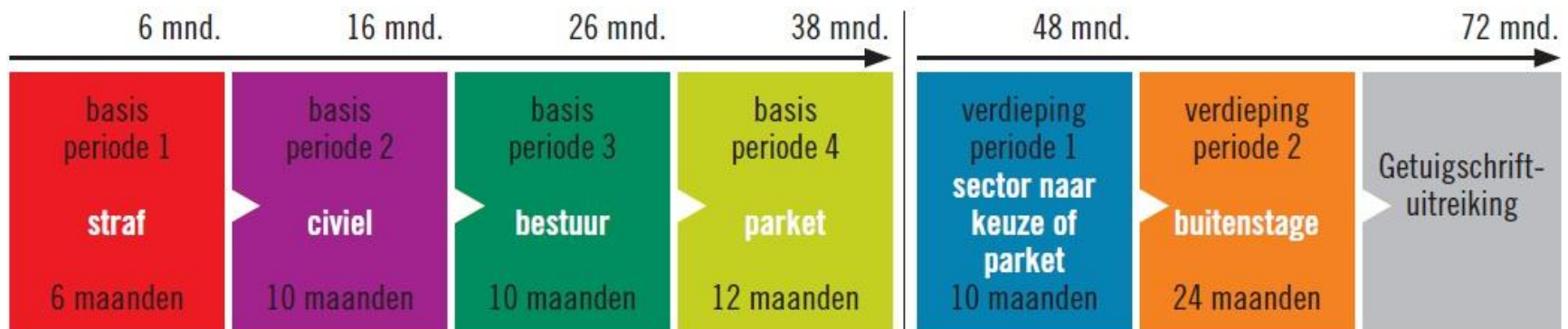


WHY CHANGE A WINNING HORSE?



WHY CHANGE A WINNING HORSE?

- financial crisis: 50% budget cut ~ € 10mln ~ raio-program
- changing society, changing prosecution and court service
- disadvantages of raio-program



THE BIRTH OF A TRAINING SYSTEM

THE BIRTH OF A TRAINING SYSTEM

- Council for the Judiciary and GPO chose to separate
- primary responsibility transferred back to courts and PPOs
- desire to maintain the good elements of the past:
 - training on the job
 - internship in each others organisation
 - shared courses

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TRAINING OUR FUTURE JUDGES

TRAINING OUR FUTURE JUDGES

- minimum of 2yrs prior experience
- training of 6mths to 4yrs
- aim: deliver general judges, who can work in the full range of civil, family, criminal and administrative jurisdictions
- compulsory internships at the PPO
 - aims: understanding criminal investigations
 - perform the role of prosecutor
 - training in on-the-spot decision making



TRAINING OUR FUTURE JUDGES

“Training philosophy”

- a safe learning environment
- the training must reflect the reality of an independent professional
 - separate the roles of trainer and examiner/supervisor
 - perform judicial functions
 - personal training plans
- learning through cooperation
 - bringing the trainees together in teams



TRAINING OUR FUTURE PROSECUTORS

TRAINING OUR FUTURE PROSECUTORS

- basic understanding of the future PPO

ZSM 70% capacity

frontdesk function, aim: speedily deal with small cases, quick execution, close cooperation with partners (parole board, municipality, victim care)

Serious Crime 30% capacity

experienced prosecutors
wide range of specialist
multi-disciplined approach to crime



TRAINING OUR FUTURE PROSECUTORS

- for the ZSM:
 - new assistant prosecutors will be trained
 - fresh from university, with little experience, or internally
 - a 3yr contract as a ‘junior’ prosecutor
 - after the training, most will quit the PPO
 - during the 3yr period, courses and training is offered
- general principles:
 - participants are prepared in a short period for real work
 - will follow a short internship at the court
 - will be trained on the job by more experienced PPOs

TRAINING OUR FUTURE PROSECUTORS

- new program for prosecutors:
 - 2 to 6 years
 - personalised program
 - stages in court
 - responsibility shared: portfolio, 360° feedback, self-evaluation
 - 20-30 people starting each year
 - exams

START NEW TRAINING SYSTEM

Q1 2013 – pilot

Q3 2013 – for real

... until then: **WORK IN PROGRESS**

