



Best Practices in training of judges and prosecutors

Category of practice: **Innovative Curricula or Training Plan in any Given Area**

Type of practice: **Best Practice**

Country: **France**

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Title of practice	Leadership and Management Training
Key features:	<p>Judges in France are expected to engage in five days of continuous training every year. They select their courses from the training prospectus published annually, covering eight general themes. One theme is <i>Administration of Justice</i>, and includes such topics as the tools of management (including running budgets), change management, human resources and risk management, managing stress, techniques of evaluation, measurements of efficiency, and the interface between judicial and public policy. Courses typically run for three days, although one course runs for 21 days, spread over seven modules.</p> <p>These courses are available to all French judges on a self-selecting basis. In addition the ENM offers further programmes designed for specific managerial purposes. The first programme is a bespoke series of courses designed to assist judges appointed to a particular management post and includes management training for <i>New Secretary Generals, Judges as Departmental Heads within a Jurisdiction, New Heads of Jurisdiction, New Heads of Jurisdiction: One Year Later</i>, and a <i>Training Plan of Heads of Jurisdiction</i> (addressed to judges with at least three years of seniority in their role as head of the jurisdiction).</p> <p>More recently, ENM has introduced a further programme designed to prepare judges interested in future management functions within a judicial entity (department heads, head of jurisdiction etc.) but who are not yet in such positions of responsibility. It consists of a broad training programme dealing with major institutional, administrative and societal issues during a cycle of 10 modules of three days per month. The programme is called the Cycle Approfondi d'Etudes Judiciaires (CADEJ). A unique feature of this</p>

	<p>course is that in addition to judges it is attended by a small number of trainee leaders and managers from other professions, for example the prison service and the gendarmerie.</p>
<p><i>Institution contact details</i></p>	<p>National School for the Magistracy (ENM) 8, Rue de Chanoinesse 75004 Paris France Phone: + 33 1 44 41 88 20 Fax: + 33 1 44 41 88 21 Email: enm-info-di@justice.fr Website: http://www.enm-justice.fr</p>
<p><i>Other comments</i></p>	<p>The approach above constitutes a BEST PRACTICE, although its transferability will require significant prioritisation of resources in national training institutions. The new CADEJ course for those aspiring to future leadership and management positions is a PROMISING PRACTICE in its early stages of development.</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)