



Pursuit of Excellence

MADHYA PRADESH STATE JUDICIAL ACADEMY, JABALPUR

Scheme of Orientation Training Programme for newly appointed Judges of District Judiciary

The Madhya Pradesh State Judicial Academy, Jabalpur (for brevity referred as “MPSJA”) is established for imparting judicial education and training to the Judges of the District Judiciary. The ultimate objective of the Academy is to equip the Judicial Officers with up to date knowledge and to groom them into upright, impartial, erudite, sensitive and diligent Judges. Any person who joins this pious institution of judiciary; be it in District Judge (Entry Level) or Civil Judge Junior Division (Entry Level) cadre, undergoes a phase of transition during which he/she remains in the process of imbibing these inherent qualities of a Judge. Although they are having knowledge of law but after being appointed as Judges, their responsibilities will differ from that of an Advocate or law graduates and also in the discharge of their duties. It takes considerable time for any individual, be it a law graduate or an Advocate to transform into a Judge, to adapt in accordance with the judicial system and acquiring the attributes of a judge. Such transformation is imperative for proper functioning of the judiciary.

With an intent to make this transition period quicker and easier, Orientation Programme for newly appointed Judges of District Judiciary was considered necessary. The idea behind organising such a programme is that soon after taking oath, a Judicial Officer has to be made aware of the institution, its working and expectations of the institution and the responsibilities and duties one has to shoulder.

The central point of focus of this programme is to inculcate or nurture the values of judicial ethics (qualities), attitude and sensitization on social issues. It also aims at helping the trainee judicial officers in their pursuit of knowledge and perfection in order to discharge their duties confidently, fearlessly, sincerely and effectively. Accordingly, Orientation Programme is mandatory for every Judge who has been recruited directly from the Bar as District Judge (Entry Level) or Civil Judge Junior Division (Entry Level). This programme will be conducted in accordance to this Scheme and in case the scheme is silent on anything or for the purpose of nomenclature/interpretation of any term, the SCHEME FOR JUDICIAL EDUCATION AND TRAINING (effective from 1st January, 2021) will be applicable.

PARTICIPANTS

A Judge, who has been appointed directly from the Bar as District Judge (Entry Level) or Civil Judge Junior Division (Entry Level) and who has been administered oath, will be the participant of this programme.

NATURE OF ORIENTATION COURSE AND DURATION

This programme shall be conducted for a duration of three days as Institutional Training Course. It shall be organized by MPSJA soon after oath has been administered. of three days. The period shall be reckoned from the date of commencement of such course at MPSJA.

METHODOLOGY, RESOURCE PERSONS, FACULTIES AND COURSE CURRICULUM

A. METHODOLOGY

- (i) The methodology of Induction and Orientation Training Course shall include:
 - a. Lectures & speeches

- b. Discussion (group or one-to-one), participative methods, presentation
- c. Mentoring and need based coaching
- d. Exhibitions of audio-visuals including films, open interaction
- e. Information and Communication Technology (ICT) tools
- g. Any other suitable methodology may be adopted for imparting judicial education and training

B. RESOURCE PERSONS AND FACULTIES

- (i) The resource persons and faculties shall include:
 - a. Hon’ble Judges of the Supreme Court and High Courts
 - b. Hon’ble Former Judges of the Supreme Court and High Courts
 - c. Officers of the MPSJA
 - d. Judges of the District Judiciary (in-service and retired and on deputation)
 - e. Advocates, Academicians, Subject experts, Government Officers/ Employees as subject expert, eminent speakers
 - f. Other peer experts
- (ii) Any resource person or faculty may impart this training to the participant Judges irrespective of their rank or grade or position
- (iii) The Director, MPSJA may request and invite any Resource Person or Faculty for the said Training Course

C. COURSE CURRICULUM

The course curriculum shall be as under:

Personality of a Judge, Standards of Judicial Conduct and Behaviour

- 1. The Principles of Judicial Conduct
- 2. Duties of Judge
- 3. Responsiveness to stakeholders as a Judge
- 4. Adherence to the Ideals of Judicial Oath

5. Attitudinal change in the Conduct and Behaviour of Judicial Officers
6. Dos & Don'ts: Etiquettes and behavioural expectations from a Judge
7. Working on overall personality development
8. Canons of Judicial Ethics
9. Madhya Pradesh Civil Services (Conduct) Rules, 1965
10. Madhya Pradesh Civil Services (Classification, Control and Appeal) Rules, 1966
11. Being a Judge in a constitutional democracy
12. Constitutional Vision of Justice
 - (i) Role of District Judiciary under the Constitution – Enabling provisions, practices, Case Law
 - (ii) Protecting Constitutional Rights and values – Humanness, compassion, concern for the weak, self-disciplined, dignity, equality, moral courage, etc.
 - (iii) Role of Judicial system in bringing about social change
13. Recognition and elimination of biases
 - (i) Recognizing hidden biases/ prejudices/ stereotypes (particularly relating to class, caste, gender, religion, region, language etc.)
 - (ii) Minimizing impact of bias on decision making
14. Sensitization towards marginalized or underprivileged classes such as poor women, children, SC/ST, old age and disabled persons, transgenders
15. Fearlessness and courage to embrace consequences of right decisions
16. Timeliness, efficiency and efficacy in adjudication
17. Enhancing Legal Aid and Access to Justice
18. Judiciary as “guardian of rights”
19. Professionalism at work place
 - (i) Gender discrimination

20. Communication Skills
 - (i) Official Correspondence
21. Core Judicial Skills
 - (i) Conducting of Judicial Process
 - (ii) Legal Research
 - (iii) Gender norms in the workplace and beyond
 - (iv) Importance of books – Cultivating the habit of reading
22. Introduction to Madhya Pradesh Judiciary
 - (i) Historical evolution of High Court of Madhya Pradesh
 - (ii) Functionality and administrative set-up of District Judiciary
23. Knowing Madhya Pradesh
 - (i) Various Geographical aspects of Madhya Pradesh
 - (ii) The rich cultural heritage of Madhya Pradesh
24. Usage of Information and Communication Technology in Districts Courts
25. MPSJA and its Pursuit of Excellence

Jabalpur
25.07.2023

sd/-
DIRECTOR
MPSJA

Approved by Hon'ble Chief Justice in the Governing Council Meeting held on 25.07.2023.

sd/-
DIRECTOR
MPSJA