



**Annual Report on Activity
of the Judicial Academy
of the Slovak Republic in 2009**



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1. Intercession of the Academy Director – Dr. Peter Hulla

Dear ladies, gentlemen, colleges,

another year full of work, unique events and irreplaceable experience passed by and ahead of us there is a task to balance and evaluate as objectively as possible. In your hands you have an annual report on activity of the Judicial Academy of the Slovak Republic for the year 2009, the fifth one during the existence of this institution.

When the Judicial Academy started performing its activity in 2004 it was the first step on a long way in the field of initial as well as continuous education of our target groups. Today we can say that this process of creation and building-up of educational institution with particular competencies and uniqueness within Slovakia has been crowned. Such as many experts evaluate the five-year membership of the Slovak Republic in the European Union, it is also appropriate to look around the five-year existence of the Academy that became an undivided part of legal life. From the initial distrust and several complications in solving of personnel as well as material matters, Academy gradually began to reach more solid place in the system. Progressively we gained a respect and honour among the legal community and our target group. The completion of this stabilisation period and building-up of the Academy was doubtless the international conference organized on occasion of the 5th anniversary of the Academy focused on the issue of Law Enforceability in the Slovak Republic. Another significant accompanying event was the meeting of leaders of our partner educational institutions within the Visegrad Four countries.

In 2008 I was similarly addressing to the professional legal public and readers through the Annual Report, however I find 2009 as a year of major changes, dynamics, number of existential problems caused by the impacts of economic crisis in Slovakia, on the other hand also as a year of success in the field of the international cooperation and staffing within the law departments of the Academy.

Previous year brought a significant amendment to the Act on Judicial Academy that also broadened competencies of the supreme body – the Board of the Academy, as well as the scope of activities itself, more precisely the activities of the Academy. The amendment enables us to perform publishing activity that we used in 2009 and thus we can present ourselves with two conference proceedings from the conferences focused on law enforceability in the Slovak Republic and executory law – its legislation intent.

As well as the membership in the European Union brought many positives in live of our country, the Academy brought innovations in the field of education of judicial public through its activities and its endeavour to improve the provided services. I have to mention the project implementations that have financially eased our budget allocated by the Ministry of Justice of the Slovak Republic. Thanks to the implementation of such projects Academy organized few conferences, seminars with the international participation too. It also improved the conditions provided via its web portal,

e.g. legal electronic services (electronic legal code, legal literature, legal journals) and through its own electronic library.

Five years in life of institution may seem as a sufficient time to evaluate the significance of its existence and realization of its tasks and objectives, however compared to more experienced partners of the European Union, we are still like a small child that needs and especially wants to develop, to find new inspirations and experience. I am positive that justifiability of the Academy and debates on this topic are already behind us as evidenced also by this submitted Annual Report on activity of the Judicial Academy of the Slovak Republic in 2009.

2. Intercession of the Chairman of the Board –

Dr. Pavol Toman

Dear colleagues,

let me please begin by expressing my honest gratitude from my personal position as well as on behalf of all the members of the Academy Board to all of you for cooperation, help and goodwill, through which you contributed to the successful and rather rich activity of the Judicial Academy of the Slovak Republic during the last year 2009.

Within the actual existence of the Academy I find year 2009 much more significant and specific in comparison to other years. On one hand, a newly created Board of the Academy started performing its activity in April 2009 and moreover in the middle of the year we celebrated - solemnly but also through work – the 5th anniversary of the Judicial Academy, at two-day conference focused on law enforceability in the Slovak Republic with the participation of significant national as well as foreign guests.

More important all-society and particular problems and circumstances that remarkably influenced our activity need to be considered when evaluating the Academy activities. In the framework of current global economic crisis even our organization did not avoid many complicated issues and challenges that needed to be duly responded and timely solved.

In spite of these circumstances as well as quite short-term activity of the new Board of the Academy let me please claim that through this short period we managed to do a lot of useful and beneficial work. Several long-prepared subjects were changed into the concrete results and we succeeded in approving of significant documents for our particular activity, but most of all in enforcing of approval of the amendment to the Act on Judicial Academy. This amendment brought expected positive results, because it not only broadened and strengthened our competences but furthermore extended our possibilities particularly in the publishing activity.

