MEMORANDUM OF UNDERSTANDING

BETWEEN

THE UNITED NATIONS DEPARTMENT OF SAFETY AND SECURITY

AND

THE UNITED NATIONS DEVELOPMENT PROGRAMME

The United Nations (UN), represented by the Department of Safety and Security (UN/DSS), and the United Nations Development Programme (UNDP), represented by the Bureau of Management, Management Operations Oversight, and Office of Administration and Security, have decided to extend their cooperation in connection with the enhancement of the safety and security of staff in accordance with the terms set out in this Memorandum of Understanding (MOU). The UN/DSS and UNDP are hereinafter collectively the “Parties”.

WHEREAS, the General Assembly adopted resolution A/RES/59/276 (hereinafter referred to as the “General Assembly Resolution”) which provides the legislative mandate to the Secretary General to enhance the safety and security of staff as contained in his reports A/59/365 and Corr.1 and A/59/365/Add.1 and Corr.1., A/59/396 and ACABQ recommendation A/59/539;

WHEREAS, field-related security costs are funded on a cost-sharing basis by participating organizations in the unified UN Security Management System, including the cost of the international Field Security Coordination Officers (FSCOs), local support personnel and their related requirements;

WHEREAS, the General Assembly Resolution further provides for the additional recruitment of 150 FSCOs together with local level support personnel and their related requirements, funded and centrally managed by the UN, through the Under Secretary-General, UN/DSS;

WHEREAS, the General Assembly Resolution further calls for a unified management structure at the country level under the authority of the designated official, and for clarity of the authority of the designated official over such staff;

WHEREAS, donors continue to provide funding for specific security needs in cases of emergency, major events or in response to country needs;

WHEREAS, UN/DSS, in its letter of 10 January 2005 to all Agency Heads/HCLM/OAHs/Regional Commissioners and Heads of Divisions outlined the reporting arrangements within the new Division;

NOW, THEREFORE, the Parties agree as follows:
Article 1
Legal context

This MOU sets out the terms and conditions under which UNDP, upon request of UN/DSS, shall provide services in support of the security arrangements in the applicable countries, including the recruitment and administration of international FSCOs and local support personnel and their related requirements, in accordance with the description of services in Annex 2 (Services) and the matrix of responsibility in Annex 1 and agreed budgets and other funding arrangements, including those for extra-budgetary contributions.

Article 2
Request for Services

1. UN/DSS shall provide UNDP with the FSCO placement schedule annually. The schedule for 2005 is attached as Annex 3. Thereafter UN/DSS shall request UNDP, through a formal, written document, to provide such Services as are required for the appointment of FSCOs.

2. UN/DSS shall:
   (a) Identify and select the individual FSCOs;
   (b) Provide UNDP with particulars of profiles and terms of references for local support personnel
   (c) Maintain the oversight of FSCO programme and determine the countries where the security budget shall apply;
   (d) In the case of EXB project, task UNDP for the implementation and provide technical oversight on the ground, and,
   (e) Determine and provide UNDP the budget inputs needed for each country in terms of number of personnel (international and local), vehicles, equipment, supplies and required operating costs.

Article 3
UNDP Services

3.1 UNDP shall, with due diligence and efficiency, provide the Services described in Annex 2 hereof in accordance with UNDP regulations, rules and procedures. In providing the Services, UNDP shall consult with UN/DSS, as appropriate, on all matters related to the implementation of this MOU.

3.2 UNDP shall provide one dedicated P-4 post at New York to act as a focal point between UN/DSS and UNDP on all implementation coordination issues of this MOU in order to ensure a response time warranted by the nature of DSS operations. UNDP shall also continue to provide a P-3 under secondment to UN/DSS New York to provide the front end human resources support to UN/DSS under the responsibility of UNDP in accordance with the responsibilities
matrix detailed at Annex 1 of this MOU. The seconded P-3 above will be funded under UNDP Cost Of Administration (COA) for 2006 and the direct cost charged to DSS in addition to the COA for 2007 and thereafter.

