

## National Judicial Academy

**P-1209: West Zone-II: “Regional Conference on Optimizing Quality and Efficiency in Justice Delivery: Challenges & Opportunities”**  
29<sup>th</sup> February – 01<sup>st</sup> March, 2020

**Programme Coordinator** : Mr. Rahul I. Sonawane & Ms. Sonam Jain, Faculty  
**No. of Participants** : 108  
**No. of forms received** : 98

<b>I. OVERALL</b>				
<b>PROPOSITION</b>	<b>To a great extent</b>	<b>To some extent</b>	<b>Not at all</b>	<b>Remarks</b>
a. The objective of the Program was clear to me	<b>88.66</b>	<b>11.34</b>	-	-
b. The subject matter of the program is useful and relevant to my work	<b>71.43</b>	<b>28.57</b>	-	-
c. Overall, I got benefited from attending this program	<b>73.47</b>	<b>26.53</b>	-	-
d. I will use the new learning, skills, ideas and knowledge in my work	<b>77.08</b>	<b>21.88</b>	<b>1.04</b>	-
e. Adequate time and opportunity was provided to participants to share experiences	<b>74.74</b>	<b>25.26</b>	-	85. Needs to be enhanced for some more time.
<b>II. KNOWLEDGE</b>				
<b>PROPOSITION</b>	<b>To a great extent</b>	<b>To some extent</b>	<b>Not at all</b>	<b>Remarks</b>
The program provided knowledge (or provided links / references to knowledge) which is:				
a. Useful to my work	<b>68.42</b>	<b>31.58</b>	-	46. Perfectly.
b. Comprehensive (relevant case laws, national laws, leading text / articles / comments by jurists)	<b>57.30</b>	<b>38.21</b>	<b>4.49</b>	-
c. Up to date	<b>69.41</b>	<b>29.41</b>	<b>1.18</b>	1. Satisfactory.

d. Related to Constitutional Vision of Justice	<b>75.53</b>	<b>24.47</b>	<b>-</b>	1. Need more development.
e. Related to international legal norms	<b>36.90</b>	<b>48.81</b>	<b>14.29</b>	<b>-</b>
<b>III. STRUCTURE OF THE PROGRAM</b>				
<b>PROPOSITION</b>	<b>Good</b>	<b>Satisfactory</b>	<b>Unsatisfactory</b>	<b>Remarks</b>
a. The structure and sequence of the program was logical	<b>82.47</b>	<b>16.49</b>	<b>1.04</b>	<b>-</b>
b. The program was an adequate combination of the following methodologies viz.				
(i) Group discussion cleared many doubts	<b>77.08</b>	<b>20.83</b>	<b>2.09</b>	<b>-</b>
(ii) Case studies were relevant	<b>53.93</b>	<b>41.58</b>	<b>4.49</b>	<b>-</b>
(iii) Interactive sessions were fruitful	<b>83.16</b>	<b>15.79</b>	<b>1.05</b>	67. To many people in one group for effective discussion.
(iv) Audio Visual Aids were beneficial	<b>56.18</b>	<b>42.70</b>	<b>1.12</b>	<b>-</b>
<b>IV SESSIONS WISE VETTING</b>				
<b>Parameters</b>				
<b>Session</b>	<b>Discussions in individual sessions were effectively organized</b>		<b>The Session theme was adequately addressed by the Resource Persons</b>	
	Effective and Useful	Satisfactory	Effective and Useful	Satisfactory
1	<b>84.69</b>	<b>15.31</b>	<b>84.62</b>	<b>15.38</b>
2	<b>81.11</b>	<b>18.89</b>	<b>83.82</b>	<b>16.18</b>
3	<b>78.89</b>	<b>21.11</b>	<b>79.17</b>	<b>20.83</b>
4	<b>89.89</b>	<b>10.11</b>	<b>85.92</b>	<b>14.08</b>
5	<b>86.67</b>	<b>13.33</b>	<b>87.14</b>	<b>12.86</b>
<b>V. PROGRAM MATERIALS</b>				
<b>PROPOSITION</b>	<b>To a great extent</b>	<b>To some extent</b>	<b>Not at all</b>	<b>Remarks</b>
a. The Program material is useful and relevant	<b>72.45</b>	<b>27.55</b>	<b>-</b>	28. I suggested the programme material would be put in academy site, it will helpful to all

