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NATIONAL JUDICIAL ACADEMY

ANNUAL NATIONAL SEMINAR ON FUNCTIONS OF THE REGISTRAR GENERAL IN DIFFERENT HIGH COURTS

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A two day Seminar was organized for the Registrar Generals in different High Courts by The National Judicial Academy, Bhopal. Following were the resource persons of the Seminar. Hon'ble Mr. Justice Kurian Joseph, Judge, Supreme Court of India and Hon'ble Mr. Justice R.C. Chavan, Judge, Bombay High Court, (Retd)., chaired the Sessions. The main aim of the seminar was to enhance the understanding on the basic knowledge about the management principles in an organization. The seminar focused on the basic organizational management skills, which include Team Building, Leadership Skills, Time Management, Stress Management and argumentation of human skills. The objective of the seminar is to disseminate the various management skills to provide a cutting edge to the participant Registrars in order to develop as a better professional in this dynamic world. The seminar also aims at imbibing the concept of Accountability and transparency in administration of the High Court. Following were the resource persons of the conference:

Resource Persons		
1.	Hon'ble Mr. Justice Kurian Joseph	Judge, Supreme Court of India
2.	Hon'ble Mr. Justice R. C. Chavan	Former Judge, Bombay High Court
3.	Prof. (Dr.) Karam Pal Narwal	Professor, Business Management, Haryana School of Business
4.	Dr. Amitabh Deo Kodwani	Faculty, IIM Indore
5.	Dr. Parul Rishi	Associate Professor, Indian Institute of Forest Management, Bhopal

The following Registrar-Generals of different High Courts in India attended the conference:

S.No	**Name**	**Designation**	**High Court**
1	Mr. Dinesh Kumar Singh	Registrar-General, High Court of Allahabad	Allahabad
2	Mr. Ch. Manavendranath Roy	Registrar-General, High Court of Judicature at Hyderabad, for state of Telangana and Andhra Pradesh	Andhra Pradesh
3	Mr. Mangesh S. Patil	Registrar-General, High Court of Allahabad	Bombay
4	Mr. Sugato Majumdar	Registrar-General, High Court of Calcutta	Calcutta
5	Mr. A.S. Chandel	Registrar-General, High Court of Chhattisgarh, Bilaspur	Chhattisgarh

6	Mr. Anil Kumar Choudhary	Registrar-General High Courtof Jharkhand, Ranchi	Jharkhand
7	Mr. Rajeev Bhardwaj	Registrar-General High Court of Himachal Pradesh, Shimla	Himachal Pradesh
8	Mr. Gurvinder Singh Gill	Registrar-General, High Court of Punjab & Haryana	Punjab & Haryana
9	Mr. John Michael Cunha	Registrar-General, High Court of Karnataka, Bangalore	Karnataka
10	Mr. Ashok Menon	Registrar-General, High Court of Kerala, Ernakulam	Kerala
11	Mr. Manohar Mamtani	Registrar-General, HighCourt of Madhya Pradesh, Jabalpur	Madhya Pradesh
12	Mr. P. Velmurugan	Registrar (Vigilance), High Court of Madras, Chennai	Madras
13	Mr. A. Guneshwar Sharma	Registrar-General,High Court of Manipur ,Imphal	Manipur
14	Ms. Belma Mawrie	Registrar-General, High Court of Meghalaya, Shillong	Meghalaya
15	Mr. Gautam Sharma	Registrar General, High Court of Orissa ,Cuttack	Orissa
16	Mr. Vinod Kumar Sinha	Registrar-General, High Co rt of Patna	Patna
17	Mr. Satish Kr. Sharma	Registrar-General, High Court of Rajasthan, jodhpur	Rajasthan
18	Mr. Satya Gopal Chattopadhya	Registrar-General, High Court of Tripura, Agartala.	Tripura
19	Mr. Narender Dutt	Registrar-General, High Court of uttarakhand, Nanital	Uttarakhand

DAY 1: 09:30 AM – 11:00AM: SESSION 1

The session one was divided into two parts. The theme of the first part of the session was ***Skills required for RG: As a spokesperson of the High Court.*** Justice R. C. Chavan was the speaker and Justice Kurian Joseph chaired the session. The session commenced with the welcome address by Dr. Amit Mehrotra, Assistant Professor, National Judicial Academy.

