

Newsletter

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A NOTE FROM THE CEO

Reflecting on Our Legacy, Embracing Our Future



WILLIAM MANDISODZA

This year, as we celebrate 108 years of the Institute of Chartered Accountants of Zimbabwe, I am filled with immense pride. Our journey, built on a foundation of trust, integrity, and a commitment to the public interest, has shaped not only a profession but the financial landscape of our nation.

This milestone is a moment to both reflect and look forward. As our President, Emmanuel Mudefi, reflected in our anniversary conversation, ICAZ is more than an institute; we are guardians of public trust and a global connector for our members. Our strategic priorities remain steadfast: enhancing member value, building public sector capacity, and driving the digital transformation of our profession. This future is already taking shape. This month, we marked one year since the introduction of the Initial Assessment of Competence (IAC) new framework, with 341 students sitting for this critical exam—a testament to the robustness of our new pathways.

We have also welcomed 90 new students into the Public Sector Professional Accountant (PSPA) programme, a key initiative for strengthening governance and accountability. Furthermore, the successful completion of the inaugural Accounting Technician (AT) exams underscores our commitment to creating inclusive, progressive entry routes into accountancy.

Central to this evolution is CA OF THE FUTURE, our reimagined trainee journey. This is not merely a new set of rules; it is a new philosophy designed to develop well-rounded professionals equipped with judgement, ethics, and future-ready acumen. It prepares our members to be leaders and strategic influencers in an era of digital disruption.

As we navigate these advancements, we also manage practical changes, such as the recent adjustment to the VAT rate, which we have communicated transparently to ensure members are fully informed.

My call to action, echoed from our President, extends to all stakeholders: partner with us to strengthen national governance, choose our designations for a career of global mobility, and engage continuously as we learn and grow together.

Our 108-year legacy is our compass, but our focus is firmly on the horizon. With a digital-first approach, an unwavering commitment to ethics, and a dedication to lifelong learning, ICAZ is poised to lead for the next century and beyond.

Here's to our shared future.

William T. Mandisodza
Chief Executive Officer
Institute of Chartered Accountants of Zimbabwe



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Celebrating 108 Years of Trust, Integrity, and Global Impact:

AN INSIGHTFUL CONVERSATION WITH OUR PRESIDENT



A Legacy of Integrity. 108 Years and Counting.



ALWAYS INTEGRITY

This January, ICAZ proudly marks a monumental milestone: 108 years of shaping Zimbabwe's financial landscape and fostering a profession built on trust, ethics, and excellence. From our founding in 1918 to today, our journey has been defined by unwavering commitment to the public interest and the continuous evolution of the accountancy profession.

To commemorate this anniversary, we sat down with our President, Emmanuel Mudefi, who reflected on ICAZ's enduring legacy and its forward-looking vision.

A Legacy Built on Trust and Global Connection

"ICAZ is more than an Institute, it's a guardian of public trust," shared the President. For over a century, we have cultivated a profession anchored in integrity, influencing national policy in audit, tax, and governance. Our global recognition, through Mutual Recognition Agreements with leading bodies like ICAEW, SAICA, and CA ANZ, ensures our members are mobile, respected, and connected worldwide.

Strategic Priorities for a Modern Profession

Our focus remains clear: enhancing member value, building public sector capacity, and driving digital transformation. Initiatives like the PSPA(Z) pathway are professionalising public finance, while our modernised CPD ecosystem and flagship events such as the Annual Winter School and Public Sector Convention equip members with future-ready skills in digital, ESG, and analytics.

Nurturing the Next Generation

The future of our profession lies in inclusive, progressive pathways. Through new designations like the Accounting Technician (AT) and General Accountant (GA), we are widening entry routes and embedding essential skills early. "We are not just preserving rigor," the Mr Mudefi noted, "we are ensuring relevance in a fast-evolving world."

The CA of the Future: More Relevant Than Ever

In an era of digital disruption, the role of the Chartered Accountant is transforming. "Technology automates tasks, not judgement or ethics," he emphasized. The CA of the future blends technical mastery with business acumen, decision-making acumen, relational acumen, and sustainability expertise ensuring our profession remains indispensable.

As we celebrate 108 years, the ICAZ President, Emmanuel Mudefi extends a call to action:

- To Business and Public Leaders: Partner with ICAZ to strengthen governance and accountability.
- To Aspiring Professionals: Choose the Chartered Accountancy designation for a career of global mobility and leadership.
- To Our Members: Stay engaged, compliant, and future ready.

Our anniversary is not just a reflection on the past but a commitment to the future. With a digital-first approach, a dedication to lifelong learning, and an unwavering focus on ethics, ICAZ is poised to lead for the next century and beyond. Here's to 108 years of excellence—and to the future we will shape together.