				state, who are unable to join the programme
b. The content was updated. It reflected recent case laws/ current thinking/ research/ policy in the discussed area	<b>72.34</b>	<b>26.60</b>	<b>1.06</b>	-
c. The content was organized and easy to follow	<b>78.13</b>	<b>21.87</b>	-	2. Problems are addressed very nicely.  28. I suggested the programme material would be put in academy site, it will be helpful to all state, who are unable to join the programme

<b>VIII. GENERAL SUGGESTIONS</b>	
1. Three most important learning achievements of this Programme	<p>1. Participant did not comment.</p> <p>2. 1 Devotional role of judge, besides being an adjudicatory authority's and how to deal with problems; 2. Balancing rights of victim, accused and duties of state/ public officers i.e., judges; 3. Importance of budgetary planning.</p> <p>3. 1. Experts in budgetary issues; 2. Constitutional vision of justice; 3. My role of most important as judge.</p> <p>4. to 7. Participant did not comment.</p> <p>8. 1. Knowledge about recruitment process; 2. Knowledge about infrastructure funds etc.; 3. Active participation by Hon'ble high court judges resulted in knowledge about their opinions in administrative matters.</p> <p>9. 1. Effective court and case management; 2. Effective information and communication technology in courts; 3. Utilization of human resource.</p> <p>10. Group discussion; Interactive sessions; Audio visual sides.</p> <p>11. Very useful and learning for us and I will use the learning skill, ideas and knowledge my work.</p> <p>12. Better plan for court &amp; case management.</p> <p>13. Group discussion; <b>Session 4: Cadre Management in District Judiciary: • Recruitment Process: Aptitude Test • Identifying and Filling of Vacancies • Human resources/ manpower planning; Session 5: Fiscal and Budgetary Planning for District Judiciary: • Planning for the next Fiscal • Infrastructural Issues • Optimal Utilization of allotted Funds- interactive session.</b></p> <p>14. Participant did not comment.</p>

15. 1. The programme was useful for understanding present scenario; 2. Reading material is useful; 3. The problem facing the recruitment and some of its solutions.

16. 1. Recruitment process & qualification of various posts; 2. Group discussion; 3. Case management in courts.

17. **Session 3: Access to Justice:** • *Information and Communication Technology in Courts* • *Court and Case Management* • *Role of a Judge in Promoting ADR*; **Session 4: Cadre Management in District Judiciary:** • *Recruitment Process: Aptitude Test* • *Identifying and Filling of Vacancies* • *Human resources/ manpower planning*; **Session 5: Fiscal and Budgetary Planning for District Judiciary:** • *Planning for the next Fiscal* • *Infrastructural Issues* • *Optimal Utilization of allotted Funds*.

18. 1. Group discussions; 2. Interactive; 3. Sharing of experience.

19. All stakeholder needs to be strengthen, not only judges; Fusion of constitutional values in day to day proceeding and also in dispensation of justice.

20. None.

21. How to recruit & treat iv class; Preparation of budgeting planning with the help of experts; How to change the set of mind regarding already mind setup.

22. **Session 1: Constitutional Vision of Justice;** **Session 2: Being a Judge:** • *Role of Judge in a Constitutional Democracy* • *Nurturing public faith in the Judicial Process*; **Session 3: Access to Justice:** • *Information and Communication Technology in Courts* • *Court and Case Management* • *Role of a Judge in Promoting ADR* – group discussion is good experience; Learned about concept of justice & about cadre management.

23. 1. How to utilize constitutional aspect in order & judgement; 2. How to utilize resource in better way; 3. How to utilize information & communication technology to improve court management.