Dr. Amit Mehrotra played a video clip, a story of candles which explained about Peace, Faith, Love and Hope and stated that the National Judicial Academy with the mentorship of Supreme Court and director Justice G. Raghuram always give its best to sensitize the judicial officers and with a hope to achieve the aims and objective of this academy. It was pointed out that the leadership and team-building skills of the Registrar-General are very important to maintain the relations between the High Court and the subordinate judiciary.

Hon'ble Mr. Justice Kurian Joseph stated that National judicial academy is a place of learning where the best ideas and experiences are shared. Hon'ble Justice wished the Registrar-Generals for their elevation to the High court. It was opined that the quota for the selection of the judges should be 50% from the bar and 50% from the service, but presently 66% of the quota is from the Bar and 33% is from service.

It was further asserted that a good body language is essential for the Registrar General, as they have to coordinate with the Chief Justice, pusine-Judges, Advocates and subordinate judiciary. It was stated that Registrar-General holds a very key position in the High Court and stressed that following are the qualities of the Registrar General which includes good body language, cordial coordination with the subordinate judiciary, faith in the institution and hope to do good. It was pointed out, the leadership, team-building skills of the Registrar-General are very important to maintain the relations between the High Court and the subordinate judiciary. The participants viewed that Registrars are the face of the High court who express the functioning of the High Court. They are the spoke person and executive officer of the High Court and make a link between High Court and Subordinate courts. It was stated that Article 235 of constitution is the legislative power casts on the High Court as:

"The control over district courts and courts subordinate thereto including the posting and promotion of, and the grant of leave to, persons belonging to the judicial service of a State and holding any post inferior to the post of district judge shall be vested in the High Court, but nothing in this article shall be construed as taking away from any such person any right of appeal which he may under the law regulating the conditions of his service or as authorizing the High Court to deal with him otherwise than in accordance with the conditions of his service prescribed under such law"

Thus it was remarked that Article 235 is a legislative power to exercise the administrative power by the High court to control the subordinate courts. It was further deliberated that article 235 of the Constitution of India gives power to the High Court to control the administrative side as High Court is the apex judicial system in the state. It was suggested that it is the administrative duty of the Registrar General to guide the subordinate judiciary properly. It was emphasized that the Registrar-General is a controlling officer because he is a representative of the power under Article 235 of the Constitution of India and advice the Chief Justice in various administrative matters. It was stressed that Registrar General acted as a good relation officer and state the last word of High Court and communicates to the press.

Justice RC Chavan stated that the Registrar-General are important officers of the Judicial Service and they are the most powerful officers of the court. It was expressed that RegistrarGeneral is a central-figure who is instrumental in functioning of the High Court. It was highlighted that Registrar General is the most powerful officer in the High Court and can do positive change remarkably in the administration of the courts and while giving constructive advice to their Chief Justice. It was delineated that Registrar general can do effective planning resource allocation and scrutiny of the institution at various stages.

It was further stated during the discourse of discussion that the Registrar-General are the most influential group in judiciary and are most powerful administrators. It was stated that Chief justices comes and go but it is always the Registrar Generals who makes the things going and advice their Chief Justice. It was suggested that Registrar General should always think for institutional protection and before executing any work, they should always take the formal approval of the administrative committee. It was suggested that the Registrar General should work on the present

court procedure and practice and try to reform it to bring more smoothness and transparency in the judicial system. It was further recommended that Registrar General should also form their own group to share their experiences, problems, solutions and best practices to be followed by the courts.

It was also remarked that Registrar General can play a very keen role to digitalize judicial the system and can bring the uniformity in the nomenclature in the digital world. It was further suggested that Registrar General could play a vital role in updating the old manuals and court procedures.

It was emphasized that the Registrar General should be very tactful while communicating with the media. It was emphasized that while speaking to media the Registrars should make courteous sweet talk endlessly without giving the confidential information, which adversely affects the sanity and the integrity of the judicial system. It was further asserted that the appointment of the permanent spokesperson should not be there. It was stated that media has its own code of conduct and generally, they do not transgress; however, Pseudo-media persons should be avoided. It was further recommended that the Registrar General should ask the librarian or the judicial registrar to create a website where a brief note of all-important judgments can be uploaded. It was also suggested that one has to prepare well and gather full facts before facing an interview before TV channel. It was further stated that while giving a press release the Registrar-General shall make sure that the press release should be seen and approve by Chief Justice. It was viewed during the course of discussion media is ally of Judiciary, and is also connected to the people and RegistrarGeneral is supposed to speak for the High Court and in its favor to the media so as to maintain the trust and confidence in the public. It was also suggested that Registrar General should not be afraid and must always strive for institutional benefit.

