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**Report of the Committee on Budget and Finance  
on the work of its twenty-fourth session**

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## I. Introduction

### A. Opening of the session, adoption of the agenda and organization of work

1. The twenty-fourth session of the Committee on Budget and Finance (“the Committee”), comprising ten meetings, was held at the seat of the International Criminal Court (“the Court”) in The Hague, from 20 to 24 April 2015. The President of the Court, Ms. Silvia Fernandez, delivered welcoming remarks at the opening of the session.

2. For the twenty-fourth session, the Committee was convened in accordance with the decision of the Assembly of States Parties (“the Assembly”) taken at its thirteenth meeting on 17 December 2014.

#### Election of officers

3. For the twenty-fourth session, the Committee elected Ms. Carolina Maria Fernandez Opazo (Mexico) as Chairperson, and elected Mr. Juhani Lemmik (Estonia) as Vice-Chairperson by consensus, in accordance with rule 10 of its Rules of Procedure and following the practice of the yearly rotation of the Vice-Chairperson. The Committee expressed its appreciation to the former Vice-Chairperson, Mr. Gerd Saupe (Germany) for his dedicated work. In accordance with rule 13, the Committee appointed Mr. Hugh Adsett (Canada) as Rapporteur.

4. The Secretariat of the Assembly of States Parties (“the Secretariat”) provided the substantive servicing for the Committee, and the Executive Secretary to the Committee on Budget and Finance, Mr. Fakhri Dajani, acted as Secretary of the Committee.

5. At its first meeting, the Committee adopted the following agenda (CBF/24/1/Rev.1):

- 1) Opening of the session, adoption of the agenda and organization of work
- 2) Election of officers
- 3) Participation of observers
- 4) Financial and budgetary matters
  - (a) Status of contributions
  - (b) States in arrears
  - (c) Cash balance and investment of liquid funds
  - (d) Contingency Fund: notifications and amendments to the Financial Regulations and Rules
  - (e) Programme performance of the 2014 budget
  - (f) Programme performance of the 2015 budget: first quarter
  - (g) Saving of two per cent on funds allocated for investigative resources in 2014 by the Office of the Prosecutor (OTP)
  - (h) Additional efficiencies in Registry (three per cent savings)
- 5) Audit matters
  - (a) Preliminary audit plan for 2016, and activities for 2014
  - (b) Audit Committee
  - (c) Charter of Internal Audit
- 6) Administrative matters
  - (a) Lessons learnt, and synergies in Presidency
  - (b) Any impact on the next OTP strategic plan
  - (c) Activity based costing

- (d) Synergies identified after the ReVision Project
  - (e) Employee benefit liabilities
  - (f) IPSAS
  - (g) Results achieved by Trust Fund for Victims (TFV) on the share of non-euro denominated funds
  - (h) Reparations
  - (i) Declaration of assets
- 7) Human resources
- (a) General Temporary Assistance (GTA)
  - (b) Retirement age
  - (c) Geographical representation
  - (d) Reclassification of posts
  - (e) Reporting line
  - (f) Competency-based interview guidance and training for managers
  - (g) Selection Review Board
  - (h) Contract modalities for short terms and GTA staff
  - (i) Staff performance appraisal
  - (j) Training and learning
  - (k) Junior Professional Officer programme
- 8) Legal aid
- (a) Registry's quarterly progress report
- 9) Permanent premises
- (a) Report of the Oversight Committee, including total cost of ownership (TCO)
  - (b) Use of in-house experience under internal service-agreements

10) Other matters

6. The Committee welcomed new members elected at the thirteenth session of the Assembly, and warmly thanked previous colleagues for their contributions to the work of the Committee. The following members attended the twenty-fourth session of the Committee:

- 1) Hugh Adsett (Canada)
- 2) David Banyanka (Burundi)
- 3) Carolina María Fernández Opazo (Mexico)
- 4) Fawzi A. Gharaibeh (Jordan)
- 5) Hitoshi Kozaki (Japan)
- 6) Juhani Lemmik (Estonia)
- 7) Rivomanantsoa Orlando Robimanana (Madagascar)
- 8) Gerd Saupe (Germany)
- 9) Elena Sopková (Slovakia)
- 10) Richard Veneau (France)
- 11) Helen Warren (United Kingdom)

7. The following major programmes of the Court were invited to make presentation in the meetings of the Committee: the Presidency, the OTP, and the Registry. Furthermore, the Chairman of the Oversight Committee on Permanent Premises (“Oversight Committee”) Mr. Roberto Bellelli, made presentation to the Committee. The Committee expressed its appreciation for the presentations.

## **B. Participation of observers**

8. The Committee invited the Executive Secretary to the UN ACABQ to make a presentation, and accepted the request of the Coalition for the International Criminal Court, and the representatives of the Staff Union Council to make a presentation to the Committee. In addition, the Committee accepted a request from the External Auditor to attending the discussion on Audit Committee. The Committee expressed its appreciation for the presentations.

## **II. Consideration of issues on the agenda of the Committee at its twenty-fourth session**

### **A. Financial and budgetary matters**

#### **1. Status of contributions**

9. The Committee reviewed the status of contributions as at 21 April 2015 (annex I) to:

- (a) Outstanding contributions from previous years of €9,057,740 (excluding interest on the loan for the permanent premises);
- (b) The approved budget for 2015 of €124,528,000; and
- (c) Interest of €1,068,000 generated in 2014 from the use of the loan for the permanent premises.

10. The Committee noted that, as at 21 April 2015, contributions of €53,783,915 (43.18 per cent) were outstanding for the 2015 approved budget of €124,528,900. At the same date, outstanding contributions from previous years stood at €9,049,982, and the outstanding contributions for the replenishment of the Contingency Fund were €7,758.

11. Up to 2014, a number of States Parties had elected to make one-time full payments to contribute to the construction of the new permanent premises. However, a number of other States Parties had opted not to do so, but instead to fund the budget required from a loan from the host State to cover their share of the costs of construction. States Parties that had not opted to make a one-time payment were required to cover the interest payments due on the loan from the host State. The outstanding loan interest 2015 as at 21 April 2015 stood at €19,730 (€3,726 for the previous year and €116,004 for 2015) making a total of €62,961,385 in outstanding contributions, including the interest.

12. The Committee noted that, as at 21 April 2015, 56.82 per cent of the contributions due in 2015 had been paid compared to 47.2 per cent in 2014. Despite this improvement, the Committee expressed concern that only 41 States Parties of 123 had fully paid their contributions.

**13. Given the legal obligation of the Court to pay interest and in the future to also repay the loan for the permanent premises, it is even more imperative for States Parties to provide their timely contributions. Failure to do so may result in decreasing available cash flow to the Court for its essential operating activities. The Committee urged all States Parties to make best efforts to ensure that the Court had sufficient funds throughout the year, in accordance with regulations 5.6 of the Financial Regulations and Rules (FRR). Furthermore the Committee requested the Secretariat to notify States Parties on their interest payment obligations.**

#### **2. States in arrears**

14. According to article 112, paragraph 8 of the Rome Statute, a State Party which is in arrears in the payment of its financial contributions toward the costs of the Court shall have

no vote in the Assembly and in the Bureau if the amount of its arrears equals or exceeds the amount of the contributions due from it for the preceding two full years.” The Committee observed that, as at 20 April 2015, 12 States Parties were in arrears and would therefore not be able to vote in accordance with article 112, paragraph 8. The Committee noted that the Secretariat had informed States Parties in arrears twice in 2014 of the minimum payment required to avoid application of the article 112, paragraph 8 of the Statute, and of the procedure for requesting an exemption from the loss of voting rights. **The Committee requested the Secretariat to again notify States Parties in arrears highlighting their commitment to the budget. The Committee recommended that all States Parties in arrears settle their accounts with the Court as soon as possible.**

### 3. Cash balances and investment of liquid funds

15. The Committee considered the report of the Court on its Investment of Liquid Funds.<sup>1</sup> The Committee noted that, as at end of March 2015, the Court held cash balances of approximately €102.90 million. The Committee noted that 29 percent is invested in ABN AMRO, Netherlands, 16 percent in Rabo Bank, Netherlands, 16 percent in Deutsch Bank, Germany, and non-invested operational funds of 39 percent in ABN AMRO (14 per cent), and Rabo Bank (25 per cent), Netherlands. The preliminary figure for the yearly return on liquid funds in 2014 was €0.67 million, giving an interest rate of approximately 0.9 per cent.

16. At the Committee’s meeting in October 2014, the Court presented the result of its investment review policy. The review had been prompted by the External Auditor’s recommendation that the advance funding of employee benefit liabilities be halted until an appropriate medium to long-term investment strategy has been developed. Currently, the Court may invest only for less than one year. The Court proposed to give it the legal option to invest for a longer period. This would require an amendment to the FRR and its Administrative Instruction on investment of surplus funds.

17. The Committee had before it the requested documentation. It agreed that the Court should be enabled to invest for longer terms, if appropriate. As before, the security of funds must be the first priority. **It discussed with the Court the need for further refinements and clarifications, and requested the Court to ensure that the proposed changes in the relevant FRR and administrative instruction are consistent with the overall framework of the FRR. The Committee emphasized the current discussion was about the legal option of longer term investments; when and how to use the option would be a policy matter. The Committee looks forward to an update at its twenty-fifth session.**

### 4. Programme performance of the 2014 budget

18. The Committee considered the Report on activities and programme performance of the International Criminal Court for the year 2014.<sup>2</sup> Based on preliminary and unaudited numbers, the overall implementation rate of the regular budget had been 95.4 per cent or a total of €17.41 million against an approved budget of €21.66 million and overall actual implementation of the six Contingency Fund notifications (annex III) submitted to the Committee had been 61.7 per cent or a total of €2.35 million against the total adjusted notified amount of €3.82 million.

19. Therefore the Court’s actual expenditure, taking together the regular budget and the Contingency Fund notifications, had been €19.79 million in total (€17.41 million plus €2.35 million). This represented an under-spend of €1.87 million (€21.66 million minus €19.79 million) against the 2014 approved budget, which represents an implementation rate of 98.4 per cent. The Committee welcomed that the Court had been able to absorb all unforeseen expenditures into its 2014 approved budget.

20. The Committee noted that the implementation rates of the regular budget by the major programmes had been 99.8 per cent for the Judiciary, 96.8 per cent for the OTP, 96.8 per cent for the Registry, 78.4 per cent for the Secretariat, 89.9 per cent for the

<sup>1</sup> ICC-ASP/14/8.

<sup>2</sup> Ibid.

Secretariat of the TFV, 96.3 per cent for the Project Director's Office and 34.1 per cent for the Independent Oversight Mechanism.

21. The main underspend against the 2014 approved budget had been €1,819,600 from staff costs and €1,255,000 from Counsel for Victims because activities requiring legal aid for victims teams were below the assumptions in the cases in the DRC, as they were at the procedural phase, and in the situation in Sudan, owing to the lack of trial preparation.

22. Furthermore, the Committee was provided with two separate documents on savings of two per cent from the OTP on the funds allocated to its Investigation Division<sup>3</sup> and three per cent from the Registry from their 2014 approved budget.<sup>4</sup> The Committee noted and welcomed that the targeted savings had been reached for that year. It also noted that the Registry savings were for 2014 and as a result of a review of expenditure plans, reprioritization of activities and postponed recruitment (44 permanent posts not advertised by the end of the year). The Committee looks forward to future efficiencies through the OTP's 2016-2018 Strategy and the implementation of Registrar's ReVision project.

**23. In 2014, the Court completed two cases in the DRC of Lubanga (final appeal) and Katanga (trial judgement without appeal). Whilst the Committee appreciated that each case is unique, it would welcome, by its twenty-sixth session, information on the average cost of each step in the judicial process for these cases. This information will allow for the evaluation and comparison of the cost drivers of judicial proceedings, leading to a better understanding of the costs and making it more possible to estimate the costs for future proceedings in other situations.**

## 5. Programme performance of the 2015 budget: first quarter

24. The Committee had before it the Report on programme performance of the International Criminal Court as at 31 March 2015.<sup>5</sup> The Committee observed that the implementation rate was at 30.6 per cent, or €10 million, against the 2015 approved budget of €30.67 million, and agreed to continue to monitor the situation at its twenty-sixth session.

25. As of April 2015, the Court had submitted three notifications of the potential need to access the Contingency Fund to cover unforeseen and unavoidable costs in the situations in Central African Republic and Cote d'Ivoire for a total amount of €3,213,800.<sup>6</sup>

26. An overview of the Contingency Fund requests showed that actual expenditure as at 31 March 2015 was of €0.57 million or 17.8 per cent, out of which €0.45 million was for Counsel for Defence. **The Committee encouraged the Court to make every effort to absorb all unforeseen expenditures in the regular budget.**

## 6. Analytical Accountability

27. The Committee received a number of presentations from all organs of the Court working to better understand and improve their processes and activity. This includes the Lessons Learned exercise from the Presidency, the Basic Cost model from the OTP and the ReVision project from the Registrar. The Committee noted and welcomed this work and believed it can form the basis for further analytical work.

28. However, the Committee noted with concern that there was very limited progress in terms of developing analytical tools which would provide better information on costs per

<sup>3</sup> ICC-ASP/14/9.

<sup>4</sup> ICC-ASP/14/3.

<sup>5</sup> CBF/24/22.

<sup>6</sup> The Court provided supplementary budget notifications to access the Contingency Fund in 2015 to the Committee in the following instances:

- (a) By letter dated 22 December 2014, the Registrar submitted a notification for the sum of €2,076,500 to cover the costs in the situation in Central African Republic, namely in the case of the Prosecutor v. Bemba, Musamba, Kabongo, Wandu, and Arido;
- (b) By letter dated 24 December 2014, the Registrar submitted a supplementary budget notification for the sum of €1,013,100 to cover the cost of the case of the Prosecutor v. Charles Blé Goudé in the situation Côte d'Ivoire; and
- (c) By letter dated 6 March 2015, the Registrar submitted a supplementary budget notification for the sum of €124,200 to cover the cost of the case of the Prosecutor v. Bemba in the situation in the Central African Republic to further extend the mandate of one judge and two GTA staff for four months.

activity, such as an investigation, a trial, or a situation, or how each of them evolves in terms of resource demands. The “skeleton structure” of the Court, zero-based budgeting approach, as well as Activity Based Costing (ABC) tool is required by the Committee to provide a better understanding of cost drivers and costs of existing activities. This would serve as a benchmark for predicting future budget needs of similar types of activities. If available, that information would become a standard part of constructing and evaluating performance for the annual budgets.

**29. The Committee is of the view that the Court needs to further its work and complete the ABC project as soon as possible. The Committee would welcome progress at its twenty-sixth session on the results to achieve, as far as possible, the costs of each investigation, trial and case.**

## **7. Amendments to the Financial Rules and Regulations**

30. During its twenty-third session, the Committee had recommended that the Court consider whether it was necessary to amend the FRR in order to accommodate the situation when new needs arise after the proposed programme budget has been submitted, but before the beginning of the financial year to which it pertains.

