

Section 4: Result Framework

The overall impact of the Association would be transformed Judiciary officers that provide justice for all. In pursuit of its vision, the Association has developed the following five outcomes:

1. Improved performance and motivation of members
2. Increased accountability to stakeholders
3. Significant contribution to the transformation of the Judiciary
4. Growth of jurisprudence
5. Strong organisation that effectively represents interests of members

Each outcome is further unpacked in terms of outputs.

Outcome 1: Improved performance of KMJA members

Outputs:

- Position papers on terms and conditions of service for judicial officers developed, disseminated and followed up
- Capacity of judicial officers in teamwork, communication, legal field, research, precedents, decision making, procedures, modern law research methods and skills strengthened
- Membership benefits and participation reviewed, recommendations made and implemented
- MIS system developed and implemented
- Strategic partnership with the Kenya Institute for Judicial Education established and managed
- Mentoring scheme developed and implemented
- ICT capacity gaps analysed and interventions planned and implemented jointly with the Judiciary
- Support structures for stress management developed and implemented
- Training and other capacity strengthening opportunities for members at the regional and international level analysed and disseminated

Outcome 2: Increased accountability to stakeholders

Outputs:

- Capacity needs for functioning CUC analysed and disseminated
- Interventions for strengthening CUC planned jointly with stakeholders and implemented
- Peer review mechanisms institutionalised
- Consultative mechanisms with key stakeholders established and managed.

Outcome 3: Significant contribution to the transformation of the Judiciary

Outputs:

- JTF disseminated to members and feedback received
- RRA incorporated in KMJA activities
- Joined activities planned and implemented
- KMJA Constitution reviewed and accepted
- KMJA governance and management systems and mechanisms developed/ reviewed and implemented
- Gender and diversity mainstreamed into all KMJA operations
- Capacity development interventions for human rights, gender and diversity developed and implemented for members in conjunction with KIJE.
- Judiciary values, human rights and gender and diversity equality principles promoted among the members
- Innovative interventions such as E-learning developed and implemented

Outcome 4: Growth of jurisprudence

Outputs

- Functional and up to date system of disseminating best international standards and practices.
- Guidelines for the growth of local jurisprudence developed, disseminated and accepted
- Relevant research conducted and disseminated.
- Learning forums institutionalised.
- Good practices documented and disseminated in conjunction with KIJE
- Reward scheme for excellence and innovation developed and institutionalised in conjunction with KIJE.
- CUC handbook developed, disseminated and used

Outcome 5: Strong Organization that effectively represent interests of members

Outputs:

- Lobbying interventions on disparities among ranks and cadres of judicial officers developed and implemented
- Survey to assess attitudes among judges, magistrates, gender and diversity conducted and disseminated
- Interventions to change attitudes and improve team spirit planned and implemented
- Remuneration gaps between cadres analyzed and recommendations submitted
- Proposals for financial and technical assistance developed, submitted and followed up.
- Management systems reviewed and strengthened
- Members capacity in mobilizing and managing resources strengthened
- Transfer policy reviewed and recommendations submitted to the Judiciary leadership

In addition the KMJA plans to contribute to the overall outcome of the Judiciary of “Enhanced public confidence in the Judiciary and respect for the Judiciary” by developing competent Judiciary staff and inculcating in them Judiciary values and principles.