



Judicial Academy of the Slovak Republic

2011 Annual Report



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1. Welcome by the Academy's Director JUDr. Peter Hullá

Ladies and Gentlemen, distinguished expert judicial public,

Every year we've provided you with the Annual Report covering the activities of the Judicial Academy of the Slovak Republic that summarizes our activities and sets new goals into the future.

The main scope of the Judicial Academy of the Slovak Republic is training, and therefore all taken measures are aimed at continuous quality enhancement. Training in the judicial environment is one of the external factors that influence among other things the frequently discussed law enforcement. Therefore, training must continue to reflect the needs of the application practice, and these needs must be reflected in the training content, concepts, methodology and last but not least, in the study plan.

In order to enhance the quality of training, the Board of the Judicial Academy of the Slovak Republic amended the Training Strategy. Based on the Strategy and the requirements of the target audience, we build on the experiences from previous years and expanded the number of training activities in the regional training centers of Banská Bystrica, Košice and in the Academy's head office in Pezinok with the aim to get even closer to the participants and to enable them to attend training on a regular basis.

Since legislative amendments have impacted also training and the activities of the Judicial Academy of the Slovak Republic in the field of preparatory training (mainly the abolition of the institute of judiciary candidates), in 2011 we included 3 four-day pre-exam cramming sessions in the study plan that were held in the summer months of July and August.

A new item that arose from long established practice and that is one of the most frequently repeated demands of participants interested in language courses was the Summer Language School focused on legal terminology in English, German and French organized in the detached branch in Omšenie in July and in August. Participants took a written

language test in order to establish stable groups to enable continual language training.

Expert legal issues go beyond borders with their European and international dimension as regards both legal theory and application practice. On top of national activities we have continued to expand international cooperation that resulted among other things in reciprocal training activities that attracted foreign participants from our partner organizations.

Last fall the Judicial Academy of the Slovak Republic received a delegation of judges from Brazil in the framework of their study trip focused mainly on the Slovak judicial and political system. Their study visit involved expert presentations conducted in most cases by both internal and external lecturers of the Academy in the head office and in the detached branch of the Academy.

In this place needs to be mentioned another activity with international participation, namely the international conference *Czechoslovak Legal Days* organized in partnership with the Faculty of Law of the Masaryk University in Brno.

One of our most challenging tasks for the future is e-learning. Its importance consists in making correspondence learning available thanks to modern communication technologies mainly where limited facilities or materials would make a full-fledged presence learning impossible. The platform for e-learning at the Judicial Academy of the Slovak Republic shall be the *Moodle learning management system*, a free and highly cost effective web application. Both domestic and foreign universities are experienced in using the system and it is commonly used worldwide for training. Moodle shall be accessible via the portal of the Judicial Academy of the Slovak Republic (learning management). E-learning shall be predominantly aimed at higher court officials, judge's assistants and candidate prosecutors. In terms of content and methodology, there shall be a difference between preparatory training prior to taking expert judicial exams and life-long learning.

Our objective is to continually enhance the quality of the provided service not just at training events for our target audience, but we want the legal public at large to benefit from our service. Up-to-date information concerning the activities of the Judicial Academy of the Slovak Republic and international training opportunities in partner organizations, access to e-collection of laws, to the study materials from the single training events and last but not least, a greatly extended library service of the Academy are all available at www.ja-sr.sk.

To conclude, I would like to thank all of our pedagogic and administrative staff, training recipients and the Academy's partners, without whom it would have been virtually impossible to implement our activities and to meet our objectives and to set objectives for the future.

2. Welcome by the Chair of the Academy's Board JUDr. Pavol Toman

Dear colleagues, dear readers,

for the third time during my tenure of the Chair of the Academy's Board I have the honor and pleasure to address you with an assessment of the previous year in the life of the Judicial Academy of the Slovak Republic.

We shall probably agree that 2011 at the Academy was filled with social happenings in Slovakia and at European level. Not a single institution remains unaffected by the repercussions of the global economic crisis and related dynamic legislative amendments adopted in many countries. It needs to be said however that the academic field is somewhat detached from those events and mainly it is independent. We can therefore say that the life of our Academy has been affected by the above changes only in part in terms of budgetary constraints and financial limitations in drawing EU funds.

