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THE MIRANDA

M A G A Z I N E

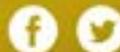
June 2022

Just News

28th Edition



JUDICIAL SERVICE COMMISSION
QUARTERLY NEWSLETTER





Editor's NOTE

What an activity-packed quarter it was! I am glad to share with you the successes made by the Judicial Service Commission during the course of the second quarter.

Welcome to yet another exciting edition of the Miranda, where we report and celebrate the great milestones achieved as well as those we are collectively in the process of achieving. I am delighted to inform you that the Judicial Service Commission, successfully launched the first phase of the Integrated Electronic Case Management System (IECMS) on 1 May 2022. This first phase comprises of the Constitutional Court, Supreme Court and the Commercial Court. Prior to the launch, we all carried out massive publicity awareness campaigns, kudos to all of you for this unparalleled collective effort.

In addition to the successful IECMS launch, the first ever paperless Commercial Court was officially commissioned by His Excellency, President Mnangagwa on 6 May 2022. The Judicial Service Commission's Open Day was also celebrated in style, with the Chief Justice's dinner that was held in Bulawayo. This year, we celebrate twelve (12) years of existence, excellence and distinction. Together, we have moved from success to

success and let's keep this momentum as we deliver a Zimbabwe in which world class justice prevails.

On another note, it is sad that we had to bid farewell to other members of staff in the magistracy as it was time for them to retire but nonetheless, we meet to part and part to meet.

My dear readers, let us not relax because COVID-19 is still with us. Do not forget to maintain social distancing, to mask up and to always sanitise. I know it's very cold, winter is upon us but stay warm and hydrated. STAY SAFE!!

Your feedback is always important, share with us on krusakaniko@gmail.com, and follow and like our social media pages @JSCZim on Twitter and Judicial Service Commission on Facebook, www.jsc.org.zw our JSC website.

Happy reading.

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From the Secretary...



MR. W. T CHIKWANA
Judicial Service Commission
Secretary

Eureka! Our courts have digitalised in fulfillment of our strategic priority of automating judicial processes. It is our collective pleasure to celebrate this magnificent feat of achievement. Through IECMS, we will achieve both access to justice and quality of justice amongst a host of other advantages that the system provides. On 1 May 2022, we launched the Integrated Electronic Case Management System (IECMS) in three (3) phase one courts. Five days later, we commissioned the Commercial Court in Harare, which is our first fully electronic and paperless court in the judiciary. The Commercial Court brings a myriad of advantages to the nation including the promotion of the ease of doing business. We are now intensifying efforts to launch the second phase of IECMS in the High Court, Labour Court, Administrative Court, Magistrates' Courts as well as the Sheriff of the High Court. Consultations on the workflow systems and processes for the second phase are going on throughout the country, kindly render the required assistance to make the project a success.

We celebrated our JSC Open Day under the theme "JSC @ 12: Transformation of the

judiciary through digitisation of the courts". On the JSC Open Day, we interacted with our multiple stakeholders with a vision of recruiting valuable customer feedback which we are going to use to reengineer our services toward total customer satisfaction. As a Commission, we are driven by the need to respond to the needs and expectations of our diverse stakeholders. This is how we achieve a Zimbabwe in which world class justice prevails. Justice prevails when we collectively answer to the Constitution and our 2021 – 2025 Strategic Plan.

The Chief Justice's Dinner held in Bulawayo reinforces our drive and commitment to decentralise and reach out to all the people of Zimbabwe from whom judicial authority is derived. The dinner enabled us to interact with our stakeholders, particularly legal practitioners from Bulawayo. We had an opportunity to engage with them and hear what they think about our service delivery. We are going to take action on the feedback we gathered from our stakeholders.

We are still under the scourge of the Covid-19 pandemic, do not lower your guard. Keep on masking up, sanitising, and social distancing. Our health is our wealth and we can only achieve more when we jealously guard it.

COMMERCIAL COURT TO IMPROVE EASE OF DOING BUSINESS

By Shepherd Chibune

The commissioning of the Commercial Court has put Zimbabwe on the international map of commerce as one of the countries with specialised courts that expeditiously deal with commercial or business disputes. The Commercial Court was commissioned by His Excellency, The President of the Republic of Zimbabwe Dr. Emmerson Dambudzo Mnangagwa on the 6th of May 2022. The Commercial Court is a division of the High Court.

Speaking at the official opening ceremony the President, Dr. E. D Mnangagwa, underscored the fact that the establishment of a specialised and paperless Commercial Court will improve the ease of doing business in the country.

“Zimbabwe is not alone in this endeavour of setting up a stand-alone Commercial Court as it will be joining a community of various States that have specialised Commercial Courts in one form or another. Some were established by dedicating a stand-alone court, others as a specialised commercial section within an existing court or specialised judges within a general civil court,” said the President.

“Having a Commercial Court as a specialised court or a division, therefore, is not a new feature on the international plane, that is, within the different domestic legal systems. They are borne out of a desire and a need to

offer bespoke processes, procedures and solutions for business-related disputes. It will undoubtedly be one of the leading fora for commercial dispute resolution and thus be an asset contributing to a good business climate in Zimbabwe”, he added.

President Mnangagwa also lauded IECMS as “a phenomenal achievement that will make our courts transparent and efficient” and “will mark the end of

an era where court files and documents would disappear because of corruption.”

The Commercial Court is the first-ever paperless court in Zimbabwe under phase one of IECMS together with the Constitutional and Supreme Courts. Phase two of IECMS is expected to be launched in January 2023 covering the High Court, Administrative Court, Labour Court, the Magistrates’ Courts and the Sheriff of the High Court.





JUDGES' ACTS OF MISCONDUCT WORRISOME - PRESIDENT

Miranda Correspondent

Superior Courts judges have been challenged to conduct themselves professionally in the discharge of their duties.

This follows the discharge of three judges in the past three years while one judge's case is pending before the tribunal which deals with the alleged cases of misconduct.

His Excellency, President Dr. Emmerson Mnangagwa expressed this concern when he addressed delegates while officially opening the Commercial Court Division of the High Court in Harare recently.

"I am however concerned with the rising cases of misconduct of judges that are brought to me in terms of section 187 of the Constitution. Within a short period of three years, we have had four tribunals set up in terms of the Constitution to deal with alleged cases of gross misconduct of judges. Three judges have been discharged from service and one other judge has a case pending before the tribunal. This rise in cases of gross misconduct by judges is a cause for concern."

President Mnangagwa further emphasised the need for ethical conduct among judges so that the citizens who visit the courts have confidence in the justice

delivery system.

"The courts through our judges and magistrates are the last line of defence in terms of protection of fundamental human rights for our people. We expect impeccable and ethical conduct from our judicial officers. This is the only way that our citizens who visit our courts for protection are assured of fairness and quality justice", said the President.

His Excellency, President Mnangagwa also exhorted the Chief Justice, Honourable Justice Luke Malaba and all the judges to apply the Integrated Electronic Case Management System (IECMS) to deal with the backlog of cases in courts expeditiously.





SUPERIOR COURTS GO PAPERLESS

Automation of Zimbabwe's Superior Courts is set to improve their operations following the launch of the Integrated Electronic Case Management System (IECMS) on 1 May 2022.

The implementation of IECMS has transformed the Constitutional Court, Supreme Court and Commercial Court into paperless courts.

This was revealed by Honourable Chief Justice, Mr. Luke Malaba while making his remarks during the official opening of the first-ever paperless Commercial Court of Zimbabwe, which is a division of the High Court, on the 6th of May 2022 in Harare.

"It is also historic as we celebrate the launch of the first-ever paperless courts in Zimbabwe which are, the Constitutional Court, Supreme Court and Commercial Division of the High Court. As from the 1st of May 2022, the three courts became paperless through the Integrated Electronic Case Management System (IECMS)." Honourable Chief Justice Malaba added; "You may be aware of the difficulties that the courts have been going through when court files and documents would go missing due to acts of corruption. I wish to assure you that this will be a thing of the past because the electronic system cannot be manipulated. All court

files and documents filed are automatically stored in the system's database which can only be accessed after security checks and compliance. Any attempt or act of deleting files from the system is recorded in the system database as well and must be properly cleared and authorised."

