

Vote:148 Judicial Service Commission

V1: Vote Overview

I. Vote Mission Statement

To foster an accountable and effective judicial service through competence-based recruitment, disciplinary control, stakeholder engagement, and public and judicial education.

II. Strategic Objective

1. Identify suitable persons for appointment as judicial and non-judicial officers for all levels of the Courts of Judicature
2. Review and make recommendations on the terms and conditions of service of judicial and non-judicial officers.
3. Prepare and implement judicial and public legal education programmes
4. Exercise disciplinary control over judicial and non-judicial officers in accordance with the set ethical standards and codes of conduct.
5. Process people's recommendations and complaints concerning the judiciary and the administration of justice.
6. Strengthen the institutional capacity of JSC to deliver on its mandate.

III. Major Achievements in 2017/18

Physical Performance

Recruitment of Judicial Officers

The Commission finalized the process of recruitment of the Deputy Chief Justice, two Justices of the Supreme Court and Justices of the Court of Appeal/Constitutional Court and Judges of the High court. The recruitment process of Registrars, Deputy Registrars, Assistant Registrars, Chief Magistrates and Magistrates Grade I is ongoing.

Public sensitizations

The Commission held 13 district leaders sensitization in the districts of Sheema, Kaberamaido, Kumi, Kayunga, Kamuli, Tororo, Kabong, Kotido, Ntungamo, Apac, Kyankwanzi, Kasese and Moroto where 2300 leaders were sensitised about the mandate and function of JSC in the administration of justice, land laws, domestic violence, bail and police bond and sexual offences.

Prisons inmates sensitizations

Five prison inmates workshop were held in Uganda Government prisons of Mbale (Maluku), Kayunga district in Ntengeru, Lusaana, Kangulumila and Bushenyi where 2370 prisoners were reached about the role of JSC in administration of justice, trial procedure, rights of prisoners, and succession.

Radio and television shows

20 radio talk shows in Kampala (K.FM and C.B.S), Kaberamaido, Gulu, Kayunga, Kamuli, Fortportal, Masindi, Kiboga, Masaka, Nakasongola, Mpigi, Mityana, Kiruhura, Hoima, Busia, Bugiri, Apac, Kumi, Kabale, Ibanda and Tororo, and 9 television shows on UBC television, Spark TV and NTV were held. The role and mandate of JSC, land laws, police bond, court bail, plea bargaining, gender based violence, sexual offences, mob justice and succession law were discussed.

Staff training

One member of staff was trained in Citizen Engagement and Strategic Communication in Swaziland.

Judicial Education

The Commission held 5 Performance Management workshops for judicial officers in Bushenyi, Jinja, Mbale, Masaka and Mbarara high court circuit where 72 judicial officers participated. The judicial officers were educated about managing performance in the public service, mandate and function of JSC and the complaints management system.

Complaints management system

The Commission had a backlog of 614 cases, registered 90 new complaints (53 against male and 32 against female judicial officers, and 5 against Courts). The Disciplinary Committee has cleared 291 cases pending consideration by the Commission. Out of those, 198 cases were recommended for closure, two cases were recommended for retirement in public interest of the Officer involved, and 1 case a reprimand and order for compensation. Three other cases were recommended for charging, 13 Judicial Officers were summoned for interface with the Disciplinary Committee and 10 cases were recommended for further investigation. 225 cases were disposed of by the full commission.

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31 Complaints were investigated in the areas of Kakiri, Kiboga, Hoima, Kyazanga, Lwengo, Sembabule, Masaka, Mpigi, Mbarara, Bushenyi, Nsangi, Kasangati, Mityana, Mubende, Jinja, Kamuli, Kagoma, Mukono, Mbale, Pallisa, Kasese, Fortportal, Nakawa, Abim, Lira, Ibanda, Bushenyi, Semababule, Jinja, Iganga, Nagongera, Kapchorwa, Padyeri, Kitgum, Gulu, Agago and Buganda road.

