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Administrative and budgetary aspects of the financing of the United Nations peacekeeping operations

Financing of the United Nations Interim Administration Mission in Kosovo

Financial performance report for the period from 1 July 2008 to 30 June 2009 and proposed budget for the period from 1 July 2010 to 30 June 2011 for the United Nations Interim Administration Mission in Kosovo

Report of the Advisory Committee on Administrative and Budgetary Questions

Appropriation for 2008/09	\$198,012,000
Expenditure for 2008/09	\$168,523,300
Unencumbered balance for 2008/09	\$29,488,700
Appropriation for 2009/10	\$46,809,000
Projected expenditure for 2009/10	\$46,059,700 ^a
Estimated unencumbered balance for 2009/10	\$749,300 ^a
Proposal submitted by the Secretary-General for 2010/11	\$48,357,900
Recommendation of the Advisory Committee for 2010/11	\$48,357,900

* Estimate as at 24 February 2010.



I. Introduction

1. **The Advisory Committee on Administrative and Budgetary Questions recommends approval of the Secretary-General's proposals for the United Nations Interim Administration Mission in Kosovo (UNMIK) for the period from 1 July 2010 to 30 June 2011.**

2. The general report of the Advisory Committee on the administrative and budgetary aspects of United Nations peacekeeping operations (A/64/660) contains the Committee's views and recommendations on a number of cross-cutting issues. In the paragraphs below, the Committee deals with resources and other items that relate specifically to UNMIK.

3. In considering the proposals made by the Secretary-General for UNMIK for the period from 1 July 2010 to 30 June 2011, the Committee has also taken into account the recommendations of the Board of Auditors related to the Mission and made specific comments thereon, where relevant, in the paragraphs below. The report of the Advisory Committee on the Board of Auditors report on United Nations peacekeeping operations (A/64/5 (Vol. II), chap. II) is contained in document A/64/708. **The Committee reiterates the need for expeditious implementation of the relevant recommendations of oversight bodies (see para. 10).**

4. The documents reviewed and those used for background by the Advisory Committee in its consideration of the financing of UNMIK are listed at the end of the present report.

II. Financial performance report for the period from 1 July 2008 to 30 June 2009

5. The total amount appropriated by the General Assembly in its resolution 62/262 for the maintenance of the Mission for the period from 1 July 2008 to 30 June 2009 amounted to \$198,012,000 gross (\$182,733,600 net). Expenditures for the period totalled \$168,523,300 gross (\$153,228,000 net). The resulting unencumbered balance of \$29,488,700, in gross terms, reflects underexpenditures under military and police personnel (\$26,752,200, or 41.2 per cent) and civilian personnel (\$5,059,900, or 4.6 per cent), offset by overexpenditures under operational costs (\$2,323,400, or 10.4 per cent), as compared with the appropriated amount of \$198,012,000.

6. In the performance report on the budget of UNMIK for the period from 1 July 2008 to 30 June 2009 (A/64/604, paras. 11-13), the Secretary-General highlighted the key developments which affected the implementation of the Mission's mandate and had a significant impact on its ability to carry out its operations during the 2008/09 financial period. The Advisory Committee recalls that in order to reflect the new conditions on the ground, the Secretary-General decided to adjust the structure and profile of UNMIK (see S/2008/458 and S/2008/692). Following the statement issued by the President of the Security Council on 26 November 2008 (S/PRST/2008/44), the European Union Rule of Law Mission in Kosovo (EULEX) assumed operational responsibilities in the areas of policing, justice and customs, operating under the overall authority of the United Nations, within its status-neutral framework and in accordance with Security Council resolution 1244 (1999). The

Mission was reconfigured and its operations scaled down considerably. Consequently, the performance report detailed the significant variances in staff and operational costs resulting from the reconfiguration and retrenchment process.

7. In this connection, underexpenditures of \$26,752,200, or 41.2 per cent, were reported for military and police personnel costs for the period 2008/09. The underexpenditure was owing mainly to reduced requirements for United Nations police (\$23,675,400), resulting from an actual average of 597 police personnel compared with the 1,409 provided for in the budget. In addition, owing to the cessation of operations in December 2008, a reduction of related reimbursements for contingent-owned equipment, and the final repatriation of personnel by the end of February 2009, a decrease in the requirements for formed police units (\$2,653,500) was reflected. The reduced requirements for military observers (\$423,300) reflected the reduction in the number of military observers (an actual average of 23 compared with the 37 budgeted).

