



**EXTRAORDINARY CHAMBERS IN THE COURTS OF  
CAMBODIA**

**BUDGET FOR 2024-2025\***

*\* the 2025 budget is tentative and provided for planning purposes only*

**Endorsed by the Group of Interested States on 23 December 2023**

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## I. Summary

1. This document presents the budget for the Extraordinary Chambers in the Court of Cambodia (“ECCC”) for 2024-2025. It presents the programme of work, objectives, expected accomplishments, respective indicators of achievement, and the resource requirements of the ECCC.

2. In 2024-2025, the Extraordinary Chambers are focused on the implementation of their residual functions and the strengthening of national capacities to create a permanent legacy for the ECCC in Cambodia. Based on projection of work, the Extraordinary Chambers are requesting approval of this proposed *consolidated* budget in the amount of **\$5.13 million** for 2024, representing a decrease of 15.2% when compared with the approved budget of 2023. To date, **\$4.73 million** in costs have been identified for 2025. Budget projections for 2025 do not include any requirement related to liquidation of the ECCC, or parts thereof. The 2025 budget figures are all indicative only, and subject to revision in 2024, which will include the cost of liquidation, as applicable.

3. For 2024, **\$2.64 million** is required for the *United Nations Assistance to the Khmer Rouge Trials (“UNAKRT”)*,<sup>1</sup> constituting the international component of the Extraordinary Chambers, to enable the United Nations to support the implementation of the residual functions in line with the [Addendum](#) to the [Agreement](#) between the United Nations and the Government of Cambodia on the ECCC. This represents a reduction of \$1.89 million or 41.7% compared with the approved 2023 budget of \$4.53 million. To date, **\$2.47 million** in costs have been identified for the international component for 2025.

4. For 2024, **\$2.49 million** is required for the *national component of the Extraordinary Chambers* to continue implementing residual functions in line with the Addendum. With the reduction of international capacities and recalling ACABQ’s recommendations for increased national ownership, there is an increase of \$0.97 million or 64.0% in 2024 compared with the approved 2023 budget of \$1.52 million in order to allow for the completion of the projected renovation and outfitting of the ECCC residual premises and the ongoing transfer of responsibilities from the international to the national component, thereby facilitating the closure of the ECCC at the completion of its residual functions while ensuring the legacy of the ECCC for the people of Cambodia. To date, **\$2.26 million** in costs have been identified for 2025 for the national component.

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<sup>1</sup> All amounts for the international component include 7.5% programme support costs.

## II. Introduction

### A. Summary of cases

5. The ECCC was established within the existing court structure of Cambodia to bring to trial senior leaders of Democratic Kampuchea and those who are most responsible for the crimes and serious violations of Cambodian penal law, international humanitarian law and customs, and international conventions recognized by Cambodia, committed during the period from 17 April 1975 to 6 January 1979. The Agreement between the United Nations and the Royal Government of Cambodia Concerning the Prosecution under Cambodian Law of Crimes Committed during the Period of Democratic Kampuchea regulates the cooperation in bringing these individuals to trial.<sup>2</sup> The ECCC completed its judicial caseload in 2022 as outlined below.

6. **Case 001** against former S-21 Security Centre chairman [Kaing Guek Eav](#), alias “Duch” was the first case of the Extraordinary Chambers. It concluded with the Supreme Court Chamber’s [judgment](#) of 3 February 2012 affirming his conviction for crimes against humanity and war crimes, and sentencing him to life imprisonment.<sup>3</sup>

7. **Case 002** was severed into two trials. The Trial Chamber pronounced its [judgment on the first trial, case 002/01](#), on 7 August 2014, convicting two surviving senior leaders of the Khmer Rouge regime, [Nuon Chea](#) and [Khieu Samphan](#), of crimes against humanity and sentencing them to life imprisonment. On 23 November 2016, the Supreme Court Chamber delivered the [judgment on appeals](#), affirming convictions of crimes against humanity of murder, extermination, persecution on political grounds and other inhumane acts, and upholding the sentence of life imprisonment imposed on both accused.

8. In the second trial, **case 002/02**, the Trial Chamber found Khieu Samphan and Nuon Chea [guilty](#) of genocide, war crimes and crimes against humanity on 16 November 2018. Nuon Chea passed away on 4 August 2019 prior to filing his substantive appeal, and the Supreme Court Chamber subsequently [terminated](#) all further proceedings against him. The Supreme Court Chamber delivered an oral [summary](#) of its judgment on appeals in Khieu Samphan’s case on 22 September 2022, upholding the vast majority of convictions, imposing one further conviction for crimes against humanity, and affirming the Trial Chamber’s sentence of life imprisonment for crimes in case 002/02. The Supreme Court Chamber notified its [written appeal judgment](#) in Khmer and English on 23 December 2022.

9. In respect of **case 004/01** against [Im Chaem](#), on 28 June 2018, the Pre-Trial Chamber [confirmed](#) the co-investigating judges’ dismissal of charges based on a lack of personal jurisdiction, thereby concluding judicial proceedings in the case.

10. In respect of **cases 003** against [Meas Muth](#), **case 004** against [Yim Tith](#), and **case 004/02** against [Ao An](#), all three cases were terminated by the Supreme Court Chamber subsequent to the issuance of conflicting closing orders by the co-investigating judges.

### B. Residual Phase

11. In [resolution 75/257 B](#), the General Assembly approved a draft [addendum](#) to the 2003 Agreement between the United Nations and the Royal Government of Cambodia concerning the completion of work of the Extraordinary Chambers. Further to the Addendum, the ECCC shall carry out the following

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<sup>2</sup> [Agreement between the United Nations and the Royal Government of Cambodia concerning the prosecution under Cambodian law of crimes committed during the period of Democratic Kampuchea \(ECCC Agreement\)](#), dated 6 June 2003.

<sup>3</sup> [Kaing Guek Eav passed away on 2 September 2020](#) while serving the life sentence.

essential residual functions: review applications and conduct proceedings for revision of final judgments; provide for the protection of victims and witnesses; sanction or refer to the appropriate authorities any willful interference with the administration of justice or provision of false testimony; supervise the enforcement of sentences as well as monitor the treatment of convicted prisoners; maintain, preserve and manage its archives, including the declassification of documents and materials; respond to requests for access to documents; disseminate information to the public regarding the ECCC; and monitor the enforcement of reparations awarded to Civil Parties, as required. The Addendum entered into force after both parties notified each other in writing that the legal requirements for the entry into force had been complied with.

12. The ECCC commenced residual functions on 1 January 2023 following completion of appeal proceedings in the last case pending before it. Per the Addendum, the international judges and co-prosecutor are therefore to work remotely and be remunerated on a pro-rata basis during this budget period, except when their presence is required at the seat of the Extraordinary Chambers.

### **C. Overview 2024-2025 budget**

13. The overall resource requirements in the amount of \$5.13 million for 2024 and \$4.73 million for 2025 provide for the continuation of posts and non-posts items in the international and national components, as described below. These resources are requested to continue to carry out the essential residual functions per the Addendum.

14. For the biennium 2024-2025, the Extraordinary Chambers proposes the requirement of 46 posts in 2024 (a net increase of 5 posts or 12.2% compared with the approved 2023 budget) mainly due to the ongoing transfer of responsibilities from the international to the national component, in order to facilitating an eventual closure of the ECCC upon completion of its residual functions. The requirement in 2025 remains at 46 posts (no change compared with the proposed budget 2024).

15. On the *international side*, for the biennium 2024-2025, resource requirements of posts and non-staff compensation in the amount of \$1.33 and \$1.33 million, respectively, would provide for the retention of 11 posts (1 D-1, 1 P-4, 1 P-3, 4 NO, and 4 locally recruited staff). Compared with the 2023 staffing level, one P-4 post (Legal Officer) is proposed for abolishment, one FS-6 post (Deputy Chief Security) is proposed to be nationalized into a NO-A post (Security Officer), and a new local level post (Security Assistant) is proposed to be created in 2024. Details are reflected in Annex A.1 (International Component Staffing Table).

