



REPORT

OF THE

**PARLIAMENTARY SELECT COMMITTEE APPOINTED TO SCRUTINISE THE
PRESIDENTIAL APPOINTMENT OF HON GREENWELL MALUMANI, HON OBBISTAR
MUSUKWA, HON VINCENT SILILO SILOKA, MRS ANN-MARY KACHENGA MALATA-
ONONUJU, MR ENIAS CHULU, MRS MWAKA SAMUNDENGU NGOMA, MR GEOFFREY
CHILUFYA MULENGA, MS MBILE MUWINDWA WINA, MR LASTONE MWANABO, MR
IAN MWANAJITI MABBOLOBBOLO AND MS SITUMBeko CHOCHO TO SERVE AS
JUDGES OF THE HIGH COURT**

**APPOINTED ON FRIDAY, 24TH FEBRUARY, 2023, DURING THE SECOND SESSION OF THE
THIRTEENTH NATIONAL ASSEMBLY**

PRINTED BY THE NATIONAL ASSEMBLY OF ZAMBIA

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REPORT OF THE PARLIAMENTARY SELECT COMMITTEE APPOINTED TO SCRUTINISE THE PRESIDENTIAL APPOINTMENT OF HON GREENWELL MALUMANI, HON OBBISTAR MUSUKWA, HON VINCENT SILILO SILOKA, MRS ANN-MARY KACHENGA MALATA-ONONUJU, MR ENIAS CHULU, MRS MWAKA SAMUNDENGU NGOMA, MR GEOFFREY CHILUFYA MULENGA, MS MBILE MUWINDWA WINA, MR LASTONE MWANABO, MR IAN MWANAJITI MABBOLOBOLO AND MS SITUMBeko CHOCHO TO SERVE AS JUDGES OF THE HIGH COURT

The Honourable Madam Speaker
National Assembly
Parliament Buildings
P O Box 31299
LUSAKA

Madam,

The Parliamentary Select Committee was appointed on Friday, 24th February, 2023, to scrutinise the Presidential Appointment of Hon Greenwell Malumani, Hon Obbistar Musukwa, Hon Vincent Sililo Siloka, Mrs Ann-Mary Kachenga Malata-Ononuju, Mr Enias Chulu, Mrs Mwaka Samundengu Ngoma, Mr Geoffrey Chilufya Mulenga, Ms Mbile Muwindwa Wina, Mr Lastone Mwanabo, Mr Ian Mwanajiti Mabbolobolo and Ms Situmbeko Chocho to serve as Judges of the High Court.

The appointment of Hon Greenwell Malumani, Hon Obbistar Musukwa, Hon Vincent Sililo Siloka, Mrs Ann-Mary Kachenga Malata-Ononuju, Mr Enias Chulu, Mrs Mwaka Samundengu Ngoma, Mr Geoffrey Chilufya Mulenga, Ms Mbile Muwindwa Wina, Mr Lastone Mwanabo, Mr Ian Mwanajiti Mabbolobolo and Ms Situmbeko Chocho to serve as Judges of the High Court is made pursuant to Article 140 of the Constitution of Zambia, Cap. 1 of the Laws of Zambia, which states as follows:

“The President shall, on the recommendation of the Judicial Service Commission and subject to ratification by the National Assembly, appoint the –

- (a) Chief Justice;*
- (b) Deputy Chief Justice;*
- (c) President of the Constitutional Court;*
- (d) Deputy President of the Constitutional Court and*
- (e) other judges.”*

TERM OF REFERENCE

2. The term of reference of the Committee was to scrutinise the Presidential appointment of Hon Greenwell Malumani, Hon Obbistar Musukwa, Hon Vincent Sililo Siloka, Mrs Ann-Mary Kachenga Malata-Ononuju, Mr Enias Chulu, Mrs Mwaka Samundengu Ngoma, Mr Geoffrey Chilufya Mulenga, Ms Mbile Muwindwa Wina, Mr Lastone Mwanabo, Mr Ian Mwanajiti Mabbolobolo and Ms Situmbeko Chocho to serve as judges of the High Court.

MEMBERSHIP

3. The Committee comprised the following Members:

Dr C K Kalila, MP, Chairperson
Ms M Mabonga, MP, Vice-Chairperson

Ms E Munashabantu, MP
Mr M Nyambose, MP
Mr M Mutelo, MP
Mr C Mpundu, MP
Mr D Mulunda, MP
Mrs M Nakaponda, MP
Mr C Andeleki, MP
Mr J Chibuye, MP

MEETINGS OF THE COMMITTEE

4. The Committee held a total of eight (8) meetings during the period 27th February, 2023 to 28th March, 2023. At its first meeting held on Tuesday, 27th February, 2023, the Committee elected Dr C K Kalila, MP, as Chairperson and Ms M Mabonga, MP, as Vice-Chairperson.

PROCEDURE ADOPTED

5. The Judiciary plays a pivotal role in the dispensation of justice, good governance and the rule of law. In view of this, the Committee resolved that only competent persons with integrity, diligence, eminence, sound character and, above all, committed to the promotion of the rule of law should be appointed as judges of the High Court. As such, the Committee carefully selected the witnesses to help it scrutinise the suitability of the nominees.

The Committee requested memoranda from relevant State security agencies, professional bodies, other stakeholders and the Appointing Authority. The witnesses also appeared before the Committee to make their oral submissions. Further, the Committee assessed the suitability of the nominees by interviewing them and scrutinising, in detail, their *curricula vitae*.

SUBMISSIONS BY STATE SECURITY AGENCIES

ZAMBIA POLICE SERVICE (ZP)

6. The Deputy Inspector-General of Police in charge of administration submitted on the personal, educational and professional backgrounds of the nominees as stated in their *curricula vitae*.

She informed the Committee that ZP had thoroughly scrutinised the nominees and had not found any criminal or adverse record against them. In that regard, ZP found the nominees suitable for appointment as judges of the High Court.

ANTI-CORRUPTION COMMISSION (ACC)

7. The Director-General of the ACC submitted on the personal, educational and professional backgrounds of the nominees as stated in their *curricula vitae*.

He stated that the ACC's submission was in line with its mandate as set out in the Anti-Corruption Act No 3 of 2012. He informed the Committee that the information regarding the nominees was obtained from the ACC's database, which was a computerised system called the Case Management System. He explained that the system stored information relating to any investigations that the ACC had conducted and included the details of the suspect, the nature of the allegation and the outcome of the investigations.

The Director-General submitted that a record search on the ACC's physical files and digital database yielded no adverse information against any of the nominees. In that regard, the ACC supported the appointment of the nominees to serve as judges of the High Court.

DRUG ENFORCEMENT COMMISSION (DEC)

8. The Director in charge of operations submitted on the personal, educational and professional backgrounds of the nominees as stated in their *curricula vitae*.

He further submitted that, in line with its mandate, DEC had searched its database in order to determine whether any of the nominees had contravened the Narcotic Drugs and Psychotropic Substances Act, No 35 of 2021 or the Prohibition and Prevention of Money Laundering Act, No 14 of 2001.

The Director-General stated that a record search conducted on the database had not yielded any adverse records against any of the nominees. On that basis, he confirmed that the nominees had not used illicit drugs or engaged in drug trafficking or money laundering activities. In that regard, he submitted that the nominees were suitable for appointment as judges of the High Court, and that DEC supported their appointment.

SUBMISSIONS BY PROFESSIONAL BODIES/STAKEHOLDER INSTITUTIONS

FINANCIAL INTELLIGENCE CENTRE (FIC)

9. The Acting Director-General informed the Committee that FIC had considered the legal framework relating to the appointment of the nominees. She submitted that FIC had carried out background checks on each of the nominees on its database. She added that FIC had also conducted searches on affiliated databases it subscribed to, from financial intelligence units in other countries.

The Acting Director-General submitted that a check on the personal, business and professional associations of the nominees on the FIC database had not revealed any adverse information. She pointed out that the search had not established any questionable business interests linked to any of the nominees that would preclude them from being appointed as judges of the High Court.

She further informed the Committee that there were no pending suspicious transaction reports or criminal records against any of the nominees and, therefore, FIC had no objection to their appointment.

HUMAN RIGHTS COMMISSION (HRC)

10. The Director submitted on the personal, educational and professional background of the nominees as contained in their *curricula vitae*. She further submitted on each of the nominees as set out below.

(i) **Hon Greenwell Malumani**

The nominee was currently serving as the Registrar of the Court of Appeal. He had previously served as a magistrate from the time he was admitted to the Bar in 2013. In that regard, the nominee had amassed the requisite experience which equipped him with the relevant attributes to undertake and discharge the duties of a judge of the High Court. He also held a Master of Laws degree in Commercial and Corporate law which would be relevant to his office, if ratified. The nominee, therefore, met the constitutional requirements for appointment as a judge of the High Court and the HRC supported his appointment.

(ii) **Hon Obbistar Musukwa**

The nominee was currently serving as the Registrar of the High Court in Ndola, after having served in the Subordinate Court as a Magistrate. Additionally, the nominee had acquired specialised training in strengthening the

capacity of access to justice under the Danish Institute of Human Rights. The nominee, therefore, met the legal requirements for appointment as a judge of the High Court and the HRC had no objection to his appointment.

(iii) **Hon Vincent Silolo Siloka**

The nominee had served in various capacities within the Judiciary. He began his professional career as a Magistrate Class II, and was currently serving as a Registrar of the High Court in charge of Local Courts. The nominee met the constitutional requirements for appointment to serve as a judge of the High Court and the HRC had no objection to his appointment.

(iv) **Mrs Ann-Mary Kachenga Malata-Ononju**

The nominee was currently serving as the Director of the Zambia Institute of Advanced Legal Education (ZIALE). She had experience in adjudication, having previously served as a Magistrate and as a Research Advocate attached to the Supreme Court judges. Additionally, she had experience in mediation, legislative drafting and international human rights law.

The nominee, therefore, met the legal requirements for appointment as a judge of the High Court and the HRC had no objection to her appointment.

(v) **Mr Enias Chulu**

The nominee possessed over twenty (20) years of experience in both civil and criminal litigation before the Superior Courts. He also served as a member of the Tax Appeals Tribunal and also as a Commissioner of the Small Claims Court. He, therefore, met the constitutional requirements for appointment as a judge of the High Court and the HRC had no objection to his appointment.

(vi) **Mrs Mwaka Samundenga Ngoma**

The nominee possessed a Master of Laws degree in Commercial Law and was a member of the Chartered Institute of Arbitrators. She was also a partner in a private law firm and also served as a Commissioner of the Small Claims Court. The nominee was qualified for appointment as a judge of the High Court. In that regard, the HRC supported her appointment.

(vii) **Geoffrey Chilufya Mulenga**

The nominee possessed litigation and legal advisory experience in both civil and criminal matters. The nominee had served in key institutions such as the Anti-Corruption Commission, the Bank of Zambia and the Eastern and Southern African Trade and Development Bank. The nominee was qualified for appointment as a judge of the High Court. In that regard, the HRC, supported his appointment.

(viii) **Ms Mbile Muwindwa Wina**

The nominee was currently serving as a partner in a law firm called Celine Nair and Co. She had served in various capacities at the Zambia Electricity Supply Corporation (ZESCO) until she rose to the position of Director Legal Services. She also had a proven record of commitment to the enhancement of access to justice, through the provision of *pro bono* legal services, under the Legal Aid Board.

The nominee possessed the requisite qualifications and, therefore, the HRC had no objection to her appointment.

(ix) **Mr Lastone Mwanabo**

The nominee met the legal requirements for appointment to serve as a judge of the High Court, and, therefore, the HRC had no objection to his appointment.

(x) **Mr Ian Mwanajiti Mabbolobolo**

The nominee was a fellow of the Chartered Institute of Arbitrators in Zambia and the United Kingdom. His experience in arbitration demonstrated that he was qualified for appointment as a judge of the High Court. The HRC, therefore, supported his appointment.

(xi) **Ms Situmbeko Chocho**

The nominee had over twenty (20) years experience as a legal practitioner and was also a member of the Chartered Institute of Arbitrators. The nominee also served as legal counsel in various institutions, in addition to working in various law firms. The nominee also possessed experience in Alternative Dispute Resolution (ADR) and would positively contribute to the growth of ADR mechanisms in the High Court.

The nominee was, therefore, qualified to serve as a judge of the High Court and the HRC had no objection to her appointment.

In conclusion, the Director informed the Committee that a scrutiny of the HRC database had not yielded any report of human rights violations against any of the nominees. In that regard, the HRC supported the appointment of all the nominees.

THE SOUTHERN AFRICAN CENTRE FOR THE CONSTRUCTIVE RESOLUTION OF DISPUTES (SACCORD)

11. The Executive Director of SACCORD submitted on the personal, educational and professional background of the nominees as stated in their *curricula vitae*.

He informed the Committee that SACCORD had no objection to the appointment of the nominees to serve as judges of the High Court.

THE NON-GOVERNMENTAL GENDER ORGANISATIONS' COORDINATING COUNCIL

12. The Acting Executive Director submitted that NGOCC noted that the participation of women in decision-making had remained low since Zambia's Independence. She submitted that several factors which included the partial domestication of some international, continental and regional instruments on gender equality contributed to disadvantaging women over the years. She, however, submitted that, in accordance with Article 259 of the Constitution of Zambia, NGOCC had recognised Government's efforts in achieving gender equality through its increased appointments of deserving women to positions of decision-making in public offices. She also submitted that NGOCC recognised Government's efforts in domesticating international instruments through the enactment of the Gender Equity and Equality Act, No 22 of 2015.

The Acting Executive Director explained that NGOCC had based its recommendations on information obtained through its member organisations, which included those within the legal fraternity, which had closely worked with the nominees. She added that NGOCC had scrutinised the nominees' *curricula vitae* and found that the nominees were qualified to be appointed in their various positions. In that regard, NGOCC found the nominees qualified to be appointed as judges of the High Court.

JUDICIAL SERVICE COMMISSION (JSC)

13. The Chairperson of the JSC submitted on the personal, educational and professional backgrounds of the nominees as stated in their *curricula vitae*.

The Chairperson informed the Committee that the JSC considered the High Court to be an important institution as it was the entry point for the superior courts. In that regard, the High Court needed to be reinforced. The Chairperson informed the Committee that the JSC received one hundred and five (105) applications from which the eleven nominees were selected. He submitted that the recruitment process was transparent.

The Chairperson ended his submission by stating that all the nominees had the requisite qualifications and experience for appointment as judges of the High Court and the JSC supported their appointment.

JUDICIAL COMPLAINTS COMMISSION (JCC)

14. The Commissioner of the JCC submitted on the personal, educational and professional backgrounds of the nominees as stated in their *curricula vitae*. He submitted that the records at the JCC yielded had yielded adverse information against only one of the nominees. In that regard, he submitted on the nominee as follows:

Hon Greenwell Malumani

There were two (2) pending complaints against the nominee. The first complaint related to the the nominee's conduct in dealing with a case involving an accused person whose name had been incorrectly called when he appeared in a matter presided over by the nominee. It was alleged that the nominee had abused his authority in the manner he had handled the accused's detention who he later released.

