

National Judicial Academy

P-1010: Workshop on the use of Court Managers at the District Court Level
28th – 29th January, 2017

Programme Coordinator : Ms. Paiker Nasir, Research Fellow

No. of Participants : 50

No. of forms received : 47

I. OVERALL				
PROPOSITIONS	To a great extent	To some extent	Not at all	Remarks
a. The objective of the Program was clear to me	93.48	6.52	-	-
b. The subject matter of the program is useful and relevant to my work	82.61	17.39	-	42. To some extent at present and in future it will be useful.
c. Overall, I got benefited from attending this program	82.61	17.39	-	-
d. I will use the new learning, skills, ideas and knowledge in my work	84.78	15.22	-	-
e. Adequate time and opportunity was provided to participants to share experiences	77.78	20.00	2.22	31. Less time is given important success stories would enable to think innovatively
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	77.78	22.22	-	-
b. Comprehensive (relevant case laws, national laws, leading text / articles / comments by jurists)	52.50	37.50	10.00	-
c. Up to date	68.29	29.27	2.44	-
d. Related to Constitutional Vision of Justice	57.50	37.50	5.00	-
e. Related to International Legal Norms	41.03	43.59	15.38	-

III. STRUCTURE OF THE PROGRAM				
PROPOSITIONS	Good	Satisfactory	Unsatisfactory	Remarks
a. The structure and sequence of the program was logical	82.61	17.39	-	-
b. The program was an adequate combination of the following methodologies viz.				
i. Interactive sessions were fruitful	82.22	17.78	-	31. Not much time is spent.
ii. Audio Visual Aids were beneficial	65.91	34.09	-	-
IV. INDIVIDUAL SESSIONS				
PROPOSITIONS	To a great extent	To some extent	Not at all	Remarks
a. Discussions in individual sessions were effectively organized	72.09	27.91	-	-
b. The session theme was adequately addressed by the Resource Persons	84.09	15.91	-	36. e-courts session was not enough, could have been a little longer.
V. PROGRAM MATERIALS				
PROPOSITIONS	To a great extent	To some extent	Not at all	Remarks
a. The Program material is useful and relevant	87.23	12.77	-	30. Good mix of PPT & documents.
b. The content was updated. It reflected recent case laws/ current thinking/ research/ policy in the discussed area	66.67	33.33	-	-
c. The content was organized and easy to follow	80.43	19.57	-	30. Logical & easy to understand

VI. GENERAL SUGGESTIONS	
a. Three most important learning achievements of this Programme	1. Usefulness of Court Manager and to manage them and how to get best utilization of their services. 2. 1. Financial Management, 2. How to use Court Manager in the functioning of the Court; 3. Case management. 3. 1. Judicial officers are to perform their duty, not to consider as their powers; 2. Motivation to get work from staff; 3. Intra-relation of staff. 4. 1. How to utilize service of Court Manager; 2. Role of Court Manager in Court functioning. 5. Sensitization of the Court Managers to work better. 6. Court Managers are court enablers; Scope is there to add to the judicial system; change management. 7. More clarification of job description and role and clarity; great platform to exchange info; better way to learn and move ahead. 8. Implementation of E-court project; Human Resource Management; Financial Resource Management. 9. 1. How to take the services of Court Managers; 2. Financial Management; 3. Human Resource Management. 10. Importance of feeding data in CIS-2 11. 1 Session 1: <i>Regulatory framework for Court Manager</i>; 2. Session2: <i>Human Resource Management</i>; 3. Session 4: <i>Implementation of E-court project</i>. 12. 1. Human Resource Management; Finance Management; 3. E-court project. 13. 1. Case Management skill; 2. Motivation of staff; 3. Communication with all the stakeholders. 14. 1. Importance and Role of Court Mangers; 2. Implementation of E-Court project; 3. Human Resource Management.

