

# ANNUAL REPORT 2016 SINDH JUDICIAL ACADEMY (SJA) PAKISTAN



**Supervised by:**

**Mr. Justice Ali Aslam Jafri, Director General, SJA**

**Edited by:**

**Mr. Chauhdry Wasim Iqbal, Faculty Member, SJA**

**Creative Content Manager:**

**Mohammad Murtaza Khan, IT Expert/Faculty Member, SJA**

**SINDH JUDICIAL ACADEMY: Judges Bungalow No.1 & 2, Bath Island, Ferozenana Road, Clifton,  
Karachi. Email: [info@sja.gos.pk](mailto:info@sja.gos.pk) Web: [www.sja.gos.pk](http://www.sja.gos.pk)**

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## FOREWORD

The individuals administering justice have legal duty under the Constitution of Islamic Republic of Pakistan to act independently, impartially, fairly and intellectually to ensure that justice should not only be done but seems to be done. The complete judicial system is established to encompass these obligations for which endeavors are carried out to correct the errors as much as remove the ills and evils from the system. Indeed the Judges are appointed after true competition supervised by the judicial hierarchy under the principles of “rule of law and independence of judiciary”, however, we should recognize that these individuals are the one who never had any occasion to act as a Judge. They might enjoy status of advocate, solicitor, barrister, state counsel or a successful defense lawyer but such experience would not be sufficient to equip them with skills a Judge may require.

The real intent of the Academy is to share knowledge, develop skills and change attitudes, in order to meet the prevalent challenges a Judicial Officer may come across from time to time while discharging his duties throughout his carrier. In my humble view, besides, propagation of concepts of professional competency amongst Judges, the Academy is required to share personality development tools including the communication skills, time management skills and stress management concepts in the training modules.

The diversified role of judicial education institutions is well recognized in the globalized world. As such, this year we redefined the traditional approach as to the scope of work and set more dynamic methods to achieve the objectives. The Academy has at the one hand chalked out an extensive judicial calendar for regular sessions of training, workshops and research related activities and on the other has successfully hosted partnership activities with the Legal Aid Society, Sindh Anti-Corruption Department and Institution of Business Administration, the Academy has also imparted two weeks exhaustive training program for the newly appointed Junior Court Associates of High Court of Sindh.

I express my heartiest gratitude to the Hon’ble Chairman for his keen interest in the subject of judicial education and building capacity of the Academy by appointing dedicated serving Judicial Officers as permanent Faculty Members in the Academy. I am pleased to submit Annual Report 2016 to the Board in respect of various activities carried out by the Academy during the year, together with the report relating to the accounts of the Academy.

JUSTICE (R) S. ALI ASLAM JAFRI  
DIRECTOR GENERAL

## CHAPTER I

### Executive Summary

This Annual Report of the year 2016 shall present the activities carried out by the Academy in the calendar year in relation to its functions described in principal legislation i.e. the Sindh Judicial Academy Act, 1993.

The Academy has been offering various courses since its inception in the year 1993, with the worthy participation of highly regarded and experienced visiting faculty consists of serving and retired senior Judges of the Honourable High Court of Sindh and the District Judiciary. This year too, the Academy has met the challenges to provide quality judicial education to not only the serving judges of the district judiciary but also to the new entrants and other stake holders of the justice sector. With great commitment and professional refinedness, a comprehensive three months training module was developed for 149 newly appointed Civil Judges/Judicial Magistrates. Such training was followed by examination consists of four papers i.e. Civil Judgment Writing, Criminal Judgment Writing, Family Judgment Writing and a Multiple Choice Questionnaire on substantive and procedural laws. The Judges who were found less in capacity had to undertake one month further training. The Academy has this time ensured that the judicial officers prior to resume their respective assignments be equipped with all necessary knowledge and skills. At the same time trainers were also assessed.

In order to ensure strict adherence to the National Judicial Policy, the Academy conducted two days capacity building workshop for District and Sessions Judges, which has been concentrated with the management and administration tools. The Academy imparted two weeks refresher courses to the newly promoted Additional District and Sessions Judges as well the Senior Civil Judges, which too were followed by competency check examinations. It is yet another achievement of the Academy as it is the first time ever when the Academy has offered an exhaustive and comprehensive training module for the newly appointed Junior Court Associate Officers in High Court of Sindh. The formulation of the course

syllabi and development of faculty accordingly were the challenges, besides, the training was scheduled for evening hours.

The mode of providing judicial education has been grown over the last twenty four years. Owing to lack of training Centre by other government departments playing their role in justice sector, the Academy volunteered its expertise and services to those institutions. The vision of the present Director General led the Academy to sign memorandum of Understanding for active collaboration with Sindh Anti-Corruption Department, Centre of Excellence in Islamic Finance - Institute of Business Administration and the Legal Aid Society (LAS). Such collaborations successfully developed the training modules for the judicial officers as well as the other stake holders. In this regard the most important and successful event was an INTERNATIONAL ROUNDTABLE CONFERENCE ON JUDICIAL EDUCATION scheduled on 7<sup>th</sup> and 8<sup>th</sup> May 2016 at Karachi which was chaired by the Honourable Chief Justice of Pakistan on the joint request of LAS and the Academy. Dr. Livingstone an academician and an expert on the subject of Judicial Education steered the academic part of the conference. All academies made their representation in the conference and finally the working groups placed their recommendations which have been declared as policy substance for the activities at the Academy in future.

It is ever first task undertaken by the Academy, when a course was designed for the newly appointed Junior Court Associate Officers of High Court of Sindh. Such training stretched on one month length scheduled in the evening sessions sparing them in morning to have 'On Job Training' on their respective assignments. The Academy has actively participated with GIZ International in order to improve the capacity of prosecution in Sindh province who developed courses for the prosecution department and the police investigation officers accordingly.

The Academy has encouraged the academic culture by introducing periodical revisions of the training manual and syllabus developed earlier by the worthy faculty members back in the year 2008-2009.



The Report exhibits the ratio of standard, performance and evaluation as an external indicator of success. The implementation of Case Flow Management System (CFMS) has given an easy access to the administration to check the working of judicial officers in all over the Province. The information in this regard informally shared, indicates a positive impact of judicial education imparted by the Academy. It is more important than ever, that a comprehensive methodology for Training Need Assessment should be introduced which will provide basis for formulation of priority in targets. The Academy is working on it and intends to seek assistance from MIT Branch.

The infrastructural issues of the Academy have been considered by all the concerns, more particularly, the Chairman of the Board/Honorable Chief Justice, High Court of Sindh and the Development Committee of the High Court of Sindh, pleased to expedite the long delayed construction project of Hostel of the Sindh Judicial Academy and gave a life to a dream project. On 19<sup>th</sup> November 2016 Hon'ble Chief Justice performed the Ground Breaking Ceremony of a project of constructing 56 Studio Apartments situated at the walking distance from the Academic block of the Academy.

The Report shall further present the financial position of the Academy. Statutorily, the Academy is a non-profit institution, which depends solely on the grant of Sindh Government. The Academy has therefore drafted a more rational Judicial Calendar with the calculations of expected resources, expenses and services. The Academy has also conducted desk study as to know best practices followed in other Judicial Academies providing judicial education in the Country and came up with a proposal to amend the Sindh Judicial Academy Act, 1993.

