

ca THE INSTITUTE OF CHARTERED ACCOUNTANTS OF ZIMBABWE



2020 ANNUAL INTEGRATED REPORT

A member of PAAB, PAFA, IFAC and CAW



INCORPORATED IN 1918

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ABOUT THIS REPORT

This is the first Integrated Report of the Institute of Chartered Accountants of Zimbabwe. It comprises of an overview of the activities of the Institute in the year ended 31 May 2020. It details the inputs into the activities and the outputs of the activities being the value addition and the impact that the activities has had on its members and its various stakeholders.

The report links all the activities of the Institute to its vision, mission and strategy. The purpose of this report is to provide information to the members of the Institute and its stakeholders. It also contains the Annual Audited Financial Statements of the Institute for the year ended 31 May 2020.

PART I: ABOUT THE INSTITUTE AND ITS PEOPLE

The Institute of Chartered Accountants of Zimbabwe (ICAZ/Institute) is a statutory body incorporated under the Chartered Accountants Act (Chapter 27:02) and formed in 1918. The Institute celebrated 102 years of existence on the 11th of January 2020. ICAZ is the oldest Professional Accountancy Organization (PAO) in Zimbabwe and is a founding member of The International Federation of Accountants (IFAC).

Vision, mission, values

ICAZ STRATEGY HOUSE

Vision:

To be the pre-eminent professional body in the development and promotion of accountancy, assurance and advisory services, business and good governance practices.

Mission

To enhance the international standing and recognition of the qualification Chartered Accountant (Zimbabwe), for the benefit of its members, to support them in providing quality services in the public interest.



INSTITUTE INFORMATION

PRINCIPAL OFFICE

Integrity House
2 Bath Road
Belgravia, Harare

LEGAL ADVISERS

Moyo and Jera Legal Practitioners
6 Armagh Ave, Eastlea
Harare

PRINCIPAL BANKERS

Standard Chartered Bank
Zimbabwe Ltd.
2nd Floor, Old Mutual Centre
Third St./Jason Moyo Ave.
Harare

CBZ BANK

Wealth Management Branch
Corner Edinburgh/Campbell Rd.
Pomona, Borrowdale
Harare

AUDITORS

BDO Zimbabwe Chartered Accountants
Kudenga House
3 Baines Avenue
Harare

MEMBERSHIP BODIES

Public Accountants and Auditors Board (PAAB)
International Federation of Accountants (IFAC)
Pan African Federation of Accountants (PAFA)
Chartered Accountants Worldwide (CAW)
International Federation of Women Accountants (IFWA)

RECIPROCAL PARTNERS

South African Institute of Chartered Accountants (SAICA)
Institute of Chartered Accountants of Namibia (ICAN)
Institute of Chartered Accountants of England and Wales (ICAEW)
Chartered Accountants Australia and New Zealand (CAANZ)
Hong Kong Institute of Certified Public Accountants (HKICPA)
Chartered Accountants Ireland (CAI)
Chartered Professional Accountants Canada (CPA Canada)
Chartered Institute of Management Accountants (CIMA)

PRESIDENT'S MESSAGE



Fungai C. Kuipa

“I am pleased to report that we went some good mileage in making our voices heard and in commanding our space as an Institute and in our various professional capacities.”

Esteemed Members,

I began the year by challenging all ICAZ members to regain our footing, and participate at various levels of both the private and public sectors while speaking to our core values of Responsibility, Honesty and Integrity in order to Reclaim Our Relevance. When we gathered last August at Sun City in South Africa, where I was inaugurated as President of this revered Institute, one could never have imagined how the year was going to turn out.

With the disruptions caused by the Covid-19 pandemic, it is an understatement to say that this has been a tumultuous time for the Institute. There is no doubt that it has required us to embrace new ways of working, living and relating to the world, and people, around us, yet despite all the turbulence, serving the Institute and its members has made this a rewarding and meaningful year for me.

PRESIDENT'S MESSAGE (CONTINUED)

I am pleased to share that we made progress in not only reclaiming our relevance but having our voices heard and commanding our space as an Institute. Some of the initiatives undertaken during the year that assisted in this regard were:

- Our 100-day Anti-Corruption campaign which raised awareness on the ills of corruption in our society;
- The rolling out of the International Public Sector Accounting Standards (IPSAS) certificate;
- The holding of a robust Public Sector Convention that attracted good interest and the attention of the public sector;
- The introduction of short professional courses in Corporate Finance and Taxation;
- The successful women's month campaign that demonstrated the efforts of the Institute and its members in ensuring gender diversity in line with Sustainable Development Goal number 5 on Gender Equality;
- The market training and guidance on the return of IAS29 reporting for Zimbabwe;
- The efforts towards affording equal opportunities within the profession through the Vimbiso Scholarship Fund; and
- The online Continuous Professional Development (CPD) initiatives that helped bridge leadership and technical gaps arising from Covid-19.

In seeking to maintain the relevance of the profession into the future amidst robust emerging technologies, the Institute is looking at ensuring a future ready accountant through the review of the qualification, CPDs and other course offerings to augment the CA(Z). Agile professionals who are ready to understand the new realities of a fast changing world is what is needed as the new normal demands us to continue to change what we do, how we do it and the speed at which we do it. Real time information at the press of a button is what drives our world today and more so into the future. We cannot be left behind in continuously sharpening our skills and polishing our mind sets in order to be ready to provide on time, fit for purpose service.

In line with the mission to enhance the international standing of the CA(Z) qualification for the benefit of the members, ICAZ was incorporated as a member of Chartered Accountants Worldwide (CAW). Being a part of this network has increased the value and reputation of the CA(Z) brand in Zimbabwe and internationally. There are a vast number of benefits available for members to maximise on.

In furtherance of the same mission, the Institute signed a Mutual Recognition Agreement (MRA) with the Institute of Chartered Accountants of Namibia (ICAN). In the agreement, the two Institutes agreed to grant membership to eligible members of the other body without the need to undertake a qualifying or aptitude test, or any other assessment. This brought to seven the reciprocal agreements that the Institute has with leading Chartered Accountancy bodies across the world.

Pivotal to maintaining relevance is the need for the Institute to play an advocacy role on behalf of the members and the accounting profession in Zimbabwe. This means engaging policy makers and relevant stakeholders on important causes for the progression of members and the profession. To ensure active engagement and input by members, the Institute put in place online Member Economic Forums (MEFs) which are discussion forums under the various key economic sectors. It is sincerely hoped that these MEFs will provide networking and information sharing opportunities for the professional members in business from around the world. It is intended that debates and discussions on the forums will provide input for white papers for the ICAZ Economic Forum. It is also hoped that the platform will allow non-resident members an opportunity to be kept up to date with developments in their economic sectors of interest, as well as give them an opportunity to use their global experiences to contribute to the economy of Zimbabwe. I sincerely encourage members to participate in the Forums which are found on the MyICAZ mobile application.

PRESIDENT'S MESSAGE (CONTINUED)

In light of the Covid-19 restrictions to avoid gatherings, and in the spirit of keeping everyone safe whilst continuing ICAZ traditions, the 2020 ICAZ Winter School is being held virtually. This offers a brilliant opportunity to host the Winter School at a low cost as well as provide every member an opportunity to attend irrespective of their geographical location. A series of virtual sessions will run on the Zoom Platform on 05 and 06 August 2020 which will be followed by the Annual General Meeting (AGM) and the inauguration of the new President.

This year's Winter School will run under the theme, "Re-scoping: Seeing the world differently!" The year 2020 has been a year of awakening, drastic change, discomfort, adaptability and growth due to the pandemic. The Winter School will reflect on the lessons, the outlook and the opportunities ahead.

Fellow members, as my term in office comes to an end, I would like to implore you to continue the journey of reclaiming our relevance through:

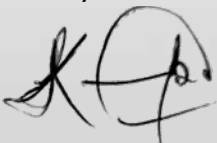
- Upholding the fundamental attributes of professional behavior and ethics expected of us. Moral decadence is higher when things are tough. We must remain resolute in our principles and what we believe in. That way we can lead the way in good governance practices that will help curb social and economic ills such as corruption. To do so, we need to tread the moral high ground of responsibility towards society, regulatory authorities, our country, and all the related stakeholders. accountants and auditors are the gatekeepers of resources, businesses and economies; we have a duty to take ownership of the responsibility, and confidence, placed in us as the custodians of the profession.
- Participating and not being bystanders. If we want to see economic change, we have to be change agents, you cannot be a change agent from the terraces. Let us sit on the relevant boards, claim our seat at the table and make our contributions heard. We are well positioned to utilize our hard-earned skillsets to provide invaluable input and guidance for the betterment of our economy.
- Embracing technology for better efficiency. This will ensure improved accuracy of reporting as well as turnarounds so that decision making can take place while the information is still relevant. With the advent of automation and digitalization, this is the time to ensure that deliverables are not only timely but relevant and cost competitive.

To all the members who have given their support and continue to be involved in the affairs of the Institute through the various committees, your contributions are valued and greatly appreciated.

I wish the incoming President and her reinforcement team of Councillors and Secretariat, nothing but the best.

It has truly been a privilege to serve you all through this Institute., I will leave you with a quote from Barack Obama 'If you're walking down the right path and you're willing to keep walking, eventually you'll make progress.'

I thank you!



Fungai C. Kuipa
PRESIDENT

CHIEF EXECUTIVE OFFICER'S REPORT

The activities of the Institute in the year were largely guided by the strategic objectives and initiatives that had been laid down. The strategic objectives are broken down into 6 critical pillars. An update of the activities carried out and the performance under each of the strategic initiatives is reported below.

PEOPLE: Engage people, strengthen capacity and build high performance teams

Under this strategic pillar, the thrust is to build a high impact secretariat team and surrounding support in order to carry out the mission of the Institute and achieve the vision. The people pillar is pivotal to the success of the Institute as it brings in two key capitals – being the intellectual capital and human capital.

The people pillar is supported by the secretariat team which comprised of 28 staff members as at 31 May 2020. A significant part of the Institute support and capacity is obtained from members who volunteer to serve on various ICAZ committees.

The key strategic thrust for the year under this pillar was to develop a high performance culture, buttress technical skills and build leadership capacity for now and into the future. A culture review was carried out which resulted in a culture intervention plan being drawn up and implemented. The training program was also enhanced and had a bias towards management development and succession planning. Technical skills were also buttressed through resourcing of the Technical Department as well as expansion of the technical suppliers' value chain.

An innovation incentive scheme was also introduced in order to create a culture of creativity. During the year the Technical, Marketing and Administration Departments benefited.

Going forward: The focus will be on team capacity building in order to enhance services around the core functions of Education, Membership Services and Technical.



Gloria E. Zvaravanhu

CEO'S REPORT (CONTINUED)

GOVERNANCE: Ensure accountable, transparent and effective leadership

The strategic pillar is focused on ensuring good governance practices so as to lead by example in the market and in line with the vision to promote good governance practices. The key initiatives in the year were centred around carrying out a benchmarking exercise against the governance requirements of the International Federation of Accountants (IFAC) and leading Professional Accounting Organisations (PAOs).

A decision was also taken to enhance reporting in line with best practice and hence the Integrated Report was adopted with effect from this reporting period.

Council and Committee evaluation process was also implemented with effect from this reporting period and results will be used to enhance Council and Committee performance into the future.

A process to align the various statutes of the Institute was also carried out and is in the process of being implemented.

Going forward: An implementation checklist was derived from the results of the benchmarking exercise and governance enhancements are being implemented.

FUNDING: Ensure there is funding to cover capital and operational needs of the Institute

The ultimate goal under this pillar is to ensure that the Institute activities are not hampered by lack of funding as well as to expand funding sources to reduce the burden on members. A number of revenue generating initiatives were introduced in the year, in particular, through short course offerings in the Technical and Education Departments. A number of the initiatives will start bearing fruit in the ensuing period.

Going forward: The focus remains to expand funding sources by maximising on the intellectual and brand capacity of the Institute. Initiatives to secure funding for the Centre of Excellence will also remain a focus area.

PROCESSES: Enhance service delivery, process efficiency and digital capabilities

The strategic thrust is to ensure that there are robust platforms that enable a seamless and convenient service to be offered to members and students and also minimise manual interventions in processes.

During the year, increased usage of the ICAZ web services and application platforms were promoted and realised. Social media communications channel management was also enhanced to ensure presence and reach to members and other stakeholders. Online CPD offerings were introduced in addition to the online accounting and auditing knowledge repository service provided in partnership with ICAEW.

Going forward: The ICAZ digital strategy has aspirations to eliminate manual processes relating to member and student interactions with the Institute.

POSITIONING: Maintain market leadership and enhance brand positioning and reputation

Under this pillar the thrust is to increase brand visibility and premium positioning for the benefit of the members who use the designations of the Institute CA(Z), FCA(Z) and AA(Z). The Institute carves its reputation as a thought leader in Zimbabwe and as knowledgeable and astute leaders internationally through its members.

CEO'S REPORT (CONTINUED)

During the year the following activities were done as a way of investment into the brand visibility and equity:

- A rich calendar of activities and seminars aimed at positioning the Institute as the thought leader in the market
- Enhanced digital and online presence for global reach
- Involvement and promotion of members through campaigns i.e. the anti-corruption campaign and the women's month campaign
- Issuance of technical papers and market guidance
- Professional course offerings for the market
- Diaspora Chapter activities that made the ICAZ brand visible in the various markets i.e. Winter School and other Chapter events
- ICAZ presentations at different professional seminars
- ICAZ seat on international and regional bodies (IFAC PAIB, PAFA, Africa Integrated Reporting Council)
- ICAZ sponsorship (assessing and assisting) of other PAOs seeking IFAC membership (the Institute sponsored two bodies in the year)

Going forward: Enhancing publicity of who ICAZ is and what the brand represents and embodies continues to be a focus area. The Centenary book is expected to greatly help in the dissemination of the history, knowledge, impact, contribution and relevance of the Institute and its members in the coming year.

PARTNERSHIPS: Enhance and leverage partnerships across the value chain

The strategic pillar focuses on enhancing and leveraging partnerships in order to promote accounting education, support the cause of the profession, add value to members and enhance service offering. During the year, the following partnerships were forged:

- Mutual Recognition Agreement with Chartered Institute of Management Accountants (CIMA)
- Mutual Recognition Agreement with Institute of Chartered Accountants of Namibia (ICAN)
- Advanced discussions with several state universities to offer ICAZ education programs
- Joining of the Chartered Accountants Worldwide network (CAW)
- Partnership with Zimbabwe Institute of Tax Accountants (ZITA) to offer a taxation course
- Partnership with the Institute of Investment Professionals Association of Zimbabwe (IPAZ) to offer a Corporate Finance course
- Collaboration with SAICA on the CA2025 (Future ready project)
- Collaboration with Ministry of Finance and Economic Development on IPSAS training
- Advanced discussions with public sector training offices and educators for the Public Sector Professionalisation project.

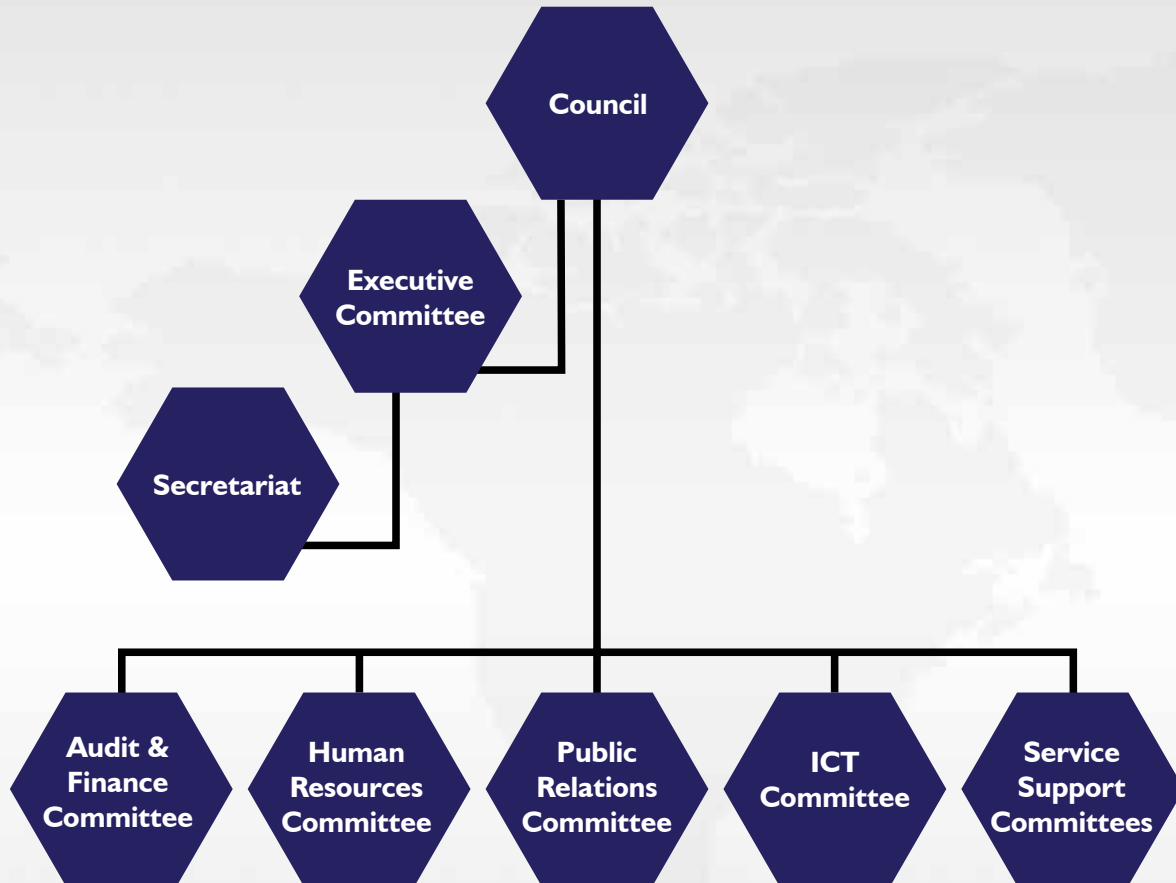
Going forward: More International MRAs to serve growing members in certain regions of the world, more ICAZ education program providers and roll out of the public sector professionalisation project. We also look forward to expanded pathways into the profession. More collaboration with other professional bodies is also expected.

Appreciation goes to the Presidium, Council, ICAZ Committees and various stakeholders who worked tirelessly to make the year rich, productive and progressive. We look forward to bigger and better achievements, impact, contributions, value add and relevance into the future.



Gloria E. Zvaravanhu
CHIEF EXECUTIVE OFFICER

GOVERNANCE STRUCTURE



Council

The Council is the primary governing body of the Institute and currently has 23 members. Council is responsible, amongst other things, for policy formulation and ensuring that the Institute maintains stakeholder confidence.

The Council is headed by the President, who sits in office for a period of 3 years as Junior Vice President, Senior Vice President and President.

Analysis of the Council

DESCRIPTION	REPS	%
Manicaland Seat	1	4%
Mashonaland Seats	9	40%
Matabeleland Seats	4	17%
Midlands Seat	1	4%
WeCAN Seat	2	9%
Non Resident Members	4	17%
Appointed Members	2	9%

Council composition

The Council was comprised of 23 members as at 31 May 2020

NAME	GENDER	APPOINTMENT STATUS
Fungai Kuipa	M	Elected-President
Dudzile Shinya (nee Mothobi)	F	Elected-Senior Vice President
Tumai Mafunga	M	Elected-Junior Vice President
Gloria Zvaravanhu	F	Ex Officio-CEO
Adam Zvandasara	M	Elected
Anesu Daka	M	Elected
Arthur Mubaiwa	M	Appointed*
Brian Njikizana	M	Elected
Clive Mukondiwa	M	Appointed*
Davison Charamba	M	Elected
Elina Bvurere	F	Elected
Emmanuel Mudefi	M	Elected
Hylee Choto	M	Elected
Janice Sambaza	F	Elected
Jonas Jonga	M	Elected
Manyara Chigunduru	F	Elected
Ngonidzashe Mudzamiri	M	Elected
Rumbidzaimambo Ndebele	F	Elected
Tapiwa Chizana	M	Elected
Tarryn Campbell	F	Elected
Tawanda Chikoore	M	Elected
Valerie Muyambo	F	Elected
Violet Garaba	F	Elected

* A member appointed by the Council in terms of section 11 of the CA By-Laws



Some of the ICAZ Council Members

THE EXECUTIVE COMMITTEE (EXCO)

The ICAZ Executive Committee comprises of the President, the Senior Vice President, the Junior Vice President and the Chief Executive Officer. The Executive Committee for 2019 – 2020 was made up of the following individuals whose short profiles are shared below:



Fungai C. Kuipa
PRESIDENT

Fungai C. Kuipa - President

Fungai has been a partner at Ernst & Young for over 15 years and is responsible for the Harare Assurance/Audit Service line. Fungai leads a number of listed and non-listed audit clients covering retail and consumer products, mining, banking and insurance. Within EY he is the “Insurance Sector” leader.

Fungai trained as an articled clerk with Coopers and Lybrand, one of the predecessor firms of Ernst & Young.



Duduzile Shinya (nee Mothobi)
SENIOR VICE PRESIDENT

Duduzile Shinya (nee Mothobi) **Senior Vice President**

Duduzile Shinya (nee Mothobi) has been a member of the Institute since 2006. She holds a Bachelor in Accounting Science Honors degree with the University of South Africa (UNISA) as well as a Master’s in Business Leadership from the UNISA Graduate School of Business Leadership.

Duduzile is currently the Chief Finance Officer at Medical Investments Limited (flagship brand, The Avenues Clinic). Previously, she was the Chief Financial Officer at Amalgamated Brands, the Investment Holding Company for Cairns Holdings, Lobel’s Bread, Cailogistics and Cailo Marketing Services. Prior to that, she was the Finance Director at Schweppes Holdings Africa Limited.

Duduzile is currently the Chairperson of the Women Chartered Accountants’ Network (WeCAN), and Chairperson of the Pathways Committee. Duduzile is a member of the Public Accountants and Auditors Board (PAAB) Accounting Standards Committee. She is also a member of the Strategy Committee of the International Federation of Women Accountants. She has served on the CBZ Bank Board as an independent non-executive director and she has also sat on various boards including Old Mutual, Schweppes Zimbabwe Limited and ZINWA.

EXCO (Continued)



Tumai Mafunga
JUNIOR VICE PRESIDENT

Tumai Mafunga - Junior Vice President

Tumai is a Partner with Deloitte and has been with the firm for more than 18 years. He holds the position of Head of Audit and Assurance services.

He sits on the Global Deloitte Leadership team representing Central Africa for Telecommunication, Media and Technology (TMT) and leads TMT for Zimbabwe, Zambia and Malawi. He is a seasoned practitioner who has served some of Zimbabwe's largest clients in financial services, retail, telecommunications and manufacturing.

Tumai is a social impact entrepreneur and is passionate about people development and empowering people from disadvantaged communities.



Gloria Zvaravanhu
CHIEF EXECUTIVE OFFICER

Gloria Zvaravanhu - Chief Executive Officer

Gloria Zvaravanhu was appointed as the Chief Executive Officer of the Institute in January 2019. She is a Chartered Accountant and a past president of the Institute. She has 18 years of experience in financial management, thirteen of which at Executive Management level in the insurance sector.

She is an alumnus of the prestigious US State Department/ Fortune 500 Global Women Mentoring Program where she was mentored by one of the top '50 Most Powerful Women in Business' in the United States. She serves as the Chairman of Chengetedzayi Depository Company Board and is a director of several other organisations in Zimbabwe and Malawi.

At continental level, she represents ICAZ on the Pan African Federation of Accountants Board where she represents 15 countries in Southern Africa. She also represents ICAZ on the Africa Integrated Reporting Council. At international level, she represents ICAZ and serves on the business committee of the International Federation of Accountants (IFAC).

SECRETARIAT



The Secretariat is led by the Chief Executive Officer, Gloria Zvaravanhu. The secretariat was made up of 28 staff members as at 31 May 2020.

The management team is comprised of the following:

 <p>Khulekani B. Dzowa FINANCE MANAGER</p>	 <p>Macdonald Chitauro TECHNICAL MANAGER</p>	 <p>Greta Mavengere EDUCATION MANAGER</p>	 <p>Felicity Karekwaivanane REGISTRAR</p>
 <p>Tawedzera Majongwe ICT MANAGER</p>	 <p>Edinah Gemu PUBLIC RELATIONS OFFICER</p>	 <p>Dennise Kaguru HUMAN RESOURCES OFFICER</p>	

COMMITTEES

Institute Administration Committees

NAME	KEY MANDATE	COMPOSITION
Audit & Finance Committee	Oversee financial and risk management of the Institute	Tumai Mafunga (Chair), Ngonidzashe Mudzamiri, Violet Garaba, Bothwell Nyajeka, Gloria Zvaravanhu (secretariat), Khulekani Dzowa (secretariat), Esther Mugwagwa secretariat)
Human Resources Committee	Oversee management of human capital of the Institute	Clive Mkondiwa (Chair), Ngonidzashe Mudzamiri, Adam Zvandasara, Tawanda Chikoore, Rumbidzaimambo Ndebele, Gloria Zvaravanhu (secretariat), Khulekani Dzowa (secretariat), Dennise Kaguru (secretariat)
ICT Committee	Oversee information and technology function of the Institute	Tumai Mafunga (Chair), Michael Hove, Felix Mudzengi, Rodney Dean, Davison Charamba, Gloria Zvaravanhu, Mukai Nyengerai, Tawedzera Majongwe (secretariat), Thembelihle Sihwa (secretariat)
Public Relations Committee	Oversee public relations and marketing activities of the Institute	Stanford Gwanzura (Chair), Sibusisiwe Ndhlovu, Alana Chinhara, Valerie Muyambo, Ledwin Magara, Hylee Choto, Nyasha Nyambuya, Gloria Zvaravanhu, Edinah Gemu (secretariat), Timothy Mutsikwi (secretariat)

Services Support Committees

NAME	KEY MANDATE	COMPOSITION
Examinations Board	To oversee the examinations process for the Institute	Tinashe Rwodzi (Chair), Hammond Des Fontaine, Craig Adamson, Graham Cheater, Tarryn Campbell, Tatenda Bonyongwa, Gloria Zvaravanhu (secretariat), Greta Mavengere (secretariat)
Education Committee	Oversee the education programs and the students training process	Arthur Mubaiwa (Chair), Clemence Muzondo (Deputy Chair), Edmore Chimhowa, Eva Ravasingadi, Jonas Jonga, Elliot Woneyika, Themba Mudidi, Bhempilo Mpfu, Charity Mtwazi, Christopher Maswi, Blessing Tinarwo, Peter Mushore (NUST Rep), Gloria Zvaravanhu (secretariat), Greta Mavengere (secretariat), Felicity Karekwaivanane (secretariat), Macdonald Chitauro (secretariat), Joylyn Kanukai (secretariat), Miriam Magondo (secretariat)

Committees (Continued)

NAME	KEY MANDATE	COMPOSITION
Auditing and Professional Standards Committee	Oversee the application of auditing and professional standards within the profession in Zimbabwe	Michael De Beer (Chair), Nomatter Sigauke, Oudious Mazowe, Agnella Mhungu, Esther Antonio, Fungai Nyagwaya, Faith-Mary Manyangadze, Tumai Mafunga, Wadzanai Makuwa, Matthews Kunaka, Lenos Mbanje, Tapiwa Mushipe, Macdonald Chitauro (secretariat), Embassy Ruziwa (secretariat)
Accounting Procedures Committee	Oversee the application of IFRS within the accounting profession in Zimbabwe	Clive Mukondiwa (Chair), Stelios Michael, Prudence Mhembere, Rumbidzai Matiki, Valerie Muyambo, Mitchell Tugwete, Taitos Mukuku, William Mandisodza, Ngonidzashe Mudzamiri, Gerald Matavata, Jabulani Mavimba, Nesbert Fiyanda, Ruvimbo Chimedza, Farai Chibisa, Noel Kazembe, Tapiwa Mushure, Nolin Gora, Macdonald Chitauro (secretariat), Embassy Ruziwa (secretariat)
Tax and Other Legislation Committee	Oversee the application of legislation affecting the practise of the profession and/or the status or interest of the Institute or its members and the public at large	Vinay Ramabhai (Chair), Dumisani Ngwenya, Elisa Shaw, Evernice Nyandoro, Faith Mberi, Florid Mushonga, Graham Cheater, Hammond Des Fontaine, John Chibwe, Lawrence Hungwe, Lucas Taruvinga, Manuel Lopes, Maxwell Ngorima, Monica Gotor, Nigel Forsgate, Patrick McCosh, Peter Cawood, Pfidzai Gwara, Roy Shayahama, Johannes Muchada, Macdonald Chitauro (secretariat), Embassy Ruziwa (secretariat)
Economic Forum	Representing the accounting profession in economic policy formulation and proactively engaging with the current economic issues of interest	Ngoni Kudenga (Chair), Sydney Bvurere., Noma Nkomani, Jade Tsokodayi, Brian Mabiza, Fungai Kuipa, Walter Mupanguri, Tinashe Rwodzi, Macdonald Chitauro (secretariat), Paidamoyo Dziwa (secretariat)
Women Chartered Accountants Network	Profiling, promotion and development of female Chartered Accountants	Dudzile Shinya (nee Mothobi) (Chair), Rufaro Maunze (Vice Chair), Gloria Zvaravanhu, Charity Makawa, Charity Mtwazi, Gwen Muteiwa (Botswana Chapter), Martha Shoniwa, Valerie Muyambo, Margaret Chipunza, Tinashe Mudarikwa (Australia Chapter), Ledwin Magara, Evelyn Madziva-Machaka, Tandiwe Masunda, Tatenda Muronda, Ollett Kuwanda, Manyara Chigunduru, Evelyn Mbirimi (UK Chapter), Brenda Nyagona (UK Chapter), Kudzai Hove (UK Chapter), Janice Sambaza (SA Chapter), Gertrude Dendere (SA Chapter), Nokubekezela Nyuke (Bulawayo Chapter), Felicity Karekwaivanane (secretariat), Edinah Gemu (secretariat), Chengetai Nyamushongonyora (secretariat)

Committees (Continued)

NAME	KEY MANDATE	COMPOSITION
Continuous Professional Development Committee	Fostering a commitment of lifelong learning among members	Sevious Mushosho (Chair), Tariro Mhuka, Bulisa Mbano, Thando Kembo, Farayi Sithole, Clyton Kazembe, Nyaradzo Mushangwe, Shamiso Chataika, Edinah Gemu (secretariat), Timothy Mutsikwi (secretariat)
Investigations Committee	Investigating allegations of misconduct made against a member, or a student accountant	Simon Hammond (Chair), Freeman Kembo, Vuli Ndlovu, James Mushore, Munyaradzi Dube, Alfred Banda (Advisor), Elisha Moyo (Legal Advisor), Gloria Zvaravanhu (secretariat), Felicity Karekwaivanane (secretariat)
Pathways Committee	To look into the different pathways to ICAZ membership	Dudzile Shinya (nee Mothobi) (Chair), Sibusisiwe Ndhlovu, Arthur Mubaiwa, Tinashe Rwodzi, Tatenda Muronda, Gloria Zvaravanhu (secretariat), Felicity Karekwaivanane (secretariat), Paidamoyo Dziwa (secretariat), Joylyn Kanukai (secretariat), Greta Mavengere (secretariat), Miriam Magondo (secretariat)
Membership Services Committee	To look for ways to enhance the services to members	Martin Makaya (Chair), Tinashe Rwodzi, Brenda Nyagona, Gideon Nengomasha, Tafadzwa Mudarikwa, Clive Zimunya, Gloria Zvaravanhu, Arthur Mubaiwa, Maggie Manonga, Ledwin Magara, Evelyn Machaka, Cecil B. Thorn, Michael Chawatama, Bothwell Nyajeka, Ntokozo Ndola, Hylee Choto, Tawanda Chikoore, Simbarashe Magumise, Batsirai Pfigirai, Verengai Ruswa, Trish Mafukidze, Justin Mubayi, Trish Mafukidze, Janice Sambaza, Willard Kurewa, Gloria Zvaravanhu (secretariat), Felicity Karekwaivanane (secretariat), Joylyn Kanukai (secretariat)
Disciplinary Committee	To protect the integrity of the profession, promote the highest possible standard of professionalism and to ensure compliance with the code of conduct and ethics of the profession.	Fungai Kuipa (Chair), Duduzile Shinya (nee Mothobi), Tumai Mafunga, Gloria Zvaravanhu (secretariat), Felicity Karekwaivanane (secretariat)

PART II: MEMBERSHIP

Membership Categories

ICAZ has three membership categories which are Chartered Accountant Zimbabwe (CA(Z)), Fellow Chartered Accountant (FCA(Z)) and Articled Accountant (AA(Z)).

