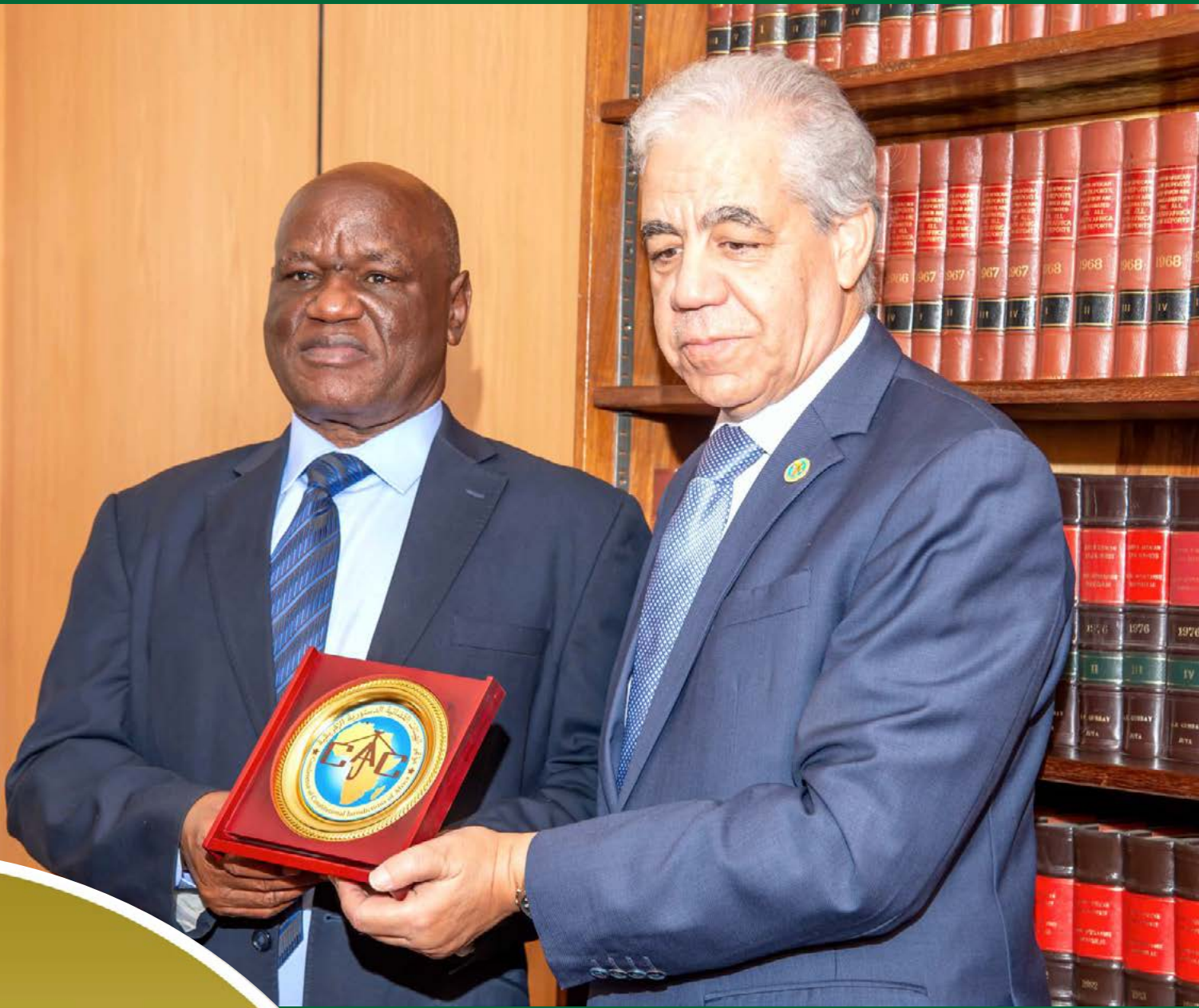


THE MIRANDA

magazine *Just News*



JUDICIAL SERVICE COMMISSION
QUARTERLY NEWSLETTER

- 04** JSC Leadership Forges Path to Justice
- 06** Zim to host regional electoral justice conference
- 16** Security Department for Judicial Service Commission

CJ ASKS



1. Are you at work or on a frolic of your own?
2. If you are at work, are you doing the right thing?
3. Do you know
 - a. What to do?
 - b. How to do it?
 - c. And why you do it?

THEN DO IT NOW

Please enjoy your day at work.



Daniel

Welcome to the latest edition of *The Miranda!* We are excited to bring you a collection of stories that highlight the recent achievements and developments within our Judiciary.

In this edition, we are thrilled to share with you some remarkable accomplishments that showcase our commitment to excellence and progress.

Gentle reader, this edition carries a feel-good story on the recent completion of the construction of a beautiful fountain in our Judicial Training Institute of Zimbabwe premises. This magnificent addition not only enhances the aesthetics of our surroundings but also provides a serene and calming environment for all who visit.

We are pleased to announce, in this edition, the opening of the Chikombedzi Magistrates' Court, a new judicial facility that will serve the local community. This expansion will improve accessibility to justice, ensuring that individuals have timely and efficient access to legal services.

A story on the successful hosting of the 2023 leadership Indaba is also a "must-read". We recently hosted the Leadership Indaba, which brought together our leaders from various departments. The event was a resounding success, providing a platform for strategic discussions, knowledge sharing, and fostering collaboration among our leadership team. On a lighter note, honourable judges, who are usually known as serious men and women clad in their long robes and wigs, had an opportunity to unwind and enjoy the music of the legendary singer Jah Prayzah during the Indaba. All this is captured in this interesting edition of *The Miranda*.

Reader, we also shine a spotlight on recent establishment

Editor's Note

of a dedicated research department within the JSC. This department plays a vital role in conducting in-depth legal research, promoting jurisprudence, and supporting evidence-based decision-making.

We hope that these stories inspire you and reinforce our shared vision of a fair, efficient, and transparent judiciary. These achievements are a testament to the hard work and dedication of each member of our team.

As always, we encourage you to actively engage with our newsletter by sharing your feedback, suggestions, and your own success stories. Together, we can continue to make a positive impact on the lives of those we serve and uphold the principles of justice.

Enjoy your read!!

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From the *Secretary*

Mr W. T. Chikwana

As the curtain comes down on 2023, I reflect on the journey we traversed during this year. We started the year riding on the highs of successfully implementing the First Phase of the Integrated Electronic Case Management System (IECMS) in 2022. In 2023, we went on to successfully launch the Second Phase of IECMS in the Labour Court and Administrative Court in February and the Third Phase in September by digitising the General Division of the High Court and the Office of the Sheriff. While we faced some resistance and teething problems during the implementation of the Third Phase mainly due to the enormity of the venture that was before us, we persevered and innovated even more.

Our innovations led to the setup of the Internet Hubs in Harare and Bulawayo to ease congestion from our ordinary e-filing offices which were becoming overcrowded. We intensified trainings for all the system users so that they would be able to use the system with ease and we continued with our publicity programs to spread the gospel of IECMS to the public. We also added more internet service providers to improve internet connectivity among other interventions which we count as successes as the year ends. Preparations have begun for the digitisation of the magistrates' courts which we project to be the biggest undertaking yet in the digitisation drive. The successes in IECMS saw the Malawian Judiciary sending a delegation to benchmark with our system.

In addition to IECMS, we took further wins for access to justice by opening Epworth Magistrates Court in March and in September, by commissioning Chikombedzi Magistrates Court. This is part of the decentralisation drive which the Commission is on and we have more construction projects in progress at Gwanda, Chiredzi and Mutawatawa. We also look forward to the construction of courthouses at Cowdray Park, Emganwini, Kanyemba, Brunapeg, Guyu, Nembudziya and Dete in the coming year.

We celebrated a year of firsts by hosting the inaugural Magistrates National Conference in March and the inaugural Sheriffs and Registrars Conference in August. We also rolled out trainings for all magistrates on the Sentencing Guidelines.

Even while we celebrated these firsts, some things remained the same such as our End of Second Term Symposium held for judges in August. All of these efforts were aimed at promoting competence and quality of service to enhance public confidence in the judiciary in line with the 2023 Legal Year theme.

