

PASCAS FOUNDATION (Tanzania) Ltd

PASCAS FOUNDATION (Tanzania) Ltd

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PASCAS FOUNDATION (Tanzania) Ltd				\$ = USD	30 Jun	2
OPERATING STATEMENT	2024	2025	2026	2027	2028	2029
STATEMENT of FINANCIAL PERFORMANCE		AU\$1.00 =	USD 0.65	TZS 1,700	USD1.00 =	TZS 2,550
REVENUE (being grant subsidy)	\$0	\$520,000	\$1,950,000	\$18,586,490	\$95,297,110	\$96,727,110
Less:						
DIRECT COSTS	0	29,302,940	31,991,120	49,863,160	126,424,744	134,395,204
ADMINISTRATION COSTS	0	2,819,100	4,748,250	6,963,457	12,022,741	12,841,591
PROFIT before STAFF INCENTIVE	0	-31,602,040	-34,789,370	-38,240,127	-43,150,375	-50,509,685
Less:						
STAFF INCENTIVE	0	0	0	0	0	0
NET PROFIT CONTRIBUTION before Scholarships Granted overseas	0	-31,602,040	-34,789,370	-38,240,127	-43,150,375	-50,509,685
	0	6,700,000	13,400,000	20,100,000	24,400,000	26,300,000
PROFIT before Interest & Depreciation	0	-38,302,040	-48,189,370	-58,340,127	-67,550,375	-76,809,685
Interest	0	0	0	0	0	0
Depreciation	0	16,592,714	32,071,428	56,046,844	59,930,844	63,814,844
Other costs - borrowing	0	0	0	0	0	0
OPERATING PROFIT	0	-54,894,754	-80,260,798	-114,386,971	-127,481,219	-140,624,529
Income Tax Expense	0	0	0	0	0	0
PROFIT after Tax	0	-54,894,754	-80,260,798	-114,386,971	-127,481,219	-140,624,529
TOTAL GRANTS FUNDING received	0	500,000,000	402,200,000	466,900,000	276,600,000	280,000,000
Less						
Grants previously treated as Revenue	0	-520,000	-1,950,000	-18,586,490	-95,297,110	-96,727,110
Dividends Paid	0	0	0	0	0	0
RETAINED EARNINGS	\$0	\$444,585,246	\$319,989,202	\$333,926,539	\$53,821,671	\$42,648,361

KEY FINANCIAL DATA	2025	2026	2027	2028	2029
REVENUE	\$520,000	\$1,950,000	\$18,586,490	\$95,297,110	\$96,727,110
EBITDA	-\$38,302,040	-\$48,189,370	-\$58,340,127	-\$67,550,375	-\$76,809,685
DEPRECIATION	\$16,592,714	\$32,071,428	\$56,046,844	\$59,930,844	\$63,814,844
EBIT	-\$54,894,754	-\$80,260,798	-\$114,386,971	-\$127,481,219	-\$140,624,529
NET CASH GENERATED	-\$38,445,040	-\$48,550,120	-\$61,553,675	-\$82,892,499	-\$77,095,685

PASCAS FOUNDATION (Tanzania) Ltd		\$ = USD					30 Jun	3
PROJECTED CASH FLOW		2023	2024	2025	2026	2027	2028	2029
STATEMENT of CASHFLOWS				AU\$1.00 =	USD 0.65	TZS 1,700	USD1.00 =	TZS 2,550
NET PROFIT		\$0	-\$54,894,754	-\$80,260,798	-\$114,386,971	-\$127,481,219	-\$140,624,529	
Interest		0	0	0	0	0	0	0
Depreciation		0	16,592,714	32,071,428	56,046,844	59,930,844	63,814,844	
Prepaid Borrowing Costs		0	0	0	0	0	0	0
Increase in Payables - Creditors		0	8,667	23,833	277,275	1,278,510	23,833	
Decrease in Stock & Stores		0	-108,333	-265,417	-2,104,449	-10,228,083	-190,667	
Decrease in Receivables - Debtors		0	-43,333	-119,167	-1,386,374	-6,392,552	-119,167	
CASH FROM OPERATIONS		0	-38,445,040	-48,550,120	-61,553,675	-82,892,499	-77,095,685	
NON DISCRETIONARY EXPENSES								
Creditors - Directors		0	0	0	0	0	0	0
Taxation		0	0	0	0	0	0	0
Interest		0	0	0	0	0	0	0
Principal of Borrowings Repaid		0	0	0	0	0	0	0
Borrowings Repaid - current		0						
Borrowings Repaid - noncurrent		0	0					
Total non discretionary		0	0	0	0	0	0	0
DISCRETIONARY EXPENSES								
Dividends		0	0	0	0	0	0	0
CapEx Land Building Acquisitions		0	411,517,850	356,667,850	282,585,400	96,800,000	96,800,000	
Plant & Equipment		0	1,100,000	10,100,000	105,600,000	100,000	100,000	
Office Building		0	5,000,000	0	0	0	0	
Intellectual Property		0	0	0	0	0	0	
Other		0						
Borrowing Costs		0	0	0	0	0	0	0
Total discretionary		0	-417,617,850	-366,767,850	-388,185,400	-96,900,000	-96,900,000	
FUNDS GENERATED		0	-456,062,890	-415,317,970	-449,739,075	-179,792,499	-173,995,685	
FUNDED by:								
TOTAL GRANTS FUNDING		0	500,000,000	402,200,000	466,900,000	276,600,000	280,000,000	
Loans		0	0	0	0	0	0	0
Equity Capital net raising		0	0	0	0	0	0	0
Asset Sales		0	0	0	0	0	0	0
TOTAL FUNDING		0	500,000,000	402,200,000	466,900,000	276,600,000	280,000,000	
Less								
Grants previously treated as Revenue			-520,000	-1,950,000	-18,586,490	-95,297,110	-96,727,110	
NET CASH FLOW		0	43,417,110	-15,067,970	-1,425,565	1,510,391	9,277,205	
CLOSING CASH (DEBT)		\$0	\$0	\$43,417,110	\$28,349,140	\$26,923,575	\$28,433,966	\$37,711,171

PASCAS FOUNDATION (Tanzania) Ltd		\$ = USD			30 Jun	4
KEY RATIOS	2024	2025	2026	2027	2028	2029
KEY PERFORMANCE INDICATORS (KPI's) A		AU\$1.00 =	USD 0.65	TZS 1,700	USD1.00 =	TZS 2,550
SALES	\$0	\$520,000	\$1,950,000	\$18,586,490	\$95,297,110	\$96,727,110
EBIT (earnings before interest & tax)	0	-54,894,754	-80,260,798	-114,386,971	-127,481,219	-140,624,529
Operating profit after Tax (OPAT)	0	-54,894,754	-80,260,798	-114,386,971	-127,481,219	-140,624,529
Total assets	0	444,593,913	764,606,948	1,098,810,762	1,153,910,943	1,196,583,138
Total tangible assets	0	444,593,913	764,606,948	1,098,810,762	1,153,910,943	1,196,583,138
Net tangible assets (total SHF - intangible assets)	0	444,585,246	764,574,448	1,098,500,987	1,152,322,658	1,194,971,019
Total liabilities	0	8,667	32,500	309,775	1,588,285	1,612,119
Shareholders funds	0	444,585,246	764,574,448	1,098,500,987	1,152,322,658	1,194,971,019
Finance charges	0	0	0	0	0	0
	8.00%					
RETURN on SALES (EBIT / sales)	0.0%	-10556.7%	-4115.9%	-615.4%	-133.8%	-145.4%
OPAT / Sales % (opat / sales)	0.0%	-10556.7%	-4115.9%	-615.4%	-133.8%	-145.4%
Return on Assets % (opat / tangible assets)	0.0%	-12.3%	-10.5%	-10.4%	-11.0%	-11.8%
Return on Equity (EBIT / equity)	#DIV/0!	-12.3%	-10.5%	-10.4%	-11.1%	-11.8%
Liability ratio (total liabilities / equity)	#DIV/0!	0.0%	0.0%	0.0%	0.1%	0.1%
Debt Ratio (total liabilities / total assets)	#DIV/0!	0.0%	0.0%	0.0%	0.1%	0.1%
NET INTEREST COVER (profit+interest+tax+dep/interest)						
Gearing Ratio (total liabilities / tangible assets)	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%
Secured Debt ratio (long term debt / equity)	#DIV/0!	0.0%	0.0%	0.0%	0.0%	0.0%
CURRENT RATIO (current assets / current liabilities)	#DIV/0!	5,027.2	888.8	99.9	30.9	36.4
Quick Assets Ratio (current assets-stock / current liabilities - OD)	#DIV/0!	5,014.7	877.3	91.9	22.9	28.4
Working Capital (current assets - current liabilities)	0	43,560,110	28,852,890	30,640,873	47,493,388	57,056,593
LONG-TERM CREDIT RATING DATA						
EBIT interest coverage (x)	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
EBITDA interest coverage (x)	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Funds flow/total debt (%)	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Free operating cash flow / total debt (%)	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!
Return on capital (%)	-24.7%	-13.3%	-12.3%	-11.3%	-12.0%	
Operating income / sales (%)	-7365.8%	-2471.2%	-313.9%	-70.9%	-79.4%	
Long-term debt / capital (%)	0.0%	0.0%	0.0%	0.0%	0.0%	
Total debt / capital (incl. STD) (%)	0.0%	0.0%	0.0%	0.0%	0.0%	

PROJECTED - CREDIT RATING RANKING	2025	2026	2027	2028	2029
EBIT interest coverage (x)	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
EBITDA interest coverage (x)	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Funds flow/total debt (%)	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Free operating cash flow / total debt (%)	#REF!	#REF!	#REF!	#REF!	#REF!
Return on capital (%)	<B	<B	<B	<B	<B
Operating income / sales (%)	<B	<B	<B	<B	<B
Long-term debt / capital (%)	AAA	AAA	AAA	AAA	AAA
Total debt / capital (incl. STD) (%)	AAA	AAA	AAA	AAA	AAA

Overall Projected Credit Rating	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
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PASCAS FOUNDATION (Tanzania) Ltd		\$ = USD			30 Jun		5
KEY RATIOS		2025	2026	2027	2028	2029	
		AU\$1.00 =	USD 0.65	TZS 1,700	USD1.00 =	TZS 2,550	
KEY PERFORMANCE INDICATORS (KPI's) B							
Current Assets		\$43,568,777	\$28,885,390	\$30,950,648	\$49,081,673	\$58,668,712	
Fixed Assets		\$401,025,136	\$735,721,558	\$1,067,860,114	\$1,104,829,270	\$1,137,914,426	
Total Assets		\$444,593,913	\$764,606,948	\$1,098,810,762	\$1,153,910,943	\$1,196,583,138	
Ratio of Current Assets		9.8%	3.8%	2.8%	4.3%	4.9%	
Ratio of Fixed Assets		90.2%	96.2%	97.2%	95.7%	95.1%	
Current Liabilities		\$8,667	\$32,500	\$309,775	\$1,588,285	\$1,612,119	
Long Term Liabilities		\$0	\$0	\$0	\$0	\$0	
Equity		\$444,585,246	\$764,574,448	\$1,098,500,987	\$1,152,322,658	\$1,194,971,019	
Total Liabilities		\$444,593,913	\$764,606,948	\$1,098,810,762	\$1,153,910,943	\$1,196,583,138	
Equity to Fixed Assets Ratio A		110.9%	103.9%	102.9%	104.3%	105.0%	
equity capital in relation to fixed assets							
Equity to Fixed Assets Ratio B		110.9%	103.9%	102.9%	104.3%	105.0%	
equity capital + long-term liabilities in relation to fixed assets							
Debt Ratio		0.0%	0.0%	0.0%	0.1%	0.1%	
Equity Ratio		100.0%	100.0%	100.0%	99.9%	99.9%	
Liquidity							
Cash		\$43,417,110	\$28,349,140	\$26,923,575	\$28,433,966	\$37,711,171	
Receivables - Debtors		\$43,333	\$162,500	\$1,548,874	\$7,941,426	\$8,060,593	
Current Assets		\$43,568,777	\$28,885,390	\$30,950,648	\$49,081,673	\$58,668,712	
Current Liabilities		\$8,667	\$32,500	\$309,775	\$1,588,285	\$1,612,119	
Cash Ratio		500966.7%	87228.1%	8691.3%	1790.2%	2339.2%	
Quick Ratio		501466.7%	87728.1%	9191.3%	2290.2%	2839.2%	
Current Ratio		502716.7%	88878.1%	9991.3%	3090.2%	3639.2%	
WORKING CAPITAL DATA							
Days stock held		72	66	45	45	45	
Days stores held		3	3	3	3	3	
Days debtors		30	30	30	30	30	
Days creditors		6	6	6	6	6	
RETURN on FUNDS INVESTED (ROI)							
LOAN / PROJECT FUNDS required		\$10,000,000	\$10,000,000	\$10,000,000	\$10,000,000	\$10,000,000	
EBIT		-54,894,754	-80,260,798	-114,386,971	-127,481,219	-140,624,529	
ROI ratio against Funding Request		-548.9%	-802.6%	-1143.9%	-1274.8%	-1406.2%	
LOAN FUNDS + RETAINED EQUITY		444,585,246	764,574,448	1,098,500,987	1,152,322,658	1,194,971,019	
ROI ratio against Loans + Equity		-12.3%	-10.5%	-10.4%	-11.1%	-11.8%	
After Tax Profit before Dividends Paid		444,585,246	319,989,202	333,926,539	53,821,671	42,648,361	
Prior Year retained Equity		0	444,585,246	764,574,448	1,098,500,987	1,152,322,658	
ROI based on Prior Year Equity		#DIV/0!	72.0%	43.7%	4.9%	3.7%	
Standard & Poor's ratio for:				EBIT			
RETURN ON CAPITAL =		Average of beginning of year and end of year capital, including short-term debt, current maturities, long-term debt, non-current deferred taxes, and equity.					

PASCAS FOUNDATION (Tanzania) Ltd		\$ = USD		30 Jun			6	
				AU\$1.00 =	USD 0.65	TZS 1,700	USD1.00 =	TZS 2,550
		2023	2024	2025	2026	2027	2028	2029
PRODUCTION								
REVENUE								
	relative to capital cost					Achievable target pricing		0.0%
HIGH SCHOOL LAND & BUILDINGS		10%		\$0	\$0	\$7,328,520	\$7,328,520	\$7,328,520
TAFE / CRAFT CREATION sites		10%		\$0	\$0	\$7,877,970	\$7,877,970	\$7,877,970
UNIVERSITY multiple campus		10%		\$0	\$0	\$0	\$14,955,620	\$14,955,620
HOSPITAL LAND & BUILDINGS		15%		\$0	\$0	\$0	\$60,000,000	\$60,000,000
CLINICS HEALTH CENTRES		10%		\$520,000	\$1,820,000	\$3,120,000	\$4,420,000	\$5,720,000
CLINICS LAND & BUILDINGS		10%		\$0	\$130,000	\$260,000	\$390,000	\$520,000
COMMUNITY CENTRE		10%		\$0	\$0	\$0	\$260,000	\$260,000
MOBILE CLINIC		10%		\$0	\$0	\$0	\$65,000	\$65,000
ORPHANAGES				\$0	\$0	\$0	\$0	\$0
Future Products average		10%		\$0	\$0	\$0	\$0	\$0
RECURRENT COSTS GRANT				\$520,000	\$1,950,000	\$18,586,490	\$95,297,110	\$96,727,110
Less dealer margin		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PRODUCT SALES VOLUME								
	once opened to public			No.		Achievable target volume		0.0%
HIGH SCHOOL LAND & BUILDINGS		1		0	0	1	1	1
TAFE / CRAFT CREATION sites		1		0	0	1	1	1
UNIVERSITY multiple campus		1		0	0	0	1	1
HOSPITAL LAND & BUILDINGS		1		0	0	0	1	1
CLINICS HEALTH CENTRES	per annum	5		2	7	12	17	22
CLINICS LAND & BUILDINGS	per annum	1		0	1	2	3	4
COMMUNITY CENTRE		1		0	0	0	1	1
MOBILE CLINIC		1		0	0	0	1	1
ORPHANAGES		1		1	1	1	1	1
Royalty Payable		0%	0%	0%	0%	0%	0%	0%
CONSUMABLES COST								
	of revenue							
HIGH SCHOOL LAND & BUILDINGS	per centre	5%		\$0	\$0	\$366,426	\$366,426	\$366,426
TAFE / CRAFT CREATION sites	per centre	7%		0	0	551,458	551,458	551,458
UNIVERSITY multiple campus	per centre	7%		0	0	0	1,046,893	1,046,893
HOSPITAL LAND & BUILDINGS	per centre	12%		0	0	0	7,200,000	7,200,000
CLINICS HEALTH CENTRES	per centre	12%		62,400	218,400	374,400	530,400	686,400
CLINICS LAND & BUILDINGS	per centre	12%		0	15,600	31,200	46,800	62,400
COMMUNITY CENTRE	per centre	10%		0	0	0	26,000	26,000
MOBILE CLINIC	per centre	15%		0	0	0	9,750	9,750
ORPHANAGES				27,210,000	27,210,000	27,210,000	27,210,000	27,210,000
TOTAL CONSUMABLES COST				\$27,272,400	\$27,444,000	\$28,533,484	\$36,987,727	\$37,159,327
Freight Inward Costs				5.0%	5.0%	5.0%	5.0%	5.0%
EMPLOYEE COSTS								
	of revenue					\$ = USD		
HIGH SCHOOL LAND & BUILDINGS	per centre	62%		\$0	\$0	\$4,543,682	\$4,543,682	\$4,543,682
TAFE / CRAFT CREATION sites	per centre	62%		0	0	4,884,341	4,884,341	4,884,341
UNIVERSITY multiple campus	per centre	62%		0	0	0	9,272,484	9,272,484
HOSPITAL LAND & BUILDINGS	per centre	62%		0	0	0	37,200,000	37,200,000
CLINICS HEALTH CENTRES	per centre	62%		322,400	1,128,400	1,934,400	2,740,400	3,546,400
CLINICS LAND & BUILDINGS	per centre	62%		0	80,600	161,200	241,800	322,400
COMMUNITY CENTRE	per centre	62%		0	0	0	161,200	161,200
MOBILE CLINIC	per centre	62%		0	0	0	40,300	40,300
ORPHANAGES		0%		0	0	0	0	0
TOTAL EMPLOYEE COSTS				\$322,400	\$1,209,000	\$11,523,624	\$59,084,208	\$59,970,808
OPERATING COSTS DIRECT								
HIGH SCHOOL LAND & BUILDINGS	per centre	20%		\$0	\$0	\$1,465,704	\$1,465,704	\$1,465,704
TAFE / CRAFT CREATION sites	per centre	20%		0	0	1,575,594	1,575,594	1,575,594
UNIVERSITY multiple campus	per centre	20%		0	0	0	2,991,124	2,991,124
HOSPITAL LAND & BUILDINGS	per centre	20%		0	0	0	12,000,000	12,000,000
CLINICS HEALTH CENTRES	per centre	20%		104,000	364,000	624,000	884,000	1,144,000
CLINICS LAND & BUILDINGS	per centre	20%		0	26,000	52,000	78,000	104,000
COMMUNITY CENTRE	per centre	20%		0	0	0	52,000	52,000
MOBILE CLINIC	per centre	20%		0	0	0	13,000	13,000
ORPHANAGES		0%		0	0	0	0	0
TOTAL OPERATING COSTS				\$104,000	\$390,000	\$3,717,298	\$19,059,422	\$19,345,422
Workers Compensation Insurance	on costs			2.5%	2.5%	2.5%	2.5%	2.5%
Superannuation	on costs			10.0%	10.0%	10.0%	10.0%	10.0%
Bank Fees	of sales			3.0%	3.0%	3.0%	3.0%	3.0%
Staff Incentive before tax				7.5%	7.5%	7.5%	7.5%	7.5%

PASCAS FOUNDATION (Tanzania) Ltd
PRODUCTION continued:

Staff	Qty	loading	Annual Salaries, (All taxes and insurance included), USD					
			Ratio of Administration cost growth					
Salaries - Administration			0.5	1.0	1.2	1.4	1.6	
PASCAS Foundation (Tanzania) Ltd								
Directors	2	30.0%	120,000	\$312,000				Executive
Executive - Schools, Univerity, Hospitals	3	30.0%	110,000	\$429,000				
Executive - Finance / Accountant	1	30.0%	80,000	\$104,000				
Executive - Economist	1	30.0%	60,000	\$78,000				
Executive Human Resources Manager	1	30.0%	60,000	\$78,000				
Human Resources Officers	2	30.0%	50,000	\$130,000				
General Operations Manager	2	30.0%	50,000	\$130,000				
Lawyer	3	30.0%	70,000	\$273,000				
Interpreter	1	30.0%	70,000	\$91,000				
Dietician	1	30.0%	50,000	\$65,000				
Nutrition Aide	1	30.0%	50,000	\$65,000				
Education Consultant	1	30.0%	50,000	\$65,000				
Curriculum Developer	1	30.0%	50,000	\$65,000				
Physychologist	1	30.0%	50,000	\$65,000				
Project Building Supervisor	1	30.0%	50,000	\$65,000				
Marketing Manager	1	30.0%	40,000	\$52,000				
Marketing Officers / Public Relations	1	30.0%	40,000	\$52,000				
Sales Manager	1	30.0%	40,000	\$52,000				
Production Manager	1	30.0%	40,000	\$52,000				
Information Technology Manager	1	30.0%	40,000	\$52,000				
Information Technology Officers	3	20.0%	30,000	\$108,000				
Technical Engineer	3	20.0%	30,000	\$108,000				Directors
Quality Control Officers	1	20.0%	30,000	\$36,000				Non Exec
Administrative Manager	1	20.0%	40,000	\$48,000				\$40,000
Secretary	2	20.0%	20,000	\$48,000				40,000
Shipping	3	20.0%	30,000	\$108,000				40,000
Other Staff	5	20.0%	16,000	\$96,000				40,000
Head of Security	1	20.0%	40,000	\$48,000				
Security	4	20.0%	20,000	\$96,000				
Non Executive Directors	4	30.0%	40,000	\$208,000				
Sub Contractors	2	20.0%	30,000	\$72,000				<u>\$160,000</u>
Administration Salaries Total	56 (full time)			<u><u>\$3,251,000</u></u>				

PASCAS FOUNDATION (Tanzania) Ltd				30 Jun	\$ = USD			7
PROFIT & LOSS		2023	2024	2025	2026	2027	2028	2029
REVENUE				AU\$1.00 =	USD 0.65	TZS 1,700	USD1.00 =	TZS 2,550
HIGH SCHOOL LAND & BUILDINGS		\$0	\$0	\$0	\$0	\$7,328,520	\$7,328,520	\$7,328,520
TAFE / CRAFT CREATION sites		0	0	0	0	7,877,970	7,877,970	7,877,970
UNIVERSITY multiple campus		0	0	0	0	0	14,955,620	14,955,620
HOSPITAL LAND & BUILDINGS		0	0	0	0	0	60,000,000	60,000,000
CLINICS HEALTH CENTRES		0	0	520,000	1,820,000	3,120,000	4,420,000	5,720,000
CLINICS LAND & BUILDINGS		0	0	0	130,000	260,000	390,000	520,000
COMMUNITY CENTRE		0	0	0	0	0	260,000	260,000
MOBILE CLINIC		0	0	0	0	0	65,000	65,000
ORPHANAGES				0	0	0	0	0
TOTAL SALES / GRANTS		\$0	\$0	\$520,000	\$1,950,000	\$18,586,490	\$95,297,110	\$96,727,110
Less:								
Royalty		0	0	0	0	0	0	0
TOTAL REVENUE		\$0	\$0	\$520,000	\$1,950,000	\$18,586,490	\$95,297,110	\$96,727,110
OPERATING COSTS								
Consumable variable to Total Revenue								
HIGH SCHOOL LAND & BUILDINGS		0	0	0	0	366,426	366,426	366,426
TAFE / CRAFT CREATION sites		0	0	0	0	551,458	551,458	551,458
UNIVERSITY multiple campus		0	0	0	0	0	1,046,893	1,046,893
HOSPITAL LAND & BUILDINGS		0	0	0	0	0	7,200,000	7,200,000
CLINICS HEALTH CENTRES		0	0	124,800	1,528,800	4,492,800	9,016,800	15,100,800
CLINICS LAND & BUILDINGS		0	0	0	15,600	62,400	140,400	249,600
COMMUNITY CENTRE		0	0	0	0	0	26,000	26,000
MOBILE CLINIC		0	0	0	0	0	9,750	9,750
ORPHANAGES				27,210,000	27,210,000	27,210,000	27,210,000	27,210,000
Total Consumable Costs		0	0	27,334,800	28,754,400	32,683,084	45,567,727	51,760,927
Total Employee Costs		0	0	322,400	1,209,000	11,523,624	59,084,208	59,970,808
Operating Costs Direct		0	0	104,000	390,000	3,717,298	19,059,422	19,345,422
Freight Inwards		0	0	1,366,740	1,437,720	1,634,154	2,278,386	2,588,046
Professional Support Contractors		0	0	40,000	50,000	150,000	250,000	500,000
Repairs & Maintenance		0	0	15,000	25,000	30,000	35,000	50,000
Transport		0	0	120,000	125,000	125,000	150,000	180,000
TOTAL DIRECT COSTS		\$0	\$0	\$29,302,940	\$31,991,120	\$49,863,160	\$126,424,744	\$134,395,204
ADMINISTRATION COSTS								
Advertising		0	0	100,000	150,000	150,000	150,000	150,000
Travelling & Accommodation		0	0	160,000	180,000	220,000	250,000	280,000
Bank Fees		0	0	15,600	58,500	557,595	2,858,913	2,901,813
Debt Collection		0	0	2,600	9,750	92,932	476,486	483,636
Occupancy Costs		0	0	70,000	75,000	80,000	85,000	90,000
Repairs & Maintenance		0	0	20,000	25,000	30,000	35,000	40,000
General Expenses		0	0	75,000	100,000	100,000	100,000	100,000
Administration Salaries		0	0	1,625,500	3,251,000	3,901,200	4,551,400	5,201,600
Administration Other		0	0	280,000	400,000	900,000	1,000,000	1,000,000
Directors Fees		0	0	160,000	160,000	160,000	160,000	160,000
Research & Development		0	0	300,000	300,000	400,000	450,000	500,000
Sundry Expenses		0	0	10,400	39,000	371,730	1,905,942	1,934,542
TOTAL ADMINISTRATION COSTS		0	0	2,819,100	4,748,250	6,963,457	12,022,741	12,841,591
TOTAL OPERATING COSTS		\$0	\$0	\$32,122,040	\$36,739,370	\$56,826,617	\$138,447,485	\$147,236,795
PROFIT before STAFF INCENTIVE		0	0	-31,602,040	-34,789,370	-38,240,127	-43,150,375	-50,509,685
STAFF INCENTIVE		0	0	0	0	0	0	0
NET PROFIT CONTRIBUTION before Scholarships Granted overseas		\$0	\$0	-\$31,602,040	-\$34,789,370	-\$38,240,127	-\$43,150,375	-\$50,509,685
Scholarships Granted overseas		0	0	6,700,000	13,400,000	20,100,000	24,400,000	26,300,000
NET PROFIT CONTRIBUTION		\$0	\$0	-\$38,302,040	-\$48,189,370	-\$58,340,127	-\$67,550,375	-\$76,809,685

PASCAS FOUNDATION (Tanzania) Ltd **\$ = USD** 30 Jun **8**
 2023 2024 2025 2026 2027 2028 2029
 AU\$1.00 = USD 0.65 TZS 1,700 USD1.00 = TZS 2,550

FUNDING

GRANT FUNDING

INITIATING WORKING CAPITAL GRANT \$1,244,500,000		\$75,000,000	\$20,000,000	\$40,000,000	\$60,000,000	\$60,000,000	
LAND & BUILDINGS		\$411,600,000	\$356,700,000	\$282,600,000	\$96,800,000	\$96,800,000	
PLANT & EQUIPMENT \$117,000,000		\$1,100,000	\$10,100,000	\$105,600,000	\$100,000	\$100,000	
RECURRENT COSTS (subsidised client fees)		\$600,000	\$2,000,000	\$18,600,000	\$95,300,000	\$96,800,000	
SCHOLARSHIPS \$90,900,000		\$6,700,000	\$13,400,000	\$20,100,000	\$24,400,000	\$26,300,000	
COMMERCIAL OFFICE		\$5,000,000	\$0	\$0	\$0	\$0	
TOTAL GRANT FUNDINGS		\$0	\$500,000,000	\$402,200,000	\$466,900,000	\$276,600,000	\$280,000,000

\$1,925,700,000 total

Financing:

Not-for-profit organisations do not have equity partners:

Equity Capital		\$0	\$0	\$0	\$0	\$0	\$0
Share Placement Costs		\$0	\$0	\$0	\$0	\$0	\$0
Equity Capital net raising	5%	\$0	\$0	\$0	\$0	\$0	\$0

\$0 Equity Capital AUD
\$1,925,700,000 Grant Funding AUD
\$1,925,700,000 Total Funding AUD

Principal Debt Amount	example	0	\$10,000,000	\$0	\$0	\$0	\$0
Draw down Month		first 8 mths					
Interest Rate %		8.0%	8.0%	8.0%	8.0%	8.0%	8.0%
Capital Repayments (10% per annum)	8%	0	0	0	1,000,000	1,000,000	1,000,000
	10%						
FLAT PRINCIPAL REPAYMENTS							
Balance	example	0	10,000,000	10,000,000	9,000,000	8,000,000	7,000,000
Principal reductions		0	0	0	1,000,000	1,000,000	1,000,000
Interest		0	800,000	800,000	720,000	640,000	560,000
Total monthly payments			66,667	66,667	143,333	136,667	130,000

PRINCIPAL & INTEREST AMORTISED

Principal Amount	example	10,000,000	8,295,435	6,454,506	4,466,302	2,319,041	0
Amortised equally over years being	5	-2,504,565	-2,504,565	-2,504,565	-2,504,565	-2,504,565	-2,504,565
Interest Rate per annum fixed %	8%		800,000	663,635	516,360	357,304	185,523
Principal Reduction annually			1,704,565	1,840,930	1,988,204	2,147,260	2,319,041
Repayments Monthly of principal	12		142,047	153,411	165,684	178,938	193,253
Total monthly payments			208,714	208,714	208,714	208,714	208,714

RAIT PASCAS FOUNDATION (Tanzania) Ltd is a not-for-profit

This is an example practice:

Dividends are not payable under its constitution:

Dividend (from prior year profit)							
As % net profit after tax		0.0%	0.0%	0.0%	20.0%	40.0%	50.0%

PASCAS FOUNDATION (Tanzania) Ltd	\$ = USD	30 Jun					10
	2024	2025	2026	2027	2028	2029	
TAXATION RECONCILIATION		AU\$1.00 =	USD 0.65	TZS 1,700	USD1.00 =	TZS 2,550	
Operating Profit	\$0	-\$54,894,754	-\$80,260,798	-\$114,386,971	-\$127,481,219	-\$140,624,529	
Adjustments:							
Add Back Depreciation	0	16,592,714	32,071,428	56,046,844	59,930,844	63,814,844	
Less Taxation based Depreciation 20.00%	0	220,000	2,240,000	23,360,000	23,380,000	23,400,000	
Adjusted Taxable Profit	0	-38,522,040	-50,429,370	-81,700,127	-90,930,375	-100,209,685	
Past Years Tax Losses b/f	0	0	-38,522,040	-88,951,410	-170,651,537	-261,581,912	
TAXABLE INCOME to be assessed	0	-38,522,040	-88,951,410	-170,651,537	-261,581,912	-361,791,597	
TAXABLE INCOME to be assessed on after deducting past tax losses	0	0	0	0	0	0	
Income Tax Expense 30.00%	0	0	0	0	0	0	
The standard VAT rate is 18%							
Taxation Paid	0	0	0	0	0	0	
Provision for Tax	0	0	0	0	0	0	
Future Tax	0	0	0	0	0	0	
CARRIED FORWARD TAX LOSSES	0	38,522,040	88,951,410	170,651,537	261,581,912	361,791,597	
Notional Value of Tax Losses at end of year: CARRIED FORWARD TAX CREDITS 30.00%		\$11,556,612	\$26,685,423	\$51,195,461	\$78,474,574	\$108,537,479	

NOTE: Income Tax credits from tax losses are not cash receipts in the year of loss.

VAT is chargeable on all taxable goods and services supplied in, or imported into, the United Republic of Tanzania. The standard rate of VAT is 18% in Mainland Tanzania and 15% in Tanzania Zanzibar, except for banking, postal, and telecommunication services where an 18% rate is applicable. 2 Jan 2024

Resident rates

Taxable income (TZS)		Tax on column 1 (TZS)	Tax on excess (%)
Over (column 1)	Not over		
0	270,000	-	0
270,000	520,000	-	8
520,000	760,000	20,000	20
760,000	1,000,000	68,000	25
1,000,000	above	128,000	30

CAPITALISATION RATES could fall within these guidelines:

			LOAN to VALUE RATIOS		
			90%	LVR	
Residential			80%		
Homes Units, Villas & Townhouses			80%		
Land Subdivisions			50%		
Office Building	5.00%	- 9.00%	75%	-	80%
Factories	9.25%	- 10.50%	75%	-	80%
Show Rooms / Warehouses	9.50%	- 10.50%	75%	-	80%
Shopping Centres	8.00%	- 11.50%	75%	-	80%
Hotel / Motels	16.00%	- 25.00%	70%		
Hospital / Convalescent Homes	11.50%	- 16.50%	65%		
Restaurants	20.00%	- 25.00%			
Renovation existing building			75%	-	100%
Specialised Security			65%		
Newsagencies - goodwill component only			50%		
Intellectual Property	note: value it and enter it into your balance sheet!!!!!!				

VALUATION METHODOLOGIES

- 1 Discounted cashflow / net present value ("DCF/NPV")
- 2 Capitalisation of future maintainable earnings ("FME/FCF")
- 3 Valuation of net tangible assets
- 4 Notional realisation of assets.
- 5 Capitalisation of future maintainable dividends.

CAPITALISATION RATE is a factor of perceived risk.

Old economy projects with their proven track record have market capitalisation rates as outlined above.

New technology that is proven to work and has a well researched marketing plan require a more conservative assessment of capitalisation rates, say:

20.00%	-	25.00%
New technology that is still to be tested could require capitalisation at:	40.00%	- 47.50%

A valuation of untested technology could be valued with the discount rate based on "capital asset pricing model":

ER = RF + Beta(RM-RF) where:
 ER = The expected return from equity after the corporate tax rate
 RF= The pre-tax risk free rate of return
 RM= The expected return from the market portfolio
 RM-RF= The risk premium of the market portfolio relative to the risk free asset (commonly referred to as the "market risk premium")

Beta= The measure of a risky asset's level of risk to the market.
 ER = 6.00% + .97(47.5%-6.00%) per annum = 46.25% (high risk) 38.98% (low risk)

It is assumed RF to be 6.00%, which represents the 10 year government bond rate.

It is assumed the market risk premium to be between a range of 40% (low) to 47.5% (high) for new technology.

The beta could be:		0.93	lower	0.88	upper	0.97
beta greater than 1, more risky than ASX, e.g.:	All industrials	1.49		1.21		1.77
Source:	Miscellaneous Industrials	1.19		1.02		1.36
Centre for Research in Finance	Tourism & leisure	1.12		0.91		1.32
Bs 02 9931 9200	Building materials	1.10		0.77		1.43
Fx 02 9662 1695	Gold	1.08		0.84		1.32
	Telecommunications	1.06		0.92		1.20
	Engineering	1.00		0.66		1.34
	Media	0.97		0.73		1.21
	Energy industries	0.86		0.68		1.04
	Healthcare & biotechnology	0.86		0.67		1.06
	Chemicals	0.76		0.57		0.95
	Infrastructure & utilities	0.68		0.47		0.90
	Transport	0.47		0.23		0.71
	Food & household goods					

HURDLE RATES: Term of investment is typically 3 to 7 years. Funding stages typically consist of:

			Australian Venture Capital ind results 2000			
			No deals	Av deal\$m	Av hurdle	
SEED CAPITAL	required rate	50% + per annum	Seed	82	0.9	105%
ROUND ONE / TWO	rates between	35% to 50% per annum	Startup / Early	97	1.2	67%
EXPANSION	rates between	28% to 35% per annum	Early Exp (\$4+m)	102	1.6	47%
			Expansion	202	2.2	35%
Why? Because funds are competing against lower risk opportunities, eg:			MBO/MBI	17	9.5	29%
ASX Top 100 (last 40 year average)	15.55%	per anm	Turnaround	14	2.6	26%
RISK FREE GOVERNMENT BONDS 5 yr	6.00%	per anm				

	Actual	Forecast	June 2001 appraisal by leading funds manager:
	Past 5 yrs	Next 10 yrs	Macquarie Funds Management
MARKET OUTLOOK			
Australian Shares	11.20%	11.00%	With earnings growing in line with the overall economy
Small Company Stocks	4.10%	13.00%	Small capitalisation stocks should perform strongly in the next five years, with the current high yields available supported by strong earnings growth from the emerging stocks in this sector.
Listed Property	12.60%	9.00%	The highest-yielding major asset class will continue to provide solid returns and provide a good hedge against the prospect of any increase in inflation.
International Shares - including currency impact	19.50%	11.00%	Earning growth in line with the overall economy, and limited prospects for further re-rating to increase valuations, will limit international equities to more modest returns.
International Shares - excluding currency impact	11.50%	10.00%	Currency impacts should have little effect on international equities in the medium to longer term.
Cash	5.80%	5.75%	Cash rates should match the growth in the economy over the long run.
Australian Bonds	9.60%	6.00%	Australian fixed interest will tend to provide a small margin over cash investments.
International Bonds	8.90%	5.00%	International bond investments will provide a similar average performance to their Australian counterparts.
Alternative Assets	14.20%	15.00%	Alternative assets will continue to provide high returns to compensate investors for the additional risk taken when investing in these long-term, illiquid securities.

