Strengthening the Polish justice system

1. Basic Information
1.1 CRIS number: 2004/016-829.05.04  Twinning No: PL2004/IB/JH/04/TL
1.2 Title: Strengthening the Polish justice system
1.3 Sector: Public administration and judiciary
1.4 Location: Poland

2. Objectives

2.1. Overall objective
Strengthening the institutions of the Polish justice system, with the particular attention to increasing the efficiency during a court trial and the application of the European law.

2.2 Project purposes
1. Supporting the ongoing reform of the training policy for the justice system staff and increasing the efficiency of the system of training and human resources management, also with regard to the career of individual professional groups. The planned reforms aim at centralisation and further unification of the training process and shall lead to establishing the Judicial Training Centre.
2. Increasing the effectiveness of application of the European law among judges, public prosecutors and administrative staff of the justice system organs.
3. Preparing electronic document templates, which will help in the future to implement the electronic circulation of documents.
4. Increasing the capacity of trial units in courts. Automation of trial recording by means of personal computers and specialist software prepared by the Ministry of Justice as well as advanced technologies such as audio/video recording.

2.3. Justification
a) Compliance with priorities Monitoring Report on Poland: "despite steady progress, efforts are still needed to improve the efficiency [...] of the judiciary", "the number of computers and printers in the courts and the prosecutors offices has been increased but remains quite limited", "[Judicial Training Centre] intends to develop proposals to unify and harmonise the training system, so as to increase efficiency and to provide new forms of training for all professional groups concerned".

b) Compliance with the (2000) priorities of the new Accession Partnership: the midterm priority for the Justice and Home Affairs area “further improvement to the functioning of the justice system,” the midterm priority of strengthening administrative capacity “to ensure efficient functioning of the justice system, strengthening institutions, in particular (...) courts.”

c) Compliance with the priorities of the National Program of Preparation for Membership in the EU: “supplementation and modernisation of the technical equipment; rationalisation of the operating of courts’ and prosecution service’s units,” “gradual computerisation of the judiciary.”

3. Description

3.1. Background and justification
All the activities to be undertaken under this project will contribute to the increased efficiency of functioning and to the actual improvement in the access to the justice system in the conditions of
Poland’s membership to the EU, with a positive effect on the single market area at the same time. They result from the Lisbon Strategy.

**Component I** Proper preparation of the justice system’s staff influences its functioning considerably. In September 2002, the Minister of Justice took a decision aiming at unification and centralisation of the system of training. It relates to all the professional groups: judges, public prosecutors, clerks as well as to the initial and vocational training. For three years there is one test for the entrance examination for the initial training (‘*aplikacja*’) for judges and public prosecutors. The same applies to the final examination for judges and public prosecutors. The Ministry of Justice has elaborated a framework programme for the training of judges and public prosecutors, which is to be applied from September 2004. The system of selection for the initial training for ‘*referendarze*’ (clerks of the court) has been centralised. An ultimate objective of the reform is to establish the Judicial Training Centre as a separate institution.

The ongoing reform aims at drafting a larger, ambitious programme of training that will help Polish judiciary to act in the circumstances of the membership. This stage of the process enables to define the scope and structural framework of the training system basing on existing capacity but also enhancing it in order to achieve the crucial objectives of the reform.

The system of professional career of judges and public prosecutors has been regulated in the binding legislation (Act on the common courts’ system and Act on the public prosecution service). It contains safeguards for the independence of judges and the politically neutral performance of these both functions. It provides grounds for a proper pursuit of the profession. It contains safeguards (like e.g. a principle of non-removal from the office for a judge), which protects it from external pressure. Changes in the legislation, introduction of new categories of cases, growing importance of legal assistance impose increasingly higher requirements. Similarly, people’s expectations as to the justice system are on the increase. Although the mechanisms of career management analogous to those adopted in the production sector cannot be applied to the system for staff management in these both professions, it is advisable to modernise and to objectify the criteria for efficient work, for the assessment of professional aptitude of persons (in respect of both adjudicating and administrative functions) as well as to consider new directions and developments as to the judiciary and prosecution service staff management.

