

ACTIVITY FINAL REPORT

Activity implemented through Norwegian Financial Mechanism 2014-2021 / Fund for Bilateral Relations

Grant Agreement number:	KLASA: 910-02/19-01/42, URBROJ: 514-03-01-02-02/1-19-03						
Activity / Project title:	Revising the methodology of judges' performance						
Applicant:	Directorate for Organisation of Judiciary, Ministry of Justice, Public Administration and Digital Transformation						
Activity / Project leader (name and contact):	Martina Vrdoljak Ulica grada Vukovara 49, 10 000 Zagreb martina.vrdoljak@mpudt.hr						
Activity / Project Partner and contact person:	<ol style="list-style-type: none"> 1. Norwegian Courts Administration Iwar Arnstad, Head of International Secretariat 2. State Judicial Council Darko Milković, president 						
Eligible amount:							
Start / End date of the Project/ Activity	MM	DD	YYYY	to	MM	DD	YYYY
	03	01	2022		04	30	2024
	(as stated in the Grant Agreement / Addendum)						
Reporting to:	Program Operator						

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1. MAIN RESULTS ACHIEVED

INDICATORS			
Indicator (Expected Outcomes and Outputs) ¹	Target value	Achievement/s to date	Progress to date towards achieving indicator
Analysis of existing system of evaluation of judges' performance	Yes	Yes	Elaboration of an analysis of the existing system of evaluation of judge's performance is finalized.
Comparative analysis study of evaluation of the performance of judges in three EU member states	Yes	Yes	Comparative analysis study of evaluation of judge's performance in three EU member states is finalized.
Recommendations for improving the methodology of the evaluation of judges' performance	Yes	Yes	The recommendations for improving the methodology of the evaluation of judges' performance have been adopted.

2. MEDIA AND COMMUNICATION ACTIVITIES

INFORMATION AND PUBLICITY MEASURES (carried out DURING THIS REPORTING PERIOD)							
Type of Media	Description	Eligible Value ² (VAT excluded)	Visual ID ³ used (Y / N)	Quantity (designed)	Frequency of appearance / distribution ⁴ (use whole numbers only, e.g. 5)	Period of appearance / distribution	
						From	To
Print Media	The Publication	5.800,00	Y	110		Q1-2024	Q1-2024
	Description	Eligible Value	Visual ID used (Y / N)	Quantity (produced)	Frequency of airing (use whole	Period of airing	
						From	To

¹ List the indicators (both outcome and output) as indicated in the Activity Application Form annexed to the Contract.

² Eligible value comprises of Grants share + National co-financing share (if applicable).

³ Visual ID means the logo of the EEA/Norway Grants, the flag of Croatia and the co-financing statement.

⁴ The number of times the publicity measure appeared on the chosen medium.

		(excluding VAT)			numbers only, e.g. 5)		
Audio-Visual Mass Media							
	Description	Eligible Value (excluding VAT)	Visual ID used (Y / N)	Quantity (produced)	Total distributed (use whole numbers only, e.g. 5)	Period of distribution	
						From	To
Promotional Material (e.g. CDs, DVDs, bags, pencils, mugs, etc)	Baskpack Smart watch	12.967,63	Y	127		Q4-2023	Q4-2023
	USB cable Notebook Pencil	943,12	Y	50		Q1-2024	Q1-2024
	Tie (6) Bag (30) A Scarf (4)	1.422,50	N	40		Q1-2024	Q1-2024
	Description	Eligible Value (excluding VAT)	Visual ID used (Y / N)	Quantity (set up)	Total hits / likes / subscribers (use whole numbers only, e.g. 5)	Period of presence	
						From	To
Online Presence	Dedicated activity webpage (Compulsory for activities with value over €50,000)						
	Dedicated activity website	https://mpu.dt.gov.hr/is/taknute-teme-11/projekti/norveski-financijski-mehanizam/revikiranje-%E2%80%93-metodologij-e-evaluacije-rada-sudaca/22072				01/03/2022	30/04/2024
	Page / Group on Social Network						

