



Ad litem judges from left to right: Judge Florence Rita Arrey (Cameroon), Judge Solomy Balungi Bossa (Uganda), Judge Lee Gacuga Muthoga (Kenya) and Judge Flavia Lattanzi (Italy)

Ad litem Judges Sworn-in

The Secretary-General of the United Nations, Mr. Kofi Annan has appointed four *ad litem* Judges to the International Criminal Tribunal for Rwanda (ICTR), namely Ms. Salomy Balungi Bossa (Uganda), Mr. Lee

Gacuga Muthoga (Kenya), Ms. Flavia Lattanzi (Italy) and Ms. Florence Rita Arrey (Cameroon). The *ad litem* Judges were appointed at the request of the President of the ICTR, Judge Erik Møse.

The President of the Tribunal, Judge Erik Møse, expressed the ICTR's appreciation for the Security Council's prompt consideration and adoption of the amendments, which are essential to ensure the timely completion of the mandate of the Tribunal.

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On 29 October 2003, three of the four *ad litem* judges: Judge Flavia Lattanzi, Judge Florence Rita Arrey and Judge Lee Gacuga Muthoga were sworn in. The swearing-in ceremony was administered by the President of the Tribunal and witnessed by the Registrar, Mr Adama Dieng, on behalf of the Secretary-General of the United Nations. The ceremony took place in the presence of Trial Chamber Judges, the Prosecutor, and representatives of Defence Counsel. The fourth *ad litem* judge at the Tribunal, Judge Solomy Balungi Bossa (Uganda), was sworn in on 1 September 2003.

In another development, on 27 October 2003, the United Nations Security Council adopted Resolution 1512 and increased the number of *ad litem* judges who may serve on the Tribunal at any one time, from four to nine. It also authorized *ad litem* judges to adjudicate in pre-trial proceedings. These statutory amendments were requested by the President of the Tribunal in September this year.

In the meantime, the new Judges have already been assigned to various cases: Judge Bossa to the Butare case which started on 12 June 2001, Judge Muthoga to Government II, Judges Lattanzi and Arrey will sit in the trial of Government I. The two cases involving Government I and Government II are scheduled to start on 3 November 2003. The Butare case and the Government cases are expected to last two years.

Three of the four *ad litem* judges are women. This brings the total number of female judges at the Tribunal to eight. The others are the Vice-President, Judge Andréia Vaz (Senegal), Judge Arlette Ramarason (Madagascar), Judge Ines Monica Weinberg de Roca (Argentina), Judge Khalida Rachid Khan (Pakistan), and the former President, Judge Navanethem Pillay who will be leaving the Tribunal at the end of the year to take up her functions as a Judge at the permanent International Criminal Court.

President Møse Presents ICTR Annual Report to the General Assembly and the Security Council



The General Assembly and the Security Council of the United Nations considered the Annual Report of the ICTR on Thursday 9 October 2003.

From Monday 6 to Friday 10 October 2003, President Møse had bilateral meetings with the Secretary-General, the five permanent members of the

Security Council, Germany, Mexico, Rwanda, the Norwegian delegation, the Chairman of the ACABQ, members of the UN Secretariat, Human Rights Watch, and International Transitional Justice. The purpose of these meetings was to explain the Completion Strategy of the ICTR (submitted to the Security Council on 29 September 2003) and to stress the need to increase the number of *ad litem* judges who can serve at any one time, from four to nine. The Prosecutor, Deputy Prosecutor and President Møse also met with the Coalition on Women's Human Rights in Conflict Situations.

On Monday 13 October 2003, he met with the Director-General of Legal Affairs at the French Ministry of Foreign Affairs in Paris.

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Status of Trials

Two trials against eight former Rwandan cabinet ministers and senior government officials will commence in November 2003. The first to start will be the '*Bizimungu et al*' trial before Trial Chamber II on Thursday 6 November 2003. The second one will be the '*Karemera et al*' before Trial Chambers III which will start on Wednesday 26 November 2003. Two other trials, the '*Bagosora et al*' (*Military*) and the '*Ndindabahizi*' trial will both resume on Monday 3 November 2003 before Trial Chamber I.

