



MEDICAL ASSOCIATION OF TANZANIA

EXTRA-ORDINARY GENERAL MEETING



DIAMOND JUBILEE HALL

11TH JANUARY 2011



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INTRODUCTION

On 11th January 2011, the Medical Association of Tanzania conducted an Extra Ordinary General Meeting with the objective of conducting election of new office bearers. The meeting took place at the famous Diamond jubilee Hall and assembled over 60 members of the association from different regions of Tanzania. Along with conducting general elections, the meeting also utilised the opportunity to discuss other issues including;

- MAT annual report and future activities,
- Addressing challenges that impound doctor's welfare,
- Comments to improve the Medical and Dental Act which is recently being reviewed.

OFFICIAL OPENING OF THE MEETING

The session was carried out by the MAT president, Dr. Edith Ngirwamungu who welcomed members to the meeting and thanked them for responding positively to the invitation. She further urged them to actively participate in the meeting so that the objectives of the meeting can be adequately addressed. The main objective of the meeting was to conduct general elections which were postponed in August, 2010.

MEDICAL ASSOCIATION OF TANZANIA ANNUAL REPORT (2010) – DR. EDITH NGIRWAMUNGU

The report gave a brief profile of the association, an overview of MAT activities and their implementation status. It also highlighted a number of challenges as well as available opportunities for the association to prosper.

MAT was established in 1965 as a representative body of medical associations. The association has the following objectives among other things;

- ✓ To represent interests of medical professionals
- ✓ To maintain ethics in medical practice and research

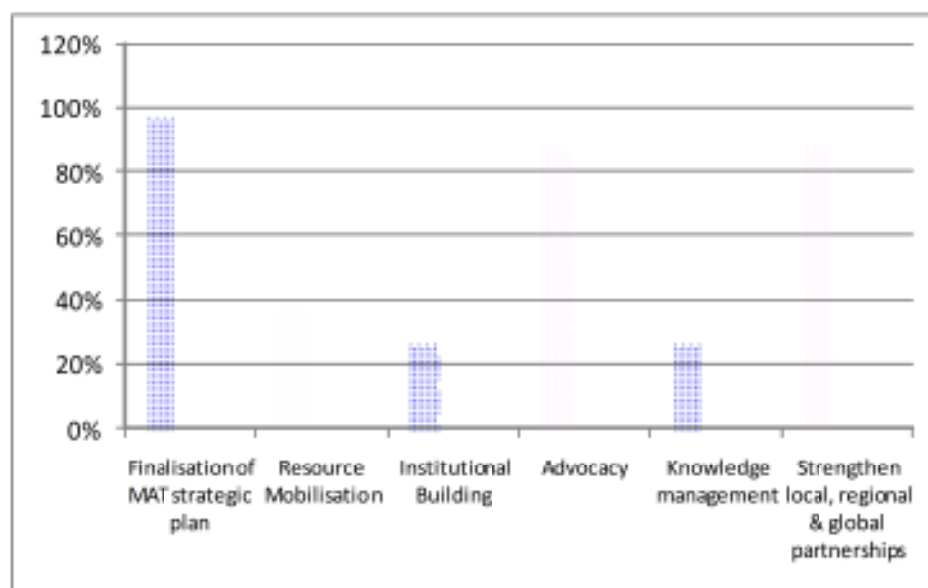
Currently MAT has been appointed to chair the health professionals' alliance and it is the patron of Tanzania Medical Students Association. MAT is also a member of the NIMR Council and due to the significant number of professionals within MAT; the association has also been appointed to be a Board member of Tanzania Association of Professional Organisations. At the ministerial level, MAT is also represented in the currently formulated Human Resource for Health Technical Working Group. Along with that MAT is now a proposed member of Medical Council of Tanganyika according to the Medical and Dental act (Cap 152) under review.

Activities implemented by MAT in the year 2010

Major activities implemented by the association for the year 2010 include among other things;

- ✪ Finalisation of MAT 5 year strategic plan; this was accomplished and launched by former Minister for Health and social welfare, Hon. Prof. David Mwakyusa during the 45th MAT Anniversary in August, 2010.
- ✪ Resource Mobilisation
- ✪ Institutional Building
- ✪ Advocacy
- ✪ Knowledge Management
- ✪ Strengthen local, regional and Global partnerships; this has also been successfully achieved as MAT has established partnership with National Medical Associations across East Africa and has been represented in various international forums.

