KHYBER PAKHTUNKHWA JUDICIAL ACADEMY

PROFESSIONALISM EXCELLENCE DIVERSITY

CONCEPT NOTE

PRE-PROMOTION STATUTORY GRADED TRAINING PROGRAM FOR CIVIL JUDGE-CUM-JUDICIAL MAGISTRATES / *ILAQA QAZIS*

Activity	**PRE-PROMOTION STATUTORY GRADED TRAINING PROGRAM FOR CIVIL JUDGE-CUM-JUDICIAL MAGISTRATE / *ILAQA QAZI***
Duration	**Two-months (March 25 To 28th May, 2026)**
Venue	**Khyber Pakhtunkhwa Judicial Academy (KPJA), Peshawar**
Target Participants	**Civil Judge-cum-Judicial Magistrates / *Illaqa Qazis***
Methodology	**Lectures, Interactive Sessions, Group Discussions**
Designed By	**Dost Muhammad Khan, Director Instructions**
Finalized By	**Ahmed Iftikhar, Dean Faculty**

1. Introduction and Context

The office of the Senior Civil Judge occupies a pivotal leadership position in the district judiciary, combining judicial adjudication with significant administrative, supervisory, and institutional responsibilities. As the head of the district's process-serving agency and a principal administrative support to the District & Sessions Judge, the Senior Civil Judge plays a vital role in ensuring the efficiency, coordination, and overall effectiveness of the justice delivery system.

In addition to the above considerations, the Hon'ble Peshawar High Court has transitioned from a post-promotion training regime to a pre-promotion model. The aim is to ensure that the Judges are equipped with the requisite judicial, managerial, and technological, competencies before assuming higher responsibilities. Furthermore, recent amendments to Rule 5(d) of the Khyber Pakhtunkhwa Judicial Service Rules,

2002, have replaced the criterion of seniority-cum-fitness with selection on merit. The amended rule further prescribes that no regular promotion shall be made unless the officer concerned has completed the prescribed minimum length of service, attended the required training, and passed such examinations as may be determined by the High Court.

2. Program Structure

The two-month training program is divided into the following phases:

- **Phase 1 (Academics Part 1):** 05 weeks on campus focusing on core modules.
- **Phase 2 (Study Tour):** 01 week visit to other Academies.
- **Phase 3 (Academics Part 2):** 02 weeks on campus relating to specialized laws and assessment.

3. Key Modules and Content

The training encompasses the following modules:

Module - 1 Judicial Ethics and Code of Conduct

Module – 2 Personality Development, Social Etiquettes and Wellness

Module - 3 Judicial Leadership

Module – 4 Communication Skills

Module – 5 Court and Case Management

Module – 6 Financial Management, Budgetary Control and Audit

Module – 7 Public Procurement of Goods & Services

Module – 8 Information Technology Skills

Module – 9 Human Resource Management & Administration

Module – 10 Project Management and Planning Framework in the Judicial Sector

Module – 11 Process Serving Agency: Supervision, Efficiency, and Accountability

Module –12 Special Laws & Jurisdiction of Senior Civil Judges

Module – 13 Law of Evidence: Principles, Modern Devices, and Appreciation of Evidence

4. Assessment Framework

The assessment system is designed to evaluate both knowledge and professional conduct of the trainee Judges.

TOTAL MARKS = 150 **QUALIFYING MARKS = 90**

Component	Sub-Component	Marks Allocated	Key Details
Assessment Test & Knowledge	Post-Training Knowledge Test	70 Marks	Tests knowledge, analytical skills, and application of legal principles. **Question Types:** MCQs, Short Answers, Problem-Solving. **Content Coverage:** All topics taught during training.
	Field Visit Report	10 Marks	Evaluation of observations, analysis, and report quality from field visits to courts, legal institutions, or relevant organizations.
	IT Skills	10 Marks	Assessment of participants' ability to use legal research databases, drafting, word processing, and IT tools for legal work.
Professional	Punctuality	10 Marks	Full attendance, adherence to

Conduct & Participation			schedule; deductions for delays/absences.
	Conduct Inside & Outside Classroom	10 Marks	Respectful behavior, adherence to rules, professional decorum.
	Participation in Training	20 Marks	Active engagement, quality contributions in discussions/Q&A sessions (10 Marks) Presentation Skills (10 Marks)
	Assignments	20 Marks	Includes: -**Book Reviews:** 10 Marks -**Research Article / Case Study:** 10 Marks
Total		**150 Marks**	

5. Conclusion

Upon successful completion, the trainees will demonstrate professional competence required for effective performance of the role of senior civil judge. A Training Evaluation Report for each participant will be forwarded to the Peshawar High Court.