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No. JTRI/1435(5)

Dated : October 06, 2023

To,

All the District & Sessions Judge
Uttar Pradesh.

Sub.: Regarding Participation in One Day Conference on 'Development of Environment of Continuous Learning for Judicial Officers and Staff in all the Judgeships of Uttar Pradesh', to be held on 08th October, 2023 at JTRI, Lucknow.

Madam/Sir,

Kindly refer to letter no.:697/Admin. (Services)/2023, dated October 06, 2023 of the Hon'ble High Court of Judicature at Allahabad on the subject noted above. In this regard, one day conference on *Development of Environment of Continuous Learning for Judicial Officers and Staff in all the Judgeships of Uttar Pradesh* is being organised at JTRI Auditorium on 08th October 2023 from 9.00 am onwards.

Further, in regard to the theme of the conference, this is to inform that JTRI has developed exhaustive Training Module covering comprehensive legal and non-legal topics considering the changing face of society, technology and heavy work load creating stress, anxiety health issues in judicial officers and other stakeholders. Such topics are taken up during the induction and in service training programmes for the benefit of Judicial Officers and other stakeholders.

As far as the training module and Continuous learning atmosphere at district level, the Hon'ble Court vide meeting dated August 03, 2023 has been pleased to observe & direct as follows:

The efficacy of any training programme is determined by the ability of the institution to reinforce the learning goals. The capacity building of judicial officers will be successful if an environment of continuous learning is created in all judgeships. The value of Capacity building programmes will be enhanced by permitting all learned District Judges to respectively create learning programmes autonomously in their respective

judgeships. The programmes which will be designed by the learned District Judge will touch all aspects of life in a judgeship and also include various stake holders apart from the judges. The programmes will have an inclusive approach which will strengthen professional skills, interpersonal relationships, behavioural aspects and all allied issues which are deemed important by the concerned district judge.

Such programmes will address local needs and also cater to overall institutional requirements. The capacity building programmes planned and run by district judgeships in an autonomous manner will enable the JTRI as well to take advantage of the rich experience, vast learning and acute insights of the learned district judges and other sr. judicial officers. The programmes will be embedded in institutional memory of the JTRI and enable it to address various systemic issues and develop programmes to meet institutional needs and for perspective planning.

It was emphasized that judicial officers today face a variety of challenges on various fronts. Interdisciplinary engagements are fast becoming a norm in judicial decision making. Good mental and physical health is the prerequisite of ensuring excellence in judicial functioning. The training programmes covering human resource development will run parallel to the core professional training courses and shall be enable equal importance.

Some of the areas in which skill enhancement and familiarization is required are mental health, nutrition, art of wellness, leadership skills, time management, stress management, emotional intelligence, motivation, sensitization, training for brain churning on social issues, interaction with other stake holders, yoga, physical activities and sports, meditation, decision making abilities, experience sharing etc. In particular, the committee also approves the creation of training programs by every district judge on an autonomous basis and the district judges shall also run these programmes on regular basis with the overall vision of creating a continuous learning and self-development environment in their respective judgeships.

The Director, JTRI accordingly, directed to immediately proceed with development of a structured programme in this regard. While drawing up the structured programmes, the Director, JTRI shall consult all the stake holders including district judges. The learned District Judges shall also exchange the details and evaluation of training programmes in their respective judgeships with the JTRI.

In the light of above, the training and skill development programmes are to be organised by respective Judgeships for newly appointed staff and regular staff of the Judgeship from time to time so as to address not only knowledge and skill development

of staff members but also to address their wellness interpersonal relationships, personality development and ethical foundations etc.

The above conference is being held to discuss the various aspects of training including the module and modalities for developing and institutionalising continuous learning atmosphere in district courts for training and skill development of the Judicial Officers, Court staff and other stake holders of Justice delivery system. It is requested that the suggestions may kindly be given during the above conference so that a systematic scheme in the light of vision of Hon'ble Court is developed. Copy of concept note is attached as **Annexure-1**.

In view of the above nominations, your goodself is humbly requested to kindly participate in the said Conference scheduled on 08.10.2023 from 9.00 am onwards in JTRI Auditorium. Hon'ble the Chief Justice has kindly consented to inaugurate the above conference.

It is also requested that Judicial Officers of District Judge cadre [*Principal Judge (Family Court)*], Presiding Officer (LARA), Presiding Officer (MACT), Presiding Officer (Commercial Court) and other officer of District Judge level on deputation] posted in your Districts may also be informed for participating in the said conference on the date and time mentioned above.

Encl. As above.

Yours faithfully,



(Vinod Singh Rawat)

CONCEPT NOTE

CHANGING PARADIGM OF TRAINING & DEVELOPMENT

It is submitted that training of Judges, employees and other stakeholders for providing required skills for doing the assigned work effectively, skillfully and qualitatively is one of the major requirements for the effective justice dispensation. Training and development activities assists in attaining diverse targets, and developing overall competencies necessary to perform the assignments.

The efficacy of any training programme is determined by the ability of the institution to reinforce the learning goals. The capacity building of judicial officers will be successful if an environment of continuous learning is created in all judgeships. The value of Capacity building programmes will be enhanced by permitting all learned District Judges to respectively create learning programmes autonomously in their respective judgeships. Such programmes designed by the learned District Judge may touch all aspects of life in a judgeship and also include various stake holders apart from the judges. The programmes will have an inclusive approach which will strengthen professional skills, interpersonal relationships, behavioural aspects human resource development and all allied issues. It is also relevant that such programmes will address local needs and also cater to overall institutional requirements. The capacity building programmes planned and run by district judgeships in an autonomous manner will enable the JTRI as well to take advantage of the rich experience, vast learning and acute insights of the learned district judges and other Senior judicial officers. The programmes will be embedded in institutional memory of the JTRI and enable it to address various systemic issues and develop programmes to meet institutional needs and for perspective planning.

