



# 1st Training on Substantive and Procedural Law

**17-21 NOVEMBER, 2014**

**By Khurshid Iqbal & Zeb**

**Khyber Pakhtunkhwa Judicial Academy**  
[www.kpja.edu.pk](http://www.kpja.edu.pk)

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

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## 1. Executive Summary

Recently a considerable number of judicial officers of K.P. District Judiciary were promoted as District & Sessions Judges, Additional District and Sessions Judges besides Senior Civil Judges, thus there was an urgent need of training those Judicial officers so that they may efficiently and effectively perform their new assignments. The promotion from the post of Senior Civil Judge to Additional District & Sessions Judge is a quantum leap. The nature of work changes. The procedures applicable becomes different and thus it is highly recommended that for those promoted Judicial Officers, tailored made course(s) ought to be designed. It would not change the texture of the course on the Substantive & Procedural Law, but only the sphere of study of substantive and procedural law is altered. The course contents stretched from the procedures for conducting sessions trial to an understanding of the mode and manner of appraisal of evidence in sessions trial. Similarly subtle differences between appeal and revision on the civil administration of justice were explained. The matters entrusted to Justice of Peace and the relatively new law on Illegal Dispossession were also included. In order to give respite to the participants of the grueling schedule of activities the icon career diplomat Mr. Muhammad Sadiq has also delivered a lecture on National Security Policy formulation.

There were 25 nominated participants, while 24 attended the course. Most of them were freshly promoted. It was observed that the participants were keen to enrich their knowledge of the laws and procedure applicable to their new assignments.

The mode of instructions was interactive and participatory and on each day one of the participant used to make a recap of the proceedings conducted on the preceding date.

The selection of resource persons was carried out meticulously. They were mostly seasoned Judicial officers of the rank of District and Sessions Judges.

## 2. Background

Khyber Pakhtunkhwa Judicial Academy (KPJA) was established in the year 2012 through Khyber Pakhtunkhwa Act No. IV of 2012. Its scope of activities is to impart training to Judicial Officers and personnel concerned with the system of administration of justice with a view to develop their capacity, professional competence and ethical standards for efficient dispensation of justice.

It coincided with the launching of the project of UNDP called 'Strengthening of Rule of law in Malakand' (SRLM). The focus area of SRLM was the strengthening the Justice Sector institutions. SRLM was extended to the Districts of Kohat, Bannu, Karak, Haripur and D.I. Khan. This expansion of SRLM was connoted as 'Adil & Insaf Project' [AIP]. Both SRLM & AIP converge on the premise that strengthening of the Justice Sector Institutions would lead to establishment of the rule of law.

The very inception of KP Judicial Academy was also meant to achieve the ultimate objective of establishing the Rule of Law by strengthening the capacity of all the stakeholders of the Justice Sector. Its focus is not restricted to Judicial officers but to all the key players of Justice Sector, which includes Police, Prosecution, Probation & Parole and Jail authorities.

KPJA and SRLM reached at an agreement in 2012. The Letter of agreement [LoA] prescribed a number of training activities. KPJA conducted those activities.

It led to signing of another agreement between the KPJA & SRLM UNDP in this year (2014). Before giving a résumé of the training activities under that second LOA, it would be advantageous to highlight the criteria for devising the training activities.

KPJA had conducted Training Need Assignment (TNA) of the KP District Judiciary. That survey led to the identification of two target areas, requiring training on urgent basis. They were the Substantive & Procedural Law and Case & Court Management. The findings of the TNA were incorporated in the shape of three Training manuals.

Thus, on this objectively identified areas, the training activities were focused in the earlier phase culminating out of the first LOA of 2013. The activities in the second LOA 2014 were

also on the same lines. The breakup of the training courses scheduled this year is detailed hereunder in Tabular form: -

<b>S/No</b>	<b>Course</b>	<b>Participants</b>	<b>No of courses</b>
<b>1.</b>	Office & Court Management	Staff of District Judiciary	05
<b>2</b>	Case & Court Management	Judicial Officers	05
<b>3</b>	Substantive & Procedural Law	Judicial Officer	05

### 3. Introduction

The linchpin of a civilized society is the establishment of the Rule of Law. This end can only be achieved if all the key institutions possess the minimal capacity required for efficient & effective performance. Indeed, KPJA was mandated with this task of enhancing the capacity of the key players. So is the spirit of Rule of law (ROL) UNDP

Dispensation of justice is twofold; criminal and civil. Both are essential for peace and tranquility. Civil Justice System ensures and safeguards the rights of the people and provides remedy and compensation to the aggrieved. Criminal Justice System, guarantees security of life, property and honor. The key player in both the systems of administration of justice is the JUDGE. His role is not to formulate the policies and likewise not to ensure its implementation. He in fact acts as an orbiter, who ensures that the policies are formulated & implemented for the benevolence of masses. In order to equip her/him with the required skills and knowledge training is the pre-requisite.

