



# **Medical Association of Tanzania (MAT)**

## **42<sup>nd</sup> Annual General Meeting**



### **Proceedings**

**24<sup>th</sup> – 25<sup>th</sup> June, 2009**  
**Movenpick Hotel**  
**Dar es Salaam**

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## ACKNOWLEDGEMENT

The successes obtained from the two day MAT 42<sup>nd</sup> Annual General Meeting are a result of contributions of various individuals, associations and organizations. Their efforts and devotion have highly contributed to the successful accomplishment of the meeting objectives.

The Medical Association of Tanzania (MAT) would like to acknowledge the support from the Ministry of Health and Social Welfare and TACAIDS for sponsoring the meeting and for their in-depth support to the whole process. MAT also extends sincere gratitude to Dr. Wycliffe Kaisha from the Kenya Medical Association (KMA) for accepting the invitation and for sharing the rich experience of KMA which greatly inspired MAT members.

Special thanks is conveyed to all MAT members from Dar es Salam and other regions for sparing their valuable time to attend the meeting and for their active participation throughout the two days of meeting. This team spirit and solidarity will greatly contribute to the strengthening of the association particularly in the regions.

I would also like to extend my sincere appreciation to Advocate Palloty Luwena the Registrar of the Medical Council and Dr. Moonlight Mnyenye for their valuable contribution during discussion of the amended MAT constitution leading to the final endorsement by members.

Nevertheless, it would be worthless if the great efforts made by the organising committee would not be valued. Without them the 42<sup>nd</sup> Annual General Meeting would not have achieved its goal. MAT also thanks Mr. Erick Msoffe for compiling this report. We thank everyone for making the AGM a success. May God bless you all!

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**Dr. Edith Ngirwamungu**

**MAT President**

## LIST OF ABBREVIATIONS

|                |   |
|----------------|---|
| <b>AGM</b>     | Annual General Meeting                          |
| <b>CME</b>     | Continuing Medical Education                    |
| <b>HR</b>      | Human Resource                                  |
| <b>IMTU</b>    | International Medical and Technology University |
| <b>KMA</b>     | Kenya Medical Association                       |
| <b>MAT</b>     | Medical Association of Tanzania                 |
| <b>MoHSW</b>   | Ministry of Health and Social Welfare           |
| <b>MPDB</b>    | Medical Practitioners and Dentists Board        |
| <b>TACAIDS</b> | Tanzania Commission for AIDS                    |
| <b>TMJ</b>     | Tanzania Medical Journal                        |
| <b>WHO</b>     | World Health Organisation                       |

## 1.0 INTRODUCTION

The Medical Association of Tanzania (MAT) is a representative body for the Medical Profession in Tanzania. The Association aims to compliment the government efforts in reaching its desired objective of promoting the health and wellbeing of all Tanzanians. MAT understands that the role of medical practitioners towards this goal is very significant and especially when their efforts, knowledge and skills are brought together under the umbrella of the association.

Along with promoting the health of Tanzanians, the association is also founded under the following objectives;

- ❖ To ensure, maintain and safeguard the interests, privileges and welfare of its members
- ❖ To promote the medical sciences, maintain the honour and interests of the medical profession and to support high standard of medical ethics and conduct to its members.
- ❖ To disseminate Technical Information in the field of medicine and allied sciences through the Tanzania Medical Journal.

In doing so, the association has been maintaining liaison with its members through meetings such as Annual General Meetings and Scientific Conferences. In 2007, the Medical Association of Tanzania organized the 41<sup>st</sup> Scientific Conference and Annual General Meeting. In perpetuation of this tradition, the association organized another Annual General Meeting this year being the 42<sup>nd</sup> in series. However, this year's meeting did not include a scientific session for the purpose of providing MAT members ample time to chart out common issues that affect their interests and the progress of the Association.

## **2.0 THE PROCEEDINGS OF THE MEETING**

The 42<sup>nd</sup> MAT Annual General Meeting took place on 24<sup>th</sup> and 25<sup>th</sup> June, 2009 at the Movenpick Royal Palm Hotel assembling together over 80 participants. The guest of honour in the meeting was Mrs Blandina Nyoni, the Permanent Secretary Ministry of Health and Social Welfare. The meeting was also attended by the National Assistant Secretary of the Kenya Medical Association (KMA), Dr. Wycliffe Kaisha. Others present in the meeting were the MAT members from various regions of Tanzania including Dar es Salaam, Kagera, Mwanza and Lindi to name a few.

### **2.1 Day One (24<sup>th</sup> June, 2009)**

Key issues covered during the day one of the MAT Annual General Meeting included among others, opening ceremony, statements from various distinguished guests and paper presentations. The launching of the MAT website was also carried out on the first day of the meeting.

### **2.2 Official Opening**

The opening session was presided over by the MAT President, Dr. Edith Ngirwamungu who briefly presented welcome remarks. The session was also graced by the official opening speech from the Guest of Honour – Mrs Blandina Nyoni, the Permanent Secretary in the Ministry of Health and Social Welfare. This was then followed by a vote of thanks from Dr. Martin Msomekela and lastly a statement from Professor Joseph Shija, the IMTU Vice Chancellor.

#### **2.2.1 Welcome Remarks- *Dr. E. Ngirwamungu (MAT President)***

In her remarks, Dr. E. Ngirwamungu commenced by apologizing to the participants for the delay in commencement of the meeting and welcomed them all in the AGM. The president also utilized the opportunity to introduce and welcome the National Assistant Secretary from the Kenya Medical Association, Dr. Wycliffe Kaisha. From then onwards, The MAT president presented her sincere gratitude to the Ministry of Health and Social Welfare and TACAIDS and other sponsors for financing the AGM.

Further on, the MAT president apologized once again to the distinguished guests and members for not being able to hold a scientific session this year, explaining that it was all for good intentions, that is, to provide the Annual General Meeting with ample time to discuss issues that directly affect the interests and welfare of its members.

She then highlighted the main objectives of the MAT 42<sup>nd</sup> Annual General Meeting which included among other things;

- To launch the MAT website
- To review and approve the amended MAT constitution
- To review the Medical and Dental practitioners Act
- To conduct General Elections

Along with the objectives of the meeting, Dr. Ngirwamungu earmarked the current progress reached by MAT including the development of the MAT website, drafting of the MAT Strategic Plan, participation in various events including the public service week and other important decision making meetings.

However, Madam President also highlighted some of the challenges facing the association and the medical profession at large to include;

- ☞ Shortage of doctors and poor quality of care resulting from the ongoing brain drain (internal and external) of highly experienced medical practitioners
- ☞ Lack of Internship guidelines and technical support particularly at district hospitals level
- ☞ Negative image of the medical profession to the general public by the media.

Further more, Madam President thanked the Ministry of Health and Social Welfare for strengthening the collaboration between MAT and the government noting that MAT will positively utilize all available opportunities to share its expertise and experiences for the betterment of the community. She once again thanked the Ministry for inviting MAT to participate in the upcoming Saba Saba Exhibitions.

Concluding her welcome remarks, the MAT President urged all MAT members to utilize their website to build a positive image of the association by sharing constructive information. The website is also an avenue to strengthen communication among members since many doctors are computer literate. This was in compliance with the Public service guidelines to promote ethics and good governance. The President, then welcomed the guest of honour to launch the website and officially open the AGM.

### **2.2.2 Official Launching of the MAT Website- By Mrs. Blandina Nyoni (Permanent Secretary-MoHSW)**

Under the witness of all MAT members from various regions in Tanzania and the invited guest from the Kenya Medical Association, the guest of honour officially launched the MAT website addressed as [www.mat-tz.org](http://www.mat-tz.org).

### **2.2.3 Official Opening Speech- By Mrs. Blandina Nyoni, the Permanent Secretary- MoHSW.**

The guest of honour commenced by expressing the honour of being invited to officiate the 42<sup>nd</sup> MAT Annual General Meeting. She noted that it is her first experience to mingle with such a



*Mrs. Blandina Nyoni- Permanent Secretary (MoHSW)*

huge congregation of medical doctors. She then commended MAT for fostering such a remarkable collaboration and furthermore for establishing international collaboration with other medical associations outside Tanzania. She also congratulated the association for the giant steps it has taken including the launching of website.

The Permanent Secretary also presented the progress made by the Ministry of Health and Social Welfare as narrated below;

- Reduction of underfive mortality rate and increase in vaccination coverage,
- Development of guidelines such as the Health Sector Strategic Plan III,
- Upgrading and rehabilitation of health facilities through the Primary Health Sector Development Programme (PHSDP),
- Establishment of the exchange programme with India to improve the skills of our medical practitioners,
- Development of the scheme of services to be approved on June 2009,
- Establishment of the Hospital Cleanliness Competitions.

All these efforts are targeted to improve the health infrastructure and welfare of Tanzanians at all levels.

She further informed the meeting on pending challenges towards that goal and the biggest of all is the persistent shortage of human resource for health. She insisted that this shortage is directly connected to the poor quality of health services. The Guest of honour urged doctors to improve their performance by encouraging them to get training on quality practice as the government strives to seal the existing gap.

Furthermore, she emphasized that the efforts of doctors will be more fruitful if they will be carried out in a collaborative fashion and therefore insisted on sustainability of the established professional associations.

Having said all that, the guest of honour reminded all the participants that the Ministry will always be ready and available to support MAT and its initiatives including the recommendations that will come out during the 42<sup>nd</sup> Annual General Meeting. She lastly declared the 42<sup>nd</sup> MAT Annual General Meeting officially opened.

#### **2.2.4 Vote of Thanks – by Dr. Martin Msomekela (MAT President elect)**

Issuing a statement of thanks, Dr. Msomekela thanked the Guest of Honour for her rich and touchy speech. He further echoed a few key lines from the speech including;

- Establishment of strong chapters of the Medical Association of Tanzania at regional levels.
- Strengthening of global collaboration with other associations through out the world.
- Improvement of quality of health care services through capacity building to all medical practitioners
- Protection of the medical profession by adhering to ethical issues.

It was strongly advised by the speaker that the above mentioned subjects should be taken into serious consideration and worked upon so as to strengthen the Association, the profession itself and the health of the Tanzanian community in general.

