

TIA Newsletter

Volume I, Issue I, October 2015

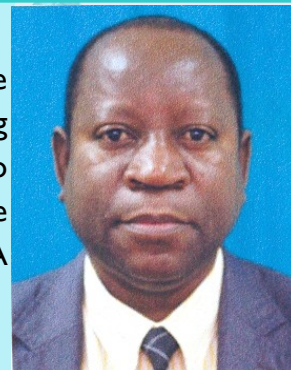
A Message From TIA CEO, Dr. Joseph M. Kihanda, the Patron

I am delighted to welcome you to the first edition of the TIA Newsletter. We intend to make it a regular publication and to use it to keep our community in touch with news and developments concerning our Institute.

We want TIA members of staff to participate by writing articles to be

published in the newsletter either in the form of feature stories or by reporting issues and events of great significance to TIA and that will add something to the knowledge and understanding of the TIA community regarding its activities.

Thank you and welcome.



Dr. Joseph M. Kihanda

FOCUS ON INSTITUTIONAL ISSUES

Construction of a Six Storey TIA Academic Block Starts

Construction of a six storey building at Tanzania Institute of Accountancy Dar es Salaam to known as the Academic Block, has started. When completed, the



Activities going on at the construction site as viewed from the administration building

building is expected to house lecture theatres, lecture rooms, computer laboratories and a library.

According to TIA Director of Business Development (DBD) Mr. Mzee H. Boma, there will be

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TIA to Introduce New Programmes of Study

Tanzania Institute of Accountancy has developed new programmes of study to be taught in its campuses across the country in addition to the existing ones. The programmes are in subject areas of banking, insurance, leadership, public service

management and governance, contract management, and entrepreneurship.

The new courses or programmes of study are aimed at bridging the gap that has existed

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New Books and Developments in the Library

The TIA Library recently acquired a total of two thousand one hundred and eleven (2,111) volumes of books covering various subject areas taught at the Institute. The books will help the library in its function of providing information to its users who are mainly students, lecturers, researchers, and administrative staff in order to



Students at the library

support teaching, learning, research and consultancy.

The books have been processed and equitably distributed to TIA main library and its branches at Mbeya, Singida, Mwanza, Mtwara, and Kigoma campuses.

Subjects covered by the new books include accounting, business accounting, advanced accounting, cost accounting, strategic management, managerial economics,

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Construction of Academic Block

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two big lecture theatres with a sitting capacity of five hundred (500) students each, on the ground floor of the building. Six lecture rooms with a sitting capacity of three hundred (300) students each, and two lecture rooms with a sitting capacity of one hundred (100) students each. The lecture rooms will be on the first, second and third floors of the building.

Patron

Dr. Joseph M. Kihanda

Editorial Board

Mr. Sefu Hamisi	Chief Editor
Mr. Ongito Hodari	Production Editor
Mr. Joseph Mwalubanda	Editor
Mr. Haji Juma	Editor
Mr. Englibert Haule	Editor



The proposed six storey Academic Block at TIA Dar es Salaam

The Academic Block will also house modern computer laboratories on the fourth and fifth floors.

with enough sitting capacity to accommodate many library users at a time, will be on the sixth floor.

An ultra-modern library facility

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New Programmes of Study at TIA

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for so long in the Tanzanian market and which needs now to be worked on effectively.

Curricular have already been

developed and submitted to the National Accreditation Council for Technical Education (NACTE) for approval, only then TIA will be allowed to start offering courses on the new programmes.

Names of the programmes and courses to be offered will be available for viewing by potential students and other stakeholders in the near future.

Construction of Academic Block

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According to the TIA plan, construction will run for a period of three years time (36 months) and into three different phases.

Phase one of the construction started in July 2015, while phases two and three are expected to

continue from 2016 and 2017 respectively, however these later phases will depend much on the availability of enough funds.

Concerted efforts are being made by the TIA management to ensure availability of funds for the project which is expected to be wholly funded by TIA itself using its own sources of funds; mainly students fees and consultancy charges.

An organisation responsible for the construction, M/S China



One of the renovated classrooms at TIA Dar es Salaam

Chongqing International Construction Corporation Limited has surrounded with iron sheets an area of approximately two acres as the construction site, and work is in progress in that enclosure.

Prior to start of the construction project however, TIA management had already made some efforts in renovating some of its dilapidated buildings which are now used as lecture rooms

and sometimes used by students for private study especially when there are class sessions running.

