

**NETWORK OF THE PRESIDENTS OF THE SUPREME JUDICIAL COURTS**

**OF THE EUROPEAN UNION**

**CONFERENCE OF THE NETWORK**

**3–4 OCTOBER 2024**

**ATHENS, GREECE**

**“Attractiveness of the Judiciary”**

**QUESTIONNAIRE**

**Established by**

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**PART II**

**ATTRACTIVENESS OF THE JUDICIARY TO COURT PERSONNEL**

*For the purpose of this questionnaire:*

* *Judicial staff are defined as the expert qualified staff contributing to the judicial proceedings/involved in the decision-making (e.g. assistant judges, assistants to judges, advisers, consultants, Rechtspfleger, référendaires).*
* *Administrative staff are defined as staff not involved in decision-making and includes the positions of accountant, court reporter (stenographer), human resources clerk, IT specialist, and registry clerk.*
* *“Court personnel” includes both of the above categories.*
1. **General questions**
	1. **How many assistants/other judicial staff does one judge have (both in practice and according to the number of positions formally approved):**
		1. **in the court of first instance?**
		2. **in the Supreme Court?**
	2. **How many judges and how many assistant judges and other judicial staff are there in the Supreme Court (both in practice and according to the number of positions formally approved)?**
	3. **What is the distribution of judicial staff by age and gender?**
2. **Remuneration**
	1. **In your country, how do you determine the salaries of:**
		1. **judicial staff?**
		2. **administrative staff?**
		3. **Are the salaries of judicial staff linked in some way to the salaries of judges?**
	2. **Does the determination differ based on court instances?**
	3. **Please state the starting gross salary and salary after 10 years of the judicial staff (reflecting your national organization) in:**
		1. **first instance courts**
		2. **Supreme Court.**
	4. **Please state the starting gross salary and salary after 10 years of the following administrative staff in the courts:**

|  |  |  |
| --- | --- | --- |
|  | Starting salary | Salary after 10 years |
| Accountant |  |  |
| Court reporter (stenographer)  |  |  |
| Human resources clerk |  |  |
| IT specialist |  |  |
| Registry clerk |  |  |

* 1. **Is there a difference in the determination of remuneration of court personnel and other state employees?**
	2. **What is the ratio between the starting salary of:**
		1. **first instance judicial staff and the average salary in your country?**
		2. **Supreme court judicial staff and the average salary in your country?**
		3. **first instance administrative staff and the average salary in your country?**
		4. **Supreme court administrative staff and the average salary in your country?**
	3. **Is there an ongoing public discussion concerning remuneration of court personnel?**
1. **Other Material and Non-Material Benefits**
	1. **Please indicate (“X”) whether any of the following (non-)material benefits are available for court personnel:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | First instance judicial staff | Supreme Court judicial staff | First instance administrative staff | Supreme Court administrative staff |
| Accommodation (e.g. apartment) |  |  |  |  |
| Accommodation allowance |  |  |  |  |
| Meal allowance |  |  |  |  |
| More than the legally prescribed number of vacation days |  |  |  |  |
| Sabbatical |  |  |  |  |
| Sick time (outside health insurance) |  |  |  |  |
| Study leave  |  |  |  |  |
| Working from home |  |  |  |  |
| Additional contribution to pension savings  |  |  |  |  |
| Financial contribution for cultural events (theatre, etc.) |  |  |  |  |
| Financial contribution for sports |  |  |  |  |
| Financial contribution to a vacation |  |  |  |  |
| Court cafeteria |  |  |  |  |
| Day care for children provided by the court |  |  |  |  |
| Telephone, laptop |  |  |  |  |
| Language courses |  |  |  |  |
| Other educational courses |  |  |  |  |
| Others (please specify): |  |  |  |  |

* 1. **Is there ongoing public discussion concerning these issues (e.g. scope of these benefits, their amount)? If yes, please specify.**
1. **Special Obligations**
	1. **Are there any special obligations imposed on court personnel (e.g*.* confidentiality, prohibition of secondary activities)? Please specify.**
2. **Selection Procedure and Promotion**
	1. **What requirements do candidates need to meet (e.g. degree in a specialized field, length of previous practice)? Please specify:**
		1. **in the case of judicial staff**
		2. **in the case of administrative staff.**
	2. **What is the selection procedure for:**
		1. **judicial staff?**
		2. **administrative staff?**
	3. **Does the selection procedure ensure diversity of:**
		1. **Candidates?**
		2. **court personnel?**
	4. **Is being a member of the judicial staff a prerequisite or an advantage for becoming a judge? Please specify.**
	5. **How long does the selection procedure usually take?**
3. **Summary Questions**
	1. **Are the courts considered a prestigious employer? If not, are there any programmes to increase the attractiveness of the court as an employer?**
	2. **Does the judiciary in your country experience a lack of candidates interested in becoming:**
		1. **judicial staff?**
		2. **administrative staff?**
	3. **Regarding the functioning of the judiciary, are you experiencing a lack of:**
		1. **judicial staff?**
		2. **administrative staff?**
	4. **What is your personal impression of the quality and number of candidates in comparison with previous years?**
	5. **Please indicate (“X”) how the following factors, in your view, affect the attractiveness of the judiciary for those interested in becoming:**
		1. **judicial staff:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Highly negative | Rather negative | Neutral | Rather positive | Highly positive |
| Benefits |  |  |  |  |  |
| Prestige |  |  |  |  |  |
| Professional growth |  |  |  |  |  |
| Remuneration |  |  |  |  |  |
| Selection procedure |  |  |  |  |  |
| Special obligations |  |  |  |  |  |

* + 1. **administrative staff:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Highly negative | Rather negative | Neutral | Rather positive | Highly positive |
| Benefits |  |  |  |  |  |
| Prestige |  |  |  |  |  |
| Professional growth |  |  |  |  |  |
| Remuneration |  |  |  |  |  |
| Selection procedure |  |  |  |  |  |
| Special obligations |  |  |  |  |  |