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EDITOR'S MEMO



Welcome to our first edition of Miranda for 2019, I hope I find you well.

This edition informs you of developments in the justice delivery system and ongoing efforts by the Judicial Service Commission (JSC) to smoothen the operations of courts countrywide.

JSC this quarter heeded President Mnangagwa's call to clean up the environment through monthly clean-up exercises.

All stations throughout the country joined the nation in cleaning up the environment on the first Friday of every month.

Chief Justice Luke Malaba in January opened the 2019 legal year in Harare where he set the tone for 2019 under the theme of promoting access to Justice for all.

Deputy Chief Justice Elizabeth Gwaunza was in Bulawayo while Supreme Court judge Justice Paddington Garwe officially opened the legal year in Masvingo.

Judge President of the High Court Justice George Chiweshe officiated at the legal year opening ceremony in Mutare.

In its efforts to improve the ease of doing business in the country, the Judiciary has opened Magistrates' Commercial Court and the Small Claims Courts in the country's 10 provinces to expeditiously and effectively resolve commercial disputes.

JSC has embarked on a number of projects aimed at making Zimbabwe a safe investment centre.

The works, include the drafting of the High Court Commercial Court Rules, Magistrates' Commercial Court Rules, renovation of Bristols Building to house the Commercial Court (High Court) among others. Enjoy your read.

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From the Secretary's Desk

Mr Walter Chikwana
Secretary of the Judicial Service Commission

They say goodbyes hurt the most, especially when the story was not finished. When warning bells were sounded about Cyclone Idai, nothing could have prepared us for its horrendous effects which ravaged the eastern parts of Zimbabwe mid-March 2019. In a short space of time, lives were changed, our memories were forever etched with the trail of destruction left behind.

My heart, prayers and thoughts go out to all JSC colleagues who, in one way or the other, were affected by the cyclone. May you find healing. May the souls of those who passed on find rest and eternal peace.

It is in moments like these that you reflect and realise that whenever you have a chance, appreciate those around you. Sad as it may be, the harsh reality of life is that tomorrow may never come. That is why at the beginning of the year I undertook to make your work space more comfortable. The undertaking was informed by an

understanding that be it in Binga, Kariba, Mutasa, Mutawatawa or Beitbridge, it is you, the men and women out there, who are building the JSC brick by brick.

It gives me comfort to note that, as promised at the beginning of the year, work has begun in earnest to improve working conditions of members of staff across Zimbabwe. This is being done through provision of material resources, improvement of infrastructure and capacity building. Not only that, there are also ongoing efforts to rationalise employment grades through the job evaluation exercise which we expect to wrap up during the second quarter of the year.

Very soon we will be commemorating Workers' Day on 1 May 2019. I am always in awe of the work you do. Thank you for being a team player. Allow me therefore to wish you all a very Happy Workers' Day in advance.



Bulawayo staff at work

JSC EMBRACES PRESIDENT'S MONTHLY CLEAN-UP CALL

EPHRAIM NCUBE/TARISAI
MAFURA/BRUNO SHORA

THE Judicial Service Commission (JSC) this year heeded President Mnangagwa's call to clean up their premises and surrounding areas on a monthly basis with a view to maintaining a clean environment.

The head of State and Government and Commander-in-Chief of the Zimbabwe Defence Forces (ZDF) on December 5 2018, launched the national clean-up campaign and declared the first Friday of every month a national clean-up day.

The clean-up idea is in tandem with an array of multi-lateral environmental protocols and agreements that

Zimbabwe has ratified.

The inaugural clean-up day was on February 1.

President Mnangagwa on February 1 led the monthly National

Environment Cleaning Day in Harare and took time to plant indigenous trees and do some cleaning at Parirenyatwa Group of Hospitals.

He was accompanied by Cabinet



Marondera Magistrates Court staff clean up the area around the court premises



JSC top management take part in the monthly clean-up exercise in Harare recently

ministers Oppah Muchinguri-Kashiri (Defence and War Veterans), Mthuli Ncube (Finance and Economic Development) and Obadiah Moyo (Health and Child Care).

Responding to the President's call, JSC directed its officers in all the 10 provinces to join the nation and do community service to keep the country clean.

The JSC Secretariat took a leading role cleaning up Central Avenue in Harare.

Judicial and non-judicial staff at all court stations throughout the country participated in the clean-up campaign.

JSC Acting Secretary Mr Walter Chikwana and the senior management swept clean Causeway Building and part of Central Avenue in Harare together with the People's Own Savings Bank (POSB) staff.

Despite their senior positions in the Commission, the top management proved to be the best cleaners in town.

Acting Chief Magistrate Mr Munamoto Mutevedzi was at Rotten

Row Building which houses the Harare Magistrates Court.

At Rotten Row Building JSC cleaned up in collaboration with the National

"It remains our duty as responsible citizens to make sure that the environment is clean, not only at the High Court but also where we come from. As employees of JSC and the High Court in particular, we say charity begins at home, this is our home so it is important to make sure the High Court is always clean,

Prosecuting Authority (NPA).

National Director of Public Prosecutions Mr Nelson Mutsonziwa

was leading the NPA team at Rotten Row Building.

Registrar of the High Court Mrs Faith Mushure was coordinating the clean-up exercise at the High Court in Harare.

Speaking to The Miranda, Mrs Mushure said the JSC had embraced the President's clean up call and will continuously do that to get rid of litter.

"We have embraced the call by the President to clean up the environment and it is something we gladly continue doing," she said.

Mrs Mushure said it is the duty of every citizen to keep the environment clean and habitable.

"It remains our duty as responsible citizens to make sure that the environment is clean, not only at the High Court but also where we come from. As employees of JSC and the High Court in particular, we say charity begins at home, this is our home so it is important to make sure the High Court is always clean," said Mrs Mushure.

TARISAI MAFURA

THE high crime rate in Harare, coupled with the ballooning population, has prompted the Judicial Service Commission (JSC) into setting up additional criminal courts in the capital's three populous suburbs.

The establishment of the new courts brings justice on the doorstep, in line with JSC's efforts to promote access to justice for all.

In January this year, JSC embarked on a decentralisation exercise which will see the opening of new court stations in Mabvuku, Budiro and Epworth.

In February, JSC engaged council and the Ministry of Local Government, Public Works and National Housing seeking pieces of land to construct the new courts or disused buildings to refurbish and customise into courts.

That will bring to five, the number of criminal court stations for Harare Province.

Decentralisation of the courts in the capital city will decongest the two available stations at Rotten Row

JUSTICE ON THE STOOP FOR HARARE FOLK

Building and Mbare.

Officially opening the 2019 Legal Year in Harare, Chief Justice Luke Malaba said Mbare and Rotten Row Courts were being overwhelmed by cases, hence the decentralization exercise.

"The facilities at the two criminal courts (Mbare and Rotten Row) can no longer cope with the workload coming from the numerous police stations in and around the city.

"There is therefore a need to increase the number of courts servicing Harare Metropolitan.