**Component II** Training for judges and public prosecutors on the application of the European Community law.

Correct application of the EU law by all judges and public prosecutors is of a key importance for the implementation of the EU law into the Polish legal system and for proper fulfilment of the obligation resulting from the membership. In its Regular Reports, the European Commission considered preparation of judges and public prosecutors to the membership of the European Union as one of the priorities in the monitoring of Poland’s performance of its obligations.

According to the data of 31 December 2003, the number of judges and associate judges (‘*asesor*’) in Poland was 9,476, while the number of public prosecutors and associate public prosecutors (‘*asesor*’) was 5,785. A part of them has been trained under the PHARE programme, the bilateral co-operation agreements with the Member States of the European Union, seminars financed from the Ministry’s own funds. Only during the years 2002-2003 there were 11 250 judges and public prosecutors participating in different training courses on European law.

The number of personnel trained counts as a good startpoint for further training, which will be carried out in different circumstances – the Polish UE membership. This will result in different approach. Instead of general training, the intention is to organise practice-oriented trainings, the aim of which will be to analyse case law or formulating requests for preliminary ruling to the European Court of Justice. This activity will cover the subject of the most current UE law

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1 There have not been a introduction of any special provisions that would regulate the procedure of addressing the European Court of Justice with a request for preliminary ruling. Article of 234 of EC Treaty, the Statute of ECJ and the relevant Polish procedure regulations enable Polish courts to apply that instrument.
instrument, implemented within mutual recognition and execution of judgments. A part of trainings for judges from the criminal divisions and prosecutors will cover the area of economic crime. It is planned that approx. 3,250 persons: judges, prosecutors and other justice personnel will take part in 65 trainings carried within Transition Facility programme.

**Component III** The need for the implementation of the solutions concerning the electronic transfer of data and the resulting necessity to prepare documents to serve that purpose follow from a.o. the eEurope Action Plan 2005 (adopted within the framework of the Lisbon Strategy) and from the Act on electronic signature. Significance of that Component can not be underestimated when comes to the implementation of electronic document exchange in the light of Directive 2003/58/EC. The planned investments will be on the one hand a tool for implementation of pro-European obligations, and on the other hand - an incentive for the development of services employing that signature.

To this end, standard electronic documents to be used for the purpose of electronic exchange of data in all kinds of proceedings should be elaborated. The exchange of documents should cover:
- the exchange with external entities,
- the exchange inside the ministry (between the organisational entities of the Ministry of Justice).

Moreover, it is necessary to elaborate draft legislation allowing for electronic communication. Depending on the possibility of introducing legal simplifications in extreme, most desirable case, it would be possible to completely dematerialise the majority of proceedings due to the use of the institution of electronic signature and electronic document. Having such a solution, one can imagine the situation that the processing of the majority of requests in their technical part will be automated, while sticking to the rule that in the case that parties have no facilities for electronic communication, they will be attended in a traditional way (which, however, may influence the amount of the charge and the speed of processing).

**Component IV** Since 1999 the Ministry of Justice has been conducting activities in the field of automation of trial recording process in courtrooms. The analyses and pilot operations in selected courts in some districts have been realised. In 2000 the Ministry of Justice initiated the above-mentioned project on the nation-wide scale. The project is implemented in two stages:

The first stage in year 2000 covered the comparative evaluation of different solutions on trial recording by means of IT equipment. 15 court districts participated in that stage, mainly the ones where the first attempts to use computers for the trial recording process have already been undertaken. The Ministry supplied them with:

- a) uniform type of computer equipment (such as computers, additional monitors and printers);
- b) uniform basic software applications: text editor and legal databases software;
- c) uniform templates of the “TABULA” protocols;

There were two kinds of the trial recording set:

- a) the stationary computer (permanently in a courtroom) with the additional preview monitor (with duplication option for different monitors) for the judges present in the courtroom.;
- b) mobile computer- with the additional monitor permanently in a courtroom. In that situation every computer is assigned to the specific judge or to a court registrar. After a trial it can be taken out the courtroom and serve a judge i.e. for writing justifications. This option was intended also for conducting a trial during the sessions outside of the court seat (i.e. in penitentiary division). These sets were intended also for courts having numerous, small courtrooms. The number of computers in most courts, even after the completion of PHARE 2002 project, does not justify the LAN installation. Therefore sometimes it is necessary to move information (in the laptop) from trial room to back-office.
During the first stage (in 2000) 320 laptops and 100 computer workstations were purchased from State budget (exc. 1 M EURO).

