

THE LAW SCHOOL OF TANZANIA



Facts and Figures, 2021

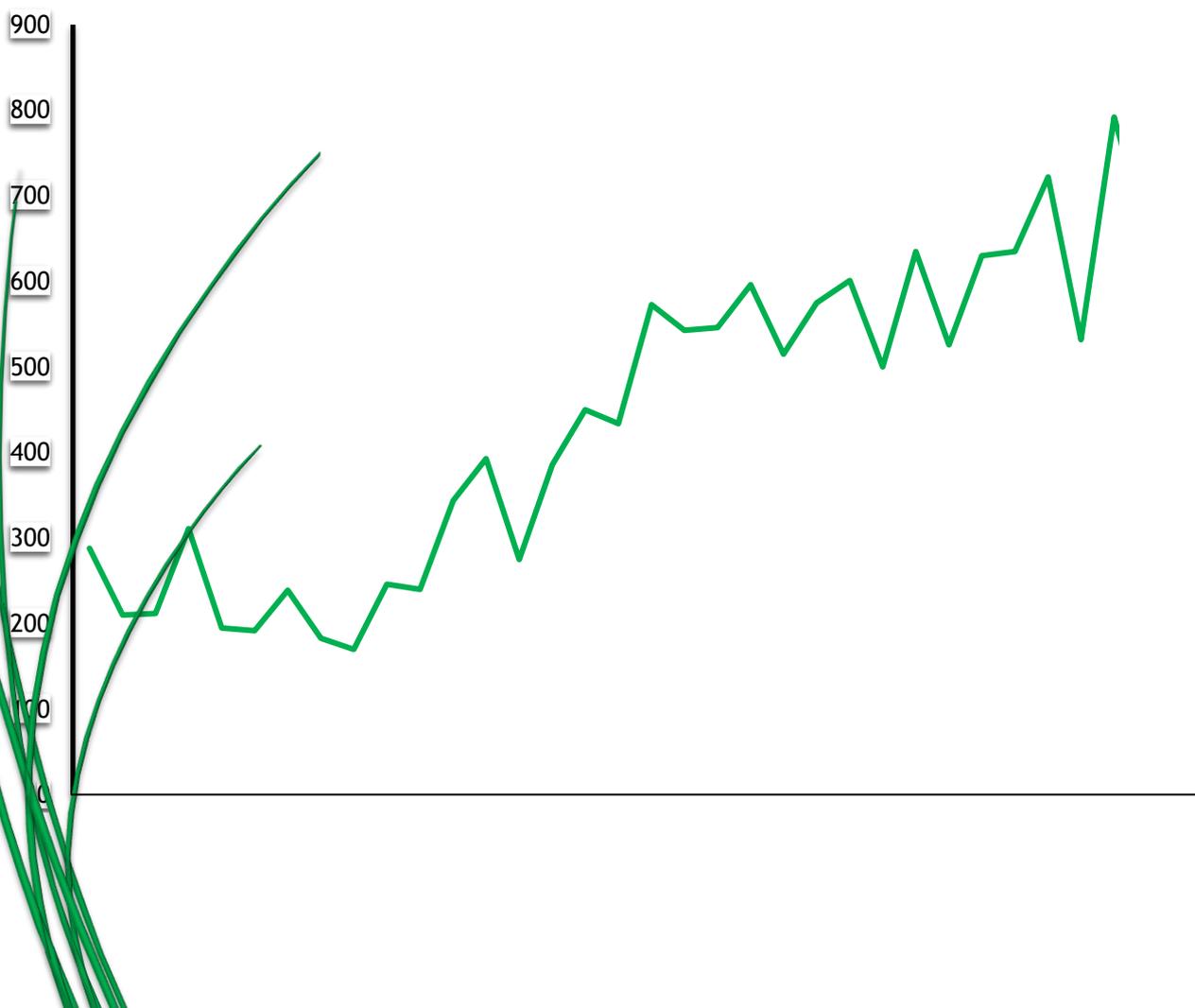


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LIST OF ABBREVIATIONS AND ACRONYMS

CAS	Current Awareness Services
EACJ	East African Court of Justice
FE	Final Examination
FY	Financial Year
GPA	General Point Average
ICA	Individual Continuous Assessment
IJA	Institute of Judicial Administration
LL. B	Bachelor of Law
LST	Law School of Tanzania
LST LAC	Law School of Tanzania Legal Aid Centre
MoCLA	Ministry of Constitutional and Legal Affairs
MoU	Memorandum of Understanding
OC	Other Charges
OPE	Oral Practical Exercise
PE	Personnel Emolument
PFA	Planning, Finance and Administration
PhD	Doctor of Philosophy
PLT	Practical Legal Training
TANZLII	Tanzania Legal Information Institute
TASBA	Tanzania Students' Bar Association
TCRP	Training, Consultancy, Research and Publication
TR	Total Revenue
WPE	Written Practical Exercise

FOREWORD

The fifth edition of the facts and figures booklet presents in detail the various information of the Law School of Tanzania (LST) for the financial year 2020/21. The information contained in the booklet has easily analyzed to enable reader to understand the entirely LST and the activities that take place.

The booklet is very useful and essential for our stakeholders as it enables to monitor core activities carried out during the FY 2020/21. It provides valuable information to key stakeholders who are engaged in learning and delivering legal practical training in the country.

It is my expectation that this booklet will deliver a beneficial and clear road map in guiding staff, students, potential applicants as well as other stakeholders for numerous purposes. Last but not least, LST would like to emphasize that every effort has been taken to ensure that the information presented herein is accurate and remains so. However, LST welcomes opinions and suggestions that will improve contents of Facts and Figures Booklet for the next publication.

Hon. Judge Dr. Benhajj S. Masoud
Principal

ACKNOWLEDGEMENTS

This booklet wouldn't have been possible without the efforts and support of many people whose names may not all be written here. Their contributions, however, are deeply appreciated and gratefully recognized.

I would like to express my special thanks of gratitude to the Department of Policy, Planning and Budgeting for their assistance in the coordination, preparation and publication of this booklet.

My sincere thanks also go to Management team for their willingness to provide significant contributions in a timely manner. Admittedly, without their support, this booklet would not have been completed.

Collective and individual acknowledgements are also owed to all employees who have enormously contributed to the completion of this booklet.

Prof. William A. Pallangyo
Deputy Principal - Planning, Finance and Administration

CHAPTER ONE

THE LAW SCHOOL OF TANZANIA

1.1 Background

The Law School of Tanzania (LST) is a public institution established in 2007 by Law School of Tanzania Act, Cap. 425 that came into force on 2nd May 2007. The establishment of the Law School of Tanzania was considered necessary in order to offer, conduct, manage and impart practical legal training for graduates of LL. B for them to be enrolled as advocates of the High Court of Tanzania and subordinate courts or be employed in the public or private sector. The School is located at Plot No. 2005/2/1, Sinza "C", Off Sam Nujoma Road.

The School is a body corporate. It is an independent organ with its own Governing Board. In that regard, Section 4 of the Act provides that the School shall;

Have perpetual succession and an official seal

In its cooperate name be capable of suing and being sued

Be capable of entering into contract, holding, purchasing or otherwise acquiring in any other way, movable property or immovable property and disposing of any of its property

Have power to borrow money or property as may be required for efficient and proper performance of its functions

1.2 Vision, Mission, and Motto



1.3 Core Values of the School

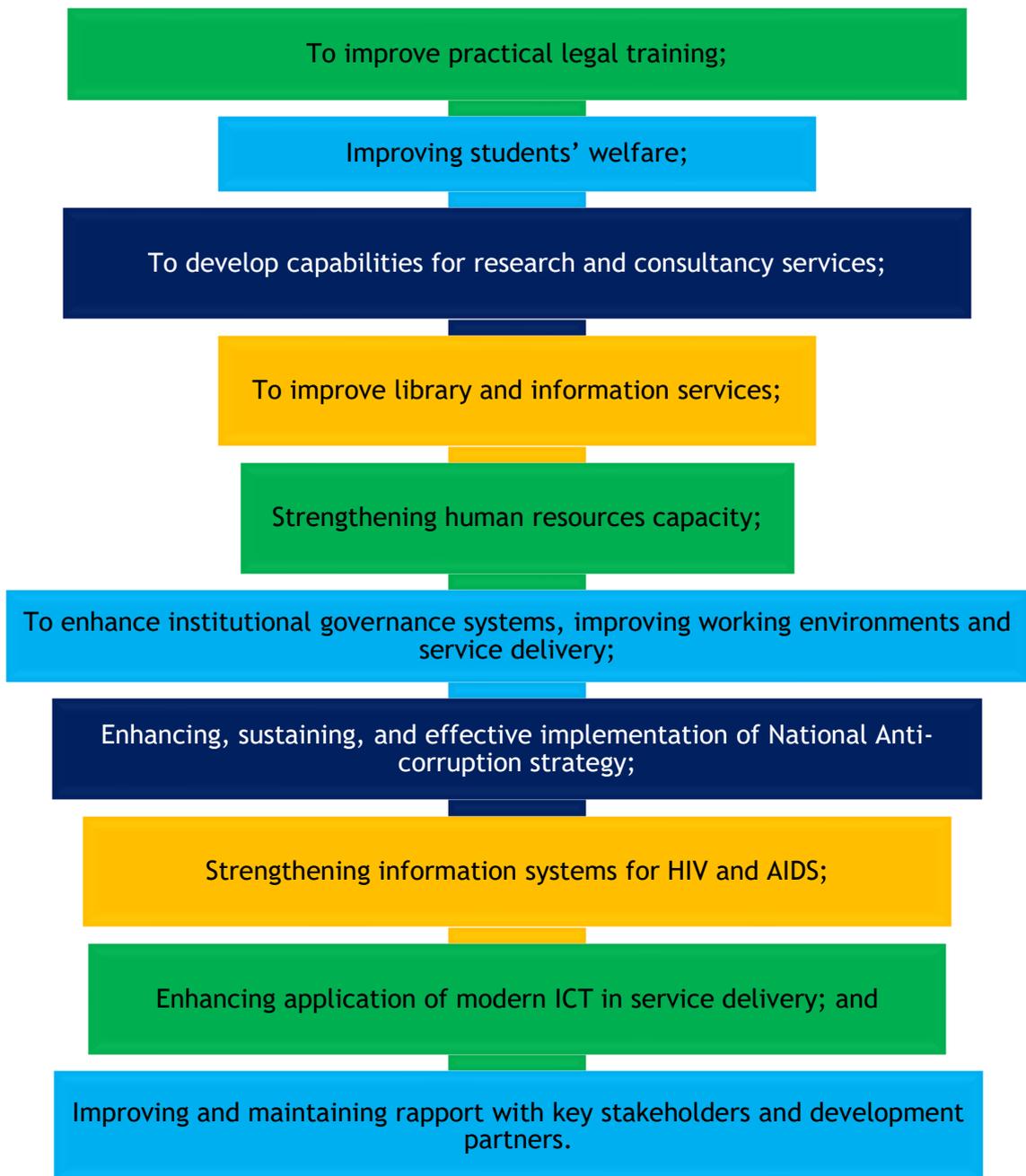
Innovative	The School will feature new and advanced methods that will improve the provision of practical legal training programme.
Integrity	The School will adhere to the values of fairness, justice and others expounded shall be paramount in the pursuance of the LST mandate.
Impartiality	The system at LST will neither be biased nor prejudiced, rather it will follow a principle of justice and fairness.
Transparency	Decision making within LST will be made in a transparent manner and stakeholders will be informed of important decision that will impact the wellbeing of the LST.
Accountability	Explanations and justification for decision and resource use shall be hallmarks of the LST actions and processes.
Hard work	LST team works with energy and commitment for the accomplishment of any task at hand.
Team spirit	Working together will not only bring the best in all of us: but it will bring the best in each of us and our mandates.
Networking	The school will collaborate, from partnership and cooperation to leverage all possible synergies.