Prof. Amitabh Deo Kodwani took two sessions simultaneously. The themes of the sessions are *Importance of leadership and Team building*. The resource person explained the definition, qualities, traits and importance of the leadership. He stated that a leader interact and constructively resolve the problems. He made the sessions interactive and taken out the points from the participants Registrar about the skills required for a Registrar General as a leader which includes initiative, command, bold, responsibility, decisive, caring, vision, zeal, hear others, commitment,

innovative, Trust, Counselling, good communication, decisive, positivity, motivation, cooperative, open minded, impartial, dynamic, coordination and ethical. Participants unanimously opined that Mahatma Gandhi and Sardar Valla Bhai Patel were the great leaders. It was stated that ethics is should be the important aspect for a leader. It was deliberated that most of the people know what they are doing and in that many of them knows how they are doing but very few or less of them know why they are doing and which is very important for a leader. Thus, it is very important for a leader to know the purpose for which an action is to be decided. It was stated that a leader should have quality to influence others and to make other as his followers to achieve the goal. It was delineated that leadership is an interaction between leader, follower, and of a specific situation. It was stressed that intelligent quotient and technical skills are important, but emotional intelligence is the sine qua non of leadership. The concept of task oriented leader and People oriented leader was being explained by the resource person. The different types of theories like Trait theories, Behavioral theories, and Contingency theories was discussed during the discourse. It was sated that the leader should act as a coach, conflict manager, and as a troubleshooter. He further stated that leadership involves interpersonal roles, informational roles, and decisional roles. It was viewed that the Registrar General as a leader should act as an initiator, goal setter, team builder, motivator and a decision maker and should encourage the people to work together.

DAY 1: 12:15 PM – 1:00 PM: SESSION 2

The theme of the session 2 was T*ime Management Skill.* Prof. Parul Rishi was the speaker. The resource person stated that being successful does not make you manage your time well but managing your time well makes you successful.

It was stated that many people waste nearly two hours per day because of messy desk and cluttered files, could not find things, try to do things which other people should do, unable to concentrate on work. It was suggested that a judge should have an art for identifying trivial and critical case details and accordingly distribute their quality time. It was deliberated that a judge should also act as a good court manager and should spent 80% of the quality time in critical witness/ case details and 20% on things that are trivial in nature.

The resource person explained the strategy for time management. It was delineated that there should be a set time line for judicial proceedings and it is very important for a judge to follow that set time line. It was recommended that as a registrar general holds a key position in the High Court, it is very vital for them to set a period for managing various administrative works and get the work done within the period set by them.

The concept of disaster management and tools to measure time management was discussed during the discourse. It was stated that the concept of time frame includes tools to achieve the timeliness of case processing. It was stated that a difference between the actual situation and the expected timeframes should be analyzed. It was stressed that timeframes have to fit the contingencies of the local legal culture. It was further emphasized that timeframes is a prerequisite for evaluating the results of the efforts made to improve the lengths of judicial proceedings**.** It was recommended that one should always set a realistic and measurable time frame for every case/ task and it should be monitored. It was also recommended that time framing goals should be shared and perused by all through stakeholders participation. It was stressed that time frame helps as to build common commitment among key players and develop an environment for innovative policies. The resource person gave various examples of time framework of various countries, which are as follows:

1. It was stated that in Finland that optimum timeframes for each type of cases are agreed and Targets for case processing are set.

2. In Slovenia court rules sets a timeframe of 18 months after the case has been presented before the court. If a decision is not taken within 18 months, the case is considered delayed. The head of court may ask the judge in charge of the case to report the circumstances why a decision has not been reached. And
3. In Sweden, the Government sets up targets for civil and criminal cases. All units within the court define their targets.
4. In Denmark 58% of the civil cases should be disposed within 1 year, 63% of the criminal cases should be disposed within 2 months and 95% within 6 months.
5. In Norway Timeframes are proposed by the Ministry of Justice with consent from the Norwegian Parliament. As of today, 100% of civil cases should be disposed in six months, 100% of criminal cases in three months.
6. In UK – England and Wales (Manchester) 80% of *small claims should be disposed in 15* weeks, 85% of cases assigned to a so-called *fast track procedure should be disposed in* 30 weeks, 85% of case assigned to the so-called *multi track procedure should be* disposed of in 50 weeks.

