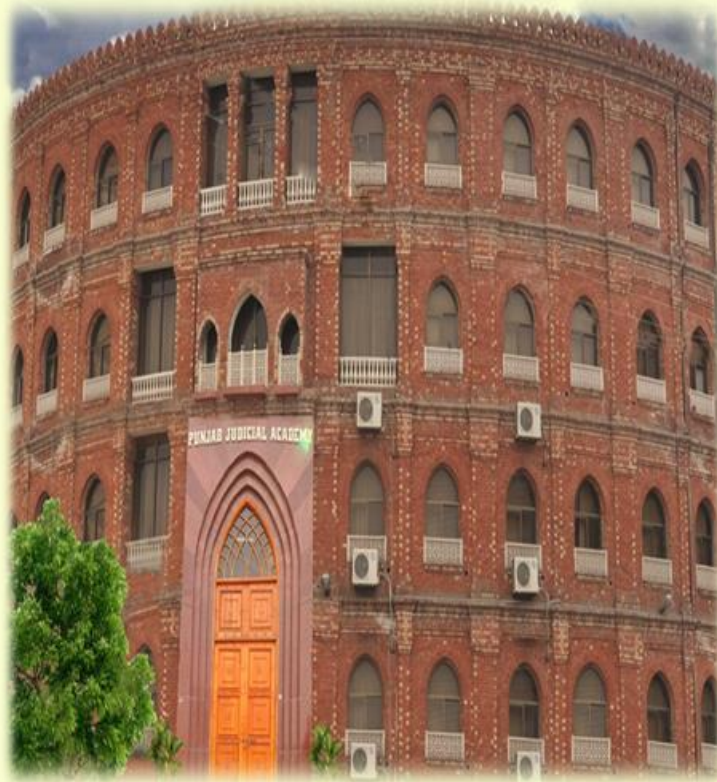




PUNJAB JUDICIAL ACADEMY

NEWSLETTER



May-October, 2015

Punjab Judicial Academy
15-Fane Road, Lahore
www.pja.gov.pk



Aiming for Quality Training

Highlights:

- Assumption of charge by Justice (R) Ch. Shahid Saeed as new Director General of PJA
- District Level Judicial Training Program
- Capacity Building Program for Lahore High Court Staff
- Oath taking ceremonies of Civil Judges and Additional District & Sessions Judges
- Expeditious work on structure of PJA Kala Shah Kaku Campus
- One day Symposium on “Advancing Public Finance Excellence for Advancing Access to Justice”
- Six sessions of General Training Program for District & Sessions Judges, Additional District & Sessions Judges and Civil Judges
- Four sessions of Performance Evaluation Training Courses For Additional District & Sessions Judges and Senior Civil Judges
- Nine Batches of Training Program for District Court Staff and Lahore High Court Ministerial Staff

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4. Introduction of Eminent Resource Persons

In the name of Allah, the most Beneficent, the most Merciful



Director General's Message

Punjab Judicial Academy was established in 2007. The Academy has its own distinction among other Judicial Training Institutions of Pakistan. The courses offered by the Academy aim at enhancing Knowledge, Skills & Attitude (KSA) requirements of the Judges, so that they may start their career with courage, character and professional expertise. The dynamic teaching faculty of the Academy imparts training with Islamic as well as Western perspectives that is in line with structure of judicial system in Pakistan. The Judges are encouraged to develop critical and analytical skills by involving themselves in the classes and undertaking Mock Trials & Law Moots. Owing to the commitment and efforts of our highly professional resource persons, Punjab Judicial Academy has made its name in Judicial Training Institutions of Pakistan within a short span of time. At the moment, the Academy is running several Training Programmes to cater the needs of three different classes of judges i.e. CJs, ASJs & DJs.

One of my modest contributions to the Academy is publication of this newsletter titled 'Aiming for Quality Training'. The newsletter is meant to highlight the activities of the Academy in the preceding month. It may also serve as a forum to publish outstanding research articles. Basically, the object is to promote awareness about the activities of the Academy amongst judicial sector stake holders. I hope the readers would enjoy the first edition and would not hesitate in giving constructive feedback.

1. Training Programs Conducted between May-October, 2015

Training extends and develops capabilities for better performance in the field. It involves transfer of new knowledge, skills, behaviors and attitudes to perform specific roles in the workplace and sharing.

