



REPORT



KHYBER PAKHTUNKHWA JUDICIAL ACADEMY 03-Day Training on Conduct, Attitude, Behaviour, Managing Stress, Maintaining Health & Well-Being For Judges March 2nd - 4th, 2023.



Sitting L to R Ms. Sidra Jalal, Ms. Shahnaz, Ms. Hafsa Marwat, Ms. Nazia Hassan, Mr. Noor ul Haq, Mr. Abid-ur-Rahim, Ms. Maidah Waheed (Clinical Psychologist), Ms. Farah Jamshed (Director General), Mr. Muhammad Shoaib (Dean Faculty), Mr. Zafar Ullah (Dir-Admin), Mr. Naeem Ullah Khattak, Ms. Fozia Nasim, Ms. Tamreen Qazi, Mr. Omar Azmat-Khan, Mr. Muhammad Haroon.

Standing L to R-1 Mr. Muhammad Umair Qasmi, Mr. Muhammad Umair, Mr. Daulat Khan, Mr. Rashid Ali, Mr. Aitezaz Hassan, Mr. Muhammad Ishaq Marwat, Mr. Inam Ullah Momand, Mr. Ajaz ul Haq, Mr. Rafaqat Zahoor, Mr. Ijaz Mahsood, Mr. Sulaiman Khan Mohmand, Mr. Sher Hassan Khan, Sharif Ullah.

Prepared By:

**Ms. Wadeya Mushtaq Malik,
Director Instructions-II**

Finalized By:

**Muhammad Shoaib
Dean Faculty**

Contents

PURPOSE OF THE REPORT	3
INTRODUCTION	3
NEED FOR TRAINING	3
• LEARNING OBJECTIVES	4
• TRAINING METHODOLOGY AND MODULES.....	4
• LEARNING OUTCOME:	5
PROCEEDINGS.....	6
IMPACT OF TRAINING	9
Quality of the training.....	10
Overall Quality of training program	11
• RESOURCE PERSON EVALUATION	11
• Post Training Trainees Assessment.....	12
CONCLUSION	12
Annexure.....	13
• ANNEXURE-A: PARTICIPANTS	14
• ANNEXURE-B: TRAINING IN PICTURES.....	15

PURPOSE OF THE REPORT

This is a report of 03-day training on “Conduct, Attitude, Behaviour, Managing Stress, Maintaining Health & Wellbeing for Judges” conducted by the Khyber Pakhtunkhwa Judicial Academy (KPJA) from 2nd to 4th March, 2023. It contains five parts. First, it underpins need of the training. Second, it highlights learning objectives, methodology and learning outcome. Third, it presents a comprehensive summary of the proceedings and schedule of activities. Fourth, it highlights participant’s evaluation and overall quality and impact of the training. Last part of the report contains information about the participants and a pictorial coverage of the activity.

INTRODUCTION

Independence, impartiality, integrity, propriety, equality, competence and diligence are pre-requisites to rule of law, fair trial and due performance of judicial responsibilities.¹ Moreover, politeness, compassion, patience and composure are expected from judicial office holders even in testing situations.² Judges of the District Judiciary are facing challenges like excessive workloads, backlogs, expectations for expeditious disposal of cases, insufficient time to conduct research and to write judgments, long working hours, inability to maintain work-life balance, ensuing lack of motivation, inadequate and inexperienced support staff, insufficient infrastructure,³ challenging working environment and inherent isolation of life. These factors cause stress and at times expose them to a risk for developing secondary trauma.⁴

NEED FOR TRAINING

The Khyber Pakhtunkhwa Judicial Academy, while recognizing significance of trainings on Health, Wellbeing and Stress Management for the judges, incorporated four trainings for the judicial officers in its Annual Calendar, 2023.