24. It helps to enhance knowledge; It helps to improve a utility of work.

25. 1. How to utilize available resources in better way; 2. Use information technology to improve our day to day judicial working; 3. How to adopt constitution view to when dealing with sensitive social issue.

26. **Session 4: Cadre Management in District Judiciary:** • *Recruitment Process: Aptitude Test* • *Identifying and Filling of Vacancies* • *Human resources/ manpower planning*; **Session 5: Fiscal and Budgetary Planning for District Judiciary:** • *Planning for the next Fiscal* • *Infrastructural Issues* • *Optimal Utilization of allotted Funds*- regarding cadre management& fiscal & budgetary planning session was inosines useful.

27. Provided opportunity of introspection; Comparative and comprehensive discussion; Found some ideas and vision to solve some current issues.

28. Budget programme.

29. Interactive session was very effective.

30. Court learn constitution aspect; How for our court problem regarding class 4 employees; Court learn how for proper fiscal planning.

31. The group discussion sessions are more effective.

32. The group discussion and cadre management and fiscal planning.

33. Participant did not comment.

34. 1. Updating the knowledge; 2. Very interactive; 3. Very useful in day to date working.

35. Which has enriched my knowledge not only on judicial side court also enriched knowledge with regards to administrative work.

36. Case management & court management; How to prepare budget & its importance; Utilization at funds.

37. None.

38. Enrich before law; Social connect of judge; Rule of law.

39. Knowledge; Learning; Skills.

40. Knowledge; Experience; Skills.

41. None.

42. Participant did not comment.

43. Interaction helps up to clear doubts helps in court functioning in shift and effective manner.

44. Participant did not comment.

45. No remark.

46. *Session 1: Constitutional Vision of Justice* – has given very good ideas on subject.

47. 1. Interactive session are the best learning experience; 2. The different point of views are put across in a healthy manner.

48. Very useful.

49. All session were useful.

50. Participant did not comment.

51. Selection process/budget.

52. To be participation; To be interactive; To be accommodative.

53. 1. Sharing of best practices; 2. Interaction and cooperation helps in achieving requisite targets; 3. Improvement and quality justice.

54. Very effective deliberations; Change in perception; Approach to a problems.

55. Efficiency is justice delivery; Role of judge; Recruitment process.

56. & 57. Participant did not comment.

58. It is useful not only for judicial work but also for administration work.

59. 1. Role of judge in a constitutional democracy and nurturing public faith in judicial process; 2. Principal district judge aware about physical budgeting; 3. Maintaining and natural learning through interactions.

60. Learned concept of equality rule of law etc.

61. 1. Speaker's guidance; 2. Reading material; 3. Interaction are very effective & useful in my work.

62. 1. Fiscal and budgetary planning; 2. Court and case management; 3. Social context judging.