In retrospective I would like to appreciate all the work done by the Academy's management, by the heads of the single law departments, by all external pedagogic staff of the Academy and last but not least, by the Academy's staff. I can see two well-designed and well-organized expert judicial exams. Despite far-reaching legislative amendments in this field, the Academy has maintained a very high standard of candidate preparation as well as a high quality and professional standards of the spring and autumn exams. I can see an increasing number of international events, in which our Academy has been actively involved, which is reflected in our judges and prosecutors taking part in numerous expert seminars abroad, but also in a number of foreign visitors and delegations received by the Academy in Slovakia. Probably the most important event is the tradition started by organizing the expert conference *Czechoslovak Legal Days* in cooperation with the Faculty of Law of the Masaryk University in Brno. Just as important

was the reception of a foreign delegation of judges from Brazil during a one-week study trip to Slovakia, in which I had the pleasure to be personally involved. The importance of learning for the expert judicial community and the reason for having a separate training institution dedicated for this purpose has been clear and indisputable for a long time. The more I am happy by the measures adopted by the European Union and by the European Commission aimed at reconfirming the priorities and defining the tasks of the Member States in the field of preparatory training and life-long learning of judges, prosecutors and the other judicial staff. Currently there is a need to coordinate our activities not just on the national level, but also on the international level and to join forces and the available funding to achieve the best results. I have no doubts that our Academy will continue to follow and to meet all European goals and to apply all available forms of training aimed at the expert judicial community also in the upcoming year.

The *2011 Annual Report on the Academy's Activities* provides you with an overview of one year in the life of our institution that is still developing and strives to develop international cooperation and to enhance its service in order for our target audience to be happy and to benefit from our activities in meeting their work duties.

To conclude, let me thank all the members of the Board for their overall contribution and an active approach at meetings, the Academy's management for thoroughly meeting the set goals and duties throughout the year and the Academy's staff for their professionalism and great work. I wish you all good health, peace of mind and optimism in the upcoming year.

3. 2011 Highlights

JANUARY

- JUDr. Dagmar Papcunová, Prosecutor at the Prosecutor General's Office became the Deputy Director of the Academy

FEBRUARY

- EIPA Plenary Session held in Luxembourg
- Meeting of the Lisbon Network of the Council of Europe held in Strasbourg
- Three-day study trip of judges and prosecutors to Luxembourg and Strasbourg courts organized within the Norway Grants project



MARCH

- International seminar on environmental laws organized by EIPA and the Judicial Academy of the Slovak Republic in Omšenie
- Three-day study trip of judges and prosecutors to Luxembourg and Strasbourg courts organized within the Norway Grants project



APRIL

- First spring date of the expert judicial exam in Pezinok
- *Strengthening the application of Schengen acquis and EU law by judicial authorities of the Slovak Republic* project completed
- Cooperation agreement signed by and between the Judges Association Pernambuco in Brazil and the Judicial Academy of the Slovak Republic
- International conference in Zagreb and signing of a multilateral cooperation agreement of V4 countries

**MAY**

- Amendment of the Act on the Judicial Academy of the Slovak Republic and of the Act on Judges and Associate Judges became effective
- First edition of the international conference *Czechoslovak Legal Days* organized in cooperation with the Faculty of Law of the Masaryk University in Brno
- Meeting of the Supervisory Board of the Academy of European Law (ERA) in Trier



JUNE

- Plenary meeting of the European Judicial Network (EJN) in Budapest
- Partnership and Cooperation Protocol signed between the V4 countries and Croatia
- International seminar on criminal law matters organized in the framework of the V4 countries' cooperation with the Academy of European Law (ERA) in Omšenie

**JULY**

- Mgr. Mario Potúček appointed Head of the Department of Public Law by the Academy's Director
- First Summer Language School organized by the Academy focused on legal terminology in English, German and French
- Slovakia's representatives take part in the Themis 2011 international competition in Lisbon



AUGUST

- The Academy once again held a cramming session for candidate prosecutors and higher court officials as a preparation for the expert judicial exam
- The newly elected Director of the Judicial Academy of the Czech Republic was received in Omšenie in order to foster cooperation between the two institutions

**SEPTEMBER**

- Meeting of external pedagogic staff of the Judicial Academy of the Slovak Republic held to draw up the 2012 Study Plan
- Delegation of 60 judges from Brazil received during their one-week study trip to Slovakia
- The Academy introduced personal e-registration for training events

