



AGENDA
Roundtable Discussion on
Introduction to Judicial Professional Skills Assessment
Under the Cooperation between the Konrad Adenauer Foundation and
the Administrative Court of Thailand
5 - 7 November 2012, Seminar Room, 4th Floor, the Administrative Court Building
Bangkok, Thailand

Monday 5 November 2012

- 08.30-08.45 h. Registration
- 08.45-09.00 h. Opening Remarks
by Mr. Kasem Komsatham,
1st Vice-President of the Supreme Administrative Court of Thailand
- 09.00-09.10 h. Opening Remarks
by Mr. Clauspeter Hill, Chief Representative of KAS Thailand
- 09.10-10.45 h. Round Table Discussion
Guest Speaker: Mr. André Schilte
Conseiller d'Etat, Chief of Permanent Mission on Administrative
Jurisdiction Inspection
Scope of Discussion:
A. General Information
- Structure, positions and numbers of judges
- Organization/mechanism (supervising /monitoring)
- Performance agreement system and difficulties
- Judicial competence (what are competences of each position?/what are competence framework used for evaluation-personal competence, professional competence and social competence)
B. Objectives of Evaluation and Uses
- Performance evaluation system (implementation and difficulties)
- Uses ex. remuneration, bonus, promotion, etc.
- 10.45-11.00 h. Coffee break
- 11.00-12.00 h. **C. Evaluation Period, Roles of Evaluatees and Evaluators**
- Frequency of evaluation ex. every 3 years, yearly basis
- Level of judges under evaluation, evaluation of executive judges and its system

- 12.00-13.00 h. Lunch
- 13.00-14.45 h. **D. Factors and Evaluation Criteria**
- Determination of evaluation factor ex. quantitative, qualitative scales, competency, social behavior
 - Key Performance Indicators and Evaluation Criteria such as
 - finished cases/pending cases (case/judge/year= as evaluation criteria)
 - Efficiency of adjudication (in a timely fashion)
 - Factors and Key Performance Indicators of each position (any differences between the judge rapporteur (commissaire du gouvernement) and executive judges)
 - Performance and Evaluation Report Forms
- 14.45-15.00 h. Coffee break
- 15.00-16.00 h. **E. Notification of Evaluation Results**
- Process (How? Who is Informant?)
 - To whom the report is delivered?
- F. Measures in case of failure**
- In the event that judges fail to meet the performance standard, are there positive/negative measures? Who will define the measures?
- 16.00 h. Closing Remarks
by Mr. Kasem Komsatham,
1st Vice-President of the Supreme Administrative Court of Thailand
 Souvenir distribution to the speaker
 Group Photo

Tuesday 6 November 2012

- 08.30-09.00 h. Registration
- 09.00-10.45 h. Round Table Discussion
Guest Speaker: Mr. Marc Alexander Spitzkatz
Director, Rule of Law Programme Asia, KAS, Singapore
- Scope of Discussion:
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- Structure, positions and numbers of judges
 - Organization/mechanism (supervising /monitoring)
 - Performance agreement system and difficulties
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- 16.00 h. Souvenir distribution to the speaker
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Wednesday 7 November 2012

- 08.30-09.00 h. Registration
- 09.00-10.45 h. Round Table Discussion
Guest Speaker: Mr. Masaaki Kondo
Judge, Tokyo High Court and Professor, Legal Training and Research Institute, Japan
 Scope of Discussion:
A. General Information
 - Structure, positions and numbers of judges
 - Organization/mechanism (supervising /monitoring)
 - Performance agreement system and difficulties
 - Judicial competence (what are competences of each position?/what are competence framework used for evaluation-personal competence, professional competence and social competence)
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