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**JUDICIAL TRAINING IN  
THE EUROPEAN UNION  
MEMBER STATES  
Annex I.**

STUDY





**DIRECTORATE GENERAL FOR INTERNAL POLICIES**  
**POLICY DEPARTMENT C: CITIZENS' RIGHTS AND**  
**CONSTITUTIONAL AFFAIRS**

**LEGAL AFFAIRS**

# **JUDICIAL TRAINING IN THE EUROPEAN UNION MEMBER STATES**

**ANNEX I.**

This document was requested by the European Parliament's Committee on Legal Affairs

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# 1. JUDICIAL TRAINING ACTORS AT NATIONAL LEVEL- NATIONAL REPORTS

## 1.1. AUSTRIA

In Austria, judicial training for judges, prosecutors, trainees, clerks and civil servants is provided by the Federal Ministry for Justice (*Bundesministerium für Justiz*) with its seat in Vienna, in cooperation with the four Higher Regional Courts (*Oberlandesgerichte*) and the Offices of the Senior Public Prosecutor.

Training for Judges and Public Prosecutors

Federal Ministry of Justice

Museumsstrasse 7

A - 1070 Vienna

Tel: +43 1 52152 2230

Fax: +43 1 52152 2727

Website: [www.justiz.gv.at](http://www.justiz.gv.at)

### ENTRY TESTS

Judges and prosecutors have to sit an entry test but EU institutional law is not part of it.

### COMPULSORY CONTINUOUS JUDICIAL TRAINING

There is no compulsory training in Austria.

### INCENTIVES FOR PARTICIPATION IN TRAINING

There are no incentives for participation in training in Austria.

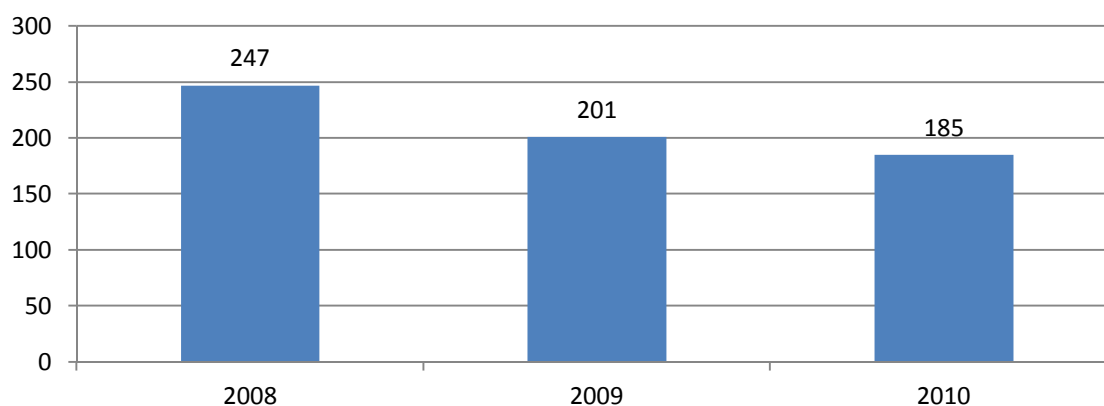
### Federal Ministry for Justice (*Bundesministerium für Justiz*)

Branches of the judiciary covered: judges, prosecutors, trainees, clerks, civil servants.

### INITIAL TRAINING

Initial training of the judiciary in Austria is organised in a decentralised manner in the form of "apprenticeships".

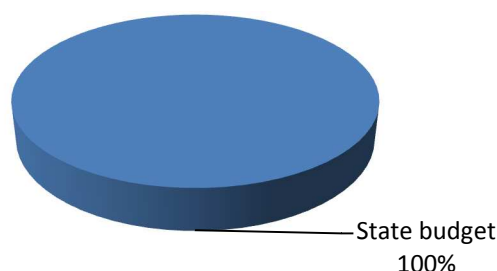
Number of judges, prosecutors and court staff who participated in initial training activities:



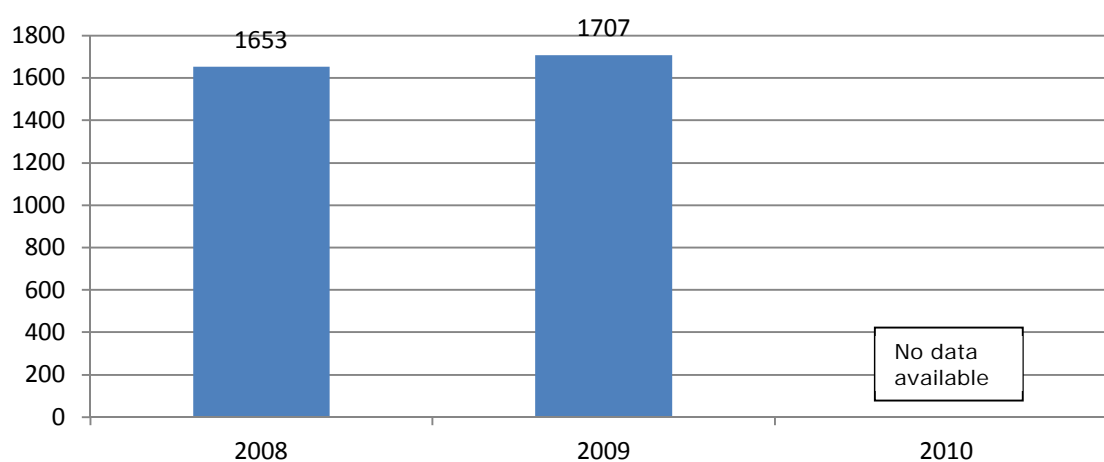
Number of entrants into the judiciary in 2010<sup>1</sup>: 65

## CONTINUING TRAINING

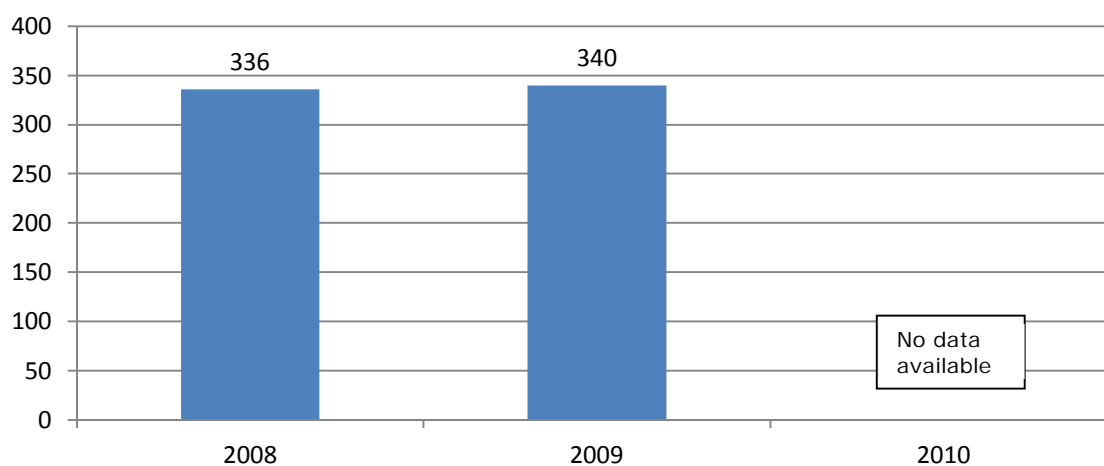
Annual budget for continuous training<sup>2</sup>: € 1 088 105



Number of judges, prosecutors and court staff who participated in continuous training activities each year<sup>3</sup>:



Number of continuous training activities organised each year:



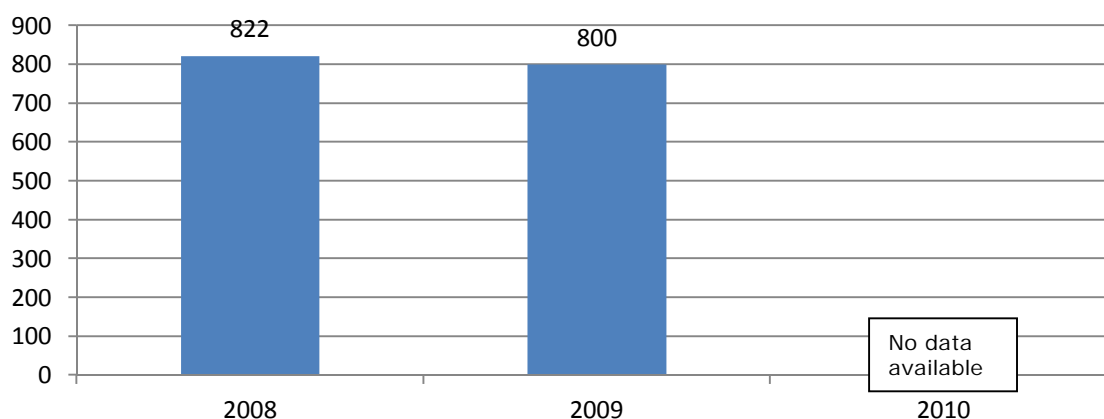
<sup>1</sup> Judges and public prosecutors who started initial training in 2010.

<sup>2</sup> This amount includes the salaries of the referents, the travel costs and the per diems of the referents and the participants, but not the salaries of the participants.

<sup>3</sup> Given the decentralised nature of judicial training in Austria, most such activities are organised by the courts and country-wide data has not yet been collated.



Days of continuous training activities organised each year:



## DEVELOPMENT OF TRAINING PROGRAMMES

Continuous training activities are planned, organised and carried out by the Federal Ministry of Justice, the presidents of the Higher Regional Courts, the Senior Public Prosecution Offices and the professional organisations. The Advisory Board for Continuous Training, set up with the Federal Ministry of Justice, is responsible for major planning, development and coordination tasks for continuous training activities throughout Austria. In addition, the Federal Ministry of Justice is responsible for the overall coordination of activities and the responsible department checks the programme plans of the entire federal territory for their completeness, weighting, regional balance, consideration of new needs, results of evaluations, as well as requests and suggestions made by judges and public prosecutors.

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

EU law is integrated into the programme in the form of seminars at national or local level organised in the framework of EJTN, the exchange programme or ERA. Other Member States' law is covered very little.

## LANGUAGE TRAINING

Language training is provided in the following languages: English, French and Italian.

## CONDITIONS OF PARTICIPATION

It is possible for the hierarchy to reject the training request and to select among participants. The only criterion applied in both cases is the relevance of the training.

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Lawyers in private practice are allowed to take part in training, but rarely do, and, if so, they have to bear their own costs.

## INTERACTION WITH EU ACTORS

In addition to cooperation within EJTN and ERA, there is cooperation with Bavaria for the exchange of prosecutors, with North Rhine Westphalia, and with the French *Ecole nationale de la magistrature* for the exchange of trainee judges. EU-financed training is conducted in cooperation with Germany, Slovenia and others.

## 1.2. BELGIUM

In Belgium, the Institute of Judicial Training (*Institut de formation judiciaire* or *Instituut voor gerechtelijke opleiding*) was established in 2008, taking over the responsibility for training from the High Council of Justice. It now plays the key role in training judges of the ordinary judicial order, prosecutors, trainees, clerks and civil servants.

IGO-IFJ  
Av. Louise 54  
1050 Brussels  
Tel: +32 2 518 49 42  
Fax: +32 2 51849 49  
E-mail: [info@igo-ifj.be](mailto:info@igo-ifj.be)  
  
Website: [www.igo-ifj.be](http://www.igo-ifj.be)

### ENTRY TESTS

There is a test in order to enter the judiciary. EU law is not specifically tested but if a candidate can show in the written and oral test that s/he has knowledge of EU law, this is considered a plus.

### COMPULSORY CONTINUOUS JUDICIAL TRAINING

Continuous training is compulsory in specific circumstances, namely in terms of the requirements to be nominated to a position such as juvenile judge or president of a court, in which case EU law and ECHR form part of it.

### INCENTIVES FOR PARTICIPATION IN TRAINING

In order to attain certain specific positions (e.g. juvenile judge, president of court, etc.) specific training is required. Certificates must be presented with proof of attendance at training.

### Institute for Judicial Training (*Instituut voor gerechtelijke opleiding* or *Institut de formation judiciaire*, IGO-IFJ)

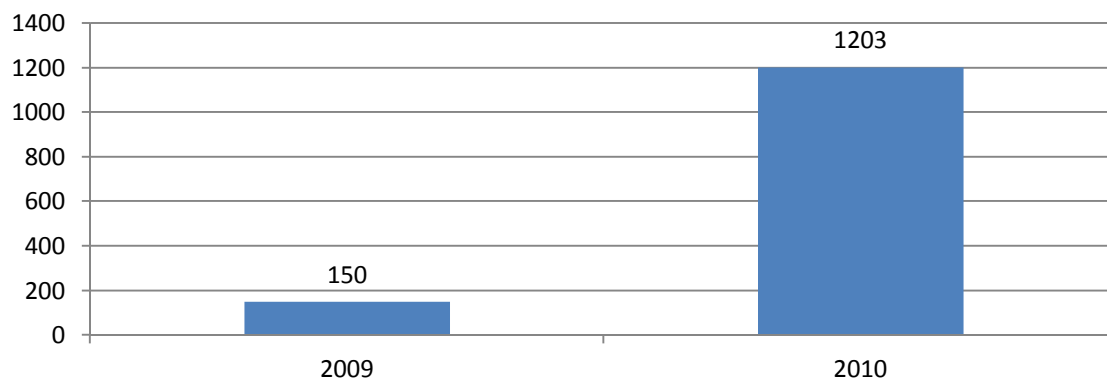
Branches of the judiciary covered: judges (ordinary), prosecutors, trainees, clerks, civil servants.

It should be noted that 2009 was the first operational year of the IGO-IFJ. For this reason the number of activities and participants, as indicated below, was significantly higher in 2010 than in 2009.

### INITIAL TRAINING

Annual budget for initial training (incl. scholarships): € 659 356

Number of judges, prosecutors and court staff who participated in initial training activities:



Number of entrants into the judiciary in 2010<sup>4</sup>:

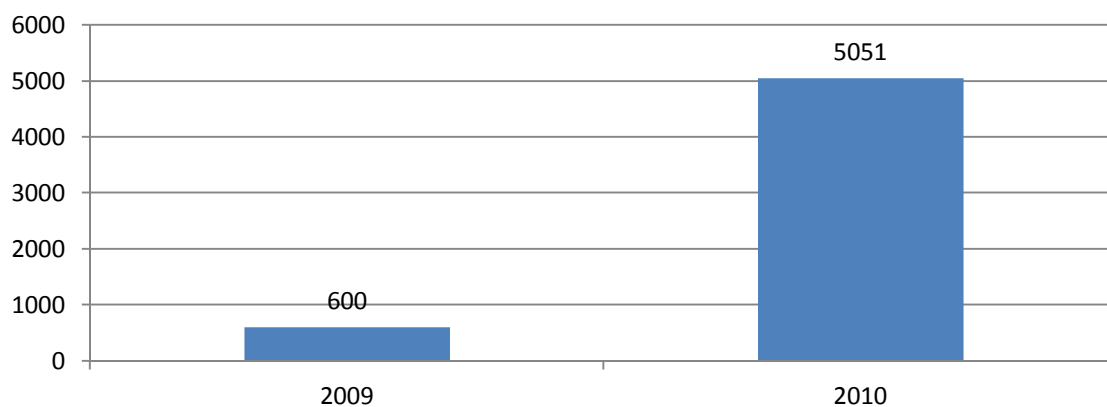
39

### CONTINUOUS TRAINING

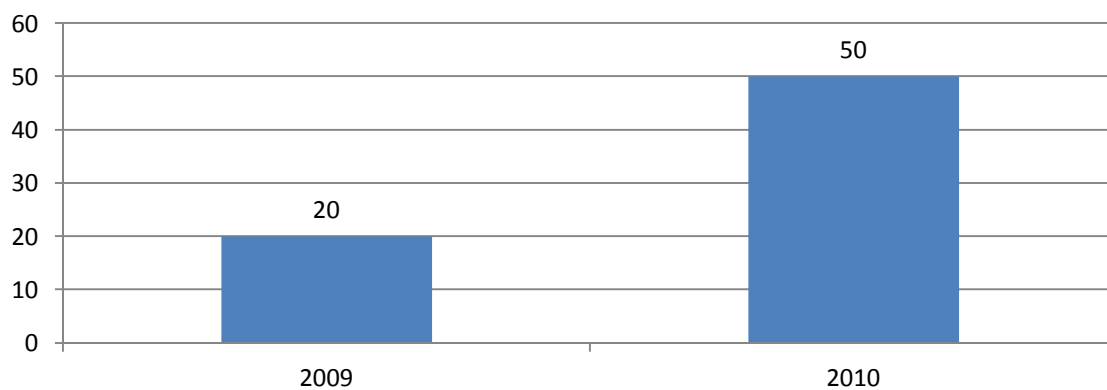
Annual budget for continuous training:

€ 1 848 153

Number of judges, prosecutors and court staff who participated in continuous training activities each year:

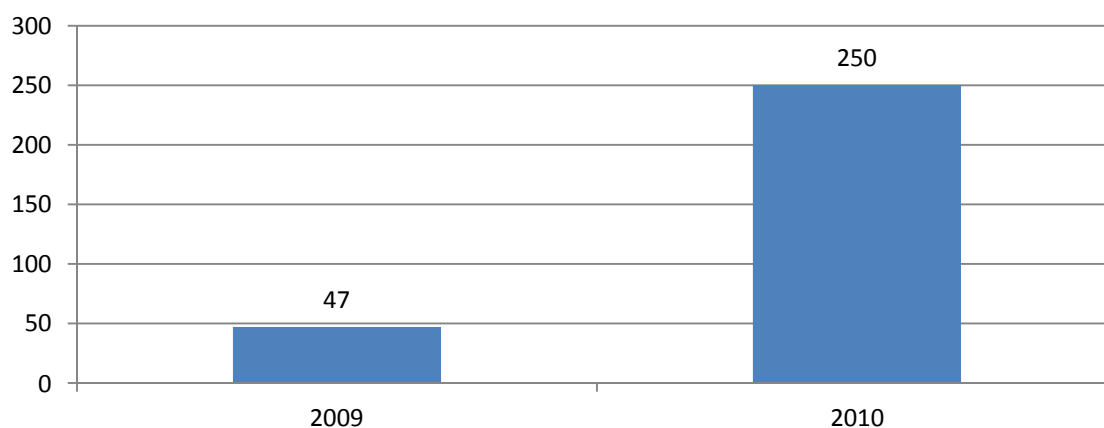


Number of continuous training activities organised each year:



<sup>4</sup> judges and public prosecutors who started initial training (Judicial Career) in 2010

Days of continuous training activities organised each year:

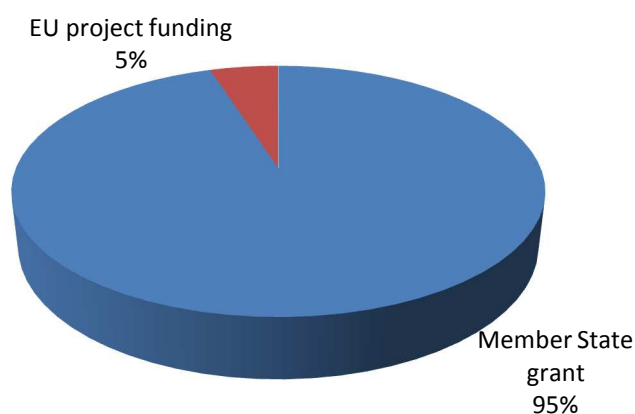


## STAFF

Number of staff involved in designing/delivering judicial training programmes:	7
Number of staff involved in providing support for judicial training (administration, IT etc.):	16
Number of non-staff members involved in delivering judicial training programmes as experts or speakers (projected figure for 2011):	409

## BUDGET AND FUNDING

Total annual training budget<sup>5</sup>: € 5 722 779



## DEVELOPMENT OF TRAINING PROGRAMMES

Priorities are set by the management and influenced by needs analysis. Expert magistrates develop the content and form of courses in cooperation with staff. The governing board (*conseil d'administration*) approves the final course offer.

<sup>5</sup> Total budget consists of direct costs of initial training (€ 659 356), direct costs of continuous training (€ 1 848 153), overheads (€ 1 363 500) and other expenses (€ 1 851 770).

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

EU law is fully integrated into all specific training courses. Bilateral courses on criminal cooperation matters are developed on an ad hoc basis with SSR in the Netherlands.

## LANGUAGE TRAINING

Language training is offered in Dutch, English, French and German.

## CONDITIONS OF PARTICIPATION

A request for training can be refused on the grounds of relevance. Selection criteria are applied, based on relevance, motivation, experience, language knowledge and costs.

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Lawyers in private practice are not allowed to participate.

## INTERACTION WITH EU ACTORS

There is interaction in the framework of EJTN and in terms of multilateral cooperation. There is also interaction with the EU institutions in the form of inviting them as speakers or organising visits to the EU institutions.

### 1.3. BULGARIA

In Bulgaria, the central role in judicial training is played by the National Institute of Justice (*Nacionalen Institut na pravosudieto*). NIJ provides judicial training to judges, prosecutors, trainees and clerks. NIJ is an independent legal entity but it has a functional relationship with the Supreme Judicial Council and the Ministry of Justice, both of which are represented within NIJ Managing Board.

National Institute of Justice  
14 Ekzarh Yossif Str.  
BG 1301 Sofia  
Tel.: +359 2 9359 100  
Fax.: +359 2 9359 101  
  
Website: [www.nij.bg](http://www.nij.bg)

#### ENTRY TESTS

Judges and prosecutors in Bulgaria have to sit a test when entering the judiciary. EU institutional law is not part of it.

#### COMPULSORY CONTINUOUS JUDICIAL TRAINING

Training in Bulgaria is compulsory only in specific circumstances, such as change of function.

#### INCENTIVES FOR PARTICIPATION IN TRAINING

There are incentives for trainers – a possibility to become an international trainer.

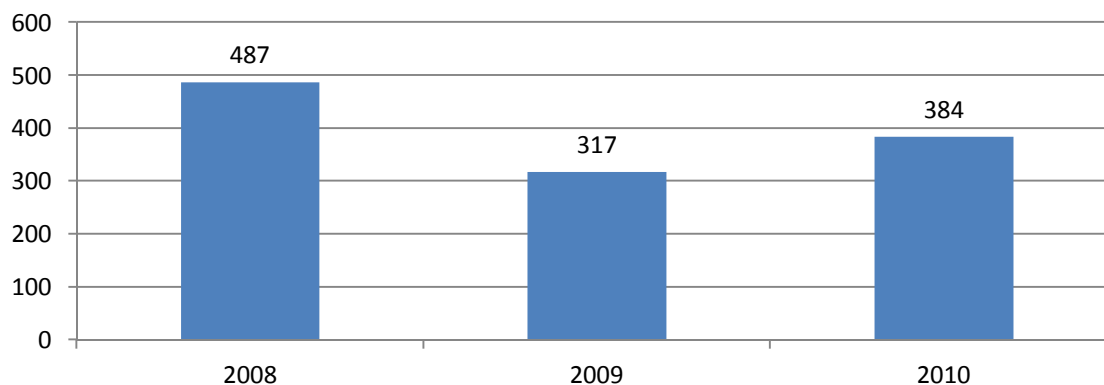
#### National Institute of Justice (*Nacionalen Institut na pravosudieto*, NIJ)

Branches of the judiciary covered: judges, prosecutors, trainees and clerks.

#### INITIAL TRAINING

Annual budget for initial training (incl. scholarships): € 56 114

Number of judges, prosecutors and court staff who participated in initial training:



Number of entrants into the judiciary in 2010<sup>6</sup>:

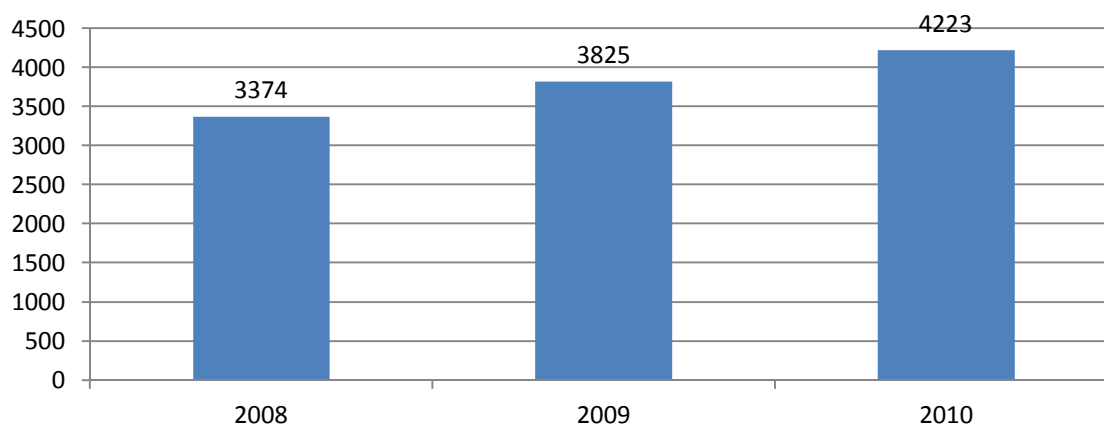
90

## CONTINUOUS TRAINING

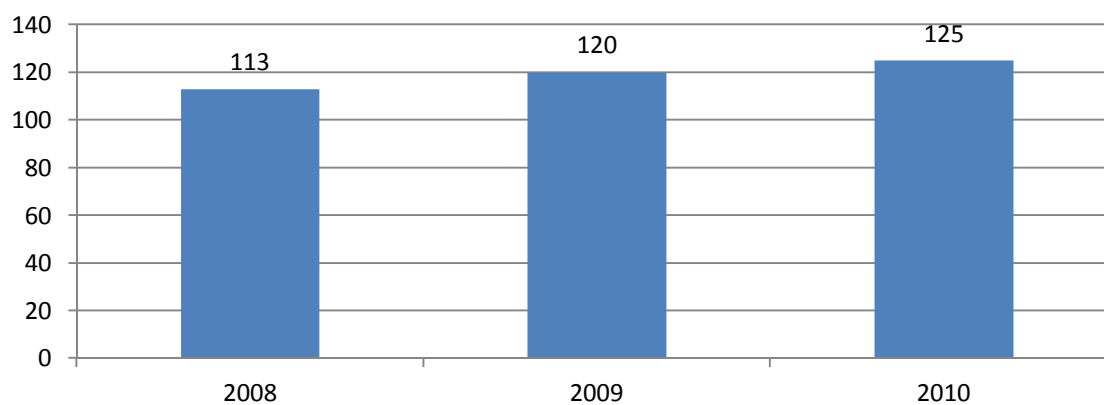
Annual budget for continuous training:

€ 342 158

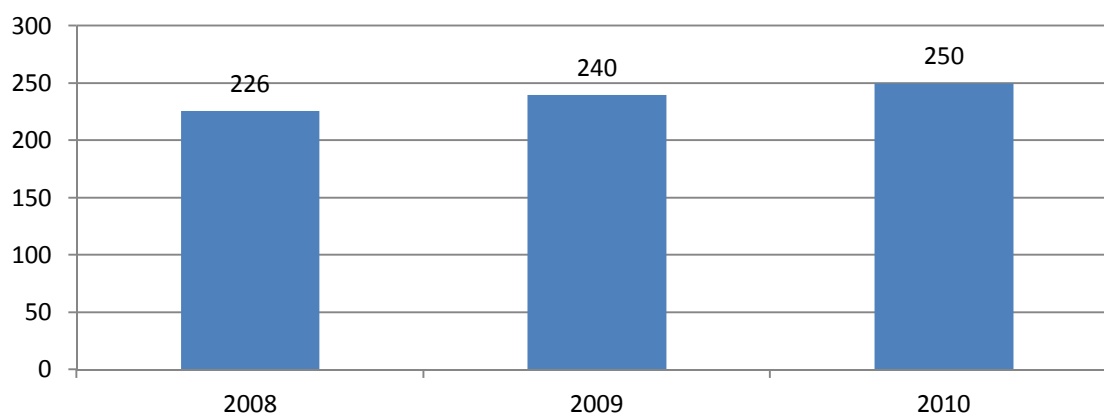
Number of judges, prosecutors and court staff who participated in continuous training activities each year:



Number of continuous training activities organised each year:



Days of continuous training activities organised each year:



<sup>6</sup> Judges and public prosecutors who started initial training in 2010

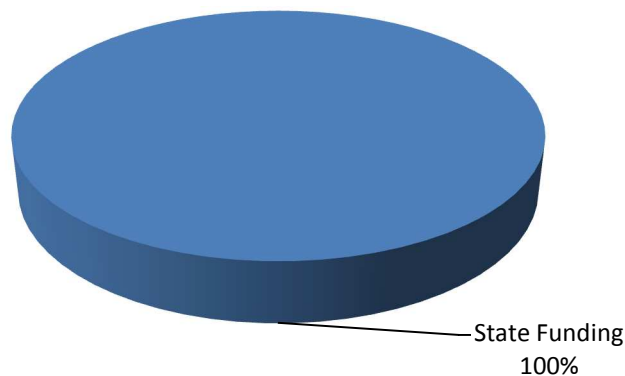


## STAFF

Number of staff involved in designing/delivering judicial training programmes:	39
Number of staff involved in providing support for judicial training (administration, IT etc.):	16
Number of non-staff members involved in delivering judicial training programmes as experts or speakers in 2009:	288

## BUDGET AND FUNDING

Total annual training budget <sup>7</sup> :	€ 1 394 660
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## DEVELOPMENT OF TRAINING PROGRAMMES

Various legislative acts form the basis of judicial training.

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

EU law is a substantial part of magistrates' training programmes. Annually, 35 seminars specifically on EU law are conducted. Other Member States' law has been introduced as part of bilateral cooperation with France, Germany and Belgium.

## LANGUAGE TRAINING

Language training is not offered by NIJ.

## CONDITIONS OF PARTICIPATION

For the hierarchy it is possible to refuse a training request on the grounds of relevance as well as on other grounds.

<sup>7</sup> Total budget consists of direct costs of initial training (€ 56 114), direct costs of continuous training (€ 342 158); this includes continuing training in national and European law, distance learning and international exchanges), overheads (€ 996 388).

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Lawyers in private practice may not participate. They can use a separate institution.

## INTERACTION WITH EU ACTORS

Interaction with other EU institutions takes place, especially with Eurojust and OLAF.

## 1.4. CYPRUS

In Cyprus, training for judges is offered by the Supreme Court of Cyprus (*Anotato dikastirio*). It is important to note that, as in common law jurisdictions around the world, as well as in the Nordic countries, prosecutors are not considered to be part of the judiciary. The training of prosecutors is the responsibility of the Attorney General's Office. However, the research team has been told by the AG's Office that it is not engaged in training.

Supreme Court  
Charalambos Mouskos Str  
1404 Nicosia - Cyprus  
Tel: +357 22865737  
Fax: +357 22304500  
Website: [www.supremecourt.gov.cy](http://www.supremecourt.gov.cy)

### ENTRY TESTS

There are no entry tests to enter the judiciary in Cyprus.

### COMPULSORY CONTINUOUS JUDICIAL TRAINING

There is no compulsory training in Cyprus.

### INCENTIVES FOR PARTICIPATION IN TRAINING

There are no incentives for participation in training.

### Supreme Court of Cyprus (*Anotato dikastirio*)

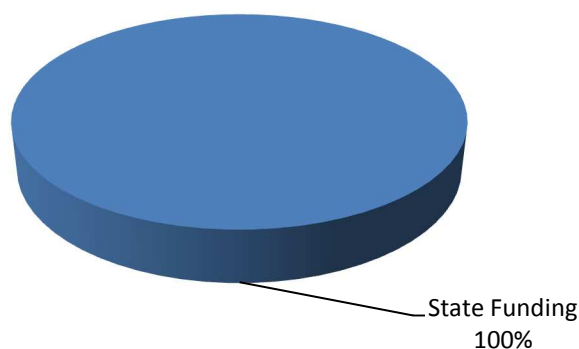
Branch of the judiciary covered: judges

### STAFF

Number of staff involved in designing/delivering judicial training: 13

### BUDGET AND FUNDING

Total annual training budget: € 15 410



## DEVELOPMENT OF TRAINING PROGRAMMES

The annual programme is developed by the Supreme Council of Judicature.

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

EU law is to a large extent integrated into the training programme. Other member States' law is not part of the training.

## LANGUAGE TRAINING

There is no language training offered.

## CONDITIONS OF PARTICIPATION

For the hierarchy it is possible to reject the training request on the grounds of relevance. The same criterion is used for selection for training.

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Lawyers in private practice are not allowed to take part in training.

## INTERACTION WITH EU ACTORS

The Supreme Court of Cyprus is a member of several organisations that deal with judicial training or exchange of information.

## 1.5. CZECH REPUBLIC

In the Czech Republic, the Judicial Academy (*ČR-Justiční akademie*) plays the central role in judicial training for judges, prosecutors, trainees, clerks and other target groups in the ordinary judicial order. Training of administrative judges and assistants to administrative judges is provided by the Supreme Administrative Court (*Nejvyšší správní soud*), partly in cooperation with the Judicial Academy.

Judicial Academy  
Masarykovo náměstí 183/15  
767 01 Kroměříž  
Czech Republic  
Tel.: +420 573 505 111  
Fax.: +420 573 505 101  
e-mail: sekretariat@akademie.justice.cz

Website: [www.jacz.cz](http://www.jacz.cz)

### ENTRY TESTS

Trainee candidates must sit an entrance examination at the respective court.

Supreme Administrative Court  
Moravské náměstí 6  
CZ-657 40 Brno  
Czech Republic  
Tel.: +420 542 532 311  
Fax: +420 542 532 361  
E-mail: [podatelna@nssoud.cz](mailto:podatelna@nssoud.cz)

Website: [www.nssoud.cz](http://www.nssoud.cz)

### COMPULSORY CONTINUOUS JUDICIAL TRAINING

Continuous judicial training in the Czech Republic is not compulsory and there are no incentives for continuous training.

### INCENTIVES FOR PARTICIPATION IN TRAINING

Initial training is compulsory.

### Judicial Academy

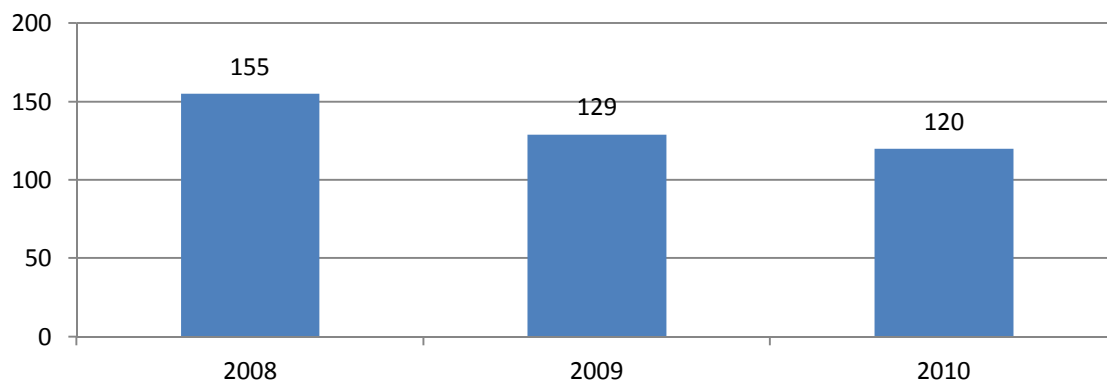
Target groups of the judiciary covered: judges, prosecutors, trainees, assistants, judicial clerks, professional judicial staff.

### INITIAL TRAINING

Annual budget for initial training:

€ 41 950

Number of judges, prosecutors and court staff who participated in initial training activities each year:



Number of entrants into the judiciary in 2010<sup>8</sup>:

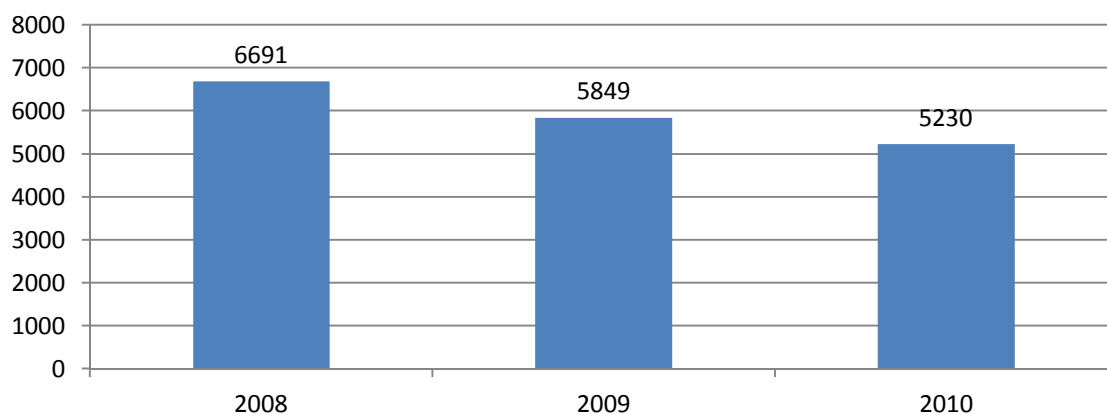
21

### CONTINUOUS TRAINING

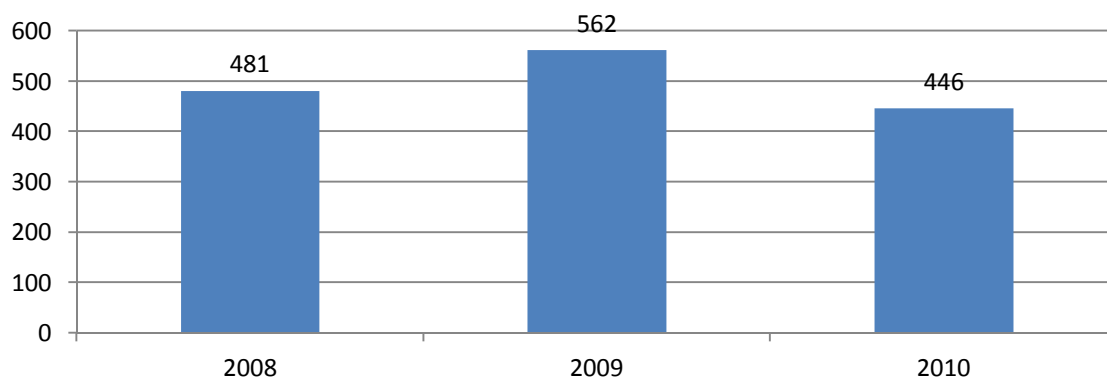
Annual budget for continuous training:

€ 180 017

Number of judges, prosecutors and court staff who participated in continuous training activities each year:

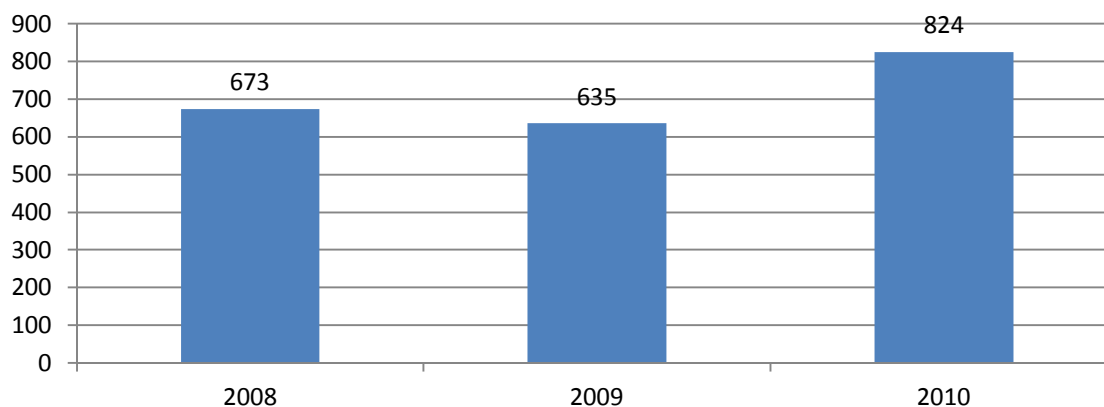


Number of continuous training activities organised each year:



<sup>8</sup> judges and public prosecutors who started initial training (Judicial Career) in 2010.