1.4 Functions of the School

- a) Offer, conduct, manage and impart practical legal training programs as may be prescribed by the Council of Legal Education;
- b) Promote and provide opportunities and facilities for the study of and for the training in legal practice and allied subjects;
- c) Sponsor, arrange and provide facilities for conferences, seminars, workshops, meetings and consultations on matters relating to legal practice and allied subjects;
- d) Arrange for the publication and general dissemination of materials produced in connection with the work and activities of the Governing Board;
- e) Conduct legal research in priority areas as determined by the Governing Board;
- f) Apply research findings for the betterment of practical legal training, literature and for continued enrichment of the curriculum and teaching;
- g) Provide consultancy services in legal matters to the Government, public and private organizations, individuals and other clients within and outside Tanzania;
- h) Arrange for publication and dissemination of legal practice literature generated from the activities of the School as may be determined by the Governing Board;
- i) Establish relationship or association with other colleges, and institutions both nationally and internationally; and
- j) Do such acts and things and enter into contracts and transactions as are, in the opinion of the Governing Board, expedient or necessary for efficient and proper performance of the functions of the School.

1.5 Objectives of the Law School of Tanzania (2016/17-2020/21)

The objectives of the Law School of Tanzania were designed so as to achieve the vision and mission of the school. These objectives which are to be implemented in the financial year 2016/17-2020/21 are as follows: -



CHAPTER TWO

PRACTICAL LEGAL TRAINING

2.1 Programmes Offered

Practical Legal Training (PLT) is a one-year postgraduate programme designed to help a candidate develop the practical, day-to-day skills he/she will need as an advocate (See **Picture 1** below). The programme is offered to any LL. B graduate aiming to be enrolled as an advocate of the High Court of Tanzania.

Picture 1: Students During Moot Court Session



The programme is divided into two semesters. The First Semester covers classroom practical instructions for up to twenty-six weeks. During this period, students get opportunity to be oriented on essential practical skills that are needed for successful carrier in legal practice. The second semester involves a period of clinical law or field placement. In the second semester students apply their skills in real life environment such as law firms, courts, government departments and parastatal

organizations. The second semester is followed by final written and oral examinations to assess their proficiency after the two semesters of practical training. Successful candidates who pass all courses (See **Table 1** below) are awarded the Post-Graduate Diploma in Legal Practice.

Table 1: Programme Courses

MODULES (CORE COURSES)		(NON-CORE COURSES)	
Code	Name	Code	Name
LS 101	Advocacy Skills	LS 100	Clinical Law
LS 102	Professional Conduct and Ethics	LS 103	Legal Drafting Skills and Techniques
LS 104	Criminal Procedure and Practice	LS 109	Basic Leadership, Management and Accounting for Lawyers
LS 105	Civil Procedures and Practice	LS 110	Legal Aid and Human Rights Advocacy
LS106	Practical Aspects of Commercial law		
LS 107	Conveyancing		
LS 108	Probate, Administration of Estates and Trusts		

2.2 Admission Requirements

The Law School of Tanzania (Admission, Fees and Conduct of Practical Legal Training) Rules, 2011, provides admission requirements, payable fees, and the conduct of the practical legal training programme.

According to the rules, an applicant is required to have the following minimum qualifications to be admitted to the programme:

- a) A Bachelor of Law Degree holder or a person who has become eligible for the conferment of the Bachelor of Laws Degree of an accredited higher education institution in Tanzania Mainland; or
- b) A Bachelor of Law Degree holder or a person who has become eligible for the conferment of the Bachelor of Laws Degree of a higher education institution recognized in Tanzania and approved by the Council; or
- c) Equivalent qualifications approved by the Continuing Legal Education council obtained from any institution within or outside Tanzania. The

purpose of this criterion is to allow for recognition of degree qualifications which might have a different name but whose content is substantially the same as that offered in the Bachelor of Laws.

2.3 Assessment

The School (Students' Performance Assessment and Awards) By-Laws, 2011, requires that every student be assessed in every examinable subject/component except field placement. There are various assessments conducted by the School.

For core-courses, candidates are assessed by doing Individual Continuous Assessment and Written Practical Exercise in the first semester. In the second semester, candidates are assessed in Final Examination and Oral Practical Exercises. For non-core courses, candidates are assessed by sitting for final examination at the end of the first semester. The nature of assessment and pass mark for each assessment is as shown in **Table 2** below.

Table 2: Students' Performance Assessment

S/N	ASSESSMENT COMPONENT	TOTAL MARKS	PASS MARK
1	Individual Continuous Assessment	100%	50%
2	Written Practical Exercises	100%	50%
3	Final Examination	100%	50%
4	Oral Practical Exercise (once)	100%	50%

A candidate is considered to have passed the examination if he/she scores an average of at least 50% of every examinable subject as indicated in table 2. If the average score is below 50% and a candidate has scored a GPA of 1.0 or above, or he/she has a GPA below 1.0 but has passed at least three core subjects he/she will be allowed to supplement the component(s) which he/she scored below the required pass mark.

2.4 Tuition and Other Fees

Table 3: Tuition and Other Fees

Fees Payable to the School				Direct Student's Cost by Semester	
Application Fee	20,000.00	Institutional Stationery and Photocopy Services	50,000.00	FIRST SEMESTER	
Registration Fee	20,000.00	Caution Money (Deposit)	10,000.00	Particulars	Amount
Tuition Fee	1,300,000.00	Identity Card	10,000.00	Meal and Accommodation Allowance	1,155,000.00
Examination Fee	50,000.00	Student's Organization Fee	10,000.00	Books and Stationery	200,000.00
Field (Attachment) Supervision Fee	50,000.00	Admission Ceremony Fee	20,000.00	Research Expenses	300,000.00
Library Fee	50,000.00	TOTAL	1,590,000.00	Special Requirements (Advocates' Attire)	300,000.00
				Compilation of Basic Statutes	100,000.00
				SUB-TOTAL	2,055,000.00
				SECOND SEMESTER	
				Particulars	Amount
				Field Placement Expenses	1,200,000.00
				Meals and Accommodation Allowance	210,000.00
				SUB-TOTAL	1,410,000.00
				TOTAL	3,465,000.00

2.5 Admission and Registration

In the financial year 2020/21, the LST opened the window for new applicants for 31st and 32nd cohorts to apply and join the school. Registration of 31st Cohort was delayed due to Covid-19. A total number of 1,326 students who qualified for the programme, were registered as shown in the **Table 4** below. This total was equivalent to 88.4 percent of a target of 1,500 students per year. Each cohort was targeted to register 750 students. In addition, the time this booklet was prepared, LST registered 654 students for 33rd cohort. However, the details of this cohort will be featured in the facts and figures of the next financial year.

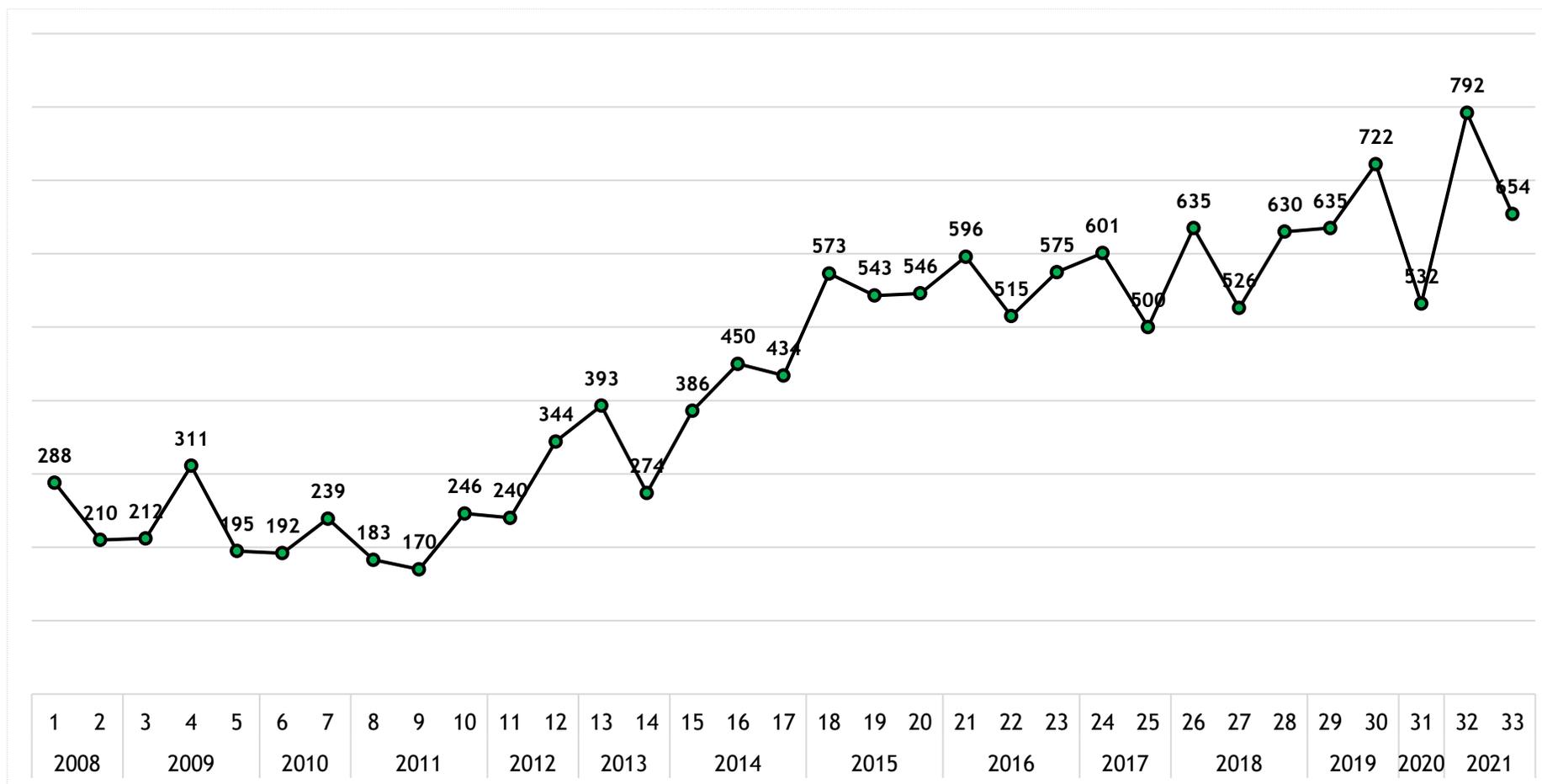
Table 4: Registered Students as of July 2020/2021

Registration										
Year of Registration	Cohort	First time registered			Re-registered			Totals		
		M	F	Total	M	F	Total	M	F	Total
Jul-2020	31	275	251	526	4	4	8	279	255	534
Dec-2020	32	396	386	782	5	5	10	401	391	792
Grand Total (FY 2020/21)		671	637	1,308	9	9	18	680	646	1,326
Jul-2021	33	369	271	640	9	5	14	378	276	654

2.5.1 Registration Trend as of June 2021

Registration trend for the past eleven cohorts shows the fluctuation of the number of registered students as shown in the **Figure 1** below. The large number of registered students were observed in 32nd cohort. As for now, LST targeted to register 750 students per cohort.

