

LAW ON THE ACADEMY FOR JUDGES AND PUBLIC PROSECUTORS

I. GENERAL PROVISIONS

Subject of the Law

Article 1

This law establishes and regulates the work of the Academy for Judges and Public Prosecutors (hereinafter: the Academy) as a public institution for admission and professional training of candidates for judges and public prosecutors, continuous training and professional improvement of the judges and public prosecutors, continuous training of the professional services in the judiciary and the public prosecution, training of the entities that take part in the implementation of the laws in the judiciary field, conducting analytical activities in the judiciary theory and practice, the managing and financing bodies of the Academy.

Purpose of Establishing the Academy

Article 2

The purpose of establishing the Academy is to provide a professional, independent, impartial and effective performance of the judicial and prosecutorial function, as well as a competent and efficient conducting of the activities by the professional services in the judiciary and the public prosecution.

Activities of the Academy

Article 3

(1) The Academy conducts admission and professional training of future judges and public prosecutors, continuous professional training and improvement of the competences of the already appointed judges and public prosecutors in performing their function, as well as improvement and training for the professional, ethical and competent execution of the work tasks of the entities from Article 1 of this Law, in accordance with law and the international standards and principles.

(2) The Academy conducts its activities through:

- admission of participants in the initial training by organizing and administering an entry exam;
- organizing and conducting initial training of the candidates for future judges and public prosecutors in the basic courts and basic public prosecution and administering a final exam;
- organizing and conducting continuous training for the improvement of the competences of the judges and public prosecutors;
- organizing and conducting continuous training for the professional services in the judiciary and public prosecution, as well as training for the entities prescribed in Article 1 of this law;
- conducting analytical activities in the judiciary theory and practice; and

- conducting other activities in accordance with the law and the Statute of the Academy (hereinafter: the Statute).
- (3) In order to conduct its activities, the Academy:
- organizes and conducts domestic and international conferences, round tables, seminars, study programmes for professional visits and other forms of training and professional improvement;
 - establishes and maintains cooperation with similar domestic and international institutions, organizations, associations and foundations in the field of training, especially with the professional associations and chambers of judges and public prosecutors, in order to develop the concept of an interdisciplinary and social dimension of the training;
 - cooperates with the European networks of training institutions, the Lisbon Network in the Council of Europe and the European Network for European Union Training; conducts international exchange of judges, public prosecutors, as well as the entities prescribed in Article 1 of this law;
 - organizes and maintains a library;
 - publishes publications and executes other publishing activities in accordance with its needs;
 - cooperates with the Faculties of Law for the development of Professional Orientation Programmes and preparation of the students in the Faculties of Law for their admission in the Academy; and
 - organizes and participates in research projects and other activities important for the development and perfecting of the training in the judiciary.

Article 4

- (1) The Academy has the capacity of a legal entity;
- (2) The Status of the Academy regulates:
- the internal organization and the manner of executing the Academy's activities;
 - management and governance of the Academy;
 - the rights and liabilities of the entities from Article 1 of this law;
 - the members, manner of establishing, as well as the decision making process and competences of the Academy's departments and bodies;
 - the rights, liabilities and responsibilities of the Academy in legal relations;
 - admission of participants in the initial training;
 - the content of the programmes for the entry exam, initial training, the programmes for continuous training, the programme for practicing the judicial and prosecutorial function and other specialized programmes;
 - the criteria for selection of trainers and mentors,
 - the financing and use of the funds for the work of the Academy; and
 - other issues.
- (3) The Managing Board of the Academy shall adopt the Statute of the Academy with a 2/3 majority vote from the total number of members.
- (4) The Statute and the other general acts of the Academy shall be published in the Official Gazette of the Republic of Macedonia, on the web page of the Academy and in any other manner that allows their accessibility to the public.

Seal of the Academy

Article 6

- (1) The Academy has a seal.
- (2) The seal contains the name of the Republic of Macedonia, the coat of arms of the Republic of Macedonia, the title and headquarters of the Academy.
- (3) The format and content of the seal, the appearance of the signs and other markings and the manner of using it shall be regulated by the Statute of the Academy.

Article 7

Any political or partisan organization and activity is forbidden in the Academy.

Adequate and Equitable Representation in the Bodies of the Academy

Article 8

The principle of adequate and equitable representation of the citizens from all communities in the Republic of Macedonia is applied in the establishment of the departments and bodies of the Academy, the appointment of trainers and mentors, the constitution of the Committee for the Entry Exam and the Committee for the Final Exam.

Equitable Representation

Article 9

An equitable representation of the citizens from all communities in the Republic of Macedonia is provided in the selection of the candidates for admission in the initial training in the Academy, without disrupting the criteria prescribed by law.

II. BODIES OF THE ACADEMY

Article 10

The following are the bodies of the Academy: the Managing Board; the Director, the Deputy Director and the Programming Council.

Managing Board

Article 11

- (1) The Managing Board is a managing body of the Academy and comprises 13 members.
- (2) Members of the Managing Board per their functions are: the President of the Judicial Council of the Republic of Macedonia; the President of the Council of Public Prosecutors of the Republic of Macedonia, the President of the Supreme Court of the Republic of Macedonia and the Chief Public Prosecutor of the Republic of Macedonia.
- (3) The Supreme Court of the Republic of Macedonia, at a general session, appoints two members, the first of which is a judge in the Supreme Court of the Republic of Macedonia and his deputy, and the second one is a judge from the basic courts, courts of appeal or the Administrative Court and his deputy.
- (4) The Judicial Council of the Republic of Macedonia appoints one member of the Managing Board from the members of the Judicial Council and his deputy.
- (5) The association of Judges in the Republic of Macedonia appoints one member of the Managing board who is a judge and his deputy.
- (6) The Public Prosecution of the Republic of Macedonia appoints two members of the Managing Board; the first being a public prosecutor from the Public Prosecution in the

Republic of Macedonia and his deputy; and the second member a public prosecutor from the basic or higher prosecution offices and his deputy.

- (7) The Council of Public Prosecutors of the Republic of Macedonia appoints one member of the Managing Board who is a public prosecutor and his deputy.
- (8) The association of Public Prosecutors of the Republic of Macedonia appoints one member of the Managing Board who is a public prosecutor and his deputy.
- (9) The Minister of Justice appoints one member of the Managing Board who is a managing civil servant in the Ministry of Justice and his deputy.
- (10) The Director of the Academy (hereinafter: the Director) participates in the work of the Managing Board, without the right to a vote.

