



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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HAPPY NEW YEAR!

The Editorial Board of the IFM Newsletter would like to wish its readership a Happy and Prosperous 1985.

It is needless to say that each year sets in with challenges and all of us mortals who are lucky to witness its birth always accept its advent with promises and renewed vigor and an attendant determination to improve our lot. This for certain will not be exceptional for 1985.

And for the students. Welcome back from your lengthy vacation. The beginning of a new year again heralds in a Semester full of i undue ecstacies and at times uncalled for worries. Surely, it is a very short semester. Before you realize it, it will be exam time. Get prepared for them right NOW! The guiding principle should be: "AIM HIGH. Why not go all out to become a distinction candidate? Aim high and your failure will be a success; aim low and your success will be a failure." And good luck!

FROM THE ACADEMICS

Research and Publications

The following members of the academic staff have produced the works appearing against their names.

The Newsletter would like to congratulate the authors for their determined efforts and significant contribution to the Institute.

- Rugaika, Wilbald K., Towards Crop Insurance in Tanzania (research report)
- Naik, Umesh K., Statistical Methods in Management (Teaching Manual)
- Geho, Johnnie L. & P.J. Luoga, The ABC of the Income Tax Law of the United Republic of Tanzania (Teaching Manual)
- _____., Questions to the Income Tax Act, 1973
- _____., Subsidiary Legislation and Amendments to the Income Tax Act, 1973
- Mlay, S.U.R., Tourism and National Economic Development. (paper)
- _____., Pragmatic Strategy for National Economic Survival (paper)

- Koshuma, M.M.H., The Law of Contract (Manual and study guide)

One-Semester Examination Results

Following are results of examinations held before the Christmas vacation. The examinations are usually held at the completion of one semester in the post-graduate programs in Tax Administration and Financial Management.

| | | | | | | | |
|-------|---|-----|----|--------|----|--------|---|
| PGDFM | = | Sat | 44 | Passed | 38 | Failed | 6 |
| PGDTA | = | Sat | 30 | Passed | 21 | Failed | 9 |

Third Year ADA Students Sit for Finals

As we went to print, third year Students in the Advanced Diploma in Accountancy program were busy writing their final examinations.

In all 56 candidates are battling it to earn the Institute's honors in accountancy. We wish them the best of luck!

Rugaika Heading Executive Development Program

Ndugu Rugaika, B.A. (Hons) (Dar), MBA (N.Y.), Senior Lecturer in Insurance was recently appointed head of EDP on acting basis. Ndugu Rugaika who had earlier been head of Insurance and Social Security Department for several years, replaced Mrs. Kermalli who earlier stepped down for personal reasons.

Ndugu Rugaika will hold the post until the electoral procedures for Departmental heads have been formalized

with the completion of the IFM Academic Staff Assembly constitutional review exercise which is currently underwa

Dr. Naik Leaves IFM

Professor Umesh D. Naik left IFM in October 1984 at the expiry of his contract. Dr. Naik who was well known as an expert in Quantitative Methods joined the Institute in 1978.

Before his departure, Dr. Naik produced a teaching manual entitled Statistical Methods in Management.

We all thank him for his contribution to the IFM and the country at large and wish him success in life.

Aptitude Test Held

On December 17, 1984 candidates aspiring to join the IFM for the 1985/86 academic year, were tested at various centres in the country including Zanzibar.

All centres with the exception of Tabora produced about 350 candidates. In the case of Tabora, despite all attempts the invigilator destined to administer the test there, was unable to make it due to communication problems. Those problems were experienced by almost all invigilators travelling outside Dar es Salaam.

The seemingly small number of examinees this year may have been due to an exceptionally close scrutiny of the

applicants but nevertheless logistical arrangements may have in part been responsible. Delayed despatch and relay of information to the examinees and the poor transport system prevalent in the country and especially at the holiday time of year, may have contributed to the reduced number of candidates.

Could be the administrators should fix a date earlier than December in subsequent years and perhaps a month or so notification could be considered.

Saidi at Leuven

Ndugu H. Saidi, Tutorial Assistant in Financial Management has since the middle of July last year been in Belgium where he is attending a Masters' degree course in Financial Management with a specialization in Finance at the University of Leuven.

Ndugu Saidi who was accompanied by his family had won a competitive academic award made available to Third World countries. They will remain in Belgium for a period not exceeding two years.

