



# Court staff training systems in the EU

## Lithuania

Information provided by: **National Courts Administration of the Republic of Lithuania**

(Nacionalinė teismų administracija)

May, 2014

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

#### 1. Training of court staff

<p>Legal basis/ regulatory documents on training</p>	<p>In Lithuanian:  <a href="#">Valstybės tarnybos įstatymas</a></p> <p>In English:  <a href="#">Law on Public Service</a></p>
<p>Categories/ professions concerned</p>	<ol style="list-style-type: none"> <li>1. Judge assistant</li> <li>2. Advisor of Court Chairman</li> <li>3. Consultant</li> <li>4. Chief specialist (mostly dealing with Finance, Human Resources, IT)</li> <li>5. Assistant of Chairman</li> <li>6. Spokesperson (Media Services)</li> <li>7. Clerk – court secretaries</li> <li>8. Chancellor</li> <li>9. Driver</li> <li>10. Head of Division (IT, Finance, Public procurement)</li> </ol> <p>In Lithuanian:</p>

	<ol style="list-style-type: none"> <li>1. Teisėjo padėjėjas</li> <li>2. Teismo Pirmininko patarėjas</li> <li>3. Konsultantas</li> <li>4. Vyriausiasis specialistas ( )</li> <li>5. Teismo Pirmininko padėjėjas</li> <li>6. Atstovas spaudai</li> <li>7. Teismo posėdžių sekretorius</li> <li>8. Kancleris</li> <li>9. Vairuotojas</li> <li>10. Skyriaus vedėjas (IT, Finansų, Viešųjų pirkimų)</li> </ol>
<b>2. Induction period</b>	
Is there an induction period?	<p><b>YES – for civil servants</b></p> <p>Training is mandatory for court staff members that are civil servants</p>
Structure responsible for rules	<ul style="list-style-type: none"> <li>• <b>National courts</b> are responsible for organising these trainings for civil servants</li> </ul>
Compulsory	<b>YES</b>
Description	<p><b>Length:</b></p> <p><b>1 year</b></p> <p>Training during induction period is mandatory for the first year since the person was recruited.</p>
	<p><b>Form:</b></p> <ul style="list-style-type: none"> <li>• Training courses based on administrative, ethical issues, legal acts preparation aspects and rules, introduction to EU and National legislation</li> </ul>
	<b>Set Curriculum &amp; main topics:</b>

	<ul style="list-style-type: none"> <li>No set curriculum, only on-the-job-training</li> </ul> <p>EU law content: No</p>
Options	Linguistic training: NO
	Training in another EU Member State: NO, not necessary. The training system is implemented at the national level only. Training on an international level is considered as qualification development.
<b>3. Continuous training system</b>	
Continuous training available?	YES
Financial support by	Court services are paying for court staff continuous training
Specificities	<p>Compulsory: NO</p> <p>However, it is compulsory only for top-graded civil servants.</p> <p>Obligations:</p> <ul style="list-style-type: none"> <li>Courses related to the position held</li> </ul>
	<p>Training method:</p> <ul style="list-style-type: none"> <li>Attending face-to-face training sessions (workshops, seminars, conferences)</li> </ul>
	Continuous training programme: NO
	<p>Includes EU law aspects: NO</p> <p>Training activities regarding</p> <p>N/A</p>
Training in another MS as part of continuous training:	NO
Participation in training activities taking place in	YES (for certain higher posts)

another MS	Study visits, European programmes, judge assistants may represent judges in European events
	Specific conditions: <b>N/A</b>
	Exchanges: <b>N/A</b>
Continuous training impact on professional evaluation of a person	<b>NO</b> - it is not regulated
<b>4. Evaluation of training activities</b>	
Regarding induction period training activities	<b>N/A</b>
Regarding continuous training activities	<p><b>Responsible structure and procedure:</b></p> <p><b>Training for civil servants:</b> there are recommendations (prepared by Civil Service Department) on how to identify the training needs for civil servants.</p> <p><b>There is a legal document</b> – “Resolution for description of training of civil servants”. This document describes training programs, the curriculum for civil servants, assessment of the quality of training system.</p> <p>The link to this document:</p> <p><a href="http://www3.lrs.lt/pls/inter3/dokpaieska.showdoc_l?p_id=440703&amp;p_query=&amp;p_tr2=2">http://www3.lrs.lt/pls/inter3/dokpaieska.showdoc_l?p_id=440703&amp;p_query=&amp;p_tr2=2</a></p>
<b>5. Assessment of needs</b>	
Assessment scheme description	<p><b>NO</b> - it is not regulated in the Lithuanian system</p> <p><b>Responsible structure and procedure:</b></p> <p>Assessment of training needs is done by the court management team under the recommendations of the Civil Service Department.</p> <p>The process is done on a yearly basis and it is related to performance evaluation of each civil servant.</p>

**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