diplomatic corps and non-governmental and other organizations that have been closely associated with the work of ONUSAL.

/...

(viii) Miscellaneous other services ..... 2 500

57. Provision is made for the miscellaneous services of the day-to-day operation of the Mission not provided for elsewhere, at a rate of \$500 per month for the five-month period from 1 December 1994 to 30 April 1995.

(b) Miscellaneous supplies

(i) Stationery and office supplies ..... 12 000

58. Provision is made to cover the cost of stationery and office supplies, local printing, computer supplies and reproduction materials at an average cost of \$3,000 per month for the four-month period from 1 December 1994 to 31 March 1995.

(ii) Medical supplies ..... 3 000

59. Provision is made for medical supplies and vaccines for the ONUSAL headquarters clinic, estimated at \$3,000.

(iii) Sanitation and cleaning materials ..... 5 000

60. Provision is made for cleaning supplies for facilities of all locations throughout the mission area, estimated at \$1,000 per month for the five-month period from 1 December 1994 to 30 April 1995.

(iv) Subscriptions ..... 2 000

61. Provision is made for subscriptions and periodicals at a monthly rate of \$500 for the four-month period from 1 December 1994 to 31 March 1995.

(v) Electrical supplies ..... -

62. No provision is required under this heading.

(vi) Ballistic-protective blankets for vehicles ..... -

63. No provision is required under this heading.

(vii) Uniform items, flags and decals ..... 1 500

64. Provision is made to cover the cost of protective clothing issued to drivers, mechanics and field service officers, and identification clothing for civilian staff.

(viii) Field defence stores ..... -

(ix) Operational maps ..... -

(x) Quartermaster and general stores ..... -

65. No provisions are required under the above headings.

/...

11.	<u>Election-related supplies and services</u> .....	-
66.	No provision is required under this heading.	
12.	<u>Public information programmes</u>	
	(a) <u>Equipment</u> .....	-
	(b) <u>Materials and supplies</u> .....	-
	(c) <u>Contractual services</u> .....	-
67.	No provisions are required under the above headings.	
	(d) <u>DPI production costs</u> .....	20 000
68.	Provision is made to cover the cost of the information and education campaign, including paid announcements and cable services, connected with the closure of the Observer Mission (\$12,000). Provision is also made for the continued operation of the information centres, including reproductions, local printing of texts and other materials, which provide information on ONUSAL to schools, libraries and the general public (\$8,000).	
13.	<u>Training programmes</u> .....	-
14.	<u>Mine-clearing programmes</u> .....	-
15.	<u>Assistance for disarmament and demobilization</u> .....	-
69.	No provisions are required under the above headings.	
16.	<u>Air and surface freight</u>	
	(a) <u>Transport of contingent-owned equipment</u> .....	-
70.	No provision is required under this heading.	
	(b) <u>Military airlifts</u> .....	-
71.	No provision is required under this heading.	
	(c) <u>Commercial freight and cartage</u> .....	171 500
72.	Provision is made for freight related to the closing of the Mission and removal by surface freight of ONUSAL equipment, as follows:	

/...



<u>Equipment</u>	<u>Cost of freight</u>
(a) <u>18 generators a/</u>	
One 40-foot container	6 000
(b) <u>Photocopiers, typewriters and miscellaneous small-size equipment a/</u>	
One 20-foot container	4 500
(c) <u>One satellite earth station</u>	
One 40-foot container	6 000
(d) <u>Communications equipment a/</u>	
Three 40-foot containers	18 000
(e) <u>Miscellaneous equipment a/</u>	
Two 40-foot containers	12 000
Packing materials and contingencies	50 000
Cleaning, handling and forwarding charges for which provision is not made elsewhere	<u>75 000</u>
Total cost	<u>171 500</u>

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a/ To be sent to Brindisi.

17. Integrated Management Information System ..... -

73. No provision is required under this heading.

18. Support account for peace-keeping operations ..... 256 300

74. In accordance with the approved rate for the funding of the support account for peace-keeping operations, provision is made hereunder in the amount of \$256,300, representing 8.5 per cent of the total cost of salaries, common staff costs and travel of the civilian component of the Mission.

