

REGIONAL TRAINING TEAM CONCEPT NOTE

Concept Note

The purpose of the judicial educators' course under PJDP (and previously under PJEP) is to create a pool of human resources within the region that has the capacity to assess needs and design and deliver training activities within the judicial sector, in particular for judicial officers and court officers. The intention is to make training for the judiciary more sustainable in the future in that it will reduce the necessity for external assistance for the development and delivery of training.

To build the skills of PJDP's certified educators PJDP will provide those who satisfy selection criteria, with opportunities to become part of the Regional Training Team (RTT) to be further trained by PJDP educators to:

- assess and analyse training needs of target groups,
- design workshops appropriate to meet those needs, and
- deliver workshops in jurisdictions beyond their home country

This opportunity will reinforce the skills learned during the three-level judicial educators' course whilst also providing broad experience in training across the Pacific region with the guidance of experienced educators. It is hoped that this will greatly enhance the competence and confidence of the selected judicial educators. The use of RTT, once established, is intended to continue for the duration of PJDP, such that at the conclusion of the Program there will be an established cadre of skilled and experienced judicial educators from within the Pacific who can continue to provide training not only in their own countries but also in other countries within the region which will reduce the necessity for reliance on external sources of expertise.

The Program Executive Committee has approved the RTT concept, however the details of the concept need to be consulted upon and agreed with the Chief Justices and relevant stakeholders to ensure that it has the support of the participating judiciaries.

Annual Plan 2007-8 – Establishment of Regional Training Team

During the annual plan for 2007-8, PJDP will conduct level 2, level 3 and level 3-refresher courses for the judicial educators with the intention of as many participants as possible progressing to the next level and becoming accredited educators. Those who were accredited during the PJEP will also have the opportunity to refresh their skills. In addition, significant work will be done to prepare the foundations for the introduction of the RTT.

This work will include:

- Building awareness of and support for the RTT across all jurisdictions participating in PJDP.
- Supporting the development of a specialist skills matrix which would identify the skills needed to provide support to the RTT
- Developing criteria for the selection of RTT members.
- Selection of the up to 8 certified judicial educators to participate in the RTT which will design and deliver training under PJDP throughout the region with PJDP educators.

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- Enhancing the networks of collaboration and corporation between judicial and court staff educators across the region so that they can share experience, knowledge and materials with each other.

Selection of RTT Members

The criteria for the selection of RTT members is likely to include that the applicant is:

1. Certified as an educator (judicial or court staff) under the Australian based course conducted by PJEP/PJDP and NZ Law Society or comparable qualification approved by PJDP;
2. Is developing his/her post-certification knowledge, skills and confidence in designing and/or conducting training;
3. Enjoys designing and conducting judicial and / or court staff development training, building rapport and working with others from across the region;
4. Willing to develop special expertise in a number of specific technical content areas of the courses to be conducted in the Pacific Island countries;
5. Comfortable or willing to improve his/her public presentation skills;
6. Able to be released from in-country duties by the appropriate authority to participate in RTT activities, when required;
7. Approved by the appropriate institutional head (e.g. the Chief Justice, Chief Court Administrator or Public Service Commissioner);
8. Demonstrably sensitive to culture; and
9. Able to communicate effectively both verbally and in writing and will comply with reporting requirements.

A PJDP selection panel will be convened to select the most appropriate candidates for those positions. Those candidates will then be informed and provided with briefs of engagement which will include likely dates for training over the next Annual Plan (i.e. 2008-9), and codes of conduct whilst participating in the RTT.

Development of Regional Training Team Members – 2008-9

Building on this work in 2007-8 those selected for participation on the RTT will undergo initial training with PJDP educators and will then assist in the planning and preparation of workshops as well as the delivery of training workshops to be implemented under the program during the 2008-9 financial year and, if successful, going forward.

