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Extraordinary Chambers in the Courts of Cambodia

Chambres Extraordinaires au sein des Tribunaux Cambodgiens

**REMARKS BY THE DIRECTOR OF THE OFFICE OF
ADMINISTRATION
AT PRESS CONFERENCE ON RESULTS OF THE SPECIAL
REVIEW**

Friday 25 April 2008,

ECCC Information Centre

I am pleased to join the other members of the Project Board of the Extraordinary Chambers in the Courts of Cambodia (ECCC) to report to the media on the results of the Human Resources Management Review.

We are circulating for you today the Press Statement issued by all four members of the Project Board, and also the Summary of the Review. The full report of 25 pages has been placed on our web site.

The Special Review was initiated by the Board and carried out in late February 2008 by a team of consultants from Deloitte/ India, and from Cambodia. The objective was to recap all the separate audits and reviews carried out during the past year, and to assess whether the HR management policies and practices of the Cambodian side of ECCC are transparent, accountable, meet international standards, and provide consistent and effective measures against any mismanagement.

On behalf of the ECCC I can say that I am not only satisfied with the results of this review, but also reassured that our organisation and staff have indeed finally been shown to be as I was always confident to say – maybe not perfect, maybe not the best possible, but capable, committed and above all, willing to learn.

We must not forget that one of the principal reasons – made explicit in the letter sent to the Secretary-General on 21 June 1997 by the Cambodian government requesting UN assistance in establishing the court -- was that (and I quote) “Cambodia does not have the resources or expertise to conduct this very important procedure”. So it should not be a surprise to anyone, and certainly is not to us, that we are facing a number of challenges.



As you are all aware, the ECCC has suffered considerable damage, including to the morale of the staff, on this issue over the past eighteen months following certain broad-brush allegations that were raised in late 2006 and early 2007. These included recruitment of unqualified staff, excessive salaries and supposed kickbacks by judges and other officials in return for appointment at the ECCC. The national judges issued a strong rebuttal on 8 March 2007.

As Director of Administration let me say I have never resisted or rejected any of the proposals to address identified shortcomings, and I have given a blank cheque to the proposals to carry out eight series of measures (including two human resources management audits, revision of the personnel handbook, introduction and revision of the Code of Conduct, review and confirmation of the existing salary scale and job matching for national staff) as listed in the document "Summary of Audit and Management Assessments for the ECCC" handed out today.

In fact, it is accurate to say that substantial resources, as not only myself, as Director of Administration, but also a number of our senior staff have been diverted from our mission to serving the requirements of the almost continual audits and reviews – receiving the auditors, preparing documents and files for their review, answering their specific questions and concerns, and then responding to their reports. Further, well over \$100,000 has been spent in hiring these consultants. This has been a heavy price, but with the results of the Special Review we are sharing with you today, we can finally close this chapter and move on to continue the very positive achievements that the ECCC has made in discharging its historic mandate.

Thank you for your attention.