Chartered Accountant Zimbabwe (CA(Z))

This category is the first and long standing category of the Institute which was started at inception in 1918. It embodies the core, principal and pre-dominant brand of the Institute. This is also the category that fully encompasses the ICAZ competency framework and is the backbone of all the Mutual Recognition Agreements, international recognition agreements and the professional membership bodies that ICAZ belongs to.

A CA(Z) is a member of ICAZ who would have passed all the professional examinations of the Institute as well as completed the requisite practical training per the ICAZ competence framework.

This category forms the bulk of the membership of the Institute, which was 98% as at 31 May 2020.

Fellow Chartered Accountant Zimbabwe (FCA(Z))

This category is a premium derivative of the principal FCA(Z) category which recognises and distinguishes the senior Chartered Accountant from the rest of the CA(Z) membership category. It is an upgrade from the Chartered Accountant category based on seniority, experience and professional conduct.

The Fellow membership category was introduced in 2017. For an CA(Z) to qualify for an upgrade as an FCA(Z) they are required to have at least 10 years post CA(Z) qualification experience and a clean disciplinary record with the Institute.

Chartered Accountant Zimbabwe (CA(Z) and FCA(Z) member movements from 1 June 2019 to 31 May 2020:

CA Membership as at 31 May 2019	2206
New Admissions	83
Deceased*	(3)
Resignations	(1)
Reinstatements	16
CA Membership as at 31 May 2020	2301

*Deceased

The following CA(Z) members passed away during the course of the year;
Patience Nyarai Mutara (26 June 2019), Marco Georgeu (29 January 2020), Melville R Willis (26 May 2020).

The Institute honours them for their years of membership. May their souls rest in peace.

Membership Categories (Continued)

Articled Accountant Zimbabwe (AA(Z))

This membership category was introduced in 2013. This category is for persons who hold an accounting degree recognized by ICAZ and have their contracts and training records discharged by ICAZ i.e. those that would have completed the practical training aspect of the ICAZ competence framework through an ICAZ accredited training office.

This membership category enhances the weight and value of the articles training whilst giving the member credible recognition as belonging to a professional body.

This category is a response to the increasing value that the employers and markets are placing on accountants who belong to a professional body as they are assured that the person is accountable from an ethical stand point and also that they are obliged to keep up to date with their professional development through CPDs.

Articled Accountant Zimbabwe (AA(Z)) member movements from 1 June 2019 to 31 May 2020:

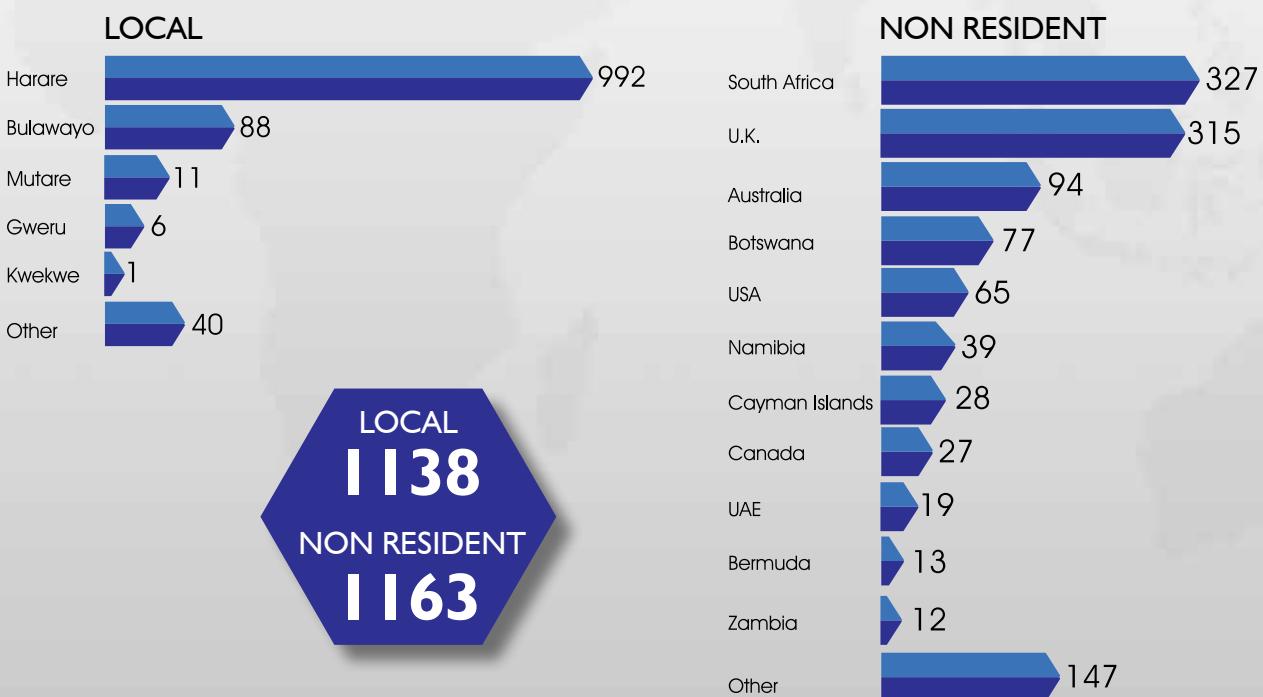
AA(Z) Membership as at 31 May 2019	49
New AA(Z) Admissions – June 2019 to date	8
AAZ Resignations – June 2019 to date	(1)
AA(Z) Membership as at 31 May 2020	56

Membership Demographics

The membership demographics of location, gender and age are changing rapidly over the years. With the change comes the need to also change the governance and service structures to ensure an all-inclusive approach to membership engagement and management.

Membership Geographical Spread

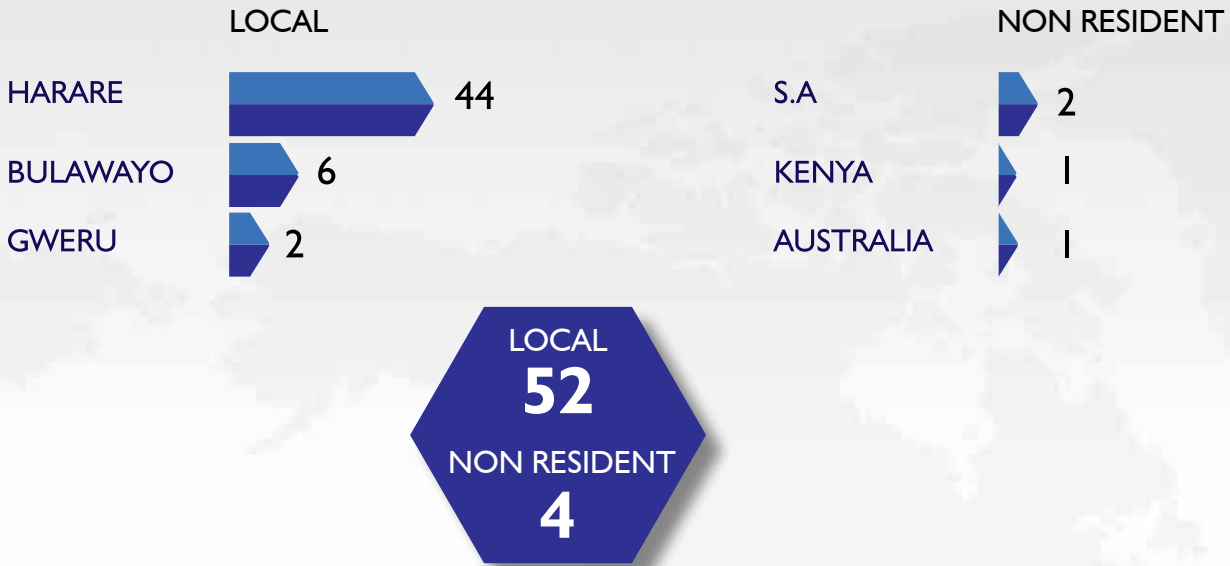
Chartered Accountants Zimbabwe (CA(Z)) - Geographical spread of Membership (31 May 2020)



Membership Demographics (Continued)

Articled Accountant Zimbabwe (AAZ) - Geographical spread of Membership (31 May 2020)

ARTICLED ACCOUNTANT MEMBERS



Membership Demographics (Continued)

Serving members in different geographical locations

Member Chapters

As at 31 May 2020 there were 7 active Chapters and 2 Chapters were in the formation stages, that is, Isle of Man and Namibia Chapters. The SA and UK Chapters were the first to be created and the past 8 years has seen the emergence of most of the other Chapters. Chapters are in place as an engagement platform for non-resident members.

The active Chapters are South Africa (327), United Kingdom (315), Australia (94), North America (92), Botswana (77), Channel Islands (25) and United Arab Emirates (19).

Council and committee representation of members in different locations

As at 31 May 2020 there were 4 non-resident members sitting on council out of 23 council seats (18% of council seats). The 4 represent the Botswana Chapter, UK Chapter, SA Chapter and one member is representing all the non-resident members in general. The first non-resident council member joined Council in 2015. The structure of Council is reviewed annually in line with the member demographics. In addition to the non-resident members, the local regions are also represented on Council in line with the ICAZ By-laws.

Committees are reviewed at the end of each presidential year and this is a chance for new members wishing to join committees to be considered. There is currently 16% of non-resident members serving on committees.

Chapter annual events and year end functions

ICAZ encourages Chapters to hold at least one flagship event per year and has set aside a budget to that effect. The President, CEO or any other representative from the Institute normally attend the events to show support for Chapter activities and to get an opportunity to engage with members.



Channel Island Christmas Dinner
Dec 2019



North America Chapter Event
Nov 2019

Membership Demographics (Continued)

Reciprocal Agreements to serve members in different locations

Reciprocal agreements are put in place to ensure member ease of assimilation and support in other jurisdictions. MRAs make it easy for ICAZ members to work anywhere in the world without having to write further exams save for the exams that are regulated by a body regulating the MRA partner. There are currently 7 MRAs in place (SAICA, ICAN, ICAEW, CAANZ, CPA Canada, Ireland, and HKICPA).

International Brand Positioning to serve members in different locations

Active participation at PAFA, IFAC and CAW to place brand on the global scene. The Institute participants at PAFA and IFAC level attending meetings and representing the Institute hence keeping the CA(Z) brand in view and ensuring that the Institute keeps up to speed with international developments and requirements. The positioning of the brand at international level best serves the members working outside of Zimbabwe.

In March 2020, ICAZ joined the Chartered Accountants Worldwide family. The association will also allow ICAZ members in different parts of the world to have access to various events organized by CAW members.

Winter School hosting opportunities by chapters

In the past all Winter Schools were held in Zimbabwe. In 2015, the first Winter School outside Zimbabwe was held in Dubai. In 2019, the SA Chapter hosted the 2019 Winter School at Sun City, South Africa. There is now room to hold Winter School outside Zimbabwe every other year as the Institute takes the Winter School to wherever its members are resident. In addition, ICAZ facilitates the attendance of at least one representative from the Chapters at a discounted cost. This enables representation of Chapters at the Winter Schools.



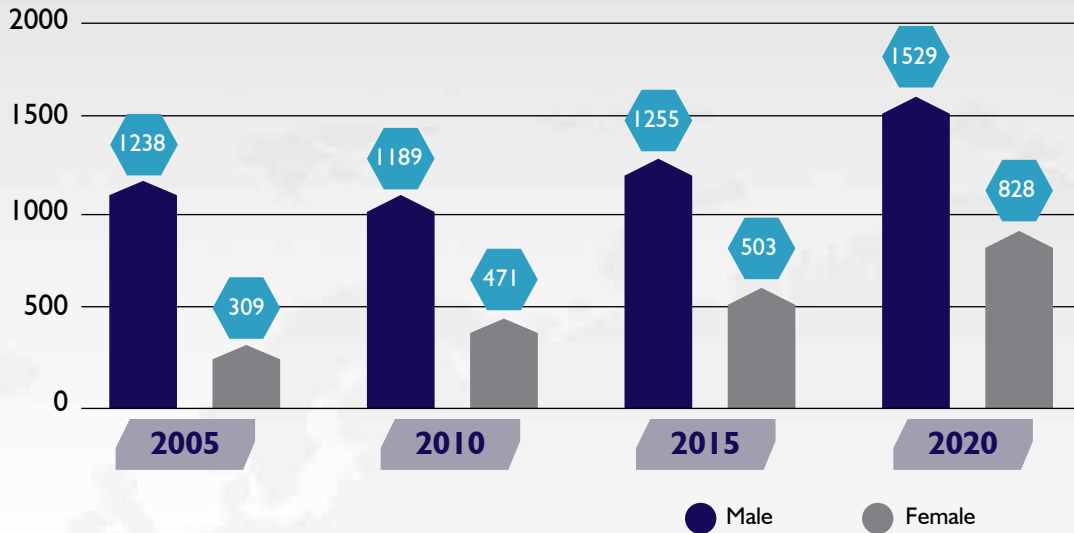
2019 Winter School
Sun City South Africa



2015 Winter School
Dubai

Membership Demographics (Continued)

Membership by Gender



Female members in 2005 (20%) vs Female members in 2020 (35%):

Initiatives to promote gender inclusivity

Introduction of Women Chartered Accountants Network (WeCAN)

WeCAN was introduced in 2016 as a committee of ICAZ that would focus on the promotion, development and profiling of female members. The aim is to encourage and improve participation of female members and provide a platform for female members to network and share ideas in order to promote female CAs influence.

Representation of Female Members on Council

At the 2016 Annual General Meeting, members approved that the Council composition should target 40% females in Council by 2020. In order to achieve this, Council made a decision to set aside a seat at every election, specifically reserved for female Chartered Accountants until this percentage is achieved. This was done through introducing the WeCAN seat. As a result, there has been progressive increase in female membership on Council from 5% in 2005 to 39% in 2020.

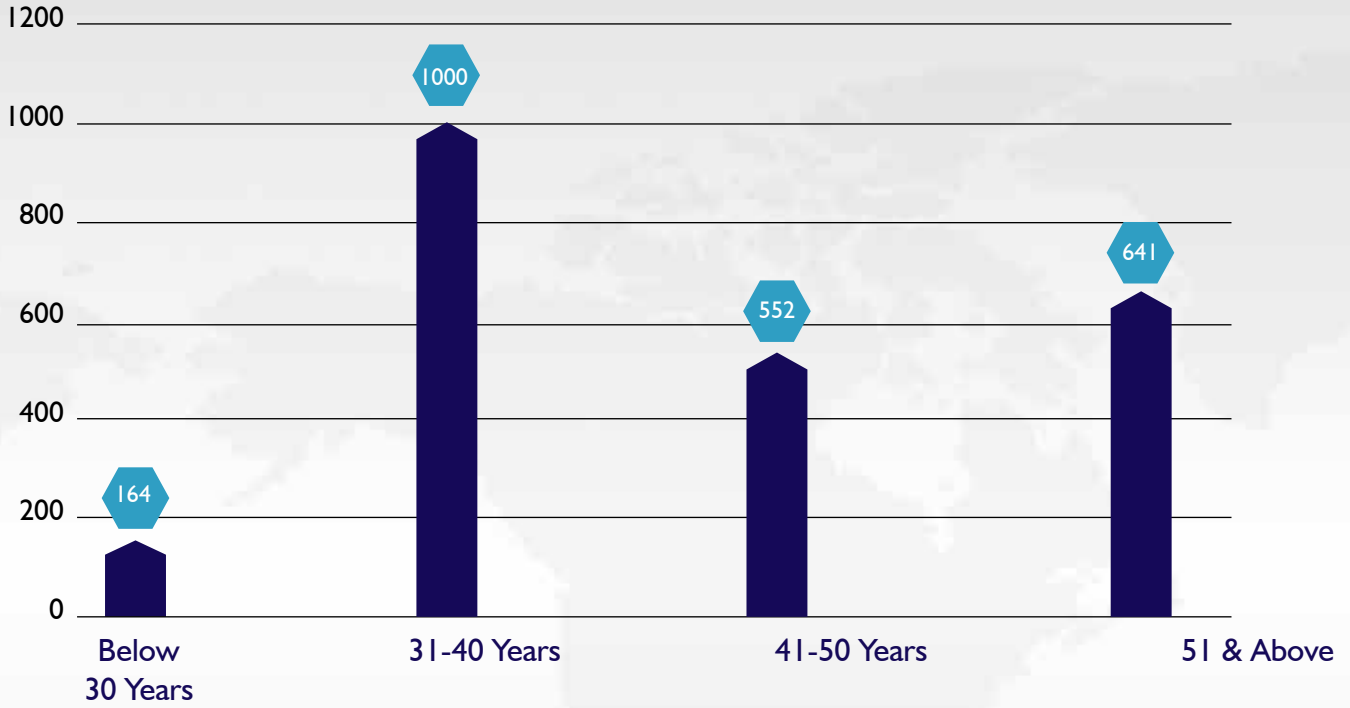
Other Gender inclusivity initiatives

The Vimbiso Scholarship Trust Fund also promotes gender equality by ensuring that equal opportunities are given to both female and male applicants. Currently, more applications are received from male students compared to the female students. The Trust makes a deliberate effort towards gender balance by ensuring that an equal number of male and female students are interviewed. The ultimate goal is to have the scholarship reflect a 50 – 50 gender balance.

The Institute does not influence policy at training office level, however, ICAZ training offices are encouraged to ensure gender balance when recruiting students. As at 31 May 2020 there were 605 students with active contracts, 48% were male and 52% were female.

Membership Demographics (Continued)

Membership by Age



Almost 50% of the Institute members are 40 years and below.

Chapter Activity Reports

Botswana Chapter

It is with great pleasure that we report yet another successful year for the Chapter. The Chapter continued to grow in leaps and bounds as members saw the benefits and value of our united front. Activities more than doubled during this period. The attendance to events grew from an average of 20 to 30 to around 45 to 60 when compared to the previous period.

The material events that happened during the year 1 June 2019 to 31 May 2020 were as follows;

Entrepreneurship Boot Camp - Flagship event – 28 to 29 June 2019:



Campsite for the Boot Camp – Big Valley Lodge Botswana

Driven by the need to change the environment for the Chapter's events, the amazing and hardworking committees' (main and events) members chose a perfect setting for that. The winner was the beautiful Big Valley Lodge which is located in a bushy and hilly area 90km south of Gaborone.

The committee(s) members pulled the strings to ensure that this was a low budget, high quality event. They called upon sponsors and vigorously campaigned for the numbers of those to attend in order to reach the equilibrium of the pegged lucrative cost to attend. They went far and beyond their means in planning for this event.

Leveraging on the strong networks that our Chairman Emeritus Davison Charamba has, the event was graced by a highly renowned business and religious leader – Dr Pastor Shingi Munyeza who was the main speaker at the event.

Chapter Activity Reports

Botswana Chapter (Continued)

Dr Munyeza focused on his main mandate by packaging it in the titles 5 Unicorns, Disruption 101 and Principles of Successful Entrepreneurs.



Dr. Shingi Munyeza delivering his speech at the Entrepreneurial Bootcamp

The event was also graced by Gloria Zvaravanhu – ICAZ CEO and Cleopas Samusodza - BICA Director of Training & Professional Development. To show how dedicated she was to the cause of the Chapter, Gloria had to sacrifice the joys of motherhood as at that time she was still nursing a four-month old baby. She ensured that members were appraised of the developments at the Institute and what members could do to help in challenges it was facing. Our BICA Director made sure that delegates appreciated how to navigate the Botswana Market when setting up businesses.

The event was attended by 45 people composed of largely Chapter members and their spouses and a few other non ICAZ Chartered Accountants and professionals.

The event was sponsored by GetSure, GetBucks, TKRM, Mukuru, Addmath and Aupracon Tax Specialists. After the event attendees were treated to activities such as Zip line, game drive, horse riding.

Christmas Party & AGM – 16 November 2019:

The Committee organised an Annual General Meeting (AGM) and Christmas Party at Travel Lodge in Gaborone. The President of ICAZ and CEO attended.

- Successful elections of two new committee members through the ICAZ e-voting system were held. This saw Justice Mubayi and Nkosana Ndlovu joining the committee and Davison Charamba and Louis Rusere retiring from the committee. Thank you Davison and Louis (together with Abigail Panganai and Ntokozo Ndoda) for setting the pace of this illustrious Chapter! You are the founding fathers and mothers!
- The financial statements for year ended 31 May 2019 were adopted.
- Owing to the legacy of succession planning, Williard Kurewa stepped down as Chairman after having coordinated the whole beautiful year as documented throughout this report. As Clive Zimunya was the Vice Chairman in the year 2018 to 2019, he assumed the role of interim Chairman from that night awaiting a meeting of the committee to ratify his assumption to the post.

Chapter Activity Reports

Botswana Chapter (Continued)

Changes in the main committee:

A couple of months subsequent to the AGM, the chapter notes that there were resignations from the main committee of Tatenda Mawoyo and Justice Mubayi due to personal circumstances. We greatly appreciate the hard work Tatenda and Justice had put in towards the furtherance of the Chapter's mandate and wish them the best in their next endeavours.

The committee saw it fit to get replacements of the two committee members by considering the next in line in terms of the vote count. Accordingly, Pauline Chuma and Marshall Chimedza replaced Tatenda and Justice respectively.



Botswana Chapter Members Christmas Party December 2019

Soon after the AGM the delegates were treated to a very fun filled night. Guests were entertained by an adrenaline-charged MC of Zimbabwean decent and energized quiz and games which kept everyone fully engaged throughout the night. The cherry on top was that winners in each of the quiz and games were treated with ever flowing prizes of champagne that had been donated by our remarkable anonymous sponsor who is also a gallant member of the Chapter.

A recording breaking number of 61 delegates was in attendance at this function which was sponsored by Quick Trade and Stock Market College.

Strategy session of the committee and subcommittees - 29 November to 1 December 2019:

Once again through Davison, one sponsor – Easi Holidays who was targeted for the Christmas party, instead opted to settle for a smaller crowd (due to their marketing strategy) and award 8 rooms of accommodation in Mabalingwe Resorts in South Africa. The Committee thus took the opportunity and utilised it for its strategy session and hand over take over meeting. This was attended by members of events and main committee who were available and they contributed towards their meals and travel expenses for this event.

Chapter Activity Reports

Botswana Chapter (Continued)

Family get together – 29 February 2020:

The revamped Events Committee kicked off the 2020 year plans with yet another colourful social event where we gathered at the nice greenery garden for Notwane gardens just outside the city over a bring-and-share of braai and drinks. The beauty of the event was in having children attend and it ended up being a very colourful and refreshing event.

The event was sponsored by Moonlight - Babereki.



Families at the get together

Challenges during the year:

So far it has all been good reports for the year June 2019 to May 2020. However, there were challenges that were faced also during the year and notably and the most serious being the Covid-19 pandemic. Its wrecking impact, just like to any other business and organisation, left the plans of Chapter in disarray and still trying to calculate on next steps. At the time of writing this report, Botswana has temporarily already gone back into full lockdown for the greater Gaborone area where most members reside. However, the committees are now fully engaged to working on taking some of the events to Zoom sessions. Plans for these will be announced in due course.

Opportunities during COVID-19 lockdown:

Covid-19 Fund contributions:

During the lockdown the Government of Botswana requested members of the public, private and public organisations to contribute to the Covid-19 fund. Through suggestions from its members there was request that we combine the little contributions we could have and donate to the fund. We altogether ran a successful campaign in which a total of P10 400 was raised against a target of P10 000. Praise again, is awarded to our benevolent Chapter members who saw it fit to support such a cause to our host nation.

Birth of a committee/association for investment for return:

Ensuuing random discussions on the Chapters WhatsApp platform one of the topics generated the interests of like-minded people who asked themselves questions such as how can we grow our business ideas without Government of Zimbabwe support. These people then instantly challenged themselves to form a venture to try and start income generating projects.

Chapter Activity Reports

Botswana Chapter (Continued)

We are pleased to announce that as of 5 June 2020 a company named Money Experts (Pty) Ltd has been registered to professionally organise this initiative. This initiative is based on trust and integrity that we as chartered accountants and bound by the values of honesty and integrity and therefore through our expertise find it possible to carry out such a cause.

It is important to point out that this association is also voluntary and not sanctioned by the main committee of the Chapter. However, this will be supported in any way possible to ensure it's a success and does not in any way fall out to the extent that it damages the brand of the Chapter.

So far about 22 people had registered their interests and a good pace has been set towards establishing the journey to the first project. The other goal is to ensure that members, through that income generating project produce a return that will see Zimbabweans benefiting immensely. If well nurtured, the ethos and spirit with which it was formed, we believe it will lay to rest any doubts that may be in the public domain about the relevancy of the CA(Z) brand.

Future plans:

The committee and the Chapter remain hopeful to a life after lockdown in the not so distant future. The 2021 Winter School is still on the cards and if not, the year 2022 will also be in the radar.

Before the lockdown we had planned for an Investment Seminar, a charity event (Donate-a-shoe drive), Leadership Summit in South Africa or another resort area in Botswana, a chill-out session in the form of health and awareness and the usual Christmas Party and AGM. These plans are on hold and some may be implemented through online platforms.

The other plan that is in progress is for us to tell the story of a CA(Z) in Botswana and create a value proposition book. We believe this will positively put the CA(Z) brand in the limelight and stress the relevancy it has and what it can contribute to the future of the Botswana Institute of Chartered Accountants (BICA) CA and the economy at large.

The Chapter's committee has also taken note of the need to mobilise and support the Vimbiso Scholarship Trust. At the time of concluding this report we already have some members who have contributed to the fund.

