

APPROVED

by the decision of the High Qualification
Commission of Judges of Ukraine
No. 181/zp-25 of September 29, 2025

REGULATION on the Regular Assessment of a Judge

This Regulation is adopted pursuant to the Law of Ukraine “On the Judiciary and the Status of Judges” and sets out the procedure and methodology for the assessment and self-assessment of judges (hereinafter referred to as regular assessment), as an integral component of judicial career management.

SECTION I. General provisions

1. Regular assessment of judges is a procedure established by law to determine judges’ individual development needs, to ensure that qualifications are maintained at an appropriate level, and to foster their professional growth.

2. The principles of assessment and self-assessment of a judge are regularity, objectivity, uniformity of procedure and methodology, application of uniform criteria for assessing judges, prevention of conflicts of interest, and independence and impartiality of the entities involved in the assessment.

3. Regular assessment of a judge shall be conducted by the following entities:

- 1) lecturers (trainers) of the National School of Judges on the basis of training results, through the completion a questionnaire;
- 2) other judges of the relevant court through a questionnaire;
- 3) the judge concerned by completing a self-assessment questionnaire;
- 4) civil associations through independent evaluation of the judge’s performance during court hearings.

Judges and representatives of civil associations participating in the regular assessment shall complete the relevant courses at the National School of Judges of Ukraine and acquaint themselves with the methodological guidelines for conducting the regular assessment of judges.

The course programmes for judges and representatives of civil associations, as well as the methodological guidelines for conducting regular assessment, shall be approved by the National School of Judges of Ukraine in agreement with the High Qualification Commission of Judges of Ukraine and shall be published on the official website of the National School of Judges of Ukraine.

4. Regular assessment shall be conducted via a dedicated software platform approved by decision of the High Qualification Commission of Judges of Ukraine, entailing the completion of questionnaires provided for by this Regulation:

questionnaire for the assessment of a judge based on training results (Appendix 1);

questionnaire for the assessment of a judge by other judges of the relevant court (Appendix 2);

questionnaire for self-assessment of a judge (Appendix 3);

questionnaire for the assessment of a judge by civil associations (Appendix 4).

The questionnaire shall be completed with data relevant at the time of the assessment.

Only those indicators for which improvement is recommended to support the judge's professional growth shall be assessed, with the notation "recommended for improvement for professional growth". Other indicators shall remain unassessed.

The assessment mark "recommended for improvement for professional growth" shall be accompanied by a statement of reasons in the questionnaire.

Regular assessment questionnaires shall be retained for the duration of the judge's tenure.

5. The subject of regular assessment comprises both the judge's conduct and competence in the performance of their professional duties.

For the purposes of regular assessment, it shall be presumed that the judge possesses the requisite level of competence to administer justice.

A judge shall not be subject to regular assessment while while serving as a member of the High Council of Justice, a member of the High Qualification Commission of Judges of Ukraine, or as the chairman or deputy chairman of the Council of Judges of Ukraine for the duration of secondment to that Council , nor during military service or while on parental leave. Participation in self-assessment remains at the judge's discretion.

Regular assessment of retired judges is not carried out.

6. Participation in the regular assessment is mandatory for a judge.

7. During the regular assessment, a judge shall have the right to access and review the assessment results (questionnaires) and to submit objections, which shall form an integral part of the questionnaire.

8. Methodological support of regular assessment shall be provided by the National School of Judges of Ukraine.

9. A schedule may be determined for the purposes of regular assessment.

10. Issues related to the organisational arrangements for the assessment of judges in the relevant court may be resolved by a meeting of judges of the relevant court.

11. Based on the data from the regular assessment questionnaires, the individual needs of the judge for improvement and professional growth are determined.

SECTION II. Procedure for the assessment of a judge by lecturers (trainers) of the National School of Judges of Ukraine

12. The assessment of a judge by lecturers (trainers) of the National School of Judges of Ukraine shall be conducted at least once every three years on the basis of the results of mandatory courses forming part of judicial training .

The National School of Judges of Ukraine shall compile the list of training courses annually, having regard to the results of the previous year's regular assessment of judges. The list shall be approved by the Rector of the National School of Judges of Ukraine and published on the School's official website.

