

CHAPTER I

Introduction

1.1 Background.

The Ministry of Legal Affairs and Constitutional Development (currently Ministry of Justice and Constitutional Affairs) came into existence following the signing of the Comprehensive Peace Agreement (CPA) and the establishment of the then Government of Southern Sudan. In addition to the Ministry's mandate, it is currently working to fulfill its main obligations under the Revitalized Agreement on the Resolution of Conflict in the Republic of South Sudan specifically Chapter Five, Six, and Article 1.17 Chapter One of the Agreement. To meet the requirement of the implementation of the Agreement, the Ministry is embarking on developing its Strategic Plan for the year 2023 - 2026. This Strategic Plan is developed per the Ministry's needs assessment aiming at improving the performance and capacity of the Legal Counsels and Non-Legal Counsels.

The Strategic Plan provides structures of the Ministry consisting of the Minister, Deputy Minister, Undersecretary, Directorate of Public Prosecution, Directorate of Legislation, Gazette and Publication and Printing, Directorate of Contracts, Conventions, and Treaties; Directorate of Civil Litigation and Legal Opinion; Directorate of Registration of Businesses, Associations and Business Names; Directorate of Administration and Finance; and Directorate of Training and Research. Given the current structures of the Ministry, the Strategic Plan recommends the establishment of additional Directorates and Units.

The Strategic Plan of the Ministry contains the following foundations: -

1.1 Mission.

To render Legal Advice and Services; Act as Prosecuting Authority, Improve Efficiency in the Legal Profession, and ensure implementation of the Rule of Law in the Republic of South Sudan.

1.2 Vision.

Aspire to attain a fair, impartial, effective, efficient, accountable, and responsive legal system in the Republic of South Sudan.

1.3 Core Values

Accountability, transparency, efficiency, impartiality, confidentiality, integrity, professionalism and partnership.

1.4 Objective of the Strategic Plan

The main objective of this Strategic Plan is to provide a framework for the effective delivery of Legal Services by the Ministry of Justice and Constitutional Affairs and to contribute towards building an accessible, fair, efficient, transparent, and responsive Justice System consistent with international standards and to uphold the Rule of Law.

The other specific objectives of this Strategic Plan are to:

- (a) improve the working environment in the Ministry;

- (b) include new structures into the existing directorates and legal administration in the States;
- (c) digitalization of legal services;
- (d) capacity building for the legal counsels and non-legal staff.

1.5 Methodology

To understand the Ministry's current organizational structures, an approach was developed through the analysis of documents to address the needs and gaps in the Ministry. The analysis further found the following gaps; inadequate funding, lack of modern technology, poor working environment for Legal Counsels and Non-Legal Personnel.

The other Methodology used in the development of the Strategic Plan was through a series of meetings with the Ministry's leadership and Legal and Non-Legal Staff. Also, there was a series of engagements with international development partners rendering support to the Ministry.

Some data were collected through a questionnaire issued to all Members of the Policy and Guidance Committee and Heads of the Directorates in the Ministry.

In conclusion, the Methodology also found that there is a need to improve coordination between the Judiciary, the Police Service, the Prison Service, and other law enforcement agencies with the Ministry.

CHAPTER II

The Structure of the Ministry

2.2 The Organizational Structure of the Ministry of Justice and Constitutional Affairs.

The structure of the Ministry of Justice and Constitutional Affairs consists of the following: -

2.3 Directorates

- (a) Directorate of Public Prosecution;
- (b) Directorate of Legislation, Gazette, Publication and Printing;
- (c) Directorate of Contracts;
- (d) Directorate of Civil Litigation and Legal Opinion;
- (e) Directorate of Registration of Business;
- (f) Directorate of Administration and Finance;
- (g) Directorate of Training and Research;
- (h) Directorate of Inspection and Appraisal;
- (i) Directorate of Conventions and Treaties;
- (j) Directorates of Human Rights

2.4 Units

- (a) Constitutional Affairs Unit;
- (b) East African Affairs Unit,
- (c) Gazette Printing and Publication Unit
- (d) Arbitration, Conciliation and Settlement Unit
- (e) Customary Law Unit;
- (f) Legal Opinion Unit
- (g) Women and Child Protection Unit;
- (h) Mutual Legal Assistance and Criminal Cooperation Unit;
- (i) Legal Training Unit;
- (j) Social Welfare Unit;
- (k) Companies Business Registration Unit
- (l) Intellectual Property Unit;
- (m) Case Management Unit;
- (n) Statistics and Digitalization Unit.

2.5 Ministry of Justice and Constitutional Affairs Strategic Plan

The Strategic Plan priorities of the Ministry shall be based on the following as its immediate objectives:

- (1) **Establishment of the Taskforce in the Ministry.**
- (2) Formation of the Technical Committee for the Establishment CTRH.
- (3) Constitution Making Process.

- (4) Reform of the Judiciary.
- (5) Legislative Reforms in Accordance with R-ARCSS, 2018
- (6) Enhancement of the Ministry of Justice and Constitutional Affairs Capacity.
- (7) Amendment of the Ministry of Legal Affairs and Constitutional Development Organization Act, 2008, and Creation of the Pension System for Legal Counsels.
- (8) Promotion and Protection of Human Rights.
- (9) Establishment of Additional Structures in the Ministry.
- (10) Harmonization of South Sudan Laws with EAC Laws.

As a second phase of the Strategic Plan, the Ministry shall focus on achieving the following long-term strategic objectives:

- (1) Modernization and Digitalization of the Justice System.
- (2) Establishment of an Independent Public Prosecution Institution.
- (3) Building of New Infrastructure and Procurement of Modern Equipment.
- (4) Establishment of a Legal Training Institute.
- (5) Development of Policies and Programmes for Codification of Customs.

CHAPTER III

Priorities of the Strategic Plan

Short-term Priorities of the Strategic Plan

The Short-term priorities shall be implemented within six months from the date of approval of the Strategic Plan as follows:

Strategic Priority No. 1 Establishment of the Taskforce in the Ministry.

Strategic Goal 1: Establishment of the Taskforce in the Ministry of Justice and Constitutional Affairs

Strategic Objective 1: To develop policies and strategies to ensure Chapters V, VI, and Article 1.17

Establishment of the Taskforce in the Ministry to coordinate and oversee the implementation of Chapter	Establishment of the Taskforce in the Ministry of Justice.
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Strategic Priority 2: Formation of the Technical Committee for the Establishment CTRH.