16. The international non-post elements include items such as consultants and experts, travel of staff, contractual services, general operating expenses, supplies and furniture and equipment. The international component estimates \$1.31 million for these items in 2024 and \$1.14 million for 2025. There is a net decrease of \$1.32 million in these items compared with the approved 2023 budget due to the overall reduced workload requirement projected in 2024.

17. On the *national side*, for the biennium 2024-2025, resource requirements of posts and non-staff compensation in the amount of \$0.89 and \$0.88 million, respectively, would provide for 35 posts (1 D-1, 5 NO-D, 2 NO-C, 5 NO-B/A, and 22 local level). This represents a net increase of 5 posts compared to the approved 2023 staffing level, including the abolition of two local level posts. There is no change to the staffing level in 2025. Details are reflected in Annex A.2 (National Component Staffing Table).

18. The national non-post elements include items such as consultants and experts, travel of staff, contractual services, general operating expenses, hospitality, premises alteration, and organization of training and meetings. The national component estimates \$1.60 million in 2024 and \$1.38 million in 2025 for these items. The increase of \$0.87 million in 2024 compared with the approved 2023 budget is mainly attributable to the increased workload of the national component in 2024 due to programmed transfer of

responsibilities from the international to the national component, and costs related to the renovation, outfitting and maintenance of the new residual premises. The same costs are projected for 2025, where the national component will continue implementing the responsibilities transferred from the international component.

19. Efforts for achieving *cost-saving efficiencies* were made by utilizing the functionalities of Umoja that provide UN offices with a globally accessible platform for real time processing of administrative transactions. This enabled UNAKRT, in 2018, to enter into a Memorandum of Understanding (MoU) with the United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP), whereby its recruitment of international and national staff; administration of staff benefits and entitlements; payroll for all personnel (national and international staff, non-staff compensation for UN Officials; and consultants and independent contractors); and procurement of goods and services was outsourced, thereby permitting a reduction of UNAKRT’s support staff. The scope of the MoU was enlarged in 2021 to also include non-staff administration of approving and issuing contracts for consultants and individual contractors, and processing vendor payments, as well as access to ESCAP’s procurement and property management committees, and staff counselors. In 2023, regulatory focal points for human resources questions (e.g. for women; conduct and discipline; and sexual exploitation and abuse) is included under the MoU in addition to UMOJA Security Liaison focal point and related ICT services, and travel and ticketing arrangements. This outsourcing avoids retaining otherwise required in-house administrative staffing across five support functions (human resources, finance, procurement, ICT and travel) while ensuring compliance with regulatory frameworks concerning procurement and separation of staff, avoiding potential litigation due to inexperienced staffing. Furthermore, the outsourcing arrangements offer an overall *economy of scale* advantage since ESCAP provides similar services for multiple United Nations entities.

20. All above-mentioned cost-savings efficiencies continue also in 2024, representing an annual *cost avoidance* of \$827,484. Additionally, the service fee related to the MoU shifted in 2023 from a fixed annual amount for a *projected* workload to a transactional fee modality aligning annual cost to undertaken *actual* workload. With less activities to support during the period of residual functions, the transactional fee arrangement is expected to reduce the cost of the MoU in 2024 and 2025. An amount of \$215,000 per annum is budgeted for continuation of the administrative support services in 2024 and 2025, with services tailored to the downsized operations of residual functions. This represents a reduction of \$104,800 compared with the 2023 budget. The service fee for 2025 will be adjusted in the 2024 budget revision, when the level of required services for the year is better known.

**Table 1**  
Resource requirements by component and year  
(Thousands of United States dollars)

Component	2022	2023	Resource growth		2024	2025
	<i>expenditure</i>	<i>approved budget</i>	<i>amount</i>	<i>percentage</i>	<i>estimates</i>	<i>estimates</i>
	(a)	(b)	(c= e-b)	(d= c/b)	(e)	(f)
International	8 366.7	4 528.6	(1 888.9)	(41.7)	2 639.7	2 472.8
National	4 318.8	1 519.3	972.4	64.0	2 491.7	2 261.8
<b>Total:</b>	<b>12 685.5</b>	<b>6 047.9</b>	<b>(916.5)</b>	<b>(15.2)</b>	<b>5 131.4</b>	<b>4 734.6</b>

**Table 2**

Resource requirements 2024-2025 by office  
(Thousands of United States dollars)

**Table 2.1 International component**

Office	2022	2023	Resource growth		2024	2025
	actual expenditure	approved budget	amount	percentage	estimates	estimates
	(a)	(b)	(c= e-b)	(d= c/b)	(e)	(f)
A Judicial Offices	2 048.9	957.8	(916.4)	(95.7)	41.4	41.4
B Defense & Victims Support Section	255.2	620.3	(620.3)	(100.0)	-	-
C Office of Administration	6 062.6	2 950.5	(352.2)	(11.9)	2 598.3	2 431.4
<b>Total:</b>	<b>8 366.7</b>	<b>4 528.6</b>	<b>(1 888.9)</b>	<b>(41.7)</b>	<b>2 639.7</b>	<b>2 472.8</b>

**Table 2.1 National component**

Office	2022	2023	Resource growth		2024	2025
	actual expenditure	approved budget	amount	percentage	estimates	estimates
	(a)	(b)	(c= e-b)	(d= c/b)	(e)	(f)
A Judicial Offices	484.8	226.1	(121.5)	(53.7)	104.6	96.1
B Defense & Victims Support Section	269.4	194.9	(7.6)	(3.9)	187.3	187.3
C Office of Administration	3 564.6	1 098.3	1 101.5	100.3	2 199.8	1 978.4
<b>Total:</b>	<b>4 318.8</b>	<b>1 519.3</b>	<b>972.4</b>	<b>64.0</b>	<b>2 491.7</b>	<b>2 261.8</b>

**Table 3**

Resource requirements 2024-2025 by object of expenditure  
(Thousands of United States dollars)

**Table 3.1 International component**

Object of expenditure	2022	2023	Resource change		2024	2025
	actual expenditure	approved budget	amount	percentage	estimates	estimates
	(a)	(b)	(c= e-b)	(d= c/b)	(e)	(f)
Posts	3 075.6	1 494.5	(202.1)	(13.5)	1 292.4	1 292.4
Non-staff compensation	753.6	410.8	(369.4)	(89.9)	41.4	41.4
Consultants and experts	1 312.1	922.9	(693.3)	(75.1)	229.6	328.4
Travel of staff	52.4	39.3	25.1	63.8	64.4	14.4
Contractual services	908.1	724.7	(221.9)	(30.6)	502.8	320.0
General operating expenses	1 131.1	468.5	(49.1)	(10.5)	419.4	327.3
Supplies	164.5	30.6	18.2	59.5	48.8	48.8
Furniture and equipment	969.3	437.3	(396.4)	(90.6)	40.9	100.2
<b>Total:</b>	<b>8 366.7</b>	<b>4 528.6</b>	<b>(1 888.9)</b>	<b>(41.7)</b>	<b>2 639.7</b>	<b>2 472.8</b>

**Table 3.2 National component**

Object of expenditure	2022	2023	Resource change		2024	2025
	actual expenditure	approved budget	amount	percentage	estimates	estimates
	(a)	(b)	(c= e-b)	(d= c/b)	(e)	(f)
Posts	1 965.1	631.6	205.6	32.6	837.2	837.2
Non-staff compensation	339.8	157.9	(109.1)	(69.1)	48.8	40.3
Other staff costs	99.5	-	-	-	-	-
Consultants and experts	141.6	209.8	179.8	85.7	389.6	389.6
Travel of staff	0.3	6.9	10.1	146.4	17.0	17.0
Contractual services	1 086.0	350.9	165.8	47.2	516.7	466.7
General operating expenses	380.4	70.9	82.3	116.1	153.2	133.2
Hospitality	20.2	9.3	39.0	419.4	48.3	48.3
Premises alteration	251.6	53.4	370.6	694.0	424.0	272.6
Training and meeting	34.3	28.6	28.3	99.0	56.9	56.9
<b>Total:</b>	<b>4 318.8</b>	<b>1 519.3</b>	<b>972.4</b>	<b>64.0</b>	<b>2 491.7</b>	<b>2 261.8</b>