IECMS is a web-based case management system that automates and tracks all aspects of a case life cycle electronically, from initial filing to disposition and appeal. The system integrates all the courts in the judiciary with each other and it further integrates other stakeholders in the justice delivery system.

The implementation of IECMS is in two phases. The first phase which commenced on the 1st of May 2022 involves the Constitutional Court, Supreme Court and Commercial Court. The Judicial Service Commission has already embarked on phase two of the implementation matrix which will involve the other divisions of the High Court, the Labour Court, the Administrative Court, the Magistrates' Courts and the office of the Sheriff of the High Court. It is hoped that these courts will go live by the 1st of January 2023 and after that date, all the courts will be fully automated.

IECMS
Integrated Electronic Case Management System

IECMS brings an end to the physical filing of court documents at the Constitutional Court, Supreme Court, and the Commercial Court division of the High Court. It is now done electronically.

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COMMERCIAL COURT

A Game Changer

By Shepherd Chibune

The Commercial Court, which is a division of the High Court and a game-changer in the administration of justice, will be manned by judges exclusively trained to attend to commercial disputes and resolve them expeditiously.

Honourable Chief Justice Mr. L. Malaba revealed this in his address to the delegates gathered to witness the official opening of the Commercial Court in Harare on May 6 2022. He also said members of staff of this court are all capacitated and skilled enough to discharge their duties in a professional manner.

“This court, which will be dedicated to hearing and presiding over matters of a commercial nature, brings a refreshing scenario in the adjudication of matters of that nature. This is a specialised court whose judges are

trained to exclusively attend to commercial disputes and resolve them expeditiously. This is a court in which members of support staff who include Registrars, Researchers, Court Clerks and others, are all well capacitated and skilled enough to perform their functions expertly and professionally,” said Honourable Chief Justice Malaba.

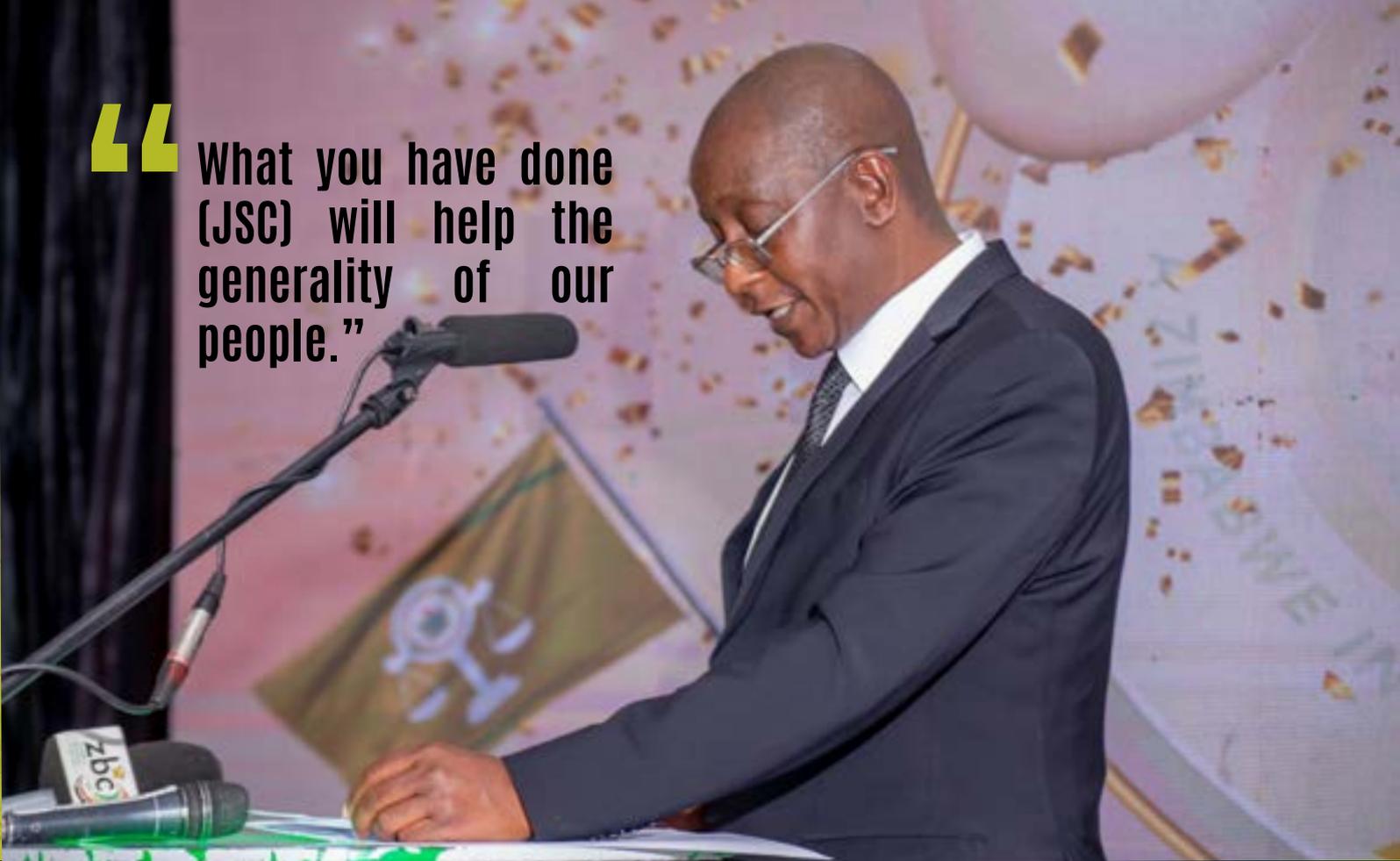
He said the Commercial Court is a reassurance that commercial disputes, enforcement of contracts and insolvency matters will

now be done and dealt with expeditiously. In addition, he explained that the Commercial Court “plays its part in the ease of doing business programme and it improves the country rankings in that context with the World Bank.”

Honourable Chief Justice Mr. L. Malaba expressed his appreciation to Honourable Justice Mafusire, the Chairperson, Legal Practitioners, Mr. E. Manikai, Mr. A. Chinake and Mr. T. Bere, who are members of the committee he set up to draft the Commercial Court rules.



“What you have done (JSC) will help the generality of our people.”



IECMS AN ANTIDOTE TO CORRUPTION-MINISTER

By Tarisai Mafura

The introduction of the Integrated Electronic Case Management System (IECMS) by the Judicial Service Commission (JSC) is a milestone that greatly assists to get rid of corruption in delivering justice, said Honourable Ziyambi Ziyambi, The Minister of Justice, Legal and Parliamentary Affairs. In his remarks at the Chief Justice’s Dinner held in Bulawayo on June 10 2022 to celebrate the Judicial Service Commission’s 12th anniversary, Justice, Legal and Parliamentary Affairs Minister Ziyambi Ziyambi said technology has a digital footprint that reports users who would tamper with the system making it easy to apprehend the culprit.

“What you have done (JSC) will

help the generality of our people. There were cases of missing files and court documents. When it is in electronic format, it alerts all parties involved in the case before the court that someone has tampered with the system,” said Honourable Ziyambi.

Minister Ziyambi encouraged the Judicial Service Commission to continue with the court automation journey to assist in getting rid of corruption.

“I want to applaud you and say do not stop, continue and ensure that all courts are digitised. Let’s have this electronic system operating across the board to help us get rid of the corruption,” Minister Ziyambi said.

He also said that IECMS improves the ease of doing business.

He added: “You do not have to go to court. You might be in Dubai and your case can be heard virtually. That kind of doing business helps to improve our economy.”

Honourable Ziyambi also touched on the welfare of the judicial officers and revealed that negotiations for better remuneration with the Ministry of Finance are progressing well. “When we have all our systems working very well, we should be able to pay our judicial officers a good salary because we do not want them to end up engaging in corrupt tendencies. Something is being done in that regard.”

