



THE UNITED REPUBLIC OF TANZANIA
NATIONAL AUDIT OFFICE



ENGINEERS REGISTRATION BOARD (ERB)

REPORT OF THE CONTROLLER AND AUDITOR GENERAL ON THE
FINANCIAL STATEMENTS AND COMPLIANCE AUDIT FOR THE FINANCIAL
YEAR ENDED 30 JUNE 2023

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March 2024

AR/PA/ERB/2022/23



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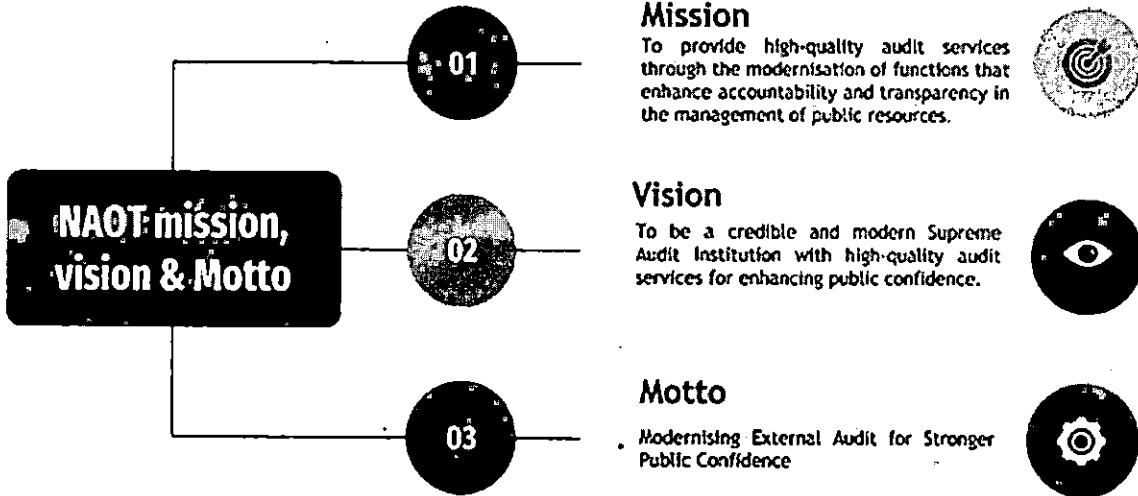
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About the National Audit Office

Mandate

The statutory mandate and responsibilities of the Controller and Auditor-General are provided for under Article 143 of the Constitution of the United Republic of Tanzania of 1977 and in Section 10 (1) of the Public Audit Act, Cap 418 [R.E 2021].



Independence and objectivity

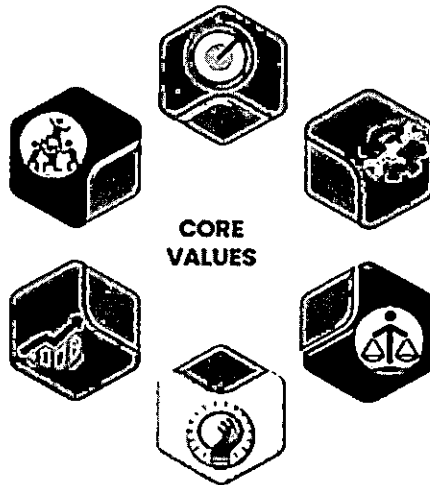
We are an impartial public institution, independently offering high-quality audit services to our clients in an unbiased manner.

Teamwork Spirit

We value and work together with internal and external stakeholders.

Results-Oriented

We focus on achievements of reliable, timely, accurate, useful, and clear performance targets.



Professional competence

We deliver high-quality audit services based on appropriate professional knowledge, skills, and best practices

Integrity

We observe and maintain high ethical standards and rules of law in the delivery of audit services.

Creativity and Innovation

We encourage, create, and innovate value-adding ideas for the improvement of audit services.

© This audit report is intended to be used by Engineers Registration Board and may form part of the annual general report, which once tabled to National Assembly, becomes a public document; hence, its distribution may not be limited.

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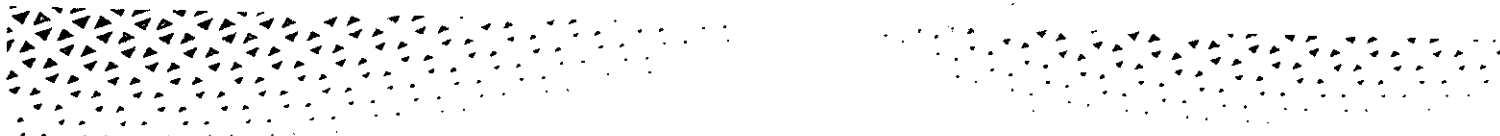
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ABBREVIATIONS

ACET	Association of Consulting Engineers Tanzania
AED	Annual Engineers Day
ARCEDEM	African Regional Centre for Engineering Design and Manufacturing
CPD	Continuing Programme Development
EABC	East African Business Council
EDF	Engineering Development Facility
eGA	e-Government Authority
ERB	Engineers Registration Board
ESPJ	Education and Skills for Productive Jobs Program
EXCO	Executive Committee
F&AC	Finance and Administration Committee
FECF	Foreign Engineering Consulting Firms
GAMIS	Government Assets management Information System
GPSA	Government Procurement Services Agency
ICT	Information and Communication Technology
IET	Institution of Engineers Tanzania
IPSAS	International Public Sector Accounting Standard
LECF	Local Engineering Consulting Firms
MBA	Masters of Business Administration
MIS	Management Information System
MTEF	Medium Term Expenditure Framework
NACTE	National Council of Technical Education
NHC	National Housing Corporation
NHIF	National Health Insurance Fund
NCD	Non - Communicable Disease
PDAC	Professional Development Affairs Committee
PO-RALG	President's Office (Regional Administration and Local governments)
PSSSF	Public Service Social Security Fund
ReTAC	Registration and Technical Affairs Committee
SACCOS	Savings and Credit Co-operative Society
SEAP	Structured Engineers Apprenticeship Programme



SGR	Standard Gauge Railway
SLWA	Staff Living With AIDS
TAMICO	Tanzania Mines, Energy, Construction and Allied Workers Union
TANESCO	Tanzania Electrical Supply Company Limited
TEMDO	Tanzania Engineering and Manufacturing Design Organization
TIQS	Tanzania Institute of Quantity Surveyors
TZS	Tanzania Shillings
TCU	Tanzania Commission for University

1.0 INDEPENDENT REPORT OF THE CONTROLLER AND AUDITOR GENERAL

Hon. Chairperson,
Engineers Registration Board,
P.O. Box 2768,
Mhandisi Annex, Plot Number 13, Block "A",
Tambukareli Street-NCC,
DODOMA.

1.1 REPORT ON THE AUDIT OF FINANCIAL STATEMENTS

Unqualified Opinion

I have audited the financial statements of Engineers Registration Board, which comprise the statement of financial position as at 30 June 2023, and the statement of financial performance, statement of changes in net assets and cash flow statement and the statement of comparison of budget and actual amounts for the year then ended, as well as the notes to the financial statements, including a summary of significant accounting policies.

In my opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Engineers Registration Board as at 30 June 2023, and its financial performance and its cash flows for the year then ended in accordance with International Public Sector Accounting Standards (IPSAS) accrual basis of accounting and the manner required by the Public Finance Act, Cap. 348.

Basis for Opinion

I conducted my audit in accordance with the International Standards of Supreme Audit Institutions (ISSAIs). My responsibilities under those standards are further described in the section below entitled "Responsibilities of the Controller and Auditor General for the Audit of the Financial Statements".

I am independent of Engineers Registration Board in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) together with the National Board of Accountants and Auditors (NBAA) Code of Ethics, and I have fulfilled my other ethical responsibilities in accordance with these requirements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Key Audit Matters

Key audit matters are those matters that, in my professional judgment, were of most significance in my audit of the financial statements of the current period. I have determined that there are no key audit matters to communicate in my report.

Other Information

Management is responsible for the other information. The other information comprises the Reports by those charged with governance, statement of management responsibility, and Declaration by the Head of Finance but does not include the financial statements and my audit report thereon which I obtained prior to the date of this auditor's report.

My opinion on the financial statements does not cover the other information, and I do not express any form of assurance conclusion thereon which I obtained prior to the date of this auditor's report.

In connection with my audit of the financial statements, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work I have performed on the other information that I obtained prior to the date of this audit report, I conclude that there is a material misstatement of this other information, I am required to report that fact. I have nothing to report in this regard.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with IPSAS and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the entity or to cease operations or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the entity's financial reporting process.

Responsibilities of the Controller and Auditor General for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error and to issue an audit report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISSAIs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISSAIs, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control;
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management;
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my audit report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my

audit report. However, future events or conditions may cause the entity to cease to continue as a going concern; and

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I also provide those charged with governance with a statement that I have complied with relevant ethical requirements regarding independence and to communicate with them all relationships and other matters that may reasonably be thought to bear on my independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, I determine those matters that were of most significance in the audit of the financial statements of the current period and are, therefore, the key audit matters. I describe these matters in my audit report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, I determine that a matter should not be communicated in my report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest of such communication.

In addition, Section 10 (2) of the Public Audit Act, Cap 418 requires me to satisfy myself that the accounts have been prepared in accordance with the appropriate accounting standards.

Further, Section 48(3) of the Public Procurement Act, Cap 410 requires me to state in my annual audit report whether or not the audited entity has complied with the procedures prescribed in the Procurement Act and its Regulations.

1.2 REPORT ON COMPLIANCE WITH LEGISLATIONS

1.2.1 Compliance with the Public Procurement laws

Subject matter: Compliance audit on procurement of works, goods, and services

I performed a compliance audit on the procurement of works, goods, and services in the Engineers Registration Board for the financial year 2022/23 as per the Public Procurement laws.

Conclusion

Based on the audit work performed, I state that, except for the matters described below, procurement of goods, works and services of Engineers Registration Board is generally in compliance with the requirements of the Public Procurement laws in Tanzania.

1. Inappropriate tender evaluation

From the review of Tender No. PA/051/2022/2023/NC/03 for the marketer of engineers annual conference I found that only two members evaluated the tender and signed the report. The third member did not sign either the personal covenant or the evaluation report. This is contrary to the Reg. 202(1) and (2) of the PPR, 2013 which mandates that a tender evaluation committee to consist of at least three and no more than five members.



2. Decisions made by inadequate number of the tender board members

Reg. 58 of the PPR, 2013 mandates the Tender Board to make its decisions through circular resolutions in case it is unable to convene meetings whereby half of the members shall form a quorum for decision making.

However, I observed the following two anomalies related to this requirement:

- (a) The Tender Board comprised only Chairman, Secretary, and four members the composition that provide less members than the number required by the law, which is 8 members consisting of the Chairman, the Secretary and six members in order to carry out its functions smoothly including decision making.
- (b) Four Circular resolutions were passed by only two and sometimes only one member of the Tender Board (Refer CR Nos. 18, 26, 27, 17).

1.2.2 Compliance with the Budget Act and other Budget Guidelines

Subject matter: Budget formulation and execution

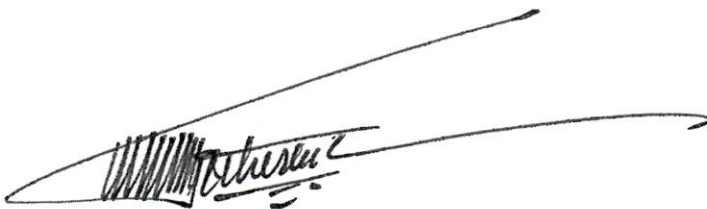
I performed a compliance audit on budget formulation and execution in Engineers Registration Board for the financial year 2022/23 as per the Budget Act and other Budget Guidelines.

Conclusion

Based on the audit work performed, I state that, except for the matters described below, Budget formulation and execution of Engineers Registration Board is generally in compliance with the requirements of the Budget Act and other Budget Guidelines.

Payments made from different budget lines without approval of registrar

During the financial year 2022/23, the Board incurred a total expenditure of TZS 19,080,050 through budget lines which were different from the ones that were budgeted for without a prior approval of the Board's Registrar contrary to Section 48(1) of the ERB Financial Regulations of March 2023.



Charles E. Kichere
Controller and Auditor General,
Dodoma, United Republic of Tanzania.
March 2024



2.0 THE REPORT OF THOSE CHARGED WITH GOVERNANCE FOR THE YEAR ENDED 30 JUNE 2023

2.1 Background

Those charged with governance present their annual report and the audited financial statements for the financial year ended 30 June 2023 which disclose the state of financial affairs of the Engineers Registration Board (ERB).

2.2 Corporate outlook

(a) Introduction

The ERB is a government body established by an Act of Parliament, No. Cap 63. The Act has given the Board the responsibility of regulating professional engineering practice and conduct of engineering practitioners as well as their professional development, in addition the Board has responsibility of recognition of engineering academic awards in collaboration with NACTVET and TCU.

(b) Vision

The Vision of the Engineers Registration Board is “A world-class entity that regulates engineering practitioners for quality services delivery to the public”.

(c) Mission

The Mission of the Board is “To regulate engineering practice in Tanzania Mainland and promotion of engineering excellence among engineering practitioners through enhancing their innovativeness, competitiveness and professionalism”.

2.3 Values

(a) Professionalism

We are acting with integrity, abiding with code of conduct, providing, quality services, being reliable and responsible

(b) Accountability

We are willing to accept responsibility with positive responses towards customers needs.

(c) Customer care

We respond to our customers' needs whilst observing Laws of the country.

ENGINEERS REGISTRATION BOARD

(d) Transparency

We fulfil our roles and responsibilities in an open and clear manner to the public.

(e) Innovativeness

We apply new technologies, techniques and practices to enhance quality, effectiveness and efficiency in the Engineering Disciplines.

(f) Value For Money

We thrive to achieve compliance to standards and specifications with effectiveness and efficient supervision.

(g) Excellence.

We exercise competency through professionalism and ethical conduct

Principal activities

The principal functions of the Board include:

- (a) To maintain and keep a register of engineers, including consulting engineers or firms providing engineering services;
- (b) To consider and decide on applications for registration;
- (c) To promote and provide opportunities and facilities for the, study of and for professional training in engineering;
- (d) To sponsor, arrange and provide for facilities for conferences, seminars, workshops and consultations on matters related to the field of engineering;
- (e) To promote and maintain professional conduct and integrity of the engineering profession;
- (f) To monitor the conduct and activities of engineers, including consulting engineers or firms;
- (g) To arrange for the publication and dissemination of materials produced in connection with the work and activities of the board;
- (h) To certify academic awards given by training institutions for consideration in an application made under Section 10 of the Act;
- (g) To plan, arrange, coordinate and oversee the professional training of local graduate engineers;
- (h) To collaborate with the Tanzania Commission for Universities and other relevant institutions on the accreditation of programs for training of engineers and facilitate for the same;
- (i) To enter and inspect sites where construction, installation, erection, alteration, renovation, maintenance, processing, or manufacturing works are in progress for the purpose of verifying

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that engineering activities are undertaken by engineers registered in appropriate categories and engineering consulting firms;

- (j) Standards and professional ethics and relevant health and safety aspects are observed;
- (k) To enter and inspect business offices for verification purposes or for monitoring works, services and goods rendered by engineers and engineering technicians;
- (l) To suspend or issue stop order to any works, projects, service, installation, process or other engineering activities, which are done without meeting engineering professional requirement;
- (m) To take legal action against persons or firms that practice engineering without being registered by the board;
- (n) To take legal action against engineers and engineering consulting firms that practice engineering or offer engineering consultancy services in areas outside their competence for which they are not registered;
- (o) To conduct examinations for purpose of registration and grant certificate, diplomas and other awards of the board to successful candidates;
- (p) To impose penalties on engineers, persons, employers of engineers, firms and engineering consulting firms found guilty of professional misconduct for contravening any provisions of this act;
- (q) To collaborate with local engineering training institutions, professional association and other organizations in matters related to training, professional development of engineers, engineering technicians, and other relevant board activities;
- (r) To provide a link between engineers seeking employment and prospective employers; and
- (s) To carry out such other functions as the minister may, from time to time direct after consultation with the Board.