P = Market multiplier of Earnings, E = Profit after Tax (PAT)

AUSTRALIAN STOCK EXCHANGE (A.S.E.) Price / Earning (P/E) Ratio & Dividend Yield Series					Global Industry Classification Standard (GICS)									
(note TwinTowers 11 Sep)	P/E ratio series		Dividend Yield series			P/E ratio		P/E ratio		Div Yield		Div Yield		
INDEX	25Dec01	28Aug01	25Dec01	28Aug01	INDEX	30Oct06	2Jan04	31Jul02	30Oct06	2Jan 04	31Jul02	30Oct06	2Jan 04	31Jul02
Alcohol and Tobacco	20.62	25.37	2.83	2.81	All Ordinaries	13.79	16.40	18.33	3.76	3.88	3.82			
Banks	18.15	15.56	4.13	3.97	S&P/ASX 20	13.38	18.56	20.38	3.68	3.89	3.91			
Building Materials	10.59	13.60	3.84	3.68	S&P/ASX 50	13.78	16.91	19.60	3.74	3.88	3.90			
Chemicals	12.29	13.86	4.14	5.25	S&P/ASX 100	13.65	17.07	19.22	3.76	3.94	3.85			
Development & Contractors	27.98	26.16	2.08	2.29	S&P/ASX 200	13.65	16.93	18.82	3.77	3.96	3.83			
Diversified Industrial	26.74	23.35	3.25	3.81	S&P/ASX 300	13.67	16.85	18.72	3.76	3.94	3.84			
Diversified Resources	16.23	16.55	3.31	3.02	S&P/ASX Midcap 50	12.96	18.18	17.30	3.87	4.37	3.61			
Energy	8.58	8.96	2.86	2.96	S&P/ASX Small Ords	13.79	14.83	14.85	3.70	3.80	4.02			
Engineering	21.07	22.42	3.47	3.66	Consumer Discretionary	20.25	25.60	21.13	3.75	2.09	3.57			
Food, H/hold Goods	11.68	11.83	3.51	3.72	Consumer Staples	14.20	18.59	17.96	3.25	3.71	3.23			
Gold	14.68	10.73	1.33	1.19	Energy	14.34	15.44	10.44	2.74	2.68	2.83			
Health & Biotech	35.91	38.93	1.69	2.81	Financials	12.65	14.28	16.69	4.51	5.31	4.73			
Infrastructure / Utility	25.82	16.61	3.45	3.61	Financial-ex-property	16.21	14.24	17.82	4.11	4.75	4.12			
Insurance	19.23	24.54	2.79	2.41	Health Care	34.06	40.74	27.38	1.66	2.59	2.17			
Invest & Finance Services	18.62	17.10	2.50	2.57	Industrials	14.06	17.12	30.92	4.19	3.84	2.70			
Media	26.55	19.19	3.83	4.12	Info Technology	23.63	47.07	14.76	2.11	2.28	2.93			
Miscellaneous Industries	14.84	15.47	3.06	2.58	Materials	12.70	18.97	26.33	2.28	2.49	3.07			
Other Metals	11.69	11.24	3.58	3.53	Property Trusts	7.31	14.41	13.11	5.85	7.40	7.35			
Paper & Packaging	14.86	13.13	4.43	4.80	Telecommunications	14.05	15.19	16.32	7.75	4.72	3.60			
Property Trusts	12.99	12.90	7.19	7.21	Utilities	21.67	17.21	18.36	6.76	5.01	4.82			
Retail	31.69	29.81	2.57	2.62										
Telecommunications	16.41	17.52	3.59	2.70										
Tourism & Leisure	18.61	19.15	4.00	3.99										
Transport	24.22	21.21	2.44	5.77										
Market Average	17.88	16.91	3.63	3.56										
Resource Average	12.46	13.57	3.03	3.02										
Industrial Average	18.83	17.67	3.70	3.66										

(GICS level 2 by Industry Groups)

{Companies making losses have been excluded from A.S.E. P/E series}

NOTE: The average range of All Ordinaries PE ratios over the last 15 years has been around 10 to 15.

REFLECTIONS	Close	Close	Close	Close	Close	Close	Close	Close	Close	Close	Close	Close	Close
	16 Jan 22	3 Sep 20	31 Dec 18	31 Dec 17	31 Dec 16	31 Dec 15	31 Dec 14	31 Dec 13	31 Dec 12	31 Dec 11	31 Dec 10	31 Dec 09	31 Dec 08
Dow Jones	35,912	29,100	23,327	25,219	19,762	17,603	17,983	16,504	13,104	12,287	11,570	10,548	9,034
(industrial average of 30 leading Wall Street stocks)													
Nasdaq	14,894	12,056	6,635	7,239	5,440	5,065	4,282	4,154	3,019	2,613	2,663	2,291	1,632
(composite index)													
Standard & Poor's 500	4,663	3,526	2,507	2,732	2,251	2,063	2,080	1,848	1,426	1,263	1,257	1,115	931
(larger sample of businesses)													
S&P-ASX 200	7,406	6,090	5,646	5,904	5,666	5,295	5,411	5,304	4,631	4,050	4,750	4,870	3,722
ASX All Ordinaries	7,728	6,301	5,709	6,004	5,719	5,344	5,388	5,353	4,664	4,111	4,846	4,882	3,659

CORPORATE RATINGS CRITERIA

STANDARD & POOR'S

Long-term credit ratings:

'AAA'	The obligor's capacity to meet its financial commitment on the obligation is extremely strong.
'AA'	An obligation rated 'AA' differs from the highest rated obligation only to a small degree. The obligor's capacity to meet its financial commitment on the obligation is very strong.
'A'	An obligation rated 'A' is somewhat more susceptible to the adverse effects of changes in circumstances and economic conditions than obligations in higher rated categories. However, the obligor's capacity to meet its financial commitment on the obligation is still strong.
'BBB'	An obligation rated 'BBB' exhibits adequate protection parameters. However, adverse economic conditions or changing circumstances are more likely to lead to a weakened capacity of the obligor to meet its financial commitment on the obligation.
Investment Grade	
'BB', 'B', 'CCC', 'CC', 'C'	Obligations rated thus are regarded as having significant speculative characteristics. 'BB' indicate the least degree of speculation and 'C' the highest. While such obligations will likely have some quality and protective characteristics, these may be outweighed by large uncertainties or major exposures to adverse conditions.
Junk Bond Grade	
'BB'	Is less vulnerable to nonpayment than other speculative issues. However, it faces major ongoing uncertainties or exposure to adverse business, financial, or economic conditions that could lead to the obligor's inadequate capacity to meet its financial commitment on the obligation.
'B'	More vulnerable to nonpayment than 'BB', but the obligor currently has the capacity to meet its financial commitment on the obligation. Adverse business, financial, or economic conditions will likely impair the obligor's capacity or willingness to meet its financial commitment.
'CCC'	Is currently vulnerable to nonpayment, and is dependent upon favourable business, financial, and economic conditions for the obligor to meet its financial commitment on the obligation.
'CC'	An obligation rated 'CC' is currently highly vulnerable to nonpayment.
'C'	This rating may be used to cover a situation where a bankruptcy petition has been filed or similar action has been taken but payments on this obligation are being continued. C' is also used for preferred stock that is in arrears (as well as for junior debt of issuers rated CCC-' and 'CC').
'D'	It is used only where a default has actually occurred.

KEY INDUSTRIAL FINANCIAL RATIOS:

US Industrial long-term debt: 3 year (1996 /1998) median	AAA	AA	A	BBB	BB	B
EBIT interest coverage (x)	12.9	9.2	7.2	4.1	2.5	1.2
EBITDA interest coverage (x)	18.7	14.0	10.0	6.3	3.9	2.3
Funds flow/total debt (%)	89.7%	67.0%	49.5%	32.2%	20.1%	10.5%
Free operating cash flow / total debt (%)	40.5%	21.6%	17.4%	6.3%	1.0%	-0.4%
Return on capital (%)	30.6%	25.1%	19.6%	15.4%	12.6%	9.2%
Operating income / sales (%)	30.9%	25.2%	17.9%	15.8%	14.4%	11.2%
Long-term debt / capital (%)	21.4%	29.3%	33.3%	40.8%	55.3%	68.8%
Total debt / capital (incl. STD) (%)	31.8%	37.0%	39.2%	46.4%	58.5%	71.4%

EBIT - Earnings before interest and taxes.

EBITDA - Earning before interest, taxes, depreciation, and amortisation.

EBIT interest coverage =
$$\frac{\text{Earnings from continuing operations * before interest and taxes}}{\text{Gross interest incurred before subtracting (1) capitalised interest and (2) interest income}}$$

EBITDA interest coverage =
$$\frac{\text{Earnings from continuing operations * before interest, taxes, depreciation and amortisation}}{\text{Gross interest incurred before subtracting (1) capitalised interest and (2) interest income}}$$

Funds from operations/total debt =
$$\frac{\text{Net income from continuing operations plus depreciation, amortisation, deferred income taxes, and other noncash items}}{\text{Long-term debt plus current maturities, commercial paper, and other short-term borrowings}}$$

Free operating cash flow/total debt =
$$\frac{\text{Funds from operations minus capital expenditure, minus (plus) the increase (decrease) in working capital (excluding changes in cash, marketable securities, and short-term debt)}}{\text{Long-term debt plus current maturities, commercial paper, and other short-term borrowings}}$$

Return on capital =
$$\frac{\text{EBIT}}{\text{Average of beginning of year and end of year capital, including short-term debt, current maturities, long-term debt, non-current deferred taxes, and equity.}}$$

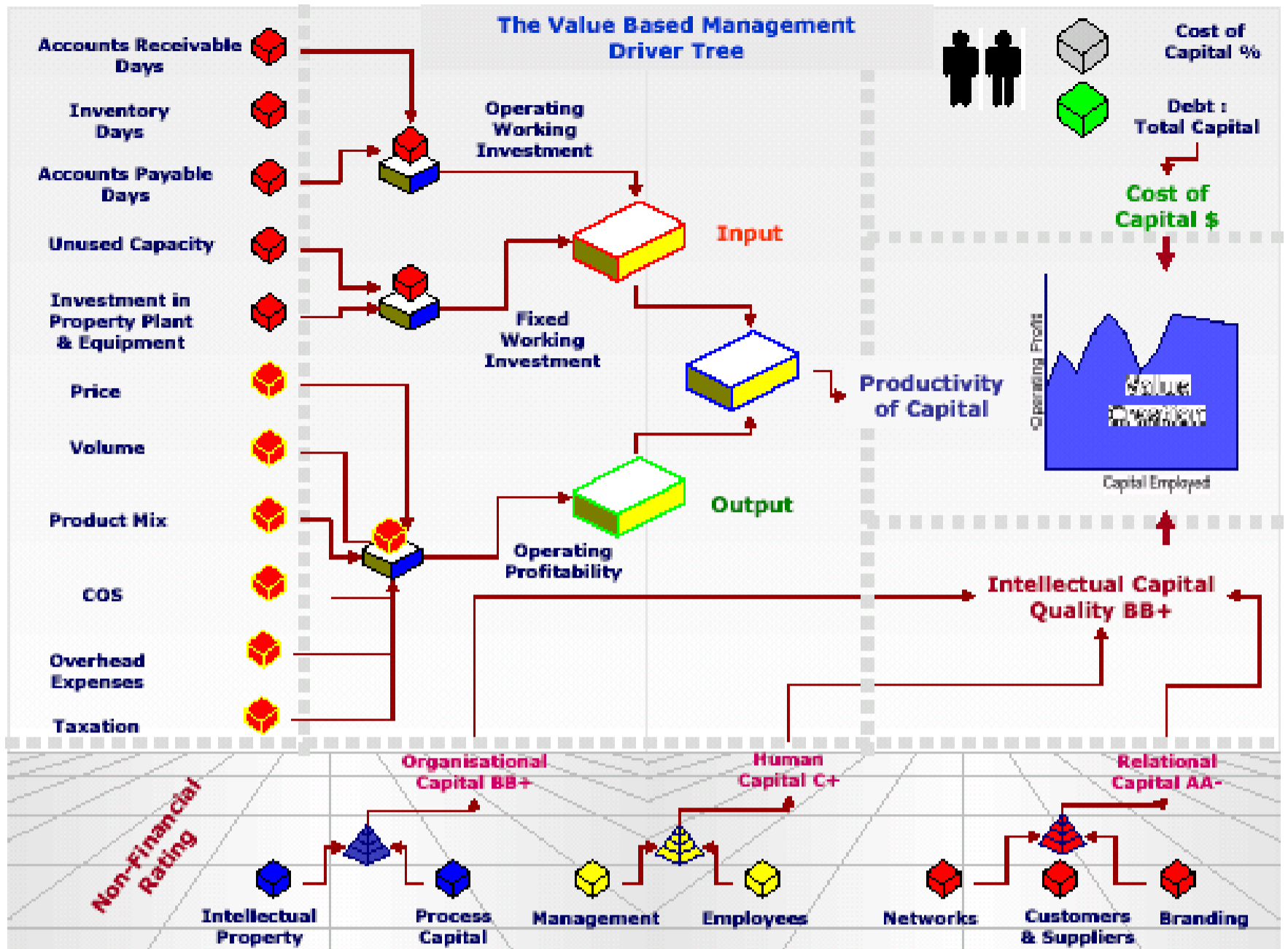
Operating income/sales =
$$\frac{\text{Sales minus cost of goods manufactured (before depreciation and amortisation), selling, general and administrative, and research and development costs}}{\text{Sales}}$$

Long-term debt/capitalisation =
$$\frac{\text{Long-term debt}}{\text{Long-term debt + shareholders' equity (including preferred stock) plus minority interest}}$$

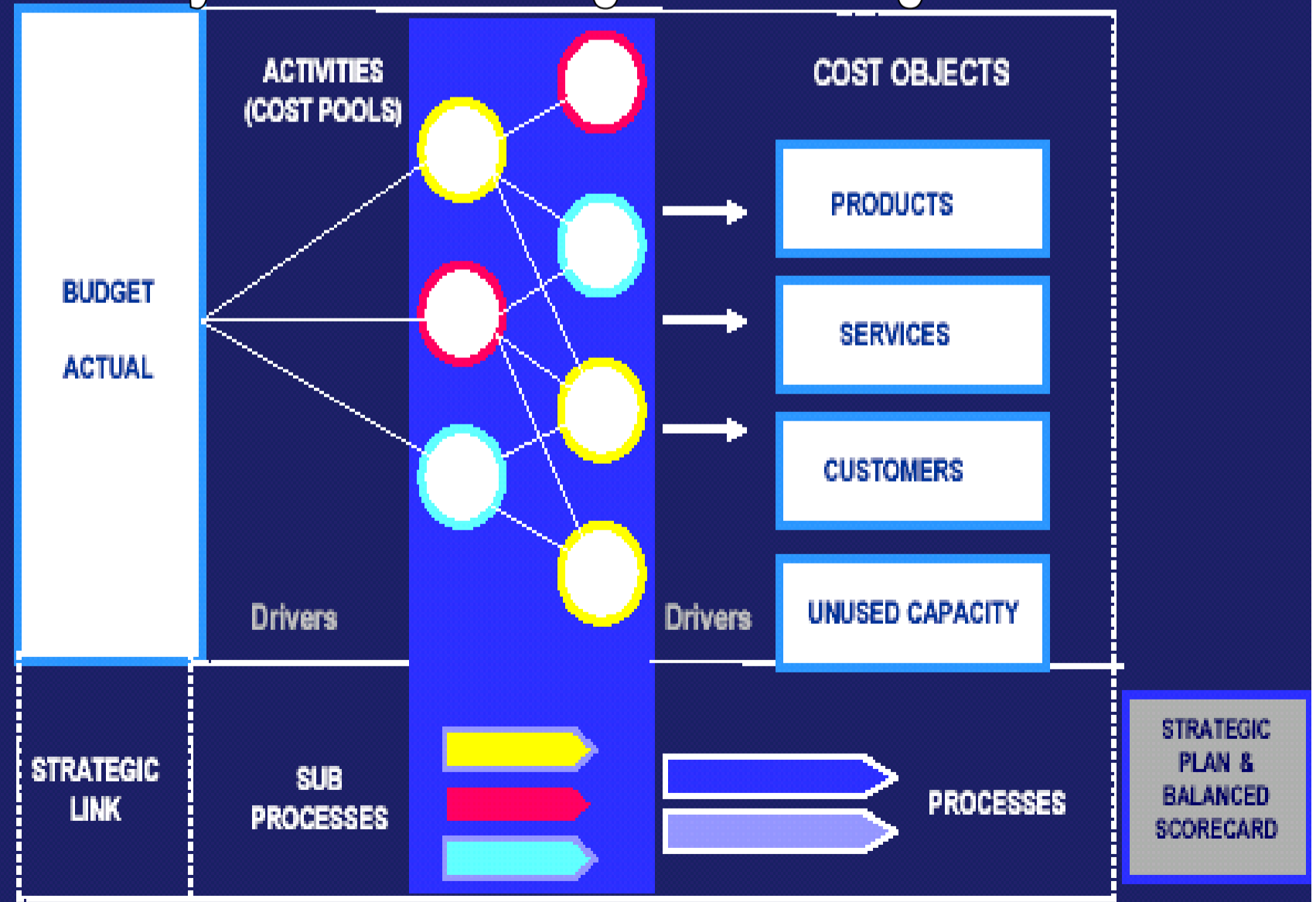
Total debt/capitalisation =
$$\frac{\text{Long-term debt plus current maturities, commercial paper, and other short-term borrowings}}{\text{Long-term debt plus current maturities, commercial paper, and other short-term borrowings + shareholders' equity (including preferred stock) plus minority interest.}}$$

VALUE BASED MANAGEMENT

BASIS of this FINANCIAL MODEL

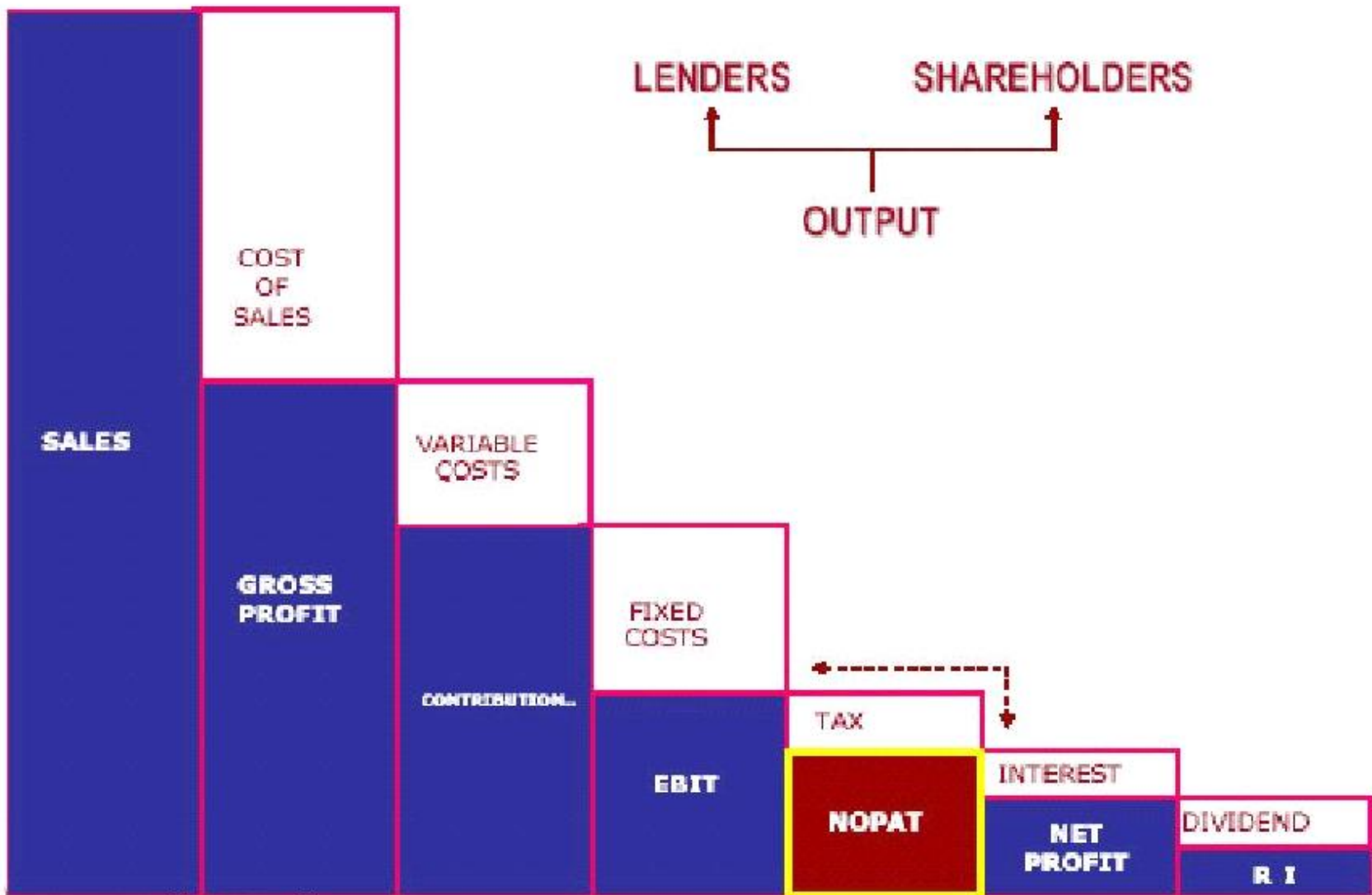


Activity Based Costing - A Strategic Framework



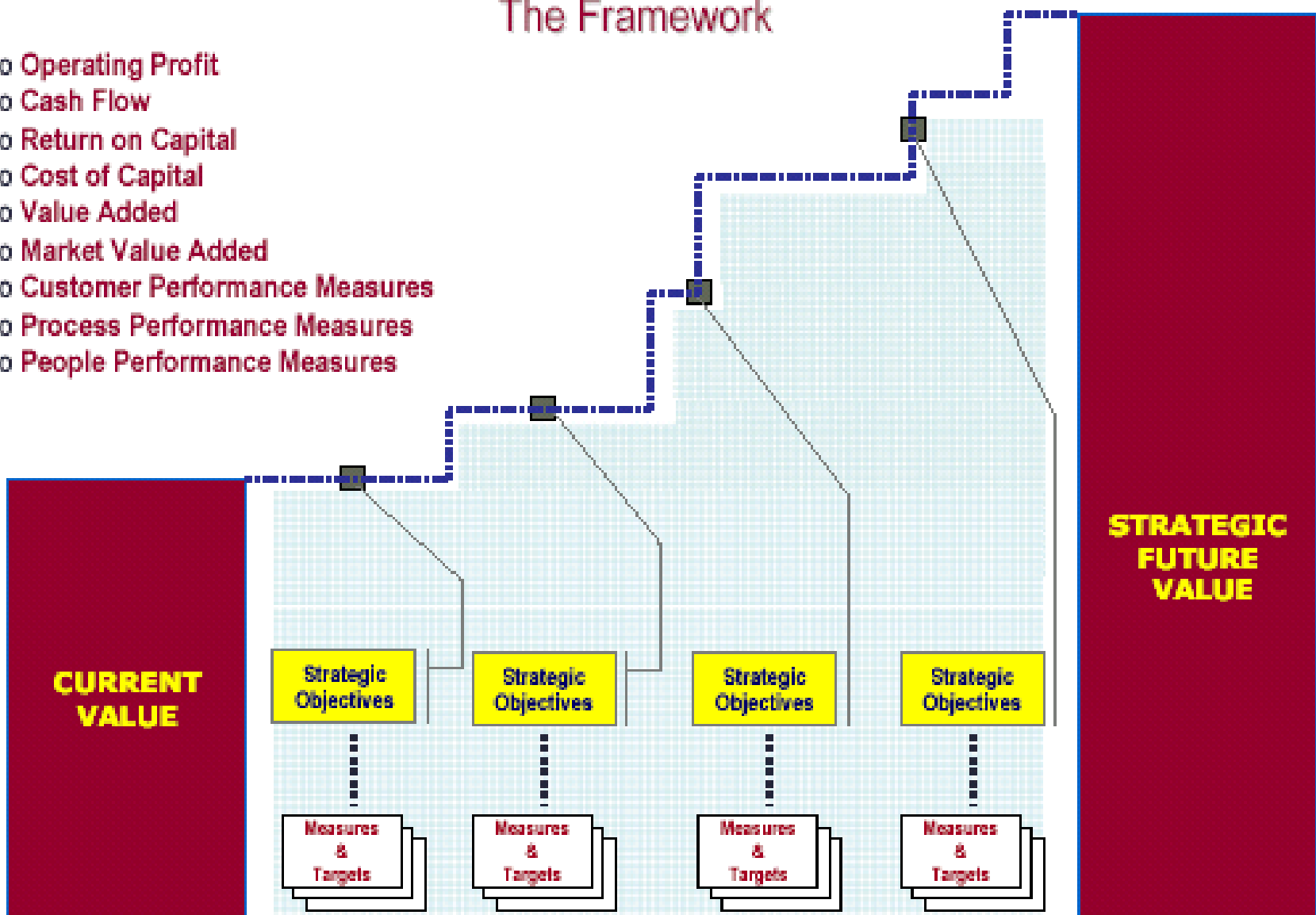
NOPAT to FUTURE VALUE

Net Operating Profit after tax, before interest



The Framework

- o Operating Profit
- o Cash Flow
- o Return on Capital
- o Cost of Capital
- o Value Added
- o Market Value Added
- o Customer Performance Measures
- o Process Performance Measures
- o People Performance Measures



The Balanced Scorecard & Intellectual Capital Rating

SHAREHOLDER VALUE

see Valuation Notes:
Adjust WACC with Bloombergs
beta factor industry loadings:

NOPAT = Net operating profit after tax (and before interest)
WACC = Weighted average cost of capital

WACC benchmark - listed company **9.8%** unlisted company **12.0%**

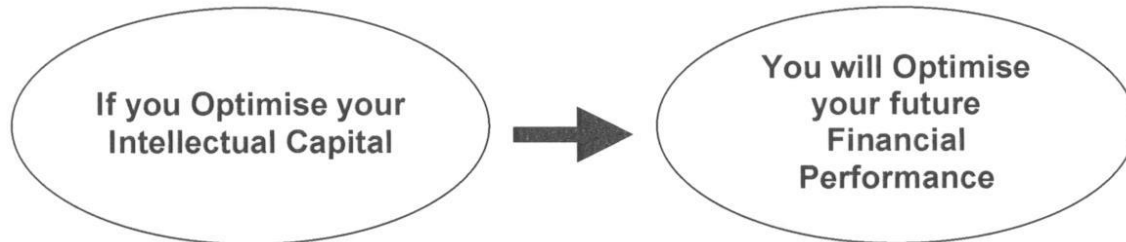
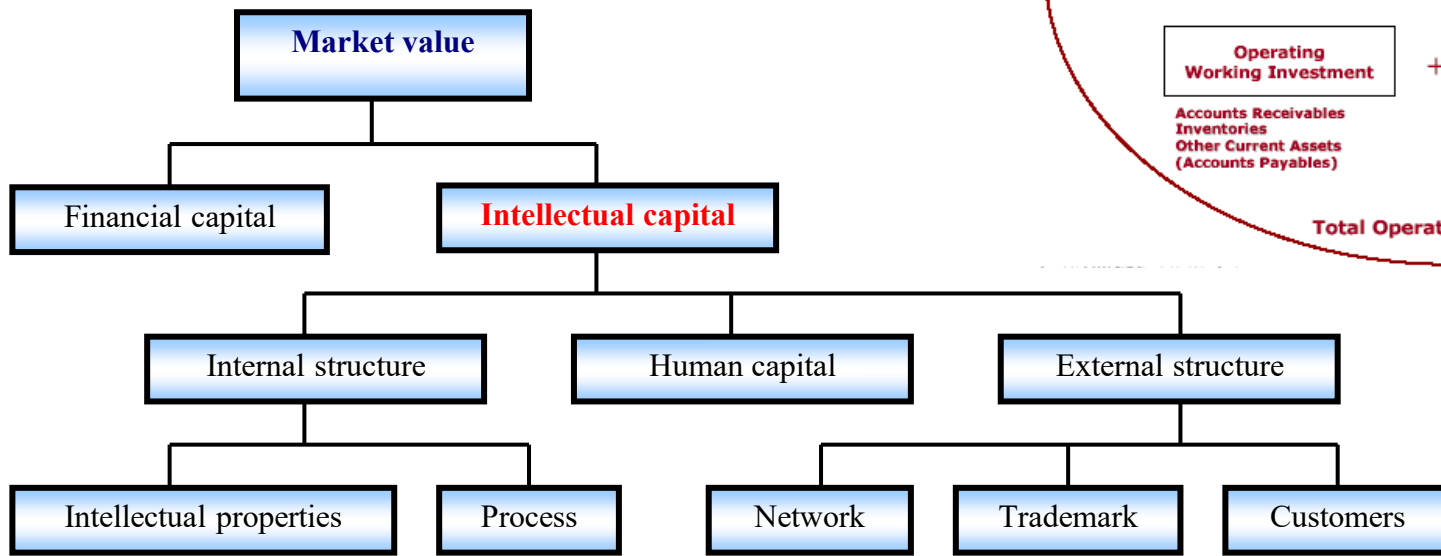
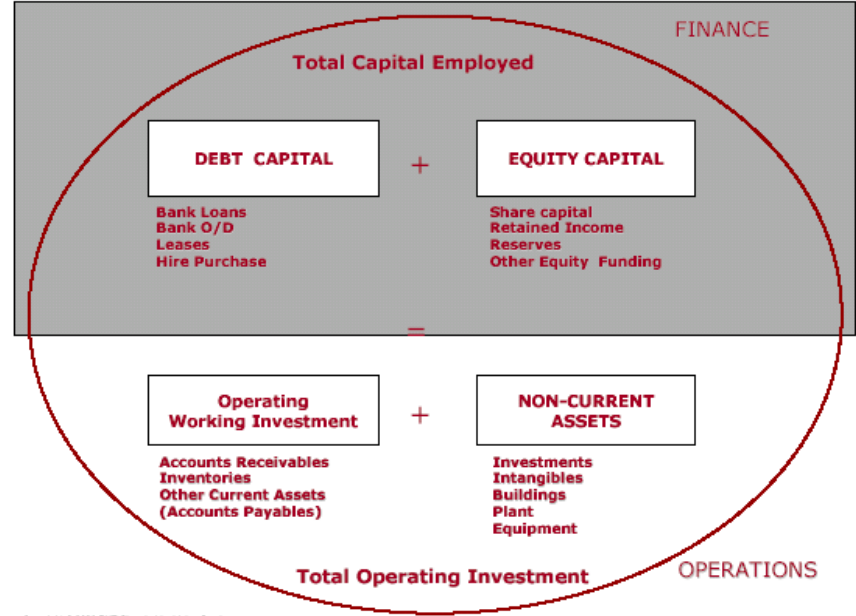
	2025	2026	2027	2028	2029
NOPAT					
Profit before depreciation					-\$50,509,685
Depreciation					63,814,844
Profit before interest and borrowing costs					-114,324,529
Less Taxation					-34,297,359
NOPAT =					-\$80,027,170

Valuation as Private Entity Yield required **12.0%** -\$667,000,000
Valuation as Private Entity discounted back to **\$0**

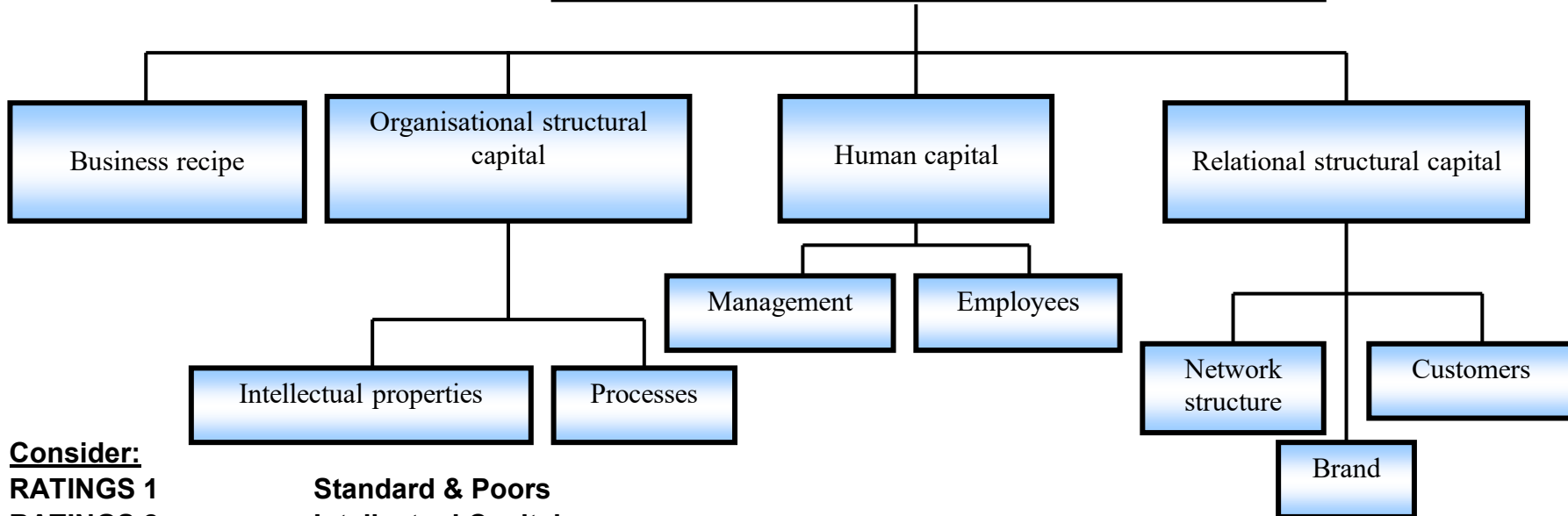
Valuation as Public Entity Yield required **9.80%** -\$817,000,000
Valuation as Public Entity discounted back to **0.00%** **\$0**

PE base
Adopted Value variance

Annual requirement:
INCOME GENERATED must exceed
above benchmark rates on the
TOTAL of CAPITAL EMPLOYED
otherwise you are destroying value!



