

# Court staff training systems in the EU

## France

Information provided by: **Ecole nationale des greffes (ENG)**

May, 2014

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

#### 1. Training of court staff

Legal basis/ regulatory documents on training	<ul style="list-style-type: none"> <li>• <a href="#">Arrêté du 17 avril 2012 fixant l'organisation et les missions de l'Ecole nationale des greffes</a></li> <li>• <a href="#">Arrêté du 17 avril 2012 relatif à la formation initiale et statutaire des greffiers des services judiciaires</a></li> <li>• <a href="#">Arrêté du 9 février 2013 relatif à la formation initiale et statutaire des greffiers des services judiciaires</a></li> <li>• <a href="#">Décret n°2007-1470 du 15 octobre 2007 relatif à la formation professionnelle tout au long de la vie des fonctionnaires de l'Etat</a></li> </ul>
Categories/ professions concerned	In French: <b>Greffiers</b>
	In English: <b>Court clerks</b>

#### 2. Induction period

Is there an induction period?	YES
Structure responsible for rules	The National Ministry of Justice
Compulsory	YES
Description	Length:  <b>18 months</b>

	<p><b>Form:</b></p> <ul style="list-style-type: none"> <li>• Training Courses on legal professional skills</li> <li>• Apprenticeship in courts</li> <li>• Apprenticeship in a variety of structures (administrations, law offices, law enforcement services etc.)</li> </ul> <p><b>Curriculum &amp; main topics:</b></p> <p><b>Yes</b> - set curriculum during the induction period</p> <p>Main topics:</p> <ul style="list-style-type: none"> <li>- Administrative culture and professional positioning</li> <li>- Procedural and IT knowledge</li> <li>- Knowledge on professional ethics</li> </ul> <p><b>EU law content: YES</b></p> <p>Enforcement of judgments in civil matters in the EU is one of the topics taught during the induction period</p>
Options	<p><b>Linguistic training:</b> There is no linguistic training provided</p> <p><b>Training in another MS:</b></p> <p>For the time being this is not possible due to organisational constraints (duration of training, high number of promoted trainees, travel cost)</p>
<b>3. Continuous training system</b>	
Continuous training available?	YES
Financial support by	The National Ministry of Justice
Specificities	<p>Compulsory: <b>NO</b></p> <p>Obligations (where applicable):</p> <ul style="list-style-type: none"> <li>• Training related to assignment to a new post</li> <li>• Specific curriculum for accessing certain positions</li> <li>• Doing internships (tutorat) in courts or administrative services</li> </ul>

	<p>Training methods:</p> <ul style="list-style-type: none"> <li>• Attending face-to-face training sessions</li> <li>• Training period in other courts</li> </ul>
	The Programme is available at <b>national level</b>
	<p>Includes EU law aspects: <b>YES</b></p> <p><b>EU cross-border judicial procedures</b></p>
Training in another MS	N/A
	Specific conditions: N/A
	<p>Exchanges: <b>NO</b></p> <p>Due to a lack of contacts with other jurisdictions and organisational costs.</p> <p>However, partnerships are envisaged between the ENG and some EU Member States. These partnerships will contribute to the organisation of training activities and to the opening of training activities to an EU context.</p>
Continuous training impact on professional evaluation of a person	<p><b>YES</b></p> <p>A summary of personnel interviews is drafted every year. It comprises a section indicating the training required by the service, the training that the clerk underwent, as well as the desired training for next year</p>
<b>4. Evaluation of training activities</b>	
Regarding induction period training activities	<p><b>YES</b></p> <p>All induction training activities (education, internship) are assessed by the ENG via questionnaires distributed on a constant basis to interns and to their internship supervisors</p>
Regarding continuous training activities	<p>All continuous training activities (education, internship) are assessed by the ENG via questionnaires distributed on a constant basis to the participants (for every training session)</p>

### 5. Assessment of needs

#### Assessment scheme description

The evaluation forms drafted by the ENG, which are distributed to all participants, contain a section with suggestions for training activities or descriptions of training needs for court staff.

### 6. Foreseen reform

EU law training courses will be designed and offered by the ENG in the coming years, during the induction period and the continuous training period in case partnerships are created with other EU member states.

This training may be offered in the form of theoretical teaching sessions, internships in the courts, linguistic training (EU-related terminology). There are contacts being established in the framework of partnerships for initial and continuous training.

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