JSC URGED TO DECENTRALISE THE DIGITALISATION OF COURTS



Miranda Correspondent

His Excellency, President Emmerson Mnangagwa has urged the Judicial Service Commission (JSC) to equip e-filing officers with the requisite skills so that digitisation of the courts will benefit members of the public, including those in rural areas. He said this while addressing delegates gathered to witness the official opening of the Commercial Court Division of the High Court in Harare on the 6th of May 2022.

“At the same time, there should be a well thought out skills development plan for members of staff who will use the system. This is important because we want members of the public, including those in rural areas, to be able to benefit from the system through the assistance of skilled staff,” he said.

President Mnangagwa also said he expects the process of digitising the courts to be

cascaded to all the courts without delay.

He expressed optimism and commended that “the expansion of the regional magistrates’ bench that has happened in the last three years is a pleasing development because serious cases in the magistrates’ courts especially those involving sexual abuse of women and children will be dealt with and the convicted perpetrators are punished in terms of the law without delays.”

The introduction of IECMS and the opening of the Commercial Court means that the public need not travel long distances in order to access the nearest regional court. President Mnangagwa challenged the Judicial Service Commission to accelerate decentralisation of the High Court adding that the ultimate objective of his government is that the High Court must be located in every province so that citizens have access to the court without the need to travel hundreds of kilometres.

MEANWHILE, President Mnangagwa said as a government, they “expect the judiciary to perform its function of applying our laws and the Constitution independently without any form of interference. ... “We will not as government interfere with matters of the judiciary. This is what the Constitution demands of us.” The Commercial Court is housed at the magnificent Bristol House and is the first paperless court together with the Supreme and Constitutional Courts under phase one of IECMS.



CONCOURT RULES ON THE LEGAL AGE OF CONSENT



By Shepherd Chibune

In a landmark ruling handed down by the Constitutional Court, the legal age of consent has been raised to eighteen (18) years, a move described by members of all sectors of society as positive and encouraging. Legal experts also believe justice has prevailed in curbing early marriages which have seen a number of young girls drop from school due to pregnancies.

The Court sat as a three-member panel following a challenge to the constitutionality of sections of Part III of Chapter V of the Criminal Law (Reform and Codification) Act [Chapter 9:23], “the Code” by Diana Eunice Kawenda represented by Tendai Biti. The appellant was challenging the constitutional validity of the law that governs the age at which children can consent to sexual activities.

The court held that the Code, in its language and on complicity in sexual crimes, “prohibits extra-marital sexual intercourse and the performing of indecent acts with a young person, who it defines in section 61(1), as a boy or girl under the age of sixteen years.

“The Code further prohibits the procuring of young persons for the purposes of prostitution in addition to prohibiting property owners from allowing young persons to remain on one’s property for the purposes of sexual activities.”

Handing down its judgment, the Court noted that “the appellant argues in the main that the constitutional imperative in section 81 (1) (e) is that every child must be protected from sexual exploitation. The Code, in the impugned sections, protects some and not every child. It leaves out the sixteen to eighteen-year-old children. In this regard, it is inconsistent

with the provisions of the Constitution and infringes the rights of the children left out of the protective ambit of the law.

The effect of the impugned law is not only to fail to protect those children that are between sixteen and eighteen, it particularly fails to protect all children in child marriages”

The Government of Zimbabwe recently introduced the new Marriages Act [Chapter 5:15] that criminalises child marriages and unifies all marriage laws.

President Emmerson Mnangagwa on March 8, 2022, signed into law the Marriages Amendment Bill following amendments made to the proposed law by the Senate in February 2022.

Under this law, marriage is supposed to be between an adult man and woman both of whom should be 18 years and above. Speaking to the Miranda, legal experts described these developments as a progressive move in respect of which the government should now have an implementation framework for effective enforcement. Without this, one expert said, “law without the necessary social support structure is just as good as no law.”

Law Society of Zimbabwe President Mr. Wellington Magaya hailed the developments in the justice delivery sector urging every player to “promote and guard jealously the independence of the judiciary and the legal profession.”

JSC CELEBRATES ITS 12TH ANNIVERSARY WITH A FOCUS ON DIGITISATION

Miranda Correspondent

The Judicial Service Commission's (JSC) Open Day festivities on the 10th of June 2022 came hard on the heels of the transformational phase in the judiciary which saw the successful launch of the first phase of the Integrated Electronic Case Management System (IECMS). This year's Judicial Service Commission Open Day celebrations ran under the theme, "JSC @12: Transformation of the Judiciary through digitisation of the Courts." This is a piquant theme that resonates with JSC's pragmatic approach to effective and efficient justice dispensation.

In an interview with the ZiFM before the Open Day, JSC Secretary, Mr. Walter Chikwana said that the day which is commemorated on the 10th of June every year gives the Judicial Service Commission time to reflect on what the law requires it to do in the course of delivering justice.

"The 10th of June is an important day on the Judicial Service Commission's calendar. The government saw it befitting to establish an independent judiciary, a development that is in tandem with the international best practice. "We commemorate the 10th of June by reminding members of the Judicial Service of what the law requires of them to effectively discharge their duties much to

the satisfaction of the sons and daughters of Zimbabwe," said Mr. Chikwana.

Responding to a question on the reasons behind the introduction of IECMS in the judiciary, Mr. Chikwana said it is part of the Judicial Service Commission's transformative agenda.

He added that the hallmark of the introduction of IECMS is to improve efficiency in the delivery of justice by achieving speedy court case disposal rates, elimination of corruption and reduction of court case backlog.

"Disappearance of court files, court documents and pleadings is over. The introduction of IECMS has decisively dealt with corruption which used to nag us in the judiciary."

Mr. Chikwana also said that the Zimbabwean judiciary is the first to adopt and implement IECMS in Southern Africa, a remarkable feat that is emulated by its sister republics.

"In Southern Africa, we are the first country to introduce IECMS, a positive development which other countries are emulating. When His Excellency, President Emmerson Mnangagwa officially opened and launched the Commercial Court division of the High Court and IECMS, we had brothers and sisters from sister republics such as Zambia and Namibia who wanted to get an insight into how we are implementing IECMS," Mr.

Chikwana said.

While officially opening the 2020 legal year, Honourable Chief Justice Mr. Luke Malaba stressed the need to commemorate the establishment of the Judicial Service Commission and the 10th of June has been dubbed the JSC Open Day.





WELL DONE JSC!!!- WORLD BANK

By Shepherd Chibune

Zimbabwe is set to attract a number of foreign investors having adopted key reforms to enhance the investment climate and specifically the ease of doing business following the commissioning of the Commercial Court. These comments were made by the World Bank during the official opening of the Commercial Court, a Division of the High Court, in Harare on 6 May 2022.

World Bank Country Director, Mrs. Marjorie Mpundu, who made the remarks, said that her organisation was impressed by a number of key reforms undertaken by the government including the automation of courts and “the government’s full embrace of an expensive investment climate reform agenda.”

“The journey of the Commercial Court, in particular, was grounded in the active leadership by the Judicial Service Commission (JSC) of the technical working group that was constituted for the thematic area of enforcing contracts, with the support of the office of the Honourable Chief Justice and government at large. This led to a number of draft bills intended to ensure among others, expeditious resolution of commercial disputes,” said Mrs. Mpundu.

Of the key reforms achieved, “more than eleven laws have been enacted and thirteen regulations with

the aim of streamlining multiple government services to businesses,” added Mrs. Mpundu. These laws which are foundational for commercial practice include; The Companies Act, The Insolvency Act and The Movable Property Security Interest Act. As a result of these key reforms, “by 2020 it took less than twenty days when in 2015 it took ninety-one days to register a business in Zimbabwe.” she said.

Mrs. Mpundu further revealed that the reforms undertaken by the government were embedded in the World Bank’s Group - Doing Business Report, which was however discontinued temporarily, with Zimbabwe having improved its ranking by thirty-one points and was recognized as one of the twenty reformers in 2020. There is a direct correlation between a country’s investment climate and Foreign Direct Investment (FDI) as foreign investors place priority on how a country treats its domestic investors before considering whether to invest.

