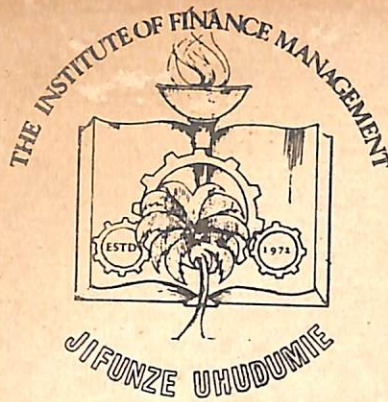


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IFM newsletter

DAR ES SALAAM

Volume 1

No 2

DECEMBER 1982



THE INSTITUTE OF FINANCE MANAGEMENT.
SHAABAN ROBERT STREET,
P.O. BOX 3918, TELEPHONE 27171.
DAR ES SALAAM

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FROM THE EDITORIAL BOARD

The IFM Newsletter wants to welcome its readers to its second issue.

It has taken the Board almost five months to have number two of the first volume take this shape; and people might say, it has been rather overdue. That may rightly be so. Its late arrival should reflect the constraints, the hurdles it has had to cross before it has finally reached your desk -- at least before Christmas!

The Board still pledges its commitment to keep this organ alive and in this regard it is planning to establish two corners: the Alumni corner, and the Readers' corner. It is the hope of the Board that people will fully utilize the space provided by expressing their views, reviews, criticisms; just anything that will help keep this organ remain what it is, a communication medium.

Finally the Board wishes all its readers a merry Christmas and a prosperous 1983. And to the IFM students: have a nice holiday.

The Editorial Board
IFM - Newsletter

EXECUTIVE DEVELOPMENT PROGRAMME

(Short Courses)

From July this year, the Institute has conducted the following short courses. Although the number of participants has been seen to be short of expectation, the courses in terms of content, can be said to have been successful and it is hoped that when the few constraints have been streamlined, one can in the future talk of a one hundred per cent success.

Some of the constraints, the Coordinator observes, are: relatively high fees, and competition from other institutions, like Eastern and Southern African Management Institute (ESAMI) Arusha and the NIP in Dar es Salaam which have been holding similar courses, some times, concurrently as the IFM.

<u>Title of Course</u>	<u>Dates held</u>	<u>Number of Participants</u>
Accounting for Non-financial Managers	6 Sep - 17 Sep.	6
Working Capital Management	20 Sep - 1 Oct.	7
Financing of small Scale Industries	11 Oct - 22 Oct.	13
International Banking and Finance	8 Nov - 19 Nov.	12
Insurance of Exports Imports and Distribution	22 Nov - 3 Dec.	

IFM STAFF ABROAD

Z.D. MAGINGA - DIRECTOR

At the beginning of September this year, Mr. Maginga, the IFM Director made a trip to the following destinations with a purpose to familiarize himself with the institutions which in one way or another have working links with this Institute. These trips were intended to enhance the existing relationship with those institutions.

WASHINGTON, DC: He visited the Economic Institute of the World Bank. This Institute normally conducts short courses in Washington, D.C. and other areas of the U.S. He also visited the IMF Institute which specializes in the Central Banking Management of foreign exchange.

CANADA: From the U.S. Mr. Maginga proceeded to Canada for a familiarization tour with the Canadian Foundation for International Training based in Toronto.

SLOUGH, U.K: From the American continent he visited the now too familiar Slough College of Higher Education to liaise with the institution which hitherto has had staff exchange programmes with the IFM.

While in London he visited Lombard Street, home of the Institute of Bankers where he was shown the syllabi leading to the attainment of Associate of the Institute of Bankers.

ITALY:

In the middle of October this year, Mr. Maginga visited Rome, Italy at the invitation of FAO. The purpose of the visit was to put finishing touches to the Seminar preparations which is planned to be held in November, 1982 at the IFM. This Seminar will be a prelude to the formation of the Eastern African Centre for Agricultural Credit Training. The Centre whose Director will be the Director of the Institute, has been earmarked to be located within the IFM premises.

There are already similar centres in the Western and Southern African regions. The Eastern African Centre will incorporate Ethiopia, Kenya, Tanzania, Uganda and Zambia.