Judicial officers today face a variety of challenges on various fronts. Interdisciplinary engagements are fast becoming a norm in judicial decision making. There is a need for developing administrative, management, leadership and other soft skills among the judges in the judgeship to enable them to serve the justice in a fruitful manner. Nature of the workload and changing norms of the society often imposes stress and anxiety amongst the judicial officers. Good mental and physical health is one of the major prerequisite of ensuring excellence in judicial functioning. Some of the areas in which skill enhancement and familiarization is required are

mental health, nutrition, art of wellness, leadership skills, time management, stress management, emotional intelligence, motivation, sensitization, training for brain churning on social issues, interaction with other stake holders, yoga, physical activities and sports, meditation, decision making abilities, experience sharing etc.

Organisation of training programme for judicial officers on such topics at local level is required. The District Judges can develop need-based module for the judicial officers for imparting training to them, at district level.

Creation of training programs by every district judge on an autonomous basis is required considering with the overall vision of creating a continuous learning and self-development environment in their respective judgements. Learned District Judges shall exchange the details and evaluation of training programmes in their respective judgements with the JTRI.

Apart from training of Judges, there is a paucity of trained staff and absence of specific policy, structured training programmes and qualified instructors for running such programmes for the staff in the judgements is a challenge. This deficiency is impacting in judicial functioning and output. It is relevant to highlight that staff in the district judgements the administrative backbone of the justice delivery system.

An institutionalized system has to be created for training of Staff. The training and skill development modules need to be created at the level of the JTRI and also the judgements to overcome this inadequacy in the system. The training and skill development programmes to address other issues especially those relating to wellness, interpersonal relationship, personality development, ethical foundations etc. should also be organized for the newly appointed staff as well as the regular staff from time to time. Such programmes may be conducted at various institutions including JTRI, district judgements etc.. Such training needs to be on continual basis for developing the approach learning and development of individual and the system. Forums needs to be created in such a matter to inculcate a culture of comradery, team spirit. The same may be in form of organizing different sports event, knowledge sharing activities, picnics, park events etc. Such forums will create healthy communication networks (Bi-directional).

It is further submitted that no structured programme for in-service employees and newly inducted employees exists at present and the same is required to be conducted which needs to be institutionalized. The same is proposed as under:

Proposal for Creation of Policy for structured training and skill development for the in-service employees/staff& new entrant employees of the Judgeship.

It is submitted that the structured training programmes are proposed for In-service & newly inducted employees of district courts.

1. **Categorisation:** Employees may be categorized into Class III employees, Stenographers and Class IV employees.
2. **Training Schedule:**The same is proposed as **Annexure 1**. However, the learned district judges in their respective judgeships shall evolve the curriculum for skill development, attitudinal development and training and above mentioned programmes for staff and also conduct such programmes on a periodic basis.
3. **Resource persons:**
 - The resource persons may be identified by the district judges. Resource person may be the experienced staff of respective district court, System Officer/System Assistant/technical staff of district courts, retired employee of district court or any other expert. Such training may be provided in district courts.
 - JTRI may provide specialized training to the Amin/such employee identified for the post of Amin, technical staff or any other specialized training. Alternatively, JTRI may coordinate with such institution which is providing specialized training so that they may be nominated for the purpose. Specialised training may be provided in JTRI or any other specialized institution.
 - JTRI may also provide training to experienced staff (Max. 2 numbers) for developing them as Master trainers. Such programme may be provided by JTRI, annually.
4. **Duration of training**
 - **In-service employees:** 2 man-days days training in a year-for every employee. It is preferable that such training may be organized on 4th Saturday of the month so that every employee is imparted training.
 - **Newly inducted employees:**6 man days training.
5. **Evaluation of training:** The learned District Judges shall exchange the details and evaluation of training programmes in their respective judgeships with the JTRI.

PROPOSED TOPICS OF TRAINING

The proposed topics are illustrative and the learned district judges in their respective judgements shall evolve the curriculum for skill development, attitudinal development and training. They may suitably modify from time to time as per local and other requirements. Necessary consultation with JTRI can also be done.

A. Relating to day to day working of Courts

1. Business rules including General Rules Civil, General Rules Criminal, directions of Hon'ble Court from time to time and General Letter, Circular letters.
2. Relevant provisions of Procedural law in Civil & Criminal Area (Cr.PC& C.P.C) which are required in day to day functioning of Courts.
3. Relevant substantive law including Specific Relief Act, Indian Penal Code, Court fees Act, Local laws etc.
4. Training on technology involving hands-on experience of Computers, UBUNTU, CIS, eCourts project implemented in district Courts, video conferencing, handling of electronic evidence, cyber safety.
5. Relevant provisions of Revenue laws.
6. Role and functioning of Court Amin.
7. ADR, legal aid, awareness and role of Court Staff
8. Dealing with vulnerable witness

B. Relating to Behavioural Sciences, personality development etc.

1. Interpersonal relationship/skills, Communication, personality development, Leadership skills, team building, ethical foundations etc.
2. Behaviour, Manners, etiquettes.
3. Wellness, Health.
4. Stress management
5. Financial management