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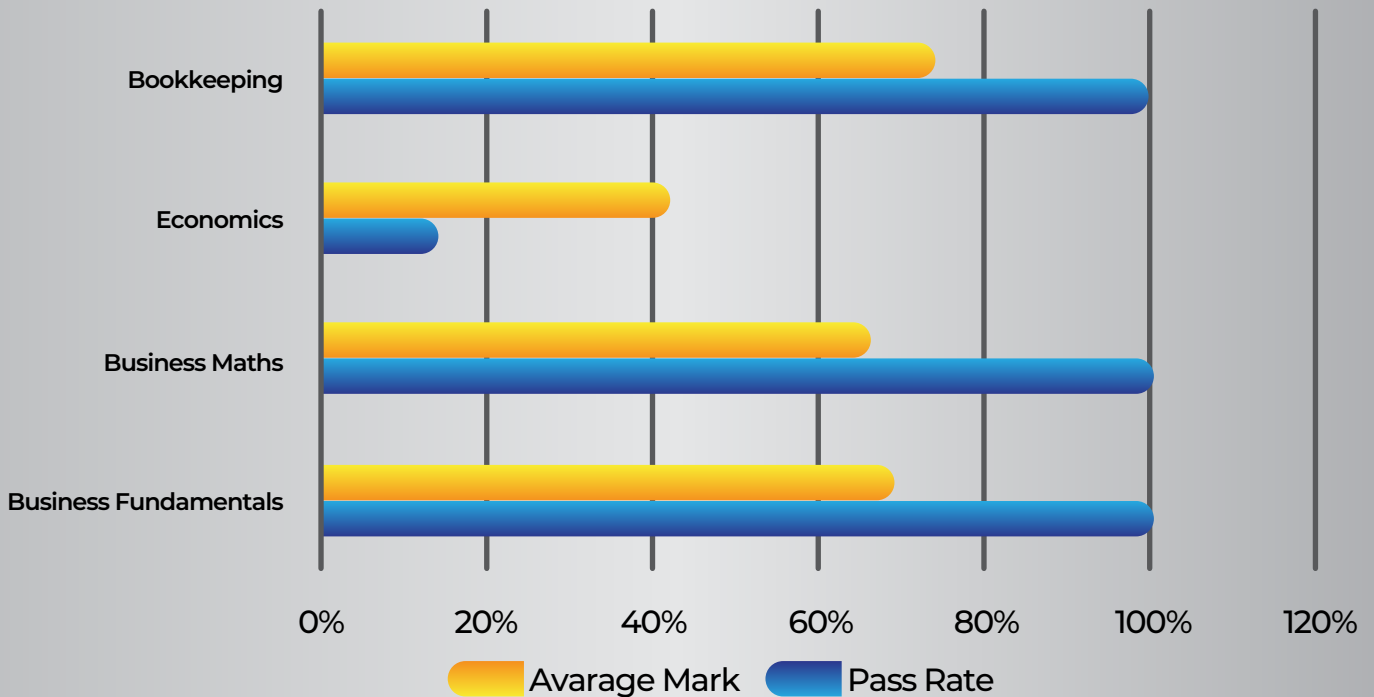
Departmental Updates