19. Staff assessment ..... 601 700

75. International and local staff salaries have been shown on a net basis under budget line item 2 (b). The estimate under this heading represents the difference between gross and net emoluments, that is, the amount of staff assessment to which United Nations staff members are subject in accordance with the Staff Regulations of the United Nations.

/...

20. Income from staff assessment ..... (601 700)

76. The staff assessment requirement provided for under expenditure budget line 19 has been credited to the Tax Equalization Fund established by the General Assembly in its resolution 973 (X) A of 15 December 1955. Member States are given credit in the Fund in proportion to their rates of contribution to the ONUSAL budget.

ANNEX VII

Currently authorized and proposed staffing for the  
period from 1 December 1994 to 30 April 1995

Grade	Authorized as at 1 December 1994	Proposed changes	Proposed staffing 1 December 1994 to 30 April 1995
<u>Civilian staff</u>			
<u>Professional category and above</u>			
USG	1	-	1
D-2	1	-	1
D-1	3	1	4
P-5	3	(1)	2
P-4	7	-	7
P-3	16	1	17
P-2/1	<u>10</u>	<u>(1)</u>	<u>9</u>
Subtotal	41	-	41
<u>General Service and other categories</u>			
General Service	9	-	9
Field Service	<u>9</u>	<u>-</u>	<u>9</u>
Subtotal	<u>18</u>	<u>-</u>	<u>18</u>
Total, international staff	59	-	59
<u>Local staff</u>	<u>86</u>	<u>5</u>	<u>91</u>
Total, civilian staff	145	5	150
<u>Military personnel</u>			
Military observers	3	-	3
Civilian police	<u>46</u>	<u>-</u>	<u>46</u>
Total, military personnel	<u>49</u>	<u>-</u>	<u>49</u>
Grand total	<u>194</u>	<u>5</u>	<u>199</u>

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ANNEX VIII

Planned phasing-out of personnel for the period from 1 December 1994 to 30 April 1995

Grade	Actual at 1 Dec. 1994	Projected strength as at 1 January to 30 April 1995							
		1 Jan.	1 Feb.	1 March	1 April	8 April	15 April	22 April	30 April
<u>Civilian staff</u>									
<u>Professional category and above</u>									
USG	1	1	1	1	1	1	1	1	-
D-2	1	1	1	1	1	1	1	1	-
D-1	4	4	4	4	3	3	3	3	1
P-5	2	2	2	2	2	1	1	1	-
P-4	7	6	6	6	6	6	5	1	-
P-3	17	17	17	17	17	16	14	8	-
P-2/1	<u>9</u>	<u>9</u>	<u>9</u>	<u>8</u>	<u>8</u>	<u>8</u>	<u>6</u>	<u>3</u>	<u>1</u>
Subtotal	41	40	40	39	38	36	31	18	2
<u>General Service and other categories</u>									
General Service	9	9	9	9	9	9	9	9	2
Field Service	<u>9</u>	<u>9</u>	<u>9</u>	<u>9</u>	<u>9</u>	<u>8</u>	<u>8</u>	<u>8</u>	<u>4</u>
Subtotal	<u>18</u>	<u>18</u>	<u>18</u>	<u>18</u>	<u>18</u>	<u>17</u>	<u>17</u>	<u>17</u>	<u>6</u>
Total, inter-national staff	59	58	58	57	56	53	48	35	8
<u>Local staff</u>	<u>91</u>	<u>91</u>	<u>91</u>	<u>90</u>	<u>86</u>	<u>81</u>	<u>79</u>	<u>72</u>	<u>16</u>
Total, civilian staff	150	149	149	147	142	134	127	107	24
<u>Military personnel</u>									
Military observers	3	3	3	3	2	2	2	2	-
Civilian police	<u>46</u>	<u>40</u>	<u>40</u>	<u>40</u>	<u>33</u>	<u>33</u>	<u>28</u>	<u>9</u>	<u>-</u>
Total, military personnel	<u>49</u>	<u>43</u>	<u>43</u>	<u>43</u>	<u>35</u>	<u>35</u>	<u>30</u>	<u>11</u>	<u>-</u>
Grand total	<u>199</u>	<u>192</u>	<u>192</u>	<u>190</u>	<u>177</u>	<u>169</u>	<u>157</u>	<u>118</u>	<u>24</u>

