

The Current situation on the training of the court officials and the Training system



2009. 7. 23.

법원 공무원 교육원
TRAINING INSTITUTE FOR COURT OFFICIALS

I . History and the role of the institute

○ History

- 1962. 11. 3. Establishment of the 'Court official training institute)

- 1979. 9. 1. Establishment of the 'Training institute for court officials)

- 2001. 2. 1. Completed the construction of the new building, and moved to this building.

○ Role of the institute

- Training of the court officials(Judges excluded)

- Training of the marshals(enforcement officers)

- Training for other personnels whom the Chief Justice of the Supreme Court of Korea designates as in need of such training

* We also get referrals from the Constitutional law Court of Korea, Ministry of National Defense, Korea Legal Aid Corporation for the training of their trainees.

II. Motto of the institution and Training objective

○ Motto of the institution

The light of the court, and friends of the people.

The training of competent human resource for future judiciary.

○ Training Objective

- Competency

The training of professional court officials who are competent in both in theory and in practice.

- Character

A court official with dignity with own dreams and visions.

- The willingness to serve

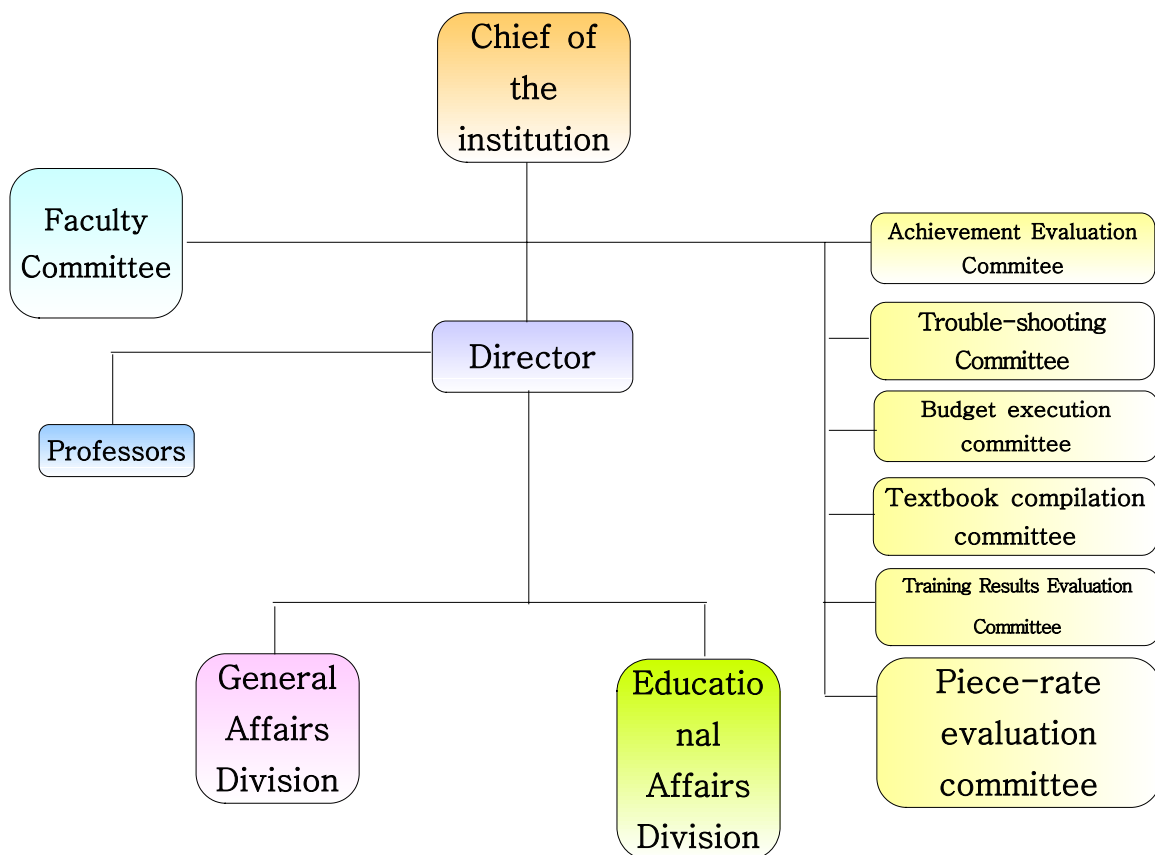
The finding of self through serving, and the realization of judicial justice through serving.