13. The results of the regular assessment of a judge shall be taken into account when determining the training topics.

14. No later than five days after the training, the lecturer (trainer) of the National School of Judges of Ukraine shall complete the judge assessment questionnaire using the form in Annex 1 to this Regulation and shall register it with the National School of Judges of Ukraine.

15. The National School of Judges of Ukraine shall familiarise the judge with the questionnaire no later than five days after the end of the training by sending the questionnaire to the email address of the relevant court or another email address specified by the judge.

16. Within ten days from the date of receipt of the questionnaire, the judge may submit written objections to the assessment results to the address specified therein.

17. Following consideration of the judge's objections, the lecturer (trainer) shall complete a new judge assessment questionnaire marked "After consideration of objections" or shall issue a reasoned written refusal to take the objections into account.

The lecturer (trainer) of the National School of Judges of Ukraine sends information about the results of the consideration of objections to the email address of the relevant court or another email address specified by the judge no later than five days after receiving them.

18. The questionnaire prepared following consideration of objections shall be final and not subject to change. Any further objections by the judge to the new questionnaire shall not be considered.

19. Within thirty days of the training, the National School of Judges of Ukraine shall send to the High Qualification Commission of Judges of Ukraine, for inclusion in the judge's file, the questionnaires completed on the training results, the judge's

objections, the questionnaires completed after consideration of objections, and the reasoned written responses to objections.

SECTION III. Procedure for the assessment of judges by other judges

20. The assessment of a judge by other judges shall be conducted once every three years.

21. Regular assessment shall be conducted by the judges of the court to which the assessed judge is assigned.

22. During the regular assessment period, a judge shall be assessed by no fewer than five judges of the relevant court.

If the actual number of judges in the relevant court is 6 or less, the judge of such a court shall be assessed by all judges working in the relevant court.

The issue of assessing a judge by other judges in courts with seven or more judges may be decided by a meeting of judges of the relevant court (high specialised court (its appeals chamber) or cassation court within the Supreme Court) in compliance with the requirements of the first paragraph of this clause. Absent such a decision, the judge shall be assessed by all judges of the relevant court. A judge may be assessed by other judges of the relevant court if he or she has at least one year of mutual working experience as a judge in that court.

23. A judge has the right to assess the same judge no more than once every three years.

24. The assessment of one judge by another judge shall be conducted by completing a questionnaire in the form set out in Annex 2 to this Regulation.

25. Information shall be obtained, for this type of assessment, by means of observing the judge during the performance of his or her duties.

SECTION IV. Procedure for self-assessment of judges

26. Self-assessment of judges shall be conducted once every three years.

27. Self-assessment shall be carried out by judges who have more than one year of experience in the position of judge.

28. Self-assessment shall be carried out by the judge independently completing the questionnaire in the form set out in Annex 3 to this Regulation.

29. The method of obtaining information for this type of assessment is self-observation.

SECTION V. Procedure for assessment of judges by civil associations

30. A civil association shall evaluate an individual judge no more than once every three years.

There shall be no limit on the number of judges that may be assessed by a civil association, nor on the number of civil associations that may assess a single judge.

31. Regular assessment of a judge's work may be conducted by a civil association that is duly registered in Ukraine.

32. The following representatives of civil associations may not assess the work of judges:

those recognised by a court as legally incompetent or partially competent;

those who have a criminal record that has not been expunged or removed in accordance with the procedure established by law;

current judges, prosecutors, lawyers, investigators;

members of the Ukrainian Parliament, members of regional, Kyiv and Sevastopol city councils, district, district in cities, city councils, village and settlement councils.

33. Civil associations that have implemented or are implementing projects with international technical assistance from donors being state authorities, local self-government bodies, institutions, organisations or enterprises of a State recognised by the Verkhovna Rada of Ukraine as an aggressor State, or funded by such entities or affiliated persons, shall not be permitted to conduct the regular assessment of judges.

34. The list of civil associations and their representatives that may conduct regular assessment of judges' work shall be published on the official website of the High Qualification Commission of Judges of Ukraine.

The Secretariat of the High Qualification Commission of Judges of Ukraine shall include in this list associations that have submitted the documents provided for in this Regulation and representatives notified by the relevant associations.

