CONCEPT NOTE

PRE-PROMOTION STATUTORY TRAINING (PPST) FOR ADDITIONAL DISTRICT & SESSIONS JUDGES

Activity	PRE-PROMOTION STATUTORY TRAINING (PPST) FOR ADDITIONAL DISTRICT & SESSIONS JUDGES
Duration	06 Weeks (Starting from 20th December, 2025)
Venue	Khyber Pakhtunkhwa Judicial Academy, Peshawar
Number of Participants	30 Additional District & Sessions Judges
Methodology	Lectures, Lecture Discussion, Practical Exercises, Presentations, case-based learning, interactive discussions, practical exercises, simulations, AI-assisted learning, field visits, and experiential activities.
Designed by	Wajid Ali, Director Instructions-III
Finalized by	Ahmed Iftikhar, Dean Faculty

Introduction and Context

The District and Sessions Judge, as the head of the district judiciary, plays a pivotal role in the dispensation of justice. In his adjudicatory role, he is the principal civil court of original jurisdiction. As a Court of Sessions, he handles complex criminal matters, and as an appellate forum, he is required not only to ensure that his findings meet the legal requirements but also to provide necessary guidance to subordinate courts.

However, while the Additional District and Sessions Judges perform the same adjudicatory role, the District and Sessions Judges' role extends far beyond adjudication. He is not merely responsible for the proper distribution of judicial work and disposal of appeals, but is also required to see that subordinate courts follow prescribed procedures and are not left without guidance or requisite instruction. The District Judge is required to conduct inspections of subordinate courts in accordance with the High Court Rules and Orders and to report regarding the performance of judicial officers.

Old Session Courts Building, Jail Road, Peshawar, Khyber Pakhtunkhwa, Pakistan
Phone: +92-91-9213078 | Fax: +92-91-9213078 | Email: info@kpja.edu.pk | URL: www.kpja.edu.pk

Thus, as a controlling officer, the District and Sessions Judge bears onerous responsibilities across varied areas of judicial administration, including oversight of subordinate courts, providing necessary infrastructural support, a congenial working environment, and ensuring effective coordination with all justice sector stakeholders for an efficient functioning of the justice system.

The efficiency of the District and Sessions Judge is thus directly linked to the overall efficiency of the justice system. He, as such, must possess strong proficiency in case and court management, financial and project management, liaison with justice sector institutions, human resource management, and information technology management. Above all, his leadership qualities determine the overall improvement of the justice system. Importantly, REPORT OF THE CIVIL JUSTICE COMMITTEE 1924-1925 emphasized that appointments to the office of District Judge through promotion should be based on merit rather than seniority.

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 Additional District and Sessions Judges are equipped with the requisite judicial, administrative, technological, and leadership competencies before assuming higher responsibilities as District and Sessions Judges.

Furthermore, recent amendments to Rule 5(d) of the Khyber Pakhtunkhwa Judicial Service Rules, 2001, 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.

Training Modules

The training shall be six week, including one month on-campus training, followed by a country visit, and thereafter 1 week on-campus Training. The schedule of activities annexed to the concept note explains the training activities to be conducted over the

Old Session Courts Building, Jail Road, Peshawar, Khyber Pakhtunkhwa, Pakistan
Phone: +92-91-9213078 | Fax: +92-91-9213078 | Email: info@kpja.edu.pk | URL: www.kpja.edu.pk

total period. The following are the training modules; an elaborate description of each is given in the Training Manual.

Module 1: Judicial Ethics & Code of Conduct

Module 2: Personality Development, Social Etiquette & Wellness

Module 3: Judicial Leadership

Module 4: Communication Skills (Oral & Written)

Module 5: Court & 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 & Service Administration

Module 10: Project Management & Planning Framework in the Judicial Sector

Module 11: Administration of Justice in Special Courts & Application of Special Laws

Assessment Framework

The following shall be the assessment framework.

Component	Sub-Component	Marks Allocated	Key Details
Assessment Test & Knowledge	Post-Training Knowledge Test	70	MCQs, Short Answers, Problem-Solving; all topics taught during training.
	Field Visit Report	10	Evaluation of observations, analysis. Adherence to relevant Synopsis requirements
	IT Skills	10	Assessment of participants' ability to use legal research databases, drafting, word processing, and IT tools.
Professional Conduct & Participation	Punctuality	10	Full attendance, adherence to schedule; deductions for delays/absences.

Old Session Courts Building, Jail Road, Peshawar, Khyber Pakhtunkhwa, Pakistan
Phone: +92-91-9213078 | Fax: +92-91-9213078 | Email: info@kpja.edu.pk | URL: www.kpja.edu.pk

	Conduct Inside & Outside Classroom	10	Respectful behavior, adherence to rules, professional decorum.
	Participation in Training	20	Active engagement, quality contributions in discussions/Q&A sessions (10) Presentation skills (10)
Assignments	Book Reviews / Research Article / Case Study	20	Book Reviews: 10; Research Article / Case Study: 10
Total		150	

A more elaborate description of the assessment framework is given in a separate document titled Assessment Framework Policy 2025.

Conclusion

Upon successful completion of the training;

1. Trainees shall demonstrate enhanced professional competence; and
2. The training report shall be compiled to reflect the overall effectiveness of the training program and the evaluation of trainees.

Old Session Courts Building, Jail Road, Peshawar, Khyber Pakhtunkhwa, Pakistan
Phone: +92-91-9213078 | Fax: +92-91-9213078 | Email: info@kpja.edu.pk | URL: www.kpja.edu.pk