



REPORT

PRE-SERVICE ORIENTATION TRAINING FOR ADDITIONAL DISTRICT & SESSIONS JUDGES / IZAFI ZILLA QAZIS (2024)

JUNE 03-12, 2024



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ABBREVIATIONS AND ACRONYMS

AD&SJ – Additional District & Sessions Judge

ADR – Alternative Dispute Resolution

D&SJ – District and Sessions Judge

FJA – Federal Judicial Academy

HRC – Human Rights Commission

ICT – Information and Communication Technology

IGP – Inspector General of Police

IZQ – Izafi Zilla Qazis

KPJA – Khyber Pakhtunkhwa Judicial Academy

MCQs – Multiple Choice Questions

NAB – National Accountability Bureau

NAP – National Action Plan

PHC – Peshawar High Court

PST – Pre-Service Training

Q&A – Question and Answer

R&P – Research & Publication

SOPs – Standard Operating Procedures

UN – United Nations

FOREWORD

The judiciary plays a vital role in upholding the rule of law, ensuring justice, and protecting the rights of citizens. To maintain the highest standards of judicial excellence, the Khyber Pakhtunkhwa Judicial Academy has conducted a comprehensive training program for newly inducted Additional District & Sessions Judges/*Izafi Zila Qazis*.

This training report highlights the rigorous curriculum and engaging sessions designed to equip our judges with the necessary knowledge, skills, and best practices for effective case management and adjudication. Key focus areas included:

- Legal frameworks and procedural laws
- Case management and court administration
- Family law and litigation
- Alternative dispute resolution mechanisms
- Leadership and communication skills

Through interactive lectures, group discussions, and hands-on exercises, our faculty of experienced judges, legal experts, and renowned trainers facilitated a dynamic learning environment. Participants engaged with real-world scenarios, addressing challenges such as family litigation, evidence-based decision-making, and judicial ethics.

We are committed to fostering a culture of excellence, integrity, and service within the judiciary. This training program embodies our dedication to supporting the professional development of our judges, enhancing the administration of justice, and promoting public trust in the judicial system.

I commend the participants for their enthusiasm and dedication to improving the delivery of justice. I also express gratitude to our faculty and staffs for their tireless efforts in making this training program a success.

(Jehanzeb Shinwari)

Director General

DEAN'S NOTE

It is with great pleasure that I present this report, a landmark initiative undertaken by the Khyber Pakhtunkhwa Judicial Academy under the directions of the august Peshawar High Court Peshawar. This comprehensive training program designed for newly appointed 22 Additional District & Sessions Judges embodies our unwavering commitment to enhancing the professional competencies of judicial officers, a vital element in upholding the integrity, effectiveness, and transparency of our judicial system.

Designed to equip newly appointed judges with the requisite knowledge and skills, the training focused on judicial ethics, case management, and specialized legal knowledge. Our esteemed resource persons facilitated engaging sessions, fostering a participatory environment that allowed participants to deepen their understanding of complex legal frameworks and modern-day judicial responsibilities.

This training is pivotal in navigating the evolving legal landscape of Khyber Pakhtunkhwa. By building judicial officers' capacities for efficient court management, ethical decision-making, and nuanced legal analysis, we fortify the judiciary's role in delivering timely, just, and transparent rulings.

I extend my heartfelt appreciation to our distinguished resource persons, dedicated participants, and the tireless team at the Academy for their collective efforts in making this training a resounding success. The positive outcomes of this program will undoubtedly resonate throughout Khyber Pakhtunkhwa's courtrooms, enhancing the quality of justice and strengthening public trust in our judicial system.

(Zia ur Rehman)
Dean Faculty

EXECUTIVE SUMMARY

The "Pre-service Orientation Training for Additional District & Sessions Judges/Izafi Zilla Qazis (2024)" conducted by the Khyber Pakhtunkhwa Judicial Academy (KPJA) from June 3-12, 2024, marked a significant milestone in enhancing the professional capabilities of newly appointed Additional District & Sessions Judges in the District Judiciary. The KPJA being mandated under Section 4 of the Academy Act, 2012 and Rule 9(4) of the Khyber Pakhtunkhwa Judicial Service Rules, 2001, and with the approval by Peshawar High Court, Peshawar (PHC) this intensive ten-day training aimed to equip judges with essential skills for navigating complex legal landscapes and ensuring efficient court management was arranged.

The training methodology emphasized interactive and participatory learning, with sessions led by distinguished resource persons. Topics covered ranged from judicial ethics, legal frameworks, and case management to specialized areas such as Islamic laws and alternative dispute resolution. Each day was meticulously planned, with a focus on practical exercises, mock trials, and comprehensive discussions tailored to meet the participants' needs. Additionally, trainees were given assignments during the training, which were evaluated by KPJA's Research & Publication Wing. The assignment evaluation report highlighted exceptional work by Mr. Muhammad Naveed Khan and Mr. Kifyat Hussain, whose assignments were graded "A-1".

Key objectives included orienting participants to the internal workings of the Peshawar High Court, refining court and case management skills, and instilling ethical conduct and accountability. These goals were achieved through sessions that not only imparted theoretical knowledge but also fostered practical skills essential for effective judicial decision-making.

The impact of the training was significant, as demonstrated by a 15.98% increase in proficiency levels across various legal disciplines based on pre-and post-assessment tests. This indicates the program's success in enhancing participants' understanding and application of substantive laws and judicial procedures.

Feedback from participants underscored the high quality and relevance of the training, with particular praise for sessions on decree preparation, alternative dispute resolution, and temporary injunctions. Resource persons were evaluated favorably, further validating the program's effectiveness in delivering comprehensive and engaging content.

Regarding the structure of this report, it is designed to provide a detailed account of the training. It begins with a foreword and dean's note, followed by the executive summary. The introduction

and legal mandate outline the purpose of the training, while the methodology, objectives, and outcomes sections detail the approach and results. The proceedings section offers a day-by-day account of the sessions, while the impact of the training, quality of the training, and feedback sections evaluate the program's overall effectiveness. The resource persons evaluation and result analysis – pre & post assessment provide further insights into the success of the program. Finally, the annexures include the list of participants, the training schedule and photographs from the event.

INTRODUCTION

The escalating complexity of contemporary legal landscapes, marked by increasing case loads, intense media scrutiny, intricate laws, and unprecedented legal challenges, underscores need for enhanced judicial education. Robust judicial education not only equips judges with the necessary tools to navigate through these complexities, also correlates with tangible outcomes such as efficient and cost-effective litigation management and strengthens public trust and confidence in judiciary. As observed in the “Review of Judicial Training and Education in Other Jurisdictions” by Dr. Cheryl Thomas, the value of comprehensive judicial education cannot be overstated in fostering a well-functioning, credible judicial system.

Recently, Additional District & Sessions Judges have been appointed by the Peshawar High Court through initial recruitment. The mandatory training designed for the Additional District & Sessions Judges has its significance for enhancing professionalism and skills for effective and efficient court work, therefore, need for such training is paramount. Courts of Additional District and Session Judges are trial courts of heinous offenses, and for certain civil cases. These courts also function as first appellate and revisional courts, in most of civil and criminal cases. While functioning as such, their duties encompass disposal of cases judicially, correction of illegalities, mistakes and anomalies found in the judgments/orders of the subordinate courts. As courts of original jurisdiction, their sensitization to the importance of Sessions Trials is highly essential, as minor oversight may have catastrophic consequences.