Although the JCC received complaints against magistrates, the determination of the ultimate punishment on an erring magistrate resided with the JSC. Therefore, when the JCC received a complaint against a magistrate, its role was to recommend the appropriate punishment to the JSC. The JCC had recommended that the JSC should reprimand the nominee, but was yet to receive the report on the action that had been taken by the institution.

The second complaint related to an allegation that the nominee had altered his year of birth on his NRC when applying for the position of magistrate in 2005. The matter was reported to the Anti-Corruption Commission, but was abandoned after investigations. In that regard, the JCC supported the nominee's appointment.

The Chairperson concluded his submission by stating that all the nominees had the necessary qualifications and experience for appointment as judges of the High Court and the JCC supported his appointment.

THE LAW ASSOCIATION OF ZAMBIA (LAZ)

15. The President of LAZ submitted that the members of the Council of LAZ, with the help of State Counsel, had scrutinised the suitability of all the nominees. The President pointed out that the scrutiny had revealed that the nominees were very senior legal practitioners who qualified to be appointed to serve as judges of the High Court. He, further, submitted that LAZ was not aware of any adverse reports against any of the nominees.

He added that the scrutiny of the nominees was based on the professional standard and in the event that any adverse report was revealed after the ratification of a nominee, the applicable law protecting the office of judges would take effect to remedy the situation.

The President implored the Committee to emphasise and remind all the nominees that during their performance of judicial functions, they should be guided by the principles provided under Article 118 (2) of the Constitution of Zambia. Thereafter, the President submitted that LAZ hoped that the appointment process for presidential appointments would be more transparent in the future by allowing public scrutiny.

In conclusion, the President submitted that LAZ supported the appointment of all the nominees to serve judges of the High Court.

SUBMISSIONS BY THE NOMINEES

(i) Hon Greenwell Malumani

16. The nominee informed the Committee about his personal, academic and professional background as contained in his *curriculum vitae*.

He submitted that he was admitted to the Zambian Bar in 2013. He added that he had joined the Judiciary as a clerk of court and had risen through the ranks to the position of Registrar of the Court of Appeal. He pointed out that the position of Registrar had exposed him to, among others, administrative duties as he supervised members of staff in the province.

He informed the Committee that, as a magistrate, he was expected to submit monthly and annual returns of the matters he had handled. He submitted that he was of sober character and had no judgments that were pending. He added that one of his work ethics was that he worked long hours, and that it was that attribute which had helped him to perform well as an adjudicator. Thus, the appointment to serve as a *puisne* judge signified the confidence the JSC had in him.

The nominee explained that there was a complaint of alleged human rights violation against him relating to a bench warrant he had granted against an accused person while serving as Resident Magistrate in Mazabuka. In that regard, he stated that the JCC had charged him with abuse of power. However, the JSC had informed him that the complaint had been dismissed. Further, the nominee stated that there was another complaint lodged against him at the ACC relating to the age on his National Registration Card (NRC). He explained that it was alleged that he had altered his age when he joined the Judiciary. He, however, submitted that he had never received any communication from the ACC, thus, rendering the allegation baseless.

In conclusion, the nominee submitted that he had the passion for timely dispensation of justice, hence, his long service in the Judiciary. He added that a few of his judgments had been appealed against, but the appeals had been dismissed by the superior courts. Therefore, he believed that if ratified, he would uphold the dignity of the office of *puisne* judge and perform to the satisfaction of the public.

(ii) Hon Obbistar Musukwa

17. The nominee informed the Committee about his personal, academic and professional background as contained in his *curriculum vitae*.

He informed the Committee that his work culture demonstrated that he attached seriousness to his role as an adjudicator. He submitted that he was fair in the manner he adjudicated matters because he was concerned with ensuring that justice prevailed. He also submitted that he had handled a number of high profile cases and had recused himself from matters that gave an impression of bias on his part.

Lastly, the nominee informed the Committee that he believed he was qualified to serve as a judge of the High Court because he had integrity and met all the legal requirements for appointment.

(iii) Hon Vincent Sililo Siloka

18. The nominee informed the Committee about his personal, academic and professional background as contained in his *curriculum vitae*.

He added that he was currently serving as Registrar of the High Court in charge of Local Courts. The nominee submitted that he had worked as an adjudicator for seventeen (17) years, having joined the Judiciary in 2006 as a Magistrate Class II. He further informed the Committee that he possessed the requisite integrity to hold the office he had been appointed to.

The nominee concluded his submission by stating that he would work hard, exude integrity and be patient in the discharge of his duties as a judge of the High Court.

(iv) Mrs Ann-Mary Kachenga Malata-Ononuju

19. The nominee submitted on her personal, educational and professional background as stated in her *curriculum vitae*. She added that her experience in the early stages of her career as a magistrate and also as a Senior Researcher had equipped her with the requisite skills to write judgments. She submitted that currently, she was the Director and Chief Executive Officer of the Zambia Institute of Advanced Legal Education.

The nominee submitted that she had recognised the increase in advocacy for lesbian, gay, bisexual, transgender, queer, intersex and asexual (LGBTQIA) rights. However, she stated that the law did not support or recognize those rights and, once ratified, her duty would be to interpret the law as it was.

(v) Mr Enias Chulu

20. The nominee informed the Committee about his personal, academic and professional background as contained in his *curriculum vitae*.

He informed the Committee that in his legal career, he had worked in a few law firms. He added that he had served on a number of boards as well as in adjudicatory roles as a member of the Tax Appeals Tribunal and Commissioner of the Small Claims Court.

With regard to LGBTQIA rights, he stated that, if ratified, he would render decisions in accordance with the law, regardless of his Christian background.

(vi) Mrs Mwaka Samundengu Ngoma

21. The nominee informed the Committee about her personal, academic and professional background as contained in her *curriculum vitae*.

She submitted that she was admitted to the Zambian Bar in 1992 and had over thirty (30) years post-admission experience. She added that she had adjudicating experience as she had served as a Commissioner of the Small Claims Court and as an arbitrator in various matters. She further informed the Committee that she had served on the boards of companies, including Zambia Forestry and Forest Industry Corporation (ZAFFICO) and the Lusaka Water and Sewerage Company.

She informed the Committee that she had been motivated to join the Judiciary due to her desire to serve the public. She added that she had served in the public service, at senior management level, when she worked at the Competition and Consumer Protection Commission as Director Enforcement and Compliance. She also stated that she had worked as the Director in charge of legal at the Road Development Agency.

The nominee noted that although her appointment as a judge entailed more responsibilities, her extensive legal experience had prepared her for it. She added that through her experience as a lawyer, she had gained the ability to administer justice with fairness and patience. She concluded her submission by stating that she had integrity which she believed was an important attribute in boosting the public's confidence in the Judiciary.

(vii) Mr Geoffrey Chilufya Mulenga

22. The nominee informed the Committee about his personal, academic and professional background as contained in his *curriculum vitae*. He noted that despite having sufficient knowledge in family law, his expertise in constitutional law and international commercial law were his areas of strength.

(viii) Ms Mbile Muwindwa Wina

23. The nominee informed the Committee about her personal, academic and professional background as contained in her *curriculum vitae*.

She submitted that she was a disciplined person who never left any work pending. She, therefore, assured the Committee that, if ratified as a judge of the High Court, she would ensure that cases before her were disposed off expeditiously. She informed the Committee that she was aware of the various factors that were responsible for delayed judgments, but stated that she would ensure that justice was served without delay. She, further, informed the Committee that she would be impartial in the execution of her duties.

(ix) Mr Lastone Mwanabo

24. The nominee submitted on his personal, educational and professional background as stated in his *curriculum vitae*.

The nominee submitted that he had previously worked as an adjudicator when he served as a magistrate. He further submitted that he rose in rank to the position of Senior Resident Magistrate and had presided over civil and criminal matters. He added that he was currently, a Managing Partner for a law firm called LM Chambers based in Lusaka and that, if ratified, he would relinquish his interest in the law firm.

(x) Mr Ian Mwanajiti Mabbolobolo

25. The nominee informed the Committee about his personal, academic and professional background as contained in his *curriculum vitae*.

He submitted that he had extensive experience in commercial and corporate law, and industrial relations. He, further, submitted that he had the requisite qualifications, experience and commitment to serve the nation. He added that being a Fellow of the Chartered Institute of Arbitrators UK and Zambia branches, and serving on the LAZ Disciplinary Committee, gave him insight on adjudication which would aid him in executing his job once ratified.

(xi) Ms Situmbeko Chocho

26. The nominee informed the Committee about her personal, academic and professional background as contained in her *curriculum vitae*. She added that she was currently working as Legal Counsel and Corporate Secretary for the Apex Medical University.

The nominee submitted that delayed judgements were of concern to her. She informed the Committee that that was one of the core reasons she had applied to join the Bench. The nominee submitted that she would add value to the Judiciary by bringing the discipline of time management which she had learned by working in busy law firms during her career as a legal practitioner.

The nominee concluded her submission by stating that her appointment to serve as a judge of the High Court presented her with an opportunity to contribute to the administration of justice.

SUBMISSION BY THE APPOINTING AUTHORITY

27. The Minister of Justice appeared before the Committee on behalf of the Appointing Authority. He submitted on the nominees' personal, educational and professional backgrounds. He informed the Committee that, in making the appointments, the Appointing Authority had taken cognisance of the legal framework.

He, further, informed the Committee that based on their qualifications, all the nominees possessed the requisite experience and were, thus, suitable for appointment as judges of the High Court.

He, further, informed the Committee that the Appointing Authority was cognisant of the low staffing levels in the High Court, which greatly affected the operations of the Court. He added that the understaffing led to the delay in delivery of judgments, amongst the other challenges which the High Court was faced with. He submitted that the appointments were being made in order to improve on the staffing levels in the High Court.

He, then, submitted on each nominee as set out below.

(i) Hon Greenwell Malumani

The nominee was born on 21st November, 1972. He held a Bachelor of Laws Degree from the Zambia Open University. He also possessed a Master of Laws Degree in Commercial and Corporate Law from the University of Lusaka, among other qualifications.

During his illustrious legal career, the nominee had served in various positions within the Judiciary, beginning as a Clerk at the Livingstone Subordinate Court in 1991. He rose through the ranks until his current appointment as Registrar of the Court of Appeal. He, therefore, had institutional memory, which would be beneficial to the execution of his duties as judge.

The nominee possessed the requisite ten (10) years post-admission experience, having qualified in February, 2023. Therefore, the nominee's appointment was within the law.

The nominee was qualified for appointment as a judge of the High Court and the Government supported his appointment.

(ii) Hon Obbistar Musukwa

The nominee was born on 6th August, 1967. He held a Bachelor of Laws Degree from the University of Zambia and a Certificate in Strengthening the Capacity of Access to Justice from the Danish Institute for Human Rights in Copenhagen, Denmark.

During his fifteen (15) year-long career, the nominee had served in various positions within the Subordinate Court structure, before appointment as a registrar of the High Court, a position he currently held. He had attended several in-house trainings aimed at improving the performance of adjudicators, which covered a wide range of topics such as professional ethics, assessment of damages, management of cases and how to handle child witnesses.

The nominee was qualified for appointment as a judge of the High Court for Zambia and the Government supported his appointment.

(iii) Hon Vincent Sililo Siloka

The nominee was born on 11th February, 1971. He held a Bachelor of Laws Degree and a Master of Laws Degree from the University of Zambia.

During his legal career, the nominee had served in both private practice and within the Judiciary. He was currently serving as the Registrar of the High Court in charge of Local Courts. The nominee had undergone various judicial trainings and had also adjudicated both civil and criminal cases. He would, therefore, take diversity to the Bench.

The nominee was qualified for appointment as a judge of the High Court for Zambia and the Government supported his appointment.

(iv) **Mrs Ann-Mary Kachenga Malata-Ononuju**

The nominee held a Bachelor of Laws Degree from the University of Zambia and a Master of laws Degree in International Human Rights Law from the University of Essex. She had also acquired various certificates obtained from various institutions.

During her twenty-four (24) year-long legal career, the nominee served as a magistrate from 1998 to 2002. In 2014, the nominee served as Senior Researcher, attached to two (2) Supreme Court judges, before her appointment as Director of ZIALE in 2017, the position she currently held. She was, therefore, well-versed in adjudication.

The nominee was a member of the Legal Practitioners' Committee of LAZ and also served as a Board Member of the Zambia Qualifications Authority (ZAQA). She had exhibited skills and expertise in adjudication, mediation and was familiar with the judicial system.

In that regard, the nominee was qualified for appointment as a judge of the High Court for Zambia and the Government supported her appointment.

(v) **Mr Enias Chulu**

The nominee was born on 24th October, 1964. He held a Bachelor of Laws Degree from the University of Zambia.

During his thirty-three (33) year illustrious legal career, the nominee had served in various private law firms. In 2005, he formed a law firm called Enias Chulu Legal Practitioners, in Ndola, where he was currently serving as a Managing Partner.

The nominee had also served on various boards in various institutions including, the Zambia Revenue Authority and the National Prosecution Authority. He further exercised judicial functions as a member of the Tax Appeals Tribunal, a commissioner of the Small Claims Court and the Chairperson of the Football Association of Zambia Arbitration Tribunal. In that regard, the nominee was a seasoned adjudicator.

The nominee was level-headed and fair in his approach to matters. The nominee was qualified for appointment as a judge of the High Court for Zambia and the Government supported his appointment.

(vi) **Mrs Mwaka Samundengu Ngoma**

The nominee was born on 26th May, 1969. She held a Bachelor of Laws Degree from the University of Zambia and a Masters of Laws Degree in Commercial Law from the University of South Africa. She also held a Masters of Laws Degree in Criminology from Queen Mary, Westfield College and University of London in the United Kingdom.

During her thirty-one (31) year career, the nominee had served in various capacities in both the private and public sectors. She was currently a partner in a firm called Buta Gondwe & Associates. The nominee had served on a number of boards including the ZAFFICO Board where she served as Vice-Chairperson of the Board. She had also served as Honorary Secretary of the Chartered Institution of Arbitrators – Zambia Branch.

The nominee was qualified for appointment as a judge of the High Court for Zambia and the Government supported her appointment.

(vii) **Mr Geoffrey Chilufya Mulenga**

The nominee was born on 15th April, 1973. He held a Bachelor of Laws Degree from the University of Zambia and a Master of Laws Degree in International Law with appreciable focus on International Commercial Law from the Nottingham University in the United Kingdom. He also possessed a number of certificates, in various areas of the law, from international institutions.

During his twenty-seven (27) year illustrious legal career, the nominee had served in various capacities both locally and internationally. Notably, he had served as Chief Legal and Prosecutions Officer at the ACC from 2002 to 2003 and also as Acting Assistant Director - Legal Services at the Bank of Zambia. The nominee was currently serving as Senior Legal Officer at the Eastern and Southern African Trade and Development Bank.

The nominee was an accomplished researcher and well-informed, an attribute that was key in the execution of one's duties at the Bench.

The nominee was qualified for appointment as a judge of the High Court for Zambia and the Government supported his appointment.

(viii) **Ms Mbile Muwindwa Wina**

The nominee was born on 7th May, 1970. She held a Bachelor of Laws Degree from the Thames Valley University in West London, United Kingdom and a Masters of Law from the University of Leicester in the United Kingdom.