**OCTOBER**

- Second autumn date of the expert judicial exam in Pezinok
- Meeting of the French Ambassador with the Academy's management



in Omšenie at a training event

- Agreement on Cooperation signed between the Slovak Bar Association and The Judicial Academy of the Slovak Republic

NOVEMBER

- The Academy's Board approved the new 2012 Study Plan
- Meeting of Directors of EU training institutions at an international conference in Paris
- Hospitality program for judges and prosecutors in Fischbachau, Germany



DECEMBER

- Joint seminar on trafficking in human beings organized in cooperation with the Ministry for the Interior of the Slovak Republic held in Donovaly
- Cooperation agreement signed between the Faculty of Law of the Comenius University in Bratislava and the Judicial Academy of the Slovak Republic



4. Report on the Academy's training activities

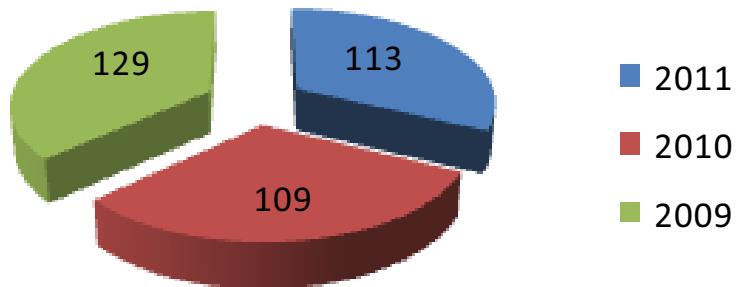
In 2011, the Academy implemented training in line with the approved Study Plan based on the training content for judges approved by the Judicial Council of the Slovak Republic and based on the training content for prosecutors laid down by the Prosecutor General of the Slovak Republic. Just like in the previous years, the Academy contacted stakeholders and all judicial authorities to draw up the 2012 Study Plan and assessed anonymous questionnaires filled in by training participants. At the beginning of the second 2011 semester, external pedagogic staff met and drew up a draft Study Plan.

In 2011, a total of 113 events were held with the participation of 4,284 members of the target groups.

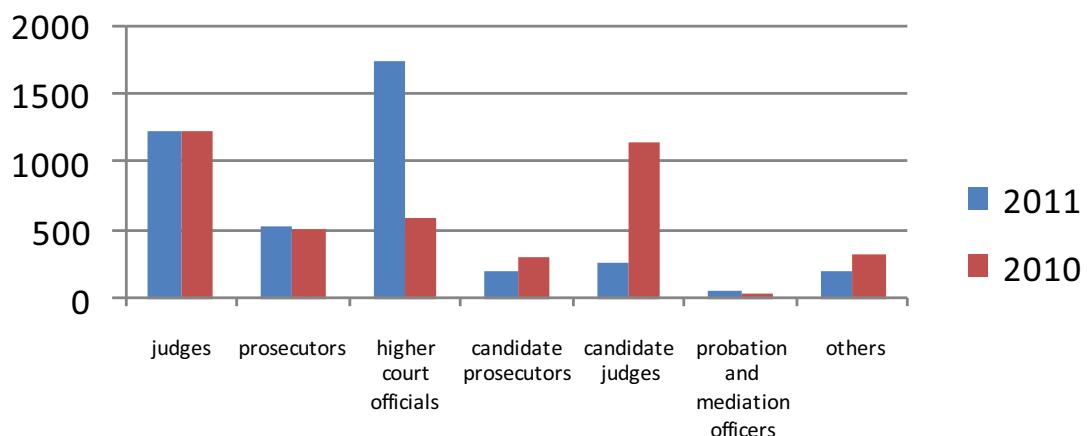
In 2011, the Academy strengthened the position of its regional offices in Košice, Banská Bystrica and Pezinok mainly with the number of one-day events held and enhanced their technical equipment. In 2011, a total of 58 regional events were held for 2,242 participants.



Number of events in 2009, 2010, 2011



Training participants by target groups



The many important legislative amendments and the Academy's internal statute amendments led to a need for the training events to reflect the *Training Strategy of the Judicial Academy of the Slovak Republic*, the new Act on the Judicial Academy of the Slovak Republic and judges' and prosecutors' statutes.

