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TANZANIA

Ministry of Water, Construction,
Energy, Lands and Environment

Department of Water Development

THE REPUBLIC OF
FINLAND

Ministry for Foreign Affairs

Finnish International
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ZANZIBAR URBAN WATER SUPPLY PROJECT

PROGRESS REPORT
1st Quarter 1992

March 1992

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Organizational Chart for UWSS, Pemba
Training Plan 1992, Unguja & Pemba

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INTRODUCTION

This quarterly report covers the reporting period January - March 1992 which is the second year of the first implementation phase of Zanzibar Urban Water Supply Project planned to be completed by the end of year 1994.

The report is jointly prepared by the local senior staff of Department of Water Development attached to the Project and the expatriate staff of the project consultant.

1. GENERAL VIEW OF THE PROJECT

The workplan for 1992 was intentionally prepared to be conservative and cautious pertaining to the implementation targets, their timing and expected achievements and this strategy has proved to be justified.

The first quarter of the year has still been rather a formative stage in many respects. The planned long term staff consisting of the Drilling Advisor and the Operation and Maintenance Engineer, joined the Project in January and March respectively. At the same time, material, tools and equipments ordered mainly in late 1991 did begin to arrive enabling gradual increase of physical activities especially in the sector of Water Supply Development.

However, and as anticipated, organizing the staff and integration of the Project's activities into the operation of urban water supply in Unguja and Pemba is a slow process and is still far from satisfactory.

One of the main constraints has been to find suitable premises for the Workshop. The original plan of rehabilitating the workshop of the Department of Water Development (DWD) did not work, because the premises were not been vacated. Hence, the project is now trying to find an alternative site.

Secondly, the Project's role in maintaining and operating the urban water supply is still to great extent passive as the clear responsibilities and line operations are not fully established and defined. The DWD operates solely urban and rural water supply. Hence, the project is only to provide material assistance without sharing operational duties and having any active supervisory position over the actual water supply personnel.

The situation is expected to be enhanced when more senior officers are attached to the Project but this may be a slow process due to the limited human resources of the DWD.

It was also anticipated that quantitative improvement of the water supply would not be rapid as it depends largely upon development of new resources as well as material inputs. So far, some improvements have been achieved in Pemba, where equipment of an idle borehole in Mkoani has resulted in increased supply capacity.

The drilling of a new production borehole for Zanzibar Town Water Supply was commenced in February. However, its contribution to supply capacity is not established as it is not yet developed and equipped.

As a relief measure, the Project participated in delivery of water by tankers during the Holy Month of Ramadhan which coincided with the dry season in March. Obviously this kind of operation may not increase water supply but that can be considered as service of high public value and the system might be worth further development in short term improvement of water supply.

Although the capacity of water supply may not be increased substantially in the nearest future, some achievements have occurred in reliability as few new pumps have been installed into the existing schemes in Pemba. The ultimate effect,

however, depends largely on energy supply which, even having been somewhat better lately, is continuously intermitted. Related to unreliable power supply, consumers in Pemba have been active in organizing equipment of hand pumps into protected shallow wells and by so doing, improving access to hygienic potable water.

In Zanzibar Town installation of new equipments has not yet started but a careful study on the functioning of the system did begin to pay back as Saateni Booster Station was able to work more efficiently just by reorganizing the use of water storage and pumps resulting not in increased water supply but maintaining better pressure level in some parts of the town.

Development of human resources and institution has continued more or less as planned. The Project has found several potential training venues for personnel in short courses which will be utilized as much as possible. Vocational on the job training was also started as the first dispatch of six trainees left to Kenya Finland Western Water Supply Development Programme for two months training.

In addition to the routine water resource monitoring, intensive hygiene assessment around water sources and their catchment areas was started in order to estimate potential contamination risks and required protective measures. In conjunction with environmental aspects, the production on water hygiene and protection of water sources did start and will be ready for broadcasting in May.

The Project expenditure was nearly as budgeted, actual payments were around 2.9 million FIM or 87 % of the quarterly allocation.

All activities of the reporting period were financed by Finnida allocation as no local component was paid to the Project. However, by the end of 1991 the Government of Zanzibar had paid 79 % of the local component of the fiscal year 1991/92 and according to the Ministry of Finance, the remaining portion will be made available in May 1992.

2. ECONOMIC AND INSTITUTIONAL DEVELOPMENT

2.1 General

Development of institutional activities has started smoothly and according to the work plan. The positive progress attributes greatly to the personnel of the section which is well acquainted with the aims of the Project.