We also successfully held the mid-term review for the 2021-2025 Strategic Plan which we held together with the 2023 Leadership Indaba in December. The Indaba was a peculiar one as it involved judges in charge of courts and divisions. Further, the Indaba had a regional flair as we hosted the Secretary-General of the Conference of Constitutional Jurisdictions of Africa (CCJA), Mr Moussa Laraba. As you may all be aware, we shall be hosting more than 48 jurisdictions in 2024 for the CCJA Seventh Congress. Mr Laraba was in the country to see our state of preparedness and he was pleased with our preparations which will be heightened next year.

This year, the Commission elevated its efforts towards staff wellness with our 13th anniversary celebrations in June being centred around staff wellness. We also had the Staff Wellness Committee visiting all the stations in Zimbabwe raising awareness on topical issues relating to staff wellness. We have started implementing the Committee's recommendations and in 2024, we shall continue to inculcate the promotion of staff wellness into our organisational culture. The Honourable Chief Justice complimented this employee centred approach by starting his own meetings with members of the Judicial Service at the Head Office and in Mashonaland Central. His meetings shall continue next year with the hope of covering all provinces in the JSC.

As I recap this year's successes, I wish to thank each and every one of you as all these feats were only possible through collaboration. I also cannot help but remember those we lost during the year who also contributed to these successes before their untimely deaths. May their souls continue to rest in peace. My aspiration for 2024 is that we continue to soar in the achievement of our Strategic Plan but until then, I wish you all happy and restful holidays.

JSC Leadership Forges Path to Justice

➔ BY FORTIOUS NHAMBURA

Leadership in the Judicial Service Commission (JSC) must always act lawfully to achieve set strategic goals of dispensing quality justice, Chief Justice Luke Malaba has said.

Addressing JSC leadership at the 2023 Leadership Indaba held in the resort town of Victoria Falls recently, Chief Justice Malaba said it was critical for JSC leaders to self-examine and understand why they were chosen into those positions to achieve specific strategic goals.

“Each one of us is occupying a position of leadership. That occupation is not an end in itself but a precondition for certain actions to be taken by each one of us, individually, as an occupant of legal position who has a task to make things that office was created,” Chief Justice Malaba said.

Honourable Malaba said the JSC requires leaders who are dedicated and are fearlessly committed to the vision of the commission.

“Leadership is a fundamental principle. In some cases, it has to be learnt. We are deliberately placed there by a system of law. Those positions are put together neatly. The public has entrusted you to act in accordance with the reason that position was created. It is a duty not a right.

“Our job as leaders is to transform ourselves and enter that level of unity of purpose so that we act consistently. You are a special category we have chosen for the advancement of our vision,” he added.

The 2023 leadership indaba ran under the theme: *“Enhancing the efficiency and effectiveness of leadership in the judicial service through the implementation of the strategic plan.”*

Chief Justice said good leadership is part of the JSC culture hence the need for officers to always perform their duties well. He said it was a constitutional requirement that leadership within the JSC must be strategic.

Addressing the same gathering, JSC Secretary Mr Walter



Chief Justice Malaba addresses JSC leaders in Victoria Falls recently

Chikwana said the Leadership Indaba provided an opportunity for leadership development and training. It also allowed the leadership to reflect on how the commission had fared in achieving its organizational goals in terms of the strategic plan. “The review will enable us to see what has worked for us so that we retain it and forge new paths to address the challenges and strategic inflection points which we have encountered along the way. The importance of the strategic plan can never be overemphasized.

“We are all employed within the JSC to achieve specific goals in the strategic plan. The midterm review and the Leadership Indaba focused on strategic leadership aimed at achieving strategic goals in pursuit of a Strategic Plan,” he said.

The indaba drew resources persons from both the public and private sector, who emphasized the need for visionary and transformative leadership in line with the everchanging society. The meeting was also graced by the Secretary General of the CCJA, Mr Moussa Laraba who was in Zimbabwe on a preparatory visit for the CCJA congress slated for October 2024.



JSC managers follow proceedings during the Leadership Indaba



JSC Secretary (gold tie) and Mr Laraba (blue tie) speak to journalists during the CCJA assessment visit

Zim ready to host 7th CCJA Conference

BY TARISAI MAFURA AND SHEPHERD CHIBUNE

The Secretary General of the Conference of Constitutional Jurisdictions of Africa (CCJA), Mr Laraba Moussa, has expressed satisfaction with Zimbabwe's preparations to host the CCJA's 7th Conference in October 2024.

The conference that is expected to bring together at least 50 Chief Justices, will take place in Victoria Falls.

Speaking during his visit to assess Zimbabwe's readiness to host the mega conference, Mr Moussa said he was happy with the progress made so far.

Mr Moussa said he was impressed by Zimbabwe's top-notch hospitality, an array of tourist attractions and facilities to host big events.

Mr Moussa was in the country from 3 December 2023 to 9 December 2023 to assess Zimbabwe's state of preparedness to host the event.

Addressing the Judicial Service Commission (JSC) management at the Leadership Indaba in Victoria Falls recently, Mr Moussa said Zimbabwe has what it takes to host the mega conference.

"The facilities and the preparations point to a successful conference (CCJA). Zimbabwe is not a small country. Victoria Falls has all the facilities to host all events," said Mr Moussa.

Mr Moussa also expressed gratitude to Honourable Chief Justice Mr Luke Malaba for inviting him to Zimbabwe.

"I express my gratitude to Honourable Chief Justice Mr Malaba, I would like to thank you for inviting me to assess the state of preparedness. Zimbabwe is ready to host this event. I am comfortable with what I have observed, everything is moving according to our plan," said Mr Moussa.

He was impressed by the manner in which the JSC manages its events saying other jurisdictions should emulate it.

"I also want to thank you Chief Justice for this Leadership Indaba for Judges and Heads of Departments. We want to pluck a leaf from Zimbabwe," he said.

Mr Moussa chronicled how Zimbabwe won the bid to host the 7th CCJA conference.

He showered accolades on the Chief Justice for successfully lobbying for Zimbabwe to host the conference.

“

"I express my gratitude to Honourable Chief Justice Mr Malaba, I would like to thank you for inviting me to assess the state of preparedness. Zimbabwe is ready to host this event. I am comfortable with what I have observed, everything is moving according to our plan."

Mr Laraba Moussa

JSC to host AEJN Conference

➔ NOMBULELO HLEZA

Judicial Service Commission (JSC) will soon host the Africa Electoral Justice Network (AEJN) conference in Victoria Falls.

Preparations are already at an advanced stage. The event will be held in the resort town from 31 January to 2 February 2024 under the theme *'Making the dream of the African Charter a Reality: The role of the Judiciary in Upholding the Rule of Law with specific reference to Free, Fair and Credible Elections in Africa.'* The symposium will serve as a platform for sharing experiences, best practices, and innovative approaches to electoral justice among the participating nations. It will provide an opportunity for judges to engage in insightful discussions, exchange knowledge, and strengthen cooperation in this critical area. The JSC has extended invitations to at least 50 judges from various jurisdictions within the region. The event will feature keynote addresses, panel discussions, workshops, and interactive sessions, enabling participants to explore emerging challenges and identify effective strategies for addressing them.

In an interview, JSC Deputy Secretary Mr. S. Msipa said the hosting of AEJN confirms that the region has confidence in the Zimbabwe's judiciary.

"JSC is excited to be hosting this important symposium and working towards the successful hosting of the conference.

"This confirms that the countries in



Mr Msipa

the region are now starting to have a lot of confidence in the Judiciary of Zimbabwe. They are now collaborating our judiciary in many important meetings like this one," said Mr Msipa. The chosen venue, Victoria Falls, renowned for its natural beauty and cultural significance, offers an ideal setting for this important gathering. Delegates will have the opportunity to immerse themselves in an atmosphere conducive to productive dialogue and networking.