For achieving this lofty goal the Academy, with the support of the UNDP has arranged 5 day training courses on Substantive & Procedural Law for Judicial officers of District Judiciary. The present report encompasses the activities of the first of such trainings that was conducted from 17th to 21st Nov 2014.

KPJA faculty is its greatest asset. On the top of the permanent members is the Director General. He is considered as a pioneer in introducing the concept of Team & Crisis Management in District Judiciary. On account of his vast practical experience he can comprehensively enrich the knowledge of the participants on the subject of Team & Crisis Management. Dr. Khurshid Iqbal is the Dean. He has done Ph.D In Human Rights, and has keen interest in research. Mrs. Sofia Waqar Khattak, Sr Director Administration and Mr. Mohammad Zeb Khan, Director Instruction are District & Sessions Judges. Qazi Ataullah and Mr Zia ul Hasan are Civil Judges currently working as Director Instructions and Associate Researcher respectively.

Amongst the visiting faculty members Mr Niaz Muhammad Khan Special Custom and Anti-smuggling Judge, Miss NusratYasmeen Additional District & Sessions Judge, Professor Madeeha Asghar, Chairperson Department of Psychology University of Peshawar and

Assistant Professor Shabana Gul of IM Sciences are worth mentioning. All of them have vast knowledge and rich experience. The Faculty has preferred judges over purely academic personalities. The reason is not farfetched. The amalgamation of academics with field experience is a perfect combination for achieving maximum results. All the Visiting Resource Persons have been teaching in the Academy since its inception.

With regard to the methodology of our training, we opted for a participatory approach. Our training resource persons focused on practical aspect of learning more than theory. Group discussions were also conducted besides the trainees also presented their assignments. Each activity was followed by a question & answer session.

The trainee of the course have keenly participated. The interactive sessions often led to a debate and discussion. The total strength of participants was 24. There were also female participants. In line with the requirements of SRLM UNDP preference were given to those Judicial Officers who are presently posted in Malakand Division. On successful completion of training, the Academy awarded them certificates.

**M Zeb Khan**  
Director Instructions



## 4. Proceedings

### 4.1. Day-01

#### **A. Registration and Pre Evaluation:**

During the first session, registration of the participants and their pre-training evaluation were carried out online. The pre-training evaluation was devised to objectively analyze the affectivity of the course, as at the end the participants were to undergo a post training evaluation.

#### **B. Inaugural session**

The inaugural session commenced with the recitation from the Holy Quran. Mrs. Sofia Waqar Khattak, Sr. Director Administration introduced the KPJA team. The Dean Faculty Dr. Khurshid Iqbal highlighted the objectives of the training. He also cited the rules of conduct devised for the training sessions and urged the participants to abide them. Dr. Iqbal had also disseminated the written instructions. He advised the trainees not to hesitate in contacting any member of the administration branch in case of any inconvenience regarding their boarding and lodging.

While highlighting the course contents, Dr. Khurshid appraised that the contents were compiled according to the needs and nature of the job of the trainees. He highlighted that the suggestions and opinions of the participants of Phase-I training programs had been meaningfully considered. He also pointed out that the Academy had requested the Resource Persons to emphasize on the practical aspects of the course. He expressed his hope, that the training will not only enhance the skills and quality of work of the Participants, but will also set new trends in judicial education at the National level.

Worthy Director General Mr. Hayat Ali Shah in his introductory remarks formally, welcomed the participants. He began with brief explanation of objectives and purposes of the training. He remarked that the Academy, right from its inception, has tried its best to impart quality training to all the stakeholders of the justice sector particularly the judges. He emphasized on the role of training in building the capacity of the Judicial Officers. He also briefly discussed the concept of “management” and explained its role in the dispensation of justice.

He advised the trainees that they should be good managers instead of being mere administrators.

### **C. Lecture –I**

The first lecture was delivered by Mr. Muhammad Zubair Khan, District & Sessions Judge, Lower Dir. His topic was “*Basic understanding of Sessions Trial*”. Mr. Zubair has to his credit more than a decade experience of being Prosecutor. Similarly, ever since last ten years he is on the bench. This combination of experience of both ends of the rostrum besides his inclination in the study of criminal law, made him the most suitable person for imparting the basic understanding of the sessions trials to the novice Additional Sessions Judges. He started with the historical development of the Criminal Procedure Code. Then he discussed the differences in trial of Magistrates and that of the Sessions Judges. He laid considerable emphasis on section 265F CrPC while explaining the basic theme of the Sessions Trial.

