



Court staff training systems in the EU

Denmark

Information provided by: The Danish Court Administration (Domstolsstyrelsen)

May, 2014

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR COURT STAFF in Denmark

1. Training of court staff

Legal basis/ regulatory documents on training	Law on The Danish Court Administration The training of court staff is optional but the Danish Court Administration offers courses from a comprehensive course catalogue
Categories/ professions concerned	In Danish: Kontorpersonale In English: All court staff

2. Induction period

Is there an induction period?	NO
Structure responsible for rules	
Compulsory	N/A
Description	N/A
	Form: N/A
	Set curriculum: N/A

Options	Linguistic training N/A
	Training in another member state N/A
3. Continuous training system	
Continuous training available?	YES
Financial support by	The Danish Court Administration (Professional Organisation)
Specificities	Compulsory: NO
	Methods used: <ul style="list-style-type: none"> • Attending face to face training sessions
	Includes EU law aspects: N/A
Training in another MS	NO. Stays abroad and training activities abroad have so far not been of a high priority as the main working language is Danish, the work undertaken (and queries handled) by the court staff are usually set in a Danish context and need a Danish perspective. It is not possible to spend time in the court of another member state as a training activity for continuous training, as it is not relevant for the discharging of court staff duties.
Continuous training impact on professional evaluation of a person	YES Once a year every employee has an employee development interview with his/her closest boss/manager.
4. Evaluation of training activities	
Regarding induction period training activities	YES The closest boss/manager initiates evaluation interviews and

	reviews the training period
Regarding continuous training activities	Yes Evaluation forms are sent out to all participants
5. Assessment of needs	
Assessment scheme description	Yes It is done via evaluation forms
6. Foreseen reform	
A new structure for education of court staff in civil and criminal cases will be introduced in 2014. It will be based on a more individual, "tailor-made" design of the overall program and will include new methods of measuring the impact of the courses ("Efficient Learning").	

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