



4th Training on Substantive and Procedural Law

8-12 DECEMBER, 2014

By Khurshid Iqbal & Zeb

Khyber Pakhtunkhwa Judicial Academy
www.kpja.edu.pk

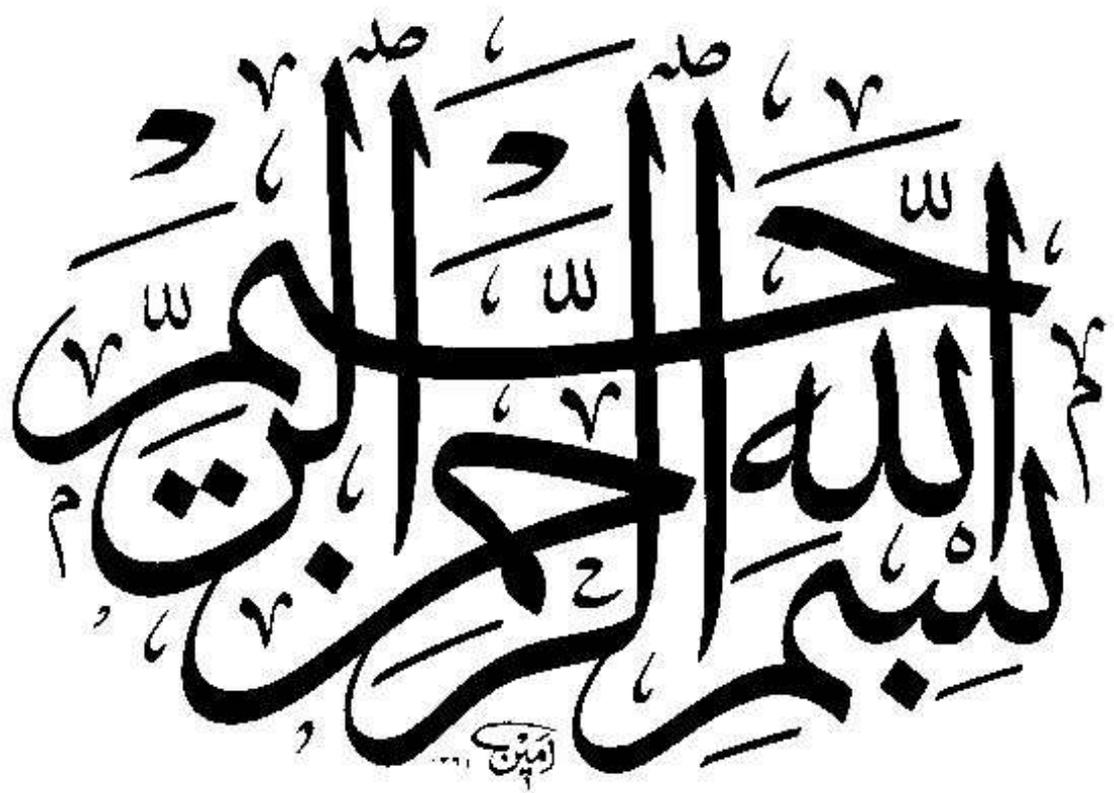


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1. Executive Summary

In 2013 a Letter of Agreement (LoA) was reached at between KPJA & SRLM UNDP. The Academy conducted several training activities under that LOA. It led to a fresh agreement in 2014. Eighteen training programs and activities were scheduled for this year. It included 05 training courses for Judicial officers on substantive and Procedural law, 05 training courses for the staff of District Judiciary on Office and Court Management and 05 training courses for Judicial Officers on Case & Court Management. In addition there are 03 Seminars/Expert lectures. The Academy proudly announce that by the end of this month, all the activities year marked in the 2nd LoA shall be conducted. The courses were designed on basis of the training need assessment survey carried out and the manuals compiled. The target areas were broadly: substantive and procedural law besides Case & Court management. The focus areas were ascertained through a training need assessment (TNA) of Khyber Pakhtunkhwa District Judiciary training.

