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FEDERAL JUDICIAL ACADEMY ISLAMABAD

Annual Report 2014-15

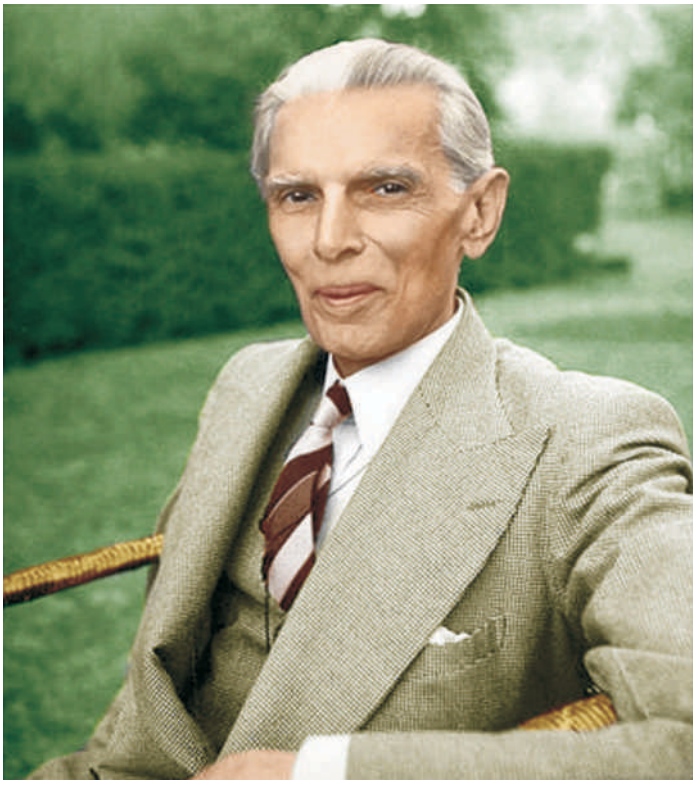
Established 1988

FEDERAL JUDICIAL ACADEMY
Islamabad



ANNUAL REPORT 2014-15


بسم الله الرحمن الرحيم



Think 100 times before you take a decision, but once that decision is taken, stand by it as one man.

Quaid-e-Azam Muhammad Ali

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FOREWORD

Doubtlessly, the great aim of education is not knowledge but action and one of the main purposes of the law is to ensure decency and decorum in life and other human intentions and actions. The Federal Judicial Academy Act, 1997 forms the bedrock of this prime continuing judicial training institute of the country. Section 14 of the FJA Act requires that at the conclusion of each financial year, the Director General shall submit the annual report to the Board of Governors in respect of various activities carried out by the Academy during the previous year. However, it is my privilege to share some candid thoughts in the Federal Judicial Academy's Annual Report 2014-15.

This Annual Report provides an opportunity to reflect on the significance of continuing judicial education, the capacity building of the main players of administration of justice system and on the contribution that the FJA makes in assisting Pakistan's transformation into a just society.

Since its genesis this Academy has been endeavoring to disseminate knowledge and information to judges, law officers, court personnel, among others, and it will continue to devote increased resource and capacity building support to improve the dispensation of quality justice.

Being a career Judge and Judicial Educator and now acting as the Director General of the Academy, I am proud of the competence and excellence that exist in the Academy. The FJA is an outstanding example of this. In the past fiscal year, the Academy played a vital role by delivering training, consultancy and research activities. I am most pleased that the FJA was able to train such a high number of the key players of administration of justice, thus helping Pakistan to become even more efficient and effective.

I also want to highlight the benefits of FJA's practical approach towards training. Besides providing a sound theoretical framework, the combination of best practices, case studies, simulation exercises and working groups, truly enriches the seminars and gives participants a unique learning experience.

The use of technology has become an integral part of learning and is now used in a variety of ways to support teaching and delivering education. Technologies have been used to enhance the learning experience of judicial delegates attending events and courses and provides a more rewarding experience for the delegates and the course directors alike.

Over the past 26 years, the Federal Judicial Academy has grown from a small continuing judicial education institute into a recognized institution in both country and abroad. We have a long history on which we can build, and that we must endeavor to develop the institution so that it continues to live up to current expectations and demands.

Our vision is a flexible and well-run organization that sets standards and generates change. We therefore continuously work to strengthen our efficiency, and focus on generating structural change rather than addressing individual human rights cases. I hope this report provides good insight into our initiatives and competencies.

The FJA is looking at how to play a more catalytic role in the creation of a just society and knowledge based-economy that will constitute a strong and vibrant 21st century. Finally, I would like to thank Mr. Justice Nasir ul Mulk,

Honourable Chief Justice of Pakistan/Chairman, Board of Governors of the Academy, honourable two- member committee of the Apex Court and the FJA Faculty, officers and staff for their continued support to carry forward the vision and mission of the Academy.

It is apt to conclude this foreword by borrowing one stanza from a famous poem of Robert Frost titled, Stopping by Snowy Evening which reads as:

The woods are lovely, dark and deep,
But I have promises to keep,
And miles to go before I sleep,
And miles to go before I sleep.

(Fakhar Hayat)
Director General

CHAPTER –1

FJA: BOARD OF GOVERNORS

FJA is a body corporate having perpetual succession and a common seal with power to acquire, hold and dispose of property both moveable and immovable and may by the said name sue and be sued. The management of its affairs vests in the Board of Governors which currently consists of:-

1.	Hon'ble Mr. Justice Nasir-ul-Mulk Chief Justice of Pakistan	Chairman
2.	Senator Pervaiz A. Rasheed Federal Minister for Law, Justice & Human Rights	Vice Chairman
3.	Mr. Muhammad Salman Bashir Butt Attorney General for Pakistan	Member
4.	Hon'ble Mr. Justice Mazhar Alam Khan Chief Justice, Peshawar High Court	Member
5.	Hon'ble Mr. Justice Faisal Arab Chief Justice, High Court of Sindh	Member
6.	Mr. Justice Manzoor Ahmad Malik Chief Justice, Lahore High Court	Member
7.	Hon'ble Mr. Justice Muhammad Noor Meskanzai Chief Justice, Balochistan High Court	Member
8.	Federal Secretary, Ministry of Law, Justice & Human Rights	Member
9.	Mr. Fakhar Hayat Director General, Federal Judicial Academy, Islamabad	Member/Secretary

Role and Powers

1. The Board of Governors, may *inter alia*:
(a) Exercise general supervision over the affairs of the Academy;
(aa) Award degrees, diplomas and certificates;
(ab) Approve academic and research programmes;
(b) Lay down the policy and programme for training and approve courses of training
(c) Evaluate and examine the activities of the Academy;
(d) Approve and consider the annual budget and revised budget estimates;
(e) Receive grants-in-aid from the Federal Government, Provincial Governments and aid giving agencies;
(f) Cause proper books of account to be maintained for all sums of money received and expended by the Academy and arrange for audit by the Auditor-General of Pakistan;
(g) Prescribe the terms and conditions of service of the Director General and members of the staff;
(h) Create, abolish, suspend and upgrade posts,
(i) Prescribe duties of the members of the staff;
(j) Appoint, suspend, punish, dismiss or remove from service any member of the staff;
(k) Purchase, hire, construct or alter building for the Academy;
(l) Hold, control and administer the moveable and immovable property, assets and funds of the Academy;
(m) Regulate, determine and administer all matters concerning the Academy
(n) Affiliate with provincial judicial academies and other training and educational institutions; and
(o) Decide any matter ancillary and incidental to the aims and objects of the Academy.
2. Under section 7 of the Act, powers have been delegated to the Hon'ble Chairman of the Board, for performance of certain important functions of urgent nature, and he exercises control over and supervision of the affairs of the Academy, which he carries out with the assistance of Hon'ble Judges, Supreme Court of Pakistan, who have been nominated by the Hon'ble Chairman as Judges-In charge of the Academy, in order to institutionalize the decision making relating to administration and to decentralize his powers.
3. Under section 10 of the Act, the management of the Academy is carried on, under the general directions of the Board, by the Director General as its academic and administrative head. He is responsible for the maintenance of good order and discipline and is also the Principal Accounting Officer of the Academy.