On behalf of the Board of the Judicial Academy I would like to thank to the Academy Director – Dr. Peter Hulla on one hand, as well as all the other professional and administrative employees of the Judicial Academy, who for us - the Board members, trainers and participants of organized events - created really favourable conditions for our activity and successful course of educational process of the judicial community. Of course our gratitude is also devoted to all trainers and examination boards that delivered their long-time experience to young judges, prosecutors, judge and prosecutor trainees and higher court officials on high professional level.

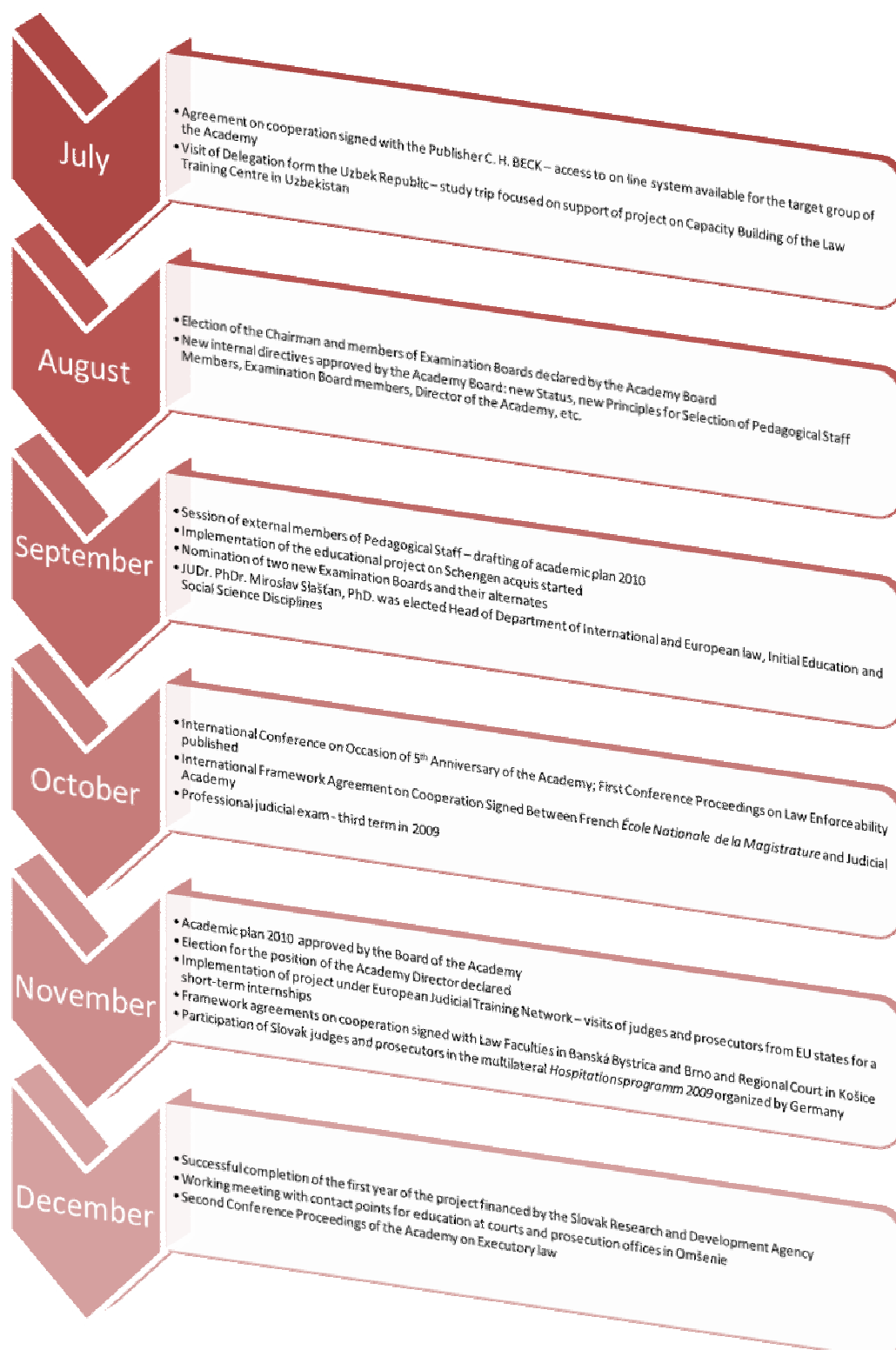
Last but not least let me please express the belief that in the upcoming period the Judicial Academy will fulfil all the tasks that result from the plan of our work and will ultimately be a dignified and qualified pillar within education of the entire judicial community, in the field of direct education via lectures and seminars as well as via increased publishing activity. On behalf of Board members I promise to make all the effort in order to improve the quality and successful course of our further activity that should finally result in constant improvement of professional knowledge of those, who we