The overall achievements from implementation of the above activities is estimated at 70%. The graph below summarises the performance of each activity;



The low performance in some of the activities was due to a number of challenges, these include;

- i. Lack of financial support for secretariat to execute its activities.

The outgoing MAT leadership has strived to bring MAT to the level it has reached today; the new Council should aim to raise MAT to a much higher level. Members should also be on the forefront to make this goal a reality

- ii. Lack of willingness of potential donors to support MAT secretariat; the requirement is for members to support its own secretariat.
- iii. Weak policy on partnership with international NGOs registered in Tanzania. There are a significant number of international organisations working in the health sector in Tanzania. Efforts towards attracting potential donors to partner with MAT have not yielded results but are promising.
- iv. Current mechanisms for collecting membership fees are not favourable for many MAT members to contribute their dues on a timely manner.

Despite the above challenges, there are still a number of opportunities that MAT may utilise to backup its objectives and day to day activities. Such opportunities include;

- ✓ Supportive Policies particularly on growth of the private sector in Tanzania
- ✓ The East Africa integration
- ✓ Recognition by local and Global forums on the role of Human resources to meet MDGs

DISCUSSIONS

During the plenary discussion, various comments and suggestions were aired out by MAT members; among issues that transpired included;

- ✿ *The need for MAT to reshape its focus; the main objective of the association should be to ensure that all medical professional associations are united under MAT. This will enlarge the number of members supporting MAT and thus give the umbrella association more muscles both financially and professionally.*
- ✿ *MAT members were also encouraged to devote more to their association; the suggestion to make direct deductions from doctor's salaries was put on discussion and the new council was urged to conduct a feasibility study on legal and logistical requirements in consultation with Tanganyika Medical Council so that the proposal can be put into action. It was noted that this contribution will largely strengthen MAT financial base.*

- ✧ *Moreover, MAT members noted that MAT zonal network is very weak; this has resulted in disintegrated the association. It was thus suggested that the new leadership should work on this and ensure that each zone has a MAT chapter.*

- ✧ *Furthermore, members noted that the issue of doctor's welfare was not given a high priority in MAT activities; this has therefore limited the will of members to support the association. Various examples of violation of doctor's welfare specifically on housing, were aired by members and it was decided that among other activities, MAT should work shoulder to shoulder with its members to ensure that their welfare are not violated and are improved from time to time.*

MAT ANNUAL WORK PLAN FOR THE YEAR 2011 – DR. EDITH NGIRWAMUNGU

After a brief report of the MAT activities for the year 2010, the MAT president utilized the opportunity to share with members at the meeting, the proposed work plan of the association for the year 2011. From the evaluation of the 2010 performance, the president proposed that it is crucial for the new council to carry over some of the 2010 activities that were not adequately executed, these included among other things;

- ✓ Resource Mobilisation
- ✓ Institutional Building
- ✓ Knowledge management

The objective is to raise the performance of the above activities and also continue some of the activities such as advocacy, institutional building and maintaining partnerships.

Along with these carried over activities, the president also highlighted some new activities that MAT is targeting to implement for the year 2011 derived from the strategic plan. These are;

- ✧ Membership services; the objective is to ensure that every registered doctor becomes MAT member. This should also be legally stated in the Medical and Dental Act (Cap 152) which is now under review.
- ✧ Continued Professional Development; this is a crucial activity and MAT has already started talks with the Medical Council of Tanganyika and MUHAS.

- ✧ Patient safety and Community health; As a core function in medical practice we should ensure the confidence and trust of patients and the community continues to grow.
- ✧ Deployment and Retention of doctors; currently young doctors are not assured of being deployed immediately after internship and also the retention mechanisms are not enforced particularly at local government. MAT needs to advocate for a clear policy on immediate deployment and retention of doctors countrywide.
- ✧ Promotion of Doctor's Welfare; it is important for doctors to have adequate information on their welfare stated in existing policies and schemes. MAT should be in the forefront to educate doctors on these policies and stand firm to ensure that benefits which motivate doctors to practice medicine in the country are not violated.

