MINUTES OF THE MEETING OF JUDICIAL OFFICERS
DISTRICT COURTS CHITRAL.

Meeting of Judicial Officers of District Chitral was held on 08/03/2018, at 1:30 PM, in the chamber of District & Sessions Judge, Chitral. The following attended the meeting.

1. Mr. Ahmad Iftikhar District & Sessions Judge, Chitral
   (In chair)
2. Mr. Islam Uddin Senior Civil Judge/Ala Illaqa Qazi, Chitral.
3. Mr. Latif Shah, Civil Judge-II/Illaqa Qazi, Chitral.
4. Mr. Sajid Amin, Civil Judge-IV / Illaqa Qazi, Chitral.
5. Mr. Jamil Faqir, Civil Judge-III / Illaqa Qazi, Chitral.
6. Mr. Hassan Mehboob, Civil Judge-VJM, Chitral.
7. Mr. Mazhar Ali Khan, Civil Judge-VI/Illaqa Qazi Chitral
8. Mr. Jazar Ijaz, Civil Judge-I/JM/ Illaqa Qazi Drosh.
   (Participated online)
   (Participated online)

Mr. Ijaz Younis, Civil Judge/IIa Qazi Booni Chitral is on earned leave.
In view of directions of august Peshawar High Court, Peshawar, for calling a special meeting to discuss the options for incentive and reward policy, 2018, agenda item of the meeting was only the incentive and reward policy.

1. **DPEP Policy:**

Prevailing DPEP Policy was discussed with various aspects. All the Judicial Officers unanimously suggested that DPEP Policy should be forthwith abolished, as it does not evaluate the performance of Judicial Officers in proper manner. As an example disposal of single case in a particular category may earn 100% (A+) whereas, disposal of number of cases, say 50 out of 100 will earn only 50%.

2. **Suggested Policy:**

Judicial Officers were of the opinion that incentive and reward policy be divided into two, one the quantitative assessment and the other the qualitative assessment. The quantitative assessment can be worked out on a simple formula of institution versus disposal figures combined with the score of contested judgments. The only hitch in applicability of such a formula would be huge discrepancy of pending cases such as pending cases before the judge posted at Kohistan and Peshawar on the other hand but while this problem whilst would emerge in very few cases can also be resolved by working out a formula on a percentage basis. For qualitative assessment the judges agreed
that part "B" of the revised incentive and reward policy page 158 of the Judicial Esta Code be adopted. However, the judges were of the opinion that part "C" of the same policy, page 159, Judicial Esta Code need not be adopted as the Judge who has good disposal ratio of the cases per se means that he performed well in case management.

The meeting ended with mutual vote of thanks.

Drafted by

(JAMIL FAQIR)
Civil Judge/Q-III, Chitral.

Approved by

(AHMED IFTIKHAR)
District & Sessions Judge/ZQ, Chitral.

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Copy forwarded for information to:-
1. The worthy Registrar, Peshawar High Court, Peshawar.
2. All the Judicial Officers at District Chital
3. Information Centre Session Court, Chitral.

Dated Chitral 19/3/2018.

DISTRICT & SESSIONS JUDGE/ZQ
Chitral