

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 2019/20

Recruitment- 0.27 billion

1. The Commission recommended to the appointing authority candidates to fill vacant positions of the Principal Judge and 3 Justices of the Supreme Court.
2. The Commission forwarded to the appointing authority persons to fill positions of the Chairperson, Deputy Chairperson, 3 Members, and one Registrar for the Leadership Code Tribunal.
3. Conducted interviews for the Registrar Electricity Disputes Tribunal and forwarded the name to the minister of Energy.
4. Appointed one Registrar to fill a position arising out of a promotion and appointed 3 Grade One magistrates.
6. The Commission confirmed 16 magistrates Grade One and one Assistant Registrar.

Discipline- 0.18 billion

The disciplinary committee recommended 88 complaints against judicial officers for closure, deferred 7 complaints for further investigations, recommended 23 complaints for charging, 8 complaints for further hearings, and 20 complaints were recommended for an interface. The Committee recommended 7 complaints for a disciplinary penalty, 2 for delivering ruling, and 2 for mention. One complaint was forwarded for guidance and another for interface by the full Commission

Public Legal awareness- 0.36 billion

1. The Commission had 67 hours of radio talk shows in Kampala, Mpigi, Moroto, Masaka, Lira, Fortportal, Kamwenge and Kalangala
2. Held 7 mobile sensitizations in Lira, Apac, and Moroto in open markets.
3. Held 10 prison inmates' sensitization in Lira, Oyam, Fortportal, kamwenge, Apac and Kigumba about their rights and access to justice processes.
4. The Commission printed 100,000 copies of IEC materials about different laws in administration of justice in various languages.
5. The Commission had 2 regional engagements with the media fraternity in Fortportal and Masaka to enhance the partnership between them in reporting the cases of maladministration of justice and injustices done by the judicial officers.
6. The Commission trained 7 officers in Communication and public relations to improve on their skill to engage with the public in the sensitizations.

Judicial Education- 0.14 billion

1. The Commission held 9 capacity building engagements with judicial officers in Oyam, Kiryandongo, Lira, Apac,

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Bundibugyo, Kasese, Masaka, Sembabule and Moroto to understand the challenges in which the judicial officers operate and identify areas of judicial officers training

2. One Member of the Commission and staff participated in a training conducted by the International Organization for Judicial Training in Cape Town.

Complaints Management System- 0.32 billion

The Commission received 84 complaints in quarter one and quarter two. Out of these, 78 were registered as complaints against judicial officers.

The Commission investigated 77 complaints in the first and second quarters. 18 of the complaints investigated had merit and were forwarded to DC for prosecution, 44 had no merit, for 2 of them, letters were written to the Chief Registrar to avail the court files, a demand letter was served on one file, 5 were rescheduled for further investigations, 2 are pending an investigation report and 2 are pending further investigation.

Research and planning for administration of justice – 0.22 billion

The Commission conducted inspections in the High Courts of Mpigi, Land Division, Kampala Civil Division Magistrate's Courts of Nsangi, Buwama, Wakiso, Kakiri, Tororo, Malaba, Mukuju, Pallisa

The reports highlighted challenges of:

1. The dissatisfaction of the judicial officers with the planned reduction of the allowances for judicial officers. 2. Dissatisfaction with the discrepancy in salaries for Judicial Officers at the same level.

3. Delay in the release of funds to carry out locus visits.

The G.O.U budget funded only 42% of the activity.

Finance and administration- 1.54 billion

1. Provided overall management support

2. Staff welfare was catered for.

3. Supported Commission meetings

4. Managed the Commission's physical assets, provided the necessary logistics and a conducive working environment.

5. Responded to all issues raised in the internal Audit and External Audit reports

Internal Audit- 0.04 billion

Produced quarterly audit reports for Quarter four FY 2018/2019 and quarter one FY 2019/2020.

Human resource management services- 1.54 billion

1. Salaries, monthly allowances, gratuity and pension for July to June were 2019 paid.

2. Emoluments for Members of the Commission paid.

4. Coordinated the recruitment of judicial officers.

5. Conducted in house training for staff.

Planning and Policy function- 0.03 billion

1. Prepared performance report for quarter four FY 2018/19 and quarter one

2. Prepared the Budget Framework Paper.

3. Prepared the draft annual report.

4. Conducted monitoring and evaluation in the districts/ magisterial areas of Kaberamaido, Soroti, Amuru, Rubirizi, Rukungiri, Mbarara, Adjumani, Moyo, Amuru, Jinja, Butaleja, Amudat, Nakapiripirit, Katakwi, Mpigi, Nsangi, Wakiso, and Kakiri

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). So far One regional office was opened up in Moroto district
- 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.

