

National Judicial Academy

P-1017: Colloquium to Develop Parameters for Judicial Performance Assessment
18th – 19th March, 2017

Programme Coordinator : Mr. Rajesh Suman, Assistant Professor
No. of Participants : 22
No. of forms received : 22

I. OVERALL				
PROPOSITIONS	To a great extent	To some extent	Not at all	Remarks
a. The objective of the Program was clear to me	90.91	9.09	-	2. It is good 5. could have been better if the Administrative judges who look after the performance of Judges of subordinates courts, are part of this colloquium
b. The subject matter of the program is useful and relevant to my work	72.73	27.27	-	2. Meaningful 3. Not till I become an Inspecting judge. 9. To improve the institution 11. As a guardian judge
c. Overall, I got benefited from attending this program	68.18	31.82	-	2. So many brothers & our fraternity
d. I will use the new learning, skills, ideas and knowledge in my work	59.09	40.91	-	-
e. Adequate time and opportunity was provided to participants to share experiences	86.36	13.64	-	1. Educative
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	63.64	36.36	-	2. Practically
b. Comprehensive (relevant case laws, national laws, leading text / articles / comments by jurists)	20.00	75.00	5.00	1. It was not applicable

c. Up to date	68.42	31.58	-	-
d. Related to Constitutional Vision of Justice	38.10	57.14	4.76	-
e. Related to International Legal Norms	25.00	56.25	18.75	-
III. STRUCTURE OF THE PROGRAM				
PROPOSITIONS	Good	Satisfactory	Unsatisfactory	Remarks
a. The structure and sequence of the program was logical	76.19	23.81	-	2. Liveliness
b. The program was an adequate combination of the following methodologies viz.				
(i) Case Studies were relevant	64.29	35.71	-	1. No applicable
(ii) Interactive sessions were fruitful	76.19	23.81	-	2. Keen interest was shown by all.
(iii) Audio Visual Aids were beneficial	37.50	62.50	-	-
IV. INDIVIDUAL SESSIONS				
PROPOSITIONS	To a great extent	To some extent	Not at all	Remarks
a. Discussions in individual sessions were effectively organized	77.27	22.73	-	2. Educative in many angles.
b. The session theme was adequately addressed by the Resource Persons	71.43	28.57	-	2. Resource Persons and also Participants.
V. PROGRAM MATERIALS				
PROPOSITIONS	To a great extent	To some extent	Not at all	Remarks
a. The Program material is useful and relevant	72.73	27.27	-	2. Certain topics were read by me. 21. Good material
b. The content was updated. It reflected recent case laws/ current thinking/ research/ policy in the discussed area	70.00	30.00	-	2. Interesting 3. Using the paradigm of corporate or Management case studies not very apt.
c. The content was organized and easy to follow	66.67	33.33	-	-

VI. GENERAL SUGGESTIONS

<p>a. Three most important learning achievements of this Programme</p>	<p>1. Interaction with Brother and Sister Judges from different High Courts; 2. Soft evaluation process; 3. Overall view of judicial system and perception there to regarding judicial performance.</p> <p>2. Present methods are very good- Particularly sharing experience.</p> <p>3. To look at the court as a system and not individually evaluate judges of subordinate courts. To constantly self-assess our own work.</p> <p>4. The programme was very informative.</p> <p>5. 1. How to assess the judicial performance of a judge. And it helps in: 2. The assessment of one's own performance; 3. The assessment of the work of a judge of the district under my control.</p> <p>6. 1. Looking at the issue from wider perspective; 2. Opportunity to interact with judges of other states; 3. Updation of new trends.</p> <p>7. What can be precisely and effectively stated can be elaborated for two days?</p> <p>8. How to assess performance of district judiciary in a scientific manner.</p> <p>9. 1. Development of Institution; 2. Assessment of courts rather than assessing individual judges; 3. Classifying & providing time schedule to cases and reduce the pendency.</p> <p>10. 1. Approach of the judge should be institutional; 2. Collective approach; 3. Self-assessment.</p> <p>11. Interaction with resource person brother and sister judges and valuable guidance/advice of Hon'ble Mr. Justice Kurian Joseph, Hon'ble Ms. Justice Ruma Pal helps in enhancing the resource persons our doubts.</p> <p>12. Participant did not comment.</p> <p>13. Importance of objective assessment, reduction of bias while making assessment self-assessment through various mechanisms to improve own performance.</p> <p>14. Had a great time to interact and discuss with brother judges with regard to their view point on the topic of discussion.</p> <p>15. 1. Clearing in concept; 2. Practical approach; 3. Effectiveness</p> <p>16. Regarding assessment of the subordinate courts.</p> <p>17. 1. Evaluation of ideas; 2. Restructuring of evaluation of judicial performances; 3. New court management techniques.</p>
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	<p>18. Good interaction with fellow judges; colloquium on judicial performance assessment being need of hour, had been quite fruitful; Getting different views from participants was useful.</p> <p>19. The programme gave no an insight how to do evaluation of judicial performance of judges more objectively and scientifically.</p> <p>20. I learnt how to deal with judicial performance of judges objectively.</p> <p>21. Adherence to court values, ways to have self-introspection.</p> <p>22. Participant did not comment.</p>
<p>b. Which part of the Programme did you find most useful and why</p>	<p>1 Participant did not comment.</p> <p>2. Session 2: <i>Impact of Judicial Reforms towards Enunciation of Parameters of Judicial Performance Assessment.</i></p> <p>3. Session 3: <i>Impact of Judicial Reforms towards Enunciation of Parameters of Judicial Performance Assessment;</i> Session 4: <i>Review of Existing Judicial Performance Assessment Systems</i> and Session 5: <i>Review of Existing Judicial Performance Assessment Systems-</i> regarding how one looks at delays when setting them up as one of the measures for evaluation of judicial performance. The need to constant in our approach and objective in our goals.</p> <p>4. Session 2&3: <i>Impact of Judicial Reforms towards Enunciation of Parameters of Judicial Performance Assessment-</i> since there was an effective discussion on the relevant criteria to be adopted in such assessment.</p> <p>5. The Judicial performance Assessment. It in useful for assessing the work of judges subordinate while writing their ACR.</p> <p>6. 1. Looking at the issue from wider perspective; 2. Opportunity to interact with judges of other state; 3. Updation of new trends.</p> <p>7. Session 1: <i>Emerging Management Tools in Performance Assessment;</i> Session 2&3: <i>Impact of Judicial Reforms towards Enunciation of Parameters of Judicial Performance Assessment.</i></p> <p>8. Session 1: <i>Emerging Management Tools in Performance Assessment-</i> on emerging management tools because the speaker was able to make us learn more about new management work.</p> <p>9. Interaction with the Resource persons; approach of Hon’ble Mr. Justice Kurian Joseph to the issues.</p> <p>10. All</p> <p>11. Both, specially free discussion with Justice R. Pal.</p> <p>12. Review of existing judicial performance assessment system.</p> <p>13. 1. Session 1: <i>Emerging Management Tools in Performance Assessment-</i> because we as portfolio judges needs to enhance our skills in this aspect so to be more</p>

