



Office Instruction Number 1 of 2024

(Issued under Article 133 (1)(b) of the Constitution, Section 3 of the Administration of the Judiciary Act, No. 8 of 2020 and the Judicature (Mediation) Rules, 2013)

GUIDANCE ON REMUNERATION OF MEDIATORS IN COURTS

1.0 Introduction and Background

Alternative Dispute Resolution (ADR) is one of the key strategies for effective case management. The Hon. The Chief Justice commissioned a team of retired Justices, Judges, other Judicial Officers, lawyers and members of the ad hoc Alternative Dispute Resolution committee of the Judiciary to fast track the implementation of a robust ADR regime.

The mandate of the ad hoc ADR Committee was to review the current ADR practice to inform inevitable reforms to ably guide the re-engineering of mediation as an Alternative Dispute Resolution mechanism. The Committee identified a number of impediments in embracing mediation including the caliber, credibility, remuneration and lack of an effective management structure of mediators.

2.0 Instruction

Against the background in 1.0 the Judiciary Law Reform Committee of the Judiciary made proposals on rates of payment of mediators that were considered by the Rules Committee and approved by the Technical Committee.

This is therefore to guide as follows -

- a) mediation in Courts of Judicature shall only be done by Court accredited mediators;
- b) Court accredited mediators will be paid allowances as prescribed in this Office Instruction;
- c) all mediation proceedings in the Supreme Court, Court of Appeal and the High Court shall be documented and mediation reports shall be submitted to the Court Administrator/Head of the Court through the Registrar of the Court to demonstrate result of the mediation and justify a specific rate of pay.
- d) all mediation proceedings in the Magistrates Courts shall be documented and mediation reports shall be submitted to the Chief Magistrate/Magistrate in charge of station to demonstrate result of the mediation and justify a specific rate of pay.

e) Payments to mediators shall be approved at the respective Courts as follows;

- i. Supreme Court and Court of Appeal - by the Court Administrator;
- ii. High Court Division/Circuit - by the Head of Division/Circuit;
- iii. Magistrates Courts - by the Chief Magistrate/Magistrate Grade One in charge of station

3.0 Rates of Pay

Following the joint meeting of the Judiciary Law Reform Committee and the Rules Committee held on 6th November, 2023, it was resolved that mediators will be paid allowances based on output, as follows -

S/N	RESULT OF MEDIATION		COURT LEVEL	ALLOWANCE
1	Successful	(a)	Before the Supreme Court, Court of Appeal or High Court	UGX 300,000/=
		(b)	Before a Magistrates Court	UGX 150,000/=
2	Partially successful	(a)	Before the Supreme Court, Court of Appeal or High Court	UGX 200,000/=
		(b)	Before a Magistrates Court	UGX 112,500/=
3	Unsuccessful	(a)	Before the Supreme Court, Court of Appeal or High Court	UGX 100,000/=
		(b)	Before a Magistrates Court	UGX 75,000/=

The rates provided herein may be revised by the Chief Justice from time to time

4.0 Funding

- a) The Permanent Secretary/Secretary to the Judiciary shall provide adequate resources to facilitate the work of Court accredited mediators in the Judiciary.
- b) Mediation funds shall be remitted to the respective Registries/Courts through the Registrar, Alternative Dispute Resolution with approval of the Chief Registrar.
- c) For effective coordination and management of mediation by sitting Judicial Officers, an operational fund shall be provided to the respective courts.

5.0 Performance Reports

The Chief Registrar shall submit quarterly performance reports to the Hon. Deputy Chief Justice.

This Office Instruction is issued this 12th day of June 2024



Alfonse Chigamoy Owiny - Dollo

CHIEF JUSTICE