	Description	Eligible Value (excluding VAT)	Visual ID used (Y / N)	Quantity (designed)	Total number of locations (use whole numbers only, e.g. 5)	Period of appearance	
						From	To
Signage	Billboard						
	Plaque	82,54	Y	1	3	01/03/2022	30/04/2024
	Stickers						
	Poster						
	Other						
	Name of Event	Eligible Value (excluding VAT)	Visual ID used (Y / N)	Number of attendees	Brief description of event	Date of event	
						(From)	(To)
Information Activities	First conference		Y	200	Project Opening - notification to interested participants.	Q1-2022.	Q1-2022.
	Final conference		Y	105	Project closure - presenting results of the activities.	Q3-2023	Q3-2023
	Closure meeting of stakeholders		y	26	Review of the results of the project.	Q1-2024	Q1-2024

3. FINANCE REPORT

FINANCIAL PROGRESS				
Planned / Actual Expenditure				
	Planned		Actual	
	Total	%	Total	%
Eligible expenditure	397.840,00 EUR	100%	195.762,02 EUR	49,21%
Non-eligible expenditure				
Total Expenditure	397.840,00 EUR	100%	195.762,02 EUR	49,21%

Planned / Actual Expenditure by Component <i>[Add a separate table for each component]</i>				
COMPONENT 1: Analysis of existing system of evaluation of judges performance				
Insert name of call/tender as per Grant Agreement / Addendum (if applicable)	Planned		Actual	
	Total	%	Total	%
Conference/initial meeting with relevant stakeholders	6.210,00	1,56%	545,62	0,13%
Analysis of existing system of evaluation of judges' performance	Eligible expenditure			
	Non-eligible expenditure			
	5.000,00	1,25%	0,00	0%

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NCA expert cost (fees, travel, accommodation, per diem)	Eligible expenditure	1.500,00	0,37%	997,81	0,25%
	Non-eligible expenditure				
TOTAL EXPENDITURE		12.710,00	3,19%	1.543,43	0,38%

Planned / Actual Expenditure by Component [Add a separate table for each component]

COMPONENT 2: Comparative analysis study of evaluation of judges performance in three EU member states

Insert name of call/tender as per Grant Agreement / Addendum (if applicable)	Planned			Actual		
	Total	%	Total	%	Total	%
Study visit to Austria	18.520,00	4,65%	7.975,00	4,65%	7.975,00	2,00%
Study visit to Netherland	16.040,00	4,03%	10.633,65	4,03%	10.633,65	2,67%
Study visit to Portugal	21.040,00	5,28%	15.096,63	5,28%	15.096,63	3,79%
Comparative analysis study of evaluation of the performance of judges in three EU member states	29.560,00	7,43%	10.954,09	7,43%	10.954,09	2,75%
NCA expert cost (fees, travel, accommodation, per diem)	Non-eligible expenditure					
	Eligible expenditure	20.000,00	5,02%	15.341,95	5,02%	3,85%
TOTAL EXPENDITURE	105.160,00	26,43%	60.001,32	26,43%	60.001,32	15,08%

Planned / Actual Expenditure by Component <i>[Add a separate table for each component]</i>					
COMPONENT 3: Recommendations for improving the methodology of the evaluation of judges' performance					
Insert name of call/tender as per Grant Agreement / Addendum (if applicable)	Planned		Actual		%
	Total	%	Total	%	
Meetings with relevant stake holders	400,00	0,10	0,00	0%	
Recommendations for improving the methodology of the evaluation of judges' performance	Eligible expenditure				
	Non-eligible expenditure				
Final conference	25.000,00	6,28%	15.995,28	4,02%	
	Non-eligible expenditure				
NCA expert cost (fees, travel, accommodation, per diem for Final conference)	62.460,00	15,69%	51.428,02	12,92%	
	Non-eligible expenditure				
Specification of adopted recommendations and promotional materials including English translation	8.600,00	2,16%	0,00	0%	
	Non-eligible expenditure				
Professional article with reference to the project published	15.000,00	3,77%	7.393,75	1,85%	
	Non-eligible expenditure				
Closure meeting of stakeholders (review of the	15.000,00	3,77%	0,00	0%	
	Non-eligible expenditure				
	20.000,00	5,03%	15.380,14	3,87%	
	Non-eligible expenditure				

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results of the project)						
NCA expert cost (fees, travel, accomodation, per diem for WG meetings for 2 meetings in person and two meetings via VC)	7.720,00	1,94%	0,00			0%
Non-eligible expenditure						
TOTAL EXPENDITURE	154.180,00	38,75%	90.197,19			22,67%

