

Bitte lesen Sie die Informationen über das Auswahlverfahren für Richterinnen und Richter des Einheitlichen Patentgerichts (im Folgenden "das EPG" oder "das Gericht"), die Auswahlkriterien sowie die Anweisungen, die beim Ausfüllen des Fragebogens im ReachMee-Tool zu beachten sind, sorgfältig durch.

INFORMATIONEN ÜBER DAS AUSWAHLVERFAHREN DER EPG-RICHTERINNEN UND RICHTER:

Das Verfahren zur Auswahl von Bewerberinnen und Bewerbern für Stellen als Richterinnen und Richter beim EPG umfasst folgende Schritte:

1. In einer ersten Runde wählt der Beratende Ausschuss Bewerberinnen und Bewerber auf der Grundlage ihrer Bewerbung aus (d.h. anhand der Antworten aus dem Fragebogen sowie des Lebenslaufs, der Referenzen und aller sonstigen vorgelegten Unterlagen).
2. Die ausgewählten Bewerberinnen und Bewerber werden zu einem Vorstellungsgespräch eingeladen, das von einem Gremium geführt wird, welches sich aus drei Mitgliedern des Beratenden Ausschusses zusammensetzt. Bei dem Gespräch geht es darum, die Erfahrung in Patentstreitigkeiten, das Verständnis für die Charakteristika des EPG und die Soft Skills zu beurteilen.
3. Im Anschluss an die erste Auswahlrunde und die Vorstellungsgespräche legt der Beratende Ausschuss dem Verwaltungsausschuss eine Liste vor, in der er die am besten geeigneten Bewerberinnen und Bewerber für die Stellen von rechtlich qualifizierten Richterinnen und Richtern am Berufungsgericht des EPG und/oder für die Aufnahme in die Reserveliste für die rechtlich qualifizierten Richterinnen und Richtern am EPG gemäß Artikel 16 Absatz 1 des EPGÜ und Artikel 22 des Statuts der Beschäftigungsbedingungen für die Richter, den Kanzler und den Hilfskanzler des Einheitlichen Patentgerichts (Beschäftigungsstatut) empfiehlt.
4. Auf der Grundlage dieser Liste ernennt der Verwaltungsausschuss die erfolgreichen rechtlich qualifizierten Richterinnen und Richter und setzt die im Rahmen dieser Stellenausschreibung ausgewählten rechtlich qualifizierten Richterinnen und Richter auf die Reserveliste.

Wenn Sie bereits Richter beim EPG sind oder auf der Reserveliste stehen und sich für eine Stelle am Berufungsgericht interessieren, müssen Sie sich für diese Stelle bewerben. Alle Dokumente, die bereits bei früheren Bewerbungen eingereicht wurden, werden berücksichtigt. Sie müssen also nur zusätzliche aktuelle Unterlagen sowie Ihre Bewerbung bei ReachMee einreichen.

Das gesamte Auswahlverfahren wird voraussichtlich 4 bis 6 Monate dauern, wobei die ausgewählten rechtlich qualifizierten Bewerberinnen und Bewerber ihren Dienst im Laufe des Jahres 2025 aufnehmen sollten.

AUSWAHLKRITERIEN

Artikel 15 EPGÜ

1. Das Gericht setzt sich sowohl aus rechtlich qualifizierten als auch aus technisch qualifizierten Richtern zusammen. Die Richter müssen die Gewähr für höchste fachliche Qualifikation bieten und über nachgewiesene Erfahrung auf dem Gebiet der Patentstreitigkeiten verfügen.
2. Die rechtlich qualifizierten Richter müssen die für die Berufung in ein richterliches Amt in einem Vertragsmitgliedstaat erforderliche Qualifikation haben.
3. Die technisch qualifizierten Richter müssen über einen Hochschulabschluss und nachgewiesenen Sachverstand auf einem Gebiet der Technik verfügen. Sie müssen auch über nachgewiesene Kenntnisse des für Patentstreitigkeiten relevanten Zivil- und Zivilverfahrensrechts verfügen.

Artikel 2 der Satzung:

1. Jede Person, die die Staatsangehörigkeit eines Vertragsmitgliedstaats besitzt und die Voraussetzungen nach Artikel 15 des Übereinkommens und nach dieser Satzung erfüllt, kann zum Richter ernannt werden.
2. Die Richter müssen mindestens eine Amtssprache des Europäischen Patentamts gut beherrschen.
3. Die nach Artikel 15 Absatz 1 des Übereinkommens für die Ernennung nachzuweisende Erfahrung auf dem Gebiet der Patentstreitigkeiten kann durch Schulungen nach Artikel 11 Absatz 4 Buchstabe a dieser Satzung erworben werden.

Hinweise zu den Auswahlkriterien:

- Im Anhang werden für jeden Mitgliedstaat detaillierte Informationen über die Anforderungen für den Zugang zum Richteramt auf nationaler Ebene bereitgestellt.

Gemäß Artikel 16 Absatz 4 des Beschäftigungsstatuts ist unter „Qualifikation“ die Qualifikation für die Ernennung in ein niederes, gehobenes oder höchstes richterliches Amt im jeweiligen Vertragsmitgliedstaat der Richterin oder des Richters zu verstehen, mit Ausnahme etwaiger zusätzlicher nationaler Auswahlverfahren, wie z. B. einer Beurteilung, Auslese oder Gutachtens eines nationalen Ausschusses oder Gremiums. Eine Zusammenfassung dieser nationalen Qualifikationen in Bezug auf jeden EPGÜ-Vertragsstaat ist diesem Merkblatt beigelegt.

- Die Bewerberinnen und Bewerber müssen Staatsangehörige von Mitgliedstaaten der Europäischen Union sein, [die das Übereinkommen über ein Einheitliches Patentgericht unterzeichnet haben](#). Um zur Richterin oder zum Richter **ernannt** oder in die Reserveliste aufgenommen zu werden, muss die erfolgreiche Bewerberin oder der erfolgreiche Bewerber die Staatsangehörigkeit eines Mitgliedstaats besitzen, der zum Zeitpunkt des Inkrafttretens des EPGÜ Vertragspartei ist.

- **Altersgrenze für die Ernennung zur Richterin oder zum Richter am EPG:**
Bewerberinnen und Bewerber für das Amt der **rechtlich qualifizierten Richterin bzw. des rechtlich qualifizierten Richters** müssen eine etwaige Altersgrenze für die Ernennung in ein Richteramt auf **nationaler Ebene** einhalten. Es gilt die Altersgrenze für die Ernennung an höheren und höchsten nationalen Gerichten. Ist eine solche Altersgrenze nicht festgelegt, gilt die allgemeine Altersgrenze für die Ernennung am Einheitlichen Patentgericht von **67 Jahren** (Artikel 18 Absatz 2 des Beschäftigungsstatuts), die auch für **technisch qualifizierte Richterinnen und Richter** gilt.
- **Artikel 17 EPGÜ**
 1. *Das Gericht, seine Richter und der Kanzler genießen richterliche Unabhängigkeit. Bei der Ausübung ihrer Amtstätigkeit sind die Richter an keine Weisungen gebunden.*
 2. *Rechtlich qualifizierte Richter und technisch qualifizierte Richter, die Vollzeitrichter des Gerichts sind, dürfen keine andere entgeltliche oder unentgeltliche Berufstätigkeit ausüben, es sei denn, der Verwaltungsausschuss hat eine Ausnahme von dieser Vorschrift zugelassen.**
 3. *Ungeachtet des Absatzes 2 schließt die Ausübung des Richteramtes die Ausübung einer anderen richterlichen Tätigkeit auf nationaler Ebene nicht aus.*
 4. *Die Ausübung des Amtes eines technisch qualifizierten Richters, bei dem es sich um einen Teilzeitrichter des Gerichts handelt, schließt die Ausübung anderer Aufgaben nicht aus, sofern kein Interessenkonflikt besteht.***
 5. *Im Fall eines Interessenkonflikts nimmt der betreffende Richter nicht am Verfahren teil. Die Vorschriften für die Behandlung von Interessenkonflikten werden in der Satzung festgelegt.*

***Diese Ausnahme muss von den Bewerberinnen und Bewerbern in der Reserveliste, die weiterhin einen anderen Beruf ausüben wollen – mit Ausnahme der Ausübung des Richteramtes auf nationaler Ebene –, beantragt werden, bevor sie am EPG als rechtlich qualifizierte Richterin oder Richter auf Teilzeitbasis ernannt werden.**

Bitte beachten Sie, dass Bewerberinnen und Bewerbern, die als Mitglieder der Beschwerdekammern des EPA tätig sind und Mitglieder der Kammern bleiben möchten, KEINE Ausnahme gewährt werden kann. Nur die Bewerberinnen und Bewerber, die ein Angebot für eine Ernennung zur Richterin bzw. zum Richter erhalten, werden gebeten, die Ausnahme gemäß Artikel 17 Absatz 2 EPGÜ zu beantragen.

****Gemäß Artikel 16 Absatz 7 des Beschäftigungsstatuts können teilzeitbeschäftigte technisch qualifizierte Richterinnen und Richter nicht als Mitglied der Beschwerdekammern des EPA oder als Patenprüferin oder Patentprüfer des EPA tätig sein.**

ANWEISUNGEN:

- Bitte füllen Sie das Bewerbungsformular im ReachMee-Tool aus.