Days of continuous training activities organised each year:



### STAFF

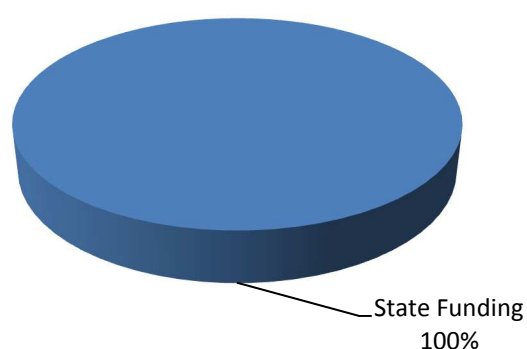
Number of staff involved in designing/delivering judicial training programmes: 16.5

Number of staff involved in providing support for judicial training (administration, IT etc.): 35.5

Number of non-staff members involved in delivering judicial training programmes as experts or speakers in 2009: 450

### BUDGET AND FUNDING

Total annual training budget<sup>9</sup>: € 941 516



### DEVELOPMENT OF TRAINING PROGRAMMES

The annual training programme is created by the Judicial Academy and approved by the Council of the Judicial Academy.

<sup>9</sup> Total budget consists of direct costs of initial training (€ 41 950), direct costs of continuous training (€ 180 017), overheads (€ 696 623) and other expenses (€ 22 926).

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

Training in the field of EU law and other Member States' law forms an integral part of training in individual fields of law (e.g. civil, criminal, administrative, etc.).

## LANGUAGE TRAINING

Language training is offered in the following languages: English, French, German.

## CONDITIONS OF PARTICIPATION

There is no specific selection procedure applied by the Judicial Academy for participation in training. Participants apply through the JA on-line registration system. It is possible to refuse the request for participation in a training event on the grounds of costs, relevance and capacity.

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Lawyers in private practice may take part in training at the Judicial Academy under specific conditions (in most cases on the grounds of partnership agreements between the Judicial Academy and professional legal institutions or associations).

## INTERACTION WITH EU ACTORS

There is an intensive cooperation between the JA and the EU actors, especially EJTN and ERA.

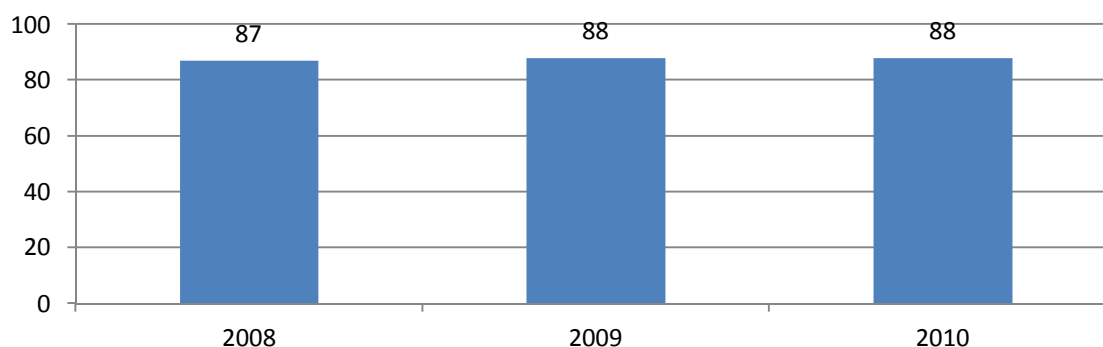
## Supreme Administrative Court (*Nejvyšší správní soud*, NSS)

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Branch of the judiciary covered: administrative judges, assistants to judges.

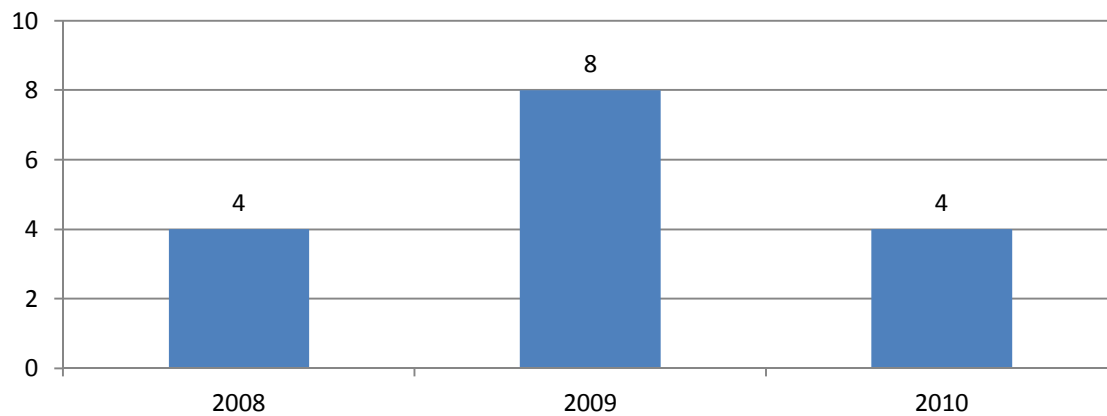
## CONTINUOUS TRAINING

Number of judges, assistants to judges and court staff who participated in continuous training activities each year:





Number of continuous training activities organised each year:



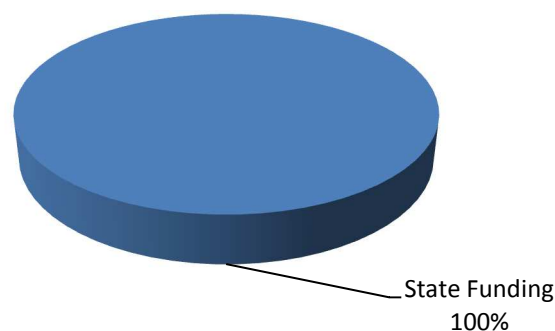
### STAFF

Number of staff involved in designing/delivering judicial training programmes: 2

Number of staff involved in providing support for judicial training (administration, IT etc.): 9

### BUDGET AND FUNDING

Total annual training budget: € 5 500



### DEVELOPMENT OF TRAINING PROGRAMMES

Training programmes are subject to the approval of the Head of Office or the President of the Court.

### INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

EU law constitutes about 8% of training content; other Member States' law constitutes about 2%.

### LANGUAGE TRAINING

Language training is offered in English at the NSS.

## CONDITIONS OF PARTICIPATION

For the hierarchy it is possible to refuse the training request on the grounds of costs. There are no selection criteria.

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Lawyers in private practice can only participate in seminars and conferences organised in the building of the Supreme Administrative Court.

## INTERACTION WITH EU ACTORS

The NSS is a member of the Association of the Councils of State and Supreme Administrative Jurisdictions of the European Union and of the International Association of Supreme Administrative Jurisdictions, and there is cooperation with EIPA.

## 1.6. DENMARK

In Denmark, judicial training of judges and clerks is offered by the Danish Court Administration (*Danmarks Domstolsstyrelsen*). The Court Administration is an independent state unit headed by a Board of Governors and a Director.

The Danish Prosecution Service (*Rigsadvokaten*) offers training to Danish prosecutors. It should be noted that in Denmark, as in other Nordic countries and in common law jurisdictions around the world, the prosecution services are not considered to be part of the judiciary.

Court Administration  
St Kongensgade 1-3, 5th Floor  
DK - 1264 Copenhagen  
Tel: +45 33 95 68 30  
Fax: +45 70 10 44 55

Website: [www.domstol.dk](http://www.domstol.dk)

Prosecution Service  
Frederiksholms Kanal 16  
1220 København K  
Telefon 33 12 72 00  
Fax 33 43 67 10  
E-mail: [rigsadvokaten@ankl.dk](mailto:rigsadvokaten@ankl.dk)

Website: [www.rigsadvokaten.dk](http://www.rigsadvokaten.dk)

### ENTRY TESTS

There are no entry tests in the Danish judiciary.

### COMPULSORY CONTINUOUS JUDICIAL TRAINING

There is no compulsory continuous judicial training in Denmark.

For prosecutors there are general guidelines on expected annual days of training per employee. There is also a development programme for all employees, including two annual development meetings between the employee and his/her superior in which training needs are addressed.

### Danish Court Administration (*Danmarks Domstolsstyrelsen*)

Branches of the judiciary covered: judges, clerks

Number of deputy judges who participate in initial training activities each year:	100
Number of court staff who participate in initial training activities each year:	460
Number of entrants into the judiciary in 2010 <sup>10</sup> :	15
Number of continuous training activities organised each year:	85

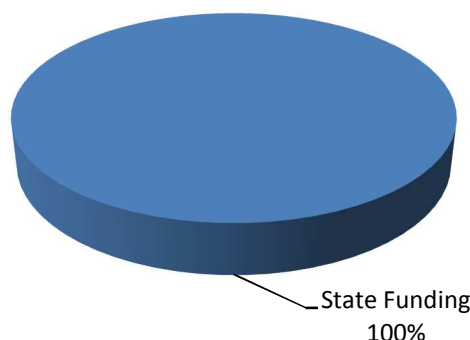
<sup>10</sup> judges who started initial training (Judicial Career) in 2010; the figure is lower than the average of the two past years: 38 in 2008 and 49 in 2009.

## STAFF

Number of staff involved in designing/delivering judicial training programmes:	6
Number of staff involved in providing support for judicial training (administration, IT etc.):	10
Number of non-staff members involved in delivering judicial training programmes as experts or speakers in 2009:	25-30

## BUDGET AND FUNDING

Total annual training budget: € 1 800 000



## DEVELOPMENT OF TRAINING PROGRAMMES

A committee consisting of representatives from the two associations of the legal employees of the judiciary (the Judges' Association and the Deputy Judges' Association) and the Court Administration decides what the content and topics of the theoretical training should be. The training section of Court Administration is responsible for carrying out the ideas of the committee.

## LANGUAGE TRAINING

Language training is offered in the following languages: English, German.

## CONDITIONS OF PARTICIPATION

For the hierarchy it is possible to refuse training requests on the grounds of costs. The court management prepares a priority list for selection of participants.

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Some training is offered in cooperation with the Danish Bar Association and the Danish Prosecution Service.

## INTERACTION WITH EU ACTORS

The Court Administration interacts with ERA, EJTN and EIPA.

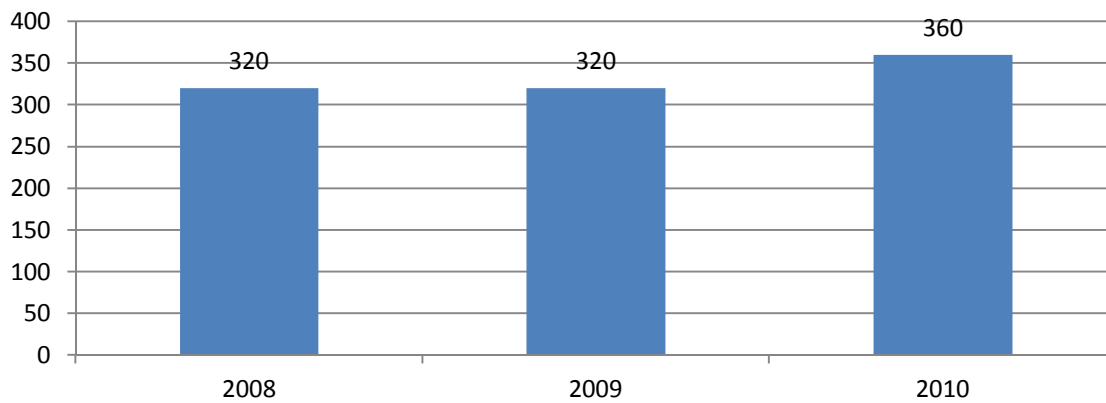
## Danish Prosecution Service (*Rigsadvokaten*)

Branch of the judiciary covered: prosecutors

### INITIAL TRAINING

Annual budget for initial training (incl. scholarships where provided): € 360 000

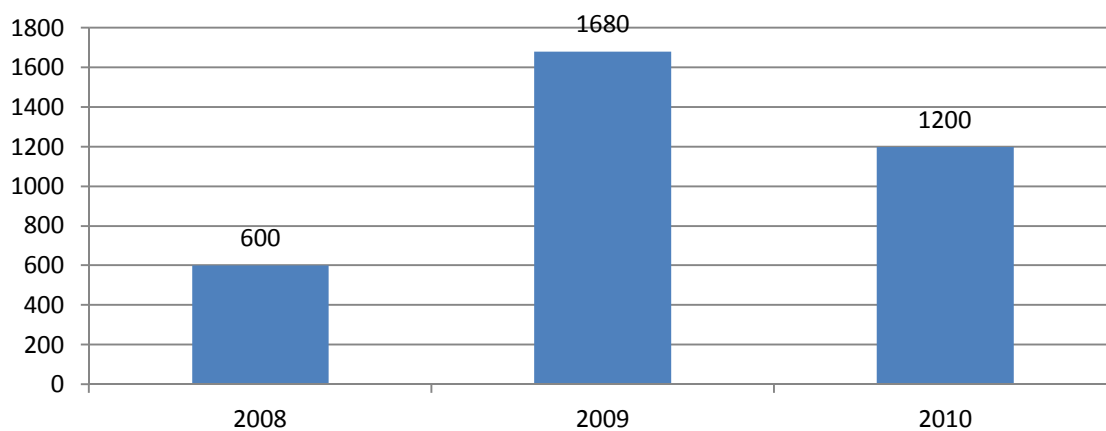
Number of prosecutors and related staff who participated in initial training activities each year:



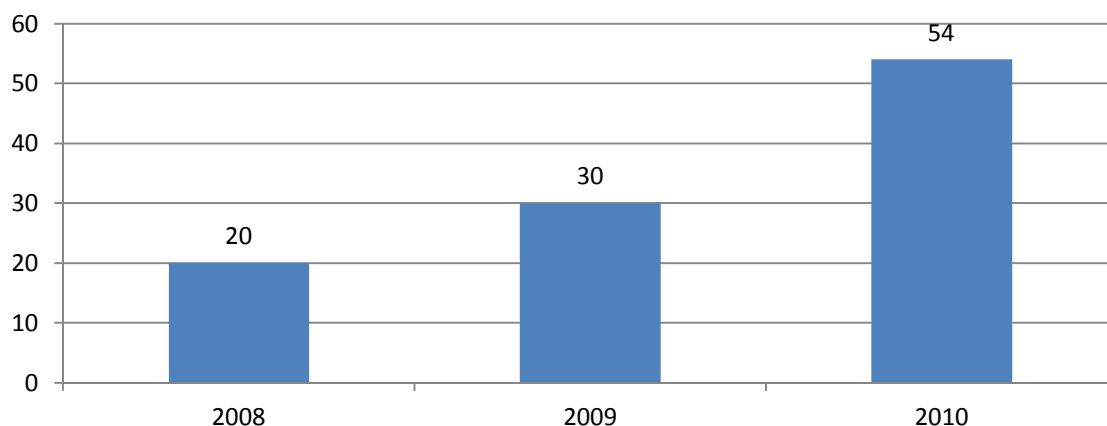
### CONTINUOUS TRAINING

Annual budget for continuous training: € 670 000

Number of prosecutors and related staff who participated in continuous training activities each year:



Number of continuous training activities organised each year:



## STAFF

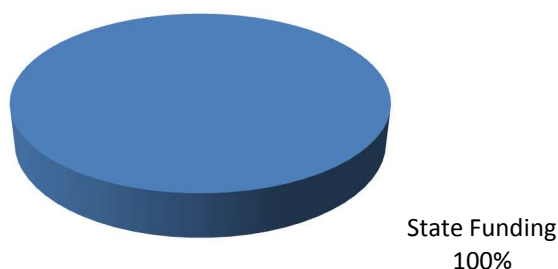
Number of staff involved in designing/delivering judicial training programmes: 6

Number of staff involved in providing support for judicial training (administration, IT etc.): 2

Number of non-staff members involved in delivering judicial training programmes as experts or speakers in 2009: 100

## BUDGET AND FUNDING

Total annual training budget<sup>11</sup>: € 1 030 000



## DEVELOPMENT OF TRAINING PROGRAMMES

The content is determined on the basis of the needs expressed by employees and their employers. Course format, teaching methods and teaching techniques are (also) determined on the basis of needs expressed by employees and their employers in combination with the latest research on the principles of adult learning.

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN TRAINING

EU law is integrated in training content to some extent: some courses relate to certain aspects of EU law. Other Member States' law is integrated only to a limited extent.

<sup>11</sup> Total budget consists of direct costs of initial training (€ 360 000) and direct costs of continuing training (€ 670 000).

## LANGUAGE TRAINING

No language training is provided.

## CONDITIONS OF PARTICIPATION

The selection criteria for participation in training are, first, the need/relevance of it and, secondly, the assurance of geographically broad representation in training activities.

## INTERACTION WITH EU ACTORS

Employees from the Danish Prosecution Service participate in seminars/courses held by ERA, CEPOL and others.





## 1.7. ESTONIA

For Estonian judges, trainees and law clerks, judicial training is provided by the Supreme Court of Estonia (*Riigikohus*). The judicial training activities are coordinated by the Judicial Training Council. For prosecutors, training is provided by the Office of the Prosecutor General (*Riigiprokuratuur*).

Supreme Court of Estonia  
Tanel Kask Training Department  
Lossi 19 Tartu  
51003 Estonia  
Tel.: +372 7 309 075  
Fax.: +372 7 309 029  
  
Website: [www.riigikohus.ee](http://www.riigikohus.ee)

### ENTRY TESTS

Judges have to pass an entry test when entering the judiciary which consists of an oral and a written part. The oral part of a judge's examination assesses the theoretical knowledge of a candidate for judicial office. The written part of a judge's examination is case analysis. EU institutional law is a part of the judge's examination programme.

Office of the Prosecutor General  
  
Website: [www.prokuratuur.ee](http://www.prokuratuur.ee)

### COMPULSORY CONTINUOUS JUDICIAL TRAINING

According to the Estonian Courts Act § 74, a judge is required to develop knowledge and skills of his or her speciality on a regular basis and to participate in training.

### INCENTIVES FOR PARTICIPATION IN TRAINING

There is no official bonus system. However, participation in training activities could be taken positively into consideration when a judge applies for a position in the higher court system. A judge who is willing to be a national trainer can have wider educational opportunities abroad.

### Supreme Court (*Riigikohus*)

Branches of the judiciary covered: judges, trainees, law clerks. Prosecutors can participate in judges' trainings if there are free spaces available.

There is no formal initial training programme (candidate judges are tutored in individual courts by the judges, who are assigned supervisory tasks), so the costs for trainees are not presented separately here.

Number of entrants into the judiciary in 2010<sup>12</sup>:

8

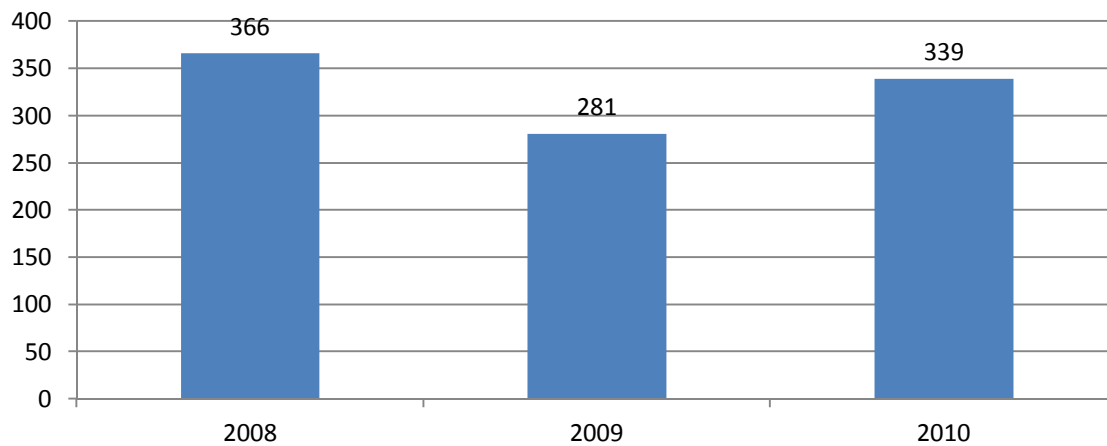
<sup>12</sup> judges and public prosecutors who started initial training in 2010 (unconfirmed number sourced from EJTN)

## CONTINUOUS TRAINING

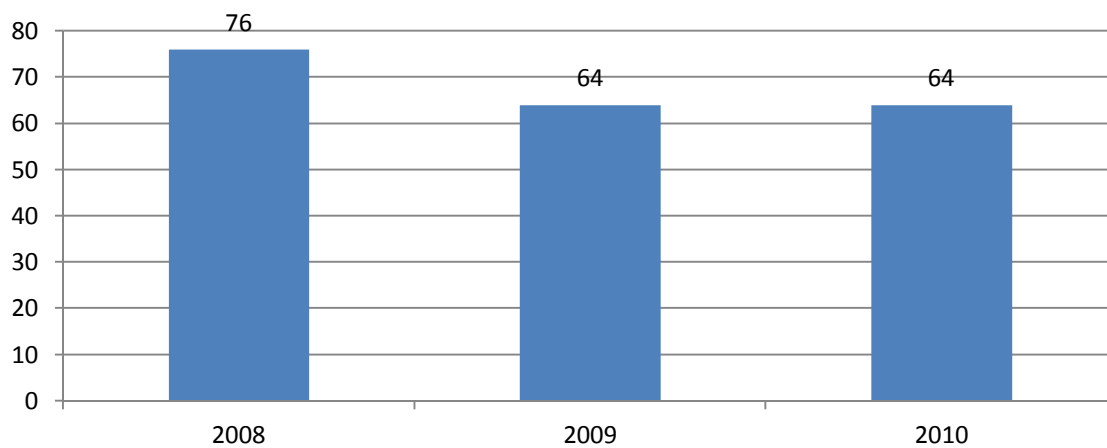
Annual budget for continuous training in 2010:

€ 176 370

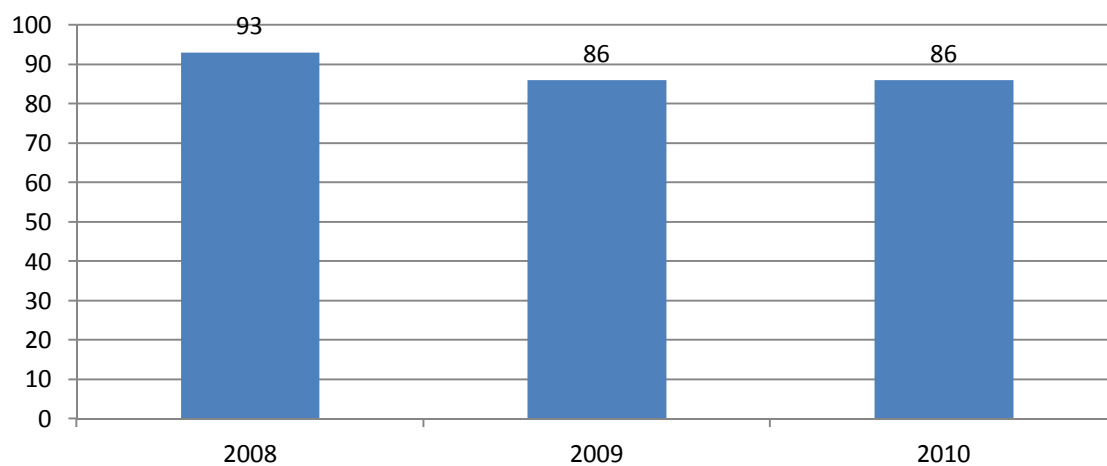
Number of judges, prosecutors and court staff who participated in continuous training activities each year:



Number of continuous training activities organised each year:



Days of continuous training activities organised each year:



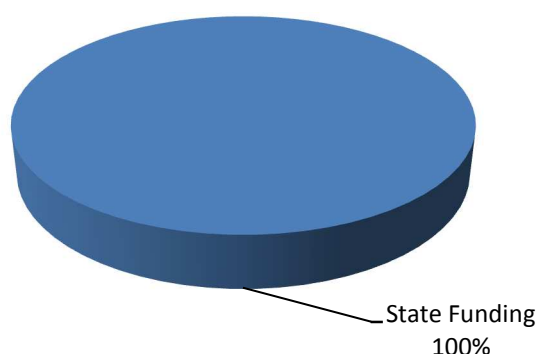
## STAFF

Number of staff involved in designing/delivering judicial training programmes:	5
Number of staff involved in providing support for judicial training (administration, IT etc.):	2
Number of non-staff members involved in delivering judicial training programmes as experts or speakers in 2009:	68

## BUDGET AND FUNDING

Total annual judicial training budget in 2010<sup>13</sup>: € 258 049

100% of the budget comes from the Supreme Court.



## DEVELOPMENT OF TRAINING PROGRAMMES

The form and content of judicial training is defined, decided and approved by the Judges' Training Council, which is the supervisory body for judicial training in Estonia. Judicial training is based on the training needs of judges. The Judicial Training Department of the Supreme Court is the executive body for judicial training.

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

EU law is integrated into the judges' training programme, constituting about 10% of its volume. Other Member States' law constitutes very little of the training content: the training needs assessment indicates that this is a low priority for the Estonian judiciary and court system. Estonian judges acquire knowledge of other Member States' law through the Exchange Programme run by EJTN.

## LANGUAGE TRAINING

There will be a course on legal English in the training programme for 2012.

## CONDITIONS OF PARTICIPATION

<sup>13</sup> Total budget consists of direct costs of continuous training (€ 176 370 ), overheads (€ 81 679).

There are some grounds that allow for refusal of training requests. For example:

- a) too many participants for too small a room,
- b) due to the nature of the course – small training groups are required by the trainer.

However, in the case of the overbooking of a course, additional training events are offered or a larger room is rented. Requests for training abroad could be refused on the basis of excessive costs and of the relevance of the topic.

Generally, training sessions are open to all judges. Sometimes a selection procedure may be applied depending on the training subject (e.g. mediation training in small groups) or methodology (e.g. video training in small groups) or target group (e.g. court managers).

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Occasionally, lawyers in private practice may participate in training offered by the Supreme Court, depending on the subject and availability of places.

## INTERACTION WITH EU ACTORS

The Supreme Court has active contacts with EU actors such as EJTN, the Lisbon Network (CEPEJ), ERA, TAIEX, as well as bilateral relations with several high courts and constitutional courts of Europe. The Supreme Court is a member of several European-level organisations uniting judges, such as

- the Conference of the European Constitutional Courts;
- the Association of the Councils of State and Supreme Administrative Jurisdictions of the EU, and
- the Network of the Presidents of the Supreme Judicial Courts of the EU.

The court also actively participates in the Council of Europe's advisory bodies on constitutional matters – the European Commission for Democracy through Law, better known as the Venice Commission.

## Office of the Prosecutor General (*Riigiprokuratuur*)

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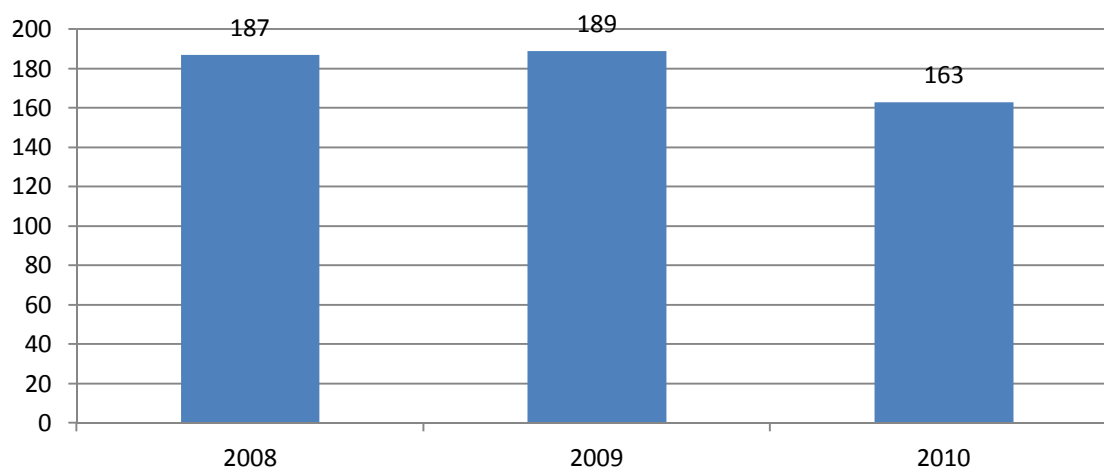
Branch of the judiciary covered: prosecutors.

## CONTINUOUS TRAINING

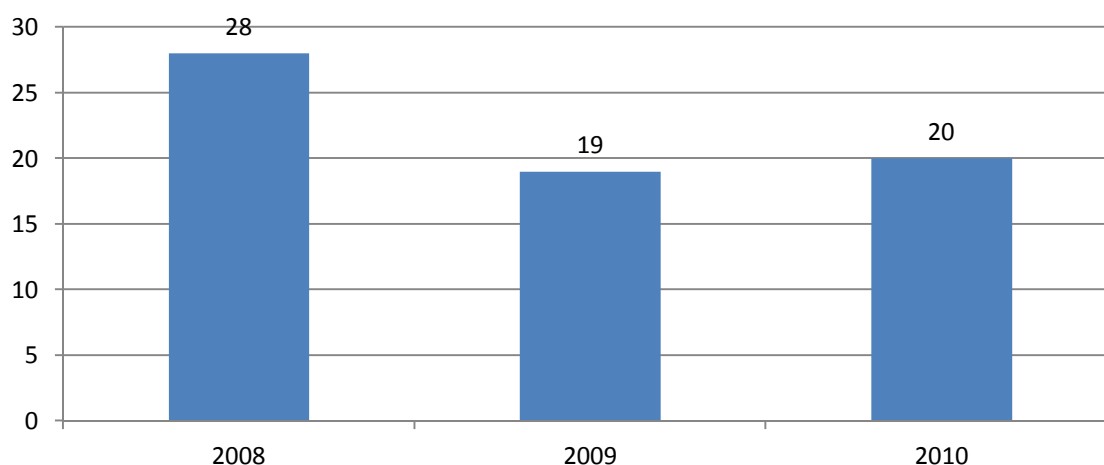
Annual budget for continuous training:

€ 124 722

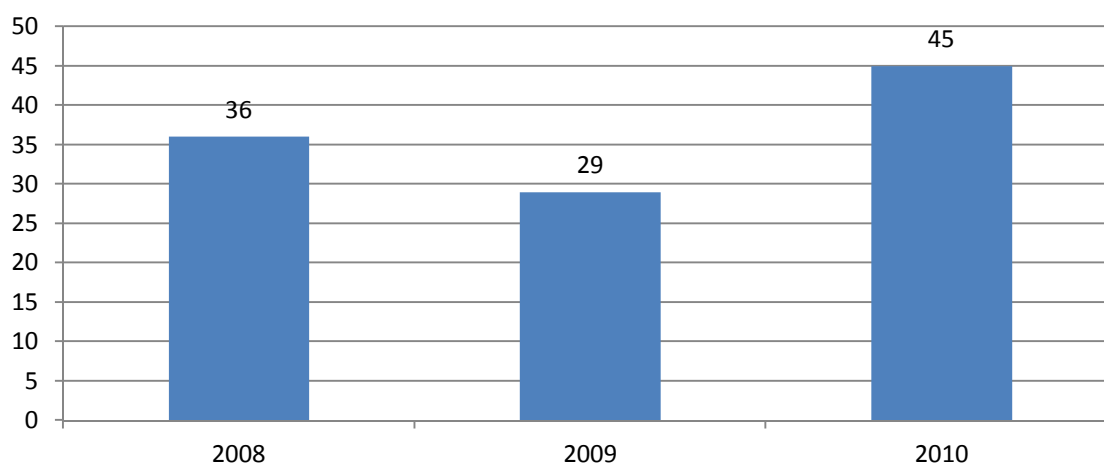
Number of judges, prosecutors and court staff who participated in continuous training activities each year:



Number of continuous training activities organised each year:



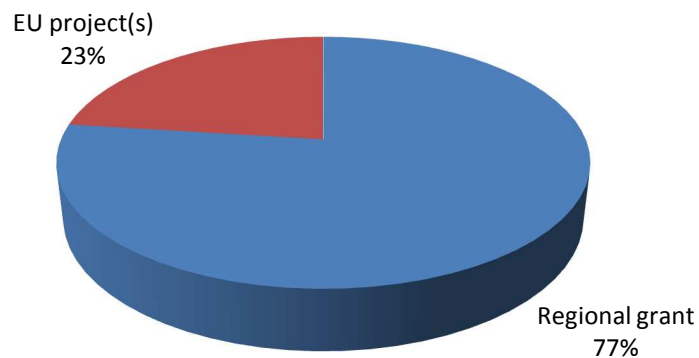
Days of continuous training activities organised each year:



## BUDGET AND FUNDING

Total annual training budget:

€ 124 722



## DEVELOPMENT OF TRAINING PROGRAMMES

The programme is put together with the help of prosecutors themselves (to adapt training to the needs of participants). The choice of form is usually made in light of the main target group.

## LANGUAGE TRAINING

Language training is offered in English.

## CONDITIONS OF PARTICIPATION

It is possible to refuse a training request on the grounds of cost. The selection criteria for participation in training focus on workload and relevance to the areas in which the prosecutor works.

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Lawyers in private practice may not take part.

## INTERACTION WITH EU ACTORS

There is no interaction with EU actors.

## 1.8. FINLAND

The general responsibility for judicial training for judges, prosecutors, trainees and clerks has the Ministry of Justice (*Oikeusministeriö*) in Finland. The State Prosecution Office is responsible for the training of prosecutors and prosecution office staff.

Ministry of Justice  
P.O. Box 25  
FIN - 00023 Valtioneuvosto  
Tel: +358-9-1606 7546  
Fax: +358-9-1606 7792  
  
Website: [www.om.fi](http://www.om.fi)

### ENTRY TESTS

There are no entry tests for the judiciary in Finland.

### COMPULSORY CONTINUOUS JUDICIAL TRAINING

Continuous training is only compulsory in specific circumstances, such as major amendments of law.

### INCENTIVES FOR PARTICIPATION IN TRAINING

Self-motivation of judges plays a big role in training in Finland, with needs analysis of the courts key to ensuring the quality of the training provided. Participation in training can play a role in promotion.

### Ministry of Justice (*Oikeusministeriö*)

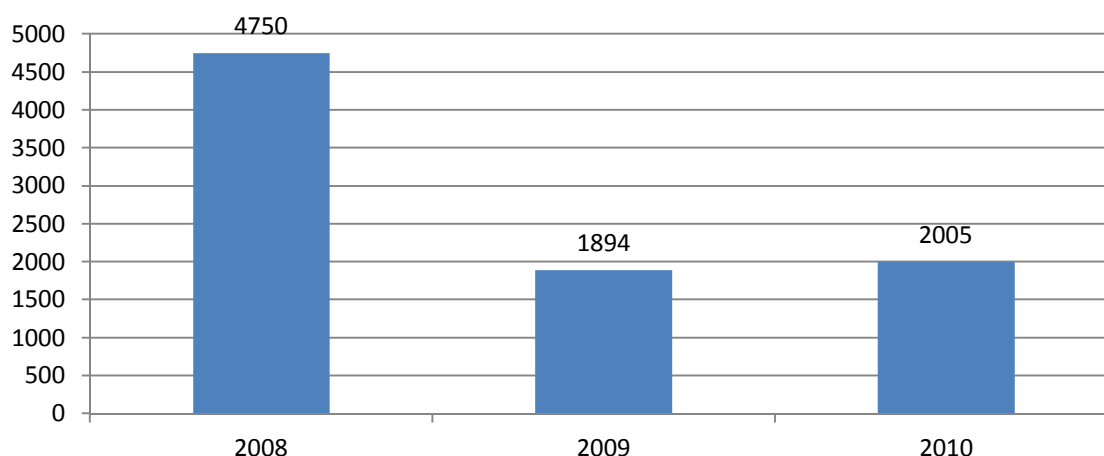
Branches of the judiciary covered: judges, prosecutors, trainees, clerks.

### CONTINUOUS TRAINING

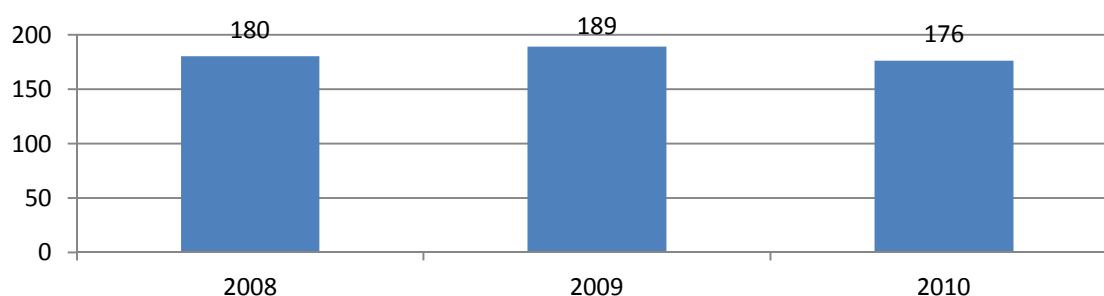
Annual budget for continuous training:

€ 941 000

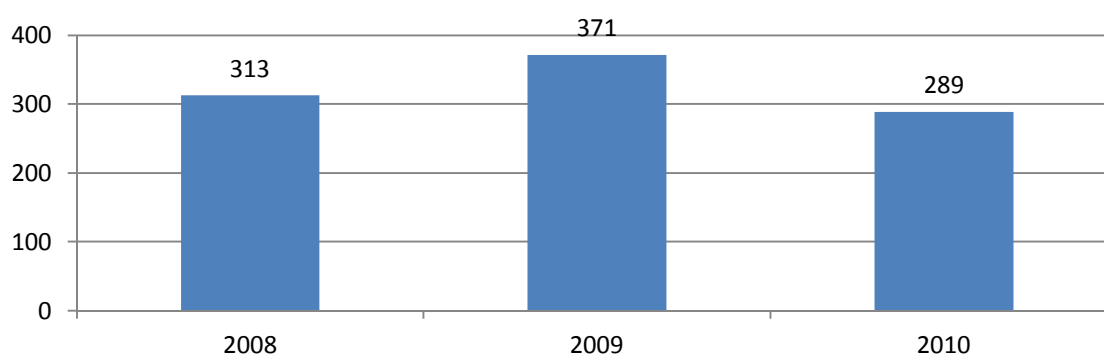
Number of judges, prosecutors and court staff who participated in continuous training activities each year:



Number of continuous training activities organised each year:



Days of continuous training activities organised each year:

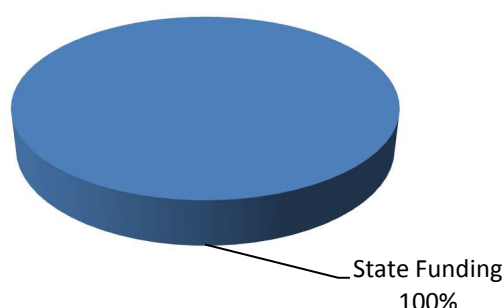


## STAFF

Number of staff involved in designing/delivering judicial training programmes:	4
Number of staff involved in providing support for judicial training (administration, IT etc.):	6
Number of non-staff members involved in delivering judicial training programmes as experts or speakers in 2009:	333

## BUDGET AND FUNDING

Total annual training budget<sup>14</sup>: € 1 400 000



<sup>14</sup> Where the total training budget for an institution exceeds the combined sum of the budgets for initial and continuous training, the explanation in most cases is that it includes the administrative and personnel costs of the institution concerned: an institution devoted solely to training would consider 100% of its budget as being for the purpose of training, whereas if the body responsible for training is a court, ministry or judicial council, it would usually calculate only the direct costs of training (without taking into account the overheads).



## DEVELOPMENT OF TRAINING PROGRAMMES

Development of training programmes begins with an advisory group (steering group) consisting of judges from the different levels of the judiciary to provide an analysis of judges' needs. This group defines and approves an annual curriculum, which is also approved by the Department of Judicial Administration of the Ministry of Justice.

Based on the steering group's advice, planning groups, again consisting of judges and other specialists are formed to plan each training activity. Finally, judges from the courts act as trainers and leaders of the courses and seminars.