## CHAPTER II

### The Management

Sub section 2 of section 3 of the Sindh Judicial Academy Act, 1994 describes legal character of the Academy in the following words:

*“The Academy shall be a body corporate having perpetual succession and a common seal with power to acquire, hold and dispose of property, both movable and immovable and shall by the name specified in subsection (1) sue and be sued”*

### Board of Governors

The administration of its affairs vests in the Board of Governors which is presently represented by the following:

1	<b>Hon’ble Mr. Justice Syed Sajjad Ali Shah</b> Chief Justice, High Court of Sindh	<b>Chairman</b>
2	<b>Hon’ble Mr. Justice Ahmed Ali M. Sheikh</b> Senior Puisne Judge, High Court of Sindh	<b>Vice Chairman</b>
3	<b>Mr. Ashtar Ausaf Ali</b> Attorney General of Pakistan	<b>Member</b>
4	<b>Law Minister</b> Government of Sindh	<b>Member</b>
5	<b>Barrister Zamir Hussain Ghumro</b> Advocate General Sindh	<b>Member</b>
6	<b>Vacant</b> One District & Sessions Judge	<b>Member</b>
7	<b>Mr. Mushtaque Ahmed Memon</b> Senior Advocate & Member of Sindh High Court Bar Association	<b>Member</b>
8	<b>Hon’ble Mr. Justice (R) Nasir Aslam Zahid</b> Dean, School of Law, Hamdard University	<b>Member</b>
9	<b>Mr. Parkash Lal Ambwani</b> Secretary Law, Government of Sindh	<b>Member</b>
10	<b>Mr. Javed Jabbar</b> Former Senator and Renowned Scholar	<b>Member</b>
11	<b>Mr. Ghulam Mustafa Memon</b> Registrar, High Court of Sindh	<b>Member</b>
12	<b>Hon’ble Mr. Justice (R) S. Ali Aslam Jafri</b> Director General, Sindh Judicial Academy	<b>Secretary</b>



## Powers & Functions

1. Section 6 of the Act, casts powers and functions upon the Board to carry out the intent and purposes of the Academy as such the Board of Governors shall, interalia:

- (a) exercise general supervision over the affairs-of the Academy;
- (b) lay down the policy and programme for legal orientation, continuing education and training of members of the subordinate judiciary, law officers and members of the bar and approve courses of training;
- (c) examine and evaluate the activities of the Academy;
- (d) consider and approve the budget estimates;
- (e) receive grants-in-aid from the Federal Government, Provincial Government or aid-giving agencies;
- (f) cause proper books of accounts to be maintained for all sums of money received and expended by the Academy and arrange for their audit by the Accountant-General, Sindh;
- (g) create, abolish and suspend posts;
- (h) prescribe duties of the member's of the staff of the Academy;
- (i) appoint, suspend, punish and remove from service any member of such staff;
- (j) purchase, hire, construct or alter any building for the Academy;
- (k) regulate, determine and administer all matters concerning, the Academy; and
- (l) decide any other matter ancillary and incidental to the facilities of the Academy or any matter which the Director-General may bring to the notice of the Board.

2. In order to meet the exigencies, Section 7 of the Act empowers the Board of Governors to delegate all or any of its powers and functions to the Chairman, any Member of the Board or the Director General. Besides in such like matters, the Director General of the Academy is also empowered to take necessary immediate action subject to prior approval of the Chairman.

## Profile of the Hon'ble, Mr. Justice Sajjad Ai Shah, Chairman, Board of Governors, SJA/Chief Justice, High Court of Sindh



*Honorable Mr. Justice Syed Sajjad Ali Shah, Chairman BoG, Sindh Judicial Academy  
& Chief Justice of High Court of Sindh*

Personal:	Born at Karachi on 14 <sup>th</sup> August, 1957
Education:	Graduation from Government Islamia College, Karachi. LL.B. from Sindh Muslim Law College, Karachi, 1984. LL.M. from Sindh Muslim Law College, Karachi, 1988.
Professional Career:	Enrolled as an Advocate in the year 1985. Practiced law at Bar for 20 years.
Judicial Career:	Elevated to the Bench of Sindh High Court on 24 <sup>th</sup> October, 2005.
Academic Contribution:	Remained as Honorary Lecturer in S.M. Law College Karachi from 1995 till elevation to the Bench.
Professional Career:	Appointed as Standing Council for Government of Pakistan in year 2002 and thereafter as Deputy Attorney General for Government of Pakistan in the year 2004.
Appointment as a Chief Justice:	Elevated to the Bench of Sindh High Court on 24 <sup>th</sup> October, 2005. Took oath as Chief Justice of Sindh High Court on 14 <sup>th</sup> December, 2015.

## Profile of the Hon'ble Mr. Justice (R) S. Ali Aslam Jafri, Director General, Sindh Judicial Academy/Secretary, Board of Governors, SJA



<b>Personal:</b>	<p>Father's Name : <b>S. Ali Mutahir Jafri</b></p> <p>Date of Birth : <b>13-10-1943</b></p> <p>Email Address : <b>dg@sja.gos.pk</b></p>
<b>Education:</b>	<p>Educated at Khairpur and Sukkur.</p> <p>Passed LL.B. from Sindh University in 1964</p>
<b>Professional Career:</b>	<p>Enrolled as an Advocate of Lower Court on <u>10<sup>th</sup> March 1965</u>.</p> <p>Enrolled as an Advocate of High Court of Sindh on <u>16<sup>th</sup> April 1972</u>.</p> <p>Enrolled as an Advocate of Supreme Court of Pakistan on <u>29<sup>th</sup> April 1986</u>.</p>
<b>Judicial Career:</b>	<p>Elevated as Judge High Court of Sindh on <u>11-10-2000</u>.</p> <p>Remained as a Judge of High Court of Sindh w.e.f. <u>11-10-2000</u> to <u>12-10-2005</u>.</p> <p>Remained as Federal Insurance Ombudsman of Pakistan w.e.f. <u>2<sup>nd</sup> May 2006</u> to <u>30<sup>th</sup> April 2010</u>.</p> <p>Presently Director General, Sindh Judicial Academy, Karachi w.e.f. 30-01-2016.</p>
<b>Academic Contribution:</b>	<ul style="list-style-type: none"> <li>▪ Member of Board of Governors of National University of Computer &amp; Emerging Sciences FAST-NU Islamabad.</li> <li>▪ Member Syndicate, Shah Abdul Latif University, Khairpur.</li> <li>▪ Member of Board of Governors of SZABIST.</li> <li>▪ Member Syndicate, IBA Sukkur.</li> <li>▪ Has taught law in Government Law College, Khairpur from <u>30-09-1970</u> to <u>09-10-2000</u>.</li> </ul>

- Principal, Government Law College Khairpur, from 15-02-1985 to 09-10-2000.
- Remained as Dean Faculty of Law Shah Abdul Latif University, Khairpur.
- Visiting Faculty Member of Sindh Judicial Academy from 2005 to 2015.
- Visiting Faculty Member of S.M. Law College from 13-10-2005 to 29-09-2006 and again from 01-06-2015 till date.
- Visiting Faculty Member of Zulfiqar Ali Bhutto Law School, Shah Abdul Latif University, Khairpur since 31<sup>st</sup> December 2015.
- Visiting Faculty Member of Shaheed Zulfiqar Ali Bhutto Law University, Karachi.