31. The Committee considered the report provided to it by the Court,<sup>7</sup> which contained possible amendments to the FRR to address this situation. The Committee noted that the situation described was essentially one where, due to unexpected developments, it was considered necessary that the proposed programme budget be amended after the deadline for submission to the Committee had passed.

32. The Committee took a holistic view of the issue and analyzed it in the context of the following elements: timing of submission of the request, the financial period the request relates to, conditions upon which the request would be triggered, and control mechanism related to different regimes (Contingency Fund vs regular budget).

33. To begin, the Committee proposed to clarify the definition of ‘supplementary budget’. According to general budget principles and as reflected in the current FRR, a supplementary budget relates to the financial period that is underway (“the current financial period”) and would only be submitted “if circumstances unforeseen at the time of adopting the budget make it necessary.”

34. Not all, or indeed very many “unforeseen circumstances” would require the submission of a supplementary budget. The “regular” unforeseen circumstances with which the Court is faced are dealt with by the Contingency Fund. Only matters of an exceptional or extraordinary nature, which go beyond the funds available in the Contingency Fund and thus necessitate a separate decision of the Assembly, would normally require the submission of a “supplementary budget” as that concept is currently defined in the FRR.

35. However, there are situations whereby unforeseen circumstances become known prior to the commencement of the budget year, or more specifically, after preparation of the proposed programme budget and prior to the meeting of the Assembly the same year, and can still be accommodated into the proposed programme budget. These situations can affect the proposed programme budget both in a positive or negative way, i.e. to necessitate an addition of extra expenditure to the proposed programme budget, or a reduction.

**36. In order to avoid confusion, the Committee recommended that such a submission should be referred to as an ‘addendum to the proposed programme budget’ (rather than a “supplementary budget”, which already has a defined meaning). Detailed information on the reasons for an updated budget, as well as the structure of the updated budget, should be brought to the attention of the Committee at the earliest convenience, so that it can formulate its position and provide comments prior to decision-making by the Assembly.**

37. If unforeseen circumstances that will require additional resources in the following budget year arise after the approval of the programme budget by the Assembly, these could be charged to the Contingency Fund and accounted for as an extra expenditure of that

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<sup>7</sup> ICC-ASP/14/6.



financial year. If the unlikely event that the amount required would be larger than could be absorbed by the Contingency Fund, the Court would prepare a supplementary budget for approval by the Assembly in the context of the budget review.

38. The Committee also noted that the use of the phrase “supplementary budget notification” in Rule 6.7(Contingency Fund) creates confusion, as what in fact is being referred to is the notification of a request to draw on the Contingency Fund, not an intention to submit a supplementary budget.

39. **The Committee thus recommended that the Court produce an update to the Financial Regulations and Rules, taking into account the comments above, and submit it to its attention at the twenty-sixth session.**

## **B. Audit matters**

### **1. Preliminary audit plan for 2016, and activities for 2014**

40. The Committee took note of the preliminary audit plan and the audit activities for 2014. The Committee had received several reports and were generally pleased with the reports that it had received.

41. With regard to the Audit of Procurement for the Permanent Premises Project, the Committee noted that an audit on compliance had noted the need for clarification of the asset reporting obligations of those responsible for procurement in the context of the permanent premises project.

42. **With regard to the Annual report of the Office of Internal Audit on the implementation of audit recommendations, the Committee recommended that the Court make a sustained effort to implement the recommendations of the Internal Audit within the stated timescales.**

43. The Committee considered the recommendations of the Office of Internal Audit (OIA) resulting from its audit of the Court’s Business Continuity Management. The OIA pointed out that the Court needs to have in place a full Continuity Management system to ensure that it is able to operate as normally as possible and as soon as reasonably practicable in the event of a disaster. The OIA expressed concern that the lack of a full-scope business continuity management still poses considerable risks to the Court.<sup>8</sup>

44. In this context, the Committee noted the Court’s intention to implement further improvements to the risk management process as outlined in the 2015 approved budget. This would include a full-scale risk management framework with a view to proposing a roadmap on a risk management maturity scale outlining a five-year development plan.<sup>9</sup>

45. **The Committee took note of the Court’s plans and looks forward to a progress report at its twenty-fifth session.**

### **2. Audit Committee**

46. The Committee noted that, in accordance with one of the recommendations made at its twenty-third session, the previous Audit Committee was disbanded on 13 February 2015 by Presidential directive ICC/PRES/D/G/2015/001 and an Ad Hoc Audit Committee consisting of two members of the Committee, the Vice-President of the Assembly in The Hague and a representative of the Court in an observer role, was due to meet for the first time on 27 April 2015, on the margins of the twenty-fourth session of the Committee.

### **3. Charter of Internal Audit**

47. When the draft charter for internal audit was scrutinised, the Committee invited the Internal Auditor into the room for technical consultations.

<sup>8</sup> CBF/24/10, paras. 67 and 69.

<sup>9</sup> Approved Programme Budget for 2015, paras.27 to 31.

48. The Committee noted that matters pertaining to the Charter for the Office of Internal Audit and the internal audit plans for 2015 and 2016 will be analysed in greater detail by the Ad Hoc Audit Committee when it meets on 27 April 2015.

49. **The Ad Hoc Audit Committee is invited to submit a report on its activities to the Committee at its twenty-fifth session.**

## **C. Administrative matters**

### **1. Lessons learnt, and synergies in Presidency**

50. The Committee took note of the second report of the Court regarding the lessons learnt exercising on expediting the judicial process. The Court noted that it will continue its dual track to enhancing the efficiency and effectiveness of judicial proceedings: by first implementing changes in practices, so that they are better suited to respond to issues that arise in proceedings, and second, and only where practices cannot be improved without amendments to the legal framework, seeking to make such amendments.

51. **The Committee looks forward to an update on improvements that have been achieved, at its twenty-sixth session.**

### **2. Any impact on the next OTP strategic plan**

52. The Committee noted that the Prosecutor has indicated that the OTP Strategic Plan for 2016- 2018 will be ready by the end of June 2015, and that the methodology employed to assess the required activities and resources needed to discharge its mandate will focus on the consideration of the right basic size of the OTP, whether it be approached as fully demand-driven or estimated demand-driven.

53. The Committee noted that the information provided by an exercise of this nature would serve as the starting point for future financial requirements of the OTP. The Committee noted that the Court, like other international organizations and national governments, will be questioned closely on whether it is able to provide value for money in fulfilling its important mandate, and must strive to ensure efficiency and effectiveness in all of its operations. The Committee looks forward to an opportunity to take stock of these issues when analysing the Strategic Plan 2016-2018, which it has been advised will be properly costed, utilising the best available knowledge and experience, in compliance with the Assembly resolution.

### **3. Synergies identified after the ReVision project**

54. The Committee noted that while synergies had been achieved through the harmonization of process and services, the overall results of the ReVision project would not be known until July 2015 when the final structure of the Registry would be adopted.

55. Moreover, it was noted that the results of the ReVision project could significantly alter the way the Committee would consider the 2016 proposed programme budget. The Committee thus underlined that it would need to have a clear overview of the structural changes and their cost-related implications before it is able to offer its views.

### **4. Policy on employee benefit liabilities (EBL)**

56. The Committee had before it the Court's Report on its policy on employee benefit liabilities. The report addressed the Committee's request at its twenty-third meeting for a deeper analysis of the need to fund EBL. The Court reiterated its proposal for full long-term funding of accrued EBL before they fall due. This pertains to the entitlements for:

- (a) Relocation allowance, removal costs and travel on separation for judges;
- (b) Staff repatriation grant, as well as staff travel on separation, removal costs and insurance for staff members, and

- (c) After-service health insurance (“ASHI”) that is the subsidy of 50 per cent for the health insurance of staff pensioners the Assembly adopted in 2012.

57. According to the Court, the need for full funding is backed up by its long-term budget and EBL projections for the 30-year period until 2042. These anticipate a continuing rise in entitlements, at annual rates between 2 and 2.7 per cent, of disbursements and balance sheet obligations. Based on the assumptions used by the Court’s actuaries, the target size of reserve fund by 2042 would be as follows:

<i>Target EBL reserve fund (in million Euros)</i>	
ASHI	166
Others	39
<b>Total</b>	<b>205</b>

58. The Court would monitor the assumptions over time to adjust the calculations as needed.

59. As a starting point, the Committee would like to summarize its basic approach as sketched out in its recommendations of last October. As a matter of fact, the Court’s ability to meet its obligations to staff must be assured at all times. Unfunded EBL should not be allowed to produce a financial burden with which the organization would struggle in the future, resulting in undue pressure on its core business. To facilitate early corrective action, longer-term obligations must be transparent in the annual budget process. Full transparency will henceforth be assured through IPSAS-compliant reporting in the financial statements. However, as confirmed by the External Auditor, there is no legal obligation, under IPSAS or otherwise, actually to fund EBL upfront. Thus, IPSAS by itself does not affect the principle of “budgetary annuality”.

60. The Committee acknowledged the Court’s prudent approach. However, the available analysis did not suggest an immediate need for substantial additional, let alone 100 per cent advance funding for all types of EBL:

- (a) As the Court rightly noted, significant entitlements, i.e. pensions, are already fully funded through payments of contributions to the UN pension fund (staff) and premiums to Allianz NV (judges pensions);
- (b) For the remaining EBL, about €1.2 million have already been set aside, covering 48 per cent of liabilities as of end-2014;
- (c) The ancillary entitlements of staff and judges under paragraph (a) and (b) above, i.e. the relocation allowance, travel on separation and other benefits, are relatively well predictable, and of moderate amounts compared with the annual salary bill. For the time being they can be smoothly handled in the annual budgets;<sup>10</sup> and
- (d) It is true that ASHI balance sheet liabilities, under the Court’s assumptions, will rise significantly over the long term. These benefits have been introduced only in 2012. At that time, there were virtually no pensioners. Over time, the number of participants in this plan is expected to grow. Thus, ASHI will result in relatively low disbursements during the next 15 years, rising to a projected amount of around €80 million by 2042.

61. All told, the Committee believed there is no rush to come to conclusions. The slow build-up of liabilities and actual disbursements leaves time for a deeper analysis of the issues and options. For instance:

<sup>10</sup> Based on the graphs provided by the Court, it appears that, over the years to 2042, actual yearly expenses are roughly as follows:

*Staff entitlements: Between*

[less than €0.5 and €2.7] million for repatriation grants;

[less than €0.2 and €1] million for travel on separation, removal cost and insurance for travel

*Judges’ entitlements: Between*

[0 and €0.6] million for relocation allowance; and

[0 and €1.4] million for removal of household goods and travel on separation.

Balance sheet liabilities are somewhat higher, but still in a manageable range.

- (a) On what parameters should the long-term EBL/ASHI scenario be based? The long-term projections depend very much on the assumptions for staff composition and medical cost trends. The Court’s sensitivity analysis shows ASHI liabilities considerably lower resulting from the application of different parameters for medical cost rates and turnover rates.<sup>11</sup>
- (b) Unlike the Court, other UN organizations have a longer experience with their ASHI schemes. What precisely is their policy and practice for funding the schemes? What are the lessons to be learned?
- (c) There is a range of options from no advance funding (in line with the principle of budget annuality) to partial and full funding. What are the pros and cons of different scenarios for different categories of EBL? What are the benefits, costs and risks of managing a large fund?
- (d) What is the actual annual outlay that is expected to be required to meet these various expenses in each of the next five years? What is an appropriate ratio of funds “saved” each year to funds “expended” on employee benefit liabilities each year?
- (e) On a more general note, the Committee recommended the options should be evaluated in the wider context of limited budget resources. Over the next five-year period alone, full funding under the Court’s proposed scheme would require an additional budget of around €15 million:

<i>Year</i>	<i>Million Euros</i>
2016	2.7
2017	2.9
2018	2.9
2019	3.3
2020	3.4

This would come on top of the increased demands for funds to support judicial and prosecutorial activities, as well as the imminent cost of maintaining the new premises (TCO) and amortizing the host State loan.

62. **In conclusion, the Committee recommended that:**
- (a) **The already established funding reserve should be used for the time being, and the Committee will revisit the issue in the future;**
- (b) **In present circumstances, there is no immediate need for a top-up, let alone for full funding. However, the situation should be kept under review; and**
- (c) **The Court should conduct a more in-depth assessment of the issues and the options for funding in particular the ASHI scheme, taking account of the wider context of the practice of other organizations and current budget constraints, and report to the Committee at its twenty-sixth session.**

## 5. International Public Sector Accounting Standards (IPSAS)

63. At its seventh session, the Assembly decided that the Court would work towards implementation of IPSAS in the period from 2011 to 2015. The total amount approved for this multi-year project was of €1,917,550. The cumulative actual expenditure for 2011 to 2014 was of €1,736,500, remaining amount of €173,600 was approved for the project implementation in 2015 budget.

64. The Committee took note of the report<sup>12</sup> about activities undertaken by the Court from August 2014 to February 2015 and noted that the transition to an accrual-based system was limited to accounting and the preparation for trial balances and financial

<sup>11</sup> ICC-ASP/14/17, annex IV.

<sup>12</sup> CBF/24/15.

statement, following the practice of UN system organizations, while budget preparation remained on a modified cash basis.

65. The main planned activities from March to September 2015 focused on staff training, preparation of first IPSAS-compliant financial statement, project closure and final audit.

66. The Committee welcomed the fact that the IPSAS project was proceeding as planned, both the budget and the schedule and that the project is expected to be completed with a small saving of €7,400 on the initially presented budget of €1,917,550.

**67. As the Committee has closely followed the implementation of the project over the last four years, it no longer required a separate report. The Committee thanked the Court for previous reports and requested that information about implementation of the approved budget for the IPSAS project as a whole from 2011, as well as appropriation for 2015, be included in the document “Report on activities and programme performance of the Court for the year 2015.”**

## 6. Trust Fund for Victims - management of exchange rate risk

68. Noting the share of non-Euro denominated funds the TFV held with banks, the Committee, at its twenty-third session, invited the TFV to pursue its efforts to manage and control exchange rate risks.

69. The Committee had before it a report<sup>13</sup> in which the Committee was informed that the TFV Board of Directors, at its meeting in March 2015, had determined the acceptable level of exchange rate risk and the allocation of resources to TFV programmes for the next 12 months. The TFV’s projects based on the Ugandan shilling have been closed in 2013, and the resulting exchange rate risk eliminated. In 2014, the TFV realized an exchange rate gain of €7,000. Foreign currency risk is currently limited to Euro/USD exchange rates. The TFV considered the risk was acceptable as there were only six contracts operational in Uganda and the DRC that require attention to currency (Euro/USD) risk. **The Committee invited the TFV to update the Committee on the status of its risk control policy and the results achieved at its twenty-fifth session.**

## 7. Reparations

70. The Committee noted carefully the Report of the Court on reparations,<sup>14</sup> as well as the decision of the Appeals Chamber in the matter of Prosecutor vs Lubanga in March 2015.

71. The Committee noted the complex issues identified in the report and decided to examine the issues described in the Court’s report, including potential implications for the Court’s budget and administration, in more detail. **The Committee would welcome a further update from the Court at its twenty-sixth session on any developments in regards to reparations.**

## 8. Declaration of assets

72. The Committee noted that the Court, with the support of the UN Ethics Office, will implement a Financial Disclosure Policy (FDP) in 2015. The aim of the FDP is to “identify, resolve and mitigate conflict of interest situations arising from staff members holdings (e.g., assets and investments) and activities”. Under the policy, identified senior officials of the Court and others with procurement related responsibilities will be required to disclose their assets and liabilities, and outside activities and affiliations, each year.

