

IFM  
NEWSLETTER



VOL.1 No.5

SEPTEMBER, 1995

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DR. KAVURA AND MR. MADOFFE VISIT INDIA:

The Institute's Principal Dr. R. M. Kavura and Mr. H.S. Madoffe the Director of Personnel and Administration visited India between 23rd August, 1993 and 6th September, 1993. They were in Pune for four days and Bombay for the remainder of the period as guests of four management training institutions to learn from the rich Indian experience and draw lessons for IFM in our overall institutional building and change management initiatives.

The trip, which was fully supported and funded by the Commonwealth Fund for Technical Cooperation had four goals. First to learn how India MTI's are managed generally. Second, to examine these institutions incentive schemes and strategies to prevent staff turn over and attract new ones. Third, to find out how computer facilities are managed, maintained and administered to ensure optimal use and avoid malfunctioning. And finally to gain insight on how research and consultancy work is organized.

In Pune, the dual spent quite sometime at the National Institute of Bank Management. In Bombay three institutes were visited, namely the Indian Institute of Bankers, the Narser Manjee Management School and the Jammalal Bajaj Institute of Management Studies.

In all these institutions the delegation was met by the Chief Executives, given a tour of the campuses, inspected facilities especially computer labs and Libraries, had audience with senior academic and administrative staff.

The lessons drawn from this visit are many and quite valuable. The Principal and the Director of Administration are reflecting on the lessons learnt to see what can be effectively applied in the specific environment of IFM in particular and Tanzania in general.

So, watch out for the few wonderful surprises in the not too distance future.

#### HEADS OF ACADEMIC DEPARTMENTS:

The current tenure of office for heads of academic departments ends up at the end of September, 1993. Appointments are due to be made by the Principal after preferential nominations by IFMASA.

Two new departments will be included, i.e. Research and Publications and Computing and Information Technology.

#### IFMASA GETS NEW LEADERSHIP:

On August 28, 1993 the IFM Academic Staff Assembly elected new leaders. The elections were conducted under the Chairmanship of Prof. Arora assisted by Mrs. M. T. Babington Ashaye.

The following were elected:-

1. Chairman - Mr. M. H. H. Koshuma
2. Secretary - Mr. J.P. Senzige
3. Secretariat - Mr. A. M. Mwandenga  
- Mrs. B. Machanga
4. Representative to SDDC - Ms. B.G. Malambugi
5. Academic Committee:
  - Mr. N.M. Dindi
  - Mr. S.K. Gamba
  - Mr. M.B. Mayro
  - Mr. N.K. Visram
6. Welfare Committee:
  - Mr. M. B. Kalembo
  - Mr. S. E. Kamanzi
  - Mr. I.J. Jairo
  - Mr. F.L. Mutasa
  - Mr. D. G. Rusimbi

#### WATER PROBLEM ALLEVIATED

In Its continuous efforts to make life of members of the IFM community comfortable, the Institute has taken several steps to alleviate the water problem at its campus.

Measures undertaken include:

- . An additional and bigger water pipe to the New Hostel.
- . An underground water tank has been built with an additional inlet pipe and a water pump in the "New Wing".

Besides these measures, studies are underway toward solving water problem in the Main Building. For some time the Management has been buying water using bowzers.

It has been noted with regret that some unknown people for reasons only consistent with sabotage have been shutting the main cokes of the water supply system to the main building and the new hostel block. The Newsletter urges the entire IFM community to be vigilant to expose these elements and to prevent sabotage.

#### 19TH GRADUATION CEREMONY:

Preparation for this ceremony due to be held towards the end of October has started under the Chairmanship of the Director of Administration Mr. H. S. Madoffe.

#### IFM STAFF GETS NEW UNIFORM

All the staff entitled to uniform have been availed at least one pair. Another pair will be availed depending on the revenue situation of the Institute and especially subsidy from Government.

Director of Administration has issued a circular urging all with uniforms to ensure that they put them on at all times whilst working for the Institute or face disciplinary action. Heads of Department have been told to supervise adherence.

DEPOSITORY OF DOCUMENTS AT IFM LIBRARY

The Institute of Finance Management was established as a teaching and learning organisation which also conducts research and provides consultancy services.

In discharging the above responsibilities IFM depends heavily on the use of recorded information in various forms, e.g. books, films and video-taps.

The success and quality of IFM output will very much depend on availability and use of recorded information, as well as the ability and willingness of its members of staff to generate more knowledge and indeed, publish.