8. The net underexpenditure for civilian personnel (\$5,059,900, or 4.6 per cent) was attributable primarily to:

(a) Reduced requirements for international staff (\$8,867,900), reflecting a decrease in the provision for salary costs and mission subsistence allowance, given the actual average vacancy rate of 48.9 per cent (compared with 30 per cent in the budget), offset in part by an increase in the provision for common staff costs, owing to the unbudgeted payment of termination indemnities of \$2 million;

(b) Increased requirements for national staff (\$3,497,600), reflecting an increase in the provision for common staff costs owing to expenditures related to the payment of unbudgeted termination indemnities of \$13.5 million, offset by reduced requirements for salary costs, owing to an overall vacancy rate of 42.1 per cent compared with the budgeted rate of 10 per cent.

9. The overexpenditure of \$2,323,400 for operational costs was attributable primarily to additional requirements for facilities and infrastructure (\$2,419,100) related to increased requirements for rental of premises used by UNMIK owing to change of ownership following events in 2008, offset by the cancellation of services no longer required after the handover of certain premises. Increased requirements were also reported for ground transportation (\$795,500) owing to the significant delay of a fuel-related receipt from the period 2007/08 (\$720,800). These additional requirements were offset in part by reduced requirements for air transportation (\$1,109,300) in view of the cessation of air operations.

10. The Advisory Committee notes that the Board of Auditors, in its report on United Nations peacekeeping operations, made observations and recommendations with regard to the Mission's results-based-budgeting framework, management of non-expendable property, compliance with the requirements of the Procurement Manual, downsizing and reconfiguration handling, policies and procedures relating to information and communications technology and establishment of human resources action plans (see A/64/5 (Vol. II), chap. II, paras. 67-72, 87 (b), 88-90, 121, 158, 162-164, 185-188, 310-316, 333-335). The Committee notes the responses provided by the administration in the report. The Committee was also informed, during its hearings, that the Mission was taking relevant corrective actions to address all of the Board's recommendations. **The Committee expects that all related actions taken will be fully reported in the next budget submission** (see para. 3 above).

11. With regard to the reconfiguration and downsizing of UNMIK, the Advisory Committee recalls the information included in its reports (see A/62/781/Add.18, para. 18 and A/63/746/Add.14, para. 25) and the efforts made and measures taken by the Mission to retain qualified and experienced staff in the context of the downsizing process. The Committee was further informed that with regard to national staff, some had been assumed by EULEX, while others had been encouraged to go on temporary assignment duty, and others were being brought back as individual contractors. **The Committee trusts that the lessons learned from the UNMIK reconfiguration and downsizing, as well as measures undertaken in this regard, will be taken into account for future use in other missions undergoing similar processes.**

12. The comments of the Advisory Committee on the information in the performance report on individual objects of expenditure can be found, where relevant, in the discussion of the proposed budget for the period from 1 July 2010 to 30 June 2011 in the paragraphs below.

III. Financial position and information on performance for the current period

13. The Advisory Committee was informed that, as at 31 December 2009, a total of \$2,779,716,500 had been assessed on Member States with respect to UNMIK since its inception. As at the same date, payments received amounted to \$2,728,660,700, leaving an outstanding balance of \$51,055,800. As at 22 February 2010, the Mission had cash resources of \$7,200,000. **The Committee notes with concern that the Mission's available cash balance does not cover the three-month operating cash reserve, which would amount to \$11,702,000 (a shortfall of \$4,502,000).**

14. The Advisory Committee was informed that, as at 31 December 2009, the outstanding balance for contingent-owned equipment amounted to \$7,172,300. An amount of \$50,000 was paid for one claim for death and disability compensation related to the period from 1 July 2007 to 18 March 2008. There were no outstanding death and disability claims as at 22 February 2010.