¹ Bangalore Principles of Judicial Conduct (<https://www.icj.org/wp-content/uploads/2014/03/Bangalore-Principles-of-Judicial-Conduct-instrument-2002-eng.pdf> as accessed on 01.02.2023)

² The Code of Conduct for Judicial Officers of Khyber Pakhtunkhwa District Judiciary, Judicial Esta Code 2021, page. 602-604

³ Exploring Linkages between Judicial Well-being and Judicial Integrity, UNODC and Judicial Integrity Network Global Survey Report Pages 15 – 16 (https://www.unodc.org/ji/resdb/data/2022/exploring_linkages_between_judicial_well-being_and_judicial_integrity.html?lng=en&match=judicial%20well-being accessed on 01.02.2023)

⁴ The Power of Compassion in the Court: Healing on both sides of the bench (IJ Court Craft Series #15)

Later, the Peshawar High Court also while, considering the emerging concerns for need to instill empathy, compassion, patience and self-management and, realizing the need for training and improvement in domains of judicial conduct, attitude, behaviour, stress and conflict management, urged the Khyber Pakhtunkhwa Judicial Academy to impart trainings to judges on Conduct, Attitude, Behavior, Managing Stress & Conflict at Workplace.⁵

To design a comprehensive training, a meeting was held between Academic Faculty of the Academy, Member Inspection Team of the High Court, and Director Inspections of the Secretariat for District Judiciary. The discussion focused on identification of factors impacting attitude and behavior of judges at workplace and designing and rolling out training programs for addressing the challenges.

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 included areas as; attitude and its elements, identifying attitudes impacting behavior at workplace with help of case scenarios, effective communication for channelizing behaviour, dynamics of stress and conflict, exercises and tools on prevention & management of stress, healthy mind and body through diet and nutrition, activities on mindfulness and physical wellbeing and discussion on understanding of spiritual wellbeing.

⁵ Peshawar High Court letter No.17253/ Admn Dated 22.12.2022.

As a step forward, a questionnaire was prepared with the assistance of expert trainers and shared, before the commencement of training with the participants for assessing factors impacting attitude and behavior at work. It was also expected that questionnaire will serve as a tool of introspection in judicial conduct and attitude and to help participants in self management.

During training sessions, trainers also shared a toolkit with the participants for self assessment. It helped the trainers in imparting skills to the trainee to channelize their emotions and to manage stress and conflict. Separate sessions were held on physical activities, diet, nutrition and mindfulness.

LEARNING OUTCOME:

At conclusion of the training the participants were expected to be able to:

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

PROCEEDINGS

Registration: Registration of the participants and their pre-training evaluation was conducted before formal inauguration.

Inaugural Session:

The inaugural ceremony was presided over by Ms. Farah Jamshed, Director General of the Academy.

In her address, she welcomed the participants and highlighted aims & objectives as well as expected outcomes of the training. She shared that such like trainings will continue in future for wellbeing of all judicial officers of Khyber Pakhtunkhwa.

Overview of the Discourses: An overview of the daily proceedings and synopses of discourses is reflected in the schedule of activities given below:

Day – 1: Thursday March 2, 2023			
S.#	Activities	Resource Person	Duration
1.1	Inaugural Session		09:00 – 09:25
	Registration & Pre-Evaluation	Faculty	09:00 – 09:10
	Recitation from the Holy Quran		09:10 - 09:15
	National Anthem		09:15-09: 20
	Welcome Address	Director General	09:20 - 09: 25
	Group Photo		09: 25- 09:35
Sessions Break			
1.2	Professional Attitude and Behavior <ul style="list-style-type: none"> ○ Scenario based learning of behavioral responses ○ Identifying attitude to reconcile with Code of Conduct of District Judiciary 	Ms. Maidah Waheed, Clinical Psychologist, Peshawar	09:35 – 11:20
Tea Break (11:20 – 11:40)			
1.3	Effective Communication: channelizing Perception & Behavior; <ul style="list-style-type: none"> ○ Communication Techniques to work out thoughts 	Ms. Maidah Waheed, Clinical Psychologist, Peshawar	11:40 – 3:00
1.4	Managing Stress, Anger and Conflict at Workplace; <ul style="list-style-type: none"> ○ Understanding Stress ○ Identifying stressors 	Flexible With one hour Lunch and Prayers Break	