2.4 ERB external environment

The Engineers Registration Board (ERB) is a statutory body established to monitor and regulate the engineering practice in Tanzania. operating under the Engineers Registration Act (Cap 63) of 2010. For the year under review, the Board managed to perform its activities as planned except for few activities which were not completed due to resources constraints and other factors beyond management control such as post Covid-19 effect on operations.

2.5 Strategic Plan implementation

To preserve value over long term period, ERB will continue to implement its strategic objectives stipulated in its Strategic Plan 2021/22-2025/26 namely:

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A: HIV/AIDS Infections and Non-Communicable Diseases (NCD) Reduced and Supportive Services Improved

Strategies

- (i) intensify staff awareness campaigns;
- (ii) Customize HIV Aids Policy;
- (iii) Provide supportive services to Staff living with HIV/AIDS (SLWA); and
- (iv) Utilize National Non-Communicable Diseases Strategy

Target

- i) Five (5) HIV/AIDS and NCD awareness campaign sessions conducted by June 2026;
- (ii) Six (6) HIV/AIDS victims supported and provided with special diet by June 2026;
- (iii) HIV/AIDS Policy developed by June 2026; and
- (iv) Programmes for alleviation of NCD prepared and implemented by June 2026.

Outcome indicators

- (i) Prevalence rate;
- (ii) % of staff declaring their HIV status; and
- (iii) % of NCD among staff.

B. Effective implementation of the National Anti-Corruption Strategy enhanced and sustained

Strategies

- (i) Strengthen awareness campaign;
- (ii) Implement National Anti-Corruption Implementation Strategy III; and
- (iii) Strengthen Complaints Handling Mechanism

Target

- (i) 5 Seminars on Anti-Corruption and un-ethical behaviour conducted by June 2026;
- (ii) ERB Action Plan for implementation of the National Anti-Corruption Implementation Strategy III prepared and implemented by June 2026; and
- (iii) ERB Complaints Handling Mechanism implemented by June 2026

Outcome indicators

- (i) % Change of corruption incidents reported; and
- (ii) % of staff with knowledge on the national anti-corruption strategy

C. Regulatory Practice for Engineering Professionals, Firms, Works and Services Enhanced;

Strategies

- (i) Standardize the Registration of Technicians, Engineers, Firms and Materials Testing Laboratories;
- (ii) Promote Effective Conducts, Ethics, Utilization and Motivation for Engineering Professionals and Firms;
- (iii) Enhance practice of engineering with due consideration of the environment;
- (iv) Enhance Recognition of Engineering Training Institutions and Programme;
- (v) Enhance Reciprocal recognition of the professionals and Boards in the Region and Abroad;
- (vi) Develop criteria for classification / ranking Engineering Consulting Firms

Target

- (i) 15 Consulting Engineers, 400 Professional Engineers, 5 Incorporated Engineers, 2,500 Graduate Engineers, 3 Graduate Incorporated Engineers, 300 Engineering Technicians, 200 Temporary Professional Engineers and 8 Temporary Consulting Engineers, 5 Independent Consulting Engineers, 8 Local Engineering Consulting Firms (LECF), 8 Foreign Engineering Consulting Firms (FECF), 5 Materials Testing Laboratories registered annually (ii) 600 Projects registered annually;
- (iii) Five (5) National Strategic Projects, 100 Building projects, 20 Roads Works, 10 Water projects, 5 Electrical projects, 2 Ports, 2 Airports, 2 Railways, 1 Irrigation, 30 Industries, 2 Mines and 10 other engineering projects identified and monitored annually;
- (iv) 200 unregistered engineering practitioners enforced to comply annually;
- (v) 100 unlicensed engineering practitioners enforced to comply annually;
- (vi) 500 Fee defaulters enforced to comply annually;
- (vii) 10 Professional Misconduct cases handled annually;
- (viii) 10 Engineering Training Institutions and Programmes Recognized by June 2026;
- (ix) Ten (10) Engineering Strategic Institutions identified and visited annually;
- (x) 40 Engineers linked for employment and 20 employers employed engineers annually
- (xi) 250 Consulting firms and Labs Annual Returns reviewed annually;
- (xii) Engineering Practitioners Survey conducted by June 2026;
- (xiii) One (1) Benchmarking visit to Foreign Regulatory Board conducted annually;
- (xiv) 5 Professional Advice to the Government and Stakeholders issued annually; and
- (xv) 200 Engineering Firms classified/ranked by June 2026.

ENGINEERS REGISTRATION BOARD

Outcome indicators

- (i) % Change of registered Technicians, Engineers, Firms and Materials Testing Labs;
- (ii) % Change in Level of Compliance and Recognition; and
- (iii) % Change in revenue

D. Engineering Professionals and Firms Competence, Growth and Sustainability Enhanced and Strengthened

Strategies

- (i) Strengthen Structured Engineering Apprenticeship Programme;
- (ii) Strengthen Continuing Professional Development of Engineers;
- (iii) Engage Graduate Engineers to Strategic Projects 20;
- (iv) Solicit Funds for Engineering Practice and SEAP Training Placements; and
- (v) Strengthen Engineering Development Facility (EDF).

Targets

- (i) SEAP new sources of fund identified and sourced by June 2026;
- (ii) 600 New SEAP Placements identified and sourced by annually;
- (iii) 1,200 new SEAP trainees enrolled annually;
- (iv) Four (4) Potential Employers sign MoUs with ERB on contribution to SEAP annually;
- (v) 2000 Engineers undertake CPD Training annually;
- (vi) 200 Organizations and Firms sensitized on CPD annually;
- (vii) 20 Institutions, 10 Engineers for conducting CPD programme identified annually;
- (viii) 50 CPD programmes accredited annually;
- (ix) Five (5) Zonal CPD Workshops organized annually;
- (x) 100 Graduate Engineers attached to the Strategic Development Projects annually;
- (xi) Two (2) Capacity building Workshops for Consulting firms, Engineers and Technicians conducted annually;
- (xii) Three (3) Awareness Seminar to firms on ISO 9001 certification conducted by June 2026
- (xiii) Mhandisi House Constructed by June 2026; and
- (xiv) Innovation Hubs/Centre for Engineers and Technicians Established by June 2022

Outcome indicators

- (i) % Change of Employers Sensitized;
- (ii) % Change of SEAP and CPD beneficiaries; and
- (iii) % Change of Engineers and Firms supported.

E. Institutional Capacity to Support ERB Service Delivery Improved;

Strategies

- (i) Strengthen Performance Management System
- (ii) Enhance working environment²¹
- (iii) Enhance ICT capacity and application of modern technologies
- (iv) Strengthen Financial Capacity and Sustainability
- (v) Strengthen Human Resources Management
- (vi) Enhance Publicity of ERB

Targets

- (i) ERB Act reviewed by June 2026;
- (ii) ERB MIS operationalised by June 2024;
- (iii) ERB ISO 9001 Certification process conducted by June 2023;
- (iv) Human Resource Plan developed and implemented by June 2026(v) ERB Organization Structure and Scheme of Services reviewed by June 2022;
- (vi) ERB Publications Produced Annually;
- (vii) Training Needs Assessment for ERB Staff developed by June 2022;
- (viii) ERB ICT Policy developed by June 2023;
- (ix) Complaints Handling Mechanism developed and Implemented by June 2026;
- (x) ERB Risk Management Framework reviewed and operationalized by June 2023;
- (xi) Operational Cost of ERB met annually;
- (xii) ERB Staff facilitated with working equipment and facilities annually;
- (xiii) ERB Incentive Scheme developed and implemented by June 2026;
- (xiv) Open Performance Appraisal System (OPRAS) implemented annually;
- (xv) One (1) Internal Audit Plan prepared and implemented annually;
- (xvi) Monitoring and Evaluation System developed and implemented by June 2026;
- (xvii) ERB Medium Term Expenditure Framework (MTEF) prepared and implemented Annually;
- (xviii) 4 Financial Progress Reports Prepared and reviewed annually;
- (xix) ERB Procurement Plan prepared and implemented annually;
- (xx) Procurement and supplies management facilitated quarterly;
- (xxi) Management of Properties facilitated annually;
- (xxii) Stock taking and disposal of Public Assets disposed annually;
- (xxiii) EDF Operationalisation by June 2026; and
- (xxiv) Communication Strategy developed and Implemented by June 2026.

Outcome indicator

- (i) % change of Staff Satisfaction
- (ii) % change of Stakeholders Satisfaction
- (iii) Audit Rating.

2.6 Key strength and resources

The following are the key strength and resources which assists the Board in attainment of its objectives.

- (i) Existence of ERB Act Cap 64, has empowered the Board to execute its mandate;
- (ii) Uniqueness of engineering profession - with demand in both private and public sector;
- (iii) Existence of multidiscipline members of management with more than one professional qualification and skill. Equally there are qualified staff with appropriate professional's qualifications e.g. Certified Public Accountants (CPA), Certified Procurement and Supply Professionals (CPSP) and master's degree;
- (iv) Existence of shared ICT systems - MIS, MUSE, e- Office; and
- (v) Good relationships with some Institutions and Professional Bodies like AQRB, NBAA and Institute of Engineers And with senior government officials and organs.

2.7 Relationship with key stakeholders

(i) Ministry of Work

Ministry of Work is issuing guidelines to the Board. The Ministry is also responsible for allocating fund from national budget and releasing fund to the Board as per approved budget.

Key concerns

They were concerned about ERB growth prospects and resources sustainability in a challenging operating environment, including management's decision to allocate financial capital in different priorities. The Mministry is also interested in how we are regulating the conduct of professionals in realizing value for money in supply chain.

Value we create

Continuous engagement to ensure full disclosure and open communication so as to inform and advise on all matters relating to engineering proffession development.

(ii) Treasury Registrar

Treasury Registrar is mandated to oversee the Board operation and performance. The Treasury Registrar also signs performance agreement with the Board of Directors as part of overseeing performance improvement of the Board. The Office also is responsible for issuing circulars on various matters and review of developed guidelines before they are submitted to other relevant authorities for approval.

Key concern

Their key concern is on the improvement of performance of the Board as per mandate, adherence to Government directives and circulars and contribution to consolidated funds in form of Corporate Social Responsibility.

ENGINEERS REGISTRATION BOARD

Value we create

- Provision of advisory services on engineering profession development and contribution to the consolidated fund.

(iii) Professional Boards

ERB collaborates with professional bodies and other regulators to ensure compliance to various standards, regulations and requirements, harmonization of rules, guidelines, procedures, and standards on issues relating to engineering activities, budgeting, human resources and financial reporting issues

Key concerns

Their key concern is to improve and increase supervision and ensure procurement and supply registered professionals adhere to the compliance to the laws, regulations and standards. The Board has maintained good relation with both other professional Board's and its esteemed suppliers.

Value we create

Taking disciplinary measure to the procurement and supply professionals who do not comply with the ethical code of professional conduct. Conducting sensitization program aiming at creating awareness among stakeholders. Furthermore, we have provided business opportunities for our supplies and exposed them to wide community.

(iv) Registered Members

These are important key stakeholders as they provide an assurance of how we fulfil the requirements of the enabling Act. Members of ERB are Consulting Engineers, Professional Engineers, Graduate engineers and Engineering Technicians.

Key concerns

- Enhancement of their professional competences;
- Personal and technical support, query resolution and advocacy; and
- Sustainability of the engineering profession within the country

Value we create

- Availability of Continuous professional development program
- Provision of Technical and non-technical capacity-building programs
- Timely delivery of professional support
- Enhanced Information and Communication Technology

ENGINEERS REGISTRATION BOARD

(V) ERB Employees

Our staff are key to making ERB a great place to work. Motivated and skilled staff, together with efficient and value-creating solutions, services and operations offer value to our customers. Staff as part of society, contribute materially to the communities in which they live and work. The Board inturn have both financial and non financial motivation including special allowance, lunch allowance and recorgnition of various achievement.

Key concerns

They want to grow as the entity grows, open doors for career progression, opportunities to contribute to society and a work environment that is friendly, safe and conducive for work life balance.

Value we create

Rewarding staff for the value they add, developing our staff to further their careers and studies, transforming into an inclusive society through gender equality as well as motivating and energizing our workforce.

(vi) General public

The public continued to be the main partner in helping the Board to pursue its objectives. This was done through their various contributions towards the Board activities. The Board organized the 19th Annual Engineers Day on 22nd and 23rd September 2022. A total of 4,514 Engineers attended the event..

Key concerns

They desire the Board to be more innovative, creative and efficient. Providing excellent customer service.

Value we create

Developing innovative solutions that meet our customers' specific needs.

(vii) Suppliers

Suppliers has continued to be the Board strategic aligns through flexible service and credit facilities provision to the Board. The Board have collaborated with key suppliers such as GPSA, TANESCO, eGA, PSSSF,

Key concern

They desire relevant Information and knowledge on engineering profession and availability of business opportunities.

Value we create

Timely and reliable information and knowledge and timely payment for service rendered, goods delivered and completed works.

(viii) **The Media**

Both mainstream and social media platforms have been key stakeholders in informing the public on Board's developments and events.

Key concern

They deserve Information and knowledge on procurement and supply profession to enhance their reporting competences on issues relating to procurement and supply profession.

Value we create

Timely, accurate, relevant and reliable information.

2.8 Resources

In executing its duties, ERB has the following key resources, some are tangibles and others are intangibles as explained further below:

2.9 Resources

The subvention from Government accounted for 24% in 2023 (2022:25%) while the internal sources contributed 76% (2022: 75%) of the total fund required to finance Board's operations. The Board believes that the Government through the Ministry of Works will continue to finance it in various activities.

2.10 Physical resources

Physical resources comprise of material goods, infrastructure and technology, leased or wholly owned and whose value is realized in the delivery of products and services. The Board strives to tap manufactured capital to drive the realization of financial capital. ERB's manufactured capital is key to sustainable business growth. ERB's flexibility and resilience in the market is enabled by the efficient use of manufactured capital, allowing it to respond to societal needs, be innovative, and efficiently deliver new products and services to the market. Furthermore, efficient deployment of manufactured capital reduces resource use and system downtime, thus enhancing both operational and cost efficiencies, ensuring sustainable growth. ERB has continuously invested in technology platforms to make operations more efficient with less or without physical interactions with students and members.