The members of the RTT could be deployed in any of the 15 participating Pacific Island countries to develop and deliver court officer or judicial officer training. Training will usually require an absence of the RTT member from their home jurisdiction for approximately one week at a time. There will also be intermittent remote obligations for RTT members such as preparation of workshops, development of their own skills, specialisation of skills and follow-up after conclusion of workshops. The RTT members will be required to agree to a code which will govern their conduct whilst working as a member of the RTT in jurisdictions outside their home country.

The initiative is designed to recognise those educators who have shown skill and commitment to the provision of judicial and/or court staff training in their jurisdictions by providing the

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opportunity to further improve their skills through participation in the preparation and delivery of professional development activities for PJDP. By the end of PJDP it is hoped that there will be a group of educators within the justice sector who have demonstrable skills and confidence to provide training in their own countries and also to provide training in other countries of the Pacific on a sustainable basis.

Consultation and agreement

In November 2007, PJDP held a leadership workshop for Chief Justices of PJDP participating countries. Nine of the fifteen participating countries were represented at the workshop. During the workshop there was a presentation by trainers from another regional programme who spoke about their experience participating in a similar initiative. This was followed by a lengthy discussion with questions by the Chief Justices and answers by the Senior Faculty Member, Mr. Enoka Puni. The aim of this section of the workshop was for participants to consider the proposal and how it might best be implemented under PJDP.

Most Chief Justices present supported the concept in principle although there was a range of views regarding actual focus and implementation of the RTT approach including expanding it to provide trainers not only for the lower/lay judiciary but also the senior/qualified judiciary. In addition, some Chief Justices were not in the position or did not have the authority to make a decision regarding the release of staff trainers to participate.

Although the concept has been approved by the Program Executive Committee the details need to be discussed and agreed upon for the initiative to be progressed. Some of the issues for consideration include:

1. Agreement and support of the Chief Justices for the application of certified educators within their jurisdictions who have completed level 3 of the PJEP/PJDP course (or equivalent) for selection as members of the RTT. Where the Chief Justices are not able to make this decision, then support for the certified educators for selection as members of the RTT and identification of the person from whom PJDP would need to obtain agreement.
2. Where selected for participation in the RTT, the judiciary agrees (and any other authority whose approval is required also agrees) to release those educators selected to deliver training in other countries in the Pacific under PJDP for not more than approximately two weeks at a time.
3. Confirmation that the home jurisdictions will continue to pay the salary of the RTT member, as PJDP proposes to pay all expenses associated with the RTT members work whilst outside their home jurisdiction, including flights, accommodation and meals.
4. Commitment by the Chief Justices (or heads of institutions) to support the concept and to assist in covering the burden of the RTT member's position where possible during his / her absence from the home jurisdiction.

At the leadership workshop the following countries indicated that they would like to participate in the RTT initiative:

- Federated States of Micronesia
- Kiribati
- Nauru
- Samoa

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- Solomon Islands
- Tonga
- Vanuatu

The Marshall Islands stated that it was interested and would agree conditionally and the Cook Islands agreed to confer with other stakeholders and revert to the programme on the issue.

Next steps

Where countries have identified that they would like to participate in the initiative then PJDP involve those countries in the selection process set out above and use certified trainers from the participating countries to become part of the RTT to prepare and deliver training under the guidance of the Senior Faculty Member or other experts. This will be initially be piloted for the training of lower and lay judiciary and for court officers over the 2008-9 period. The results of this pilot can then be reviewed at the conclusion of that 2008-9 Annual Plan and the participating countries can determine whether they wish to continue to participate in the initiative and whether it should be expanded.

Once the details of the establishment and deployment of the RTT are agreed to by the Chief Justices and endorsed by the Program Executive Committee, a briefing document will be sent to all educators and to the National Coordinators in all the Pacific Island countries outlining the proposal and inviting potential candidates to apply. Applications will only be considered by PJDP where they are supported by the Chief Justice or relevant institutional head.

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