

# VOTE: 148 Judicial Service Commission(JSC)

## I. VOTE MISSION STATEMENT

To promote excellence in the Judiciary Service through recruitment review of the terms and conditions of service disciplinary control stake holder engagement judicial and public legal education

## II. STRATEGIC OBJECTIVE

1. Identify suitable persons for appointment as judicial officers and other staff of the Judiciary
2. Review and make recommendations on the terms and conditions of service of judicial officers and other staff of the Judiciary
3. Implement judicial and public legal education programmes
4. Exercise disciplinary control over Judicial officers in accordance with the set ethical standards and codes of conduct
5. Process peoples complaints concerning the Judiciary and administration of justice
6. Strengthening the institutional capacity of the JSC to deliver on its mandate

## III. MAJOR ACHIEVEMENTS IN 2021/22

### Financial performance

#### General Performance

The Commissions approved budget for FY 2021-22 is UGX 11,648,000,000. By the end of the second quarter, the Commission had received UGX. 5,999,000,000 representing 51.5 percent of the approved budget and spent UGX 4.538billion representing 39 percent and 75 percent of the Total budget and funds released respectively.

#### Wage Performance

For FY 2021-2022, UGX 2,697,000,000 was approved for wage. UGX 1,349,000,000 was released and UGX 1,226,000,000 spent by half year. The unspent balance of UGX 471,000,000 under wage was due to the vacant positions at the Commission and the half pay for the Permanent Secretary who was on interdiction.

#### Non-wage performance

The Commissions approved budget for non-wage recurrent is UGX 8,178,000,000 for FY 2021-2022. UGX 4,510,000,000 was released of which UGX. 3,312,000,000 had been spent by 30th December 2021.

The unspent balance of UGX 1,198,000,000 was mainly contributed by the released funds in mid-December. These funds were committed for recruitment activities at the time that were going on, discipline of judicial officers, vehicle maintenance, stationery, printing and gratuity that were to be paid in January, 2022.

#### Capital Development

For FY 2021-2022, UGX. 773,000,000 was approved for development. UGX 141,000,000 was released.

#### Physical Performance

#### Recruitment of Judiciary Staff

The Commission;

1. Appointed six Deputy Registers, 02 Assistant Registrars and 10 Chief Magistrate, 01 Senior Magistrate Grade one and ninety-one Magistrates Grade One
2. Conducted recruitment of the Chairperson of the Insurance Appeals Tribunal.
3. Publicized an advert to fill 259 vacancies declared by the Judiciary
4. Shortlisted candidates for the positions of Justice of the Supreme Court. High Court Judge. Deputy Registrar. Assistant Registrar. Chief Magistrate.

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Senior Principal Magistrate Grade One, Magistrate Grade one and Senior magistrate Grade One.

5. confirmed three Judicial Officers in service, granted Study Leave to one Judicial Officer, approved leave of absence to one Judicial Officer and extended the acting appointment for 04 Chief Magistrates for 03 months and reinstated one Magistrate Grade One.

### Complaints, Investigations and Disciplinary affairs

The Commission;

1. Handled seventy-three complaints. Of the files handled, thirty-five were closed, five Judicial Officers were cautioned, one Judicial Officer was severely reprimanded, one was interdicted, one was reprimanded and one Judicial officer was put under mentorship. Twenty-nine files were evaluated and referred back to the Disciplinary Committee for further management.
2. 23 complaints were investigated. Of these 5 had merit, 4 did not have merit, 7 were rescheduled for investigations, 01 was recommended for closure since the court clerk was dismissed from service.
3. Approved the JSC Strategic plan 2 2020-2025, the Search and Recruitment Policy, 2021 and the JSC Investigation Guide and Prosecution Manual.

### Legal Education, Public Affairs and Research

1. Two radio talk shows were conducted in Bundibugyo and Mbarara. The talk shows addressed gender-based violence and corruption in courts in Bundibugyo and Mbarara respectively
2. 2 Media engagements were conducted in Fort Portal and Mitooma. The engagements addressed the mandate of JSC and the role of the media in the administration of justice
3. Commission conducted court inspections in 04 Chief Magisterial areas of Nakapiripirit, Amudat, Namalu, and Kween; Kiryandongo, Kigumba, Karuma, Bweyale; Nakasongola; Kiboga and Kyankwanzi.