During her twenty-six (26) year-long legal career, the nominee had served in various positions at ZESCO from 1998 to 2016. She rose to the position of Director of Legal Services and Company Secretary for ZESCO in 2011, a position she held until she joined a law firm called Kalokoni & Co. as an Associate Advocate in 2017. In the same year, she was attached to the Legal Aid Board to handle criminal matters on *pro bono* basis. The nominee's strength was in commercial law. In that regard, she would take that expertise to the Bench.

The nominee was, therefore, qualified for appointment as a judge of the High Court for Zambia and the Government supported her appointment.

(ix) **Mr Lastone Mwanabo**

The nominee was born on 7th June, 1974. He held a Bachelor of Laws Degree from the University of Zambia and a Masters of Laws in Criminology from Queen Mary, Westfield College and University of London in the United Kingdom.

During his twenty-one (21) year illustrious legal career, the nominee had served in the Judiciary as a magistrate, where he presided over both civil and criminal matters. He had also served as a partner in a law firm called Messrs Lewis Nathan Advocates and was currently a Managing Partner at a firm called Messrs L M Chambers. The nominee's key strengths were his ability to reason in every situation. Additionally, he was thorough in his work.

The nominee was, therefore, qualified for appointment as a judge of the High Court for Zambia and the Government supported his appointment.

(x) **Mr Ian Mwanajiti Mabbolobolo**

The nominee was born on 1st April, 1968. He held a Bachelor of Laws Degree from the University of Zambia.

During his seventeen (17) year legal career, the nominee had served in senior management at the National Council for Scientific Research. He was currently serving as a legal practitioner at Makala & Company Legal Practitioners and Notaries. The nominee was affiliated to LAZ as a member of the Disciplinary Committee and was also a Fellow of the Chartered Institute of Arbitrators in the United Kingdom and Zambia. He was, therefore, a trained alternative dispute resolution practitioner and his expertise in arbitration would be beneficial in the delivery of judgments.

The nominee was, therefore, qualified for appointment as a judge of the High Court for Zambia and the Government supported his appointment.

(xi) **Ms Situmbeko Chocho**

The nominee was born on 30th April, 1976. She held a Bachelor of Laws Degree from the University of Zambia and a number of certificates from different institutions.

During her twenty-two (22) year illustrious legal career, the nominee had served in various law firms between 1998 and 2010. Thereafter, she served as the Legal Officer and Company Secretary for AFGRI Corporation Limited before joining Inq. Digital Zambia Limited as Chief Legal Officer and Company Secretary in 2014. She was currently serving as the Legal Counsel and Company Secretary of the Lusaka Apex Medical University and was also an external marker at ZIALE.

Further, the nominee was a member of the Chartered Institute of Arbitrators. Her key strength was that she had an analytical mind, an attribute which was crucial to an adjudicator in the delivery of judgments.

The nominee was, therefore, qualified for appointment as a judge of the High Court for Zambia and the Government supported her appointment.

OBSERVATIONS AND RECOMMENDATIONS

28. The Committee observes that all the State Security agencies had no adverse reports against the nominees. Further, all of the witnesses submitted that the nominees possessed the requisite qualifications and experience for appointment as judges of the High Court.

The Committee notes that the nominees are eminently qualified and experienced to hold the positions they have been appointed to. The Committee is, therefore, confident that they will discharge their functions diligently, professionally and with impartiality.

The Committee observes that Article 259 of the Constitution requires a person making an appointment to a public office to, where possible, ensure representation of the youth and persons with disabilities and fifty percent of each gender.

With regard to youth representation and persons with disabilities, the Committee notes that this has not been adhered to. The Committee, therefore, urges the Appointing Authority to, in future appointments, take this into consideration.

The Committee further observes that the Appointing Authority has, to a large extent, complied with the constitutional requirement regarding regional diversity. The Committee also notes that the Appointing Authority

had regard to diversity of expertise of the nominees. The Committee, therefore, commends the Appointing Authority for this.

The Committee made the following specific observations regarding each of the nominees:

(i) **Hon Greenwell Malumani**

The Committee observes that the nominee joined the Judiciary in 1991 as a clerk of court and rose through the ranks until his appointment as Registrar of the Court of Appeal in 2021. The nominee, therefore, has institutional memory and adjudication experience which will be beneficial to his service as a judge.

The Committee notes that the majority of witnesses that appeared before it supported the nominee's appointment. They described him as a person of integrity and dignity. However, one witness informed the Committee that two (2) complaints had been lodged against the nominee. The complaints related to abuse of authority and corruption. However, the same witness recommended that the nominee should be ratified because the nature of the complaints could not preclude him from being appointed as a judge. Further, the JSC cleared the nominee on the alleged abuse of authority complaint and supported his appointment, while the ACC stated that the institution had no adverse record against the him.

The Committee, is, therefore, satisfied that the nominee possesses the requisite qualifications and experience and is suitable for appointment as a judge of the High Court. The Committee, is, therefore, satisfied with the nominee's credentials and supports his ratification as a judge of the High Court.

(ii) **Hon Obbistar Musukwa**

The Committee observes that the nominee is a qualified legal practitioner with more than fifteen (15) years experience in the legal fraternity. In addition, the nominee has held various judicial positions, having joined the Judiciary as a Magistrate Class II. He rose through the ranks in the Subordinate Court structure and was currently serving as Registrar of the High Court. The Committee notes that these roles accorded the nominee the adjudicatory experience in order to discharge his duties as a judge of the High Court.

The Committee further observes that all the witnesses supported the nominee's appointment.

The Committee, is, therefore, satisfied with the nominee's credentials and supports his ratification as a judge of the High Court.

(iii) **Hon Vincent Sililo Siloka**

The Committee notes that the nominee spent his entire legal career at the Judiciary, where he joined as Magistrate Class II. He was currently serving as a Registrar of the High Court in charge of the Local Courts. Additionally, the Committee notes that the nominee possesses the necessary management and conflict resolution competences, having undergone various training on topics ranging from how to handle child witnesses to case development and gathering evidence. He also has the attributes of professionalism, impartiality and integrity.

The Committee further observes that all the witnesses supported the nominee's appointment.

The Committee is, in this regard, satisfied that the nominee has the requisite competence, experience and disposition for appointment as a judge of the High Court. It therefore, supports the ratification of his appointment.

(iv) **Mrs Ann-Mary Kachenga Malata-Ononuju**

The Committee notes that the nominee has adjudication experience, having served as a magistrate and as a senior researcher attached to judges of the Supreme Court. She possesses skills in mediation and has administrative experience, having served as the Director of ZIALE, a position she holds to-date.

The Committee observes that all the witnesses supported the nominee's appointment as a judge of the High Court.

In this regard, the Committee is, satisfied that the nominee has the necessary skills and experience and, therefore, supports her ratification as a judge of the High Court.

(v) **Mr Enias Chulu**

The Committee observes that the nominee has vast experience in private practice. He also has experience in adjudication, having served as a member of the Tax Appeals Tribunal and as a Commissioner of the Small Claims Court. The nominee currently serves as a Managing Partner in a law firm called Enias Chulu Legal Practitioners, in Ndola. The Committee notes that the nominee is a seasoned arbitrator and possesses the necessary skills to serve as a judge of the High Court.

The Committee notes that all the witnesses supported the appointment of the nominee to serve as a judge of the High Court.

The Committee is, therefore, confident that the nominee is qualified and possesses the necessary skills and experience and, therefore, supports his ratification as a judge of the High Court.

(vi) **Mrs Mwaka Samundengu Ngoma**

The Committee observes that the nominee has over thirty (30) years post-admission experience and has been exposed to various areas of the law. The nominee is an experienced arbitrator and is currently a partner at a law firm called Buta Gondwe & Associates.

The Committee notes that the nominee has worked in the public sector and has adjudication experience as she also works as a commissioner of the Small Claims Court.

Additionally, the Committee notes that all the witnesses supported the appointment of the nominee to serve as a judge of the High Court.

The Committee, therefore, notes, with satisfaction, that the nominee possesses the appropriate qualifications, skills and experience. In that regard, the Committee supports her ratification as a judge of the High Court.

(vii) **Mr Geoffrey Chilufya Mulenga**

The Committee observes that the nominee has had a stellar career having worked both in the private and public sector. The nominee has vast experience in commercial matters, having working at the Bank of Zambia and the Eastern and Southern African Trade and Development Bank. The Committee notes that the nominee also has vast litigation experience and has competences in both civil and criminal litigation. The nominee is also a well-researched and seasoned legal practitioner.

Further, the Committee notes that all the witnesses supported the appointment of the nominee to serve as a judge of the High Court.

In this regard, the Committee is satisfied that the nominee possesses the requisite qualifications and experience and is suitable for appointment as a judge of the High Court. The Committee, therefore, supports his ratification as a judge of the High Court.

(viii) **Ms Mbile Muwindwa Wina**

The Committee notes that during her long legal career, the nominee has worked in the public sector and is currently working as a partner in a private law firm. The Committee observes that she has litigation experience and that she will take her experience in commercial law to the Bench.

Additionally, the Committee notes that all the witnesses supported the appointment of the nominee to serve as a judge of the High Court.

In this regard, the Committee is satisfied that the nominee possesses the requisite qualifications, competences and skills, and is eminently qualified and experienced for appointment as a judge of the High Court for Zambia. The Committee, therefore, supports her ratification as a judge of the High Court.

(ix) **Mr Lastone Mwanabo**

The Committee notes that in his twenty-one (21) year legal career, the nominee has acquired experience in adjudication, having joined the Judiciary as a magistrate in 2002 and risen to the position of resident magistrate. The Committee, further notes that the nominee has vast experience in litigation and has spent most of his legal career in private practice. He currently works in his own law firm.

The Committee also notes that all the witnesses that appeared before it supported the nominee's appointment to serve as a judge of the High Court.

The Committee is, therefore, confident that the nominee possesses the requisite competence, experience and disposition for appointment as a judge of the High Court. The Committee, therefore, supports his ratification as a judge of the High Court.

(x) **Mr Ian Mwanajiti Mabbolobolo**

The Committee observes that during his illustrious career, the nominee has served in both the public and private sector. He is currently working as a legal practitioner at a firm called Makala & Company, a position he has held since 2010. The Committee observes that the nominee is a seasoned arbitrator and has served on a number of boards. The nominee also has experience in legal writing and has authored papers on different subjects.

The Committee observes that all the witnesses supported the nominee's appointment.

The Committee is, therefore, satisfied with the nominee's credentials and supports his ratification as a judge of the High Court.

(xi) **Ms Situmbeko Chocho**

The Committee observes that the nominee has vast experience in litigation, having worked in various law firms between 1998 and 2010. She also served as the Legal Officer and Company Secretary for AFGRI Corporation Limited before joining Inq. Digital Zambia Limited as Chief Legal Officer and Company Secretary in 2014. She has been hardworking throughout her career.

The Committee is, therefore, satisfied that the nominee possesses the requisite competence, experience and disposition for appointment as a judge of the High Court. The Committee, therefore, supports her ratification as a judge of the High Court.

The Committee, after due and through consideration, analysis and evaluation of the written and oral submissions presented to it by the witnesses and the interviews with the nominees, is of the view that all the nominees are qualified and possess the requisite competences to serve as judges of the High Court.

The Committee, therefore, recommends that the House ratifies the Presidential appointment of Hon Greenwell Malumani, Hon Obbistar Musukwa, Hon Vincent Sililo Siloka, Mrs Ann-Mary Kachenga Malata-Ononuju, Mr Enias Chulu, Mrs Mwaka Samundengu Ngoma, Mr Geoffrey Chilufya Mulenga, Ms Mbile Muwindwa Wina, Mr Lastone Mwanabo, Mr Ian Mwanajiti Mabbolobolo and Ms Situmbeko Chocho to serve as judges of the High Court.

CONCLUSION

29. The Committee wish to express its gratitude to all the stakeholders who appeared before it and tendered both oral and written submissions. The Committee also appreciates your guidance, Madam Speaker, and the services rendered by the Office of the Clerk of the National Assembly during its deliberations.

We have the honour to be, Madam, the Parliamentary Select Committee appointed to scrutinise the Presidential appointment of Hon Greenwell Malumani, Hon Obbistar Musukwa, Hon Vincent Sililo Siloka, Mrs Ann-Mary Kachenga Malata-Ononuju, Mr Enias Chulu, Mrs Mwaka Samundengu Ngoma, Mr Geoffrey Chilufya Mulenga, Ms Mbile Muwindwa Wina, Mr Lastone Mwanabo, Mr Ian Mwanajiti Mabbolobolo and Ms Situmbeko Chocho to serve as judges of the High Court.

Dr C K Kalila, MP
(Chairperson)

Ms M Mabonga, MP
(Vice-Chairperson)

Ms E Munashabantu, MP
(Member)

Mr M Nyambose, MP
(Member)

Mr M Mutelo, MP
(Member)

Mr C M Mpundu, MP
(Member)

Mr D Mulunda, MP
(Member)

Mrs M Nakaponda, MP
(Member)

Mr C Andeleki, MP
(Member)

Mr J Chibuye, MP
(Member)

A handwritten signature in blue ink, appearing to be 'Dr C K Kalila', written over a long horizontal line that extends to the right.

Dr C K Kalila, MP
(Chairperson)

APPENDIX I – OFFICERS OF THE NATIONAL ASSEMBLY

Mr C Musonda, Principal Clerk -Legal Services (Legislative Matters)
Mr D Mwinamo, Acting Deputy Principal Clerk -Legal Services (Legislative Matters)
Ms M Kaoma, Acting Senior Legal Officer
Mrs S C Sakala, Acting Senior Legal Officer
Mr L C Kabwata, Legal Officer
Mr S T Banda, Legal Officer
Ms C Mtonga, Personal Secretary II
Mrs N N Chiluba, Legal Assistant
Mr L Mulyata, Intern
Mrs M N Hapunda, Intern
Ms M Chibomba, Intern

APPENDIX II – THE WITNESSES

ZAMBIA POLICE SERVICE

Mrs D N Chibombe, Deputy Inspector-General (Administration)
Mr T P Mulundano, Senior Superintendent
Ms H Sapilinya, Assistant Superintendent

ANTI-CORRUPTION COMMISSION (ACC)

Mr T TShamakamba, Director-General

DRUG ENFORCEMENT COMMISSION (DEC)

Mr J Kaluzi, Director (Operations)
Mr R Chulu, Assistant Director (Research and Planning)

FINANCIAL INTELLIGENCE CENTRE (FIC)

Ms L B Tembo, Acting Director-General
Mr I Mubialelwa, Acting Director (Operations)

HUMAN RIGHTS COMMISSION (HRC)

Mrs S N Sichone, Director
Mr T Mudenda, Principal Legal Counsel
Mr J Mulemwa, Legal Counsel
Ms P Kanyanta, Intern (Legal)

SOUTHERN AFRICAN CENTRE FOR THE CONSTRUCTIVE RESOLUTION OF DISPUTES (SACCORD)

Mr B Chembe, Executive Director
Mr R Simukonda, Coordinator

THE NON-GOVERNMENTAL GENDER ORGANISATIONS COORDINATING COUNCIL

Ms F M Lufunsa, Acting Executive Director
Ms M Imasiku, C-ISPU
Mr G Nachibinga, Member

JUDICIAL SERVICE COMMISSION (JSC)

Mr L M Mukande, SC, Chairperson
Mrs K Sakala-Chibiya, Vice Chairperson
Mr E Zulu, Secretary

JUDICIAL COMPLAINTS COMMISSION

Mr A D M Mumba, Commissioner
Mr N Makeleta, Secretary

LAW ASSOCIATION OF ZAMBIA (LAZ)

Mr L Zulu, President

APPOINTING AUTHORITY

Hon M Haimbe, SC, Minister of Justice

APPENDIX III – THE NOMINEES

Hon Greewell Malumani

Hon Obbistar Musukwa

Hon Vincent Sililo Siloka

Mrs Ann-Mary Kachenga Malata-Ononuju

Mr Enias Chulu

Mrs Mwaka Samundengu Ngoma

Mr Geoffrey Chilufya Mulenga

Ms Mbile Muwindwa Wina

Mr Lastone Mwanabo

Ian Mwanajiti Mabbolobbolo

Ms Situmbeko Chocho

APPENDIX IV – CURRICULA VITAE OF THE NOMINEES

CURRICULUM VITAE

PERSONAL DETAILS

Name : Greenwell Malumani
Sex : Male
Date of Birth : 21st November, 1972
Marital Status : Married with 4 children aged 4, 5, 11 and 18 years
NRC No. : 199357/73/1
Religion : Christian
Denomination : New Apostolic Church
Current Address : Plot No. 50/100 Bamoral area Makeni
Chilanga
Postal Address : Judiciary, Court of Appeal of Zambia
P O Box 50067
Lusaka
Mobile Phones : 0977 446 927 / 0955 610 590
Email Address : malumanig7@gmail.com

LIFE OBJECTIVE

To commit myself for hard work, discipline and distinguished service for the benefit of society.