Intellectual capital measured with IC Rating™



Consider:
RATINGS 1
RATINGS 2
RATINGS 3

Standard & Poors
Intellectual Capital
Corporate Social Responsibility



PASCAS FOUNDATION (Tanzania) Ltd

MONTHLY CASH FLOW

	TOTAL	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11	Month 12
Sales Monthly	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	16.6%	16.7%	16.7%	16.7%	16.7%
TOTAL SALES	\$520,000	\$0	\$0	\$0	\$0	\$0	\$0	\$86,320	\$86,320	\$86,840	\$86,840	\$86,840	\$86,840
OUTGOINGS													
Total Consumable Costs	27,334,800	0	0	0	0	0	0	4,537,577	4,537,577	4,564,912	4,564,912	4,564,912	4,564,912
Employee Costs	322,400	0	0	0	0	0	0	53,518	53,518	53,841	53,841	53,841	53,841
Operating Costs Direct	104,000	0	0	0	0	0	0	17,264	17,264	17,368	17,368	17,368	17,368
Other production costs	1,541,740	0	0	0	0	0	0	255,929	255,929	257,471	257,471	257,471	257,471
TOTAL DIRECT COSTS	29,302,940	0	0	0	0	0	0	4,864,288	4,864,288	4,893,591	4,893,591	4,893,591	4,893,591
SCHOLARSHIPS GRANTED	6,700,000	0	0	0	0	0	0	1,112,200	1,112,200	1,118,900	1,118,900	1,118,900	1,118,900
ADMINISTRATION													
Advertising	100,000	8,333	8,333	8,333	8,333	8,333	8,333	8,333	8,333	8,333	8,333	8,333	8,333
Travelling & Accommodation	160,000	13,333	13,333	13,333	13,333	13,333	13,333	13,333	13,333	13,333	13,333	13,333	13,333
Bank Fees	15,600	0	0	0	0	0	0	2,590	2,590	2,605	2,605	2,605	2,605
Debt Collection	2,600	217	217	217	217	217	217	217	217	217	217	217	217
Occupancy Costs	70,000	5,833	5,833	5,833	5,833	5,833	5,833	5,833	5,833	5,833	5,833	5,833	5,833
Repairs & Maintenance	20,000	1,667	1,667	1,667	1,667	1,667	1,667	1,667	1,667	1,667	1,667	1,667	1,667
General Expenses	75,000	6,250	6,250	6,250	6,250	6,250	6,250	6,250	6,250	6,250	6,250	6,250	6,250
Administration Salaries	1,625,500	135,458	135,458	135,458	135,458	135,458	135,458	135,458	135,458	135,458	135,458	135,458	135,458
Administration Other	280,000	23,333	23,333	23,333	23,333	23,333	23,333	23,333	23,333	23,333	23,333	23,333	23,333
Directors Fees	160,000	13,333	13,333	13,333	13,333	13,333	13,333	13,333	13,333	13,333	13,333	13,333	13,333
Research & Development	300,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000
Sundry Expenses	10,400	867	867	867	867	867	867	867	867	867	867	867	867
STAFF INCENTIVE	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ADMINISTRATION	2,819,100	233,625	233,625	233,625	233,625	233,625	233,625	236,215	236,215	236,230	236,230	236,230	236,230
TOTAL COSTS	38,822,040	233,625	233,625	233,625	233,625	233,625	233,625	6,212,703	6,212,703	6,248,721	6,248,721	6,248,721	6,248,721
NET REVENUE	-38,302,040	-233,625	-233,625	-233,625	-233,625	-233,625	-233,625	-6,126,383	-6,126,383	-6,161,881	-6,161,881	-6,161,881	-6,161,881
PROGRESSIVE REVENUE	-38,302,040	-233,625	-467,250	-700,875	-934,500	-1,168,125	-1,401,750	-7,528,133	-13,654,515	-19,816,396	-25,978,278	-32,140,159	-38,302,040
Grants treated as Revenue	-520,000	0	0	0	0	0	0	-86,320	-86,320	-86,840	-86,840	-86,840	-86,840
WORKING CAPITAL	-143,000							-47,667	-47,667	-47,667			
Other costs - borrowing	0	0											
Taxation	0												0
CAPITAL EXPENDITURE													
CapEx Land Building Acquisitions	-411,517,850			-41,151,785	-41,151,785	-41,151,785	-41,151,785	-41,151,785	-41,151,785	-41,151,785	-41,151,785	-41,151,785	-41,151,785
Plant & Equipment	-1,100,000			-366,667	-366,667	-366,667							
Office Building	-5,000,000		-1,250,000	-1,250,000	-1,250,000	-1,250,000							
Intellectual Property	0	0											
FUNDS NEEDED		-233,625	-1,483,625	-43,002,077	-43,002,077	-43,002,077	-41,385,410	-47,412,154	-47,412,154	-47,448,173	-47,400,506	-47,400,506	-47,400,506
PROGRESSIVE FUNDS NEED		-233,625	-1,717,250	-44,719,327	-87,721,403	-130,723,480	-172,108,890	-219,521,044	-266,933,199	-314,381,371	-361,781,878	-409,182,384	-456,582,890
TOTAL GRANTS FUNDING	500,000,000	50,000,000		118,100,000			140,000,000				140,000,000		
CASH BALANCE	43,417,110	49,766,375	-1,483,625	75,097,923	-43,002,077	-43,002,077	98,614,590	-47,412,154	-47,412,154	-47,448,173	92,599,494	-47,400,506	-47,400,506
PROGRESSIVE CASH BALANCE	43,417,110	49,766,375	48,282,750	123,380,673	80,378,597	37,376,520	135,991,110	88,578,956	41,166,801	-6,281,371	86,318,122	38,917,616	-8,482,890

PASCAS FOUNDATION (Tanzania) Ltd
QUARTERLY CASH FLOW

					\$ = USD	30 Jun	AU\$1.00 =	USD 0.65	TZS 1,700	USD1.00 =	TZS 2,550	18	
	Year of				Year of				Year of				2027
	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Quarter 1	Quarter 2	Quarter 3	Quarter 4	
SALES													
HIGH SCHOOL LAND & BUILDINGS	0	0	0	0	0	0	0	0	1,832,130	1,832,130	1,832,130	1,832,130	
TAFE / CRAFT CREATION sites	0	0	0	0	0	0	0	0	1,969,493	1,969,493	1,969,493	1,969,493	
UNIVERSITY multiple campus	0	0	0	0	0	0	0	0	0	0	0	0	
HOSPITAL LAND & BUILDINGS	0	0	0	0	0	0	0	0	0	0	0	0	
CLINICS HEALTH CENTRES	130,000	130,000	130,000	130,000	455,000	455,000	455,000	455,000	780,000	780,000	780,000	780,000	
CLINICS LAND & BUILDINGS	0	0	0	0	32,500	32,500	32,500	32,500	65,000	65,000	65,000	65,000	
COMMUNITY CENTRE	0	0	0	0	0	0	0	0	0	0	0	0	
MOBILE CLINIC	0	0	0	0	0	0	0	0	0	0	0	0	
ORPHANAGES	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL SALES / GRANTS	\$130,000	\$130,000	\$130,000	\$130,000	\$487,500	\$487,500	\$487,500	\$487,500	\$4,646,623	\$4,646,623	\$4,646,623	\$4,646,623	
TOTAL DIRECT COSTS	7,325,735	7,325,735	7,325,735	7,325,735	7,997,780	7,997,780	7,997,780	7,997,780	12,465,790	12,465,790	12,465,790	12,465,790	
TOTAL DIRECT COSTS	7,325,735	7,325,735	7,325,735	7,325,735	7,997,780	7,997,780	7,997,780	7,997,780	12,465,790	12,465,790	12,465,790	12,465,790	
GROSS PROFIT CONTRIBUTION	-7,195,735	-7,195,735	-7,195,735	-7,195,735	-7,510,280	-7,510,280	-7,510,280	-7,510,280	-7,819,167	-7,819,167	-7,819,167	-7,819,167	
TOTAL ADMINISTRATION COSTS	704,775	704,775	704,775	704,775	1,187,063	1,187,063	1,187,063	1,187,063	1,740,864	1,740,864	1,740,864	1,740,864	
STAFF INCENTIVE				0				0				0	
PROFIT CONTRIBUTION	-\$7,900,510	-\$7,900,510	-\$7,900,510	-\$7,900,510	-\$8,697,343	-\$8,697,343	-\$8,697,343	-\$8,697,343	-\$9,560,032	-\$9,560,032	-\$9,560,032	-\$9,560,032	
SCHOLARSHIPS GRANTED	-\$1,675,000	-\$1,675,000	-\$1,675,000	-\$1,675,000	-\$3,350,000	-\$3,350,000	-\$3,350,000	-\$3,350,000	-\$5,025,000	-\$5,025,000	-\$5,025,000	-\$5,025,000	
WORKING CAPITAL	-35,750	-35,750	-35,750	-35,750	-90,188	-90,188	-90,188	-90,188	-803,387	-803,387	-803,387	-803,387	
Grants treated as Revenue	-130,000	-130,000	-130,000	-130,000	-487,500	-487,500	-487,500	-487,500	-4,646,623	-4,646,623	-4,646,623	-4,646,623	
Interest	0			0				0				0	
Other costs - borrowing	0				0				0				
Creditors - Directors	0	0											
Taxation	0	0	0	0	0	0	0	0	0	0	0	0	
Dividends Paid				0				0				0	
NET CASH FLOW	-9,741,260	-9,741,260	-9,741,260	-9,741,260	-12,625,030	-12,625,030	-12,625,030	-12,625,030	-20,035,041	-20,035,041	-20,035,041	-20,035,041	
CAPITAL EXPENDITURE													
CapEx Land Building Acquisitions	-102,879,463	-102,879,463	-102,879,463	-102,879,463	-89,166,963	-89,166,963	-89,166,963	-89,166,963	-70,646,350	-70,646,350	-70,646,350	-70,646,350	
Plant & Equipment	-275,000	-275,000	-275,000	-275,000	-2,525,000	-2,525,000	-2,525,000	-2,525,000	-26,400,000	-26,400,000	-26,400,000	-26,400,000	
Office Building	-2,500,000	-2,500,000	0	0	0	0	0	0	0	0	0	0	
Intellectual Property	0			0	0	0	0	0	0	0	0	0	
TOTAL GRANTS FUNDING	\$125,000,000	125,000,000	125,000,000	125,000,000	100,550,000	100,550,000	100,550,000	100,550,000	116,725,000	116,725,000	116,725,000	116,725,000	
LOAN REPAYMENTS				0				0				0	
NET QUARTER CASH FLOW	9,604,278	9,604,278	12,104,278	12,104,278	-3,766,993	-3,766,993	-3,766,993	-3,766,993	-356,391	-356,391	-356,391	-356,391	
OPENING BALANCE	0	9,604,278	19,208,555	31,312,833	43,417,110	39,650,118	35,883,125	32,116,133	28,349,140	27,992,749	27,636,358	27,279,966	
CLOSING BALANCE	\$9,604,278	\$19,208,555	\$31,312,833	\$43,417,110	\$39,650,118	\$35,883,125	\$32,116,133	\$28,349,140	\$27,992,749	\$27,636,358	\$27,279,966	\$26,923,575	
BALANCE SHEET BALANCE				\$43,417,110				\$28,349,140				\$26,923,575	

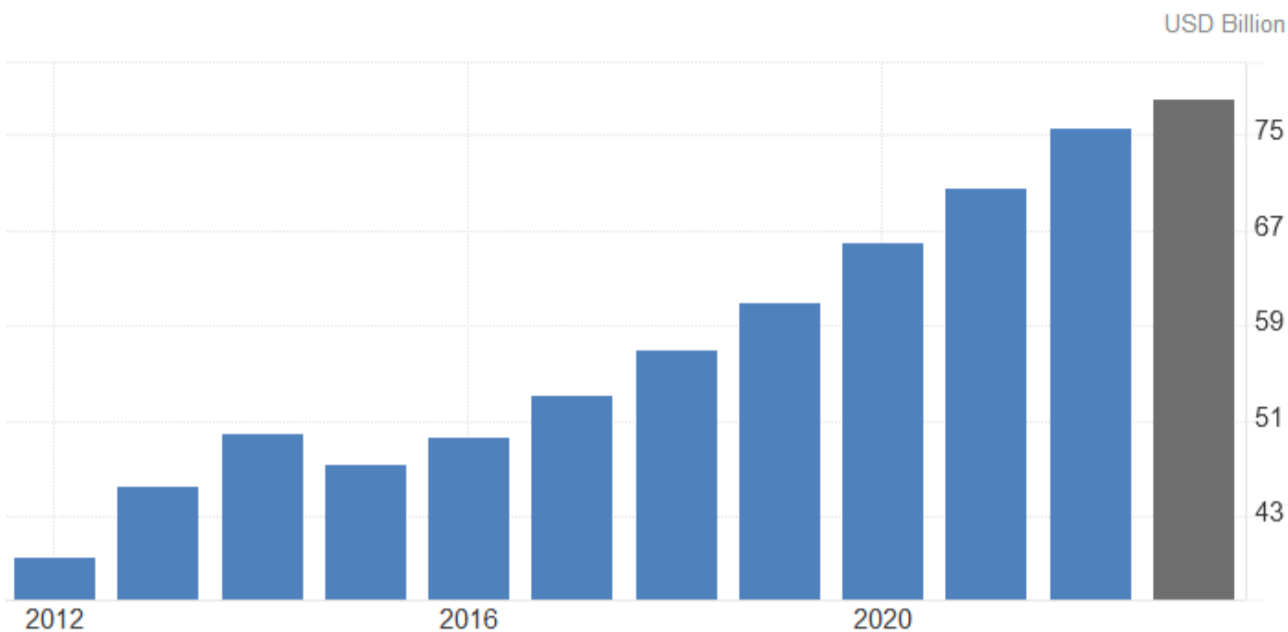
The July to June year serves as a fiscal year in Tanzania.

The Gross Domestic Product (GDP) of Tanzania was US\$75.73 billion in 2022

Real GDP growth is projected to rise to 5.3% in 2023 and 6.3% in 2024

Related	Last	Previous	Unit	Reference
GDP	75.73	70.66	USD Billion	Dec-22
GDP per Capita	1057.66	1041.75	USD	Dec-22
GDP per Capita PPP	2623.86	2584.4	USD	Dec-22

<https://tradingeconomics.com/tanzania/gdp>



Tanzania's minimum wage is set by categories covering various employment sectors. The minimum wage ranges from 40,000 Tanzanian shillings per month to 400,000 shillings per month.

Tanzania unemployment rate for 2022 was **8.90%**.

Tanzania poverty rate for 2023 was 74.1%.

Youth literacy rates are 88.40%.

Literacy rate, adults in Tanzania is reported at 81.80.

Between 2017 and 2018, the average household size in Tanzania was **4.6 people**. Male-headed households had a larger average size of 4.9 members, while female-headed households had 3.9 people.

Value-added tax (VAT)

Value added tax is 18%.

Corporate income tax (CIT)

Corporate income tax (CIT) is levied, currently at a 30% rate.

Tanzania is an East African country and Swahili is the nation's official language. English is widely spoken, and other languages spoken in the country are the native tongues of various ethnic groups.

The ethnic languages are mainly of Bantu and Nilotic origin.

As at March 2024

USD 1.00	=	TZS 2,550	TZS 1	=	USD 0.0023
AUD 1.00	=	TZS 1,700	TZS 1	=	AUD 0.0030

CURRENCY EXCHANGE RATES

The Australian Dollar buys:	1.1.24	6.1.23	16.1.22	1.9.20	31.12.18	31.12.17	31.12.16	31.12.15	31.12.14	31.12.13	31.12.12
US Dollar (cents)	68.03	67.62	72.16	72.60	70.40	79.00	72.36	73.05	81.20	85.10	100.19
Euro	61.58	64.28	63.22	61.30	61.31	0.64	0.69	0.69	70.00	60.53	74.64
£ Sterling	0.53	0.57	0.53	0.55	0.55	0.56	0.59	0.51	0.53	0.51	0.61
Canadian \$	0.90	0.92	0.91	0.95	0.96	0.99	0.98	1.01	0.95	0.90	0.98
China Yuan	4.83	4.64	4.58	4.97	4.84	5.02	5.03	4.98	5.03	5.39	
Argentina Peso	540										
Eastern Caribbean	1.84	1.86									
Hong Kong Dollar	5.31	5.28	5.61	5.63	5.51	6.19	5.61	5.87	6.56	6.57	7.66
Indian Rupees	56.65	55.82	53.53	53.36	49.00	50.96	49.18	48.31	51.31	52.24	52.43
Japanese yen	95.96	90.72	82.40	77.03	77.23	84.05	84.47	92.00	98.00	89.06	84.30
Malaysian Ringgit	3.12	2.97	3.01	3.01	2.91						
New Zealand \$	1.08	1.08	1.06	1.08	1.05	1.07	1.04	1.09	1.05	1.03	1.21
Pakistan	192										
Philippine Pesos	37.69	38.20	37.00	35.30	36.96	41.40	37.99	34.31	36.33	36.04	38.92
PNG Kina	2.58	2.43	2.53	2.42	2.39	2.53	2.30	2.19	2.05	1.89	1.85
Russian Ruble	60.79	49.89	55.00	54.60	48.70						
Solomon Is Dollar	5.74	5.71	5.83	5.80	5.80	6.15	5.95	5.92	5.84	6.38	5.79
Singapore Dollar	0.90	0.91	0.97	0.99	0.96	1.04	1.05	1.08	1.13	1.07	1.20
South African Rand	12.45	11.77	11.07	12.17	10.11	9.20	10.26	11.28	9.51	8.76	8.22
Swiss franc	0.57	0.63	0.66	0.66	0.69	0.73	0.74	0.73	0.81	0.75	0.90
Tanzanian Shilling	1,700										
Thai Bahts	23.39	23.25	23.94	22.80	22.69	24.77	25.93	26.27	26.72	27.04	29.00
Ukrainian Hryvnia	25.95	25.31	21.80	18.60							
Vanuatua Vatu	80.91	81.22	81.75	81.16							

STAFF NEEDS									
#	Staff	Qty	Desktop	Laptop	MFP	Cellphone	Laser printer	Color printer	Office furniture
1	PASCAS Foundation (Angola) Ltd Director	3		3	3	3	1	1	3
2	Executives - Schools, University, Hospitals	3	3			3	3		3
3	Chief Accountant	1	1		1	1	1		1
4	Economist - auditor	1	1			1	1		1
5	Lawyer	3	3			3	3		3
6	Interpreter	1		1		1		1	1
7	Executive Human Resources Manager	1	1			1			1
8	Human Resources Officers	2	2		2	2	1		2
9	General Manager	1	1			1	1		1
10	Marketing Manager	1	1			1	1		1
11	Marketing Officers	1	1			1	1		1
12	Sales Manager	1	1			1	1		1
13	Production Manager	1	1			1	1		1
14	Information Technology Manager	1	1			1	1		1
15	Information Technology Officers	3	3			3	1		3
16	Technical Engineer	1	1			1	1		1
17	Quality Control Officers	1	1			1	1		1
18	Administrative Manager	1		1		1	1		1
19	Secretary	2	2			2	2		2
20	Shipping	3				3			3
21	Head of Security	1	1			1	1		1
22	Security	4				4			4
23	Non Executive Directors	3	3			3	2	1	3
24	Other staff	5				5			5
25	Sub Contractors	2	2			2	1		2
TOTAL:		47	30	5	6	47	26	3	47
			Cost per unit, USD (Average)						
			Desktop	Laptop	MFP	Cellphone	Laser printer	Color printer	Office furniture set
			643	1571	330	143	302	771	1285
TOTAL:			19,290	7,855	1,980	6,721	7,852	2,313	60,395
									\$106,406
Plus miscellaneous									<u>100,000</u>
									say <u><u>\$200,000</u></u>

MULTIFUNCTION PERIPHERAL (MFP)

A multifunction peripheral (MFP) is a device that performs a variety of functions that would otherwise be carried out by separate peripheral devices. As a rule, a multifunction peripheral includes at least two of the following:

- Printer
- Scanner
- Copier
- Fax Machine



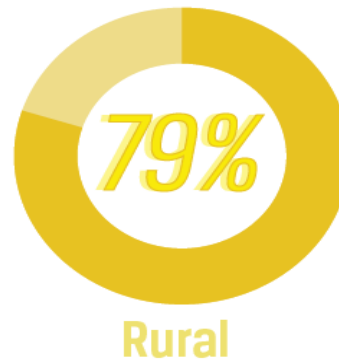
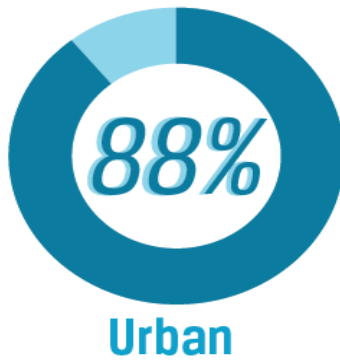


The School of St Jude

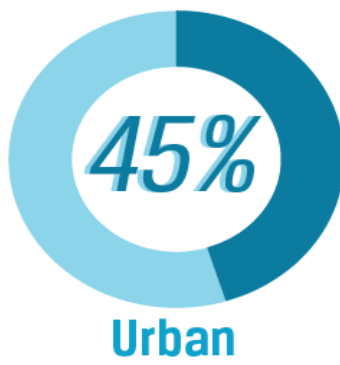
SISIA CAMPUS - ARUSHA - The SCHOOL of ST JUDE



Tanzanian Children Attending Primary School



Tanzanian Children Attending Secondary School



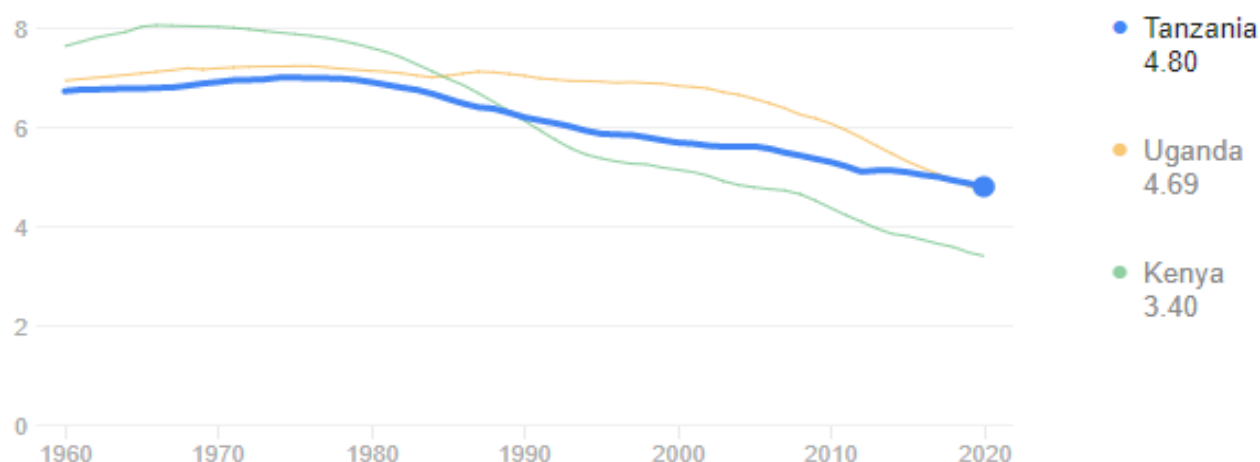
	2,025	2,026	2,027	2,028	2,029
Frund Raising Buffer	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Special School Projects	500,000	500,000	500,000	500,000	500,000
Buidling Fund	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
	<u>\$2,500,000</u>	<u>\$2,500,000</u>	<u>\$2,500,000</u>	<u>\$2,500,000</u>	<u>\$2,500,000</u>

1,300,000 ORPHANS throughout Tanzania

SOS Children Villages estimated that 1,300,000 children are orphans in Tanzania, mainly due to HIV. Great support is provided by local community to Most Vulnerable Children (MVC)

Support for Orphanages may expand throughout Tanzania

4.80 births per woman (2020)



A starting point:

3,000 orphans anywhere in Tanzania

	Food	Medicine	Clothing	
Being provided per child	per day	per mth	per ytr	
Existing at this point	\$1.53	\$0.61	\$0.00	
Required per child	\$10.00	\$285.00	\$250.00	
Needed per child	\$11.53	\$285.61	\$250.00	
for year multiply by	365	12	4	
	10,950,000	10,260,000	3,000,000	24,210,000

Counsellor Carers	Living Feelings First accredited	30 children	one per - this being in addition to existing staff / carers	salary	
	Total required	100	Pascas Counsellors	\$30,000	<u>\$3,000,000</u>

ORPHANAGES ANNUAL RECURRENT COSTS \$27,210,000

Water purification systems (per orphanage)			
Equipment cost, USD	Installation cost, USD	Performance, litres/ hour	Once only
5,000 - 20,000	1,000 - 5,000	40 - 150	Budget
			500,000

Major repair and renovation			
Major repair and renovation, USD, M2 (building from 3,500 to 7,500 square metres)		Budget	5,000,000
ORPHANAGES ONCE ONLY CAPITAL COSTS			<u>\$5,500,000</u>

Year 1 starter support: **\$32,710,000**

PASCAS FOUNDATION (Tanzania) Ltd
ESTIMATED BUILDING COSTS SCHOOL

\$ = USD

30 Jun

23

AU\$1.00 = USD 0.65 TZS 1,700

USD1.00 =

TZS 2,550

AU\$0.0006 = TZS 1.00

HIGH SCHOOL

TOTAL COMPLEX

Metres
Length

Metres
Width

Total M²
Floor Area

\$ M²
Cost

TO BUILD
A\$ Cost

SCHOOL building per m2

\$2,500

building per m2 for Maths \$1,200

building per m2 for Technology \$3,500

Floor space per child (classroom, halls, toilets, admin, etc.) 33

School student population **600**

Total building area and cost 19,800 \$2,500 \$49,500,000

Sporting fields and grounds 2,500,000

Total School Campus to be developed students 3,000

TOTAL BUILDING STRUCTURES M² 19,800 \$2,626 \$52,000,000
 (Cordell based estimates can be improved upon)

SITE WORKS

Site Filling 20,000 M³ 50 1,000,000

spaces circulation 1.5

Parking Areas 200 15 296.8 4,452 100 445,200

per car space 5.3 2.8 14.84

Site works M² 800 100 80,000

Sporting Fields 20,000 M³ 150 3,000,000

Services (electrical / sewer etc) transformers 5,000,000

Security fences 30,000

Security deposits Power Authority 10,000

Professional costs 6% 3,120,000

Contingency 5% 2,600,000

TOTAL CONSTRUCTION \$67,285,200

LAND COSTS 30,000 M³ 200 6,000,000

LAND & BUILDINGS \$73,285,200

RENTAL BUDGET

19,800 M² \$370.13 M²
 10.0% pr anm \$7,328,520



PASCAS FOUNDATION (Tanzania) Ltd
ESTIMATED BUILDING COSTS TAFE
Technical And Further Education
TAFE
TOTAL COMPLEX

\$ = USD

30 Jun

24

Craft Creations

AU\$1.00 = USD 0.65
 Metres Metres
 Length Width

TZS 1,700
 Total M²
 Floor Area

AU\$0.0006 = AOA 1
 USD1.00 = TZS 2,550
 \$ M² TO BUILD
 Cost A\$ Cost

TAFE building per m2	similarly for Craft Creations			\$2,750	
building per m2 for Maths	\$1,200				
building per m2 for Technology	\$3,500				
Floor space per child (classroom, halls, toilets, admin, etc.)			33		
School student population			600		
Total building area and cost			19,800	\$2,750	\$54,450,000
Sporting fields and grounds buildings					2,500,000
Total TAFE Campus to be developed		students	3,000		
TOTAL BUILDING STRUCTURES (Cordell based estimates can be improved upon)		M ²	<u>19,800</u>	\$2,876	<u>\$56,950,000</u>

SITE WORKS

Site Filling	20,000	M ³		50	1,000,000
	spaces	circulation	1.5		
Parking Areas	200	15	296.8	4,452	100
	per car space	5.3	2.8	14.84	445,200
Site works			M ²	800	100
					80,000
Sporting Fields	20,000	M ³		150	3,000,000
Services (electrical / sewer etc) transformers					5,000,000
Security fences					30,000
Security deposits Power Authority					10,000
Professional costs				6%	3,417,000
Contingency				5%	2,847,500
TOTAL CONSTRUCTION					\$72,779,700
LAND COSTS	30,000	M ³		200	6,000,000

LAND & BUILDINGS

\$78,779,700

RENTAL BUDGET

19,800 M² \$397.88 M²
 10.0% pr anm \$7,877,970



PASCAS FOUNDATION (Tanzania) Ltd **\$ = USD** **30 Jun** **25**
ESTIMATED BUILDING COSTS UNIVERSITY AU\$0.0006 = TZS 1.00
(5 Campus = 1 University) AU\$1.00 = USD 0.65 TZS 1,700 USD1.00 = TZS 2,550
HIGH SCHOOL equivalent + Metres Metres Total M² \$ M² TO BUILD
TOTAL COMPLEX Length Width Floor Area Cost A\$ Cost

UNIVERSITY building per m2							
building per m2 for Maths	\$1,200						
building per m2 for Technology	\$3,500						
Floor space per child (classroom, halls, toilets, admin, etc.)				33			
University student population					1,000		
Total building area and cost				33,000	\$3,200		\$105,600,000
Sporting fields and grounds buildings							2,500,000
Total University Campus to be developed			students		5,000		
TOTAL BUILDING STRUCTURES (Cordell based estimates can be improved upon)			M ²	<u>33,000</u>	\$3,276		<u>\$108,100,000</u>

SITE WORKS

Site Filling	20,000	M ³		50		1,000,000
	spaces circulation	1.5				
Parking Areas	200	15	296.8	4,452	100	445,200
	per car space	5.3	2.8	14.84		
Site works			M ²	800	100	80,000
Sporting Fields	20,000	M ³		150		3,000,000
Services (electrical / sewer etc) transformers						5,000,000
Security fences						30,000
Security deposits Power Authority						10,000
Professional costs				6%		6,486,000
Contingency				5%		5,405,000
TOTAL CONSTRUCTION						\$129,556,200
LAND COSTS	100,000	M ³		200		20,000,000

LAND & BUILDINGS

\$149,556,200

RENTAL BUDGET 33,000 M² \$453.20 M²
10.0% pr anm **\$14,955,620**



AU\$1.00 = USD 0.65 TZS 1,700 USD1.00 = TZS 2,550

This could be 4 hospitals of 75 beds each in rural areas.

HOSPITAL COST

INVESTED FUNDS

		\$	\$
Central Location - Medium Rise - Prestige Structure			
LAND ACQUISITION	TEN HECTARES	\$20,000,000	
Stamp Duty	REQUIRED	1,200,000	
Legals & Commissions on purchase		100,000	
Land Cost			21,300,000
Headwork Charges			1,000,000
Civil Works			4,000,000
			\$26,300,000

SITE COSTS

HOSPITAL DEVELOPMENT

	BEDS			
BUDGET COST OF BUILDING	300	\$600,000	180,000,000	
Professional Fees - Construction		12.0%	12,387,840	
BUILDING COSTS				192,387,840
TOTAL GENERAL AREA FITOUT	300	\$100,000	30,000,000	
TOTAL for Theatres	15	\$1,200,000	18,000,000	
IMAGING SYSTEMS TOTAL			19,000,000	
RADIOTHERAPY TOTAL			0	
EMERGENCY CENTRE			1,500,000	
MEDICAL CENTRE for Medical Practitioners			600,000	
MEDICAL CENTRE for Specialists			1,000,000	
MEDICAL CENTRE for Oncologist Specialists			2,200,000	
PAIN CLINIC			1,200,000	
PATHOLOGY LABORATORY			2,000,000	
HOSPITAL EQUIPMENT COSTS				75,500,000
Stockup			5,000,000	
Professional Fees - Industry Specialities			2,250,000	
Development Working Capital			2,000,000	
Pe-opening marketing and staffing costs			5,000,000	
Working Capital			5,000,000	
WORKING CAPITAL & FEES				19,250,000

TOTAL HOSPITAL DEVELOPMENT COSTS \$313,437,840

MEDI-HOTEL with Step-Down Accommodation	ROOMS	per room		
room fitout	150	\$60,000	9,000,000	
balance			3,800,000	
Hotel total fitout				12,800,000

ASSOCIATED MEDICAL FACILITIES & DIVISIONS 10,000,000

ASSET DEVELOPMENT COSTS \$336,237,840

Borrowing Costs & Share Placement Costs 10,087,135

INTEREST PROVISION - CONSTRUCTION 26,899,027

INTEREST PROVISION - 3 Months Operation 6,000,000

TOTAL PROJECT BUDGET **\$379,224,002**

BUFFER 20,775,998

FUNDING STRUCTURE **\$400,000,000**



PASCAS FOUNDATION (Tanzania) Ltd
HOSPITAL EQUIPMENT
PLANT & EQUIPMENT

\$ = USD 30 Jun

27

AU\$1.00 = USD 0.65 TZS 1,700 USD1.00 = TZS 2,550

EQUIPMENT & FITOUT BUDGETS	No	\$	Total \$
Wards - single with medical gas, ensuite etc	300	40,000	\$12,000,000
Ward area equipment			1,000,000
Day Theatre complex fitout for patients	30	25,000	750,000
Common Areas			1,500,000
Office and administration			300,000
Computer System, hardware and software			9,000,000
Telephone System			550,000
Fire Detection Systems			500,000
Signage			400,000
Sundry Provisions			4,000,000
TOTAL GENERAL AREA FITOUT	300	100,000	\$30,000,000
THEATRES			
Table		\$100,000	
Theatre Lights		100,000	
Instruments		200,000	
Image Intensifier		140,000	
Anaesthesia		170,000	
Endoscopy Instruments		120,000	
Autoclaves		100,000	
Sundry		270,000	
Total per Theatre		\$1,200,000	
Total for Main Theatres	10	12,000,000	
Total for Day Theatres	5	6,000,000	
TOTAL for Theatres			18,000,000
IMAGING EQUIPMENT			
MRI Flex Art		4,400,000	
Cardiac Catheter Lab		2,400,000	
CT Scanner Xpress SX		2,200,000	
CT Scanner Xspeed		1,800,000	
Angiography Unit		1,400,000	
Dual Head Gamma Camera		1,000,000	
Fluoroscopy Room		800,000	
General Ultrasound		600,000	
Cardiac Ultrasound		600,000	
Mobile Image Intensifier - main theatres		300,000	
Mobile Image Intensifier - day theatres		300,000	
Mammography Unit		250,000	
General Xray Room		400,000	
Tomography Room		200,000	
Mobile Xray Unit		100,000	
Laser Camera		100,000	
Monitoring Equipment, ECG/pressures		250,000	
Digital Agfa & Miscellaneous		150,000	
Additional Developments		1,750,000	
IMAGING SYSTEMS TOTAL			19,000,000
RADIOTHERAPY UNIT			
Linear Accelerator (10MEV) - Varian		0	
Linear Accelerator (6MEV) - Varian		0	
Support Equipment		0	
RADIOTHERAPY TOTAL			0
EMERGENCY			1,500,000
MEDICAL CENTRE for Medical Practitioners			600,000
MEDICAL CENTRE for Specialists			1,000,000
MEDICAL CENTRE for Oncologist Specialists			2,200,000
PAIN CLINIC			1,200,000
PATHOLOGY LABORATORY			2,000,000
TOTAL FITOUT & EQUIPMENT			\$75,500,000

PASCAS FOUNDATION (Tanzania) Ltd **\$ = USD** **30 Jun** **28**
ESTIMATED BUILDING COSTS FIRST AID - CLINIC- COMMUNITY CENTRE AU\$0.0006 = TZS 1.00
AU\$1.00 = USD 0.65 TZS 1,700 USD1.00 = TZS 2,550

		Metres Length	Metres Width	Total M ² Floor Area	\$ M ² Cost	TO BUILD A\$ Cost
TOTAL COMPLEX						
building per m2					\$3,000	
budget including land	Loading					
CLINIC HEALTH CENTRE	30%					\$2,000,000
MEDICAL CLINIC	30%					1,000,000
COMMUNITY CENTRE	30%					2,000,000
MOBILE CLINIC	30%					500,000
TOTAL BUILDING STRUCTURES				M ² 0		\$5,500,000
(Cordell based estimates can be improved upon)						
SITE WORKS						
Site Filling		2,000		M ³	50	100,000
	spaces	circulation		1.5		
Parking Areas	20	15		29.68	445	100
	per car space	5.3		2.8	14.84	44,520
Site works				M ²	800	100
Services (electrical / sewer etc)						80,000
transformers						50,000
Security fences						30,000
Security deposits Power Authority						10,000
Professional costs					6%	330,000
Contingency					5%	275,000
TOTAL CONSTRUCTION						\$6,419,520
LAND COSTS		3,000		M ³	200	600,000
Stamp duty waived by Government						

LAND & BUILDINGS **\$7,019,520**

RENTAL BUDGET 0 M² 10.0% pr anm **\$701,952** M²



Load prime cost by
30%

Doctors require a three- to four-year undergraduate Bachelor of Medicine program and a four-year postgraduate degree. They then spend up to two years interning and training as a resident before spending up to four years training as a fellow in their chosen speciality.

In Australia, you can expect to pay between AU\$11,000 and AU\$60,000 per year for your studies, depending on whether you have a Commonwealth Supported Place (CSP) or are paying full-fees in an accelerated program. Typical tuition fees for undergraduate medical programs are around AU\$57,760 to AU\$71,488 (February 2022). (Consider AU\$70,000)

The fees for an undergraduate (bachelor's) nursing course may range between AUD \$27,000 to \$35,000 per year. The Bachelor of Nursing is 3 years, full-time under the standard study plan. By fast-tracking you can complete the degree in 2 years, including clinical placements. For a traditional four-year bachelor of science in nursing (BSN) program, students can expect total tuition costs of at least \$40,000 (or much more).

Master of Teaching (Secondary)
 Indicative first year fee AU\$30,976
 Indicative total course fee AU\$63,500

University of Melbourne 2022

Secondary school teachers are responsible for teaching students in Year 7 through 12, who are generally between the age group of 12 and 18. These typically include four-year courses for individuals with a good Universities Admission Index (UAI) score and who have successfully completed Year 12. The courses combine practical and theory to give a well-rounded teaching experience.

	Total Tuition Fees	
	2022	
Bachelor of Accounting	2022	\$135,600
Bachelor of Information & Communications	2022	\$111,840
Bachelor of Psychology	2022	\$108,480
Bachelore of Nursing & Midwifery	2022	\$82,920
Master of Teaching	2022	\$48,960

SCHOLARSHIPS GRANTS			2025	2026	2027	2028	2029
Doctors	numbers		20	20	20	20	20
Nurses	numbers		40	40	40	40	40
Teachers	numbers		40	40	40	40	40
			<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Cumulative whilst at foreign university							
Doctors	numbers		20	40	60	80	100
Nurses	numbers		40	80	120	120	120
Teachers	numbers		40	80	120	160	160
			<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Tuition Fees							
	each						
Doctors	per annum		\$70,000	\$70,000	\$70,000	\$70,000	\$70,000
Nurses	per annum		\$35,000	\$35,000	\$35,000	\$35,000	\$35,000
Teachers	per annum		\$35,000	\$35,000	\$35,000	\$35,000	\$35,000
Living Allowance Subsidy							
	each						
Doctors	per annum		25,000	25,000	25,000	25,000	25,000
Nurses	per annum		25,000	25,000	25,000	25,000	25,000
Teachers	per annum		25,000	25,000	25,000	25,000	25,000
Total Individual Scholarship							
	each						
Doctors	per annum		\$95,000	95,000	95,000	95,000	95,000
Nurses	per annum		60,000	60,000	60,000	60,000	60,000
Teachers	per annum		60,000	60,000	60,000	60,000	60,000
ANNUAL SCHOLARSHIP BUDGET							
Doctors	per annum		\$1,900,000	3,800,000	5,700,000	7,600,000	9,500,000
Nurses	per annum		2,400,000	4,800,000	7,200,000	7,200,000	7,200,000
Teachers	per annum		2,400,000	4,800,000	7,200,000	9,600,000	9,600,000
TOTAL SCHOLARSHIPS			<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
			\$6,700,000	\$13,400,000	\$20,100,000	\$24,400,000	\$26,300,000

PASCAS FOUNDATION (Tanzania) Ltd
ENTERPRISE AGREEMENT WAGE STRUCTURE

\$ = USD 30 Jun 30

AU\$1.00 = USD 0.65 TZS 1,700 USD1.00 = TZS 2,550

	Annualised Daywork	Weekly	Hourly Overtime
GENERAL OPERATIONS			
1 Trainee Operator	\$22,880	\$440	\$13.10
2 Operator	\$24,960	\$480	\$14.30
3 Senior Operator	\$26,520	\$510	\$15.20
4 Plant Controller	\$27,560	\$530	\$15.80
5 Senior Plant Controller	\$29,120	\$560	\$16.70
6 Senior Plant / Trainer	\$30,160	\$580	\$17.30
7 Plant Specialist	\$33,800	\$650	\$19.35
ADMINISTRATION			
Secretarial / Clerical	\$26,000	\$500	\$14.90
Personal Assistant	\$31,200	\$600	\$17.85
Specialist	\$52,000	\$600	\$29.75

PRODUCTIVE HOURS per ANNUM	Weeks	Days	Hours
Weeks per year	52	260	
Less: Public Holidays (10)	2	10	76
Annual Holidays	4	20	152
Effective working weeks	46	230	
Hours worked per day			7.60
Hours worked per week			38
Employee annual productive hours per Annum			1,748

Overtime hours worked are paid at the rate being annual salary / productive hours pa

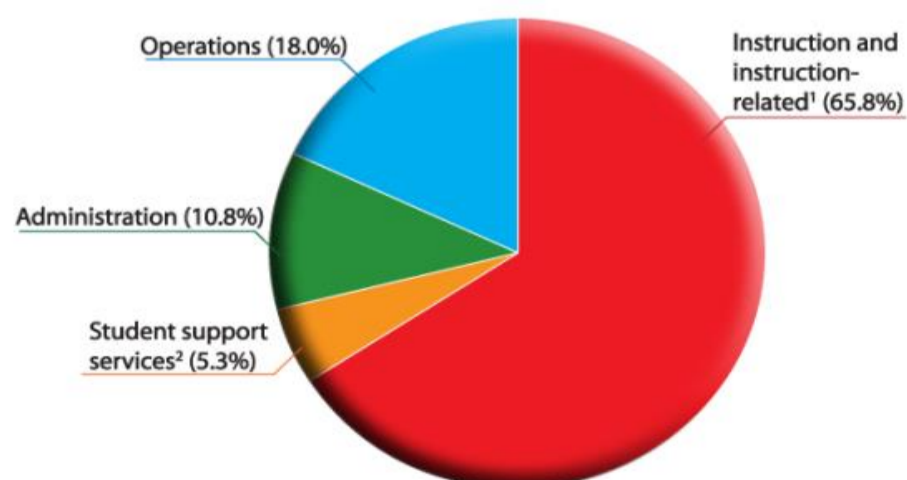
SHIFT PLATFORM	Day 7am-3pm	Night 3pm-11pm	Morning 11pm-7am
Shift Allowance	\$0.00	\$7.00	\$14.00

SUPERANNUATION	2006	9.00%
Employer contribution as a % of ordinary time earnings	2009	10.00%
Financial Year ending on 30 June		

WORKERS COMPENSATION 2.50%

AVERAGE WAGE Specialist	Base	On-Costs	TOTAL		
	\$26,520	20%	\$31,824		
Year	2025	2026	2027	2028	2029
Total Employees in Clinics & Schools	\$322,400	\$1,209,000	\$11,523,624	\$59,084,208	\$59,970,808
Employees Number	11	38	363	1,857	1,885
Employees Administration	28	56	67	78	90
Total Employed	39	94	430	1,935	1,975
Sales per Clinic & School Employee	\$47,273	\$51,316	\$51,202	\$51,318	\$51,314

Percentage distribution of total current expenditures for public elementary and secondary education



Construction Costs and Descriptors Queensland Independent Schools Block Grant Authority

	Construction Costs (per m2)	Descriptors
GENERAL LEARNING AREA (Prep)	AUD Feb 2022 \$2,550	Includes general classroom or multipurpose area, teacher work areas and general storage.
GENERAL LEARNING AREA (P &S) GENERAL LEARNING AREA (C) WITHDRAWAL / STORAGE AREA	\$2,410 \$2,410 \$2,380	
FLEXIBLE LEARNING AREA	\$2,650	Includes wet areas and/or additional storage/joinery.
HEALTH and PHYS ED	\$2,380	Includes basic gym areas and equipment stores and basic change rooms. *Excludes amenities.
SCIENCE	\$3,370	Includes laboratories and project/research labs, preparation rooms (high service costs), storage for laboratory equipment and chemicals. Basic building also reflects adjusted materials.
TECHNOLOGIES: - Design and Tech./Digital Tech. Laboratory	\$2,990	Includes provision for increased technology capability in an adaptable workspace including equipment storage and associated joinery, such as for robotics or other practical activities.
TECHNOLOGIES: - Food and fibre production - Food specialisations	\$3,260	Includes basic kitchen, pantry, laundry, storerooms and associated joinery.
TECHNOLOGIES: - Hospitality Practices (VET and/or Applied Syllabuses)	\$3,890	Includes higher density of building services and extraction system, industry relevant fit out, as well as food store, laundry, storerooms and associated joinery. *Excludes cold/cool room.

