

Court staff training systems in the EU

Finland

Information provided by: N/A

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DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR COURT STAFF in Finland

1. Training of court staff

Legal basis/ regulatory documents on training	Law and statute of the Ministry of Justice
Categories/ professions concerned	In Finnish: Kansliahenkilöstö In English: Office Personnel (Court secretaries, bailiffs)

2. Induction period

Is there an induction period?	YES
Structure responsible for rules	The induction period programme is organised by the appointing organisation
Compulsory	NO
Description	Set length: NO Planning is made according to the needs of the recruited person
	Form: <ul style="list-style-type: none"> • Training courses on legal professional skills • Training courses on non-legal professional skills • Apprenticeship in courts • Coaching

	<ul style="list-style-type: none"> On-the-job training
	Set Curriculum: NO EU law training: NO
Options	Linguistic training: N/A
	Training in another MS: YES – Nordic exchange procedure
3. Continuous training system	
Continuous training available?	YES
Financial support by	<ul style="list-style-type: none"> The Ministry of Justice Local courts Prosecution services
Specificities	Compulsory: NO Methods used: <ul style="list-style-type: none"> Attending face-to-face training sessions Completing blended-learning* activities EU law content: YES Training on EU cross-border judicial procedures
	Programme available: at national and at court level
	N/A
Training in another MS as part of continuous training:	NO Reasons: <ul style="list-style-type: none"> It is too costly It is not relevant to the discharge of court staff duties

Participation in Training activities in another MS	YES, as an exceptional part of the training Conditions: It depends on acceptance of the participation to the activity
Continuous training impact on professional evaluation of a person	YES It is considered for promotion
4. Evaluation of training activities	
Regarding induction period training activities	YES Discussion with the chief of the unit
Regarding continuous training activities	YES Training organiser asks for feedback about the training
5. Assessment of needs	
Assessment scheme description	YES Planning groups of the training unit
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