

# NEWSLETTER

PUBLISHED BY THE INSTITUTE OF CHARTERED ACCOUNTANTS

MAY 2026. THIS PUBLICATION IS NOT FOR SALE



## CA OF THE FUTURE

The Evolution of the CA Competency Framework

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IN THIS ISSUE.....

Education · Membership · Technical · Events · Career Guidance

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# CHIEF EXECUTIVE'S MESSAGE

WILLIAM MANDISODZA



### Dear ICAZ Members and Stakeholders,

It is my pleasure to share our May 2026 Newsletter with you — a reflection of the energy, purpose, and momentum that continues to define the Institute of Chartered Accountants of Zimbabwe. This edition captures the significant strides we have made across education, membership, technical development, and community engagement, and I am proud to say that ICAZ is in a stronger position than ever before.

One of the most transformative milestones this month is the rollout of the new “CA of the Future” training framework. This landmark shift moves our trainee development model away from rigid task checklists toward a holistic, values-driven approach anchored in Professional Values, Attitudes, and Acumen. This is not merely a regulatory change — it is a philosophical reimagining of what it means to be a Chartered Accountant. I urge all Accredited Training Offices to engage fully with the new Integrated Exposure Plan requirements and to submit their updated plans by 30 May 2026.

On the membership front, I am delighted to report continued growth across all designations. Our CA(Z) membership now stands at 3,165 — a 28.45% increase over the past four years — and our total membership has surpassed 3,375. These numbers are a testament to the enduring value of the ICAZ designation and the trust our members place in this institution.

The review of the Chartered Accountants Act and its associated Bylaws is gathering pace following productive Town Hall engagements in Bulawayo and Harare. I encourage all members who have not yet submitted their comments to do so before 22 May 2026. Your voice

matters as we shape the governance framework that will guide our profession for years to come.

Our sustainability training programme continues to grow in scope and impact. The Technical Department has delivered targeted training sessions to a growing number of corporates, reinforcing ICAZ's role not just as a professional body, but as a thought leader in responsible business practice.

The Annual Charity Golf Day was a wonderful occasion — a celebration of community, generosity, and the enduring spirit of giving back. Over the past years, the ICAZ Annual Charity Golf Day has changed lives from various donations to high schools across our 10 provinces and opened doors for bright young Zimbabweans. I wish to thank every sponsor, participant and supporter who made this year's event a success.

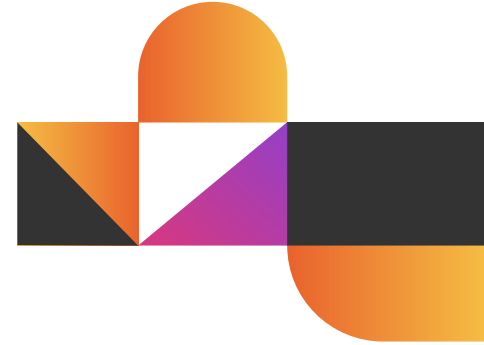
Finally, I would like to celebrate the formalisation of our partnership with Chartered Accountants Academy through the signing of a Memorandum of Understanding. This collaboration marks an important step in expanding access to quality professional training and broadening the pipeline of future CAs.

As we conclude May 2026, we also bring to a close the Institute's 2025–2026 financial year. June 2026 marks the beginning of a new financial year and the commencement of another exciting strategic cycle for the Institute over the next three years. This presents an important opportunity for ICAZ to sharpen its strategic focus, strengthen its impact, and continue positioning the profession to respond effectively to a rapidly evolving business and economic environment.

As we look ahead to a packed calendar of events — from the Public Sector Convention to Winter School and the ICAZ-Vimbiso Half Marathon — I invite you to engage, participate, and contribute. Together, we continue to shape a profession that serves Zimbabwe with integrity, excellence, and leadership.

**William Mandisodza**  
Chief Executive Officer  
Institute of Chartered Accountants of Zimbabwe

## INSTITUTE PERFORMANCE SNAPSHOT



The Institute continues to experience robust membership growth across all designation categories, reflecting strong confidence in the value of the ICAZ brand and the expanding relevance of the accountancy profession in Zimbabwe and beyond.

