

NATIONAL JUDICIAL ACADEMY

P-1093: National Orientation Programme for Junior Division Judges

6th – 12th April, 2018

Programme Coordinator : Ms. Shruti Eusebius and Ms. Nitika Jain, Faculty NJA, Bhopal

No. of Participants : 36

No. of forms received : 34

I. OVERALL				
PROPOSITIONS	To a great extent	To some extent	Not at all	Remarks
a. The objective of the Program was clear to me	82.35	17.65		21. Yes it was clear
b. The subject matter of the program is useful and relevant to my work	67.65	32.35		
c. Overall, I got benefited from attending this program	79.47	23.53		21. I have been benefited
d. I will use the new learning, skills, ideas and knowledge in my work	76.47	23.53		21. Yes, I will use it
e. Adequate time and opportunity was provided to participants to share experiences	79.41	20.59		21. Interaction with participants was good
II. KNOWLEDGE				
PROPOSITIONS	To a great extent	To some extent	Not at all	Remarks
The program provided knowledge (or provided links / references to knowledge) which is:				
a. Useful to my work	54.55	45.45	-	-
b. Comprehensive (relevant case laws, national laws, leading text / articles / comments by jurists)	55.88	44.12	-	-
c. Up to date	72.73	27.27	-	-

d. Related to Constitutional Vision of Justice	82.35	17.65	-	-
e. Related to International Legal Norms	47.06	50.00	2.94	-
III. STRUCTURE OF THE PROGRAM				
PROPOSITIONS	Good	Satisfactory	Unsatisfactory	Remarks
a. The structure and sequence of the program was logical	82.35	17.65	-	-
b. The program was an adequate combination of the following methodologies viz.				
(i) Group discussion cleared many doubts	63.64	36.36	-	-
(ii) Case studies were relevant	66.67	33.33		
(iii) Interactive sessions were fruitful	81.82	18.18	-	-
(iv) Simulation Exercises were valuable	78.13	21.88		
(v) Audio Visual Aids were beneficial	71.88	25.00	3.13	-
<i>(To be modified as per the sessions planned)</i>				
IV SESSIONS WISE VETTING				
Parameters				
Session	Discussions in individual sessions were effectively organized		The Session theme was adequately addressed by the Resource Persons	
	Effective and Useful	Satisfactory	Effective and useful	satisfactory
1	78.79	21.21	84.38	15.63
2	84.85	15.15	84.38	15.63
3	78.79	21.21	81.25	18.75
4	78.79	21.21	78.13	21.88
5	69.70	30.30	74.19	25.81
6	81.82	18.18	84.38	15.63
7	87.88	12.12	84.38	15.63
8	84.38	15.63	87.10	12.90
9	82.76	17.24	75.86	24.14

10	61.29	38.71	61.29	38.71
11	61.29	38.71	58.06	41.94
12	68.75	31.25	61.29	38.71
13	51.61	48.39	41.38	58.62
14	51.61	48.39	44.83	55.17
15	84.38	15.63	80.65	19.35
16	81.25	18.75	87.10	12.90
17	87.10	12.90	83.87	16.13
18	90.32	9.68	93.55	6.45
19	86.67	13.33	83.33	16.67

V. PROGRAM MATERIALS

PROPOSITIONS	To a great extent	To some extent	Not at all	Remarks
a. The Program material is useful and relevant	76.47	23.53		
b. The content was updated. It reflected recent case laws/ current thinking/ research/ policy in the discussed area	87.88	12.12		
c. The content was organized and easy to follow	81.82	18.18		

