



# BELGIAN JUDICIAL TRAINING INSTITUTE (IGO-IFJ)

VISIT TAIWANESE DELEGATION

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# 1. The path to become a magistrate

- **Judiciary entrance examination** by the High Council of justice
- **Traineeship** at the JTI
- If successfully completed, **apply for a vacant position** within the judiciary

## 2. JTI: some facts

### The JTI is a 'Parastatal sui generis'

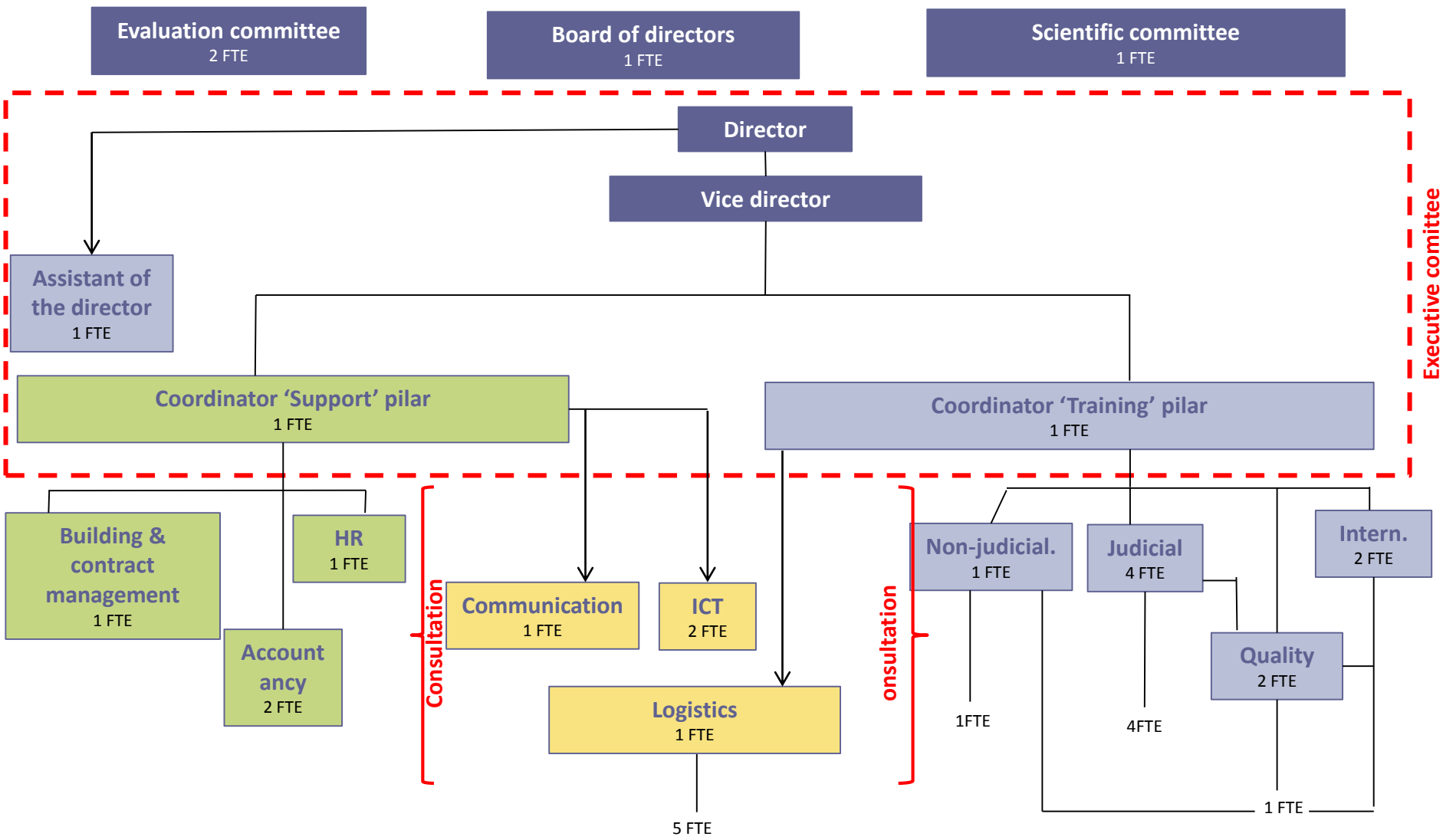
- Independent from the Minister of Justice
- Independent from the High Council of Justice