Ⅲ. Organization of the institution and number of the employees

○ Organization

- Training Institute for Court Officials is under direct control of the Supreme Court of Korea

◆ Organization Chart ◆



○Number of the employees : 48 Total

Chief of the institution(Acting Administrative Vice Minister1), Director(G3-1), Professors(G4-12), Lecturers(G5-2), General Affairs Division(20),

Educational Affairs Division(12) Etc.

IV. Introduction on the institution building

○ Scale of the institute

Land 39,000m², Building 16,000m²

○ Main facilities

Main building, Lecture Building, Auditorium, Dormitory Building, Sports facilities(soccer field with grass etc), etc

◆ Air-view of the institution◆



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V. Training system for the Training Institute for Court Officials

1. Introduction on the Court Official System of Korea

- Can be classified into Administrative Officer(Vice minister or equivalent), General Officer(G1 ~ G9), Technical officer(Technical G6 ~ Technical G10), and employment by contract

⇒ There are two ways for a person to be employed at the court as a court official. Employment through examination, and special employment. General officers are employed through examination for G5 and G9 positions.

2. Training System and Training Accomplishments

가. Training System

Education discipline		Education Subjects	Duration of the Education
Training Education		Policy Innovation(Above G3), Leadership Innovation(G4), Service Innovation(Below G5) etc	3 ~ 4Days
Job Education	Basic training	Newly appointed officers(G5 · G9)	20 Weeks
		Newly promoted G7 officers	2 Weeks
	Real Practice Training	Beginners' training(G8 · G9), Intermediate training(G6 · G7), Advanced training(G5)	2 Weeks
	Expertise Training	9 subjects including Litigation, Registration, Deposit, Enforcement	3 ~ 5 Days
Special Education		Education for Marshals, Security Guards for the Court, and Technical Officers etc.	3 ~ 5Days

4. Training Accomplishments

Year	Number of the education sessions	Number of officials who successfully completed the course
2007	47 total	3,298
2008	47 total	2,696
2009	23 total/50 (expected)	1,247명/3,121 (expected)

3. The training results reflected in the human resource management

- The training results(from Basic training, Real Practice training, and Expertise training) are converted into a certain scale(15 points) and are reflected in the list of candidates for promotion.
 - ⇒ The scores reflected in the evaluation for the candidates are composed of work performance evaluation(45 Points), Work experience evaluation(40 Points), and Real Practice training results evaluation(15 Points)
 - ⇒ The training results will effect the priority of appointment and of promotion to higher positions
- Basic Training and Real Practice training will be evaluated through relative evaluation and scores will be given in the end, and Expertise training will be evaluated through absolute evaluation

system and successful candidates will be given certificates of completion in the end.

⇒ The evaluation will be composed of multiple choice questions and Essay questions(Short answer and long essays).

⇒ The impartiality of the evaluation system will be maintained though maintaining security in selection of the exam questions and through strict management of examinations

4. Training Details

가. Training Education

- Implementation of Essential Competency Training tailored for each class of positions

⇒ To reinforce essential competency of each class of positions, we will collaborate with a professional education institution to plan for such Essential Competency Training tailored for each class of positions

⇒ We provide concentrated and systematic training focusing on Strategical Thinking for above G3 positions, Leadership for G4, and enhancement of willingness to serve for G5 and below.

- We try to maximize the effect of education by diversifying the method of teaching. The methods include lecture, discussions, presentations, and visits to renowned institutions.

4. Job Education

(1) Introduction

- Focus on general enhancement of competence in real practice in the areas of Litigation, Registration, Enforcement and Deposit

- It is an essential training because the training results will be objective data proving the competency of the employees by being reflected in the list of candidates for promotion.

⇒ To successfully complete the course, a trainee has to get a score higher than 60 in Basic training and Real Practice training. For Expertise training, a trainee has get 70 or higher.

- We maximize the effect of the training by requiring the trainees to complete e-learning in advance to participate in Real Practice training and Expertise training.

(2) Basic Training

- An education focusing on the real practice abilities of the newly appointed G5, G7, G9

⇒ An education on real practice such as Trial administration system, drawing up of protocols, and on filling out applications, so that the trainees can carry out their duties on their own

right after the training.

⇒ Especially for newly appointed G5, and G9 officials, real practice training will give a chance for them to meet with mentors at the courts, and to have a chance to experience the work, thereby enabling them to be comfortable with the working environment and to adapt to the atmosphere more quickly after they get appointed.