New Trials

The *Bizimungu et al* trial will commence in Courtroom II, before Judges Asoka de Zoysa Gunawardana (Sri Lanka) presiding, Khalida Rachid Khan (Pakistan) and Lee Gacuiga Muthoga (Kenya). The accused are *Casimir Bizimungu*, former Minister of Health, *Jérôme Bicamumpaka*, former Minister of Foreign Affairs, *Justin Mugenzi*, former Minister of Commerce and *Prosper Mugiraneza*, former Minister of Public Service.

The *Karemera et al* trial will commence in Courtroom III, before Trial Chamber III composed of Judges Andrésia Vaz (Senegal), presiding, Florence Rita Arrey (Cameroon) and Flavia Lattanzi (Italy).

The accused are *Edouard Karemera*, former Minister of Interior and Vice President of *Mouvement Révolutionnaire National pour le Développement* (MRND) party, *André Rwamakuba*, former Minister of Education and a member of the *Mouvement Démocratique Républicain* (MDR) party, *Mathieu Ndirumpatse*, former President of the MRND and Director General of the Ministry of Foreign Affairs, and *Joseph Nzirorera* former Secretary General of the MRND and Minister of Works who later became Speaker of the Interim National Assembly.

On-Going Trials

The *Bagasora et al* trial (formerly referred to as the "*Military Case*") will resume on Monday 3 November 2003 before Trial Chamber I, composed of Judges Erik Møse, presiding, Jai Ram Reddy and Sergei Aleckseievich Egorov. The trial was adjourned on 3 October after 72 days of hearing. The session is expected to continue until 17 December 2003. The *Bagasora et al* trial will be heard alternately with the *Ndindabahizi* case (*Bagasora et al* case in the morning shift and *Ndindabahizi* case in the afternoon session).

The *Ndindabahizi* case will continue before Trial Chamber I composed of Judge Erik Møse (Presiding), Judge Khalida Rachid Khan and Judge Solomy Balungi Bossa, in the afternoon from Monday 3 November 2003.

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Two Trials of Senior Officials of the Former Interim Government to Commence in November 2003

Two trials against eight former Rwandan cabinet ministers and senior government officials will commence in November 2003 before Trial Chambers II and III of the United Nations International Criminal Tribunal for Rwanda.

The *Karemera et al* case is composed of *Edouard Karemera*, *André Rwamakuba*, *Mathieu Ndirumpatse* and *Joseph Nzirorera*.

During their initial appearance they pleaded not guilty to 11 counts jointly charging them with Conspiracy to Commit Genocide, Genocide, Complicity in Genocide, Direct and Public Incitement to Commit Genocide, Crimes Against Humanity and Violations of Article 3 Common to the Geneva Conventions and Additional Protocol II. The counts were later reduced to seven.

The four accused are alleged to have conspired among themselves and with others, to work out a plan with the intent to exterminate the Tutsi population and eliminate

members of the opposition, so that they could remain in power.

It is alleged that the components of this plan consisted of, *inter alia*, recourse to hatred and ethnic violence, the training of and distribution of weapons to militiamen, as well as the preparation of lists of people to be eliminated.

Their joint indictment further alleges that the accused persons organised, ordered and participated in the massacres perpetrated against the Tutsi population and moderate Hutus in Kigali, Butare, Gisenyi, Gitarama, and Cyangugu prefectures, and in Kibuye region.

Karempera was arrested on 5 June 1998 in Togo and transferred to Arusha 10 July 1998, *Rwamakuba* was arrested on 21 October 1998 in Namibia and transferred to Arusha on 23 October 1998, *Ngirumpatse* was arrested in Mali on 11 June 1998 and transferred to Arusha on 10 July 1998, and *Nzirorera* was arrested on 5 June 1998 in Benin and transferred to Arusha on 10 July 1998. They made their initial appearance before the Tribunal on 7 August 1999.

In the *Bizimungu et al* trial are *Casmir Bizimungu*, *Jérôme Bicamumpaka*, *Justin Mugenzi* and *Prosper Mugiraneza*.

During their initial appearance they also pleaded not guilty to nine counts charging them with conspiracy to commit genocide, genocide, complicity in genocide, direct and public incitement commit genocide and crimes against humanity.

These crimes are alleged to have resulted in massacres against Tutsis and moderate Hutus at the *Centre Hospitalier de Kigali* (CHK), in Butare where among those murdered was the former Queen of Rwanda, Rosalie Gicanda, a historical symbol of all Tutsis. Also cited were massacres which took place at Butare University Hospital and at the Secondary Nursing School in Kabgayi, Gitarama prefecture.