The Commission carried out sensitizations on the public complaints system in Busia districts covering Daban subcounty, Western Division and Eastern Division in Busia Municipality and Mbale district covering Namanyonyi subcounty, Bungakho-Mutoto subcounty and Bukasakya subcounty and nine subcounty sensitization workshops in the districts of Kasese, Buhweju, and Kiruhura. A total of 900 people were sensitized.

Anti-corruption Barazas

The Commission carried out Anticorruption Barazas in the districts of Bukwo, Bulambuli, Kamwenge, Kabarole and Kiboga where 520 people were reached.

Court Inspections

Court inspections were carried out in 12 districts of Kamuli, Kotido, Busembatya, Oyam, Apach, Aduku, Pader, Patongo, , Mubende, Nakasongola, Luwero (Wobulenzi) and Nakaseke (Ngoma). Special investigations were done in Nabweru, Luwero, Nakasongola and Masaka. Key findings were the delay to visit the locus in quo (land in dispute), delays in the delivery of judgements, issuing warrants of arrest in execution without giving the notice to show cause and contributing scheme i.e. parties to a land dispute being asked to contribute to the transportation of the judicial officers to visit the land in dispute. These issues were addressed to the Judiciary to resolve.

Monitoring and evaluation

Monitoring and Evaluation exercises were undertaken in 28 districts of Tororo, Busia, Mbale, Pallisa, Kiboga Wakiso, Mityana, Mubende, Kyenjojo, Kamwenge, Kabarole, Lwengo, Kyazanga, Bukomansimbi, Kalungu, Kabarole, Kasese, Rukungiri, Luwero, Nakaseke, Masindi, Hoima, Kampala, Mpigi, Wakiso, Moroto, Lira and Nakapiripirit to assess the impact of the JSC activities. Most of the courts visited had had an inspection, for example in Nakaseke were they cited that the regular inspections helped them relocate to a better building. Majority of the respondents especially members of the public in the communities, sub county staff and some districts officials had at least listened to the radio talk shows or participated in a sensitization workshop. Most Judicial officers had participated in a performance management workshop. Some members of the public were aware of the complaints management system and had already sent their complaints.

IV. Medium Term Plans

- The Mandate of the JSC was expanded during the 2015 Constitutional Amendment. This will require reviewing the current JSC structure so as to appropriately handle the requirement of the expanded Judiciary Staff.
- Decentralize the services of the JSC to regional level for effective service delivery, in line with the JLOS Strategic Development Plan (SDP IV 2017/18-2020/2021).
- To advocate for the amendment of the Constitution and the Judicial Service Act and Regulations to provide for full-time Membership of the Commission, and streamline disciplinary procedures.
- To amend the Judicial Service Act to enable the Commission recruit and discipline non-judicial staff in the Judiciary.
- Expansion of the fleet to enable staff traverse the Country to implement the mandate of the Commission.
- Acquisition of a permanent to save funds for rent that would otherwise be used to implement JSC activities.
- Setting up of the regional offices to take services closer to the people.

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V. Summary of Past Performance and Medium Term Budget Allocations

Table 5.1: Overview of Vote Expenditures (US\$ Billion)

	2016/17 Outturn	2017/18		2018/19	MTEF Budget Projections				
		Approved Budget	Expenditure by End Dec		2019/20	2020/21	2021/22	2022/23	
Recurrent									
Wage	0.769	1.904	0.446	1.718	1.890	1.984	2.083	2.188	
Non Wage	2.349	6.419	2.334	6.427	7.841	9.017	10.821	12.985	
Devt.									
GoU	0.239	0.239	0.000	0.493	0.601	0.721	0.721	0.721	
Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
GoU Total	3.357	8.562	2.780	8.638	10.332	11.723	13.626	15.894	
Total GoU+Ext Fin (MTEF)	3.357	8.562	2.780	8.638	10.332	11.723	13.626	15.894	
Arrears	0.000	0.015	0.000	0.000	0.000	0.000	0.000	0.000	
Total Budget	3.357	8.577	2.780	8.638	10.332	11.723	13.626	15.894	
A.I.A Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Grand Total	3.357	8.577	2.780	8.638	10.332	11.723	13.626	15.894	
Total Vote Budget Excluding Arrears	3.357	8.562	2.780	8.638	10.332	11.723	13.626	15.894	