## Office of the Director General

Section 11 of the Act, describes the powers of the Director General of the Academy in the following words:

*“(1) The Director-General shall be appointed by the Board on such terms and conditions as it may determine and shall perform his functions under general directions of the Board.*

*(2) The Director-General shall be responsible for the maintenance of good order and discipline.*

*(3) The Director-General shall be the principal accounting officer of the Academy.”*

## Composition of the Management and Staff of the Academy

Section 12 of the Act, describes the management of the Academy in the following words:

- “1. Officers and members of the staff of the Academy may be appointed either by direct recruitment, transfer, deputation or otherwise, on such terms and conditions, as may be determined by the Board.*
- 2. The Director-General may:*
  - a) on the recommendation of a Selection Committee constituted by the Board, appoint members of the staff to posts in Basic Pay Scales up to 16; and*
  - b) on the recommendation of a Selection Committee constituted by the Board, and with the prior approval of the Chairman, appoint officers to posts in Basic Pay Scales 17 and above.”*

## Mission Statement

The Academy's mission is to bring in conformity the level of knowledge, skills and attitude of the Judicial Officers discharging their functions in Province of Sindh with the legal instruments and highly regarded customary practices as much as to strictly follow the dictums given by the Apex Courts for such objectives. The Academy bridges the gap between all stakeholders of Justice sector and ensure their consistent growth and development. The Academy generates as well as focuses on development of research for developing the curricula and the course material. Developing sensitization amongst all stakeholders of the justice sector of all sorts of discrimination is an important feature of the Academy's mission.

## Aims & Objectives

- a) legal orientation, training of members of the subordinate judiciary, law officers and members of the bar;
- b) continuing education of members of the subordinate judiciary;
- c) holding of conferences, seminars, workshops and symposia for improvement of judicial system and quality of judicial work;
- d) providing information on legal and constitutional research;
- e) to conduct departmental examinations of members of establishment of subordinate Courts and the High Court;
- f) performing such other incidental functions as may be approved by the Board or as may be requisite to further its objectives; and
- g) publishing of journals, memories, research papers or reports.



## CHAPTER III. The Academic Activities

### Two days Capacity Building Workshop for District & Sessions Judges, February 12 & 13, 2016



*Participants with DG & Faculty Members*

The Training program was designed for District and Sessions Judges in order to strengthen their abilities on Case flow Management tools and District Administration by learning skills with the experts on the subject. The objective was to bring sensitization towards delay and idle administration observed in the National Judicial Policy.

The idea was supported by Insaf Network Pakistan, an NGO which presents its object to promote collaboration amongst professional institutions, civil society, academia, justice sector institutions and the government organizations.

All District and Sessions Judges working at district level participated in the program, who were provided boarding and lodging facility in the Academy.

On Friday, February 12, 2016, after formal proceedings started with the recitation of Holy Quran, Honorable Director General of the Sindh Judicial Academy Mr. Justice (R) Ali Aslam Jafri addressed the participants and described purpose of the workshop and highlighted important features of the training module.

In the first session Dr. Zafar Ahmed Khan Sherwani, retired District and Sessions Judge, shared his views on Case Flow Management and District Administration/Management. He explained the position before and after the launching of online Case Flow Management System as below:

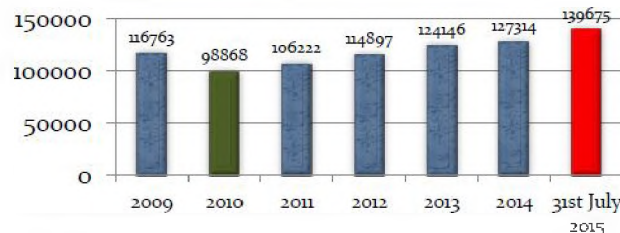


Honorable FM, DG & CIT

#### • Situation Report

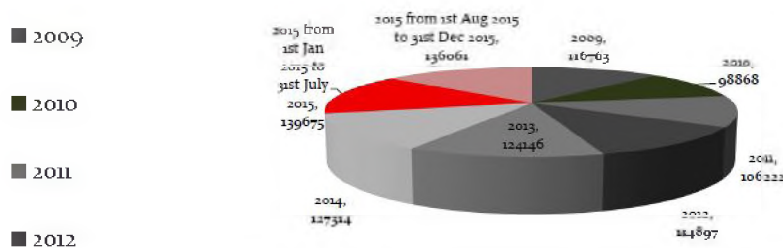
- Before launching of CFMS.
- Monthly Disposal and Pendency Report.

Graph showing the year wise pendency of the District Judiciary from 31-12-2009 to 31-07-2015



#### • Situation Report

- After launching of CFMS in August 2015.
- Monthly Disposal and Pendency Report.





The second session was continued after prayer and lunch break at Committee Room, High Court of Sindh. The Honourable Chief Justice, High Court of Sindh, Mr. Justice Sajjad Ali Shah, enlighten the participants on “Policy on Administration of Justice at Grass Root Level”.

In the successive session Mr. Abdul Rasheed Mahar, Director I.T, High Court of Sindh, delivered his presentation on “I.T Application in Governance of District Administration”.

The certificate distribution ceremony was hosted by Ms. Nuzhat Ara Alvi, District and Sessions Judge/Sr. Faculty Member, SJA. After the recitation of Holy Quran by Dr. Ch. Wasim Iqbal, Additional District and Sessions Judge/Faculty Member, Honourable Mr. Justice (R) Ali Aslam Jafri, Director General, SJA, formally addressed the learned District and Sessions Judges and emphasized upon the need of their personal indulgence in order to overcome multifarious issues in administration of justice and in the success of CFMS.

At the end, certificates were presented to the learned participants by the Honourable Director General, SJA. The ceremony was ended on a group photograph.



*Participants*



*Welcome Address by Honorable DG*



*Certificate Distribution*



*Participants with Honorable Director General, CIT, MIT, Registrar and Faculty Members*

## Two Weeks Performance Evaluation Training for Senior Civil Judges & Assistant Sessions Judges, April 06, 2016 to April 18, 2016, Batch # 59

After amendments in the Sindh Judicial Services Rules, 1994 the Academy was asked to formulate process and policy of Performance Evaluation Training which was successfully carved out within short span of time. Accordingly, the Academy received ever first such mandate vide letter No.Gaz/SJA/2016 dated 28-03-2016 of the Honorable High Court of Sindh, when 25 Senior Civil Judges & Assistant Sessions Judges reported the Academy on 05-04-2016.



*Participants with DG & Faculty Members*

In inaugural session after the formal proceedings, the Honourable, Mr. Justice (R) Ali Aslam Jafri, Director General, SJA addressed the participants and informed them object and importance of the training program and the process of evaluation.

The participants were the aspirants of next cadre i.e. Additional District & Sessions Judge (AD & SJs) which is the court of first Appellate Jurisdiction in Civil and Criminal cases, besides, carrying original



*Honorable DG with Faculty Members*



jurisdiction in the sessions trial cases as well as in certain categories of civil jurisdiction like Summary, Trust, Defamation Suits etc.