Mugenzi is separately charged also with Direct and Public Incitement to Commit Genocide. He is alleged to have made statements inciting people to kill Tutsis, notably in Gisenyi, Kigali and Murambi. During a meeting held in Murambi, for example, the accused is alleged to have supported the massacres committed by the *Interahamwe* in Gitarama prefecture and asked for the sacking of the Prefect and the Bourgmestres opposed to the massacres.

Bicamumpaka and *Mugiraneza* are also jointly charged with Direct and Public Incitement to Commit Genocide, according to which, as ministers, they are alleged to have taken no measures to stop massacres of the civilian population Kigali, Butare, Gitarama, Gisenyi, Ruhengeri and Kibuye prefectures. On the contrary, they are alleged to have encouraged the killings.

Bizimungu was arrested in Kenya on 11 February 1999 and transferred to Arusha on 23 February 1999. He made his initial appearance before the Tribunal on 3 September 1999. *Bicamumpaka*, *Mugenzi* and *Mugiraneza* were arrested in Cameroon on 6 April 1999 and transferred to Arusha on 31 July 1999. They made their initial appearance on 17 August 1999.

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President of UN Human Rights Commission Makes Landmark Visit to the Tribunal



Mrs Hajjaji with President Mose

The President of the United Nations Human Rights Commission, Mrs. Najat Al Hajjaji made a five-day working visit to the United Nations International Criminal Tribunal for Rwanda in early October 2003. This was a landmark visit by such a high ranking official.



Mrs Hajjaji with Mr. Jallow

During her visit, Mrs. Hajjaji met with the officials of the Tribunal and discussed matters pertaining to the work, achievements and challenges facing the ICTR. Among others, the President of the Human Rights Commission met with the new Prosecutor, Mr. Hassan Bubacar Jallow and the President of the Tribunal, Judge Erik Mose. She also met with Mr. Adama Dieng and senior staff to review the agreed cooperation framework between the ICTR and the Commission.



Mrs Hajjaji and Mr. Dieng

She also addressed the ICTR staff on various issues related to the support that the Commission and the International Community, particularly African and Arab States can give to the ICTR in the areas of arrest of suspects/accused persons, movement and protection of witnesses called to testify before the Tribunal and enforcement of sentences handed down by the Tribunal.

In her meeting with the staff of the Tribunal, Mrs. Hajjaji emphasized the need of creating a special Trust Fund. She committed herself to advocate for the creation of a special Trust Fund for victims of gross violations of human rights and international humanitarian law (genocide, crimes against humanity, war crimes). The Ambassador would be counting on the technical expertise of individual ICTR Staff members and others in establishing the legal parameters for the creation of the said independent Trust Fund.

She also called for contributions from members States including her Government and individuals to the ICTR Trust Fund in order to support the Tribunal's Outreach program in Rwanda entailing inter-alia, medical and psychological support to victims traumatized or sexually abused during the genocide. To set an example she made a personal contribution to the ICTR's Trust Fund.

Mrs. Hajjaji hailed the Tribunal's pioneering role in eradicating the culture of impunity in Africa. She pledged to support and promote the work of the ICTR in the Arab Community by way of linking it to major Arab media houses. She also commended the Tribunal's respect of the rights of the accused when she visited the UN detention facility in Arusha.

Visit by European Commission Official: *Successful Testing of Video Link Between ICTR and ICTY*

On 14 October 2003, ICTR received the visit of Mr. Francesco de-Angelis, the Director for Horizontal Operations EUROPEAID, at the European Commission in Brussels and his delegation. Mr. de Angelis witnessed a successful test of the video link connection between the Registrars of the ICTR and ICTY as part of a joint Project partly funded by the European Union in support the Inter-Tribunal's cooperation between ICTR and ICTY. This project is designed to provide voice communication and videoconferencing capabilities to ICTR and to connect Arusha to Kigali and The Hague to enable, among other things, live broadcasting of court proceedings between Arusha, Kigali and The Hague.