## ANNEX IX

## Civilian staff and related costs for the period from 1 December 1994 to 30 April 1995

(Thousands of United States dollars)

	Number of staff	Person/ days	Person/ months	Annual standard costs			Estimated total costs			
				Salary	Common staff costs	Staff assessment	Salary	Common staff costs	Staff assessment	Mission subsistence allowance
USG	1	151.0	5.0	127.7	54.7	53.4	53.2	22.7	22.2	12.8
D-2	1	151.0	5.0	104.8	42.2	41.0	43.6	17.5	17.0	11.3
D-1 (Mission)	2	302.0	10.0	68.0	38.9	37.3	56.6	32.4	31.0	22.6
D-1	2	302.0	10.0	98.0	38.9	37.3	81.6	32.4	31.0	22.6
P-5	2	280.0	9.0	89.7	35.6	32.8	67.2	26.6	24.6	19.0
P-4 (Mission)	3	318.0	10.5	53.0	30.8	26.5	46.3	26.9	23.1	21.6
P-4	4	544.0	18.0	77.7	30.8	26.5	116.5	46.1	39.6	37.0
P-3 (Mission)	14	1 904.0 408.0	63.0	44.7	25.6	19.7	234.4	134.2	103.3	129.5
P-3	3		13.5	64.4	25.6	19.7	72.4	28.7	22.1	27.7
P-2 (Mission)	9	1 178.0	39.0	36.2	20.7	13.9	117.4	67.1	44.8	80.1
General Service	9	1 359.0	45.0	36.9	14.6	14.0	138.1	54.4	52.2	92.4
Field Service	9	1 329.0	44.0	51.1	51.9	20.6	190.1	190.1	75.2	90.3
							187.0			
Total, international staff	59	8 226.0	272.0				1 214.3	679.1	486.1	566.9
Local staff	91	-	428.0	9.8	2.1	3.3	346.7	72.7	115.6	-
Total	150	8 226.0	700.0				1 561.0	751.8	601.7	566.9

ANNEX X

Distribution of civilian personnel by office for the period from 1 December 1994 to 30 April 1995

(As at 1 December 1994)

Offices	USG	D-2	D-1	P-5	P-4	P-3	P-2/1	Total Profes- sional	GS	FS	LL	Total
<u>Office of the Chief of Mission</u>	1	-	-	-	-	-	-	1	1	-	2	4
Political Affairs Officers	-	-	1	1	1	3	-	6	1	-	2	9
Office of Public Information	-	-	-	-	-	1	-	1	-	-	3	4
Legal Officer	-	-	-	-	-	1	-	1	-	-	1	2
Lands/Reinsertion	-	-	-	-	-	2	2	4	-	-	1	5
<u>Division of Human Rights</u>												
Office of the Director	-	-	2	-	1	3	-	6	1	-	2	9
<u>Medical Office</u>	-	-	-	-	1	-	-	1	-	-	-	1
<u>Military Observer Office</u>	-	-	-	-	-	-	-	-	-	-	1	1
<u>Civilian Police Office</u>	-	1	-	-	-	-	-	1	-	-	3	4
Subtotal		1	3	1	3	10	2	21	3	-	15	39
<u>Administrative Division</u>												
Chief Administrative Officer	-	-	1	-	-	-	1	2	1	-	4	7
Finance Section	-	-	-	-	-	-	1	1	-	-	11	12
Personnel Section	-	-	-	-	-	-	-	-	1	-	3	4
General Services Section	-	-	-	-	-	-	-	-	4	2	12	18
Communications Section	-	-	-	-	-	-	-	-	-	4	9	13
Procurement Section	-	-	-	-	-	-	-	-	-	1	5	6
Transport Section	-	-	-	-	-	-	-	-	-	2	12	14
Electronic Data-processing Section	-	-	-	-	-	-	-	-	-	-	3	3
Subtotal	-	-	1	-	-	-	2	3	6	9	59	77
<u>Regional offices</u>												
San Salvador	-	-	-	1	3	3	1	8	-	-	7	15
Chalatenango	-	-	-	-	-	1	2	3	-	-	4	7
San Miguel	-	-	-	-	1	3	2	6	-	-	6	12
Subtotal	-	-	-	1	4	7	5	17	-	-	17	34
Total	1	1	4	2	7	17	9	41	9	9	91	150