15. The Advisory Committee was informed that, as at 31 January 2010, the incumbency of UNMIK for the period from 1 July 2009 to 30 June 2010 was as follows:

<i>Category</i>	<i>Authorized^a</i>	<i>Encumbered</i>	<i>Vacancy rate (percentage)</i>
Military and police personnel			
Military observers	8	8	—
United Nations police	8	8	—
Civilian personnel			
International staff	173	148	14.5
National staff	289	276	4.5

<i>Category</i>	<i>Authorized^a</i>	<i>Encumbered</i>	<i>Vacancy rate (percentage)</i>
General temporary assistance			
International positions	3	—	100.0
National positions	1	1	—
United Nations Volunteers	28	26	7.1

^a Represents the highest authorized strength.

16. The Advisory Committee was provided with the preliminary status of expenditures as at 24 February 2010 for the period from 1 July 2009 to 30 June 2010 (see annex I). For the entire financial period, current and projected expenditures amount to \$46,059,700 gross (\$42,068,000 net) against an apportionment of \$46,809,000 gross (\$42,816,600 net). This would result in underexpenditure of \$749,300 gross at the end of the financial period. The Committee notes that the projected underexpenditure relates primarily to anticipated lower-than-budgeted operational costs (\$3,601,400) offset by anticipated additional requirements for civilian personnel (\$2,828,200) and military and police personnel costs (\$23,900).

IV. Proposed budget for the period from 1 July 2010 to 30 June 2011

A. Mandate and planned results

17. The mandate of UNMIK was established by the Security Council in its resolution 1244 (1999). As indicated by the Secretary-General in his report on the budget of UNMIK for 2010/11 (A/64/661, para. 5), following developments in Kosovo in 2008, the deployment of EULEX and its assumption of operational responsibility in the areas of police, justice and customs throughout Kosovo, the Mission was reconfigured and downsized. UNMIK is now focusing on implementing the political side of its mandate, with the objective of ensuring lasting security and stability in Kosovo and in the region.

18. The planning assumptions and mission support initiatives which constitute the basis for the 2010/11 budget period are explained in paragraphs 9 to 14 of the proposed budget (A/64/661). As indicated therein, as a result of the changed circumstances, UNMIK has adjusted its functions, developed new strategies and taken on a more political role, remaining present and active in areas where others cannot operate, facilitating and encouraging cooperation and promoting stability. On the basis of Security Council resolution 1244 (1999), UNMIK will continue to monitor, report on and facilitate the resolution of issues relating to the reconciliation of Kosovo's communities; facilitate Kosovo's participation in regional and international initiatives, in particular those aiming to improve its economic situation; promote dialogue between Belgrade and Pristina on matters of practical concern, including cultural heritage, missing persons, return of internally displaced persons, and energy; facilitate the role of EULEX in the rule of law area; and focus on the practical and political challenges existing in the north of Kosovo.

19. As indicated in the budget document, the Mission will maintain its headquarters in Pristina, with the Pristina-based Office of Political Affairs, which in addition to its current role, will take on the functions of a liaison office and interface on political issues between UNMIK and the Kosovo authorities. UNMIK will also continue to receive support from its field presences in Mitrovica, which is the focal point for all activities and reporting in the north of Kosovo, and in Peć, owing to the important cultural heritage sites in that area. The Mission will also continue to maintain its office in Skopje, which provides evaluations of political developments in that area and liaises with local and regional authorities for the transit and delivery of goods and services, and an office in Belgrade, which will continue to play a crucial political and diplomatic role, providing advice to the Special Representative and managing contacts with Serbia's senior political leadership. In his report to the Security Council on UNMIK dated 5 January 2010 (S/2010/5), the Secretary-General provided information on the activities of UNMIK and on developments related to the implementation of its mandate from 16 September to 15 December 2009.