**Table 4**  
Post requirements for 2024-2025

Category	International component			National component			Total		
	approved	proposes	proposes	approved	proposes	proposes	approved	proposes	proposes
	2023	2024	2025	2023	2024	2025	2023	2024	2025
<b>Professional and above</b>									
UN Officials*	-	-	-	-	-	-	-	-	-
D-1	1	1	1	1	1	1	2	2	2
P-4/NOD	2	1	1	5	5	5	7	6	6
P-3/NOC	1	1	1	1	2	2	2	3	3
P-2/NOB/NOA	-	-	-	3	5	5	3	5	5
<b>Subtotal</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>10</b>	<b>13</b>	<b>13</b>	<b>14</b>	<b>16</b>	<b>16</b>
<b>Other Levels</b>									
Field Service	1	-	-	-	-	-	1	-	-
National Officer	3	4	4	-	-	-	3	4	4
Local Level	3	4	4	20	22	22	23	26	26
<b>Subtotal</b>	<b>7</b>	<b>8</b>	<b>8</b>	<b>20</b>	<b>22</b>	<b>22</b>	<b>27</b>	<b>30</b>	<b>30</b>
<b>Total</b>	<b>11</b>	<b>11</b>	<b>11</b>	<b>30</b>	<b>35</b>	<b>35</b>	<b>41</b>	<b>46</b>	<b>46</b>

\*For 2024-2025, all UN Officials including the international co-prosecutor are remunerated on a pro rata basis for remote work only. They are therefore not reflected in the staffing table.



### III. Programme of work and resource requirements

#### A. Judicial Offices

21. The judicial offices of the Extraordinary Chambers consist of the Office of the Co-Prosecutors, the Office of the Co-Investigating Judges, the Pre-Trial Chamber, the Trial Chamber and the Supreme Court Chamber. The resource requirements of the judicial offices are determined by the development in the cases before the ECCC. With judicial proceedings in all cases completed by 2022, the ECCC commenced residual functions on 1 January 2023.

##### (i) Outputs

22. During 2024 and 2025, the judicial offices will address any residual functions which may arise in line with the Addendum, including but not limited to: (a) supervising the enforcement of sentences by the Office of the Co-Prosecutors in line with Rule 113 of the Internal Rules; (b) monitoring the treatment of the convicted person in line with Rule 113; and (c) declassification of documents.

##### (ii) Resource requirements

23. In line with the reduced judicial workload in 2024, the judicial requirements for the international component have decreased significantly from 2023 to 2024 in the amount of \$916,400, due to no staffing projected for these offices in 2024 installed at the duty station.

24. The resource requirements of \$41,400 for the *international* component provides for 60 working days collectively for the international judges and co-prosecutor in 2024. Per the Addendum, any judicial work in 2024 and 2025 will be conducted remotely and remunerated on a pro-rata basis, except when presence is required at the seat of the Extraordinary Chambers. The resource requirements for 2025 is currently projected to be the same as in 2024.

25. The resource requirements of \$104,600 for the *national* component provides for the continuation of one full time NO-D Legal Officer post, non-staff compensation, and consultants and experts in 2024. The corresponding cost in 2025 is currently projected amount of \$96,100. The Legal Officer, being the greffier of the Supreme Court Chamber, is required to respond to and coordinate all judicial matters arising before the ECCC during the residual phase in accordance with Rule 115 of the Internal Rules. In addition, this includes the costs for non-judicial work carried out by the national judges and co-prosecutor related to information dissemination and legacy initiatives as well as support to the Supreme Court Chamber for clerical work related to reclassification of case file documents.

**Table 5**

*Resource requirements by object of expenditure – Judicial Offices*  
(Thousands of United States dollars)

**Table 5.1 International component**

Object of expenditure	2022	2023	Resource growth		2024	2025
	actual expenditure	approved budget	amount	percentage	estimates	estimates
	(a)	(b)	(c= e-b)	(d= c/b)	(e)	(f)
1 Posts	561.5	216.4	(216.4)	(100.0)	-	-
2 Non-staff compensation	753.6	410.8	(369.4)	(89.9)	41.4	41.4
3 Consultants and experts	718.2	318.6	(318.6)	(100.0)	-	-
4 Contractual services	10.2	-	-	-	-	-
5 Travel of staff	5.4	12.0	(12.0)	(100.0)	-	-
<b>Subtotal (1)</b>	<b>2 048.9</b>	<b>957.8</b>	<b>(916.4)</b>	<b>(95.7)</b>	<b>41.4</b>	<b>41.4</b>

**Table 5.2 National component**

Object of expenditure	2022	2023	Resource growth		2024	2025
	actual	approved	amount	percentage	estimates	estimates
	expenditure	budget				
	(a)	(b)	(c= e-b)	(d= c/b)	(e)	(f)
1 Posts	145.0	42.6	7.1	16.7	49.7	49.7
2 Non-staff compensation	339.8	157.9	(109.1)	(69.1)	48.8	40.3
3 Consultants and experts	-	25.6	(19.5)	(76.2)	6.1	6.1
<b>Subtotal (2)</b>	<b>484.8</b>	<b>226.1</b>	<b>(121.5)</b>	<b>(53.7)</b>	<b>104.6</b>	<b>96.1</b>
<b>TOTAL:</b>	<b>2 533.7</b>	<b>1 183.9</b>	<b>(1 037.9)</b>	<b>(87.7)</b>	<b>146.0</b>	<b>137.5</b>

**Table 6***Post requirements – Judicial Offices*

Category	International component			National component			Total		
	approved	proposes	proposes	approved	proposes	proposes	approved	proposes	proposes
	2023	2024	2025	2023	2024	2025	2023	2024	2025
<b>Professional and above</b>									
UN Officials*	-	-	-	-	-	-	-	-	-
P-4/NOD	1	-	-	1	1	1	2	1	1
<b>Total</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>

\*For 2024-2025, all UN Officials including the international co-prosecutor are remunerated on a pro rata basis for remote work only. They are therefore not reflected in the staffing table.

### (iii) Objectives for the year, expected accomplishments and indicators of achievements and performance measures

*Objective:* To bring to trial senior leaders of Democratic Kampuchea and those who were most responsible for the crimes and serious violations of Cambodian penal law, international humanitarian law and custom, and international conventions recognized by Cambodia, that were committed during the period from 17 April 1975 to 6 January 1979.

#### *Expected accomplishments*

Arising residual matters are addressed expeditiously

#### *Indicators of achievement*

Motions, requests or appeals filed in accordance with statutory deadlines

#### *Performance measures*

Target 2024: 100% compliance with statutory requirements

#### **(iv) Risk factors**

26. The judicial offices of the Extraordinary Chambers are expected to meet their objectives and expected accomplishments. However, external factors could affect their performance, such as:

- (a) The number, nature and scope of motions filed;
- (b) The health and age of the convicted person;
- (c) Time required for translations into three languages;
- (d) Replacement of judges and/or legal representatives of the parties;
- (e) Time required to convene judicial panels working remotely; and
- (f) Time required to recruit legal support personnel.

#### **B. Defence Support Section (“DSS”) and Victims Support<sup>4</sup>**

27. The main objective of the [Defence Support Section \(“DSS”\)](#) is to provide for effective legal representation for any charged and accused persons. The Section manages a Legal Assistance Scheme through which it is responsible for recruiting and remunerating national and international co-lawyers and their support personnel, such as case managers, legal consultants, evidence analysts and other experts; and provides administrative and legal research support to the defense teams. The co-lawyers are duty-bound to make written and oral submissions before the Extraordinary Chambers. They respond to motions filed by other parties and otherwise comply with orders of any Chamber. Depending on the stage of the proceedings, the co-lawyers and their support staff may conduct legal research, draft submissions, participate in judicial investigations, attend hearings, prepare motions and responses, draft legal memoranda and briefs, or prepare to interview or cross-examine witnesses and experts.