### Membership Statistics at a Glance

CA(Z) Members	3,165	+28.45% over 4 years
AA(Z) Members	121	+59.21% over 4 years
PSPA(Z) Members	89	From 10 since inception (2022)
Total Membership	3,375	+31.27% since May 2022

Our digital learning infrastructure is also advancing rapidly. The new Learning Management System (LMS) is now live, offering members and students a seamless, modern platform for accessing CPD courses, training materials, and professional development resources. Additionally, the Electronic Assessment Tool (EAT) — available from 1 March 2026 at \$8 per student per month — has been introduced as the mandatory platform for recording trainee assessments, replacing third-party alternatives.



## Future-Ready Skills for Finance Professionals

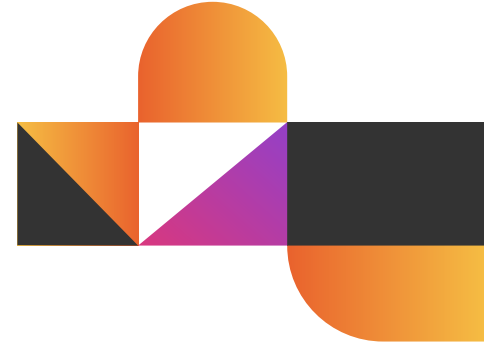
ICAZ introduces a new suite of online CPD courses available on the ICAZ Learning Management System (LMS).

Designed to support continuous professional development in an evolving business environment.

- » 100% online learning
- » Self-paced and flexible
- » Accessible anytime, anywhere
- » Earn CPD hours upon completion

**Advance Your Professional  
Edge with ICAZ Online CPD**

## EDUCATION DEPARTMENT



### **Redefining the CA Traineeship: A Shift from Tasks to Values**

The journey to becoming a Chartered Accountant (CA) is undergoing a fundamental transformation. The new 'CA of the Future' training framework, as outlined by ICAZ, moves away from a checklist of technical tasks toward a holistic development model centred on Professional Values, Attitudes, and Acumen (PVAAs). At the heart of this evolution is the Office Training Plan, now rebranded as the Integrated Exposure Plan (IEP).

### **Key Changes: From Prescribed Tasks to Contextual Values**

Under the 2016 framework, trainees demonstrated competence primarily through prescribed technical tasks, with rigid assessment cycles every two months. The 2025 framework removes most prescribed technical exposure requirements — except for Audit and Assurance firms. Technical competence is no longer formally assessed. Instead, technical tasks serve as the context within which trainees display PVAAs — 51 distinct attributes ranging from ethical judgment to professional acumen.

The IEP requires Authorised Training Offices (ATOs) to demonstrate that trainees receive sufficient depth and breadth of technical exposure, but the ultimate goal is PVAA development. Progress is tracked at every Practical Development Session (PDS) meeting.

### **Technical Competencies: Inputs, Not Outcomes**

While technical skills remain important, they are now treated as inputs rather than end goals. Trainees are exposed to technical learning outcomes, which are recorded and monitored — not graded. This marks a profound shift: technical knowledge enables behaviour, but behaviour is what is assessed. Business activities such as audit procedures, financial reporting, and tax computations become the raw material for demonstrating integrity, professional scepticism, and commercial acumen.

### **New Evidence Model: Monthly and Proactive**

Evidence recording has also changed significantly. The old two-monthly Practical Service Reports (PSRs) are replaced by monthly Learning Outcome Reviews (LORs). More frequent submissions improve efficiency and feedback loops. Critically, trainees are encouraged to create LORs at the beginning of a work assignment, accumulating evidence progressively rather than retrospectively. This proactive approach fosters intentional learning and real-time reflection. All evidence must now be recorded exclusively on ICAZ's Electronic Assessment Tool (EAT), available from 1 March 2026 at a reduced cost of \$8 per student per month. Third-party platforms are no longer permitted.

### **Inputs, Activities, and Outputs**

- ✔ Inputs: Technical task exposure, monthly LOR submissions, trainee self-reflection, and reviewer feedback.
- ✔ Business Activities: Daily work in audit, tax, advisory, or finance — used as a stage for PVAA demonstration.
- ✔ Outputs: A qualified CA who is not only technically capable but also ethically grounded, commercially astute, and professionally agile.