The lecture was followed by Q&A session. The Learned Resource Person comprehensively explained the queries.

### **A. Lecture-II**

Mr. Niaz Muhammad Khan delivered lecture on “*Precedents; As a tool of interpretation & its role in decision making*”. The Resource Person started his presentation by explaining the theory of *Stare Decisis*. Then he went on to differentiate between Common & Civil Law systems of administration of justice. He cited the leading Case Law on Precedents. Mr. Khan bisected Precedents, on the principles of *Ratio Decidendi* & *Obiter Dicta*. He comprehensively explained the methodology for application of Precedents to the cases.

His lecture was followed by Q&A session.

### **B. Lecture III**

Qazi Atullah Director Instructions delivered this lecture on, '*Qisas, Diyyat and Tazir*'. The Learned Resource Person, discussed kinds of Qatl, The different categories of

evidence led in Qisas & Hadd cases and the matters incidental to enforcement of qisas/hadd.

It was keenly participated and frequently the Resource Persons had to halt on account of questions.

## **4.2. Day-02**

### **A. Lecture-I**

On day-2, the training resumed with the recitation from the Holy Quran. The nominee of Group A, made a recap of the proceedings of the preceding day. The first lecture was delivered by Mr. Naveed Ahmad Khan, District & Sessions, Shangla on the topic of, '*Additional District Judge as Trial & Tribunal Judge*'. He discussed summary trials in Negotiable Instruments, the procedure of trials in matters of Encroachment, Insolvency, defamation and Trademarks & Copy Right laws. The dynamics of the reference under the Land Acquisition Act and the mode of appraisal of evidence were also deliberated upon in depth. The lecture was followed question and answer session.

### **B. Lecture-II**

The topic for lecture II was "*Efficacy of Remedies under Illegal Dispossession Act*". It was delivered by Mr. Mohammad Zeb Khan, Director Instructions. The Resource person, was working as Additional District & Sessions Judge at Kohat before joining his present assignment. He has rich field experience. Mr. Zeb discussed the procedure for deciding complaints, interim order in such complaints, parallel remedies available under different laws and its efficacies. The mode of appraisal of evidence of such complaints and matter relating to sentences. The fag end of the lecture was focused on the infirmities of the Illegal Dispossession Act. A discussion on the law pertaining illegal dispossession in vogue in India was also made. The lecture was followed question and answer session.

### **C. Lecture III**

The topic was "*Study of Laws Pertaining to Juveniles*". Dr. Adnan Khan, Bar at Law was the resource person. At the beginning, the learned Resource person discussed the plea of being juvenile. He then described the procedure for conducting Juvenile trials. He also taught the mode and manner of sentencing, that included carceral & noncarceral punishment. The law of bail applicable to Juveniles was also highlighted. The lecture was followed by question and answer session.

### **4.3. Day-03**

#### **A. Lecture-I**

Dr. Inayat Khalil delivered his lecture on "*Appreciation of Medico Legal and Forensic Evidence*". He explained basic concept of human anatomy & physiology. He classified the kinds of injuries as differentiated by the Qisas & Diyat Ordinance. His lecture was fully aided by pictorial and multimedia slides. Dr. Khalil explained the DNA profiling. He also embarked upon Forensic Toxicology. The learned Resource person found the participants receptive and having keen interest in the lecture contents. The lecture was followed by question and answer session.

#### **B. Lecture-II**

Mr. Justice (R) Main Shakir Ullah Jan, retired Judge of the Supreme Court of Pakistan, delivered talk on, '*Fundamental Rights; Constitutional guarantees*'. The learned Resource person out of his mammoth experience of Bench gave instances of how, when and where the constitutionally guaranteed fundamental rights are violated and how the Judiciary can rise to the occasion to remedy the wrong. The learned Resource person presentation was fully aided by the multimedia slides and the interest of the participants can be gathered from the fact that lecture went on to extra time. The lecture was followed by Q& A sessions.

### **C. Lecture III**

Mr. Masood Khan, Judge Anti Terrorism Court, delivered lecture on, '*Appeal, Revision, Review and Reference in Civil Procedure Code*'. The Resource person is a career judge and possess field experience of more than twenty years. He in a comprehensive manner explained concepts of Appeal & Revision in civil dispensation of justice. At the expense of repetition it may be highlighted that the participants were mostly freshly promoted Additional District & Sessions Judges. Thus, it was a new subject for them as now they would be performing as Judge Court of Appeal & Revision. The Resource person also explained the difference between Remand and Remit, and when to remand a civil suit. He also discussed the suo motu jurisdiction of the Additional District Judge in revision. The Limitation for filing appeal & Revision were also discussed. The lecture was followed by Q&A sessions.