Considering the role of incentives in society, academicians publish to contribute to knowledge, raise their status i.e. academic standing and earn their living,

Recognising the above IFM has issued various circulars to encourage and motivate its staff to publish. These include a progressive scheme of service, awards to those who write papers, or publish; and lucrative remuneration for running courses, or conducting research and consultancy.

The library as an information resources centre for IFM and an ever growing organism, has seriously taken the above issues into consideration in its development strategies to organise publications and offer information services.

To meet the present and future IFM information needs for teaching Study, research, consultancy and for prosperity, a new section has been established to be known as GOVERNMENT PUBLICATIONS. This section will house Government documents, World Bank Publications and documents produced by the IFM Community as well as documents on or about IFM by any other person or institution. Materials stored in the library are those produced for circulation.

It is the responsibility of any faculty member or employee of the Institute of Finance Management who produce or causes to produce recorded Information in any form, to deposit at least one copy with the Department of library and Information service.

The Department of library service will ensure that such a copy or copies are in safe custody in the library. The library will issue regularly a list of materials so deposited for circulation to publicise the intellectual output of IFM to a much wider audience.

#### COMMERCIALIZATION OF CAFETERIA SERVICES

A report on the study of commercilization of cafetaria services has been presented to the management. The study was conducted under the Chairmanship of Prof. Arora.

Terms of reference included:

- The ever rising cost of food staff, utilities etc.
- The expected demand by students to be given meal allowance lieu of meals.



- The government policy on "cost sharing".
- The welfare of about 44 cafeteria employees.
- The current physical facilities related to the cafeteria.
- Practices and experiences of similar institutions such as UDSM, IDM Mzumbe and Ardhi Institute.
- "Management time" of running the cafeteria .

The management intends to study it very carefully get the inputs of all the relevant parties especially OTTU tabling it to the Governing Council for reaction and decision.

#### ACADEMIC BOARD/COMMITTEE MEETINGS:

From August 16 - 18, 1993 the following Academic Board/Committee meetings were held: Insurance and Social Security Examination Board, the Bankers Examination Board and the Interim Academic Committee. At each of these meetings the agenda included:

Departmental Annual Reports for the Academic Year 1992/93,  
4th Quarterly Reports - April - June, 1993.

#### PLANS FOR A COURSE FOR WOMEN EXECUTIVES

The IFM and the Tanzania Fund for Training Women will be conducting a three week training programme for senior women executives drawn from different organizations in the country.

The course to be conducted at Karibuni Centre in Mbeya is under the directorship of Mr. Kassim Hussein, Senior Lecturer and Director of Studies of the Institute.

The major focus of the course will be on accountancy, gender sensitization, statistics, financial management and taxation.

Week-end College Performance

The IFM centre accounting review classes popularly known as the Week-end College was once again amongst the best ten institutions which registered a high average performance in the NBAA Professional examinations held in May, 1993.

The following results show how the centre fared in the different levels of the 37th Examination Session.

LEVEL	NO. ATTEMPTED		NO. PASSED		NO REFERRED		RANK/ POSITION
	NO.	%	NO.	%	NO.	%	
ATEC I	23	100	11	48.0	05	22.0	6th
ATEC II	47	100	13	27.6	09	19.2	5th
PROFESSIONAL I	70	100	09	12.9	25	35.7	4th
PROFESSIONAL II	23	100	08	34.8	04	17.4	3rd
PROFESSIONAL III	63	100	10	15.9	26	41.3	2nd
PROFESSIONAL IV	08	100	01	12.5	01	12.5	4th

\*A total of 23 Institutions fielded candidates at the different levels.

WORKSHOP ON RESEARCH SKILLS DEVELOPMENT

An inhouse workshop on research skills development was conducted from 20th - 30th August, 1993. The workshop was intended to develop requisite skills in research to faculty and library professionals. Its main objective was to provide staff with basic knowledge which will help staff who wish to carry out research as part of their career progress as well as to equip those who will write dissertations as part of the requirements for their masters programme.

The workshop covered the following topics:-

- . Designing and performing a research project.
- . Nature and role of research.
- . What is data.
- . Survey methods.
- . Research design.
- . Writing the research report.
- . Content and organising of the manuscript.

About eighteen IFM staff members benefitted from this course.