Conclusion:

Though the year June 2019 to May 2020 has closed during the Covid-19 lockdown, it was a generally a highly paced year with a lot of milestones registered. The bar has been set up high through the hard work and dedication of the committees and Chapter members. We are grateful! Much appreciation has to be expressed to the support from secretariat of the annual stipend, as it has gone a long way towards the success of the Chapter's activities. The visits by the present and past presidents and the ICAZ CEOs has continued to endorse on the validity of why the Chapter should exist and even added the weight and dignity of the events. We are very much indebted to our amazing sponsors who saw the value in partnering with us and some jumped on to the call on short notice.

Lastly but more importantly, we applaud our highly esteemed members for the unwavering support they have consistently shown to the Chapter's activities. This has kept the present and past committees' members on their toes and to even dream bigger and practice highly cherished servant leadership.

Botswana Chapter Committee Members: Clive Zimunya (Chairman), Nkosana Ndlovu (Vice Chairman), Miriam Kurewa, Tatenda Mawoyo, Justice Mubayi and Williard Kurewa.

By Botswana Chapter Committee.
Pula!

Chapter Activity Reports

Australia-Perth Chapter

During the year the ICAZ Perth Chapter partnered with the SAICA Perth Chapter and was able to participate in the sessions and functions that were promoted by SAICA. We are fortunate that ICAZ members are able to be accommodated by this arrangement which provides quarterly CPD updates and a year-end function. SAICA and ICAZ collaborate to boost the numbers at the sessions. The take up by ICAZ members in Perth has been low but it is hoped that it will pick up as the arrangement provides an ideal opportunity for networking, CPD sessions and occasions for interaction to promote the Perth Chapter.

During the year the following functions were held:

- a CPD session in June 2019 which covered an IFRIS update;
- a bribery, corruption a whistle-blowing update in October which focused on the new statutory requirements of whistle-blowing in Australia;
- a December year end function for a general get together.

The Covid-19 pandemic restrictions meant there was no function in March 2020, which is normally the Fringe Benefits tax update.

The Committee is led by Bryan Thorn and supported by Timoth Sanya who meet on a quarterly basis during the year.



Perth Members at the Perth Launch Event

Chapter Activity Reports

South Africa Chapter

With a third of the ICAZ membership based in South Africa, ICAZ members remain relevant in the role they play in the South African economy. The South African economic landscape continuously presents members with numerous opportunities. ICAZ members in South Africa serve in commerce and industry, as well as in professional practice. Our members are diversely spread across the length and breadth of the South African landscape, blending with the diverse culture of this rainbow nation.

The hosting of the 2019 Winter School at Sun City, sparked the beginning of this presidential year. We would like to thank you all for participating, either in full or in part, in the second Winter School to be held outside of Zimbabwe. The South African Chapter of the Institute of Chartered Accountants of Zimbabwe is truly honored to have been the host Chapter of this iconic event which was attended by more than 300 delegates. We hosted representatives from USA, Canada, Australia, Egypt, Namibia, Botswana in addition to the Zimbabwean and South African delegates. We are grateful to the ICAZ Council, the Secretariat together with all our delegates and sponsors who made our Chapter dream a reality.

The total list of events undertaken by the Chapter in the year is as follows:

- 29 August 2019 – 1 September 2019 ICAZ Winter School
- 6 December 2019 ICAZ SA Chapter Christmas Cocktail
- 6 March 2020 SA Chapter call with the President



SA Chapter Christmas Event – December 2019

Chapter Activity Reports

South Africa Chapter *(Continued)*

A crowd funding initiative, which is soon to be launched was birthed from the ICAZ SA Chapter Christmas Cocktail, from one of the topics, Revolution of Evolution – Crowd Funding Possibilities. We had two Zimbabwean non-member speakers who spoke about the power of coming together and collaborating financially to build the Zimbabwe we want to see. The event was graced by ICAZ CEO, Mrs. Gloria Zvaravanhu and attended by more than 40 delegates.

The Chapter looks forward to continue being instrumental to ICAZ, providing value to its members in diaspora. Unfortunately, on the brink of hosting a golf clinic for WeCAN and a Chapter golf day, some of our planned events for 2020, the outbreak of Covid-19 required us to put on hold the rest of our event plans for the 2019/20 presidential year. Looking into the future of the ICAZ SA Chapter, the committee remains positive and excited about the contribution that ICAZ members in South Africa will make to both the South African economy, as well as the Zimbabwean economy.

The current spread of members also brings to light the need for diaspora members to take up responsibility and participate in ICAZ initiatives and do away with a 'backbencher' culture. There have been several SA Chapter members actively participating in ICAZ Committees, as well as seating in Council. Our Chapter currently has 2 seats in Council. This is critical in bridging the gap between our members in diaspora and the activities that ICAZ is engaging in to provide value to its members.



SA Chapter Event – June 2019

SA Chapter Committee Members: Philemon Mawire (Chairperson), Janice Sambaza (Deputy Chairperson), Hylee Choto, Tinashe Chigodo, Michael Hove, Fadzai Hove, Reginald Mapaire and Getrude Dendere.

Chapter Activity Reports

United Kingdom Chapter

The UK Chapter activities for the 2019/2020 were planned for the summer from May 2020 but were significantly impacted by the corona virus pandemic. The UK is amongst the countries hardest hit by the pandemic. Whilst there were many people impacted, it is with gratitude that we report that there were no casualties amongst our members. Communication and engagement with Chapter members is mainly through WhatsApp groups and there are plans to hold a virtual UK Chapter event.

The Chapter is undergoing committee reforms to enable it to better serve the Chapter members. Brenda Nyagona is taking over as the new Chapter chairperson. The Chapter will also be appointing regional representatives based on member concentration to allow effective member network at regional level. The reformed committee will be working on key projects including establishing plans to host the ICAZ Winter School within the next two years. The other focus area for the committee is to secure auditing rights for members that have joined ICAEW as reciprocal members. This is particularly important to members who continue to work and establish their careers within practice firms in the UK.

The Chapter was able to wean off members from Channel Islands which is now a standalone Chapter and Isle of Man, which is still at formation stage.

The Chapter is represented on the WeCAN Committee by Evelyn Mbirimi who is assisted by Brenda Nyagona and Kudzai Hove. The UK representatives on WeCAN Committee are actively working on rolling out WeCAN related activities for the Chapter.

UK Chapter Committee Members: Brenda Nyagona (Chairperson), Welcome Musiyamanje (Deputy Chairperson), Brice Musendo, Tawanda Chikoore, Dumisani Mpunzi, Gerald Mutavata, Tendai Masanzu, Rufaro Njikizana, Knowledge Muchemwa, Eve Mbanje, Morven Mafoti, Tendai Bwanya, Kennedy Nyangoni, Tafara Keith Nyaunzwi, Rudo Manyemba, Given Chanetsa-Mazarura, Michael Chawatama, Gillian Thuli Dube, Vongai Madzivire.



UK Chapter members

Chapter Activity Reports

Channel Islands Chapter

The Chapter is still in the infancy stage and 2019 was a good start. On the 12th of December 2019, the Channel Islands Chapter had its first event ever, the Christmas dinner. The dinners were held in 2 locations because the members reside in 2 separate islands; Jersey and Guernsey. The dinners were a success and was attended by a total of 40 members, 27 in Jersey and 13 in Guernsey. This was a great way to end the year, network, brainstorm and get input from members on the 2020 initiatives.



Channel Island Chapter Event December 2019

Channel Island Chapter Committee Members: Timothy Kamombo (Interim Chairperson), Itayi Chibaya (Interim Vice Chairperson), Gail Metemachimwe, Talent Sanyamahwe, Nkosenhle Victor Ncube, Kudzai Zhawari.

PART III: DELIVERING VALUE

The ICAZ value proposition

ICAZ assures quality and excellence in accountancy, assurance, advisory services, business and good corporate governance practices through its members. Its underlying promise to all is “Integrity Always”.

The CA(Z) Product is therefore:

- Internationally recognised and acclaimed
- Trusted voice and partner in business
- Abreast with knowledge and developments to meet current and future market needs
- Developed and prepared to influence and lead in business

International Quality and access to Global Networks

- ICAZ offers access to a network of well supported professionals who are technically competent, agile and kept up to date through rigorous continuous professional development requirements, thorough examination process and articles training experience.
- CA(Z) is a globally respected brand. ICAZ is a member of Chartered Accountants Worldwide (CAW), a network of leading global chartered accountants organisations. In addition to being part of the CAW network, it also has reciprocal agreements with leading Global Chartered Accountants Institutes across five continents. Employing or partnering a CA(Z) gives access to an expanded global network.
- ICAZ has chapters in various countries across the world, giving its members access to other markets for exposure and knowledge sharing and accords CA(Z) employers, government and partners access to the same markets for research or business expansion opportunities.

Public Trust

- ICAZ ascribes to international standards of ethical conduct for professional accountants, ensuring that the conduct of its members is monitored and upheld to ensure quality.
- ICAZ monitors and regulates the conduct of its members and the stakeholders have a reporting mechanism and recourse channel should any member of ICAZ be found wanting.
- CA(Z) are required to uphold the values of Responsibility, Integrity and Accountability. Dealing with a CA(Z) guarantees one of transparent and honest services therefore giving peace of mind.
- ICAZ champions ethics and professional conduct, as a regulator of its members and as a propagator of good governance practices, promoting public trust in government and business.

Flexibility and Future relevance

- Being a CA(Z) allows flexibility in career choices in all areas of accountancy, business and finance. A CA(Z) can work in public practice or any business sector from corporate or public to financial services. Multinational employers can enjoy the flexibility of moving any CA(Z) across nations with ease as the CA(Z) brand is globally accepted.
- ICAZ is an educator and examiner, training the brightest and best. And as thought leader and guide, works to ensure that members are always progressing in a future-proof profession through continuous development of the CA syllabus to ensure the qualification remains relevant and fit for the future.
- ICAZ can provide information for CA job placements and non-executive Director placements from its wide CA database. Members of the public can also check if the accountant they know is a CA through the “Find A CA” portal on the ICAZ website.

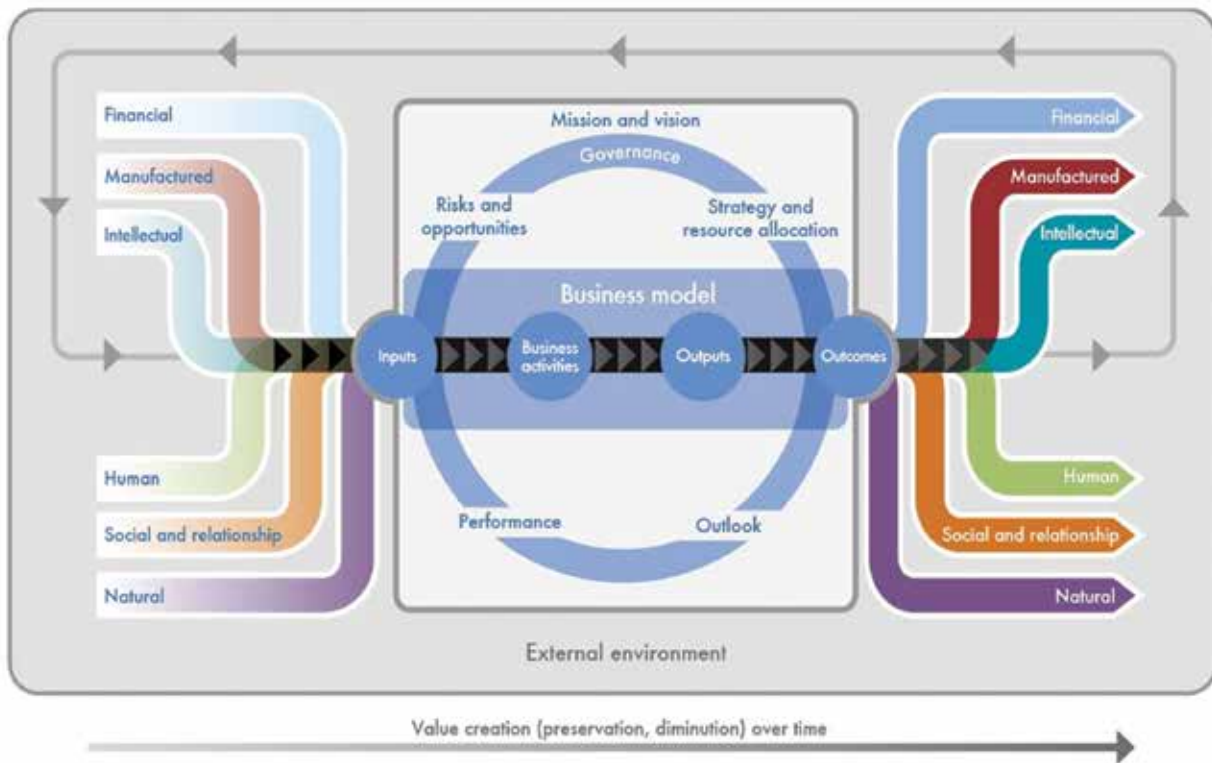
The ICAZ value proposition (Continued)

Advocacy and Influence

- The Institute influences global accounting, audit and education standards with similar international organizations to represent the voice of its members and its country. The Institute participates in the International standard setting process and this ensures that the local perspective is well represented in the development of international standards.
- ICAZ is a thought leader in the business and financial management arena. It has been able to support its members on developments in the profession as well as by crafting papers for various stakeholders, including government, on its areas of expertise.
- ICAZ is engaged in prompting the public interest through public-policy engagement, legislative and regulatory advice.

The Inputs ICAZ uses in delivering its value (Six Capitals)

The following six capitals of Integrated Reporting will demonstrate how ICAZ delivers value over time. The six capitals of Integrated Reporting are comprised of the following categories: financial, manufactured, intellectual, human, social and relationship, and natural and are linked to process and value as depicted below.



The ICAZ value proposition (Continued)

The Institute's business model draws on various capital inputs and its activities transform them into outputs as per the table below:

CAPITAL	INPUTS	DESIRED OUTPUTS (Value)
Intellectual Capital	<ul style="list-style-type: none"> • ICAZ Competency Framework • The ICAZ membership brands and their reputation and recognition • ICAZ thought leadership and technical resources • Technical courses and CPDs 	<ul style="list-style-type: none"> • Premium internationally recognised and widely accepted brands for members' benefit • Mutual recognition agreements for members' benefit. • International professional mobility and recognition of members. • Recognition into membership of international accounting bodies and networks (IFAC, PAFA, CAW) • More members of the Institute • Technical support and guidance to members and market • Technically competent members • Delivered technical courses and CPDs
Financial Capital	<ul style="list-style-type: none"> • Subscriptions from members and students • Accreditation Fees • Revenue from CPDs and other services offered to members • Sponsorships from ICAZ partners 	<ul style="list-style-type: none"> • Key projects and strategic activities funded • Brand management activities funded
Social and Relationship Capital	<ul style="list-style-type: none"> • Involvement of members and students on various ICAZ activities • The Vimbiso Scholarship Trust Fund • Capacity building of Education Providers • Social diversity initiatives i.e. WeCAN • Student support initiatives (CASS) • Partnerships with the government and public sector. 	<ul style="list-style-type: none"> • Mutual Recognition Agreements • Member and student satisfaction • Equal opportunity profession • Diverse and gender balanced membership • Strong local education programs providers • Uptake of economic policy contributions • Public sector membership pillar • Robust member and student support
Human Capital	<ul style="list-style-type: none"> • ICAZ staff members • Members who volunteer on committees • Outsourced human capital 	<ul style="list-style-type: none"> • Quality service to members, students and other stakeholders • Engaged and satisfied staff • Committed and dedicated committee members
Manufactured Capital	<ul style="list-style-type: none"> • The ICAZ education and training programmes delivered through universities and other education service providers • The ICAZ Accredited Training Offices 	<ul style="list-style-type: none"> • Competent prospective members and students • Quality academic programs • Rigorous training • Development of the accountancy profession in Zimbabwe • Trainee networking and support

Delivering Value through professional engagement

During the year the following activities were carried out to offer engagement, networking and learning opportunities to members and other stakeholders.

Winter School (Sun City) 29 August -01 September 2019

The Winter School is the premier annual event for ICAZ. The Winter School is packaged in order to ensure that the ICAZ brand is positioned as the premier accounting brand in Zimbabwe and to be well recognised internationally. The event was well marketed globally in conjunction with Financial Markets Indaba. It was held at Sun City in South Africa, under the theme “Disruptive Innovation – Investing for Growth”. This was the second Winter School to be held outside Zimbabwe after the Dubai event in 2015. It was hosted by the South African Chapter.

The table below shows statistics of Winter School attendance since 2015:

Year	2015	2016	2017	2018	2019
ICAZ Members	300	161	228	315	287
Non-members (Special Guests, Speakers)	58	41	47	71	33
Total	358	202	275	386	320

From a publicity perspective, the event got substantial coverage in the media both before and after the Winter School and in the process enhanced the Institute brand.

The following brands supported/sponsored the 2019 Winter School:



Delivering Value through professional engagement (Continued)

New Members Welcome Cocktail -02 August 2019

On an annual basis, the Institute welcomes the new members by hosting a cocktail. At the occasion, the new members are welcomed into the profession and get an opportunity to network with other Institute members. The new members also have an opportunity to understand what is expected of them on their membership and take an oath to adhere to the ethical and value system of the profession.



New members welcome cocktail 2019



New members welcome cocktail 2019

Delivering Value through professional engagement (Continued)

Power Walk - 26 October 2019

This year's power walk and major annual corporate social responsibility event was held on 26 October 2019. A total of 142 people participated in the power walk and run.

The power walk in pictures:



Delivering Value through professional engagement (Continued)

Chartered Accountants Day (CA Day) - 11 January 2020

The 11th of January 2020 was the ICAZ 102nd anniversary. The day celebrated the Chartered Accountants of Zimbabwe across the ICAZ Social media pages i.e. Twitter, Facebook, Instagram and LinkedIn channels under the hash tag #CharteredAccountantsDay. The day will now be celebrated annually through a number of initiatives that will be aimed at highlighting the value of Chartered Accountants Zimbabwe to the economy, business, international impact and in the community.

Covid-19 Impact on planned events from March to May 2020

In light of the Covid-19 restrictions, all Institute physical events from March 2020 were postponed. These included the ICAZ-Old Mutual Annual Charity Golf day scheduled for March 2020 and the WeCAN Anniversary celebration scheduled for April 2020. Some of the activities such as CPDs were resumed virtually. To improve communication with members, a WhatsApp Notices Platform was created to keep members informed on all issues regarding the Institute and the profession at large. The platform was also used to share some technical and leadership material during the Covid-19 lockdown period. Some of the materials shared included:

- Technical paper on Covid-19 and December 2019 Reporting
- Technical paper on Covid-19 and implications on IFRS9
- Material on Leadership During Crisis
- Material on Crisis Management for African Business Leaders
- Technical paper on Impact of Covid-19 to Financial Reporting and Disclosures
- Material on Leading teams from home
- Material on Working Remotely
- Technical paper on Coronavirus Consideration for Group Audit
- Materials on Mental Health for CA's in challenging times

Delivering Value through Knowledge Dissemination

ICAZ Publications

The Institute has two publications: The Chartered Accountant Magazine and the WeCAN Bulletin. The Chartered Accountant Magazine publishes 3 editions annually. The magazine informs members and readers on a range of areas such as Career Development, Job Opportunities, Professional Updates and Standards, Business & Economic Foresights and Updates and Current Affairs.



The WeCAN bulletin focuses on matters relating to the development, promotion and profiling of female members and students. It also focuses on contemporary issues faced by female professionals. Two publications were issued in the year.



Delivering Value through quality education

Education is at the core of the Institute's operations as it is the pipeline through which prospective members of the Institute are developed. As a pre-eminent Professional Accountancy Organisation, ICAZ also aspires to lead and provide the market with knowledge and course offerings to assist in the promotion and development of accountancy.

Education Programs

There are currently two education/academic pathways to qualify as a CA(Z).

a) From recognised undergraduate degree



After completion of APC one would have fulfilled the academic requirements of being a CA(Z)

b) CIMA route



A full member of CIMA is eligible to write ITC. After completion of ITC then one will have fulfilled the academic requirements of being a CA(Z).

Delivering Value through quality education (Continued)

Other Education Product Offerings:

- The International Public Sector Accounting Standards (IPSAS) certificate
- Taxation Certificate
- Corporate Finance Certificate
- Executive Leadership Development Program
- Management Development Program
- CA Leadership Masterclass

The key focus areas around the Education service pillar are:

Provision of quality and efficient service delivery to students, education providers and Accredited Training

Offices (ATOs) - Students, education providers and accredited training offices are at the core of the education delivery process at ICAZ. The aim is to facilitate timeous responsiveness to students' needs, support the education providers in providing the service and support the ATOs in managing student education. The following are some of the initiatives undertaken to improve the education service provision:

- Preparatory study sessions were arranged for the three programmes i.e. ZIMTAX being provided through TaxMatrix School, Initial Test of Competence (ITC) Board Course provided through Chartered Accountants Academy(CAA) and Assessment of Professional Competence(APC) Development course provided through Accounting Professional Training of South Africa.
- Given the Covid-19 pandemic restrictions, all service providers managed to offer online learning services and ICAZ was able to negotiate concessionary rates for data bundles for the students.

Work with partners to advance the cause of the profession - ICAZ works with partners in the provision of its education service. ICAZ currently offers the CTA program through two accredited providers in Zimbabwe i.e. Chartered Accountancy Academy (CAA) and National University of Science and Technology (NUST). CTA from South African Universities accredited by the South African Institute of Chartered Accountants (SAICA) is also accepted. ITC and APC programs are offered by ICAZ in partnership with SAICA. During the year, ICAZ and CIMA signed an agreement which facilitated creation of the CIMA pathway to qualify as CA (Z) as indicated above.

Leverage partner support to promote accounting education by accreditation of more CTA Programme providers

ICAZ is focused on bringing on board more CTA providers in Zimbabwe. Two universities are at advanced stages of the accreditation process.

Aligning Processes to International Education & Examination Standards - Benchmarking of ICAZ processes to those of IFAC and other leading Professional Accountancy Organisation (PAOs) was done during the year and areas of improvements were identified. ICAZ education and examination standards are being reviewed.

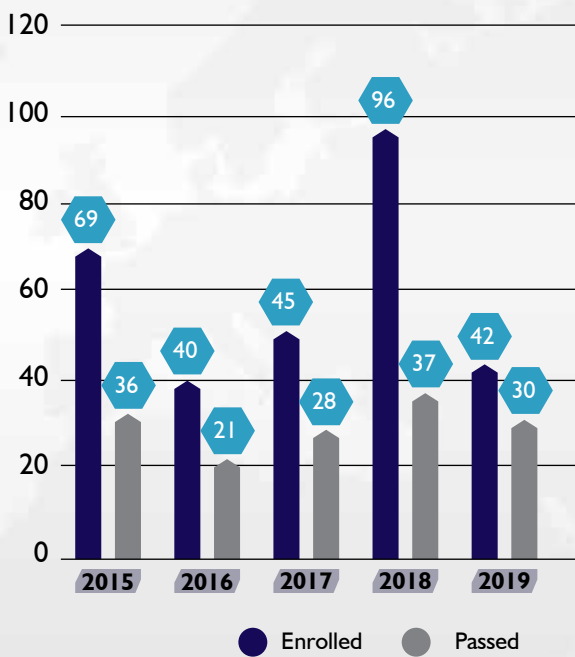
Delivering Value through quality education (Continued)

Examinations Results

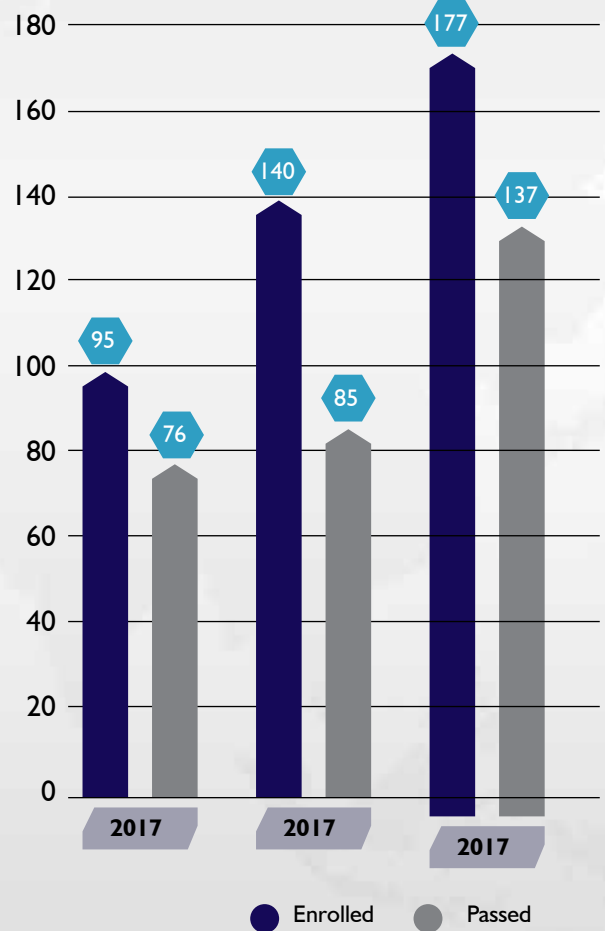
ZCTA 2019 Examination Results

- 42 - Full-time CAA Students enrolled and 71% pass rate
- 177 - Part-time CAA students Enrolled and 77% pass rate
- 60 - UNISA students sat ZCTA level2 exam and 52% pass rate
- 25 - NUST students were enrolled for the CTA 2019 exams and 40% pass rate

CAA FULL TIME PASS RATE TRENDS



CAA PART TIME PASS RATE TRENDS



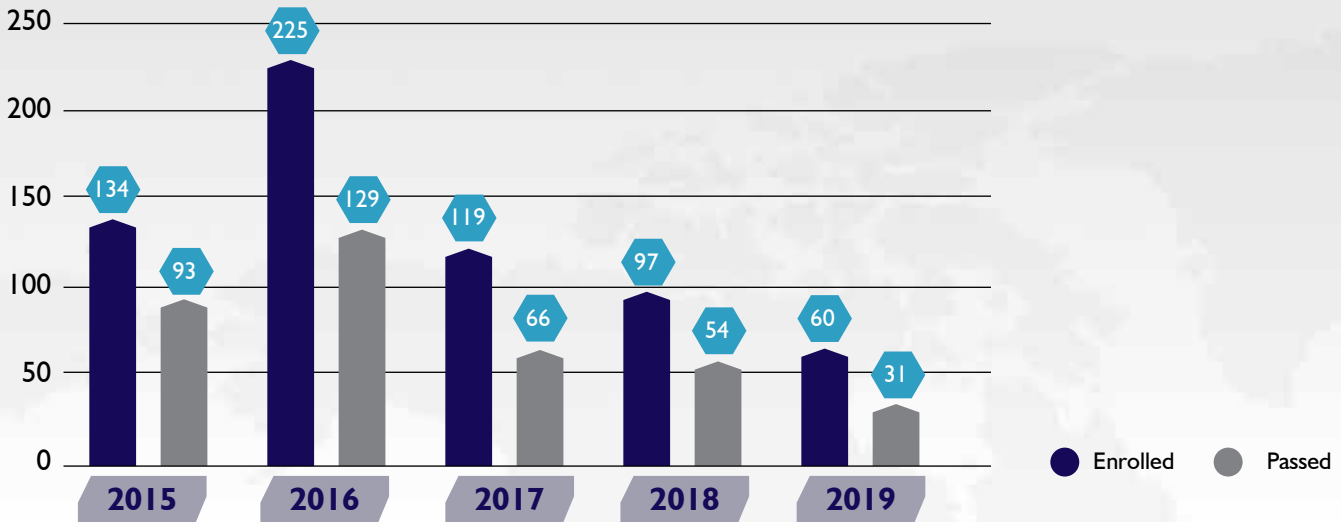
The significant increase in the CAA pass rate for 2019 CAA full time and part time classes is commendable. The full time pass rate increased from 39% to 71% while that of the part time increased from 60% to 77%.

NUST Pass Rate Trends for The Past Two Years

2019 was NUST’s second year of running the CTA programme. There was a significant improvement in both the enrolment and pass rate from 15% to 40%.

Delivering Value through quality education (Continued)

UNISA PASS RATES TRENDS



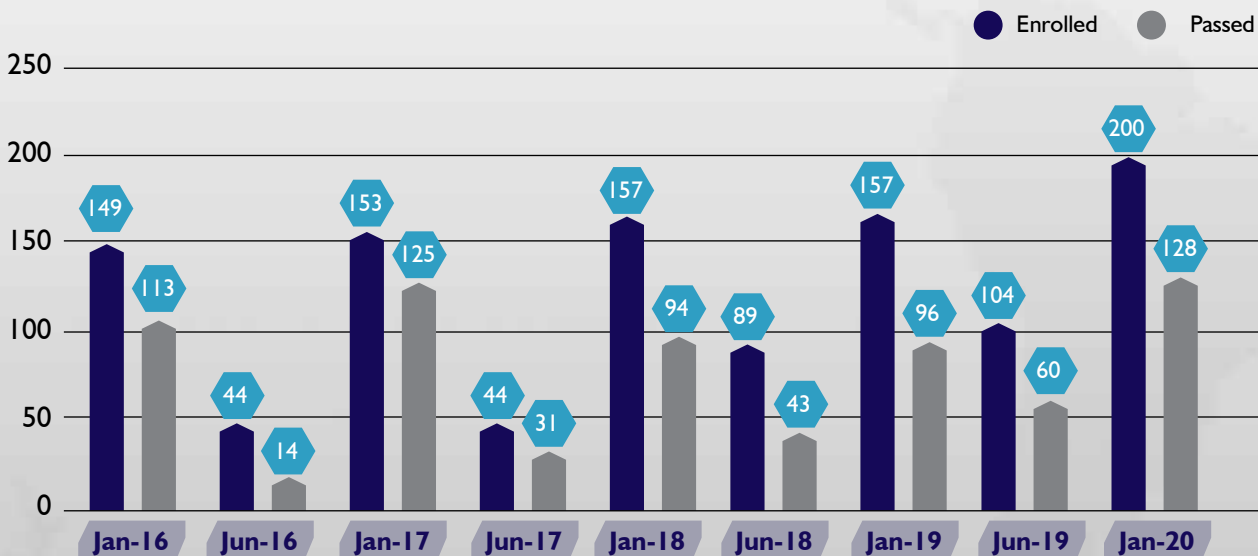
The decrease in the UNISA results is due to the fact that UNISA programmes are long distance learning and support classes have not been offered by the University. ICAZ is looking into offering support for the classes.