28. The Extraordinary Chambers provide support to *victims* through two sections: (a) [the Victims Support Section \(“VSS”\)](#); and (b) [the Civil Party Lead Co-Lawyers’ Section \(“CPLCLS”\)](#). Whereas the CPLCLS is responsible for the effective organization of civil party representation during trial and appeal stages, covering overall advocacy and in-court representation of the consolidated group of civil parties at the trial and appeal phase of any case, the VSS is responsible for supporting the interests of the victims in general, including non-judicial activities related to victims.

#### **(i) Outputs**

29. During the years 2024-2025, the DSS, CPLCLS and VSS will address any residual functions which may arise, in line with the Addendum, including: (a) legal representation of the convicted person in case 002/02, as statutorily required; (b) effective representation of the interests of civil parties in case 002/02, including individual notification of the appeal judgement to all 3,867 judicially recognized victims located throughout Cambodia, which commenced in 2023 and will continue in 2024; and (c) support to the victims of the Khmer Rouge regime where relevant to the mandate of the ECCC.

#### **(ii) Resource requirements**

30. In line with the reduced judicial workload, it is planned that the *national* component will take the lead in providing non-judicial support to victims in 2024-2025. Accordingly, there is no resource requirement projected under this budget line for the *international* component in 2024 and 2025. Requirements for the international component have therefore decreased by \$620,300 compared with the 2023 budget. Ad hoc judicial work related to defense<sup>5</sup> and victims that may arise in 2024 and 2025 is budgeted for under Component C, Office of Administration, see paragraph 49.

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<sup>4</sup> Resources for Victims Support covers the *Victims Support Section* and *Civil Party Lead Co-Lawyers Section*.

<sup>5</sup> The United Nations is responsible for funding the costs of defense counsel under the Agreement between the United Nations and Cambodia.

31. The resource requirements of \$187,300 in 2024 for the *national* component provides for the continuation of three posts under the Victim Support Section, covering Head of Section and two support staff, in addition to non-post items such as consultants and experts, travel of staff, general operating expenses, and training and meeting. This includes an amount of \$88,100 for civil party representation by a team of national lawyers, led by a national Lead Co-Lawyer and three national civil party lawyers on a part-time basis in 2024. Compared with the 2023 approved budget, there is an overall net decrease of \$7,600 in 2024. The projected resource requirements for 2025 are currently estimated to be the same as 2024.

**Table 7**

*Resource requirements by object of expenditure - Defence and Victims Support  
(Thousands of United States dollars)*

**Table 7.1 International component**

<i>Object of expenditure</i>	2022	2023	<i>Resource growth</i>		2024	2025
	<i>actual</i>	<i>approved</i>	<i>amount</i>	<i>percentage</i>	<i>estimates</i>	<i>estimates</i>
	<i>expenditure</i>	<i>budget</i>				
	(a)	(b)	(c= e-b)	(d= c/b)	(e)	(f)
1 Posts	98.5	-	-	-	-	-
2 Consultants and experts	150.8	604.3	(604.3)	(100.0)	-	-
3 Contractual services	0.1	-	-	-	-	-
4 Travel of staff	5.8	16.0	(16.0)	(100.0)	-	-
<b>Subtotal (1)</b>	<b>255.2</b>	<b>620.3</b>	<b>(620.3)</b>	<b>(100.0)</b>	-	-

**Table 7.2 National component**

<i>Object of expenditure</i>	2022	2023	<i>Resource growth</i>		2024	2025
	<i>actual</i>	<i>approved</i>	<i>amount</i>	<i>percentage</i>	<i>estimates</i>	<i>estimates</i>
	<i>expenditure</i>	<i>budget</i>				
	(a)	(b)	(c= e-b)	(d= c/b)	(e)	(f)
1 Posts	129.4	66.4	12.8	19.3	79.2	79.2
2 Other staff costs	-	-	-	-	-	-
3 Consultants and experts	138.0	103.5	(15.4)	(14.9)	88.1	88.1
4 Travel of staff	0.2	3.6	2.1	58.3	5.7	5.7
5 General operating expenses	0.2	-	-	-	-	-
6 Training and meeting	1.6	21.4	(7.1)	(33.2)	14.3	14.3
<b>Subtotal (2)</b>	<b>269.4</b>	<b>194.9</b>	<b>(7.6)</b>	<b>(3.9)</b>	<b>187.3</b>	<b>187.3</b>
<b>TOTAL:</b>	<b>524.6</b>	<b>815.2</b>	<b>(627.9)</b>	<b>(77.0)</b>	<b>187.3</b>	<b>187.3</b>

**Table 6**  
*Post requirements - Defence and Victims Support*

Category	International component			National component			Total		
	approved	proposes	proposes	approved	proposes	proposes	approved	proposes	proposes
	2023	2024	2025	2023	2024	2025	2023	2024	2025
<b>Professional and above</b>									
P-5	-	-	-	-	-	-	-	-	-
P-4/NOD	-	-	-	1	1	1	1	1	1
P-3/NOC	-	-	-	-	-	-	-	-	-
P-2/NOB/NOA	-	-	-	-	-	-	-	-	-
<b>Subtotal</b>	-	-	-	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b>Other Levels</b>									
National Officer	-	-	-	-	-	-	-	-	-
Local Level	-	-	-	2	2	2	2	2	2
<b>Subtotal</b>	-	-	-	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>
<b>Total</b>	-	-	-	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>

**(iii) Objectives for the year, expected accomplishments and indicators of achievement and performance measures**

*Objective:* Guaranteeing effective legal representation for charged and accused persons appearing before the Extraordinary Chambers. Representing the interests of the consolidated group of civil parties in trial and appeal proceedings. Supporting the interests of victims of the Khmer Rouge regime.

<i>Expected accomplishments</i>	<i>Indicators of achievement</i>
(a) Effective legal representation of charged and accused persons	Charged and accused persons with legal representation  <i>Performance measures</i> Target 2024: 100% compliance with statutory requirements.
(b) Effective representation of civil parties	Civil Party Lead Co-Lawyers engage in notification of clients in case 002/02  <i>Performance measures</i> Target 2024: 100% of accessible civil parties
(c) Effective communication of judicial activities to victims in general (non-civil parties)	VSS to engage in community outreach and forums with victims across Cambodia.  <i>Performance measures</i> Target 2024: In accordance with available resources.

#### **(iv) Risk factors**

32. DSS, CPLCLS and VSS are expected to meet their objectives and expected accomplishments. However, one risk factor could affect the delivery of the expected accomplishments:

- (a) The health and age of the charged person and civil parties.

#### **C. Office of Administration**

33. The role of the [Office of Administration](#) is to support and facilitate the judicial process and implement residual functions through an effective, efficient and coordinated provision of support services covering all judicial, administrative and security and safety requirements. These services are provided to both national and international components of the Extraordinary Chambers and overseen by the Director and Deputy Director of Administration.

34. The *Administrative Support Services* comprise national and international budget and finance sections, national and international procurement units, national and international human resource management sections, a pooled Information and Communication Technology Section, and a pooled General Services Section.

35. The *Judicial Support Services* provide all support services essential and specific to the judicial work of the Chambers. They cover services provided by a Public Affairs Section and a Court Management Section with the latter comprising an Interpretation and Translation Unit, a Transcription Unit, a Witness and Expert Support Unit, a Detention Liaison Unit, a Records and Archives Unit and an Audio-Visual Unit.

36. The *Security and Safety Support Services* is provided by the Security and Safety Section in accordance with a [Supplementary Agreement between the United Nations and the Royal Government of Cambodia](#), and its Addendum. Under this agreement, the United Nations is responsible for the security and safety of the premises of the Extraordinary Chambers and the UN Officials and staff, while the Royal Government of Cambodia is the Host Nation and responsible for security outside the premises and for its own personnel.

37. The main objective of the Office of Administration is to provide effective and timely support services in line with statutory requirements or as requested by the judicial offices.

#### **(i) Outputs**

38. With the conclusion of the judicial cases before the ECCC, and pursuant to the Addendum, the Office of Administration is responsible for the implementation of all non-judicial residual functions, as described in the following.