"To that end, I have instructed the Acting Secretary (for JSC) to engage all the relevant stakeholders including Harare City Council, so that we decentralise operations to populous places like Mabvuku, Tafara, Epworth, Budiro and others," said Chief Justice Malaba.

Chief Justice Malaba said the city's expansion and fast-increasing population called for more courts.

"While the city has been expanding and its population increasing over the last decades, there has not been a corresponding increase in court facilities," he said.

In an interview, JSC Acting Secretary Mr Walter Chikwana said the commission had requested a meeting with Harare City Council to discuss the possibilities of getting land or at least disused council buildings to renovate and customise into court rooms.

"We have since requested a meeting with the mayor to discuss the accommodation issue," said Mr Chikwana. "Anytime soon we will be meeting the mayor and his team. We need land or even council buildings to refurbish and turn into court stations.

"We also wrote to the Ministry of Local Government, Public Works and National Housing for assistance and we hope our request will be heard."



Chief Justice Malaba flanked by Supreme Court judges, Justices Rita Makarau (left) and Mary Anne Gowora (right) during the opening of the 2019 legal year in Harare.



Tredgold Magistrates Court, Bulawayo

MONEYCHANGERS PLY TRADE AT COURT

“The situation has not been made any better by the presence of money changers around the building, whom I am advised, disappeared for a few days after the Honourable Chief Justice expressed concern over their presence, only to resurface and are now operating in full swing in broad daylight.”

SHERIFFAH NDLOVU

TREDGOLD Building, which houses Bulawayo Magistrates’ Court and the Labour Court, has become a hive of illegal activities, with moneychangers trading right on the entrance to the court building.

The noise that comes from the illegal dealings at times disrupts court proceedings, a development that annoyed Chief Justice Luke Malaba during his tour of the court end of 2018.

When Chief Justice Malaba visited Bulawayo for the commissioning of the High Court expansion programme, he expressed displeasure over the scenario.

He even proposed the removal of other organisations from the building for exclusive use by the Judiciary.

The illegal dealers temporarily disappeared after the Chief Justice’s visit, but resurfaced a month later with more noise.

Officially opening the 2019 legal year in Bulawayo in January, Deputy Chief Justice Elizabeth Gwaunza bemoaned the situation and urged the police and council to jointly evict the dealers and restore sanity to the courts.

She also called for the exclusive use of the building by the judiciary to ensure the independence of the courts.

“The situation has not been made any better by the presence of money changers around the building, whom I am advised, disappeared for a few days after the Honourable Chief

Justice expressed concern over their presence, only to resurface and are now operating in full swing in broad daylight.

“This should not be. The council and the police are implored to join hands to effectively deal with these,” said DCJ Gwaunza.

Chief Justice Malaba, the gathering heard, was considering reserving the building for court use.

“It is against this background that the Chief Justice would wish the authorities to seriously consider the exclusive use of Tredgold Building by the judiciary.

“The fact that two courts are housed in a multi-faceted building, on its own, dampens the authority of the court,” said DCJ Gwaunza.

LABOUR COURT MOVES INTO NEW BUILDING

MIRANDA WRITER

THE Labour Court will in May this year move into its newly acquired three-storey building along Rotten Row Road in Harare following refurbishment and customisation of the structure.

Judicial Service Commission (JSC) last year purchased an old dilapidated structure along Rotten Row Road before customising it into a state-of-the-art court.

Chief Justice Luke Malaba recently toured the new structure and expressed satisfaction with the work done.

He hailed the JSC secretariat for the excellent work.

“You are really pitching high standards for our courts. This is beautiful and no one can refuse to work here.

“I am impressed and we should organise a befitting opening ceremony for the building,” he said. The Chief Justice said the taxpayers’ money was put to good use in renovating the structure.

“If you can go around, you will see that surely, money went in. The taxpayers’ money was well spent.

“That is our distinction from other institutions where money ends up in individuals’ pockets without any development.

“We will never give up on that strength,” said Chief Justice Malaba. The official opening of the building is

“You are really pitching high standards for our courts. This is beautiful and no one can refuse to work here. I am impressed and we should organise a befitting opening ceremony for the building.”

expected the beginning of the second term in May.

The spacious building accommodates Labour Court judges, support staff and other important stakeholders like the Sheriff and the police.

Labour Court was operating from Bristol House along Kwame Nkrumah Avenue, which was too small for the court’s operations.

Files and furniture will be moved to the new structure during the court’s vacation period in April ahead of the official opening.

The Chief Justice also visited the Harare Civil Court where he met staff, hearing their concerns.

Some minor problems were solved right away with the Chief Justice directing the secretariat to take immediate action.

JSC IN HUNT FOR 10 JUDGES

MIRANDA WRITER

THE Judicial Service Commission (JSC) has invited nominations for suitable lawyers to fill in the posts of eight judges of the High Court and two for the Supreme Court in a development expected to reduce the workload of the two benches.

JSC issued two separate notices inviting members of the public to nominate eligible candidates to fill in the 10 positions using a nomination form provided by the JSC.

Interested people should obtain nomination forms from the office of the JSC Secretary at Causeway Building along Central Avenue, Harare, or from offices of magistrates in charge of provinces.

The form is also available on the JSC website: www.jsc.org.zw.

Completed nomination forms (one form for each nominee) must be delivered to the JSC at the address given, or to the office of a provincial magistrate.

The recent decentralisation of the High Court to Masvingo and Mutare has spawned the need for more judges.

In January, Mutare which was operating with one judge got a second one from the High Court in Harare while Bulawayo High Court which last year got additional three courtrooms requires more judges.

Pressure of work is piling at Masvingo High Court and Supreme Court judge Justice Paddington Garwe is on record calling for deployment of more judges to the station to ease the workload.

The High Court also plans to establish a standalone division, Commercial Court, to expeditiously deal with business-related disputes.

The special unit also requires judges. Meanwhile, the separation of the Constitutional Court and the Supreme Court is in progress and should be complete by 2020.

There is need for a standalone team of judges to preside over appeals at the Supreme Court, while another set of judges will specialise with constitutional matters at the Constitutional Court.



Chief Justice and the JSC secretariat tour the new Labour Court building in Harare



Harare Magistrates' Commercial Court building

COMMERCIAL COURTS, SMALL CLAIMS COURTS OPEN

SHERIFFAH NDLOVU

MAGISTRATES Commercial Courts and small claims courts commenced sitting across the country's 10 provinces in March this year with a view to expeditiously resolve commercial disputes and making Zimbabwe a safe investment destination.

Judicial Service Commission (JSC) selected 32 magistrates to preside over the special commercial disputes. The 32 judicial officers underwent a two-day refresher course on how to preside over commercial disputes. Officially opening the training workshop in Harare recently, Deputy Chief Secretary to the President and Cabinet Dr Ray Ndhlovu urged the judicial officers to play their part

in boosting the investor confidence through dispensing quality justice within reasonable time.

"JSC comes in to resolve commercial disputes expeditiously. Your role is simply to deliver quality justice with

to Zimbabwe.