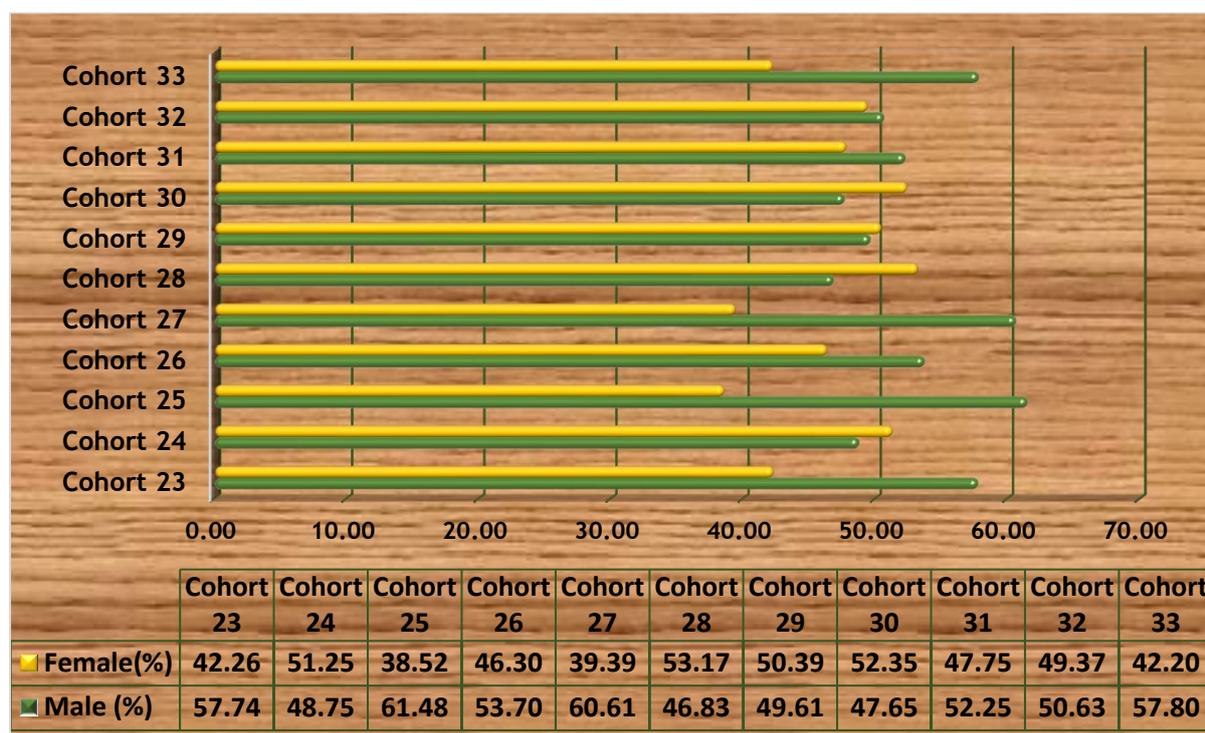
Figure 1: Registration Trend as of June 2021



2.5.2 Students Registration by Gender for the Past Eleven Cohorts

Statistics shows that, for the past eleven cohorts, four (24th, 28th, 29th, and 30th cohorts) had higher number of female registered students compared to male as shown in the **Figure 2** below. The case was different for the seven cohorts (23rd, 25th, 26th, 27th, 31st, 32nd, and 33rd Cohorts) which had higher number of male registered students as compared to female within a cohort.

Figure 2: Students Registration by Gender for the Past Eleven Cohorts



2.6 Examinations

2.6.1 First Sitting Examination Results

In the financial year 2020/21, the LST released examination results for 29th and 30th cohorts. 1,294 out of 1,357 registered students did their first sitting examinations and the rest deferred. 184 students passed, 803 failed some of the subjects and were required to sit for supplementary examinations, and 307 failed as shown in the **Table 5** below.

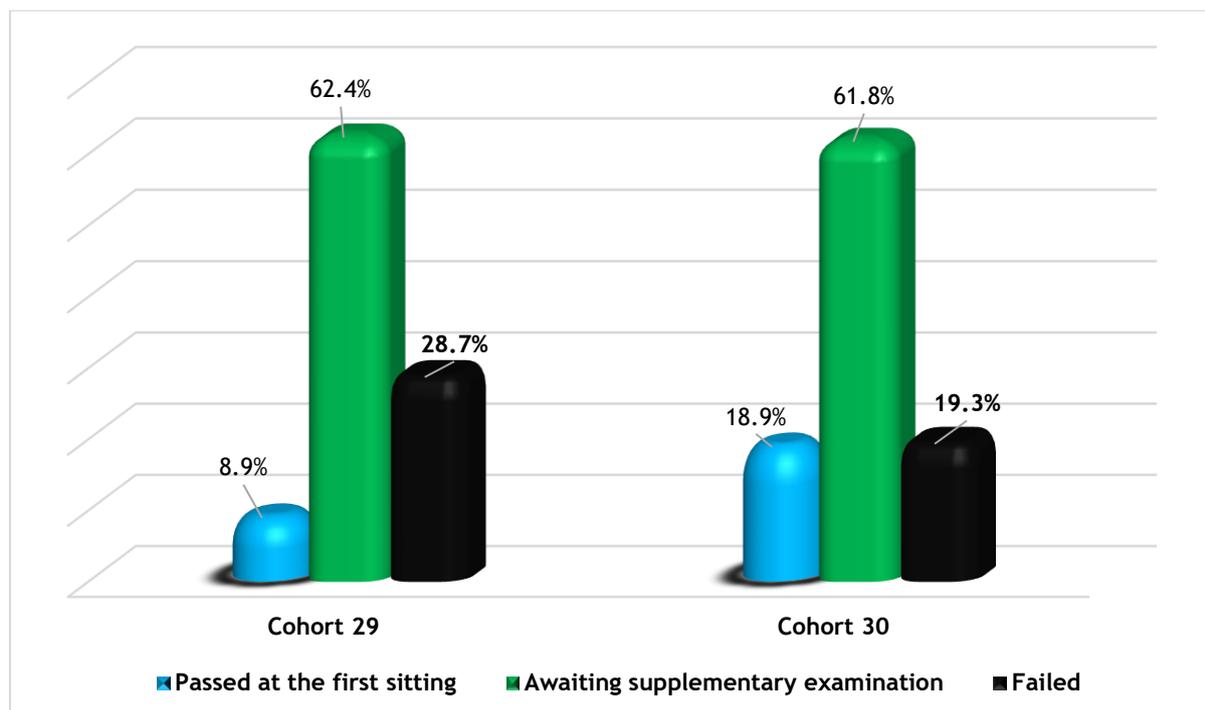
Table 5: First Sitting Examination Results

Cohort	Students who did their first sitting examinations					
	Passed at the first sitting	Awaiting supplementary examination	Failed	Total	Deferment	Total
Cohort 29	54	378	174	606	29	635
Cohort 30	130	425	133	688	34	722
Total	184	803	307	1,294	63	1,357

2.6.2 Trend of the First Sitting Examination Results

The trend of the examination results for the students who did their first sitting examinations in the financial year 2020/21 shows that, the pass rate increased from 8.9% in 29th cohort to 18.9% in 30th cohort. According to the **Figure 3** below, the supplementing students decreased from 62.4% in 29th cohort to 61.8% in 30th cohort and the failure rate decreased from 28.7% in 29th cohort to 19.3% in 30th cohort.

Figure 3: Trend of the First Sitting Examination Results for the FY 2020/21



2.6.3 Special First Sitting and Supplementary Examinations

In the financial year 2020/21, **844** candidates sat for the special first sitting and supplementary examinations with 29th Cohort. **120 (14.22%)** out of them passed,

716 (84.83%) had to come back for supplementary until they pass, and 8 (0.95%) failed.

Moreover, 1,059 sat for the special first sitting and supplementary examination in one or more components with 30th cohort. 150 (14.16%) passed the examinations, 904 (85.36%) had to come back for supplementary, and 5 (0.47%) failed.

2.6.4 General Results Overview as of June 2021

The results overview gives a clear picture of the students' progress and performance since the establishment of the LST. The results include the supplementary examination results for the students from 1st to 28th cohorts. Generally, the overview provides the state of the results for each cohort as of 30th June 2021.

The results show that, 12,364 (from 1st to 30th Cohort) students were required to sit for examinations. Among them, 12,055 (97.5%) sat for examination and 309 (2.5%) deferred. Statistics shows that, among students who sat for examination since the establishment of the School, 7,269 (60.3%) passed and therefore, were qualified to be registered to practice as advocates, 2,588 (21.5%) were required to sit for supplementary examination, and 2,198 (18.2%) failed as shown in the **Figure 4** and **Table 6** below.