perform our activity and endeavour for and who are interested in acquiring of new knowledge.

I wish you all a good health, amenity in professional as well as personal life and lot of success in your work in 2010.

3. Highlights of 2009





4 Report on Educational Activity of Academy

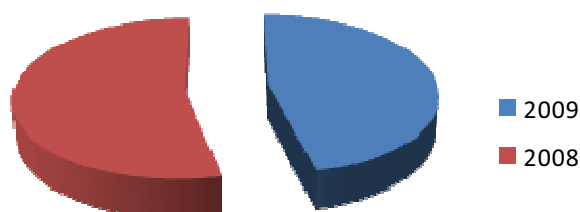
In 2009 the Academy performed education under the approved academic plan of 4 December 2008 that mainly resulted from the content scope approved by the Judicial Council of the Slovak Republic. During the actual implementation of events some other than scheduled seminars arose due to the requests of participants as well as application practice, so that during the year the academic plan was being complemented and changed under the competence determined by the Academy Board. In 2009 there were also several educational events cancelled because of less interest of the target group. Also due to these reasons in respect of financial difficulty of seminars Academy management proceeded to the reduction of their total number compared to 2008.



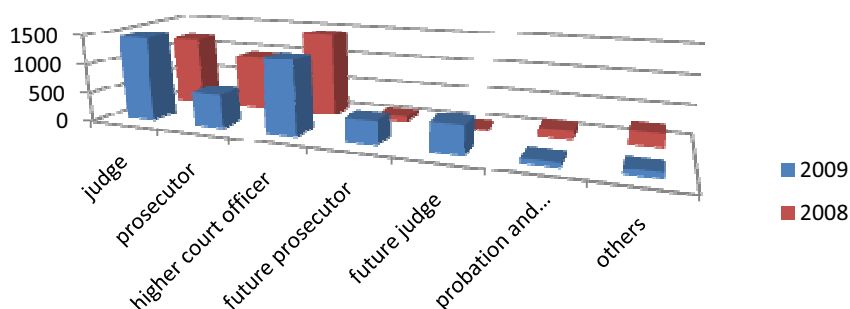
It has to be mentioned that as in 2008 also in 2009 the Academy management closely cooperated in drafting the academic plan with the external members of the pedagogical staff. Regular sessions of particular departments were found fruitful and the trainers themselves appreciated such meetings. Materials necessary for drafting the academic plan acquired from the relevant subject (boards, panels of courts, prosecution managements) as well as participants and external members of the pedagogical staff themselves were included into the academic plan 2009. Judicial community was informed on the possibility to participate in preparing the academic plan via the Academy web portal.

Overall in 2009 there were 129 events organized with 4302 participants from the target group.

The numbers of events per year



Statistics on persons involved in education by the target groups



Individual educational activities were divided - according to the conception of education, particular target groups and the field of law that they were concerned - into 3 existing law departments: Department of Private Law and Department of Public Law did not have a head of department throughout the whole year due to unsuccessful selection procedures. Department of International and European law, Initial Education and Social Science Disciplines was managed by JUDr. PhDr. Miroslav Slašťan, PhD. Until September 2009 he was in position of permanent member of the pedagogical staff and after his successful selection procedure he has been discharging the office of the head of department since September 2009. In order to maintain a high level and continuous improvement of educational activities - head of office Mgr. Katarína Strížová was temporarily entrusted by the management to lead the Department of Public Law. This situation persisted until the end of the first half of 2009, whereas all the events were professionally led by Dr. Slašťan in cooperation with the Academy Director.