73. The Committee welcomed this development and looks forward to its implementation.

<sup>13</sup> CBF24/03P02.

<sup>14</sup> CBF/24/6.

## D. Human resources

### 1. General Comment

74. The Committee noted that, in part due to the ReVision project, but also in response to a number of matters that require attention, a significant amount of human resources related work is underway at the Court. Before its April meeting, the Committee was provided by the Court with several reports on human resources management, and other documents were provided in the course of the week. As some documents were received either just prior to or during the session, the Committee had a limited opportunity to examine some issues in detail.

75. Nonetheless, from the information provided, the Committee acknowledged that the ReVision project would comply with the Assembly's requirement that it stays "...within the envelope of the 2015 approved programme budget and the maximum number of established posts and approved positions". The Committee understood that, as a result of the ReVision project, the number of full time equivalents (FTE) in the Registry will remain stable (560) and staff costs (capped at €42.9 million); and the number of GTA will significantly decrease (from 65.4 FTE to 5 FTE) as these are converted to established posts. Furthermore, the Committee was informed that the net direct cost associated with the ReVision project was €1.74 million so far for 2014/2015 (of which 21 per cent has already been paid in 2014 as termination indemnities).

**76. To avoid any perception of a lack of transparency or consistency in the reasons for human resource changes associated with the ReVision project, the Committee encouraged the Registry to provide as much information as possible, including information behind the general assumptions (such as "a reorganisation should imply a gain in efficiency") driving the project.**

**77. In addition, the Committee requested to be provided, before its resumed session in July 2015, with an overview of the organizational structure (before/after revision) including the aggregated headcount per unit, as soon as the ReVision project is concluded in order to fully assess the rationale behind these figures.**

**78. The Committee reiterated its need to be provided at its twenty-sixth session a "basic size" budget for the whole organization (including the Registry), in line with the approach proposed by the OTP. The Committee underlined that this is not a request for a "skeleton" that assumes that there are no judicial proceedings at the Court, but rather, a description of the "reasonable shape" (*silhouette raisonnable*) the Court would have given its anticipated level of activity.**

### 2. Mandatory age of separation ("Retirement age")

79. The Committee noted the section of the report on the mandatory age of separation ("retirement age"), and United Nations General Assembly resolution 69/251 of 29 December 2014 to raise the mandatory age of separation to 65 years, with the date of implementation of this decision to be fixed later. The Committee concurred with the Court's recommendation that the mandatory age of separation be increased at the Court from 62 to 65 years, effective 1 January 2016, on the understanding that the decision will have no effect on the acquired rights of current staff.

**80. The Committee therefore recommended that the Assembly approve the increase in the mandatory age of separation from 62 to 65 years, and approve the necessary changes to the Staff Regulations to achieve this effect.**

### 3. Geographical representation

81. The Committee recalled its earlier concern with geographical representation in the Court. The Committee noted that the Court has offered to work with States Parties from underrepresented regions to facilitate and encourage more applications from those regions. The Committee also noted the Court's intention to extend the application of the principal of geographical representation to all fixed term appointments.

82. **The Committee strongly recommended that the Court take steps to ensure a wider distribution of vacancy notices, and to ensure that the notices are always distributed in both of the working languages (English and French) of the Court.**

83. The Committee also noted that the proposed conversion of a number of GTA posts to established positions could potentially have an impact on geographical representation and gender balance.

84. **The Committee therefore recommended that the Court take geographical representation and gender balance into account as it develops its recommendations for the proposed conversion of GTA posts.**

#### 4. Conversion of long-standing GTA-funded positions to established posts

85. The Committee noted the Court's report that a number of positions currently funded through GTA are covering long-term core functions of the Court. The report noted that these long-standing positions, particularly some that were established in the early years of the Court's existence, have become *de facto* established posts, as their incumbents carry out core functions. The Committee noted the Court's intention to address this matter, in the Registry, through the ReVision project, and that other major programmes may intend to request conversions through the 2016 budget submission process.

86. The Committee noted that it would be crucial for it to have an overview of all of the Court's proposed conversions, which would need to be provided in a document prior to and separate from the 2016 budget submission, in order for the Committee to be able to provide its views on the overall budgetary implications. **As noted above, the Committee also recommended that the Court take into account both geographical representation and gender balance as it develops its recommendations for the proposed conversion of GTA posts.**

#### 5. Contract modalities for short term (or temporary) appointments

87. The Committee noted that the Court is considering the introduction of new type of short-term appointments at the Court. The short-term appointments would accommodate defined, short-term needs of the Court of less than one year (exceptionally renewable for up to a maximum total period of service of two years). The Court noted that short-term appointments are cheaper for the Court than fixed term appointments, mostly in the area of travel-related entitlements, as staff are only expected to remain up to one year.

88. The Committee requested and received a comprehensive report on the compensation attached to each type of contract (in order to examine the potential risk that the recruitment for short-term contracts would be biased in favour of local staff).

89. **The Committee took note of the Court's proposal and was generally supportive of it and agreed that it could be provisionally implemented, pending final approval by the Assembly. However, the Committee also reiterated the importance of ensuring that geographical representation and gender balance are also taken into account from the very first stage of considering short term appointments.**

#### 6. Reclassification of posts

90. The Committee noted the Court's request for comments on its intention to implement a reclassification policy. The Court noted that reclassifications are intended to be exceptional and can be both upwards and downwards, and that, under normal circumstances, only a limited number are foreseen in the yearly budget submission. However, according to the Court, changes in functions during the Court's initial years have resulted in a number of posts where the incumbents have performed functions for several years without proper compensation.

91. The Committee took note of the principles the Court will apply to reclassification requests, including its acknowledgement that reclassifications should only be an exceptional measure and in cases of increased functional responsibility and should not be used as a promotion tool or to justify increased workloads.

92. The Committee welcomed the intention to create a Classification Review Board, and also agreed that, in view of the budgetary and financial consequences of reclassifications, the Assembly should continue to hold final approval authority for reclassifications, pending further experience with the Court's new approach.

93. The Committee looks forward to considering these requests further in the context of the budget submissions for 2016. The Committee reiterated the importance of taking into account the need to efficiently use the limited resources available to the Court, which means also proposing the downward reclassification of positions when functions have changed. **The Committee requested an overview of all of the Court's proposed reclassifications, which would need to be provided in a document prior to and separate from the 2016 budget submission, in order for the Committee to be able to provide its views on the overall budgetary implications of the reclassifications.**

94. The Committee considered that this exercise should be conducted in parallel with a transparent assessment of the human resources impact of the ReVision project.

## 7. Reporting line

95. The Committee considered the answer provided by the Court to its request regarding the administrative relationship between posts within the independent offices of the Court with reporting lines to external parties.

96. The Court identified the following posts where the incumbents hold specific "independent" substantive functions:

- (a) Director of the Office of Internal Audit;
- (b) Director of the Secretariat of the Assembly of States Parties;
- (c) Executive Secretary to the Committee on Budget and Finance;
- (d) Special Assistant to the President of the Assembly of States Parties;
- (e) Head of Independent Oversight Mechanism; and
- (f) Executive Director of the Secretariat of the Trust Fund for Victims.

97. The Committee was of the view that, while the substantive work of these offices, including preparation and execution of their approved budgets, was unquestionably independent, administrative authority should remain within the Court. This would mean that performance appraisals, requests for leave, overtime and contract extensions would be counter-signed and granted by the Registrar (or, in the case of the Executive Secretary of the Committee on Budget and Finance and the Special Assistant to the President of the Assembly, the Director of the Secretariat of the Assembly) upon the written request of the external party to which each post reports directly. Substantive oversight would remain with the external party, as follows:

- (a) Director of the Office of Internal Audit reports directly to the Chair of the Audit Committee;
- (b) Director of the Secretariat of the Assembly of States Parties reports directly to the President of the Assembly of States Parties:
  - (i) Executive Secretary to the Committee on Budget and Finance reports directly to the Chair of the Committee on Budget and Finance; and
  - (ii) Special Assistant to the President of the Assembly of States Parties reports directly to the President of the Assembly of States Parties.
- (c) Head of Independent Oversight Mechanism reports directly to the President of the Assembly of States Parties; and
- (d) Executive Director of the Secretariat of Trust Fund for Victims reports directly to the Chair of the Board of Directors of the Trust Fund for Victims.



98. The Committee further noted that this arrangement of reporting lines should be reviewed accordingly as deemed appropriate in the future, in order to correspond to the business needs of States Parties and its subsidiary bodies.

## **8. Staff performance appraisal**

99. The Committee took note of the efforts made to date to ensure that all staff had regular appraisals, and encouraged the Court to continue its effort in order to achieve a 100 per cent participation rate. The Committee also noted the potential for "360" performance reviews (where subordinates are given an opportunity to provide feedback on the work of supervisors) to provide important input, for training purposes and to manage performance, and encouraged the Court to consider this and other means to enhance the performance appraisal system and ensure its widespread implementation.

## **9. Training and learning**

100. **The Committee recommended that training be organised to help managers affected by any reorganisation to be aware of their responsibilities in terms of internal communication.**

## **E. Legal aid**

101. **The Committee took note of the Registry's first half-yearly report on legal aid (July-December 2014) and requested the Court to submit the outcome of the reassessment of the legal aid system within the terms established in ICC-ASP/12/Res.8, Annex I, para. 6(c) at its twenty-sixth session.**

## **F. Permanent premises**

### **1. Status and financial outlook**

102. The Chairman of the Oversight Committee and the Project Director updated the Committee on the status of the project and the financial outlook.

103. The Committee noted with appreciation that the project continued to proceed on schedule. The new premises are expected to be completed and ready for occupation by the Court as from September 2015.

104. It acknowledged the efforts made by the Oversight Committee, the Project Director and the Court to mitigate the financial risks. Both the construction and transition budgets had come under pressure, entailing the risk of a significant cost overrun. Resolute measures have been taken and are underway to mitigate the risk and achieve additional savings. Currently, it is expected the project can be completed within the maximum amount of €200 million.<sup>15</sup>

105. The Committee shared the concern of the Oversight Committee about the negative impact of late payments of States Parties' assessed contributions on the envisaged financing of the transition costs. As determined by the Assembly, transition costs up to €5.7 million were foreseen to be funded by the budget surpluses pertaining to the years 2012 to 2014. While €4.4 million have become available from the surplus for 2012, there was no surplus available from 2013 to finance the remaining €1.3 million. This is because the Court deducts unpaid assessed contributions from a surplus that would otherwise be paid out to States Parties.<sup>16</sup> The outlook for any surplus from 2014 is uncertain. The Oversight Committee will review alternative funding options available under the approved financial framework of the project.

<sup>15</sup> The approved ceiling of the unified construction and transition budget amounts to €195.7 million. Last December, the Assembly authorized the Oversight Committee to approve, as a measure of last resort, an increase of up to €4.3 million, raising the budget authorization up to a maximum of €200 million. This was to ensure the financial security of the project.

<sup>16</sup> FRR, Regulation 4.5-4.7.

106. **The Committee looks forward to an update at its twenty-fifth session. It is ready to provide its advice on any questions the Oversight Committee may have.**

## 2. Leases of the interim premises

107. The Committee was informed that the Court has expressed to its landlords its intention to terminate the leases of the current premises as of end-December 2015. Otherwise the Court would still need to pay rental costs of €1.6 million until the end of June 2016. The landlords have not yet agreed to the early termination of the leases. The matter has yet to be settled with the parties involved.

## 3. Total Cost of Ownership (TCO)

108. In 2015, the Court will become the owner of the permanent premises. Then, it will have to deal with with-owner-related costs (known as the Total Cost of Ownership), which includes maintenance costs (that is, the cost of for preventive and corrective maintenance), as well as periodical large-scale capital replacements.

109. The Project Director highlighted the main conclusions of the report of the Working Group on TCO.<sup>17</sup> Chaired by the Project Director, the Working Group has focused its attention on how to organize maintenance and how to fund capital replacements in the new premises. Concerning the organizational model, there were two alternatives, i.e. selection of a main contractor or organizing maintenance in-house. The Working Group recommended the Main Contractor Model which, it argued, is more effective for Court, less risky and cheaper. This model, the Working Group believed, could be handled with the existing governance of the Assembly; there was no need for adjustments to the current arrangements. As regards the funding strategy for capital replacements, the Working Group evaluated several options ranging from (i) annual budgeting for expenses as they arise, to (ii) creating a fund that covers all future costs based on flat annual contributions, and (iii) intermediate solutions. The Working Group considered the fund approach is the best solution from a technical perspective to preserve the functionality and value of the investment in the premises.

110. The Oversight Committee will now further consider the options presented by the Working Group in light of the factors relevant for the preservation of the value of the premises, their functionality, as well as schemes that States Parties might be ready to endorse both to govern and finance the long-term capital and maintenance processes. It intends to submit a draft recommendation to the Committee at its twenty-fifth session for advice, so that it can submit its final recommendation to the Assembly in November 2015.

111. **The Committee looks forward to the recommendations of the Oversight Committee, including the governance arrangements, at its twenty-fifth in September.**

## G. Other matters

112. Taking into account that potentially significant developments regarding the Court's administrative and budgetary management would take place at the beginning of the second part of 2015, notably as a result of the ReVision project and the Strategic Plan 2016-2018 of the OTP, the Committee decided that, in accordance with Rule 1, Section I, of its Rules of Procedure, it would hold a resumed twenty-fourth session in The Hague during 14 and 15 of July, before the 2016 proposed programme budget is issued.

### Dates for the twenty-fifth session of the Committee

113. The Committee decided to hold its twenty-fifth session in The Hague from 21 September to 2 October 2015.

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<sup>17</sup> The Working Group had been set up by the Oversight Committee in 2013.