Functional Areas	Construction Costs (per m2)	Descriptors
TECHNOLOGIES e.g.: - Engineering principles and systems - Materials and technologies specialisation	AUD Feb 2022 \$2,630	Includes workshop areas, machine bays, spraying bays, wash areas, storerooms, materials storage/racking space and associated joinery. *Excludes dust extraction system.
TECHNOLOGIES e.g.: - Engineering Skills (VET and/or Applied Syllabuses)	\$2,630	Includes workshop areas, machine bays, spraying bays, wash areas, storerooms, materials storage/racking space and associated joinery. *Excludes dust extraction system.
THE ARTS: - Dance - Drama - Media Arts - Music - Visual Arts	\$3,140 \$3,140 \$3,140 \$3,140 \$2,650	Includes acoustic treatments and additional services, such as dance floors, as well as practice rooms, band rooms, recording studios, green rooms, sound booths and storage rooms. Visual Arts includes storage, associated joinery, wet areas and display areas. *Excludes associated COLA.
ADMINISTRATION (P) ADMINISTRATION (S) ADMINISTRATION (C)	\$3,070 \$3,040 \$3,040	Reception, site server room, school management, business/finance and clerical support offices, work areas, secure and unsecure storage, board room/meeting rooms, staff room and amenities, sickbay, finishes and fixtures of appropriate quality, internal travel and other areas deemed necessary for the operation of the school.
AMENITIES (P) AMENITIES (S)	\$4,330	Includes toilets, urinals, disabled/ambulant toilets, showers, sinks, and cleaner rooms. NOTE- rate for 2020 includes higher proportion of open space.
APPLIED TECHNOLOGIES	\$3,890	Higher density cabling for electrical and communications purposes resulting in a high heat load (such as a server room or comms space) requiring provision of air- conditioning. May also require acoustic treatment, due to the technology-based activity occurring within, such as Media Arts or Film and Television and New Media. *Excludes wi-fi service.
COVERED LUNCH AREA	\$1,130	Attached or detached (close proximity to other serviced structure), on ground, paving, tilted roof.

Construction Costs and Descriptors Queensland Independent Schools Block Grant Authority

Functional Areas	Construction Costs (per m2)	Descriptors
COVERED OUTDOOR LEARNING AREA (COLA)	AUD Feb 2022 \$1,130	Attached or detached (close proximity to other serviced structure), on ground, paving, tilted roof, open aired. NOTE- COLA area up to 40m2, larger emphasis on lighting.
ENGINEERING - Plant Room	\$1,890	Includes plant rooms e.g., switchboard, air conditioning.
HPE SPORTS AREA	\$1,130	Attached or detached (close proximity to other serviced structure), on ground, paving, tilted roof. NOTE- painted floor, basic line marking, possible small stage for assembly purposes or block wall for ball sports, some lighting.
LIBRARY/RESOURCE CENTRE (P)	AUD Feb 2022 \$2,600	Includes all circulation spaces, reading rooms, individual study areas, work rooms, satellite libraries, storage rooms and associated joinery.
LIBRARY RESOURCE CENTRE (S) SENIOR STUDY CENTRE LIBRARY/RESOURCE CENTRE (C)	\$3,040 \$3,040 \$3,040	*Excludes any server room or other areas reliant on higher density cabling for electrical and communications purposes.
MULTIPURPOSE HALL	\$2,540	Includes large, open span structure, hardstand floors, basic line marking, and natural ventilation. *Excludes amenities and sprung floors.
PERFORMANCE HALL	\$3,290	Includes provision for higher standard of finishes, stage, basic lighting and curtaining. *Excludes amenities.

TRAVEL ENCLOSED & STAIRWELLS \$2,510

Includes enclosed pedestrian travel, such as stairwells, corridors and hallways.

TRAVEL LINK	\$800	Based on detached structure, basic frame, roof, simple lighting, ground slab as covered pedestrian walkway between buildings.
TRAVEL UNENCLOSED	\$630	Based on attached structure, basic frame, roof, simple lighting, light ground pavement as pedestrian walkway between buildings. NOTE- also basic veranda on one side of building, 1st and/or 2nd floor, up to 3m wide. *Excludes uncovered paths. (refer Sundry Allowances- Landscaping)

Functional Areas	Construction Costs (per m2)	Descriptors
TUCKSHOP	AUD Feb 2022 \$4,940	Includes service areas such as service counter, roller doors, sink and food preparation areas such as benches and associated joinery. High intensity of building services and security. NOTE- Small area (10-20m2) *Excludes cold/cool room.

UNDERCROFT

DORMITORY ACCOMMODATION (inc. ensuites)

\$ 850 Includes basic structure to building works above, basic lighting and minimal walls.

\$2,840 Includes basic framed structure with dedicated ensuite.

DORMITORY ACCOMMODATION (inc. shared ensuites)	AUD Feb 2022 \$2,680	Includes basic framed structure, shared ensuite between multiple accommodation spaces (1, 2 or 4 beds sharing same service corridor). Higher density amenities.
SUPERVISORS ACCOMMODATION	\$2,840	Includes basic framed structure, with dedicated ensuite, kitchenette, area for single bed. NOTE- Studio type unit (35-45

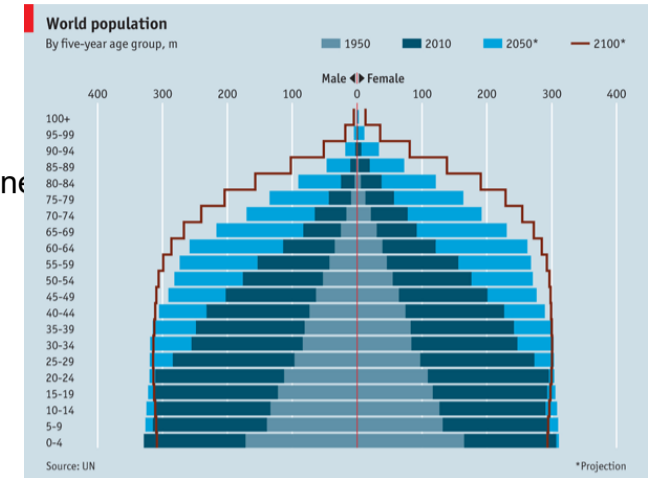
The current population of Tanzania .
As of 18 March 2024, the population of Tanzania was estimated to be 68,854,650 people.

say
68,850,000

Predictions for the population of Angola are 45 million in 2030, 72 million in 2050, and 130 million 2100.

Births per Day	7,247
Deaths per Day	1,335

The median age in Tanzania is **18.5 years**.



Age structure	Percentage	Population (2020 est.)
0-14 years:	42.70%	(male 12,632,772 / female 12,369,115)
15-24 years:	20.39%	(male 5,988,208 / female 5,948,134)
25-54 years:	30.31%	(male 8,903,629 / female 8,844,180)
55-64 years:	3.52%	(male 954,251 / female 1,107,717)
65 years and over:	3.08%	(male 747,934 / female 1,056,905)

Religions

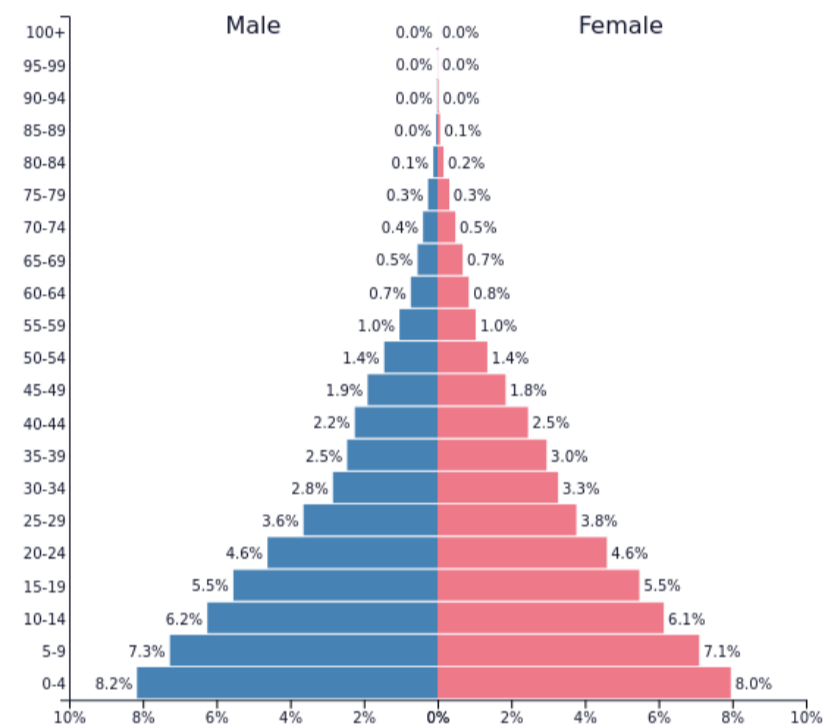
Religion in Tanzania

Catholic	27.60%
Protestant	29.20%
Muslims - Sunnis	31.50%
Folk Religion	11.30%
None	0.40%

100.00%

<https://www.thearda.com/world-religion/national-profiles?u=219c>

At the start of 2023, 37.0 percent of Tanzania's population lived in urban centres, while 63.0 percent lived in rural areas.



United Republic of Tanzania - 2024
Population: 69,419,073

TANZANIA - Life expectancy at birth			
Date	Life expectancy - Women	Life expectancy - Men	Life expectancy
2021	68.31	64.18	66.41

CORRUPTION PERCEPTIONS INDEX

40	↑	Tanzania	87	73	↓	Australia	18
29	↓	Russia	136	80	=	Germany	10

In authoritarian contexts where control rests with a few, social movements are the last remaining check on power. It is the collective power held by ordinary people from all walks of life that will ultimately deliver accountability.

Using the monetary poverty line of US\$3.65, 74.1% (or 48.7 million) Tanzanians would be considered poor in 2023, a ratio that will decline to 39.8% (40.5 million) in 2043 on the Current Path forecast.

Problems in the country

- Women's and Girls' Rights. ...
- Children's Rights. ...
- Police Abuse. ...
- Corruption. ...
- Disability Rights. ...
- Sexual Orientation and Gender Identity.

Kickback Kings!

The Kickback

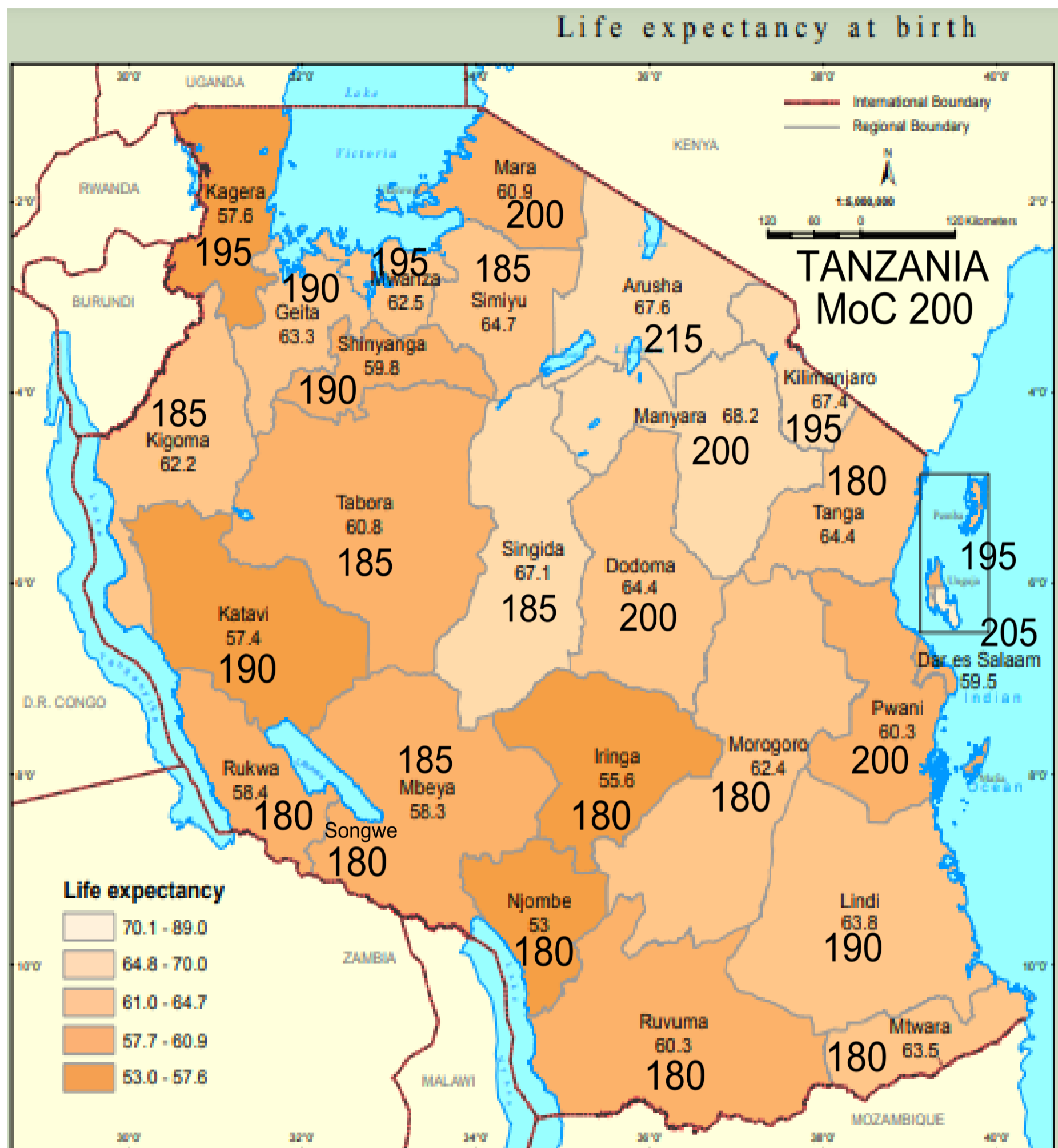
TANZANIA Cities

AU\$1.00 = USD 0.65 TZS 1,700

USD1.00 = TZS 2,550

	City Name	Adm.	Map of Consciousness (MoC)	Population Census (C) 8/23/2022
1	Dar es Salaam	DAR	205	5,383,728
2	Mwanza	MWA	195	1,104,521
3	Dodoma	DOD	200	765,179
4	Zanzibar	ZAN	200	709,809
5	Arusha	ARU	210	617,631
6	Mbeya	MBE	180	541,603
7	Morogoro	MOR	190	471,409
8	Kahama	SHI	190	453,654
9	Tanga	TAN	180	393,429
10	Geita	GEI	190	318,006





MAP OF CONSCIOUSNESS

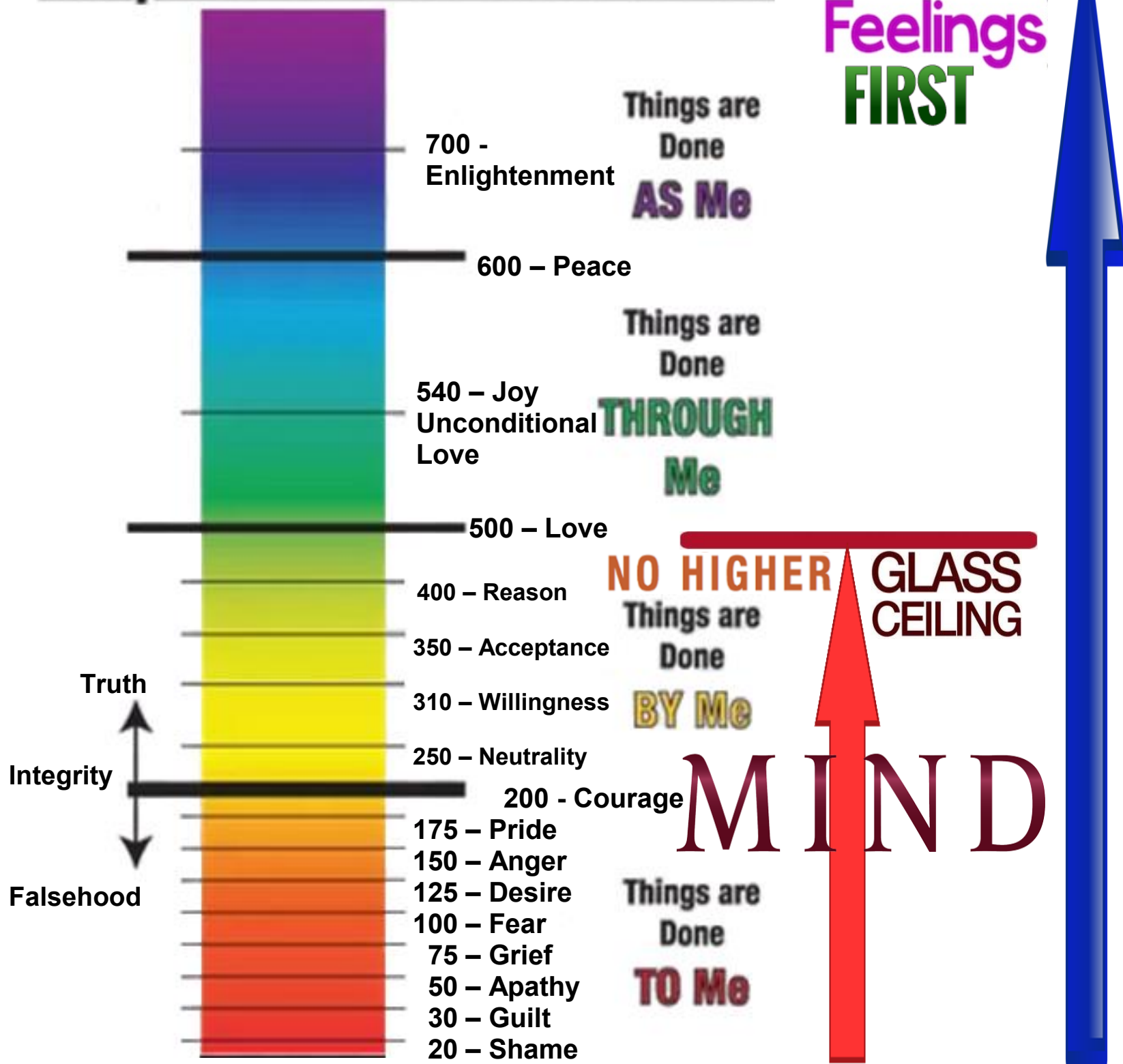
Map of Consciousness from Dr David R Hawkins, M.D., Ph.D. "Power vs Force".

Level	Log
ENLIGHTENMENT	700-1000
PEACE	600
JOY	540
LOVE	500
REASON	400
ACCEPTANCE	350
WILLINGNESS	310
NEUTRALITY	250
COURAGE	200
PRIDE	175
ANGER	150
DESIRE	125
FEAR	100
GRIEF	75
APATHY	50
GUILT	30
SHAME	20

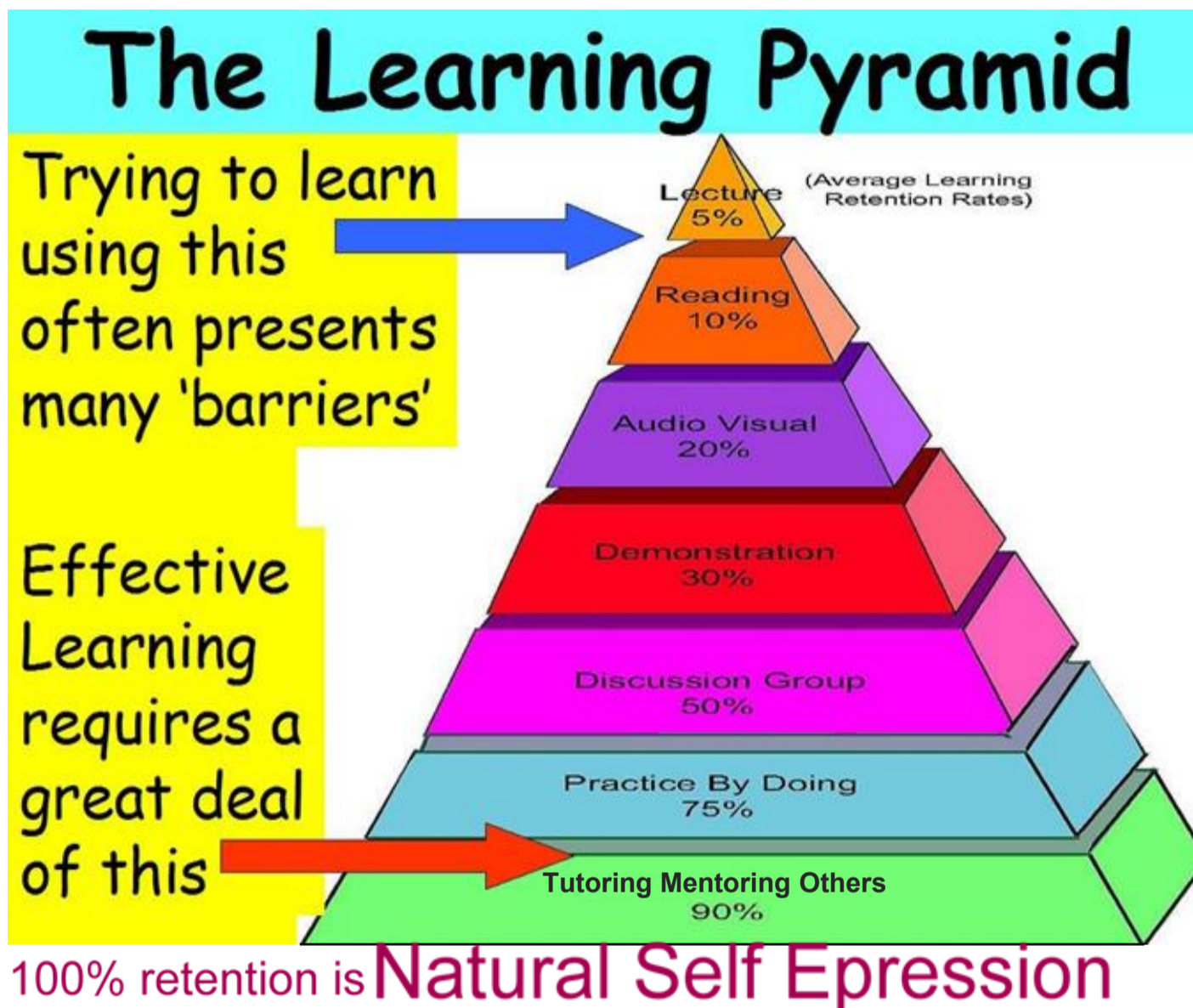
PERSONALITY TRAITS:

- Less than two dozen people on planet Earth.
- Would not pick up a weapon let alone use it. These people gravitate to the health industry and humanitarian programs.
- Debate and implement resolutions without argument and delay. 470
- Debate and implement resolutions in due course. 440
- Debate and implement resolutions with some degree of follow up generally needed. 410
- Management supervision is generally necessary.
- Politics become the hope for man's salvation.
- Cause no harm to others starts to emerge. Power overrides force. Illness is developed by those man erroneous emotions that calibrate 200 and lower.
- Armies around the world function on pride. Force is now dominant, not power.
- Harm of others prevails, self-interest prevails.
- Totally self-reliant, not God reliant.
- Fear dominates all motivation.
- Suicide is possible and probable.
- At these levels, seriously harming others for even trivial events appears to be justifiable.
- Poverty, unemployment, illness, etc., this is living hell on Earth.

Map of Consciousness



Level of Consciousness	Rate of Unemployment	Rate of Poverty	Happiness Rate "Life is OK"	Rate of Criminality
600 +	0%	0.0%	100%	0.0%
500 - 600	0%	0.0%	98%	0.5%
400 - 500	2%	0.5%	79%	2.0%
300 - 400	7%	1.0%	70%	5.0%
200 - 300	8%	1.5%	60%	9.0%
100 - 200	50%	22.0%	15%	50.0%
50 - 100	75%	40.0%	2%	91.0%
< 50	95%	65.0%	0%	98.0%



TANZANIA Doctors Nurses Teachers Ratios

	DOCTORS		NURSES & MIDWIVES		TEACHER / STUDENT	
	per 1,000 people		per 1,000 people		ratio	
Tanzania	2018	0.1	2018	0.6	2018	51
Angola	2017	0.2	2018	0.4	2015	50
Germany	2018	4.3	2018	13.5	2017	12
Australia	2018	3.8	2019	13.2	1999	18
New Zealand	2018	3.4	2018	11.1	2017	15
Strongest Worldwide	2020	Austria 5.4	2019	Switzerland 18	2018	San Marino 7

Tanzania: Student teacher ratio, primary school (NOT secondary school)

As of 2021, Tanzania had just over 5,280 public and private secondary schools. 30 Jan 2024
 As of 2019, Tanzania counted over 2.3 million students enrolled in secondary schools.30 Jan 2024
 As of 2021, Tanzania counted nearly 18.55 thousand public and private primary schools.30 Jan 2024
 As of 2021, Tanzania counted over 11.1 million students enrolled in primary schools.30 Jan 2024
 The country has 43 universities. .Universities and University Colleges are regulated by the Tanzania Commission for Universities.
 In the academic year 2020-2021, Tanzania had more than 206 thousand university students.
 Almost 57% of these students were male.21 Apr 2023

MoC	No. of Countries	Average MoC	Average Life Expectancy	Human Development Index	Happiness Index	Education Index	Per Capita Income 2020
400s	10	406	78.50	0.939	6.8	.861	US\$54,010
300s	13	331	71.77	0.798	5.9	.684	US\$17,827
200s	10	232	69.45	0.759	5.8	.648	US\$16,972
High 100s	18	176	69.00	0.724	5.2	.639	US\$9,900
Low 100s	7	129	61.88	0.653	4.7	.567	US\$2,628
Below 100	11	66	52.73	0.564	4.2	.488	US\$2,658
WORLD		220	70				US\$10,900

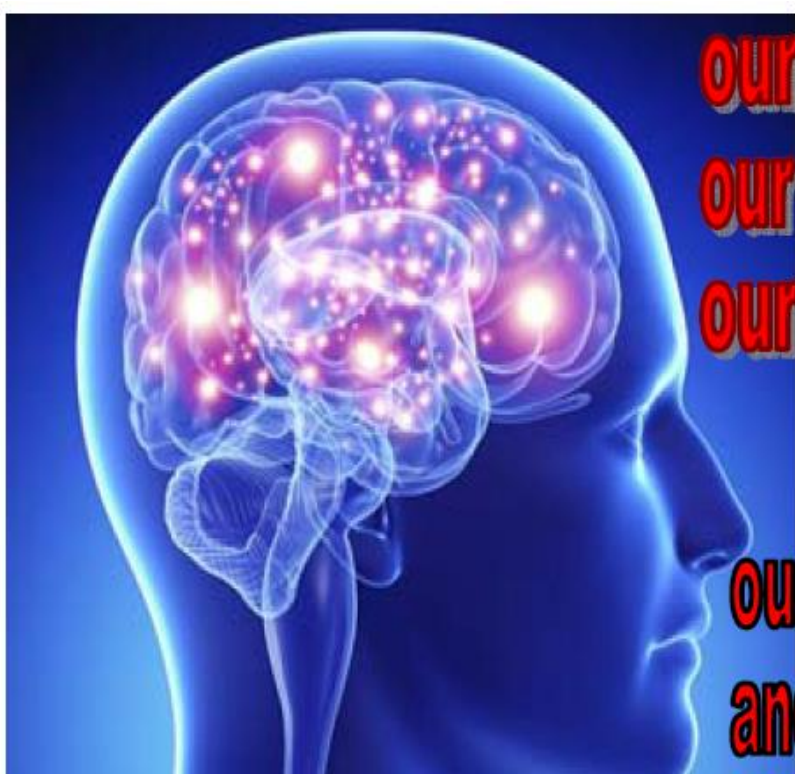
When educators do not know what it is that they are teaching - that is the subject of Medicine!

Doctors do not know what the cause is of any illness - that is maybe why they have identified more than 10,000 illnesses and diseases!

Education and Health systems are now to EVOLVE!

The elephant in the room being: CHILDHOOD SUPPRESSION

The pathway forward is to embrace: FEELING-HEALING



**our MIND is a CONTROL ADDICT!
our MIND is addicted to UNTRUTH!
our MIND cannot discern TRUTH!**

**our MIND is within our SPIRIT BODY
and orchestrates our physical BRAIN.**

ASSUMPTIONS are the product of our MIND!

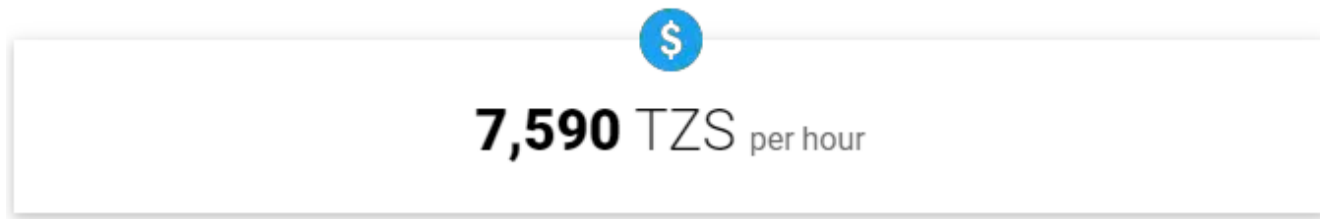
HEALING ends
MIND-CONTROL!



**our SOUL is our TRUTH!
our FEELINGS are our TRUTH!
FEELINGS FIRST, mind to follow!**

**all we need is WITHIN.
our MIND suppresses FEELINGS.**

Hourly Average Wage / Independent Jobs / Tanzania



Being USD 2.98 per hour

or AUD 4.46 per hour

The average hourly wage (pay per hour) in Independent Jobs in Tanzania is 7,590 TZS. This is the rate they get paid for every worked hour.

Hourly Wage = Annual Salary ÷ (52 x 5 x 8)

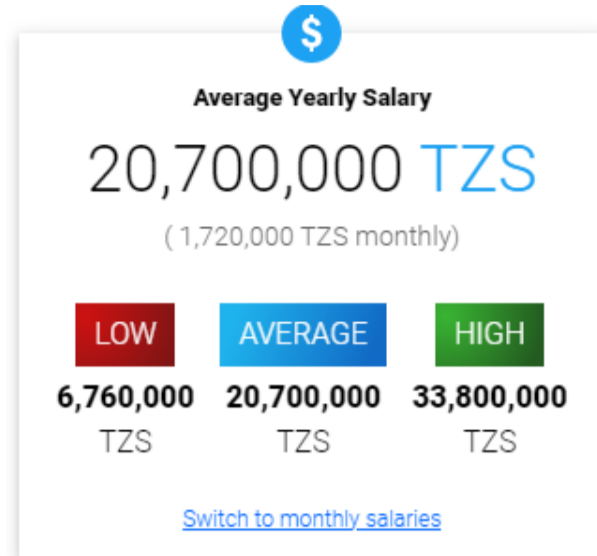
How does Tanzania's minimum wage compare to the minimum wage in other countries?

Tanzania's yearly minimum wage is \$1,593.00 in *International Currency*. International Currency is a measure of currency based on the value of the United States dollar in 2009. There are 87 countries with a higher Minimum Wage than Tanzania, and Tanzania is in the top 44% of all countries based on the yearly minimum wage rate.



AU\$1.00 = USD 0.65 TZS 1,700
 USD 1.00 TZS 2,550
 USD 1.00 EUR 0.98 Shilling

A person working in **Executive and Management** in **Tanzania** typically earns around **20,700,000 TZS**. Salaries range from 6,760,000 TZS (lowest average) to 33,800,000 TZS (highest average, actual maximum salary is higher).

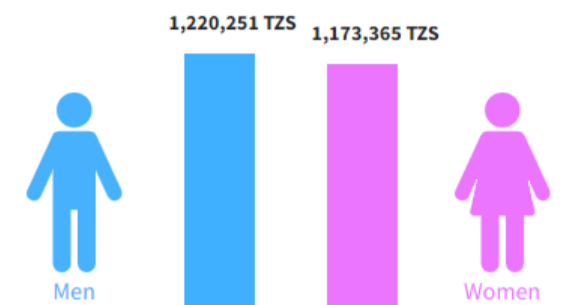


	USD	AUD
Low	2,650	3,980
Average	8,120	12,180
High	13,255	19,900

Annual Salary

Salaries by gender

Comparison of the average salary of men and women in Tanzania (TZS).



In general, in Tanzania, men earn 4.0% more than women.

The best paid positions in Tanzania

<https://www.paylab.com/tz/salaries-in-country>

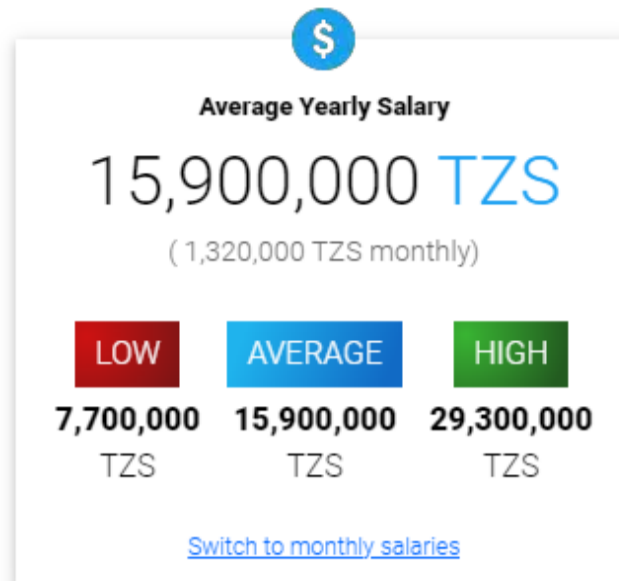
List of the best paid positions and their average monthly salary in Tanzania (TZS).