Figure 4: Summary of Students Performance as of June 2021

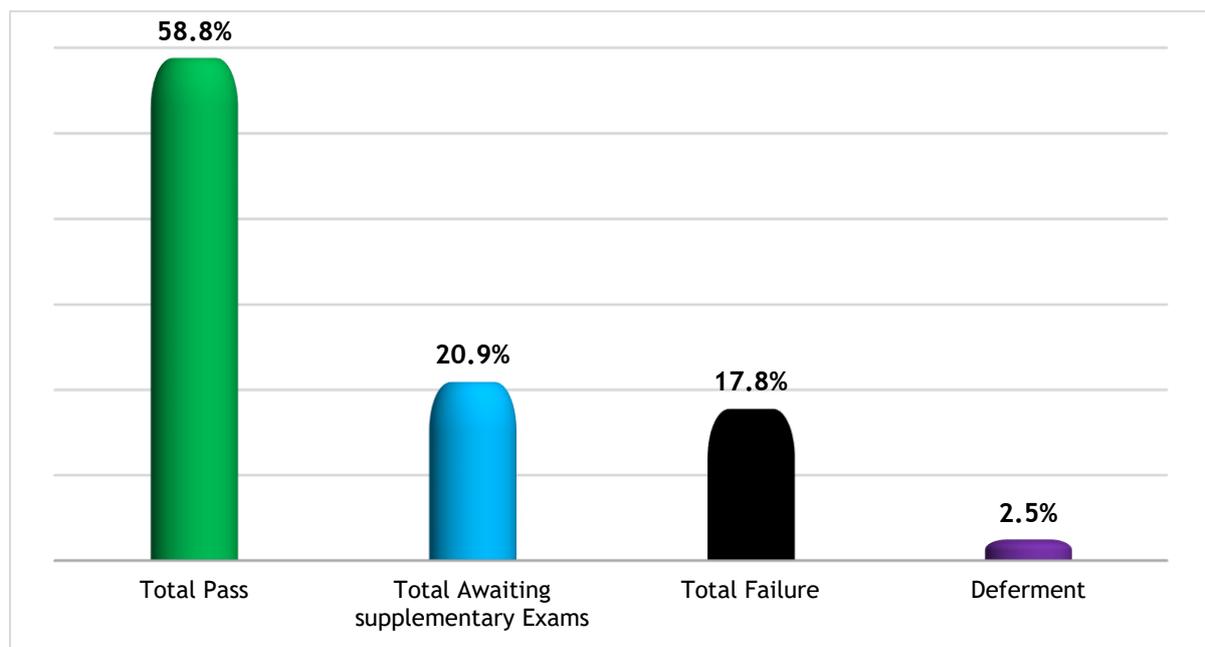


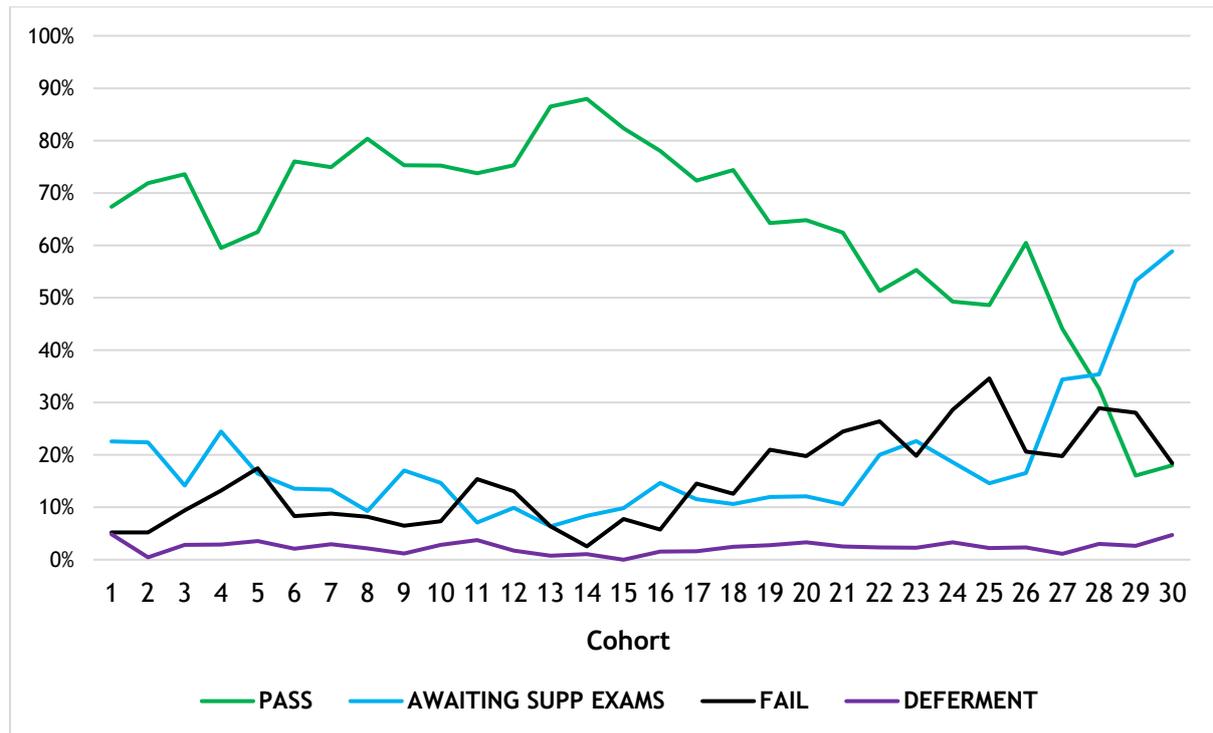
Table 6: Examination Results as of June 2021

Year of registration	Cohort	Pass		Awaiting supplementary examination	Fail		Deferment	Total admitted
		Passed first sitting examination	Passed supplementary /special first sitting examination		Failed 1 st sitting examination	Failed special 1 st sitting examination		
2008	1	38	156	65	15	0	14	288
	2	50	101	47	11	0	1	210
2009	3	35	121	30	19	1	6	212
	4	35	150	76	39	2	9	311
	5	32	90	32	31	3	7	195
2010	6	41	105	26	15	1	4	192
	7	46	133	32	20	1	7	239
2011	8	54	93	17	15	0	4	183
	9	51	77	29	10	1	2	170
	10	58	127	36	15	3	7	246
2012	11	55	122	17	36	1	9	240
	12	56	203	34	45	0	6	344
2013	13	95	245	25	25	0	3	393
	14	41	200	23	6	1	3	274
2014	15	77	241	38	29	1	0	386
	16	66	285	66	26	0	7	450
	17	73	241	50	59	4	7	434
2015	18	179	247	61	69	3	14	573
	19	80	269	65	111	3	15	543
	20	105	249	66	107	1	18	546
2016	21	113	259	63	142	4	15	596
	22	53	211	103	136	0	12	515
	23	93	225	130	110	4	13	575
2017	24	87	209	112	169	3	21	601
	25	102	141	73	170	3	11	500
2018	26	157	227	105	129	2	15	635
	27	165	67	181	99	5	9	526
	28	177	29	223	175	7	19	630
2019	29	54	48	338	174	4	17	635
	30	130	0	425	133	0	34	722
TOTAL		2,398	4,871	2,588	2,140	58	309	12,364

Figure 5 below shows that the percentage of students passed and those who are waiting for supplementary examinations are inversely proportional to each other.

The reason is that, when students sit for their supplementary examination, the likelihood of some of them to pass is greater, hence, reduces the number of those awaiting examination. Moreover, the figure shows that, as you move toward the last cohort, the difference between pass and awaiting supplementary shrink. This is because, supplementing students from previous cohorts had many chances of sitting for supplementary examinations which increases their likelihood of passing.

Figure 5: Students performance by Cohort as of June 2021



2.7 Clinical Law

The Law School of Tanzania training included not only classroom instruction but also involved a period of clinical law training (field placement). Students were attached in different organizations and institutions which are relevant to our training such as Judiciary, Attorney General Chamber’s, Law Firms and other private organizations.

In the financial year 2020/21, a total of 1,211 students of 30th and 31st cohorts attached to different field placements. LST targeted to register 1,500 students in a financial year 2020/21 who were also expected to attend field placement. But the actual admission for 30th cohort was 722 and 31st cohort was 534. With the 30th cohort, LST achieved by 91.7 percent to coordinate and facilitate 688 students to

attend field placement. The achievement decreased to 69.7 percent in the 31st cohort due to lower registered students. The overall achievement was 80.7 percent as shown in the **Table 7** below.

Table 7: Field Attachment

Cohort	Target number of students per cohort	Actual number of registered students	Actual number of students attended field placement	% of achievement (Attended against Target)
30	750	722	688	91.7%
31	750	534	523	69.7%
Total	1,500	1,256	1,211	80.7%

Preparation of 32nd cohort field training was done and training commenced on 26th July 2021 and would run for 18 weeks.

Major challenge encountered during field attachment is number of students versus placement places. Majority of students prefers to do field attachment at Dar es salaam and therefore, creates scramble for training places. However, students have been advised to consider other regions for field training.

2.8 Legal Aid Services

The LST established a Legal Aid Centre (LST LAC) which is mandated to design, innovate, modify, improve legal aid schemes and models and deliver various central legal aid services that will be provided by its students (who are Candidate-Attorneys) and LST staff to legally assist the indigents who cannot afford advocates fees. **Picture 2** and **Picture 3** below shows LST students providing legal aid.

Picture 2: LST Students Providing Legal Aid During Legal Aid Week



Picture 2 above shows LST students providing legal aid during Legal Aid Week in Mbeya in 2021.

Picture 3: Client Attended by the LST-LAC



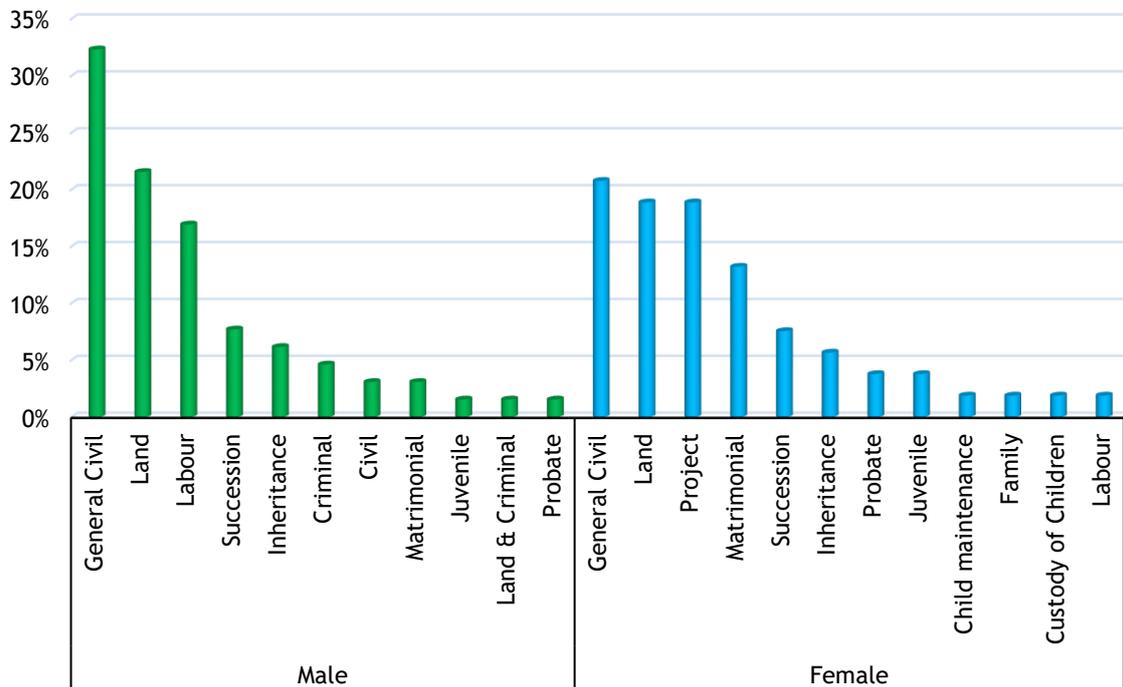
The Centre is an integral of the LST institution. It is a semi-autonomous and contributes to the realization of the LST vision and Mission as stipulated in the LST strategic plan 2017-2021.

The LST LAC has attended clients with different legal challenges. **Table 8** below shows that 118 cases were registered since the establishment of the Centre. Out of the registered cases, 95 have been solved and 23 are on progress. Regarding the nature of cases reported to the Centre, as per **Figure 6** below, most of the clients attended involve general civil cases followed by land cases.

