



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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EDITORIAL

While we are in the middle of the academic year, the calendar year is almost coming to an end.

Perhaps, we began the calendar or academic year with a lot of goals, some or none of which have been attained. It is clear that we are happy about our achievements but disappointed about our failures. At least, we should not be discouraged.

Let us make new resolutions which we shall pledge to fulfill during the coming new year. With Christmas around the corner, we should make preparations for the festival and at the same time begin to take stock of our achievements or failures before the year comes to an end. Come 1986, we should all be prepared to work more diligently in order to attain our goals.

On behalf of the Management, members of the Editorial Board would like to wish all its readers a Happy Christmas and a Prosperous New Year.

IFM EXCELS IN NBAA EXAMS

Again, this year, alumni of the Institute who attempted NBAA Exams in May excelled and showed overall best performance.

The candidates who should be specially mentioned are Miss Ophelia P. D'Souza who excelled in CPA II and Mr. Noel Sabuni who was 2nd best overall in CPA I. Mrs. G. Kadu also greatly excelled in her CPA II thus winning IFM and Coopers & Lybrand awards amounting to shs.12,000/=.

While we congratulate the three and other candidates who performed well we take pride for the Institute to be a shining star even outside its confines.

PROF. VAIDESWARAN RETURNS HOME

Professor C.G. Vaideswaran who was the first Coordinator of the Insurance Programme left for India in early August this year. Prof. Vaideswaran who had conscientiously and diligently served the Institute for a period of twelve consecutive years, was presented with valuable gifts at a short farewell party held at the IFM.

We thank him for his distinguished service and wish him a happy and prosperous life.

LUOGA & SHEKIDELE PUBLISH JOINT MANUAL

P.J. Luoga, Lecturer & C.M.S. Shekidele (Miss), Assistant Lecturer both of the Tax Management Department of IFM have recently published a joint manual on Imposition, Collection and Administration of Sales Tax: An Analysis of the Tanzanian Sales Tax Law.

Copies of the manual may be ordered from the Director, Institute of Finance Management, Box 3918, Dar es Salaam at the rate of shs.550/= per copy.

EDD NEW MARKETING STRATEGIES

The Executive Development Department has always been dynamic ever since it was established about four years ago. The department has been offering short courses that are geared towards meeting clients' needs.

It was in line with this philosophy that the department for the first time, conducted a new course on Taxation and Tax Planning in September 1985. The department also intends to launch a new course on Financing Local Governments, in early 1986. Also in August this year, the department conducted a course which set a record in terms of the number of participants. The course which attracted 69 participants, was on Pension Schemes.

Realizing the need for meeting the clients' ever changing needs, the department is currently reviewing the list of courses it has been offering with the view to modifying, redesigning or dropping those courses which are currently in less demand.

The department plans to embark on a new marketing strategy that will enable it to reach target market segments.

...AND IMPROVING THE DEPARTMENT

Recently, the Head of the Department Mr. S.M. Hyera sent a circular letter to persons who have participated in teaching short courses in order to solicit ideas about how the courses could be improved with the view to meet the clients' needs better. Further, the resource persons were requested to suggest how best individuals handling teaching on short course programs could be motivated.

According to Mr. Hyera, several persons have so far responded to his call. Their suggestions and recommendations will be forwarded to the administration for consideration; of course, we all hope for the best.

APTITUDE TEST 1985

Preparations for this year's aptitude test are currently underway. The test is scheduled to be held on December 6, this year and it is our hope snags experienced in administering the test will have been removed.

It has been hinted that this year's test will include diploma candidates. Diploma courses as well as certificate courses are expected to take off next academic year.

IFM STAFF ABROAD

Shekidele in Sweden

Miss Christine Shekidele, was in Sweden to attend a workshop on curriculum development which was conducted by the Swedish Consultants in Sigtuna, a few miles from Stockholm.

Shekidele who is an Assistant Lecturer in Tax Management, spent 17 days in the Subcontinent during which time she participated in discussions on two pedagogical aspects:

- (a) Development of training material including the preparation of handouts and writing manuals for use by students.
- (b) Training methods and applications of various teaching aids.

