

# I F M newsletter

DAR ES SALAAM

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THE INSTITUTE OF FINANCE MANAGEMENT.  
SHAABAN ROBERT STREET,  
P.O. BOX 3918, TELEPHONE 27171.  
DAR ES SALAAM

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## From the Editorial Board

By this issue, the Newsletter is celebrating its first anniversary of its inception. To say the least, it is its clients who will be the best judges of its achievements and failures during the one year of its existence.

The successes in its mission to serve the IFM community should be attributed to the incessant cooperation of its readers. However, its failures could be the sole responsibility of its crew who have been endeavoring to keep this wick glowing with the ultimate aim to nurse it into a beacon that will shed the light within and beyond the Institute's confines.

The Editorial Board while appreciating the continued cooperation of the Newsletter readers, it still sees a lot of room for improvement. Contributions such as jokes, cartoons, book reviews and abstracts could help in fostering the fame the Newsletter has come to enjoy.

Next year's promise: Greater and dedicated service to the people.

HAPPY BIRTHDAY TO YOU!

THE INSTITUTE GOES INTO EXPANSION

The Institute of Finance Management will embark on a multi-million shilling-expansion programme starting this year which when completed will go a long way to alleviate a multiple bottlenecks in rendering its services to the Tanzanian society.

This was announced by Ndugu C. Nyirabu at the Nineth Graduation ceremony in his annual review of the Institute's activities for the previous year. It was a prelude to the awarding of Advanced and Postgraduate diplomas to the 1983 graduands, the ceremony officiated by Ndugu C.P. Msuya, Minister for Finance.

In his capacity as Chairman of the Institute's Council, Ndugu Nyirabu who is also Governor of the Bank of Tanzania, announced this to the ngoma-throbbing and the choir-listening crowd that had assembled to witness the occasion on the afternoon of Friday August 19, this year,

Ndugu Nyirabu stated inter alia, that the demand for middle-level trained manpower in the field of finance had rendered the Institute's present facilities inadequate. To cope with the over-increasing demand such an expansion was unavoidable. When completed, the Institute should be able to provide office facilities for all its staff, accomodation for a large portion of students, staff residential accomodation, an ultra-modern and more spacious library, an auditorium and Conference Centre, and a bigger dining hall, among other things.

The Chairman challenged sponsoring bodies and financial institutions to come up with help in the training of IFM academic staff. To set the ball rolling, the Chairman announced amidst cheers, that starting this year the Bank of Tanzania pledges to sponsor every year one graduate who does well in his studies and accepts to stay and teach at the IFM.

Evening classes and correspondence courses was also another area which if exploited would not only help to develop people who cannot be in residential training for obvious reasons, but would also assist in maximizing the utilization of facilities and manpower available at the IFM. The Chairman challenged the Institute to consider such a possibility.

A grand reception at the Hotel and Tourism Training Institute followed by a disco dance at the IFM function hall climaxed this year's graduation ceremony. However, some people did not hesitate to voice their concern at the absence of either "Duku-duku" or "Piga mbizi, ogelea".

PROFESSOR SCHULZ VISITS TANZANIA

During the second half of the year, IFM has been fortunate to play host to a distinguished professor in the area of social security. Dr. J. Schulz who is the Director of Policy Studies and Professor of Welfare Economics at Brandeis University in the United States, arrived in Tanzania on Friday, September 23, 1983 on an invitation by the IFM. His round-trip ticket and stay in Tanzania were paid for jointly by the United States Information Agency (USIA) and the Institute of Finance Management.

While in Tanzania, Prof. Schulz visited a number of institutions connected in one way or another with social security. He also delivered public lectures at the IFM and the Institute of Social Welfare. The themes for the two lectures were, "Social Security and Economic Development in A Developing Economy like Tanzania" and "Pension Scheme for the Rural Population: Prospects and Problems" respectively. The Professor did not confine himself to giving lectures; he also had interviews with the mass media, including Radio Tanzania (external service), for the benefit of readers and listeners.

The Professor finally reviewed the curriculum of the Social Security Administration Programme. To this he remarks, "... to the best of <sup>my</sup> knowledge, there is no other training program that emphasizes social security development and administration in a developing context".

Though the visit was initiated by the IFM, a number of institutions benefited from his enormous contribution. It was surprising how he could tune himself to the compact programme of activities. We all appreciate his invaluable contribution.

