



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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NEW SCHEME APPROVED FOR ADOPTION

The long-awaited scheme of service for both the academic and administrative staff was recently approved by SCOP^o and has been received by the Institute for adoption.

The new scheme which covers the entire cross-section of the Institute's staff will go a long way to bring the Institute into uniformity with other similar institutions of higher learning in the country.

The scheme represents reviewed remuneration, creation of new positions in the Institute's set up and in other cases just pushing up the ceilings which were a source of frustration for many Institute's workers. Some of the notable creations are, the Academic Registrar, Chief Internal Auditor, to mention only two; also the recategorization of the professional library staff into the academic fold rather than the earlier administrative fold.

For certain this is a welcome undertaking. However, there is still room for further improvement especially in the case of departments which have not been affected by the present scheme.

IFM ACADEMIC STAFF ASSEMBLY ELECTS OFFICE BEARERS

At last the dream came true. On February 1, 1984, IFM members of the academic staff assembled in the Council Chamber to elect office bearers to their Assembly. This followed the approval of their constitution by the Council.

The elections which were held in a very cordial atmosphere yielded the following results:

Chairman

Ndugu D. Ole Njoolay

Secretary

Ndugu Ignace M.P. Mowo

Members of the Secretariat

Ndugu S. Kapalatu

Ndugu P.M. Kindiano

Members of the Academic Committee

Ndugu M.Y. Bishagazi

Ndugu M.G. Hemraj

Ndugu C.G. Vaideswaran

Ndugu J.L. Geho

Ndugu J. Doriye

Staff Welfare Committee

Ndugu K. Hussein

Ndugu A.M. Kermalli (Mrs.)

Ndugu P.J. Luoga

Ndugu J.P. Mwandu

Ndugu F.M. Ruhara

In his acceptance speech, the new Chairman Ndugu Ole Njoolay thanked his predecessor Dr. J. Doriye together with members of the interim secretariat viz. Ndugu S.E. Kamanzi, Ndugu A.K.S. Wogole, and Ndugu M.L. Naluyaga for their arduous and commendable job of establishing the assembly. He also thanked the members for electing him Chairman of the Assembly.

The Newsletter wishes all the office bearers success in the responsibilities they have assumed.

Representatives

At an earlier sitting of the Staff Assembly, the following had been elected to represent the academicians at the Institute's Committees.

Ndugu S.E. Kamanzi - Staff Development and Disciplinary Committee

Ndugu D. Ole Njoolay - IFM Council.

FROM THE EXECUTIVE DEVELOPMENT PROGRAMME

"The illiterate of the future will not be the ones who did not know how to read and write, but the one who did not know how to learn." So goes the saying of the sage.

In response to the above saying, a good number of middle level executives have been positively responding to the varied package short courses organized and run by the Institute. To be precise, an average of one course a month save for the month of December, have been organized since October last year.

Of course, being a holiday season, December is deemed logistically inappropriate to run such courses.

For the first time since the inception of EDP way back in 1982, two courses were run simultaneously, namely Management Audits, a course designed by the Institute's Prof, Sharma; and Accounting for Non-Financial Managers, the latter of which was organized for and attended by members of the Board of the JV Group of Companies.

As is usually the case in their valedictory addresses, the outgoing participants raised a number of suggestions two of which are worth remembering.

First, they observed that since it was difficult for some officials to attend such courses on full time basis, evening classes could be run in order to enable such officials to benefit from these courses.

Second, it was observed elsewhere that although classroom lectures were vital, these could be supplemented by visits to offices, industries and institutions. This was cited in connection with the Insurance of Imports, Exports and Distribution course where the participants felt that a visit to relevant institutions would have reinforced the participants' knowledge.

Finally, the Coordinator of the EDP has just informed the Newsletter that a Swahili version of the Programme has been coined to be referred to as: IDARA YA KOZI FUPI ZA MAENDELEO YA UTENDAJI.

Following are the courses which have been conducted since November, 1983.

<u>Date</u>	<u>Title</u>	<u>Number of Participants</u>
14-25 Nov. 1983	Insurance of Imports, Exports and Distribution	21
16-27 Jan. 1984	Management Audits	20
16-27 Jan. 1984	Accounting for Non-Financial Managers	5
13-24 Feb. 1984	Resource Mobilization	10
12-23 March 1984	Central Banking	8

EACACT-2 SEMINAR IN NAIROBI

Ndugu Maginga, the Institute's Director was recently in Nairobi where he attended the Second in a series of the Eastern Africa Centre for Agricultural Credit Training Seminars.

Ndugu Maginga who is the EACACT Director was in the Kenyan capital from February 23 till March 12 this year.

The Centre which was established in 1982 is centred at the Institute of Finance Management. The first in the series of the seminars was held at the IFM in 1982 when the Centre was inaugurated.

We hope the next issue of the Newsletter will carry the details of the Nairobi seminar, when these have been made available.

IFM GETS EDP CENTRE

In May last year the Institute acquired an Electronic Data Processing System whose purpose is inter alia, Processing IFM jobs or systems, teaching, and leasing to any other corporation by selling time to the particular corporation using it. Rental charge has been fixed at shs. 300/= per terminal per hour.