The second stage started in 2001. It provides for gradual introduction of this technique to all courts nation-wide (near 3700 courtrooms). It was assumed that the duration of the task implementation would last 4-5 years, depending i.a. on available financial means. Under the 2001 budget the Ministry has bought 95 sets for the continuation of the programme.

Portable and stationary computers shall be used in regional and district courts with necessary software including the text editor, with the combination of the specially designed template and legal acts databases. Court stenotypists are the primary target group but other groups (judges, parties to law suit, etc.) will benefit from better recording of the law suit, stocking and further use. Immediate access to protocols will help to reduce the duration of proceedings and thus improve the access to justice for citizens and businesses. It is planned that approximately 1560 courtrooms will be provided with the appropriate equipment. The sets will consist of the following:
- 2 screens: 1 for a judge and the other for a person taking minutes,
- 1 work station,
- 2 keyboards: 1 for a judge and the other for a person taking notes.

The next step ahead to improve trial recording process will be to adopt more advanced technologies to courts. More expensive as they are their significance for the proper trial recording can not be diminished.

The first attempts were carried out within the project "E-court: court administration based on IT-technologies". The Polish Ministry of Justice along with the Italian Ministry of Justice, the Paul Sabatier University of Tulusa and leading European IT companies took part in the programme, the aim of which was setting up tools used to harmonise IT systems applied by court administration of EU member states. The solutions elaborated in the E-court Project are to innovate EU member state judiciary both on technological and practical level. It might be expected that implementation of such solutions will contribute to development of highly integrated infrastructure (storing, filing and searching data) which must lead a change of traditional court bureaucracy model. Undoubtedly, the possibility to search the necessary data easily and quickly will make quality difference in a decision-making process of a judge.

The prototype of e-court system was launched and tested in the Regional Court in Wrocław in the period from June to November 2003. The results prove that other than traditional recording methods are efficient. That concerns audio and video recording.

Though all court rooms are assumed to be supplied with sets for recording equipment, the general idea will remain unchanged - court personnel will participate in the recording process. The advantages of such solutions can not be questioned. Still, there is a human factor involved, the result of which is the new system will be far from being perfect. A new, IT-based system will have all the pluses of a computer application (what is more, such an idea is in the compliance with the Act on Criminal Procedure):
- easier search when compared to application of video and audio systems;
- easier and cheaper copying;
- a possibility of transfer, compression and archivisation of audio and video files.

The experts appointed by the Commission highly evaluated the output of the project and pointed out the advisability of application for financing such projects from the structural funds. Although the cost of the equipment remains high, it seems necessary to continue the E-court programme. All the lessons learned will contribute to the better implementation of such system on a large scale. It is planned that approximately 34 courtrooms (in selected Regional Courts) will be provided with the appropriate equipment. The sets will consist of the following: cameras, microphones, computer, screens, software, cables etc.
3.2. Linked Activities

1. **Reference to the previous PHARE projects**
The programme is related to the previously implemented PHARE programmes:
Phare PL 9804.01 – Increasing the efficiency of the common courts system and the prosecution service,
Phare PL 0103.10 – Strengthening the capacity of the justice system in Poland to combat organised crime and conduct international legal assistance,
Phare 2002/000-605.03.05 – Improvement for the judicial system
Phare 2003/005-710.03 – Improving the justice system

2. **Reference to other projects**
Component II makes a continuation of the *Training for judges and public prosecutors in the application of the European Communities law* financed from the Counterpart Funds - CPF". In the course of that project there have been 1,250 judges and 500 public prosecutors trained in total.
Component IV makes a continuation of the "E-court: court administration based on IT technologies". The Polish Ministry of Justice (all along with a/m institutions) took part in the Phare projects carried out in the years 2001-2003.