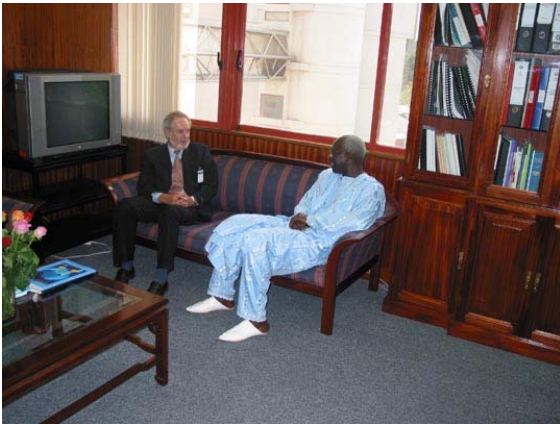
Mr. Adama Dieng (right) and Senior Staff Members of the ICTR with Mr. Francesco de-Angelis (left), the Director for Horizontal Operations EUROPEAID at the European Commission in Brussels and his delegation

In Kigali, ICTR's own communication would provide for a technical link between the ICTR Headquarters at the Amahoro Hotel, the ICTR Umusanzu Documentation Centre and ICTR Arusha. This particular project is not part of the joint project. This offers, in due course, a possibility for linking with Rwanda Television for live coverage of court proceedings.

Mr. de Angelis also pledged financial support to the ICTR Trust Fund for various projects submitted to the European Commission by the ICTR covering the following: (a) Witnesses and Victims Support, (b) File Conversion in TRIM Electronic Record Keeping System, (c) Feasibility Study for Remote Electronic Filing of judicial documents, (d) Deferred Real Time Court Reporting, (e) Information Management and Security, (f) Umusanzu Extension, (g) Prosecutor's Capacity Building. He promised to further ensure that the work of the Tribunal is well known especially in the European Union.

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ICTR and Friedrich Ebert Stiftung Foundation to strengthen Cooperation



Mr. Adama Dieng with Mr. Reinhold Einloft

On 16 October 2003, the Resident Director of Friedrich Ebert Stiftung Foundation, Mr Reinhold Einloft visited the ICTR, and held extensive talks with the Registrar, Mr. Adama Dieng, and the Chief of External Relations and Strategic Planning section, Mr. Roland Amoussouga.

During their talks, Mr. Dieng took the opportunity to reiterate the Tribunal's gratitude to the Foundation for the 2003 Human Rights Prize awarded to the ICTR. The ICTR officials briefed their host on the achievements and challenges of the Tribunal. Both parties pledged to strengthen mutual cooperation, particularly by undertaking common initiatives within the framework of promoting the rule of law and conflict resolution.

Tanzanian Members of Parliament Visit the Tribunal

On 20 October 2003, a delegation of 20 Members of Parliamentarian Committee of Foreign Affairs (in Dodoma) of the Parliament of Tanzania led by its Chairman, Honourable Dr. William Shija, made an official and pioneering visit to the Tribunal.

During the visit the delegation discussed ways to strengthening the Cooperation between the ICTR and the Parliamentarian Committee of Foreign Affairs and the relations between the Tribunal and the Host Government, whose assistance has always been very effective in enabling the Tribunal to carry out its mandate.

The ICTR Chief of External Relations and Strategic Planning Section, Mr. Roland Amoussouga described the talks as frank and fruitful. He added that the discussions also dealt with pending issues between the

Tribunal and the host Government arising out of the Host Country Agreement.

Visit of Deputy Registrar to The Hague



The ICTR Deputy Registrar, Mr. Lovemore Munlo, visited the ICTY, the ICC and the ICTR Appeals Support/Registry Unit in The Hague [The Unit] from Monday 20 to Monday 27 October 2003. In furtherance of the Inter Tribunals Cooperation Project, he held meetings with the ICTY Registrar, Mr. Hans

Holthuis, his Deputy, Mr. David Tolbert, and various Chiefs of Section in the Registry. In addition, Mr. Munlo paid courtesy calls on President Meron, who is also the Presiding Judge of the ICTR Appeals Chamber, several Judges of the Appeals Chamber as well as the ICTY Prosecutor, Ms. Carla Del Ponte.

During his courtesy call on President Meron, ICTR Appeals Judges Güney, Weinberg de Roca and Judge Schomburg, the newly appointed ICTR/ICTY Appeals Judge and Judge Mumba of ICTY, he discussed issues related to *inter alia*, preparations for the pending Appeals hearing in Arusha; the management of Staff Members in the Unit; and the staffing situation. In addition, fruitful discussions were held in meetings with the ICTY Registrar, Deputy Registrar, and various Chiefs of Sections. Among the important issues discussed were the budgets of both Tribunals, the ICTR/ICTY Cooperation Agreement Projects especially the recently completed Video Conference Link and exchange/study visits by Staff Members of both Tribunals. Other issues discussed related to the administration of various Sections of both Tribunals as well as those specific to the Administration Unit.

