



KHYBER PAKHTUNKHWA JUDICIAL ACADEMY
03-Day training activity arranged for Judicial officers on “**Maintaining Health and Wellbeing to Ensure Optimal Judicial Performance**”
July 9-11, 2024



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Standing 1 to R-1 Ms. Sadia Ibrahim, Ms. Faiza Malik, Ms. Fawzan Wakeed Awan, Mr. Jaakur Ali Safi, Mr. Azid Jinnah, Mr. Anjad Ullah, Mr. Saleem ur Rehman, Mr. Saqib Khan, Mr. Waqar Ahmad, Mr. Jehran Khan Khattak, Mr. Zia Jehangir, Mr. Abdul Hayat Safi, Ms. Raziya Gul, Ms. Dina-e-Mubarek, Ms. Malika Allahditta,

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**KHYBER PAKHTUNKHWA JUDICIAL ACADEMY, OLD SESSIONS COURT BUILDING,
JAIL ROAD, PESHAWAR, KHYBER PAKHTUNKHWA, PAKISTAN**

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EXECUTIVE SUMMARY

The Khyber Pakhtunkhwa Judicial Academy (KPJA) successfully conducted a 3-day specialized training session titled "Maintaining Health & Well-being to Ensure Optimal Judicial Performance" from July 9th to 11th, 2024. The training, supported logistically by the United Nations Development Programme (UNDP), was designed to provide judicial officers with essential tools and techniques to manage the unique challenges of their profession, focusing on improving both physical and mental well-being to enhance overall judicial performance.

The training aimed to equip 25 judicial officers with practical knowledge and strategies to manage stress, balance their professional and personal lives, and foster a healthier approach to their demanding roles. It specifically emphasized at identifying sources of stress common to the judiciary and offering techniques such as relaxation exercises and coping mechanisms. Training was designed to give attention on integrating mindfulness practices to promote focus, emotional resilience, and mental clarity, alongside spiritual practices for holistic well-being. It equipped officers to prioritize tasks, reduce burnout, and boost productivity through effective time management. Emphases were given to ethical standards while balancing mental and physical health for a sustainable work-life approach.

The sessions included interactive group activities where participants worked together to develop personalized strategies for managing their work-life balance. These practical exercises allowed judicial officers to engage with one another, exchange ideas, and explore techniques that could be integrated into their day-to-day routines. Discussions also centered on the role of personal health and wellness in delivering justice, emphasizing that a healthier lifestyle could significantly improve decision-making and judicial performance. The training concluded with a high level of satisfaction expressed by the participants. Many highlighted how the tools and techniques shared during the sessions provided immediate benefits in terms of reducing stress, improving time management, and fostering a balanced approach to work and personal life. The positive feedback from participants underscored the relevance of the program in enhancing their professional effectiveness and overall well-being.

The training concluded with a certificate distribution ceremony, marking the participants' successful completion of the program. The KPJA, with support from UNDP, reaffirmed its

commitment to ensuring that judicial officers are equipped with the tools needed to perform optimally in an environment that supports their well-being.

This training initiative reflects the KPJA's broader goal of promoting judicial excellence through continuous professional development, with a focus on the holistic well-being of judicial officers.

INTRODUCTION & BACKGROUND

Independence, impartiality, integrity, prosperity, and appearance of propriety, Equality and competence and diligence are prerequisites to rule of law, fair trial, due performance of judicial responsibilities. Moreover, politeness, compassion, patience and composure are expected from judicial office holders even in testing situations. Judges of the District Judiciary are facing challenges like excessive workloads, ever increasing backlogs, increasing expectations for expeditious disposal of cases, insufficient time to conduct research and write judgments properly, long working hours, inability to maintain work-life balance, ensuing lack of motivation, inadequate and inexperienced support staff, insufficient infrastructure, challenging working environment and inherent isolation of life. These factors cause stress and at times expose them to a risk for developing secondary trauma. Further, the Peshawar High Court realizes the need for training and improvement in domains of Judicial Conduct, Attitude, Behaviour, Stress and Conflict Management, owing to growing concerns relating to need of empathy, compassion, patience and self-management. The Peshawar High Court through letter No.17253/ Admn dated 22.12.2022 also highlighted need for imparting trainings on Conduct, Attitude, Behavior, Managing Stress and Conflict at Workplace. In the backdrop, follow up meeting was also held between Academic Faculty of the Academy, Member Inspection Team, Peshawar High Court, and Director Inspections, Secretariat for the District Judiciary. The discussion focused on identification of factors impacting attitude and behavior of judges at workplace, designing and rolling out training programs for addressing the problem.