- Building up of bonding between the trainees

⇒ Aside from the job education, a lot of teamwork-building programs are prepared for the trainees to build up a strong sense of companionship. Such programs include Camp training, Field day, Trainees' Union Activities etc.

- Enhancement of Work ethics

⇒ A focused training on work ethics and volunteer activities to enhance in the minds of the court officials the sense of responsibility and work ethics for public interest and the interest of others.

(3) Real Practice Training

- A supplementary education to improve the court officials' real practice work performance during the time which he/she holds office

- ⇒ About 5 years after he/she was appointed to his/her position, a court official will be re-educated for a general enhancement of real practice work performance. The education subjects will range from 13 to 15 and will cover each and every subject related to real practice education.
- Employees will be required to complete respective training sessions for each grade of clerical hierarchy they are in, thereby enhancing their general competency in real practice.
G8 · G9:Beginners' Real Practice training
G6 · G7:Intermediate Real Practice training
G5: Advanced Real Practice training

(4) Expertise Training

- Expertise Training is given for G5-G7 general officers who carry out their duties on their own authority according to the law, for a enhancement of their expertise and knowledge in their respective areas. Such officers include Clerk of court, Court official for registration, Court Official for Deposit.
 - ⇒ G6 · G7, G5 should complete at least 2 sessions of Expertise training
- It will be carried out in case studies and presentation on the cases in addition to lectures.

다. Special Education

- A training for court officials with special duties such as Marshals(enforcement officer), family fact-finding officers, Bailiffs.
- We are planning to expand the education to other technical service providers who are right now excluded from the training and will continuously develop programs to meet the demands.

VI. Main tasks of the year 2009

○ Reinforcement of personal development including leadership training

- To reinforce personal development of court officials and to promote the harmonious development of all the abilities needed to work competently as court officials
- General enhancement of the competency of the organization with effective personal development through the most adequate method of education, and development of necessary competency for administrative officers and general, technical officers in their respective areas of work.

○ Expansion and development of the e-Learning

- As of 2009. 7. 23. , we are now making the

contents for 9 basic subjects and implementing e-learning for such subjects

- In the second half of the year 2008, we are going to update the existing subjects and develop supplementing contents

○ Reinforcement of case studies, and the establishment of the Special In-depth Study Session

- To enable the officials to resolve any problems that he/she might encounter in carrying out their duties on own, the establishment of the Special In-depth Study Session which is a seminar session designed to enable in-depth study and deliberation

○ Promotion of reorganization of the training system

- In consideration of the demand of the public servants, we are planning to operate training with a focus on the trainees, taking into consideration the nature and characteristics of classes of their positions.

- In case of change of position following personnel shifts, the officials will be required to complete the education courses to facilitate adaption to the new work. We are planning to enforce a system in

which a court official can complete a training course within a 2-3 year cycle, thereby promoting the 'Year-round study system'.

【Training schedule for the year 2009 and the number of trainees】

Ranking	Acceptance Year	Discipline	Name of the training	Training Schedule	Duration of the training	Number of trainees
1	18	Special	Newly appointed Marshals' Course 2-1	1.12. - 1.19.	6 days	42
2	5	Training	Leadership Innovation Expertise(G4) 2-1	2. 2. - 2. 5.	4days	30
3	3	Expertise	Civil Litigation Procedure(G5-6-7) 2-1	2. 9. - 2.13.	1Week	50
4	1	Training	Inspection Officers' Training	2. 9. - 2.11.	3days	60
5	26	Basic	Newly appointed G5 training	2.16. - 7. 3.	20Weeks	10
6	36	Basic	Newly promoted G7 Training 2-1	2.16. - 2.27.	2Weeks	159
7	1	Special	Court manager's course	3. 2. - 3. 4.	3days	21
8	78	Real Practice	Beginners' Real Practice Course(G8-9) 3-1	3. 2. - 3.13.	2Weeks	140
9	3	Training	Policy Innovation Training(Above G3)	3.16. - 3.18.	3days	30
10	57	Real Practice	Intermediate Real Practice Course(G6-7)2-1	3.16. - 3.27.	2Weeks	80
11	2	Expertise	Criminal Litigation Course(G5-6-7)	3.30. - 4. 3.	1Week	50
12	13	Special	Marshal Officer Course 2-1	3.30. - 4. 1.	3days	50
13	15	Expertise	Deposit Course(G6-7)	4. 6. - 4. 8.	3days	50
14	32	Real Practice	Advanced Real Practice Course(G5) 2-1	4.13. - 4.24.	2Weeks	60
15	6	Special	Family Relations Registration Officer Course(G6-7)	4.13. - 4.15.	3days	50
16	5	Spec	Registration-Enforcement Real	4.20. - 4.22.	3days	80