### Assessment Policy

This promotion evaluation Training Program was assessed through a written exam. This measure was taken to ensure that the participants took the activity seriously. Result of the assessment was shared with the Hon'ble Sindh High Court. An assessment criteria was set out as follows:

Sr.	Subjects	Marks
1	MCQs	60
2	Essay (Theory)	20
3	Attendance	05
4	Code of Conduct/Etiquette	05
5	IT Skills	10
<b>Total</b>		<b>100</b>



*Post training assessment*

### Certificate Distribution Ceremony

The certificate distribution ceremony was held at the cafeteria, SJA. Mr. Justice Sajjad Ali Shah, Hon'ble Chief Justice, High Court of Sindh was kind enough to spare his precious time and honoured the occasion with his presence. Director General, SJA, presented his welcoming address and shared his heartiest gratitude with the Honourable Chief Justice. He said that "though the time was too short for this type of training, but with the guidance



*Honorable Chief Justice Sajjad Ali Shah addressing the participants*

of the Honorable Chief Justice of Sindh, the Chairman Inspection Team, the Registrar, the faculty members Sindh Judicial Academy, the respectable resource person and the staff Members collective efforts made the thing very easy". He thanked all for making this event successful.

The Honorable Director General elaborated the role of training in a professional's life. He said that "it increases job satisfaction and morale among the participants. It also increases the motivation and efficiencies in processes, resulting in improved performance." Describing the learning of Information Technology he said that "new technologies and methods improve the process of dispensing justice which leads to creating a nice and soft image of judiciary." He expressed his gratitude to the participants for maintaining the discipline, punctuality and showing their immense interest in the training. He hoped that all the participants will going apply



*Honorable Director General, SJA Justice S. Ali Aslam Jafri addressing the participants*

The Honorable Mr. Justice Sajjad Ali Shah, Chief Justice, High Court of Sindh, graced the occasion with his enlighten speech. His lordship emphasized that "The Judicial institution in any democratic State is the guardian of the Constitution and protector of the rights of citizens. The judiciary's foremost role as the third pillar of the State is to defend and uphold the Constitution. In Pakistan generally and in Sindh particularly, the role of judiciary is getting vital with every passing day as the citizens are reposing more confidence in this institution for the redressal of their grievances. It is therefore incumbent upon the judges of superior as well as subordinate courts to acquaint themselves with a better and wider knowledge of human society and its foibles, in order to resolve the contemporary societal problems."

He also shared the pleasant moments from his memory lanes. He congratulated the successful participants and wished that the participants will dispense the justice with their level best efforts.

"This is not the first time that we are benefited by a useful training here. Sindh Judicial Academy always provided us an opportunity to enhance our skills and knowledge time to time." Commented by Mr. Suhrab Khan Brohi, Participants' Representative in his speech. He expressed his gratitude to all respectable faculty members, resource persons and especially the Honorable Mr. Justice Ali Aslam Jafri, Director General, SJA, for his immense efforts in the training program.

At last Honourable Chief Justice was pleased to present the certificates among the participants of the training program.

The ceremony was concluded by the memorable group photograph.



*Certificate distribution ceremony*



*Participants with Honorable Chief Justice, Director General, CIT, Registrar, Faculty Members, Secretary and Staff*



## Two Weeks Capacity Enhancement Training & Evaluation for Newly Promoted Senior Civil Judges & Assistant Sessions Judges, April 27, 2016 to May10, 2016. Batch # 60



*Participants with Director General & Faculty Members*

This training module was developed to equip the newly promoted Senior Civil Judges/ Assistant Sessions Judges with knowledge, skills and attitude the new cadre demands from them. Twenty five Judicial Officers accordingly reported the academy on 27<sup>th</sup> April 2016 and attended the inaugural session which was organized in a conventional format. Honourable Director General, SJA, in his address highlighted the importance of judicial education and emphasized over the role of Senior Civil Judges/Assistant Sessions Judges in our Judicial System.

The course encapsulates the following major areas:

- ✚ Civil Original Jurisdiction – Substantive and Procedural Law.
- ✚ Criminal Law – Substantive and Procedural Law.
- ✚ Court & Case Management.
- ✚ Judicial Ethics & Code of Conduct.
- ✚ I.T. and communication skills.
- ✚ Judgment Writing.

This Capacity Building Training Program was followed with an evaluation test consisting of MCQs and an Essay. The result was accordingly shared with the Honourable High Court of Sindh for record.



*Test being conducted*

#### Certificate Distribution Ceremony

The certificate distribution ceremony was chaired by his lordship Mr. Justice Munib Akhter, Judge High Court of Sindh. His lordship encouraged the participants to improve their capacity and develop correct understanding of law.

Later the certificates were distributed amongst the participants.



*Honorable Mr. Justice Munib Akhter addressing the participants*



*Certificate distribution ceremony*



The ceremony was ended on a traditional group photograph of the trainees with the honorable guests.



*Participants with Honorable Director General, Honorable Mr. Justice Munib Akhtar, CIT, Registrar, Faculty Members, Secretary and Staff*

## Two Weeks Capacity Enhancement and Evaluation Program for newly promoted Senior Civil Judges & Assistant Sessions Judges, May 12, 2016 to May 25, 2016, Batch # 61



*Participants with Director General & Faculty Members*

The second batch of the newly appointed Senior Civil Judges/Assistant Sessions Judges consisting of 24 Judicial Officers reported the Academy on 12-05-2016. The training schedule was the same as designed for the previous batch.

Having completed two weeks exhaustive training program, the Academy arranged Certificate Distribution Ceremony on 25<sup>th</sup> May 2016 when Hon'ble Mr. Justice Ahmed Ali M. Shaikh, Senior Puisne Judge of the High Court of Sindh, graced the occasion with his presence. His Lordship in his speech appreciated the efforts taken by the Honourable Director General, SJA and encouraged the participants to work hard. He said that in Province of Sindh people in general belonged to oppressed class suffering from socio-economic issues. The role of District Judiciary in this regard is more emphatical. His lordship shared that the Judges should not bind ourselves with the stipulated or fixed duty timings since our pride is our commitment with the sacred objectives of this profession.



*Hon'ble Mr. Justice Ahmed Ali M. Shaikh, Hon'ble Director General and Mr. Ghulam Mustafa Memon Registrar High Court of Sindh*



Later, his lordship pleased to deliver the certificates to the participants.



*Hon'ble Mr. Justice Ahmed Ali M. Shaikh addressing the participants*

The ceremony was ended on a traditional group.



*Participants with Hon'ble Mr. Justice Ahmed Ali M. Shaikh, Hon'ble Director General Mr. Justice S. Ali Aslam Jafri, Mr. Ghulam Mustafa Memon Registrar High Court of Sindh, Faculty Members and Secretary SJA*

## Three Months Pre-Service Training & Evaluation Program conducted for Newly Appointed 149 Civil Judges & Judicial Magistrates [30th May 2016 to 30 August 2016 Batch # 62]



*Group Photo of 149 Pre-Service Newly Appointed Civil Judge/Judicial Magistrate with Honorable Director General, MIT & FM*

It has been the most challenging mandate ever entrusted to the SJA since the training was required to be scheduled for one hundred and forty nine newly appointed Civil Judges/Judicial Magistrates. We are thankful to the Honourable Mr. Justice Sajjad Ali Shah, Chief Justice, High Court of Sindh, who was pleased to provide all assistance to the Academy in this regard. All 149 Civil Judges/Judicial Magistrates reported the Academy on 30-05-2015. The training was arranged at the Auditorium of Sindh Boy Scouts Head Quarter Sindh, Karachi. Eighty six out of one hundred and forty nine participants opted for the hostel facility at Sindh Judicial Academy and accordingly they were provided boarding, lodging and travelling facilities.