1. Chief Executive Officer Top Management	4,841,130 TZS
2. Pilot Transport, Haulage, Logistics	3,296,320 TZS
3. IT Director Top Management	3,232,660 TZS
4. Country Manager/Director Top Management	3,155,190 TZS
5. Finance Manager Management	3,118,030 TZS
6. Leasing Director Leasing	3,035,840 TZS
7. Managing Director Top Management	2,772,750 TZS
8. Business Development Manager Management	2,591,600 TZS
9. Lead developer Information Technology	2,583,060 TZS
10. IT Architect Information Technology	2,539,940 TZS
11. Economic/Financial Manager Top Management	2,511,580 TZS
12. Sales Director Top Management	2,431,350 TZS
13. Technical Director Top Management	2,429,490 TZS
14. IT Manager Management	2,388,850 TZS
15. Software Engineer Information Technology	2,327,400 TZS
16. Medical Advisor Pharmaceutical Industry	2,294,250 TZS
17. Marketing Director Top Management	2,284,790 TZS
18. Publishing House Director Top Management	2,281,720 TZS
19. IC Design Engineer Information Technology	2,256,710 TZS
20. Logistics Director Top Management	2,239,760 TZS

The worst paid positions in Tanzania

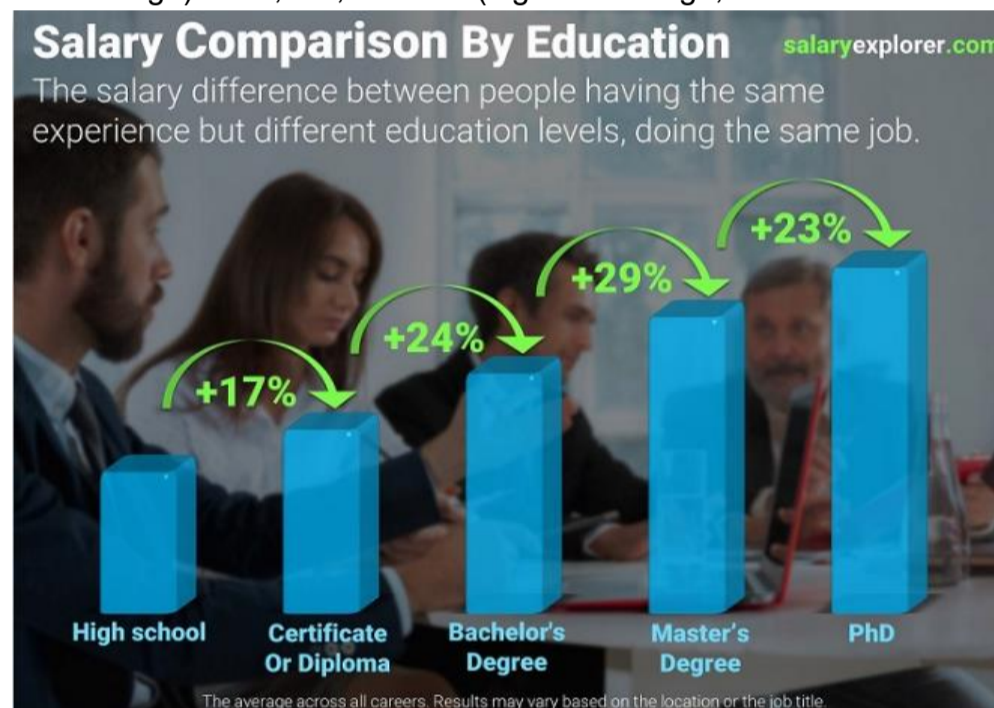
List of the worst-paid positions and their average monthly salary in Tanzania (TZS)

1. Secondary School Teacher Education, Science & Research	387,612 TZS
2. Nursery School Teacher Assistant Education, Science & Research	500,400 TZS
3. Social counselor Medicine & Social Care	555,361 TZS
4. Tailor Textile, Leather, Apparel Industry	562,543 TZS
5. Porter, Information Staff General labour	573,681 TZS
6. Seamstress Textile, Leather, Apparel Industry	593,798 TZS
7. Cleaner General labour	601,342 TZS
8. Postal worker Transport, Haulage, Logistics	605,293 TZS
9. Assistant Teacher Education, Science & Research	618,105 TZS
10. Packer Production	621,937 TZS
11. Postal Delivery Worker Transport, Haulage, Logistics	625,290 TZS
12. Kinetotherapist Medicine & Social Care	625,769 TZS
13. Medical Orderly Medicine & Social Care	628,882 TZS
14. General Labourer General labour	631,157 TZS
15. School Caretaker Education, Science & Research	632,115 TZS
16. Fabric Cutter Textile, Leather, Apparel Industry	637,768 TZS
17. Cashier Economy, Finance, Accountancy	638,940 TZS
18. Chambermaid Tourism, Gastronomy, Hotel Business	641,455 TZS
19. Security Guard Security & Protection	645,081 TZS
20. Caregiver Medicine & Social Care	646,701 TZS



Average USD \$6,235
 AUD \$9,350

A person working in **Teaching / Education** in **Tanzania** typically earns around **15,900,000 TZS**. Salaries range from 7,700,000 TZS (lowest average) to 29,300,000 TZS (highest average, actual maximum salary is higher).



A Master's degree program or any post-graduate program in Tanzania costs anywhere from 6,340,000 TZS to 19,000,000 TZS and lasts approximately two years. That is quite an investment.

Male	16,800,000 TZS
Female ▼ -10%	15,100,000 TZS

Hourly Wage = Annual Salary ÷ (52 x 5 x 8)

The average hourly wage (pay per hour) in Teaching / Education in Tanzania is 7,630 TZS. This is the rate they get paid for every worked hour. US\$3.00 per hour.



<https://worldsalaries.com/average-primary-school-teacher-salary-in-tanzania/>

A Primary School Teacher working in Tanzania will typically earn around 11,161,300 TZS per year, and this can range from the lowest average salary of about 5,136,500 TZS to the highest average salary of 17,758,500 TZS.

Job Title	Category	Salary			
Academic Advisor	Teaching / Education	16,918,700 TZS	Education Consultant	Teaching / Education	18,239,400 TZS
Academic Assistant	Teaching / Education	12,361,500 TZS	Education Coordinator	Teaching / Education	14,158,800 TZS
Academic Coach	Teaching / Education	15,960,700 TZS	Education Counselor	Teaching / Education	15,838,200 TZS
Academic Librarian	Teaching / Education	11,290,900 TZS	Education Director	Teaching / Education	21,961,700 TZS
Academic Manager	Teaching / Education	19,078,500 TZS	Education Program Specialist	Teaching / Education	16,198,300 TZS
Academic Specialist	Teaching / Education	14,639,900 TZS	Education Researcher	Teaching / Education	18,598,500 TZS
Academic Staff	Teaching / Education	12,841,200 TZS	Education Resource Specialist	Teaching / Education	14,280,500 TZS
Accompanist	Teaching / Education	13,441,600 TZS	Education Services Facilitator	Teaching / Education	15,360,400 TZS
Achievement Coach	Teaching / Education	17,039,100 TZS	Educational Psychologist	Teaching / Education	20,999,200 TZS
Admissions Specialist	Teaching / Education	14,760,200 TZS	EFL Teacher	Teaching / Education	12,841,200 TZS
Agricultural Sciences Teacher	Teaching / Education	12,361,500 TZS	eLearning Trainer	Teaching / Education	12,239,700 TZS
Anthropology Teacher	Teaching / Education	13,441,600 TZS	Elementary School Teacher	Teaching / Education	10,907,900 TZS
Arabic Language Teacher	Teaching / Education	12,361,500 TZS	Engineering Lecturer	Teaching / Education	21,599,000 TZS
Archeology Teacher	Teaching / Education	12,958,200 TZS	Engineering Teacher	Teaching / Education	18,359,600 TZS
Architecture Teacher	Teaching / Education	14,280,500 TZS	English Teacher	Teaching / Education	12,239,700 TZS
Archivist	Teaching / Education	10,691,100 TZS	ESL Teacher	Teaching / Education	13,079,500 TZS
Art Teacher	Teaching / Education	11,509,500 TZS	Faculty Assistant	Teaching / Education	16,561,800 TZS
Assistant School Principal	Teaching / Education	16,561,800 TZS	Foreign Language Teacher	Teaching / Education	11,604,300 TZS
Assistant Teacher	Teaching / Education	11,038,600 TZS	GED Teacher	Teaching / Education	11,184,400 TZS
Biochemistry Professor	Teaching / Education	23,878,400 TZS	Geography Teacher	Teaching / Education	12,239,700 TZS
Biology Teacher	Teaching / Education	13,199,100 TZS	Head of Mathematics	Teaching / Education	18,359,600 TZS
Bursary Scheme Manager	Teaching / Education	15,719,900 TZS	Head of School	Teaching / Education	21,241,100 TZS
Business Teacher	Teaching / Education	13,079,500 TZS	High School Teacher	Teaching / Education	14,400,800 TZS
Careers Advisor	Teaching / Education	16,320,700 TZS	History Teacher	Teaching / Education	13,319,300 TZS
Careers Consultant	Teaching / Education	16,320,700 TZS	Infant Teacher	Teaching / Education	9,623,400 TZS
Chemistry Teacher	Teaching / Education	12,721,300 TZS	Instructional Assistant	Teaching / Education	13,079,500 TZS
Child Care Coordinator	Teaching / Education	13,319,300 TZS	Instructor	Teaching / Education	15,118,700 TZS
Child Care Worker	Teaching / Education	10,907,900 TZS	Kindergarten Teacher	Teaching / Education	10,523,700 TZS
Childcare Worker	Teaching / Education	10,488,300 TZS	Language Instructor For	Teaching / Education	10,932,200 TZS
Classroom Assistant	Teaching / Education	10,018,700 TZS	Law Teacher	Teaching / Education	18,958,500 TZS
Clinical School Psychologist	Teaching / Education	19,678,200 TZS	Learning Designer	Teaching / Education	15,001,200 TZS
College Aide	Teaching / Education	16,439,200 TZS	Lecturer	Teaching / Education	21,719,900 TZS
College and Career Readiness Specialist	Teaching / Education	17,640,500 TZS	Librarian	Teaching / Education	10,932,200 TZS
College Dean	Teaching / Education	29,399,100 TZS	Library Assistant	Teaching / Education	8,785,800 TZS
College President	Teaching / Education	28,919,800 TZS	Library Director	Teaching / Education	14,760,200 TZS
Communications Teacher	Teaching / Education	12,721,300 TZS	Library Specialist	Teaching / Education	11,099,800 TZS
Community Education Officer	Teaching / Education	11,038,600 TZS	Library Technician	Teaching / Education	9,899,400 TZS
Computer Science Teacher	Teaching / Education	12,239,700 TZS	Life Sciences Teacher	Teaching / Education	13,199,100 TZS
Computer Teacher	Teaching / Education	11,998,600 TZS	Math Lecturer	Teaching / Education	23,759,100 TZS
Creative Writing Trainer	Teaching / Education	15,719,900 TZS	Math Teacher	Teaching / Education	14,400,800 TZS
Credit Counselor	Teaching / Education	16,320,700 TZS	Mathematics Teacher	Teaching / Education	15,118,700 TZS
Cultural Studies Teacher	Teaching / Education	12,600,600 TZS	Mentor	Teaching / Education	14,760,200 TZS
Curriculum Coordinator	Teaching / Education	15,838,200 TZS	Middle School Teacher	Teaching / Education	13,441,600 TZS
Curriculum Developer	Teaching / Education	16,918,700 TZS	Music Teacher	Teaching / Education	11,986,500 TZS
Curriculum Specialist	Teaching / Education	16,799,900 TZS	Nursery Manager	Teaching / Education	19,678,200 TZS
Dean of Faculty	Teaching / Education	29,278,200 TZS	Nursery Worker	Teaching / Education	8,279,300 TZS
Demonstrator	Teaching / Education	11,232,800 TZS	Paraprofessional	Teaching / Education	18,359,600 TZS
Deputy Controller of Examinations	Teaching / Education	15,118,700 TZS	Physical Education Specialist	Teaching / Education	14,158,800 TZS
Director of Learning Technology	Teaching / Education	17,278,100 TZS	Physical Education Teacher	Teaching / Education	11,341,600 TZS
Distance Learning Coordinator	Teaching / Education	14,760,200 TZS	Physics Teacher	Teaching / Education	13,798,900 TZS
Economics Lecturer	Teaching / Education	22,081,800 TZS	Political Science Teacher	Teaching / Education	12,958,200 TZS
Economics Teacher	Teaching / Education	13,079,500 TZS	Post Doctoral Researcher	Teaching / Education	20,038,100 TZS
Education Administrator	Teaching / Education	15,118,700 TZS	Preschool Education	Teaching / Education	14,280,500 TZS
Education Assistant	Teaching / Education	11,844,700 TZS	Preschool Teacher	Teaching / Education	10,357,200 TZS
Education Assistant Director	Teaching / Education	16,320,700 TZS	Principal	Teaching / Education	19,078,500 TZS
Education Assistant Librarian	Teaching / Education	10,152,200 TZS	Product Specialist	Teaching / Education	14,639,900 TZS
Education Assistant Principal	Teaching / Education	14,519,400 TZS	Professor - Accounting	Teaching / Education	24,239,000 TZS
Education Assistant Professor	Teaching / Education	18,720,200 TZS	Professor - Architecture	Teaching / Education	24,958,800 TZS
Education Associate	Teaching / Education	12,239,700 TZS	Professor - Biology	Teaching / Education	22,081,800 TZS
Education Consultant	Teaching / Education	15,960,700 TZS	Professor - Business	Teaching / Education	21,841,900 TZS

<https://worldsalaries.com/average-primary-school-teacher-salary-in-tanzania/>

Professor - Chemical Engineering	Teaching / Education	24,359,000 TZS
Professor - Chemistry	Teaching / Education	24,239,000 TZS
Professor - Civil Engineering	Teaching / Education	22,799,000 TZS
Professor - Communication	Teaching / Education	22,918,100 TZS
Professor - Computer Science	Teaching / Education	24,478,500 TZS
Professor - Dentistry	Teaching / Education	23,399,000 TZS
Professor - Drama	Teaching / Education	21,841,900 TZS
Professor - Economics	Teaching / Education	23,878,400 TZS
Professor - Education	Teaching / Education	23,878,400 TZS
Professor - Electrical Engineering	Teaching / Education	25,200,800 TZS
Professor - English	Teaching / Education	23,040,200 TZS
Professor - Environmental Engineering	Teaching / Education	25,079,200 TZS
Professor - Foreign Languages	Teaching / Education	21,241,100 TZS
Professor - Geological Sciences	Teaching / Education	22,321,900 TZS
Professor - History	Teaching / Education	22,918,100 TZS
Professor - Industrial Engineering	Teaching / Education	23,040,200 TZS
Professor - Law	Teaching / Education	25,321,400 TZS
Professor - Legal Support	Teaching / Education	22,799,000 TZS
Professor - Liberal Arts	Teaching / Education	24,119,700 TZS
Professor - Marketing	Teaching / Education	24,359,000 TZS
Professor - Mathematics	Teaching / Education	24,239,000 TZS
Professor - Mechanical Engineering	Teaching / Education	24,000,900 TZS
Professor - Medical Administration	Teaching / Education	24,599,500 TZS
Professor - Medicine	Teaching / Education	27,960,400 TZS
Professor - Music	Teaching / Education	21,719,900 TZS
Professor - Nursing	Teaching / Education	22,558,900 TZS
Professor - Pharmaceutical Sciences	Teaching / Education	24,119,700 TZS
Professor - Philosophy	Teaching / Education	22,321,900 TZS
Professor - Physical Therapy	Teaching / Education	23,759,100 TZS
Professor - Physics	Teaching / Education	24,841,800 TZS
Professor - Psychology	Teaching / Education	22,918,100 TZS
Professor - Rehabilitation	Teaching / Education	21,599,000 TZS
Professor - Social Work	Teaching / Education	21,599,000 TZS
Professor - Sociology	Teaching / Education	23,878,400 TZS
Professor - Special Education	Teaching / Education	22,321,900 TZS
Psychology Teacher	Teaching / Education	18,598,500 TZS
Public Management Assistant Professor	Teaching / Education	19,678,200 TZS
School Counselor	Teaching / Education	18,121,700 TZS
Science Educator	Teaching / Education	12,958,200 TZS
Science Laboratory Assistant	Teaching / Education	11,267,200 TZS
Science Teacher	Teaching / Education	12,721,300 TZS
Secondary Mathematics Teacher	Teaching / Education	13,679,300 TZS
Secondary School Teacher	Teaching / Education	12,121,000 TZS
Special Education Teacher	Teaching / Education	13,079,500 TZS
Special Needs Assistant	Teaching / Education	10,849,200 TZS
Statistics Lecturer	Teaching / Education	22,441,700 TZS
Student Accounts Coordinator	Teaching / Education	12,600,600 TZS
Student Development Specialist	Teaching / Education	14,760,200 TZS
Student Employment Specialist	Teaching / Education	14,158,800 TZS
Student Services	Teaching / Education	11,734,300 TZS
Student Services Coordinator	Teaching / Education	11,998,600 TZS
Student Support Manager	Teaching / Education	16,198,300 TZS
Substitute Teacher	Teaching / Education	11,065,000 TZS
Teacher	Teaching / Education	11,953,700 TZS
Teacher Aide	Teaching / Education	10,297,600 TZS
Teacher Trainer	Teaching / Education	14,880,300 TZS
Teaching Assistant	Teaching / Education	9,828,800 TZS
TEFL Teacher	Teaching / Education	13,679,300 TZS
Training and Development Specialist	Teaching / Education	17,399,400 TZS
Training Coordinator	Teaching / Education	11,135,000 TZS
Tutor	Teaching / Education	13,079,500 TZS
University Teacher	Teaching / Education	22,918,100 TZS
Vocational Education Teacher	Teaching / Education	13,079,500 TZS



Salary Comparison By City

City	Average Salary
Dar es Salaam	18,100,000 TZS
Dodoma	15,100,000 TZS
Mwanza	16,700,000 TZS

ANGOLA Doctors Nurses Teachers Ratios

	DOCTORS		NURSES & MIDWIVES		TEACHER /
	per 1,000 people		per 1,000 people		STUDENT
	Year	Ratio	Year	Ratio	ratio
Tanzania	2018	0.1	2018	0.6	2018 51
Angola	2017	0.2	2018	0.4	2015 50
Australia	2018	3.8	2019	13.2	1999 18
New Zealand	2018	3.4	2018	11.1	2017 15

<https://worldsalaries.com/average-secondary-school-teacher-salary-in-tanzania/>

A Secondary School Teacher working in Tanzania will typically earn around 12,121,000 TZS per year, and

this can range from the lowest average salary of about 6,035,400 TZS to the highest average salary of 18,720,200 TZS.

Job Title	Category	Salary			
Academic Advisor	Teaching / Education	16,918,700 TZS	Education Consultant	Teaching / Education	18,239,400 TZS
Academic Assistant	Teaching / Education	12,361,500 TZS	Education Coordinator	Teaching / Education	14,158,800 TZS
Academic Coach	Teaching / Education	15,960,700 TZS	Education Counselor	Teaching / Education	15,838,200 TZS
Academic Librarian	Teaching / Education	11,290,900 TZS	Education Director	Teaching / Education	21,961,700 TZS
Academic Manager	Teaching / Education	19,078,500 TZS	Education Program Specialist	Teaching / Education	16,198,300 TZS
Academic Specialist	Teaching / Education	14,639,900 TZS	Education Researcher	Teaching / Education	18,598,500 TZS
Academic Staff	Teaching / Education	12,841,200 TZS	Education Resource Specialist	Teaching / Education	14,280,500 TZS
Accompanist	Teaching / Education	13,441,600 TZS	Education Services Facilitator	Teaching / Education	15,360,400 TZS
Achievement Coach	Teaching / Education	17,039,100 TZS	Educational Psychologist	Teaching / Education	20,999,200 TZS
Admissions Specialist	Teaching / Education	14,760,200 TZS	EFL Teacher	Teaching / Education	12,841,200 TZS
Agricultural Sciences Teacher	Teaching / Education	12,361,500 TZS	eLearning Trainer	Teaching / Education	12,239,700 TZS
Anthropology Teacher	Teaching / Education	13,441,600 TZS	Elementary School Teacher	Teaching / Education	10,907,900 TZS
Arabic Language Teacher	Teaching / Education	12,361,500 TZS	Engineering Lecturer	Teaching / Education	21,599,000 TZS
Archeology Teacher	Teaching / Education	12,958,200 TZS	Engineering Teacher	Teaching / Education	18,359,600 TZS
Architecture Teacher	Teaching / Education	14,280,500 TZS	English Teacher	Teaching / Education	12,239,700 TZS
Archivist	Teaching / Education	10,691,100 TZS	ESL Teacher	Teaching / Education	13,079,500 TZS
Art Teacher	Teaching / Education	11,509,500 TZS	Faculty Assistant	Teaching / Education	16,561,800 TZS
Assistant School Principal	Teaching / Education	16,561,800 TZS	Foreign Language Teacher	Teaching / Education	11,604,300 TZS
Assistant Teacher	Teaching / Education	11,038,600 TZS	GED Teacher	Teaching / Education	11,184,400 TZS
Biochemistry Professor	Teaching / Education	23,878,400 TZS	Geography Teacher	Teaching / Education	12,239,700 TZS
Biology Teacher	Teaching / Education	13,199,100 TZS	Head of Mathematics Department	Teaching / Education	18,359,600 TZS
Bursary Scheme Manager	Teaching / Education	15,719,900 TZS	Head of School	Teaching / Education	21,241,100 TZS
Business Teacher	Teaching / Education	13,079,500 TZS	High School Teacher	Teaching / Education	14,400,800 TZS
Careers Advisor	Teaching / Education	16,320,700 TZS	History Teacher	Teaching / Education	13,319,300 TZS
Careers Consultant	Teaching / Education	16,320,700 TZS	Infant Teacher	Teaching / Education	9,623,400 TZS
Chemistry Teacher	Teaching / Education	12,721,300 TZS	Instructional Assistant	Teaching / Education	13,079,500 TZS
Child Care Coordinator	Teaching / Education	13,319,300 TZS	Instructor	Teaching / Education	15,118,700 TZS
Child Care Worker	Teaching / Education	10,907,900 TZS	Kindergarten Teacher	Teaching / Education	10,523,700 TZS
Childcare Worker	Teaching / Education	10,488,300 TZS	Language Instructor For Expatriate	Teaching / Education	10,932,200 TZS
Classroom Assistant	Teaching / Education	10,018,700 TZS	Law Teacher	Teaching / Education	18,958,500 TZS
Clinical School Psychologist	Teaching / Education	19,678,200 TZS	Learning Designer	Teaching / Education	15,001,200 TZS
College Aide	Teaching / Education	16,439,200 TZS	Lecturer	Teaching / Education	21,719,900 TZS
College and Career Readiness Specialist	Teaching / Education	17,640,500 TZS	Librarian	Teaching / Education	10,932,200 TZS
College Dean	Teaching / Education	29,399,100 TZS	Library Assistant	Teaching / Education	8,785,800 TZS
College President	Teaching / Education	28,919,800 TZS	Library Director	Teaching / Education	14,760,200 TZS
Communications Teacher	Teaching / Education	12,721,300 TZS	Library Specialist	Teaching / Education	11,099,800 TZS
Community Education Officer	Teaching / Education	11,038,600 TZS	Library Technician	Teaching / Education	9,899,400 TZS
Computer Science Teacher	Teaching / Education	12,239,700 TZS	Life Sciences Teacher	Teaching / Education	13,199,100 TZS
Computer Teacher	Teaching / Education	11,998,600 TZS	Math Lecturer	Teaching / Education	23,759,100 TZS
Creative Writing Trainer	Teaching / Education	15,719,900 TZS	Math Teacher	Teaching / Education	14,400,800 TZS
Credit Counselor	Teaching / Education	16,320,700 TZS	Mathematics Teacher	Teaching / Education	15,118,700 TZS
Cultural Studies Teacher	Teaching / Education	12,600,600 TZS	Mentor	Teaching / Education	14,760,200 TZS
Curriculum Coordinator	Teaching / Education	15,838,200 TZS	Middle School Teacher	Teaching / Education	13,441,600 TZS
Curriculum Developer	Teaching / Education	16,918,700 TZS	Music Teacher	Teaching / Education	11,986,500 TZS
Curriculum Specialist	Teaching / Education	16,799,900 TZS	Nursery Manager	Teaching / Education	19,678,200 TZS
Dean of Faculty	Teaching / Education	29,278,200 TZS	Nursery Worker	Teaching / Education	8,279,300 TZS
Demonstrator	Teaching / Education	11,232,800 TZS	Paraprofessional	Teaching / Education	18,359,600 TZS
Deputy Controller of Examinations	Teaching / Education	15,118,700 TZS	Physical Education Specialist	Teaching / Education	14,158,800 TZS
Director of Learning Technology	Teaching / Education	17,278,100 TZS	Physical Education Teacher	Teaching / Education	11,341,600 TZS
Distance Learning Coordinator	Teaching / Education	14,760,200 TZS	Physics Teacher	Teaching / Education	13,798,900 TZS
Economics Lecturer	Teaching / Education	22,081,800 TZS	Political Science Teacher	Teaching / Education	12,958,200 TZS
Economics Teacher	Teaching / Education	13,079,500 TZS	Post Doctoral Researcher	Teaching / Education	20,038,100 TZS
Education Administrator	Teaching / Education	15,118,700 TZS	Preschool Education Administrator	Teaching / Education	14,280,500 TZS
Education Assistant	Teaching / Education	11,844,700 TZS	Preschool Teacher	Teaching / Education	10,357,200 TZS
Education Assistant Director	Teaching / Education	16,320,700 TZS	Primary School Teacher	Teaching / Education	11,161,300 TZS
Education Assistant Librarian	Teaching / Education	10,152,200 TZS	Principal	Teaching / Education	19,078,500 TZS
Education Assistant Principal	Teaching / Education	14,519,400 TZS	Product Specialist	Teaching / Education	14,639,900 TZS
Education Assistant Professor	Teaching / Education	18,720,200 TZS	Professor - Accounting	Teaching / Education	24,239,000 TZS
Education Associate	Teaching / Education	12,239,700 TZS	Professor - Architecture	Teaching / Education	24,958,800 TZS
Education Consultant	Teaching / Education	15,960,700 TZS	Professor - Biology	Teaching / Education	22,081,800 TZS

<https://worldsalaries.com/average-secondary-school-teacher-salary-in-tanzania/>

Professor - Business Administration	Teaching / Education	21,841,900 TZS
Professor - Chemical Engineering	Teaching / Education	24,359,000 TZS
Professor - Chemistry	Teaching / Education	24,239,000 TZS
Professor - Civil Engineering	Teaching / Education	22,799,000 TZS
Professor - Communication	Teaching / Education	22,918,100 TZS
Professor - Computer Science	Teaching / Education	24,478,500 TZS
Professor - Dentistry	Teaching / Education	23,399,000 TZS
Professor - Drama	Teaching / Education	21,841,900 TZS
Professor - Economics	Teaching / Education	23,878,400 TZS
Professor - Education	Teaching / Education	23,878,400 TZS
Professor - Electrical Engineering	Teaching / Education	25,200,800 TZS
Professor - English	Teaching / Education	23,040,200 TZS
Professor - Environmental Engineering	Teaching / Education	25,079,200 TZS
Professor - Foreign Languages	Teaching / Education	21,241,100 TZS
Professor - Geological Sciences	Teaching / Education	22,321,900 TZS
Professor - History	Teaching / Education	22,918,100 TZS
Professor - Industrial Engineering	Teaching / Education	23,040,200 TZS
Professor - Law	Teaching / Education	25,321,400 TZS
Professor - Legal Support	Teaching / Education	22,799,000 TZS
Professor - Liberal Arts	Teaching / Education	24,119,700 TZS
Professor - Marketing	Teaching / Education	24,359,000 TZS
Professor - Mathematics	Teaching / Education	24,239,000 TZS
Professor - Mechanical Engineering	Teaching / Education	24,000,900 TZS
Professor - Medical Administration	Teaching / Education	24,599,500 TZS
Professor - Medicine	Teaching / Education	27,960,400 TZS
Professor - Music	Teaching / Education	21,719,900 TZS
Professor - Nursing	Teaching / Education	22,558,900 TZS
Professor - Pharmaceutical Sciences	Teaching / Education	24,119,700 TZS
Professor - Philosophy	Teaching / Education	22,321,900 TZS
Professor - Physical Therapy	Teaching / Education	23,759,100 TZS
Professor - Physics	Teaching / Education	24,841,800 TZS
Professor - Psychology	Teaching / Education	22,918,100 TZS
Professor - Rehabilitation	Teaching / Education	21,599,000 TZS
Professor - Social Work	Teaching / Education	21,599,000 TZS
Professor - Sociology	Teaching / Education	23,878,400 TZS
Professor - Special Education	Teaching / Education	22,321,900 TZS
Psychology Teacher	Teaching / Education	18,598,500 TZS
Public Management Assistant Professor	Teaching / Education	19,678,200 TZS
School Counselor	Teaching / Education	18,121,700 TZS
Science Educator	Teaching / Education	12,958,200 TZS
Science Laboratory Assistant	Teaching / Education	11,267,200 TZS
Science Teacher	Teaching / Education	12,721,300 TZS
Secondary Mathematics Teacher	Teaching / Education	13,679,300 TZS
Special Education Teacher	Teaching / Education	13,079,500 TZS
Special Needs Assistant	Teaching / Education	10,849,200 TZS
Statistics Lecturer	Teaching / Education	22,441,700 TZS
Student Accounts Coordinator	Teaching / Education	12,600,600 TZS
Student Development Specialist	Teaching / Education	14,760,200 TZS
Student Employment Specialist	Teaching / Education	14,158,800 TZS
Student Services	Teaching / Education	11,734,300 TZS
Student Services Coordinator	Teaching / Education	11,998,600 TZS
Student Support Manager	Teaching / Education	16,198,300 TZS
Substitute Teacher	Teaching / Education	11,065,000 TZS
Teacher	Teaching / Education	11,953,700 TZS
Teacher Aide	Teaching / Education	10,297,600 TZS
Teacher Trainer	Teaching / Education	14,880,300 TZS
Teaching Assistant	Teaching / Education	9,828,800 TZS
TEFL Teacher	Teaching / Education	13,679,300 TZS
Training and Development Specialist	Teaching / Education	17,399,400 TZS
Training Coordinator	Teaching / Education	11,135,000 TZS
Tutor	Teaching / Education	13,079,500 TZS
University Teacher	Teaching / Education	22,918,100 TZS
Vocational Education Teacher	Teaching / Education	13,079,500 TZS

Salary Comparison By City

City	Average Salary
Dar es Salaam	18,100,000 TZS
Dodoma	15,100,000 TZS
Mwanza	16,700,000 TZS



ANGOLA Doctors Nurses Teachers Ratios

	DOCTORS		NURSES & MIDWIVES		TEACHER / STUDENT	
	per 1,000 people		per 1,000 people		ratio	
Tanzania	2018	0.1	2018	0.6	2018	51
Angola	2017	0.2	2018	0.4	2015	50
Australia	2018	3.8	2019	13.2	1999	18
New Zealand	2018	3.4	2018	11.1	2017	15

A Secondary School Teacher working in Tanzania will typically earn around **12,121,000 TZS** per year, and this can range from the lowest average salary of about **6,035,400 TZS** to the highest average salary of **18,720,200 TZS**.

Average Annual Salary	12,121,000 TZS
Average Monthly Salary	1,010,083 TZS
Lowest Annual Salary	6,035,400 TZS
Lowest Monthly Salary	502,950 TZS
Highest Annual Salary	18,720,200 TZS
Highest Monthly Salary	1,560,016 TZS

Average Salary by Education Chart

Bachelor's Degree	10,333,800 TZS
Master's Degree +58%	16,320,700 TZS

Average Salary by Gender Chart in Tanzania

Male	12,361,500 TZS
Female -6%	11,688,600 TZS

Salary Comparison by City

If you want to compare salaries with different cities in Tanzania, you can use the links below to explore the data for each specific city we have researched.

City	Average Salary
<u>Dar es Salaam</u>	13,319,300 TZS
<u>Dodoma</u>	11,038,600 TZS
<u>Mwanza</u>	12,600,600 TZS

<https://worldsalaries.com/average-optometrist-salary-in-tanzania/>

AUS\$1.00 = USD 0.65
AUS\$1.00 = TZS 1,700
USD1.00 = TZS 2,550

Job Title	Category	Salary			
Academic Clinician	Health and Medical	29,161,000 TZS	Dental Therapist	Health and Medical	14,280,500 TZS
Acute Care Nurse	Health and Medical	14,038,300 TZS	Dentist	Health and Medical	36,480,500 TZS
Administrative Director	Health and Medical	27,960,400 TZS	Dermatologist	Health and Medical	48,721,100 TZS
Admitting Clerk	Health and Medical	4,908,200 TZS	Diagnostic Medical Sonographer	Health and Medical	17,278,100 TZS
Admitting Manager	Health and Medical	14,760,200 TZS	Dietetic Technician	Health and Medical	10,992,900 TZS
Admitting Officer	Health and Medical	11,941,500 TZS	Dietitian	Health and Medical	30,479,000 TZS
Admitting Representative	Health and Medical	6,901,600 TZS	Director of Medical Staff Services	Health and Medical	29,041,200 TZS
Adult Nurse	Health and Medical	12,600,600 TZS	Discharge Coordinator	Health and Medical	6,529,400 TZS
Advanced Nutrition Aide	Health and Medical	21,719,900 TZS	Dispensing Optician	Health and Medical	13,679,300 TZS
Advanced Practice Provider	Health and Medical	20,878,800 TZS	District Nurse	Health and Medical	12,239,700 TZS
Allergist	Health and Medical	27,960,400 TZS	Doctor	Health and Medical	37,919,200 TZS
Ambulance Attendant	Health and Medical	12,121,000 TZS	Dosimetrist	Health and Medical	20,760,500 TZS
Ambulance Dispatcher	Health and Medical	11,998,600 TZS	EKG Technician	Health and Medical	13,919,600 TZS
Ambulance Driver	Health and Medical	11,221,100 TZS	Emergency Department Physician	Health and Medical	35,039,300 TZS
Ambulance Officer and Paramedic	Health and Medical	13,199,100 TZS	Emergency Management Director	Health and Medical	36,480,500 TZS
Ambulatory Services Director	Health and Medical	22,441,700 TZS	Emergency Response Specialist	Health and Medical	14,760,200 TZS
Anatomic Pathology Supervisor	Health and Medical	26,399,200 TZS	Emergency Services Director	Health and Medical	42,359,400 TZS
Anesthesia Technician	Health and Medical	16,439,200 TZS	Endodontist	Health and Medical	46,199,800 TZS
Anesthesiologist	Health and Medical	47,280,300 TZS	Endoscopic Assistant	Health and Medical	13,199,100 TZS
Anesthesiology Assistant	Health and Medical	17,039,100 TZS	Endoscopy Technician	Health and Medical	12,841,200 TZS
Assistant Director of Nursing	Health and Medical	22,321,900 TZS	Enterostomal Therapist	Health and Medical	20,999,200 TZS
Assistant Occupational Therapist	Health and Medical	12,841,200 TZS	Epidemiologist	Health and Medical	25,321,400 TZS
Assistant Optometrist	Health and Medical	14,158,800 TZS	ER Registration Supervisor	Health and Medical	10,092,500 TZS
Assistant Physical Therapist	Health and Medical	11,878,500 TZS	Exercise Physiologist	Health and Medical	37,561,000 TZS
Audiologist	Health and Medical	27,841,200 TZS	Family Nurse Practitioner	Health and Medical	14,519,400 TZS
Behavioral Health Specialist	Health and Medical	17,879,000 TZS	FGP Ultrasound Technician	Health and Medical	12,239,700 TZS
Biomedical Engineering Director	Health and Medical	21,241,100 TZS	Food Services Director	Health and Medical	19,558,300 TZS
Biomedical Engineering Technician	Health and Medical	11,326,400 TZS	Forensic Pathologist	Health and Medical	40,799,600 TZS
Breast Center Manager	Health and Medical	45,839,700 TZS	General Medical Practitioner	Health and Medical	30,841,400 TZS
Cardiac Technician	Health and Medical	11,088,300 TZS	Genetic Counselor	Health and Medical	24,958,800 TZS
Cardiology Manager	Health and Medical	46,438,700 TZS	Head Nurse	Health and Medical	14,760,200 TZS
Cardiopulmonary Rehab Specialist	Health and Medical	18,359,600 TZS	Health Care Assistant	Health and Medical	11,207,800 TZS
Cardiovascular Specialist	Health and Medical	63,241,900 TZS	Health Compliance Director	Health and Medical	38,158,300 TZS
Cardiovascular Technologist	Health and Medical	21,961,700 TZS	Health Compliance Manager	Health and Medical	23,520,800 TZS
Care Assistant	Health and Medical	9,684,600 TZS	Health Data Analyst	Health and Medical	14,400,800 TZS
Care Coordinator	Health and Medical	7,618,900 TZS	Health Economist	Health and Medical	35,878,200 TZS
Caregiver	Health and Medical	8,496,400 TZS	Health Information Management Specialist	Health and Medical	13,679,300 TZS
Case Manager	Health and Medical	18,239,400 TZS	Health Information Manager	Health and Medical	18,720,200 TZS
Central Sterile Processing Technician	Health and Medical	13,319,300 TZS	Health Services Manager	Health and Medical	33,360,800 TZS
Certified Clinical Research Coordinator	Health and Medical	14,760,200 TZS	Health Systems Specialist	Health and Medical	18,840,100 TZS
Certified Medical Assistant	Health and Medical	8,891,600 TZS	Health Technologist	Health and Medical	21,361,700 TZS
Certified Nursing Assistant CNA	Health and Medical	10,282,900 TZS	Health Unit Coordinator	Health and Medical	10,475,000 TZS
Certified Respiratory Therapist	Health and Medical	23,520,800 TZS	Healthcare Assistant	Health and Medical	11,184,400 TZS
Charge Entry Specialist	Health and Medical	14,038,300 TZS	Healthcare Consultant	Health and Medical	21,361,700 TZS
Chief of Psychology	Health and Medical	46,560,900 TZS	Healthcare Data Analyst	Health and Medical	15,480,300 TZS
Chief of Surgery	Health and Medical	66,961,300 TZS	Healthcare Practitioner	Health and Medical	30,360,800 TZS
Chiropractor	Health and Medical	18,359,600 TZS	Hearing Aid Specialist	Health and Medical	15,960,700 TZS
Clinic Assistant	Health and Medical	10,369,900 TZS	Histotechnologist	Health and Medical	20,038,100 TZS
Clinic Manager	Health and Medical	22,081,800 TZS	Home Health Aide	Health and Medical	11,998,600 TZS
Clinic Navigator	Health and Medical	10,333,800 TZS	Home Health Scheduler	Health and Medical	8,062,900 TZS
Clinical Application Specialist	Health and Medical	14,158,800 TZS	Home Nurse	Health and Medical	12,121,000 TZS
Clinical Biochemist	Health and Medical	27,241,100 TZS	ICU Registered Nurse	Health and Medical	13,441,600 TZS
Clinical Cytogeneticist	Health and Medical	23,520,800 TZS	Immunologist	Health and Medical	27,361,200 TZS
Clinical Data Reviewer	Health and Medical	14,280,500 TZS	Industrial Hygienist	Health and Medical	19,321,100 TZS
Clinical Development Specialist	Health and Medical	18,121,700 TZS	Infection Control Coordinator	Health and Medical	14,280,500 TZS
Clinical Director	Health and Medical	42,239,100 TZS	Infection Control Practitioner	Health and Medical	31,800,300 TZS
Clinical Field Associate	Health and Medical	14,760,200 TZS	Infection Preventionist	Health and Medical	23,159,200 TZS
Clinical Genetic Technologist	Health and Medical	23,520,800 TZS	Informatics Nurse Specialist	Health and Medical	13,798,900 TZS
Clinical Laboratory Technician	Health and Medical	12,721,300 TZS	Informatics Practice Specialist	Health and Medical	16,561,800 TZS
Clinical Microbiologist	Health and Medical	31,320,700 TZS	Intake Coordinator	Health and Medical	7,164,900 TZS
Clinical Molecular Geneticist	Health and Medical	24,000,900 TZS	Intensive Care Registered Nurse	Health and Medical	13,199,100 TZS
Clinical Neuropsychologist	Health and Medical	31,440,200 TZS	Internist	Health and Medical	47,519,800 TZS
Clinical Policy Developer	Health and Medical	13,919,600 TZS	Interventional Radiographer	Health and Medical	25,440,400 TZS
Clinical Psychologist	Health and Medical	47,158,400 TZS	Interventionist	Health and Medical	46,319,900 TZS
Clinical Research Coordinator	Health and Medical	17,519,700 TZS	Invasive Cardiologist	Health and Medical	62,638,300 TZS
Clinical Scientist	Health and Medical	29,881,100 TZS	Lab Assistant	Health and Medical	12,239,700 TZS
Clinical Social Worker	Health and Medical	11,699,900 TZS	Laboratory Manager	Health and Medical	22,198,500 TZS
Clinician	Health and Medical	29,399,100 TZS	Laboratory Supervisor	Health and Medical	19,678,200 TZS
CME Specialist	Health and Medical	23,520,800 TZS	Laboratory Technician	Health and Medical	11,856,900 TZS
Coding Practice Manager	Health and Medical	18,121,700 TZS	Lead Patient Account Representative	Health and Medical	13,798,900 TZS
Community Organizer	Health and Medical	7,882,800 TZS	Licensed Practical Nurse (LPN)	Health and Medical	12,121,000 TZS
Community Relations Manager	Health and Medical	16,439,200 TZS	Licensed Vocational Nurse LVN	Health and Medical	12,841,200 TZS
Company Nurse	Health and Medical	10,333,800 TZS	Low Vision Therapist	Health and Medical	26,280,300 TZS
Correctional Treatment Specialist	Health and Medical	27,841,200 TZS	Mammography Technician	Health and Medical	12,361,500 TZS
Counseling Psychologist	Health and Medical	36,841,600 TZS	Managed Care Assistant	Health and Medical	7,882,800 TZS
Credentialing Analyst	Health and Medical	12,958,200 TZS	Maternity Services Director	Health and Medical	36,240,700 TZS
Critical Care Nurse	Health and Medical	14,519,400 TZS	MDS Coordinator	Health and Medical	13,561,900 TZS
CT Technologist	Health and Medical	14,639,900 TZS	Medical Administrator	Health and Medical	16,799,900 TZS
Cytogenetic Technologist	Health and Medical	22,198,500 TZS	Medical Assistant	Health and Medical	8,149,100 TZS
Data Coordinator	Health and Medical	6,780,300 TZS	Medical Biller	Health and Medical	7,919,400 TZS
Dental Assistant	Health and Medical	10,595,000 TZS	Medical Billing Clerk	Health and Medical	6,613,100 TZS
Dental Hygienist	Health and Medical	10,128,600 TZS	Medical Billing Specialist	Health and Medical	13,319,300 TZS
Dental Laboratory Technician	Health and Medical	10,102,100 TZS	Medical Coder	Health and Medical	10,680,800 TZS
Dental Receptionist	Health and Medical	8,257,300 TZS	Medical Courier	Health and Medical	8,460,900 TZS
Dental Technician	Health and Medical	9,301,600 TZS	Medical Director	Health and Medical	34,799,800 TZS