Ndugu Saidi holds a B.Com. first class honors' degree from the University of Dar es Salaam.

CONFERENCES AND SEMINARS

Mwandu attends Training of Management Trainers Course (TOMT)

Ndugu J.P. Mwandu, Assistant Lecturer at the Institute of Finance Management, attended a Training of Management Trainers Course at ESAMI. The course which ran between October 22, 1984 and November 30, 1984 covered the following subjects:

- Human resources management
- Identification of training needs
- Development of training programs
- Principles of adult learning
- Teaching methodology.

The course which was designed for training officers, personnel officers and instructors from institutions of higher learning attracted 13 participants from Kenya, Uganda, Botswana and Tanzania.

Ndugu Mwandu says that the course is very useful and recommends it to any newly recruited academic member of staff.

Management of Libraries and Information Centres Seminar:

Ndugu Karumuna attends

The seminar which brought together personnel in top library management was held in Arusha at Hotel Village 77.

The seminar being the third in the series organized by the Tanzania Library Association was this time run in conjunction with the United States Information Services. The USIS sponsored a special consultant in Library Management Dr. Edward Miller from Colorado, United States.

Topics discussed at the 10-day seminar covered various aspects of management principles and styles. Field trips both for pleasure and education were organized and case studies undertaken.

The IFM sponsored Ndugu Karumuna for the seminar.

Nungu in Austria

Ndugu I.H. Nungu the Institute's Registrar was recently in Vienna, Austria where he attended a short course on Group Training Program in the Field of Management Training Institutions for Industry.

The course was organized and sponsored jointly by the United National Industrial Development Organization (UNIDO), the Government of Austria and the Austrian Institute for Assistance and Technical Cooperation with Developing Countries. The course lasted from September 24 to October 19, 1984.

The course participants were drawn from among those responsible for the planning and coordination of training activities at training institutions dealing with management

training for industry. These institutions could be sponsored by the public or private sectors. In all twelve countries were represented, all from Anglophone Africa. These were: Tanzania (3), Ethiopia (2), Somalia (1), Nigeria (1), Uganda (2), Malawi (1), Ghana (1) and Swaziland (1).

Dr. Doriye in Holland

Dr. Doriye, Senior Lecturer in Financial Management was last December in Holland for two weeks attending an international workshop dubbed: The International Workshop on Money and Finance in the Periphery.

The workshop held from 3rd to 14th December 1984 was organized and financed by the Institute of Social Studies, the Hague, the Netherlands. The intention was to discuss, first, how the current economic recession in the industrial countries has affected the underdeveloped economies, and secondly, how the underdeveloped countries have responded to the deepening economic crisis.

To answer those questions, eight country studies were discussed. These were Ecuador, India, Mozambique, Nicaragua, Sri Lanka, Sudan, Thailand and Tanzania. For each country study two a questions were raised and attempts to answer them were made; one, what were the origins of the crisis; and two, what adjustment or stabilization measures were adopted. The answers as to the origins of the crisis were diverse as the countries themselves.

Nevertheless, in terms of responses three patterns emerged. In the first place are those countries such as Thailand for which the burden of adjustment was borne by the wage earners. In others such as Tanzania the shocks were absorbed either by the financial system and the Government budget, cutback on imports or a combination of all these measures. However, in virtually all these countries, with the exception of Nicaragua and Mozambique, part of the burden of adjustment, with varying degrees, has been borne by the wage earners or the peasantry.

Within the group of countries studied, there were those which attempted adjustments on a standby credit agreement with the IMF. So far no success story was reported. Of interest, however, is the fact that the IMF had imposed varying degrees of stringency in its conditionality when dealing with countries in a similar state of economic crisis but with different socio-political and economic outlooks. The implication drawn from this was that (and this was confirmed by the IMF representative) the Fund was not politically neutral and in the majority of cases its attitude was dictated by the strategic calculations of the United States.

The workshop was attended by representatives from the World Bank, the IMF and the Dutch Overseas Development Ministry. In addition there were individual scholars from the Institute of Social Studies itself, Ecuador, England, India, Mozambique, Nicaragua, Sri Lanka, Sudan, Tanzania and Thailand.