Successful training requires careful planning by the trainer. Planning helps the trainer to determine the range of skills to be imparted and kind of participants to be invited. Basically, planning is needed to identify the gaps in Knowledge, Skills and Attitude (KSA) of the prospective trainees and ways and means to plug in those gaps.

I. New Programs

a. District Level Judicial Training

District Level Judicial Training Program was approved by the Hon'ble Chairperson/Board of Management, Punjab Judicial Academy Lahore in summer 2015. The objective of the program was to give on-spot/on-station training to judges with a view to avoid wastage of time involved in commuting to the Academy. The program is now being held regularly on every Friday after court hours when faculty members of the academy proceed to district headquarters to deliver lectures and hold talks on varying subjects such as Civil Procedure, Criminal Trial, Case & Court Management, Understanding Revenue Documents, Family Laws & Understanding Medico-Legal Reports etc. So far the Program has been successfully conducted in Rawalpindi, Gujranwala Sheikhpura, Kasur, Gujrat, Sahiwal, Nankana Sahab, Okara, Sialkot, Narowal, Hafizabad, Chiniot and Toba Tek Singh Districts. The detail of the programs held so far is as under:

1. District Level Judicial Training Program (Rawalpindi District)(22/05/2015)
2. District Level Judicial Training Program (Sheikhpura District) (18/09/2015)
3. District Level Judicial Training Program (Kasur District) (02/10/2015)
4. District Level Judicial Training Program (Gujrat District) (09/10/2015)
5. District Level Judicial Training Program (Sahiwal District) (16/10/2015)
6. District Level Judicial Training Program (Nankana Sahab & Okara District) (16/10/2015)





b. Capacity Building Training Program for High Court Staff

Hon'ble Justice Syed Mansoor Ali Shah, Hon'ble Justice Ayesha A. Malik and the Director General, Punjab Judicial Academy Justice (R) Ch. Shahid Saeed inaugurated the maiden 'Capacity Building Training Program' of Lahore High Court Administrative and Ministerial staff, on 6 October 2015. The course was designed and developed by Ms. Saima Asghar, former Director Faculty Development and Internationalization, Lahore College for Women University.

The Punjab Judicial Academy Act, 2007 provides that the manner of imparting training shall be at par with international standards, the Academy, therefore, signed a MoU with Ms. Saima Asghar Director, Directorate of Faculty Development and Internationalization, LCWU for designing and developing the program, keeping in view her credentials and expertise.

As per program, each and every official/officer of the Lahore High Court, (both old and new entrants) will be involved in the training. The Training would cover not only the working strength but also the sanctioned strength of the staff.

The training sessions are scheduled for Monday, Wednesday and Thursday, however, each participant shall attend 3 training sessions, comprising of one day a week, and the timings shall be after 04:00 p.m., as approved by the Hon. Chief Justice. The training course for each participant would be concluded in 5 weeks. The training covers areas such as Personality Development, Personal Management, Stress and Time Management, IT skills, Financial Skills and Effective Communication Skills etc.

A unique feature of the program is evaluation of the trainees, trainers and course contents and its impact. A new strategy has also been evolved to enable the participants to assess their own learning through the mechanism of self assessment.

It is expected that the course will tremendously enhance the problem solving and crisis management skills of the participants.

- ***Pioneers of the Program***

The program has been materialized with strenuous efforts of Hon'ble Justice Ayesha A. Malik. The course participants as well as PJA are grateful to Hon'ble Justice Ayesha A. Malik for devising such a useful and inspirational training program and for providing supervision and guidance for its implementation.



Hon'ble Justice Syed Mansoor Ali Shah, Hon'ble Justice Ayesha A. Malik and Director General Punjab Judicial Academy Hon'ble Justice (R) Ch. Shahid Saeed inaugurating training course for officers and ministerial staff of Lahore High Court.

II. Existing Programs

a. Pre-Service Training Programs

- 86th Two Weeks Pre-Service Training Course for newly promoted District & Sessions Judges Balochistan (22.06.2015 to 04.07.2015)



Newly promoted District and Sessions Judges of Balochistan attended this Pre-Service training course. The course was designed to equip the participants with basic knowledge relating to court work and administration.