35. The head of a civil association shall submit to the High Qualification Commission of Judges of Ukraine an application in the form provided in Annex 5 to this Regulation to participate in the regular assessment, to which shall be attached:

- 1) a copy of the charter of the public association;
- 2) an extract from the Unified State Register of Legal Entities and Individual Entrepreneurs;
- 3) a curriculum vitae of the head of the civil association;
- 4) documents on the sources of funding for the civil association;
- 5) a list of persons proposed to be involved in the assessment;

6) curriculum vitae with photos for each person proposed to be involved in the assessment;

7) statements of persons proposed to be involved in the assessment, in accordance with Annex 6 to this Regulation;

8) proof-of-completion certificates for the National School of Judges of Ukraine programme concerning the conduct of regular assessments of judges by representatives of civil associations, issued to persons nominated to participate in the assessment;

9) an extract from the information and analytical system “Record of information on bringing a person to criminal liability and on the existence of a criminal record” (for each person proposed to be involved in the assessment, without information about the representative’s date of birth).

The documents referred to in subparagraphs 3, 6, 7 and 9 of this paragraph must be received no earlier than one month before the c association submits an application to participate in the regular assessment.

36. A person involved in regular assessment may not be a representative of two or more civil associations.

37. The documents submitted by the head of the civil association shall not contain information with restricted access, shall be signed with the head’s electronic signature, and shall be published in full on the official website of the High Qualification Commission of Judges of Ukraine.

38. The person submitting the documents is responsible for their authenticity and correctness.

39. The head of the civil association is responsible for ensuring that the representative of the civil association meets the requirements set forth in this Regulation.

40. Violation of this Regulation, or failure to participate in the regular assessment of judges’ work for one year, shall constitute grounds for excluding a public civil association from the list of associations authorised to conduct such assessment.

41. A civil association shall conduct regular assessment of judges independently, autonomously and in accordance with the rules set forth in this Regulation.

42. For the purposes of regular assessment, a public civil association shall:

- 1) independently select the court hearings and the judge(s) to be assessed;
- 2) select representatives to assess the judge(s) from the list of persons proposed to be involved in the assessment and information about whom is provided to the High Qualification Commission of Judges of Ukraine.

43. The assessment of a judge’s work by a representative(s) of a civil association shall be conducted exclusively in open court hearings.

44. The work of one judge may be assessed by one civil association in no more than five open court hearings where the issue was considered on its merits.

45. The number of civil associations that will assess the work of one judge in one hearing is limited by the court's ability to provide seats in the courtrooms.

46. The work of a judge may not be assessed by a representative of a civil association who has participated or is participating in the consideration of a case (proceedings) by that judge, or who is a family member (close person) of a party to the case, or when there is a conflict of interest or circumstances that cast doubt on impartiality.

47. No restrictions shall be imposed on a civil association or its representatives with respect to participation in the regular assessment of judges at open court hearings.

48. When assessing the work of a judge, a representative of a civil association shall fill out a questionnaire in accordance with the form in Annex 4 to this Regulation.

49. Where relevant, photographs and audio or video recordings may be submitted as annexes to the assessment questionnaire.

50. Methods of obtaining information for assessment include observation and questioning of participants of the process.

51. The assessment of a judge conducted by a representative of a civil association shall not affect the judge's exercise of judicial duties.

52. A representative of a civil association shall not be exempt from liability under the law for violations of the law committed during the assessment.

53. To assess the participants' satisfaction with the judge's conduct, as provided by law, the representative of a civil association may address the parties only after the hearing has concluded.

54. The civil association retains the right to recall or replace its representative with another identified from the list enclosed with the application for the regular assessment.

55. Upon any violation of this Regulation by a representative of a civil association, participation in the assessment by that representative shall be terminated, and the judge (court) shall notify the head of the relevant association and the High Qualification Commission of Judges of Ukraine.

The head of the civil association shall, within five days of receiving the notification, provide the High Qualification Commission of Judges of Ukraine with written explanations regarding the facts presented by the court. Failure to provide explanations shall not prevent the High Qualification Commission of Judges of Ukraine from considering the issue of terminating the participation of the civil association and/or its representative(s) in the regular assessment of judges.

A civil association and its representatives may be excluded from the list of associations and representatives that may conduct regular assessment of judges' work on the basis of a decision by the High Qualification Commission of Judges of Ukraine.