2.11 Human resources

To deliver on our strategy we have a team of 54(2021/22: 40) engaged employees and trainees serving our customers across the business, drawn from diverse backgrounds. The Board is committed to developing an elaborate best-in-class employee value proposition to ensure our staff successfully deliver on the entity' strategies. ERB wants to reinforce a culture of high performance underpinned by ethical conduct and personal responsibility for performance by continually investing on human resource development focusing on training, staff wellness, staff recognition, competitive remuneration and career growth.

2.12 Social and relationship resources

This is composed of ethical and transparent relationships with our customers, shareholders, investors, suppliers, regulatory bodies, government and society. It also includes the skill of sharing value with our stakeholders to improve individual and collective welfare.

2.13 Natural resources

Natural capital consists of renewable and non-renewable environmental resources, consumed or affected by our business for the prosperity of the organization. Here we are mainly talking about water, soil, ores, forests and biodiversity. We understand that, even though we are a service business, our activities impact the environment in one way or another. Our main sources of electricity and water consumption, for example, come from cooling systems and the use of electronic equipment. Our strategy to increasingly become a more digital institute has strongly contributed to a reduction in paper consumption. A large part of our internal processes no longer use paper, which is replaced by electronic and digital means. Our operations are highly dependent on the availability of electricity and, therefore, we seek to continually improve our energy efficiency through internal projects and consumption reduction targets.

2.14 Appropriation of Reserve/Surplus

ERB is a nonprofit public entity and for that reason there is no declaration of dividends out of the reserve. Surplus generated is used for financing its future activities according to Section 29 of the Budget Act of 2015.

2.15 Corporate Governance Statement

The Board is committed to the principles of effective corporate governance. The Directors also recognize the importance of integrity, transparency and accountability. The Chairperson of the Board was appointed in October 2021 while other members were appointed in June 2021.

2.16 Corporate Governance Statement

Corporate Governance is the backbone to any organization's strategy and success. It provides a framework within which corporate objectives are set and performance monitored, as well as providing assurance to stakeholders. Governance has proven from time immemorial to be

paramount to the success of any institution. Corporate governance continues to advance, with the focus currently being on environmental, social and governance (ESG) factors and the role of corporates in their attainment. The Code emphasizes the need for boards to adopt an ESG lens in guiding performance thereby promoting sustainable practices.

ERB has diversity in its board and hence it has ensured that the board is well equipped to the new advancement in Corporate Governance in respect to environmental, social and governance (ESG). ERB has ensured its services offerings are aligned with the global best practices on ESG.

2.17 Board operations and control

a) Principle on appointment of Board members

The Chairperson of the Governing Board is appointed by the minister Responsible for works in the United Republic of Tanzania, for a term of three years. The appointment of the rest of the Governing Board members is done after every three years by the Minister Responsible for works.

b) Responsibilities of the Board

ERB is committed to the principles of effective corporate governance. The Directors also recognize the importance of integrity, transparency and accountability. The Board has the overall responsibility for the activity, including responsibility for identifying key risk areas, considering and monitoring investment decisions, significant financial matters and reviewing performance of management business plans and budgets.

c) Structure of the Board

To ensure effectiveness and value addition to the entity, the Board has a maximum of nine (9) members including the Chairman. In addition, the Board had established Six (6) Committees. The Board and its Committees have Charters which provide terms of reference and guidance on undertaking their oversight role. Thus, the Board ensures that its committees are appropriately constituted with members who have the necessary skills and expertise to handle the responsibilities allocated to them.

d) The Board instruments

ERB has developed the Board's Code of Ethics and Conduct in compliance with in accordance with the Treasury Registrar's Board of Directors Code of Ethics and Conduct Guidelines, 2016. The Code has been cascaded down to all employees, as well as to the established Charters of the Board and its Committees so as to guide the Board in undertaking its oversight role and planned activities. The Code and the Charters are reviewed where needs arise to cope with changes.

e) Independence of Board members

The Board assesses the independence of Board members on an annual basis, to ensure that the Board always benefits from independent and objective judgment.

f) Principle on age limit for the Board members

The Government has prescribed 70 years as the age limit for Board members.

g) Governance and audit

The Board continues to oversee the management on implementation of the Controller and Auditor General's recommendations made during the statutory audit of the financial year 2021/22.

h) Rights of the Government and other stakeholders

ERB recognizes, respects and protects the rights of the Government and other stakeholders through availing information on the ERB's performance by publishing annual reports together with audited financial statements. Ensuring equitable treatment of all members in discharging the ERB's functions; and engaging the media on dissemination of important ERB's information.

i) Stakeholder relations

The Board has identified categories of stakeholders which are Government, employees, regulators, Media, training institutions, members and the general community.

Before making its decisions, the Board takes the interests of all stakeholders into account to ensure that engagement with stakeholders is deliberate and planned. Furthermore, the Board wishes to ensure that communication with stakeholders is always transparent and effective

j) Ethics and social responsibility

The Board has identified the following four ethical values, which underpin good corporate governance, to guide all its deliberations, decisions and actions:

• **Responsibility:**

The Board assumes responsibility for the assets and actions of the entity and is willing to take corrective actions to keep the entity on a strategic path that is ethical and sustainable

• **Accountability:**

The Board justifies its decisions and actions to the Government and other stakeholders;

- **Fairness:**

The Board ensures that it considers the legitimate interests and expectations of all stakeholders; and

- **Transparency:**

The Board discloses information in a manner that enables stakeholders to make an informed analysis of the Board's performance and sustainability. ERB has developed the Board's Code of Ethics and Conduct, 2009 to ensure that its business is conducted according to the highest ethical standards and in compliance with all the applicable laws and regulations governing the regulation of the entity.

2.18 Composition of the Board of Directors

The ERB Governing Board is composed of nine (9) members including the Chairman and the Executive Director as an ex-officio member. ERB is committed to having a great 'mix' of qualified individuals appointed to the Board, as diversity is not only a strength but also provides great competitive edge. Diversity is observed through differentiation in the age of Directors, their gender, and professional qualifications.

By virtual of Paragraph 1(1)(a) of the Schedule to the Engineers Registration Act [Cap. 63 R.E. 2012], the Minister responsible for works in the United Republic of Tanzania.

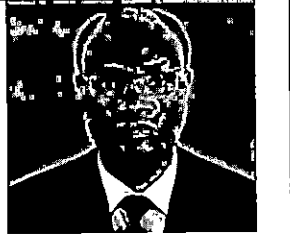
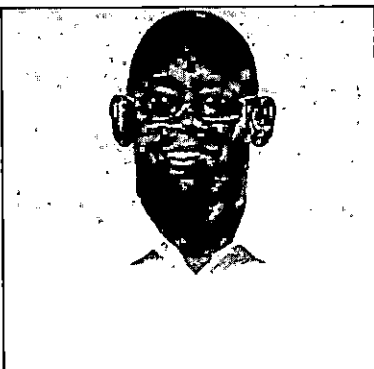
The appointment of the rest of the Governing Board of Directors is mandated to the Minister responsible for Work as per Paragraph 1(2) of the Schedule to the Engineers Registration Act (supra).

As per Paragraph 1(3) of the Schedule to the Engineers Registration Act (supra) the tenure of the office for a member of the Board is three years from the date of his appointment and shall be eligible for re-appointment.

During the year ended 30 June 2023 the Board had Governing Board Members and their respective appointment dates are:

ENGINEERS REGISTRATION BOARD

Table 1: Composition of the Governing Board

	<p>Eng. Adv. Menye D. Manga (Age 64) Male, Tanzanian</p>
<p>Education and Professional Qualification</p> <ul style="list-style-type: none"> ▪ MSc in Design and Production, <i>University of Lagos, Nigeria (1988)</i>, ▪ BSc Mechanical Engineering, University of Dar es Salaam (1984). ▪ LLB (Adv) <i>Open University of Tanzania (2014)</i> 	
<p>Work experience</p> <ul style="list-style-type: none"> ▪ He is a registered Consulting engineer working as a consultant Director with Inter-Consult Limited a local Multidisciplinary Consultancy firm. ▪ Eng Manga is a past President of the Association of Consulting engineers Tanzania (ACET) (2012-2014) and President of the Institution of Engineers Tanzania (IET) (2018-2020). He holds the position of Honorary Treasurer of the Tanzania Institute of Arbitrators (2016-2019). ▪ Eng Manga started off his engineering practice as a design engineer at the Tanzania Engineering and Manufacturing Design Organization (TEMDO) in Arusha, Tanzania from 1984 to 1991 before moving to Ibadan, Nigeria to work at the African Regional Centre for Engineering Design and Manufacturing (ARCEDEM) as head of Design and Manufacturing Departments from 1991 to 1994. On returning to Tanzania, he worked as Managing Director of TAMEK engineering designers ltd of Arusha prior to moving on to Inter-Consult Ltd in 1999 as a Technical Director in the Mechanical and Electrical Engineering Department rising to Director and Consultant Director of the company. 	
	<p>Eng. Peter Ulanga (Age 52) Vice Chairperson male, Tanzanian</p>
<p>Education and Professional Qualification</p> <ul style="list-style-type: none"> ▪ MSc and Masters of Business Administration (MBA) University of Southern Queensland, Australia ▪ Master's degree in science, University of Essex in UK 	

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- bachelor's degree in Engineering University of Dar es Salaam

Work experience

- Peter Ulanga is the Chief Executive Officer of the Tanzania Telecommunication Services Ltd, he previously worked as the Chief Executive Officer at the Universal Communications Service Access Fund; before joining Universal Communications, he worked at the Tanzania Communication Regulatory Authority with responsibility on ICT development.
- He also has keen interest on issues related to Internet governance, ICT for sustainable development and ICT economics particularly on interconnection.
- He is the current Chairman of the Association of Universal Service Access Funds of Africa and Associate Rapporteur of Question 14 of Study Group 5 in International Telecommunication Union's Standardisation Sector and participates actively in Q15/5 of ITU-T.



Eng. Gladys N. Jephtha (Age 44) Female, Tanzanian


Education and Professional Qualification

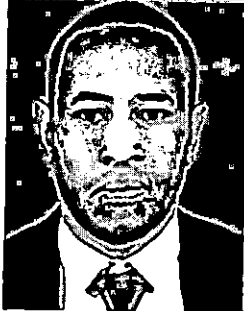
- MSc in International Construction Management and BSc in Engineering. University of Leeds, UK (2010),
- BSc. Environmental Engineering. (2005) at University of DSM.

Work experience

- Eng. Jephtha previously worked with National Housing Corporation (NHC) as Environmental Engineer responsible for environmental design and management from July 2006 - 2016 where she held the position up to senior engineering position as Head of Environmental Engineering section.
- She joined Tanzania Building Agency (TBA) from 2016 -2017 where she held a position of Head of Environmental Engineering section. In August 2017 she was appointed as Regional Manager to Geita Region a position she serves to date. Eng Jephtha is also a member of Institution of engineers in Tanzania (IET).

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	<p>Eng. Chedi Ng'endia Masambaji (Age 53) Male, Member, Tanzanian</p>
<p>Education and Professional Qualification</p> <ul style="list-style-type: none"> ▪ Bsc. Civil Engineering, ▪ Msc in Project Management. 	
<p>Work experience</p> <ul style="list-style-type: none"> ▪ Eng. Chedi N. Masambaji is a Professional Civil Engineer with MSc in Project Management from Botswana University, he has also acquired various courses in Project Management, Dispute Adjudication process, Airport Masterplanning and design of Reinforced Concrete Bridges to Euro Code. He started working at CSI Construction in 1995 as Assistant Project Manager. ▪ He is currently Working as Managing Director/Project Manager with UNITEC Civil Consultants (Pty) Ltd with a duty of issuing Consultancy Services for Review of Design, Supervision and Management of Works Contract for Construction of a Standard Gauge Rail (SGR) along the Central Railway Line - Phase II Lot II (aka Lot 3): Makutupora to Tabora (294 Km) - (USD 1.9 Billion). FIDIC Design and Build Project. 	

	<p>Hassan Hamza Nkya, Member (Age 41) Male, Tanzanian</p>
<p>Education and Professional Qualification</p> <ul style="list-style-type: none"> ▪ Bachelor of Laws 	
<p>Work experience</p> <ul style="list-style-type: none"> ▪ Hassan Hamza Nkya is a Senior State Attorney in the Office of Attorney General in the Division of Legislative Drafting. His duties among other includes Drafting of Government Bills and other documents relating to legislative drafting; study and analyse Government policies and existing laws prior to or for purpose of drafting of new legislation; Drafting 	

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and or vetting of proposed subsidiary legislation such as Regulations, Rules, Bylaws and Orders as instructed from Government Departments or Ministries;

- Provision of legal advice to the Government Ministries, Departments and Institutions on various legislative matter.



Eng. Augustina Clara Alexander (Age 38) Female, Member, Tanzanian


Education and Professional Qualification


- Engineering, and PhD in Civil Engineering.
- Engineering, M.Sc. in Water Resource.
- B.Sc. Hons. Civil and Water Resource.

Work experience

- Dr. Augustina Clara Alexander is a Lecturer and Head of Department of Water Resources Engineering at the University of Dar es Salaam,
- She is a registered (PEng) Civil and Water Resources Engineer with over 14 years of experience in teaching, consultancy and research in civil and water related field. Dr. Augustina has majored in hydrology and hydrogeology; and conducted various studies on impacts of landuse/cover and climate change on water resources. Her current research interest is on groundwater-surface water interaction, groundwater regime in mining areas as well as pollution monitoring and control.
- She is current working in various north-south collaborative research projects including RESBEN: *“Unlocking Resilient Benefits from African Water Resources”* a project funded by UKRI-GCRF and implemented by the consortium of partner institutions, nine (9) from Africa and two (2) from the United Kingdom; SUSTAIN: *“Sustainable Sanitation in Theory and Action”*, collaborative research between University of Dar es Salaam and Lund University in Sweden. She is also a Principal Investigator in a multidisciplinary research project entitled BRrIAC: *“Building River Resilience through Integrated Approach under Climate Change”* for River Msimbazi - Dar es Salaam.

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	<p>Qs. Jumanne Marumbo Wambura, Member (Age 47) Male, Tanzanian</p>
<p>Education and Professional Qualification</p> <ul style="list-style-type: none"> ▪ Msc. Construction, Economics and Management, Ardhi University ▪ Bsc Building Economics, University of Dar es salaam 	
<p>Work experience</p> <ul style="list-style-type: none"> ▪ Eng. Jumanne Marumbo is an accomplished Quantity Surveyor and Advisor with a track record in Technical Auditing on Construction Projects, Cost verification, evaluation of tenders and review of payments and executed work, with over twenty-eight (28) experience in building construction management in the field of Quantity Surveying involved in both Pre-Contract and Post-Contract works in various projects. ▪ Marumbo is a Registered Quantity Surveyor (Registration No. QL 357.431.6/16 with the Architects and Quantity Surveyors Registration Board in Tanzania as Associate member, he is also a member of Tanzania Institute of Quantity Surveyors (FTIQS) with Registration No. A/2016/0011 as Associate Member. 	