Article 12

The managing Board has the following competences:

- adopts the Statute and the other general acts of the Academy and monitors their execution;
- elects the President of the Managing Board and his deputy;
- appoints, determines the termination of the mandate of and dismisses the Director and the deputy Director;
- decides on a temporary dismissal of the Director when a dismissal procedure has been initiated;
- concludes and determines the termination of an appointment and dismissal of a member and deputy member of the Managing Board;
- concludes and determines the termination of an appointment and dismissal of a member and deputy member of the Programming Council;
- elects and establishes the Committee for the Entry Exam and the Committee for the Final Exam, appoints the President of the Committee for the Entry Exam, and the President of the Committee for the Final Exam, determines the termination of the appointment of the members of the Committee for the Entry Exam and the Committee for the Final Exam and their deputies, and adopts their reports on the procedure for taking the exams;
- finalizes the list of trainers upon a proposal by the Director;
- dismisses the trainers in the Academy, judges and public prosecutors, upon a proposal by the Director;
- finalizes the list of mentors upon a proposal by the Judicial Council of the Republic of Macedonia and the Council of Public Prosecutors of the Republic of Macedonia; and determines the termination of the mentor status upon a proposal by the Judicial Council of the Republic of Macedonia and the Council of Public Prosecutors of the Republic of Macedonia;
- upon a proposal by the Programming Council, determines the programmes for the entry exam, the initial training and the final exam, the programmes for the continuous training, the programme for executing the judicial and prosecutorial function, general and specialized training programmes;
- determines a programme for adequate and equitable representation of the citizens belonging to all communities in the Republic of Macedonia in all programmes of the Academy;
- adopts an annual financial plan which it submits to the competent bodies;

- determines the manner of using the funds for the work of the Academy; adopts a strategic plan for the Academy;
- adopts the financial statement and the Work programme of the Academy submitted by the Director;
- no later than 1st March in the current year, it adopts the Annual Report on the Work of the Academy for the previous year and delivers it to the institutions represented in the Managing Board;
- gives instructions for cooperation with similar institutions, organizations and associations in the country and abroad, regarding international projects, grants and donations;
- adopts the Rulebook on Procedure for the work of the Academy;
- adopts acts on the internal organization and systematization of the job positions and other general acts, upon the Director's proposal;
- reaches decisions, resolutions and conclusions; and
- performs other activities prescribed by this law and the Statute.

Mandate of the Members of the Managing Board

Article 13

The mandate of the members and their deputies, in the Managing Board, except for the members appointed per their function, is four years with the right to one re-election.

Termination of the Mandate and Dismissal of Member of the Managing Board

Article 14

- (1) the mandate of a member or a deputy member of the Managing Board is terminated:
 - upon their request;
 - due to death;
 - in case of termination of the function or the employment status in the body where the member executes their function or in the institution where the member is employed;
 - in case of impediment to execute the function of a member or a deputy member of the Managing Board lasting more than six months, due to illness or other justifiable reasons.
- (2) a member or a deputy member of the Managing Board shall be dismissed due to:
 - incompetent and unconscientious execution of their function in the Managing Board;
 - a sentencing with an effective ruling banning the member to conduct professional activities and competences; and
 - a sentencing with an effective ruling to imprisonment lasting more than six months.
- (3) In the cases from paragraphs (1) or (2) of this Article, the body that has appointed the member, i.e. the deputy member who has been dismissed or whose mandate has terminated, nominates a new member, i.e. a deputy member, within 30 days from the day the decision for dismissal, i.e. termination of the mandate has been reached.
- (4) The mandate of the newly appointed member, i.e. deputy member of the Managing Board shall last until the expiration of the mandate for which the members of the Managing Board have been appointed.

- (5) Until the appointment of a new member of the Management Board, the function is executed by the deputy member, and until the election of a new President of the Managing Board, the function is executed by the Deputy President of the Managing Board.

The President of the Managing Board

Article 15

- (1) The president of the Managing Board and his deputy shall be elected from the judges and public prosecutors who are members of the Managing Board.
- (2) The president of the Managing Board cannot be elected from the members of the Managing Board who have been appointed for their function.
- (3) The mandate of the President and the Deputy President of the Managing Board lasts two years, with the possibility of one re-election.

The Manner of Operation of the Managing Board

Article 16

- (1) The managing Board executes the activities under its competences at a public session.
- (2) The President of the Managing Board calls and chairs the sessions of the Managing Board.
- (3) A session of the Managing Board can be called upon the request of the Director or a member of the Managing Board.
- (4) The Managing Board holds a session provided that more than half of the total number of members of the Managing Board is present.
- (5) A member of the Managing Board is considered present if there is a two way telephone or some other type of communication (videoconferencing), that guarantees identification and provides participation in the discussion and the decision making process. The vote of this member is certified in the minutes of the meeting by the members present at the session of the Managing Board.
- (6) For each session of the Managing Board there shall be Minutes of the Meeting which is signed by the chairperson and the person who takes down notes from the session. The session can also be audio or video recorded.

Manner of Reaching Decisions by the Managing Board

Article 17

- (1) The Managing Board reaches decisions with a majority of votes from the total number of members of the Managing Board.
- (2) If the necessary majority from paragraph (1) of this Article is not fulfilled, the session is postponed and the President immediately schedules a new session that shall be held within eight days.

Cost Reimbursement for the Members of the Managing Board

Article 18

The President and the members of the Managing Board have the right to reimbursement for travel costs and per diems, pursuant to the regulations regarding these issues, except for the members appointed for their function.

Director and Deputy Director

Article 19

- (1) The Director is a managing and executive body of the Academy. The Director has its deputy.
- (2) The Director and the Deputy Director are appointed by the Managing Board on the bases of a public announcement published in the Official Gazette of the Republic of Macedonia and in at least two daily newspapers, one of the newspapers published in Macedonian and the other published in the language spoken by at least 20% of the citizens who speak an official language different from the Macedonian.
- (3) The Managing Board is obliged to reach the decision for opening a public announcement for appointing the Director and the Deputy Director no later than 60 days prior to the expiration of the mandate of the Director, i.e. the Deputy Director.
- (4) The deadline for answering the public announcement is 15 days following its publication in the Official Gazette of the Republic of Macedonia.
- (5) A person who has at least six years of work experience as a judge or a public prosecutor, high professional and expert competence, results from their work and active knowledge of one of the official languages of the European Union shall be appointed as the Director i.e. Deputy Director of the Academy.
- (6) The manner of appointing and dismissing the Director and the Deputy Director is regulated in the Statute and the general acts of the Academy.
- (7) The deputy fills in for the Director in the event of the Director's absence, or in cases when due to illness or some other causes the Director is impeded to execute their function. The Deputy of the Director performs activities under the competences of the Director, which the Director has entrusted them with.