The World Bank provided the technical support and the overall objective of its assistance is to strengthen investor services, improve investment promotion and retention capacity and generation of a pipeline of investments in determined sectors.

JUDICIAL LAWS AMENDMENT BILL GAZETTED: MINISTER

“

The Judicial Laws Amendment Bill has been gazetted whilst the rules of the Constitutional Court, the Supreme Court and the Commercial Court division of the High Court have been duly amended and published,”



Honourable Minister Z. Ziyambi

Miranda Correspondent

The government has approved the Judicial Laws Amendment Bill, 2022 that aspires to provide for virtual court sittings in both civil and criminal proceedings and to align various provisions of the judicial laws to the Constitution.

The Ministry of Justice, Legal and Parliamentary Affairs and the Judicial Service Commission (JSC) are working together in crafting appropriate legislation that caters for the Integrated Electronic Case Management System (IECMS).

Justice, Legal and Parliamentary Affairs Minister, Honourable Ziyambi Ziyambi said that the Judicial Laws Amendment Bill which provides for IECMS was gazetted.

Honourable Ziyambi also said that the rules of the Constitutional Court, the Supreme Court and

the Commercial Court Division of the High Court were also amended.

“The Judicial Laws Amendment Bill, 2022 has been gazetted whilst the rules of the Constitutional Court, the Supreme Court and the Commercial Court division of the High Court have been duly amended and published,” said Honourable Ziyambi.

He added that his Ministry is committed to ceaselessly working with the Judicial Service Commission to successfully implement the second phase of IECMS which covers the High Court, Labour Court, Magistrates’ Court and the Sheriff of the High Court.

“The Judicial Laws Amendment Bill provides for virtual sitting in both criminal and civil proceedings. My Ministry will continue to work with the Judicial Service Commission

to see to it that the second phase of the Integrated Electronic Case Management System (IECMS) which covers the remaining divisions of the High Court, Labour Court, the Administrative Court, the Magistrates’ Court and the Sheriff of the High Court is successfully implemented,” he said.

The Bill also provides for the setting of the office of the Messenger of the Labour Court to enforce judgments.

The virtual court system which was officially launched in February 2022 is currently providing for remands and bail applications.

The enactment of the Judicial Laws Amendment Bill will facilitate virtual court sittings in both civil and criminal proceedings.

RUN WITH THE JSC VISION!!! - CJ MALABA

Miranda Correspondent

Judicial Service Commission's employees have been hailed as the foundation and pride of the Commission who should continue with the commitment and dedication so as to produce excellent results.

This was said by the Honourable Chief Justice, Mr. Luke Malaba during a dinner held on the 6th of May 2022 to celebrate the official opening of the Commercial Court Division of the High Court and launch of the Integrated Electronic Case Management System (IECMS). He also told guests at the dinner that President Emmerson Mnangagwa was impressed with what he saw when he officially opened the Commercial Court.

"Without you, there is no Judicial Service Commission to talk about. You are under very able leadership of the Secretary. But

Service (JSC)

have

been

hailed

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and pride

of the Commission

who

should continue

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dedication so

as to produce

excellent results.

without you, the Secretary cannot be a Secretary of himself, of his own. I cannot be a Chief Justice for myself. I have said time and again, and I say it today, that each one of you, in your own way, you are a Chief Justice," said Chief Justice Malaba.

"My Chief Justiceship spreads everywhere. It can only survive and achieve its objectives through you people. It can only achieve its objectives because you have appreciated the objectives of the vision that I asked you to share with me." added Honourable C.J. Malaba. He reminded those at the dinner that on his first day as the Chief Justice, he asked each member to share and own the Judicial Service Commission's vision, its objectives, goals and also the means of achieving all those goals.

In addition to that, he exhorted

all those present to passionately take ownership of the vision. "Make this yours and run with it, understand it better than I do, be creative thinkers in your own right, be a leader wherever you are. Don't wait for the Chief Justice, for the Secretary or for your supervisor to tell you what to do. Do it! Ask yourself where am I? Am I in the office? Or I am on a frolic of my own?" underscored the Chief Justice.

As a parting shot, Honourable Chief Justice Malaba encouraged every member of the Judicial Service to support the Secretary, Mr. Walter Chikwana saying, "wherever he is, I will be there as well."

The dinner was attended by members of the Judicial Service, delegates from Rwanda, Armenia, Zambia and the Law Society of Zimbabwe among others.



DID YOU KNOW?

**YOU CAN RECEIVE SMS ALERTS
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THROUGH THE USE OF IECMS**

MASSIVE IECMS AWARENESS CAMPAIGNS BY THE JUDICIAL SERVICE COMMISSION STAFF MEMBERS

Kudzai Rusakaniko

The Judicial Service Commission staff members together with the Secretary Mr. Walter Chikwana carried out a successful publicity awareness campaign programme in preparation for the Integrated Electronic Case Management System (IECMS) first phase launch. The members of staff distributed fliers and brochures at different points throughout the country. Some of the members were at traffic lights while others went to the shopping centres and bus terminuses including the marketplaces.

The response by the members of the public was overwhelming as most of them were eager and wanted to know what IECMS was all about and the role that it will play in the justice delivery system. The exercise was carried out by all the members of staff in all ten (10) provinces of the country. The brochures and fliers were written in the three (3) main languages that are English, Shona and Ndebele. This was done in order to accommodate all the members of the public



so that they could read and understand the functionalities and benefits of IECMS.

The Change Management Team did not only focus on the awareness campaign for the members of the public but they also went to all the court stations to meet with fellow staff members and conscientise them on IECMS as well as check on their state of preparedness.

In preparation for the launch, E-filing Officers were trained so that they will be able to assist litigants who do not have the appropriate resources to access the system. E-Filing Centre assessments were also

done during the visits and this helped identify the possible challenges that could be faced at the various centres.

The second phase will be implemented in early 2023 and the preparations have already begun. The second phase consists of the High Court, Labour Court, Administrative Court, Magistrates' Courts and the Sheriff of the High Court. The Change Management Team is going to carry on with the awareness programme and make sure that the system has been fully embraced and well understood.

THE RESPONSE BY THE MEMBERS OF THE PUBLIC WAS OVERWHELMING....



JSC RAMPS UP INFRASTRUCTURE DEVELOPMENT

Miranda Correspondent

The Judicial Service Commission's (JSC) penchant for delivering justice from state-of-the-art infrastructure is indisputable as evidenced by the imposing complete court structures and various mega infrastructural projects currently underway across the country.

The rate at which the Judicial Service Commission is delivering on infrastructural development is enviable.

In his remarks at the commissioning of the Commercial Court division of the High Court, at the Commercial Court building in Harare on the 6th of May 2022, Honourable Chief Justice, Mr. Luke Malaba said several infrastructural projects are at varying stages of completion across the country.

Chief Justice Mr. Malaba was confident in the Judicial Service Commission's unrelenting determination to make justice accessible from properly and magnificently constructed court structures located conveniently at the doorsteps of the litigating public.

He added that the Judicial Service Commission prioritises the decentralisation of courts and judicial services.

Gwanda Magistrates' Court is one of the Judicial Service Commission's flagship infrastructural projects which



Honourable Chief Justice Mr. Malaba said would be complete in less than eighteen (18) months.

"We are constructing new courts in Lupane in Matabeleland North, Chiredzi in Masvingo, Murehwa in Mashonaland East and Epworth here in Harare.

"We have a massive court complex under construction in Gwanda, Matabeleland South Province, which we expect to be complete in less than eighteen (18) months," said Honourable Chief Justice Malaba.

The head of the Judiciary, Honourable Chief Justice Malaba also said that the Judicial Service Commission has amplified the refurbishment of courts to make them user-friendly.

"We have embarked on a massive and extensive rehabilitation programme of our courts and refurbishing them," Honourable Chief Justice Malaba added.

JSC's unquenchable resolve to bring justice to the doorsteps of people culminated in the expansion of the regional court bench in the magistrates' court from twenty-five (25) to (40) with places like Plumtree, Beitbridge, Chipinge, Karoi, Kadoma and others having resident regional courts.