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

Judicial training consists of different kinds of training, such as management training, legal training and training for office staff. EU law (direct and harmonised) constitutes about 20% of this training programme.

Other Member States' law constitutes about 3-4% of the whole content and is dealt with mostly through common seminars with the other Nordic countries. The Exchange programme also offers an opportunity to get acquainted with other Member States' law.

## LANGUAGE TRAINING

Language training is offered in the following languages: English, Swedish.

## CONDITIONS OF PARTICIPATION

Decisions regarding the participation of judges in training are made by the courts (chief judge). Criteria such as relevance, equality, costs and work load are taken into account.

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

There is cooperation with the Bar Association. This might take the form of joint training or lawyers in private practice may be asked or allowed to participate in the training for the judges. In training concerning procedural changes advocates are explicitly asked to take part in the training. This principle has also been applied in high-quality training projects for judges.

## INTERACTION WITH EU ACTORS

There is cooperation with many EU actors, such as EJTN, Council of Europe, Lisbon network, ERA, EIPA, EPO, Eurojust, Universities Nordic Network.



## 1.9. FRANCE

In France, judicial training for judges of the ordinary judicial order and for prosecutors is provided by the *École Nationale de la Magistrature* (ENM) with its seats in Bordeaux for initial training and in Paris for continuous training. Judicial training for administrative judges is provided by the *Centre de formation de la juridiction administrative* of the *Conseil d'État* with its seat in Paris. Training for court staff (greffiers and greffiers-en-chef) is provided by the *École Nationale des Greffes* in Dijon.

### ENTRY TESTS

Judges and prosecutors in France have to sit entry tests when entering the ordinary judicial order. EU institutional law is part of the test.

Administrative judges can be recruited in three ways:

- by competition from the *École Nationale de l'Administration*,
- by open competition;
- or by secondment (based on professional interviews).

École Nationale de la Magistrature  
10, rue des frères Bonie  
33080 Bordeaux Cedex  
Tél. : 05.56.00.10.10. (Numéris)  
Télécopie : 05.56.00.10.99.

Website: [www.enm.justice.fr](http://www.enm.justice.fr)

Conseil d'État  
Centre de formation de la justice administrative  
Palais Royal  
75100 Paris Cedex 01  
Tel. : +33 1 40 20 80 00.  
Fax : +33 1 40 20 80 08.

Website: [www.conseil-etat.fr](http://www.conseil-etat.fr)

École Nationale des Greffes  
5, boulevard de la Marne  
BP 9  
21071 Dijon Cedex  
Tél. : +33 3 80 60 56 00  
Télécopie : +33 3 80 60 58 00  
E-mail: [com.eng-dijon \[ à \] justice.fr](mailto:com.eng-dijon@justice.fr)

Website : [www.eng.justice.fr](http://www.eng.justice.fr)

### COMPULSORY CONTINUOUS JUDICIAL TRAINING

Since 2008, five days per year of continuous judicial training has been compulsory in the ordinary judicial order, but training in EU law, the European Convention on Human Rights or other Member States' law is not.

As for the administrative judiciary, the Vice-President of the Council of State has set the target of each judge receiving at least three days of training per year. Training arrangements are offered individually. A rich training programme with more than 140 modules is distributed to potential participants by e-mail.

### INCENTIVES FOR PARTICIPATION IN TRAINING

In the ordinary judicial order, certificates are systematically established and enclosed with the judge's/prosecutor's professional file and taken into account for evaluation.

## *École Nationale de la Magistrature*

Branches of the judiciary covered: judges and prosecutors, incl. trainees.

### INITIAL TRAINING

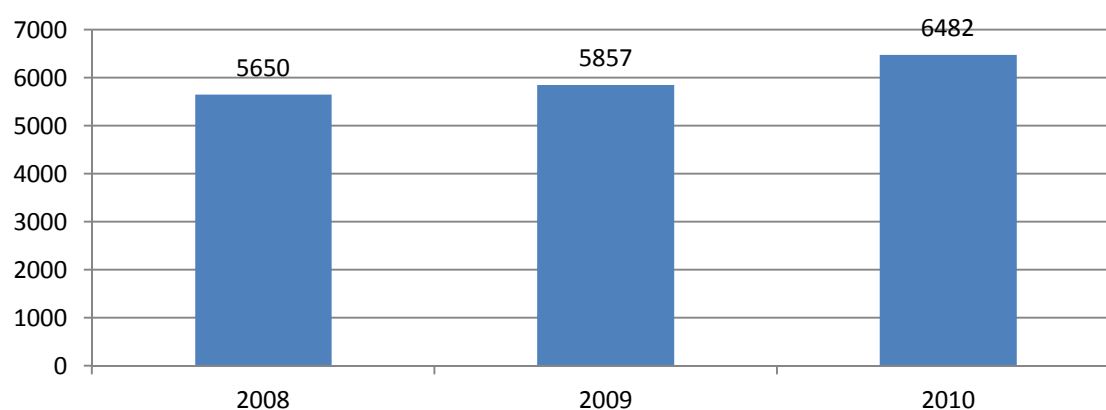
Annual budget for initial training: € 8 763 550

Number of entrants into the judiciary in 2010<sup>15</sup>: 127

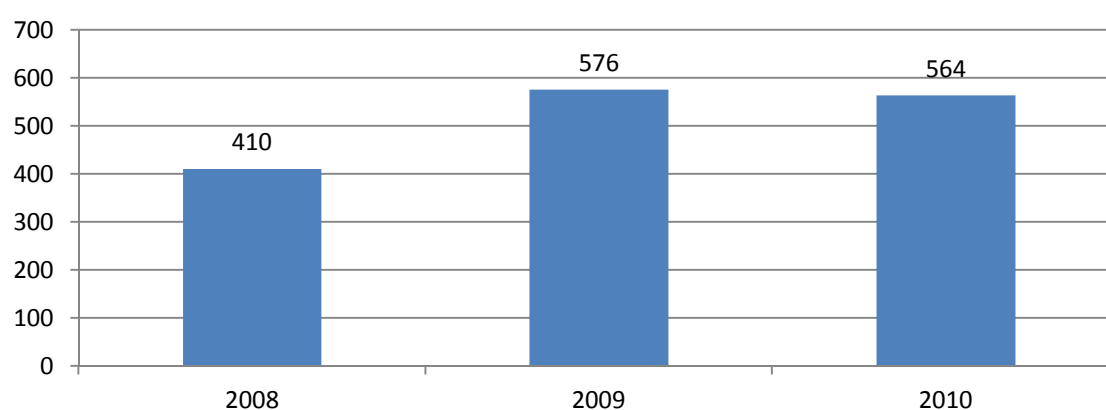
### CONTINUOUS TRAINING

Annual budget for continuous training: € 3 804 498

Number of judges, prosecutors and court staff who participated in continuous training activities each year:



Number of continuous training activities organised each year:



### STAFF

Number of staff involved in designing/delivering judicial training programmes: 28

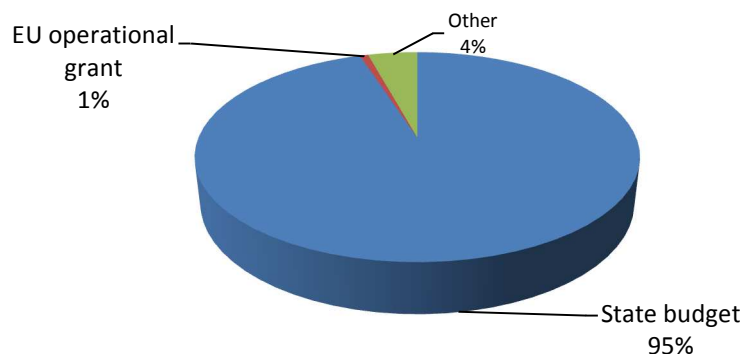
Number of non-staff members involved in delivering judicial training programmes as experts or speakers in 2009: 1441

<sup>15</sup> judges and public prosecutors who started initial training (Judicial Career) in 2010.

## BUDGET AND FUNDING

Total annual training budget<sup>16</sup>:

€ 15 161 899



## DEVELOPMENT OF TRAINING PROGRAMMES

The form and content of judicial training are elaborated by a “training coordinator” who is a judge/prosecutor on secondment to ENM’s permanent staff in charge of initial / continuous training, in association with an expert in the field and appointed by ENM as director of the particular training activity. Every training activity is approved by the Board.

## INTEGRATION OF EU AND OTHER MEMBER STATES’ LAW IN JUDICIAL TRAINING

The initial training period in Bordeaux lasts 27 weeks, three of which are dedicated to international and EU issues.

In terms of continuous training, in 2009 18 training activities (out of a total number of 576) were dedicated to EU law. Nevertheless, the importance of EU law in French legislation implies that it is included within most other training activities.

A comparative approach is provided in all training activities, notably in the framework of “European exchanges” organised within initial training.

## LANGUAGE TRAINING

Language training is offered in the following languages: English, Spanish, Arabic.

## CONDITIONS OF PARTICIPATION

It is possible for the hierarchy to refuse the training request of a judge or prosecutor on the grounds of working time and relevance.

The selection criteria for participation are focused on the relevance of the training for the judge or prosecutor’s profile and needs.

<sup>16</sup> Where the total training budget for an institution exceeds the combined sum of the budgets for initial and continuous training, the explanation in most cases is that it includes the administrative and personnel costs of the institution concerned: an institution devoted solely to training would consider 100% of its budget as being for the purpose of training, whereas if the body responsible for training is a court, ministry or judicial council, it would usually calculate only the direct costs of training (without taking into account the overheads).

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Within the framework of special arrangements organised with the Bar, participation of lawyers in private practice is possible.

## INTERACTION WITH EU ACTORS

ENM organises many training activities every year in cooperation with EU actors and Member States such as:

- High level conferences on EU law and judicial actors (EUROJUST, OLAF, ECHR etc.)
- Exchange programmes concerning the fight against drug trafficking, money laundering...etc.

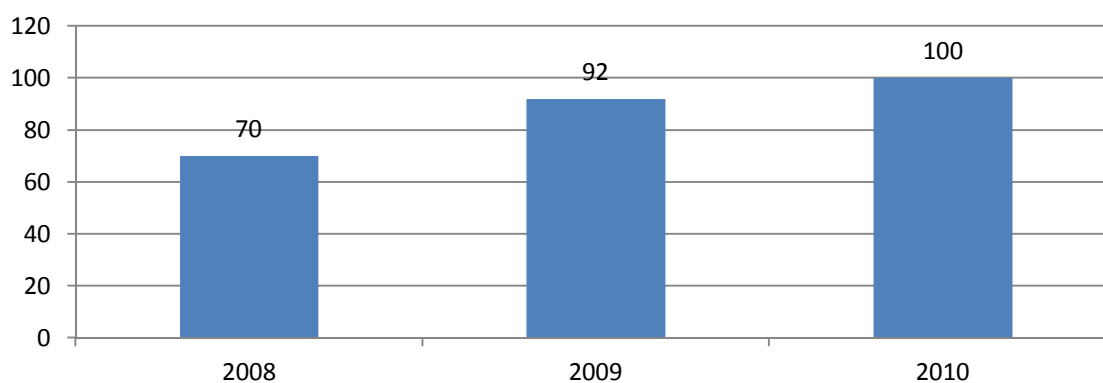
### *Conseil d'Etat – Centre de Formation de la Juridiction Administrative*

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Branches of the judiciary covered: administrative judges, clerks.

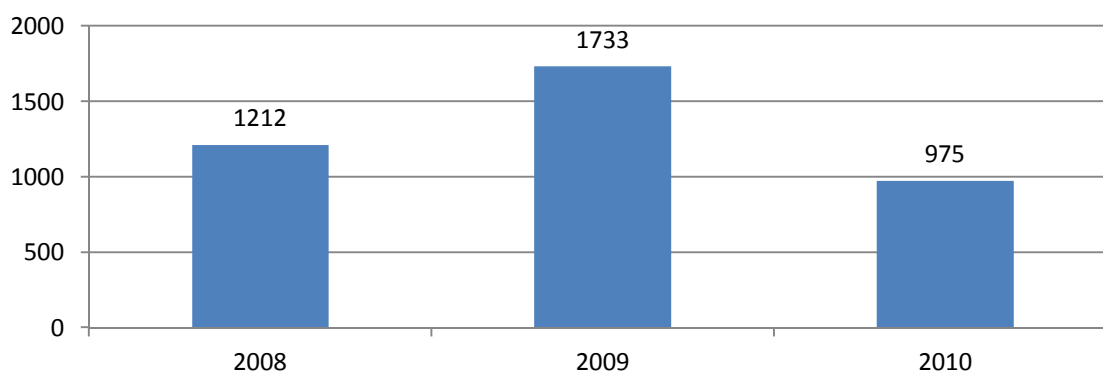
## INITIAL TRAINING

Number of judges and court staff who participated in initial training activities each year:

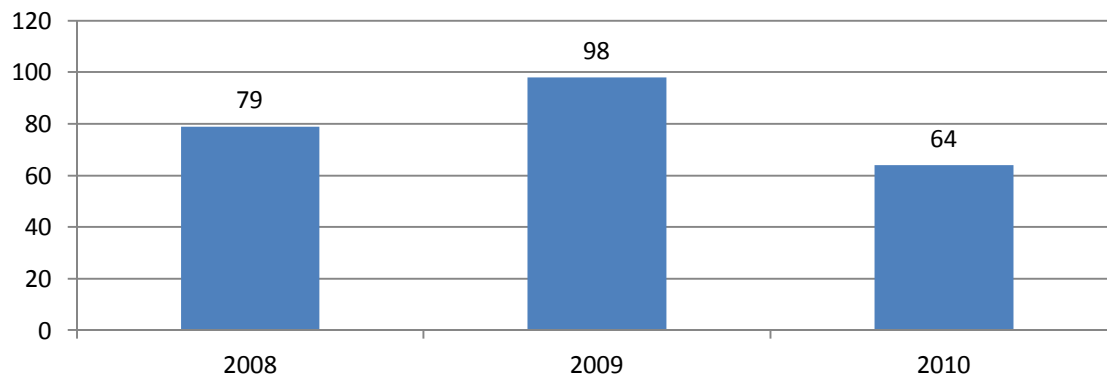


## CONTINUOUS TRAINING

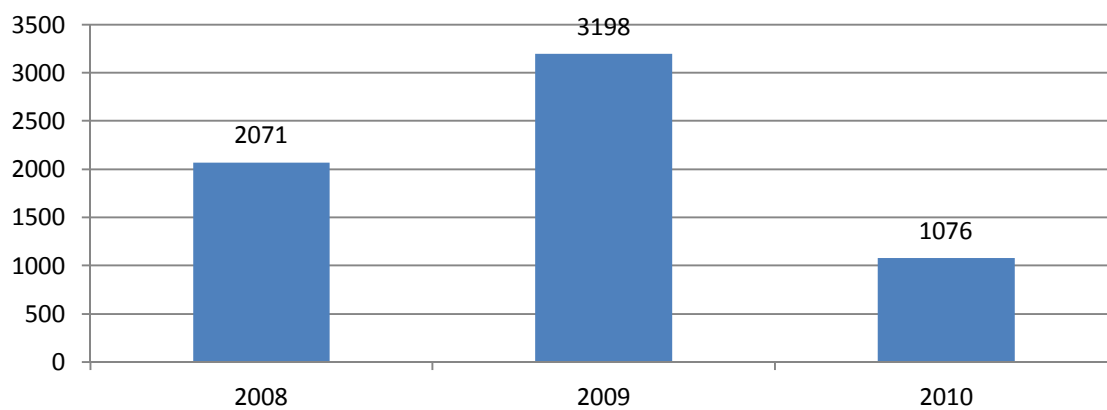
Number of judges, prosecutors and court staff who participated in continuous training activities each year:



Number of continuous training activities organised each year:



Days of continuous training activities organised each year:

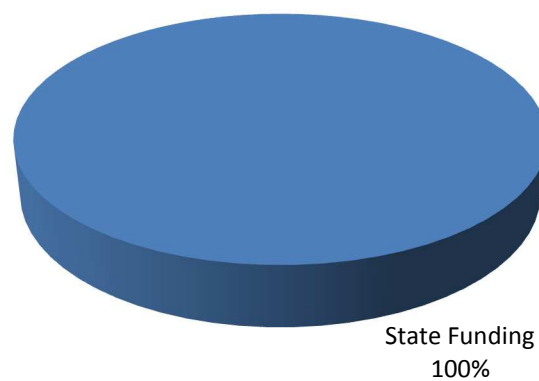


#### STAFF

Number of staff involved in designing/delivering judicial training programmes: 7

Number of staff involved in providing support for judicial training (administration, IT etc.): 7

#### BUDGET AND FUNDING



## DEVELOPMENT OF TRAINING PROGRAMMES

The content of training plans is approved by a committee composed of several heads of jurisdiction and chaired by the Secretary-General.

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

There are some conferences on EU and other Member States' law.

## LANGUAGE TRAINING

Language courses are offered. Any language can be covered, based on individual participants' needs, incl. legal language.

## CONDITIONS OF PARTICIPATION

It is possible – but very exceptional – to refuse the training request of a participant on the grounds of duty requirements, for example when he/she is on call to hear emergency cases.

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Participation of lawyers in private practice is not possible.

## INTERACTION WITH EU ACTORS

Exchanges with judges from different European jurisdictions take place in the framework of the European Judicial Network. In February 2010, workshops were held at the *Centre de formation de la juridiction administrative* on EU environmental protection law in cooperation with EIPA.



## 1.10. GERMANY

In Germany, there is in principle no specific initial training for judges and prosecutors. As with the exception of the few federal courts and the federal prosecutor's office all courts and prosecution services are state courts and authorities, judicial training is in principle the competence of the states (*Länder*) and these also provide a very significant amount of continuous judicial training. At federal level, the German Judicial Academy (*Deutsche Richterakademie*, DRA), with its seat in Trier and a branch in Wustrau, is however no federal institution but a state institution co-sponsored by all 16 states *and* the Federal Government. It is the main provider of continuous judicial training in Germany.

Deutsche Richterakademie  
Tagungsstätte Trier  
Berliner Allee 75  
4295 Trier Germany  
Phone: +49 651 93610  
Fax: +49 651 300210  
Email: [trier@deutsche-richterakademie.de](mailto:trier@deutsche-richterakademie.de)

Tagungsstätte Wustrau  
Am Schloss 1  
16818 Wustrau-Altfrisesack Germany  
Phone: +49 33925 8970  
Fax: +49 33925 89720  
Email: [wustrau@deutsche-richterakademie.de](mailto:wustrau@deutsche-richterakademie.de)

Website: [www.deutsche-richterakademie.de](http://www.deutsche-richterakademie.de)

### ENTRY TESTS

There are entry tests for the judiciary only in some states of Germany.

### COMPULSORY CONTINUOUS JUDICIAL TRAINING

Continuous judicial training is compulsory only in some states and only in specific circumstances (mainly change of function).

### INCENTIVES FOR PARTICIPATION IN TRAINING

Participating in training can influence promotion prospects. Participants may be granted leave with full pay. Travel costs may be paid.

### Deutsche Richterakademie (DRA)

Branches of the judiciary covered: judges, prosecutors.

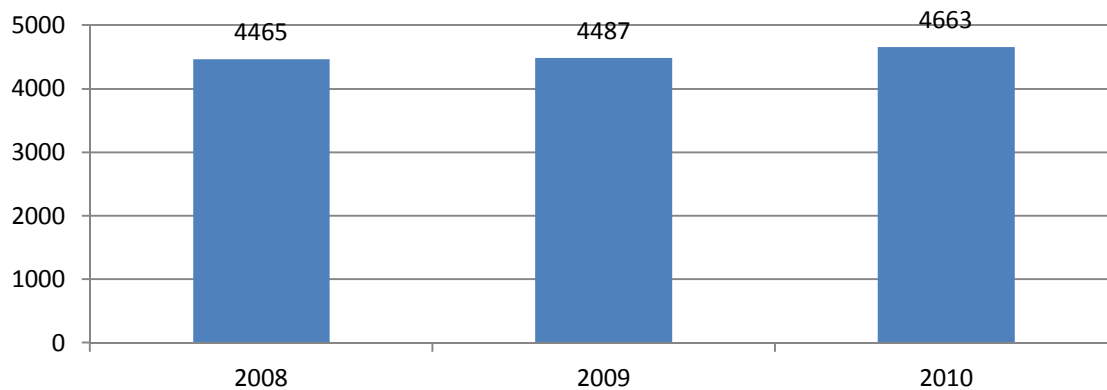
### INITIAL TRAINING

Annual budget for initial training: € 36 000

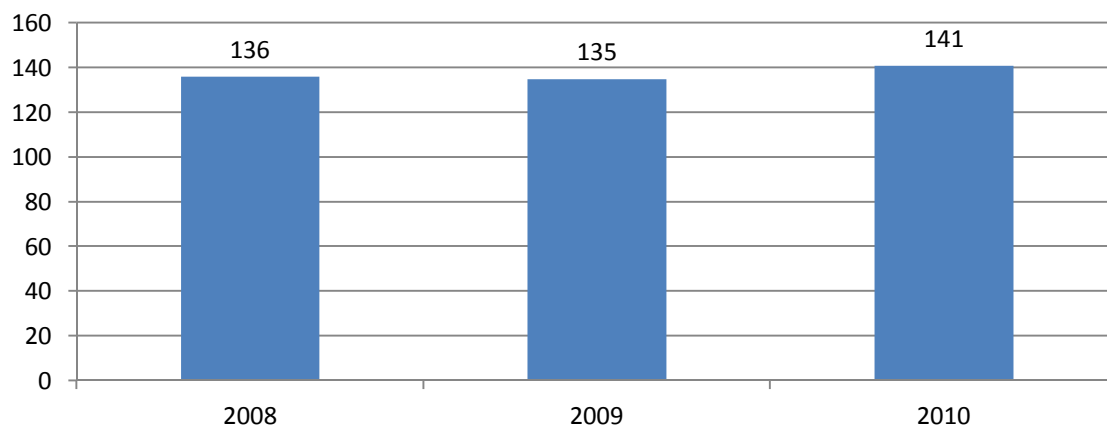
### CONTINUOUS TRAINING

Annual budget for continuous training: € 452 000

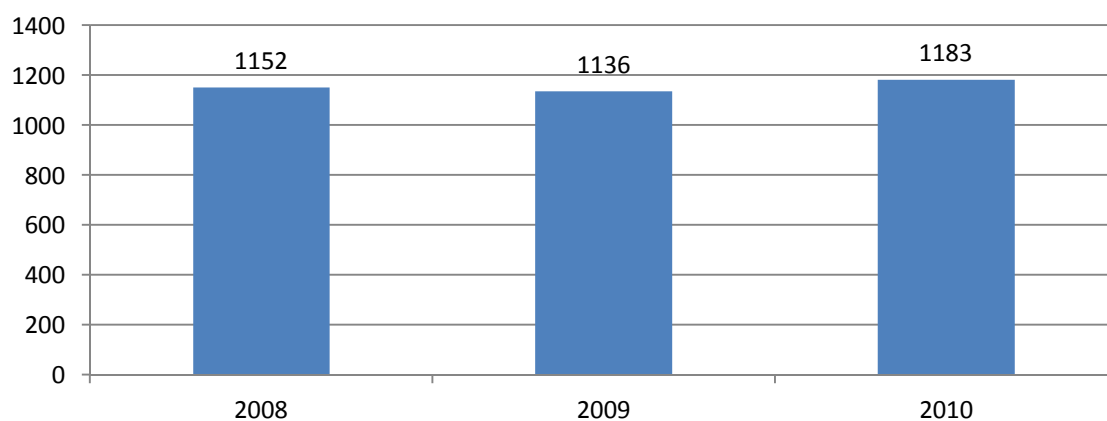
Number of judges, prosecutors and court staff who participated in continuous training activities each year:



Number of continuous training activities organised each year:



Days of continuous training activities organised each year:



## STAFF

Number of staff involved in designing/delivering judicial training: 34

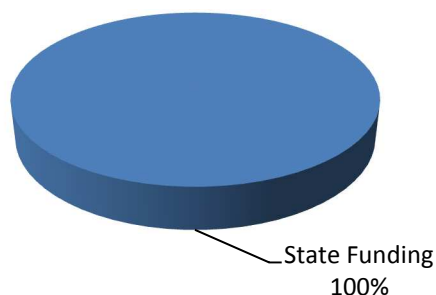
Number of staff involved in providing support for judicial training (administration, IT etc.): 57

Number of non-staff members involved in delivering judicial training programmes as experts or speakers in 2009: 950

## BUDGET AND FUNDING

Total annual training budget<sup>17</sup>:

€ 4 198 000



## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

About 20% of training events at the DRA address EU law (among other issues) and about 5% address the law of other Member States.

## LANGUAGE TRAINING

Language training is offered in English, French and Spanish.

## CONDITIONS OF PARTICIPATION

The conditions for participating in DRA events are the competence of the *Länder*.

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Lawyers of private practice are not allowed to take part.

## INTERACTION WITH EU ACTORS

There is an intensive cooperation with the Austrian Ministry of Justice. Selected training events are open to participants from other Member States via EJTN, in which the DRA is represented by the Federal Ministry of Justice. The DRA is involved in different EU-funded twinning projects and recently hosted a four-day workshop for the Kosovo Judicial Institute.

## Regional (*Länder*-level) judicial training actors in Germany

Branches of the judiciary covered: judges, prosecutors, trainees, clerks.

<sup>17</sup> Total budget consists of direct costs of initial training (€ 36 000; the lecturers' fees and the travel expenses for the lecturers and the facilitators), direct costs of continuous training (€ 452 000; the lecturers' fees and the travel expenses for the lecturers and the facilitators), overheads (€ 3 500 000; the costs of the personnel, the expenditure for post, library, etc., the expenditure for the car park, the venue management costs (energy supply, insurances, cleaning, and so on), the expenditure for the food and the beverages for lecturers, facilitators and participants, and the expenditure for maintenance, repairs and (new) constructions.) and other expenses (€ 210 000).

The institutions responsible for judicial training in the 16 German *Länder* vary from *Land* to *Land*. In most cases, the State Ministry of Justice is directly responsible. Bavaria and North Rhine Westphalia have their own Judicial Academies. For the initial and continuous training of court staff (Rechtspfleger), there are special schools for the administration of justice. This profile combines the information received from the following institutions:

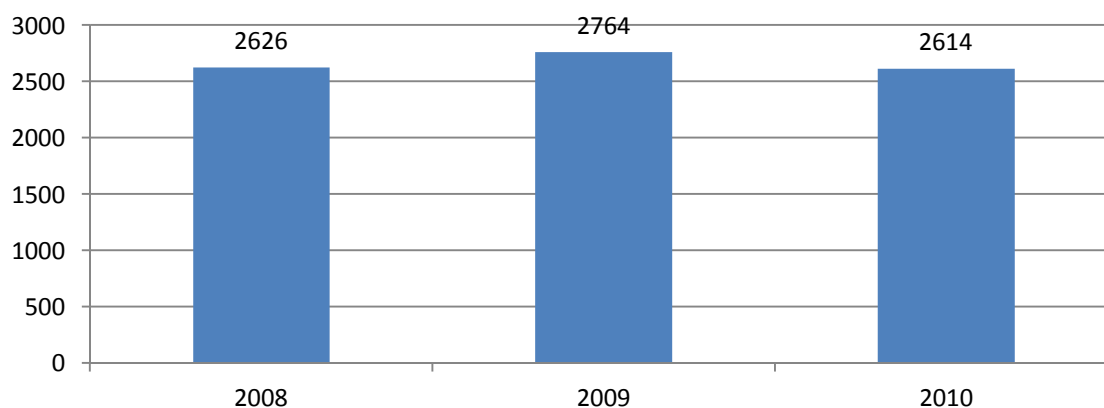
- Baden-Württemberg: Ministry of Justice
- Baden-Württemberg/Rhineland-Palatinate: Schwetzingen School for the Administration of Justice
- Bavaria: Ministry of Justice and Consumer Protection
- Berlin/Brandenburg: Joint Legal Examination Office (*Gemeinsames Juristisches Prüfungsamt*)
- Bremen: Senator (Minister) for Justice
- Hessen: Ministry of Justice
- Lower Saxony: Ministry of Justice
- Mecklenburg-Pomerania: Ministry of Justice
- Mecklenburg-Pomerania: School for Public Administration, Police and the Administration of Justice
- North Rhine Westphalia: Judicial Academy
- North Rhine Westphalia: School for the Administration of Justice
- Rhineland-Palatinate: Ministry of Justice
- Saarland: Ministry of Justice
- Saxony: Ministry of Justice
- Saxony-Anhalt: Ministry of Justice
- Schleswig-Holstein: Higher Regional Court (*Oberlandesgericht*)
- Schleswig-Holstein/Hamburg: North German School for Administration of Justice
- Thüringen: Ministry of Justice

The following profile shows the total data of all 16 German states.

## INITIAL TRAINING

Annual budget for initial training (incl. scholarships where provided): € 19 479 000

Number of judges, prosecutors and court staff who participated in initial training activities each year:



Number of entrants into the judiciary in 2010<sup>18</sup>:

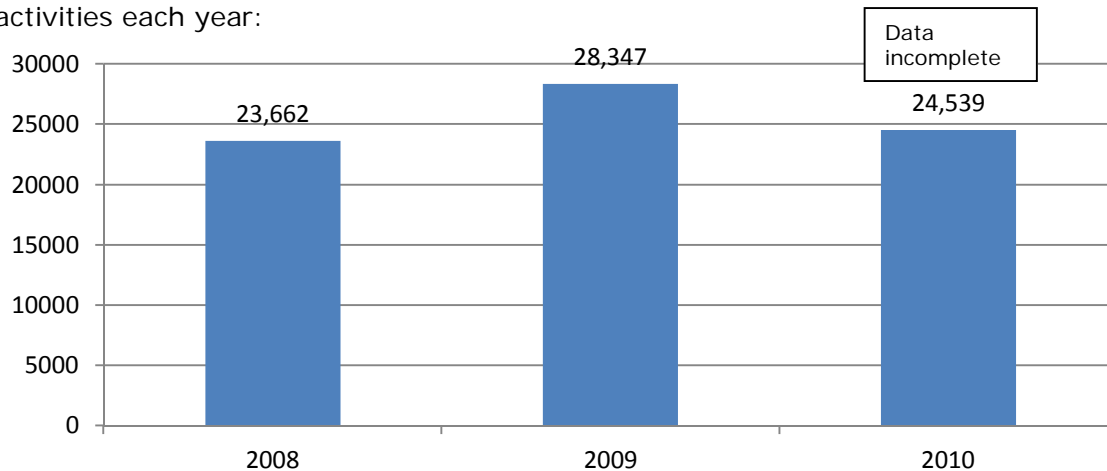
1 129

### CONTINUOUS TRAINING

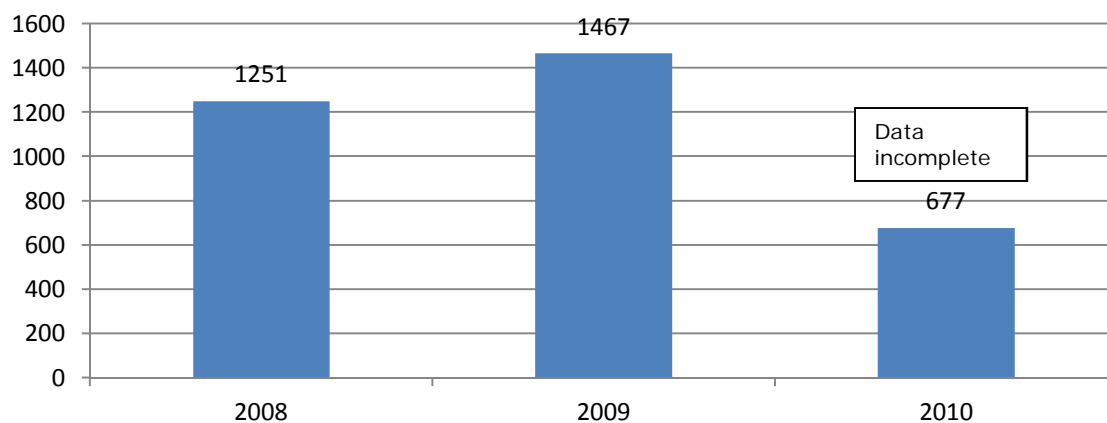
Annual budget for continuous training:

€ 7 438 400

Number of judges, prosecutors and court staff who participated in continuous training activities each year:



Number of continuous training activities organised each year:



### STAFF

Number of staff involved in designing/delivering judicial training programmes:

295

Number of staff involved in providing support for judicial training (administration, IT etc.):

215

Number of non-staff members involved in delivering judicial training programmes as experts or speakers in 2009:

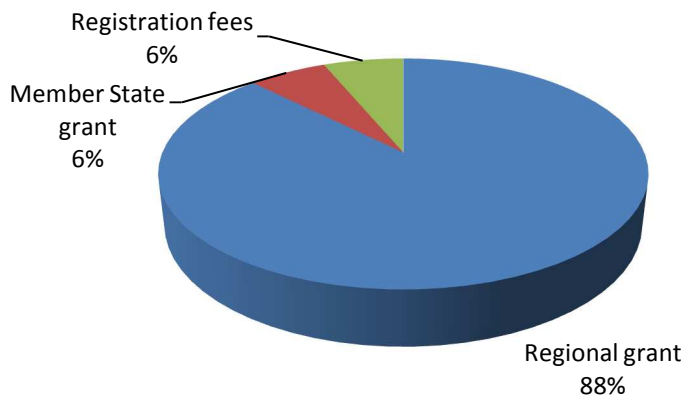
5 311

<sup>18</sup> Judges and public prosecutors from all the German states who were appointed for the first time in 2010

## BUDGET AND FUNDING

Total annual training budget:

€ 27 893 445<sup>19</sup>



## DEVELOPMENT OF TRAINING PROGRAMMES

Entities responsible for training regularly carry out needs assessment surveys or hold planning conferences with key players (potential participants, committees or persons in charge of training, experts) before developing programmes.

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

In general, EU law forms part of initial training, but never takes a predominant role. Some actors try to increase it (special EU law training for bar exam, enhanced courses at university level). Continuous training also usually comprises EU law to some extent – between 2 hours and 2 days per annum.

The law of other Member States does not automatically form part of judicial training programmes. Where it does, the intensity varies greatly, from “mentioning other legal systems where appropriate” to taking part in EJTN exchanges or organising own exchanges with cross-border counterparts.

## LANGUAGE TRAINING

About two-thirds of the institutions at *Länder*-level offer language training. The main foreign language taught is English, followed by French, Spanish, Polish and Czech.

## CONDITIONS OF PARTICIPATION

In about two-thirds of *Länder*, requests for training can be rejected on grounds such as the subject matter not being relevant, if absence would be disruptive for court cases, if demand exceeds places available, or for cost reasons. In the same number of cases, a selection procedure for participation is applied on grounds of relevance of the subject matter.

<sup>19</sup> Where the total training budget for an institution exceeds the combined sum of the budgets for initial and continuous training, the explanation in most cases is that it includes the administrative and personnel costs of the institution concerned: an institution devoted solely to training would consider 100% of its budget as being for the purpose of training, whereas if the body responsible for training is a court, ministry or judicial council, it would usually calculate only the direct costs of training (without taking into account the overheads).

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

As a rule, lawyers in private practice are not allowed to participate in judicial training. However, there are exceptions, especially when networking and exchange of experience is wanted, or when training is organised in collaboration with bar associations. In such cases lawyers have to pay the fee themselves.

## INTERACTION WITH EU ACTORS

Half of *Länder*-level judicial training actors indicate some form of interaction with EU actors in the form of EJTN exchange programmes and/or working groups, ERA courses and bilateral contacts with training institutions. In the case of one *Land*, a one-day conference on EU law for judges was organised in cooperation with the regional representation in Brussels.





## 1.11. GREECE

For judges and prosecutors, judicial training is provided by the National School of Judges (*Ethniki Scholi Dikastikon Leitourgon*). The National School of Judges is a legal entity of public law, which is under the jurisdiction of the Ministry of Justice and is administered by Justices of the High Court.

National School of Judges  
Po Box 22  
CP 55102 Thessaloniki  
Tel: +30 23 10 494 101  
Fax: +30 23 10 494 123  
E-mail: info@esdi.gr  
  
Website: www.esdi.gr

### ENTRY TESTS

Judges and prosecutors in Greece have to sit a test in order to enter the judiciary.

### COMPULSORY CONTINUOUS JUDICIAL TRAINING

There is compulsory judicial training in Greece.

### INCENTIVES FOR PARTICIPATION IN TRAINING

Participation in training is recorded into files.

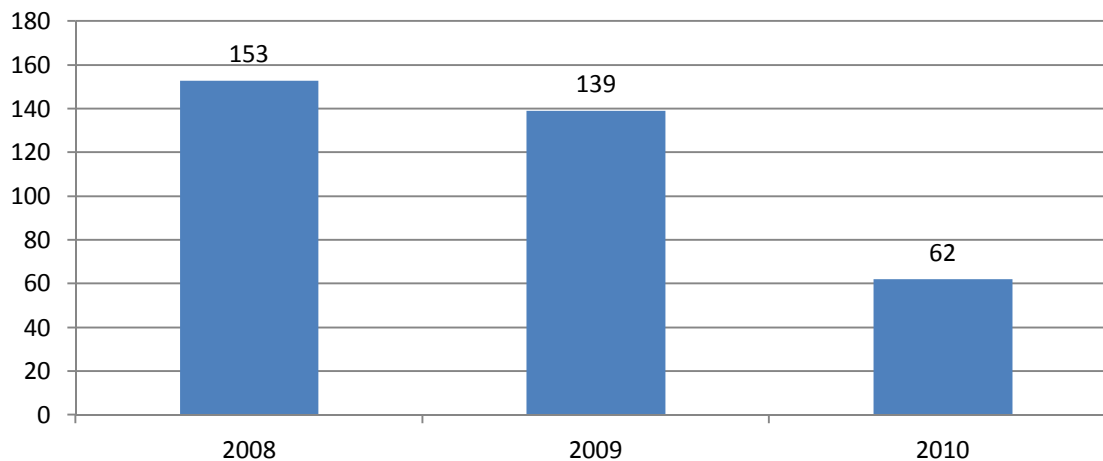
### National School of Judges (*Ethniki Scholi Dikastikon Leitourgon*)

Branches of the judiciary covered: judges, prosecutors.

