

The Court of Justice of Thailand



STRATEGIC PLAN OF THE COURT OF JUSTICE

B.E. 2561 – 2564



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STRATEGIC PLAN OF
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VISION

“The Court of Justice is an institution /delivering justice for peaceful, fair and equal society under the rule of law”

MISSION

1. To deliver justice for building equal opportunities and society.
2. To develop and to construct a fast, convenient, up-to-date and universal supporting system of the administration of justice.
3. To enhance judicial and justice cooperation both domestic and international level to the administration of justice.
4. To maintain trust and confidence in the administration of justice for peaceful and secured society of Thailand.

JUSTICE STRATEGY

J Justice for All

Uphold the administration of justice under the rule of law

U Uplift and Uphold Standard

Internationalize the work system of the Court of Justice

S Stronger Specialized Court

Strengthen the specialized courts and the Court of Appeal for Specialized Case

T Trusted Pillar

Enhance trust and confidence in the administration of justice

I Innovation

Develop innovation for the administration of justice of the Court of Justice

C Collaboration

Accelerate the integration of domestic and international networks of justice

E Excellence Organization

Enhance organization competency for excellence



AIMS

STRATEGY		AIMS
J	<p>Justice for All</p> <p>Uphold the administration of justice under the rule of law</p>	Thai society maintains peace and harmony in a sustainable manner.
U	<p>Uplift and Uphold Standard</p> <p>Internationalize the work system of the Court of Justice</p>	Administration of justice of the Court of Justice is in line with the international standard.
S	<p>Stronger Specialized Court</p> <p>Strengthen the specialized courts and the Court of Appeal for Specialized Case</p>	The specialized courts and the Court of Appeal for Specialized Cases are specialized in adjudicating the special cases and are able to deliver justice in conformity with unique characteristic of specialized cases.
T	<p>Trusted Pillar</p> <p>Enhance trust and confidence in the administration of justice</p>	People and society have trust and confidence in the process of administration of justice of the Court of Justice.
I	<p>Innovation</p> <p>Develop innovation for the administration of justice of the Court of Justice</p>	The administration of cases and services of the Court of Justice is easier, faster and cheaper.
C	<p>Collaboration</p> <p>Accelerate the integration of domestic and international networks of justice</p>	Domestic and international institutions including international organizations in the justice system recognize the Court of Justice and provide their cooperation in judicial, justice and academic affairs.
E	<p>Excellence Organization</p> <p>Enhance organization competency for excellence</p>	The Court of Justice is of high capacity system in the judicial work, judicial support and general administration, and academic work in enhancing the efficient administration of justice.



STRATEGY “J”

(Justice for All)

Uphold the administration of justice
under the rule of law



STRATEGY “J” (Justice for All)

Uphold the administration of justice under the rule of law

Aims:

Thai society maintains peace and harmony in a sustainable manner.

Indicators	Operational Guidelines
<p>1. Judges are independent in adjudication in accordance with the rule of law.</p>	<p>1. To strengthen the guarantee for judicial independent in the course of their performed duties.</p> <p>2. To enhance an open, equal and lawful adjudication under the rule of law.</p> <p>3. To enhance the adjudication of cases under the principle of justice and righteousness in the trial.</p> <p>4. To enhance operational efficiency of the Court of Justice in examining facts and completely and lawfully conducting a procedure for just and fair trial.</p> <p>5. To promote efficiency in prosecuting cases of corruption and misconduct against government officials at all levels in a fast, fair and equal manner.</p>
<p>2. The Court of Justice¹ proposes and amends legislations not less than 2 topics per year for development of the court system and the administration of justice by means of systematic hearing of opinions and analysis of impacts in accordance with the provisions of the Constitution of the Kingdom of Thailand.</p>	<p>6. To develop laws, rules and regulations relating to jurisdiction and missions of the Court of Justice in conformity with the socioeconomic condition in order to enhance social justice and make the access to the administration of justice easily, speedily and equally.</p>

¹ “Court of Justice” in this Strategic Plan of the Court of Justice B.E.2561-2564 means the Court of Justice and the Office of the Judiciary.



