

■ VALUES AND STRATEGIC FRAMEWORK

The Subordinate Courts has in place a trilogy of court governance comprising the Justice Statement, a set of Core Competencies and the Strategic Framework. These collectively provide the institutional orientation and direction for the Subordinate Courts to effectively lead change and be *primus inter pares* among judiciaries in the world.

The Justice Statement

The Subordinate Courts Justice Statement is our corporate statement of mission, values and governing principles. It sets out the four justice models, and their underlying philosophies.

An important component of the Justice Statement is the six principles governing the discharge of judicial duties.

The Framework of Core Competencies

The Core Competencies contain the knowledge capital and catalogue of a modern and forward-looking judiciary. Judges in the Subordinate Courts have acquired additional competencies beyond legal and judicial knowledge and have assumed the roles of “Judge-Manager”, “Judge-Reformer”, “Judge-Mediator” and “Judge-Educator”.

The Strategic Framework

The Strategic Framework of the Subordinate Courts sets out the key elements that provide a benchmark against which future activities can be assessed within a volatile and ever changing external environment. The eight broad benchmarks in the Framework cover the desired public perception of the justice system, its fundamentals, access to justice, nature of the judicial process, applicable court governance principles, strategic use of technology, scenario and future planning, talent management, performance indicators and continuing education.



Oath-taking ceremony:
(from left)
Magistrate Alvin Koh
Magistrate Ngoh Siew Yen