Education & Training

A Strong Start: Inaugural Accounting Technician (AT) Exams Completed

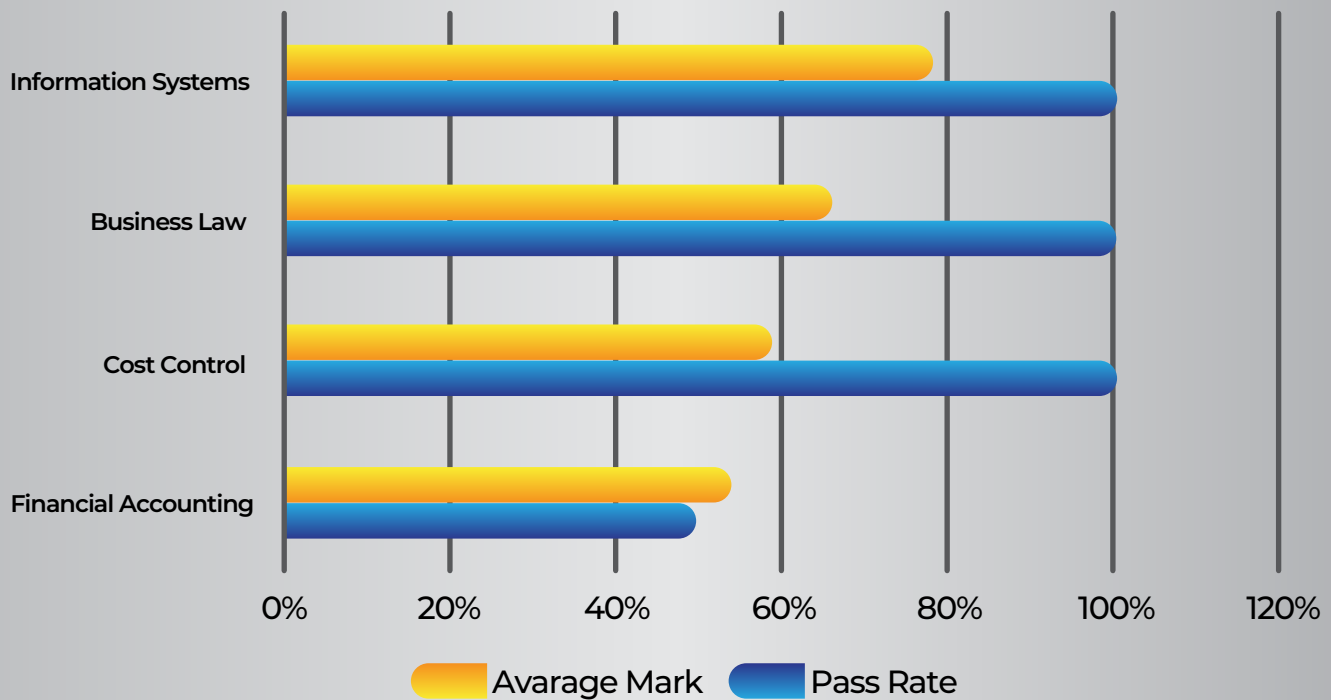
AT L1 Results Analysis



Departmental Updates (Continued)

Education & Training

AT L2 Results Analysis



The first results from the Accounting Technician (AT) Programme provide early insights into candidate performance across Levels 1 and 2. AT Level 1 recorded candidate numbers ranging from a minimum of four to a maximum of eight per subject, while AT Level 2 had a very small cohort, with only two candidates writing the examinations.

At Level 1, pass rates were strong across most subjects, notably in Bookkeeping, Business Mathematics, and Business Fundamentals, where pass rates reached 100%. Average marks were generally moderate, highlighting solid foundational understanding while pointing to scope for improved depth of mastery, particularly in Economics.

Level 2 results show consistently high pass rates in Information Systems, Business Law, and Cost Control, despite average marks indicating varying levels of performance. Financial Accounting recorded comparatively lower outcomes, suggesting a need for targeted academic support as the programme matures.