Main administration procedures for personnel management have already developed and are applied in the Project in Unguja and are ready to be applied also in Pemba.

The progress on the economic sector is still rather slack because the Project has not been able to recruit Economic Advisor as an economist proposed by the consultant was not accepted by Finnida.

Training programme for the project staff was began to implement, more potential local and regional training has been identified and vocational on-the-job training is

ongoing already when the first group of six people left to Kenya Finland Western Water Supply Programme for two months practical training.

2.2 **Institution Building**

2.2.1 **Establishment of UWSS, Pemba**

Administrative Officer worked in Pemba from 19.2.1992 to 28.2.1992 and Management and Training Consultant from 24.2.1992 to 13.3.1992 in order to assist the Pemba staff in establishing the UWSS there. The tasks carried out were as follows:

- establishment of staff register
- introduction of personnel administrative forms and procedures
- applications of Salary Policy
- updating the records of potential staff for the UWSS
- preparation of job descriptions

All urban booster and pumping stations were visited. Problems and future plans of each station were discussed with the staff and their personnel data collected.

In addition to that mentioned above a number of meetings on institutional arrangements were held. Representatives of the following institutes were met besides ones of the DWD and the Ministry:

- District Commissioner's Office, Mkoani
- Regional Commissioner's Office, Chake Chake
- Chief Minister's Office, President's Office, Ministry of Finance and Ministry of Information and Culture.

The atmosphere of the meetings was very cooperative and positive towards the institutional renewal plans of urban water supply.

During the visit the organizational chart and staffing structure proposed for Pemba in the Master Plan were revised based on experiences so far (See Appendix 1). It will give the guidelines for gradual staffing of the UWSS in Pemba.

2.2.2 **Staff of the UWSS**

There have not been any staff changes in Pemba during the first quarter of the year the number of staff being 17 including the watchmen for the expatriate's house. During the visit it was also found out that for the time being there is no need for a full-time Administrative Officer due to a small number of staff in the office at present. The Head of the Pemba office being assisted by the secretary, provided that she gets more training, could take care of these issues and that the Administrative Officer from Unguja pays more regular visits to the Pemba office.

In Unguja 24 new employees were recruited during the reporting period. Among them there were 12 watchmen due to the beginning of drilling at Kijito Upele, renting

a house for an expatriate and new governmental regulations on working hours. During January 5 drillers were seconded from the DWD to the UWSS. In February, Mr. Ali S. Amour, Water Engineer replacing the post of Mr. Mpatani started to work for the UWSS. In February, 2 plumbers, 1 mason and 1 storekeeper were also seconded temporarily to Saateni pumping station and 2 tractor drivers employed directly. Altogether in the end of March the number of staff was 72 excluding the expatriates and including the watchmen of the expatriates' houses.

The processes of filling the posts of Manager for the UWSS, Chemist for its Laboratory unit and Public Relations Officer were underway.

2.2.3 Management Team

Management Team met twice during the first quarter of the year. The group has not been functioning quite properly and efforts have been taken to consolidate its proceedings. The major tasks of this team are to plan, coordinate, direct and evaluate the activities of the UWSS. It consists of a Chairman ie. Director of the DWD, the Heads of the Units (counterparts) and expatriates according to the issues handled by the Team.

2.3 Personnel Management Systems and Personnel Policy

2.3.1 Personnel Management

Manpower register for the UWSS, Pemba was established. The forms for overtime, leave and travelling were also introduced.

Personnel data of the Unguja staff have been updated accordingly by Administrative Officer.

2.3.2 Personnel Policy

The Government personnel policy (G.O.) is applied by the UWSS. The G.O. is distributed to the Heads of the units for information to all the staff who are supposed to know their rights and obligations as well as disciplinary procedures.

The UWSS's Salary Policy was accepted by the Ministry and sent for comments to the Embassy of Finland, Dar es Salaam. This policy gives the guidelines for salary development of UWSS staff and can be revised whenever necessary.

2.3.3 Contract of Employment

A pattern for the Contract of Employment was prepared for those employed directly by the Project. It is based on the Government's "Employment Act for Private Enterprises". The Contract explains the terms of work covering responsibilities, rights and discipline procedures. The contract is written in English and Swahili and consists of two copies, one for each concerned party.

2.3.4 **Job Descriptions**

Job descriptions are statements of the tasks, duties and responsibilities of a job holder. Drafts job descriptions for Administration and Research & Development are ready. Ones for the posts of Water Supply and Workshop are still under preparation due to delays in commencing activities and staff changes.

Not only job descriptions for jobs but also task descriptions for the units themselves are needed for clarifying the tasks of various units and for avoiding any conflicts or confusion between them in division of labour.