PROF. KAMI S.P. RWEASIRA - DEPUTY DIRECTOR

6 - 12 JULY 1982: GENEVA TRIP

1. On July 6th 1982 Prof. Rwegasira left for Geneva on the invitation from the ILO Headquarters to attend a short meeting which brought together several other collaborators to deliberate on an ongoing ILO-sponsored research project.
2. The project is supposed to result in the production of the "Management Research Guide" to be published by ILO for the benefit of researchers in different management institutions and centres, particularly in developing countries. The project has been going on for about 18 months now and it is jointly funded and supported by ILO/UNDP. The guide will help individuals with some limited research experience or interest but who would like more help or guidance about how to have research going.
3. The purpose of this short and small meeting was to bring together the main author of the manuscript of the "Guide", Dr. Roger Bennet, and the external collaborators selected by the Research and Development Branch of the Training Department of the ILO to review the manuscript and give it a final form as well as have a chance to discuss further the respective contributions made by the collaborators.

4. It was a meeting of seven individuals coming from Venezuela (1), France (1), U.K. (1), Hungary (1), Switzerland (2) and Tanzania (1). The individual from the USA was at the last minute unable to attend.
 5. The discussion surrounded the issue of how research can be stimulated, planned, organized and set in motion to achieve management development institutional goals.
- After long and frank discussions, under the Chairmanship of Dr. Kubr of the ILO, it was agreed and resolved unanimously that:
- research is a must and not a choice for any high level management development institutions.
 - a training institution which does not do or encourage research cannot stand on its own in a changing environment, and may fail to grow or enhance its status in the environment.
 - research enriches and supports training programs and consulting operations of an institution. In fact the three are interrelated and feed on each other.

- management centres and institutions in LDC's need to concern themselves primarily with relevant problem-oriented research.
- relevant research for LDC's is that which addresses itself to local basic needs and demands; uses as far as possible local researchers and other resources to produce and disseminate information and knowledge primarily in the local environment for local consumption. It is only in this way that research can assist to cut down the traditional informational dependence on the metropolitan centres.
- the general lack of research activities with most of management centres especially in LDC's was due to:
 - lack of resources (money, people, etc.)
 - lack of skills
 - lack of research culture, which itself is due to absence of the generalised usage of not making information-based decisions in the environment.
- and the ILO and related international institutions need to assist in alleviating or removing these handicaps and obstacles.

The meeting then went on to explore several other aspects which will be covered by the guide including:-

- (i) How to establish what should be researched
- (ii) Methods of management research
- (iii) How research can be organised
- (iv) Using the results of research
- (v) Developing researchers

Once the "Guide" is published, it will be the basis of running workshops and seminars in various parts of the world under the sponsorship of the ILO/UNDP.

6. The Institute in turn will be given several copies of the Guide gratis when it will be out of the printing press. With such a Guide the Institute may be able to mount research workshops for the benefit of the academic members of staff.

W.K. RUGAIKA - HEAD, INSURANCE & SOCIAL SECURITY
ADMINISTRATION DEPARTMENT

U.S.A. Trip: With the purpose of observing the crop insurance programme in operation, Mr. Rugaika who is doing a research on the viability of introducing crop insurance cover in Tanzania, made a 30-day study tour in the United States. While in the U.S. he visited the headquarters of the Federal Crop Insurance Corporation (FCIC) and had discussions with American crop insurance experts.

From his observations and discussions, he drew the following recommendations, if such a cover is to be operational in Tanzania:

- (a) If well designed, crop insurance scheme could be effective in promoting both agricultural and commercial development of the country's economy.
- (b) For it to be successful, ground work should be well laid, thorough preparations are a must.
- (c) Subventions from the government are essential for the scheme to be effective as it is essentially non-profit in nature. Moreover the premium paid by the peasant/farmer is reflected in the production costs. In order to keep prices relatively low, the government has to subsidize them.

The India Trip: From November 14, Mr. Rugaika is visiting India for another 30 days. His mission is the same as that one which took him to the U.S. In this case, he is trying to compare two schemes; one which is already developed and operational, and another one which is in the process of being instituted. India's experience, Mr. Rugaika contends, will serve as a model to Tanzania as the socio-economic conditions obtaining in the two countries are relatively similar. The crop insurance research project which has led to the U.S. and India trips is jointly sponsored by the Ford Foundation and the Institute of Finance Management.

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S.U.R. Mlay in the U.S: At the beginning of September this year Mr. Mlay, Lecturer and former Chairman of the IFM Staff Assembly meetings, left for the U.S. where he is a candidate for Ph.D. at the Vanderbilt University. Mr. Mlay also obtained his M.A. (Economics) at the same University in 1980.