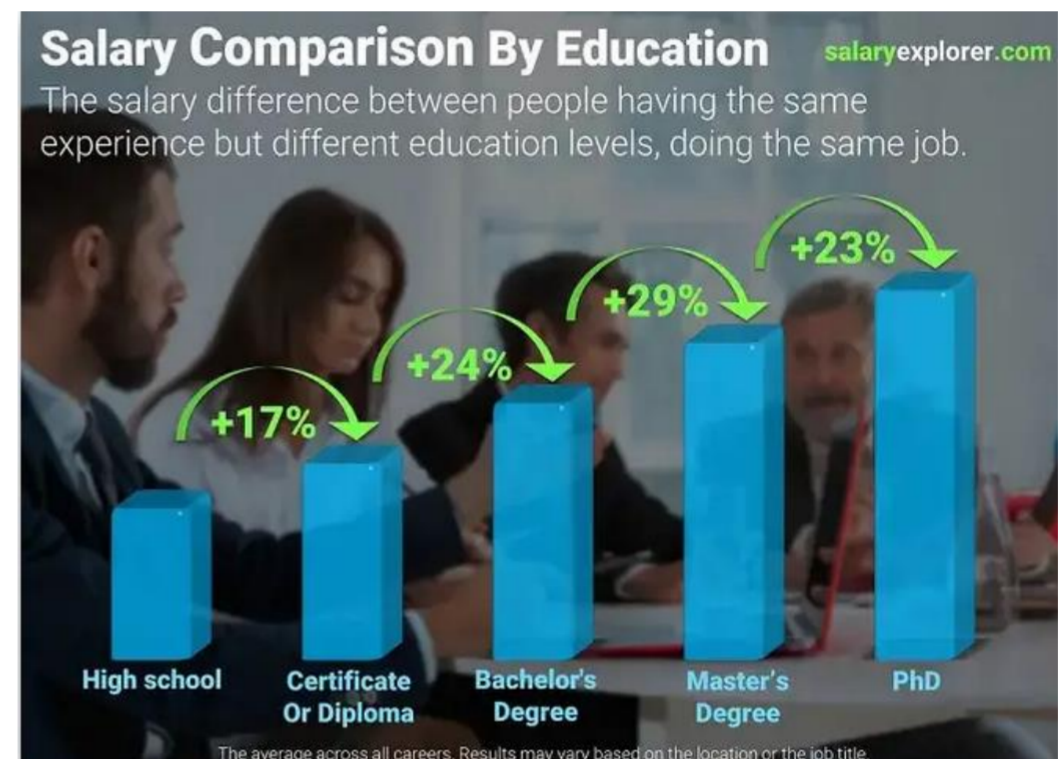
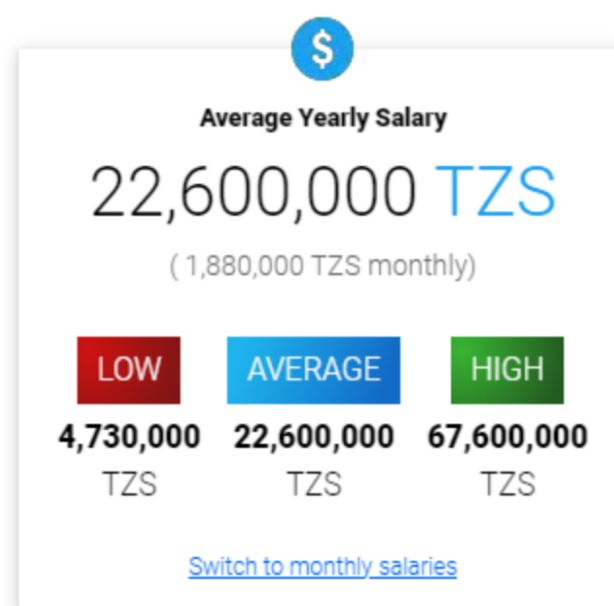
Job Title	Category	Salary	Job Title	Category	Salary
Medical Equipment Maintenance Manager	Health and Medical	14,639,900 TZS	Patient Services Coordinator	Health and Medical	17,640,500 TZS
Medical Equipment Preparer	Health and Medical	11,963,400 TZS	Patient Services Director	Health and Medical	25,200,800 TZS
Medical Forms Designer	Health and Medical	10,199,600 TZS	Patient Sitter	Health and Medical	9,778,900 TZS
Medical Insurance Manager	Health and Medical	26,280,300 TZS	Pediatrician	Health and Medical	36,601,600 TZS
Medical Office Administrator	Health and Medical	14,519,400 TZS	Perfusionist	Health and Medical	37,800,500 TZS
Medical Office Assistant	Health and Medical	9,841,900 TZS	Periodontist	Health and Medical	45,961,300 TZS
Medical Office Manager	Health and Medical	25,440,400 TZS	Perioperative Aide	Health and Medical	15,360,400 TZS
Medical Policy Manager	Health and Medical	22,441,700 TZS	Perioperative Assistant	Health and Medical	15,480,300 TZS
Medical Policy Specialist	Health and Medical	13,919,600 TZS	Personal Support Worker	Health and Medical	9,649,800 TZS
Medical Project Coordinator	Health and Medical	9,528,200 TZS	Phlebotomist	Health and Medical	9,239,600 TZS
Medical Records Administrator	Health and Medical	10,415,900 TZS	Physical Therapist	Health and Medical	26,040,800 TZS
Medical Records Clerk	Health and Medical	4,667,500 TZS	Physical Therapy Aide	Health and Medical	9,910,500 TZS
Medical Records Coding Manager	Health and Medical	17,640,500 TZS	Physical Therapy Assistant	Health and Medical	10,057,900 TZS
Medical Records Director	Health and Medical	20,639,100 TZS	Physical Therapy Director	Health and Medical	30,479,000 TZS
Medical Records Specialist	Health and Medical	9,610,800 TZS	Physician	Health and Medical	38,521,100 TZS
Medical Records Transcriptionist	Health and Medical	7,642,900 TZS	Physician - Anesthesiology	Health and Medical	52,201,800 TZS
Medical Scribe	Health and Medical	11,459,800 TZS	Physician - Cardiology	Health and Medical	56,760,200 TZS
Medical Secretary	Health and Medical	8,099,800 TZS	Physician - CCU	Health and Medical	32,639,300 TZS
Medical Social Worker	Health and Medical	10,656,400 TZS	Physician - Dermatology	Health and Medical	46,680,900 TZS
Medical Staff Services Specialist	Health and Medical	15,480,300 TZS	Physician - Emergency Room	Health and Medical	35,521,100 TZS
Medical Technologist	Health and Medical	13,319,300 TZS	Physician - Endocrinology	Health and Medical	45,961,300 TZS
Medication Aide	Health and Medical	11,688,600 TZS	Physician - Family Practice	Health and Medical	32,398,700 TZS
Mental Health Aide	Health and Medical	12,481,200 TZS	Physician - Gastroenterology	Health and Medical	40,321,500 TZS
Mental Health Nurse	Health and Medical	13,561,900 TZS	Physician - Generalist	Health and Medical	32,879,500 TZS
Mental Health Technician	Health and Medical	12,481,200 TZS	Physician - Geriatrics	Health and Medical	28,679,900 TZS
Mental Health Therapist	Health and Medical	28,439,500 TZS	Physician - Hematology / Oncology	Health and Medical	40,799,600 TZS
Mental Health Worker	Health and Medical	11,953,700 TZS	Physician - Immunology / Allergy	Health and Medical	47,880,300 TZS
Mobile Phlebotomist	Health and Medical	9,565,900 TZS	Physician - Infectious Disease	Health and Medical	41,520,800 TZS
MRI Technologist	Health and Medical	11,734,300 TZS	Physician - Internal Medicine	Health and Medical	46,438,700 TZS
Music Therapist	Health and Medical	18,121,700 TZS	Physician - Maternal / Fetal Medicine	Health and Medical	37,681,400 TZS
Naturopathic Physician	Health and Medical	48,601,200 TZS	Physician - Nephrology	Health and Medical	46,800,400 TZS
Neonatal Nurse Practitioner	Health and Medical	16,918,700 TZS	Physician - Neurology	Health and Medical	47,519,800 TZS
Neonatologist	Health and Medical	32,398,700 TZS	Physician - Nuclear Medicine	Health and Medical	40,921,600 TZS
Neurodiagnostic Technician	Health and Medical	12,239,700 TZS	Physician - Obstetrics / Gynecology	Health and Medical	43,800,600 TZS
Neurologist	Health and Medical	48,239,000 TZS	Physician - Occupational Medicine	Health and Medical	34,319,800 TZS
Neurophysiology Technologist	Health and Medical	13,079,500 TZS	Physician - Ophthalmology	Health and Medical	29,641,500 TZS
Neuropsychology Testing Assistant	Health and Medical	11,377,500 TZS	Physician - Otolaryngology	Health and Medical	28,200,200 TZS
Nuclear Medical Technician	Health and Medical	16,561,800 TZS	Physician - Pain Medicine	Health and Medical	26,639,300 TZS
Nuclear Medicine Physician	Health and Medical	39,119,300 TZS	Physician - Pathology	Health and Medical	34,441,600 TZS
Nuclear Medicine Technologist	Health and Medical	16,679,800 TZS	Physician - Pediatric Cardiology	Health and Medical	43,081,400 TZS
Nurse	Health and Medical	11,674,300 TZS	Physician - Pediatric Neonatology	Health and Medical	41,761,800 TZS
Nurse Educator	Health and Medical	14,038,300 TZS	Physician - Pediatrics	Health and Medical	38,281,500 TZS
Nurse Manager	Health and Medical	25,200,800 TZS	Physician - Physiatry	Health and Medical	42,239,100 TZS
Nurse Midwife	Health and Medical	14,280,500 TZS	Physician - Podiatry	Health and Medical	35,640,500 TZS
Nurse Practitioner	Health and Medical	15,001,200 TZS	Physician - Pulmonary Medicine	Health and Medical	28,560,900 TZS
Nursing Assistant	Health and Medical	11,135,000 TZS	Physician - Radiation Therapy	Health and Medical	47,519,800 TZS
Nursing Coordinator	Health and Medical	14,760,200 TZS	Physician - Radiology	Health and Medical	48,119,900 TZS
Nursing Director	Health and Medical	30,119,100 TZS	Physician - Rheumatology	Health and Medical	43,081,400 TZS
Nursing Services Instructor	Health and Medical	14,639,900 TZS	Physician - Sports Medicine	Health and Medical	43,198,900 TZS
Nursing Supervisor	Health and Medical	17,879,000 TZS	Physician - Urology	Health and Medical	56,760,200 TZS
Nutrition Assistant	Health and Medical	11,724,400 TZS	Physician Assistant	Health and Medical	24,359,000 TZS
Nutrition Services Aide	Health and Medical	14,880,300 TZS	Physiotherapist	Health and Medical	27,479,000 TZS
Obstetrician / Gynecologist	Health and Medical	43,081,400 TZS	Podiatrist	Health and Medical	30,360,800 TZS
Occupational Therapy Assistant	Health and Medical	13,079,500 TZS	Practice Manager	Health and Medical	28,919,800 TZS
Occupational Health Advisor	Health and Medical	22,321,900 TZS	Pre Authorization Case Manager	Health and Medical	17,278,100 TZS
Occupational Health Safety Specialist	Health and Medical	22,441,700 TZS	Preventive Medicine Physician	Health and Medical	37,201,700 TZS
Occupational Therapist	Health and Medical	19,678,200 TZS	Private Caregiver	Health and Medical	12,841,200 TZS
Oncology Specialty Representative	Health and Medical	14,760,200 TZS	Program Coordinator	Health and Medical	7,236,200 TZS
Operating Room Scheduler	Health and Medical	11,123,200 TZS	Project Manager	Health and Medical	18,958,500 TZS
Operating Room Services Director	Health and Medical	35,039,300 TZS	Prosthetist	Health and Medical	29,761,800 TZS
Ophthalmic Assistant	Health and Medical	13,679,300 TZS	Prosthodontist	Health and Medical	46,199,800 TZS
Ophthalmic Laboratory Technician	Health and Medical	12,481,200 TZS	Psychiatric Nurse	Health and Medical	11,425,300 TZS
Ophthalmic Medical Technician	Health and Medical	12,721,300 TZS	Psychiatric Technician	Health and Medical	11,998,600 TZS
Ophthalmic Technologist	Health and Medical	12,958,200 TZS	Psychiatrist	Health and Medical	41,280,700 TZS
Ophthalmologist	Health and Medical	32,639,300 TZS	Psychologist	Health and Medical	40,321,500 TZS
Optician	Health and Medical	27,241,100 TZS	Psychometrician	Health and Medical	35,039,300 TZS
Oral Surgeon	Health and Medical	45,719,900 TZS	Psychometrist	Health and Medical	21,841,900 TZS
Orthodontic Assistant	Health and Medical	10,224,200 TZS	Public Health Analyst	Health and Medical	27,841,200 TZS
Orthodontist	Health and Medical	46,921,300 TZS	Public Health Social Worker	Health and Medical	7,801,800 TZS
Orthopedic Technician	Health and Medical	13,199,100 TZS	Public Health Specialist	Health and Medical	25,919,400 TZS
Orthoptist	Health and Medical	34,561,900 TZS	Quality Assurance Manager	Health and Medical	20,760,500 TZS
Orthotist	Health and Medical	35,039,300 TZS	Radiation Therapist	Health and Medical	44,641,600 TZS
Pathology Assistant	Health and Medical	12,600,600 TZS	Radiation Therapy Technologist	Health and Medical	17,519,700 TZS
Patient Account Representative	Health and Medical	11,399,200 TZS	Radiographer	Health and Medical	29,041,200 TZS
Patient Care Coordinator	Health and Medical	15,238,200 TZS	Radiography Technologist	Health and Medical	17,758,500 TZS
Patient Care Manager	Health and Medical	23,280,700 TZS	Radiologic Technologist	Health and Medical	18,359,600 TZS
Patient Care Services Executive	Health and Medical	18,598,500 TZS	Radiologist	Health and Medical	43,921,700 TZS
Patient Care Technician	Health and Medical	11,028,500 TZS	Radiology Manager	Health and Medical	41,399,600 TZS
Patient Management Coordinator	Health and Medical	10,966,400 TZS	Radiology Technologist	Health and Medical	16,799,900 TZS
Patient Registrar	Health and Medical	7,930,200 TZS	Registered Dietitian	Health and Medical	31,201,500 TZS
Patient Relations Manager	Health and Medical	19,321,100 TZS	Registered Medical Assistant	Health and Medical	7,993,600 TZS
Patient Representative	Health and Medical	11,050,300 TZS	Registered Nurse	Health and Medical	12,481,200 TZS
Patient Safety Manager	Health and Medical	18,720,200 TZS	Registered Nurse Case Manager	Health and Medical	15,838,200 TZS
Patient Safety Specialist	Health and Medical	15,838,200 TZS	Registered Respiratory Therapist	Health and Medical	25,801,200 TZS

AUS1.00 = USD 0.65
 AUS1.00 = TZS 1,700
 USD1.00 = TZS 2,550

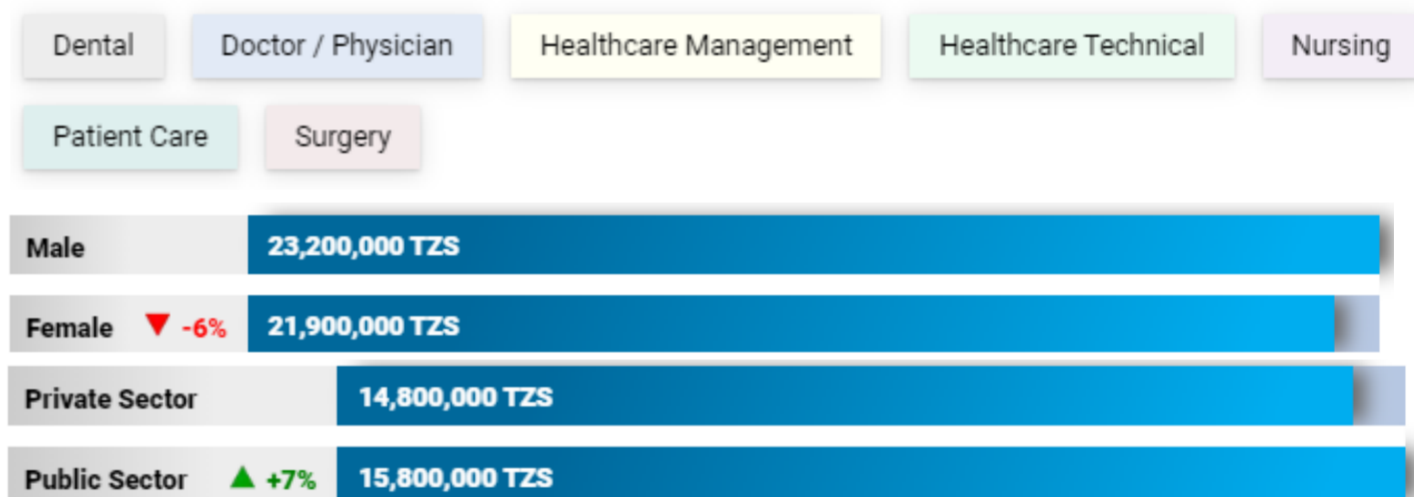
Job Title	Category	Salary	Job Title	Category	Salary
Rehabilitation Director	Health and Medical	36,358,600 TZS	Surgeon - Pediatric	Health and Medical	53,521,300 TZS
Rehabilitation Services Manager	Health and Medical	37,201,700 TZS	Surgeon - Plastic Reconstructive	Health and Medical	63,000,700 TZS
Respiratory Care Practitioner	Health and Medical	32,519,500 TZS	Surgeon - Trauma	Health and Medical	51,119,900 TZS
Respiratory Manager	Health and Medical	24,359,000 TZS	Surgical Assistant	Health and Medical	16,320,700 TZS
Respiratory Therapist	Health and Medical	24,239,000 TZS	Surgical Instrument Technician	Health and Medical	15,360,400 TZS
Respiratory Therapy Technician	Health and Medical	14,519,400 TZS	Surgical Technologist	Health and Medical	15,960,700 TZS
School Nurse	Health and Medical	10,907,900 TZS	Telephonic Nurse Case Manager	Health and Medical	17,278,100 TZS
Skin Care Specialist	Health and Medical	24,119,700 TZS	Theatre Manager	Health and Medical	20,518,900 TZS
Sonographer	Health and Medical	18,121,700 TZS	Treatment Services Director	Health and Medical	43,438,200 TZS
Sonography Technologist	Health and Medical	17,278,100 TZS	Ultrasonographer	Health and Medical	14,519,400 TZS
Speech and Language Pathologist	Health and Medical	25,079,200 TZS	Ultrasound Technologist	Health and Medical	12,958,200 TZS
Staff Nurse	Health and Medical	11,986,500 TZS	Urologist	Health and Medical	56,158,300 TZS
Surgeon	Health and Medical	48,480,700 TZS	Utilization Review Nurse	Health and Medical	13,561,900 TZS
Surgeon - Burn	Health and Medical	47,280,300 TZS	Vascular Technologist	Health and Medical	11,856,900 TZS
Surgeon - Cardiothoracic	Health and Medical	65,878,200 TZS	Vision Rehabilitation Therapist	Health and Medical	25,079,200 TZS
Surgeon - Heart Transplant	Health and Medical	72,840,900 TZS	Ward Manager	Health and Medical	23,159,200 TZS
Surgeon - Neurology	Health and Medical	57,479,000 TZS	Wellness Coordinator	Health and Medical	14,880,300 TZS
Surgeon - Orthopedic	Health and Medical	65,878,200 TZS	X-Ray Technologist	Health and Medical	18,001,100 TZS

Average salary for Health Care & Medical / Tanzania is **74,971,193 TZS** per year. The most typical earning is **17,570,000 TZS**. All data are based on **13** salary surveys. Salaries are different between men and women. Men receive an average salary of 89,105,004 TZS. Women receive a salary of 43,423,002 TZS.

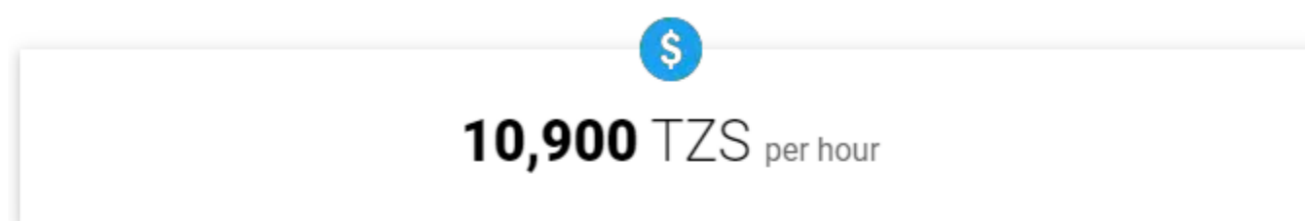
How much money does a person working in Health and Medical make in Tanzania?



Salaries for specific divisions in Health and Medical



Hourly Average Wage / Health and Medical / Tanzania



USD 4.27 per hour

The average hourly wage (pay per hour) in Health and Medical in Tanzania is 10,900 TZS. This is the rate they get paid for every worked hour.

Hourly Wage = Annual Salary / (52 x 5 x 8)

<https://worldsalaries.com/average-dentist-salary-in-tanzania/>
Dentist Average Salaries in Tanzania 2024

Dentist	Average Annual Salary	36,480,500 TZS
	Average Monthly Salary	3,040,041 TZS
<hr/>		
	Lowest Annual Salary	17,879,000 TZS
	Lowest Monthly Salary	1,489,916 TZS
<hr/>		
	Highest Annual Salary	56,998,400 TZS
	Highest Monthly Salary	4,749,866 TZS

A Dentist working in Tanzania will typically earn **around 36,480,500 TZS per year**, and this can range from the lowest average salary of about 17,879,000 TZS to the highest average salary of 56,998,400 TZS.

Though gender should not have an effect on pay, in reality, it does. So who gets paid more: men or women? Male Dentist employees in Tanzania earn 9% more than their female counterparts on average.

Average Salary by Experience Chart

0-2 Years		21,241,100 TZS
2-5 Years	+29%	27,241,100 TZS
5-10 Years	+38%	37,561,000 TZS
10-15 Years	+24%	46,560,900 TZS
15-20 Years	+7%	49,919,200 TZS
20+ Years	+7%	53,278,500 TZS

<https://worldsalaries.com/average-optometrist-salary-in-tanzania/>

Optometrist	Average Annual Salary	33,961,700 TZS
	Ophthalmologist Average Monthly Salary	2,830,141 TZS
<hr/>		
	Lowest Annual Salary	17,039,100 TZS
	Lowest Monthly Salary	1,419,925 TZS
<hr/>		
	Highest Annual Salary	52,681,700 TZS
	Highest Monthly Salary	4,390,141 TZS

An Optometrist working in Tanzania will typically earn **around 33,961,700 TZS per year**, and this can range from the lowest average salary of about 17,039,100 TZS to the highest average salary of 52,681,700 TZS.

Though gender should not have an effect on pay, in reality, it does. So who gets paid more: men or women? Male Optometrist employees in Angola earn 6% more than their female counterparts on average.

PROTECTING TANZANIA'S TEACHERS

Tanzania is a multilingual country with over 100 languages spoken. Tanzania is an East African country and Swahili is the nation's official language. English is widely spoken, and other languages spoken in the country are the native tongues of various ethnic groups. The ethnic languages are mainly of Bantu and Nilotic origin.



The Digital Dictionary Code (DD-CODE™) is a program to teach reading and speaking skills to students of all age and ability levels and regardless of mother tongue. DD-CODE™ translates the international phonetic symbols into a coloured letter and number code format which is universal for the visualisation of syllables and the sound to letter associations required for written English. The DD-Code can be applied to ANY language.

The product imparts adult-learned reading ability, which is normally learned over many years, to very young children.

The DD-CODE is the only discovery, which can and is eliminating illiteracy all over the world, virtually overnight. The DD-CODE (Digital Dictionary) is a 1 to 1, sound to letter correspondence without any exception to the rule. However, it is "I Love Reading" that surpasses all!

1. Training of educators to enable them to teach the reading writing of English takes ONE WEEK.
2. To enable ANYONE to read and write English fluently takes TWO weeks of full time education (5 hours a day for two weeks).

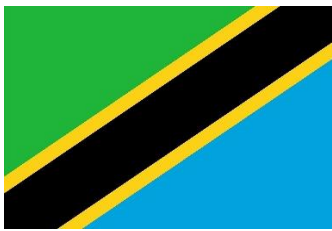
UNIVERSAL SOUND TO LETTER CODE
The Digital Dictionary Sound to Letter Code is UNINERSAL for the 2 Million Words of Written and Spoken ENGLISH.

1. **VOWELS COLOURED RED** & CODED 1- 22 for SOUND.
2. **BLACK CONSONANTS SOUNDED PHONETICALLY.**
(DIGRAPHS: ch/tʃ, sh/ʃ, thin/θ, that/ð & treasure: 3)
3. **CONSONANTS COLOURED BLUE** 'SOUND-SWITCH' to PHONETIC LETTER ABOVE.
4. **YELLOW LETTERS** and LETTER-**e** ENDINGS are not SOUNDED at all.





PASCAS UNIVERSITY



TAFE



Technical And Further Education

Craft Creations Family Shed

x^2 Year 10	Δ Year 11	\sqrt{y} Year 12
\leq Year 7	pencil Year 8	\approx Year 9
∞ Year 4	$\%$ Year 5	apple Year 6
dots Year 1	hand Year 2	\pm Year 3



KINDERGARTEN PRESCHOOL





Benchmark Land Area required:
University of Queensland (Brisbane)

114 hectares

Incorporating sporting fields

say

10 hectares

Main Building area

4 hectares

to

20 hectares

1 mile² is

259 hectares

1 kilometre²

100 hectares

Urban university may be

3 hectares

to

5 hectares

Rural university

10 hectares

to

150 hectares

Agricultural university

1,000 hectares

to

3,000 hectares

PASCAS UNIVERSITY
consider individual campuses of

CAMPUS

15,000 to

20,000 students

5,000 students each

feed in schools:

HIGH SCHOOLS

Yrs 7 - 12

campus

3,000 to

5,000

consider individual campuses of

600 students each

x^2 Year 10

Δ Year 11

\sqrt{y} Year 12

\leq Year 7

pencil Year 8

\approx Year 9

PRIMARY SCHOOLS
Yrs K - 6
consider individual campuses of

campus

2,000 to

4,000

600 students each

∞ Year 4

% Year 5

apple Year 6

dots Year 1

hand Year 2

\pm Year 3

KINDERGARTEN

PRE-SCHOOL

100 children each

PRESCHOOL

PASCAS UNIVERSITY

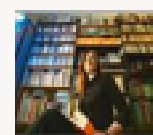
HIGHER EDUCATION SUBJECT GROUPINGS:



**ANIMALS AND
LAND**



**ARCHITECTURE,
BUILDING AND
CONSTRUCTION**



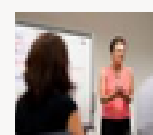
**ARTS,
HUMANITIES
AND LANGUAGES**



**CREATIVE ARTS,
DESIGN AND
MEDIA**



**ECONOMICS,
COMMERCE,
BUSINESS AND
MANAGEMENT**



**EDUCATION AND
TEACHING**



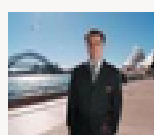
ENGINEERING



**HEALTH
SCIENCES
(ACADEMIC)**



**HEALTH
SCIENCES
(PROFESSIONAL)**



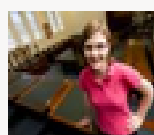
**HOSPITALITY,
TOURISM AND
EVENT
MANAGEMENT**



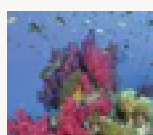
**INFORMATION
TECHNOLOGY
AND COMPUTER
SCIENCE**



**INTERNATIONAL
RELATIONS AND
DEVELOPMENT
STUDIES**



**LAW AND
CRIMINOLOGY**



**MARINE,
ENVIRONMENT
AND RENEWABLE
ENERGY**



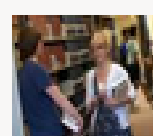
MEDICINE



**MULTIMEDIA
MOVIES AND
MUSIC**



**NURSING,
MIDWIFERY AND
PARAMEDICINE**



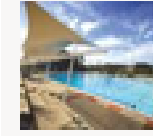
PSYCHOLOGY



SCIENCE



**SOCIAL WORK
AND
COUNSELLING**



**SPORTS AND
EXERCISE
SCIENCE**

CHALDI TAFE COLLEGE

Technical and Further Education



Building and construction



Child care



Sports and fitness



Technology, information and networking



Nursing and health



Creative



Agriculture and horticulture



Automotive



Business, justice and management



Community services



Hospitality and cookery



Beauty and hairdressing



By location



Online courses



Apprenticeships



TAFE at School

Craft Creations



Fiber art

Oil painting



Magic



Papermaking



Patchwork



Taxidermy



Creative writing



Metalworking



Web design



Cardmaking



Needlework



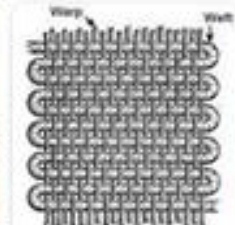
Quilting



Wood carving



Pyrography



Weaving



Upcycling



Photography



Calligraphy



Woodworking



Gardening



Watercolor painting



Toy



Quilling



Sewing



Knitting



Painting



Embroidery



Crochet



Handicraft



Drawing



Book Binding



Glassblowing



Brewing



Pottery



Scrapbooking



Origami



Cross-stitch



Floral design



Macramé



Pressed flower craft



Decoupage



Whittling



Leather crafting



Digital art



Needlepoint



Knife making



Tatting



Carpenter



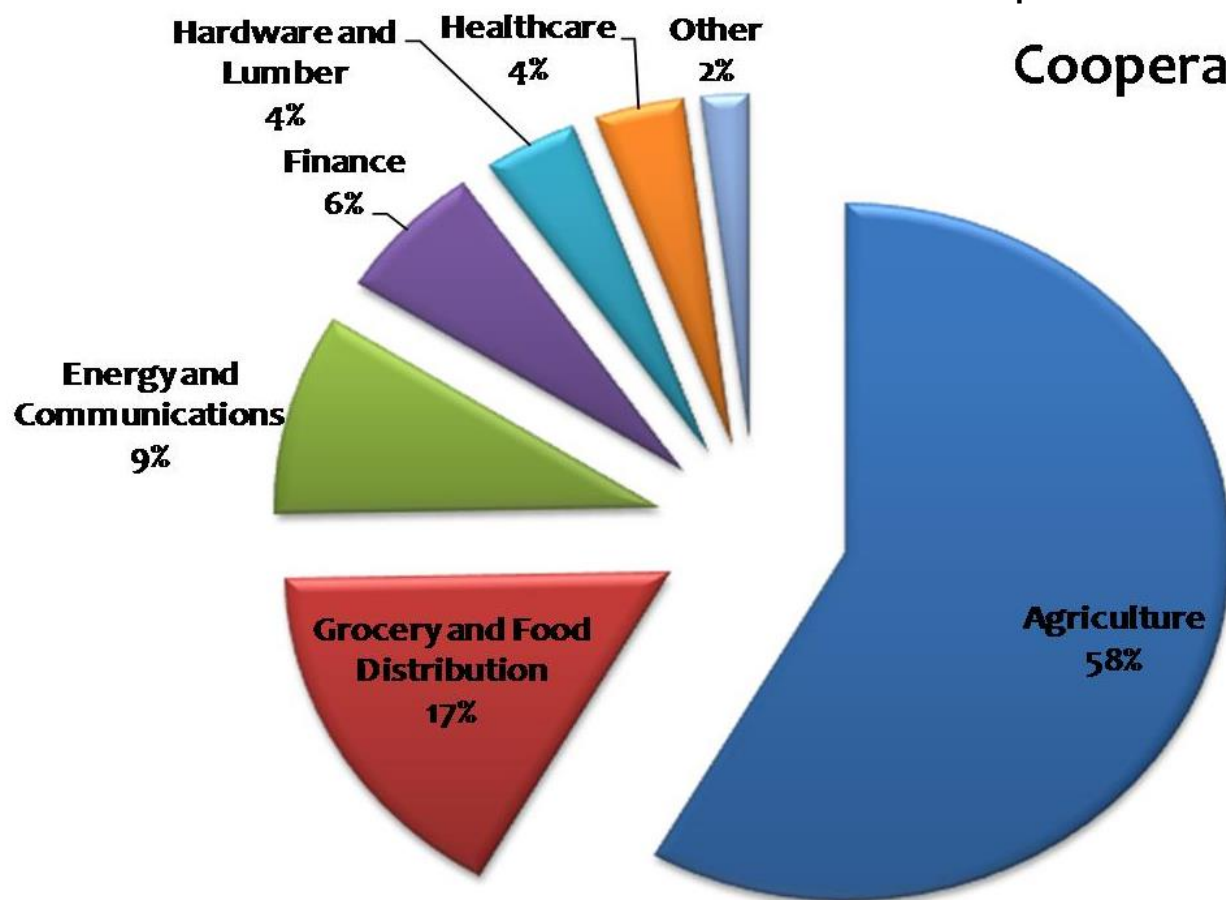
Doodle



Digital photography



Beadwork



Cooperative Activity by Sector

TYPES OF #COOPS

Co-operatives are a unique species inside the contemporary economic environment and are present in almost all its sectors

1 CONSUMER CO-OPERATIVES

Are owned and controlled by consumers. Have a strong focus on satisfying their members needs and provide a sale service focus on product quality and consumer protection.