#### **2.2.5 Special presentation- Retired Medical Practitioners - Prof. Joseph Shija (Vice Chancellor- IMTU)**

Professor Shija highly commended the remarkable achievements reached by the Medical Association of Tanzania and for the good preparations of the AGM. He also appreciated the enormous support that the Ministry of Health and Social Welfare has been offering to the medical profession including the raise of salaries of medical practitioners. However, the speaker noted that there is still a gap in supporting the retired medical practitioners despite the fact that they have dedicated their knowledge, skills and effort to serve the community for many years.

Professor Shija commented that there is unequal treatment of the retired personnel among different sectors of the government. He noted that this situation pushed him to write his book to address this problem under the title “**Why Others Have Fun**”. He therefore urged the Ministry of Health and Social Welfare to look into this problem with great commitment to resolve it. The Vice Chancellor also advised MAT to utilize the established communication channel with the Ministry to address curbing issues that hinder the promotion of welfare and interests of the medical professionals in the country.

*There is no provision for retired health professionals by neither the MoHSW nor the National Health Insurance Fund. These professionals have served the community for long but they are not served at the hour of need..... Prof. Shija (IMTU)*

His comments were well taken by the Guest of honour, the Permanent Secretary in the Ministry of Health and Social Welfare who responded to the issue presented that the government has resolved that all retired government personnel should continue to benefit from the insurance schemes and reassured the meeting the process is still ongoing to find out a better package for retired health personnel from the private sector. She welcomed further negotiations on the issue.

### **3.0 PRESENTATIONS AND DISCUSSIONS**

After a health break, the session resumed with various presentations and discussions. The main areas covered included the following;

- ▶ Experience from the Kenya Medical Association,
- ▶ Feedback on the progress of the Medical and Dental Practitioner’s Act,
- ▶ Presentation on the Traditional and Alternative Medicine Act and
- ▶ Discussion on the proposal for raising MAT membership and Annual Subscription Fees

### 3.1 Experiences from the Kenya Medical Association- Dr. Wycliffe Kaisha

Kenya Medical Association (KMA) is the professional body for all medical practitioners registered in the Republic of Kenya and was founded in 1968 and incorporated in 1973 under the companies Act Cap 486 as a company limited by guarantee. Its mandate was originally concentrated on welfare of doctors as well as safeguarding professionalism and quality of health care.

The Association is organized into 16 divisions around countrywide governed by the National Executive Committee as the decision making organ of the Association. The Association Membership is voluntary and open to all medical and dental practitioners registered in the republic of Kenya.

Like KMA, the Medical Association of Tanzania (MAT) is founded under the same objectives; For the last five years MAT made deliberate efforts to strengthen partnerships with Medical Associations from the East Africa region mainly Kenya and Uganda. The MAT

president was invited to attend the 37<sup>th</sup> ASC & AGM which was held in Nanyuki from 22<sup>nd</sup> – 25<sup>th</sup> April, 2009. It is on this basis that MAT invited KMA to share experiences to the MAT Annual General Meeting to foster partnership for the benefit of its members.

The National Assistant Secretary of KMA presented apologies of the National chairman for not being able to attend the meeting. Dr Kaisha highlighted a brief background of the association and introduced the key roles of the Association which include among others;

- Quality Assurance
- Developing professional values through establishing Professional Standards (both technical and ethical) to guarantee individual or public health
- To disseminate knowledge on new medical advances and techniques and to spread medical ethics
- To protect its members' interests



**Dr. Wycliffe Kaisha -Kenya Medical Association**

Along with the roles of the association, the presenter also pinpointed the main objectives of the association. These are;

- To promote the practice of medicine in Kenya
- To advise the Government, other medical bodies and the general public on matters related to health
- To promote the welfare of medical practitioners
- To maintain and honour the interests of the medical profession
- To support Continuing Medical Education (CME) through periodic publications, seminars and scientific conferences
- To develop professional values through establishing professional standards to guarantee individual and public health and to spread medical ethics.

Promotion of welfare of medical practitioners and the interests of the medical profession form the inner core of the Kenya Medical Association. KMA strives to ensure that its members are benefiting from their association both socially and economically. In so doing, KMA is doing the following:

- ✓ Provides affordable housing to members through its Housing Co-operative Society
- ✓ Offers loans to KMA SACCO members at low interest rates
- ✓ Negotiates for improved welfare for doctors and other health care providers
- ✓ Offers Continuing Professional Development through various publications, seminars and Annual Scientific conferences
- ✓ Members are given an opportunity to carry forward medical science by publishing their new findings and exchanging ideas in the East African Medical Journal and receive the latest medical information.
- ✓ KMA is in the process of developing its plot by setting up a seven storey high-rise building. Members can benefit by buying shares into the project.

Below is the outlook of the building under construction known as the Kenya Medical Association Complex and the official ground breaking ceremony for the KMA complex.



***Kenya Medical Association Complex***



***The Official ground breaking ceremony by the Minister of State for Planning, National Development and Vision 2030, Hon. Wycliffe Oparanya***

The association has also established a resource centre that provides means for HealthCare Workers to regularly update their knowledge particularly on Information Technology through online literature search or Hard copies articles from mainstream medical journals. Alongside the resource centre, KMA has also developed a website that allows for innovative and effective online marketing (advertising).

Moreover, KMA has also strengthened collaboration with other bodies including sister organizations within East African region, medical regulatory bodies and the Ministry of Health. Through these collaborations, the Federation of East African Medical and Dental Associations was formed. KMA is also working very closely with the Medical Practitioners and Dentists Board (MPDB).

### 3.2 Feedback on the Progress of the Medical and Dental Practitioners Act- Adv P. Luena

Regulation of medical and dental practitioners has its history since 1920, when the British Colonial Government established Medical Board; vide Medical Practitioners and Dentists Ordinance. However during that time, the council was too centralized and with limited functions mainly being registration of medical and dental practitioners. However over the time, several reforms have taken place to improve the operations of the Council.



**Advocate Palloty  
Luena - Registrar**

Today the council is accorded with additional roles apart from registration; these include regulation of medical and dental practices as well as ensuring adherence to the codes of medical and dental practitioner's ethics. Other significant reforms include recognition of practitioners registered in Zanzibar and issues relating to fees.

Apart from these positive reforms in the council, there are still several challenges facing the medical and dental council these include among others;

- Inadequate funding
- Inadequate Staff in the Council
- Composition of the Council is Ministerial discretionary
- Lack of established managerial /administrative structure
- Scattered records
- Lack of standard guidelines to regulate internship program
- Lack of guidelines for recognition and inspect medical and dental training Institutions
- Lack of standard guidelines for accreditation and inspection of Centres of internship and
- Lack of comprehensive disciplinary management regulations

With all those challenges, the Council has continued in its endeavors to furnish its structure, operations and regulations.

Recent initiatives include harmonization of Medical and Dental Practice within the East Africa and development of the Medical and Dental Practitioner’s Bill of 2009. Various aspects have been ammended by the bill for the purpose of improving the Council as well as scaling up of its autonomy.

With the new bill, procedures for registration and re-registration have been reviewed, issues related to penalties and financial provisions for the council have also been touched. Other aspects include appointment of the Council previously done by the Minister for Health and Social Welfare and now it is the role of the Council itself but also in terms representation, the council has incorporated a representative from the Medical Association of Tanzania (MAT). Generally the status of the council has been improved and it works as independent organ.

Moreover, the Medical Council of Tanganyika deemed it fit to conduct significant consultation of its stakeholders and obtain their inputs prior to sending of the bill to the decision making level. The 42<sup>nd</sup> MAT Annual General Meeting was another avenue to review the bill and make inputs. The progress was highly commended by the participants including the vice chancellor of the International Medical and Technology University.

The new deal is a great improvement; I commend all those participated in the amendments.... **Professor Shija (IMTU)**

The practitioners also utilized the AGM opportunity to make noteworthy inputs to the presented draft of the bill. Some of the recommendations from the AGM participants included the following;

- ☞ Shift of the medical council offices from the Ministry of Health and Social Welfare so as to obtain total autonomy by the Council.
- ☞ The bill does not state the rights of practitioners.
- ☞ Registration of foreign practitioners and that of Tanzanian medical practitioners who are working outside Tanzania.
- ☞ The issue of internship of the practitioners; the bill should make a provision for practitioners to secure equal opportunities for internship.

With those few inputs, the participants also suggested that the draft of the bill should be circulated to all stakeholders for detailed analysis so that they can be able to input accordingly. The recommended methods for circulation of the bill were distribution of one copy to all Council Hospital Directors and through the MAT website. The timeline for analysis was suggested to be four months and thereafter the Council should organize for a stakeholder’s meeting for finalization of the Bill.

### 3.3 The Traditional and Alternative Medicines Act and the Role and Functions of the Council- By *Dr. Mhame*

The World Health Organization (WHO) estimates that approximately 60% of the Tanzanian's rely on traditional medicine for their primary health care needs. In 2002 the Traditional and Alternative Medicines Act No. 23 was enacted by Parliament to cater for the promotion and development of traditional medicine in the Country and later in 2005 the Traditional and Alternative Health Practice Council was established with the following objectives;

- i. To provide regulatory functions over traditional and alternative medicine in the Country
- ii. To monitor, regulate, promote, support the development of traditional medicine
- iii. To implement the provisions of the Act including
  - ▶ To supervise and control the practice of traditional and alternative health practitioners;
  - ▶ To publish newly registered practitioners and other necessary issues;
  - ▶ To promote the practice of traditional and alternative health practitioners;
  - ▶ To hold inquiries for the purpose of the Act;
  - ▶ To coordinate the efforts undertaken in different areas as to develop traditional and alternative health sciences;
  - ▶ To register and enrol persons who fulfil the requirements;
  - ▶ To register and regulate the traditional and alternative health delivery facilities;
  - ▶ To protect the society from abuse of traditional and alternative health practitioner and research on human beings;
  - ▶ To control the dissemination of information and all advertisement pertaining traditional and alternative medicines;
  - ▶ To regulate and set standards, where possible, for traditional and alternative health material remedies and practices; and
  - ▶ To provide for the protection of Tanzania medicinal plants, and other natural resources of medicinal value, such as animals, minerals, aquatic and marine products including their parts thereof.