Strategic Goal 2: Implementation of Chapter V of the R-ARCSS, 2018

Strategic Objective 2: To conduct public consultation for the establishment of CTRH

Strategic	Activity
Formation of the Technical Committee for the Establishment of CTRH.	<ul style="list-style-type: none"> ❖ Establishment of the Technical Committee in the Ministry. ❖ Conduct of Public Consultation.
Establishment of CTRH and CRA.	<ul style="list-style-type: none"> ❖ Draft of Bills for the establishment of the CTRH and CRA. ❖ Preparation of a budget for the establishment of CTRH and CRA. ❖ Establishment of the CTRH and CRA.
Preparation of broad guidelines for the establishment of a Hybrid Court.CTRH	<ul style="list-style-type: none"> ❖ Development of broad guidelines for the establishment of a Hybrid Court. ❖ Draft of Bill for the establishment of a Hybrid Court.

3.3 Strategic Priority3: Constitution Making Process

Strategic Goal 3: Permanent Constitution-Making Process**Strategic Objective 3: Develop policies and strategies for the implementation of provisions of the R-ARCSS, 2018, Chapter VI on the Permanent Constitution-Making Process**

Strategic	Activity
Constitution Making Process.	<ul style="list-style-type: none"> ❖ Draft the Constitution Making Process Bill. ❖ Reconstitution of the National Constitutional Review Commission ❖ Nomination of Members of R-NCRC ❖ Appointment of Members of the R-NCRC. ❖ Appointment the Constitutional Drafting Committee.

Strategic Priority 4: Reform of the Judiciary**Strategic Goal 4: Reforming the Judiciary****Strategic Objective 4: Improving the Judicial Services**

Reform of the Judiciary	<ul style="list-style-type: none"> ❖ Amendment of the Judiciary Act and the Judicial Service Commission Act. ❖ Build the capacity of Judicial Personnel. ❖ Improvement of the Judicial infrastructure. ❖ Development of terms of reference for the Judicial Reform Committee. ❖ Hire the Chairperson and Deputy Chairperson of the JRC by IGAD. ❖ Nomination of members of the Judicial Reform Committee. ❖ Draft a Bill for the Establishment of an Independent Constitutional Court. ❖ Establishment of an Independent Constitutional Court.
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Strategic Priority 5: Legislative Reforms in Accordance with R-ARCSS, 2018**Strategic Goal 5: Implementation of the R-ARCSS, 2018****Strategic Objective 5: To improve the Instructional Performance.**

Legislative Reforms in Accordance with R-ARCSS, 2018.	Amendment of the Security Laws and other Legislation.
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Strategic Priority 6: Enhancement of the Ministry of Justice and Constitutional Affairs Capacity**Strategic Goal 6: To improve Legal Services in the Ministry****Strategic Objective 6: To provide Legal Services in the Ministry.**

Strategic	Activity
Enhancement of the Ministry's Institutional	<ul style="list-style-type: none"> ❖ Development of Training Manual. ❖ Conduct of Training for Legal and Non-legal Staffs. ❖ Establishment of methodology for recruitment of Legal and Non-legal staff.

Capacity.	<ul style="list-style-type: none"> ❖ Review of the current Organizational Structure and Functions. ❖ Creation of monitoring and mechanisms in the Ministry. ❖ Establishment of the Directorate of Inspection and Appraisal. ❖ Strengthen Financial Management.
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Strategic Priority 7: Amendment of the Ministry of Legal Affairs and Constitutional Development Organization Act, 2008, and Creation of the Pension System for the Legal Counsels.

Strategic Goal 7: To improve the performance of Legal Counsel in the Ministry.	
Strategic Objective 7: Amendment of the Act and Draft of the Bill.	
Strategic	Activity
Amendment of the Ministry of Legal Affairs and Constitutional Development Organization Act, 2008, and Creation of the Pension System for the Legal Counsels.	<ul style="list-style-type: none"> ❖ Draft of the amendment Bill of the MoLACD Act, 2008. ❖ Draft of the Pension Bill. ❖ Creation of the Legal Counsels Pension system in the Ministry.

Strategic Priority 8: Promotion and Protection of Human Rights

Strategic Goal 8: Enhanced capacity on matters pertaining to conventions, treaties, agreements, and protocols	
Strategic Objective 8: To improve Human Rights	
Strategic	Activity
Promotion and Protection of Human Rights.	<ul style="list-style-type: none"> ❖ Establishment of the Human Rights Unit and Human Rights Council in the Ministry. ❖ Accede to Regional and International Instruments. ❖ Engagement with Human Rights bodies. ❖ Preparation of the National Human Rights reports on implementation of the acceded instruments. ❖ Development of engagement programs.

Strategic Priority 9: Establishment of Additional Structures in the Ministry

Strategic Goal 9: Improvement of delivery of legal services	
Strategic Objective 9: To ensure the efficiency and effectiveness of the Ministry	
Strategic	Activity
Restructure of the Ministry.	Establishment of new Directorates and Units.
Establishment of a Reporting System in the Ministry.	<ul style="list-style-type: none"> ❖ Development of the internal mechanism for reporting. ❖ Development of a template for the reporting mechanism.

Establishment of Performance Appraisal system in the Ministry.	Development of a template for Performance Appraisal.
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Strategic Priority 10: Harmonization of South Sudan Laws with EAC Laws.

Strategic Goal 10: To comply with the EAC Treaty	
Strategic Objective 10: To implement the EAC Treaty	
Strategic	Activity
Harmonization of South Sudan Laws with EAC Laws.	<ul style="list-style-type: none"> ❖ Identification of the Legislation for Harmonisation. ❖ Draft of the amendment Bills.

Long-Term Priorities of the Strategic Plan

3.11 Strategic Priority 1: Modernization and Digitalization of the Justice System

Strategic Goal 1: To ensure Modernisation of the justice system	
Strategic Objective 1: Develop policies and rules to ensure digitalization of the justice system	
Strategic	Activity
Development of Rules for Modernization and Digitalization of the Legal Services	<ul style="list-style-type: none"> ❖ Development of Policies for Modernization and Digitalization of the Ministry. ❖ Train and Recruit of IT Personnel.

Strategic Priority 2: Establishment of an Independent Public Prosecution Institution.

