



APS-HRMnet

AFRICA PUBLIC SECTOR HUMAN RESOURCE MANAGERS' NETWORK

APSHRMNET DELEGATE INFORMATION GUIDE

11th Annual APS-HRMNET Conference & Public Service Innovation Awards
Venue: Golden Tulip Hotel, Zanzibar | Dates: 9th – 13th November 2026
Official Action Portal: www.apshrm.net

WELCOME TO ZANZIBAR! (KARIBUNI ZANZIBAR)

The Secretariat is deeply honored and thrilled to welcome delegates from over 20 African nationalities to the beautiful, peaceful, and historic island of Zanzibar. Zanzibar is universally recognized as a highly safe, secure, and peaceful destination. Comprehensive national law enforcement and local protocol tracking lines are active across all venues to ensure your absolute safety throughout the event.

ZANZIBAR WEATHER FORECAST (9th – 14th November)

Delegates will enjoy beautiful tropical weather during the conference duration:

- **Daytime Average:** 31°C (88°F) – Sunny and warm, perfect for comfortable engagements.
- **Evening Average:** 23°C (73°F) – Refreshing sea breezes ideal for outdoor networking.

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- **Recommendation:** Light cotton clothing, hats, and sunglasses are highly recommended. Brief tropical showers can occur but clear up rapidly.

MANDATORY DRESS CODE & ID BADGES MATRIX

Day & Date	Session / Event	Mandatory Dress Code Requirement
Day 1 (Mon, 9th Nov)	Arrival & Registration (Registration pavilion is setup outside the venue)	No Official Dress Code (Smart Business Casual). CRITICAL: Delegates must wear their ID Badges at all times immediately after registration to access all venue zones.
Day 2 (Tue, 10th Nov)	Grand Opening Day (High delegates, VIP speeches & keynote address)	MANDATORY VERY FORMAL Delegates are advised to wear a black suit.
Day 3 (Wed, 11th Nov)	Plenary Sessions & Gala Dinner	Daytime: Country-Specific National Dress / Traditional Wear (To celebrate our diverse African cultures). Evening (Gala Dinner): Elegant Evening Dress or Formal National Wear.
Day 4 (Thu, 12th Nov)	Technical Business Panels	Casual but Formal (Smart Corporate Casual – maintaining executive presentation without full suits).
Day 5 (Fri, 13th Nov)	Official Closing & Excursions	Official APSHRMNET T-shirts (provided by the committee), hats, and sunglasses. Bring beach clothes / swimwear if you wish to enjoy a swim during the tours.

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1. HEALTH & MANDATORY INSURANCE (BEFORE TRAVELLING)

- **Government Health Surveillance Form:** All arriving travellers must complete the form online before departure via the official link: afyamsafiri.moh.go.tz. Save your confirmation QR code (printed or screenshot) for Port Health officials.
- **Regional Health Precaution:** Following regional developments, health screening (temperature checks) is active. There are zero reported cases of Ebola in Tanzania or Zanzibar, and all safari/tour operations continue normally.
- **Mandatory Zanzibar Travel Insurance:** If Zanzibar is your first point of entry into Tanzania, you must purchase your mandatory inbound health insurance prior to arrival via the official portal: inbound.visitzanzibar.go.tz (\$44 per adult, \$22 for children/SADC/EAC). Note: If entering via Mainland Tanzania first, use the NIC Inbound Portal (inbound.nicinsurance.co.tz). You do not pay twice; one valid certificate covers both regions for up to 92 days.

2. URGENT NOTICE FOR REFERRAL VISA COUNTRIES

- **Immigration Protocol:** For countries such as Sierra Leone, Somalia, and Guinea-Bissau, this is a routine diplomatic/immigration registry requirement and not a medical emergency. Referral visas cannot be obtained on arrival.
- **Urgent Pre-Travel Action:** All delegates from referral visa countries MUST register through www.apshrm.net and inform the Secretariat urgently AHEAD of travel to process travel documents.
- **Sierra Leone Dedicated Liaison:** Please share your flight itineraries and documentation directly via WhatsApp with Ms. Limi Kahabi (+255 788 604 470) prior to departure for fast-tracked border clearance.

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3. ARRIVAL POINTS, AIRLINES, & SHUTTLES

- **Official Protocol Welcome:** Meeting points are permanently staffed by protocol officers holding official event banners. You will be met immediately upon exiting the arrival terminals at:
 1. Abeid Amani Karume International Airport (ZNZ): Plying airlines include Air Tanzania (Official Sponsor – contact Ms. Lilian Sanga +255 768 810 889 via WhatsApp for delegate discounts), Qatar Airways, Emirates, Ethiopian Airlines, Flydubai, Turkish Airlines, Kenya Airways, and Oman Air.
 2. Stone Town Marine Ferry Terminal: For those crossing via fast catamarans from Dar es Salaam using Azam Marine (Kilimanjaro Fast Ferries) or ZanFast Ferries. (Valid Passport/National ID required).
- **Conference Shuttles:** Complimentary executive group shuttle buses will operate continuous daily loops between all selected partner hotels and the central Golden Tulip Hotel complex.

4. HOTEL BOOKINGS & EMERGENCY AVAILABILITY SUPPORT

- **Urgent Block-Out Support:** If you encounter any corporate rate booking delays, availability issues, or find yourself blocked out of your accommodation upon arrival, contact our dedicated coordinator immediately:
- Coordinator Name: Mr. Ikram Musa
Mobile/WhatsApp: 0772235636
- **Partner Accommodations:** Recommended proximity hotels (Kilimani, Sea View, Elephanto, Zanzibar Ocean View) and Stone Town properties (Tembo House, Hotel Verde, Serena) can be booked directly via www.apshrm.net website where the hotel list is available.

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5. CULTURAL HARMONY & LOCAL RESPECT

Zanzibar is deeply rooted in rich historic culture and conservative heritage. Delegates are kindly requested to observe modest attire when outside the formal conference auditorium (e.g., exploring Stone Town streets or visiting plantations). Please ensure shoulders and knees are covered; highly revealing outfits or short skirts should be avoided in public spaces.

6. OFFICIAL SECRETARIAT EMERGENCY CONTACT DIRECTORY

For administrative delays or border immigration hitches, please have the port or customs officials contact the executive network management team immediately:

1. **Mrs. Victoria M. Elangwa** (Executive Secretary, APS-HRMNET)
Hotline: +255 735 312 199 | info@apshrm.net
2. **Mr. Fadhili Mitimangi** (Focal Person, APS-HRMNET)
Mobile: +255 713 590 609 | fadhili.mitimangi@utumishi.go.tz
3. **Mr. Salim Said** (Secretariat Liaison – Zanzibar Host)
Mobile: +255 773 067 881 | said.salim@utumishismz.go.tz

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