39. *Protective Measures.* The Office of Administration will throughout the period of residual functions continue to monitor and assess the effectiveness of ongoing protective measures ordered in all cases, identify any related actual or suspected interference with the administration of justice issues, and report to the chambers as required.

40. *Declassification of documents.* In April 2023, the Supreme Court Chamber ordered the reclassification of more than 24,000 documents in case file 002, comprising over 260,000 pages, the vast majority of which require redaction and review to protect sensitive information about victim-survivors and witnesses, many of whom reside in close proximity to former Khmer Rouge to this day. The Supreme Court Chamber is seized with a further request for the reclassification of documents in case file 004/02. Following its adoption in May 2023 of a standardized review methodology to ensure consistency

between all case files, the Chamber is expected to issue an order for reclassification of documents in case file 004/02 following its review in due course. Due to the volume of records in both cases, work related to the clerical reclassification (and permanent archiving of these documents, see just below), as done by the Office of Administration, is for this batch projected to continue through 2024. Additional requests for reclassification across all case files may be motioned by all parties and initiated by judges throughout the period of residual functions.

41. *Archives.* The Office of Administration continues the work of ensuring permanent archiving and accessibility of ECCC documents, including with relation to reclassified documents (see above). In 2024, the Office will commence on server upgrades which will enable critical software updates to the judicial database, unlocking accessibility features including an application programming interface (API) permitting direct query through the website to public documents in the judicial archive; optical character recognition (OCR) and therefore full-text searchability in the Khmer language documents; and new generation technologies to enable meaningful online research. These updates represent the first major upgrade in eight years, with data migration and OCR processing of nearly 2.5 million case file pages, planned for completion in late 2024. In 2025, further to testing of the updated database, the ECCC will undertake steps to ensure the smooth functioning and accessibility of the judicial database for its continued future use.

42. *Dissemination of information.* The Office of Administration will throughout the period of residual functions continue to disseminate information to the public regarding the ECCC pursuant to Article 2(1) of the Addendum, including an informational booklet for civil parties detailing judicial developments in case 002; continuation of nationwide civil party outreach activities; finalizing work commenced in 2023 on a factual guide on the establishment of the ECCC and commencement of work on a guide to the caseload of the ECCC; finalization of an online lexicon launched in 2023 comprising more than 1,600 legal terms and subject-matter phrases developed and refined by the ECCC during its judicial phase in the English, French and Khmer languages; and creation of a digital database of over 18,000 victims of the S-21 security centre consolidated by the parties and judicial chambers across all investigated cases, to be publicly searchable in a test version in 2024, with finalization in 2025.

43. *Outreach activities.* In 2024 and 2025, the ECCC will expand provincial outreach activities, which will include community visits to civil parties and victims of the Khmer Rouge regime in all 25 provinces of Cambodia. Such outreach will directly address the preponderance of requests from victim-survivors and ECCC stakeholders as set out in the [advisory report](#) of the judge co-rapporteurs on residual activities related to victims; and subsequent [report on the three-day stakeholder workshop](#) on work related to victims during its residual phase. These expanded public outreach activities will implement, in whole or in part, recommendations for broader ECCC engagement and cooperation with civil society organizations outside Phnom Penh; intergenerational dialogue; reconciliation initiatives between perpetrators and targeted groups; institutional recognition of victimhood; and sustainable remembrance of victims and transgenerational suffering. Such initiatives are aimed to safeguard against social denialism, misinformation, and political revisionism with regard to the heinous crimes of the Khmer Rouge regime, in particular the genocides against the minority Vietnamese and Cham populations. Outreach activities implemented throughout the period of residual functions will continuously be augmented with updated informational packages, catering to various audiences within Cambodia, explaining the legal and societal contributions of the ECCC's findings and the accountability process more broadly.

44. *Legacy website.* Continued work on an online archive and legacy website commenced in 2023 to secure a lasting legacy for *all* cases before the ECCC and information about its operations. The website is expected to launch in a test version in late 2024, incorporating key information about the ECCC's establishment, operations, and legal contributions. Beside general information, features will include the abovementioned legal lexicon, factual guides and searchable list of S-21 prisoners; an interactive map of crime sites investigated by the ECCC; and a commentary of key jurisprudence for use by local

practitioners in national courts, among others. The website will be launched alongside a portal with direct public access to the judicial database of declassified records, which will avoid the need for documents to be manually uploaded to the website. The digital platforms will be finalized in 2025, following a period of public use and feedback.

45. *Public Resource Center.* Continued work on the ECCC Resource Centre, which will provide free and public access points to the archives of the ECCC. It is expected that the complete Resource Centre, being a joint venture with the governmental *Legal Documentation Centre (LDC)*, will be fully available to the public late 2024, while monitoring and training of local staff continuing also in 2025, facilitating continued public access to the Resource Centre following the eventual closure of the ECCC at the time of completion of its residual functions.

46. *Reparations.* In coordination with civil society partners, the Office of Administration will in 2024 screen the implementation of the 26 reparations awards to civil parties endorsed by the Trial Chamber. A judicial endorsement of collective and moral reparations before the ECCC required confirmation of external funding for their implementation pursuant to Rule 23 *quinquies* (3)(b) of the ECCC Internal Rules. While funding had in many instances been secured at the time of the trial judgments, some implementing partners have expressed difficulty in maintaining a public record of their initiatives due to ongoing funding challenges. The ECCC will therefore take stock of all endorsed judicial reparations in 2024 and supporting non-judicial measures which have been implemented alongside civil society and in 2025 facilitate permanent memorialization of their reparative status at the then finalized Resource Centre. Such action will also fulfil the declared desire of civil parties and civil society organizations to maintain, build upon and memorialize established initiatives during the ECCC's phase of residual functions.

47. In addition, the Office of Administration will conduct the following tasks under its mandate:

- (a) Administration of UN Officials, staff, consultants and interns, working remotely and deployed at the duty station;
- (b) Arrangement of travel and visas, and issuance of tickets for official travel;
- (c) Manage, monitor, maintain and dispose of property, equipment and inventory items per the applicable rules;
- (d) Timely provision of information and communication technology services;
- (e) Formulation of budget proposals, preparation of responses to administrative and oversight bodies; implementation, monitoring and reporting of the implementation of the budget through quarterly and yearly progress reports; processing of financial documents related to consultants, vendors and others;
- (f) Provision of interpretation and translation services into and from English, French and Khmer as required;
- (g) Filing, processing and retrieval of judicial documents on instructions of any judicial office;
- (h) Management of information materials relating to activities of the Chambers through booklets, pamphlets, fact sheets, press releases and social media;
- (i) Dissemination of information to the public regarding the ECCC;
- (j) Provision of medical needs of the convicted person, in coordination with domestic prison authorities; and
- (k) Provision of a geotechnical engineering and structural integrity report to advise the government on necessary renovation and outfitting works to the residual premises;
- (l) Provision of a safe and secure environment for personnel and visitors, close protection for designated personnel and emergency and crisis preparedness.



## (ii) Resource requirements

48. For the *international* component, the budget for the Office of Administration shows a net decrease of \$352,200 compared with the approved budget for 2023. The resource requirement of \$2.60 million provides for 11 posts in addition to non-post items such as consultants and experts, travel of staff, contractual services, general operating expenses, supplies, and furniture and equipment in 2024. The addition of one post under this budget component, when compared with the 2023 approved staffing, being a local level Security Assistant, is required to support international personnel implementing residual functions in the field in 2024. The same number of posts are projected in 2025 and the resource requirements for post and non-post items are currently projected to be \$2.43 million in 2025.

49. The increase under consultants and experts is due to the requirement for short-term specialized consultancy services for reclassification, notification, outreach and dissemination activities following the completion of judicial proceedings. While these activities were in 2023 budgeted under Component B, Defense and Victims Support, and with these entities working remotely, the activities are in 2024 budgeted under Component C, Office of Administration, to facilitate optimum cost-efficiency. The increase for travel is primarily related to in-country outreach and dissemination activities following the completion of judicial proceedings, addressing standing calls for information from civil parties, victims and the younger generations of Cambodians through forums and school visits; and towards provincial civil society organisations and media outlets with the aim of reaching the general local population. The small increase for supplies is mainly due to requirements for copy paper and printer cartridges for in-house hard-copy printing following judicial decisions on reclassification and permanent archiving of case file documents.