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- Expansion of the fleet to enable Commission members and staff traverse the Country to implement the mandate of the Commission.
- 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)

	2018/19 Outturn	2019/20		2020/21	MTEF Budget Projections				
		Approved Budget	Expenditure by End Dec		2021/22	2022/23	2023/24	2024/25	
Recurrent	Wage	1.978	1.979	0.840	2.675	2.675	2.675	2.675	2.675
	Non Wage	7.280	7.485	3.634	7.794	9.352	11.223	13.467	16.161
Devt.	GoU	0.895	0.243	0.077	0.243	0.243	0.243	0.243	0.243
	Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total	10.152	9.706	4.552	10.712	12.270	14.141	16.385	19.079	
Total GoU+Ext Fin (MTEF)	10.152	9.706	4.552	10.712	12.270	14.141	16.385	19.079	
Arrears	0.000	0.139	0.139	0.000	0.000	0.000	0.000	0.000	
Total Budget	10.152	9.845	4.691	10.712	12.270	14.141	16.385	19.079	
A.I.A Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Grand Total	10.152	9.845	4.691	10.712	12.270	14.141	16.385	19.079	
Total Vote Budget Excluding Arrears	10.152	9.706	4.552	10.712	12.270	14.141	16.385	19.079	

VI. Budget By Economic Classification

Table V6.1 2019/20 and 2020/21 Budget Allocations by Item

<i>Billion Uganda Shillings</i>	2019/20 Approved Budget				2020/21 Draft Estimates		
	GoU	Ext. Fin	AIA	Total	GoU	Ext. Fin	Total
Output Class : Outputs Provided	9.464	0.000	0.000	9.464	10.469	0.000	10.469
211 Wages and Salaries	3.017	0.000	0.000	3.017	6.006	0.000	6.006
212 Social Contributions	0.193	0.000	0.000	0.193	0.400	0.000	0.400
213 Other Employee Costs	0.255	0.000	0.000	0.255	0.336	0.000	0.336
221 General Expenses	3.334	0.000	0.000	3.334	1.093	0.000	1.093
222 Communications	0.052	0.000	0.000	0.052	0.053	0.000	0.053
223 Utility and Property Expenses	1.671	0.000	0.000	1.671	1.670	0.000	1.670
224 Supplies and Services	0.065	0.000	0.000	0.065	0.060	0.000	0.060
227 Travel and Transport	0.685	0.000	0.000	0.685	0.659	0.000	0.659
228 Maintenance	0.192	0.000	0.000	0.192	0.192	0.000	0.192
Output Class : Capital Purchases	0.243	0.000	0.000	0.243	0.243	0.000	0.243
312 FIXED ASSETS	0.243	0.000	0.000	0.243	0.243	0.000	0.243
Output Class : Arrears	0.139	0.000	0.000	0.139	0.000	0.000	0.000
321 DOMESTIC	0.139	0.000	0.000	0.139	0.000	0.000	0.000
Grand Total :	9.845	0.000	0.000	9.845	10.712	0.000	10.712

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Total excluding Arrears	9.706	0.000	0.000	9.706	10.712	0.000	10.712
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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 2018/19 Outturn	FY 2019/20		2020-21 Proposed Budget	Medium Term Projections			
		Approved Budget	Spent By End Dec		2021-22	2022-23	2023-24	2024-25
10 Recruitment and Discipline of Judicial Officers	1.560	0.956	0.450	2.568	1.079	1.725	2.660	2.351
07 Recruitment, search and selection function	1.058	0.636	0.271	2.259	0.683	1.082	1.638	1.416
08 Discipline, rewards and sanction function	0.502	0.320	0.179	0.309	0.397	0.643	1.022	0.935
18 Public legal awareness and Judicial education	1.231	1.164	0.496	1.468	1.538	2.670	3.570	4.970
09 Public legal awareness for administration of justice	0.944	0.831	0.356	0.960	1.013	1.564	2.130	2.569
10 Judicial Education for administration of justice	0.287	0.332	0.140	0.508	0.525	1.106	1.440	2.401
19 Complaints management and advisory services	1.052	1.055	0.545	1.457	1.890	2.782	3.393	3.893
11 Public complaints management system	0.697	0.698	0.321	0.894	1.109	1.659	2.492	2.163
13 Research and planning for administration of justice	0.355	0.356	0.224	0.563	0.782	1.124	0.902	1.731
25 General administration, planning, policy and support services	6.310	6.671	3.199	5.219	7.762	6.963	6.762	7.864
01 Finance and Administration	3.565	3.090	1.541	3.089	3.563	3.090	3.090	3.396
0390 Judicial Service Commission	0.895	0.243	0.077	0.000	0.000	0.000	0.000	0.000
04 Internal Audit	0.100	0.101	0.039	0.101	0.146	0.101	0.101	0.146
05 Human Resource Function	1.632	3.109	1.512	1.658	3.511	3.400	3.199	3.781
12 Planning and Policy Function	0.118	0.129	0.030	0.129	0.299	0.129	0.129	0.299
1646 Retooling of Judicial Service Commission	0.000	0.000	0.000	0.243	0.243	0.243	0.243	0.243
Total for the Vote	10.152	9.845	4.691	10.712	12.270	14.141	16.385	19.079
Total Excluding Arrears	10.152	9.706	4.552	10.712	12.270	14.141	16.385	19.079

VIII. Programme Performance and Medium Term Plans

Table V8.1: Programme Outcome and Outcome Indicators (Only applicable for FY 2020/21)