The International Computers Limited (ICL) 1501 computer cost the Institute about shs. 530,000/= and its configuration includes: 3 terminals with an 8000 word capacity for each terminal; 2 line printers, 1 maxitape unit, and 1 sorter.

As regards the IFM systems, the Institute has basically three which are in the process of being transferred to the 1501 computer. These are, Debtors Ledger System, Payroll System, and the Students Registration System. Of these, the Payroll System has already been implemented.

The Centre whose head is Ndugu Mashenene who is also lecturer in Systems and Data Processing and Head of the Professional Accounting Department, is presently manned by four people. Of these two have already attended an introductory course in CDE and one has attended an introductory course in COBOL language, the fourth is to attend a CDE course in May this year. All these courses are being conducted by ICL Personnel.

It is hoped that the Centre will also facilitate the research work currently undertaken by a number of academic staff and that it will go a long way in reducing accounting and registry paper work.

BACK FROM STUDIES

Kiyanga, B.P.L. (B.Com) and Nguma, J.K. (B.A.) recently returned from Britain where they had been taking post graduate studies at Slough College of Higher Education.

Ndugu Kiyanga and Nguma had been away from the Institute since 1979. The Institute is happy to see them back.

Chaligha, A.E. B.A.(Econ.); M.A. (Econ.) who is a Ph.D. candidate at Claremonth Graduate School, U.S. has briefly returned to Tanzania for research. While in the country, he will be gathering essential data for his doctoral programme before he returns to the U.S. to complete and defend his thesis. His field is tax and public administration.

STUDENTS AFFAIRS

Mihangwa National Chairman

Recently student representatives of MUWATA from various institutions of learning met at IDM in Morogoro to elect their national leaders. The results were that Joseph Mihangwa current chairman, MUWATA - IFM was elected National Chairman and Yasin Kigembe current Secretary General of MUWATA - IFM was elected member of the Executive Committee.

The IFM through this medium takes pride in congratulating the two student leaders for the current office tenure.

Students' Focus

A new magazine has been published. It goes by the name Focus. Way back in the early 70's there had been a students' magazine at the IFM, but it sort of went to limbo.

The rebirth of a news magazine is welcome news to the students, academic staff and administrators as it will give vent for the students to express themselves albeit informally. It will also be a forum for students to exchange ideas and arena for entertainment.

The inaugural issue has just come out and it is an interesting piece to read. Get yourself a copy.

Commonwealth Association

The MUWATA - IFM representative has informed the Newsletter that the IFM has been voted and requested to be the headquarters for the Commonwealth International Students Association.

The Association groups together students from the Commonwealth countries and it will be recalled that in August last year a meeting of the Association was held in Melbourne and the Tanzania students were represented by Ndugu Mihangwa, Chairman MUWATA - IFM and National MUWATA Chairman.

IFM Students Take Finals

Starting April 2, 1984 students at IFM will be sitting for their end of year examinations.

In all, about 635 students will be tested in the five programmes of the Institute.

While wishing the best to the candidates, the Newsletter would like to give the advice that concentration is the best way to success.

MUWATA Polls

In the afternoon of March 23, students at the IFM went to the polls to determine who is who in MUWATA - IFM for 1984/85 academic year.

The results were that Ndugu Joseph Mihangwa the incumbent student leader was re-elected for another term as Chairman and Ndugu Nassoro Mustafa as Vice-Chairman replacing Ndugu Mwanjela Njombelo who will now be Regional MUWATA representative.

Together with Ndugu Mwanjela the following were elected as Regional Representatives:

Ndugu Kilimba P. Kilimba
Ndugu Silas D. Msuya
Ndugu Yesman M. Kayaula
Ndugu Rashid A. Nakulengah

IDEOLOGICAL CLASS LAUNCHED

The start of the current semester has seen the inception of a new milestone at the IFM. On February 3 this year the weekly ideological class was launched by Ndugu Kingunge Ngombale-Mwiru, Head of Party Ideology, Political Education and Training of the Secretariate of the NEC and member of the Central Committee.

The class is held every Friday at 4.00 p.m. and attracts a big and varied attendance. Speakers and discussants are drawn from various sectors of life, academic and political institutions.

It is being envisaged that the class will go a long way to increase political awakening among the Institute's community members. Telling from the successes scored within the brief period since its inception, there is no error in forecasting a dynamic operation of the Ideological Class.

Following is the list of discussants who have been invited to attend the symposia held to-date:

- 3-2-1984 Ndugu Kingunge Ngombale-Mwiru
Head, of Party Ideology, Political Education
& Training Department of NEC Secretariat,
Member of Central Committee and NEC.
- 10-2-1984 Ndugu M.V. Meshaki
- 17-2-1984 Ndugu Gisler Mapunda
- 9-3-1984) Ndugu E.K. Maarugu
16-3-1984)
- 23-3-1984 Ndugu J.M. Kamala

JUWATA ELECTIONS

JUWATA members at the IFM recently convened to elect new office bearers.