Rights and Obligations of the Director

Article 20

The Director has the following rights and obligations:

- manages the work of the Academy;
- represents and presents the Academy before the domestic and international institutions;
- executes the decisions of the Managing Board;
- coordinates and organizes the work of the Academy;
- ensures the provision of conditions for the daily functioning of the Academy;
- submits a draft Programme for the Work of the Academy to the Managing Board;
- submits an Annual Report on the Work of the Academy to the Managing Board;
- participates in the elaboration of all training programmes under the competence of the Academy;
- participates in the work of the Managing Board and chairs the sessions of the Programming Council;
- proposes a list of trainers;
- establishes and maintains cooperation with the similar domestic and international institutions in order to perfect the training;
- manages the legal, administrative – technical and auxiliary services in the Academy;
- manages the financial assets and the property of the Academy;
- proposes changes and amendments to the Statute and the other general acts of the Academy;
- is liable for the legality of the work of the Academy;

- performs other duties in accordance with this law, the Statute and the general acts of the Academy.

Article 21

- (1) The Director's salary is determined at the level of the salary of a judge in the Supreme Court of the Republic of Macedonia, i.e. a public prosecutor in the Public Prosecution of the Republic of Macedonia, prescribed by law.
- (2) The deputy Director's salary is determined at the level of the salary of a judge in a Court of Appeal in the Republic of Macedonia, i.e. a public prosecutor in a Higher Public Prosecution Office in the Republic of Macedonia, prescribed by law.

Mandate of the Director and the Deputy Director

Article 22

The Director and the Deputy Director are appointed for a time period of four years, with the right to a re-election.

Termination of the mandate and dismissal of the Director and the Deputy Director

Article 23

- (1) The mandate of the Director and the deputy Director shall terminate prior to the expiration of the time for which they have been appointed:
 - due to death;
 - upon their request;
 - if a permanent inability to work is determined; and
 - if they fulfil the conditions for retirement.
- (2) The Director and the Deputy Director shall be dismissed prior to the termination of the mandate they were appointed for due to:
 - unprofessional and unconscientious execution of their function;
 - a sentencing with an effective ruling banning them to conduct professional activities and competences; and
 - a sentencing with an effective ruling to imprisonment lasting more than six months.
- (3) The Director, i.e. the Deputy Director has the right to an administrative dispute before the competent court, against the decision of the Managing Board for dismissal of the Director, i.e. Deputy Director.
- (4) Until the appointment of a new Director, the Managing Board shall appoint an acting director from the members of the managing Board.

Programme Council

Article 24

- (1) The Programme Council is a professional body of the Academy.
- (2) The Programme Council is comprised of seven members and their deputies who are appointed by the Management Board from the full-time judges, public prosecutors, civil servants on management positions in the Ministry of Justice, as well as other distinguished lawyers from the scientific and research field of the judiciary.

Article 25

- (1) The following can be appointed as members or deputy members of the Programme Council:
 - an active judge or a public prosecutor with at least four years of work experience as a judge or a public prosecutor;
 - active professors in legal science or distinguished lawyers with the academic title of PhD, with at least four years work experience in a certain legal field;
 - civil servants on management positions in the Ministry of Justice, with at least four years work experience in the field of the judiciary.
- (2) The members and the deputy members of the Programme Council must possess high professional qualities and reputation in the execution of their function and profession, they should be acknowledged for the results of their work, papers, articles, and they should have experience in training or mentoring related to the judiciary.
- (3) The mandate of the members and the deputy members of the Programme Council last two years, with the right to one re-election.
- (4) The members and the deputy members of the Programme Council cannot be members and deputy members of the Managing Board of the Academy, the Committee for the Entry Exam or the Committee for the Final Exam.
- (5) The members and the deputy members of the Programme Council can have the role of trainers in the Academy.

Article 26

- (1) The members of the Programme Council and their deputies are appointed by the Managing Board based on the nominations by the institutions represented in the Managing Board of the Academy. The nominations of the candidates are delivered to the Academy together with a Curriculum Vita.
- (2) The nomination of the members and the deputy members of the Programme Council is carried out in the following manner:
 - The Supreme Court of the republic of Macedonia, at a general session nominates two members and their deputies, the first member and the deputy form the judges in the Supreme Court of the Republic of Macedonia, and the second member and the deputy from the judges from the lower instance courts or the Administrative Court;
 - The Public Prosecution of the Republic of Macedonia nominates two members and their deputies from the Public Prosecution of the Republic of Macedonia, the first member and the deputy form the Public Prosecution of the Republic of Macedonia, and the second member and the deputy from the lower Public Prosecution Offices in the Republic of Macedonia;
 - The Judicial Council of the Republic of Macedonia nominates one member and his deputy from its list of members;
 - The Council of Public Prosecutors of the republic of Macedonia nominates one member and his deputy from its list of members; and
 - The Minister of Justice nominates one member and his deputy from the civil servants on management positions in the Ministry of Justice.

Article 27

- (1) The Programme Council of the Academy:
 - determines a draft programme for the entry exam;
 - determines a draft programme for the initial training;

- determines a draft programme for the final exam;
 - determines a draft programme for the continuous training, a draft programme for practicing the judicial and the prosecutorial function and other specialized programmes;
 - monitors the realization of the programmes and their efficiency and success;
 - updates and develops the training programmes, depending on the annual training needs assessment analysis, the evaluation, the proposals and suggestions of the participants in the training, the trainers and mentors, as well as the domestic and international legislation and practice;
 - give instructions for the improvement of the teaching methods and techniques, independently or in collaboration with the trainers and mentors;
 - gives its opinion on the list of trainers;
 - gives advice, proposals and suggestions to the bodies of the Academy for the improvement of the quality of training; and
 - performs other duties in accordance with this law and the Statute and general acts of the Academy.
- (2) In the determination of the draft programmes from paragraph (1) of this Article, the Programme Council is guided not only by the positive legislation in the Republic of Macedonia, but also the international law, the EU law, the practice of the European Court for Human Rights and other international courts.

Termination of the Mandate and Dismissal of a Member of the Programme Council

Article 28

- (1) The mandate of a member or a deputy member of the Programme Council shall terminate:
- Upon their request;
 - Due to death;
 - in case of termination of the function or the employment status in the body where the member executes their function or in the institution where the member is employed;
 - in case of impediment to execute the function of a member or a deputy member of the Programme Council lasting more than six months, due to illness or other justifiable reasons.
- (2) A member or a deputy member of the Programme Council shall be dismissed due to:
- unprofessional and unconscientious execution of their function;
 - a sentencing with an effective ruling banning them to conduct professional activities and competences; and
 - a sentencing with an effective ruling to imprisonment lasting more than six months.
- (3) In the cases from paragraphs (1) or (2) of this Article, the body that has nominated the member, i.e. the deputy member who has been dismissed or whose mandate has terminated, nominates a new member, i.e. a deputy member, within 30 days from the day the decision for dismissal, i.e. termination of the mandate has been reached.
- (4) The mandate of the newly appointed member, i.e. deputy member of the Programme Council shall last until the expiration of the mandate for which the members of the Programming Council have been appointed.
- (5) Until the appointment of a new member of the Programme Council, the function is executed by the deputy member.