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IFM 10TH ANNIVERSARY
in pictures

- Picture No: 1. The Institute's Director, Ndugu Z.D. Maginga reads a speech to welcome the guest of honour, Hon. C.P. Msuya, Prime Minister (MP)
- " No: 2. The IFM Council Chairman, Ndugu Nyirabu, gives a speech at the same ceremony; while
- " No: 3. The Guest of honour, Hon. Msuya, Prime Minister listens.
- " No. 4. The Invited guests share soft drinks with the guest of honour after he awarded certificates to the 1981/82 graduands.
- " No: 5&6 The Guest of honour, Hon. Msuya, Prime Minister congratulates two of the graduands before handing them their Diplomas.
- " No: 7 The National Service cultural troupe entertains guests and graduands at the same ceremony.
- " No: 8&9 The Director Ndugu Maginga officially opening a dance to climax the highlights of the 10th Anniversary cum graduation celebrations.

IFMASA TO BE BORN

Most Newsletter readers will likely find this acronym, IFMASA completely new sounding. It really is, but will not be so for a very short time to come. IFMASA is simply a short-form for the proposed IFM Academic Staff Assembly. If sanctioned, by the Institute's governing bodies it is envisaged to be an official organ of the IFM academic staff.

Hitherto, members of the IFM academic staff have been holding informal meetings with the administration. However these meetings were not formalized.

The IFM Management has already given IFMASA its blessing and the staff meeting appointed the following members to form a committee which would formulate its structure and constitution. The members are:

S.E. Kamanzi
M.L. Naluyaga
A.K.S. Wogole

The meeting also exhaustively discussed the possibility of democratizing the appointment of departmental heads. This was the general consensus and that such democratically elected heads should have their terms of office defined.

With the Director's consent who hitherto has had absolute powers in this exercise, it was felt that in the not-too-distant future the democratization process will be here for all to see.

RADIO TANZANIA INTERVIEW WITH
PROF. RWEGASIRA, K.S.P.

In October this year Radio Tanzania approached Prof. Rwegasira, Deputy Director of the Institute of Finance Management and interviewed him about various aspects of the national and international economic problems which may have led to the prevailing unsatisfactory economic plight in the country. The subjects discussed included inflation, international payments problems, productivity in industry and agriculture as well as the performance of the financial institutions.

One of the major points Ndugu Rwegasira made was to emphasize the fact that the national problems cannot be isolated from the international economic problems but he added that because the global causes of our internal problems are largely beyond our control in the short-run, we may as well try to alleviate the economic hardships of the masses by working as much as possible on internal causes, resolving internal contradictions in the system, eliminating economic bottlenecks, mobilizing the hitherto untapped local human, material and financial resources in the economy, cutting down wasteful or unnecessary public and private expenditure, and promoting only those policies and work procedures which are consistent with hard work and higher productivity in agriculture and industry thus at least be able to meet basic human needs of the majority of the local population including adequate food, housing, health and education.

(Continued on next page)

"Peasants or workers don't want foreign exchange per se", he noted. "They need food. They need medicine. They need soap. And the like".

The proceedings of those interviews were both in English and Swahili. They were beamed nationwide on two English programmes and two Swahili programmes for the first two consecutive weeks of October.

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FROM THE LIBRARY

AACR 2 Symposium:

In November this year the Institute sponsored Mr. L. Karumuna, Librarian and Mrs. S.A. Saidi both from the cataloging and classification division of the Library to attend a 5-day symposium held to review the Anglo American Cataloguing Rules, 2nd edition (AACR2). The system which is computer based, is yet to be adopted by libraries in Tanzania as the inertia involved in changing the hitherto applied system are insurmountable.

The IFM Library is still contemplating its adoption with at least minor variations. Just keep your eyes and ears--all to the Library.

Library gets congested:

The end of the first semester at IFM was experienced in the library. Many students at IFM, as they did their final readings for the end of term exams, and as non-IFM NBAA candidates all struggled for the few available reading spaces in the library.

The Library administration, gave as a short term measure, limited time for the non-IFM readers, but this did not seem to work. IFM Newsletter has been informed that a more workable solution is in the pipeline, at least before the April exam fever sets in.

STAFF DEVELOPMENT

Between July and November this year there has been a noticeable staff turnover at the Institute as can be reflected by the list below:

<u>Employed</u>	<u>Position</u>
K.Y. Selle	Deputy Executive Secretary
N.J. Mchomvu	Library Assistant
D. Nyang'arika	" "
S. Uadoba	" "
V.M. Mori	" "
Hamida Saidi	Cook Grade II
Vitalis Massawa	" "
T. A. Ngosi	Waiter Grade II
E.P. Mjema	Receptionist
M.Y. Kiwovele	Property Attendant
S.S. Nyang'undu	" "
John Vincent	" "
N. Nico	" "
A. Mtepa	Driver
A. Mwakajugwa	Driver