**Founded in 2009**

## 2. JTI: some facts (2)

### Training for judicial trainees, magistrates and court staff

- Organisation of 'internal' training
- Funding and coordination of 'external' training
- Coordinating international training



## 2. JTI: some facts (4)

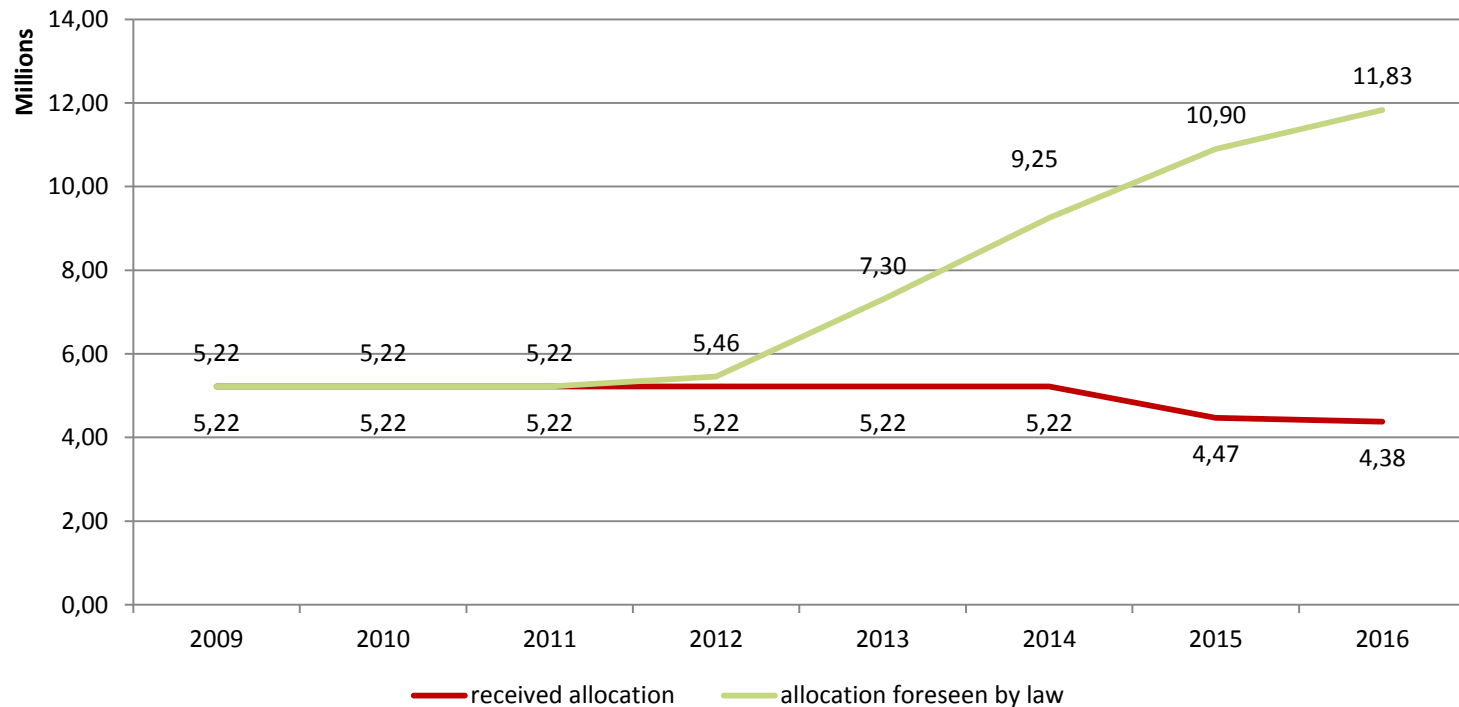
Function	FTE	Niveau
<b>Training division</b>		
Advisor	1	A
Attache training	4	A
Administrative experts training	4	B
Administrative expert logistics	1	B
Administrative assistants training	5	C
<b>Support services</b>		
Advisor	1	A
Attache communication	1	A
Management assistant	1	B
Administrative expert	1	B
Expert (accountant)	2	B
Expert (ICT)	2	B
Expert (human resources)	1	B
Maintenance worker	1	D
Administrative officer (driver)	1	D
<b>Total</b>	<b>26</b>	

