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## REPUBLIC OF ALBANIA

### HIGH JUDICIAL COUNCIL

**Decision No. 276, dated 10.12.2019**

### **ON THE ADOPTION OF THE "PROGRAMME OF THE ETHICAL AND PROFESSIONAL EVALUATION OF JUDGES FOR THE YEAR 2020**

The High Judicial Council, based on Article 147 point 1 letter "a" of the Constitution, on Articles 2, 68-72, 74-78, 84-95, 97 and 171 of Law No. 96/2016 "On the Status of Judges and Prosecutors in the Republic of Albania", as amended, in the HJC decisions no. 263, dated 21.11.2019 "Additional Rules for the Ethical and Professional Evaluation of Judges" and no. 264, dated 21.11.2019, "Scoring methodology for the purpose of determining the evaluation grade of a judge", on the proposal of the Ethics and Professional Evaluation Committee,

#### DECIDED:

1. The adoption of the "Programme of the ethical and professional evaluation of judges for the year 2020", according to the text attached to this decision.

This Decision shall enter into force on the date of its publication on the Council's official website.

FOR THE HIGH JUDICIAL COUNCIL

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## **PROGRAM OF THE ETHICAL AND PROFESSIONAL EVALUATION OF JUDGES FOR THE YEAR 2020**

The High Judicial Council (hereinafter HJC), based on 85/1 of Law No. 96/2016 “On the status of judges and prosecutors in the Republic of Albania” as amended, within November of each year, shall approve the programme with a list of judges and court chairpersons for whom ethical and professional evaluation shall be carried out during the following year, together with the determination of the evaluation period. The aim of this programme is to prepare in advance a work plan with the names of the judges to be evaluated throughout 2020, but it does not imply the beginning of the evaluation process. The approval of this programme also serves for the Chairpersons and Chancellors of the courts in order to organize the work of completing the statistical tables and their delivery to the HJC within January, before the evaluation process for each judge included in this list begins.

By decision no.263 dt. 21.11.2019, the High Judicial Council, based on article 147 point 1 letter “a” of the Constitution, and articles 2, 68-72, 74-78, 84-95, 97 and 171 of Law no. 96/2016 “On the status of judges and prosecutors in the Republic of Albania”, as amended, Article 25 of Law 48/2019 “On some addenda and amendments to Law 96/2016”, adopted the additional rules on the ethical and professional evaluation of judges, while by decision no.264 dt. 21.11.2019, adopted the scoring methodology in order to determine the evaluation grade of the judge. These two bylaws came into force on 27.11.2019, after the publication in the Official Journal No. 159 of 2019.

Based on Law no. 96/2016 “On the status of judges and prosecutors in the Republic of Albania” as amended and on the two decisions no. 263 dated 21.11.2019 and no. 264 dated 21.11.2019, the High Judicial Council drafts this programme for all the judges to be evaluated throughout 2020.

This evaluation programme contains the list of judges to be evaluated throughout 2020 and the respective evaluation period.

Regarding judges being evaluated and their evaluation period, the evaluation program contains:

- 1) Grading of judges, confirmed by a final decision by the re-evaluation bodies, following the evaluation process for the 2013-2016 evaluation period, which coincides with the 3-year period of transitional re-evaluation;
- 2) Normal evaluation of judges with not less than 3 years and not more than 15 years of professional experience on 01.01.2017, for the evaluation period 2017-2019;
- 3) Accelerated evaluation required for the evaluation period 01.01.2019-31.12.2019, according to a special programme that the Council will adopt in cases where promotion or lateral transfer is requested by the judge.

The chairpersons of the courts are not part of this evaluation programme, as most of the courts are currently led by deputy chairpersons. A significant number of court chairpersons have been dismissed during the transitional re-evaluation process and the rest are under this process. Apart from this circumstance, the additional rules for the evaluation of the activity of the Chairpersons have not yet been

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adopted by the Council. Determination of the list of court chairpersons to be evaluated remains one of the future priorities of the evaluation program.

**The list of judges to be evaluated throughout 2020 is drafted based on the following priorities:**

**Firstly**, pursuant to Article 171/5 of Law no. 96/2016 “On the status of judges and prosecutors in the Republic of Albania” as amended, and Articles 21/1 and 23/a of Decision no. 263, dated 21.11.2019 “On the approval of the additional rules for the ethical and professional evaluation of judges”, the list includes judges who have passed successfully the transitional re-evaluation process with a final decision, in order to determine the grade/level of the relevant evaluation for the evaluation period 2013-2016.