63. Role of a judge in promoting ADR; How to utilization of grant.

64. Administration; Cadre management; Budget.

	<p>65. &amp; 66. Participant did not comment.</p> <p>67. None.</p> <p>68. Knowledge sharing; Learning; Sharing of experiences.</p> <p>69. Participant did not comment.</p> <p>70. 1. Practical problems were discussed; 2. New innovative ideas were discussed; 3. Future plan for administration of justice.</p> <p>71. None.</p> <p>72. 1. The concept of guardian judge and mentor judge; 2. Budgeting discussion; 3. Cadre management discussion.</p> <p>73. 1. Constitutional vision of justice; 2. Cadre management in district judiciary; 3. Role of judge in constitutional democracy.</p> <p>74. Broadening of vision; Upgrading of knowledge.</p> <p>75. 1. Expression of constitutional vision; 2. To be free to express discussion may power; 3. To be open to all stakeholders.</p> <p>76. Knowledge; Group learning; New skill.</p> <p>77. How to give equal treatment to litigant; How to overcome gender justice; How to useful computer technology.</p> <p>78. 1. Interaction with other state judges and lordship; 2. Theory part very good; 3. Learning about recruitment finance and budget.</p> <p>79. 1. Interaction with lordship; 2. Learned about finance &amp; budget; 3. They was very good.</p> <p>80. How to perceive the problems and to solve them it.</p> <p>81. Participant did not comment.</p> <p>82. Very helpful with respect to recruitment process, Identifying &amp; filling of vacancies; Constitutional vision of justice.</p> <p>83. Vision of justice/ selection process &amp; budget.</p> <p>84. 1. Common problems &amp; their solutions; 2. Learning by others experiences.</p> <p>85. Participant did not comment.</p> <p>86. Sensitized to act according vision of justice enshrined in the constitution.</p> <p>87. Judges can be good judges in deciding cases a matters before them, &amp; they ought to be; But they cannot be experts of all the fields.</p> <p>88. 1. Management; 2. Budgetary method; Properly communicate the problems assuring in daily work to higher authorities.</p> <p>89. Case material provided; constitutional vision of justice; Being a judge.</p> <p>90. Interactive session; Practical approach; Overall scenario became clear.</p> <p>91. All.</p> <p>92. Programme is useful interacted; I got new ideas which will help me to perform in better way.</p> <p>93. Budget preparing &amp; recruitment process.</p> <p>94. Key information on the subjects centralize recruitment; Training/ mentor to judge/staff.</p>
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	<p>95. Judicial vision.</p> <p>96. All the programme also provided a platform to the judge of various state to discuss and details there issues and suggest methods to enhance efficiency in the functioning of their respective courts.</p> <p>97. 1. Being a judge; 2. Constitutional vision of justice.</p> <p>98. 1. Constitutional aspects; 2. Cadre management.</p>
<p>2. Which part of the Programme did you find most useful and why</p>	<p>1. Participant did not comment.</p> <p>2. 1. Management of ministerial staff and class iv employees; 2. Numerous appellate intervention in adjudication; 3. Group discussion on all four topics helped to thing out of box.</p> <p>3. Role of judge.</p> <p>4. to 6. Participant did not comment.</p> <p>7. Group discussion are useful.</p> <p>8. <b>Session 4: Cadre Management in District Judiciary:</b> • <i>Recruitment Process: Aptitude Test • Identifying and Filling of Vacancies • Human resources/ manpower planning.</i></p> <p>9. Session regarding court and case management.</p> <p>10. Group discussion.</p> <p>11. The four themes for group discussion sessions is very useful for us.</p> <p>12. Cadre management in district judiciary.</p> <p>13. Group discussion.</p> <p>14. Participant did not comment.</p> <p>15. Group discussion and presentation as if led to the involvement of all.</p> <p>16. <b>Session 1: Constitutional Vision of Justice</b> – is very useful because of the session is very practical &amp; all the basis of daily problems.</p> <p>17. <b>Session 3: Access to Justice:</b> • <i>Information and Communication Technology in Courts • Court and Case Management • Role of a Judge in Promoting ADR;</i> <b>Session 4: Cadre Management in District Judiciary:</b> • <i>Recruitment Process: Aptitude Test • Identifying and Filling of Vacancies • Human resources/ manpower planning;</i> <b>Session 5: Fiscal and Budgetary Planning for District Judiciary:</b> • <i>Planning for the next Fiscal • Infrastructural Issues • Optimal Utilization of allotted Funds.</i></p> <p>18. Group discussions &amp; active interaction.</p> <p>19. I was very much improved by latest knowledge of current trend in the world given by Hon'ble Justice Raghuram and also by his ability to identify the problem in lower judicial service.</p> <p>20. Social context judging as law cannot be decided from society. Society proper the crime and criminal committee it; How can we transfer by assessing the social background in dispensation of justice.</p> <p>21. Group discussion; As the ideas flows in their streams easily without any hesitation.</p> <p>22. <b>Session 1: Constitutional Vision of Justice; Session 2: Being a Judge:</b> • <i>Role of Judge in a Constitutional Democracy • Nurturing public faith in the Judicial Process;</i> <b>Session 3: Access to Justice:</b> • <i>Information and Communication</i></p>

*Technology in Courts • Court and Case Management • Role of a Judge in Promoting ADR.*

23. **Session 2: Being a Judge:** • *Role of Judge in a Constitutional Democracy • Nurturing public faith in the Judicial Process-* is most useful; Group discussion is most innovative idea, which improve our efficiency.