It was discussed that timeframes can also be established with reference to the "case complexity", which should be defined by the court with the contribution of the parties. It was stated that the establishment of these timeframes are related to the so-called "multi-track" approach to case management, where each case is assigned to a specific procedural track based on its complexity.

Setting timeframes in collaboration with justice stakeholders was discussed during the discourse. It was stressed that the building and maintenance process of setting realistic timeframes must involve stakeholders at different levels. It was stated that setting timeframes is not a once for all event, but it has to be a continuous process which can be framed through consensus and shared objectives between the stakeholders. It was emphasized that in Finland, there is a tailored program for each case and directions were given to inform the parties about the estimated timeframe of the pre-trial phase, pre-trial hearings and trial. It was further stated that in Finland, detailed hearing timetables were sent beforehand to the parties and several discussions take place between the judges and the local lawyers in order to come up with common ideas and guidelines on how to

improve the efficiency of justice including the length of procedure. It was further stated that in Germany regular meetings with lawyers are organized to discuss customer satisfaction and problems with the service delivered by the court.

Enforcing the timeframe was discussed during the discourse. It was stated that timeframes are not designed and implemented in a vacuum. They are organizational tools and in order to give the expected results they need to be shared and supported by the stakeholders and particular, by the people who work in the organization. It was emphasized that other agencies and the Bar associations should also support the enforcement of time frame.

Prof. Parul Rishi gave Covey's Time Management Matrix exercise to the participants Registrar General and through that matrix sensitized them about the managing their valuable time with respect to their task. It was deliberated that one should classify their work in four categories. First is important and urgent work, second, not important but urgent work, third, not urgent but important work and fourth, not urgent and not important work. It was further stated that the work of first category should be managed and one has to do it, the work of second category can be delegated, time for work of third category can be planned and it can decided when to do and the work for forth category need not be much bothered about. It was emphasized that this matrix will really help the Registrar General to manage the work efficiently.

She requested the participant's registrars to do this exercise once in a week so that they can control their time and can justify what to manage and how to manage.

The speaker further stressed that there should be effective judicial administration i.e. to make the best use of judge and staff time for efficiently resolving cases through case management process.

The speaker emphasized that one should review the Roles, sharpen the saw, read and analyze beforehand to save time and prioritize and schedule the work as per its importance. She quoted *Peter Drucker's quotes as:*

- *Work where you are the strongest 80% time*
- *Work where you are learning 15 % time*
- *Work where you are the weakest 5% time*

The speaker emphatically emphasized on the scheduling of time as most of the time people do not find time for important things. It was delineated that they should learn how to say "No", at least through their body language.

It was delineated that everyone has good and bad time. She suggested that one should find creative/thinking time and at the dead time schedule meetings, phone calls, and mundane stuff. She suggested various strategies to avoid the persons who waste their valuable time. Justice Kurian Joseph advised the Registrar-Generals to ask their secretaries to tell them that somebody is calling when the time wasters come to meet them. Prof. Parul Rishi quoted Edward Young, as Procrastination is the thief of time and thus suggested to avoid procrastination. She stressed that doing things at the last minute is much more expensive and dead line is very important. The session concluded with a view that effective time management in work could solve many problems in judicial administration.

DAY 1: 02:00 PM – 03:00 PM: SESSION 3

The theme of the first part of the session three was *Capacity for Occupational Stress Management*. Prof. Parul Rishi was the speaker of this theme. Hon'ble Mr. Justice Kurian Joseph chaired the session. Justice delineated that Registrar-Generals credibility as a leadership is very important and they are the living example for what they stand for. Justice emphasized that people have resources but they fail in relations because they are not able to relate, communicate and build relations. It was viewed that building up the relation is very important for the Registrar General. It was deliberated that Registrar-Generals are the connecting link between all judges and are instrumental to their work. He stated that silence is a golden virtue and advised that Registrar Generals must know when to be silent. Justice stated that Registrar-General is competent enough to create a change in the high Court and can act as a catalyst in creating an instrument of building up of relationships familness.