50. For the *national* component, the resource requirements of \$2.20 million in 2024 provides for 31 posts (representing a net increase of five posts, see para 51 just below) and non-post items such as consultants and experts, travel of staff, contractual services, general operating expenses, hospitality, premises alternation, and training and meeting. The same number of posts are expected for 2025 and the resource requirement for posts and non-post items are currently projected to be \$1.98 million in 2025.

51. The increased costs of the *national* component in 2024 and 2025 as compared with the approved budget for 2023 are further to the ACABQ's recommendation for increased ownership by the national component during the residual functions. This covers activities related to:

- (a) a net of five new support posts (seven new posts offset against two abolished posts);
- (b) medical treatment services for the convicted person;
- (c) production of information dissemination material;
- (d) country wide meetings with victims and the public, including travel to all 25 provinces of Cambodia as explained in paragraph 43 above;
- (e) hosting of events for dignitaries at the new residual premises, including the new Resource Centre;
- (f) outfitting and upkeep of new residual premises, renovation cost and construction of exhibition space;
- (g) maintenance of vehicles and office equipment (e.g. generators, elevators, air conditioners, utility systems, cabling); and
- (h) increased training of Cambodian personnel to facilitate increased ownership by the national component and eventual closure of the ECCC at the completion of the residual functions.

**Table 9**

*Resource requirements by object of expenditure - Office of Administration*  
*(Thousands of United States dollars)*

**Table 9.1 International component**

<i>Object of expenditure</i>	2022	2023	<i>Resource growth</i>		2024	2025
	<i>actual expenditure</i>	<i>approved budget</i>	<i>amount</i>	<i>percentage</i>	<i>estimates</i>	<i>estimates</i>
	(a)	(b)	(c= e-b)	(d= c/b)	(e)	(f)
1 Posts	2 415.6	1 278.1	14.3	1.1	1 292.4	1 292.4
2 Consultants and experts	443.1	-	229.6	-	229.6	328.4
3 Travel of staff	41.2	11.3	53.1	469.8	64.4	14.4
4 Contractual services	897.8	724.7	(221.9)	(30.6)	502.8	320.0
5 General operating expenses	1 131.1	468.5	(49.1)	(10.5)	419.4	327.3
6 Supplies	164.5	30.6	18.2	59.5	48.8	48.8
7 Furniture and equipment	969.3	437.3	(396.4)	(90.6)	40.9	100.2
<b>Subtotal (1)</b>	<b>6 062.6</b>	<b>2 950.5</b>	<b>(352.2)</b>	<b>(11.9)</b>	<b>2 598.3</b>	<b>2 431.4</b>

**Table 9.2 National component**

<i>Object of expenditure</i>	2022	2023	<i>Resource growth</i>		2024	2025
	<i>actual expenditure</i>	<i>approved budget</i>	<i>amount</i>	<i>percentage</i>	<i>estimates</i>	<i>estimates</i>
	(a)	(b)	(c= e-b)	(d= c/b)	(e)	(f)
1 Posts	1 690.7	522.7	185.6	35.5	708.3	708.3
2 Other staff costs	99.5	-	-	-	-	-
3 Consultants and experts	3.7	80.7	214.6	265.9	295.3	295.3
4 Travel of staff	-	3.3	8.0	242.4	11.3	11.3
5 Contractual services	1 086.0	350.9	165.8	47.2	516.7	466.7
6 General operating expenses	380.2	70.9	82.3	116.1	153.2	133.2
7 Hospitality	20.2	9.3	39.0	419.4	48.3	48.3
8 Premises alteration	251.6	53.4	370.6	694.0	424.0	272.6
9 Training and meeting	32.7	7.1	35.6	501.4	42.7	42.7
<b>Subtotal (2)</b>	<b>3 564.6</b>	<b>1 098.3</b>	<b>1 101.5</b>	<b>100.3</b>	<b>2 199.8</b>	<b>1 978.4</b>
<b>TOTAL:</b>	<b>9 627.2</b>	<b>4 048.8</b>	<b>749.3</b>	<b>18.5</b>	<b>4 798.1</b>	<b>4 409.8</b>

**Table 10**

*Post requirements - Office of Administration*

<i>Category</i>	<i>International component</i>			<i>National component</i>			<i>Total</i>		
	<i>approved</i>	<i>proposes</i>	<i>proposes</i>	<i>approved</i>	<i>proposes</i>	<i>proposes</i>	<i>approved</i>	<i>proposes</i>	<i>proposes</i>
	2023	2024	2025	2023	2024	2025	2023	2024	2025
<b>Professional and above</b>									
D-1	1	1	1	1	1	1	2	2	2
P-4/NOD	1	1	1	3	3	3	4	4	4
P-3/NOC	1	1	1	1	2	2	2	3	3
P-2/NOB/NOA	-	-	-	3	5	5	3	5	5
<b>Subtotal</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>8</b>	<b>11</b>	<b>11</b>	<b>11</b>	<b>14</b>	<b>14</b>

<b>Other Levels</b>									
Field Service	1	-	-	-	-	-	1	-	-
National Officer	3	4	4	-	-	-	3	4	4
Local Level	3	4	4	18	20	20	21	24	24
<b>Subtotal</b>	<b>7</b>	<b>8</b>	<b>8</b>	<b>18</b>	<b>20</b>	<b>20</b>	<b>25</b>	<b>28</b>	<b>28</b>
<b>Total</b>	<b>10</b>	<b>11</b>	<b>11</b>	<b>26</b>	<b>31</b>	<b>31</b>	<b>36</b>	<b>42</b>	<b>42</b>

**(iii) Objectives for the year, expected accomplishments, indicators of achievement and performance measures**

*Objective:* Efficient administration and servicing of the Extraordinary Chambers by managing their administrative, judicial and safety and security services, in accordance with statutory framework.

<i>Expected accomplishments</i>	<i>Indicators of achievement</i>
(a) Effective provision of administrative services	Number of personnel to be supported during the biennium  <i>Performance measures</i> Target 2024: as per approved staffing tables
(b) Timely and efficient provision of judicial support services	Services, such as translation, interpretation, transcription, filing and archiving, to be in line with judicial requests  <i>Performance measures</i> Target 2024: meet the requirements of the judicial offices
(c) Staff and visitors to the Extraordinary Chambers conduct activities in a safe and secure environment, designated international personnel receive effective close protection and preparedness for managing emergencies and crises	Level of compliance with United Nations <i>Minimum Operating Security Standards</i> .  <i>Performance measures</i> Target 2024: 100% compliance with standards applicable to the ECCC.  All <i>Personal Security Risk Assessments</i> for designated personnel and visiting officials are in place, updated and conducted in accordance with the standards of the UN Department of Safety and Security.  <i>Performance measures</i> Target 2024: 100% completed.  All crisis and contingency plans are in place, updated and conducted in accordance with the standards of the UN Department of Safety and Security.  <i>Performance measures</i> Target 2024: 100% completed.

**(iv) Risk factors**

52. The Office of Administration is expected to meet all its objectives and goals. The following risk factors may affect its delivery of services:

- (a) The level of staff attrition;
- (b) Timely availability of funds; and
- (c) Stakeholders' cooperation with security requirements and the Office of Administration.