LEARNING OBJECTIVES

The objectives of training were to:

- educate participants to identify & improve their attitude and behavior and remain solution focused even when their patience is tested in contentious matters;
- enable them to understand judicial decision making with compassion through effective communication;
- help them to manage stress, anger and conflict through techniques;
- encourage participants to look after their personal wellbeing – Physical, mental and spiritual.

TRAINING METHODOLOGY AND MODULES

The modules were developed with the assistance of trainers and include areas as; attitude and its elements, identifying attitudes impacting behavior at workplace with help of case scenarios, understanding judicial compassion, effective communication for channelizing behaviour, dynamics of stress and conflict, exercises and tools on prevention & management stress, healthy mind and body through diet and nutrition, activities on mindfulness and physical wellbeing and discussion on understanding of spiritual wellbeing. During training sessions, participants were shared with toolkits by trainers for self assessment. It helped the trainers in imparting skills to channelize their emotions and to manage stress and conflict.

EXPECTED OUTCOMES

At conclusion of the training the participants were able to:

- identify and improve their attitude and behavior;
- understand decision making with compassion;
- manage anger, stress and conflict at workplace; and
- maintain mental, physical and spiritual wellbeing.

PROCEEDINGS

The daily activities of this 03-days Specialized Training and lecture synopses are briefly encapsulated below:

INAUGURAL CEREMONY:

- Chair: Barrister Ikhtiar Khan, Registrar, Peshawar High Court, Peshawar
- Welcome Address: Mr. Jehanzeb Shinwari, Director General KPJA

Highlights:

- The worth Director General, Mr. Jehanzeb Shinwari emphasized the importance of judicial officers maintaining physical, mental, and emotional well-being to enhance their professional performance.
- He further stressed that maintaining optimal health ensures better decision-making, patience, and resilience in handling heavy workloads and judicial responsibilities.

Chief Guest's Address:

- Barrister Ikhtiar Khan, Registrar, Peshawar High Court, Peshawar emphasized the need for a balanced work-life approach, especially in high-stress judicial roles.
- He stressed the importance of training judicial officers in stress and conflict management.
- He highlighted how a healthy body and mind are critical for fair and efficient administration of justice.
- He urged participants to adopt wellness practices to ensure long-term personal and professional success.

ACADEMIC SESSIONS:

DAY 1: 9TH JULY 2024

1. Valuing Time and Energy

- Speaker: Dr. Razaullah, Chairman, Department of Management Sciences, Islamia College University, Peshawar
- **Focus:** The importance of time and personal energy management for judicial officers to maximize productivity and well-being.

2. **Professional Attitude, Conduct, and Behavior**

- Speaker: Mr. Mohammad Zeb Khan, District & Sessions Judge, Mardan
- Focus: Addressed behavioral responses and identifying attitudes to align with the Code of Conduct for District Judiciary.

3. **Effective Communication: Channelizing Perception & Behavior**

- Speaker: Dr. Sylvia Ali Khan, Consultant Psychiatrist, NWGH, Peshawar
- Focus: Discussed effective communication techniques for managing perceptions and behavior, enhancing interactions both professionally and personally.

DAY 2: 10TH JULY 2024

Morning Review:

- **Recap of Day 1: Key takeaways and addressing participant queries.**

1. **Managing Stress, Anger, and Conflict at Workplace**

- Speaker: Ms. Abida Nazir, Senior Clinical Psychologist, Peshawar
- Focus: Understanding workplace stress, identifying stressors, and practical tools for coping with stress, anger, and conflict.

2. **Mindfulness: Living in the Moment**

- Speaker: Ms. Abida Nazir, Senior Clinical Psychologist, Peshawar
- Focus: Engaged participants in practical mindfulness exercises to promote stress reduction and mental clarity.