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>	

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1. Infrastructure and access to JLOS services enhanced					
Outcome Indicators	Performance Targets				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection
• Disciplinary Case disposal rate	85%	2018	87%	88%	89%
• Proportion of declared vacancies filled	100%	2019	100%	100%	100%
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			81%	83%	84%
Case disposal rate (% of investigated complaints d			87%	88%	89%
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				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection
• Level of public confidence in law and justice administration systems	64	2019	70%	71%	72%
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	100	100
SubProgramme: 10 Judicial Education for administration of justice					
<i>Output: 08 Judicial education programmes</i>					
Number of programmes for judicial education develo			2	2	2
Proportion of judicial officers trained			70%	75%	85%
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				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection
• Proportion of Courts with minimum operational standards	40%	2019	41%	42%	43%
SubProgramme: 11 Public complaints management system					
<i>Output: 02 Public Complaints System</i>					
Number of complaints registered			110	110	110
Complaints clearance rate (Proportion of complaint			87%	88%	89%
Proportion of toll-free direct complaints register			50%	51%	52%
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			18%	18%	18%
Level of implementation of recommendations on impr			30%	32%	35%
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				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection

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• Percentage of JSC-SIP implemented	55%	2019	70%	71%	71%
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
SubProgramme: 12 Planning and Policy Function					
<i>Output: 05 Administrative and human resource support</i>					
Number of quarterly and annual reports produced,			5		
Human resource function supported (staff salaries			2		

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

- Inadequate resources (budget) for non-wage recurrent and development for efficient implementation of the Commission's activities.
- Poor staff remuneration especially for the non-legal professionals
- Inadequate transport facilities which hinder 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 the disposal of complaints.

Plans to improve Vote Performance

- Continued lobbying for additional funding to effectively implement Commission Mandate.
- Lobbying for favorable terms and conditions of service of staff
- Proposal for the amendment of the Constitution in order to reconstitute the composition of the Commission.

XI Off Budget Support

Table 11.1 Off-Budget Support by Sub-Programme

N/A

XII. Vote Cross Cutting Policy And Other Budgetary Issues

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Table 12.1: Cross- Cutting Policy Issues

Issue Type: HIV/AIDS

Objective :	Reduce the spread of HIV/AIDS, stigma and discrimination and provide treatment, counselling, care and support for everyone.
Issue of Concern :	HIV/AIDS awareness among staff
Planned Interventions :	1. HIV/AIDS sensitization for staff 2. HIV/AIDS testing and counseling 3. Distribution of condoms
Budget Allocation (Billion) :	0.020
Performance Indicators:	Number of sensitization conducted Number of staff testing for HIV/AIDS Number of condoms distributed

Issue Type: Gender

Objective :	To ensure a gender bias and discrimination free workplace and provide a working environment in which all employees can realize their full potential.
Issue of Concern :	Gender mainstreaming while implementing activities
Planned Interventions :	1. Gender disaggregation while implementing activities and reports
Budget Allocation (Billion) :	0.002
Performance Indicators:	Number of gender disaggregated reports produced

Issue Type: Environment

Objective :	Ensure that all environment laws and policies are publicized and implemented
Issue of Concern :	Environment conservation
Planned Interventions :	Sensitization of the public about the environment laws
Budget Allocation (Billion) :	0.060
Performance Indicators:	Number of sensitization conducted about environment laws

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	3
Chairperson	Specified officer	1	1
Secretary JSC	U1S	1	1
Assistant Commissioner HR	U1SE	1	1
Deputy Registrar	U1SE	4	3
Registrar	U1SE	2	1
Under Secretary	U1SE	1	0
Principal Assistant Secretary	U2	1	1

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Principal Human Resource Off.	U2	1	1
Principal Legal Officer	U2	6	4
Senior Accountant	U3	1	0
Senior Human Resource Officer	U3	3	3
Senior Policy Analyst	U3	1	1
Accountant	U4	2	2
Information Officer	U4	1	1
Information Technology Officer	U4	1	1
Internal Auditor	U4	1	1
Legal officer	U4	16	14
Personal Secretary	U4	1	0
Procurement Officer	U4	1	1
Records Officer	U4	1	0
Assistant Records Officer	U5	1	1
Legal Clerk	U5	4	4
Pool Stenographer	U6	1	1
Senior Accounts Assistant	U6	1	0
Office Typist	U7	9	2
Driver	U8	14	12
Office Attendant	U8	15	15
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 FY2020/21	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Deputy Registrar	U1SE	2	1	1	1	4,064,736	48,776,832
Driver	U8	6	4	2	2	474,138	5,689,656
Legal officer	U4	16	14	2	2	2,516,800	30,201,600
Office Typist	U7	9	2	7	7	2,381,974	28,583,688
Personal Secretary	U4	1	0	1	1	700,306	8,403,672
Principal Legal Officer	U2	6	4	2	2	4,209,920	50,519,040
Records Officer	U4	1	0	1	1	798,535	9,582,420
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	8	3	5	5	7,893,600	94,723,200
Under Secretary	U1SE	1	0	1	1	1,859,451	22,313,412
Total		53	28	25	25	30,694,227	368,330,724