As part of the training, Shekidele says that they made study tours in various parts of Stockholm and also visited Linköping and Norrköping, two regions in Sweden. While in Stockholm, they visited the Board of Customs and the Customs Laboratory.

Miss Shekidele's trip ended on September 13, 1985.

Doriye in Pyongyang

Dr. Joshua Doriye is currently in the Democratic People's Republic of Korea on a CCM-sponsored tour.

Ndugu Doriye who is a Senior Lecturer in Economics and the Head of the Financial Management Program, left Tanzania towards the end of September and remained there for two months, returned on November 19.

HAMADI: NEW ASSOCIATE EDITOR

With the departure of Professor Vaideswaran who had completed his contract with the Institute, the position of Associate Editor of the Newsletter had fallen vacant. Prof. Vaideswaran had been on the Board since the inception of the Newsletter over three years ago.

Now the vacancy has been filled with the appointment of Mrs. Lakshmi Hamadi who is a Senior Lecturer in Business Communication at the Institute of Finance Management. Mrs. Hamadi who is fully versed in communication and media techniques will doubtlessly be a major asset in fostering the Newsletter.

AND ISSN: With this issue, there is change in the ISSN No. earlier allocated to us by the Tanzania Documentation Centre. The number ISSN 0856-0250 which had erroneously been allocated to the serial number has now been amended to read as ISSN 0856-1516. All readers take note.

CIDA DONATES TEXTBOOKS AND EQUIPMENT

At the beginning of this academic year, the Institute took delivery of books donated by the Canadian International Development Agency,

The books in the field of financial management were 650 in total with accompanying instructor's manuals. The books were accompanied by a set of electronic solar pocket calculators and a number of manual typewriters.

In the past, the Institute had been the beneficiary of generous CIDA donations and scholarships but recently they reduced it to a trickle. However, the current donation has signalled a positive indication that if closely followed up, aid could be resuscitated.

NEW ACADEMIC MEMBER OF STAFF

Mr. A.M.M. Mwandenga joined the Institute on 16th September, 1985.

Mr. Mwandenga who holds a B.A. Econ. (Hons) degree from the University of Dar es Salaam, is based in the Accountancy Department as a Tutorial Assistant.

STAFF MATTERS

Employed

I.L. Mugyabuso
Emnice Lema
A. Ngunge
Bahati A. Nkoma

Position

Personal Secretary Grade III
Personal Secretary Grade III
Personal Secretary Grade III
Typist

<u>Employed</u>	<u>Position</u>
Noe Kennedy	Library Assistant Trainee
Maria Yahaya Fadhi	Library Assistant Trainee
J.J. Kiwia	Library Assistant Trainee
Scholastica Mwango	Library Assistant Trainee
M.T. Chitama	Library Assistant Trainee
S. Mwella	Shop Manager
O. Mashaka	Waiter II
J. Meshack	Security Guard
Saidi Said Almasi	Security Guard
E.J. Saidia	Security Guard
E. Mongoli	Security Guard
I.Y. Kiweni	Security Guard
J. Kibwana	Driver
K.S. Kisimani	Driver

MANY LEAVE THE INSTITUTE

Labour turnover at the Institute had always been associated with people of low ranks. One could hear of departure from the Library, a phenomenon which has reached chronic proportions. It is now very difficult to tell who works in the library.

However, the recent spate of departures has touched on the central nerve of the Institute. Members of the teaching staff have been leaving at a rate that could be termed an exodus, and for various reasons. If the cure is not found for this malaise one only needs to guess what repercussions will be in the not so distant future.