Table 8: The Registered Cases and Solved by the LST Legal Aid Centre

S/NO.	NATURE OF THE CASE	REGISTERED	SOLVED	ONGOING
1	General Civil	32	25	7
2	Land	24	14	10
3	Labour	12	11	1
4	Project	10	10	0
5	Matrimonial	9	8	1
6	Succession	9	8	1
7	Inheritance	7	6	1
8	Criminal	3	3	0
9	Juvenile	3	2	1
10	Probate	3	3	0
11	Civil	2	2	0
12	Family	2	1	1
13	Child Maintenance	1	1	0
14	Custody of Children	1	1	0
Total		118	95	23

Figure 6: Nature of the Registered Cases



Moreover, the LST LAC provides legal aid to clients in pre-arranged occasions. Such occasions are; Legal Aid Week and Law Week. **Picture 4** below show the Minister of Constitutional and Legal Affairs (MoCLA), Hon. Prof. Palamagamba John Aidan

Mwaluko Kabudi signing visitors' book during Law Week conducted in Dodoma in 2021.

Picture 4: Hon. Prof. Palamagamba John Aidan Mwaluko Kabudi Signing Visitors' Book During Law Week in Dodoma, 2021



2.9 Library and Information Services

The Law School of Tanzania Library is staffed with professional librarians with a vast experience on legal collection and services. It provides information and library services to students, staff and legal practitioners in the country. Its collection includes, books, journals, magazines, newspapers, Law Africa Law Reports, Tanzania Law Reports and online databases such as Tanzania Legal Information Institute (TANZLII), East African Court of Justice (EACJ) Portal, African Court on Human and Peoples Rights portal, Research4Life, among others. This library also provides an avenue for legal research to all its users, including High Court Judges, public and private legal practitioners, LST Alumni, and the surrounding community. The library has built its collections that are relevant to legal and professional knowledge and that facilitate teaching, learning, research and consultancy in the country.

Picture 5: LST Library

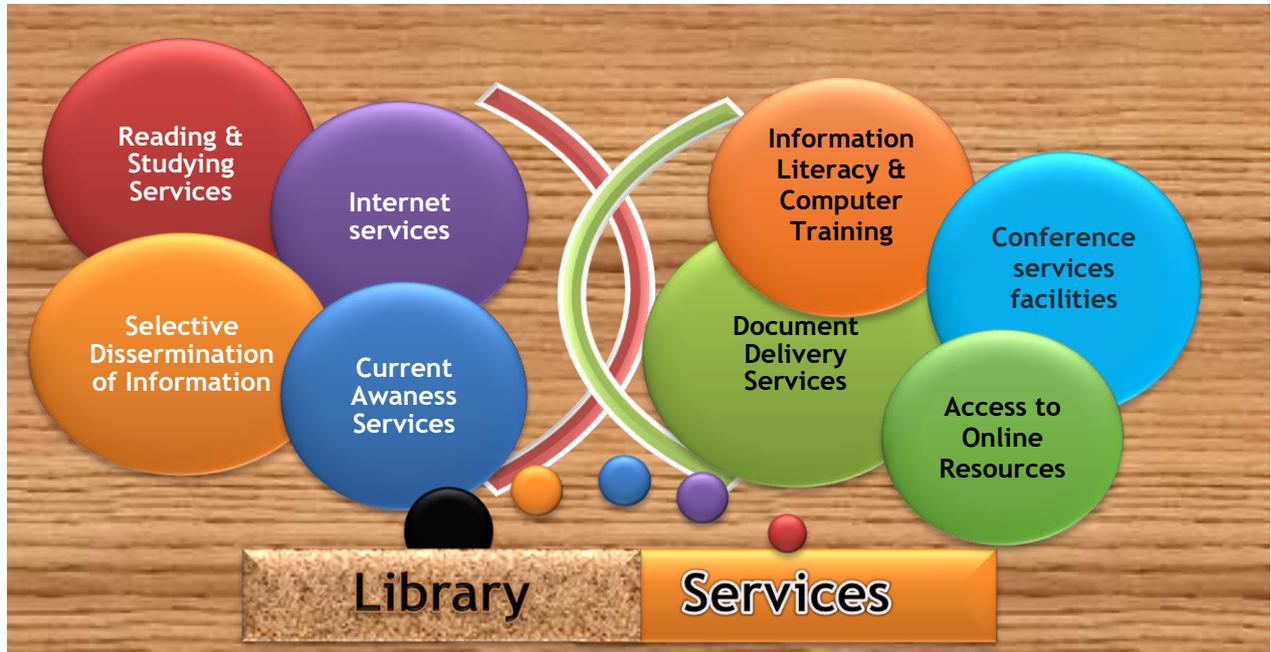


The library is also set to facilitate access to reading, research, consultancy and reference materials services for print and on-line. In order to accomplish its training objectives, the library provide regular training on information literacy and ICT searching skills for both students, academic staff and the learning communities on access to online resources. It also offers services to students with disorders, whose facilities are contained in the library building altogether. It focusses on excellent service delivery that create a conducive environment for all learners.

The future plan of the LST Library is to become the “state of the art” library on legal collection and services in the country. To date, the library contains more than 2,500 titles of text books, periodicals, reference materials, law reports both in print and online. Its online materials can be accessed via www.lst.ac.tz . Apparently, the LST library collection comprised of materials and resources that is useful but not limited to the following areas of subject matter: Legal Writing and Drafting; Conveyancing; Trial Advocacy; Commercial Transaction; Civil Litigation; Legal Practice

Management; Criminal Litigation; Probate and Administration; Professional Ethics and Leadership, Management & Accounting.

Figure 7: Library and Information Services



CHAPTER THREE

STUDENTS AFFAIRS AND COOPERATION WITH OTHER INSTITUTIONS

3.1 Students Affairs

The Law School of Tanzania is committed to provide conducive learning environment to its students at the School. The LST is a community that respects its members and celebrates their achievements. It also understands that, students may face challenges during training period. Thus, to overcome the challenges, the Department of Student Affairs provides support and assistance throughout the academic period.

The Law of School of Tanzania (Students' General Welfare Conduct and Disciplinary Matters) Rules, 2008 provide mandate to the department of Student Affairs to safeguard all the School's physical facilities and property availed to students during their stay at the School. It is also responsible to various services and activities aimed at improving welfare of students such as;

- i. Provision of Guidance and Counselling Services to enable students fulfil their academic and personal potentials;
- ii. Provision of equal educational opportunity for individuals with disorders;
- iii. Oversee activities of students' organization as students normally channel their views through the students' government body called the Tanzania Students' Bar Association;
- iv. Supervision of sports and games; and
- v. Arrange for Career day whereby students get an opportunity to meet up with experienced senior members of the legal profession so as to inspire students who are about to join the legal profession.

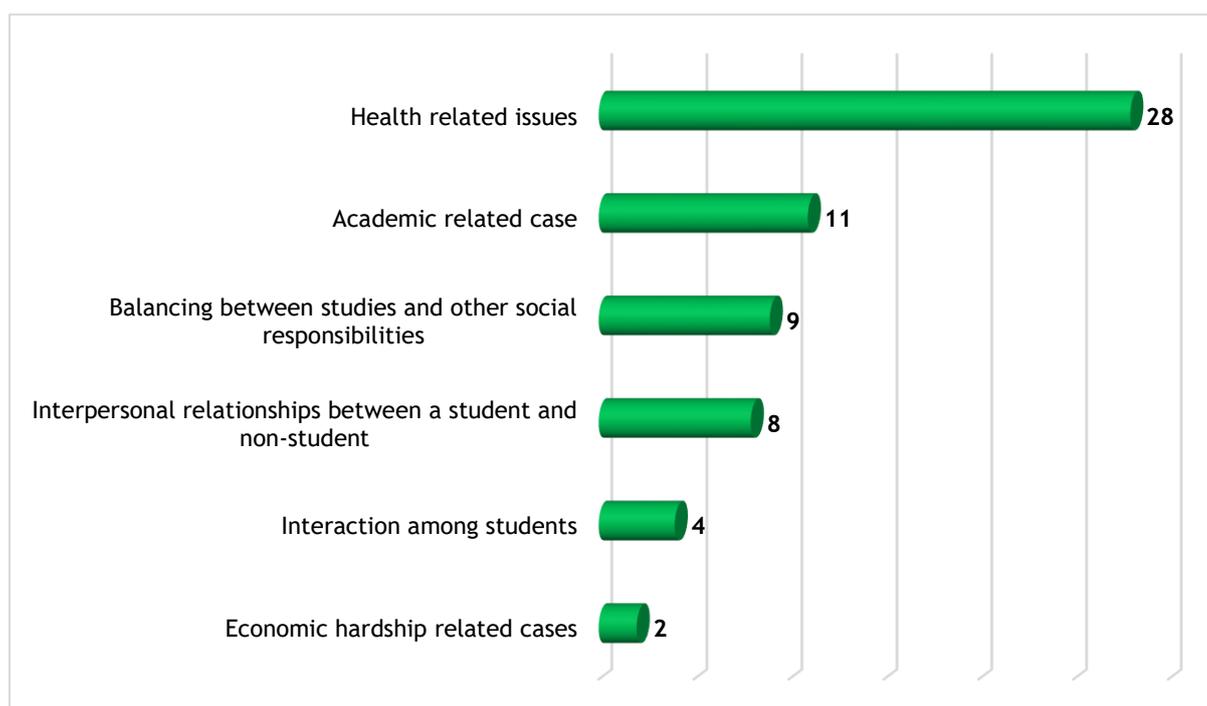
In the financial year 2020/21, the LST achieved to regulates and maintains discipline amongst students, establishes and maintains a state of good relationship among members of the school's community, and assists in building-up discipline among students as trained future legal professionals. Moreover, the Student Affairs department has managed to accomplish various services and activities as outlined below.

- i. Conducting **Guidance and Counselling**: Seminar on reproduction and HIV/AIDS was delivered to 31st and 32nd cohort students during orientation week aiming to equip students with skills that will enable them to avoid risk behaviours leading to the new HIV AIDS infections.

During the same week, two more presentations were offered; the first one was on safer Gender with objective to sensitize new students on issues related to safer Gender. Second presentation was on voluntary counselling and testing and uses of anti-retroviral treatment (ART). This presentation aimed to (i) sensitize new students to test for HIV and for infected ones to use ARV as prescribed (ii) reduce risks of opportunistic diseases and prevention of drug resistance. Due to increase concern on non-communicable diseases, one presentation on general health including cardiovascular diseases, metabolic diseases and substance abuse was given with the aim to sensitize students to take care of their health. In collaboration with Ubungo municipal officials, seminar on prevention against Covid 19 transmission was offered to the said cohorts.

Moreover, routine guidance and or counselling were done. 62 Cases of different nature were handed which included cases emanating from interaction among students (4 case); Interpersonal relationships between a student and non-student (8 cases); Economic hardship related cases (2 cases); Balancing between studies and other social responsibilities (9 cases); Health related issues (28 cases); and academic related case (11 cases) (See **Figure 8** below). Eight (8) students reported to the office of Dean of Students for guidance on requesting leave of absence so as to attend burial ceremony of their beloved parents.

Figure 8: Cases Reported to the Student's Affairs Department



- ii. **Supervision of students' organization.** Elections for 31st and 32nd cohort leadership were done smoothly. Elected leaders for 31st cohort were Vice President, Deputy General Secretary and Deputy Treasurer. Elected leaders for 32nd cohort were President, Vice President, General Secretary and Treasurer.
- iii. The School value **sports and games** as an important aspect of life. In that case students participated in seven friendly football matches to ensure fitness.
- iv. Four students with **special needs** were attended. Three students have physical challenges hence sought for extra time during examination. One student has hearing challenge that it was important for lecturers and firm leader to offer special attention during classroom instructions.