Strategic Goal 2: Creation of an Independent Public Prosecution Institution	
Strategic Objective 2: To ensure effective and efficient deliverance of the Criminal Justice System.	
Strategic	Activity
Establishment of an Independent Public Prosecution Institution.	<ul style="list-style-type: none"> ❖ Consideration of the establishment of an Independent Public Prosecution in the Permanent Constitution-making process. ❖ Amendment of the MoLACD Act, 2008. ❖ Draft a Bill for the establishment of an Independent Public Prosecution Institution.

Strategic Priority 3: Building of New Infrastructure and Procurement of Modern Equipment

Strategic Goal 5: To enact legislation to regulate family and inheritance matters

Strategic Objective 5: To provide effective legal services

Building of New Infrastructure and Procurement of Modern Equipment.

- ❖ Allocation of budget for the construction of new infrastructure and procurement of equipment.
- ❖ Ensure the implementation of Procurement Processes.

Strategic Priority 4: Establishment of Legal Training Institute

Strategic Goal 4: To ensure the effective performance of the Legal Professionals

Strategic Objective 4: Improvement of the capacity of the Legal Professionals

Establishment of Legal Training Institute

- ❖ Formation of Board for LTI.
- ❖ Development of Syllabus for the LTI.
- ❖ Build an infrastructure for LTI.
- ❖ Recruitment of Teaching and Administrative Staff for the LTI.

Strategic Priority 5: Development of Policies and Programs for Codification of Customs.

Strategic Goal 5: To enact Legislation to Regulate Family and Inheritance Matters

Strategic Objective 5: To codify Customs and Traditions.

Development of Policies and Programs for Codification of Customs.

- ❖ Conduct research on Tradition and Customs in South Sudan.
- ❖ Conduct of public awareness on the codification of customs.
- ❖ Draft a Family and Inheritance Bills.
- ❖ Train the Traditional Leaders.

CHAPTER IV

Approaches for Implementation of the Strategic Plan

4.1 Phasing and Sequencing

Implementation of the Strategic Plan will be aligned with the government planning cycle. The Ministry will therefore develop subsequent annual work plans from the Strategic Plan. The work plan will take into consideration the financial, human, and other resources available to the Ministry in each financial year. The Ministry's annual plans will be underpinned by the directorate work plan which will focus on the specific responsibility of individual members of staff in line with Performance Appraisal System (PAS). This approach will also enhance performance appraisal at individual, directorate and Ministry level.

4.2 Quick Wins

In each annual work plan, the Ministry will identify activities that guarantee quick wins. The quick win approach will enable the Ministry to achieve rapid results to motivate the staff members to implement the remaining strategic activities.

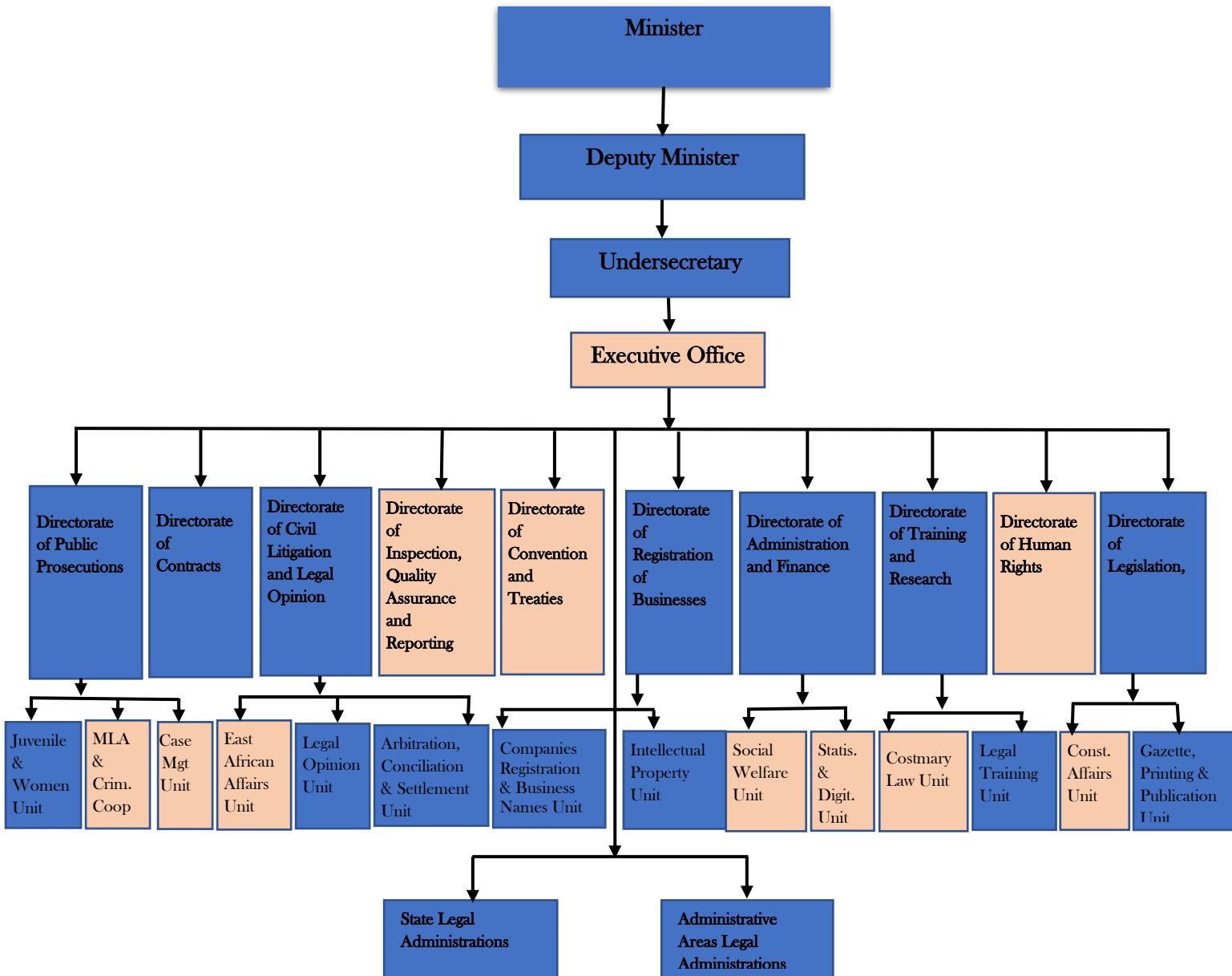
4.3 Implementation of the Strategic Plan

The development of this Strategic Plan used the principles of the balanced scorecard based on each directorate and unit work performance. The Strategic Plan also provides for a clear framework through which the directorate and units are expected to contribute and play roles towards achievement of the objectives of the Ministry.

