

IFM

NEWSLETTER

VOL. 3 NO. 5 & 6

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INSTITUTIONAL NEWS:

(i) DR. R. M. KAVURA GETS A UN JOB: MR. H. MADOFFE
AG. PRINCIPAL

Dr. R. M. Kavura, the Institute's Principal since 1991 has secured a job as Chief Technical Adviser in Lesotho at the Lesotho Institute of Public Administration (LIPA). It is a well paid UNDP funded job.

Dr. Kavura's contract is initially for one year. It may be renewed.

Following his decision to shift to the apparently greener pasture, Dr. Kavura sought the approval of the Chairman of the Governing Council - Dr. Idris Rashid, to take up the assignment w.e.f. 1/10/95. He asked for a one year leave of absence and requested to return to IFM, if need be, in any capacity, for example as a faculty member.

Following this Mr. Haruni Madoffe was appointed the Ag. Principal w.e.f. 1/10/95. This is in accordance with section 6 (2) e of the Institute's establishing Act No. 3 of 1972 and section 3.1.1 of the Institute's Staff Regulations, 1982. Mr. Madoffe taught Company, Commercial and Economic Laws for 11 years at the Institute raising to the rank of Senior Lecturer I. He still teaches selected topics and is a regular resource person in short courses.

He then shifted in 1983 to join the Institute's top administration as Executive Secretary up to 1990.

In that capacity he was head of Finance and Administration Department. From 1990, to-date following a review of the Institute's organizational structure he became Director of Personnel and Administration and Secretary to the Council. Mr. Madoffe is Chairman of two Companies, TANSCAN and TOHS, Vice Chairman of National Lottery and Vice Chairman of Lottery Board of Trustees.

(ii) GRADUATION CEREMONY

The Institute's 21st graduation ceremony was held on September 29, 1995. The guest of honour, Minister for Finance, Hon J. Kikwete conferred certificates and diplomas to 322 graduands as follows:-

1. Ordinary Diploma in Banking	18
2. Advanced Diploma in Banking	48
3. Certificate in Insurance	20
4. Advanced Diploma in Insurance	14
5. Advanced Diploma in Social Security Administration	7
6. Advanced Diploma in Accountancy	120
7. Post-Graduate Diploma in Accountancy	8
8. Advanced Diploma in Tax Management	36
9. Post-Graduate Diploma in Tax Management	15
10. Post-Graduate Diploma in Financial Management	36

The ceremony was followed by a grand party in the Function Hall and a disco dance in the Cafeteria.

(iii) CFTC COURSE FOR YOUNG EXECUTIVES:

COMPUTER-BASED FINANCIAL MANAGEMENT

The Commonwealth Fund for Technical Cooperation (CFTC) and the Institute of Finance Management (IFM) have been running eight week training programme in Financial Management every year. This year's programme which started on October 23 1995 focuses on computer-based financial management.

The objective of the course is to sensitize participants on the role of computers in financial management through an indepth hands-on learning real life problem solving.

The CFTC sponsored course has twenty four participants representing thirteen African countries. Countries represented with number of participants in brackets are Mauritius (1), Zambia (1), Kenya (2), Uganda (1), Swaziland (2) Namibia (1), Gambia (1), Zimbabwe (1), Malawi (2) Sierra Leone (2), Ghana (2), Lesotho (2) and Tanzania (5).

The course will end on December 15, 1995.

(iv) MEETING OF CHIEF EXECUTIVES OF
INSURANCE TRAINING CENTRES

This meeting was held on 7th and 8th September 1995 in Johannesburg, South Africa. The main Objectives of the meeting were:-

1. To bring together chief executives of African Insurance Institutes and Training Centres and;
2. To create a forum for African insurance educators and trainers to define short and long term strategies for national, sub-regional and continent-wide insurance education.

The meeting was jointly organized by the Insurance Institute of South Africa (IISA) and the African Insurance Organization (AIO). The Institute of Finance Management (IFM) was represented by the Director of Studies Mr. P. J. Luoga.