Magistrates' court stations in areas like Inyathi in Bulawayo, Mutasa and Chimanmani in Manicaland, and Concession in Mashonaland Central, amongst others, would soon be established.

Question & Answer

SEGMENT



Deputy Head of Human Resources - Mr. Tafadzwa Sekeni

The Judicial Service Commission (JSC) recently conducted interviews for the post of Deputy Head of Human Resources. Mr. Tafadzwa Sekeni (TS) who was the Principal Human Resources officer landed the post. Following the interviews, The Miranda writer, Tarisai Mafura (TM) caught up with Mr. Sekeni to get an insight from a Human Resource perspective in implementing IECMS.

Q TM: Your appointment as the Judicial Service Commission’s (JSC) Deputy Head of Human Resources came at the dawn of a new era, the introduction of the Integrated Electronic Case Management System (IECMS), how do you intend to play your role in the successful implementation of IECMS from a Human Resource perspective?

A TS: As a Human Capital Management Specialist I’m going to make sure that the Judicial Service Commission attracts and retains human resources that meet the current and future needs of the Integrated Electronic Case Management System (IECMS). As part of the Human Resources team, I will play my part in working hand-in-glove with the Judicial Training Institute of Zimbabwe to close performance gaps and discrepancies that might have been triggered by the introduction of IECMS. Recruitment shall be informed by the needs of IECMS and the 2021-2025 Strategic Plan.

Q TM: IECMS is a cutting-edge technology tool that is set to enhance justice dispensation through expeditious case disposition thereby reducing case backlogs, are there plans to

keep the staff members abreast with fast-changing technological advancements?

A TS: As you may be aware, the Government of Zimbabwe has already introduced e-governance through its National Development Strategy 1 (NDS 1), and the Judicial Service Commission 2021-2025 Strategic Plan is also in sync with the NDS 1. As part of the implementation of the Strategic Plan, JSC put in place the Judicial Training Institute of Zimbabwe (JTIZ) which caters for the training of all staff members to keep them abreast with the effects of the Fourth Industrial Revolution. Continuous training and development of staff is one strategy already in place to deal with the fast-changing technological advancements.

Q TM: Brain drain has proved to be a thorn in the flesh in both private and public institutions, what do you think needs to be done to retain staff, particularly in the Judicial Service Commission?

A TS: I appreciate that currently, staff retention is quite a challenge in Zimbabwe due to the economic environment. Continuous review of staff conditions of service is pertinent and requisite. Strategies meant to curb alarming staff turnover are already

in place.

Q TM: The Judicial Service Commission is a big public institution established by an Act of Parliament. One of its mandates is to ensure the dispensation of justice, can you, therefore share with us the secret behind effective human capital management in the Judicial Service Commission?

A TS: From a human capital perspective, every staff member is important in fulfilling the Judicial Service Commission’s mandate. The Judicial Service Commission has already put in place strategies that will help retain our critical staff. The strategies include both monetary and non-monetary rewards that will assist in keeping our critical staff engaged and motivated. JSC will also continue to provide a conducive environment for its staff members.

Q TM: What would you like to say to fellow members of the Judicial Service, especially in the wake of IECMS which has already been rolled out at the Constitutional Court, Supreme Court, and the Commercial Court Division of the High Court?

A TS: I would like to commend my colleagues for embracing IECMS wholeheartedly, without their support it was not going to be a success. IECMS came into being to make our life easier and it will go a long way in improving service delivery thus achieving world-class justice. I would also take this opportunity to encourage the JSC team to continue embracing government-related strategies and coming up with innovative ideas.

Financial Services Sector embraces IECMS



Dr. J. P Mangudya

The launch of the Integrated Electronic Case Management System (IECMS) is aligned with the aspirations of the Reserve Bank of Zimbabwe (RBZ) of achieving and maintaining financial integrity, RBZ Governor Dr. John Panonetsa Mangudya has said.

Delivering his speech at the official opening of the Commercial Court and launch of IECMS on the 6th of May 2022 in Harare, Dr. Mangudya said the introduction of IECMS is the remedy for indiscipline in the financial services sector. He added that it enhances transparency in the judicial system, a template that magnifies the country’s economy.

“This initiative will lead to increased transparency in the judicial system and by so doing, boosts confidence in the economy.”

“The official opening of the Commercial Court and launch of IECMS is greatly aligned to the aspirations of the bank of achieving and maintaining financial system integrity,” said RBZ Chief Dr. Mangudya.

He also commended the Judicial Service Commission (JSC) for opening the Commercial Court and implementing IECMS, developments which he described as a milestone in fostering investor confidence in the country.

“The launch of IECMS is a critical milestone in the history of this country and it is essential in promoting business. A functional and effective Commercial Court in the dispute resolution system will foster investor confidence,” said Dr. Mangudya. He added that JSC’s decision to go digital is in sync with the international best practices in promoting ease of doing business.

The Commercial Court division of the High Court is the first paperless court in Zimbabwe and it is in the first phase of IECMS together with the Constitutional Court and the Supreme Court.

Eleven Magistrates sworn-in

These magistrates comprised of five males and six females.



Mrs. Faith Mushure - Chief Magistrate

By Tarisai Mafura



Chief Magistrate Mrs. Faith Mushure has sworn in eleven (11) magistrates, bringing the total number of magistrates to two hundred and forty-seven (247) in the country.

These magistrates comprised of five males and six females. Speaking to the media at the swearing-in ceremony on the 22nd of April 2022 in Harare, Mrs. Mushure said that the Judicial Service Commission (JSC) is committed to dispensing justice expeditiously. She added that plans to construct courts across the

country are in the offing to make justice easily accessible. "Various projects are being carried out. In Lupane, the court is about to be completed. We also have projects underway in Gwanda. We have engaged the City of Harare to provide the land to build courts in Glen Norah and Epworth," said Mrs. Mushure. The sworn in magistrates are Chinzou Lynne Gloria, Dhambuza Naison, Hurungudo Prince Itai, Jeffrey Karen, Kagwere Itai Aya, Makumbe Faina Rutendo, Masiyiwa Diana, Moyo Mehluhi, Mukwasha Johanna Komborera, Mutezo Rudo Esther and Ncube Makelo Future.

Delivering the State of the Judiciary Address (SOJA) in January 2022, Honourable Chief Justice, Mr. Luke Malaba lamented the mass exodus of judicial officers especially magistrates in search of greener pastures. He implored the government to improve the conditions of service and welfare of the civil servants in order to curtail the brain drain.



Staff Writer

The lush surroundings of Mutasa Magistrates' Court are an inescapable eye-catcher, a feat that distinguishes the latter from other premises in the Mutasa district.

Succulent lawns, trees, and flowers characterise Mutasa Magistrates' Court, making it an aesthetically conducive working environment for litigants and judicial officers.

Resident Magistrate, Mr. Artwell Sanyatwe gave kudos to Mr. Charles Petro, an Office Orderly, for making the court environment more appealing.

"Our grounds and lawn are well maintained and quite appealing, we pay tribute to our dedicated, hardworking and relentless Office Orderly, Mr. Petro who does both office cleaning and the grounds," said Mr. Sanyatwe.

Mr. Sanyatwe implored fellow members of the Judicial Service to keep the court premises beautiful, with the grounds

COURT RANKED SMARTEST IN MANICALAND PROVINCE

well-manicured since good ambience is a harbinger of what goes on inside.

Mr. Charles Petro's unparalleled dexterity and commitment in discharging his duties has resulted in the court being adjudged as the most beautiful and clean court in Manicaland province. The court scored 88% on cleanliness in 2021 during the Monitoring and Evaluation station visit by the JSC Secretary Mr. Walter Chikwana.

Speaking to The Miranda recently, Mr. Petro said hard work and commitment are

the secrets behind the aesthetic beauty of the surroundings of Mutasa Magistrates' Court and he vowed to ceaselessly set the bar high in landscaping."

