

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

Identify suitable persons for appointment as judicial and non-judicial officers for all levels of the Courts of Judicature

Review and make recommendations on the terms and conditions of service of judicial and non-judicial officers.

Prepare and implement judicial and public legal education programmes

Exercise disciplinary control over judicial and non-judicial officers in accordance with the set ethical standards and codes of conduct.

Process people's recommendations and complaints concerning the judiciary and the administration of justice.

Strengthen the institutional capacity of JSC to deliver on its mandate.

III. Major Achievements in 2018/19

The following were done as of MPS

Recruitment and Discipline

Recruitment

The Commission filled vacant positions of 18 Chief magistrates and 17 Grade One magistrates.

Discipline rewards and sanctions

The Commission registered 61 complaints in quarter 1&2. The Disciplinary Committee handled 186 complaints. 118 of these complaints were recommended for closure, 26 were deferred for further investigations, 2 recommended for interface, 7 for charging, 10 for plea taking and hearing,

20 for mention on agreed dates, 5 for drafting ruling and 1 complaint had a disciplinary penalty recommended.

Public legal awareness and judicial education

Public legal awareness

1. The Commission conducted 19 radio talk shows in the districts of Kabarole, Kasese, Bundibugyo, Ibanda, Zombo, Arua, Nebbi, Kitgum, Nwoya, Gulu and Moroto. Some shows were conducted using free government airtime.

2. 18 TV jingles were aired on NTV and Bukedde TV

3. 14 district sensitization workshops were conducted in Kitgum, Pader, Adjumani, Moyo, Amuru, Namayingo, Busia, Abim, Napak, Butaleja and Bukedda districts. The public were sensitized about Domestic violence, succession law, administration of justice in courts of law and alternative Dispute resolution (ADR) particularly mediation.

4. Prison inmates workshops were held in the districts of Katakwi, Adjumani, Moyo, Amuru, Namayingo, Busia, Abim, Napak, Butaleja and Bukedda

Judicial education

The Commission held two performance management workshops for judicial officers under Kampala, Luwero and Arua High Court circuits where 46 judicial officers were educated about mindset change, mental preparedness amidst deployment, public complaints system and the role of JSC in the administration of justice.

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Complaints management and advisory services

Public Complaints system

1. The Commission registered 61 Complaints. This increased the complaints in the system from 227 to 288 complaints.
2. 45 complaints were investigated in the areas of Nebbi, Luwero, Kasangati, Masindi, Masaka, Makindye, Fortportal, Kasangati, Nakawa High Court, Jinja, Kitgum, Busia, Kayunga, Kagoma, Ngora, Kapchorwa and Mwanga II, Gulu, Bundibugyo, Kampala land and Family Division, Sembabule, Matate, Kisoro,.
3. The Commission conducted 7 sensitization workshops on the public complaints system in Lwengo, Kyegegwa and Buyende districts.

Research and planning

1. The Commission conducted field research on the Efficacy of the Judicial Service Commission complaints handling system.
2. Court inspections were carried out in 5 courts of Gomba, Kanoni, Kabulasoke, Kiriri and Maddu

General administration, planning, policy and support services

Finance and Administration

1. Staff welfare was maintained
2. Office utilities were paid.
3. Allowances for Members of the Commission and staff were paid.
4. Office equipment was provided and maintained.

Internal Audit

Produced audit reports quarter four FY 2018/2019 and

Quarter one.

Human Resource

1. Staff salaries, pension and allowances for the months of July, August, September October, November, December, January and February were paid.
2. Vacant positions of four Senior Legal Officers, three office attendants and five drivers were filled.

Planning and Policy

1. Prepared and submitted quarter four FY 2018/2019 and one performance report
2. Prepared and submitted the budget framework paper.
3. Prepared the Draft annual report.
4. Conducted monitoring and evaluation in the districts/magisterial areas of Kisoro, Kabale, Shema, Arua, Zombo, Adjumani, Kasese, Fortportal, Sembabule, Kyegegwa, Gomba, Luwero, Nakasongola, Nakaseke, Masindi, Buyende, Kamuli, Palisa and Kaliro

Capital Development

The Commission procured a motor vehicle, 21 computers, 3 laptops and 8 Printers and assorted office Furniture (Boardroom table, workstations and 32 chairs)