2 HOUSING CO-OPERATIVES

Derive from consumer #coops, are owned by their residents and want to make sure that their members get good value for money and live together peacefully.



3 SOCIAL CO-OPERATIVES

Manage health and education services or are focus on the reintegration through work of disabled, long-term unemployed, former addicts...



4 PRODUCERS CO-OPERATIVES

Widespread #coops whose activities belong to the primary sector, including farming, fishing, forestry. Their members also process and sell their agricultural products.



5 FINANCIAL CO-OPERATIVES

Their members are often the account holders and they provide investment and funds for socially sustainable initiatives to support families and small enterprises



6 MULTI-STAKEHOLDERS CO-OPERATIVES

'Hybrid' kind of co-operative whose members represent more than one typical co-op ownership group, such as producers, consumers or workers. EROSKI (MONDRAGON GROUP) | Spain



7 EUROPEAN COOPERATIVE SOCIETY

Is an optional legal form and aims to facilitate co-operatives' cross-border and trans-national activities. Their members can't be based in one country and is required to unite residents from more than one country.



★ CO-OPERATIVE ENTREPRENEURSHIP

manage the venture, take risk and make decisions to create a business in a participatory way to obtain mutual benefit that is distribute with equity among them.



PLANT BASED MEAT

top meatless protein sources





Cooperative arrangements within communities may be focused upon small area enterprises through to whole of nation endeavours to bring to the global markets high volumes of quality goods derived through value adding processes applied to natural resources and regional produce from the land, river and sea, encapsulating all elements of farming and animal produce.

Microfinance typically engages a cooperative of around five women when financing home enterprises. A cooperative is particularly useful when local fishermen bring their catches together at canneries for preparation to market their fish to foreign markets.

The introduction of 'Craft Creations' is to enliven the community's recognition of their high quality traditional skills and then enable their customary craftware to be globally marketed through a cooperative of their own making.

This is all about cooperatives to bring to the fore traditional and innate skills that fulfil needs for people around the globe, not just the local village. A cooperative may embrace several nations.

Natural resources that may be used in producing high quality goods in large volumes include:

- Forrest logs processed into high quality furniture in volume for large distribution chains.
- Timber offcuts for high strength laminated beams and reconstituted timber products.
- Local building systems utilising local resources for durable housing – local market solutions.
- Hydroponics particularly for produce that is not native to the area and its climate.
- Aquaculture in rivers, estuaries and sea to mitigate depletion of ocean resources.
- Traditional home produce being increased in volume to provide famine relief worldwide.
- Hemp production to be on scale to enable volumes sufficient for manufacturing processing.
- Cocoa, coffee, moringa, sandalwood, tea, vanilla, plus others, cropping to be of commercial scale, cooperatively run.
- All farming and animal produce come into the equation for cooperatives.

Funding availability per quarter AU \$20,000,000

Value adding Natural Resources!

Climates to travel

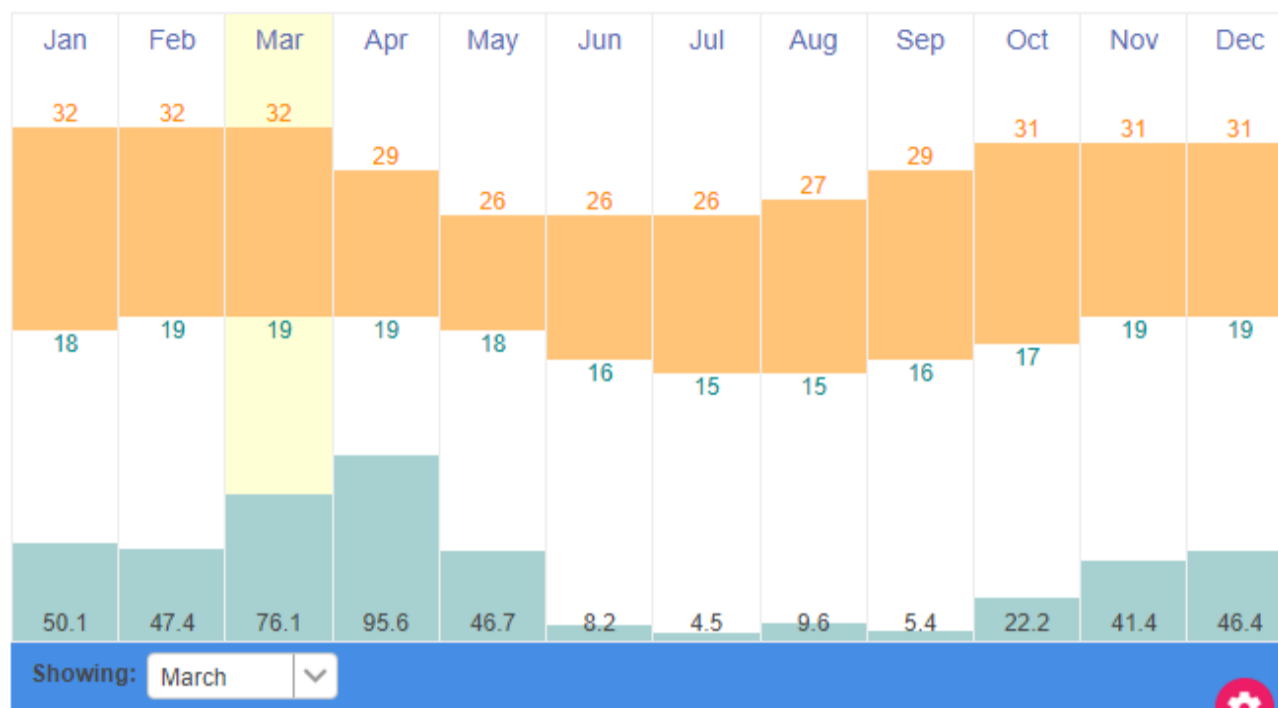
<https://www.climatestotravel.com/climate/tanzania>

The best time to visit Tanzania as a whole runs from **July to August**, since it is the coolest, the sunniest and driest of the year.

Annual Weather Averages Near Arusha

Averages are for Arusha Airport, which is 9 kilometers from Arusha.

Based on weather reports collected during 1992–2021.



Showing: March

March Climate & Weather Averages in Arusha

High Temp: 32 °C Precipitation: 76.1 mm Wind: 21 km/h
 Low Temp: 19 °C Humidity: 66% Pressure: 1013 mbar
 Mean Temp: 25 °C Dew Point: 18 °C Visibility: 19 km

Tanzania - Average temperatures

Month	Min (°C)	Max (°C)	Mean (°C)	Min (°F)	Max (°F)	Mean (°F)
January	19.6	28.9	22.6	67.3	84.0	72.7
February	19.5	29.3	22.7	67.1	84.7	72.9
March	19.4	29.0	22.6	67.0	84.2	72.7
April	19.1	28.0	22.0	66.4	82.4	71.6
May	17.9	27.6	21.4	64.3	81.7	70.5
June	16.3	27.2	20.5	61.4	80.9	68.9
July	15.6	27.0	20.1	60.1	80.6	68.2
August	16.3	27.8	20.7	61.4	82.0	69.3
September	17.2	28.9	21.5	63.0	83.9	70.7
October	18.5	29.6	22.4	65.4	85.3	72.3
November	19.2	29.4	22.6	66.6	84.9	72.7
December	19.5	28.9	22.5	67.2	84.0	72.5

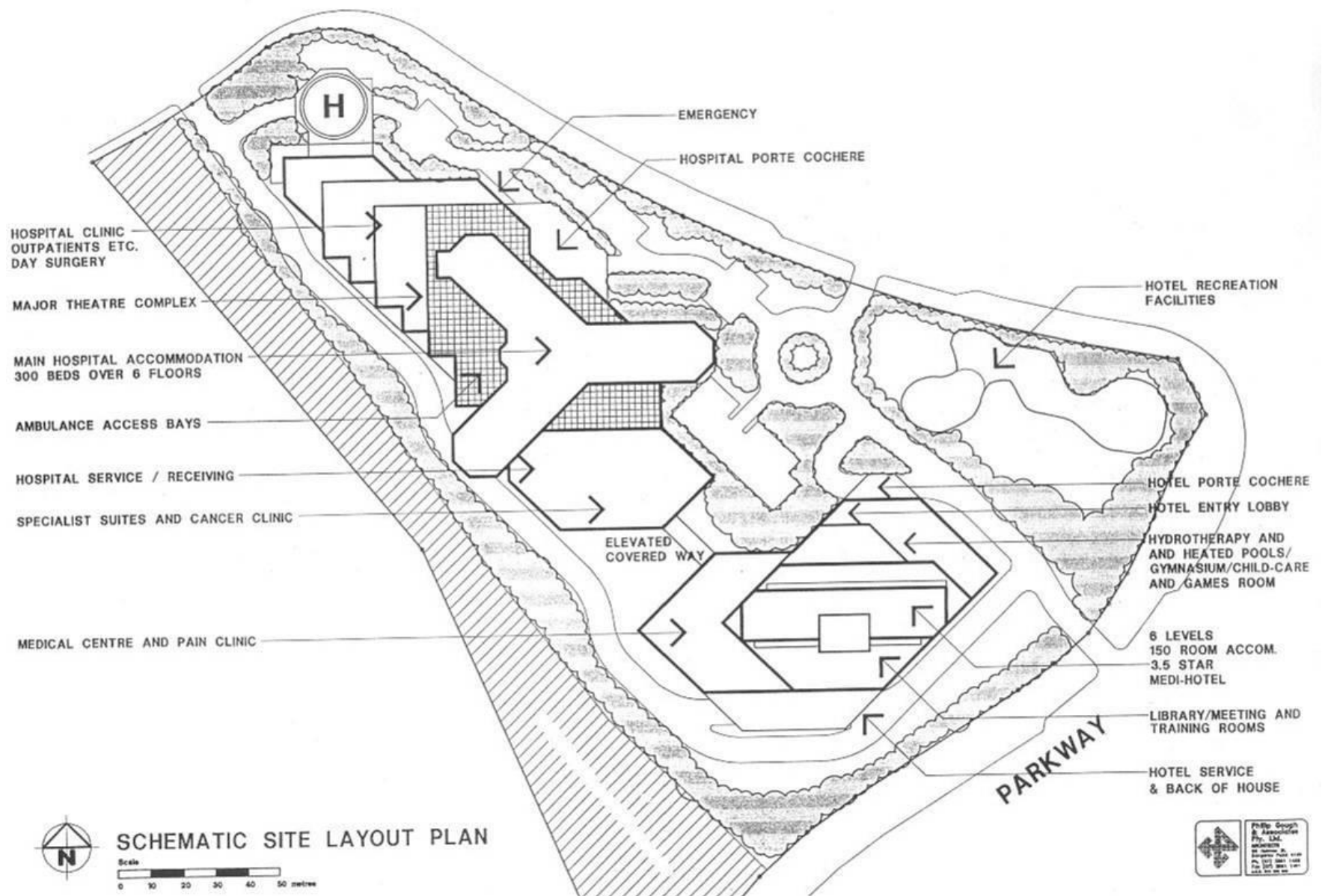
The average was calculated using the data of the following locations: Arusha, Bukoba, Dar Es Salaam, Dodoma, Iringa, Kigoma, Mbeya, Morogoro, Mtwara, Musoma, Mwanza, Songea, Tabora, Zanzibar.

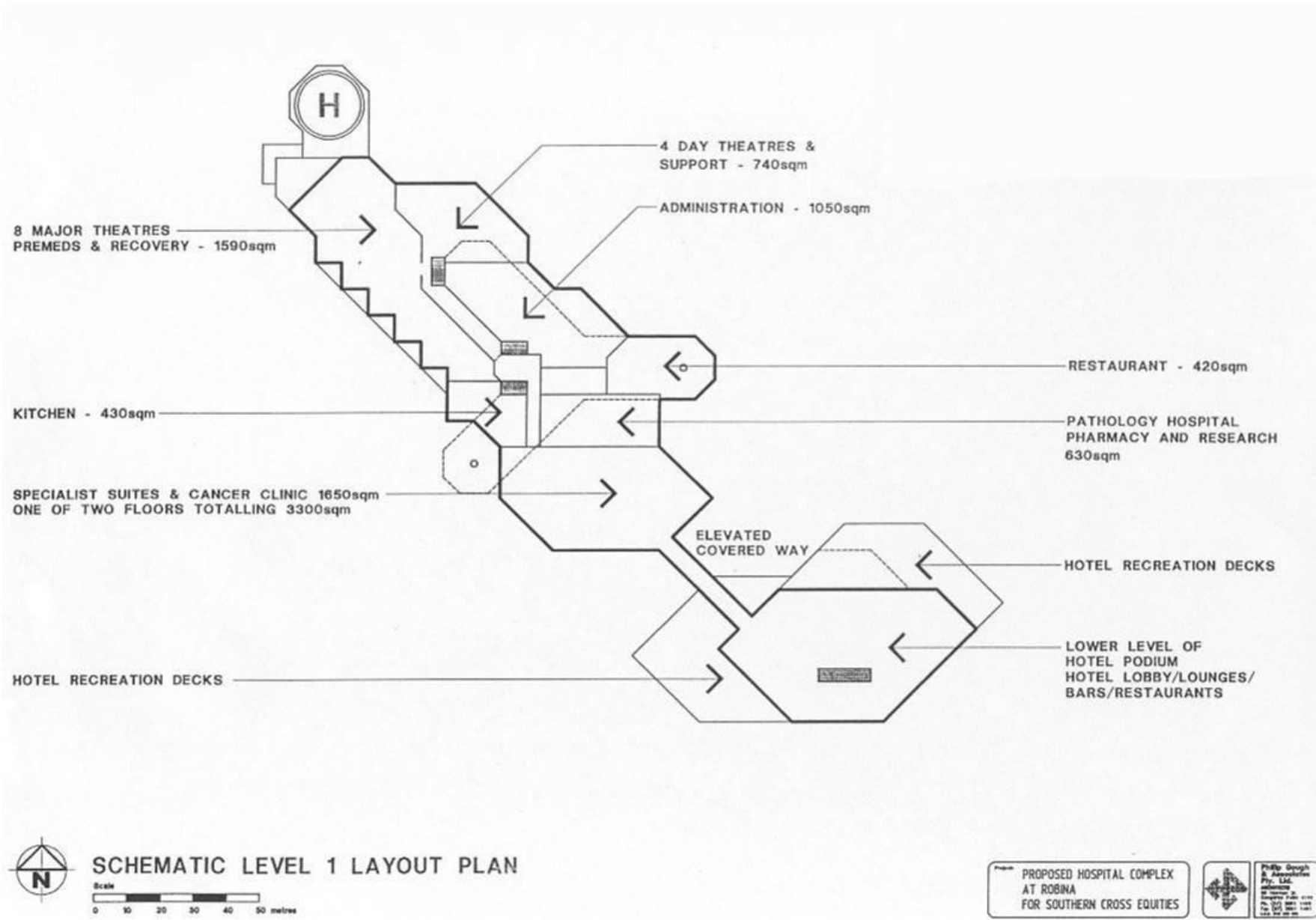
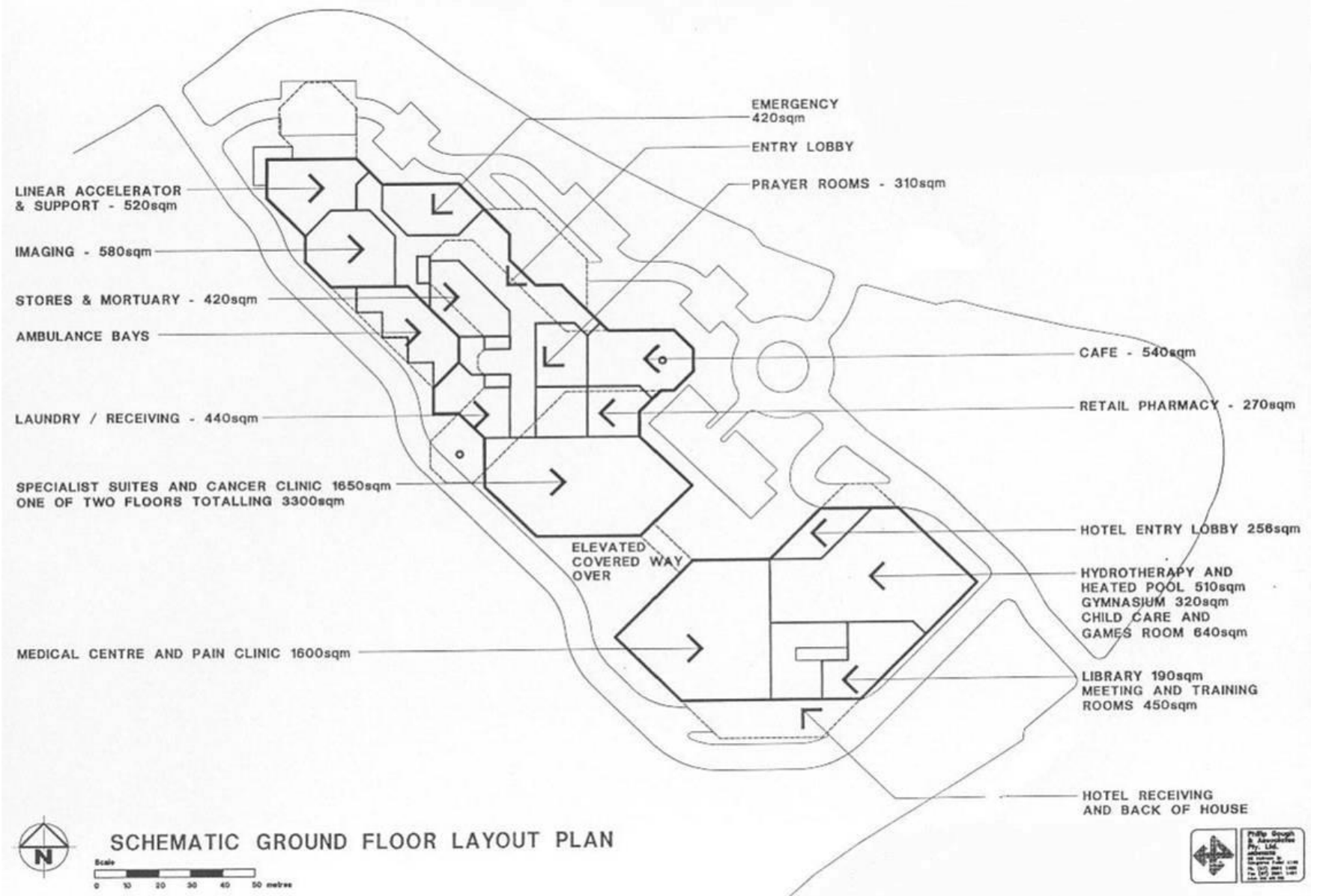
Master plan of Sunshine Coast, Queensland, University:

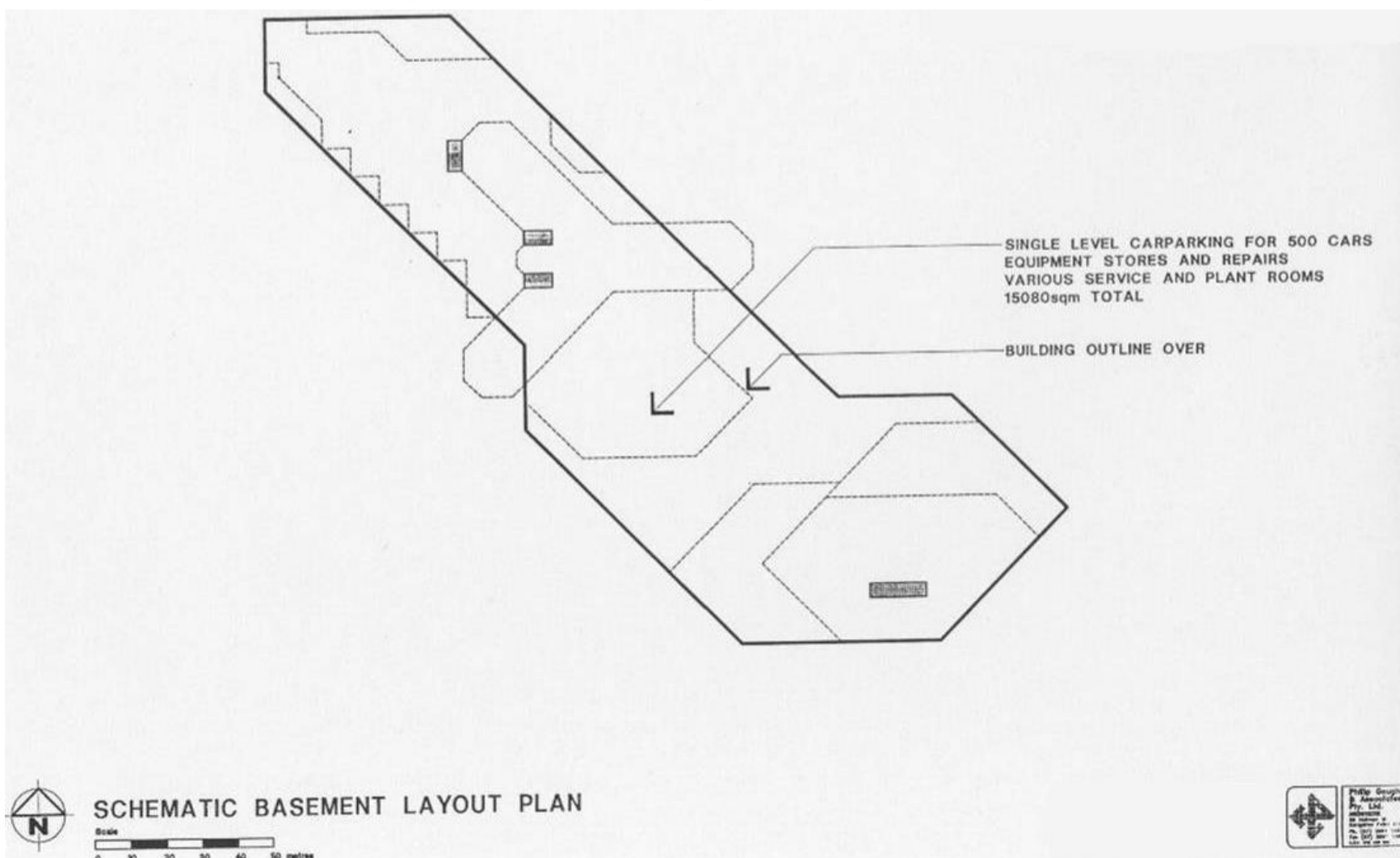
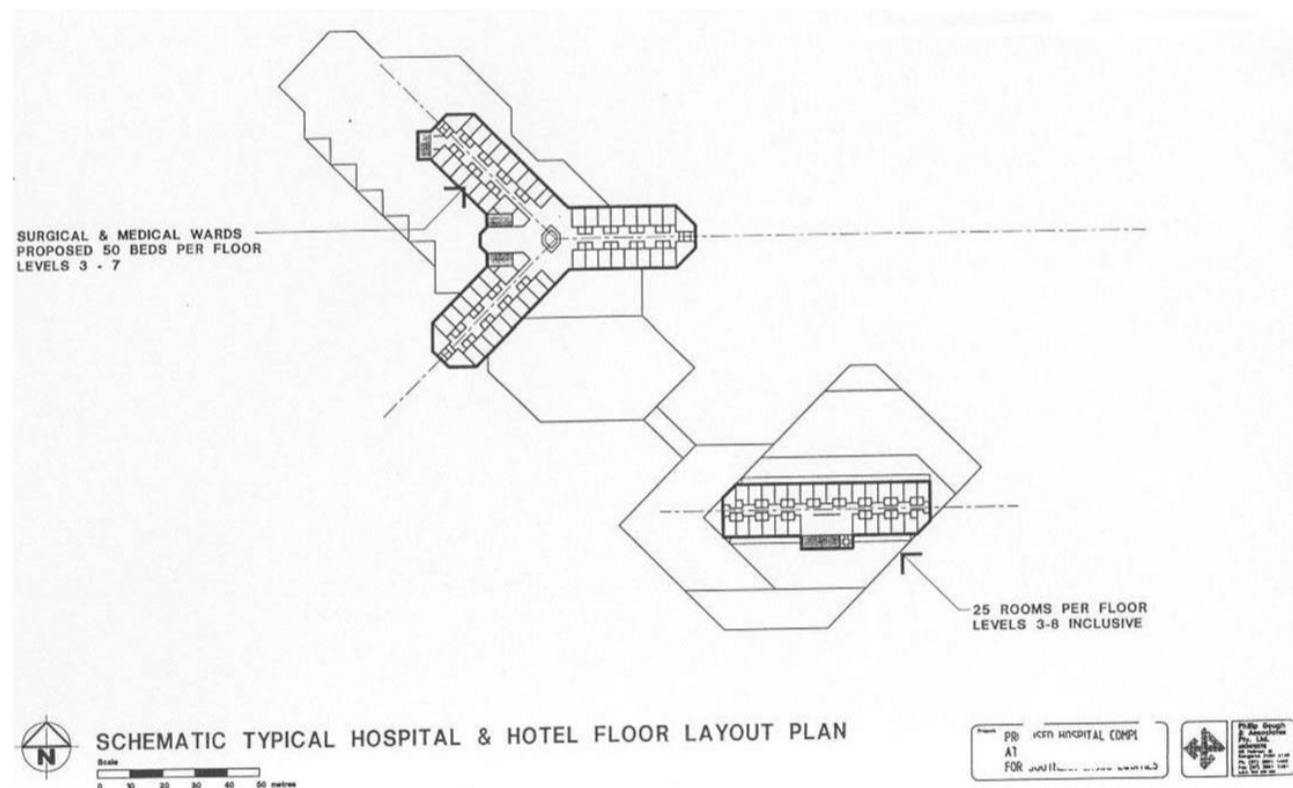
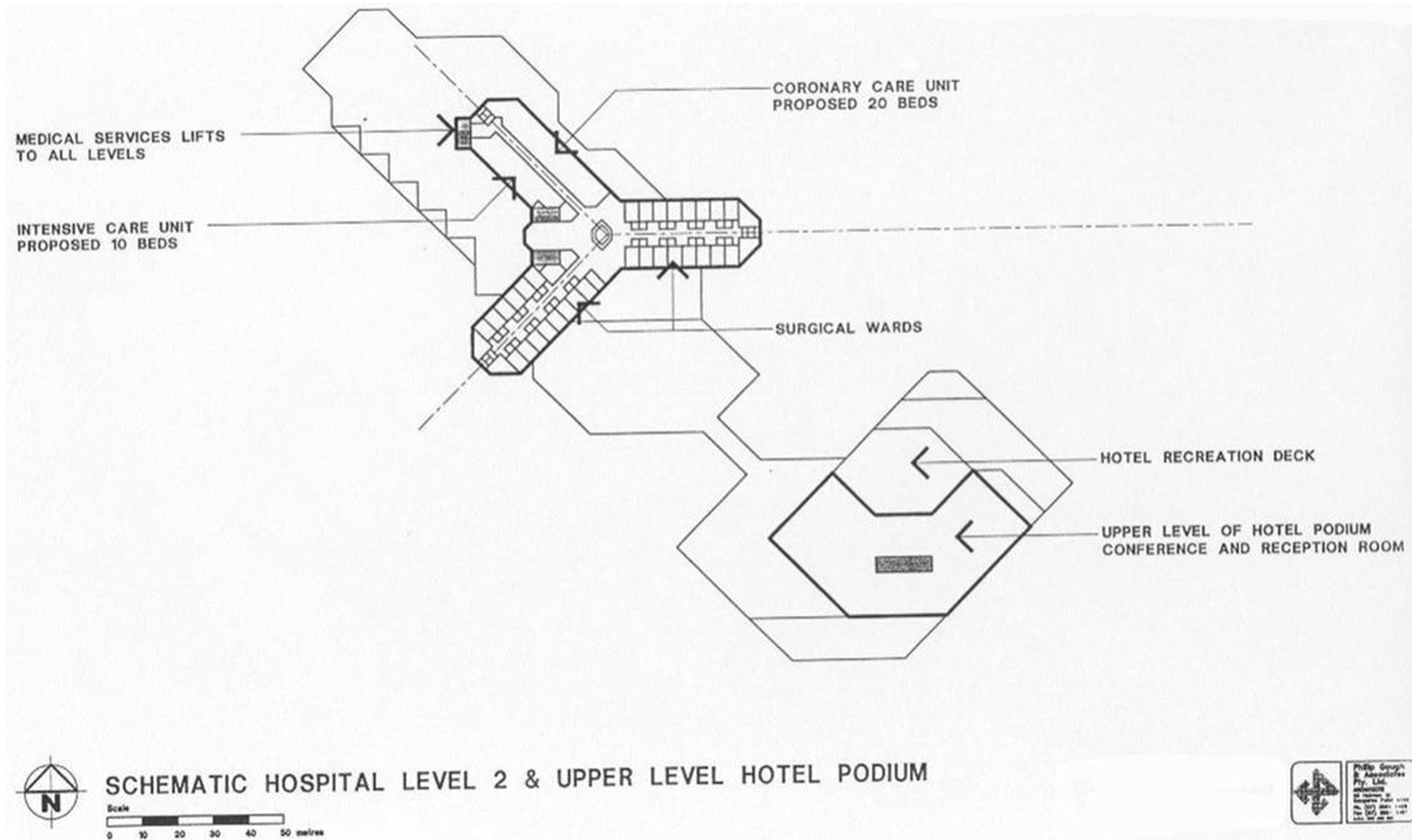




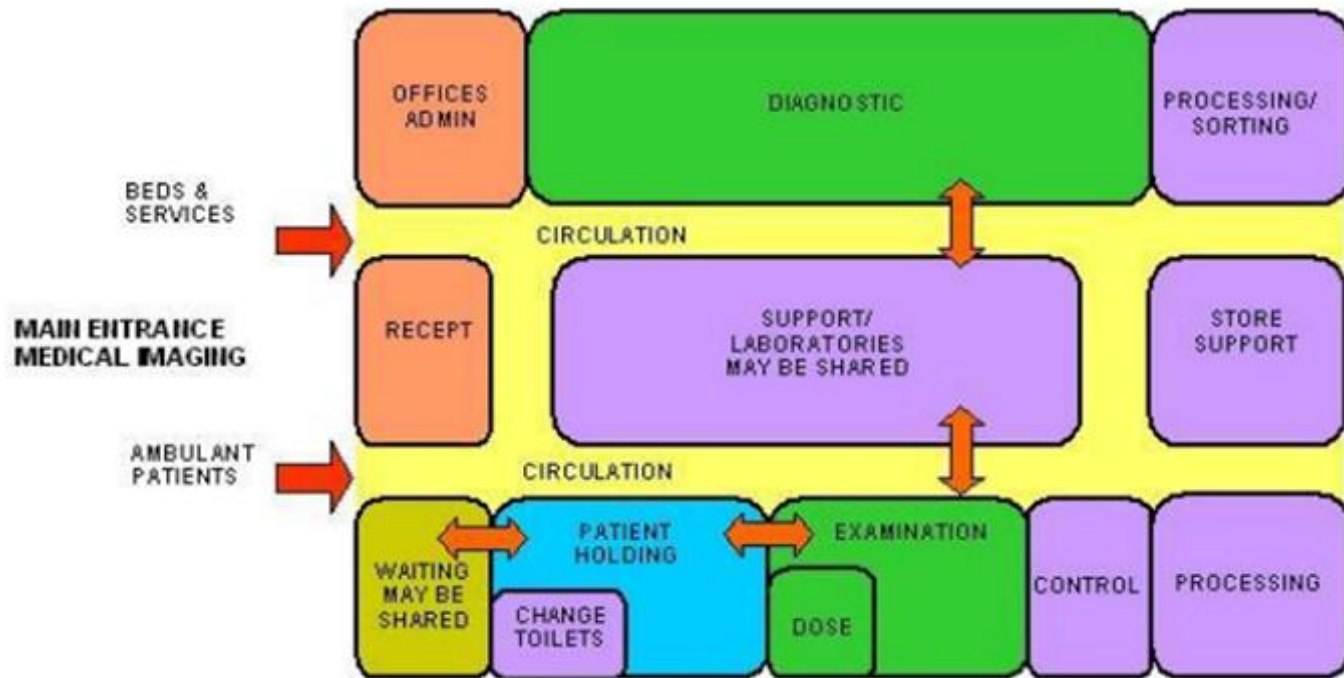
	Acres with surrounds	hectares			hectares
Cricket field	3.30	1.50			
Football field	1.32	1.00			
Soccer	2.00	1.00			
Athletics		2.00			
Tennis / Netball / Basket Ball		1.00			
Olympic Swimming Pool		1.00			
Park and grounds		2.00			
Budget per hectare	develop	\$1,500,000	Total	9.50	Allow
			Developmental Costs		\$15,000,000







Functional Relationship Diagram – Medical Imaging Unit – Nuclear Medicine



Modality:

- Angiography
- Computed Tomography (CT)
- Echocardiography
- Fluoroscopy
- Magnetic Resonance Imaging (MRI)
- Mammography
- Nuclear Medicine
- Orthopantomogram (OPG)
- Positron emission tomography (PET)
- Radiography (X-ray)
- Ultrasound





DIAGNOSTIC UNIT



































Pascas Care Hospital



Pascas Care
Medical Clinic

Medical Specialties

- | | | | | | |
|--|---|---|--|--|--|
| 
Geriatrics | 
Obstetrics | 
Postnatal Care | 
pregnancy | 
Cardiology | 
Fetus |
| 
Rhinology | 
Pulmonology | 
Dental Care | 
Facial Plastic Surgery | 
Gynecology | 
Dermatology |
| 
Otology | 
Gastroenterology | 
Hepatology | 
Psychiatry | 
Plastic Surgery | 
Symptom Checker |
| 
Human Brain | 
Pelvic Bone | 
Neurosurgery | 
Chiropractic | 
Hematology | 
Osteology |
| 
Breast Augmentation | 
Breast Reduction | 
Optometry | 
Naturopathy | 
Newborn | 
Herbal Medicine |
| 
Ear examination | 
Eye Specialties | 
Dermatology | 
Neurology | 
Orthopedics | 
Pulmonology |

Pascas Care
 MEDICAL CENTRE



PASCAS HOSPITAL SHIP

AU\$1.00 = USD 0.65 TZS 1,700 USD1.00 = TZS 2,550

US \$29,480,000 Available to order (AU\$42 million – add helicopter, etc., budget AU\$50 million) 2022

These Hospital Cats are all fully self-contained with live on-board accommodation for the medical staff as well as the crew. Vessels come with standard fit out as below and can be fitted with state of the art medical equipment (at additional cost). These vessels are both modern in the Naval design as well as being a fully functional Hospital on the water. The 60-metre vessel has been designed for coastal use as well as being able to travel up rivers to isolated communities. Construction time for this vessel is approximately 9 months.

Uses: As a fully functional modern Mobile Hospital. Disaster relief such as for Flooding, Cyclone, Tsunami, Volcano and Earthquakes. As a training centre, working together with local land-based Hospitals. Assisting the Navy as emergency and rescue vessels. Assisting search and rescues operations on or near the water.

Standard 60-metre Hospital Cat Fit-out

- Operating Theatre x 4
- Scrub Rooms x 2
- Sterilization Room x 1
- X-Ray Department x 1
- Laboratory x 1
- Dental Clinic x 1
- Gynaecology x1
- Ophthalmology x 1
- Phlebotomy Station
- General Medicine x 4
- Pre-op and Post-op 4 + 4
- Overnight Ward x 8 patients
- ICU x 6
- Patient Waiting Room
- Medical + Crew Dining Area
- Medical + Crew Galley
- Administration Office
- Helipad (Helicopter is additional)
- Elevator Twin



Vessel Particulars

LOA: 60.00 metres WOA: 22.C Height: 18. Draft: 2.60 metres

Patient Beds: 80 (wards)

Medical Staff Accommodation: 42 Berths

Ship's Crew Accommodation: 24 Berths

Vessels Levels

Below Deck: Engine room, Tank room and Ships crew accommodation.

Main Deck: Patient Waiting Room, X-Ray Department, Laboratory, Dental Clinic, Gynaecology, Ophthalmology, General Medicine, Overnight Ward, Pharmacy, Phlebotomy Station, ICU stations.

1st Level: Patient ward.