The aim of this training course is to enhance the capacity of the Judges of the District Judiciary in efficient application of Substantive and Procedural laws. The objectives before us, while formulating the course were to develop, knowhow of where to find the substantive & procedural laws, its efficient application, to develop problem solving skills and to broaden the horizon of the Trainee Judges by refreshing the knowledge of academics.

The course contents included study of Sharia Inheritance laws, Contemporary Jurisprudence, Court Fee & Suit Valuation, Medical Jurisprudence, Land Records, Provisions of CPC, affecting the administration of Justice, Precedents as a tool of interpretation & its role in decision making and Pre-emption; Focus on case laws.

The august High Court nominated 18 judicial officers to this course. It was observed that the participants were keen to enrich their knowledge of the laws and procedures applicable to their routine Court work.

The mode of instructions was interactive & participatory. On daily basis the participants used to recap the proceedings of the preceding day. In order to replenish a sense of competitiveness amongst the participants an addition was made to this course. The

participants were divided into five groups. Each group was given an assignment. On the final day of the training course the group nominees presented their thesis.

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 in Malakand. SRLM was extended to the remaining Districts of KP. This extension was connoted as 'Adil & Insaf Project' (AIP). Both SRLM & AIP of UNDP converge on the premise that strengthening of the Justice Sector Institutions would lead to establishment of the Rule of law.

The inception of KP Judicial Academy was also meant to achieve the ultimate object 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 that includes Police, Prosecution, Probation & Parole and Jail authorities.

Thus it was inevitable for KPJA and UNDP to join hands. In the year 2012, the first agreement was reached at between KPJA & SRLM UNDP. The agreement prescribed a number of training activities. KPJA conducted those activities.

It led to signing of another LoA, 2014 between the KPJA & Rule of Law (ROL) UNDP. The training activities were devised on basis of the findings of Training need Assessment (TNA) of the KP District Judiciary. That survey identified two target areas, requiring training on urgent need basis. It were the Substantive & Procedural Law and Case & Court Management. This course is fourth in the series of the courses on Substantive & Procedural law.

3. Introduction

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 that makes sure that the policies are formulated & implemented for the benevolence of masses. In order to equip him with the required skills and knowledge training is a pre-requisite.

For achieving this goal the Academy, with the support of the UNDP has arranged 05, 05- day training courses on Substantive & Procedural Law for Judicial officers of District Judiciary. The present report encompasses the activities of the fourth of such trainings that was conducted from 8th - 12th Dec 2014.

The aim of this training course is to enhance the capacity of the Judges of the District Judiciary in efficient application of Substantive and Procedural laws, while conducting their routine court work. Similarly, we intend to enhance their skills of problem solving.

The course contents were of practical impart to the participants and related to the field of substantive & procedural law. It included the study of law of Inheritance, English Jurisprudence, Court fee & suit valuation, Pre-trial Proceedings, Revenue Record, Provision affecting the administration of justice, Precedents as a tool of interpretation & its role in decision making and pre-emption with focus on case laws.

The Director General KPJA is a distinguished member of our Faculty. Dean of the Faculty Dr. Khurshid Iqbal has done Ph.D In Human Rights. 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. The prominent visiting members includes Prof. Dr. Inayat Khalil, Mr Niaz Muhammad Khan Special Custom & Anti-smuggling Judge, Ms Nusrat Yasmeen Additional District & Sessions Judge and Mr

Hamayun Revenue Officer. The Faculty has preferred judges over purely academic personalities. The reason is not far fetch. The amalgamation of academics with field experience is a perfect combination for achieving maximum results. 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 sessions. The trainee of the course have keenly participated. The interactive sessions often led to a debate and discussion. The total strength of participants was 19. There were also female participants. 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 conducted. It was carried out online. The pre-training evaluation was devised to objectively gauge the participants knowledge and skills.

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. He 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 said 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 the Training programs (Phase -I) had been objectively 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 trend 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

It pertained to Pre-emption (Focus on Case Law). Mrs. Sofia Waqar Khattak, Senior Director Administration during her presentation focused on two areas of the case law developed after promulgation of the Islamized Pre-emption laws. The first area was in respect of the appraisal of evidence in such suits. It was brought to the knowledge of the participants that earlier the trend of case law tilted in favor of stringent appraisal of evidence in such cases. But now on account of the recent judgments of the august Supreme Court some latitude have been extended. The mentioning of day, time and name of informer in the plaint in the context of *facta probanda* and *facta probatia* was also discussed. The Resource person enlightened the participants of the case laws pertaining to this matter. The lecture was followed by Q&A session. The Learned Resource Person comprehensively explained the queries.