LEGAL MANDATE

KPJA is statutorily mandated to impart training to all justice sector stakeholders, to hold conferences, seminars, workshops and symposia in matters relating to court management, administration of justice, law, development of skills in legislative drafting and to establish liaison with research institutions, universities and other bodies including Judicial Academies across the country towards the cause of administration of justice (Section 4 of the Academy Act). Rule 9(4) of Khyber Pakhtunkhwa Judicial Service Rules, 2001, provides for training of newly appointed Judicial Officers. Further, Notification No. 5-J, dated 20th December, 2003 of Peshawar High Court prescribes three-week mandatory training for Additional District and Sessions Judges.

Initially, the first leg of the training was scheduled from 3rd - 13th June, 2024, followed by two weeks of training to be held later on.

METHODOLOGY

Considering significance of the mandatory training an on campus, physical training mode was chosen. The methodology included presentations/discussions by the resource persons, with interactive and participatory sessions.

OBJECTIVES

Specific training targets were:

1. Orientation on legal framework of civil & judicial service, internal working of Peshawar High Court & monitoring mechanisms of District Judiciary.
2. To enable them to introspect on judicial conduct, ethical values and self accountability.
3. To develop Court & Case Management Skills for expeditious resolution of disputes and improved service delivery.
4. To sensitize them about niceties and complexities of gender related and other special laws.

OUTCOMES

The expected outcomes were:

1. Demonstration of judicial conduct and ethical values with sense of self- accountability.
2. Correct application of substantive and procedural laws by avoiding lapses and mistakes.
3. Qualitative and Quantitative disposal within time lines.
4. Change in public perception and improved service delivery.

PROCEEDINGS

The daily activities of this 10-days Pre-Service Training and lecture synopses are briefly encapsulated below:

DAY 1: MONDAY 3RD JUNE

- **Inaugural Ceremony:**

- **Chief Guest:** Mr. Justice Ishtiaq Ibrahim, Chief Justice, Peshawar High Court
- **Welcome Address:** The Director General, KPJA, formally welcomed the participants, emphasizing the importance of their new roles and the objectives of the training.
- **Keynote Address:** The Hon'ble Chief Justice, Mr. Justice Ishtiaq Ibrahim congratulated the participants and stressed the importance of fairness, integrity, and competence in their judicial roles.

Sessions:

- **Judicial Ethics & Code of Conduct:**

- **Speaker:** Mr. Muhammad Naseem.
- **Focus:** Detailed exploration of ethical dilemmas judges may face and principles of judicial conduct.

- **Orientation on Service Laws:**

- **Speaker:** Mr. Ahmad Sultan Tareen.
- **Overview:** Comprehensive review of key service laws essential for judicial officers.

- **Effective Communication Skills & Personal Grooming:**

- **Speaker:** Mr. Muhammad Asif Khan.
- **Highlight:** Practical exercises on improving communication within judicial settings and the importance of professional appearance.

- **Court Management Skills:**

- **Speaker:** Mr. Ashfaq Taj.
- **Content:** Strategies for efficient courtroom management, including case flow management and docket control.

DAY 2: TUESDAY 4TH JUNE

Interactive Session:

- **Speaker:** Mr. Justice Shakeel Ahmed.
- **Discussion:** Qualities of a Qazi according to Islamic principles, incorporating case studies and historical context.

Sessions:

- **Significance of Islamic Laws:**
 - **Speaker:** Mr. Zia ur Rehman.
 - **Content:** Examination of law-giving verses from the Quran and Sunnah, and their application in contemporary judicial practice.
- **Legal Framework for Superintendence:**
 - **Speaker:** Mr. Zaeem Ahmad.
 - **Focus:** Practical aspects of judicial oversight and management within the district judiciary.
- **Judicial Officer's Role in Prison Supervision:**
 - **Speaker:** Mr. Jamal Shah Mahsood.
 - **Topic:** Responsibilities and challenges in overseeing prisons and ensuring humane treatment of inmates.
- **Bail & Superdari:**
 - **Speaker:** Mr. Dost Muhammad Khan.

- **Discussion:** Detailed examination of bail procedures and the legal principles governing superdari.

DAY 3: WEDNESDAY 5TH JUNE

Review and Recap:

- **Participant Summaries:** Participants deliver concise summaries of the previous day's sessions, highlighting key takeaways and insights.

Sessions:

- **Case Management: Criminal (Pre-Trial):**
 - **Speaker:** Mr. Mamrez Khan Khalil.
 - **Focus:** Strategies for effective management of criminal cases before trial, including case prioritization and early resolution techniques.
- **Case Management Criminal (Trial):**
 - **Speaker:** Mr. Adil Majeed.
 - **Content:** Procedures and practices for managing criminal trials efficiently while ensuring fair and expeditious adjudication.
- **Framing of Charges & Statement of Accused:**
 - **Speaker:** Mr. Arbab Aziz Ahmad.
 - **Exercise:** Practical session on framing charges and taking statements, with simulated scenarios for hands-on learning.
- **Judgment Writing: Criminal:**
 - **Speaker:** Mr. Muhammad Zeb Khan.
 - **Guidelines:** Best practices and principles for drafting clear, well-reasoned judgments in criminal cases.

Interactive Session:

- **Speaker:** Mr. Justice Arshad Ali.
- **Discussion:** Insights into judicial decision-making processes, focusing on probation and sentencing considerations.

Sessions:

- **Probation & Sentencing Laws:**
 - **Speaker:** Mr. Mamrez Khan Kahlil.
 - **Focus:** Legal principles governing probation and sentencing, with case examples and recent legal developments.
- **Illegal Dispossession Act: Causes of Delay:**
 - **Speaker:** Mr. Ashfaq Taj.
 - **Analysis:** Examination of factors contributing to delays in cases related to illegal dispossession, with practical strategies for expediting proceedings.
- **Dynamics of Narcotics Trial:**
 - **Speaker:** Mr. Asad Hameed Bangash.
 - **Insights:** Complexities and procedural nuances in trials involving narcotics offenses, emphasizing fair trial standards and legal safeguards.
- **Trial of Offences Against Vulnerable Segments:**
 - **Speaker:** Ms. Wadeeya Mushtaq Malik.
 - **Focus:** Special considerations and procedural safeguards in cases involving vulnerable segments of society, including minors and marginalized groups.

DAY 5: FRIDAY 7TH JUNE

Interactive Session:

- **Speaker:** Mr. Justice Sahibzada Asadullah.
- **Welcome:** Address to participants on the challenges and responsibilities of appellate judgeship.

Sessions:

- **Criminal Revision and Appeal:**
 - **Speaker:** Mr. Tariq Yousafzai.
 - **Content:** Appellate procedures and review standards in criminal cases, with emphasis on ensuring due process and justice.
- **Justice of Peace and Habeas Corpus:**
 - **Speaker:** Mr. Ghulam Abbas.
 - **Discussion:** Role and jurisdiction of justices of peace, and the significance of habeas corpus petitions in safeguarding individual liberties.
- **Stress Management:**
 - **Speaker:** Dr. Abida Nazir.
 - **Techniques:** Strategies and coping mechanisms for managing stress inherent in judicial roles, promoting well-being and resilience.

DAY 6: SATURDAY 8TH JUNE

Feedback Session:

- **Topic:** Participants share personal insights and reflections on stress management techniques learned from the previous day's session.