2.4 **Training**

A training plan for 1992 was prepared (Appendix 2). A participation plan in courses is to be made quarterly. The plan has been followed completely so far.

The costs paid for training were during the reporting period about Tshs 2.7 m. The number of trainees was 12.

2.5 **Environmental Education**

The Committee for environmental education had a whole-day session on 3rd February, 1992 for specifying the targets and message of the planned TV-drama on water. Based on these discussions Producer-Director from TV Zanzibar wrote the script and prepared the budget. Both were checked and discussed with the project staff. The agreement with TV Zanzibar on the production of the drama was signed in 20th March, 1992 for the total costs of TAS 360 000,-.

A job description was made for Public Relations Officer. Unfortunately, the efforts for filling the post have not been successful so far. Anyway, more comprehensive activities in this field cannot be introduced until the post is occupied.

3. **WATER SUPPLY DEVELOPMENT**

3.1 **General**

Overall objective of the first implementation phase pertaining to water supply development is to improve reliability of the existing facilities and bring them up to design capacity mainly by rehabilitation of defected technical parts and by reorganizing of operation of water supply.

Generally speaking, the reporting period was still rather slack concerning the starting of the rehabilitation activities as the tools and most urgent materials, ordered late 1991, did just start to arrive.

Major activity in early 1992 has been detailed study on operation of distribution systems in Zanzibar Town whose work has been intensified greatly as a new Water Supply Engineer attached to the Project joined the Planning and Design section.

Planning and design works in Pemba have been nearly at standstill as the counterpart engineer took his annual leave for two months.

However, maintenance and minor rehabilitation works have been started and have resulted in some improvement.

3.2 **Updating of Technical Information**

Collection of information on existing facilities is planned to be a continuous activity during the entire phase and the work is progressing rather well.

The Project has also a good survey team capable of carrying field work.

At the same time, substantial amount of existing data has been found supporting greatly updating the plans of existing distribution systems in Zanzibar Town.

In Unguja the present borehole intakes of Kaburi Kikombe and Mbweni were levelled and mapped in field for the preparation of sectional drawings. Also the present site plans of Mtoni and Mbweni intakes were updated.

Saateni booster station, which is one of the main components of Zanzibar Town's distribution system, has been of great interest. The entire system with ground level and elevated tanks (3+2) and booster station is a complex entity and allows flexible operation concerning distribution of water into various parts of the network.

The area and all functional parts (pipelines, valves and tanks) have now traced in the field, measured and tested in details enabling also better operation of the station depending on demand and supply situation. Consequently, updating and network study is moving gradually into the actual network area behind the Saateni booster station.

Dimani Cave, south of the town has been of much publicity as there is an apparent high yielding source. The vicinity of open sea is however a risk factor for salt water intrusion, hence the cave area is now levelled and water level variation in the cave and sea are now under close regular observation.

3.3 **Planning and Design**

General design of the standard structures for new boreholes has continued. Detailed drawings for Kijito Upele I borehole intake were prepared.

It was decided in December 1991, that the rising main of Gawani intake in Wete and some parts of Kwapweza line will be reconstructed. Designs for Wete line are ready and the materials for it were ordered.

The condition of steel tanks of Saateni and Welezo in Zanzibar was assessed by the steel structure expert. The study revealed that they are of surprisingly good condition and can be rehabilitated on site. Accordingly, tender documents for repair contract are now under preparation.

An electrical engineer paid a short visit to the Project and finished investigation on required electrical works to be done in existing pumping stations and in new planned boreholes.

Purchase plan has now been completed and all electrical parts are defined with standard installation designs.

The most urgent items like motors and switchboards of Saateni booster station were specified and tender requests were prepared.

3.4 Operation monitoring

In accordance with the work plan distribution monitoring network was established in Zanzibar Town and is now in regular basis.

Pressures are observed now weekly. Daily monitoring of pumping time has been introduced in various intakes but the system is not yet fully established and requires closer training and follow up of operators.

Intake flow measurement was done in February because some of the pumps in the boreholes were changed and in some cases the flow information was missing.

Operational monitoring in Pemba is still rather limited due to lack of personnel. However all critical water storages are already within regular observation but it will take some time before functional wider monitoring system is established in all three towns of Pemba.

3.5 Improvement of Water Supply

As anticipated improvement of water supply will take a substantial time due to slow supply of technical goods. Despite of this, the Project was able to start some rehabilitation by changing old and equipping idle boreholes. In total, five new pumps were supplied to Pemba and one to Unguja.