#### **Call to Action:**

ATOs must submit their new IEP by 30 May 2026, retrain role players, and acclimatise to the new training regulations. The future CA is not defined by the tasks they complete, but by the values they embody.

## MEMBERSHIP & REGISTRY



### PR and Marketing Committee Vacancy

ICAZ is inviting interested members to apply for a position on the PR and Marketing Committee. Members who wish to be considered are encouraged to send their curriculum vitae to [publicrelations@icaz.org.zw](mailto:publicrelations@icaz.org.zw).

Legislative Review: Chartered Accountants Act

The review of the Chartered Accountants Act and its associated Bylaws is currently underway, representing a significant governance milestone for the profession. Town Hall meetings were held in Bulawayo on 28 and 29 April 2026, and in Harare on 5 and 6 May 2026, with the option to participate online extended to those unable to attend in person.

The engagements were productive, with meaningful input from members and stakeholders across the country. Consultants are now in the process of finalising the Act and Bylaws for adoption at the Annual General Meeting, after which they will be submitted to the relevant Ministry for approval.

### Social Media Policy

The Institute is in the process of developing a comprehensive policy that will govern ICAZ's social media platforms. The draft policy is currently under review by the Information Technology Committee. Members will be notified upon finalisation and adoption.



SCAN HERE  
FOR REGISTRATION

## WINTER SCHOOL 2026

ELEPHANT HILLS

*Victoria Falls*

ZIMBABWE

30 JULY - 02 AUGUST 2026

### THEME

Charting New Frontiers:  
Resilience, Innovation & Sustainable Value



REGISTRATION DEADLINE

**26 June 2026**

Sponsorship Opportunities Available

# PARTNERSHIP MILESTONE:

## MOU SIGNING WITH \_\_\_\_\_ CHARTERED ACCOUNTANTS' ACADEMY

A landmark moment in ICAZ's journey of expanding professional education unfolded on Friday, 17 April 2026, with the formal signing of a Memorandum of Understanding (MOU) between ICAZ and the Chartered Accountants Academy (CAA).

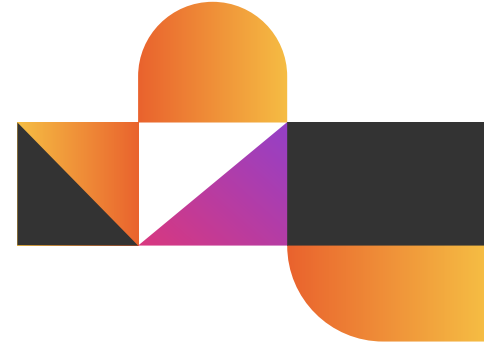
This partnership formalises a shared commitment between the two institutions to collaborate on expanding opportunities for aspiring Chartered Accountants, strengthening professional training capacity, and building a more robust pipeline of qualified accounting professionals in Zimbabwe and beyond.

The MOU sets the foundation for joint initiatives that will enhance the quality and accessibility of CA training, ensuring that candidates are equipped not only with technical knowledge but with the professional values and competencies that define the modern Chartered Accountant.

ICAZ welcomes the Chartered Accountants Academy as a trusted partner in this shared mission, and looks forward to the meaningful impact this collaboration will create for current and future members of the profession.



# HUMAN RESOURCES & ADMINISTRATION



## Staff Health & Wellness: Marathon Participation

In line with ICAZ's ongoing commitment to staff wellbeing and team cohesion, ICAZ staff members have been actively participating in local running events. The Institute was represented at both the Musabvunda Half Marathon and the Nyaradzo @25 Marathon — events that reflect our culture of health, resilience, and camaraderie.

Staff participation in community sporting events is a key part of the ICAZ wellness programme, promoting physical fitness, mental wellbeing, and strong collegial bonds. We are proud of every team member who laced up and took to the road.



## ICAZ - Vimbiso Half Marathon

12 July 2026:  
0600hrs

Venue: TBA



Run for a Purpose.  
Run for a Future!

Every step you take  
funds a future!  
Support a dream.

5km 10km 21km

## MEET OUR TEAM



### Staff Health & Wellness: Marathon Participation

The ICAZ team is made up of dedicated professionals committed to serving our members, advancing the accountancy profession, and upholding the values of integrity, excellence, and leadership.

