

# NEWSLETTER

of

## the Court Administration Association of the Republic of Macedonia

Dear friends,

May 2010

This is the first issue of the Newsletter of the Court Administration Association (CAA) and our goal is to present to you our objectives and the activities.

On June 18, 2009, upon the initiative of the representatives of the court service, a group of several court administrators held the first founding assembly of the Court Administration Association of the Republic of Macedonia. The purpose was to fulfill, in an organized manner, the interests of the court administration, development and professional performance of the work tasks by the members of the court administration.

The very same day, when the statute of the Association was passed and the members for the bodies of the Association were selected, we positioned the cornerstone and the framework of functioning of our Association as professional voluntary, non political, non profit organization, established by the active court employees from the courts in the Republic of Macedonia.

Today, little less than a year since our young Association started functioning, we are proud to present our achievements:

- We worked on the development of the Association and we have established 23 active branch offices with 1072 members;
- We worked on the enhancement of our capacities as Association and we prepared and adopted the Strategic Plan and the Action Plan for the year 2010;
- We have contacts on regular basis with the key institutions in the judiciary in order to protect the interests of the court administration;
- We gave our contribution to the drafting of the changes and amendments of the Law on Court Service;
- We filed an initiative before the Constitutional Court of RM for a procedure for determining the constitutionality of Art. 46, par. 1 item 1 and Art. 126 from the Law on Courts (Official Gazette of RM no 58/06 dated 19.05.2006) by which the right is revoked of the court associates and advisors to apply for judgeship upon the expiration of three years after they have acquired the position candidate judge from among the candidates who have successfully completed the Academy for training of judges and public prosecutors.

The framework and the directions for the future have already been set up. The following period will be used for implementing the plans, creation and active participation in all areas of key importance for the court administration.



We have a very important period ahead of us, we need to focus on three key areas for efficient and effective functioning of the professional court administration of RM:

- Drafting of text—Amendments and supplementing the Law on Court Service, presenting them and lobbying with the executive and legislative branch bodies to adopt them;
- Active participation in the Advisory Committee of the Academy for Training of Judges and Public Prosecutors during the preparation and implementation of the training program of all employees in the court service;
- Preparation, passing and implementing the Code of Ethics and standards for good behavior of the court administration.

Slowly, but surely, the Court Administration Association grows into a powerful professional association which represents the interests of the court administration and works towards its development, aiming to contribute to the reforms in the judiciary which are of key importance for the present and future welfare of our country. Our capacities are extensive, and our ideas are numerous. Part of them are shared with you in this Newsletter. We hope that the Newsletter will open the doors for new contacts, partnerships and friendships.

Sincerely,  
Borce Mirceski  
President of CAA

### Strategic Plan of the Court Administration Association Passed

In order to share a joint vision of its operations, to determine the goals and assets for their fulfillment, the Court Administration Association of the Republic of Macedonia (CAA) conducted a needs assessment process, followed by a process for preparation of a Strategic Plan and Action Plan for the CAA activities, all of which was supported by the USAID Judicial Reform Implementation Project.

The goal of both activities is to establish the basis of the CAA and enhance the capacities of the Association. The assessment process of the organization covered 60 respondents, representatives of the managerial structures of the Association, presidents of branch offices, CAA members from different courts and at various positions. The end result was a clear image for the association, its strong areas, as well as the areas that need improvement.

The process of strategic planning which was implemented in the course of two workshops and several mentoring session from January to March 2010, helped the association to define the long-term vision and mission as well as to determine the efforts necessary to fulfill them.



Fifteen dedicated members of the Association, from different branch offices, investing significant energy, time and knowledge prepared the draft Strategic Plan and Action Plan of the Court Administration Association of RM.



Both documents were adopted on 12.03.2010 at the meeting held at the seat of the Association, the Supreme Court of the Republic of Macedonia, with the presence of all presidents of branch offices and the Steering Board.



The Strategic Plan of the Association of the Court Administration of RM provides excellent framework for working. Still, it is clear that the plan is not sufficient. It is necessary the vision to be combined with activity. As the saying says: "It is not enough to look at the stairs—we should climb the stairs".

#### MISSION

CAA is an association which is dedicated to professional and efficient court administration, actively strives for improvement of the working conditions and protects the rights of the employees in the court administration as a contribution to the reforms of the justice system of RM.

#### LONG-TERM GOAL

Efficient, effective, independent and autonomous judicial branch as a priority in the process of Euro-integrations.

#### STRATEGIC GOALS OF CAA

- ♦ Increasing the professionalism and efficiency of the court administration;
- ♦ Increasing the influence of CAA in the process of passing laws and sub-regulations from the justice system area;
- ♦ Increasing the trust of the public towards the court administration and the courts.

## Cooperation with the Academy for Training of Judges and Public Prosecutors Training Program for the Court Administration

One of the key factors for efficient and effective courts is qualified court administration. The education and training of the court administration is a critical element in the process of implementation of the judicial reforms in the Republic of Macedonia.