24. Entire programme was useful, especially interact session as it gave one chance to express personal views.

25. Group discussion on different issue like equality, gender justice, social context judging and rule of law, most important and useful for us.

26. **Session 4: Cadre Management in District Judiciary:** • *Recruitment Process: Aptitude Test • Identifying and Filling of Vacancies • Human resources/ manpower planning; Session 5: Fiscal and Budgetary Planning for District Judiciary: • Planning for the next Fiscal • Infrastructural Issues • Optimal Utilization of allotted Funds-* which provide various innovative approach of cadre & budget subject.

27. **Session 4: Cadre Management in District Judiciary:** • *Recruitment Process: Aptitude Test • Identifying and Filling of Vacancies • Human resources/ manpower planning* – It relates to my immediate work and interest. Some issues were these which I got the solution; All other sessions were also very useful.

28. I learned the programme is budget provision it's useful when you're doing the work as administration.

29. Interactive session was very effective.

30. Budget and fiscal planning.

31. The group discussion sessions are more effective; There was internal discussion with the participant judges from the other states.

32. Cadre management; Fiscal planning.

33. Participant did not comment.

34. Budgetary.

35. Interaction.

36. Recruitment of judicial officer & staff & problems faced by the stakeholders.

37. None.

38. Free discussion on all points.

39. **Session 1: Constitutional Vision of Justice; Session 2: Being a Judge:** • *Role of Judge in a Constitutional Democracy • Nurturing public faith in the Judicial Process; Session 3: Access to Justice: • Information and Communication Technology in Courts • Court and Case Management • Role of a Judge in Promoting ADR.*

40. Cadre management.

41. None.

42. Participant did not comment.

43. Court management and case management.

44. Participant did not comment.

45. No remark.



46. **Session 1: Constitutional Vision of Justice.**
47. Participant did not comment.
48. All.
49. Group discussion on gender justice.
50. Participant did not comment.
51. Objective of the law/ Rule of law.
52. Cadre management- New insight; New ideas; New approach.
53. 1. Recruitment; 2. Finance and budget.
54. Constitutional vision of justice; Role of a judge in a constitutional democracy.
55. Constitutional vision of justice.
56. & 57. Participant did not comment.
58. All parts of the programme were useful because it were connected with work of judicial officer while discharging judicial as well as administration work.
59. All parts of the programme were elegantly designed of they all were useful.
60. Group discussion; Theoretical view thereon.
61. All parts as useful in useful in day to day work.
62. Court and case management as it is of day to day use.
63. The programme is useful.
64. Cadre management & Budget.
65. **Session 4: Cadre Management in District Judiciary: • Recruitment Process: Aptitude Test • Identifying and Filling of Vacancies • Human resources/ manpower planning; Session 5: Fiscal and Budgetary Planning for District Judiciary: • Planning for the next Fiscal • Infrastructural Issues • Optimal Utilization of allotted Funds.**
66. Participant did not comment.
67. Interactive format.
68. The entire programme was useful.
69. Participant did not comment.
70. Cadre management and financial aspect.
71. Interaction during group discussion.
72. Interactive sessions on four topics.
73. Role of judge in constitution democracy.
74. Interactive sessions.
75. **Session 1: Constitutional Vision of Justice; Session 4: Cadre Management in District Judiciary: • Recruitment Process: Aptitude Test • Identifying and Filling of Vacancies • Human resources/ manpower planning; Session 5: Fiscal and Budgetary Planning for District Judiciary: • Planning for the next Fiscal • Infrastructural Issues • Optimal Utilization of allotted Funds. –most useful.**
76. All programmes.