Capacity of Mkoani water supply was increased to 20 - 30 % because of new submersible pump in one of Changaweni empty boreholes. It has eased situation sufficiently allowing also small extension (820 m pipeline of 3/4" - 1" and 10 standpipes) of the supply area within the town by providing materials for Mapinduzi and Mkoani parts, where concerners organized themselves and contributed part of the costs.

Similarly replacement of oversized pump at Kwapweza intake with a right size pump has improved reliability of the supply in Chake Chake. Together with repair of booster pump at Machomane has resulted reasonable service in that town.

Arrangement was started for installation of two booster pumps, one in Chake Chake - Machomane water works and one in Wete - Mtemani water works.

However, the entire operation of water supply in Pemba depends to far extent on power supply, which has been more regular than in last year but can not be said to be yet satisfactory.

Attributing to that, people have been keen to improve water supply by installing manual hand pumps. So far, some seven existing wells were protected with concrete aprons and covering slaps and equipped with NIRA-85 direct action pumps purchased from Tanira Factory in Dar es Salaam.

The public interest has been so great that the Project has agreed to assist 25 organized well committees within the urban areas of Mkoani and Chake Chake.

In Zanzibar Town, the major technical input has been so far material and transportation support of Department of Water Development.

A new booster pump was installed in December at Bububu intake, but it was changed to bigger one and the new pump was sent to Pemba to be used at Chake Chake - Fiedel Castro Booster Station.

New submersible pump was installed in Kianga Borehole and old Kianga's pump was removed and replaced in the old Kaburi Kikombe's pump at Borehole No. 2.

The dry period at the beginning of the year stretched largely the water supply in Zanzibar Town and there was continuous stress of public to DWD. Although much could not be done, better and constant supply was maintained in lower part of town by close monitoring and some changes of operation at Saateni booster station. In order to alleviate ultimate functioning of the station, one motor and switchboard was ordered but was not yet installed.

The month March was especially drying and the Government decided to start distribution of water with tankers and the Project provided for several weeks regular water service with one tract and booster. Delivered quantity was some 50-80 m³/day and the experience was positive.

3.6

Supporting Activities

In long term planning, especially concerning operation and maintenance has been established of efficient garage and mechanical workshop. It was planned that Department of Water Development workshop would be used for that purpose but the Project has not been able to start required civil works to rebuild sheds.

The major constraint is that the Department is relying that much on the existing workshop and it has been impossible to divide urban activities from overall duties of the Department and by so doing to vacate premises and allocate staff specifically for urban section.

As a result and although most needed workshop tools arrived in February, workshop activities have not yet started in full scale.

Hence the Project has tried to find alternative, probably temporary, premises for the workshop.

At the same time with workshop tools, the Project received new project vehicles, four pick-up Toyotas, three for Zanzibar and one for Pemba.

For the time being the transportation needs of the Project seem to be satisfied and it is unlikely that new vehicles are required in the nearest future.

Sisu-Lorry with crane has proved to be of great use as strong lifting device has often needed especially for borehole maintenance.

Establishment of workshop in Pemba has not yet started and may require also rethinking concerning the location. A new site was proposed near Machomane tank area where an idle premises of Ujenzi may be given to Water Department.

In general, the progress of establishing technical supporting services had been slower than anticipated, partly due to lacking premises due to difficulties to organize staff in smooth way.

Ultimately the situation will require more strict and clear definition of duties within the Department and particularly concerning urban activities as well as more senior staff taking active role in operation of urban water supply.

4. WATER RESOURCES AND ENVIRONMENTAL DEVELOPMENT

4.1 General

The main emphasis on 1992 - workplan has been the establishment regular monitoring network for water resources as well as water quality.

The basis of these activities was created already during the planning phase and has been continued irregularly since 1989.

Ambitious plan was to have both monitoring activities in full go already at the beginning of this year but that has not been possible to the extent anticipated by the workplan. That does not mean that there has not been any development, monitoring has been intensified and as a new activity drilling has started.

In the following, each activity has been described as performed during the reporting period.

4.2 Water Resources Monitoring

Monitoring of ground water table on Zanzibar was carried out as planned on network of local wells and production boreholes connected to the present supply system. In

Pemba monitoring is for the time being nearly at standstill as there is not established personnel to carry out the work and supervision has to be organized from Unguja.

Analyses of observation and especially compilation of the results has not yet started as planned monthly due to limited human resources.

However, the preliminary results are indicated, that fluctuation in local wells is related to the geological formations and with these observation some valuable conclusions can be arrived at for planning of the future drilling programme.