## Annex I

## Status of contributions as at 20 April 2015

State Party	Prior Years			2015			Outstanding Contributions Contingency Fund	Total Outstanding Contributions	Contribution Account Status	Date of Latest Payment
	Assessed Contributions	Receipts and Credits	Outstanding Contributions	Assessed Contributions	Receipts and Credits	Outstanding Contributions				
1 Afghanistan	49,830	49,830	-	9,965	-	9,965	-	9,965	Outstanding	16/07/2014
2 Albania	131,272	131,272	-	19,858	-	19,858	-	19,858	Outstanding	25/04/2014
3 Andorra	119,999	119,999	-	15,829	-	15,829	-	15,829	Outstanding	15/04/2014
4 Antigua and Barbuda	38,985	35,187	3,798	4,018	-	4,018	-	7,816	Arrears	11/10/2013
5 Argentina	8,880,834	8,067,277	813,557	858,214	-	858,214	-	1,671,771	Arrears	04/09/2013
6 Australia	31,990,298	31,990,298	-	4,106,707	4,106,707	-	-	-	Fully settled	10/02/2015
7 Austria	14,890,099	14,890,099	-	1,599,660	1,599,660	-	-	-	Fully settled	16/02/2015
8 Bangladesh	63,552	63,552	-	12,614	12,585	29	-	29	Outstanding	28/01/2015
9 Barbados	150,452	150,452	-	15,984	15,984	-	-	-	Fully settled	12/03/2015
10 Belgium	18,584,347	18,584,347	-	2,000,521	2,000,521	-	-	-	Fully settled	13/02/2015
11 Belize	17,455	17,455	-	2,018	-	2,018	-	2,018	Outstanding	31/10/2014
12 Benin	38,910	23,380	15,530	6,054	-	6,054	24	21,608	Ineligible to Vote	27/03/2012
13 Bolivia	133,729	133,729	-	17,895	-	17,895	-	17,895	Outstanding	07/04/2014
14 Bosnia and Herzegovina	168,922	168,922	-	33,899	-	33,899	-	33,899	Outstanding	07/05/2014
15 Botswana	263,123	263,123	-	32,064	119	31,945	-	31,945	Outstanding	03/11/2014
16 Brazil	29,791,518	24,259,629	5,531,889	5,881,482	-	5,881,482	-	11,413,371	Arrears	14/04/2015
17 Bulgaria	515,482	515,482	-	94,224	94,224	-	-	-	Fully settled	19/03/2015
18 Burkina Faso	40,950	40,950	-	6,007	3,146	2,861	-	2,861	Outstanding	26/05/2014
19 Burundi	15,831	15,831	-	2,018	1,645	373	-	373	Outstanding	17/03/2015
20 Cabo Verde	5,303	3,403	1,900	2,018	-	2,018	-	3,918	Arrears	30/12/2013
21 Cambodia	42,600	42,600	-	8,049	8,049	-	-	-	Fully settled	12/03/2015
22 Canada	52,064,987	52,064,987	-	5,906,274	-	5,906,274	-	5,906,274	Outstanding	20/01/2014
23 Central African Republic	17,455	17,455	-	2,018	1,223	795	-	795	Outstanding	09/12/2014
24 Chad	21,135	21,135	-	4,015	3,318	697	-	697	Outstanding	13/01/2015
25 Chile	2,407,758	2,407,758	-	665,720	665,720	-	-	-	Fully settled	27/01/2015
26 Colombia	2,822,643	2,822,643	-	516,693	-	516,693	-	516,693	Outstanding	27/05/2014
27 Comoros	13,025	605	12,420	2,018	-	2,018	46	14,484	Ineligible to Vote	no pmnts
28 Congo	40,109	17,046	23,063	9,965	-	9,965	73	33,101	Ineligible to Vote	01/06/2011
29 Cook Islands	10,145	10,145	-	2,018	-	2,018	-	2,018	Outstanding	31/03/2014
30 Costa Rica	573,546	573,546	-	75,419	75,419	-	-	-	Fully settled	27/02/2015
31 Côte d'Ivoire	33,216	13,893	19,323	22,074	-	22,074	-	41,397	Arrears	16/07/2013
32 Croatia	1,310,811	1,310,811	-	252,525	252,525	-	-	-	Fully settled	26/02/2015
33 Cyprus	763,246	763,246	-	94,224	94,224	-	-	-	Fully settled	02/03/2015
34 Czech Republic	3,151,700	3,151,700	-	767,052	767,052	-	-	-	Fully settled	13/02/2015
35 Democratic Republic of the Congo	52,976	52,976	-	5,983	-	5,983	-	5,983	Outstanding	05/12/2014
36 Denmark	12,554,168	12,554,168	-	1,350,060	1,350,060	-	-	-	Fully settled	26/03/2015
37 Djibouti	17,259	17,259	-	2,018	-	2,018	-	2,018	Outstanding	05/12/2014
38 Dominica	17,455	10,615	6,840	2,018	-	2,018	46	8,904	Ineligible to Vote	22/11/2013
39 Dominican Republic	543,107	310,376	232,731	90,187	-	90,187	1,955	324,873	Ineligible to Vote	08/12/2014
40 Ecuador	533,729	533,512	217	87,565	-	87,565	-	87,782	Arrears	12/08/2014
41 Estonia	459,479	459,479	-	79,859	79,859	-	-	-	Fully settled	08/04/2015
42 Fiji	61,757	61,757	-	6,054	5,095	959	-	959	Outstanding	09/02/2015
43 Finland	9,522,469	9,522,469	-	1,027,114	1,027,114	-	-	-	Fully settled	13/02/2015
44 France	105,405,964	105,405,964	-	11,211,620	11,211,620	-	-	-	Fully settled	06/02/2015
45 Gabon	219,407	181,663	37,744	39,937	-	39,937	-	77,681	Arrears	12/03/2014
46 Gambia	17,455	15,557	1,898	2,018	-	2,018	-	3,916	Arrears	21/02/2013
47 Georgia	79,303	79,303	-	13,840	13,840	-	-	-	Fully settled	29/01/2015
48 Germany	142,713,767	142,713,767	-	14,314,824	7,248,634	7,066,190	-	7,066,190	Outstanding	27/01/2015
49 Ghana	116,394	116,394	-	28,002	28,002	-	-	-	Fully settled	09/04/2015
50 Greece	10,684,469	10,684,469	-	1,278,896	21,856	1,257,040	-	1,257,040	Outstanding	23/06/2014
51 Grenada	5,944	1,777	4,167	2,018	-	2,018	8	6,193	Ineligible to Vote	06/01/2015
52 Guatemala	121,570	121,570	-	54,113	3,015	51,098	-	51,098	Outstanding	17/04/2015
53 Guinea	30,830	21,100	9,730	2,018	-	2,018	84	11,832	Ineligible to Vote	07/11/2011
54 Guyana	15,831	15,831	-	2,018	2,018	-	-	-	Fully settled	31/10/2014
55 Honduras	112,031	112,031	-	16,019	7,623	8,396	-	8,396	Outstanding	02/03/2015
56 Hungary	3,995,838	3,995,838	-	527,389	527,389	-	-	-	Fully settled	03/02/2015
57 Iceland	616,918	616,918	-	53,423	53,423	-	-	-	Fully settled	11/03/2015
58 Ireland	7,425,840	7,425,840	-	836,078	836,078	-	-	-	Fully settled	06/02/2015
59 Italy	85,038,417	85,038,417	-	8,802,823	8	8,802,815	-	8,802,815	Outstanding	29/09/2014
60 Japan	144,418,577	144,418,577	-	21,711,758	5,858,902	15,852,856	-	15,852,856	Outstanding	26/02/2015

State Party	Prior Years			2015			Outstanding Contributions Contingency Fund	Total Outstanding Contributions	Contribution Account Status	Date of Latest Payment
	Assessed Contributions	Receipts and Credits	Outstanding Contributions	Assessed Contributions	Receipts and Credits	Outstanding Contributions				
61 Jordan	248,732	248,732	-	43,863	373	43,490	-	43,490	Outstanding	03/03/2014
62 Kenya	169,459	169,459	-	26,110	26,110	-	-	-	Fully settled	09/03/2015
63 Latvia	496,715	496,715	-	93,794	85,595	8,199	-	8,199	Outstanding	23/02/2015
64 Lesotho	17,455	17,455	-	2,018	1,268	750	-	750	Outstanding	22/11/2013
65 Liberia	15,831	15,831	-	2,018	230	1,788	-	1,788	Outstanding	26/01/2015
66 Liechtenstein	143,052	143,052	-	17,808	17,808	-	-	-	Fully settled	19/01/2015
67 Lithuania	809,240	809,240	-	145,583	145,583	-	-	-	Fully settled	14/04/2015
68 Luxembourg	1,454,424	1,454,424	-	160,279	160,279	-	-	-	Fully settled	27/01/2015
69 Madagascar	29,566	29,566	-	6,054	6,054	-	-	-	Fully settled	05/12/2014
70 Malawi	21,528	12,533	8,995	4,036	-	4,036	26	13,057	Ineligible to Vote	28/09/2011
71 Maldives	5,431	5,262	169	2,018	-	2,018	-	2,187	Arrears	16/05/2013
72 Mali	42,602	35,003	7,599	8,073	-	8,073	-	15,672	Arrears	16/01/2014
73 Malta	276,171	276,171	-	31,647	31,647	-	-	-	Fully settled	23/02/2015
74 Marshall Islands	17,455	17,455	-	2,018	984	1,034	-	1,034	Outstanding	04/03/2015
75 Mauritius	199,148	199,148	-	25,791	-	25,791	-	25,791	Outstanding	03/09/2014
76 Mexico	30,688,909	30,688,909	-	3,645,459	8	3,645,451	-	3,645,451	Outstanding	08/04/2014
77 Mongolia	29,525	29,525	-	6,024	103	5,921	-	5,921	Outstanding	20/08/2014
78 Montenegro	42,296	42,296	-	9,906	-	9,906	-	9,906	Outstanding	20/06/2014
79 Namibia	129,265	129,265	-	19,828	19,828	-	-	-	Fully settled	20/03/2015
80 Nauru	17,455	17,455	-	2,018	2,018	-	-	-	Fully settled	13/02/2015
81 Netherlands	30,932,785	30,932,785	-	3,273,367	3,273,367	-	-	-	Fully settled	16/04/2015
82 New Zealand	4,379,333	4,379,333	-	507,194	507,194	-	-	-	Fully settled	14/01/2015
83 Niger	25,832	7,943	17,889	4,036	-	4,036	92	22,017	Ineligible to Vote	23/11/2009
84 Nigeria	1,117,274	1,019,223	98,051	180,375	-	180,375	-	278,426	Arrears	25/10/2013
85 Norway	13,798,074	13,798,074	-	1,705,867	1,705,867	-	-	-	Fully settled	09/03/2015
86 Panama	387,730	387,730	-	51,565	27	51,538	-	51,538	Outstanding	18/08/2014
87 Paraguay	150,239	146,836	3,403	20,056	-	20,056	-	23,459	Arrears	05/02/2015
88 Peru	1,640,912	1,640,912	-	234,487	-	234,487	-	234,487	Outstanding	14/01/2015
89 Philippines	732,804	732,804	-	306,810	-	306,810	-	306,810	Outstanding	16/04/2014
90 Poland	11,557,985	11,557,985	-	1,846,257	1,846,257	-	-	-	Fully settled	29/01/2015
91 Portugal	8,643,545	8,643,545	-	938,076	52,334	885,742	-	885,742	Outstanding	05/05/2014
92 Republic of Korea	35,527,627	35,527,627	-	3,992,121	3,992,121	-	-	-	Fully settled	02/03/2015
93 Republic of Moldova	17,373	17,373	-	6,041	-	6,041	-	6,041	Outstanding	22/05/2014
94 Romania	2,245,982	2,245,982	-	453,082	430,000	23,082	-	23,082	Outstanding	02/04/2015
95 Saint Kitts and Nevis	13,025	13,025	-	2,018	-	2,018	-	2,018	Outstanding	12/03/2014
96 Saint Lucia	7,097	7,067	30	2,018	-	2,018	-	2,048	Arrears	05/06/2014
97 Saint Vincent and the Grenadines	17,259	11,956	5,303	2,018	-	2,018	11	7,332	Ineligible to Vote	14/07/2011
98 Samoa	17,335	17,335	-	1,994	1,994	-	-	-	Fully settled	13/04/2015
99 San Marino	51,740	51,740	-	5,983	-	5,983	-	5,983	Outstanding	28/02/2014
100 Senegal	91,053	91,053	-	11,983	11,931	52	-	52	Outstanding	20/03/2015
101 Serbia	501,995	501,995	-	79,724	79,724	-	-	-	Fully settled	12/02/2015
102 Seychelles	10,501	10,501	-	2,018	-	2,018	-	2,018	Outstanding	09/07/2014
103 Sierra Leone	17,455	17,455	-	2,018	61	1,957	-	1,957	Outstanding	09/03/2015
104 Slovakia	1,803,275	1,803,275	-	341,348	341,348	-	-	-	Fully settled	04/02/2015
105 Slovenia	1,654,419	1,654,419	-	200,430	-	200,430	-	200,430	Outstanding	23/04/2014
106 South Africa	5,882,020	5,882,020	-	738,837	738,837	-	-	-	Fully settled	06/03/2015
107 Spain	50,631,577	50,631,577	-	5,883,741	5,883,741	-	-	-	Fully settled	30/03/2015
108 State of Palestine	-	-	-	7,970	-	7,970	-	7,970	Outstanding	no pmnts
109 Suriname	30,593	30,593	-	8,049	-	8,049	-	8,049	Outstanding	11/02/2014
110 Sweden	17,902,730	17,902,730	-	1,899,937	1,899,937	-	-	-	Fully settled	18/03/2015
111 Switzerland	20,128,935	20,128,935	-	2,072,036	2,000,000	72,036	-	72,036	Outstanding	09/02/2015
112 Tajikistan	29,525	29,525	-	6,054	2,611	3,443	-	3,443	Outstanding	19/03/2015
113 The FYR of Macedonia	112,199	112,199	-	16,019	204	15,815	-	15,815	Outstanding	11/03/2015
114 Timor-Leste	21,027	21,027	-	4,013	3,852	161	-	161	Outstanding	10/06/2014
115 Trinidad and Tobago	585,372	585,372	-	87,446	-	87,446	-	87,446	Outstanding	31/01/2014
116 Tunisia	195,745	195,745	-	72,150	71,986	164	-	164	Outstanding	19/02/2015
117 Uganda	90,754	68,880	21,874	11,983	-	11,983	48	33,905	Arrears	05/12/2012
118 United Kingdom	107,455,370	107,455,370	-	10,379,778	10,379,778	-	-	-	Fully settled	14/04/2015
119 United Republic of Tanzania	113,480	65,966	47,514	12,614	-	12,614	354	60,482	Ineligible to Vote	01/06/2010
120 Uruguay	680,806	680,806	-	104,189	-	104,189	-	104,189	Outstanding	27/03/2015
121 Vanuatu	5,173	-	5,173	2,018	-	2,018	8	7,199	Ineligible to Vote	no pmnts
122 Venezuela	5,473,684	3,350,783	2,122,901	1,256,822	-	1,256,822	4,983	3,384,706	Arrears	04/09/2012
123 Zambia	54,059	54,059	-	11,983	-	11,983	-	11,983	Outstanding	14/07/2014
<i>Rounding difference</i>	<i>18</i>	<i>18</i>		<i>4</i>	<i>4</i>					
	1,053,534,196	1,044,480,488	<b>9,053,708</b>	125,597,639	71,697,720	<b>53,899,919</b>	<b>7,758</b>	<b>62,961,385</b>		

Note: Only covers assessed programme budget contributions and replenishments of the Contingency Fund and does not include advances to the Working Capital Fund.