Emmanuel Sibanda from PwC was the best overall student in the UNISA ZCTA level 2 2019 exams, while Shaun Khani and Nyasha Mudyanadzo were the Best Overall CAA candidates. MUST best overall student was Rejoice Sithole.

INITIAL TEST OF COMPETENCE (ITC) EXAMINATION RESULTS

Initial Test of Competence (ITC) Examination results

Enrolment and pass rates for Initial Test of Competence (ITC) Examinations for the past five years were as follows:

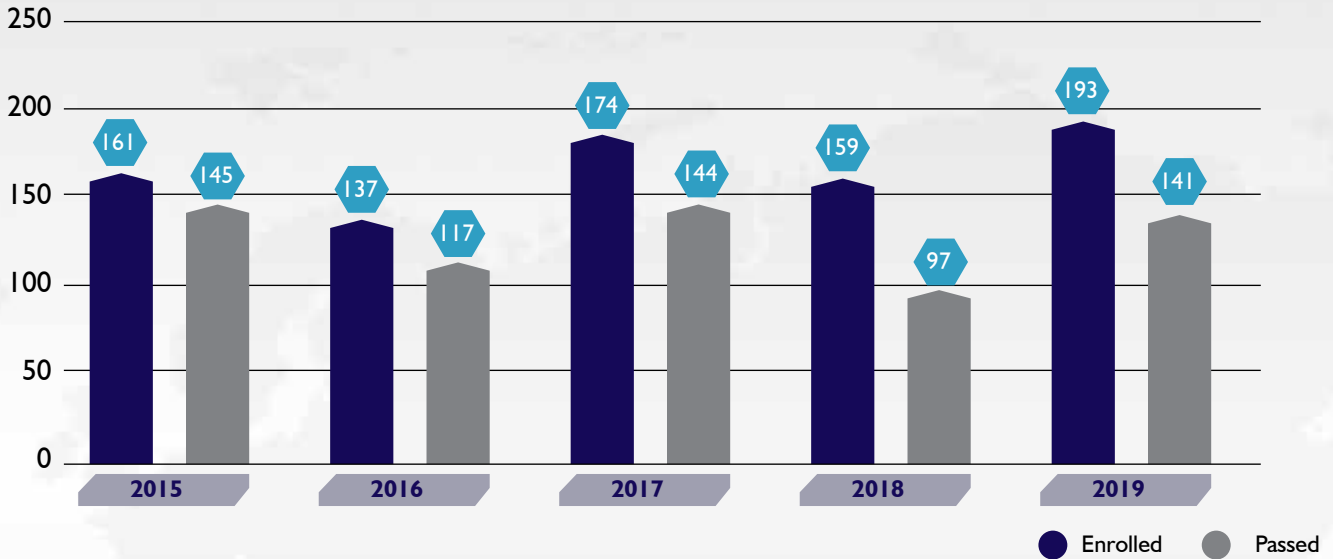


Both enrolment and pass rates are improving over the years.

Delivering Value Through Quality Education (Continued)

ASSESSMENT OF PROFESSIONAL COMPETENCE (APC) EXAMINATION RESULTS

Enrolment and pass rates for Assessment of Professional Competence for the past five years were as follows:



Margaret Chindabata from KPMG and Kudakwashe Nyakatsare from PwC performed best in the Assessment and were graded as the top candidates in the 2019 Assessment of Professional Competence. Margaret Chindabata was also awarded the W A Duff Award of Merit for being the best overall student in the APC examination taking into consideration the ITC results.



Margaret Chandabata Best Overall APC Student 2019

Delivering Value through technical knowledge and know how

ICAZ plays an active role in the development and promotion of Accountancy and Assurance in Zimbabwe through collaboration with the Public Accountants and Auditors Board (PAAB), in Africa through collaboration with Pan African Federation of Accountants (PAFA) and internationally through collaborations with International Federation of Accountants (IFAC).

ICAZ works through its technical committees in carrying out this role.

Auditing and Professional Standards Committee (APSC)

The activities of the committee were;

- i. Preparation and publication of local directives and guidelines concerning auditing and professional practices. During the year under review, APSC participated in the development of the auditing guidelines for the templates to be used by auditing firms after the functional currency change of February 2019.
- ii. APSC worked with APC to give contributions to PAAB guidance arising from the interpretations of the change in functional currency between the requirements of IAS 21 and Statutory Instrument 33.
- iii. The Committee also produced a discussion paper on the impact that the adverse audit qualifications of the 2018 financial period would have on the 2019 audit opinions.
- iv. The Committee has been reviewing a sample of audited financial statements for listed entities, in collaboration with the APC to ensure that they are in compliance with the IFRS and to ensure that the opinions are issued as per the requirements of ISAs.

The Committee reviews significant events, economic or otherwise, that affect the auditing practice and gives guidance on the appropriate response by the auditing profession.

Accounting Practices Committee (APC)

The committee carried out the following in the year;

- i. Reviewed and commented on discussion papers, exposure drafts and standards issued by the International Accounting Standards Board (IASB). APC has commented on the Exposure Draft for IFRS 17 Insurance Contracts. APC is also commenting on the current exposure drafts on IFRS 16 Leases and IAS 1 Presentation of Financial Statements.
- ii. Prepared and published local directives and guidelines concerning financial reporting practices. APC also issued a paper and assisted in reviewing material to assist reporting entities in the application of IAS 29 after the pronouncement by the PAAB that the standard was applicable in Zimbabwe. APC issued a paper to articulate the Institute's position on the change in functional currency after the Reserve Bank of Zimbabwe's Monetary Policy of October 2018. The Committee also issued a Guidance to assist preparers in assessing their own functional currency for the December 2018 reporting period. The Guidance was also meant to assist preparers to determine not only the functional currency but also the date of change in functional currency and any necessary disclosures to ensure fair presentation of financial statements.
- iii. Monitored and analysed published financial statements of public interest entities to assess their degree of compliance with International Financial Reporting Standards, the Companies Act (or establishing Act) and any other relevant legislation. The Committee also reviews the Annual financial statements of Zimbabwe Stock Exchange listed companies on an ongoing basis and ensures that every company is reviewed once in a three-year cycle. During the year, APC reviewed financial statements of fourteen entities and gave feedback to the auditors and the companies concerned. This feedback process is aimed at improving the compliance and quality of reporting in Zimbabwe.

Delivering Value through Technical Knowledge and Know How (Continued)

Prominent and recurring issues raised in the review of financial statements included non-compliance with the requirements of new standards especially IFRS 9 and the Auditors' Report requirement for the signing of the responsibility statement for preparation of financial statements as well as inadequate disclosures of information as required by IFRSs.

- iv. The Committee provided comments to the Insurance and Pensions Commission(IPEC) guidance paper for the Insurance Industry's transition from contracts and pension benefits denominated in USD to contracts and pension benefits denominated in ZWL.
- v. The Committee also provided comments to the proposed circular that IPEC intends to use to mandate the pensions industry to comply with international Financial Reporting Standards.
- vi. Represented the Institute on the Zimbabwe Accounting Practices Board (ZAPB). APC members are in discussions at the ZAPB regarding different issues affecting the accounting profession such as legacy debts (blocked funds).
- vii. APC continuously engages with government departments to get clarity on behalf of members with respect to policy pronouncements, for example, the Committee is engaging the RBZ to get clarity on legacy debts. This work is being done in collaboration with the APSC since the matter is also of interest to auditors and assurance providers.

Tax and Other Legislation Committee (TOLC)

The Committee aims to influence policy makers to make legislation which is favourable for the business community and members. This has been done in the ways shown below:

- i. Submitting proposals and legislation affecting the practise of the profession, including revisions or amendments. The Committee makes submissions each year to influence the annual budget. The submissions aim, among other things, to ensure that more resources are channelled to the departments of the Government which improve accountability such as the Auditor-General and the Accountant-General's Offices.
- ii. The Committee also engages the relevant Government departments for issues to do with developing the accounting profession and on issues affecting members. Those engaged under the period include the Zimbabwe Revenue Authority - to ensure that the administration of the tax regime in Zimbabwe is favourable to members and less complex.
- iii. The Committee scrutinises issued legislation and prepares papers on where improvements may be necessary. The Committee issued a position paper on the Land Reform Programme in Zimbabwe and shared the paper with the public and the relevant Government departments and Ministries.
- iv. Preparation and publication of statements on such legislation for the guidance of members. The Committee gives market guidance on how to apply any relevant legislation affecting the accounting profession in Zimbabwe.
- v. The Committee represents the Institute at the PAAB Committee for engaging ZIMRA and the Ministry of Finance. It presents issues of interest to members to the PAAB for onward discussion with Government.

Delivering value through Practical Training (Articles Training)

ICAZ delivers the practical training requirements of its competence framework through Accredited Training Offices (ATOs). These offices go through a rigorous process of accreditation as well as periodic quality reaccreditation visits to ensure quality. ICAZ's intention is to have as many ATOs as possible in order to increase the number of Chartered Accountants produced in the country.

The training offices are distinguished into two categories. One category is those who offer advisory and assurance services. These are ordinarily the partnerships that have public auditor rights and certification and are referred to as Training Inside Public Practice (TIPP). The other category is those organisations that do not offer assurance services and operate in the various sectors of the economy and are generally referred to as Training Outside Public Practice (TOPP).

Whilst training for ICAZ is at the core of those that train under TIPP given their service offering to the market, those under TOPP generally derive the following benefits from being ICAZ training offices:

- The ICAZ qualification is known for its rigour in technical accounting and finance skills. Most employers have seen a significant improvement on work performance by ICAZ trainees as they progress with training in their various organisational departments (mainly finance and internal audit), translating into significant value to them. Core learning at an early stage allows students to be more productive quickly and provides them with a good return on their training
- ICAZ training puts emphasis on professional skills and by harnessing these skills, the training office benefits from having an ethical workforce that will be monitored by ICAZ. This also results in the marketing goodwill associated with having a professional workforce at all levels in their organisations.
- Accredited Training Office status makes it easier to recruit the best people - and keep them. A lot of top students from universities value becoming a Chartered Accountant and are attracted to organisations that are ICAZ training offices.
- It allows the organisations to significantly contribute to the development of human resources in the country and in particular, the much needed Chartered Accountants.
- Organisations value the brand association to the premium ICAZ brand which most organisations have also used to market their products and services.

ICAZ Accredited Training Offices by Category:

	Offices	Students
TIPP	29	512
TOPP	31	93
Grand Total	60	605

Delivering value through Practical Training (Continued)

Accredited Training Offices (ATO's)

Name of Office	Category (TIPP/TOPP)	Number of students	Name of Office	Category (TIPP/TOPP)	Number of students
Ernst & Young	TIPP	95	Marianhill CA(Z)	TIPP	4
Deloitte & Touche	TIPP	82	Stanbic Bank	TOPP	4
BDO Zimbabwe	TIPP	60	Zimplow	TOPP	4
PricewaterhouseCoopers	TIPP	47	Astra Holdings	TOPP	3
Grant Thornton	TIPP	41	Crowe Horwath Welsa	TIPP	3
KPMG	TIPP	34	First Capital Bank	TOPP	3
PKF CA(Z)	TIPP	25	First Mutual Holdings	TOPP	3
Econet Wireless	TOPP	21	Get Bucks Private Limited	TOPP	3
Baker Tilly Gwatidzo	TIPP	20	NedBank	TOPP	3
National Foods Limited	TOPP	16	OK Zimbabwe	TOPP	3
AMG Global	TIPP	12	Old Mutual	TOPP	3
Chartered Accountants Academy	TIPP	12	ZB Financial Holdings	TOPP	3
Comptroller & Auditor-General	TIPP	12	Cardinal Chartered Accountants	TIPP	2
Nolands CA(Z)	TIPP	10	TA Holdings	TOPP	2
Chapman Chartered Accountants	TIPP	9	Agribank	TOPP	1
FBC Holdings	TOPP	9	Mazhandu & Company	TIPP	1
HLB Ruzengwe & Co.	TIPP	8	Metallon Gold	TOPP	1
MJV CA(Z)	TIPP	8	NMB Bank Limited	TOPP	1
PNA	TIPP	7	Vali & Company CA(Z)	TIPP	1
Delta Corporation	TOPP	6	TOTAL		605
Fairvalue CA(Z)	TIPP	6			
RioZim	TOPP	5			
African Sun	TOPP	4			
KLM CA(Z)	TIPP	4			
Liquid Telecom	TOPP	4			

Delivering value through Practical Training (Continued)

The following offices had accreditation status but did not have active students as at 31 May 2020, these are Banc ABC, Border Timbers, CBZ Bank Ltd, CFI Holdings, Cottco, Gains Cash & Carry, Masimba Holdings, Rainbow Tourism Group, Sakunda Holdings, Tongaat Hulett and TSL Limited.

Six offices were accredited during the year i.e. Tongaat Hulett, Masimba Holdings, Cottco, Cardinal Chartered Accountants, Gains Cash and Carry and Get Bucks.

It is ICAZ's intention to ensure that equal opportunities to become a Chartered Accountant are available to all regions of the country and hence there are deliberate efforts to ensure that there is a good regional spread of the training offices. The table below shows the training offices per region.

ICAZ Accredited Training Offices by Region:

Region	Number of ATOs	Number of Students in Region
Mashonaland	51	485
Matabeleland	7	120
Manicaland	1	0
Midlands	1	0

Analysis of student accountants during the period

Student Accountants registered as at 31 May 2019	640
Registrations	206
Discharges	(171)
Cancellations	(47)
Suspensions	(23)
Students as at 31 May 2020	605

Re-accreditation of Training Offices

For quality control purposes, all ATOs are expected to abide by the ICAZ regulations in terms of training of students. Failure to abide with the regulations will result in the firms losing their training rights. From the period June 2019 to May 2020, ICAZ visited a total of 35 firms mainly to check compliance in terms of the training procedures. 32 of these offices were successfully reaccredited.

Developing students in training - CA Leadership Master Class

The Institute is introducing this programme which is specifically designed for ICAZ students under training or students who aspire to pursue the CA profession. The programme seeks to introduce all students to key concepts and behaviours expected of leaders and also covers all the professional skills required under the ICAZ Competency Framework. It is aligned to skills that are required for the future ready accountant.

Students will be required to take this course as a pre requisite to discharge of their contracts with ICAZ.

Delivering value through Practical Training (Continued)

Report of the Chartered Accountants Students Society (CASS)



The Chartered Accountants Students Society (CASS) is a Chapter of the Institute of Chartered Accountants of Zimbabwe (ICAZ) whose main objective is to bring all Chartered Accountant Students together, for the betterment of good relations among all students from across all the ICAZ Accredited Training Offices. The platform is used for exchanging ideas, thereby bringing the formation of a more active and progressive student community. The Society also endeavours to prepare the future Chartered Accountant to be competent, informed and well networked.



CASS PRESIDENT – NYASHA MANJONJO

The CASS has an Executive Committee which relentlessly runs with events and activities:

- Patron Tumai Mafunga
(ICAZ Jnr Vice President)
- President Nyasha Manjonjo
- Vice President Tanaka Nyika
- Secretary Charity Mutasa
- Project Co-ordinator Simbarashe Rashama
- Vice Project Co-ordinator Tanaka Chikukwa
- Treasurer Glenda Dixon
- Public Relations Officer Gabriel Chimunhu

Activities in the Year:

Despite the many challenges brought about by the global pandemic, we have managed to facilitate the activities below for the students:

Football Season

The 2019 football season was highly anticipated, with fanfare starting as far back as January. Rumour had it that several teams had started practicing and partaking in friendly matches. Bragging rights and the much-lauded champions trophy was up for grabs. Word had been going around that there would be an unprecedented exodus of veteran players from nearly every firm, bringing much sentiment to the pursuit of victory.

After eleven match days and eleven teams we headed into the twelfth match day with the semi-final places still up for grabs. No team had mathematically qualified to the semi-finals yet, making the season the most competitive season in years. The season headed into the match day with Chartered Accountants Academy (CAA) leading, AMG Global (AMG) in a close second only due to goal difference, with Ernst and Young (EY) a point behind the two and with Grant Thornton (GT) a further point back.

EY finished the first round on top and qualified for the semi-finals for the first time in seven years. Grant Thornton and CAA finished second and third respectively, a point behind EY but separated by goal difference whilst AMG occupied the last semi-final place. EY was paired against AMG whilst GT against CAA in the semi-finals. GT ran out resounding five-one winners against the CAA team that had only conceded once the entirety of the season. EY crashed out in penalties after an enthralling one-all draw in normal time. GT would then go on to beat AMG in the final, a repeat of previous

Report of CASS (Continued)

year's final and win the cup for the second consecutive year. Grant Thornton's striker, Darlington Manyengavana won the golden boot and was awarded to the leading scorer for a second consecutive year. It was a white-knuckle journey, but it ended with great anticipation to the next league. Can Grant Thornton finally be dethroned? We await the next edition of CASS football to find out.

Sports Day

On the 23rd of August 2019, all roads led to ZB Sports Club for the annual inter-firm sports day, where boardrooms are exchanged for football pitches, suits for tracksuits and office buildings for tents. Firms were looking to outdo the splendid structure of a tent set up by Deloitte in the preceding year thus all the firms pulled out all the works for the 2019 edition. It looked like EY went away with the award for the best tent of the day.

This year's edition saw the addition of two teams to the roster, Crowe Chartered Accountants, and MGI Chartered Accountants to bring the total complement of teams to sixteen, to compete in the eight disciplines, basketball, netball, five-a-side soccer, volleyball, touch rugby, tennis, athletics and snooker.

The day kicked off with an hour-long Zumba session from the zestful Zorro to warm up the attendees. Bones could be heard cracking as the cobwebs from the long hours of being crunched up behind laptops took their toll. The first phase of the games commenced immediately after the Zumba session. Battle lines were drawn, several firms sought retribution after not being able to book a berth in the football final which was to be played later in the day.

The firms turned out in their numbers as evidenced by the support each firm got in each of the matches. Be it on the netball pitch, soccer pitch, pool tables, volleyball court, tennis courts or volleyball courts, the firms went at it fiercely, displaying a truly competitive spirit, with the belting speakers of the DJ adding further to the Olympic Games like atmosphere. KPMG were crowned champions of basketball whilst Nolands and CAA were the highest in volleyball and netball respectively. EY proved to be the best in tennis, retaining the tennis title for the second consecutive year. The athletics sprints were the curtain closer, building up to the highly anticipated eleven-a-side football final. PKF proved to be the quickest out of the blocks and across the finish line as they came out resounding victors in athletics.

Last on the agenda were presentations. Firstly, the donations to Leonard Cheshire Disability Zimbabwe and Vimbiso Scholarship Fund. Subsequently, the awards were handed out to the winners of the various sporting disciplines, with PwC and HLB being joint overall winners, snatching the title away from EY.



AMG Global and Grant Thornton Team – Finalists 2019 CASS Soccer season

Report of CASS (Continued)

Team Building

We held our annual team building in Harare at Hellenics Sports Club which is along Samora Machel Avenue on the 25th of November 2019. The main objective of this event as articulated by the organizers was to prepare for the 2020 CASS year. The event was graced by the few invited former CASS members who managed to build the team together with the current members. A number of events were lined up and included Paintball, Go Kart, Card and Board Games. The day was ignited by Go Karting and it was just great to see how talented our members were during the karting. Speed was the most fascinating look out for this event. Also, it was so amazing seeing ourselves in overall suits and holding paintball guns. The battlefield was set ablaze and you could hear gunshots and hoarse voices as commanders of both teams were trying hard to capture the flag. We learnt to coordinate and work together in the process.

Townhall meetings

The CASS committee embarked on a project to engage with the students on issues that are unique to CASS students. This project focuses mainly on addressing issues CASS members are dealing with on a daily basis at their firms, learning institutions and in the journey towards their career development. These sessions are run on the Zoom and Meet platforms and are widely known as "Townhall meetings". Our first session was officially opened by Tumai Mafunga CA(Z), our CASS patron, who cleared all the grey areas around training and the effects of Covid on training and career. We received astounding feedback after this session.

The second session which was held on the 15th of May 2020 was a twist from the norm. We had a panel of presenters namely Tinashe Chikara CA(Z), Tracy Scott, Mnondisi Ndlovhu CA(Z), Tanaka Mudai CA(Z) and Nhlanganiso Moyo ACCA and a special guest Scott Edinburg (MBA Coach who spoke about considerations when deciding to leave Zimbabwe for the diaspora and also different options on career progression including CV development and MBA application.

On our third, fourth and fifth webinars, we were graced by Faraimose Kutadzaushe, Moby Sekenhamo and Gloria Zvaravanhu - corporate giants, who gave us insights about their journeys and how they continue thriving as Chartered Accountants.

Attendance to these webinars keeps increasing and this has proved to be one of the things the students were looking for. We look forward to having more sessions like these and the positive feedback. We are grateful for the opportunities and insights being awarded by the already qualified Chartered Accountants.

We will continuously hold such sessions which are open to all students.

Social media presence

Due to the uncertain times we are currently riding in, the Chartered Accountants Students Society has been very active on social media by promoting awareness and engaging with students and ICAZ members. We continue to embrace the use of social media platforms to drive and motivate students. We have also engaged some of the recently qualified Chartered Accountants and Students for video interviews which mainly focus on the journey thus far to encourage other students within the Institution.

Report of CASS (Continued)

Conclusion

Through the 2019-2020 term we have managed to improvise and help students and the community differently and we are grateful for the continued support we receive from ICAZ, of special mention our Patron, Tuma Mafunga, ICAZ CEO, Gloria Zvaravanhu, Duduzile Shinya, Felicity Karekwaivanane, qualified accountants in practice and in business, firms registered under the Institute of Chartered Accountants of Zimbabwe in particular PwC, Deloitte, EY, KPMG, Grant Thornton, BDO, AMG Global, BTG, HLB, CAA, Chapmans, MGI, Nolands, Crowe Chartered Accountants and PKF, our Sponsors, Econet, NetOne, ZB Bank, NMB Bank, CBZ and Old Mutual, the WECAN team and lastly past presidents and committee members, Nyasha Chokera, Regis Shangwa, Tinashe Mushosho, Gerald Mutavata, Tapiwa Mhlanga and Batisai Mashinya.

On behalf of Chartered Accountant Students:



N. Manjonjo



T. Nyika



G. Dixon



C. Mutasa



G. Chimunhu



T. Chikukwa



S. Rashama

CASS - Creating a shared future in a fractured world!

Delivering value to business

Impact of ICAZ and its members in business and the economy of Zimbabwe

The CA(Z) and AA(Z) members hold influential positions in Zimbabwe and internationally. The Institute (through its initiatives or its members) has impacted business in Zimbabwe in various ways with key being the following:

- Provide quality services in accountancy, finance and related financial management fields. Members hold the influential positions of Chief Finance Officers, Finance Directors, Finance Managers, Financial Advisors.
- Developed and promoted the assurance services in the country through its member firms, most of whom are part of global networks and associations.
- Provide business leadership and strategic management. CA(Z) members occupy most of the senior positions on the companies listed on the Zimbabwe Stock Exchange, that is as Chairpersons, Finance Directors and Audit Committee chairpersons.
- Developed and enhanced risk management and internal control environments to international standards. Most Boards and Accounting and Audit Committees of companies are chaired by CA(Z) members. A number of ICAZ members also serve in internal audit functions.
- Influence and contribute to local and international and economic associations for the benefit of the accounting profession and Zimbabwean economy. Most CA(Z) sit on sectoral economic associations in Zimbabwe. Members participate on international associations such as IFAC, PAFA, CAW, Africa Integrated Reporting Council, Accounting Standard Setting Committees, PAAB Board and Committees.
- Input into economic research papers, policy input and technical support to government ministries.
- Enhancing public accounting and financial management through the IPSAS course offering, Public Sector Professionalisation Project and the annual Public Sector Convention. A number of ICAZ members serve on Public Sector Boards and Associations.
- Promotion of equal opportunities and diversity in the profession through Vimbisio Scholarship Trust Fund, WeCAN initiative, Students support initiative (CASS), Career guidance initiatives.
- Technically serving business through ICAZ technical help desk, review of listed entities financials, CPD seminars and technical course offerings.
- Facilitating local capacity in the education programs, i.e. accredited local universities and education providers to offer ICAZ education programs.
- Promotion of good governance practices through input and promotion of the Zimbabwe Corporate Governance Code, anti-corruption initiatives, ethical and fair business practices codes for members.

Short Courses/Programs Initiative

In order to ensure that there are opportunities for members and the market to enhance their skills and knowledge in identified areas of interest for the profession and business, the Institute has taken a deliberate strategy to introduce short courses to the market.

This is in line with the Institute's mission statement to support members in providing quality services. The short courses are generally run over a three-month period with ICAZ certification accorded on completion of assessment. The Institute partners with subject matter experts to run the short courses.

International Public Sector Accounting Standards (IPSAS) Certificate

The Institute partnered with Technical Advisory Services (TAS) to issue the IPSAS certificate which was launched in June 2019. This certificate was introduced to augment Government efforts in their plan to adopt IPSAS by 2026. The benefits of transparency financial reporting under IPSAS are going to greatly benefit the public sector and will likely to filter to the rest of the economy. Financial reporting in accordance to IPSAS would improve decision making through production of better financial reports.

Delivering value to business (Continued)

As at 31 May 2020, 83 candidates had completed the course and the candidates were senior government officials from the accounting departments of the various ministries who were sponsored by the Ministry of Finance and Economic Development.

An additional 164 students are currently enrolled on the course but the completion was affected by the Covid-19 restrictions. The course can now be delivered online.

Certificate in Corporate Finance

The Institute launched a Certificate in Corporate Finance in partnership with the Investment Professionals Association of Zimbabwe (IPAZ). IPAZ are the local Chartered Financial Analyst (CFA) Institute and are part of the global association of investment professionals.

The course is intended to achieve the following objectives:

- i. To equip practitioners with the knowledge of the functioning of capital markets, valuations and develop a well-rounded professional.
- ii. Update and refresh practitioners in industry on the latest developments in capital markets such as the new Zimbabwe Stock Exchange Statutory Instrument 134 of 2019 and the impact it will have on the operation of capital markets.
- iii. Give candidates practical simulations, ensuring the learning environment simulates reality in capital markets, case studies and assignments based on topical developments in the Zimbabwean environment.
- iv. Give candidates appreciation of long term capital raising through listing of securities as well as offering secondary market securities trading and issuer regulation services.

The first enrolment is expected in July 2020.

Certificate in Taxation

The Institute partnered with the Zimbabwe Tax Accountants to offer a short certificate in taxation course. The tax course is designed to equip candidates with tax knowledge and practical tax skills tailored to meet business needs. The Institute aims to increase tax knowledge and compliance in the market.

The course is expected to achieve the following objectives:

- i. Bridge the gap between industry requirements i.e. tax planning and the content that is taught during academic training
- ii. Update and refresh practitioners in industry on the latest developments in tax legislation i.e. International Taxation, Transfer Pricing and Amendments to the Income Tax Act
- iii. Expose candidates to practical simulations, ensuring the learning environment simulates reality in a tax practice, case studies and assignments based on topical developments in the Zimbabwean environment.

The target market is finance professionals seeking a cutting edge in taxation issues and will develop tax experts in business.

The first enrolment is expected in July 2020.

Delivering value to business (Continued)

Management and Leadership Development Programs

ICAZ in partnership with Pathways Africa, has on offer two development programs, Executive Development program (EDP), and the Management Development program (MDP) and Young Leaders Development programme (YLDP).

Executive Development Program (EDP)

The program is aimed at experienced managers who have had more than five years experience managing other managers. Typically, these are managers who are preparing to become general managers with broad responsibilities. To date 47 certificates have been issued.

Management Development Program (MDP)

The program seeks to give middle managers a solid, all round grounding in management competencies. To date 110 certificates have been issued.

Future readying the Profession

The rapid change in technology and its potential impact on the accountancy profession in general mean that accounting in the future will require a different set of skills to those traditionally expected of accountants. It therefore requires the profession to invest into the future to ensure future relevant accountants. In order to achieve the objective, it was paramount that we engage the members and the corporate stakeholders to understand their interests and concerns so that we could best meet their needs into the future. The Institute in partnership with the South African Institute of Chartered Accountants (SAICA), undertook a survey in 2015 to understand the current and future needs of members in Zimbabwe.