4.4 Overall Responsibility for Implementation of the Strategic Plan

The Undersecretary with the support of the Heads of Directorates and Units will provide the leadership with regular work assessment and reporting on the implementation of the Strategic Plan. The Ministry will also establish appropriate linkages with other relevant Government Ministries/institutions to enhance synergy as it seeks to achieve the goals and objectives stated in the Strategic Plan.

The Organizational Structure of the Ministry



CHAPTER V

Institutional Capacity and Resources

5.1 Staffing Establishment Levels

Since its establishment, the Ministry has undertaken progressive capacity-building activities with the aim of enhancing the delivery of legal services, however, this was done in accordance with the laid down government staffing procedures. At the time of developing this Plan, the Ministry's total staff was 730 out of which 350 were Legal Counsels and the remaining are Non-Legal Counsels.

5.2 Resource Requirements

The realization of the strategic objectives identified in this Strategic Plan would require sufficient funding from both Government and development partners. The total amount required for implementing the programs and projects of the Strategic Plan for the Financial Year 2023 to 2024 has been estimated to cost 3, 278, 027, 959 SSP Billion; out of which will cover wages and salaries, use of goods and capital, annual allowances and capital expenditure for effective implementation of the Strategic Plan.

5.3 Resource Mobilization

Financing of the programs and projects contained in this Strategic Plan will be done using resources from the Government budgetary provisions and funding from the development partners. With the limitation of funding, the Ministry should strategize to mobilize resources for financing its programs and activities. The Ministry will work closely with the Ministry of Finance and Planning, to prepare a budget that is both realistic and in conformity with its strategic objectives.

5.4 Prudent Management of Resources

To manage the available resources, the following measures will be undertaken:

- (a) Optimize expenditures on operations and maintenance and implement cost-saving measures.
- (b) Prepare budgets that are in tandem with planned programs and projects as provided in the Strategic Plan.
- (c) Undertake proper costing of operations and maintenance activities and ensure that expenditures are targeted to core activities using the Ministry of Finance ceiling.
- (d) Implement expenditure controls through rationalization of expenditures and enforce measures to minimize wastage and benchmark prices for procured items. Adhere to procurement procedures as provided for in all purchases.

5.5 Cost Optimization

The Ministry will enhance service delivery through effective financial management. In this respect, the Ministry will concentrate efforts on the optimization of the use of resources through the identification of cost-saving measures in the recurrent budget and coordination of budget execution through quarterly regular expenditure reviews.

CHAPTER VI

Monitoring and Evaluation Framework

In carrying out its mandate, the Ministry learned that there is a need for an effective Monitoring and Evaluation Mechanism in order to enhance the timely implementation of the Strategic Plan.

The Monitoring and Evaluation framework includes the following:

1.1 Coordination Mechanism

The Coordination Mechanism will enable the Ministry to achieve its planned objectives by identifying the key responsibility holders for each of the strategic objectives. The responsibility holders will be expected to work in consultation with other Directorates and Units in the Ministry. Though accountability rests with the Directorates and Units, the Undersecretary and Directorate for Administration and Finance are overall supervised by the Minister. The implementation of the Strategic Plan will require the establishment of *ad-hoc* committees as the Ministry leadership may deem appropriate.

1.2 Monitoring and Evaluation

The Ministry shall monitor and evaluate its performance through monthly and quarterly reports. The Ministry will also monitor activities spelled out in this Strategic Plan through regular leadership, Directorate, and Unit' meetings. Whereas the overall goal of monitoring and evaluation in the implementation of this Strategic Plan is to provide quality performance information for decision making, Monitoring and Evaluation based on a framework consisting of various components developed by the Directorate of Performance and Appraisal report.

1.3 Monitoring Mechanisms

To ensure implementation of the Strategic Plan, the Directorate of Administration and Finance and the Directorate of Performance Appraisal shall establish standard formats for data collection and reporting. The formats will spell out the documents to be prepared, periods to be covered and detailed information to be supplied. All Directors, Head of Legal Administrations, Legal Counsels, and Non-Legal Counsels will be held accountable for the use of the resources and attainment of a set of targets. Implementation of the Strategic Plan shall also be monitored through monthly and quarterly reports by the various implementing bodies. The overall success will be based on the planned activities during which progress on strategic objectives will be reviewed. The nature and scope of reporting will include progress made against the Strategic Plan, causes of deviation from the Strategic Plan, and challenges and solutions will be devised to address such challenges.

Tracking of specific activities associated with the implementation of the Strategic Plan will be done on a regular basis, at least monthly, so that adjustments may be made. The Directorate of

Administration and Finance and the Directorate of Performance Appraisal shall work together to strengthen the capacity of the Ministry to ensure good performance.

Monitoring will also be done at the National and State levels to track the achievement of the objectives, outputs, and outcomes arising from the various interventions outlined in this Strategic Plan. Progress reports will be prepared by the Directorate of Administration and Finance and the Directorate of Performance Appraisal to coincide with annual budgetary cycles. The Directorate of Performance Appraisal shall act as the internal consultant to assist the Ministry in the compilation and coordination of the reports. The reports will describe actions taken by the Directorates and Units, towards achieving specific outcomes and strategies of the plan and will include costs, benefits, performance and progress. As may be appropriate, the reports shall be posted on the website of the Ministry.

The evaluation of the Strategic Plan implementation shall be conducted every year to document the results achieved, challenges encountered as well as the outcome and impact realized. The results of the evaluation will be used to improve the implementation of the remaining Strategic Plan. The final evaluation shall be conducted in 2025 - 2026 to document achievements, challenges encountered, as well as impacts realized. In addition, the evaluation will capture lessons learnt, “best” practices, and emerging issues. The results of the final evaluation will form the basis for developing the next five-year Strategic Plan.

ANNEXES

Annex 1- Implementation Matrix

(1) Implementation of the Short-Term priorities of the Strategic Plan

Strategic Priority No. 1 Establishment of the Taskforce

Strategic Goal 1: Establishment of the Taskforce in the Ministry of Justice and Constitutional Affairs									
Strategic Objective 1: To develop policies and strategies to ensure Chapters V, VI and Article 1.17									
Strategic	Activity	Output	Performance Indicators	Responsible Body	Y1	Y2	Y3	Y4	Partners
Establishment of the Taskforce in the Ministry to coordinate and oversee the implementation of Chapter	Establishment of the Taskforce.	The Taskforce was established.	Nomination of Taskforce Members.	MoJ&CA					UNDP, Max Planck & UNMISS

Strategic Priority 2: Formation of the Technical Committee for the Establishment CTRH.

