



Court staff training systems in the EU

Germany

Information provided by: Bayerisches Staatsministerium der Justiz und für Verbraucherschutz

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

1. Training of court staff

Legal basis/ regulatory documents on training	<ul style="list-style-type: none"> • Zulassungs-, Ausbildungs- und Prüfungsordnung für die Gerichtsvollzieher (ZAPO/GV) • Rahmenstoffplan für die Ausbildung zum Gerichtsvollzieher (Curriculum)
Categories/ professions concerned	In German: Gerichtsvollzieher
	In English: Bailiff

2. Induction period

Is there an induction period?	YES
Structure responsible for rules	<ul style="list-style-type: none"> • Regional Ministry of Justice • Regional training provider (Bayerische Justizschule, Courts)
Compulsory	YES
Description	Length: 8 months
	Form: <ul style="list-style-type: none"> • Training courses on legal professional skills • Training courses on non legal professional skills (management, budget, communication)

	<ul style="list-style-type: none"> • Apprenticeship in courts • Apprenticeship in a variety of structures (administrations, law offices, law enforcement services, etc.)
	<p>Curriculum & main topics:</p> <p>YES - There is a set curriculum during the induction period.</p> <p>Curriculum and main topics:</p> <ul style="list-style-type: none"> • Zulassungs-, Ausbildungs- und Prüfungsordnung für die Gerichtsvollzieher (ZAPO/GV) • Rahmenstoffplan für die Ausbildung zum Gerichtsvollzieher (Curriculum) <p><u>Includes EU law aspects:</u> NO</p>
Options	Linguistic training: No
	<p>Training in another EU member state:</p> <p>NO – Execution of court decisions is only done in Germany</p>
3. Continuous training system	
Continuous training available?	YES
Financial support by	Ministry of Justice
Specificities	<p>Compulsory: NO</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>Training method:</p> <ul style="list-style-type: none"> • Attending face to face training sessions
	<p>Continuous training programme: YES</p> <p>The programme is available and disseminated at regional level</p>

	<p><u>Includes EU law aspects:</u></p> <p>Yes – EU cross-border judicial procedures</p>
Training in another MS	NO.
	Specific conditions: N/A
	<p>Exchanges (time spent in another MS):</p> <p>NO</p> <ul style="list-style-type: none"> • There are no direct contacts with courts in other member states • It is not relevant for the discharging of court staff duties
Continuous training impact on professional evaluation of a person	N/A.
4. Evaluation of training activities	
Regarding induction period training activities	N/A
Regarding continuous training activities	N/A
5. Assessment of needs	
Assessment scheme description	N/A
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