# The final proposals of FGD dated 11-2-2015 pertaining to Judicial Performance Evaluation.

The following points were considered by the Group.

1. CHANGE IN EXISTING SYSTEM OF EVALUATION
2. MODELS
3. METHODOLOGY
4. PERFORMANCE INDICATORS

After threadbare discussion ranging over two days the four groups reached the following formulations

As to 1. It was unanimously resolved that present/existing evaluation system of district judiciary needs reforms with a view to make it;

1. more relevant
2. more effective
3. merit based
4. transparent
5. evidence based
6. and Quantifiable

Different models were presented and discussed in the session- 1. Self Evaluation system, 2. Judicial Commission Model, 3. Judicial Secretariat Model. The house reached the consensus that the contents of three models should be integrated for evolving a new model after getting input of all the Judicial officers to assist the Authority for proper evaluation of the judicial officers based on indigenous structure.

2) Methodology : There was a big debate as to how the objectives be realized i.e. whether by legal reforms or administrative reforms. The house left it open for further discussion keeping in view the input of all the stakeholders, whether change in law is necessary or the purpose could be served by issuing administrative orders.

The following issues besides the above were also discussed that;

1. for the purpose of disposal of departmental representations a division bench should be constituted as was earlier in practice.
2. There should be strict adherence to instructions for writing of the PER Forms, particularly with reference to
3. timely writing of PER,
4. Counseling
5. Timely Communication of PER
6. Timely disposal of representations and appeals

c. Capacity building of Reporting Officers (from district judiciary) .

3) House discussed and prepared exhaustive performance indicators .The list is annexed.