Management and Functions

Director General

1. The Director General is appointed by the Chairman on such terms and conditions as may be approved by the Board.

2. The management of the Academy is carried on by the Director-General under the general directions of Board.

3. The Director General is the academic and administrative head and also the Principal Accounting Officer of the Academy.

Appointment of Officers and Members of Staff of the Academy

1. The members of the Staff of the Academy are appointed by direct

recruitment, transfer, deputation or on
contract basis or otherwise in such manner and on such terms and conditions as may be approved by the Board.

2. All appointments of the members of the staff to posts in Basic Pay Scale 1 to 16 are made by the Director General with the approval of the Chairman.

3. Appointment of the members of the staff to posts in Basic Pay Scale 17 and above are made by the Chairman.

PROFILES OF HON'BLE CHAIRMAN/ MEMBERS

HON'BLE MR. JUSTICE NASIR-UL-MULK
CHIEF JUSTICE OF PAKISTAN/CHAIRMAN, BOG



PERSONAL

Place of Birth: Swat, Khyber Pakhtunkhwa
Qualifications: BA, LLB from University of Pesh
Barrister-at-Law of the Inner Temple,

PROFESSIONAL EXPERIENCE :

- Called to the Bar in the year 1977
- Practiced as an Advocate in all fields of law for more than 17 years before elevation to Bench
- Elected as Secretary General, Peshawar High Court Bar Association, 1981
- Elected twice as President, Peshawar High Court Bar Association in 1990 and 1993
- Appointed as Advocate General, KPk in 1993
- Delivered lectures at the Khyber Law College, University of Peshawar
- Delivered lectures as Guest Speaker at the KPk Provincial Services Academy, Peshawar
- Appointed as Judge, Peshawar High Court on 4.6.1994
- Appointed as Chief Justice of Peshawar High Court on 31.5.2004
- Appointed as Judge, Supreme Court of Pakistan on 5.4.2005
- Appointed as Chief Justice of Pakistan on 6.7.2014

OTHER POSITIONS :

- Chairman, Federal Judicial Academy, Islamabad
- Remained Chairman, Federal Review Board of Pakistan from 2009 till 5.7.2014
- Chairman, Judicial Commission of Pakistan
- Chairman, Law and Justice Commission of Pakistan
- Chairman, National Judicial (Policy-Making) Committee
- Chairman, Al-Mizan Foundation
- Remained Acting Chief Election Commissioner of Pakistan from 30.11.2013 till 2.7.2014
- Member, Syndicate, Quaid-i-Azam University, Islamabad

PARTICIPATION IN INTERNATIONAL SYMPOSIUMS :

- International Judicial Training Conference, Barcelona, Spain, 2007.
- World Justice Forum-II Austria Center Vienna, 2009.
- Colloquium for Judges on the use of the Principles of Equity and Non-Discrimination, 2009,
  Maldives, under the UNHCHR, Geneva.
- The International Association of Supreme Administrative Jurisdictions (IASAJ) 2010 Congress,
  Sydney & Canberra, Australia.
- Decision Making on Pluralist Normative Ground: On the Governance of Disparate Traditional,
  Religious and Statutory Laws in Pluralist Societies Conference, held in Berlin, Germany in May
  2011.
- Alternative Dispute Resolution (ADR) Conference 2012, Singapore.

Senator Pervaiz Rashid

Federal Minister for Law, Justice and Human Rights/ Vice Chairman, Bo

Personal Information

Name: Pervaiz Rashid
Email: pervaiz.rashid@senate.gov.pk



Political Career

- **Chairman Standing Committee on**
  - **Information and Broadcasting**
  - **Interior and Narcotics Control**
  - **Overseas Pakistanis**
  - **National Heritage and Integration**

Salman Aslam Butt

Attorney General for Pakistan



Mr. Salman Aslam Butt was appointed as the Attorney General for Pakistan on 17th January, 2014. As Attorney General, he is committed to serving and championing the rights of people by defending the Constitution of Pakistan and upholding the rule of law.

Personal & Career

Mr. Salman Butt, a native of Lahore, attended Government College, Lahore 1974-1978, Punjab University Law College, Lahore 1979-1981 and obtained his Masters in Laws degree from University of London 1984-85

Practice Areas and Description

Prior to being appointed as Attorney General for Pakistan, Mr. Salman was working at Cornelius, Lane and Mufti, law firm, as Senior Partner. His areas of specialization include constitutional matters, corporate, commercial & banking laws, structuring, negotiation & documentation of banking transactions, mergers & acquisitions, financial transactions & corporate finance, law of property, civil litigation, alternate dispute resolution, international arbitration, contract negotiations, international business transactions, oil & gas laws, telecommunications laws, environmental laws and related matters.

Awards and Honours

Recommended for Banking & Finance, Capital Markets, Corporate/M&A, Dispute Resolution and Real Estate (Pakistan Chapter, Asia Pacific Legal 500 for 2012-13), for Corporate & Commercial and Dispute Resolution (Pakistan Chapter, Chambers Asia 2012-13) and Corporate and Commercial (Pakistan Chapter, Chambers Global 2012-13). Also recommended in International Who's Who of Capital Market Lawyers, 2013.

Professional Affiliations

- **Chairman, Pakistan Bar Council**
- **Member, Supreme Court of Pakistan Bar Association**
- **Advocate, High and Supreme Court of Pakistan**
- **Member, Banking Laws Review Commission of State Bank of Pakistan**

Mr. Justice Mazhar Alam Khan Miankhel

Hon'ble Chief Justice, Peshawar High Court



Education

- Received his secondary education from B.I.S.E. Peshawa
- Graduated from the Gomal University in 1979.
- Obtained Law Degree from Gomal University, Dera Isma 1982.

Professional Career

- Enrolled as an Advocate in 1982. Enrolled as an Advoca High Court in 1984. Enrolled as an Advocate of Supreme Court of Pakistan in 2003.

Activities at Bar

- Remained as Vice President and Secretary, District Bar Association D.I.Khan.
- Remained as Vice President and Secretary High Court Bar Association, D.I.Khan Bench.
- Also remained Member of N.W.F.P. Bar Council, sessions 1999 to 2003 and 2004 to 2009.
- From 1998 to 2000, he remained as visiting Lecturer in Law College, Gomal University, D.I.Khan.
- Remained Legal Advisor of different Firms/Institutions and Banks.

Judicial Career

- Elevated to the Bench as Additional Judge on 07.9.2009.
- Elevated as permanent Judge of the Peshawar High Court on 05.9.2011.

Appointments

- Remained as Member Syndicate of Sarhad University.
- Worked as Chairman Election Tribunal and Companies Judge.
- Worked as Chairman Enrolment Committee of the Provincial Bar Council, Khyber Pakhtunkhwa at Mingora Bench.
- Worked as Member of Administration Committee of Peshawar High Court.