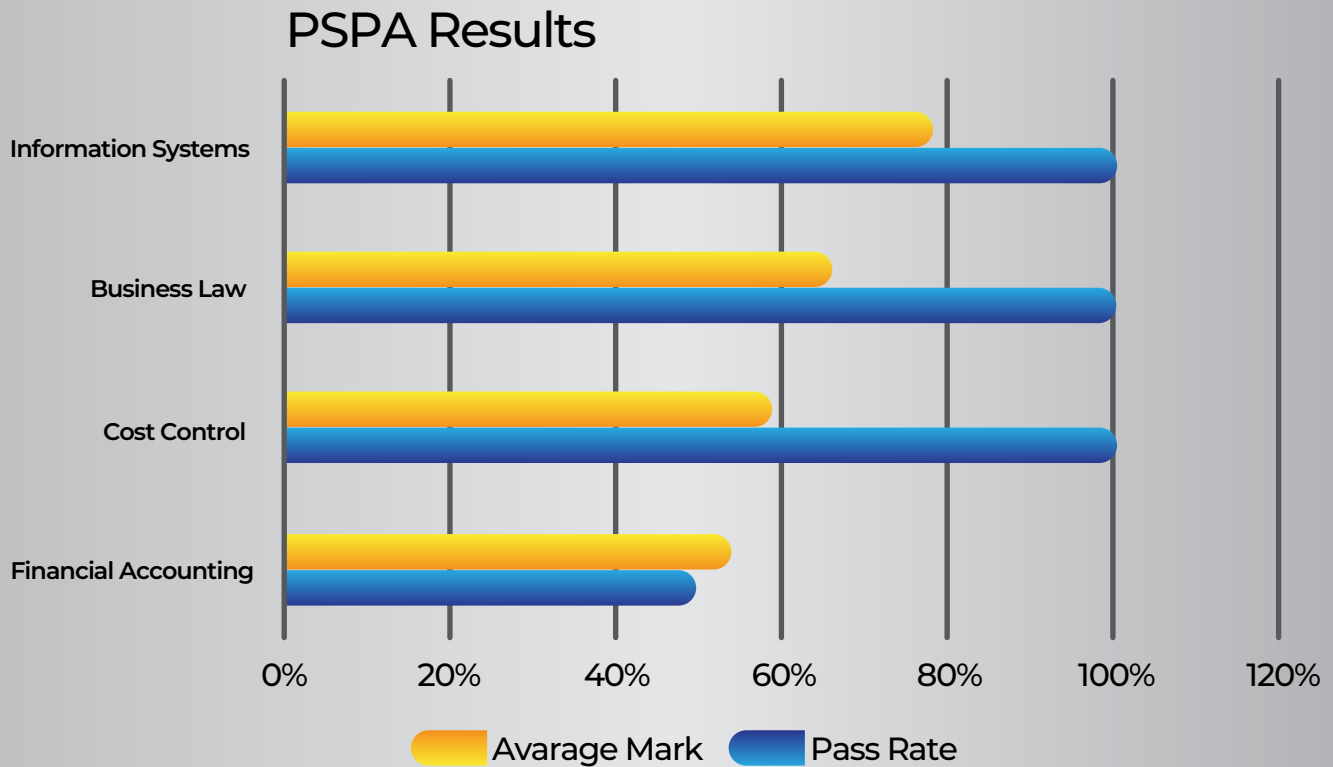


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Departmental Updates (Continued)

Education & Training



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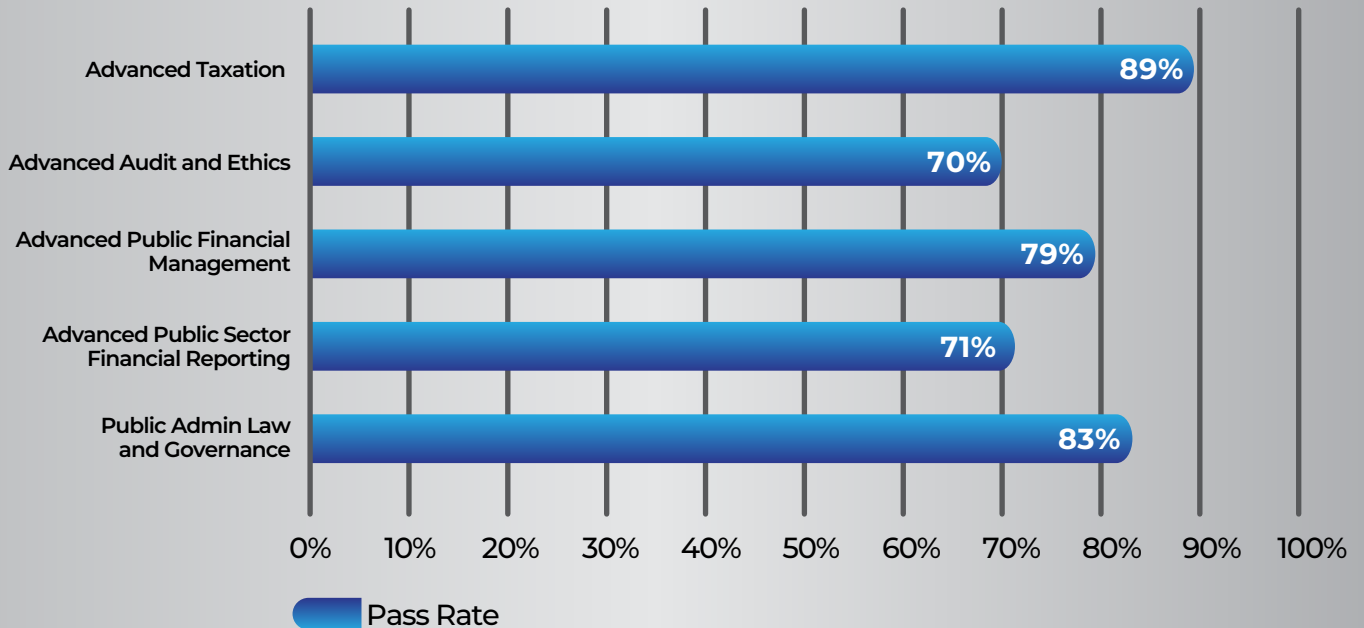
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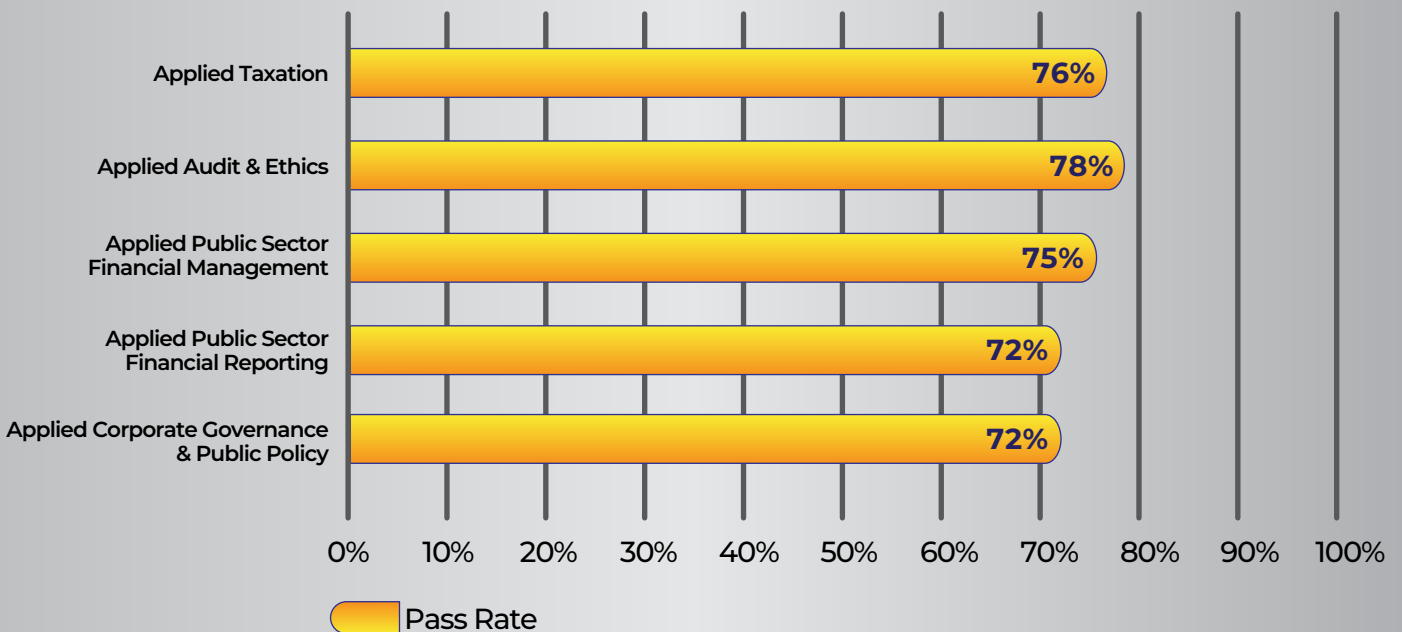
Departmental Updates (Continued)