\*2016 figures



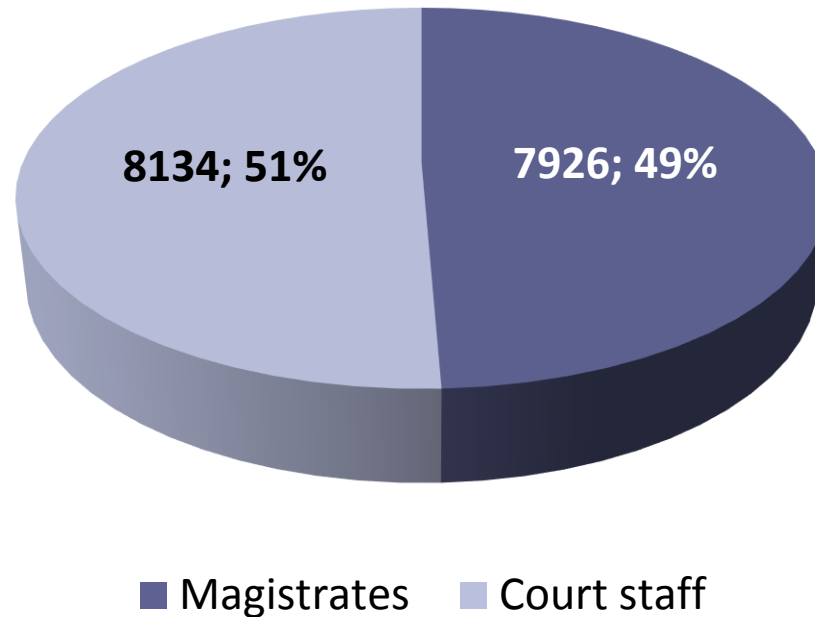
## 2. JTI: some facts (5)

Evolution of the received allocation and the allocation foreseen by law (in millions)



# 3. Target audience

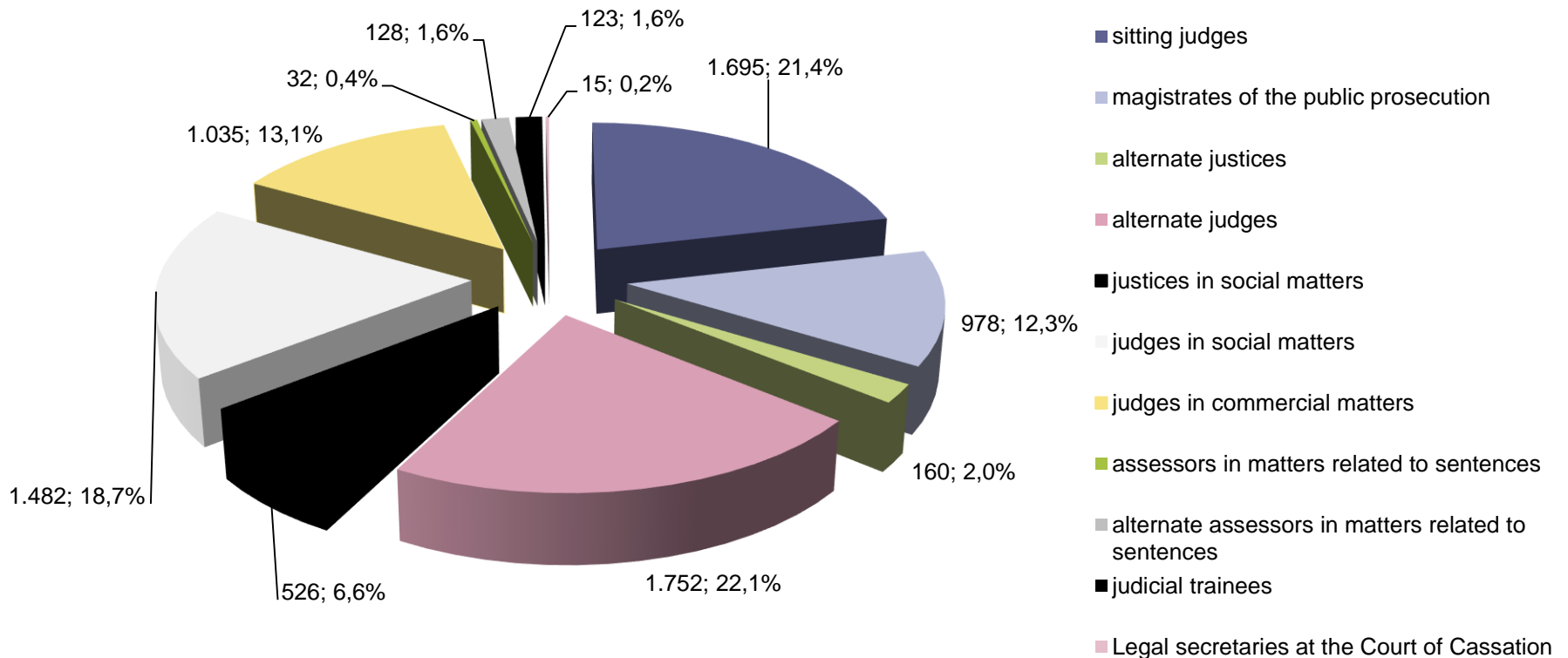
**Magistrates and court staff: total 16.060**