Day – 2 :		Friday March 3, 2023	
	Recitation from the Holy Quran Reflections – Feedback	Faculty	08:45-09:00
2.1	Maintaining Health & Physical Wellbeing; ○ Diet & Nutrition	Dr. Hira Siddiqui Head of Dietician Department, RMI, Peshawar	09:00 -11:00
Working Tea with ten minutes break			
2.2	Learning tools to cope up Stress, Anger & Conflict	Ms. Maidah Waheed, Clinical Psychologist, Peshawar	11:00- 12:30
Lunch & Prayers Break (12:30 – 1:30)			
2.3	Mindfulness: Living in the moment ○ Practical Exercises	Ms. Maidah Waheed, Clinical Psychologist, Peshawar	01:30-03:00
Day – 3 :		Saturday March 04, 2023	
	Recitation from the Holy Quran Reflections – Feedback	Faculty	08:45-09:00
3.1	Physical Fitness for Resilient Life • Practical Activity Session	Mr. Muhammad Ibrahim Trainer/International Player, Peshawar	09:00 -10:15
Tea Break (10:15 – 10:40)			
3.2	Spiritual Wellbeing: Discussion on Life-Meaning & Purpose	Dr. Rehan Ahmad Yousufi (Abu Yayha), Islamic Scholar (Via Zoom)	10:40 – 12:00
3.3	Post- Evaluation	Faculty	12:00 – 12:10
3.4	Interactive Session Share Ideas and expectations on outcomes and missing components of training	Faculty/ All Directors	12:10 – 12:30
3.5	Concluding Ceremony • Class Representative Remarks • Concluding address of the Director General • Certificate Distribution Ceremony		12:30– Onwards
Prayers, Lunch & Departure			

Post- Training Evaluation: At the end of the training, post-training evaluation and trainee's assessment of the training were conducted.

Concluding Ceremony:

The Director General of the Academy chaired the concluding ceremony. Class representative Mr. Ijaz Mahsood Civil Judge/Judicial Magistrate thanked Peshawar High Court and the Academy for realizing the need for training on Judicial & Personal Wellbeing. He gave a detailed feedback on the training and presented suggestions for further improvement.

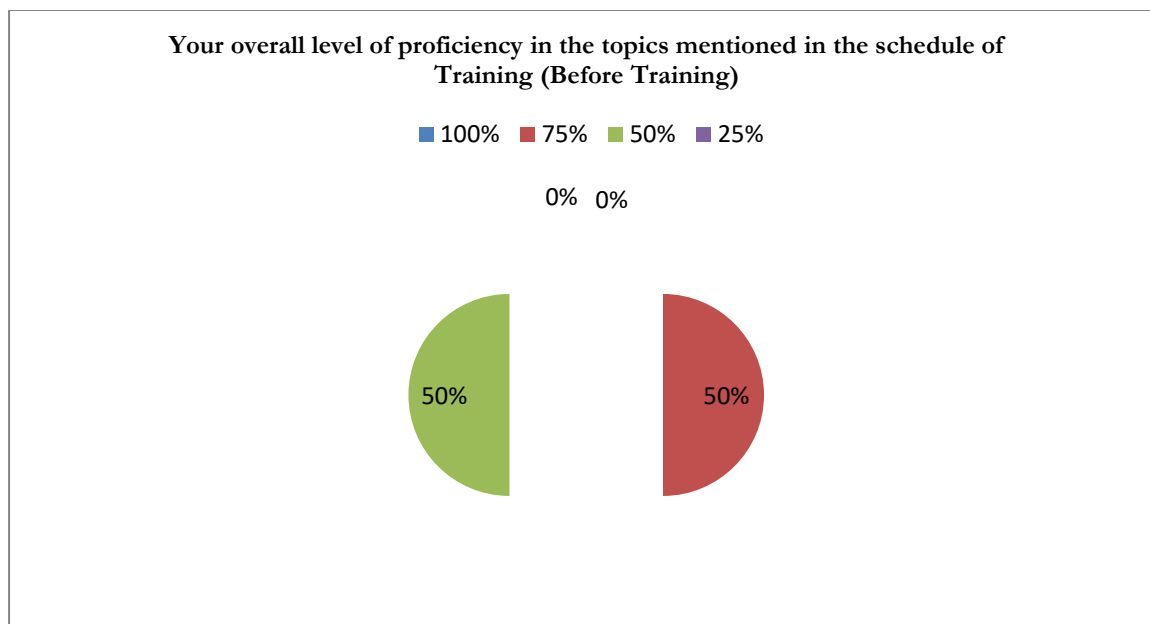
In her brief remarks the Chair expressed hope that the training would go a long way in enhancing the professional and interpersonal skills of the participants. Certificates were conferred on the trainees, before the conclusion of the ceremony.