## **4.4 Day- 04**

### **A. Lecture-I**

On Day 04, Mrs. Sofia Waqar Khattak, Senior Director Administration, delivered talk on "*Justice of Peace*". She on the onset differentiated between the Justice of Peace and the Court of Sessions. She explained that Justice of Peace is a *persona designate*, entrusted a circumscribed domain. She gave the historical background leading of Justice of Peace. Section 22A CrPC was deliberated in detail and salient case laws emanating out of the said section were discussed. The lecture was followed by active Q&A session.

### **B. lecture II**

The second lecture was on, '*Appraisal of Evidence in a Sessions Trial*'. It was delivered by Mr. Niaz Muhammad Khan. The Resource person discussed the famous O.J. Simpson trial charged for double murder. He discussed the concept of competency of witness, direct, circumstantial and corroborative evidence. The kinds of witnesses were described, that includes natural, chance, tutored and planted. Evidence of last seen was discussed. Evidentiary value of the Dying declaration was highlighted. The concept of suggestions in a murder trial was deliberated upon. The mode of transposition of previous statements of

witnesses to the Sessions trial was also imparted to the participants. The proceedings were followed by Q&A sessions.

### **C. Lecture III**

In order to broaden the horizon & vision of the participants and to give them respite of the grueling sessions on pure substantial and procedural laws, the trainee Judges attended the lecture delivered by Mr. Muhammad Sadiq, Secretary National Security Division. Mr. Muhammad Sadiq is a career diplomat. Earlier he was Pakistan's Ambassador to Afghanistan. He had also served as the Official Spokesman of the Ministry of Foreign Affairs. He had remained in key diplomatic positions in Washington, Beijing and Brussels. He delivered his lecture on *Formation of National Security Policy*. It was followed by an exhaustive Q&A session.

## **4.5 Day-05**

### **A. Post evaluation; 1hr**

During the first session, the post-training evaluation was conducted. The participants filled up the relevant forms and also answered the questions put to them for self-assessment purposes.

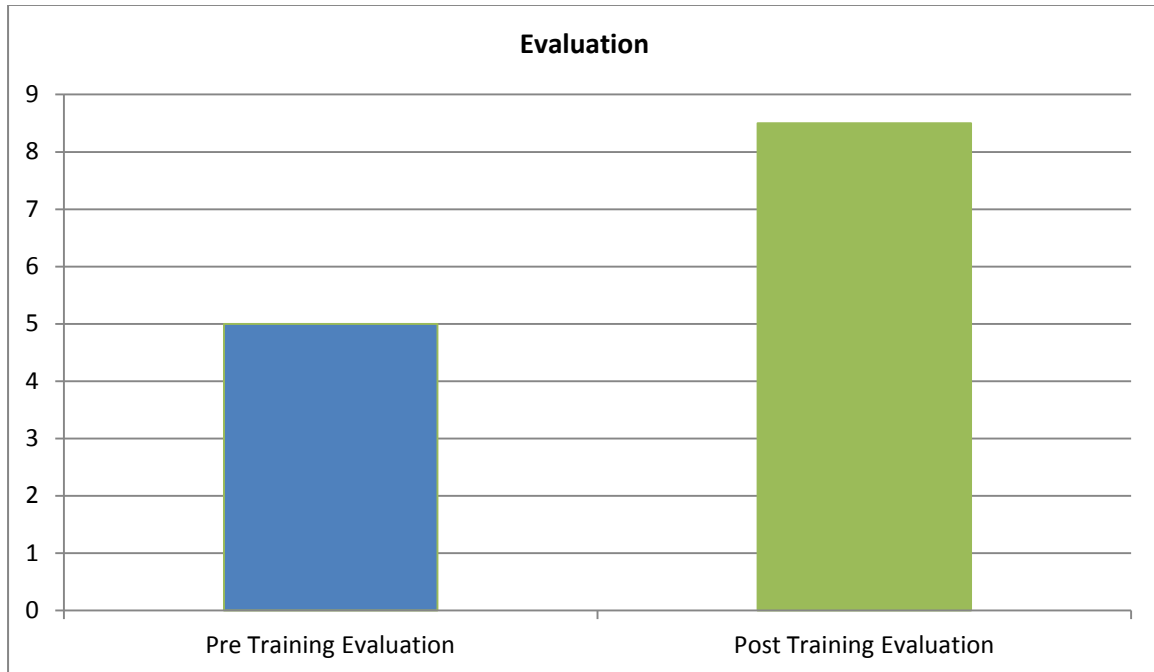
### **B. Concluding Ceremony**

Worthy DG chaired the session. The ceremony by anchored by Mr. Z Hasan. He invited CR of the class to recite few verses from the Holy Quran. He then applauded the participants for their excellent behavior round the training. The CR presented his remarks. Worthy DG then distributed certificates. He saw of the participants with thanks and piece of advice. The participants were at the end offered Lunch.