*Honorable Director General, SJA Justice S. Ali Aslam Jafri addressing the participants*



The inauguration session was started with the recitation of selected verses from the Holy Quran. The Honorable Director General, SJA, in his welcome address, congratulated the participants for their success in competitive exams held by the Honourable High Court of Sindh for their appointment. He expressed that entering into the judicial service is one of the most respected and sought after avenues. It demands great courage and perseverance to become a judge, and even more to be a good judge. He informed the participants as to the importance of judicial education and the evaluation test. He shared that the Academy has developed plans to stretch the role of Sindh Judicial Academy by transforming into a Centre of Excellence for which soon efforts shall be taken. He has emphasized that the regularity and the discipline is to be maintained to achieve all the benefits of this training course at the one hand and to ensure success accordingly in the evaluation process at the other.

All the participants were required to obtain minimum 60% marks in the evaluation and assessment process. After completing training program assessment process was initiated and five participants could not achieve such merit, and therefore they were re-enrolled for another one month training program and it was followed by re-examination. Such painstaking efforts of the Academy have been appreciated by all the concerns.

This training was considered with more scientific approach as further study was conducted by the Academy following quantitative method of research with the objective to know the effective teaching methodologies. In this regard a questionnaire was developed and accordingly shared with the participants to know their perspective regarding teaching methods that were appropriate during the training.

At the end of the training program, trainers were also assessed. Trainers who used mock trials and practical exercises were appreciated. The participants' opinion can be seen hereunder:

#### **Trainees' preferences for using teaching methodologies**

<b>Trainees views on effective teaching methodologies</b>	<b>Responses</b>
<b>Lecture without Power Point Presentation</b>	5
<b>Lecture with Power Point Presentation</b>	76
<b>Lecture followed by Group Discussion</b>	21
<b>Group discussion assignment</b>	15
<b>Practical exercise</b>	126
<b>Mock trial</b>	101
<b>Home assignment</b>	39
<b>Trainees presentations</b>	42

## One Month Training of newly appointed Junior Court Associates in the High Court of Sindh, from 19-09-2016 to 18-10-2016

### Introduction:

The Sindh Judicial Academy has not only imparted training to the Judicial Officers but it has always exhibited great deal of commitment to the new tasks whenever assigned. Upon appointment of Junior Court Associates in the High Court of Sindh; the SJA chalked out induction training program for them in order to equip them with the knowledge and virtues required in the field. Accordingly Twenty-three fresh appointees reported the Academy on 19-09-2016.

The training was started with Pre-training Assessment and ended in Post-training Assessment. The pre-training assessment was consisting of 22 subjective questions. The answers were not assessed in terms of numbers however used for selection of topics and determination of quantum of time needed on each topic/subject. It is pertinent to mention that most of the trainees were not having legal educational background. The trainees while attending the Academy, were also performing their duties from 8 a.m. to 3 p.m. The training program was scheduled from 4 p.m. to 7 p.m. The trainees were provided reading material from time to time by the speakers/trainers. Following reading material, presentations, trainers' note/papers were shared with the participants:

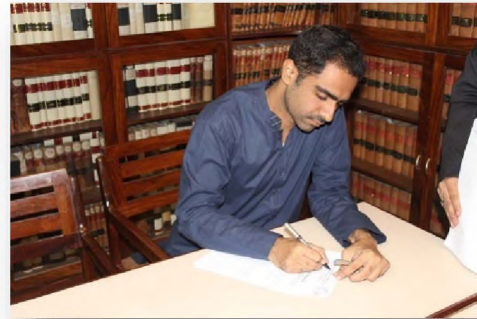
1. Function of the Court Associate/Readers.
2. Function of the Assistant Registrars.
3. Procedure of granting certified copies.
4. Procedure to maintain record of cases reserve for orders/judgments.
5. Organization of Judicial Administration.
6. Orientation of the organogram of the High Court of Sindh.
7. List of case categories (appellate side).
8. List of case categories (original side).
9. Legal terminologies.
10. Parts of judicial file as per Sindh Chief Court Rules.
11. Sindh Chief Court Rules original side [Rules 30 to 39 (Text)].
12. Case law searching from law reports/journals.
13. Court Jurisdiction (Supreme Court to District Courts).
14. Procedural caution and practice relating to receiving of files from Roster Branch and preparation of daily board of cases.
15. Case stages appearing in cause list.
16. Case Flow Management System; orientation to the software and its importance.

The participants, on completion of training, were assessed and they successfully passed the exam. Three (3) trainees obtained 'A+' grade whereas 14 passed in 'A' grade. The certificate distribution ceremony was held at the Conference Room, High Court of Sindh. The ceremony was chaired by Hon'ble Mr. Justice Aqueel Ahmed Abbassi, Judge High Court of Sindh. His lordship pleased to share his vision with participants and emphasized upon the concern exhibited by the High Court of Sindh and Sindh Judicial Academy in organizing first ever induction training to employees of the High Court establishment. He added that the participants shall ensure bringing into practice the knowledge and skills in their respective assignments. Later on his lordship distributed the certificates amongst the participants.

### Training at a glance



*Group of Trainees*



*Post training assessment test*



*Hon'ble Mr. Justice Aqueel Ahmed Abbassi addressing the participants, Hon'ble Director General and Registrar, High Court of Sindh are also present at the occasion*



## CHAPTER IV. The Academic Collaborations and Development Projects

### First National Roundtable Conference on Judicial Education



*Honorable Dignitaries of the Conference*

The Concept of Judicial Education has been redefined throughout the world. In order to inculcate these redefined concepts and to bring more frequent collaboration amongst all the Judicial Academies working in Pakistan, Sindh Judicial Academy organized an international roundtable conference on judicial education with active participation of Legal Aid Society. The MoU was signed in this regard on 19-02-2016. After great deal of codal formalities the conference was schedule for 7 and 8 May 2016.

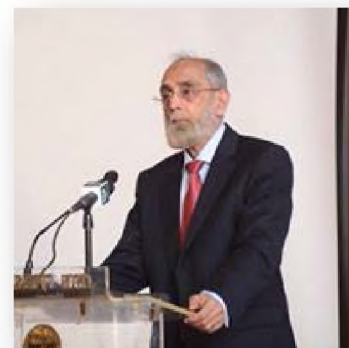
It was held accordingly at Marriott Hotel. Honorable Chief Justice of Pakistan Mr. Justice Anwar Zaheer Jamali was pleased to chair the conference. Honorable Mr. Justice Nasir Aslam Zahid former Judge

Supreme Court of Pakistan Chairperson Legal Aid Society and Honorable Mr. Justice S. Ali Aslam Jafri former Judge High Court of Sindh Director General Sindh Judicial Academy welcomed the respectable guests which include Hon'ble Mr. Justice Arif Hussain Khilji Judge Supreme Court of Pakistan, Hon'ble Mr. Justice Mushir Alam Judge Supreme Court of Pakistan, Hon'ble Mr.