20. In his report on the budget of UNMIK for 2010/11, the Secretary-General indicated that the UNMIK/EULEX relationship would require continued engagement and coordination at both the strategic and technical levels on the ground and in the rule of law area (see A/64/661, para. 15). The Mission will also continue its close cooperation with the Organization for Security and Cooperation in Europe, which will retain the status of the pillar for institution-building and with the Kosovo Force (KFOR) in the area of security and stability. In addition, the Integrated Mission Planning Process will provide the mechanism for ensuring coherent and mutually supportive operations of the United Nations Kosovo team. **The Committee trusts that these cooperative efforts will continue thereby avoiding possible overlap or duplication of efforts.**

B. Resource requirements

21. The proposed budget for UNMIK for the period from 1 July 2010 to 30 June 2011 amounts to \$48,357,900 gross (\$43,799,800 net), representing an increase of \$1,548,900, or 3.3 per cent, compared with the apportionment of \$46,809,000 for 2009/10. The budget provides for the deployment of 451 personnel (8 military liaison officers, 8 United Nations police officers, 166 international staff, 240 national staff, 1 temporary position and 28 United Nations Volunteers), as compared with 510 personnel approved for 2009/10 (8 military liaison officers, 8 United Nations police officers, 173 international staff, 289 national staff, 4 temporary positions and 28 United Nations Volunteers).

1. Military and police personnel

<i>Category</i>	<i>Approved 2009/10</i>	<i>Proposed 2010/11</i>	<i>Variance</i>
Military liaison officers	8	8	—
United Nations police	8	8	—

22. The estimated requirements for military personnel for the period from 1 July 2010 to 30 June 2011 amount to \$804,700, an increase of \$99,800, or 14.2 per cent,

compared with the apportionment for 2009/10. As indicated in the proposed budget, the increase is owing mainly to higher requirements for mission subsistence allowance for military observers and United Nations police, on the basis of the application of an exchange rate of €0.70 to the United States dollar (compared with the rate of €0.762 used for 2009/10), as well as higher requirements for emplacement, rotation and repatriation of military and police personnel on the basis of actual expenditures incurred in 2008/09.

2. Civilian personnel

<i>Category</i>	<i>Approved 2009/10</i>	<i>Proposed 2010/11</i>	<i>Variance</i>
International staff	173	166	(7)
National staff ^a	289	240	(49)
United Nations Volunteers	28	28	—
Temporary positions ^b	4	1	(3)

^a Including National Officers and national General Service personnel.

^b Funded under general temporary assistance.

Comments and recommendations on posts

23. The estimated requirements for civilian personnel for the period from 1 July 2010 to 30 June 2011 amount to \$35,650,700, reflecting an increase of \$1,721,500, or 5.1 per cent, in comparison with the apportionment for 2009/10. The increased requirements reflect the reduction in the vacancy rates applied for international and national staff from 15 and 10 per cent in 2009/10, respectively, to 12 and 4 per cent for 2010/11, taking into account the low turnover of staff and actual average vacancy rates during the first six months of the 2009/10 financial period. The increase in the requirements also reflects the application of the updated costing methodology to the new conditions of service for international staff pursuant to General Assembly resolution 63/250; the application of revised salary scales for national staff with effect from 1 July 2009; and an exchange rate of €0.70 to the United States dollar. The requirements also reflect the net reduction of 7 international and 49 national staff, including 30 security guards (see para. 24 (e) below).

24. The staffing changes proposed for UNMIK for the period from 1 July 2010 to 30 June 2011 are described in detail in the report of the Secretary-General under the various components (see A/64/661, paras. 18-38 and annex II to the present report). The Advisory Committee notes that staffing proposals include the following:

(a) The conversion to posts of three positions currently funded under general temporary assistance for a Senior Coordination Officer (P-5), a Legal Officer (P-4) and a Police Liaison Officer (P-3), who would be responsible, among other things for liaising and coordinating with EULEX on policy-related and technical issues (A/64/661, paras. 18-21). The Committee recalls that these posts were created pursuant to General Assembly resolution 63/295. The Committee was informed that the P-3 position had been filled, while the other two positions (P-5, P-4) were under recruitment. The Committee was also informed that the conversion was proposed given the ongoing nature of the functions as well as the need to attract qualified and capable international personnel;

(b) The reclassifications of the Legal Affairs Officer post from the Field Service to the P-2 level (*ibid.*, para. 26) and of the Deputy Municipal Representative post (Mitrovica Office) from the P-2 to the P-3 level (*ibid.*, para. 28);