This list includes the following judges:

**LIST I**

| No  | Judge                  | Court                              | Decision | Date       | Start of duty |
|-----|------------------------|------------------------------------|----------|------------|---------------|
| 1.  | Manjola Xhaxho         | Tirana District Court              | no.19    | 14.5.2018  | 21.10.2002    |
| 2.  | Nertina Kosova         | Court of Appeal for Serious Crimes | no. 43   | 18.7.2018  | 30.05.1998    |
| 3.  | Gentian Medja          | Administrative Court Tirana        | no.60    | 1.8.2018   | 17.09.2004    |
| 4.  | Enton Dhimitri         | Court of Appeal Gjirokastrër       | no.79    | 22.11.2018 | 17.09.2004    |
| 5.  | Emona Muçi             | Pogradec District Court            | no.85    | 13.12.2018 | 10.10.2012    |
| 6.  | Eriol Roshi            | Administrative Court Tirana        | no.104   | 7.2.2019   | 03.10.2005    |
| 7.  | Ornela Naqellari       | Lezha District Court               | no.117   | 21.3.2019  | 07.01.2009    |
| 8.  | Albana Boksi           | Court of Appeal for Serious Crimes | no.135   | 5.4.2019   | 15.09.2000    |
| 9.  | Esmeralda Çeka (Xhili) | Lushnja District Court             | no.141   | 18.4.2019  | 05.10.2007    |
| 10. | Rexhep Bekteshi        | Durrës District Court              | no.143   | 26.4.2019  | 12.11.1993    |

|     |                       |                                    |        |           |                                     |
|-----|-----------------------|------------------------------------|--------|-----------|-------------------------------------|
| 11. | Sokol Binaj           | Court of Appeal for Serious Crimes | no.149 | 20.5.2019 | 15.08.1985-16.11.1990<br>20.02.2004 |
| 12. | Dhimitër Lara         | Court of Appeal for Serious Crimes | no.158 | 29.5.2019 | 01.10.1999                          |
| 13. | Margarita Buhali      | Court of Appeal Vlorë              | no.164 | 19.6.2019 | 01.10.2001                          |
| 14. | Klodiana Mema (Veizi) | Administrative Court Durrës        | no.165 | 21.6.2019 | 17.09.2004                          |
| 15. | Saida Dollani         | Court of Appeal for Serious Crimes | no.167 | 26.6.2019 | 24.11.1993                          |

The Council will include in this list during the quarterly planning for the start of the re-evaluation process, also the judges, who by 2020, will successfully pass the transitional re-evaluation process with a final decision.

In this list the Council considers not to include;

**a)** Judges who are its members, and specifically; 1. Judge Medi Bici, 2. Judge Ilir Toska, 3. Judge Brikena Ukperaj, 4. Judge Dritan Hallunaj, 5. Judge Marçela Shehu and 6. Judge Brunilda Kadi. The reason for not including these judges in the list is related to the fact that the evaluation of the current members of the HJC by the same Council would put them in an inappropriate position in terms of public perception and perception of other judges.

**b)** Judge Ardian Dvorani, member of the High Court. The reason for not including this judge in the list is related to the fact that during the evaluation period for which the grading is being made, which coincides with the transitional re-evaluation period, the member of the High Court has not been subject to ethical and professional evaluation. Previous legislation in force did not provide for the ethical and professional evaluation of members of the High Court.

**Secondly**, for the evaluation period 2017-2019, based on Articles 84 and 171/5 of Law no. 96/2016 “On the status of judges and prosecutors in the Republic of Albania”, as amended, Article 21/2 of Decision no. 263, dated 21.11.2019 “On the approval of the additional rules for ethical and professional evaluation of judges”, the list of judges to be evaluated in 2020, includes only those judges who have had on dt. 01 January 2017, not less than 3 years and not more than 15 years of professional experience.

The reason for such a limitation is related to the provisions of Article 84, paragraphs 1 and 2 of Law no. 96/2016 “On the status of judges and prosecutors in the Republic of Albania”, as amended, according to which: “...judges shall be evaluated once every three years, during the first fifteen years of professional

*experience, including the professional experience as assistant magistrate or seconded magistrate, and once every five years, after the first fifteen years of professional experience as a magistrate”.*

In the conditions when the evaluation period contained in this program is 3 years and includes the calendar years 2017, 2018, 2019, this list shall not include judges who have had more than 15 years of professional experience as of 01 January 2017, as for these judges the evaluation period shall be 5 years. The evaluation of the latter, according to the legal definition of Article 84/1 of Law 96/2016 shall begin in 2022.