Strategic Goal 2: Implementation of Chapter V of the R-ARCSS, 2018									
Strategic Objective 2: To conduct public consultation for the establishment of CTRH									
Strategic	Activity	Output	Performance Indicators	Responsible Body	Y1	Y2	Y3	Y4	Partners
Formation of the Technical Committee for the Establishment of CTRH.	Formation of the Technical Committee.	The Technical Committee formed.	Nomination of the Members of the Technical Committee.	MoJ&CA					UNDP, Max Planck & UNMISS
Establishment of CTRH and CRA.	<ul style="list-style-type: none"> ❖ Draft Bills for the establishment of the CTRH and CRA. ❖ Preparation of budget for the establishment of CTRH and CRA. ❖ Establishment of the CTRH and CRA. 	CTRH and CRA to be Established.	Enactment of the Bills.						

Preparation of Broad Guidelines for the Establishment of Hybrid Court.	<ul style="list-style-type: none"> ❖ Development of Broad Guidelines for the establishment of a Hybrid Court. ❖ Draft a Bill for the establishment of Hybrid Court. 	Broad Guidelines to be developed.	Development of the Broad Guidelines.	Presidency					
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Strategic Priority 3: Constitution-Making Process

Strategic Goal 3: Permanent Constitution-Making Process

Strategic Objective 3: Develop policies and strategies for the implementation of provisions of the R-ARCSS, 2018, Chapter VI on the Permanent Constitution-Making Process

Strategic	Activity	Output	Performance Indicators	Responsible Body	Y1	Y2	Y3	Y4	Partners
Constitution Making Process.	<ul style="list-style-type: none"> ❖ Draft of the Constitution Making Process Bill. ❖ Reconstitution of the National Constitutional Review Commission ❖ Nomination of the Members of R-NCRC ❖ Appointment of the Members of the R-NCRC. ❖ Appointment of the Constitutional Drafting Committee. 	A Permanent Constitution enacted.	Completion of Permanent Constitution process.	R-NCRC					UNDP, Max Planck & UNMISS

Strategic Priority 4: Reformation of the Judiciary

Strategic Goal 4: Reforming the Judiciary

Strategic Objective 4: Improving the Judicial Services

Strategic	Activity	Output	Performance Indicators	Responsible Body	Y1	Y2	Y3	Y4	Partners
Reformation of the Judiciary	<ul style="list-style-type: none"> ❖ Amendment of the Judiciary Act and the Judicial Service Commission Act. ❖ Build capacity of 	The Judiciary Reformed.	Formation of JRC.	R-TGoNU & IGAD					UNDP, Max Planck & UNMISS

	<p>the Judicial Personnel.</p> <ul style="list-style-type: none"> ❖ Improvement of the Judicial Infrastructure. ❖ Development of Terms of Reference for Judicial Reform Committee. ❖ Hire the Chairperson and Deputy Chairperson of the JRC by IGAD. ❖ Nomination of Members of the Judicial Reform Committee. ❖ Draft a Bill for the establishment of an Independent Constitutional Court. ❖ Establishment of an Independent Constitutional Court. 								
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Strategic Priority 5: Legislative Reforms in Accordance with R-ARCSS, 2018

Strategic Goal 5: Implementation of the R-ARCSS, 2018									
Strategic Objective 5: To improve the Instructional Performance.									
Strategic	Activity	Output	Performance Indicators	Responsible Body	Y1	Y2	Y3	Y4	Partners
Legislative Reforms in Accordance with R-ARCSS, 2018.	Amendment of the Security related Laws and other Legislation.	The related Security Laws and other Legislation Laws amended.	Formation of the National Constitutional Amendment Committee.	NCAC & R-TGoNU					UNDP, Max Planck & UNMISS

Strategic Priority 6: Enhancement of the Ministry of Justice and Constitutional Affairs Capacity

Strategic Goal 6: To improve Legal Services in the Ministry

Strategic Objective 6: To provide Legal Services in the Ministry.

Strategic	Activity	Output	Performance Indicators	Responsible Body	Y1	Y2	Y3	Y4	Partners
Enhancement of the Ministry's Institutional Capacity.	<ul style="list-style-type: none"> ❖ Development of Training Manual. ❖ Conduct of Training of Legal and Non-Legal Staff. ❖ Establishment of Methodology for Recruitment of Legal and Non-Legal Staff. ❖ Review of the Current Organizational Structure and Functions. ❖ Creation of Monitoring and Mechanisms in the Ministry. ❖ Establishment of Directorate of Inspection and Appraisal. ❖ Strengthen the Financial Management. 	The Ministry Institutional Capacity enhanced.	Development of the Training Manual and Methodology for Recruitment.	MoJ&CA					UNDP, UNMISS & Others

Strategic Priority 7: Amendment of the Ministry of Legal Affairs and Constitutional Development Organization Act, 2008 and Creation of the Pension System for the Legal Counsels

Strategic Goal 7: To improve the performance of Legal Counsel in the Ministry.

Strategic Objective 7: Amendment of the Act and Draft of the Bill.

Strategic	Activity	Output	Performance Indicators	Responsible Body	Y1	Y2	Y3	Y4	Partners
Amendment of the Ministry of Legal Affairs and Constitutional Development Organization Act, 2008, and Creation of the Pension System for the Legal Counsels.	<ul style="list-style-type: none"> ❖ Draft of the Amendment Bill for the MoLACD Act, 2008. ❖ Draft of the Pension Bill. ❖ Creation of the Legal Counsel's Pension System in the Ministry. 	The MoLACD Bill was enacted and the Pension System for Legal Counsel was created.	Draft the Amendment Bill of MoLACD and the Pension Bill.	MoJ&CA					UNDP, Max Planck & UNMISS.

Strategic Priority 8: Promotion and Protection of Human Rights

Strategic Goal 8: Enhanced capacity on matters pertaining to conventions, treaties, agreements, and protocols

Strategic Objective 8: To improve Human Rights

Strategic	Activity	Output	Performance Indicators	Responsible Body	Y1	Y2	Y3	Y4	Partners
Promotion and Protection of Human Rights.	<ul style="list-style-type: none"> ❖ Establishment of the Human Rights Unit and Human Rights Council in the Ministry. ❖ Accede to Regional and International Instruments. ❖ Engagement with Human Rights bodies. ❖ Preparation of the National Human Rights Reports on implementation of the acceded Instruments. ❖ Development of an Engagement Programme. 	National Human Rights Council and Human Rights Unit established.	Appointment of National Human Rights Council Members and establishment of Human Rights Unit.	MoJ&CA					UNDP, Max Planck & UNMISS.