3.3 UNDP shall contract staff and other categories of personnel\(^1\) in accordance with the Budget in Annex 3, subject to the following:

(a) UNDP shall administer staff contracts in accordance with the UN Staff Regulations and Rules, and UNDP policies and procedures. The Parties recognize that UNDP policies and procedures may at times vary from those of the UN. In such case, the Parties may consult to avoid misunderstanding, as necessary and appropriate.

(b) UNDP shall recruit and administer personnel on UNDP Letters of Appointment and/or contracts as appropriate, limited to service within the FSCO programme. Letters of appointments signed before assignment to UN/DSS will stipulate that the staff member will be loaned to UN/DSS, and as such is not a UN/DSS staff member.

(c) Staff recruited and administered by UNDP, on UNDP Letters of Appointment, will be considered as officials of the United Nations within the meaning of the Convention on Privileges and Immunities of the United Nations. However, UN/DSS shall also ensure that such staff is covered under similar agreements between UN/DSS and governments for activities undertaken by UN/DSS. Should such staff be subject to legal action in relation to work performed for UN/DSS, UN/DSS shall inform UNDP immediately so that UNDP can take the appropriate action with respect to the staff member’s privileges and immunities, unless in a particular case, UN/DSS agrees to assert its own privileges and immunities. UNDP will assert privileges and immunities, including immunity from legal process in respect of words spoken or written and all acts performed by the staff member in their official capacity for UN/DSS.

(d) UNDP shall make the arrangements it deems necessary to meet all payments due to such individuals and any other expenses in connection with their assignment. The engaging of personnel shall be in accordance with the established general scale of remuneration and conditions applicable to UNDP for such national individual contractors.

(e) In the discharge of their responsibilities in accordance with their respective contractual terms of reference, individuals hired by UNDP shall work under the supervision of the person designated by UN/DSS and shall cooperate closely with other UN staff, as appropriate, in accordance with overall directives laid down by UN/DSS in consultation with UNDP. UNDP shall provide such individuals with appropriate guidance and support on administrative and managerial issues as UNDP may deem necessary for the successful implementation of this MOU.

(f) UNDP responsibilities extend only to the period of appointment or contract of any personnel engaged under this MOU and does not include any after-service entitlements.

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\(^1\) Other personnel would include contractors on Special Service Agreements or Service Contracts.
(g) Liability that may arise for compensation resulting from the death or disability of such personnel shall be subject to the normal UN practice and covered through appropriate contributions for Appendix D of the UN Staff Regulations and Rules and hazardous duty insurance, where appropriate, paid for by the UN as part of this MOU.

(h) Allegations of gross negligence or willful misconduct by personnel engaged hereunder shall be addressed jointly by the Parties. In the case of staff, any matter that requires disciplinary or other administrative action shall be handled by UNDP in its usual manner in coordination with UN/DSS. UN/DSS shall cooperate with UNDP as necessary in connection with any such disciplinary or other administrative action.

(i) In the event of improper conduct or unsatisfactory performance, UN/DSS will consult with UNDP and agree on the appropriate course of action, including termination of the appointment, in accordance with UNDP rules and procedures. In the event that UN/DSS proffers allegations of misconduct against the staff member, UN/DSS will assist UNDP in the investigation of the case, and will be responsible for providing UNDP with relevant evidence. UN/DSS shall cooperate with UNDP as necessary in connection with any such disciplinary or other administrative action.

3.4 UNDP shall procure the equipment and supplies in accordance with the Budget in Annex 3, project or contribution budgets, subject to the following:

(a) All equipment and supplies procured by UNDP under this MOU shall, unless otherwise agreed, remain under the custody and control of UNDP during the term hereof. Further use or disposal of non-expendable equipment acquired for implementation of this MOU shall be determined jointly by UNDP and the UN.

In coordination with UN/DSS, UNDP shall, unless otherwise agreed in writing, maintain custody and control over all equipment and supplies procured by UNDP under this MOU. Following the termination of this MOU, any use or disposal of non-expendable equipment acquired for implementation of this MOU shall be determined jointly by UNDP and UN/DSS.