Indicators	Operational Guidelines
<p>3. Judges, personnel in the justice system and court visitors shall have not less than 80% of confidence in the security system and measures of the Court of Justice, within the fiscal year of 2021.</p>	<p>7. To establish the Office of Administration of Justice (Court Marshall) and to enhance efficiency of personnel, systems and measures for security protection of the Court of Justice, people in the justice system and court visitors, including apprehension of bail absconders.</p>
<p>4. The number of court bail absconders captured and returned have increased yearly and continually by the court coordination.</p>	
<p>5. Rights of the parties, injured persons, accused and related parties, including witnesses who are children, juveniles, women, elders, disabled persons or people with infirmities are protected in court proceeding under the provisions of laws.</p>	<p>8. To develop the rights and liberties protection process in criminal cases of the Court of Justice.</p>
	<p>9. To enhance people to abide by laws and to access the administration of justice of the Court of Justice in an easy, equitable and fair manner.</p>
	<p>10. To assist people in filing petitions or lawsuits in petty or uncomplicated cases such as consumer cases, administration of estate cases, and child legitimation cases (non contentious).</p>
<p>6. The satisfactory level of parties regarding the management of systems of court – appointed lawyers and legal advisors of the Court of Justice is not less than 80%², within the fiscal year of 2021.</p>	<p>11. To increase opportunities of access to quality systems of court-appointed lawyers and legal advisors in the proceedings of the Court of Justice.</p>
<p>7. The satisfactory level of alleged offenders, the accused, bailors and related persons regarding the standard of the provisional release system is not less than 80%, within the fiscal year of 2021.</p>	<p>12. To enhance the process of provisional release under the principle of human rights and the prescribed criteria.</p>

² Judiciary : Access to Justice : Availability of free legal assistance for indigent defendants (UN Rule of Law)



Indicators	Operational Guidelines
<p>8. The Court of Justice shall have the law on judicial immunity in the course of their performed duties within the fiscal year of 2021.</p>	<p>13. To amend the related laws for protecting performance of judges’ duties according to the laws.</p>
<p>9. The satisfactory level of the parties regarding the performance of arbitrators of the Thai Arbitration Institute, Office of the Judiciary is not less than 90% , within the fiscal year of 2021.</p>	<p>14. To create the assurance system of arbitrator performance quality, covering the selection process and the examination of arbitrators’ performance.</p>
<p>10. The satisfactory level of the parties regarding the process, knowledge and competencies involved with the mediation of the Court of Justice is not less than 90%, within the fiscal year of 2021.</p>	<p>15. To enhance capacity of personnel involved with the mediation.</p>
	<p>16. To promote and to develop the court-annexed mediation at all levels.</p>
<p>11. The resolution of disputes by means of arbitration shall be complete by not less than 50% , within the fiscal year of 2021.</p>	<p>17. To standardize arbitration proceedings and to accelerate the integration of modern and highly efficient E-Arbitration system</p>
<p>12. The Court of Justice shall have higher scores of assessment of merits and transparency in the organizational operation each year.</p>	<p>18. To develop system of assessment of merits and transparency in operation of the Court of Justice, including the development of efficient mechanism and system of anti-corruption</p>



STRATEGY “U”

(Uplift and Uphold Standard)

Internationalize the work system of the Court of Justice



STRATEGY “U” (Uplift and Uphold Standard)

Internationalize the work system of the Court of Justice

Aims:

Administration of justice of the Court of Justice is in line with the international standard.

Indicators	Operational Guidelines
1. The Court of Justice obtains not less than 80% scores of all international standards on the administration of justice, within the fiscal year of 2021.	1. To establish a unit responsible for efficient development, monitoring and assessment of performance of the Court of Justice and the Office of the Judiciary according to indicators and international standards.
2. The rate of adjournment of cases decreases by not less than 10% ³ , within the fiscal year of 2021.	2. To increase the efficiency of case management in full quorum and continuous trial ⁴ and the efficiency of the witness follow-up system which assisted and supervised parties to bring witnesses to the court without adjournment.
3. The satisfactory level of disabled or elderly parties regarding their service obtained by the Court of Justice is not less than 85%, within the fiscal year of 2021.	3. To renovate buildings, premises and building plan of courts and offices in conformity with the Principle of Universal Design, and to prepare necessary equipment for the disabled persons and the elders in court rooms ⁵ .
4. The satisfactory level of parties regarding the interpretation service of the Court of Justice is not less than 85%, within the fiscal year of 2021.	4. To improve the efficiency of recruitment and selection system, development and monitoring system, including adjusting a proper remuneration for interpreter of the Court of Justice.