# Evaluations

## 5. Evaluation

### Pre Evaluation& Post Evaluation – Close Ended Questions



#### Analysis:

The above graph represents the combined pre and post evaluation result. The closed ended questions in the pre evaluation and post evaluation were marked and compared. A scale of 1-10 has been standardized for the results. The overall score for the pre evaluation was 5 and the post evaluation result was 8.5, which shows significant improvement in the skills of participants after the training. The above graph represents data from the result of different MCQs. Each MCQ has a minimum 03 field (options) for the participants of the training to choose from. These close ended questions were in MCQs form and 02 MCQs were taken from each topic taught during the course.



## 5.2 Over all training Evaluation



According to graph 1, 98% of the trainees opined that course content was quite relevant to their judicial work. Only 2% opined that the training will bring a little improvement in their work. Graph 2 reveals that 100% of the trainees are of the opinion that the training material was highly useful. About the skills of the trainer, 66% saw it “very good” and 27% saw it excellent. It shows that there is, though little, room for improvement. As far as command of the trainers over the subject is concerned, 66% opined that it was excellent. The remaining graphs shows that the training environment in the academy was excellent, however their opinions in respect of accommodation and food quality therein are worthy consideration [the Academy intends a meeting with the hotel administration before the commencement of the next training.

Note: For the reason that some questions are similar [see consolidated resource person feedback graph] and the results in graphs are more or less the same, we have therefore left them uncommented. All the graphs have been generated from the post training feedback form [see annexure].