Strategic Priority 9: Establishment of Additional Structures in the Ministry

Strategic Goal 9: Improvement of delivery of legal services

Strategic Objective 9: To ensure the efficiency and effectiveness of the Ministry

Strategic	Activity	Output	Performance Indicators	Responsible Body	Y1	Y2	Y3	Y4	Partners
Restructure of the Ministry.	❖ Establishment of New Directorates and Units.	The Ministry Structured.	Establishment of New Directorates and Units in the Ministry.	MoJ&CA					UNDP, Max Planck & UNMISS.
Establishment of a Reporting System in the Ministry.	❖ Development of an Internal Mechanism for Reporting. ❖ Development of a Template for the Reporting Mechanism.	Reporting Mechanism established.	Establishment of Reporting Mechanism.						
Establishment of a Performance Appraisal System in the Ministry.	Development of Template for Performance Appraisal.	Performance Appraisal System established.	Establishment of a Performance Appraisal System in the Ministry.						

Strategic Priority 10: Harmonization of South Sudan Laws with EAC Laws.

Strategic Goal 10: To comply with the EAC Treaty

Strategic Objective 10: To implement the EAC Treaty

Strategic	Activity	Output	Performance Indicators	Responsible Body	Y1	Y2	Y3	Y4	Partners
Harmonization of South Sudan Laws with EAC Laws.	❖ Identification of the Legislation for Harmonisation. ❖ Draft Amendment Bills.	Laws Harmonized.	Draft the Amendment Bills for Harmonization.	MoJ&CA					UNDP, Max Planck & UNMISS.

Strategic Priority11: Accountability and Transparency Mechanism for Delivery of Legal Services

Strategic Goal 11: To Promote Access to Justice

Strategic Objective11: Enhancement of delivery of Legal Services

Strategic	Activity	Output	Performance Indicators	Responsible Body	Y1	Y2	Y3	Y4	Partners
Accountability and Transparency Mechanism for Delivery of Legal Services.	<ul style="list-style-type: none"> ❖ Development of Mechanisms and Policies to Facilitate Access to Justice. ❖ Conduct needs assessment on Access to Justice. ❖ Recruitment of an adequate and Competent Number of Legal Counsels. ❖ Creation of Public Legal awareness of Legal Rights and Access to Justice 	Accountability and Transparency Mechanism established.	Development of Rules and Policies on Access to Justice.	MoJ&CA					UNDP, Max Planck & UNMISS.

(2) Implementation of the long-term Priorities of the Strategic Plan

Strategic Priority 1: Establishment of Modernization and Digitalization System in the Ministry

Strategic Goal 1: Modernize and Digitalize the Ministry's System.

Strategic Objective 1: To transform the Ministry's working system.

Strategic	Activity	Output	Performance Indicators	Responsible Body	Y1	Y2	Y3	Y4	Partners
Establishment of Modernization and Digitalization System in the Ministry.	<ul style="list-style-type: none"> ❖ Development of Policies for Modernization and Digitalization System in the Ministry. ❖ Recruitment and Training of IT Personnel. 	The System in the Ministry Modernized and Digitalized.	Establishment of the Mechanism of Modernization and Digitalization.	MoJ&CA					UNDP, Max Planck & UNMISS.

Strategic Priority 2: Establishment of an Independent Public Prosecution Institution

Strategic Goal 2: Creation of an Independent Public Prosecution Institution

Strategic Objective 2: To ensure effective and efficient deliverance of the Criminal Justice System.

Strategic	Activity	Output	Performance Indicators	Responsible Body	Y1	Y2	Y3	Y4	Partners
Establishment of an Independent Public Prosecution Institution.	<ul style="list-style-type: none"> ❖ Creation of an Independent Public Prosecution in the Permanent Constitution. ❖ Amendment of MoLACD Act, 2008. ❖ Draft of Bill for establishment of an Independent Public Prosecution Institution. 	An Independent Public Prosecution Institution was established.	Creation of an Independent Public Prosecution Institution in the Permanent Constitution.	MoJ&CA					UNDP, Max Planck & UNMISS.

Strategic Priority 3: Building of New Infrastructure and Procurement of Modern Equipment

Strategic Goal 3: To provide a conducive working Environment in the Ministry

Strategic Objective 3: Improve delivery of legal services

Strategic	Activity	Output	Performance Indicators	Responsible Body	Y1	Y2	Y3	Y4	Partners
Building of New Infrastructure and Procurement of Modern Equipment.	<ul style="list-style-type: none"> ❖ Allocation of Budget for the Construction of new Infrastructure and Procurement of Equipment. ❖ Ensure Implementation of Procurement Processes. 	New Infrastructure and Modern Equipment are availed.	Availability of new Infrastructure and Modern Equipment.	MoJ&CA					UNDP, Max Planck & UNMISS.

Strategic Priority 4: Establishment of Legal Training Institute

Strategic Goal 4: To ensure the effective performance of the Legal Professionals

Strategic Objective 4: Improvement of the capacity of the Legal Professionals

Strategic	Activity	Output	Performance Indicators	Responsible Body	Y1	Y2	Y3	Y4	Partners
Establishment of Legal Training Institute	<ul style="list-style-type: none"> ❖ Formation of the Board of Directors for LTI. ❖ Development of Syllabus for the LTI. ❖ Build an Infrastructure for LTI. ❖ Recruitment Teaching and Administrative Staff for the LTI. 	The Legal Training Institute was established.	Development of Education and Training Policies.	MoJ&CA					UNDP, Max Planck & UNMISS.

Strategic Priority 5: Development of Policies and Programs for Codification of Customs

Strategic Goal 5: To enact Legislation to Regulate Family and Inheritance Matters

Strategic Objective 5: To codify Customs and Traditions.

Strategic	Activity	Output	Performance Indicators	Responsible Body	Y1	Y2	Y3	Y4	Partners
Development of Policies and Programs for Codification of Customs.	<ul style="list-style-type: none"> ❖ Conduct research on Traditions and Customs in South Sudan. ❖ Conduct of Public Awareness on the Codification of Customs. ❖ Draft Family and Inheritance Bills. ❖ Train the Traditional Leaders. 	Customs Codified.	Draft Bills for Family and Inheritance Laws.	MoJ&CA					UNDP, Max Planck & UNMISS.