The research identified the following key competencies as being critical into the future:

- i. Technical knowledge including strategy, risk and business acumen, interpersonal skills,
- ii. Higher order thinking,
- iii. Leadership and citizenship (including innovation and entrepreneurship),
- iv. Technology and communication (including data analytics), Ethics, Lifelong Learning.

To effectively deliver value by responding to areas that were identified as critical in the future, the Institute formed the Future Ready Working Committee (SAICA equivalent of CA2025) comprising members of the secretariat and ICAZ members in education and in academia.

The Working Committee has been tasked with coordinating the implementation of the Future Ready Project for the Institute.

The main objective of the project is to explore ways in which CAs can remain relevant in the market. The project starts by developing a competency framework which defines what an entry level chartered accountant should be able to do as the base preparation for the roles they are likely to fill in the future.

Curricula change in Universities-Universities will be actively engaged on changing the current CA curriculum. The project team will consult wide in defining the competencies of the future Chartered Accountant. Engagement with universities will also involve discussions on how best to deliver accounting lectures in an effective manner. Universities will also be given a chance to re-look at their curriculum so that the future competencies could be embedded in both the undergraduate and the CA training curriculum.

Delivering value to business (Continued)

Lifelong Learning-Another key focus of the task force is the creation of member value, through the development of technical programmes and accreditation in areas that have been identified as critical skills for the future, as well as through a more robust rollout of non-technical skills and offerings, which will be guided by a Lifelong Learning Policy Framework. This will inspire the Institute short course offerings and the Continuing Professional Development (CPD) Programs.

Member Economic Forums (MEFs)

To support members in Business, ICAZ introduced Online Member Economic Forums (MEF) which will be discussion platforms for members in business under the various economic sectors. These MEFs will provide networking and information sharing opportunities for the professional members in business from around the world. This wealth of global experiences on the forums will greatly flatten the exposure and learning curves amongst members.

The Institute will also be able to actively play its advocacy role on the strength of the input gathered from members working in the specific sectors and also benchmarking to other global experiences. This will ultimately benefit the members in business as they will be able to influence policy direction in their various sectors. Debates and discussions on forums will provide input for white papers for the ICAZ Economic Forum.

The platform will allow non-resident members an opportunity to be kept up to date with developments in their economic sectors of interest and also give them an opportunity to use their global experiences to contribute to the economy of Zimbabwe.

Nine sector specific Member Economic Forums have been set up on the MyICAZ App.

Delivering value through information and communication technology (ICT)

Overall ICAZ digital strategy in supporting members and providing quality service

- Develop a platform for digital self-service and automated interaction to improve user experience and convenience.
- Minimise/Eliminate manual processes and the need for in-person inquiries - enhance self-service facilities.
- Increase efficient use of digital systems to innovate service experience.
- Strengthen information security and data integrity.

During the year the ICT committee was focused on the following initiatives;

Develop a platform to improve user experience and member satisfaction

ICAZ continues to look at ways to improve on platforms that will ensure participation and engagement by all members despite their physical location. The following tools were availed;

- Microsoft Teams, Zoom and CISCO WebEx Events were added to enhance communication and to offer a variety of collaboration platforms. Through these platforms, virtual chapter meetings and webinars were delivered.
- Online payment gateways
- Online nominations and voting process
- Online member surveys
- Members communication platforms such as WhatsApp platforms
- Member and stakeholder interaction platforms on social media i.e. Facebook, LinkedIn, Twitter, Instagram
- Member Economic Forums on My ICAZ app

Benchmark ICAZ processes to Industry standards

In the light of digital transformation, Information and Technology (I &T) have become crucial in the support and sustainability of enterprises. In response to this growing importance, ICAZ felt the need to put in place an IT Governance Framework that will help in the management of information and related infrastructure and benchmarked to internationally accepted standards.

The standard identification process was completed in the year and training and implementation will be the focus in the coming period.

Develop platforms for digital self-service and automated interaction

Work continued on the analysis and redesign of core business processes to achieve the substantial improvements in performance, quality and productivity. The main aim is to minimise/eliminate manual processes and the need for in person inquiries thereby enhancing self-service facilities to members.

During the year, a technical helpdesk facility was introduced. The other enhancements such as online student and members' applications and registrations, automation of membership workflow and enhancement of payment gateways are part of a business process reengineering project expected to be deployed in the 2020/21 presidential year.

Delivering value through ICT (Continued)

Promote member and stakeholder engagement and communication platforms

Social media pages

During the year posts and activities on the ICAZ pages increased, this was driven by the dedicated appointment of a social media manager. The pages were mainly used to market ICAZ events and are used as campaign communication channels i.e. Anti-corruption campaign and Women's month campaigns. Social media presence was generally enhanced.

Website

Number of visitors to the website continue to show an upward trend as thought leadership material download is a key activity from the website.

MyICAZ app

The number of the Application Downloads increased by 50% compared to prior year as all ICAZ event are being managed from the application. More downloads are expected as the application is now also hosting the member economic forums.

Delivering value for public interest and community

Public Sector Professionalisation Project

The public sector in Zimbabwe has at least 20 000 members who are in the finance and accounting departments. A significant number of these public sector finance professionals do not have qualifications that are specific for the public sector nor belong to any Professional Accountancy Organisation (PAO). As an Institute, our focus has up to now been to develop professionals primarily for the Private Sector, however, at international level, the International Federation of Accountancy (IFAC) has increased focus on public sector accountability.

In line with the public sector focus, IFAC embarked on projects aimed at professionalising public sector departments for governments across member countries. For Zimbabwe, IFAC and the Public Auditors and Accountancy Board (PAAB) signed a contract in May 2016 to professionalise the Public Sector. ICAZ was identified as a pilot PAO to drive the public sector professionalisation project in Zimbabwe. As the pre-eminent accounting body, the Institute accepted the initiative. The project also provided an opportunity to be relevant in a sector that has the largest GDP in the Zimbabwean economy. This initiative will significantly serve public interest.

The Institute is now in the process of developing the Public Sector qualification. The qualification is premised on the current CA qualification key pillars that is, professional education and the practical training. The qualification will have three membership categories i.e. Public Sector technician, Public Sector associate and Public Sector professional.

The qualification is targeted at personnel in the public sector and those intending to work in the public sector.

A significant number of steps have been completed in preparation of the launch of the qualification and these include:

- i. Updating of the Qualification Competence Framework, that is, both Academic and Practical and aligning these to the ICAZ Competence Framework and the envisioned PAAB Competence Framework for the qualification.
- ii. Strategy for the accreditation of the targeted four pilot training offices that is the Office of the Auditor General, Ministry of Finance, Zimbabwe Revenue Authority (ZIMRA) and the Bulawayo City Council.

It is envisaged that the Public Sector professional qualification will be launched within the 2020/21 presidential year.



Part of the delegates who attended the ICAZ IPSAS launch in Harare on 10 July 2019

Delivering value for public interest and community (Continued)

Vimbiso Scholarship Trust Fund

The main purpose of the Vimbiso Scholarship Trust is to provide educational assistance to academically gifted students from disadvantaged backgrounds wishing to pursue careers as Chartered Accountants in Zimbabwe. Vimbiso aims to ensure that students from the remotest areas of Zimbabwe also have access to education.

The following fund raising activities were done during the year;

ICAZ Vimbiso Golf day - 20 September 2019

The Vimbiso Golf Day was held on the 20th of September 2019 at Chapman Golf Club. 28 teams participated and close to 25 companies sponsored in cash and in kind. Dr. Madambi, Dean of Accounting at University of Zimbabwe (UZ) was the guest of honour and guaranteed accommodation for Vimbiso students at the UZ going forward.



Some of the Vimbiso Scholarship Fund Students at the Golf day

Partners of Vimbiso

The ICAZ ATOs and other stakeholders of ICAZ have partnered with Vimbiso by sponsoring the Vimbiso Golf Day, offering Vimbiso students attachment placements and by ensuring that the students get placement for articles. To date we have students placed or that have completed their attachments at the following training offices:

EY, BDO, PNA, Grant Thornton, AMG Global, Unilever, Glow Petroleum and Nicnyas Mine

The following organisations supported Vimbiso Trust through donations or support at fundraising events in the period under review: IFAC, CASS, ICAZ, Fedex, Technical Advisory Services, PwC, Grant Thornton, AMG Global, Westmore life, BDO, Agribank, Schweppes, Rank Wholesalers, Zimplats, Dairiboard, Truworhs, KPMG, Turnall, EY, Glory Media, Marian Hill, Tropical Reinsurance, NicozDiamond, Old Mutual, Deloitte, Insurance Council of Zimbabwe, Mike Appel, Auriffin, Nolands, Beta Bricks, Astra Paints, Fourways, FBC, Cardinal, Devcam, School of public speaking and Magna Media.

Delivering value for public interest and community (Continued)

Vimbiso Scholarship Trust Fund (Continued)

The following individuals donated to the Trust during the period;

Nomatter Sigauke, Thokozani Mkushi, Trust Chikohora, Vimbainashe Matanga, Minati Ndala, Gerald Matavata, Ian Futter, Bulisa Mbano, Gloria Zvaravanhu, Faith Mary Manyangadze, Tanyaradzwa Chikanza, Vimbai and Tamuwana Mhlanga, Sharon Mutamuko, William Wells, Valerie Muyambo, Donald Tatenda Mlambo, Chido Maunze and Chengetai Gonzo.

ICAZ donates 2% of collected membership subscriptions to Vimbiso Trust. During this year this amounted to ZWL 82, 077

Vimbiso Trustees and Committee Members:

Ngoni Kudenga (Patron), Arthur Mubaiwa (Chairperson), Gerald Matavata (Deputy Chairperson), Gloria Zvaravanhu (Trustee), Matthews Kunaka (Trustee), Tinashe Rwodzi (Trustee), Chiedza Dziva (Trustee), Regis Shangwa (CASS Representative), Nyasha Manjonjo (CASS Representative), Felicity Karekwaivanane (Administrator), Dennise Kaguru (Secretariat), Chengetai Nyamushonyongora (Secretariat)

Donation towards Cyclone Idai

During the year, ICAZ donated roofing materials for Hlabiso Primary School in Chimanimani which was destroyed by Cyclone Idai. The School Headmaster Mr. Nhidza was present to receive the donation at the 2019 power walk. The school is still in the process of building an Early Childhood Development block where the roofing material will be used.



Handover of the roofing material to Hlabiso Primary School Headmaster

Delivering value for public interest and community (Continued)

Promoting the Sustainable Development Goals (SDGs)

The 17 sustainable development goals (SDGs) to transform our world:



GOAL 1: No Poverty; GOAL 2: Zero Hunger; GOAL 3: Good Health and Well-being; GOAL 4: Quality Education; GOAL 5: Gender Equality; GOAL 6: Clean Water and Sanitation; GOAL 7: Affordable and Clean Energy; GOAL 8: Decent Work and Economic Growth; GOAL 9: Industry, Innovation and Infrastructure; GOAL 10: Reduced Inequality; GOAL 11: Sustainable Cities and Communities; GOAL 12: Responsible Consumption and Production; GOAL 13: Climate Action; GOAL 14: Life Below Water; GOAL 15: Life on Land; GOAL 16: Peace and Justice Strong Institutions; GOAL 17: Partnerships to achieve the Goal

What ICAZ is doing to promote the Sustainable Development Goals (SDGs)

According to the Sustainable Development Goals Report (2019), Zimbabwe ranks 121 out of 162 countries measured on the global SDG index. Our country index score (59.7) is slightly above the regional average of 53.8. The following initiatives by ICAZ are contributing to SDGs:

Promoting the SDGs through Vimbiso Scholarship Trust

At ICAZ, we are championing diversity, inclusivity, and equal access to the profession through the Vimbiso Scholarship Trust. Vimbiso was established in 2015 - the same year the SDGs launched. Vimbiso provides financial assistance to academically gifted students from disadvantaged backgrounds wishing to pursue careers as Chartered Accountants. The program advances the following SDGs:

GOAL 1: No Poverty; GOAL 2: Zero Hunger; GOAL 3: Good Health and Well-being; GOAL 4: Quality Education; GOAL 5: Gender Equality; GOAL 8: Decent Work and Economic Growth; GOAL 10: Reduced Inequality; GOAL 11: Sustainable Cities and Communities; 17: Partnerships to achieve the Goal

Quality Education- Vimbiso Scholarship Trust beneficiaries study at the top local universities in Zimbabwe. This exposure gives students the best education possible and helps ensure they are prepared for their Chartered Accountancy qualification examinations.

Gender Equality-The Vimbiso Scholarship Trust Fund also promotes gender equality by ensuring that equal opportunities are given to both female and male applicants. As applications are currently received from more male students, the Vimbiso Scholarship Trust is making a deliberate effort to ensure balance.

Promoting the Sustainable Development Goals (SDGs) (Continued)

Decent Work, Economic Growth, and Reducing Inequalities- Higher quality education drives successful examination completion and ability to enter the workforce sooner - thereby contributing to decent work opportunities. The cost of tertiary and professional examinations is out of reach for many in Zimbabwe. The Vimbiso Scholarship Trust Fund helps to bridge this gap.

The education and mentorship students receive prepares them for work and leadership opportunities. Vimbiso not only opens doors to decent work opportunities for beneficiaries but also impacts students' families. Vimbiso students stand to have a better future due to their enhanced education and are therefore better positioned to provide financial support to their families. Thus, Vimbiso supports overall poverty reduction in Zimbabwe as well.

Some of the Vimbiso students have been so impacted by this educational opportunity that they are aiding disadvantaged students in their communities. Our scholarship recipients are offering free tutoring in their communities. The benefits of the scholarship fund are thus amplified across Zimbabwe. We are proud that Vimbiso is nurturing responsible community leaders who will pay it forward.



Tendai Dara – Vimbiso Student: Taking part in a Career Guidance Day at St Mary's Children Home.

Delivering value for public interest and community (Continued)

Promoting the Sustainable Development Goals (SDGs)

Promoting the SDGs through WeCAN

ICAZ through its Women Chartered Accountants Network (WeCAN) is promoting the following Sustainable Development Goals: GOAL 3: Good Health and Well-being; GOAL 4: Quality Education; GOAL 5: Gender Equality; GOAL 6: Clean Water and Sanitation; GOAL 8: Decent Work and Economic Growth; GOAL 10: Reduced Inequality;

GOAL 4: Quality Education, GOAL 10 :Reduced Inequality: WeCAN has in place a mentorship program for female members and students. By having the mentorship program in place, WeCAN is working to ensure female students are properly supported during their qualification because we have noted a lower final completion rate for female than male students. As well as the transferral of critical business knowledge and skills, the mentorship program is helping to develop a pipeline of future female leaders who understand the skills and attitudes required to succeed in the professional world. The mentoring program is assisting in achieving quality education and is developing a culture of personal and professional growth.

Goal 5: Gender Equality; Goal 10: Reduced Inequality - As at 31 May 2020, female representation on Council was at 39%, up from 5% in 2005. This shows the deliberate steps that are being taken at ICAZ level to ensure that there is gender balance on the Council which was predominantly male until 2005.

Goal 5: Gender Equality; Goal 10: Reduced Inequality – ICAZ has made it conducive for female members to hold the position of ICAZ President. In the past, this position has just been held by males only. The first female president was elected in 2010. Since 2010, we have had one more female member being elected as the president (2016). For 2020, the in-coming president is also female, bringing the total number of female presidents since the inception of the Institute to 3.

GOAL 8: Decent Work and Economic Growth: WeCAN is working on ensuring female representation on the various local boards and has in this regard, partnered with the Institute of Directors in Zimbabwe. Whenever board seats are advertised, WeCAN ensures that its members are aware of the roles and are appointed for these roles based on merit.

GOAL 3: Good Health and Well-being: WeCAN through its “PowerTalks” is promoting women from different backgrounds, profiling its members and developing its members for influence. The PowerTalks provide a platform where women can freely talk about issues such as the problems they encounter in the workplace, balancing the work and home situation, mental health awareness sessions and sharing solutions to various issues encountered by virtue of being a woman. The PowerTalks are held at least once a quarter and also provide the women with an opportunity to network and engage with each other outside the usual work environment. The ICAZ PowerTalks are open to female Chartered Accountants, female students of ICAZ and to female administrators from the ICAZ accredited training offices.

In the period, PowerTalks were held on the following topics aimed at promoting good health and well-being; “Silencing Self-Doubt”, Resilience, “Changed but not reduced” and Discrimination and harassment in the workplace.

The Harare events were hosted by;



Delivering value for public interest and community (Continued)
 Promoting the Sustainable Development Goals (SDGs)



ICAZ Winter School PowerTalk – Sun City South Africa



Pictures from WeCAN powertalks

GOAL 3: Good Health and Well-being; GOAL 6: Clean Water and Sanitation – WeCAN has been running the WeCAN Pad campaign since its inception in 2017. This is a campaign aimed at ensuring that girls from less privileged backgrounds have access to sanitary pads which are out of reach for the ordinary girl from such backgrounds. It is a widespread but unacknowledged problem that many girls from poor communities around Africa miss school and stay at home when they go on their monthly periods, and hence this move promotes good health by ensuring that the girls do not turn to alternative unhygienic solutions and also encourage well-being.



WeCAN Pad Campaign – ICAZ CEO making a donation

Delivering value for public interest and community (Continued)

Campaigns for Public Interest

International Women’s Month Campaign: 1 March - 31 March 2020

During the month of March and in celebration of women, the Institute, through WeCAN, conducted a 31 Day campaign where members were sharing their views on the International women’s day Each for Equal theme and how they were contributing to the gender diversity agenda. The ICAZ campaign was dubbed #ICAZforEquality. ICAZ members (both male and female) shared the benefits they had seen from embracing gender diversity and expressed their aspirations for enhancement of a gender equal environment. ICAZ partnered with the Financial Gazette in this project.

#ICAZforEquality
An equal world is an enabled world

WeCAN
WOMEN CHARTERED ACCOUNTANTS NETWORK

CELEBRATING INTERNATIONAL WOMEN’S MONTH

IN ASSOCIATION WITH **The Financial Gazette**

“ Gender Equal environment fosters diversity in decision making and accelerates progress towards meeting Sustainable development goals on Gender Equality. For our organisation, Women’s empowerment is one of the strategic pillars of the current Strategic plan 2016-2020.
Dony Mazingaizo CA(Z)

“ This is a positive development in the growth of our profession and is encouraging greater balance in corporate leadership. I have always had a policy of a balanced recruitment for my department and equal opportunities to advance and for empowerment.
Ngoni Mudzamiri CA(Z)

“ Working together we can achieve great things!
Trust Chikohora FCA(Z)

“ There is diversity in decision making and problems are approached from a wider set of perspectives. When faced with a recruitment decision, I always consider gender balance so as to balance my team composition. ICAZ has reserved a seat for WeCan on Council.
Tandi Masunda CA(Z)

“ If I look at my personal life and compare it with my mother’s, I could say I have gained in freedom and choice.
Ollett Kuwanda CA(Z)

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A member of PAAB, PAFA & IFAC

ca THE INSTITUTE OF CHARTERED ACCOUNTANTS OF ZIMBABWE

ICAZ 100 Day Campaign Against Corruption | October 2019 - January 2020

The Institute carried out a “100 days 100 voices”, anti-corruption campaign, where members of the Institute gave statements against corruption. These were published on all ICAZ social media platforms as well as in the Financial Gazette over the 100-day period.

The objective was to promote good governance by denouncing corruption in all societal spheres. This was in line with the ICAZ values of Integrity, Honesty and Responsibility, which form the basis of the Chartered Accountancy profession. By denouncing all forms of corruption the Institute intended to change people’s actions, deter them from corrupt activities and improve accountability as a nation.

100 Days 100 VOICES

ANTI-CORRUPTION CAMPAIGN

Brought to you by The Institute of Chartered Accountants of Zimbabwe

IN ASSOCIATION WITH **The Financial Gazette**

“ Effective law enforcement is essential to ensure the corrupt are punished and break the cycle of impunity, or freedom from punishment. No one should be above the law. Zimbabwe we are better than this, we must be better than this. Stop corruption and we can leave an inheritance of a better country for our children. We can do this!”
#stopcorruption #100days100voices
TAWANDA CHIKOORE CA(Z)
DAY No. 0019

“ Corruption is like a cancer, if not detected early and treated, it becomes malignant and difficult to uproot. STOP institutionalised corruption. STOP all forms of corruption. NIP corruption in the bud. It starts with you and me!”
#stopcorruption #100days100voices
FADZAI HOVE CA(Z)
Group Accountant Treasury - Alliance Media
DAY No. 0020

“ Corruption is a cancer: a cancer that eats away at a citizen’s moral and economic fabric. It destroys faith in the system and destroys innovation and creativity. The future of entire generations is wasted while opportunities for investments and job creation are lost. Corrupt people thrive while diligent and law abiding citizens suffer. Corruption is the enemy of development, and of good governance. We must get rid of it. We must be accountable and action must be taken against those who support and perpetuate the corruption.”
#stopcorruption #100days100voices
TUMAI MAFUNGA CA(Z)
Deloitte Partner/ICAZ Junior Vice President
DAY No. 0021

“ Corruption limits sustainable development
#StopCorruption
#stopcorruption #100days100voices
ARNOLD MARAMBIRE CA(Z)
Senior Manager - Ernst & Young Zimbabwe
DAY No. 0022

“ The world will not be destroyed by those who are corrupt but by those who watch them without doing anything.”
#stopcorruption #100days100voices
LORETA HLABANGANA CA(Z)
Senior Manager - Deloitte
DAY No. 0023

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ca THE INSTITUTE OF CHARTERED ACCOUNTANTS OF ZIMBABWE

Delivering value through partnerships



ICAZ is a founding member of the International Federation of Accountants (IFAC).

IFAC is a global organisation for the accountancy profession. Its main purpose is to act as a voice for the accountancy profession, to serve the public interest through advocacy, development, and support for its

member organizations and the more than 3 million accountants spread across the globe. The Institute has been an IFAC member since 1981. IFAC membership is a globally recognised hallmark of a high-quality professional accountancy organisation (PAO). IFAC membership makes it clear to public and private sector organizations locally, regionally, and internationally that a PAO has credibility, capacity and relevance. IFAC membership also demonstrates a PAO's expertise in and commitment to international standards, best practices, and serving the public interest.

ICAZ continues to demonstrate its commitment to international standards, best practices, and serving the public interest by maintaining its membership with IFAC. The IFAC membership gives a globally recognised seal of a high-quality to the Institute.

The Institute has been represented on the IFAC Professional Accountants in Business Committee (PAIB) since 2014 when the then ICAZ CEO, Matts Kunaka, was appointed as a voting member on the Committee. The current ICAZ CEO, Gloria Zvaravanhu, has been appointed onto the Committee for the period January 2020 to December 2022.

The PAIB Committee provides IFAC with:

- Strategic input on business and accountancy issues that need to be addressed, and how to best do so;
- Direct input into IFAC and relevant standard-setting initiatives, projects, and activities, thereby ensuring inclusion of perspectives and issues most relevant to professional accountants in business; and
- Outreach and stakeholder engagement across the global profession.



The Institute was admitted into associate membership by Chartered Accountants Worldwide (CAW) in February 2020.

Launched in 2013, CAW brings together the leading Institutes of Chartered Accountants (CAs) from around the world to support, develop and promote the vital role that they play throughout the global economy. Membership with and recognition from CAW is a key milestone in ICAZ's continuous efforts to further strengthen the CA Zimbabwe qualification, with the broader aim to build the capacity of professional accountants in the country and be ready with the ever-changing regional and global environment.

ICAZ joins a group of globally-recognised Chartered Accountancy bodies that are committed to enhancing the value of the brand and the profession, which include the Institute of Chartered Accountants in England and Wales, Institute of Singapore Chartered Accountants, the South African Institute of Chartered Accountants and the Institute of Chartered Accountants of India.

Associate membership to the network is open to Chartered Accountancy bodies that refer to their members as CAs, legitimately use the CA brand, and are a member of International Federation of Accountants or a recognised regional organisation such as Pan African Federation of Accountants.

Delivering value through partnerships (Continued)

CAW association also demands that Chartered Accountancy bodies should require their members to commit to continuing professional development. CAW associates should also demonstrate how they are improving the quality of the CA qualification.



ICAZ CEO Gloria Zvaravanhu receiving the CAW membership certificate

The benefits of this association for ICAZ as an Institute are that the Institute will have the opportunity to participate and interact with CEOs and leaders of fellow members to develop a unified voice and address issues impacting the profession. The Institute will also gain information, ideas and assistance in developing and maintaining the highest possible standards, through sharing of knowledge and experiences. There will also be the opportunity of marketing the CA(Z) brand on a worldwide basis.

ICAZ members will enjoy the following benefits:

- Access to global resources-members will have access to global insights, news, thought leadership material from around the world and access to continuous professional development.
- Enhanced global connectivity-member access to network and connect with fellow network CAs outside of home institute, physically or virtually.
- Improved qualification recognition-increased recognition of the CA(Z) qualification, marketability worldwide and reduced hurdles to dual memberships. This allows for access to job opportunities and greater mobility to develop their careers at home and in other countries around the world;
- Raised profile and relevance of the CA designation-increased marketability/employability and career mobility. Access to unique experiences such as One Young World Leaders summit and other initiatives to prepare future ready accountants.

Delivering value through partnerships (Continued)



ICAZ is a member of The Pan African Federation of Accountants (PAFA)

The Pan African Federation of Accountants (PAFA) is the continental body representing Africa's Professional Accountants. Established in May 2011, PAFA is a non-profit organisation currently with 55 Professional Accountancy Organisations (PAOs) from 44 countries. The mission of PAFA is to accelerate and strengthen the voice and capacity of the accountancy profession to work in the public interest, facilitate trade, and enhance benefits and quality services to Africa's citizens.

Through the ICAZ CEO, Gloria Zvaravanhu, ICAZ acquired a board seat on the Pan African Federation of Accountants Board (PAFA). As PAFA is an African continental body of accountants, this selection is evidence of the ICAZ brand position in the SADC region and in Africa. It also reiterates ICAZ's continuous efforts to further strengthen the CA Zimbabwe qualification, with the broader aim to lead and develop the accountancy profession in the country and be ready for the ever-changing regional and global environment.

Africa Integrated Reporting Council

ICAZ is represented by the CEO in the Africa Integrated Reporting Council (an initiative of the World Bank and PAFA) aimed at championing the accelerated integrated thinking and reporting in Africa. ICAZ representation in this Council will enable concise communication about how the Institutes strategy, governance, performance and prospects, in the context of its external environment, lead to the creation of value in the short, medium and long term. This inclusion places Zimbabwean Chartered Accountants in the driver's seat to ensure Zimbabwe increasingly incorporates integrated thinking and reporting in corporate governance codes and empowers members to understand and apply the concept of Integrated Reporting.

Southern African Community Institutes of Accountants (SACIA)

ICAZ CEO, as the current representative of southern Africa on the PAFA Board is working to operationalise the SACIA agreement. The purpose of this cooperation is to promote collaboration and cooperation among the Southern African regional PAOs in mutual support and strengthening of each member body and in other areas of cooperation such as mobility and portability of members and qualifications within the region.

The areas of cooperation under the SACIA agreement include:

- To promote adoption and implementation of International Accountancy and related standards by SACIA members.
- To enhance the quality in the provision of accountancy services in the region;
- To share information on the practice of assurance and non-assurance services in the region;
- To encourage members to comply with the IFAC Code of Ethics for Professional Accountants.

Delivering value through partnerships (Continued)



ICAZ is a member of The International Federation of Women Accountants (IFWA)

The International Federation of Women Accountants (IFWA) is a non-political and not-for-profit organization. IFWA is the brainchild of the Society of Women Accountants of Nigeria (SWAN). ICAZ's Women Chartered Accountants Network (WeCAN) joined IFWA in June 2019. This membership enhances the United Nations Sustainable Development GOAL 5: Gender Equality and GOAL 17: Partnerships to achieve the Goal.

The objectives of IFWA are:

- To support establishment of National Associations/Societies of Women Accountants
- Advocacy on cross-cutting social, political & economic issues
- Provide a platform for knowledge and experience sharing
- To promote and support all activities of the International Federation of Accountants (IFAC).



ICAZ is a member of the Public Accountants and Auditors Board (PAAB)

The PAAB is the regulatory body for the accountancy profession in Zimbabwe. Its mission is to protect the financial interests of the people of Zimbabwe and those with interests in the Zimbabwean economy by ensuring the maintenance of high standards of professional performance by members of the accountancy profession. The vision of the PAAB is evolving to be an internationally recognised regulator of the accountancy profession relevant to the Zimbabwean environment.

The Institute members contribute immensely to the development of the profession in Zimbabwe and this is mainly through our representation in the governance structures at the accountancy regulator in Zimbabwe. The Institute has representation on several PAAB committees and this also includes the main board where a member of the Institute member, Brian Njikizana, is the chairman.