Prof Praul Rishi discussed the stress management skill for Registrar-General and focused on the practical and conceptual aspects of stress-management. It was discussed that too much intense stress and tension leads to bad health. She further said that stress is too much work in too little time. It is a feeling of anxiety or too much pressure. Feeling tried and irritable is a symptom of stress. It was further delineated that stress is indispensable and one should make it a friend and not foe.

Eustress and Distress was discussed during the discourse of discussion. It was stated that stress is a subjective feeling. It was suggested that one could make stress a happy feeling by just changing perspective towards the Life Style. It was deliberated that distress varies as per stress tolerance and one can control stress. Type A and type B personality was also being discussed during the discourse. It was stated that type A personality who believes in aggressive competitiveness and perfectionism and is work alcoholic may get coronary problems. It was suggested that such person should be aware that when they need to rush and when to rest or back off. It was stated that it was not just about managing the stress but relieving others form stress equally important. However, it was also stated that if stress is low, the performance will also be low and if the stress is high, the performance will be high. Thus stress is important for any work but it should be balanced. Sources

of Stress, which includes sources at self, sources at home, sources at work, and sources from work-home interface was being disused during the discourse.

Prof Parul Rishi also discussed a research-based analysis of body v/s mind. It was stated that even a little stress can have wide-ranging effects on the body. It was stressed that epinephrine, released by the adrenal glands in response to stress, instigates potentially damaging changes in blood cells. It was further delineated that epinephrine triggers blood platelets, the cells responsible for repairing blood vessels, to secrete large quantities of a substance called ATP and large amounts of ATP can trigger a heart attack or stroke by causing blood vessels to rapidly narrow, thus cutting off blood flow.

It was stated that in judiciary, the stress is an unmentionable topic and life in the courts could be a stressful business. The various causes that create stress were discussed during the discourse. It was stated that recent studies have shown that lawyers, judicial registry and judges are amongst the traditional professions most likely to suffer from "alarming" levels of tension, depression and stress. It was suggested that bringing stress out into the open would always be good. It was emphasized that pressure of huge number of pending cases and social isolation are some of the main causes of stress in judiciary. It was delineated that judiciary involves a journey to loneliness, at least to some degree and loneliness of chamber is to some degree, inescapable, where judges only have subordinate staff and orderlies. It was stated that judges always have no Win-Win situation and one who loose always criticize the judgment and questions the integrity in spite of best efforts for impartiality. It was stressed that the long siting hours for judges and continuous work is also one of the cause for anxiety.

It was suggested that if stress is creating a problem then one should find the sources to get relief from such stress form the work environment and in the personal life. Various strategies to cope up with the stress and self-management techniques was discussed during the discourse. It was suggested that one should try to leave the work at office only and should not bring at home and also one should learn how to say No. There should be time for leisure also. It was emphasized that stress can be controlled effectively by Relaxation training, Meditation, Biofeedback.

The theme of the second part of the third session was on *Augmentation of Human Resource Skills.* Prof (Dr.) Karma Pal Narwal was the speaker of the session. The speaker stated that the RegistrarGeneral has many privileges in the High Court as Human Resource and Registrar-General is the most responsible position in this judicial system. It was stated that Registrar-Generals has all the access throughout the state and can delegate any subject to any one and can conduct the administrative meeting as and when required. It was further stated that an institution is only as good as the people who operate it. The level of motivation, leadership, the degree of competence, professionalism and the clarity of purpose and methods, which the judiciary displays, make the judicial system perform to its optimum efficiency.

It was emphasized that the judicial officers, definitely are the key figures in determining the quantity and quality of judicial-output. Any investment in updating their knowledge and skills will be doubly repaid in the delivery of justly justice and in the efficiency of judicial administration. It was stated that despite realizing its importance and the repeated recommendations from several committees and commissions, pre-service and post-service institutional training for officers to judicial service had not received the attention it deserved from the Hon'ble Courts and the Government till recently. It was emphasized by the resource person that glancing through the literature, it has been suggested at different occasions that eminent professors, lawyers, judges and jurists could be invited to deliver lectures on various topics of relevance on law and other related subjects. It was further stated that the National Judicial Academy was formally set up in 1994 but it really started imparting regular training courses years later.