For the first time this year the Academy held the summer language school with the aim to enhance language skills and provide training in legal terminology to our target audience. This type of language training was highly appreciated by the participants, and therefore the Academy's management wants to continue the training also in the upcoming year.

As a result of a series of tenders, Deputy Director of the Judicial Academy of the Slovak Republic and Prosecutor at the Prosecutor General's Office JUDr. Dagmar Papcunová became the head of the Department of International and European Law and Foreign Languages. As of July 1, 2011, Prosecutor at the International Department of the Prosecutor General's Office of the Slovak Republic Mgr. Mario Potúček became the new head of the Department of Public Law. The position of the head of the Department of Private Law, Preparatory Training and Social Sciences remained vacant in 2011. In order to maintain high standards and to continually enhance the quality of



the events, training activities of this Department were organized by JUDr. Katarína Strížová, head of the Office.

The law departments organized the following number of events:

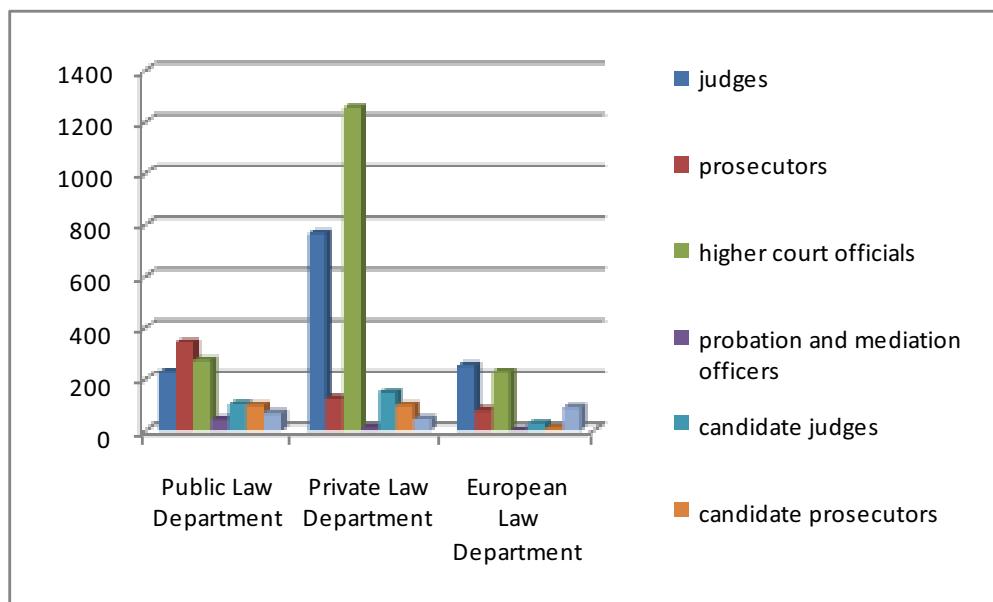
- The Department of Public Law held a total of 34 seminars with the participation of 228 judges, 343 prosecutors, 273 higher court officials, 43 probation and mediation officers, 103 candidate judges, 98 candidate prosecutors and 67 judge assistants from the Supreme Court of the Slovak Republic.
- The Department of Private Law, Preparatory Training and Social Sciences held a total of 57 seminars with the participation of 766 judges, 125 prosecutors, 1,255 higher court officials, 10 probation and mediation officers, 147 candidate judges, 97 candidate

prosecutors and 46 judge assistants from the Supreme Court of the Slovak Republic.

- The Department of International and European Law and Foreign Languages held a total of 22 seminars with the participation of 252 judges, 78 prosecutors, 228 higher court officials, 27 candidate judges, 9 candidate prosecutors and 89 judge assistants from the Supreme Court of the Slovak Republic.



Number of training participants by law departments and target groups



On top of training, also this year the Academy organized and prepared the expert judicial exam. In 2011 the Academy's Board approved two dates for the expert judicial exam (April 2011 for the spring date and October 2011 for the autumn date). Those taking the expert judicial exam were enabled to partake in the pre-exam cramming sessions held by the Academy in the framework of preparatory training.