	<p>Eng. Ngwisa Mpembe (Age 46) Male, Member, Tanzanian</p>
<p>Education and Professional Qualification</p> <ul style="list-style-type: none"> ▪ Bsc In Civil Engineering ▪ Msc. In Civil Engineering 	
<p>Work experience</p> <ul style="list-style-type: none"> ▪ He has over 20 years of professional experience in Construction Projects and Contract management in Engineering infrastructure projects which includes designs, management and construction supervision. Eng. Mpembe has been extensively involved in Projects and Contract Management both in practice and training professionals. He is also an Engineering management specialist with keen interest in Institutional transformation and Governance. ▪ He has been representing ACET in the East African Business Council (EABC) for a period of 4 years. Eng. Mpembe is an active member of various professional 	

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associations, networks and professional bodies such as the ERB and ACET. He is a registered Consulting Engineer and Fellow of Institution of Engineers Tanzania. Eng. Mpembe is a past President of Institution of Engineers Tanzania (IET), Past Chairman of Association of Consulting Engineers Tanzania (ACET) and Chairman of Federation of Eastern Africa Engineering Organisations for a period of 2017- 2018.

- Engineer Ngwisa currently sits as a Board Chairman of Nyasa Basin Water Board, and Global Water Partnership Tanzania, he also serves as a Board Member of RUWASA, National Water Board and Tpsf. He is also a Member of Senate of St. Joseph University, and founding President of Green Building Council of Tanzania. Eng Mpembe is currently the Managing Director of Lahmeyer Consulting Engineers Tanzania Ltd.



Eng. Rogatus Mativila (Age 51) Male, Tanzanian

Education and Professional Qualification

- Msc. Engineering Mgmt
- PGD in Engineering Management,

Work experience

Eng. Mativila is Currently Deputy Permanent Secretary in the President's Office (Regional Administration and Local governments (PO-RALG)) responsible for infrastructure. Previously was a Chief Executive for TANROADS from July 2021 to 12 June 2023, before joining TANROADS he was working as Director of Roads in the Ministry of Works and Transport (Works) dealing with preparation, monitoring, evaluation and review of implementation of policies, guidelines and standards for Roads Development and Maintenance; Monitoring and Evaluating performance of Roads; Carrying out technical audits on development and maintenance programmes of road projects.

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Eng. Bernard Boniface Kavishe (Age 55) Male, Secretary, Tanzanian

Education and Professional Qualification

- Degree in Civil Engineering University of Dar es Salaam 1996.
- Master's Degree in Monitoring and Evaluation (M&E) (Open University of Tanzania)
- post graduate Diploma in Airport Design and Maintenance (Singapore Aviation Academy in collaboration with Institute of Transportation Studies, University of California, Berkeley, USA).

Work experience

- Eng. Bernard Kavishe is currently the Registrar of the Engineers Registration Board (ERB) since June 2022, after being transferred from the Tanzania Civil Aviation Authority (TCAA), an aviation regulatory authority, where he worked for ten years, rising to the position of Chief Aerodromes and Ground Aids Inspector (CAGI). He previously worked in the construction industry since his graduation from the Faculty of Engineering (FoE) of the University of Dar Es Salaam in 1996 with a degree in Civil Engineering.
- Eng. Bernard Kavishe is an expert in Airport Engineering, Civil Aviation Oversight, Aerodrome Subject Matter Expert recognized by ICAO and Contract Management. He is an active member of the Engineers Professional fraternity; registered with ERB as professional Engineer no 2636 and a member of IET and Construction Sector Transparency Initiative (CoST).

2.19 Board meetings

The Board statutory meets every quarter to evaluate performance and guide management. These meetings are preceded by the committee meetings which becomes inputs to the Board. During the period to 30 June 2023 the Board held 3 ordinary and 1 extra ordinary meeting as shown in the table below;

SN	Name	Position	Members attendance
1	Eng. Menye Manga	Chairperson	3/4
2	Eng. Peter Ulanga	Vice-Chairperson	3/4
3	Eng. Gladys Jefta	Member	3/4
4	Eng. Chedi Ng'endia Masambaji	Member	4/4

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SN	Name	Position	Members attendance
5	Hassan Hamza Nkya	Member	4/4
6	Eng. Augustina Clara Alexander	Member	4/4
7	Qs. Jumanne Marumbo Wambura	Member	4/4
8	Eng. Ngwisa Mpembe	Member	4/4
9	Eng. Rogatus Mativila	Member	4/4

2.20 Board Committees

The Board has formulated six Board sub committees each with specific roles which culminate to corporate governance as follows.

2.21 Audit Committee

The overall objective of the Board's Audit Committee is to ensure that the ERB is creating and maintaining effective control systems within the Board and that management demonstrates and stimulates the necessary respect of the internal control structure amongst all parties. The Committee is also responsible for general management of the board, manpower staffing and control, financial sustainability, risk management, budget forecast and auditing of financial statements of the Board.

The detailed terms of reference of the Committee include assisting the Board in discharging its oversight responsibilities related to control framework, Financial Reporting, Compliance, Internal and External Audit, and Risk Management. Specific Oversight functions are related to:

- The integrity of the financial reporting process of the Board;
- The system of internal controls;
- The independence, qualifications and performance of the internal auditor;
- The Board's process of monitoring compliance with laws, regulations and code of conduct; and Reviewing whether Management has in place a current and comprehensive risk management framework and associated procedures for effective identification and management of Board's financial and business risks including fraud.

During the year 2022/23, the committee held 2 ordinary meeting during the period.

Committee members in line with the meeting attended are as shown in the table below:

SN	Name	Age	Position	Members attendance
1	Eng. Gladys N. Jefta	44	Chairman	2/2
2	CPA. Bruno Shirima	51	Member	2/2
3	Adv. Hassan Nkya	41	Member	2/2
4	CPA Vicentus Vedasto	39	Member	2/2

2.22 Finance & Administration Committee

The Finance and Administration Committee (F&AC) is chaired by the Board Member and serviced by the Assistant Registrar - Finance and Administration on Behalf of Registrar. During the financial year the Finance and Administration Committee conveyed 3 meetings and the members attendance was satisfactory. The following is a summary of the F&AC Members who served the Board up to 30 June 2023:

The detailed terms of reference that guided the Committee include:

- Handling urgent and emergency issues on behalf of the Board;
- Linking with other Boards and professional institutions within and outside Tanzania;
- Linking with the Government Ministries and Departments;
- Overseeing the finance and administration affairs of the Board;
- Developing, reviewing or updating by-laws and regulations; and
- Scrutinizing policy issues before transmitting them to the Board for decision

During the year 2022/23, the committee held 3 ordinary meeting

Committee members attendance in line with the meetings conducted are as shown in the table below:

SN	Name	Age	Position	Members attendance
1	Eng. Rogatus Mativila	51	Chairman	3/3
2	Mr. Teophory Mbilinyi	47	Member	3/3
3	CPA. Dr. Sako Mwakalobo	50	Member	3/3
4	Eng. Bernard B. Kavishe	54	Member	3/3

2.23 Registration and Technical Committee

ReTAC is chaired by a Board Member elected by the Board and assisted by the Assistant Registrar for Registration and Technical Affairs. During the financial year, the Committee convened Three (3) meetings and 100% attendance by the members.

The detailed terms of reference that guided the Committee include:

- To process applications for registration;
- To monitor professional activities of engineers and engineering consulting firms;
- To conduct professional interviews for candidates applying for registration;
- To ascertain deployment of registered engineers to perform engineering duties;
- To advise the Board on matters relating to technical affairs of the Board; and
- To ensure compliance of Code of Conduct and Ethics for engineering practice.

Committee members in line with the meeting attended are as shown in the table below:

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SN	Name	Age	Position	Members attendance
1	Eng. Chedi Ng'endia Masambaji	53	Chairman	3/3
2	Eng. Dr. Hamis Ndyetabula	62	Member	3/3
3	Eng. Mansour Rashid	48	Member	3/3
4	QS, Jumanne Marumbo Wambura	47	Member	3/3
5	Eng. Furaaha Sanga	44	Member	3/3
6	Eng. Bernard B. Kavishe	54	Registrar/Secretary	3/3

2.24 Professional Development Affairs Committee (PDAC)

PDAC is also chaired by a Board Member and serviced by the Assistant Registrar for professional Development Affairs. During the financial year the committee convened 3 out of 6 expected meetings while the attendance of members to those 3 meetings were 100%. The following is a summary of the Members who served the Board up to 31 June 2023:

The detailed terms of reference that guided the Committee include:

- To certify academic awards;
- To administer ERB examinations;
- To establish, operationalise and later coordinate the engineer's apprenticeship (internship) for graduates;
- To organize continuing professional development programmes for engineers of all categories;
- To organize seminars, workshops and conferences;
- To coordinate competence building programmes for engineering consulting firms;
- To oversee ERB publications; and
- To advise the Board on matters relating to professional development affairs of the Board.

Committee members in line with the meeting attended are as shown in the table below:

SN	Name	Age	Position	Members attendance
1	Eng. Ngwisa Mpenbe	51	Chairman	3/3
2	QS. Jumanne Marumbo Wambura	47	Member	3/3
3	Eng. Dr. Gemma Modu	62	Member	3/3
4	Eng. Said Marik Said	49	Member	3/3
5	Eng. Bernard B. Kavishe	54	Registrar/ Secretary	3/3

2.25 Professional Conduct and Ethics Committee

The Professional Conduct and Ethics Committee is chaired by Board Member, During the year the Committee conveyed two meetings and 100% attendance by the Members. The following is a summary of the PCEC Members who served the Committee during the year.

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The detailed terms of reference that guided the Committee include:

- To receive and deliberate all matters related to Misconduct;
- To receive the Project registration reports;
- To receive, review and deliberate Compliance report;
- To organize continuing professional development programmes for engineers of all categories;
- To organize seminars, workshops and conferences;
- To coordinate competence building programmes for engineering consulting firms;
- To oversee ERB publications; and
- To advise the Board on matters relating to professional development affairs of the Board.

Committee members in line with the meeting attended are as shown in the table below:

SN	Name	Age	Position	Members attendance
1	Eng. Ngwisa Mpembe	51	Chairman	2/2
2	QS. Jumanne Marumbo Wambura	47	Member	2/2
3	Eng. Dr. Gemma Modu	62	Member	2/2
4	Eng. Said Marik Said	49	Member	2/2
5	Eng. Bernard B. Kavishe	54	Registrar/Secretary	2/2

2.26 EMERGING ENGINEERING COMMITTEE

Pursuant to Regulation 70(2) of the Engineers Registration Regulations 2010 which gives the mandate to the Board to form any other committees as may be deemed necessary, during the Board sitting of 16th December 2022 at Dar es Salaam, it was agreed to formulate Emerging Engineering Committee.

Emerging Engineering Committee (EEC) is chaired by a Board Member and serviced by the Acting Head of ICT Unit. Since its formulation the committee has conducted 4 Meetings. During the financial year 2023/2024 the committee convened 3 meetings while the attendance of members to those 3 meetings were 100%. The following is a summary of the Members who served the Board up to 30 June 2023:

The detailed terms of reference that guided the Committee include:

- Identify emerging technologies.
- Policy and regulatory framework.
- Capacity building.
- Funding and investment.
- Social and ethical implications.
- International cooperation.

Committee members in line with the meeting attended are as shown in the table below:

SN	Name	Position	Members attendance
1	Eng. Peter Ulanga	Chairman	3/3
2	Dr Emmanuel C. Manasseh	Member	3/3

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SN	Name	Position	Members attendance
3	Dr. Nkundwe Moses Mwasaga	Member	3/3
4	Eng. Bernard B. Kavishe	Registrar / Secretary	3/3

2.27 Management of the Board

According to Engineers Registration Act Cap 63 the day-to-day management activities of the Board is vested to the Registrar assisted by the Four Heads of Department as shown below. Along with Heads of Departments there are 7 Units which reports directly to the Registrar.

2.28 Departments

- (i) Registration and Technical Affairs Department;
- (ii) Professional Development Affairs;
- (iii) Enforcement and Compliance Department; and
- (iv) Finance and Administration Department.

2.29 Units

- (i) Procurement Management Unit;
- (ii) Internal Audit Unit;
- (iii) Public Relation Unit;
- (iv) Information and Communication Technology Unit;
- (v) Legal Unit;
- (vi) Human Resources and Admin; and
- (vii) Planning M&E

Table showing the Management composition for the Financial year 2022/23

S/N	Full names	Age	Qualification	Title	Period served the Management
1.	Eng. Bernard B. Kavishe	54yrs	MA M&E, BSc (Eng), PEng(T)	Registrar	June 2022 to date
2.	Eng. Fares L. Washa	60yrs	MBA, BSc(Eng), PEng(T)	Asst. Registrar-Enforcement	March 2011 to March 2023
3.	Eng. Veronica F. Ninalwo	51yrs	PGD, ADV.Dip(Eng). PEng(T)	Asst. Registrar-Prof. Development	Jan.2019 to date
5.	CPA. Odemari N. Rushita	55yrs	MBA, ADA, ACPA(T)	Asst. Registrar-Fin. and Admin.	Feb. 2008 to date
6.	Adv. Mercy G. Jilala	44yrs	MPA, LLB, PGD-LMA, PGD-ED,ADV	Ag. Head of Legal Unit	June 2022 to date
7.	Mr. Martin Rugarabamu	44yrs	MSC, ADV.Dip	Ag. Head of Human Resources and Admin.	May 2022 to date
8.	Ms. Gati T. Max	41yrs	MBA, ADV.Dip, CPSTB	Ag. Head of Procurement Unit	Sept 2013 to date
9.	CPA. Vicentus V. Byarugaba	39yrs	MBA, ADA, ACPA(T)	Ag. Head of Internal Audit Unit	March 2013 to January 2023

ENGINEERS REGISTRATION BOARD

S/N	Full names	Age	Qualification	Title	Period served the Management
10.	Eng. Jamhuri J. Msabila	51yrs	BSc(Eng), PEng. (T)	Ag. Asst. Registrar-Registration and Technical Affairs	July 2022 to date
11	Erick N. Nkililehi	39yrs	MSc Engineering, BSc(Eng), PEng. (T)	Ag. Assistant Registrar-Enforcement	April 2023 to date
12	Eng. Angella Andrew Shayo	35yrs	BSc(Eng), PEng. (T)	Ag. Head of ICT Unit	March 2023 to date
13	Mr. Daniel R. Maiga	43Yrs	MBA, Pg.Dip(Tax),ADA	Ag. Head of Planning, M&E	Sept.2022 to date
14	Mr. Mariane M. Mgombele	34yrs	BA in Mass Communication	Public Relations Unit	January 2023 to date

2.30 Local and international relations

Links have been maintained with Regulatory Boards and other stakeholders including Engineers Board of Kenya, Engineers Registration Board in Uganda, Burundi, Rwanda, and South Africa, Democratic Republic of Congo and Egyptian Syndicate of Engineers.