Over time, the council has also developed several regulations and guidelines so as to ensure that the practices are conducted towards the intended objective; that is to improve the health of Tanzanians. Along with these regulations and guidelines, the Traditional and Alternative Health Practice Council has developed an operational strategic plan for four years (2008-2011). Various advocacies on the traditional and alternative health practice policy and regulations have been conducted to DMOs, District Traditional Health Services Coordinators and Ward Executive Officers. These sensitisations have been conducted in close collaboration with the

Health Education Unit of the Ministry of Health and Social Welfare and Radio Tanzania and Radio Uhuru.

So far the council recognises Traditional healers-general practitioners, Bone-setters, Traditional healers-mental health, Traditional birth attendants and Herbal medicines sellers as traditional health practitioners. But also other practitioners such as Natural path, Homoeopath, Radionic medicine and Acupuncture are recognized and regulated by the council.

The presenter also introduced to the participants a series of plants used to formulate both traditional and modern medicines including the most famous "*artemisia annua*" and urged them to establish enabling environment to support and promote the potential role of traditional medicine.

Conclusively, Dr. Mhame ended his presentation by saying that traditional medicine is an informal health sector which is providing health services through the traditional way but surely it shares with the formal health sector the common goal and that is ***"to improve the quality of health services of the Tanzanian population in line with the goal of the National Health Policy"***.

### **3.4 Proposal for Raising MAT Membership Fee and Annual Subscription Fee**

One of the challenges facing development of the Medical Association of Tanzania is the lack of strong financial muscles. Being a voluntary association, the biggest source of funds for running the association remains in the hands of its members particularly through membership fee and the annual subscription fee. However the rate of these fees has remained significantly low over a long period of time. The membership fee was set at 5,000Tsh while the Annual Subscription fee was left at 10,000Tsh.

The previous 41<sup>st</sup> Annual General Meeting resolved to increase these fees so as to enable the association to grow through implementation of various activities. However there were no fixed amounts proposed and therefore members decided to table it again in this year's AGM to agree on a fixed rate for the membership and Annual Subscription Fees. Upon consensus by all members the new fees were raised to 50,000Tsh for the Membership Fee and 50,000Tsh as Annual Subscription Fee. For student members, the AGM resolved that they should pay 10% of the proposed fees.

Apart from raising the fees, it was suggested that MAT should set effective initiatives to mobilize many more members to join the association. This could be accomplished through strengthening of MAT regional chapters and institutionalization of MAT among medical students so that they can familiarize with the association.

The discussion on the new MAT membership and annual subscription fees finalized the first day of the meeting and pending issues were postponed to the second and last day of the meeting.

## 4.0 DAY TWO (25<sup>TH</sup> JUNE, 2009)

The second day of the MAT 42<sup>nd</sup> Annual General Meeting was dedicated to the review and amendment of the MAT constitution and presentation of the annual reports including the president's report, treasurer's report and the Tanzania Medical Journal editor's report. General elections of the new MAT office bearers were scheduled to transpire on the second day of the meeting.

### 4.1 MAT Constitution Amendment – *Dr Moonlight Mnyenye*

The constitution of the Medical Association of Tanzania has gone through various amendments since it was first developed. The main focus has been to improve on the constitution and ensure that it is inline with national laws and regulations but also to ensure that it caters for the interest of the members. The process has also gone through lawyer consultation so that it can adopt the legal framework. In the efforts to finalize the constitution document for approval, the 42<sup>nd</sup> MAT Annual General Meeting provided its member with another opportunity to make final amendments so as the constitution can be finally endorsed by the members. The meeting went through the whole document one article after another making major inputs, word corrections and minor amendments.

The matrix below summarizes major amendments made in the document by the AGM.

| S/N       | TITLE                     | COMMENTS   |
|-----------|---------------------------|--|
| Article 7 | AIMS and OBJECTIVES       | <ul style="list-style-type: none"><li>• Sub article <b>7.2</b> and <b>7.5</b> have some similarities hence may be blended to form one objective without shifting the original meaning</li><li>• Sub article <b>7.6</b> should incorporate the issue of promotion of continuing education from sub-article <b>7.2</b></li><li>• Sub-article <b>7.4</b> should stand as the first objective given that it is the core of MAT. Should therefore be <b>7.1</b></li></ul>   |
| ARTICLE 8 | MEMBERSHIP AND FELLOWSHIP | <ul style="list-style-type: none"><li>• <b>Article 8</b> should state issues of membership and therefore the aspect of fellowship on <b>Sub article 8.6</b> should stand independently as <b>article 9</b>.</li><li>• <b>Sub article 8.1</b> should be rephrased to avoid mandating practitioners to join MAT but also it should be stated in the manner that creates accountability of qualified practitioners to their association. The Sub article should also include a provision of Tanzanians registered and working outside the country.</li><li>• In <b>Sub article 8.2</b>, practitioners from other allied science (none medical) are to be incorporated however the Medical and Dental Act should be consulted to obtain clearance on what it means by allied sciences.</li><li>• <b>Sub article 8.5</b> should not consider Tanzanians working outside the country as foreign members. The word Tanzanians should be omitted in the Sub article.</li></ul> |

|                   |                                   |   |
|-------------------|-----------------------------------|---|
|                   | Issues of Membership registration | <ul style="list-style-type: none"> <li>• The heading “Application for Membership” should be the <b>Sub article 8.6</b> of the document</li> <li>• <b>Sub article 8.6.1</b> should omit the issue of referees as one of qualifications for membership. This intends to avoid bureaucracy that may discourage members to join.</li> <li>• In Sub article 8.6.4, the timeframe for refusal or acceptance of membership seemed long but was justified but some factors however reapplication of membership should not be set with a timeframe. The period of one year should be omitted.</li> </ul>   |
| <b>ARTICLE 9</b>  | FELLOWSHIP                        | <ul style="list-style-type: none"> <li>• After a long discussion, the decision to appoint fellow members was left to the council and approved by the AGM</li> </ul>   |
| <b>ARTICLE 10</b> | MEMBERSHIP FEES                   | <ul style="list-style-type: none"> <li>• The fees for student membership should be 10% of the newly agreed ordinary membership fees. The decision based on the financial stability of students.</li> <li>• In the article 2 on Interpretation, Students should be defined as undergraduates taking medical and dental studies.</li> </ul>   |
| <b>Article 11</b> | RIGHTS AND DUTIES OF MEMBERS      | <ul style="list-style-type: none"> <li>• In Sub article 11.1 (d), the word “eligible” should be omitted as rights do not have eligibility.</li> <li>• In the same Sub article, there should be an addition of section (f) stating that Members will have the right to all incentives, privileges and benefits catered by the association</li> </ul>   |
| <b>ARTICLE 12</b> | TERMINATION OF MEMBERSHIP         | <ul style="list-style-type: none"> <li>• There were comments that an aspect of termination of members by failure of paying subscription fee may cause the association to loose many members, however it was agreed that it should remain as a condition for termination so as to ensure member’s accountability to the association. MAT was advised to improve the means of collecting its fees.</li> <li>• However termination should not mean expulsion therefore members may readmit upon paying of these fees.</li> <li>• A period of six months was suggested as a timeframe for readmission of terminated membership.</li> </ul>  |
| <b>ARTICLE 14</b> | GENERAL ASSEMBLY                  | <ul style="list-style-type: none"> <li>• In <b>Sub article 14.5</b> on Extra Ordinary Meeting, there should be an additional clause that allows 25% of ordinary members to call for Extra Ordinary General Meeting on signed petition even when the executive committee refuses to call for the meeting.</li> <li>• The notice of 14 days was recommended to remain intact despite several disagreements among members.</li> <li>• Under the guidance of an advocate, it was suggested that a section on Emergency Meeting should be added to allow quick solutions to some of the emerging issues in the association</li> </ul> <p><b>Note:</b> The National Council was assigned the role to harmonies this sub article</p> |

|                   |                                |   |
|-------------------|--------------------------------|---|
| <b>ARTICLE 16</b> | NATIONAL COUNCIL               | <ul style="list-style-type: none"> <li>• For the sake of mentoring young, the national council should include one member from the students association. President of TAMSA was recommended.</li> <li>• The constitution has give teeth to make decisions on behalf of the association but it should also comprise a clause on how to evict the Council incase it fails to perform.</li> <li>• The constitution should also state on the possibility of voting out the President elect if he/she does not proves unfit for next elections.</li> </ul>  |
| -----             | GENERAL ELECTIONS              | <ul style="list-style-type: none"> <li>• On eligibility for election, a precondition of 3 years of membership should be omitted to allow even graduates with qualifications to contest for leadership.</li> <li>• A member of “good standing” should be defined in the article on interpretations.</li> </ul>   |
| <b>ARTICLE 22</b> | TMJ EDITORIAL BOARD            | <ul style="list-style-type: none"> <li>• Composition of the Body should include editors from other professional associations. It can be added in <b>Sub-article 22.2</b></li> </ul>   |
| <b>ARTICLE 23</b> | ZONAL BRANCHES                 | <ul style="list-style-type: none"> <li>• MAT should start with strengthening of Regional Branches prior to Zonal level.</li> <li>• The quorum of members to form a regional branch should be omitted because the number varies from one region to another</li> <li>• 50% of MAT collection through various fees should remain in regional branches to assist in running of day to day MAT activities in the regions.</li> <li>• The autonomy of regions to conduct fund raising activities for MAT should be provided.</li> <li>• Regions must sustain communication with the central office and they should develop and present their annual action plan to the central office.</li> </ul> <p><b>Note:</b> The final decision for this arrangement was assigned to the National Council.</p> |
| <b>ARTICLE 25</b> | VACCANCIES                     | <ul style="list-style-type: none"> <li>• A period of 3 years in membership should be omitted as a qualification for appointment to replace any vacancy in the office.</li> </ul>  |
| <b>ARTICLE 27</b> | DISSOLUTION OF THE ASSOCIATION | <ul style="list-style-type: none"> <li>• The Advocate should give further analysis on the issue of dissolution and advise MAT accordingly.</li> </ul>   |

After intensive review of the constitution document, the AGM resolved that MAT National Council should incorporate all inputs made by the AGM so that it can be in use.