This has been done in order to increase class rooms sitting capacity so that we cope with the current increase in number of students' enrollment at the Institute since degrees, diplomas and certificates courses offered by TIA attract many students who then would like to graduate with the TIA charter.

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New Books and Developments in the Library

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mathematics, procurement, human resource management, financial management, performance management, entrepreneurship, and auditing.

Other subjects are communication skills, project management, purchasing, marketing, research methods, banking, business law, security analysis, portfolio management, computers, psychology, investments, financial markets, human relations in

organizations, public relations, taxation, management and leadership, just to mention a few.

In light of provision of library services, the manual catalogue is currently being updated to facilitate easy retrieval of books from the shelves. This makes it easier as well for automation once library management system has been acquired. Periodicals section is being developed to allow access to articles in the academic journals, newspapers,

and other serial publications. The section will also be responsible for offering information literacy programs by preparing training materials for educating users on proper ways and techniques of information search on both print and electronic resources.

Members of the teaching staff are urged to send lists of books, journals and other information resources that they would like to be added in the library collection.

Construction of Academic Block

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These efforts are expected to show positive effects not only on the physical appearance of Tanzania Institute of Accountancy but also on the services at the Institute which can then be easily improved. Having enough modern computer laboratories, modern lecture rooms, lecture theatres and an ultra-modern library facility with enough sitting capacity will make TIA have more conducive environment suitable for teaching and learning.



One of the TIA Dar renovated classrooms to accommodate increased number of students (side view)



TIA Dar students enjoy using the renovated classrooms for private study (inside view)

FOCUS ON INTER-VARSITY ISSUES

Women in Academic Institutions' Workshop

By Latifa Adam

Women working in academic institutions held a workshop to discuss various issues on their role in economic development. Organizing Committee under the chairpersonship of Mrs. Mary Kinghalu from University of Dar es Salaam (UDSM) and the secretary Mrs. Siriel Mchembe from the Institute of Finance Management (IFM) was held on Saturday 26/09/2015 at Diamond Jubilee Hall in Dar es Salaam.

Participants at the workshop were women from various institutions and some working as entrepreneurs in different private sectors in Dar es Salaam. Tanzania Institute of Accountancy (TIA) was represented at the workshop by Ms. Latifa Adam, Ms. Zubeda Mohamed and Ms. Sophia Venance.

Officially opening the workshop,



From left: Sophia Venance, Zubeda Mohamed and Latifa Adam at the workshop

the Chairperson Mrs. Mary Kinghalu said it was the right time

for women to vie for more opportunities in various sectors so that they could show their talents. She kept on repeating the slogan “Wanawake tunaweza tupewe Fursa zaidi” (the need for more opportunities for women to prove their abilities).

Papers on women and development were presented by Dr. Grace Maghembe from Regional Administrative Secretary (RAS) office Dar es Salaam, Ms. Rose Shayo from University of Dar es Salaam, Dr. Gladness Salema from University of Dar es Salaam, and Mrs. Siriel Mchembe from the Institute of Finance Management.

Special guest at the workshop, the then presidential running mate for Chama cha Mapinduzi (CCM) Honourable Samia Suluhu Hassan hailed women for their good attendance at the workshop and insisted on the need for more similar forums that could make women from different walks of life meet together and discuss issues restricting their participation in the economic development. She added that the next government after the 2015 General Election will have to ensure availability of good roads network in the country that will make it possible for women to

perform their duties such as agricultural activities and be able to transport their produce to reliable markets in other parts of the country without any restrictions whatsoever. She also added that good roads network will make women have easy access to medical services in various parts of the country. She also emphasized



Some workshop participants

on the reliable supply of water and electricity, quality but affordable education in order to create conducive environment for women to participate positively in the economic development.

Participants at the workshop wanted such workshops to be held from time to time to enable them share experiences since they learnt a lot from the workshop.

FOCUS ON STAFF ISSUES

New Recruitments at Tanzania Institute of Accountancy

Tanzania Institute of Accountancy (TIA) after been granted employment permit by the President's Office Public Service Management, managed to recruit thirty-nine (39) new workers during the last academic year (2014/2015) to fill various vacancies at different departments and sections of the Institute.

The new recruits were stationed at different TIA campuses namely

Dar es Salaam, Singida, Mwanza, Mtwara, Mbeya, and Kigoma.

Ms. Neema Rutatina and Mr. Oyombe Simba were recruited as planning officers; Mr. Gabriel Mbwambo as a receptionist.