- Bitte laden Sie an der angegebenen Stelle Ihren Lebenslauf in einem standardisierten Format unter Verwendung der [Europass-Lebenslaufvorlage](#) in einer der Amtssprachen des EPA hoch.
- Bitte laden Sie an der angegebenen Stelle Ihr in einer der Amtssprachen des EPA verfasstes Präsentationsschreiben hoch.
- Bitte geben Sie in dem dafür vorgesehenen Feld die Kontaktinformationen von 2 oder 3 Referenzpersonen an, die im Zusammenhang mit Ihrer Bewerbung kontaktiert werden können.
- Bewerberinnen und Bewerber, die derzeit als Richterinnen oder Richter tätig sind, können eine Stellungnahme des Präsidenten ihres derzeitigen Gerichts über ihre Fähigkeiten in Bezug auf folgende Punkte beifügen: Kenntnisse im materiellen und verfahrensrechtlichen Patentrecht, Arbeitseffizienz, Kooperationsfähigkeit, Schreibfertigkeit und allgemeine Urteilsfähigkeit.
- Einschlägige Diplome und Zeugnisse (einschließlich etwaiger Übersetzungen amtlicher Dokumente, die nicht in einer Amtssprache des EPA abgefasst sind) müssen hochgeladen werden. Eine beglaubigte Übersetzung ist in diesem Stadium nicht erforderlich, kann aber in einer weiteren Phase des Auswahlverfahrens angefordert werden.
- Alle im Rahmen Ihrer Bewerbung vorgebrachte Urteile, Stellungnahmen und Schriftsätze sollten in ihrer Originalfassung eingereicht werden. Ist die Originalfassung in einer anderen Sprache als einer der Amtssprachen des EPA abgefasst, wird empfohlen, eine Übersetzung ins Englische, Französische oder Deutsche beizufügen.
- Bewerber, die sich bereits über das ReachMee-Tool beworben haben, müssen die bereits eingereichten Unterlagen nicht erneut hochladen, da diese im Auswahlverfahren berücksichtigt werden.
- Richterinnen und Richter des Einheitlichen Patentgerichts werden in multinationalen Spruchkörper arbeiten. Daher werden internationale Erfahrung sowie die Bereitschaft zum Wohnortwechsel oder zu häufigen Reisen als Vorteil angesehen.
- Die Beherrschung von Sprachen ist ein wichtiges Kriterium, und die fließende Beherrschung von mehr als einer Amtssprache des EPA wird als Vorteil betrachtet.
- Bewerberinnen und Bewerber, die auf die Reserveliste für rechtlich qualifizierte Richterinnen und Richter gesetzt wurden und denen später eine Teilzeitstelle als rechtlich qualifizierte Richterin oder rechtlich qualifizierter Richter beim EPG angeboten wird und die in einer akademischen Tätigkeit oder einer Tätigkeit im Wirtschaftsverkehr verbleiben wollen, werden gebeten, beim Verwaltungsausschuss eine Ausnahme gemäß Artikel 17 Absatz 2 EPGÜ zu beantragen. Nur die

Bewerberinnen und Bewerber, die ein Angebot für eine Ernennung zur Richterin bzw. zum Richter erhalten, werden gebeten, die Ausnahme gemäß Artikel 17 Absatz 2 EPGÜ zu beantragen.

- o Mit Ihrer Bewerbung auf dieses Stellenangebot erklären Sie sich damit einverstanden, dass die darin enthaltenen Informationen überprüft werden können.
- o Wenn Sie in den Jahren 2015 und 2016 an den Schulungen im Schulungszentrum in Budapest teilgenommen haben, erklären Sie sich damit einverstanden, dass der Beratende Ausschuss die Ausbilder kontaktieren kann, um ein Feedback zu Ihren Prüfungsergebnissen zu erhalten.
- o Ihnen ist bekannt, dass ein Angebot beim Einheitlichen Patentgericht von einer Gesundheitsprüfung abhängig ist.
- o Sie sind sich bewusst, dass ein Angebot am Einheitlichen Patentgericht vom Abschluss einer umfassenden Hintergrund- und Sicherheitsüberprüfung abhängt.

DATENSCHUTZ: Gemäß Artikel 20 Absatz 6 des Beschäftigungsstatuts werden alle personenbezogenen Daten, die die Bewerberin oder der Bewerber während des gesamten Bewerbungsverfahrens angibt, streng vertraulich und nur von Personen behandelt, die berechtigten Zugang zur Akte der Bewerberin oder des Bewerbers haben.

Alle Fragen zum Bewerbungsverfahren sind an das Sekretariat des Einheitlichen Patentgerichts zu richten: upc-hr-recruitment@unifiedpatentcourt.org.

ANHANG (nur auf Englisch verfügbar)

**ERFORDERLICHE QUALIFIKATIONEN UND ALTERSGRENZE FÜR DIE ERNENNUNG ZUR RICHTERIN
BZW. ZUM RICHTER IN DEN VERTRAGSMITGLIEDSTAATEN UND UNTERZEICHNERSTAATEN DES
ÜBEREINKOMMENS ÜBER EIN EINHEITLICHES PATENTGERICHT**

Contracting Member States of the UPC Agreement:

AUSTRIA	LATVIA
BELGIUM	LITHUANIA
BULGARIA	LUXEMBOURG
DENMARK	MALTA
ESTONIA	NETHERLANDS
FINLAND	PORTUGAL
FRANCE	ROMANIA
GERMANY	SLOVENIA
ITALY	SWEDEN

Signatory States of the UPC Agreement:

CYPRUS
CZECH REPUBLIC
GREECE
HUNGARY
IRELAND
SLOVAKIA

Disclaimer:

The following document contains information provided solely by the Member States. The Unified Patent Court does not take responsibility for the accuracy or completeness of the information provided herein.

CONTRACTING MEMBER STATES OF THE UPC AGREEMENT



AUSTRIA

Qualifications:

First of all, it should be noted that the Austrian law makes a distinction between federal judges (judges working in civil or criminal courts, in the Federal Administrative Court [FAC] or in the Federal Finance Court [FFC]) and judges of the Federal States (administrative courts of the Federal States). The following rules of the Austrian "Richter- und Staatsanwaltschaftsdienstgesetz" (RStDG) concern only the federal judges. The Federal States have different rules for their judges.

The RStDG differentiates between judges working in civil or criminal courts (see sec 2, 26 RStDG) and those working in administrative courts (FAC and FFC; sec 207 RStDG), but both possess the qualifications required for appointment to "judicial offices" in Austria according to Art 15 (2) of the Agreement. The criteria are basically:

- 1) Austrian citizenship;
- 2) University degree in Austrian law (judges of the FFC: University degree comparable to a University degree in Austrian law);
- 3) at least 5 years (administrative courts) or 4 years (civil and criminal courts) of professional legal experience;
- 4) personal and technical ability;
- 5) civil and criminal courts (with few exceptions):
 - a) fulfilling all requirements for becoming a trainee judge,
 - b) at least one year as trainee judge and
 - c) successfully passing the final examination for the judicial office.

The Austrian law does not provide any additional qualifications for becoming a judge in the second or third instance.

Persons wishing to become judges must apply for one of the established posts for judges.

According to the Austrian Constitution (B-VG) and the RStDG the appointment and every further promotion of judges is basically task of the Austrian Federal President. However, for most of the judges' posts the Federal President has delegated the right of appointment to the Federal Minister of Justice.

According to sec 30 RStDG vacant positions of judges and of managerial judicial posts have to be advertised.

The Federal President (upon a proposal by the Federal Minister of Justice) or the Federal Minister of Justice appoints judges on the basis of non-binding proposals by staff panels. The proposals of the staff panels shall consist of at least three candidates, who have applied for the vacant position. There are certain – widely verbalized – criteria for the listing of the candidates: range and current status of judicial ability, industriousness, perseverance, diligence, dependability, decisiveness, social skills, expressive abilities (both oral and in writing), general conduct in office, in particular towards superiors, co-workers and the public, any conduct outside the office with repercussions to the service as well as the accomplishments of the position and the formal periodical assessment.

In case of equal qualification, women shall be preferred until a rate of 50% is reached in a certain group of positions. Should these criteria not enable the listing of the candidates, the seniority-principle is applied.

Retirement:

Judges are appointed for an indefinite period of time. Pursuant to Art 88 B-VG and to sec 99 RStDG the tenure of judges is guaranteed until the mandatory retirement age of 65. There is no age limit set by law for the appointment of judges. On application of the judge, he can retire at the age of 61,5 (sec 87 RStDG).



BELGIUM

Qualifications:

a) A civil court of first instance (District Court):

There are three ways to be appointed judge at the court of first instance:

- via the exam on the professional competence (art. 190, §§ 1 and 2, and art. 259bis-9, § 1, of the Judicial Code)
 - a. the candidate has to hold a degree of doctor or licentiate in law (diploma);
 - b. have passed the exam on the professional competence;
 - c.
 - have worked as a lawyer at the bar for at least ten years without interruption (1°);
 - or
 - have exercised an office of magistrate of the public prosecutor's office or judge or an office of state council, auditor, deputy auditor, legal secretary at the Court of Cassation, legal secretary, deputy legal secretary at the Council of State or an office of legal secretary at the Constitutional Court or an office of legal secretary or lawyer of the public prosecutor's office at the courts of appeal and the courts of first instance for at least five years (2°);
 - or
 - have worked as a lawyer at the bar, have exercised the office of notary or have held an academic or jurisprudential position or have held legal positions in a public or private service for at least twelve years (3°).

Where appropriate, the duration of the office mentioned in 2° is taken into account for the calculation of the period of twelve years as prescribed in 3°.

- via the court training (art. 190, § 1, and art. 259octies, § 2, of the Judicial Code)

when enrolling, the candidates who enrol for the competitive entrance examination with a view to commencing the court training have to hold a degree of doctor or licentiate in law and, during at least two years of the period of four years prior to enrolling, their main professional activity must have consisted in a training at the bar or in holding other legal positions.

The training that gives access to the office of member of the "sitting judges" or of magistrate of the public prosecutor's office takes two years. After a training of two years, one can thus be appointed judge. (art. 259octies, § 2, of the Judicial Code);

- via an oral evaluation exam (art. 191bis of the Judicial Code)

Anyone who has practised the profession of lawyer as main professional activity for at least twenty years or who has practised this profession as main professional activity for at least fifteen years and has held a position which requires a thorough knowledge of law for at least five years, is exempt from the exam on the professional competence as mentioned in article 259bis-9, § 1, with a view to an appointment as mentioned in article 190, provided that the conditions mentioned in §§ 2 and 3 are met.