As the Bububu catchment has been subject of great interest done its potential use of increased water supply, the entire surrounding of the present spring intake was mapped and a new flow measurement weir was constructed at Bububu river for closer monitoring of hydrological behavior of the catchment.

4.3 Environmental Activities

It was assumed that the proposed water laboratory at Saateni would be operational at the beginning of the year.

Finishing civil works and furnishing of the laboratory could not be done as the premises were taken to be temporary store for the Project's goods.

After the new store was established, construction of the laboratory was continued, painting and partition of the space have been done already. Dust free flooring and laboratory furniture have been ordered and a tentative purchase programme is under preparation.

Otherwise water quality monitoring and entire laboratory system was reorganized during the visit of expatriate environmental advisor. Sampling procedures, timing and duties of laboratory personnel were defined and the monitoring work is expected to continue in planned manner in the future, and especially more efficiently as the new laboratory has been commenced.

The quality monitoring on Pemba remains intermitted until permanent personnel and at least hygiene testing facilities are transferred there.

During the reporting period only one monitoring visit was done to Pemba and the intensity of work on Pemba will probably stay as it is now, a visit once in three months.

In conjunction of intensification of the laboratory work, the laboratory staff visited Dar es Salaam and had visits to three laboratories there giving the staff some valuable a knowledge upon management of laboratory and programming the works.

An increased effort has paid on wider environmental situation and particularly on contamination risks of existing water sources. This was done by starting intensive assessment of hygiene condition around the intakes; the main interest has been mapping of pit-latrines and general sanitation situation. Two potentially risky areas, Mtoni and Kaburi Kikombe in Zanzibar are already studied and programme for

others has been agreed upon. Similar activity is planned to be started in Pemba in May.

Staff of environmental section has been involved also in preparation of TV - Programme, which is going to be a part of public hygiene campaign.

4.4 Drilling

Drilling Programme was started in January as the drilling advisor arrived to the Project. At the same time a commencement engineer of the supplier of the rig visited Zanzibar and the rig and drilling team was set up.

Along the commencement of the new rig, an old percussion rig handed over by Irrigation Department was assessed and was found to be in reasonably condition and worth of rehabilitation. Consequently orders for necessary parts were prepared and the rig is expected to be in working condition already later this year.

Actual drilling was started in February at Kijito Upele; inauguration ceremony was headed by the Minister of Water, Construction, Energy and Environment.

The drilling team established is experienced and motivated. The entire drilling has been progressing smoothly. The new rig, although rather slow, is turned out to be easy to operate and maintain.

5. EXPENDITURE

The year 1992 workplan was based on total expenditure of 13.630 Million FIM, consisting 13 million FIM grant aid of the Government of Finland and the local component equivalent to 0.630 Million FIM budgeted by the Government of Zanzibar during her fiscal year 1991/92.

Finnida's allocation for the Project has approved unchanged and authority to incur expenditure was issued in January 1992.

Payment schedule for the outstanding local component of 91/92 amounting to 6.540 Million TAS. was prepared in January but so far, no local payment has been made available. However, the Ministry of Finance has issued a warrant for the local component due for collection in May.

Total invoicing of the Project during the reporting period was 2.857,455.68 FIM which is 21 % of the annual budget.

Breakdown of the expenditure in FIM according to main items is as follows:

ITEM	Expenditure FIM January - March 92	Expenditure FIM Annual Budget	Incurred %
Consultancy, fees and expenditure	1,416,333.13	5,470.000	25.9
Local personnel, wages and expenditure	57,021.88	209.000	27.2
Services and recurrent foreign	70,937.00	910.000	7.8
Services and recurrent local	222,710.63	1,166.000	19.1
Investments: foreign purchases	1,025,135.52	4,585.000	22.4
Investments: local purchases	65,317.52	1,290.000	5.1
TOTAL	2,857,455.68	13,630.000	21.0