Interests

- Throughout his career, the Hon'ble Judge took keen interest in administration of justice and the Rule of Law.

As a Chief Justice

- Took oath as Chief Justice of Peshawar High Court on 8th April, 2014.

Mr. Justice Faisal Arab

Hon'ble Chief Justice, Sindh High Court



Academic Qualification :

Graduate in Commerce in 1978, from Government College of Commerce & Economics, Karachi. L.L.B in 1989, from Sindh Muslim Law College, Karachi.

Enrolled :

- **In 1990, as District Courts Advocate.**
- **In 1992, as High Court Advocate.**
- **In 2005, as Supreme Court Advocate.**

Experience in Legal Profession :

- **February 1989 to January 1990 Internship with Fakhruddin G. Ebrahim & Company after law graduation.**
- **February 1990 to September 1990 employed as an associate advocate in law firm Surridge & Bacheno dealing in Labour Law cases.**
- **October 1990 to October 2000 employed as an associate advocate at Fakhruddin G. Ebrahim & Company.**
- **November 2000 to October 2005 Established law firm in the name of Faisal Arab & Associates.**
- **October 2004 to October 2005 worked as Standing Counsel for the Federation of Pakistan.**
- **Elevated to the Bench of Sindh High Court: 25th October 2005, Elevated as Additional Judge of High Court of Sindh.**
- **25th October 2006, Appointed as Permanent Judge of High Court of Sindh.**

Appointed as Chief Justice of the Province of Sindh :

On 17th February 2015.

Mr. Justice Manzoor Ahmad Malik

Hon'ble Chief Justice, Lahore High Court



Mr. Justice Manzoor Ahmad Malik was elevated to the Bench on 15.09.2009. He has been a practicing Advocate at the Hon'ble Supreme Court of Pakistan and High Courts since 2001 and 1989, respectively. His area of practice was mainly criminal law. In the year 2005, Justice Malik, founded Free Legal Aid Society for Helpless (FLASH) and remained its elected President till his elevation. He remained Chairman Election Board, for conducting elections of Lahore High Court Bar Association, for consecutive five years (2005 to 2009). He remained Member, Administration Committee of Lahore High Court (since 2011), Administrative Judge of Anti-Terrorism and Banking Courts in the Punjab and Environmental Tribunal (since 2012), Chairman Enrolment Committee for issuance of Fitness Certificates to the Advocates for enrolment as an Advocate of the Hon'ble Supreme Court of Pakistan, Inspection Judge of Districts Gujranwala and Sahiwal, Chairman Rule Committee (High Court Rules & Orders) of Lahore High Court, Member, Graduate Studies(LL.M) Committee of University Law College, University of the Punjab, Lahore and Member Syndicate, Government College University, Lahore. Justice Malik also participated in numerous National/International judicial conferences including two foreign trips on "Training In International Law-Meeting International Human Rights Standards in Criminal Proceedings" in Netherlands (Holland) organized by The Asia Foundation and The Hague Forum for Judicial Expertise (18-25 April, 2012) and "Visit to the UK to discuss protecting witnesses and court security in terrorism cases" invited by the Senior Presiding Judge for England and Wales The Rt. Hon. Lord Justice Gross, Royal Courts of Justice Strand London (23-29 March, 2014).

Mr. Justice Muhammad Noor Meskanzai

Hon'ble Chief Justice, Balochistan High Court



Personal Information

- He was born on the 1st of September 1956, at Kunri, District Kharan. He completed his primary education from the Government Middle School (now High School), Kunri, which was founded by his honourable father, Dr. Molvi Muhammad Qasim Aini Baloch. It was the first ever private School at Kharan District. Subsequently, it was nationalized by the Government in 1951-1952.

Education

- After completing his Matriculation from Government High School Kharan, he went to Quetta for further education.
- He did his F.A. from the Government Degree College, Quetta and then went on to do his B.A and B.Ed. from the Balochistan University. He wrote a thesis on the topic "Democratic Concept of Educational Administration", which was highly appreciated. He did his LL.B. from the University Law College, Quetta in 1979-1980.

Legal & Judicial Career

- He started his legal practice in September 1981, at Quetta. While in private practice, he also took on the responsibility of being a Legal Advisor to Customs, Mekran Division, and Mekran Scout, at Turbat. He was also a member of the Panel of Legal Advisors to PTCL Mekran Division.
- He was appointed as Assistant Advocate General Balochistan and worked on the seat from June to December, 1998. He was elected as Vice Chairman of the Balochistan Bar Council from the 24th of March 2005 to 24thof March, 2006.
- He was elected as Chairman Executive Committee for two terms. Before he was elevated as Additional Judge, High Court of Balochistan, he worked as Chairman of the Inter-Provincial Relations Committee, Balochistan Bar Council. He was also a member of the Common Wealth Legal Education Association.
- He is a member of the Administration Committee of the Balochistan High Court. He has attended a workshop on International Law for Judges on, 'Meeting International Human Rights Standards in Criminal Proceeding', which was held in The Haugue, Netherlands in 2012, and the International Judicial Conference held in Islamabad on 13th to the 15th of April 2012. He also attended the conference on Environmental Law 2011, in Quetta.
- He was elevated as Additional Judge, High Court of Balochistan on the 7th of September 2009, and confirmed as Judge of the High Court of Balochistan on the 11th of May, 2011.

As a Chief Justice

- Mr. Justice Muhammad Noor Meskanzai took oath as Chief Justice of High Court of Balochistan on December 26, 2014.

Mr. Justice (R) Muhammad Raza Khan

Special Secretary, Ministry of Law, Justice and Human Rights



Mr. Justice (R) Muhammad Raza Khan is holding the post of Special Secretary in the Law, Justice and Human Rights Division. He has held, during his long and active career, high positions in diverse fields. He blends variegated experiences, such as administrative, legal, judicial and teaching. To satisfy his urge for delving into different disciplines of knowledge, he has trained himself in Law, Literature, and Islamic Studies. He has mastered Arabic language, in addition to English, Pashto, Punjabi and Urdu. He cherishes hard-work.

Starting his career as a teacher in English, he became a Civil Judge and climbed the ladder, being elevated as Judge of the Peshawar High Court. In between, he had the welcome opportunities to work in responsible positions in the Ombudsman's Office (Senior Law Advisor), Federal Service Tribunal (Member) and Federal Law Secretary. He is trained in professional and administrative matters both within and outside Pakistan, earning appreciation from academicians and experts alike.

Hon'ble Two-Member Committee

The Hon'ble Chief Justice of Pakistan/ Chairman, FJA, Board of Governors constituted the following two-member Committee to assist him with regard to all affairs of the Federal Judicial Academy:



Hon'ble Mr. Justice Jawwad S. Khawaja



Hon'ble Mr. Justice Asif Saeed Khan Khos

CHAPTER –2

THE FEDERAL JUDICIAL ACADEMY

The *raison d'être* behind the creation of the Federal Judicial Academy is to ensure that it imparts high-quality training to enable judicial officers, law officers, attorneys and court personnel to discharge their duties effectively in a way that carries the functioning of judicial system and promotes public confidence in the judiciary.

Before the creation of provincial academies, this premiere judicial training Academy had been engaged in the following activities:

i. Orientations/Induction Training for newly recruited or promoted judges;

ii. Continuing Judicial Education - on-the-job training programmes to equip judges and other subjects under its mandate to keep abreast with the changing developments in law, society and the environment at national and international level; and

iii Organizing seminars, conferences, workshops on diverse issues relating to the justice sector.