IMPACT OF TRAINING

Significant indicator of the training impact is:

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

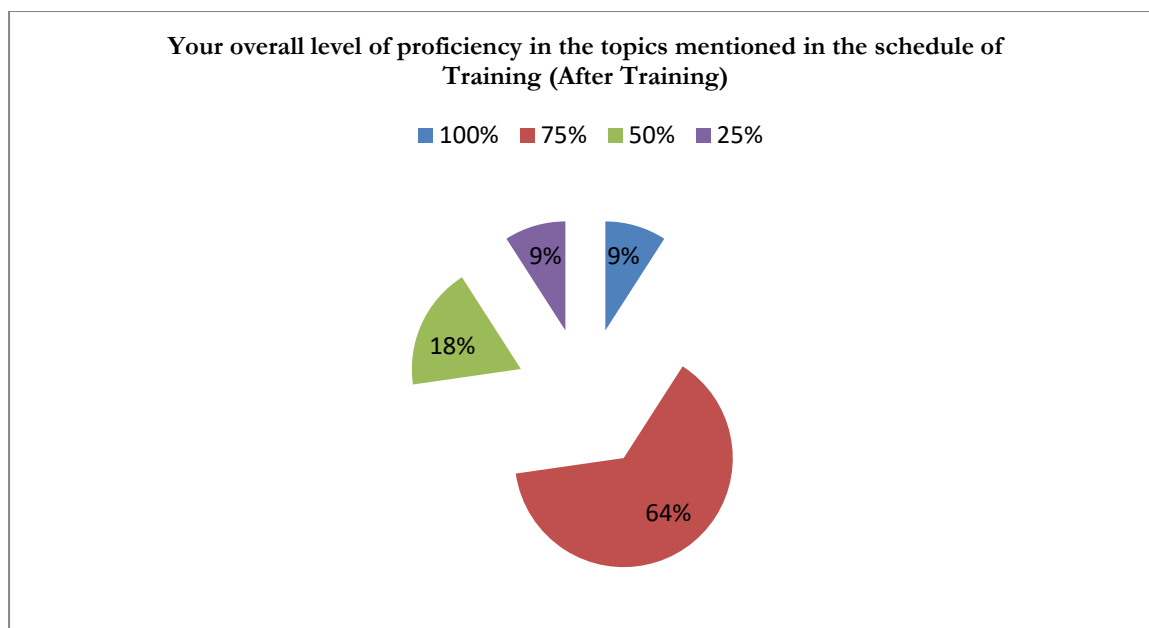
The pre-& post-evaluation questionnaire was designed to deal with this aspect. The relevant feedback obtained from the participants is reflected below:



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 0% of the trainees.
	Represents 50% level of proficiency- indicated by 50% of the trainees.
	Represents 75% level of proficiency- indicated by 50% of the trainees.
	Represents 100% level of proficiency- indicated by 0% of the trainees.



Interpretation:

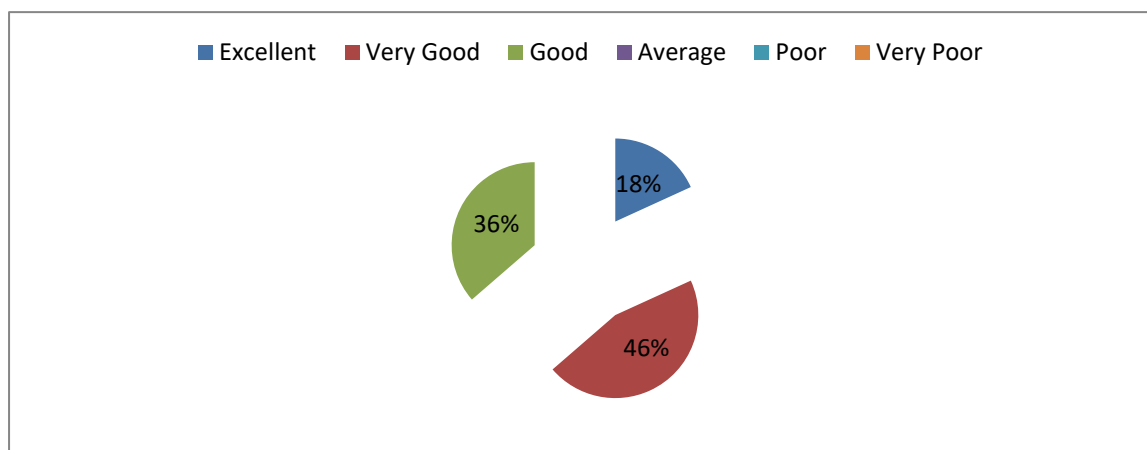
The above pie chart represents the level of trainee's proficiency in the topics of the training schedule after the conclusion of the subject training:

	Represents 25% level of proficiency- indicated by 9% of the trainees.
	Represents 50% level of proficiency- indicated by 18% of the trainees.
	Represents 75% level of proficiency- indicated by 64% of the trainees.
	Represents 100% level of proficiency- indicated by 09% 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



- 00% of the trainees rated the overall quality of the training program to be average.
- 36% of the trainees rated the overall quality of the training program to be good.
- 46% of the trainees rated the overall quality of the training program to be very good
- 18% of the trainees rated the overall quality of the training program to be excellent

RESOURCE PERSON EVALUATION

#	Topic	Resource Person	Average
1.	Spiritual Wellbeing: Discussion on Life-Meaning & Purpose	Mr. Rehan Ahmad Yousufi	90.42
2.	Effective Communication: channelizing Perception & Behavior	Ms. Maidah Waheed	88.18
3.	Learning tools to cope up Stress, Anger & Conflict	Ms. Maidah Waheed	86.36
4.	Managing Stress, Anger and Conflict at Workplace	Ms. Maidah Waheed	85.91
5.	Mindfulness: Living in the moment	Ms. Maidah Waheed	85.91
6.	Maintaining Health & Physical Wellbeing	Ms. Hira Siddiqui	85.33
7.	Professional Attitude and Behavior by	Ms. Maidah Waheed	81.94
8.	Physical Fitness for Resilient Life	Mr. Muhammad Ibrahim	79.58

POST TRAINING TRAINEES ASSESSMENT

The participants gave some useful feedback which is summarized below:

1. External and institutional triggers must be identified and dealt with, senior tier be also involved in this training to manage top to bottom approach in institutional hierarchy.
2. Including judicial officers from top to bottom in a same group for proper communication and understanding of each other's issues.
3. Motivational speaker/professional counseling be added in pool of resource persons.
4. The nomenclature of the training may be added with capacity building to cope with stress, anger and untoward circumstances etc. It must also be extended to the paralegal staff of the courts throughout the province.
5. Judicial Policy Maker may also be invited for such trainings, who can amend/redesign the policies after understanding the extent of stress and trauma judicial officers' are facing.

CONCLUSION

Refresher courses on judicial conduct, attitude, behavior and wellbeing of judicial officers, are essential for helping them to identify their judicial conduct, ensuring they are able to communicate effectively and enabling them with skills to manage stress & conflict at workplace. The vision and objectives set out in the concept note and highlighted in first part of the training report, were successfully translated into action by the Academy by designing and rolling out a comprehensive training program for the participants. The resource persons delivered highly informative and interactive lectures and conducted outcome-based practical exercises. Pre & Post graphical evaluation of participants indicates that the trainees' performance and training impact have been satisfactorily improved as reflected through increased level of proficiency. The trainees review further reflects the achievement of the training objectives. Recommendations of trainees would further help in improving quality of future such trainings. All activities, curricular and extramural, were properly carried out and the training was concluded successfully.

