



Court staff training systems in the EU

Scotland

Information provided by: **Scottish Court Service**

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DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR COURT STAFF in Scotland

1. Training of court staff

Legal basis/ regulatory documents on training	Judiciary and Courts (Scotland) Act 2008
Categories/ professions concerned	Court support, Administration, Clerking and Managerial

2. Induction period

Is there an induction period?	YES
Structure responsible for rules	<ul style="list-style-type: none"> • National Court Service • Local court
Compulsory	YES
Description	Length: 6 months
	Form: <ul style="list-style-type: none"> • Training courses on legal professional skills • Training courses on non-legal professional skills • Coaching on specific topics from the line manager or other competent colleague

	<ul style="list-style-type: none"> On-the-job training to cover specific processes pre and post training courses
	<p>Set Curriculum & main topics:</p> <p>NO</p> <p>EU law content: NO</p>
Options	<p>Linguistic training: NO</p>
	<p>Training in another MS:</p> <p>No, there is no need for it</p>
3. Continuous training system	
Continuous training available?	YES
Financial support by	<ul style="list-style-type: none"> Court services
Specificities	<p>Compulsory: NO</p> <p>Obligations to fulfil:</p> <ul style="list-style-type: none"> Courses related to the position held
	<p>Methods:</p> <ul style="list-style-type: none"> Attending face-to-face training sessions Completing blended learning activities E-learning modules developed by the SCS
	<p>The Programme is available at</p> <ul style="list-style-type: none"> Regional level National level Court level Online
	Includes EU law aspects: NO
Training in another MS as part of continuous	NO

training:	No need has been identified
Participation in training activities taking place in another MS	NO <ul style="list-style-type: none"> • No direct contacts with courts in other Member States • It is not relevant for the discharge of court staff duties
	Specific conditions: N/A
	Exchanges: N/A
Continuous training impact on professional evaluation of a person	YES Performance management system (IPR) reviews learning and development plans and learning completed as part of the interim and final review process
4. Evaluation of training activities	
Regarding induction period training activities	YES Responsible structure and procedure: Online probation system which records probation reports and is managed by SCS HR Unit
Regarding continuous training activities	YES Responsible structure and procedure: Training Information System – 30 days online evaluation for all delegates and managers – analysis of scores and comments
5. Assessment of needs	
Assessment scheme description	YES Responsible structure and procedure: Skills online system, on-going development of learning programmes following gathering of assessment information from Training Information System

6. Foreseen reform

N/A

No reform foreseen at the moment.

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