After the establishment of provincial academies, to resolve the issue of overlapping of functions and resources, the Academy now strives to provide in-service training and education in many specialized subjects to judges of district judiciary, court personnel and other professionals. It also provides a forum to professionals from all over Pakistan to share their experiences and knowledge. The object of the Academy, however, is not only education and dissemination of knowledge and information about new laws but also to develop behaviors, to motivate and to inculcate values that are essential to professional excellence. During the trainings, the Academy makes every possible effort to enhance and enrich their knowledge; sharpen their skills such as communication, listening culture, time management; and personal qualities such as commitment to fairness, promoting perceptions of fairness, tolerance, and sensitivity to difference of opinion, even punctuality and discipline.

Besides its mandate, the Academy provides the participants of different courses an opportunity to ventilate their feelings, and to express practical problems and other on job difficulties. They are also allowed to offer and share solutions and resolve issues/problems, if any, and if possible at the appropriate level. The Academy thus leaves no stone unturned to improve the professional competence of judges and consequently, the quality of justice administered in the courts.

PRINCIPLES OF POLICY

The development of curriculum apart, it is necessary for all educational institutions concerned with the dissemination of knowledge and information, to determine with precision, the scope and dimensions of their activities. The curriculum prescribes the subjects to be taught to the students and the programme of activities. These principles clearly lay down and define the direction which can be taken by an educational institution as a matter of policy. These are a set of rules to prescribe the limits and extent of the role and attitude of the teachers. For illustration of the point, it may be observed that, apart from ensuring conversance of students with the subject, they have to emphasise, as a matter of principles, the need for character building and that too in accordance with the Islamic norms, cultural values and the demands of the society. This is more so in the case of Federal Judicial Academy which imparts in-service training to the judges, magistrates, law officers and the court personnel, for the achievements of ultimate goal of improving the judicial system and quality of

justice. The distinction lies, amongst others, in the fact that there is need for distinctive approach to the continuing education of judges. This approach should build on the foundation of adult and professional learning theory. More importantly, we as members of the faculty must know what are the specific learning needs and practices of the judges and how the perseverance of judicial independence can be ensured. Further, another distinctive feature is the effect and impact of training provided to the judges, on the socio-economic development of the country, and its role in shaping the parameters of a civilized society.

The following principles of policy have been set out to define and prescribe the limits, to be observed by the faculty in particular and the staff in general, and the extent of their authority, in the performance of their functions, for the promotion and fulfillment of its charter:

The Academy shall:

- bring home the message that judicial power is a sacred trust and that the judges are accountable to their conscience and ultimately to God Almighty;
- ensure and promote the observance of legal and judicial norms and Islamic values in the continuing education of judges and other professionals related to the justice sector;
- ensure the observance of high ethical standards and preserve impartiality, independence and professionalism;
- help the judges, law officers, court personnel and other key stakeholders of the administration of justice to adhere to the highest standards of personal and official conduct;
- establish an internal organizational structure, administration and programme development system which supports effective legal and judicial education;
- establish and promote a comprehensive judicial education process to help judges meet the expectations of the society;
- endeavour to preserve the judicial system's fairness, integrity and impartiality by eliminating bias and prejudice;
- improve the administration of justice and the quality of judicial decisions to strengthen the moral authority of the courts;
- promote the concept of transparency and accountability and enhance public confidence in the administration of justice;
- endeavour to make trainee judges believe that they are not employees in the sense of employment and administration that they exercise the authority of the State as given to them by the law and prescribed procedure;
- endeavour to cause conviction in the trainee judges that they have to perform unique functions and discharge special responsibilities;
- address itself to public perception of judicial weakness which can be removed through continuing judicial education;
- sensitize the trainee judges to decide cases in accordance with the law which they believe applies to the case before them, free from extraneous considerations of sanction or reward;
- strive to groom impartial and independent judges-attributes, which are 'sine qua non' for the proper discharge of the judicial functions;
- strengthen ethical values and professionalism among officers to promote efficient, effective, transparent and accountable administration;

FJA Phase-II Extension

Going back to late 1990s, the Board of Governors of the Academy decided to acquire the adjacent piece of land for enhancing the capacity of the Academy. In the wake of deliberations in different BoG meetings, the Academy finally decided and remained successful in getting the plot for expansion of the Academy's physical infrastructure. Deliberations were made on the user requirements and the role of the Academy in the wake of establishment of the provincial judicial academies. It was decided that the FJA would concentrate on 'in-service training, while the provincial judicial academies would cater the needs of pre-service training programmes for judges, magistrates, law officers, court personnel, etc. This also made it a mandatory step to have the construction of Phase-II of the Academy at the earliest. Thus, fresh user requirements were defined for designing of proper building structure on the adjacent plot. The initial efforts to have construction of Phase- II of the Academy were taken up by the Access to Justice Program (AJP). However, the project could not be implemented due to unavoidable circumstances and the judicial crisis in 2007-8 in the country. The present construction plan was approved in Board of Governor's meeting held on 6th June 2009, under the Chairmanship of Hon'ble Chief Justice of Pakistan. The project of Phase-II was approved at the cost of Rs.987.66 million in 2011. The project was to be completed within 18 months. Mr. Justice Iftikhar Muhammad Chaudhry, Chief Justice of Pakistan / Chairman, BoG, laid the foundation stone of the Federal Judicial Academy, Phase-II Islamabad on July 8, 2011. The construction work commenced in June 2011 and the building was scheduled to be completed by 31st December, 2012.

However, due to slow pace of work and delayed release of funds together with technical hiccups the building could not be completed within the stipulated timeframe and the completion date of the project was extended until 30th April, 2013. Again, the work could not be completed, mainly because of delayed release of funds and, therefore, the completion date was further extended up to 31st December, 2013. But this deadline also could not be met and subsequently because of cost escalation and additional work in the project, apparently, the date of completion of the project was again extended upto 31st December, 2014. At present, the construction of new building has been completed but electrical / mechanical work has not yet been completed and no furniture provided so far.

In this backdrop, the Hon'ble Chairman issued directive to Government officials for prompt release of funds to complete the building and procure office/classrooms furniture.

The project comprises the components such as academic block, hostel block, faculty suites, gymnasium and servant residences and administration block extension, having a total covered area of 316211 square feet. Provision of tennis and badminton courts and a gymnasium would cater to the social and extracurricular needs of members of staff and trainees. The Phase-II is having an extended hostel, suites for faculty members, state of the art computer labs, classrooms, seminar rooms, conference hall and mock trial rooms. It is also having a big space for a legal judicial library. The Computer labs will meet the needs of 21st century to provide the backbone to the district judiciary and other professionals for training facilities in Information Technology and through online educational programs. The audio visual rooms have been proposed to have facilities for creating judicial education movies, CD ROMs, audios and other online data for trainees. The fa ade of the building is designed having Pothohar touch, which is environmental friendly and energy efficient. Needs of women judges and those of special persons are also taken care of while designing the structure of building.

In line with the vision of Hon'ble Chief Justice of Pakistan/Chairman, BoG, the management of FJA would not leave any stone unturned to come up to his expectations and provide quality education and training as per best international standards in judicial administration, court management, ADR and in new and emerging fields such as intellectual property & cyber law, environmental laws, etc. to judges, magistrates, court administrators and the others. It is an investment in the future and investment in the human resources. Its impact cannot be measured in immediate terms. The output will be quality of justice administered in the courts and that is an un-measureable target in terms of its immediate impact on the society. It is

Efforts afoot for Excellence

In founding the Federal Judicial Academy, Islamabad, its originators had envisioned an institution of higher continuing judicial education uniquely suited to the needs of a rapidly growing society and of the young judicial officers and other stakeholders of justice system seeking their place in it, core values that continue to guide the Academy in its modern era.