VIII. GENERAL SUGGESTIONS

a. Three most important learning achievements of this Programme	<p>1. A lot of knowledge, How to behave & How to manage our stress.</p> <p>2. Core Judicial values; Role of mediation & simulation exercise; Art of writing judgement.</p> <p>3. 1. Application of innovative techniques for judgement writing; 2. Ways to improve the adjudication skills; 3. Inculcation of traits to become a good judge.</p> <p>4. 1. Clarity on law of precedents; 2. Stress management; 3. Judicial ethics; Updation regarding IT laws.</p> <p>5. 1. How to write a simple judgement; 2. Personality Development; 3. Handle stress.</p>
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	<p>6. 1. Core judicial values; 2. How to manage the court with the help of staff, counsel etc.; 3. How to refer the precedent/case laws in your judgements.</p> <p>7. 1. How to write a good judgement; 2. Management of courts; 3. Personality development, according handle stress situation.</p> <p>8. 1. Learnt how to approach a legal issue and solve it; 2. Got knowledge about interesting developments in different fields; 3. Learnt about the prevalent practices in different states.</p> <p>9. Experiences of Hon’ble judicial officers from all parts of country; Module of the programme; Resources from different field.</p> <p>10. 1. Interaction with our counterparts in other parts of country and discussion about different problems; 2. Tactfully handling and managing our courts; 3. Deliberation to provide justice in all sense.</p> <p>11. 1. Stress Management; 2. Managing Judicial Stress; 3. Framing of charge.</p> <p>12. 1. The programme has taught to have constitutional approach in our work; 2. Stress Management; 3. Learned mediation techniques.</p> <p>13. 1. How to manage the docket & case management; 2. Core judicial values session; 3. How we refer case and use the ADR techniques.</p> <p>14. 1. Mediation process; 2. Managing the docket; 3. Judgement writing.</p> <p>15. Framing of charge; ADR process (Mediation); Judgement skills.</p> <p>16. Participant did not comment.</p> <p>17. Participant did not comment.</p> <p>18. Vast knowledge about vision of constitutional justice, application of law in proper manner and to administer justice in accordance with law.</p> <p>19. Art of writing judgement, How to manage the court work.</p> <p>20. <i>Session 4: Constitutional Vision of Justice; Session 5: Adherence to Core Judicial Values and Session 6: Law of Precedents: Identification and Application of Ratio Decidendi</i> – were excellent and also <i>Session 18: Occupational Stress in Judges: Identification and Consequences of stress; Session 19: Managing Judicial Stress: Institutional Strategies and Techniques</i> – were very good. Application of law is tough.</p> <p>21. 1. To have a broader approach for our work within the constitutional framework; 2. To update ourselves with technology for effective and timely justice; 3. To work without any mental stress.</p> <p>22. 1. Core judicial values; 2. Stress management; 3. ADR.</p> <p>23. Constitutional vision, Judging skill, Court management & stress management.</p>
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	<p>24. 1. Disposition of judicial function effectively; 2. Judgement skills; 3. Release of stress.</p> <p>25. 1. Session by Hon’ble Justice Mr. S. Nagamuthu and Hon’ble Mr. Justice R.V. Raveendran; 2. Also Session 15: Role of Courts in Securing Gender Justice and Session 16: ADR and Plea Bargaining- how mediator works; 3. Managing court & case management.</p> <p>26. The very first is in this programme specifically in the session conducted on the topic of mediation. I have learnt lot of skills in that session. Second is I learn to how to use the precedents in judgements. Than, I learnt in the aspect of stress management. The entire programme was good and knowledge giving as it really achieves moto of academy.</p> <p>27. 1. Got a democratic vision that we must nurture 2. Effect on victim regarding the sentences; 3. Management of our stress.</p> <p>28. 1. Constitutional vision of justice; 2. Judging skills; 3. Judicial stress management.</p> <p>29. 1. It addressed the practical issues faced by the officers; 2. It gave some input with regard to judgment writing; 3. It addresses stress management issues.</p> <p>30. 1. I obtained national outlook of judiciary; 2. Got confidence of expressing views; 3. Having known the identical thinking even from highest judiciary to the lowest judiciary.</p> <p>31. Understanding how all state function in their respective judiciary and the opportunity to learn something from each one speakers as well as participants.</p> <p>32. 1. Session 6: Law of Precedents: Identification and Application of Ratio Decidendi; 2. Session 7: Judging Skills: Framing of Charges; 3. Session 17: Simulation Exercise and Discussion.</p> <p>33. Participant did not comment.</p> <p>34. 1. Charge framing; 2. Constitutional vision of justice; 3. Stress management.</p>
<p>b. Which part of the Programme did you find most useful and why</p>	<p>1. Every part of sessions is useful. It will help us in our work.</p> <p>2. I learnt about core judicial value which we must observe in today's times and also the importance & role of a mediator.</p> <p>3. Role of courts in constitutional democracy.</p> <p>4. Session 4: Constitutional Vision of Justice; Session 5: Adherence to Core Judicial Values; Session 6: Law of Precedents: Identification and Application of Ratio Decidendi; Session 15: Role of Courts in Securing Gender Justice and Session 18:</p>

Occupational Stress in Judges: Identification and Consequences of stress. The everyday challenges faced by us were discussed in these sessions. The queries raised by the participants were answered satisfactory.

5. All session are very useful and fruitful.

6. I find the most useful programme the law of precedents, adherence to core judicial values and managing the docket i.e. court and case management.

7. All session were useful and fruitful.

8. Lectures by Hon'ble Justice S. Nagamuthu and Hon'ble Mr. Justice R.V. Raveendran as these were very practical and dealt with practical issues.