<u>Left Institute</u>	<u>Position</u>	<u>Reason</u>
Saidi Hassani	Property Attendant	Dismissal
Shomari Runje	Property Attendant	Dismissal
D. Nyang'arika	Library Assistant	Absconded
Mikambo	Library Assistant	Absconded

Completed Studies:

P.J. Luoga	Post Graduate Diploma in Tax Management (IFM)
J.M. Lyanga	Post Graduate Diploma in Professional Accounting (IFM) and CPA (T)
F.M. Ruhara	M.A. (Economics) (York University Canada)
A.A. Marealle	Secretarial Course (Civil Service Training Centre)
E. Mkoga	Secretarial Course (Civil Service Training Centre)

YOUR DEPUTY EXECUTIVE SECRETARY:

A PROFILE

Mr. Kesi Y. Selle, the Institute's Deputy Executive Secretary (D.E.S.) and currently Acting Executive Secretary was born on December 28, 1947 at Msata Village in Bagamoyo District.

Although his primary and secondary school education was not made available to the IFM Newsletter, his college and higher education is exhaustively tabulated.

Prior to his appointment to his present post on August 1, this year, Mr. Selle was Senior Tutor with the Dar es Salaam School of Accountancy (DSA). He joined the Treasury in December 1966 as Accountant Trainee after his Secondary School education. A month later, he went to Strathmore College in Nairobi to do his ACCA Studies returning in 1969 to the Treasury as full Accountant. In 1975 he was seconded to the DSA in Dar es Salaam as Tutor. Later that year he got a scholarship to study purchasing and supply at Bromwich College, England, the course he successfully completed in 1976. Mr. Selle is member of the Institute of Purchasing and Supply.

He was back at his former post but was later transferred to the DSA-Singida wing to be its Vice Principal. He was back in England under the UNDP fellowship to study for the Institute of Chartered Secretaries and Administrators Examination which he completed in 1980 and returned to the DSA Dar es Salaam as Senior Tutor where he had been until his appointment to his present post.

The members of the IFM wish him a happy stay at this institution of higher learning.

SHIMIVUTA GAMES:
IFM WINS TROPHIES

During the mid-semester break, IFM students joined their fellow collegeates in the rigour of attempting to grab one or more of the medals, cups and other awards in this year's inter-institutional games, known familiarly as SHIMIVUTA games.

The Institute was well represented in Moshi and our contingent managed to snatch two trophies: the darts and traditional game, BAO trophies.

At a short ceremony to welcome home the victorious contingent, there was a voiced feeling that the Institute was lagging behind in the promotion of sports. It is essential that not only the students but also the workers of the IFM should be fully involved in sports. Invoking the old Latin saying, the Acting Director, Prof. Rwegasira, stated: "Mens sana in corpore sano" which simply means: in order to have a sound mind one needs to have a sound body. It is through sporting and regular exercising that this statement can be abided with.

The Institute looks forward to a better performance next year while congratulating the participating teams for the feat.

STAFF GETS ROOM

The IFM staff can now relax in an air conditioned room, sip their morning and afternoon tea and take their lunch without the cafeteria hussle which is now operating over capacity. Though it took a long time to have a functioning staff room, when it finally came it was quite welcome.

People are already talking of having one more thing in addition - serving beer in the room - of course at a price!

VISITORS TO THE IFM

The past five months since July, have seen a number of notables visiting the Institute. These are:

<u>Date</u>	<u>Name</u>	<u>Address</u>
July, 8, 1982	Raj Roberts	FAO - Rome, Italy
July 10, 1982	C.D. Msuya Prime Minister	Prime Ministers Office, Dodoma
August 8, 1982	Andrew Moore	British Council, Dar es Salaam
August 24, 1982	Eddy Huang	Algonquin College, Ottawa
August 26, 1982	Prof. Brian Van Arkadie	Institute of Social Studies, The Hague
August 26, 1982	Jill Shankkman	P.O. Box 2650 Dar es Salaam.
August 26, 1982	H. Matunda	P.O. Box 9357, Dar es Salaam.
August 31, 1982	Mohamed Dalmar Abdulrahman	Central Bank of Somalia P.O. Box 11 Mogadishu
August 31, 1982	Osman Hagi Yusufu	Central Bank of Somalia P.O. Box 905 Mogadishu
Sept. 24, 1982	Dyne Primeau	Canadian International Agency, Ottawa.

PROF. BACHELOR NO MORE

On July 1, 1982 Professor Kami Rwegasira bade adieu to the bachelor's club when he got married at a solemn ceremony conducted at the Roman Catholic Immaculate conception church in Upanga.

The IFM community would like to welcome him to the new life and hope it will be a prosperous one.