### INITIAL TRAINING

Annual budget for initial training (incl. scholarships): € 2 188 000

Number of judges, prosecutors and court staff who participated in initial training activities each year:

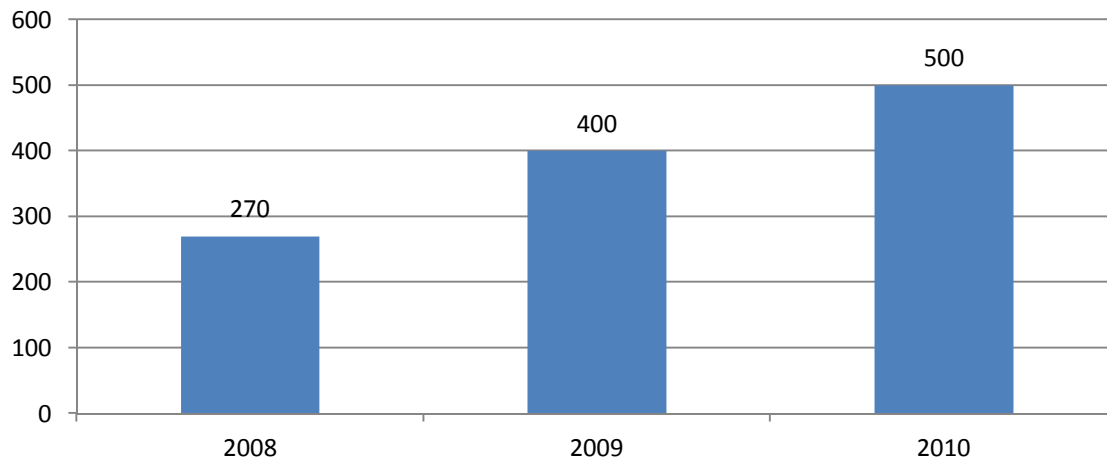


## CONTINUOUS TRAINING

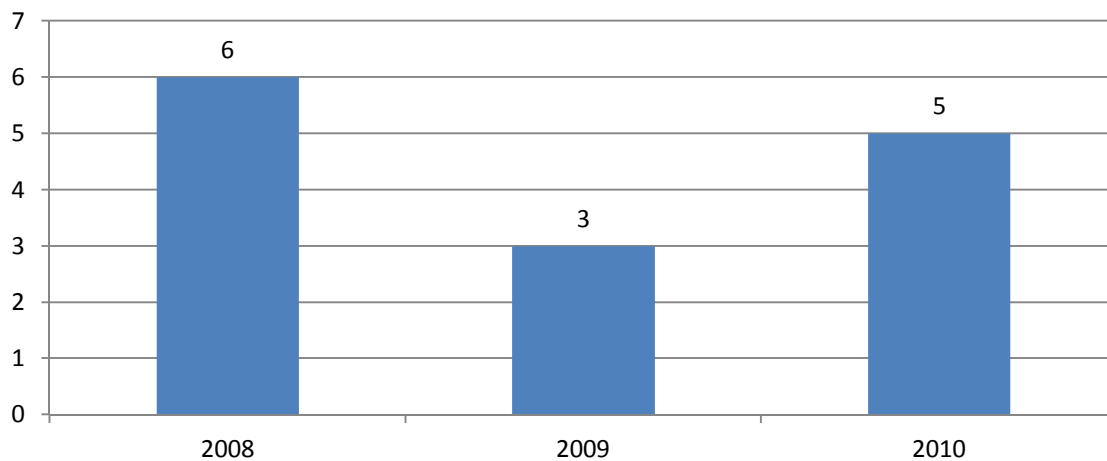
Annual budget for continuous training:

€ 1 753 000

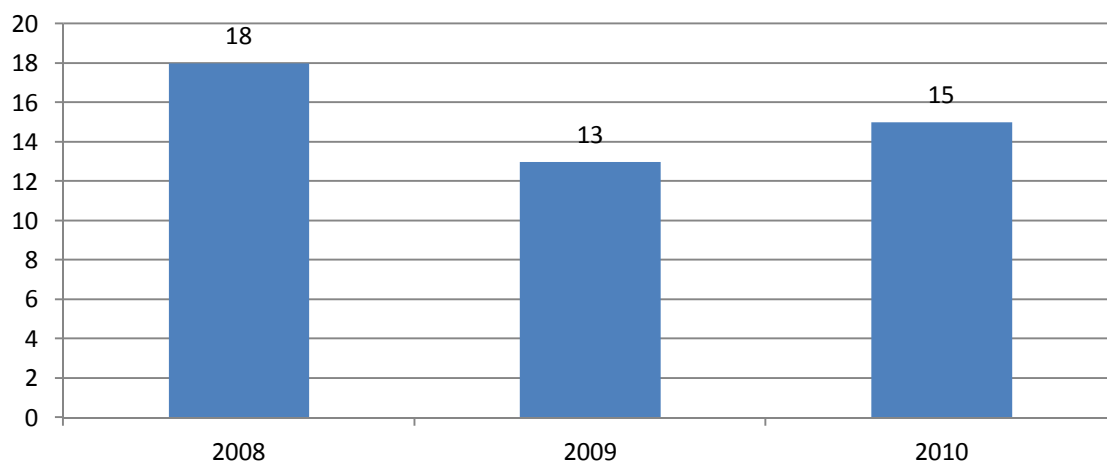
Number of judges, prosecutors and court staff who participated in continuous training activities each year:



Number of continuous training activities organised each year:



Days of continuous training activities organised each year:

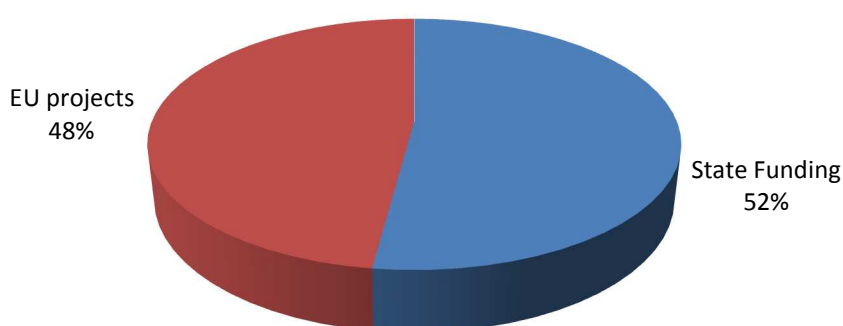


## STAFF

Number of staff involved in designing/delivering judicial training programmes:	10
Number of staff involved in providing support for judicial training (administration, IT etc.):	17
Number of non-staff members involved in delivering judicial training programmes as experts or speakers in 2009:	80

## BUDGET AND FUNDING

Total annual training budget<sup>20</sup>: € 4 165 697



## DEVELOPMENT OF TRAINING PROGRAMMES

The three directors of the School decide on the programme.

## LANGUAGE TRAINING

Language training is offered in the following languages: English, French, German, Italian.

## CONDITIONS OF PARTICIPATION

It is possible for the hierarchy to refuse the training request on the grounds of working time. Selection is made according to working time and relevance.

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Sometimes lawyers in private practice may participate in judicial training.

## INTERACTION WITH EU ACTORS

The School is a member of several European organisations on judicial training.

<sup>20</sup> Where the total training budget for an institution exceeds the combined sum of the budgets for initial and continuous training, the explanation in most cases is that it includes the administrative and personnel costs of the institution concerned: an institution devoted solely to training would consider 100% of its budget as being for the purpose of training, whereas if the body responsible for training is a court, ministry or judicial council, it would usually calculate only the direct costs of training (without taking into account the overheads).



## 1.12. HUNGARY

In Hungary judicial training is offered to judges, trainees and clerks by the Judicial Academy (*Magyar Bíróképző Akadémia*) which operates under the control of the Judicial Council. Training for prosecutors, junior prosecutors and trainees is provided by the Hungarian Public Prosecution Training Centre (*Magyar Ügyészképző Központ*) under the Office of the Prosecutor General (*Legfőbb Ügyészség*).

Office of the National Council for the Judiciary

Szalay u. 16  
1055 Budapest  
Tel: +361 302 1 282  
Fax: +361 332 8367

Website: [www.birosag.hu](http://www.birosag.hu)

Office of the Prosecutor General  
Budapest

Markó utca 16.  
1055-Hungary  
Phone: (36 1) 354 5680 or (36 1) 354 5641  
Fax: (36 1) 302 4213

Website: [www.mklu.hu/](http://www.mklu.hu/)

### ENTRY TESTS

Judges in Hungary have to sit an entry test when entering the profession. EU institutional law is part of it (amounting to 10%).

Trainee prosecutors have an oral examination to be admitted to the profession. When they pass their Specialisation State Examination (*Jogi Szakvizsga*), EU law and European case law are part of it (amounting to 10%).

### COMPULSORY CONTINUOUS JUDICIAL TRAINING

There is compulsory continuous training for judges in Hungary, in specific circumstances also in EU law.

For prosecutors there is compulsory training in EU law and the ECHR.

### INCENTIVES FOR PARTICIPATION IN TRAINING

Starting from September 2011, compulsory training will be a precondition to promotion for judges.

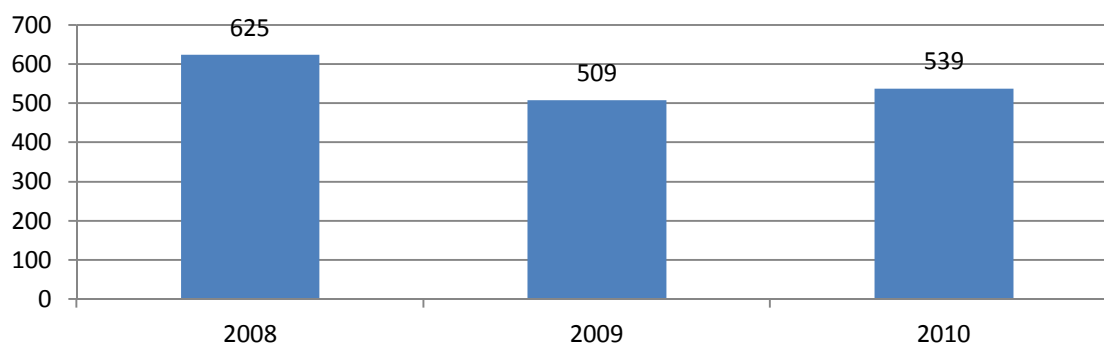
In the case of prosecutors, if the participant has been selected for participation by the Office of the Prosecutor General, his/her participation is compulsory.

### Judicial Academy

Branch of the judiciary covered: judges, trainees, clerks.

## INITIAL TRAINING

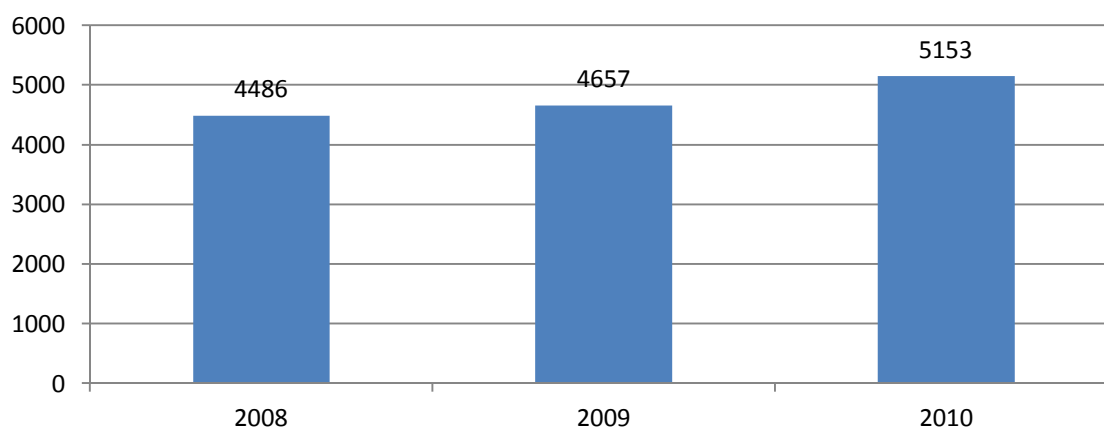
Number of judges and court staff who participated in initial training activities each year:



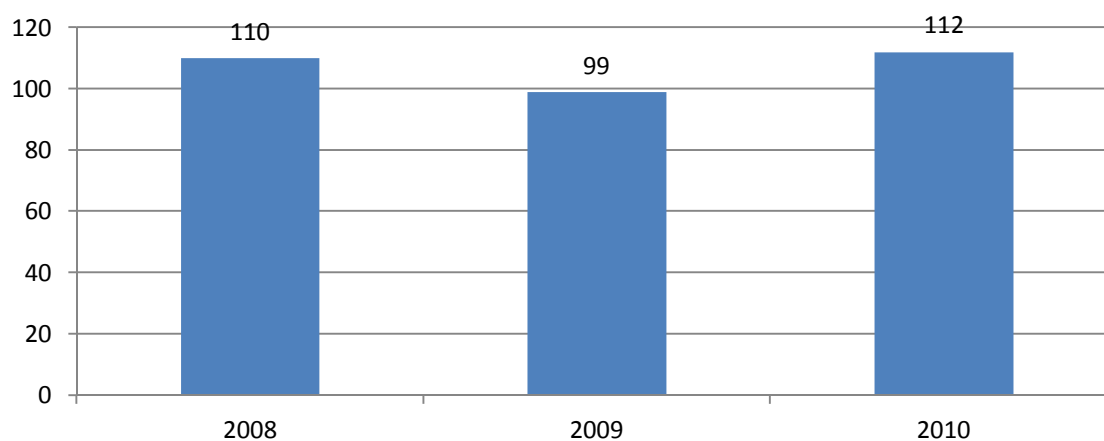
Number of entrants into the judiciary in 2010<sup>21</sup>: 178

## CONTINUOUS TRAINING

Number of judges and court staff who participated in continuous training activities each year:



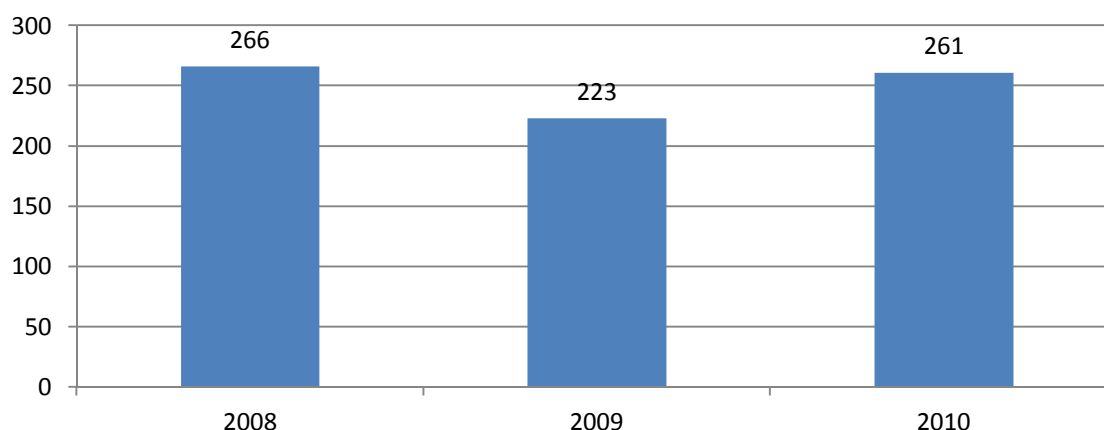
Number of continuous training activities organised each year:



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<sup>21</sup> Judges and public prosecutors who started initial training in 2010.

Days of continuous training activities organised each year:



## STAFF

Number of staff involved in designing/delivering judicial training programmes:	11
Number of staff involved in providing support for judicial training (administration, IT etc.):	31
Number of non-staff members involved in delivering judicial training programmes as experts or speakers in 2009:	300

## BUDGET AND FUNDING

Since the Hungarian Judicial Academy operates as a department of the Office of the National Council of Justice, there is no separate data available on the annual budget allocated to the Academy.

## DEVELOPMENT OF TRAINING PROGRAMMES

The annual programme is prepared by the Judicial Academy and approved by the National Council of the Judiciary.

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

EU law is integrated into other subjects, as well as being presented separately. Other Member States' law is only addressed to a limited extent.

## LANGUAGE TRAINING

Language training is offered in the following languages: English, German.

## CONDITIONS OF PARTICIPATION

For the hierarchy it is possible to refuse a training request on grounds of working time.

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Lawyers in private practice are not allowed to participate.

## INTERACTION WITH EU ACTORS

The Judicial Academy is a member of EJTN and the Lisbon Network and has bilateral agreements with other actors.

## Prosecution Service

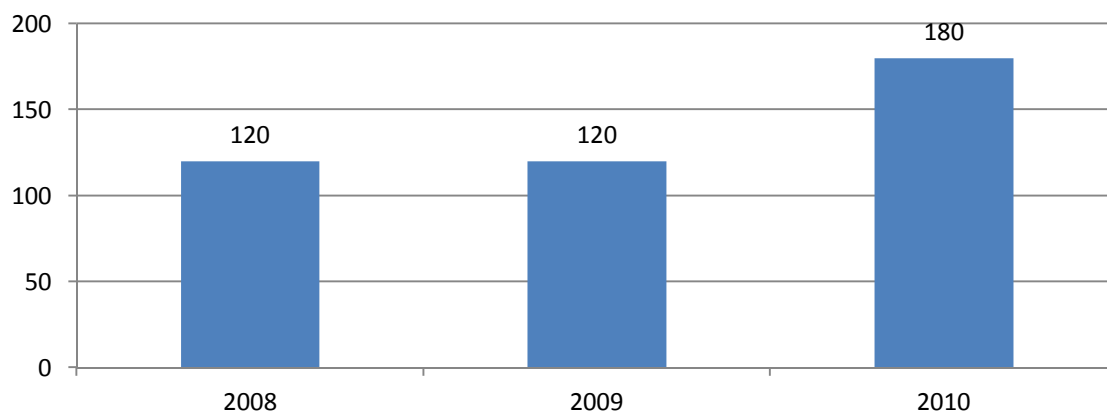
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Branch of the judiciary covered: prosecutors, junior prosecutors, trainees.

### INITIAL TRAINING

Annual budget for initial training (incl. scholarships): € 200 000

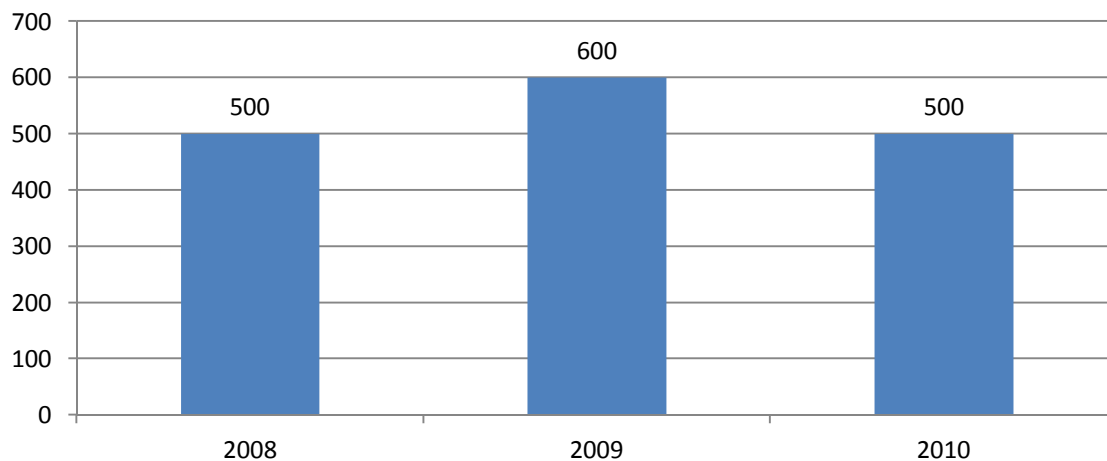
Number of trainee prosecutors, junior prosecutors and staff members who participated in initial training activities each year:



### CONTINUOUS TRAINING

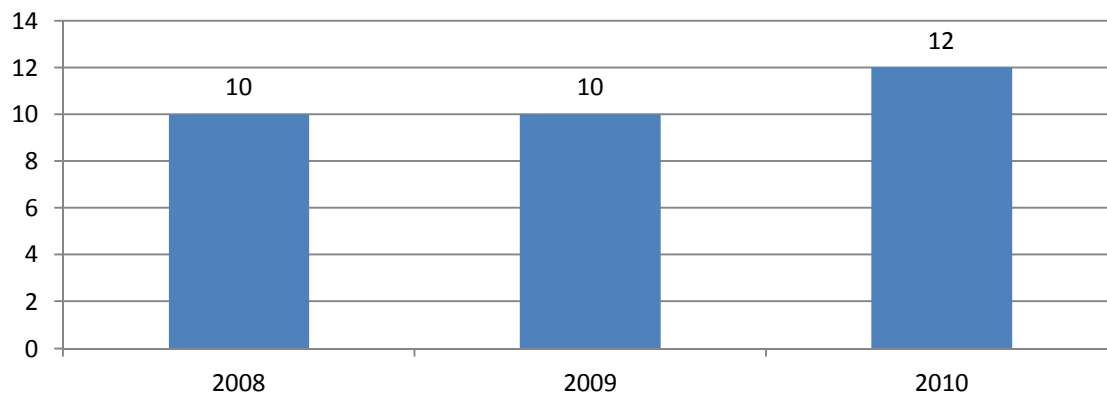
Annual budget for continuous training: € 201 202

Number of prosecutors who participated in continuous training activities each year:

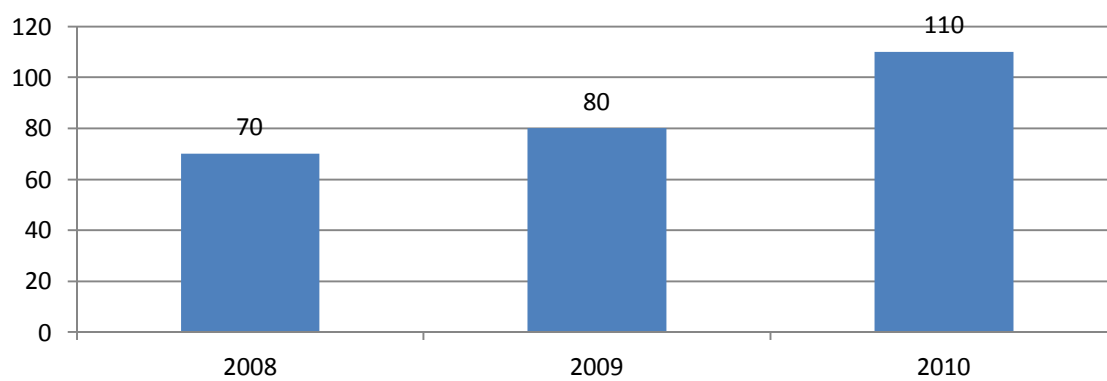




Number of continuous training activities organised each year:



Days of continuous training activities organised each year:



## STAFF

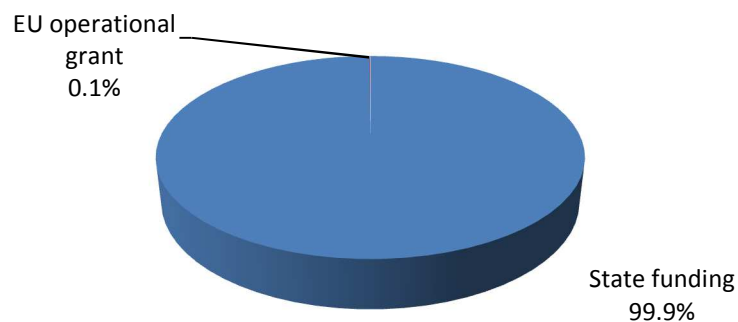
Number of staff involved in designing/delivering judicial training programmes: 10

Number of staff involved in providing support for judicial training (administration, IT etc.): 10

Number of non-staff members involved in delivering judicial training programmes as experts or speakers in 2009: 150

## BUDGET AND FUNDING

Total annual training budget of the Prosecution Service: € 401 202



## DEVELOPMENT OF TRAINING PROGRAMMES

An annual training plan is elaborated by the Department for Personnel, Professional Training and Administrative Affairs of the Office of the Prosecutor General, which is then discussed by the Office's management and approved by the Prosecutor General, together with the relevant budget. It is also possible for prosecutors to participate in training programmes that are not included in the annual programme.

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

EU law is integrated into the plan, constituting about 10% of its content.

## LANGUAGE TRAINING

Legal language training in the following languages is offered: English, German.

## CONDITIONS OF PARTICIPATION

It is possible for the hierarchy to refuse training requests on the grounds of cost, working time and the extent to which the prosecutor needs to acquire special knowledge in his/her work. Another condition is whether there is another prosecutor in the Prosecution Service where the aspirant prosecutor works who already has that knowledge.

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Lawyers in private practice do not take part.

## INTERACTION WITH EU ACTORS

The Prosecutor General's Office is a member of EJTN and of the Lisbon Network of the Council of Europe. It also has bilateral agreements with various actors in other Member States, such as the French *Ecole nationale de la magistrature*, the German *Richterakademie* and the Spanish prosecutors' *Centro de Estudios Juridicos*. About 50-100 Hungarian prosecutors attend different seminars and training courses in other EU Member States each year.

### 1.13. IRELAND

In Ireland, the Committee for Judicial Studies is responsible for the continuous training of judges (as judges are appointed from the ranks of experienced legal counsel, there is no significant initial training as such). It is important to note that, as in common law jurisdictions around the world, as well as in the Nordic countries, prosecutors are not considered to be part of the judiciary. The training of prosecutors is not covered by this country profile.

Committee for Judicial Studies  
Phoenix House 15-24  
Phoenix Street  
North Smithfield Dublin 7  
E-mail: ElishaD'Arcy@courts.ie  
Tel: +353 1 888 6228  
Fax: +353 1 888 6470  
  
Website: www.courts.ie

#### ENTRY TESTS

There are no entry tests when becoming a member of the judiciary.

#### COMPULSORY CONTINUOUS JUDICIAL TRAINING

Training is compulsory only in specific circumstances. Also, if the Chief Justice or the President of the Court decides so, training can be compulsory. The relevant legislation is Section 19 of the Courts & Court Officers Act 1995.

#### INCENTIVES FOR PARTICIPATION IN TRAINING

The Presidents of the Courts and the Judicial Studies Committee encourage judges to partake in training. Judges are elevated from one jurisdiction to another but this is not a regular feature of the system and in such circumstances partaking in training is not an issue.

#### Committee for Judicial Studies

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Branches of the judiciary covered: all judges.

Number of entrants into the judiciary in 2010<sup>22</sup>:

9

#### CONTINUOUS TRAINING

Annual budget for continuous training: € 450 000

Percentage of judges, who participate in continuous training activities each year: up to 99%

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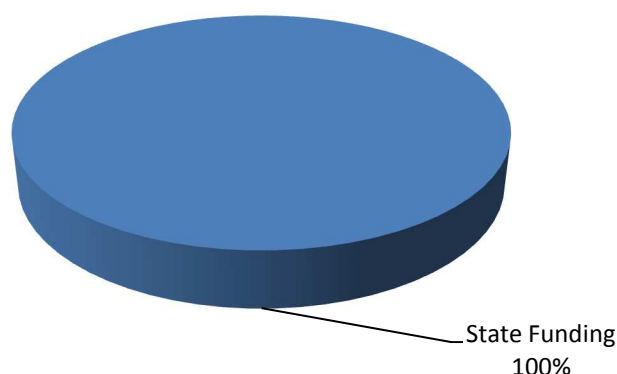
<sup>22</sup> new judges and public prosecutors who acceded the career in 2010 without undertaking initial training.

## STAFF

Number of staff involved in designing/delivering judicial training programmes:	2
Number of staff involved in providing support for judicial training (administration, IT etc.):	2
Number of non-staff members involved in delivering judicial training programmes as experts or speakers in 2009:	9

## BUDGET AND FUNDING

Total annual training budget<sup>23</sup>: € 450 000



## DEVELOPMENT OF TRAINING PROGRAMMES

The Committee for Judicial Studies and subcommittees assigned by the Presidents of the Courts decide on the programmes.

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

EU law is addressed as a topic at jurisdictional conferences where appropriate. Many judges also take part in EU law training abroad. Other Member States' law is addressed in the same way, where appropriate.

## LANGUAGE TRAINING

Language training is offered in Irish.

## CONDITIONS OF PARTICIPATION

It is possible for the hierarchy to refuse a training request on the grounds of working time. A selection procedure is possible according to the criteria of need, cost, relevance and time.

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<sup>23</sup> The Budget covers the cost of all training including IT and EU law. Overhead costs including staff salaries are provided from the Courts Service Budget.

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Lawyers in private practice are not allowed to take part.

## INTERACTION WITH EU ACTORS

The Judicial Studies Committee is a member of the European Network of Councils for the Judiciary and EJTN, and many judges attend ERA events. The JSC is also a member of the UK and Republic of Ireland Judicial Studies Council and has a close working relationship with the judicial studies organisations in England & Wales, Scotland and Northern Ireland.



## 1.14. ITALY

In Italy, until the National School for the Judiciary (set up by Legislative Decree 30 January 2006, n. 26 as amended by Law 30 July 2007, n. 111) actually enters into operation, judicial training for magistrates of the ordinary judicial order is organised by the High Council for the Judiciary (*Consiglio Superiore della Magistratura*, CSM).

### Consiglio Superiore della Magistratura

Piazza Indipendenza, 6  
6 - 00185 Roma  
Tel. +39 06 44491465  
Fax +39 06 490543

Website: [www.csm.it](http://www.csm.it)

## ENTRY TESTS

There are no entry tests for Italian judges and prosecutors.

## COMPULSORY CONTINUOUS JUDICIAL TRAINING

Judicial training in Italy is compulsory according to the Legislative Decree 30 January 2006, n. 26 (art. 25) as amended by Law 30 July 2007, n. 111.

## INCENTIVES FOR PARTICIPATION IN TRAINING

The rules concerning the four-yearly professional appraisal of Italian magistrates prescribe that every magistrate must indicate the number of training courses he/she has attended during the four-year term under appraisal. The purpose is to verify the professional capability of the magistrate being appraised and, specifically, to evaluate their "engagement".

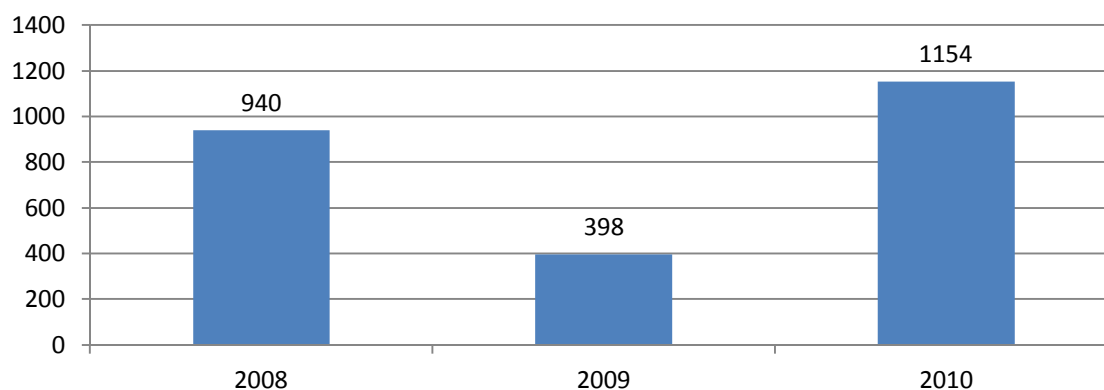
### *Consiglio superiore della magistratura*

Branches of the judiciary covered: judges, prosecutors, trainees

## INITIAL TRAINING

Annual budget for initial training (excl. scholarships) : € 710 235

Number of judges, prosecutors and court staff who participated in initial training:



Number of entrants into the judiciary in 2010<sup>24</sup>:

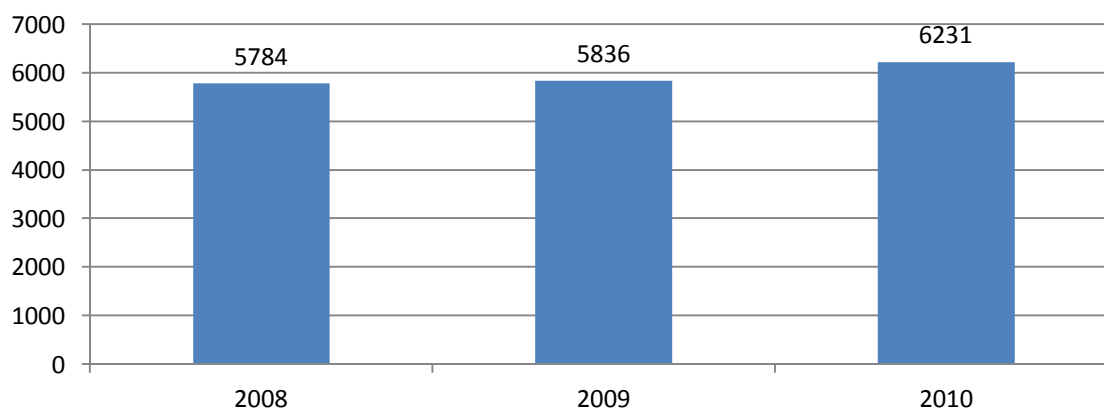
253

### CONTINUOUS TRAINING

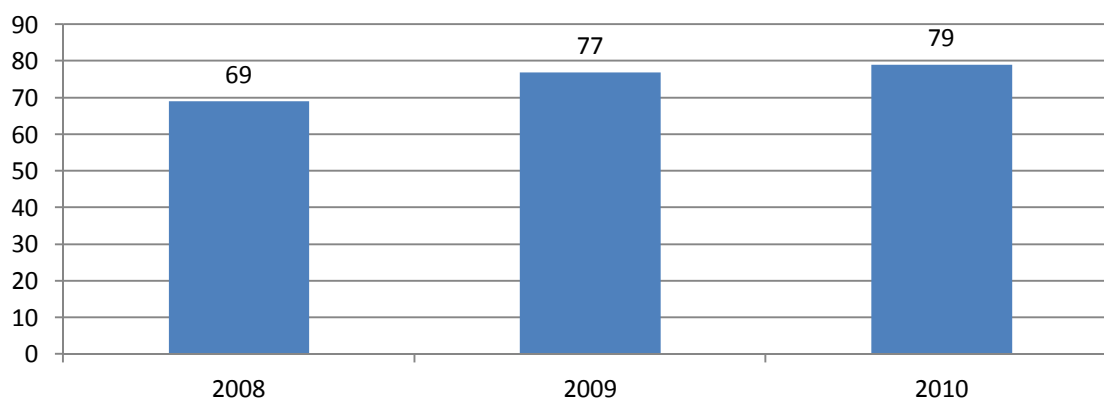
Annual budget for continuous training:

€ 5 289 042

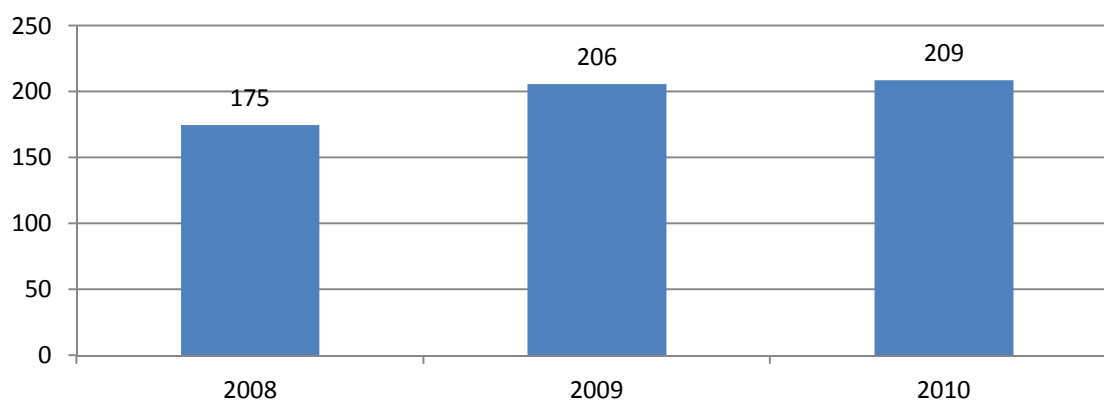
Number of judges, prosecutors and court staff who participated in continuous training activities each year:



Number of continuous training activities organised each year:



Days of continuous training activities organised each year:



<sup>24</sup> Judges and public prosecutors who started initial training in 2010.

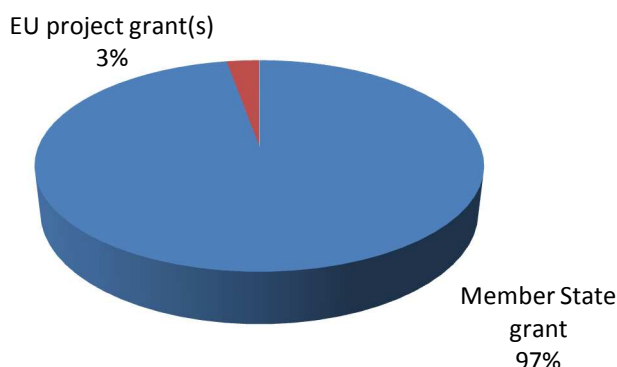


## STAFF

Number of staff involved in designing/delivering judicial training programmes:	24
Number of staff involved in providing support for judicial training (administration, IT etc.):	15
Number of non-staff members involved in delivering judicial training programmes as experts or speakers in 2009:	982

## BUDGET AND FUNDING

Total annual training budget: € 5 999 790



## DEVELOPMENT OF TRAINING PROGRAMMES

A National School for the Judiciary is in the course of being set up. Until it actually enters into operation, training is organised by the High Council for the Judiciary, with the support of a collegiate scientific committee comprised of 16 members (12 magistrates and 4 university professors specialised in legal matters) appointed by the CSM. The aim of the CSM, as the body safeguarding the autonomy and independence of all members of the judiciary, is to provide training that enhances the expertise and sensitivity for professional ethics of judges and public prosecutors, thus ensuring that the judicial functions are exercised in an autonomous and independent way. The IX Commission (responsible for training), together with the Scientific Committee (12 magistrates and 4 university professors in legal matters), defines the guidelines of training for the whole year. The Scientific Committee has the task of providing the courses that must be approved by the competent Commission and by the General Assembly.

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

During the training period for trainee magistrates, a number of training actions on EU law are offered at a decentralised level, while at a central level the initial training programme provides a week entirely devoted to EU law. In general, the programme for this course gives particular emphasis to the system of sources, the integration of national and European systems, mutual recognition, and implementation of human rights in the EU law system. Moreover, the curricula for continuous training provide a number of courses on the application of EU law, its influence in the national legal system and the relationship with the EU systems and human rights. In this view, CSM does not limit the study of EU law to specific courses, since its efforts are aimed at increasing the awareness of judges and prosecutors of the relevance of EU law in their day-to-day

professional activity. Consequently, the programmes are drafted for the courses on specific civil and criminal subjects, framing a specific insight related to the relationship between EU law and the specific subject of the course. A significant number of courses are open to judges and prosecutors from the EJTN Member States.

In 2011 the CSM has approved a broad action plan on European law to improve European culture among magistrates called "European Gaius". The CSM plan, based on the Dutch experience (Eurinfra project), contains three targeted actions to be implemented with a view to encouraging a major step-change in the knowledge of European law on the part of Italian judges:

- the first action is aimed at increasing the number of central and decentralised courses on European law, with particular regard to language aspects and, if possible, also supplementing the courses on national law with specific sessions dedicated to European law;
- the second action involves the training of judges having jurisdiction in European law, to be held at the office of the reference person in charge of decentralised training, alongside judges with specific skills in the criminal and civil sectors;
- the third action involves the creation, as part of the CSM'S website [cosmag.it](http://cosmag.it), of a web page (e-G@ius: electronic Gaius) capable of providing quick and easy access to both past and ongoing training courses, the teaching material of the CSM, all the European sources as well as national and supranational legislation.

Other Member States' law is usually part of training in terms of discussions about legislative reforms and hard cases, with the aim of throwing light on similar or different solutions found in the other systems. Italy has a strong culture of comparative law in both public and private law and significant number of comparative references is made in conferences and reports. The CSM usually invites university professors to provide a comparative analysis.

## LANGUAGE TRAINING

General and legal language courses are offered in English and French.

## CONDITIONS OF PARTICIPATION

The fundamental criterion for admission to courses organised by CSM is the relevance of the matters dealt with for the juridical functions of a magistrate.

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

A certain number of places at courses are reserved for the lawyers in private practice.

## INTERACTION WITH EU ACTORS

CSM often organises courses in collaboration with other European institutions.

## 1.15. LATVIA

In Latvia, training for judges, prosecutors, court staff and lawyers in private practice is provided by the Latvian Judicial Training Centre (*Latvijas Tiesnešu mācību centrs*, LJTC), a foundation established in April 1995.

The Prosecution Office of the Republic of Latvia (*Latvijas Republikas Prokuratūra*) is responsible for the training of prosecutors.

### ENTRY TESTS

There is a compulsory test when entering the judiciary: there are 30 questions in total, 5 of which concern EU institutional law. The qualification committee in charge of the final examination is sometimes reluctant to test/question this area.

Candidates (trainees) who want to join the Prosecution Office must pass a written entry examination consisting of two parts: a test with 60 questions and an additional three specific questions.

### COMPULSORY CONTINUOUS JUDICIAL TRAINING

There is no compulsory continuous training in Latvia.

### INCENTIVES FOR PARTICIPATION IN TRAINING

In general it is expected that a judge participates in training either as a participant or a lecturer or both. The Law of Judiciary does not indicate the exact number of training days per year but it says that a judge is a highly professional lawyer (meaning that he/she continues professional development over the years of employment). The legislator may add an article to the law to define more precisely the expectations concerning professional development (continuous training) of a judge. The evaluation system will be changed in the near future such that an indicator will show how many training days/events have been attended.

For prosecutors, participation in training is taken into account when being considered for career promotion.