ACADEMIC QUALIFICATIONS

1988 to 1989 : St. Marks Secondary School, Choma (acquired full grade 12 certificate with O'levels)
1987 to 1988 : Roan Antelope Secondary School, Luanshya
1985 to 1986 : Namwala Secondary School, Namwala (acquired Grade 9 certificate)
1978 to 1984 : Grades 1 to 7 – Muyanda Primary School, Choma (acquired grade 7 certificate)

PROFESSIONAL QUALIFICATIONS

Jan, 2014 to Oct, 2015 : LLM (Master of Laws Degree in Commercial and Corporate Law with University of Lusaka)
22nd Feb, 2013 : Admission to the Zambian Legal Bar (Advocate of the High Court for Zambia (AHCZ))
2007 to 2010 : LLB (Bachelor of Law Degree with ZAOU) with Credit
1997 : Certificate in Law – UNZA
Summary : Certificate in Law, Magistrates Dip, LLB, LLM, AHCZ

WORK EXPERIENCE

1991 Joined the Judiciary as a Clerk at Livingstone Subordinate Court

Duties/Responsibilities

- Attend to general registry work

- Attending to members of the public seeking to institute civil legal proceedings in the Subordinate Court
- To receive court fees and remit to the clerk of court.

1998 : Attached to sherial duties in the undersheriff's office

Duties/Responsibilities

- To assist court bailiffs in executions.

2000 to 2003 : Trained as Clerk of Court, Court Marshal and Court Bailiff (acquired Clerk of Court training certificate).

Duties/Responsibilities

- To execute, enforce court orders and perform executive administrative duties at the station as provided under Section 34 and 35 of the Subordinate Court Act Cap 28 V.3 of the Laws of Zambia and other Legal provisions.

2005 : Appointed as Magistrate Class III for Livingstone Subordinate Court.

Duties/Responsibilities

- To adjudicate in both civil and criminal cases.

2007 : Promoted to Magistrate Class II at the same station (Livingstone).

2007 : Transferred to Kapiri Mposhi Subordinate Court in the same capacity to serve as Magistrate in-Charge at District level

2011 : Promoted as Magistrate Class I for Kapiri Mposhi Subordinate Court in Kapiri Mposhi.

Duties/Responsibilities

- Hearing all local court appeals from various local courts in different areas of the district in addition to civil and criminal cases of original jurisdiction.

March, 2013 : Appointed and promoted to the position of Resident Magistrate and posted to Mazabuka Subordinate Court.

Duties / Responsibilities

- Hearing Local Court appeals from six (6) Local Courts in the district in addition to civil and criminal cases of original jurisdiction
- To manage the station as magistrate in-charge at district level.

9th July, 2014 : Transferred to Lusaka Subordinate Court in the same capacity as Resident Magistrate.

Duties / Responsibilities

- Hearing Local Court appeals, civil matters and trial of criminal matters
- Head of the civil Registry committee.

20th Dec, 2016: Promoted to act as Senior Resident Magistrate at Lusaka Subordinate Court (Magistrates Court Complex).

Duties / Responsibilities

- Hearing local court appeals, civil matters and trial of criminal matters
- Dealing with various administrative duties
- Head of the Civil Registry Committee as assigned by the Chief Resident Magistrate

13th July, 2017: Confirmed as Senior Resident Magistrate. And continued with the same functions and duties

4th April, 2019 Promoted to act as Principal Resident Magistrate

5th May, 2019 Magistrate and transferred to Mongu Subordinate Court, Western Province

Duties / Responsibilities

- Hearing of Local Court appeals, civil matters and criminal court trials
- Hearing of civil High Court matters as District Registrar at Mongu High Court
- Supervision of all Magistrates and members of staff in the Province

2020 : Confirmed as Principal Resident Magistrate and continued with the same duties and responsibilities

5th Aug, 2021 : Promoted to act as Registrar for the Court of Appeal of Zambia Lusaka

Duties / Responsibilities

- Adjudication: Hearing chamber taxation matters and allocation to District Registrars
- Administration: Supervision of all members of staff posted to the Court of Appeal

14th Jan, 2022 : Confirmed as Registrar of the Court of Appeal of Zambia and continued with the same duties and responsibilities

2023 : Currently still serving as Registrar of the Court of Appeal of Zambia

- Member of the Law Association of Zambia (LAZ)

REFERENCES

Hon. Mr. Justice M.S. Mwanamwambwa
Former Deputy Chief Justice of the Judiciary in Zambia
C/O Supreme Court of Zambia
Judiciary Headquarters
P O Box 50067
Lusaka

Hon. Mr. Justice Mwiinde Siavwapa
Court of Appeal Judge
Lusaka

Hon Mr Justice Kelvin H. Limbani
Judge in-Charge
Kabwe High Court
Kabwe

CURRICULUM VITAE

PERSONAL DETAILS

Name : Obbistar Musukwa
Date of Birth : 6th August, 1967
Nationality : Zambian
Marital Status : Married
Religion : Christian
Tribe : Tumbuka
Postal Address : Ndola High Court
P O Box 70001
NDOLA
Mobile Phones : 0977 490697/0962 954167
Email Address : obbistar.musukwa@judiciaryzambiaa.com
musukwao9@gmail.com

PROFESSIONAL SUMMARY

I have over 16 year of experience as an adjudicator dealing with criminal and civil matters. I have general understanding of many facets of the law. I am an impartial and independent professional with a track record of making bold decisions

ACADEMIC QUALIFICATIONS

2012 : Certificate in strengthening the capacity of access to Justice - The Danish Institute for Human Rights - Copenhagen, Denmark

2006 to 2007 : Postgraduate Studies – Zambia Institute of Advanced Legal Education (ZIALE)
2008 : Legal Practitioners’ Certificate (Called to the Bar)

2001 to 2005 : Bachelor of Laws (LLB) degree (2006) - University of Zambia

1997 to 1998 : Diploma in Education – Nkrumah Teachers College (1999)

1993 : Certificate in Marketing and Management – University of Zambia

1990 to 1991 : Certificate in Education – Mufulira College

1983-1988 : O’levels/School Certificate – Mumbwa School of Careers, Kitwe

- Mpemba Primary School

WORK EXPERIENCE

I have diligently rendered services to the people of Zambia as an Adjudicator since 2006. I joined as a Magistrate Class II after I graduated from the University of Zambia. I have held the following positions for nearly 17 years.

2021 to date : Registrar of the High Court

Responsibilities

- To hear and determine applications for property settlement
- To hear and determine maintenance application
- To hear and determine applications for assessment of damages
- To hear and determine interpleader applications
- To attend to taxation of bill of costs
- To hear and determine any other application
- Preparation of the annual reports and calendar of the Court
- General administration of the High Court at Ndola
- To sign any orders as directed by the Judge
- Supervision of staff and Magistrates in the region
- Making follow ups on case management in the Subordinate Courts

2011 to 2021 : Principal Resident Magistrate

Responsibilities

- Adjudication of criminal and civil matters
- Allocation of cases to Magistrates
- Overseeing case management of each Magistrate
- Effective and efficient conduct of the Court proceedings
- General administration of the station
- Preparation of annual reports
- Signing on the case management monthly returns
- Supervision of Magistrates and support staff

2008 to 2009 : Resident Magistrate

Responsibilities

- Adjudication of criminal and civil matters
- Effective and efficient conduct of the Court proceedings

2006 to 2008 : Magistrate Class II

Responsibilities

- Adjudication of civil and criminal matters

- Taught at Buntungwa and Helen Kaunda High School

TRAINING

Since I joined the Judiciary in 2006, I have attended several in-house trainings aimed at improving the performance of Adjudicators. They covered a wide range of topics such as professional ethics, assessment of damages, taxations, management of cases, training on how to deal with child witnesses, problematic areas in criminal cases, etc.

PERSONAL ATTRIBUTES

- High level of integrity
- Ability to work under pressure
- Fair and firm
- Dedicated to work
- Strong research skill
- Strong interpersonal skills
- Ability to meet deadlines
- Strong leadership skills
- Sound and unbiased judgment
- Computer literate

INTERESTS

- Reading
- Sports

REFEREES

The Honourable Chief Justice of the Republic of Zambia
His Lordship Dr Mumba Malila, SC
Judiciary
P O Box 50067
LUSAKA
Tel: +260 211 251330

The Honourable Lady Justice Makubalo
Chipata High Court
CHIPATA
Cell no. 0966 724374

Honourable Lady Justice Yvonne Chembe
Ndola High Court
P O Box 70001
NDOLA
Cell no. 0977407823

Rev Juliet Matembo (Retired)
C/o St Andrews Church
P O Box 70909
NDOLA
Cell no. +260 962 396838/097 6754664

CURRICULUM VITAE

PERSONAL DETAILS

Name : Siloka Sililo Vincent
Sex : Male
Marital Status : Married
Nationality : Zambian
Date of birth : 11th February 1971
NRC : 149774/85/1
Address : Judiciary Central Administration
P O Box 50067
LUSAKA
Cell : 0977729438
Email : lolisi.siloka@gmail.com

ACADEMIC QUALIFICATIONS

1987 to 1989 : Grade 12 0 level Certificate, Sesheke secondary school
1992 to 1993 : Diploma in Education, Nkrumah Teachers college
1997 : Certificate in Human Resource management, University of Zambia
1998 : Post Graduate Diploma in teaching methodology, Skolvarkt, Stockholm; Sweden
1998 : Economic and political History of Sweden, university of Lund
2000 to 2005 : Bachelor of laws Degree, The University of Zambia
Feb 2022 to Dec 2022 : Legal Practitioner qualifying postgraduate certificate, Zambia Institute of Masters of Laws (LMM) The University of Zambia, awaiting results)
2007-2008 : Advanced Legal Education

WORK EXPERIENCE

1994 to 2005 : **Teacher**-Naboye Secondary school
Duties-
Teacher history and civics, Marker History grade nine (9)

2005 to 2006 : **Intern**-Lukona Chambers, Lusaka
Duties- Hearing of criminal and civil matters

2006 to 2008 : **Magistrate Class 2**-Chingola Subordinate Court:

2008 to 2012 : **Resident Magistrate**-Chingola Subordinate Court
Duties-
Head of station responsible for supervising Magistrates and staff
Chairperson for Child Justice Forum

2012 to 2020 : **Principal Resident Magistrate**-Kasama Subordinate Court
Duties

- Head of the province in charge of general Administration, Hearing of criminal and civil cases
- Supervision of Magistrates and staff in Northern Province, District Registrar responsible for hearing interlocutory applications in civil matters in the Kasama High court
- Chairperson Co-ordination
- Communication and Co-operation initiative Chairperson
- Child Justice Forum
-

2020 to date : Registrar of the High Court-Local Courts Judiciary Central Administration

Duties

- Hearing civil matters; taxation and Assessment
- Supervision of all local court Magistrates country, wide, Inspection of all local courts country wide

KEY WORKSHOPS ATTENDED

- 2008** : **The Judicial Officer and the child witness (Lusaka, Zambia)**- workshop, the aim of the workshop was to provide judicial officers with the skills to preside effectively over cases involving child witnesses and evaluate their evidence effectively. Some of the key topics were, the effects of the accusatorial system on children in the criminal justice process, competency of children to testify and necessity for judicial management in cases involving child witnesses.
- 2014** : **The judicial training course in civil law for African cadres (Cairo, Egypt)** - the aim of the course was to introduce participants to the Egyptian Legal system which is considered as a civil law system based upon a well-established system of codified laws. An overview of the legal system was given. **Highlights of the workshop:** An overview of the Family Court founded in 2004 whose aim was to provide psychological peace and comfort for the children caught in the middle of disputes relating to tutelage, divorce, alimony and custody. The court also aims at reaching amicable settlements for family problems through specialised and professional guidance agencies. Arbitration which has established itself as a prominent method for resolving Business, Commercial and Investment Disputes. A new Arbitration Law NO.27 of 1994 was enacted which governs both Domestic and international Arbitration.
- USA Department of justice Cyber Crime Legislation W/shop Chaminuka** the cybercrime threat and combating cybercrime in Africa. **An overview;** Cyber Crime trends, including: the increase in crimes involving computers, and the Internet; the use of computers and the internet by criminals and Terrorists to accomplish their criminal activities, Identifying and gathering electronic evidence from computers, networks and the internet, Discussions on criminal offences related to computers and the internet, such as illegal access to computer systems, data interference, and computer related fraud among others, Overview of procedural laws related to electronic evidence
- 2019** : **Ilea-Environmental criminal prosecution course, Gaborone, Botswana-** **An overview;** charging decision, strength of the evidence, seriousness of the violations, Deterrence value, probable sentence, Availability of other remedies, case development and gathering evidence, witness interviews, obtaining Records, surveillance, informants, international co-operation in prosecuting Environmental crimes, Interpol Environmental working groups, Formal method-

invoke the Aid of the foreign country, Mutual Legal Assistance Treaty(MLAT), Letter Rotatory, Subpoenas, Overview of criminal Environmental Enforcement in the USA, Primary Environmental laws, Pollution (Air, Water, Hazardous Waste, Hazardous Materials, vessel), Wild life, Illegal logging, Animal welfare, Enforcement options, Criminal, Civil/judicial, Civil/Administrative, Sentencing, Obstacles to Enforcement, Limited Resources, public corruption.