### DUE FOR FURTHER STUDIES

A good number of faculty members are due to leave for further studies under FILMUP. Those expected to leave in September this year are:

#### Long Courses:

<u>Name</u>	<u>University</u>	<u>Programme</u>
1. Mr. M. D. Nungu	Univ. of Strathclyde	MBA (Acc)
2. Mr. S. R. Mohamed	- do -	MS (Fin)
3. Mr. T. Satta	Univ. of Hull (UK)	MBA (Banking)
4. Mr. K. Mashaushi	- do -	MBA (Fin/Information Tech.)
5. Mr. J.P. Senzige	Loughborough Univ. of Technology.	MSc(Computing)
6. Mr. C. Kassala	Univ. of Warwick	MA(Comm. Skills)
7. Mrs. S. Said	Univ. of Liverpool	B.A.
8. Mr. E. Kisaro	Univ. of Southampton (UK).	MA(Educ. Mgt.)
9. Mr. S. Mushi	Thames Valley Univ.	Post. Grd. Dip. in Librarianship.
10. Mr. G. Mpinge	Univ. of Wales	MA - Banking & Finance.
11. Mr. M. Nyasama	Univ. of Stirling	MBA
12. Mr. I. Jairo	Univ. of Stirling	MBA

#### Short Courses:

Mr. F. Ruhara, Head of Financial Management Department and Mr. S. E. Kamanzi, Head of Banking Department have already left for six week training programmes in India. Mr. Ruhara is studying Project appraisal while Mr. Kamanzi is studying Development Banking. They are both funded by FILMUP. Newsletter has learnt that for reasons which have been accepted by the management, three members due for long courses this year postponed till next year.

Their training opportunities will be swapped with those already with admission for next year. Those who have postponed training opportunities include Mr. Mhina, Mr. Mwangeni and Mr. Nguma.

#### PASSES PROFESSIONAL LEVEL II EXAMS

During the 37th Examination session of the NBAA, held in May, 1993, two faculty members passed the Professional Level III Examinations at single sitting. These are Mr. I. Jairo and Mr. M. Nyasama.

The editorial board congratulates both of them for their achievement.

Meanwhile, Newsletter has learnt that three faculty members have been registered into PGDFT in 1993/94 academic year. They are Messrs G. Mpinge, I. Mzava and M. Nyasama. The IFM accountant Mr. Mawondo has also been registered in the PGDA.

Newsletter takes this opportunity to wish them all the best

Sciences (ISS).

During this visit Dr. White participated in the IFM Staff Development Seminars at which he presented a paper on "Aid Dependence in Tanzania".

In this paper Dr. White emphasized that the objective of Aid was to supplement domestic savings and export earnings so that eventually a country became self sustaining. He also pointed out that in order for the Aid to be beneficial to a given country and bring about self sustenance there was a need for certain pre-conditions to exist within that country. These Preconditions if not met, would lead to that country being Aid Dependent.

MR. SHIRIMA REPORTS BACK TO IFM

Mr. Liberatus L. Shirima, Senior Lecturer in Finance and Management reported back to the Institute after a two year leave of absence. He was a Financial Consultant to a World Bank financed project on local Government finances under the Office of the Prime Minister and First Vice President. In summary Mr. L.L. Shirima alongside other consultants undertook the following assignments:-

- Financial strengthening programme of local authorities

revenue, assessment of their potential, identification of possible new sources, revenue performance improvement as well as accounting procedures for revenues.

- Investment Targets Programme which covered identification of investment opportunities, assessment of capital cost of those projects the design of a cost recovery programme i.e. determination of user charges required to meet the recurrent costs of the recommended projects deemed essential to improve urban services delivery.

While away with the Prime Minister and First Vice President's Office/World Bank Mr. L.L. Shirima was able to fulfill the membership conditions for the U.K. Institute of Professional Finance Managers and was consequently elected fellow of the Institute.

#### ADAM AT "COOPERATIVE COMPETITIVENESS SYMPOSIUM"

Adam Mwandenga, a Lecturer of the Institute recently represented the Institute at a Symposium on "Cooperative Competitiveness" held at Cooperative College Moshi. He presented a paper entitled "An Analysis of the present economic environment in Tanzania: Hints on Conditions for Cooperative Competitiveness".

The five day symposium started on 9th August, 1993 and ended on 13th August, 1993. It drew give participant Institutions namely, Cooperative College Kenya, Cooperative College Lusaka, Zambia, The International Cooperative Alliance (Moshi Regional Office), Cooperative College Moshi and The Institute of Finance Management.

A total of fifteen papers were presented at the Symposium.

OBITUARY - JACOB, ERIC GWANDUMI

On the 21st of August, 1993 IFM lost a first-year Ordinary Diploma Student, after a tragic accident in the suburbs of Dar es Salaam.

Eric was born in 1968 in Kyela.

May He rest in Peace.