**2024-2025 STAFFING TABLE**

No.	Sections / Post Titles	Level	Approved 2023		Changes		Proposes 2024		Changes		Proposes 2025	
			# of post	W/M	# of post	W/M	# of post	W/M	# of post	W/M	# of post	W/M
<b>A. JUDICIAL OFFICES</b>												
	<b>Supreme Court Chamber</b>											
	Judges (resident)	UN official	-	11	-	(9)	-	2	-	-	-	2
	Reserve Judge	UN official	-	-	-	-	-	-	-	-	-	-
	Legal Officer	P-4	1	12	(1)	(12)	-	-	-	-	-	-
	<i>Sub-total</i>		<i>1</i>	<i>23</i>	<i>(1)</i>	<i>(12)</i>	-	<i>2</i>	-	-	-	<i>2</i>
	<b>Trial Chamber</b>											
	Judges (Resident)	UN official	-	-	-	-	-	-	-	-	-	-
	Reserve judge	UN official	-	-	-	-	-	-	-	-	-	-
	<i>Sub-total</i>		-	-	-	-	-	-	-	-	-	-
	<b>Pre-Trial Chamber</b>											
	Judges	UN official	-	-	-	-	-	-	-	-	-	-
	Reserve Judge	UN official	-	-	-	-	-	-	-	-	-	-
	<i>Sub-total</i>		-	-	-	-	-	-	-	-	-	-
	<b>Office of the Co-Prosecutor</b>											
	Prosecutor	UN official	-	3	-	(2)	-	1	-	-	-	1
	<i>Sub-total</i>		-	<i>3</i>	-	<i>(2)</i>	-	<i>1</i>	-	-	-	<i>1</i>
	<b>Office of the Co-Investigating Judges</b>											
	Judges	UN official	-	-	-	-	-	-	-	-	-	-
	<i>Sub-total</i>		-	-	-	-	-	-	-	-	-	-
<b>TOTAL A</b>			<b>1</b>	<b>26</b>	<b>(1)</b>	<b>(23)</b>	-	<b>3</b>	-	-	-	<b>3</b>
<b>B. DEFENCE AND VICTIMS SUPPORT</b>												
	<b>6 Defence Support Section</b>											
	Associate Legal Officer	NO-B	-	-	-	-	-	-	-	-	-	-
	Administrative Assistant	Local Level	-	-	-	-	-	-	-	-	-	-
	<i>Sub-total</i>		-	-	-	-	-	-	-	-	-	-
<b>TOTAL B</b>			-	-	-	-	-	-	-	-	-	-
<b>C. OFFICE OF ADMINISTRATION</b>												
<b>C.1 Administrative Support Services</b>												
	<b>Office of the Deputy Director</b>											
	Deputy Director of Administration	D-1	1	12	-	-	1	12	-	-	1	12
	Programme Management Officer	P-4	1	12	-	-	1	12	-	-	1	12
	<i>Sub-total</i>		<i>2</i>	<i>24</i>	-	-	<i>2</i>	<i>24</i>	-	-	<i>2</i>	<i>24</i>
	<b>Budget and Finance Section</b>											
	Budget and Finance Officer	NO-C	1	12	(1)	(12)	-	-	-	-	-	-
	Sr. Administrative Officer	NO-D	-	-	1	12	1	12	-	-	1	12
	Finance Assistant	Local Level	1	12	-	-	1	12	-	-	1	12
	<i>Sub-total</i>		<i>2</i>	<i>24</i>	-	-	<i>2</i>	<i>24</i>	-	-	<i>2</i>	<i>24</i>
	<b>ICT</b>											
	IT Systems Administrator	Local Level	1	12	-	-	1	12	-	-	1	12
	ICT Asset Assistant	Local Level	1	12	-	-	1	12	-	-	1	12
	<i>Sub-total</i>		<i>2</i>	<i>24</i>	-	-	<i>2</i>	<i>24</i>	-	-	<i>2</i>	<i>24</i>
	<b>C.1 Sub-total</b>		<b>6</b>	<b>72</b>	-	-	<b>6</b>	<b>72</b>	-	-	<b>6</b>	<b>72</b>
<b>C.2 Judicial Support Services</b>												
	<b>Court Management Section</b>											
	Programme Officer	NO-C	-	-	1	12	1	12	-	-	1	12
	Associate Public Information Officer	NO-B	1	12	-	-	1	12	-	-	1	12
	<i>Sub-total</i>		<i>1</i>	<i>12</i>	<i>1</i>	<i>12</i>	<i>2</i>	<i>24</i>	-	-	<i>2</i>	<i>24</i>
	<b>Records and Archives Unit (RAU)</b>											
	Information Management Officer (RAU)	P-3	1	12	-	-	1	12	-	-	1	12
	<i>Sub-total</i>		<i>1</i>	<i>12</i>	-	-	<i>1</i>	<i>12</i>	-	-	<i>1</i>	<i>12</i>

No.	Sections / Post Titles	Level	2023		Changes		2024		Changes		2025	
			# of post	W/M	# of post	W/M	# of post	W/M	# of post	W/M	# of post	W/M
	<b>Witness &amp; Expert Support Unit</b>											
	Administrative Officer	NO-B	1	12	(1)	(12)	-	-	-	-	-	-
	<i>Sub-total</i>		<i>1</i>	<i>12</i>	<i>(1)</i>	<i>(12)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
	<i>C.2 Sub-total</i>		<i>3</i>	<i>36</i>	<i>-</i>	<i>-</i>	<i>3</i>	<i>36</i>	<i>-</i>	<i>-</i>	<i>3</i>	<i>36</i>
<b>C.3</b>	<b>Security and Safety Section</b>											
	Deputy Chief	FS-6	1	12	(1)	(12)	-	-	-	-	-	-
	Security Officer	NO-A	-	-	1	12	1	12	-	-	1	12
	Security Officer	Local Level	-	-	1	12	1	12	-	-	1	12
	<i>C.3 Sub-total</i>		<i>1</i>	<i>12</i>	<i>1</i>	<i>12</i>	<i>2</i>	<i>24</i>	<i>-</i>	<i>-</i>	<i>2</i>	<i>24</i>
<b>TOTAL C</b>			<b>10</b>	<b>120</b>	<b>1</b>	<b>12</b>	<b>11</b>	<b>132</b>	<b>-</b>	<b>-</b>	<b>11</b>	<b>132</b>
<b>TOTAL A+B+C</b>			<b>11</b>	<b>146</b>	<b>-</b>	<b>(11)</b>	<b>11</b>	<b>135</b>	<b>-</b>	<b>-</b>	<b>11</b>	<b>135</b>

