



ANNEX I
TO THE DIRECTIVE ON THE ASSIGNMENT OF DEFENCE COUNSEL¹

Fixed gross hourly rates for Counsel and Experts in euros (€)²

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	€ 81.10
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Fixed gross hourly rates for Support Staff in euros (€)³

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

Translation Costs⁴

Gross rate per word

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

¹ The rates in this document apply from 1 January 2014 and 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 an assigned defence team member on or after the date of the adjustment. No adjustments have been made for 2015 and 2016, as the aggregate CPI increase did not reach 1%.

² General office costs are included in these rates.

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 21(4)(a), (b) and (f) of the Statute.