REFEREES

1. Justice Ngulube
Court of Appeal, Lusaka
2. Justice E. Sunkutu, Judge in Charge
Ndola High Court

CURRICULUM VITAE

PERSONAL DETAILS

Names : Ann-Mary K Malata-Ononuju
Address : Plot No. 2740/M Sub-division D
Second Street Ibex Hill
Lusaka

Tel : +260971021127
Email : malata.ononuju@gmail.com

PERSONAL PROFILE

Having started my career as a Professional Magistrate in the Zambian Judiciary, eleven successful years teaching in secondary schools and lecturing in higher and further education institutions in the United Kingdom, six months in a top London charity dedicated to enhancing Leadership Skills and professional development, four years as a Senior Researcher attached to Supreme Court Judges and currently serving as the Chief Executive Officer (second three year contract) of a Statutory Body mandated to provide Bar Examinations and post-graduate legal education as well as CPD Training Programmes for both legal and non-legal professionals; as well as experience of Chairing and being a member of Boards, I wish to fully use my experience and academic training in a new and challenging role. I am an advocate for Human Rights, Democracy, Good Governance, Access to Justice and the Rule of Law. I am hardworking and goal oriented; an avid reader, resourceful researcher with an eye for detail enhanced by my editing and proof-reading skills, an articulate and diplomatic communicator plus an effective team player with strong negotiation and mediation skills.

ACADEMIC QUALIFICATIONS

2021 to date : Post-Graduate Diploma in Legislative Drafting (Completing November 2021)
Zambia Institute of Advanced Legal Education

Feb to June, 2021 : Certificate in Basic and Advanced Mediation (40hr Online Course) - ADR Centre
and the Weinstein International Foundation

September 2020 : Certificate in Mediation Skills (50hr Online Course) - Edwards Mediation
Academy, USA

2001-2002 : Masters Degree (LLM) International Human Rights Law (British Chevening
Scholarship) University of Essex. Wivenhoe Park, Colchester
Dissertation in the area of evidence entitled – A Critical Analysis of the New
Partnership for Africa’s Development (NEPAD)

1990-1997 : The University of Zambia, Great East Road Campus Bachelor of Laws Degree
LLB 2:1

1984 to 1989 : Stella Maris Convent, Bideford North Devon and St. Marys Convent School
Livingstone

Zambia - 9 O’ Levels grades A-B including Mathematics and English

PROFESSIONAL QUALIFICATIONS

- 2002 to 2003 : The Rickstones School with the Essex County Council - Qualified Teacher Status (QTS)
- 1998 to 1999 : Zambia Institute of Advanced Legal Education, Lusaka Zambia Law Practicing Certificate (LPC)

WORK EXPERIENCE

2017 to date : Director and Chief Executive Officer - Zambia Institute of Advanced Legal Education (ZIALE), Lusaka

My scope and responsibilities cover planning, directing, managing and regulating the Institute's operations in accordance with the institute's mandate and legal frameworks applicable, strategic planning and implementation, risk and change management, policy formation and implementation, Monitoring and Evaluation of strategic goals, preparation of budgets, and creation of new and innovative income streams. I am responsible for all day-to day management decisions and for implementing the Institution's long and short term plans. As CEO, I act as a direct liaison between the Council or Board of ZIALE and internal and external Stakeholders. I represent the Institute and the Council within and outside Zambia.

2014 to 2017 : Senior Researcher - Judiciary Service Commission, Lusaka Zambia

Worked closely with and under the supervision of two Supreme Court Judges. Conducted varied legal research and drafted various legal opinions, Rulings and Judgments. Organised the Judges Cause List and Diary.

2012- 2014 : Harrow College, Harrow UK - Lecturer in Business

I was in charge of the curriculum development and delivery of the Business cohort at Harrow College. I also lectured young adults in life skills mainly Job Search and Interview Skills as well as Work Skills. I was on the Board of Advisors for the Enterprise Society, a student led body that specialises in equipping young people with the necessary business and entrepreneurial skills to start a business and/or acquire work-based skills as well as communication, articulation and public speaking skills.

2011 to 2012 : Rivers Academy UK - Teacher

Taught Business Studies, ICT, and Economics to Sixth Form students aged 16-19

2010 to 2011 : Common Purpose London UK - Senior Course Director

I was in charge of designing, delivering and facilitating the Meridian Leadership Course for Senior Executives in London. I project managed this course and was also responsible for the ensuring the development and delivery of the sessions were within budget. I also sold other Common Purpose courses and built and sustained relationships with a diverse range of organisations and people in senior positions and key decision-makers across London. I was also responsible for overseeing and co-ordinating other Delivery Teams and managed course managers and co-ordinators within the Delivery Section of the organisation.

2002 to 2010 : Teacher

Taught in three UK secondary schools. Taught wide ranging subjects including Law, Economics, ICT, Business Studies and English to students aged 11-19.

1998-2002: : Professional Magistrate

Responsible for hearing civil and criminal cases in open court as well as in chambers and the delivery of Rulings and Judgments. I carried out research on various aspects of Law for use by the Government.

1994-1998 : Project Officer, Family Health Trust, Lusaka Zambia

Worked on the Children in Distress (CINDI) Project for this Not-for profit organisation on part-time and full-time basis. My work included identifying vulnerable HIV/AIDS orphans for donor sponsorship.

VOLUNTARY WORK

1994-1995 Africa Relief Corp, Lusaka Zambia

Part-time Volunteer assisting in areas of fundraising for refugees based in Zambia as well as the vulnerable in Rwanda during the civil war and various administrative tasks.

1990-1994 Chilenge Orphanage, Lusaka Zambia

Part-time Volunteer Support Worker - This is a Government orphanage that catered for HIV/AIDS orphans and I lent my support both in administrative duties as well as hands on care of the orphans.

SKILLS AND EXPERTISE

- **Adjudication**

Having served as a Magistrate, I have experience in hearing and interpreting the law in both civil and criminal matters in open court and in chambers with the aim of reaching fair decisions. I have experience in drafting and writing judgments and rulings which has been enhanced by the invaluable experience of working as a Senior Researcher attached to two Judges of the Supreme Court over a period of 4 years.

- **Mediation**

Having been trained as a Mediator and now actively taking on cases referred to mediation by the courts, I am skilled in facilitating negotiations, providing direction, and finding ways to reach a mutual solution. I have consequently enhanced my communication and interpersonal skills, negotiation, problem-solving abilities, conflict resolution, tact and diplomacy, and legal knowledge.

- **Familiarity with the Judicial system, values, principles and legal framework**

A clear understanding and appreciation of the system through my academic studies, work experience and interactions, directly and indirectly.

- **Strategic vision and implementation/Intellectual Leadership**

As the vision holder for my current institution, I have overseen the creation and successful implementation of the 2019-2021 Strategic Plan and currently working with a management consultancy organisation to review and evaluate performance in readiness for creating the 2022-2026 Strategic Plan. Success has been achieved through clear communication of goals and ensuring a buy-in in order to achieve set goals and maximise productivity.

- **Performance management and review**

Experience with setting of performance related goals, timely periodic reviews to ensure alignment for senior management with clear, well communicated and agreed upon interventions where needed.

- **Managing complex organisation and stakeholders**
Coordinating stakeholders from diverse sector for the purpose of achieve access to justice and the Rule of Law. Working with and managing relationships with key stakeholders as all levels such as Ministries of Justice, Education, Finance, Health as well as the Judiciary and legislature; maintaining close and collaborative relationships with CSOs and key international donors.
- **Accountability and probity**
Transparent financial management and procurement procedures as prescribed by law and knowledge of and adherence to accounting standards. Clear understanding of the role and significance of Internal and External Auditors for pre and post audits and of Annual Repots including Financial Statements.
- **Risk management**
I am the Risk Champion for my current organisation having paved the way for the introduction of Risk Management and the Register. Through the office of the Internal Auditor, I oversee Risk Management and the Risk Register and I have demonstrable knowledge of the role of the Board’s Audit Committee.
- **Change management**
Proven ability to manage change through the appreciation of the history, culture, marketplace and knowledge of an Institution.
- **Resource mobilisation**
Increased income generating activities resulting in achieving surplus for three years straight. Through the creation of a Marketing Unit we were able to raise the demand for our products and services. These activities simultaneously increased the profile of the institution, making it more visible.

SPEAKING OPPORTUNITIES

- 2019 : Commonwealth Law Conference (8th – 12th April, 2019 Livingstone, Zambia)
Presented a paper entitled “Best Practice in Regulations, Entry and Exit to the Bar.”
- 2022 : The Ghana 2021/2022 Legal Year Bench, Bar & Faculty Conference (21st – 22nd April 2022).
Survival of the Legal Profession in a Changing World.
Presented a paper entitled – “Mass Production of Lawyers – Is that the way to go?”
- 2022Cavendish University (12th May 2022 Lusaka, Zambia)
Guest Speaker - Breaking the Myth Behind ZIALE and the Prospects of Law Practice in Zambia.

BOARD/COMMITTEE MEMBERSHIP

- August 2020to date: **Board Chairperson** - Zambia Qualifications Authority (ZAQA)
September 2021to date: **Committee Member** - Legal Practitioners’ Committee of the Law Association of Zambia
2021 to date: **Member** - Institute of Directors (IoDZ) Zambia

REFERENCES

On Request

CURRICULUM VITAE

PERSONAL DETAILS

Name : Enias Chulu
Date of Birth : 24th October, 1964
Sex : Male
Nationality : Zambian
Marital Status : Married
Postal Address : Post Box 70345 Ndola
Physical Address : House No. 5260 Mwata Kazembe Road
Kansenshi, Ndola
Cell : 0968516100/ 0955787169
Email : eniaschululegalpractitioners@yahoo.com

ACADEMIC QUALIFICATIONS

1979 to 1983 : Masala Secondary School, Ndola, Ordinary Level School certificate
1984 to 1988 : University of Zambia, Lusaka, Zambia, Bachelor of Laws Degree
1984 to 1989 : Law Practice Institute, Lusaka, Zambia, Legal Practitioners
1990 : Admitted to the bar in the year

WORK EXPERIENCE

1990 to 1991 : Ellis and Company, Ndola, Zambia-Advocate in the firm

Duties:

- Drafting court documents
- Attending chamber applications and conducting trials at court, Legal research and analysis on cases
- Drafting legal opinions, Debt collection matters, any other matters that were referred to me by the Partners in the firm

1991 to 1993 : Mwanawasa and Company, Ndola, Advocate in the firm

Duties:

- Drafting court documents
- Attending chamber applications at court and conducting trials in open court
- Legal research and analysis on cases; drafting legal opinions,
- Debt collection matters, any other matters that were referred to me by the Partners in the firm

1993 to 1996 : Chali, Chama and Company, Ndola, Advocate in the firm

Duties:

- Drafting court documents, attending chamber applications at court
- Conducting civil and criminal trials, Legal research and analysis on Cases
- Drafting legal opinions, Debt collection matters, any other matters that were referred to me by the Partners in the firm

1996 to 2003 : Chulu and Company, Ndola, Partner in the firm

Duties:

- To oversee the day to day administrative operations of the Ndola branch of the law firm, to supervise members of staff, associates and implement office initiatives in order to ensure that the office remains compliant with national laws, regulations and bylaws, to be in charge of various case assignments and make sure that the employee workload is balanced and fair,
- To handle the budget for the law firm on the Copperbelt, to ensure that the professional relationship of the partners in the law firm is upheld through the life of the practice
- Attend to matters before the Supreme Court, the High Court and administrative tribunals (conducting civil and criminal trials)
- Attending to mediation and arbitration cases

2003 to 2005 : Partner, Libertas Legal Practitioners Ndola, Partner in the firm

Duties:

- To oversee the day to day administrative operations of the Ndola branch of the law firm
- To supervise members of staff, associates and implement office initiatives in order to ensure that the office remains compliant with national laws, regulations and bylaws
-
- To be in charge of various case assignments and make sure that the employee workload is balanced and fair
- To handle the budget for the law firm on the Copperbelt
- To ensure that the professional relationship of the partners in the law firm is upheld through the life of the practice
- Attend to matters before the Supreme Court, the High Court and administrative tribunals (conducting civil and criminal trials)
- Attending to mediation and arbitration cases

2005 to date : Managing Partner Enias Chulu Legal Practitioners, Ndola Managing Partner of the firm

Duties

- Direction and Planning - Development of the strategic direction and objectives of the law firm and build consensus from other partners and members of staff in the law firm in order to build consensus
- Communicate and oversee implementation of approved strategic objectives, Professionals – Works with Professional Resources & Development to support the recruitment and development initiatives in the firm
- Public Relations – Presents a face and voice for the firm to the professional regulatory bodies such as the Law Association of Zambia and government agencies such as Zambia Revenue Authority,
- Lands and Deeds Registry, Patents and Companies Agency, Ministry of Justice,
- Ndola City Council and the Judiciary etc, Motivation & Morale – Creates a positive work environment that encourages teamwork, cooperation and collaboration between and among offices and groups
- Administration & Staff - Through the Administrative Officer in the firm and other functional areas of management, ensures that administrative support is carried out in an effective and efficient manner,
- Policies & Records – Develops, in conjunction with the senior Administrative staff and others as applicable, and also implements these policies, systems, and procedures for the firm and ensures they are followed by partners, associates and staff
- Reporting – Provides regular reporting to the partners dealing with finances, growth issues, management issues, and the implementation of business strategies,

- Law Practice –attending to matters before the Supreme Court ,the High Court and administrative tribunals, Authority - The MP has the broad authority to carry out these duties, except where specifically limited by the prevailing legislation in Zambia that relates to the running of a law firm or any Partnership agreement that may be in force from time to time.

PROFESSIONAL EXPERIENCE

1. Alex Ndhlovu and Another vs Eagle Charalambous and another
2. Ndola City Council vs William Kasonso
3. Godfrey Daka vs Zambia Railways Limited
4. ZNBC vs Anderson Mazoka
5. Represented the Hon. Madam Justice Sunkutu in the tribunal appointed by President Sata to remove Judge from office
6. Handling arbitration on behalf of Excel Textiles Zambia Limited vs P.T.A Bank before the
7. COMESA Court of Arbitration

JUDICIAL FUNCTIONS

- 2019 to 2022 : Tax Appeals Tribunal **Member**
 2020 to date : Small Claims Court **Commissioner**
 2022 to date : Football Association of Zambia Arbitration Tribunal **Chairman**

MEMBERSHIP AND PROFESSIONAL BOARDS

- 2000 to 2003 : Zambia Printing Company –Board Member
 2002 to 2005 : Copperbelt Forestry Company Limited –Board Member
 2003 to date : Zambia Institute of Directors - Member
 2005 to 2008 : Zambia Competition Commission – Board Member
 2010 to 2014 : Railway Systems of Zambia - Company Secretary
 2012 to 2015 : Zambia Postal Services Corporation Ltd- Member Tender Committee
 2014 to 2015 : Kafubu Water and Sewerage Company – Board Member
 2015 to 2018 : National Prosecution Authority –Board Member
 2015 to 2017 : Zambia Revenue Authority – Board Member
 2017 to 2018 : Executive Committee Member-Kabwe Warriors Football Club

ASSOCIATION MEMBERSHIP

- 2004 to 2007 : Conveyor of the Copperbelt Human Rights Committee of the Law Association of Zambia
 2005 to 2008 : Secretary- Copperbelt House Committee of the Law Association of Zambia
 2007 to 2010 : Member of the Legal Practitioners Committee of the Law Association of Zambia
 2013 to 2016 : Council Member of the Law Association of Zambia

COMMUNITY ACTIVITIES

- 2000 to 2002 : Chairman, Advisory Board, Mitanda Home for the Aged
 2005 to 2011 : Vice Chairman, Prison Fellowship of Zambia.
 2014 to 2015 : President of the Rotary Club of Ndola
 2018 to 2019 : Vice Chairman, Malambo Cultural Association

HOBBIES

1. Playing social football
2. Watching Rugby

REFEREES

Honourable Mr Justice Chalwe Mchenga
Court of Appeal Judge
Judiciary
LUSAKA

Dr Davison Kwendakwema
Beverly Eye and Dental Clinic
NDOLA
Telephone number: 0977782259

Dr Julius Sakala
J B Sakala and Company
NDOLA
Telephone number: 0977843456

CURRICULUM VITAE

PERSONAL DETAILS

Name : Mwaka Samundengu Ngoma
Date of Birth : 26th May, 1969
Nationality : Zambian
Marital Status : Married
Address : No 104, Ngwezi Road, Roma, Lusaka
Mobile : 260 965 610107/260 973 589828
Email : mwakangoma@yahoo.com; mwaka@bga.co.z

CAREER PROFILE

Mrs Mwaka Samundengu Ngoma is a legal practitioner with over 30 years law practice experience. She holds a Bachelor of Laws Degree (LLB) from the University of Zambia and a Master of Laws Degree (LLM) in Commercial Law from the University of South Africa. She is an advocate of the High Court and Supreme Court of Zambia as well as a member of the Chartered Institute of Arbitrators, London and Zambia Branch.