VI. Budget By Economic Classification

Table V6.1 2017/18 and 2018/19 Budget Allocations by Item

<i>Billion Uganda Shillings</i>	2017/18 Approved Budget				2018/19 Draft Estimates			
	GoU	Ext. Fin	AIA	Total	GoU	Ext. Fin	AIA	Total
Output Class : Outputs Provided	8.323	0.000	0.000	8.323	8.145	0.000	0.000	8.145
211 Wages and Salaries	2.575	0.000	0.000	2.575	2.416	0.000	0.000	2.416
212 Social Contributions	0.169	0.000	0.000	0.169	0.174	0.000	0.000	0.174
213 Other Employee Costs	0.221	0.000	0.000	0.221	0.235	0.000	0.000	0.235
221 General Expenses	3.268	0.000	0.000	3.268	2.890	0.000	0.000	2.890
222 Communications	0.042	0.000	0.000	0.042	0.042	0.000	0.000	0.042
223 Utility and Property Expenses	1.271	0.000	0.000	1.271	1.654	0.000	0.000	1.654
224 Supplies and Services	0.047	0.000	0.000	0.047	0.065	0.000	0.000	0.065
227 Travel and Transport	0.603	0.000	0.000	0.603	0.487	0.000	0.000	0.487
228 Maintenance	0.128	0.000	0.000	0.128	0.182	0.000	0.000	0.182
Output Class : Capital Purchases	0.239	0.000	0.000	0.239	0.493	0.000	0.000	0.493
312 FIXED ASSETS	0.239	0.000	0.000	0.239	0.493	0.000	0.000	0.493
Output Class : Arrears	0.015	0.000	0.000	0.015	0.000	0.000	0.000	0.000
321 DOMESTIC	0.015	0.000	0.000	0.015	0.000	0.000	0.000	0.000
Grand Total :	8.577	0.000	0.000	8.577	8.638	0.000	0.000	8.638

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Total excluding Arrears	8.562	0.000	0.000	8.562	8.638	0.000	0.000	8.638
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VII. Budget By Programme And Subprogramme

Table V7.1: Past Expenditure Outturns and Medium Term Projections by Programme and SubProgramme

Billion Uganda shillings	FY 2016/17 Outturn	FY 2017/18		2018-19 Proposed Budget	Medium Term Projections			
		Approved Budget	Spent By End Dec		2019-20	2020-21	2021-22	2022-23
10 Recruitment and Discipline of Judicial Officers	0.000	1.443	0.535	1.661	1.348	1.146	1.086	2.315
07 Recruitment, search and selection function	0.000	0.941	0.295	1.159	0.846	0.643	0.584	1.672
08 Discipline, rewards and sanction function	0.000	0.503	0.240	0.503	0.503	0.503	0.503	0.643
18 Public legal awareness and Judicial education	0.000	1.503	0.579	1.078	1.208	2.303	2.303	2.615
09 Public legal awareness for administration of justice	0.000	1.129	0.511	0.791	0.911	1.428	1.428	1.428
10 Judicial Education for administration of justice	0.000	0.374	0.068	0.287	0.297	0.875	0.875	1.188
19 Complaints management and advisory services	0.000	1.270	0.365	0.887	1.064	2.159	2.159	3.159
11 Public complaints management system	0.000	0.951	0.340	0.531	0.708	1.137	1.137	1.824
13 Research and planning for administration of justice	0.000	0.319	0.025	0.356	0.356	1.023	1.023	1.335
25 General administration, planning, policy and support services	0.000	4.361	1.301	5.012	6.711	6.115	8.077	7.804
01 Finance and Administration	0.000	2.842	0.793	3.117	2.738	2.503	4.145	2.756
0390 Judicial Service Commission	0.000	0.239	0.000	0.493	0.601	0.721	0.721	0.721
04 Internal Audit	0.000	0.110	0.040	0.101	0.823	0.109	0.112	0.112
05 Human Resource Function	0.000	1.078	0.437	1.193	1.707	2.659	2.970	4.086
12 Planning and Policy Function	0.000	0.092	0.031	0.109	0.843	0.123	0.129	0.129
58 Recruitment, Discipline, Research & Civic Education	3.357	0.000	0.000	0.000	0.000	0.000	0.000	0.000
01 Finance and Administration	2.104	0.000	0.000	0.000	0.000	0.000	0.000	0.000
02 Education and Public Affairs	0.547	0.000	0.000	0.000	0.000	0.000	0.000	0.000
03 Planning, Research and Inspection	0.424	0.000	0.000	0.000	0.000	0.000	0.000	0.000
0390 Judicial Service Commission	0.239	0.000	0.000	0.000	0.000	0.000	0.000	0.000
04 Internal Audit	0.044	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Total for the Vote	3.357	8.577	2.780	8.638	10.332	11.723	13.626	15.894
Total Excluding Arrears	3.357	8.562	2.780	8.638	10.332	11.723	13.626	15.894