"The Judiciary also has to enforce the controls and protect minority investors. There are lots of commercial disputes. For example, a shareholder with 33 percent may want to push

"While we appreciate Government's position of improving ease of doing business and to create environment where matters are disposed of as quickly as possible, we as the Judiciary, are also doing this to achieve our own mandates in terms of the Constitution and our strategic planning."

speed.

"Quality decisions and expedience boosts people's confidence in the justice system and attract investors

around minority shareholders with two percent or less while others have two percent. Laws should be in place to protect those investors," he said.



Deputy Chief Secretary to the President and Cabinet Dr Ray Ndhlukula (centre) addresses magistrates at recent training workshop in Harare.

Dr Ndhlukula hailed the Judiciary for cooperating in coming up with ease of doing business reforms.

“I am happy to say, we have received maximum cooperation from the Judiciary as far as ease of doing business is concerned.

“I remember as far back as 2016 when we approached the then Judiciary boss, the late retired Chief Justice Godfrey Chidyausiku about the need to establish these commercial law courts.

“He was so enthusiastic and he undertook to establish the courts as per request. Today, as we sit here, that reality is manifesting,” he said.

Speaking at the training workshop, Mr Chikwana said JSC intended to take the commercial courts down to every district in Zimbabwe.

“We are going to introduce small claims at every provincial centre and any other district centres in Zimbabwe. We have started renovating our courts to implement this position.

“We have identified judicial officers to man these courts. I wish to advise you, deputy chief secretary, that

the crop of judicial officers you see here, is the first one that we have identified,” he said.

Mr Chikwana said the Judiciary was ready to play its part in achieving the national goal of being an upper

“We train our magistrates to finalise matters as expeditious as possible, then we will be able to meet our constitutional mandate that matters should be finalised expeditiously.”

middle income economy by 2030.

“While we appreciate Government’s position of improving ease of doing business and to create environment where matters are disposed of as quickly as possible, we as the

Judiciary, are also doing this to achieve our own mandates in terms of the Constitution and our strategic planning.

“We train our magistrates to finalise matters as expeditiously as possible, then we will be able to meet our constitutional mandate that matters should be finalised expeditiously,” he said. Expeditious and quality judgments, Mr Chikwana said, also help the Judiciary to meet one of its mandates in terms of the strategic plan. He urged magistrates to take the new task seriously for the development of the nation.

“I would advise our magistrates here that if you look at the quality of resource persons that we have invited, it speaks to the seriousness with which we are taking this training.

“It also speaks to the journey that we are beginning today, to create a crop of magistrates whom we believe have the capacity to deal with matters of a commercial nature and resolve commercial disputes expeditiously with the quality of justice that the people of Zimbabwe want,” he said.



Chief Justice Malaba poses for a photograph with the clergy in his chambers recently

MIRANDA WRITER

THE Methodist Church in Zimbabwe (MCZ) leadership has thrown its weight behind the Judiciary, urging judges and magistrates to continue upholding their calling with dignity.

Speaking after paying a courtesy call on Chief Justice Luke Malaba recently, MCZ presiding bishop Dr Solomon Zwana, pledged the church's support for the judiciary to ensure the officers stick to their ethics in dispensing world-class justice without fear or favour.

Dr Zwana paid a courtesy call on the Chief Justice while in the company of district bishop for Harare East Reverend Richman Ncube and the church's parliamentary and public affairs officer Rev Edmore Chihota.

The man-of-the-cloth said it was the church's duty to provide pastoral oversight to individuals and institutions.

UPHOLD YOUR CALLING WITH DIGNITY, JUDICIARY URGED

“As a church, we believe it is our primary responsibility to provide pastoral oversight to individuals and institutions in our country. We are prepared to attend to the judicial officers’ spiritual needs regardless of their denominational affiliation.”

“We discussed a number of issues to do with spirituality with the Chief Justice. We expressed our wish to journey with the Judiciary or its members. We encourage members of the Judiciary to continue to uphold their calling with dignity and our support is guaranteed. We are always with them in our prayers,” said Dr Zwana.

“As a church, we believe it is our primary responsibility to provide pastoral oversight to individuals and institutions in

our country. We are prepared to attend to the judicial officers’ spiritual needs regardless of their denominational affiliation,” he said.

Dr Zwana hailed Chief Justice Malaba and the JSC Secretariat for the warm reception and hospitality.

“The Chief Justice has treated us well. I would like to thank JSC Secretary Mr (Walter) Chikwana, his deputy Mr (Sithembinkosi) Msipa for the hospitality,” said Dr Zwana.



Judge President Chiweshe (centre) poses for a photograph with two High Court judges for Mutare and senior members of the uniformed forces in Mutare at the opening ceremony for the 2019 legal year

MUTARE HIGH COURT POSTS IMPRESSIVE RESULTS

RUFARO MARIRA

LIKE a new broom, the newly-established Mutare High Court is sweeping clean, posting impressive results in the first six months of its establishment.

Despite having a single judge between June and December 2018, the new station did not disappoint.

Senior judge Justice Hlekani Mwayera, Deputy Registrar Mr Godfrey Unzemoyo and their hardworking team, defied all odds and put up a good show.

Officiating at the inaugural Legal Year opening at Mutare High Court recently, the head of the High Court Judge President George Chiweshe, showered praises on the team.

“Though still in its infancy, the Mutare station has posted impressive statistics,” said the JP.

The JP said decentralisation of the High Court was still ongoing until each of the country’s 10 provinces gets a permanent High Court station. “Last year, on the occasion of the opening of the 2018 Legal Year at Masvingo, I made reference to the decentralisation of the operations of the High Court in order to enhance greater access to justice. This programme will see the establishment of a permanent High Court station in each province. Masvingo was our first port of call followed by Mutare. Subject to availability of resources, further provincial stations will be opened across the length and breadth of our country in the fullness

...Judge President charmed

of time,” he said.

The court station was officially opened by Vice President Constantino Chiwenga on May 7, 2018.

It was however, not until 1st June 2018 that the station became operational following the deployment of the Honourable Mrs Justice Mwayera as the pioneer judge.

JP Chiweshe said the High Court’s Civil Division filing had upgraded from the traditional manual to an

electronic system.

“We have migrated to a web based case management system for our Civil Registries. Similar migration took place with regards our Criminal Registries, the Office of the Sheriff of the High Court and the Office of the Master of the High Court. This development is expected to enhance the quality of our service. “Further, plans are at an advanced stage to establish an integrated electronic case management system,” he said.;

STATISTICS FOR MUTARE HIGH COURT’S FIRST SIX MONTHS

CIVIL MATTERS

NATURE	RECEIVED	COMPLETED*	CASES C/F
PTCs	12	9	3
UNOPPOSED DIVORCE	11	9	2
UNOPPOSED	10	10	0
CHAMBER APPS	26	26	0
OPPOSED MATTERS	6	0	6
CIVIL TRIALS	0	0	0
URGENT CHAMBER	15	15	0
CIVIL APPEALS	30	6	24
GRAND TOTAL	110	75	35

CRIMINAL MATTERS

NATURE	RECEIVED	COMPLETED	CASES C/F
TRIALS	33	31	2
BAILS	103	103	0
REVIEWS	396	396	0
APPLICATIONS	14	14	0
APPEALS	39	13	26
GRAND TOTAL	585	559	28

LEGAL YEAR OPENING IN PICTURES



CLEAN UP EXERCISE





Judge President Chiweshe (centre) flanked by the newly deployed second judge for Mutare Justice Muzenda (left) and Justice Hlekani Mwayera (right)

SECOND JUDGE FOR MUTARE

MIRANDA WRITER

THE Judicial Service Commission (JSC) has deployed Justice Isaac Muzenda to the High Court in Mutare to complement the pioneer Senior Judge, Justice Hlekani Mwayera, who was being overwhelmed with work.