(c) The reassignment of a National Officer post from the Office of Mission Support to the Office of Political Affairs (*ibid.*, para. 24) and of a post at the P-5 level from the Office of the Chief of Staff to the Office for Community Support and Facilitation for a Senior Human Rights Officer post (*ibid.*, para. 27);

(d) The redeployment of two Public Information Assistant posts (national General Service) from the Office in Belgrade to the Office of the Spokesperson and Public Information (*ibid.*, para. 30);

(e) The reduction of 29 administrative support posts (1 P-4, 4 P-3, 2 P-2, 3 Field Service, 19 national General Service) (*ibid.*, paras. 32-37) and of 30 local security guard posts (*ibid.*, para. 38), whose work is proposed to be outsourced, resulting in efficiency gains of \$418,700.

25. The Advisory Committee recommends acceptance of the Secretary-General's staffing proposals.

3. Operational costs

(United States dollars)

<i>Apportioned 2009/10</i>	<i>Proposed 2010/11</i>	<i>Variance</i>
12 174 900	11 902 500	(272 400)

26. The estimated operational requirements of \$11,902,500 for the period 2010/11 represent a decrease of \$272,400, or 2.2 per cent, compared with the apportionment for the period 2009/10. The resources proposed reflect reductions in the requirements proposed for facilities and infrastructure (\$906,900), communications (\$556,500), and other supplies services and equipment (\$243,200). With regard to the latter two, the reductions are owing mainly to the decrease in the need for acquisition of equipment and the overall reduction in service requirements and freight-related costs resulting from the downsizing of the Mission. Those reductions are offset by an increase in requirements for ground transportation (\$1,320,900).

Facilities and infrastructure

27. The resources proposed for facilities and infrastructure in the amount of \$4,649,200 represent a net decrease of \$906,900, or 16.3 per cent, compared with the 2009/10 appropriation. The net decrease is the result of reduced requirements for maintenance services (\$1,278,800) and utilities (\$291,800) related to the reduction of the Mission's premises and reduced requirements for diesel fuel; alteration and renovation services (\$324,700), in view of the completion of the downsizing; and requirements for petrol, oil and lubricants, owing to the reduction in demand for diesel fuel and improved services of local power supply companies. Those decreases are offset by additional requirements for rental of premises (\$664,600), owing mainly to the change of ownership of the premises in Pristina. The Advisory Committee was informed that budgeted annual expenditure for Mission headquarters amounts to \$867,300 on the basis of a commercial contract (see also para. 9 above). The additional requirements of \$238,100 for security services reflect the proposed

outsourcing of the functions of 30 security guards (see also paras. 23 and 24 (e) above).

Ground transportation

28. The resources proposed for ground transportation of \$1,764,600 reflect an increase of \$1,320,900. This is owing to the need to replace 36 light and heavy vehicles out of a fleet of 204 vehicles, which have reached the replacement requirement of 10 years or older, and following a two-year moratorium on replacement of UNMIK vehicles, as instructed by the Department of Field Support. The provision for repairs and maintenance of \$22,500 (a decrease of \$10,700 compared with 2009/10) reflects the reduction of the maintenance schedule from every 5,000 km to 15,000 km, which is expected to result in a 30 per cent savings of maintenance costs. **The Committee expects that the replacement of vehicles will decrease future requirements for spare parts, repairs and maintenance.**

Consultants

29. Requirements of \$217,500 are proposed for consultants (an increase of \$83,000 over the resources appropriated for 2009/10). The Advisory Committee notes that an amount of \$137,500 relates to the consultancy services of three experts of the Human Rights Advisory Panel, which was established in 2006 to examine alleged violations of human rights by UNMIK in the exercise of its interim functions. Information is provided in this regard in section V. B of the report of the Secretary-General (A/64/661) (see also S/2010/5, para. 44). The increase in the requirements relates to consultancies to conduct the Management Development Programme for senior leadership, and e-PAS and train-the-trainer training programmes in line with the Human Resources Action Plan for the budget period. No resources were included for this purpose in the 2009/10 budget.