The Africa Electoral Justice Network (AEJN), to which Zimbabwe is a member, is a regional forum that brings together judges and individuals who adjudicate electoral disputes in courts, tribunals, and judicial election management bodies from across the African continent. It presents

such a germane opportunity for the consideration of such issues. The AEJN was established to facilitate peer-to-peer knowledge exchange among a diverse and inclusive group of election arbiters. It aims to provide peer support for election judges and arbiters dealing with politically sensitive and challenging disputes and violations, strengthen the capacity of Election Monitoring Bodies and the judiciary to resolve electoral cases and disputes and help entrench and apply norms across the region. In addition, it offers an opportunity to reflect on a growing body of regional jurisprudence and discuss emerging challenges in election litigation – such as the use of electronic evidence related to election technology and court-annexed mediation.

The primary objective of the symposium is to cultivate an inclusive and secure environment where Judges adjudicating challenging cases within potentially adversarial conditions can actively engage, collaborate and share valuable information, expertise experiences and resources to contribute to electoral justice and improve the integrity of elections in Africa.

The symposium follows the Inaugural Africa Regional Electronic Justice Network conference that was held in Johannesburg, South Africa in 2019. Malawi also hosted another symposium in 2022 under the theme *'Judges on the Frontline of African Democracy-Enhancing Electoral Dispute Adjudication Process'*

Internet Hubs for High Court

... enhance access to paperless system

➔ BY KUDZAI RUSAKANIKO

The Judicial Service Commission has established an Internet Hub each for the High Court in Harare and Bulawayo as it moves to improve access to the paperless system in the superior courts.

The establishment of the hubs, follows representation by lawyers and other litigants who complained that poor internet connectivity and access was impinging on their work and militating against the smooth implementation of the IECMS in the courts.

The internet access points are open to all litigants who want to file their papers with the country's superior courts. Officers have also been availed to render practical assistance in filing of cases with the courts.

The internet hubs have come in handy for litigants who have no internet access

in their offices or the gadgets that are compatible with the system.

Chief Registrar Ms Anita Tshuma said apart from the litigants, the facility was also being used for virtual hearings and e-filing purposes by court users.

"The internet hub is open during registry hours, that is, from 0800hrs to 1600hrs.

"Plans to establish internet hubs at other high court stations are underway. Currently they have been established fully at High Court Harare and High Court Bulawayo," she said.

Ms Tshuma said the internet hubs had highly improved the usage of IECMS as the litigants can now attend virtual hearings or file their cases using resources availed to them by the JSC.

"Litigants can use the system even without using their gadgets or data. Litigants do not only use the internet and gadgets in the hub, but there are at least two officers at the internet hub who offer technical assistance to them in the

event that they face challenges in using the system," she added.

The Internet hub also allows individuals to search for case laws, court judgments, legal precedents, and other relevant legal documents.

Internet access is a critical cog in the successful implementation of the IECMS project that has seen automation of the superior courts and the Sheriff department.

On September 1, last year, the JSC launched that Third Phase of the IECMS, covering the remaining sections of the High Court. The first and second phases had covered the Constitutional Court, Supreme Court, the Labour Court, Administrative Court and the Commercial Court.

The Fourth Phase is expected to cover the Magistrates' Courts.

IECMS provides a secure and efficient platform for lawyers, judges, and court staff to communicate and collaborate on cases. It enables seamless sharing of legal documents, facilitates virtual meetings and discussions, and promotes real-time communication.

The IECMS portal can also be accessed on the phone, tablet and laptop anywhere across the world as long as one has internet access.

The introduction of the digital platform has helped promote transparency and accountability reducing unnecessary delays in the determination of matters in the courts.

The digitization of court processes reduces human error and ensures a clear and auditable trail of actions taken.





The newly opened Epworth Magistrates' Court

Epworth Magistrates' Court receives more cases

BY TARISAI MAFURA

At least 1266 criminal cases were brought before Epworth Magistrates' Court from March 2023 to November 22, 2023, statistics that justify the authorities' decision to set up a court in this sprawling suburb.

The court was commissioned by His Excellency, President Mnangagwa on

“

We are doing our best in dispensing justice and assisting our clients timeously despite an increase of cases”

27 March 2023.

According to statistics provided by the Resident Magistrate Ms Miti, 1266 criminal cases and 767 civil cases were brought before Epworth Magistrates' Court from March 2023 to November 22, 2023.

Ms Miti said they are working tirelessly to ensure that litigants are assisted timeously despite an increase in cases brought before the court.

“We are doing our best in dispensing justice and assisting our clients timeously despite an increase of cases,” said Ms Miti.

She commented on the court decentralization projects that are spearheaded by the Judicial Service Commission (JSC) through Government support.

“The setting up of Epworth Magistrates' Court came in as a way to decentralize the courts and ensure that justice is within

reach for everyone. Epworth is our first township court and it has greatly assisted in conflict resolution within the society and this entrenches the rule of law,” Ms Miti said.

Mr Alois Matizha who resides in Epworth could not hide his joy over the setting up of a court in his residence.

He applauded authorities for decentralizing courts, adding that it cuts transport costs when one needs to access courts.

“I am grateful as a resident for this development which the authorities implemented here in Epworth. The setting up of a court in this area minimizes transport costs, the trial of criminal and civil cases are now done locally,” said Mr Matizha.

The decentralization of courts to eliminate all barriers to justice is espoused in the JSC's 2021 to 2025 Strategic Plan and the Commission has made great strides in implementing infrastructure projects.



The majestic fountain at JTIZ premises in Harare

Majestic fountain for **JTIZ** premises

Beautifully constructed and designed by experts in modern landscaping, the fountain is indeed a marvel to watch. It adds grandeur and serenity to the JTIZ premises.

work at the institution.

The natural collection of flowers on the sides of the fountain reminds one of the botanical gardens. As one will still be mesmerised by the beauty of the structure, a careful look on both sides of the fountain near the waterfall reveals gorgeously placed guinea fowls that seem to be ready to fly and give one a greeting landing on the shoulders. Atop the fountain is a very green and unique flower that looks like towering cedar trees of Lebanon while preaching the gospel of ambience wherever humans live.

“JSC standards have always been top notch and that is why it is the envy of many,” said Mr Innocent Mahaso;

➔ BY SHEPHERD CHIBUNE

Excellence has always been JSC's trademark from the buildings to the courtyards. As the saying goes, sky is the limit, with JSC, there is no limit as far as imagination and performing the task is concerned.

A visit at the Judicial Training Institute of Zimbabwe (JTIZ) premises, one would be received by a magnificent fountain that was recently constructed.

Beautifully constructed and designed

by experts in modern landscaping, the fountain is indeed a marvel to watch. It adds grandeur and serenity to the JTIZ premises.

Surrounded by the neatly mowed evergreen lawn and the palm trees on both sides is a beautiful ever flowing fountain. The fountain was constructed using unique rocks that have a brown or coffee colour which resembles the red soils. It is a small collection of rocks neatly packed that vomits water into the fish pond. The sound of falling water is so refreshing and calming to those who



Mutawatawa Court



JSC Conference Centre

JSC in massive construction projects

➤ BY SINIKIWE MLOTSHWA

In a significant development for Zimbabwe's judicial system, the Judicial Service Commission (JSC) embarked on a number of ambitious construction projects throughout 2023, with a view to promote access to justice for all.

Among the notable accomplishments are the completion and opening of the new Epworth Magistrates' Court in Harare and the inauguration of the new Chikombedzi Magistrates' Court.

The Epworth Magistrates' Court that opened its doors to the public in March 2023, was equipped with modern amenities and facilities conducive to fair and efficient legal proceedings. This development was meant to alleviate the burden on existing courts and ensure timely access to justice for the residents of Epworth and surrounding areas.

Another milestone was the construction and opening of the Chikombedzi Court, which serves the local community in Chikombedzi District. The establishment of this court brings justice closer to the people, saving them from the inconvenience of long-distance travel to access legal services.

The Mutawatawa court has also made significant progress, with construction reaching the roof level. Once completed, this court will service the Mutawatawa area, providing a dedicated space for court proceedings.

JSC head of administration Mr George Madzikura recently gave an update of the projects.

"The Chiredzi Court now nears completion and it may be ready for official opening in the first quarter of 2024. This court will

serve the Chiredzi community, ensuring that justice is accessible to all people in the community. The court structure was roofed and ceiling was successfully fitted. Tiling is almost done. We are only left with tiling of the toilets. Installation of doors is in progress," he said.

