



DISTRICT & SESSIONS COURTS EMPLOYEES WELFARE ASSOCIATION : DELHI (Regd.)

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Ref. No.: 71/DSCEWA/2025

Date: 29/08/2025

To

The President
All India Judicial Employees Confederation (AIJEC)
Office at City Civil Court, Chatta Bazar,
Pathan Gatti, Hyderabad, 50002, Telangana State.

Sub: Core Issues Affecting District Courts Across India for Consideration by AIJEC

Ref: General Body Meeting of All India Judicial Employees Confederation (AIJEC) held on 23.08.2025 at Ahmedabad, Gujrat

The General Body Meeting (GBM) of the All India Judicial Employees Confederation (AIJEC) was convened in Ahmedabad at *Hotel Pragati The Grand, near Zydus Hospital*. The meeting was attended by representatives from several states, though participation was limited and selective invitations created concerns about inclusivity.

During the meeting, we presented several core issues concerning the betterment of district courts across India, and urged AIJEC to take them up before the Supreme Court and other relevant forums. In line with the assurances given by both you and us, we are now submitting these points separately in writing:

1. **Development of AIJEC Website** - AIJEC should establish a website to publish its achievements, initiatives, pending and decided cases, executive body details, elected bodies from all states, and advance notices of GBMs, ensuring information accessibility for judicial employees nationwide.
2. **Transition from the Ahlmad System to a Registry Framework**- The colonial Ahlmad system should be replaced with the Registry system, as successfully done in many High Courts. The continued reliance on the colonial-era Ahlmad system in district courts has become a structural impediment to judicial efficiency, transparency, and modernization. It should transition to the Registry system, which has already been successfully implemented in several High Courts across India. The

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Registry model not only offers a more professionalized, accountable, and technology-integrated approach to case management, record maintenance, and administrative coordination but also improves the working condition of the court staffers.

3. **Equitable Leave Encashment for Judicial Employees** - Judicial employees, who form the backbone of court administration, are frequently unable to avail their entitled leave due to the continuous and demanding nature of judicial functioning. Unlike judges, whose unused leave is eligible for encashment, the leave balances of judicial staff often lapse annually—resulting in a systemic inequity that undermines morale and institutional fairness. Hence, steps may be taken to make all the judicial employees entitled to be granted **leave encashment benefits on par with judicial officers**, recognizing their indispensable role in maintaining the efficiency, integrity, and continuity of court operations.

4. **Strengthening Infrastructure Across District Courts Nationwide** - The physical and functional infrastructure of almost all the district courts remains critically underdeveloped, directly impacting the efficiency and accessibility of judicial services. A comprehensive upgrade of facilities across all district courts in India is need of hour, ensuring that judicial employees, litigants, and stakeholders operate in environments that reflect the constitutional importance of the judiciary. It must include:

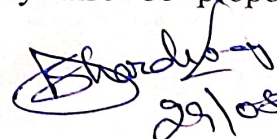
Staff Canteens to support the well-being of court staff, dedicated canteens should be established, promoting health, morale, and productivity to provide healthy food at reasonable / discounted rates.

Spacious Record Rooms – Record Rooms in the District Courts are having a very a very petty state of condition. Properly designed record rooms are essential for safeguarding case files, enabling efficient retrieval, and supporting digitization efforts. It not only halts the consignment process but also a threat to the safety and security of the judicial records lying with the Ahlmads.

Creches and Childcare Facilities - In line with inclusive workplace policies, creches should be provided for employees with young children, especially women staff, to foster gender equity and work-life balance.

Since, Hon'ble Supreme Court is monitoring the digitization of the Delhi District Courts, it is requested to place this issue before Hon'ble Apex Court for immediate prioritization.

5. **Rational Deployment of Court Staff Based on the basis of Case Pendency and Amendment in Recruitment Rules** - The current practice of deputing court staff to Ahlmad Rooms without regard to the volume of pending cases in individual courts leads to operational inefficiencies, delays in record handling, and undue pressure on Ahlmad Staff. In order to ensure equitable workload distribution and enhance judicial productivity, it is earnestly required that staff deployment in District Courts be calibrated in proportion to the pendency of each court. If needed, Recruitment Rules may also be proposed to be

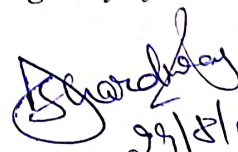

29/08/2025

modified / amended implementing the deputation of required staff in the ratio of the pendency. Also, the sufficient staff (*at least 10% leave reserve*) should be kept everytime in the pool for Steno, Reader, Ahlmad, Asstt Ahlmad, Nazir and Pcons.

