



Best Practices in training of judges and prosecutors

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

Type of practice: **Good Practice**

Country: **The Netherlands**

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Title of practice	Court Mentors
Key features:	<p>The use of workplace mentors and trainers is a standard common practice in most EU countries. It allows a smooth transition of the trainee judge or public prosecutor into the judicial system and places particular emphasis on the practical side of the training, provided on an individualised basis.</p> <p>The mentor is normally a highly experienced judge or prosecutor with good pedagogical skills.</p> <p>In the Netherlands, the initial training programme for judges and prosecutors is a 'dual-training programme' i.e. trainees work at a court or prosecutor's office and only come to the training centre at regular intervals for short training courses. This means that an important part of the actual training takes place at the workplace itself. This 'learning by doing' is carefully guided by a team of workplace trainers and mentors who are judges and prosecutors. During part of their working hours they act as trainers/mentors to a number of trainees.</p> <p>The workplace trainers and mentors play a crucial role. They instruct and train, coach, guide the trainee, and provide feedback on their performance. It is, therefore, important that they themselves are well-trained and well-equipped to carry out this role. To this end, SSR has developed a varied programme of courses and other activities for these workplace trainers and mentors, both for beginners and for more experienced workplace trainers and mentors. It includes coaching and peer-consultation sessions and master classes. In addition, in 2012 a digital handbook for workplace trainers and mentors was published. SSR regularly organises a Day of the Workplace event for these workplace trainers and mentors, which enables them to share experiences and strengthen their networks.</p>

<p><i>Institution contact details</i></p>	<p>Training and Study Centre for the Judiciary (SSR) Postal address: Postbus 5015, 3502 JA Utrecht Visiting address: Uniceflaan 1 3527 WX Utrecht Phone: + 31 88 361 3212 E-mail: ssr.international@ssr.nl Website: http://www.ssr.nl</p>
<p><i>Other comments</i></p>	<p>This is a GOOD PRACTICE that can serve as a model for refreshing to a greater or lesser extent the systems of workplace trainers and mentors that are in place in most EU Member States for the training of judges and prosecutors.</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)