Justice Sajjad Ali Shah, Chief Justice of High Court of Sindh, Hon'ble Mr. Justice Mir Muhammad Noor Meskanzai, Chief Justice of High Court of Baluchistan, Hon'ble Mr. Justice Mazhar Alam Khan Miankhel,



*Hon'ble Chief Justice of High Court of Sindh Mr. Justice Sajjad Ali Shah addressing the participants*



*Hon'ble Chief Justice of Pakistan Mr. Justice Anwar Zaheer Jamali addressing the participants*

Chief Justice of High Court of Peshawar all Honorable Judges of the High Court of Sindh, Dr. Livingston Armytage, Director Centre for Judicial Studies Australia, Director General, Federal Judicial Academy, Baluchistan Judicial Academy, Senior Directors from Punjab Judicial Academy and KPK Judicial Academy and Principals of Law Colleges in Karachi and other stake holders.



*Hon'ble Mr. Justice Khilji Arif Hussain addressing*



*Hon'ble Mr. Justice Nasir Aslam Zahid expressing his views*



*Hon'ble Mr. Justice Ali Aslam Jafri addressing the participants*

The conference organized group discussion on four thematic areas designed by Dr. Livingston Armytage who has earlier imparted master training to trainers at Federal Judicial Academy to the instructors of all the Judicial Academies in Pakistan as well as prepared training toolkit. All groups came up with the recommendations which were presented by the group leaders in the last session. To briefly share the success of the conference, it be said that the conference has provided a deep insight towards major components of the Judicial Education, i-e, training need assessment, skills and attitudes as a subject in curriculum, adult learning methodologies and session plan etc.



*Dr. Livingston Armytage*



*Group discussion*



*Dr. Ch. Wasim Iqbal Faculty Member Sindh Judicial Academy is presenting the recommendation of a group discussion*



## Sindh Judicial Academy and Enquiries & Anti-Corruption Establishment Collaborated to Provide Capacity Building Training for Investigation Officers and Deputy Directors of Anti-Corruption Establishment, Sindh



*The participants with Mr. Muhammad Akbar Addl. Police (Retd.), S. Mumtaz Ali Shah Chairman ACE and Secretary Sindh Judicial*

In the month of February 2016, Chairman Enquiries and Anti-Corruption Establishment Government of Sindh visited and met with Director General, Sindh Judicial Academy for organizing capacity building training program for investigation officers and deputy directors of the establishment. Later on, three successive one week training programs were conducted at Sindh Judicial Academy. Panel of legal experts from Judicial Academy also participated as speakers to share judicial perspective with the trainees.



*Trainees at the training session*

## Sindh Judicial Academy and IBA CEIF joined hands to promote Islamic Banking & Finance



*Signing ceremony of MoU with IBA CEIF*

Institute of Business Administration is a leading educational institution in Pakistan, which has developed Center of Excellence in Islamic Finance to provide education in Islamic Finance.

In order to create awareness of Islamic Banking & Finance practices in the legal fraternity especially among Judiciary in the country, a Memorandum of Understanding has been signed between Centre for Excellence in Islamic Finance, Institute of Business Administration and Sindh Judicial Academy on Friday 4<sup>th</sup> November 2016. Dr. Farrukh Iqbal, Dean and Director, IBA welcomed the delegates of Sindh Judicial Academy at the Centre for Excellence in Islamic Finance, IBA. The MOU was signed between Hon'ble Justice (R) Syed Ali Aslam Jafri, Director General, Sindh Judicial Academy and Mr. Ahmed Ali Siddiqui, Director, IBA CEIF.



*Group Photo of the occasion*

The Sindh Judicial Academy thereafter with the collaboration of CEIF IBA organized a Focus Group Workshop on issues of the Islamic Finance and Banking on 10-11-2016 at Sindh Judicial Academy. This workshop was attended by Executive heads of the State Bank of Pakistan, leading Islamic Banks, Banking Court Judges, practicing Advocates, academicians from IBA and faculty members of the Sindh Judicial Academy. The focus group laid foundation with its recommendations on thematic areas to develop curriculum and training program for practicing advocates, law officers and judges of banking courts.



On 16-09-2016 Mr. Muhammad Shahid Shafiq, visited IBA as resource person and addressed to a Senior Management Group from Islamic Banking System. In the month of November 2016 Mr. Muhammad Shahid Shafiq and Dr. Ch. Waseem (Faculty Members) attended workshop on Islamic banking system.

## Inauguration Ceremony of Construction of Residential & Studio Apartments



*Hon'ble Chief Justice of High Court of Sindh Mr. Justice Sajjad Ali Shah addressing the participants*

The 19<sup>th</sup> November 2016 was a memorable day in the history of Sindh Judicial Academy when the Honorable Chief Justice, High Court of Sindh/Chairman Board of Governors, Sindh Judicial Academy performed ground breaking ceremony of a project of constructing 56 Studio Apartments and 24 Residential Apartments for the Academy. The ceremony was hosted by Mr. Ghulam Mustafa Memon, the Learned Registrar High Court of Sindh.

In his speech, the Director General, Sindh Judicial Academy, Honorable Mr. Justice S. Ali Aslam Jafri said that it is really an important occasion in the history of Academy and it was a long hold desire. He



*Participants*

described the problems that the Academy faced especially in recently passed out batch # 62 consisting 149 students but with the keen interest of Honorable Chief Justice of High Court of Sindh, the things became easy.



*Hon'ble Director General, Sindh Judicial Academy Mr. Justice S. Ali Aslam Jafri addressing the participants*

He requested the Honorable Chief Justice of High Court of Sindh to include an R.O plant as a part of the project so that this problem may be solved on permanent basis. Finally, he thanked all the respectable guests for being present on this auspicious occasion.

Addressing the audience, the Honorable Mr. Justice Sajjad Ali Shah, Chief Justice, High Court of Sindh

said that as Chairman Sindh Judicial Academy, this historical inauguration is really a matter of joy and proud. He said that one of my honorable predecessor Hon'ble Mr. Justice Mushir Alam, the former Chief Justice High Court of Sindh, with his effort and personal interest acquired a piece of land of 100 Acres in the Education City Superhighway for the Academy. For this, a huge amount with great planning required.



*Foundation stone laying ceremony*



He said that we have more than 700 judicial officers in Sindh Judiciary and Sindh Judicial Academy with at most capacity of 40 participants at a time, so far, has done a tremendous job for providing quality and professional education to the officers for their capacity enhancement, whether it was a pre-service or a post-service training. He added that the approved cost of this project is Rs.542.312 Million and the allocation for the fiscal year 2016-2017 is Rs.240 Million in which Rs.120 Million are already released. The area of plot is 33815.0 Sq. Ft/3958 Sq. Yds. and the basement area is 33815.0 Sq. Ft for the parking of up to 86 cars and 36 motorbikes. As per the recommendation of Honorable Director General Sindh Judicial Academy, the Honorable Chief Justice High Court of Sindh gladly announced that this project will have its own Reverse Osmosis (R.O) Plant for the un-interrupted fresh water supply for the users.

The Honorable Mr. Justice Sajjad Ali Shah, Chief Justice, High Court of Sindh then formally inaugurated the project by foundation stone laying ceremony followed by light refreshment to the honorable guests and other participants.