DAY 3: 11TH JULY 2024

1. **Spiritual Well-being: Life Meaning & Purpose**

- Speaker: Dr. Javed Iqbal, General, Laparoscopic Surgeon, and Motivational Speaker (via Zoom)
- Focus: Explored the importance of spiritual well-being, reflecting on the purpose of life, and maintaining mental peace in high-stress judicial environments.

2. **Maintaining Health & Physical Well-being: Diet & Nutrition**

- Speaker: Ms. Nimra Haq Nawaz, Clinical Nutritionist, Shaukat Khanum, Peshawar

- Focus: Discussed healthy dietary habits and physical well-being to support judicial officers in maintaining energy and overall health.

CONCLUDING CEREMONY:

- **Chief Guest:** Ms. Sumbal Naseer, Director Inspection, SDJ, Peshawar High Court, Peshawar

Class Representative: Expressed gratitude for the insightful training and shared how the sessions have positively impacted their understanding of managing health and well-being in the judiciary.

Closing Remarks: Mr. Jehanzeb Shinwari, Director General, KPJA congratulated the participants on successfully completing the training. He highlighted the importance of integrating the lessons learned into their daily lives to improve their personal and professional effectiveness.

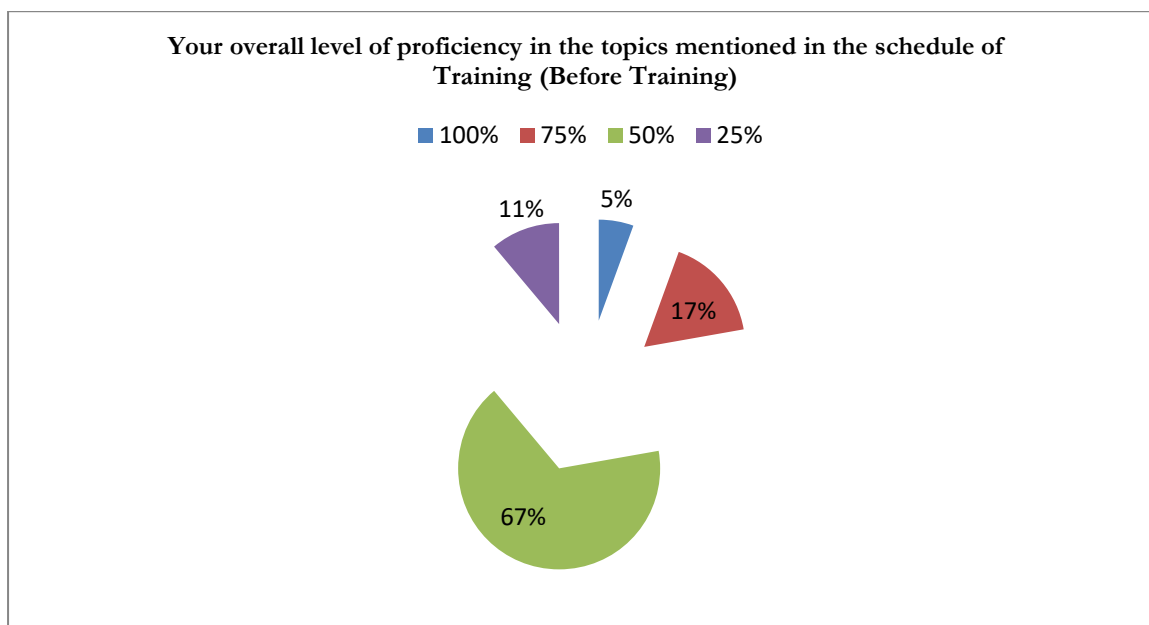
Certificates: Distributed to all participants to recognize their successful participation and completion of the training program.

IMPACT OF TRAINING

Significant indicator of the training impact is:

Whether the training contributed to increase in the knowledge and skills of the participants?