Inputs from participants

To build on the proposed activities, members made the following inputs;

- ✓ *Unity and mutual respect among doctors is a good start for implementation of all activities. When all doctors are united with a shared vision MAT will have a high profile.*
- ✓ *Membership services should be prioritised by the association, once members are motivated everything is possible.*
- ✓ *Fulltime secretariat is an important tool for execution of the above activities and will improve the performance of the association.*
- ✓ *Doctors should also volunteer to contribute and resource mobilisation activities should commence immediately.*
- ✓ *MAT may also lobby influential doctors to support MAT at the decision making level.*
- ✓ *Doctors should be entitled to the NHIF/green card.*
- ✓ *Regarding doctor's welfare, MAT should issue a statement where welfares are denied and ensure that rectifications are made immediately.*

ZONAL REPORT

As part of its tradition, MAT also utilized the Extra Ordinary Meeting to receive zonal report from one of its chapters. This year's report came from the Mwanza chapter and was presented by Dr. Kabangila Rodrick from Bugando University. The presenter informed participants that the Lake zone was motivated to put MAT back to life in their zone, he also informed participants

The MAT chapter in Mwanza intends to be a good example and a stimulus for other regions to establish their zonal chapters.

that a special committee was established with an objective of formulating a vibrant MAT chapter in the lake zone. The assignment has been accomplished and a council has been elected with 120 members. The leadership of the council has been appointed with 120 members. A strong backup was given by senior doctors in Mwanza. The Chair of the meeting commended Mwanza chapter for this development and was joined by members in counting this achievement as an important milestone for the association in 2011 as stipulated in the 5 year MAT strategic plan (2010 – 2015).

ELECTIONS OF THE NEW MAT OFFICE BEARERS

The afternoon session of the MAT Extra-ordinary meeting was utilized for the general elections of the new MAT office bearers; both the Executive Committee and Council members. There was a long debate on the election process. Finally, a compromise was reached on the procedure to elect office bearers specifically on those members who applied for posts but were absent. It was unanimously agreed that for the posts where the applicant is physically absent then a member present at the meeting can volunteer to contest.

The session was preceded by the speech from the outgoing MAT president, Dr Edith Ngirwamungu.

President's Speech

Commencing her speech, the MAT president thanked all MAT members for their support and mutual collaboration that they provided to her and to the whole council throughout their term of office. She further acknowledged that there have been a number of challenges on the way however the outgoing council has managed to bring MAT to the appreciable level it is today.

She specifically outlined some activities implemented by MAT for the year 2010 that have helped in branding and raising the profile of the association. Such activities include the Public Service Week, Sabasaba and Nanenane as well as attending some international meetings.

The MAT outgoing president was also very impressed by the efforts made by members from regions outside Dar es Salaam to attend the meeting and further thanked regional and district authorities for facilitating MAT members to attend the meeting.

She also appreciated the collaboration that exist between MAT and other sister associations such as TDA, TSA, AGOTA, PAT, TAMSA, MEWATA and urged the upcoming MAT Council to perpetuate the collaboration and bring more partners on board.

She further pinpointed some of the tools that have been able to sky rocket the MAT profile and its successes, these included the use of MAT Website and finalisation of the MAT strategic plan. Her advice on this was for MAT members to make good use of these tools to drive the association towards its objectives.

She winded her speech by thanking members once again for putting their trust on her to lead the associations and recommended that the new council should do more as the association approaches its 50th Anniversary. The main speech is attached in Appendix I.

Nomination and Voting of the New MAT Executive Committee and Council Members

Under the facilitation of two returning officers Dr. Salash Toure the RMO of Arusha and Dr Kivo from Songea District council. MAT members nominated and voted for new office bearers to fill in the following positions;

	President
	President Elect
	Secretary General
	Deputy Secretary General
	Treasurer
	Deputy Treasurer
	Seven additional members of the MAT Council

The voting was done by secret ballot as per the MAT constitution. After a successful completion of the exercise, the following MAT members were elected by majority votes to take over office;

- i. **Dr. Namala P. Mkopi** – President
- ii. **Dr. Primus Saidia** –President Elect
- iii. **Dr. Rodrick Kabangila** –Secretary General
- iv. **Dr. Kisa Mwambene** – Deputy Secretary General
- v. **Dr. Bill Haonga** – Treasurer
- vi. **Dr. Juma Athumani** – Deputy Treasurer

In addition to the above MAT Executive Committee members, the meeting also elected seven Council members for the association. These were;

- a. Dr Clement Mugisha
- b. Dr Emil Faida



- c. Dr Francis Frederick
- d. Dr Fausta Phillip
- e. Dr Best Magoma
- f. Dr Godlove Mfuko
- g. Dr Aubrey Mushi

In the group picture below are the newly elected MAT office bearers;

From left sitting, Dr. Juma Athuman (Deputy treasurer), Dr Bill Haonga (Treasurer), Dr R. Kabangila (Secretary General), Dr Namala P. Mkopi (President), Dr P Saidia (President Elect), Dr Kisa Mwambene (Dep Secretary General). From right standing: Dr. Aubrey Mushi (Council Member), Dr Godlove Mfuko (Council Member), Dr F. Frederick (Council Member), Dr. Best Magoma (Council Member), Dr. Emil Foida (Council member) and Dr Clement Mugisha (Council Member).