He thereafter discussed the aims for organizing the court. The resource person emphasized that evidence that content knowledge alone is not sufficient for hierarchical success, that is, job advancement or upward promotion, but rather some unique combination of various capabilities and personality factors. The past century has yielded numerous theories, empirical data, and practical insight into managerial performance requirements, that is, the skills, roles, and characteristics that are required of managers and how this knowledge is disseminated. Classifying the content of just managerial roles reveals a rich literature that renders the formation of an

exhaustive compilation of findings unrealistic. It was stated that roles, as defined by Mintzberg (1973) are those categories of actions or behaviours associated with job performance. The nature of managerial roles has changed significantly over the past 50 years migrating from command and control models to contemporary roles that emphasize worker support, coaching, motivating, and facilitating. It was stressed that accordingly, the Registrar General of High Courts are expected to play the following 27 roles:

1. Manage HR Relationships
2. Manage Organization Change
3. Manage the Self Esteem
4. Manage the Organizations
5. Manage Situation Context
6. Disturbance Handler
7. Technical Problem Solver
8. Monitor
9. Team Builder
10. Team Player
11. Staffer
12. Organizer
13. Liason
14. Operational Planner
15. Delegator
16. Figurehead
17. Strategic Planner
18. Negotiator
19. Motivator
20. Allocator
21. Spokesperson
22. Entrepreneur
23. Technical Skills
24. Interpersonal Skills

25. Diagnostic Skills
26. Conceptual Skills
27. Political Skills

The resource person delineated that in High Court, Human Resource Management is a division or the Department of Court Administration headed by the Court Registrar (Administration) who is the Head of all Human Resources delineated it. This department institutes general management techniques and procedures in compliance with the Court-Regulations and the terms and conditions of employment of all Human Resources. In addition, the department is responsible for recruitment and development of the core competencies of staff to support the functions of the Judiciary. The department also provides support to Human Resources in order to enhance and maintain a high calibre workforce. It was stated that other key responsibilities of this department include:

1. Facilitation of staff selection and recruitment
2. Arrangement and allocation of employees
3. Staff orientation and Leave administration
4. Delivery of training and staff development programmes
5. Initiation of the Employee Assistance Programme
6. Performance Management
7. Oversight of the Human Resource Information Systems
8. Supervision of the Relations and Grievance Procedures
9. Initiation of Pension and Leave/ Retirement Benefits
10. Development and enforcement of Standard Operating Procedures.

The speaker thereafter talked about the importance of the human resources skills as they are the key factor for the success for any organization. The productivity is the key to measure an organizational potential. The labor quality of an organization is the key to productivity. The competition today is the competition for higher productivity. It was stated that the human are the most uncontrollable and unpredictable variable. Generally, the human needs include physiological needs, security, belonging, self-respect and self-actualization. Hence, the organizational success depends on management of people for getting best out of them as individual and as team as well.

He lastly discussed some important viewpoints that the Registrar-General should have is that to say 'No' if demand are unjust. It was remarked that action taken with clear conscience need not be worried not to be scared of complaint because work invites it. Registrar-General should be ready to deal with routine issues and challenges and should hold regular meetings with all Branch Supervisors.

The session was concluded with a view that Registrar General of High Courts need to take responsibility for clearly defining how management should be treating employees, make sure employees have the mechanisms required to contest unfair practices, and represent the interests of employees within the framework of its primary obligation to senior management.

DAY 2: 09:30 AM – 10:30 AM: SESSION 4

The theme of the session was Budget Preparation for High Courts. Prof (Dr.) Geeta Oberoi was the speaker of the session. Prof. Dr.Geeta Oberoi, Professor National Judicial Academy, discussed various methodologies on the budget Preparation for the high courts.

She stated various approaches to prepare and submit the budgets to the government. She discussed the strategies for the preparation of budgets in different states. She analyzed the six High Courts budgets of different states, which are as under:

1. High court of Himachal Pradesh: Total demand = Rs. 173 crore and 92 lakhs Budget

2. High Court of Andhra Pradesh: Total of Rs. 466 crores 26 lakhs and 62,000/-

3. High Court of Chhattisgarh: Total demand = Rs. 229 crore 70 lakhs 3036,

4. High Court of Uttarakhand: Total demand = Rs. 216 crore 16 lakhs 50,000

5. High Court of Gauhati: She said that there is no mention of total amount demanded and asked for HC establishment only Guwahati High Court in BE 2015-16 asked for Rs. 117 crore 62 lakh 61,765/- in following two categories:

1. High Court Judges (Charged), Salary-Rs. 5, 74, 63,800/-, Travel expenses- Rs. 60, 00,000/-, Office expenses-Rs. 30, 00,000/-, Hospitality expenses-Rs. 25, 00,000/-

2. Establishment (Charged)- Salary - Rs. 29,25,47,965/-, wages- Rs. 50,00,000, Travel Expenses -Rs. 40,00,000/-, Office Expenses -Rs. 8,00,00,000/-, Payment for Professional Services – Rs. 42,00,000/-, Rent, Rates and Taxes -Rs. 5,50,000/-, Publication -Rs. 5,00,000/-, Advertising Rs. 5,00,000/-.

6. Karnataka High Court - Total demand = Rs. 764 crore 74 lakhs 82000/-

She stated that Setting up of Fast Track Courts (FTCs) is the responsibility of the State Governments in consultation with High Courts from their own resources. Brij Mohan Lal & Others v/s Union of India & Others was disused by the resource person which stated that Supreme Court has endorsed the position of GOI that continuation of FTCs is within the domain of the States and directed the States that they need to decide either to bring the FTC scheme to an end or to continue

the same as a permanent feature in the State. It was further remarked that a number of States have continued FTCs beyond 31.03.2011 with their own resources. It was stated that The 14th Finance Commission has endorsed the proposal to strengthen the judicial system in States which includes, inter-alia, establishing 1800 Fast Track Courts for a period of 5 years for cases of heinous crimes; cases involving senior citizens, women, children, disabled and litigants affected with HIV AIDS and other terminal ailments; and civil disputes involving land acquisition and property/rent disputes pending for more than five years at a cost of Rs. 4144 crore.

The 14th Finance Commission has urged State Governments to use the additional fiscal space provided by the Commission in the tax devolution to meet such requirements. It was stated that highest level of vacancies of judges are in Gujarat, Bihar, Maharashtra, Delhi and in Karnataka. Budget on court computerizations was also discussed during the discourse. It was delineated that highest matrimonial disputes are in Uttar Pradesh, Kerala, Bihar, Madhya Pradesh and in Maharashtra which should take care by appointing of Mediators, Counsellors, psycho therapist and by increasing strength of family court judges and staff. For this purpose the infrastructure of Family courts was discussed during the discourse. The discussions also centered on the budget estimates of Phase I of the e Courts project. It was stated that NIC was the implementing agency to whom funds were provided for procurement of new hardware, technical manpower etc. for district and subordinate courts of the country. It was deliberated that funds released to NIC under Phase I is Rs. 639.41 cr as against the total allocation of Rs. 935 cr. Under phase, II of the project, which began in August 2015, with the total cost of Rs.1670 cr, procurement of hardware, has been decentralized to the High Courts. Funds released under this Phase till date is Rs. 240.90 cr.

The speaker further discussed on the infrastructure of the court and on the centrally sponsored scheme (CSS) for development of infrastructure facilities for judiciary that has been in operation since 1993-94. It was stated that financial assistance to the tune of Rs. 5350 crore has been provided under the CSS to states and UT. It was emphasized that from reply given by the Law Minister to Lok Sabha question on 4/8/2016, it emerges that in the last 4 years – AP, Goa, HP, Kerala, Orissa, Tamil Nadu, West Bengal, Assam did not avail funds under this scheme.

She emphasized that in case of *The Secretary, Ministry of Health and Family Welfare, Government of Maharashtra Vs. S.C. Malte and Ors.* The Union Government and the State Governments are

directed to provide such 'head of expenditure', being part of the High Court budget of the respective High Courts for reimbursement of medical bills of the former Judges. This payment would be directly made by the High Court to the former Judges and the State Government, in turn, has to reimburse it.

She further discussed that, in Tamil Nadu High Court has taken the initiative of starting evening courts. It was stated that under Art. 247 of the Constitution of India, the Union Government has power to establish additional courts for administering Central Laws. However, hardly any courts has been established by the Central Government to administer 340 or more Central Acts, arising out of the subjects mentioned in the Union List and Concurrent List, as pointed out by the Justice Jagannatha Shemy Commission.

