

## **Questionnaire “C” on the role of training institutions as regards in-service training of judges and prosecutors**

I. Please indicate the measures taken with a view to enabling judges and prosecutors to exercise their right to in-service training (for example, days of leave for that purpose, etc.);

The right of judges and prosecutors to exercise their right to in-service training stems from the law of the School of Magistrates. School sends to all the judges and prosecutors the Continuous Training Program issues and topics that will be treated in the training activities. It compiles the lists of participants, which are approved from the High Council of Justice and the General Prosecutor. Also, the lists are sent to the presidents of the courts and head of prosecutors' offices in order to achieve effective participation.

II. Is in-service training of judges and prosecutors compulsory or optional?

Based on the law no. 8136 dated 31.07.1996 “On the School of Magistrates of Republic of Albania”, the continuous training is obligatory for all those judges and prosecutors who have less than 5 years of work experience, whereas for the other part is optional. After the changes made to the law of the School, it is provided for that the continuous training be obligatory for the judges and prosecutors. The draft law is in parliament and not yet approved.

III. If in-service training is not compulsory as a general rule, please specify if there are areas /and/or subject matters in which in-service training is nevertheless compulsory; If so, please give details;

There are no compulsory subject matters.

IV. Is the judge or prosecutor free to choose the training actions in which he/she wishes to participate? Does he/she have to justify his/her choice? Is it possible for the judicial hierarchy and/or the training institution to oppose to the wish expressed by the judge or the prosecutor concerned and for what reason?

Yes the judge or prosecutor is free to choose.

No, he/she doesn't have to justify his choice. The judge or prosecutor should present his/her choice to the president of the court and to the head prosecutor in his/her district.

No, it cannot happen because judges and prosecutors choose themselves the topics of the training.

V. Please identify the committees and / or trainers that develop in-service training programs and the authority that approves planning;

The continuous training program is drafted from the pedagogical staff of the School in close cooperation with all its collaborators, who are judges, prosecutors, Albanian and foreign experts. The current program covers a period of 2 years of training. Continuous training program is approved from the Managing Board of the School.

VI. Please give the following statistics: number of activities per year (if possible, please specify the average duration of activities); number of training hours offered per year per magistrate; budgetary resources;

Averagely, the school organizes 45 training sessions. Training session continues for 2 days; approximately there are 30-40 hours for every judge or prosecutor; Budgetary resources are: Albanian state budget and support from our international partners.

VII. Please specify and describe the in-service training methods (seminars, workshops, traditional lectures, distance learning, audiovisuals);

During the realization of training sessions in the school are used methods like seminars or study sessions; institutional courses; regional and local courses; workshops, conferences and different laboratories. The method and manner of organization is to the function of the issues of trainings.

School of Magistrates, during the performance of training activities, uses interactive methods, audiovisual methods (power point, video) and other pedagogical methods (like practical case study, work in groups, discussions, demonstration, simulations of situations).

VIII. Please give details about the training environment (dedicated structures, court buildings, conference centers in hotels and the like);

The training activities are held in the premises of the School of Magistrates which is located in Tirana. The school has a conference room and other classrooms, in which we hold the training activities. The conference room is equipped with all the necessary means and tools for the training activities. A system of audio equipment with microphones is installed in the room, as well the needed booths with the simultaneous translation equipment for the interpretation during the activities of the international experts.

IX. What are the contents of training initiatives (role of cultural and social themes; role of ancillary sciences; management techniques);

Special place is taken in the training activities from the social sciences, ancillary sciences and cultural issues. We have held training seminars on social problems Albania is facing like domestic violence, or seminars on issues like "science and law" as well as training seminars for the administration of courts and management of cases.

X. What are the contents and the modalities of training to support change of functions?

School of Magistrates regularly updates the lists of judges and prosecutors, based on the functions they perform in courts and prosecutors' office. This is taken into consideration when we plan the issues of the training activities in order to respond better to the concrete work of the participants. However, there is not any special program devoted to the change of functions.

XI. How is the assessment of programs and methods done (questionnaires, interviews)?

At the end of the training activities the school distributes questionnaires to participants, from which we receive feedback and assess the program and the training methodology.

XII. What are the modalities of the evaluation of trainers?

The evaluation of trainers is made from getting the needed information from the participants of training activities and based on the trainers' preparation in the training.

XIII. What is the impact of participation to training on participants' career?

At the end of each training activity, every participant gets a certificate for his/her participation. In the new system of evaluation of work that is being prepared from the High Council of Justice in cooperation with the Council of Europe is taken into account the participation to the training activities offered from the School.

XIV. Is there for each judge and prosecutor a file describing the in-service actions in which he/she participated?

School of Magistrates has a database of training information regarding all the judges and prosecutors who have participated to the training activities. At the same time the School gives an annual report for judges and prosecutors to the High Council of Justice.

XV. Are judges and public prosecutors offered individual training programs concerning their personal professional development?

School does not offer individual training programs but holds training activities for small groups of judges and prosecutors.