Justice Muzenda, who transferred from Harare in January, became the second judge for the newly-established court station.

Mutare High Court was declared open in May last year by Vice President Constantino Chiwenga and operated with one judge for the first six months.

Pressure was now mounting on Justice Mwayera, prompting JSC to allocate a second judicial officer for the eastern border town High Court. Deputy Registrar of the High Court in Mutare Mr Godfrey Unzemoyo hailed JSC for the deployment of Justice Muzenda.

Mr Unzemoyo said positive results were already showing following the coming in of the new judge.

He said the small backlog that accrued between May and December 2018, was attributed to the shortage of judges.

“Our work has been made easier by the addition of a new judge to our bench. Appeals are heard by two judges, but we only had one.

“We would have to ask the JP to send us another judge from Harare for



Justice Muzenda

two or three days, to enable us to hear appeals.

“Now that we have a second judge, we can set down appeals for every Wednesday. This will go a long way in ensuring we are always on top of the situation,” said Mr Unzemoyo.

Justice Mwayera, Mr Unzemoyo said, was now working under pressure and a helper came at the opportune time.

“Each time there was an urgent chamber application, I would call Justice Mwayera. At times we would sit midnight and a few hours later, she was expected back at work, being the only judge at the station.

“Once a judge presides over a pre-trial conference, another one who is not privy to the case, is expected to hear the trial.

“We ended up failing to set down a number of trials because Justice Mwayera had been involved in the PTC. That stalled the progress of most trials.

“With the coming in of Justice Muzenda, all such cases have since been set down for trial,” said Mr Unzemoyo.

Justice Muzenda was appointed as a judge of the High Court in 2017 after succeeding in a highly contested public interview.

He was sworn into office in December 2017 after serving as a legal practitioner for years.

NEW RULES FOR MAGISTRATES' COURTS

NYASHA LEE VITORINI

SINCE the advent of the (new) Constitution of Zimbabwe, Amendment (no. 20) Act 2013, the word harmonisation has coloured every discourse in the body politic of the legal fraternity in Zimbabwe.

There has been an inadvertent need to bring various pieces of legislation into line with the progressive national charter. On the 1st of February 2019, SI 11/2019 Magistrates' Court (Civil) Rules 2019 came into operation.

A cursory glance at the provisions of this SI shows that there is a concerted effort to, among other things, bring the magistrates' court rules within the constitutional prism and reflect a consciousness of 'regulating' 21st century commerce.

Perhaps the most striking feature of SI 11/19 is the unambiguous provisions for constitutional applications, referrals and appeals in order 33. This is a marked departure from the previous rules (SI 290 of 1980) which did not specifically provide for the handling of constitutional issues. Order 33 rule 1 sub rule 1 is important for two reasons; firstly, it is couched in a manner that recognises civil constitutional questions. Such an approach underlines the constitution as an eternal context which cannot be relegated to peripheral status but a codified central part of our civil law.

Secondly, it recognises the magistrates' court as a competent court to deal with civil constitutional questions. In terms of order 33 rule 6 a magistrates' (civil) court may declare a law constitutionally invalid. Implicit in this provision is the recognition that the important constitutional questions cannot be excluded from the magistrates' court.

While section 175 of the Constitution speaks of a court dealing with the constitutional invalidity of any law, SI 11/19 specifically confirms that the magistrates' court may exercise the constitutional jurisdiction provided for in section 175 of the Constitution. The writer has sat in various forums where there was patent hesitancy by some magistrates to exercise this power. With the coming in of SI 11/19, the position has not only been positively clarified but the law has also provided

for elaborate procedure on how to handle constitutional applications and or referrals to the Constitutional Court.

Given the fact that close to 90% of civil disputes in Zimbabwe are resolved in the magistrates' court, it is hoped that the magistrates' court rules will be exploited to ensure that the supremacy of the Constitution as provided for in section 2(1) of the Constitution is a living concept in our beautiful country.

There was a media frenzy over the new rules' provision for service of court process via electronic means. While it is true that indeed SI11/19 allows for such method of service, the provision is not without qualification. In terms of order 1 rule 6 the use of electronic means to serve process may only be done after authorisation from the chief magistrate.

The application to the chief magistrate may be understood as a prayer to register a virtual address. This rule is substantially restrictive on two fronts:-

Firstly, on parties who may use electronic means to 3 groups of people; the clerk of court, legal practitioners and the messenger of court.

unavailable until and unless the clerk of the magistrates' court is of a fixed virtual abode (no pun intended). Given the success of the case tracking system in all our courts, one is persuaded to conclude that the clerk's office will soon be of found at some address in the electronic world.

The rules have also, for the first time since 1980, included provision of service of process outside Zimbabwe. While the practical application of edictal citation remains hazy, there seems to be growing realisation that disputes in the magistrates' courts are increasingly transnational hence the need to codify common law principles like edictal citation.

It is also encouraging to note that the drafters of SI 11/19 have progressively abandoned the unhelpful use of Latin terms. For instance, the phrase 'mutatis mutandis' has been completely abandoned and replaced with the English equivalent; 'with necessary changes'. Claims in reconvention have been simply described as counter claim. From a linguistic perspective, one may

It is also encouraging to note that the drafters of SI 11/19 have progressively abandoned the unhelpful use of Latin terms. For instance, the phrase 'mutatis mutandis' has been completely abandoned and replaced with the English equivalent; 'with necessary changes'.

This means that the law has specifically excluded corporates, self-actors and other juristic persons from using electronic means in serving process. Could this possibly be the first area that may be considered as unjust discrimination of persons as envisaged in section 56(1) as read with section (4) (a) and (b) of our Constitution?

Secondly, in respect of the process of applying to register the virtual address. Order 1 rule 6 sub rule 2 precludes the chief magistrate from considering any application from a legal practitioner unless such application is made through a clerk of court who has been previously authorised by the chief magistrate to use a virtual address and that clerk of court supports the legal practitioners' application. What this entails is that service through electronic means will be

argue that this is progressively self-conscious development of dropping archaic terms so that the law speaks to the society in contemporary language thereby becoming more accessible and useful.

Furthermore, the rules are now couched in gender sensitive terms with consistent references to 'he or she' through-out the rules. One cannot miss the persistent adoption of High Court rules in the new magistrates' court rules. Handy examples include order 5, 13, 18, 19 and 28 which are wholesale imports from the High Court rules.

Finally, the new rules reflect a welcome attempt to do away with the patchy rules crafted during the infancy of the state of Zimbabwe.