3.3 Results

**Component I**
1. The methods of improving the management system of courts and prosecution service staff, as well as a promotion system of clerks
2. A report from the comparative evaluation of the training programmes for judges, public prosecutors and 'referendarze' (senior clerks of the court), with a particular regard to the initial training ('aplikacja') delivered. A report is also to contain a set of tools for measuring training needs of a/m groups and proposals of changes where needed.
3. Standardised training modules for the vocational training of the justice system staff elaborated.
4. Evaluation of functioning of training system with a set of proposals ready to be applied.

**Component II**
Training courses for the justice system staff: judges, public prosecutors and 'referendarze' (senior clerks of the court)/clerks of the prosecutors’ offices as regards the European law conducted.
1. 44 seminars for judges:
   – 11 seminars on functioning of the EU law in the domestic legal system - 550 persons trained,
   – 33 detailed seminars for judges ruling in particular court divisions - 1,650 persons trained,
2. 16 seminars for public prosecutors on criminal law - 900 persons trained
3. 5 seminars for 'referendarze' (clerks of the court)/clerks of the prosecutors’ offices on international legal assistance - 150 persons trained

**Component III**
1. Standard electronic documents samples for the purpose of the electronic exchange of data with external entities, using the electronic signature in individual kinds of the proceedings elaborated.
2. Regulations enabling the electronic communication with a court in matters relating to judicial proceedings drafted
3. Electronic templates for particular types of proceedings prepared.

**Component IV**
1. Transparent protocols, accessible “at once”, prepared in a unified template, reduction of the number of written mistakes in protocols, which necessitate to provide additional explanations to the parties.
2. Improving the quality of work in court, in particular – shortening the average proceeding time.
3. Providing hardware for personnel working in court rooms in regional and district courts (court recording clerks and judges).
4. Providing recording equipment in 34 courtrooms of selected Regional Courts.

3.4 Activities

Component I - Twinning-Light (Contract I)

1. A comparative analysis of systems of management of the court and prosecution service staff, including the professional career of individual professional groups, in particular of judges and public prosecutors. The first step is to analyse the system functioning in Poland in comparison with expert's national system. Secondly, on the basis of this study the experts will assist the Polish authorities to identify the areas of potential changes and in consequence to elaborate the methods of improving the quality of functioning the courts and stability of the function of public prosecutor.
2. Taking into account the experiences of other EU Member State, elaborating a comparative evaluation of the appraisal and promotion systems of judges, public prosecutors and ‘referendarze’ (clerks of the court), with the view on institutional guarantees of independence of judges and stability of the function of public prosecutor.
3. Basing on the prepared, in the co-operation with the experts, evaluation of the functioning of the training system the following document should be elaborated:
   • a comparative evaluation of the training programmes for judges, public prosecutors and ‘referendarze’ (senior clerks of the court), with a particular regard to the initial training (‘aplikacja’)
   • modules for the vocational training of the justice system staff.

The activities will be carried out in the following sequence:
– Presentation of Polish solutions, including those of local character as well as solutions applied in expert's homeland.
– The participants are to be: twinning experts, officials from the Human Resources Department, the Judicial Training Department, representatives from appellate court and prosecutor's offices training centres.
– Presentation on solutions applied in other EU member states is welcomed.
– During the follow-up workshop experts are expected to present recommendations in that particular area. All participants will discuss the recommendations and their possible use and application in the Polish legal conditions.
– The conclusions of the above seminars will allow to prepare the appropriate documents that will include the presentation of the present system and some proposals to enhance them.

Detailed description of activities will be elaborated in the process of Contract preparation.

Providing for the presence of short-term and mid-term experts with a view to elaborating certain detailed solutions or evaluation of solutions prepared by the Polish party within the framework of activities specified in Component I. The experts should have a university degree in law. The experience and knowledge as to: the management of the justice system and prosecution service staff (including the professional career in individual groups and the implementation of the staff management system, including the professional career) is indispensable.
The working experience in the institutions dealing with training for judges, preparation, implementation and monitoring of the functioning of the evaluation systems for training of staff is an asset.