Important: The New MAT leadership has been able to acquire members from other regions apart from Dar es Salaam; some of the members elected come from the regions of Mwanza, Lindi, Kilimanjaro, Ruvuma.

RESOLUTIONS OF THE MAT EXTRA ORDINARY MEETING

The MAT Extra-ordinary Annual General Meeting resolved the following issues;

- ✧ *The newly elected office bearers in consultation with legal officers and other MAT members should fast track the process of reviewing the MAT constitution so as to rectify areas that have been identified to have weaknesses.*

- ✧ *The issue of resource mobilization should be given the up most priority in the 2011 MAT activities and the initiative should commence as soon as possible so as to rescue the association from the financial crisis. The issue of direct deduction of doctor's salaries to contribute to the association should be worked upon the soonest possible.*

- ✧ *The committee in collaboration with all members should work together to revive MAT; the first initiative is to fast track the process of compulsory membership to MAT by all registered doctors to safeguard the medical profession. This includes incorporating a policy statement in the Medical and Dental Act Cap 125 which is now being reviewed.*

OFFICIAL CLOSING OF THE MEETING

The official closing session was graced by remarks from returning officer, Dr Salash Toure, who thanked and congratulated all MAT members for their commitment and collaboration through out the process of elections. He noted that it is a significant step forward and crucial move towards the credibility of MAT. He further thanked the outgoing president for facilitating the meeting that made the elections a reality and a success.



The returning officer also encouraged the new MAT Council to perpetuate the successes obtained through the outgoing council and emphasized on team work spirit. He urged them to work on all identified challenges in collaboration with all members and look for permanent solution to existing misunderstandings. In case of disagreements, the returning officer insisted that members should seek compromise through negotiations and not point fingers or show direct personal attacks. He further emphasized the need to portray a positive image in society so that we continue to command a high respect and gain trust to the Tanzania community. With those remarks, the returning officer invited the outgoing MAT president to proceed with the Handing over ceremony.

Statement from the MAT outgoing president- Dr. Edith Ngirwamungu

She commenced her statement expressing her happiness for the successful elections and noted that it will strengthen the integrity of the association. She also highly commended the mix of regions in the new leadership mentioning that it is a good strategy to expand MAT network hence giving the association more strength country wide. After those few words, the outgoing MAT president handed over the chain of office to the newly elected president as the custom requires.

Dr. Edith Ngirwamungu handing over the Chain of Office to the newly elected MAT president, Dr Namala P. Mkopi

Remarks from the New MAT President- Dr. Namala P. Mkopi

The newly elected president thanked the outgoing president for her support and for leading MAT to the position it is today. He also thanked all MAT members for putting their trust in him

and promised them to work with one spirit and in collaboration with fellow leaders and all members to raise MAT from its current status to a higher level as the association approaches its 50th Anniversary. He humbly requested for collaboration and support from the newly elected council members and all MAT members so as to make this dream a reality.

LIST OF APPENDICES

Appendix I: President's Speech

On behalf of the Interim Council, I would like to express my sincere appreciation to you members for the trust and cooperation that you provided to us through the entire period of our term in office.

Though it was challenging but we have managed to place the association at a level where it is now accepted by the doctors and the entire society at large.

I would also like to express my sincere appreciation to the Government of United Republic of Tanzania for supporting us both financially and materially during advocacy work, e.g Public Service Week, Sabasaba and Nanenane events. These have raised the profile of MAT among health sector workers, public servants and the population at large.

I would also like to thank the regional and district authorities who have enabled representatives from the regions to participate. I would also like to thank the higher learning institutions e.g. MUHAS, IMTU,

BUCHS for their advice, support and involving us in various events e.g Graduation ceremonies and I would wish other higher learning institutions would emulate this goodwill gesture.