Sessions:

- **Case Management:**

- **Speaker:** Mr. Kamran Basharat Mufti.
- **Discussion:** Advanced case management strategies, including case consolidation and expedited resolution techniques.
- **Temporary Injunctions:**
 - **Speaker:** Ms. Faryal Zia Mufti.
 - **Process:** Legal principles and procedural aspects of temporary injunctions, with case studies illustrating their application.
- **Alternative Dispute Resolution:**
 - **Speaker:** Mr. Muhammad Shoaib.
 - **Highlight:** Role and effectiveness of ADR mechanisms within the formal justice system, promoting efficiency and access to justice.

DAY 7: MONDAY 9TH JUNE

DAY 8: TUESDAY 10TH JUNE

Interactive Session:

- **Speaker:** Mr. Justice Syed Muhammad Attique Shah.
- **Discussion:** Ethical dilemmas and the judicial code of conduct, exploring case studies and practical scenarios.

Sessions:

- **Framing of Issues: Practical Exercises:**
 - **Speaker:** Ms. Hina Khan.
 - **Exercise:** Hands-on training in identifying and framing legal issues, emphasizing clarity and precision.
- **Methods of Enforcing Witness Appearance:**
 - **Speaker:** Ms. Farah Attaullah.

- **Techniques:** Practical strategies for ensuring witness attendance and reliability in judicial proceedings.
- **Judgment Writing (Civil):**
 - **Speaker:** Mr. Naveed Ahmad Khan.
 - **Guidelines:** Structuring and drafting comprehensive civil judgments, focusing on legal analysis and clarity.
- **Performance Monitoring & Evaluation:**
 - **Speaker:** Mr. Zia Ur Rehman.
 - **Discussion:** Metrics and methodologies for evaluating judicial performance, promoting accountability and efficiency.

DAY 9: WEDNESDAY 11TH JUNE

Interactive Session:

- **Speaker:** Barrister Ikhtiar Khan.
- **Discussion:** Practical insights and experiences shared with newly inducted judges, focusing on challenges and best practices in decree preparation.

Sessions:

- **Preparation of Decree Sheets - Common Mistakes:**
 - **Speaker:** Mr. Zia ur Rehman.
 - **Insights:** Identification and mitigation of common errors in decree preparation, promoting accuracy and procedural compliance.
- **Execution of Decree:**
 - **Speaker:** Mr. Tahir Aurangzeb.
 - **Techniques:** Procedural nuances and strategic approaches for expediting decree execution, ensuring timely and effective enforcement.

Civil Appeal & Review:

- **Speaker:** Mr. Asad Hameed Khan Bangash.
- **Processes:** Appellate procedures and review mechanisms in civil cases, focusing on legal principles and case law analysis.
- **Family Appeal: Practice & Procedure:**
 - **Speaker:** Ms. Zeba Rasheed.
 - **Discussion:** Procedural intricacies and judicial considerations in family appeals, including child custody and matrimonial disputes.

DAY 10: THURSDAY 12TH JUNE

Feedback Session:

- **Insights:** Participant contributions and reflections on the training's impact and relevance to their judicial roles.

Sessions:

- **Hudood Laws – Qisas, Diyat & Taazir and Nature of Injuries:**
 - **Speaker:** Dr. Qazi Attaullah.
 - **Overview:** Comprehensive review of Hudood laws and their application in criminal justice, with focus on principles of justice and proportionality.
- **Maintenance of Record:**
 - **Speaker:** Mr. Asghar Shah Khilji.
 - **Importance:** Procedures and practices for maintaining accurate and accessible judicial records, ensuring transparency and accountability.
- **Concluding Ceremony:**
 - **Chief Guest:** Mr. Justice Ijaz Anwar.
 - **Remarks:** Reflections on the training's achievements and future challenges in judicial service.

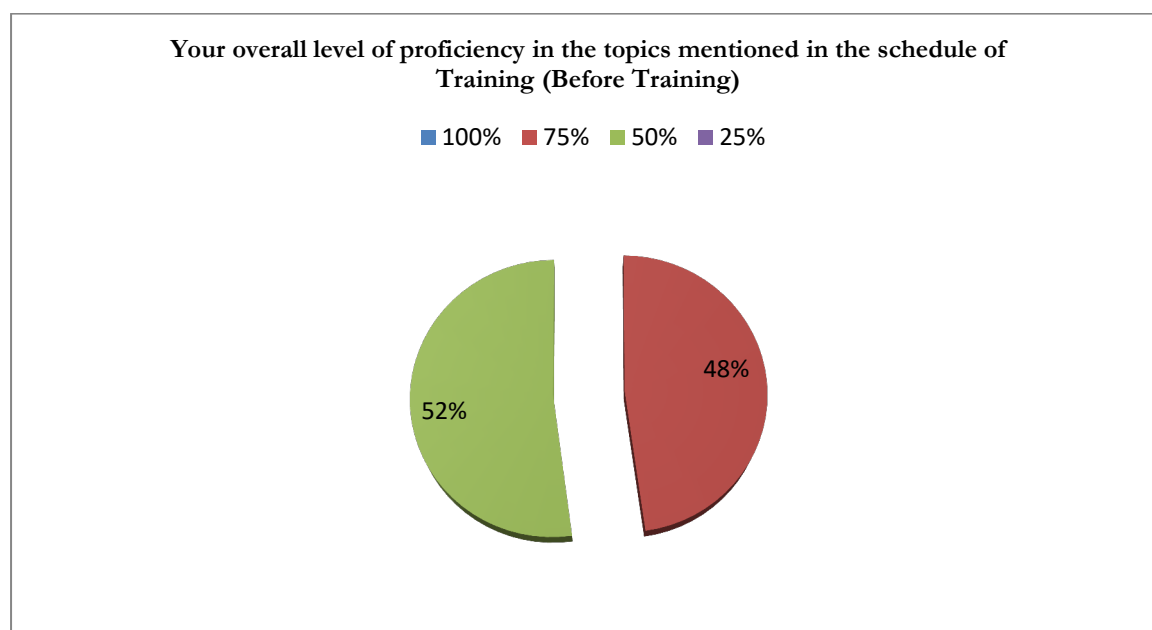
- **Certificate Distribution:** Certificates were distributed amongst the participants.

IMPACT OF THE TRAINING

Significant indicator of the training impact is:

Whether the training contributed to improvement of the knowledge, skills and attitudes of the participants?