"Commitment to duty and an unquenchable desire to excel in terms of cleanliness and beautiful landscaping is the secret behind this eye-catching court's ambience. We are aiming to score more than 90% this year in terms of cleanliness and beautiful environment," Mr. Petro said.

Mr. Petro is a seasoned employee of the Judicial Service Commission and he received a long-serving member award in 2020.

WORK ON IECMS SECOND PHASE BEGINS

The Judicial Service Commission will continuously offer IECMS training to the legal practitioners to enable them to internalise IECMS processes and functionalities



Tarisai Mafura

The Judicial Service Commission (JSC) is working flat out on the Integrated Electronic Case Management System's (IECMS) second phase and the process of information gathering and needs assessment has commenced, the Judicial Service Commission's Secretary has said.

Addressing lawyers at a luncheon hosted by the Judicial Service Commission in Bulawayo on the 10th of June 2022, Mr. Walter Chikwana said that the work on the second phase of IECMS has started in earnest.

Mr. Chikwana said that the Judicial Service Commission is hoping to have the second phase of IECMS operational by the 1st of January 2023.

"We have started the process called Information Gathering and Needs Assessment. We are putting together a document for each of the remaining courts and we will transmit the document to the system designers in Armenia so that they can start designing the system," said Mr. Chikwana. He implored lawyers to embrace IECMS and reiterated that the Judicial Service Commission would not relent in its efforts.

Mr. Chikwana said most lawyers in Harare initially misconstrued IECMS, thinking that it would be utilised by those who are willing while the conventional way of doing court business would subsist. "The e-court, the electronic filing of matters and the digitisation of courts is something that we cannot wish away.

"We approached so many lawyers especially in Harare when we started this system. We asked them to get involved in the testing phase of the system. We did not get much traction.

"We then started a change management programme. It was an attempt to reach out to you lawyers to change your

mindset so that you appreciate IECMS," Mr. Chikwana said.

Mr. Chikwana added that the Judicial Service Commission will continuously offer IECMS training to the legal practitioners to enable them to internalise IECMS processes and functionalities.

In an interview with *The Miranda* on the sidelines of the luncheon, a lawyer from Sauramba SP Attorney, Ms. Sandra Sauramba said IECMS is an exciting innovative system that enhances the justice delivery system.

"It is an innovative system. There would be no delays in administering justice," she said. The second phase of IECMS will cover the High Court, Administrative Court, the Magistrates' Court, Labour Court and the Sheriff of the High Court.





Mr. Obey Manyenga
Head - IT and Records Management

JSC IT TEAM DRIVING IECMS MANDATE

Mr. W. T Chikwana, Secretary for the Judicial Service Commission and his team have ensured that the IT department is well equipped with the latest tools of trade when executing their duties.

The use of information communication technologies in the judiciary provides quick service delivery and agility which are highly desirable features of a digital society. It is this recognition and consciousness that inspired the launch of the long-awaited Integrated Electronic Case Management System (IECMS). The advantages of IECMS include savings in transport and personnel costs, as well as a reduction in security challenges, hustle-free case tracking, and accurate record keeping. IECMS will be implemented in two phases. On 1 May 2022, the Constitutional Court, the Supreme Court and the Commercial Division of the High Court started operating under IECMS. The implementation of IECMS in the aforementioned courts has made it possible for cases to be accessed electronically from all the corners of the country, litigants are now filing cases electronically and can follow the progress of the cases at any time of day or night from the comfort of their homes and offices. The second phase which is expected to be rolled out on 1 January 2023 will cover the High Court, Labour Court, Administrative Court, Magistrates' Court and Sheriff of the High Court.

Thus, our mandate as the IT Department is to keep the system running effectively, efficiently and to provide support at any given

time. Mr. W. T Chikwana, Secretary for the Judicial Service Commission and his team have ensured that the IT department is well equipped with the latest tools of trade when executing their duties. For instance, we have managed to set up a Call Center to handle all account inquiries, litigants' complaints, or support issues. Our IECMS Support Team is always on standby ready to assist. Our target is to have all court processes computerised or automated by the year 2023. It is our quest to ensure that justice is delivered to everyone including the elderly, the visually impaired, the disabled, and those who are computer illiterate. To assist the members of the public, JSC deployed well-trained E-Filing Officers to all courthouses. The E-Filing Officers are there to ensure that assistance is rendered to all litigants who need to file case documents, track case progress, and pay court fees electronically. If you face challenges in accessing the system or if you need any kind of assistance, kindly get in touch with our supporting team on our hotline which is 0868 800 7422 or send us an email indicating the challenges you are facing on zimiecms@jsc.org.zw. Our Help Desk operates 24/7.

RETIREMENT IS NOT THE END OF THE ROAD, IT IS THE BEGINNING OF AN OPEN HIGHWAY!

By E. Ncube

Every institution or organisation, invariably will always have a healthy mix of the young and the old. This is the essence of diversity. The elderly, represent the wisdom of the organisation. They are the mentors of the young and are custodians of the core values and principles.

The Judicial Service Commission is no exception in this regard as it recently bade farewell to some of its illustrious senior members who retired from service. The farewell party took place at a befitting, historical and colourful event at the Rainbow Towers on the 27th of May 2022. The event, which was well attended, was organised to bid farewell to Mr. H. Mujaya, Mr. A. Shumba and Mr. E. Magate.

The invitees were drawn from the ten judicial provinces. The Secretary to the Judicial Service Commission, Mr. W. T. Chikwana was the guest of honour. The gathering was also graced by the presence of Honourable Justice M. Mutevedzi.

Addressing the gathering and the retirees who were accompanied by their spouses, Mr. Chikwana's opening remarks were to the effect "...we can't talk about the birth of JSC

without mentioning these three retirees". The Secretary asserted that he knew the three prior to his appointment as the Secretary of the Judicial Service Commission. He further chronicled his involvement with the three at one stage or another as a junior magistrate under their leadership. "They were very firm, principled and I immensely benefited from their tutorship and leadership", the Secretary revealed. He applauded the three retirees for their exemplary leadership qualities, unequalled dedication to work, competence and integrity. Mr. Chikwana also bemoaned the lack of integrity which has bedevilled the office of the magistracy where integrity, amongst a host of other imperative qualities, is dismally lacking.

Collegiality should be practised as an integral part of the office of the magistrate. The Secretary also revealed that the training programme of magistrates will now be elongated to instil all the good qualities that inherently befit the office. "We have come up with a programme that will involve the three retirees as mentors to instil integrity, competence, maturity and good leadership skills as will be imparted by the three whom the Judicial Service Commission regards as assets and also part of its family."

Justices Mutevedzi also had a few words of gratitude to the three, "I could not have failed to attend this honourable occasion, thanking them for their illustrious careers. We all learnt a lot from their virtuous and dedicated service", said Justice Mutevedzi.

Brief History of the Retirees

Mr. H. Mujaya was born on 19 March 1955. He joined the Ministry of Justice, Legal and Parliamentary Affairs as a public prosecutor in 1983. He was appointed as a magistrate in 1985, he became a provincial magistrate in 1991. He served in Bulawayo, Chipinge, Manicaland and Harare and at times as Provincial Head. He was appointed as a regional magistrate in 2007. He has been a senior regional magistrate Northern Division up to 19 March 2020, the date he retired.

Mr. A. Shumba was born on 10 May 1956. He joined the civil service from 1983 to 1990 as a presiding officer. He was appointed as a magistrate in 1992 and became a provincial magistrate in 1998. He worked in stations like stations, Rusape, Murambinda, Chinhoyi and Kadoma. As a regional magistrate, he has been to Bulawayo, Marondera, Mutare and finally Murehwa where he retired on 10 May 2021.