Component II – Technical assistance (Contract II)
The training cycle covering the principles of the application of the EU law and its fundamental areas within the competence of the Minister of Justice. The Ministry of Justice will elaborate specification of training which will contain the substantial terms of tender: a. o. framework
programme and schedule of seminars. The direct preparation of seminars: a. o. elaborating the
detailed training programme and training materials will be carried out by experts selected by
means of a tender.
The training will include:
1. seminars for judges from common courts at a district (‘rejon’), regional (‘okręg’) and
appeal (‘apelacja’) level concerning the selected issues relating to the functioning of the EU
law in the domestic legal order - 11 seminars, 50 persons each (total 550 persons trained),
2. 33 seminars for judges from common courts at a district (‘rejon’), regional (‘okręg’) and
appeal (‘apelacja’) level on EU law, and public prosecutors from a district (‘rejon’),
regional (‘okręg’) and appeal (‘apelacja’) level on the EU law, in particular:
   − the civil law, including family law - 11 seminars, 50 persons each (total 550 persons)
   − the civil law, including insurance, labour law and intellectual property law - 11 seminars, 50
   persons each (total 550 persons)
   − the criminal law (including economic crime) for judges from criminal law divisions - 11
   seminars, 50 persons each (total 550 persons)
3. the criminal law including economic crime, European Arrest Warrant and mutual recognition
of judgements for public prosecutors - 16 seminars, 50 persons each (total 900 persons),
4. seminars for ‘referendarze’ and/or clerks of courts and the prosecutors’ offices on
international legal assistance - 5 seminars, 30 persons each (total 150 persons)
The assumed total number of trained persons is 3,250.

Component III
Technical assistance (Contract III)
– elaborating principles for the electronic exchange of information between the justice system
entities and external entities as well as elaborating rules for the electronic exchange of information
within the justice system, including legislative, organisational and financial aspects,
– elaborating electronic document templates for various types of judicial proceedings,
– elaborating software assumptions aiming at electronic exchange of data in proceedings by writ of
payment and simplified proceedings by writ of payment.

Investment (Contract IV) – purchase of software applied in the electronic data exchange in
proceedings by writ of payment and simplified proceedings by writ of payment on the basis of
principles elaborated in Contract III

Component IV
Investment (Contract V) – purchase of ca. 1560 sets of computer hardware for recording
purposes in courtrooms (work stations with standard software [operational system, word
processor], plus an additional screen and a local printer). For previous actions in this area see
point 3.1.
Investment (Contract VI) - purchase of recording equipment for 34 courtrooms of selected
regional courts.

3.5 Lessons learned
The project is based on already realised and lasting programs and initiatives, which are financed
by means acquired in the framework of Phare funds and by own means of the Ministry of Justice.
The obligations and recommendations resulting from the reports on realised programs have been
taken into account in drafting the project.

4. Institutional Framework
1. The Judicial Assistance and European Law Department is responsible for the realisation of the twinning contract. The Human Resources Department together with the Judicial Training Centre Department and the Common Courts Department are to conduct the required analyses concerning the creation of the training system and the career management of the professional groups within the justice system.
2. The Judicial Assistance and European Law Department, a leading agency as regards Component II, is responsible for technical assistance contract - conducting seminars on the EU law. The beneficiary of the project: the personnel of the justice system.
3. The CORS & IT Department, a leading agency as regards Component III and IV, is responsible for the technical assistance – Contract III as well as investment contracts within Contracts IV, V and VI. It co-ordinates and supervises the introduction of IT means in courts and prosecutor’s offices as well as the users training process. The beneficiary of the project: regional and district courts.
The realisation of the project does not entail changes in the institutional framework.
The IT equipment purchased is to belong to the Ministry of Justice.

5. Detailed Budget

<table>
<thead>
<tr>
<th>Transition Facility Support</th>
<th>Investment support</th>
<th>Institution</th>
<th>Total TF</th>
<th>National co-financing</th>
<th>Total</th>
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<tr>
<td>Contract I</td>
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<td>73.200</td>
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<tr>
<td>Contract VI</td>
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<td>259.250</td>
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<td>Total</td>
<td>2,955.450</td>
<td>2,049.500</td>
<td>5,004.950</td>
<td>1,034.550</td>
<td>6,039.500</td>
</tr>
</tbody>
</table>

The co-financing funds for the project implementation will be available.