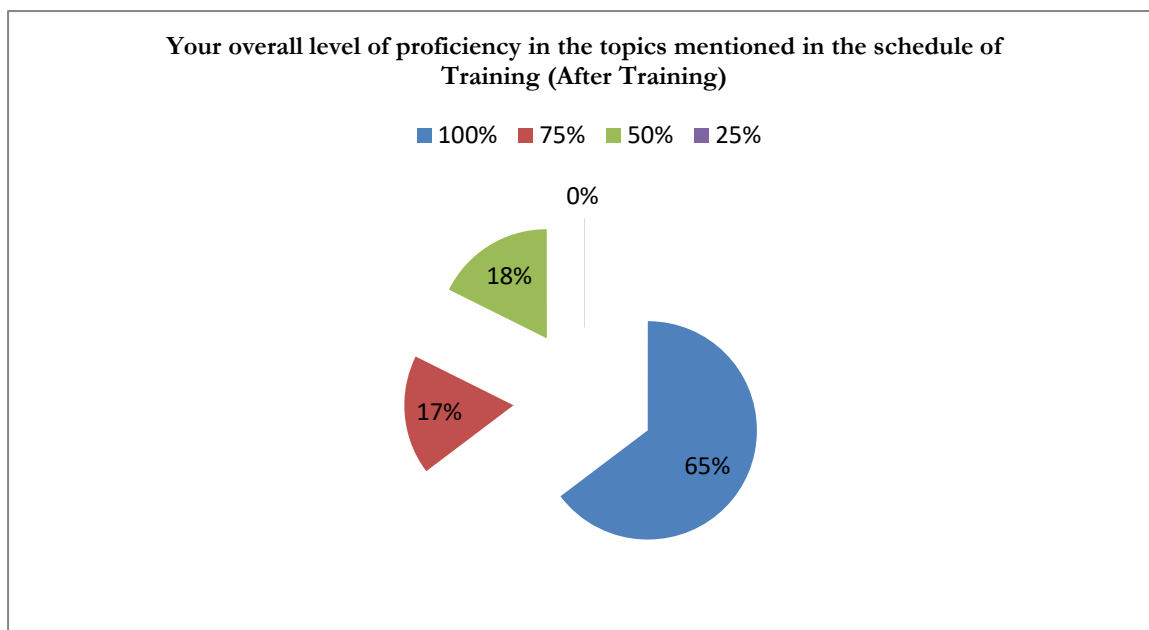
The pre-& post-evaluation questionnaire was designed to deal with this aspect. The relevant feedback obtained from the participants is reflected below:







Interpretation:

The above pie-chart represents the level of trainee's proficiency in the topics of the training schedule before the commencement of the subject training:

	Represents 25% level of proficiency- indicated by 11% of the trainees.
	Represents 50% level of proficiency- indicated by 67% of the trainees.
	Represents 75% level of proficiency- indicated by 17% of the trainees.
	Represents 100% level of proficiency- indicated by 05% of the trainees.

**Interpretation:**

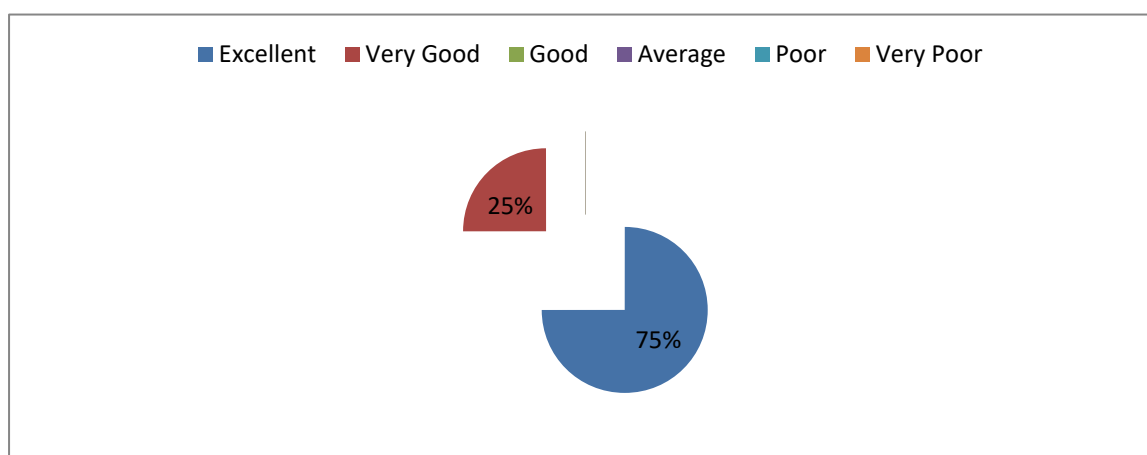
The above pie chart represents the level of trainee's proficiency in the topics of the training schedule after the conclusion of the subject training:

	Represents 25% level of proficiency- indicated by 00% of the trainees.
	Represents 50% level of proficiency- indicated by 18% of the trainees.
	Represents 75% level of proficiency- indicated by 17% of the trainees.
	Represents 100% level of proficiency- indicated by 65% of the trainees.

QUALITY OF THE TRAINING

The quality of the training can be assessed by the participants' evaluation of the resource persons. Moreover, the participants were asked to comment on the overall quality of the training program. Their response and the feedback are shown in tabulated and graphic form below:

OVERALL QUALITY OF TRAINING PROGRAM



- 25% of the trainees rated the overall quality of the training program to be very good
- 75% of the trainees rated the overall quality of the training program to be excellent

RESOURCE PERSON EVALUATION

#	Topic	Resource Person	%
1	Effective Communication: channelizing Perception & Behavior;	Dr. Sylvia Ali Khan	82.11
2	Valuing Time and Energy	Dr. Razaullah	82.09
3	Spiritual Wellbeing: Life-Meaning & Purpose	Dr. Javed Iqbal,	82.08
4	Professional Attitude, Conduct and Behavior	Mr. Mohammad Zeb Khan,	81
5	Maintaining Health & Physical Wellbeing	Ms. Nimra Haq Nawaz,	80
6	Managing Stress, Anger and Conflict at Workplace	Ms. Abida Nazir,	80

Interpretation:

- **Top Performer:** Dr. Sylvia Ali Khan's session on **Effective Communication: Channelizing Perception & Behavior** received the highest rating at 82.11%, indicating strong participant engagement and the perceived relevance of this topic.
- **Close Ratings:** The sessions on **Valuing Time and Energy** (82.09%) by Dr. Razaullah and **Spiritual Wellbeing: Life-Meaning & Purpose** (82.08%) by Dr. Javed Iqbal were highly rated, showcasing the importance of personal and professional well-being in the training.
- **Consistent Satisfaction:** The topics on **Professional Attitude, Conduct, and Behavior** by Mr. Mohammad Zeb Khan (81%) and both **Maintaining Health & Physical Wellbeing** and **Managing Stress, Anger, and Conflict at the Workplace** (80% each) were positively received, reflecting the overall effectiveness of the resource persons.

The evaluations indicate high satisfaction with the training sessions, suggesting the resource persons successfully conveyed their topics, with minimal variance in participant ratings.

FEEDBACK

The participants shared their feedback after the training, which is summarized under the following headings:

1. Duration of Training

- **Extend Training Period:** The participants remarked that training should have been for at least a week.

2. Frequency of Training

- **Organize More Frequently:** The participants urged that such trainings should be organized more often.
- **Increase Number of Trainings:** The number of trainings should be increased.

3. Quality of Trainers

- **Engage Competent Trainers:** Participants requested to engage more competent trainers.

4. Training Content and Methodology

- **Field Problem Sharing:** The training should be based on field problem sharing and solution-based discourse.
- **Zoom Sessions:** More Zoom sessions should be arranged on a monthly or quarterly basis for improving mental health and efficiency.

CONCLUSION

This 03-day training successfully achieved its objectives of enhancing the physical, mental, and emotional well-being of judicial officers. Participants gained practical tools for managing stress, improving professional conduct, and maintaining a healthy work-life balance, which are crucial for their demanding roles.

The positive feedback from participants reflected the training's impact on their personal and professional lives, equipping them with strategies to manage challenges more effectively. The program highlighted the importance of continuous focus on well-being to ensure sustained judicial performance, marking it as a valuable initiative for the judiciary.