Substitute judges and substitute judges counsel who have practised their profession for at least five years and who have practised the profession of lawyer as main professional activity for at least fifteen years, are exempt from the exam on the professional competence as mentioned in article 259bis-9, § 1, with a view to an appointment as mentioned in article 190, provided that the conditions mentioned in §§ 2 and 3 are met.

b) a civil court of second instance (Appeal Court);

To be appointed judge of appeal at the court of appeal or the labour court, the candidate has to hold a degree of doctor or licentiate in law and:

- 1° have held legal positions for at least fifteen years, of which the last five years as a member of the "sitting judges" or as a magistrate of the public prosecutor's office;
- or
- 2° have passed the exam on the professional competence prescribed by article 259bis-9, § 1, and have worked as a lawyer for at least fifteen years without interruption or have an accumulated experience of at least fifteen years as a lawyer and as a member of the "sitting judges" or as a magistrate of the public prosecutor's office;
- or
- 3° have completed the court training prescribed by article 259octies and have exercised the office of member of the "sitting judges" or as a magistrate of the public prosecutor's office for at least seven years. (art. 207, § 3, of the Judicial Code)

c) the court of third instance (Supreme Court)

To be appointed judge of appeal at the Court of Cassation, the candidate has to have held legal positions for at least fifteen years, of which the last ten years as a member of the "sitting judges" or as a magistrate of the public prosecutor's office. (art. 254, § 3, of the Judicial Code)

Retirement:

The magistrates of the judiciary stop exercising their office and are pensioned at the end of the month in which they reach the age of:

- seventy for the members of the Court of Cassation;

- sixty-seven for the members of the other courts;
or
- when they are no longer capable of duly exercising their office as a result of a serious and permanent infirmity. (art. 383, § 1, of the Judicial Code)

Nevertheless, the magistrates of the judiciary can, at their request and on the basis of a motivated advice of their corps chief, be authorized by the King to further exercise their office until they have reached the age of seventy or, as regards the Court of Cassation, seventy-three. The authorization is valid for one year and can be renewed. (art. 383ter, § 1, of the Judicial Code)

Moreover, there are possibilities for magistrates who are allowed to retire on the basis of their age (cf. *supra*) and magistrates who, at their own request, are allowed to retire before the legal age and who, moreover, are authorized to carry the honorary title of their office, to exercise the office of substitute magistrate until they have reached the age of seventy. This authorization can be extended four times, each time for one year. (art. 383, § 2, of the Judicial Code).



BULGARIA

Qualification:

The requirements concerning the substantive qualifications a candidate must fulfil at national level in terms of legal diplomas and relevant professional experience in order to become a judge in Bulgaria are stipulated by the **Judicial System Act** (the texts below are excerpts).

Article 162

An individual with only a Bulgarian citizenship may be appointed as a judge, prosecutor and investigating magistrate, provided he also meets the following conditions:

1. Has a higher education in the specialty area of law,
2. Has undergone the internship herein provided for and obtained legal competency,
3. Has got the required standard of ethics and professionalism complying with the rules of professional ethics for judges, prosecutors and investigating magistrates,
4. Has not been sentenced to imprisonment for a deliberate criminal offence, notwithstanding rehabilitation,
5. Has not been released as an elected member of the Supreme Judicial Council for undermining the prestige of the judiciary;
6. Does not suffer from a mental illness.

Article 164

1. An individual with at least three years of service record shall be appointed as a judge at a regional court, a prosecutor at a regional prosecution office and an investigating magistrate at a district investigation service.
2. An individual with at least 8 years of service record shall be appointed as a judge with a district court and a prosecutor with a district prosecution office.
3. An individual with at least 8 years of service record shall be appointed as a judge with an administrative court.
4. An individual with at least 10 years of service record shall be appointed as a judge at an appellate court and as a prosecutor at an appellate prosecution office.
5. An individual with at least 12 years of service record shall be appointed as a judge at the Supreme Court of Cassation and at the Supreme Administrative Court, as a prosecutor at the Supreme Prosecution Office of Cassation and at the Supreme Administrative Prosecution Office and as an investigating magistrate at the National Investigation Service.

Retirement:

Article 165 (1)

A judge, prosecutor or an investigating magistrate shall be relieved from office upon:

1. Turning 65 years of age,
[...]

4. A judge, prosecutor and an investigating magistrate who have gone into retirement by virtue of Paragraph 1, item 1 shall not be entitled to occupying an office with judicial system bodies.



DENMARK

Qualifications for appointment of judges:

In Denmark "the necessary qualifications for appointment as a judge" is that he or she holds a Master of Law degree. It is a further condition that the person's suitability as a judge has been rated/evaluated in the High Court, or that "it otherwise can be proven unequivocally that the person is suitable to fill the judge position available".

It should be noted that only in extremely rare cases it has occurred that a position as a judge at the district court or the High Court has been occupied by a person whose suitability as a judge has not been evaluated in the High Court. This option for appointing a judge must hence be seen as a (rare) exception to the general procedure including the evaluation by the High Court.

Retirement age and age at the time of their appointment or reappointment:

In Denmark the mandatory retirement age for judges is 70 years. There is no age limit for appointment of judges.



ESTONIA

Qualifications for appointment of judges:

The qualifications for appointment of judges are regulated in the Courts Act. The general requirements for becoming a judge in a court of first instance (County Court), in a court of second instance (Circuit Court) and in a court of third instance (Supreme Court) are the same. In addition, there are specified requirements for the judges of each instance.

The general requirements for judges are the following

A citizen of the Republic of Estonia may be appointed as a judge if he or she:

- 1) has acquired in the field of law at least an officially certified Master's degree, a corresponding qualification in Estonia or a corresponding foreign qualification;
- 2) has proficiency of the Estonian language at the level C1 or a corresponding level;
- 3) is of high moral character;
- 4) has the abilities and personal characteristics necessary for working as a judge.

The following shall not be appointed as a judge:

- 1) persons who are convicted of a criminal offence;
- 2) persons who have been removed from the office of judge, notary or bailiff;
- 3) persons who have been expelled from the Estonian Bar Association;
- 4) persons who have been released from the public service for a disciplinary offence;
- 5) persons who are bankrupt;
- 6) persons whose professional activities as an auditor have been terminated except termination on the basis of the application of an auditor;
- 7) persons who have been deprived of the qualification of a patent agent, except deprivation of qualification on the basis of the application of a patent agent.
- 8) who have been deprived of the profession of a sworn translator due to the fact that the sworn translator does not perform an obligation provided for in the law or performs it inadequately.

Requirements for becoming a judge of court of first instance (County Court)

A person who has undergone judge's preparatory service or is exempted therefrom and has passed a judge's examination may be appointed as a judge of a county court.

A person who has worked as a sworn advocate or prosecutor, except an assistant prosecutor, for two years immediately prior to passing the judge's examination and a person who has worked as a judge earlier and if not more than ten years have passed since

his or her release from the office of judge need not have undergone judge's preparatory service.

Requirements for becoming a judge of court of second instance (Circuit Court)

A person who is an experienced and recognised lawyer and who has passed a judge's examination may be appointed as a judge of a circuit court. A person who worked as a judge directly before appointment shall be exempted from the judge's examination.

Requirements for becoming a judge of court of third instance (Supreme Court)

A person who is an experienced and recognised lawyer may be appointed as a justice of the Supreme Court.

Mandatory retirement age of a judge:

The maximum age of service of a judge is 67 years, unless otherwise provided for in this Act.

A judge shall be released from office if the judge has attained 68 years of age, unless the maximum age of the judge is increased. The Supreme Court may in exceptional case increase the maximum age of the judge of a court of the first instance and of a court of second instance up to two years at a time. In that case the judge shall be released from office after the judge has attained the increased maximum age.

The general retirement age in Estonia is currently gradually increasing to be 65 years by 2026. For those born after 1st of January 1961 the right to a retirement pension will be age 65. Therefore, the judge may already retire when he/she has reached the general retirement age.

There is no age limit for the appointment of judges enacted in Estonian legislation.



FINLAND

Qualifications for appointment of judges:

In Finland the required qualifications for appointment of judges (both for the general courts of first instance and for the courts of appeal), are as follows:

- the person must be a righteous Finnish citizen,
- who has earned a Master's degree in law, and
- who by his or her previous activity in a court of law or elsewhere has demonstrated the professional competence and the personal characteristics necessary for successful performance of the duties inherent in the position.

For appointment as a Market Court judge (Finnish Market Court is a specialized court with exclusive jurisdiction with all IPR civil disputes (e.g. all patent disputes)) there is an additional qualification that the person must be acquainted with competition or supervision matters or procurement cases, industrial property rights cases or market law cases.

For appointment as the President or a Justice of the Supreme Court there is an additional qualification to the "general qualifications" described above [in the first paragraph] according to which the person must easily meet those requirements.

[NB In Finland the judgements and decisions of the Market Court in patent disputes are appealed directly to the Supreme Court, that is there is no courts of appeal "in the middle"]

Retirement age:

At least currently in Finland a judge can retire at the age of 65 years, and he / she have to retire at the age of 68 years.

Age limit for appointment:

In Finnish legislation there no statutory maximum age limit for appointment of judges.



FRANCE

Criteria for the nomination of Judges and Prosecutors in the Courts of First Instance, Courts of Appeal and the Court of Cassation in France:

These criteria are set by the Ordinance n° 58-1270 of December 22nd 1958 establishing the Organic Law concerning the Statute of the Judiciary (Judges or Prosecutors) and the Decree n° 93-21 of January 7th 1993 for the application of the Ordinance n° 58-1270 of December 22nd 1958.

Judges can formulate wishes for various positions via a “desiderata” list. The Department of Judicial Services then elaborates proposals for the nomination of Judges to Courts (or in an administrative position within the central government). These proposals are then submitted to the Supreme Council of the Judiciary. The Supreme Council of the Judiciary delivers either a favourable, or unfavourable, opinion (concerning prosecutors) and an assent, or a dissent (concerning judges). Certain positions can be filled only pursuant to a proposal by the Supreme Council of the Judiciary, for instance to the Court of Cassation.

A Judge can be called to hold his/her office in a Court of First Instance, Court of Appeal and the Court of Cassation (Supreme Court) either at Second or First Grade.

In order to obtain First Grade status, the Judge or Prosecutor must fulfil the requirements to be registered before the Promotions Committee in compliance with article 15 of the Decree which provides for a requirement of a seniority of 7 years in office, of which 5 in active service.

