Continuous judicial education is essential for the Judiciary to fulfils its mandate to the public and its stakeholders to deliver justice in an effective and efficient manner, while sustaining public trust and confidence. It is out of this necessity that the Judicial Education Institute of Trinidad and Tobago (JEITT) was created – a distinct but integral part of the Judiciary, committed to the establishment’s core objective: the administration and achievement of justice.

In each of its training programmes and lectures, the JEITT operates with the following Mission Statement in mind: To promote excellence in the administration of justice in the Republic of Trinidad and Tobago through continuous training and development of Judges, other judicial officers and non-judicial staff attached to the Judiciary. The training and development programmes delivered are the hallmark of the Institute as it strives to improve the functioning and competence of the Judiciary and its judicial officers, keeping all au courant with changes that may influence the Judiciary’s operations. Focusing on the vision “Transformation through Education,” the JEITT facilitates the objective of the Judiciary becoming a high-performing, professional organisation.
At the Opening of the 2017-2018 Law term, The Honourable The Chief Justice Mr. Justice Ivor Archie O.R.T.T., referenced the three above terms as core elements in the current fashioned of the Judiciary of the Republic of Trinidad and Tobago. It is within this exciting time of institutional fine-tuning and progression that I have eagerly embraced my newly appointed role as the Judicial Educator of the Judicial Education Institute of Trinidad and Tobago (JEITT). Having emerged from a cross-disciplinary educational background in the fields of the Social Sciences and Humanities, it has been an enjoyable journey coalescing my academic research orientations with that of the judicial field; a discipline governed by its own innovative modes of investigation and inquiry. What may have been interpreted by the professional bystander as an odd pairing, has created an opportunity to demonstrate how significant all fields of training are in the shaping of holistic approaches to societal development, even more so to the fair administration of justice.

In keeping with these sentiments, the JEITT adopted as its mandate for this term, the humanizing of the law and its implementation. Through the provision of tailored training, Judges and Judicial Officers have been provided with the opportunity to interrogate the complexities of intersectionality, exploring the correlation of various factors that daily impact upon the effecting of justice on our twin isle. In the last few months, we have spearheaded the establishment of the Gender Protocol Committee with the aims of completing the “Gender Protocol for Judges and Magistrates”, hosted The Judicial Dialogue funded by U-RAP alongside the co-hosted UN Women's Train the Trainer. Both regional and local judges in attendance spoke passionately about the significance of said sessions and how each one addressed how implicit biases innocently sneak into the space of the courtroom. This many times emerging as an outgrowth of traumatic colonial experiences. These exciting interactive sessions ensured the co-creation of knowledge alongside the building of new skills and engagements that will without a doubt positively contribute to best practices for all Judges and Judicial Officers present.
The Institute also had the distinguished honour of partnering with the Caribbean Court of Justice to host Professor Sarah Derrington, a specialist in the field of Maritime Law. This created an environment for further dialogue on issues impacting the navigable waters within our region. The Judicial Education Institute expanded its scope even further by ensuring the successful execution of the Orientation to Court Processes Course for employees within the Judiciary. Both instructive in nature, these events indubitably contributed to the enhancement of the competencies of persons involved. I am certain that participants are now functioning from a place of greater understanding in their respective fields.

As we embrace the New Year and Law Term with the deepest of anticipations, the JEITT continues to strive to maintain a spirit of excellence, an Institution driven on the principles of adult learning as well as embracing a sensitivity to the heartbeat of our society. While not always publicly visible, it is our genuine desire that our impact is felt not only within our Institutional walls but throughout the land of our beautiful nation of Trinidad and Tobago. We hope that you will join us on this journey as we continue to strive towards Transformation through Education.

Imagine the possibilities!

Best wishes for 2018.

