

# Professional Development Pathway for Judicial Officers



WITHIN 12 MONTHS  
OF APPOINTMENT

## NATIONAL JUDICIAL ORIENTATION PROGRAM

A five-day residential program to assist newly appointed judges with their transition to judicial office by facilitating the development and refinement of the skills, knowledge and attitudes necessary for effective judging.

## NATIONAL MAGISTRATES ORIENTATION PROGRAM

A five-day program to assist newly appointed magistrates with their transition to judicial office by facilitating the development and refinement of the skills, knowledge and attitudes necessary for effective judging.



WITHIN 2 YEARS  
OF APPOINTMENT

## WRITING BETTER JUDGMENTS

A two and a half day program to enhance participants' judgment writing skills through analysis, discussion and rewriting of judgments in small groups. Participants are provided with individual feedback and practical tools and tips for better judgment writing.

## ORAL DECISIONS

A one day program to assist judicial officers to determine when it is appropriate to deliver an oral decision; to prepare for and deliver an oral decision; to structure an oral decision and to make efficient use of hearing time. Participants are recorded delivering an oral decision prior to receiving individualised feedback.

## JURY MANAGEMENT

A one and a half day program to enable judges to explore and develop more effective and efficient jury management practices, looking at ways of dealing with the many practical issues connected with managing a jury in the course of a jury trial.



WITHIN 3 YEARS  
OF APPOINTMENT

## NEW PERSPECTIVES ON COURTROOM LEADERSHIP

Building on topics introduced in orientation programs, this two day program is designed to benefit judicial officers who wish to enhance their control of the courtroom. Topics discussed include effective communication, facilitation skills, power imbalances in the courtroom, managing high emotion, implicit biases and awareness of personal resources.



AFTER 5 YEARS  
OF APPOINTMENT

## REFLECTIONS ON THE JUDICIAL FUNCTION

Formerly called Dialogues on Being a Judge, this two and a half day residential program is directed at experienced (mid-career) judicial officers. It provides an opportunity to reflect upon the role of the judge and the rule of law across cultures and enables the exploration of contemporary themes and social challenges.