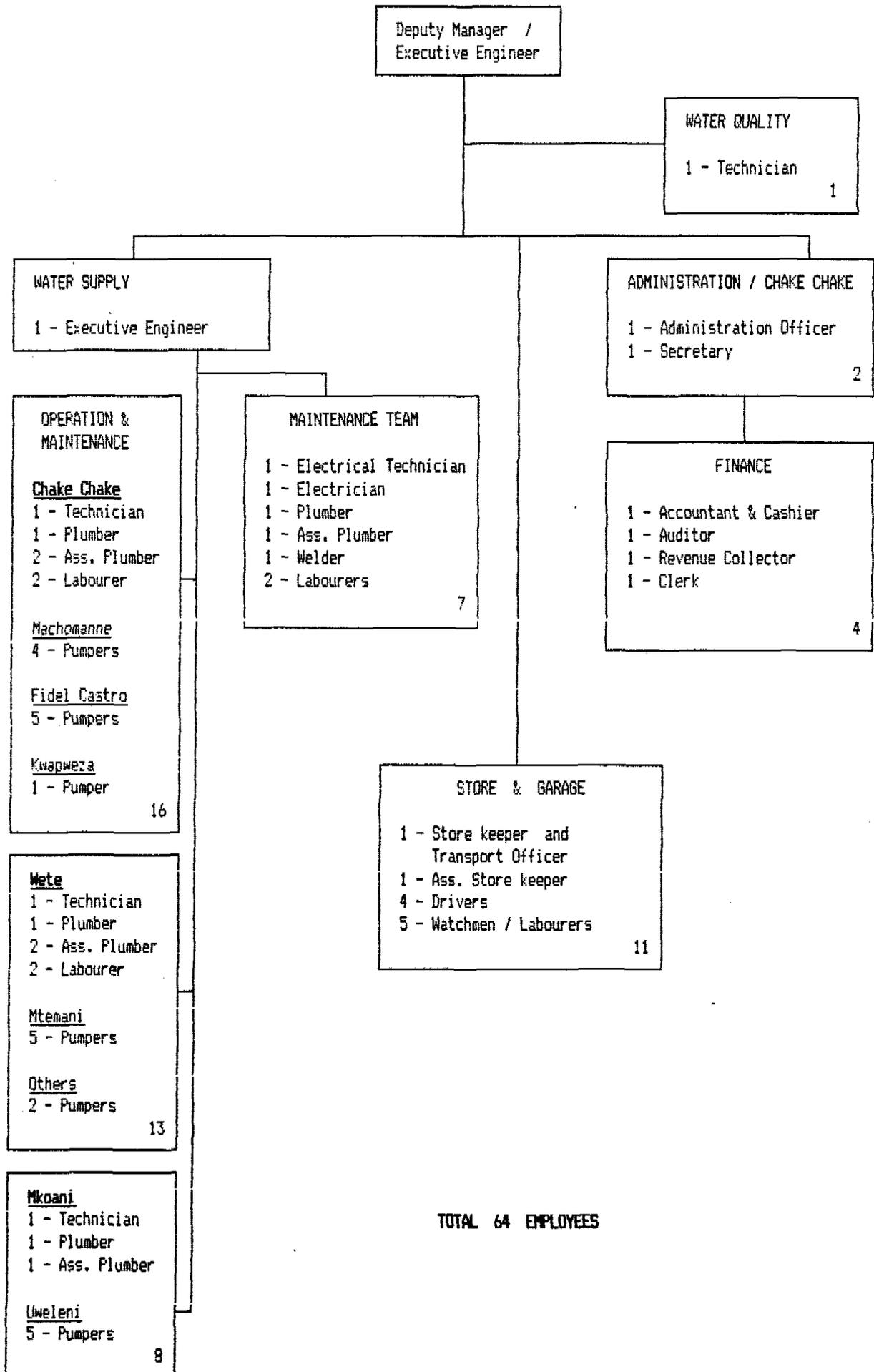
Two major items, consultancy and purchases have occurred according to budget estimates, some substantial expenditure is expected to be incurred in near future due to purchases on the high sea.

Local purchases of investment goods have not progressed as expected due to very limited supplies of high quality goods. For instance, it seems to be difficult to obtain required pipe materials and fittings from Tanzania suppliers enforcing the project to find alternative sources outside Tanzania.

It was anticipated that cost control system based on cost locations would be operational already at the beginning of the year. This has not been realized due to limited human resources. Hence, the present accounting is done only according to Finnida's coding.

