Hourly rates applicable to Defence teams as of January 2020

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

**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: €85.40

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

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

III. Translation costs

**Gross rate per word**

- 3 years’ professional experience or more: €0.072
- 0-3 years’ professional experience: €0.047

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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.