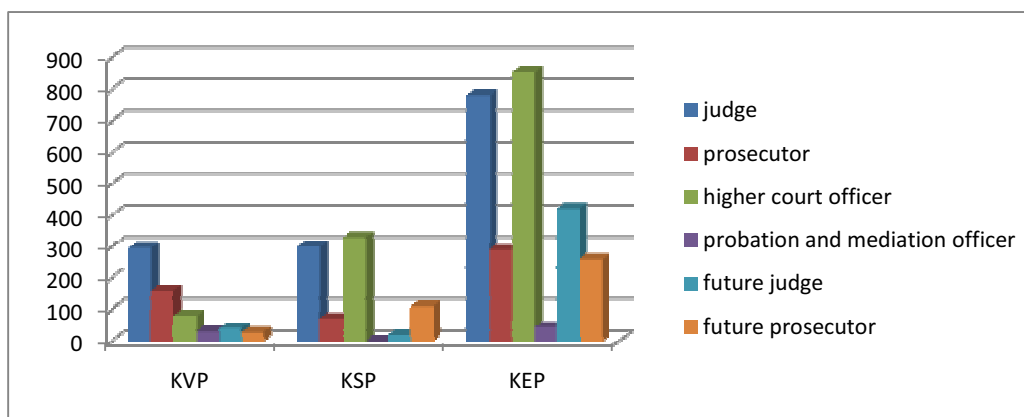
Individual law departments organized the following number of events:

- Department of Public Law (KVP): overall 21 seminars, with the participation of 294 judges, 161 prosecutors, 80 higher court officials, 28 probation and mediation officials, 39 judge trainees and 25 prosecutor trainees.
- Department of Private Law (KSP): overall 20 seminars, with the participation of 298 judges, 71 prosecutors, 329 higher court officials, 0 probation and mediation officials, 17 judge trainees and 107 prosecutor trainees.
- Department of International and European Law, Initial Education and Social Science Disciplines (KEP): overall 85 seminars, with the participation of 781 judges, 288 prosecutors, 856 higher court officials, 42 probation and mediation officials, 420 judge trainees and 259 prosecutor trainees.

In 2009, when developing the academic plan, number increase of one-day activities performed in Academy regional centres (Regional Court in Košice, Law Faculty of Matej Bell University in Banská Bystrica, administrative seat of Academy in Pezinok) was emphasised. In comparison with the precedent year this aim was reached. Activities highly appreciated

by participants themselves as well as financial modesty of regional events proved to be an effective way in the field of education within specific topics for judges and prosecutors as well as within continuous education of higher court officials. In total 69 regional events were organized with the participation of 2173 participants in 2009.

The numbers of persons involved in education by departments and target groups



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New experience within organizing of seminars consisted in new duty of Academy to perform initial education for future judges and prosecutors under the approved curricula as well as social situation after successful selection contest for the positions of prosecutor trainees (83) and judge trainees (110). In second half of 2009 law department led by Dr. Slašťan organized 2 parts of initial education for this specific target group with division into two blocks – separately for judge trainees and individually for prosecutor trainees in respect of the high number of participants as well as certain differences in lecture topics. The concept itself, mode and system of preparation of initial education process became a continuously discussed issue among courts managements as well as at the regular sessions of Academy Board. In order to organize valuable and practical initial training there was a Commission for Education created from among the Board

members and Academy representatives. The Commission regularly deals with the current issues and matters regarding the content scope of initial training programmes, suitability of individual trainers and it also considers reasonableness of questions within the oral part of professional judicial examination.

Besides its main objective, that is educational activity, the Academy prepares and organizes professional judicial examination. In 2009 the Board of the Academy approved three terms of the exam (March 2009, June 2009 and October 2009). For the first time, questions for the oral part of the professional judicial exam as well as the Examination Order were complexly changed in 2009 mainly as a reflection to amended Act on Judicial Academy. The Board of the Academy also elected two new examination boards and one alternate examination board for a three-year term with effect since 14 September 2009. Currently there are 4 examination boards and 3 alternate examination boards at the Academy.



