

# Court staff training systems in the EU

## Germany

Information provided by: **Kammergericht Berlin**

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

#### 1. Training of court staff

<p>Legal basis/ regulatory documents on training</p>	<p><a href="#">Verordnung über die Berufsausbildung zum Justizfachangestellten / zur Justizfachangestellten</a></p> <p>Act on Senior Judicial Officers in the version of the promulgation of 5 November 1969, Federal Law Gazette) Part I, page 2065), as most recently amended by Art. 5 of the Act of 7 December 2011, Federal Law Gazette [BGBl] Part I 2582</p> <p><a href="#">Verordnung über die Ausbildung und Prüfung und Rechtspflegern</a></p> <p>Regulation on the training and testing of Senior Judicial Officers from 14 June 2006, last amended by Article X No. 19 of the Service Law change of 19 March, 2009</p>	
<p>Categories/ professions concerned</p>	<p>In German: <b>Rechtspfleger</b></p>	
	<p>In English: <b>Senior Judicial Officer</b></p>	
<h4>2. Induction period</h4>		
<p>Is there an induction period?</p>	<p>YES</p>	
<p>Structure responsible for rules</p>	<p>National Ministry of Justice</p> <p>Regional Ministry of Justice</p>	

Compulsory	YES
Description	Length: <b>3 years</b>
	Form: <ul style="list-style-type: none"> <li>• Training courses on legal professional skills</li> <li>• Apprenticeship in courts</li> </ul>
	<p><b>Curriculum &amp; main topics:</b></p> <p>There is a set curriculum during the induction period.</p> <p>During the induction period the Rechtspfleger has to work in different court departments.</p> <p><b>EU law content:</b> No - There are <b>no sessions on EU law</b> offered during the induction period</p>
Options	Linguistic training: No
	<p>Training in another EU Member State:</p> <p><b>Yes-</b> Some of the best ranked trainees get the opportunity to stay in the UK for 1 month</p>
<b>3. Continuous training system</b>	
Continuous training available?	YES
Financial support by	Local court
Specificities	<p>Compulsory: <b>No</b></p> <p>Obligations: Specific curriculum for accessing certain positions.</p> <p>A specific curriculum for court staff attending positions in the court management is offered. The participation is neither compulsory for getting such a position nor is it a guarantee.</p>
	<p><b>Training method:</b></p> <p>Attending face-to-face training sessions</p>

	Continuous training programme available at <b>regional level</b>
	<u>Includes EU law aspects:</u> No
Training in another MS	No. Continuous training focuses on practical needs. The Rechtspfleger has very little to deal with cross-border issues.
	Specific conditions: <b>N/A</b>
	<b>Exchanges (time spent in another MS):</b>  <b>No</b> -There are no direct contacts with courts in other Member States. Also, this exchange is too costly and not relevant for the discharging of court staff duties
Continuous training impact on professional evaluation of a person	<b>Yes</b>  The participation is mentioned in the reference / report about the court staff member.
<b>4. Evaluation of training activities</b>	
Regarding induction period training activities	<b>NO</b>  There is no scheme in place to evaluate the induction period training activities
Regarding continuous training activities	<b>Yes:</b> At the end of a course the participants are asked to fill in an anonymous questionnaire about the teaching person, the teaching methods and the content of the training. The questionnaires are collected and analysed by the institution organising the continuous training.
<b>5. Assessment of needs</b>	
Assessment scheme description	<b>Yes</b>  The Higher regional court as the organising institution asks once a year every court and his members about the training needs.

**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