PROFESSIONAL JUDGES AND PROSECUTORS RECRUITMENT IN THE FRENCH JUDICIAL BODY

	General conditions concerning all recruitments	Specific conditions relevant to the concerned recruitment	Competitive examination or Promotions Committee based recruitment	- Training - Probative internship	Professional Capacity Jury	Final training prior to office appointment
1st entrance examination for the ENM art. 17 Ord. 1958 + Decree 4 May 1972	Article 16 of the Ordinance of December 22, 1958:	Four years university degree (Baccalauréat + 4) A maximum age of 31 years	Competitive examination	31 months of training as an Auditor of Justice at the ENM (Ecole Nationale de la Magistrature- National School for the Judiciary) and amongst other Institutions or Services (Lawyers, Police, Gendarmerie, Penitentiary ...)	Interview of the Auditor of Justice by a Jury, with an assessment of professional capacity and ranking,	3 months in-Court training
2nd entrance examination for the ENM art. 17 Ord. 1958 + Decree 4 May 1972	- French nationality, - Benefit from their Civil Rights, - High morality	Civil Servant, Military or other Public Employee 4 years minimum of professional practice. In 2014: maximum age of 48 years and 5 months (due to 10 years commitment of practice	Competitive examination			

		after completing training at the ENM)				
3rd entrance examination for the ENM art. 17 Ord. 1958 + Decree 4 May 1972		At least 8 years of professional practice, or as an elected member of a local public body A maximum age of 40 years	Competitive examination			
Additional Recruitment examination in the 1st Grade of the Judicial body art. 21-1 ord. 1958 + Decree 22 November 2001	Article 16 of the Ordinance of December 22, 1958: - French nationality,	Four years university degree (Baccalauréat+4). At least 15 years of professional practice in the legal, administrative, economic or social field that qualifies for judicial office A minimum age of 50 years	Competitive examination	5 months of probative internship (including one month at the ENM and four months in Court)	Interview of the Intern and assessment of professional capacity by a jury at the end of the probative period	6 months in-Court training
Additional Recruitment examination in the 2nd Grade of the Judicial body art. 21-1 ord. 1958 + Decree 22 November 2001	- Benefit from their Civil Rights, - High morality	Four years university degree (Baccalauréat+4). At least 10 years of professional practice in the legal, administrative, economic or social field that qualifies for judicial office A minimum age of 35 years	Competitive examination			
Nomination as an Auditor of Justice at the ENM art. 18-1 ord. 1958	Article 16 of the Ordinance of December 22, 1958: - French nationality, - Benefit from their Civil Rights, - High morality	Four years university degree and 4 years of practice in the legal, economic or social field qualifying for judicial office. Or with a doctorate in law, in addition to the doctorate, hold another graduate degree. Or three years of teaching or research activity in a public institution of higher education after graduating with a Master of Law degree.	Review of the Candidate's application by the Promotions Committee	Same as for the 1st, 2nd and 3rd entrance examination at the ENM as an Auditor of Justice.	Same as for the 1st, 2nd and 3rd entrance examination at the ENM as an Auditor of Justice	3 months in-Court training

		A minimum of 31 years of age and a maximum of 40 years of age				
Direct access in the 2nd Grade of the Judicial body art. 22 Ord. 1958		Four years university degree (Baccalauréat + 4) A minimum of 35 years of age 7 years of professional practice qualifying for judicial office, Chief clerk or seven years of service as a clerk Class A or Officer of the Ministry of Justice with seven years of service.	Review of the Candidate's application by the Promotions Committee. A first opinion will be given on the integration, followed by a probative period if the opinion is favourable.	6 months of probative internship in Court, plus one week of theoretical training at the ENM.	At the end of the probative period, the candidate is assessed by a jury. The candidate is then presented to the Promotions Committee which will make the final decision.	6 months in-Court training
Direct access in the 1st Grade of the Judicial body art. 23 Ord. 1958		Four years university degree (Baccalauréat + 4), 17 years of professional practice qualifying for judicial office. Or 1st Grade Chief Clerk, currently employed, with specific responsibilities whose skills and experience qualify for judicial office				

Age for asking a State pension :

Minimum age for asking for a State pension :

- For those born after the 1st of January 1955 : **62 years**

It is possible to retire at this age even if one does not have all the necessary quarters for obtaining a pension at a full rate (75%). However, this would result in a reduction of the amount of the pension.

- For those born after the 1st of January 1955: **67 years**

Judges have the possibility to continue to hold an office beyond 67 years pursuant to one of the following schemes:

- Extension up to ten quarters (Article 69 of the Law n° 2003-771 of August 21st 2003 for the Pension Reform and Article 4 of the Law of August 18th 1936 for Retirement): **a maximum age of 73 years**
- “surnombre”, “professional activity in surplus” (Art 76-1-1 of the Ordinance of December 22nd 1958 concerning the Statute of the Judiciary): **68 years**



GERMANY

German Regulations for Judges on Eligibility, Retirement and Payment of Pensions

In Germany, the judicial power is exercised by the Federal Constitutional Court, by the federal courts provided for in the Basic Law (German Constitution), and by the courts of the Länder (Article 92 Basic Law). Accordingly, there are both federal as well as Länder regulations for judges.

Eligibility Criteria:

The preconditions for the appointment of a judge are in general laid down in section 9 of the German Judiciary Act. These preconditions apply both to judges at federal courts and at courts of the Länder. According to section 9 of the German Judiciary Act, judicial tenure may only be given in case of a person who

1. is a German in terms of Article 116 of the Basic Law,
2. makes it clear that he will at all times uphold the free democratic basic order within the meaning of the Basic Law,
3. is qualified to hold judicial office (sections 5 to 7 of the German Judiciary Act), and
4. has the requisite social skills.

Under section 5(1) of the German Judiciary Act, whoever concludes his/her legal studies at a university by taking the first state examination and finishes the subsequent period of preparatory training by taking the second state examination shall be deemed to be qualified to hold judicial office. Moreover, under section 7, every full professor of law at a university in Germany applies shall be deemed to be qualified to hold judicial office.

One additional precondition is required to become a judge at the highest courts of the Federal Republic of Germany (i.e. at the Federal Court of Justice (Bundesgerichtshof), the Federal Administrative Court (Bundesverwaltungsgericht), the Federal Finance Court (Bundesfinanzhof), the Federal Labour Court (Bundesarbeitsgericht) and the Federal Social Court (Bundessozialgericht). There, a person may only be appointed if he has attained the age of thirty-five.

The judges of each of these courts are chosen jointly by the competent Federal Minister and a committee for the selection of judges consisting of the competent Land ministers and an equal number of members elected by the Bundestag (Article 95 para. 2 Basic Law)

Retirement:

Judges for life retire at the end of that month in which they reach the retirement age applicable to them. They generally reach retirement age on their sixty-seventh birthday (standard retirement age). This retirement age applies in principle both for judges at the federal courts as well as at the courts of the Länder. Retirement may not be postponed.

On their application, judges for life who are severely disabled within the meaning of section 2 subsection (2) of the Ninth Book of the Social Security Code shall be retired on their sixty-second birthday. On their application, judges for life who are severely disabled within the meaning of section 2 subsection (2) of the Ninth Book of the Social Security Code and who were born before 1 January 1952 shall be retired on their sixtieth birthday. On their application, judges for life shall be retired on their sixty-third birthday. (See section 48 of the German Judiciary Act.

Payment of Pensions

Judges do not receive a pension until they have reached the retirement age applicable to them (see answer to question 2 and section 46 and 71a of the German Judiciary Act in conjunction with section 4 para 2 of the Civil Service Pensions Act). Only if a judge is invalidated by an occupational accident and is therefore retired, he or she will receive a pension before reaching the standard retirement age ("Unfallruhegehalt", section 46 and 71a of the German Judiciary Act in conjunction with section 36 of the Civil Service Pensions Act).

As the amount of the pension is governed by the length of service, early retirement usually leads to a reduction.



ITALY

Qualifications for the appointment to judicial offices:

Magistrates (judges and prosecutors alike) are recruited on the basis of a national competitive entrance exam pursuant to Art. 106 of the Constitution (“judges are recruited by means of competitive examinations”).

Rules have changed several times over these years. At present, the conditions for admission to the exam are:

1. Italian citizenship;
2. full exercise of civil rights;
3. irreproachable behaviour;
4. being physically fit for the job to which s/he aspires;
5. having fulfilled any obligations imposed by the laws concerning military service to which he may have been called up for;
6. not having failed three times in the competitive examination at the deadline date for submitting the application;
7. falling into one of the following categories without the possibility of cumulating seniority required in each case:
 - a. administrative and accounting magistrates;
 - b. State prosecutors who have not incurred disciplinary sanctions;
 - c. State employees with managerial status or belonging to one of the positions in “area C”, already provided for by the national collective bargaining agreement, section on Ministries, with at least five years' seniority in the job position, who established the employment relationship following a competitive examination for which a law degree was required, obtained at the end of a four-year university course, except for a second university degree, and who did not incur disciplinary sanctions;
 - d. university permanent staff teaching law holding a law degree who did not incur disciplinary sanctions;
 - e. employees, with managerial status or belonging to the former executives area, of the public administration, of national public bodies and local authorities, who established the employment relationship following a competitive examination for which a law degree was required, obtained at the end of a four-year university course, except for a second university degree, with at least five years' seniority in the position or, in any case, in the aforesaid careers and who did not incur disciplinary sanctions;
 - f. those entitled to practise the legal profession even if they are not enrolled at the Bar and, if they are, who have not incurred disciplinary sanctions;
 - g. those who held the office of lay magistrate (*magistrate onorario*) for at least six years without negative assessment, without having been removed and who did not incur disciplinary sanctions;

h. graduates having a law degree obtained at the end of a four-year university course, except for a second university degree.

In particular, it should be noted that Decree-Law no. 144 of 23 September 2022 (Additional Urgent Measures on National Energy Policy, Productivity of Enterprises, Social Policies and for the Implementation of the National Recovery and Resilience Plan) provides that, in order to be eligible for the competition, holding a law degree obtained at the end of a four-year university course is enough. Therefore, unlike in the past, the following additional requirements in addition to a university degree, are no longer required:

- the possession of a postgraduate specialisation diploma or,
- the successful completion of an 18-month internship at judicial offices or,
- the completion of an 18-month professional traineeship at the *Avvocatura dello Stato*.

It should be emphasised that this decree-law, which is currently in force, will be converted into law within a period of 60 days from the date of adoption of the decree-law, failing which, it will lose effect.

All magistrates are subject to professional appraisal every four years from the date of appointment until they pass the seventh professional appraisal.

For the attribution of second-instance court functions, at least the second professional appraisal is required.

For the attribution of Supreme Court functions, at least the fourth professional appraisal is required (however, the possibility of passing an appraisal procedure reserved for magistrates having reached the second or third professional appraisal and having appropriate professional and scientific qualifications is provided for).

Mandatory retirement age and maximal age of appointment:

Currently, the mandatory maximum retirement age for magistrates (judges and prosecutors alike) is 70. This is referred to as retirement due to age limits and the magistrate ceases to perform his/her duties from the day after s/he reaches the age of 70.

Alternatives allowing access to an old-age pension are provided for (67 years of age and at least 20 years of contributions) and to early retirement (42 years and 10 months of contributions for men and 41 years and 10 months of contributions for women, regardless of age).