ANNEXURE**ANNEX-A: PARTICIPANTS****ANNEX-B: SCHEDULE****ANNEX-C: TRAINING IN PICTURE**

ANNEXURE-A: PARTICIPANTS

S.NO	NAME	DESIGNATION	STATION
1.	Mr. Saleem -Ur -Rehman	Senior Civil Judge	Manshra
2.	Mr. Zia Jehangir	Senior Civil Judge	Abbottabad
3.	Mr. Saqib Khan	Senior Civil Judge	Bannu
4.	Ms. Maliha Allauddin	Senior Civil Judge	Kohat
5.	Mr. Aziz Junaid	Civil Judge/JM	Swabi
6.	Syed Furqan Mishwani	Civil Judge/JM	Abbottabad
7.	Mr. Amjid Ullah	Civil Judge/JM	Swat
8.	Mr. Muhammad Junaid Alam	Civil Judge/JM	Khyber
9.	Ms. Kinza Shaukat	Civil Judge/JM	Bannu
10.	Ms. Dua e Mehreen	Civil Judge/JM	Kohat
11.	Sheikh Waqas Ahmad	Civil Judge/JM	Abbotabad
12.	Ms. Razia Gul	Civil Judge/JM	Mardan
13.	Mr. Jauhar Ali	Civil Judge/JM	Buner
14.	Ms. Sidra Aslam	Civil Judge/JM	Abbotabad
15.	Mr. Jebran Khan	Civil Judge/JM	Buner
16.	Ms. Faiza Malik	Civil Judge/JM	Haripur
17.	Ms. Sehrish Saeed	Civil Judge/JM	Nowshera
18.	Ms. Pawan Waheed Awan	Civil Judge/JM	Nowshera

19. Ms. Ayesha Obaid Ullah	Civil Judge/JM	Swat
20. Mr. Waqar Ahmad	Civil Judge/JM	Bannu
21. Ms. Sadia Ibrahim	Civil Judge/JM	Haripur
22. Mr. Umer Farooq	Civil Judge/JM	Mansehra
23. Mr. Aziz Ullah	Civil Judge/JM	Mansehra
24. Mr. Abid Hayat Safi	Civil Judge/JM	Nowshera
25. Syed Ghani Shah	Civil Judge/JM	Mardan

ANNEXURE-C: SCHEDULE

Day- 1: July 09, 2024

S.No	Activities	Resource Person	Duration
1.1	Registration & Pre-Evaluation	Faculty	08:00 -08:10
1.2	Inaugural Session		08:10-08:50
i.	Participants/Guests to be seated		08:10-08:15
ii.	Arrival of the Chief Guest		08:15-08:20
iii.	Recitation from the Holy Quran		08:20-08:25
iv.	National Anthem		08:25-08:30
v.	Welcome Address	Director General	08:30 -08:40
vi.	Address by the Chief Guest		08:40 -08:45
vii.	Group Photo		08:45-08:50
1.3	Course Brief	Faculty	08:50 -09:00
1.4	Valuing Time and Energy	Dr.	09:00 -10:30
	<ul style="list-style-type: none"> The clock is ticking Personal Energy Management 	Razaullah, Chairman, Department of Management Sciences, Islamia college University, Peshawar	
TeaBreak:10:30-11:00			
1.5	Professional Attitude, Conduct and Behavior	Mr. Mohammad Zeb Khan,	11:00-12:25
	o Scenario based learning of behavioral responses	District & Sessions Judge,	
	o Identifying attitude to reconcile with Code of Conduct of District Judiciary.	Mardan	
HealthBreak:12:25-12:35			
1.6	Effective Communication: channelizing Perception & Behavior;	Dr. Sylvia Ali Khan, Consultant Psychiatrist,	12:35- 02:00
	o Communication Techniques to work out thoughts	NWGH, Peshawar	
Prayers followed by Lunch 02:00 Onwards			
2.1	Walk with nature	Participants	08:00-08:30
2.2	Recitation from the Holy Quran Feedback		08:30- 09:00