In the period January—March 2010, the Association gave its contribution and articulated the realistic training needs of the court administration with the participation of two CAA members in the Advisory Committee for preparation of the training program for the court administration, established with the Academy for Training of Judges and Public Prosecutors.

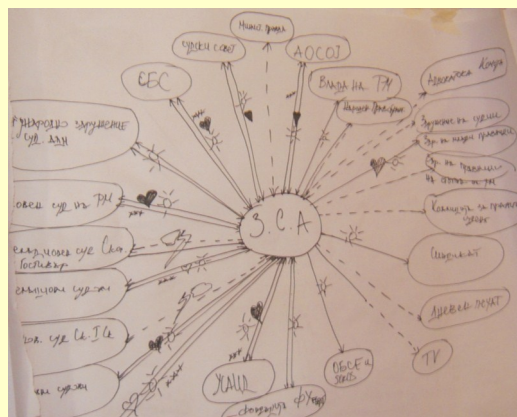
The aim of this program is to raise the level of training and education of the court administration, by raising the quality (extending and improving the training programs per profile of the employee) and quantitative improvement (including more employees); overcoming the current ad hoc discontinuing approach and imposing a sustainable quality; providing the link between the existing knowledge, capabilities and skills and the present and future needs of the courts.

The Association, on the basis of the feed back information gathered from its members, presented the following positions before the Advisory Committee:

- **Obligatory training.** CAA underlined the need for obligatory orientation training for the new employees as well as continuous training for the employees with longer working experience;
- **Training for the overall court administration.** Including all work positions of the court administration in the training;

- **Training areas.** CAA contributed with comprehensive list of topics per position of key importance for the professional development of each work position of the court administration;
- **Experienced and professional representatives of the court administration as trainers.** Training which would have as trainers experienced representatives from the court administration, which will contribute not only for introduction of novelties, but also for unifying the practices in the courts on the territory of RM.
- **Carrying out trainings in different cities and at the level of appellate region.**

At the last meeting of the Committee the structure of the training program for the court administration was reviewed. The program was prepared by consultant of the USAID Judicial Reform Implementation Project. By the end of April it is expected that specific modules for training of each category of employees will be determined. According to the program of the Committee the training would start from September 2010. It is expected this program to cover all the members of the Association.



## FUTURE KEY ACTIVITIES OF CAA

## Changes and amendments of the law on Court Service (LCS)

The LCS has been in power little over a year and it became evident that there are several key areas that require better management which on the other hand would result in more efficient and effective court service, and ultimately judiciary. Taking in consideration the level of professionalism of the CAA members and the fact that this law resolves the existence and functioning of the court service, CAA ,made available all of its resources in order to prepare a Proposal for changing and amending the Law on Court Service.

At least two workshops will be organized for this purpose, covering all court employees from all different titles and instances. All of them, from the point of everybody's area of operation, by active participation, will give their contribution to the proposals for changing and amending the LCS.

This activity will be supported by the USAID Judicial Reform Implementation Project, by providing technical assistance for the first workshop. The second workshop will be organized by the Association.

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### FUTURE KEY ACTIVITIES OF CAA

#### Improvement of the communication of CAA. Creating a web site of the Association.

Through a web site of CAA, which will be updated on regular basis, the members of CAA and the other target groups will have a chance to become familiar with the current conditions, as well as with the completed and planned activities of the CAA. The information will be published in Macedonian, Albanian and English language. This will help establish the communication sooner and establish the cooperation with the key partners of the judiciary in RM, international associations and promotion of CAA at home and abroad.

#### Code of Ethics and standards for good behavior.

The preparation and passing of the Code of Ethics and standards for good behavior of the court employees is among the top priorities of CAA, planned to be fulfilled by the end of June 2010. By passing these important documents written rules will be in place for the work and behavior of the CAA members, which will help raise the level of dignity of the court employees — CAA members.



In the past period part of the CAA members showed their creativity and gave proposals for motto and logo of the Association.

In the first issue of the newsletter we present to you the proposals we have received and we

invite you to give your vote for some of them, or to propose a new solution for motto or logo, which in the best possible way would reflect the work of CAA.

Send your votes and proposals not later than May 20, to the email address of the Association [sudskaadm@yahoo.com](mailto:sudskaadm@yahoo.com).

#### PROPOSALS FOR MOTTO OF CAA

CAA-Mark of the modern judiciary  
CAA-Mark of the efficient judiciary  
CAA-Mark of the Macedonian judiciary  
CAA-Mark of the justice in Macedonia  
CAA-Respectful reforming agent  
CAA-Reason more for justice  
CAA-Your partner towards efficient judiciary  
CAA-Better conditions, better service, better judiciary  
CAA-Law, rightfulness, justice  
CAA-Justice for all

#### CAA LOGO PROPOSAL



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