In Bulawayo, construction work has commenced on the Cowdray Park Court. Once finished, the township court will address the legal requirements of Cowdray Park and surrounding areas, contributing to the improved functioning of the judicial system in Bulawayo.

The construction projects undertaken by the Judicial Service Commission exemplify the commitment of the Zimbabwean Government to strengthen the country's legal infrastructure. By expanding and upgrading court facilities, the JSC aims to enhance access to justice, reduce case backlogs, and promote a fair and efficient legal system across the nation.

The completion of these projects and the opening of new courts signify a significant

step forward in Zimbabwe's judicial landscape, fostering a more inclusive and accessible justice system for all citizens. In 2023, JSC covered much ground in the construction of the massive complex in Gwanda that is set to house the High Court, Sheriff's Office and the magistrates' court.

JSC is also renovating and customizing a huge building in Bulawayo, popularly known as "Cape to Cairo" into offices of the Chief Justice and the Secretariat. The same building will also accommodate the office of the Sheriff of the High Court among other staffers.

Work has since commenced and the contractors are working round-the-clock to complete the works in the shortest possible time.

In Harare, two additional courtrooms are being constructed at Mbare Magistrates' Court while a massive conference centre for the JSC and some offices are being constructed at Number 162 Josiah Chinamano Avenue in Harare.



Gwanda complex



Research Department a Permanent Structure- Chief Justice

Chief Justice Malaba speaks to Judges in Harare recently

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there must be professional standards for all Researchers as the department is of critical importance in the administration of justice. They should be recognised as professionals of a permanent structure within JSC. We are doing it for efficiency and effectiveness in the system of delivering justice.”

BY SHEPHERD CHIBUNE

The institutionalisation of the Research department as a permanent structure of the judiciary is set to ensure certainty among Researchers who felt there was no career mobility within

the department and would abruptly leave the organisation.

While addressing Judges recently on the factors that led to the institutionalisation of the department, Chief Justice, Honourable Mr. Luke Malaba said, “there must be professional standards for all Researchers as the department is of critical importance in the administration of justice. They should be recognised as professionals of a permanent structure within JSC. We are doing it for efficiency and effectiveness in the system of delivering justice.”

He indicated that the development is a ‘constitutional expectation to refine the system which is there for justice delivery’. Honourable Chief Justice added that the Researchers are not ‘mini judges’ but rather are part and parcel of image building of the courts.

Research department, in addition to

Judges, assists court personnel such as Clerks and Registrars by conducting legal research on various issues that arise in court cases. They help in locating and analysing legal statutes, regulations, case law, and other legal resources relevant to the matters before the court. This support ensures that court personnel have access to accurate and up-to-date legal information, enabling them to make informed decisions and carry out their duties effectively.

By conducting research on case precedents, legal requirements, and procedural rules, Research department assists in identifying appropriate case management strategies for the registry. They help determine the procedure to be adopted and anticipate potential legal issues. This support is crucial for the smooth functioning of the court and timely resolution of cases.

The restructuring of the department comes after there was uncertainty over the period which the Judges’ assistants would stay. The research department will continually engage in training to sharpen their skills to enhance efficiency.

The researchers will also travel abroad to benchmark and acquire the necessary skills from judiciaries in Africa.

2023 fourth quarter in pictures





Gombiro lands top research post

BY SHEPHERD CHIBUNE

The Judicial Service Commission (JSC) has appointed Mr. Panashe Gombiro to head the newly established Research Department.

The new department's mandate is to provide legal research and ancillary services for the effective administration of quality justice in Zimbabwe.

Mr. Gombiro is being deputised by Mr. Dean Mawere.

The appointments were announced by the JSC Secretary Mr. Walter Chikwana at a local hotel while addressing judicial officers on the institutionalization of the department.

Addressing judicial officers soon after the unveiling of the department by the Secretary, Mr. Gombiro said his department will strive to professionally providing legal opinions on matters heard by Judges of the Superior Courts whenever necessary.

Mr Gombiro said the department also undertakes research on specific legal questions from judicial officers.

He said some of the expectations of his department include "timely and quality research products; effective and efficient chamber management and courtroom management; sustainable knowledge management – making good use of our research; professional engagement and collaboration with our stakeholders: Judges; Magistrates, the JSC."

In terms of professional conduct within the department and the supervision of the Researchers or Research Assistants, the Department takes the confidentiality of work seriously. Members of the Department are required to take an oath of secrecy. A policy on conduct and ethics has been developed to inform the development of standard operating procedures that guarantee confidentiality. Senior Researchers assist Judges of the Constitutional Court and Senior Judge of the Supreme Court. Researchers assist Judges of the Supreme Court. Research Assistants assist Judges



Mr Gombiro

of the High Court, Labour Court and Administrative Court. A Research Hub has also been established to respond to research requests from the JSC and Judicial Officers in the Magistracy. The Registrar of the Supreme Court Mrs Dorothy Mwanyisa, who addressed researchers during a recent training, hailed the development. "The restructuring of the Research

Mr. Gombiro said his department will strive to professionally providing legal opinions on matters heard by Judges of the Superior Courts whenever necessary.

Department does not only strengthen the judiciary's ability to deliver fair and well-informed decisions but it also means that the Judiciary in this country is emulating global trends, where the Research department is an important component of the judiciary," she said.

The department's personnel used to be Judges Assistants and are now called Researchers. This is because the Research Department plays a vital role in the judiciary in supporting judges by providing them with the necessary legal expertise, access to information which promotes consistency and uniformity in judicial decisions thereby upholding the rule of law and promoting public trust in the justice delivery system.



Researchers follow proceedings during recent training workshop in Harare



Justice Mangota

New Senior Judge for Bulawayo High Court

BY PAYIDAMOYO NYOKA

“I shall do all what is in my power to discharge the functions of my office.”

This is the motivation driving the newly appointed Senior Judge for Bulawayo High Court, Justice David Mangota. Justice Mangota is an expert and brings vast experience as a legal mind and practicing judicial officer. The appointment came into effect on July 1, 2023. Justice Mangota highlighted that this appointment was due to his administrative

capabilities.

“The authorities appointed me to my current position after acknowledging my administrative capabilities. I, accordingly, remain confident that I shall not fail those who saw it fit to appoint me to my current position,” said Justice Mangota.

The region he oversees is made up of four provinces, Matabeleland North, Matabeleland South, Bulawayo Metropolitan and Midlands.

Within a short period of his appointment, he has managed to bring about innovation to the operations of the courthouse.

“A leader is a leader because of people whom he or she works with. Dialogue

“

The authorities appointed me to my current position after acknowledging my administrative capabilities. I, accordingly, remain confident that I shall not fail those who saw it fit to appoint me to my current position.”

is an aspect of a good leader, it is the most important innovation which I put in place as soon as I commenced work at the court station,” Justice Mangota said. He attributes the success of these innovative ideas to the support he is getting from the judges and support staff, making his leadership to be people centric.

“I am very happy with the team of judges whom I have been charged to supervise. They are co-operative and very hard working. I have every respect and good will in all of them,” added Justice Mangota.

Before his appointment to be the Senior Judge of Bulawayo High Court, Justice Mangota was a High Court Judge based in Harare.

He joined the bench in 2012 as a High Court Judge after a long career in the public service.

During his tenure in Harare, he was appointed Head of Civil Division in 2022.

Justice Mangota has held other positions, not only in the Judicial Service Commission (JSC) but in other government offices.

In 1984, he was appointed an Assistant Magistrate, rising through the ranks to Resident Magistrate and Regional Magistrate before becoming Chief Magistrate from 1998 to 2001.

He was appointed to be the Permanent Secretary in the Ministry of Justice, Legal, and Parliamentary Affairs in 2001, a position he held until 2012.

He holds a Bachelor of Law Honours Degree (1990) and a Bachelor of Laws Honours Degree (1991) from the University of Zimbabwe.

Matore dies



Mr Remison Matore

BY PAYIDAMOYO NYOKA

A man of great stature, hardworking and dedicated to his work, ever smiling, a family man and great dancer, best describes the late Assistant Registrar of the Labour Court, Harare Mr Remison Matore.