Latvian Judicial Training Centre  
Cesu Str. 31/7  
LV-1012 RIGA  
Latvia  
Tel: (371) 6789 5878  
Fax: (371) 6789 5879

Website: [www.ltmc.lv](http://www.ltmc.lv)

Prosecution Service of the  
Republic of Latvia  
Kalpaka bulvāris 6  
Rīga, LV-1801  
Tālr. (+371) 67044400  
Fakss: (+371) 67044449

Website: [www.lrp.gov.lv](http://www.lrp.gov.lv)

### Latvian Judicial Training Centre (LJTC)

Branches of the judiciary covered: judges, prosecutors, court staff, lawyers in private practice.

## INITIAL TRAINING

Number of entrants into the judiciary in 2010<sup>25</sup>:

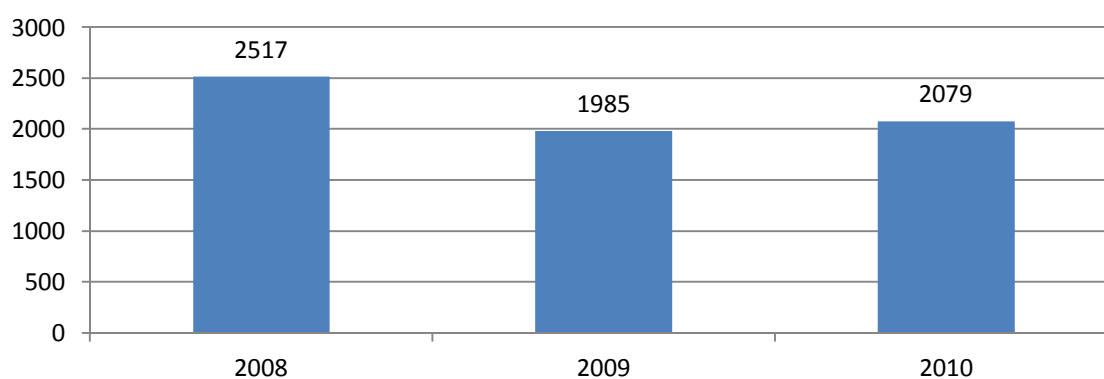
11

## CONTINUOUS TRAINING

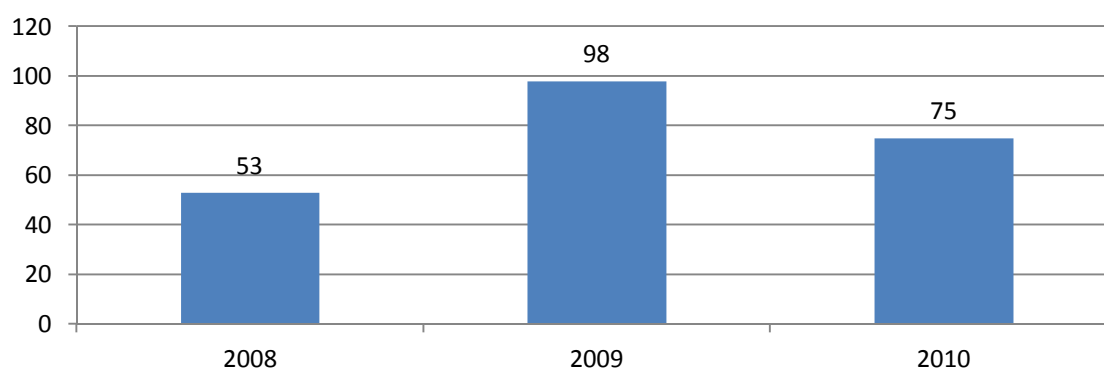
Annual budget for continuous training:

€ 37 000

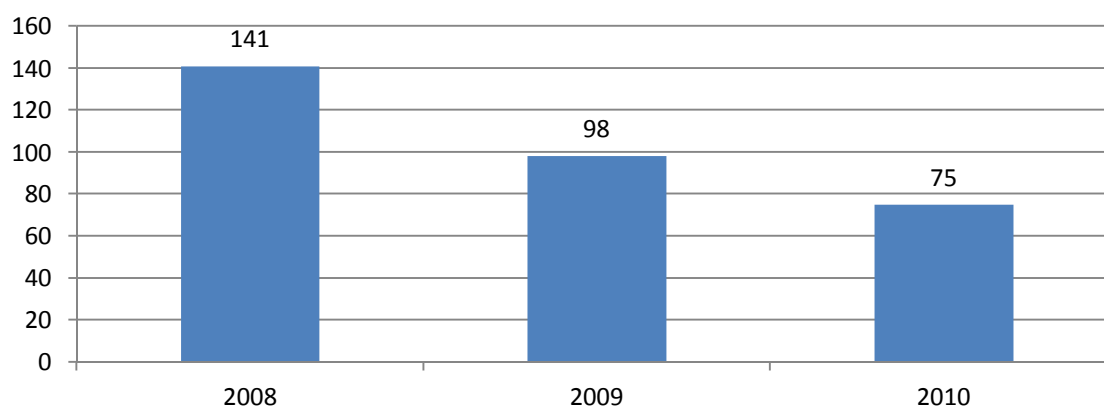
Number of judges, prosecutors and court staff who participated in continuous training activities each year:



Number of continuous training activities organised each year:



Days of continuous training activities organised each year:



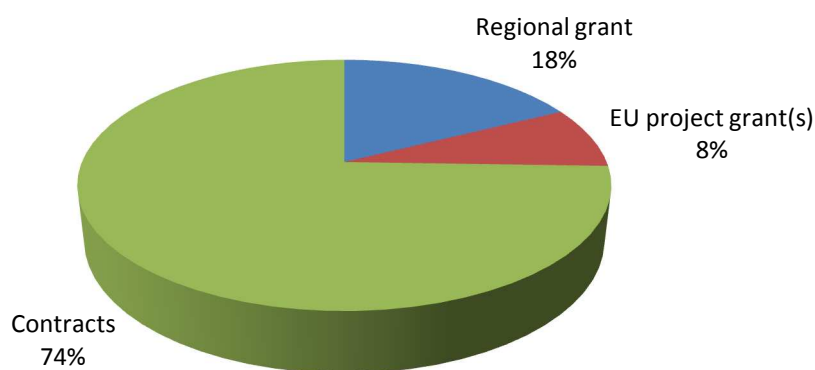
<sup>25</sup> Judges and public prosecutors who started initial training in 2010.

## STAFF

Number of staff involved in designing/delivering judicial training programmes:	3
Number of staff involved in providing support for judicial training (administration, IT etc.):	3
Number of non-staff members involved in delivering judicial training programmes as experts or speakers in 2009:	115

## BUDGET AND FUNDING

Total annual training budget<sup>26</sup>: € 195 542



## DEVELOPMENT OF TRAINING PROGRAMMES

LJTC has a Curricula Development Working Group consisting of 21 members from the judiciary, university lecturers and other well-known specialists in the field. They prepare an annual draft programme (by the end of May) based on information about training needs collected by programme directors at the Training Centre, as well as other information (from state institutions). The draft programme is submitted to the Court Administration for approval at the beginning of June. By the end of August, the training programme for the following year is supposed to be approved by the Court Administration and by mid-late September LJTC sends out the information to the members of judiciary. Judges and court staff can register for seminars for the whole year.

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

EU law is not sufficiently implemented in the programme: some new training methodologies need to be developed to present the applicability of EU law (e.g. via case law).

<sup>26</sup> Where the total training budget for an institution exceeds the combined sum of the budgets for initial and continuous training, the explanation in most cases is that it includes the administrative and personnel costs of the institution concerned: an institution devoted solely to training would consider 100% of its budget as being for the purpose of training, whereas if the body responsible for training is a court, ministry or judicial council, it would usually calculate only the direct costs of training (without taking into account the overheads).

During some international seminars, foreign experts present (if appropriate) developments or challenges related to other Member States' law.

## LANGUAGE TRAINING

Language training is offered in the following languages. English, French, German. However the provision of finance for the language courses is uncertain. LJTC is planning to organise language training in the form of blended learning when an e-learning platform will be developed.

## CONDITIONS OF PARTICIPATION

The hierarchy can refuse a training request on the grounds of cost. Sometimes selection is done according to specialisation, or the "first come, first served" principle is applied. The thematic approach LJTC is offering at the moment allocates a certain number of places to first or second instance judges, assistants to judges or other members of judiciary. This approach was developed to ensure that all members have equal opportunity to attend specialised seminars.

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Lawyers in private practice may participate, but not in all training provided by the LJTC. Before announcing this opportunity, the responsible programme directors contact lecturers and agree if the audience may be widened, i.e. agree whether lawyers may participate. Members of the judiciary are notified that other legal professions will participate in the training event. This option is available for other legal professions if a participation fee is paid.

## INTERACTION WITH EU ACTORS

LJTC has been an active member of the European Judicial Training Network since 2004. At the moment Latvian representatives are involved in the work of two subgroups of the "Programmes" working group and, where financially possible, participate in other projects initiated by the EJTN or other members of the network.

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## Prosecution Office of the Republic of Latvia

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Branch of the judiciary covered: prosecutors, trainees.

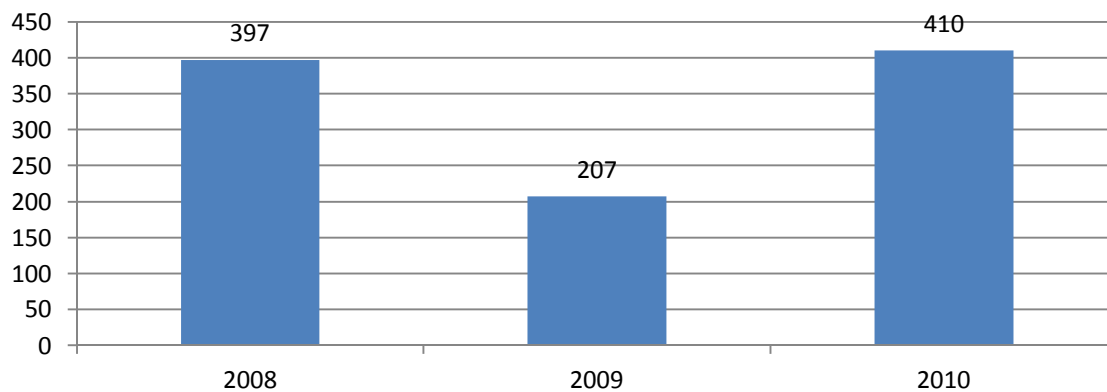
## TRAINING (INITIAL & CONTINUOUS)

No distinction is made between initial and continuous training in the statistics kept by the Prosecution Office.

Annual budget for continuous training:

€ 2 000

Number of prosecutors who participated in training activities each year:



### STAFF

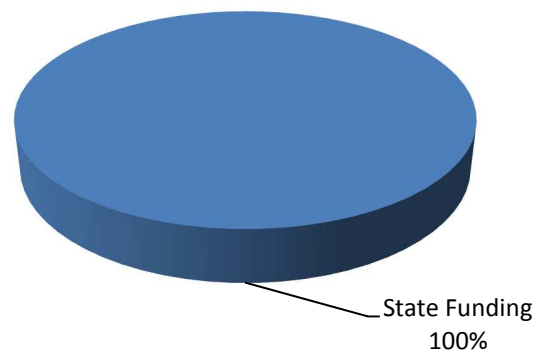
Number of staff involved in designing/delivering judicial training programmes: 5

Number of staff involved in providing support for judicial training (administration, IT etc.): 2

Number of non-staff members involved in delivering judicial training programmes as experts or speakers in 2009: 10

### BUDGET AND FUNDING

Total annual training budget<sup>27</sup>: € 7 500



### DEVELOPMENT OF TRAINING PROGRAMMES

The content of training programmes is defined by conducting a survey of potential participants and taking into consideration topical issues encountered in professional everyday activity.

<sup>27</sup> Where the total training budget for an institution exceeds the combined sum of the budgets for initial and continuous training, the explanation in most cases is that it includes the administrative and personnel costs of the institution concerned: an institution devoted solely to training would consider 100% of its budget as being for the purpose of training, whereas if the body responsible for training is a court, ministry or judicial council, it would usually calculate only the direct costs of training (without taking into account the overheads).

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

EU law training is an integral part of the trainees' training programme. Other Member States' law is covered periodically in training courses in Latvia and other EU Member States.

## LANGUAGE TRAINING

Language training is offered in the following languages: English, French.

## CONDITIONS OF PARTICIPATION

It is possible to refuse a training request on the grounds of cost. There is no selection procedure.

## INTERACTION WITH EU ACTORS

No direct cooperation exists, but EU-wide and international cooperation in the field of training takes place through the judges' training centre.



## 1.16. LITHUANIA

The Training Centre of the Ministry of Justice (*Tėisingumo ministerijos Mokymo centras*) provides judicial training to judges, prosecutors and clerks in Lithuania.

The Prosecutor General's Office of the Republic of Lithuania (*Lietuvos Respublikos generalinė prokuratura*) is responsible for the training of prosecutors.

### ENTRY TESTS

Judges and prosecutors have to pass an entry test when entering the judiciary and EU institutional law is part of it.

### COMPULSORY CONTINUOUS JUDICIAL TRAINING

Continuous training is obligatory for judges insofar as it involves broadening special professional knowledge and skill-building:

- 1) when they are given a promotion;
- 2) when they are appointed or transferred from a court of general jurisdiction to a court of special jurisdiction and also in other cases when the judge's qualifications undergo a change;
- 3) when legislation or regulation undergo a fundamental change;
- 4) at least every five years starting from the period of initial training;
- 5) in other cases when appropriate.

There is no compulsory training for prosecutors but participation in training is considered as an advantage when applying for promotion in the prosecution service.

### Training Centre of the Ministry of Justice (*Tėisingumo ministerijos Mokymo centras*)

Branches of the judiciary covered: judges, prosecutors and clerks.

### INITIAL TRAINING

Annual budget for initial training:

€ 6 700

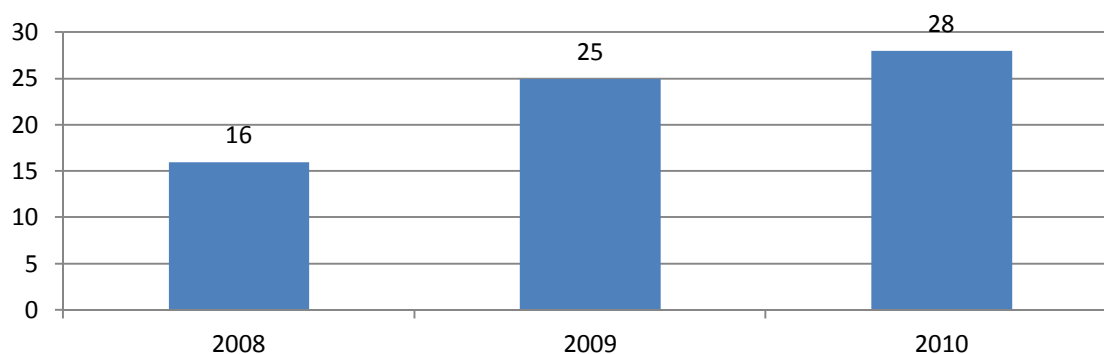
Training Centre of the Ministry of Justice of the Republic of Lithuania  
Sanklodiskės Village,  
LT-33333,  
Moletai Region,  
Lithuania  
Tel: +37 0700 29507  
fax: +37 0700 29506

Website: [www.tm.lt](http://www.tm.lt)

Prosecutor General's Office  
Rinktinės str. 5A  
LT-01515, Vilnius  
Lithuania  
Tel. + 370 5 266 2305  
fax. + 370 5 266 2317

Website: [www.prokuraturos.lt](http://www.prokuraturos.lt)

Number of judges, prosecutors and court staff who participated in initial training activities each year:

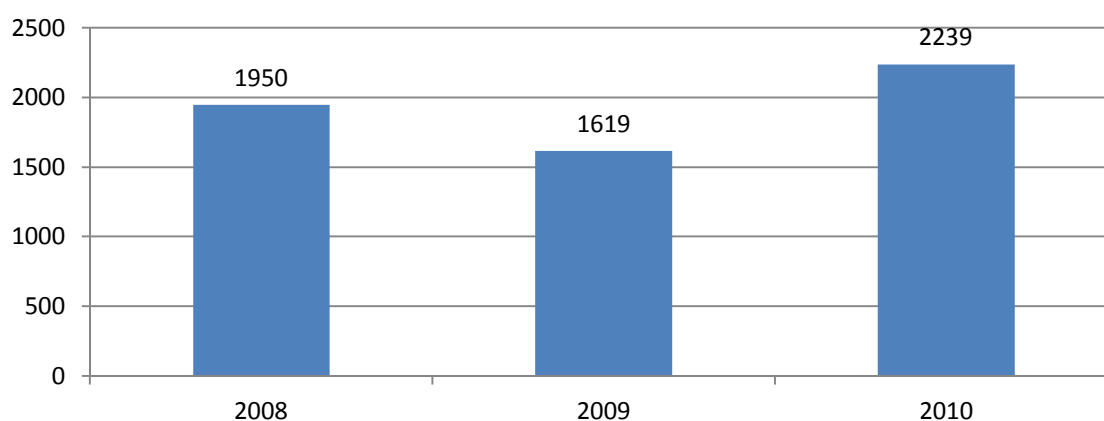


Number of entrants into the judiciary in 2010<sup>28</sup>: 64

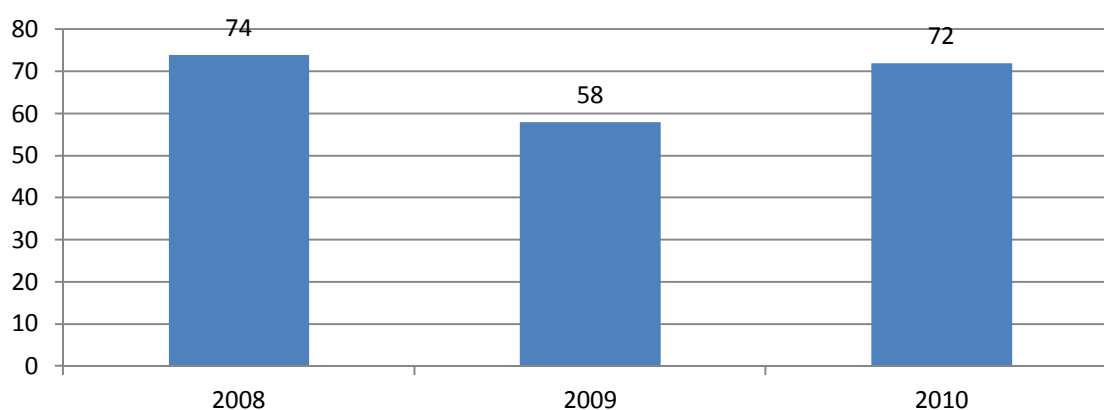
### CONTINUOUS TRAINING

Annual budget for continuous training: € 89 674

Number of judges, prosecutors and court staff who participated in continuous training activities each year:

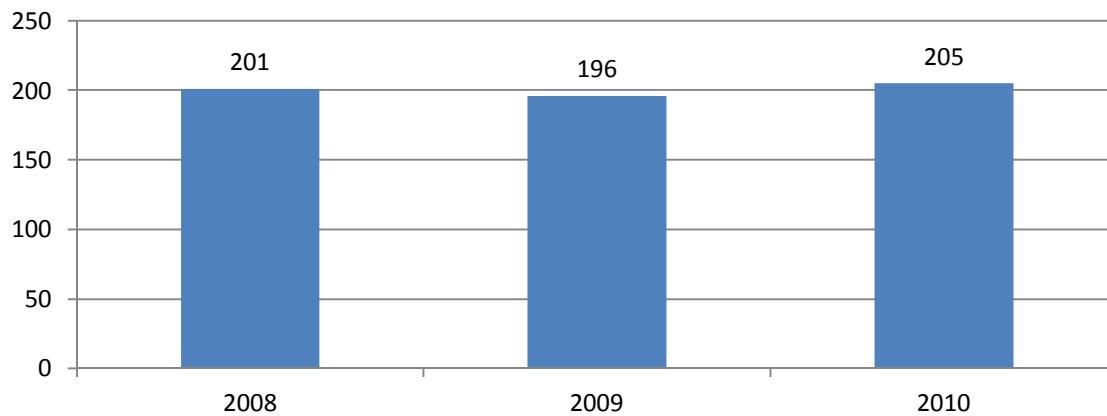


Number of continuous training activities organised each year:



<sup>28</sup> Judges and public prosecutors who started initial training in 2010.

Days of continuous training activities organised each year:



### STAFF

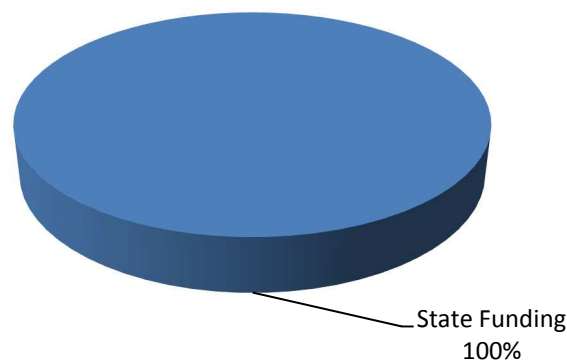
Number of staff involved in designing/delivering judicial training programmes: 7

Number of staff involved in providing support for judicial training (administration, IT etc.): 8

Number of non-staff members involved in delivering judicial training programmes as experts or speakers in 2009: 83

### BUDGET AND FUNDING

Total annual training budget<sup>29</sup>: € 235 072



### DEVELOPMENT OF TRAINING PROGRAMMES

The annual training plan and timetable is adopted by the Council of Judges and approved by the Minister of Justice.

<sup>29</sup> Total budget consists of direct costs of initial training (€ 6 700), direct costs of continuous training (€ 89 674), overheads (€ 138 698).

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

EU law is integrated to a degree of 30% in the annual training programme. Other Member States' law constitutes about 5%.

## LANGUAGE TRAINING

Language training is offered in the following languages: English, French, German.

## CONDITIONS OF PARTICIPATION

Judges can register online without cost for each training event organised by the Training Centre. The Training Centre can host approximately 50 participants (it also provides accommodation for participants). In the preliminary list of participants there are always at least 100 people. A selection procedure is therefore necessary. The following criteria apply:

- 1) Priority of registration;
- 2) If the judge attended training during the last year and he/she would like to participate in the same training again, the percentages of updates in the programme is taken into consideration. Usually, the practice is followed that updates must constitute at least 40% of the content;
- 3) The judge's experience of legal practice in the court. There are several training programmes in which participants are divided into two target groups (for example, one training programme for district judges with up to 5 years' judge's work experience and another for district judges with more than 5 years' judicial work experience).

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Lawyers from private practice can make agreements with the Training Centre, which then organises separate training for them in accordance with their training needs.

## INTERACTION WITH EU ACTORS

The Training Centre is a member of EJTN and has interaction with training institutions such as EIPA and ERA.

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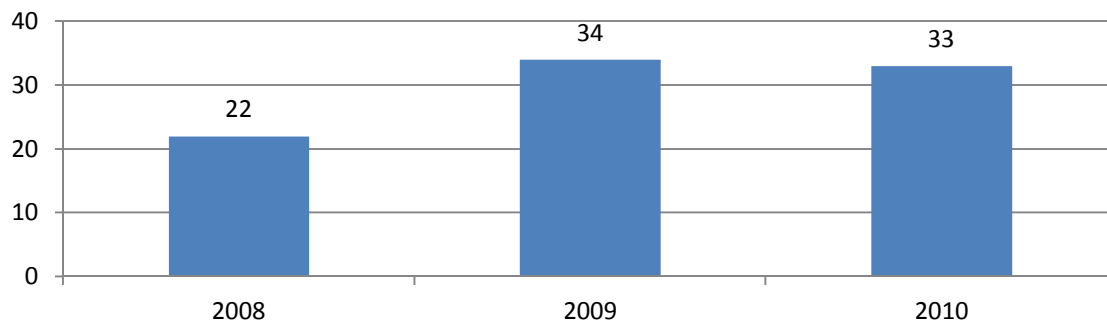
## Prosecution Service of the Republic of Lithuania

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Branches of the judiciary covered: prosecutors, trainees.

## INITIAL TRAINING

Number of prosecutors who participated in initial training activities each year:

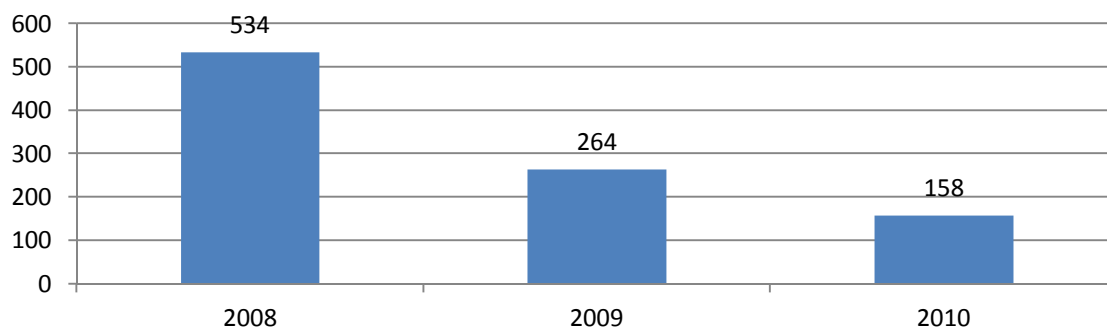


## CONTINUOUS TRAINING

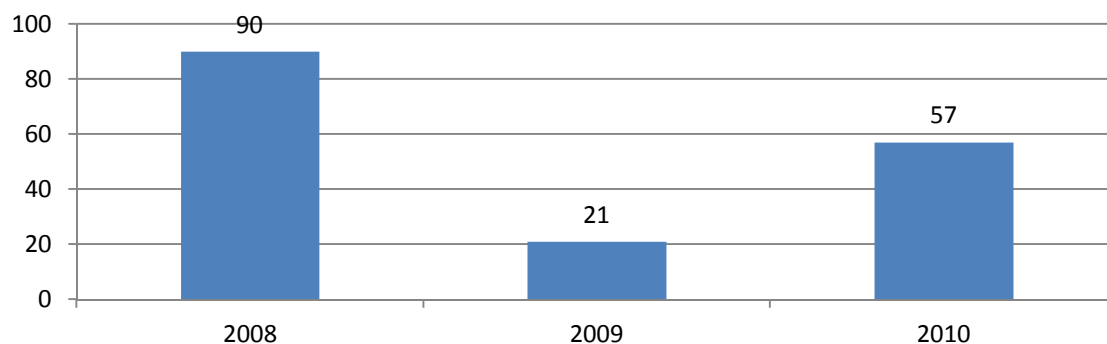
Annual budget for continuous training:

€ 3 300

Number of prosecutors who participated in continuous training activities each year:



Number of continuous training activities organised each year:



## STAFF

Number of staff involved in designing/delivering judicial training: 10

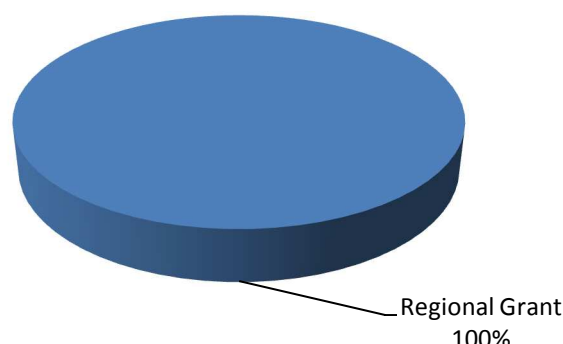
Number of staff involved in providing support for judicial training (administration, IT etc.): 20

Number of non-staff members involved in delivering judicial training programmes as experts or speakers in 2009: 67

## BUDGET AND FUNDING

Total annual training budget<sup>30</sup>:

€ 5 792



## DEVELOPMENT OF TRAINING PROGRAMMES

The training programme is defined by a special division at the Prosecutor General's Office.

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

In 2009 approximately 15% of total training activities for prosecutors were focused on EU law but none had such focus in 2010. Other Member States' law is not a subject for the training of prosecutors.

## LANGUAGE TRAINING

Due to budgetary limitations for the year 2010 there was no possibility to organise language training for prosecutors.

## CONDITIONS OF PARTICIPATION

A selection procedure for the participants based on the criterion of relevance is used.

## INTERACTION WITH EU ACTORS

Prosecutors regularly attend trainings organised the European Commission, Eurojust, OLAF, etc.

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<sup>30</sup> Where the total training budget for an institution exceeds the combined sum of the budgets for initial and continuous training, the explanation in most cases is that it includes the administrative and personnel costs of the institution concerned: an institution devoted solely to training would consider 100% of its budget as being for the purpose of training, whereas if the body responsible for training is a court, ministry or judicial council, it would usually calculate only the direct costs of training (without taking into account the overheads).

## 1.17. LUXEMBOURG

The Ministry of Justice (*Ministère de la Justice*), in cooperation with the Office of the Prosecutor General (*Parquet general*), is responsible for judicial training for judges of the ordinary judicial order, prosecutors and trainees in Luxembourg. Because Luxembourg does not have a specific institution or school for the training of its judges and prosecutors, the Ministry of Justice has an agreement with the French *Ecole Nationale de la Magistrature* in Bordeaux.

Ministère de la Justice  
13, rue Erasme,  
Centre administratif Pierre Werner  
L-2934 Luxembourg  
Tél: 00352 247-84537  
Fax: 00352 225296  
  
Website: [www.mj.public.lu](http://www.mj.public.lu)

### ENTRY TESTS

There is no compulsory test when entering the judiciary.

### COMPULSORY CONTINUOUS JUDICIAL TRAINING

There is no compulsory continuous training.

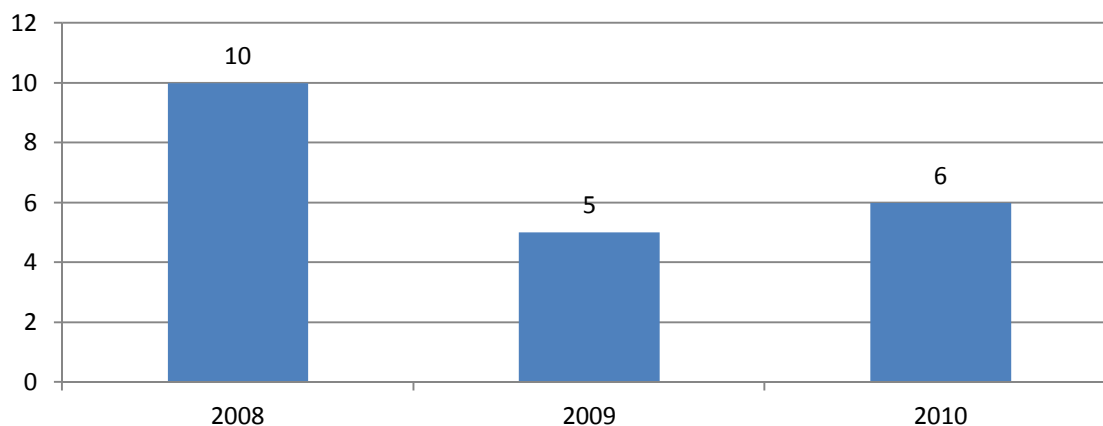
### Ministry of Justice (*Ministère de la Justice*)

Branches of the judiciary covered: judges, prosecutors, trainees.

### INITIAL TRAINING

Annual budget for initial training: € 50 000

Number of judges, prosecutors and court staff who participated in initial training activities each year:



Number of entrants into the judiciary in 2010<sup>31</sup>: 6

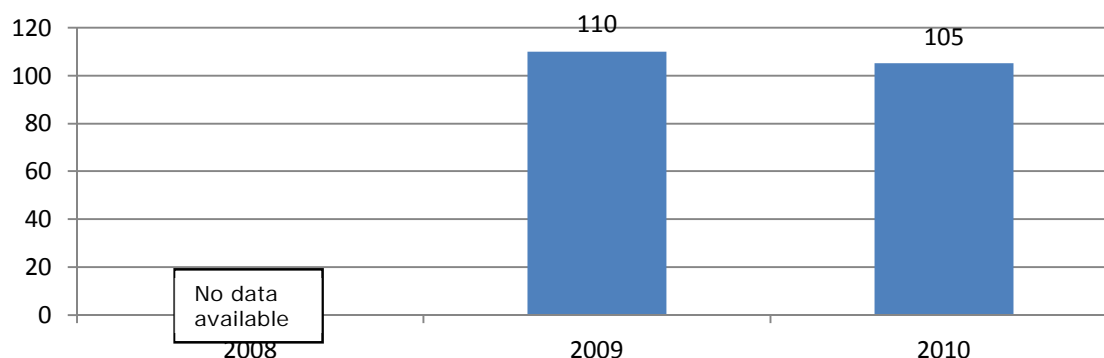
<sup>31</sup> Judges and public prosecutors who started initial training in 2010.

## CONTINUOUS TRAINING

Annual budget for continuous training:

€ 76 000

Number of judges, prosecutors and court staff who participated in continuous training activities each year:



## STAFF

Number of staff involved in designing/delivering judicial training programmes:

2

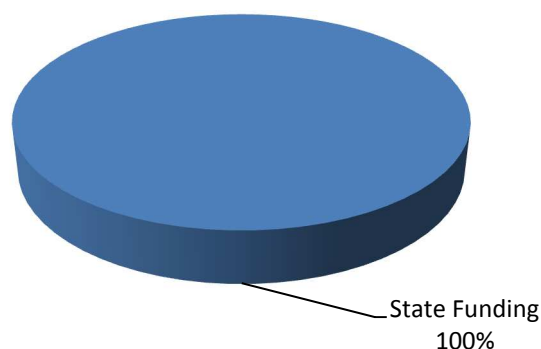
Number of staff involved in providing support for judicial training (administration, IT etc.):

0

## BUDGET AND FUNDING

Total annual training budget:

€ 126 000



## LANGUAGE TRAINING

Language training in English is offered by the Academy of European Law (ERA).

## CONDITIONS OF PARTICIPATION

The hierarchy can refuse a training request on the grounds of working time.

## INTERACTION WITH EU ACTORS

Luxembourg is a member of EJTN. There is also a partnership with the French *Ecole nationale de la magistrature* (ENM).



## 1.18. MALTA

For Maltese judges and judicial assistants, training is provided by the Judicial Studies Committee.

Judicial Studies Committee  
Courts of Justice  
Republic Street  
Valletta CMR 02  
Tel: +356 21224147  
Fax: +356 21417776

### ENTRY TESTS

There are no entry tests into the judiciary of Malta.

### COMPULSORY CONTINUOUS JUDICIAL TRAINING

There is no compulsory continuous judicial training in Malta.

### INCENTIVES FOR PARTICIPATION IN TRAINING

There are no incentives for participation in judicial training in Malta.

## Judicial Studies Committee

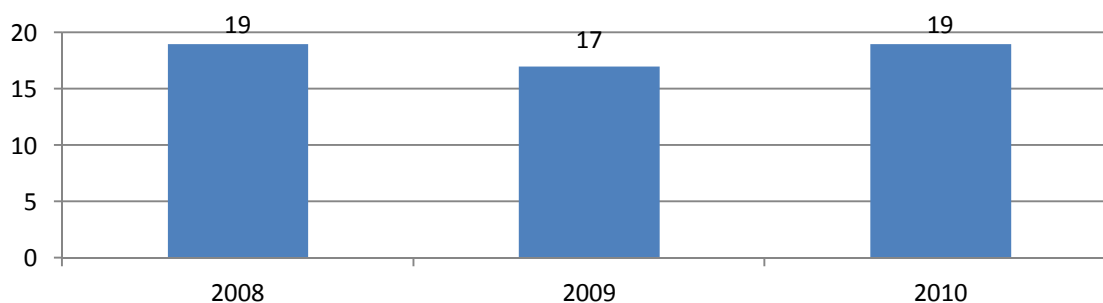
Branches of the judiciary covered: judges, judicial assistants.

### CONTINUOUS TRAINING

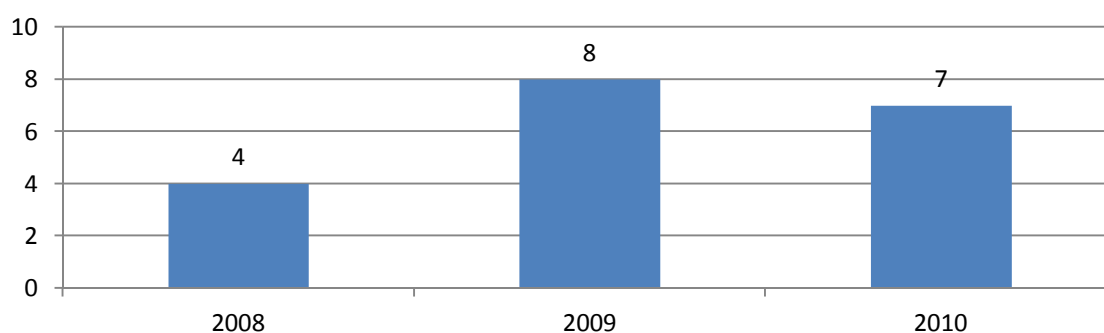
Annual budget for continuous training:

€ 10 000

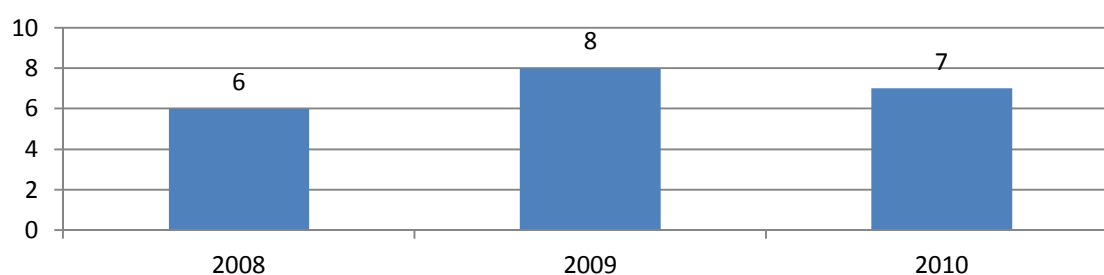
Number of judges and court staff who participated in continuous training activities each year:



Number of continuous training activities organised each year:



Days of continuous training activities organised each year:



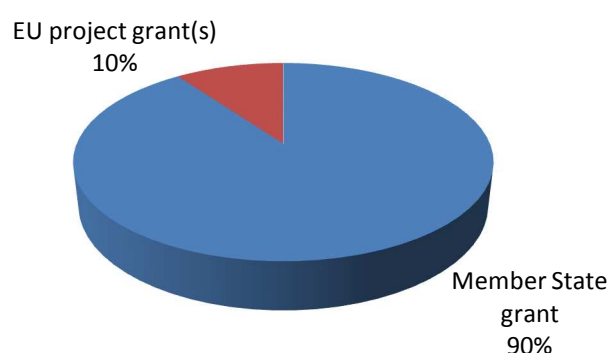
## STAFF

Number of staff involved in designing/delivering judicial training programmes: 2

Number of staff involved in providing support for judicial training (administration, IT etc.): 2

## BUDGET AND FUNDING

Total annual training budget<sup>32</sup>: € 42 000



## DEVELOPMENT OF TRAINING PROGRAMMES

The training programme is decided in response to training events organised abroad and to the specific needs of judges and magistrates.

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

Training in EU law amounts to about 70% of the judicial training programme. Other Member States' law is not covered.

## LANGUAGE TRAINING

Language training is not offered in Malta.

<sup>32</sup> Where the total training budget for an institution exceeds the combined sum of the budgets for initial and continuous training, the explanation in most cases is that it includes the administrative and personnel costs of the institution concerned: an institution devoted solely to training would consider 100% of its budget as being for the purpose of training, whereas if the body responsible for training is a court, ministry or judicial council, it would usually calculate only the direct costs of training (without taking into account the overheads).

## CONDITIONS OF PARTICIPATION

For the hierarchy it is possible to refuse training requests on the grounds of cost. Selection criteria related to relevance, working time and costs are applied.

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Lawyers in private practice are not allowed to participate in judicial training of the JSC.

## INTERACTION WITH EU ACTORS

The Judicial Studies Committee (JSC) is a partner in all EJTN training projects. It also participates in training activities organised by EIPA, EPO, the Spanish Judicial School, the University of Rome, ERA and ENM.