This list includes the following judges:

**List II**

| <b>No</b> | <b>Judge</b>       | <b>Court</b>               | <b>Start of duty</b>                    | <b>Working years as of date 01.01.2017</b> |
|-----------|--------------------|----------------------------|---|--|
| 1.        | Adelajda Gjuzi     | Berat District Court       | 10.10.2012                              | 4 years and 2 months                       |
| 2.        | Diamela Goxha      | Berat District Court       | 10.10.2012                              | 4 years and 2 months                       |
| 3.        | Lutfije Celami     | Berat District Court       | 10.11.2011                              | 5 years and 1 month                        |
| 4.        | Matilda Llangozi   | Berat District Court       | 10.11.2011                              | 5 years and 1 month                        |
| 5.        | Rudina Palloj      | Berat District Court       | 10.11.2011                              | 5 years and 1 month                        |
| 6.        | Edvan Velçani      | Dibër District Court       | 10.11.2011                              | 5 years and 1 month                        |
| 7.        | Gilda Llabraj      | Dibër District Court       | 10.11.2011                              | 5 years and 1 month                        |
| 8.        | Mimoza Margjeka    | Durrës District Court      | 16.12.2004                              | 12 years                                   |
| 9.        | Petraq Çurri       | Durrës District Court      | 22.06.1992-<br>23.01.1993<br>05.04.2010 | 7 years and 6 months                       |
| 10.       | Enkelejda Kapedani | Elbasan District Court     | 21.10.2013                              | 3 years and 2 months                       |
| 11.       | Arta Burda         | Fier District Court        | 27.09.2010                              | 6 years and 3 months                       |
| 12.       | Ejona Lazellari    | Fier District Court        | 21.10.2013                              | 3 years and 2 months                       |
| 13.       | Igerta Bengu       | Fier District Court        | 27.09.2010                              | 6 years and 3 months                       |
| 14.       | Marsela Dervishi   | Fier District Court        | 10.10.2012                              | 4 years and 2 months                       |
| 15.       | Matilda Shalla     | Fier District Court        | 05.10.2007                              | 9 years and 2 months                       |
| 16.       | Olkeda Liçe        | Fier District Court        | 10.11.2011                              | 5 years and 1 months                       |
| 17.       | Taulant Banushi    | Fier District Court        | 21.10.2003                              | 13 years and 2 months                      |
| 18.       | Arben Dosti        | Gjirokastrë District Court | 21.10.2013                              | 3 years and 2 months                       |

|     |                         |                         |            |                       |
|-----|-------------------------|-------------------------|------------|-----------------------|
| 19. | Ariola Kristo           | Korça District Court    | 21.10.2002 | 14 years and 2 months |
| 20. | Flojera Davidhi         | Korça District Court    | 21.10.2013 | 3 years and 2 months  |
| 21. | Genti Dokollari         | Korça District Court    | 21.10.2013 | 3 years and 2 months  |
| 22. | Sonjela Voskopi         | Korça District Court    | 05.10.2007 | 9 years and 2 months  |
| 23. | Alma Kolgjoka Hoxha     | Kruja District Court    | 05.10.2007 | 9 years and 2 months  |
| 24. | Engjëllushe Tahiri      | Kruja District Court    | 07.01.2009 | 8 years               |
| 25. | Enkelejda Hoxha         | Kruja District Court    | 21.10.2003 | 13 years and 2 months |
| 26. | Alma Ahmeti Zhupa       | Kukës District Court    | 07.01.2009 | 8 years               |
| 27. | Aurel Arapi             | Kurbin District Court   | 21.10.2013 | 3 years and 2 months  |
| 28. | Artan Hajredinaj        | Lezha District Court    | 20.03.2007 | 9 years and 9 months  |
| 29. | Elsa Ulliri             | Lezha District Court    | 21.10.2013 | 3 years and 2 months  |
| 30. | Ornela Naqellari        | Lezha District Court    | 07.01.2009 | 8 years               |
| 31. | Esmeralda Çeka (Xhilli) | Lushnja District Court  | 05.10.2007 | 9 years and 2 months  |
| 32. | Zeta Terpollari         | Lushnja District Court  | 07.01.2009 | 8 years               |
| 33. | Dritan Hasani           | Përmet District Court   | 10.10.2012 | 4 years and 2 months  |
| 34. | Rezarta Aliu Paja       | Përmet District Court   | 07.01.2009 | 8 years               |
| 35. | Emona Muçi              | Pogradec District Court | 10.10.2012 | 4 years and 2 months  |
| 36. | Luljeta Topalli Kolonja | Pogradec District Court | 21.10.2002 | 14 years and 2 months |
| 37. | Enkeleda Doda           | Saranda District Court  | 21.10.2002 | 14 years and 2 months |
| 38. | Sokol Pina              | Saranda District Court  | 21.10.2013 | 3 years and 2 months  |
| 39. | Andri Ymeri             | Shkodra District Court  | 21.10.2003 | 13 years and 2 months |