Others were Mr. Malunga Mbara, Mr. Benance Kibona, and Mr. George Fataki who were recruited as internal auditors.

Those who were employed as librarians included Mr. Englibert Haule, Mr. Joseph Mwalubanda and Ms. Mtejeta Barnabas, Mr. Nzanga Mwanjela, Mr. Linus Rohomoja and Ms. Joyce Mtana.

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New TIA Staff



Ms. Neema Rutatina
Planning Officer - Dar



Mr. Oyombe Simba
Planning Officer - Dar



Mr. Gabriel Mbwambo
Receptionist - Dar



Mr. Malunga Mbara
Internal Auditor - Dar



Mr. Benance Kibona
Internal Auditor - Dar



Mr. George Fataki
Internal Auditor - Dar



Mr. Joseph Obeid
Senior Records Management
Assistant - Kigoma



Mr. Nasolua Shila
Information Technology
Officer - Kigoma

New TIA Staff



Mr. Englibert Haule
Librarian - Dar



Mr. Joseph Mwalubanda
Librarian - Dar



Ms. Mtejeta Barnabas
Librarian - Dar



Mr. Godwin Theonest
Information Technology
Officer - Mwanza



Mr. Idfonce Ernest
Information Technology
Officer - Dar



Mr. Thomson Sanga
Information Technology
Officer - Mbeya



Mr. Mengistu Chete
Driver - Dar



Mr. Haidari Ndimbo
Driver - Dar



Mr. Julius Kisambale
Driver - Dar



Ms. Pendo Oweru
Assistant Lecturer - Dar



Mr. Iman Mang'weka
Assistant Lecturer - Singida



Mr. Prosper Tengamaisho
Assistant Lecturer - Singida



Mr. Pankras Kandengukila
Assistant Lecturer - Singida



Mr. Daniel Mgonja
Assistant Lecturer - Singida



Mr. Abbas Sanga
Assistant Lecturer - Singida



Mr. Albert Kaunda
Assistant Lecturer - Mbeya

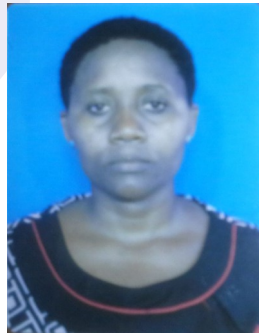
New TIA Staff



Ms. Damari Tandasi
Assistant Lecturer - Mtwara



Mr. Joseph Peter
Assistant Lecturer - Mtwara



Ms. Upendo Ole
Assistant Lecturer - Kigoma



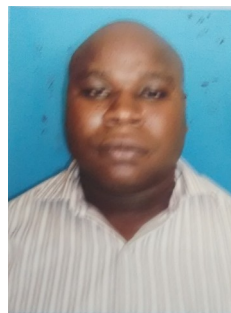
Ms. Imelda Nzokolo
Assistant Lecturer - Singida



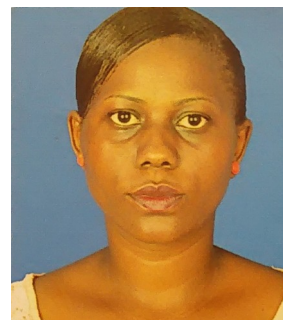
Mr. Nzanga Mwanjela
Librarian - Mbeya



Mr. Linus Rohomoja
Librarian - Mtwara



Mr. Basilei Mkude
Information Technology
Officer - Singida



Ms. Grace Masawe
Senior Records Management
Assistant - Mwanza



Mr. Francis Stephano
Assistant Lecturer - Mbeya



Mr. Francis Sinkamba
Assistant Lecturer - Mbeya



Mr. William Naboti
Assistant Lecturer - Mbeya



Ms. Diana Kayamba
Assistant Lecturer - Mtwara



Mr. Charles Merengo
Assistant Lecturer - Kigoma



Ms. Joyce Mtana
Librarian - Mwanza



Mr. Vincent Msigala
Assistant Lecturer - Mwanza

New Recruitments at TIA

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At the department of information technology, those recruited as information technology officers were Mr. Basilei Mkude, Mr. Godwin Theonest, Mr. Idfonce Ernest, Mr. Nasolua Shila and Mr. Thomson Sanga.

Others recruited as senior records management assistants were Mr. Joseph Obeid and Ms. Grace Masawe.

At the section of transport, Mr. Mangistu Chete, Mr. Haidari Ndimbo and Mr. Julius Kisambale

were appointed as drivers.