(b) In coordination with UN/DSS, UNDP shall ensure that appropriate storage and maintenance services are obtained and obtained and that all transportation arrangements are made in accordance with customary industry standards for equipment and supplies procured pursuant to this MOU.

(c) UN/DSS will be routinely provided with an inventory of the equipment and supplies procured under the MOU. In the event of loss of, or damage to, such equipment and supplies, UNDP, in order to ensure the successful completion of the Services described herein, shall ensure that such materials are properly repaired or replaced, the cost of which shall be charged to the project budget, except when such loss or damage is due to gross negligence or willful misconduct of UNDP or its personnel (except those personnel engaged under this MOU; in which case, the project budget or UN/DSS shall bear any such cost). As soon as practicable, UNDP shall provide the UN with copies of inventories and relevant reports relating to the loss or damage to such equipment and supplies.
3.5 Detailed procedures regarding the above Services shall be agreed between UN/DSS and UNDP as required from time to time, and reflected in writing, without the need formally to amend this MOU.

Article 4
Funding for the Services

4.1 UN/DSS shall transfer the funds required to undertake the actions foreseen under this MOU to UNDP in advance of the provision of the Services. Such transfer shall cover, inter alia, direct costs specifically incurred in connection with the implementation of the Services, including the administrative and support costs incurred by UNDP. Administrative and support cost by UNDP shall not exceed 10% of the total cost of the services under this MOU retroactive for 2005, 9 per cent for 2006 and 8 per cent for 2007 and thereafter. UNDP shall ensure that no commitments are made, or liabilities assumed, in excess of the funds assured as available by UN/DSS. The Parties shall consult on a regular basis to review the Services carried out by UNDP and the funds available to UNDP. In the event the funds available are insufficient to meet the required Services, additional funds may be provided, or the activities to be funded may be reduced, suspended or terminated by UNDP, in consultation with UN/DSS. UNDP will not build any support costs, other than the P-3 post mentioned in paragraph 3.2, into the budget as direct cost.

4.2 The funds to be made available to UNDP shall be deposited with a reference to this MOU as follows:

<table>
<thead>
<tr>
<th>Bank name</th>
<th>JP Morgan Chase Manhattan Bank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bank address</td>
<td>International Agencies Banking</td>
</tr>
<tr>
<td></td>
<td>1166 Avenue of the Americas, 17th Floor</td>
</tr>
<tr>
<td></td>
<td>New York, NY 10017, USA</td>
</tr>
<tr>
<td>Account name</td>
<td>United Nations Development Programme (UNDP)</td>
</tr>
<tr>
<td>Account No.</td>
<td>015-002284</td>
</tr>
<tr>
<td>Swift Address</td>
<td>CHASUS33</td>
</tr>
<tr>
<td>Reference</td>
<td>MOU for Security Services (Global/country)</td>
</tr>
</tbody>
</table>

4.4 UNDP shall not be required to commence the provision of the Services until the payment referred to above has been received. Except as otherwise agreed upon in writing between the Parties, UNDP shall not be responsible for costs other than those specified in Annex 3 or a project budget.

4.5 UNDP shall establish a separate account for the receipt and accounting for the financing received and shall be used exclusively to finance the services defined in this MOU as well as the necessary administrative and support costs, and shall be administered in accordance with the Financial Regulations and Rules of UNDP. The separate account shall be subject exclusively to the international and external audit procedures of UNDP.
Article 5

Financial reporting and accounts

5.1 Funds received by UNDP under this MOU shall be administered in accordance with the UNDP Financial Regulations and Rules. UNDP shall ensure that accounts, records and supporting documentation relating to the Services are maintained, including funds received and disbursed by UNDP, in accordance with the Financial Regulations and Rules of UNDP. All financial accounts and statements shall be subject exclusively to the internal and external auditing procedures laid down in such Financial Regulations and Rules, as well as in relevant directives.