Ndugu Athumani Bakari long time Branch Chairman of TANU and CCM at the IFM, was elected to replace the incumbent Ndugu Christien Gregory. Also Ndugu Seif Mkima was elected to replace the incumbent Ndugu S.R. Mushi as branch Secretary

The Newsletter congratulates the new office bearers while thanking the outgoing ones for the commendable job they performed doing their term of office.

EXECUTIVE SECRETARY: A PROFILE

Come November 1983, and the Institute got a new Executive Secretary in the name of Haruni Madoffe, the Institute's veteran. Haruni filled the post which had fallen vacant since the departure of Ndugu Mghamba. Following is his brief life history.

Haruni Madoffe was born in September 1948 in the present Pare District, Kilimanjaro Region. He attended both Primary and Middle Schools in the same district before joining Tanga Secondary School where he was twice honored for his outstanding academic performance. In 1967, for instance, he was honored as the best speaker and debator; and in 1969 he was awarded a prize for being the best Form VI Geography student.

In the year 1970 upon completion of National Service, he joined the University of Dar es Salaam where he graduated in 1973 with a honor's LL.B. degree. In that same year he was awarded the Eduardo Mondlane International Law Prize. Having graduated from the University of Dar es Salaam he was recruited to join IFM where he has been serving in various capacities till now. Haruni got his LL.M. from the University of Toronto, Canada which he had joined in 1974 and attended a Certificate in Management Course at the University of Connecticut, U.S.A. in 1978.

While at the IFM, Ndugu Madoffe has served initially as Research Assistant through the academic ladder to Senior Lecturer Grade I. During this time he headed the Banking and Accountancy Programmes.

Ndugu Madoffe who enjoys swimming, table tennis, dancing and music listening has however served as Director in the following organizations: National Lotteries Board, National Insurance Corporation, National Board of Materials Management, and Technical Committee of the National Examination Council.

Ndugu Madoffe is married with children.

MISCELLANY

Library Gets Hot

What happened on that 'fateful' night would just simplistically be called normal power fluctuations, of course by electricians.

What really happened was the power blinked off and on and then, dead!

From that night to-date the air conditioning system in the library just 'died'. One needs to see the students sweltering in the oven-like heat and feel a little sorry for them as they prepare for their finals.

It is being hoped that maybe Dar Refrigeration will do something to restore the cool air before the finals set in.

Poleni Wasomaji!

Promotions

<u>Promoted</u>	<u>New Position</u>
1. Dr. J. Doriye	Senior Lecturer I
2. W.K. Rugaika	Senior Lecturer I
3. A. Kermalli (Mrs.)	Senior Lecturer II
4. A.K.S. Wogole	Senior Lecturer II
5. I.C. Mashenene	Senior Lecturer II
6. D. Ole Njoolay	Lecturer
7. M.G. Hemraj	Lecturer
8. S.M. Hyera	Lecturer
9. C. Mabula	Assistant Lecturer
10. M.Y. Bishagazi	Assistant Lecturer
11. K. Hussein	Assistant Lecturer
12. J.L. Geho	Assistant Lecturer
13. J.P. Mwandu	Assistant Lecturer
14. A.K. Nasimire	Assistant Lecturer
15. F. Ruhara	Assistant Lecturer
16. S.R. Mushi	Librarian Grade II
17. S. Mwampako (Mrs.)	Office Management Secretary Gr. I
18. H. Urassa (Mrs.)	Office Management Secretary Gr. I

Employed

<u>Name</u>	<u>Position</u>
1. L. Hammadi (Mrs)	Senior Lecturer II
2. J.J. Lupande	Catering Officer Grade I
3. H.S. Hawanje	Property Attendant
4. M. Kiwovelle	Property Attendant
5. Hamida Sadiki (Mrs)	Cook Grade II
6. J.F. Bakari	Cook Grade II
7. D. Mwigune (Mrs)	Cook Grade II

Away on Training

Z.D. Maginga - Director, is on a 1½ month Top Executive Development Course. The course has been designed and organized by SCOPO and is being conducted at the IDM Mzumbe.

A. Mtengule (Mrs.) - is attending a 5-month secretarial refresher course at the Secretarial College of the Dar es Salaam based Civil Service Training Centre.

E. Ngomberaye - attending a 1 month telephone operators' course at the Dar es Salaam based Civil Service Training Centre.

Fred calls it quits with bachelorhood

It was all cheers and ululations when on 3rd this year Frederick Ruhara quit bachelorhood, the status he had faithfully held for a long period.

The colorful wedding was held at the St. Joseph's Cathedral in the city followed by a memorable reception at the IFM's Function Hall.

Congratulations and best of luck for the new couple.

Visitors to the IFM

<u>Date</u>	<u>Name</u>	<u>Address</u>
5/12/83	Peter Snelson	Commonwealth Secretariat London
6/1/84	L.M. Mercer	Evaluation Department World Bank
6/1/84	Brian Van Arkadie	Institute of Social Studies The Hague Netherlands
3/2/84	Kingunge Ngombale-Mwiru	CCM Headquarters Dodoma