	<p>objective; 2. Session 4: <i>Review of Existing Judicial Performance Assessment Systems-</i> to bring more transparency to the system.</p> <p>14. Parameter of judicial performance assessment. Apart from above valuable suggestion given by respective brothers, especially remarks made by Hon'ble Mr. Justice Kurian Joseph.</p> <p>15. All sessions</p> <p>16. Regarding court craft, punctuality behavior in the court.</p> <p>17. All parts well covered topics by the Resource Persons.</p> <p>18. 1. Session 1: <i>Emerging Management Tools in Performance Assessment</i>; Session 2&3: <i>Impact of Judicial Reforms towards Enunciation of Parameters of Judicial Performance Assessment-</i> As we discussed regarding institutional Judicial Performance Assessment.</p> <p>19. Almost all because it covered well all aspects.</p> <p>20. The whole programme. Well covered.</p> <p>21. Session 4: <i>Review of Existing Judicial Performance Assessment Systems-</i> Parameters of judicial performance.</p> <p>22. Participant did not comment.</p>
<p>c. Which part of the Programme did you find least useful and why</p>	<p>1. All was good</p> <p>2. Participant did not comment.</p> <p>3. Session 1: <i>Emerging Management Tools in Performance Assessment-</i> which dealt with corporate/ Management paradigm-not completely applicable on functioning of Indian Judicial System.</p> <p>4. Nil</p> <p>5. All are useful.</p> <p>6. None</p> <p>7. All were useful.</p> <p>8. Nil</p> <p>9. Nil</p> <p>10. No.</p> <p>11. Participant did not comment.</p> <p>12. National Court Management System.</p> <p>13. Participant did not comment.</p> <p>14. Participant did not comment.</p> <p>15. No such session.</p> <p>16. Suggestion regarding the construction of the lower courts and chambers of the lower courts.</p> <p>17. None</p> <p>18. NA, rest sessions were also useful.</p> <p>19. None</p> <p>20. Participant did not comment.</p>

	<p>21. None</p> <p>22. Participant did not comment.</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. More such discussion and resolution for evaluation of judicial ideas and discrimination amongst judges from different courts.</p> <p>2. Participant did not comment.</p> <p>3. Perhaps nomination from various High courts should be more carefully structured according to the programme content.</p> <p>4. You should make available reading material in advance by uploading in the website.</p> <p>5. May conduct programme which is more practical for the day to day function of a judge.</p> <p>6. Participant did not comment.</p> <p>7. Participant did not comment.</p> <p>8. Participant did not comment.</p> <p>9. Please add a stretching machine & a stepper in the Gym.</p> <p>10. Please send reading material in advance at station, at least two weeks before.</p> <p>11. Reading material can be made available in advance.</p> <p>12. More discussion on performance of standards regarding justice delivery and legal reforms.</p> <p>13. If reading material at least for day one is supplied in advance, may be on net, it will help in equipping oneself better.</p> <p>14. Persons who have vast knowledge and specific experience qua the issues in question should be usually invited to deliver talk.</p> <p>15. Suggestions may be sought, on periodical basis from all judges.</p> <p>16. Topics which are useful in the day to day work of the High Court judges. How to develop their skill in disposal of cases and how to be a good judge.</p> <p>17. Participant did not comment.</p> <p>18. There should be periodic colloquiums on various others relevant topics.</p> <p>19. NA</p> <p>20. Participant did not comment.</p> <p>21. People who have authority over the subject should be called to address.</p> <p>22. Participant did not comment.</p>