IV. Medium Term Plans

1. The Mandate of the JSC was expanded during the 2015 Constitutional Amendment to include recruitment and discipline of non-judicial officers of the judiciary. This will require reviewing the current JSC structure so as to appropriately handle the increased volume of work.
2. Decentralize the services of the JSC to regional level for effective service delivery, in line with the JLOS Strategic Development Plan (SDP IV 2017-2020).
3. 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.
4. To amend the Judicial Service Act to enable the Commission recruit and discipline non-judicial staff in the Judiciary.
5. Expanding of the fleet to enable staff traverse the Country to effectively implement the mandate of the Commission.
6. Acquisition of a permanent home to save funds for rent that would otherwise be used to implement JSC activities.

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V. Summary of Past Performance and Medium Term Budget Allocations

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

	2017/18 Outturn	2018/19		2019/20	MTEF Budget Projections				
		Approved Budget	Expenditure by End Dec		2020/21	2021/22	2022/23	2023/24	
Recurrent									
Wage	0.957	1.979	0.618	1.979	2.078	2.182	2.291	2.405	
Non Wage	6.358	7.526	3.165	7.496	8.621	10.345	12.414	14.896	
Devt.									
GoU	0.288	0.493	0.450	0.493	0.591	0.591	0.591	0.591	
Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
GoU Total	7.604	9.998	4.233	9.968	11.290	13.118	15.296	17.893	
Total GoU+Ext Fin (MTEF)	7.604	9.998	4.233	9.968	11.290	13.118	15.296	17.893	
Arrears	0.015	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
Total Budget	7.619	9.998	4.233	9.968	11.290	13.118	15.296	17.893	
A.I.A Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Grand Total	7.619	9.998	4.233	9.968	11.290	13.118	15.296	17.893	
Total Vote Budget Excluding Arrears	7.604	9.998	4.233	9.968	11.290	13.118	15.296	17.893	

VI. Budget By Economic Classification

Table V6.1 2018/19 and 2019/20 Budget Allocations by Item

<i>Billion Uganda Shillings</i>	2018/19 Approved Budget				2019/20 Draft Estimates		
	GoU	Ext. Fin	AIA	Total	GoU	Ext. Fin	Total
Output Class : Outputs Provided	9.505	0.000	0.000	9.505	9.475	0.000	9.475
211 Wages and Salaries	3.099	0.000	0.000	3.099	2.878	0.000	2.878
212 Social Contributions	0.174	0.000	0.000	0.174	0.193	0.000	0.193
213 Other Employee Costs	0.235	0.000	0.000	0.235	0.248	0.000	0.248
221 General Expenses	3.292	0.000	0.000	3.292	3.441	0.000	3.441
222 Communications	0.087	0.000	0.000	0.087	0.090	0.000	0.090
223 Utility and Property Expenses	1.680	0.000	0.000	1.680	1.686	0.000	1.686
224 Supplies and Services	0.065	0.000	0.000	0.065	0.065	0.000	0.065
227 Travel and Transport	0.561	0.000	0.000	0.561	0.661	0.000	0.661
228 Maintenance	0.312	0.000	0.000	0.312	0.212	0.000	0.212
Output Class : Capital Purchases	0.493	0.000	0.000	0.493	0.493	0.000	0.493
312 FIXED ASSETS	0.493	0.000	0.000	0.493	0.493	0.000	0.493
Grand Total :	9.998	0.000	0.000	9.998	9.968	0.000	9.968
Total excluding Arrears	9.998	0.000	0.000	9.998	9.968	0.000	9.968

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VII. Budget By Programme And Subprogramme