Members of the teaching staff were also recruited, they were categorised as assistant lecturers, these were;

Ms. Pendo Oweru, Mr. Iman Mang'weka, Mr. Prosper Tengamaisho, Ms. Imelda Nzokolo, Mr. Pankras Kandengukila, Mr. Daniel Mgonja, Mr. Abbas Sanga, Mr. Francis Stephano, Mr. Albert Kaunda, Mr. Francis Sinkamba, and Mr. William Naboti.

Others on that list of assistant lecturers were Ms. Diana Kayamba, Ms. Damari Tandasi, Mr. Joseph Peter, Ms. Upendo Ole, Mr. Charles Merengo and Mr. Vincent Msigala.

Staff Transfer From Other Government Institutions

Earlier in the 2014/15 academic year, Tanzania Institute of Accountancy received seven (7) staff from other government institutions and assigned them duties in different departments, these were Ms. Aisia Lawuo from Institute of Rural Development and Planning, she was categorized as Assistant Lecturer,

Ms. Margreth Mwamaso from University of Dar es Salaam categorized as Librarian,



Ms. Aisia Lawuo
Assistant Lecturer - Dar



Ernest Kasheshi
Assistant Lecturer - Mwanza

Mr. Mutaju Marobe from Ardhi University categorized as Assistant Lecturer, Mr. Kephass Ugula from Ujiji Town Council, categorized as Tutorial Assistant, Mr. Martin Mnyili, Mr. Silverio Nyaulingo and Mr. Ernest Kasheshi all from Mzumbe University were categorized as Assistant Lecturers.



Mr. Kephass Ugula
Tutorial Assistant - Kigoma



Ms. Margreth Mwamaso
Librarian - Mwanza



Mr. Silverio Nyaulingo
Assistant Lecturer - Mbeya



Mr. Mutaju Marobe
Assistant Lecturer - Dar



Mr. Martin Mnyili
Assistant Lecturer - Mbeya

Nine TIA Staff Granted Promotions

Tanzania Institute of Accountancy has granted promotion to nine members of staff to higher ranks after meeting the promotion criteria as stipulated by TIA scheme of service. Those promoted came from both academic and administrative departments. Academic staff who were promoted include Mr. Honest Kimario from Tutorial Assistant to Assistant Lecturer, Mr. Haji Abeid Juma from Senior Library Assistant to Librarian, and Ms. Lydia Mwamhanga from

Library Assistant to Senior Library Assistant.

Staff from administration department whose promotions were effected from 2014/15 were Mr. Zodo M. Zodo from the position of Principal Human Resource Officer (HRO) Grade II to Principal Human Resource Officer (HRO) Grade I and Mr. John Gama from Human Resource Officer to Senior Human Resource Officer.

Others on the promotion list are

Mr. Monkyaro Minja from Principal Information Technology Officer II to Principal Information Technology Officer I and Ms. Lydia Nalaila from Office Management Secretary II to Office Management Secretary I.

Records management staff who were promoted were Mr. Mwita Matiku from Senior Records Management Assistant to Records Management Officer, and Ms. Sanura Mohamed from Records Management Assistant to Senior Records Management Assistant.

Staff Transfer Across the Country at TIA Campuses

Ten TIA staff have been transferred to and from TIA campuses around the country. The transfers took place during the last (2014/15) and current (2015/16) academic years. From Dar es Salaam, Mr. Edward Sango and George Kadutu of Accounts Department have been transferred to Mwanza and Mbeya respectively.

Mr. Adolf Mwakinyuke from Academic section has been transferred to Mbeya to become a Campus Manager. Mr. Gerald Petro, an Assistant Lecturer has been transferred to Mtwara, and Mr. Alto Kumburu from procurement unit has been transferred to Kigoma.

Others transferred from Mbeya

to Dar es Salaam were Mr. Hemed Msuya, an Assistant Lecturer, Mr. Haji Abeid, Librarian, and Mr. Mugisha Kamala who becomes Academic Officer. Mr. John Mwaipopo was transferred to Singida as Academic Officer while Mr. Iddi Marugujo an Academic Officer was transferred from Singida to Mwanza to serve in the same capacity.