Thanks to the USIA for cooperating with us!

Heads of Department ELECTED

It finally come!

As reported earlier in this medium, the IFM academic members of staff had for long been awaiting to exercise their democratic right of electing their own heads of department.

Thus on one quiet Saturday morning members converged in the Council Chamber to cast their lots and the following were recommended persons who were later confirmed by the Director. The current office bearers will hold office for an initial 12 month period.

Dr. Doriye	- Financial Management
Mrs. Kermalli	- Executive Development
Mr. Malocho	- Banking
Mr. Mashenene	- Professional Accountancy
Mr. Mowo	- Insurance & Social Security Admin.
Mr. Wogole	- Tax Administration

The IFM community and especially the entire academic staff wishes the new heads the best of luck with great anticipation that they will deliver the goods for which they have been elected.

From the Executive Development Programme; SHORT COURSES

In its successive running of short courses, most participants have been voicing their concern at the brevity of the Short Course Sessions. The feeling that the present 2-week duration of short courses was inadequate has been voiced by not only out-going participants but also by the Chairman and Managing Director of the NBC Ndugu Amon Nsekela.

Ndugu Nsekela was a guest of honour at the closing ceremony of one of the short courses which have been held between July and October this year. He also observed that in order for the IFM not to fail in its mission for which it was established, more and maybe longer short courses should be organized so that more members of the public could benefit from the facilities of the IFM.

Participants have always felt that they would benefit more if the duration was extended to at least four weeks. Plausible however the idea may sound, it entails a number of logistical factors.

Will the extension mean extra fee for participants? Should it be residential? Should the curriculum content be increased or extended? These and many other questions



have to be answered before any extension can be entertained.

All in all the following short courses have been conducted. Also the trend looks positive, an indication that our courses are becoming more and more popular.

<u>Dates</u>	<u>Title</u>	<u>No. of participants</u>
18 - 29 July	Working capital management	8
15 - 26 Aug.	Accounting for non-financial managers	6
12 - 23 Sep.	International banking and finance	13
10 - 21 Oct.	Financing of small-scale industries	18

#### RESEARCH WORKSHOP LAUNCHED

One of the pronged missions of the Institute of Finance Management is to conduct research. While we may boast of appreciable accomplishment in the area of training and moderate achievement in offering consultancy services, we have not scored much as far as research is concerned. This does not imply that this area has been neglected. In fact, there were some factors which did not allow the carrying out of this task on a full scale basis.

With the launching of research workshops towards the end of August 1983, it is hoped that the academicians will acquire the necessary research skills. We can then expect a large number of academicians taking up research assignments with the view of generating new knowledge that can be passed on to our students and the public at large.

The workshop usually starts at 3.00 p.m. every Wednesday. During the workshop, academic members of staff who have any research proposals to be tested, submit them for discussion. The workshop also pools together resource persons from other similar institutions including the University of Dar es Salaam.

The Newsletter wishes the academicians success in the endeavor.

### COOPERATIVE SYMPOSIUM

The Moshi-based Cooperative College held a symposium on "Strengthening of Cooperative Shops" between October 3 and October 8 this year.

The symposium was attended by various intellectuals from government ministries, parastatal organizations and an international agency. The training institutions represented at the symposium were IDM, IFM, CBE, Nyegezi Social Training Institute, Tanzania School of Journalism, Kivukoni CCM Ideological College, and the Cooperative College which played host.

Other parastatal organizations included the Union of Cooperative Societies (UCS), TRDB, BIT, and the National Price Commission. Representatives from the Prime Minister's Office and the Nordic Project also attended the symposium.

Ndugu J. Mwandu, an Assistant Lecturer at IFM, presented a paper on "Insurance Protection for Cooperative Shops: the Need and Benefits". The paper emphasized the importance of insurance protection for cooperative shops in order to alleviate some of the financial difficulties which might face the business for reasons beyond the control of the shops' management.

The Cooperative College had earlier organized a symposium on "The role of Cooperatives in Development" in June/July 1983. At the symposium, Ndugu M. Bishagazi, an Assistant Lecturer at IFM, presented a paper on "Financial Management in Cooperatives".