Pre-& post-evaluation questionnaires were designed to cater for this aspect. Relevant feedback obtained from the participants is reflected below:

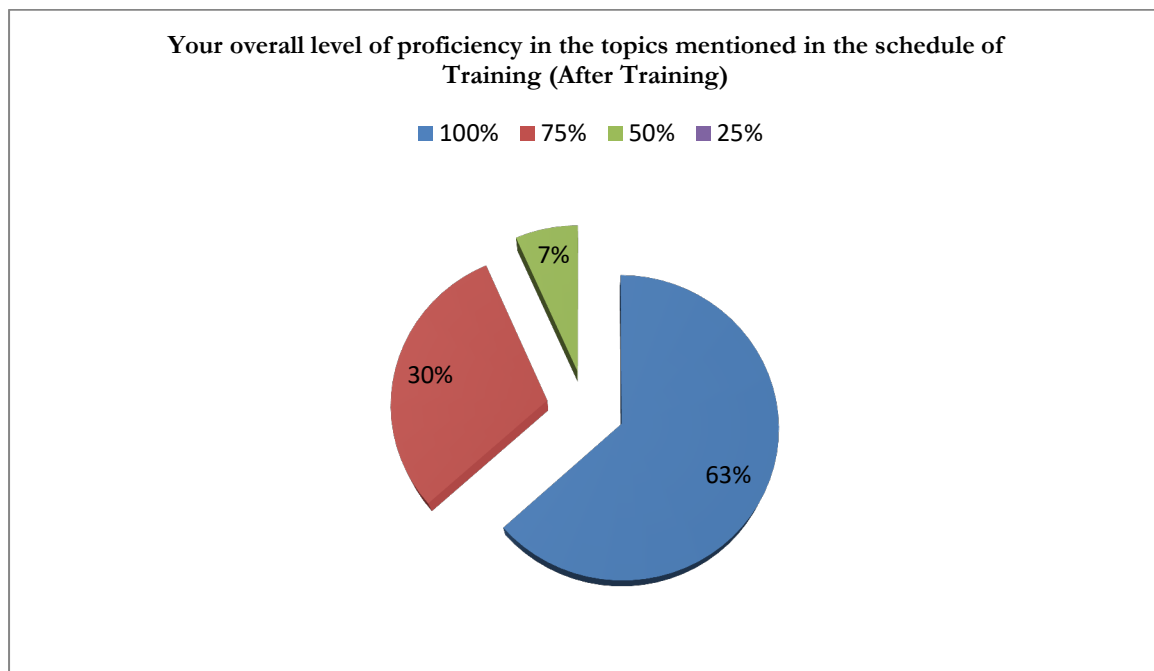


Interpretation:

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 00% of the trainees.
	Represents 50% level of proficiency- indicated by 52% of the trainees.
	Represents 75% level of proficiency- indicated by 48% of the trainees.
	Represents 100% level of proficiency- indicated by 00% of the trainees.

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



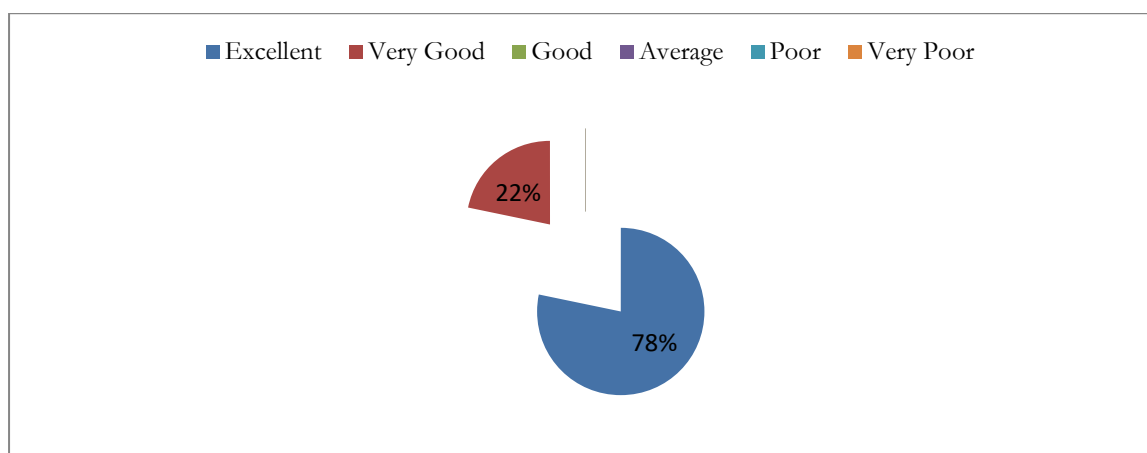
Interpretation:

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 50% level of proficiency- indicated by 7% of the trainees.
	Represents 75% level of proficiency- indicated by 30% of the trainees.
	Represents 100% level of proficiency- indicated by 63% of the trainees.

The pre and post evaluation shows significant improvement in the level of proficiency from 0% to 63%.

QUALITY OF THE TRAINING



22% of the trainees rated the overall quality of the training program to be very good

78% of the trainees rated the overall quality of the training program to be excellent

RESOURCE PERSONS EVALUATION

#	Topic	Resource Person	%
1.	Preparation of Decree Sheet – Common Mistakes	Mr. Zia Ur Rehman	97.5
2.	Alternative Dispute Resolution within Formal Justice System	Mr. Mohammad Shoaib	96.5
3.	Temporary Injunctions	Ms. Faryal Zia Mufti	96.47
4.	Performance Monitoring & Evaluation	Mr. Zia Ur Rehman	96.25
5.	Case Management Criminal (Trial)	Mr. Adil Majeed	94.66
6.	Significance of Islamic Laws; Law giving verses of Quran & Sunnah	Mr. Zia Ur Rehman	94.09
7.	Criminal Revision and Appeal	Mr. Tariq Yousafzai	93.43
8.	Probation & Sentencing Laws	Mr. Mamrez Khan Khalil	92.63
9.	Maintenance of Record	Mr. Asghar Shah	91.78
10.	Execution of Decree: Techniques for Expeditious Proceedings	Mr. Tahir Aurangzeb	91.36

11.	Effective Communication Skills & Personal Grooming	Mr. Muhammad Asif Khan	90.45
12.	Stress Management	Dr. Abida Nazir	89.44
13.	Role of Judicial Officers in Supervision of Prison	Mr. Jamal Shah	87.94
14.	Civil Appeal, Review & Revision	Mr. Asad Hameed	86.66
15.	Legal Frame Work of Superintendence of District Judiciary	Mr. Zaeem Ahmad	86.36
16.	Framing of charge & Statement of Accused (Practical Exercises)	Mr. Arbab Aziz Ahmad	85.58
17.	Bail & Superdari	Mr. Dost Mohammad Khan	85.29
18.	Family Appeal: Practice & Procedure	Ms. Zeba Rasheed	85
19.	Hudood Laws	Dr. Qazi Ataullah	84.68
20.	Framing of Issues: Practical Exercises	Ms. Hina Khan	84.11
21.	Case Management Criminal (Pre Trial)	Mr. Mamrez Khan Khalil	83.04
22.	Judicial Ethics & Code of Conduct	Mr. Muhammad Naseem	82.95
23.	Illegal Dispossession Act: Causes of Delay	Mr. Ashfaq Taj	82.94
24.	Methods of enforcing appearance of witnesses	Ms. Farah Attaullah Khan	82.63
25.	Justice of Peace and Habeas Corpus	Mr. Ghulam Abbas	80
26.	Trials of Offences Against Vulnerable Segments	Ms. Wadeeya Mushtaq	77.63
27.	Court Management Skills	Mr. Ashfaq Taj	74.16
28.	Dynamics of Narcotics Trial	Mr. Asad Hameed	73
29.	Judgement Writing (Civil)	Naveed Ahmad Khan	70
30.	Judgment Writing: Criminal	Mr. Mohammad Zeb	67.5
31.	Orientation on Service Laws	Mr Ahmad Sultan Tareen	58.09
32.	Case Management (Civil)-II	Mr. Kamran Basharat Mufti	57.6

Key Insights from Resource Persons Evaluation:

1. Top Performers:

- Preparation of Decree Sheet – Common Mistakes by Mr. Zia Ur Rehman was rated the highest with 97.5%, indicating that participants found this session highly practical and relevant.
- Alternative Dispute Resolution within Formal Justice System by Mr. Mohammad Shoaib was rated 96.5% and Temporary Injunctions by Ms. Faryal Zia Mufti also received high ratings 96.47% , reflecting their relevance to participants' day-to-day judicial responsibilities.

