

Training and Performance of Staff in the Judiciary: A Case Study of the High Court of Uganda, Kampala

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Introduction

The study was about the role of training in the performance of the staff of the Judiciary of Uganda. It focused on the High Court in Kampala.

Objectives

The objectives of the study were:

1. To examine how judicial services were expedited for the people of Uganda at the High Court in Kampala,
2. to assess whether the implementation of policies improved staff performance at the High Court in Kampala,
3. to assess how the administration and supervision of judicial support staff and the bench improved staff performance at the High Court in Kampala

Methodology

The research design was phenomenological. The study collected data from 101 respondents out of a population of 111. Data were collected from primary and secondary sources before they were edited, coded, and cross-checked using Ms Excel and exported to SPSS for analysis.

Key findings

The study found that the expedition of judicial services was achieved through the supervision of support staff, which increased their performance.

The study further found that the High Court in Kampala implemented the staff training policy and that the focus was on on-the-job training. It, however, also found that judicial officers did not commit sufficient time to develop the skills and abilities of the support staff through competency-based training activities and that such roles were left to supervisors who occupied the lower rungs of the Judiciary's ladder, which to that extent affected the performance of staff.

Last but not least, the study found that the performance levels of the staff increased greatly due to the guidance and direction provided by trainers in the judicial system.

Key recommendations

The study recommended that the High Court in Kampala should evaluate how its staff perceives its jobs in terms of understanding their tasks and duties, cooperation with their supervisors, and awareness of timeframes.

Key references

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