#### IFM STUDENT LEADER REPRESENTS TANZANIA IN MELBOURNE

Muwata-IFM chairman Ndugu Mihangwa left Dar es Salaam for Australia where he represented the Tanzania Youth Organization (Umoja wa Vijana) at a conference which brought together students from all Commonwealth countries. The conference was held in Melbourne and lasted from August 30 to September 2, 1983. Following is his report.

"Representatives of twenty-two student organisations", reports Ndugu Mihangwa, "from Commonwealth countries met in Melbourne from August 30 to September 2. The conference sponsored by the Australian Union of Students in collaboration with the Australian Government, was the first of its kind in over a decade. Delegates from every continent discussed issues of mutual concern such

as student rights, student mobility, North-South dialogue, the role of women, peace and disarmament, racism and apartheid, the struggle of Australian aborigines, and future Commonwealth student cooperation. Tanzania (Umoja wa Vijana) was represented at the Conference by Ndugu Joseph Mihangwa, Chairman of the "Muungano wa Wanavyuo Tanzania (MUWATA)", Institute of Finance Management Branch, Dar es Salaam. Other countries which participated at the Conference were Bangladesh, Botswana, Guyana, HongKong, Malawi, Malta, Mauritius, New Zealand, Nigeria, Papua New Guinea, Sierra Leone, South Pacific, Swaziland, Uganda, United Kingdom, West Indies, Zambia and Zimbabwe.

"South Africa was invited, but was withdrawn at the conference following bitter protest by Tanzania (followed by five other African countries) that Tanzania and Africa as a whole was not prepared to Share a forum with a representative from the racist regime. ANC and PAC were represented by observer delegates.

"Tanzania presented two papers at the Conference, namely:

- 'The New International Economic Order'
- 'The Tanzania Education System'

Student Intake 1983/84

The current academic year started as the issue of vol.2 No.2 was getting out of printing and could therefore not carry the student intake for this year.

Following is the breakdown of student intake for the year in question.

<u>Program</u>	<u>Advanced Diploma</u>	<u>Post Graduate Diploma</u>
Professional Accountancy	62	51
Banking	73	--
Insurance	18	--
Social Security	13	--
Tax Administration	26	28
Financial Management	--	25

ILALA M.P. AT IFM

It was all cheers on Tuesday, October 4, 1983 when the Current Member of Parliament for Ilala Ndugu Martha Wejja called at IFM.

Ndugu Wejja had come to meet members of the IFM community as part of her visit to Party branches within her constituency. Ndugu Wejja thanked the meeting for having allied with her during her campaign. She remarked, "I would have filled this hall with drinks and bites for you to enjoy as a way of thanking you for your support. However, I am still very poor; the way I can express my gratitude to the electorate is to meet them personally and say 'AHSANTE!'".

The M.P. later informed the meeting that as their representative she was expected to channel their views to the government and vice versa. She then allowed the meeting to air their views which she promised she would forward to the government.

It is our high expectation that this will be just a beginning of a series of visits, especially and at least before the beginning of every parliamentary session. "Good luck Martha", says IFM.

#### CCM ELECTIONS

The stalemate over CCM, IFM branch leadership has ended after new office bearers were voted in. The elections were held on September 2, 1983 and brought in Ndugu N.N. Malocho as the new Branch Chairman, and Ndugu A. Riziki, the incumbent Branch Secretary, was reappointed.

Other members elected to the Branch Executive Committee were Ndugu D.J. Zambani, M.A. Tibilikirwa, S. Mkima, E.M. Mbwambo, J. Doriye, I.H. Nungu, S.E. Kamanzi, S.A. Abdallah, N. Visram, J.K. Mbagi, Ramadhani A. Kondo.

Ndugu D.J. Zambani, Ndugu J.P. Mwandu and Ndugu S. Mkima will represent the branch at district meetings while Ndugu D.J. Zambani will also represent the branch at regional meetings.

Congratulations to the new office bearers and thanks a lot for the outgoing and incumbent members.

IFM Staff Abroad

Employed in Botswana

Ndugu V.R.N. Mutabihirwa left at the beginning of August this year to take up appointment with the Botswana Institute of Administration and Commerce (BIAC).

Ndugu Mutabihirwa who is lecturer in Statistics and Quantitative methods at the IFM is on a 2-year leave of absence lecturing in the same subject at BIAC.