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

<i>Billion Uganda shillings</i>	FY 2017/18 Outturn	FY 2018/19		2019-20 Proposed Budget	Medium Term Projections			
		Approved Budget	Spent By End Dec		2020-21	2021-22	2022-23	2023-24
10 Recruitment and Discipline of Judicial Officers	1.357	1.661	0.597	1.207	1.581	2.180	2.839	2.572
07 Recruitment, search and selection function	0.854	1.159	0.335	0.855	0.795	1.313	1.853	1.584
08 Discipline, rewards and sanction function	0.503	0.503	0.262	0.353	0.785	0.867	0.986	0.987
18 Public legal awareness and Judicial education	1.177	1.245	0.462	1.175	1.301	1.436	1.907	2.725
09 Public legal awareness for administration of justice	0.993	0.958	0.397	0.877	1.247	1.135	1.160	1.427
10 Judicial Education for administration of justice	0.185	0.287	0.065	0.298	0.054	0.300	0.746	1.298
19 Complaints management and advisory services	0.891	1.055	0.498	1.055	1.163	1.417	2.107	2.417
11 Public complaints management system	0.777	0.698	0.342	0.698	0.810	0.884	1.003	1.218
13 Research and planning for administration of justice	0.114	0.356	0.157	0.356	0.353	0.533	1.104	1.199
25 General administration, planning, policy and support services	4.194	6.037	2.675	6.531	7.245	8.085	8.443	10.180
01 Finance and Administration	2.760	3.795	1.645	3.408	4.440	5.172	4.557	4.627
0390 Judicial Service Commission	0.288	0.493	0.450	0.493	0.591	0.591	0.591	0.591
04 Internal Audit	0.084	0.101	0.038	0.101	0.150	0.156	0.248	0.454
05 Human Resource Function	0.980	1.530	0.509	2.361	1.887	1.854	2.520	3.436
12 Planning and Policy Function	0.081	0.119	0.033	0.169	0.176	0.311	0.527	1.072
58 Recruitment, Discipline, Research & Civic Education	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Total for the Vote	7.619	9.998	4.233	9.968	11.290	13.118	15.296	17.893
Total Excluding Arrears	7.604	9.998	4.233	9.968	11.290	13.118	15.296	17.893

VIII. Programme Performance and Medium Term Plans

Table V8.1: Programme Outcome and Outcome Indicators (Only applicable for FY 2019/20)

Programme :	10 Recruitment and Discipline of Judicial Officers
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	

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Outcome Indicators	Performance Targets				
			2019/20	2020/21	2021/22
	Baseline	Base year	Target	Projection	Projection
• Disciplinary Case disposal rate	50%	2018	64%	67%	70%
• Proportion of declared vacancies filled	95%	2018	95%	95%	95%
SubProgramme: 07 Recruitment, search and selection function					
<i>Output: 01 Recruitment of Judicial Officers</i>					
Proportion of declared vacancies filled			95%	95%	95%
SubProgramme: 08 Discipline, rewards and sanction function					
<i>Output: 07 Discipline and rewards</i>					
Proportion of registered complaints investigated			80%	82%	83%
Number of officers rewarded for good performance			4	4	4
Case disposal rate (% of investigated complaints d			60%	61%	62%
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				
			2019/20	2020/21	2021/22
	Baseline	Base year	Target	Projection	Projection
• Level of public confidence in law and justice administration systems	60%	2018	67%	68%	69%
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			100	102	103
SubProgramme: 10 Judicial Education for administration of justice					
<i>Output: 08 Judicial education programmes</i>					
Number of programmes for judicial education develo			2	3	3
Proportion of judicial officers trained			45%	46%	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 Inspectorate				

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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				
			2019/20	2020/21	2021/22
	Baseline	Base year	Target	Projection	Projection
• Proportion of Courts with minimum operational standards	45%	2018	55%	58%	60%
SubProgramme: 11 Public complaints management system					
<i>Output: 02 Public Complaints System</i>					
Number of complaints registered			130	140	150
Complaints clearance rate (Proportion of complaint			60%	61%	62%
Proportion of toll-free direct complaints register			7%	8%	9%
SubProgramme: 13 Research and planning for administration of justice					
<i>Output: 06 Research and planning for administration of justice</i>					
Number of studies Conducted			1	1	1
Proportion of courts inspected			50%	52%	53%
Level of implementation of recommendations on impr			20%	22%	23%
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				
			2019/20	2020/21	2021/22
	Baseline	Base year	Target	Projection	Projection

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• Percentage of JSC-SIP implemented	50	2018	55%	60%	70%
SubProgramme: 01 Finance and Administration					
<i>Output: 05 Administrative and human resource support</i>					
Number of quarterly and annual reports produced,			4	4	4
Number of reports produced			12	12	12
Human resource function supported (staff salaries			115	115	115
SubProgramme: 04 Internal Audit					
<i>Output: 05 Administrative and human resource support</i>					
Number of quarterly and annual reports produced,			4	4	4
Human resource function supported (staff salaries			1	1	1

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

Vote challenges for FY 2018/19

1. The Commission does not have adequate financial resources for recurrent non-wage and development for efficient implementation of the strategic plan.
2. Poor staff remuneration which makes it difficult to attract and retain staff.
3. Inadequate transport facilities which hinders the JSC from reaching out to the population as the “people’s bridge to justice”.
4. Part-time nature of Members of the Commission apart from the Chairperson which has led to slow implementation of activities especially disposal of complaints.