D. Lecture-II

The next lecture was on Court Fee; Determination and Effect; Suit Valuation; Rules, Techniques & Effect. Its focus was on practical work. It was delivered by Mr. Niaz Muhammad Khan. By virtue of the recent amendments in the schedule appended to the Court Fee Act, 1870; on each *lis* a minimum amount of Court Fees is levied. Thus, by virtue of this recent amendment this subject gains considerable significance. The Resource person discussed in detailed section 7 of the Act *ibid*. He practically demonstrated the levying of Court fees on different types of litigations. He also discussed the salient case law developed on this subject of practical impart. There were two sessions of this single lecture. Each was stretched for a period of one hour.

E. Lecture-II Session 2

During this second session on Court Fee and Suit valuation, the Resource person gave practical exercises to the participants. This lecture was keenly participated and many questions were put to the Resource person, who very ably responded to it.

4.2. Day-02

A. Lecture-I

Dr. Inayat ur Rahmen Khalil delivered his lecture on "Jurisprudence: Medico Legal & Forensic issues". 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 scheme of DNA profiling. He also embarked upon Forensic Toxicology. The Resource person found the participants receptive and having keen interest in the lecture contents. The lecture was followed question and answer session.

B. Lecture-II

There was two lectures on Inheritance: Conceptual/ Practical. It was delivered by Qazi Atullah, Director Instructions. He explained the Islamic law of Inheritance. He referred to Chapter 'Nisa' of the holy Quran, to discuss the different categories of persons entitled to the legacy of a deceased Muslim. The lecture was followed by question and answer session.

C. Lecture-III

Qaiz Ataullah, in his second lecture on Inheritance discussed practical problems. He demonstrated how the legacy of a Deceased Muslim is to be divided amongst his/her legal heirs. It was followed by a question & answer session.

4.3. Day-03

A. Lecture-I

It was a Study Circle moderated by Mr. Mohammad Zeb Khan, Director Instructions. The topic was, 'The study circle; provisions of CPC affecting the administration of justice'. The Resource person at the onset in order to ensure conceptual clarity of the participants explained to them as to what is administration of justice and how a study circle is to be conducted. Then the participants cited the sections and the rules of different laws besides the CPC which effect system of administration of justice. The participants identified the

focus area as being Order XXXIX of CPC and chapter IX & X of Specific Relief Act, 1877. From that point onwards the study circle deliberations on law of injunctions commenced. It started with the Latin maxim *Ex debito justitiae*. The incorporation of this principle in our law was discussed and exceptions drawn by the Honorable Superior Courts in different judgments were highlighted. The necessary ingredients for an injunctive order were explained and cases where such orders cannot be passed were highlighted. The concept of Master Servant Liability was highlighted and the case laws whereby some deviation is made from this Anglo Saxon principle of law was discussed. The lecture was followed by active Q&A session.

B. Lecture-II

The lecture on Revenue Record: Preparation and its use in Evidence [Focus on case laws] session-I was delivered by Mr. Hayat Ali Shah assisted by Mr. Hamyum Khan. The learned resource persons sensitized the participants of the significance of the revenue record in proceedings before the civil courts. They then discussed the mode and manner of formulation of revenue record and the purpose it serves. They started with the process of settlement, the ascertainment of the Families settled in a particular area where the settlement is under way. Then, they discussed the mode of assigning of specific katha number to each family. The identification of fixed settlement points and the measurements with the demarcation of land from these fixed settlement points was also explained. The assigning of survey number to each plot of land and the incorporation of the measurements in shape of the field book was discussed. The learned resource persons while explaining the purpose of settlement brought to the knowledge of participants that the record of the produce is incorporated in shape of field inspection registers besides 'Daal bash'. The lecture was followed by Q& A sessions.

C. Lecture III

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 Countries. He cited the leading Case Laws 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.