Mission support plan

30. The Advisory Committee was informed that, following a review of the Mission's support strategy, a plan envisaged to reduce support costs had been launched, expected to be implemented in four phases:

(a) Phase one, preparation (January through April 2010): outstanding claims will be cleared and commercial contracts for all facilities will be established. Staff to be downsized will be identified by comparative review panels, and expressions of interest will be issued to confirm the feasibility of cost-effective absorption. Meetings will be held with United Nations agencies, funds and programmes to examine potential areas for cooperation;

(b) Phase 2, procurement action (April to July 2010): during this phase, outsourcing contracts will be developed and employment opportunities identified for the staff to be downsized at the end of the phase;

(c) Phase 3, implementation and evaluation (July 2010 to January 2011): contracts will be signed during this phase and services provided will be evaluated;

(d) Phase 4, reconfiguration (January to July 2011): those sections of UNMIK performing tasks that will be outsourced will be reconfigured, and surplus logistics facilities will close.

31. **The Advisory Committee expects that an evaluation of the results achieved through the mission support plan will be provided in the context of the performance report. Further efficiencies identified should be included in the context of the proposed budget for 2011/12.**

IV. Conclusion

32. The actions to be taken by the General Assembly in connection with the financing of UNMIK for the period from 1 July 2008 to 30 June 2009 are indicated in paragraph 37 of the performance report on the budget of UNMIK for 2008/09 (A/64/604). **The Advisory Committee recommends that the unencumbered balance of \$29,488,700, as well as other income and adjustments in the amount of \$9,134,100 for the period ended 30 June 2009, be credited to Member States in a manner to be determined by the Assembly.**

33. The actions to be taken by the General Assembly in connection with the financing of UNMIK for the period from 1 July 2010 to 30 June 2011 are indicated in paragraph 56 of the budget report (A/64/661). **The Advisory Committee recommends that the General Assembly appropriate an amount of \$48,357,900 for the maintenance of UNMIK for the 12-month period from 1 July 2010 to 30 June 2011.**

Documentation

- Performance report on the budget of the United Nations Interim Administration Mission in Kosovo for the period from 1 July 2008 to 30 June 2009 (A/64/604)
- Budget for the United Nations Interim Administration Mission in Kosovo from 1 July 2010 to 30 June 2011 (A/64/661)
- Report of the Secretary-General on the United Nations Interim Administration Mission in Kosovo (S/2010/5)
- Financial report and audited financial statements for the 12-month period from 1 July 2008 to 30 June 2009 and report of the Board of Auditors on United Nations peacekeeping operations (A/64/5 (Vol. II))
- Report of the Advisory Committee on Administrative and Budgetary Questions on the financial performance report for the period from 1 July 2007 to 30 June 2008 and proposed budget for the period from 1 July 2009 to 30 June 2010 of the United Nations Interim Administration Mission in Kosovo (A/63/746/Add.14)
- Security Council resolution 1244 (1999)
- General Assembly resolutions 62/262 and 63/295 on the financing of the United Nations Interim Administration Mission in Kosovo

Annex I

Current and projected expenditures of the United Nations Interim Administration Mission in Kosovo for the period from 1 July 2009 to 30 June 2010

(Thousands of United States dollars)

	1 July 2009 to 31 January 2010			Projected 1 February to 30 June 2010				Reasons for variance
	Apportionment	Total expenditure	Unencumbered balance	Expenditure	Total expenditure, including projected	Estimated unencumbered balance as at 30 June 2010	Variance (percentage)	
	(1)	(2)	(3)=(1)-(2)	(4)	(5)=(2)+(4)	(6)=(1)-(5)	(7)=(6)÷(1)	
Military and police personnel								
Military observers	355.1	217.7	137.4	144.2	361.9	(6.8)	(1.9)	
Military contingents	—	—	—	—	—	—	—	
United Nations police	349.8	234.8	115.0	132.1	366.9	(17.1)	(4.9)	
Formed police units	—	—	—	—	—	—	—	
Subtotal	704.9	452.5	252.4	276.3	728.8	(23.9)	(3.4)	
Civilian personnel								
International staff	26 307.6	15 221.9	11 085.7	11 061.1	26 283.0	24.6	0.1	
National staff	6 531.0	5 923.1	607.9	3 469.8	9 392.9	(2 861.9)	(43.8)	The variance is attributable to the impact of the following factors: (a) upward revision of the salary scale for national staff by 14.2 per cent; (b) depreciation of the United States dollar to the euro; (c) actual vacancy rate of 4% as compared with the budget vacancy rate of 10%; (d) actual average grade level for national staff was higher than budgeted; and (e) accrued annual leave balance for the terminated local General Service staff in the amount of \$268,600
United Nations Volunteers	1067.6	661.6	406.0	397.5	1 059.1	8.5	0.8	
General temporary assistance	23.0	12.5	10.5	9.9	22.4	0.6	2.6	
Subtotal	33 929.2	21 819.1	12 110.1	14 938.3	36 757.4	(2 828.2)	(8.3)	