#### **4.2 The MAT Treasurer Report- By Dr. P. Kaduri (Treasurer)**

The treasurer presented to the assembly, audited reports on incomes and expenditures of the association for the year ending June 2007 and for the June 2008. Moreover the treasurer presented a current financial statement that indicates income and expenditure as of 20<sup>th</sup> June 2009, which is up to four days prior to the 42<sup>nd</sup> MAT AGM.

Along with the audited financial reports, the treasurer also shared with other MAT members the recommendations that were put forward by the auditor in relation to the association finances and assets. The Following were the main recommendations.

- ▶ Tanzania Medical Journal accounts ceased to be operated in year ended 30<sup>th</sup> June, 2004; it should be revived or closed.
- ▶ There are fixed assets incorporated in the TMJ account including Heavy Photocopier Machine Xerox, Air conditioner-Sanyo, Computer-Pentium 2 and Typewriter-Facit all worth over Tzs. 3,562,612 and are out of order. These worn out assets should be disposed off after seeking approval of the Annual General Meeting.
- ▶ Medical Association of Tanzania acquired the land in Mbwani Mpiji in Kinondoni Municipality in plot no 182 Block 13 at a cost of Tsh. 2,680,000. But since then no development has taken place. An effort should be made to develop the asset.

As she was winding her report, the treasurer recommended that MAT should adopt the mode of presenting audited reports during AGMs. The treasurer's report was seconded by the AGM. The detailed audited report is attached in appendix ii of this report.

#### **4.3 The Tanzania Medical Journal Editor's Report- by Dr. E. Ngirwamungu**

In the absence of Dr. Y. Mgonda, the TMJ Editor, Madam President, Dr. E. Ngirwamungu presented a brief report on his behalf. The brief report touched on the progress of the Journal, challenges and the way forward on how best to improve the journal.

The following were the major achievements obtained by the Tanzania Medical Journal

- The TMJ can now be accessed on line – [www.ajol.info](http://www.ajol.info)
- Production of 200 copies in the year 2007, 200 copies in 2008
- Production of a special issue by this year (2009)

However there are also challenges that have affected of the Tanzania Medical Journal. These include among others, inadequate articles to enable publishing of the journal as per schedule of quarterly issues and shortage of funds to support production of the journal and other activities. It was noted that currently the journal is funded by the Medical Association of Tanzania contrary to how it operated in the past with its own independent funding.

Proposed way forward for effective operation of the Tanzania Medical Journal included the following;

- MAT members should actively engage themselves in documenting scientific articles send them to the TMJ editor for publishing.
- TMJ should explore ways for generating its own income.
- The TMJ board should establish effective communication channels with editors from other sister professional associations in order to share information and knowledge on how to improve the Journal.

#### **4.4 MAT President's Speech- Dr. E. Ngirwamungu**

The MAT president's speech mainly covered the key activities implemented between the year 2007 and 2008 which was period of her tenure in office. Several challenges facing the association were also earmarked in the report. The activities implemented were inline with the aims and objectives of the Association which include among other.

- To act as a representative body for the Medical Profession in Tanzania and to liaise with and advice the government on health and medical matters
- To promote the medical sciences, maintain the honour and interests of the medical profession and to support high standard of medical ethics and conduct to its members.
- To ensure, maintain and safeguard the interests, privileges and welfare of its members
- To maintain liaison by meetings, correspondence or otherwise with other medical association and bodies through out the world.
- To disseminate Technical Information in the field of medicine and allied sciences through the Tanzania medical Journal.

In respect to these objectives, MAT has implemented a significant number of activities between 2007 and 2008. The list of these activities is attached in the appendix i of this report.

Nevertheless, the operations of the Medical Association of Tanzania for the past two years have not been free of challenges. Several issues emerged as obstacles towards effective implementation of these activities. To mention but a few, they include;

- Lack of sustainable financial resource base
- Weak documentation of best practices among medical professionals; this was reflected by the number of abstracts received during last years annual scientific conference. This is also linked with poor attendance of medical practitioners in scientific forums.
- Unpleasant medical ethics demonstrated by some of the practitioners leading to a negative image to the public.

In order to address these challenges and improve on the current situation, the report earmarked several issues as the way forward towards a positive direction. The following were suggested;

- Review and finalization of the MAT Strategic Plan 2009-2013
- Finalization of the Constitution amendments
- Updating of the Medical Practitioner's directory so as to have an up to date list of medical practitioners practicing in the country
- Facilitating passing of the Medical and Dental Act in collaboration with the Medical Council of Tanzania
- Strengthening the MAT office by furnishing it and buying up to date office equipments
- Review, printing and distributing the guidelines for Ethics and Human Rights.
- Designing and developing client centered leaflets for Medical Practitioners.
- Launching and utilization of the MAT website.

The MAT President's report was seconded by the AGM and was highly commended for the giant steps that the MAT leadership has made in moving the association to a better level.

## 5.0 GENERAL ELECTIONS

One of the main agenda of the 42<sup>nd</sup> MAT Annual General Meeting was to conduct election of the new MAT Executive Committee members. The elections were scheduled at the day two of the AGM and Dr. Petronila Ngiloi was appointed as the returning officer to guide the election process. The Interim leadership had finished their term leaving the following positions vacant for elections;

- i. The President.
- ii. The President Elect,
- iii. The Immediate past President,
- iv. The Honorary General Secretary,
- v. The Honorary Assistant General Secretary,
- vi. The Honorary Treasurer and
- vii. The Editor of the Tanganyika Medical Journal,

However given the fact that the constitution of the association which was to be used to guide the elections had been finalized and approved by the registrar, the AGM deemed it wise to postpone the elections so as to provide room for finalization of the constitution.

The current interim leadership was requested to remain in office so as to facilitate finalization of pending tasks including the constitution.

The AGM also resolved that the interim leadership should do the best it can to organize another meeting specifically for the elections of new MAT office bearers. The proposed timeframe for the meeting was the second week of January 2010. The notice for the meeting should be given out the soonest possible and announcement will also be posted at the MAT website.

## 6.0 OFFICIAL CLOSING

The official closing of the 42<sup>nd</sup> MAT Annual General Meeting was presided over by Dr. Edith Ngirwamungu, the MAT President. In her closing statement, Madam President commenced by thanking all MAT members for electing her as the first female president to lead the association. She also extended her gratitude to the MAT interim committee for the never ending support and encouragement through out their term despite the up and downs of the road.

She rephrased a few achievements that MAT has been able to secure including holding of the 41<sup>st</sup> and 42<sup>nd</sup> Annual General Meetings and launching of the MAT website. Along with that, Madam President reminded MAT members of the great respect and expectations that the general public has for the medical profession. She urged them to do more and especially through their association, that is MAT. She further urged them to change the attitude from what MAT can do for them to what they can do for their association noting that in doing so they will be doing justice to their profession and will improve the health of the community at the same time.

She winded her speech by thanking all participants for their active participation through out the two days of the meeting and declared the 42<sup>nd</sup> MAT Annual General Meeting officially closed.

## LIST OF APPENDICIES

## Appendix i : Summary of MAT Annual Activities and implementation status:

### 1. To act as a representative body for the Medical Profession in Tanzania and to liaise with and advise the Government on health and medical matters:

- MAT participated in a two day meeting on Human Resources to enhance maternal survival in Tanzania which was organised by Ifakara Health Research Centre. The meeting was held in Dar es salaam from 29<sup>th</sup> to 30<sup>th</sup> May, 2008.
- MAT has been involved in the preparation for establishment of a coordinating body that will enable professional associations to network and share experiences which aims to bring together different professional bodies (associations together with their regulatory bodies) e.g. Doctors, Engineers, Lawyers, Teachers, Accountants, Administrators and Procurement officers. The move is being spearheaded by the President's Office Public Service Management – Ethics department. MAT is one of the founder members and has participated in finalising the constitution at a stakeholders' meeting held from 5<sup>th</sup>-6<sup>th</sup> June 2008. The body known as Tanzania Association of Professional Organisations (TAPO) is in the final stages of registration.
- MAT has continued to participate as a member of the NIMR council as well as the Medical research coordinating and ethical committees.
- MAT has participated in the dissemination of the Road map to reduce Maternal Mortality organized by the Ministry of Health and social welfare.
- MAT participated in the launching of the DELIVER NOW initiative on 22<sup>nd</sup> April 2008 led by the H.E. the President of the United Republic of Tanzania Hon. Jakaya Mrisho Kikwete and the graced by the Prime Minister of Norway
- MAT participated in the preparation of the National campaign for scaling up VCT championed by His Excellency the President of the United Republic Hon. Jakaya Mrisho Kikwete.
- MAT participated in the first annual review of the Benjamin William Mkapa Foundation Capacity project supported by the Clinton Foundation to implement emergency hiring of health professionals including doctors in hard to reach areas.
- MAT participated in the Annual Joint Health Sector review organized by the Ministry of Health and social welfare to review health activities of 2006/07 and approve health budget for FY 07/08. Unfortunately MAT was not invited in the 2007/08 annual JHSR. (Issue).
- MAT was able to meet with the Registrar of the medical council and plan is underway to collaborate on key issues of reviewing and updating the Medical practitioners and dental act (which has now been amended to incorporate the code of conduct), developing guidelines for internship as well updating the National directory of medical practitioners since the last one was developed in 1999. MAT participated in the amendment of the Medical and Practitioners' Act , CAP 152 in a workshop held in Morogoro in 18<sup>th</sup>-21<sup>st</sup> June, 2008. (Issue)
- MAT participated in the Annual RMO and DMOs meeting on February 2009 which was held in Mbeya.
- MAT in collaboration with other stakeholders was able to organise a two day meeting to spearhead the establishment of a Health Professional apex body on May 14-15<sup>th</sup> 2009. The meeting was sponsored by GTZ.

