

**Hourly payment rates applicable to Defence teams<sup>1</sup>  
Applicable as of 1 January 2014**

**I. Fixed gross hourly rate for Counsel and Experts in Euros (€)<sup>2</sup>**

**Lead Counsel / Counsel / Expert**

20 years' professional experience or more	€111.40
15-19 years' professional experience	€101.70
10-14 years' professional experience	€ 91.90
0-9 years' professional experience	€ 81.10

**Co-counsel**

Fixed rate of	€ 81.10
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**II. Fixed gross hourly rate for allotments to support staff in Euros (€)<sup>3</sup>**

10 years' professional experience or more	€29.20
5-9 years' professional experience	€23.80
0-4 years' professional experience	€17.30

**III. Translation costs<sup>4</sup>**

**Gross rate per word**

3 years' professional experience or more	€0.068
0-3 years' professional experience	€0.045

<sup>1</sup> 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.

<sup>2</sup> General office costs are included in this sum.

<sup>3</sup> *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.

<sup>4</sup> 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.