## Annex II

### Human resources tables

#### Geographical Representation of ICC Professional Staff

Status as at 31 March 2015

Total number of professionals: 312<sup>1</sup>

Total number of nationalities: 75

#### Distribution per region:

<i>Region</i>	<i>Nationality</i>	<i>Total</i>
African	Algeria	1
	Benin	1
	Burkina Faso	1
	Cameroon	3
	Congo, Democratic Republic of the	1
	Cote d'Ivoire	1
	Egypt	4
	Gambia	3
	Ghana	1
	Guinea	1
	Kenya	3
	Lesotho	1
	Malawi	1
	Mali	2
	Niger	2
	Nigeria	2
	Rwanda	2
	Senegal	3
	Sierra Leone	3
	South Africa	9
Togo	1	
Uganda	1	
United Republic of Tanzania	2	
Zimbabwe	1	
<b>African Total</b>		<b>50</b>
Asian	China	1
	Cyprus	1
	Iran (Islamic Republic of)	4
	Japan	3
	Jordan	1
	Lebanon	1
	Mongolia	1
	Palestine	1
	Philippines	1
	Republic of Korea	1
	Singapore	1
Sri Lanka	1	
<b>Asian Total</b>		<b>17</b>
Eastern European	Albania	1
	Bosnia and Herzegovina	1
	Bulgaria	1
	Croatia	5
	Georgia	1
	Poland	2
	Romania	6
	Serbia	4
Ukraine	1	

<sup>1</sup> Excluding elected officials and 37 language staff.

<i>Region</i>	<i>Nationality</i>	<i>Total</i>
<b>Eastern European Total</b>		<b>22</b>
GRULAC	Argentina	3
	Brazil	1
	Chile	1
	Colombia	6
	Costa Rica	1
	Ecuador	2
	Mexico	3
	Peru	3
	Trinidad and Tobago	2
	Venezuela	3
<b>GRULAC Total</b>		<b>25</b>
WEOG	Australia	12
	Austria	2
	Belgium	10
	Canada	13
	Denmark	1
	Finland	4
	France	45
	Germany	9
	Greece	2
	Ireland	7
	Israel	1
	Italy	13
	Netherlands	20
	New Zealand	2
	Portugal	3
	Spain	10
	Sweden	2
	Switzerland	2
	United Kingdom	31
	United States of America	9
<b>WEOG Total</b>		<b>198</b>

## Geographical Representation - ICC Professional Staff

Status as at 31 March 2015

### Number of Staff per post, per region<sup>2</sup>

<i>Grade</i>	<i>Region</i>	<i>Nationality</i>	<i>Total</i>
D-1	African	Lesotho	1
		<b>African Total</b>	<b>1</b>
	GRULAC	Argentina	1
		Ecuador	1
		<b>GRULAC Total</b>	<b>2</b>
	WEOG	Belgium	2
		France	1
		Italy	1
		Netherlands	1
		United Kingdom	1
		<b>WEOG Total</b>	<b>6</b>
	<b>D-1 Total</b>		<b>9</b>
	P-5	African	Kenya
Mali			1
Senegal			1
South Africa			2
		<b>African Total</b>	<b>5</b>

<sup>2</sup> Excluding elected officials and 37 language staff.

<i>Grade</i>	<i>Region</i>	<i>Nationality</i>	<i>Total</i>
	Asian	Jordan	1
		<b>Asian Total</b>	<b>1</b>
	Eastern European	Serbia	1
		<b>Eastern European Total</b>	<b>1</b>
	WEOG	Australia	2
		Canada	1
		Denmark	1
		Finland	1
		France	4
		Ireland	1
		Italy	2
		Netherlands	1
		Portugal	1
		Spain	2
		United Kingdom	4
		United States of America	1
		<b>WEOG Total</b>	<b>21</b>
<b>P-5 Total</b>			<b>28</b>
P-4	African	Burkina Faso	1
		Cote d'Ivoire	1
		Ghana	1
		Nigeria	1
		Sierra Leone	1
		South Africa	1
		United Republic of Tanzania	1
		<b>African Total</b>	<b>7</b>
	Asian	Iran (Islamic Republic of)	3
		Lebanon	1
		<b>Asian Total</b>	<b>4</b>
	Eastern European	Croatia	1
		Romania	1
		Ukraine	1
		<b>Eastern European Total</b>	<b>3</b>
	GRULAC	Colombia	2
		Trinidad and Tobago	2
		Venezuela	1
		<b>GRULAC Total</b>	<b>5</b>
	WEOG	Australia	2
		Belgium	1
		Finland	2
		France	6
		Germany	3
		Ireland	1
		Italy	3
		Netherlands	4
		New Zealand	1
		Portugal	1
		Spain	2
		United Kingdom	9
		<b>WEOG Total</b>	<b>35</b>
<b>P-4 Total</b>			<b>54</b>
P-3	African	Algeria	1
		Benin	1
		Cameroon	2

<i>Grade</i>	<i>Region</i>	<i>Nationality</i>	<i>Total</i>
		Egypt	2
		Kenya	2
		Mali	1
		Niger	2
		Nigeria	1
		Rwanda	1
		Senegal	1
		South Africa	6
		United Republic of Tanzania	1
		<b>African Total</b>	<b>21</b>
Asian		Iran (Islamic Republic of)	1
		Mongolia	1
		Palestine	1
		Philippines	1
		Singapore	1
		Sri Lanka	1
		<b>Asian Total</b>	<b>6</b>
Eastern European		Albania	1
		Croatia	1
		Georgia	1
		Poland	1
		Romania	1
		Serbia	1
		<b>Eastern European Total</b>	<b>6</b>
GRULAC		Argentina	1
		Chile	1
		Colombia	3
		Costa Rica	1
		Ecuador	1
		Mexico	1
		Peru	1
		Venezuela	1
		<b>GRULAC Total</b>	<b>10</b>
WEOG		Australia	6
		Austria	2
		Belgium	6
		Canada	3
		Finland	1
		France	12
		Germany	5
		Greece	1
		Ireland	4
		Italy	3
		Netherlands	6
		Portugal	1
		Spain	1
		Sweden	1
		Switzerland	2
		United Kingdom	8
		United States of America	4
		<b>WEOG Total</b>	<b>66</b>
<b>P-3 Total</b>			<b>109</b>
P-2	African	Cameroon	1
		Congo, Democratic Republic of the	1
		Egypt	2



<i>Grade</i>	<i>Region</i>	<i>Nationality</i>	<i>Total</i>
		Gambia	2
		Malawi	1
		Rwanda	1
		Senegal	1
		Sierra Leone	2
		Togo	1
		Zimbabwe	1
		<b>African Total</b>	<b>13</b>
Asian		China	1
		Cyprus	1
		Japan	3
		Republic of Korea	1
		<b>Asian Total</b>	<b>6</b>
Eastern European		Bulgaria	1
		Croatia	2
		Romania	3
		Serbia	2
		<b>Eastern European Total</b>	<b>8</b>
GRULAC		Argentina	1
		Brazil	1
		Colombia	1
		Mexico	1
		Peru	2
		<b>GRULAC Total</b>	<b>6</b>
WEOG		Australia	2
		Canada	8
		France	19
		Germany	1
		Greece	1
		Israel	1
		Italy	4
		Netherlands	7
		New Zealand	1
		Spain	3
		Sweden	1
		United Kingdom	8
		United States of America	4
		<b>WEOG Total</b>	<b>60</b>
<b>P-2 Total</b>			<b>93</b>
P-1	African	Gambia	1
		Guinea	1
		Uganda	1
		<b>African Total</b>	<b>3</b>
Eastern European		Bosnia and Herzegovina	1
		Croatia	1
		Poland	1
		Romania	1
		<b>Eastern European Total</b>	<b>4</b>
GRULAC		Mexico	1
		Venezuela	1
		<b>GRULAC Total</b>	<b>2</b>
WEOG		Belgium	1
		Canada	1
		France	3

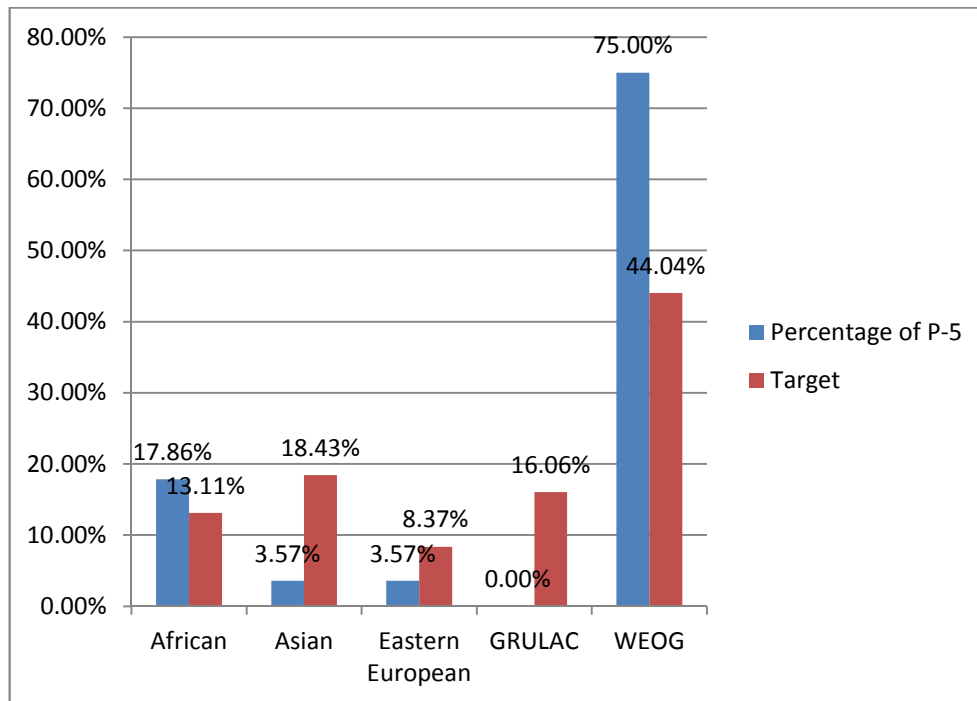
Grade	Region	Nationality	Total
		Ireland	1
		Netherlands	1
		Spain	2
		United Kingdom	1
<b>WEOG Total</b>			<b>10</b>
<b>P-1 Total</b>			<b>19</b>
<b>Grand Total</b>			<b>312</b>

**Percentage of staff per post, per region**

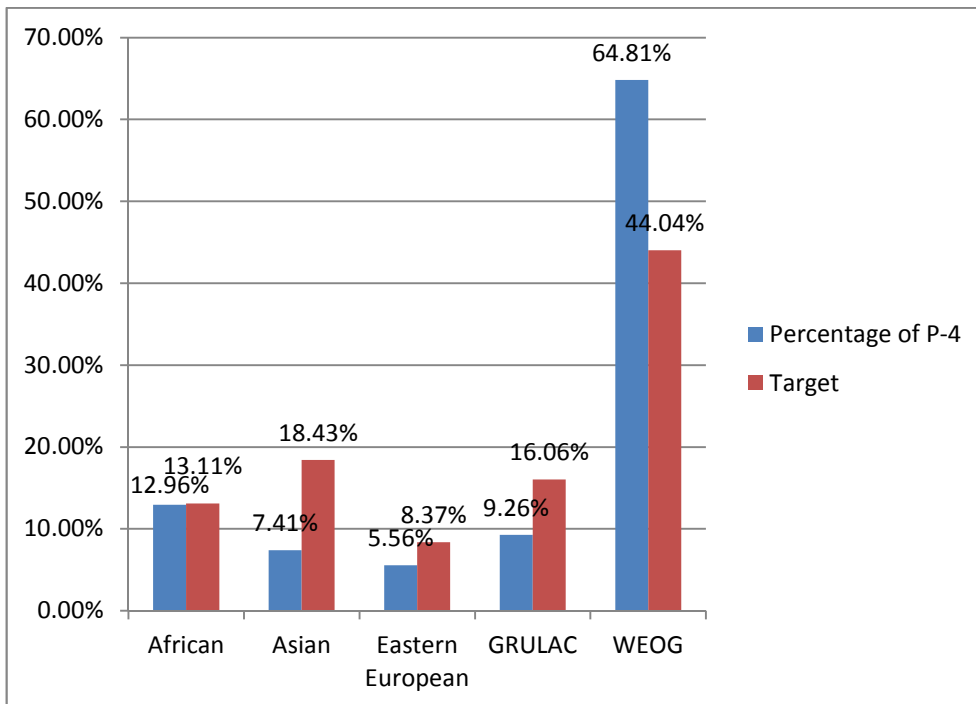
*Percentage – D1 posts*

Due to the limited number of only 9 positions concerned, statistic and graphic representations could be misleading, please refer to the exact numbers in table above.