IFMASA CONSTITUTION UNDER REVIEW

The Constitution of the IFM Academic Staff Assembly is being reviewed by a committee comprising Ndugu M.M.H. Koshuma, Nduma Kipong', D.L. Ole Njoolay, S.P. Sharma and A.K. Nasimire.

The committee will examine the existing constitution with the view to rectifying deficiencies regarding the election of heads of academic departments (Co-ordinators), the accountability of representatives of IFM Academic Staff Assembly and the role of Co-ordinators' meetings.

CHAIRMAN OF HOUSING ALLOCATION COMMITTEE

Ndugu D.L. Ole Njoolay who is the Chairman of the IFM Academic Staff Assembly was unanimously elected acting chairman of the Housing Allocation Committee. Ndugu Njoolay takes over from Ndugu Madoffe who decided to relinquish the post in view of his commitments as the Institute's Executive Secretary.

Ndugu Njoolay will hold the post until new elections are held, following the approval of the amended constitution.

OAU/ILO EVALUATION COMMITTEE VISITS IFM

Between October 18 and 20, 1984, IFM played host to a four-member OAU/ILO team comprising Miss Durand, Mr. Ejuba, Mr. Bendahou and Mr. Wege. These individuals belonged to an OAU/ILO Evaluation Committee which was set up in

December 1983 in order to assess the existing training facilities in the area of social security, with the view to recommending a strategy for meeting the ever-increasing training needs in the most efficient way..

The Committee's report will be examined and discussed at a joint meeting of the ILO/OAU Technical Consultation on Social Security Training in Africa which will be held in April 1985.

As part of their study, the Committee examined the following aspects:

- Capacity of the training centre
- Students enrolled at the centre
- Financing of the training centre
- Characteristics of the training programme
- Further activities of the training centre
- Relation with other training institutions
- Scope of expansion, either physically or technically.

ELECTED IIT PRESIDENT

At its recent meeting, the Insurance Institute of Tanzania elected Professor Vaideswaran its President for the year 1985.

Vaideswaran is an Associate Professor of Insurance at the Institute of Finance Management.

NEWSLETTER GETS STANDARD NUMBER

The IFM Newsletter will from this issue carry a special number to identify it from any other journal or any other serial publication in the world.

The Newsletter's number will be ISSN 0856 - 0250 where ISSN stands for International Standard Serial Number.

The ISSN and ISBN for books are special trade marks in the publishing world. The numbers are centrally allocated to Tanzania authors and publishers by the Tanzania Documentation Centre (TANDOC) which is located at the Tanzania Library Service Central Library.

So next time you want to publish a book or institute a new journal remember to get in touch with the TANDOC and get a number for your book or journal.

IDDI H. NUNGU: REGISTRAR

The Institute's Governing Council at its recent sitting confirmed the appointment of Ndugu I.H. Nungu as the Institute's Registrar.

The post of Registrar was created with the adoption of the New Scheme of Service for the Institute's academic and administrative staff which became operational at the beginning of last year.

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As the Registrar, he will head and be overall in-charge of the newly created department of academic affairs and will be Special Assistant to the Deputy Director for general academic administrative affairs including academic personnel and student academic affairs. The department's scope of activities will be organized into several sections including those of examinations and alumni; admission and records as well as research and publications. Each of these sections will be headed by an assistant or full academic officer.

Following is a brief profile of Ndugu Nungu, a person who has been well seasoned in academic and other administrative matters.

Iddi Hussein Nungu was born in 1948 in Kipili Village, the present Tabora Rural District. In here he attended and completed his primary and middle school education before joining Tabora Boys' Secondary School where he completed his A-level in 1969.

He joined the University of Dar es Salaam having gone through the National Service. At the Hill he did B.A. with specialization in political science and sociology. This earned him a honor's degree in 1973.

Ndugu Nungu was then employed by the Prime Minister's Office as Administrative Officer in the Regional Commissioner's Office in Moshi where he stayed until April 1974

when he was transferred to the Regional Commissioner's Office in Dodoma.

The Civil Service however, did not seem to be his destiny for in February 1975 he was seccried to the IFM where he nas remained till today. He started as Administrative Officer (Academic), then Academic Officer until early this year when he was appointed as the Institute's Registrar.