Cost Reimbursement for the Members of the Managing Board

Article 29

The members of the Programming Council have the right to reimbursement for travel costs and per diems, pursuant to the regulations regarding these issues.

The Manner of Operation of the Programme Council

Article 30

- (1) The Director of the Academy calls and chairs the sessions of the Programme Council.
- (2) Trainers, mentors, as well as other people who, with their expert and professional knowledge and experience, can contribute to the improvement of the training in the Academy can be present at the sessions of the Programme Council.

III. TRAINERS

The Term Trainer

Article 31

- (1) Trainers are experts that shall implement the training programmes in the Academy.
- (2) People who are hired as trainers, through their activities in the direct implementation of the training programmes, shall contribute to sustaining the high level of knowledge and skills of the judges, public prosecutors, as well as the entities from Article 1 of this law, in accordance with the national legislation and the international standards.
- (3) The trainers can be trainers in the Academy and ad-hoc trainers depending on the training needs.
- (4) The manner of preparing the draft list of educators, their number, mandate and the names on the list, the reimbursement, as well as the detailed criteria for evaluation of the participants in the initial and continuous training are prescribed by the Statute and the general acts of the Academy, in accordance with the principles of transparency, professionalism and equal access.
- (5) The rights and obligations of the trainers are regulated with the agreement entered into between the Academy and the trainer, in accordance with the Statute and the general acts of the Academy.

Trainers in the Academy

Article 32

- (1) Trainers in the Academy are domestic or foreign judges and public prosecutors, lawyers and university professors, notaries, mediators, executors and managing civil servants who are hired in the initial and continuous training in the Academy.
- (2) The trainers in the Academy from paragraph (1) of this article, who are judges and public prosecutors, lawyers and university professors, notaries, mediators, executors and managing civil servants, can be people who have completed training for trainers organized by the Academy.

Article 33

- (1) The trainers in the Academy are selected from the judges and public prosecutors, lawyers and university professors with a six year work experience.

- (2) Members of the Managing Board, the Judicial Council of the Republic of Macedonia, the Council of Public Prosecutors of the Republic of Macedonia and the Director of the Academy can be Trainers in the continuous training, without any right to reimbursement.
- (3) The people for paragraph (2) of this article can also give lectures to participants in the initial training, without any right to reimbursement or right to evaluate the participants, in accordance with the general acts regulating the implementation of the initial training.
- (4) Members of the Managing Board or their deputies, the members of the Committee for the Entry Exam and their deputies, as well as the members of the Committee for the Final Exam and their deputies cannot be selected as trainers in the initial training.

Ad-hoc Trainers Depending on the Training Needs

Article 34

- (1) Ad-hoc trainers depending on the training needs are expert persons who are hired for a particular training session or a training cycle, in particular legal fields and topics, as well as for training regarding general complementary and non-legal fields and topics. They are distinguished experts in the field they are hired for: medicine, computer technology, foreign languages, sociology, communicational science, economy, psychology and other sciences related to the topics covered in the training programmes.
- (2) The Director is obliged to submit for review the list with the ad-hoc trainers who are hired during the year to the Managing Board, together with their Curriculum Vitae and the assessment of the training they had carried out.
- (3) In order to cover certain new topics and programmes, upon an elaboration by the Director, the list of ad-hoc trainers can be extended with a certain number of new trainers determined by the Managing Board.

IV. MENTORS

Article 35

- (1) In accordance with this law, only active judges and public prosecutors, with at least six year work experience, who have continuously been positively evaluated by the body competent to monitor and assess their work, and who are capable and willing to transfer their experience and knowledge can be appointed as mentors and will implement the second phase of the initial training – the practical training.
- (2) The Managing Board appoints the mentors upon the suggestion of the Judicial Council of the Republic of Macedonia and the Council of Public Prosecutors of the Republic of Macedonia.
- (3) The Members and their deputies of the Managing Board, the Programming Council, the Committee for the Entry Exam, the Committee for the Final Exam, the presidents and the members of the Judicial Council of the Republic of Macedonia and the Council of Public Prosecutors of the Republic of Macedonia and the presidents of the Courts and Public Prosecutors in the Public Prosecution Offices in the Republic of Macedonia cannot be appointed as mentors.
- (4) The detailed criteria for selection, the duration of the mentorship, the rights and obligations and the reimbursement for the mentors are prescribed in the Statute and the general acts of the Academy.
- (5) People who, apart from the criteria in paragraph (1) of this article, have completed the training for mentors (trainers) organized by the Academy can also be appointed as mentors.

V. PROFESSIONAL, AUXILIARY – TECHNICAL SERVICES IN THE ACADEMY

Article 36

- (1) The employees in the Academy have the status of civil servants and the law on Civil Servants shall be applied with regard to their rights, liabilities and responsibilities.
- (2) The employees who do auxiliary or technical work do not have the status of a civil servant and the Employment Law shall be applied with regard to their rights, liabilities and responsibilities.

VI. FINANCING AND FUNDS FOR THE OPERATION OF THE ACADEMY

Sources of Financing

Article 37

- (1) The funds for the operation of the Academy are provided from the Budget of the Republic of Macedonia, through the budget allocated for the “Judicial Power”.
- (2) Other financing sources are:
 - donations and gifts; and
 - independent income, and publishing income, conducting training for other target groups which are not part of the judiciary, or are in the judiciary, implementation of projects, grants that do not contradict the activities of the Academy, and are approved by the Managing Board.

Article 38

The budgetary funds from Article 37 paragraph (1) of this law are allocated in the amount necessary to cover the organization and conducting of the entry and final exam, the initial training and the mandatory continuous training, in accordance with this law.

Premises and Equipment

Article 39

- (1) The Government of the Republic of Macedonia provides the premises and equipment for conducting the activities of the Academy.
- (2) The Academy can also provide funds for equipment and premises through donations and grants with the approval of the Managing Board.

VII. TRAINING OF JUDGES AND PUBLIC PROSECUTORS

Concept and Objective

Article 40

The training of judges and public prosecutors is an organized acquisition and perfecting of the practical and theoretical knowledge and skills indispensable for an independent, professional and efficient execution of their function.

Types of Training

Article 41

The Academy organizes initial and continuous training.