Dr Charisa-Marie Alexis-François

"Education is the most powerful weapon which you can use to change the world."
Nelson Mandela

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2016-2017 Highlights

**September 2016**
Photography and Videography Training

**October 2016**
Super Clarity in Judgement Writing - Part II
Basic Court Paralegal Training

**November 2016**
Criminal Procedure Rules Training
Super Clarity in Judgement Writing
Commonwealth Judicial Education Institute bi-annual Conference

**December 2017**
How We Can End Gender Violence in Our Lifetime

**January 2017**
Court of Appeal Half Day Session

**March 2017**
Cardiopulmonary Resuscitation (CPR) Training

**April 2017**
CAU Continuing Education Seminar
Magistrates' Half Day Session
Court of Appeal Half Day Session

**May 2017**
Continuing Education Seminar - Fostering and Maintaining Public Trust and Confidence in the Judiciary of Trinidad and Tobago
Part One of the Train the Trainer workshop on Gender Sensitive Adjudication was held at The Judicial Education Institute of Trinidad and Tobago on the 23rd and 24th November 2017. Participants included both Judicial and non-Judicial officers from Trinidad and Tobago as well as Judicial Officers from Barbados and Guyana.

The two-day session involved a number of fun and interactive activities which kept participants engaged and excited in an effort to make the topic of gender come alive.

The two modules covered over the two day session included Ensuring Access to Justice-What’s Gender got to do with it? and International Standards and Gender Equality.

During the first day participants were invited to consider the topics of Intersectionality and Bias, Gender and Judicial Decision Making, and were introduced to the key elements of organising effective judicial education.

On the second day of the workshop participants were exposed to training on the relevant international frameworks that address gender equality and how to apply international standards to domestic law. Another topic addressed included Access to Justice and CEDAW which sought to equip participants with the necessary tools to identify and apply the core principles for ensuring effective realization of gender equality.

Parts Two and Three of the Train the Trainer are carded to take place in early 2018.
Background

Employee Orientation Programmes play a critical role in the process of employee engagement and socialisation in many organisations around the globe. These courses can best be described as “the planned introduction of new employees to their jobs, their co-workers, and the culture of the organization” (Blackwell, 1997). Researchers have found that successful new orientation programs assist employees in becoming familiar with their organizational environment (Robinson, 1998), encourages high levels of job satisfaction (Gates & Hellweg, 1989), and aids in the employee’s job enrichment and morale solidification (Kanouse & Warihay, 1980). The implementation of said programmes are therefore essential to organisational best practice.

The Orientation to Court Processes (OTCP) course was developed in 1998 with the aim of equipping staff within the Judiciary of the Republic of Trinidad and Tobago to carry out their respective functions and responsibilities. In keeping with this trend of organisational excellence, the Judicial Education Institute of Trinidad and Tobago (JEITT) under the purview of the Judiciary offered the first level of this training from the 11th November – 2nd December 2017. In its entirety, this program comprises of three levels namely, The Orientation to Court Processes (OTCP), The Basic Court Paralegal Course and The Advanced Court Paralegal Course. Interestingly, the qualifications that result from the respective levels of training are also prerequisites for certain job portfolios and internal promotions, a feature that makes the Judiciary’s Orientation Programme quite unique.

The Planning Phase

The Basic and Advanced Court Paralegal courses were offered in 2015 and 2016, respectively, contrariwise, the OTCP had not been offered to employees for quite some time. With a forceful demand for the programme, the JEITT in collaboration with the Human Resource Unit of the Judiciary ascended to the challenge of conducting said training within a very limited time-frame. Needless to say, it was quite a daunting task, however, the team aimed to execute with the highest level of professionalism.
Over the course of one month, we sourced engaging facilitators, external service providers and support staff to ensure that the course could be offered to as many participants as possible. With a commitment to inclusion, video-recordings of each session were made available on the Friday of the following week to accommodate members of the Seventh Day Adventist Community, a consideration that was appreciated by all. With the recent culmination of the Trinidad leg of the programme, the JEITT is currently in the process of preparing for the rollout of the Orientation to Court Processes Course in Tobago for the first Quarter of 2018.