	1 July 2009 to 31 January 2010			Projected 1 February to 30 June 2010				Reasons for variance
	Apportionment	Total	Unencumbered	Expenditure	Total	Estimated	Variance	
		expenditure	balance		expenditure,	unencumbered		
(1)	(2)	(3)=(1)-(2)	(4)	(5)=(2)+(4)	(6)=(1)-(5)	(7)=(6)÷(1)		
Operational costs								
Government-provided personnel	—	—	—	—	—	—	—	
Civilian electoral observers	—	—	—	—	—	—	—	
Consultants	134.5	107.9	26.6	45.0	152.9	(18.4)	(13.7)	The variance is attributable to non-budgeted requirements for hiring a consultant to deal with the claims/ex gratia payments
Official travel	661.6	303.3	358.3	281.0	584.3	77.3	11.7	The variance is attributable to the lower number of actual trips outside the Mission area (82) as compared with budgeted trips (90)
Facilities and infrastructure	5 556.1	3 030.2	2 525.9	1 147.3	4 177.5	1 378.6	24.8	The variance is attributable to the decreased requirements for cleaning services as a result of downsized premises and reduced requirements for diesel fuel as a result of the improved local power supply and reduced number of premises
Ground transportation	443.7	387.7	56.0	56.1	443.8	(0.1)	(0.0)	
Air transportation	—	—	—	—	—	—	—	
Naval transportation	—	—	—	—	—	—	—	
Communications	2 997.3	1 020.6	1 976.7	675.0	1 695.6	1 301.7	43.4	The variance is attributable to the non-engagement of contractors for communication services. Internal capabilities of UNMIK national staff were utilized and downsizing of the Mission resulted in handover of some communication infrastructure.
Information technology	1 315.7	542.6	773.1	235.5	778.1	537.6	40.9	The variance is attributable to the non-engagement of contractors for IT services by utilizing internal capabilities (UNMIK national staff)

	1 July 2009 to 31 January 2010			Projected 1 February to 30 June 2010				Reasons for variance
	Apportionment	Total expenditure	Unencumbered balance	Expenditure	Total expenditure, including projected	Estimated unencumbered balance as at 30 June 2010	Variance (percentage)	
	(1)	(2)	(3)=(1)-(2)	(4)	(5)=(2)+(4)	(6)=(1)-(5)	(7)=(6)÷(1)	
Medical	140.1	60.1	80.0	50.0	110.1	30.0	21.4	The variance is attributable to the decreased requirement for medical services as the Mission does not expect any requirement for the medical evacuation
Special equipment	—	—	—	—	—	—	—	
Other supplies, services and equipment	925.9	578.0	347.9	53.2	631.2	294.7	31.8	The variance is attributable to the decreased requirements for the leasing of photocopiers as a result of reduction in the number of photocopiers in use following the downsizing of the Mission
Quick-impact projects	—	—	—	—	—	—	—	
Subtotal	12 174.9	6 030.4	6 144.5	2 543.1	8 573.5	3 601.4	29.6	
Gross requirements	46 809.0	28 302.0	18 507.0	17 757.7	46 059.7	749.3	1.6	
Staff assessment income	3 992.4	2 711.7	1 280.7	1 280.0	3 991.7	0.7	0.0	
Net requirements	42 816.6	25 590.3	17 226.3	16 477.7	42 068.0	748.6	1.7	
Voluntary contributions in kind (budgeted)	—	—	—	—	—	—	—	
Total requirements	46 809.0	28 302.0	18 507.0	17 757.7	46 059.7	749.3	2	