On 4th July, 2015 concluding ceremony of the 86th training course for learned District and Sessions Judges of Balochistan was held in the Committee Room of Punjab Judicial Academy. The ceremony was presided over by Chief Justice, Lahore High Court, Lahore, Hon'ble Justice Syed Mansoor Ali Shah, Senior Puisne Judge, Lahore High Court, Lahore along with Hon'ble Justice (R) Ch. Shahid Saeed, Director General PJA. The ceremony formally started with recitation of Holy Quran. Learned faculty members of the Academy and its administration attended the ceremony. In the end, Honourable Chief Justice Lahore High Court, Lahore distributed certificates among the course participants. Lastly, Hon. Director General thanked the participants for their valuable suggestions for improvement of the Academy.

b. General Training Program

Six batches of District & Sessions Judges, Additional District & Sessions Judges and Civil Judges were trained by the Academy under its signature course, General Training Program (GTP). The details of the batches trained are as under:

1. 88th One Week Training Course for District & Sessions Judges (1st General Training Programme) (10.08.2015---15.08.2015)
2. 89th Two Weeks Training Course for Additional District & Sessions Judges(1st General Training Programme)Batch-IV-(10.08.2015-22.08.2015)
3. 90th Two Weeks Training Course for Civil Judges (1st General Training Programme)Batch-VI-(10.08.2015-22.08.2015)
4. 91st One Week Training Course for District & Sessions Judges (1st General Training Programme)Batch-V-(24.08.2015---29.08.2015)
5. 92nd Two Weeks Training Course for Additional District & Sessions Judges(1st General Training Programme)Batch-V-(24.08.2015---05.09.2015)
6. 93rd Two Weeks Training Course for Civil Judges (1st General Training Programme)Batch-VII-(24.08.2015---05.09.2015)

c. Performance Evaluation Training Course

PJA conducted four training courses for Performance Evaluation of Additional District & Sessions Judges and Senior Civil Judges, simultaneously. This reflects multi-dimensional and integrational approach of PJA. These courses were designed by the Academy in accordance with needs of the trainees and requirements of performance evaluation. It was followed by an examination based on MCQs. The result of candidates was subsequently dispatched to the Lahore High Court.

Taking into account specific job requirements, the focus of the training remained procedural subjects such as Recording of Evidence in Sessions cases, Duties of Justice of Peace, Trial of complaint and challan cases, Sessions Trial, Forensic Science, Medical Jurisprudence and Trial of cases under Defamation Ordinance. Other areas of general importance were also touched. The details of training sessions held are as under:

1. 87th Two Weeks Training Course for Performance Evaluation of Senior Civil Judges (13.07.2015 to 25.07.2015)
2. 94th One Week Performance Evaluation Training Course for Senior Civil Judges (14.09.2015 to 19.09.2015)
3. 95th One Week Performance Evaluation Training Course for Senior Civil Judges (21.09.2015 to 23.09.2015)
4. 97th One Week Performance Evaluation Training Course for Additional District & Sessions Judges (21.09.2015 to 23.09.2015)

d. Training Program for Court Personnel

In addition to Judicial officers, Punjab Judicial Academy(PJA) also imparts training to Court Administrators, Process Servers, Readers, Ahlmads, Clerks of Courts & non judicial court staff, performing duties at District Headquarters. The Academy also gives training to Lahore High Court staff on soft skills. For this purpose, in summer 2015, nine sessions of Two Day training course were held at PJA. The details of the sessions are as under:-