Throughout implementation of training events the Academy included in the content of the single seminars among other things also topics closely related with the legislative process in the country, issues related to compliance with action plans of central state administration bodies (prevention of all forms of discrimination, victims of violent crimes) and case law of European Community's courts.

In 2011 the Academy successfully completed *Strengthening the application of Schengen acquis and EU law by judicial authorities of the Slovak Republic* project implementation. This training project was implemented based on a good cooperation with the Eurojuris civic association. Throughout the implementation, 100 one-day events were held (and 2,000 participants were trained) and three short-term study trips to European Communities' courts in Strasbourg and Luxembourg were taken.

In the framework of enhancing the quality of service provided in the field of training of the judicial community the Judicial Academy of the Slovak Republic focused on the Academy's library and on its web page in 2011.



The Academy's library contains 3,151 books, 340 magazines, 19 e-documents and 21 work documents available in the on-line catalogue. Moreover, the library prepares data for the national summary catalogue of magazines for the Comenius University and updates SEPI and IURA papers, prepares

data on publication in order for the Academy to be certified, provides research for the Academy's target groups. In 2011 the number of absence borrowings was 184, there were 91 visitors and 95 registered users, of whom 41 were newly e-registered. We searched 47 magazine articles to be emailed to our targets. We processed 14 retrospective researches. We launched a forwarding service and three users used the service to borrow books. We registered an increase in the library's usage both in terms of quantity and structure. What is positive is that recent profile literature



has been added to the library's fund and the service is promoted at the Academy's training events where an on-line demo is shown.

In conclusion it needs to be said that also this year the Academy developed cooperation with professional organizations and faculties of law. The Academy entered into a cooperation agreement with the Slovak Bar Association and the Faculty of Law of the Comenius University in Bratislava.



5. Report on the Academy's international cooperation activities

Department of Law led by the Academy's Deputy Director JUDr. Dagmar Papcunova is in charge of coordination of the Academy's international cooperation.



distinguished foreign delegations and visitors at the Academy.

2011 was a truly international year marked by many joint international events. Slovak judges and prosecutors took part in specialized international seminars and workshops. We solidified our cooperation with our partner training institutions and received a number of



In the framework of international cooperation and strengthening relations with partner organizations we can state that 2011 was a highly dynamic and important year in the existence of the Academy. It was in 2011 that the Academy signed a cooperation agreement with the Brazilian Pernambuco Association, based on which a one-week study trip of 60 judges and prosecutors from Brazil to Slovakia was held with the aim to get acquainted with the judicial and training system in Slovakia.

The Academy strengthened its cooperation with the French National School for the Judiciary (ENM) mainly in the field of obtaining expert lecturers from France. We have to underline our good relations with the Embassy of France to Slovakia for many years now that was reflected among other things in the Academy's Director's personal meeting with the French Ambassador in a



language course on French legal terminology held in Omšenie.



The V4 countries and Croatia signed a cooperation protocol based on a memorandum entered into by the Ministries for Justice. Partner organizations defined a number of goals in the field of training

of their target groups in line with the European Union's priorities.

In 2011 the Academy launched the tradition of organizing an expert conference in cooperation with the Faculty of Law of Masaryk University in Brno called *Czechoslovak Legal Days*. The topic of the first edition of the conference was law enforcement that is discussed ever so often not just in the academic field.



Activities of international institutions such as the European Judicial Training Network (EJTN), the Lisbon Network and others were influenced by the social situation in Europe and by the economic crisis. Despite these facts, training



representing our country and were once again successful in the THEMIS 2011 competition.

This year the Academy's management initiated strengthening of cooperation with the new management of the Judicial Academy of the Czech Republic. Directors of both institutions chose interesting training events and on the basis of reciprocity, these events were offered to judges and prosecutors of both countries. They agreed to continue organizing joint events with Czechoslovak teams of lecturers concerning topical issues for their target audiences.