3.2 Cooperation with Other Institutions

The LST voluntarily considers welfare, environment and mutual-trust-based relations with various partners. All this leads to increased competitive strength, formation of conditions for balanced social and economic development, including welfare. Over the past years, LST has developed a solid cooperation with several stakeholders and other organisations operating in the country. The cooperation with other institutions

is particularly important to LST. To meet the diverse objectives provided, we require good contacts and close cooperation with other institutions and stakeholders. Such institutions are Institute of Judicial Administration (IJA). IJA cooperate with LST in various matters relating to research, advisory, training etc. This help not only academically but also to build a strong cooperation for the betterment of the legal sector and community at all. LST has also been participating in the community and different events such as law week, legal aid week, NACTE events, workers day, and other different conferences.

CHAPTER FOUR

FINANCIAL RESOURCES

4.1 Introduction

The Law School of Tanzania needs fund for its operations. LST has two main types of funding which are Government subsidies and internal revenues. Government subsidies consists of Personnel Emoluments and Other Charges whilst Internal revenues include Tuition Fees, Application Fees, Statement of Results Fees, Transcript Fees, Supplementary Fees, Appeals Fees, Miscellaneous Income, Rental Income, Income from Sale of Tender, Research and Consultancy Fees, and Short Courses Fee.

4.2 Revenue Analysis

The total approved budget of the Law School of Tanzania in the financial year 2020/21 was Tsh. 5,172,365,500.00 for both recurrent and development expenditure. The total actual revenue of the same financial year was Tsh. 4,385,566,328.20 which is equivalent to 84.79 percent of the budget estimates.

Table 9: Revenue Analysis

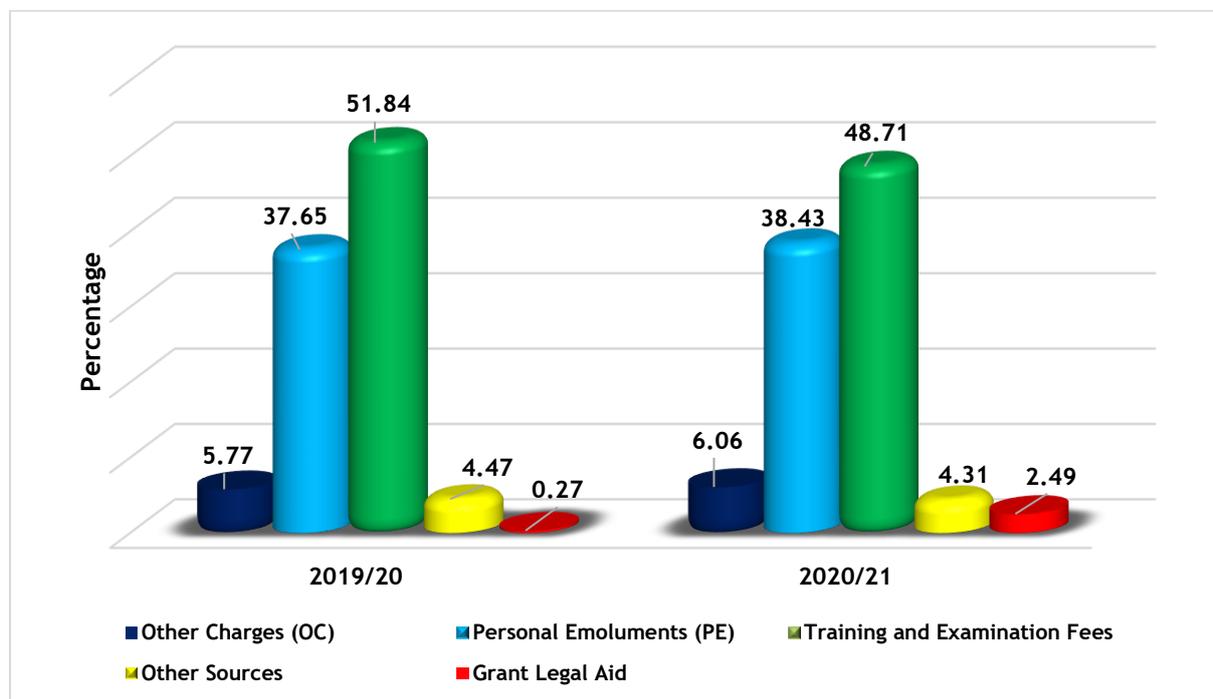
SOURCE OF FUND		FINANCIAL YEAR				Variance in % (Previous actual against current year actual)
		2019/20	2020/21	2019/20	2020/21	
		Actual Revenue		% source to the TR		
Contribution from Government	Other Charges (OC)	243,705,000.00	265,858,999.80	5.77	6.06	9.09
	Personal Emoluments (PE)	1,591,221,460.00	1,685,401,319.00	37.65	38.43	5.92
	Sub Total	1,834,926,460.00	1,951,260,318.80	43.42	44.49	6.34
Grant	Legal Aid	11,469,500.00	109,050,000.00	0.27	2.49	850.78
	Sub Total	11,469,500.00	109,050,000.00	0.27	2.49	850.78
Internal Revenue	Training and Examination Fees	2,190,840,000.00	2,136,041,000.00	51.84	48.71	(2.50)
	Other Sources	188,886,200.16	189,215,009.40	4.47	4.31	0.17
	Sub Total	2,379,726,200.16	2,325,256,009.40	56.31	53.02	(2.29)
Total Revenue (TR)		4,226,122,160.16	4,385,566,328.20	100	100	3.77

Basing on **Table 9** above, the total revenue of the financial year 2020/2021 was increased by 3.77 percent as compared to the financial year 2019/20.

Figure 9 below shows the contribution of each source of revenue to the total revenue. In the financial year 2019/20, the major source of revenue was training and examination fees which was collected by 51.84 percent of the total revenue. Collection from training and examination fees in the financial year 2020/21 decreased to 48.71 percent. Other internal sources of revenue in the same year comprised of 4.31 percent of the total revenue.

Government contribution which includes Personal Emolument and Other Charges comprised of 43.42 percent in total in the financial year 2019/20. The amount increased to 44.49 percent of total revenue in the year 2020/21. Moreover, the LST received grant for legal aid services which contributed to 2.49 percent of the total revenue in the same financial year.

Figure 9: Percent of the Contributions of the Sources of Revenue to the Total Revenue



4.3 Expenditure Performance

In the financial year 2020/21, the total actual expenditure was Tsh. 4,441,291,499.99 which is equivalent to 85.87 percent of the budget. A close observation of the Table 10 below further indicates that, the overall expenditure is increased by 6.85 percent as compared to the financial year 2019/20 performance.

Table 10: Comparison of Expenditure Performance

Items	Source of Fund	Actual expenditure		Variance (Previous actual against current actual expenditure)
		2019/20 (Tsh)	2020/21 (Tsh)	
Personal Emoluments	Government Subvention	1,591,221,460.00	1,685,401,319.00	5.92
	LST internal fund	-	-	-
Sub Total		1,591,221,460.00	1,685,401,319.00	5.92
Other Charges	Government Subvention	243,705,000.00	265,858,999.80	9.09
	LST internal fund	2,309,987,588.22	2,380,981,181.19	3.07
Sub Total		2,553,692,588.22	2,646,840,180.99	3.65
Grant	Legal Aid	11,469,500.00	109,050,000.00	850.78
Sub Total		11,469,500.00	109,050,000.00	850.78
Development	Government Subvention	-	-	-
	LST internal fund	-	-	-
Sub Total		-	-	-
Grand Total (Tsh)		4,156,383,548.22	4,441,291,499.99	6.85

CHAPTER FIVE

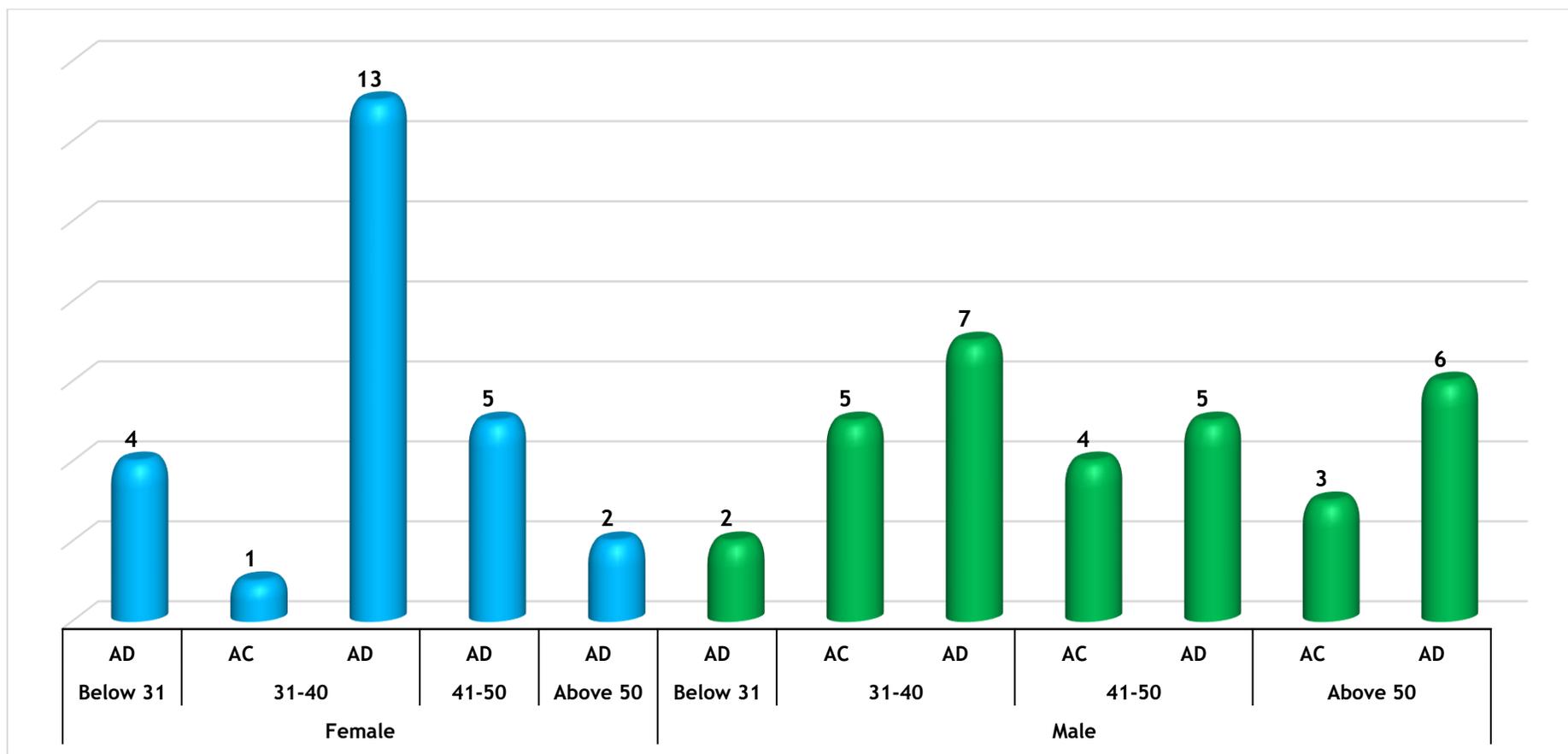
HUMAN RESOURCES

5.1 Introduction

Human Resource is a critical element to operating a successful Law School of Tanzania. The LST has talented, dedicated, and competent staff who work to fulfil the objectives of the school. In the financial year 2020/21, the LST had 57 staff including permanent and temporary. **Figure 10** and **Figure 11** below shows the distribution of staff by Gender, age categories, education level, contract and cadre (administrative/academic staff) while **Table 11** below shows staff profile by Gender. Out of 57 staff, 25 (43.86%) were female and 32 (56.14%) were male. Permanent staff contributed 94.74% while those on contractual basis contributed 5.26%.