VIII. Programme Performance and Medium Term Plans

Table V8.1: Programme Outcome and Outcome Indicators (Only applicable for FY 2018/19)

Programme :	10 Recruitment and Discipline of Judicial Officers
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Programme Objective : To resource the judiciary with quality human resource/ judicial officers for effective judicial service delivery and ensure internal individual accountability through compliance to standards and code of conduct (Professionalism).			
Responsible Officer: Secretary JSC			
Programme Outcome: Improved public access to justice			
<i>Sector Outcomes contributed to by the Programme Outcome</i>			
1. Infrastructure and access to JLOS services enhanced			
Outcome Indicators	Performance Targets		
	2018/19	2019/20	2020/21
	Target	Projection	Projection
• Disciplinary Case disposal rate	75%	84%	96%
• Proportion of declared vacancies filled	100%	100%	100%
SubProgramme: 07 Recruitment, search and selection function			
<i>Output: 01 Recruitment of Judicial Officers</i>			
Proportion of declared vacancies filled	100%	100%	100%
Number of officers inducted	30	30	30
SubProgramme: 08 Discipline, rewards and sanction function			
<i>Output: 07 Discipline and rewards</i>			
Proportion of registered complaints investigated	80%	85%	90%
Number of officers rewarded for good performance	08	08	08
Case disposal rate (% of investigated complaints d	55%	65%	74%
Programme : 18 Public legal awareness and Judicial education			
Programme Objective : Empower the public to access and participate in law and administration of justice; and Develop judicial education programmes to enhance performance of judicial officers			
Responsible Officer: Registrar, Public legal awareness and Judicial Education			
Programme Outcome: Enhanced public participation in law and administration of justice			
<i>Sector Outcomes contributed to by the Programme Outcome</i>			
1. Commercial justice and the environment for competitiveness strengthened			
Outcome Indicators	Performance Targets		
	2018/19	2019/20	2020/21
	Target	Projection	Projection

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• Level of public confidence in law and justice administration systems	67%	75%	90%
SubProgramme: 09 Public legal awareness for administration of justice			
<i>Output: 03 Public awareness and participation in justice administration</i>			
Number of public sensitization drives implemented	130	140	145
SubProgramme: 10 Judicial Education for administration of justice			
<i>Output: 08 Judicial education programmes</i>			
Number of programmes for judicial education develo	2	2	3
Proportion of judicial officers trained	42%	45%	47%
Programme :	19 Complaints management and advisory services		
Programme Objective :	Provide advice to the Commission and government on administration of justice and inform improvement of the the terms and conditions of service of Judicial Officers.		
Responsible Officer:	Registrar, Planning research and Inspection		
Programme Outcome:	Improved administration of justice		
<i>Sector Outcomes contributed to by the Programme Outcome</i>			
1. Commercial justice and the environment for competitiveness strengthened			
Outcome Indicators	Performance Targets		
	2018/19	2019/20	2020/21
	Target	Projection	Projection