**2. To promote the medical sciences, maintain the honour and interests of the medical profession and to support a high standard of Medical ethics and conduct to its members;**

- MAT has disseminated the guidelines for medical ethics and human rights to different relevant institutions e.g. PO- PSM, PMO- RALG, Regional and District Medical Officers.
- MAT was able to organize the 41<sup>st</sup> ASC & AGM which was well attended.
- MAT participated in the Public Service Week exhibition held in Dar es salaam at the Mnazi mmoja grounds from 16<sup>th</sup>-23<sup>rd</sup> June 2008. The theme of the advocacy intervention was **“Promote accountability in provision of services by the public sector in Tanzania”**.
- MAT was invited to participate in the 5<sup>th</sup> African Heart Seminar held in Dar es salaam from 18<sup>th</sup>-23<sup>rd</sup> July, 2008. The meeting was organised by the Tanzania Heart Institute. The theme was **“A synergy of diagnostics, medical and surgical therapies in cardio-thoracic healthcare for better outcome”**.
- MAT participated in a three day conference on HIV and AIDS Children’s conference held in Dar es salaam from 27<sup>th</sup> September – 2<sup>nd</sup> October 2008. The conference was organised by Paediatric Association of Tanzania, Medical Association of Tanzania, Tanzania Public Health Association and AMREF Tanzania. The meeting was sponsored by TACAIDS and the Regional Interagency Task Team (RIATT) on Children and HIV/AIDS in East and Southern Africa. The theme of the meeting was **“Getting it Right for Children; Moving towards universal access, prevention, care and treatment for children affected by HIV and AIDS”**.
- MAT sponsored the 3<sup>rd</sup> International medical Students Conference organised by Tanzania Medical Students’ Association (TAMSA) and was held in Zanzibar from 3<sup>rd</sup> – 5<sup>th</sup> October, 2008. The theme was **On Challenges of Achieving Health related Millenium development Goals in Africa by 2015**.
- MAT has designed a website [www.mat-tz.org](http://www.mat-tz.org) , it is currently linked to the MoHSW website. It is still being developed so that it can be further be linked to higher learning institutions.

**3. To ensure maintain and safeguard the interests, priviledges and welfare of its members.**

- MAT is involved in the revision of scheme of service to include medical specialists which was omitted.
- MAT participated in a meeting organised by NIMR and Capacity Project (USAID)to discuss and chart a way forward with regard to adoption of possible schemes for retention of health workers in Tanzania. The meeting was held in Dar es salaam on 19<sup>th</sup> June, 2008.
- MAT commissioned a lawyer to review the amended draft constitution in February 2009. The updated version is ready for circulation to members before endorsement in the next AGM.

**4. To maintain liason by meeting, correspondence or otherwise with other medical associations and bodies throughout the world.**

- MAT in collaboration with NIMR, MoHSW, MUHAS, TFDA and COSTECH was able to organise the 2<sup>nd</sup> East African Health Scientific Research conference which was hosted by Tanzania. The meeting was held at the AICC in Arusha from 26 – 28<sup>th</sup> March, 2008. The meeting was well attended by participants from Tanzania, Kenya, Uganda, Rwanda and Burundi. The first meeting was held in Uganda, however, MAT failed to attend.

- MAT has participated in the Annual scientific conferences organized by Tanzania Association of Medical Students-(TAMSA), Association of Private Health practitioners' (APTHA), Medical Women Association of Tanzania (MEWATA) and Paediatric Association of Tanzania (PAT).
- MAT participated in a one week workshop on Advocacy: Knowledge and skills building workshop for Health Professionals in Bagamoyo from 8<sup>th</sup>-12<sup>th</sup> October, 2008. The meeting was organised by MEWATA and sponsored by the UNFPA through ONE plan initiative.
- MAT attended the 3<sup>rd</sup> East African Health Scientific conference which was hosted by Kenya in Nairobi from March 25 – 27<sup>th</sup> 2009. The theme was **Climate change, environment and health.**
- MAT is an active member of the White Ribbon Alliance for Tanzania which is advocating for Maternal and Child Health care.
- MAT attended the 37<sup>th</sup> ASC and AGM of the Kenya Medical Association which was held in Nanyuki from April 22<sup>nd</sup> to 25<sup>th</sup> 2009. The theme of the meeting was **Vision 2030 is the Health sector goals achievable.**
- MAT failed to participate in international meetings organized by the Commonwealth Medical Association in Uganda (miscommunication) and India because of financial constraints.

**Appendix ii: Medical Association of Tanzania Treasurer's Report****BALANCE SHEET AS AT 30TH JUNE, 2007**

|                                     | Note | 2007             | 2006              |
|-------------------------------------|------|------------------|-------------------|
|                                     |      | Tzs              | Tzs               |
| <b>NON CURRENT ASSETS - (Land)</b>  |      | 2,680,000        | 2,680,000         |
| - Office Furniture & Equipment      |      | 2,274,800        | 2,274,800         |
|                                     |      | <b>4,954,800</b> | <b>4,954,800</b>  |
| <b>CURRENT ASSETS</b>               |      |                  |                   |
| Cash and Bank Balances              |      | 3,844,409        | 9,221,864         |
|                                     |      | <b>3,844,409</b> | <b>9,221,864</b>  |
| <b>TOTAL ASSETS</b>                 |      | <b>8,799,209</b> | <b>14,176,664</b> |
| <b>EQUITY AND LIABILITIES</b>       |      |                  |                   |
| <b>ACCUMULATED SURPLUS</b>          |      | 8,281,139        | 13,658,595        |
| <b>TOTAL EQUITY</b>                 |      | <b>8,281,139</b> | <b>13,658,595</b> |
| <b>LIABILITIES</b>                  |      |                  |                   |
| <b>CURRENT LIABILITIES</b>          |      |                  |                   |
| Audit Fees Payables                 |      | 300,000          | 300,000           |
|                                     |      | 218,070          |                   |
| Tanzania Medical Journal            |      |                  | 218,070           |
| <b>TOTAL LIABILITIES</b>            |      | <b>518,070</b>   | <b>518,070</b>    |
| <b>TOTAL EQUITY AND LIABILITIES</b> |      | <b>8,799,209</b> | <b>14,176,665</b> |

**SUMMARY OF INCOME AND EXPENDITURE FOR THE YEAR ENDED 30TH JUNE 2007**

|                                | <b>2007</b>        | <b>2006</b>        |
|--------------------------------|--------------------|--------------------|
|                                | <b>Tzs</b>         | <b>Tzs</b>         |
| TOTAL INCOME                   | 2,645,560          | 9,409,241          |
| TOTAL EXPENDITURE:             | (8,022,955)        | (11,807,907)       |
| SURPLUS/(DEFICIT) FOR THE YEAR | <b>(5,377,395)</b> | <b>(2,398,666)</b> |

**STATEMENT OF ACCUMULATED SURPLUS AS AT JUNE 2007**

|                                 |                  |                   |
|---------------------------------|------------------|-------------------|
| Balance B/F 1st July            | 13,658,594       | 16,057,260        |
| Surplus/ (Deficit) for the year | (5,377,455)      | (2,398,666)       |
| Balance C/F 30th June           | <b>8,281,139</b> | <b>13,658,594</b> |

**NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 30TH JUNE, 2007**

**ACCOUNTING POLICY:**

**1 INCOME**

Income represents all cash collected up to the balance sheet date,  
No. credit is taken for subscription in arrears until received.

|  | <b>2007</b>      | <b>2006</b>       |
|--|------------------|-------------------|
|  | <b>Tzs</b>       | <b>Tzs</b>        |
| <b>2 ACCUMULATED SUPPLUS/(DEFICIT)</b> |                  |                   |
| As at 1st July                         | 13,658,594       | 16,057,260        |
| Surplus/(deficit) for the year         | (5,377,455)      | (2,398,666)       |
| As at 30th June                        | <b>8,281,139</b> | <b>13,658,594</b> |

|   |                  |                  |
|---|------------------|------------------|
| <b>3 CASH AND BANK BALANCE</b>  |                  |                  |
| Cash on hand  | 756,986          | 375,360          |
| Cash at Bank-Local Account  | 916,833          | 6,469,958        |
| Cash at Bank-Forex Account USD (1,897.04)   | 2,170,590        | 2,376,546        |
|   | <b>3,844,409</b> | <b>9,221,864</b> |
| <b>4 OTHER INCOME:</b>  |                  |                  |
| Gain due to Forex Fluctuations  | -                | 78,241           |
| Tanzania Medical Journal (TMJ) Sales  | -                | 23,000           |
| Others  | -                | 7,000            |
|   | -                | <b>108,241</b>   |
| <b>5 FIXED ASSETS - (LAND)</b>  |                  |                  |
| During the year 2003 Medical Association of Tanzania acquired the land at Mbweni Area in Dar es Salaam at cost of Tshs. 2,680,000/= |                  |                  |

**DETAILED INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 30TH JUNE, 2007**

| <b>INCOME:</b>                         | <b>Note</b> | <b>2007</b>       | <b>2006</b>        |
|--|-------------|-------------------|--------------------|
|  |             | <b>Tzs</b>        | <b>Tzs</b>         |
| Grants:                                |             |                   |                    |
| AGM -Grants                            |             | 1,150,000         | 8,350,000          |
| <b>Own Generated:</b>                  |             |                   |                    |
| Membership Fees                        |             | 105,000           | 270,000            |
| Car Sticker Sale                       |             | 225,000           | 244,000            |
| Annual Subscription fees               |             | 1,010,000         | 340,000            |
| TMJ Sales                              |             | 14,500            | -                  |
| Printing Income                        |             | 5,000             | -                  |
| T/Shirts and Caps Sales                |             | 46,000            | 97,000             |
| Dinner Dance                           |             | 30,000            | -                  |
| Registration                           |             | 60,000            | -                  |
| Others Income                          |             | -                 | 108,241            |
|  |             | <b>1,495,500</b>  | <b>1,059,241</b>   |
| <b>TOTAL INCOME:</b>                   |             | <b>2,645,500</b>  | <b>9,409,241</b>   |
| <b>LESS TOTAL EXPENDITURE - page 6</b> |             | <b>-8,022,955</b> | <b>-11,807,907</b> |
| <b>SURPLUS/(DEFICIT)FOR THE YEAR</b>   |             | <b>-5,377,455</b> | <b>-2,398,666</b>  |