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

ANNEXURE-A: PARTICIPANTS

S.NO	NAME	DESIGNATION
1.	Mr. Omar Azmat Khan	Senior Civil Judges
2.	Mr. Muhammad Haroon	Senior Civil Judges
3.	Ms. Nazia Hassan	Senior Civil Judges
4.	Mr. Sulaiman Khan Mohmand	Civil Judge/JM
5.	Mr. Ijaz Mahsood	Civil Judge/JM
6.	Mr. Muhammad Umair	Civil Judge/JM
7.	Mr. Abid Ur Rahim	Civil Judge/JM
8.	Mr. Rashid Ali	Civil Judge/JM
9.	Mr. Ajaz ul Haq	Civil Judge/JM
10.	Mr. Inam Ullah Mohmand	Civil Judge/JM
11.	Mr. Naseem Ullah	Civil Judge/JM
12.	Mr. Rifaqat Zahoor	Civil Judge/JM
13.	Mr. Noor Ul Haq	Civil Judge/JM
14.	Mr. Daulat Khan	Civil Judge/JM
15.	Mr. Sharif Ullah	Civil Judge/JM
16.	Mr. Sher Hassan Khan	Civil Judge/JM
17.	Mr. Mohammad Ishaq Marwat	Civil Judge/JM
18.	Mr. Muhammad Umair Qasmi	Civil Judge/JM
19.	Mr. Aitezaz Hassan	Civil Judge/JM
20.	Ms. Shahnaz	Civil Judge/JM
21.	Ms. Fozia Nasim	Civil Judge/JM
22.	Ms. Hafsa Marwat	Civil Judge/JM
23.	Ms. Sidra Jalal	Civil Judge/JM
24.	Ms. Tamkeen Qazi	Civil Judge/JM

ANNEXURE-B: TRAINING IN PICTURES



Glimpses of Inaugural Ceremony of
03-Day Training on Conduct, Attitude, Behaviour, Managing Stress,
Maintaining Health & Well-Being For Judges
March 2 – 4, 2023



KHYBER PAKHTUNKHWA JUDICIAL ACADEMY
03-Day Training on Conduct, Attitude, Behaviour, Managing Stress,
Maintaining Health & Well-Being For Judges March 2nd - 4th, 2023.



Sitting L to R Ms. Sidra Jalal, Ms. Shahnaz, Ms. Hafsa Marwat, Ms. Nazia Hassan, Mr. Noor ul Haq, Mr. Abid-ur-Rahim, Ms. Maidah Waheed(Clinical Psychologist), Ms. Farah Jamshed-(Director General), Mr. Muhammad Shoib(Dean Faculty), Mr. Zafar Ullah (Dir-Admin), Mr. Naeem Ullah Khattak, Ms. Fozia Nasim, Ms. Tanreen Qazi, Mr. Omar Azmat-Khan, Mr. Muhammad Haroon.

Standing L to R-1 Mr. Muhammad Umair Qasmi, Mr. Muhammad Umair, Mr. Daulat Khan, Mr. Rashid Ali, Mr. Aitezaz Hassan, Mr. Muhammad Ishaq Marwat, Mr. Inam Ullah Momand, Mr. Ajaz ul Haq, Mr. Rafaqat Zahoor, Mr. Ijaz Mabsood, Mr. Sulaiman Khan Mohmand, Mr. Sher Hassan Khan, Sharif Ullah.



Mindful Hydration Session
By Ms. Maidah Waheed, Clinical Psychologist,
Peshawar



Senses Grounding and Abdominal Breathing
Exercise done Under the Sun By Ms. Maidah Waheed,
Clinical Psychologist, Peshawar



Progressive Muscle Relaxation Exercise
By Ms. Maidah Waheed, Clinical Psychologist,
Peshawar



Physical Fitness for Personal Wellbing;
Practical Activity with Mr. Muhammad Ibrahim Trainer/International



Physical Fitness for Personal Wellbing;
Practical Activity with Miss Palwasha, Table tennis Player, Peshawar.



Spiritual Wellbeing: Zoom Session on Life-Meaning & Purpose
by Dr. Rehan Ahmad Yousufi (Abu Yayha), Islamic Scholar(Via Zoom)



Interactive Session with Faculty/ All Directors



Glimpses of Concluding Ceremony