



Hourly rates applicable to Defence teams as of January 2020¹

I. Fixed gross hourly rate for Counsel and Experts in Euros (€)²

Lead Counsel / Counsel / Expert

20 years' professional experience or more	€117.30
15-19 years' professional experience	€107.10
10-14 years' professional experience	€96.80
0-9 years' professional experience	€85.40

Co-counsel

Fixed rate of	€85.40
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II. Fixed gross hourly rate for allotments to support staff in Euros (€)³

10 years' professional experience or more	€30.80
5-9 years' professional experience	€25.10
0-4 years' professional experience	€18.20

III. Translation costs⁴

Gross rate per word

3 years' professional experience or more	€0.072
0-3 years' professional experience	€0.047

¹ These rates shall be adjusted by reference to the movement of the Consumer Price Index ("CPI") used by the International Civil Service Commission. This adjustment will be effective as of 1 January of each year and will be based upon the movement of the CPI during the twelve-month period from November of the preceding year. No adjustment shall be made if the aggregate increase does not reach 1% in any given year. An adjusted rate shall apply to the reasonable and necessary work performed by a Mechanism assigned defence team member on or after the date of the adjustment.

² General office costs are included in this sum.

³ *Id.* These hourly rates are applicable to all support staff assigned by the Registrar to a defence team, including teams assisting self-represented accused, such as: legal assistants, case managers, investigators, and language assistants.

⁴ Applicable within the allocation of funds for strictly client-counsel related translation in accordance with Article 19(4)(a)(b) and (f) of the Statute.