Mwaka is currently a Partner at Messrs Buta Gondwe & Associates, a leading law firm in Lusaka. She specialises in Commercial and Employment Law. She is also a Commissioner of the Small Claims Court, a fast track court set up to hear and determine civil matters of liquidated claims of up to K20,000.

Earlier in her career, Mwaka practiced law in private firms before moving on to the public sector where she served at senior management level. She was Director, Enforcement and Compliance at the Zambia Competition Commission, now named Competition and Consumer Protection Commission, a statutory body set up to protect the competition process in the Zambian economy and to protect consumers. She also worked as Director Legal at the Road Development Agency, a statutory body mandated with the care, maintenance and construction of public roads in Zambia.

Mwaka has served on a number of Boards including ZAFFICO where she is the Vice Board Chairperson (January 2023 to date); Vision Fund Zambia (2019 to date) and Lusaka Water & Sewerage Company (2018 to 2021). She has previously chaired the Audit Committee of the Ministry of Commerce, Trade & Industry (2013 - 2019) and served as member of the audit committee - Ministry of Sport & Youth (2013-2019).

ACADEMIC AND PROFESSIONAL QUALIFICATIONS

1992 : Bachelor of Laws Degree (LLB) with Credit, University of Zambia
1992 : Obtained postgraduate certificate to practice as an advocate of the High Court of Zambia, Zambia Institute of Advanced Legal Education
1995 : Qualified to practice as an advocate of the Supreme Court of Zambia
2007 : Master of Laws Degree (LLM) with specialization in Commercial Law, University of South Africa, South Africa. Options included Drafting Commercial Contracts; and Insolvency, Winding up & Judicial Management
2018 : Chartered Institute of Arbitrators—member

WORK EXPERIENCE

1993 to 1998 : Private Legal Practice Associate Lawyer-I started my career in private legal practice where I worked for three reputable law firms, starting with Ellis & Co, moving on to RMA Chongwe & Co and finally ending with Lloyd Siame & Co, over a total

period of five and a half years; In private practice, I acquired skills to conduct litigation(both civil and criminal procedure), time management, planning and prioritization of work as a result of working and delivering assignments under tight deadlines; Practising law with private law firms also enhanced my decision making and problem-solving skills as a result of solving numerous legal problems

1998 to 2000 : Commerce Bank Zambia Limited Legal Counsel

Set up the legal department in this commercial bank where I served as chief legal advisor and Board Secretary; As my first senior management position, this job afforded me an opportunity to acquire skills that later became very useful in my career, such as leadership skills, mentoring and coaching skills; organisational skills, capability of maintaining quality whilst working under pressure and adhering to deadlines; and interpersonal skills as a result of interacting with fellow departmental heads and Board members almost all of who were chief executives of their own institutions; Coordinated the work of external counsel hired to assist the bank; Drafted/reviewed various legal agreements; and Provided interpretation of legislation and court judgments

2000 to 2001 : Zambia National Oil Company-Company Secretary

Zambia National Oil Company was a government-owned company set up for the purpose of procuring crude oil for the nation. I served as Company Secretary, chief legal advisor and was in charge of human resource and administration until the Company was placed in receivership and subsequently liquidated. Key responsibilities included managing an array of legal services; preparing and/or reviewing a wide range of multi-million Dollar agreements between sector players; coordinating the work of external legal advisors hired to assist the company as and when required; liaising with the sector Regulator; coordinating and servicing meetings of Board members; and developing long-term plans and budgets for the Directorate; monitoring implementation, and evaluating performance on a regular basis and in a timely manner and taking corrective measures as required

2002 to 2003 : Zambia Competition Commission Director, Enforcement & Compliance

Managing an array of legal services to the Commission including representing the Commission in court and other tribunal requiring legal representation; Providing legal input in the development implementation and review of legal instruments developed to assist the Commission to discharge its statutory obligations; Coordinating the work of external legal advisors hired to assist the Agency as and when required; Providing input in identifying anti-competitive practices as defined by Competition law statute and case law and analyzing evidence on proposed mergers and acquisitions; Developing and managing the Directorate's budget to ensure optimal use.

2003 to 2013 : Lumangwe Chambers- Partner

I worked part time with this private law firm providing consultancy services and research on an ad-hoc basis. From March 2012 to May 2013, I was full time and was running the Lusaka office. During the period I was full time at the firm, I provided an array of legal services to various clients; supervised administrative staff and mentored law students attached to the firm

2012 to 2013 : University of Lusaka Part-time Lecturer

Lectured 4th year students in Civil Procedure Duties included lecturing, setting and marking examinations and assignments and generally providing guidance and mentoring students.

2013 to 2017 : Director–Legal Services Road Development Agency

Key responsibilities Included Managing an array of legal services to the Agency including representing the Agency in court and other tribunal requiring legal representation, structuring and reviewing agreements; Providing legal input in the development implementation and review of legal instruments developed to assist the Agency to discharge its statutory obligations; Providing interpretation of legislation, court judgments, contracts and memoranda of understanding; Advising on the needed framework aimed at improving the implementation of the Agency's statutory mandate; Coordinating interaction with the Attorney General's office for the purpose of obtaining the Attorney General's opinion on contracts and other agreements; Coordinating the work of external legal advisors hired to assist the Agency as and when required; Custodian for legal documents (e.g contracts, memoranda of understanding, securities and insurance policies submitted by road contractors and consultants pursuant to contracts; Providing secretarial services to the Board and providing legal advice on matters discussed; ensuring and monitoring implementation of Board directives; and As a member of the Procurement Committee, providing legal advice on matters discussed to enable the Agency's adherence to procurement laws

Management of the Directorate:

Developing, updating and implementing policies, strategies, processes, systems and procedures for the effective delivery of the mandate of the Legal Directorate; Participating in the formulation and/or review of the Agency's polices, strategies and guidelines; Developing long-term plans and budgets for the Directorate, monitoring implementation, and evaluating performance on a regular basis and in a timely manner and taking corrective measures as required; and Managing the Directorate's budget to ensure optimal use.

Key Highlights and Achievements: Developed a system to track securities which significantly reduced the risk of securities expiring during the life of the projects to almost nil; Developed a Board Charter and terms of reference for all Board Committees thus eliminating uncertainty in the way the affairs of the Board were conducted; In conjunction with internal audit, developed self-assessment forms for Board members to improve performance of the Board; Developed a procedures manual for the Legal Directorate which improved efficiency; Exposure to private participation in financing public infrastructure and services equipped me with ability to assess, among other things, 'value for money' and ensure that risks were properly assigned to the party most suited to bear it. Was part of the Technical Committee negotiating the Public Private Partnership (PPP) project of the Kasomeno-Mwenda road, a project between Zambia and the Democratic Republic of Congo on the one hand and the concessionaire on the other hand; Member of the joint technical committee on the construction of the Kazungula Bridge, a US\$260million project which includes international border facilities in Zambia and Botswana; Acquired expertise in drafting and interpreting FIDIC Contracts and other aspects peculiar to complex construction projects, a highly specialized area of law

2018 to date : Partner-Buta Gondwe& Associates

Was admitted into partnership of the firm of Messrs. Buta Gondwe& Associates. My duties include providing an array of legal services to clients including representing them in court and other tribunal requiring legal representation; and mentoring learner legal practitioners attached to the firm.

Corporate Governance

- 2022 : Attended training on corporate governance and Leadership including Statutory regulation on corporate governance in Zambia facilitated by the Institute of Directors.
- 2020 : World Vision Micro-finance Governance - this included understanding financial statements for micro-finance institutions; Training through seminars & workshops on various aspects of Law, including alternative dispute resolution and on legal aspects of Public Private Partnerships, drafting and interpreting FIDIC contracts.

PROFESSIONAL MEMBERSHIPS/DIRECTORSHIPS HELD

1992 : Member of the Law Association of Zambia.
2013-2019 : Member of the Audit Committee of the Ministry of Sport and Youth
Development
2013-2019 : Chairperson of the Audit Committee of the Ministry of Commerce,
Trade and Industry
2018 to date : Member of the Institute of Directors
2018-2021 : Board member and Member of the Finance & Administration
Committee–Lusaka Water & Sewerage Company
2018 to date : Commissioner – Small Claims Court
2018 to date : Chartered Institute of Arbitrators – Zambia Branch
2018 to date : Chartered Institute of Arbitrators - London
2019 to date : Board member, and Member of the Audit & Risk Committee - Vision
Fund
Zambia
2020 to 2022 : Honorary Secretary- Chartered Institute of Arbitrators – Zambia Branch
2023 Jan to date: Vice Board Chairperson of Zambia Forestry and Forest Industries Corporation

REFEREES

Mr Buta Gondwe, Managing Partner
Buta Gondwe & Associates,
P.O Box 34491, Lusaka.
Mobile: +260 978479115/+260 955959800;
email: butagonweyes@gmail.com; buta@bga.co.zm

Mrs Daphne Chabu, Lumangwe Chambers
President Avenue, P.O Box 70638, Ndola,
Tel: +260 212 613133/260 966903029/0976650991
email: lumangwe@zamnet.zm

Eng. Levi Zulu, Immediate Past Chairman
Chartered Institute of Arbitrators-Zambia Branch
Mobile: +260 977770313; email: levi.zulu@gmail.com

CURRICULUM VITAE

PERSONAL DETAILS

Name: : Geoffrey Chilufya Mulenga
Email : Geoffrey.Mulenga@ptabank.org
Cell : +260975717121; +254 758956356
Nationality : Zambian
Date of Birth : 15TH April 1973
Profession : Legal Practitioner
Marital & Family Status: Married – 2 Children

ACADEMIC QUALIFICATIONS

Bachelor of Laws Degree (L.L.B) with Credit – University of Zambia; 1992 – 1995

Key Competences

- Extensive understanding of the operations of public and quasi-public institutions (Bank of Zambia, Anti-Corruption Commission).
- Ability to analyse and appreciate international context of local and regional legal and political issues, stemming from academic grounding in international law and work experience in PTA Bank;
- Appreciation of key contract law concepts and their application in various situations, particularly securitisation, banking, investment and project finance.
- Secretarial services to committees of the Board;
- Thorough and practical experience in governance matters having served as secretary for high-level meetings in the Bank of Zambia;
- Practical knowledge in complex commercial law transactions;
- Practical knowledge in prosecuting financial crimes;
- Extensive Conveyancing and securitisation experience both locally and internationally;
- 25 years litigation and legal advisory experience;
- Thorough working and practical knowledge of the Anti-money Laundering Legislation;
- Experience in litigating public law cases;
- Experience in multi-jurisdictional legal issues;
- Exceptional writing skills;

POST GRADUATE QUALIFICATIONS:

- Masters Degree in International Law with appreciable focus on International Commercial Law. (L.L.M) – Nottingham University, United Kingdom 1999 - 2000
- Advanced Certificate in Mediation and Arbitration - International Legal Institute, Kampala Uganda, June - July 2006
- Certificate in Legislative Drafting – International Legal Institute, Kampala Uganda, June - July 2004
- Certificate in Anti – Money Laundering Crime Studies – IMF and World Bank programmes, Luanda, Angola, July 2005
- Certificate of Participation in Procedures of the African Commission on Human and Peoples’ Rights – Banjul, The Gambia, February – March 1999

- Certificate in Advanced Trial Advocacy Skills – American Cultural Centre, Lusaka (under the auspices of the University of Vermont, U.S.A) August 1996
- Advocate of the High Court for Zambia (Barrister) – Zambia Institute of Advanced Legal Education; January 1996 – November 1996
- Advocate of the Supreme Court for Zambia - 2000

WORK EXPERIENCE

01/96 to 12/96 : Apprentice advocate - Legal Clinic for Women

Responsibilities

Preparing legal documents for scrutiny by principal and preparing legal opinions

01/97 to 09/02 : Principal Advocate - Legal Resources Foundation

Responsibilities

Supervising lawyers, litigating test and public interest cases and settling legal opinions.

10/02 to 10/03 : Chief Legal and Prosecutions Officer - Anti-Corruption Commission

Responsibilities

Prosecuting various financial crimes and high profile cases and giving legal advice to the Commission

11/03 to 01/10 : Legal Counsel - Bank of Zambia

Responsibilities

Litigating cases in court and giving legal advice to various departments in the Bank of Zambia, settling opinions, executing Board secretarial functions and doing conveyances and preparing and perfecting securities.

01/10 to 11/11 : Legal Officer - Eastern and Southern African Trade and Development Bank (PTA Bank)

Responsibilities

Settling complex loan documentation, assessing legal risk, negotiating multi-party project and trade loan syndication agreements.

12/11 to 04/12 : Senior Legal Officer - Eastern and Southern African Trade and Development Bank (PTA Bank)

Responsibilities

In a supervisory capacity, reviewing complex loan documentation, assessing legal risk, negotiating multi-party project and trade loan syndication agreements.

05/12 to 12/13 : Senior Counsel – Legal Services - Bank of Zambia

Responsibilities

Litigating cases in court and giving legal advice to various departments in the Bank of Zambia, settling opinions, executing Board secretarial functions and doing conveyances and preparing and perfecting securities.

01/2014 to 06/2014 : Acting Assistant Director – Legal Services - Bank of Zambia

Responsibilities

Deputising the Director in allocating and supervising in-house counsel in litigation and advisory matters, allocating, managing and reviewing the work of external counsel; advising the Board and all departments of the Bank in all legal matters.

10/2014 to date : Head of Legal – Trade Finance - Eastern and Southern African Trade and Development Bank (PTA Bank)

Responsibilities

Reporting to the Director, heading, the legal function responsible for trade finance transactions, negotiating multi-party trade loan documentation, assessing legal risk, etc.