|     |                  |                        |   |                        |
|-----|------------------|------------------------|---|------------------------|
| 40. | Arbër Çela       | Shkodra District Court | 27.09.2010                              | 6 years and 3 months   |
| 41. | Irida Kaçerja    | Shkodra District Court | 05.10.2007                              | 9 years and 2 months   |
| 42. | Luveda Dardha    | Shkodra District Court | 10.10.2012                              | 4 years and 2 months   |
| 43. | Sokol Shehu      | Shkodra District Court | 10.11.2011                              | 5 years and 1 month    |
| 44. | Alma Kodraliu    | Tirana District Court  | 07.01.2009                              | 8 years                |
| 45. | Anila Karanxha   | Tirana District Court  | 03.10.2005                              | 11 years and 2 months  |
| 46. | Antonela Prendi  | Tirana District Court  | 16.09.2004                              | 12 years and 3 months  |
| 47. | Arjan Aliaj      | Tirana District Court  | 21.12.2009                              | 7 years                |
| 48. | Ahmet Metaliaj   | Tirana District Court  | 08.02.1996-<br>25.05.1999<br>21.11.2016 | 3 years and 4 months   |
| 49. | Erjon Bani       | Tirana District Court  | 10.10.2012                              | 4 years and 2 months   |
| 50. | Ervin Pollozhani | Tirana District Court  | 03.10.2005                              | 11 years and 2 months  |
| 51. | Gerd Hoxha       | Tirana District Court  | 21.10.2002                              | 14 years and 2 months  |
| 52. | Irena Plaku      | Tirana District Court  | 27.09.2010                              | 6 years and 3 months   |
| 53. | Irena Hoxha      | Tirana District Court  | 18.02.2004                              | 12 years and 10 months |
| 54. | Juljan Haxhiu    | Tirana District Court  | 21.10.2002                              | 14 years and 2 months  |
| 55. | Klorinda Çela    | Tirana District Court  | 17.09.2004                              | 12 years and 3 months  |
| 56. | Kastriot Gramshi | Tirana District Court  | 04.09.1999-<br>27.09.2004<br>10.07.2014 | 7 years and 5 months   |
| 57. | Lazër Sallaku    | Tirana District Court  | 17.12.2007-<br>05.04.2010<br>05.04.2010 | 9 years and 8 months   |

|     |                       |                             |   |                       |
|-----|-----------------------|-----------------------------|---|-----------------------|
| 58. | Marinela Nuni Osmani  | Tirana District Court       | 16.09.2004                              | 12 years and 3 months |
| 59. | Manjola Xhaxho        | Tirana District Court       | 21.10.2002                              | 14 years and 2 months |
| 60. | Migena Laska          | Tirana District Court       | 04.10.2006                              | 10 years and 2 months |
| 61. | Neritan Cena          | Tirana District Court       | 17.09.2004                              | 12 years and 3 months |
| 62. | Tereza Merkaj Lani    | Tirana District Court       | 21.10.2003                              | 13 years and 2 months |
| 63. | Vjosa Zaimi Çela      | Tirana District Court       | 21.10.2002                              | 14 years and 2 months |
| 64. | Sokol Pasho           | Tirana District Court       | 30.08.1996-<br>19.09.2000<br>07.03.2016 | 4 years and 9 months  |
| 65. | Erjon Çela            | Tropoja District Court      | 10.11.2011                              | 5 years and 1 month   |
| 66. | Sami Ujkashi          | Tropoja District Court      | 01.07.1992-<br>08.05.1993<br>21.12.2010 | 7 years               |
| 67. | Arbana Selmanaj       | Vlora District Court        | 04.10.2006                              | 10 years and 2 months |
| 68. | Atalanta Zeqiraj      | Vlora District Court        | 21.10.2013                              | 3 years and 2 months  |
| 69. | Elona Mihali          | Vlora District Court        | 10.10.2012                              | 4 years and 2 months  |
| 70. | Ervin Trashë          | Vlora District Court        | 05.10.2007                              | 9 years and 2 months  |
| 71. | Laurent Fuçia         | Vlora District Court        | 27.09.2010                              | 6 years and 3 months  |
| 72. | Skënder Haluca        | Vlora District Court        | 23.08.1996-<br>25.05.1999<br>24.11.2011 | 8 years and 1 month   |
| 73. | Vjola Canaj           | Vlora District Court        | 03.10.2005                              | 11 years and 2 months |
| 74. | Bib Ndreca            | Serious Crimes Court        | 07.01.2009                              | 8 years               |
| 75. | Daniela Shirka        | Serious Crimes Court        | 21.10.2003                              | 13 years and 2 months |
| 76. | Marsela Balili        | Serious Crimes Court        | 04.09.1999-<br>02.12.2009               | 10 years and 3 months |
| 77. | Klodiana Mema (Veizi) | Durrës Administrative Court | 17.09.2004                              | 12 years and 3 months |