MIRANDA WRITER

THE Harare High Court has sunk a borehole to ease acute water challenges that were affecting the station.

Water rationing by Harare City Council also did not make the situation any better.

JSC Acting Secretary Mr Walter Chikwana came face-to-face with the water challenges when he visited the station towards end of last year whereupon he instructed the procurement department to start working on the borehole project.

Before the drilling of the borehole, High Court staff flocked to the nearby "Trinity Methodist Church" to quench their thirst during working hours.

Although there were some water reservoirs at the High Court, in times

HIGH COURT SENTENCES WATER CRISIS TO 'DEATH'

of acute water cuts, business would suffer.

It also posed a serious health hazard. Registrar of the High Court Mrs Faith Mushure said: "We were facing water challenges whenever there were water cuts. Mapondera Building is very busy and huge volumes flock into it daily.

"In times of water challenges, the place would become inhabitable with stench coming out of the public toilets. To ensure continuity, our staff ended up requesting to fetch water from neighbouring buildings where there are boreholes. But still, it

compromised our work as the water would be fetched during working hours," said Mrs Mushure.

Mrs Mushure said others who believe borehole water was safer to drink than council supplies, would still take their containers to the nearby boreholes.

"Most workers believe borehole water is safer than council tap water and they also eat into our working hours fetching water even if we have council supplies.

"We hope having our own borehole will solve all these and other related issues," she said.

FEMALE BOSS FOR HARARE PROVINCE

MIRANDA WRITER

HARARE judicial province is the busiest in the country, with the highest number of court cases annually.

Located in the capital city, political and other highly sensitive cases have proved to be province's daily business.

At times pressure groups and activists stage demonstrations outside court with a view to influence court decisions and to intimidate magistrates, but the judicial leadership has to be strong and stick to the ethics of the profession.

The post of provincial magistrate in-charge of Harare is widely viewed as a hot seat, calling for "real men" to take it up.

However, the JSC this year affirmed its trust and confidence in women by appointing Mrs Vongai Guwuriro as the head of the province.

She became the second female judicial officer to take charge of the province in the past two decades.

In its quest to promote gender parity in line with the supreme law of country, JSC also appointed two other women to head Midlands and Manicaland



Mrs Guwuriro

provinces.

In an interview, Mrs Guwuriro hailed the appointment, saying it was an indication that JSC was striking gender balance in line with the Constitution of Zimbabwe.

"JSC is striking a balance in line with the demands of the Constitution. Inclusion

of women in decision-making is important and the Commission is really walking the talk," said Mrs Guwuriro.

Mrs Guwuriro said she encountered challenges in her functions but she remained on top of the situation through teamwork.

"I have a wonderful and supportive team which has and helped me to manage the challenges," she said.

Prior to heading Harare, Mrs Guwuriro was in-charge of Mashonaland Central Province.

The number of female magistrates heading provinces has increased over the years as JSC embraced gender parity.

Mrs Charity Maphosa is currently provincial magistrate in charge of Midlands, taking over from Mrs Phathekile Msipa who is now a regional magistrate.

Mutare is also being headed by Mrs Sekai Chiundura, who also took over from another woman, Mrs Lucy Mungwari.

Mrs Mungwari is now a regional magistrate in Harare.



Justice Garwe (front row centre) poses for a group photograph with Masvingo High Court staff.

MIRANDA WRITER

The Judicial Service Commission (JSC) is set to build a standalone Sheriff's office and police guardroom in a move expected to ease accommodation challenges at the Masvingo High Court.

Officially opening the 2019 legal year in the country's oldest city recently, judge of the Supreme and the Constitutional Courts, who is also the third most senior judicial officer in the Judiciary, Justice Paddington Garwe said plans were afoot to solve accommodation challenges at the station.

"I am advised that the shortage of office space continues to hamper the smooth operation of the court. I am happy to advise that the matter is receiving attention and that plans are underway to construct a police guardroom and an office for the Sheriff within the same complex. This should alleviate the current shortage of office accommodation," he said.

Justice Garwe applauded all courts for working hard and reducing the backlog of cases, despite operating under tough conditions.

"Workload at all levels of the Judiciary continues to increase steadily, thereby putting pressure on the existing human resources and structural facilities. Despite this, all courts have worked hard in order to ensure the early disposition of cases. Generally speaking, there is a discernible reduction in the backlog in

MORE SPACE FOR MASVINGO HIGH COURT

the Supreme and Constitutional Court, the High Court, the Labour Court and the Magistrates' Court," said Justice Garwe.

The judge singled out Masvingo as an outstanding performer with a clearance rate of 90,5 percent.

"At Masvingo High Court in particular, it is noted that in civil cases the court commenced the 2018 legal year with sixty-nine (69) pending cases. A total of 422 new cases were received at the court, giving a combined total of 491 cases. As at 30 November 2018, 436 of those cases had been disposed of, leaving 55 uncompleted cases.

"In the Masvingo High Court Criminal Division, the year 2018 commenced with 91 pending cases. A total of 947 new cases were received, giving a combined total of 1038 cases. Of these, 951 cases were completed by 30 November 2018, leaving a total of 87 uncompleted cases.

"The clearance rate at the High Court in Masvingo for 2018 is 89% and 92% for civil and criminal respectively," he said. Justice Garwe said Masvingo being a busy court, requires more judges.

"Clearly this is a busy court and in time there will be need for the current complement of judges to be increased. I say well done to the two judges who are stationed here. We hope that during this year you will work even harder and reduce the backlog even further," he said.

MIRANDA WRITER

WOMEN and Law in Southern Africa (WILSA) has

been applauded for operating a help desk at the Master of High Court's office in Harare to provide free legal advice and assistance related to deceased estates to the needy.

Most people are not conversant with the procedure, hence qualified lawyers from WILSA are sent twice weekly to assist the indigent to quicken and smoothen the process of administration of estates.

The officers run a helpdesk in room Number 21 at Master's House in Harare and they assist the people on Tuesdays and Thursdays.

In an interview, Master of High Court Mr Eldard Mutasa said cordial relations between his office

HATS OFF TO WLSA HELP DESK

and WLSA were making his work easier.

Mr Mutasa said the helpdesk was benefiting families who cannot afford legal practitioners with some speaking glowingly of WLSA.

"The people are happy with the service and we have received feedback confirming that.

"It is making our work easier. It quickens the process since we are no longer delayed by technical issues.

"We are not allowed, at law, to give legal advice to clients at our office even if we notice that they need assistance.

"However, WLSA officers come in

to fill that gap and assist families to complete the relevant forms.

"The officers also provide legal advice and guide the families on the procedure and other related services," he said.

When the help desk started, the officers used to open their office on Thursdays only but due to pressure of work, they are now assisting people two days a week.

"Since we took over thousands of customary law files from the Harare Civil Court, pressure of work increased and we asked WLSA to come on Tuesdays as well," said Mr Mutasa.

INTEGRATED ELECTRONIC CASE MANAGEMENT SYSTEM TO SLASH LITIGATION COSTS 67PC

THE Judicial Service Commission (JSC) is implementing the integrated electronic case management system to fully digitise the

courts by yearend.