Further possibilities have been recently introduced, provided that the age and contribution requirements were met as of 31 December 2021, namely: the so-called “*quota 100*” (accessible only for 2022, with 62 years of age and 38 years of completed contributions), the so-called “*quota 102*” (64 years of age and 38 years of completed contributions), the so-called “women's option” (58 years of age and 35 years of completed contributions).

No upper age limit for the appointment of magistrates is provided for.



LATVIA

According to the judicial system of Latvia there are different qualifications for appointment of judges of a District (City) Court, Regional Court and Supreme Court. The aim of the selection of candidates for the office of a judge is to ensure that high-skilled lawyers with unqualified reputations become judges, with adequate professional skills and personal qualities. In selecting a candidate for the office of a judge, the principle shall be observed that only Latvian citizens, who are highly qualified and fair lawyers, may work as judges. In the selection of judges, no discrimination based on origin, social and financial status, race or nationality, sex, attitude towards religion, type and nature of occupation, or political or other views is permitted. We do not have distinguish of qualifications between civil and criminal court.

Qualification:

1. Qualifications for appointment of judges of a District (City) Court:

As a judge of a district (city) court may be appointed a person who:

- 1) is a Latvian citizen;
- 2) is fluent in the official language at the highest level;
- 3) has attained at least 30 years of age;
- 4) has acquired a higher vocational or academic education (except the first level vocational education) and a lawyer qualification, as well as a Master or Doctor degree;
- 5) has at least five years length of service in a legal speciality after acquiring a lawyer qualification or has been working in position of assistant to a Chief Judge or assistant to a judge for at least five years;
- 6) has been included in the list of candidates for the position of a judge.

2. Qualifications for appointment of judges of a Regional Court:

To the office of a judge of the regional court may apply:

- 1) a judge of a district (city) court whose total length of service in the office of a judge is at least six years and who has received a favourable opinion from the Judicial Qualification Committee in the extraordinary assessment of the professional activities of the judge may apply for an office of a judge of a regional court.
In exceptional cases, a judge of a district (city) court who has been approved to the office for an unlimited term and who has a master's or doctoral degree, and who has received a favourable opinion from the Judicial Qualification Committee in the extraordinary assessment of the professional activities of the judge may apply for the office of a judge of a regional court.
- 2) a person whose total length of service in a position of an academic personnel in the legal specialities at a higher education institution, a sworn advocate or a prosecutor, or, until 30 June 1994, a deputy prosecutor, an assistant prosecutor, or an investigator for the prosecution is at least 10 years and who has been included in the list of candidates for the position of a judge may apply for the office of a judge of a regional court.

- 3) a person who has been in the office of a Constitutional Court judge, a judge of an international court or a judge of a supranational court may apply for the office of a judge of a regional court

3. Qualifications for appointment of judges of a Supreme Court:

To the office of a judge of the Supreme court may apply:

- 1) a person who has reached the age of 40 years, and
- 2) a judge of a district (city) court or such judge of a regional court whose total length of service in the office of a judge is at least ten years and who has received a favourable opinion from the General Meeting of Judges of a department of the Supreme Court may apply for the office of a judge of the Supreme Court.
In exceptional cases, a judge of a district (city) court who has been approved to the office for an unlimited term or a judge of a regional court who has a master's or doctoral degree, and who has received a favourable opinion from the General Meeting of Judges of a department of the Supreme Court. may apply for the office of a judge of the Supreme Court.
- 3) a person whose total length of service in a position of an academic personnel in the legal specialties at a higher education institution, a sworn advocate or a prosecutor is at least 15 years, who has passed the qualification examination, and who has received a favourable opinion from the General Meeting of Judges of a department of the Supreme Court may apply for the office of a judge of the Supreme Court.
- 4) a person who has been in the office of a Constitutional Court judge, a judge of an international court or a judge of a supranational court and has received a favourable opinion from the General Meeting of Judges of a department of the Supreme Court may apply for the office of a judge of the Supreme Court.

Retirement:

In accordance with the Law on Service Pensions of Judges, the following persons have the right to the service pension:

- 1) a person whose length of service is 20 years of which the last 10 years have been worked in the position of a judge or in the position of a judge who has been approved in the position without any restriction on the term of office and in the position of the Prosecutor General and Ombudsman, and who has attained the age specified in the law On State Pensions for the granting of the old-age pension if he or she has been dismissed from the position of a judge or Ombudsman upon his or her own will, or from the position of a judge due to attaining the maximum age specified in the law for holding such office;
- 2) a person who regardless of his or her age has been dismissed from the position of a judge or Ombudsman due to his or her health condition in conformity with the opinion of the State Medical Commission for the Assessment of Health Condition and Working Ability and whose length of service is not less than 20 years of which the last three years have been worked in the position of a judge or the position of

- a judge who has been approved in his or her position without any restriction on the term of office and in the position of the Prosecutor General or Ombudsman;
- 3) a person whose length of service regardless of his or her age is 30 years in the position of a judge, a judge of the Constitutional Court, and a judge of an international court.

According to the Law On Judicial Power the maximum age for holding the office of a judge shall be 70 years. A judge of a district (city) court or a regional court whose term of office has been extended after reaching the maximum age for holding the office of a judge shall continue fulfilling the duties of a judge until attaining the age of 70 years.



LITHUANIA

Requirements for appointment to judicial offices under the Law on Courts:

DISTRICT COURT JUDGE	
Requirements for a Judicial Office of the District court	<p>The post of a district court judge may be filled by a:</p> <ul style="list-style-type: none">• national of the Republic of Lithuania• of good repute,• having a university degree in law – the academic title of bachelor in law and master in law or the lawyer's professional academic title (one-cycle university education in law)• meeting the requirements established by law required for security clearance procedure or work permit or right of access to classified information,• upon submitting a health certificate,• having a record of at least five years of work in the legal profession and• passing the examination for candidates to judges. A person having Doctor or Habil. Doctor of Social Sciences (Law) degree, also a person of at least five years standing as a judge, if not more than five years have lapsed since he last held that position, shall be exempt from sitting for the candidate examination.
JUDGE OF REGIONAL COURT	
Requirements for a Person Seeking Judicial Office the Regional Court	<ul style="list-style-type: none">• A judge entered in the register of persons seeking judicial office or a person having Doctor of Social Sciences (Law) degree• At least four years' standing as a judge and (or) university professor in law• Submission of a health certificate.
JUDGE OF THE COURT OF APPEAL OF LITHUANIA	
Requirements of a Person Seeking Judicial Office of the Court of Appeals	<ul style="list-style-type: none">• A judge entered in the register of persons seeking judicial office or a person having Doctor of Social Sciences (Law) degree• At least eight years' standing as a judge or a university professor of law• Submission of a health certificate.
JUDGE OF THE SUPREME COURT OF LITHUANIA	
Requirements for a Person Seeking Judicial Office of the Supreme Court	<ul style="list-style-type: none">• A judge or a person having Doctor of Social Sciences (Law) degree• At least ten year's standing as a judge and (or) a university professor of law• Submission of a health certificate.

Requirements for the retirement age (concerning Art. 23 of the Service Regulations):

- The Law on Courts of the Republic of Lithuania sets out that the age limit for a person to be appointed as a judge – **65 years** of age.
 - The term of the office of judges finish once they reach **65 years** of age.
 - If the term of office finishes while the hearing of a case is not finished, they may be extended until the case is finished or postponed.
- The general retirement age set by law in Lithuania is 65 years. As the retirement age was set lower at the time of the enactment of this provision, there is a transitional provision concerning the application of this rule, whereby the retirement age is gradually extended every year until the target of 65 years is reached (at this moment it is around 63 years for men and around 61,5 years for women, and will be constantly extended for several more years until it reaches 65).



LUXEMBOURG

Eligibility criteria (Law of 7 March 1980 on judicial organization):

Art 3 To be appointed as Judge (or deputy judge or magistrate) a 2 year service as magistrate at a district court or at a substitute state prosecutor is required.

Art 16. Conditions for appointment to judicial office

- 1) Luxembourg nationality,
- 2) enjoy civil and political rights,
- 3) be at least 25 years old,
- 4) hold a Luxembourg diploma of law corresponding to a master degree, or a master degree in law from a foreign university recognized and approved by the Luxembourg Ministry of higher education,
- 5) hold diploma sanctioning the final examination of judicial training of 2 years and
- 6) having fulfilled service as law clerk in accordance with the applicable rules.

Art 17 To be appointed President, State Attorney, vice President to a district court the candidate has to be at least 30 years old and having exercised judicial functions or been registered as a solicitor at the bar during at least 3 years. Are equivalent to judicial functions: member of the Government, Head of Administration and Adviser of the Government

Art 41 Age limit to be appointed President at Superior Court, Court of Cassation, Appeals Court, State Attorney or General Counsel is 35 years minimum with at least 7 years' experience as a solicitor or other judicial functions.

Art. 174 Members of the Court and tribunals retire when they reach 68 years of age, or for other (health or other) reasons preventing them to fulfill properly their functions.

Retirement:

In Luxembourg, the mandatory retirement age is 68 years for a judge, normal is 65 but they (the judge) can choose to stay until 68, but then that's final (literal translation of text would be "put into retirement").

Earlier retirement is possible, you are entitled to a pension after 40 years of service, here study years are taken into account, ie retirement can be possible after 60 or so.

Age limit to be nominated is 25 years (having fulfilled all other requirements and completed internship).

To be president of a superior court the age limit is 35.



MALTA

Qualification:

1. The minimum eligibility criteria to be appointed as a Judge in Malta is found in the Constitution of Malta, the relevant Article is being reproduced below:

"Article 96 (2) A person shall not be qualified to be appointed a judge of the Superior Courts unless for a period of, or periods amounting in the aggregate to, not less than twelve years he has either practised as an advocate in Malta or served as a magistrate in Malta, or has partly so practised and partly so served."

This requirement is irrespective of the instance of the court that the Judge presides on.

2. To become a practicing lawyer the following extracts from Article 81 of the Code of Organisation and Civil Procedure, represent the key qualifications/experience required which are relevant to this question

"(c) he has obtained the academic degree of Doctor of Law (LL.D.) in accordance with the provisions of the Statute, Regulations and Bye-Laws of the University of Malta, or such other qualification at masters level as the Minister, after consultation with the Senate of the University of Malta, may from time to time prescribe, or a comparable degree from such other competent authority in accordance with the principles of mutual recognition of qualifications, after having read law in Malta or in a Member State;

(d) he has, after satisfying the requirement of paragraph (c), or, in the case of persons regularly following the academical course of law in the University of Malta, at any time after the commencement of the last academic year of the said course, for a period of not less than one year regularly attended at the office of a practising advocate of the Bar of Malta and at the sittings of the superior courts;"

Retirement:

The mandatory retirement age for judges also stems from the Constitution of Malta:

"Article 97 (1) Subject to the provisions of this Article, a judge of the Superior Courts shall vacate his office when he attains the age of sixty-five years".