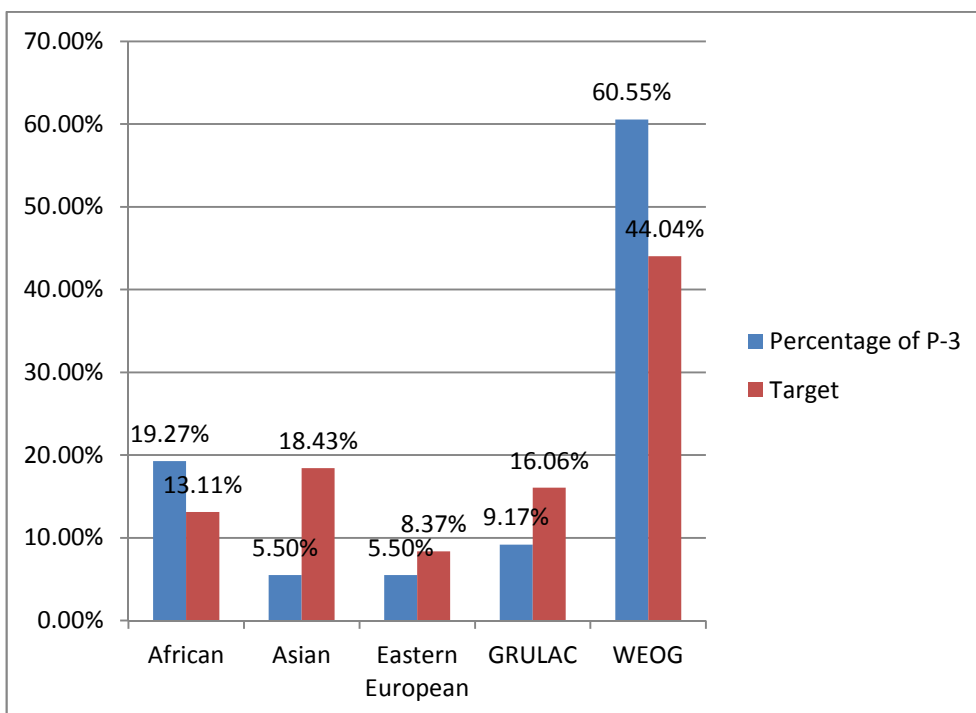
*Percentage - P5 posts*



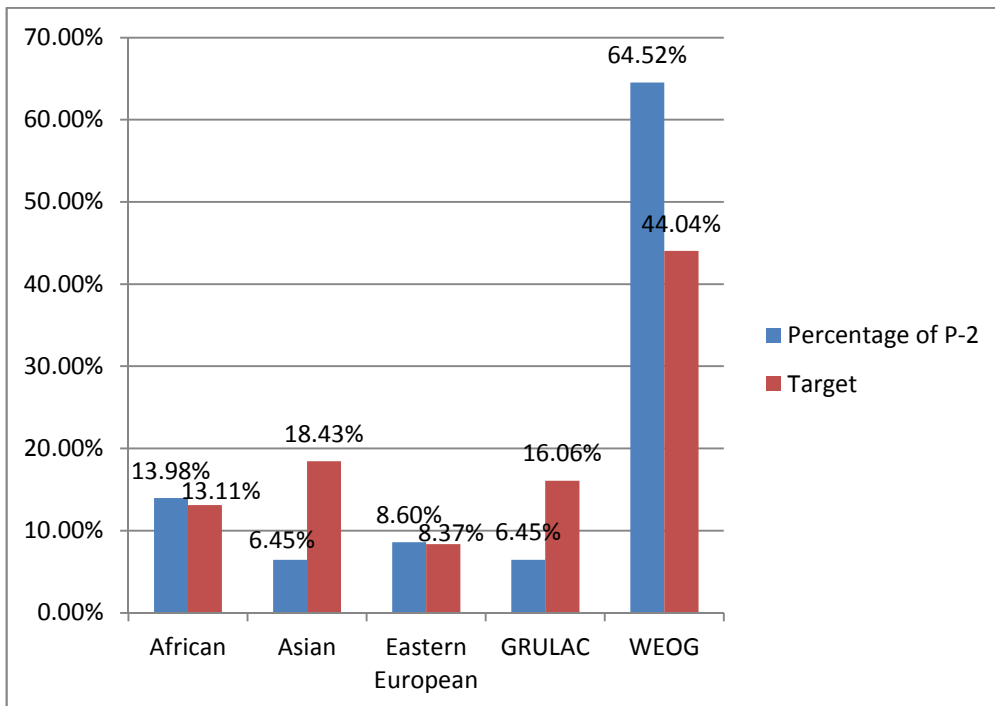
Percentage - P4 posts



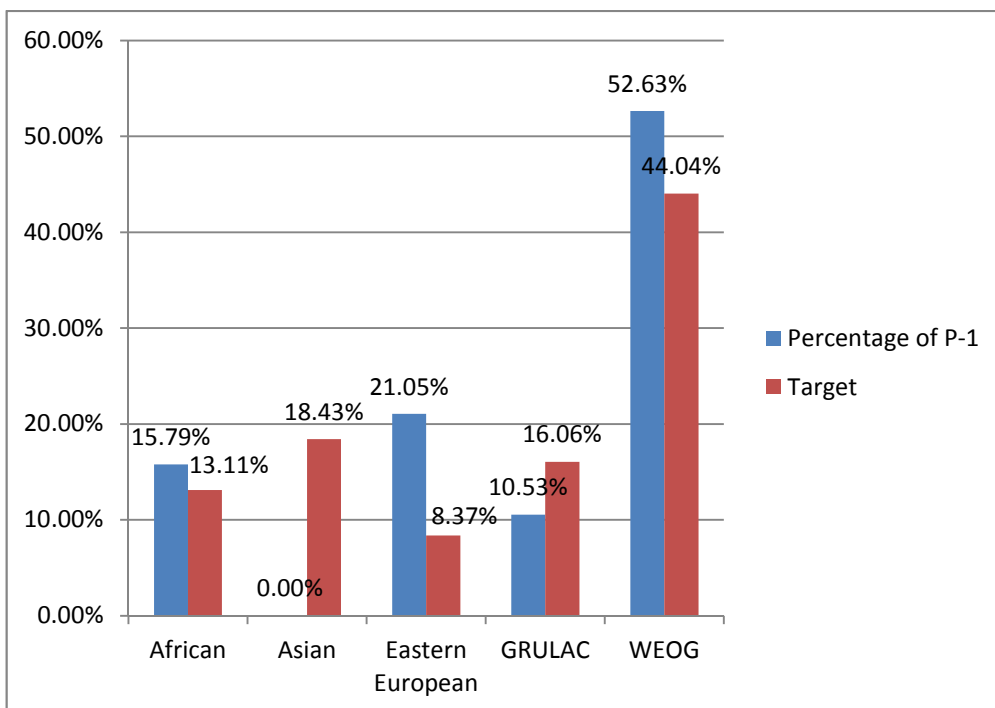
Percentage - P3 posts



Percentage - P2 posts



Percentage - P1 posts



## Desirable Range by Country

<i>Region</i>	<i>Country</i>	<i>Assessment 2015</i>	<i>Desirable Range</i>	<i>Midpoint</i>	<i>No. of Staff*</i>
African	Benin	0.00480%	1.05 - 1.42	1.24	1
	Botswana	0.02700%	1.04 - 1.41	1.23	
	Burkina Faso	0.00480%	1.10 - 1.49	1.29	1
	Burundi	0.00160%	1.04 - 1.41	1.23	
	Cape Verde	0.00160%	0.99 - 1.34	1.16	
	Central African Republic	0.00160%	1.02 - 1.37	1.20	
	Chad	0.00320%	1.06 - 1.44	1.25	
	Comoros	0.00160%	0.99 - 1.34	1.17	
	Congo	0.00790%	1.02 - 1.38	1.20	
	Côte d'Ivoire	0.01750%	1.15 - 1.56	1.36	1
	Democratic Republic of the Congo	0.00480%	1.44 - 1.95	1.69	1
	Djibouti	0.00160%	0.99 - 1.34	1.17	
	Gabon	0.03180%	1.05 - 1.42	1.23	
	Gambia	0.00160%	1.00 - 1.35	1.17	3
	Ghana	0.02220%	1.18 - 1.60	1.39	1
	Guinea	0.00160%	1.05 - 1.43	1.24	1
	Kenya	0.02070%	1.29 - 1.74	1.51	3
	Lesotho	0.00160%	1.00 - 1.35	1.18	1
	Liberia	0.00160%	1.01 - 1.37	1.19	
	Madagascar	0.00480%	1.12 - 1.52	1.32	
	Malawi	0.00320%	1.09 - 1.48	1.29	1
	Mali	0.00640%	1.08 - 1.46	1.27	2
	Mauritius	0.02070%	1.03 - 1.39	1.21	
	Namibia	0.01590%	1.02 - 1.39	1.21	
	Niger	0.00320%	1.09 - 1.48	1.29	2
	Nigeria	0.14300%	2.26 - 3.06	2.66	2
	Senegal	0.00950%	1.08 - 1.47	1.28	3
	Seychelles	0.00160%	0.99 - 1.34	1.16	
	Sierra Leone	0.00160%	1.02 - 1.39	1.21	3
	South Africa	0.59120%	2.29 - 3.10	2.70	9
	Tunisia	0.05720%	1.15 - 1.55	1.35	
	Uganda	0.00950%	1.22 - 1.65	1.44	1
United Republic of Tanzania	0.01000%	1.30 - 1.75	1.53		
Zambia	0.00950%	1.09 - 1.47	1.28	2	
Asian	Afghanistan	0.00790%	1.19 - 1.61	1.40	
	Bangladesh	0.01000%	2.08 - 2.82	2.45	
	Cambodia	0.00640%	1.09 - 1.48	1.29	
	Cook Islands	0.00160%	0.99 - 1.33	1.16	
	Cyprus	0.07470%	1.11 - 1.51	1.31	1
	Fiji	0.00480%	1.00 - 1.35	1.17	
	Japan	17.21610%	30.23 - 40.90	35.57	3
	Jordan	0.03500%	1.08 - 1.47	1.28	1
	Maldives	0.00160%	0.99 - 1.34	1.16	
	Marshall Islands	0.00160%	0.99 - 1.34	1.16	
	Mongolia	0.00480%	1.01 - 1.37	1.19	1
	Nauru	0.00160%	0.99 - 1.33	1.16	
	Philippines	0.24470%	2.00 - 2.71	2.36	1
	Republic of Korea	3.16890%	6.53 - 8.84	7.69	1
	Samoa	0.00160%	0.99 - 1.34	1.16	
	Tajikistan	0.00480%	1.04 - 1.40	1.22	
	Timor-Leste	0.00320%	1.00 - 1.35	1.17	
	Vanuatu	0.00160%	0.99 - 1.34	1.16	

<i>Region</i>	<i>Country</i>	<i>Assessment 2015</i>	<i>Desirable Range</i>	<i>Midpoint</i>	<i>No. of Staff*</i>
Eastern European	Albania	0.01590%	1.03 - 1.39	1.21	1
	Bosnia & Herzegovina	0.02700%	1.05 - 1.42	1.24	1
	Bulgaria	0.07470%	1.16 - 1.56	1.36	1
	Croatia	0.20020%	1.34 - 1.82	1.58	5
	Czech Republic	0.61340%	2.06 - 2.79	2.43	
	Estonia	0.06360%	1.10 - 1.48	1.29	
	Georgia	0.01110%	1.03 - 1.39	1.21	1
	Hungary	0.42270%	1.75 - 2.36	2.06	
	Latvia	0.07470%	1.12 - 1.52	1.32	
	Lithuania	0.11600%	1.20 - 1.62	1.41	
	Montenegro	0.00790%	1.00 - 1.35	1.18	
	Poland	1.46370%	3.65 - 4.94	4.29	2
	Republic of Moldova	0.00480%	1.02 - 1.37	1.19	
	Romania	0.35920%	1.72 - 2.32	2.02	6
	Serbia	0.06360%	1.15 - 1.56	1.36	4
	Slovakia	0.27180%	1.47 - 1.99	1.73	
	Slovenia	0.15890%	1.26 - 1.70	1.48	
The Former Yugoslav Rep. of Macedonia	0.01270%	1.02 - 1.38	1.20		
GRULAC	Antigua and Barbuda	0.00320%	0.99 - 1.34	1.16	
	Argentina	0.68650%	2.38 - 3.23	2.81	3
	Barbados	0.01270%	1.01 - 1.36	1.18	
	Belize	0.00160%	0.99 - 1.34	1.16	
	Bolivia	0.01430%	1.07 - 1.45	1.26	
	Brazil	4.66280%	9.96 - 13.48	11.72	1
	Chile	0.53080%	1.97 - 2.67	2.32	1
	Colombia	0.41160%	1.97 - 2.66	2.31	6
	Costa Rica	0.06040%	1.11 - 1.51	1.31	1
	Dominica	0.00160%	0.99 - 1.34	1.16	
	Dominican Republic	0.07150%	1.17 - 1.58	1.38	
	Ecuador	0.06990%	1.19 - 1.61	1.40	2
	Grenada	0.00160%	0.99 - 1.34	1.16	
	Guatemala	0.04290%	1.15 - 1.55	1.35	
	Guyana	0.00160%	0.99 - 1.34	1.17	
	Honduras	0.01270%	1.05 - 1.43	1.24	
	Mexico	2.92740%	6.54 - 8.85	7.70	3
	Panama	0.04130%	1.08 - 1.45	1.26	
	Paraguay	0.01590%	1.05 - 1.42	1.24	
	Peru	0.18590%	1.48 - 2.01	1.75	3
	Saint Kitts and Nevis	0.00160%	0.99 - 1.34	1.16	
	Saint Lucia	0.00160%	0.99 - 1.34	1.16	
	Saint Vincent and the Grenadines	0.00160%	0.99 - 1.34	1.16	
	Suriname	0.00640%	1.00 - 1.35	1.17	
	Trinidad and Tobago	0.06990%	1.11 - 1.50	1.30	2
	Uruguay	0.08260%	1.14 - 1.55	1.34	
	Venezuela	0.99640%	2.82 - 3.81	3.32	3
WEOG	Andorra	0.01270%	1.01 - 1.36	1.18	
	Australia	3.29610%	6.56 - 8.88	7.72	12
	Austria	1.26820%	3.13 - 4.24	3.68	2
	Belgium	1.58600%	3.67 - 4.97	4.32	10
	Canada	4.74220%	9.03 - 12.22	10.63	13
	Denmark	1.07270%	2.79 - 3.78	3.28	1
	Finland	0.82480%	2.38 - 3.22	2.80	4
	France	8.88850%	16.08 - 21.76	18.92	45

<i>Region</i>	<i>Country</i>	<i>Assessment 2015</i>	<i>Desirable Range</i>	<i>Midpoint</i>	<i>No. of Staff*</i>
	Germany	11.34870%	20.25 - 27.40	23.83	9
	Greece	1.01390%	2.73 - 3.69	3.21	2
	Iceland	0.04290%	1.06 - 1.43	1.24	
	Ireland	0.66430%	2.11 - 2.86	2.48	7
	Italy	7.06890%	13.04 - 17.65	15.35	13
	Liechtenstein	0.01430%	1.01 - 1.36	1.19	
	Luxembourg	0.12870%	1.20 - 1.62	1.41	
	Malta	0.02540%	1.03 - 1.39	1.21	
	Netherlands	2.62860%	5.43 - 7.35	6.39	20
	New Zealand	0.40210%	1.68 - 2.27	1.97	2
	Norway	1.35240%	3.25 - 4.39	3.82	
	Portugal	0.75330%	2.30 - 3.11	2.70	3
	San Marino	0.00480%	0.99 - 1.34	1.17	
	Spain	4.72480%	9.08 - 12.28	10.68	10
	Sweden	1.52570%	3.56 - 4.82	4.19	2
	Switzerland	1.66390%	3.78 - 5.11	4.45	2
	United Kingdom	8.23060%	14.98 - 20.26	17.62	31
		<b>100.00%</b>		<b>353</b>	<b>280</b>

\* Situation effective 31 March 2015. Established Professional posts, excluding Elected Officials and Language Staff. 32 other professional staff members are nationals of non-States Parties.

## Gender balance - ICC Professional Staff

Status as at 31/03/2015

### Number of Professional Staff by Gender<sup>3</sup>

#### Judiciary

<i>Grade</i>	<i>F</i>	<i>M</i>	<i>Grand Total</i>
P-5	1	2	3
P-4	1	2	3
P-3	12	9	21
P-2	1	2	3

#### Office of the Prosecutor

<i>Grade</i>	<i>F</i>	<i>M</i>	<i>Grand Total</i>
USG	1		1
ASG		1	1
D-1		3	3
P-5	3	8	11
P-4	9	19	28
P-3	13	28	41
P-2	27	15	42
P-1	10	5	15

<sup>3</sup> Including elected officials and language staff.

