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22/04/91

MEMORANDUM

TO: Mr Radifera, Director of UNETPSA Programme
FROM: Nthula Christian Masa, fellow at I.P.M Box 3918, DSM.
DATE: 22 April 1991

SUBJECT: The years' events and my fears

I wish to express my fears as to fellow's security as told by the events below, and the on-the-ground policy implementation at U.N.D.P., Dar es Salaam. I write as a representative of the I.F.M. fellows (elected).

I was processed almost faultlessly, as a new fellow, by Mr. Demenskas' staff in DSM. I am truly grateful, and the same sentiment was expressed to Ms. Gay Rosenblum in September last year. Up to then, I seemed to have been the only A.N.C. fellow under the UNETPSA programme, but was joined by five others, awarded fellowships effective December 1990 and January 1991, as well as others in various institutes. From then on the machinery went haywire, resulting in a lot of problems in Dar es Salaam.

1. During late December 1990, fellows at I.F.M, Dolly Monare, Nomfanele Nhokwana, Pinky Ndelela and Sipho Mbule, received authorisations, stating they were each to be paid US Dollars 1225 (One thousand two hundred twenty five) as Stipend, 1990 and US Dollars 312 (Three hundred twelve) as Book allowance and US Dollars 4133 (Four thousand one hundred thirty three) being tuition fees. NB: My inaccuracies may be verified in your records. Instead, the comrades were each given an equivalent of a quarter of the allocated amount. When this was queried, they were told it was a mistake of New York Office, but was corrected after several exchanges of verbal counter accusations. They were each given an equivalent of three hundred thousand Tanzanian Shillings and all seemed proper.

2. Later, when the school had to be paid, problems arose. The amount stated as stipend included Board and Lodge, but nobody noticed. By then most fellows had spent the amount almost completely. Then the Dar es Salaam office blamed the fellows for the misappropriation of the funds. No amount of explanation and protest against the wrong accusation could bring any Equity in the case. My comrades had to take the full blame. Notwithstanding the fact that the Authorisation had explicitly stated the amount to be given as STIPEND! My comrades were debarred from sitting their terminal exams; several attempts were made to evict them, and we all had very anxious moments trying to find a way out of the problem. Mr Demenska's office gave no quarter and we had to negotiate our position almost all by ourselves with the admissions officers at I.F.M. How is it possible that my comrades should have known that STIPEND meant "including Board and Lodge" Besides a cost Breakdown was given to UNETPSA office, clearly stating the amounts due to the institute to be paid directly.

3. A decision was taken to withhold stipend from then on, for next following months and any other outstanding amounts of the fellowship to cover the debt. Grantedly, my comrades spent the money as stated - STIPEND! Not with any malice, but as authorised. The treatment of the case was very arbitrary and displayed no Equity of any kind. The comrades were even accused of having

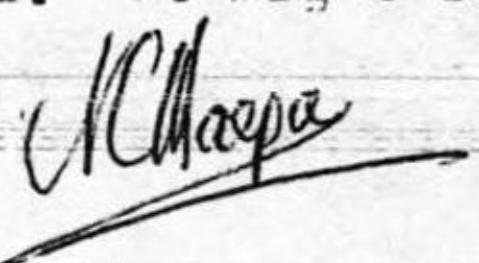
acquired the money under false pretences! Actually FORCED the cashier to pay up! If this does not deserve a field commission, then I really feel insecure under the Dar es Salaam office.

4. I was alleged to have been fully aware of the amounts my colleagues should have received, and should have warned them, that they were receiving more than what was due to them! Unfortunately their award came up in retrospect to the course. I am purported to have known that since we were being paid a stipend of a hundred US Dollars! Mark you, I was receiving eighty three Dollars a month, and was not aware of any change in stipend levels. I had asked for a review of stipend during a meeting with Ms. Gay, Ms. Byabato and Mr. Mwambene (Principal), but had received no promise of any action. My stipend only changed when I notified that my colleagues were receiving more than I did, and inquired why? However, I was alleged to have discussed about an amount of US Dollars 100.00 during Ms. Gay's visit. I find it distasteful, and Ms. Rosenblum may bear me out in this case.

5. Please protect us from such administrative errors. We have, in our recourse, to put right the matter of our misjudgement, based our protests on the UNETPSA Guidelines, but no heed was given to our pleas by Mr. Demenska. We find no justification for his harsh treatment of our case. It was even rumoured among the staff at U.N.D.P that our fellowships were almost withdrawn in the case of fellows, Sipho Mbali and Pinky Ndlala. I even harbour fears of retributive action by Mr Demenska whom I am notwithstanding sending a copy of this correspondence.

Your intervention in this matter will be highly appreciated. It might save us such incidents in future.

NTHULA CHRISTIAN MAEPA
IFM FELLOWS REPRESENTATIVE



COPIES:

1. Mr Demenska, Resident Rep. UNDP Dar es Salaam
2. National Education, Dept ANC H.Q
3. Chief Representative ANC Tanzania
4. Principal, I.F.M., Dar es Salaam

USA for Spokes

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25/04/91

TO : DEPARTMENT HEADS, SECTION HEADS AND SENIOR SECRETARIES
FROM : THE OFFICE OF THE SECRETARY GENERAL

In view of our imminent move to new premises, we have purchased office furniture including filing cabinets from Dashing Office Furniture Pty Ltd.

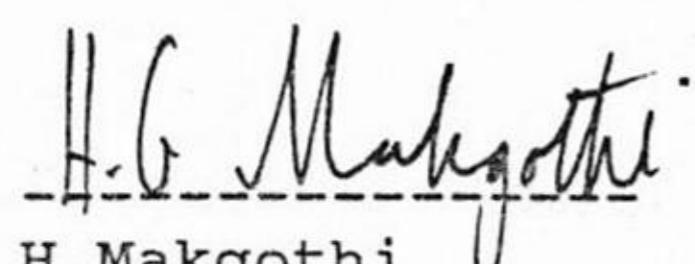
Dashing have a filing systems division which offers consultancy on filing systems related to their equipment.

We have arranged a meeting with Ms Redondi of the paper management division of Dashing so that they can introduce the system to us.

Accordingly, ANC department heads, section heads and senior secretaries are required to attend the meeting at Dashing showroom in Rosebank on Friday the 26th at 12 noon.

Transport will leave for Rosebank from the Frederick Street Office at 11:30 AM.

Confirm attendance on attached sheet.



H. Makgothi
(Assistant Secretary General)

25 April 1991