(v) 28TH WORKERS' COUNCIL MEETING

The 28th IFM Workers' Council met on September 6, 1995 in the Function Hall. Among the agenda items discussed at that meeting were:

- (i) 1995/96 Budget
- (ii) Selection of IFM Best Workers
- (iii) Election Chairman

The meeting recommended the IFM 1995/96 budget to the Governing council for approval.

The meeting also elected Dr. R. M. Kavura, then IFM Principal, Chairman of the Workers' Council.

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FROM THE ACADEMIC DESK:

(i) HEADS OF ACADEMIC DEPARTMENTS APPOINTED

The Acting Principal, Mr. H. S. Madoffe has appointed new heads of academic departments. The appointments which became effective from November 1, 1995 will be for a term of two years.

The new heads of departments are:

	<u>Name</u>	<u>Department</u>
1.	Mr. F. Mutasa BA(Hons), MA (ARD), MA (Econ).	Financial Management
2.	Ms. M. Tulli B. Com; PGDA, MA (Bus. Studies), CPA(T)	Professional Account
3.	Ms. C. Shekidele ADTM, PGDTM, MSc.	Tax Management
4.	Mr. D. O. Oyuk B.Sc, DIP(OR), M.Sc. (BSAD), DIP (P & D).	Computer and Information Technology
5.	Mr. Y. A. Selle Diploma I & II, ACIS, MBA	Executive Development & Consultancy
6.	Prof. W. K. Rugaika BA(Hons), ADI, MBA	Insurance and Social Security Administration

According to the circular signed by the Acting Principal on October 19, 1995, the deputy head of the Professional Accounting Department will be appointed later.

Mr. Madoffe has appealed to the Institute community to accord the new heads maximum cooperation and support.

(ii) ACADEMIC PUBLICATIONS

The following faculty members had their research based papers published in the IFM Journal of Finance and Management (JFM) Vol. 4 No. 1 of 1995. Each has received cash as per the Institute's Publication policy.

1. A. Mwandenga,
"SILICS: Debt Crisis: Lessons from the Past. A Case of Tanzania".
2. M. Nungu,
"Problems and Issues in Designing and Implementing a System of Performance Appraisal".
3. H. Msalangi,
"Origin and Development of Social Security in Tanzania.
4. M. Tulli,
"Cash Flow Statements: An Interpretation"

Other faculty members are urged to engage in more research activities, publications and consultancy assignments.

(iii) BACK FROM FURTHER STUDIES

Following successful completion of their further studies, pursued abroad, the following faculty members have come back.

<u>Name</u>	<u>Qualification</u>	<u>School</u>
1. Mr. I. D. Mzaya	MSc. (Finance)	University of Strathclyde
2. Mrs. B. Kafanabo	MSc (Fin)	"
3. Mr. Y. Sella	MBA (Fin)	"
4. Mrs. B. Machangu	MSc (Fin)	"
5. Mr. J. Bengesi	MBA	RVB/MSM
6. Mr. G. M. Mnyele	LLM	Univ. of Warwick
7. Mr. E. Mkusa	MSc (InfoTech)	Univ. of Strathclyde
8. Mr. Andendekisye	MSc (InfoTech)	"
9. Mr. M. H. Mhina	MA (Libr. & Mgt.)	Univ. of
10. Mr. A. Mpanda	MEd.	Univ. of Dublin
11. Mr. N. M. Dindi	LLM	London Sch. of Econ.
12. Mrs. J. Mkini	MA (Linguistics)	Heriot-Watt Univ.

(iv) IFMASA GETS NEW LEADERS

On September 4, 1995 the IFM Academic Staff Assembly held its annual general elections.

Mr. O. Urassa, lecturer and Director of Weekend College was elected the new Chairman of IFMASA and Mr. G. Mpinge, Assistant Lecturer and Coordinator of CIB, was elected Secretary of the Assembly.

Mr. Mutasa, Lecturer and Head of Banking Department became the IFMASA Representative to the SDDC of the IFM Council.

— We congratulate them and appeal on their behalf for the highest support and cooperation from the IFM community.