Mr. E. Magate was born on 19 July 1957. He joined the judiciary

in 1981 as a trainee magistrate and was sworn in as a magistrate in 1982 at Masvingo. He has worked in stations like Gwanda, Beitbridge, Bulawayo, Chiredzi and Masvingo. He was appointed as a provincial magistrate in 1997. He also served as a provincial head, a position he held up to his retirement on 19 June 2022. The Judicial Service Commission, in expressing its gratitude over the illustrious and exemplary dedication to work, accorded the three retirees the following as golden handshakes: - Mr. Mujaya

was given solar components; Mr. Shumba received an upright refrigerator and Mr. Magate was given a generator. The three (3) retirees in turn thanked the Judicial Service Commission for bestowing them with such a great honour and recognition. Hats off to the illustrious sons of the Judicial Service!!!



COMMERCIAL COURT OPENING





2nd QUARTER IN PICTURES



HEALTH AND WELLNESS

Maintaining A Clean Environment Through Clean-Up Campaigns

By Nyarai P. Mushoriwa



The

Judicial Service Commission (JSC) held a national clean-up campaign on Friday 3 June 2022 at all its respective court stations and offices throughout the country. These clean-up campaigns are important in that they conduce to the creation of ergonomically clean and fresh surroundings.

The cleaning campaign comes as a mitigatory measure to the rampant land pollution due to littering. The National Clean-Up Day exercise was declared by the President of Zimbabwe, His Excellency Cde. Emmerson D. Mnangagwa with the aim of creating a clean, safe and healthy environment throughout out the country.

Cleaning the environment is key to the existence and survival of life on planet earth. Maintaining a clean environment increases productivity, boosts mental health, reduces pollution, preserves our biosphere, prevents illness and sickness, and encourages a sense of responsibility. The state of cleanliness of a society represents its mindset. Cluttered environments are hazardous and show disrespect to the environment.

The right to a clean environment is enshrined under section 73 of the Zimbabwe Constitution, 2013 which states that everyone has a right to an environment that is not harmful to their health or well-being. To exercise and enjoy this right, every citizen is obligated to play a pivotal and contributory role in maintaining a clean environment.



JSC PLUNGED INTO MOURNING

By Miranda Correspondent



Mr. Freddie Muvungani

2022 has been a somber year for the Judicial Service Commission following the loss of two members of the Judicial Service who passed away within a month in the second quarter. A dark cloud engulfed Mt Darwin Magistrates' Court when one of its hardworking employees, Mr. Freddie Muvungani, passed away on the 24th of June 2022. He was 39. Mr. Muvungani was a Clerk of Court. He was appointed on the 2nd of February 2007. He held this position until his death. He died at Mt Darwin due to tuberculosis and was buried in Dangamvura, Mutare. Speaking to the Miranda crew, Mashonaland Central Provincial

Magistrate, Mr. Shingirai Mutiro described the late Muvungani as a "very good person who was always dedicated to his work". He indicated that he worked with the deceased who was very cooperative and whom everyone enjoyed working with. "Mr. Muvungani worked well with others. He was very cooperative and we all enjoyed working with him. He was energetic and would meet his targets. He also had good customer care and etiquette toward the litigating public", said Mr. Mutiro. The deceased is survived by his wife Mrs. Viola Musanoka and three (3) children namely Shantel, Deolin, and Donell.



DEATH ROBS JSC OF A YOUTHFUL MEMBER OF STAFF

The Judicial Service Commission was plunged into mourning following the sudden and untimely death of a youthful Assistant Registrar who succumbed to brain injuries he sustained in a road traffic accident that occurred on 22 June 2022. The accident occurred as the deceased was on his way home to Chishawasha Hills, Harare where he was staying with his uncle.

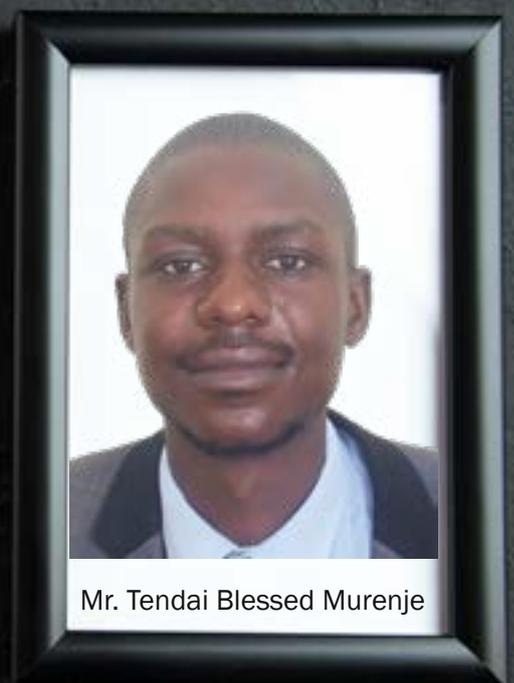
Mr. Tendai Blessed Murenje (26) died on the 29th of June 2022 at Citimed Chitungwiza Hospital. His colleagues at the High Court were awestruck after the news of his untimely passing on began to trickle in. High Court Registrar, Mr. Donald Ndirowei said that he is devastated to lose a youthful staff member. Mr. Ndirowei added that the late Mr. Murenje

was a hardworking team player who executed his duties to the best of his abilities.

"I am devastated to lose such a hardworking team player. He was a hardworking person and related very well with his colleagues. He executed his duties diligently and had a clean disciplinary record which speaks to his integrity," said Mr. Ndirowei. He also consoled his workmates and family. Ms. Hellen Sezy, an Assistant Registrar, who worked with Mr. Murenje described him as a humble and obedient young man.

"We had a good working relationship with Mr. Murenje. He was humble and obedient. His untimely death is a shocker to us his colleagues," said Ms. Sezy. Scores of mourners

bade farewell to Mr. Murenje. He was buried in Bocha area, in Manicaland province.



Mr. Tendai Blessed Murenje



Misconduct Watch

CASE 1

The member was employed as a driver. He was instructed to collect stationery and deliver it to Masvingo Magistrates' Court. He had further instructions to collect household goods for a member of staff who was transferring to Rusape Magistrates' Court. In addition, he had a further duty to collect another load from Rusape Magistrates' Court to Kezi Magistrates' Court.

The member did not show up for these assignments. He switched off his cell phone. Efforts to reach him did not yield any positive results. The member was supposed to have been available given that part of the time he was not reachable was during working hours. Therefore, he absented himself from his place of duty without authority. The member admitted his wrongdoing and consented to a determination and penalty without a hearing. He was reprimanded and transferred to another court station as an office orderly.

CASE 2

The member was a magistrate. The member allegedly, wilfully disobeyed the Secretary's instruction not to take up a lectureship at a certain university. He wrote to the Secretary advising that he had been offered a position to teach part-time at the university. In that same letter, he requested authority to take up the teaching engagement with the institution. The request was however turned down. The member still proceeded to take up the lectureship position. He deliberately and knowingly refused to take heed of the Secretary's directive not to take up the lectureship position. This was clearly a disregard for authority and standing orders.

Furthermore, evidence gathered indicated that the member had started the lectureship on a contract that ran from 1 October 2021 to 31 December 2021. Upon being quizzed, he denied taking the lectureship position albeit

having already started teaching at the institution. The member exhibited dishonesty and moral bankruptcy in his conduct. The member, however, resigned pending the disciplinary process.

CASE 3

The member was a clerk of court at a certain court station. It was alleged that the member, without authority, gave an unnamed person who was a relative of the accused a record so that the person could photocopy the record. He also allegedly asked an unidentified policeman to accompany the said person to photocopy the record in town. He did not bother to safeguard the record resulting in the loss of reasons for judgment in that record. The member admitted his wrongdoing and consented to a determination and penalty without a hearing. A penalty of a fine equivalent to the month's salary was imposed and, the fine is to be deducted over a period of two months.

CASE 4

The member was a magistrate. It is alleged that the member made threats to the prosecutors in court resulting in the development of sour relations between the member and the prosecutors. The member allegedly refused to furnish the prosecutors with a record of proceedings citing that the prosecutors should give reasons for the request. The prosecutors lodged a complaint with the Resident Magistrate about the member's conduct. In a meeting held to try and resolve the differences, the member instead of showing contrition and respect, allegedly told the prosecutors that as a magistrate, the member was superior to them. Upon questioning by the Resident Magistrate as to why the member behaved dishonourably in that way, the member then commented to the effect that if the member could get a senior member fired, the member could also make the Resident magistrate lose his job.