**DETAILED INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 30TH JUNE, 2007**

| <b>EXPENDITURE:</b>                     | <b>2007</b>      | <b>2006</b>       |
|---|------------------|-------------------|
|   | <b>Tzs</b>       | <b>Tzs</b>        |
| AGM & Conference Expenses               | -                | -                 |
| <b>Operation Expences:</b>              |                  |                   |
| Stationery                              | 980,900          | 548,060           |
| Travelling, Fuel and Transport Expenses | 65,200           | 892,070           |
| External Conference Expenses            | -                | 633,000           |
| Postage and telephone                   | 167,008          | 215,950           |
| Audit Fee                               | -                | 300,000           |
| Honorarium/Allowances                   | 200,000          | 1,500,000         |
| Bank Charges                            | 364,581          | 412,467           |
| Salaries and Wages                      | 1,200,000        | 760,000           |
| Donation & Contribution                 | 500,000          | 1,700,000         |
| General Expenses                        | 48,000           | 193,000           |
| Entertainment                           | 388,050          | 45,400            |
| TMJ Production                          | -                | 1,396,800         |
| Car Stickers Productions Costs          | -                | 475,200           |
| Advertisements                          | 779,016          | 295,960           |
| Organising Council Sitting Allowances   | 510,000          | 1,180,000         |
| Extra Ordinary MAT meeting              | -                | 1,060,000         |
| TMJ Reviewers Honorarium                | 300,000          | 150,000           |
| Condolences                             | 100,000          | 50,000            |
| Hall Hire                               | 2,420,200        | -                 |
|   | <b>8,022,955</b> | <b>11,807,907</b> |
| <b>TOTAL EXPENDITURE</b>                | <b>8,022,955</b> | <b>11,807,907</b> |

**BALANCE SHEET AS AT 20TH JUNE, 2009**

|                                     | Note | 20TH JUNE<br>2009<br>Tzs | 30TH JUNE<br>2008<br>Tzs |
|-------------------------------------|------|--------------------------|--------------------------|
| <b>NON CURRENT ASSETS - (Land)</b>  |      | 2,680,000                | 2,680,000                |
| - Office Furniture & Equipment      |      | 2,274,800                | 2,274,800                |
|                                     |      | <b>4,954,800</b>         | <b>4,954,800</b>         |
| <b>CURRENT ASSETS</b>               |      |                          |                          |
| Cash and Bank Balances              |      | 52,751,806               | 12,306,225               |
|                                     |      | <b>52,751,806</b>        | <b>12,306,225</b>        |
| <b>TOTAL ASSETS</b>                 |      | <b>57,706,606</b>        | <b>17,261,025</b>        |
| <br><b>EQUITY AND LIABILITIES</b>   |      |                          |                          |
| <br><b>ACCUMULATED SURPLUS</b>      |      | 56,888,536               | 16,442,955               |
| <b>TOTAL EQUITY</b>                 |      | <b>56,888,536</b>        | <b>16,442,955</b>        |
| <b>LIABILITIES</b>                  |      |                          |                          |
| <b>CURRENT LIABILITIES</b>          |      |                          |                          |
| Audit Fees Payables                 |      | 600,000                  | 600,000                  |
| Tanzania Medical Journal            |      | 218,070                  | 218,070                  |
| <b>TOTAL LIABILITIES</b>            |      | <b>818,070</b>           | <b>818,070</b>           |
| <b>TOTAL EQUITY AND LIABILITIES</b> |      | <b>57,706,606</b>        | <b>17,261,025</b>        |

**SUMMARY OF INCOME STATEMENT PERIOD ENDING 20TH JUNE 2009**

|                                       | 20TH JUNE<br>Tzs  | 30TH JUNE<br>Tzs |
|---------------------------------------|-------------------|------------------|
| TOTAL INCOME                          | 52,191,442        | 43,684,200       |
| TOTAL EXPENDITURE:                    | (11,745,861)      | (35,522,384)     |
| <b>SURPLUS/(DEFICIT) FOR THE YEAR</b> | <b>40,445,581</b> | <b>8,161,816</b> |

**STATEMENT OF ACCUMULATED SURPLUS AS AT JUNE 2009**

|                                 |                   |                   |
|---------------------------------|-------------------|-------------------|
| Balance B/F 1st July            | 16,442,955        | 8,281,139         |
| Surplus/ (Deficit) for the year | 40,445,581        | 8,161,816         |
| <b>Balance C/F 30th June</b>    | <b>56,888,536</b> | <b>16,442,955</b> |

**NOTES TO THE FINANCIAL STATEMENT FOR THE PERIOD ENDING 20TH JUNE, 2009**

**ACCOUNTING POLICY:**

**1 INCOME**

Income represents all cash collected up to the balance sheet date,  
No. credit is taken for subscription in arrears until received.

|  | <b>20TH JUNE<br/>2009<br/>Tzs</b> | <b>30TH JUNE<br/>2008<br/>Tzs</b> |
|--|-----------------------------------|-----------------------------------|
| <b>2 ACCUMULATED SUPPLUS/(DEFICIT)</b>               |                                   |                                   |
| As at 1st July 2008                                  | 16,442,955                        | 8,281,139                         |
| Surplus/(deficit) for the year                       | 40,445,581                        | 8,161,816                         |
| As at 20th June 2009                                 | <b>56,888,536</b>                 | <b>16,442,955</b>                 |
| <b>3 CASH AND BANK BALANCE</b>                       |                                   |                                   |
| Cash on hand   | -                                 | 80,900                            |
| Cash at Bank-Local Account                           | 50,011,640                        | 11,091,363                        |
| Cash at Bank-Forex Account (USD 2,107.82) @rate 1300 | 2,740,166                         | 1,133,962                         |
|  | <b>52,751,806</b>                 | <b>12,306,225</b>                 |
| <b>4 OTHER INCOME:</b>                               |                                   |                                   |
| Gain due to Forex Fluctuations                       | -                                 | -                                 |
| Tanzania Medical Journal (TMJ) Sales                 | 32,000                            | 145,000                           |
| Others   | 1,827,146                         | 1,403,200                         |
|  | <b>1,859,146</b>                  | <b>1,548,200</b>                  |
| <b>5 PROPERTY, PLANT &amp; EQUIPMENT - (LAND)</b>    |                                   |                                   |

During the year 2003 Medical Association of Tanzania acquired the land at Mbweni Area in Dar es Salaam at cost of Tshs. 2,680,000/=

**DETAILED INCOME AND EXPENDITURE ACCOUNT FOR THE PERIOD 20TH JUNE, 2009**

|                          | <b>Note</b> | <b>20TH JUNE<br/>2009<br/>Tzs</b> | <b>30TH JUNE<br/>2008<br/>Tzs</b> |
|--------------------------|-------------|-----------------------------------|-----------------------------------|
| <b>INCOME:</b>           |             |                                   |                                   |
| Grants:                  |             |                                   |                                   |
| AGM -Grants              |             | 49,985,296                        | 39,200,000                        |
| <b>Own Generated:</b>    |             |                                   |                                   |
| Membership Fees          |             | 25,000                            | 110,000                           |
| Car Sticker Sale         |             | 192,000                           | 315,000                           |
| Annual Subscription fees |             | 110,000                           | 760,000                           |
| T/Shirts and Caps Sales  |             | -                                 | 1,000                             |

|  |                    |                   |
|--|--------------------|-------------------|
| Dinner Dance                           | -                  | -                 |
| Registration                           | 20,000             | 1,640,000         |
| Others Income                          | 1,859,146          | 1,548,200         |
|  | <b>2,206,146</b>   | <b>4,484,200</b>  |
| <b>TOTAL INCOME:</b>                   | <b>52,191,442</b>  | <b>43,684,200</b> |
| <b>LESS TOTAL EXPENDITURE - page 6</b> | <b>-11,745,861</b> | <b>-8,022,955</b> |
| <b>SURPLUS/(DEFICIT)FOR THE YEAR</b>   | <b>40,445,581</b>  | <b>35,661,245</b> |

#### DETAILED INCOME STATEMENT FOR THE PERIOD 20TH JUNE, 2009

| <b>EXPENDITURE:</b>                          | <b>20TH JUNE<br/>2009<br/>Tzs</b> | <b>30TH JUNE<br/>2008<br/>Tzs</b> |
|--|-----------------------------------|-----------------------------------|
| AGM & Conference Expenses                    | -                                 | 18,400,000                        |
| <b>Operation Expences:</b>                   |                                   |                                   |
| Stationery                                   | 945,300                           | 715,600                           |
| Travelling, Fuel and Transport Expenses      | 1,597,900                         | 1,458,500                         |
| Postage and telephone                        | 606,300                           | 298,731                           |
| Audit Fee                                    | 250,000                           | 600,000                           |
| Honorarium/Allowances                        | 896,150                           | 600,000                           |
| Bank Charges                                 | 551,461                           | 485,227                           |
| Salaries and Wages                           | 1,100,000                         | 1,200,000                         |
| Donation & Contribution                      | 200,000                           | 500,000                           |
| General Expenses                             | 73,050                            | 54,756                            |
| Entertainment                                | 21,500                            | 213,326                           |
| TMJ Production                               | 1,835,000                         | 795,000                           |
| MAT National Council Retreat                 | -                                 | 4,291,000                         |
| E.A. Health & Scientific Conference          | -                                 | 2,825,000                         |
| Support to EAHSC Conference                  | -                                 | 500,000                           |
| Public Service week Expenses                 | 957,000                           | 1,163,500                         |
| Advertisements                               | 874,800                           | 738,744                           |
| Website Installation                         | 340,000                           | -                                 |
| 42nd AGM Preparatory venue expenses          | 1,497,400                         | 573,000                           |
| Box Rental                                   | 30,000                            | -                                 |
| MAT Brochures Production                     | 396,000                           | -                                 |
| TMJ Special Issue Production                 | 1,828,800                         | -                                 |
| Reviewing MAT Constitution (M- Law Chambers) | 500,000                           | -                                 |
|  | <b>11,745,861</b>                 | <b>17,012,384</b>                 |
| <b>TOTAL EXPENDITURE</b>                     | <b>11,745,861</b>                 | <b>35,522,384</b>                 |

