



Court staff training systems in the EU

Germany

Information provided by: Bayerisches Staatsministerium der Justiz und für Verbraucherschutz

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DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR COURT STAFF in Germany (Bavaria)

1. Training of court staff

Legal basis/ regulatory documents on training	<ul style="list-style-type: none"> • Ausbildungsordnung für die Justizwachtmeister (AO/JW) • Rahmenstoffplan für die Ausbildung zum Justizwachmeister (Curriculum) • Leitfaden für die Praktische Ausbildung der Justizwachtmeister
Categories/ professions concerned	In German: Justizwachtmeister
	In English: Security staff

2. Induction period

Is there an induction period?	YES
Structure responsible for rules	<ul style="list-style-type: none"> • Regional Ministry of Justice • Regional training provider • Regional Court Service
Compulsory	YES
Description	Length: 18 months
	Form: <ul style="list-style-type: none"> • Training courses on legal professional skills • Apprenticeship in courts

	<ul style="list-style-type: none"> On-the-job training
	<p>Curriculum & main topics:</p> <p>YES - There is a set curriculum during the induction period</p> <p>Curriculum and main topics:</p> <ul style="list-style-type: none"> Ausbildungsordnung für die Justizwachmeister (AO/JW) Rahmenstoffplan für die Ausbildung zum Justizwachmeister (Curriculum) Leitfaden für die Praktische Ausbildung der Justizwachmeister <p><u>Includes EU law aspects:</u> NO</p>
Options	<p>Linguistic training: No</p>
	<p>Training in another EU Member State:</p> <p>NO – Justizwachmeister carry out their security tasks in Bavaria</p>
3. Continuous training system	
Continuous training available?	YES
Financial support by	Ministry of Justice
Specificities	<p>Compulsory: YES</p> <p>Obligations:</p> <p>Number of hours of training per year</p>
	<p>Training method:</p> <ul style="list-style-type: none"> Attending face-to-face training sessions
	<p>Continuous training programme: YES</p> <p>The continuous training programme is available and disseminated at:</p> <ul style="list-style-type: none"> Regional level Court level

	<ul style="list-style-type: none"> • Online
	<u>Includes EU law aspects:</u> NO
Training in another MS	NO.
	Specific conditions: N/A
	<p>Exchanges (time spent in another MS):</p> <p>NO</p> <ul style="list-style-type: none"> • There are no direct contacts with courts in other member states • It is not relevant for the discharging of court staff duties
Continuous training impact on professional evaluation of a person	N/A.
4. Evaluation of training activities	
Regarding induction period training activities	N/A
Regarding continuous training activities	N/A
5. Assessment of needs	
Assessment scheme description	N/A
6. Foreseen reform	
N/A	

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