Education & Training

PSPA Passrate: LEVEL 1



PSPA Passrate: LEVEL 2



Departmental Updates (Education & Training Continued)

341 Students. One Year In. The IAC Comes of Age



January marked a proud moment for the Institute of Chartered Accountants of Zimbabwe as 341 students sat for the Initial Assessment of Competence (IAC). It was not just another examination sitting, but a moment that quietly marked one full year since the IAC was introduced in January 2025.

The IAC is written after completion of the Zimbabwe Certificate in Theory of Accounting (ZCTA) and plays a critical role in the journey toward qualifying as a Chartered Accountant. It assesses whether candidates are ready to move from academic learning into the professional training phase, ensuring they have the competence, judgement, and ethical grounding expected of future professionals.

Introduced as a successor to the former Initial Test of Competence, the IAC reflects ICAZ's commitment to developing well-rounded Chartered Accountants who can lead responsibly and create sustainable value in today's complex business environment. The assessment is aligned to ICAZ's Competency Framework, which defines the skills, behaviours, and professional values required at entry into the profession and is continually reviewed to remain relevant to market needs. A key feature of the IAC is its updated structure. Candidates now write three papers over three consecutive days, with each paper carrying 120 marks. Scenarios are provided upfront, allowing candidates to demonstrate integrated thinking and real-world application of knowledge rather than rote recall.

As ICAZ reflects on one year of the Initial Assessment of Competence, the January 2026 sitting stands as a strong signal of progress. With 341 students stepping forward, the IAC continues to shape a new generation of capable, ethical, and future-ready Chartered Accountants.



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Departmental Updates (Education & Training Continued) Welcoming the 2026 Cohort of Public Sector Professional Accountants (PSPAs)



On the 23rd of January we officially oriented 90 new students enrolled in the Public Sector Professional Accountant (PSPA) programme. The orientation signalled the start of their professional journey and set the tone for what lies ahead in building capable and accountable public sector professionals.

The session introduced students to the structure of the programme, expectations of the profession, and the critical role professional accountants play in strengthening governance, transparency, and service delivery within the public sector. ICAZ is pleased to partner with Ellchart Business School, the Institute's accredited tuition provider for public sector, which will deliver the academic component of the programme. Through this collaboration, students will receive structured, high-quality tuition aligned with ICAZ standards and the demands of the public sector environment.

As the new cohort begins this journey, ICAZ looks forward to supporting and shaping professionals who will contribute meaningfully to the development and sustainability of Zimbabwe's public sector.



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Departmental Updates (Education & Training Continued)

The ICAZ Trainee Journey Under CA OF THE FUTURE: From Registration to Qualification



Becoming a Chartered Accountant in Zimbabwe has always been a journey of rigor, growth, and professional development. With the launch of CA OF THE FUTURE, that journey has been reimagined—not just in what you learn, but in how you learn, how you're assessed, and how you're prepared for the future of the profession.