## 1.19. NETHERLANDS

In the Netherlands, the *Studiecentrum Rechtspleging* (Training and Study Centre for the Judiciary, SSR) is the main judicial training provider. Judges, prosecutors, trainees, clerks and civil servants are trained by the SSR.

Training and Study Centre for the Judiciary (SSR)  
College van Bestuur  
Kuiperstraat 9-13  
7201 HG Zutphen  
Postbus 364  
NL-7200 AJ Zutphen  
Tel: +31-575-595-300  
Fax: +31-575-515-609 or +31 575 5953

Website: [www.ssr.nl](http://www.ssr.nl)

### ENTRY TESTS

There are no entry tests to sit in order to enter the judiciary in the Netherlands. There is, however, a strict selection procedure, incl. IQ test, psychological testing, etc.

### COMPULSORY CONTINUOUS JUDICIAL TRAINING

Continuous training is compulsory for prosecutors in the Netherlands and recommended for judges.

### INCENTIVES FOR PARTICIPATION IN TRAINING

Training is more and more part of the human resources management policy.

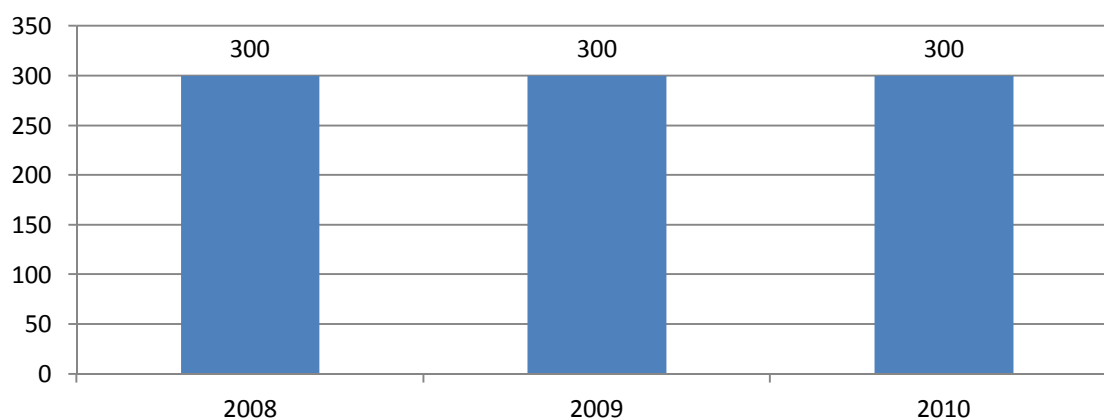
### *Studiecentrum Rechtspleging* (Training and Study Centre for the Judiciary)

#### INITIAL TRAINING

Annual budget for initial training (incl. scholarships):

€ 9 546 000

Number of judges, prosecutors and court staff who participated in initial training activities each year:

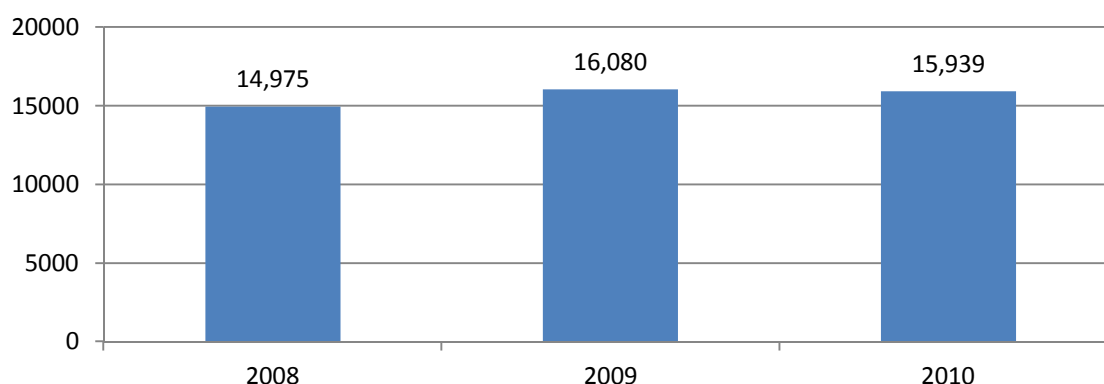


Number of entrants into the judiciary in 2010<sup>33</sup>: 139

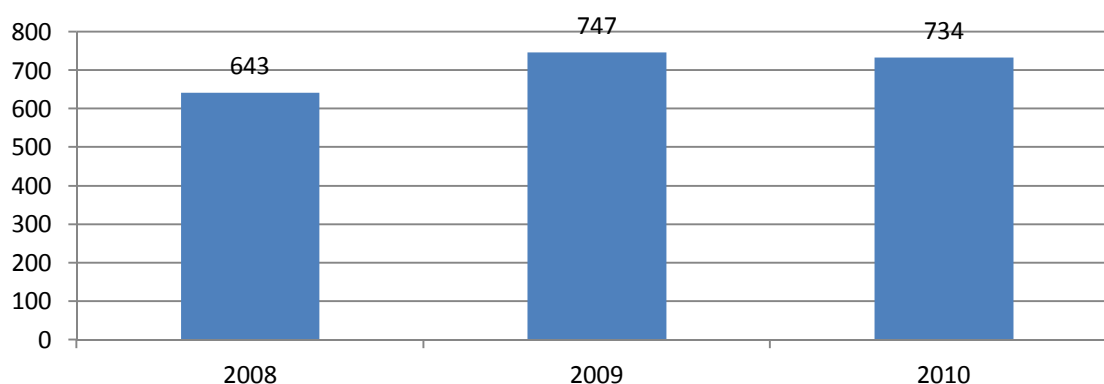
## CONTINUOUS TRAINING

Annual budget for continuous training: € 5 816 000

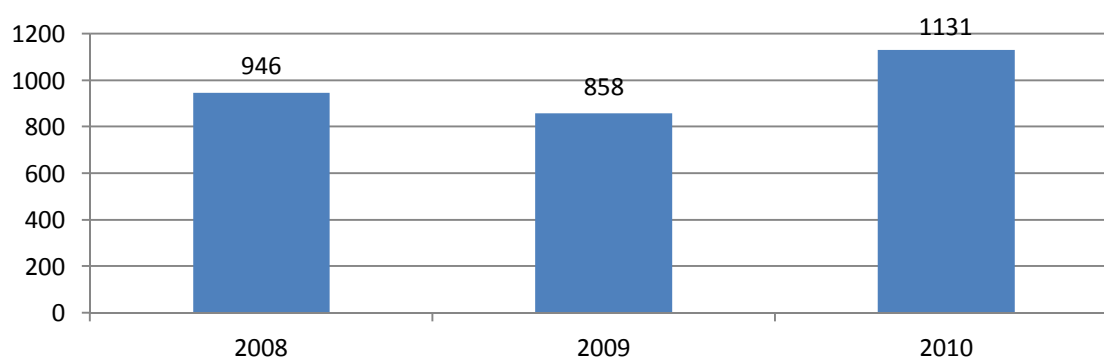
Number of judges, prosecutors and court staff who participated in continuous training activities each year:



Number of continuous training activities organised each year:



Days of continuous training activities organised each year:



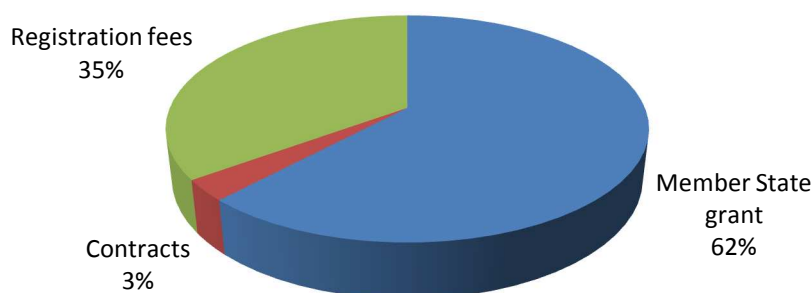
<sup>33</sup> 63 judges and public prosecutors started initial training in 2010; 76 new judges and public prosecutors joined the profession in 2010 without undertaking initial training (i.e. those who, after having worked as a lawyer for a period of at least six years, become a part-time judge or prosecutor for one year, during which they were trained to become a full-time judge/prosecutor).

## STAFF

Number of staff involved in designing/delivering judicial training programmes:	71
Number of staff involved in providing support for judicial training (administration, IT etc.):	35
Number of non-staff members involved in delivering judicial training programmes as experts or speakers in 2009:	600

## BUDGET AND FUNDING

Total annual training budget: € 15 362 000



## DEVELOPMENT OF TRAINING PROGRAMMES

Training programmes are developed according to actual demand.

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

EU law is integrated in every activity. Other Member States' law appears in the context of international criminal cooperation on a bilateral basis with France, Germany, Belgium, England, Norway, Poland and Spain.

## LANGUAGE TRAINING

No language training is offered in the regular curriculum but it is possible on demand.

## CONDITIONS OF PARTICIPATION

There is no formal selection procedure but for every activity the SSR describes a specific target group and a compulsory background. If these criteria are not fulfilled, the magistrate is not allowed to participate.

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Lawyers in private practice may participate if they represent an added value for the magistrates. The same is true for other professionals (e.g. journalists).

## INTERACTION WITH EU ACTORS

Cooperation exists within the EJTN network and on a bilateral basis with European training institutes (notably France, Germany, Poland, Spain, Belgium), as well as with European institutions such as Eurojust, Europol, the Court of Justice of the European Union, and the European Court of Human Rights.



## 1.20. POLAND

In Poland, the National School of Judiciary and Public Prosecution (*Krajowa Szkoła Sądownictwa i Prokuratury*, NSJPP), subordinate to the Ministry of Justice, is responsible for judicial training for the ordinary judicial order. It should be noted that the system of initial training in Poland was centralised just two years ago. Previously it was run by each court of appeal and appellate prosecutor's office.

National School of Judiciary and Public Prosecution  
ul. Krakowskie przedmieście 62  
20-076 Lublin  
Poland  
Tel.: +48 81 440 87 15  
Fax: +48 81 440 87 19  
  
Website: [www.kSSIP.gov.pl](http://www.kSSIP.gov.pl)

Training for administrative judges is provided by the Supreme Administrative Court.

### ENTRY TESTS

Judges and prosecutors have to pass entry tests, with EU law being part of them.

### COMPULSORY CONTINUOUS JUDICIAL TRAINING

Training is compulsory in Poland. The law on the system of common courts states that a judge is obliged to continuously improve her/his professional skills, which includes taking part in judicial training. There is, however, no sanction for not fulfilling the obligation. The law does not provide a number of hours of judicial training that ought to be attended by a judge.

### INCENTIVES FOR PARTICIPATION IN TRAINING

Training is counted as working hours.

### National School of Judiciary and Public Prosecution (*Krajowa Szkoła Sądownictwa i Prokuratury*, NSJPP)

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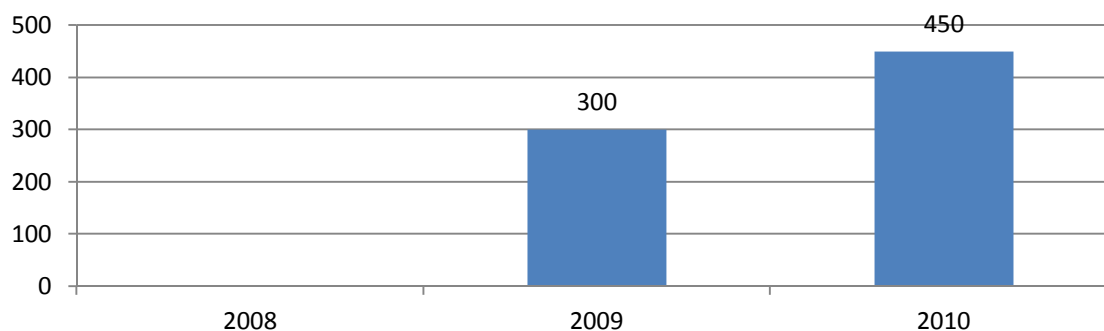
Branches of the judiciary covered: judges, prosecutors, trainees, clerks, civil servants, judges' and prosecutors' assistants, probation officers.

### INITIAL TRAINING

Annual budget for initial training (incl. scholarships):

€ 4 291 317

Number of trainee judges, prosecutors and court staff who participated in initial training activities<sup>34</sup>:

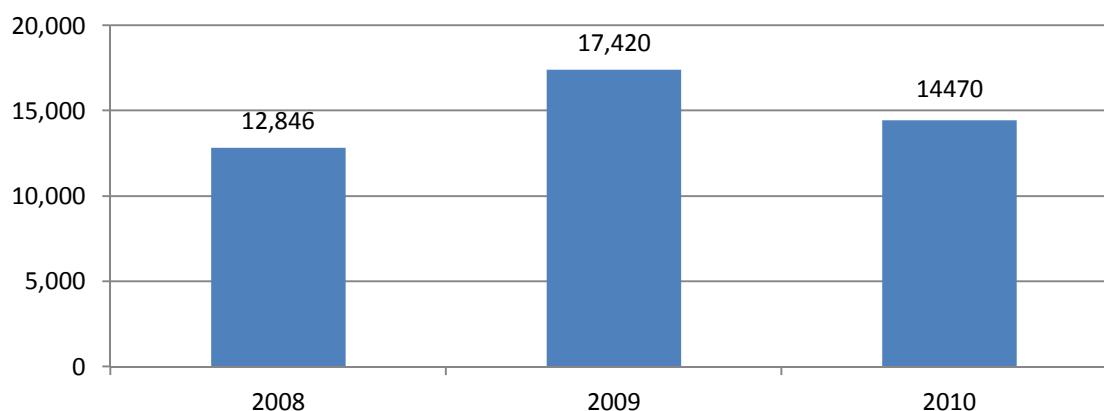


Number of entrants into the judiciary in 2010<sup>35</sup>: 300

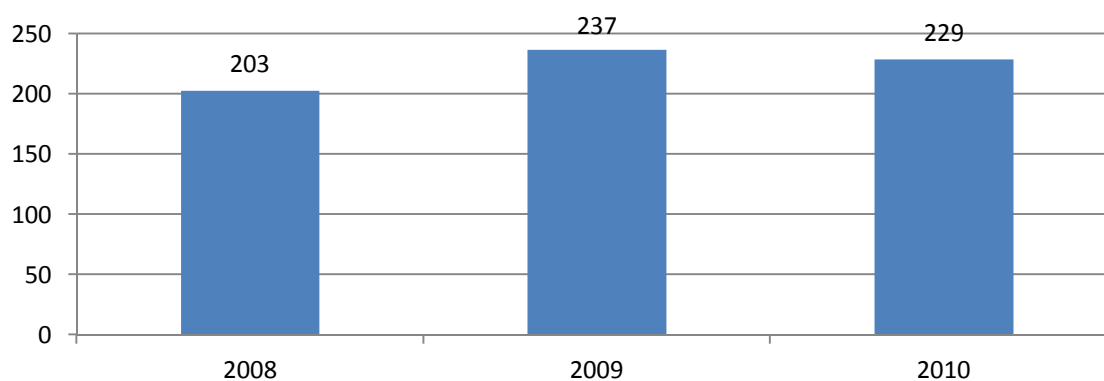
### CONTINUOUS TRAINING

Annual budget for continuous training: € 5 005 608

Number of judges, prosecutors and court staff who participated in continuous training activities each year:



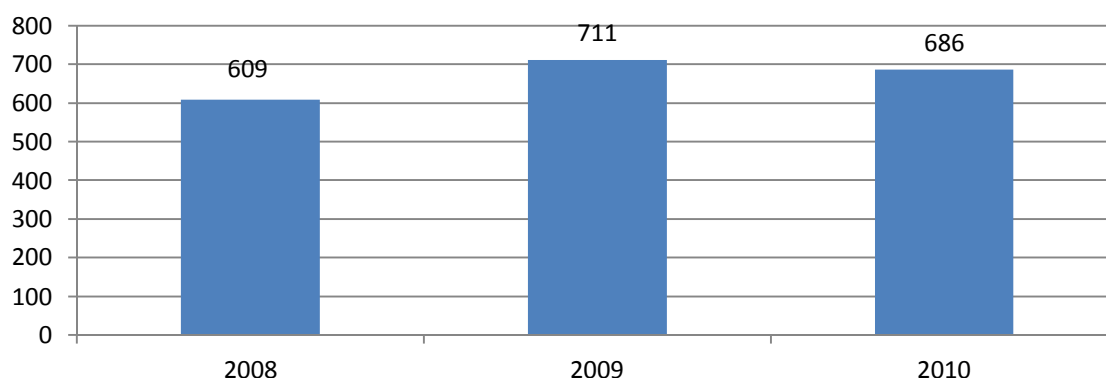
Number of continuous training activities organised each year:



<sup>34</sup> A judge's traineeship takes five years, so the number of the trainees will increase yearly until 2015. The maximum number of trainees is expected to amount to 800-900 participants.

<sup>35</sup> Judges and public prosecutors who started initial training in 2010.

Days of continuous training activities organised each year:



## STAFF

Number of staff involved in designing/delivering judicial training programmes: 28

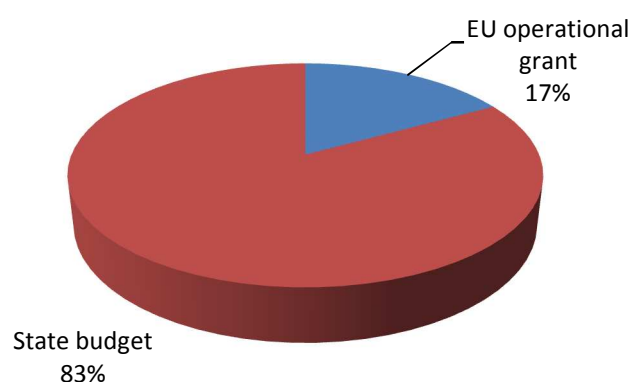
Number of staff involved in providing support for judicial training (administration, IT etc.): 161

Number of non-staff members involved in delivering judicial training programmes as experts or speakers in 2009: 391

## BUDGET AND FUNDING

Total annual training budget<sup>36</sup>:

€ 9 296 925



## DEVELOPMENT OF TRAINING PROGRAMMES

The Director of the Polish National School of Judiciary and Public Prosecution is responsible for outlining a detailed curriculum for post-graduate legal training. The Programme Board is responsible for passing curricula for post-graduate legal training.

<sup>36</sup> Total budget consists of direct costs of initial training (€4 291 317) and direct costs of continuous training (€ 5 005 608).

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

EU law issues are included in both initial and continuous training. EU law issues are also discussed during national law training. Several dozen training sessions are dedicated to this issue. Other Member States' law is presented exceptionally in international training events in terms of the exchange of experience, as well in national events financed by EU.

## LANGUAGE TRAINING

Language training is offered in English and French.

## CONDITIONS OF PARTICIPATION

Training requests can be rejected on the grounds of relevance. For international courses relevant language knowledge is required.

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Lawyers in private practice are not allowed to participate.

## INTERACTION WITH EU ACTORS

There is interaction with the European Commission, ERA, EJTN, EIPA, EPO and other national judicial training centres.

## 1.21. PORTUGAL

Judicial training for judges (of the ordinary judicial order), prosecutors and trainees is provided by the Centre of Judicial Studies (*Centro de Estudos Judiciários*, CEJ) in Portugal. CEJ operates under the responsibility of the Ministry of Justice, although with legal personality and administrative autonomy.

Centro de Estudos Judiciários  
Largo do Limoeiro  
P - 1149-048 LISBOA  
Tel: +351 21 884 56 00  
Fax: +351 21 884 56 04  
E-mail: [cej@mail.cej.mj.pt](mailto:cej@mail.cej.mj.pt)  
Website: [www.cej.mj.pt](http://www.cej.mj.pt)

### ENTRY TESTS

There is an entry test for the Portuguese judiciary, of which EU institutional law constitutes 15%.

### COMPULSORY CONTINUOUS JUDICIAL TRAINING

Judicial training is not compulsory in Portugal.

### INCENTIVES FOR PARTICIPATION IN TRAINING

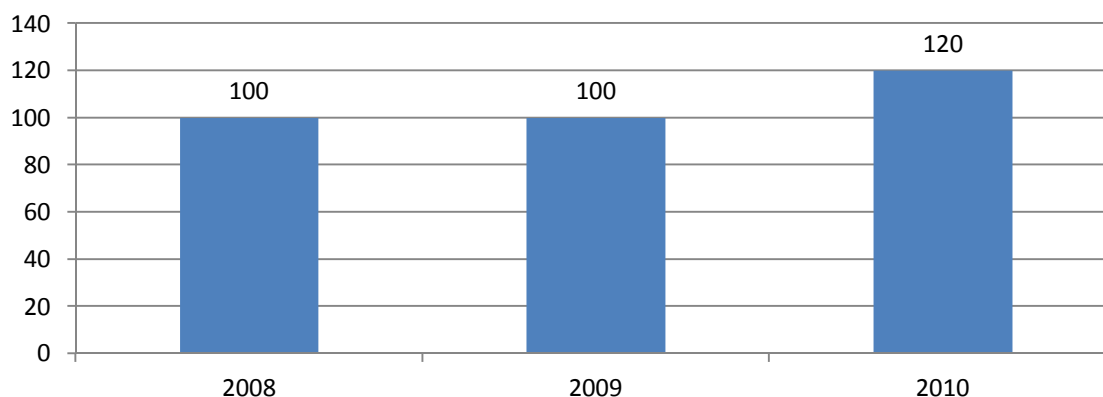
Participation of judges and prosecutors in training may be regarded as an advantage for promotion or access to specialised courts.

### *Centro de Estudos Judiciários* (Centre of Judicial Studies)

Branches of the judiciary covered: judges, prosecutors and trainees.

### INITIAL TRAINING

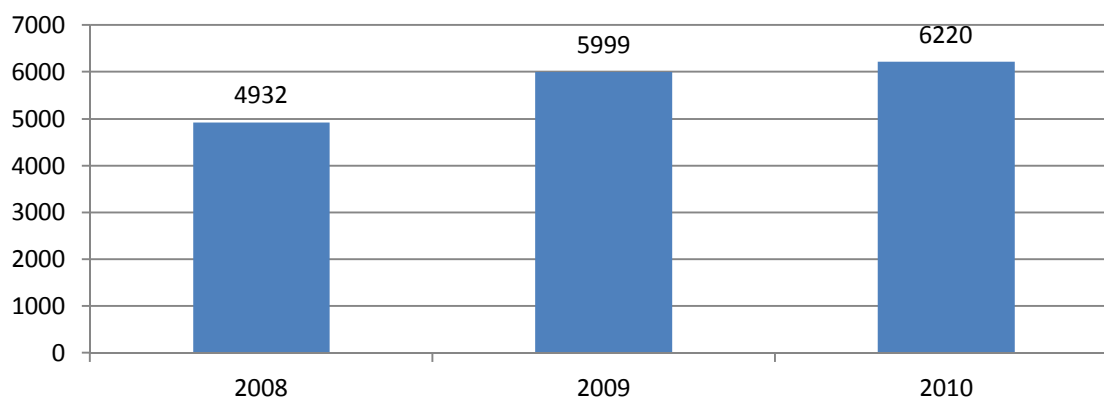
Number of judges, prosecutors and court staff who participated in initial training activities each year:



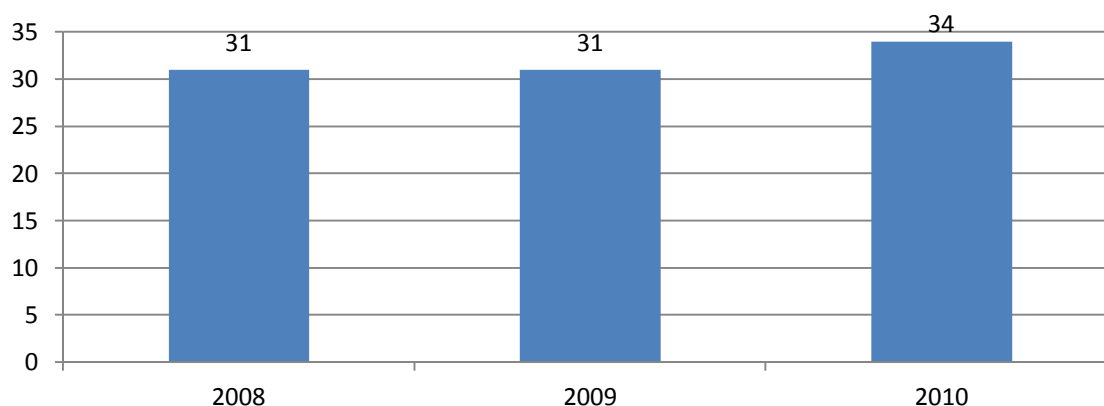
Number of entrants into the judiciary in 2010<sup>37</sup>: 229

### CONTINUOUS TRAINING

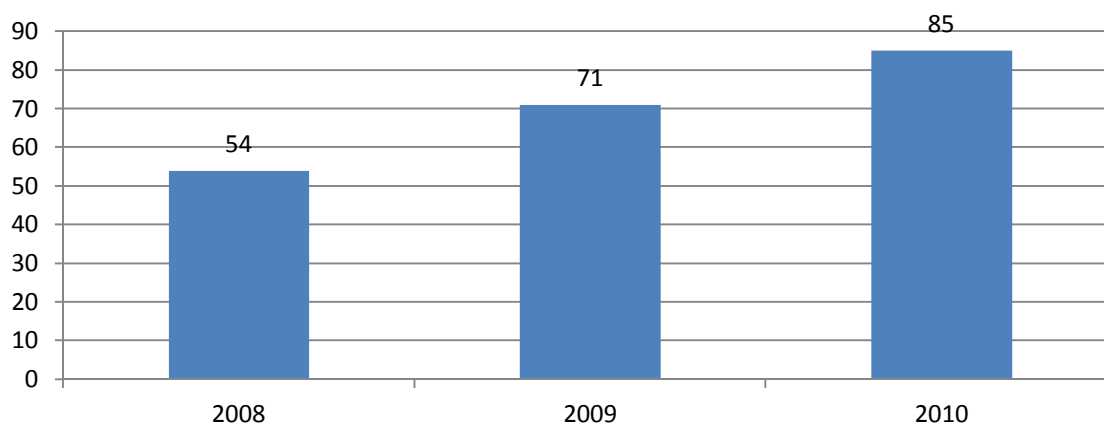
Number of judges, prosecutors and court staff who participated in continuous training activities each year:



Number of continuous training activities organised each year:



Days of continuous training activities organised each year:



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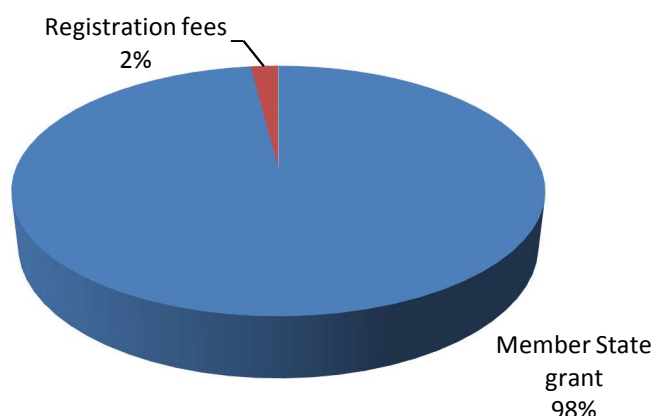
<sup>37</sup> Judges, administrative judges and public prosecutors who started initial training in 2010. This number was unusually high: the average annual figure is 100-120.

## STAFF

Number of staff involved in designing/delivering judicial training programmes:	23
Number of staff involved in providing support for judicial training (administration, IT etc.):	50

## BUDGET AND FUNDING

Total annual training budget: € 11 000 000



## DEVELOPMENT OF TRAINING PROGRAMMES

The annual training programme is approved by two CEJ management bodies: the General Council and the Pedagogical Council.

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

EU law is integrated into the initial training programme. Other Member States' law is not part of the programme.

## LANGUAGE TRAINING

Language training is offered in English.

## CONDITIONS OF PARTICIPATION

The hierarchy can refuse training requests on the grounds of working time. Participants for continuous training are selected, following their own application, by the High Judicial Councils and the Prosecutor General's Office. Criteria taken into consideration include previous participation in training, specific content, professional experience and seniority, as well as the number of places available.

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

In some continuous training programmes, lawyers in private practice may apply to participate, provided that places are available and upon payment of a symbolic fee.

## INTERACTION WITH EU ACTORS

The CEJ is a member of EJTN and has partnership agreements with ERA and the Spanish and French Judicial Training Schools.



## 1.22. ROMANIA

The National Institute of Magistracy (*Institutul National al Magistraturii*, NIM) is responsible for training judges, prosecutors and court staff in Romania. NIM is a public institution with legal personality under the supervision of the Superior Council of the Magistracy.

National Institute of  
Magistracy  
Bd. Regina Elisabeta nr. 53,  
Sector 5  
RO - 050019 BUCHAREST  
Tel.: +40 021 310 21 10  
Fax.: +40 021 311 02 34  
  
Website: [www.inm-lex.ro](http://www.inm-lex.ro)

### ENTRY TESTS

Romanian law (The Law on the Statute of Judges and Prosecutors no.303/2004) establishes two ways of entering the magistracy: the main way is through the NIM, open to all law graduates who pass the NIM admission exam; the other (exceptional) one is open to qualified lawyers who have five years' professional experience and consists of passing an admission exam.

Given that EU institutional law is taught during the first year of training at NIM, admission to the magistracy through NIM does not require proof of knowledge on this subject. Nevertheless, the grades obtained by the auditors of justice (trainee magistrates) for EU law disciplines (three separate grades: EU law, human rights and international judicial cooperation) during their training period will count in their final grade. The second way of joining the magistracy described above involves testing on the jurisprudence of the European Court of Human Rights. This accounts for 5% of the final grade in the admission exam.

### COMPULSORY CONTINUOUS JUDICIAL TRAINING

Judges and prosecutors who receive the rating "unsatisfactory" in their evaluation process and judges and prosecutors who receive the rating "satisfactory" following two consecutive evaluations are obliged to undergo 3 to 6 months of special courses held at the NIM. Judges who work in specialist courts and prosecutors from Prosecutors' Offices attached to those courts, as well as judges and prosecutors who have been appointed to the magistracy after passing the admission exam (the second way described above) are obliged to undergo training courses at NIM.

Apart from these cases, the law provides only that judges and prosecutors must attend continuous professional training courses organised by the NIM, higher education institutions in the country or abroad, or other forms of professional training, at least once every three years.

Training in EU law and the European Convention of Human Rights is mandatory for judges and prosecutors who have been appointed to the magistracy after passing the admission exam (the second way described above). Their training curricula includes 24 training hours for EU law and 24 training hours for human rights, representing each 20% of the total number of training hours (40% in total).

### INCENTIVES FOR PARTICIPATION IN TRAINING

An important incentive for magistrates to study EU law and the European Convention on Human Rights is that the two disciplines are exam subjects in the competition for

executive positions (the exam that magistrates must pass in order to be appointed to a higher court or prosecutor's office).

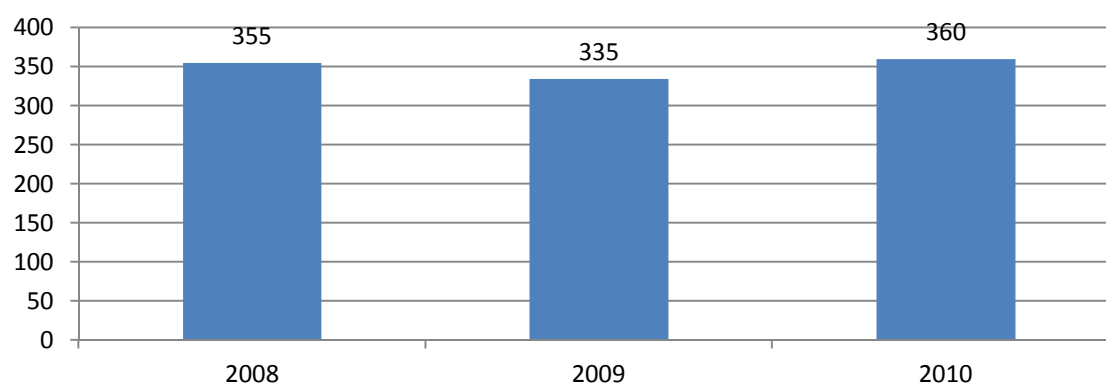
## National Institute of Magistracy (*Institutul National al Magistraturii*, NIM)

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### INITIAL TRAINING

Annual budget for initial training (incl. scholarships): € 2 608 095

Number of judges, prosecutors and court staff who participated in initial training activities each year:

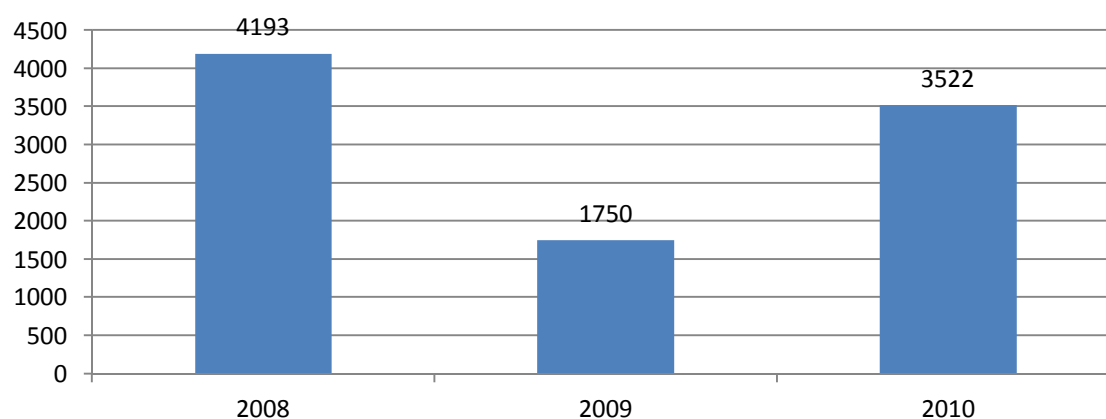


Number of entrants into the judiciary in 2010<sup>38</sup>: 348

### CONTINUOUS TRAINING

Annual budget for continuous training: € 346 380

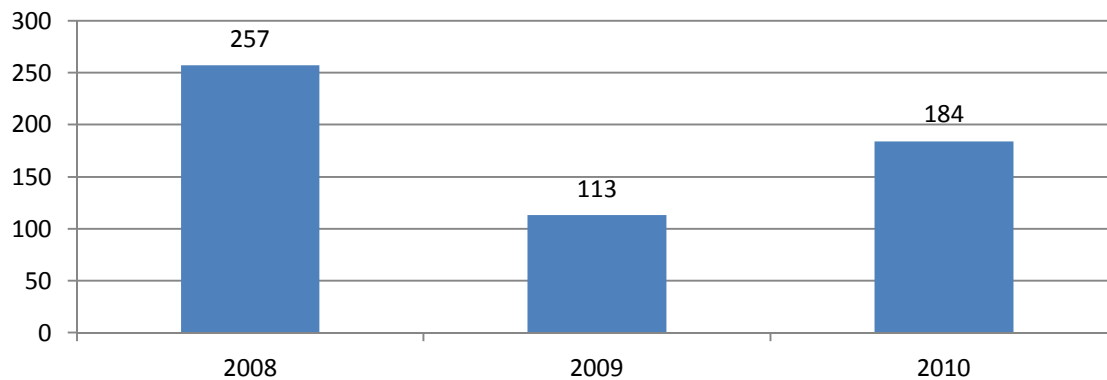
Number of judges, prosecutors and court staff who participated in continuous training activities each year:



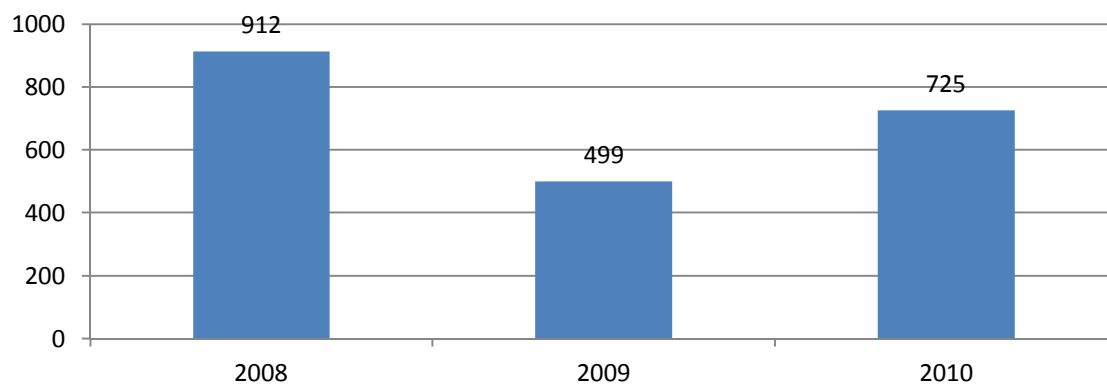
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<sup>38</sup> 71 judges and public prosecutors started initial training in 2010; 277 new judges and public prosecutors joined the profession in 2010 without undertaking initial training.

Number of continuous training activities organised each year:



Days of continuous training activities organised each year:



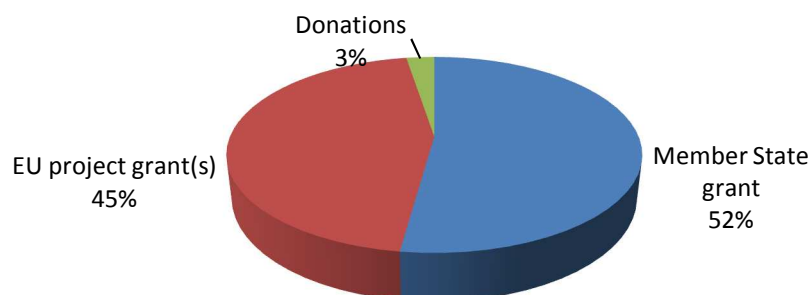
## STAFF

Number of staff involved in designing/delivering judicial training:	22
Number of staff involved in providing support for judicial training (administration, IT etc.):	13
Number of non-staff members involved in delivering judicial training programmes as experts or speakers in 2009:	250

## BUDGET AND FUNDING

Total annual budget of NIM<sup>39</sup>:

€ 4 806 428



<sup>39</sup> Total budget consists of direct costs of initial training (€ 2 608 095), direct costs of continuous training (€ 346 380) and overheads (€ 1 851 953).

## DEVELOPMENT OF TRAINING PROGRAMMES

In designing the professional training curriculum, NIM conducts its own research in order to identify the main directions in which continuous training should be provided. This research is based on the following:

- an analysis of the evaluation sheets from the previous year's training programmes, with a selection of the participants' remarks and suggestions as regards NIM's future training;
- synopsis of the replies sent by courts and prosecutors' offices concerning the topics magistrates would like to be covered by training in the current year;
- proposals from the NIM trainers concerning the programme for continuous training;
- proposals from consultations with magistrates' professional associations;
- analysis of the strategic documents concerning Romania's commitments on the international level, as well as an analysis of domestic and international research or reports concerning the judicial system.

The draft continuous training programme is submitted for the approval of the NIM Scientific Council and then for the approval of the High Council of Magistracy.

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

48 training hours are allocated to EU law during the first year of the initial training programme, representing 5% of the training time. 32 training hours are allocated to human rights, representing 3.3% of the time allocated for courses. During the second year of initial training, 16 hours are devoted to international judicial cooperation, representing 12.5% of the time allocated for courses.

The percentage of the EU law seminars in the framework of NIM continuous training activities has changed over the years. During the years before and two years after Romania's accession to the EU, there was very intensive training in this field, but even in 2010 the percentage allocated exclusively to this subject remained high. The figures are as follows:

- 2005: 64 of 121 activities (52%)
- 2006: 57 of 184 activities (31%)
- 2007: 87 of 284 activities (31%)
- 2008: 92 of 257 activities (35%)
- 2009: 43 of 113 activities (38%)
- 2010: 44 of 184 activities (24%)

The numbers indicated refer to training NIM has provided exclusively in the field of EU law and does not take account of seminars that had components of EU law or other Member States' law.