\*2016 figures

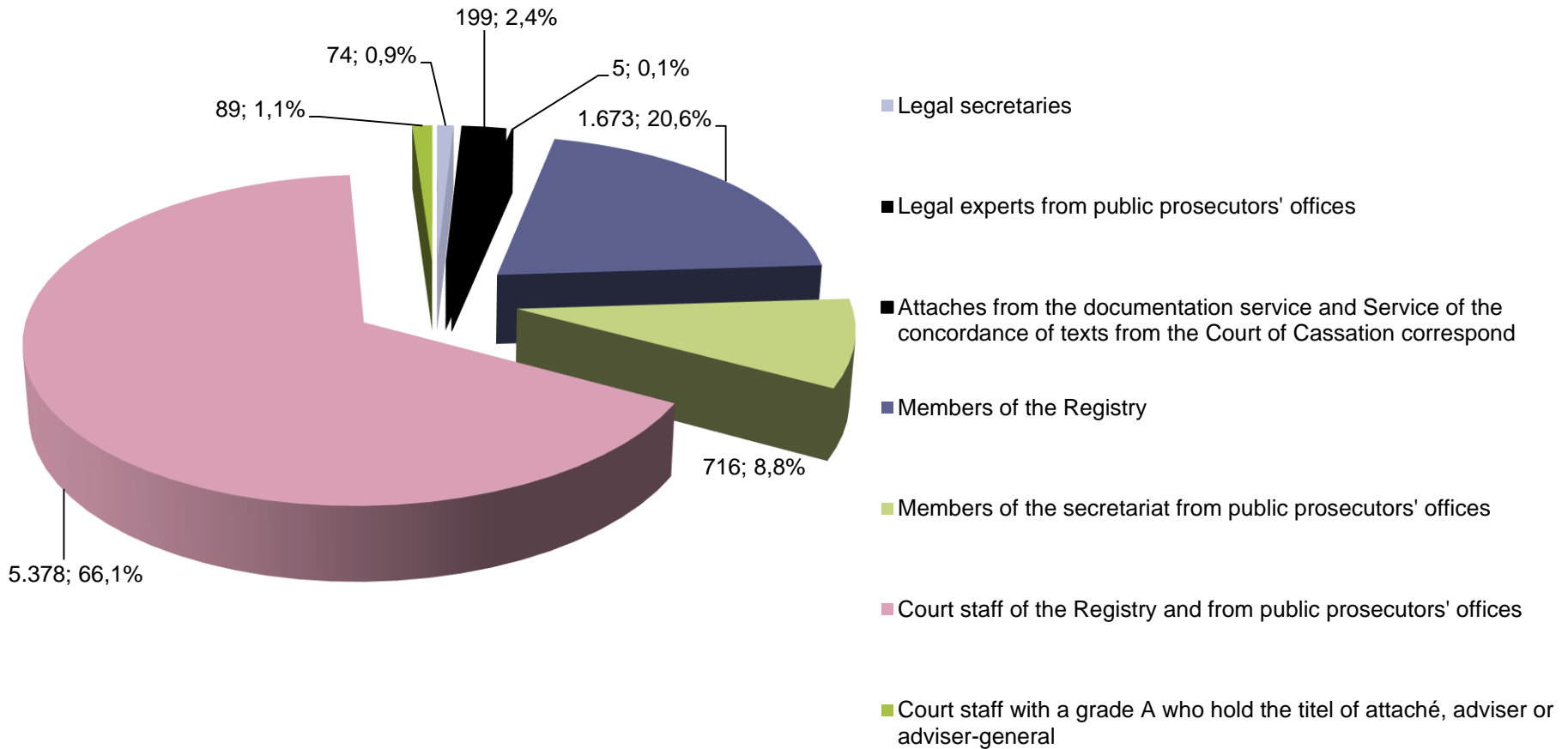
# 3. Target audience (2)