Situated about 6 kms from the Gaborone township centre, the Institute is a lovely place and, Ndugu Mutabihirwa has hinted, he is enjoying every minute of his stay in Botswana.

Returned from Studies

Ndugu P.M. Kindiano, B.A.,M.B.A., lecturer in accountancy recently returned from Canada where he was doing an RIA programme at the Algonquin Institute of Arts and Applied Technology. Ndugu Kindiano has successfully completed the programme and has rejoined the teaching staff. Welcome back, Patrick.

Ndugu Simon Mlay, B.A.,M.A., is currently in Tanzania from the United States where he is candidate for Ph.D. programme. Simon has hinted he is in the country on personal assignments but will also take the opportunity to gather vital data for his programme at Vanderbilt University.

1 14 1

Ndugu Shaban Kapalatu, M.A.,M.A., who is lecturer in Economics recently returned from Australia where he was doing a post-graduate course. He has rejoined the teaching staff. Welcome Shabby!

The Newsletter is reporting belatedly the return from U.K. of Mrs. Kermali, Diploma (Banking) IFM., PGD in Financial Management IFM., where she successfully completed her M.Sc. programme in Finance and International Banking at Heriot-Watt University. The Newsletter apologises to her for this oversight and welcomes her back to the Institute.

### TOME: WHAT IS IT?

When in 1980 Ndugu Chaligha went to Maseru, Lesotho to attend a seminar of Training of Management Educators (TOME) no one at the IFM would have envisioned its impact and dimension the seminar has come to attain not only at the IFM but also in some parts of Tanzania. Today though, TOME is a household name in Tanzania and in the entire Anglophone independent Africa.

In May this year, Ndugu Karumuna attended this seminar, held in Gaborone, Botswana. He briefly gives his reflections of his sojourn in our Newsletter.



### Background of Tome

Dr. Joe Bukhala of the U.N. Economic Commission for Africa, states that the need to establish TOME was evidenced by the shortage and in some cases total absence of trained training officers in Independent Africa. The broad objective for the course was to develop and train management educators in government, public and private institutions in Africa. Other objectives having been established and the course content formulated, CIDA and the Dutch Government offered to sponsor the course which is now being run annually at two centres: Gaborone, Botswana for English-speaking countries; and starting next year, Brazzaville, Congo for French-speaking countries.

### Course Content

The curriculum covers all pedagogical aspects including, the identification of training needs, evaluating training needs, design and administering of training programmes, communication process, group dynamics, various training techniques and training methods, use of audio-visual aids in training, discussion and conference leading.

These are not only covered at theoretical level but also at practical level.. Case studies, role playing and actual design and training is done. Each participant has an opportunity to put into practice what he has learnt and gets evaluated accordingly.

### Extra-curricula

The atmosphere during the course is one of amity and camaraderie. Study tours to key industries are organized so as to give participants chance to know about the people and the country as a whole. It is in this connection that one observes that the Fatswana are a piece-loving people but a little lazy. This is probably due to their strong economic base; they seem not to have reason to worry about the future. Of course, the only shortage they experience is WATER.

### The future of Tome

It seems the organizers are now getting over the initial pitfalls in organizing the course. The popularity evidenced by the attendance at the just-ended session attests to this and promises a bright future for TOME. Perhaps the amount of Pula (Fatswana currency) allowance is the ever-persistent snag affecting all participants without exception. Otherwise the course is worth attending.

## SENIOR LIBRARIAN AT SEMINAR

The 3rd Seminar of the African Standing Conference on Bibliographic Control (ASCOBIC) was held in Dar es Salaam from 2nd to 8th August this year at the Kilimanjaro Hotel.

This Seminar organized by the ASCOBIC Secretariat was sponsored by UNESCO and Tanzania Library Services. The participants came from twenty African countries, as well as The East African School of Librarianship, at Makerere. Seminar consultants were experts from UNESCO, IFLA, UBC, ISD Center, International ISBN Agency and the University of British Columbia.

Ndugu Raymond J. Uriyo, Senior Librarian and Head of Library at the IFM attended the seminar and found it very interesting and the ideas gained therein very educative.

### Safia promoted

Mrs. S.A. Said, veteran member of not only the IFM Library but of the Institute as a whole, was with effect from July 1 this year promoted to Assistant Librarian. Mrs. Said or Safia as she is familiarly referred to had hitherto been Library Assistant, then Senior Library Assistant. Congrats Mrs. Said!

