

# Court staff training systems in the EU

## Croatia

Information provided by: **Judicial Academy (Pravosudna akademija)**

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### DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR COURT STAFF in Croatia

#### 1. Training of court staff

Legal basis/ regulatory documents on training	<a href="#">Judicial Academy Act</a>
Categories/ professions concerned	Judicial advisors (called “judicial trainees” during the induction period)

#### 2. Induction period

Is there an induction period?	YES
Structure responsible for rules	<ul style="list-style-type: none"> <li>National Ministry of Justice</li> </ul>
Compulsory	YES
Description	<p>Length:</p> <p>2 years</p>
	<p>Form:</p> <ul style="list-style-type: none"> <li>Training courses on legal professional skills (procedures, drafting, etc.)</li> <li>Training on EU law</li> <li>Apprenticeship in courts</li> <li>On-the-job training (mentors are appointed to each trainee)</li> </ul>

	<p>for the purpose of the practical part of the training for the bar exam)</p> <p><b>Set Curriculum &amp; main topics: YES</b></p> <p><b>List of topics covered during the induction period:</b></p> <p>Administration of Justice          General criminal substantive and procedural law          General labour law          General family law          General commercial law          General administrative law          Constitutional law          General European law</p>
Options	Linguistic training: NO
	<p>Training in another MS: NO</p> <p>This is not possible in the Croatian training system – there is no such a possibility due to the current legislation.</p>
<b>3. Continuous training system</b>	
Continuous training available?	YES
Financial support by	<ul style="list-style-type: none"> <li>• <b>National training provider (from the state budget):</b> The Judicial Academy of Croatia as the central national judicial training institution is in charge of continuous training of judicial advisors</li> </ul>
Specificities	<p>Compulsory: NO</p> <p>Obligations:</p> <ul style="list-style-type: none"> <li>• There is no obligation regarding the training; it is advisable to attend training events</li> </ul>
	<p>Training method:</p> <ul style="list-style-type: none"> <li>• Attending face-to-face training sessions</li> <li>• Completing blended-learning activities</li> </ul>

	Continuous training programme: <b>YES</b>
	Includes EU law aspects: <b>YES</b> <b>Training activities regarding</b> <ul style="list-style-type: none"> <li>• EU legislation</li> <li>• EU jurisprudence</li> <li>• EU cross-border judicial procedures</li> </ul>
Training in another MS as part of continuous training:	<b>NO</b>
Participation in Training activities in another MS	<b>NO</b> <b>Reasons:</b> <ul style="list-style-type: none"> <li>• It is too costly</li> <li>• Lack of relevant legislation in this area</li> </ul>
	Specific conditions: <b>N/A</b>
	Exchanges: <b>N/A</b>
Continuous training impact on professional evaluation of a person	<b>NO</b>
<b>4. Evaluation of training activities</b>	
Regarding induction period training activities	<b>YES</b> Evaluation is an analysing process of implemented educational activity. It involves information collection and processing in terms of features and effects of the educational activity. Evaluation procedures have three main tasks:  1. To make the effects of teaching visible and clear;  2. To open a communication channel between the Judicial Academy and judiciary and state attorney's community through joint reflections on the effects and benefits of implemented education;

	<p>3. To change the practice and implement the necessary activities based on the results of evaluation and research.</p> <p>A complete evaluation of the educational process is carried out at two levels:</p> <ul style="list-style-type: none"> <li>• Evaluation of a specific educational activity or formative evaluation;</li> <li>• Evaluation of the impacts and effects of certain activities on the expertise of judicial officials and a better functioning of the entire system or summative evaluation.</li> </ul> <p>The final evaluation report is a comprehensive analysis of the most important legal and didactic aspects of the conducted training on a specific topic presented through the following sections:</p> <p>a) general context and objectives of teaching (introduction to the legal framework of why we started training in that legal matter, why is it important, what are the difficulties and problems in its application, the wider consequences of insufficient knowledge and poor implementation etc.)</p> <p>b) educational material (the volume and structure of the material, the level of processing legal norm, the adequacy of the content for the target groups, selection and presentation of hypothetical cases)</p> <p>c) didactic skills of the trainers</p> <p>d) organization of teaching (education)</p> <p>e) data on the number of participants</p> <p>f) overall assessment of the success of the educational activity</p> <p>g) pointing out the strong points of the conducted education, as well as segments that need to be improved and supplemented by giving recommendations for further activities with which we will further explore the legal area that was the subject of teaching.</p> <p>Since 2011, the Judicial Academy has been implementing an automated evaluation of educational activities using laptops in the IT platform ILIAS (an open source web-based learning management system) in all regional centres.</p>
Regarding continuous training activities	YES

	<p>Responsible structure and procedure:</p> <p>See above, evaluation regarding induction period training activities</p>
<b>5. Assessment of needs</b>	
<p>Assessment scheme description</p>	<p>YES</p> <p>Responsible structure and procedure:</p> <p>See above, evaluation regarding induction period training activities</p>
<b>6. Foreseen reform</b>	
<p>N/A</p> <p>No reform foreseen at the moment.</p>	

Source: Pilot Project - European Judicial Training: "Lot 3 – State of play of training of court staff in EU law and promotion of cooperation between training providers at EU level ", carried out by the European Institute of Public Administration (EIPA) together with a consortium