2.31 Result of Operations

During the year 2022/23, the Board recorded an operating net surplus of TZS 659,822,086 (2021/22:TZS 628,787,047) indicating a increase of 5% compared to the previous year. The operating net surplus for the year ended 30 June 2023 has been earmarked for strengthening establishment of the ERB Development Fund.

2.31 Performance Review for Financial year 2022/23

In 2022/23 the projected revenue was TZS 10,616,919,545 and approved expenditure was TZS 10,616,919,545. However as at 30 June 2023, revenue earned was TZS 9,846,162,680 (92.7%) and actual expenses stood at TZS 9,186,340,594 . The revenues accounted for include the Deffered Revenue of 1.4 billion from year 2021/22 meant for SEAP support from Ministry of Education.

2.31.1 Financial Position For the Financial year 2022/23

In 2022/23 the accounts receivables was TZS 2.2 billion while in previous year (2021/22) the amount was TZS 1.1 billion. The management did a great work to capture all engineers in a system that missing in prior year.

In 2022/23 the Net Property, Plant and Equipment was TZS 2.7 billion while in prior year (2021/22) the amount was TZS 1.9 billion. This is due to additions of TZS 973 million effected during this year.

In 2022/23 the Cash and cash equivalent was TZS 327 milion while in the previous year was TZS 2.4 billion out of which TZS 1.95 billion was for SEAP and the EDF spent for the construction of Mhandisi Annex.

ENGINEERS REGISTRATION BOARD

Planned Activities Versus Output.

In 2022/23 the Board set a number of specific targets to be achieved. The following table shows the planned activities against the output.

Table 1: List of Planned Activities and the achievement up to 30 June 2023

S/N	Objective and Description	Planned Targets for the Financial Year 2022/23	Output																																																				
1.0	OBJECTIVE C, Regulatory Practice for Engineers and engineering professionals Enhanced	Registering 2,743 engineers and 300 Engineering Technicians.	Registered 4,400 engineers which is 160.4% and 601 Engineering Technicians which is 117%.																																																				
2.0	OBJECTIVE C, Regulatory Practice for Engineers and engineering professionals Enhanced	Registering 23 Engineering Consulting Firms; and 7 Engineering Material Testing Lab.	Registered 14 Engineering Consulting firms which is 61% and 11 Engineering Material Testing Lab which is 157%.																																																				
3.0	Objective D, Engineers DEvelopment	Enrolment of 1200 new SEAP beneficiaries.	Enrolled 2,113 SEAP trainees or 176.1% of the target.																																																				
4.0	OBJECTIVE C, Regulatory Practice for Engineers and engineering professionals Enhanced	<p>PLANNED TARGETS 2022/23</p> <p>Conducting monitoring to 27 regions of Tanzania mainland for the purpose of monitoring engineering activities of Engineers and Engineering Consulting Firms and Engineering Organizations/Projects; Specifically, the following Projects will be monitored; National Strategic Projects (5). Building Works (100), Road works (20), Water projects (10), Other projects like Ports (2), Railway (2), Airports (2), and Electrical projects (5), Irrigation (1), Industries (30), Mines (2) and Other engineering projects (10); and registering 600 construction projects.</p>	<p>The Board registered 656 out of 600 projects that were targeted. The Board also conducted monitoring activity as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>S/N</th> <th>Monitoring Activity</th> <th>Performed</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Building Works</td> <td>96</td> <td>100</td> </tr> <tr> <td>2</td> <td>Road-works</td> <td>13</td> <td>20</td> </tr> <tr> <td>3</td> <td>Water-works</td> <td>4</td> <td>10</td> </tr> <tr> <td>4</td> <td>Industries and Mines</td> <td>16</td> <td>30</td> </tr> <tr> <td>5</td> <td>Other Infrastructural Projects (irrigation - 1, Railways - 2, Ports - 2, Airports - 2)</td> <td>5</td> <td>7</td> </tr> <tr> <td>6</td> <td>Telecoms</td> <td>0</td> <td>2</td> </tr> <tr> <td>7</td> <td>Electrical Projects</td> <td>6</td> <td>5</td> </tr> <tr> <td>8</td> <td>Engineering Organizations (LGAs, Ministries, Parastatals)</td> <td>20</td> <td>40</td> </tr> <tr> <td>9</td> <td>Engineering Consulting Firms</td> <td>134</td> <td>250</td> </tr> <tr> <td>10</td> <td>Issues of Professional Ethics (PCEC ,Police, Board of Inquiry, court cases)</td> <td>3</td> <td>10</td> </tr> <tr> <td>11</td> <td>Projects Registration</td> <td>790</td> <td>600</td> </tr> <tr> <td>12</td> <td>National Strategic Project</td> <td>5</td> <td>5</td> </tr> </tbody> </table>	S/N	Monitoring Activity	Performed	Target	1	Building Works	96	100	2	Road-works	13	20	3	Water-works	4	10	4	Industries and Mines	16	30	5	Other Infrastructural Projects (irrigation - 1, Railways - 2, Ports - 2, Airports - 2)	5	7	6	Telecoms	0	2	7	Electrical Projects	6	5	8	Engineering Organizations (LGAs, Ministries, Parastatals)	20	40	9	Engineering Consulting Firms	134	250	10	Issues of Professional Ethics (PCEC ,Police, Board of Inquiry, court cases)	3	10	11	Projects Registration	790	600	12	National Strategic Project	5	5
S/N	Monitoring Activity	Performed	Target																																																				
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12	National Strategic Project	5	5																																																				
5.0	OBJECTIVE NO.D: Engineering Professionals and Firms Competence	To facilitate 20 Short courses, CPD Workshops, and CPD Training	The Board facilitated 62 short courses, CPD Workshops and CPD Training Programs																																																				

ENGINEERS REGISTRATION BOARD

S/N	Objective and Description	Planned Targets for the Financial Year 2022/23	Output
	Strengthened and Enhanced		
6.0	OBJECTIVE NO.D: Engineering Professionals and Firms Competence Strengthened and Enhanced	Publication of 2 issues of ERB News brief and other documents	Two (02) Engineers e-magazine has been published and one (01) AED Proceeding and one (01) SEAP PID Report has been published, Awards Report, AED Proceeding and RNE Success story Special.
7.0	OBJECTIVE NO.E: Institutional Capacity to Support ERB Service Delivery Improved	Strengthening ERB working environment by procuring various working tools, furniture, training and other facilities	The Board has completed its building namely Mhandisi Annex at its plot in Dodoma and the building is used as the ERB Head quarters. <ul style="list-style-type: none"> • Various working tools like computers, laptops, furnitures, ipads, TV screen etc. • MIS construction phase II has been completed in the financial year • New transferred staff have been engaged.
	OBJECTIVE NO.D: Engineering Professionals and Firms Competence Strengthened and Enhanced	Organizing the 19 th Annual Engineers' Day whereby 3,800 participants were expected; Engineers Capacity Building Forums	The Board organized the 19 th Annual Engineers Day on 22 and 23 September 2022. A total of 4,514 Engineers attended the event.
8.0	OBJECTIVE NO.E: Institutional Capacity to Support ERB Service Delivery Improved	Holding 4 Board Meetings, 4 EXCO Meetings, 4 ReTAC Meeting, 4 PDAC and 4 AC Meetings.	Held 4 Board Meetings, 3 EXCO Meetings, 3 ReTAC Meetings, 2 PDAC Meetings; and 2 AC Meetings.
9.0	OBJECTIVE NO.E: Institutional Capacity to Support ERB Service Delivery Improved	Participation in 3 regionally and 2 internationally organized events.	<ul style="list-style-type: none"> i) One staff attended Mutual Recognition Agreement Meeting (MRA) in Mombasa Kenya. ii) Three Staff and Chairman of the Board attended meeting organised by the Institution of Engineers Kenya (IEK). iii) One Staff attended FIDIC Global Infrastructure conference in Geneva, Switzerland from 11 - 13 September 2022 iv) One staff attended MRA Meeting and Rwanda Engineers Annual Conference
10.0	OBJECTIVE C, Monitoring of Engineering Activities Project registration		
		Links with regulatory Bodies in the sub-region and internationally be maintained.	Links have been maintained with Regulatory Boards and other stakeholders including Engineers Board of Kenya, Engineers Registration Board in Uganda, Burundi, Rwanda, and South Africa, Democratic Republic of Congo and Egyptian Syndicate of Engineers.
11.0	OBJECTIVE NO.D: Engineering Professionals and Firms Competence Strengthened and Enhanced	Conducting 4 accreditation visits jointly with TCU and NACTE.	<ul style="list-style-type: none"> i) Recognition/accreditation of engineering programmes were conducted for submissions from MUST, SJUIT, SAUT and CBE ii) No Joint accreditation- visits conducted, instead official communication on recognition of engineering programmes between ERB and TCU were made regularly.

ENGINEERS REGISTRATION BOARD

S/N	Objective and Description	Planned Targets for the Financial Year 2022/23	Output
12.0	OBJECTIVE E, ERB Working environment improved	Office building and facilities improved and transfer Headquarter operations to Dodoma.	<ul style="list-style-type: none"> • Mhandisi House construction at ERB's plot in Dodoma was completed and handed over in April, 2022. • Number of staff who moved to Dodoma were 17, recruited 5 new staffs making a total of (22) and 4 staffs Dar es Salaam office as of 30 June 2023.

2.32 Future Plans

The future plans of the Board are set to regulate and monitor engineering practice in Tanzania through promotion of engineering excellence among local engineers, engineering technicians and engineering consulting firms with a view to enhance their competitiveness and professionalism in the engineering practice. The Board started reviewing Cap 63 Act of Engineers Registration Board beginning of Financial year 2022/23 and the task will continue in the financial year 2023/24, the purpose of ammdend the Act is to adapt and accommodate various changes since the last ammdendment. The Board is set to continue, During the Financial Year 2023/24, implement its strategic plan. The Board will also continue to fill the vacancies with appropriate staff in accordance to its Human Resources requirements. The Board will continue pursuing its development plans as set it its Strategic Plan.

2.33 Digitalization and Automation

ERB is digitizing and automating a substantial part of its functions. To implement this it is working in collaboration with, e-GA, Ministry of Finance, PPRA and the Tresurer Registrar. In addition ERB is building and updating its online systems. MIS-2 (Management Information System), the system is a depository of the Registration Data and is connected to GePG. The system has an interphase that enables Registration and update of information.Event Management System which is also connected to MIS-2, Intranet, Internet. ERB has also subscribe in E-Office, e-Mikutano, ERMS, MUSE, GePG, NeST, GMS, PLANREP, OTRMIS.

2.34 Mhandisi House Annex Project on ERB plot no.13 block a at NCC area in dodoma

The Board accomplished the construction of both Phase I and Phase II of Mhandisi Annex in the Financial year 2022/23. Suma JKT Construction Company Ltd was the contractor for both phases.

2.35 Funding

Currently the Board has three sources of funds

- (i) Government subventions - that cater for personnel emolument and other charges;
- (ii) Internally generated fund - through cost recovery fees and charges to the services and rendered in discharging its services; and
- (iii) Development Partners.

2.36 Solvency of the Board

The Directors have reviewed the current statement of financial position of the Board. On the basis of the review, the Directors are of the opinion that the Board's financial standing is sound enough to meet all of the maturing financial obligations and to continue as a going concern entity.

2.37 Dividend and Contribution to the Government

The Board was able to contribute to the Consolidated Fund an amount of TZS 60,000,000 through Treasury Registrar. (2021/22: TZS 50,000,000 was contributed). This amount has been included in Note 17 of this report (Contributions and Donations).

2.38 Employee Welfare

2.38.1. Management/employees relationship

The total number of staffs of the Board during the year under review were Fifty four (54) (2021/22: was 40) out of which thirty four (34) employees were on Permanent basis while two (2) were on a contract basis and Eighteen (18) were trainees. The relationship between employees and management was good and there were no unresolved complaints received by management from the employees during the year.

2.38.2. Staff turnover

The Board's staff turnover has been 35% and still faces a challenge of obtaining permits from the President's Office Public Service Management. Currently the Board has filled the Public Relations Officer, Planning Monitoring and Evaluation, Records Officers, Supplies and Stores Officer, Legal Officers and Drivers. The vacancies have been filled by way of new recruitments and transfer from other Public Institutions. Meanwhile the three staff were Promoted in the same Financial Year of 2022/23.

2.38.3. Risk Management

The Management of the Board was able to attend the Risk Management Training in this Financial Year 2022/23 whereby it was established that there is a need to review the Risk Register of the Board. Review of the Risk Register will be held in the Financial Year 2023/24 and this will be after all staff have been trained the subject matter of the Risks surrounding the Board operations in its daily operations.

2.38.4. Training facilities

The Board during the year under review continued to implement the Rolled over Approved Training program which is subject for review to suit the current needs. The Training covered all needs. Most training was sourced locally. The training was also focused on empowering Senior Staff as part of succession plan. The Board will continue to improve training plan to align

it to the new training policy and revised training needs assessment. During the current year, the Board spent TZS 51,235,000 (2022: TZS 105,355,900) for Staff training and Board Development.

2.38.5. Medical facilities

The Board has joined the medical scheme through National Health Insurance Fund (NHIF) whereby the employee pays 3% and the employer contributes 3% of the basic salary for each individual staff. During the current year, the Board spent TZS 10,108,958 (2021/22: TZS 9,432,500) as the Medical cost for Board's staff. The Board's future plans are to create a supplementary Scheme of Medical services for the expenses which cannot be met by the current arrangements.

2.38.6. Disabled persons

The Board has a policy of giving opportunity to disabled persons to fill those vacancies they are able to fill or to sub-contract part or whole assignments to either individual disabled persons or in groups if they have the required skills.

2.38.7. Financial assistance

This is available to all confirmed permanent employees and those on contract terms depending on the assessment by management of the needs and circumstances and employee's ability to service the loan. The Board's staffs have formed a Savings and Credit Co-operative Society namely Wahandisi SACCOS Limited in order to solve employees' regular financial needs. In 2022/23, the SACCOS continued supporting the ERB staff access loan facility and the SACCOS dished out approximately TZS 300 million for that purpose. Such initiatives should be supported by the Board whenever possible. The Board will continue to support the staff's initiatives to make their SACCOS grow to ensure its sustainability. On the other hand, the Board will continue giving a priority to the remittances of Members contributions and loan deductions. The Board invites and SACCOS economic idea that the Board may venture in to make sure that the SACCOS is economically strong. For the purpose of supporting the SACCOS to keep reliable cashflow from its members, all staff with permanent and pensionable terms of employment will be deducted their SACCOS loans and contribution from the Treasury. Deduction from the source will mitigate the risk associated to staff who in one way or the other being transferred or get out of employment hence loss of regular income and ultimately cause a huge loss to the SACCOS. Meanwhile the Proposal will be made to the Governing Board to create a Revolving Fund for staff to borrow interest free or with a token of administrative charges just like other Civil servants in the Ministries and other public entities.