Planned / Actual Expenditure by Component (Add a separate table for each component)						
COMPONENT 4: Additional activities						
Insert name of call/tender as per Grant Agreement / Addendum (if applicable)	Planned		Actual			
	Total	%	Total	%		
Translation of reports/outcomes of Activity 2. and 3.	17.948	4,51%	1.583,90	0,39%		
Additional activities to be defined during implementation according to the CN	29.780	7,48%	0,00	0%		
TOTAL EXPENDITURE	47.728,00	11,99%	1.583,90	0,39%		

Planned / Actual Expenditure by Component <i>[Add a separate table for each component]</i>					
COMPONENT 5: Project management					
Insert name of call/tender as per Grant Agreement / Addendum (if applicable)	Planned		Actual		%
	Total	%	Total	%	
NCA project coordinator salary	15.546,00	3,90%	12.952,38		3,25%
NCA project coordinator travel, accommodation and per diems	2.000,00	0,50%	858,81		0,21%
PP staff salary	29.600,00	7,44%	25.176,39		6,32%
Contingencies	25.780,00	6,47%	0,00		0%
TOTAL EXPENDITURE	72.926,00	18,33%	38.987,58		9,79%

Planned / Actual Expenditure by Component <i>[Add a separate table for each component]</i>					
COMPONENT 5: Indirect costs					
Insert name of call/tender as per Grant Agreement /	Planned		Actual		%
	Total	%	Total	%	

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Addendum (if applicable)	Total		%	
	Total	%	Total	%
NCA staff (project coordinator and experts) - indirect costs - calculation based on direct costs of NCA staff in PDP1, PDP3 and PDP4 (5%)	5.136,00	1,29%	3.448,60	0,86%
TOTAL EXPENDITURE	5.1361,29	1,29%	3.448,60	0,86%

Brief description of actual financial progress versus plan

Compared to the planned budget, it is pointed out that the project was spent less than planned. This was mainly due to the fact that the project lasted during the state of emergency caused by THE COVID-19 virus. For some of the planned activities, the planned amount was not spent as it was not possible to organise live meetings.

During the project period, a small part of the budget was modified in order to repurpose the amounts from individual items in order to successfully implement the planned activities.

4. HORIZONTAL ISSUES

ISSUE	NOT OR INSIGNIFICANTLY PART OF THE ACTIVITY	IMPORTANT PART OF THE ACTIVITY	FUNDAMENTAL TO THE ACTIVITY
Sustainable development - environmental	X		
Sustainable development - economic	X		
Sustainable development - social		X	
Gender equality		X	
Good Governance			X
Bilateral Relations - Iceland	X		
Bilateral Relations - Liechtenstein	X		
Bilateral Relations - Norway			X

5. FINAL REMARKS

Summary

The project "Revising the methodology of evaluation of judges' performance" was successfully completed. All project activities were fully implemented as planned. The main objective of the project was to improve the system of evaluation of judges performance in the Republic of Croatia and that objective was achieved. Recommendations for improving the system for evaluation judges performance have been adopted. The recommendations were accepted by the project partner State Judicial Council of the Republic of Croatia. A procedure is under way to amend the Methodology for assessing the performance of judicial duties.

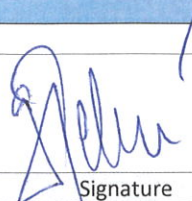

General conditions and post-completion obligations

Monitoring the effects of the modification of the Methodology for assessing the performance of judicial duties.

Lessons learned and recommendations

The main conclusion after the completion of the project is that is necessary to maintain the existing solutions that are adapted to Croatian system, mentality and historical heritage, and not to introduce new informal solutions that are not applicable in current conditions since they would very quickly jeopardise the achieved standards and principle of objectivity. However, as there were some gaps and ambiguities that raised doubts in practice, these addenda sought to improve the assessment system so far with recommendations to regulate a fair, efficient and objective system for the evaluation of judges. Although the work of judges cannot literally be reduced to figures, in this way the entire work of judges was tried in the best and most objective way, balancing the evaluation of quantity and quality and other circumstances and facts showing the work of judges, in order to ensure transparency and objectivity in the advancement of judges and the appointment of court presidents.

ENDORSEMENTS

Activity Leader	
Luca Grgić-Petrović, Deputy of the Project Leader	
Name in Block Letters	Signature
Designation	28. June 2024. Date
Responsible person	
Juro Martinović, State Secretary	
Name in Block Letters	Signature
Head of PO	JULY 12, 2024
Designation	Date