Mr Matore collapsed and died at his home on November 11, 2023 to diabetes complications. A jovial member of staff, Mr Matore joined the Judicial Service Commission in 2001 and rose through the ranks to becoming an Assistant Registrar, a supervisory position he held until his untimely demise this year.

He was 51. He was laid to rest at Glen Forest Cemetery in Harare.

Mr Matore was a holder of a Bachelor of Science Honours Degree in Sociology and Gender Development Studies from Women's University in Africa. Colleagues described the late Mr Matore as man of high ethical and moral persuasion, who was always driven by professionalism.

Labour Court Registrar Ms Chiedza Kaneta said Mr Matore left a trail of valuable lessons that must be cherished by the entire JSC family. "He demonstrated high level of professionalism, a dedicated individual who was willing to teach, mentor and help everyone regardless of who you are. He left a trail of valuable lessons to us," said Ms Kaneta.

Some of the lessons learnt from him include etiquette and engagement with clients especially self-actors.

"He taught us that no client must go home without being assisted,

Ms Kaneta described the untimely death of Mr Matore as robbery to the commission saying his work ethic and character was unmatched.

"As an institution, it will take us time to heal and ultimately fill the gap created. He was keen about his work unlike most people who are after monetary value. I vividly remember him telling some colleagues that JSC was a place of excellence and doesn't accommodate lazy people. Kana usingade kushanda enda kumba unorara hako (if you don't want to work go home and sleep)," added the Registrar.

Ms Kaneta said that JSC has lost a committed Assistant Registrar who has left a trace of inspiration in his work.

"May we all be comforted by lessons he left for us and always cherish memories we shared with him."

Mr Matore leaves behind a wife, three children and a grandchild.

Security Department for Judicial Service Commission

BY PAYIDAMOYO NYOKA

The need to provide security to Judicial Service Commission (JSC) property, assets, resources and personnel has inspired the creation of the Security Department.

The Security Department will oversee and maintain all security-related issues within the commission. The department comes at the most opportune time when the JSC has been experiencing a series of break-ins at courthouses and other properties.

The department is headed by The Chief Security Officer Mr Dumisani Ndlovu, and will have presence in provinces.

Mr Ndlovu held various positions within the Zimbabwe Republic Police



Mr Ndlovu



"The security officers will help weed out illegal activities at our stations, protect our premises and attend such incidents occurring within their areas of responsibility. The department is also mandated to provide a safe environment for our stakeholders to conduct their day to day activities," said Mr Ndlovu.

including that of Officer in Charge, Criminal Investigations and Properties for Bulawayo Province.

He also had a stint with the National Prosecuting Authority of Zimbabwe as a Public Prosecutor.

Mr Ndlovu is deputised by Mr Jealous Masunda.

The department has 10 provincial security officers and 92 watchmen tasked with

security duties within their areas of jurisdictions.

"The security officers will help weed out illegal activities at our stations, protect our premises and attend such incidents occurring within their areas of responsibility. The department is also mandated to provide a safe environment for our stakeholders to conduct their day to day activities," said Mr Ndlovu.

Security personnel also serve as first responders in case of emergencies.

Mr Ndlovu indicated that the Security Department seeks to ensure the mitigation of lost, theft, fraud and damage to property amongst other risks that JSC could face today and in the future.

"In any organisation, security plays an important role in controlling violations, maintaining discipline in the workplace and ensuring rules and regulations are being followed. As a department, we exist to enforce the rules and regulations of the JSC and take disciplinary or legal action against violators," added Mr Ndlovu.

The department will seek to compliment other departments within the commission.

Judicial standards in and outside the courtroom

➤ NOKUTHULA MOYO

When I was a young lawyer almost 30 years ago, it was common to see young lawyers running along the street, gowns flapping behind them, just before 10 o'clock on a Wednesday morning. They would be headed to the High Court for the unopposed motion roll. In those days, if one was even so much as two minutes late, they risked finding that their matter had been dismissed in default of appearance. Judges always kept time for all court sittings—unopposed motion roll, opposed applications, trials and hearings in chambers. With two minutes to go to the set down time, a judge would be pacing the corridor just outside the Judges' entrance to the court room, waiting for the clock to strike the hour. At the hour on the dot, the Judge's clerk would bang on the door three times, a voice would be heard calling, 'Silence in Court, the door would open and the Judge would step into the court room.

Matters were handled efficiently and with courtesy towards all people in the court room, legal practitioners, self-actors and the public in the gallery. Judges had perfect judicial demeanour—courteous but totally without expression on their faces. Lawyers would walk out of court after argument with no idea which way the court would decide a matter. Judges rarely spoke in court, and that only to ask the most necessary questions after Counsel were done leading their evidence or arguing their matters. If a lawyer stepped out of line, which was not often back then, the judge would correct the lawyer with respect and courtesy. Often judgement would be handed down *ex tempore*. Where judgement was reserved, it would often be handed down the following day or within the week. Judgements were rarely reserved for months.

As time has gone by, judicial standards have fallen. There are judges who not merely lack punctuality, but some who routinely keep the court waiting for as long as an hour or more. The amazing thing is that they expect litigants and lawyers to simply wait regardless of how late the judge is, and they generally do not apologise for their tardiness. Judges expressing themselves without courtesy is another phenomenon that has emerged in the courtroom over

the years. We have seen judges 'throw their toys' in the courtroom. Invariably, the judges who do not keep time never apologise for their tardiness, even when they are late by an hour or more.

This misconduct brings the judiciary into disrepute, and members of the public may well think that judges are a law unto themselves and can behave as they please, which tarnishes the image of the Judiciary. On the contrary, very high standards are expected of judges so that the public can have trust and confidence in our judiciary. Such standards have even been set out in a statutory instrument, the Judicial Service (Code of Ethics) Regulations. It is worth pointing out some of the relevant provisions of that Code, so that the public knows the required standard and so that Judges may be reminded that even though they are Constitutional appointees, they are in fact subject to disciplinary action if they do not comply with the provisions of the Code. Some of the pertinent provisions of the Code are discussed hereunder.

The Preamble states the following:

AND WHEREAS it is recognized that public confidence in the judicial system and in the moral authority and integrity of the judiciary is of utmost importance in a democratic society.

AND WHEREAS it is essential that judicial officers, individually and collectively, respect and honour the judicial office as a public trust and strive to enhance and maintain confidence in the judicial system;

AND WHEREAS it is recognized that it is primarily the responsibility of the judiciary of Zimbabwe to promote and maintain high standards of judicial conduct;

Section 4 of the Code speaks to the values attaching to judicial office, as follows:

4. Every judicial officer shall, individually and collectively, uphold, maintain and promote the following values attaching to judicial office, as further elaborated in this Part—
 - (a) personal and institutional

- (b) independence; and integrity; and
- (c) propriety, and the appearance of propriety; and

(2) For the avoidance of doubt it is declared that no minimum standard prescribed in this Code shall be taken to derogate from the highest standards of ethics and propriety expected of judicial officers.

Section 7 of the Code is particularly pertinent with regard to propriety. It states:

- 7. (1) A judicial officer shall avoid impropriety and the appearance of improper behaviour in all of his or her activities, in and outside court, and shall avoid any conduct that may result in bringing the judiciary into disrepute.
- (2) As a subject of constant public scrutiny, a judicial officer must accept personal restrictions that might be viewed as burdensome by the ordinary citizen. In particular, a judicial officer must conduct himself or herself in a way that is consistent with the dignity of the judicial office.

Section 7 (2) is of particular note. A judge must necessarily accept restrictions on their private or social life. For example, a judge cannot be seen drinking at a nightclub or shebeen or other public place of entertainment. Not only would he expose himself to compromise and ridicule, but he would also risk bringing the judiciary into disrepute. A judge must also be particularly careful even in his or her choice of partner or spouse. It would be injudicious for a judge, for example, to marry what is colloquially called a slay queen or a Ben 10; or to keep company with persons of the night or persons of ill repute.

Section 10(2) (d) states that a judicial officer must avoid transactions that involve the judicial officer in frequent transactions or continuing business relationships with legal practitioners or other persons likely to come before the court on which the judicial officer serves.

A judge should not, for example, borrow money from legal practitioners or enter into business enterprises with legal practitioners. A judge could find himself compromised and would certainly compromise the bench should it become known that he owed a legal practitioner or legal practitioners money.