	<p>77. <b>Session 1:</b> <i>Constitutional Vision of Justice</i>; <b>Session 2:</b> <i>Being a Judge: • Role of Judge in a Constitutional Democracy • Nurturing public faith in the Judicial Process.</i></p> <p>78. <b>Session 1:</b> <i>Constitutional Vision of Justice</i>; <b>Session 2:</b> <i>Being a Judge: • Role of Judge in a Constitutional Democracy • Nurturing public faith in the Judicial Process</i>; <b>Session 3:</b> <i>Access to Justice: • Information and Communication Technology in Courts • Court and Case Management • Role of a Judge in Promoting ADR</i>; <b>Session 4:</b> <i>Cadre Management in District Judiciary: • Recruitment Process: Aptitude Test • Identifying and Filling of Vacancies • Human resources/ manpower planning</i>; <b>Session 5:</b> <i>Fiscal and Budgetary Planning for District Judiciary: • Planning for the next Fiscal • Infrastructural Issues • Optimal Utilization of allotted Funds.</i> –all session were useful.</p> <p>79. All sessions are important.</p> <p>80. <b>Session 1:</b> <i>Constitutional Vision of Justice</i>; <b>Session 2:</b> <i>Being a Judge: • Role of Judge in a Constitutional Democracy • Nurturing public faith in the Judicial Process.</i></p> <p>81. Participant did not comment.</p> <p>82. Interactive session.</p> <p>83. All the parts.</p> <p>84. Common challenges &amp; problems faced by judiciary and their solutions.</p> <p>85. Social context judging; Group discussion.</p> <p>86. None.</p> <p>87. We must learn from corporate sector from the point of view of specialization.</p> <p>88. <b>Session 4:</b> <i>Cadre Management in District Judiciary: • Recruitment Process: Aptitude Test • Identifying and Filling of Vacancies • Human resources/ manpower planning</i>; <b>Session 5:</b> <i>Fiscal and Budgetary Planning for District Judiciary: • Planning for the next Fiscal • Infrastructural Issues • Optimal Utilization of allotted Funds.</i></p> <p>89. Four themes divided into four group.</p> <p>90. All.</p> <p>91. Every programme.</p> <p>92. All parts.</p> <p>93. Mentoring judges by High Court judges; It will increase qualities.</p> <p>94. Constitution vision; Recruitment and budget.</p> <p>95. Constitutional vision of justice.</p> <p>96. All programme are very well and useful of other day to day work.</p> <p>97. Group discussion- because every one participant in the group discussion.</p> <p>98. Interactive session.</p>
<p>3. Which part of the Programme did you find least useful and why</p>	<p>1. Participant did not comment.</p> <p>2. Role judge in promoting ADR-1. Idea was not properly communication; 2. Problems &amp; resource are not addressed.</p> <p>3. No.</p>