The following PAAB Committees are chaired by ICAZ members:

- PAAB Board – Brian Njikizana CA(Z)
- Accounting Practices Committee - Valerie Muyambo CA(Z)
- Education Committee - Eve Ravasingade CA(Z)
- Zimbabwe Integrated Reporting Committee - Tinashe Rwodzi CA(Z)
- Committee for Auditing Standards - Brian Mabiza CA(Z)

Delivering value through partnerships (Continued)

Mutual Recognition Agreements (MRAs)

An MRA enhances good relations and fruitful cooperation between two institutes and accelerates the development of the accountancy profession in both countries. The MRA applies to members in good standing who have gained membership of ICAZ or the other accounting body by completing the education, examination and practical experience requirements as prescribed by both parties. Such members need not complete the examination or practical experience of the other body but are given direct access into membership. MRAs also serve to broaden the recognition of the Chartered Accountant (Zimbabwe) (CA(Z)) brand regionally and internationally and open up networks for our members at a global level.

During the year the Institute signed a Mutual Recognition Agreement (MRA) with the Institute of Chartered Accountants of Namibia (ICAN).

ICAZ currently has 7 MRAs in place with leading Chartered Accountants Institutes. These are, South African Institute of Chartered Accountants (SAICA), Institute of Chartered Accountants of England and Wales (ICAEW), Chartered Accountants Australia and New Zealand (CAANZ), Certified Public Accountants Canada (CPA Canada), Hong Kong Institute of Certified Public Accountants (HKICPA), Chartered Accountants Ireland (CAI), Institute of Chartered Accountants of Namibia (ICAN).



Ms Wilna Van Tonder (ICAN), Mr. Koos Du Toit (ICAN) and Mrs. Felicity Karekwaivanane (ICAZ) discussing the ICAN MRA.

Delivering value through partnerships (Continued)

Stakeholder Engagement and Management

The Stakeholder Matrix below shows the key stakeholders of the Institute (outside of members) and how they were engaged during the period:

STAKEHOLDER	NATURE OF RELATIONSHIP	ENGAGEMENT INITIATIVES
Sponsors	Funding and marketing/publicity partners	<ul style="list-style-type: none"> • Source funding support • Media briefings to promote brands • Accord publicity at ICAZ events • Delivering of mutually beneficial activities
Reciprocal Agreements Institutes	Mutual recognition of members, Brand association	<ul style="list-style-type: none"> • Cross sharing of thought leadership material • Updating of members in good standing records • Knowledge sharing through speaking opportunities in webinars/events
Government Institutions	Professionalisation of Public Sector Partnership Policy Contributions	<ul style="list-style-type: none"> • Offer technical support • Accord them platforms at ICAZ technical events • Contributing to national processes such as the national budget • Short courses in Public Sector Accounting and Corporate Governance • Meetings with different representatives from different ministries • Engage to provide solutions to challenges being faced in the economy and seeking of avenues to work together
ATOs	Brand Association, registration of members and students, participation in all ICAZ activities	<ul style="list-style-type: none"> • Accreditation and reaccreditation visits • Courtesy and support engagements • Brands publicity
Professional Accounting Organisations	Accounting bodies in Zimbabwe	<ul style="list-style-type: none"> • Support for each other's events • Comparison and benchmarking of processes • Sponsoring quest to join IFAC (ICSAZ) • MRAs for the benefit of members (CIMA) • Regular engagements for the mutual benefit of the profession • Assist to maintain the global standards of the profession • CPD support and thought leadership material sharing.

Delivering value through partnerships (Continued)

STAKEHOLDER	NATURE OF RELATIONSHIP	ENGAGEMENT INITIATIVES
Other Professional Bodies in Zimbabwe	Collaboration with other professions to further common interests	<ul style="list-style-type: none"> • Engagements with Law Society of Zimbabwe on matters of common interest • Partnerships with Investments Professionals on a course offering • Engagements with Actuarial Society of Zimbabwe on conferences. • Engagements with Zimbabwe Medical Association on Covid-19 matters • Engagements with Institute of Directors on governance matters and course offering • Engagements with Real Estate Institute of Zimbabwe on matters of common interest. • Engagements with Zimbabwe Association of Pension Funds on matters of common interest. • Engagements with Institute of Bankers on matters of common interest.
Media Organisations- Newspapers/Printers and Publishers	Publication of ICAZ material, events and information.	<ul style="list-style-type: none"> • Publication of ICAZ events, thought leadership material and profiling of the Institute.
Students	Students registered with ICAZ	<ul style="list-style-type: none"> • Updating students of activities of the Institute • Source funding for social activities and Vimbiso • Input into the ICAZ training programme • Represent the Institute in different forums – e.g. career guidance days at universities and schools. • Attendance of trainee workshops and study schools
Education Service Providers (Universities and other)	Provision of education services	<ul style="list-style-type: none"> • Guest Lecturing • Research liaison • Programs quality and administration • Graduations

Part IV: Monitoring And Quality Control

Continuous Professional Development (CPD)

CPD is an integral part of the professional framework for ICAZ members in that it is not only a way of maintaining relevance and keeping up to date with technical knowledge but it also ensures members remain professional. CPD helps in enhancing and developing knowledge and expanding the competencies of members in their capacity as professionals.

The Institute's CPD offering is not only available to its members only, but it is extended to the market in general as ICAZ CPD hours are recognised by other professional bodies. The market looks forward to ICAZ CPDs and in particular looks to ICAZ as the Institute that guides the market on IFRS application and related matters. During the year, at least 40% of the people who attended ICAZ CPDs were not ICAZ members, which confirms the impact that the ICAZ CPDs have on the market.

The ICAZ Technical department comes up with a comprehensive report on potential areas for CPDs, which takes into account various factors and it will be used as the blueprint for CPD topics by the CPD Committee. The CPD committee is made up of members in private and public practice as well as in different sectors of the economy and this ensures that the topics agreed on serve the market comprehensively.

Part of the ICAZ mandate is to grow the accountancy profession as well as ensuring members stay relevant and up to date with all the changes in the accountancy profession. The CPD Committee continuously explores ways to collaborate with local and international resources including subject matter experts to deliver high quality seminars, workshops, panel discussions and webinars.

In order for the CPD sessions to be relevant and provide timely and practical information and skills which will be of value to the accounting fraternity, a market engagement of the key stakeholders is done to ensure that the CPD programs address their concerns. The key stakeholders engaged are the Zimbabwe Stock Exchange (ZSE), Zimbabwe Revenue Authority (ZIMRA) and all the sector regulatory bodies. Consultations are, for example, also made with technical teams at International Federation of Accountants (IFAC) and Pan African Federation of Accountants (PAFA).

The stakeholder engagement resulted in the following areas being identified as key for incorporation in the CPD program for the period;

- Public sector financial reporting key issues to consider: IPSAS, IFRS, International Public Sector Accounting Standards (IPSASs) and Public Finance Management Act (PFMA)
- IFRS 9 implementation - challenges, risks and emerging issues
- New IFRS and how they will affect Financial Statements from a local and international Investor's perspective
- Preparing Hyperinflation adjusted financials
- IFRS 17 implementation and preparation
- 2019 Taxation changes including tax planning opportunities
- IFRS for SMEs who should apply and for what benefit
- The New Companies and other Business Entities Act (COBE)

Over and above the stakeholder engagements, ICAZ has commissioned a project whose main object is to ensure the continued relevance of CAs through the development of a competency framework and related learning interventions that addresses competence requirements that are necessary for roles that CAs will perform in the workplace of the future.

Continuous Professional Development (CPD) (Continued)

The following were adopted as useful topics for CPDs:

- The role of the future accountant in business
- Sustainability and Integrated reporting
- Data analytics applications in business
- Evaluation of financial and non-financial information in business
- Ethics and the ICAZ Code of conduct

CPDS Delivered in the year

The following CPDs were delivered during the year:

The Insurance and Pensions Seminar- 25 June 2019

Topics covered were:

- IFRS 9 Implementation Issues
- Impact of the Recent Currency Reforms on the Assets & Liabilities in the Insurance & Pensions Industry: The Regulators Perspective
- IFRS 17 An Overview

The ICAZ Winter School-29 August-01 September 2019

Topics covered were:

- Theme: Disruption - The future is not coming it's here
- Rewriting the resource curse narrative – How can communities extract value from their natural resources
- The future of the profession amidst change
- Leadership Shift-What makes a good leader great
- WeCAN -Silencing Self-Doubt
- Realities of working on public infrastructure projects in Zimbabwe
- Key remarks on the energy industry and what Government is doing to open up space to disruptive energy producers including renewables
- Governance in a disruptive environment
- Investing in Zimbabwe – Where will returns come from?
- Crucible Experiences - Business lessons from Survival Experiences

The Public Sector Convention -04 October 2019

Topics covered were:

- Public Sector Accounting Professionalization Initiative
- IPSAS Implementation Update
- Internal Control Challenges in the Public Sector
- The Role of Parliament in Public Sector Accountability
- Overview of the Public Procurement and Disposal of Public Assets Act
- Key Highlights of the Public Entities Corporate Governance Act [Chapter 10:31]
- Public Sector Performance Management

Continuous Professional Development (CPD) (Continued)

IAS29 Implementation Workshops: Harare-29 October 2019 and Bulawayo-08 November 2019

The workshops covered the following areas:

- Assessment of Zimbabwe as Hyperinflationary Environment
- Implication of Hyperinflation at Macro and Micro economic level
- Hyperinflation Reporting (IAS 29)
- Impact of Change in Functional & Reporting Currency and other practical challenges on Hyperinflation Reporting
- Expected Reporting Disclosures
- Possible Audit Implications

The ICAZ Indaba (Summer School)-08 November 2019

This was a lively event which attracted a large gathering of ICAZ members as well as other business leaders. The topics covered were:

- Reclaiming Our Space as Professionals -A Call for Action
- Zimbabwean Economic Outlook-Key Actions Required in Response to Monetary and Fiscal Outlook
- Navigating The Legal Landscape-Review of Key Legal Pronouncements and Effect On Business
- 4th Industrial Revolution -Embracing Disruptive Innovation/ Technology
- A Pathway to Clean Audit Opinions (IAS21, IAS29)
- Workplace Wellness
- Recovery Conversations-Fundamentals Required for Economic Recovery
- The Strategic Accountant-Leadership Attributes for The Future Accountant
- Surviving Hyperinflationary Conditions-Lessons from The Past Era

Bulawayo Business Convention: Bulawayo-24 January 2020

The topics covered were:

- Reclaiming our Space as Professionals
- Key Takeaways from the 2020 National Budget
- Tax Review-Update on 2020 National Budget
- Navigating the Legal Landscape- (Review of Key Legal Pronouncements and Effect On Business)
- A Pathway to Clean Audit Opinions- IAS 21 and IAS 29
- Unpacking the ICAZ Implementation Guidance on IAS29
- Fundamentals Required for Economic Recovery in Zimbabwe

The New Regulatory Environment for The Accounting Profession: The New Companies and Business Entities Act & The Consumer Protection Act-13 February 2020

The topics covered were:

- 'New Companies & Other Business Entities Act': New and Modified Concepts within the Corporate Law Framework
- General Transitional Provisions of the New Companies and Business Entities Act –Compliance Issues
- The Solvency and Liquidity Test: Considerations for Accountants
- Reporting Requirements for Listed Entities
- Advocate Master Class: The Finance Act No.2 of 2019/ SI33 of 2019, SI 142 of 2019 The Supreme Court Judgement: Zambezi Gas v N.R Barber: Implications for Accounting Profession
- Highlights of the Consumer Protection Act: Emerging Risks for the Accounting Profession

Continuous Professional Development (CPD) (Continued)

Tax Review breakfast-20 February 2020

The topics covered were:

- An Overview of Corporate Tax Challenges During Currency Transitions
- An Overview of Manufacturing Industry Tax Challenges and Proposed Reforms
- SMEs' Attitudes and Practices Towards Tax Compliance in Zimbabwe
- Implication of Fiscal and Monetary Measures on Tax Payments
- An Overview of Contentious Tax Issues Around Royalties, Employees' Tax Annual Submission & IMTT

In response to the Covid-19 pandemic the Institute has been offering online CPD opportunities to members. These webinars were initiated from the 30th of April 2020.

The webinars have provided an opportunity to bring ICAZ members from all over the globe together, as well as easily access global leaders on various topics. This wealth of global experiences on the webinars has greatly enhanced learning opportunities amongst members. The following webinars were offered in the period:

30 April 2020: Ethical & effective leadership in a time of crisis

07 May 2020: How to Lead in the Darkest Hour

12 May 2020: Administrative and other measures to help taxpayers with compliance within the Covid-19 environment

CPD Online Resources

ICAZ in partnership with ICAEW, gives its members access to digital resources on international standards in accounting, auditing and ethics (IAAE). This service has been designed to help ICAZ members with their CPD as it is tailored for busy professional accountants. IAAE provides access to a range of tools on international standards and up to date information and practical guidance in the form of live webinars, on-demand video recordings, technical factsheets, guides, thought leadership articles and case studies.

ICAZ members who subscribe to the service have reported positively on their experience and usefulness of the available content. Members are encouraged to continue to take full advantage of this unique resource in this new 2020-2021 period and have been requested to register their interest to itsupport@icaz.org.zw.

As a member of IFAC and CAW the Institute has been sharing with members a range of resources from these organisations which have greatly benefited members in the areas of leadership, business and provided members with a convenient method to improve their understanding of international financial reporting standards.

Some of the material that has been shared with members includes:

- IFAC- Preparing future ready professionals. Revisiting the Question "Should a CFO be an Accountant?"
- IFAC-Crypto-Assets, Overview of Use Case Traction
- Harvard Business Review-Lead Your Business Through the Coronavirus Crisis
- Harvard University Health Services-Managing Fears and Anxiety around the Coronavirus (Covid-19).
- Grant Thornton Global –Covid-19 Financial reporting and disclosures
- McKinsey & Company-A blueprint for remote working: Lessons from China
- CAW-Coronavirus considerations for group audit
- McKinsey & Company-Appling past leadership lessons to the coronavirus pandemic
- Harvard Business Review-Coronavirus and Business
- CAW-Critical tips for leading teams from home
- CAW-Mental health for CAs in challenging times

Continuous Professional Development (CPD) (Continued)

- ICAZ-Covid-19 Implications for Companies
- ICAZ-Covid-19 Implications on IFRS9
- Pulse-3 Way Successful Leaders Handle Information in a Crisis
- Pulse-Covid-19 Impact Insurance Industry
- CAW-Insights post Covid-19 firms can help homeworkers
- Intracen-The cost of coronavirus in Africa-What measures can leaders take
- Intracen-Covid-19: Africa's failure would be the world's failure
- KPMG-Covid-19: Business Implications of Covid-19: Embedding resilience
- PwC's-Covid-19 Navigator
- PwC Tax Alert
- ICAZ-Lease Reporting under Covid-19
- IFAC-Reporting and Fraud Risk Arising from Covid-19-Challenges for Professional Accountants
- IFAC-Financial Reporting Implications of Covid-19
- IFAC-Supporting Accountants in Business & Public Sector Through Uncertain Times
- IFAC-Small Business Continuity Checklist-How to Survive and Thrive Post Covid-19
- IESBA-Covid-19 Ethics and Independence Considerations
- IFAC-Implications for Audit Committees Arising from Covid-19
- IFAC-Crisis Legacy: Organisations Can Emerge Stronger from Covid-19

ICAZ CPD Requirements

The ICAZ CPD minimum requirements are in line with other regional and international accounting bodies where ICAZ has mutual recognition agreements. In addition to keeping members up to date with knowledge for quality control purposes, there is need to ensure that members adhere to CPD requirements so as to comply with Public Accountants and Auditors Boards (PAAB), International Federation of Accountants (IFAC), Pan African Federation of Accountants (PAFA) and Chartered Accountants Worldwide (CAW) requirements. The Institute's CPD minimum requirements are:

- A minimum of 20 verifiable hours per annum
- 120 hours over a three-year period of which 60 hours should be verifiable

Monitoring of CPD Records

The ICAZ CPD committee actively monitors the CPD compliance status of members.

The ICAZ iMIS system which is accessible through the ICAZ website allows members to be responsible for updating their CPD activities. The secretariat periodically filters through the system to check on compliance and send reminders to non-compliant members. The secretariat also automatically updates CPD activities conducted by the Institute such as committee meetings, ICAZ CPD seminars and conferences.

Non-resident members who are also members of other Professional Accounting Organisations (PAOs) in their countries of residence are required to annually complete a declaration form for non-resident members indicating that they have complied with the International Education Standards of Professional Accountants 7 (IES 7)-Continuing Professional Development: A Program of Lifelong Learning and Continuing Professional Competence.

The form indicates the members name and number of the foreign institute the member is registered with for checking purposes. The form is available on the ICAZ website and is also sent by email to the non-resident members at the end of each year. This information is captured into the iMIS system by the secretariat. Non-resident members who are not registered with a similar foreign organization are required to record their CPD activities on the ICAZ iMIS system.

Continuous Professional Development (CPD) (Continued)

Sanctions imposed on members who fail to meet set out requirements:

A member who fails to undertake the required hours of CPD shall be liable to disciplinary action. The procedures are as follows:

1. The CPD committee will conduct a random annual audit of membership sample to ensure compliance with CPD minimum requirements. Non-compliant members will be followed up individually.
2. The CPD committee will write to members who did not comply with the annual minimum requirements by the second month after year end and they will be required to report to CPD within a period of 2 weeks after which a fine of US\$50 or equivalent would be levied.
3. The Committee has the power to recommend any appropriate disciplinary action to Council for consistent non-compliant members.
4. In case of persistent, chronic and grave non-compliance, the CPD committee will advise Council as such and provide a list of these members to consider suspension or deregistration of membership.

Work of Investigations and Disciplinary Committee

The role of the Investigations Committee is to investigate cases referred to it as and when received by the secretariat. If the Investigations Committee is of the opinion that a prima facie case exists, the case is referred to the Disciplinary Committee. During the year under review, three cases were brought before the Investigations Committee including one case which had been previously dismissed. This case has been closed again as the parties who had requested for it to be re-opened failed to produce further evidence. Two cases are still open.

NATURE OF OFFENCE	ACTION TAKEN
<p>Complaint received from a member of the public who alleged that due to an audit that had been carried out by an ICAZ audit firm, he had been unfairly dismissed. The complainant alleged that the audit report “was mischievous, malicious and misleading”. A request was made for the Institute to carry out an independent investigation into the work done by the auditors.</p>	<p>The Investigations Committee, after going through its processes, concluded that there was no prima facie case to warrant an independent investigation into the work done by the auditors as it appeared that the auditors had carried out the job they had been tasked to do based on the scope of work.</p>
<p>The Investigations Committee was asked to review the unqualified audit opinion that had been given by an audit firm on an entity audited for the December 2018 financial period. It was alleged that the financial statements were not in compliance with IAS 21 requirements and a qualified audit opinion was applicable.</p>	<p>The matter was still under investigation as at 31 May 2020</p>
<p>An entity was audited by an ICAZ audit firm and a clean audit opinion with an emphasis of matter paragraph was issued. The complainant was of the opinion that the clean audit opinion was not in line with PAAB guidelines and does not reflect scenarios in existence on the ground.</p>	<p>The matter was already under investigation at PAAB and the Investigations committee is waiting for it to be concluded at PAAB level.</p>

Reforms on the ICAZ Investigations and Disciplinary Processes

A benchmarking process of the Investigations and Disciplinary process of CAZ to that of other leading Professional Accountancy Organisations (PAO) was carried out during the period. The aim of the benchmarking process was to improve on the efficiency, objectivity and independence of the two committees. The following reforms are being attended to;

1. The Institute should enhance the market monitoring mechanism to ensure that all cases of misconduct come to the attention of the Institute as opposed to waiting only for complaints from external parties.
2. The Investigations and Disciplinary Committees are made up of mainly CAs. To enhance the transparency and independence of the investigations and disciplinary process, the committees are going to be reconstituted to accommodate more independent committee members.
3. For transparency purposes, the findings of the Disciplinary Committee for category E and F offences which entail that members be struck off the register should be publicized in detail i.e. the parties involved, the offence and the sanction so that the actions being taken by ICAZ on gross misconduct are known by the market. For the rest of the offences whose sanctions are less than a deregistration, summaries of the cases will continue to be publicized as always.

Promoting quality through Recognition-ICAZ Excellence Awards

To honour, celebrate and appreciate members of the Institute [FCA(Z), CA(Z), AA(Z)], whether resident in Zimbabwe or non-resident, for their significant contribution in representing, promoting and enhancing the Accountancy profession as well as strengthening the ICAZ brand, the Institute introduced the ICAZ Excellence Awards. The awards were to be presented at the Winter School under the following categories:

Categories of Awards

i. The Excellence in Business award

This is for the dynamic and talented members who have stepped out of their comfort zones and shown exemplary achievements in business.

ii. The Public and Social Impact award

This is for members in public practice, public service or involved in social impact activities and have made demonstrable contribution and impact in those areas.

iii. The Young Achievers award (Below age 35)

This is for the young members of the Institute who have contributed significantly in their areas of influence, best representing the future pride of the ICAZ brand.

However, as a result of the effects of Covid-19, the Excellence Awards were postponed to 2021.

PART V: INSTITUTE GOVERNANCE

The Institute is undertaking a number of initiatives in order to ensure good governance practices at the Institute and to also promote good governance practices in the market. There are activities to promote member and student ethical conduct which will be rolled out through the efforts of the various ICAZ departments.

During the period, the institute conducted a governance benchmarking exercise which involved carrying out an assessment of the ICAZ processes including governance and organisational structure and operational standards.

Compliance Status to the Zimbabwe National Code of Corporate Governance (Zimcode)

The Zimbabwe National Code of Corporate Governance (the Code) was introduced in April 2015 in an effort to incorporate corporate governance in Zimbabwe and improve the performance of organisations. It is a yardstick that guides companies in Zimbabwe to adhere to best practice in organisational performance and its implementation. Below is an analysis of how the Institute has fared in implementing and adhering to the applicable facets of the code.

AREA	KEY REQUIREMENTS	STATUS OF COMPLIANCE
Ownership and Control	<p>Corporate power should not be concentrated in one person or in a small group of persons minority shareholders' rights should be respected.</p> <p>Minority shareholders' right should be respected.</p>	<p>The Institute is a body corporate, incorporated in 1918 under the Chartered Accountants Act, Chapter 27:02. It has perpetual succession. The Institute is governed by the Council which is an elected board elected by the members. At the end of each presidential year, 5 Council members retire and elections are held for new office bearers. The Council members on their own elect one of their own to be the President for a period of one year. All members have equal voting rights.</p> <p>All members have equal voting rights.</p>
Board of Directors and Directors	<p>Board Charter should be in place clearly setting out the Board's role and responsibilities.</p> <p>Board should be composed of persons with good leadership qualities and competencies required by the company i.e. accounting/financial expertise, legal skills, business and managerial experience, industry knowledge and strategic planning experience.</p> <p>Directors should be appointed through a formal robust process.</p> <p>The Board should have a majority of non-executive members; the majority should be independent.</p> <p>Board must annually evaluate its chairman and tenure of the chairman should be confirmed annually by the Board.</p>	<p>A Council Charter is in place which clearly sets out the roles of the Council.</p> <p>The Current Council is made up of members with wide experience and expertise.</p> <p>Council members are appointed through a robust nomination and voting process where every member has an opportunity.</p> <p>Current Council is composed of all non-executive members save for the CEO. The Council is currently does not have independent members as all Council members have to be members of the Institute.</p> <p>Council President only has a one-year term. The presidium is therefore reviewed as a unit starting from end of this financial year.</p>

Compliance Status to Zimcode (Continued)

AREA	KEY REQUIREMENTS	STATUS OF COMPLIANCE
	<p>Chairman should be independent and non- executive.</p> <p>The Board should regularly assess its performance and the performance of the Board committees, individual Directors and CEO.</p> <p>Formal induction and ongoing training of Directors should be carried put.</p>	<p>The President is not independent as they have to be a member of the Institute.</p> <p>Council and committee evaluations have been put in place starting from end of this financial year. CEO evaluation is done by the President annually.</p> <p>Formal induction on new Council members are done and at least one Council refresher course per year.</p>
The Governance of Risk	<p>The Board to ensure that the Company has a risk management policy and plan.</p> <p>Risk monitoring is carried out continuously by the Risk Committee and management.</p> <p>The Board through the Risk Committee should at least once a year, set the levels and limits of the company's risk tolerance and risk appetite.</p> <p>A whistle blowing mechanism must be in place and fully monitored.</p> <p>The Board through the Audit Committee must be assisted by a competent</p> <p>Audit Function Financial statements must be audited by independent external auditors</p>	<p>The risk management policy is currently under review to enhance it.</p> <p>This is being done through the Audit and Finance Committee.</p> <p>The Audit and Finance Committee is tasked with the risk management role.</p> <p>The Institute subscribes to the Deloitte Tips Offs Anonymous platform.</p> <p>Internal Audit Function is in place</p> <p>The Financial statements are subjected to audit annually.</p>
Information Management and Disclosures	<p>Every company should give its shareholders and other stakeholder's ample opportunity to inspect corporate books.</p> <p>Company should not disclose its financial statements unless they have been approved by the Chairman and Board.</p> <p>The Board should ensure that ICT frameworks, policies, processes, procedures and standards are implemented to minimize ICT risks and manage ICT resources efficiently and cost effectively.</p>	<p>This is done before every AGM through the circulars to members.</p> <p>Financials are only being published after Council approval.</p> <p>This is being done through the ICT Committee.</p>

Compliance Status to Zimcode (Continued)

AREA	KEY REQUIREMENTS	STATUS OF COMPLIANCE
Corporate Conflict Prevention and Resolution	<p>Hiring of external auditors for non-audit services is discouraged</p> <p>A business courtesy such as a gift, contribution or entertainment should never be offered in circumstances that might create the appearance of an impropriety.</p> <p>Non-executive Directors or any committee of the Board should not determine Board remuneration; this should be given to a neutral professional company to make recommendations.</p>	<p>External auditors are not engaged for non-audit services.</p> <p>This is fully addressed in the ICAZ Code of Ethics.</p> <p>The Council and Committee members are not remunerated for their services save for expert legal professionals for the investigations and disciplinary process and Exam Board members involved in the marking process.</p>
Governance of Stakeholder relations	<p>The Board should identify the company 's stakeholders and formulate a clear policy on how to engage, communicate or relate to them constructively.</p> <p>The Board should engage stakeholders formally or informally at least once a year.</p> <p>The company should use communication channels that are accessible to its stakeholders and adopt communication guidelines that support a reasonable communication program with stakeholders.</p>	<p>Stakeholder engagement matrix and plan is in place.</p> <p>Stakeholders are invited to selected Institute events and media briefings are held on a regular basis.</p> <p>The company currently uses print media, website, updates at AGM and briefings from the President or CEO to communicate with its wide range of stakeholders.</p>
Compliance and Enforcement	<p>Management should develop a compliance policy for Board approval and must be responsible for implementing and ensuring compliance to all applicable laws and regulations.</p> <p>Compliance with laws, rules codes and standards should be incorporated in the company's code of conduct.</p>	<p>Policy with regards compliance to laws and regulations is included in the Chartered Act and By-Laws.</p> <p>Code of Conduct for employees is in place and another one for members which ensures members and employees comply with all laws, rule and standards.</p>

Council Meeting Attendance

NAME OF MEMBER	ATTENDANCE
1 Fungai Kuipa (President)	8/8
2 Duduzile Shinya (nee Mothobi) (Mrs) (Senior Vice President)	7/8
3 Tumai Mafunga (Junior Vice President)	7/8
4 Gloria Zvaravanhu (Mrs) (CEO)	8/8
5 Anesu Daka	7/8
6 Ngonidzashe Mudzamiri	7/8
7 Tapiwa Chizana	8/8
8 Valerie Muyambo (Ms)	6/6*
9 Tarryn Campbell (Mrs)	7/8
10 Janice Sambaza (Mrs)	7/8
11 Emmanuel Mudefi	6/8
12 Brian Njikizana	7/8
13 Jonas Jonga	5/8
14 Clive Mukondiwa	6/8
15 Arthur Mubaiwa	6/8
16 Adam Zvandasara	4/8
17 Manyara Chigunduru (Mrs)	6/8
18 Davison Charamba	6/8
19 Tawanda Chikoore	5/8
20 Elina Bvurere (Mrs)	1/3*
21 Rumbidzaimambo Ndebele (Mrs)	6/8
22 Hylee Choto	6/8
23 Violet Garaba (Mrs)	3/6*

* Leave of Absence

Executive Committee Meeting Attendance

Name	Number of Meetings
1. Fungai Kuipa	6/6
2 Duduzile Shinya (nee Mothobi) (Mrs)	6/6
3 Tumai Mafunga	6/6
4 Gloria Zvaravanhu (Mrs)	6/6

Audit and Finance Committee Attendance

Name	Number of Meetings
1 Bothwell Nyajeka	3/3
2 Tumai Mafunga	3/4
3 Violet Garaba (Mrs)	3/4
4 Ngonidzashe Mudzamiri	3/3

PART VI: NOTICES TO MEMBERS

Annual General Meeting Notice And Agenda

NOTICE is hereby given that the 102nd Annual General Meeting of the Institute of Chartered Accountants of Zimbabwe (ICAZ) will be held virtually via Microsoft Teams.

on Friday 7 August 2020, at 0900 hours CAT, for the purpose of transacting the following business:

1. CONFIRMATION OF MINUTES

To confirm the minutes of the 101st Annual General Meeting held on Thursday 29 August 2019 at 17.00 hours at Sun City, South Africa.

2. ANNUAL REPORT AND FINANCIAL STATEMENTS

To receive the Annual Report of Council, President's Statement and the Audited Financial Statements for the year ended 31 May 2020.