2. High Satisfaction in Court Procedures:

- Sessions on Performance Monitoring & Evaluation by Mr. Zia Ur Rehman was rated 96.25%, Case Management (Criminal Trials) by Mr. Adil Majeed scored 94.66 % and Criminal Revision and Appeal by Mr. Tariq Yousafzai was also rated 93.43%, showing participants valued practical sessions related to courtroom procedures and legal technicalities.

3. Legal and Ethical Frameworks:

- Topics like Significance of Islamic Laws and Judicial Ethics & Code of Conduct maintained strong ratings above 82%, indicating the importance of understanding the broader ethical and legal framework.

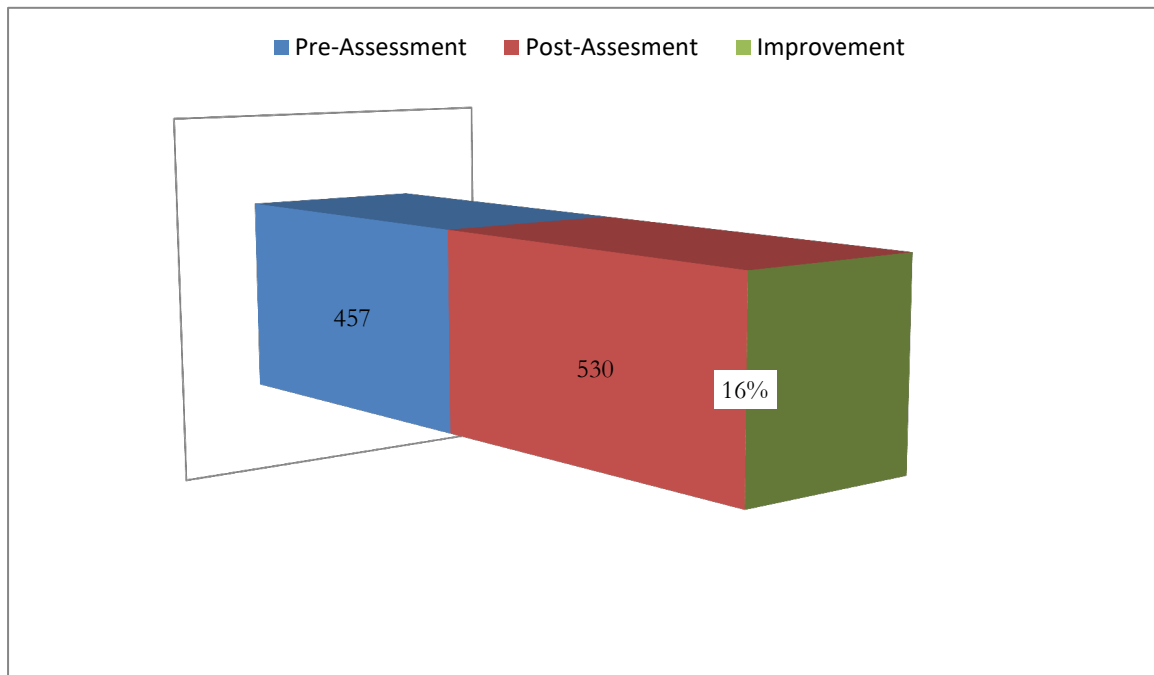
4. Areas for Improvement:

- Orientation on Service Laws and Case Management (Civil)-II scored lower at 58.09% and 57.6%, respectively.

5. Holistic Focus:

- Topics such as Stress Management, Effective Communication Skills & Personal Grooming, and Family Appeal all received positive ratings, reflecting participants' appreciation for sessions focusing on personal well-being and interpersonal skills in a legal context. The evaluation highlights a successful training program overall, with a few areas for improvement.

RESULT ANALYSIS – PRE & POST ASSESSMENT



The pre and post-assessment tests conducted for the 22 trainees, consisting of 30 multiple-choice questions (MCQs) from various course modules, provides valuable insights into the effectiveness of the training program. The detailed interpretation of the results:

Pre-Assessment (Before Training):

- **Total Score:** The trainees collectively scored 457 points out of a possible 660 points (22 trainees * 30 questions).
- **Average Score:** The average score per trainee was approximately 20.77 points.

Post-Assessment (After Training):

- **Total Score:** The trainees achieved a collective total of 530 points.
- **Average Score:** The average score per trainee increased to approximately 24.04 points.

Improvement:

- **Overall Improvement:** The total improvement in scores was 73 points.

Percentage Improvement: $\text{Percentage Improvement} = (\text{Improvement} / \text{Pre-Assessment Total Score}) \times 100$

This corresponds to an approximate improvement of 15.98%.

Interpretation of Results

A. Background and Existing Knowledge

The trainees are newly inducted Additional District & Sessions Judges who have been practicing Advocates of the High Court and/or the subordinate courts for a minimum of eight years. This background suggests they already possess considerable knowledge of legal subjects, as evidenced by their performance in the written test conducted by the Peshawar High Court.

- **Pre-Assessment Analysis:** Given their substantial legal background, the initial average score of 20.77 points indicates a solid foundational understanding of the subjects. This score reflects their existing expertise before undergoing the training.
- **Post-Assessment Analysis:** The increase to an average score of 24.04 points post-training suggests that the training was effective in enhancing their knowledge and skills. The improvement demonstrates the value added by the training program, even for individuals who already have significant legal experience.

B. Impact of the Training Course

The purpose of the training course was to further polish and enhance the knowledge and skills of the trainees.

- **Knowledge Enhancement:** The training succeeded in increasing the trainees' knowledge, as indicated by the 15.98% improvement in scores. This suggests that the training content was relevant and effectively delivered.
- **Skill Development:** The improvement also reflects the enhancement of practical skills necessary for their future roles as Additional District & Sessions judges. The increase in scores demonstrates that the training effectively addressed gaps in their knowledge and equipped them with additional tools for better performance.

The pre and post-assessment results indicate that the training program was successful in achieving its objectives. The notable improvement in scores highlights the effectiveness of the training in enhancing the judicial knowledge and skills of the newly appointed Additional District & Sessions Judges. Given their substantial legal background, the trainees were able to significantly benefit from the training, furthering their ability to perform their judicial duties with increased competence and confidence.

FEEDBACK

During the ten (10) day session, the participants gave useful feedback which is summarized and recapped below:

1. Slide Simplicity and Practical Exercises

- Participants emphasized that slides should be simple, avoiding an overload of topics.
- They requested more practical exercises related to administrative affairs of the court.

2. Participation and Interaction

- Participants remarked that training should be more participatory, encouraging active engagement.
- Participants suggested bringing them more to the podium for interactive sessions.

3. Practical Focus

- There was a consensus that practical aspects should take precedence over theoretical content.
- Practical exercises and group tasks were deemed essential by the trainees.

4. Time Management

- Practical procedures should be covered within the scheduled time.
- The timing schedule should be limited, and judgment writing skills (both civil and criminal cases) should be emphasized.

5. Relevance and Monitoring

- The trainees suggested that training must relate directly to the actual topics.

- Resource persons should be monitored and directed to stick to the assigned topic.