## Magistrates - total: 7.926



# 3. Target audience(3)

## Court staff - total: 8.134



# 4. Judicial challenges

## Reforms in the judicial landscape

- More autonomy, managerial responsibility, mobility and specialization

## Brain drain

## Impending computerisation

# 5. The judicial training model

## 30 themes distributed over three axes

- Technical
- Administrative-organisational
- Social-communicative



# 6. Training offer: judicial trainees

## Former system:

### 1st year: 15 mandatory training courses:

- Criminal evidence, technical and scientific progress
- Holocaust and human rights
- Weapons legislation
- Budgetary management and legal costs
- ...

## Recommended training courses



## 6. Training offer: judicial trainees (2)

### 2nd year: 12 mandatory training courses:

- AIAKOS: European exchange programme
- Cybercrime
- Ethics
- International cooperation in criminal matters
- ...

### Recommended training courses

# 6. Training offer: judicial trainees (3)

## 3d year: 7 mandatory training courses:

- Mediation
- Judicial writing
- Basic training on physical injuries
- ...

## Recommended training courses

# 6. Training offer: judicial trainees (4)

## New system

### Implementation of a uniform judicial traineeship of 2 years

- Enters into force as from 1st October 2017
- Limited to 60 training days
- Transitional period for judicial trainees who already started their traineeship before 1 October 2017

## 6. Training offer: public prosecutor's office

- Special investigation methods
- Specialised training in combatting discrimination and hate crimes
- International cooperation in criminal matters
- The position of the victim in criminal proceedings
- Weapons legislation
- Human trafficking and smuggling
- Drugs
- ....

## 6. Training offer: judges

- Ethics
- Specialised training courses
- Exchange of professional experiences
- Domestic violence
- ...

# 6. Training offer: management

## Management modules

- Time management
- Stress management
- Change management
- Project management
- Business process management
- Leadership
- Workload assessment
- ...

# 6. Training offer: newsletter

## Periodic newsletter

- National and international training offer for magistrates and court staff
- Training courses in the spotlight
- News and divers

# 6. Training offer: novelties

## Basic training for court clerks and support staff of the public prosecutor

- Investing in essential training for court staff
- Developing a basic training path with modules based on the initial training



# 6. Training offer : novelties (2)

## Focus on new training methods

Training method*	Before 2010	2010	2013	2016
Classical training (in group)	X	X	X	X
Coaching		X	X	X
Situational analysis		X	X	X
Simulations		X	X	X
Intervision		X	X	X
Workplace learning			X	X
Exchange courses			X	X
Elearning				X
Livestreaming				X
Mobile PC class				X

\*This list is not exhaustive

## 6. Training offer: novelties (3)

### Elearning

- Since the Belgian judiciary is understaffed, it often faces difficulties in making time for on-site training. Elearning is a useful training method to tackle this problem.

### Current elearning courses:

- Introduction in the Belgian judiciary
- Microsoft Office (Word, Excel, PowerPoint, Access)
- Evaluator training

# 6. Training offer : novelties (4)

## Live streaming

- Besides elearning, participants can participate in long-distance learning

## Live streaming training courses:

- The magistrates' view on poverty
- Business Process Management (BPM)

# 6. Training offer: novelties (5)

## Mobile PC class

JTI put its IT equipment at the disposal of magistrates and court staff with the aim to deliver decentralised basic training courses in Microsoft Office.