NETHERLANDS

Qualification:

In The Netherlands, in order to be appointed as a judge at a civil court of first instance (Rechtbank) aspiring judges must meet the following substantive requirements to be eligible to enter into the formal selection procedure:

1. Possess the Dutch nationality;
2. A LL.M. degree in Dutch law obtained from a Dutch university;
3. A qualification of prosecution capacity granted by a university (so called 'civiel effect').
4. At least 2 and maximum 5 years of relevant legal experience after graduation, of which at least 2 years of experience outside the judiciary, or
5. At least 5 years of relevant legal experience after graduation, of which at least 2 years of experience outside the judiciary or public prosecution office;

Aspiring judges with 2 to 5 years of legal experience enrol in the full training programme of 4 years. Aspiring judges with more than 5 years of legal experience enrol in the condensed training programme of 15 months to 3 years.

In addition to the qualifications under 1-3, at least 10 years of relevant legal experience after graduation is required for appointment as a judge at a civil court of second instance (Gerechtshof) and at the Dutch Supreme Court (Hoge Raad).

Age limit / retirement:

In The Netherlands judges are generally appointed for life. Nevertheless, appointments are terminated when a judge reaches the age of 70. There is no formal limitation as to the age a judge may be appointed.



PORTUGAL

Qualifications for appointment of legally qualified judges at national level are the following:

- A five-year law degree or a law degree under the provisions of Decree-Law No. 74/2006 of 24 March, as currently worded, followed by a master's degree or doctorate in Law obtained in a Portuguese university, or an equivalent academic degree recognized in Portugal, as provided by paragraph c) of Article 40, of the Statute of Judicial Magistrates, as well as the completion of the training courses ministered in the Center for Judicial Studies.
- A law degree obtained or recognised by a Portuguese Law University is the substantive eligibility criteria for the three instances, as well as the completion of the training courses ministered in the Center for Judicial Studies.
- In the second instance (Appeal Courts) – appointment is made through curricular exam, prevailing merit criteria, open to judges, in accordance with the provisions of paragraph 1 of Article 46 of the Statute of Judicial Magistrates.
- In the third instance (Supreme Court) - appointment is made through curricular exam and is open not only open to judges (mandatory candidates), but also to prosecutors and other jurists of merit (volunteer candidates). Regarding jurists, they need to have at least twenty years of exclusive occupation in a university teaching career or in law.

The qualifications for appointment of judges, as well as the rules regarding mandatory retirement age and maximal age of appointment are regulated by the Judicial Magistrates Statute (law 21/85, of 30 July) amended by the following provisions:

- Decree Law 342/88 of 28 September; Law 2/90 of 20 January; Law 10/94, of 5 May (according to Corrigendum 16/94 of 3 December); Law 44/96 of 3 September; Law 81/98 of 3 December; Law 143/99 of 31 August; Law 3-B / 2000 of April 4; Law 42/2005 of 29 August; Law 26/2008 of 27 June; Law 52/2008 of 28 August; Law 63/2008, of 18 November, and Law 37/2009, of 20 July. Law 55-A / 2010 of 31 December and Law 9/2011 of 12 April).

Retirement:

In Portugal the mandatory retirement age is 70 years and there isn't a maximum of years of age for appointment or reappointment.

Presently, in Portugal judges are entitled to a retirement pension at the age of 65 and after 40 years of service, in accordance with the provisions of Annex II of the Statute of Judicial Magistrates.



SLOVENIA

The judicial system of the Republic of Slovenia includes courts of general and specialised jurisdiction. The courts of general jurisdiction are: 44 local courts, 11 district courts (both courts of the first instance), 4 higher courts (courts of appellate jurisdiction) and The Supreme Court of the Republic of Slovenia (as the highest court in the state). Specialised courts of the first instance are competent for determination of labour disputes, and one of them also for determination of social security disputes. In administrative disputes first-instance decisions (as a rule) come under the jurisdiction of the Administrative court of the Republic of Slovenia as a specialised court. Court of appellate jurisdiction in cases of administrative review is The Supreme Court of the Republic of Slovenia (Administrative Review Department of The Supreme Court). In cases of asylum and taxes The Administrative Review Department of the Supreme Court decides in specialised panels.

The Constitutional Court in Slovenia is the highest body of judicial authority for the protection of constitutionality, legality, human rights and basic freedoms.

Qualification:

According to Article 7 of the Judicial Service Act, anyone who fulfils general conditions for election and special conditions for election or appointment to a judicial post set out by this Act may be elected a judge.

Article 8 of the Judicial Service Act provides general conditions:

1. he/she is a citizen of the Republic of Slovenia and has an active command of Slovenian language;
2. he/she has the capacity to contract and is generally in good health;
3. he/she is at least thirty years of age;
4. he/she has obtained the professional title of a graduate lawyer in the Republic of Slovenia or has acquired equivalent education abroad, recognised pursuant to the Recognition and Evaluation of Education Act;
5. he/she has passed the lawyer's state examination;
6. he/she is personally suited to holding judicial office.

According to Articles 9 – 12 of the Judicial Service Act persons who fulfil the general conditions may be elected to a judicial post at a Local Court (local court judge) if they have at least three years of working experience in legal work after passing the lawyer's state examination. Persons who fulfil the general conditions may be elected to a judicial post at a District Court (district court judge) if they have successfully held judicial office for at least three years or have at least six years of working experience in legal work after passing the lawyer's state examination.

Persons who fulfil the general conditions may be elected to a judicial post at a Higher Court (higher court judge) if they have successfully held judicial office for at least six years or have at least nine years of working experience in legal work after passing the lawyer's state examination. University lecturers in law who fulfil the general conditions may be elected higher court judges provided they have been elected to at least a title of assistant professor. Persons who fulfil the general conditions may be elected to a judicial post at the Supreme Court (supreme court judge) if they have successfully held judicial office for at least 15 years or have at least 20 years of working experience in legal work after passing the lawyer's state examination. University lecturers in law who fulfil the general conditions may be elected Supreme Court judges provided they have been elected to at least a title of associate professor.

According to Article 13 of the Judicial Service Act special conditions specified in Articles 9 to 11 of this Act apply to election to a judicial post in a court having special jurisdiction, with regard to the status of the court as set out in the Courts Act.

In respect of work experience, holding the office of state prosecutor, misdemeanours judge and state attorney and working professionally as a lawyer or a notary shall be deemed to be equivalent to holding judicial office.

Retirement:

Article 74 of the Judicial Service Act - Judges shall have their judicial office terminated upon retirement, but no later than upon reaching 70 years of age (at the end of the year in which the judge reached the age limit for retirement).

Upon the termination of judicial office on the following grounds:

- if they lose the capacity to contract or cease to be in sufficient health to perform judicial service
- if the court is abolished and it cannot be guaranteed that they will continue to perform judicial service at another court;

the judges shall acquire the right to early retirement provided they fulfil the conditions set out for early retirement by the regulations on pension and disability insurance.



SWEDEN

Qualification:

The relevant provisions in the Swedish law to be eligible for a Swedish judicial office are the following:

[Rules of Procedure, Chapter 4 section 1](#)

The legally qualified judges shall be Swedish citizens, and shall have passed the professional examinations prescribed for qualification for judicial office. No person who is in the state of bankruptcy or has an administrator under the Code on Parents, Guardians and Children, Chapter 11, Section 7, may exercise the judicial office.

The professional examinations and other conditions for judicial office are prescribed by the government.

[The Government has issued the Regulation 2007: 386 with regard to the requirement of professional examination](#)

1 § Examinations that are required to be entitled to carry out a judicial function are a law degree as set out in annex 2 to the Higher Education Ordinance (1993:100) or equivalent older examination.

The Swedish law degree is equivalent to completed law education where the majority of the education has taken place in Denmark, Finland, Iceland or Norway. If this education is more than a year shorter than the Swedish education, the applicant shall undergo a supplementary course which culminates in an examination.

Retirement:

A judge has the right to maintain his or her appointment until the age of 68, which as of 1 January 2023 will be increased to the age of 69. A judge appointment may also extend after this age, however this is subject to the consent of the concerned court. The retirement rules for judges are currently being examined by a Committee of Inquiry, which is expected to deliver its work in 2023.

SIGNATORY STATES OF THE UPC AGREEMENT:



CYPRUS

Supreme Court Judges are appointed by the President of the Republic. According to Article 133.2 of the Constitution-

“The President and the other Judges of the Supreme Constitutional Court shall be appointed jointly by the President and the Vice President of the Republic”.

First instance judges are appointed, transferred and promoted by the Supreme Council of Judicature, which is composed of the members of the Supreme Court. According to Article 157.2 of the Constitution-

“The appointment, promotion, transfer, termination of appointment, dismissal and disciplinary matters of judicial officers are exclusively within the competence of the Supreme Council of Judicature”.

To be qualified for appointment to the Supreme Court one must have at least 12 years practice as a member of the Bar or a member of the judiciary or a combination of the two and be of a high moral standing [section 5 of the Administration of Justice Law of 1964 (L.33/1964), as amended].

Moreover, according to Articles 133.5 and 153.5 of the Constitution-

“The President and the other judges of the Supreme Constitutional Court shall be appointed from amongst lawyers of high professional and moral standard”.

To qualify for appointment as a District Judge, the lower level in the hierarchy of first instance courts, one must be registered as advocate with six years practice in the legal profession and of high moral standing. For appointment to the office of President of a District Court, one must be a qualified practicing lawyer for at least ten years and of high moral standing. Prior judicial service ranks as practice in law. According to Section 6 of the Courts of Justice Law of 1960 as amended (L.14/1960)-

“No person shall be qualified to be appointed as a President of a District Court or as a Senior District Judge unless he is a qualified lawyer with at least ten years practice and of high moral standard and no person shall be qualified to be appointed as a District Judge unless he is a qualified lawyer with at least six years practice and of high moral standard. For the purposes of this subsection “practice” shall include service in a judicial office”.

According to the Constitution, Supreme Court judges “shall be permanent members of the judicial service and shall hold office until they attain the age sixty-eight (Article 133.7).