Annex II Staffing Levels

(1) Legal Counsels

No	Post	Grade	Approved Post	Filled Positions	Vacancies and Created post
1	Undersecretary	1 special	1	1	0
2	Counsel General	1 ordinary	13	13	0
3	Senior Legal Counsel	2	29	5	24
4	First Legal Counsel	3	25	19	11
5	Second Legal Counsel	4	30	18	(vacant12 created post 39)
6	Third Legal Counsel	5	140	107	33
7	Legal Counsel	6	63	51	(vacant12 created 28)
8	Assistant Legal Counsel	8	49	39	49

(2) Non-legal staff: (Classified) Directorate of Administration and Finance (HQs)

Position	Grade	Filled	Vacant	Variance
Director General for Administration & Fin.	2	1	0	0
D/Director General for Admin and Finance	4	1	0	0
Office Managers to Minister/ D/Minister	2	2	0	0
1st Deputy Director for Admin. & Finance	3	0	1	1
Deputy Director for Human Resource Mgt.	4	1	0	0
Ass/ Director for Human Resource Mgt.	5	1	0	0
Assistant Director of Accounts	5	1	0	0
Assistant Director for Gazette	5	1	0	0
Assistant Director for IT Professional	5	1	0	0
Assistant Director for Record Mgt.	5	1	0	0
Controller of Accounts	7	2	0	0
Senior Inspector of Headquarters	7	2	0	0
Private Secretary to the Minister	7	1	0	0
Senior IT Professional	7	7	0	0
Senior Record Management Officer	7	1	0	0
Senior Gazette Officer	7	1	0	0

Senior Human Resource Officer	7	1	0	0
Human Resource Officer	8	1	0	0
Inspector for Record Management	8	1	0	0
Director General for Administration & Fin.	8	2	0	0
D/Director General for Admin and Finance	8	2	0	0
Office Managers to Minister/ D/Minister	8	12	0	0
1st Deputy Director for Admin. & Finance	8	1	0	0
Deputy Director for Human Resource Mgt.	8	1	0	0
Ass/ Director for Human Resource Mgt.	8	1	0	0
Assistant Director of Accounts	8	0	1	1
Assistant Director for Gazette	8	1	0	0
Assistant Director for IT Professional	8	1	0	0
Assistant Director for Record Mgt.	9	2	0	0
Controller of Accounts	9	2	0	0
Senior Inspector of Headquarters	9	1	0	0
Private Secretary to the Minister	9	2	0	0
Senior IT Professional	10	5	0	0
Senior Record Management Officer	10	1	0	0
Senior Gazette Officer	10	1	0	0
Senior Human Resource Officer	10	1	0	0
Human Resource Officer	10	1	0	0
Inspector for Record Management	10	10	0	0
Inspector of Accounts	10	1	0	0
Inspector of Headquarter	12	1	0	0
Inspector of IT Professional	12	2	0	0
Inspector for Procurement	12	1	0	0
Inspector for Camera	12	3	0	0
Inspector for Public Relations	12	1	0	0
Inspector for Library	12	1	0	0
Confidential Clerk	14	2	0	0

Inspector for Training	2	1	0	0
Assistant Inspector of Accounts	4	1	0	0
Assistant Inspector for Public Relations	2	2	0	0
Assistant IT Professional	3	0	1	1
Assistant Inspector for Training	4	1	0	0
Head Staff Clerk	5	1	0	0
Chief Cashier	5	1	0	0
Chief Store Keeper	5	1	0	0
Transport Officer	5	1	0	0
Head Accountants	5	1	0	0
Computer Operator	7	2	0	0
Senior Receptionist	7	2	0	0
Senior Book Keeper	7	1	0	0
Senior Clerk	7	7	0	0
Protocol Officer	7	1	0	0
Computer Operator	7	1	0	0
Audit Clerk	7	1	0	0
Library Clerk	8	1	0	0
Human Resource Officer	8	1	0	0
Inspector for Record Management	8	2	0	0
Inspector of Accounts	8	2	0	0
Inspector of Headquarter	8	12	0	0
Inspector of IT Professional	8	1	0	0
Inspector for Procurement	8	1	0	0
Inspector for Camera	8	1	0	0
Inspector for Public Relations	8	0	1	1
Inspector for Library	8	1	0	0
Confidential Clerk	8	1	0	0
Inspector for Training	9	2	0	0
Assistant Inspector of Accounts	9	2	0	0

Assistant Inspector for Public Relations	9	1	0	0
Assistant IT Professional	9	2	0	0
Assistant Inspector for Training	10	5	0	0
Head Staff Clerk	10	1	0	0
Chief Cashier	10	1	0	0
Chief Store Keeper	10	1	0	0
Transport Officer	10	1	0	0
Head Accountants	10	10	0	0
Computer Operator	10	1	0	0
Senior Receptionist	12	1	0	0
Senior Book Keeper	12	2	0	0
Senior Clerk	12	1	0	0
Protocol Officer	12	3	0	0
Computer Operator	12	1	0	0
Audit Clerk	12	1	0	0
Library Clerk	12	1	0	0
Junior Clerk	14	2	0	0
Total				

Unclassified Staff Directorate of Administration and Finance (HQs)

Position	Grade	Filled	Vacant	Variance
1 st Class Driver/Mechanic	10	6	0	0
1 st Class Driver Minister/ D/Minister	10	2	0	0
Head of Generator Operator	10	1	0	0
Head of Messenger/Cleaner	10	1	0	0
Senior Driver/Mechanic	11	9	0	0
Senior Watchman	11	6	0	0
Senior Messenger/Cleaner	11	11	0	0
Senior Generator Operator	11	1	0	0
Senior Electrician	11	3	0	0
Senior Photo Copier Operator	11	2	0	0

2 nd Class Driver	13	5	0	0
Watchman	13	7	0	0
Messenger/Cleaners	13	38	0	0
Conservancy	13	2	0	0
Gardeners	13	3	0	0
Conservancy	15	2	0	0
Messenger/Cleaners	15	17	0	0
Senior Photo Copier Operator	15	1	0	0
3 rd Class Driver	15	2	0	0
Gardeners	15	1	0	0
Messenger/Cleaners	16	0	2	2
Total				

