



**REPUBLIC OF KENYA**

**THE JUDICIARY**

**PERFORMANCE MANAGEMENT & MEASUREMENT UNDERSTANDING**

**BETWEEN**

**THE CHIEF REGISTRAR OF THE JUDICIARY**

**AND**

**THE DIRECTOR, DIRECTORATE OF INFORMATION AND COMMUNICATION TECHNOLOGY**

**FOR THE PERIOD**

**1ST JULY 2023 TO 30TH JUNE 2024**

**PERFORMANCE MANAGEMENT AND MEASUREMENT UNDERSTANDING**

This Performance Management and Measurement Understanding, (hereinafter referred to as “the Understanding”), is entered into between the Judiciary of the Republic of Kenya (hereinafter referred to as “the Judiciary”), represented by the Chief Registrar of the Judiciary, an office established under Article 161(2)(c) of the Constitution (hereinafter referred to as “the Chief Registrar, of the one part, AND the Information and Communication Technology Directorate represented by the Director, an office established by the JSC (hereinafter referred to as “the Directorate of ICT”) of the other part. The Understanding applies to the Chief Registrar and Director, Information and Communication Technology, together with their assignees and successors.

**Whereas:**

1. The Constitution of Kenya states that judicial authority is derived from the people and vests in the Courts and Tribunals established thereunder, and stipulates, interalia, that justice will be done to all irrespective of status and without undue delay;
2. The Vision of the Judiciary as specified in the Judiciary Strategic Plan, (herein after referred to as “the Strategic Plan)”, is to be “An independent institution of excellence in the delivery of justice to all”;
3. The Mission of the Judiciary as specified in the Strategic Plan is to “To administer justice in a fair, timely, accountable and accessible manner, uphold the rule of law, advance indigenous jurisprudence and protect the Constitution.”
4. The Key Result Areas (KRAs) as specified by the Strategic Plan are;
5. Enhanced Access to Justice
6. Expeditious Delivery of Justice
7. Growth of Jurisprudence and Knowledge Management
8. Improved Governance and Transformative Leadership
9. Improved Human Capital Management and Organizational Development
10. Modernized Registry Operations for Operational Efficiency
11. Enhanced Public Confidence, Awareness and Image of Judiciary
12. Resource Mobilization, Utilization and Stakeholder Engagement
13. The Guiding Principles and Outcomes as specified by the Social Transformation through Access to Justice (STAJ)”. blue print are;
14. Accessibility and Efficiency
15. Transparency and Accountability
16. Inclusiveness and Shared Leadership
17. Cooperative Dialogue
18. Social Justice
19. The vision is intended to achieve the following outcomes
20. A strong institution that is independent, accessible, efficient, and protects the rights of all especially the vulnerable.
21. An inspired team of Judges, Judicial officers, and Judiciary Staff committed to excellence in the delivery of justice.
22. Strengthened financial mechanisms that support the independence and Integrity of the Judiciary.
23. Deepened partnerships that enhance co-ordination in the administration of justice.
24. Enhanced public trust and confidence in the judicial system
25. The Judiciary is committed to improving its performance in the dispensation of justice in accordance with the Constitution;
26. The Court exercises its mandate and such other responsibilities as conferred by the Judicial Service Act;
27. The purpose of this Understanding is to enhance accountability for results by focusing on delivery of the mandate of the Judiciary and forms the basis for continuous improvement for the transformation of the Judiciary.
28. This Understanding establishes a framework for clear performance objectives, goals and targets for the Court.

**NOW THEREFORE, THE PARTIES HERETO AGREE AS FOLLOWS:**

**Part I: Commitments and Obligations of the Chief Registrar of Judiciary**

To facilitate the Directorate, the CRJ shall ensure:

1. Timely provision of requisite financial resources as specified in the Directorate annual budget and work plans;
2. Timely provision of adequate human resources;
3. Timely provision of adequate infrastructure, supplies and services as specified in the annual procurement plan and
4. Formulation and implementation of appropriate policies and regulations.

**Part II: Commitments and Responsibilities of the Directorate,**

1. Performing such duties and functions as specified in the mandate of the directorate.
2. Developing Directorate Annual Work Plan and ensuring that it is aligned with the Judiciary Transformation Framework and the Judiciary Strategic Plan;
3. Developing comprehensive performance targets
4. Ensuring achievement of the negotiated and agreed targets in the PMMU
5. Cascading PMMU to all Directorate staff
6. Ensuring continuous staff development and inculcating the right attitude that supports judiciary transformation.

**Part III: Monitoring and Evaluation**

1. The Director shall submit, Monthly, Quarterly and Annual performance reports to the Chief Registrar and/or his/her designated representative;
2. The reports shall be accurate, timely and submitted in the specified reporting formats for purpose of monitoring progress of performance and for annual evaluation

**Part IV: Duration of the Performance Management and Measurement Understanding**

The Understanding will run for a period of 12 months, from ***1st July 2023 to 30th June 2024.***

**PROVIDED ALWAYS** that all parties hereto shall act in good faith and take into account any extenuating and exogenous circumstances occurring in the performance period.

**SIGNATORIES**

**Signed: .......................................... Date……..………………**

**Hon. Anne A. Amadi**

Chief Registrar of the Judiciary

**Signed: ........................................... Date……..………………**

**Mr Peter K. Kingóo**

Director, Directorate of Information and Communication Technology

**Witnessed by:**

**Signed: ........................................... Date……..………..………**

**Hon Justice .........**

Judge, .............

PMMSC Member

**Schedule 1: Performance Targets Matrix**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **OutPuts** | **Output Indicators** | **Unit Of Measure** | **Baseline Targets** | **Weight** | **Score** |
| Outputs\_PMMUActivities | OutputIndicators\_PMMUActivities | UnitofMeasure\_PMMUActivities | Target\_PMMUActivities | Weight\_PMMUActivities | Score\_PMMUActivities |
|  |  |  |  |  |  |