2.3	Managing Stress, Anger and Conflict at Workplace; <ul style="list-style-type: none"> ○ Understanding Stress ○ Identifying stressors 	Ms. Abida Nazir, Senior Clinical Psychologist, Peshawar	09:00 – 03:00
2.4	Learning tools to cope up Stress, Anger & Conflict		Flexible with Tea ,prayers and Lunch Breaks
2.5	Mindfulness: Living in the moment <ul style="list-style-type: none"> ○ Practical Exercises 		
3.1	Introspection-reflection with nature	Participants	08:00 – 08:30
3.2	Recitation from the Holy Quran Feedback	Faculty	08:30-09:00
3.3	Spiritual Wellbeing: Life-Meaning &	Dr. Javed Iqbal, General, Laparoscopic Surgeon, renowned Motivational Speaker (via zoom)	09:00– 10:30
TeaBreak(10:30–11:00)			
3.4	Maintaining Health & Physical Wellbeing: <ul style="list-style-type: none"> • Diet & Nutrition 	Ms. Nimra Haq Nawaz, Clinical Nutritionist Shaukat Khanum Peshawar	11:00– 12:20
3.5	Post-Evaluation	Faculty	12:20– 12:30
3.6	Concluding Ceremony		12:30–01:00
i.	Participants/Guests to be Seated		12:30-12:35
ii.	Arrival of the Chief Guest		12:35-12:40
iii.	Recitation from the Holy Quran		12:40-12:45
iv.	Class Representative Remarks/Trainees Feedback		12:45-12:50
v.	Remarks of the Director General		12:50-12:55
vi.	Address by Hon’ble the Chief Guest		12:55-01:00
vii.	Conferment of Certificates		01:00-01:10
viii.	Group Photo, Lunch & Departure		01:10-onwards

ANNEX-C: TRAINING IN PICTURES:

Inaugural Session



Dr. Razaullah, Chairman, Department of Management Sciences, Islamia college University, Peshawar, delivering his topic on “Valuing Time and Energy”.



Mr. Mohammad Zeb Khan, District & Sessions Judge, Mardan, delivering his lecture on “Professional Attitude, Conduct and Behavior”.



Dr. Sylvia Ali Khan, Consultant Psychiatrist, NWGH, Peshawar, talk on “Effective Communication: channelizing Perception & Behavior”



Walk with nature



Ms. Abida Nazir, Senior Clinical Psychologist, Peshawar, discourse on “Managing Stress, Anger and Conflict at Workplace”



Introspection-reflection with nature





Dr. Javed Iqbal, General, Laparoscopic Surgeon, renowned Motivational Speaker (via zoom), delivering his talk on “Spiritual Wellbeing: Life-Meaning & Purpose”



Ms. Nimra Haq Nawaz, Clinical Nutritionist Shaukat Khanum Peshawar, discourse on “Maintaining Health & Physical Wellbeing”



Concluding Ceremony











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Sitting L to R
 Ms. Ayesha Obaidullah, Ms. Sehrish Saeed, Mr. Lal Shad (Dir-IT), Syed Mansoor Shah Bukhari (R&P Officer), Mr. Dost Muhammad Khan (SDA), Mr. Jehanzeb Shinwari (Director-General), Barrister Ikhtiar Khan (Registrar-PHC), Mr. Zia ur Rehman (Dean Faculty), Ms. Hina Khan (Dir. Ins-1), Ms. Farzai Zia Murti (Dir. Ins-II), Dr. Qazi Asadullah (SDR&P), Mr. Waqid Ali (Dir. Ins III), Ms. Sidra Aslam.

Standing L to R-1
 Ms. Sadia Idrakh, Ms. Falza Malik, Ms. Pawan Walheed Awan, Mr. Jaubar Ali Saifi, Mr. Aziz Junaid, Mr. Anjid Ullah, Mr. Saleem ur Rehman, Mr. Saqib Khan, Mr. Waqar Ahmad, Mr. Jehran Khan Khanil, Mr. Zia Jehangir, Mr. Abid Hayat Saifi, Ms. Razia Gul, Ms. Duse-e-Mehreen, Ms. Maliba Allahdina.

Standing L to R-2
 Syed Farqan Mashwani, Mr. Muhammad Junaid Alam, Mr. Shekha Waqas Ahmad, Mr. Umar Farooq, Mr. Azizullah, Syed Ghani Shah.