#### CEO's Office



**William Mandisodza**  
Chief Executive Officer



**Rumbidzai Shelton**  
PA to CEO

#### Technical Department



**Nyasha Chakuma**  
Technical Director



**Masimba Makunike**  
Technical Manager



**Chris Munodawafa**  
Assistant Technical Manager

#### Technical Department



**Embassy Ruziwa**  
Technical Administrator



**Pascal Munjoma**  
Technical Standards



**Fungai Pakati**  
Printing

#### Registry Department



**Felicity Karekwaivanane**  
Registrar



**Bertha Chikwati**  
Membership Liaison Officer

#### Registry Department



**Ruvarashe Dzavo**  
Training Office Accreditation  
& Monitoring Officer



**Melody Mungoni**  
Membership Administrator

#### Education Department



**Hope Mhindu**  
Education Manager



**Bay Nengomasha**  
Student Training Co-ordinator



**Elise Muchena**  
Education Programmes  
Coordinator

## MEET OUR TEAM

(CONTINUED)

### Education Department



**Sheraine Galloway**  
Education Programmes  
Coordinator

### Finance Department



**Esther Mugwagwa**  
Head of Finance



**Micheal Muchena**  
Accountant



### Finance Department



**Keniad Kakore**  
Assistant Accountant  
Creditors



**Vimbai Musariri**  
Assistant Accountant  
Debtors



**Kuda Irimayi**  
Accounts Graduate Trainee

### IT Department



**Malvern Masiye**  
IT Operations Lead



**Watson Shava**  
Digital Operations Lead

### IT Department



**Neil Choeni**  
IT Intern



**Monique Ndebele**  
IT Graduate Trainee

### Public Relations and Marketing Department



**Edinah Gemu**  
Public Relations and  
Marketing Manager



**Victor Garanounga**  
Public Relations and  
Marketing Officer

### HR & Admin Department



**Faustina Murena**  
Human Resources Officer

### Human Resources and Administration Department



**Rutendo Mabhunu**  
Receptionist



**Nosbert Tangira**  
Driver



**Winnet Jasi**  
Cleaner

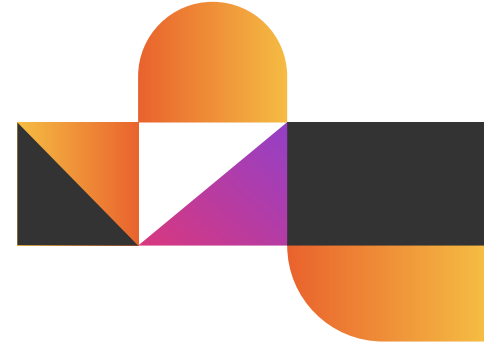


**Otilia Ncube**  
Cleaner



**Tinei Bhunu**  
Gardener

## TECHNICAL DEPARTMENT



### Sustainability Training Sessions: Building Capacity Across Zimbabwe

ICAZ's Technical Department has been at the forefront of embedding sustainability practices across Zimbabwean industries through a targeted and impactful training programme. As the global business environment increasingly demands that organisations integrate environmental, social, and governance (ESG) considerations into their operations, ICAZ has stepped up to ensure that Zimbabwean professionals and institutions are equipped for this transition. These training sessions are not merely informational — they are transformational, empowering corporates to move beyond compliance and toward genuine sustainable value creation. By placing sustainability at the centre of professional practice, ICAZ is reinforcing its role as a catalyst for a more responsible, forward-thinking economy.

### Organisations Trained

- » Doves
- » Zimbabwe Broadcasting Corporation (ZBC)
- » Medicines Control Authority of Zimbabwe (MCAZ)
- » Harare Sustainability Breakfast Meeting



## EVENTS & \_\_\_\_\_ PROFESSIONAL DEVELOPMENT



### ICAZ at the Zimbabwe Accountants Conference (ZAC) 2026

ICAZ was proud to be represented at the Zimbabwe Accountants Conference (ZAC) 2026, hosted by the Public Accountants and Auditors Board (PAAB) in the spectacular setting of Victoria Falls. The conference provided a premier platform for accounting and auditing professionals to engage with emerging regulatory developments, share insights, and reaffirm their commitment to the highest standards of professional practice. ICAZ's participation underscores the Institute's active role in shaping the broader professional landscape in Zimbabwe.