- Geoffrey has extensive knowledge in commercial matters, having worked for the Bank of Zambia and TDB (formerly PTA Bank) (the Eastern and Southern African Trade and Development Bank) in Bujumbura and Nairobi in the last 10 years. Geoffrey has participated in the issuance of (a) TDB’s first Eurobond and (b) the Government of Zambia’s issuance of a debut Eurobond.
- Geoffrey has very recent and quite extensive hands-on experience in complex multi-partite and cross-jurisdictional trade and project financing transactions and has developed a mastery of the loan documentation required to support such transactions. He is also keenly aware of the issues that arise and the solutions that could be deployed to resolve such issues in the context of a supranational institution such as the TDB.
- Geoffrey has twenty plus years of litigation experience in both civil and criminal matters. Having lectured at the University of Zambia for three years he has also enriched his industry for academic research, which has added much value to his legal artistry as a practising lawyer and enhanced his public speaking skills.
- As Acting Legal Counsel – Board and Advisory from 2004 to 2006, Geoffrey gained extensive experience in conveyancing and securitisation from the Bank of Zambia’s internal conveyancing matters for staff.
- Geoffrey’s work at the Bank of Zambia in a typically included the defence or prosecution of several court cases per year and the coordination of many others which were defended or prosecuted by external lawyers. He successfully concluded and coordinated the conclusion of more than 65% of all court cases under his charge.
- Geoffrey served as secretary to the Audit and Finance Committee of the Board of Directors of the Bank of Zambia from February 2004 to February 2006. In addition, from time to time Geoffrey served as secretary to the Executive Management meetings of the Bank of Zambia. This experience enriched Geoffrey’s skills in the area of Board Secretarial work.
- Geoffrey previously worked at the Anti-Corruption Commission for one year as the Chief Legal and Prosecutions Officer, where his principal duty was to prosecute and coordinate the prosecution of high profile cases of corruption and abuse of public office as well as to prosecute financial crime. This experience enriched his litigation skills in criminal matters and further gave Geoffrey an opportunity to supervise numerous prosecutors and lawyers.
- Geoffrey worked as an apprentice at the National Legal Aid Clinic for Women from January 1996 to December of the same year. Thereafter, he joined the Legal Resources Foundation, where he worked from

January 1997 to December 2002, breaking only for a year to pursue a Masters Degree in law at Nottingham University in the academic year 1999-2000. Geoffrey had at this time risen to the position of Principal Advocate, with a complement of 8 lawyers and 26 paralegals under him. The Legal Resources Foundation is a Non-Governmental Organisation engaged in law reform through public interest, human rights and test-case litigation.

- Geoffrey gave a series of lectures on the theme 'Human Rights and Development Aid' in Denmark as a visiting lecturer in October 2000 at the law faculty of Aarhus University. In addition, he also lectured International Law, and served as tutor in Commercial Law, part-time, at the University of Zambia from 2003 to 2005.

CONSULTANCIES

- Geoffrey acted as legal consultant for a German development agency, the German Technical Assistance (GTZ) for a period of two years (2000 – 2001) on a project titled 'the Enhancement of the Legal Status of Girls and Women in Zambia'. This involved input into the design of a curriculum for training paralegals and actual delivery of instruction on basic legal issues to rural women in Southern Zambia.
- Geoffrey was the lead resource person in a workshop to kick-start the lobby for the formal recognition of paralegals organised by the Legal Resources Foundation under the auspices of the Netherlands Institute for Southern Africa (NIZA) in August 2004.

ACHIEVEMENTS OF NOTE

- Joining the TDB as Legal Officer in February 2010 and being promoted to Senior Legal Officer by November 2011.
- Playing a key role in successfully negotiating and settling all in-house legal documentation for the first ever wholly PTA Bank-financed aviation transaction of US\$ 60m to Rwandair.
- Since ascending to the position of Legal Counsel – Litigation in 2005, successfully arguing at least one case every year before the Supreme Court which merited publication in successive editions of the Zambia Law Report (2006 and 2007). These cases are now cited as authorities in banking and employment law.
- In his first year of practice, Geoffrey succeeded in securing a conviction against a 58 year old man who was charged with sexually defiling a girl of 8, through a private prosecution conducted with the leave of the Director of Public Prosecutions. The case reference is CR/97/Sb/208. The regular prosecutions department had a paltry success rate of under 20% in matters of this nature.
- Geoffrey was associated with the first ever successfully initiated and concluded case against the state of Zambia before the African Commission of Human and Peoples' Rights. The Commission in the case of *Legal Resources Foundation –V– Zambia* found the state of Zambia to have violated certain provisions of the African Charter on Human and Peoples' Rights in connection with unwarranted interference with Dr Kenneth Kaunda's rights to citizenship.
- Against a backdrop of extremely stiff competition, Geoffrey was awarded the prestigious **Chevening Scholarship** to pursue a Masters Degree in International Law at Nottingham University in the United Kingdom in September 1999, under the auspices of the Commonwealth and Foreign Office of the United Kingdom.
- Geoffrey personally handled and concluded over 43 cases in court on behalf of the Legal Resources Foundation. At any rate, in a country where it takes an average of four years to conclude a trial, such a

record is no mean achievement. His personal success rate exceeded 86% whereas the success rate of the organisation at large in civil trials stood at about 82%.

- Geoffrey was the youngest member of a team of seasoned lawyers who handled the defence of some 77 accused persons in Zambia's biggest ever criminal trial – the Treason Trial of 1997. The trial boasted 12 defence lawyers, 5 prosecuting Counsel and well over 100 witnesses and lasted 5 months. During the said trial, Geoffrey gained well over 400 hours of trial court experience.
- In the last five years of employment at the Legal Resources Foundation, Geoffrey oversaw the establishment of 7 legal Advice centres within Lusaka as well as 8 other centres at provincial level. From being the only lawyer employed at the Foundation's only office in 1996 – with a support staff of only 3 – Geoffrey played a major role in the growth of the organisation, which grew to boast a staff of well over 60. Geoffrey was closely associated with this success.
- Geoffrey has drafted Loan Market Association (LMA) standard loan documentation and overseen financial close of more than two dozen complex multipartite trade finance and project finance transactions with a composite value of over three billion USD.

Major Responsibilities;

As Bank of Zambia Acting Assistant Director, primary responsibilities include:-

- Coordinating and reviewing the work of external counsel for all outsourced legal services.
- Supervision and management of initiation and defence of court cases on behalf of the Bank.
- Rendering advice to the Executive Management, and the Bank and its committees on several aspects of their legal obligations and duties.

Other non-routine responsibilities include -

- Drafting operational regulatory instruments under the Bank of Zambia and Banking and Financial Services Acts;
- Serving as secretary to meetings of executive management or committees of the Board.
- Coordinating the work of English and local counsel in several TDB Member States on behalf of TDB.

REFEREES

Mrs Bettey Majula
Court of Appeal Judge
Judiciary, Republic of Zambia

Mr Justice Mumba Malila, (SC)
Judiciary
Court of Appeal Judge
Zambia

M. Robert Simeza
Simeza Sangwa and Associates
P O Box 35162
Lusaka

CURRICULUM VITAE

PERSONAL DETAILS

Name : Mbile Muwindwa Wina
Age : 52 Years
Date of Birth : 7th May, 1970
Sex : Female
Occupation : Lawyer
R.Address : F401a/296 Bonaventure Road, Makeni, Lusaka
P Address : PO Box 30451 Lusaka
E-mail : muwindwaw@gmail.com
Telephone : 0979743476

ACADEMIC QUALIFICATIONS

October 1995 : LLB (Hons) Bachelor of Laws Degree
Thames Valley University, West London, United Kingdom
2.1 Honours Degree

April, 1997 : Law Practice Certificate; Formal Admission to the Zambian Bar
Zambia Institute of Advanced Legal Education, Lusaka, Zambia

January, 2006 : LLM (Masters of Law) with Distinction, University of Leicester, Leicester, United Kingdom
Associate Member of the London Chartered Institute of Arbitrators

October 2013 : Advanced Senior Management Certificate from IMD Business School, Lausanne, Switzerland

WORK EXPERIENCE

Feb, 1998 to Sept, 2010 - Principal Legal Officer

Sept, 2010 to April, 2011 - Chief Legal Officer ZESCO Limited, Lusaka, Zambia

- Responsible for defending the Corporation in the courts of law
- Drafting and perusing legal documents on behalf of the Corporation
- Rendering legal opinions to the Corporation
- Responsible for perusing and amending contracts
- Contract negotiations
- Trial Advocacy

April 2011 - appointed as Senior Manager Legal functional responsibility in the department included:

- Accepting process and allocating work to Chief Legal Officers
- Attending to conveyancing
- Reviewing various contracts and agreements on the Company's behalf, such as Power Purchase Agreements (PPAs); Connection Agreements; Loan Agreements
- Drafting a wide spectrum of contracts and agreements on the Company's behalf
- Attending numerous Management meetings
- Sitting on various bid evaluation committees
- Attending to ex-curia settlements

- Advising Management on all Legal matters
- Trial Advocacy

November 2011 to 2nd December 2016 appointed as Director- Legal Services & Company Secretary ZESCO

Principal accountabilities

- Ensuring timely arrangements meetings of annual, board and corporate management
- Ensure timely filing of statutory returns for the directorate
- Evaluate, direct and monitor the governance system
- Communicate management objectives and corporate vision to all relevant stakeholders
- Communicate the corporate strategy and direction to the directorate
- Ensuring that the corporation always has the best legal input into the decision making process
- Review service agreements and contracts for the business initiatives in the corporation
- Contributing to a legislative environment conducive to ZESCO’s mission
- Ensuring timely availability and achievement of all departments’ strategy, plans and budgets
- Ensure timely availability of a competent and well-motivated staff in the directorate
- Ensure timely availability and achievement of directorate’s strategy plan and budgets
- Create an environment conducive to innovation in the directorate
- Review of Power Purchase Agreements; Connection Agreements
- Review of Loan Documentation pertaining to financing of power projects
- Coordination of all legal and regulatory documentation for all ZESCO power projects from inception up to completion
- Overseeing and coordination of Due Diligence process by potential financiers of power projects
- Perform any other duties lawfully assigned by the Managing Director
- Ensure timely and economic availability of equipment, hardware, software and services for the directorate
- Board Secretary for El Sewedy Zambia Limited and Zambia Electrometer Limited; ItezhiTezhi Power Corporation Limited; Kafue Gorge Lower Power Corporation Limited (Subsidiaries of ZESCO Limited)

January 2017 joined Kalokoni& Co as an Associate Advocate

April 2017 attached to The Legal Aid Board as pro bono

Counsel for criminal cases, where I still take up cases

Was recently engaged as Legal/Commercial Expert on a project for Standard Microgrid Initiatives who are conducting a feasibility study for the deployment of 150 Solar Photovoltaic Units with battery storage in rural Zambia

Currently practicing as a partner with Mesdams Celine Nair & Co, in Rhodespark, where I do a lot of litigation, in addition to the criminal litigation I undertake under the Legal Aid Board.

SKILLS

- Computer Literate
- Excellent verbal and written communication skills
- Good leadership skills

ACTIVITIES

- Member of the Law Association of Zambia
- Member of the Female Lawyers Association of Zambia

- Associate Member of the London Chartered Institute of Arbitrators
- Vice-Chairperson –Ward Development Committee –Kanyama Constituency

School Prefect, Leopards Hill Secondary School, 1990- 1993
 Secretary of the Debate Society, Leopards Hill School, 1990
 University Representative, University of Leicester, United Kingdom, 2005

Examination Sitter, University of Leicester, 2005 - 2006

CPD

Costs and Taxation of Costs – Lusaka December 2007
 DSBA Contract Negotiation Skills Course – Livingstone May 2009
 Loan Documentation School – Johannesburg March 2012
 IMD – Lausanne Switzerland- Strategic Executive Management Course- June 2013
 Euro Money Training in Corporate Governance- London August 2013
 Euro Money Training - An Effective Board – Dubai November 2013
 Board Secretaries Africa: Acceleration to Greatness – Cape Town South Africa- October 2015
 MCA Training International- High Performance Leadership Training- Cape Town South Africa- July 2016

HOBBIES

Reading; Swimming; outdoor trekking; traveling; watching movies, kickboxing, taking long walks; fishing; Power walking; listening to music.

REFEREES

Hon. Justice MubangaKondolo
 Court of Appeal Judge
 Lusaka
Zambia
 Mobile +260 977678966

Hon. Justice Nigel Mutuna
 Supreme Court Judge
 Lusaka
Zambia

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 +260 961086230

Mr. Victor Mundende
 Managing Director
 ZESCO Limited
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Mr. Alan Jones
 LXL LLP
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 Kew Gardens
 Surrey, TW9 3GA

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Mobile: +44(0) 77 6720 3102
Email amj@lawxl.com

Ian Snaith
Course Director & Senior Lecturer
Faculty of Law
University of Leicester
Leicester LE1 7RH
United Kingdom

CURRICULUM VITAE

PERSONAL DETAILS

Names : Mwanabo Lastone
Sex : Male
Marital Status : Married
Date of Birth : 7th June, 1976
Nationality : Zambian
Address : P.O. Box 30788 Lusaka
Email : lasnabo@yahoo.co.uk
Tel/Cell : 291446/291448/0742845/0975 49577/0955-889670

ACADEMIC QUALIFICATIONS

1989 : Ngwezi, St. Mary's
1990 to 1994 : School Certificate, Canisius Secondary School
1996 to 2001 : Degree, University of Zambia
2001 to 2002 : Zambia Institute of Advanced Legal Education (ZIALE).

WORK EXPERIENCE

1998 : Part-Time Assistant Researcher on Environmental laws in Zambia
1999 : Joined the then W. Sithole–Mwenda & Co. as student legal assistant
2000 : Worked as an internee at the Permanent Human Rights Commission under the Otto Essyen Young Professionals Programme (OEYPTP) sponsored by the United Nations Development program (UNDP)
2000 : Crowned as best labour law student
2001 : Joined Ellis & Co. as Learner
2002 to 2003 : Joined the judiciary as a Magistrate and rose up to the position of Senior Resident Magistrate, Presiding over numerous Civil and Criminal matters
2004 to 2011 : worked at Messrs. Lewis Nathan Advocates joining as an Associate Advocate, Financial Markets and Commercial Law Division and rose to the level of being held out as a partner. Handled litigation matters both Civil and criminal matters Left Lewis Nathan Advocates in 2011
2011 to date : Formed and practicing under the law firm L M Chambers as managing Partner

Duties: Handling numerous litigations on various Civil and Criminal matters Handling commercial transactions concerning development agreements, share Purchase or sale agreements, corporate financing, security perfection and general corporate governance issues.(c) Conveyance transactions and attendant issues.(d) Rendering secretarial services to various corporate entities.(e)Rendering opinions and consultancy services on registration of societies and Non-Government organisations, *inter alia*, modes of registration of NGOs and societies and attendant services.(f) Rendering legal opinions on various legal issues to various entities.

WORKSHOPS/SEMINARS

2000 : Participated in the peak performance seminar sponsored by UNDP
2001 : Participated in the Public Order Act way forward workshop organized by the Permanent Human Rights Commission held at Pamodzi Hotel.

