
**JUSTICE COLLEGE PRESENTATION
TO THE JUSTICE SELECT COMMITTEE
ON SECURITY AND CONSTITUTIONAL
AFFAIRS:
MAY 2008**

Head: Justice College



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Department:
Justice and Constitutional Development
REPUBLIC OF SOUTH AFRICA

Transformation of Justice College

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- The transformation of Justice College is taking place within the strategic plan and objectives of the Department
- The transformation is based on the following values and principles:
 - The Constitution of the Republic of South Africa
 - Batho Pele
 - Professionalism
 - Continuous Development
 - Good Governance
 - Open Communication



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Focus of Transformation

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- Establishing governance, management and education/development integrity
- Human Resource development
- Needs driven curriculum based on Skills Development Act
- Establishment of management support system
- Local and international partnerships
- Electronic learning systems
- Change Management



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OUR MODEL OF THE INSTITUTION

	Traditional Training Departments	Our Model
Focus	On individuals; isolated effort in reaction to performance problems	On the organisation; proactive and systematic continuous effort aimed at facilitating the achievement of the organization's strategies
Users	Exclusively employees	Employees and across the organisations value chain
Competencies	Job specific	Supporting organisational transformation and growth
Objectives	To increase individual job performance	To increase individual and organisational performance; to help succession planning; to create a common culture in the entire value chain
Who is in charge	The HR Department	The CEO and the entire Executive
Structure	Decentralised; activities are fragmented into categories of skills	Centralised; activities are integrated into a global learning strategy
Delivery	Mostly via formal lectures	Blended approach based on action learning and other active methods
Trainers	Subject-matter experts	Internal management team and external experts. Partnerships with formal colleges, universities or professional associations are also common



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TARGET GROUPS FOR JUSTICE COLLEGE

- Prosecutors & Support Staff
- State Attorneys & Support Staff
- State Advocates & Support Staff
- Legal aid Board Professionals and Support Staff.
- Legal Advisers DoJ & CD
- Legal Advisers (Other govt. depts.)
- Legislative Drafters
- Legal Interns (DoJ & CD)
- Court Interpreters
- Sheriff and Deputy Sheriffs of Courts
- Candidate Attorneys
- Commissioners of the Small Claims Courts
- Legal Administration Officers
- Court Intermediaries
- Clerks of Courts
- Registrars of High Courts
- Court / Office Managers



TARGET GROUPS FOR THE NEW STRUCTURE Cont.

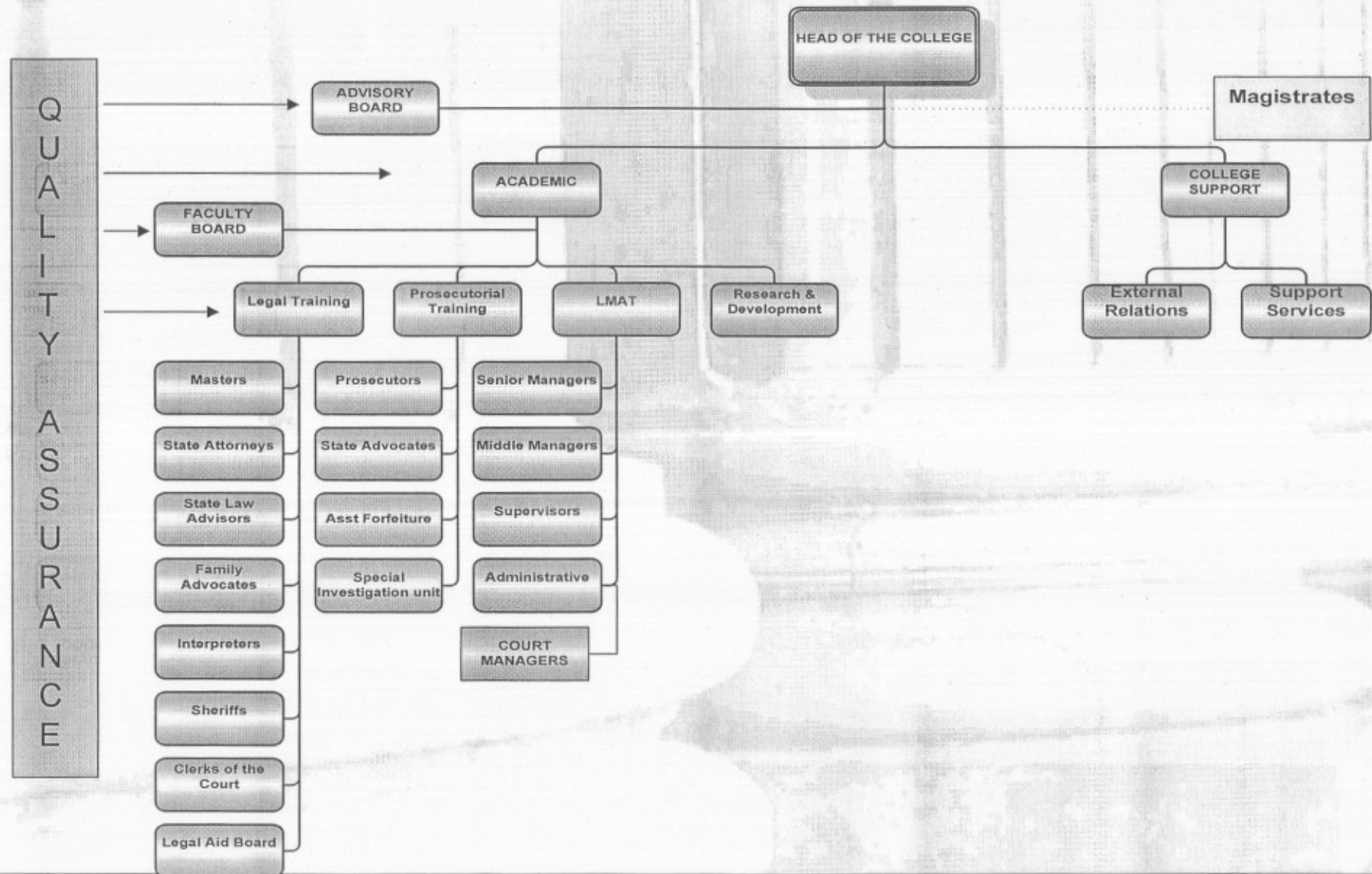
- Office of the Masters of the High Courts: Assistant Masters, Deputy Masters and Masters of the High Courts, Examiners of the Masters' Offices;
- Management, Administrative and Support Personnel.
- Family Advocates
- Family Advocates – Administrative Personnel
- Family Counselors
- Maintenance Officers
- Children's Court Assistants
- Maintenance Investigators
- Legal practitioners in all Government Departments (National, Provincial and Local)



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The Structure of the College



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There are three dedicated training faculties

- Legal Training
- Prosecutorial Training, and
- Leadership, Management and Administrative Training.



- **The total number of target groups has vastly increased.**
- **Concomitantly the numbers to be trained, have greatly increased.**
- **The training menu has increased with particular emphasis on skills peculiar to each target group and on scarce and priority skills.**



Directorate: Judicial Training

2007/08 v 2008/09

	2007/08		2008/09	
	No of Courses	Officials Trained	No of Courses	Officials to be trained
Magistrates	74	2155	63	1030
Clerks and Other officials of the Court	40	1110	64	1705



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