Comparing with the financial year 2019/20, the LST had 23 (41.82%) female and 32 (58.18%) male staff. This made a total of 55 staff where by 92.73% of them were permanent and pensionable and 7.27% were under contractual basis. In the financial year 2020/21, the total number of staff increased by 3.64% comparing to the financial year 2019/20.

Figure 10: Number of Staff by Gender, Age Category, and Cadre



Key: AD=Administrative staff,

AC= Academic staff

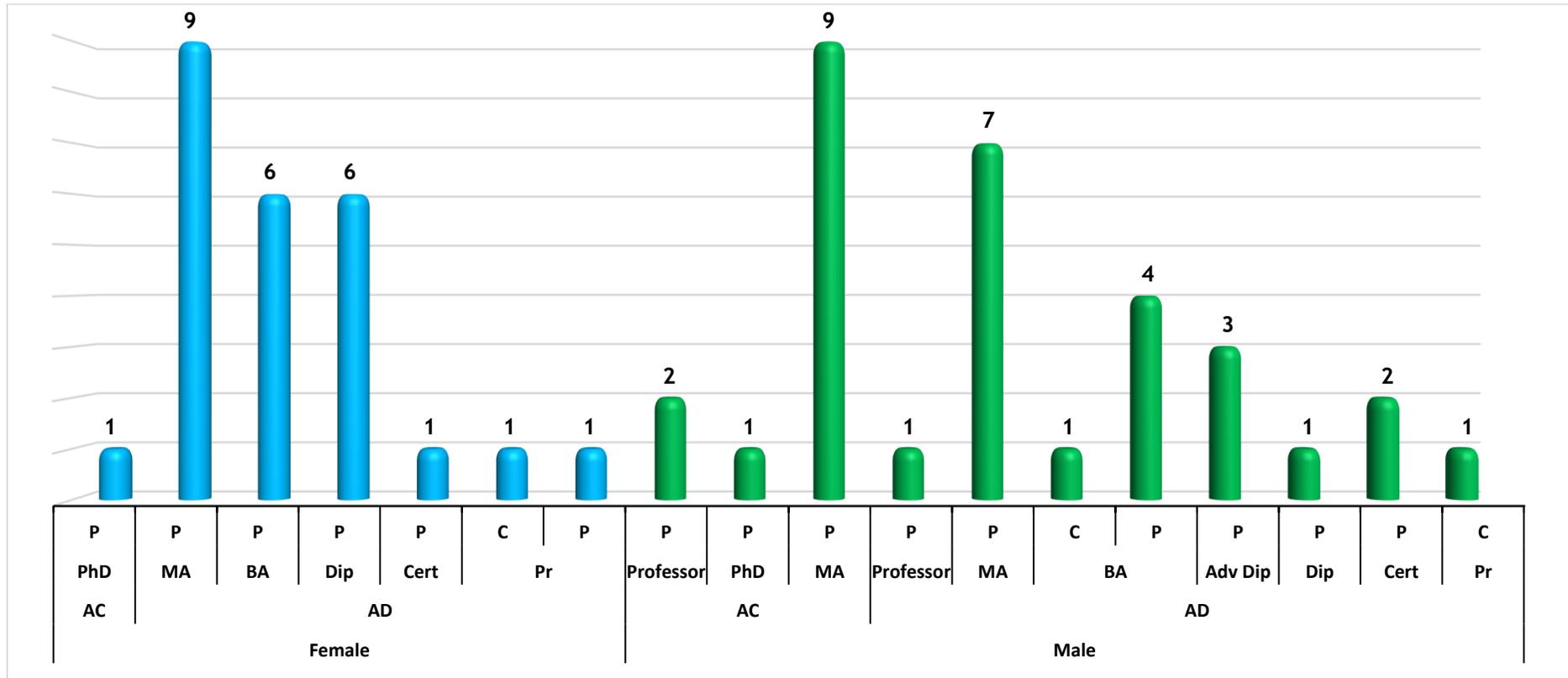


Female Staff



Male Staff

Figure 11: Number of Staff by Gender, Cadre, Education Level, and Contract



Key: P= Permanent and pensionable, C= Contractual basis, AC= Academic staff, AD= Administrative staff, MA= Master, BA= Bachelor, Adv Dip=Advance diploma, Dip= Diploma, Cert= Certificate

■ Female Staff ■ Male Staff

Table 11: Staff Profile

STAFF PROFILE									
MALE STAFF				FEMALE STAFF			TOTAL %		
Academic Staff (% of total staff)		21.05		Academic Staff (% of total staff)		1.75	22.81		
Administrative Staff (% of total staff)		35.09		Administrative Staff (% of total staff)		42.11	77.19		
All Staff by Gender (June 2020)		% of male staff to total staff 56.14%		% of female staff to total staff 43.86%					
STAFF PROFILE BREAKDOWN BY GENDER									
MALE STAFF				FEMALE STAFF					
Staff by Cadre (June 2020)									
		F	% of Row Total			F	% of Row Total	Row Total	% of Total Staff
Academic Staff		12	92.31	Academic Staff		1	7.69	13	22.81
Administrative Staff		20	45.45	Administrative Staff		24	54.55	44	77.19
Academic staff by Grade and Education Level (June 2020)									
		F	% of Row Total			F	% of Row Total	Row Total	% of Total Staff
Professor		2	0.00	Professor		0	0.00	2	15.38
Senior Lecturer	PhD	1	100.00	Senior Lecturer	PhD	0	0.00	1	7.69
	Masters	1	100.00		Masters	0	0.00	1	7.69
Lecturer	PhD	0	0.00	Lecturer	PhD	1	100.00	1	7.69
	Masters	3	100.00		Masters	0	0.00	3	23.08
Assistant Lecturer	PhD	0	0.00	Assistant Lecturer	PhD	0	0.00	0	0.00
	Masters	5	100.00		Masters	0	0.00	5	38.46
Administrative Staff by Education Level (June 2020)									
		F	% of Row Total			F	% of Row Total	Row Total	% of Total Staff
Professor		1	0.00	Professor		0	0.00	1	2.27
PhD		0	0.00	PhD		0	0.00	0	0.00
Masters		7	43.75	Masters		9	56.25	16	36.36
Bachelor Degree		5	45.45	Bachelor Degree		6	54.55	11	25.00
Advanced Diploma		3	100.00	Advanced Diploma		0	0.00	3	6.82
Diploma		1	14.29	Diploma		6	85.71	7	15.91
Certificate and Below		3	50.00	Certificate and Below		3	50.00	6	13.64

MALE STAFF				FEMALE STAFF				
Academic staff by Contract (June 2020)								
		F	% of Row Total		F	% of Row Total	Row Total	% of Total Staff
Full-Time	Permanent	12	92.31	Full-Time	Permanent	1	7.69	13
	Temporary/Contract	0	0.00		Temporary/Contract	0	0.00	0
Administrative Staff by Contract (June 2020)								
		F	% of Row Total		F	% of Row Total	Row Total	% of Total Staff
Full-Time	Permanent	18	43.90	Full-Time	Permanent	23	56.10	41
	Temporary/Contract	2	66.67		Temporary/Contract	1	33.33	3
Academic Staff by Age (June 2020)								
		F	% of Row Total		F	% of Row Total	Row Total	% of Total Staff
Below 31		0	0.00	Below 31		0	0.00	0
31-40		5	83.33	31-40		1	16.67	6
41-50		4	100.00	41-50		0	0.00	4
Above 50		3	100.00	Above 50		0	0.00	3
Administrative Staff by Age (June 2020)								
		F	% of Row Total		F	% of Row Total	Row Total	% of Total Staff
Below 31		2	33.33	Below 31		4	66.67	6
31-40		7	35.00	31-40		13	65.00	20
41-50		5	50.00	41-50		5	50.00	10
Above 50		6	75.00	Above 50		2	25.00	8

CHAPTER SIX

THE SCHOOL LEADERSHIP DURING THE YEAR 2020/21

6.1 The Governing Board

The Governing Board is the supreme body of the Law School of Tanzania. The Board takes overall responsibility for the Institution. The Board delegates the day-to-day management of the activities to the Principal. As of June 2021, the Board was chaired by Dr. Evaristo Longopa.

6.2 The Governing Board Constituents

According to the Law School of Tanzania Act, Cap. 425, the Deputy Attorney General is the Chairperson of the Board, while members are:

- i) The Registrar of the Court of Appeal,
- ii) The President of Tanganyika Law Society,
- iii) The Dean of Faculty of Law of the University of Dar es Salaam,
- iv) One member representing Tanganyika Law Society to be appointed by the Minister responsible for Legal Affairs, and
- v) One Member representing Legal Aid Schemes to be appointed by the Minister responsible for Legal Affairs.
- vi) One member representing students.

The Principal of the School serves as the Secretary to the Board.

6.3 Governing Board Served During the Year 2020/21

Table 12: Members of the Governing Board Served in the Year 2020/21

NO	Name	Organization	Position	Gender	Service Period to June 2021
1	Dr. Evaristo Longopa	Attorney General's Chamber	Chairperson	Male	01/07/2018-30/06/2021
2	Prof. Hamudi Majamba	University of Dar es Salaam	Member	Male	01/07/2016-30/06/2021
3	Ms. Elizabeth Y. Mkwizu	Court of Appeal	Member	Female	01/05/2019-30/06/2021
4	Ms. Aisha Ally Sinda	Representative of members of TLS	Member	Female	01/02/2016-30/06/2021

5	Ms. Scholastica Jullu	NGOs	Member	Female	01/02/2016-30/06/2021
6	Dr. Rugemeleza Nshala	Tanganyika Law Society	Member	Male	01/05/2019-03/09/2020
7	Dr. Edward Hosea	Tanganyika Law Society	Member	Male	3/9/2020-30/6/2021
8	Dr. Zakayo N. Lukumay	Law School of Tanzania	Secretary	Male	1/7/2017-1/11/2020
9	Dr. Benhajj S. Masoud (Judge)	Law School of Tanzania	Secretary	Male	1/11/2020-30/6/2021

6.4 The Governing Board Committees

The Governing Board has four sub-committees namely, Committee of Practical Legal Training and Examinations; Committee of Administration and Human Resource Development; Committee of Planning and Finance; and Audit Committee. All matters need discussions and deliberations by the Governing Board shall go through relevant committee for scrutiny and recommendations before presented to the Governing Board.