Chief Justice Luke Malaba has since appointed a nine-member committee chaired by Justice Joseph Mafusire to implement the new system.

Justice Mafusire is a judge for the High Court in Masvingo.

High Court Judge Justice Jester Charewa, JSC Acting Secretary Mr Walter Chikwana, JSC Deputy Secretary Mr Sithembinkosi Msipa, Deputy Chief Magistrate Mr Elijah Makomo, Registrar of the High Court Mrs Faith Mushure, JSC head of information technology Mr Obey Manyenga and two other IT officers are part of the committee.

The implementation of the new system is opportune, fitting perfectly into the World Bank-funded ease of doing business project, expected to make the country a more convenient investment destination.

Officially opening the 2019 Legal Year in Harare recently, Chief Justice Malaba indicated that he would set up a committee to implement the case management system. True to his word, the committee was set up a few days later. In an interview, Justice Mafusire said the committee had since hit the ground running.

"We are now working on the implementation matrix. We are refurbishing the courtrooms and auditing our IT equipment to see if it can support our intended project. We are also arranging a workshop to train the officers on how to use the equipment," said Justice Mafusire.

The judge said the new system will cut litigation costs by 67 percent.

"Once we go electronic, litigation cost will be reduced by two thirds," he said.

"Litigants or legal practitioners make submissions electronically via video link and they do not have to come to court physically," he said.

Justice Mafusire said the committee aims at fully digitising the courts by end of 2019.

In terms of the new system, documents will be filed and served through electronic means.



Justice Mafusire



Ms Muchineripi and Ms Mutasa

2 NEW MAGISTRATES JOIN THE BENCH

EPHRAIM NCUBE

TWO new magistrates were in the first quarter of 2019 sworn into office to beef up the understaffed magistracy.

Ms Notebulgah Muchineripi and Ms Michelle Mutasa, took the oath of office before Acting Chief Magistrate Mr Munamoto Mutevedzi in Harare.

Stakeholders in the justice delivery system thronged the Harare Magistrates' Court for the momentous occasion.

Among those in attendance Prosecutor-General Mr Kumbirai Hodzi, senior legal practitioners, top police and prison officers, fellow magistrates and others.

Speaking after the ceremony, Mr Mutevedzi hailed the appointment of the two saying it would go a long way in easing pressure on the magistrates and

reducing the backlog of cases.

"It is a momentous occasion for all of us in the JSC. You would appreciate that we have always been complaining of the shortage

"It is a momentous occasion for all of us in the JSC. You would appreciate that we have always been complaining of the shortage of magistrates. Our judicial officers were stretched due to the recruitment freeze imposed by the Treasury.

of magistrates. Our judicial officers were stretched due to the recruitment freeze imposed by the Treasury.

"However, today, we swore in

two new magistrates and they joined the 58 others who were appointed end of 2018. The value they will bring to the bench is quite immense," said Mr Mutevedzi.

Ms Mutasa was born in Harare on October 24 1993 and she attended Borrowdale Primary school and Dominican Convent High School. She studied law at the University Zimbabwe. On completion of the degree programme, Ms Mutasa joined JSC as a professional research assistant, a position she held until her appointment to the magistracy.

Ms Muchineripi was born in Chitungwiza on January 10 1990 and attended Godfrey Huggins Primary School in Marondera. She also attended Rusununguko High School at Bromely and Nagle House High in Marondera before leaving the country for Fort Hare University in South Africa where she also studied law.



Lupane courthouse

15 FIRMS EYE LUPANE COURT CONSTRUCTION

ISAAC SIAKWIYE

AT least 15 construction companies submitted their bids to the Judicial Service Commission (JSC) to be considered for the tender to build a new magistrates' court structure at Lupane.

The construction of courts is part of JSC's efforts to bring justice to the people and to make it more accessible in line with its strategic plan.

When JSC advertised the tender for the construction of the new structure, companies fell over each other to land the tender.

On March 1 this year, 15 bidders visited the site to view and test the soil texture, which is evidence enough that work is about to start.

As soon as tenders have been submitted, adjudication follows before a final selection process is done. The successful bidder or winner will then be notified to start work.

According to JSC officers interviewed by this writer, construction work is expected to take shape soon and completion by year end.

The JSC Matabeleland North Provincial administrative office is based in Hwange and is in charge of Binga, Lupane and Victoria Falls stations. At the time Binga and Victoria Falls's new courthouses were built, Lupane was left out due to funding challenges.

The construction of a court building at Lupane is, therefore, a welcome development, moving towards the betterment of the community in the area

and beyond at the time the JSC is striving towards world class justice delivery.

Since the designation of Lupane as a capital for Matabeleland North Province, it has experienced tremendous growth in terms of mobility as well as infrastructural development.

The call by the Government urging all Matabeleland North departments based in Bulawayo to relocate to Lupane for speedy development, is now beginning to bear fruit. In response, institutions such as the Lupane State University and the Provincial Registrar's Office [the Passport Office] are now established in the town making them accessible to members of the public.

Refusing to be outdone, JSC joined the development drive.

It decided to oil the wheels of justice by embarking on a project to construct the new court house to ease accommodation woes at the station.

The current court is housed at the District Administrator's block of offices and has been operating like that for years.

A challenge faced by such an arrangement is that the leased premises have a limited space for a comprehensive and effective delivery of justice. The staff is occupying two small apartments as offices, one office for the Resident Magistrate and the other for the rest of the support staff.

The talk, therefore, that the JSC is mulling constructing a courthouse for Lupane, is good news and a relief to members of staff and the community at large.

MBARE COURT GETS MODERN LOOK

TARISAI MAFURA

MBARE Magistrates' Court building has undergone major renovations that transformed the once dilapidated structure into a beautiful and modern courthouse.

The refurbishment started towards the end of last year, but by March this year the work was 90 percent complete.

Mbare Resident Magistrate Mr Stanford Mambanje could not hide his joy as he shared the success story with the Miranda.

"We are happy with the work being done by the Judicial Service Commission (JSC) here. Renovations are almost 90 percent complete. The court is now up to standard, although a few touch ups still need to be done," said Mr Mambanje.

"We are very grateful that it has provided a major uplift at this station. Previously, it was more like a dilapidated building but after these renovations, we are now proud to report to work," said a visibly elated Mr Mambanje.

He applauded JSC for availing funds and expeditiously carrying out the repairs.

"JSC honoured us by committing funds for the speedy and quality renovations that have given the courthouse a new look. The building now looks beautiful and user-friendly in our quest to ensure access to quality justice for all," he said.

Mr Mambanje also waxed lyrical about sterling work being executed by the JSC secretariat.

He said their frequent visits assessing the state of courts and working conditions is followed by implementation on any anomaly identified.

"The JSC secretariat frequents this place, which is important to us. It gives us confidence in our leadership and sense of belonging as we execute our duties," said Mr Mambanje.

The structure was painted and the floor was nicely tiled, giving the courthouse a beautiful look.

Ceiling boards that were falling and posing a danger to the litigants and other occupants, were repaired and new fittings were done.