Diligence is a requirement stated in the Code. Section 17

states:

17.(1) A judicial officer shall perform all judicial duties efficiently, fairly and with reasonable promptness. Promptness speaks to both punctuality and doing all things as quickly as possible, and this dovetails with section 19, which states:

19.(1) Where a judgment is reserved to be delivered on notice, the judicial officer shall use his or her best efforts to ensure that such judgment is delivered within the next ninety (90) days and, except in unusual and exceptional circumstances, no judgment shall be delivered later than one hundred and eighty (180) days from the date when it is reserved. Conduct of judicial proceedings generally.

This should be read with section 20(2) which states

(2) A judicial officer shall attend to matters set down in chambers and those set down in court, timeously and in such manner as is necessary and appropriate to ensure the due and diligent performance of all official duties.

There are many judges who routinely flout these provisions and who keep litigants waiting on judgements for months for no discernible reason. This is a breach of the Code that invites sanction.

Section 20 is self-explanatory:

20.(1) A judicial officer shall maintain order and decorum in all proceedings in which the judicial officer is involved. He or she shall be patient, dignified and courteous in relation to litigants, assessors, witnesses, legal practitioners and others with whom the judicial officer deals in an official capacity. The judicial officer shall require similar conduct of legal practitioners, court staff and others subject to the judicial officer's influence, direction or control.

It is thus a requirement for a judge to be patient, dignified and courteous and to treat all the people in the courtroom with courtesy. Some of the intemperance we see on the bench is a clear breach of the Code which invites sanction.

It is to be hoped that there will be a return to that punctuality, respect, courtesy and dignity which characterised our courts in yester years. This will rebuild public trust and confidence in our bench.



Chief Magistrate Mrs Mushure unveils a plaque during the official opening of Chikombedzi Magistrates' Court.

Justice on the stoop for Chikombedzi folk

BY FORTIOUS NHAMBURA

CHIKOMBEDZI District, which is located in the lowveld, now has a magistrates' court.

The court opened its doors in October 2023, bringing relief to residents who were being forced to endure nearly 150km of poor gravel roads to Chiredzi town in search of justice.

Their plight worsened in the rainy season when the muddy roads denied them passage to the nearest justice administration centre.

Chikombedzi Magistrates' Court opened on the 9th of October this year. The development came as a great relief to local residents who thronged the court grounds to witness the official opening.

The court was opened by the Chief Magistrate, Mrs Faith Mushure.

It has a single courtroom, which will cover both criminal and civil cases, and 11 offices.

Opening the courthouse, Mrs Mushure said access to courts was a basic principle of the rule of law and it demonstrated the Judicial Service Commission's quest to bring the courts nearer to every Zimbabwean.

"We can never talk of a competent, effective, and efficient justice delivery system in a country where justice is not easily accessible.

"The whole essence of opening courts in these and other places is to ensure that people access court services. Access to justice is a basic principle of the rule of law.

"In the absence of access to justice, people cannot be heard,

they cannot exercise their rights, challenge illegality, and hold decision-makers accountable," she said.

Mrs Mushure urged court staff to be proper guardians of the law and to remain cognisant that they derive judicial authority from the people of Zimbabwe.

"Your integrity and that of the court should never be questionable. You have a responsibility to inspire confidence in all those who appear before you that justice will always be done, irrespective of whether one wins or loses a case," she added.

Speaking on behalf of the people of Chikombedzi, Chief Mpapa said the court was a major respite for the people of the area, who had to travel more than 100 kilometres in search of justice.

"We are grateful that the Government has heard our request. Justice has come to us today. We are happy that transport costs in search of justice have been drastically reduced for my people", he said.

He urged his subjects to make use of the court and shun violence. The most prevalent crimes in the district are stock theft, gender-based violence, armed robbery, and early marriages.

Chief Sengwe, Chiredzi Rural District Council Chief Executive Officer Ailes Baloyi, and District Development Coordinator Lovemore Chisema also attended the opening ceremony.

The development brings to seven the total number of permanent magistrates' court stations in Masvingo Province. The province also has three circuit courts in Mashava, Chatsworth, and Triangle.



Mrs Mushure (seated centre) poses for a group photo with JSC stakeholders in Chikombedzi



THE Judicial Service Commission (JSC)'s goal is to enhance the justice delivery system. It is currently developing new court stations and has since successfully rolled out the Integrated Electronic Case Management System (IECMS). It also recently set up a stand-alone research department. Its mandate is to provide the bench with support services relating to jurisprudential research. The Sunday Mail Newspaper (SM) spoke to JSC secretary Mr WALTER CHIKWANA (WC) on these developments and their plans going forward.

SM: The JSC recently created a research department. Can you please let us know its mandate and functions?

WC: The mandate and functions of the department are derived from the recognition that legal research services and judicial support are essential for the proper, effective and efficient administration of justice. In this regard, the mandate of the department is to provide legal research and ancillary services for the effective administration of quality justice in Zimbabwe. The functions are then derived from this broad mandate, and these are not exhaustive. They include providing legal opinions on matters heard by judges and magistrates; undertaking research on specific legal questions forwarded to the department by a judicial officer; promoting informed judicial decision making underpinned by prior research; noting and reporting on significant jurisprudential developments within the jurisdiction and on the international plane to judicial officers and other stakeholders; and generally promoting a culture of research and skills development among judicial officers and other members of the judicial service.

SM: What motivated the JSC to set up such a department?

WC: The establishment of the research department builds upon the consensus that when judges are supported in the adjudicative process by assistants, the quality and efficiency of their work can be further improved in the interest of society and the parties to the judicial proceedings. The operationalisation of the research department is also in line with the JSC 2020-2025 Strategic Plan, in which the commission desires to provide quality justice to the people of Zimbabwe through delivery of quality judgments by judges and magistrates. This, in turn, enhances access to justice and improves the efficiency and effectiveness of the courts. Finally, the provision of research support to judicial officers is in line with international best practice. Countries within the region like South Africa and Kenya, and even those beyond the region like the United States and the United Kingdom are examples of nations with vibrant research systems in their jurisdictions.

SM: How is this department different from the current setup, where we have JSC staffers who assist the bench with research on legal matters?

WC: Traditionally, we have had three categories of staffers attached to the chambers of judges to assist judges in their day-to-day work. There are judges' secretaries, who provide typing functions, especially judgments; and judges' assistants, who provide administrative and legal support.

They manage the judges' chambers and are ordinarily resident in the High Court, Labour Court and Administrative Court chambers. We also have judges' clerks, who are non-legal personnel. These assist judges in managing the courtroom during hearings and provide all the other logistical support they may require.

We then have researchers, who previously have been deployed to judges' chambers in the Constitutional and Supreme Courts to provide intermittent legal research services as and when needed. The judges' assistants and researchers are trained and qualified lawyers. The creation of the research department has now led to the amalgamation of the researchers and judges' assistants into one function of research work. Superior court judges will now have a researcher deployed to their chambers. The expectation is that they will make use of this vital service to ease pressure on themselves.

SM: How far will the research department go towards enhancing justice delivery in the country?

WC: When decisions that come out of the courts are well-informed and well-researched, this ensures that the people of Zimbabwe, who are the primary beneficiaries of these decisions, will have confidence in the justice system. In addition, there will be assured and perceived fairness in the entire justice sector. Such confidence in the justice system translates into a rush by people to the courts to have their disputes adjudicated, and it discourages the public from taking the law into their own hands.

SM: Some sections of the judicial sector have raised concerns about the efficiency of the IECMS. What measures have you taken to improve the new system?

WC: The difficulties that are allegedly associated with the IECMS have more to do with lack of knowledge and skill to manoeuvre through the system than anything else. We noted this major challenge when we embarked on the third phase of our implementation matrix, that is, when we moved to the General Division of the High Court.

Unlike the other courts — like the Constitutional Court, the Commercial Court and the Supreme Court, where the volume of work is not that much — there is a lot of litigation that goes on in the General Division of the High Court. Consequently, we have much more litigants who visit that court and who would want to access that court through the system.



Mr Chikwana responds to questions during an interview with the Press

Even with legal practitioners, the generality of them practise in the General Division of the High Court. On the part of the JSC, we have more members of staff deployed to this court compared to the other courts.