### Botswana Chapter: Tax Changes Deep Dive

Navigating change requires clarity — and that is exactly what was achieved at the ICAZ Botswana Chapter session held on 21 March 2026 at Baker Tilly Central Africa, Botswana. The event, themed Tax Changes: A Deep Dive, brought together professionals for an engaging and insightful exploration of the evolving tax landscape, equipping attendees with the knowledge and tools to stay ahead. The session generated great energy, meaningful dialogue, and valuable takeaways for all participants.



## EVENTS & PROFESSIONAL DEVELOPMENT

(CONTINUED)



### Annual Charity Golf Day: Driving Change, One Swing at a Time

The ICAZ Annual Charity Golf Tournament once again brought together members, sponsors, and supporters in a celebration of generosity, sport, and community impact. Held at one of Harare's premier golf venues, the event drew enthusiastic participation from across the business and professional community, raising vital funds for ICAZ's Corporate Social Responsibility initiatives.

Over the past nine years, 10% of all proceeds from this event have been directed to the Vimbiso Scholarship Fund — an ICAZ Trust Fund established to provide bright but underprivileged students with the means to pursue a career as Chartered Accountants. The fund has made tangible differences in communities across Zimbabwe, from textbook donations to secondary schools in Mashonaland West and East, to the donation of a vehicle and groceries to the Rose of Sharon Welfare Organisation, to providing over 300 desks and chairs to schools in Murehwa and Gokwe, and most recently, financial support to 17 University of Zimbabwe accounting students and textbook donations to 12 disadvantaged schools in Bulawayo Province.

The Institute is deeply grateful to every sponsor and participant whose generosity makes these contributions possible. Despite the economic challenges many organisations face, the support shown at this event is a powerful statement of commitment to the profession and the communities in which we operate.

### Tournament Sponsors

- » Grant Thornton
- » Schweppes (Rehydration Partner)
- » Premier Corporate Gifts (Apparel Partner)
- » Colcom (Halfway Lunch Partner)
- » Minerva
- » Cell Insurance
- » BDO Chartered Accountants Zimbabwe
- » Nolands Chartered Accountants

### Minor Prizes

- » Nearest to the Pin – Hole 3: Mugwagwa A
- » Nearest to the Pin – Hole 13: Eric Matienga
- » Longest Drive – Hole 9: Ruwende R
- » Longest Drive – Hole 18: Munga T

### Main Prizes

- » FBC Bank: Mugwagwa A, Moyo S, Mubaiwa S and Mumbengegwi — 90 points
- » TPZ: Ngoro B, Gunda J, Hoto M and Chamboko — 91 points
- » Old Mutual: Chinowaita, Nharingo, Muguhu and Mabika V — 91 points
- » KFC Zimbabwe: Sithole T, Matienga, Chingosho and Gandari — 93 points
- » Old Mutual: Muchakagara D, Mapondera K, Goremusandu and Sithole — 98 points



# Charity Golf Day

CHAPMAN GOLF CLUB

24 APRIL 2026

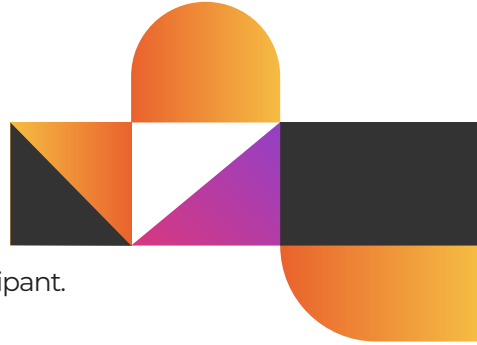
## A BIG THANK YOU TO OUR Sponsors



Anchor Sponsor



## EVENTS & PROFESSIONAL DEVELOPMENT (CONTINUED)



Congratulations To all winners, and a heartfelt thank you to every sponsor and participant. Your support makes the Vimbiso mission possible.