**Registry**

<i>Grade</i>	<i>F</i>	<i>M</i>	<i>Grand Total</i>
ASG		1	1
D-1		2	2
P-5	5	7	12
P-4	13	20	33
P-3	25	35	60
P-2	38	17	55
P-1	3	1	4

**Secretariat of the Assembly of States Parties**

<i>Grade</i>	<i>F</i>	<i>M</i>	<i>Grand Total</i>
D-1		1	1
P-5		1	1
P-4	1		1
P-3	1		1

**Secretariat of the Trust Fund for Victims**

<i>Grade</i>	<i>F</i>	<i>M</i>	<i>Grand Total</i>
D-1		1	1
P-5	1		1
P-3	2	1	3

**Project Director's Office**

<i>Grade</i>	<i>F</i>	<i>M</i>	<i>Grand Total</i>
D-1		1	1

**Office of Internal Audit**

<i>Grade</i>	<i>F</i>	<i>M</i>	<i>Grand Total</i>
D-1	1		1
P-4		1	1
P-3	1		1

**Total ICC**

	<i>F</i>	<i>M</i>	<i>Grand Total</i>
	<b>169</b>	<b>183</b>	<b>352</b>

**International Criminal Court - Staff count - Actual**

As at 31<sup>st</sup> of March 2015, the actual situation regarding the Court's staff count is as follows:

<i>Staff count</i>	
Established posts	691
Approved GTA	224
Interns	68
Visiting professionals	5
SSA Contractors	129
Elected officials / Judges	18
<b>Total</b>	<b>1135</b>



## International Criminal Court - Staff count - Projected

Based on the approved budget of 2015 and taking into account averages for interns, visiting professionals and SSA contractors as per 2015, the Court's headcount at the end of 2015 could be expected to be as follows:

<i>Staff count</i>	
Established posts <sup>4</sup>	786
Approved GTA <sup>5</sup>	317
Interns	79
Visiting professionals	5
SSA Contractors	100
Elected officials / Judges	22
<b>Total</b>	<b>1309</b>

## Vacant Posts - ICC Established Posts

Status as at 31 March 2015

<i>Major Programme</i>	<i>Programme</i>	<i>Sub-Programme</i>	<i>Post Level</i>	<i>Post Title</i>	<i>Total</i>	<i>Comments</i>
MP I	Judiciary	Presidency	P-2	Associate Administrative Officer	1	Post vacated due to resignation. Profile to be reviewed in 2015.
		Chambers	P-2	Associate Legal Officer	1	Post vacated due to resignation. Post to be filled in 2015.
MP II	Office of the Prosecutor	Immediate Office of the Prosecutor	P-1	Special Assistant to the Prosecutor	1	Post vacated due to resignation. Post to be filled in 2015.
			GS-OL	Personal Assistant to the Deputy Prosecutor	1	Post vacated due to internal move. Pending streamlining of operations.
		Prosecution Division	P-5	Prosecution Coordinator	1	Post vacated due to internal move. Pending streamlining of operations.
MP III	Office of the Registrar	Immediate Officer	D-1	Deputy Registrar	1	Pending the outcome of the ReVision Project.
			P-5	Special Assistant to the Registrar on External Relations	1	Pending the outcome of the ReVision Project.
			P-5	Senior Executive Officer	1	Pending the outcome of the ReVision Project.
			P-5	Head, Project POPP	1	Pending the outcome of the ReVision Project.
		Security and Safety Section	GS-OL	Personnel Security Officer	1	Post covered on a temporary basis pending the outcome of the ReVision Project.
			GS-OL	Security Support Assistant	2	Posts vacant pending the outcome of the ReVision Project.
		Field Operations Section	GS-OL	Senior Driver (CAR)	1	Post covered on a temporary basis pending the outcome of the ReVision Project.
			GS-OL	Driver (CAR)	1	Post vacant pending the outcome of the ReVision Project.
			GS-OL	Driver (CAR)	1	Post covered on a temporary basis pending the outcome of the ReVision Project.
			GS-OL	Driver (CIV)	2	Posts vacant pending the outcome of the ReVision Project.
			GS-OL	Logistics Assistant/Desk Officer	1	Post vacant pending the outcome of the ReVision Project.
		Counsel Support Section	P-4	Head, Legal Aid Unit	1	Post vacant and will be covered on a temporary basis pending the outcome of the ReVision Project.
			P-2	Legal Aid Fund Monitoring Specialist	1	Post covered on a temporary basis pending the outcome of the ReVision Project.

<sup>4</sup> Vacancy rate not taken into account in the projection.

<sup>5</sup> Ibid.

Major Programme	Programme	Sub-Programme	Post Level	Post Title	Total	Comments
			P-2	Associate Legal Officer	1	Post vacant pending the outcome of the ReVision Project.
	Common Administrative Services Division	Budget and Finance Section	P-4	Management Accounting Supervisor	1	Post covered on a temporary basis pending the outcome of the ReVision Project.
			P-3	Accounts Officer	1	Post covered on a temporary basis pending the outcome of the ReVision Project.
			GS-OL	Senior Budget and Finance Assistant	1	Post covered on a temporary basis pending the outcome of the ReVision Project.
		General Services Section	P-3	Facilities Management Officer	1	Post covered on a temporary basis pending the outcome of the ReVision Project.
		Information and Communication Technologies Section	GS-OL	Field ICT Technician	1	Post vacant pending the outcome of the ReVision Project.
	Division of Court Services	Court Management Section	GS-PL	Senior Audio-Visual Assistant	1	Post vacant pending the outcome of the ReVision Project.
			Victims and Witnesses Unit	GS-OL	Field Protection/Operations Assistant (various duty stations)	6
		GS-OL		Field Confidential Accounts Assistant (CAR)	1	Post vacant pending the outcome of the ReVision Project.
		GS-OL		Field Support Assistant (various duty stations)	7	Posts vacant pending the outcome of the ReVision Project.
		P-4		Operations Officer	1	Post vacant pending the outcome of the ReVision Project.
		P-3		Administrative Officer	1	Post vacant pending the outcome of the ReVision Project.
		P-3		Field Witness Officer	1	Post vacant pending the outcome of the ReVision Project.
		Victims Participation and Reparation Section	P-1	Assistant Legal Officer	1	Post vacant pending the outcome of the ReVision Project.
		Court Interpretation and Translation Section	P-2	Associate Translator (English)	1	Post unfunded in 2015 and pending the outcome of the ReVision Project.
		Public Information and Documentation Section	P-2	Associate Legal Officer	1	Post unfunded in 2015. Pending the outcome of the ReVision Project.
	P-2		Field Associate Legal Outreach Coordinator for Sudan	1	Post unfunded in 2015. Pending the outcome of the ReVision Project.	
	GS-PL		Field Outreach Assistant (CAR)	1	Post unfunded in 2015. Pending the outcome of the ReVision Project.	
	GS-OL		Field Outreach Assistant (various duty stations)	2	Posts unfunded in 2015. Pending the outcome of the ReVision Project.	
		GS-OL	Field Outreach Assistant (various duty stations)	3	Posts vacant pending the outcome of the ReVision Project.	
MP IV	Secretariat of the Assembly of States Parties	GS-OL	Meeting and Administrative Assistant	1	Post vacant pending the outcome of the ReVision Project.	
MP VII.1	Project Director's Office	P-2	Project Administrator Permanent Premises	1	Post vacant due to resignation.	
MP VII.5	Project Director's Office	P-4	Senior Evaluation Specialist (tbc)	1	Post to be filled in 2015.	
		P-2	Associate investigator	1	Post to be filled in 2015.	
		GS-OL	Administrative/Investigative Assistant (tbc)	1	Post to be filled in 2015.	
<b>Grand Total:</b>					<b>58 (2)<sup>6</sup></b>	

36 posts are: under recruitment/recruitment completed (36) or advertised (0) as of 31 March 2015.

<sup>6</sup> 1 post, Staff Council Officer, funding the Staff Council Representative, is no longer reported as vacant. 1 post, Deputy Registrar, is an elected official post.

**Staffing: Approved versus filled posts (excluding Elected Officials)**

Status as at 31 March 2015

<i>Major Programme</i> [1]	<i>Approved</i> [2]	<i>Filled</i> [3]	<i>Recruitment completed<sup>1</sup></i> [4]	<i>Under recruitment</i> [5]	<i>Advertised not under recruitment</i> [6]	<i>Vacant not advertised</i> [7]	<i>% of established posts vacant</i> [(2-3)/2]x100	<i>Vacancy Rate (%) of established posts</i> [(AVG(3)-2)/2]x100
Judiciary								
Major Programme I	48	46	0	0	0	2	4.17%	3.48%
Office of the Prosecutor								
Major Programme II	216	198	1	14	0	3	8.33%	8.64%
Registry								
Major Programme III	494	429	0	16	0	49	13.16%	12.89%
Secretariat of the ASP								
Major Programme IV	9	5	0	3	0	1	44.44%	44.44%
Secretariat of the TFV								
Major Programme VI	7	7	0	0	0	0	0.00%	0.00%
Project Director's Office								
Major Programme VII.1	4	2	0	1	0	1	50.00%	66.75%
Independent Oversight Mechanism								
Major Programme VII.5	4	0	0	1	0	3	100.00%	83.50%
Office of Internal Audit								
Major Programme VII.6	4	4	0	0	0	0	0.00%	100.00%
<b>Total ICC</b>	<b>786</b>	<b>691</b>	<b>1</b>	<b>35</b>	<b>0</b>	<b>59</b>	<b>12.09%</b>	<b>11.96%</b>
<b>Target recruitment</b>		<b>95</b>						
<b>Under recruitment / Recruitment completed</b>			<b>36</b>					
<b>Percentage of target</b>		<b>37.9%</b>						

<sup>1</sup>Recruitment completed: Indicates that the selected candidate has accepted the offer. Recruitment process has been finalised and the post is blocked until the arrival of the incumbent.

<sup>2</sup>In MP-III, 1 post not vacant as such but funding a Staff Council Representative.

**Geographical Representation of ICC GTA Professional Staff**

Status as at 31 March 2015

Total number of professionals: 145

Total number of nationalities: 51

**Distribution per region:**

<i>Region</i>	<i>Nationality</i>	<i>Total</i>
African	Cameroon	2
	Congo, Democratic Republic of the	1
	Cote d'Ivoire	1
	Egypt	1
	Ethiopia	1
	Ghana	1
	Mauritius	1
	Nigeria	1
	Rwanda	2
	Senegal	1
	South Africa	1
	Sudan	1
	Uganda	3
	Zambia	1
<b>African Total</b>		<b>18</b>

<i>Region</i>	<i>Nationality</i>	<i>Total</i>
Asian	India	3
	Indonesia	1
	Japan	1
	Pakistan	1
	Philippines	1
	Republic of Korea	1
	Singapore	1
	Uzbekistan	1
<b>Asian Total</b>		<b>10</b>
Eastern European	Bosnia and Herzegovina	1
	Bulgaria	1
	Croatia	2
	Poland	3
	Republic of Moldova	2
	Romania	2
	Russian Federation	1
	Serbia	1
Slovenia	1	
<b>Eastern European Total</b>		<b>14</b>
GRULAC	Argentina	1
	Jamaica	1
	Mexico	1
	Peru	1
<b>GRULAC Total</b>		<b>4</b>
WEOG	Australia	7
	Belgium	4
	Canada	9
	France	16
	Germany	8
	Greece	1
	Iceland	1
	Ireland	5
	Italy	3
	Malta	1
	Netherlands	12
	Portugal	1
	Spain	4
	Switzerland	2
	United Kingdom	16
United States of America	9	
<b>WEOG Total</b>		<b>99</b>

## Annex III

### Budget performance for Contingency Fund notifications in 2014<sup>1</sup>

#### A. Budget performance for Contingency Fund notifications

1. In 2014, the Court originally submitted the following six notifications to the Committee, in the total amount of €5,115,100. On 10 October, the Court notified the Committee of revisions to the estimates of the resources required in two notifications (at points (iv) and (v) below), which resulted in a revised total notification amount of €3,815,100, a decrease of €1.3 million. During the course of the year, the Court had been making substantial efforts to optimize the utilization of existing resources to reduce its financial requirements. The notifications are as follows:

- (a) Notification of 1 April 2014 for €245,900 for the further extension of the mandate of one judge and the contracts of the relevant support staff in *Bemba* in the situation in the Central African Republic;
- (b) Notification of 1 May 2014 for €284,300 for the further extension of the mandates of two judges and the contracts of the relevant support staff in *Katanga* in the situation in the Democratic Republic of the Congo;
- (c) Notification of 12 June 2014 for €261,400 for the purposes of re-opening the field office in Bangui in the situation in the Central African Republic;
- (d) Notification of 26 June 2014 for €1,369,900 and further notification of 10 October 2014 of the revised estimate of resources required of €782,900 for the purposes of funding prosecutorial activities related to offences against the administration of justice under article 70 of the Rome Statute and for witness relocation and assisted moves in the situation in Kenya;
- (e) Notification of 28 July 2014 for €2,593,400 and further notification of 10 October 2014 of the revised estimate of resources required of €1,880,400 for the purposes of funding investigative and prosecutorial activities related to offences against the administration of justice under article 70 of the Rome Statute and to the provision of services in connection with the unforeseen developments in the situation in the Central African Republic; and
- (f) Notification of 30 September 2014 for €360,200 in *Blé Goudé* in the situation in Côte d'Ivoire.

#### B. Budget performance for the total Contingency Fund notifications

2. Table 7 below provides a summary of overall budget performance for the six Contingency Fund notifications submitted to the Committee. Overall actual implementation at year's end in 2014 is €2.35 million (61.7 per cent), against the total revised Contingency Fund notification amount of €3.82 million.

<sup>1</sup> ICC-ASP/14/8, section IV, parts F and G.

**Table 7: Overall budget performance for the six Contingency Fund notifications in 2014 by item of expenditure (amounts in thousands of euros)**

<i>Expenditure item</i>	<i>Total revised Contingency Fund notification</i>	<i>Total actual expenditure*</i>	<i>Total implementation rate (%)</i>
	[1]	[2]	[3]=[2]/[1]
Judges' costs	298.9	275.8	92.3
<i>Subtotal judges' costs</i>	298.9	275.8	92.3
Staff costs	20.6		
<i>Subtotal staff costs</i>	20.6		
General temporary assistance	762.7	435.6	57.1
Temporary assistance for meeting	13.2	3.8	28.8
<i>Subtotal other staff costs</i>	775.9	439.4	56.6
Travel	375.3	125.0	33.3
Contractual services	336.1	309.5	92.1
Counsel for defence	675.5	618.4	91.5
Counsel for victims	26.7		
General operating expenses	1,171.8	513.7	43.8
Supplies and materials	15.0	23.8	158.9
Equipment including furniture	119.3	48.0	40.3
<i>Subtotal non-staff costs</i>	2,719.7	1,638.4	60.2
<b>Total</b>	<b>3,815.1</b>	<b>2,353.6</b>	<b>61.7</b>

\* Expenditure in 2014 is based on preliminary, unaudited figures which are subject to change.

3. The budget performance for each Contingency Fund notification is detailed below in the order of the notifications to the Committee.

4. Table 8 below shows budget performance in respect of the Contingency Fund notification to further extend the mandate of one judge as well as the contracts of a limited number of support staff for eight months until the end of the year for *Bemba*, in the situation in the Central African Republic. The first four months of the extension of the judge's mandate were included in the 2014 programme budget. The funds were utilized as notified, with actual implementation of €0.21 million (84.9 per cent), against the notification amount of €0.25 million.

**Table 8: Budget performance in respect of the Contingency Fund notification for the further extension of the mandate of one judge and the contracts of the relevant support staff in Bemba, in the situation in the Central African Republic, in 2014 by item of expenditure (amounts in thousands of euros)**

<i>Expenditure item</i>	<i>Contingency Fund notification</i>	<i>Actual expenditure*</i>	<i>Implementation rate (%)</i>
	[1]	[2]	[3]=[2]/[1]
Judges' costs	122.6	122.5	100.0
<i>Subtotal judges' costs</i>	122.6	122.5	100.0
General temporary assistance	123.3	86.3	70.0
<i>Subtotal other staff costs</i>	123.3	86.3	70.0
<b>Total</b>	<b>245.9</b>	<b>208.8</b>	<b>84.9</b>

\* Expenditure in 2014 is based on preliminary, unaudited figures which are subject to change.