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• Proportion of Courts with minimum operational standards	47%	65%	88%
SubProgramme: 11 Public complaints management system			
<i>Output: 02 Public Complaints System</i>			
Number of complaints registered	140	141	142
Complaints clearance rate (Proportion of complaint	75%	75%	75%
Proportion of toll-free direct complaints register	10%	12%	13%
SubProgramme: 13 Research and planning for administration of justice			
<i>Output: 06 Research and planning for administration of justice</i>			
Number of studies Conducted	2	4	4
Proportion of courts inspected	65%	65%	66%
Level of implementation of recommendations on impr	45%	46%	46%
Programme :	25 General administration, planning, policy and support services		
Programme Objective :	To provide support systems such as financial, logistics, human resources management and resource mobilization, coordination of SIP implementation, monitoring and evaluation.		
Responsible Officer:	Under Secretary, Finance and Administration		
Programme Outcome:	Enhanced Capacity of the JSC to coordinate, implement, monitor and evaluate its mandate/ plan		
<i>Sector Outcomes contributed to by the Programme Outcome</i>			
1. Commercial justice and the environment for competitiveness strengthened			
Outcome Indicators	Performance Targets		
	2018/19	2019/20	2020/21
	Target	Projection	Projection

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• Percentage of JSC-SIP implemented	70%	75%	92%
SubProgramme: 01 Finance and Administration			
<i>Output: 05 Administrative and human resource support</i>			
Number of quarterly and annual reports produced,	8	8	8
Number of reports produced	8	8	8
Human resource function supported (staff salaries	116	116	116
SubProgramme: 12 Planning and Policy Function			
<i>Output: 05 Administrative and human resource support</i>			
Number of quarterly and annual reports produced,	6	6	6
Number of reports produced	6	6	6
Human resource function supported (staff salaries	1	1	1
Programme :	58 Recruitment, Discipline, Research & Civic Education		
Programme Objective :	The Programme Recruitment, Discipline, Research & Civic Education seeks to contribute to creation of an efficient and independent Judiciary and empower citizens in matters of law and administration of justice and ensure accountability in delivery of justice		
Responsible Officer:	Secretary, Judicial Service Commission		
Programme Outcome:	The Programme seeks to enhance JLOS infrastructure and access to JLOS services through improved public access to justice, enhanced public participation in law and administration of justice and improved administration of justice.		
<i>Sector Outcomes contributed to by the Programme Outcome</i>			
1. Infrastructure and access to JLOS services enhanced			
Outcome Indicators	Performance Targets		
	2018/19	2019/20	2020/21
	Target	Projection	Projection
N / A			
N/A			

IX. Major Capital Investments And Changes In Resource Allocation

Table 9.1: Major Capital Investment (Capital Purchases outputs over 0.5Billion)

N/A

X. Vote Challenges and Plans To Improve Performance

Vote Challenges

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- Inadequate resources (budget) for non-wage recurrent and development budget for efficient implementation of activities.
- Poor staff remuneration which makes it difficult to attract and retain high caliber staff.
- Inadequate transport facilities which hinders the JSC from reaching out to the population as the “people’s bridge to justice”.
- Part-time nature of Members of the Commission apart from the Chairperson which has led to slow implementation of activities especially disposal of complaints.

Funding gaps:

1. Given the expanded structure of the JSC and the anticipated recruitment of staff by end of FY 2017/2018, and also in anticipation of making all the Members of the Commission full time, JSC needs funds for procurement of at least 20 vehicles (UGX 5bn), furniture and office equipment (UGX 1bn), recurrent budget to facilitate meetings and field activities (UGX 3bn).
2. The Commission also needs funds to execute its expanded mandate of recruitment of the non judicial staff of the Judiciary and the approved structure (UGX 3.5bn)
3. The Commission also needs funds to acquire a permanent home if the JLOS House does not materialize (UGX 6bn)
4. In addition, JSC will also need funds for setting up Regional Offices in line with the JLOS SIP III of enhancing access to administration of justice (UGX 20.9484bn).

Plans to improve Vote Performance

- Continued lobbying for more transport.
- Lobbying for favorable terms and conditions of service.
- Proposed the amendment of the Constitution in order to reconstitute the composition of the Commission.