³ Trail Date Certainty : The proportion of important case processing events (trials) that are held when first scheduled. (Global Measure of Court Performance)

⁴ Standard of case management in full quorum and continuous trial, according to the Manuals of Standard of Supervision of Administrative Work for Full Quorum and Continuous Trial, consists of (1) Management of cases at the case acceptance stage (2) Mediation system (3) Pre-Trial Conference system (4) Appointment center system (5) Case preparation (6) Auxiliary process (7) Data storage (8) Enhancement and development of systems.

⁵ Percentage of court room rated as fully physically wheelchair accessible : Percentage of court rooms rated as equipped with suitable hearing assistance devices (International Framework of Court Excellence : Affordable and Accessible of Court Service)



Indicators	Operational Guidelines
5. The satisfactory level of the Court of Justice website users regarding the website is not less than 85% ⁶ , each year.	5. To develop content and usage of the Court of Justice website to meet users’ need which extended to the visually - impaired person.
6. Number of disposed cases by the Court each year ⁷ in a correct and justified manner: 6.1 Not less than 85% in the Court of First Instance 6.2 Not less than 90% in the Court of Appeal 6.3 Not less than 60% in The Supreme Court 6.4 The number of cases pending in the Court for more than 1 year is decreased 6.5 Not less than 55% of judgments of the Supreme Court uphold the judgments of the Court of Appeal 6.6 Not less than 50% of judgments of the Court of Appeal uphold the Court of First Instance	6. To strengthen standard of adjudication of the Court of Justice in fast, continuous and fair manner. 7. To enhance efficient review of cases, judgments /orders and to increase roles of judges in research divisions to be able to support correct and fast adjudication of the appellate courts 8. To establish a risk management system and an internal control system of the administrative work of the Court of Justice to meet the standard of quality operation within the assigned period of time. 9. To set the time standard for each type of cases and to improve the operational processes of the Court of Justice to be easier, faster and more flexible. 10. To enhance the standard of adjudication in each type of cases to be disposed within the time frame.

⁶ Percentage and number of website users rating the site as above average or benchmark (International Framework of Court Excellence : Affordable and Accessible of Court Service)

⁷ According to the Summary of Operation on Cases of the Court of Justice, it was found that, during January-December 2016, the Court of First Instance has conducted the trials until completion by 87.68% ; meanwhile, the Court of Appeal has conducted the trials until completion by 90.81% , and the Supreme Court has conducted the trials until completion by 58.37% . In 2010, the Supreme Court upheld the judgments of the Court of Appeal equal to 57.43%; and in 2016 equal to 39.21%. In 2010, the Court of Appeal upheld the judgments of the Court of First Instance equal to 49.41%; and in 2016 equal to 30.75%.



Indicators	Operational Guidelines
<p>7. To enhance the efficiency of trials with full quorum within the fiscal year of 2021.</p>	<p>11. To enhance the Pre-Trial Conference consultation meeting and to adjust the work system of the Court of First Instance and the appellate courts to be in conformity with the system of full quorum.</p> <p>12. To amend laws, rules and regulations, and to provide more effective measures supporting works of judges at trial with full quorum.</p> <p>13. To study, analyze, research and to set the proper number of judges in one quorum of the Court of First Instance for each type of cases, and to empower the competency of one judge without prejudice to the justice.</p>
<p>8. The satisfactory level of the accused, detainees and related persons regarding court rooms and detention rooms of the Court of Justice is not less than 80%, each year.</p>	<p>14. To survey and to renovate court rooms and detention rooms of the Court of Justice.</p>
<p>9. The Court of Justice has the database of costs in every type of cases within the fiscal year of 2021.</p>	<p>15. To conduct study, analysis and research to provide database, and to calculate costs of trial for each type of cases and to properly adjust budgets and court fees.</p>



STRATEGY “S”

(Stronger Specialized Court)

Strengthen the specialized courts and the Court of
Appeal for Specialized Cases



STRATEGY “S” (Stronger Specialized Court)

Strengthen the specialized courts and the Court of Appeal for Specialized Cases

Aims:

The specialized courts and the Court of Appeal for Specialized Cases are specialized in adjudicating the special cases and are able to deliver justice in conformity with unique characteristic of specialized cases.