2.39. Related Party Transactions

According to IPSAS 20, the Board had transactions related to key staff remunerations and directors' expenses to the tune of TZS 728,408,418(2021/22: TZS 609,202,315) as indicated under note 23 to the financial statements.

ENGINEERS REGISTRATION BOARD

2.40. HIV/AIDS in Place of work

The Board has a policy of sensitizing its management and staff on the risks of HIV/ AIDS spread and how to avoid infection through seminars and workshops. During the year the Board conducted full day seminar which included voluntary testing to majority of staff. The Seminar took on board other topics like hepatitis A-C and other non-communicable diseases. The Board also conducted the seminar on Good health and well being by sensitizing good eating habit and physical exercise for all staff.

2.41. Auditors

The Controller and Auditor General is the statutory auditor of the Board by virtue of Article 143 of the Constitution of the United Republic of Tanzania, and as per the Public Audit Act, Cap 418. However, in accordance with Section 33(1) of the Act M/s Probs Associate were authorized to carry out the audit of the Board for the year ended 30 June 2023 on behalf of Controller and Auditor General.

Signature.....
Eng. Menye Manga

CHAIRPERSON

Date..... 26-03-2024

Signature.....
Eng. Bernard B. Kavishe

REGISTRAR

Date..... 26.03.2024

3.0.STATEMENT OF RESPONSIBILITY BY THOSE CHARGED WITH GOVERNANCE

The Board are directors are responsible for the preparation and fair presentation of the financial statements, comprising the Statement of Financial Position as at 30 June 2023 and the Statement of Financial Performance, the statement of changes in Net Assets, Cash flows Statement, Comparison of budget and actual amount for the year then ended, and the notes to the financial statements, which include a summary of significant accounting policies and other explanatory notes, in accordance with International Public Sector Accounting Standards (IPSAS) accrual.

The directors' responsibility includes: designing, implementing and maintaining internal control relevant to the preparation and fair presentation of these financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

The directors have assessed the Board's ability to continue as a going concern and have no reason to believe the business will not be a going concern in the financial year ahead.

Approval of the financial statements

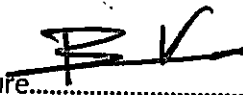
The financial statements of the Board, as indicated above, were approved by the Board of Directors on



Signature.....
Eng. Menye Manga

CHAIRPERSON

Date.. 26-03-2024



Signature.....
Eng. Bernard B. Kavishe

REGISTRAR

Date.. 26.03.2024

ENGINEERS REGISTRATION BOARD

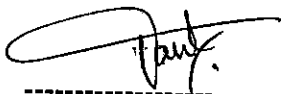
4.0. DECLARATION OF THE HEAD OF FINANCE AND ADMINISTRATION

The National Board of Accountants and Auditors (NBAA) according to the Power conferred under the Auditors and Accountants (Registration) Act No. 33 of 1972, as amended by Act No. 2 of 1995 requires financial statements to be accompanied with a declaration issued by the Head of Finance responsible for the preparation of financial statements of the entity concerned.

It is the duty of a Professional Accountant to assist the Board of Directors/ Management to discharge the responsibility of preparing financial statements of a entity showing true and fair view of the entity position and performance in accordance with applicable International Accounting Standards and statutory financial reporting requirements. Full legal responsibility for the preparation of financial statements rests with the Board of Directors as under Directors' responsibility statement on an earlier page.

I, Paul R. Bilabaye, the Assistant Registrar responsible for Finance and Administration at Engineers Registration Board hereby acknowledge my responsibility of ensuring that financial statements for the year ended 30 June 2023 have been prepared in compliance with International Public Sector Accounting Standards and statutory requirements.

I thus confirm that the financial statements give a true and fair view of the financial position of the Engineers Registration Board on that date and that they have been prepared based on properly maintained records.



CPA. Paul R. Bilabaye

NBAA Membership ACPA 1608

Date: 26/03/2024

ENGINEERS REGISTRATION BOARD

5.0. FINANCIAL STATEMENTS

5.1 STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2023

	NOTE	2022/23 TZS	2021/22 TZS
ASSETS			
Non-current assets			
Property, Plant and Equipments	5	2,723,587,498	1,988,377,809
Intangible Assets	6	66,612,055	107,455,865
		<u>2,790,199,553</u>	<u>2,095,833,674</u>
Total Non Current Assets			
Current assets			
Cash and Cash Equivalent	7	327,911,924	2,472,947,048
Trade Receivables	8	2,195,263,893	1,136,583,530
Inventories	9	18,388,562	50,146,526
Prepayments	12	-	252,762,578
		<u>2,541,564,379</u>	<u>3,912,439,682</u>
Total Current Assets		2,541,564,379	3,912,439,682
Total Assets		5,331,763,932	6,008,273,356
LIABILITIES			
Current Liabilities			
Provision for Audit fees		70,000,000	-
Deffered Income (Revenue)	29	-	1,443,000,000
Payables and Accruals	10	434,016,740	388,528,234
		<u>504,016,740</u>	<u>1,831,528,234</u>
Total Current Liabilities		504,016,740	1,831,528,234
Non-current liabilities			
Deffered Income (Restricted fund)		-	8,820,016
		<u>-</u>	<u>8,820,016</u>
Total Non Current Liabilities		-	8,820,016
		<u>504,016,740</u>	<u>1,840,348,250</u>
Total Liabilities		504,016,740	1,840,348,250
Equity			
Engineers Development Facility		269,869,224	269,869,224
Accumulated Surplus		4,557,877,968	3,898,055,882
		<u>4,827,747,192</u>	<u>4,167,925,106</u>
Total Equity		4,827,747,192	4,167,925,106
Total Equity and Liabilities		5,331,763,932	6,008,273,356

Signature.....
Eng. Menye Manga

Signature.....
Eng. Bernard B. Kavishe

CHAIRPERSON
Date..... 26-03-2024

REGISTRAR
Date..... 26.03.2024

ENGINEERS REGISTRATION BOARD

5.2 STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 30 JUNE 2023

Revenue	NOTE	2022/23 TZS	2021/22 TZS
Revenue from Exchange transactions	13(a)	7,495,979,420	5,251,328,843
Revenue from Non-exchange transactions			
Government Sub. and Transfers	13(d)	2,133,981,200	859,871,400
Grant for Women Engineers	13(e)	-	67,380,730
Engineering Development Facility	13(f)	-	846,441,713
Total Revenue from Non-Exchange Transaction		2,133,981,200	1,773,693,843
Fines and Penalties	13(b)	57,576,675	144,307,180
Other Income	13(c)	158,625,385	62,395,000
Total Revenue		9,846,162,680	7,231,724,866
Expenses			
Wages, Salaries Employees benefits	14	1,827,283,173	1,364,770,889
Supplies and Consumables	15	4,124,548,850	3,290,520,416
Board committee expenses	16a	753,053,611	263,748,213
Other ERB Key Activities	16b	1,795,551,309	308,735,359
Other expenses	17	273,680,884	1,160,635,006
Directors Fee	23	53,838,802	60,000,000
Audit Fees Expenses	30	75,140,000	59,560,000
Depreciation Expenses	5	242,400,155	60,547,936
Amortization Expenses	6	40,843,810	34,420,000
Total Expenses		9,186,340,594	6,602,937,819
Surplus for the Year		659,822,086	628,787,047

Notes form part of these financial statements.

Signature.....
Eng. Menye Manga

Signature.....
Eng. Bernard B. Kavishe

CHAIRPERSON

REGISTRAR

Date..... 26-03-2024

Date..... 26.03.2024

ENGINEERS REGISTRATION BOARD

5.3 STATEMENT OF CHANGES IN NET ASSETS FOR THE YEAR ENDED 30 JUNE 2023

DETAILS	Notes	Development Fund	Accumulated Fund	Total
		TZS	TZS	TZS
Balance as at 01 July 2021		269,869,224	3,269,268,835	3,539,138,059
Surplus for the year		-	628,787,047	628,787,047
Balance as at 30 June 2022		269,869,224	3,898,055,882	4,167,925,106
Balance as at 01 July 2022		269,869,224	3,898,055,882	4,167,925,106
Surplus for the year		-	659,822,086	659,822,086
Balance as at 30 June 2023		269,869,224	4,557,877,968	4,827,747,192

Notes form part of these financial statements.

Signature.....
Eng. Menye Manga

CHAIRPERSON

Date.....26-03-2024

Signature.....
Eng. Bernard B. Kavishe

REGISTRAR

Date.....26.03.2024

ENGINEERS REGISTRATION BOARD

5.4 CASH FLOW STATEMENT FOR THE YEAR ENDED 30 JUNE 2023

	NOTE	2022/23 TZS	2021/22 TZS
Cash flow from operating activities			
Receipts			
Revenue from Exchange transactions	13(a)	7,495,979,420	5,251,328,843
Government Sub. and Transfers	13(d)	2,133,981,200	859,871,400
Grant for Women Engineers	13(e)	-	67,380,730
Engineering Development Facility	13(f)	-	846,441,713
Total Revenue		9,629,960,620	7,025,022,686
Fines and Penalties	13(b)	57,576,675	144,307,180
Other Income	13(c)	158,625,385	62,395,000
other receipts	27	330,009,050	851,924,567
Total receipts		10,176,171,730	8,083,649,433
Payments			
Wages, Salaries Employees benefits	14	(1,827,283,173)	(1,364,770,889)
Supplies and Consumables	15	(4,124,548,850)	(3,290,520,416)
Board committee expenses	16A	(753,053,611)	(263,748,213)
Other ERB Key Activities	16B	(1,795,551,309)	(308,735,359)
Adjustment in PPE (Reinstated Net Cashoutflow from Depreciation)		(4,353,854)	-
Other expenses	17	(273,680,884)	(1,160,635,006)
Directors Fee	22	(53,838,802)	(60,000,000)
Audit Fees Expenses****		(5,140,000)	(59,560,000)
Other Payments	28	(2,510,500,379)	(19,549,562)
Total paymenys		(11,347,950,862)	(6,527,519,445)
Net cash flow from operating activities (A)		(1,171,779,132)	1,556,129,988
Cash flows from investing activities			
Purchase of property plant and equipment		(973,255,992)	(1,012,877,431)
Net cash flow from investing activities (B)		(973,255,992)	(1,012,877,431)
Cash flow from financing activities (C)			
Net cash outflows for the period		(2,145,035,124)	543,252,557
Cash and cash equivalent at 1 July		2,472,947,048	1,929,694,491
cash and cash equivalent at 30 June	7	327,911,924	2,472,947,048

***** Out of the total Audit Fee Expenses reported in Statement of Financial Performance (TZS 75,140,000) only TZS 5,140,000 was considered for cash Flow Purpose. TZS 70,000,000 was a provision for Audit Fee, hence it did NOT involve the Cash Movement.

Signature.....
Eng. Menye Manga

Signature.....
Eng. Bernard B. Kavishe

CHAIRPERSON

REGISTRAR

Date... 26-03-2024

Date... 26. 03. 2024

ENGINEERS REGISTRATION BOARD

5.5 STATEMENT OF COMPARISON OF BUDGET AND ACTUAL AMOUNTS FOR THE YEAR ENDED 30 JUNE 2023

REVENUES	Original Budget	Final Budget	Actual	Difference	VARIANCE%	Explanation for material variance
	TZS					
Revenue from Exchange transactions (Annual, Reg, AED, App. Etc)	7,197,173,877	7,197,173,877	6,749,374,321	-447,799,556	-6.2	Immaterial
Revenue from Exchange transactions (PE, OC Subv, Govt and Transfers)	2,049,817,668	2,049,817,668	2,133,981,200	84,163,532	4.0%	immaterial
Fines and Penalties	-	-	57,579,675	57,579,675	100%	This was not budgeted
Other Income	62,400,000	62,400,000	53,700,000	-8,700,000	13.9%	Immaterial
Engineering Development Facility	1,307,528,000	1,307,528,000	789,127,484	-518,400,516	-36.6	More efforts are needed to enforce the payments of the EDF
Total Revenue	10,616,919,545	10,616,919,545	9,846,162,680	-770,756,865		
EXPENDITURES						
Wages, Salaries and Employees benefits	2,590,395,011	2,590,395,011	1,827,283,173	-763,111,838	31.3	The Board expectation of more recruited staff.
Supplies and Consumables	6,145,547,644	6,145,547,644	4,124,548,850	-2,020,998,794	14.7	Few of planned activities crossed the Financial year
Board and other committee expenses	267,200,000	267,200,000	753,053,611	485,853,611	50.3	There Board of Directors started operations in almost end of 2 nd quarter
Other Committee Expenses	300,000,000	300,000,000	273,680,884	-26,319,116	75.9	More activities were held
Capital and Other expenses	1,182,976,890	1,182,976,890	1,795,551,309	612,574,419	12	Few activities were left un paid
Directors Fee	60,000,000	60,000,000	53,838,802	-6,161,198	73.6	The fees are paid end of each 12months of working
Audit Expenses	70,000,000	70,000,000	75,140,000	5,140,000	-	-
Total Expenditures	10,616,119,545	10,616,119,545	8,903,096,629	-1,713,022,916		
Surplus/Deficit	-	-	943,066,051			

Signature.....
Eng. Menye Manga

CHAIRPERSON

Date... 26-03-2024

Signature.....

Eng. Bernard B. Kavishe

REGISTRAR

Date... 26.03.2024

NOTES TO THE ACCOUNTS

1. LEGAL STATUS AND OBJECTIVES

The Engineers Registration Board was established to register engineers, and regulate engineering practice in Tanzania and promote engineering excellence among local engineers and engineering consulting firms with a view to enhancing their competitiveness and professionalism in the engineering practice. The functions of the Board are outlined in Section 4 of the Engineers Registration Act. No. 15 of 1997 as amended by the Engineers Registration Amendment Act No. 24 of 2007.

2. PRINCIPAL ACCOUNTING POLICIES

Basis of accounting

The financial statements are prepared on a going concern basis and in compliance with the International Public Sector Accounting Standards (IPSAS) Accrual basis of accounting and in the manner required by the Public Finance Act, Cap 348. The measurement basis used is the historical cost basis except where otherwise stated in the accounting policies below. Budget is prepared on cash basis.

New and revised standards

a) Adoption of International Public Sector Accounting Standards

Following the Accountant General Circular No. 11 and 12 issued in January 2015, since adoption of IPSAS the Board has maintained preparation and reporting basing IPSAS. Despite the challenges encountered, the Financial Statements have been prepared and met the deadline as required by the law.

IPSAS 1 (Amendment) - Presentation of financial statements: The Board has made all efforts to present all its Financial Statements as per this IPSAS requirement.

The adoption of the amendments has had no material effect on the Board's accounting policies or disclosures.

Property, plant and equipment

Recognition

Property, plant and equipment are initially recorded at cost and subsequently measured at cost less accumulated depreciation. Historical cost includes; Expenditure that is directly attributable to the acquisition (purchase or construction) of the items. Subsequent costs are included in the asset's carrying amount or recognized as a separate asset, as appropriate, only when it is probable that the future economic benefits associated with the item can be measured reliably. All other repairs and maintenance are charged to the statement of financial performance for the year in which they are incurred.

