

Courts of Uganda Performance Evaluation

Description	Appraisal Cycle A For High Court Judges Year 2018_Judge Billy Kainamura-Billy		
Start Date	2018-01-01	End Date	2018-12-15
Final Rating	68.15%	Cycle Name	Appraisal Cycle A For High Court Judges Year 2018_Judge Billy Kainamura

Reviewed Employee	Billy Kainamura	Evaluator	David Wangutusi
Job Title		Job Title	Head Judge of Division
Sub Unit		Sub Unit	
Location	Uganda	Location	Uganda
Country	Uganda	Country	Uganda

Section 1 : Personal Information

Name of the Appraisee	Billy Kainamura
Period of Assessment	2018-01-01 to 2018-12-15
Date of Birth	
NIN	
Job Title	
Salary Scale	
Date of Present Appointment	
Terms of Employment	
Name of the Appraiser	Dr. Flavian Zeija
Supervisor's Job Title	
Supervisor's Salary Scale	
Court Level/Department	

Key Performance Indicators : 3.00

	Performance Assessment	Weight	Rating	Comment
% of cases meeting timeline of 6 months for criminal	30%	30	-	
Percentage of Cases with less than 5 Adjournments	30%	30	4	
Percentage of Civil Cases Meeting Timeline of 6 Months	20%	20	4.5	
Percentage of Judgments Under Appeal	20%	20	4.5	
Total (Q)			300	
(A)AVERAGE (Q/n)			3.00	

Section 4 : Overall Assessment								
Reviewer		Weight	Overall Rating					Effective Score
Category	Name		Performance Assessment (M)	Core Competencies Assessment (N)	Non-Core Competencies Assessment (O)	M+N+O	Overall Rating	
Supervisors	David Wangutusi	35.00%	3.00	4.75	4.70	12.45	4.15	29.05%
Subordinates	Festo Nsenga	10.00%	0.00	4.75	4.48	9.23	4.61	9.23%
Peers	Richard Wejuli	20.00%	0.00	4.65	4.65	9.30	4.65	18.60%
Self	Billy Kainamura	15.00%	4.30	4.40	4.15	12.85	4.28	12.85%
Advocates	-	5.00%					5	5.00%
Prosecutors	-	5.00%					4	4.00%
Public	-	10.00%					5	10.00%
Final Rating								88.73%

Section 5 : Career Development	
	Comment
Comment and any Suggestions for Improvement (if any)	Training

Section 3 : Behavioral Competencies : 4.73					
Group	Parent	Competency	(W)Weight	(S)Score on Scale	(W)x(S)
Core-Competencies	Strategic Thinking and Analytical	Ability to adhere to organization's principles, ethics and values	20	5	100
Core-Competencies	Strategic Thinking and Analytical	Ability to anticipate change and look for opportunities that may arise	30	5	150
Core-Competencies	Strategic Thinking and Analytical	Ability to make decisions that are sensible given the available information	20	4.5	90
Core-Competencies	Strategic Thinking and Analytical	Ability to work effectively with teams, clients and staff	30	4.5	135
Average of Core-Competencies(N)= 4.75					
Non-Core Competencies	Respect, Courtesy and Commitment	Commitment to work and organizational development	25	5	125
Non-Core Competencies	Commitment to own Personal Development and Training	Eagerness for self-development	25	5	125
Non-Core Competencies	Ensuring Customer Satisfaction	Ensuring the delivery of quality service	20	3.5	70
Non-Core Competencies	Ensuring Customer Satisfaction	Willingness to act on client feedback for customer satisfaction	30	5	150
Average of Non-Core Competencies(O)= 4.7					

Section 7 : Action Plan To Improve Performance

Group	Section 7 : Action Plan To Improve Performance	Rating	Comment
	Performance Gap	-	Professional skills development
	Agreed Actions	-	Training
	Time Frame	-	2 weeks

Section 6 : Overall Supervisor's Comment

Good Performance. The Appraisee deserves a promotion.