IFM ATTENDS ARUSHA SHIMIVUTA

Having won the darts trophy for the 3rd year running, the 56-man and woman squad returned with memories of splendor and gaiety of this year's SHIMIVUTA games!

This year's games were held in Arusha from September 18 to September 25 bringing together sportsmen and women from all colleges of higher learning in Tanzania except colleges of national education.

Reporting upon his return from Arusha, Muwata representative told Newsletter this year's games were more exhilarating than in previous years. This was so despite a series of defeat of the IFM energetic squad of sportsmen and women.

Besides darts of which IFM are champions, the sportsmen and women participated in soccer, netball, basketball, volleyball, table-tennis, bao, handball and athletics which they lost.

The representative observes that lack of adequate preparation and proper sports gear contributed to the squad's dismal performance. A case in point was volley ball for which they had no ball of their own. The result was that the team could not practice before the matches.

One other observation was the absence of IFM employees to beef up the squad save for the three or four IFM employees who had to make do with all the odds including the paucity of financial resources, a phenomenon evidence itself even before the departure of our squad.

It is therefore contended that with a little extra seriousness, IFM could and should be able to do better in this regard. Why ~~not~~ for instance consider special honours for the men and women who successfully represent the Institute in the field of sports?

Next rendez-vous will be Mwanza for the 1984 Shimivuta games. The squad has promised to do better. The Newsletter wishes them the best and says "Bravo" for whatever little achievement our squad has made. After all the SHIMIVUTA organizers will have to purchase a new trophy as the old one will sit permanently in office No.336.

### MISCELLANY

#### Staff Development

##### Employed

J.M. Maruma  
E.K. Mwansoka  
E.L. Jackson  
J.F. Baham  
P.M. Nyingi  
C.F. Ngowi  
D. Katawa  
C. Shekidele

##### Position

Library Attendant - Gd.II  
Personal Secretary - Gd.III  
Library Assistant - Gd.II  
Cook Gd.II  
Library Assistant Gd.II  
Typist  
Cook - Gd.II  
Tutorial Assistant

Promoted

New Position

A. Chando

Personal Secretary Gd.I

H. Charles

Personal Secretary Gd.I

A. Marealle

Personal Secretary Gd.II

Mrs. S.A. Said

Assistant Librarian

All hapens at the IFM

The afternoon of Saturday 24th September, bells ringing at the St. Peter's Catholic Church, witnessed 2 members of the IFM community pronounced their vows to establish a bond as husband and wife.

Francis Tabaro, Bursar at the IFM, wedded Generosa Katanyebile 1st year student in the Banking programme,

The IFM community joins hands with friends and relatives and all others in wishing the couple a happy married life.

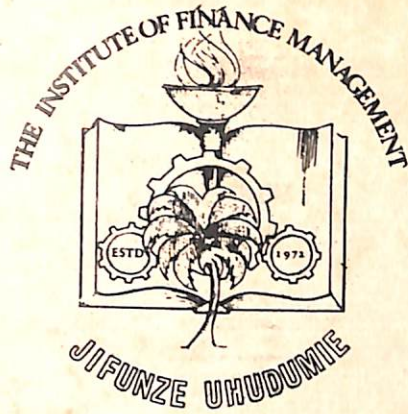
Transferred

Ndugu Lyanga who is lecturer in accountancy has recently been transferred to the accounts section where he will act as accountant for a period not exceeding 1½ years.

Also transferred is Ndugu Tabaro who was also lecturer in accountancy. He is now full-fledged bursar of the Institute.

Visitors to the IFM

<u>Date</u>	<u>Name</u>	<u>Address</u>
August 16, 1983	Peter E. Temu	U.N. Economic Commission
August 19, 1983	C.D. Msuya	Minister of Finance Wizara ya Fedha, Dsm.
August 29, 1983	G. Tibakweitira	Principal Secretary Wizara ya Utamaduni na Habari
Sept. 22, 1983	A.M. Hakulute	SCOPO
Sept. 23, 1983	James H. Schulz	Heller School Brandeis University, U.S.A.
Sept. 29, 1983	Martha M. Wejja	M.P. for Ilala Box 25098, Dsm.



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