The Challenges

After lengthy meetings and intense strategic planning sessions, the JEITT was certain that the OTCP was rearing and ready to go. Unfortunately, after one week of training, we were hit with the boulder of financial restrictions. As the old adage says, “Anything that can go wrong will go wrong.” Many of the original plans and inclusions had to now be re-evaluated and in some cases removed altogether. Fortuitously, the JEITT Team was able to adjust to the inevitable changes. Participants in the course were very co-operative and understanding of the various challenges and continued to remain engaged in the midst of setbacks. The JEITT team was without a doubt extremely grateful for their can-do attitude and accommodating disposition, this made the snags much easier to bare.

The Experience

The Orientation to Court Processes course while academically rigorous in nature proved to have many interpersonal benefits. This forum provided the perfect opportunity to bring people together from various sectors of the Judiciary in a way that casual greetings in the Hall of Justice foyers could never do. The mid-session and lunch breaks facilitated warm interactions with informative conversations about employee roles and responsibilities. The exciting talks also brought hearty banter and laughter that could cure a heavy heart. Overall, participants were provided with a wonderful occasion to socialize, network and expand their knowledge of their professional environment. The JEITT was pleased to be a part of this process that will without reservation propel all members of the Judiciary of the Republic of Trinidad and Tobago toward greater professional credentials, and personal empowerment.
The Orientation to Court Processes Course has given me the opportunity to grasp a wide knowledge to interpret, analyze and understand the concept of the Judiciary in the manner in which it works. I'm grateful for being a part of this course, as it was very interesting, and fully informative.

The session in which Master Simone Hosein lectured, "The Probate Process" was the most academically stimulating session as it was very fascinating and productive. This is so, because the legal term "Probate" has a significant role, as it obtains justice for everyone.

There is nothing to improve, except to continue to inspire us! Great job and well done!
I now understand so much more about the different departments within the Judiciary and the elaborate processes that take place in each unit/department. I can safely say I am now a smarter more informed Judicial worker.

To me, the most academically stimulating session was "The Petty Civil Court In Action" which was hosted by Mme Justice Quinlan-Williams. I say so because I and like so many others---do not have an idea what really goes on in the said court. I have always wanted to know if not all, most of the processes within that court. I now know what is an Ordinary Summons among other things.

To me the overall delivery was excellent; except some of the slides were barely legible both on screen and on printed paper. Each presenter had their own unique style which I believe was well appreciated by all.

The Orientation to the Court Processes Course has allowed for a better understanding and appreciation towards the roles and functions that make up the various court systems that adds to the holistic representation of the Judiciary. Staff get an appreciation of how important their duties are in ensuring that the delivery of Justice is done in a timely, efficient and effective manner.

Most academically stimulating course was based on Family Court. The growth and expansion taking place within the Family and Children Division, in relation to the addition of problem solving courts such as the children division and different services available to the public were very interesting to learn. The development and implementation of the FCD shows the public the Judiciary determination in finding ways of combating present day conflicts and societal issues.
New JEITT E-books

The Consolidated Civil Proceedings Rules 2016 includes the Civil Proceedings Rules 1998 (CPR), with all updates and amendments up to January 2017, as well as those cases with written decisions relevant to the CPR, primarily from January 2005–May 2016.

Exploring the Role of the CPR Judge is a companion booklet to the Consolidated Civil Proceedings Rules 2016. It explores the fundamental underpinnings of the role of the Civil Proceedings Rules 1998 (CPR) Judge, as well as the role of the CPR Judge at different stages of the civil Supreme Court process and in different circumstances.

The Guidelines for Judicial Research Counsel, modelled after the Statements of Principle and Guidelines for Judicial Conduct, outlines the core judicial values for all Judicial Research Counsel assigned to the judges, masters, registrars and magistrates.