Other Members States' law is a component especially in the seminars organised in the framework of different EU funding programmes and delivered by foreign experts. This represents up to 12% of training content.

## LANGUAGE TRAINING

General and legal language training in English and French is a part of initial and continuous training. Judges and prosecutors are obliged to take intensive language training.

## CONDITIONS OF PARTICIPATION

NIM has a database with all Romanian judges and prosecutors, where participation in previous training activities is recorded. The continuous training programme is sent to all judges and prosecutors and they are invited to apply for a maximum of three seminars listed in the programme. The applications are made directly via the NIM database, so for each seminar there will be a list of the judges and prosecutors who have applied for that seminar. In cases where there are more applications than places, a selection procedure applies. NIM uses several criteria but the preferred option is to admit those magistrates who have not participated in any training courses in the previous three years. Otherwise, selection criteria may vary from one seminar to another, depending on the topic. For instance, in more technical seminars (civil law, labour law, administrative law etc.) magistrates working in that particular area have priority, depending on the court section in which they operate. Each criterion has a particular score and magistrates are admitted depending on the score they have obtained. For each list of participants NIM describes the selection criteria used for the particular event.

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Lawyers in private practice are not usually allowed to participate in judicial training programmes as the law provides that NIM is a public institution which handles the initial training and the in-service training of judges and prosecutors. Nevertheless, NIM has signed an agreement with the Lawyers Training Institute and has developed several joint training activities.

## INTERACTION WITH EU ACTORS

NIM has strengthened its relationship with other training institutes in Europe, developing common programmes and seminars, exchanging trainees and best practices, and has become more and more involved in EJTN activities.



## 1.23. SLOVAKIA

In Slovakia, judicial training for judges, prosecutors, trainees and clerks is provided by the Judicial Academy (*Justičná akadémia Slovenskej republiky*, JASR). JASR is an independent legal entity under the budgetary control of the Ministry of Justice of the Slovak Republic.

Judicial Academy of the Slovak Republic  
 Suvorovova 5/C  
 902 01 Pezinok  
 Slovakia  
 Tel. +421-33-6903 301  
 Fax: +421-33-6903 320  
  
 Website: [www.ja-sr.sk](http://www.ja-sr.sk)

### ENTRY TESTS

There are no entry tests into the Slovak judiciary.

### COMPULSORY CONTINUOUS JUDICIAL TRAINING

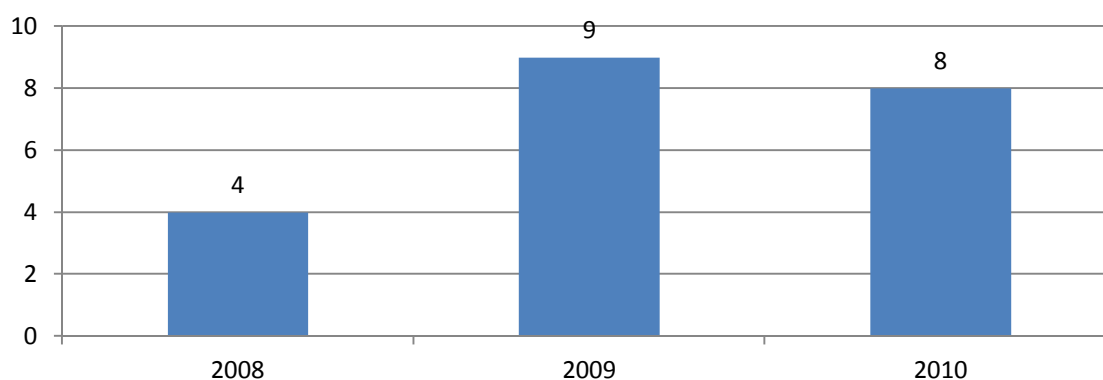
There is no compulsory continuous training in Slovakia.

### Judicial Academy (*Justičná akadémia Slovenskej republiky*, JASR)

Branches of the judiciary covered: judges, prosecutors, trainees, clerks.

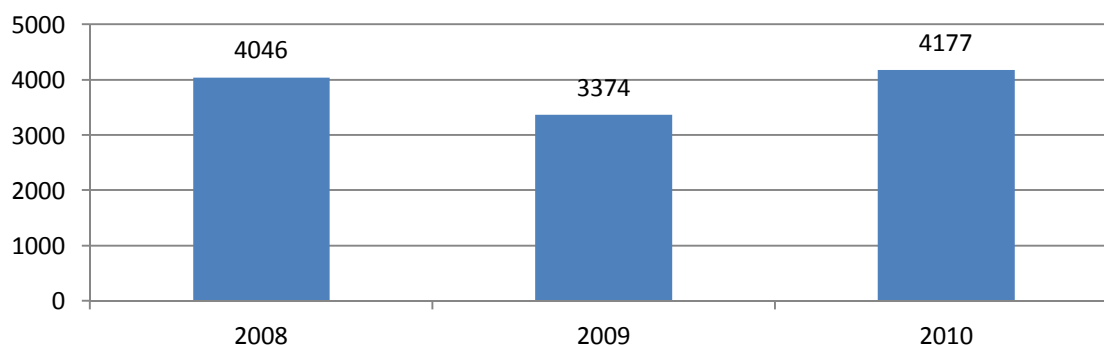
### INITIAL TRAINING

Number of judges, prosecutors and court staff who participated in initial training activities each year:

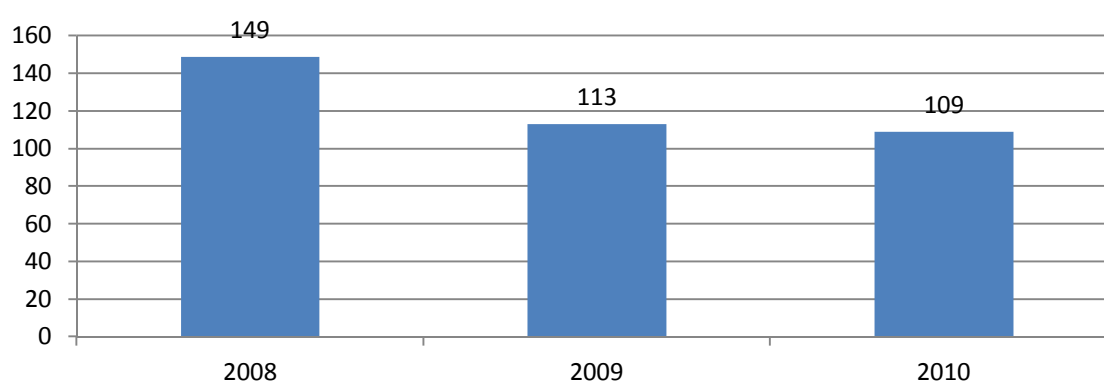


## CONTINUOUS TRAINING

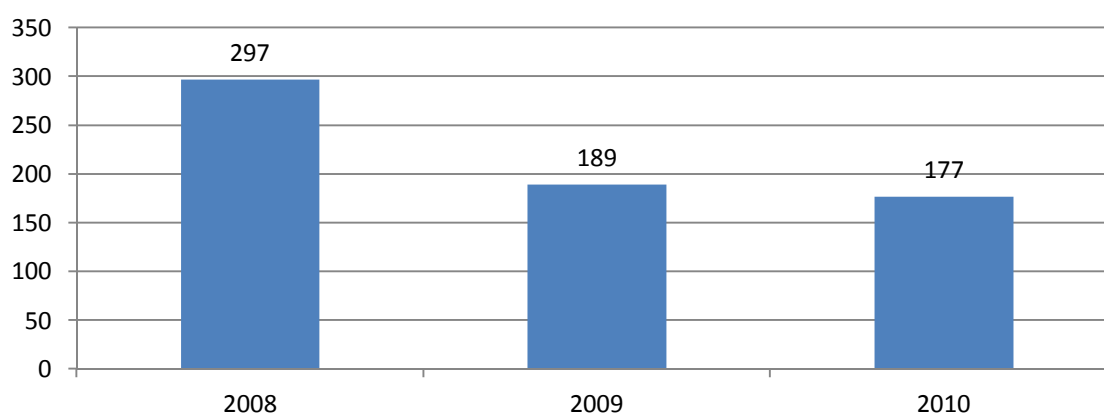
Number of judges, prosecutors and court staff who participated in continuous training activities each year:



Number of continuous training activities organised each year:



Days of continuous training activities organised each year:



## STAFF

Number of staff involved in designing/delivering judicial training programmes: 4

Number of staff involved in providing support for judicial training (administration, IT etc.): 19

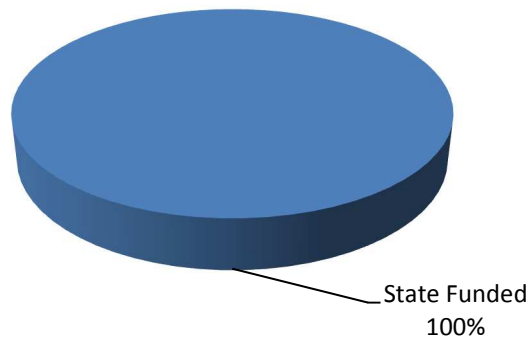
Number of non-staff members involved in delivering judicial training programmes as experts or speakers in 2009: 80



## BUDGET AND FUNDING

Total annual training budget:

€ 809 149



## DEVELOPMENT OF TRAINING PROGRAMMES

The basic training concept is approved by the Academy's Board. The content of the training is designed on an annual basis by the Judicial Council and the Prosecutor General's Office.

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

EU law is integrated into the training plan, constituting 20% of the content, with other Member States' law constituting 5%.

## LANGUAGE TRAINING

Language training is offered in the following languages: English, French, German.

## INTERACTION WITH EU ACTORS

The Judicial Academy is a member of EJTN and has a framework agreement with ERA.



## 1.24. SLOVENIA

In Slovenia, judicial training for judges, prosecutors and trainees is provided by the Judicial Training Centre of the Republic of Slovenia. The Centre is affiliated to the Ministry of Justice.

### Judicial Training Centre

Address: Župančičeva 3, 1000 Ljubljana  
Premises: Glinška ulica 12, 1000 Ljubljana  
Telephone: +3681 369 57 70  
Telefax: +3861 369 57 65  
E-mail: cip.mp@gov.si , gp.mp@gov.si

Website: [www.mp.gov.si/en/jtc](http://www.mp.gov.si/en/jtc)

### ENTRY TESTS

Judges and prosecutors have to pass entry tests in Slovenia. EU institutional law constitutes 10% of the test.

### COMPULSORY CONTINUOUS JUDICIAL TRAINING

Continuous training is compulsory in specific circumstances but training in EU law or another Member State's law is not.

### INCENTIVES FOR PARTICIPATION IN TRAINING

Participation in training is taken into consideration as an important factor when determining career development.

## Judicial Training Centre of the Republic of Slovenia

Branches of the judiciary covered: judges, prosecutors, trainees

The research team was unable to gather data on the number of training activities organised by the Judicial Training Centre and the number of participants in those activities.

Number of entrants into the judiciary in 2010<sup>40</sup>: 23

### STAFF

Number of staff involved in designing/delivering judicial training programmes: 10

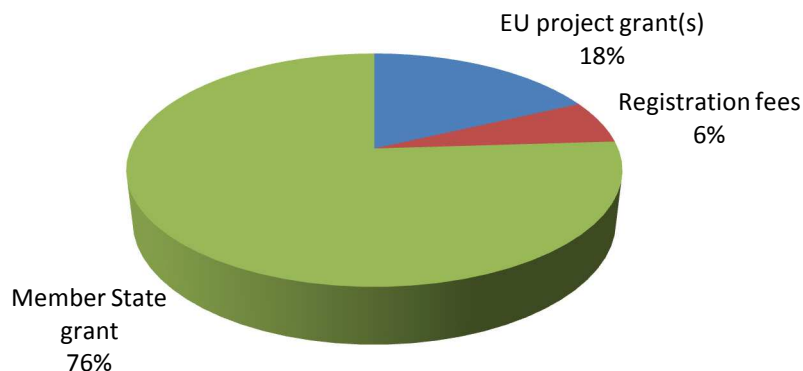
Number of staff involved in providing support for judicial training (administration, IT etc.): 6

<sup>40</sup> Judges and public prosecutors who started initial training in 2010.

## BUDGET AND FUNDING

Total annual training budget:

€ 400 000



## DEVELOPMENT OF TRAINING PROGRAMMES

The director of the Judicial Training Centre is a judge who is responsible for the preparation of the Training Programme for each year. An Expert Council provides expert assistance to the Centre in the implementation of its tasks and adopts the Training Programme for each year. The Council consists of the following 11 members:

- two representatives of the ministry competent for justice;
- one representative of the Supreme Court;
- one representative of the Supreme State Prosecutor's Office;
- one representative of the State Attorney's Office;
- one representative of the Judicial Council;
- one representative of the Slovenian Judges' Association;
- one representative of the Association of State Prosecutors of Slovenia;
- one representative of each law faculty in Slovenia (altogether three).

The work of the Expert Council is conducted under the authority of the Minister of Justice or the state secretary.

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

EU law is integrated into the programme, constituting 10% of its content. Other Member States' law amounts to very little: usually in the context of particular training (for example how particular institutes are regulated in designated Member States).

## LANGUAGE TRAINING

Language training is offered in the following languages: English, French, German.

## CONDITIONS OF PARTICIPATION

For the hierarchy, it is possible to refuse a training request on the grounds of working time. There is no selection procedure to participate.

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Lawyers in private practice may participate in events that are not financed by the state.

## INTERACTION WITH EU ACTORS

The Training Centre is a member of EJTN and Slovenia is a patron of ERA.



## 1.25. SPAIN

In Spain the training of judges is conducted by the Judicial School of the General Council of the Judiciary (*Escuela Judicial del Consejo General del Poder Judicial*) whereas the training of prosecutors is carried out by the Centre of Legal Studies (*Centro de Estudios Jurídicos*) which is an autonomous body within the Ministry of Justice.

Escuela Judicial del Consejo General del Poder Judicial  
Ctra Vallvidrera 43-45  
08017 Barcelona  
Tel: +34 93 406 7300/7301  
Fax: +34 93 406 9264

Website: [www.poderjudicial.es](http://www.poderjudicial.es)

Centro de Estudios Jurídicos  
Ministerio de Justicia  
Juan del Rosal, 2, 28071 Madrid  
Tel.: +34 91 455 16 71  
Fax: +34 91 549 62 77

Website: [www.cej.justicia.es](http://www.cej.justicia.es)

### ENTRY TESTS

There is a selection procedure for candidates to the Judicial School. In selection procedures concerning graduates with a law degree and no professional experience, there are two topics on EU institutional law, one on judicial cooperation in criminal matters and one on EU commercial law. In addition, EU law is of course included when studying topics with an EU law dimension.

In selection procedures for the School concerning candidates with professional experience of over 10 years, professional experience with EU law is taken into consideration and evaluated in the selection procedures.

Number of entrants into the judiciary in 2010<sup>41</sup>:

325

### COMPULSORY CONTINUOUS JUDICIAL TRAINING

Initial training is compulsory. Continuous training is compulsory only when changing post to another jurisdiction. However, training activities approved by the Judicial School on the civil law of the Spanish Autonomous Communities and the official languages of the Autonomous Communities (other than Spanish) are considered as a merit in the appointment of judges in those Autonomous Communities that have own language and/or civil law.

### *Centro de Estudios Jurídicos* (Centre of Legal Studies, CEJ)

Branches of the judiciary covered: prosecutors and court staff.

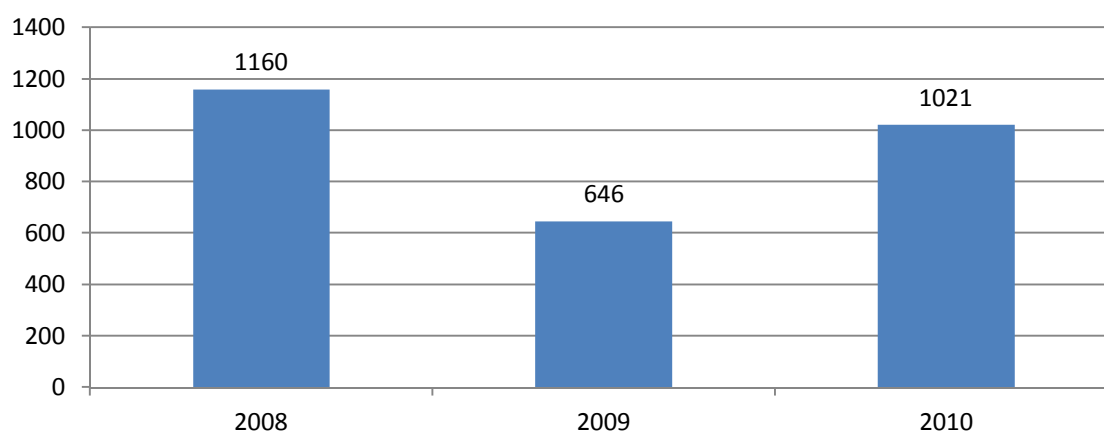
### INITIAL TRAINING

Annual budget for initial training (incl. scholarships):

€ 670 410

<sup>41</sup> Judges and public prosecutors who started initial training in 2010.

Number of prosecutors and court staff who participated in initial training activities:

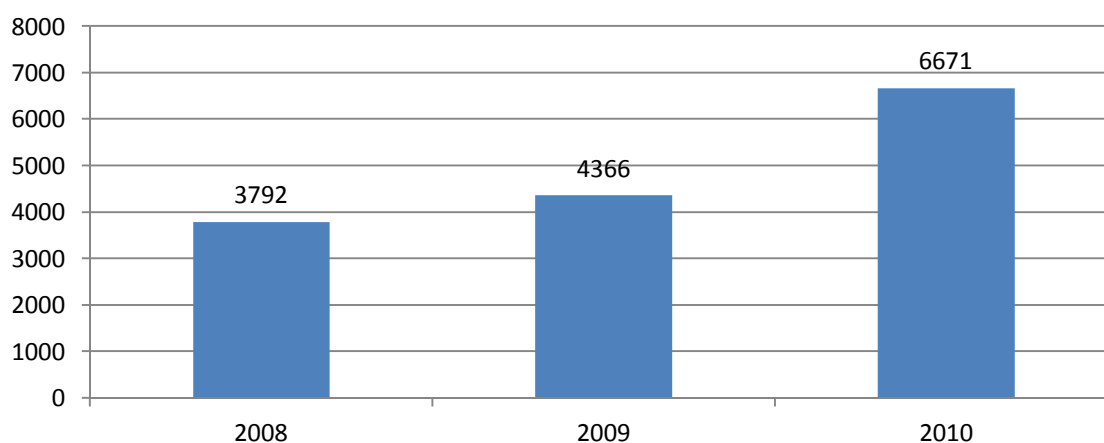


### CONTINUOUS TRAINING

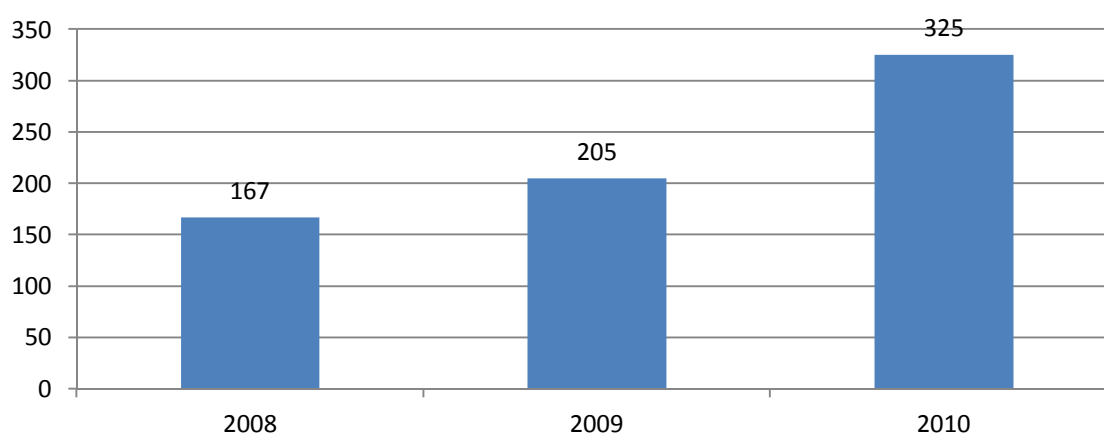
Annual budget for continuous training:

€ 2 621 516

Number of prosecutors and court staff who participated in continuous training activities:



Number of continuous training activities organised each year:



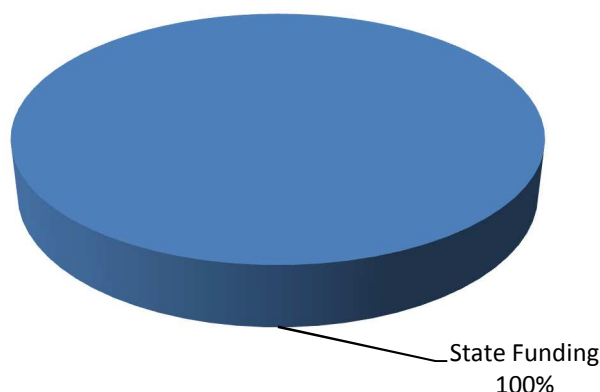


## STAFF

Number of staff involved in designing/delivering judicial training programmes:	7
Number of staff involved in providing support for judicial training (administration, IT etc.):	45

## BUDGET AND FUNDING

Total annual training budget <sup>42</sup> :	€ 16 714 390
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## DEVELOPMENT OF TRAINING PROGRAMMES

The CEJ receives proposals from different bodies, associations, professional groups, etc. Programme proposals are then elaborated by the CEJ and the final programme is approved by the Governing Board.

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

EU Law accounts for 10% of the annual programme and other Member States' law for 5%.

## LANGUAGE TRAINING

Language training is offered in English, French, German and Italian.

## CONDITIONS OF PARTICIPATION

It is possible to refuse a request for judicial training on the grounds of relevance. Other criteria are also applied to participation, such as seniority, required specialty, language knowledge and frequency of participation.

<sup>42</sup> Where the total training budget for an institution exceeds the combined sum of the budgets for initial and continuous training, the explanation in most cases is that it includes the administrative and personnel costs of the institution concerned: an institution devoted solely to training would consider 100% of its budget as being for the purpose of training, whereas if the body responsible for training is a court, ministry or judicial council, it would usually calculate only the direct costs of training (without taking into account the overheads).

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Lawyers in private practice do not attend CEJ training programmes.

## INTERACTION WITH EU ACTORS

The CEJ participates in EJTN programmes and has bilateral agreements with different countries. It also participates in international programmes (e.g. twinning).

## Judicial School of the General Council for the Judiciary (*Escuela Judicial del Consejo General del Poder Judicial*)

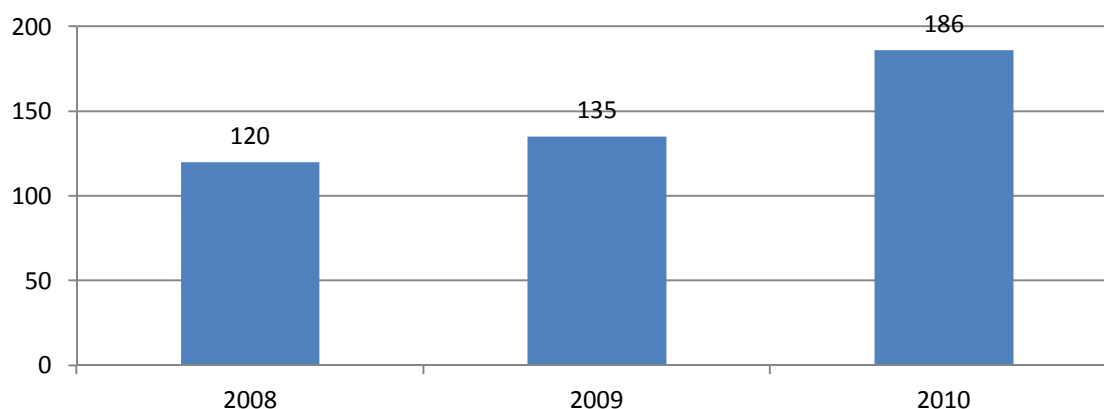
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The principal target groups of the Judicial School are judges, senior judges and initial training judges. Prosecutors, clerks, lawyers, university professors and state attorneys are allowed to join the courses by special agreements with their respective institutions (20% on average of the trainees in continuous training do not belong to the judiciary).

## INITIAL TRAINING

Annual budget for initial training (incl. scholarships): € 17 700 473

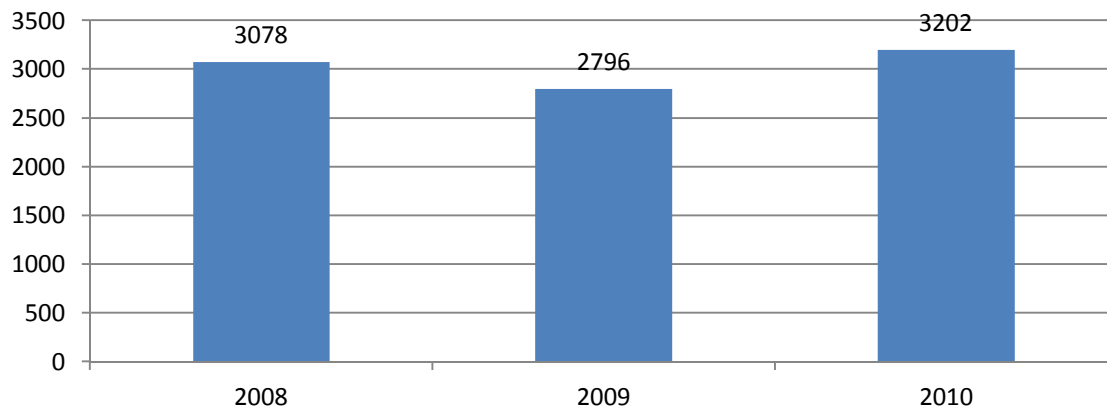
Number of judges and court staff who participated in initial training activities each year:



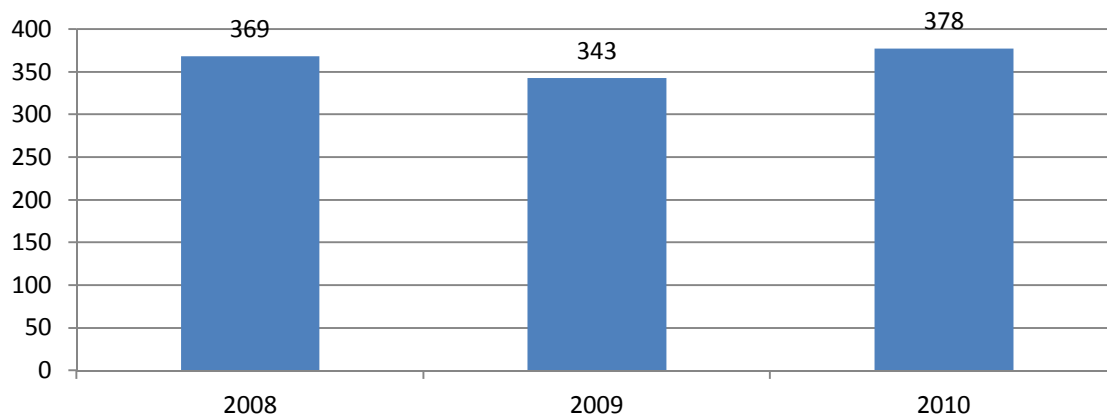
## CONTINUOUS TRAINING

Annual budget for continuous training: € 8 098 943

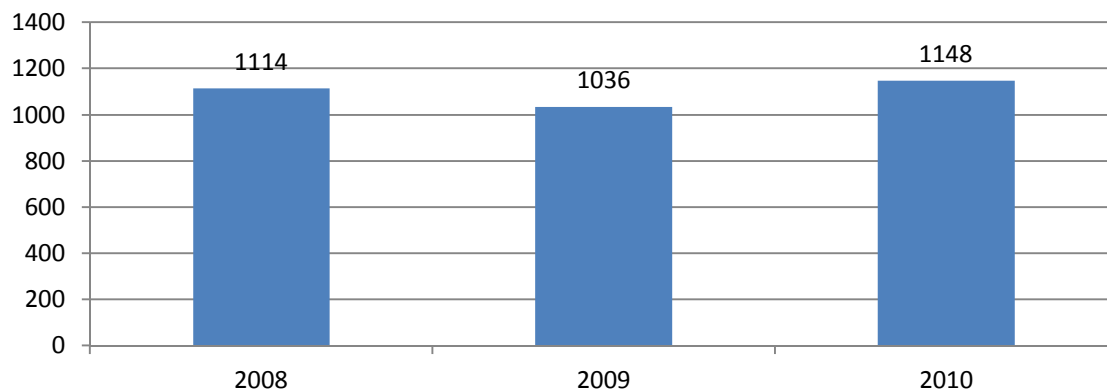
Number of participants in continuous training activities each year:



Number of continuous training activities organised each year:



Days of continuous training activities organised each year:



## STAFF

Number of staff involved in designing/delivering judicial training programmes: 22

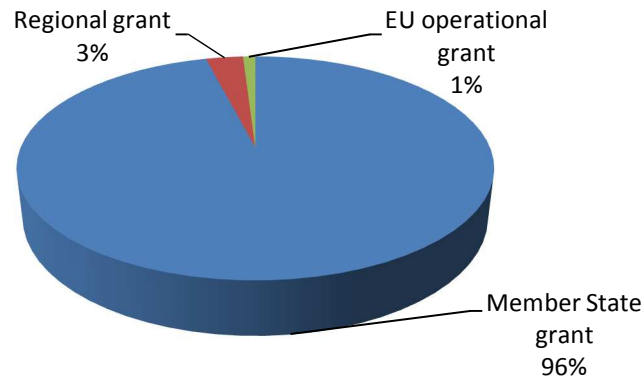
Number of staff involved in providing support for judicial training (administration, IT etc.): 122

Number of non-staff members involved in delivering judicial training programmes as experts or speakers in 2009: 1776

## BUDGET AND FUNDING

Total annual training budget:

€ 25 799 420



## DEVELOPMENT OF TRAINING PROGRAMMES

The programme for initial training is drafted by the Judicial School's team of permanent trainers. It is then submitted to a pedagogic committee, composed of the Director of Selection and Initial Training (who chairs it), the Head of Studies, one judge representing each of the different judicial associations and one judge per jurisdiction (civil, criminal, administrative and labour), for its advice. This programme is then submitted for approval to the Judicial School Committee of the General Council for the Judiciary of Spain (composed of five of its members). Once approved, the programme is submitted to the Managing Council of the Judicial School, composed of five members of the General Council for the Judiciary (some of them members of the Judicial School Committee), a senior Supreme Court judge, a senior judge, a judge, a representative of the Ministry of Justice, a prosecutor appointed by the Prosecutor General of the State, three representatives of the Autonomous Communities that have competences in justice matters, three representatives of the judicial associations and a representative of the Autonomous Community of Catalonia, where the Judicial School has its seat. This Managing Council is chaired by the President of the General Council for the Judiciary and Supreme Court. In addition to the persons mentioned above, the Director of the Judicial School and the Director of Selection and Initial Training attend the meetings of the Managing Council but cannot vote. Once the Initial Training Plan is approved by the Managing Council, it is then submitted to the General Assembly of the General Council for final approval.

For continuous training, activities are approved by the managing bodies of the General Council for the Judiciary of Spain. They are drafted on the basis of requests from the judiciary itself, pedagogic criteria set by the Judicial Council and the highest governing bodies of courts, professional associations, and the available budget.

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

The initial training plan of the Judicial School includes EU law with 2 trainers/professors devoted to it and some other trainers teaching EU law part-time. One training module is focused on EU law covering the principles, institutions and preliminary rulings. Other modules cover different aspects of the European Convention on Human Rights (equality, freedom of speech and information, privacy...). Special modules are devoted to judicial cooperation (civil, family and criminal law). Spanish trainee judges also develop joint

activities with the Portuguese and French judicial schools covering EU law. Finally, the Judicial School participates in the Themis initial training competition, which is centred on EU law.

In the field of continuous training, EU law is part of all training programmes. Some activities are specially designed for training on an area of EU law. EU law appears, however, in training activities on all topics. The Judicial School has a section devoted to European training activities in the framework of EJTN. It includes five or more activities developed in Barcelona each year, in which 50% of participants are Spanish judges and 50% judges from other EU countries. In addition, the Judicial School offers Spanish judges the opportunity to participate in 53 training activities organised and developed in other countries by other European and national judicial training organisations (2011 data). Finally, the Judicial School manages the EJTN exchanges of judges, enabling 75 exchanges per year (2011 data).

Training on other Member States' law is part of the joint training activities developed with the French and Portuguese judicial training centres so that trainees become acquainted with the judicial systems of these countries. It also appears on an ad hoc basis in continuous training in activities requiring an analysis based on comparative law.

## LANGUAGE TRAINING

English and French are part of the training programme, as well as the languages of the Spanish Autonomous Communities.

## CONDITIONS OF PARTICIPATION

A request for judicial training can be refused on the grounds of capacity limitations. Every judge can take part in an event once or twice a year.

The selection procedure for initial training is a competitive exam followed by two years of training in the Judicial School. For those who have gone through a competitive procedure and have professional experience of over 10 years, initial training is also compulsory (1 month in the Judicial School and 2 months with a mentor judge).

For continuous training, the selection procedure focuses on the degree of participation of each judge in training activities so that all judges have access to a uniform number of activities. For European training (i.e. activities organised by the Spanish Judicial School in the framework of EJTN and those organised by other EJTN members to which Spanish judges are sent), the selection procedure requires that all candidates have proper knowledge of the language in which the seminar is offered (a test is conducted to verify this). Preference is then given to judges serving in courts of the jurisdiction covered by the seminar and to those who have participated less in previous international activities.

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

For initial training, a special agreement exists between the Judicial School and the Council of Bar Associations of Spain under which mock trials are developed jointly for trainee judges and lawyers.

Lawyers can take part in the continuous training activities organised by the Judicial School based on an agreement with the Council of Bar Associations of Spain. In addition,

they participate as course directors, conveners and speakers in the training activities developed.

## INTERACTION WITH EU ACTORS

The Judicial School of the General Council for the Judiciary of Spain plays an active role in international judicial training organisations: International Organization of Judicial Training (IOJT), European Judicial Training Network (EJTN), Ibero-American Judicial Schools Network (RIAEJ), Lisbon Network, Euro-Arab Judicial Training Network (EAJTN) and Hispano-Moroccan Judicial Training Network (HMJTN). Of particular importance is the involvement with EJTN and RIAEJ. Concerning EJTN, the Judicial School is fully involved in its activities and managing bodies (it is a member of the Steering Committee and of the Programmes, Technologies and Exchange Programme Working Groups). It participates in all its training activities (exchanges, seminars etc.) and organises a special set of training activities open to the participation of European judges (1,545 non-Spanish judges followed training programmes in Spain between 2005 and 2010). In these activities open to European countries organised by the Spanish Judicial School, all costs are covered either by the budget of the General Council of the Judiciary of Spain or by the European Commission. In relation to the RIAEJ, the Judicial School coordinates one of its workgroups ("Strengthening of Judicial Schools: educational management") and organises a full training programme addressed at Ibero-American judges once a year.

## 1.26. SWEDEN

Judicial training for judges and trainee judges in Sweden is provided by the Courts of Sweden Judicial Training Academy (*Domstolsakademin*), which is part of the Swedish National Courts Administration, and the training of clerks is provided by the Training Unit at the Swedish National Courts Administration (*Domstolsverket*). Training of prosecutors is provided by the Swedish Prosecution Authority (*Åklagarmyndigheten*).

Courts of Sweden Judicial Training Academy  
Swedish National Courts Administration  
(Domstolsverket)  
SE-551 81 Jönköping  
Tel: +46 36-15 53 00  
Fax: +46 36 16 57 21  
Email: Domstolsakademin@dom.se

Website: [www.domstol.se/](http://www.domstol.se/)

Swedish Prosecution Authority  
Åklagarmyndigheten  
Box 5553  
114 85 Stockholm

Website: [www.aklagare.se](http://www.aklagare.se)

### ENTRY TESTS

There are no entry tests for the Swedish judiciary or prosecution service.

### COMPULSORY CONTINUOUS JUDICIAL TRAINING

There is no compulsory continuous training for judges or prosecutors in Sweden. For court staff some training is compulsory before performing some duties within the courts.

### INCENTIVES FOR PARTICIPATION IN TRAINING

For judges, participation in training might be taken into consideration when determining their remuneration. For prosecutors there are no special incentives to participate in training.

Courts of Sweden Judicial Training Academy (*Domstolsakademin*)  
and Training Unit of the Swedish National Courts Administration  
(*Domstolsverket*)

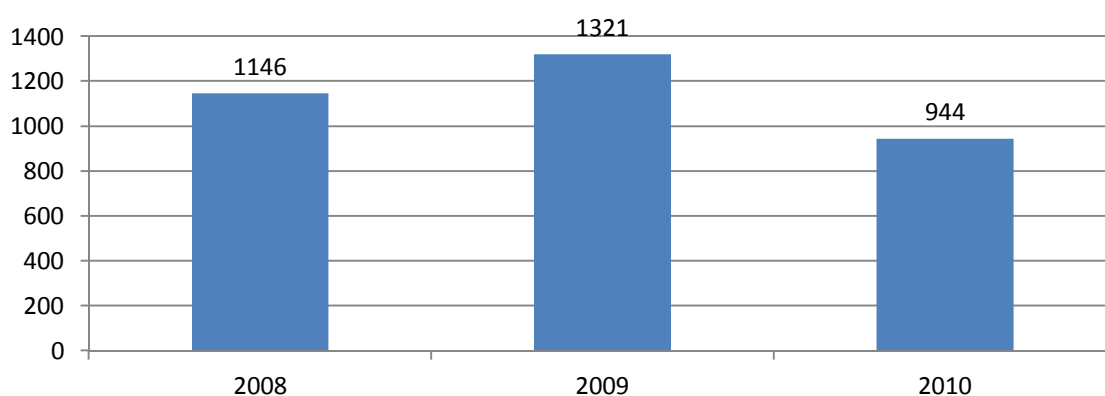
Branches of the judiciary covered: judges, trainees.

### INITIAL TRAINING

Annual budget for initial training (incl. scholarships):

€ 2 100 000

Number of judges and court staff who participated in initial training activities each year:

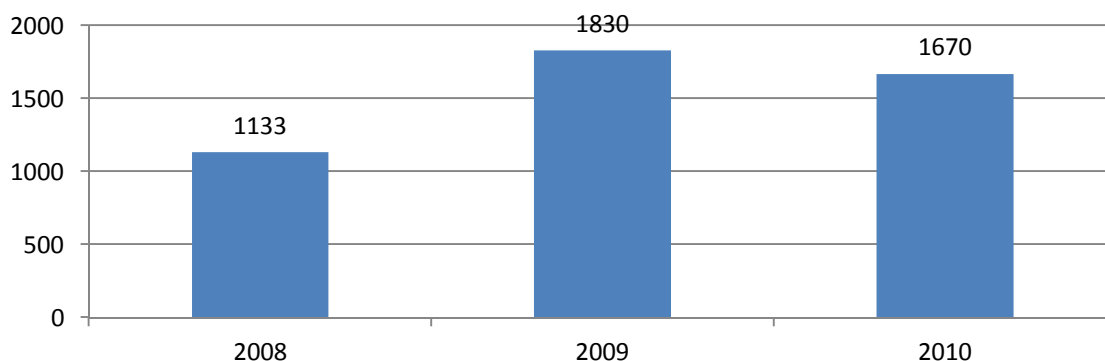


Number of entrants into the judiciary in 2010<sup>43</sup>: 162

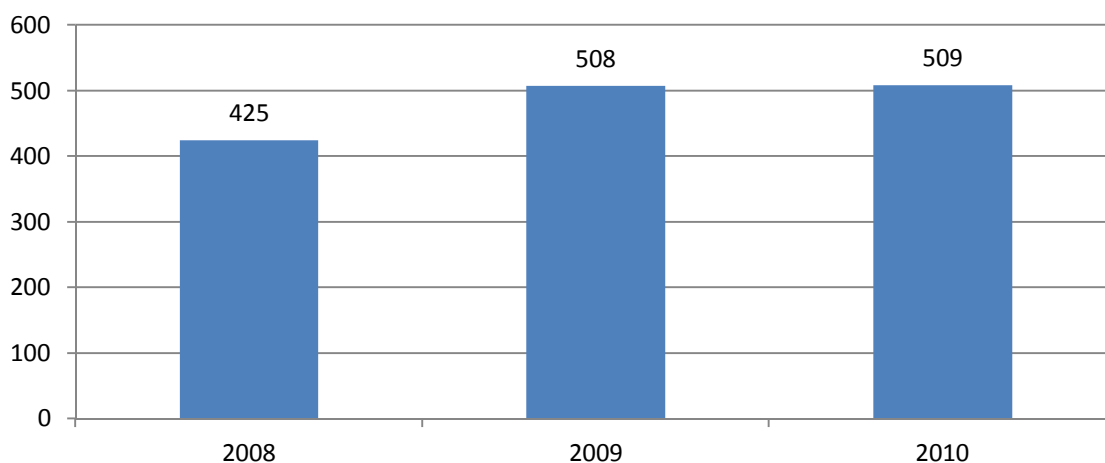
### CONTINUOUS TRAINING

Annual budget for continuous training: € 2 500 000

Number of judges, prosecutors and court staff who participated in continuous training activities each year:



Number of continuous training activities organised each year:



<sup>43</sup> Judges, administrative judges and public prosecutors who started initial training in 2010.