Whether you're a prospective trainee, currently in a training contract, or a training office guiding the next generation, understanding the new pathway is essential. Here's a step-by-step overview of the CA OF THE FUTURE trainee journey—from the moment you register to the day you qualify.

Step 1: Registration & Onboarding

Your journey begins when you register with ICAZ as a trainee accountant. Under CA OF THE FUTURE, this process remains robust but is supported by clearer guidelines and digital tools.

- **Key Requirement:** You must have an accredited undergraduate degree.
- **New Focus:** From day one, you'll be introduced to the Professional Values & Attitudes (PVAs) and Enabling Acumens that form the core of the new competency framework.

- **Induction Programme:** Within the first six months, your training office must provide a mandatory induction covering ethics, regulations, and the expectations of the CA OF THE FUTURE programme.

Step 2: Entering the Training Contract

Once registered, you'll enter a training contract with an Accredited Training Office (ATO). Here's what's different under CA OF THE FUTURE:

- **No Prescribed Technical Tasks:** Unlike the old system, there's no checklist of technical competencies to "tick off." Instead, your TO will design an Integrated Exposure Plan (IEP) to ensure you gain range and depth in real accounting work.
- **Focus on Context:** Technical tasks are now the context in which you demonstrate behaviors like integrity, critical thinking, digital fluency, and collaboration.

Step 3: Continuous Assessment & Monthly Reviews

One are the biannual progress reports. CA OF THE FUTURE introduces a more fluid, continuous assessment model:

- **Learning Outcome Reviews (LORs):** You'll submit at least one LOR per month, reflecting on how you've demonstrated PVAs and Acumens in your work.
- **Professional Development Summaries (PDS):** Every 3, 4, or 6 months (flexible timing), you and your evaluator will review your overall proficiency progress.



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Departmental Updates (Education & Training Continued)

- Electronic Assessment Tool (EAT): All evidence is submitted and tracked through ICAZ's online platform, making the process transparent and efficient.

Step 4: Developing Proficiency, Not Just Competence

The goal is no longer just to prove you can do something—it's to show you can do it consistently, thoughtfully, and adaptively.

- Proficiency Levels: You'll be rated as Foundational, Intermediate, or Advanced in each PVAA.
- Exit-Level Proficiency: You're expected to reach the required proficiency level in all PVAs and Acumens at least 12 months before contract end (or 6 months for non-degree routes).
- Development Plans: If you're falling behind, a targeted development plan will be created—focused on real growth, not just box-ticking.

Step 5: Integrating Academic & Practical Learning

Your academic journey runs in parallel with your training contract:

- Post-Graduate Requirement: For the CA(Z) route, you'll complete an accredited post-graduate qualification (e.g., CTA).
- Initial Assessment of Competence (IAC) & Assessment of Professional Competence (APC): These formal assessments ensure you integrate academic knowledge with practical professionalism.

Step 6: Completion & Qualification

To be discharged from your training contract, you must:

- Complete the contract term and required core experience hours.
 - Be assessed as exit-level proficient in all PVAA learning outcomes.
 - Hold the required academic qualifications.
- Once discharged, you can apply for ICAZ membership and proudly carry the title of Chartered Accountant (CA) or General Accountant (GA).

Support Along the Way

ICAZ has structured its departments to support you throughout this journey:

- Registry: Manages your registration, progression, and certification.
- Education & Technical Departments: Provide guidelines, resources, and clarity on competencies and assessments.
- IT Department: Ensures the EAT system is user-friendly and reliable.
- PR & Marketing: Communicates the value of CA OF THE FUTURE to trainees and employers alike.

Why This Journey Matters

CA OF THE FUTURE isn't just a new set of rules—it's a new philosophy. It prepares you not just to be an accountant, but to be a leader, a strategist, an ethical influencer, and a future-ready professional. You'll graduate not only with technical skill, but with the ability to think critically, act with integrity, and lead with purpose.

Ready to begin your journey?

Visit www.icaaz.org.zw for more information or contact the ICAZ Education Department for guidance.

Frequently Asked Questions

[Click Here](#)



Next in this series: We'll dive deeper into How Training Offices Can Design Effective Integrated Exposure Plans (IEPs) under CA OF THE FUTURE.



