



Court staff training systems in the EU

France

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

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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"> • Arrêté du 17 avril 2012 fixant l'organisation et les missions de l'Ecole nationale des greffes • Arrêté du 5 mars 2013 relatif à la formation initiale et statutaire des greffiers en chef des services judiciaires • Arrêté du 9 février 2013 relatif à la formation initiale et statutaire des greffiers des services judiciaires • Décret n°2007-1470 du 15 octobre 2007 relatif à la formation professionnelle tout au long de la vie des fonctionnaires de l'Etat
Categories/ professions concerned	<p>In French: Greffiers en chef</p> <p>In English: Chief Clerk of the Court</p>

2. Induction period

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

	<ul style="list-style-type: none"> • Training Courses on non-legal professional skills • Apprenticeship in courts • Apprenticeship in a variety of structures (administrations, law offices, law enforcement services etc.)
	<p>Curriculum & main topics:</p> <p>Yes - set curriculum during the induction period</p> <p>Main topics:</p> <ul style="list-style-type: none"> - Professional identity of Chief Clerks of the Court - Operational management of resources and exceptional circumstances - Operational management in criminal law cases - Operational management in civil law and labour law <p>EU law content: NO</p>
Options	<p>Linguistic training: NO</p>
	<p>Training in another MS:</p> <p>For the time being trainees in initial training do not have the possibility to attend training in other EU Member States due to organisational constraints (duration of training, high number of promoted trainees, travel costs abroad)</p>
3. Continuous training system	
Continuous training available?	YES
Financial support by	The National Ministry of Justice
Specificities	<p>Compulsory: NO</p> <p>Obligations (where applicable):</p> <ul style="list-style-type: none"> • Specific curriculum for accessing certain positions • Training related to the assigned post
	<p>Methods:</p> <ul style="list-style-type: none"> • Attending face –to-face training sessions • Training period in other courts

	<ul style="list-style-type: none"> internships (tutorat) supervised by senior colleagues in courts or administrative services
	The Programme is available at national level
	<p><u>Includes EU law aspects</u>: YES</p> <p>EU cross-border judicial procedures</p>
Training in another MS	<p>NO</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 may contribute to the organisation of training activities. They may as well integrate EU law context to the training.</p>
	Specific conditions: N/A
	<p>N/A</p> <p>There are no direct contacts with courts in other Member State</p>
Continuous training impact on professional evaluation of a person	<p>YES</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>
4. Evaluation of training activities	
Regarding induction period training activities	<p>YES</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	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)
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 description of training needs for court staff
6. Foreseen reform	
<p>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.</p> <p>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.</p>	

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