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ROLE OF PROSECUTORS PROFESSIONAL TRAINING INSTITUTIONS IN SHAPING OF THE SYSTEM OF VALUES AND PROFESSIONAL ABILITIES OF A PROSECUTOR

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Law Enforcement activities of the prosecutor's office are aimed at consolidation and support of such democratic values as human rights and freedoms, lawfulness and legal order and implementation of the principle of rule of law.

It should be noted that the prosecution authorities defend, within their competence, public rights and freedoms on the grounds of persons' equality before the law independently on their race, national or social origin, language, education, religion, political convictions, administrative or property status or any other characteristics.

Specifics of professional activities of a prosecutor are linked with performance of professionally difficult and socially responsible functions, which require not only perfect mastering of very special legal skills and abilities, but also sufficiently high level of individual development and moral-ethical preparation.

Such approach is implied by psychological peculiarities of prosecutor's activities, which include strict legislative regulation of prosecutor's work; imperative, in other words, enforceable nature of prosecutor's powers; extreme and unconventional nature of professional tasks to be performed; procedural independence and high level of accountability for prosecutor's acts and decisions.

So, according to Article 2 of General provisions of the Disciplinary Statute of Prosecutor's Office to Ukraine, "prosecutor's office employees shall have high moral qualities, adhere to the principles and be intolerant to violations of the law, combine performance of their professional duties with civic virtue, fairness and integrity. They shall adhere personally to requirements of the law, propose initiatives in their work, improve its quality and efficiency, contribute with their activities to consolidation of the rule of law, ensuring of democracy, formation of legal conscience of the public with respect for laws, norms and rules of social life".

This issue is inherent to European prosecutors also. The article "Ethics and Deontology of Judges" on the Council of Europe Site tackles with ethical principles, which should constitute the basis for the judges and prosecutors to perform their professional duties.

As far as the prosecutors are concerned, the author emphasizes the need for them to adhere to the following ethical principles: high level of professional competence, lawfulness of their activities, impartiality, fairness, human attitude to personality and ensuring equality of all before the law.

Such peculiarities of professional activities of prosecutors as imperative nature of their power and procedural independence in decision-making are the most threatening for a professionally and morally immature personality; this, in some cases, may lead to a professional deformation of a prosecutor.

We believe that the key role in the process of professional formation of a future prosecutor belongs to the specialized training institutions, which are expected to shape out such individual personality and to build up foundations for professional values.

The experience of training and educational activity of the administration and faculty of the National Academy of Prosecutors of Ukraine demonstrates the need to optimize the process of identification, intensification, development and adjustment of professionally significant qualities of future prosecutors and to generate conscious motives for compliance with the professional conduct norms.

The comprehensive program of professional development must correspond to peculiarities of prosecutor's activities and be based on the prosecutor's professional model containing the professionally required and individually meaningful psychological features of the future specialist.

In our opinion, educational activities of a higher specialized training institution must be aimed at development of professionally meaningful abilities and at bringing up of value orientations, motivations and behavioral norms of the future specialist in compliance with general cultural and ethical requirements of the profession.

So, the value orientation in development of a future prosecutor's personality is an important component of the professional training system and is directly related to such person's professional self-identification.

This context dictates that yet in the process of professional training future prosecutors have to obtain vision of importance of their profession for the society and the well-shaped idea about means of implementation of their professional mission.

The principle of professional-axiological orientation of the training-educational process has to become the methodological foundation of training of a future prosecutor.

At the initial stage of professional training future prosecutors need to develop clear vision of a professional's personality from the standpoint of such professional's activity; besides, measures aimed at recognition by them of value orientations of their profession have to be taken.

The concluding stage of the students' professional development requires a deepened understanding of the profession's philosophic concept, according to which the human being is its highest value while the prosecutor's activity gives an opportunity to apply the law to defend the human rights, thus implementing the universal humanitarian values. This stage is based on a conscientious mastering by future prosecutors of the profession integrity requirements and on generation of ethical motives for the future professional activities.

One of the major functions of a specialized training institution must be, first of all, development of cultural concept of future specialists and creation of conditions for practical implementation of professional-ethical principles and norms into practice of conduct and communication of all subjects and objects of training and educational process.

In order to identify practical components of the notion of prosecutor's professional culture we developed a questionnaire for experienced prosecutors, MA undergraduates and instructors of NAPU (total of more than 400 persons).

On the basis of the collected data we identified the most important, by the respondents' opinions, components of the notion of "prosecutor's professional culture", which have been distributed by rating in the following manner: compliance with the professional ethics requirements in different professional situations, recognition of the human personality as the highest value of prosecutor's profession, friendly and tolerant attitude to the colleagues, aspiration to perfectly master the science and art of the profession, professional-linguistic culture of communication..

So, the prosecutors awarded the first place to such professional-cultural values as the ability to comply under any circumstances with the norms of professional ethics and recognition of the human being as the highest value of prosecutor's profession. This is confirmation of the balance between social and professional values in the conscience of the specialists.

In order to identify the list of professional-individual abilities, which the prosecutors need in order to successfully perform their professional duties, we have surveyed during three years representatives of prosecutor's office leadership, prosecutors, investigators, assistant prosecutors undergoing training at the Institute of Continuous Training, instructors and MA undergraduates (altogether 550 persons) of the National Academy of Ukraine. Based on the outcome of the analysis of responses, the following most important, according to the experts' opinions, professional and individual abilities of employees of prosecutor's office were identified (rated): accountability, personal discipline, analytical abilities, ability to make decisions expeditiously and independently, general and professional culture, attentiveness, impartiality in law enforcement activity, self-control, wide world view, aspiration to professional self-improvement.