1. Initial Training

Article 42

The initial training is organized for the aim of acquiring practical and theoretical knowledge and skills in order to create highly trained, competent and efficient candidates for judges and public prosecutors in the Basic Courts and the Basic Public Prosecution Offices, as a prerequisite for respecting the principle of the rule of law and protection of the human right and freedoms and the creation of a quality justice in the interest of the citizens of the Republic of Macedonia.

Participants in the Initial Training

Article 43

- (1) The participants in the initial training are persons who after they have passed the entry exam have been admitted in the initial training.
- (2) The total number of participants in the initial training shall be determined on the bases of the decisions by the Judicial Council of the Republic of Macedonia and the Council of Public Prosecutors of the Republic of Macedonia, taking into consideration the total number of available positions for judges and public prosecutors in the Basic Courts and Basic Public Prosecution Offices, as well as the projection of the positions to be filled following the completion of the initial training.
- (3) The decisions by the Judicial Council of the Republic of Macedonia and the Council of Public Prosecutors of the Republic of Macedonia, from paragraph (2) of this article, shall be delivered to the Academy no later than 31st March in the year in which the Judicial Council of the Republic of Macedonia and the Council of Public Prosecutors of the Republic of Macedonia have reached the decisions from paragraph (2) of this article determining the total number of participants in the initial training.

Criteria for Admission in the Initial Training

Article 44

- (1) The criteria for admission in the initial training are:
 - a graduated lawyer, with a four year higher education in the legal sciences, with a grade average of at least 8.00 or a graduated lawyer with 300 point acquired in accordance with the European credit transfer system (ECTS), with a grade average of at least 8.00 in each of the two cycles of university studies;
 - passed bar exam;
 - at least two year work experience in legal matters following the passing of the bar exam;
 - that there is no sentencing with a measure banning professional performance, activity or competences;
 - citizenship of the Republic of Macedonia;
 - active knowledge of Macedonian;
 - active knowledge of one of the official languages of the European Union, the English being mandatory. The knowledge of English is demonstrated by submitting the following renowned certificates:
 1. TOEFEL – at least 74 points in the electronic exam over the computer, certificate not older than 2 years from the day of its issuance;

2. IELTS – at least 6 points, certificate not older than 2 years from the day of its issuance;
 3. TOLES – Foundation Level;
 4. ILEC – at least a B2 mark;
 5. Cambridge Certificate of Preliminary English – B1;
 - practical work on computer; and
 - the applicant should be capable to work and have generally good health.
- (2) The type, manner and detailed criteria for the medical examinations and the practical work on a computer from paragraph (1) lines 8 and 9 of this article shall be regulated by the Judicial Council of the Republic of Macedonia in collaboration with the Council of Public Prosecutors in the Republic of Macedonia.

Public Announcement for Admission in the Initial Training

Article 45

- (1) The Managing Board reaches a decision for publishing a public announcement for persons to take the entry exam, within 15 days from the day of receipt of the decisions from Article 43 paragraph (2) of this Law on the Academy.
- (2) The public announcement is published in the Official Gazette of the Republic of Macedonia and in at least two daily newspapers, one of which is published in Macedonian and the other in a language spoken by at least 20% of the citizens who speak an official language other than the Macedonian.
- (3) The deadline for application is 15 days from the day the announcement has been published in the Official Gazette of the Republic of Macedonia.

Principles from Admission in the Initial Training

Article 46

- (1) Admission in the initial training is available for anyone who meets the admission criteria prescribed by this law, the Statute and the general acts of the Academy and who will successfully pass the entry exam in one exam cycle.
- (2) The procedure for organizing and conducting the entry exam is based on the principle of transparency in the rules, methods and manner of conducting, evaluating and announcing the results of the exam, as well as the functioning of the Committee for the Entry Exam in the initial training, based on objective and publicly announced criteria that ensure independence, objectivity, as well as free access to the Entry Exam Programme.

2. Entry Exam in the Initial Training

Purpose of the Entry Exam

Article 47

The purpose of the entry exam is determining the level of knowledge, necessary for the attendance of the Initial Training Programme.

Preparatory classes

Article 48

- (1) The Academy organizes preparatory classes for all applicants for admission in the Academy at least once, or more times during the year.
- (2) The preparatory classes are organized at least 45 days prior to the day of conducting the entry exam.

The Entry Exam

Article 49

The entry exam for the initial training is organized no later than the 30th September in the year when the Judicial Council of the Republic of Macedonia and the Council of Public Prosecutors of the Republic of Macedonia, taking into consideration of the total number of vacant positions for judges and public prosecutors in the Basic Courts and the Basic Public Prosecution Offices, as well as the projected number of vacancies that shall be filled following the end of the initial training, reached a decision and determined the total number of participants in the initial training. The exam is comprised of:

- qualification test;
- psychological test;
- integrity test; and
- an exam.

General goals and principles of the entry exam

Article 50

- (1) The qualification test is done in writing and anonymously, and has the aim to assess the knowledge of the applicants of the domestic substantive and procedure law, the international law, the European Union Law and the rulings in the European Court of Human Rights, to rank the applicants in accordance with their quality, determined as the minimum knowledge necessary for attending the initial training.
- (2) The psychological test has the aim to assess the social capabilities of the applicants and to determine the candidates for executing the judicial and prosecutorial function.
- (3) The integrity test is based on the existent ethical and professional codices for executing the judicial and prosecutorial function with the aim of assessing the ethical and moral values of the applicant for executing the judicial and prosecutorial function. The test is comprised of:
 - a written test that is conducted anonymously, based on a standard list of questions; and
 - acquisition information and data on the ethical and moral values of the applicant for executing the judicial and prosecutorial function, acquired in a legally relevant manner from 15 randomly selected people by the Committee for the Entry Exam from the list of 50 nominations by the candidate who have at least four year high school education, who have known the candidate for at least three years and who cannot be forth removed blood relatives of the applicant or second removed legal relatives of the applicant, adoptive parents or adoptees.
- (4) The exam has the aim of assessing the overall legal knowledge and capabilities of the applicant for admission and attendance in the initial training, and it consists of:
 - a practical written part that is conducted anonymously, with a test assignment on a concrete case or an indictment act, in order to evaluate the applicant's theoretical knowledge and capability to apply the laws in practice, the logical and analytical reasoning of the applicant, the legal expression and written communication skills that the applicant has acquired; and

- an oral part that represents an assessment of the applicant's knowledge and expressive powers, his eloquence and understanding of the significance of the judicial or prosecutorial function through responding legal questions and general cultural questions.
- (5) The Academy is obliged, when conducting the entry exam, and especially in the psychological and integrity test, to ensure the protection of the personal data, reputation and dignity of the applicants, in accordance with the law.