In the framework of developing its international activities the Academy invited a number of experts from EU countries to be lecturers at events organized within the Study Plan and received several distinguished foreign guests and leading representatives of the judicial community at the Academy's head office. In 2011 the Academy's management took an active part in the Plenary Session of EJTN in Budapest, in the meeting of the ERA Supervisory Board in Trier, and in important international conferences including the meeting of Directors of training institutions in Paris.

institutions did their best to obtain several EU funded projects in the field of civil and criminal justice and the implementation of the *exchange program of judicial activities* continued successfully also with the participation of judges and prosecutors from Slovakia. Slovak representatives did a great job



6. Report on the Academy's economics

6.1 The Academy's accounts

The 2011 budget foresaw revenues of 19,000 €. These revenues comprised predominantly fees for room and board and the coffee bar, other services provided at the detached branch in Omšenie and accommodation in Pezinok. Actual revenues amounted to 28,273.08 €, which means that the budget goals were met at 148.81%. The 2011 budget foresaw annual expenditures of 635,341 €, of which 239,354 € were for salaries, 86,167 € were for social insurance contributions, 298,620 € were for goods and services, and 11,200 € for current transfers. In 2011 the budget for capital expenditures for the Judicial Academy of the Slovak Republic was not allocated. There have been several amendments to the budget throughout the year that resulted in the following budget:

Total expenditures	643,509 €
Capital expenditures	0 €
Total current expenditures	643,509 €
of which:	
Category 610 Salaries	226,578 €
Category 620 Social insurance contributions	82,498.36 €
Category 630 Goods and services	327,203.06 €
Category 640 Current transfers	7,229.58 €

Expenditures in categories 610, 620, 630, 640

The total spending in 2011 was 643,226.05 €. Budget spending was 99.96 % of the allocated sums for the year. The single categories have very similar spending:

Category 610 – Salaries

Following adjustments the 2011 budget for salaries amounted to 226,578 € for the approved number of 34 staff. With the budgetary measure

No. 51 dated November 24, 2011 funds amounting to 12,776 € were transferred in a binding manner to this category. In the end, there was a decrease compared to the originally approved budget, but it was not significant also due to the fact that due to budgetary cuts for the Judicial Academy of the Slovak Republic for 2011 in the item 610 – Salaries, the Academy's management decided to cut the number of staff and as of December 31, 2011 a total of 26 positions were filled. The allocated money for salaries was spent up to 99.89 %.

Category 620 – Social insurance contributions

The funds were used for contributions from the staff's salaries, contributions payable by the employer and contributions for the lecturers teaching the seminars pursuant to the approved 2011 Study Plan. The original budget in this category was 86,167 €. With the budgetary measure No. 51 dated November 24, 2011 the budget was reduced to 83,134 €. With the Ministry's decision to abolish the binding nature of the budget category in December 2011, with an internal budget adjustment the amount of 635.64 € was transferred into category 630. We actually spent 82,498.36 € in this category. Due to the fact that positions are filled by staff with a lower salary base that is used to calculate social and healthcare insurance deductions, the percentage of insurance on the salary funds is higher than for instance in the case of courts where there are staff with a higher salary base who exceed the maximum threshold for calculation of social and healthcare insurance. The average percentage of insurance fees from paid salaries in our organization is 34.95 %.

Category 630 – Goods and services

Before the adjustment the budget in this category was 298,620 €. Actual spent funds in this category amount to 327,203.06 €. The original amount would not have been sufficient to cover all accounts payable in this category. Thanks to the budgetary measure No. 3 dated March 7, 2011 and budgetary measure No. 57 dated December 13, 2011 an additional amount of 21,340 € was allocated. With the decision of the Ministry for Justice of the Slovak Republic, in December 2011 binding limits were

abolished, which fact allowed us to use an amount of 6,607.42 € from the category 640 and an amount of 635.64 € from the category 620 for the category 630. In this way we were able to cover the needs in this category and the budgetary funds in this category were spent up to 100 %.

Spending of the single items of this category is as follows:

Item 631 – Travel reimbursements

A total amount of 8,020.58 € was spent in 2011. The purpose was business travel of the Academy's staff to attend seminars organized in the regions as well as foreign business travel that cost 6,313.68 €. The increase from the previous year is due to an increased number of participants in the training activities that leads to the necessity of the Academy's staff's presence in the single training activities.

Item 632 – Electricity, gas, water, sewage, telecom

The total amount spent on electricity, gas and water is 99,427.28 €. The cost of electricity and gas was 78,308.12 €, the cost of water and sewage was 6,110.87 € and the cost of post and telecom service was 11,051.57 €. Despite cost cutting measures the drawn funds are higher compared with the previous year mainly due to an increased number of the participants of training mainly in the detached branch in Omšenie.