**TRIAL BALANCE FOR THE YEAR ENDED 30TH JUNE, 2007**

| <b>PARTICULAR:</b>            | <b>DEBIT<br/>Tzs</b> | <b>CREDIT<br/>Tzs</b> |
|-------------------------------|----------------------|-----------------------|
| Accumulated surplus           |                      | 13,658,594            |
| Audit fees payable            |                      | 300,000               |
| Tanzania Medical Journal      |                      | 218,070               |
| Cash on Hand                  | 756,986              |                       |
| Cash at Bank local A/C        | 916,833              |                       |
| Cash at Bank forex local A/C  | 2,170,590            |                       |
| Offices furniture & Equipment | 2,274,800            |                       |
| Land                          | 2,680,000            |                       |
| Car sticker sales             |                      | 225,000               |
| Annual subscription fees      |                      | 1,010,000             |
| Membership fees               |                      | 105,000               |
| T.M.J Sales                   |                      | 14,500                |
| Donations                     |                      | 1,150,000             |
| Printing income               |                      | 5,000                 |
| T/shirt/caps sales            |                      | 46,000                |
| Dinner and Dance              |                      | 30,000                |
| Registration fees             |                      | 60,000                |
| Bank charges                  |                      | 364,581               |
| Salaries & Wages              |                      | 1,200,000             |
| Stationery and Printing       |                      | 980,900               |
| Transport                     |                      | 65,200                |
| Postage & Telephone           |                      | 167,008               |
| Council Sitting Allowances    |                      | 510,000               |
| Hall Hire                     |                      | 2,420,200             |
| Honorarium                    |                      | 200,000               |
| Contribution                  |                      | 500,000               |
| TMJ Reviewers Fees            |                      | 300,000               |
| Advertisement                 |                      | 779,016               |
| Condolence                    |                      | 100,000               |
| Others Expenses               |                      | 48,000                |
| Entertainments                | 388,050              |                       |
|                               | <b>16,822,164</b>    | <b>16,822,164</b>     |

## Appendix iii: 42<sup>nd</sup> AGM Tentative Timetable

| <b>DAY ONE</b>       |  |  |
|----------------------|--|--|
| <b>Time</b>          | <b>Event</b>   | <b>Responsible Person</b>                |
| 8:00 - 8:30am        | Arrival and registration                                     | All                                      |
| 8:30-9:00am          | Welcome statement  | MAT President                            |
| 9:00-9:15am          | Launching of MAT website                                     | Guest of Honour                          |
| 9:15-9:45am          | Opening Remarks  | Guest of Honour                          |
| 9:45-10:00am         | Vote of Thanks   | Dr. Msomekela                            |
| 10:00-10:30am        | Presentation on KMA milestones                               | KMA National Chairman                    |
| 10:30-10:15am        | Discussion   | All                                      |
| <b>10:15-11:00am</b> | <b>Nutrition Break</b>                                       | <b>All</b>                               |
| 11:00-11:30am        | Presentation on the Medical and Dental Practitioners Act     | Registrar of Medical Council of Tanzania |
| 11:30-12:00          | Traditional Medicine Act                                     | Dr. Muhame                               |
| 12:00-12:30pm        | Discussion   | All                                      |
| 12:30-13:00pm        | Presentation on the MAT amended constitution                 | Advocate Miriam Law Chambers             |
| <b>13:00-14:00pm</b> | <b>Lunch Break</b>   | <b>All</b>                               |
| 14:00-15:00pm        | Discussions  | All                                      |
| 15:00-15:30pm        | Proposal for raising Membership and Annual Subscription fees | All                                      |
| 15:30-16:00pm        | <b>Closing of Day One</b>                                    | Chairperson                              |

| <b>DAY TWO</b>         |                                |               |
|------------------------|--------------------------------|---------------|
| 8:00 - 8:30am          | Arrival and Registration       | All           |
| 8:30am-9:00am          | Treasurer's Report             | MAT Treasurer |
| 9:00am-9:30am          | TMJ Editor's Report            | TMJ Editor    |
| 9:30-10:00am           | President's Speech             | MAT report    |
| 10:00am-10:30am        | <b>Nutritional Break</b>       | <b>All</b>    |
| 10:30-13:00pm          | General Elections              | MAT members   |
| <b>13:00pm-14:00pm</b> | <b>Lunch Break</b>             | <b>All</b>    |
| 14:00-14:30pm          | Official Handing Over Ceremony | All           |
| 14:30-15:00pm          | <b>Official Closing</b>        | MAT President |

## Appendix iv: List of Participants

| No | Name                         | Profession                     | Institution/Region                         | Address               | Telephone                    | Email  |
|----|------------------------------|--------------------------------|--|-----------------------|------------------------------|--|
| 1  | Dr. Wyckliffe Otsianyi       | Surgeon                        | Kenya Medical Association                  |                       |                              | <a href="mailto:wyksa2000@yahoo.com">wyksa2000@yahoo.com</a>                 |
| 2  | Dr. Yohana P. Masonda        | Surgeon                        | Mchukwi Hospital                           | Box 24, Kibiti-Rufiji | 0713 237 966                 | <a href="mailto:masondaypm@yahoo.co.uk">masondaypm@yahoo.co.uk</a>           |
| 3  | Dr. Omar A. Kasuwi           | Medical Doctor                 | Sokoine University of Agriculture Hospital | Box 3000 Morogoro     | 0715 105 030                 | <a href="mailto:kasuwidr@yahoo.co.uk">kasuwidr@yahoo.co.uk</a>               |
| 4  | Dr. Haruna M. S. Machibya    | Medical Officer                | Mbeya Regional Secretariat                 | Box 259, Mbeya        | 025 250 2985<br>0754 462 788 | rmo_mbeya@yahoo.com<br>msafaha@hotmail.com                                   |
| 5  | Dr. Sadun R. Kabuma          | Doctor                         | Rukwa                                      | Box 413, Sumbawanga   | 0784 467 699                 | <a href="mailto:srkabuma@yahoo.com">srkabuma@yahoo.com</a>                   |
| 6  | Dr. Ezekiel Y. Mpuya         | Medical Doctor                 | Iringa                                     | Box 260, Iringa       | 026 270 2264                 | <a href="mailto:mpuyadr@yahoo.com">mpuyadr@yahoo.com</a>                     |
| 7  | Dr. Emmanuel B. Mtika        | Dentist                        | Rukwa                                      | Box 413, Sumbawanga   | 0754 049 695                 | <a href="mailto:mtikaeb@yahoo.co.uk">mtikaeb@yahoo.co.uk</a>                 |
| 8  | Dr. Christopher S. Jakoracha | Medical Doctor                 | Mufindi                                    | Box 27, Mafinga       | 026 277 2035                 | <a href="mailto:mafingahospital@yahoo.co.uk">mafingahospital@yahoo.co.uk</a> |
| 9  | Dr. Juma D. Nyakina          | Obstetrician/<br>Gynaecologist | Kagera                                     | Box 265, Bukoba       | 0755 214 509<br>028 222 0927 | <a href="mailto:juma_daimon@yahoo.co.uk">juma_daimon@yahoo.co.uk</a>         |
| 10 | Dr. Miraji A. Chaih          | Medical Officer                | Lindi Regional Hospital                    | Box 1011, Lindi       | 0713 054 078                 | <a href="mailto:chaih75@yahoo.com">chaih75@yahoo.com</a>                     |
| 11 | Dr. Edward M. Mgelea         | Medical Officer                | Lindi Regional Hospital                    | Box 1011, Lindi       | 0713 364 288<br>0787 604 870 | <a href="mailto:edwardmgelea@yahoo.com">edwardmgelea@yahoo.com</a>           |
| 12 | Assumpta M. Mnunguye         | Social Welfare Officer         | Ruvuma                                     | Box 925, Ruvuma       | 0754 300 956                 | <a href="mailto:goliamaa@yahoo.com">goliamaa@yahoo.com</a>                   |

|    |                           |                          |  |                          |  |  |
|----|---------------------------|--------------------------|--|--------------------------|--|--|
| 13 | Dr. John D. Kivuma        | Medical Doctor           | Sokoine University of Agriculture Hospital | Box 3000 Morogoro        | 0713 078 385                                 |  |
| 14 | Dr. Peter N. Mshali       | Dental Surgeon           | Singida                                    | Box 104, Singida         | 0713 709 070                                 | <a href="mailto:coppems@yahoo.com">coppems@yahoo.com</a>             |
| 15 | Dr. Joseph L. Malunda     | Medical Doctor           | Singida                                    | Box 104, Singida         | 0754 310 564                                 | <a href="mailto:jmalunda@yahoo.co.uk">jmalunda@yahoo.co.uk</a>       |
| 16 | Dr. Khairoonisa I. Pathan | Medical Doctor           | Kagera Regional Hospital                   | Box 265, Bukoba          | 0716 061 073                                 | <a href="mailto:khairoonisa@yahoo.com">khairoonisa@yahoo.com</a>     |
| 17 | Dr. Deodata D. Ruganuzi   | Medical Officer          | Morogoro Regional Hospital                 | Box 110, Morogoro        | 0718 838 615                                 | <a href="mailto:rdeodata@hotmail.com">rdeodata@hotmail.com</a>       |
| 18 | Esther F. Lauwo           | Geologist                | Regional Secretariat, Morogoro             | Box 650, Morogoro        | 023 0461<br>0754 566 310                     | <a href="mailto:lauwoester@yahoo.com">lauwoester@yahoo.com</a>       |
| 19 | Dr. Joel P. Manyahi       | Doctor                   | Ifakara Training Centre                    | Box 39, Ifakara          | 0712 251 709                                 | <a href="mailto:manyahijoel@yahoo.com">manyahijoel@yahoo.com</a>     |
| 20 | Dr. Daniel A. Malekela    | Dental Officer           | Ruvuma                                     | Box 5, Songea            | 025 260 2048<br>0784 384 666<br>0754 893 976 | <a href="mailto:danmalekela@yahoo.co.uk">danmalekela@yahoo.co.uk</a> |
| 21 | Dr. Charles M. Samson     | Medical Officer          | Mara                                       | Box 21, Musoma           | 0714 881 708<br>028 262 2732<br>(fax)        |  |
| 22 | Dr. Fatma Abdallah        | Public Health Specialist | Tanzania Food & Nutrition Center           | Box 4327, Dar es Salaam  | 0787 894 752                                 | <a href="mailto:drfatmak@yahoo.com">drfatmak@yahoo.com</a>           |
| 23 | Dr. Pamela Kaduri         | Psychiatrist             | Muhimbili National Hospital (MNH)          | Box 65000, Dar es Salaam | 0754 285 565                                 | <a href="mailto:pkaduri@yahoo.com">pkaduri@yahoo.com</a>             |
| 24 | Dr. Hassan Y. Simbauranga | Medical Doctor           | Mwananyamala Hospital                      | Box 71379, Dar es Salaam | 0754 494 139                                 |  |
| 25 | Dr. Robert J. Kamala      | Obstetrician             | Ministry of Health/ JWTZ                   | Box 14207, Dar es Salaam | 0784 383 534                                 | <a href="mailto:fjonas886@yahoo.com">fjonas886@yahoo.com</a>         |