|     |                       |  |   |                       |
|-----|-----------------------|--|---|-----------------------|
| 78. | Elidon Papazisi       | Gjirokastër<br>Administrative<br>Court | 03.10.2005                              | 11 years and 2 months |
| 79. | Ramiz Lala            | Gjirokastër<br>Administrative<br>Court | 01.07.1994-<br>11.07.1998<br>24.11.2010 | 10 years and 1 month  |
| 80. | Sokol Ibi             | Korça<br>Administrative<br>Court       | 04.10.2006                              | 10 years and 2 months |
| 81. | Afërdita Maho         | Tirana<br>Administrative<br>Court      | 21.10.2003                              | 13 years and 2 months |
| 82. | Arbena Ahmeti         | Tirana<br>Administrative<br>Court      | 04.10.2006                              | 10 years and 2 months |
| 83. | Bezart Kaçkini        | Tirana<br>Administrative<br>Court      | 04.10.2006                              | 10 years and 2 months |
| 84. | Elda Vrioni           | Tirana<br>Administrative<br>Court      | 21.10.2002                              | 14 years and 2 months |
| 85. | Elvana Çiçolli        | Tirana<br>Administrative<br>Court      | 04.10.2006                              | 10 years and 2 months |
| 86. | Emiljano Ruli         | Tirana<br>Administrative<br>Court      | 03.10.2005                              | 11 years and 2 months |
| 87. | Enerjeta Deraj Shehaj | Tirana<br>Administrative<br>Court      | 05.10.2007                              | 9 years and 2 months  |
| 88. | Erarbër Madhi         | Tirana<br>Administrative<br>Court      | 17.09.2004                              | 12 years and 3 months |
| 89. | Eriol Roshi           | Tirana<br>Administrative<br>Court      | 03.10.2005                              | 11 years and 2 months |
| 90. | Gentian Hamiti        | Tirana<br>Administrative<br>Court      | 05.10.2007                              | 9 years and 2 months  |

|      |                  |   |            |                       |
|------|------------------|---|------------|-----------------------|
| 91.  | Gentian Medja    | Tirana<br>Administrative<br>Court           | 17.09.2004 | 12 years and 3 months |
| 92.  | Selvie Gjoçaj    | Tirana<br>Administrative<br>Court           | 04.10.2006 | 10 years and 2 months |
| 93.  | Gentiana Xhelili | Vlora<br>Administrative<br>Court            | 07.01.2009 | 8 years               |
| 94.  | Ken Dhima        | Vlora<br>Administrative<br>Court            | 21.10.2003 | 13 years and 2 months |
| 95.  | Altina Nasufi    | Administrative<br>Court of Appeal<br>Tirana | 21.10.2002 | 14 years and 2 months |
| 96.  | Bernina Kondi    | Administrative<br>Court of Appeal<br>Tirana | 21.10.2003 | 13 years and 2 months |
| 97.  | Anita Mici       | Court of Appeal<br>Durrës                   | 17.09.2004 | 12 years and 3 months |
| 98.  | Desart Avdulaj   | Court of Appeal<br>Durrës                   | 21.10.2003 | 13 years and 2 months |
| 99.  | Aleks Nikolli    | Court of Appeal<br>Shkodra                  | 21.10.2003 | 13 years and 2 months |
| 100. | Vojsava Osmanaj  | Court of Appeal<br>Shkodra                  | 05.10.2007 | 9 years and 2 months  |
| 101. | Andi Civici      | Court of Appeal<br>Tirana                   | 21.10.2002 | 14 years and 2 months |
| 102. | Asim Vokshi      | Court of Appeal<br>Tirana                   | 03.10.2005 | 11 years and 2 months |
| 103. | Elbana Lluri     | Court of Appeal<br>Tirana                   | 17.09.2004 | 12 years and 3 months |
| 104. | Fatmira Hajdari  | Court of Appeal<br>Tirana                   | 31.10.2003 | 13 years and 2 months |
| 105. | Fatri Islamaj    | Court of Appeal<br>Tirana                   | 03.10.2005 | 11 years and 2 months |
| 106. | Enton Dhimitri   | Court of Appeal<br>Gjirokastër              | 17.09.2004 | 12 years and 3 months |