Item 633 – Materials

In 2011, the item 633 – Materials saw a total spending of 72,171.35 €, which is 47,000 € less than in 2010. The biggest items in this category include expenditures of 18,898.15 € on general materials and expenditures of 26,607 € on food. Despite the increased number of seminars, thanks to the adopted cost cutting measures we were able to cut spending considerably, namely by 7,700 €.

Item 634 – Transportation cost

Out of the total 2011 budget we spent a total amount of 13,431.30 € on transportation, which is 7,700 € less than in 2010. The only item that saw a higher spending was the item 634002 and it was caused by repairs of personal vehicles. The maintenance of these cars is costly due to the old

age of the cars with mileage of around 300 thousand km; it is necessary to spend considerable amounts to keep them in an operating state of repair.

Item 635 – Routine and standard maintenance

In 2011 an amount of 32,557.83 € was spent, which is an increase compared to 2010 due to mandatory reviews, tests and maintenance of operation machines, equipment and devices that had to be done in the respective calendar year pursuant to applicable law. There was increased cost to review electric and distribution equipment. The increased cost is caused also by the fact that in the majority of cases the equipment is no longer in warranty period and repair of any breaks and failures must be paid for.

Item 636 – Lease and rental fees

In 2011 a total of 1,078.84 € was spent on this item. This includes the lease of land in Omšenie based on the lease agreement entered into with the state enterprise LESY SR for the encumbrance and lease of the interpreting equipment for the needs of international training activities in the head office of the Judicial Academy of the Slovak Republic in Pezinok.

Item 637 – Services

In 2011 a total of 100,515.88 € was spent on this item. Compared to the previous year we registered an increase of the expenses by approximately 2,700 €, which fact relates to the increased number of trainees that has led to an overall increase in the number of training activities. The biggest item in this category is remuneration of external staff. These expenses were disbursed for remuneration of lecturers and preparation of study materials for the training activities that were held.

640 – Current transfers

In 2011 a total of 7,229.58 € was spent on this item. Compared to the previous year the spending in this item is lower due to the fact that in the past it had been used to pay the membership fee in the European Judicial Training Network (EJTN) totaling approximately 9,000 €. The payment of the above membership fee for the following year shall be required by EJTN and paid by the Judicial Academy of the Slovak Republic in 2012. The lower

spending is moreover a result of the fact that in 2010 we had paid a one-time membership fee of 5,061 € for ERA in the framework of the V4 countries' international cooperation in the form of training activities provided for by ERA and we didn't need to pay the same fee in 2011.

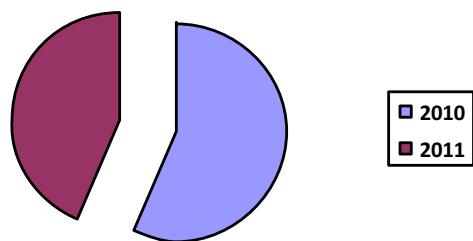
Compliance with the foreseen number of staff

The foreseen number of staff for 2011 was 34. As of December 31, 2011 the actual count was 26 people. The reckoned staff number of the Judicial Academy of the Slovak Republic as of the above date was 24.82 people.

Social reserve

The social reserve is created and used pursuant to the Act No. 152/1994 Coll., as amended. The reserve is created by percentage allocations pursuant to the Collective Agreement from the sum total of the staff's gross income. As of December 31, 2010 the social reserve amounted to 17 €. In 2011 an amount of 1,929.37 € was credited to the social reserve. An amount of 1,862.59 € was spent, of which meal contributions were 1,662.59 € and recreation contribution for staff was 200 €. The current balance as of December 31, 2011 was 66.78 €.

Comparison with the Academy's allocated budget in 2010 and 2011



6.2 Provision of services in the detached branch in Omšenie

The detached branch of the Judicial Academy of the Slovak Republic in Omšenie provides on top of the usual services (room and board, other services) also recreation services in the extent and for the price indicated in the Methodological Guidance No. 13/2009 dated September 7, 2009, as amended.