Procedure for Taking the Entry Exam

Article 51

- (1) The procedure for taking the entry exam is organized in the Academy, in accordance with the Entry Exam Programme which is published at least three months prior to conducting the entry exam and is renewed if necessary, in accordance with the changes in the legislation.
- (2) The manner and detailed conditions for taking the entry exam from Article 49 of this law, as well as the rights and obligations of the persons taking the entry exam, shall be determined in the Statute and the general acts of the Academy.
- (3) An applicant who is not satisfied with the results of the qualification test and the exam has the right to an objection to the Committee, from Article 52 of this law, within three days of the announcement of the results from the qualification test and the exam on the official web site and the bulletin board of the Academy. The Committee, from Article 52 of this law, is obliged to respond to the objection within two days from the receipt of the objection. The Applicant has the right to appeal the Committee's (Article 52 of this law) decision before the Managing Board within eight days from the receipt of the decision.
- (4) The Managing Board reaches a decision on the appeal within three days from the expiration of the deadline for submitting appeals against the decisions of the Committee from Article 52 of this law.
- (5) The applicant's have no right to an objection against the results from the psychological test and the integrity test.

Committee for the Entry Exam

Article 52

- (1) The Committee for the Entry Exam (hereinafter: the Committee) administers the entry exam.
- (2) The Committee comprises a President and eight members and their deputies with a mandate of two exam sessions.
- (3) The Managing Board appoints and constitutes the Committee from paragraph (1) of this article: four members and their deputies who are judges are appointed upon a suggestion by the Judicial Council of the Republic of Macedonia; two members and their deputies who are public prosecutors are appointed upon a suggestion by the Council of Public prosecutors of the Republic of Macedonia; one member and deputy are appointed upon the suggestion of the Association of Judges in the Republic of Macedonia; one member and deputy are appointed upon the suggestion of the Association of Public Prosecutors in the Republic of Macedonia; and one member and deputy are appointed upon the suggestion of the Minister of Justice from the managing civil servants in the Ministry of Justice.
- (4) Judges and public prosecutors, as well as managing civil servants from the Ministry of Justice who have long lasting professional careers, are distinguished by their competence, ethics, results achieved and who enjoy high reputation in the judiciary can be appointed as the president, members or deputy members of the Committee.

- (5) The Managing Board appoints the President of the Committee from the judges and public prosecutors.
- (6) The members and deputy members in the Managing Board, the Committee for the Final Exam, the Director of the Academy, as well as trainers and mentors engaged in the initial training cannot be appointed as members of the Committee from paragraph (1) of the article.
- (7) The Presidents or the members of the Judicial Council or the Council of Public Prosecutors of the Republic of Macedonia, the Minister/Deputy Minister of Justice cannot be appointed as members of the Committee from paragraph (1) of the article.
- (8) The Academy hires experts from an independent and fully accredited institution for the realization of the psychological test.
- (9) The psychological test shall be realized based on internationally acclaimed psychological tests for executing the judicial or the prosecutorial function.

Reimbursement

Article 54

The members of the Committee from Article 52 of this law have the right to reimbursement in the amount determined in the acts of the Academy and the provisions for executing the Budget of the Republic of Macedonia.

Taking the Entry Exam

Article 54

- (1) The Committee from Article 52 of this law with all members present administers the entry exam.
- (2) The President of the Committee from Article 52 of this law submits a Report on the procedure for conducting the entry exam to the Managing Board.
- (3) The Managing Board adopts the report in a manner and procedure determined by the Statute of the Academy.

Evaluation

Article 55

- (1) The Qualification test is evaluated with a mark from 1 to 10.
- (2) It is considered that an applicant, who has received a mark 4 or lower on the qualification test, has not passed the test and shall not take the psychological test, the integrity test and the exam.
- (3) The psychological test is evaluated with the following marks: “satisfactory” and “unsatisfactory”.
- (4) It is considered that an applicant, who has received a mark “unsatisfactory” on the psychological test, has not passed the test and shall not take the integrity test and the exam.
- (5) The integrity test is evaluated with the following marks: “satisfactory”, “satisfactory to an extent” and “unsatisfactory”.
- (6) It is considered that an applicant, who has received a mark “unsatisfactory” on the integrity test, has not passed the test and shall not take the exam.
- (7) The Committee for the Entry Exam verifies the mark for the integrity test with a majority vote of the total number of members in the Committee.
- (8) The exam is evaluated with a mark from 1 to 10.

- (9) It is considered that an applicant, who has received a mark 4, or lower, has not passed the entry exam.
- (10) The final mark for the entry exam is a sum of the marks from the qualification test and the exam.

Ranking

Article 56

- (1) The Committee for Article 52 of this law, based on the evaluation prepares a ranking of participants in the initial training.
- (2) The applicants in accordance with the ranking based on the results are admitted in the initial training in the Academy in the number prescribed in the decisions from Article 43 paragraph (2) of this law.
- (3) An applicant who is not satisfied with the results of the ranking has the right to an objection to the Committee, from Article 52 of this law, within three days of the announcement of the ranking on the official web site and the bulletin board of the Academy. The Committee, from Article 52 of this law, is obliged to respond to the objection within two days from the receipt of the objection. The Applicant has the right to appeal the Committee's (Article 52 of this law) decision before the Managing Board within eight days from the receipt of the decision.
- (4) The Managing Board reaches a decision on the appeal within three days from the expiration of the deadline for submitting appeals against the decisions of the Committee from Article 52 of this law.

Status of the Participants in the Initial Training

Article 57

- (1) By acquiring the status of a participant in the initial training of the Academy, the participant shall be employed on a part time bases in the Academy for the duration of the initial training until the candidate is appointed judge or public prosecutor, a judge in a basic court and a public prosecutor in a basic public prosecution office.
- (2) During the employment from paragraph (1) of this article, the participant in the initial training, i.e. the candidate for judge or public prosecutor has the right to a salary in the amount of 50 % of the salary of a higher judicial advisor in a basic court and other additional compensation to the salary in accordance with the law.
- (3) The manner of conducting the initial training, as well as the rights and obligations of the participants in the initial training are prescribed in the Statute and general acts of the Academy.
- (4) If the participant, during the initial training, desists from or terminates the training he is obliged to compensate the costs and other fees for his training pursuant to a calculation determined by the Academy.
- (5) A participant in the initial training shall not compensate the costs form paragraph (4) of this article, if he desisted from or terminated the training due to medical reasons that impede him to attend the training for more than one month, which is proven by a medical certificate.