On 27 October 2003, Mr. Munlo met with ICTR Staff Members based in The Hague and briefed them on recent developments that took place at the ICTR in Arusha. These include new initiatives in the External Relations Department, new appointments, as well as a new Appeals Unit for the OTP. He added that the appointment of four *Ad litem* Judges was also going to increase the workload and help the Tribunal achieve its completion strategy. Mr. Munlo informed participants that the President of the Tribunal, Judge Eric Møse, had also requested from the Security Council for the appointment of more Judges and approval was expected soon. The Deputy Registrar also expressed hope that the recently completed Video Conference Link will improve communication with outside audiences. The visit of the Deputy Registrar was concluded that evening with a dinner hosted by the ICTR Appeals Judges and staff of the ICTR Appeals Support/Registry Unit in The Hague.

ICTR supports the Faculty of Law of the National University of Rwanda



Mr. Sow (extreme left) with two members of the jury

Mr. Ahmed Iyane Sow, legal adviser to the ICTR's Registrar, in October participated as a research supervisor in the jury, when a student of the Faculty of Law of the National University of Rwanda he had been supervising presented his thesis. This initiative is part of the Research Fellowship Programme, whereby the ICTR provides Rwandan University Students with annual research bursaries that enable them to carry out research leading to their academic graduation. During their research, each student is assigned a mentor from among the Tribunal's legal staff who supervises and guides the research. In May 2003, Mr. Sow provided another student with similar guidance.

During his visit to the National University, Mr. Sow met with the Dean and professors of the faculty and explored avenues for increased cooperation between the ICTR and the National University of Rwanda. He also reiterated the support of the ICTR's Registrar, Mr. Adama Dieng, for increasing cooperation between the National University of Rwanda and the Tribunal on one hand, and for the expansion of such cooperation to joint-training and scientific projects aimed at consolidating academic institutions in Rwanda, on the other.

Since 1999, professors and students from the National University of Rwanda at Butare have been enabled to carry out research at the Tribunal in Arusha and an annual programme of research awards for NUR students has been instituted. Each year, up to six students from the NUR will spend three months working at the Tribunal.

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XXXVIIth International Conference of the Round Table on Archives

The annual meeting of national archivists known as the CITRA meeting was held this year in Cape Town, South Africa from 21-25 October 2003. The round table meetings

are held between the quadrennial congresses. The organisers invited Tom Adami, Chief Judicial Records and Archives Unit of CMS, to present a paper on the issue of archives and human rights.

The conference was official opened by Dr Ben Ngubane MP, Minister of Arts, Culture, Science and Technology of South Africa. Keynote addresses were given by Sir Ketumile Masire, the former President of Botswana, and Rev. Desmond Tutu, Archbishop of Cape Town and former head of the Truth and Reconciliation Commission of South Africa. Both spoke on the importance of archival legacies of courts and the need to fully document human rights abuses in our efforts to halt the rule of impunity.



Rev. Desmond Tutu, Archbishop of Cape Town (on the podium) with Sir Ketumile Masire, the former President of Botswana, looking on

The Registrar of the Tribunal Mr. Adama Dieng spoke to the conference via a pre-recorded message. In part he said "The ICTR has been at the forefront of ensuring that the legacy of our work is preserved over time. It is clear that the judicial work being undertaken at the Tribunal is of prime importance but also that we maintain the records of the trials in a manner conducive to future accessibility. This requires much effort in terms of human and financial resources. In the course of developing technical solutions to our information management concerns we have been able to positively influence the pace and flow of the trials before the Chambers. As an added benefit, we can also state that we have widened the scope for the general public to access our public judicial records by the innovative application of technology."

In his address to the conference, Tom Adami stated, "... fundamental issues surrounding recordkeeping in this environment are historical revisionism, the value of evidence [*sic* records], and melding different and varied national systems into one global body of jurisprudence and legal practice." and "... making publicly available the records and documents of the ICTR one will address several very important issues. These issues are central to the Rwandan community or in another sense the 'victims': Catharsis, Memory, Teaching, Law."

