

INSTITUTE OF SOCIAL WORK



This is to certify that
Savio A. Fernandes

Admission No. **ADH-23/05**

Having satisfied the requirements for the
award of the

ADVANCED DIPLOMA IN HUMAN RESOURCE MANAGEMENT

With the Grade of

Upper Second Class

at a ceremony held in Dar es Salaam, on the Eighteenth
day of December in the year two thousand and nine

Witness of our hands and seal

This day of

Savio A. Fernandes
**Chairperson
Board of Governors**

Savio A. Fernandes
Principal