6. **Quarterly Report on Administrative Functioning** – Alike the quarterly report of Judicial Work a structured **quarterly reporting mechanism** encompassing updates on **Modified Assured Career Progression (MACP), promotions, recruitment drives, and vacancy status should be introduced to ensure** commitment to transparency, accountability, and equitable career advancement within the administrative wing of the judiciary.
7. **Sports Culture** – A dedicated sports committee should be established in each state, and sporting events should be organized regularly at both the state and national levels, in line with practices followed for Central and State Government employees.
8. **Uniform Dress Code** - Implementation of a uniform dress code for judicial employees across all district courts in India, accompanied by a washing/dress allowance, similar to provisions extended to staff in High Courts to uphold the dignity, discipline, and institutional identity of the judiciary staff. It would **promote a cohesive and professional appearance** within court premises, reinforcing the decorum and seriousness of judicial proceedings. Needless to state that the contributions of the court staff are equally integral to the functioning of the justice delivery system. Hence, in order to strengthen institutional identity, allowing judicial employees to be visibly distinguished as part of the justice system, thereby enhancing public respect and internal morale.
9. **Residential Complexes** – Dedicated residential complexes should be constructed in every district for court staff, similar to the housing facilities already provided to the judges. Such complexes should include adequate living quarters, essential amenities, and supportive facilities to ensure decent and secure accommodation for employees and their families.
10. **Banking Facilities** – Similar to that of Bihar State Civil Court Employees Association, a Memorandum of Understanding (MoU) should be entered into with a nationalized or reputed bank to introduce beneficial schemes for court employees, particularly for opening and maintaining their salary accounts similar to that are already being successfully implemented in Bihar for judicial staff. Key points of the Memorandum of Understanding (MoU) between BIHAR STATE CIVIL COURT EMPLOYEES ASSOCIATION, PATNA AND STATE BANK OF INDIA are reproduced as under:

“3. Facilities to Account holders:

The Bank undertakes to provide the following facilities/ services to Bihar State Civil Court Employees Association, Patna personnel/members drawing their salary through any of its branches:


29/8/2025

- Existing salary accounts of officers / employees of the Bihar Judicial Services who are members of Bihar State Civil Court Employees Association, Patna will be converted to State Government Salary Package (SGSP) subject to an application-cum-undertaking to be submitted by the respective account holder as per specimen attached in Annexure-I. The facilities will be provided under State Government Salary Package (SGSP) to the members of Bihar State Civil Court Employees Association, Patna as per attached Annexure-IV depending upon the variant of account.
- Usage of the largest ATM network of SBI Group free of charge subject to limitation in withdrawal amount as prescribed by the Bank from time to time.
- Usage of other banks ATMs free of charges subject to limitation in withdrawal amount as prescribed by the Bank from time to time.
- Anywhere Banking via ATM, Internet, Mobile Banking, and YONO.
- Free Shopping-cum-ATM/ Debit Card
- Free Supplementary Shopping-cum-ATM Card / Debit Card for Joint Account holder
- Free additional Shopping-cum-ATM Cards / Debit Cards for joint account holders on their joint accounts subject to their undertaking that the 'additional card will be issued at their own risk and responsibility'. The Bank will not be held responsible for any cost or consequence that may arise out of misuse of the additional Card.
- Free Facility for setting up of Standing Instructions within SBI.
- Free Financial Advisory Service wherever SBI has such facility.
- Other facilities as detailed in Annexure-IV
- Loans will be disbursed to the eligible members of the Association upon fulfilment of eligibility criteria and on meeting of Bank's terms and conditions, including establishing of the applicant's creditworthiness as per the Bank's guidelines.
- All other facilities being provided to Bank's normal customers operating salary accounts, subject to the discretion of the Bank and prevailing regulatory guidelines from time to time.

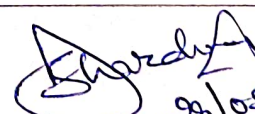
Key HIGHLIGHTS of STATE GOVERNMENT SALARY PACKAGE (SGSP) ACCOUNTS For Serving Members of Bihar State Civil Court Employees Association, Patna

Group Term Life (GTL) Insurance Cover : 10 lakh

Personal Accident Insurance Cover: 100 Lakh in case of Accidental Death (Without POS Condition)

Air Accidental Insurance Cover: 160 lakhs

Permanent Total Disability: 100 lakhs


29/05/2025

*Permanent Partial Disability: Maximum up to 80 lakhs
Disability Sum Insured payable as per prevailing regulatory guidelines*

*Child Education Benefit: Applicable on admissibility of Personal Accidental Insurance (Death) Cover
Additional up to 8 lakhs for male Child / or 10 lakhs for girl child (18-25 years of age) at the time of Accident*

*Girl Child Marriage Benefit: Applicable on admissibility of Personal Accidental Insurance (Death) Cover
20% of entitled Personal Accidental (Death) Insurance cover up to 5 lakhs for one Girl Child, max up to 10 lacs for 2 girl children (18-25 years of age at the time of Accident).*

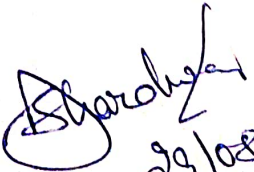
Add-on Covers: *Applicable on admissibility of Personal Accidental Insurance (Death) Cover*