Annex III

States and Administrative Areas Legal Administration (Non-legal) Staffing Levels

(1) Central Equatoria State

3 Non-Legal Classified

Post	Grade	Filed	Vacant	Variance
A./Director of Accounts	5	1	0	0
S/ Inspector of Accounts	7	1	0	0
S/ Inspector of Headquarters	7	1	0	0
Inspector of Accounts	8	2	0	0
Inspector of Headquarter	8	2	0	0
Store Keeper	10	1	0	0
Computer Operator	10	1	0	0
Head Staff Clerk	10	1	0	0
Senior Clerk	12	1	0	0
TOTAL				

(ii) Unclassified

Post	Grade	Filed	Vacant	Variance
Watchman	11	1	0	0
Senior Driver	11	1	0	0
Senior Messenger	13	1	0	0
Senior Cleaner	13	2	0	0
2nd Class Driver	13	2	0	0
Watchman	15	1	0	0
Cleaner	15	1	0	0
Junior Messenger	17	2	0	0
TOTAL				

(2) Northern Behr El Ghazal State & Abyei Administrative Area

(a) Non- Legal Classified

Post	Grade	Filed	Vacant	Variance
Inspector of Accounts	8	1	0	0
Inspector of Headquarter	8	1	0	0
IT. Professional	8	1	0	0
Head Staff Clerk	10	1	0	0
Senior Clerk	12	4	0	0
TOTAL				

(ii) Unclassified

Post	Grade	Filed	Vacant	Variance
Senior Driver	11	1	0	0
S/Messengers/Cleaners	13	4	0	0
Messengers/ Cleaners	15	4	0	0
Cleaner	15	1	0	0
Messengers	16	4	0	0
Senior Driver	11	1	0	0
TOTAL				

(3) Lakes State
4 Non-Legal Classified

Post	Grade	Filed	Vacant	Variance
Senior I.T. Professional	7	1	0	0
Inspector of Publication	8	1	0	0
Head Staff Clerk	10	1	0	0
Computer Operator	10	1	0	0
Chief Cashier	10	1	0	0
Senior Clerk	12	1	0	0
TOTAL				

(ii) Unclassified

Post	Grade	Filed	Vacant	Variance
Generator Operator	11	1	0	0
Senior Driver	11	2	0	0
Watchman	15	2	0	0
Messengers/ Cleaners	15	3	0	0
3 rd Class Driver	15	1	0	0
TOTAL				

(4) Western Behr El Ghazal State
(a) Non- Legal Classified

Post	Grade	Filed	Vacant	Variance
Senior Inspector for Headquarters	7	1	0	0
Head accountant	10	1	0	0
Senior Clerk	12	1	0	0
Junior Clerk	14	1	0	0
TOTAL				

(ii) Unclassified

Post	Grade	Filed	Vacant	Variance
Senior Driver	11			
2 nd Class Driver	13			
Massagers/Cleaner	15			
3 rd Class Driver	15			
Messengers/Cleaners	16			
Watchmen	16			
TOTAL				

(5) Upper Nile State

(a) Non- Legal Classified

Post	Grade	Filed	Vacant	Variance
Head Staff Clerk	10	1	0	0
Senior Clerk	12	1	0	0
TOTAL				

(ii) Unclassified

Post	Grade	Filed	Vacant	Variance
2 nd Class Driver	13	1	0	0
Electrician	13	1	0	0
Driver	15	3	0	0
Cleaner	15	3	0	0
Messenger	15	3	0	0
Messenger/Cleaner	16	3	0	0
TOTAL				

(6) Jonglei State and Administrative Area

(i) Non- Legal Classified

Post	Grade	Filed	Vacant	Variance
Computer Operator	10	1	0	0
Head Staff Clerk	10	1	0	0
Junior Clerk	14	1	0	0
Computer Operator	10	1	0	0
TOTAL				

(ii) Unclassified

Post	Grade	Filed	Vacant	Variance
Head Watchman	10	1	0	0
Senior driver/Mechanic	11	1	0	0
2 nd class Driver	13	1	0	0
Messengers	15	5	0	0
Cleaners	15	4	0	0
Watchman	15	1	0	0
Messengers	16	3	0	0
TOTAL				

(7) Warrap State

(i) Non- Legal Classified

Post	Grade	Filed	Vacant	Variance
Inspector of Accounts	8	1	0	0
Assistant Inspector of Headquarters	9	1	0	0
Junior Clerk	14	10	0	0
TOTAL				

(ii) Unclassified

Post	Grade	Filed	Vacant	Variance
3 rd Class Driver	16	1	0	0
Cleaner	16	8	0	0
Watchman	16	1	0	0
TOTAL				

(8) Unity State and Ruweng Administrative Area

(i) Non- Legal Classified staff

Post	Grade	Filed	Vacant	Variance
Assistant Procurement Officer	9	1	0	0
TOTAL				

(ii) Unclassified staff

Post	Grade	Filed	Vacant	Variance
Senior Driver	11	1	0	0
TOTAL				

(9) Eastern Equatoria State

(i) Non- Legal Classified staff

Post	Grade	Filed	Vacant	Variance
Computer Operator	10	1	0	0
Head Staff Clerk	10	1	0	0
Senior Clerk	12	1	0	0
Junior Clerk	14	1	0	0
TOTAL				

(ii) Unclassified staff

Post	Grade	Filed	Vacant	Variance
Senior Driver	11	1	0	0
2 nd class Driver	13	1	0	0
Messengers	13	2	0	0
TOTAL				

(10) Western Equatoria State

(j) Non- Legal Classified staff

Post	Grade	Filed	Vacant	Variance
Senior IT. Professional	7	1	0	0
Assistant Procurement Officer	9	1	0	0
Head Staff Clerk	10	1	0	0
Senior Cashier	12	1	0	0
Senior Clerk	12	2	0	0
TOTAL				

(ii) Unclassified staff

Post	Grade	Filed	Vacant	Variance
Senior Driver	11	1	0	0
2 nd class driver	13	2	0	0
Messengers	15	2	0	0
Watchmen	15	3	0	0
Cleaner	15	1	0	0
Cleaners	16	4	0	0
TOTAL				

ANNEX IV
Approved Budget- 2023-2024

S/N	Names	Total in SSP
1	Wages and salaries, use of goods and capital	1, 902, 022, 995 SSP
2	Annual Allowances	640, 504, 600 SSP
3	Other Expenses	735, 500, 000 SSP
	Grand total of budget	3, 278, 027, 595 SSP