1. 20th Two Days Training Program for Establishment of the Lahore High Court, Lahore Batch-I-(29.05.2015 to 30.05.2015)
2. 20th Two Days Training Program for Establishment of the Lahore High Court, Lahore Batch-II-(05.06.2015 to 06.06.2015)
3. 20th Two Days Training Program for Establishment of the Lahore High Court, Lahore.Batch-III-(12.06.2015---13.06.2015)
4. 20th Two Days Training Program for Establishment of the Lahore High Court, Lahore.Batch-IV-(19.06.2015---20.06.2015)
5. 20th Two Days Training Program for Establishment of the Lahore High Court, Lahore Batch-V-(26.06.2015---27.06.2015)
6. 21st Two Days Workshop for Ahlmad/Record-Keepers of District Courts “Proper Maintenance, Safe Custody and Access to Judicial Record” (14-07-2015 - 15-07-2015)
7. 22nd Two Days Training Program on “Enhancing Professional Competency” for 20/25 Court Association / Readers, Lahore High Court (03.08.2015---04.08.2015)
8. 23rd Two Days Training Program on “Enhancing Professional Competency” for 20/25 SPS/PS/PA, Lahore High Court (05.08.2015---06.08.2015)
9. 24th Two Days Training Program on “Enhancing Professional Competency” for 20/25 Daftri/Kasid/Naib Kasid/Naib Court, Lahore High Court (07.08.2015 to 08.08.2015)





2. Symposium, Conferences, Surveys and Visits

A. *One Day Symposium on “Advancing Public Finance Excellence for Advancing Access to Justice” (03-07-2015)*

On Friday, July 3rd, 2015, Punjab Judicial Academy organized a symposium on “Advancing Public Finance Excellence for Advancing Access to Justice”. Apart from the trainee judges of 86th training course of D&SJ of Balochistan, the symposium was attended by DG, Punjab Judicial Academy, Justice (R) Ch. Shahid Saeed, Rana Arif Ali Nawaz Additional Director, Ms. Jazeela Aslam, Senior Instructor



Justice (r) Shahid Saeed, Director General, PJA, Mr. Arshad Rasheed, Additional Secretary Finance Punjab, Mr. Arshad Ex-Director Budget, Mr. Tariq Bashir Chattha, Additional Accountant General Punjab delivering lectures on Budgetary Control, Specific Budgetary Procedures, Setting up the fiscal Targets and level of expenditures compatible with targets and financial transactions between government entities.

B. Training Needs Assessment TNA Survey Analysis



In order to assess the Training programs and strategy of PJA, Lahore High Court was approached by European Union Punjab Access to Justice Project (PA2J) to hold a meeting with PJA administration. The object of the meeting was to discuss best possible ways to conduct Training Needs Assessment (TNA).

The participants of the meeting agreed that PA2J would work with PJA to carry out Judicial Training Needs Assessments (TNAs) through surveys and discussions with Judges, scheduled to attend training sessions at PJA.

Pursuant to this meeting, three surveys were conducted between, August 10 to August 18 involving three different classes of Judges attending General Training Program at PJA. During survey the Judges expressed their opinion about methods of teaching, their preferred topics for training and practical application of the knowledge gained through training. The summary of the survey results was shared by PA2J with the Academy as well as Lahore High Court.

C. Visits

▪ Visit to Punjab Forensic Science Agency

A visit of participants of 86th training course to Punjab Forensic Science Agency (a state-of-the-art forensic laboratory) was arranged, to make them familiar with latest Forensic Techniques. Trainees were enlightened about matters such as DNA testing by the senior professors of the Forensic Science Agency.

▪ Visit to Forensic Department of King Edward Medical University

The trainee judges of 86th and 87th course were also taken to the Department of Forensic Medicine & Toxicology of King Edward Medical University, Lahore where they witnessed the post-mortem examination.

3. Administrative Activities

i. Assumption of the charge of office by New Director General

Justice (R) Ch. Shahid Saeed has been appointed as Director General, Punjab Judicial Academy. He assumed the charge of his office on 11-05-2015. Earlier, he served as an advocate Supreme of Pakistan and had conducted cases of multinational companies, University of the Punjab etc. He also remained Standing Counsel for Pakistan Railways, Senior Legal Advisor Pakistan Railways and Visiting Professor of Law at Anjuman-e-

Hamayt Islam Law College. He was elevated as Judge of Lahore High Court on 19-2-2010 and was retired on 02-10-2012.

ii. Meeting of Board of Management PJA

12th meeting of Board of Management (BoM) chaired by Hon'ble Chief Justice / Chairperson (BoM) was held on 1st August 2015, in the committee room of Punjab Judicial Academy. The meeting started with recitation of the Holy Qur'an. Following items were discussed:

- Proposed Amendments in the Punjab Judicial Academy Act, 2007.
- Proposal for Construction of Two Additional Floors in the Punjab Judicial Academy.
- Special Casual Leave to the Officers Working in the Punjab Judicial Academy.
- Appointment of Chartered Accountant Firm for Audit of the Punjab Judicial Academy for the Year 2013-2014.
- Appraisal of the Powers Delegated by the Board of Management to the Chairperson and Director General.
- Modifications / Alterations or additions in the Plan of under Construction Building of the Punjab Judicial Academy at Mauza Kallar, Tehsil Ferozewala, District Sheikhpura.