### 5.3 Comparative Statistical Statement of Pre & Post Training Evaluation

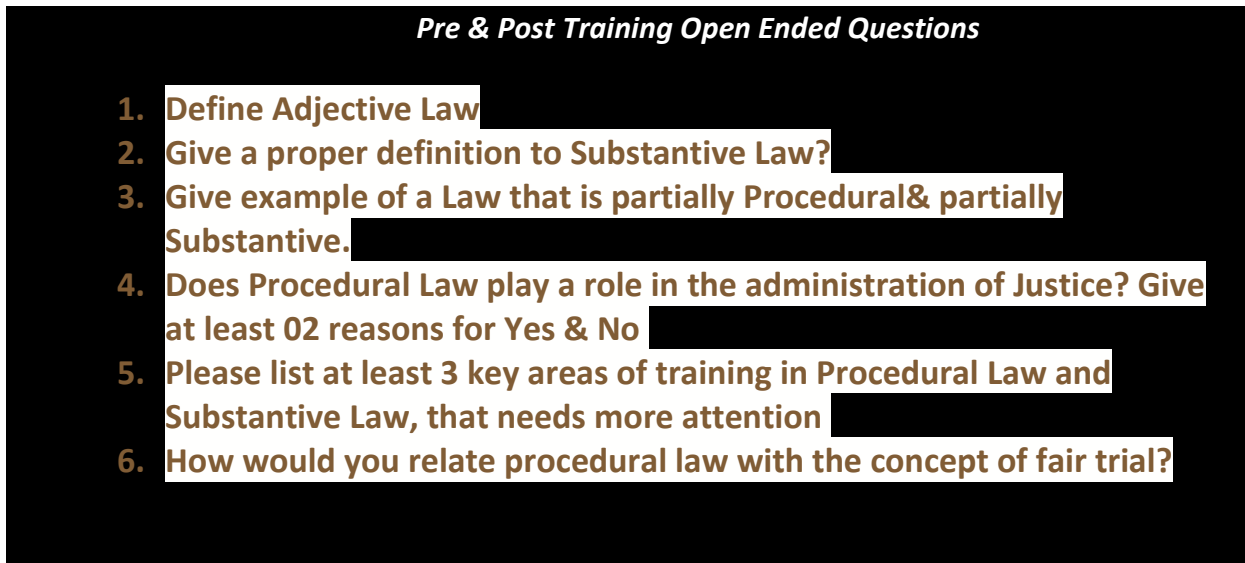


Figure 1

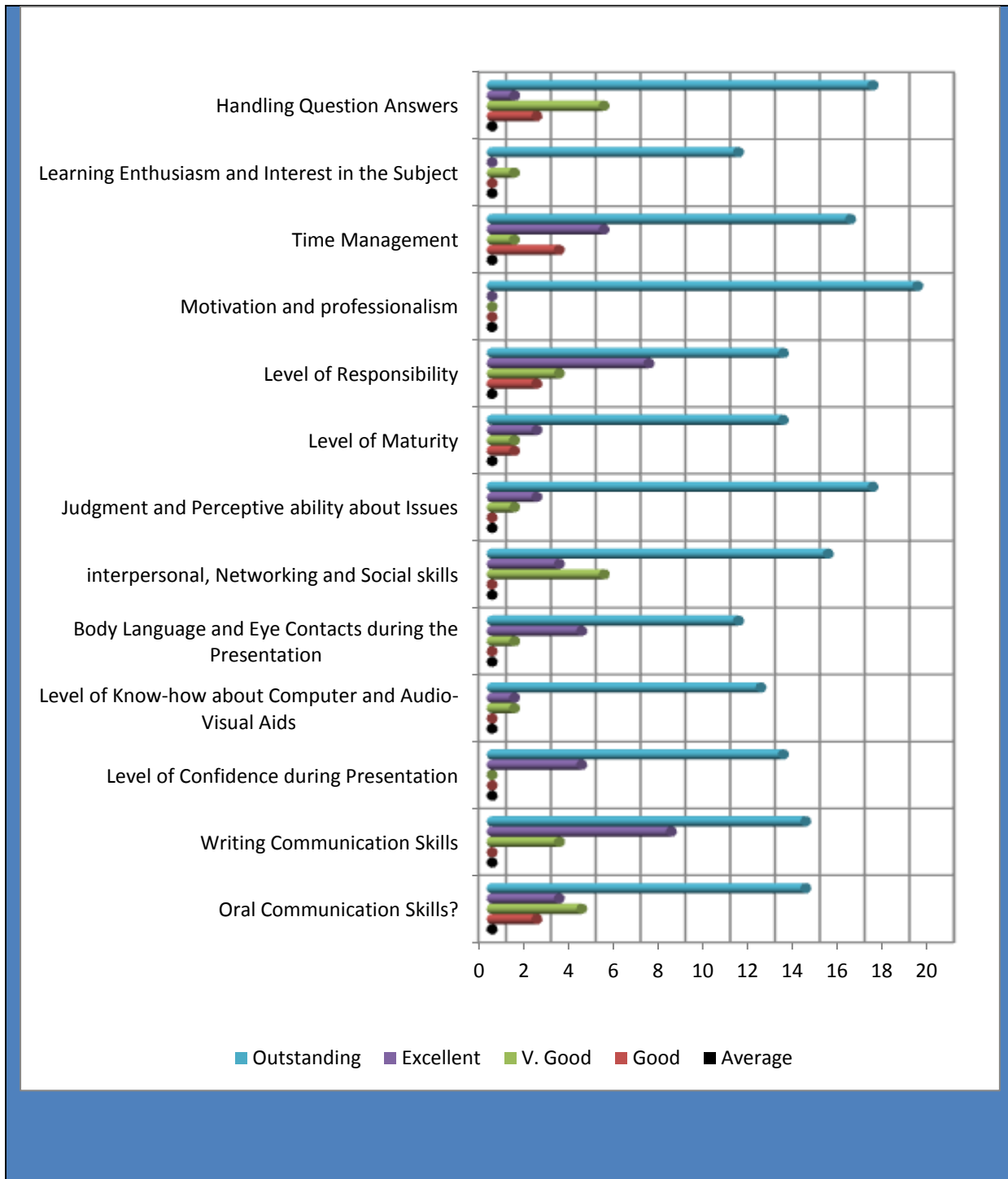


Figure 2

The scales show the capacity level of the participants before and after training. Figure 1 (orange) indicates pre – training intellectual level of the trainees at their arrival in the academy.

Figure 2 (blue) reveals their level after training. Figure 3 (green) points at the difference between the two stages.

## 5.4 Consolidated Resource Person Evaluation by Trainees



The above graphical map is self explanatory. Each group of graph reflects the level of a specific quality in all resource persons. For example the last group reflects that 98% participants see full perfectness [100%] in motivation and professionalism exhibited by the pool of trainers during training.