Many of the attendees remarked at the momentous work that the Tribunal is undertaking and appreciated the enormity of our responsibility. Other speakers addressed the issues of archives of repressive regimes, compensation and reconciliation, defence of minorities and indigenous peoples, and archives in relation to defending emerging African democracies.

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ICTR Internship and Legal Researchers Programmes

The International Criminal Tribunal has put in place respectively an Internship Programme (1998) and a Legal Researchers Programme (2002). These two Programmes are specially aimed to welcome young academics within the working bodies of the ICTR. Both programmes provide graduates and post-graduate students with a framework where their educational experience can be enhanced through practical work assignments. The students from diverse academic backgrounds are assigned to various Sections. At the same time, they provide the ICTR with their assistance and qualification in various fields. The Tribunal has welcomed candidates from widely diverse academic backgrounds, such as law, information technology, international relations, political science, linguistics, journalism, finance, etc.

Thus far, 341 interns have been hosted by The ICTR Internship Programme, out of whom 102 have participated in the programme during 2003. In its part, the Legal Researchers Programme will have received 40 candidates by November 2003. At present, there are 33 interns coming from different countries, such as, the US, the UK, Belgium, Sweden, Germany, Italy, Australia, France, Austria, Israel, etc.

The Legal Researchers Programme caters specifically for candidates with a legal background coming from Africa and other third world countries. This programme is the only one that provides candidates requiring financial support with the necessary assistance in the form of a monthly stipend and a return ticket also. The Internship Programme in its part does not provide financial support to the beneficiaries. Due to financial constraints the Tribunal only sponsors 20 Legal Researchers per year, with no more than two coming from the same country. Legal researchers who have been hosted by the Tribunal have come from Tanzania, Rwanda, the Democratic Republic of Congo, Benin, Cameroon, Ghana, India, Swaziland, Lesotho, Zimbabwe, Malawi, South Africa, Zambia and Senegal.

With regard to the legal internships and research placements, applicants need to have at least completed their LL.B. at the time of application. In fact many applicants are also enrolled in graduate school (second university degree or higher), either pursuing an LL.M. or a Ph.D. Applicants pursuing their studies in countries where higher education is not divided into undergraduate and graduate levels, such as the US, must have completed at least their first degree and must be already enrolled in law school.

Four (4) official intakes of interns are coordinated per year, in January, March, June and September. During each intake, interns are required to work at the Tribunal for a minimum period of 2 months, and a maximum period of 6 months. As for the Legal Researchers Programme, the intakes are in January and July.

Researchers are expected to work for the full 6 months, unless exceptional circumstances warrant to shorten the time period.

The acceptance of interns and legal researchers is subject to its specific needs and its capacity to effectively support and supervise them. However, there are always between 40 and 50 interns and legal researchers at any one time in the Tribunal.

Two bodies of the Tribunal usually host the greatest number of interns: The Office of the Prosecutor (OTP) and the Chambers. Within these Sections, interns and legal researchers provide an extensive contribution to the judicial work.

In OTP, the areas where interns and legal researchers assist may span from the taking and the selection of evidence to the preparation and the presentation of submissions during trials.

In Chambers, interns and legal researchers assist with many of the core legal functions. They perform a variety of tasks including researching legal issues, summarizing witness testimony, analyzing parties' submissions, drafting decisions on motions, etc. They also provide administrative support, assisting judges and legal officers with document management, and statistical analysis. Interns and legal researchers may also attend hearings and certain judicial deliberations and take note of evidence given or submissions made in order to write analyses.

Another Section that has been hosting a substantial number of interns is EDP/ MIS. Within this Section, interns are required to assist the staff with the following functions:

- **Help Desk Services:** Interns assist in the management and coordination of requests for assistance and conducting follow-up to ensure individual requests have been resolved in a satisfactory manner.
- They are responsible for identifying and isolating common network problems that should be brought to the attention of and discussed with senior officials within the Unit, ensuring prompt identification of solutions to these problems.
- **Technical Support and Addressing Problems:** identifying and analyzing user problems and developing clear solutions, either independently or in collaboration with EDP staff members.

Apart from OTP, Chambers and EDP/ MIS, interns and legal researchers have also been assigned to DCMS, ERSPS, Court Management Section, the Library, Procurement, and the Appeals Chamber in The Hague. Since the inception of both the ICTR Internship Programme and the Legal Researchers Programme, the demand for interns and legal researchers has been steadily increasing. This also applies to the number of

receiving units, as more Tribunal sections have started to recognize the importance of the participation of interns and legal researchers in their work. This has enabled the programmes to expand, welcoming candidates from increasingly diverse backgrounds and regions.