Decisions

The Board took requisite decisions regarding the above-mentioned items. The decisions included amendment in section 3(3) of the PJA Act, 2007. The Hon. Chairperson approved the proposal to constitute a committee to visit the site at Kala Shah Kaku and suggested the amendments / alteration or modifications in the plan of under construction campus of the Academy. The Hon. Chairperson also constituted a committee comprising of Hon'ble Justice Shujaat Ali Khan, Hon. Justice (R) Ch. Shahid Saeed, Director General PJA, Tariq Iftikhar, District & Sessions Judge Lahore. Moreover, the Additional Chief Secretary, Government of the Punjab, the Chief Architect, Government of the Punjab, Lahore and the Superintendent Engineer Building Department, Lahore were directed to accompany the committee during the visit for technical assistance. Amongst the hounourable members of the Board of Management, the meeting was attended by Hon'ble Reform Judge Justice Mansoor Ali Shah, Hon'ble Justice Shujaat Ali Khan, Justice(R) Ch. Shahid Saeed, Director General PJA, Mr. Habib Ullah Amir, Registrar Lahore High Court, Mr. Tariq Iftikhar, D&SJ Lahore, Syed Mubashar Raza, Additional Chief Secretary Government of the Punjab Lahore, Dr. Syed Abul Hassan Najmee, Secretary Law & Parliamentary Affairs Department.

iii. Oath Taking Ceremony of Civil Judges

Hon'ble Mr. Manzoor Ahmad Malik Chief Justice of Lahore High Court (LHC) on Saturday, 29th August, 2015 presided over the oath taking ceremony of as many as 370 civil judges. The ceremony was held at Punjab Judicial Academy in which officials of subordinate courts also took part. The Hon. Chief Justice Lahore High Court during speech advised the judges to work honestly and diligently. Moreover, the newly inducted judges were assigned their courts in different districts of Punjab.



The Hon'ble Chief Justice Mr. Justice Manzoor Ahmad Malik administering oath to Civil Judges-cum-Magistrates.

iv. Oath of Additional District & Session Judges

Hon'ble Mr. Manzoor Ahmad Malik Chief Justice of Lahore High Court Justice also presided over the oath taking ceremony of 79 newly inducted AD&SJ. The ceremony was held at Punjab Judicial Academy. The newly appointed judges were advised to decide the cases expeditiously and fairly.



v. ***Director General's Meeting with Resource Persons***

The Academy is committed to establish long term liaison with its valued resource persons and for this purpose the Director General organized a Hi-Tea to pay tribute to meritorious services of the resource persons.



vi. ***Hon'ble. Justice Syed Mansoor Ali Shah and Director General Meeting with Media Representatives***

Punjab Judicial Academy hosted a lunch for Court Reporters and media personnel. Hon'ble Justice Syed Mansoor Ali Shah and Director General Punjab Judicial Academy graced the occasion with their presence. Reporters of famous media houses were invited to attend the event. The reporters were appreciated for their efforts to raise public awareness about social evils. At the same time, they were advised to be cautious in reporting court cases.



vii. Appreciation of Services of Christian Employees by the Director General

The Director General hosted a Hi-Tea to acknowledge the services of Christian employees and expressed his satisfaction over their performance. In his address, the Director General said that minorities are an important pillar of Pakistan and no nation can prosper without taking them along. The employees of minority communities, therefore, deserve special appreciation.



The Director General distributing certificates amongst minority employees for their services to the Academy.

