

QUESTIONNAIRE “C” ON THE ROLE OF TRAINING INSTITUTIONS AS REGARDS IN-SERVICE TRAINING OF JUDGES AND PROSECUTORS

Questionnaire “C” on the role of training institutions as regards in-service training of judges and prosecutors⁵

- I. Please indicate the measures taken with a view to enabling judges and prosecutors to exercise their right to in-service training (for example, days of leave for that purpose, etc.);

In Finland the training of judges is voluntary based and organised as seminars and courses offered by the Ministry of Justice or some other body. The judges can apply to the training events according to the rules agreed in their own court and by expressing their wish to the chief judge of court.

- II. Is in-service training of judges and prosecutors compulsory or optional?

In -service training is optional.

- III. If in-service training is not compulsory as a general rule, please specify if there are areas /and/or subject matters in which in-service training is nevertheless compulsory; If so, please give details;

The training in some major changes, for instance the basic changes in the proceedings, are matters, in which there is an obligation for every judge to learn them by taking part in the training or in some other way.

- IV. Is the judge or prosecutor free to choose the training actions in which he/she wishes to participate? Does he/she have to justify his/her choice? Is it possible for the judicial hierarchy and/or the training institution to oppose to the wish expressed by the judge or the prosecutor concerned and for what reason?

As mentioned above, the judges can themselves apply to the training and choose the training activities suitable and needed for them. They justify their choice to the chief judge of their court. There is an intention in the courts and in the judicial administration to try to develop the competence management in the courts. Then the role of the chief judge rises in this decision making..

- V. Please identify the committees and / or trainers that develop in-service training programmes and the authority that approves planning;

⁵ Members of the Lisbon Network are invited to send their replies to the Secretariat by E-mail (valerie.schaeffer@coe.int) for 31 March 2005 at the latest.

In Finland we use committees or planning groups consisting of the target groups for planning the training events. They justify their work by bringing their expertise to the planning of the training and by the results by doing good training for others together with the training professionals of the training unit. The training unit invites the experts to these committees and planning groups.

VI. Please give the following statistics: number of activities per year (if possible, please specify the average duration of activities); number of training hours offered per year per magistrate; budgetary resources;

The Ministry of Justice organises in Finland about 200 days training for the judges. The average duration of the activities varies from one day courses to seminars or training programs, which include several days realising within half an year (for instance 2 days every month, tree days in four months etc.)

There will be about 8- 10 days training offered on average for every judge in an year.

The training budget for the whole judicial administration is 950 000 Euro in an year. The courts have also their own money to use for the training of their personnel.

VII. Please specify and describe the in-service training methods (seminars, workshops, traditional lectures, distance learning, audiovisuals);

The seminars, symposiums and the courses are realised among different kind of training methodology. The methodology used, all kind of methods mentioned in the question, depends always on the targets and contents of the training events. We try to use many kinds of methods in the training, especially such, which activate the participation of the participants.

VIII. Please give details about the training environment (dedicated structures, court buildings, conference centres in hotels and the like);

The Department of Judicial Administration of the Ministry has training facilities in Helsinki. We organise a major part of the training in these premises. We also use hotels and conference centres for the training. The courts organise their own training also in the court buildings.

IX. What are the contents of training initiatives (role of cultural and social themes; role of ancillary sciences; management techniques);

There exists training for the judges in all areas of the legal system, as in procedural law, private law, public law, international law, legal co-operation, family law etc. There exists also management training, language training, training

in IT – skills, negotiation training, communication training and other items , which serve the competencies of the profession of the judges.

X. What are the contents and the modalities of training to support change of functions?

There exists orientation training for judges who change their functions or will be recruited to other courts. We also plan a general orientation training for judges, who will be appointed from the open carrier (advocates, lawyers without experience in the work in courts or judicial administration).

When the proceedings change, we organise training for that in co-operation with the courts.

In major changes we organise training for trainers, who then teach their colleagues to learn these changes in their work and methods.

XI. How is the assessment of programmes and methods done (questionnaires, interviews)?

We use evaluation sheets, interviews and questionnaires.

XII. What are the modalities of the evaluation of trainers?

The trainers will be evaluated by their students / colleagues by evaluation papers and discussions.

XIII. What is the impact of participation to training on participants' career?

It is not an official merit, but activity in developing himself is becoming more and more important in this respect .

XIV. Is there for each judge and prosecutor a file describing the in-service actions in which he/she participated?

There is a file in their own court.

XV. Are judges and public prosecutors offered individual training programmes concerning their personal professional development?

Yes, they are. The aim is, in the development discussions with the chief judge to plan their personal development programs.