Through all of the changes and evolution, the FJA's core mission has held constant. Since its founding, the institution has remained center of judicial learning, distinguished by a commitment to preparing judges and other subjects under its mandate for success in the field. Its training courses and curriculum reflect a history of responsiveness to societal and individual needs. For the last five years, the FJA formalized its training schedules of activities through the preparation of Annual Calendar.

The FJA is known throughout the world as Pakistan's premier institution for judicial education. That reputation has been gained and sustained over a period of 25 years. During these years, however, the Institute has experienced different identities. It was founded in 1988 as the Federal Judicial Academy, under a resolution of the Government. It continued as such till 1997 where after the Federal Judicial Academy Act, 1997, was promulgated.

Over the last ten years the Academy has seen a gradual broadening of responsibilities. Founded originally to provide trainings for all key stakeholders of justice system, the Academy's reputation for producing good judicial officers was complemented by its development as an unrivalled centre of judicial education as well as a platform for interprovincial harmony and national cohesion. The Academy's record of achievements have been based upon the caliber and commitment of its faculty, staff and resource persons. During the 25 years of its existence the Academy has assumed that role in respect of promotion of judicial education and training.

The FJA Phase-II has been completed in record time. The splendid new building equipped with necessary educational, training and physical development amenities such as tennis and badminton courts facilities coupled with a gymnasium would not only add to its beauty but also cater to the social and extra-curricular needs of members of staff and trainees.



- Inspection of Phase-II, Extension (Newly constructed building) on 16.08.2014, in which certain defects in different blocks were pointed out by the Director Admin.
- Meeting of Members of FJA Committee was held on 09.09.2014.
- Meeting of the FJA Committee dated 25.11.2014.
- Meeting related to construction of FJA Phase-II, held in the Academy, on 04.12.2014
- Meeting for completion of work of FJA Phase II, held in the Academy on 11.03.2015.
- Meeting/Presentation, dated 20.03.2015, presented to HCJ on account of Furniture design, at Supreme Court of Pakistan, Islamabad.
- Meeting for completion of work of FJA Phase II, held on 26.03.2015, at Federal Judicial Academy.
- Meeting for completion of work of FJA Phase II, held on 13.04.2015, at Federal Judicial Academy.
- Meeting to review the Gymnasium equipment as designed by M/s NESPAK on 17.04. 2015, at Federal Judicial Academy.
- Meeting regarding progress of work of construction of Phase-II, held on 30.4. 2015, at Federal Judicial Academy.
- Meeting held on 12.06.2015, at Supreme Court of Pakistan, chaired by HCJP/Chairman, BoG, FJA to assess the progress work of FJA Phase-II.

HCJP Chairs FJA Phase-II Building Project Meeting

Hon'ble Chief Justice of Pakistan, Mr. Justice Nasir-ul- Mulk, who is also Chairman of the Board of Governors (BoG), Federal Judicial Academy, chaired the FJA Phase-II Project meeting on July 14, 2014. Besides FJA management, senior officials of Ministry of Housing & Works including Federal Secretary, DG, Pak PWD, Representative of Access to Justice Programme (AJP) of Ministry of Law & Justice, MD, Nespak and others attended the meeting.

HCJP Inspects FJA Phase-II Building

Hon'ble Chief Justice of Pakistan, Mr. Justice Nasir ul- Mulk, presided over the meeting regarding the Phase-II Building and inspected various sections of the building on May 22, 2015.



Hon'ble Mr. Justice Nasir –ul- Mulk Chief Justice of Pakistan/Chairman, BoG.

CHAPTER –3

EVENTS AND FUNCTIONS

TRAINING COURSES : CAPACITY-BUILDING ENDEAVOURS

S.NO.	NAME OF COURSE/WORKSHOP	NUMBER OF PARTICIPANTS
1	One week training course on "Skill Based ADR Training" for Civil Judges-cum-Magistrates from all over Pakistan, Azad Jammu & Kashmir and Gilgit-Baltistan, from 7th to 12th July, 2014	21
2.	One week refresher course on "Role of Prosecutors in Quick Disposal of Cases" for Prosecutors from all over Pakistan and Gilgit-Baltistan from 14th to 19th July, 2014	17
3.	One week training course on "How to be an effective Superintendent" for Superintendents of the Sessions Courts from all over Pakistan, Azad Jammu & Kashmir and Gilgit-Baltistan from 11th to 16th August, 2014	19
4.	One week orientation course on "Management of Family Cases" for Judges of the Family Courts from all over Pakistan, Azad Jammu & Kashmir and Gilgit-Baltistan from 01st to 06th September, 2014	17
5.	One week course on "Orientation of New Laws" for Additional District & Sessions Judges from all over Pakistan, Azad Jammu & Kashmir and Gilgit-Baltistan from 15th to 20 September, 2014	23
6.	One week orientation course on "Case & Court Management and Enforcement of Intellectual Property Rights (IPR) Laws in Pakistan" for Civil Judges-cum-Magistrates from all over Pakistan, Azad Jammu & Kashmir and Gilgit-Baltistan from 13th to 18th October, 2014	24
7.	One week training course on "How to be an Effective Judge" for Senior Civil Judges from all over Pakistan and Azad Jammu & Kashmir from 27th October to 1st November, 2014	21
8.	One week training course on "How to be an Effective Nazir/Budget and Accounts Examiner" for Nazirs/ Budget and Accounts Examiners from all over Pakistan, Azad Jammu & Kashmir and Gilgit-Baltistan from 10th to 15th November, 2014	24
9.	One week training course on "Effective Administrative/Financial Management, Family Law and Modern Legislation" for Senior Civil Judges from all over Pakistan and Azad Jammu & Kashmir from 17th to 22nd November, 2014.	24
10.	One week training course on "Appreciation of Evidence and Management of Criminal Trial Before Magistrates" for Civil Judges-cum-Magistrates from all over Pakistan, Azad Jammu & Kashmir and Gilgit-Baltistan from 08th to 13th December, 2014	22