All in all, about 7 members of staff have left the Institute in recent months and joined various institutions in the country:

Ndugu F. Ruhara (Assistant Lecturer) is on secondment to the World Food Programme offices in Dar es Salaam as its Executive Secretary

Ndugu H.K. Mutembei (Lecturer) - Dismissed
Mrs. A. Kermalli (Senior Lecturer) - Terminated
Ndugu G. Nshekanabo (Tutorial Assistant) - Terminated
Ndugu S. Bagole (Assistant Lecturer) has joined Sungurates as Cost Accountant.
Ndugu F. Tabaro (Bursar) has joined NASACO as Director of Finance.
Mrs. S. Mwampako (Office Management Secretary) - Dismissed
Ndugu H. Rupia (Driver) - Terminated
Ndugu Ndimbo (Senior Cook) - Dismissed
Ndugu Naluyaga (Senior Lecturer) - joined NBC.

"KISOMO" PEOPLE COMMENDED

Functional education at IFM has been underway for more than three years now and a number of workers have benefited from the exercise.

As part of the promotion campaign, Kivukoni Division organized, a series of competitions which brought together competitors involved in functional education from Motel Agip, Skyway Hotel, Ghymkana Club and IFM. Competitions included Ngonjera, Singing, Tug of War and theatre plays in which IFM emerged as first overall winners. There was also essay writing (Insha) and maths in which IFM were second overall winners.

As winners, the IFM participants were awarded 900/= by the Division and 900/= by Mr. Mwambene, the Institute's Director.

In their message read to the Director, the participants raised a number of issues which if positively handled would help to enhance the campaign

at the IFM. Some of the issues were:

1. Persons attending functional education classes should be treated like people on duty and be offered overtime payment.
2. They felt that in order to motivate people who have not enrolled, free meals should be offered to participants on school days.

Finally, credit was given to the three tutors, viz., Mushi, Triplow and Haule who have been teaching initially even without getting allowances. Tutors and students keep it up for your efforts are already bearing fruits.

SHIMIVUTA 1985: AS IT WERE

Once again this year, the Institute's ambassadors at the Shimivuta Games which were held in Arusha, failed to impress. It was the same old story being repeated which year in and year out we have all heard; poor preparations, lack of equipment, absence of games coach, the list is endless.

The star of the group though, was none other than Mwampunga who scooped three medals: two gold and one silver, all in the field events. He won a gold both in shotput and javelin; a silver in discs. Also the volleyball team held second position after wallowing CBE, IDM, MAJI before being eliminated by Ardhi.

Sportswise, the logistics of the Institute do not favor the development of sports. Being urban in every respect, the Institute is haunted by lack of playing grounds. However, if there were enough efforts and with proper arrangements, such facilities could be obtained. Why, for that matter, one hears BORA, NIC, Breweries, etc. all urban institutions or again for that matter Simba Sports Club which all have no playing grounds of their own yet they are doing well in sports?

Next year's venue will be Moshi. The sports will be preceded by a sports seminar which will be held in March next year.

To be able to perform well in the next year's games, it has been recommended for instance that a qualified coach be engaged by the Institute. This suggestion has been accepted by the Institute's Director Ndugu Mwambene, promising that engagement of one will be considered during the next fiscal year. Also preparations for the games should start now if we have to do better than a simple shield and three medals. All these together with increased per diem allowances for sportmen and women, special meals and awards for outstanding sports people will enhance chances for better performance.

SPORTS RESUMED

I.F.M. staff have recently resumed sports activities after the lapse of almost one year of inaction. The sports activities in which employees participate include soccer, netball and volleyball. Other indoor games will resume as soon as facilities are available.

It is expected that each staff will ultimately participate in a game of his/her choice in order to keep oneself physically fit.

O B I T U A R I E S

Members of the IFM Community were deeply shocked to learn about the sudden and untimely deaths of the following persons, all of which occurred in October, 1985.

1. Mrs. A.S. Kapalatu - an employee of the Bank of Tanzania and an undergraduate student at the University of Dar es Salaam. She was the wife of Mr. Shabani Kapalatu, Lecturer at the Institute of Finance Management.
2. Ramadhani M. Masanja - employed as cleaner in the Catering Department.
3. Samson Shigikile - a post graduate student in the Tax Management Programme.

May the Lord rest their souls in eternal peace, AMEN.