5. Table 9 below shows budget performance in respect of the Contingency Fund notification to further extend the mandates of two judges and the contracts of a limited number of staff for five months, pending acceptance of the two judges' requests to leave the Court, for *Katanga*, in the situation in the Democratic Republic of the Congo. At year-end, the fund had been implemented in the amount of €0.25 million (88.4 per cent), against the notification amount of €0.28 million. The slight underspend is due to lower judges' costs because the pension for one judge requested was not required.

**Table 9: Budget performance in respect of the Contingency Fund notification for the further extension of the mandates of two judges and the contracts of the relevant support staff in *Katanga*, in the situation in the Democratic Republic of the Congo, in 2014 by item of expenditure (amounts in thousands of euros)**

<i>Expenditure item</i>	<i>Contingency Fund notification</i>	<i>Actual expenditure*</i>	<i>Implementation rate (%)</i>
	[1]	[2]	[3]=[2]/[1]
Judges' costs	176.3	153.3	86.9
<i>Subtotal judges' costs</i>	<i>176.3</i>	<i>153.3</i>	<i>86.9</i>
General temporary assistance	108.0	97.9	90.7
<i>Subtotal other staff costs</i>	<i>108.0</i>	<i>97.9</i>	<i>90.7</i>
<b>Total</b>	<b>284.3</b>	<b>251.2</b>	<b>88.4</b>

\* Expenditure in 2014 is based on preliminary, unaudited figures which are subject to change.

6. Table 10 below shows budget performance in respect of the Contingency Fund notification for the purposes of re-opening a small field office presence in Bangui, in the situation in the CAR, in support of ongoing trial proceedings and maintenance of the initial response system (IRS). The fund was under-implemented at €0.10 million (36.5 per cent), against the notification amount of €0.26 million. Despite the efforts made by the sections involved in the renovation of the office, it was not possible to complete the work during the year. Consequently, most of the budget requested under contractual services and general operating expenses was underspent. Moreover, the armoured vehicle recommended in the security and safety assessment was not purchased as planned, which resulted in underspending in the equipment including furniture category. As the office was not yet operational, the requested amount for staff costs for the relocation of one internationally recruited staff member was not utilized.

**Table 10: Budget performance in respect of the Contingency Fund notification for the purposes of re-opening the field office in Bangui, in the situation in the Central African Republic, in 2014 by item of expenditure (amounts in thousands of euros)**

<i>Expenditure item</i>	<i>Contingency Fund notification</i>	<i>Actual expenditure*</i>	<i>Implementation rate (%)</i>
	[1]	[2]	[3]=[2]/[1]
Staff costs	20.6		
<i>Subtotal staff costs</i>	<i>20.6</i>		
Travel		12.6	
Contractual services	19.6		
General operating expenses	86.9	44.4	51.1
Supplies and materials	15.0	13.2	88.2
Equipment including furniture	119.3	25.3	21.2
<i>Subtotal non-staff costs</i>	<i>240.8</i>	<i>95.5</i>	<i>39.7</i>
<b>Total</b>	<b>261.4</b>	<b>95.5</b>	<b>36.5</b>

\* Expenditure in 2014 is based on preliminary, unaudited figures which are subject to change.

7. Table 11 below provides budget performance in respect of the Contingency Fund notification for prosecutorial activities related to offences against the administration of justice under article 70 of the Rome Statute and for witness relocation and assisted moves, in the situation in Kenya. The actual implementation rate at year-end was €0.25 million (31.4 per cent), against the revised notification amount of €0.78 million.

8. Because it was not yet known at the time when the Court re-evaluated the resource requirements for Contingency Fund notifications whether the 2015 proposed budget would be adopted as presented, the OTP decided to freeze recruitment for most of the positions created with a view to meeting the need generated by these activities, which it had originally sought to cover through the Contingency Fund, and instead absorbed most of the staff costs within the programme budget by using its existing resources. Consequently, the GTA category was under-implemented.

9. The aforementioned decisions have impacted the Registry's ability to implement the requested resources for witness relocation and assisted moves as well as related travel, which resulted in underspending in travel and general operating expenses.

**Table 11: Budget performance of the Contingency Fund notification for the purposes of funding prosecutorial activities related to offences against the administration of justice under article 70 of the Rome Statute and for witness relocation and assisted moves in the situation in Kenya in 2014 by item of expenditure (amounts in thousands of euros)**

<i>Expenditure item</i>	<i>Revised Contingency Fund notification</i>	<i>Actual expenditure*</i>	<i>Implementation rate (%)</i>
	[1]	[2]	[3]=[2]/[1]
General temporary assistance	272.0	49.1	18.1
<i>Subtotal other staff costs</i>	<i>272.0</i>	<i>49.1</i>	<i>18.1</i>
Travel	158.6	34.0	21.4
Contractual services	132.9	127.1	95.6
General operating expenses	219.4	35.4	16.1
<i>Subtotal non-staff costs</i>	<i>510.9</i>	<i>196.5</i>	<i>38.5</i>
<b>Total</b>	<b>782.9</b>	<b>245.6</b>	<b>31.4</b>

\* Expenditure in 2014 is based on preliminary, unaudited figures which are subject to change.

10. Table 12 below shows budget performance in respect of the Contingency Fund notification for the purposes of funding prosecutorial activities related to offences against the administration of justice under article 70 of the Rome Statute and to the provision of services in connection with the unforeseen developments in the situation in the CAR. Actual implementation at year-end was €1.30 million (68.9 per cent), against the revised notification amount of €1.88 million.

11. For the same reason of budgetary uncertainty as for the notification at point (iv), the OTP decided to freeze recruitment for most of the positions created with a view to meeting the need generated by these activities and instead absorbed most of the staff costs within the programme budget by using its existing resources. Consequently, the original budget for GTA was significantly reduced.

12. The aforementioned revisions to the OTP's resources have impacted the Registry's ability to implement the requested resources for witness relocation and assisted moves as well as related travel, which resulted in underspending in travel and general operating expenses.



**Table 12: Budget performance in respect of the Contingency Fund notification for the purposes of funding prosecutorial activities related to offences against the administration of justice under article 70 of the Rome Statute and to the provision of services in connection with the unforeseen developments in the situation in the Central African Republic in 2014 by item of expenditure (amounts in thousands of euros)**

<i>Expenditure item</i>	<i>Revised Contingency Fund notification</i> [1]	<i>Actual expenditure*</i> [2]	<i>Implementation rate (%)</i> [3]=[2]/[1]
General temporary assistance	210.6	168.3	79.9
<i>Subtotal other staff costs</i>	<i>210.6</i>	<i>168.3</i>	<i>79.9</i>
Travel	191.2	74.1	38.7
Contractual services	109.2	118.0	108.0
Counsel for the defence	508.6	468.6	92.1
General operating expenses	860.8	433.9	50.4
Supplies and materials		10.6	
Equipment including furniture		22.7	
<i>Subtotal non-staff costs</i>	<i>1,669.8</i>	<i>1,127.9</i>	<i>67.5</i>
<b>Total</b>	<b>1,880.4</b>	<b>1,296.2</b>	<b>68.9</b>

\* Expenditure in 2014 is based on preliminary, unaudited figures which are subject to change.

13. Table 13 below shows budget performance in respect of the Contingency Fund notification for *Blé Goudé*, in the situation in Côte d'Ivoire. At year-end, the requested funds had been implemented at €0.26 million (71.2 per cent), against the notification amount of €0.36 million.

14. The funding requested for travel and general operating expenses was underspent owing to the absorption of some trips and activities into its programme budget and changes to the planned activities as a result of rulings by chambers. Unlike defence counsel, no counsel for victims were required because the Chamber decided to appoint the OPCV as legal representative of victims instead of ordering legal aid. The under-utilization of temporary assistance for meetings was due to greater utilization of in-house interpreters to cover simultaneous trial hearings, while the under-utilization of external translation in contractual services was due to the absorption into the programme budget of the translation of documents as requested by the Appeals Chamber.

**Table 13: Budget performance of the Contingency Fund notification on *Blé Goudé*, in the situation in Côte d'Ivoire, in 2014 by item of expenditure (amounts in thousands of euros)**

<i>Expenditure item</i>	<i>Contingency Fund notification</i> [1]	<i>Actual expenditure*</i> [2]	<i>Implementation rate (%)</i> [3]=[2]/[1]
General temporary assistance	48.8	34.0	69.7
Temporary assistance for meeting	13.2	3.8	28.8
<i>Subtotal Other Staff Costs</i>	<i>62.0</i>	<i>37.8</i>	<i>60.9</i>
Travel	25.5	4.3	16.9
Contractual services	74.4	64.4	86.5
Counsel for defence	166.9	149.8	89.8
Counsel for victims	26.7		
General operating expenses	4.7		
<i>Subtotal non-staff costs</i>	<i>298.2</i>	<i>218.5</i>	<i>73.3</i>
<b>Total</b>	<b>360.2</b>	<b>256.3</b>	<b>71.2</b>

\* Expenditure in 2014 is based on preliminary, unaudited figures which are subject to change.

## Annex IV

### Amendments to the Financial Regulations and Rules<sup>1</sup>

3.4. The Registrar shall submit the proposed programme budget for the following financial period to the Committee on Budget and Finance at least 45 days prior to the meeting at which the Committee shall consider the proposed programme budget. At the same time, the Registrar shall also submit the proposed programme budget to the State Parties.

3.5. Supplementary budget proposals may be submitted by the Registrar with respect to the following financial period, if circumstances unforeseen arising during the 60 days prior to the meeting of the Committee makes it necessary. In this case, a detailed supplementary budget shall be submitted at least seven days prior to the meeting at which the Committee shall consider the proposed programme.

3.6. The Committee on Budget and Finance shall consider the proposed programme budget and supplementary budgets and shall submit its comments and recommendations to the Assembly of States Parties. The Assembly shall consider the proposed programme budget and supplementary budgets and take a decision on them.

3.7. Supplementary budget proposals may be submitted by the Registrar with respect to the current financial period if circumstances unforeseen at the time of adopting the budget make it necessary. In this case, the supplementary budget proposal shall be in a form consistent with the approved budget. The provisions of these Regulations shall be applicable to the proposed supplementary budget. Decisions of the Assembly of States Parties on the supplementary budget proposed by the Registrar shall be based on the recommendations of the Committee on Budget and Finance.

3.8. The Registrar may enter into commitments for future financial periods, provided that such commitments are for activities which have been approved by the Assembly of States Parties and are expected to occur or continue beyond the end of the current financial period.

6.6. There shall be established a Contingency Fund to ensure that the Court can meet:

- (a) Costs associated with an unforeseen situation following a decision by the Prosecutor to open an investigation; or
- (b) Unavoidable expenses for developments in existing situations that could not be foreseen or could not be accurately estimated at the time of the consideration of the proposed programme budget by the Committee on Budget and Finance; or
- (c) Costs associated with an unforeseen meeting of the Assembly of States Parties.

The level of the Fund and the means by which it shall be financed (i.e. by assessed contributions and/or cash surpluses in the budget) shall be determined by the Assembly of States Parties.

6.7. If a need to meet unforeseen or unavoidable expenses arises, the Registrar, by his or her own decision or at the request of the Prosecutor, the President or the Assembly of States Parties is authorized to enter into commitments not exceeding the total level of the Contingency Fund. Before entering into such commitments, the Registrar shall submit a detailed, supplementary budget notification to the Committee on Budget and Finance through its Chairperson. Two weeks after having notified the Chairperson of the Committee on Budget and Finance, and taking into consideration any financial comments on the funding requirements made by the Committee through its Chairperson, the Registrar may enter into the corresponding commitments. All funding obtained in this way shall relate only to the financial period(s) for which a programme budget has already been approved.

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<sup>1</sup> ICC-ASP/14/6, annex.

## Annex V

### List of documents

<i>CBF document symbol</i>	<i>Title</i>	<i>CBF document symbol has been converted to</i>
CBF/24/1/Rev.1	Provisional agenda	
CBF/24/1/Add.1/Rev.1	Annotated list of items included in the provisional agenda	
CBF/24/2	Registry's first half-yearly report on legal aid (July-December 2014)	ICC-ASP/14/2
CBF/24/3	Second report of the Court regarding the lessons-learnt exercise on expediting the judicial process	
CBF/24/4	Ad Hoc Audit Committee - Proposed mandate	
CBF/24/5	Report of the Court on the Audit Committee	
CBF/24/6	Report of the Court on reparations	
CBF/24/7	Report on the measures implemented by the Office of the Prosecutor to achieve savings of 2.0 per cent on the funds allocated to its Investigation Division in the 2014 budget	ICC-ASP/14/3
CBF/24/8	Report on the progress of consideration of the financial impact of the Office of the Prosecutor's Strategic Plan 2016 2018 and of the cost implications for the Office of the Prosecutor and for the other organs of the International Criminal Court	ICC-ASP/14/4
CBF/24/9	Report on synergies among the posts in the Presidency	
CBF/24/10	Annual Report of the Office of Internal Audit on its activities in 2014	
CBF/24/11	Office of Internal Audit - 2015 Internal Audit Plan	
CBF/24/12	Annual Report of the Office of Internal Audit - Implementation of audit recommendations: Situation as at 3 February 2015	
CBF/24/13	Office of Internal Audit - Draft Audit Plan for 2016	
CBF/24/14	International Criminal Court - Draft charter for Office of Internal Audit	
CBF/24/15	Report of the Court on the Implementation of its Projects (Analytical Accountability and IPSAS)	
CBF/24/16	Report of the Court on the Proposed and Supplementary Budgets	ICC-ASP/14/6
CBF/24/17	Report of the Court on Human Resources Management	ICC-ASP/14/7
CBF/24/17/Corr.1	Report of the Court on Human Resources Management - Corrigendum	ICC-ASP/14/7
CBF/24/18	Report on activities and programme performance of the International Criminal Court for the year 2014	ICC-ASP/14/8
CBF/24/19	Report of the Registry on its achievement of final savings in the approved programme budget for 2014	ICC-ASP/14/9
CBF/24/20	Interim report on the activities of the Oversight Committee	

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<i>CBF document symbol</i>	<i>Title</i>	<i>CBF document symbol has been converted to</i>
CBF/24/21	Report on the progress of the use of synergies among the organs of the International Criminal Court	ICC-ASP/14/16
CBF/24/22	Report on budget performance of the International Criminal Court as at 31 March 2015	
CBF/24/23	Report of the Court on policy issues (Anti-fraud, whistle blower policies, financial disclosure programme, longer-term investment options and employee benefit liabilities)	ICC-ASP/14/17
CBF/24/23/Add.1	Report of the Court on policy issues (Anti-fraud, whistle blower policies, financial disclosure programme, longer-term investment options and employee benefit liabilities) - Addendum	ICC-ASP/14/17
CBF/24/24	Report on the review of the organizational structure of the Registry - Outcomes of Phase 4 of the ReVision Project - Decisions on the structure of the Registry	ICC-ASP/14/18

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