District Court Judges must retire at the age of 63 [Section 8(2) of the Courts of Justice Law of 1960 (Law 14/1960), as amended]. According to this section-

“A President of a District Court, a Senior District Judge and a District Judge shall hold office until they attain the age of sixty-three”.



CZECH REPUBLIC

1) To be appointed as a judge a person must:

- be a Czech citizen
- enjoy full legal capacity,
- have no criminal record,
- be at least 30 years of age,
- have obtained a master's degree in law at a Czech university,
- have passed the special judicial examination,
- possess the moral qualities that guarantee they will exercise their function properly, and
- accept appointment as a judge and assignment to a specific court.

Judges are appointed by the President of the Republic and take office on taking the oath.

2) There are no additional / special requirements for the qualification of judges to be able to be allocated to the higher courts (except for the Constitutional Court).

3) Appointment as a judge is not limited in time, but there is an age limit. Judges' tenure ends at the latest at the close of the year in which they reach the age of 70.

As regards the voluntary retirement the details can be found here:

<http://www.cssz.cz/en/pension-insurance/old-age-pension.htm>.



GREECE

1. Regarding the substantive qualifications a candidate must fulfil at national level for appointment to judicial office, please note:

The Greek judges and prosecutors are appointed after graduating from the National School of Judges. In order to participate in the contest for accessing the National School of Judges, the candidates must be graduates of a Law School and have a professional experience as lawyers for at least two years or for at least one year if they have a PhD in Law. Court officials can also be candidates, but apart from the graduation of a Law School, a professional experience of five years is required. No professional experience is required for candidates who are magistrates (Eirinodikes).

After graduating from the National School of Judges and completing training period of 10 months, the graduates become judges at a civil court of first instance (District Court).

- The judges of the court of first instance can become judges at a civil court of second instance (Appeal Court) after, at least, seven years
- The judges at a civil court of second instance (Appeal Court) can become judges at the Supreme Court, after, at least, three years, provided that there are vacant posts.

2. Regarding the age limits for judges, please note:

- The candidates for the National School of Judges, that offers initial training for judges of civil, criminal and administrative jurisdiction, must be at least 28 years old, but must not exceed the age of 45 at the 31st of December on the year the contest was announced.
- In principle, Judges are mandatorily retired at the age of 65 except for the Presidents of courts of Appeal, Judges and Presidents of the Supreme Court, who are mandatorily retired at the age of 67. Judges can be entitled to a retirement pension, depending on their work experience and accordingly to the legislation that is applicable to any official.



HUNGARY

Qualifications for appointment of legally qualified judges at national level:

In Hungary, **Act CLXII of 2011 on the legal status and remuneration of judges** (hereinafter: the Act) determines the terms and conditions of judicial appointments. Paragraph (1) of Section 4 of the Act sets forth the criteria to be met for judicial appointments, while Paragraph (2) of Section 4 of the Act defines those cases when persons may not be appointed as judges. The preliminary condition for becoming a judge is to be of Hungarian nationality and to have proper capacity.

Based on the provisions of the Act, only those can be appointed judges, regardless of whether they apply for a position at a court of first, second or third instance, who fulfil the following three criteria as regards **qualifications**.

- **Possessing a university degree in law.**

Even though Hungary participates in the so-called 'Bologna Process', legal education is an exception to this rule. Legal education is not divided into BA and MA levels; a law degree can only be obtained at the end of the five-year long (10 university semesters) law school education. The **level of the degree is equal to the MA level**; moreover, the title of 'Doctor of Law' is also awarded to students upon obtaining the degree.

- **Having passed the professional law examination.**

The Hungarian notion of professional law examination corresponds to the bar exam and is composed of three parts: 1. Criminal Law, Criminal Procedural Law and Penal Law 2. Civil Law and Civil Procedural Law 3. Constitutional Law, Administrative Law, Law of the European Union and Labour Law (including Social Security Law as well). Before applying for the examination, the candidate needs to have proven legal experience of at least three years.

- For a minimum of one year, having
 - a) worked as an officer of the court, vice-prosecutor, attorney, notary, or legal counsel, or
 - b) worked as a government or civil servant at a central administrative body or in a position requiring an administration or legal examination, or
 - c) worked as a constitutional judge, judge, military judge or prosecutor, or
 - d) administered justice at an international organization or anybody of the European Union, or have conducted activities related to the administration of justice.

The Act does not contain any additional condition regarding the appointment of a judge to a civil court of second or third instance.

Mandatory retirement age:

As of 1 January 2023, the statutory retirement age for judges is **65 years**.

As set out in Point h) of Section 90 of the Act a judge **shall be exempted** if

- he/she has reached the applicable statutory retirement age or
- before reaching the statutory retirement age, he/she requests retirement. This may only be requested under special circumstances laid down by the Act LXXXI of 1997 on Social Security Pension Services.

Age of appointment:

In Hungary, only persons having **reached the age of thirty years** may be appointed judges according to Paragraph (1) of Section 4. Paragraph (2) of Article 26 of the Fundamental Law of Hungary stipulates that judges shall be allowed to **remain** in office up to the statutory retirement age for old-age pension.

Regarding the **upper age limit** for appointment, Paragraph (2) h) and i) of Section 4 sets forth that persons **may not be appointed** as judges

- for whom old-age pension is paid, or other benefits are provided before reaching the statutory age limit and that benefit, after reaching the statutory age limit, is continued to be paid in the form of old-age pension;
- who reached the **statutory retirement age** for old-age pension.



IRELAND

There are differing qualification requirements within the first instance courts for appointment to judicial office, those for the senior first instance court (High Court) differing from the Circuit Court and District court. The requirements for appointment to the High Court and the two appellate jurisdictions (Court of Appeal and Supreme Court) are the same.

To qualify for appointment as a judge of the Supreme Court, the Court of Appeal or the High Court, a person not already holding judicial office must be, for the time being, a practising barrister or a practising solicitor of not less than 12 years standing who has practised as a barrister or a solicitor for a continuous period of not less than 2 years immediately before such appointment.

In addition

(a) a judge of the Circuit Court who has served as such a judge for a period of not less than 2 years shall be qualified for appointment as a judge of the Supreme Court or the High Court.

(b) a person who—

(i) is or was at any time during the period of 2 years immediately before the appointment concerned—

a judge of the Court of Justice of the European Communities,

a judge of the Court of First Instance attached to that Court, an Advocate-General of the Court of Justice of the European Communities,

a judge of the European Court of Human Rights established under the Convention for the Protection of Human Rights and Fundamental Freedoms done at Rome on the 4th day of November, 1950,

a judge of the International Court of Justice established under the Charter of the United Nations,

a judge of the International Criminal Court established under the Rome Statute of the International Criminal Court done at Rome on the 17th day of July, 1998, upon the entry into force of that Statute,

a judge of an international tribunal within the meaning of section 2 of the International War Crimes Tribunals Act, 1998, and

(ii) was a practising barrister or a practising solicitor before appointment to any of those offices shall be qualified for appointment as a judge of the Supreme Court, the Court of Appeal or the High Court.

To qualify for appointment as a judge of the District Court a person not must be, for the time being, a practising barrister or a practising solicitor of not less than ten years' standing.

To qualify for appointment as a judge of the Circuit Court a person not already holding judicial office must be, for the time being, a practising barrister or a practising solicitor of not less than ten years' standing.

In the case of persons not already holding judicial office who seek appointment to such office, the Judicial Appointments Advisory Board may only recommend a person for consideration for appointment if the Board is of the opinion that the person—

has displayed in his or her practice as a barrister or a solicitor a degree of competence and a degree of probity appropriate to and consistent with the appointment concerned,

in the case of an appointment to the office of ordinary judge of the Supreme Court, of ordinary judge of the Court of Appeal or of ordinary judge of the High Court,

has an appropriate knowledge of the decisions, and an appropriate knowledge and appropriate experience of the practice and procedure, of the Supreme Court, the Court of Appeal and the High Court,
is suitable on the grounds of character and temperament,

has undertaken in writing to the Board his/her agreement, if appointed to judicial office, to take such course or courses of training or education, or both, as may be required by the Chief Justice or President of the court to which that person is appointed, and is otherwise suitable.

Retirement

70 years is the retirement age for judges of the Circuit and High Courts and the Court of Appeal and Supreme Court. The retirement age for District Court judges is 65, subject to the possibility of a yearly extension, grantable year to year, up to the age of 70.

Pension

Pension arrangements are somewhat complicated, being dependent on the court and date of appointment. As to pension arrangements, a judge of the Supreme Court, Court of Appeal, High Court or Circuit Court who, owing to age, vacates his or her office after 2 years or more of service is entitled to a pension for life of one-fortieth of his or her remuneration at the time of such vacation of office for each of the first 5 years of service with the addition of three-eighths of such remuneration for every completed year of service in excess of 5 years of service, subject to a maximum pension of one-half of such remuneration.

A judge of the District Court who, owing to age, vacates his or her office after 2 years or more of service a pension for life of one-fortieth of his or her remuneration at the time of such vacation of office for each of the first 5 years of service with the addition of one-fortieth of such remuneration for every completed year of service in excess of 5 years of service, subject to a maximum pension of one-half of such remuneration.

A judge appointed after the 1st January 2013 who has completed 24 months service (referred to in the Act as the vesting period) shall be entitled to receive a pension and lump sum if he or she either:

(a) attained the normal pension age and has ceased to be a holder of a judicial office before reaching the retirement age for such a holder prescribed by law, or

(b) has attained the retirement age for such a holder as so prescribed.

The maximum pension is equivalent to one half of salary and the maximum lump sum is equivalent to one and a half times salary. The annual pension will be equivalent to the sum of what are referred to as referable amounts in respect of each calendar year or part of a calendar of service. The referable amount is 2.5% of salary which means that twenty years service would be required to qualify for the maximum pension ($50\% / 2.5\% = 20$).

As to the qualifying requirements for a barrister or solicitor, please refer to the websites of the professional organisations concerned, given the level of detail and the options involved (see links below

<https://www.kingsinns.ie/prospective-students/barristeratlaw-degree>
<https://www.lawsociety.ie/Public/Become-a-Solicitor/>



ROMANIA

1. ELIGIBILITY CRITERIA THAT A PERSON HAS TO COMPLY WITH (EDUCATION, EXPERIENCE ETC.) FOR BEING ABLE TO APPLY FOR A POSITION OF JUDGE AT A COURT OF FIRST INSTANCE, COURT OF APPEAL, HIGH COURT OF CASSATION AND JUSTICE

Currently, in Romania admission to magistracy is possible only through open and transparent exams (competitions) and it is based on professional competence, aptitudes and good reputation.