	<p>4. to 10. Participant did not comment.</p> <p>11. <b>Session 1: Constitutional Vision of Justice; Session 2: Being a Judge: • Role of Judge in a Constitutional Democracy • Nurturing public faith in the Judicial Process-</b> is very useful because learning more.</p> <p>12. to 14. Participant did not comment.</p> <p>15. Nothing.</p> <p>16. to 18 Participant did not comment.</p> <p>19. None.</p> <p>20. The achievements of a court projects of Maharashtra Judicial Academy. That is not useful for other judges.</p> <p>21. None; Every part is of great cadre.</p> <p>22. None.</p> <p>23. &amp; 24. Participant did not comment.</p> <p>25. All part of the programme is very useful.</p> <p>26. N.A. Every session was very good.</p> <p>27. None.</p> <p>28. Budgetary programming.</p> <p>29. <b>Session 3: Access to Justice: • Information and Communication Technology in Courts • Court and Case Management • Role of a Judge in Promoting ADR</b></p> <p>30. Participant did not comment.</p> <p>31. The third session was the least useful.</p> <p>32. Cadre management.</p> <p>33. Participant did not comment.</p> <p>34. None.</p> <p>35. Not a single.</p> <p>36. Nil.</p> <p>37. None.</p> <p>38. Participant did not comment.</p> <p>39. None.</p> <p>40. None.</p> <p>41. Power paint presentation.</p> <p>42. Participant did not comment.</p> <p>43. All programmes.</p> <p>44. Participant did not comment.</p> <p>45. No remark.</p> <p>46. &amp; 47. Participant did not comment.</p> <p>48. None.</p> <p>49. Budgeting.</p>
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	<p>50. Participant did not comment.</p> <p>51. None.</p> <p>52. None.</p> <p>53. No.</p> <p>54. Participant did not comment.</p> <p>55. Information and communication.</p> <p>56. &amp; 59. Participant did not comment.</p> <p>60. No.</p> <p>61. All parts.</p> <p>62. None.</p> <p>63. <i>Session 4: Cadre Management in District Judiciary: • Recruitment Process: Aptitude Test • Identifying and Filling of Vacancies • Human resources/ manpower planning; Session 5: Fiscal and Budgetary Planning for District Judiciary: • Planning for the next Fiscal • Infrastructural Issues • Optimal Utilization of allotted Funds.</i></p> <p>64. None.</p> <p>65. &amp; 66 Participant did not comment.</p> <p>67. The arrangements need to be in a class room format for effective our all participation of all judge.</p> <p>68. None.</p> <p>69. &amp; 70. Participant did not comment.</p> <p>70. Participant did not comment.</p> <p>71. None.</p> <p>72. All parts of every programme is useful.</p> <p>73. &amp;74. Participant did not comment.</p> <p>74. Participant did not comment.</p> <p>75. No.</p> <p>76. None.</p> <p>77. <i>Session 5: Fiscal and Budgetary Planning for District Judiciary: • Planning for the next Fiscal • Infrastructural Issues • Optimal Utilization of allotted Funds</i></p> <p>78. Participant did not comment.</p> <p>79. Participant did not comment.</p> <p>80. <i>Session 4: Cadre Management in District Judiciary: • Recruitment Process: Aptitude Test • Identifying and Filling of Vacancies • Human resources/ manpower planning.</i></p> <p>81. Participant did not comment.</p> <p>82. No such thing.</p> <p>83. No.</p> <p>84. Participatory and interactive sessions.</p>
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	<p>85. Nil.</p> <p>86. None.</p> <p>87. Timely recruitment of peons, stenos, LDC, Magistrate is a must to run the judicial system smoothly.</p> <p>88. None.</p> <p>89. Participant did not comment.</p> <p>90. None.</p> <p>91. None.</p> <p>92. All parts are useful.</p> <p>93. to 95. Participant did not comment.</p> <p>96. All programme are very well and useful of other day to day work.</p> <p>97. Participant did not comment.</p> <p>98. Simple reading of paper.</p>
<p>4. Kindly make any suggestions you may have on how NJA may serve you better and make its programmes more effective</p>	<p>1. Mostly the lecture/speaker delivered in English so the participant who are not use to speak in English, they hesitate to express their views thought they have better idea.</p> <p>2. None.</p> <p>3. 1. The programme for development of core skills of judicial officers; 2. Provide all the material of all the programme on the website of NJA; 3. Workshops on amended laws.</p> <p>4. To 6. Participant did not comment.</p> <p>7. More interactives.</p> <p>8. &amp;9. Participant did not comment.</p> <p>10. No any suggestion but overall I got sensitized from attending this programme.</p> <p>11. NA.</p> <p>12. to 15. Participant did not comment.</p> <p>16. No.</p> <p>17. Participant did not comment.</p> <p>18. Such trainings/conferences should be arranged frequently as it is a place to share experience &amp; problems.</p> <p>19. Conference period should be increased.</p> <p>20. 1. Focused programme on services of summers and simple inbuilt procedure for fine or punishment within police department ACR of process server should come in the hand of judge directly; 2. Budget should allocate to each and every court to some extent.</p> <p>21. As the participants are large in number and also occur language issue. So try to seek suggestions in writing rather than oral; Same of the participants are having simple and good ideas but due to hesitation they court express.</p> <p>22. &amp;23 Participant did not comment.</p> <p>24. None.</p> <p>25. Organize more zonal conference with different expert.</p>