*Layout of the Project*



## Soft reforms activities

During the year, besides academic activities, following initiatives were taken:

1. Designed job descriptions for the Faculty Members[section 6 (c ) and (h)];
2. Prepared monitoring and evaluation system for Faculty Members who are in-service judicial officers[section 6 (c ) and (h)];
3. Revisiting the Sindh Judicial Academy Act, 1993 and proposed amendments as to match with the legislation of other provinces [section 4 (d)];
4. Introduced Academic Calendar as each Academy has its academic calendar but we were lacking and therefore it is now designed. [section 6(b)] ;
5. Prepared of Annual Work plan which shall give target to the Academy for carrying out activities aiming to achieve all objectives of the academy as defined in the Act [section 6(b)];
6. Suggesting rules for law clinics aiming to improve capacity of legal fraternity [section 4(d)]
7. Introduced formal pre-training and post-training assessment mechanism and documented it [section 6(c)].
8. Introduced trainers' assessment mechanism aiming to achieve objectives of National Round Table Conference compelling to the trainers to consume much time for enhancing skills of the trainees [section 6(c)]
9. Wrote papers on legal issues; and [section 4(f)]
10. Worked on publication of journals/publication. [section 4(f)]

These proposals are going to place in the incoming Board's meeting for consideration.

## CHAPTER V. The Academy

### I.T Department

IT department of Sindh Judicial Academy ensure the effective and efficient use of IT in enabling the organization to achieve its goals. The department is also responsible for I.T. training to the Judicial Officers in order to equip them with tools of data processing to make them ready to face the upcoming challenges of the modern world.



*Classroom at Academic Block*

### Establishment of e-Classroom for distant learning through Video Conferencing

Video conferencing is very beneficial in many ways. It's a real time audio/visual contact among person to person, department to department, institution to institution. On the one hand, it curtails the traveling expenses and time elements as well as establishes personal contacts with nominal cost.

In September 2008, an exercise of video conferencing demonstration took place at Sindh Judicial Academy. This was a joint venture between Academy and the Access to Justice Program. In this, a connection was established among Sindh Judicial Academy, High Court of Sindh and PTCL regional office. In the last quarter of 2010, M/s CommTel Systems and M/s StarLinks demonstrated the video conferencing technology. M/s Eastman along with aforesaid companies submitted their budgetary quotations for the kind consideration of competent authority.

### Faculty

The permanent law faculty of the Sindh Judicial Academy consists upon committed academicians having blend of institutional education and field experience.

Dr. Qamarudding Bohra, District and Sessions Judge (R)

Ms. Nuzhat Ara Alvi, District and Sessions Judge.

Mr. Shahid Shafiq, District and Sessions Judge

Dr. Choudhry Wasim Iqbal, Additional District and Sessions Judge.

Mr. Mohammad Murtaza Khan, I.T Expert

## Facilities



## Building

The Academy started functioning in a Court Room of the Annexe Building of the High Court of Sindh under the leadership of Late Justice Z.A. Channa, who was the first Director General of the Academy. Later on it was shifted to Bungalow No. 1 and 2 at Bath Island. Then Bungalows No. 3 and 5 were also handed over to the Academy which were being used as hostel for the trainees till March 2013. A massive and huge scale construction and renovation work was carried out in Bungalows No.1 & 2 while needed repairs were made in Bungalows No.3 & 5 for the betterment of Academy under the supervision of the then



*Admin Block*

Hon'ble Chief Justice Mr. Justice Nasir Aslam Zahid, Mr. Justice Ata-ur-Rahman, Mr. Justice Mushir Alam and Mr. Justice Arif Hussain Khilji of the High Court of Sindh. The Bungalow No.4 was also handed over, but due to its much depleted condition its renovation was not considered feasible.

In view of increasing day by day requirements it was resolved in the meeting of B.O.G. held on 21-10-2009 that a residential complex be built in the area comprising Bungalow Nos. 3, 4, & 5, GOR-I, Bath Island for the purpose of housing the students of the Academy as well as Faculty Members for the City Campus. In order to vacate the premises of Bungalows No. 3, 4 & 5, the furniture / fixture were accordingly shifted to newly allocated flats and vacant possession of these Bungalows was handed over to the in charge Project Director, Hon'ble High Court on 23-5-2013.

## Administration Block

The Administration Block consist of office of the Director General, workstations for Faculty Members, Secretary, Accounts Officer and administrative staff. Recently after making certain internal changes, a room has been reserved for visiting faculty. In Administrative block there is a fully equipped conference room, which is also used for academic purposes like 'Workshop, Conference, programs like Meet the Luminaries'.



*Conference room*

## Academic Block

At the academic block, we have two air-conditioned simulation rooms, air-conditioned library and fully equipped air-conditioned computer laboratory. The simulation rooms are equipped with all the modern gadgets necessary for instructions and teaching.



## Cafeteria

Within the premises of the Academy well-furnished Air Conditioned Cafeteria is situated which can accommodate around 150 persons with separate cooking area available.

## Library

The Academy has established air conditioned fully equipped Library having law books on substantive laws, procedural laws, reference section, encyclopedias, up to date copies of Law reports viz PLD, SCMR, P.Cr.L.J., AIR, All England Law Reports, Corpus Juris



Secundum, Halsbury's Laws of England, Reported Judgments of the Supreme Court of U.S.A. , 72 volumes of Words and Phrases and also up to date editions of Law digest etc. The Library is being



improved day by day and new books and journals are added regularly. The Library is equipped with four Computers with internet facilities. We are using DD system of Library organization.

In future, we are planning to make our library accessible on line. At present 7776 books are available in the Library. A chart showing the year-wise purchase of books since 2006 is given below: -

<b>Date</b>	<b>Year</b>	<b>Record In Library Accession Register</b>	<b>Total Books Added/ Purchased</b>
<b>Up to January 2006</b>		<b>1-3592</b>	<b>3592</b>
<b>28-02-2006 to 18-01-2007</b>	<b>2006</b>	<b>3593 - 3700</b>	<b>108</b>
<b>18-01-2007 to 23-01-2008</b>	<b>2007</b>	<b>3701 - 4201</b>	<b>501</b>
<b>23-01-2008 to 12-09-2008</b>	<b>2008</b>	<b>4202 - 4559</b>	<b>358</b>
<b>12-09-2008 to 06-12-2009</b>	<b>2009</b>	<b>4560 - 4823</b>	<b>264</b>
<b>06-12-2009 to 16-08-2010</b>	<b>2010</b>	<b>4824 - 5059</b>	<b>237</b>
<b>13-01-2011 to 06-06-2011</b>	<b>2011</b>	<b>5060 - 5189</b>	<b>130</b>
<b>22-02-2012 to 20-12-2012</b>	<b>2012</b>	<b>5190 - 5327</b>	<b>138</b>
<b>17-01-2013 to 10-01-2014</b>	<b>2013</b>	<b>5328 - 6683</b>	<b>1356</b>
<b>11-01-2014 to 09-01-2015</b>	<b>2014</b>	<b>6684 - 7516</b>	<b>833</b>
<b>10-01-2015 to 13-12-2015</b>	<b>2015</b>	<b>7517 - 7676</b>	<b>160</b>
<b>14-12-2015 to 4-10-2016</b>	<b>2016</b>	<b>7677 - 7775</b>	<b>99</b>
	<b>Total</b>		<b>7776</b>

## **Lodging and Dining**

Hostel Flats

In March 2013 the Hon'ble Chief Justice, High Court of Sindh was pleased to allot four flats at the Residential Complex situated at Bath Island to accommodate trainee judicial officers during their training. The newly allotted flats were accordingly furnished to accommodate 32 trainee judicial officers with all facilities, such as fully furnished Air Conditioned Rooms, LCDs, Carom Boards, Table Tennis and Chess for recreation in leisure hours.