6. Overall Assessment

- Overall, participants found the training excellent.
- Some suggested limiting the number of classes/sessions to prevent exhaustion after lunch.

7. Materials and Logistics

- Hard copies of training materials should be provided in advance.
- Topics should be covered within the allocated time, and sound systems should be improved.
- Providing hard copies of all lectures was recommended.

8. Practical Approach

- Participants preferred a practical approach over theoretical lectures.
- Participants requested that no classes should be scheduled after lunch.

9. Miscellaneous Suggestions

- Separate rooms for trainees were requested.
- Fresh milk (not milk packets) for tea was suggested for hygiene reasons.

CONCLUSION

The Pre-Service Training (PST) proved to be a transformative experience for the 22 newly appointed judicial officers of Khyber Pakhtunkhwa. The training, inaugurated by Chief Justice Mr. Justice Ishtiaq Ibrahim of the Peshawar High Court, emphasized core judicial values of fairness, impartiality, and integrity—crucial attributes for the effective dispensation of justice.

Throughout the ten-day program, participants engaged deeply with various topics, including judicial ethics, case management, legal frameworks, and Islamic law principles. Esteemed judges

and legal experts facilitated special sessions, offering practical insights into judicial principles and addressing challenges faced in the judiciary. The training also underscored the importance of effective communication, ethical conduct, and compassionate decision-making.

The inclusion of Day 7 as a rest day allowed participants time for reflection and rejuvenation, enabling them to consolidate their learning before the subsequent intensive sessions. The program concluded with a ceremony chaired by Mr. Justice Ijaz Anwar, Senior Puisne Judge of the Peshawar High Court, where participants were commended for their dedication and commitment to upholding justice.

In conclusion, this comprehensive training successfully equipped the newly appointed judges with the necessary knowledge, skills, and ethical foundations to fulfill their judicial responsibilities effectively. It reinforced their role as custodians of justice and inspired them to uphold the highest standards of judicial conduct, thereby contributing positively to the judicial system of Khyber Pakhtunkhwa.

ANNEXURES

- **ANNEX-A: LIST OF PARTICIPANTS**
- **ANNEX-B: SCHEDULE OF TRAINING**
- **ANNEX-C: TRAINING IN PICTURES**

ANNEX-A: LIST OF PARTICIPANTS

S.NO	NAME	DESIGNATION	DISTRICTS
1.	Mr. Inam Ullah Khan	Additional District & Sessions Judge	Peshawar
2.	Mr. Asfandiyar Yousafzai	Additional District & Sessions Judge	Bannu
3.	Mr. Azhar Ali	Additional District & Sessions Judge	Abbottabad
4.	Mr. Muhammad Naveed Khan	Additional District & Sessions Judge	D.I Khan
5.	Mr. Kifayat Hussain	Additional District & Sessions Judge	Mansehra
6.	Mr. Imtiaz Ali	Additional District & Sessions Judge	Nowshera
7.	Mr. Murad Akmal	Additional District & Sessions Judge	Peshawar
8.	Mr. Shuja Uddin	Additional District & Sessions Judge	Nowshera
9.	Mr. Kaleem Ullah	Additional District & Sessions Judge	Mardan
10.	Mr. Zahid Gul	Additional District & Sessions Judge	Nowshera
11.	Mr. Rafiullah	Additional District & Sessions Judge	D.I Khan
12.	Mr. Asif Ali	Additional District & Sessions Judge	Haripur
13.	Mr. Gul Nawaz	Additional District & Sessions Judge	Dir Upper
14.	Mr. Altaf Hussain	Additional District & Sessions Judge	Swat
15.	Mr. Kamal Farid Tanoli	Additional District & Sessions Judge	Kohat

16.	Mr. Irfan Ali	Additional District & Sessions Judge	Buner
17.	Mr. Asfandyar	Additional District & Sessions Judge	Battagram
18.	Mr. Muhammad Sajjad Khan	Additional District & Sessions Judge	Karak
19.	Mr. Imtiaz Ali	Additional District & Sessions Judge	Peshawar
20.	Mr. Shah Nawaz	Additional District & Sessions Judge	Nowshera
21.	Mr. Maqbool Ur Rehman	Additional District & Sessions Judge	Nowshera
22.	Mr. Mubarak Zeb	Additional District & Sessions Judge	D.I Khan

ANNEX-B: SCHEDULE

Day 1, Monday (3 rd June 2024)			
S#	Topic	Resource Person	Duration
	Arrival of the Chief Guest		08:00
	Recitation from the Holy Quran		08:05 - 08:10
	National Anthem		08:10 - 08:15
	Welcome Address	Director General, KPJA	08:15 - 08:20
	Remarks by the Chief Guest		08:20 - 08:30
	Group Photo		08:30 - 08:40
	Registration ,Pre Evaluation, and Introductory Session	Faculty, KPJA	08:40 - 09:00
1.1	Judicial Ethics & Code of Conduct	Mr. Muhammad Naseem, AR, PHC Bannu Bench	09:00 - 10:00
1.2	Orientation on Service Laws	Mr Ahmad Sultan Tareen, D&SJ (Rtd.)	10:30 - 12:00
1.3	Effective Communication Skills & Personal Grooming	Mr. Muhammad Asif Khan, D&SJ, Nowshera	12:00 - 01:15
1.4	Court Management Skills • Planning & prioritization • Diary Management • Supervision of Staff • Court decorum • Court process	Mr. Ashfaque Taj, D&SJ, Swabi	02:15 - 03:30
Day 2, Tuesday (4 th June 2024)			
2.1	Recap/Feedback Session	Faculty, KPJA	08:00 - 08:20
2.2	Interactive Session	Hon'ble Justice, PHC	08:20 - 09:00
2.3	Significance of Islamic Laws; Law giving verses of Quran & Sunnah	Dean Faculty, KPJA	09:00 - 10:15
2.4	Legal Frame Work of Superintendence of	Mr. Zaeem	10:45 - 12:00

	District Judiciary • High court rules & orders • Internal Working of PHC(Different Wings)	Ahmad, AD&SJ, Swabi	
2.5	Role of Judicial Officers in Supervision of Prison: • Prison Rules • Jail Visits	Mr. Jamal Mahsud, AD&SJ Shabqadar, Charsadda	12:00 - 01:15
2.6	Bail & Superdari	Mr. Dost Mohammad Khan, D&SJ, Mohmand	02:15 - 03:30
Day 3, Wednesday (5th June 2024)			
3.1	Recap/ Feedback Session	Faculty, KPJA	08:00 - 08:20
3.2	Interactive Session	Hon'ble Justice, PHC	08:20 – 09:00
3.3	Case Management Criminal (Pre Trial) • Scrutiny • Cross Version • Discharge • Plead Guilty • Issue of Process	Mr. Mamrez Khan Khalil, AR (Admn), PHC	09:00 - 10:15
3.4	Case Management Criminal (Trial) • Framing of Charge • Trial scheduling & Order of Examination • Attendance of Witnesses • Statement of Accused • Defense Evidence • Right of Hearing	Mr. Adil Majeed, Director HR&W, SDJ, PHC	10:45 - 12:00
3.5	Framing of charge & Statement of Accused (Practical Exercises)	Arbab Aziz Ahmad, AR, PHC(Mingora Bench)	12:00 - 01:15
3.6	Judgment Writing: Criminal • Essentials • Points for Determination • Appreciation of Evidence • Relevance, Admissibility & Standard of Proof	Mr. Mohammad Zeb Khan, D&SJ, Mardan	02:15 - 03:30