# Annexure

## Schedule of Activities

<b>Day -1 Monday (17th Nov, 2014)</b>			
S.No	Topic	Resource Person	Duration
1.1	Registration & Pre Evaluation		8:30 – 9:15
1.2	Recitation from the Holy Qur'an & Duaa		9:15 – 9:20
1.3	Introductory Remarks - DG, KPJA		9:20 – 9:30
1.4	Basic understanding of Sessions Trial.	Mr. Muhammad Zubair Khan	9:30 – 11:30
<b>Tea Break 11:30 – 11:45</b>			
1.5	Precedents; As a tool of interpretation & its role in decision making.	Mr. Niaz Muhammad Khan	11:45 - 1:45
<b>Prayer&amp; Lunch Break 1:45- 2:30</b>			
1.6	Qisas, Diyyat and Tazir	Qazi Ataullah	2:30 - 4:30
<b>Day -2 Tuesday (18th Nov, 2014)</b>			
S.No	Topic	Resource Person	Duration
2.1	Recitation from the Holy Qur'an & Duaa		8:30 – 8:35
	Presentation Group - A		8:35 -9:00
2.2			9:00 - 11:00
<b>Tea Break 11:00 - 11:15</b>			
2.3	Efficacy of Remedies under Illegal Dispossession Act	Mr. Mohammad Zeb Khan	11:15-01:15
<b>Prayer&amp; Lunch Break 01:15 - 2:00</b>			
2.4	Study of Laws Pertaining to Juveniles	Dr. Adnan Khan	2:00–4:00
<b>Day – 3 Wednesday (19th Nov, 2014)</b>			
S.No	Topic	Resource Person	Duration
3.1	Recitation from the Holy Qur'an & Duaa		8:30- 8:35
	Presentation Group - B		8:35 -9:00
3.2	Appreciation of Medico Legal and Forensic Evidence	Dr. Inayat Khalil	9:00-11:00
<b>Tea Break 11:00 – 11:15</b>			
3.3	Fundamental Rights; Constitutional guarantees	Mr. Justice (R) Main Shakir Ullah Jan	11:15- 1:15
<b>Prayer&amp; Lunch Break 1:15- 2:00</b>			
3.4	Appeal, Revision, Review and Reference in Civil Procedure Code	Mr. Masood Khan	2:00 -4:00
<b>Day – 4 Thursday (20<sup>th</sup> Nov, 2014)</b>			
S.No	Topic	Resource Person	Duration
4.1	Recitation from the Holy Qur'an & Duaa		8:30 -8:35
	Presentation Group -C		8:35- 9:00
4.2	Justice of Peace	Mrs. Sofia Waqar Khattak	9:00 – 11:00

<b>Tea Break 11:00 – 11:15</b>			
4.3	Appraisal of Evidence in Sessions Trial	Mr. Niaz Muhammad Khan	11:15- 1:15
<b>Prayer&amp; Lunch Break 1:15-02:00</b>			
4.4	Expert Lecture National Security Formulation	Mr. Muhammad Sadiq	2:00- 4:00
<b>Day – 5 Friday (21<sup>st</sup> Nov, 2014)</b>			
S.No	Topic	Resource Person	Duration
5.1	Recitation from the Holy Qur'an & Duaa		9:00 -9:05
5.2	Group Presentation –D& Course Review		9:05 – 10:00
5.3	Post Evaluation		10:00 - 11:00
5.4	Concluding Address – DG KPJA		11:00- 11:20
5.5	Address of Hon'able The Chairman/Chief Justice. <small>Subject to his lordship availability</small>		11:20 – 11:50
5.6	Certificate Distribution		11:50
<b>Tea Break</b>			

## List of participants

<b>Training on Substantive &amp; Procedural Law</b>			
<b>Dated 17 -21 Nov,2014</b>			
<b>S.No</b>	<b>NAME</b>	<b>WORK AS</b>	<b>Place of Posting</b>
1	Ms. Zainab Rehman	Additional District & Sessions Judge	Dargai (Malakand)
2	Ms. Hajira Rehman	Additional District & Sessions Judge	Abbottabad
3	Mr. Zia-ur-Rehman	Additional District & Sessions Judge	Dir Lower
4	Mr. UsmanWali Khan	Additional District & Sessions Judge	Peshawar
5	Mr. Abdul Jabbar Khan	Additional District & Sessions Judge	Nowshera
6	Mr. Irshad Ahmad Khan	Additional District & Sessions Judge	Kohat
7	Mr. Ijaz Rashid	Additional District & Sessions Judge	Buner
8	Mr.Asif Rashid	Additional District & Sessions Judge	Swabi
9	Mr.Ghulam Abbas	Additional District & Sessions Judge	Batagram
10	Ms.SumbalNaseer	Additional District & Sessions Judge	Charsadda
11	Mr. Shah Waliullah Hamid	Additional District & Sessions Judge	Dir Upper
12	Mr.Usman Bashir Khan	Additional District & Sessions Judge	Bannu
13	Ms.Faryal Zia Mufti	Additional District & Sessions Judge	Manshra
14	Mr.Badar-ud-din	Additional District & Sessions Judge	Swat
15	Mr.Zahid Mehmood	Additional District & Sessions Judge	Lakki
16	Ms.NusratYasmeen	Additional District & Sessions Judge	Peshawar
17	Mr.KalimArshad Khan	Additional District & Sessions Judge	Peshawar
18	Syed Aqeel Shah	Additional Registrar, Peshawar High Court Bench	Pharphur ( D.I. Khan)
19	Mr.AamerNazirBhatti	Additional District & Sessions Judge	Mansehra
20	Ms.Rozina Rehman	Additional District & Sessions Judge	Mardan
21	Mr. Muhammad Nasim	Additional Registrar, Peshawar High Court Bench	TakhtBahi (Mardan)
22	Mr.AftabAfridi	Additional District & Sessions Judge	Bannu
23	Mr. Muhammad Arshad	Additional District & Sessions Judge	Swabi
24	Mr. Safi Ullah Jan	Additional District & Sessions Judge	Mardan