Content and Duration of the Initial Training

Article 58

- (1) The initial training encompass the implementation of the substantive and procedure laws, the judicial and the prosecutorial practice and ethics, the international legal standards, scientific and expert papers in the field of domestic and international law, as well as the skills required for the judicial and the prosecutorial function.
- (2) The initial training lasts 24 months and is conducted in the following two phases:
 - The first phase – theoretical training in the Academy lasting nine months; and
 - The second phase – practical training in the courts and public prosecution offices and other institutions, in accordance with the Initial Training Programme, lasting 15 months.
- (3) The Court, i.e. the Public Prosecution Office where the participant is realizing the second part of the initial training is organized regionally, in accordance with the appellate region where the participant resides. i.e. is staying.

General Goals of the Theoretical and Practical Training in the Academy

Article 59

- (1) The goal of the theoretical training in the Academy is developing a wider range of general knowledge of the substantive and procedure domestic and international law and the EU law from a practical aspect; developing the technical specifications required for the judicial and prosecutorial function, the ability for logical reasoning, familiarization with the social, cultural and economic legal aspects, as well as developing an openness to the social environment through applying appropriate modules in the courts, public prosecution offices and other institutions.
- (2) The goal of the practical training is deepening the knowledge and skills the participants have acquired in the first phase, development of the practical judicial/prosecutorial skills in accordance with the quality and efficiency standards, strengthening the sense of responsibility, the capabilities for conducting proceedings, reaching decisions and elaboration thereof, as well as the ability for ethical execution of the judicial and prosecutorial function.
- (3) The goal of the theoretical and practical training in the Academy shall be realized in accordance with the Initial Training Programme.

Assessment of the Initial Training

Article 60

- (1) The results achieved in the first phase – the theoretical training in the Academy is evaluated with a maximum of 30 points. A ranking of the participants is compiled and announced on the web page of the Academy.
- (2) The higher ranked participants in the initial training, according to the ranking from paragraph (1) of this article, have the right to choose between performing the function of a judge or a public prosecutor until the positions for judge and public prosecutor are not filled in accordance with the decisions by the Judicial Council of the Republic of Macedonia and the Council of Public Prosecutors of the Republic of Macedonia from Article 43 paragraph (2) of this law. The remaining participants from the ranking are distributed among the remaining vacant positions for judges or public prosecutors.
- (3) The condition for a participant to continue his training in the second phase – the practical training, is to be awarded at least 21 points for the first phase of the training. The participant that shall be awarded less than 21 point for the first phase ceases to have the status of a participant in the initial training.

- (4) The results achieved in the second phase – the practical training is evaluated with a maximum of 20 points. A ranking of the participants is compiled and announced on the web page of the Academy.
- (5) The condition for a participant to take the final exam is to be awarded at least 14 points for the second phase of the training. The participant that shall be awarded less than 14 point for the second phase ceases to have the status of a participant in the initial training.
- (6) The loss of the status of participant in the initial training, paragraphs (3) and (5) of this article, shall result in the participant's compensation of the costs and other fees incurred for the training, pursuant to a calculation determined by the Academy.

Final Exam

Article 61

- (1) Following the completion of the initial training, the participants in the initial training take the final exam that assesses the practical knowledge and capability acquired in the initial training, required for the execution of the judicial function in the basic courts and the prosecutorial function in the basic public prosecution offices.
- (2) The results achieved in the final exam are evaluated with a maximum of 50 points.
- (3) The participants in the initial training, who for the final exam have received less than 35 points, shall be considered to have failed the final exam.
- (4) The participants in the initial training, from paragraph (3) of this article, within six months from the day they took the final exam, have the right to take the final exam another time.
- (5) Should the participants in the initial training, from paragraph (4) of this article, have received less than 35 point for the repeated final exam, shall be considered to have failed the finish the initial training and shall no longer have the status of a participant in the initial training.
- (6) A participant who is not satisfied with the results of the final exam has the right to an objection to the Committee for the Final Exam, within eight days of the receipt of the notice. The participant has the right to appeal the decision of the Committee for the Final Exam before the Managing Board within 15 days from the receipt of the decision.
- (7) The loss of the status of participant in the initial training, paragraph (5) of this article shall result in the participant's compensation of the costs and other fees incurred for the training, pursuant to a calculation determined by the Academy.

Committee for the Final Exam

Article 62

- (1) The Committee for the Final Exam, comprised of a President and eight members and their deputies with a mandate of two exam sessions, administers the entry exam.
- (2) The Managing Board appoints and constitutes the Committee from paragraph (1) of this article: four members and their deputies who are judges are appointed upon a suggestion by the Judicial Council of the Republic of Macedonia; two members and their deputies who are public prosecutors are appointed upon a suggestion by the Council of Public prosecutors of the Republic of Macedonia; one member and deputy are appointed upon the suggestion of the Association of Judges in the Republic of Macedonia; one member and deputy are appointed upon the suggestion of the Association of Public Prosecutors in the Republic of Macedonia; and one member and deputy are appointed upon the suggestion of the Minister of Justice from the managing civil servants in the Ministry of Justice.
- (3) The Managing Board appoints the President of the Committee from the judges and public prosecutors.

- (4) The members and deputy members in the Managing Board, the Committee for the Final Exam, the Director of the Academy, as well as trainers and mentors engaged in the initial training cannot be appointed as members of the Committee from paragraph (1) of the article.
- (5) The Presidents or the members of the Judicial Council or the Council of Public Prosecutors of the Republic of Macedonia, the Minister/Deputy Minister of Justice cannot be appointed as members of the Committee for the Final Exam.
- (6) Judges and public prosecutors, as well as managing civil servants from the Ministry of Justice who have long lasting professional careers, are distinguished by their competence, ethics, results achieved and who enjoy high reputation in the judiciary can be appointed as the president, members or deputy members of the Committee.
- (7) The members of the Committee for the Final Exam have the right to reimbursement in the amount determined in the acts of the Academy and the provisions for executing the Budget of the Republic of Macedonia.

Procedure for Taking the Final Exam before the Committee

Article 63

- (1) The Committee for the Final Exam with all members present administers the final exam.
- (2) The President of the Committee from Article 62 of this law submits a Report on the procedure for conducting the final exam to the Managing Board.

Final Evaluation

Article 64

Following the completion of the initial training, the participant is awarded a final mark, which is a summary of the marks received for both phases of the initial training and the final exam.

Final Ranking of Participants

Article 65

The Committee for the Final Exam prepares a final ranking of the candidates for judges and public prosecutors, based on the final evaluation from Article 64 of this law.

Certificate for Completion of the Initial Training

Article 66

- (1) The Academy issues a certificate for the completion of the initial training to the candidates for judges and public prosecutors, which contains the mark received for each phase of the training and the final mark.
- (2) The Certificate from paragraph (1) of this article is issued on the template determined by an act adopted by the Managing Board.