6. Implementation arrangements:

6.1. Implementing Agency:
PAO: Tadeusz Kozek, Under-secretary of State at the Office of the Committee for European Integration, Aleje Ujazdowskie 9, 00-918 Warsaw; phone: 48 22 455 52 41, fax: 00 48 22 455 52 43,
CFCU: Foundation Co-operation Fund, ul. Górnośląska 4a, 00-444 Warsaw, phone: 48 22 622 00 31; fax: 48 22 622 95 69
CFCU will be responsible for handling tendering, contracting and payments of contracts on behalf of the Ministry of Justice, which will be responsible for preparation of projects and administration of its technical implementation.
6.2 Implementation arrangements for twinning-light.
Igor Dzialuk, Deputy Director of the Judicial Assistance and European Law Department, phone 00 48 22 5212381, fax 00 48 22 6280949, e-mail dzialuk@ms.gov.pl, and in the area of the training model:
Elżbieta Golik-Dobiszewska, Director of the Judicial Training Centre Department, tel. 00 48 22 32 61 348, fax. 00 48 22 32 61 329, e-mail: desk@ms.gov.pl
Direct beneficiaries of the program: The Human Resources Department and the Judicial Training Centre Department

6.3. Non-standard aspects:
The Act on public procurement.

6.4 Contracts:
− Contract I – twinning-light contract under Component I (250.000 euro from the Transition Facility funds, 25.000 euro for the financing of the expenses of the Polish side: in particular allowances, transportation and remuneration for experts).
− Contract II – contract for technical assistance for training on the EU law under Component II (359.900 euro – gross value, from the Transition Facility funds),
− Contract III - contract for technical assistance to elaborate the requirements for the electronic exchange of documents under Component III (1.439.600 euro from the Transition Facility funds, 24.400 euro of joint co-financing) – gross value,
− Contract IV – investment – purchase of software for electronic exchange of data in proceedings by writ of payment and simplified proceedings by writ of payment (73.200 euro for investments from Transition Facility, 24.400 euro of joint co-financing) – gross value
− Contract V – investment - purchase of computer hardware for courtrooms in regional and district courts (2.104.500 euro for investments from Transition Facility, 701.500 euro of joint co-financing) – gross value
− Contract VI - investment - purchase of computer recording equipment in courtrooms of selected Regional Courts (777.750 euro for investment from Transition facility, 259.250 euro of joint co-financing) – gross value.

7. Implementation schedule:

7.1 Start of tendering/call for proposals
IV’2004.

7.2 Start of project activity
I’2005

7.3 Project completion
I’2007

1. Sustainability

The budget for 2004 in the part 15 – Judiciary has increased by almost 11%, while in the part 37 – Justice by 5%. The beneficiary has envisaged an appropriate number of staff and funds to support the administration of the project. Also the appropriate funds for the maintenance of equipment and its modernisation have been envisaged.
9. **Conditionality and sequencing:**

Providing with financial means in the budget. Designing the system must precede the purchase of hardware. The purchase of software must be preceded by elaborating requirements for software in proceedings by writ of payment and simplified proceedings by writ of payment.

9.2. **Sequencing of proposed activities.**

The activities will be carried out in the following sequence under condition that no tendering procedures delays occur.

1. Component I - Contract I Twinning Light; reports and analyses elaborated by III'05
2. Component II - Contract II Technical Assistance; seminars carried by IV'05
3. Component III - Contract III Technical Assistance; standard electronic documents prepared and regulations drafted by IV'05
4. Component III - Contract IV Investment; principles for the exchange of information and electronic document templates elaborated by II'06
5. Component IV - Contract V Investment; purchase of computer hardware for recording purposes by I'06
6. Component IV - Contract VI Investment; purchase of recording equipment by III'06
### Annex 1:

#### LOGFRAME PLANNING MATRIX FOR

<table>
<thead>
<tr>
<th>Programme name and number</th>
<th>Strengthening the Polish Justice System</th>
</tr>
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<tbody>
<tr>
<td>Contracting period expires</td>
<td>I/2006</td>
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<tr>
<td>Disbursement period expires</td>
<td>IV/2007</td>
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<td>Total budget</td>
<td>6,039,500 euro</td>
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<td>Transition Facility Budget</td>
<td>5,004,950 euro</td>
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<tr>
<th>Overall objective</th>
<th>Objectively Verifiable Indicators</th>
<th>Sources of Verification</th>
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<tr>
<td>Strengthening the institutions of Polish justice system, with the particular attention with to increasing the efficiency during a court trial and the application of the European law.</td>
<td>More stable and efficient staff management system in the Polish Justice system; Better knowledge of European Law among justice system staff – more effective application of European Law in courts and prosecutors' offices; Better access to court by introducing the electronic exchange of documents, faster and more efficient proceedings</td>
<td>Ministry of Justice, government statistics, short-term and mid-term experts, Contractor’s protocols on executed trainings, social surveys</td>
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<tr>
<th>Project purpose (Immediate Objectives)</th>
<th>Objectively Verifiable Indicators</th>
<th>Sources of Verification</th>
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<tr>
<td>Supporting the ongoing reform of the training policy for the justice system staff and increasing the efficiency of the system of training and management of the justice system staff, also with regard to the career of individual professional groups. The planned reforms aim at centralisation and uniformisation of the training process and lead to establishing the Judicial Training Centre. Increasing the effectiveness of application of the European law among judges, public prosecutors and administrative staff of the justice system bodies. Preparing electronic document templates, which will in the future help to implement the electronic circulation of documents. Increasing the capacity of trial units in courts. Automatization of trial recording by means of personal computers and specialist software prepared by the Ministry of Justice as well as recording equipment.</td>
<td>More stable and efficient staff management system in the Polish Justice system; Better knowledge of European Law among justice system staff – more effective application of European Law in courts and prosecutors' offices; Better access to court by introducing the electronic exchange of documents, faster and more efficient proceedings</td>
<td>Ministry of Justice short-term and mid-term experts, Contractor’s protocols on an executed training CFCU, reports from courts</td>
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<tr>
<th>Assumptions</th>
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<tr>
<td></td>
<td>Continuation of governmental policy regarding the reforms in the Polish Justice system, Securing sufficient funds in national budget.</td>
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<tr>
<td>Component</td>
<td>Results</td>
</tr>
<tr>
<td>-----------</td>
<td>-------------------------------------------------------------------------------------------</td>
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<tr>
<td>Component I</td>
<td>1. The effective methods of improving the management system of courts and prosecution service staff, as well as a promotion system of clerks. 2. A report from the comparative evaluation of the training programmes for judges, public prosecutors and 'referendarze' (senior clerks of the court), with a particular regard to the initial training ('aplikacja') delivered. A report is also to contain a set of tools for measuring training needs of a/m groups and proposals of changes where needed. 3. Standardised training modules for the vocational training of the justice system staff elaborated. 4. Evaluation of functioning of training system with a set of proposals ready to be applied.</td>
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<td>Component II</td>
<td>1650 judges trained - 900 public prosecutors trained - 150 administrative staff of courts and prosecutors' offices trained</td>
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<tr>
<td>Component IV</td>
<td>Transparent protocols, accessible “at once”, prepared in a unified template, reducing the number of written mistakes in protocols, which necessitate to provide for the proceeding parties with additional explanations. Improving the quality of work in court, in particular - shortening the average proceeding time. Providing hardware for personnel working in court rooms in regional and district courts Providing computer equipment for recording in courtrooms of selected regional courts.</td>
</tr>
<tr>
<td>Activities</td>
<td>Presentations, workshops and follow-up reports on the training policy and the judiciary staff management systems. Training for staff of justice system. Preparation of rules for the electronic exchange of documents between units of justice system and outer units. Purchase of computer hardware and software. Purchase of computer recording equipment. Preparing software applied in the electronic data exchange Participation of mid and short-time experts in Project Component I.</td>
</tr>
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### Annex 2-3: Implementation, contracting and disbursement schedules

**Strengthening the Polish Judicial System**

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<th>(Date of Drafting)</th>
<th>21 Jan 2004</th>
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<td>(Planning Period)</td>
<td>1 Jan 2005 – end 2006</td>
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<th>Budget Allocation Cost Estimate in MEUR</th>
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**Legenda:**
- D = design of sub-projects
- C = tendering and contracting
- I = contract implementation and payment