5.2 All financial transactions shall be recorded in a separate ledger account established for this MOU and expressed in United States dollars. Transactions in currencies other than United States dollars shall be carried out and recorded at the UN operational rate of exchange in effect on the date of the transaction.

5.3 The following general financial and accounting arrangements shall be followed in respect of the provision of the Services:

(a) Expenditures for staff shall conform with the regulations, rules and directives, including the UN Staff Regulations and Rules, applicable to UNDP.

(b) Expenditures for individual consultants/contractors shall be limited to remuneration, travel, and other costs as may be contained in the contracts with such individuals, and shall conform to applicable UNDP regulations, rules and directives. UNDP shall budget for such individuals on the basis of estimated actual costs and shall charge for their provision on the basis of actual costs.

(c) Expenditures for the purchase of equipment and supplies, including insurance and freight, shall be limited to the budgetary provisions provided in Annex 3.

5.4 UNDP shall prepare, in full consultation with UN/DSS, any budget revisions, which it deems appropriate to ensure that the budget reflects as accurately as possible the likely delivery of the Services. Simple budget re-phasing shall enter into effect immediately upon signature by UNDP. If, due to unforeseen circumstances, the funds received under this MOU should be projected to be insufficient to cover the total cost of the Services, UNDP shall inform UN/DSS accordingly. The Parties shall then hold consultations with a view to agreeing upon appropriate modifications to the services so as to ensure that funding shall be sufficient to cover all expenses for the provision of the Services (as per Annex 2).

5.5 UNDP shall submit to UN/DSS and to the Director of the Accounts Division/UN quarterly financial reports on the provision of the Services (as per Annex 3) for each country where Services are provided reflecting expenditures and the unspent balance of the funds provided by UN/DSS. Such reports shall be shared within one month following each quarter and shall reflect recorded expenditure as per the date of the report. Failure to do so will delay the UN remittance to UNDP of the funding for the subsequent quarter. UNDP shall provide preliminary certified annual expenditure statements by no later than 15 February of the following year and final certified statements by no later than 30 June of the following year. UNDP shall submit such other reports relating to the Services as may reasonably be required by UN/DSS.
5.6 Any interest income earned or accrued shall be credited as miscellaneous income to the separate account established for the receipt and accounting for the financing received to fund the services defined in this MOU.

5.7 Any balance of funds received that remain unexpended at the end of the United Nations regular budget biennium shall be returned to the United Nations or, by mutual agreement, may be netted out against the financing of the following year's requirement.

5.8 UNDP shall refer any increases in the budget for approval to UN/DSS that are not related to mandatory increases in staff entitlements or changes in exchange rate.

5.9 UNDP will provide to UN/DSS at New York and country office read-only access to Atlas to allow UN/DSS to view at any time the status of accounts at the country office level.

Article 6
Liability and Insurance

6.1 UN/DSS shall hold harmless and indemnify UNDP from and against all suits, claims, demands and liability of any nature or kind arising out of actions taken by UNDP hereunder, except in the case of the acts or omissions of UNDP.

6.2 UNDP shall be responsible for handling any dispute or claim arising from or in connection with the provision of the Services, including disputes or claims from third parties. The direct costs of any legal proceedings undertaken by UNDP on behalf of or against personnel engaged hereunder shall be reimbursed by UN/DSS except in the case of the acts or omissions of UNDP.

6.3 UNDP shall provide for insurance covering the risks to individuals engaged by UNDP and for supplies purchased by UNDP with UNDP’s responsibility limited to proceeds of such insurance policies.

6.4 UNDP shall ensure that contractors shall be required to obtain insurance according to the terms of their respective contracts. Such contracts are to include provisions requiring such contractors to ensure that all personnel used by them in performing the contract are adequately covered by insurance against service-related illness, injury, death or disability, and to take out insurance against third party claims arising from their performance of the contract.

6.5 UNDP shall make arrangements for obtaining other special insurance as may be required in writing by UN/DSS, the cost of which shall be charged to UN/DSS.