THE DILEMMA OF BEING "ILLEGITIMATE"

ALPHA LIZWI NTULI

CHILDREN born out of wedlock (BOWs) are like cards that are played close to the chest.

Most men do not want to hear stories concerning such children for fear of added responsibility, while women usually get emotional and defensive, depending on the side of the coin they are.

The BOWs themselves are confused: "Should I look for my father who never contributed to my upbringing?"

It is therefore important to explore the subject in light of the scripture.

I got the acronym BOW from the Registrar-General's office. Any child with a birth certificate that is blank on father's name is a BOW. OK let's start.

This is not a blame game but a call to relook some attitudes we have held for years. Here I am saying some of those attitudes and interpretations are hurting children, particularly BOWs. Let me illustrate.

A certain pastor, for some reason married a second wife. To protect his job, he kept the matter a closely guarded secret, somehow his wife got wind of it. She kept quiet until all the children had graduated and then

went to church offices and exposed the pastor, resulting in him being fired.

A friend of mine, upon death, was found to have 10 children out of wedlock. Ten. OK. Suppose the pastor had died before he was exposed, would he be saved? I leave it to you. Let me debunk certain myths here:

1. The civil marriage.

Many people think that in Zimbabwe Christians have influence over Chapter 5:11. That is not true. That wedding is a Western marriage and Christians only adopted it because it promotes monogamy, full stop. Sadly, our church leaders failed to read the fine print: that makes both husband and wife equal partners. This submission thing we read from Ephesians 5 is absent.

2. God and marriage.

Having a 5:11 and a powerful prayer from a pastors does not necessarily mean your wedding was sanctioned by God. According to Malachi 2 where God says he hates divorce, the wife of your youth whom you cheated is one God knows. Pray all you like, but if you got into a covenant with a woman and broke it, 5:11 does not annul because God was the witness when no one else

was present. Here is the present scenario we find ourselves in: a man weds in church and then his wife starts conjugal sanctions. The man sleeps with his secretary, who also hopes to be married. When a child is born, the man runs away to his 'official' wife. Once the woman knows about the secret child, she uses it as blackmail at church. A man who stands to lose status at church, or employment if he is a pastor, will try to please his wife so that she keeps quiet. All the while, they project a happily married façade at church..... Some churches are fighting over the ordination of women. The truth is that most elders and even pastors are being blackmailed so the decisions they make are not their own. The wife has all the aces.....

Meanwhile, the BOW grows up seeing his father here and there. Daddy doesn't like to appear in public with his child. What will people say? Suppose the mistress dies and the child is sent to its maternal grandmother, daddy's visits stop because grandmother may demand lobola from the elder.

Depending on the situation, this child may end up on the streets. His father drives a top-of-the-range vehicle, but does not want the world to know he has a child because he'll lose his position at church. At his funeral, the mother-in-law may bring the child so that he gets a share of his father's estate. Official wife chases the child away, calling him names. But wait a minute. What wrong did this child commit?

Remember: calling a child a street kid gives us the notion that a street got pregnant one day and a child was born. No, no, no.

MAI BUDE CALLS IT QUILTS WITH DIGNITY

EPHRAIM NCUBE

ON March 8 2019, staff at the Harare Magistrates' Courts bade farewell to Mrs Veronica Bude, an office orderly, after 36 years of service.

She joined the Ministry of Justice, Legal and Parliamentary Affairs in 1983 before moving to the Judicial Service Commission (JSC) around 2006.

She called it quits at the ripe age of 65.

For her entire 36 years of service, Mrs Bude was stationed at Rotten Row Building.

She was one of the most popular figures at the station with a rich history of the court and its operations.

An industrious woman, who loyally served the Commission with a clean record, Mrs Bude sold maputi and nuts to supplement her income.

During lunch hour, or tea break, Amai Bude, as she was affectionately known, would visit her customers with deliveries.

The soft-spoken mother figure would sell her stuff while cracking jokes with staff at the court building.



Mai Bude addresses Rotten Row staff at her farewell party

Staff at Rotten Row Building contributed and hosted a farewell party to celebrate Mrs Bude's illustrious service.

They handed over to Mrs Bude, a gas tank and a stove as well as an electric kettle as farewell gifts.

In her parting message, Mrs Bude had this to say: "I want to thank God for the good time we shared here.

I will forever cherish your company. My advice to you is that: Please always respect your superiors and be prepared to take instructions. You should study your superiors, find out what they like and dislike before adjusting and ensure you have good working relations."

Mrs Bude urged the staff to be loyal and disciplined.

"In the past 36 years, I was never asked to write a report about any misnomer. Discipline and commitment to duty will always make your work easier. You must shun corruption in all its forms," she said.

At the farewell party, speaker-after-speaker spoke glowingly of Mrs Bude wishing her well in her future endeavours.

JSC EMBARKS ON JOB EVALUATION

TAFADZWA SEKENI

Evaluation is the process of analysing and assessing various jobs systematically to ascertain their relative worth in an organization. Relative worth is determined mainly on the basis of Job Description.

Job Evaluation helps to determine grades for all jobs. Job evaluation is different from performance appraisal in that the former determines the worthiness of a job while the latter rates employee worthiness. In job evaluation, worthiness of a job is determined while performance appraisal focus on rating an employee's level of performance. Job evaluation addresses issues relating to job value in an organisation as compared to other jobs. Job evaluation evaluates the job not the person holding the job.

For example, if the job evaluation involves the position of Administration Manager, Sheriff and Principal auditor, the organization will need to determine the relative worthiness of these positions to JSC using the same method of Job Evaluation.

Evaluating jobs in an organization helps with effective staffing because it is easier to determine how many personnel each department and position needs. For example, if a company focuses on offering excellent customer service, it might hire more customer service representatives than it would administrative staff.

Harmonious relationship between employees and managers can be promoted by job evaluation. Through job evaluation, harmonious



and congenial relations can be maintained between employees and management and all kinds of salary controversies can be minimized.

The Necessity for Job Evaluation in JSC

When the JSC was formed in 2010 the organisation inherited, wholesale, the jobs which were applicable in the Public Service Commission, yet the organisation had been undergoing a lot of transformation. An organogram was drafted and put in place when the 2012-2016 strategic plan was crafted. However, since then a lot of changes have occurred with some jobs changing in content and some new Departments, stations and positions being created to enhance the achievement of set targets. All these changes affected the job hierarchy within JSC. This brought the need to embark on a comprehensive job evaluation exercise across the entire organisation

to establish a new job grading matrix and a new organogram.

Doing Job Evaluation in the Judicial Service Commission is designed to enhance service and attain its mantra of striving towards world class justice.

The Job Evaluation Process in Action Taking the specialist route is one of the strategic decisions made by the Commission to make job evaluation successful. The JSC considered that the nature and scope of the exercise requires an external consultant to be engaged to carry out a full and comprehensive job evaluation exercise for the JSC. This decision was based on the need to bring in professional expertise in the conduct of job evaluation. The Commission also considered the need to maintain objectivity and independence in the evaluation of jobs. Job evaluation is really a contentious matter and personal interest naturally arise



JSC staff attend a job evaluation workshop in Harare recently

when it is done in-house. This was the rationale behind engaging an external consultant. The Commission decided to plug that hole through incorporating Job evaluation specialists. And it enlisted Head Hunters International to assist the Commission carryout this noble process.