4.4 Day- 04

A. Lecture-I

The lecture on Pre-trial proceedings (PTP) was delivered by Mr. Mohammad Zeb Khan, Director Instructions. The Participants being Civil Judges cum Judicial Magistrates thus the knowledge of pre-trial proceedings was indeed required to them. The Resource person, started his presentation by referring to the scheme of Criminal Procedure Code, 1898 (CrPC). He appraised the participants that the CrPC envisages Investigation, then inquiry and thereafter the trial. He highlighted that the phrase, 'Inquiry' is misunderstood. In fact it was in the nature of indictment proceedings in vogue prior to the promulgation of the Law Reforms Ordinance, 1972. He then focused on the target areas, of lodging of First information report, the arrest and detention. The limitation prescribed by law after the arrest and the powers of the Magistrate to extend Police Remand. He also discussed the Judicial custody of accused and the power to exonerate. He explained the role of Magistrate when a property is seized by Police. The definition of case property and the salient case laws applicable to interim custody petitions were deliberated. The concept of post arrest transitory bail was also highlighted to the participants. Common mistakes conducted by the Magistrates while conducting identification parades and recording confessional statements were explained to the participants. The cases where bail can and cannot be granted were discussed. The participants keenly participated and throughout the lecture asked numerous questions, which were answered by the Resource Person.

B. lecture II

It was the second lecture on Revenue Record: Preparation and its use as Evidence (Session-II). It was focus was on practical work. Mr Hayat Ali Shah assisted by Mr. Humayun Revenue Officer, practically demonstrated how measurement is carried out and incorporated in the

Field book and the Field map. They also gave practical assignments to the participants in order to ensure practical clarity. The lecture was followed by Q& A sessions.

C. Lecture III

Dr. Khurshid Iqbal, the Dean of the Academy, delivered his lecture on, 'Contemporary Jurisprudence & Legal Theories'. Indeed, the way a Judge should think is prescribed in Jurisprudence. It was felt that on account of the burden of routine work in Courts, the Subordinate Courts Judges finds time to refresh their knowledge of this important subject. Thus, the first challenge before the Dean was to motivate the participants to develop an interest in the study of Jurisprudence. He started his lecture by distributing a questionnaire for assessing the knowledge of the subject. Thereafter he explained to the participants, that by not refreshing their knowledge of jurisprudence, they would end up as technicians. The genesis of law and its application can best be understood through an exhaustive knowledge of jurisprudence. He discussed the different schools of thoughts and engaged the participants in a brain storming exercise whereby each participant could identify his inclination towards a specific school of thought. At the end, the participants were appraised of the interNet websites wherefrom the material on the subject of Jurisprudence can be downloaded. It was followed by an exhaustive Q&A session.

4.5 Day-05

A. Post evaluation; 1hr

The day began with the recitation of the holy Quran. The nominee of each group presented their thesis of the assignment entrusted to them. Thereafter the post-training evaluation was conducted. The participants filled out the relevant forms and also answered the questions put to them for self-assessment purposes.