The implementation of the IECMS in the Constitutional, Supreme, Commercial and Labour Courts has been smooth, with little or no challenges at all. Most of the challenges experienced in the General Division of the High Court under phase three were not felt in those courts. This is why we say the challenges are not really about the system.

They are a result of the nature of work found in the General Division of the High Court, where we have a large number of litigation matters, legal practitioners, litigants and JSC staff, which results in all these so-called difficulties being referred to.

Our responses to these challenges were, therefore, directed at the court, rather than the system itself. After the launch of the third phase of the system, there was a general outcry of system malfunction and internet challenges.

Having realised the deficit of knowledge by users of the system, the first thing we did was to embark on a massive training programme countrywide, targeting users of the system — including lawyers, court litigants and other stakeholders.

We found that a lot of them were unaware of the system's requirements and functions, such as how to make a court request, how one can connect to a case and how to make online payments and upload documents, including pleadings, through the system. After undertaking this training, which proved to be a success, we have now experienced a period of tranquility.

Most lawyers and litigants now have basic knowledge of how to use the system.

Those who do not have the necessary gadgets and adequate internet bandwidth at their offices or homes are encouraged to visit the nearest courthouse, where we have set up e-filing offices manned by qualified JSC staff, with adequate internet and the required gadgets that can be used to file cases or pleadings and participate in virtual hearings.

We have had to retrain our staff as well because we realised that some of them had not grasped the basic system functionalities in the manner we would have wanted, as they took too much time to process work in their portals and, in worst case scenarios, they had no idea of what to do.

Thirdly, we have contracted additional internet service providers so that when one goes down or is experiencing challenges, the other picks up from there. This has ensured that there is continuous internet service at the courts. We have further created what we call internet hubs at our busiest High Court stations in Harare and Bulawayo. This is because many lawyers prefer to visit the courts to use the system, instead of their own offices or homes. We must continue to support them until they are fully set up at their offices.

These interventions have ensured that the system is fully functional and the litigants enjoy uninterrupted services.

We continue to monitor the system and intervene as and when the need arises.

This is a new system and such challenges are expected. What is important is not to lift our hands in exasperation or give up by going back to the manual system. We need to be positive and properly support the system so that, at the end of the day, the system enhances, rather than hinders, the administration of justice.

This is an easy and user-friendly system. The perception of complexities is, as already explained, more out of lack of knowledge on how to use the system.

As the JSC, we will continue to offer free training to lawyers and the generality of the public so that there is a much better appreciation of the system and the benefits one can derive therefrom.

For those who may experience challenges using the system, we have established continuous support structures to assist users.

We have set up a JSC IECMS Help Desk manned by two administrators, whose responsibility is to respond to IECMS inquiry emails.

To access this facility, you send in your inquiry via email to: zimiecms@jsc.org.zw

Furthermore, we have in place a 24-hour call centre that is manned by two administrators, whose role is to attend to IECMS inquiries.

We are certain that sooner, rather than later, there will be full appreciation of the system in the country.



Jah Prayzah performs during the JSC Leadership Indaba

Jah mesmerizes judges, JSC leadership

BY FORTIOUS NHAMBURA

A superb and well-choreographed performance by man of the moment, Jah Prayzah aka ‘JP’ was irresistible for Honourable Judges and JSC leaders who took to the floor to showcase their dancing skills.

Performing for a receptive crowd at the end of the highly successful Leadership Indaba in Victoria Falls, Jah left many crying for more.

It was the tonic and icing on the cherry for two days of intense education meant to sharpen leadership skills for management within the commission.

Much to the surprise of many who thought judges were only for the statute, the judicial officers took an opportunity to showcase their other side, nimble foot. Judges exhibited fancy footwork.

It was indeed a befitting final to the leadership Indaba that drew participants from those tasked to superintend the operations of various departments of the JSC.

Even the professional dancers from Jah Prayzah’s crew were left green with envy. They had indeed met their competition. The Judicial Service Commission (JSC)

held a gala dinner at the close of the Leadership Indaba to celebrate the contribution of those entrusted with leadership roles within the commission. The Chief Justice, Deputy Chief Justice took to the dance floor. Not to be outdone were Justices Esther Muremba, Philda Muzofa, Garainesu Mawadze, Joseph Mafusire and Tawanda Chitapi. Labour Court Senior Judge Justice Custom Kachambwa danced energetically to the thumb of music.

Hugely popular among the ladies of law

was the song *Dzamutsana*. The learned ladies went wild as the man of the moment belted the chorus to the song. *Shaina tiwone (aha aha)*
Uchiri mhandara (uchiri mhandara)
Wosarudza karokwe, kanoti mbambamba (ayoyoyoyoyo)

Wild rows flooded the gala room whenever popular songs like “*Mudhara Vachauya*”, “*Hokoyo*” and “*Tenda*” were played.

Hit “*Chiremera*” ejected almost everyone from their seats. The crowd joined in the song almost drowning Jah Prayzah backing vocalists.

They danced rhythmically to the song and providing a powerful backing to vocals of the mastery of Zimbabwe’s most prolific musician of this generation.

Even when he finally left the stage, people were still clamouring for more. They had indeed been taken down the memory lane.



Judges takes to the dance floor during the JSC Leadership Indaba in Victoria Falls recently



CAUGHT IN ACTION... JSC members playing volleyball and soccer during the Leadership Indaba in Victoria Falls recently

Sports galore during Indaba

➤ MIRANDA WRITERS

Judicial Service Commission (JSC) staffers have fully embraced the introduction of sporting activities as part of the wellness programme and are now participating in such activities in numbers.

Sporting activities at Leadership Indaba, held in December last year, were oversubscribed with Honourable Judges, Commissioners, heads of departments and other senior managers filling the different sporting venues at Elephant Hills Resort Hotel early in the morning to showcase their sporting talents.

The sporting activities included both outdoor and indoor sports. On offer were outdoor sports that included soccer, volleyball, swimming and Zumba while indoor games included monopoly, scrabble, chess, darts, and pool.

Miranda Writers witnessed dozens of JSC staffers, dancing themselves to Zumba, ferociously knocking each other playing volleyball and some sweating it out on

the soccer pitch.

Participants were soaked in sweat from the sweltering heat that characterized the weather in the Victoria Falls in December 2023. There was a sense of camaraderie and teamwork during the Indaba and the leaders threw away their different office jackets to participate in the sports.

Commissioners Mrs Faith Mushure and Dr Rosalie Kumbirai Katsande joined other employees on the scramble board. Justice Custom Kachambwa, Justice Happias Zhou and Justice Joseph Mafusire were sweating it out at the soccer pitch. On the monopoly desk, lively laughter and roars of disagreement could be heard among individuals as Mr David Dodzo, Ms Gamuchirai Siwardi, Mrs Rebecca Mhizha and Ms Dorothy Mwanyisa fought it out for honours.

As people would mix and mingle, it was clear that one silent agreement among staffers is that “such sporting activities should be a permanent feature of the Commission’s wellness drive”, and not come once in a while.

Soccer, Volleyball, Snooker and Zumba

attracted the most participants either as players or spectators. These were closely followed by swimming, darts and indoor games.

“We are here in full force. This is a rare opportunity for us to relax and also exercise our minds. It is our hope that this becomes a permanent feature of JSC calendar.

“We implore those responsible for the implementation of the wellness programme to move with speed in introducing a sports day,” said one staffer. Contestation at the snooker went well into the evening. Mr Simon Chipumha who was the leading contender could not hide his joy saying “it was an opportunity to exhibit mastery in the art of sinking the balls”.

The JSC Wellness Committee has introduced sporting activities as part of the programme for all JSC conference as it seeks to promote health living among staffers.

A proposal for the introduction of a sports day for all its stations was made. The proposal awaits approval.



