

Court staff training systems in the EU

Lithuania

Information provided by: **National Courts Administration of the Republic of Lithuania**

(Nacionalinė teismų administracija)

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DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR COURT STAFF in Lithuania

1. Training of court staff

Legal basis/ regulatory documents on training	<p>In Lithuanian:</p> <p>Valstybės tarnybos įstatymas</p> <p>In English:</p> <p>Law on Public Service</p>
Categories/ professions concerned	<ol style="list-style-type: none"> 1.Judge assistant 2.Advisor of Court Chairman 3.Consultant 4.Chief specialist (mostly dealing with Finance, Human Resources, IT) 5.Assistant of Chairman 6.Spokesperson (Media Services) 7.Clerk – court secretaries 8.Chancellor 9.Driver 10.Head of Division (IT, Finance, Public procurement) <p>In Lithuanian:</p>

	1.Teisėjo padėjėjas 2.Teismo Pirmininko patarėjas 3.Konsultantas 4.Vyriausiasis specialistas () 5.Teismo Pirmininko padėjėjas 6.Atstovas spaudai 7. Teismo posėdžių sekretorius 8. Kancleris 9. Vairuotojas 10. Skyriaus vedėjas (IT, Finansų, Viešųjų pirkimų)
2. Induction period	
Is there an induction period?	YES – for civil servants Training is mandatory for court staff members that are civil servants
Structure responsible for rules	<ul style="list-style-type: none"> National courts are responsible for organising these trainings for civil servants
Compulsory	YES
Description	Length: 1 year Training during induction period is mandatory for the first year since the person was recruited.
	Form: <ul style="list-style-type: none"> Training courses based on administrative, ethical issues, legal acts preparation aspects and rules, introduction to EU and National legislation
	Set Curriculum & main topics:

	<ul style="list-style-type: none"> No set curriculum, only on-the-job-training <p>EU law content: No</p>
Options	Linguistic training: NO
	<p>Training in another EU Member State: NO, not necessary. The training system is implemented at the national level only. Training on an international level is considered as qualification development.</p>
3. Continuous training system	
Continuous training available?	YES
Financial support by	Court services are paying for court staff continuous training
Specificities	<p>Compulsory: NO</p> <p>However, it is compulsory only for top-graded civil servants.</p> <p>Obligations:</p> <ul style="list-style-type: none"> Courses related to the position held
	<p>Training method:</p> <ul style="list-style-type: none"> Attending face-to-face training sessions (workshops, seminars, conferences)
	Continuous training programme: NO
	Includes EU law aspects: NO
	<p>Training activities regarding</p> <p>N/A</p>
Training in another MS as part of continuous training:	NO
Participation in training activities taking place in	YES (for certain higher posts)

another MS	Study visits, European programmes, judge assistants may represent judges in European events
	Specific conditions: N/A
	Exchanges: N/A
Continuous training impact on professional evaluation of a person	NO - it is not regulated
4. Evaluation of training activities	
Regarding induction period training activities	N/A
Regarding continuous training activities	<p>Responsible structure and procedure:</p> <p>Training for civil servants: there are recommendations (prepared by Civil Service Department) on how to identify the training needs for civil servants.</p> <p>There is a legal document – “Resolution for description of training of civil servants”. This document describes training programs, the curriculum for civil servants, assessment of the quality of training system.</p> <p>The link to this document:</p> <p>http://www3.lrs.lt/pls/inter3/dokpaieska.showdoc_l?p_id=440703&p_query=&p_tr2=2</p>
5. Assessment of needs	
Assessment scheme description	<p>NO - it is not regulated in the Lithuanian system</p> <p>Responsible structure and procedure:</p> <p>Assessment of training needs is done by the court management team under the recommendations of the Civil Service Department.</p> <p>The process is done on a yearly basis and it is related to performance evaluation of each civil servant.</p>

6. Foreseen reform

N/A

Source: Pilot Project - European Judicial Training: "*Lot 3 – State of play of training of court staff in EU law and promotion of cooperation between training providers at EU level* ", carried out by the European Institute of Public Administration (EIPA) together with a consortium