11.	One week training course on "Management of Civil Cases" for District Attorney/Deputy District Attorneys from all over Pakistan and Gilgit-Baltistan from 15th to 20th December, 2014	20
12.	One week training course on "Management of Session Trial and Appreciation of Evidence" for Additional District & Sessions Judges from all over Pakistan, Azad Jammu & Kashmir and Gilgit-Baltistan from 5th to 10th January, 2015.	22
13.	One week National Training of Trainers Workshop for Judges, Prosecutors and Investigators on Global Legal Framework Against Terrorism and Relevant Criminal Justice Response Measures, 19th to 24th January, 2015 from all over Pakistan from 19th to 24th January, 2015	22
14.	Twelve-week pre-service training course for newly inducted Civil Judges-Cum-Judicial Magistrates of Islamabad Judicial Service from 26.01.2015 to 5.04.2015	18
15.	One week training course on "Management of Family Cases" for Judges of Family Courts from all over Pakistan and Azad Jammu & Kashmir from 2.03.2015 to 7.3.2015	25
16.	One week training course on "New Laws" for Civil Judges Magistrates from all over Pakistan and Azad Jammu & Kashmir from 9.03.2015 to 14.3.2015	24
17.	One week training course on "Role of District & Sessions Judges in Financial Management and New Laws" for Newly Promoted District & Sessions Judges from all over Pakistan and AJK, from April 27 to May 2, 2015	19
18.	One week training course on "How to be an Effective Nazir/Budget and Accounts Examiner" for Nazirs/Budget and Accounts Examiners from all over Pakistan and AJK, from 4 May, 2015	23
19.	One Week Training Course on "New Laws" for Senior Civil Judges from all over Pakistan and AJK, from 11 May, 2015	25
20.	One week training course on "Role of Prosecutor in Quick Disposal of Cases" for Prosecutors from all over Pakistan, Azad Jammu & Kashmir and Gilgit-Baltistan from 18 May, 2015	24
21.	5-day integrated Training of Trainers workshop on "Terrorism and Relevant Criminal Justice Response Measures" in collaboration with United Nations Office on Drug and Crime (UNODC) for Sessions Judges/ Judges Anti-Terrorism Courts, Prosecutors and Investigation Officers from all over Pakistan from 26th to 30th May, 2015.	25
22.	One Week Training Course from 1 June, 2015 on "District Attorney and Management of Civil Cases" for District Attorneys/Deputy District Attorneys from all over Pakistan, AJK and Gilgit Baltistan from 1 June, 2015	22

23.	One Week Training Course on "Appreciation of Evidence and Management of Criminal Trial before Magistrate" for Civil Judges from all over Pakistan, AJ&K and Gilgit Baltistan and Newly Appointed D&SJs from Balochistan Judicial Service from 8-13 June, 2015	27
24.	Two Week Preservice Training of Newly Appointed District & Sessions Judges from Balochistan Judicial Service (8 – 20 June, 2015).	05
	Total Number of Participants trained	514

BoG Meeting

The 39th meeting of the Board of Governors of the Federal Judicial Academy was held in the Supreme Court Building on January 17, 2015 under the Chairmanship of Mr. Justice Nasir-ul-Mulk, Hon'ble Chief Justice of Pakistan/ Chairman, Board of Governors.

The meeting was attended by Mr. Pervaiz Rashid, Federal Minister for Law, Justice and Parliamentary Affairs/Vice Chairman, BoG, FJA, and honourable members: Mr. Justice Maqbool Baqar, Chief Justice, High Court of Sindh, Mr. Justice Mazhar Alam Khan Miankhel, Chief Justice, Peshawar High Court, Mr. Justice Kh. Imtiaz Ahmad, Chief Justice, Lahore High Court, Mr. Justice Muhammad Noor Meskanzai, Chief Justice, High Court of Balochistan, Mr. Justice (R) Muhammad Raza Khan, Special Secretary, Ministry of Law, Justice & Parliamentary Affairs, and Dr. Faqir Hussain, Director General, Federal Judicial Academy.

Hon'ble Mr. Justice Muhammad Anwar Khan Kasi, Chief Justice, Islamabad High Court, Mr. Haq Nawaz, Additional Secretary, Ministry of Finance (on special invitation), and Mr. Khalid Amin Khan Tareen, Director (Administration), FJA also attended the meeting.

Showing his unflinching determination for the promotion of quality legal and judicial education in the country, Hon'ble Chief Justice of Pakistan directed that urgent steps should be taken to expedite the legislation process in order to make the Federal Judicial Academy fully functional as the Centre of Excellence for Law and Judicial Education.

In order to improve the legal education and judicial training quality and efficiency and also to enhance better coordination among the Federal Judicial Academy and provincial judicial academies, the Board also decided that a committee called "National Judicial Education Coordination Committee", headed by the senior most Chief Justice of the High Court and comprising all the directors general of the Federal Judicial Academy and provincial judicial academies should be constituted.

"Increased consistency and sharing of standards are required. This committee has to be futuristic. It has to strategise and plan trainings and sort out other issues of mutual interest. This multitasks- committee has also to examine the syllabus and Annual Judicial Training Calendar. It has to standardize and redesign the ACR for the judicial officers, etc. Such like committee is the need of the hour," the Chief Justice of Pakistan observed.

Lauding an item on the agenda regarding the Mobile Training Course for the district judiciary judges in all four provinces, Azad Jammu and Kashmir and Gilgit-Baltistan the honorable Chairman and BoG members said, "Such like trainings are crucial for the intensive and effective capacity building of the judicial officers in very important subjects such as Sentencing, Communication

skills, ADR/ Reconciliation, Case and Court management, Budget making and preparation. The proposed National Judicial Education Coordination Committee has to reflect on various aspects for these trainings because maximum number of judicial officers can benefit from these trainings at their respective duty stations.

The BoG also took up other matters placed on the agenda like approval of budget of the Academy, provision of amenities in family court and training of family court judges, Concept Paper on Strategy/ Action Plan about the CLEJE, (Draft) FJA Service Rules, 2007, uniform draft rules for linking confirmation/promotion of judicial officers with training requirement, etc. discussed at length.

The BoG received the progress report on completion of Phase II extension building of the FJA and directed for its early completion.

Visits Inland and Abroad

Dr. Faqir Hussain, Director General of Federal Judicial Academy, alongwith Mr. Khalid Amin Khan Tareen, Director Administration paid a visit to Turkey upon the invitation of Justice Academy of Turkey for a week. During the visit bilateral relations and cooperation between the two friendly countries were reviewed.

Workshops

We live in Global Information Society today; hence, every individual and organization is required to master various kinds of skills and competencies which are considered to be critical for the 21st century. In this backdrop, the FJA believes that nothing is more important than lifelong learning and information acquisition. Fluency in those skills will enable people and institutions both to succeed in a constantly changing and challenging, and highly competitive world. In accordance with its mandate, the FJA offers some of the seminars and workshops as a prime capacity-building responsibility. We also integrate Islamic themes and values in our workshops, orientations and seminars for their inner spiritual transformation to gain the strength to dispense expeditious justice to the justice -seekers in the country. Further, these workshops, seminars and colloquiums also provide an opportunity to the participants to overcome both academic and professional deficiencies, internalize universal values of justice, and develop the necessary skills, attitudes, and commitment to the goals of justice envisioned in our Constitution. The following workshops, seminars and conferences were held during the year 2014-2015:

- One week National Training of Trainers Workshop for Judges, Prosecutors and Investigators on Global Legal Framework Against Terrorism and Relevant Criminal Justice Response Measures, 19th to 24th January, 2015 from all over Pakistan.
- 5-day integrated Training of Trainers workshop in collaboration with the United Nations Office on Drug and Crime (UNODC) on Terrorism and Relevant Criminal Justice Response Measures for Sessions Judges/ Judges of Anti-Terrorism Courts, Prosecutors and Investigation Officers from all over Pakistan from 26th to 30th May, 2015.

Judicial Cooperation

The first-ever webinar meeting between the Federal Judicial Academy and the National Center for State Courts (NCSC) was held in the Syndicate Room of the

Academy on April 2, 2015 in which both sides shared their perspectives, ideas, and suggestions regarding quality judicial education, capacity building of all those related to justice sector, etc.