B. Concluding Ceremony

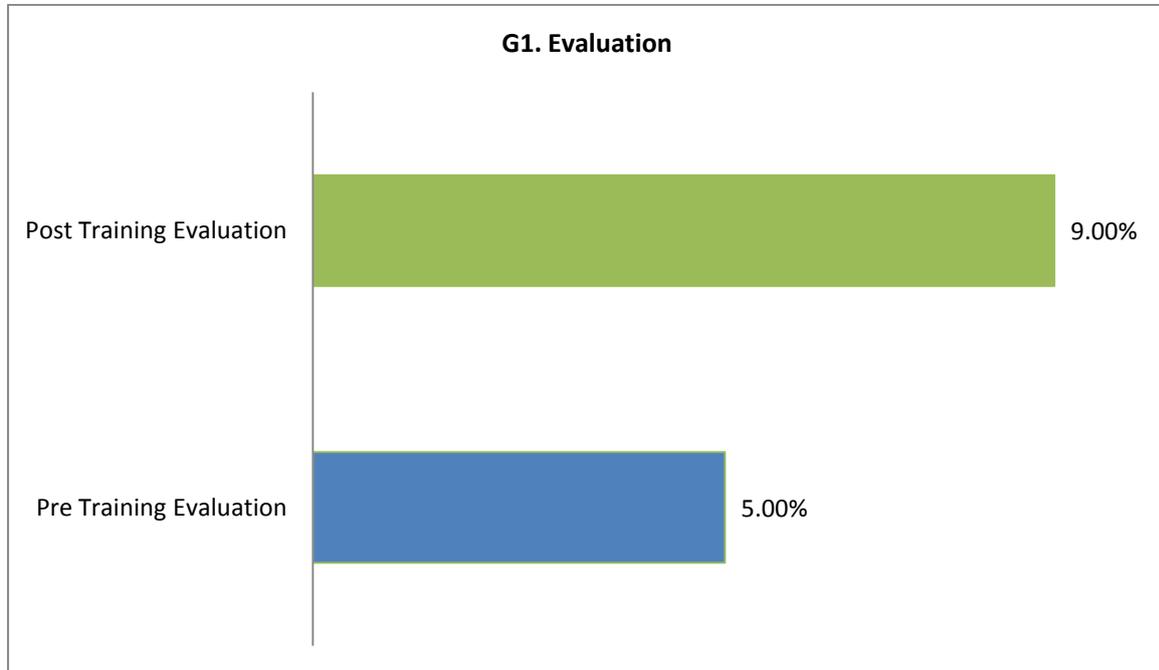
Worthy DG chaired the session. The ceremony was anchored by Mr. Zia Ul Hassan Associate Researcher. He invited one of the participants to recite a few verses from the Holy Quran. He then applauded the participants for their excellent behavior during the training. The Class

Representative (CR) was called to the podium to express the collective views of the Trainees. The CR gave the gist of the activities of the training course and highlighted its significance to their job assignments. Worthy DG then distributed certificates. He saw of the participants with thanks and a piece of advice. The participants were at the end offered Lunch.

EVALUATIONS

1. Evaluation

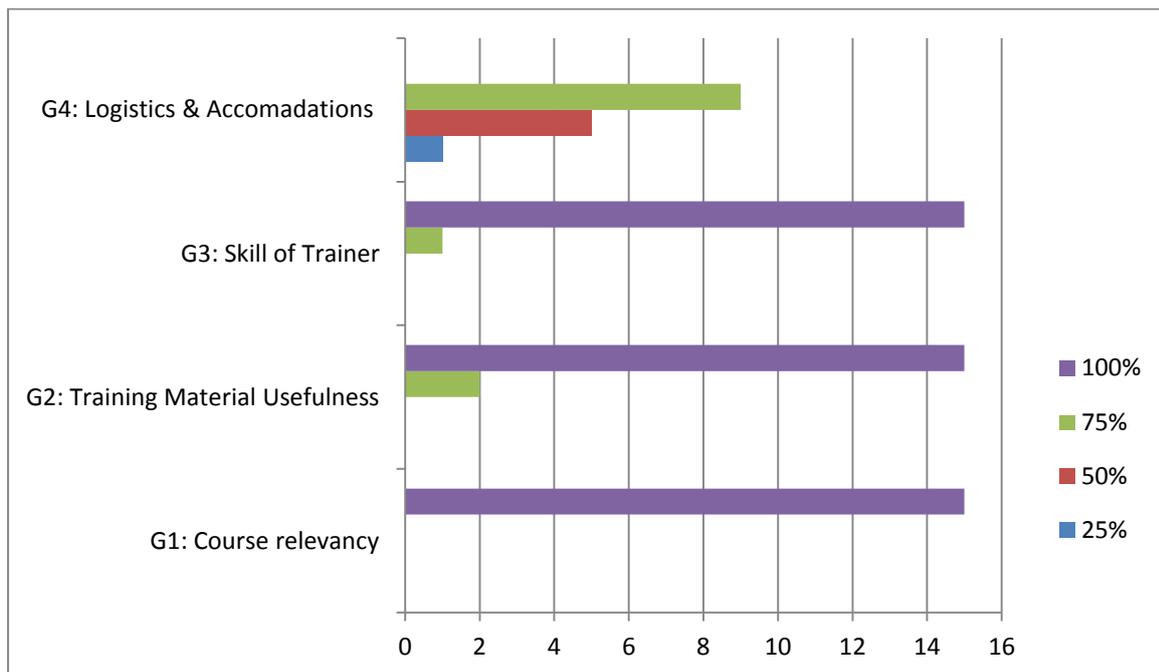
Pre Evaluation & Post Evaluation – Close Ended Questions