	15. 1. It has given a new impetus and innovation to be brought into reality; 2. It has imbibed a spirit of working in a cordial and cooperative way to achieve results; 3. New vision is opened for financial management. 16. Direction given to Court Managers in roles would definitely lead to addition towards more enthusiastic contribution in duty performance. Given opportunity to participate in such programme gives motivation and sense of recognition towards Court Manager's post. 17. 1. Help the court managers for effective administrative role 18. 1. How to utilize the Court Manager to the maximum; 2. Synchronize the working of Court Manager employee of Courts; 3. Be innovative while evaluating the performance of Court Managers. 19. Participant did not comment 20. Role of Court Manager in exclusively judicial system; HR Management skills; Financial and case management skills 21. Presentation Skills and Managerial skills and Leadership skills. 22. Participant did not comment 23. Human Resource Management; Finance Resource Management; Role of Court Managers. 24. 1. The way that Hon'ble Mr. Justice Ram Mohan Reddy has shared his experience is really very useful; 2. How to utilize the service of basic supports; 3. Suggestion given by him for distinction of property. 25. Courts managers should be appointed in each districts as soon as possible. 26. Very great. The regular programme like this will give much insight on the work profile. 27. 1. It is clear in which areas Court Managers services are needed; 2. Court Manager's innovative ideas requirement; 3. Importance of our services to serve a common man. 28. A detailed insight on framework for court managers; Outlook on human resource management at courts recruitment; Brief understanding on financial management of budget. 29. 1. Aspects of Session 5: Human Resource Management: functionality in courts; 2. Standardized Regulatory Frame work for court managers; 3. Session 4: Implementation of E-Court Project. 30. Session 1: Regulatory framework for Court Managers under all High Courts: it was very inspiring, informative for all the participants. Got a clear idea of role of court manager.
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	31. 1. To enhance my effort to discharge my duties; 2. To preplan; 3. To solve problems with simple solutions. 32. 1. To utilize minimum resources for obtaining optimum result in the management of administration of justice at the district level; 2. To think positive; 3. Work as a team. 33. Both District Judge and Court Manager in present situation. So, This programme will bring something positive in near future. 34. How to perform the work effectively and efficiently to serve the objective of Access to Justice; The work of Court Managers are recognized to great extent. 35. 1. Gained significant update & knowledge of e-court project; 2. Better understanding on role & responsibilities on Court Manager; 3. Positive energy & confidence which shall help in our duties. 36. Framing of regulatory framework for Court Managers; Significance of Court Managers in Judicial Administration & A2J; Synchronizing in working of Judges and Court Managers to bring synergy in all areas/ departments and quick access to justice. 37. The idea behind the post of Court Manager; Putting idea across the pan-India level; way to framing Regulatory framework for Court Managers. 38. 1. I got enlightened with regard to financial control with precautions; 2. I got enlightened about administration of District Court. 39. 1. Importance and Role of Court Managers; 2. What kind of work can be assigned to Court Managers; 3. Relation between Court Managers and Staff. 40. We could identify the areas in which service and skill of Court Manager may be utilized in right direction; the benefit of NJDG; utility of ICT in Court management. 41. 1. Acquire knowledge how to utilize the Court Managers; 2. Learning knowledge how to give motivation to the CM to allotment of work. 3. Learning Financial Management. 42. It was required to learn about the e-court mission of the Indian judiciary and the role of District Court Manager at e-court system maintenance. It was indeed a learning experience for me. I got the golden opportunity to be part of this workshop. 43. It will be very useful in the administration; Court Manager's work will be effectively prove useful; Task as required would be achieved easily. 44. 1. Sharing of knowledge; 2. Interaction with highest dignitaries; Knowing about the practical experiences and situations of other states. 45. 1. Functions of Court Managers; 2. How it is useful in administration; 3. That it is useful to the general public.
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	46. In all area the Court Manager can do everything. 47. 1. Time to time training of Court Managers as to raise their efficiency; 2. Confidence to do the assigned duties with innovative ideas; 3. Problems of Courts can easily be minimized.
b. Which part of the Programme did you find most useful and why	1. All 2. Case management system –this is the most important element of the functioning of the Court. 3. Case management system 4. Implementation of e-court projects. 5. Human Resource Management and Finance topics. 6. Very well researched data; Problem, issues, situation regarding Court Managers. 7. All parts 8. Financial Resource Management. 9. Implementation of e-court project- Role of Court Managers. 10. Importance of E-Court project. 11. HRM- Which will help to do administration of Court Staff; Stakeholders of the Court and External users. 12. Human Resource Management 13. Human Resources 14. Human Resource Management 15. All 16. All parts are useful to the most. 17. All part of programme most useful for simple reasons. 18. To prepare a regulatory framework for Court Managers as the regulatory framework would definitely make the Court Manager more responsible and his service could be utilized in a more manner full way. 19. Hearing lectures and Interaction. 20. 1st Session Since it was basically based on need of court manager and regulatory framework for court manager welfare and to successful achievement of objective of court manager. 21. Regulatory Framework: Role of Court Managers and HRM are most useful since learnt methods adopted in HRM and came to know clearly the Role of Court Managers. 22. Participant did not comment 23. Human Resource Management because it has practical touch for us.