Indicators	Operational Guidelines
1. The Court of Justice has the standardized and retrievable database of judgments and orders of each specialized courts and the Court of Appeal for Specialized Cases and other courts for cases that contained similar facts, within the fiscal year of 2021.	1. To provide database of related judgments/court’s orders for the specialized courts and the Court of Appeal for Specialized Cases as guidelines for trial.
2. At least one specialized courts can use English language in the trial within the fiscal year of 2021.	2. To develop the case management system and human resource management system to support trial in English.
3. To establish the Commercial Case Division, Environmental Case Division or other divisions in the Court of Justice under the provisions of laws within the fiscal year of 2021.	3. To establish the Environmental Case Division, the Commercial Case Division or other divisions. 4. To conduct the feasibility study and to establish the specialized courts as prescribed by laws.
4. Within the fiscal year of 2021, all case files and dockets of judgments/ orders of the specialized courts and the Court of Appeal for Specialized Cases are completely correct.	5. To develop tracking system for case files and to develop the supporting system for judgments/ orders of the specialized courts and the Court of Appeal for Specialized Cases. 6. To promote capacity building of judges in research divisions of the Court of Appeal for Specialized Cases to support fast and fair trial.



Indicators	Operational Guidelines
5. Not less than 80% of parties to the cases, related persons and the people have confidence in the expertise of judges in the specialized courts and the Court of Appeal for Specialized Case, within the fiscal year of 2021.	7. To provide a career path plan and propose the revision of laws and related regulations for promotion and appointment of judges in the specialized courts and the Court of Appeal for Specialized Cases
6. To establish and to apply a career path plan for promotion and appointment of judges in the specialized courts and the Court of Appeal for Specialized Cases within the fiscal year of 2021. ⁸	
7. Promotion and appointment of judges in the specialized courts and the Court of Appeal for Specialized Cases are in accordance with the career path plan within the fiscal year of 2021.	
8. Development of judges and senior judges in the specialized courts and the Court of Appeal for Specialized Cases are in accordance with the Individual Development Plan (IDP) for judges and senior judges within the fiscal year of 2021.	8. To provide and to develop the Individual Development Plan (IDP) for judges and senior judges in the specialized courts and the Court of Appeal for Specialized Cases to be experts in specialized cases and meet international standard and capacity
9. Judges and senior judges in the specialized courts and the Court of Appeal for Specialized Cases are experts in specialized cases and meet international standard and capacity within the fiscal year of 2021.	

⁸ The provision of career path shall cover the assumption and release of office, including capacities of personnel who shall assume the office.



Indicators	Operational Guidelines
<p>10. Promotion, appointment and rotation of judges in the specialized courts and the Court of Appeal for Specialized Cases are based on the assessment within the fiscal year of 2021.</p>	<p>9. To provide standard evaluation of Individual Development Plan for judges in the specialized courts and the Court of Appeal for Specialized Cases by taking into account of their knowledge and capacity in specialized cases as main components.</p>
<p>11. Lay judges in the specialized courts are experts in specializes cases and meet international standard and capacity within the fiscal year of 2021.</p>	<p>10. To provide and to develop the Development Plan for lay judges in the specialized courts to be experts in specialized cases and meet international standard and capacity.</p>
<p>12. The satisfactory level of judges in the specialized courts and the Court of Appeal for Specialized Cases regarding the capacity of Court of judicial service officers in supporting effective operation of judges and public services is not less than 80% each year.</p>	<p>11. To provide and to develop the Development Plan for Court of Justice judicial service officers in the specialized courts and the Court of Appeal for Specialized Cases to have knowledge, capacity and expertise in order to support the efficient operation of judges and public services.</p>
<p>13. The satisfactory level of judges, regarding the performance of duties of lay judges in the specialized courts is not less than 90% each year.</p>	<p>12. To improve the criteria for selection and training methods of lay judges in the specialized courts to be experts and meet international standard and capacity.</p>



STRATEGY “T”

(Trusted Pillar)

Enhance trust and confidence in the administration
of justice



STRATEGY “T” (Trusted Pillar)

Enhance trust and confidence in the administration of justice

Aims:

People and society have trust and confidence in the process of administration of justice of the Court of Justice.