Analysis:

The above graph represents the pre and post evaluation result. The blue bars of the graphs represent the pre evaluation results whereas the green bars represent the post evaluation results. 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 9, which shows significant improvement in the knowledge 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. 02 MCQs were taken from each topic taught during the course.

6.2 Over all training Evaluation



According to graph 1, 100% of the trainees opined that course content was quite relevant to their judicial 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, 98% saw it “excellent” and 2% saw it very good. It shows that there is, though little, room for improvement. As far as command of the trainers over the subject is concerned, 98% 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 of consideration.

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 forms [see annexure].

Comparative Statistical Statement of Pre & Post Training Evaluation

Pre & Post Training Open Ended Questions

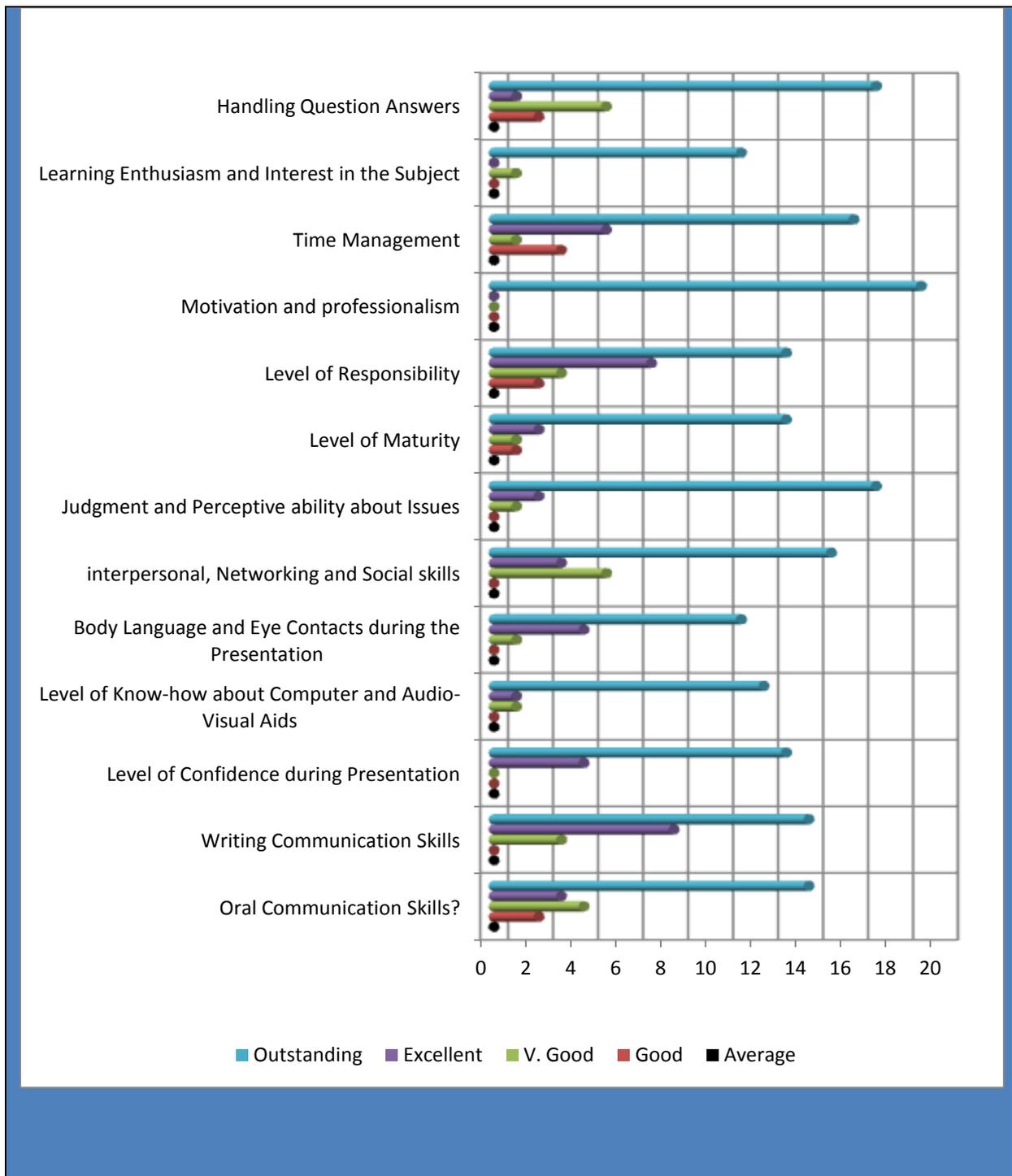
1. Define Adjective Law
2. Give a proper definition to Substantive Law?
3. Give example of a Law that is partially Procedural & partially Substantive.
4. Does Procedural Law play a role in the administration of Justice? Give at least 02 reasons for Yes & No
5. Please list at least 3 key areas of training in Procedural Law and Substantive Law, that needs more attention
6. How would you relate procedural law with the concept of fair trial?