		ial	Practice Course(G8-9)			
17	9	Train ing	Service Innovation Course(Technical officers and ,Special officers)	4.27. - 4.29.	3days	60
18	6	Expe rtis e	Enforcement Course(G5-6-7) 2-1	4.27. - 4.29.	3days	80
19	79	Real Prac tice	Beginner's Real Practice Course(G8-9) 3-2	5. 4. - 5.15.	2Weeks	140
20	10	Train ing	Service Innovation Course(G8-9)	5.18. - 5.20.	3days	60
21	3	Spec ial	Associated Bankruptcy Real Practice Course(G8-9)	5.18. - 5.21.	4days	50
22	37	Basi c	Newly Appointed G9 Course	5.25. - 10.9.	20Weeks	123
23	1	Spec ial	Civil Litigation Real Practice Seminar	5.25. - 5.27.	3days	30
24	1	Spec ial	Registration-Enforcement-Deposit Real Practice Seminar	6. 8. - 6.10.	3days	30
25	1	Spec ial	Court Investigator Candidate's Course	6. 8. - 7.17.	6Weeks	21
26	19	Spec ial	Newly appointed Marshals' Course 2-2	7. 6. - 7.13.	6days	35
27	6	Train ing	Leadership Innovation Course(G4) 2-2	7. 6. - 7. 9.	4days	30
28	1	Spec ial	Registration Real Practice Seminar	7.13. - 7.15.	3days	30
29	4	Expe rtis e	Civil Litigation Course(G5-6-7) 2-2	8. 3. - 8. 7.	1Week	50
30	3	Train ing	Beginner's Administrative Manager Innovation training	8.24. - 8.26.	3days	70
31	4	Expe rtis e	Registration Course(G5-6-7)	8.31. - 9. 2.	3days	50
32	2	Spec ial	Family Investigators' Real Practice Course	8.31. - 9. 4.	1Week	30
33	7	Expe rtis e	Enforcement Course(G5-6-7) 2-2	9. 7. - 9. 9.	3days	80
34	19	Spec ial	Court Real Practice Training Course	9. 7. - 9. 9.	3days	50
35	11	Expe rtis e	Registration Expertise Seminar Course(G5-6-7)	9. 7. - 9.11.	1Week	40
36	37	Basi c	G7 Promoted Officials' Course 2-2	9.14. - 9.25.	2Weeks	250

37	11	Training	Service Innovation training(G6-7)	9.28. - 9.30.	3days	50
38	5	Special	Registration Real Practice Course(G8-9)	9.28. - 9.30.	3days	60
39	33	Real Practice	Advanced Real Practice Course(G5) 2-2	10.12. - 10.23.	2Weeks	60
40	17	Expertise	Deposit Course(G5)	10.12. - 10.14.	3days	50
	11		Korean-Japanese Registration Officer's training	10. 20. - 10. 28.	5days	5 from each country
41	58	Real Practice	Intermediate Real Practice Course(G6-7)2-2	10.26. - 11. 6.	2Weeks	80
42	12	Training	Service Innovation training(G5)	11 .2. - 11. 4.	3days	50
43	9	Expertise	Registration, Enforcement Expertise Seminar Course(G5-6-7)	11. 9. - 11.13.	1Week	40
44	21	Expertise	Registration Course(G5-6-7)	11. 9. - 11.11.	3days	80
45	80	Real Practice	Beginners' Real Practice Course(G8-9) 3-3	11.16. - 11.27.	2Weeks	140
46	18	Expertise	Family Relations Registration Course(G5-6-7)	11.30.- 12. 2.	3days	40
47	24	Special	Marshals' Seminar Course	11.30.- 12. 4.	1Week	40
48	3	Expertise	Associated Bankruptcy Course(G5-6-7)	12. 7.- 12.10.	4days	80
49	14	Special	Marshals' Officer Course 2-2	12. 7.- 12. 9.	3days	40
50	4	Special	Court security management course	12.14.- 12.16.	3days	40
Total			37 Courses 50 Sessions		61weeks/103days	3,121)

1) Korean-Japanese Registration Officers Excluded