ORGANIZATIONAL CHART FOR URBAN WATER SUPPLY SECTION, PEMBA

March 1992



URBAN WATER SUPPLY SECTION

TRAINING PLAN 1992

JANUARY - MARCH

UNGUJA

Subsection

NAME	BASIC EDUCATION	TASKS, JOB TITLE	TRAINING PROPOSED	OBJECTIVES OF TRAINING	INSTITUTE / COURSE / DURATION / DATE	ACTUAL COSTS
HAMAD JUMA BAKAR	MSc. HYDROGEOLOGY	HYDROGEOLOGIST	EXCURSION	TO GET ACQUAINTED WITH TECHNIQUES AND METHODS USED IN DSM LABORATORIES	- CENTRAL LABORATORY MAJI - UBUNGO - WATER RESOURCES INSTITUTE LABORATORY - LABORATORIES OF DEPARTMENT OF BOTANY & GEOLOGY - UNIVERSITY OF DAR ES SALAAM 30.01. - 31.01.92	43.000
SAMURA MOH'D ABDALLA	LEAVING CERTIFICATE - F.T.C.	LABORATORY TECHNICIAN	EXCURSION	TO GET ACQUAINTED WITH TECHNIQUES AND METHODS USED IN DSM LABORATORIES	- CENTRAL LABORATORY MAJI - UBUNGO - WATER RESOURCES INSTITUTE LABORATORY - LABORATORIES OF DEPARTMENT OF BOTANY & GEOLOGY - UNIVERSITY OF DAR ES SALAAM 30.01. - 31.01.92	
HEMED S. HEMED	ENGINEER	DIRECTOR	SEMINARS AND EXCURSIONS	TO IMPROVE GENERAL KNOWLEDGE ABOUT DEVELOPMENT NEEDS IN THE FIELD OF WATER SUPPLY IN AFRICA	- 5TH AFRICAN WATER TECHNOLOGY CONFERENCE! NAIROBI, 25.02. - 27.02.92 - EXCURSION TO KEFINCO KAKAMEGA, KENYA 28.02. - 29.02.92	393.125

URBAN WATER SUPPLY SECTION

TRAINING PLAN 1992

JANUARY - MARCH

LINEWA

Subsection

NAME	BASIC EDUCATION	TASKS, JOB TITLE	TRAINING PROPOSED	OBJECTIVES OF TRAINING	INSTITUTE / COURSE / DURATION / DATE	ACTUAL COSTS
HAULA KASSIM ISSA	ADVANCED DIPLOMA IN PUBLIC EDUCATION	DEVELOPMENT OF ADMINISTRATIVE AND PERSONNEL AFFAIRS	TRAINING IN GENERAL FINANCIAL ISSUES	TO IMPROVE HER KNOWLEDGE IN FINANCIAL FIELD IN ORDER TO BE ABLE TO COORDINATE IN ALL THE ACTIVITIES OF ADMINISTRATION SECTION	- ESAMI ACCOUNTING AND FINANCE FOR NON-FINANCE MANAGERS - ARUSHA 09.03. - 03.04.92	672.000
JUMA A. MOH'D	F.T.C.	MECHANICAL TECHNICIAN	ON-THE-JOB TRAINING	MAINTENANCE PROCEDURE OF VEHICLES AND MACHINE, COST CONTROL AND STORE KEEPING	- KEFINCO WORKSHOP KAKAMEGA, KENYA 10.03. - 10.05.92	
KHAMIS M. SALEH	FORM III	TRANSPORT OFFICER	ON-THE-JOB TRAINING	MAINTENANCE PROCEDURE OF VEHICLES AND MACHINE, COST CONTROL AND STORE KEEPING	- KEFINCO WORKSHOP KAKAMEGA, KENYA 10.03. - 10.05.92	533.000
RAJAB K. RAJAB	FORM III & NATIONAL CERTIFICATE FOR BOOK-KEEPING	STORE KEEPER	ON-THE-JOB TRAINING	MAINTENANCE PROCEDURE OF VEHICLES AND MACHINE, COST CONTROL AND STORE KEEPING	- KEFINCO WORKSHOP KAKAMEGA, KENYA 10.03. - 10.05.92	

URBAN WATER SUPPLY SECTION

TRAINING PLAN 1992

JANUARY - MARCH

PEMBA

Subsection

NAME	BASIC EDUCATION	TASKS, JOB TITLE	TRAINING PROPOSED	OBJECTIVES OF TRAINING	INSTITUTE / COURSE / DURATION / DATE	ACTUAL COSTS
MOM'D ABDULLA MOM'D	CIVIL ENGINEER	HEAD OF URBAN WATER SUPPLY	SEMINARS AND EXCURSIONS	TO IMPROVE KNOWLEDGE ABOUT WATER SUPPLY IN OTHER AFRICAN COUNTRIES.	- "5TH AFRICAN WATER CONFERENCE" NAIROBI, 25.2. - 27.02.92 - STUDY VISIT TO KAKAMEGA KENYA, 28.2. - 29.02.92	393.125
HANAD MUSSA RASHID	TRADE TEST - MTKUNGUNI TECHNICAL SCHOOL	ELECTRICAL TECHNICIAN	ON-THE-JOB TRAINING	TO UPGRADE KNOWLEDGE IN MECHANICAL	- KEFINCO WORKSHOP KAKAMEGA, KENYA 10.3. - 10.05.92	
MASOUD JUMA SIMBA	FORM IV	CLERK	ON-THE-JOB TRAINING	TO UPGRADE KNOWLEDGE IN STORE	- KEFINCO WORKSHOP KAKAMEGA, KENYA 10.3. - 10.05.92	533.000
SAID SALIM HEMED	FORM III	MECHANICIAN	ON-THE-JOB TRAINING	TO UPGRADE KNOWLEDGE IN MECHANICAL WORK VEHICLES.	- KEFINCO WORKSHOP KAKAMEGA, KENYA 10.3. - 10.05.92	
FADHILA SALEH ALI	FORM IV	SECRETARY	COURSE IN OFFICE ADMINISTRATION AND SUPERVISION	TO UPGRADE KNOWLEDGE IN ADMINISTRATIVE PROCEDURES	- INSTITUTE OF FINANCE MANAGEMENT OFFICE ADMINISTRATION & SUPERVISION TANGA, 16.3. - 28.03.92	130.000