## Post training Feedback Form

<b>Topic of the Training :</b>		<b>Venue:</b>
<b>Name:</b>	<b>Place of posting:</b>	<b>Designation/Rank:</b>
<b>Contact No.:</b>		
Question 1: Did you find the training relevant to your work?		
<input type="radio"/>	<input type="radio"/>	<input type="radio"/> <input style="width: 50px; height: 15px;" type="text"/>
1. Will improve our work	2. Will improve our work little	3. Will not improve our work
4. No Response		
Comments or Examples?		
Question 2: Did you find the training material useful?		
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1. very useful	2. Rarely	3. Occasionally
		5. Not useful
No Response		
Comments or Examples?		
Question 3: The content was organized and easy to follow;		
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1. Strongly agree	2. Agree	3. Neutral
		4. Disagree
5. Strongly Disagree		
Comments or Examples?		
Question 4: How was the quality of training delivery? Was it interactive?		
<input type="radio"/>	<input type="radio"/>	<input type="radio"/> <input style="width: 50px; height: 15px;" type="text"/>
1. Not at all	2. Rarely	3. Occasionally
		4. Very Frequently
		5. Always
No Response		
Comments or Examples?		



Question 5: How was the training skill of the trainer?

- 
1. excellent            2. Very good            3. moderate            4. Very bad            5. No Response

5 (a) How did the trainer use adult learning techniques?

- 
1. Very effectively            2. Moderately effectively            3. Ineffectively            4. No response

5 (b) Did the trainer have command of the training subject?

- 
1. Complete command            2. Moderate command            3. No command            4. No response

5 (c) The trainer was well prepared

- 
1. Strongly agree            2. Agree            3. Neutral            4. Disagree            5. Strongly Disagree

Comments or Examples?

Question 6: How was the time management of the training?

- 
1. Excellent management            2. Moderately good            3. Nothing on time  
4. No response            (everything was on time)            (training content remained undelivered)

6 (a) The time allocated for the training was sufficient

- 
1. Strongly agree            2. Agree            3. Neutral            4. Disagree            5. Strongly Disagree

Comments or Examples?

Question 7: How was the accommodation?

- 
1. Very good            2. Moderate            3. Very bad            4. No Response

7 (a) the training room and facilities were adequate and comfortable.

- 
1. Strongly agree            2. Agree            3. Neutral            4. Disagree            5. Strongly Disagree

Space for Group work sufficient?

1. Yes

2. NO

Comments or Examples?

Question 8: How was the food quality?

1. Very good

2. moderate

3. Very bad

4. No Response

Comments or Examples?

Question 9: What you have learned new; please explain in three words/sentences

Comments or Examples?

- 1.
- 2.
- 3.

Question 10: How do you hope to change your practice as a result of this training?

Comments or Examples?

- 1.
- 2.
- 3.



<b>Post Assessment Interview Form</b>	<b>Start Date:</b>	<b>End Date:</b>		
Question 11: Please suggest in 4 words/sentences ways to improve the Training content?				
Comments or Examples? 1. 2. 3. 4.				
Question 12: Please suggest in 4 words/Sentences how to improve the logistics of the training?				
Comments or Examples? 1. 2. 3. 4.				

# Group Photo



# KHYBER PAKHTUNKHWA JUDICIAL ACADEMY

## 6th 5-Days Training Course on Substantive and Procedural law

17-21 November 2014



Sitting L to R  
Ms. Hajira Rehman, Ms. Zainab Rehman, Ms. Farzina Shahid, Ms. Sumbal Naseer, Ms. Farqat Zia Mufi, Ms. Rozina Rehman, Ms. Nusrat Yasmeen, Mr. Hayat Ali Shah (Director General), Mr. Badaruddin,  
Mr. Zahid Mehmood, Mr. Kalim Arshad Khan, Mr. Syed Aqeel Ajiz, Mr. Aamer Nazir Bhatti, Mr. Muhammad Nasim.

Standing L to R  
Mr. Zia Ur Rehman, Mr. Allah Afridi, Mr. Shah Waliullah Hamid, Mr. Jiz Rashid, Mr. Usman Bashir Khan, Mr. Saif Ullah Jan, Mr. Usman Waif Khan, Mr. Ghulam Abbas, Mr. Muhammad Arshad,  
Mr. Ishaq Ahmad Khan.