56. The questionnaire for the assessment of a judge by a civil association shall be sent to the High Qualification Commission of Judges of Ukraine, the National School of Judges of Ukraine and the judge no later than five days after it has been completed.

57. The completed questionnaire for the independent assessment of a judge's work in a court hearing may be included in the judge's file if it is submitted by a civil association (representative of a civil association) included in the list of civil associations and their representatives that may conduct regular assessment of judges' work.

58. Questionnaires from civil associations (or their representatives) that are not on the list of those eligible to conduct regular judicial assessments shall be returned by the High Qualification Commission of Judges of Ukraine without review, accompanied by a statement of reasons.

SECTION VI. Methodology for regular assessment

59. The purpose of regular assessment is to identify the individual needs of judges for improvement, to encourage them to maintain their qualifications at the appropriate level and to promote their professional growth.

60. The indicators for regular assessment shall be determined by the questionnaires of judge assessment (self-assessment).

The content of individual indicators is defined in the Regulation on the Procedure and Methodology of Qualification Evaluation, Indicators of Compliance with the Qualification Evaluation Criteria and Means of their Establishment.

61. The judge's professional development needs and the maintenance of qualifications at an appropriate level shall be identified on the basis of the results of assessments by the lecturers (trainers) of the National School of Judges of Ukraine, other judges of the relevant court, civil society associations, and the judge's self-assessment.

62. The results of regular assessment of judges are determined on the basis of summarised data from regular assessment questionnaires.

63. The results of the regular assessment of judges shall be taken into consideration by the National School of Judges of Ukraine in preparing plans for judicial training and continuing education.

64. Where a judge declines to participate in the regular assessment, this may be considered in evaluating compliance with professional ethics and integrity criteria.

**HIGH
QUALIFICATION
COMMISSION OF JUDGES OF
UKRAINE**



QUESTIONNAIRE FOR ASSESSMENT OF A JUDGE based on training results

TO BE COMPLETED for the first time ☐ or after consideration of objections ☐

I. GENERAL INFORMATION

Information about the judge

First name, SURNAME:

Name of court:

Administrative position:

Specialisation:

Length of judicial service:

Academic degree:

Academic title:

Information about the lecturer (teacher)

First name, surname:

Place of work:

Position:

Experience in delivering training:

Academic degree:

Academic title:

Information about training

Topic:

Period: from to

Information about training

Topic:

Assessment method:

Date:

Duration:

Number of participants:

II. ASSESSMENT OF JUDGE’S INDICATORS

The questionnaire indicator(s) that judges are recommended to improve for professional growth should be assessed as “recommended for improvement for professional growth”. Such an assessment must be justified. Other questionnaire indicators are not assessed.

No.	Indicator name	Mark
1.1.	Mastery of knowledge	
1.2.	Mastery of skills	
1.3.	Mastery of practical skills	
1.4.	Accuracy in performing assignment	
1.5.	Timeliness of assignment completion	
1.6.	Analytical abilities (component of cognitive abilities)	
1.7.	Ability to analyse information (part of cognitive abilities)	
1.8.	Ability to negotiate effectively (component of effective communication)	
1.9.	Ability to work effectively in a team (effective interaction)	
1.10.	Consistency of motivation	
1.11	Ability to work under pressure (emotional stability)	
1.12.	Document drafting skills (component of effective communication)	
1.13.	Oral communication skills (component of effective communication)	
1.14.	Gender competence	
1.15.	Determination	
1.16.	Responsibility	
1.17.	Continuous development	
1.18.	Independence	
1.19.	Honesty	
1.20.	Impartiality	
1.21.	Conscientiousness	
1.22.	Compliance with ethical standards (impeccable conduct)	

Reasons for the mark «Recommended for improvement for professional growth»:

Strengths of the judge:

III. RECOMMENDATIONS

Areas for self-improvement:

- 1) topics:
- 2) judicial practice in the consideration of certain categories of court cases:
- 3) participation in scientific and/or academic activities on the subject:
- 4) other (if applicable):

Training:

- 1) training courses (distance learning courses):
- 2) seminars (round tables) for qualification development:

IV. ADDITIONAL INFORMATION

Address for lodging objections by the judge *:

Information on the consideration of objections:**

Comments (if any):

[REGISTRATION NUMBER]

[DATE OF REGISTRATION] [TRAINER'S SIGNATURE] [FIRST NAME, SURNAME OF TRAINER]

** for questionnaires completed for the first time*

*** for questionnaires based on the results of the consideration of judge's objections*

**HIGH
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COMMISSION OF JUDGES OF
UKRAINE**



QUESTIONNAIRE FOR ASSESSMENT OF A JUDGE by another judge

I. GENERAL INFORMATION

Name of court:

Information about the judge being assessed

First name, SURNAME:

Name of court:

Administrative position:

Specialisation:

II. ASSESSMENT OF JUDGE'S INDICATORS

The indicator(s) in the questionnaire that judges are recommended to improve for professional growth should be assessed as "recommended for improvement for professional growth". Such an assessment must be justified. Other indicators in the questionnaire are not assessed.

No.	Indicator name	Mark
1.	Determination	
2.	Responsibility	
3.	Continuous development	
4.	Effective communication	
5.	Effective interaction	
6.	Consistency of motivation	
7.	Emotional stability	
8.	Conscientiousness	
9.	Compliance with ethical standards and impeccable conduct	

Reasons for the mark «Recommended for improvement for professional growth»:

III. RECOMMENDATIONS

Areas for self-improvement:

- 1) topics:

- 2) judicial practice in the consideration of certain categories of court cases:

- 3) participation in scientific and/or academic activities on the subject:

- 4) other:

IV. ADDITIONAL INFORMATION

Comments (if any):

[DATE OF PREPARATION]

**HIGH
QUALIFICATION
COMMISSION OF JUDGES OF
UKRAINE**



QUESTIONNAIRE FOR SELF-ASSESSMENT of a Judge

I. GENERAL INFORMATION

Information about the judge

First name, SURNAME:

Name of court:

Administrative position:

Specialisation:

Length of service as a judge:

Academic degree:

Academic title:

I. ASSESSMENT OF JUDGE'S INDICATORS

The indicator(s) in the questionnaire that judges are recommended to improve for professional growth should be assessed as "recommended for improvement for professional growth". Such an assessment must be justified. Other indicators in the questionnaire are not assessed.

No.	Indicator name	Judge's self-evaluation
1.	Ability to conduct court proceedings with due efficiency and ability to control the course of proceedings	
2.	Ability and skills to draft procedural documents	
3.	Ability and skills to plan working time	
4.	Discipline	
5.	Effective communication	
6.	Effective interaction	
7.	Emotional stability	
8.	Continuous development	
9.	Compliance with ethical standards	
10.	Prevention of corruption (conflict of interest)	

Reasons for the evaluation «Recommended for improvement for professional growth»:

Areas for self-improvement in the last self-assessment period:

Information on the consideration of recommendations provided to the judge based on the results of the last regular assessment of his/her performance

Regarding the recommendations of lecturers (trainers) of the National School of Judges of Ukraine:

Regarding the recommendations of judges:

Regarding recommendations from representatives of public associations:

**III. RECOMMENDATIONS ON TRAINING/UPGRADING
QUALIFICATION AT THE NATIONAL SCHOOL OF JUDGES OF
UKRAINE**

Areas:

- 1) topics:
- 2) judicial practice in the consideration of certain categories of court cases:
- 3) other:

IV. ADDITIONAL INFORMATION

Comments (if any):

[DATE] [SIGNATURE OF THE JUDGE] [FIRST NAME, SURNAME OF THE JUDGE]

**HIGH
QUALIFICATION
COMMISSION OF JUDGES OF
UKRAINE**



QUESTIONNAIRE FOR ASSESSMENT OF JUDGES by civil associations

I. GENERAL INFORMATION

Information about the judge

First name, SURNAME:

Name of court:

Administrative position:

Information about the civil association

Name:

First name, SURNAME of the head:

Address:

Email address:

Contact telephone number:

Information about the representative of the civil association

First name, SURNAME:

Possession of a higher legal education:

Email address:

Contact telephone number:

II. ASSESSMENT OF A JUDGE

1. Information about cases in which the judge's work was assessed

Number of the hearing	Unique case number	Parties to the dispute/proceedings		Subject matter of the case / proceedings
		Participant 1	Participant 2	
1				
2				
3				
4				
5				