Finland raises interest rates to stem outflow of capital

By Robert Taylor
in Stockholm and
Hilary Barnes in Helsinki

FINLAND'S central bank yesterday increased interest rates by one percentage point to 18 per cent, the third rise in less than a month, in an attempt to stem the outward flow of capital from the country.

The move came after the bank said its holdings of convertible reserves, mostly foreign exchange, had fallen by FM3.38bn (\$837m), to FM23.07bn, in the week to August 31. Last month, the country's capital reserves fell by nearly a quarter to FM23bn from FM31bn.

The money markets reacted immediately to the central bank action. The one-month deposit interest rate rose to 18 per cent, from 16.65 per cent, while the three-month interest

rate went up to 16.8 per cent, a rise of 0.4 per cent.

Mr Antti Juusela, head of the bank's interventions department, said that the aim of the operation was to stop a currency outflow and to take liquidity out of the banking system.

Since last November, when Finland devalued the markka by 12.3 per cent against the Ecu, the international money markets have mistrusted the ability of the fragile centre-right coalition government to deal with the country's most serious economic recession. This is despite two rounds of government spending cuts, in preparation for the 1993 budget, designed to reassure overseas financial opinion.

The government yesterday released its draft 1993 budget, which allows for a deficit of FM47.7bn and expenditure of FM175.3bn.

Expenditure has been cut by some 10 per cent in order to hold it at this level, which is 2.2 per cent lower, in current prices, than estimated expenditure for the current year.

The cuts include a 4 per cent reduction in the central government wage bill.

The Finance Ministry believes the recession, which saw real GDP fall 6 per cent in 1991 and a further 1.5 per cent this year, has touched bottom. It estimates growth will recover by 2.5 per cent in 1993, with exports repeating this year's performance with a real increase of 9 per cent.

Inflation will be held to about 2 per cent, while the current balance of payments deficit, which soared to over 5 per cent of GDP at FM26.6bn in 1991, will fall to about FM18bn this year and to FM10.5bn in 1993.

...saw nature of the refer-
mpaign was highlighted
ublication of a poll con-
arlier this week for
Générale, the French
wing that 52 per cent of
prate plans to vote No in
coming referendum.

poll contradicted five
olished so far this week,
ating that the Yes camp
y the day on September
by a small majority.

Mitterrand prepared for
television debate in four
a Figaro/Sofres study
that his approval rating
n from 38 per cent to 36

Yes men: (left to right) French culture minister Jack Lang, Nobel p
Goremek and Italian writer Umberto Eco campaign for a Yes vot

per cent over the past month.

His invitation to Mr Kohl to speak in the debate was also attacked by other anti-Maastricht campaigners. Mr George Marchais, the French Communist party leader, said it was "a bit insulting to the French."

But, writing in yesterday's *Le Figaro*, Mr Joachim Bitterlich, the EC affairs adviser in the German chancellery, reminded its readers that "Maastricht is essentially based on close Franco-German co-operation".

The appearances this week by

Mr Felipe Gonzalez and Mr Carl Bildt, the Spanish and Swedish prime ministers, at pro-Maastricht rallies outside Paris have drawn fewer objections from the No campaigners.

A senior foreign ministry official praised Mr John Major, the British prime minister, for sending a "subtle" pro-Maastricht message to the French electorate, by announcing that the UK would drop its own parliamentary ratification of Maastricht if France votes down the European treaty on September 20.

Karadzic threatens to launch fresh offensive in Bosnia

Dempsey in London

nity will not act," he said. Mr

Mr Karadzic's letter clearly