Being within the academic arena compelled him to keep abreast with adademic matters and **other** developments in his field. He has thus since 1973 attended short and long courses at various institutions both at home and abroad. These are:

- June 1973 -attended a course in Manpower planning at IDM, Mzumbe.
- March 1975 -attended short course on Management by Objectives (MBO) **organized** by NIP in Mbeya.
- April/May -attended short course on Public Finance and Taxation organized by IFM conducted at ESAMI.
- August 1980 -attended M.A. in Public Policy and Administration at the University of Wisconsin, U.S.A.
to June '82

Sept./Oct. 1984 - attended a Group Training Program in the field of Management Training Institutions for Industry organized by UNIDO and the Government of Austria. It was conducted in Vienna, Austria.

Ndugu Nungu is married with 3 children. Amongst his hobbies, Iddi enjoys reading fiction books, watching and occasionally playing soccer.

MISCELLANY

Promotions

The Governing Council in its recent sitting, decided to promote the following academic members of staff to Senior Lecturer II status:

Ndugu M.M.H. Koshuma, LL.B. (Dar), LL.M. (Toronto).
Ndugu Koshuma had been Lecturer since 1980. He teaches Law in various departments of the Institute and completed a manual on the Law of Contract.

Ndugu S.U.R. Mlay, B.A. (Econ.) (Dar), M.A. (Econ.) (Vanderbilt, U.S.A.). Ndugu Mlay had until the recent promotion been Lecturer since 1981. He teaches courses in Economics in various departments of the Institute and has written several papers in his discipline.

The Newsletter on behalf of the IFM community wishes to congratulate the two for the present feat while encouraging them to 'keep it up' all the way to professorship.

Others promoted are as follows:

| <u>Name</u> | | <u>Designation</u> |
|----------------------|---|---|
| 1. E. Mgya (Mrs) | - | Senior Machine Operator |
| 2. N. Sakapala (Mrs) | - | Machine Operator grade I |
| 3. R.C. Mutune (Mrs) | - | Office Management Secretary Grade II |
| 4. H. Kiwanga | - | Personal Secretary Grade I |
| 5. S.P. Mrina | - | Personal Secretary Grade I |
| 6. J.F. Siwa | - | Personal Secretary Grade II |
| 7. V. Shirima (Mrs) | - | Personal Secretary Grade II |
| 8. F.J. Sinyangwe | - | Administrative Officer Gr. I |
| 9. J. Chedi | - | Senior Library Assistant |
| 10. P.M. Mganga | - | Catering Officer Grade II |
| 11. A. Chota | - | Senior Cook |
| 12. K. Maliowe | - | Senior Cook |
| 13. M. Mwenda | - | Cook Grade I |
| 14. K.adija Ally | - | Senior Hostel Attendant |
| 15. F. Mrango (Mrs) | - | Accounts Assistant Grade I |

I.H. Nungu was given an appointment of Registrar with effect from 1/1/1985.

Employed

| | <u>Name</u> | | <u>Designation</u> |
|----|------------------|---|----------------------------|
| 1. | A. Geho | - | Library Assistant Trainee |
| 2. | A. Manyerere | - | Library Assistant Trainee |
| 3. | T. Kasambala | - | Accounts Assistant Grade I |
| 4. | Justus Bengesi | - | Accounts Assistant Grade I |
| 5. | Daudi Mtoi | - | Accounts Assistant Grade I |
| 6. | F.F. Haule | - | Driver |
| 7. | Assed T. Nassoro | - | Driver |
| 8. | Urembo Chimbo | - | Driver |

Dismissal

| | <u>Name</u> | | <u>Designation</u> |
|----|-------------|---|--------------------|
| 1. | C. Ngowi | - | Typist |

Wedding Bells

While most of the readers of the Newsletter were busy preparing for Christmas, two colleagues of IFM decided to call it quits with bachelorhood. Wedding bells rang in Kiomboi, Singida where Ndugu J.M. Lyanga got married. Ndugu Lyanga is a Lecturer in accountancy and currently acting head of the Accountancy Department.

From the same department, Ndugu Kassim Hussein, Assistant Lecturer in accountancy, got married in Zanzibar.

Obituary

October 29, 1984 IFM saw the untimely demise of one of its beloved students, the late Ndugu John Kahwili.

Ndugu Kahwili who was doing his post graduate diploma course in Accountancy was an employee of HOSCO. He left behind a wife and three children.

May the Lord rest his soul in eternal peace. Amen!

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