Indicators	Operational Guidelines
1. Not less than 80% of parties, related persons and the people have confidence in the operation of the Court of Justice.	1. To promote the values for Court Excellence. ⁹
	2. To develop Framework for Court Excellence : 2.1 Court leadership and management 2.2 Court planning and policies 2.3 Efficiency in budgetary, financial, material and human resources management 2.4 Court proceedings 2.5 Client needs and satisfaction 2.6 Affordable and accessible court services 2.7 Public trust and confidence
2. The Court of Justice has manuals for court service in not less than 5 languages, both in hard copies and electronic forms, within the fiscal year of 2021. ¹⁰	3. To provide manuals for official contact in each different procedure and at all court levels, as well as translations to foreign languages.
3. The Court of Justice has a various form of media as in hard copies and VDO clips in Thai and in foreign languages to create knowledge and understanding on the process of trial and alternatives to justice of the Court of Justice, within the fiscal year of 2021.	4. To provide and to distribute information relating to the process of trial and the alternatives dispute resolution through website in a various forms of media as in hard copies, VDO clips both in Thai and in foreign languages.

⁹ There are 10 values for Court Excellence, consisting of (1) Equality (2) Fairness (3) Impartiality (4) Independence of decision-making (5) Competency (6) Integrity (7) Transparency (8) Accessibility (9) Timeliness (10) Certainty.

¹⁰ Percentage and number of information document available in other languages (International Framework of Court Excellence : Affordable and Accessible of Court Service)



Indicators	Operational Guidelines
4. The Court of Justice has statistics and database which can be searched through website within the fiscal year of 2021.	5. To provide database of the Court of Justice so that the Court of Justice and other sectors in the justice system are able to search through website.
5. The Court of Justice has a database for precedents and orders of the Supreme Court which other courts can use within the fiscal year of 2021.	6. To provide database of precedents/ orders of the Supreme Court so that all courts are able to use them as guidelines for adjudication.
6. The Court of Justice has a database for precedents/ orders of the Court of Appeal which other courts can search within the fiscal year of 2021.	7. To provide database of precedents/ orders of the court of appeal so that all courts of appeal and courts of first instance are able to use them as guidelines for adjudication.
7. The Court of Justice has necessary database for legal research publicly accessible within the fiscal year of 2021.	8. To establish the Legal and Cases Center for service provision to the people and related persons.
8. The Court of Justice takes corrective actions on complaints not less than 80% of complaints each year.	9. To set up the complaint system to manage and follow up the handling of complaints.
9. The satisfactory level of parties, related persons and the people is not less than 80% in the counseling, reception and facilitation services to visitors of the Court of Justice each year.	10. To enhance public reception service system and facilitation of the Court of Justice to meet the required quality and standard.



Indicators	Operational Guidelines
<p>10. Not less than 80% of targeted parties, related persons and the people receive correct information faster and easier and perceive correct understanding to the Court of Justice each year.</p>	<p>11. To develop up to date and efficient communication and public relations of the Court of Justice for fast and thorough access to the target groups.</p>
<p>11. 90% of the Court of Justice nationwide has her public relation officers who are aware and ready to provide services to the people as per the prescribed Criteria.</p>	<p>12. To develop public relation officers training programs under the standard with an emphasis on legal knowledge, judicial work system and public relations for public relation officers of the Court of Justice, and to encourage the service minds of Court of Justice judicial service officers.</p>
<p>12. Legal and academic information services of the Court of Justice meet the international standard within the fiscal year of 2021.</p>	<p>13. To apply up-to-date technology and knowledge for promotion and improvement of efficiency of legal Information and academic services of the Court of Justice to meet international standard for local and international service users.</p>
<p>13. The Court Museum of Thailand and Archives is a significant national learning resources on laws and affairs of the Court of Justice and is recognized at international level within the fiscal year of 2021.</p>	<p>14. To promote the conservation of buildings and the Court Museum of Thailand to maintain historical value and to be a learning resources on laws and affairs of the Court of Justice for new generations and the interested people .</p>



STRATEGY “I”

(Innovation)

Develop innovation for the administration of justice of
the Court of Justice



STRATEGY “I” (Innovation)

Develop innovation for the administration of justice of the Court of Justice

Aims:

The administration of cases and services of the Court of Justice is easier, faster, and cheaper.