2. Information about court hearings

No.	Indicator	Hearing 1	Hearing 2	Hearing 3	Hearing 4	Hearing 5
2.1.	Case number					
2.2.	Composition of the court Collegial consideration / Solely					
2.3.	Status of judge rapporteur / member of the panel of judges					
2.4.	Date of hearing					
2.5.	Time of the hearing					
2.6.	Start time of the hearing					
2.7.	End time of the hearing					
2.8.	Reason for delay of hearing					
2.9.	Duration of the case consideration					

3. Judge's assessment marks

The indicator(s) in the questionnaire that judges are recommended to improve for professional growth should be assessed as “recommended for improvement for professional growth”. Such an assessment must be justified. Other indicators in the questionnaire are not assessed. When assessing a judge, the participant in the process must indicate the indicators provided for in paragraphs 3.1–3.7, which, in his/her opinion, are recommended for improvement for the professional growth of the judge.

No.	Indicator	Hearing 1	Hearing 2	Hearing 3	Hearing 4	Hearing 5
3.1.	Skills and abilities for conducting hearing					
3.2.	Ability to control the course of a hearing					
3.3.	Attentiveness during participants' speeches					
3.4.	Respect for the honour and dignity of participants					
3.5.	Impartiality, equal treatment of participants					
3.6.	Culture of communication with participants					
3.7.	Appearance (presence of a robe, badge, etc.)					
3.8.	Reaction of the court to the representative of the civil association					
3.9.	Average satisfaction score regarding the conduct of the judge among participants in proceedings.					
	Participant 1	Status				
		Mark				
	Participant 2	Status				
		Mark				

Reasons for the mark «Recommended for improvement for professional growth»:

III. RECOMMENDATIONS (COMMENTS)

Participants' recommendations and comments concerning the conduct of proceedings:

Hearing 1

Participant 1:

Participant 2:

Hearing 2

Participant 1:

Participant 2:

Hearing 3

Participant 1:

Participant 2:

Hearing 4

Participant 1:

Participant 2:

Hearing 5

Participant 1:

Participant 2:

General recommendations (comments) from the representative of the civil association:

IV. ADDITIONAL INFORMATION

Comments (if any):

[DATE] [SIGNATURE OF REPRESENTATIVE] [First name, SURNAME OF THE REPRESENTATIVE]

**To the High Qualification
Commission of Judges of Ukraine**

Head

Full name of the civil association

First name, surname of the head

Postal address

Contact telephone number

Contact email address

APPLICATION

I request that [FULL NAME OF CIVIL ASSOCIATION] be allowed to participate in the independent regular assessment of judges' performance in court hearings.

I hereby consent to the full publication of this application and its annexes on the official website of the High Qualification Commission of Judges of Ukraine.

I am familiar with the Regulation on the Regular Assessment of a Judge and the methodological recommendations for its implementation.

The information about the persons proposed to be involved in the regular assessment has been duly verified.

There are no circumstances preventing [FULL NAME OF THE PUBLIC ASSOCIATION] and the proposed representatives from participating in the regular assessment of judges.

Annexes:

[DATE] [SIGNATURE, SEAL] [First name, SURNAME OF THE HEAD]

**To the High Qualification
Commission of Judges of Ukraine**

First name, surname of representative

Postal address

Contact telephone number

Contact email address

STATEMENT

As a representative of the civil association [FULL NAME OF THE PUBLIC ASSOCIATION], I agree to participate in the independent assessment of a judge.

I am familiar with the Regulation on the Regular Assessment of a Judge and the methodological recommendations for its conduct.

During the independent assessment of the judge, I hereby undertake not to act on behalf of any other civil association and to comply with the assessment rules.

There are no circumstances preventing participation in the regular assessment of judges.

I consent to the publication of this statement and other documents submitted by the head of [FULL NAME OF THE PUBLIC ASSOCIATION] concerning me in full.

The certificate of the National School of Judges of Ukraine on the conduct of regular assessment by representatives of public associations was received on [DATE] under No. [CERTIFICATE NUMBER].

[DATE]

[SIGNATURE]

[First name, SURNAME]