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Departmental Updates (Continued)

Technical and Standards Standards Updates

TOPIC / STANDARD	EFFECTIVE DATE	OBJECTIVES
IFRS 18 – Presentation and Disclosure	1 Jan 2027	To improve communication in financial statements, making information more useful and comparable for investors.
Nature-Dependent Electricity Contracts (IFRS 9)	1 Jan 2026	To address accounting challenges for renewable power purchase agreements (PPAs) dependent on uncontrollable natural conditions.
Settlement by Electronic Payments (IFRS 9)	1 Jan 2026	To clarify recognition/derecognition timing for financial assets/liabilities settled electronically.
Classification of Financial Assets with ESG Features (IFRS 9)	1 Jan 2026	To clarify whether financial assets with contingent features (e.g., ESG targets) meet the SPPI criterion.
IFRS 19 – Subsidiaries without Public Accountability	1 Jan 2027	To reduce the disclosure burden for eligible subsidiaries.
Own-Use Exemption for PPAs (IFRS 9)	1 Jan 2026	To ease the own-use exemption test for certain electricity contracts, clarifying derivative accounting
Revised ISA 570 – Going Concern	Periods beginning ≥ 15 Dec 2026	To strengthen the auditor’s responsibilities in evaluating and reporting on an entity’s ability to continue as a going concern.
Revised ISA 240 – Fraud	Periods beginning ≥ 15 Dec 2026	To ensure interoperability between ISAs and the revised International Code of Ethics.
IPSAS Amendments (IPSAS 19, 43, 45, 10, 39)	1 Jan 2026	To incorporate IFRIC interpretations, clarifying the application of existing accounting principles in the public sector.

New Standard Alert

IPSAS 51, Tangible Natural Resources Held for Conservation

IPSAS 51 introduces new, public sector-specific accounting guidance on accounting for natural resources with physical substance, such as land, trees, and water, often held by governments to preserve or protect them. IPSAS 51 also highlights guidance in other standards that applies to natural resources that are held for other purposes.

Find out more:

[Click Here](#)



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Departmental Updates (Continued)

Technical and Standards (Continued)

Key highlights of the national budget

1. The 2026 National Budget projects total revenue of ZiG287.64 billion (approximately US\$9.4 billion)
2. Projected revenue contribution: Tax collections of ZiG281.52 billion and non-tax revenue of ZiG6.12 billion, translating to a contribution of 16.9% towards GDP.
3. Total expenditure is expected to be ZiG290.88 billion (approximately US\$9.5 billion) This translates to 17.1% of GDP.
4. Intermediate Money Transfer Tax (IMTT): The budget proposes a review of the IMTT rate, which currently stands at 2%, to 1.5% on ZWG transactions only, and in addition allow IMTT as an income tax deduction.
5. Value Added Tax (VAT) : inversely, the budget proposes an upward review of the VAT standard rate from the current 15% to 15.5%.
6. Non-Residents Tax on Interest (NRTI) : The budget proposes the reintroduction of a 15% NRTI. Double taxation provisions will apply accordingly.
7. Rental Tax for Landlords: The budget proposes a Landlord's 10% tax on properties rented out for businesses purposes (presumptive taxpayers).
8. With effect from 1 January 2026, the budget proposes to allow interest expenses incurred on deposits made with financial institutions, subject to certain conditions, as a tax-deductible expense.
9. With effect from 1 January 2026- It is proposed to reduce the permanent establishment threshold from 183 days to 90 days.



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Departmental Updates (Continued)



Finance & HR

MEMORANDUM

To: All Members with Outstanding 2025/2026 Annual Subscription Fees

Date: 26 January 2026

Subject: Change in VAT Rate Applicable to Outstanding Subscription Fees

Dear Member,

We hope this communication finds you well.

This memo serves to inform you of an important change regarding the Value Added Tax (VAT) applicable to your outstanding membership subscription fees for the 2025/2026 year.

1. VAT Rate Change – Effective 1 January 2026

In line with the 2026 National Budget Statement and the subsequent enactment of Section 34 of the Finance Act (No. 7) of 2025, please be advised that the general VAT rate in Zimbabwe increased from 15% to 15.5%, with effect from 1 January 2026. This legislative change was gazetted on 29 December 2025 and has since taken legal effect.

2. Impact on Your Outstanding Subscription

As you may be aware, annual membership subscriptions for the 2025/2026 period were billed in June 2025, at a VAT rate of 15%, as per the prevailing rate at the time. However, the Institute operates on a cash accounting basis for VAT purposes.

Under the cash accounting method:

- VAT is accounted for at the time payment is received, not when the invoice is issued.
- Therefore, for any payments received on or after 1 January 2026, the new VAT rate of 15.5% will apply. This means:
- If your subscription is still unpaid and payment is/was made from 1 January 2026 onwards, we are legally required to apply and remit 15.5% VAT to the Zimbabwe Revenue Authority (ZIMRA) in accordance with current legislation.

3. What This Means for You

For outstanding fees, the VAT portion will now be slightly higher if settled in 2026. While the total invoiced amount may remain the same, the VAT component remitted to ZIMRA increases, and this may affect how your payment is apportioned unless adjustments are made.

We encourage you to contact our Finance Office should you require clarification on your revised VAT amount or a reissued invoice reflecting the updated VAT rate.