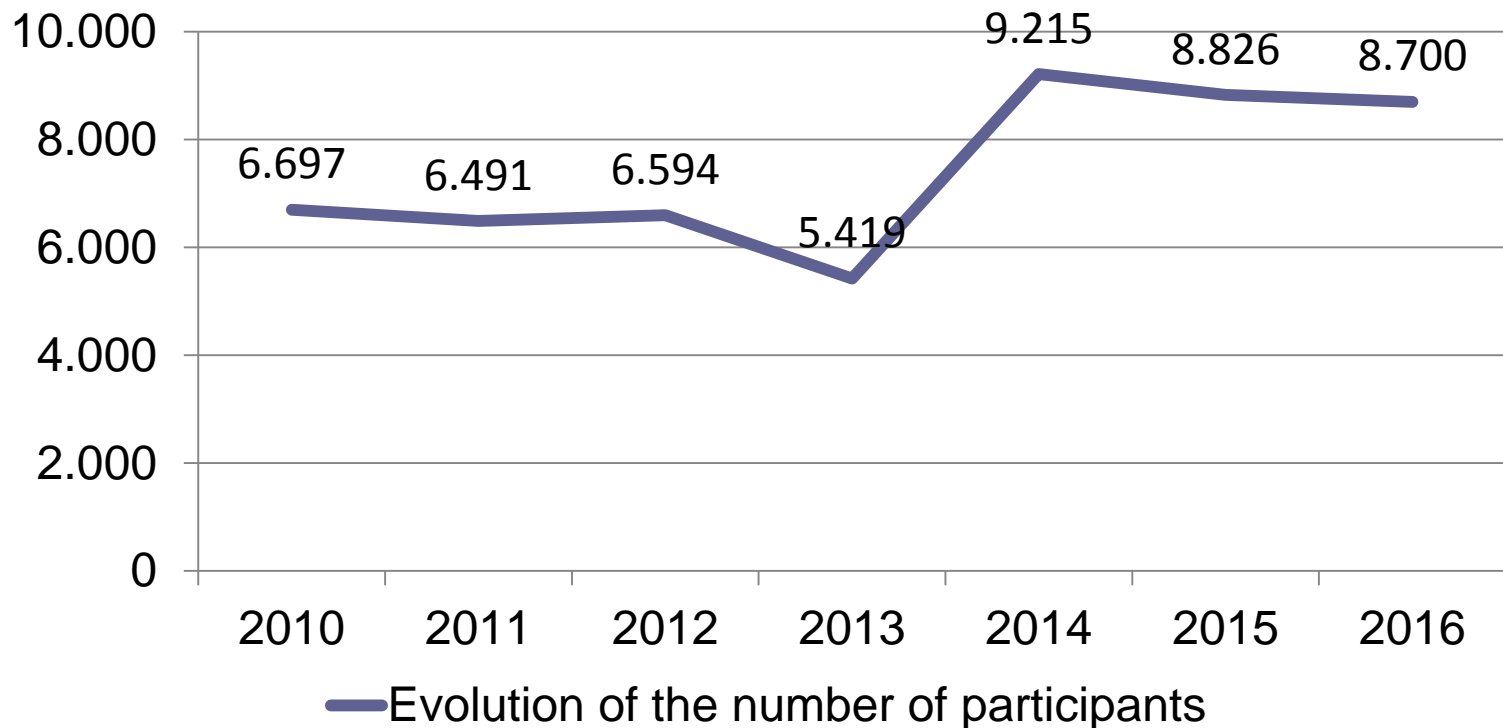
## PC Class

At the JTI, computers are available for training on IT



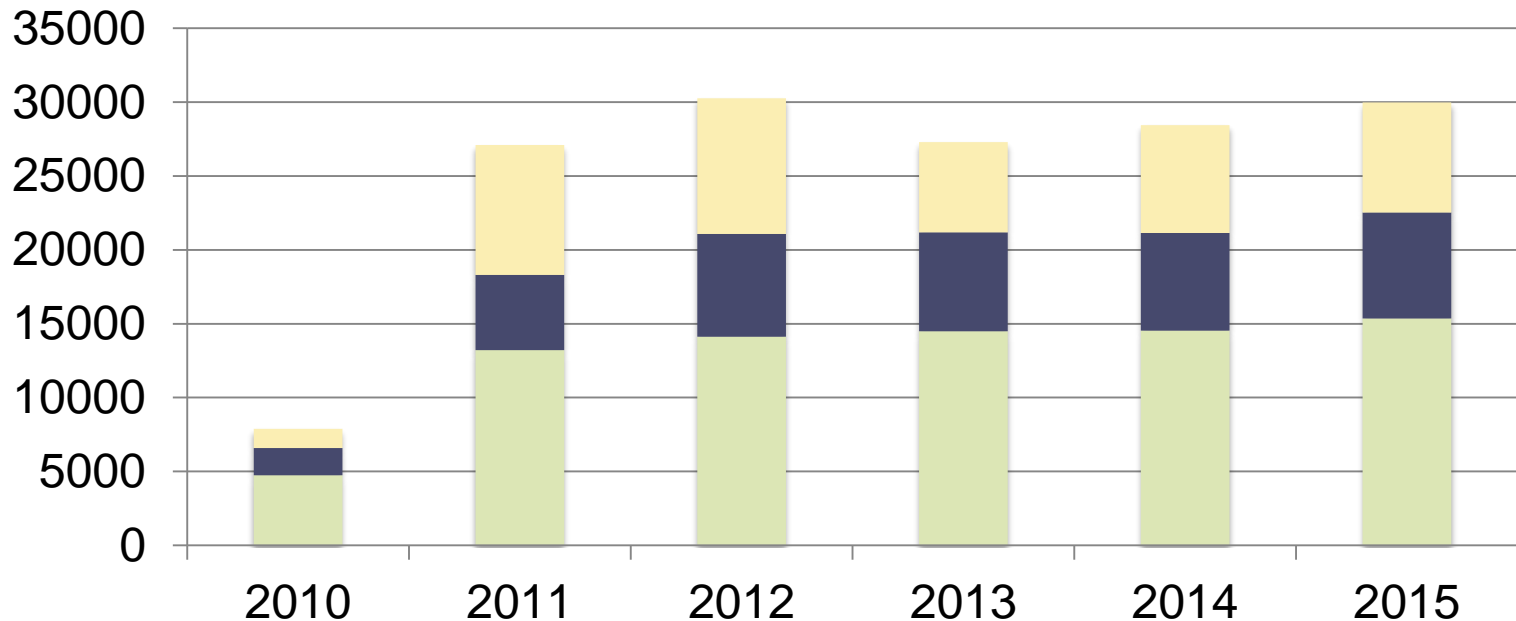
# 7. Facts and figures

## Evolution of the number of participants



# 7. Facts and figures (2)

## Evolution of the number of working days by axis



■ Technical-judicial ■ Administrative-organisational ■ Social-communicative

# 8. JTI: an active partner at EU and international level

**JTI is by law responsible for national and international cooperation on judicial training.**

Organisation of international training courses



## 8. JTI: an active partner at EU and international level (2)

**JTI is active in several international networks**

- EJTN
- EAJTN
- IOJT
- JTI is an active partner of the Council of Europe in the HELP 28 programme

**Several partnerships with partner countries**

# 9. Work in progress

## Improvement of communication and training needs analysis

- **Consultation** with important stakeholders
- **Digital:** systematic newsletter, mailings, ...
- **Training needs analysis** among the target audience
- **Communication and information** analysis

# 9. Work in progress (2)

## Digital projects

- Development of **elearning modules**
- Elaboration of a **digital library**
- Development of a **digital platform**
- Conception of **legal newsletter**
- **Recording and streaming** of training courses
- **Mobile PC class** and **PC class** at the JTI

## 9. Work in progress (3)

### Other projects

- **Decentralised training**
- **Training of court clerks and legal assistants of the prosecutor**
- **Training of chiefs of jurisdiction** in the light of the autonomy of the judiciary

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**IFJ**  
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