Our gratitude is also extended to the sister associations e.g TDA, TSA, AGOTA, PAT, TAMSA, MEWATA for the working relationship and mutual trust that has been growing, I would wish the incoming Council to continue this relationship and bring onboard other association to play a more active role.

Finally I would like to thank my team who constituted the interim council for their hard work, commitment and stewardship – despite their tight working schedule.

The website has been a useful too to raise MAT profile and also selling it outside the country. We received an invitation to attend the World Health Professional Alliance Meeting on counterfeit drugs which was held in Abuja, Nigeria in November last year.

I would strongly encourage the next council to make good use of it by posting updates on the association activities and also individual interactions through MAT email info@mat-tz.org

I hope the new council will advance the communication further by adding the facebook and twitter that have now been the channel for communication for young professionals.

The strategic plan is another tool for continue building MAT through the shared vision. The SP is a useful tool when approaching donors or partners for support. Let us make use of it and we strongly believe that more partners will come in as time goes on. What they are interested to see is how we ourselves are committed to implement it and support it through our revenues. Donors want to identify themselves with anything that is successful. Just as the United States of America President Obama’s famous campaign slogan says –“YES WE CAN”, we as doctors are capable of financing MAT. In Tanzania we also have a Swahili saying, “Penye nia Pana Njia” which translates in English as **Where there is a will, there is a way.**

Once again thank you for giving me this great opportunity to lead the Medical Association of Tanzania.

It is my sincere hope that the New MAT council will carry the Association to a higher level so that the dream of the MAT golden Jubilee will be realised.

May God Bless You and MAT

Thank You for your Attention!!

Appendix II: List of Participants

NO.	Full Name	Organisation	Address	Mobile/Tel. No	Email
1.	Dr. Charles Mguta	BMC	Box 1370, Mwanza	0713-482588	majanihopes@yahoo.com
2.	Dr. Rugambwa Leonidas	MOI	Box 65474, DSM	0758-669520	Leonidace1977@yahoo.com
3.	Dr. Aubrey Mushi	Same Hosp.	Box Same	0754386186	aubresmushi@yahoo.com
4.	Dr. Kabangila R.	BMC	Box 1464, Mwanza	0756-477968	Kajuna2010@gmail.com
5.	Dr. Kivo Z. K. D.	Songea D.C.	Box 745	0713-279970	zberikivo@yahoo.com
6.	Dr. Patrick Mwidunda	Misungwi D. C.	Box 20 Misungwi	0784 - 681475	drmwidunda@yahoo.co
7.	Dr. Nelson Johnson	Geita District Hosp	Box 40, Geita	0762-069060	nelsuribukum@yahoo.com
8.	Dr. Ulomi S. S.	RMO - Manyara	Box 310	0754306550	ulomiadr@yahoo.com
9.	Dr. Efrem M. Mrema	MNH	Box 6318, DSM	0715-349881	dmrema@gmail.com
10.	Dr. Faida Emil	Mo Lugalo Hosp.	Box 76106, DSM	0713-950109	Mfaida2@yahoo.co
11.	Dr. Christine Kindola		Box 75204	0716-791220	Tisekya001@yahoo.com
12.	Dr. Damas Kayera	Mbinga D. C.	Box 42, Mbinga	0713-537495	dajkay@gmail.com
13.	Dr. Furaha Malecela	M.O. Maswa D.H.	Box 1, Maswa	0785-111484	furahasous@yahoo.com
14.	Dr. Hukanu F.	M.O., DSM	Box 904, DSM	0713-493577	bakanu@yahoo.co
15.	Dr. Asihas Peter	TAMSA	Box 65007, DSM	0713-362873	peeiaiha@yahoo.co.uk
16.	Dr. Johnson John	MOHS	Box 4083	0781-78366	johntele@gmail.com
17.	Dr. Best R. Magoma	Songea M. C.	Box 14, Songea	0754-621046	magomabest@yahoo.co.uk