ENGINEERS REGISTRATION BOARD

Depreciation

Depreciation of property, plant and equipment is calculated on a straight-line method to write off their cost over the expected useful economic lives. Since all assets were 1 to 2 years of life the Board has been extended the useful life time of these assets as follows: -

<u>Description</u>	<u>Life Span</u>
Motor vehicles	Extended for 3 years
Office equipment	Extended for 5 years
Office furniture	Extended for 5 years
Computers	Extended for 3 years
Office partition	Extended for 5 years

Note that All Assets of the Board have been uploaded into the Government Assets management Information System (GAMIS) the Board has fully adopted fully the Government Policy on Fixed Assets without compromising the IPSAs 17 Requirements of PPE.

Financial Instruments

The Board classifies its financial instruments into the following categories:

Loans and receivables, which comprise non-derivative financial assets with fixed or determinable payments that are not quoted in an active market, and exclude assets which the entity intends to sell immediately or in the near term or those which the entity upon initial recognition designates as at fair value through profit or loss.

Financial liabilities, which comprise all financial liabilities except financial liabilities at fair value through profit or loss.

Financial instruments held during the year were classified as follows:

Other liabilities were classified as financial liabilities.

Demand and term deposits with banking institutions and trade and other receivables were classified as 'loans and receivables'.

Recognition and measurement

Financial assets

All financial assets are recognised initially using the trade date accounting which is the date the Board commits itself to the purchase or sale. Financial assets carried at fair value through surplus / deficit. Statement of financial performance are initially recognised at fair value and the transaction costs are expensed in the statement of financial performance. All other categories of financial assets are recorded at the fair value of the consideration given plus the transaction cost.

Subsequently, loans and receivables are carried at amortized cost using the effective interest method.



ENGINEERS REGISTRATION BOARD

Amortized cost is the amount at which the financial asset or liability is measured on initial recognition minus principal repayments, plus or minus the cumulative amortization using the effective interest method of any difference between the initial amount and the maturity amount, and minus any reduction for impairment or uncollectability.

Financial Instruments

The Board assesses at each statement of financial position date whether there is objective evidence that a financial asset is impaired. If any such evidence exists, an impairment loss is recognised. Impairment loss is the amount by which the carrying amount of an asset exceeds its recoverable amount. In the case of loans and receivables, the recoverable amount is the present value of the expected future cash flows, discounted using the asset's effective interest rate.

Changes in the carrying values and impairment losses of loans and receivables are recognised in the statement of financial performance. Trade and other receivables not collectible are written off against the related provision. Subsequent recoveries of amounts previously written off are credited to the statement of financial performance in the year of recovery.

Financial liabilities

All financial liabilities are recognised initially at fair value of the consideration given plus the transaction cost. Subsequently, all financial liabilities are carried at amortised cost using the effective interest method.

Presentation

Financial assets are classified as non-current except those with maturities of less than 12 months from the statement of financial position date, those which the directors have the express intention of holding for less than 12 months from the statement of financial position date or those that are required to be sold to raise operating capital, in which case they are classified as current assets.

Financial liabilities are classified as non-current except those expected Note to be settled in the Board's normal operating cycle, those payable or expected to be paid within 12 months of the statement of financial position date and those which the Board does not have an unconditional right to defer settlement for at least 12 months after the statement of financial position date.

Derecognition

Financial assets are derecognised when the rights to receive cash flows from the investments have expired or the Board has transferred substantially all risks and rewards of ownership.

Financial liabilities are derecognized only when the obligation specified in the contract is discharged or cancelled or expires.



ENGINEERS REGISTRATION BOARD

Provisions for liabilities

The Board recognizes provisions when it has a present legal or constructive obligation as a result of past events, and it is probable that an outflow of resources will be required to settle the obligation and a reliable estimate of the amount can be made.

Revenue recognition

Revenue comprises Revenue from Exchange Transactions and Revenue from Non-Exchange Transactions. It includes the gross inflows of economic benefits or service potential received and receivable by the entity, and these benefits can be measured reliably. Revenue is recognized when it is determined that it will accrue to the board.

Revenue from Exchange Transactions

Revenue from Exchange Transactions are transactions in which one entity receives assets or services, or has liabilities extinguished, and directly gives approximately equal value (primarily in the form of cash, goods, services, or use of assets) to another entity in exchange.

Non-Exchange Transactions

Revenue from Non-Exchange Transactions includes Government subventions and assistances received from the government and other donors. Grants are accounted for when there is a reasonable assurance that the grants will be received. Revenue recognition is based on an assessment of whether an asset or a liability has been created. For capital grants without conditions attached, revenue is recognized immediately in the statement of financial performance. If conditions are attached, a liability is recognized as capital funds in the statement of financial position and is reduced and revenue recognized as the conditions are satisfied.

Functional and presentation currency

The financial statements are presented in Tanzania Shillings (TZS), which is the Board's functional and presentation currency.

Foreign currency translation

Foreign currency transactions are translated into Tanzanian Shillings at the rates of exchange ruling at the dates of the transactions. Monetary assets and liabilities at the year-end expressed in foreign currencies are translated in Tanzania Shillings at the rates of exchange ruling at the end of the financial year. The resultant gains/losses on exchange rate translations are dealt with in the statement of financial performance.

Cash and cash equivalents

Cash and cash equivalents consist of cash and bank balances and short-term deposits.

ENGINEERS REGISTRATION BOARD

Inventories

Inventories comprising of consumables are stated at the lower of cost and selling price less costs to sell. Cost is calculated using the first-in, first-out (FIFO) method. Inventories comprises of stationeries and office consumables.

Impairment of non-financial assets

Non-financial assets that are carried at amortized cost are reviewed at the end of each reporting period for any indication that an asset may be impaired. If any such indication exists, an impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use.

Employees benefits

Retirement benefits

The Board has statutory obligations to contribute to various pension schemes in favour of all the employees employed under permanent and pensionable terms. The pension scheme in force to which the Board contributes is the Public Service Social Security Fund (PSSSF). Contributions to the fund are recognized as an expense in the period the employees render the related services.

Short term benefits

The cost of all short-term employee benefits such as salaries, employees' entitlements to leave pay, medical aid, long service awards, other contributions, etc. are recognized during the period in which the employees render the related services to the Board.

Significant judgments and key sources of estimation uncertainty

In the process of applying the accounting policies adopted by the Board, the directors make certain judgements and estimates that may affect the carrying values of assets and liabilities in the next financial period. Such judgements and estimates are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the current circumstances. The directors evaluate these at each financial reporting date to ensure that they are still reasonable under the prevailing circumstances based on the information available and any revisions to such judgements and estimates are recognized in the year in which the revision is made.

The directors have recognized income on annual fees and receivables thereon based on the expected collections, establishing from historical trends and the list of active engineers.

3. Risk management objectives and policies

Financial risk management

Financial risk is the possibility of losing money on an investment or business venture. The Board's activities expose it to a variety of financial risks including credit, liquidity and market risks. The Board does not hedge against any risks.



ENGINEERS REGISTRATION BOARD

Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation.

Credit risk on financial assets with banking institutions is managed by dealing with institutions with good credit ratings and placing limits on deposits that can be held with each institution.

Financial risk management

As at year end, the Board had receivables amounting to TZS 2,195,263,893 that were past due but not impaired.

ii) Liquidity risk

Liquidity risk is the risk that the Board will encounter difficulty in meeting obligations associated with financial liabilities. The Board mitigates this risk through government subvention funding to meet its capital requirements and working capital requirements on an annual basis based on annual funding.

(iii) Market risk

Market risk is the risk that the fair value or future cash flows of financial instruments will fluctuate because of changes in market price and comprises three types of risks: currency risk, interest rate risk and other price risk. The Board is only exposed to currency risk.

Currency risk

Currency risk arises on financial instruments that are denominated in foreign currency. The Board only had bank balances as at 30 June 2022 more than TZS 243.6m which are denominated in US Dollars. Management consider that an appreciation of the United States Dollar against the Tanzania Shilling of 10% for the year ending 30 June 2022 is reasonably possible. If the United States Dollar is to appreciate against the Tanzania Shilling with all other factors remaining constant, the Surplus for the year and accumulated fund would be higher by TZS 24m. If the currency were to depreciate, the effect would be the opposite.

4. STANDARDS, AMENDMENTS, AND INTERPRETATIONS ISSUED

a) New and revised IPSAS mandatorily effective at the end of the reporting period

There were no new or revised IPSAS were mandatorily effective and adopted by the Board as at the end of the reporting period.

b) Standards and interpretations in issue but not yet effective

At the reporting date, the following new and/or revised accounting standards and interpretations were in issue but not yet effective and therefore have not been

ENGINEERS REGISTRATION BOARD

applied in these financial statements. The Board has not yet assessed the impact of these changes on their financial statements when they become effective.

IPSAS	Improvements/details of the new standards
IPSAS 41, Financial Instruments	<p>IPSAS 41 improves financial reporting for financial instruments, by:</p> <ul style="list-style-type: none"> • Applying a single classification and measurement model for financial assets that considers the characteristics of the asset's cash flows and the objective for which the asset is held; • Applying a single forward-looking expected credit loss model that is applicable to all financial instruments subject to impairment testing; and • Applying an improved hedge accounting model that broadens the hedging arrangements in scope of the guidance. The model develops a strong link between an entity's risk management strategies and the accounting treatment for instruments held as part of the risk management strategy. <p>Effective for annual periods beginning on or after 1 January 2023 Earlier application is permitted.</p>
IPSAS 42, Social Benefits	<p>The standard provides guidance on accounting for social benefits expenditure. It defines social benefits as cash transfers paid to specific individuals and/or households to mitigate the effect of social risk. Specific examples include state retirement benefits, disability benefits, income support and unemployment benefits. The new standard requires an entity to recognize an expense and a liability for the next social benefit payment.</p> <p>It seeks to improve the relevance, faithful representativeness and comparability of the information that a reporting entity provides in its financial statements about social benefits. To accomplish this, IPSAS 42 establishes principles and requirements for:</p> <ul style="list-style-type: none"> • Recognizing expenses and liabilities for social benefits; • Measuring expenses and liabilities for social benefits; • Presenting information about social benefits in the financial statements; and
IPSAS 43, Leases	<p>While the IPSASB has retained the IPSAS 13's finance lease/operating lease distinction for lessors, the distinction is no longer relevant for lessees. All lease contracts, including rental contracts, will be recognised on the statement of financial position of the lessees, with some exceptions in limited circumstances.</p> <p>For lessees, IPSAS 43 introduces a right-of-use model that replaces the risks and rewards incidental to ownership model in IPSAS 13, Leases. For lessors, IPSAS 43 substantially carries forward the risks and rewards incidental to ownership model in IPSAS 13.</p> <p>IPSAS 43 will replace IPSAS 13 for reporting periods beginning on or after 1 January 2025 with a retrospective application by default.</p>
IPSAS 44, Non-Current Assets Held for Sale and Discontinued Operations	<p>IPSAS 44 specifies the accounting for assets held for sale and the presentation and disclosure of discontinued operations. It requires assets that meet the criteria to be classified as held for sale to be:</p> <ul style="list-style-type: none"> • Measured at the lower of carrying amount and fair value less costs to sell and depreciation on such assets to cease; and • Presented separately in the statement of financial position and the results of discontinued operations to be presented separately in the statement of financial performance.] <p>IPSAS 44 will be effective for reporting periods beginning on or after 1 January 2025.</p>

ENGINEERS REGISTRATION BOARD

5. Property, plant and equipment for year ended 30 June 2023

	Land	Building and Fence	Motor Vehicle	Office Equipment	Office Furniture	Computers	Office Partition	Work In Progress	Total
Cost									
1-Jul-22	700,000,000	158,755,593	950,454,111	335,563,113	167,278,859	269,472,508	104,542,435	814,592,615	3,500,659,234
Capitalization		814,592,615						(814,592,615)	-
Additions	478,439,454	36,742,818	252,762,578	84,210,093	50,831,738	70,269,311	-	-	973,255,992
Total 30 June 2023	1,178,439,454	1,010,091,026	1,203,216,689	419,773,206	218,110,597	339,741,819	104,542,435	-	4,473,915,226
Accumulated depreciation									
As at 01 July 2022	-	10,583,706	894,919,750	243,561,064	100,490,645	237,056,785	25,669,477	-	1,512,281,427
Charge during the year		20,201,821	86,092,176	38,093,155	42,583,817	55,429,186	0	-	242,400,155
Adjustment *****		-	-	21,315,623	-	-	(25,669,477)		(4,353,854)
Total 30 June 2023	-	30,785,527	981,011,926	302,969,842	143,074,462	292,485,971	0	-	1,750,327,728
Net book value									
As at 30 June 2023	1,178,439,454	979,305,499	222,204,763	116,803,364	75,036,135	47,255,848	104,542,435	-	2,723,587,498
As at 30 June 2022	700,000,000	148,171,887	55,534,361	92,002,049	66,788,214	32,415,723	78,872,958	814,592,615	1,988,377,809

Adjustment *****

Adjustments shown relate to depreciation amounts charged during the current year. TZS 21,315,623 - under Office Equipment was the amount undercharged in Depreciation Account. TZS 25,669,477 - Under Office Partition is adjustment passed to waive prior year's accumulated depreciation due to the fact that, under ERB office partition's depreciation is supposed to be charged under Office Equipment. From this fact, after proper depreciation rates applied, the transfer of Depreciation amounts from Office Partition to Office Equipment leave a difference of 4,353,854 which implicates the Cash Movement. Same Net amount has been adjusted in the Statement of Cash Flow.