6.4.1 Governing Board Committee of Practical Legal Training and Examinations

The following are the members of the Committee of Practical Legal Training and Examinations served during financial year 2020/21: -

Table 13: Members of the Committee of Practical Legal Training and Examinations Served in the Year 2020/21

No	Name	Organization	Position	Service Period to June 2021
1	Dr. J.U. Agatho	Faculty of Law, Mzumbe University	Chairperson	28/8/2020-30/6/2021
2	Dr. C.B. Murungu	Tanganyika Law Society	Member	28/8/2020-30/6/2021
3	Dr. Haruni Benga Matagane	Attorney General's Chamber	Member	28/8/2020-30/6/2021
4	Dr. L. Kamanija	Faculty of Law, Tumbaini University, Dar es Salaam College	Member	28/8/2020-30/6/2021
5	Mr. M.J. Chaba	High Court of Tanzania	Member	28/8/2020-30/6/2021
6	Hon. Justice Dr. B.S. Masoud	Law School of Tanzania	Secretary	1/11/2020-30/6/2021

6.4.2 Committee of Appointment and Human Resource

The following are the members of the Committee of Appointment and Human Resource served during financial year 2020/21: -

Table 14: Members of Committee of Appointment and Human Resource Served in the Year 2020/2021

No	Name	Organization	Position	Service Period to June 2021
1	Ms. Aisha Ally Sinda	Representative of members of TLS	Chairperson	1/7/2016-30/6/2021
2	Mr. Deogratias M. Yinza	Ministry of Constitution and Legal Affairs	Member	1/7/2018-9/4/2021
3	Mr. Emma P.Lyimo	Ministry of Constitution and Legal Affairs	Member	9/4/2021-30/6/2021
4	Mr. Jackson E. Nyamwihura	Attorney General's Chamber	Member	1/7/2018-30/6/2021
5	Prof. Zakayo N. Lukumay	Law School of Tanzania	Member	1/7/2017-30/6/2021
6	Prof. William A. Pallangyo	Law School of Tanzania	Secretary	1/7/2016-30/6/2021

6.4.3 Committee of Planning and Finance

The following are the members of the Committee of Planning and Finance served during financial year 2020/21: -

Table 15: Members of Committee of Planning and Finance Served in the Year 2020/2021

NO	Name	Organization	Position	Service period to June 2021
1	Prof. Hamudi Majamba	Law School Governing Board	Chairperson	1/7/2016-30/6/2021
2	Mr. Joseph M. Elikana	Attorney General's Chamber	Member	1/9/2018-30/6/2021
3	Mr. Meshaki Mwakimbiki	Ministry of Constitutional and Legal Affairs	Member	1/9/2018-12/4/2021
4	Mr. Gaudence Leshabari	Ministry of Constitutional and Legal Affairs	Member	1/9/2018-12/4/2021
5	Mr. Salmin Kaniki	Treasury Registrar's Office	Member	1/7/2015-30/6/2021
6	Prof. Zakayo N. Lukumay	Law School of Tanzania	Member	1/7/2017-30/6/2021
7	Prof. William A. Pallangyo	Law School of Tanzania	Secretary	1/7/2016-30/6/2021

6.4.4 Audit Committee

The following are the members of the Audit Committee served during financial year 2020/21: -

Table 16: Members of Audit Committee Served in the Year 2020/2021

NO	Name	Organization	Position	Service period to June 2021
1	Ms. Scholastica Jullu	NGOs	Chairperson	11/11/2018-30/6/2021
2	Dr. Rugemeleza Nshala	Tanganyika Law Society	Member	01/04/2019-3/9/2020
3	Sako Mayrick	Medical Store Department	Member	04/01/2019-30/6/2021
4	Dr. Madaka Tumbo	Water Institution	Member	04/01/2019-30/6/2021
5	Mr. Emil Lukiko	Law School of Tanzania	Secretary	1/07/2016-30/6/2021

6.5 The Principal

The Principal is appointed by the Minister of Constitution and Legal Affairs upon recommendation of the Governing Board. The Principal serves for a term of five years and may be re-appointed consecutively for one more term of five years. As of June, 2021, the position was held by Hon. Judge Dr. Benhajj S. Masoud. Principal is assisted by two Deputy Principals.

Picture 6: Principal of the Law School of Tanzania, Hon. Judge Dr. Benhajj S. Masoud



6.5.1 Deputy Principal-Training, Consultancy, Research & Publication

The Deputy Principal-TCRP is appointed by the Council or Governing Board. The Deputy Principal takes the Principal's seat in his absence. The Deputy Principal holds the office for a term of four years and maybe re-appointed consecutively for one more term of four years. The current Deputy Principal-Training, Consultancy, Research and Publications is Prof. Zakayo N. Lukumay.

6.5.2 Deputy Principal- Planning, Finance & Administration

The Deputy Principal-PFA is appointed by the Governing Board. The Deputy Principal holds the office for a term of four years and maybe re-appointed consecutively for one more term of four years. Currently, the Deputy Principal-Planning, Finance and Administration is Prof. William A. Pallangyo.

6.5.3 Heads of Departments and Units by June 2021

Table 17: Heads of Departments and Unit

No	Name	Department/Unit	Designation
1	Prof. Sist J Mramba	Practical Legal Training	Head of Practical Legal Training Department
2	Mr. Hilary Lubengo	Admissions, Examinations and Records	Registrar
3	Ms. Belinda Molllel	Clinical Law	Head of Clinical Law Department
4	Ms. Aziel E. Mtera	Student Affairs	Dean of Students
5	Mr. Cyrus Gabone	Internal Audit Unit	Chief Internal Auditor
6	Mr. Magaluda Magobe	Finance and Accounts	Chief Accountant
7	Mr. Alfred Maliyabwana	Procurement Management Unit	Ag. Head of Procurement and Management Unit
8	Mr. Aristarik Maro	Library Services	Head of Library Services Unit
9	Mr. Edward Chuwa	Legal Services Unit	Ag. Head of Legal Services Unit
10	Ms. Vumilia Saileni	Human Resources Management and Administration	Ag. Head of Human Resources Management and Administration Department

11	Ms. Faith Ntukamazina	Information and Communication Technology	Head of Information and Communication Technology Department
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Table 18: Representatives of Heads of Departments and Units

No	Name	Department/Unit	Designation
1	Mr. Dominick Godfrey	Policy, Planning and Budgeting	Economist
2	Ms. Scholastica Njozi	Information, Education and Communication Unit	Information Education and Communication Officer

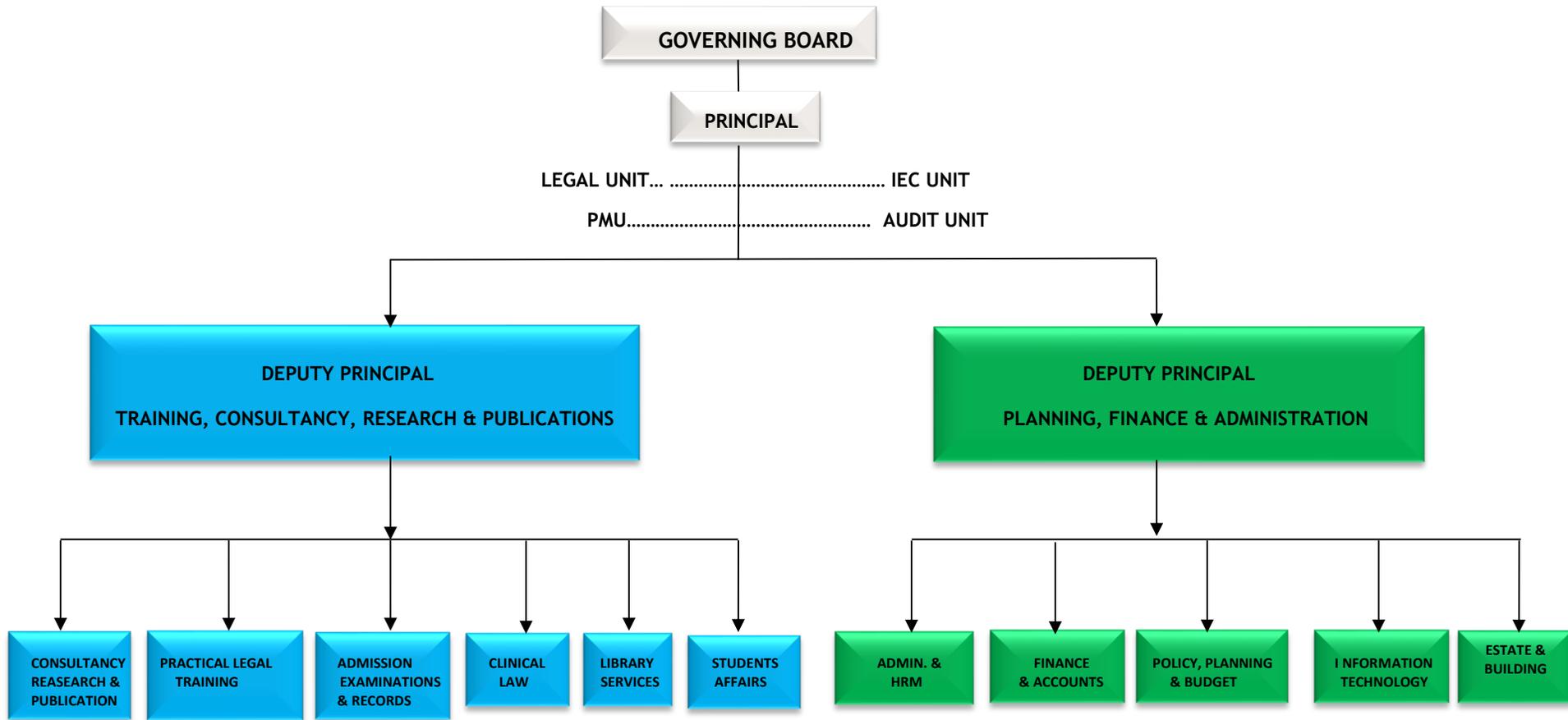
6.6 Organization Structure

To achieve the objectives for which the School was established, the functions of the School are discharged and managed through the Principal who is responsible to the Governing Board for overall coordination of the School.

There are two-line directorates headed by Deputy Principals who are accountable to the Principal, the Directorate of Training, Consultancy, Research and Publications and the Directorate of Planning, Finance and Administration. Each Directorate is divided into such number of departments and units depending on the functions performed. The functions of each department as established under each Directorate are performed under the management of a Principal Officer who is accountable to the respective Deputy Principals. In addition, there are also independent units which are responsible for legal matters, auditing, information, education and communication, and procurement. These units are directly responsible to the Principal.

In order to maintain a lean system of governance, the following functions are outsourced, namely, general cleaning functions and security guard functions.

LST ORGANIZATION STRUCTURE



KEY:

- PMU- PROCUREMENT MANAGEMENT UNIT
- IEC- INFORMATION, EDUCATION AND COMMUNICATION UNIT
- ADMIN- ADMINISTRATION
- HRM- HUMAN RESOURCE MANAGEMENT



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