Annex II

Summary of the staffing changes proposed for the United Nations Interim Administration Mission in Kosovo for the period from 1 July 2010 to 30 June 2011

<i>Office/Section/Unit</i>	<i>Number</i>	<i>Level</i>	<i>Description</i>
Executive direction and management			
Office of the Special Representative of the Secretary-General			
	- 1	P-5 (GTA)	Conversion of Senior Coordination Officer position to a post at the P-5 level
	+ 1	P-5	Conversion of Senior Coordination Officer position to a post at the P-5 level
	- 1	P-4 (GTA)	Conversion of Legal Officer position to a post at the P-4 level
	+ 1	P-4	Conversion of Legal Officer position to a post at the P-4 level
	- 1	P-3 (GTA)	Conversion of Police Liaison Officer position to a post at the P-3 level
	+ 1	P-3	Conversion of Police Liaison Officer position to a post at the P-3 level
Office of the Chief of Staff			
	- 1	P-5	Senior Information Analyst post reassigned to the Office for Community Support and Facilitation
<hr/>			
Subtotal	- 1		
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Component 1: substantive			
Office of Political Affairs			
	+ 1	NO	Political Affairs Officer with post reassigned from the Office of the Chief of Mission Support
	- 1	NGS	National General Service post abolished
Office of Legal Affairs			
	- 1	FS	Legal Affairs assistant post reclassified from the Field Service category to the P-2 level (Legal Affairs Officer)
	+ 1	P-2	Legal Affairs Assistant post reclassified from the Field Service category to the P-2 level (Legal Affairs Officer)

<i>Office/Section/Unit</i>	<i>Number</i>	<i>Level</i>	<i>Description</i>
Office for Community Support and Facilitation	+ 1	P-5	Senior Human Rights Officer post reassigned from the Office of the Chief of Staff
Mitrovica Office	- 1	P-2	Deputy Municipal Representative post reclassified from the P-2 to the P-3 level
	+ 1	P-3	Deputy Municipal Representative post reclassified from the P-2 to the P-3 level
United Nations Office in Belgrade	- 2	NGS	Public Information Assistant posts redeployed to the Office of the Spokesperson and Public Information
Office of the Spokesperson and Public Information	+ 2	NGS	Public Information Assistant posts redeployed from the United Nations Office in Belgrade
Subtotal	+1		
Component 2: Support			
Office of the Chief of Mission Support	- 1	NO	Regional Administrative Officer post reassigned to the Office of Political Affairs
Medical Services	- 1	P-3	Staff Counsellor post abolished
Administrative Services	- 1	P-3	Administrative Officer post abolished
Finance Section	- 1	P-3	Finance Officer post abolished
	- 1	NGS	Finance Assistant post abolished
Personnel Section	- 1	NGS	Personnel Assistant post abolished

<i>Office/Section/Unit</i>	<i>Number</i>	<i>Level</i>	<i>Description</i>
General Services Section	- 1	P-3	Property Control and Inventory Officer post abolished
	- 5	NGS	Posts abolished (comprising 1 Property Disposal Assistant, 1 Mail Assistant, 1 Travel Assistant, 1 Administrative Assistant, 1 Receiving and Inspection Assistant)
Technical Support Services	- 1	FS	Logistics Assistant post abolished
Supply Section	- 1	P-4	Chief Supply Officer post abolished
	- 1	FS	Logistics Assistant post abolished
	- 3	NGS	Supply Assistant posts abolished
Engineering Section	- 2	NGS	Engineering Assistant posts abolished
Communications and Information Technology Section	- 1	P-2	Associate Information Technology Officer post abolished
Transport Section	- 6	NGS	Drivers/Transport Assistants/Vehicle Technician posts abolished
Security Section	- 1	P-2	Security Officer post abolished
	- 1	FS	Administrative Assistant post abolished
	- 30	NGS	30 Security guard posts abolished
Subtotal	59		
Total			
International	- 7		
National staff (NO and NGS)	- 49		
UNV			
General temporary assistance	- 3		

Abbreviations: GTA = general temporary assistance; NO = National Officer; NGS = national General Service; FS = Field Service; UNV = United Nations Volunteers.