Rights and Obligations of the Candidates for Judges and Public Prosecutors

Article 67

- (1) Following the completion of the initial training, the participants in the initial training acquire the status of candidates for judges and public prosecutors.
- (2) Following the completion of the initial training, and the acquisition of the status of candidates for judges and public prosecutors, until their appointment as judges and public

prosecutors, the Academy directs the candidates for judge or a public prosecutor to court i.e. the public prosecution office where they realized the second phase of the initial training, practicing the judicial or prosecutorial function, under the mentorship of a judge or a public prosecutor, in accordance with the Programme adopted by the Academy.

- (3) The appointment of judges and public prosecutors in the basic courts and the basic public prosecution offices from the list of candidates who have completed the initial training, based on the announcements for appointment published by the Judicial Council and the Council of Public Prosecutors of the Republic of Macedonia is carried out in accordance with the ranking based on the results in the final ranking of candidates.
- (4) The first three candidates in the final ranking have the right to apply to be appointed as judges or public prosecutors in the appellate region where they realized the second phase of the initial training, or in any other appellate region.
- (5) The remaining candidates for judges or public prosecutors in the ranking are obliged to apply to every announcement published for appointing judges in the basic courts or public prosecutors in the basic public prosecution offices.
- (6) Should more candidates with the same number of points apply for the same position for judge or public prosecutor, advantage shall be given to the candidate who realized the second phase of the initial training in that appellate region.
- (7) Should a candidate for a judge or a public prosecutor fail to apply to two consecutive announcements from paragraphs (4) and (5) of this article, their status of a candidate for judge or public prosecutor ceases.
- (8) The loss of the status of a candidate for judge or public prosecutor from paragraph (7) of this law shall result in the participant's compensation of the costs and other fees incurred for the training, pursuant to a calculation determined by the Academy.
- (9) The candidate for judge or public prosecutor is obliged to work in the court or public prosecution office at least 5 years following their appointment. On the contrary, they are obliged to compensate the costs and other fees incurred for their training, pursuant to a calculation determined by the Academy.

3. Continuous Training

Concept and Purpose

Article 68

- (1) The Continuous training represents a constant professional perfecting of the theoretical and practical knowledge and skills necessary for the competent and efficient execution of the judicial and the prosecutorial function, the function of the President of the court and a Public Prosecutor in the Basic Public Prosecution Offices, the legal services in the judiciary and the public prosecution, as well as the entities from Article 1 of this law.
- (2) The continuous training may be mandatory or voluntary.
- (3) The continuous training is mandatory for the judges, public prosecutors, presidents of courts and public prosecutors in the public prosecution offices.
- (4) The legal services in the judiciary and the public prosecution, as well as the entities from Article 1 of this law are the beneficiaries of the continuous training, which is on the voluntary bases.
- (5) The Academy organizes the continuous training independently or in cooperation with domestic or foreign collaborates.

Article 69

- (1) The continuous training for professional development is realized with the aim to perfect and broaden the knowledge and competences of the judges and public prosecutors in the execution of the judicial and prosecutorial function; strengthening their independence and integrity as the main prerequisite for the rule of law, protection of human rights and freedoms, as well as for the creation of a transparent, just and efficient judiciary, based on the international standards for fair and just judging.
- (2) The continuous training is intended for presidents of courts and public prosecutors in the public prosecution offices and has the purpose of developing the capabilities for managing the activities under their competence, prescribed by law.
- (3) The continuous training for the legal services in the judiciary and the public prosecution, as well as for the entities from Article 1 of this law, who have taken part in the implementation of the laws related to the judiciary, is realized with the aim of acquiring and improving the knowledge necessary for providing quality and competent support and help to the judges and public prosecutors in their everyday work, as well as their profession improvement in order to efficiently apply the laws related to the judiciary.

Framework Programme for the Continuous Training

Article 70

- (1) The continuous training of judges and public prosecutors, presidents of courts and public prosecutors in the public prosecution offices is realized in accordance with the Continuous Training Programme.
- (2) The content, duration and manner of conducting the continuous training from paragraph (1) of this article shall be determined with the Framework Continuous Training Programme.

Specialized Programme for the Mandatory Continuous Training

Article 71

- (1) The newly appointed judges and public prosecutors are obliged to attend the continuous training immediately following their appointment as judges or public prosecutors.
- (2) The content, duration and manner of conducting the continuous training from paragraph (1) of this article shall be determined with the Specialized Programme for Continuous Training.

Specialized Programme for the Voluntary Continuous Training

Article 72

- (1) The Academy is obliged to prepare a programme for the voluntary continuous training, once a year no later than 1st December, for the following year.
- (2) The Academy notifies the courts, public prosecution offices and the entities in Article 1 of this law about the programme from paragraph (1) of this article.
- (3) The content, duration and manner of conducting the voluntary continuous training from paragraph (1) of this article shall be determined with the Specialized Programme for Voluntary Continuous Training.
- (4) The voluntary continuous training from paragraph (1) of this article shall be organized at least once during the year.

Supervision

Article 73

The supervision of the implementation of this law shall be done by the Ministry of Justice.

VIII. TRANSITIONAL AND FINAL PROVISIONS

Article 74

- (1) The Academy for Judges and Public Prosecutors shall be the legal successor of the Academy for Training of Judges and Public Prosecutors from the day this law comes into force.
- (2) The employees, equipment, inventory, documentation, archive, other items and other things necessary for the work of the Academy for Training of Judges and Public Prosecutors shall be taken over by the Academy for Judges and Public Prosecutors.
- (3) With the adoption of the act for the systematization of the job positions, the employees in the Academy for Judges and Public Prosecutors shall be relocated to the appropriate job positions in the same profession.

Article 75

The Director, the members of the Managing Board and the Programming Council of the Academy, appointed in accordance with the Law on the Academy for Training of Judges and Public Prosecutors (Official Gazette of the Republic of Macedonia N° 13/2006), shall continue to execute their competences until the expiration of their mandate.

Article 76

The training for the graduated lawyers prescribed in Article 44 paragraph (1) line 1 of this law, in terms of the grade average of 8.0, as well as the obligation to submit an internationally recognized certificate for foreign languages from Article 44 paragraph (1) line 7 of this law as criteria for admission in the initial training shall be implemented starting 1st January 2012.

Article 77

The bylaws prescribed by this law shall be adopted within 60 days from the day this law comes into force.

Article 78

On the day this law comes into force the Law on the Academy for Training of Judges and Public Prosecutors (Official Gazette of the Republic of Macedonia N° 13/2006) ceases to be valid.

Article 79

This law comes into force on the eight day from the day of its publishing in the Official Gazette of the Republic of Macedonia, and shall be implemented four months following the day this law has come into force.