She lastly, pointed out some of the important aspects of the judicial budgeting as allocating resources in such a way to achieve the desired objects. It was suggested to hold the sub-units who operate the system accountable for efficient and effective use of resources. It was also suggested to avoid unnecessary expenditure and to maximize outcomes. It was opined to set 'Judicial Council' at the apex level and at each State level of the High Court and there should be an administrative office to assist the National Judicial Council. It was suggested that these bodies must be created under a statute made by Parliament. The Judicial Councils should be in charge of the preparation of plans, both short-term and long-term, and for preparing the proposals for annual budget.

DAY 2: 10:45 AM – 12:45 AM: SESSION 5

The theme of the session four was Practices and Procedures in Court Proceedings Yeshvant Goswami was the speaker of the session. In the session E-committee, e-courts project, implementing the non-paper methodologies were discussed.

The speaker stated that e-committee is reengineering, the exercise of case type uniformity and other important aspects in subordinate courts and there should be coding of each case manually and equally same in the entire nation to bring case type uniformity.

He admitted that in Maharashtra State Judiciary the CIS of Bombay High Court had given the Unique code for the judicial officers throughout the state, the code remains same even if they change from the station to the station. The given code will be same throughout the service till the retirement of the judicial officer. The unique code contains the cases disposed, pendency of the cases, leave applied, inspections conducted, summons issued, enquiry conditions. Thus, the code contains details about the whole career of the judicial officer.

He discussed some important aspects pertaining to the databases to maintain the transparency in administration, which includes:

- *Fundamental case types which can be used for national code*
- *Report of process of Re-engineering on existing case types in CIS civil and Criminal for District and Taluka courts*
- *Miscellaneous proceedings requiring judicial inquiry*
- *Miscellaneous applications not requiring Judicial inquiry*
- *Classification of records*
- *Criminal registers*
- *City civil courts- Criminal case types*
- *Small causes court*
- *Case types of small causes appellate court*
- *Case types of small causes trial court*
- *Suit, Appeal and application registers maintained manually in small causes courts*
- *Nature of different registered civil suits*

- *Different nature of marriage petitions*
- *Different nature of execution petitions*
- *Civil appeals filed before district courts*
- *Different nature of civil revisions*
- *Civil miscellaneous application different types*
- *Different types of miscellaneous applications requiring judicial enquiry*
- *Different types of miscellaneous applications not requiring judicial enquiry*
- *Different types of warrant cases i.e. regular criminal cases*
- *Different types of summons under IPC and other acts and private complaints*
- *Different types of sessions cases shown in nature field*
- *Different types of criminal appeals made on the basis of the offenses*
- *Different types of bail applications on strength of punishments*
- *Purpose master to be included in new CIS version*
- *Disposal type master – Improved version* ➢ *Adjournment type master- Improved version*
  ➢ *Suit register form.*

He discussed the above facts and showed the database structure and the variations of the coding from one High Court to other High Court and from one district to other district. He asked the Registrar-Generals to put a word to the network administrators to make all the districts to maintain uniformity in coding of the cases in their respective states. The unique identification code shows how long the cases are being pending, and the speaker said that, in some courts the cases are even pending for more than 10 years. In order to reduce the pendency of cases and to increase the disposal of cases he opined that it's pertinent to make process of coding for each case uniform.

One of the participants opined to make a separate session for the Central Project Coordinators working in the different high courts to structure the unification of coding in e-courts database.

Prof. S.P. Srivastava, stated that one cannot know the pendency of the cases. In Uttar Pradesh in some areas there are more than 10,000 cases pending in the court and has only two judicial officers. He asked the participants to mail their updates to the academy and the academy would make certain arrangements for unification of court procedures across India.

This seminar help every Registrar-General to arrive at better solutions in transparency in administration of the high courts. Dr. Amit Mehrotra, Programme Coordinator conveyed a vote of thanks on behalf of National Judicial Academy and expressed his gratitude to all the resource persons specially to Hon'ble Mr. Justice Kurian Joseph and Hon'ble Mr. Justice R.C. Chavan, for making this seminar a great success. He also expressed his deep sense of gratefulness to the Registrar-Generals for sharing their experiences, which made the seminar a success. He stated that he is honored and privileged to address the whole nation and thanked his beloved Director, National Judicial Academy, for giving this opportunity to coordinate this mega-seminar. He lastly, said that National Judicial Academy is a true picture of unity in diversity and he is proud to be a part of this Academy.

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