There are two types of competitions for admission to magistracy:

1. For persons with no legal seniority or with less than 5 years of legal seniority;
2. For persons with at least 5 years of seniority in a legal profession.

The conditions and standards for the organization of the abovementioned two types of competitions are regulated in detail in Law no. 303/2004 on the statute of judges and prosecutors¹. These conditions and standards are in compliance with the principles of transparency and equality.

1. *Admission to magistracy for persons with no legal seniority or with less than 5 years of legal seniority:*

Persons falling within this category shall meet, cumulatively, the following requirements, as stipulated in art. 14(2) of Law no. 303/2004:

- “a) they are Romanian citizens, they domicile in Romania and have full legal capacity;*
- b) they are bachelors of law;*
- c) they have no criminal record, no fiscal record and they enjoy a good reputation;*
- d) they speak Romanian;*
- e) they are able, medically and psychologically, to exercise this office.”*

Persons meeting the cumulative requirements presented above may apply to *competition for admission to magistracy*. The competition and the initial professional training for the office of judge are performed through the National Institute of Magistracy (NIM).

The persons who promote the competition mentioned above shall attend the courses of the NIM in the capacity of *justice auditors*. The initial professional training performed by the NIM consists of academic education and practical training of the justice auditors with a view to their becoming judges.

The duration of the training courses of the auditors of justice is of 2 years. During the courses,

¹ Published in the Official Journal no. 826/13.09.2005, with subsequent amendments.

auditors of justice shall undergo practical training in courts and in prosecutor's offices, attend court sessions and the activity of criminal prosecution, in order to become directly acquainted with the activities performed by judges, prosecutors and by the specialized auxiliary personnel.

After graduating the 2 years training courses, the justice auditors become *junior judges (judecător stagiar)* for 1 year. During this year, they are allowed to hear cases of reduced complexity, expressly provided by the law.

When completing the 1 year period of junior judge, they shall pass a *capacity exam*, which entitle them to be appointed as judge, by the President of Romania, at the proposal of the Superior Council of Magistracy (SCM).

2. Admission to magistracy for persons with at least 5 years of seniority in a legal profession

According to art. 33(1) of Law no. 303/2004, "*persons who were judges or prosecutors and ceased their activity for reasons not imputable to them, law-specialised personnel [from the Ministry of Justice, the Public Ministry, the Superior Council of Magistracy, the National Institute of Criminology, the National Forensic Institute and the National Institute of Magistracy], lawyers, notaries, judiciary assistants, legal advisers, probation personnel with higher legal education, judiciary police officers with higher legal education, court clerks with higher legal education, persons who have held law-specialised offices within the apparatus of the Parliament, the Presidential Administration, of the Government, of the Constitutional Court, of the Ombudsman, of the Court of Accounts or of the Legislative Council, of the Juridical Research Institute within the Romanian Academy and the Romanian Institute for Human Rights, professors at law in accredited institutions, as well as the assistant-magistrates within the High Court of Cassation and Justice with at least 5 years length of service within the specific field, may be appointed to magistracy, based on a competitive examination, if they meet the requirements in article 14(2).*"

If *admitted* after the competitive examination mentioned in Art. 33(1) of Law no. 303/2004, the SCM shall forward to the President of Romania propositions for the *appointment of the successful candidates* to offices of judge.

After appointment to the office of judge, these persons shall undergo, for *6 months*, a *course of professional training* within the NIM, which must include elements of EU Law.

Promotion to tribunals, courts of appeal and prosecutors' offices

According to art. 43 of Law no. 303/2004 the promotion of judges and prosecutors is carried out only following a competition organized at national level, in the limit of the vacant positions at the level of tribunals and courts of appeal, or, according to the case, at the level of prosecutors' offices thereof. The promotion competition is organized annually or, when necessary, by the SCM through the NIM.

Article 44 (1) of Law no. 303/2004 provides that the judges and the prosecutors who obtained the mark “very well” in the last evaluation, who weren’t disciplinary sanctioned in the last 3 years before the competition and who comply with the following minimum seniority conditions, may participate in the competition for promotion to the courts or prosecutor’s offices immediately superior in hierarchy:

a) *5 years seniority* in the office of judge or prosecutor, for promotion to the offices of judge in a tribunal or in a specialised tribunal and of prosecutor in the prosecutor's office attached to the tribunal or in the prosecutor's office attached to the specialised tribunal;

b) *6 years seniority* in the office of judge or prosecutor, for promotion to the offices of judge in a court of appeal and of prosecutor in the prosecutor's office attached to the court of appeal;

c) *8 years seniority* in the office of judge or prosecutor, for promotion to the office of prosecutor in the Public Prosecutor's Office attached to the High Court of Cassation and Justice (POHCCJ).

The period when the judge or public prosecutor was a lawyer shall also be considered in calculating the length of service provided in paragraph (1). The SCM shall see that the conditions stipulated in paragraph (1) are met.

Promotion in the office of judge at the High Court of Cassation and Justice (HCCJ)

According to art. 52 (1) of Law no. 303/2004, the promotion in the office of judge at the HCCJ is carried out only following a competition organized any time it’s necessary, in the limit of the vacant positions, by the SCM, through the NIM.

The judges and the prosecutors who have at least the degree of court of appeal or of prosecutor’s office attached to a court of appeal, who effectively carried out the office of judge at the court of appeal or of prosecutor at the prosecutor’s office attached to the court of appeal for at least 3 years, who obtained the mark “very well” in the last 3 evaluations, who have never been disciplinary sanctioned in the last 3 years before the competition and who have a seniority in the office of judge or prosecutor for at least **15 years**, may participate in the competition for promotion in the office of judge at the HCCJ.

The SCM is verifying the compliance of the conditions set out in article 52.

Retirement:

1. The minimum age for appointment

Law no. 303/2004 does not provide for a minimum age for appointment in the office of judge or prosecutor.

2. The mandatory retirement age for judges

Art. 83 para (1) of Law no. 303/2004 provides that the judges, prosecutors, assistant magistrates from the HCCJ, as well as the law specialized personnel provided in art. 87 para (1) may be kept in office after reaching the retirement age provided by the law until the age of 70. Until the age of 65, the magistrate may choose to stay in office, but after reaching this age, it shall be necessary the annual assent of the SCM for maintaining him/her in office.

3. The minimum age that a judge has the right to pension (if this age is lower than the mandatory retirement age)

- The age provided by law that a judge has the right to pension is 60. As an exception, the law also provides the sole condition of a seniority in magistracy of 25 years in order to receive a pension (irrespective of the age)², so starting from the premise that a person passes the competition organized by the NIM right after graduating from Law School, at the minimum age of 22, and given the fact that the law requires a seniority in magistracy of 25 years (in order to receive a special pension), it results that the minimum age that a judge has the right to pension/to retire is at the moment of reaching the age of 47.
- A judge may retire ahead of time, by reducing the retirement age provided by Law no. 303/2004 by up to 5 years, in case they exceed the seniority in magistracy provided in Article 82 (1) by at least 5 years³.

² In practice, usually, the judges do not wait to reach the age of 60 years to retire and they retire at the moment they have 25 years of seniority.

³ (1) The judges and public prosecutors may be retired ahead of time, by reducing the retirement age provided by this law by up to 5 years, in case they exceed the seniority in magistracy provided in Article 82 (1) by at least 5 years. The persons who satisfy both the conditions for granting the pension under the terms of this Article, as well as those provided in Article 82 (2) may choose between the two pensions. (2) The pension provided in paragraph (1) shall have the regime of an anticipated pension of service. (3) The beneficiaries of the pension of service provided in paragraph (1) cannot cumulate the pension of service with the incomes earned from a professional activity, regardless of the level of such incomes, until the age of 60.

(4) The amount of the anticipated pension shall be established according to the provisions of Article 82 (1) and (4).

Art. 82 (1) - The judges, the prosecutors, the assistant magistrates from the HCCJ and the law specialized personnel assimilated to judges and prosecutors, as well as the former financial judges and prosecutors and the accounts counsellors from the jurisdictional section who exercised these offices at the Court of Accounts, with



SLOVAKIA

1. Qualification for appointment of judges (substantive eligibility criteria, such as diplomas and relevant Professional experience, not evaluation procedures before a national appointment committee): - *Age: minimal age of 30 years;*

- *Diploma: a person has to have a university (not college) degree level in law (Slovak university or diploma accepted by Slovak authorities) ;*
- *Legal capacity: a person has to have a full legal capacity and be fit (sufficiently healthy) to perform a judicial function properly*
- *Clean record – a person has to have a clean criminal record*
- *Moral eligibility – an independent Judicial Council will consider possible connections (of commercial, property or financial character) with persons involved in organized crime, possible corruptional behaviour, substance (drugs, alcohol) abuse, ownership of property excessive to person's income if the person is unable to prove its origin, acceptance of unjustified gifts, payments or other advantages suggesting a misuse of person's position*
- *obligatory permanent residence in the Slovak Republic*
- *passing of judicial, barrister, notarial or prosecutor examination*
- *other two conditions are irrelevant here: to win a competitive examination and consent to the appointment to a predetermined specific court (in written form)*

2. Qualification for appointment of a judge to higher and highest judicial Office (Appeal and Supreme Court)

- *Appeal Court : minimal legal (not only judicial) practice for 10 years, successful competitive examination to such position*
- *Supreme Court: minimal legal practice for 15 years, successful competitive examination to such position*

3. Mandatory retirement age for judges: *none*

4. Other age limits for appointment of judges: *The president may remove from office a person older than 65 years following a suggestion by the Judicial Council. There are no other age limits for appointment or retirement for judges. The limits are formulated rather generally as a possibility or an obligation to remove a judge from Office if he/she is unable*

a seniority of at least 25 years in the office of judge or prosecutor, assistant magistrate or law specialized personnel assimilated to judges and prosecutors, as well as in the office of financial judge or prosecutor or accounts counsellor at the jurisdictional section of the Court of Accounts, may retire at request and may benefit, when reaching the age of 60 years, of pension of service, in amount of 80% from the base of calculation represented by the monthly gross base line indemnity or by the gross monthly salary, according to the case, and by the benefits in the last month of activity before retirement.

due to health reasons to perform judicial tasks. There are no specific provisions concerning the entitlement of judges to a retirement. A judge may retire in the same age as other persons, although there is a difference in height of his pension.