The scales show the capacity level of the participants before and after training. Figure 1 (orange) indicates pre – training skill 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.

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

Day -1 Monday (8th Dec, 2014)			
SNo			Duration
1.1	Registration & Pre Evaluation		8:30 – 9:20
Inaugural Session			
1.2	Recitation from the Holy Qur'an & Duaa		9:20 – 9:25
1.3	Introductory Remarks - DG, KPJA		9: 25 – 9: 35
1.4	Presentation by UNDP Rep.		9:35- 9:45
Session -II			
1.5	Pre-emption; Focus on Case Law	Mrs. Sofia Waqar Khattak	9:45 – 11:45
Tea Break 11:45 – 12:00 pm			
1.6	Court Fee; Determination and Effect; Suit Valuation; Rules, Techniques & Effect. [FOCUS ON PRACTICAL WORK]. Sessions - 1.	Mr. Niaz Muhammad	12: 00 - 1: 00
Lunch & Prayer Break 1:00- 2:00			
1.7	Court Fee; Determination and Effect; Suit Valuation; Rules, Techniques & Effect. [FOCUS ON PRACTICAL WORK] Sessions - 2.	Continued	2:00 - 3:00
Day -2 Tuesday (9th Dec 2014)			
SNo	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	Jurisprudence: Medico Legal & Forensic Issues	Dr. Inayat-ur-Rahman Khalil	9: 00 - 11:00
Tea Break 11:00 - 11:15			
2.3	Inheritance; Conceptual	Qazi Ataullah	11:15-1:15
Lunch & Prayer Break 1:15 - 2:00			
2.4	Inheritance; Practical	Qazi Ataullah	2:00 - 4:00
Day – 3 Wednesday (10th Dec 2014)			
SNo	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	Study Circle: Provisions of CPC affecting Administration of Justice	Mr. Mohammad Zeb Khan	9:00-11:00
Tea Break 11:00 – 11: 15			
3.3	Revenue Record: Preparation and its use in Evidence [Focus on case laws] Session-I	Mr. Hayat Ali Shah assisted Mr. Hamyum Khan	11:15- 1:15

Lunch & Prayer Break 1:15- 2:00			
3.4	Precedents: As a tool of interpretation & its role in decision making	Mr. Niaz Muhammad.	2:00 -4:00
Day – 4 Thursday (11th Dec 2014)			
SNo	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	Pre-Trial Proceedings (PTP)	Mr. Mohammad Zeb Khan	9:00 – 11:00
Tea Break 11:00 – 11: 15			
4.3	Revenue Record: Preparation and its use as Evidence [Practical Work] Session -II	Mr. Hayat Ali Shah assisted Mr. Hamyum Khan	11:15- 1:15
Lunch & Prayer Break 1:15-02:00			
4.4	Contemporary Jurisprudence & Legal theories	Dr. Khurshid Iqbal	2:00- 4:00
Day – 5 Friday (12th Dec 2014)			
SNo	Topic		Duration
5.1	Recitation from the Holy Qur'an & Duaa		8:30 – 8:35
	Assignment Presentations		8:35 - 10:35
Tea Break 10:35 - 11:00			
5.2	Post Evaluation		11:00 - 12:00
Prayer & Lunch break 12:00 - 2:00			
5.3	Concluding Address – DG KPJA		02:00
5.4	Address of Hon'able The Chairman, Chief Justice. Subject to his Lordship availability & consent.		
5.5	Certificate Distribution		