TIA Throws a Dinner Party for its Retirees at the Peacock Hotel

Tanzania Institute of Accountancy (TIA) threw a very big dinner party to bid farewell to its former workers who had retired from service during the 2014/2015 academic year. The party was held at the Peacock hotel in Dar es Salaam on Friday 21st of August 2015 to

celebrate their long and successful service at the Institute. The colourful celebration was attended by the CEO Dr. Joseph M. Kihanda and his senior management team; Mr. Mzee H. Boma (Director of Business Development), Mrs. Linnah Tumwidike (Ag. Director of

Academic Affairs), and Mr. Zodo M. Zodo, (Ag. Director of Support Services), TIA workers and their families. The occasion took place at the hotel from 8.00 pm to 10.00 pm.

The retirees included Mr. Joseph K. Mwerinde, the former Assistant Lecturer;

A Party for Retirees at Peacock Hotel

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Mr. Onesphor A. Luhungu, the former Head of Finance and Accounting (HFA); Mr. William A. Uiso, the former Assistant Lecturer; and Ms. Violet Kinenekejo, also former Assistant Lecturer. These former workers attended the party with some of their families, though one of them could not manage to attend due to having some personal engagements outside the country, thus represented by one of his family members.

Giving the opening remark at the ceremony, TIA CEO, Dr. Joseph M. Kihanda commended the retirees for their commitment to work during their service at TIA



TIA retirees pose for a group photo with CEO, Dr. Joseph M. Kihanda (C-sitting) and his senior management team; Mr. Mzee H. Boma, DBD (R-sitting), Mrs. Linnah Tumwidike, Ag. DAA (L-sitting) and Mr. Zodo M. Zodo, Ag. DSS (L-standing), Standing from 2nd left are retirees Mr. Onesphor Luhungu, Mrs. Violet Kinenekejo, Mr. William Uiso and his wife.



TIA workers dancing at the dinner party

and that by so doing they had managed to set the pace for other workers who were still on service. He urged them to continue publicising the good things about TIA wherever they were going to

be living.

Dr. Kihanda also appealed to TIA workers to continue working hard in order to take TIA to another step forward given the

prevailing situation of the country's economy faced with lots of constraints.

He added that everybody had an opportunity to show their talents in the process of developing the Institute and possibly reach a point whereby others would appreciate and even celebrate with them.

Each retiree was rewarded some amounts of money and medals by both TIA management and their respective departments or sections; an action that excited many people at the party who could be heard shouting with joy.

OBITUARIES

Tanzania Institute of Accountancy (TIA) during the last academic year lost four members of staff on different occasions. Some of its staff also lost their families members as explained below.

May Almighty God Rest Their Souls in Eternal Peace.



Ms. Anne J. Masenga
April 1979 - April 2015

Ms. Anne Masenga who had been working as Assistant Lecturer, died on 03/04/2015, she was born on 12/04/1979 and was employed by the Institute on 20/01/2006.



Mr. Benson Mongi
April 1963 - March 2015

Mr. Benson Mongi, who was working as a Planning Officer, passed away on 29/03/2015, he was born on 15/04/1963 and was employed by the Institute on 01/10/2003.



Mr. Hamisi Mwanyiro
April 1969 - November 2014

Mr. Hamisi Mwanyiro who had been working as Senior Records Management Assistant, died on 15/11/2014, he was born on 12/04/1969 and was employed by the Institute on 21/01/1992.



Mr. Joseph Pangala
January 1965 - October 2014

Mr. Joseph Pangala who was working as Library Assistant, passed away on 05/10/2014, he was born on 15/01/1965 and was employed by the Institute on 16/10/2003.

The following are the bereaved
Mr. Ephraim Nkunduma who lost his father.

Mr. Julius Kisambale who lost his father **Mr. Joseph Kisambale** on 30th July, 2015. His father was laid to rest at Mwenek village in Mbinga district on 31st July, 2015

Ms. Witness Mbura who lost her father **Mr. Raphael Mbura** on 21st August, 2015. Her father was laid to rest at Mwiringo Village, Musoma Rural district on 25th August, 2015.

Ms. Siku J. Mbava lost her father **Mr. Jamal Mohamed Mbava** on 2nd June, 2015. Her father was laid to rest at Lengo village Newala district on 3rd June, 2015

Mr. Minja Monkyaro who lost his father **Mr. Ndeonasia Gabriel Minja** on 10th July, 2015. His father was laid to rest at Kotela village in Moshi Rural district on 14th July, 2015

Mr. Lawrence Lubigili lost his father **Mr. Justine Lawrence Lubigili Komanya** on 6th May, 2015. His father was laid to rest on 8th May, 2015 at Kigamboni, Temeke district.