**2024-2025 STAFFING TABLE**

No	Sections / Post Titles	Level	Approved 2023		Changes		Proposes 2024		Changes		Proposes 2025	
			# of post	WM	# of post	WM	# of post	WM	# of post	WM	# of post	WM
<b>A. JUDICIAL OFFICES AND CHAMBERS</b>												
<b>1</b>	<b>Trial Chamber</b>											
	Judges	D-1	-	-	-	-	-	-	-	-	-	-
	Reserve Judge	D-1	-	-	-	-	-	-	-	-	-	-
	Legal Officer	NOD/P-4	-	-	-	-	-	-	-	-	-	-
	Associate Legal Officer	NOB/P-2	-	-	-	-	-	-	-	-	-	-
	<i>Sub-total 1</i>		-	-	-	-	-	-	-	-	-	-
<b>2.</b>	<b>Supreme Court Chamber/Office of Resident Judge</b>											
	Judges	D-1	-	16.5	-	(10.5)	-	6	-	-	-	6
	Legal Officer	NOD/P-4	1	12	-	-	1	12	-	-	1	12
	<i>Sub-total 2</i>		1	29	-	(11)	1	18	-	-	1	18
<b>3.</b>	<b>Pre-Trial Chamber</b>											
	Judges	D-1	-	-	-	-	-	-	-	-	-	-
	Greffier/Legal Officer	NOC/P-3	-	-	-	-	-	-	-	-	-	-
	Associate Legal Officer	NOB/P-2	-	-	-	-	-	-	-	-	-	-
	Support Staff	LL4	-	-	-	-	-	-	-	-	-	-
	<i>Sub-total 3</i>		-	-	-	-	-	-	-	-	-	-
<b>4.</b>	<b>Office of the Co-Prosecutor</b>											
	Co-Prosecutor	D-1	-	3	-	(2)	-	1	-	-	-	1
	<i>Sub-total 4</i>		-	3	-	(2)	-	1	-	-	-	1
<b>5.</b>	<b>Office of the Co-investigating Judges</b>											
	Judges	D-1	-	-	-	-	-	-	-	-	-	-
	<i>Sub-total 5</i>		-	-	-	-	-	-	-	-	-	-
<b>TOTAL A</b>			<b>1</b>	<b>31.5</b>	<b>-</b>	<b>(12.5)</b>	<b>1</b>	<b>19</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>19</b>
<b>B. DEFENCE AND VICTIMS SUPPORT</b>												
<b>1.</b>	<b>Defence Support Section</b>											
	Legal officer (Deputy head)	NOC/P-3	-	-	-	-	-	-	-	-	-	-
	Support staff	LL4	-	-	-	-	-	-	-	-	-	-
	<i>Sub-total 1</i>		-	-	-	-	-	-	-	-	-	-
<b>2.</b>	<b>Victims Support Section</b>											
	<b>a. Core Team</b>											
	Chief of Section	NOD/P-4	1	12	-	-	1	12	-	-	1	12
	<i>Sub-total a</i>		1	12	-	-	1	12	-	-	1	12
	<b>b. Outreach Team</b>											
	Outreach Assistant	LL5	1	12	-	-	1	12	-	-	1	12
	<i>Sub-total b</i>		1	12	-	-	1	12	-	-	1	12
	<b>c. Processing and Analyst Team</b>											
	Complaints/Application Assistants	LL5	1	12	-	-	1	12	-	-	1	12
	<i>Sub-total c</i>		1	12	-	-	1	12	-	-	1	12
	<i>Sub-total 2 (a+b+c)</i>		3	36	-	-	3	36	-	-	3	36
<b>TOTAL B</b>			<b>3</b>	<b>36</b>	<b>-</b>	<b>-</b>	<b>3</b>	<b>36</b>	<b>-</b>	<b>-</b>	<b>3</b>	<b>36</b>
<b>C. OFFICE OF ADMINISTRATION</b>												
<b>C.1 Administrative Support Services</b>												
<b>1</b>	<b>Office of the Director</b>											
	Director of Administration	D-1	1	12	-	-	1	12	-	-	1	12
	Programme Manager	NOC/P-3	-	-	1	12	1	12	-	-	1	12
	Associate Legal Officer	NOB/P-2	1	12	-	-	1	12	-	-	1	12
	Administrative Assistants	LL6	1	12	-	-	1	12	-	-	1	12
	<i>Sub-total 1</i>		3	36	1	12	4	48	-	-	4	48
<b>2</b>	<b>Budget and Finance Section</b>											
	Chief, BFS	P-4	1	12	-	-	1	12	-	-	1	12
	Associate Finance Officer	NOA/P-1	1	12	-	-	1	12	-	-	1	12
	<i>Sub-total 2</i>		2	24	-	-	2	24	-	-	2	24
<b>3</b>	<b>Human Resources Section</b>											
	HR Assistant	LL6	1	12	-	-	1	12	-	-	1	12
	<i>Sub-total 3</i>		1	12	-	-	1	12	-	-	1	12
<b>4</b>	<b>General Services Section</b>											
	Deputy Chief of GS Section	NOD/P-4	1	12	-	-	1	12	-	-	1	12
	Bus Driver	LL5	-	-	1	12	1	12	-	-	1	12
	Technical and Clerical support	LL4	-	-	1	12	1	12	-	-	1	12
	Warehouse & Supply Clerks/Labourers	LL2	3	36	(1)	(12)	2	24	-	-	2	24
	Drivers	LL2	2	24	-	-	2	24	-	-	2	24

**2024-2025 STAFFING TABLE**

No.	Sections / Post Titles	Level	Approved 2023		Changes		Proposes 2024		Changes		Proposes 2025	
			# of post	WM	# of post	WM	# of post	WM	# of post	WM	# of post	WM
	<i>Sub-total 4</i>		6	72	1	12	7	84	-	-	7	84
<b>5</b>	<b>ICT Section</b>											
	ICT Officer	NOB/P-2	-	-	1	12	1	12	-	-	1	12
	Web Developer	LL6	1	12	-	-	1	12	-	-	1	12
	IT Help Desk Assistant	LL6	1	12	-	-	1	12	-	-	1	12
	<i>Sub-total 5</i>		2	24	1	12	3	36	-	-	3	36
<b>6</b>	<b>Procurement Unit</b>											
	Procurement Assistant	LL6	1	12	-	-	1	12	-	-	1	12
	<i>Sub-total 6</i>		1	12	-	-	1	12	-	-	1	12
	<i>Sub-total C.1</i>		15	180	3	36	18	216	-	-	18	216
<b>C.2 Judicial Support Services</b>												
<b>1. Court Management Section</b>												
<b>a. Case File Team</b>												
	Case File/Court Officers	NOC/P-3	1	12	-	-	1	12	-	-	1	12
	Record/Archive Officers	NOB/P-2	1	12	-	-	1	12	-	-	1	12
	Record/Archive Assistants	LL7	-	-	1	12	1	12	-	-	1	12
	Record/Archive Assistants	LL5	1	12	(1)	(12)	-	-	-	-	-	-
	Librarian	LL7	-	-	1	12	1	12	-	-	1	12
	Librarian	LL4	1	12	(1)	(12)	-	-	-	-	-	-
	Library Assistant	LL3	-	-	2	24	2	24	-	-	2	24
	<i>Sub-total a</i>		4	48	2	24	6	72	-	-	6	72
	<b>b. AV Team</b>											
	AV Technicians	LL7	1	12	-	-	1	12	-	-	1	12
	AV Technicians-Assistant	LL6	1	12	(1)	(12)	-	-	-	-	-	-
	<i>Sub-total b</i>		2	24	(1)	(12)	1	12	-	-	1	12
	<i>Sub-total 1</i>		6	72	1	12	7	84	-	-	7	84
<b>2</b>	<b>Public Affairs Section</b>											
	Chief, Public Affairs	NOD/P-4	1	12	-	-	1	12	-	-	1	12
	Communication/Information Officer	NOB/P-2	-	-	1	12	1	12	-	-	1	12
	<i>Sub-total 2</i>		1	12	1	12	2	24	-	-	2	24
	<i>Sub-total C.2</i>		7	84	2	24	9	108	-	-	9	108
<b>C.3 Security and Safety Section</b>												
<b>1 Security and Safety Section</b>												
	Control Center	LL4	1	12	(1)	(12)	-	-	-	-	-	-
	Control Center	LL5	-	-	1	12	1	12	-	-	1	12
	Guard Platoon	LL3	3	36	-	-	3	36	-	-	3	36
	<i>Sub-total 1</i>		4	48	-	-	4	48	-	-	4	48
	<i>Sub-total C.3</i>		4	48	-	-	4	48	-	-	4	48
<b>TOTAL C</b>			26	312	5	60	31	372	-	-	31	372
<b>TOTAL (A+B+C)</b>			30	380	5	47.5	35	427	-	-	35	427

ECCC Organizational Structure and Post Distribution 2024

**Judicial Offices and Chambers**

**Supreme Court Chamber**  
National  
1 NO-D

**Trial Chamber**

**Pre-Trial Chamber**

**Office of Co-Investigating Judges**

**Office of Co-Prosecutors**

**Defence and Victims Support**

**Defence Support Section**

**Civil Party Lead Co-Lawyer Section**

**Victims Support Section**  
National  
1 NO-D  
2 LL

**Office of Administration**

**Office of Director**  
International National  
1 D-1 1 D-1  
1 P-4 1 NO-C  
1 NO-B  
1 LL

**ICT Section**  
International National  
2 LL 1 NO-B  
2 LL

**Public Affairs Section**  
National  
1 NO-D  
1 NO-B

**General Services Section**  
National  
1 NO-D  
6 LL

**Court Management Section**  
International National  
1 P-3 1 NO-C  
1 NO-C 1 NO-B  
1 NO-B 5 LL

**Security & Safety Section**  
International National  
1 NO-A 4 LL  
1 LL

**Budget and Finance Section**  
International National  
1 NO-D 1 NO-D  
1 LL 1 NO-A

**Human Resources Management Section**  
National  
1 LL

**Procurement Unit**  
National  
1 LL