## CAREER GUIDANCE SESSIONS: Inspiring the Next Generation



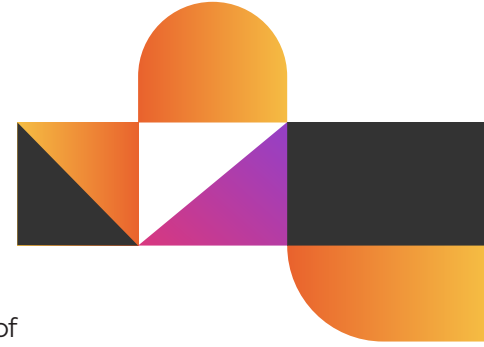
ICAZ continues to invest in the future of the profession through a dynamic outreach programme targeting high school and university students across Zimbabwe. Through engaging career guidance sessions, the Institute is actively promoting the Chartered Accountant designation alongside the mid-tier designations of Accounting Technician and General Accountant, ensuring that students at every stage are aware of the rewarding pathways available within the accountancy profession.

Recent sessions were conducted at Chinhoyi University of Technology and Bindura University of Science Education, in collaboration with ICAZ's Accredited Tuition Providers — Chartered Accountants Academy and Accounts on Call. These sessions combined presentations on the CA qualification pathway, interactive discussions on career prospects, and practical guidance on how to get started. The response from students has been overwhelmingly positive, reflecting a growing interest in the accountancy profession and the ICAZ brand.

ICAZ remains committed to growing the pipeline of future Chartered Accountants, and will continue to expand its campus outreach programme throughout the year.



## UPCOMING EVENTS



There is much to look forward to in the months ahead. ICAZ has a rich calendar of events spanning professional development, community engagement, and member networking. Mark your diaries and plan your participation.

EVENT	DATE	VENUE / MODE
Public Sector Convention	3 – 7 June 2026	Golden Peacock, Mutare
ICAZ – Vimbiso Half Marathon	12 July 2026	TBA
Initial Assessment of Competence (IAC)	23 – 25 June 2026	OmniContact Centre
Sustainability Breakfast Meeting	25 June 2026	Holiday Inn, Bulawayo
CASS Seminar	15 – 19 July 2026	TBA
Winter School	30 July – 2 Aug	Elephant Hills, Victoria Falls
Inter-Firm CASS Sports Day	August 2026	ZB Sports Club
Sustainability Breakfast Meeting	20 August 2026	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



## The Chartered Accountant Magazine - Second 2026 Edition

Be part of the next ICAZ Magazine publication!

We are inviting submissions of insightful and thought-provoking articles on relevant and emerging topics, including:

Business | Accounting | Technology | Economics | Governance | Leadership | Treasury  
Audit & Assurance | Sustainability | Education | Innovation

### Article Guidelines:

Word Count: 800 – 1000 words

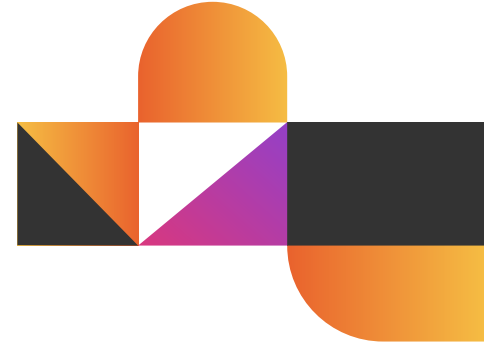
Articles should be original, informative and relevant to the profession  
Include the author's full name, designation and organisation

Submit to:

publicrelations@icaz.org.zw — Showcase your expertise and contribute to conversations shaping the future of the profession.



## RESOURCES & QUICK LINKS



The following resources are available to members on the ICAZ website and digital platforms. These links provide access to key professional documents, technical guidance, and the latest regulatory updates.

ICAZ Policies and Governance Documents

[Click Here](#)

CA of the Future Framework Documents and IEP Guidelines

[Click Here](#)

Electronic Assessment Tool (EAT) – Access and User Guides

[Click Here](#)

Learning Management System (LMS) – Course Catalogue

[Click Here](#)

Chartered Accountants Act Review – Draft Documents and Submission Portal

Visit us at [www.icaз.org.zw](http://www.icaз.org.zw) | Integrity House, Harare