Indicators	Operational Guidelines
1. The Court of Justice has at least 5 electronic case management systems within the fiscal year of 2021.	1. To extend the use of digital system to support faster and easier access to the administration of justice.
	2. To improve efficiency of submitting, sending and receiving pleadings, or court’s orders and other documents via Electronic Filing System, including development of e-Payment system in the payment of the Court fees.
	3. To improve efficiency of trial system by electronic means.
	4. To improve efficiency of electronic court rooms and database system for searching.
	5. To improve efficiency of case file and data storage system by electronic means.
	6. To improve efficiency of case data integration system of the Court of Justice.
	7. To improve efficiency of electronic data and information system management for decision-making of executives.
	8. To improve efficiency of system of storage and service of judgment duplication in electronic format among courts nationwide.
	9. To improve efficiency of bail bonds system and integration of bail bondsmen execution database.
	10. To develop the efficient and modern information system of case files of the Court of Justice, and to reduce processes and operational time and data retrieval time in the case management.



Indicators	Operational Guidelines
<p>2. The Court of Justice conducts at least 5 researches and academic works per year to support judicial affairs.</p>	<p>11. To support the court personnel to conduct researches and academic works to support judicial affairs system.</p>
	<p>12. To promote the studies and researches and the use of researches and academic works for development of laws and systems of the Court of Justice.</p>
<p>3. The number of laws proposed for amendment by the Court of Justice in order to increase the protection of rights and liberties of the people is at least 1 topic.¹¹</p>	<p>13. To advocate the organization of academic activities in order to collect issues to be proposed for revision of laws for continuous protection of rights and liberties of the people.</p>
<p>4. The satisfactory level of the people, regarding the service provision of the Court of Justice in judicial works other than the adjudication is not less than 80% each year.</p>	<p>14. To initiate measures or methods to reduce the waiting period of consideration for provisional release of the alleged offenders.¹²</p>
	<p>15. To apply measures or methods which could prevent absconding of the alleged offenders in lieu of securities for protection of rights of the alleged offenders or the accused regarding the provisional release.</p>
	<p>16. To develop system of classification of offenders, as well as to promote assistance, support, correction and rehabilitation in criminal cases.</p>
	<p>17. To set the time standard of case management process for protection of rights of the people.</p>
<p>5. The Court of Justice reaches her conclusion to establish the college for creation of suitable training and development programs for lay judges, mediators, arbitrators and <i>Datoh Yutithum</i> (Kadi) of the Court of Justice and the Office of the Judiciary within the fiscal year of 2021.</p>	<p>18. To develop the quality of service relating to reception, communication and public relations.</p>
	<p>19. To study the necessity and worthiness to establish the College of the Court of Justice as an institution for training and development of lay judges, mediators, arbitrators and <i>Datoh Yutithum</i> (Kadi) of the Court of Justice.</p>

¹¹ To enhance roles of the Court of Justice in checking and balancing the use of state powers for protection of rights and liberties of the people.

¹² For example, to broadcast the proceedings in the courtroom for all related parties to respond accordingly with the announcement of judgments such as provision of additional securities or premises for bail of the alleged offenders in petty cases which can reduce the period of detention.



STRATEGY “C”

(Collaboration)

Accelerate the integration of domestic and international networks of justice



STRATEGY “C” (Collaboration)

Accelerate the integration of domestic and international networks of justice

Aims:

Domestic and international institutions including international organizations in the justice system recognize the Court of Justice and provide their cooperation in judicial, justice and academic affairs.