ENGINEERS REGISTRATION BOARD

Property, plant and equipment for year ended 30 June 2022

	Land	Building Fence	Motor Vehicle	Office Equipment	Office Furniture	Computers	Office Partition	Work In Progress	Total
Cost									
01 July 2021	700,000,000	158,755,593	950,454,111	265,272,963	107,304,449	263,696,108	42,298,579	-	2,487,781,803
Additions	-	-	-	70,290,150	59,974,410	5,776,400	62,243,856	814,592,615	1,012,877,431
Capitalized WIP	-	-	-	-	-	-	-	-	-
Total 30 June 2022	700,000,000	158,755,593	950,454,111	335,563,113	167,278,859	269,472,508	104,542,435	814,592,615	3,500,659,234
Accumulated depreciatfon									
As at 01 July 2021	-	5,291,853	879,374,790	241,249,514	93,922,347	208,266,922	23,628,065	-	1,451,733,491
Charge during the year	-	5,291,853	15,544,960	2,311,550	6,568,298	28,789,863	2,041,412	-	60,547,936
Total 30 June 2022	-	10,583,706	894,919,750	243,561,064	100,490,645	237,056,785	25,669,477	-	1,512,281,427
Net book value									
As at 30 June 2022	700,000,000	148,171,887	55,534,361	92,002,049	66,788,214	32,415,723	78,872,958	814,592,615	1,988,377,809
As at 30 June 2021	700,000,000	153,463,740	71,079,321	24,023,449	13,382,103	55,429,186	18,670,514	-	1,036,048,314

ENGINEERS REGISTRATION BOARD

6. Intangible Asset

	2022/23	2021/22
Cost 1 July	204,219,048	204,219,048
Additions: Updating of EMS (2020)	-	-
	<u>204,219,048</u>	<u>204,219,048</u>
Accumulated Amortization		
At 1 July 2022	(96,763,183)	(62,343,183)
Change for the year	(40,843,810)	(34,420,000)
As at 30 June 2023	<u>(137,606,993)</u>	<u>(96,763,183)</u>
Carrying Amount at 30 June 2023	<u><u>66,612,055</u></u>	<u><u>107,455,865</u></u>

7. Cash and cash equivalent

	2022/23 TZS	2021/22 TZS
Deposit General Cash Account	8,568,022	8,820,016
Ownsource Collection Account - NBC	100,000	100,000
Ownsource Collection Account - CRDB	33,767,500	2,585,750
CRDB- savings account (EDF)	-	283,692,425
Ownsource Recurrent Expenditure GF	203,243,622	197,361,913
CRDB bank - local account Muse-Expenditure	-	187,063,462
CRDB bank -Forex account Expenditure	-	1,004,548
Ownsource Collection Account NMB -	45,000	20,463,750
NMB bank-Forex	-	46,738,829
USD BOT Collection Account	37,026,159	195,956,204
BoT Ownsource Collection Account	30,635,050	1,526,618,651
Ownsource Development Expenditure	14,526,571	
CRDB bank - forex account-Collection	-	2,541,500
	<u><u>327,911,924</u></u>	<u><u>2,472,947,048</u></u>

8. Receivables

	2022/23 TZS	2021/22 TZS
Annual fees Receivables	2,195,263,893	2,134,294,206
Less: Provision for doubtful debts		(997,710,676)
	<u>2,195,263,893</u>	<u>1,136,583,530</u>

ENGINEERS REGISTRATION BOARD

9. Inventories

	2022/23 TZS	2021/22 TZS
Stock at 1 July	50,146,526	46,511,011
Additions	304,698,690	179,056,901
Less: Units Consumed	(336,456,654)	(175,421,386)
Balance at 30 June	<u>18,388,562</u>	<u>50,146,526</u>

10. Other payables

	2022/23 TZS	2021/22 TZS
SUMA JKT Company Ltd	-	204,134,596
Audit Fees payable	-	59,560,000
Architects and Quantity Surveyors Board	-	124,833,638
Other Payables	429,639,249	-
With holding Tax Payable	4,377,491	-
	<u>434,016,740</u>	<u>388,528,234</u>

11. Land and Building

The Land cost of TZS 700 million arose on the valuation of an undeveloped land (Plot No. 13 Block 'A' NCC Area in Dodoma Municipality), valued by Ardhi University on February 2018, independent valuers, on the basis of open market value. The valuation forms the basis of the cost of the land where the Board is planning to build the Mhandisi House. The valuation of land was done only to get the Fair value of Land before developing the same and for the purpose of booking it as an asset of the Board. Then it was allocated to the Board by the Dodoma City Council for a mere ownership with a processing fees of TZS 5 million which was not the real value of the land hence the Board needed to have the fair value. The said plot has been developed whereby Mhandisi Annex a 3-storey which is at final stages has so far consumed TZS 814,592,615 which added to the Schedule of Assets. Following the Concrete Wall (Fence) which was completed in the year 2020. Some of services like power (Generator), water and CCTV Cameras are already installed. External and remained partitioning works are expected to be completed in 3rd quarter of the FY 2022/23.

12. Prepayments

	2022/23 TZS	2021/22 TZS
Amount advanced to GPSA	-	252,762,578
	-	252,762,578

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13(a) Revenue from Exchange Transaction

	2022/23 TZS	2021/22 TZS
Annual Fees	3,314,034,251	2,269,238,693
Registration fees	1,005,832,235	661,612,765
Annual Engineers CPD disclosure	2,038,449,224	1,353,098,525
Application fees	312,129,300	249,245,795
Engineers Rubber Stamps	-	160,580,200
Practicing Licenses fees	-	166,252,865
Sale of ERB Stickers	825,534,410	391,300,000
	7,495,979,420	5,251,328,843

13(b) Fees, Fines and Penalties*

	2022/23 TZS	2021/22 TZS
Fines and penalties	57,579,675	144,307,180
	57,579,675	144,307,180

13(c) Other Income

	2022/23 TZS	2021/22 TZS
Miscelinous Receipts	50,000	-
Receipt from Miscelinous fees	64,760,385	-
Receipt from Sale of Publications	93,815,000	62,395,000
	158,625,385	62,395,000

13(d) Government Subvention and Transfer

	2022/23 TZS	2021/22 TZS
Subvention for Personal Emolument	590,081,200	535,943,400
Government Grant Development Foreign	1,543,900,000	-
Other Charges (For SEAP)	-	323,928,000
	2,133,981,200	859,871,400

Note: The stated amount as Government Grant Development Foreign includes TZS 1,443,000,000 that was deferred in prior year. During this year this amount has been reversed and added to the actual amount received during this year (2022/23) which is TZS 100,900,000. These two figures all together make a total of TZS 1,543,900,000

ENGINEERS REGISTRATION BOARD

13(e) Grant for women Engineers

	2022/23 TZS	2021/22 TZS
Grant for women Engineers (Fund Utilized)	-	67,380,730

13(f) Engineering Development Facility

	2022/23 TZS	2021/22 TZS
Contribution from Firms and Engineers	-	846,441,713

14 Wages, Salaries and Employees Benefits

	2022/23 TZS	2021/22 TZS
Salaries and wages	674,569,616	549,202,315
Housing allowance	49,247,758	59,182,200
Meal allowances/Extra duty and overtime	620,550,796	467,606,974
Entertainment, water and telephone expenses	29,060,369	42,240,000
Leave assistance	10,000,000	2,782,500
Medical cost	10,108,958	9,432,500
Staff training and Board development	51,235,752	105,355,900
Special Allowance	5,325,000	60,268,500
acting allowance	76,000,000	-
subsistence allowance	18,000,000	-
casual labour	280,784,924	-
Transport expenses to Staff	2,400,000	68,700,000
	1,827,283,173	1,364,770,889

ENGINEERS REGISTRATION BOARD

15 Supplies and Consumables

	2022/23 TZS	2021/22 TZS
Short courses and conferences	636,834,471	47,858,000
Engineers rubber stamps	-	76,500,000
Consultancy services	270,169,343	58,932,622
Advertising and publishing	88,071,370	82,853,800
Maintenance of office equipment	36,000,000	40,600,115
Special assignments	223,339,569	102,042,483
Annual engineers CPD discourse	967,846,774	1,125,509,479
SEAP (Internship) expenses	1,350,000,000	684,371,150
Stationery and photocopying	64,411,816	96,444,634
Norwegian SEAP women engineers support	-	134,966,380
Bank charges	12,005,646	14,394,189
Website and Database and computers Maintenance	10,400,000	21,500,200
Transport and travelling	90,964,940	366,771,480
Maintenance of vehicles	148,295,021	179,043,400
Office expenses	44,387,697	53,378,400
Telephone, fax and email	62,827,316	46,671,931
Office rent	6,837,105	100,799,991
Electricity and water	21,246,032	42,104,976
Telegrams and postage	-	15,777,186
Office consumables papers,pencils,p computer supplies and accessories	86,911,750 4,000,000	- -
	<u>4,124,548,850</u>	<u>3,290,520,416</u>

16(a) Board and Other committee expenses

	2022/23 TZS	2021/22 TZS
Board meeting expenses	589,523,611	71,780,000
Finance and Admin. Committee	-	42,108,200
Registration and Technical Committee	133,530,000	80,220,000
Audit Committee	-	26,193,890
Professional development affairs committee	30,000,000	43,446,123
	<u>753,053,611</u>	<u>263,748,213</u>

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16(b) Other Key ERB Activities

	2022/23 TZS	2021/22 TZS
Per diem Domestic	1,351,912,131	-
Per diem Foreign	132,285,967	-
Outfit Allowance	9,000,000	-
Adhoc committee	-	15,700,000
Tender board committee and PMU expenses	-	36,603,459
Industrial and monitoring visit	302,353,211	163,230,000
Inquiry Expenses	-	65,025,000
Professional interview	-	28,176,900
	1,795,551,309	308,735,359

The significant change in current year attributed by the fact that the Board has decided to separate other Key ERB Activities from the Board and Other Committee Expenses. In prior year these two accounts were combined as one. The fact of reporting all Domestic per diems under other Key ERB Activities resulted to this main difference in this account

17 Other Expenses

	2022/23 TZS	2021/22 TZS
Contributions TR	60,000,000	50,000,000
Contribution to other Institutions	143,571,926	100,066,000
Mhandisi House Expense/Kizota Plot.	-	786,099,972
Moving Expenses (Transfer of Staff)	70,108,958	71,672,926
Honorarium	-	57,000,000
Provision for doubtful debts	-	58,165,531
Funeral expenses	-	4,260,000
Capital Expenses	-	12,500,000
Miscellaneous expenses	-	20,870,577
	273,680,884	1,160,635,006

18. Taxation

Engineers Registration Board is a service organization receiving subsidies from the Government of Tanzania. The subsidies income is not taxable under the Income Tax Act, 2004.

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19. Contingent liabilities

The Board was expecting a contingent liability as at 30 June 2023 from TRA with an intention to issue an assessment of Tax liability for the Board being not Substantially subsidized by the Government. However, TRA is still working on the matter.

20. Capital commitments

Capital expenditure contracted for in relation to Property, Plant and Equipment at 30 June 2023 amounts to above TZS 400 million (2021/22: TZS 635.9 million).

21. Ultimate owner of the Board

The Government of the United Republic of Tanzania is the ultimate owner of the Board.

22. Authorization date for issue

These Draft Financial Statements of the Board will be issued for submitted to the CAG for auditing purposes after being tables in the Parliament of the URT

23. Related party transactions

According to IPSAS 20, the Board had no other related Party to its business transactions, but the key staff remuneration and directors' expenses;

	2022/23	2021/22
	TZS	TZS
Key Staff Remuneration	674,569,616	549,202,315
Directors fee	53,838,802	60,000,000
	728,408,418	609,202,315

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24. Depreciation Charges

The Board charged depreciation under IPSAS 17 on property, plant and equipment which the Board now adopted . IPSAS 17 require the use of Cost model in charging the depreciation. This is line with Circular No 6 of 2019/20 as well as Circular No 2 of 2017/18 dated 13 September 2017 from Accountant General) this has necessitated the Board to prolong the life of the Assents in use for 3-5 years due to the fact that the assets of the Board are still in use. Meanwhile valuation conducted during the year will help only in case there is disposal issues.

25. Land and under PPE

The Board has been able to construct the building in its own plot that was acquired from Dodoma Municipality.Both the plot and the construction cost is as shown in the PPE Schedule.

26. Grant from Royal Norwegian Government

The Board has been receiving grants from the Norwegian Government since 2010 to support Female Engineering trainees pursuing practical training for the purpose of registration as professional engineers. There is no restriction put to the fund apart from complying to the contract and strictly use the fund for the intended purpose. The amount received or spent by the Board for the programme is disclosed in the respective notes of revenue and expenses. The movement of the Fund for two financial years has been as follows; It should be noted that this was the extension of the contract with no cost.

DETAILS	2022/23 (TZS)	2021/22 (TZS)
Balance as at 01 July	8,820,016	76,405,666
Funds received during the year	-	67,380,730
Funds Utilized for the year	(251,995)	(134,966,380)
Balance carried forward at 30 June 2023	8,568,021	8,820,016

	2022/23 TZS	2022/22 TZS
27 Other Receipts		
(increase) / Decrease in inventory	31,757,964	-
(Increase)/Decrease in Prepayments	252,762,578	(523,489,783)
Increase / (Decrease) in Accounts Payable	45,488,508	-
Decrease in Deferred income	-	(67,585,650)
Deferred Revenue (see Note 29)	-	1,443,000,000
	330,009,050	851,924,567
28 Other Payments		
(Increase) / Decrease in Accounts Receivables	(1,058,680,363)	-
Increase / (Decrease) in Other Payables	-	236,848,531
(Increase)/Decrease in Prepayments	-	(252,762,578)
Increase)/Decrease in inventory	-	(3,635,515)

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Deferred Income (Restricted Fund)	(8,820,016)	-
Reversed Deferred Revenue	(1,443,000,000)	-
	<u>(2,510,500,379)</u>	<u>(19,549,562)</u>

	<u>2022/23</u>	<u>2021/22</u>
	TZS	TZS
29. Deferred Income		
Balance brought forward	1,443,000,000	
Revenue received from Ministry of Education for ESPJ	-	1,443,000,000
Funds spent during the year under audit	(1,443,000,000)	-
Balance brought forward	<u>-</u>	<u>1,443,000,000</u>

This was the funding received from the Ministry of Education for the Education Skills for Productive Jobs Project that is implemented under the Engineers Registration Board. This fund was received at the close of year End (on 27 June 2022), hence ERB could not spend the amount in same year. Further, the Board sought permission from the Ministry so it could carry forward such fund for use in financial year 2022/23.

	<u>2022/23</u>	<u>2021/22</u>
	TZS	TZS
30. Audit Fee Expenses		
Audit Fee expenses incurred during the year	75,140,000	59,560,000
	<u>75,140,000</u>	<u>59,560,000</u>

31: Reconciliation of Net Cash Flows from Operating Activities to Surplus/(Deficit)

	2022/23	2021/22
Surplus/(deficit) from ordinary activities	659,822,086	628,787,047
Noncash movements		
Depreciation	242,400,155	60,547,936
Amortization	40,843,810	34,420,000
Increase in provision for doubtful debts	-	-
Deferred Revenue	(1,443,000,000)	1,443,000,000
Provision for Audit Fee (Did not involve cash movement)	70,000,000	-
Reinstated amount from PPE (Depreciation)	(4,353,854)	-
Restricted Fund	(8,820,016)	-
Decrease in Deferred income	-	(67,585,650)
Increase/(Decrease) Other Payables	45,488,508	236,848,531
(Increase) / Decrease in Inventory	31,757,964	(3,635,515)
(Increase) / Decrease in receivables	(1,058,680,363)	(523,489,783)
(Increase) / Decrease in prepayments	252,762,578	(252,762,578)
Net cash flows from operating activities	(1,171,779,132)	1,556,129,988

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32. RECONCILIATION BETWEEN SURPLUS / DEFICIT AS PER STATEMENT OF BUDGET AND THAT OF THE STATEMENT FINANCIAL PERFORMANCE

Details	Amount (in TZS)
Surplus/Deficit	943,066,051
Opening Cash and Cash Equivalent at start of the year	2,472,947,048
Cash paid for purchase of PPE (Note 5)	(973,255,992)
Other Receipts (Note 27)	330,009,050
Other Payments (Note 28)	(2,510,500,379)
Adjustment of :	
Provision for Audit Fee (Did not involve cash movement)	70,000,000
Reinstated amount from PPE (Depreciation)	(4,353,854)
Closing Cash and Cash Equivalent at the end of the year	327,911,924