Examination Board No. 1 (term: 10/09/ 2007 - 10/09/ 2010):		
Name	Position	Field of Law
JUDr. Daniel Hudák, Board Chairman	State Secretary, Ministry of Justice of the Slovak Republic (SR)	Constitutional law
doc. JUDr. Jozef Čentěš, PhD., Board Member	Prosecutor, Deputy Director of the Criminal Department, General Prosecution of the SR	Criminal Law
JUDr. Anna Marková, Board Member	Panel Chairman, Commercial Law Board, Supreme Court of the SR	Commercial Law
JUDr. Slavomír Šúrek, Board Member	Prosecutor, Deputy Director of the Non-criminal Department, General Prosecution of the SR	Administrative Law
JUDr. Imrich Volkai, Board Member	Chairman of the Regional Court in Košice	Civil Law
Alternate Examination Board (term: 10/09/2007 - 10/09/2010):		
Name	Position	Field of Law
Prof. JUDr. Ján Svák, CSc., Board Chairman	Head Director of the Section of Editorial Activities of the Ministry of Justice of the SR	Constitutional Law
JUDr. Emil Hadbábny, Board Member	Regional Prosecutor, Regional Prosecution in Žilina	Criminal Law
JUDr. Milan Morava, Board Member	Judge, Regional Court in Bratislava	Commercial Law

JUDr. Miriam Hrapková, Board Member	Prosecutor – Department of Organization and Control, General Prosecution of the SR	Administrative Law
JUDr. Elena Berthotyová, PhD., Board Member	Judge of the Administrative Board, Supreme Court of the SR	Civil Law
Examination Board No. 2 (term: 26/05/ 2008 – 26/05/ 2011):		
Name	Position	Field of Law
JUDr. Daniela Švecová, Board Chairman	Deputy Chairman of the Supreme Court of the SR	Civil Law
JUDr. Milan Lipovský , Board Member	Panel Chairman, Criminal Law Board, Supreme Court of the SR	Criminal Law
JUDr. Anton Oriňák, Board Member	Deputy Chairman of Regional Court in Prešov	Commercial Law
JUDr. Vojtech Leffler, Board Member	Director of the Non-criminal Department, General Prosecution of the SR	Constitutional Law
JUDr. Terézia Triznová, Board Member	Prosecutor of the Non-criminal Department, General Prosecution of the SR	Administrative Law
Alternate Examination Board (term: 26/05/2008-26/05/2011):		
Name	Position	Field of Law
JUDr. Jozef Maruščák, Board Chairman	Deputy Chairman of Regional Court in Košice	Civil Law
JUDr. Martin Javorka, Board Member	Prosecutor, Deputy of the Regional Prosecutor in Trnava	Criminal Law
JUDr. Juraj Schwarcz, Board Member	Chairman of the Commercial Law Board, Regional Court in Košice	Commercial Law
JUDr. Dobroslav Trnka, Board Member	Prosecutor General of the SR	Constitutional Law
JUDr. Elena Kováčová, Board Member	Panel Chairman, Supreme Court of the SR	Administrative Law
Examination Board No. 3 (term: 14/09/2009 – 14/09/2012):		
Name	Position	Field of Law
JUDr. Pavol Toman, Board Chairman	Panel Chairman, Supreme Court of the SR	Criminal Law
JUDr. Jana Bajánková, Board Member	Chairman of the Civil Law Board, Supreme Court of the SR	Civil Law
JUDr. Elena Kováčová, Board Member	Panel Chairman, Supreme Court of the SR	Administrative Law
Prof. JUDr. Mojmír Mamojka, CSc., Board Member	Chairman of the Constitutional and Legal Affaires Committee of the National Council of the SR	Commercial Law
JUDr. René Vanek, Board Member	Deputy of the Regional Prosecutor, Regional Prosecution in Bratislava	Constitutional Law