	Handling Precedents		
Day 4, Thursday (6th June 2024)			
4.1	Recap/ Feedback Session	Faculty, KPJA	08:00 - 08:20
4.2	Interactive Session	Hon'ble Justice, PHC	08:20 – 09:00
4.3	Probation & Sentencing Laws	Mr. Mamrez Khan Khalil, AR (Admn), PHC	09:00 - 10:15
4.4	Illegal Dispossession Act: Causes of Delay	Mr. Ashfaque Taj, D&SJ, Swabi	10:45 - 12:00
4.5	Dynamics of Narcotics Trial	Mr. Asad Hameed, Judge Consumer Court, Peshawar	12:00 - 01:15
4.6	Trials of Offences Against Vulnerable Segments - Procedure & Guidelines Regulating Witness Protection and Witness / Victim Identity - Psychological Support - Mode of Recording Evidence in JJSA, CPA & GBV Cases	Ms. Wadeeya Mushtaq Malik, AD&SJ, Swabi	02:15 - 03:30
5.1	Recap/ Feedback Session	Faculty, KPJA	08:00 - 08:20
5.2	Interactive Session	Hon'ble Justice, PHC	08:20 – 09:00
5.3	Criminal Revision and Appeal Techniques for Expeditious Meritorious Disposal	Mr. Tariq Yousafzai, District & Sessions Judge (Rtd.)	09:00 - 10:15
5.4	Justice of Peace and Habeas Corpus	Mr. Ghulam Abbas, Director NJPIC, PHC	10:45 - 12:00
5.5	Stress Management	Dr. AbidaNazir, Psychologist, Sarhad Hospital for Psychiatric Disease, Peshawar	12:00 - 01:15
5.6	Academy Night		07:30 onward

Day 6, Saturday (8 th June, 2024)			
6.1	Recap/ Feedback Session	Faculty, KPJA	08:00 – 09:00
6.2	Interactive Session	Director General, KPJA	08:20 – 09:00
6.3	Case Management (Civil)-I • Evolution of Civil Procedure: Conceptual Framework • Scrutiny of Complaint • Return and Rejection of Complaint • Issuance of Process • Summary Judgment • Challenges & Techniques	Mr. Kamran Basharat Mufti, MIT, IHC	09:00 - 10:15
6.4	Case Management (Civil)-II • Framing of Issues • Trial Management • Attendance of Witnesses	Mr. Kamran Basharat Mufti, MIT, IHC	10:45 - 12:00
6.5	Temporary Injunctions: • Law and Procedure	Ms. Faryal Zia Mufti, Director Instructions, KPJA	12:00 - 01:15
6.6	Alternative Dispute Resolution within Formal Justice System	Mr. Mohammad Shoaib, D&SJ, Abbottabad	02:15 - 03:30
Day 7, Sunday (9 th June 2024) Weekend			
Day 8, Monday(10 th June 2024)			
7.1	Recap/ Feedback Session	Faculty, KPJA	08:00 - 08:20
7.2	Interactive Session	Hon'ble Justice, PHC	08:20 – 09:00
7.3	Framing of Issues: Practical Exercises	Ms. Hina Khan, Director Instructions, KPJA	09:00 - 10:15

7.4	Methods of enforcing appearance of witnesses	Ms. Farhana Tabassum, AD&SJ, Charsadda	10:45 - 12:00
7.5	Judgment Writing (Civil) • Essentials • Appreciation of evidence focusing on Relevance, Admissibility & Preponderance of Evidence • Handling Precedents	Mr. Naveed Ahmad Khan, D&SJ (Rtd.)	12:00 - 01:15
7.6	Performance Monitoring & Evaluation: • M&E Policy 2020-25 • CFMIS • DPEP • Inspection Reports	Mr. Zia Ur Rehman, Dean Faculty and Mr. Lal Shad, I.T Specialist, KPJA	02:15 - 03:30
Day 9, Tuesday(11th June 2024)			
8.1	Recap/ Feedback Session	Faculty, KPJA	08:00 - 08:20
8.2	Interactive Session	Hon'ble Justice, PHC	08:20 – 09:00
8.3	Preparation of Decree Sheet – Common Mistakes	Mr. Kalim Arshad Khan, Chairman, KP Service Tribunal	09:00 - 10:15
8.4	Execution of Decree: Techniques for Expeditious Proceedings	Mr. Tahir Aurangzeb, AD&SJ, Swat	10:45 - 12:00
8.5	Civil Appeal, Review & Revision • Techniques for Expeditious Meritorious Disposal	Mr. Asad Hameed, Judge Consumer Court, Peshawar	12:00 - 01:15
8.6	Family Appeal: Practice & Procedure	Ms. Zeba Rasheed, Judge Consumer Court, Kohat	02:15 - 03:30
Day 10, Wednesday (12th June 2024)			
9.1	Recap/ Feedback Session	Faculty, KPJA	08:00 - 08:20
9.2	Interactive Session	Hon'ble Justice, PHC	08:20 – 09:00
9.2	Hudood Laws:	Dr. Qazi Ataullah,	09:00 - 10:15

	• <i>Qisas, Diyat & Ta'azir</i> • Nature of injuries	AD&SJ, Abbottabad	
9.3	Maintenance of Record: • Registers • Judicial & Administrative Correspondence	Mr. Asghar Shah, Additional MIT, PHC	10:45 - 12:00
Concluding Ceremony			
a	Arrival of the Chief Guest		12:00
b	Recitation from the Holy Quran		12:15 – 12:20
c	Trainees Feedback	Class Representative	12:20 – 12:30
d	Closing Remarks by the Director General		12:30 – 12:40
e	Address by Hon'ble the Chief Guest (subject to availability & Confirmation)		12:40 – 12:50
f	Certificates Distributions		12:50 – 01:00
g	Group Photo, Lunch & Departure		01:00 onward

ANNEX-C: TRAINING IN PICTURES

INAGURAL CEREMONY



The inaugural ceremony was graced by Mr. Justice Ishtiaq Ibrahim, Hon'ble the Chief Justice, Peshawar High Court, Peshawar / Chairman, Board of Governors, Khyber Pakhtunkhwa Judicial Academy.

Day-1



Mr. Muhammad Naseem, Additional Registrar, Peshawar High Court, Bannu delivering lecture on “Judicial Ethics & Code of Conduct” .



Discourse on “Orientation on Service Laws” by Mr. Ahmad Sultan Tareen, D&SJ retired



Mr. Muhammad Asif Khan, D&SJ, Nowshera on “Effective Communication Skills & Personal Grooming”.



The last session of the day on “Court Management Skills” by Mr. Ashfaq Taj, D&SJ, Swabi



Training Participants



Training Participants

Day-2



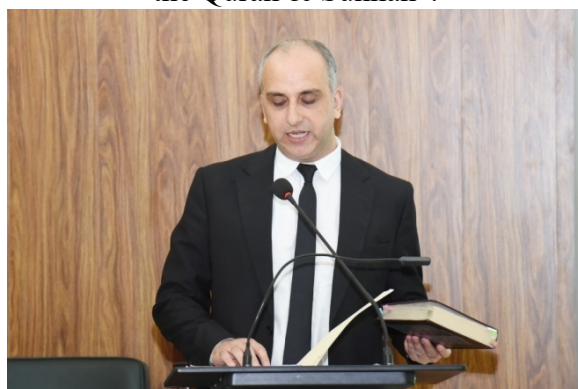
Mr. Justice Shakeel Ahmed, Hon'ble Judge, Peshawar High Court, Peshawar has been pleased to interact with the trainee judges.



