



# CBT Project: Village Court Officials and Land Mediators: PNG

**Jenny Grainger:** Associate, Competency International Ltd

June 2016





# Overview

- Phase 1: Competency Framework Development
- Phase 2: Competency Validation and Training Needs Analysis
- Phase 3: Programme Development
- Phase 4: Trainer Upskill Programme
- Phase 5: Pilot and Evaluation



# Phase 1: Competency Framework

Day in the life of....

What are the work activities you do on a daily, weekly, monthly basis?

What do you have to know to do these activities well?

What skills do you need to do these activities well?

What resources do you need to do these activities well?







# VC Magistrate Competencies

Comply with legislation

Be professional

Teamwork

Communicate effectively

Plan work & manage resources

Carry out duties

Build & maintain relationships

Support or train others

Manage risk





# VCM: Comply with legislation competency

Use legislation correctly

Consider human rights

Apply restorative justice

Apply custom







# Phase 2: Competency Validation and TNA





# Competency Validation and TNA

Use the correct legislation, regulations, policies and procedures for specific circumstances

This is:	<input type="checkbox"/>	Tick	I need training:	<input type="checkbox"/>
Very important	<input type="checkbox"/>		Yes	<input type="checkbox"/>
Quite important	<input type="checkbox"/>		Maybe	<input type="checkbox"/>
Not important	<input type="checkbox"/>		No	<input type="checkbox"/>





# Phase 3: Programme Development



- b) A warrant of execution is issued if the accused fails to comply to the court order. This warrant is issued by the court to get any item/property from the accused to the value of the court order.
- c) If the accused also do not honour the warrant of execution, the court then issues a warrant of arrest for the accused to be locked up at the police cells.
- d) The accused is then issued a imprisonment order to serve prison for weeks or months according to the value of the offence committed.
- ③ How do I lead a team of village court officials?
- Support all team members to do their job.
  - (a) For all to come up with a fair and reasonable decision to suit the nature of the complaint.





# Modules

Module 1: Ethics for VCO and Land Mediators

Module 2: Teamwork, leadership and capacity building

Module 3: Conflict, risk and hazard management

Module 4: Skills for Land Mediators

Module 5: The roles and function of the Village Court

Module 6: Communication, counselling and mediation skills

Module 7: Carrying out Village Court duties



# Phase 4: Trainer Upskill Programme





# Phase 5: Pilot





# Evaluation

- Feedback from the learners
- Feedback from the trainers



# Thank you