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ANNEX XI

Resources made available and operating costs for  
the period from inception to 31 March 1995

(United States dollars)

A. United Nations Observer Group in Central America:  
summary of resources

	Gross	Net
1. <u>Resources</u>		
(a) Appropriations		
1 November 1989-30 April 1992	114 163 900	111 256 000
(b) Voluntary contributions in kind	<u>1 563 000</u>	<u>1 563 000</u>
Total, line 1	115 726 900	112 819 000
2. <u>Net operating costs</u>		
(a) Net expenditure		
1 November 1989-30 April 1992	87 794 200	85 576 662
(b) Voluntary contributions in kind	<u>1 563 000</u>	<u>1 563 000</u>
Total, line 2	89 357 200	87 139 662
Total, 1-2	26 369 700	25 679 338
3. <u>Credits applied to Member States</u>		
(a) From unencumbered balance	26 365 644	25 675 282
(b) Income from new Member States	<u>4 056</u>	<u>4 056</u>
Total, line 3	26 369 700	25 679 338
4. <u>Unencumbered balance</u>	<u>-</u>	<u>-</u>

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B. United Nations Observer Mission in El Salvador:  
summary of resources

	Gross	Net
1. <u>Resources</u>		
(a) Appropriations		
1 July 1991-31 May 1994	107 527 000	99 996 700
(b) Authorizations		
1 June-30 September 1994		
(General Assembly resolution 48/243)	3 895 900	3 612 300
1 June-30 September 1994		
(amount utilized) (resolution 48/299)	2 435 000	2 083 100
1 June-30 November 1994		
(decision 49/405)	5 643 700	5 040 800
1 December 1994-31 March 1995		
(resolution 48/299)	<u>4 000 000</u>	<u>3 488 600</u>
Subtotal	<u>15 974 600</u>	<u>14 224 800</u>
Total, line 1	123 501 600	114 221 500
2. <u>Net operating costs</u>		
1 July 1991-31 May 1994	98 149 000	91 373 400
1 June 1994-30 November 1994	11 704 200	10 397 300
1 December 1994-31 March 1995	<u>4 000 000</u>	<u>3 488 600</u>
Total, line 2	113 853 200	105 259 300
Total, 1-2	9 648 400	8 962 200
3. <u>Credits applied to Member States</u>		
(a) From unencumbered balance		
(resolution 46/240)	1 347 700	1 347 700
(b) Miscellaneous and interest income	<u>300 000</u>	<u>300 000</u>
Total, line 3	1 647 700	1 647 700
4. <u>Unencumbered balance</u>	<u>8 000 700</u>	<u>7 314 500</u>

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C. Combined United Nations Observer Mission in  
El Salvador/United Nations Observer Group  
in Central America: cash position

	Gross	Net
<u>Income</u>		
(a) Asset contributions received (para. 20)	165 896 134	165 896 134
(b) Voluntary contributions in kind	1 563 000	1 563 000
(c) Voluntary contributions in cash	78 398	78 398
(d) Interest income	2 190 330	2 190 330
(e) Miscellaneous income	<u>2 506 675</u>	<u>2 506 675</u>
Total, income	172 234 537	172 234 537
<u>Less</u> net operating costs	203 157 600	192 346 162
Projected operating deficit as at 31 March 1995	<u>(30 923 063)</u>	<u>(20 111 625)</u>

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