Mr. Zia ur Rehman, Dean Faculty, KPJA, presented lecture on "Significance of Islamic Laws: Examining Law-Giving Verses from the Quran & Sunnah".



Mr. Zaeem Ahmad, Additional District and Sessions Judge, Swabi, delivered a compact presentation on the "Legal Framework for Superintendence of the District Judiciary".



Mr. Jamal Shah Mahsood, Additional District and Sessions Judge, Shabqadar/Charsadda, led session on "Judicial Officer's Role in Prison Supervision"



Mr. Dost Muhammad Khan, District and Sessions Judge, Mohmand, interacted on topic of "Bail & Superdari".



Training Participants

Day-3



Mr. Jehanzeb Shinwari, DG KPJA during Feedback Session



Mr. Zia ur Rehman, Dean Faculty, KPJA during feedback session



"Case Management: Criminal (Pre-Trial)" by Mr. Mamrez Khan Khalil, Additional Registrar Admin, Peshawar High Court.



Mr. Adil Majeed, Director, HR&W, SDJ, Peshawar High Court, had discussion on "Case Management Criminal (Trial)" in session two.



Mr. Arbab Aziz Ahmad, Additional Registrar, Mingora Bench, discussed the topic of "Framing of Charges & Statement of Accused (practical Exercise)"



Mr. Muhammad Zeb, District & Sessions Judge, Mardan, delivered the presentation on the topic "Judgment Writing: Criminal".

Day-4



Interactive session with Mr. Justice Arshad Ali, hon'ble Judge Peshawar High Court.



Mr. Mamrez Khan Kahlil, District & Sessions Judge/Additional Registrar Admin Peshawar High Court had a discourse on "Probation & Sentencing Laws"



Mr. Ashfaq Taj, District and Sessions Judge, Swabi, discourse focused on the "Illegal Dispossession Act: Causes of Delay".



Mr. Asad Hameed Bangash, District and Sessions Judge/Judge Consumer Court, Peshawar enlightens the participants on the topic of "Dynamics of Narcotics Trial".



Ms. Wadeya Mushtaq Malik, Additional District & Sessions Judge, Swabi, presented the topic "Trials of Offences Against Vulnerable Segments".



Training Participants

Day-5



The interactive session was graced by Mr. Justice Sahibzada Asadullah, Hon'ble Judge, Peshawar High Court.



Mr. Tariq Yousafzai, District & Sessions Judge (Rtd).addressed on the topic of "Criminal Revision and Appeal."



Mr. Ghulam Abbas, District & Sessions Judge/Director NJPIC, Peshawar High Court, had discourse upon the topic "Justice of peace and Habeas Corpus".



Dr. Abida Nazir, Psychologist, Sarhad Hospital for Psychiatric Disease, Peshawar, presented the topic "Stress Management".



Training Participants



Training Participants

Day-6



A presentation by Mr. Kamran Basharat Mufti, District & Sessions Judge / MIT, Islamabad High Court on the topic of "Case Management."



Ms. Faryal Zia Mufti, Director Instructions, KPJA shared the topic of "Temporary Injunctions".



Mr. Muhammad Shoaib, District & Sessions Judge, Abbottabad. Briefed the participants on "Alternative Dispute Resolution within the Formal Justice System".



Training Participants



Training Participants



Training Participants

Day-8



Mr. Justice Syed Muhammad Attique Shah, hon'ble Judge, Peshawar High Court, led an interactive session on the eighth day of the training.



Ms. Hina Khan, Director Instructions, KPJA, delivered a presentation titled "Framing of Issues: Practical Exercises."



Ms. Farah Attaullah, Senior Director of Research & Publications, KPJA, addressed the topic of "Methods of Enforcing Witness Appearance"



Mr. Naveed Ahmad Khan, District & Sessions Judge (Retd) provided insights into "Judgment Writing (Civil)."



Mr. Zia Ur Rehman, Dean Faculty, KPJA, tackled the important topic of "Performance Monitoring & Evaluation."



Training Participants

Day-9



Barrister Ikhtiar Khan, Registrar, Peshawar High Court, Peshawar during the interactive Session



Mr. Zia ur Rehman, Dean Faculty, addressed the critical issue of "Preparation of Decree Sheets - Common Mistakes"



Mr. Tahir Aurangzeb, Additional District & Sessions Judge, Swat, shared thought-provoking experiences on the topic "Execution of Decree: Technique for Expeditious Proceedings".



Mr. Asad Hameed Bangash, Judge, Consumer Court, Peshawar, addressed trainees in third Session on the Topic "Civil, Appeal, & Review".



Ms. Zeba Rasheed, Judge Consumer Court, Kohat, talked on the topic "Family Appeal: Practice & Procedure".



Training Participants

Day-10



Discourse on “Hudood Laws – Qisas, Diyat & Taazir and Nature of Injuries” by Dr. Qazi Attaullah, Additional District & Sessions Judge, Abbottabad.



Mr. Asghar Shah Khilji, Additional MIT, Peshawar High Court, Peshawar appraised the participants on “Maintenance of Record”.



Plumeria sapling planted at the Academy by the participants of 10-Day Pre-Service Orientation Training for Additional District & Sessions Judges / Izafi Zilla Qazis (2024) (03-12 June, 2024)

CONCLUDING CEREMONY











KHYBER PAKHTUNKHWA JUDICIAL ACADEMY

10-Day Pre-Service Orientation Training for Additional District & Sessions Judges

June 03 - 12, 2024



Sitting L to R:

Mr. Lal Shad(Dr. IT), Syed Munawar Ali Shah Bokhari(R&PO), Mr. Farah Anshul(R&SD&PA), Mr. Ahmad Imdadur (PSO to HCL-PHC), Mr. Jehanzeb Shireward (Director General), Mr. Javedre Sabting Barmine (Hon'ble the Chief Justice-PTC), Mr. (Rajiyar Khan) (Sagpoor-PHC), Mr. Zia ur Rehman(Dean Faculty), Mr. (Imamullah Shahzad Khan (SDA), Mr. Hani Khan (DH-1), Mr. Faraj Zia Mulla(DH-1), Mr. Zafar Ullah Khan (Dr. Adnan).

Standing L to R-1

Mr. Maqsood Ur Rehman, Mr. Irfan Ali, Mr. Imtiaz Ali-H, Mubarak Zeh, Mr. Asif Ali, Mr. Gul Nawaz, Mr. Asfandiyar Yousof Zai, Mr. Rakoon Ullah, Mr. Akbar Ali, Mr. Muhammad-Sagad Khan, Mr. Rafi Ullah, Mr. Amir Hussain, Mr. Imtiaz Ali-1, Mr. Zahid Gul, Mr. Asfandiyar, Mr. Shah Nawaz, Mr. Muhammad Naveed Khan, Mr. Kamal Farid Taseel.

Standing L to R-2

Mr. Muneer Ahmad, Mr. Iqbal Ullah Khan, Mr. Shuja ul Din, Mr. Khatir Hussain.

(Inaugural Ceremony)