JSC Staffers pose for a group photograph at the Elephant Hills Hotel soccer pitch in Victoria Falls recently

NOTICE BOARD

NEW APPOINTMENTS

Mercy Devera *Executive Assistant*
Emillia Chinhoi *Executive Assistant*
Beauty Chituka *Executive Assistant*
Evidence Gwande *Office Orderly*
Pretty Ncube *Executive Assistant*
Emily Katsangadzi *Office Orderly*
Ellington Vambe *Administration Assistant*
Banda Elta *Executive Assistant*
Josephine Mabika *Executive Assistant*
Nixon Mangoti *Magistrate*
Douglas Chikwekwe *Magistrate*
Ernest Muzembe *Magistrate*
Tinotenda Makoti *Magistrate*
Rumbidzai Hwezwa *E-Filling Centre Officer*
Mutsa Mandeya *E-Filling Centre Officer*
Delight Gatya *Court Interpreter*
Blessing Tapiwa Makaripe *Judges' Assistant*
Danai Venah Gadza *Judges' Assistant*
Kudzai Mitchell Alufandika *Judges' Assistant*
Gene Mawere *Judges' Assistant*
Tanyaradzwa Charasika *Judges' Assistant*
Getrude Matangazi *Judges' Assistant*
Nashy Chinoperekweyi *Magistrate*
Kudzana Kapurura *Magistrate*
Challenge Remember *Mahembe Magistrate*
Kudzai Mutiwaringa *Research Officer*
Bridget Mudau *Court Interpreter*
Tinashe Sure *Court Interpreter*
Tinotenda Magaya *Court Interpreter*
Rutendo Tsekwende *E-Filling Centre Officer*
Takunda Chinnerende *E-Filling Centre Officer*
Melisa Majuru *E-Filling Centre Officer*
Tafadzwa Tazvivinga *E-Filling Centre Officer*
Sandra Mufudza *ICT Officer*
Aaron Chifamba *ICT Officer*
Tabeth Ndlovu *Executive Assistant*
Alois Midzi *Magistrate*
Abel Mugaru *ICT Officer*
Kudzaishe Pemhiwa *Magistrate*
Panashe Matongo *Magistrate*
Rangarirai Matan'ani *Magistrate*
Sithembinkosi Gowero *Magistrate*
Tonderai Chikengezha *Magistrate*
Magret Makura *Watchperson*
Mellisa Virukai *Court Interpreter*
Praise Tigere *Court Interpreter*
Lisa Makubvure *ICT Officer*
Ellen Stacey Nheta *Court Interpreter*
Michael Mafukidze *Magistrate*
Tatenda Masaraunga *Magistrate*
Tanatswa Muchenje *Judges' Assistant*
Vimbai Chirayi *Magistrate*
Tendai Nemadziva *Magistrate*
Munyaradzi Mazadzi *Court Interpreter*
Siziba Methembe *Court Interpreter*
Abigail Kudzaishe Moyo *Court Interpreter*
Tymon Manunure *Provincial Security Officer*
Maria John *Provincial Security Officer*
Wadzanai Nyazema *Provincial Security Officer*
Jameson Muleya *Provincial Security Officer*
Queen Kwenhamo *Accounting Assistant*
Samson Chinoda *Provincial Security Officer*
Kelvin Mataramvura *Provincial Security Officer*
Chenai Nhubu *Court Interpreter*
Sibongile Mpofo *Executive Assistant*
Memory Jonga *Executive Assistant*
Genius Mandiona *Accounting Assistant*
Ashleigh Bhasera *Assistant Clerk of Court*
Veronica Musonza *Executive Assistant*
Shingirai Mupunga *Research Assistant*
Kudzwaishie Lucy Gwatidzo *Research Assistant*
Prudence Mhizha *Research Assistant*
Nyasha Nyatsine *Research Assistant*
Keisha Chiedza Gore *Research Assistant*
Fadzai Chigweremba *Office Orderly*
Tariro Chipu Kamidza *Assistant Registrar*
Rachel Nyoni *Office Orderly*
Ruwuya Opra *Executive Assistant*

Maria Beni *Executive Assistant*
Ngwende Naina *Executive Assistant*
Shamu Letist *Judges Driver*
Chiguvare Tinashe *Provincial Security Officer*
Nyazema Wadzanai *Provincial Security Officer*
Langelihle Mutsure *Executive Assistant*
Amiel Madakuchekwa *Watchperson*
Phiri Bridget *Court Interpreter*
Mwadini Privledge *Executive Assistant*
Matimaire Joyce *Executive Assistant*
Nyashanu Precious *Executive Assistant*
Mudzwebiri Tinotenda *Research Assistant*
Katsvanga Godfrey *Provincial Magistrate*
Naison Bhasikoro *Provincial Magistrate*
Ngara Norman Tapfumane *Provincial Magistrate*
Mbonisi Kaweni *Provincial Magistrate*
Juliet Chibwe *Assistant Clerk of Court*

RESIGNATIONS

Alfred Sibanda *Bus Driver*
Miriam Banda *Provincial Magistrate*
Bernadette Marara *Assistant Registrar*
Allen Chikwenya *Principal ICT Officer*
Abel Mugaru *ICT Officer*
Confidence Maphosa *Office Orderly*
Shingirai Moore Nago *Assistant Clerk of Court*
Rutendo Victoria Mashamba *Provincial Magistrate*
Lindokuhle Ndlovu *Judges Assistant*

TERMINATION OF CONTRACT

Tymon Manunure *Provincial Security Officer*

TRANSFER TO OTHER MINISTRIES

Pretty Machacha *Executive Assistant*
Locadia Dzvene *Executive Assistant*
Hazel Rimaunake *Executive Assistant*
Chiedza Magumise *Executive Assistant*
Chiedza Mberi *Executive Assistant*
Abigail Mugadza *Accountant*
Irvine Gwete *Records and Information Assistant*
Melody Hamadziripi *Executive Assistant*
Christabel Mangena *Executive Assistant*
Plaxedes Gunduza *Executive Assistant*

DISCHARGE

Takawira Mugabe *Provincial Magistrate*
Daniel Dube *Court Interpreter*

DEATH

Toendepi Zhou *Provincial Magistrate*
Remison Matore *Assistant Registrar*
Titos Mukangai *Office Orderly*
Great Joy Manenji *Administration Officer*

PROMOTIONS

Edwin Muchandiona *Accountant*
Melody Nheweyembwa *Magistrate*
Tendai Basutu *Magistrate*
Ashton Dube *Magistrate*
Seluleko Mathuthu *Magistrate*
Samantha Chigwedere *Magistrate*
Kumbirai Nyika *Magistrate*
Elizabeth Chivangu *Provincial Magistrate*
Kudzana Mahaso *Magistrate*
Tafadzwanashe Marowi *Magistrate*
Gerald Maposa *Network and Hardware Officer*
Raymond Winalasi *Network and Hardware Specialist*
Sipho Ncube *Principal Transport Officer*
Herbert Bhuruvisa *Bus Driver*
Gladys Masanga *Principal ICT Officer*
Munashe Tezhah *Principal Human Resources Officer*

IECMS

INTEGRATED
ELECTRONIC
CASE
MANAGEMENT
SYSTEM

LET'S
EMBRACE: -

1 E-PAYMENT OF FEES

2 E-FILING OF CASE DOCUMENTS

3 ONLINE CASE TRACKING

4 VIRTUAL COURT HEARING

5 ACCESS TO JUDGMENTS



IECMS is a web based Case Management System that automates and tracks all aspects of a case life cycle, from initial filing through disposition and appeal.

IECMS



INTEGRATED ELECTRONIC CASE MANAGEMENT SYSTEM

ROAD MAP

PHASE 1

- CONSTITUTIONAL COURT
 - SUPREME COURT
 - COMMERCIAL DIVISION OF THE HIGH COURT
- LAUNCHED ON 1 MAY 2022**

PHASE 2

- LABOUR COURT
 - ADMINISTRATIVE COURT
- LAUNCHED ON 1 FEBRUARY 2023**

PHASE 3

- GENERAL DIVISION OF THE HIGH COURT:
 - Civil Division,
 - Criminal Division,
 - Anti-Corruption Division,
 - Electoral Division,
 - Fiscal Appeals Division and
 - the Legal Practitioners' Disciplinary Tribunal
 - OFFICE OF THE SHERIFF OF THE HIGH COURT
- LAUNCHED ON 1 SEPTEMBER 2023**

PHASE 4

MAGISTRATES' COURT



PHASE
4

PHASE
3

PHASE
2

PHASE
1