	24. 1. Session 5: Human Resource Management; 2. How to manage and utilize the skills of Court's staff. 25. Participants did not comment. 26. Session 3: Case Management System: Role of Court Managers; Session 5: Human Resource Management: both sessions are useful in many ways. 27. Session 5: Human Resource Management: and Session 4: Implementation of E-Court Project: Role of Court Managers: as it has been dealt with actual practical problems. 28. The views of Mr. Atul Kaushik in the manner in which court manager would be integrated into the judicial system. 29. Importance on e-courts and digitization. 30. Session 3: Case Management System: Role of Court Managers: as content was great, all parts were inspiring and informative. 31. All 32. Session 2: Importance and Role of Court Managers; Session 5: Human Resource Management and Session 6: Financial Resource Management. 33. Session 5: Human Resource Management: all the resource person have sheared the experience with us regarding this issue. 34. Session 1: Regulatory framework for Court Managers under all High Courts: because it's the 1st platform where the importance of Court Manager are honestly recognized at National level and suggested the need to get the post sanctioned for more fruitful result. 35. Insight into e-court project & its significance which renders immense power into the hands of ultimate beneficiary – litigants & other Stakeholders. 36. Session 4: Implementation of E-Court Project: Role of Court Managers; Session 5: Human Resource Management. 37. The Resource Persons selected for the programme; The actual situation of Court Managers in different states was discussed and the way forwards has been discussed. 38. All 07 sessions were very useful, special experiences shared by Lordships. 39. Regulatory framework for Court Manages under all High Courts and Importance of and Role of Court Managers. 40. The role and areas of Court Managers; Utilities of NJDG. 41. Session 2-Importance and role of Court managers 42. The whole programme was useful.
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	43. All sessions very useful. 44. Human Resource Management- It deals with different types of human beings and as to how they are tackled. 45. Almost all part, because it is the first time I am getting knowledge about Court Managers. 46. Administration and Financial Management- Because the content are explained by the resource persons. 47. Regulation framework for Court Managers under all High Courts; Implementation of E-Court project.
c. Which part of the Programme did you find least useful and why	1. Nothing much 2. None 3. Financial Resource Management 4. Case Management system. 5. Participant did not comment 6. Participant did not comment 7. None 8. Participant did not comment 9. Role of the Court Manager regarding case management system. 10. Financial Resource Management as presently I am posted as ADJ, it is not in my domain. 11. Participant did not comment 12. All parts were useful 13. No 14. None 15. None 16. All parts of the programme are most useful. 17. Participant did not comment 18. Participant did not comment. 19. Nil 20. Participant did not comment. 21. Financial Resource Management because the FRM has not been assigned. 22. Participant did not comment 23. Regulatory framework 24. Nothing like that. 25. Participants did not comment. 26. Participants did not comment. 27. Participants did not comment. 28. Participants did not comment. 29. Nil 30. Nothing, all parts are useful, really appreciated the insight that was provided. 31. Nil 32. Participant did not comment. 33. Session 3: <i>Case Management System: Role of Court Managers</i>: If is the area where court manager can't involve directly. Some more discussion will be needed this area. 34. All sessions are useful. 35. None. 36. No such part was there.