9. Interaction with justice specially on practical thing which we do and dealing with the problems which entry level judges go through.

10. Adherence to core judicial values and application of law of precedents along with judging skills: Framing of charge were most useful as there were certain doubts regarding procedural aspects of application of case law which was cleared.

11. Stress Management.

12. Stress management because presently stress reduction is the biggest challenge before every judicial officer.

13. 1. Core Judicial value session; 2. ADR & Plea bargaining session; 3. Managing the docket session, above all sessions are useful in our daily court work.

14. Stress management classes. I hope, it will be helpful for every of judicial officers because of lot of pressure arising out of works.

15. Stress Management

16. Participant did not comment.

17. Participant did not comment.

18. All past of the programme are most useful.

19. All

20. **Session 4: Constitutional Vision of Justice; Session 5: Adherence to Core Judicial Values and Session 6: Law of Precedents: Identification and Application of Ratio Decidendi** – were excellent and also **Session 18: Occupational Stress in Judges: Identification and Consequences of stress; Session 19: Managing Judicial Stress: Institutional Strategies and Techniques** – were very good. Application of law is tough.

21. In knowing constitutional vision of justice and classes/session on identification of occupational stress.
22. Court & case management is useful for us.
23. The whole programme was useful.
24. *Session 7: Judging Skills: Framing of Charges; Session 8: Judging Skills: Art, Craft and Science of Drafting Judgment and Session 9: Art of Hearing: Promoting Rational Discourse in the Courtroom-* as lot of things could be learnt on the aspects of delivering our judgement more effectively.
25. *Session 5: Adherence to Core Judicial Values and Session 6: Law of Precedents: Identification and Application of Ratio Decidendi; Session 7: Judging Skills: Framing of Charges; Session 8: Judging Skills: Art, Craft and Science of Drafting Judgment and Session 9: Art of Hearing: Promoting Rational Discourse in the Courtroom; Session 17: Simulation Exercise and Discussion; Session 18: Occupational Stress in Judges: Identification and Consequences of stress; Session 19: Managing Judicial Stress: Institutional Strategies and Techniques* - These session were fruitful for me also manage stress in work place.
26. I find the session by Mr. Justice Raveendran and Justice R.C. Chavan was excellent because both resource person have focused on practical difficulties which judicial officers are facing. Overall, it is excellent.
27. Interactive sessions even more useful because it contributed a lot to our knowledge. *Session 7: Judging Skills: Framing of Charges; Session 8: Judging Skills: Art, Craft and Science of Drafting Judgment and Session 9: Art of Hearing: Promoting Rational Discourse in the Courtroom* – were particularly more informative.
28. Judicial stress management because it relates with such key areas which come in way as impediment to discharging duty efficiently.
29. Judging skills.
30. Class regarding “Adherence to core judicial values” is most useful, because I feel they are lacking nowadays in judiciary.
31. Interaction; When questions are raised by speakers and we stimulate our minds to answer; On-spot assignments Eg: Charge framing, Analysis of judgment (Dist. Judiciary).
32. Core judicial values because every judicial officer should act in the manner explained by Justice RV. Raveendran.
33. Electronic evidence, brain fingerprinting of charges; constitutional vision of justice & ADR.

	34. Charge framing for the clearest possible way of framing charges in an algorithm pattern.
c. Which part of the Programme did you find least useful and why	<p>1. Group discussion.</p> <p>2. Participant did not comment.</p> <p>3. None</p> <p>4. Session 13: Break-out Group Discussion on the specified Theme; Session 14: Presentation by the Participants on Group Discussion. The name of the judge whose judgement was provided must have been erased. The group discussion was not productive as no conclusion could be reached.</p> <p>5. Session 2: Managing the Docket: Court and Case Management; Session 4: Constitutional Vision of Justice; Session 5: Adherence to Core Judicial Values; Session 7: Judging Skills: Framing of Charges; Session 16: ADR and Plea Bargaining; Session 17: Simulation Exercise and Discussion and Session 18: Occupational Stress in Judges: Identification and Consequences of stress– is very useful for me and everybody.</p> <p>6. Participant did not comment.</p> <p>7. The last session is fruitful and very useful because court management and stress management is a key word for being a good judge.</p> <p>8. Session by Hon’ble Justice Dama Seshdri Naidu as it is as not connected to areas of practical relevance.</p> <p>9. Theoretical part because theory part we have been already taught.</p> <p>10. Role of courts in securing Gender justice- as I found its applicability to be of least usage in our daily proceeding.</p> <p>11. Session 1: Role of Courts in a Constitutional Democracy; Session 4: Constitutional Vision of Justice; Session 5: Adherence to Core Judicial Values; Session 8: Judging Skills: Art, Craft and Science of Drafting Judgment and Session 15: Role of Courts in Securing Gender Justice- These all topics are of theoretical nature.</p> <p>12. Electronic evidence and cyber law. In such programme more emphasis should be on practical and less on theory.</p> <p>13. Participant did not comment.</p> <p>14. Information Technologies & Cyber Crimes- because there are not much cases regarding cyber-crimes in West Bengal.</p> <p>15. Cyber-crime- Because this is lesser no of cases in our state.</p>