CHAPTER –4

H.R.M DEVELOPMENT INITIATIVES

APPOINTMENTS AND REPATRIATIONS

The Hon'ble Chairman, Board of Governors appointed

- **Mr. Fakhar Hayat, Director Academics as Director General on acting charge basis for a period of three months with effect from 15th May, 2015, or until appointment of Director General.**
- **Ms Nusrat Yasmeen, Additional District and Sessions Judge as Additional Director in the Federal Judicial Academy, on deputation for a period of two years.**
- **Mr. Usman Shahid, Assistant Registrar, Lahore High Court, Lahore, assumed the charge of the office of the Administrative Officer (BPS-18), in the Federal Judicial Academy on deputation basis for a period of three years.**
- **Ms Jazeela Aslam, relinquished the charge of post of Additional Director (BPS-20) on 30th May, 2015 and repatriated to her parent department i.e. Lahore High Court, Lahore on completion of her deputation period.**
- **Dr. Faqir Hussain, Director General, relinquished the charge of office of the Director General, Federal Judicial Academy on 14th May, 2015.**

UPGRADATIONS/PROMOTIONS

The two posts of Telephone Operators were upgraded in the Academy,

- **Mr. Abdul Jabbar, and**
- **Mr. Habib-ur-Rehman were working in BPS-05 and now their posts are upgraded to BPS-07.**

REINSTATED IN SERVICE

The competent authority while accepting the appeal of Mr. Zahoor Ahmed, Assistant Admin Officer (BPS-16), set aside the major penalty of compulsory retirement from service. The penalty has been modified to a minor penalty of withholding of increment for period of two years. The officer stands reinstated in service with effect from 21-10-2013.

INFORMATION AND COMMUNICATION TECHNOLOGY

The Federal Judicial Academy is equipped with state of the art Information Technology (IT) infrastructure. All the sections, offices, seminar room, auditorium and computer labs are connected with Local Area Network (LAN). The WiFi facility is also available in the entire Administration and Hostel blocks of the FJA to facilitate the trainee participants.

In the modern era the important role of information technology in quick dispensation of justice cannot be underestimated. Keeping this in view, the FJA used modern techniques and technology for delivering lectures through interactive smart whiteboard in Charge-Coupled Device (CCD), Video Conferencing and multimedia projector etc. in the Seminar Room and Computer Labs.

The knowledge of computer has become essential for the judges in discharge of their judicial duties, therefore, the IT training makes a compulsory part of each training course to enable them to use computer technology independently

because study target cannot be achieved
without practicing special information computer literacy skills. The FJA also provides round the clock internet facility to the trainee participants of the various courses for getting latest knowledge across the globe. The computer section plays a vital role in FJA especially during courses to facilitate and give assistance to the resource persons and faculty of FJA.

The IT Section has developed 'in-house' new official website of the Academy (www.fja.gov.pk) on modern lines during this fiscal year.

FJA Library

The Federal Judicial Academy houses the library's collection of books, journals and other materials acquired to support reading, writing and research among the faculty, trainee Judicial Officers and other professionals. Located in the basement of the FJA Library, the Reading Room contains an international, research-level collection of works and some rare books. Over 17000 books, policy studies, films and periodicals



different training courses and workshops and the employees of the Academy, researchers, among others, during regular library hours. Library staff is available to the judicial officers with research material. The FJA library can be considered as the backbone of entire training curriculum. Indexing of the entire library collection has been computerized. The Digital Library service has been initiated to enable online referencing through our local Intranet. This will be improved and expanded to cover wide resources in due course.

The FJA management could purchase 2303 latest books in the financial year 2014-15 costing Rs.3, 468,595/- to enrich and update the library. Furthermore, 5 new computers have also been installed in the library for the readers have an easy access to library catalogue and browse law sites, etc.

Research & Publications

One of the aims and objects of the FJA is to provide judicial education through publishing of journals, memoirs, research papers and reports (s.4(d) of FJA Act, 1997). To further these, the Academy has the publications such as Journals, Memoirs, Research papers, Reports, Bench Books, news bulletins, etc. The Academy is publishing its quarterly newsletter titled as □FJA Bulletin□ regularly. It covers the overall academic and other capacity building activities on the campus and also contains articles of □Essay Competition□ first and second position holder trainee judges. The □FJA Bulletin□ is sent to all the High Courts which forward the same to various heads of district judiciary for distribution among the judicial officers. It is also available on the website of the Academy www.fja.gov.pk

A booklet authored by Hon'ble Mr. Justice Ghulam Rabbani, Judge Supreme Court of Pakistan, called □A Treasure Trove,□ was published.

Other Facilities at FJA

The FJA is an ideal setting for the pursuit of judicial training. It is located at a scenic place and housed in a beautiful building with well-furnished lecture hall, syndicate rooms, mock courtroom, research room, IT laboratory, and spacious auditorium.

An internal view of the mock courtroom



trainees in the hostel of the Academy. The hostel has a capacity of 28 rooms/ double capacity and 2 suites. It has common room facilities with TV, newspapers & telephone connection.

An internal view of the Hostel Room



A four□member Training and Research team of the National Accountability Bureau (NAB) led by Mr. Husnain Ahmed, Director General (Training and Research) visited the Federal Judicial Academy on June 29, 2015. The other members of the team were Mr. Ghazi Rahman, Additional Director (T&R), Hafiz M. Azeem, Deputy Director (Training) and Mr. Al-Hasnat Rasul, In charge, Forensic Laboratory.

After the welcoming words and introductory session of DG, FJA, Mr. Husnain dwelt at length on various subjects of mutual interest with special focus on capacity building in the public sector organizations such as the NAB and their pragmatic efforts in this direction.

They also visited various sections of the Academy including Lecture Hall, Library and ICT lab. Auditorium, Hostel, FJA Phase-II building.

They evinced great interest in the academic programs and effective training management methodologies of the Academy. They also urged the need for sustainable collaboration and sharing best practices from the Academy for an effective training of the NAB human resources and the establishment of the NAB Training Academy.

The team expressed profound gratitude to the top management of the Academy to allow them to visit the Academy and sounded their optimism that this visit, following the visit of other training institutes and academies in the country, will serve them as roadmap to establish their own academy in the near future.



MR. HUSNAIN AHMED, DG, NAB (T&R) AND HIS TEAM DURING THEIR VISIT TO FJA.

CHAPTER –5

A PICTORIAL GLANCE AT THE HIGHLIGHTS OF THE LAST YEAR


















UNODC







CHAPTER –6

ANNUAL BUDGET AND EXPENDITURE STATEMENT FOR FY 2014-2015

A01101	Pay of Officers	10,729,000	8,097,272
A01102	Pay of Staff	6,097,000	5,366,209
A01201	Regular Allowances	43,604,070	40,668,238
A01271	Overtime Allowance	200,000	149,575
A01273	Honorarium	1,091,930	1,090,930
A01274	Medical Charges	1,000,000	171,486
A01277	Contingent Paid Staff	500,000	275,543
A03201	Postage & Telegraph	125,000	108,761
A03202	Telephone & T. Calls	1,000,000	670,781
A03205	Pilot and Courier Service	50,000	-
A03301	Gas Charges	1,000,000	642,630
A03302	Water Charges	100,000	53,050
A03303	Electricity Charges	1,500,000	1,405,208
A03305	POL for Generator	600,000	409,670
A03403	Rent for Residential Building	4,501,000	4,477,038
A03407	Rates & Taxes	200,000	12,024
A03603	Registration	105,000	-
A03805	T.A. & D.A/ Course.	10,200,000	10,273,843
A03806	Transportation of Goods	10,000	-