Article 7
Miscellaneous provisions

7.1 This MOU may be terminated by either party by six months prior written notice to the Party. Upon termination of this MOU, UNDP shall return to the United Nations funds which are not disbursed or accounted for or committed under legally binding obligations in accordance with the terms and conditions of this MOU. In addition, UNDP shall consult with UN/DSS with respect to the disposition of any remaining goods. UNDP shall close the accounts relating to the Services as soon as practicable after the termination of this MOU.
7.2 This MOU may be modified by written agreement signed by both Parties.

7.3 The focal points of the Parties with respect to implementation of this MOU are: for the UN, the Department of Safety and Security (UN/DSS); and for UNDP, the Bureau of Management, Management Operations Oversight and Office of Administration and Security (OAS), as their respective focal points.

7.4 All disputes between the Parties arising out of, or in connection with the implementation of this MOU shall be settled amicably by the Parties through consultations.

This MOU shall enter into force upon signature, with retroactive effect from 1 January 2005, and shall continue in force until terminated. The duly authorized representatives of the Parties have affixed their signatures below:

For The UN:

Name: Warren Sach
Title: Assistant Secretary-General, and Controller
Office of Programme Planning Budget and Accounts

Date: 2/8/06

For UNDP:

Name: Bruce Jenks
Title: Officer-in-Charge
Bureau of Management

Date: 2/6/06

For The Department Of Safety and Security:

Name: David Veness
Title: Under Secretary General
Department of Safety and Security

Date: 28/6/2006
### ANNEX 1

#### RESPONSIBILITY MATRIX

1.1 Contracting Individuals

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>UN</th>
<th>UNDP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preparation of Terms of Reference (TOR)</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Review/revision of TOR</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Classification of Function</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Selection, including advertisement &amp; interview + background</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Medical Clearance</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Determine level of selected individual</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Define assignment, location &amp; duration</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Recruitment</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Appoint</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Direct mission travel &amp; related entitlements</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Administration of entitlements + travel</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Payroll</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Medical and Compensation Insurance, including MAIP and Appendix D</td>
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<td>X</td>
</tr>
<tr>
<td>Performance appraisal, with a recommendation for action</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Renewal based on recommendation</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Promotion or reclassification based on recommendation</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Separation based on recommendation (UN is responsible for termination indemnity under Appendix III)</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Disciplinary actions are based on UN recommendations</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Review/process claims (UN is responsible for cost of compensation under Appendix D and any compensation decided by JAB/UNAT if resulting from UN request)</td>
<td>X</td>
<td></td>
</tr>
</tbody>
</table>

1.2 Procurement of Equipment and Supplies

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>UN</th>
<th>UNDP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preparation of equipment list, confirm and ensure funding with UNDP</td>
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<td></td>
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<tr>
<td>Preparation of detailed specifications</td>
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</tr>
<tr>
<td>Obtain Government clearance of specifications (if required)</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Issuing Invitation to Bid</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Evaluation of bids (technical compliance by UN)</td>
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<td></td>
</tr>
<tr>
<td>Recommendation for award</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Concurrency with recommendation</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Award and signature of Purchase Order (PO)</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Cargo Insurance</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Customs clearance</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Receipt and acceptance of equipment</td>
<td>X</td>
<td></td>
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<tr>
<td>Payment to supplier</td>
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<td>Claims</td>
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<td>Maintenance</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Disposal</td>
<td>(x)</td>
<td>X</td>
</tr>
</tbody>
</table>
ANNEX 2

SERVICES TO BE PROVIDED

1. Parties involved: UNDP, UN/DSS

2. Areas of responsibility

   a) **Recruitment and Appointment (provided funds are transferred to UNDP)**

   - **UN/DSS**
   - Define FSCO and support staff needs
   - Define post profiles/TORs
   - Identify candidates (FSCO will do so in-country)
   - Review CV’s and maintain roster of candidates
   - Interview
   - Perform reference checks
   - Select FSCO
   - Forward requests to UNDP in accordance with the annual schedule (names, countries, dates) and including Personal History Form, Terms of Reference and Level/Step
   - Obtain medical clearance
   - Complete performance appraisal and inform UNDP of recommendation