STAFF NEWS

(i) PROMOTIONS AND CONFIRMATIONS

At its 86th meeting the Institute's Governing Council approved promotions and confirmations of the following staff:

(a) Promoted

	<u>Name</u>	<u>New Post</u>
1.	Mr. S. S. Sekiete	Senior Librarian Gr. I
2.	Mr. D. Mtoi	Senior Accountant Gr.II
3.	Mr. K. Gamba	Lecturer
4.	Mr. M. M. Mussai	Lecturer

(b) Confirmed to their current posts

	<u>Name</u>	<u>Post</u>
1.	Mr. P. J. Luoga	Senior Lectuer Gr. I
2.	Mr. J. P. Mwandu	Senior Lecturer Gr.II
3.	Mrs. J. Mkini	Lecturer w.e.f. 1/12/94
4.	Mrs. J. Kafanabo	Lecturer w.e.f. 15/11/94
5.	Ms. M. Tulli	Lecturer w.e.f. 29/11/94

It has also been confirmed that at its 86th meeting held in August 1995 the Staff Development and Disciplinary Committee (SDDC) confirmed three and promoted four administrative staff.

(a) Confirmed

	<u>Name</u>	<u>Post</u>
1.	Mr. J. R. Lukwembe	Assist. Artisan Gr. IV w.e.f. 29.9.93
2.	Ms. V. Mlyaselle	Office Attendant Gr. 1 w.e.f. 1.7.93
3.	Ms. S. Chingilile	Receptionist Gr. I w.e.f. 2.10.93

(b) Promoted

	<u>Name</u>	<u>Post</u>
1.	Mr. M. D. Mawondo	Senior Accountant Gr. III
2.	Ms. I. Mugyabuso	Personal Secretary Gr. I
3.	Mr. H. A. Kigona	Senior Artisan Gr. II
4.	Mr. M. Abubakar	Accounts Assistant Gr. I

(ii) BEST WORKERS AND LONG SERVICE AWARDED

A grand party was held on Friday, October 20, 1995 in recognition of long service and best workers. The guest of honour the Dar es Salaam Regional Commissioner, Mr. Ditopila Mzuzuri presented the awards as follows:

- (a) 20 years' service - Shs. 90,000/= each
1. E. Sinyangwe - Senior Typist Grd. III
 2. J. Siwa - P/Secretary Grd. I
 3. P. Jacob - Property Attendant Grd. I
- (b) 15 years' service - Shs. 50,000 each
1. K. Hussain - Senior Lecturer I
 2. J. M. Lyanga - Bursar
 3. L. Marwa - Typist
 4. Z. T. Konga - Supplies Officer IV
 5. R. Fliakos - Hall Officer
 6. J. R. Lukwembe - Artisan Grd. IV
 7. M. Y. Bishagazi - Lecturer
 8. P. J. Luoga - Director of Studies
- (b) 10 years' service - Shs. 30,000/= each
1. Mugabuso - Personal Secretary Grd. III
 2. A. Ngunga - Senior Typist Grd. III
 3. B. Nkoma - Senior Typist Grd. III
 4. A. Mwandenga - Lecturer
 5. F. L. Mutasa - Lecturer
 6. M. M. Andendakisywa - Lecturer
 7. K. Kazimoto - Machine Operator I
 8. B. T. Kaare - Lecturer
 9. S. Mwakitwange - Lecturer

(c) Eleven employees were awarded Shs. 20,000/= each for being best workers in their respective departments. They are:

1. R. Fliakos - Hall Officer from the Department of Administration.
2. M. B. Mushi - Senior Machine Operator from the Department of Accounts.
3. A. Nanyalika - Library Attendant from the Library.
4. E. Dionizi - Artisan Grd. IV from Housing and Maintenance Department.
5. S. Yomba - Senior Driver from the Department of Transport.
6. R. Abdallah - Senior Attendant from the Administration.
7. O. Urassa - Assistant Lecturer Accountancy Department.
8. I. P. Mowo - Senior Lecturer Insurance Dept.
9. L. L. Shirima - Senior Lecturer Financial Management Department.
10. C. Shokidelo - Lecturer Taxation Department
11. Mr. J. P. Mwandu - Senior Lecturer Insurance & Social Security Department.

Mr. J. P. Mwandu was awarded Shs. 50,000/= ~~more~~ for being the overall best worker of the Institute.

The Editorial Board of the Newsletter congratulated all the recipients of the awards.