In addition, the member had an unpleasant verbal exchange with the office orderlies after they had raised a complaint with the member for not flushing the toilet after use. As a result of the unpleasant exchange, it is alleged that

the member uttered words to the effect that office orderlies have a duty to clean the mess. It is further alleged that when the Resident Magistrate tried to settle the misunderstanding between the member and the office orderlies, the member walked out of the meeting insinuating that the Resident Magistrate had no authority over the member.

In another count, when requested to write a report, the member made an allegation that she was being punished for rejecting unwanted sexual advances. Upon further investigation, the member departed from the statement indicating that it was a mistake. This was regarded as a serious indicator of dishonesty that cannot be ignored or allowed to prevail.

Finally, the magistrate allegedly placed an accused person off remand, unilaterally, in chambers. The magistrate endorsed on the record that further remand was refused. The prosecutor and prison officer were not present. Such conduct is unprocedural and completely at loggerheads with the required practice and standards in criminal matters. The member went before a disciplinary committee and was found guilty as charged on all the counts and was discharged from service.

CASE 5

The member is an office orderly. The member allegedly misrepresented to a litigant that he could help her process her father's late estate. It is alleged that he demanded USD \$300.00 from her so that he could process the estate yet fully knowing he had no capacity to do such. He is said to have received the said amount of USD\$ 300.00 and prepared fake letters of administration. He forged the signature of the magistrate on the letters of administration.

The member was arrested on allegations of fraud and forgery. Furthermore, it was discovered that the member was privately working for a mining company whilst in the employ of the Judicial Service Commission. The member absconded disciplinary proceedings mid-trial and still cannot be located. He was discharged from service in terms of the Regulations with effect from the date of abscondment.

NOTICE BOARD

APPOINTMENTS | PROMOTIONS

Kudzanayi Michael Mutonono *Senior Assistant Registrar Labour Court*
Victor T. Munozogara *Deputy Head of IT and Records Management Secretariat*
Simon P. Chipumha *Deputy Head Transport and Logistics Management Secretariat*
Naison Mudekunya *Deputy Head of Finance-Revenue Secretariat*
Wesley S. Maenzanise *Deputy Head of Administration Secretariat*
Tafadzwa Knowledge Sekeni *Deputy Head of Human Resources Secretariat*
Mavis Chibune *Chief Accountant Secretariat*
Simbarashe William Simbarashe *E-filing Officer High Court Chinhoyi*
Dominic Muyawiki *Virtual Centre Officer JSC Secretariat*
Jesmine Chodowe *Virtual Centre Officer JSC Secretariat*
Zivo Keith Chamba *Virtual Centre Officer JSC Secretariat*
Simbarashe Gotora *Network and Hardware Specialist JSC Secretariat*
Norah Chipoyera *Data Engineer JSC Secretariat*
Shelton Nyasha Simbi *ICT Officer Harare Magistrates` Court*
Evans Perekai *Data Engineer JSC Secretariat*
Tendai Kawadza *Software Developer-Business Intelligence JSC Secretariat*
Clemence Ngwenya *Data Centre Engineer JSC Secretariat*
Bernard Muchineripi *Data Centre Engineer JSC Secretariat*
Kenneth Nyasha Chizuma *Help Desk Administrator JSC Secretariat*
Alfred Sibanda *Bus Driver JSC Secretariat*
Kefas Machingauta *Bus Driver JSC Secretariat*
Peter Dick Kapende *Bus Driver JSC Secretariat*
Evelyn Mufanechiya *Virtual Centre Officer JSC Secretariat*
Takunda Munashe Muyendesu *E-filing Officer IT and Records Management*
Belinda Anna Bell *Principal Administrator JSC Secretariat*
Evelyn Farirai Machaka *E-filing Officer Mutoko*
Wilfred Mpofu *Bus Driver Bulawayo Magistrates` Court*
Brian Takudzwa Chikwana *E-filing Officer JSC Secretariat*
Tatenda Eva Dzidza *Clerk of Court Chitungwiza*
Munashe Muzvondiwa *VIP Driver Supreme Court*

RESIGNATIONS

Charles Tanaka Nyagumbo *Accounting Assistant Chief Magistrate*
Thabolenkosi Jubane *Watchperson Chief Magistrate*
Loice Ncube *Court Recorder Chief Magistrate*
Nyasha Milton Mudzipurwa *Assistant Registrar Sheriff*
Lucy Munyoro *Executive Assistant Superior Courts*
Sandra Jestaran *Accounting Assistant Sheriff*
Nathaniel Kudakwashe Bhunu *Clerk of Court Sheriff*
Ronald Makusha *Watchperson Sheriff*
Loice Mujuru *Executive Assistant Superior Courts*
Manasa Musiwa *Provincial Magistrate(Resident Magistrate) Chief Magistrate*
Percy Kadhoro *Human Resources Assistant Chief Magistrate*
Linda Susan Munkuli *Court Interpreter Chief Magistrate*
Brilliant Phiri *Assistant Sheriff Sheriff*
Nontokozo Nare *Court Interpreter Chief Magistrate*
Estely Kapanda *Accounting Assistant Chief Magistrate*

DISCHARGE

Tonderai Harris Tsunga *Magistrate Chief Magistrate*
Oratile Nare *Magistrate Chief Magistrate*
Last Mutiri *Office Orderly Chief Magistrate*
Gladmore Mushove *Provincial Magistrate Chief Magistrate*
Thomas Vhala *Accounting Assistant Chief Magistrate*

RETIREMENTS

Elizabeth Fambawaputa *Accounting Assistant Chief Magistrate*
Thokozile Ncube *Executive Assistant Chief Magistrate*
Fibion Mutira *Clerk of Court Chief Magistrate*

DEATHS

Priscilla Shoko *Executive Assistant Chief Magistrate*
Henry Mukuna *Office Orderly Chief Magistrate*
Freddie Muvungani, *Clerk of Court Chief Magistrate*
Tendai Blessed Murenje *Assistant Registrar High Court, Harare*

TERMINATION

Esau Maponga *Court Recorder Chief Magistrate*

BASIC TIPS TO PROTECT YOUR COMPUTER AGAINST VIRUSES, HACKERS AND MALWARE

The use of computers is now part of our daily lives. With the introduction of the Integrated Electronic Case Management System (IECMS) in the courts, it means that most of the employees of the Judicial Service Commission will be using internet-connected devices or computers. This also means that our devices will unavoidably contain a wealth of information that we need to protect. If your devices are not protected, identity thieves and other fraudsters may be able to get access to and steal your personal information. In addition, malicious viruses or spyware could be deposited on your computer, slowing it down or destroying files. By using safety measures and good practices to protect your devices, you can protect your privacy and your data. The following tips will help you lower your risk while you are online.

Do not click on untrusted links within emails

Do not click on any links within an email that you do not recognize or from untrusted sources. Most Windows virus infections happen because the computer user clicked on something. Do not accept any downloads and be extra cautious when opening emails and files.

Avoid suspicious websites

A lot of times websites will notify you if you are about to enter a website that attempts to install or run a program on your computer but not always. Avoid websites such as those.

Watch your downloads

We understand that downloading files from the internet such as music and movies is what so many of us do, but it also gets so many of us in trouble so we have to minimise our downloads.

Update Computer system

Always keep your system updated.

Use anti-virus program

Whether you are connecting to the internet or not, having reliable protection is the route to go, so make sure you are protected! Set up your anti-virus software to run regular scans and back up your files frequently

Avoid unprotected Wi-Fi

Be careful about what you click on and what personal information you reveal in emails or messaging applications? Be even more cautious on social media.

Use a strong password

A strong password is one that is complex, with a mix of letters, numbers, and symbols. While some people use the same password for everything, try to avoid that practice. It is recommended to avoid using the same username and password combination for multiple online site logins. When creating a password, use eight characters or more and, make them easier to remember.

If you notice any suspicious behaviour from your computer that you cannot handle, you are encouraged to contact an IT specialist in your area.