XI. Vote Cross Cutting Policy And Other Budgetary Issues

Table 11.1: Cross- Cutting Policy Issues

Issue Type:	HIV/AIDS
Objective :	Continuously raise staff awareness about HIV/AIDS to ensure prevention and support affected parties
Issue of Concern :	To reduce the HIV/AIDS prevalence rate
Planned Interventions :	Conduct HIV related activities
Budget Allocation (Billion) :	0.008
Performance Indicators:	Number of HIV related activities conducted
Issue Type:	Gender
Objective :	Address Gender and equity issues right from planning/ programming level with specific focus on vulnerable persons(Women, Children, men , widows , youths, PWDs, persons in HTRA among others)
Issue of Concern :	Abuse of rights of the vulnerable groups
Planned Interventions :	Reach out to vulnerable persons (prisons inmates, children, PWDs , Women ,Communities in hard to reach areas)
Budget Allocation (Billion) :	0.058
Performance Indicators:	Number of programs for vulnerable persons implemented Number of vulnerable persons reached
Issue Type:	Environment
Objective :	Protect the environment specifically through public legal awareness
Issue of Concern :	Environment conservation

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Planned Interventions : Popularize laws that conserve the environment and create awareness about the consequences of violating the law

Budget Allocation (Billion) : 0.048

Performance Indicators: Number of laws popularized

XII. Personnel Information

Table 12.1 Staff Recruitment Plan

Post Title	Salary Scale	No. Of Approved Posts	No Of Filled Posts	Vacant Posts	No. of Posts Cleared for Filling FY2018/19	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Accountant	U4	1	1	0	0	0	0
Accounts Assistant	U7	2	1	1	1	377,781	4,533,372
Assistant Commissioner HR	U1SE	1	1	0	0	0	0
Assistant Procurement Officer	U5	1	1	0	0	0	0
Assistant Records Officer	U5	1	1	0	0	0	0
Chairperson	Specified officer	1	1	0	0	0	0
Deputy Registrar	U1SE	2	0	2	2	8,129,472	97,553,664
Driver	U8	4	1	3	3	711,207	8,534,484
Information Officer	U4	1	1	0	0	0	0
Information Technology Officer	U4	1	1	0	0	0	0
Internal Auditor	U4	1	1	0	0	0	0
Legal Clerk	U5	2	1	1	1	860,810	10,329,720
Legal officer	U4	6	0	6	6	7,550,400	90,604,800
Office Attendant	U8	4	1	3	3	711,207	8,534,484
Office Supervisor	U6	1	1	0	0	0	0
Office Typist	U7	2	0	2	2	680,564	8,166,768
Personal Secretary	U4	2	0	2	2	1,400,612	16,807,344
Pool Stenographer	U6	2	2	0	0	0	0
Principal Assistant Secretary	U2	1	1	0	0	0	0
Principal Human Resource Off.	U2	1	1	0	0	0	0
Principal Legal Officer	U2	2	2	0	0	0	0
Procurement Officer	U4	1	1	0	0	0	0
Records Assistant	U8	2	2	0	0	0	0
Records Officer	U4	1	1	0	0	0	0
Registrar	U1SE	1	0	1	1	4,064,736	48,776,832
Secretary JSC	U1S	1	1	0	0	0	0
Senior Accountant	U3	1	0	1	1	1,131,209	13,574,508
Senior Accounts Assistant	U5	1	0	1	1	598,822	7,185,864
Senior Human Resource Officer	U3	2	2	0	0	0	0
Senior Legal Officer	U3	3	0	3	-4	-6,314,880	-75,778,560
Senior Office Supervisor	U5	2	1	1	1	479,759	5,757,108
Senior Personal Secretary	U3	1	1	0	0	0	0
Senior Policy Analyst	U3	1	0	1	1	902,612	10,831,344

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Senior Records Officer	U3	1	1	0	0	0	0
Telephone Operator	U8	1	1	0	0	0	0
Under Secretary	U1SE	1	0	1	1	1,859,451	22,313,412
Total		112	58	54	47	46,796,583	561,558,996