2002 : Enhancing Justice and Judicial Independence in the Judiciary
2002 : Money Laundering sponsored by the Drug Enforcement Commission
2003 : seminar on Drugs and Case work in Southern Africa held in Pretoria
South Africa sponsored by UNDP.
2004 to date : good governance, constitutional issues, public order matters, Legal
Profession

PROFESSIONAL EXPERIENCE

Directed Research on Democratic Governance and the Rule of Law the Zambian Perspective under the Third Republic

PROFESSIONAL BODIES BOARD MEMBERSHIP

2020 : Maersk Line Zambia Limited
Adra Zambia
Midlands Zambia Conference
2016 : Emmanuel School
Midlands East Zambia Conference

Membership to voluntary organizations – Zambia Adventist Lawyers’ Association of the Zambian Chapter and the Law Association of Zambia

Hobbies: Reading, farming, listening to music and watching sports such as boxing, wrestling and athletics

REFEREES

Judge Kabazo Chanda (Rtd.)
Lecturer School of Law University of Zambia
P O Box 32379,
LUSAKA

Mr. Fredrick Mudenda
Dean School of Law, University of Zambia
P O Box 37268,
LUSAKA
Cell: 0979430040, 0978951027, 0955430040

CURRICULUM VITAE

PERSONAL DETAILS

Name : Ian Mwanajiti Mabbolobbolo
Sex : Male
Date of Birth : 1st April 1968
Nationality : Zambian
Marital Status : Widower
Address : Makala & Company Legal
Practitioners and Notaries Public
Plot No. 1130 Parirenyatwa Road
Fairview
LUSAKA
Tel : +260 1 223895/237461/0977990449
Email : mabbolobbolo@yahoo.com.sg

ACADEMIC QUALIFICATIONS

1982 to 1986 : Hillcrest Secondary School – obtained full school certificate.
1990 to 1993 : Science Laboratory Technician’s Course at Evelyn Hone
College of Applied Arts and Commerce
2002 to 2004 : Bachelor of Laws (LLB) degree Programme at the University of
Zambia.
2003 to 2004 : Elected and served as President of the University of Zambia
Law
Association, Acquired office accommodation and sourced funds for furnishing
office cum Legal Aid desk for the Association, Restored the confidence of the
students in the association’s ability to address needs of the students and presided
over an executive that was transparent and accountable in managing the funds of
the association, Provided requisite leadership, support and guidance to the editorial
team that saw the publication of ‘Legality Journal’ for 2004, Organized a
memorable inauguration ceremony for the successor UNZALAW executive (on the
lines of LAZ annual balls) where all students were invited
July to Nov 2004 : Research Assistant for a visiting professor (Jeremy Gould) from
Helsinki University in Finland on his research entitled “Legal Pluralism and State
Formation in Zambia.” The work involved research on Judicial Review cases in
Zambia, designing questionnaires for the University of Zambia Law students
including students pursuing post graduate studies at the Zambia Institute of
Advanced Legal Education (ZIALE); conducting interviews with students from
both institutions
2005 to 2006 : Legal Practitioners Qualifying Examinations (LPQE) at the
Zambia Institute of Advanced Legal Education (ZIALE)

WORK EXPERIENCE

1987 to 1990 : Technical Assistant by the then National Council for Scientific Research and
assigned to the Materials Testing (Textiles) Department
1993-2002 : Technical Officer at NISIR
2005 to 2007 : Senior Administrative Officer (Legal) at NISIR
2007 to 2009 : **Part-time Advocate (Associate) in the firm** of Makala &
Company Legal Practitioners and Notaries

Oct 2007 to Jun 2008 : **Acting Administration Manager for NISIR- Duties:**

Proactive and used principles and guidelines of corporate governance to provide timely advice to the Board and Management of NISIR, Consequently litigation against NISIR was kept at its lowest, Ensured timely preparation of Board papers and minutes Drove change by actively challenging old thinking and practices to improve employee performance, suggesting new ideas and initiatives as I did with the abolishment of casualisation of labour at the institute, Streamlined and harmonized employment contracts, implemented and effectively managed sound industrial and labour relation matters in line with the organization's enhanced policies and procedures while ensuring compliance with Zambia law, Motivated and inspired fellow managers and subordinates alike to deliver results by establishing and maintaining effective working relationships both as a leader and team player, Spearheaded the enhancement of existing policies and introduction of new ones namely, Disciplinary Code and Grievance procedures, Ethics policy, Business Continuity policy, and Health and Safety policy, Provided general advice to all departments and stakeholders regarding interpretation of Collective Agreements and Policies governing conditions of employment and Human Resource issues, international conventions and protocols, Key member of the Management Team on the Bargaining Unit in negotiations with the University of Zambia and Allied Workers Union (UNZAAWU) and in the consultations and formulation of terms and conditions of service for Researchers and other Senior Staff, Successfully led delegations in negotiations that culminated into mutually acceptable terms for settlement of debts owing by NISIR to other statutory bodies and creditors generally, Drafted numerous and diverse agreements and memoranda of understanding entered into between NISIR on one hand and local and international collaborators and co-operating partners on the other, Acted as head of the Materials Testing Department on several occasions when the substantive head was not available, Served as chairperson for the Textiles Committee of the Zambia Bureau of Standards, Served on many committees in the institution vis staff development committee, strategic planning committee, committee on policy guidelines for the sale of NISIR houses to employees, staff assessment and appraisal committee, Elected as NISIR Branch chairperson of the University of Zambia and Allied Workers Union (UNZAAWU) and served in that position from 2000 until 2002 when I resigned upon being accepted into the school of law at the University of Zambia. Gained massive experience in industrial labour relations matters as a member of the bargaining unit.

Oct 2007 to Dec 2009 : **Legal Counsel for the Board and Management of the National**
Institute for Scientific and Industrial Research (NISIR), the country's foremost
Research and Development institution

2010 to date : **Legal Counsel in the firm of Messrs. Makala & Company**
Legal Practitioners and Notaries, one of the major practitioners of corporate, financial, business and commercial law in the country In January 2015, I was admitted as a partner in the firm;

Duties: Attending to conveyance transactions, Attending to securitization documentation, Proffering legal opinions on, inter-alia, industrial and labour relations, corporate finance, corporate governance, company law and investment securities, Scrutinising specific contracts, memoranda of understanding and diverse other agreements, Arbitration and Litigation, Consultancy

MEMBERSHIP TO PROFESSIONAL BOARDS

2005 to date : Member of the Law Association of Zambia (LAZ)
2009 to date : Alternate Director- Real Estate Investments Zambia PLC (Formerly
Farmers House PLC) –
2013 to 2015 : Convenor of the Human Rights Committee (Midlands)
2019 to date : Appointed as member of the Law Association of Zambia Disciplinary
Committee by Minister of Justice on 13th March 2019 and still serving
Fellow of the Chartered Institute of Arbitrators (FCI Arb), UK and
Zambia

- 2014 to 2018 : Committee member of the Executive Committee of the Zambian Branch of the Chartered Institute of Arbitrators
- 2011 to 2013 : Board Member- Canisius Secondary School Management Board-
- 2022 to date : Board Member – Development Bank of Zambia

CORE COMPETENCES

Corporate, financial, business and commercial law, Company secretarial work, Conveyancing Industrial and Labour Relations, Environmental protection and conservation, Litigation, Arbitration, mediation and negotiation, Corporate Governance, Designing policies, Drafting and writing legal opinions, Drafting service level agreements, Drafting memoranda of understanding and agreements, Scrutinizing contracts and vetting for accuracy and compliance with legislation.

CONSULTANCY

- 2015 to 2016 : Consultant by the Human Rights Commission to draft a bill to amend the law relating to Police Bond and Bail and to develop a Handbook on Best Practices. Consultancy was successfully accomplished

PAPERS WRITTEN

- 1993** : Conceptual approach to Quantitative and Qualitative Water Analysis (unpublished), submitted in partial fulfillment for the award of Advanced Certificate in Science Laboratory Technology.
- 2004** : Double standards in the observance of Democratic Governance and the Rule of Law: Case against the United States of America- Lessons for African Governments in their elusive search for a valid Democratic order (unpublished), submitted in partial fulfillment for the award for the Bachelor of Laws Degree.
- 2007** : Intellectual Property Rights and Protection of Indigenous knowledge, a paper presented to the Planning Workshop on Scientific Validation of Traditional medicines for treatment of HIV/AIDS and opportunistic infections. A paper presented to the workshop jointly organized by NEPAD through the Southern African Centre for Biosciences (SANBio), the National Institute for Scientific and Industrial Research (NISIR) of Zambia and the Council for Scientific and Industrial Research (CSIR) of South Africa.

SOCIAL RESPONSIBILITIES

- 2018 to 2022 : Church Elder Trinity Congregation of the United Church of Zambia
- 2019 to 2022 : Patron of the Girls Brigade - Trinity Congregation of the United Church of Zambia
- 2013 to 2016 : Convenor Constitution, Rules and Regulations–Trinity Church of the United Church of Zambia
- 2011 to 2013 : Chairperson, Canisius High School Parents and Teachers Association
- 2010 to 2011 : Vice Chairperson Canisius High School Parents and Teachers association (PTA)
- 2002 to 2010 : Chairperson NISIR Avondale Flat Residents Development Committee
- 2000 to 2001 : Vice Chairperson Tina Trust School Parents and Teachers Association

HOBBIES

Reading, listening to music, watching movies and practicing marshal arts

REFEREES

1. Dr. Mumba Malila, SC
The Honourable Chief Justice of the Republic of Zambia
Supreme Court of Zambia
P O Box 50067
LUSAKA
Cell: 0961 215375

2. Mr. Levi Zulu
Past Chairperson, Chartered Institute of Arbitrators' Zambia Branch
C/o Zulu Burrow Consulting Limited
P O Box 31923
LUSAKA
Cell: 0977 770313

3. Mr. Kenny H. Makala
Makala & Company Legal Practitioners
P O Box 33431
LUSAKA
Cell: 0977-611100

CURRICULUM VITAE

PERSONAL DETAILS

Name : Situmbeko Chocho
Date of Birth : 30 April 1976
Sex : Female
Marital Status : Single
Region : Christian
Address : Apartment 19 Chitambo Square
Roan Road
Kabulonga
Lusaka
Cell : +260 977 758 970
Email : james.chocho@gmail.com

ACADEMIC QUALIFICATIONS

- Full O level certificate obtained from Kasisi Girls Secondary School
- Certificate in Total Quality Management (TQM) [ZIBC] Zambia Institute Business Centre
- LLB Degree University of Zambia [UNZA]
- Diploma Sustainable Leadership Management (Swedish Institute Management Programme Africa)

WORK EXPERIENCE

1998 : Worked at Achimota Chambers-Vacation Internship
1999 : Worked at Cave Malik and Company-Internship
2000 to July 2001 : Worked at Lusaka City Council-Legal Officer
2001-Aug 2002 : Worked at Legal Resources Chambers-Associate Advocate
2002 to April 2005 : Worked at Corpus Globe Advocates-Associate Advocate
2005 to 2010 : Worked at Chuula& Company Legal Practitioners-Administrative Partner
2010 to 2014 : Worked at AFGRI Corporation Limited-Legal Officer & Company Secretary
2014 to 2021 : Worked at Digital Zambia Limited-Chief Legal Officer & Company Secretary
2021 to date : working at Lusaka Apex Medical University as Legal Counsel & Corporate Secretary, External Marker with Zambia Advanced Legal Education Marking Head 1- Professional Ethics and Conduct, Chairperson of the University of Zambia Disciplinary Standing Committee from 2020

DUTIES INCLUDE

- i. Attending to Litigation matters, Commercial and General List, Divorce, Criminal and Industrial Relations.
- ii. Drafting and preparing of various legal documents.
- iii. Attending to filing and conducting searches at Registries, Court, Ministry of Lands and Companies.
- iv. Attending to drafting and preparing legal briefs/opinions, status and updates.
- v. Attending to mediation and arbitration sessions.
- vi. At AFGRI Corporation Limited, AFGRI Leasing Services & inq. Digital Zambia Limited, Lusaka Apex Medical University Limited as Legal Officer/Counsel & Company Secretary, core duties:
- vii. Ensuring Company compliance with Laws of Zambia, principles of Corporate Governance & Group Policies
- viii. Review and overseeing all active and pending litigation, mediation and arbitration matters

- ix. Attending at Court appearances for the company (prosecuting & defence)
- x. Company Secretarial (Board and Committee Meetings)
- xi. Maintaining corporate records and company decisions/resolutions
- xii. Overseeing Human Resources function and adherence to company policies & legislation
- xiii. Provide advice to Human Resources functions to ensure compliance to legislation. Manage disciplinary process.
- xiv. Review of all contracts and agreements, attend to negotiation and settling of contracts and agreements
- xv. Ensuring compliance with regulatory framework and authorities relating to the company
- xvi. Attending to all legal and compliance queries of Company Departments
- xvii. Managing Regulator relations and providing reports to Regulator
- xviii. Providing legal opinions & internal training on legal provisions, regulations, group policies

TRAINING AND DEVELOPMENT

- 2012 to 2013 : Attended training on Middle Management Leadership Development Programme conducted by Duke Corporate Education in South Africa in Attended training on being Director parts 1-4 held by the Institute of Directors Southern Africa (IoDSA) in South Africa.
- 2014 : Duke/Vodacom Management Training
- 2021 to 2022 : Attended Sustainability Business Programme with the Swedish Institute Management Programme Africa (SIMP)

BOARD MEMBERSHIP

- i. Past Member on Board of Governors and Trustees- Zambia Open Community Schools (ZOCS)
- ii. Past Board Member - Musika Development Initiatives Limited (Director)
- iii. Past EXCOM Member of Union Conference & Lusaka Conference 2015 at the first reorganization of Zambia Union Conference
- iv. Past EXCOM Member of the Lusaka Conference SDA
- v. Human Resources Committee- Zambia Union (SDA)

EXTRA CURRICULUM ACTIVITIES

- i. Pathfinder Club Counselor- The club is for children aged 10 to 15, with aim of helping build and groom them and grow their spiritual, social abilities.
- ii. Aerobics and Martial Arts. I am also an avid reader of novels, books and magazines
- iii. Listening to music

CAREER OBJECTIVE

To pursue a long -term challenging career where, I could apply my knowledge of legal principles, which would eventually contribute to the Administration of law, Good Corporate & Ethical Governance and advancement of Alternative Dispute Resolution. To practice sustainable leadership/management skills for sustainable business growth

PERSONAL ATTRIBUTES

- i. Excellent oral and written communication skills
- ii. Excellent analytical skills
- iii. Strong Negotiation and Dispute Resolutions skills
- iv. Excellent interpersonal and Leadership skills

- v. Ability to work with minimum supervision
- vi. Computer literate & use of Microsoft packages

PROFESSIONAL QUALIFICATIONS

Member of Law Association of Zambia with valid current Practicing Certificate
Member Chartered Institute of Arbitrators (MC Arb)

REFEREES

Mr. Raphael Maseko
Former-Chief Executive Officer
inq. Digital Zambia Ltd
Mobile: +260 978 981 313

LUSAKA

Mr. Reuben Banda
Managing Director
Musika Development Initiative Ltd

LUSAKA

Mobile: +260 966 718 486

Mr. Kafula Mwiche
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