Examination Board No. 4 (term: 14/09/2009 – 14/09/2012):		
Name	Position	Field of Law
JUDr. Ladislav Tichý, Board Chairman	1 st Deputy of the Prosecutor General, General Prosecution of the SR	Constitutional Law
JUDr. Peter Odaloš, Board Member	Deputy of the Regional Prosecutor, Regional Prosecution in Banská Bystrica	Criminal Law
JUDr. Jozef Kuruc, Board Member	Chairman of the Administrative Law Board Regional Court in Košice	Administrative Law
Prof. JUDr. Peter Vojčík, CSc., Board Member	University professor, Law Faculty of the P. J. Šafárik University in Košice	Civil Law
JUDr. Mária Usačevová, Board Member	Chairman of the Regional Court in Trnava	Commercial Law
Náhradná komisia (funkčné obdobie od 14. 09. 2009 do 14. 09. 2012):		
Meno, priezvisko	pracovisko	oblasť práva
JUDr. Gabriela Šimonová, Board Chairman	Chairman of the Regional Court in Bratislava	Constitutional Law
JUDr. Ľuboš Sádovský, Board Member	Deputy Chairman of the Regional Court in Bratislava	Civil Law
JUDr. Mária Drexlerová, Board Member	Prosecutor, General Prosecution of the SR	Administrative Law
JUDr. Zoltán Nemrava, Board Member	Prosecutor of the Regional Prosecution in Žilina	Commercial Law
JUDr. Jaroslav Chlebovič, Board Member	Panel Chairman, Regional Court in Košice	Criminal Law

When implementing educational events the Academy incorporated in the contents of particular seminars also topics close-connected with the legislative process of the country (legislation intent of executory law), issues based on meeting the action plans of the central authorities of the state administration (prevention of all forms of discriminations, victims of violence) and case-law of EU courts.

In 2009 the Academy kept on implementation of the research project named Law Enforceability in the Slovak Republic that has been financed by the Slovak Research and Development Agency. Throughout the whole year several expert articles and reviews by project resolvers were continuously published, there were five seminars and 2 conferences organized focused on particular fields of law with the emphasis on law enforceability in the particular matter. First one-day conference was devoted to the analysis of legislation intent within executory law; second one - two-day international conference – was a culmination of whole-year work of all the project resolvers, who presented their professional scientific knowledge. Both conferences resulted in publishing of Conference Proceedings that are available online on the Academy web portal.

Second more recent project that has been implemented by the Academy since September 2009 is a project: *Strengthening of the Application of Schengen Acquis and EU Law by Justice Authorities of the Slovak Republic*. The educational project has been implemented on the basis of good cooperation with the civic association EUROIURIS that is an applicant within the project. During 4 months there were 18 days of training organized with the attendance of 706 participants. During the whole project realization there is overall 100 one-day events scheduled with the planned participation of 2000 participants and 3 short-term study tours to the EU courts in Strasbourg and Luxembourg. Finally it has to be mentioned that in 2009 we managed to constitute the regional centres of the Academy in Košice and Banská Bystrica. In November



2009 the Academy signed a framework agreement on cooperation with the Regional Court in Košice, where the rights and duties were defined for establishment such regional centre for the region of Košice and Prešov. After longer time the Academy also finished activities in building up its regional centre for the region of Žilina and Banská Bystrica by signing the framework agreement on cooperation with the Law Faculty of Matej Bell University in Banská Bystrica. The last

agreement on cooperation signed in 2009 was the confirmation of future coordination in training and exchange of trainers between the Academy and Law Faculty of Masaryk University in Brno (Czech Republic). This agreement shall be implemented more intensively in near future. The Academy realises its specific position in the field of initial as well as continuous training of judicial community in Slovakia and hence has redirected its concern to universities, where such cooperation in conjunction with experience and know-how is supposed to be useful in order to fulfil the objectives.



5. Report on International Cooperation of Academy

In the field of international cooperation and developing of relations with partner organizations the year 2009 may be considered as significant in the Academy existence itself. It was the time of realization of educational events with international attendance, participation in multilateral projects and last but not least it was a year of concluded agreements on cooperation and a year of strengthening and developing of common activities with our partners within EU countries as well. The international cooperation is coordinated and ensured by the department led by Dr. Slašťan, in 2009 this activity was supported by Mgr. Barbora Doričková, who was in charge of foreign affairs and contacts on everyday basis.