- 1. Plastic Surgery in Burn Cases: Maximum up to Rs.10 lakh*
- 2. Import of medicine: Maximum up to -X Rs.5 lakh*
- 3. Ambulance Charges: Maximum up to Rs.50,000/-*
- 4. Air Ambulance Charges: Maximum up to Rs.10 lakh*
- 5. Death in coma (more than 48 hours) after accident: Maximum up to Rs.5 lakh*
- 6. Transportation of mortal remains: Maximum up to 50,000/-*
- 7. Family Transportation (cost of travel incurred by immediate 2 family members to reach place of accident): Maximum up to 50,000/-*
- 8. Additional cover of Rs.10 lakh while performing official duties on foreign soil.*

Relationship Banking through Wealth/Relationship Manager

SBI RISHTY: Family Savings account for up to 4 family members (any 4 amongst, Spouse Children, Parents & Siblings) of Gold and above variant salary account holders Benefits under "SBI Rishtey"

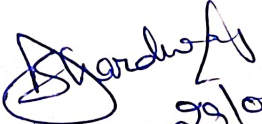
- 1. Type of Account: Regular Savings Bank Account*
- 2. Minimum Balance/ Monthly Average Balance: Nil*
- 3. Debit Card: Classic Debit Card (Free, Issuance and AMC)*
- 4. Transaction at ATMs: Unlimited free at all bank ATM network, using debit card linked to "Rishtey" accounts.*
- 5. Multi City Cheque: Nil Charge (Except for Bulk Requirement i.e. in excess of 25 leaves in a month)*
- 6. NEFT/RTGS Charges: Free (Online), Applicable charges in offline mode*
- 7. Demand Draft Charges: Free, if issued by debit to "Rishtey" account*


29/08/2025

8. *Auto Sweep Facility: Available (lucrative option to earn higher interest on Saving A/c)*
9. *SMS Alert Charges: Free*
10. *Annual Locker Rentals: 10% Concession on applicable locker rentals, every year 11 Personal Accidental Insurance: 5 lakh each for all "Rishtey" A/c holders (except minors)*
Platinum RuPay Debit Card (as an option) to all variant SGSP customers Variant wise (Master/ Vi) Debit Cards for all account holders.

Concession on annual Locker Rent: 50% Concession, every year on applicable locker rentals for Diamon, Platinum and Rhodium variant account holders."

11. **Hierarchy** – A standardized service hierarchy for district court staff should be formulated on the lines of High Courts. This would include clearly defined designations (such as DR, JR, AR, Sr. AO, AO, SJA, JA, JJA, etc.), well-structured promotional avenues, and parity in roles and responsibilities. Such uniformity would eliminate disparities among states, ensure transparency in career progression, and strengthen administrative efficiency.
12. **Written Transfer Policy for District Court's Staff** - The absence of a standardized transfer policy for court staff across Nation has led to inconsistencies, administrative inefficiencies, and, in some cases, undue hardship for District Court employees. It is requested to take steps for formulation of a **uniform, transparent, and equitable transfer policy** following the guidelines of BASELINE REPORT ON HUMAN RESOURCE DEVELOPMENT STRATEGY IN THE DISTRICT JUDICIARY 2024 (Report of the Sub-Committee headed by Hon'ble Mr. Justice Sanjeev Sachdeva) and OM No.11013/10/2013-Estt.A dt. 13.06.2014 issued by DOPT regarding implementation of Supreme Court's Judgment dated 31.10.2013 in WP(Civil) No.82/2011 in the matter of Shri. T.S.R. Subramanian & Other V/s UOI & Others – Hundred days' action plan of the Department.
13. **Priority Hearing** – Cases filed by employees' associations or concerning court staff should be given precedence in High Courts, with such cases placed at the top of the daily cause list. This will facilitate expeditious adjudication of service-related and welfare issues affecting judicial staff. Hence, it is requested to kindly take up the matter with the Hon'ble Chief Justice of India to issue necessary directions to all the High Courts to this effect.
14. **Annual GBM** – The holding of a General Body Meeting should be made mandatory every year, without exception in order to ensure transparency in decision-making, and active participation of all member associations in shaping AIJEC's policies. In addition to the above, annual subscription should be mandatorily collected from all states and a proper financial transparency should be maintained by presenting


29/08/2025

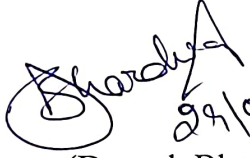
audited accounts in the annual GBM. It will ensure accountability, uniform contribution, and sustainable functioning of AIJEC.

15. **Welfare Fund Contributions** – AIJEC should formally request the Hon'ble Judges of the High Courts and the Supreme Court to issue directions that costs imposed on litigants in appropriate cases be deposited into AIJEC's welfare account for the welfare of the court staff nationwide.

It is, therefore, requested that the above-highlighted issues which reflect long-standing structural, administrative, and welfare concerns that directly impact the functioning, morale, and integrity of the court staffers across India. We respectfully urge you to please take up these matters with the Hon'ble Supreme Court and all relevant authorities on **top priority**, ensuring that judicial employees receive the recognition, support, and reforms they rightfully deserve. Timely intervention on these issues will not only strengthen the justice delivery system but also reaffirm our collective commitment to transparency, equity, and modernization within the judiciary.

Thanking you in anticipation.

With regards


29/08/2025
(Deepak Bhardwaj)
President