A03807	POL Charges	1,500,000	1,287,909
A03809	CNG for Vehicles	50,000	-
A03810	Conveyance Charges	200,000	202,070
A03901	Office Stationery	1,000,000	1,044,528
A03902	Printing Charges	500,000	447,458
A03905	Newspapers Periodicals & Books	4,350,000	3,667,083
A03906	Uniforms	125,000	72,913
A03907	Advertisement & Publicity	375,000	198,370
A03917	Law Charges	1,000	-
A03919	Payment to others for Serving Rendered	36,000	9,200
A03970	Other (Misc. Exp)	550,000	496,466
A04101	Pension to Employees	550,000	167,052
A04102	Commuted value of pension	1,200,000	-
A04110	Pension Contribution	800,000	420,912
A04114	Encashment of LPR	370,000	-
A05200	Employer Contribution BF&GI	500,000	471,134
A05216	Grant for in-service death	1,000,000	-
A06300	Gift & Entertainment	300,000	94,470
A08000	Loan to Govt. Servant	5,000,000	4,954,480
A09200	Computer Equipment	500,000	14,868

A09500	Purchase of Transport	4,200,000	-
A09600	Purchase of Machinery	300,000	214,310
A09700	Purchase of Furniture	313,000	139,713
A13001	Repair of Transport	500,000	431,628
A13101	Repair of Machinery	300,000	214,652
A13201	Repair of Furniture	100,000	78,957
A13700	Computer Equipment	250,000	-
-	Seed Money (for CELJE)	50,000,000	50,000,000
Remit to Govt	Income Tax, GST & Recoveries of Advances		
Total		157,483,000	138,500,431

Funds amounting to Rs.53.741 million were due for the 4th Quarter but the Ministry of Law released Rs.37.540 million, less release Rs.16.201 million which is 10.29% of total budget.

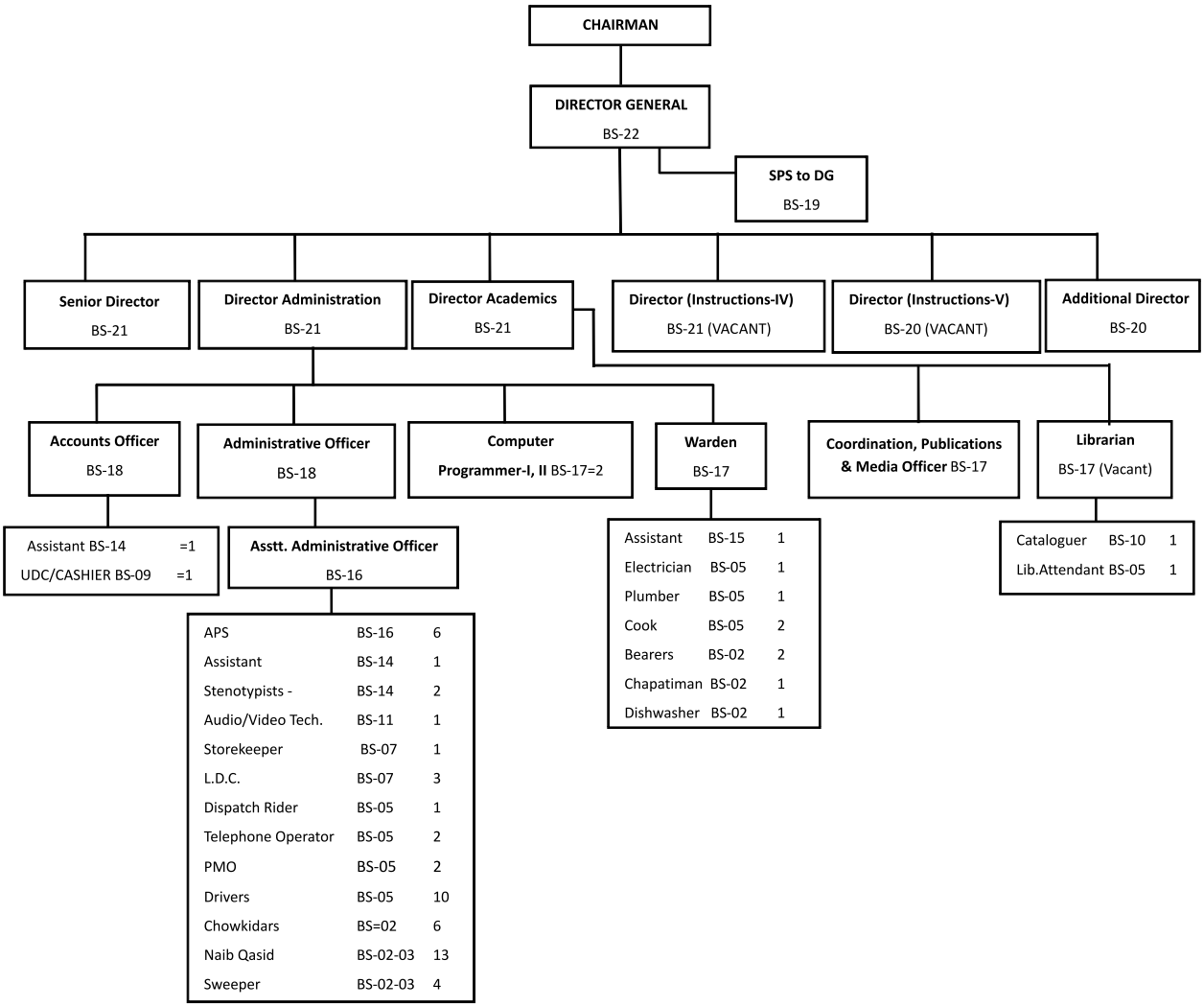
ACKNOWLEDGEMENTS

Indeed, great undertakings demand hard work and commitment. We are devoted to this work. We are fortunate in the dedication, professionalism, and creativity of our faculty and staff.

Whatever has been achieved during the last fiscal year could not have been possible sans keen interest of the Hon'ble Chief Justice of Pakistan/ Chairman, BoG and Judges In charge of the Academy, however, I want to recognize all of them including the Federal Judicial Academy employees for their day in and day out efforts.

I also acknowledge Ms. Nusrat Yasmeen, Director, and the intellectual labour and creative efforts of *Mr. Hashim Abro*, Coordination, Publications & Media Officer/ Associate Editor in the preparation and development of this report and Abdul Mueed Awais, an ancillary staff member of this Academy, for his design work of this report.

ORGANOGRAM


CHAIRMAN
DIRECTOR GENERAL
BS-22
SPS to DG
BS-19
Senior Director
BS-21
Director Administration
BS-21
Director Academics
BS-21
Director (Instructions-IV)
BS-21 (VACANT)
Director (Instructions-V)
BS-20 (VACANT)
Additional Director
BS-20
Accounts Officer
BS-18
Administrative Officer
BS-18
Computer
Programmer-I, II BS-17=2
Warden
BS-17
Coordination, Publications
& Media Officer BS-17
Librarian
BS-17 (Vacant)
Assistant BS-14 =1
UDC/CASHIER BS-09 =1
Asstt. Administrative Officer
BS-16
APS BS-16 6
Assistant BS-14 1
Stenotypists - BS-14 2
Audio/Video Tech. BS-11 1
Storekeeper BS-07 1
L.D.C. BS-07 3
Dispatch Rider BS-05 1
Telephone Operator BS-05 2
PMO BS-05 2
Drivers BS-05 10
Chowkidars BS=02 6
Naib Qasid BS-02-03 13
Sweeper BS-02-03 4
Assistant BS-15 1
Electrician BS-05 1
Plumber BS-05 1
Cook BS-05 2
Bearers BS-02 2
Chapatiman BS-02 1
Dishwasher BS-02 1
Cataloguer BS-10 1
Lib.Attendant BS-05 1