The Statements of Principle and Guidelines for Judicial Conduct highlights the core judicial values for our nation’s judges, masters, registrars, magistrates, all judicial officers, and the public.
The Judicial Education Institute of Trinidad and Tobago (JEITT), The University of the West Indies Rights Advocacy Programme (U-RAP), Pan Caribbean Partnership Against HIV/AIDS (PANCAP), the University of the West Indies (UWI), and the Institute of Gender and Development Studies (IGDS) came together to host a two-day conference held on November 30th and December 1st on Equality for All in the Administration of Justice. Facilitated by Tracy Robinson, Dr. Arif Bulkan, Justice Peter Jamadar, and with contributors such as Professor Rose-Marie Belle Antoine, Dr Dylan Kerrigan, and Dr Celia Blake, the dialogue was profound!

The Caribbean Judicial Dialogue was a pioneering programme for Judicial Officers from the Bahamas, Jamaica, Barbados, the Organisation of Eastern Caribbean States, and Trinidad and Tobago to explore and deconstruct biases which affect judicial decision making. Biases against those in vulnerable groups – the LGBTQI community, HIV/AIDS community, Sex Work community, and at-risk groups like those of lower social status and who face gender discrimination – were examined at length and the experiences of members of the communities were engaged. Moreover, Procedural Fairness research from the JEITT launched multiple discussions about the court user experience in Trinidad and Tobago and springboarded the regional Judicial Officers to examine the same in their local courts.

Throughout the dialogue, the co-construction of knowledge allowed for the creation of new and inventive techniques to combat the inequities that are experienced by court users. The lack of court user participation due to intimidation or inadequate judicial guidance, ensuring court users’ trust, treating court users respectfully, and ensuring adequate information and understanding are enjoyed were among the issues which the Judicial Officers explored and for which they derived remedies.

After each day of hard work examining their judicial practice and how their perceptions and biases affect such, participants enjoyed a relaxing evening of music and powerful spoken word while sharing in each other’s company. Karaoke was a hit! But after the two days, it’s certain that songs of fairness, trust, and confidence will echo through the halls of the courts across the Caribbean!

The JEITT looks forward to continued partnerships with U-RAP, PANCAP, UWI, and IGDS to ensure that this dialogue continues to grow into greater intensities and that there is always equality in the administration of justice.
The Judicial Education Institute of Trinidad and Tobago in collaboration with the Caribbean Court of Justice Academy for Law hosted a guest lecture entitled “Admiralty Jurisdiction in the Caribbean” on the 14th November 2017. The session was conducted by expert in the field Professor Sarah Derrington. Through the support of Jurist Project, the Port of Spain lecture engaged 25 Judges from the Southern Caribbean region.

Prof Sarah Derrington currently serves as the Dean and Head of the TC Bernie School of Law, University of Queensland, and stands as a global authority in the field of admiralty jurisdiction and practice, the carriage of goods by sea and marine insurance. The lecture provided an opportunity for Caribbean Judges to share and exchange ideas on critical issues of Maritime Law occurring in the Caribbean Seas. Participants were able to share information and experiences since the relevant areas of international maritime law, including the law of the sea, marine environmental law and shipping law differ across the Caribbean region.
UPCOMING EVENTS & PUBLICATIONS

EVENTS

Judicial Research Counsel Orientation
Oral and Written Decision Making Workshop
Stress Awareness Workshop
Maximum Sentence Indication Training
Entry to Basic Court Processes Course Exam
Registrar and Assistant Registrar Orientation
Group Half-day Sessions
JEITT Community Outreach Dialogue
Continuing Education Seminar 2018

PUBLICATIONS

Sentencing Handbook 2016
The Rule of Law v Ruling By Laws: Promoting Development in Caribbean Societies (Distinguished Jurist Lecture 2017)
The Law Around Us
Procedural Fairness Research Report
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