Plans to improve Vote Performance

- Continued lobbying for additional funds required for implementation of the strategic plan.
- Lobbying for favorable terms and conditions of service for staff

XI Off Budget Support

Table 11.1 Off-Budget Support by Sub-Programme

N/A

XII. Vote Cross Cutting Policy And Other Budgetary Issues

Table 12.1: Cross- Cutting Policy Issues

Issue Type: HIV/AIDS

Objective :	To increase staff awareness about HIV/AIDS
Issue of Concern :	HIV/AIDS prevalence rate

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Planned Interventions :	Conduct staff sensitization/awareness campaigns about HIV/AIDS and encourage voluntary testing for HIV
Budget Allocation (Billion) :	0.020
Performance Indicators:	Number of sensitization/ awareness campaigns conducted

Issue Type: **Gender**

Objective :	Mainstreaming gender in the implementation of the JSC activities
Issue of Concern :	Ensuring equality in service delivery
Planned Interventions :	Recruitment, sensitization about law and administration of justice
Budget Allocation (Billion) :	1.050
Performance Indicators:	Data dis aggregation by gender, sex, age, and other variables

Issue Type: **Environment**

Objective :	Increase public awareness about the environment conservation laws
Issue of Concern :	Environment conservation
Planned Interventions :	Conduct public sensitization about the laws that conserve the environment
Budget Allocation (Billion) :	0.135
Performance Indicators:	Number of sensitization conducted

XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
Senior Legal Officer	U3	8	4
Chairperson	Specified officer	1	1
Secretary JSC	U1S	1	1
Assistant Commissioner HR	U1SE	1	1
Deputy Registrar	U1SE	4	2
Registrar	U1SE	2	1
Under Secretary	U1SE	1	1
Principal Assistant Secretary	U2	1	0
Principal Human Resource Off.	U2	1	1
Principal Legal Officer	U2	6	5
Senior Accountant	U3	1	0
Senior Economist	U3	1	1
Senior Human Resource Officer	U3	2	2
Senior Personal Secretary	U3	1	1
Senior Policy Analyst	U3	1	1
Senior Records Officer	U3	1	1

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Accountant	U4	1	1
Information Officer	U4	1	1
Information Technology Officer	U4	1	1
Internal Auditor	U4	1	1
Legal officer	U4	14	14
Personal Secretary	U4	4	3
Procurement Officer	U4	1	1
Assistant Procurement Officer	U5	1	1
Assistant Records Officer	U5	1	1
Legal Clerk	U5	6	6
Office Supervisor	U6	1	0
Pool Stenographer	U6	2	2
Senior Accounts Assistant	U6	1	0
Accounts Assistant	U7	1	1
Office Typist	U7	10	3
Driver	U8	14	14
Office Attendant	U8	14	14
Records Assistant	U8	2	2
Telephone Operator	U8	1	1

Table 13.2 Staff Recruitment Plan

Post Title	Salary Scale	No. Of Approved Posts	No Of Filled Posts	Vacant Posts	No. of Posts Cleared for Filling FY2019/20	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Deputy Registrar	U1SE	2	0	2	2	8,129,472	97,553,664
Office Typist	U7	2	1	1	1	340,282	4,083,384
Personal Secretary	U4	2	1	1	1	700,306	8,403,672
Principal Assistant Secretary	U2	1	0	1	1	1,282,315	15,387,780
Principal Legal Officer	U2	4	3	1	1	2,104,960	25,259,520
Registrar	U1SE	1	0	1	1	4,064,736	48,776,832
Senior Accountant	U3	1	0	1	1	1,131,209	13,574,508
Senior Accounts Assistant	U6	1	0	1	1	598,822	7,185,864
Senior Legal Officer	U3	3	2	1	1	1,578,720	18,944,640
Total		28	10	18	18	26,368,392	316,420,704