Indicators	Operational Guidelines
1. The Court of Justice has a case database system which can be accessed and used by organizations in the justice system within the fiscal year of 2021.	1. To develop and to integrate cooperation in the compilation of central database or exchange of case data relating to organizations in the justice system.
2. Not less than 80% of activities of collaboration on domestic judicial affairs are practically used within the fiscal year of 2021.	2. To cooperate with other organizations in the justice system to implement policy and to create collaboration on the efficient administration of justice to the people.
3. The Court of Justice has more knowledge and understanding on facts and operational condition of other organizations in the justice system within the fiscal year of 2021.	3. To organize activities between the Court of Justice and organizations in the justice system for exchange of data and knowledge and understanding on processes in order to create work efficiency of the public sector and to meet needs of stakeholders. ¹³
4. The Court of Justice makes agreements on collaboration on service of documents and remote witness examination with foreign countries within the fiscal year of 2021.	4. To provide collaboration on the acquisition of evidences in foreign countries or international service of warrants/cooperation in the remote witness examination via video conference.

¹³ For example, to have judges visit prisons, place of confinement, court cells and observation and protection centers in Thailand and in foreign countries.



Indicators	Operational Guidelines
<p>5. Within the fiscal year of 2021, and with participation of the civil society sector, 80% of children and juvenile in criminal cases, including domestic violence offenders who receive correction and rehabilitation for behavioral improvement, would not recommit offences; and not less than 80% of parties in family cases that are filed to the juvenile and family courts would be satisfied with their good relationship though they could not maintain their marital status.</p>	<p>5. To develop a system of classification of children and juveniles in criminal cases, for correction, rehabilitation and protection of welfare of children and juveniles, and domestic violence victims under the provisions of laws.</p> <p>6. To establish a system of efficient management of community networks and advocate the effective correction and rehabilitation of children, juvenile and families.</p>
<p>6. The Court of Justice reaches her conclusion in relation to the cooperation with ASEAN countries on correction and rehabilitation of children and juveniles who are offenders, within the fiscal year of 2021.</p>	<p>7. To study guidelines for cooperation with ASEAN countries on correction and rehabilitation of juvenile offenders.</p>
<p>7. The Court of Justice holds correct and up-to-date body of knowledge on the international court system and can disseminate the knowledge to the society within the fiscal year of 2021.</p>	<p>8. To extend the academic cooperation, training and exchange of judicial personnel with foreign countries.</p>



STRATEGY “E”

(Excellence Organization)

Enhance organization competency for excellence



STRATEGY “E” (Excellence Organization)

Enhance organization competency for excellence

Aims:

The Court of Justice is of high capacity system in the judicial work, judicial support and general administration, and academic work in enhancing the efficient administration of justice.

Indicators	Operational Guidelines
1. Judge performance evaluation system and regulations for personnel administration are reviewed and revised within the fiscal year of 2021.	1. To review and to improve the judge performance evaluation system to reflect the actual performances, and revise regulations and standard for personnel administration in accordance with the changes.
2. Not less than 80% of evaluated personnel training courses of the Court of Justice are improved within the fiscal year of 2021.	2. To review and to improve personnel training courses of the Court of Justice so that the personnel of the Court of Justice have knowledge and capacity to keep up with changing legal contexts, regulations and the society and to cope with multi-function tasks.
3. The Court of Justice reaches her conclusion on reorganization within the fiscal year of 2021.	3. To improve the structure and work system of the Office of the Judiciary and Office of the Chief Justice for each region, with emphasis on decentralization for support of mission of the Court of Justice, as well as proper personnel planning and management.
4. The Court of Justice has her electronic channel of communication with personnel in all offices and updates the data at all times within the fiscal year of 2021.	4. To increase communication channels for public relations of offices to personnel of the Court of Justice through electronic means in order to acknowledge movement of laws, regulations and practices.