General administration, Human Resource and support services

1. Utilities bills for the six months of July to December were paid.
2. Financial reports for the two quarters were submitted to the Ministry of Finance as required.
3. Quarter four FY 2020-2021 and quarter one Audit reports were prepared and submitted
4. Staff salaries for the 6 months of July- December were paid.
5. Members emoluments for the six months were paid
6. 6 months Pension was paid
7. The EDMS system was updated during the two quarters.
8. Mails were delivered timely
9. 2 performance reports -Q4 FY 2020-21 and Quarter one FY 2020-2021- were prepared and submitted.
10. The Budget Framework Paper for FY 2022-2023 was prepared and submitted.
11. Ethernet and network ports traced and marked

**VOTE: 148 Judicial Service Commission(JSC)****IV. MEDIUM TERM BUDGET ALLOCATIONS****Table 4.1: Overview of Vote Expenditure (Ushs Billion)**

	2022/23 Proposed Budget	MTEF Budget Projections			
		2023/24	2024/25	2025/26	2026/27
<b>Recurrent</b>					
Wage	2.712	2.697	2.697	2.697	2.697
Non-Wage	12.391	9.419	9.419	9.419	9.419
<b>Devt.</b>					
GoU	0.464	0.464	0.464	0.464	0.464
Ext Fin.	0.000	0.000	0.000	0.000	0.000
<b>GoU Total</b>	<b>15.567</b>	<b>12.580</b>	<b>12.580</b>	<b>12.580</b>	<b>12.580</b>
<b>Total GoU+Ext Fin (MTEF)</b>	<b>15.567</b>	<b>12.580</b>	<b>12.580</b>	<b>12.580</b>	<b>12.580</b>
Arrears	0.161	0.000	0.000	0.000	0.000
<b>Total Budget</b>	<b>15.728</b>	<b>12.580</b>	<b>12.580</b>	<b>12.580</b>	<b>12.580</b>
<b>Total Vote Budget Excluding</b>	<b>15.567</b>	<b>12.580</b>	<b>12.580</b>	<b>12.580</b>	<b>12.580</b>

**VOTE: 148 Judicial Service Commission(JSC)****Table 4.2: Budget Allocation by Department for Recurrent and Development (Ushs Billion)**

<i>Billion Uganda Shillings</i>	Draft Budget Estimates FY 2022/23	
	Recurrent	Development
<b>Programme:19 ADMINISTRATION OF JUSTICE</b>	<b>15.103</b>	<b>0.464</b>
<b>SubProgramme:01 Institutional Coordination</b>	<b>11.758</b>	<b>0.464</b>
<b>Sub SubProgramme:01 Complaints, Investigation and Disciplinary Affairs</b>	<b>0.700</b>	<b>0.000</b>
003 Disciplinary Affairs	0.700	0.000
<b>Sub SubProgramme:02 General administration and support services</b>	<b>11.058</b>	<b>0.464</b>
001 Finance and Administration	11.058	0.464
<b>SubProgramme:02 Civil and Criminal Justice</b>	<b>1.717</b>	<b>0.000</b>
<b>Sub SubProgramme:01 Complaints, Investigation and Disciplinary Affairs</b>	<b>1.717</b>	<b>0.000</b>
001 Complaints and investigation	1.078	0.000
002 Anti corruption and inspections	0.639	0.000
<b>SubProgramme:03 Legal Education, Training and Research</b>	<b>1.628</b>	<b>0.000</b>
<b>Sub SubProgramme:03 Legal Education, Public Affairs and research</b>	<b>1.628</b>	<b>0.000</b>
001 Research and Publication	0.548	0.000
002 Legal Education and Public Affairs	1.080	0.000
<b>Total for the Vote</b>	<b>15.103</b>	<b>0.464</b>