   - **UNDP**
   - Establish post number and project budget
   - Prepare Detailed Offer of Appointment based on series 200 contract modality;
   - Provide advisory services on different entitlements and benefits to selected candidate
   - Provide advisory services of movement of FSCOs among UN agencies
   - Initiate all actions related to travel, shipment of personal effects and installation
   - Request classification of Duty Station and follow-up until reflected in IMIS/ATLAS
   - Issue Letter of Appointment/Personnel Actions
   - Implement payroll actions and payments of other non-payroll related benefits
   - In case of inter-agency transfer, communicate with the releasing organization on transfer arrangements

* Recruitment and Appointment of local support staff to be implemented locally by the UNDP country office. The FSCO in consultation with the Designated Official and SMT will select and supervise the local staff.

   b) **Personnel Administration related to contract and benefits management**

   - **UNDP**
   - Ensure performance appraisal report is completed based on input from the SMT with Designated Official normally as first reporting officer and forwarded to UN/DSS for review and completion as second reporting officer
   - Receive recommendation from UN/DSS for extension of appointment, reclassification of FSCO level and/or separation
   - Prepare extensions of appointments for periods up to 24 months as requested by the UN/DSS;
   - Issue relevant personnel actions
   - Ensure proper participation in social security benefits (pension, medical, etc.)
   - Implement payroll actions and payments of other non-payroll related benefits
   - Provide counselling services relating to all benefits and entitlements
- Manage requests for compensation due to illness, injury or death or loss of personal effects
- Provide UN/DSS read-only access to IMIS/ATLAS for purposes of its staff management function
- Provide in due course access to Atlas HR reports

* Personnel Administration of local support staff to be handled locally by UNDP country office.

c) **Disciplinary Measures/Appeals**

Before UNDP initiates any formal disciplinary process, it should require the concurrence of UN/DSS. Investigations into alleged misconduct will be carried out by UNDP in coordination with UN/DSS. The parties may, however, agree that UN/DSS should carry out specific investigations.

d) **Operation Support**

UNDP

- Provide administrative support services covering pouch, travel services, procurement of equipments required for FSCO, support to meetings/briefings/training on security, etc. as required
- Provide assistance in obtaining office space, utilities, office equipments and furniture, etc. as required

e) **Budgetary support**

UNDP

- Manage all in-country UN/DSS security resources funded from the cost-shared arrangement
- Establish/revise Authorized Spending Limits (ASLs), projects and budgets
- Disburse funds and record expenditure
- Monitor expenditure levels
- Prepare and submit quarterly financial reports

3. **Chain of command:** UN/DSS will retain its oversight function. The FSCO reports concurrently to the UN/DSS, and the Designated Official and serves the entire UN system in-country

4. **Policies:**

- UNDP policies, rules & regulations and procedures apply
- First year appointment/contract normally will be probationary period
- Rotational designation on appointment and duration of services subject to hardship classification
- Minimum recruitment level L-3 step 6 equivalent. UN/DSS will develop and provide FSO profile
- Minimum period to close of advertisement of post profile/TOR – UN/DSS manages. Should situation develop for UNDP to draw on "external candidates", then UNDP policies apply and UN/DSS role in para 2.a above will apply following closing date.
- Contracts will be issued on behalf of UN/DSS, and for the purpose of field security functions. In cases when the contract is for a first year of probation, it should be clearly stated.
- While interacting with donors, DSS will advice to channel contributions to UNDP and will refer to the UNDP focal point. Although the donor agreements are signed by UNDP, the reporting shall be performed jointly with substantial part prepared by FSCO/UN/DSS and financial part by UNDP.
ANNEX 4

The attached link contains the latest distribution of posts and the 2006 budget.


Select “Field Security Officer”
Select “FSO 2006 allotments (26/Dec/05)