Indicators	Operational Guidelines
<p>5. Real-time personnel database of the Court of Justice is provided and updated constantly within the fiscal year of 2021.</p>	<p>5. To provide the personnel data storage system of the Court of Justice which can present real-time report.</p>
<p>6. The Court of Justice applies at least 2 systems of information technology in the management and office systems with secured connection within the fiscal year of 2021.</p>	<p>6. To improve efficiency of the information technology system in order to support the management system and the office system.</p>
	<p>7. To improve efficiency of IT infrastructure system in order to support the secured, safe and efficient work system of the Court of Justice.</p>
<p>7. Structure and manpower plan of Court of Justice judicial service officers which allocated the proper number of manpower in accordance with missions under the strategic plan, case characteristics and the changing nature of work are completely reviewed and used as a framework of personal administration within the fiscal year of 2021.</p>	<p>8. To review the suitability of manpower allocation and planning of the Court of Justice for efficient, correct and fast administration of justice.</p>
<p>8. The Court of Justice is a Happy Workplace within the fiscal year of 2021.</p>	<p>9. To provide welfare and upgrade the development of quality of life of judges and court personnel at all levels to be strong, secured and ready to work properly and efficiently.</p>
	<p>10. To provide plan to create work-life balance.</p>
<p>9. The Court of Justice adjusts salaries, remuneration, benefits and welfare for at least 1 topic within the fiscal year of 2021.</p>	<p>11. To study and review salaries, remuneration, benefits and welfare of court personnel in accordance with the future contexts.</p>



Indicators	Operational Guidelines
10. Standard indicators of personnel evaluation in each line are provided completely within the fiscal year of 2021.	12. To provide standard of performance evaluation of personnel at all levels/ types to be used as data for appointment, promotion and transfer of personnel.
11. The Court of Justice provides and completes the career path plan of judge and Court of Justice judicial service officers and uses it as the human resources management framework within the fiscal year of 2021.	13. To clearly provide the career path of judges and judicial service officers in each position in order to enhance the efficiency and morale in operation of work.
12. The Court of Justice increases the personnel capacity in operation of work each year.	14. To support scholarships for further education abroad.
	15. To support scholarships for further domestic education.
	16. To enhance the capacity building of personnel by various methods such as promoting foreign language learning and other areas of learning for development of operation of work.
13. 50% of laws, rules and regulations relating to the administration of justice are reviewed, abolished or updated within the fiscal year of 2021.	17. To develop systems rules and regulations relating to the administration of the Court of Justice and the Office of the Judiciary to be up-to-date and in conformity with current situations.
14. The Office of the Judiciary has systems of work plans, budgets, finance, accounting, supplies, design and construction and monitoring and evaluation which can effectively support missions of the Court of Justice each year.	18. To enhance standard and quality of work plans, budgets, finance, accounting, supplies, design and construction, and monitoring and evaluation system to be on par with international standard in a transparent and accountable manner.
	19. To accelerate the procurement of quality and adequate supplies and durable articles under the prescribed standard.
	20. To reduce steps of request for approval of disbursement, repair of materials, durable articles, buildings and residences.
	21. To promote the Court of Justice and the Office of the Judiciary to have office buildings which reflect the independence of courts, to have adequate usable areas which are proper to the operation of missions, modern, energy saving, by taking into account of human rights and friendly design.



Indicators	Operational Guidelines
<p>15. Not less than 80% of parties, related persons and the people have confidence in knowledge, capacity, honesty and integrity, merits and ethics of judges, senior judges, <i>Datoh Yutitham</i> (Kadi) and lay judges of the court of justice each year.</p>	<p>22. To inspire judges, senior judges, <i>Datoh Yutithum</i> (Kadi) and lay judges of the Court of Justice as role models on merits and ethics and free of corruption, and having knowledge and capacity in the administration of justice at an international level.</p>
<p>16. The amount of 80% of judges, senior judges, <i>Datoh Yutitham</i> (Kadi) and lay judges of the court of justice improve their efficiency and enhance motivation in performance of government services and achievement to the administration of justice each year.</p>	
<p>17. Not less than 80% of parties, related persons, the people and users within and outside the organization have confidence in the knowledge, capacity, honesty and integrity, merits and ethics of Court of Justice judicial service officers, government employees, workers and personnel of all types of the Court of Justice each year.</p>	<p>23. To develop Court of Justice judicial service officers, government employees, workers and personnel of all types of the Court of Justice to have merits, ethics, free of corruption, high capacities, and efficiently support roles and missions as per powers, duties, responsibilities, policies of the President of the Supreme Court, and strategic plans.</p>
<p>18. The amount of 80% of Court of Justice judicial service officers, government employees, workers and personnel of all types of the Court of Justice improve the work efficiency and enhance the motivation in performance of government services and achievement to missions of the Court of Justice each year.</p>	

VISION

“The Court of Justice is an institution /delivering justice for peaceful, fair and equal society under the rule of law”

Office of the Judiciary

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