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## V. PERFORMANCE INDICATORS AND PLANNED OUTPUTS

Table 5.1: Performance Indicators

<b>Programme: 19 ADMINISTRATION OF JUSTICE</b>				
<b>SubProgramme: 01 Institutional Coordination</b>				
<b>Sub SubProgramme: 01 Complaints, Investigation and Disciplinary Affairs</b>				
<b>Department: 003 Disciplinary Affairs</b>				
<b>Budget Output: 610004 Discipline and Accountability</b>				
<b>PIAP Output: Complaint handling improved</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
Number of call centre agents trained	Number	2019-2020	1	3
Proportion of complaints handled within 14 days	Percentage	2019-2020	60	80%
<b>Sub SubProgramme: 02 General administration and support services</b>				
<b>Department: 001 Finance and Administration</b>				
<b>Budget Output: 000001 Audit and Risk Management</b>				
<b>PIAP Output: Relevant staff recruited</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
Gratuity paid	Text	2019-20	2	Paid
Members Monthly emoluments paid	Text	2019-20	7	Paid
Monthly Pension paid	Text	2019-20	24	Paid
Office accomodation secured	Text	2019-20	1	Secured
Other operations supported	Text	2019-20	1	Supported
Percentage of approved position for Judiciary staff filled	Percentage	2019-2020	100	100%
<b>Budget Output: 000008 Records Management</b>				
<b>PIAP Output: Relevant staff recruited</b>				

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<b>Sub SubProgramme: 02 General administration and support services</b>				
<b>Department: 001 Finance and Administration</b>				
<b>Budget Output: 000008 Records Management</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
Other operations supported	Text	2019- 2020	1	Supported
<b>Budget Output: 000014 Administrative and Support Services</b>				
<b>PIAP Output: Relevant staff recruited</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
Office accomodation secured	Text	2019-2020	1	Secured
Other operations supported	Text	2019-2020	1	Supported
<b>Budget Output: 000033 Support to Regional Offices</b>				
<b>PIAP Output: Justice centres equipped</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
Number of regional offices established.	Percentage	2019-2020	1	100%
<b>SubProgramme: 02 Civil and Criminal Justice</b>				
<b>Sub SubProgramme: 01 Complaints, Investigation and Disciplinary Affairs</b>				
<b>Department: 001 Complaints and investigation</b>				
<b>Budget Output: 000031 Complaints Management</b>				
<b>PIAP Output: Capacity of Anti-Corruption Agencies and Departments within the Justice system strengthened</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
Number of Ant-Corruption cases disposed of	Number	2019-2020	40	80
<b>PIAP Output: Capacity of Anti-Corruption Agencies and Departments within the Justice system strengthened.</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
Percentage of registered complaints investigated to conclusion.	Percentage	2019-2020	60	80%

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<b>Sub SubProgramme: 01 Complaints, Investigation and Disciplinary Affairs</b>				
<b>Department: 002 Anti corruption and inspections</b>				
<b>Budget Output: 610001 Anti-corruption initiatives</b>				
<b>PIAP Output: Capacity of Anti-Corruption Agencies and Departments within the Justice system strengthened</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
Number of Ant-Corruption cases disposed of	Number	2019-2020	10	20
Number of Inspectorate of Courts trainings conducted	Number	2019-2020	1	4
<b>PIAP Output: Capacity of Anti-Corruption Agencies and Departments within the Justice system strengthened.</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
Percentage of registered complaints investigated to conclusion.	Percentage	2019-2020	80	90%
<b>SubProgramme: 03 Legal Education, Training and Research</b>				
<b>Sub SubProgramme: 03 Legal Education, Public Affairs and research</b>				
<b>Department: 001 Research and Publication</b>				
<b>Budget Output: 610002 Research and Information</b>				
<b>PIAP Output: Research undertaken</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
Number of research studies conducted	Number	2019-20	1	1
<b>Department: 002 Legal Education and Public Affairs</b>				
<b>Budget Output: 610003 Judicial Training and Public education</b>				
<b>PIAP Output: Capacity of Anti-Corruption Agencies and Departments within the Justice system strengthened.</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
Number of Inspectorate of Courts trainings	Percentage	2019-2020	4	100%
Number of investigators trained	Number	2019-2020	4	7