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New Appointments/ Promotions

New Appointments

Danilo Carlos: Budget Officer (DASS)



Mr. Carlos joined the ICTR in October 2003. From July 2000 to September 2003 he was Chief of the Budget Section at UNON. Before that, from 1997 to June 2000 he was the Chief Cashier. He was a bank examiner with the Central Bank of Phillipines before joining DPKO where he worked from September 1980 to December 1996.

Mr. Archibald Bernard: OIC Transport Section



Mr. Bernard joined the ICTR (Kigali) in 1999 as a Transport Officer. He was appointed the OIC of Transport at the ICTR (Arusha) in October 2003. Before joining the Tribunal he worked at the WFP in Liberia.

Mr. Martin Roberts: Human Resources Officer (HRPS - DASS)



Before joining the HRPS in August 2003, Mr. Roberts worked at the OHRM, New York as an Examinations Officer. Prior to his work with the UN, Mr. Roberts was a Human Resources Officer for the North Atlantic Treaty Organization (NATO).

Mr. Adang Sanusi: Administrative Officer (DASS)



Before joining the Tribunal in September 2003, Mr. Sanusi worked with the DPKO (UNOHCI) in Baghdad as a Finance Officer. From 2000-2002, he was a Finance Officer with ICTR, Kigali.

Ms. Florence Rafulowitz: Finance Assistant (DASS)



Ms. Rafulowitz joined the Tribunal in March 2003 as a Finance Assistant. She is on secondment from UN-HQ where she worked as a payroll assistant from 1992 to 2003.

Promotions

Mr. Roland Amoussouga: Spokesperson and Chief of External Relations and Strategic Planning of the Tribunal



Joined the ICTR in 1996, as Legal Officer and Chief of Witnesses and Victims Protection and Assistance Section. From March 2000 to January 2003, he was Legal Adviser, in charge of special projects of the Tribunal and Chief of the Witnesses and Victims Support Section for the Defence. Since 1 February 2003, Mr. Amoussouga is Spokesperson and Chief of External Relations and Strategic Planning Section of the Tribunal.

Saviour Kuzhinapurathu: Chief of Finance Section (DASS)



Joined the ICTR in December 2002 as Chief of Accounts. Promoted to Chief of Finance in August 2003. From 1994 to 2000 he worked at UN-HQ at DPKO as Peacekeeping Budget Officer.

Bocar Sy: Senior Public Affairs Officer (ERSPS)



Joined the ICTR in December 1996 as Information Officer. Promoted to Senior Public Affairs Officer in August 2003. Before joining the ICTR, he worked at Canal+ in Paris.

Didier Preira: Legal Officer and Deputy Chief (DCMS)



Joined the ICTR in April 1999 as Legal Officer and Deputy Chief of the Lawyers and Detention Facilities Management Section. His post was upgraded in September 2003. Before joining the ICTR, he was a partner in his law firm in Senegal.

Mandiaye Niang: Special Assistant to the Registrar



Joined the Tribunal in October 1997 as an Investigator in Kigali. He was transferred to Arusha in February 2000 as a Legal Officer and TCIII coordinator. In March 2003 he was promoted to Special Assistant to the Registrar.

Manoj Giani: Supplies Assistant



Joined the ICTR in 1996 in Logistics, fax room and Communications. Moved to the Registry and fax room in 1999. Promoted to Supplies in November 2003. Before joining the ICTR, he was in Peace Keeping in Somalia then in Rwanda.

Rachida Draguendoul: External Relations Assistant



Joined the ICTR in March 2002 as a Bilingual Secretary in the WVSSD. Promoted to External Relations Assistant in November 2003. She is on secondment from UNDP Algeria.

Nicolai Ehlers: Training and Development Officer



Joined the ICTR in May 2001 as Close Protection Officer. Was OIC Training and Development from February 2003. Promoted to Training and Development Officer in November 2003. He was in the Austrian army before joining the ICTR.

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The next issue of the Newsletter will be a bumper issue dedicated to the UN Day Celebrations organized by the ERSPS and the ICTR Staff Association from 24-26 October 2003.