The above list does not include judges who as of 01 January 2017 had not completed 3 years of professional experience. In the conditions when the evaluation programs are annual ones, these judges will be included in the evaluation program for subsequent years.

This list does not include Judge Rezarta Mataj, who has been serving as a judge since 05.10.2007, currently a judge in the Tirana Judicial District Court. By decision no. 45, dated 22.09.2017 of the former HCJ, she was granted unpaid parental leave until dt. 06/08/2020. In these circumstances, pursuant to Article 5, paragraph 4 of Decision no. 263 dated 21.11.2019 "On the approval of the additional rules for ethical and professional evaluation of judges", this judge cannot be evaluated for the period 01 January 2017 - 31 December 2019, since during this period she had performed her duty for less than one year.

**Regarding the quarterly planning for the start of the evaluation process** in Article 11, paragraph 1 of decision no. 263, dated 21.11.2019 "On the approval of the additional rules for ethical and professional evaluation of judges", it is stipulated that: *"The Council shall adopt, within November of each year, the annual programme of ethical and professional evaluations. The annual programme contains, to the extent possible, quarterly planning of individual evaluations, ensuring efficient organization of the evaluation procedures and facilitating the lot."*

Pursuant to the above provision, quarterly evaluation plans become part of the evaluation programme, to the extent possible. Taking into consideration the fact that this is the first evaluation programme after the establishment of the HJC, the situation of the courts due to the transitional re-evaluation process, vacancies that may be opened, requests for promotion or parallel transfer, specification of the human resources that will be involved in this process ... etc, the HJC deems that the quarterly evaluation plans will be approved by a separate Council decision, on the basis of which the evaluation process for each judge will begin.

**However, this program contains priorities for the quarterly planning for the start of the evaluation process, following this order:**

- 1) grading of judges who have successfully passed the transitional re-evaluation process by a final decision, according to List I, based on Article 23/a of Decision no. 263, dated 21.11.2019 "On the approval of the additional rules for the ethical and professional evaluation of judges";
- 2) prioritizing all evaluations under Articles 22 and 23/b of Decision no. 263, dated 21.11.2019 "On the approval of the additional rules for the ethical and professional evaluation of judges".
- 3) normal evaluation for the period 01 January 2017 – 31 December 2019 of all judges in List II, prioritizing:
  - a) judges who have successfully passed the transitional re-evaluation process by a final decision, according to List I, but who have not had more than 15 years of professional experience by 01 January 2017.
  - b) judges who will have not less than 7 years of professional experience by 01 January 2020 and who have no previous professional evaluation. The criterion for the period *"over 7 years of professional experience"* relates

to the criteria of professional experience for promotion to the court of appeal. Meanwhile, the criterion “*have no previous professional evaluation*” allows for setting all judges on an equal position, to the extent possible.

- c) judges who will have not less than 7 years of professional experience by 01 January 2020 and who have a previous professional evaluation in order to make a second real and timely evaluation for these judges;
- d) judges who will have less than 7 years of professional experience by 01 January 2020 and who have no evaluation;
- e) all other judges remaining from the general list.

Adoption of this ambitious HJC program, especially for the Committee responsible for the evaluations, carries the risk of non-completion of all evaluations within 2020, because despite the unknown number of judges who will be running for lateral transfer or promotion, the pace of the re-evaluation process, the need to fill in vacancies through lateral transfers or promotions and the election of court chairpersons, it is likely to have an increased number of ethical-professional evaluation subjects. However, in the event that all evaluations are not completed within 2020, they will be dealt with priority in the following year.

This decision shall enter into force on the date of its publication on the Council’s official website.

#### **Ethics and Professional Evaluation Committee**