18.	Elisha Osat. O.	TAMSA	Box 65001, DSM	0714-553237	elishaosati@yahoo.com
19.	Dr. Shadrack Sadock	MOI	Box 65474	0713-772190	ssikoki@yahoo.com
20.	Dr. Damas Zuiberi	MOI	Box 65474	0718-278317	dzumbula@yahoo.com
NO.	Full Name	Organisation	Address	Mobile/Tel. No	Email
21.	Dr. Dinda JS. S.	MOI	Box 474, DSM	0714-855850	jilivsdinda@gmail.com
22.	Dr. Kissah Mwambene	MNH	Box 65000, DSM	0757-528295	Dr-kebem@yahoo.com
23.	Dr Jacobo Chembele	Regional Hosp.	Box 904, Dodoma	0733-642000	chembelej@yahoo.com
24.	Dr. Nomoke Mvungi	OTCI	Box 3592, DSM	0713-815101	nwokem@yahoo.com
25.	Dr. Coroline Mrema	ORCI	Box 3592, DSM	0713-80029	liasule@yahoo.com
26.	Dr. T. Kyama	Temeke		0754 - 749842	tresmutalomwa@hoimali.com
27.	Dr. Fausta Philip	MNH	Box 65293, DSM	0655-706261	philipfausta@yahoo.com
28.	Dr. Godlove P. Mfuko	RMO-Lindi	Box 1054, Lindi	0767-159	gmfuko@gmail.com
29.	Dr. Salash M. Toure	RMO Arusha	Box 3092, Arusha	0784--48514	Kirya2005@gmail.com
30.	Dr. Ernest Nkwabi	M.O. Geita	Box 39, Geita	0715-553433	Er-nkwabi@yahoo.com
31.	Dr. E.S. Maswanya	NIMR - HQTS	Box 9653, DSM	0787-065114	Edward19631@hotmail.com
32.	Dr. Chacha Simoo	DMO Namtunbo	Box 32, Namtumbo	0784-559957	drchachasimoo@gmail.com
33.	Dr. Hasan Y. Lumbe	Ag. RMO Ruvuma	Box 5, Songea	0757-960236	hlumbe@hotmail.com
34.	Dr. Godfather Kimaro	NIMR	Box 3436	0784-607461	fathedk@yahoo.com
34.	Dr. John P. Kaswija	ZHRC - Mwanza	Box 5144, Mwanza	0713-200073	kaswijpmma@yahoo.com
35.	Dr. Deogratias Soka	MUHAS	Box 65001, DSM	0713-833833	soka@yahoo.co.uk
36.	Dr. Omari H. Mndeme	MO IDC	Box 260, Iringa	0784-368439	Drhamisimndeme@yahoo.com
37.	Dr. Farida A. Abdallah	TAMSA	Box 65007, DSM	0715-28002	dafeyy@yahoo.com
38.	Dr. Alex M. Kazula	Tunduru D.C.	Box 44, Tunduru	0787-058680	kazulex@yahoo.com
39.	Dr. Mcharo Bryson	MOI	Box 65474, DSM	0713-362834	mcharobi@yahoo.com
40.	Dr. M. Teux	MOI	Box 65474, DSM	0713-439493	f(i)ritta@yahoo.com
41.	Dr. W. B. C. Wandwi	MNH	Box 65162, DSM	0715-306920	wwandwi@yahoo.co.uk
42.	Dr. Donald K. Awebyena	Amana Hosp	Box 38393, DSM	0784-449283	kainebyona@yahoo.com
43.	Dr. Mayan Alfred	ORCI, MUHAS	DSM	0715-623637	Alfrema2008@yahoo.com
44.	Dr. Omary Ubuguyu	MNH	Box 65000, DSM	0713-259499	oubuguyu@gmail.com
45.	Dr. Japheth Nyerageza	MOI	Box 65474, DSM	0784-653148	ingerageza@yahoo.co.uk
46.	Isihaka Jossey Mwandalima	MUHAS	Box 4408, DSM	0764-436292	Isihrazeol@yahoo.com
47.	Dr Mary Kitambi	MOHSW	Box 9083, DSM	0767-222269	mkasabtamba@gmail.com
48.	Dr. Ali Shabhay	HKMU	P. O. Box 40597, DSM	0754-635685	aishabhay@hotmail.com
49.	Dr. Paulo Sarea Lawala	MUHAS	Box 65001, DSM	0655-866363	plaula@yahoo.com
50.	Dr. Primus Saidia	MUHAS/MNH	Box 65000, DSM	0754-809742	saprima@yahoo.com
52.	Dr. Elidi	MUHAS	Box 2512, DSM	0713-822449	drelunch@gmail.com
51.	Dr. Japhet Simeo	MOHSW	Box 155, Iramba	0713-698403	drijaphetsimeo@gmail.com
53.	Dr. Martin Msomekela	MNH	Box 6032, DSM	0754-282332	drmsome@yahoo.com
54.	Dr. Robert Moshiri	MUHAS	Box 72335,, DSM	0713-350071	moshiror@gmail.com
55.	Dr. Hery Mwekaydu	MUHAS	Box 419, DSM	0713-697537	hmwadeayobo@yahoo.co.uk
56.	Dr. Emil Rchard	MOI	Box 6547, DSM	0767-316323	uerasa@yahoo.com
57.	Dr. Francis F.	MUHAS	Box 8598, DSM	0718-630160	mawazofrancis@yahoo.com
58.	Dr. Mugisha Clement	MOI	Box 65474, DSM	0784-49232	Mug752002@yahoo.com
59.	Dr. Likindikoki Samuel	MNH	Box 65005, DSM	0784-768639	likindikoki@gmail.com
60.	Dr. Kingwangalla Hamisi		Box 415, Nzega	0784-636963	hkingwangalla@gmail.com