4. Contact and Support

For any queries or assistance regarding your invoice, VAT calculation, or payment options, please do not hesitate to contact us at: Email: debtors@icaz.org.zw

We appreciate your continued support and cooperation in fulfilling your membership obligations.

Kind regards,

William Mandisodza
Chief Executive Officer

Institute of Chartered Accountants of Zimbabwe

Events & Engagements

Inspiring the Next Generation of Accountants: Zimpapers Career Day Symposium



On 28 January 2026, the Institute of Chartered Accountants of Zimbabwe (ICAZ) participated in the Zimpapers Career Day Symposium, engaging with over 1,500 students and parents drawn from various schools. The event provided a valuable platform to showcase the breadth of opportunities within the Chartered Accountancy profession, while also introducing the Mid-Tier designations — a structured pathway that allows students to begin their accountancy journey from O Level.

Our Chief Executive Officer, William Manhodosza, delivered an insightful presentation on the different career pathways within accountancy, providing clarity on progression routes and responding to questions from students and parents eager to understand future options. The conversation was further amplified through a live engagement on Star FM with The Moxinator, extending ICAZ's reach beyond the event venue.

This initiative forms part of ICAZ's deliberate strategy to engage high schools and universities across the country, building early awareness and interest in the profession. By reaching students early and guiding them through clearly defined pathways, ICAZ continues to position Chartered Accountancy as an accessible, relevant, and future-ready career choice.



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Major Events

CALENDAR 2026



BE SURE TO SAVE THE DATE.

1st QUARTER EVENTS

EVENT	DATE	MODE / VENUE
PSPA (Z) Level 1 Orientation	23 January	Ellchart
Initial Assessment of Competence (IAC)	27 - 29 January	OmniContact Centre
World Forum of Accountants (WOFA 2.0)	30 January – 1 February	Greater Noida, India
IPSAS for Auditors Workshop	19-20 March	TBA
ZCTA Graduation	27 March	Golden Conifer, Harare

2nd QUARTER EVENTS

EVENT	DATE	MODE / VENUE
Annual Charity Golf Day	10 April	Chapman Golf Club
Zimbabwe Accountants Conference (ZAC)	10 April	Victoria Falls
Sustainability Breakfast Meeting	23 April	TBA
Public Sector Convention	27-29 May	TBA
WeCAN Annual Event (9th Anniversary)	29 May	ICAZ Integrity House
ICAZ IFRS Workshop	18 –19 June	TBA
Vimbiso Half Marathon	19 June	ICAZ Integrity House
Initial Assessment of Competence (IAC)	23 – 25 June	OmniContact Centre
Sustainability Breakfast Meeting	25 June	Holiday Inn, Bulawayo

3rd QUARTER EVENTS

EVENT	DATE	MODE / VENUE
CASS Seminar	15 – 19 July	TBA
Winter School	30 July - 2 August	Elephant Hills, Victoria Falls
Inter-Firm CASS Sports Day	August	ZB Sports Club
Sustainability Breakfast Meeting	20 August	Manicaland Province
PSPA(Z) Workshop	3-4 September	TBA
New Members Welcome Event	11 September	ICAZ Integrity House
Vimbiso Golf Day	25 September	Chapman Golf Club

4th QUARTER EVENTS

EVENT	DATE	MODE / VENUE
ESG Conference	1 – 2 October	Troutbeck Resort, Nyanga
ICAZ Indaba	23 October	Hyatt Regency, Harare
APC Final Exam	2 December	OmniContact Centre



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THE INSTITUTE OF
CHARTERED ACCOUNTANTS
OF ZIMBABWE

WINTER SCHOOL 2026

ELEPHANT HILLS

Victoria Falls

• ZIMBABWE

30 July - 2 August 2026

Investment: TBA

Sponsorship Opportunities Available

Save The Date



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Charity Golf Day

CHAPMAN GOLF CLUB



10
APRIL
2026

INVESTMENT

Team: \$260 Individual: \$65

INCLUDES HALFWAY MEAL

GAME FORMAT:

Four Ball Better Ball Alliance

Sponsorship opportunities available



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Media and Advocacy



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Opportunities & Calls to Action



CALL FOR ARTICLES

The Chartered Accountant Magazine 2026 Edition Be part of the upcoming ICAZ Magazine!

We're inviting submissions of insightful articles on relevant topics, including:
Business | Accounting | Technology | Economics | Governance
Leadership | Treasury | Audit & Assurance | Education

————— Article Guidelines: —————

Word Count: 800-1000 words

Send your submissions to: publicrelations@icaz.org.zw

Don't miss this opportunity to showcase your expertise
with the ICAZ community.



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Appendix

CA OF THE FUTURE FREQUENTLY
ASKED QUESTIONS:

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E-PAPERS:

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