	<p>26. This conference programme should to more period, two days are very low.</p> <p>27. Due to no(s) of participants, it is not possible for everyone to make suggestions, So suggestions, challenges, problems or ideas may also be asked to be submitted in writing; Sometimes language also create hurdle in participation.</p> <p>28. So for concern of transportation, whenever the judicial officer comes not more time for waiting.</p> <p>29. to 33. Participant did not comment.</p> <p>34. Only suggestion are invited but not acted upon.</p> <p>35. Some experts on several relevant topics are required to be called.</p> <p>36. Programmes must be more interactive &amp; discussion.</p> <p>37. Every programme should give every participant attending – a chance to express/talk; All such programmes; Conferences should prepare a white paper of the deliberations which should be sent to all authorities for evaluation.</p> <p>38. Participant did not comment.</p> <p>39. These type of programme should be organized regularly.</p> <p>40. Size of assembly should not be so huge.</p> <p>41. More details and interactive be gathered from courts, High courts so as to know what is required to be connected or important.</p> <p>42. to 44. Participant did not comment.</p> <p>45. No remark.</p> <p>46. Hon'ble opinion that it should be little more interactive.</p> <p>47. &amp; 48. Participant did not comment.</p> <p>49. Study material should be provided earlier.</p> <p>50. Participant did not comment.</p> <p>51. To hold more interactive sessions by calling suggestion in advance.</p> <p>52. More emphasis on interactive sessions; Sharing of feedback and take ours of the conference.</p> <p>53. No.</p> <p>54. Participant did not comment.</p> <p>55. There is need of more interaction sessions.</p> <p>56. to 59. Participant did not comment.</p> <p>60. Thanks for everything thanks.</p> <p>61. Participant did not comment.</p> <p>62. Reading material to be supplied in advance.</p> <p>63. Participant did not comment.</p> <p>64. Kindly conduct the conference on budget planning again.</p> <p>65. &amp; 66. Participant did not comment.</p> <p>67. To allow more participation of newly elevated judges in fiscal &amp; budgetary functioning of high court before allotting a district as a unit judge/ portfolio judge;</p>
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	<p>Additional suggestion for NJA to arrange for one bus for transporting judges from hotel to academy in place of individual cars.</p> <p>68. All the sessions should be interactive.</p> <p>69. Participant did not comment.</p> <p>70. 1. Study material should be sent in advance; 2. Suggestions should be shared after programme with soft copy for implementation and future guidance.</p> <p>71. In such a remote places vehicles must be provided to go to some tourist places even on payment basis (reasonable).</p> <p>72. I am satisfied with methodology of programmes. So, there is no need of any suggestion.</p> <p>73. Participant did not comment.</p> <p>74. Participation of management and finance experts be inculcated.</p> <p>75. No.</p> <p>76. None.</p> <p>77. By expert.</p> <p>78. Increase hours of programmes and more time for discussion groups.</p> <p>79. Participant did not comment.</p> <p>80. Such type of conference shall be conducted per year in respective states.</p> <p>81. Participant did not comment.</p> <p>82. Participative &amp; interactive sessions be increased.</p> <p>83. Participant did not comment.</p> <p>84. Such type of conferences must be organized on regular basis.</p> <p>85. Participant did not comment.</p> <p>86. Study material may be provided beforehand the programme.</p> <p>87. I, my district 100% posts of peons are lying vacant, 50% posts of stenos are lying vacant. We need to evolve such a mechanism to fill vacancies timely.</p> <p>88. Joint discussions and active participation of participants in much required.</p> <p>89. Session should be such in which entire participation of every member should be included.</p> <p>90. Never attended NJA; Programme should be of one week.</p> <p>91. None.</p> <p>92. Continue such programme in future so that stakeholders may do better.</p> <p>93. There must be discussion with every judge, not with some, due to language barrier.</p> <p>94. &amp; 95. Participant did not comment.</p> <p>96. All the programmes is quite important because the judges at district courts analyzed the suggestion made by their counter parts.</p> <p>97. Participant did not comment.</p> <p>98. Formulate interaction with systematic &amp; wider participation.</p>
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