|    |                         |                    |  |                          |                              |  |
|----|-------------------------|--------------------|--|--------------------------|------------------------------|--|
| 26 | Dr. Martin Msomekela    | Paediatrician      | MNH                                      | Box 60310, Dar es Salaam | 0754 282 332                 | <a href="mailto:drmsomekela@yahoo.com">drmsomekela@yahoo.com</a>           |
| 27 | Dr. Abednego D. Kinasha | Neurosurgeon       | Muhimbili Orthopaedic Institute (MOI)    | Box 65474                | 0784 264 105                 | <a href="mailto:abedi_kinasha@yahoo.co.uk">abedi_kinasha@yahoo.co.uk</a>   |
| 28 | Prof. Joseph K. Shija   | Surgeon            | IMTU                                     | Box 827, Dar es Salaam   | 0754 315 636                 | <a href="mailto:jkshija@hotmail.com">jkshija@hotmail.com</a>               |
| 29 | Dr. Ali I. Shabhay      | Medical Doctor     | HKMU                                     | Box 65300, Dar es Salaam | 022 2700021/24               | <a href="mailto:aishabhay@hotmail.com">aishabhay@hotmail.com</a>           |
| 30 | Dr. Ayoub R. Magimba    | Psychiatrist       | AMREF                                    | Box 2773, Dar es Salaam  | 0754 367 759                 | <a href="mailto:ayoub.magimba@amref.org">ayoub.magimba@amref.org</a>       |
| 31 | Dr. Fares M. Munema     | Medical Doctor     | MMC                                      | Box 4279, Dar es Salaam  |                              | <a href="mailto:faresnema@yahoo.com">faresnema@yahoo.com</a>               |
| 32 | Dr. Paulo P. Mhame      | Medical Doctor     | Ministry of Health & Social Welfare      | Box 9083, Dar es Salaam  | 0755 882 078                 |  |
| 33 | Dr Petronilla Ngiloi    | Paediatric Surgeon | MNH                                      | Box 65086, Dar es Salaam | 0784 759 153                 | <a href="mailto:petronillangiloi@yahoo.com">petronillangiloi@yahoo.com</a> |
| 34 | Dr. Sekela Mwakyusa     | Paediatrician      | Paediatric Association of Tanzania (PAT) | Box 65304, Dar es Salaam | 0784 227 332                 | <a href="mailto:smwakyusa@gmail.com">smwakyusa@gmail.com</a>               |
| 35 | Dr. Lunemo Sakafu       | Medical Officer    | Mwananyamala Hospital                    |                          | 0713 505 227                 | <a href="mailto:lunemos2000@yahoo.co.uk">lunemos2000@yahoo.co.uk</a>       |
| 36 | Dr. Primus F. Saidia    | Medical Officer    | MNH                                      | Box 65000, Dar es Salaam | 0754 809 742                 | <a href="mailto:saprima@yahoo.com">saprima@yahoo.com</a>                   |
| 37 | Dr. John M. Lerise      | Medical Officer    | Mwananyamala Hospital                    | Box 32669, Dar es Salaam | 0717 605 556                 | <a href="mailto:ozonolysis@hotmail.com">ozonolysis@hotmail.com</a>         |
| 38 | Dr. Andrew William      | Medical Doctor     | Mwananyamala Hospital                    | Box 3784, Dar es Salaam  | 0754 663 910<br>0715 663 910 | <a href="mailto:andwilm@hotmail.com">andwilm@hotmail.com</a>               |
| 39 | Dr. Moonlight Mnyenye   | Medical Doctor     | Muhimbili Orthopaedic Institute (MOI)    | Box 65474, Dar es Salaam | 0784 235 678                 | <a href="mailto:indiamndumi@yahoo.com">indiamndumi@yahoo.com</a>           |

|    |                          |                          |  |                          |              |  |
|----|--------------------------|--------------------------|--|--------------------------|--------------|--|
| 40 | Prof. Joseph F. Kahamba  | Neurosurgeon             | Muhimbili Orthopaedic Institute (MOI)                    | Box 65577, Dar es Salaam | 0786 721 680 | <a href="mailto:jofeska@yahoo.com">jofeska@yahoo.com</a>   |
| 41 | Dr. Paul G. Marealle     | Orthopaedic Surgeon      | MOI  | Box 75202, Dar es Salaam | 0784 232 515 | <a href="mailto:pgmarealle@yahoo.com">pgmarealle@yahoo.com</a><br><a href="mailto:pmarealle@hotmail.com">pmarealle@hotmail.com</a> |
| 42 | Dr. Peter M. Swai        | Paediatrician            | Muhimbili National Hospital (MNH)                        | Box 65155, Dar es Salaam | 0754 369 748 | <a href="mailto:swaipm@yahoo.com">swaipm@yahoo.com</a>   |
| 43 | Dr. Gilbert R. Mliga     | Medical Doctor           | Ministry of Health & Social Welfare                      | Box 9083, Dar es Salaam  | 0784 188 052 | <a href="mailto:gilbertmliga@yahoo.com">gilbertmliga@yahoo.com</a>   |
| 44 | Dr. Faida Emil           | Medical Doctor           | Muhimbili University of Health & Allied Sciences (MUHAS) | Box 79106, Dar es Salaam | 0713 950 109 | <a href="mailto:mfaida2@yahoo.com">mfaida2@yahoo.com</a>   |
| 45 | Dr. Lilian Mnabwiru      | Medical Doctor           | Temeke   | Box 78905                | 0713 775 343 | <a href="mailto:msegena14@yahoo.com">msegena14@yahoo.com</a>   |
| 46 | Dr. Irene A. Kida        | Doctor of Dental Surgery | Tanzania Dental Association                              | Box 65014, Dar es Salaam | 0754 269 990 | <a href="mailto:ikida@muhas.ac.tz">ikida@muhas.ac.tz</a>   |
| 47 | Dr. Eric Aris            | Consultant Physician     | MNH  | Box 10028, Dar es Salaam | 0754 824 071 | <a href="mailto:arisea@yahoo.com">arisea@yahoo.com</a>   |
| 48 | Dr. Jesse A. Kitundu     | Paediatrician            | MNH  | Box 65000, Dar es Salaam | 0784 783 417 | <a href="mailto:dr.jkitundu@gmail.com">dr.jkitundu@gmail.com</a>   |
| 49 | Dr. Hassan M. Mattaka    | Medical Doctor           | Dar es Salaam  | Box 7129, Dar es Salaam  | 0754 033 330 | <a href="mailto:hasanmody@yahoo.co.uk">hasanmody@yahoo.co.uk</a>   |
| 50 | Prof. Lawrence M. Museru | Medical Doctor           | MOI  | Box 65474, Dar es Salaam | 0713 334 617 | <a href="mailto:lmuseru@moi.ac.tz">lmuseru@moi.ac.tz</a>   |
| 51 | Dr. Joseph Mbatia        | Psychiatrist             | Ministry of Health & Social Welfare                      | Box 3451, Dar es Salaam  | 0713 616 190 | <a href="mailto:jmbatiajoseph@yahoo.com">jmbatiajoseph@yahoo.com</a>   |
| 52 | Dr. Augustine Massawe    | Neonatologist            | MUHAS  | Box 65422, Dar es Salaam |              |  |

|    |                             |                                |  |                           |              |  |
|----|-----------------------------|--------------------------------|--|---------------------------|--------------|--|
| 53 | Dr. Mabula Mchembe          | Doctor                         | MUHAS  | Box 65475, Dar es Salaam  | 0754 292 586 | <a href="mailto:mmchembe@yahoo.com">mmchembe@yahoo.com</a>               |
| 54 | Dr. Johnson Lwakatare       | Doctor                         | MUHAS, MNH   | Box 14922, Dar es Salaam  | 0754 262 648 | <a href="mailto:medi@raha.com">medi@raha.com</a>                         |
| 56 | Dr. Kitugi S. Nungu         | Medical Doctor                 | MOI  |                           |              | <a href="mailto:samwelnungu@yahoo.com">samwelnungu@yahoo.com</a>         |
| 57 | Dr. Katanta L. Simwanza     | Doctor of Dental Surgery       | EngenderHealth   | Box 105410, Dar es Salaam | 0755 825 542 | drkatanta@yahoo.com<br>ksimwanza@engenderhealth.org                      |
| 58 | Dr. Emeria A. Mugonzibwa    | Dental Surgeon                 | MUHAS  | Box 65104, Dar es Salaam  | 0713 606 581 | <a href="mailto:emugonzibwa@yahoo.com">emugonzibwa@yahoo.com</a>         |
| 59 | Dr. Felix Mrita             | Doctor                         | MOI  | Box 65474, Dar es Salaam  | 0713 439 493 | <a href="mailto:fmritta@yahoo.com">fmritta@yahoo.com</a>                 |
| 60 | Dr. Andrewleon S. Quaker    | Dentist                        | MUHAS  | Box 65001                 | 0784 499 596 | <a href="mailto:alquaker@yahoo.com">alquaker@yahoo.com</a>               |
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