List of participants

Substantive & Procedural Law for Judges			
8th-12th December, 2014			
S.No	Name	Designation	Station
1.	Mr. Muhammad Jamsed	Civil Judge/JM	Matta (Swat)
2.	Miss. Nusrat Naz	Civil Judge/JM	Charsadda
3.	Mr. Johar Ijaz Ali Shah	Civil Judge/JM	Peshawar
4.	Miss. Hussan Bano	Civil Judge/JM	Swabi
5.	Syed Hamid Qasim	Civil Judge/JM	Nowshera
6.	Mr. Ahmad Ihsanullah Qureshi	Civil Judge/JM	Peshawar
7.	Mr. Malik Muhammad Hasnain	Civil Judge/JM	Lakki Marwat
8.	Mian Zahidullah Jan	Civil Judge/JM	Haripur
9.	Mr. Abdul Basit	Civil Judge/JM	Hangu
10.	Syed Zahid Shah	Civil Judge/JM	Swabi
11.	Mr. Amin Said	Civil Judge/JM	Peshawar
12.	Mr. Sher Aziz	Civil Judge/JM	Dir Upper
13.	Miss. Javeria Sartaj Khan	Civil Judge/JM	Lakki Marwat
14.	Mr. Muhammad Ghayyas Khan	Civil Judge/JM	Abbottabad
15.	Mr. Wajid ali	Civil Judge/JM	Peshawar
16.	Mr. Muhammad Fiaz	Civil Judge/JM	Peshawar
17.	Mr. Abdul Wahad Qureshi	Civil Judge/JM	Nowshera
18.	Mr. Abdul Majid	Civil Judge/JM	Havelian (Abbottabad)
19.	Mr. Fida Muhammad	Civil Judge/JM	Mardan

Post training Feedback Form

Topic of the Training :

Venue:

Name:

Place of posting:

Designation/Rank:

Contact No.:

Question 1: Did you find the training relevant to your work?

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?

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;

1. Strongly agree

2. Agree

3. Neutral

4. Disagree

5. Strongly Disagree

Question 4: How was the quality of training delivery? Was it interactive?

1. Not at all

2. Rarely

3. Occasionally

4. Very Frequently

5. Always

No
26

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
4. No response
(everything was on time)
2. Moderately good
3. Nothing 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.

Post Assessment Interview Form	Start Date:	End Date:		
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.				

GROUPPHOTO



KHYBER PAKHTUNKHWA JUDICIAL ACADEMY

9th 5-Days Training Course on Substantive and Procedural Law

08-12 December, 2014.



Sitting L to R
Ms. Javeria Sarraj Khan, Ms. Nusrat Naz, Ms. Hussan Bano, Ms. Farzina Shaid, Ms. Sofia Waqar Khattak (Senior Director Administration), Mr. Hayat Ali Shah (Director General),
Mr. Muhammad Janshied Kundi, Mr. Abdul Maajid, Mr. Abdul Basit, Mr. Fida Muhammad Khan, Mr. Abdul Wahab Qureshi,
Standing L to R
Mr. Syed Zahid Shah, Mr. Malik Muhammad Hassam, Mr. Syed Hamid Qasim, Mr. Amin Said, Main Zahid Ullah Jan, Mr. Muhammad Ghayas Khan, Mr. Sher Aziz, Mr. Johar Ijaz Ali Shah,
Mr. Ahmed Ehsan Ullah Qureshi, Mr. Waqif Ali, Mr. Muhammad Fiaz.