On top of the participants of the training activities of the Judicial Academy of the Slovak Republic who are the target audience pursuant to Art. 3 par. 1 and 2 of Act on the Judicial Academy No. 548/2003 Coll. and on the Amendment of Certain Acts, the facility provides the above services also to the training participants and recreation users of the Training Institute of the Ministry for Justice of the Slovak Republic. A detailed review of the single services intended both for the target group and for the Training Institute of the Ministry for Justice of the Slovak Republic is enclosed in the table below indicating the monthly totals and the sum total collected in 2011:

Month / service	Whirlpool	Hot tub	Massage	Sauna	Pool	Fitness	Ping pong	TOTAL for a given month:
January	11,50	11,00	15,00	20,00	2,00	1,00	-	60,50
February	56,00	43,00	30,00	48,00	38,00	4,00	-	219,00
March	40,00	24,00	33,00	72,00	32,00	6,00	-	207,00
April IV MSSR	13,00	4,00	-	11,00	5,00	3,00	-	36,00
April	19,00	15,00	25,00	28,00	6,00	10,00	-	103,00
May	22,00	29,00	18,00	32,00	18,00	-	-	119,00
June IV MSSR	142,00	140,00	-	45,00	137,00	10,00	-	474,00
June	70,00	53,00	45,00	72,00	42,00	7,00	5,00	294,00
July	49,00	29,00	56,00	56,00	41,00	3,00	1,00	235,00
August IV MSSR	142,00	134,00	2,00	26,00	99,00	-	-	403,00
August	15,00	6,00	26,00	44,00	29,50	1,00	2,00	123,50

September	19,00	14,00	30,00	37,00	9,00	-	1,00	110,00
October IV MSSR	-	-	-	-	4,00	-	-	4,00
October	18,00	22,00	38,00	73,00	19,00	-	1,00	171,00
November	34,00	37,00	31,00	35,00	11,00	-	-	148,00
December	28,00	28,00	33,00	60,00	5,00	1,00	-	155,00
TOTAL for the year:	678,50	589,00	382,00	659,00	497,50	46,00	10,00	2862,00

Legend:

Whirlpool	30 minutes
Hot tub	30 minutes
Massage	20 minutes
Sauna	30 minutes
Pool	60 minutes
Fitness	60 minutes
Ping pong	60 minutes
Time of service	

6.3 Human resources

The binding limit regulating employment in 2011 set the number of staff at 34. In 2011, 205 labor contracts were entered into with external pedagogic staff of the Judicial Academy of the Slovak Republic and other lecturers. The total number of worked hours was 3,814.

Basic data concerning our staff are listed in the tables below:

1. Age and sex distribution of staff as of December 31, 2011

Age	Men	Women	Total	Percent
Up to 35	3	8	11	42.31 %
36 – 45	3	1	4	15.38 %
46 - 60	3	7	10	38.46 %
above 60	1	0	1	3.85 %
Total	10	16	26	100 %
Percentage	38.46 %	61.54 %	100 %	—

2. Education and sex distribution of staff as of December 31, 2011

Highest education	Men	Women	Total	Percentage
Basic	0	1	1	3.84 %
Vocational	0	0	0	0%
Secondary vocational	2	1	3	11.54 %
Secondary completed	3	3	6	23.08 %
Secondary vocational completed	2	7	9	34.62 %
Higher vocational	0	2	5	19.23 %
University	3	2	2	7.69 %
Total	10	16	26	100 %

3. Labor contracts stipulated and ended in 2011

Number of hires and leaves	
Hires	3
Leaves	6

4. Labor contract duration in 2011

Duration	Number	Percent
Up to 5 years	22	84.61 %
Up to 10 years	4	15.39 %
Up to 15 years	0	
Up to 20 years	0	
Longer than 20 years	0	
Total	26	100%

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Proofreading: PhDr. Gabriela Urbanská

The Judicial Academy of the Slovak Republic is an independent institution with nationwide scope that provides for, organizes and conducts training of judges, prosecutors, court officials, candidate prosecutors and assistants of judges of the Supreme Court of the Slovak Republic. It was established based on a special law as a separate legal entity and budgetary organization that disposes of purpose-allocated funds from the state budget.

Besides life-long training of judges and prosecutors, the Academy organizes and prepares training for candidate prosecutors and higher court officials leading up to the expert judicial exam.

The administrative headquarters of the Academy are located in Pezinok, which is also the venue of some training activities. Most training events of the Academy are held in the premises of the Academy's detached branch in Omšenie near Trenčianske Teplice.

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