	37. On 2nd day lot of Management theories were discussed. We have this knowledge already. It's application to judiciary may help us better. 38. Each sessions were useful in some capacity. 39. Financial Resource Management 40. None 41. Participant did not comment 42. Participant did not comment 43. All sessions very useful. 44. Participant did not comment 45. None. 46. Participant did not comment 47. Nothing
d. Kindly make any suggestions you may have on how NJA may serve you better and make its programmes more effective	1. Nothing much 2. Kindly upload the materials as early as possible so that the participants come prepared. 3. To supply the study material in advance at least that of one month's time. 4. Found not very useful for District and Secessions Judge. 5. The reading materials should be mailed to the participants in advance. 6. Please arrange more workshops for the Court Managers advancing the levels further as "Advance workshops". 7. By providing such more trainings. 8. Over all effective. 9. My suggestion that the programme must be for at least three days. 10. Participant did not comment. 11. Requesting you to please regularly conduct the training programmes for the Court Managers Pan -India and respective State Judicial Academy. 12. NJA working effectively' Thank you. 13. No 14. Participant did not comment 15. 1. New system of Court Managers is required to be made complaint with the existing system by framing rules with respect to the functioning mechanisms of Court Managers; 2. There should be rules with respect to reporting to Court Managers by other staff members with proper movement register, otherwise existing system of reporting to Dist. Superintendent will come in fray with Court management by Court Manager. There may be two parallel system will work together and likely to collapse. 3. Giving disciplinary powers to Court Managers will be in derogation to the authority of Dist. Disciplinary Authority. 16. Request for more such workshops for Court Managers in future, to give us opportunities in sharing new things/ideas in front of the seniors. 17. No

	18. It would have been better if some more time was being devoted on this topic. 19. What is now is satisfactory. 20. Session of Training must be organized every year for updation and skill development of court managers. 21. No comment 22. Participant did not comment 23. This type of programme is essential for improving efficiency. 24. Choosing some important topics like Co-operative Societies Act, Hindu Succession Act and law to conduct trials in both cases. How to reduce the pendency of cases. 25. Participants did not comment. 26. Some authority may be included to give fruitful success of the programme. 27. 1. I would like to suggest that kindly assign projects to Court Managers in consultation with Hon'ble PDJ and review of those project can be taken up during workshop; 2. To arrange this kind of workshop at least once in a year so that concept of court management will grow. 28. 1. A module for Government Accounting for training court Managers to assist in budget preparation; 2. Course material should be shared in advance so that participants are well prepared and read. 29. By calendaring at least a programme for court managers in a calendar year. 30. Thank you for a great workshop. I am bursting with ideas. This was my first formal training after working in judiciary. All the content was really valuable. Look forward to attend more workshops organized by NJA. 31. NJA may make provision in it's website to post documents of success stories in different fields. For that purpose, different slots in the site are required so that, dumping of all miscellaneous useful information can be easily avoided. 32. To organize such training/ workshop time to time so that development in this new field can be know. 33. Arrange some more programme involving court manager. NJA can also think about to involve person from Registry also. 34. There should be invitation of idea, suggestions, problem and resolution from all over the country. So that the course may be made as per requirement.
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	35. Some selected presentation by Court Managers – showcasing their good work in selected areas & discussion on same can be made part of programme. 36. Please include case studies & plays by extending training duration for 2-3 more days; Please provide case studies, assign tasks to groups so formed, if any and ask to submit a report on the findings. 37. Such programmes should keep happening at NJA; NJA should also try to engage all the Court Managers working in India. 38. Participant did not comment. 39. None 40. Such programme may be conducted in future also. 41. Participant did not comment 42. Participant did not comment 43. Further request t include ministerial staff, if possible and norms permit. 44. Request the NJA to allow the District Judges to be part of resource persons for the topics related to subordinate judiciary. 45. Participant did not respond. 46. 1. Periodical training for Court Manager; 2. Better output will come. 47. Participant did not respond.
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D/C/PR/31 Jan. 2017