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## VI. VOTE NARRATIVE

### Vote Challenges

1. Following the expansion of JSC mandate by the 2015 Constitutional amendment and operationalization of the same by the enactment of Administration of Judiciary Act, 2020, the Commission is now required to recruit Judicial Officers and the staff of the Judiciary Service. However, the JSC Budget was not increased at the same rate as its expanded mandate which has affected its take of this mandate effectively.
2. Non release of funds in some quarters of the financial year due to COVID 19 effects affected the Commission in implementing its activities as planned.
3. COVID 19 restrictions still affected the business of the commission. This was due to the fact that some activities could not be properly handled without interface like Interviews.
4. The Commissions fleet has been depleted and this has greatly affected the implementation of activities as planned.
5. There are staffing gaps in the structure of the Commission which affects service delivery.
6. Apart from the Chairperson, Members of the Judicial Service Commission are on part time basis which has led to slow implementation of activities especially disposal of complaints

### Plans to improve Vote Performance

1. Procure enough vehicles to support staff in carrying out inspections, investigations and other activities on time.
2. Lobby for more funds to support the new mandate of JSC as per the Administration of Judiciary Act, 2020 and the new structure of the Judiciary of recruiting all the staff of the Judiciary.
3. Employ modern technology to circumvent the interruptions caused by the COVID 19.
4. Strengthen data and information management systems to facilitate the work of the Commission.
5. Utilise Radios, TVs, social media etc to enhance sensitization and awareness roles of the Commission
6. Put in place programmes that target support to the vulnerable groups especially the rural women and PWDs in accessing and obtaining Justice.
7. Fill the approved structure with the right personnel.
8. Proposal for the amendment of the Constitution in order to reconstitute the composition of the Commission

## VII. Off Budget Support

### Table 7.1: Off Budget Support by Project and Department

N / A



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### VIII. VOTE CROSS CUTTING POLICY AND OTHER BUDGETARY ISSUES

Table 8.1: Cross- Cutting Policy Issues

#### i) Gender and Equity

<b>OBJECTIVE</b>	Improve gender mainstreaming in the implementation of JSC activities and provide targeted support to the vulnerable women in accessing justice
<b>Issue of Concern</b>	Gender mainstreaming and disaggregation while implementing activities
<b>Planned Interventions</b>	<ol style="list-style-type: none"> <li>1. Sensitize the public on Gender based violence during public legal education programs.</li> <li>2. Gender disaggregation while implementing activities and reporting</li> <li>3. Awareness creation on gender</li> </ol>
<b>Budget Allocation (Billion)</b>	0.002
<b>Performance Indicators</b>	<ol style="list-style-type: none"> <li>1. Number of sensitizations held on gender-based violence- 20</li> <li>2. Percentage of the data produced in reports disaggregated by gender- 60%</li> </ol>

#### ii) HIV/AIDS

<b>OBJECTIVE</b>	Reduce the vulnerabilities to transmission of HIV/AIDS among JSC staff and stakeholders and provide care and support to the affected and infected
<b>Issue of Concern</b>	HIV/AIDS awareness among staff and clients
<b>Planned Interventions</b>	<ol style="list-style-type: none"> <li>1. HIV/AIDS sensitization for staff</li> <li>2. HIV/AIDS testing and counseling</li> <li>3. Put up IEC materials within the JSC offices for staff and clients</li> </ol>
<b>Budget Allocation (Billion)</b>	0.020
<b>Performance Indicators</b>	<ol style="list-style-type: none"> <li>1. Number of HIV/AIDS sensitizations conducted-01</li> <li>2. Number of staff voluntarily tested and counseled-40</li> <li>3. Number of IEC materials on HIV/AIDS procured-50</li> </ol>

