

# EJTN

Conference on "*Leadership*" organized by the EJTN WG Judicial Training  
Methods

June 30<sup>th</sup> & July 1<sup>st</sup> 2015

National School of Judges, Thessaloniki (Greece)

*Workshop B*

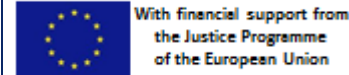
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## *The topics of Workshop B*


*Exploring the challenges for training of court and prosecution office leaders*

*Training to management of funds, structures, and other financially relevant resources and staff*



# TRAINING WHOM?



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## WHICH LEADERS TO BE TRAINED IN MANAGEMENT OF RESOURCES?

*Definition used in the questionnaire:*

*Court presidents (and Chief Prosecutors)*

*IT officers*

*Communication Officers*

*Court managers*

*Trainers.*



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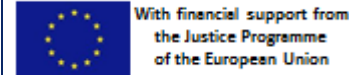
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# TRAINING IN WHAT

*management of*


- *funds*
- *structures*
- *other financially relevant resources*
- *staff*

*Needs are going to be different in the different systems  
(see workshops of yesterday)*



# ***FUNDS MANAGEMENT***



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Cashflow

Deposits

Liabilities and assets

Liquidity

Close attention to cost and risk

Revenues (Interest)



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# ***REAL PROPERTY MANAGEMENT***

real property / immovables

- Property of the State
- Property of the Court or Prosecution Office
- Property on Lease or other contract (included loan or free use)

Management in a sustainable and financially responsible manner, throughout life cycle of components, to support the cost-effective and efficient delivery of services.

Repairs-Restructuring / Contractors etc.  
Barriers Free Buildings / Discrimination



# ***EQUIPMENT MANAGEMENT***

Movables, purchase (contractors), security, inventories,  
etc.

IT equipment (hardware and software); obsolescence; cost-  
effectiveness in life-cycles



**Managing Technology Projects & Technology Resources**

Consumables

Cars, vans, etc.



# ***THE CHALLENGES***



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Leaders actions regularly and systematically assessed for functionality, utilization, and physical and financial performance

Reports

Financial statements

Physical and data security

Protection of judges and prosecutors, as well as justice users




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# LITERATURE



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## CCJE's

### Opinion N° 2 (2001)

#### on the funding and management of courts

12. Management of the budget allocated to the courts is **an increasingly extensive responsibility requiring professional attention.**

The CCJE discussions have shown that there is a broad distinction between, on the one hand, systems in which management is undertaken by the judiciary or persons or a body answerable to the judiciary, or by the independent authority with appropriate administrative support answerable to it and, on the other, those in which management is entirely the responsibility of a government department or service. The former approach has been adopted in some new democracies, as well as other countries because of its perceived advantages in ensuring judicial independence and in ensuring the judiciary's ability to perform its functions.




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# LITERATURE



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## CCJE's

### Opinion N° 2 (2001)

#### on the funding and management of courts

13. **If judges are given responsibility for the administration of the courts, they should receive appropriate training and have the necessary support in order to carry out the task.** In any event, it is important that judges are responsible for all administrative decisions which directly affect performance of the courts' functions.



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# The Final Challenge: Human Resources Management (HRM)

## A huge number of abilities needed for HRM

- In other environments, recruiting staff
- Ensuring performance (Performance Management)
- Delegation of tasks
- Reorganizing departments etc.
- Staff development and training

# The Final Challenge: Human Resources Management (HRM)



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- **Employee Relations and Labour Relations (Syndacats); compensation negotiations; special indemnities (productivity)**
- **Wellness in the Workplace; security; stress management; use of IT; medical checks**
- **Diversity, EEO & AA;**
- **Barriers etc., Privacy in the workplace (half way between citizens' and workers' rights)**

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**Σας ευχαριστούμε!**  
**Thank you!**

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