In the first half of 2009 there was an international seminar organized by the Academy in cooperation with the Czech, Hungarian and Polish Academy in the Detached Centre of the Judicial Academy in Omšenie. The event that was focused on Consumer Protection within EU law and carried out in English and Slovak language was supported by high attendance of judges even despite the fact that our partner organizations were represented only by two Hungarian judges.



This support of international cooperation development was completed by the meeting of high representatives of the judicial schools within Visegrad Four



countries at the international conference organized on occasion of the 5th anniversary of the Academy, in October 2009 in Omšenie. The present participants agreed that the close cooperation among them was beneficial within fulfilment of their aims and quality improvement of educational events. The meeting was concluded by an agreement on future cooperation within organizing of reciprocal seminars for the participants of all four countries in 2010.

Another important activity in the field of international relations is participation in the Exchange Programme organized by the European Judicial Training Network (EJTN), where – despite several complications – we sent 3 participants from Slovakia to the EU countries. On the other hand the Academy assisted in implementation of short-term internships within Slovak courts and prosecution office for 3 foreign participants of the above-mentioned project.

Year 2009 was marked by a spirit of rapprochement of educational institutions of EU countries, particularly neighbouring states of Slovakia. In October 2009 the high representatives of the Judicial Academy of the Slovak Republic and French National School for Judiciary (ENM) signed a framework agreement on cooperation. Thus the coordination of several

educational events was sealed and conditions for future cooperation in the framework of training the judicial community on bilateral level were created.

In this context it is appropriate to mention that the Academy is a member of ERA – Academy of European Law and this long-term and quality cooperation will be confirmed by concluding an agreement on mutual cooperation in near future. Negotiations on the agreement were realized in the second half of 2009 whereas its conclusion itself is expected in early 2010.

The development and establishment of new cooperation was also realized through searching of contacts out of the European Union. This was proved also by 2-day visit of the Uzbek delegation, supported by the Council of Europe where the Uzbek legal professionals were informed on the Slovak system of judicial training and visited the high representatives of the Supreme Court of the Slovak Republic, General Prosecution of the Slovak Republic as well as the Ministry of Justice of the Slovak Republic and the Office of the Slovak Ombudsman.

Within the international cooperation development the Academy made its internet portal available in English language. Thus also foreign guests are enabled to get the basic information on Academy activity, structure as well as its tasks and objectives. There are available basic organizational acts like: Act on Judicial Academy, Statute, Principles on Selection of the Pedagogical Staff etc. Through this activity the Academy endeavours to alleviate the language barriers and to popularize the Judicial Academy within EU. Another step towards the promoted trend is the fact that the Annual Report 2009 is translated into English and available online on the Academy webpage as well as in printed version in the Academy library.

6. Report on Economy and Human Resources of the Academy

6.1 Economy of the Academy

Revenue budget was a binding indicator for 2009 set at 28 500 Euros. These were overwhelmingly revenues for accommodation, meals and receipts from a café, receipts from other services provided in Detached Centre of the Judicial Academy in Omšenie and revenues for accommodation in the seat of the Judicial Academy in Pezinok. Since the implementation of the income side of the budget depends on expenditure budget, we requested the Ministry of Justice of the Slovak Republic to reduce the revenue budget to 24 000 Euros.

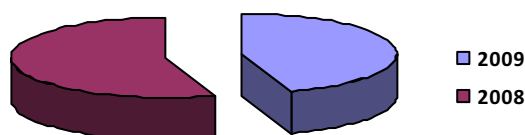
Expenditure budget was cut due to financial crisis and did not allow us to cover the expenses as much as in the past what resulted in decrease in receipts. The amount of received revenues in 2009 represented the amount of 24 390.45 Euros, so implementation of the revised budget reached the level of 101.63 %. Based on budgetary provision No. 21834/277/09-42 our annual expenditure plan was set at 743 876 Euros and was subsequently revised by budgetary provision No. 22317/18144/2009/42 at 634 060 Euros.

In the second half of 2009 the budget was revised by budgetary provisions in categories: 610, 620, 630 and 640 up to the final amount of 658 726 Euros. In 2009 the budget for capital expenditure was not allocated to the Judicial Academy.