Once the procurement process was finalised and Head Hunters International Consultancy had been confirmed as our consulting partner in this project, the Human Resources team proceeded with speed to roll up their sleeves and got their hands on the deck. A circular was dispatched to all stations advising of the impending processes. Job evaluation was rolled out with awareness campaigns which were carried out to conscientize members of staff. The job evaluation awareness training managed to cover all provinces. 750 staff members attended the training

sessions held in different stations which include Gweru, Bulawayo, Rusape, Marondera and Harare where 3 sessions were held to cover up Superior courts, Master' Office, Chief Magistrate's Office and Mashonaland West and East provinces.

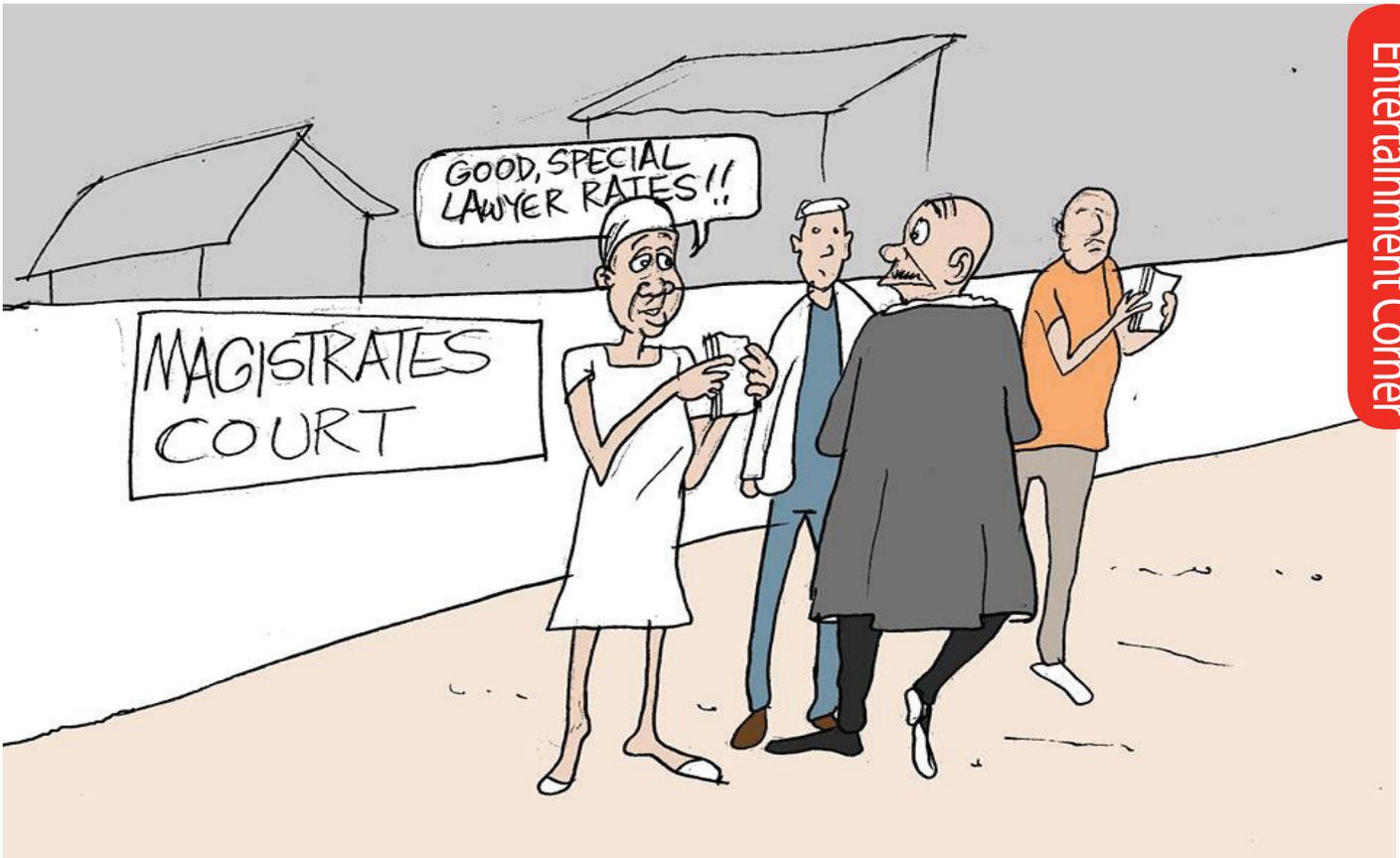
The consultant was used to train the JSC management and Human Resources staff on key aspects of job evaluation. The consultant trained the Job grading committee and also worked hand in glove with the committee during the job grading sessions. All employee representatives of known employee associations, which include Magistrates Association of Zimbabwe, Interpreters Association and Clerks of Court Association were part and parcel of the job evaluation exercise from day one up to the job grading process.

Job evaluation outcomes include

approved job descriptions for all positions within the JSC and an approved organogram for the JSC incorporating all departments and an approved grading matrix for all positions within the JSC.

The Consultant will present the final report to Management after which it will be tabled before the Commission. Employees will get individual communication of the outcome of their positions once the report has been adopted by our Commission. As we await the outcome lets all continue working tirelessly and professionally.

The HR team takes this opportunity to say "THANK YOU" to all employees of the Commission for their honest and professional participation in this very important and strategic process. Without your support we would not have achieved what we so far achieved together for the Commission.



LEGAL CODEBREAKER QUIZ NO.10

BY MAYOR

The words required to fill this puzzle answer to the clues to your right. Each number in the grid represents the same letter throughout.

	1	2	3	4	3	5	6	7	8	
	3				2				9	
	10	3	11	7	6	12	3	11	5	
	3		4		13		5		12	
1	7	14	15				3	15	9	16
	1		14		14		12		5	
17	11	2	18		5		3	5	1	19
	14		8		23		6		3	
20	2	14	4		3		7	3	5	21
	12		6		25		7		22	
			5	6	8	12	24			

CLUES	ANSWERS
Sports team(4)	
Since(4)	
Non-criminal jury(5,5)	
Animal(4)	
Unit of length(4)	
Felons(9)	
At first(9)	
Asian country(4)	
Public Protector(9)	
Connect(4)	
Unpleasant(5)	
Delivering punishment(10)	
Loosens(6)	
Expression(4)	
Breach(9)	

WORKING SPACE

1	2	3	4	5	6	7	8	9	10	11	12	13
14	15	16	17	18	19	20	21	22	23	24	25	26

SOLUTIONS FOR NO.9

1	2	3	4	5	6	7	8	9	10	11	12	13
P	A	R	L	I	M	E	N	T	G	U	D	X
14	15	16	17	18	19	20	21	22	23	24	25	26
C	Z	F	K	J	O	Y	H	V	W	B	S	Q



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