*Hostel Apartments*



*Bedroom*



*Recreation facility*

## Other Facilities

The Academy has all necessary facilities to hold workshops, seminars for 25 persons at a time and other academic and professional activities. The aim of the present management is to make the Academy a center of excellence. Previously, only few computers and one O.H.P. were available in the Academy. But now the Academy possesses full fledged Resource Centre with 20 New Computer with advance technology and other I.T. related equipment. The work on establishing a modern e-class room with internet facility is likely to start in near future.

### Transport facility:

In the year 2015 an air- conditioned Coaster bus was purchased to provide transport facility to the Trainees during training sessions.

## Hope for New Horizon:

The Government of Sindh has allotted one hundred acre piece of land from N.C. No. 106 of Deh Chuhan, Gaddap Town, Karachi for the construction of a new Campus for Sindh Judicial Academy. The possession of the land has been taken by the Honorable High Court of Sindh for the Sindh Judicial Academy. Necessary steps for construction of Boundary wall on this land are under way to protect the land from land grabbers.

## Finances of the Academy

The Grant-in-aid by the Government of Sindh is the source to meet financial requirements of the Academy. During the financial year 2014-2015, the annual grant of the Academy was raised from Rs. 15.00 million to Rs.30.00 Million.



## Budget

### SINDH JUDICIAL ACADEMY Expenditure incurred during the first six months (1-7-2015 to 31-12-2015) of financial year 2015-16

S.NO	PRIMARY UNITS OF APPROPRIATION	Expenditure incurred during (1-7-2015 to 31-12-2015)
1	Salary of Officers	2,065,652
2	Salary of Staff	3,656,487
3	Telephone	11,683
4	Gas	47,390
5	Electricity	773,816
6	Electronic Communication	74,540
7	Postage & Courier	3,203
8	Water	143,540
9	Fuel (P.O.L)	62,809
10	T.A/ D.A	-
11	Honoraria to Guest Speakers	544,000
12	Honoraria to Staff	-
13	Stationary	50,000
14	Printing & Publication	-
15	Conference/Seminars/Workshops	49,301
16	Books	23,390
17	Uniform & Protective Clothing	6,240
18	Advertisement& Publicity	-
19	Contribution & Subscription	6,957
20	Entertainment	59,235
21	Conveyance Charges	5,220
22	Professional Charges	-
23	Janitorial	31,279
24	Others	6,901
	PURCHASE PHYSICAL ASSETS	-
25	Purchase Transport/Vehicle	335,720
26	Purchase Machinery & Equipment	16,000
27	Purchase Furniture & Fixture	342,850
28	Purchase I.T Equipment	-
29	Purchase Others	99,064
	REPAIR & MAINTANANCE	-
30	R & M Transport/Vehicle	41,774
31	R & M Machinery and Equipment	51,375
32	R & M Furniture and Fixture	-
33	R & M Building	96,658
34	R & M I.T Equipment	21,200
		-
	Grand Total	8,626,284

**SINDH JUDICIAL ACADEMY**  
**Expenditure incurred during the last six months of financial year**  
**2015-16 and first three months of 2016-17**

S.NO	PRIMARY UNITS OF APPROPRIATION	Expenditure incurred during (1-1-2016 to 30-9-2016)
1	Salary of Officers	3,460,247
2	Salary of Staff	3,181,297
3	Medical	-
4	Telephone	13,863
5	Gas	44,640
6	Electricity	802,341
7	Electronic Communication	84,847
8	Postage & Courier	5,658
9	Water	247,000
10	Fuel (P.O.L)	81,470
11	T.A/ D.A	-
12	Honoraria to Guest Speakers	1,596,000
13	Honoraria to Staff	30,000
14	Stationary	43,450
15	Printing & Publication	-
16	Conference/Seminars/Workshops	364,561
17	Books	50,150
18	Uniform & Protective Clothing	53,067
19	Advertisement& Publicity	-
20	Contribution & Subscription	5,026
21	Entertainment	778,053
22	Conveyance Charges	2,200
23	Transportation Charges	-
24	Professional Charges	-
25	Janitorial(Dry-cleaning Charges of Bed sheet, Pillows and cleaning items)	47,393
26	Others	38,160
	<b><u>PURCHASE PHYSICAL ASSETS</u></b>	
27	Purchase Transport/Vehicle	-
28	Purchase Machinery & Equipment	100,051
29	Purchase Furniture & Fixture	371,890
30	Purchase I.T Equipment	-
31	Purchase Others	160,318
	<b><u>REPAIR &amp; MAINTANANCE</u></b>	
32	R & M Transport/Vehicle	35,030
33	R & M Machinery and Equipment	147,121
34	R & M Furniture and Fixture	19,600
35	R & M Building	190,140
36	R & M I.T Equipment	33,198
		-
	<b>Grand Total</b>	<b>11,986,771</b>

**SINDH JUDICIAL ACADEMY**  
**Expenditure incurred during the last six months of financial year**  
**2015-16 and first three months of 2016-17**

S.NO	PRIMARY UNITS OF APPROPRIATION	Expenditure incurred during (1-7-2016 to 30-9-2016)
1	Salary of Officers	2,627,247
2	Salary of Staff	2,100,172
3	Medical	925
4	Telephone	7,134
5	Gas	33,130
6	Electricity	985,660
7	Electronic Communication	31,950
8	Postage & Courier	2,414
9	Water	336,460
10	Fuel (P.O.L)	101,358
11	T.A/ D.A	-
12	Honoraria to Guest Speakers	590,000
13	Honoraria to Staff	-
14	Stationary	51,201
15	Printing & Publication	-
16	Conference/Seminars/Workshops	686,000
17	Books	-
18	Uniform & Protective Clothing	-
19	Advertisement & Publicity	-
20	Contribution & Subscription	3,003
21	Entertainment	1,845,519
22	Conveyance Charges	860
23	Transportation Charges	-
24	Professional Charges	-
25	Janitorial(Dry-cleaning Charges of Bed sheet, Pillows and cleaning items)	31,940
26	Others	6,180
	<b><u>PURCHASE PHYSICAL ASSETS</u></b>	<b>-</b>
27	Purchase Transport/Vehicle	-
28	Purchase Machinery & Equipment	78,378
29	Purchase Furniture & Fixture	-
30	Purchase I.T Equipment	-
31	Purchase Others	3,800
	<b><u>REPAIR &amp; MAINTANANCE</u></b>	<b>-</b>
32	R & M Transport/Vehicle	41,213
33	R & M Machinery and Equipment	48,340
34	R & M Furniture and Fixture	15,000
35	R & M Building	132,350
36	R & M I.T Equipment	300
		-
	<b>Grand Total</b>	<b>9,760,534</b>