So, during development of qualification characteristic and certification of undergraduates and prosecutor's office employees, special attention needs to be paid to the level of their ethical-deontological skills and abilities.

In order to ensure systemic, continuous and uninterrupted nature of the professional-ethical education process, this list of abilities has to be brought to attention of human resources units of those prosecutor's offices where young specialists will have their internship or practical training. It will also be useful for development of admission psychological tests of candidates to for positions at prosecutor's offices.

Academic subjects "Prosecutor's Ethics, Deontology and Professional Etiquette" have to possess an appropriate place in the prosecutor's training process. The importance of this problem was confirmed by practicing prosecutors and instructors of the National Academy of Prosecutors of Ukraine, which were subject to respective survey. They emphasized that this academic subject is necessary not only for the undergraduates, but also for trainees of the Institute of Continuous Training and that it should be taught by a practicing prosecutor with impeccable moral reputation

During seminars on these topics such methods of active training as role and business game, brain storming, analysis and discussion of legally or ethically complicated professional situations have to be applied or the method of communicative training has to be employed. Special attention needs to be paid to development of practical skills of argument-based discussion. It can be done during joint round tables, meetings, mini-conferences together with trainees of the Institute of Continuous Training from prosecutor's offices. Familiarization of the undergrad-

uates with legal systems and experience of activities of prosecutors from the European Union countries can also be very useful.

On the basis of the outcome of the survey, the psychogram of a graduate of a specialized prosecutor's training institution was developed; it contains different levels related to formation of personality and professional competence of a future expert in this sector and is described below.

Gnosiological level: deep knowledge of provisions of effective legislation, regulatory-legal framework, guiding materials and ability to apply them correctly in educational and future professional activities.

Intellectual Properties level: well trained memory, high concentration of attention, logics, flexibility and creativity of thinking, ability to perceive information and to conduct its analysis, synthesis and summarization.

Emotional-volitional level: high self-control level, ability to volitionally regulate own psychological processes.

Communicational abilities level: ability to express own opinion in a logical, reasoned and convincing manner, to establish contacts with different people including colleagues; abilities to understand psychological condition of a person and to apply universal cultural model of communication with surrounding people.

Level of development of individual qualities: accountability, discipline, commitment, attentiveness, ability to make well-balanced decisions without assistance, diligence.

Level of completeness of leader's abilities: ability to select priority lines of work, to plan and to organize efficiently own working and leisure time, ability to act efficiently within a team of students of a group, unit or institution depending on the nature of tasks and specifics of the situation, aspiration towards continuous improvement of own cultural and professional level.

Social characteristics of activities of a professional training institution graduate may also include high level of legal consciousness, social responsibility and compliance with norms of conduct.

So, the problem of professional development of a future prosecutor is very topical, because during mastering of the specialized training course the individual is expected to pass the first stage of professional consolidation, which will foster more efficient formation of professional identification and professional self-identification of a future employee of prosecutor's office.

The comprehensive program of professional development of prosecutor's personality has to meet the following methodological requirements.

The specialist's training process is subject to specifics of his/her future professional activities.

Education and training form the united whole in the higher professional training system.

Professional preparation (training and education) is a system, elements of which (goal, objectives, contents, methods and forms) are inter-dependent.

Professional development system is grounded on the principles of humanistic ethics.

Professional development program is built upon inter-disciplinary level, in other words, it unites educational opportunities of both general educational and professionally oriented disciplines.

Professional and psychological-pedagogic skills of the faculty community are the guarantee of efficiency of implementation of professional-educational system in the practice of each sub-department and of the training institutions as a whole.

Effectiveness of the educational process in the higher school is dependent on creation of higher school and support of appropriate level of professional-cultural environment.

Efficiency of the professional education system is defined by existence of clearly identified criteria for evaluation of the degree of formation of professionally meaningful qualities of expert's personality (see the Table).

CRITERIA OF EVALUATION OF DEVELOPMENT OF ETHICAL-DEONTOLOGICAL SKILLS AND ABILITIES OF AN OFFICER OF PROSECUTOR'S OFFICE (Annex)

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Level	Structure	Behavioral Indications	Mark
Perfect	Has conscientious ethical-deontological motives concerning reliable (without faults) performance of professional duties on the basis of solid professional qualities, moral habits and abilities to make moral choice to the favor of universal human and professional values	Under different models of conduct, firmly complies with requirements of humanistic and professional ethics. Is able to carry out a substantial analysis of morally complicated professional situation and to make the correct ethical choice.	Excellent (by any scale)
Insufficiently perfect	Has solid knowledge in the area of sciences on human conduct, professional ethics and deontology. Is able to use them in the form of automatic skills and abilities in his/her professional activities	Complies regularly with general norms of professional conduct and communication at his/her working place but has some difficulties in solution of complicated ethical problems without assistance	Good
Imperfect	Has fragmentary knowledge and some skills in the area of professional ethics and deontology	Lacks regular compliance, commits in his/her practical activities some acts, which fail to comply with professional ethical norms	Satisfactory (for students)
Low	Has superficial knowledge on peculiarities of prosecutor's professional conduct and communications and some elemental skills in this area	Demonstrates indifferent attitude to the object of his/her professional activities and to his/her professional duties; often commits acts, which contradict to humanistic and professional ethics norms	Bad

Note. Only two first levels are admissible for prosecutor's office employees.