#### iii) Environment

<b>OBJECTIVE</b>	Ensure JSC activities are implemented in environmentally friendly ways so that they are not detrimental to the Environment.
<b>Issue of Concern</b>	Environment conservation
<b>Planned Interventions</b>	<ol style="list-style-type: none"> <li>1. Sensitization of the public about the environmental laws</li> <li>2. Promote tree planting at court premises</li> </ol>
<b>Budget Allocation (Billion)</b>	0.010
<b>Performance Indicators</b>	<ol style="list-style-type: none"> <li>1. Number of sensitizations held on environmental laws</li> <li>2. Number of courts with trees planted</li> </ol>

#### iv) Covid

<b>OBJECTIVE</b>	Mitigate the spread of Covid -19 and provide support to those affected by the pandemic
<b>Issue of Concern</b>	spread of covid-19 and post covid-19 effects on staff and the general public
<b>Planned Interventions</b>	<ol style="list-style-type: none"> <li>1. Procurement of Personal Protective Equipment for staff (face masks, hand sanitizers)</li> <li>2. Encourage use of virtual meetings.</li> <li>3. Provide testing and other logistical support for exposed staff, and their family members.</li> <li>4. Continuously sensitize staff</li> </ol>

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<b>Budget Allocation (Billion)</b>	0.010
<b>Performance Indicators</b>	1. Number of personal protective equipments procured 2. Number of exposed staff supported

**VOTE: 148 Judicial Service Commission(JSC)****IX. PERSONNEL INFORMATION****Table 9.1: Staff Establishment Analysis**

<b>Title</b>	<b>Salary Scale</b>	<b>Number of Approved Positions</b>	<b>Number of filled Positions</b>
Accountant	U4	2	1
Assistant Procurement Officer	U5	2	1
Assistant Records Officer	U5	1	0
Deputy Registrar	U1SE	3	1
Driver	U8	4	1
Information Technology Officer	U4	2	1
Legal officer	U4	9	6
Office Attendant	U8	4	0
Office Typist	U7	3	1
Personal Secretary	U4	5	2
Principal Assistant Secretary	U2	1	0
Records Officer	U4	2	1
Senior Economist	U3	1	0
Senior Human Resource Officer	U3	1	0
Senior Legal Officer	U3	1	0
Senior Office Supervisor	U5	3	0
Senior Personal Secretary	U3	1	0
Senior Records Officer	U3	2	1
Telephone Operator	U8	3	1

**VOTE: 148 Judicial Service Commission(JSC)****Table 9.2: Staff Recruitment Plan**

Post Title	Salary Scale	No. Of Approved Posts	No. Of Filled Posts	No. Of Vacant Posts	No. Of Posts Cleared for Filling FY2022/23	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Accountant	U4	2	1	1	1	909,245	10,910,940
Assistant Procurement Officer	U5	2	1	1	1	555,564	6,666,768
Assistant Records Officer	U5	1	0	1	1	463,264	5,559,168
Deputy Registrar	U1SE	2	0	2	2	8,129,472	97,553,664
Driver	U8	4	1	3	3	237,069	8,534,484
Information Technology Officer	U4	2	1	1	1	1,103,582	13,242,984
Legal officer	U4	9	6	3	3	2,516,800	45,302,400
Office Attendant	U8	4	0	4	4	237,069	11,379,312
Office Typist	U7	3	1	2	2	340,282	8,166,768
Personal Secretary	U4	5	2	3	3	1,400,612	25,211,016
Principal Assistant Secretary	U2	1	0	1	1	1,282,315	15,387,780
Records Officer	U4	2	1	1	1	798,535	9,582,420
Senior Economist	U3	1	0	1	1	990,589	11,887,068
Senior Human Resource Officer	U3	1	0	1	1	990,589	11,887,068
Senior Legal Officer	U3	1	0	1	1	1,578,720	18,944,640
Senior Office Supervisor	U5	3	0	3	3	959,518	17,271,324
Senior Records Officer	U3	2	1	1	1	990,589	11,887,068
Telephone Operator	U8	3	1	2	2	316,393	7,593,432
<b>Total</b>					<b>32</b>	<b>23,800,207</b>	<b>336,968,304</b>