The expenditure budget of 658 726 Euros was spent at 99.89 %. Actual budget execution was 657 970.90 Euros. Saving of 755.10 Euros referred to the category 610. Financial means were used to pay salaries, duties, current operating expenses in order to ensure the functioning of the Judicial Academy and its Detached Centre in Omšenie.

Compared to 2008 the budget decreased in absolute amount of 159 191 Euros what represents a reduction of almost 20 %. Within current expenses the saving is 73 508 Euros what represents a reduction of more than 10%.

Comparison of the budget allocation academy in 2009 and 2008



Category 610 – wages, salaries and other compensations

In 2009 the budget of labour means was set at 273 453 Euros corresponding to the approved number of employees (34).

At 31 December 2009 there were 33 working positions occupied. If all the working positions had been occupied throughout the whole year 2009, the budget amount would not have been sufficient to cover them.

Compared to 2008 in this category there was a higher spending primarily because of wage indexation. The increase represented 10 284 Euros, what is + 3.92%.

Category 620 – Insurance Premiums and Insurance Contributions of Employer

Financial assets were used for deductions from salaries of employees, deductions from employer as well as deductions for trainers giving lectures according to the approved academic plan 2009. Insurance contribution drawing evolves from salary spending. In 2009 these contributions were drawn at 92 533 Euros. As it was already signalized in analysis during 2009 – financial means related to the category 620 following the category 610 were not sufficient, thus we are coming into 2010 with the deficit of 7882.77 Euros. Lack of funds in this category also confirms that in 2008 the drawing at lower wages was up by 5 198 Euros, totally at 97 731 Euros.

Category 630 – Goods and services

During 2009 budget in this category was revised due to intern needs of the Academy as well as budgetary provisions. Total volume of depleted funds in this category did 278 712 Euros which was about 85 657 Euros less than in 2008. The percentage of the savings is almost 25%. Financial cuts in this category affected the solvency of the Academy and we are coming into 2010 with the debt of 50 524 Euros. This amount is equal to the outstanding invoices that are overdue. To this we have to add the debt to our trainers, where within the contracts for work we did not settle the amount of 4800 Euros for October, 4141 Euros for November and 1998.27 Euros for December.

640 – Current transfers

Item 642006 – Member Contributions

Within this item the spending did 8917 Euros in 2009. The item was revised by budgetary provision due to our request. The financial amount was used to settle the member contributions to EJTN and Contingency fund fee of EJTN.

Item 642012 – Severance Pay

Within this item there was the severance pay of 2590 Euros paid in August 2009.

Item 642012 – Sickness benefit

Within this item there were costs of 2519 Euros paid in 2009.

6.2 Human Resources

In 2009 the number of 34 employees was set by the mandatory employment regulation limit. In 2009 we concluded 246 contracts for work with the external members of pedagogical staff as well as other trainers – in the total number of 4166 hours worked.

Basic personnel data

1. Staff division according to age and sex at 31/12/2009

Age	Male	Female	Total	Percentage
up to 35	4	6	10	30,30 %
36 - 45	3	6	9	27,27 %
46 - 60	5	9	14	42,43 %
over 60	0	0	0	0
Total	12	21	33	100 %
Percentage	36,36 %	63,64 %	100 %	—

2. Staff division according to education and sex at 31/12/2009

Education Achieved	Male	Female	Total	Percentage
Basic	0	0	0	0
Secondary vocational	0	0	0	0
Secondary professional	2	7	9	22,27 %
Complex secondary	5	8	13	39,40 %
Complex secondary professional	1	3	4	12,12 %
Higher professional	0	0	0	0
University	4	3	7	21,21 %
In Total	12	21	33	100 %

3. Total data of average salary at 31/12/2009

In Total	Average Gross Salary per month
259 330 €	726 €

4. Total data of initiation and termination of employment in 2009

Number	
Entry	5
Departure	3

5. Duration of employment in 2009

Duration	Number	Percentage
Up to 5 years	33	100%
Up to 10 years	0	
Up to 15 years	0	
Up to 20 years	0	
over 20 years	0	
In total	33	100%