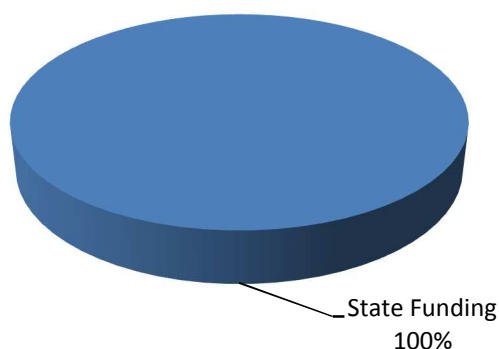


## STAFF

Number of staff involved in designing/delivering judicial training programmes:	14
Number of staff involved in providing support for judicial training (administration, IT etc.):	6
Number of non-staff members involved in delivering judicial training programmes as experts or speakers in 2009:	300

## BUDGET AND FUNDING

Total annual training budget<sup>44</sup>: € 9 000 000



## DEVELOPMENT OF TRAINING PROGRAMMES

The courts receive an annual questionnaire on training needs, indicating also the level of training needs (basic, specialised etc.), the results of which are analysed and used as an instrument to determine training needs in the courts. The Courts of Sweden Judicial Training Academy also has an advisory board consisting of representatives of the presidents of the courts.

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

Training in EU law is mostly integrated into courses of domestic law. Approximately 30% of the courses at the Academy and 15% of the courses at the Training Unit include elements of EU law, and a few of them are on European Law only.

## LANGUAGE TRAINING

Language training is offered in English.

## CONDITIONS OF PARTICIPATION

<sup>44</sup> Where the total training budget for an institution exceeds the combined sum of the budgets for initial and continuous training, the explanation in most cases is that it includes the administrative and personnel costs of the institution concerned: an institution devoted solely to training would consider 100% of its budget as being for the purpose of training, whereas if the body responsible for training is a court, ministry or judicial council, it would usually calculate only the direct costs of training (without taking into account the overheads).

It is possible for the hierarchy to refuse training requests on the grounds of relevance. There is no selection procedure.

### PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Lawyers and prosecutors are invited to some courses, for example on "Questioning in courts". The purpose is to have the views of all actors in a proceeding.

### INTERACTION WITH EU ACTORS

The Judicial Academy and Judicial Training Unit of the Swedish Courts Administration participate in EJTN and financially support judges participating in seminars, exchanges, conferences and study visits arranged by ERA, EIPA, EJTN and other actors. They are also involved in EU-funded development projects in Turkey and other states.

## Swedish Prosecution Authority (*Åklagarmyndigheten*)

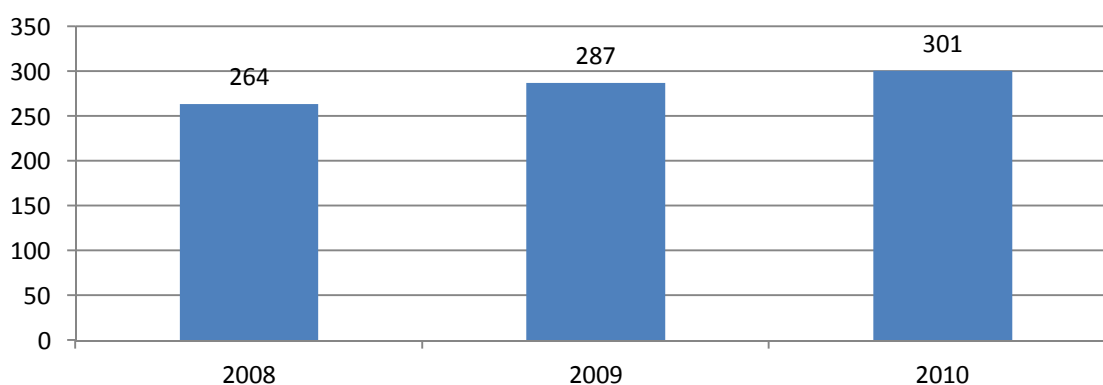
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Branch of the judiciary covered: prosecutors

### INITIAL TRAINING

Annual budget for initial training (incl. scholarships where provided): € 1 450 000

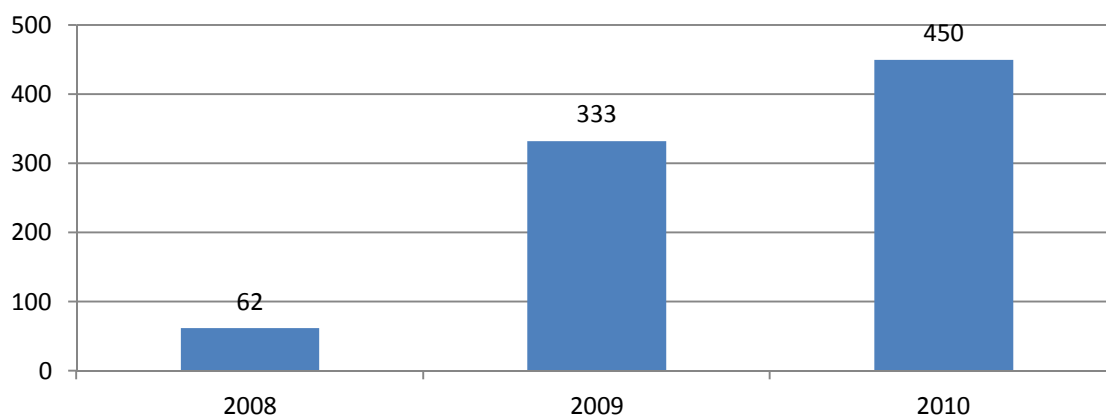
Number of prosecutors and related staff who participated in initial training activities each year:



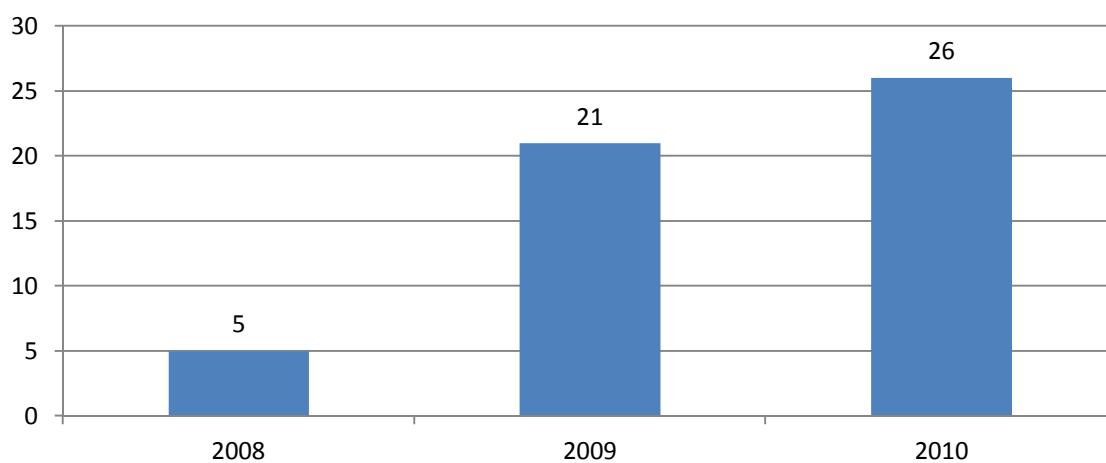
### CONTINUOUS TRAINING

Annual budget for continuous training: € 500 000

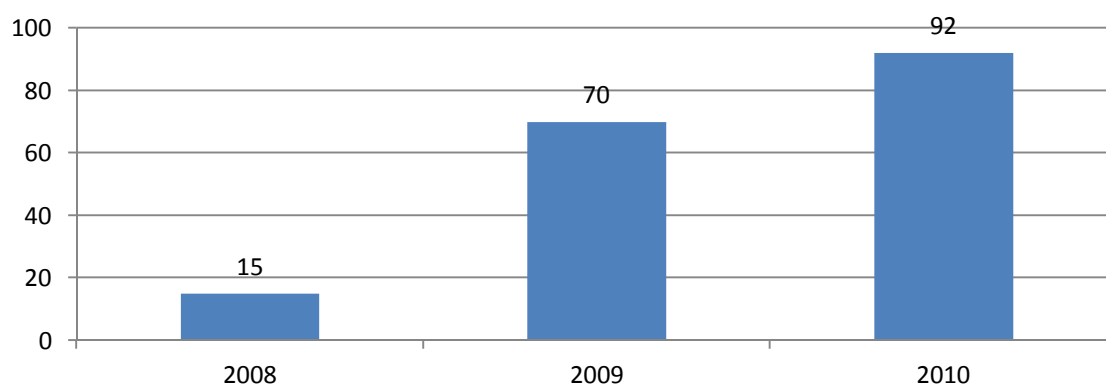
Number of prosecutors and related staff who participated in continuous training activities each year:



Number of continuous training activities organised each year:



Days of continuous training activities organised each year:

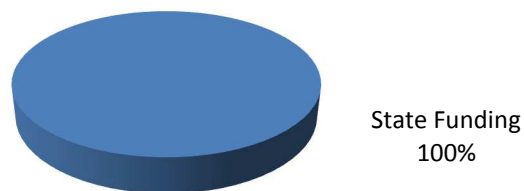


## STAFF

Number of staff involved in designing/delivering judicial training programmes:	4
Number of staff involved in providing support for judicial training (administration, IT etc.):	4
Number of non-staff members involved in delivering judicial training programmes as experts or speakers in 2009:	80

## BUDGET AND FUNDING

Total annual training budget<sup>45</sup>: € 2 550 000



## DEVELOPMENT OF TRAINING PROGRAMMES

The annual programme is presented to an educational advisory board but ultimately decided by the training unit manager. The budget is decided by the prosecutor general.

Training is adapted to participants' needs on the basis of evaluations and in response to continuing work with new cases and legislation.

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN TRAINING

EU law constitutes 36 hours of the initial training programme and three days of the continuous training programme on "international cooperation". Other Member States' law features very little.

## LANGUAGE TRAINING

English language training is offered.

## CONDITIONS OF PARTICIPATION

It is possible to refuse a request for training on the grounds of costs and in any case there is a selection procedure based on need for and relevance of the training.

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Lawyers in private practice may not attend training sessions.

## INTERACTION WITH EU ACTORS

There is cooperation with EJTN and ERA.

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<sup>45</sup> Total budget consists of direct cost of initial training, direct costs of continuous training and overheads (€ 600 000).

## 1.27. UNITED KINGDOM

There are three distinct jurisdictions in the United Kingdom: England & Wales, Scotland and Northern Ireland. As in the Nordic countries and in common law jurisdictions around the world, the prosecution services are not considered to be part of the judiciary. For these reasons, there are several actors in judicial training (in the sense of this study) in the UK.

Training for judges, magistrates and their legal advisers (clerks) in England and Wales is provided by the Judicial College, an independent judicial body and part of the Judicial Office for England and Wales. Training for judges in Scotland is provided by the Judicial Studies Committee. The Judicial Studies Board for Northern Ireland is responsible for training Judges in Northern Ireland. The position of the judicial training bodies of Scotland and Northern Ireland is similar to the one of England and Wales.

Training for prosecutors is provided by the respective prosecution services.

This profile covers only three of these institutions: the Judicial College of England and Wales, the Scottish Judicial Studies Committee and the Scottish prosecution service – known as the Crown Office and Procurator Fiscal Service.

Judicial College  
Steel House,  
11 Tothill Street,  
London SW1H 9LJ - United Kingdom  
Tel: +44 203 334 0700

Website: [www.judiciary.gov.uk/training-support/judicial-college](http://www.judiciary.gov.uk/training-support/judicial-college)

Judicial Studies Committee  
Bearford House  
39 Hanover Street  
Edinburgh  
EH2 2PJ

Tel: +44 (0)131 220 9320

Fax: +44 (0)131 220 9321

E-mail: [judicialstudies@scotcourts.gov.uk](mailto:judicialstudies@scotcourts.gov.uk)

Website: [scotland-judiciary.org.uk/59/0/Judicial-Training](http://scotland-judiciary.org.uk/59/0/Judicial-Training)

Crown Office and Procurator Fiscal Service  
25 Chambers Street  
Edinburgh  
EH1 1LA  
Telephone: 0131 226 2626  
Fax: 0844 561 4069  
E-mail: [ps\\_copfs@scotland.gsi.gov.uk](mailto:ps_copfs@scotland.gsi.gov.uk)

Website: [www.copfs.gov.uk](http://www.copfs.gov.uk)

Judicial Studies Board for Northern Ireland  
2nd Floor  
Royal Courts of Justice  
Chichester Street  
Belfast  
BT1 3JF- Northern Ireland  
Tel.: + 44 (0) 2890 725908  
Fax: +44 (0) 2890 725900

### ENTRY TESTS

The Judicial Appointments Commission is responsible for the appointment of judges in England and Wales. Selection is by open competition (from the ranks of qualified lawyers). Applications are competence-based and selection takes place via test and interview.

## COMPULSORY CONTINUOUS JUDICIAL TRAINING

New judges must undertake introductory training before they can sit. Training is also compulsory in specific circumstances, such as a change of jurisdiction (civil / family / criminal), or when a judge is asked to take on more complex work (terrorism, serious fraud). EU law and the European Convention on Human Rights are covered by this compulsory training insofar as they are part of the law of England and Wales

## INCENTIVES FOR PARTICIPATION IN TRAINING

Training is mandatory. Those who fail to undertake a required number of hours training are required to account to the senior judiciary. Once judges have undertaken their initial training they are responsible for deciding what training they need and may choose which courses they attend from the College prospectus so long as they fulfil the required number of hours. Continuous Personal Development (CPD) points are awarded to lawyers in private practice by their respective professional scheme whilst sitting as part-time judges.

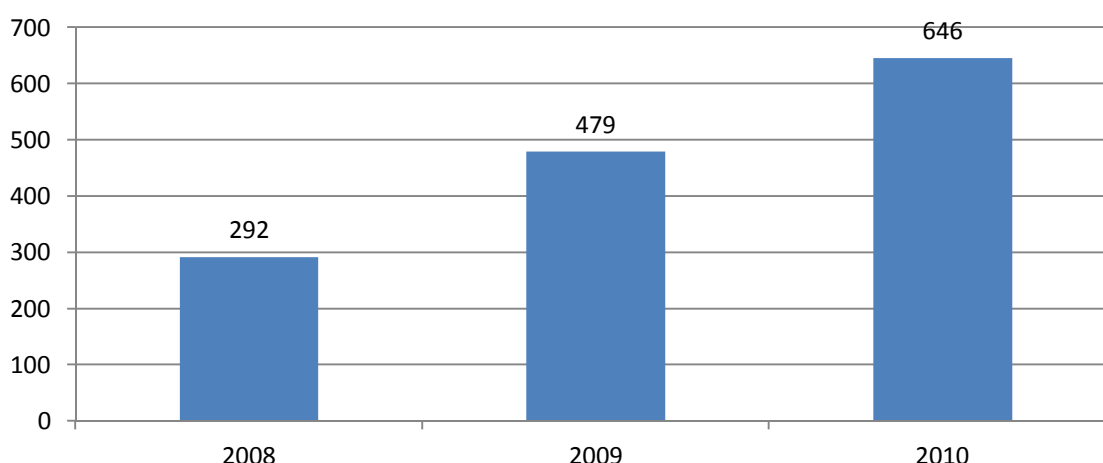
## England & Wales: Judicial College

Branches of the judiciary covered: judges, magistrates and magistrates' legal advisers.

## INITIAL TRAINING

Annual budget for initial training: € 1 530 711

Number of judges who participated in initial training activities each year:



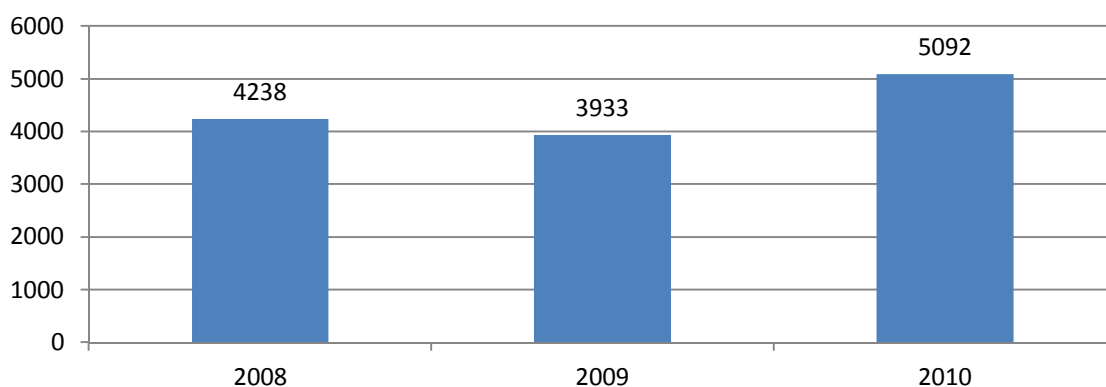
Number of entrants into the judiciary in 2010<sup>46</sup>: 224

<sup>46</sup> The figure refers to the period from April 2010 to March 2011 for England & Wales only and indicates the number of appointed court judicial office holders (of whom only 6 full-time). To this number may be added 136 tribunal (legal) judicial office holders (98 part-time and 38 full-time) plus 594 tribunal (non-legal) judicial office holders (592 part-time and 2 full-time). It should be noted that a number of judges and non-legal members may already be existing judicial office holders within other tribunals e.g. the same judicial office holder may take up appointments within a number of different tribunals.

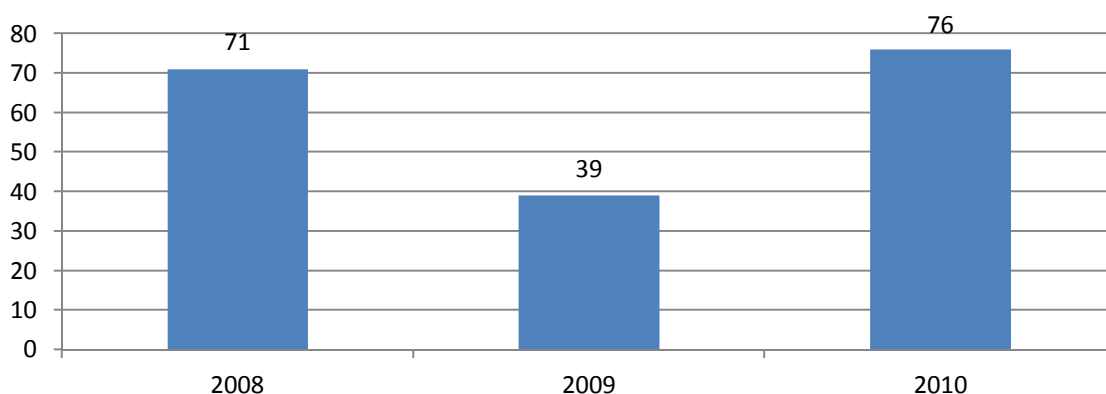
## CONTINUOUS TRAINING

Annual budget for continuous training: € 2 867 760

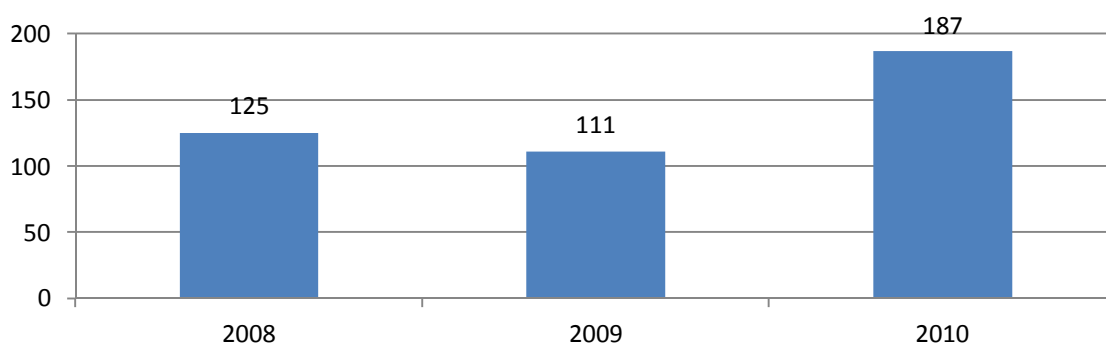
Number of judges who participated in continuous training activities each year:



Number of continuous training activities organised each year:



Days of continuous training activities organised each year:



## STAFF

Number of staff involved in designing/delivering judicial training: 10

Number of staff involved in providing support for judicial training (administration, IT etc.): 50

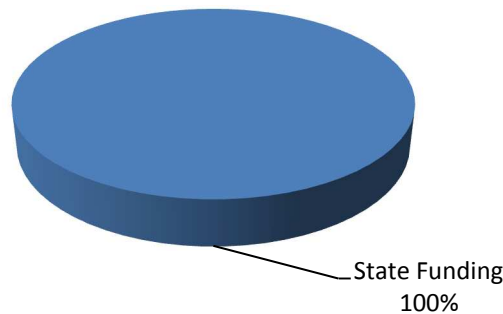
Number of non-staff members involved in delivering judicial training programmes as experts or speakers in 2009: 310

## BUDGET AND FUNDING

Total annual training budget<sup>47</sup>:

€ 8 185 680

The Minister of Justice (Lord Chancellor) and the Lord Chief Justice share responsibility for the administration of the Court Service and the Tribunal Service and each year they agree a budget by the so-called "concordat" process.



## DEVELOPMENT OF TRAINING PROGRAMMES

The training programme is defined and approved by small jurisdictional working groups e.g. civil / family / criminal magistrates.

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

EU law constitutes about 5% of training content in its own right, though elements of EU law are embedded in some seminars without being recognised as separate training in EU law as such.

## LANGUAGE TRAINING

Language training is offered in Welsh.

## CONDITIONS OF PARTICIPATION

For the hierarchy it is possible to refuse a training request on the grounds of cost, working time and relevance. There is no selection procedure.

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Fee-paid recorders (lawyers in private practice sitting as part-time judges) may participate.

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<sup>47</sup> Total budget (based on financial year, not calendar year) consists of direct costs of initial training, direct costs of continuing training, overheads (€ 3 680 544; include staff travel and subsistence; design, print and reprographics; speakers fees; IT services; training grant; office supplies, catering and accommodation-related costs) and other expenditures (€ 106 665; miscellaneous expenditure e.g. consultancy fees).



## INTERACTION WITH EU ACTORS

The Judicial College works closely with other training institutions in the UK and Republic of Ireland (Scotland, Northern Ireland and the Republic of Ireland) and meet twice yearly to discuss collaboration on training within the UK and the Republic of Ireland and their collective role internationally and also to share best practice. The College is a member of the EJTN (and is currently represented on the Steering Committee) and participates in the exchange and catalogue programmes.

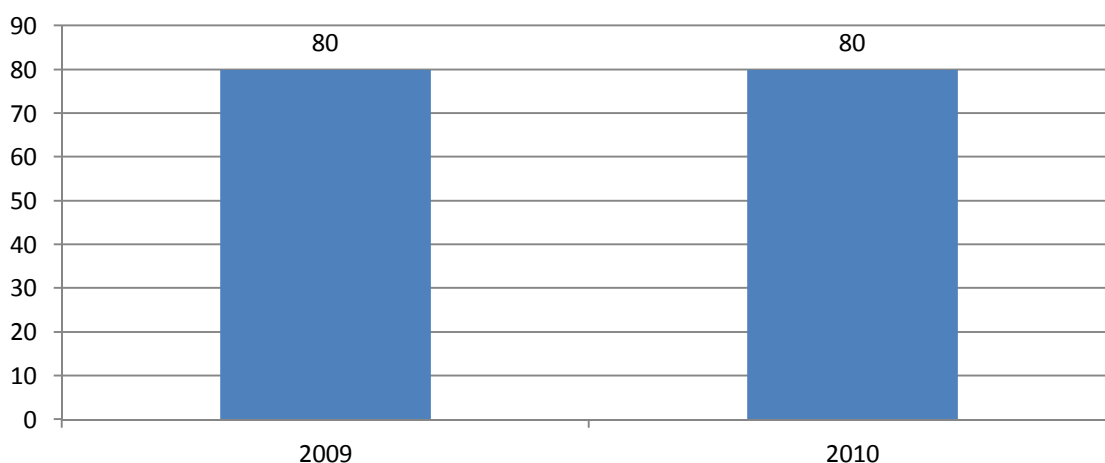
### Scotland: Judicial Studies Committee (JSC)

Branch of the judiciary covered: judges.

#### INITIAL TRAINING

Annual budget for initial training: € 22 343

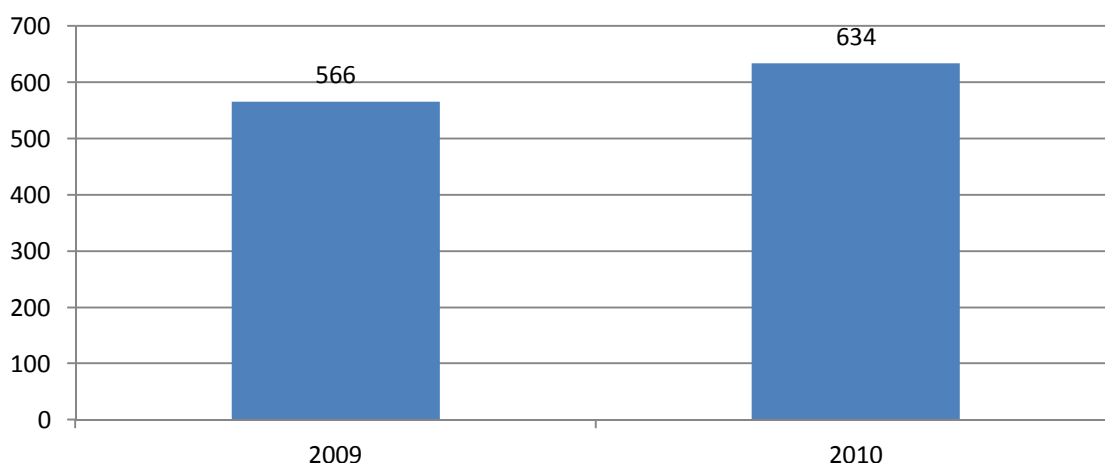
Number of judges who participated in initial training activities each year:



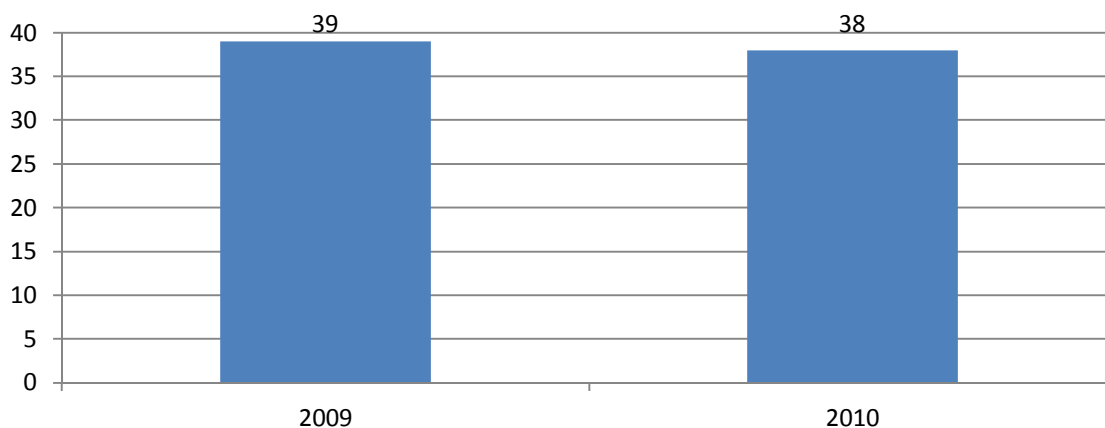
#### CONTINUOUS TRAINING

Annual budget for continuous training: € 197 650

Number of judges who participated in continuous training activities each year:



Number of continuous training activities organised each year:



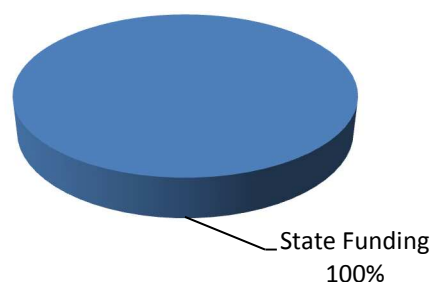
## STAFF

Operational responsibility for the creation and delivery of judicial training rests with the Director of Judicial Studies, assisted by a part-time Deputy Director and a Head of Education who is an educationalist and not a lawyer. In the team there is a legally qualified advisor to help with the training of lay Justices. There are 3 legally qualified young graduates who act as assistants. There is an administrative staff of 6 persons.

## BUDGET AND FUNDING

Total annual training budget<sup>48</sup>:

€ 1 027 209



## DEVELOPMENT OF TRAINING PROGRAMMES

Judicial training in Scotland is the responsibility of the chief judge, the Lord President. He has appointed a committee, the Judicial Studies Committee, chaired by a High Court judge and comprised of representatives from all levels of courts, to advise him on strategy. The Committee also has lay representation and a representative from the Scottish Government. There are 12 persons on the JSC.

Training programmes are developed by a combination of the Director and Deputy Director of Judicial Training identifying subjects in conjunction with the Judicial Studies Committee and members of the judiciary. The lay Justices' training is aided by a lay justice adviser. Training for lay justices is also devised and delivered at a local level apart from the national programme organised by the JSC.

<sup>48</sup> Total budget includes direct costs of initial training (€ 22 343), direct costs of continuous training (€ 197 650) and overheads (€ 807 216).

## LANGUAGE TRAINING

No foreign language training is offered.

## CONDITIONS OF PARTICIPATION

It is not possible to refuse request for training and there is no selection procedure.

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Lawyers in private practice may not participate in training programmes.

## INTERACTION WITH EU ACTORS

The JSC participates in EJTN exchanges and has worked with ERA in the past.

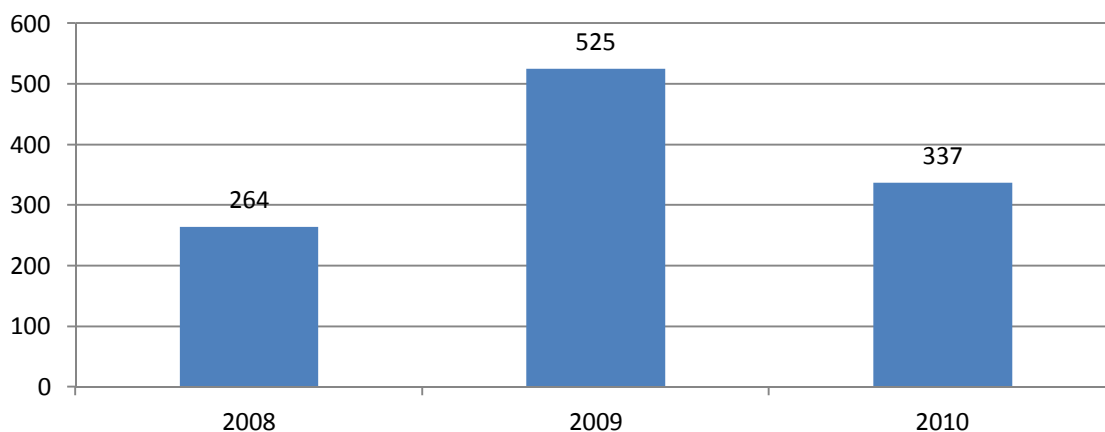
## Scotland: Crown Office and Procurator Fiscal Service (COPFS)

Branches of the judiciary covered: prosecutors, trainees, civil servants.

### INITIAL TRAINING

Annual budget for initial training: € 63 344

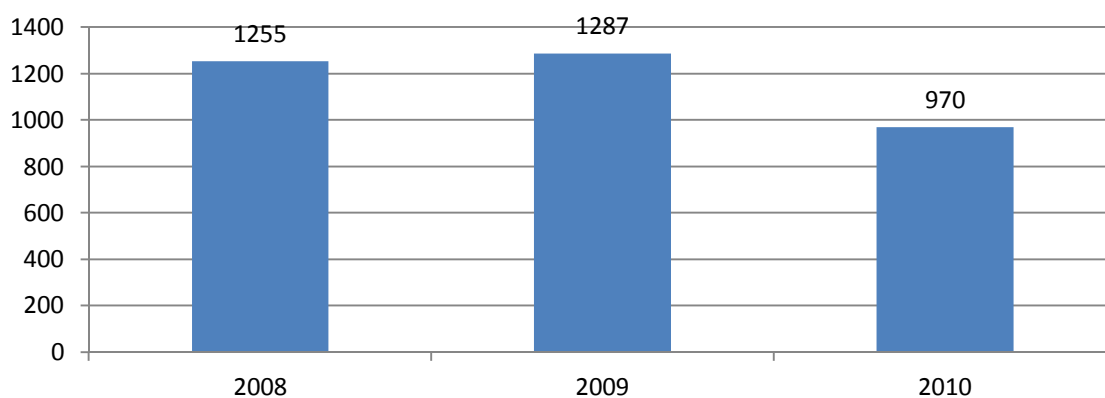
Number of prosecutors and related staff who participated in initial training activities each year:



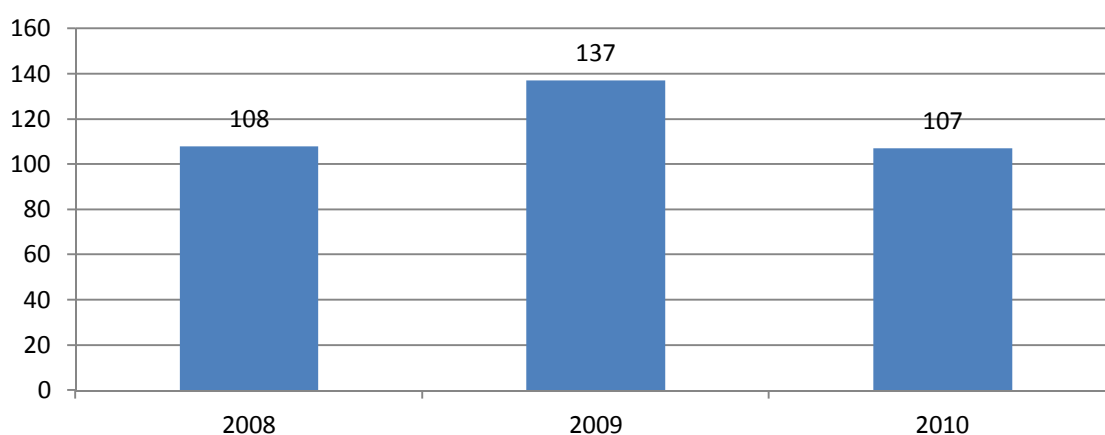
### CONTINUOUS TRAINING

Annual budget for continuous training: € 51 086

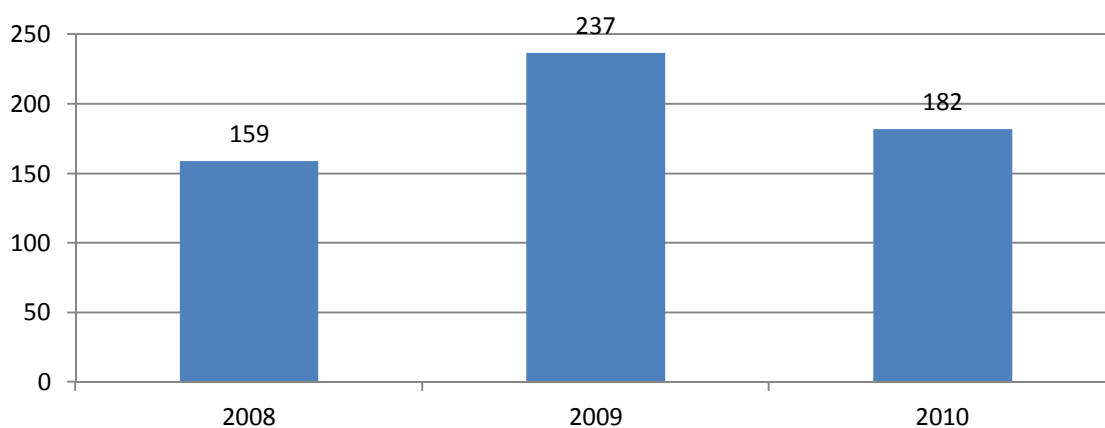
Number of prosecutors and related staff who participated in continuous training activities each year:



Number of continuous training activities organised each year:



Days of continuous training activities organised each year:



## STAFF

Number of staff involved in designing/delivering judicial training programmes: 6

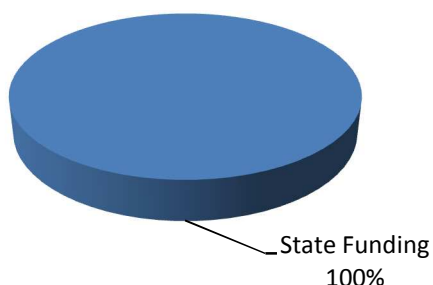
Number of staff involved in providing support for judicial training (administration, IT etc.): 4

Number of non-staff members involved in delivering judicial training programmes as experts or speakers in 2009: 29

## BUDGET AND FUNDING

Total annual training budget<sup>49</sup>:

€ 1 600 000



## DEVELOPMENT OF TRAINING PROGRAMMES

Training programmes are developed by portfolio holders on the basis of policy developments, learning needs analysis and quality assurance criteria.

## INTEGRATION OF EU AND OTHER MEMBER STATES' LAW IN JUDICIAL TRAINING

A great deal of EU law impacts on Scottish criminal law. The COPFS' courses must therefore reflect policy that is compliant with European law.

## LANGUAGE TRAINING

Language training is not offered.

## CONDITIONS OF PARTICIPATION

The main selection criteria for training are the relevance of the training concerned to the employee's current or anticipated future role, and the employee's level of experience.

## PARTICIPATION OF LAWYERS IN PRIVATE PRACTICE

Lawyers in private practice may not participate in training.

## INTERACTION WITH EU ACTORS

There is interaction with EU institutions such as Eurojust and the European Judicial Network at a policy level.

<sup>49</sup> Where the total training budget for an institution exceeds the combined sum of the budgets for initial and continuous training, the explanation in most cases is that it includes the administrative and personnel costs of the institution concerned: an institution devoted solely to training would consider 100% of its budget as being for the purpose of training, whereas if the body responsible for training is a court, ministry or judicial council, it would usually calculate only the direct costs of training (without taking into account the overheads).

## DIRECTORATE-GENERAL FOR INTERNAL POLICIES

# POLICY DEPARTMENT CITIZENS' RIGHTS AND CONSTITUTIONAL AFFAIRS C

## Role

Policy departments are research units that provide specialised advice to committees, inter-parliamentary delegations and other parliamentary bodies.

## Policy Areas

- Constitutional Affairs
- Justice, Freedom and Security
- Gender Equality
- Legal and Parliamentary Affairs
- Petitions

## Documents

Visit the European Parliament website: <http://www.europarl.europa.eu/studies>

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