3. COUNCIL ELECTION


To receive the names of the members elected to Council.

4. APPOINTMENT OF AUDITORS

To propose the re-appointment of BDO Zimbabwe Chartered Accountants as the Institute's auditors for the 2020 - 2021 financial year.

5. ANY OTHER BUSINESS

Any other business must have been received by the Registrar at least 2 weeks before the date of the AGM.



Felicity Karekwaivanane

Registrar

PART VII: ANNUAL FINANCIAL STATEMENTS

Council's Responsibility Statement

The Council is required by the Chartered Accountants Act (Chapter 27:02), to maintain adequate accounting records and are responsible for the content and integrity of the financial statements and related financial information included in this report. It is their responsibility to ensure that the financial statements fairly present the state of affairs of the Institute as at the end of the financial year and the results of its operations and cash flows for the year then ended, in conformity with International Financial Reporting Standards.

The Council acknowledges that they are ultimately responsible for the system of internal financial control established by the Institute and place considerable importance on maintaining a strong control environment. To enable the Council to meet these responsibilities, the Council sets standards for internal control aimed at reducing the risk of error or loss in a cost-effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the Institute and all employees are required to maintain the highest ethical standards in ensuring the Institute's business is conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in the Institute is on identifying, assessing, managing and monitoring all known forms of risk across the Institute. While operating risk cannot be fully eliminated, the Institute endeavours to minimize it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The Council is of the opinion, based on the information and explanations given by management that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss.

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

Council has assessed the ability of the Institute to continue operating as a going concern and believe that the preparation of the financial statement on a going concern basis is appropriate.

Council acknowledges that they are responsible for the other information in the Integrated Annual Report. Other information does not include the financial statements and auditor's report.

The external auditors are responsible for independently auditing and reporting on the financial statements. The financial statements and related notes have been audited by the Institute's external auditors and their report is presented on pages 92 to 94.

The audited annual financial statements set out on pages 95 to 126, were approved by the Council on 23 July 2020 and were signed on its behalf by:



.....
PRESIDENT



.....
CHIEF EXECUTIVE OFFICER

23 JULY 2020



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Harare
Zimbabwe

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF INSTITUTE OF CHARTERED ACCOUNTANTS OF ZIMBABWE

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

Adverse Opinion

We have audited the financial statements of the **INSTITUTE OF CHARTERED ACCOUNTANTS OF ZIMBABWE** set out on pages 95 to 126, which comprise the statement of financial position as at 31 May 2020, statement of income and expenditure, statement of changes in reserves and the statement of cash flows for the year then ended, and the notes to the financial statements, including a summary of significant accounting policies.

In our opinion, because of the significance of the matter discussed in the Basis for Adverse Opinion section of our report, the accompanying financial statements do not present fairly, in all material respects, the financial position of the **INSTITUTE OF CHARTERED ACCOUNTANTS OF ZIMBABWE** as at 31 May 2020, and its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standards.

Basis for Adverse Opinion

Non-compliance with IAS 21: The Effects of Changes in Foreign Exchange Rates

During the current and prior financial period, the Institute operated in an environment where a combination of United States Dollars (USD) and the local currency were in use. Local currency constituted of bond notes and Real Time Gross Settlement (RTGS) balances. Up to 22 February 2019, the legislated exchange rate between the USD and the local currency was 1:1. From 22 February 2019 until 26 March 2020, the exchange rate between the USD and the local currency was being determined at the interbank foreign exchange market, which resulted in a managed exchange rate which did not reflect the market wide exchange rates. On 26 March 2020, the Reserve Bank of Zimbabwe announced a fixed exchange rate of USD1: ZWL25 and that was the exchange rate that was in use at the reporting date.

Market wide the rate of exchange between the USD and the local currency was not at the legislated levels. Foreign currency transactions and balances in these financial statements have been converted to the reporting currency at exchange rates which are different from those which were obtaining in the market. This resulted in non-compliances with the provisions of IAS 21. The effect of the non-compliances with IAS 21 is material to these financial statements, however, the level of misstatement could not be quantified.

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Institute in accordance with the International Ethics Standards Board for Accountants Code of Ethics for Professional Accountants (Parts A and B), together with other ethical requirements that are relevant to our audit of the financial statements in Zimbabwe, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. In addition to the matters included in the *Basis of An Adverse Opinion* we have determined the matter described below to be the key audit matter to be communicated in our report.

Key Audit Matter	How our audit addressed the key audit Matter.
<p>Determination of expected for credit loss The Institute has significant member subscription receivables amounting to ZWL6,469,307. The Secretariat uses judgement in estimating the expected for credit loss. The expected for credit loss rate was determined from previously impaired debtors. The loss rate was determined by assessing payment history of members.</p>	<p>We verified if there is an expected for credit loss model in place and whether the model is in line with IFRS 9 requirements. We assessed the reasonableness of the assumptions used in coming up with the historical loss rates based on the default records We reviewed the forward -looking macro - economic factors used in adjusting the loss rate calculated. We recalculated the expected for credit loss rate using our own assumptions to assess reasonableness and compared with that performed by the Secretariat. We verified completeness and accuracy of the inputs of data used in coming up with the expected for credit loss. We reviewed the financial statements for adequate disclosure on expected for credit losses.</p>

Other information

The Council members are responsible for the other information. The other information comprises information included in the Annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance or conclusion thereon.

In connection with our audit of financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed on the other information that we have obtained prior to the date of the Auditor's Report, we conclude that there is a material misstatement of the other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Council Members for the Financial Statements

Council members are responsible for the preparation and fair presentation of the financial statements in accordance with IFRSs, and for such internal control as Council members determine is necessary to

enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, Council members are responsible for assessing the Institute's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless they either intend to liquidate the Institute or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

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

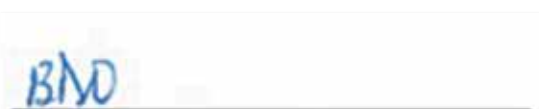
As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Institute's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Secretariat.
- Conclude on the appropriateness of Secretariat's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Institute's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Institute to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient appropriate audit evidence regarding the financial information of the business activities within the Institute to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the Institute's audit. We remain solely responsible for our audit opinion.

We communicate with the Council members regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit. We also provide Council members with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

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



BDO Zimbabwe Chartered Accountants
3 Baines Avenue, P. O. Box 334
Harare

Gilbert Gwatiringa (CA(Z))
Partner
Registered Public Auditor
28 July 2020

ANNUAL FINANCIAL STATEMENTS

Statement of Financial Position

As at 31 May 2020

	Note	Inflation adjusted		Historical cost	
		2020 ZWL	2019 ZWL	2020 ZWL	2019 ZWL
ASSETS					
Non-current assets					
Property and equipment	5	5,849,740	5,144,845	519,180	368,736
Intangible assets	6	369,619	666,337	14,485	36,786
		6,219,359	5,811,182	533,665	405,522
Current assets					
Inventories	7	45,349	75,388	15,985	8,513
Trade and other receivables	8	7,472,589	3,874,733	7,352,966	437,551
Financial assets at fair value through profit or loss	9	228,277	948	228,277	107
Cash and cash equivalents	10	6,216,802	12,176,413	6,216,802	1,375,012
Total current assets		13,963,017	16,127,482	13,814,030	1,821,183
Total assets		20,182,376	21,938,664	14,347,695	2,226,705
RESERVES AND LIABILITIES					
Reserves					
Accumulated surplus		8,875,659	8,509,172	5,318,855	710,189
Non-current liabilities					
Employee benefits provision	11	-	31,393	-	3,545
Current liabilities					
Short-term provisions	11	41,236	212,443	41,236	23,990
Trade and other payables	12.1	6,723,573	4,147,313	6,723,573	468,332
Value added tax payable	12.2	430,950	149,702	430,950	16,906
Income received in advance	12.3	4,110,958	8,888,641	1,833,081	1,003,743
Total current liabilities		11,306,717	13,398,099	9,028,840	1,512,971
Total reserves and liabilities		20,182,376	21,938,664	14,347,695	2,226,705

ANNUAL FINANCIAL STATEMENTS

Statement of Income and Expenditure

For the year ended 31 May 2020

	Note	Inflation adjusted		Historical cost	
		2020 ZWL	2019 ZWL	2020 ZWL	2019 ZWL
Revenue	13	28,738,372	20,819,052	12,321,761	1,811,287
Other income	14	8,506,063	6,975,184	3,710,781	540,255
Total income		37,244,435	27,794,236	16,032,542	2,351,542
Administrative expenses	15	(34,641,460)	(22,283,588)	(16,036,797)	(2,098,039)
Allowance for expected credit losses	8	(2,064,040)	33,541	(463,860)	3,788
Operating surplus / (deficit)		538,935	5,544,189	(468,115)	257,291
Finance income	17	185,225	3,330	29,128	376
Surplus / (Deficit) for the year		724,160	5,547,519	(438,987)	257,667
Exchange Gain/(loss) -					
- Realised		8,140,753	-	2,323,820	-
- Unrealised		2,723,833	(60,654)	2,723,833	(9,570)
Net Monetary loss		(11,222,259)	(3,266,767)	-	-
Total comprehensive surplus for the year		366,487	2,220,098	4,608,666	248,097

ANNUAL FINANCIAL STATEMENTS

Statement of Changes in Reserves

For the year ended 31 May 2020

	Inflation adjusted ZWL	Historical cost ZWL
Accumulated surplus at 1 June 2018	6,289,074	462,092
Total comprehensive surplus for the year	2,220,098	248,097
Accumulated surplus at 31 May 2019	8,509,172	710,189
Total comprehensive surplus for the year	366,487	4,608,666
Accumulated surplus at 31 May 2020	8,875,659	5,318,855

ANNUAL FINANCIAL STATEMENTS

Statement of Cash Flows

For the year ended 31 May 2020

	Note	Inflation adjusted		Historical cost	
		2020	2019	2020	2019
		ZWL	ZWL	ZWL	ZWL
Cash flows from operating activities					
Surplus for the year		366,487	2,220,098	4,608,666	248,097
Adjustments for:					
Depreciation of property and equipment	5	680,746	563,717	52,947	52,614
Amortisation of intangible assets	6	296,718	312,223	22,301	23,569
Profit on disposal of equipment		-	(8,704)	-	(983)
Finance income	17	(185,225)	(3,330)	(29,128)	(376)
Net monetary loss		11,222,259	3,266,767	-	-
Fair Value adjustment on investments		(160,277)	39,640	(160,277)	4,476
Net foreign exchange (gains)/losses -unrealised		(2,723,833)	60,654	(2,723,833)	9,570
		9,496,875	6,451,065	1,770,676	336,967
Changes in working capital:					
Decrease / (Increase) in inventories		30,039	72,287	(7,472)	1,522
(Increase) / Decrease in Trade and other receivables		(3,597,856)	2,307,227	(6,915,415)	226
(Decrease) / Increase in Trade and other payables		(2,122,775)	1,668,983	7,512,325	710,877
Cash generated from operating activities		3,806,283	10,499,562	2,360,114	1,049,592
Cash flows from investing activities					
Acquisition of property and equipment	5	(1,385,641)	(911,105)	(203,391)	(69,118)
Acquisition of intangible assets	6	-	(40,011)	-	(2,719)
Acquisition of Investments		(67,052)	-	(67,894)	-
Proceeds from sale of equipment		-	22,108	-	3,487
Interest received		185,225	3,330	29,128	376
Net cash used in investing activities		(1,267,468)	(925,678)	(242,157)	(67,974)
Net increase in cash and cash equivalents		2,538,815	9,573,884	2,117,957	981,618
Cash and cash equivalents at the beginning of the year		12,176,413	5,929,950	1,375,012	402,964
Effects of monetary loss		(11,222,259)	(3,266,767)	-	-
Effects on movements in exchange rates on cash held		2,723,833	(60,654)	2,723,833	(9,570)
Cash and cash equivalents at the end of the year	10	6,216,802	12,176,413	6,216,802	1,375,012

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 May 2020

1. GENERAL INFORMATION

The Institute of Chartered Accountants of Zimbabwe (the Institute) is a voluntary association not for gain and is registered as a statutory body incorporated under the Chartered Accountants Act (Chapter 27:02). It is the foremost accountancy body in the country and is a member body of the International Federation of Accountants (IFAC), the Pan African Federation of Accountants (PAFA) and the Public Accountants and Auditors Board (PAAB). The principal activity of the Institute is to serve the interests of the chartered accountancy profession and society by upholding professional standards, integrity and ensuring the pre-eminence of Zimbabwean Chartered Accountants worldwide.

1.2 Currency

The financial statements are expressed in Zimbabwe dollar (ZWL) which is both the functional and presentation currency of the Institute.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The principal accounting policies applied in these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

2.1 Basis of preparation

The Institute's financial statements have been prepared with a view of complying with International Financial Reporting Standards (IFRSs). Partial compliance has been achieved due to the impact of SI 33. IFRSs comprise International Accounting Standards and Interpretations developed by the International Financial Reporting Interpretations Committee (IFRIC).

The preparation of financial statements in compliance with adopted IFRS requires the use of certain critical accounting estimates. It also requires management to exercise judgment in applying the Institute's accounting policies. The areas where significant judgments and estimates have been made in preparing the financial statements and their effect are disclosed in note 3.

2.2 Changes in accounting policies

2.2.1 *New standards, interpretations, and amendments effective from 1 January 2019.*

(a) IFRS 16: Leases (Effective from periods beginning on or after 1 January 2019)

During the year 2019 the Institute was not affected by the implementation of the changes in IFRS 16.

(b) IFRIC 23 Uncertainty over Income Tax Positions (effective 1 January 2019).

The Institute is not liable to pay Income Tax and was therefore not affected by the requirements of IFRIC 23 Uncertainty over Income Tax Treatments.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 May 2020

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

(c) Amendments to IFRS 9 Prepayment Features with Negative Compensation (effective 1 January 2019)

The amendments relate to measurement of debt instruments when the borrower is permitted to prepay the instrument at an amount less than the unpaid principal and interest owed.

- Applying the amendments, if a specific condition is met, entities will be able to measure at amortised cost some prepayable financial assets with so-called negative compensation. The amendments are effective from annual periods beginning on or after 1 January 2019, with earlier application permitted.
- The Institute's existing accounting policy for Amendment to IFRS 9 treatments is consistent with the requirements in Amendments to IFRS 9, which became effective on January 1, 2019 and required no adjustment to the amounts in the Financial Statements.

(d) Amendments to IFRS 4: Applying IFRS 9 Financial Instruments with IFRS 4 Insurance Contracts (Effective from periods beginning on or after 1 January 2019).

The Amendment provides two options for entities that insurance contracts within the scope of IFRS 4:

- An option that permits entities to reclassify, from profit or loss to the other comprehensive income, some of the income or expense arising from designated financial asset (the "overlay approach")
- An optional temporary exemption from applying IFRS 9 for entities whose predominant activity is issuing contracts within the scope of IFRS 4 (the "the deferral approach")

The approaches are optional, and an entity is permitted to stop applying them before new insurance contracts standards is applied. This standard did not affect the Institute's financial statements.

The amendments provide two options for entities that issue insurance contracts within the scope

2.2.2 New standards, interpretations and amendments not yet effective and not early adopted

The following new standards, amendments, and interpretations, which have not been applied in these financial statements and are unlikely to have material effect on the Institute's future financial statements:

(a) IAS 1 Presentation of Financial Statements and IAS 8 Changes in Accounting Policies

The amendment clarifies the definition of material to make it easier to understand and provides guidance on how the definition should be applied. The changes in the definition now ensures that the definition is consistent across all IFRS standards and the Conceptual Framework.

- Old definition (IAS 1): Omissions or misstatements of items are material if they could, individually or collectively, influence the economic decisions that users make on the basis of the financial statements.
- New definition: Information is material if omitting, misstating or obscuring it could reasonably be expected

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 May 2020

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

to influence the decisions that the primary users of general-purpose financial statements make on the basis of those financial statements, which provide financial information about a specific reporting entity.

The definition of material omissions or misstatements from IAS 8 Accounting Policies, Changes in Accounting Estimates and Errors has been removed.

Management has not assessed the impact of IAS 1 and 8 and therefore could not ascertain if the standard has a material impact on the financial statements.

(b) IFRS 17 Insurance Contracts (effective 1 January 2021)

Insurance contracts combine features of both a financial instrument and a service contract. In addition, many insurance contracts generate cash flows with substantial variability over a long period. To provide useful information about these features, IFRS 17:

- combines current measurement of the future cash flows with the recognition of profit over the period that services are provided under the contract;
- presents insurance service results (including presentation of insurance revenue) separately from insurance finance income or expenses; and
- requires an entity to make an accounting policy choice of whether to recognise all insurance finance income or expenses in profit or loss or to recognise some of that income or expenses in other comprehensive income.

(c) IFRS 3 Business Combinations (Amendment – Definition of Business)

IAS issued an Amendment on definition of a business (Amendments to IFRS 3) to make it easier for entities to decide whether activities and assets they acquire are a business or merely a group of assets. The amendments:

- confirmed that a business must include inputs and a process, and clarified that:
 - o the process must be substantive; and
 - o the inputs and process must together significantly contribute to creating outputs.
- narrowed the definitions of a business by focusing the definition of outputs on goods and services provided to customers and other income from ordinary activities, rather than on providing dividends or other economic benefits directly to investors or lowering costs; and
- added a test that makes it easier to conclude that an entity has acquired a group of assets, rather than a business, if the value of the assets acquired is substantially all concentrated in a single asset or group of similar assets.

(d) Revised Conceptual Framework for Financial Reporting.

The revised Conceptual Framework issued includes:

- New concepts on measurement including factors to be considered when selecting the measurement basis.
- New concepts on presentation and disclosure, including when to classify income and expenses in

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 May 2020

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

- New guidance on when assets and liabilities are removed from financial statements.
- Updated definitions of an asset and liability.
- Updated recognition criteria for including assets and liabilities in financial statements; and
- Clarified the concepts of prudence, stewardship, measurement uncertainty and substance over form.

The IASB also updated references to the Conceptual Framework in IFRS Standards by issuing amendments to references to the Conceptual Framework in IFRS Standards. The Institute is in the process of evaluating what impact these will have on the Institute.

None of the new standards, interpretations and amendments, which are effective for periods beginning after 1 January 2020 have been adopted early, and management has not made an assessment and cannot ascertain if they will have a material effect on the Institute's future financial statements.

2.3 Accounting convention

The financial statements are prepared from books and records maintained under the historical cost convention and are restated to take into account the effects of inflation in accordance with International Accounting Standard 29 "IAS 29" (Financial Reporting in Hyperinflationary Economies). The historical cost financial information has been restated for changes in the general purchasing power of the Zimbabwe Dollar (ZWL). Accordingly, the inflation adjusted financial statements are the primary financial statements of the Institute. Historical cost financial statements have been provided as supplementary information.

IAS 29 requires that the financial statements of an entity whose functional currency is the currency of a hyperinflationary economy be stated in terms of the measuring unit current at the reporting date and that the corresponding figures for the comparative periods be stated in the same terms. The financial statements and the corresponding figures for the previous year have been restated to take account of the changes in the general purchasing power of the Zimbabwe dollar. The restatement is based on conversion factors derived from the Zimbabwe Consumer Price Index (CPI) compiled by the Reserve Bank of Zimbabwe from the figures provided by ZIMSTATS.

Date	Index	Conversion Factor
31 May 2020	1097.65	1.000
31 May 2019	124.0	8.855
31 October 2018	74.6	14.716

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 May 2020

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

The main procedures applied in the above-mentioned restatement of transactions and balances are as follows:

All corresponding comparative figures as of and for the period ended 31 May 2019 are restated by applying the fixed index from 01 January 2018 to 31 October 2018 and the change in the index from 01 November 2018 to 31 December 2019;

Monetary assets and liabilities are not restated because they are already stated in terms of the measuring unit current at reporting date;

Non-monetary assets and liabilities that are not carried at amounts current at reporting date and components of equity are restated by applying a fixed index of 74.6 for periods 31 October 2018 and prior and for transactions from 1st November 2018 to 31st December 2019 are restated by applying the change in the index;

Property, equipment is restated by applying a fixed index of 74.6 for periods 31 October 2018 and prior and for transactions from 1st November 2018 to 31st December 2019 are restated by applying the change in the index. Depreciation and amortisation amounts are based on the restated amounts;

Gains and losses arising from the net monetary position are included in the statement of income and expenditure; and All items in the cash flow statement are expressed in terms of the measuring unit current at the reporting date.

2.3.1 Transactions and balances

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the year-end translation of monetary assets and liabilities denominated in foreign currencies are recognised in the statement of income and expenditure.

IFRS 15 Revenue from contracts with customers

The Institute adopted IFRS 15 using the cumulative effect method (without practical expedients). This standard establishes a single, comprehensive and robust framework for the recognition, measurement and disclosure of revenue.

IFRS 15 provides a single, principles – based five–step model to be applied to all contracts with customers. The five steps in the model are as follows:

- Identify the contract with the customer.
- Identify the performance obligations in the contract.
- Determine the transaction price.
- Allocate the transaction price to the performance obligations in the contracts.
- Recognise revenue when (or as) the entity satisfies a performance obligation.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 May 2020

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

TYPE OF REVENUE STREAM	INCLUDES	WHEN RECOGNISED	MEASUREMENT	DURATION OF CONTRACTS
Membership fees	Membership subscription fees	Over time	Fair value of amounts receivable	1 Year
Services	Education programs includes ITC, APC and Zimtax	At a point in time	Fair value of amounts receivable	1 Year
Services	Winter School fees	At a point in time	Fair value of amounts receivable	1 Year

2.4 IFRS 15 Revenue from contracts with customers

Revenue is income arising in the course of an entity's ordinary activities.

Subscriptions invoices are raised against all registered members at the start of the financial period and revenue is recognised on an accrual basis over the period of membership. The five step model has been applied in recognising and reliably measuring revenue. The five step model that has been applied is:

- 1) Identification of contract with members – A contract is implied between the Institute and member. When a member is in good standing they earn the right of being designated Chartered Accountant of Zimbabwe (CA(Z)) or Articled Accountant Zimbabwe(AA(Z)).
- 2) Identification of performance obligations in the contract – A member in good standing should have their membership fees fully paid up and the member is designated the use of CA(Z) or AA(Z).
- 3) Determination of transaction price – Transaction price is the membership fees which is deferred and recognised monthly as revenue over the year.
- 4) Allocation of transaction price/membership fees – Transaction price is the membership fees billed to a member on a quarterly basis for resident members and annually for non-resident members.
- 5) Recognition of revenue – Membership fees are recognised on an accrual basis in the year they are billed. Outstanding resident membership fees from a previous quarter are revalued to levels matching those of the current quarter and the excess of the revalued amounts are recognise in the month of the revaluation.

Education programmes

Net income, comprising student fees received less direct expenses incurred, is recognised at the completion of the academic year to which it relates. At reporting date, fees received net of expenses incurred, in respect of the current academic year, are included in receivables or payables.

Sales of services

Sales of services are recognised in the period in which the services are rendered, by reference to completion of the specific transactions assessed on the basis of actual services provided.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 May 2020

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Interest income

Interest income is recognised on a time proportionate basis using the effective interest method. When a receivable is impaired, the Institute reduces the carrying amount to its recoverable amount, being the estimated future cash flow discounted at the original effective interest rate of the instrument, and continues unwinding the discount as interest income. Interest income on impaired loans is recognised using the original effective interest rate.

2.5 Financial instruments

Financial assets

The financial assets of the Institute comprise the following:

- Accounts receivables;
- Financial assets at fair value;
- Cash and cash equivalents; and
- Investments.

The classification depends on the purpose for which the financial assets were acquired. Management determines the classification of its financial assets at initial recognition and re-evaluates this designation at every reporting date. Financial instruments are recognised initially when the Institute becomes a party to the contractual provisions of the instruments. Financial instruments are initially measured at fair value including transaction costs.

Subsequent measurement

The measurement at initial recognition did not change on adoption of IFRS 9. Accounts receivables, cash and cash equivalents and held to maturity investments are subsequently carried at amortised cost using the effective interest rate method.

Impairment

The Institute assesses at each reporting date whether there is objective evidence that an asset or group of financial assets is impaired. A financial asset is generally impaired if, and only if, there is objective evidence of impairment as a result of one or more loss events that occurred after initial recognition of the asset and prior to the reporting date (loss event) and that loss event has had an impact on the future cash flows of the financial asset that can be reliably estimated.

IFRS 9 requires an expected credit loss model to be used in impairing financial assets. This model requires the Institute to account for expected credit losses and changes thereto at each reporting date to reflect changes in credit risk since initial recognition of the financial assets. It is no longer necessary for a credit loss event to have occurred before impairments are recognised.

IFRS 9 requires the Institute to recognise a loss allowance for expected credit losses on:

- Accounts receivables.

The Institute has elected to apply the simplified approach for measuring the loss allowance at an amount equal

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 May 2020

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

to lifetime for accounts receivables.

The equity securities held at year end were considered as not material to warrant further disclosures.

The Institute intends to hold assets to maturity to collect contractual cash flows and these cash flows consist solely of payments of principal and interest on the principal amount outstanding.

De-recognition

A financial asset is derecognised when the Institute loses control over the contractual rights that comprise the asset.

Financial liabilities

The adoption of IFRS 9 has not had a significant effect on the Institute's accounting policies related to financial liabilities, which continue to be measured at amortised cost.

A financial liability is derecognised when it is paid.

2.6 Property and equipment

An item of property and equipment that qualifies for recognition as an asset is initially measured at its cost. After initial recognition, property and equipment is measured at cost less any accumulated depreciation and any accumulated impairment losses. Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Institute and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the statement of income and expenditure during the financial period in which they are incurred.

Depreciation of property and equipment commences when it is available for use and ceases at the earlier of the date that the asset is classified as held for sale, or the date that the asset is derecognised. Land is not depreciated. Depreciation on other assets is calculated on the straight line basis to allocate the cost of each asset to its residual value over its estimated useful life as follows:

Buildings 40 years
Motor vehicles 5 years
Furniture and fittings 10 years
Computer equipment 5 years

The assets' residual values, useful lives and depreciation methods are reviewed and adjusted, if appropriate, at each reporting date. Where there are significant changes in the expected pattern of economic consumption of the benefits embodied in the property and equipment, the relevant changes will be made to the residual values and depreciation rates, and the change will be accounted for as a change in accounting estimate.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 May 2020

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

amount is greater than its estimated recoverable amount. No indicators of impairment were present in the year under review.

Gains and losses on disposal of property and equipment are determined by comparing proceeds with carrying amount. These are included in the statement of income and expenditure.

2.7 Intangible assets

Intangible assets comprise externally acquired computer software and are stated at historical cost, less subsequent amortisation and impairment.

Computer software costs recognised as assets are amortised over their estimated useful lives, i.e. iMIS system for 8 years and MyICAZ mobile application for 2 years.

2.8 Impairment of non-financial assets

Assets that have indefinite useful lives, for example land, are not subject to depreciation and are tested annually for impairment. Assets that are subject to amortisation are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment is recognised for the amount by which the asset's carrying amount exceeds the recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use.

Non-financial assets that suffered an impairment are reviewed for possible reversal of the impairment at each reporting date.

2.9 Inventories

Inventories are stated at the lower of cost or net realisable value. Cost is determined using the weighted average cost method. Net realisable value is the estimated selling price less estimated selling expenses.

2.10 Cash and cash equivalents

In the statement of cash flows, cash and cash equivalents comprise:

- cash in hand;
- deposits held at call and short notice; and
- balances with banks.

Cash and cash equivalents only include items held for the purpose of meeting short-term cash commitments rather than for investing or other purposes. Cash and cash equivalents have a maturity of less than three months. Cash and cash equivalents are initially and subsequently recognised at amortised cost which, due to their short term nature, approximates fair value. Cash and cash equivalents are classified as a financial asset at amortised cost and the carrying amount of these assets approximates their fair value.

2.11 Trade and other receivables

Accounts receivable are amounts due from members' subscriptions, students' fees and other services provided by the Institute. If collection is expected in one year or less (or in the normal operating cycle or if longer), they are classified as current assets. If not, they are presented as non-current assets.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 May 2020

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Accounts receivable are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, less provision for impairment.

2.12 Provisions

Provisions are recognised when the Institute has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount can be reliably estimated. Provisions are not recognised for future operating losses.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Provisions are measured at the present value of the expenditures expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to passage of time is recognised as interest expense.

2.13 Employee benefits

2.13.1 Short term employee benefits

The short term employee benefits are expensed as the related service is provided. A liability is recognised for the amount expected to be paid if the Institute has a present legal or constructive obligation to pay the amount as a result of past service provided by the employee and the obligation can be estimated reliably.

2.13.2 Pension obligations

The Institute participates in a defined contribution plan. A defined contribution plan is a plan under which the Institute pays fixed contributions into a separate entity. The contributions are recognised as employee benefit expenses when due. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in future payments is available. The Institute has no legal or constructive obligation to pay further contributions if the fund does not hold sufficient amounts to pay all employees the benefits relating to employee service in the current and prior periods.

The Institute also contributes to the National Social Security Authority Scheme (NSSA). This is a social security scheme which was promulgated under the National Social Security Act. The Institute's obligations under the scheme are limited to specific contributions as legislated from time to time.