4. Introduction of Eminent Resource Persons



Hon'ble Mr. Justice (r) Shahid Saeed, Director General PJA

Mr. Justice (r) Ch. Shahid Saeed, Director General PJA, addressing the Course Participants on “**Appeal and Revision (Civil)**”

Hon'ble Mr. Justice (r) Tassaduq Hussain Jilani, Former Chief Justice of Pakistan

Mr. Justice (r) Tassaduq Hussain Jilani, Former Chief Justice of Pakistan, addressing the Course Participants on “**Judicial Review of Administrative Action**”





Hon'ble Mr. Justice (r) Khalil-ur-Rehamn Ramday, Former Judge Supreme Court of Pakistan

Mr. Justice (r) Khalil-ur-Rehamn Ramday, Former Judge Supreme Court of Pakistan, addressing the Course Participants on “**Fundamental Rights & their Enforcement**”

Hon'ble Mr. Justice (r) Khalil-ur-Rehamn Khan, Former Judge Supreme Court of Pakistan

Mr. Justice (r) Khalil-ur-Rehamn Khan, Former Judge Supreme Court of Pakistan, addressing the Course Participants on “**The Mode of Appreciation & Recording of Evidence**”



Hon'ble Mr. Justice (r) Tanvir Ahmad Khan, Former Judge Supreme Court of Pakistan

Mr. Justice (r) Tanvir Ahmad Khan, former Judge Supreme Court of Pakistan and former Director General, PJA addressing the Course Participants on “**Judicial Ethics – Honour not Burden**”



Hon'ble Mr. Justice (r) Karamat Nazir Bhandari, Former Judge Supreme Court of Pakistan

Mr. Justice (r) Karamat Nazir Bhandari, Former Judge Supreme Court of Pakistan, addressing the Course Participants on “**Law of Arbitration & The Role of the Court**”





Hon'ble Mrs. Justice (r) Nasira Javed Iqbal , Former Judge Lahore High Court

Mrs. Justice (r) Nasira Javed Iqbal , Former Judge Lahore High Court, addressing the Course Participants on **“Family Courts- Custodian of Family Unit”**

Hon'ble Justice (r) Dr. Munir Ahmad Mughal, Former Judge Lahore High Court

Mr. Justice (r) Dr. Munir Ahmad Mughal, Former Judge Lahore High Court, addressing the Course Participants on **“Concept of Dignity & Justice in Islam**



Hon'ble Mr. Justice Mazhar Iqbal Sidhu, Judge Lahore High Court

Mr. Justice Mazhar Iqbal Sidhu, Judge Lahore High Court, addressing the Course Participants on **“Therapeutic Jurisprudence – Finding Healing Capacity of Law”**



Hon'ble Mr. Justice Kazim Raza Shamsi, Judge Lahore High Court

Mr. Justice Kazim Raza Shamsi, Judge Lahore High Court, addressing the Course Participants on **“Court Management & Administration”**





Hon'ble Mr. Justice Mamoon Rashid Sheikh, Judge Lahore High Court

Mr. Justice Mamoon Rashid Sheikh, Judge Lahore High Court, addressing the Course Participants on **“Settling the Issues – Lessening the Issues”**

Mr. Habib Ullah Amir, Registrar Lahore High Court

Mr. Habib Ullah Amir, Registrar Lahore High Court, addressing the Course Participants on **“Facilitating poor’s Access to Justice”**



Dr. Amjad Saqib, Chairman, Akhuwat Foundation

Dr. Amjad Saqib, Chairman, Akhuwat Foundation, addressing the Course Participants on **“Leadership Development”**



Mr. Mojeeb-ur-Rehman Shami,

Mr. Mojeeb-ur-Rehman Shami, addressing the Course Participants on **“State, Media and Justice System”**





Mr. Francis Bremson, Senior Judicial Expert, EU-Punjab Access to Justice Project

Mr. Francis Bremson, Senior Judicial Expert, EU-Punjab Access to Justice Project, addressing the Course Participants on **“Court & Case Management”**

Ch. Muhammad Saleem, Director Administration PJA



Ch. Muhammad Saleem, Director Admin PJA, addressing the Course Participants on **“Vulnerability, Disability in local and Global Context”**

Dr. Usman Hameed, Director Program PJA



Dr. Usman Hameed, Director Programme PJA, addressing the Course Participants on **“Delay Reduction with Case Management”**

Ms. Jazeela Aslam, Senior Instructor PJA



Ms. Jazeela Aslam, Senior Instructor PJA, addressing the Course Participants on **“Trial under Family Law”**