61.	Dr. Husna T. Msangi	TMK	DSM	0714-121250	husness@yahoo.com
62.	Dr. Annamary	TMK	DSM	0713-217719	annamarystanslaus@yahoo.com
63.	Dr. Juma A. Mfinanga	MNH	Box 65000, DSM	0715-517580	jumamfinanga@gmail.com
64.	Dr. Nuhu Zalha	TAMSA	Box 22653	0719-968343	Zalha22@yahoo.com
65.	Dr. Lulu Chirande	ORCI/MUHAS	Box 3542, DSM	0715-378303	L2chirande@yahoo.com
67.	Dr. Mechris Mango	MOI	Box 5743, DSM	0754-022576	Mechris.mango@gmail.com
68.	Dr. William R. A.	MUHAS	Box 75215	0715-343633	Drwilliam13@gmail.com
69.	Dr. Kweka Walter	MUHAS	Box 8116, DSM	0713-803299	wkweka@yahoo.com
70.	Dr. Nyamsha Thadeo	MUHAS	Box 4109, DSM	0714-872231	drthadeo@yahoo.com
71.	Dr. Albert Komba	MUHAS	Box 9868, DSM	0685-399047	akomba@gmail.com
72.	Dr. katanta lazarus Simwanza	MUHAS	Box 105410, DSM	0755-825542	drkatanta@yahoo.com
73.	Dr. Kennedy t. Nchimbi	MOI	Box 65474, DSM	0764-004488	thewhokenny@yahoo.co.uk
74.	Dr. Nuru Seif	St. Gaspar	Box 12, Itigi, Singida	0714-400260	Seif.nuhu@yahoo.co.uk
75.	Dr. Yusto barnabas	Mbeya Ef. Hosp	Box 419, Mbeya	0713-380657	Barnabas80200@yahoo.com
76.	Dr. Chacha Kitemba	MUHAS	Box 65001, DSM	0713-203920	kitembacm@yahoo.com
77.	Dr. Namala Mkopi	MNH	Box 65000, DSM	0754-047857	drnamala@gmail.com
78.	Dr. Myombo Mtango	ABG, Kahama	Box 1081, Kahama	0754-858849	mmyombo@gmail.com
79.	Dr. Mallya D. C.	MOHSW, DSM	Box 9083, DSM	0713492696	mallyadr@gmail.com
80.	Dr. E. Karungoge	MUHAS	Box 65007, DSM	0713-320457	kdrelias@yahoo.com
81.	Dr. Ruta	MUHAS	Box 65000, DSM	0713-453245	theorestruta@yahoo.com
82.	Dr. Charles Mgone	MOI	Box 65192, DSM	0784-432610	csmgonenjn@hotmail.com
83.	Prof. M. Janabi	MNH	Box 65001, DSM	0755-495270	m-janabi@yahoo.com
84.	Dr. Richard Thomas	MUHAS	Box 65001, DSM	0713-838738	Richtomy79@yahoo.com
85.	Dr. Deffina Mkenda	MUHAS	Box 65001, DSM	0713-779427	mkendadelfena@yahoo.com
86.	Dr. Rebecca Mokeha	MUHAS	Box 65007, DSM	0718-276622	rebbirekha@yahoo.com
87.	Dr. Mlawa M. S.	MUHAS	Box 65007, DSM	0714519451	Mlawa-25@yahoo.com
88.	Dr. Edith Ngirwamungu	MAT	Box 701, DSM	0783903457	engirwamungu@yahoo.com