2.13.3 Termination benefits

Termination benefits are payable when the Institute terminates employment before the normal retirement date, or whenever an employee accepts voluntary redundancy in exchange for these benefits. The Institute recognises termination benefits when it is demonstrably committed to either terminating the employment of current employees according to a detailed formal plan without the possibility of withdrawal, or termination benefits as a result of an offer made to encourage voluntary redundancy. Benefits falling due more than 12 months after the reporting date are discounted to present value.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 May 2020

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

2.13.4 Long Service Awards

Long service awards are given to employees who have been with the institute for a period of 5 years and multiples. The institute runs a long service award scheme for staff retention and to reward loyalty.

Benefits falling due more than 12 months after the reporting date are discounted to present value at the prevailing risk free rate.

2.14 Fair value measurements and valuation process

Some of the Institute's assets are measured at fair value for financial reporting purposes. In estimating the fair value of an asset, the Institute makes use of market observable data to the extent that it is available. Where this is not available, the Institute uses third party qualified valuers to perform the valuation.

2.15 Accounting standards and interpretations in issue but not yet effective

At the date of authorisation of the financial statements of the Institute of Chartered Accountants of Zimbabwe for the year ended 31 May 2020, the following standard and interpretations were in issue but not yet effective: IFRS 17 Insurance contracts - Effective for annual periods beginning on or after 1 January 2021.

3. FINANCIAL INSTRUMENTS RISK MANAGEMENT

3.1 Financial risk management

The Institute is exposed through its operations to the following financial risks:

1. Credit risk
2. Liquidity risk
3. Foreign exchange risk

In common with all other businesses, the Institute is exposed to risks that arise from its use of financial instruments. This note describes the Institute's objectives, policies and processes for managing those risks and methods used to measure them. Further quantitative information in respect of these risks is presented throughout these financial statements.

There have been no substantive changes in the Institute's exposure to financial instrument risks, its objectives, policies and processes for managing those risks or the methods used to measure them from the previous periods unless otherwise stated in this note.

3.2 Principal financial instruments

The principal financial instruments used by the Institute, from which financial instrument risk arises, are as follows: a) Accounts receivables, b) Cash and cash equivalents, and c) Trade and other payables.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 May 2020

A summary of the financial instruments held by category is provided below:

	Inflation adjusted		Historical cost	
	2020 ZWL	2019 ZWL	2020 ZWL	2019 ZWL
Trade and other receivables	6,871,964	3,291,309	6,871,964	371,668
Cash and cash equivalents	6,216,802	12,176,413	6,216,802	1,375,012
	13,088,766	15,467,722	13,088,766	1,746,680

The fair value of cash and cash equivalents and accounts receivable as at 31 May 2020 approximates the carrying amount.

Analysis by credit quality of financial assets is as follows:

Neither past due nor impaired

- Cash and cash equivalents	6,216,802	12,176,413	6,216,802	1,375,012
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Past due and not impaired

- Trade and other receivables	6,871,964	3,291,309	6,871,964	371,668
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Past due and impaired

- Trade and other receivables	632,081	1,489,679	632,081	168,221
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NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 May 2020

3. Financial Instruments Risk Management (Continued)

Financial instruments not measured at fair value

Financial instruments not measured at fair value include cash and cash equivalents, trade and other receivables and trade and other payables. Due to their short term nature, the carrying value of cash and cash equivalents, trade and other receivables and trade and other payables approximates their fair value.

General objectives, policies and processes

The Council has overall responsibility for the determination of the Institute's risk management objectives and policies and, whilst retaining ultimate responsibility for them, it has delegated the authority for designing and operating processes that ensure effective implementation of the objectives and policies to the Institute's executive management. These policies are reviewed by management on a regular basis for adequacy in being able to manage any changes in risks arising from changes in the operating environment to reduce risk as far as possible without unduly affecting the Institute's competitiveness and flexibility.

Credit risk

Credit risk is the risk of financial loss to the Institute if a customer or counterparty to a financial instrument fails to meet its contractual obligations. Financial assets which potentially subject the Institute to concentrations of credit risk consists primarily of bank balances and trade and other receivables. The Institute's bank balances are placed with high quality financial institutions. The credit risk with respect to trade and other receivables is managed by individually assessing the credit worthiness of each customer before the Institute's standard credit terms are offered. Further disclosures regarding the trade and other receivables which are neither past due nor impaired are provided in note 8.

The Institute's maximum exposure to credit risk is equal to the carrying amount of the assets.

Foreign exchange risk

Foreign exchange risk - The Institute is exposed to foreign exchange risk arising from various currency exposures primarily with respect to the United States Dollar (US\$), South African Rand (ZAR) and British Pound Sterling (GBP). Management aims to manage the Institute's foreign exchange risk against the functional currency. Foreign exchange risk arises when future commercial transactions or recognised assets or liabilities are denominated in a currency that is not the Institute's functional currency.

At 31 May 2020 the Institute had the following rates were applicable:

The exchange rate used for the US\$ was 25 (2019: 4.69)

The exchange rate used for the GBP was 30.84 (2019: 5.97).

The exchange rate used for the ZAR was 1.43 (2019: 3.07).

Liquidity risk

Prudent liquidity risk management implies maintaining sufficient cash and marketable securities and the availability of funding through an adequate amount of committed credit facilities. The Institute manages liquidity risk by continuously monitoring forecast and actual cash flows. Liquidity risk is the risk that the Institute may fail to meet its payment obligations when they fall due, the consequences of which may be the failure to meet the obligations to creditors. The Institute identifies this risk through periodic liquidity gap analysis and the maturity profile of assets and liabilities. Where major gaps appear, action is taken in advance to close or minimise the gaps.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 May 2020

The following table sets out the contractual maturities (representing undiscounted contractual cash flows) of the liabilities: -

	On demand and less than one month ZWL	From 1 to 6 months ZWL	From 6 to 12 months ZWL	More than 12 months ZWL	Total ZWL
As at 31 May 2020					
Assets					
Trade and other receivables (excluding prepayments)	2,750,816	218,048	2,129,020	1,774,079	6,871,964
Financial assets at fair value through profit or loss	228,277	-	-	-	228,277
Cash and cash equivalents	6,216,802	-	-	-	6,216,802
Total assets	9,195,895	218,048	2,129,020	1,774,079	13,317,043
Liabilities					
Trade and other payables	2,402,769	3,335,227	140,981	1,275,546	7,154,523
Total liabilities	2,402,769	3,335,227	140,981	1,275,546	7,154,523
Liquidity gap	6,793,126	(3,117,179)	1,988,039	498,534	6,162,520
As at 31 May 2019					
Assets					
Trade and other receivables (excluding prepayments)	371,668	-	-	-	371,668
Financial assets at fair value through profit or loss	107	-	-	-	107
Cash and cash equivalents	1,375,012	-	-	-	1,375,012
Total assets	1,746,787	-	-	-	1,746,787
Liabilities					
Trade and other payables	485,238	-	-	-	485,238
Total liabilities	485,238	-	-	-	485,238
Liquidity gap	1,261,549	-	-	-	1,261,549

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 May 2020

3. Financial Instruments Risk Management (Continued)

The Institute's objectives when managing capital (reserves) are to safeguard its ability to continue as a going concern in order to continue to provide benefits for members and other stakeholders. In order to maintain or adjust the capital structure, the Institute may adjust the amount of borrowings or investments it holds from time to time.

3.3 Fair value estimation

The carrying value of accounts receivable and payables are assumed to approximate their fair values.

4. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

Estimates and judgements are continuously evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions

In preparing its Annual Financial Statements, the Institute has made significant judgements, estimates and assumptions that impact on the carrying amount of certain assets and liabilities, income and expenses as well as other information reported in the notes. The Institute periodically monitors such estimates and assumptions and makes sure it incorporates all relevant information available at the date when annual financial statements are prepared. However, this does not prevent actual figures from differing from estimates. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year are outlined below.

a) Useful lives of property and equipment

The Institute's management determines the estimated useful lives and related depreciation charges for its property and equipment. This estimate is based on projected lifecycles for these assets. Management will increase the depreciation charge where useful lives are less than previously estimated lives, or it will write off or write down technically obsolete or non-strategic assets that have been sold.

b) Impairment on accounts receivable

IFRS 9 requires an expected credit loss model to be used in impairing financial assets. This model requires the Institute to account for expected credit losses and changes thereto at each reporting date to reflect changes in credit risk since initial recognition of the financial assets. It is no longer necessary for a credit loss event to have occurred before impairments are recognised. IFRS 9 requires the Institute to recognise a loss allowance for expected credit losses on contract assets.

When determining the expected credit loss (ECL), management considered the following;

- 1) Primary risk assessment
 - The default rate was determined based on historical loss determined from previously impaired debtors.
 - The default rate was also determined over a three (3) year period of assessing member payments or settlement patterns.
 - Historical losses excluded debtors who are under a payment plan and are adhering to the proposed plan.

2) Secondary risk assessment

The secondary risk assessment considered a range of qualitative risk factors based on a forward looking view, such as economic outlook. The macro-economic factors mainly included inflation and exchange rate impact on the ECL. This was used to adjust the historical default rate.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 May 2020

4. Critical Accounting Estimates And Judgements (Continued)

c) Going concern assessment

The Institute assesses the appropriateness of the going concern assumption at each reporting date. This involves making judgements about viability of proposed strategies to turn around the Institute, as well as requiring assessment as to whether the carrying amount of assets can be supported by the present value of future cash flows derived from such assets using cash flow projections which have been discounted at an appropriate rate. The process is therefore subjective.

d) Functional currency

The financial statements are presented in Zimbabwean Dollars (“ZWL”) which is the Institute’s functional currency. The following considerations were made in determining the Institute’s functional currency;

- New legislation in the form of Statutory Instrument 33 of 2019 and 142 of 2019 which prescribed Zimbabwe Dollar as the sole legal tender for local transactions.
- Products and services were being priced in ZWL during 2019;

As a result of these and other factors management had to make an assessment of whether the use of the Zimbabwe Dollar as the Institute’s functional currency was appropriate. In doing this, management considered the following factors:

- The currency that mainly influences sales prices for goods and services;
- The currency of the competitive forces and regulations that mainly determine the sales prices of goods and services;
- The currency that mainly influences labour, material and other costs of providing goods and services;
- The currency in which funds from financing activities are generated; and
- The currency in which receipts from operating activities are usually retained.

The Zimbabwe Dollar remained the primary driver for most of the factors above, therefore management concluded that it is was the Institute’s functional currency.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 May 2020

5. Property and Equipment

5.1 Inflation adjusted

	Land and buildings ZWL	Motor vehicles ZWL	Computer equipment ZWL	Furniture and fittings ZWL	Total ZWL
Year ended 31 May 2020					
Opening net book amount	2,504,714	986,053	987,760	666,318	5,144,845
Additions	-	-	1,177,500	208,141	1,385,641
Depreciation charge	(81,902)	(227,043)	(242,744)	(129,057)	(680,746)
Closing net book amount	<u>2,422,812</u>	<u>759,010</u>	<u>1,922,516</u>	<u>745,402</u>	<u>5,849,740</u>
Year ended 31 May 2020					
Cost	3,276,097	1,408,437	2,563,350	1,290,581	8,538,465
Accumulated depreciation	(853,285)	(649,427)	(640,834)	(545,179)	(2,688,725)
Net book amount	<u>2,422,812</u>	<u>759,010</u>	<u>1,922,516</u>	<u>745,402</u>	<u>5,849,740</u>
Year ended 31 May 2019					
Opening net book amount	2,288,896	1,252,456	525,361	752,918	4,819,631
Additions	294,180	-	595,281	21,644	911,105
Disposals- net	-	-	(22,174)	-	(22,174)
Depreciation charge	(78,362)	(266,403)	(110,708)	(108,244)	(563,717)
Closing net book amount	<u>2,504,714</u>	<u>986,053</u>	<u>987,760</u>	<u>666,318</u>	<u>5,144,845</u>
At 31 May 2019					
Cost	3,276,097	1,408,437	1,385,851	1,082,439	7,152,824
Accumulated depreciation	(771,383)	(422,384)	(398,091)	(416,121)	(2,007,979)
Net book amount	<u>2,504,714</u>	<u>986,053</u>	<u>987,760</u>	<u>666,318</u>	<u>5,144,845</u>

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 May 2020

5. Property and Equipment

5.2 Historical cost

	Land and buildings ZWL	Motor vehicles ZWL	Computer equipment ZWL	Furniture and fittings ZWL	Total ZWL
Year ended 31 May 2020					
Opening net book amount	183,962	67,263	80,743	36,768	368,736
Additions	-	-	170,659	32,732	203,391
Depreciation charge	(4,651)	(19,145)	(23,233)	(5,918)	(52,947)
Closing net book amount	<u>179,311</u>	<u>48,118</u>	<u>228,169</u>	<u>63,582</u>	<u>519,180</u>
Year ended 31 May 2020					
Cost	226,029	95,722	359,140	105,084	785,975
Accumulated depreciation	(46,718)	(47,604)	(130,971)	(41,502)	(266,795)
Net book amount	<u>179,311</u>	<u>48,118</u>	<u>228,169</u>	<u>63,582</u>	<u>519,180</u>
Year ended 31 May 2019					
Opening net book amount	164,961	86,404	59,908	43,463	354,736
Additions	23,369	-	45,749	-	69,118
Disposals	-	-	(2,504)	-	(2,504)
Depreciation charge	(4,368)	(19,141)	(22,410)	(6,695)	(52,614)
Closing net book amount	<u>183,962</u>	<u>67,263</u>	<u>80,743</u>	<u>36,768</u>	<u>368,736</u>
At 31 May 2019					
Cost	226,029	103,722	188,482	72,354	590,587
Accumulated depreciation	(42,067)	(36,459)	(107,739)	(35,586)	(221,851)
Net book amount	<u>183,962</u>	<u>67,263</u>	<u>80,743</u>	<u>36,768</u>	<u>368,736</u>

Depreciation expense of IAS 29 adjusted amounts of ZWL680,746 (2019: ZWL563,717) and historic cost of ZWL52,947 (2019: ZWL52,614) have been charged in "administrative expenses" in the statement of income and expenditure.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 May 2020

6. Intangible assets

	Inflation adjusted		Historical cost	
	2020 ZWL	2019 ZWL	2020 ZWL	2019 ZWL
Computer software				
Opening net book amount	666,337	938,549	36,786	57,636
Additions	-	40,011	-	2,719
Amortisation	(296,718)	(312,223)	(22,301)	(23,569)
Closing net book amount	369,619	666,337	14,485	36,786
Cost	2,334,929	2,334,929	158,689	158,689
Accumulated amortisation	(1,965,310)	(1,668,592)	(144,204)	(121,903)
Net book amount	369,619	666,337	14,485	36,786

Amortisation expense of ZWL296,718 (2019: ZWL312,223) in IAS 29 amounts and ZWL22,301 (2019:ZWL23,569) in historical cost are included in “administrative expenses” in the statement of income and expenditure.

7. Inventories

	Inflation adjusted		Historical cost	
	2020 ZWL	2019 ZWL	2020 ZWL	2019 ZWL
Branded materials and consumables	45,349	75,388	15,985	8,513

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 May 2020

8. Trade and other receivables

	Inflation adjusted		Historical cost	
	2020 ZWL	2019 ZWL	2020 ZWL	2019 ZWL
Member subscriptions	6,636,475	4,883,123	6,636,475	551,423
Less: Unallocated deposits	(167,169)	(855,428)	(167,169)	(96,599)
Member subscriptions receivables	6,469,306	4,027,695	6,469,306	454,824
Less: Allowance for expected credit losses	(632,081)	(1,489,679)	(632,081)	(168,221)
Member subscriptions - net	5,837,225	2,538,016	5,837,225	286,603
Prepayments	600,625	583,424	481,002	65,883
Receivable from member firms	275,129	714,273	275,129	80,659
Other receivables	141,641	-	141,641	-
Staff debtors	235,591	39,020	235,591	4,406
Deferred Membership Subscriptions	382,378	-	382,378	-
Other receivables - net	1,635,364	1,336,717	1,515,741	150,948
Total	7,472,589	3,874,733	7,352,966	437,551

As at 31 May 2020, member subscriptions of ZWL632,081 (2019: ZWL168,221) were past due and impaired. The carrying amount of the trade and other receivables approximate their fair value.

As at 31 May 2020, member subscriptions receivable of ZWL6,871,964 (2019: ZWL3,291,309) in IAS 29 terms and ZWL6,871,964 (2019: ZWL371,668) in historical cost were past due but not impaired.

The ageing of these trade and other receivables is as follows:

Greater than 90 days	6,871,964	3,291,309	6,871,964	371,668
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Movements on the allowance for expected credit losses are as follows :

	Inflation adjusted		Historical cost	
	2020 ZWL	2019 ZWL	2020 ZWL	2019 ZWL
At beginning of year	1,489,679	2,644,481	168,221	298,626
IFRS 9 Adjustment on 1 June 2019 Balance	-	24,658	-	2,784
Allowance for expected credit losses on receivables	2,064,040	(33,541)	463,860	(3,788)
Receivables written back (off) during the year	-	(1,145,919)	-	(129,401)
Effect of IAS 29 on provision adjustment	(2,921,638)	-	-	-
At end of year	632,081	1,489,679	632,081	168,221

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 May 2020

9. Financial assets at fair value through profit or loss

	Inflation adjusted		Historical cost	
	2020 ZWL	2019 ZWL	2020 ZWL	2019 ZWL
Equity investments	<u>228,277</u>	<u>948</u>	<u>228,277</u>	<u>107</u>

Listed securities comprise equities held through the Institute's stockbrokers and the fair value is based on their current bid prices on the Zimbabwe Stock Exchange. The funds invested were from donations received towards the Centre of Excellence.

10. Cash and cash equivalents

	Inflation adjusted		Historical cost	
	2020 ZWL	2019 ZWL	2020 ZWL	2019 ZWL
Bank balances- Local	2,297,787	7,962,234	2,297,787	899,129
Bank balances- Foreign	3,919,015	4,214,179	3,919,015	475,883
Cash at Bank	<u>6,216,802</u>	<u>12,176,413</u>	<u>6,216,802</u>	<u>1,375,012</u>

Cash and cash equivalents consist of balances with banks. These balances are used for transacting on a daily basis. Foreign bank balances are for foreign currency accounts held with local banks and non-resident banks.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 May 2020

11. Employee Benefits Provision

	Long Service Awards 2020 ZWL	Leave Pay Provisions 2019 ZWL	Total Historical cost 2020 ZWL	Total Inflation adjusted 2019 ZWL
31 May 2020				
Balance as at 1 June 2019	11,253	16,282	27,535	27,535
Provisions made during the year	-	34,200	34,200	34,200
Provisions used during the year	(11,253)	(9,246)	(20,499)	(20,499)
Balance as at 31 May 2020	-	41,236	41,236	41,236
Non-Current	-	-	-	-
Current	-	41,236	41,236	41,236
Total	-	41,236	41,236	41,236

	Long Service Awards 2020 ZWL	Leave Pay Provisions 2019 ZWL	Total Historical cost 2020 ZWL	Total Inflation adjusted 2019 ZWL
31 May 2019				
Balance as at 1 June 2018	11,513	32,197	43,710	387,075
Provisions made during the year	7,712	17,416	25,128	222,519
Provisions used during the year	(7,972)	(33,331)	(41,303)	(365,758)
Balance as at 31 May 2019	11,253	16,282	27,535	243,836
Non-Current	3,545	-	3,545	31,393
Current	7,708	16,282	23,990	212,443
Total	11,253	16,282	27,535	243,836

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 May 2020

	Inflation adjusted		Historical cost	
	2020	2019	2020	2019
	ZWL	ZWL	ZWL	ZWL
12.1 Trade and Other Payables				
Public Accountants and Auditors Board	352,956	166,846	352,956	18,841
Accounting professional training	1,985,923	644,242	1,985,923	72,750
SAICA - ITC and APC exams	1,349,304	-	1,349,304	-
Other payables	275,077	174,630	275,077	19,720
Accrued expenses	2,760,313	3,161,595	2,760,313	357,021
	6,723,573	4,147,313	6,723,573	468,332
12.2 Value Added Tax Payable				
VAT accrual	430,950	149,702	430,950	16,906
12.3 Income Received in Advance				
Member subscriptions paid in advance	593,018	1,255,080	593,018	141,729
2019 Winter School*	-	5,351,420	-	604,305
Deferred revenue	3,517,940	2,282,141	1,240,063	257,709
	4,110,958	8,888,641	1,833,081	1,003,743

*The Winter School balance of ZWL nil (2019: ZWL604,305 and ZWL5,351,420 inflation adjusted) is disclosed net of amounts received from members and payments made for the Winter School in advance. The Winter School account is for a specific event which is yet to take place. Once the event has taken place, any surplus/deficit will be transferred to the profit and loss. No amounts had been received in the current year for the 2020 Winter School.

13. Revenue

	Inflation adjusted		Historical cost	
	2020	2019	2020	2019
	ZWL	ZWL	ZWL	ZWL
Membership subscriptions and levies	21,121,313	11,451,499	8,866,748	916,481
ZCTA, UNISA and QE exams commissions	7,617,059	9,367,553	3,455,013	894,806
	28,738,372	20,819,052	12,321,761	1,811,287

14. Other Income

	Inflation adjusted		Historical cost	
	2020	2019	2020	2019
	ZWL	ZWL	ZWL	ZWL
Public relations	480,572	422,585	286,041	34,514
Continuing professional development	1,824,783	1,691,768	710,431	153,026
Other income	6,200,708	4,860,831	2,714,309	352,715
	8,506,063	6,975,184	3,710,781	540,255

Other income includes training offices accreditation fees, surcharge on overdue membership fees, library usage charges, graduation fees and boundary wall advertising.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 May 2020

15. Administrative expenses

	Inflation adjusted		Historical cost	
	2020 ZWL	2019 ZWL	2020 ZWL	2019 ZWL
Assessor training costs	308,429	365,977	140,604	16,193
Bank charges	958,695	584,295	414,722	52,970
Canteen and housekeeping costs	482,643	212,449	252,990	32,414
Centennial costs	182,186	1,110,461	102,709	87,388
Computer costs	1,192,028	1,004,169	495,544	87,965
Consulting fees	436,943	412,738	240,853	31,609
CPD Costs	597,686	1,046,974	183,785	96,280
Depreciation and amortisation	977,466	875,940	75,248	76,183
Education costs	8,307,204	2,919,654	3,723,109	241,486
Employee benefit costs (note 16)	9,546,026	6,914,211	4,771,345	780,782
Fair value adjustments through profit and loss	(160,277)	39,640	(160,277)	4,476
General expenses	429,219	235,334	194,662	16,659
Graduation costs	534,929	483,498	394,941	54,212
IFRS handbooks	41,687	-	11,057	-
Legal fees	64,225	189,760	14,096	16,157
Motor vehicle expenses	160,014	224,120	58,489	18,505
Occupational costs	389,673	228,152	198,294	17,358
Other costs	423,519	195,391	379,492	16,933
PAAB costs	4,050,365	1,641,568	2,066,257	139,211
Printing and stationery	189,184	143,345	58,612	14,592
Public relations costs	2,309,346	1,716,496	894,723	150,391
Repairs and maintenance	315,037	131,924	103,178	11,552
Subscriptions	713,632	461,123	481,264	42,010
Telephone and postage	692,500	345,072	337,315	28,930
Travelling and seminars	1,499,101	801,297	603,785	63,783
	34,641,460	22,283,588	16,036,797	2,098,039

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 May 2020

16. Employee benefit expenses

	Inflation adjusted		Historical cost	
	2020	2019	2020	2019
	ZWL	ZWL	ZWL	ZWL
Wages and salaries	9,350,297	6,475,648	4,673,515	731,258
Pension costs				
- NSSA	26,902	101,589	13,446	11,472
-Old Mutual Life Assurance	168,827	336,974	84,384	38,053
Total Employee benefit expenses	9,546,026	6,914,211	4,771,345	780,783

17. Finance income and costs

	Inflation adjusted		Historical cost	
	2020	2019	2020	2019
	ZWL	ZWL	ZWL	ZWL
Interest income				
-Interest income on loans	27,721	3,330	4,359	376
-Interest income on short term deposits	157,504	-	24,769	-
Total finance income	185,225	3,330	29,128	376

18. Retirement benefit obligations

	Inflation adjusted		Historical cost	
	2020	2019	2020	2019
	ZWL	ZWL	ZWL	ZWL
The Institute of Chartered Accountants of Zimbabwe Pension Fund	168,827	336,974	84,384	38,053
NSSA	26,902	101,589	13,446	11,472
	195,729	438,563	97,830	49,525

The Institute of Chartered Accountants of Zimbabwe Pension Fund

Both employees and the Institute contribute to a defined contribution plan which is administered by a separate board of trustees. This fund is subject to the Pension and Provident Funds Act (Chapter 24:09).

National Social Security Authority (NSSA) Scheme

The Institute and its employees also contribute to the National Social Security Authority Scheme. This is a social security scheme which was promulgated under the National Social Security Act. The Institute's obligations under the scheme are limited to specific contributions legislated from time to time.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 May 2020

19. Related party transactions

	Inflation adjusted		Historical cost	
	2020 ZWL	2019 ZWL	2020 ZWL	2019 ZWL
19.1 Transactions for the year ended				
Income received (a)	4,737,469	1,088,606	1,669,944	122,930
Expenses paid (b)	(1,977,785)	(770,242)	(697,164)	(86,979)
	<u>2,759,684</u>	<u>318,364</u>	<u>972,780</u>	<u>35,951</u>
19.2 Balances as at 31 May				
Trade and other Payables to CAA	<u>17,262</u>	<u>225,461</u>	<u>17,262</u>	<u>25,460</u>
Trade and other Receivables from CAA	<u>-</u>	<u>480,065</u>	<u>-</u>	<u>54,211</u>

Mr A Daka, who is a Council member, is a shareholder at Chartered Accountants Academy (CAA) which has business dealings with ICAZ.

- (a) Income received – this relates to income received from CAA in line with an agreed retainer fee per student enrolled with CAA, per agreed contract between CAA and ICAZ. Also included in the current year is income from annual subscriptions for 5 (2019 - 5) members.
- (b) Expenses paid – these include consultancy and technical fees paid to CAA in the financial year which include study schools, setting and marking exams, and assessor training.

Transactions with key management personnel

The aggregate values of transactions and outstanding balances related to key management personnel over which have significant influence were as follows:

	Inflation adjusted		Historical cost	
	2020 ZWL	2019 ZWL	2020 ZWL	2019 ZWL
Salaries and other benefits	<u>1,760,651</u>	<u>4,160,816</u>	<u>620,625</u>	<u>469,857</u>
Loans to key management	<u>184,210</u>	<u>26,159</u>	<u>184,210</u>	<u>2,954</u>

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 May 2020

20. Going Concern

The financial statements have been prepared on a going concern basis, which assumes that the Institute will be able to meet the mandatory payment of its liabilities as they fall due. The Institute recognised a surplus of ZWL366,487 (2019: ZWL2,220,098) on IAS 29 adjusted figures and ZWL 4,608,666 (2019: ZWL248 097) in historic cost terms, for the year ended 31 May 2020 and, as at that date, current assets exceeded current liabilities by ZWL2,656,300 (2019: ZWL2,729,383) in IAS 29 adjusted amounts and ZWL4,785,190 (2019: ZWL308 212) in historic cost terms. The Institute managed to settle all historic obligations out of the operating cash flows during the financial year, hence the positive current ratio.

In order to improve the operating cash flows under the current economic environment, the Institute is diversifying its sources of funding and engaging in various activities to improve its financial inflows. Amongst other initiatives, the Public Sector Professionalization Project is expected to improve cash flows for the Institute going forward. ICAZ has partnered with other institutes and bodies to offer short professional courses in order to increase funding streams. In addition, cost structures have been reviewed in order to ensure that financial and operating activities are sustainable. The Institute also restructured its billing arrangements for 2020-2021 financial year, by introducing quarterly billings for the local members to allow the Institute to align its income with current inflation trends.

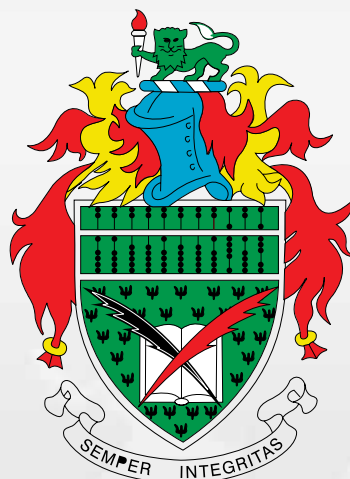
The impact of covid-19 is likely to affect cash flows negatively as the impact on the financial status of members will cascade down to their abilities to pay their subscriptions. Collections could also be negatively affected as economic recessions often lead to people being more spend thrift and manage their outflows more tightly, hence there might be an increase in the number of members making payment plans. This is not expected to be significant enough to threaten the going concern of the Institute. Revenue is still guaranteed by the fact that members are obligated to pay their subscriptions to remain as members and to use the designations of the institute.

21. Events after the reporting date

As at the time of Council's approval of these financial statements, no material events have occurred post the reporting date that warrant disclosure.

22. Approval of financial statements

These financial statements were approved by the Council on 23 July 2020.



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A member of PAAB, PAFA, IFAC and CAW