	<p>16. Participant did not comment.</p> <p>17. Participant did not comment.</p> <p>18. No.</p> <p>19. None.</p> <p>20. Session 13: Break-out Group Discussion on the specified Theme; Session 14: Presentation by the Participants on Group Discussion- were not very useful as resource person was short of practical knowledge.</p> <p>21. Group discussion could have been on some specified topic. The same could have been provided to the participant to express their views on the topic.</p> <p>22. Group discussion - because, discussion must be on issues which are faced by judicial officers.</p> <p>23. Participant did not comment.</p> <p>24. I find every programme useful and effective.</p> <p>25. <i>Session 12: Forensic Evidence in Civil and Criminal Trials</i>- as it was more about how forensic lab works not about how judges should apply forensic evidence.</p> <p>26. I find least useful session conducted on ADR by Ms. Nappiani – because she has not focused on the topics which were allotted to her.</p> <p>27. Plea bargaining.</p> <p>28. I have hardly found any part as least useful.</p> <p>29. Session 16: ADR and Plea Bargaining- with regard to plea bargaining.</p> <p>30. Day 5 programme is least useful, because nothing to learn new.</p> <p>31. I did not find any session that was not useful. Although, more insight and practical approach needed during session on IT Act and cyber law.</p> <p>32. <i>Session 12: Forensic Evidence in Civil and Criminal Trials.</i></p> <p>33. Participant did not comment.</p> <p>34. Art of hearing.</p>
<p>d. Kindly make any suggestions you may have on how NJA may serve you better and make its programmes more effective</p>	<p>1. None</p> <p>2. Sentencing policy should be one of topics; Intimation regarding nomination of officers should be sent well within time.</p> <p>3. No suggestions; Awesome job is being done by NJA keep it up.</p>

4. Participant did not comment.
5. Practical approach is more delivered in the class and every session.
6. This kind of programme should be arranged frequently by which we get opportunity to interact with judicial officers of other states.
7. Stress management and be of a good personality this class may be extended for development of skill and methods.
8. Make the topics more practical oriented.
9. More such training at every level.
10. You may provide some sessions on civil laws as well (procedural & substantive), as Civil Judge (Jr. Division) a lot of doubt wasn't cleared.
11. NJA should arrange programme about difficulties the judges have and how to resolve the difficulties.
12. Participant did not comment.
13. Participant did not comment.
14. Separate rooms should be provided to each individual officers for stay. Matters regarding civil suits have not been discussed in any of the classes.
15. Participant did not comment.
16. Participant did not comment.
17. Participant did not comment.
18. The NJA is enlightening us with well of knowledge.
19. It is all right.
20. Please choose the right resource persons.
21. Nothing much to add, but one suggestion which can be given is that NJA in association with the Hon'ble Supreme court can come up with a compilation series of judgement or settled point of law on particular subjects. By doing so, the talk of judicial indiscipline can be addressed. It will certainly strike some consistency in Indian judiciary.
22. Participation of each participant is needed. Need group discussion on the problems faced by officers at their workplace.
23. Participant did not comment.
24. It will be good if more practical approach is addressed while structuring the programme.
25. The session can be more about practical problems found by judges in discharging their duties.
26. I kindly request the NJA to provide Pen drive which includes the study material instead of providing hard copy. As it will definitely save the environment. This is my humble request and not suggestions.

	<p>27. Concentrate more on interactive sessions.</p> <p>28. Use of visual clipping in every session viz-a-viz the topic.</p> <p>29. More interactive session are necessary.</p> <p>30. Somewhat lively audio & video programmes may be arranged regarding legal classes.</p> <p>31. Answered above in VIII (c)</p> <p>32. Participant did not comment.</p> <p>33. The gender justice programme could have been conceptualized better vis-a vis content.</p> <p>34. NJA service is absolutely good in all perspective. The sessions attended were application based & good and I suggest for being more and more application based in future.</p>
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