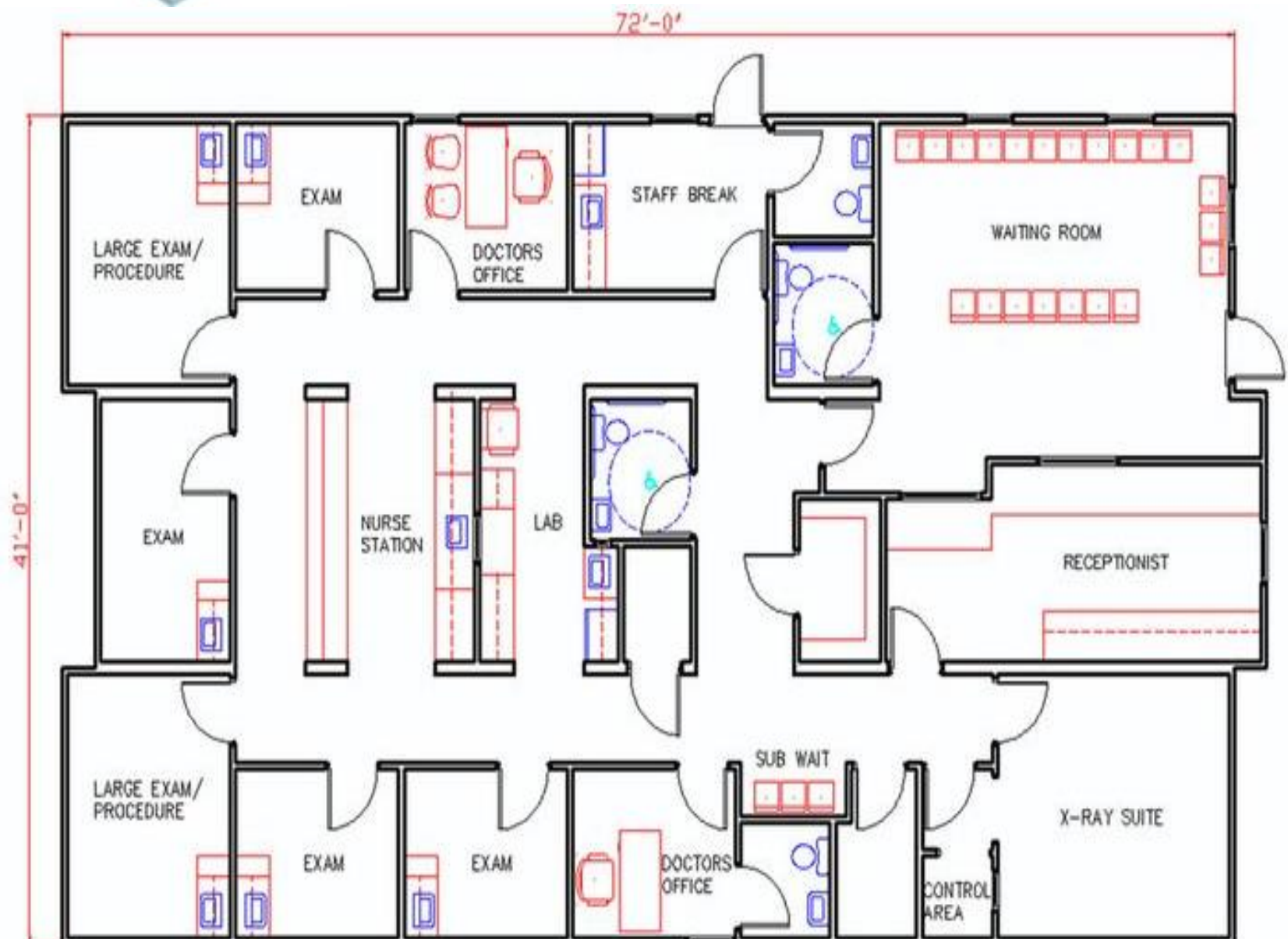
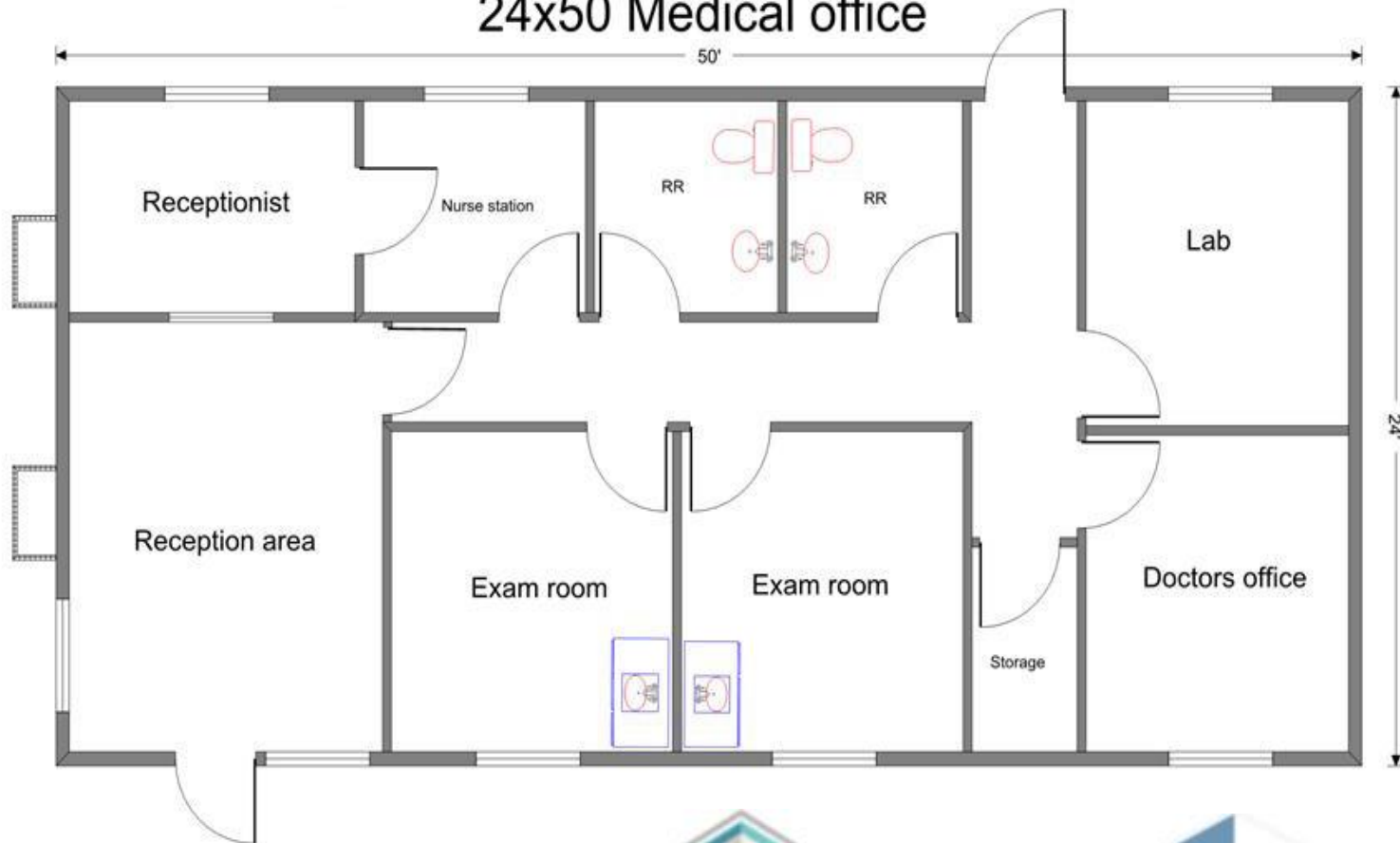
2nd Level: Operating theatres, Overnight beds, Equipment storage, PPE storage.

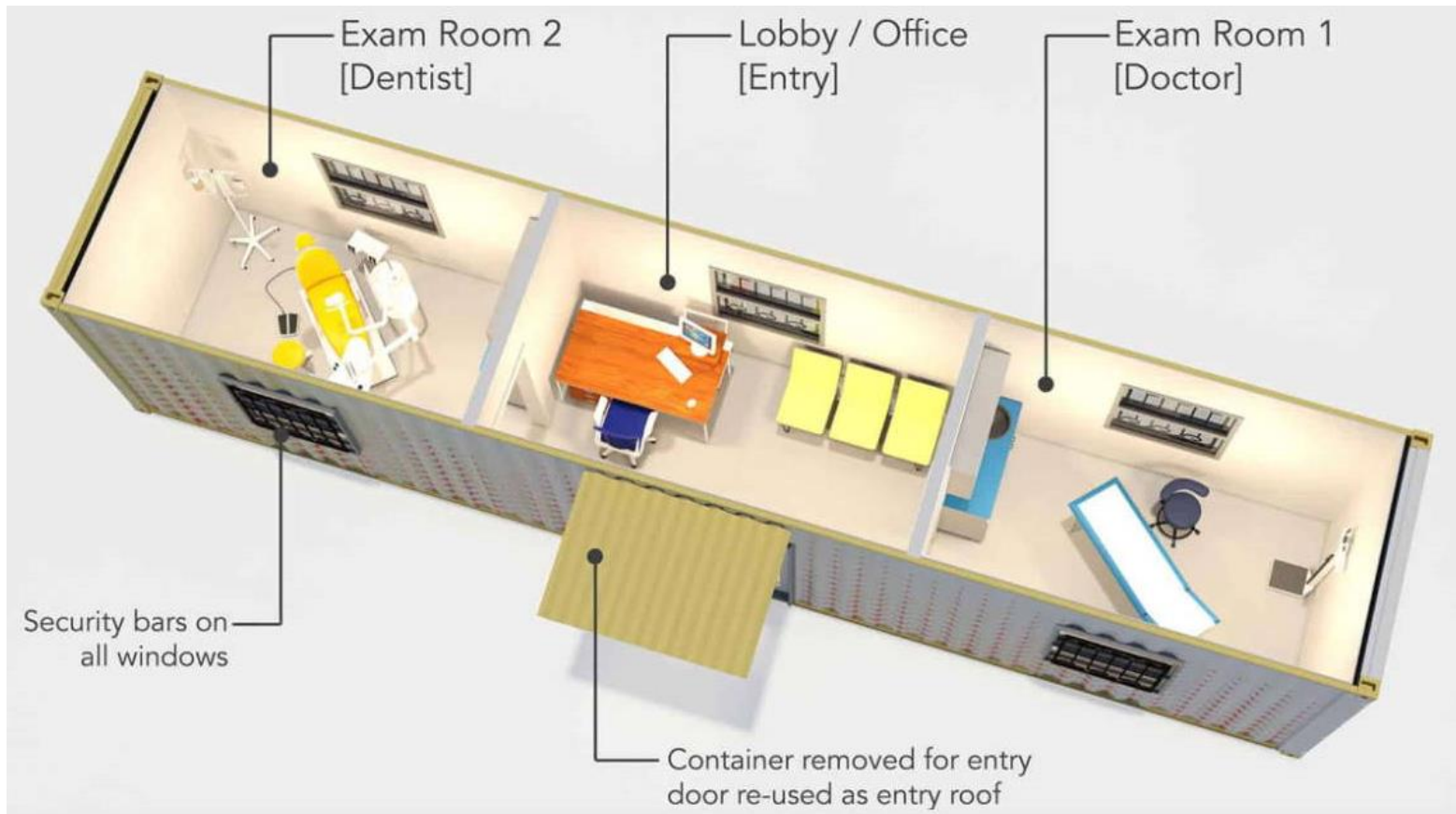
3rd Level: Medical staff accommodation, Galley + Dining area, Medical staff accommodation.

Top Deck: Bridge, Ventilation system, Helipad

Budget AU \$50,000,000

24x50 Medical office





COMMUNITY HEALTH

RECOMMENDED READING

www.pascashealth.com go to **Library Download** page
<https://www.pascashealth.com/index.php/library.html>
then scroll down to click on the link to open the PDF:

PASCAS INTRODUCTION NOTES

Kindly consider any of the topics that takes your fancy elsewhere throughout the Pascas Care Library:

 [Pascas Foundation Overview.pdf](#)

PASCAS CARE LETTERS

 [Pascas Care Letters One Pathway.pdf](#)

MEDICAL - SPIRITUAL REFERENCES

 [Soul Light book 1 via James Moncrief.pdf](#)

 [Soul Light book 2 via James Moncrief.pdf](#)

MEDICAL - EMOTIONS

 [Pascas Care Living Feelings First - Adults.pdf](#)

 [Pascas Care Living Feelings First - Children - Annexures.pdf](#)

 [Pascas Care Living Feelings First - Children - Discussions.pdf](#)

 [Pascas Care Living Feelings First - Children - Graphics.pdf](#)

 [Pascas Care Living Feelings First - Children.pdf](#)

 [Pascas Care Living Feelings First - Drilling Deeper - Structures.pdf](#)

 [Pascas Care Living Feelings First - Drilling Deeper.pdf](#)

 [Pascas Care Living Feelings First - Reference Centre.pdf](#)

CORPORATE ALLIANCE

 [Chaldi Child Care Centre - Safe Space.pdf](#)

 [Chaldi College Free to Learn Instinctively.pdf](#)

 [Chaldi College Free to Learn Pathway.pdf](#)

 [Chaldi College Primary thru to High Feelings First.pdf](#)

 [Chaldi College Women & Girls' Education.pdf](#)

 [Chaldi College WW Education through Feelings.pdf](#)

 [Chaldi College WW Massive Open Online Courses.pdf](#)

 [Chaldi College WW technology & product information.pdf](#)

 [Chaldi University Postgraduate Feelings Degree.pdf](#)

 [Education Dynamics Technology & Product Information.pdf](#)

 [Pascas University and Global View.pdf](#)

 [Pascas University and the Meeting House.pdf](#)

 [Pascas University Education with Zelmar.pdf](#)

 [Pascas University Papua New Guinea Education Leadership.pdf](#)

 [Pascas University Postgraduate Feelings Degree.pdf](#)

 [Pascas University Universally Free Education.pdf](#)

MEDICAL

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 [Pascas Care Parenting Eureka Moment.pdf](#)

 [Pascas Care Parenting Feelings Supreme Guides.pdf](#)

 [Pascas Care Parenting Health Generation.pdf](#)

 [Pascas Care Parenting into the Abyss.pdf](#)

 [Pascas Care Parenting Rebellion.pdf](#)

 [Pascas Care Parenting Vaccinations.pdf](#)

 [Sam's Book Parenting and Feeling Healing Book I.pdf](#)

 [Sam's Book Parenting and Feeling Healing Book II.pdf](#)

 [Sam's Book Parenting and Feeling Healing Book III.pdf](#)

 [Sam's Book Parenting and Feeling Healing Book IV.pdf](#)

 [Sam's Book Parenting and Feeling Healing Book V.pdf](#)

 [Sam's Book Parenting and Feeling Healing Book VI.pdf](#)

 [Sam's Book Parenting and Feeling Healing Book VII.pdf](#)

 [Sam's Book Parenting and Feeling Healing Book VIII.pdf](#)

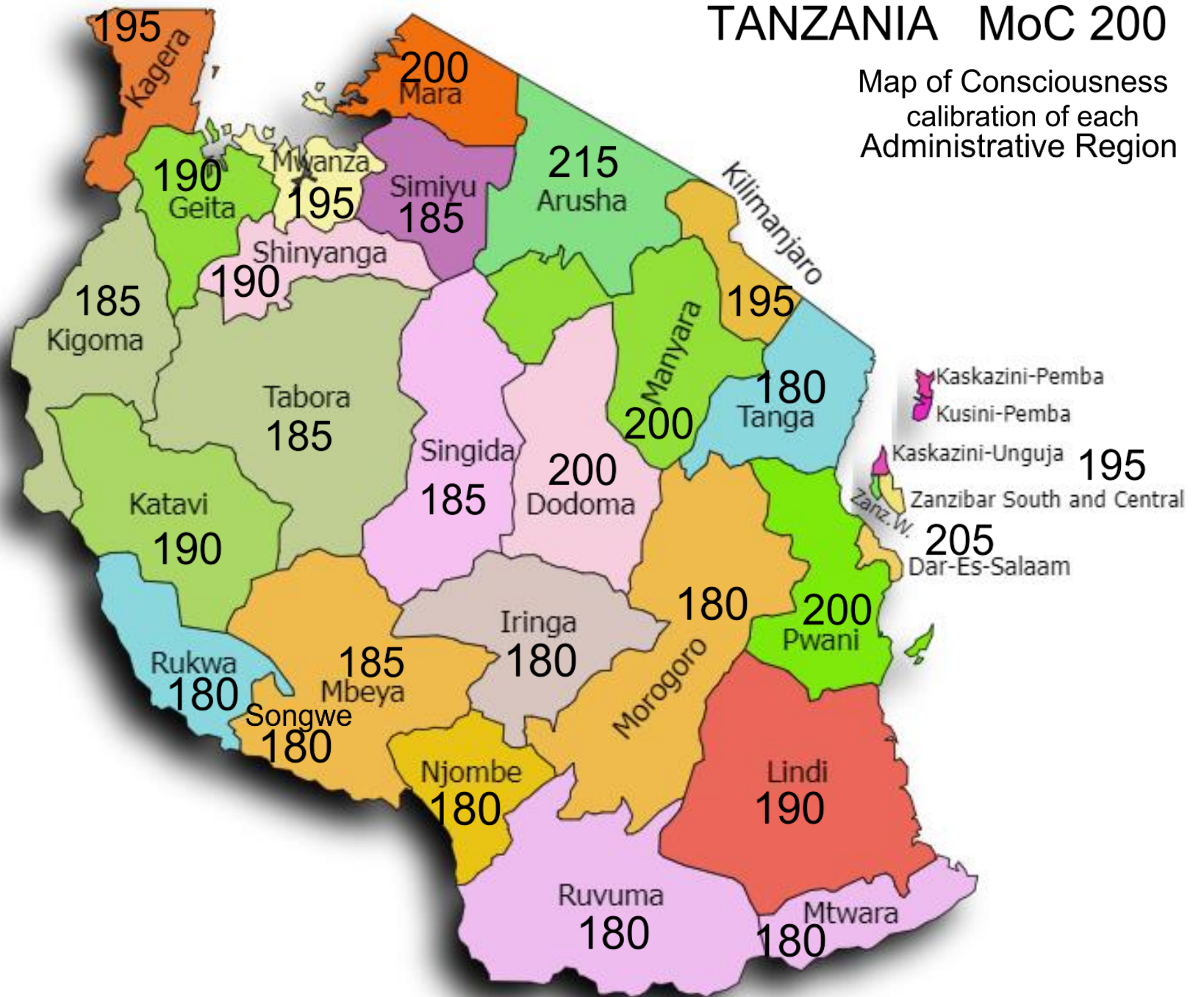
 [Sam's Book Parenting and Feeling Healing Book IX.pdf](#)

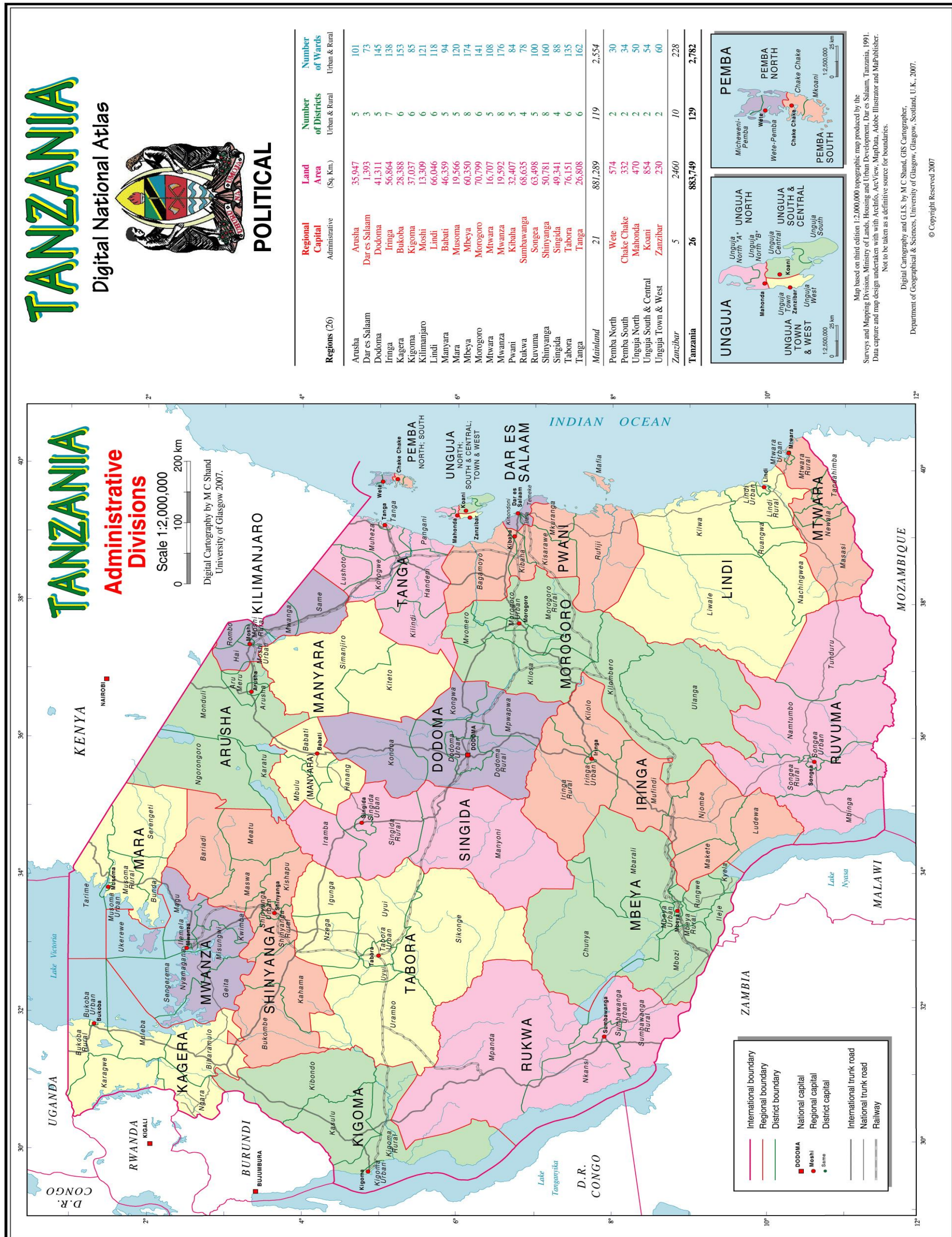
 [Sam's Essay I am allowed not to love my parents.pdf](#)

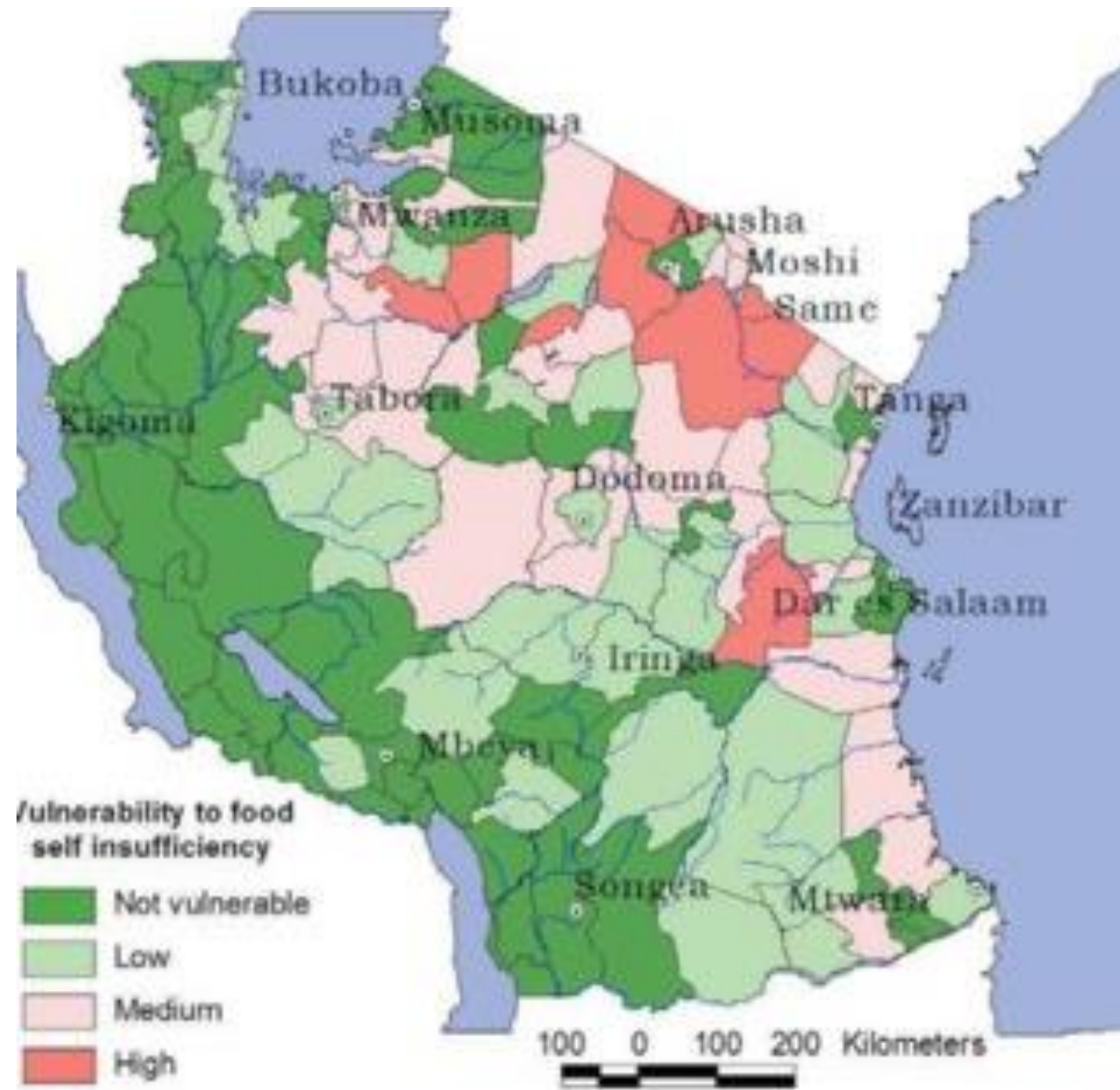
United Republic of Tanzania

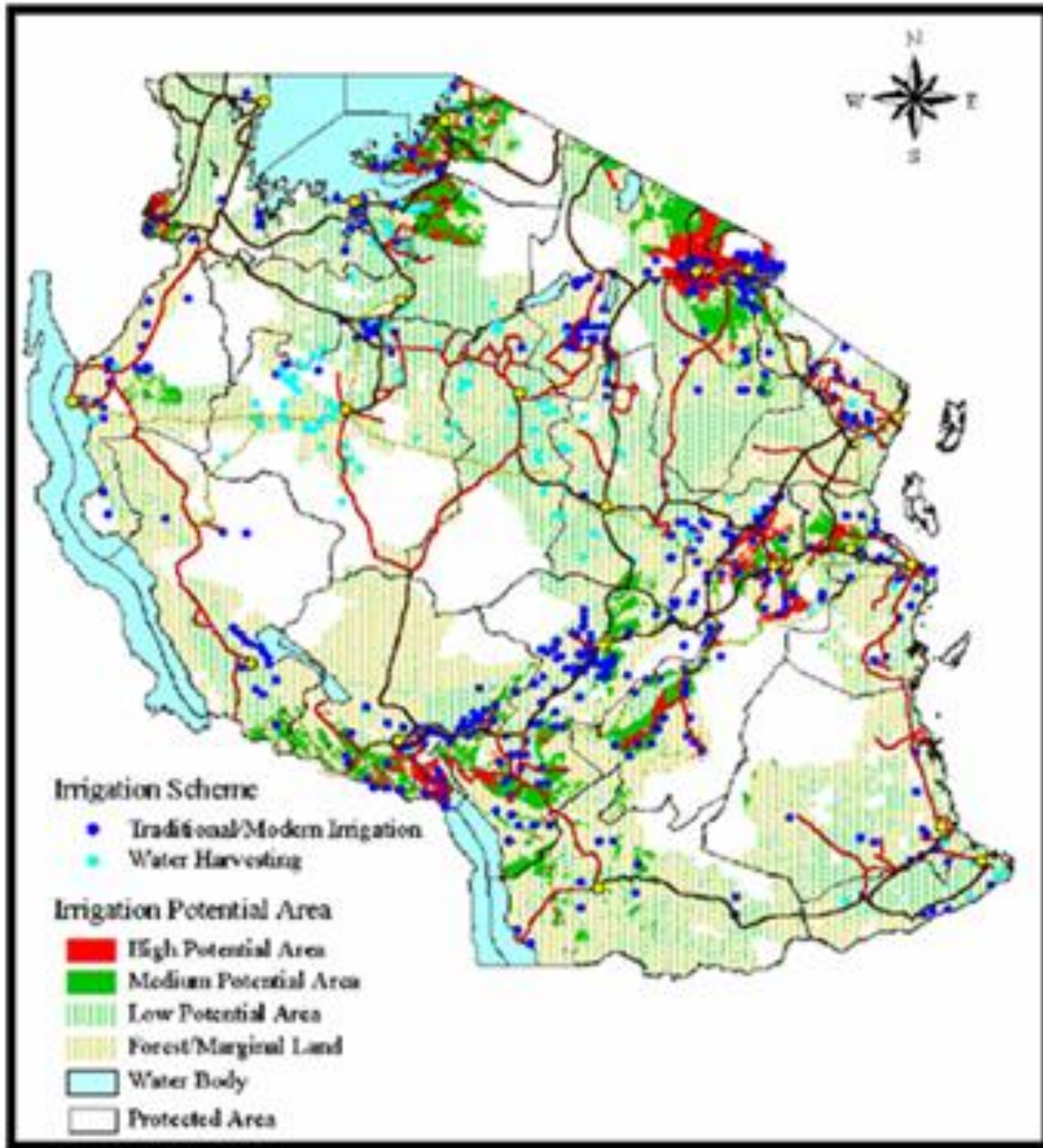
TANZANIA MoC 200

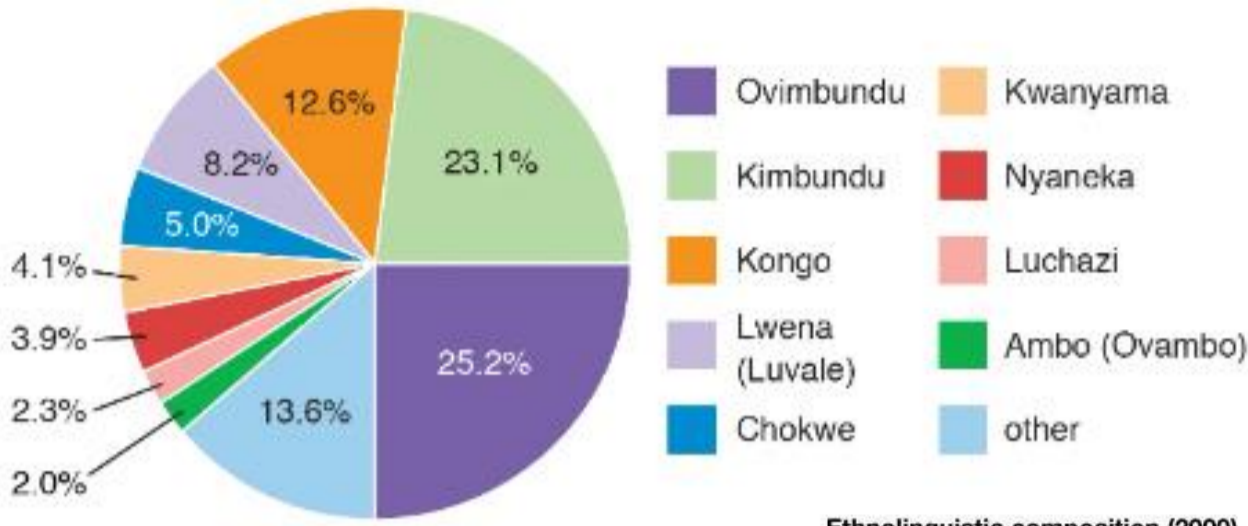
Map of Consciousness calibration of each Administrative Region





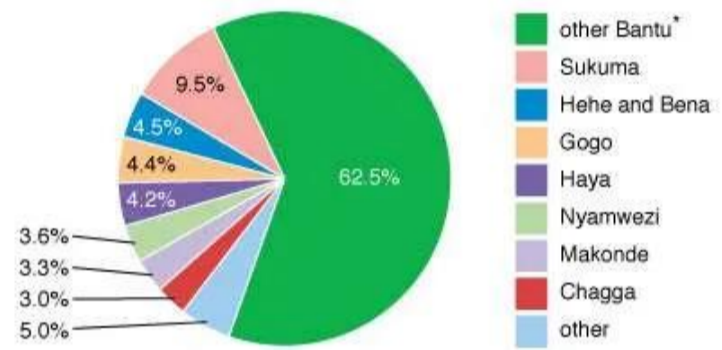
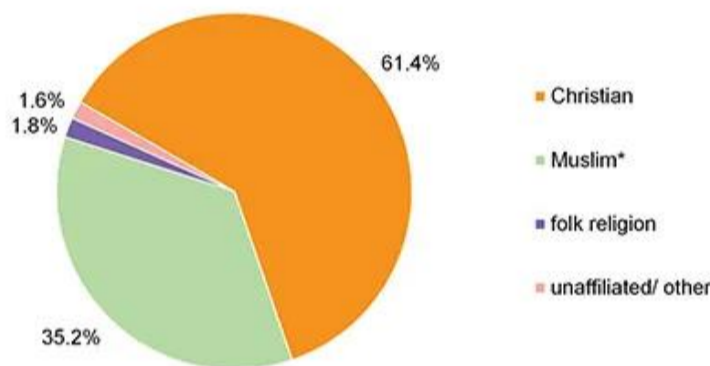






Ethnolinguistic composition (2000)

Tanzania religious affiliation (2010)

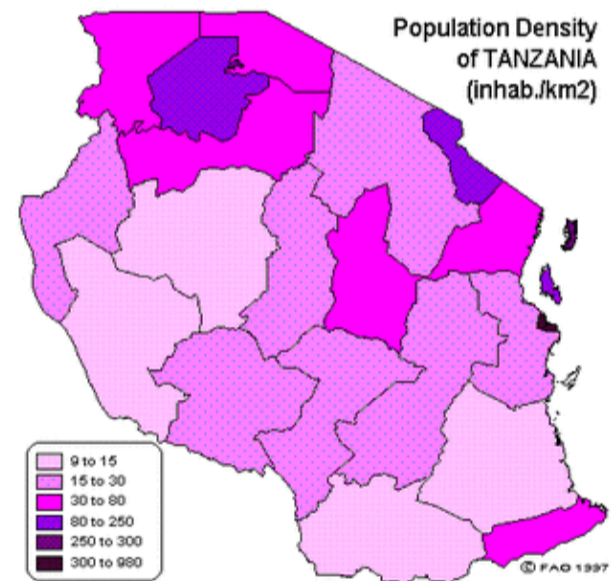
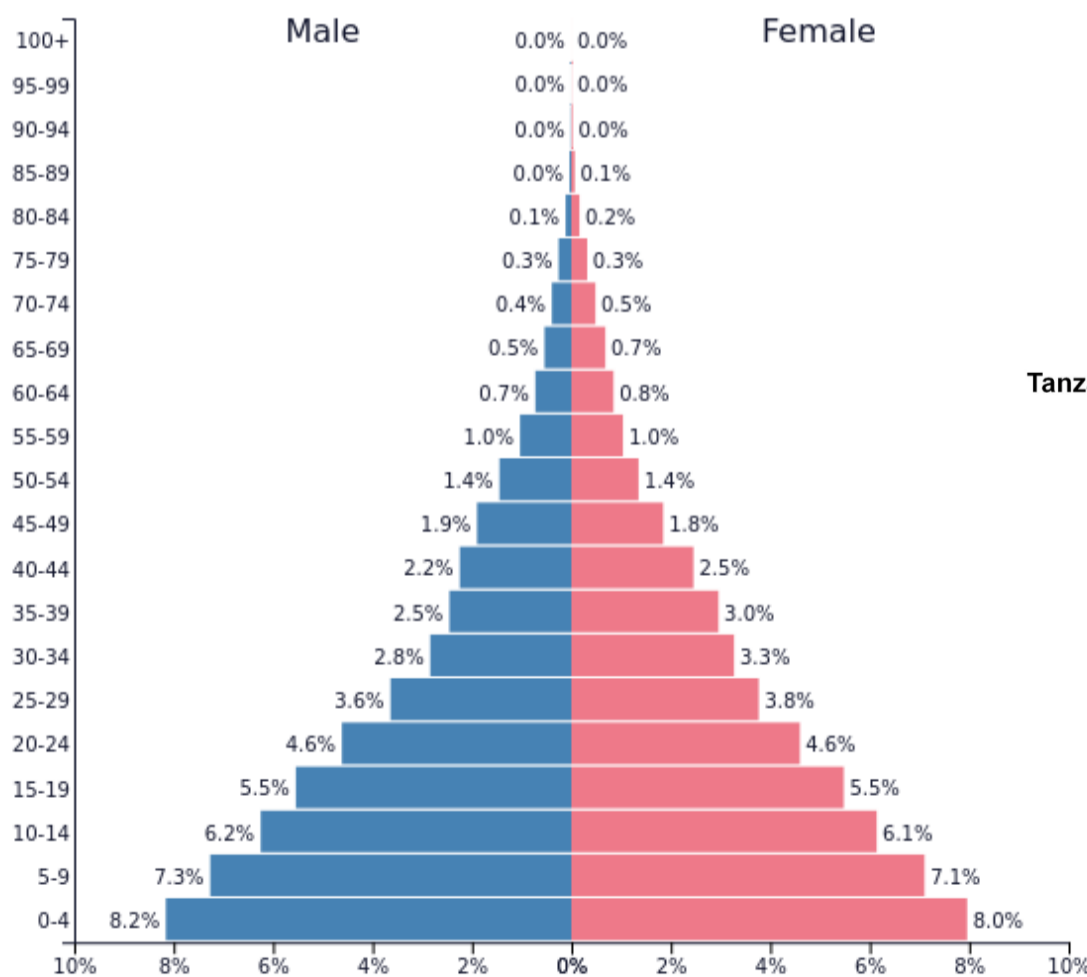


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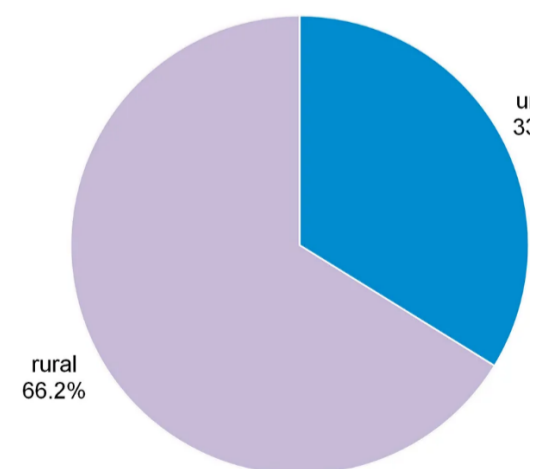
*Includes more than 120 other tribes.

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*Zanzibar only is 99.0% Muslim.



Tanzania urban-rural (2018)



- Nyaturu – 1 million
- Hazda – 1,000
- Maasai – 300,000
- Barabaig – 300,000
- Gogo – 1.4 million
- Chagga – 800,000
- Pare – 700,000
- Kahe – 5,500
- Kuria – 700,000
- Iraqw – 500,000
- Rangì – 500,000
- Sandawi – 40,000
- Luguru – 700,000
- Waarusha – Data unavailable

