



Best Practices in training of judges and prosecutors

Category of practice: **Training Needs Assessment (TNA)**

Type of practice: **Promising Practice**

Country: **Poland**

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Title of practice	Creating Competency Profiles for Judges and Prosecutors
Key features:	<p>A comprehensive training needs assessment based on the creation of competency profiles for judges and prosecutors is currently being implemented in Poland.</p> <p>These profiles are created by a group of experts composed of judges and prosecutors from courts of different levels and jurisdictions and university teachers and will address judges and prosecutors working in different jurisdictions or performing specific tasks (e.g. criminal law judges, civil law judges, commercial law judges, family law judges, prosecutors, prosecutors dealing with commercial cases, judge/prosecutor trainers and judge/prosecutor mentors of trainees).</p> <p>These profiles are to comprise both 'soft key competences' and professional roles/duties as well the 'hard competences' (e.g. knowledge in the field of law) meaning that, for instance, guidelines will also be established on expected ethical behaviour and attitudes of judges and prosecutors resulting from current legal provision and expected daily practice.</p> <p>As each judge and prosecutor is individually assessed by an inspector – a judge or prosecutor with higher seniority normally working in a higher instance court – the system will enable an effective comparison of the actual competences of each judge with the competences contained in the general personal profile, thus giving important indications on the areas where training should be focused.</p> <p>At present, only profiles for judges, prosecutors, trainers and mentors working in the field of commercial law have been completed.</p>

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<p><i>Other comments</i></p>	<p>Although every training institution for the judiciary in the EU has implemented its own system to assess training needs, some particularly interesting ideas were gathered while carrying out the current study.</p> <p>This recently implemented Polish system also aims to serve as a basis for a new evaluation scheme based on the same 360° degree assessment of each individual judge and prosecutor.</p> <p>Therefore, this practice may become an interesting example of the interconnection between training needs assessment and evaluation of training. However, as the process is still ongoing and tangible results are only expected in the future, it could be considered as a PROMISING PRACTICE which deserves to be closely monitored.</p>

Source: Pilot Project - European Judicial Training: "Lot 1 – Study on best practices in training judges and prosecutors", carried out by the European Judicial Training Network (EJTN)